

UCSD engaged in an action program aimed at increasing the number of minorities and women in all areas of campus

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The University of California, San Diego is engaged in an aggressive affirmative action program aimed at increasing the number of minorities and women all areas and at all levels of the campus, according to Dr. William D. McElroy, UCSD Chancellor.

In a statement prepared for the University of California Board of Regents at its Thursday, November 15, meeting, McElroy said the basic aim of the affirmative action activity is to effect a positive change of attitude resulting in full justice in all levels of campus employment. The objective, he said, is to increase substantially the number of minorities, including women, in every underutilized occupation on the campus.

In addition, McElroy said, UCSD is making a concerted effort to recruit minorities and women as students, both at the graduate and undergraduate levels, as part of a truly comprehensive long range plan needed to bring more of them into the university system.

"The campus is committed to affirmative action across the board - faculty, students, and staff - and we have an active program in each," McElroy said. He said the campus has published a comprehensive affirmative action plan outlining how the programs are to be implemented and listing those who are responsible for their operation.

To insure the continuous development of affirmative action policy, McElroy said he has appointed an Affirmative Action Advisory Committee, with subcommittees on women and minorities, which continually evaluates both the policy document and projected annual goals.

McElroy called the progress made by the campus over the past three years "a good start."

During the 1971 to 1973 academic period, 173 new full-time faculty appointments were made at UCSD, he said. Of these, 67, or 39 per cent, were minorities and women.

"Today, 9.8 per cent of our full-time teaching faculty are minority individuals; 6.3 per cent are women," McElroy said. "In 1971 there were six women on the faculty; only one had tenure. At present there are 31 women on our faculty; seven have tenure. There are 62 minorities on the faculty and 33 have tenure," he said.

"We are proud of our record over the last three years but there is no doubt that we must give attention in the future to an increase in the number of minorities and women at the tenure level," McElroy said. "I know of no easy way to do this except to continue our aggressive recruiting policy and at the same time accelerate the number of minorities finishing graduate studies."

McElroy said to increase the pool of academic candidates, UCSD is making a concerted effort to recruit minorities and women into its graduate programs.

"To this end, we have recently established a full-time coordinator in the office of the Dean of Graduate Studies to identify and help the departments attract qualified minority students," McElroy said. He said minority students currently make up about 6 per cent of the total graduate student enrollment.

"This is, clearly, not a satisfactory situation and we must do more," he said. "We have had better success in attracting women graduate students," he said. "Currently 22 per cent of all graduate students are women."

According to the Chancellor, a truly comprehensive long range plan must take into account efforts at the undergraduate level to bring more minorities and women into the life of the university.

"Here, I am very much encouraged, for about 20 per cent of our undergraduates are minority students; essentially a doubling in three years," he said.

McElroy said the number of staff employees has been gradually increased in the past three years through the affirmative action program.

"In 1972, minorities constituted 19.8 per cent of our staff employees," he said. "This year that figure stands at 22.5 per cent. Further, minorities now account for 10 per cent of the upper level staff positions."

"It bears mentioning," he said, "that these gains, although modest, were made without infringing on the rights of others and while undergoing a drop in total non-academic employees, mainly due to reduction in personnel at University Hospital through attrition."

McElroy said that although the overall gain in the employment of women may appear nominal, there is a significant trend toward representation in upper level positions. Approximately 10 per cent of the campus management program positions are currently occupied by women, he said.

McElroy said a variety of on-the-job training programs, ranging from those for painters and plumbers to a skills development class for supervisors, have been instituted by the campus.

"Our plans for the future are to place a greater emphasis on the addition of minorities and women to the management program, as well as in the upper levels of responsible staff positions and to continue to train and upgrade our employees as much as our resources will permit," McElroy said.

"Equal employment opportunities is our institutional goal and my personal commitment," he said. "Under-compliance will not be considered satisfactory and zero-compliance will not be tolerated. We all must share in this goal, particularly those of us who have the authority and responsibility to achieve it."

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