

July 8, 1977

To: Jean Hill, Dean of Student Advisory Services, and Chairperson of Selection Committee for Minority Advisory Services

From: Socorro Bunts JB

Subject: Review of Selection Committee procedural irregularities and prejudice

MINORITY (SAS)
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OFFICE OF THE PRESIDENT
University of Idaho

From recent discussions with University of Idaho administrative officials, it is evident that the problems and needs of minority students and their communities are not understood by the University, and therefore, are neglected. This attitude was readily apparent in your committee's actions which lead to the offering of contracts to three Minority Advisor candidates under these circumstances. The subsequent review position expressed by Vice President Tom Richardson is to take no action concerning possible prejudicial processes and admitted procedural irregularities of the committee. Richardson concedes that irregularities did take place, but the "University has to save face," so nothing would be done to rectify the selection process errors. It naturally followed that the minority students' recommendations for alternate solutions are being ignored. I do not disagree with Richardson's statement that "All candidates were treated equally," by your committee's procedures. This, however, does not mean the same as -- all candidates were treated fairly without prejudice, or in the best interest of the minority students' needs.

I list the following items to give some specific examples of action that strongly both prejudice toward some candidates and lack of consideration for minority needs and input occurred.

- 1) The committee chairperson's disregard for Juntura directed selection committee composition and voting weights;
- 2) The injection of such statements as, "I can't work with that person," by the chairperson; and
- 3) The selection of final ranking procedures after all candidates' qualifications and scorings were known. (Only raw interview scores would be used for final ranking.)

The apparent University of Idaho status quo position now and into the future as expressed by Richardson leaves me no alternative, but to seek a review of the selection process on the grounds of prejudice and failure of the committee to keep as its prime concern the needs of minority students. The general rationale of the Dean of Student Advisory Service and Student and Administrative Services offices is to equate the input of minority students that challenge the existing state of affairs or would "air dirty linen" as personality conflicts or "disgruntled" attitude. This confirms and heightens my awareness of the misdirections of the University's minority program focus, its administrative concepts, and the need for further action on my part.

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To conclude, I will be following an appeal procedure as suggested by the University of Idaho Affirmative Action Office, and will be contacting next week the University President, the Board of Regents, and others listed below:

Milton Small, Executive Director, State Board of Education
Rudy Liberitte, Coordinator of Equal Opportunity Services
Equal Employment Opportunity Commission
Human Rights Commission
United States Commission for Civil Rights
Department of Justice
American Civil Liberties Union
Mexican American Legal Defense Foundation, M.A.L.D.F.

cc: Juntura Committee /
Selection Committee for Minority Advisory Services
Movimiento Estudiantil Chicano de Aztlan
Black Afro-American Student Association
Native American Student Association
U of I Affirmative Action Office
Richardson ✓