[MS-0436.001.002.001]

California State University, San Diego

5402 COLLEGE AVENUE / SAN DIEGO, CALIFORNIA 92115

Office of Vice President for Academic Affairs

February 1, 1973

Dr. Brage Golding, President
California State University, San Diego
San Diego, California 92115

Dear Dr. Golding:

We are aware that the resignation of Mr. Donald Coryell as head football coach was sudden and that it was imperative that the established machinery for filling vacancies be immediately activated. We can appreciate the tremendous pressures such a decision engendered, but we are deeply disturbed with what appears to be the result of such haste; that is, an utter disregard for the January 3, 1972 pledge of this university to the Affirmative Action Policy. Since this policy states that the President shall "indorse and aggressively pursue implementation of this policy and shall insure that the policy is enforced" and since you have repeatedly gone on record as supporting this policy, we are voicing our concerns to you and requesting that you investigate this situation with respect to its adherence to the Affirmative Action Policy. Because of the seriousness of this situation, we ask that you respond to our concerns by Monday, February 5, 1973. We further ask that if, in fact, this policy has been violated, you immediately suspend the action of the selection committee until the proper procedures are utilized.

In the Affirmative Action Policy section called "Implementation", item three states, "In seeking to fill openings, every effort shall be made to recruit in such a way that women and individuals from minority groups will have special opportunity to be considered and appointed to faculty positions. Unless it can be clearly demonstrated that goals are impossible to attain because qualified or qualifiable applicants are not available, it is understood that each school or college shall hire a substantial majority of women and persons from minority groups whenever openings shall occur during the 1971-1973 period (Phase I)." The composition of the ad hoc committee which recommended the candidates, the failure to consult the Coordinator of the Affirmative Action Program or the Affirmative Action Committee, and the speed with which the announcement of the selection followed the appointment of the ad hoc committee, cause us to believe that "special opportunity" was not given minorities and to ask that it be clearly demonstrated that "goals are impossible to obtain because qualified or qualifiable applicants are not available".

We wish it clearly understood that this is not an attack upon Mr. Claude Gilbert or his qualifications, neither are we advocating "hiring, retaining or promoting

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We wish it clearly understood that this is not an attack upon Mr. Claude Gilbert or his qualifications, neither are we advocating "hiring, retaining or promoting

incompetent faculty", what we are concerned about is a seeming abuse of a university policy of procedure. It seems that the Affirmative Action Policy was ignored and thus a dangerous practice for future situations has been set.

If indeed, the Affirmative Action Policy can be ignored for this appointment, then are we to assume that future situations in which speed is essential will be handled in the same manner? Furthermore, we wonder why the precedent of naming "acting" or temporary appointees for the interim between the resignation of one faculty person and the hiring of his replacement has not been used in this instance?

Therefore, Dr. Golding, we request that you investigate the screening committee's processes to determine if they adhered to spirit and letter of the Affirmative Action Policy and inform us of the procudures followed: specifically, how they did offer special opportunities for minorities to apply and how they clearly determined that qualified or qualifiable applicants are not available.

If the Affirmative Action Policy was, indeed, violated, then we urge you to immediately rescind the appointment and institute a new search which follows the Affirmative Action Policy.

Sincerely,

Frances S. Foster

Frances S. Foster, Faculty Coordinator
The School of Afro-American Studies

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