

## **Richard Solano appointed as assistant to the Chancellor for Affirmative Action**

**July 13, 1976**

University of California, San Diego Chancellor William D. McElroy has announced the appointment of Richard Solano as Assistant to the Chancellor for Affirmative Action/ Equal Opportunity.

Solano's primary responsibility will be to assist the San Diego campus in developing a plan to comply with the requirements of Title 9, the law which specifies how organizations must equalize job opportunities. He was chief of the Division of Public Employee Labor Relations of the U.S. Department of Labor. He has also served as Director of Personnel and Labor Relations and Secretary to the Civil Service Commission of the City of El Paso, Texas.

He was public administration advisor to the government of Bolivia, Costa Rica, El Salvador, Honduras and Venezuela. In Bolivia, he organized a national civil service office and staff training program. In Costa Rica, he was responsible for administrative improvements in the National Customs Service. In Venezuela, he redesigned the administration of the national personnel program and made improvements in the management structure of the National Public Housing and Development Agency.

In addition to his work with labor-management relations, personnel management, program administration and union organizing, Solano has worked as a general assignment and governmental affairs reporter for the Chicago Daily News.

Solano received his bachelor's and master's degrees in political science, journalism and Latin American Affairs from Northwestern University. He studied Latin American history and government at the Universidad Central del Ecuador, Quito, Ecuador and attended the Institute of Industrial Relations, Loyola University, Chicago.

Solano, who has written a number of reports, reviews, articles and task force materials for agencies here and in Latin America, says he sees his job in a "collegial way."

"I see myself as working to create an awareness among people on all sides of the affirmative action issue," says Solano. "The newness of the affirmative action concept has worn off and we now see an uneasy acceptance. We'll have to go through a period of finding ways of bringing the idea home to managements. Hitting people on the head is obviously not the way to go about it."

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