

Minority Student file

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To: Dr. Jean Hill, Dean of Student Advisory Services **OFFICE OF THE PRESIDENT**
 From: *Donald J. Kees* Donald J. Kees, Director - Student Counseling Center **University of Idaho**
 Subject: Proposed plan for filling Director of Minority Student Programs position

I am submitting this somewhat formal statement indicating my disapproval of the hiring plan that has been formulated to replace Mr. Charles Ramsey in the Minority Student Program. This statement supports and replicates some of my verbal comments at the Student Services Division meeting on Friday, March 11, 1977 at the Student Counseling Center. Specifically, I am in disagreement with the plan to bring in three funded positions to fill the one vacancy left by Mr. Ramsey. I submit the following reasons for opposing the plan:

1. Within the confines of extremely limited and perhaps even cuts in available financial resources available to the student services division, I believe that we are not getting enough for the dollars spent. In last fall's enrollment figures there were 39 Blacks, 27 Chicanos, and 29 Native Americans. A full-time professionally staffed position for each of these specialized groups is too extravagant especially when viewed in light of the fact that other student service departments are under great stress in attempting to meet student needs in their areas of specialization.
2. Although you show that the three persons will be funded out of the present budget, it is readily apparent to me that you cannot furnish office space for three persons, provide the clerical and secretarial help, provide the travel and per diem needed for recruitment, and provide other expense monies needed and stay within the less than five thousand dollar support budget that remains after paying three salaries. These costs will escalate significantly as the positions become firm.
3. Another objection is the low level of training that is being required of the applicants. They are going to need considerable in-service training and consulting to be able to function just as advisors. The critically needed student services such as counseling, learning skills, and health will still have to be provided by the established services. Also, I fail to see how these three will be able to adequately represent the minority groups to the central administration. I believe that one leader can do this more adequately than three. Three will create a lot of in-fighting.
4. The faculty will not accept this type of staffing. The student services division is already under fire (not necessarily justifiable) for overstaffing but I believe we are handing them a ready-made example of over-staffing. This over-staffing in one area -- minority programs, will hamper attempts to bring the Counseling Center staff up to the minimum required to meet present needs and may also hamper similar efforts in other student service departments. We haven't had our yearly meeting to present our differential manpower needs as you know.

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5. The job description and verbal statements at the March 11 meeting revealed that a significant amount of time will be spent in recruitment of minority students. Keeping three persons in the field to do this task is extremely expensive. Almost every specialized recruitment requires on campus support in the way of supplemental learning skills training, counseling, and advising. These services are now taxed to the limit. Unless the on-campus resources for accommodating these specially recruited students are brought up to strength there is no way to retain many of these students. Eastern Washington State College got themselves into this exact bind several years ago. The college could not financially meet the needs of the minority students they had recruited which left these students feeling very neglected and the net result was significant disapproval of the administration by the public and we are definitely not meeting the counseling and learning skills needs of our current student population. Other personnel needs may also be lacking. To send out three full-time professionals to recruit more students to attend whom we know will put significantly more pressure on existing services reflects administrative irresponsibility.

I would like to strongly recommend that this hiring action be halted until a broader representation of faculty opinion can be brought to bear on this proposal. Our new president-elect may also have some interest in this hiring action.

cc: Dr. Tom Richardson
Dr. Robert Coonrod

DJK/ae