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STATE UNIVERSITY OF NEW YORK
AT STONY BROOK

Office of Academic Vice-President

MEMORANDUM

SUNY - Stony Brook

March 12, 1974

TO: Deans, Provosts, Department and Program Chairmen

FROM: Sidney Gelber, Academic Vice President

SUBJECT: EEO Procedures

I am deeply concerned about the insignificant progress in the recruitment of minority and women faculty, and disappointed that too many departments have exhibited a lack of decisiveness and vigor in meeting the announced goals of the institution. These judgments are shared by the members of the Faculty Committee for Equal Opportunity. Therefore, in order to insure the effective implementation of our stated policies, I am proposing that the following steps be initiated:

The Committee will be furnished with information, as soon as it is made available to departments and programs, relating to administrative approval to make appointments on lines being vacated within these units. In addition, the Committee will receive notification of additional faculty resources, as soon as these are made available to the departments. These measures will enable the Committee to interact earlier in the recruitment process with the departments.

Since a number of departments have already initiated recruitment efforts based either upon prior approval to recruit or upon expectations of new lines, it is important that these departments clear their possible appointments with the chairman of the Faculty Committee for Equal Opportunity.

Commencing next year we hope to establish the basis for a "contractual" understanding as to the programs, objectives and recruitment plans of all departments. Resources will be allocated in accord with administrative and departmental agreements on these stated goals. Affirmative action goals and timetables will be incorporated in these departmental contracts, after such plans receive the approval of the Faculty Committee for Equal Opportunity and the Academic Vice President's Office. Therefore, permission to recruit will be granted only after the approval of departmental plans. These procedures will strengthen further the role of the Faculty Committee in its subsequent monitoring and approval of appointments made in accord with departmental goals.