



# GUILFORDIAN



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## Affirmative Action Forum Questions Effectiveness of Policy

by Susan Nelson

Foregoing the snow and sleet, a group of approximately sixty people gathered Thursday in the Gallery to discuss affirmative action plans at Guilford. According to the forum panelists, Guilford is not actively addressing of discrimination in the college community.

During the panel discussion, which included presentations from administrators, faculty and students, questions arose as to Guilford's dedication to the Quaker ideal of diversity. Some panelists contended that although Guilford professes to be an equal-opportunity institution, in fact

it is discriminatory in its hiring and recruiting policies.

"As an institution, we are in fact committed to a diverse community," said Dr. Sam Schuman, Academic Dean.

However, he said that as a college, Guilford does not have a "concrete, measurable, demonstrative plan" to address the concerns of minorities.

Betty Crutcher, Assistant to the President for Community Relations and organizer of the forum, said that affirmative action in no way means that Guilford is interested in "modifying job requirements [for minorities] as that would be condescend-

ing." But, she said, the college needs to implement a decisive course of action to encourage non-discriminatory hiring and recruiting practices.

As this time, Guilford has a "denial action plan," Schuman said, "We deny discrimination racially, sexually, by gender, religion, etc..." However, he said it is time for us to compare "where we are to where we should be."

Of the 89 full-time faculty members at Guilford, three are black and 35 are women. One panelist pointed out that the former number means that less than one percent of our full-time faculty positions are minorities.

Another panelist, Lorynn Cone, an associate professor at UNC-G, cautioned against establishing quotas. Quotas, she said, are limiting because once filled, the active recruiting of minorities ceases. As well, Cone says she does not advocate "blind hiring." She said that the particular qualifications of the candidate and the available position must be taken into account.

James Johnson, a professor from A & T University, in noting Guilford's Quaker heritage, called on the college to lead the Greensboro community in racial relations. As "pace-setters" for justice, peace, and

equality, he said the college founders set a precedent with their involvement in the Underground Railroad. But, Johnson said, it is time for modern-day Quaker institutions to examine where they fit into the traditional beliefs.

"Quakers often feel it is impossible for them to be prejudiced because they have 'seen the light,'" said Johnson.

He said that this attitude often leads to a lack of awareness about discriminatory practices and inevitably a lack of aggressive affirmative action plans.

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## Do We Have a Diverse Faculty?

by David Simpson

According to a listing of full-time professors in the Guilford College handbook, Guilford's faculty consists of about 30 percent women and four percent blacks.

These figures have prompted much debate on whether women and blacks comprise an adequate cross-section of the faculty.

According to professor Carol Stoneburner, there have been significant efforts on the part of the administration to equal the ratios, but an adequate goal has not been reached. She said that Guilford's percentage of women faculty is higher than the norm at many co-ed schools across the country but that the ideal situation is fifty-fifty.

Full-time professors have three different ranks at Guilford. There are full professors, associate professors, and assistant professors. According to the ratios in the handbook, 17 percent of full professors are women and 4 percent are black. 25 percent of associate professors are women and none are black. 47 percent of assistant professors are women and seven percent are black. Of these professors, there are one woman and one black who are chairs of departments.

Stoneburner says that there are several single-sex departments on campus and she feels that each department should represent a diversity of sex and race. For example, the education department is all female while the management, philosophy,

chemistry, and political science departments, among others, are all male.

Stoneburner said she thought that some people still try to take classes with the particular gender which they think will give them the best education. However, diversity in faculty is important, said Stoneburner, because it is "one of the ways you learn."

She said that when Guilford College was a boarding school, faculty representation between men and women was equal, but this changed in 1888 upon the shift to a college. The reason for this, she said, was that only about two women in education had PhDs at that time.

The college has done better in its representation of women, said Stoneburner, but it can do better still. She said this is something that cannot be allowed to happen naturally but something that takes extra effort to achieve.

The college hasn't done well with minority hiring, she said, and it must do better. "We are deficient in our search for minority candidates," she said.

Academic Dean Sam Schuman, who is in charge of hiring faculty, says that the college does not have a specifically designed affirmative action program but that it does have a statement in the handbook which says that the college does not discriminate against applicants in any way.

He said that the college has a commitment to diversity and that it is important to achieve that.

## Quaker Held by Legal Problems

by Jay Underwood

The release of the 1987-88 *Quaker* has been further delayed by the prospect of legal complications and will be released as soon as possible, say Publications Board Officials.

"There are legal matters that we are reviewing in reference to the *Quaker*," said Publications Board Chairperson Joanna Iwata on Thursday. "We'd like to be in a position to release the *Quaker* before the end of

the semester — certainly we'd like to get it out in another month or so."

Iwata said the nature of the issue prevents her from commenting on what the legal matters could possibly entail. "I can't go into the specifics of the matters because I think they are complicated due to the sensitivity ... of the issues involved," she said.

College General Counsel John Hardy, who is being consulted on the legal complexities of the issue, also

declined comment on Thursday.

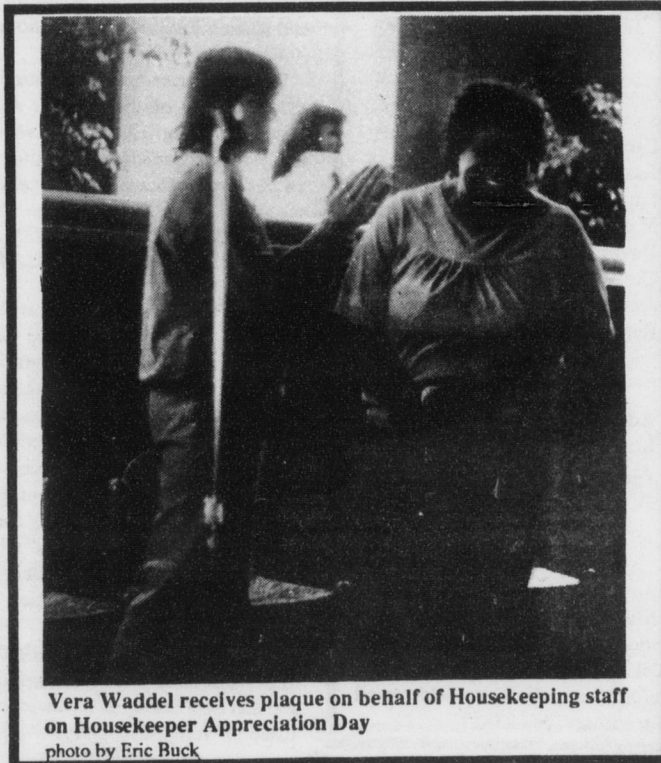
Iwata said that despite the lengthy delay of the *Quaker's* release, 95% of the book has already been printed and is in its final format ready for publication.

The yearbook was ready for publication at the end of the past summer until further complications were brought to light by a student last month, said Iwata. "Apparently, there was an understanding that the matter had been resolved. It was brought to our attention three weeks ago that the matter was unresolved," she said.

Dick Dyer, advisor to the 1987-88 *Quaker*, declined comment "until the final decisions about what to do are made by the Publications Board."

The matter is under investigation by the Publications Board, which is composed of the current student editors of the *Guilfordian*, *Quaker*, and *Piper* and their respective faculty advisors.

"We are working towards the resolution of the matter and we hope that it will be done in a timely and effective way so that people will get their yearbooks soon," said Iwata. "We want to move it out quickly and get people what they've been waiting for."



Vera Waddel receives plaque on behalf of Housekeeping staff on Housekeeper Appreciation Day  
photo by Eric Buck