

I. EMPLOYMENT

A. FACULTY

In 1975, Blacks were 2.6% of the total academic workforce. In 1976, we dropped to 2.4%, we rose again in 1977 to 2.6%, and in October 1979 dropped to 2.3% or 55 Blacks out of a total of 2,369 academic employees. Unfortunately, the picture is even worse when we look at our representation in tenured and tenure-track positions. In 1975, Blacks were 1.2% of the regular teaching faculty--ladder ranks. In 1976, we were .8% or 3 people; in 1977, we rose to 1.4%, and in October 1979 we dropped to .9% or 4 Blacks out of a total of 475 ladder rank faculty. We would like to

UNIVERSITY OF CALIFORNIA, SAN FRANCISCO

PRESENTATION TO PRESIDENT'S ADVISORY COMMITTEE B

UCSF CAMPUS VISIT

NOVEMBER 5 AND 6, 1980

IT IS OBVIOUS TO US THAT THERE IS LITTLE OR NO COMMITMENT ON THE PART OF OUR CAMPUS'S ADMINISTRATORS OR SENIOR FACULTY TO ADDRESS THE UNDERREPRESENTATION OF BLACKS ON OUR ACADEMIC WORKFORCE. IN THE PAST, THERE HAD BEEN A SERIOUS ATTEMPT TO RECRUIT AND PROMOTE BLACK FACULTY. DURING THE PAST FOUR OR FIVE YEARS, HOWEVER, IT APPEARS TO US THAT THERE HAS BEEN LITTLE OR NO ATTENTION GIVEN TO THE STEADY DECLINE OF BLACK REPRESENTATION ON OUR CAMPUS OR TO THE EROSION OF AFFIRMATIVE ACTION EFFORTS IN THIS AREA. THE BLACK CAUCUS ADDRESSED THESE PROBLEMS FOR THE FIRST TIME IN 1968 AND IT HAS BEEN A CONSTANT STRUGGLE TO KEEP THE ISSUE IN THE FOREFRONT OF ADMINISTRATIVE PRIORITIES. WE CANNOT SAY THAT WE ARE ANGERED AND FRUSTRATED BY WHAT APPEARS TO BE A POLICY OF "BENIGN NEGLECT."

RECEIVED	
CHANCELLOR'S OFFICE	
AFFIRMATIVE ACTION	
NOV 7 '80	
ACTION	
LNN	
RB	✓ return
JL	
EO	