

# 'We need more women and blacks'

## Black Faculty Give Views

by Gwen Upchurch  
Staff Writer

Protest marches began late semester to call attention to the absence of black faculty. At one point there were nearly 200 students participating in those rallies but among them were few if any faculty members. What do they think of the protesting and the lack of black women recruitment? Two faculty members, Dr. Frederick Lee, and Dr. J.L. Greene, and assistant vice-chancellor and associate dean, Edith M. Elliot from Student Affairs expressed their views.

"I'm very much aware that the pool from which to recruit is very small," said Lee, political science professor. "I dare say right now there are no more than 200 blacks that hold doctorates in political science in the country. I'm painfully aware that many blacks don't want to be in North Carolina and I think for good reason, especially when you consider the salaries, institutional racism on this campus, in the state, and in the nation. Many blacks may feel uncomfortable here and that poses difficulties. Just because there are blacks available does not necessarily mean that blacks are going to come here.

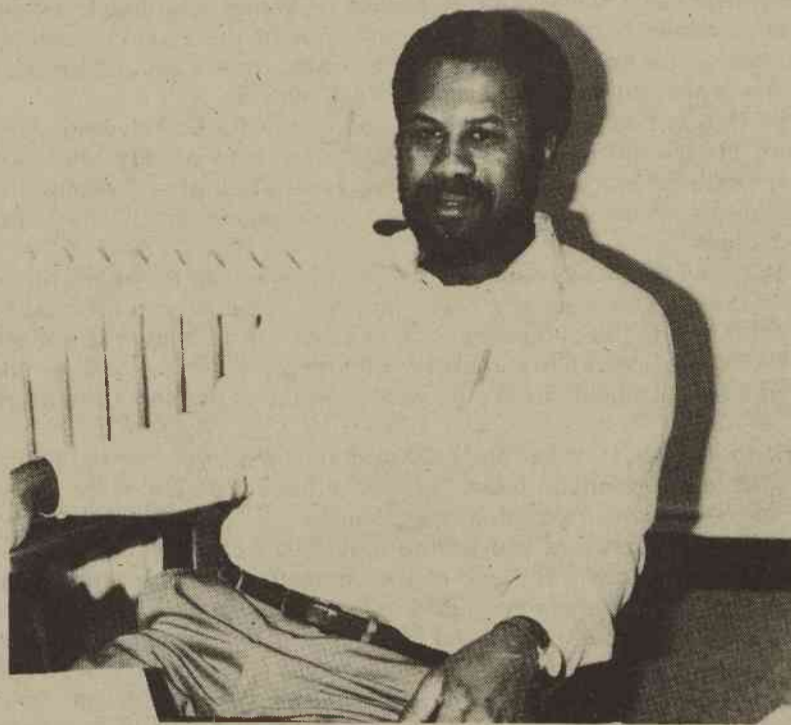
Greene, English Professor, believes the answer lies in the university. "Many blacks don't come here because they are aware that the University is not sincere in its recruitment of blacks."

When a minority person considers teaching here, how is he or she evaluated? Was she hired because she is a woman or black, or because he or she is qualified to perform the job. "I think it's a combination of the two," said Lee. "I think it would be absurd to assume that the only reason I got hired is because I came

from the University of Michigan. That's just ridiculous. I am under no illusions."

"I was hired because I am black," said Greene. "White faculty don't think blacks are qualified for the job. There is a general attitude, I think, among white professional, that black professional, female professional, are always less qualified," said Greene. Elliot said blacks are hired for a combination of reasons. "My perception is that they put such a high premium on blacks and women, we must be super," she said.

Besides being qualified in the eyes of the University, minority faculty and who have gone through a system of so-called "intergrated" schools where they have internalized many of the preconceptions and myths about black professionals and black faculty in particular," said Greene. "There are (black students) who believe that black faculty aren't capable at all. They think they are the exceptions."



Lee Greene



Fred Lee

Protesting has been known as one of the biggest attention-getters since the 50's. Will protest have any effect on the administration here?

"I think it will," Greene said. "I think it will have more effect if more people would participate in it. If more of the black students on this campus would think about how they got here and participate, I think it would have more of an effect."

Lee disagrees about the effect of protest. Improving the recruitment process may be marginally helpful. But what's going to make a difference is that we get more black folks in graduate schools and get them out of graduate school. It would be naive to assume that the University and the department historically have done as much as they could have. There's neglect. There's a tendency to believe 'well, as long as we say that we're interested in blacks what we have to do is wait until more blacks get out of school.' I don't think all the protesting in the world is going to get more blacks out of grad school, or increase the number of black applicants."

Lee added that he doesn't think the protest is completely ineffective. He thinks the protest got the attention of the university and of Chancellor Fordham.

Honesty could be the solution.

"I wish the University would stop telling lies, pretending that it is interested in hiring minorities and start dealing in truth," said Greene. "What we have to do, I believe, is keep the administration and the department's feet to the fire," Lee said.



Students listen attentively as Dr. Sonja Stone speaks. Marches from the Carolina Union to South Building have gone on since last semester. Students are also being encouraged to talk to department heads about the need for minority faculty members.