

The Carolina Indian Voice  
**Editorial & Opinion Page**  
 Send letters to the editor to:  
 P.O. Box 1075, Pembroke, NC 28372  
*The editor reserves the right to edit libelous and/or lengthy letters*

## Lumbee Faculty Almost Extinct at UNC-P?

Following is some information about the hiring practices of UNC-P. You may be concerned about the employment statistics on UNC-P's web site.  
<http://www.uncp.edu/ir/>  
 Fact Book 2003-2004  
 Faculty and Staff  
**Full-time Employees by Race/Ethnicity and Gender Full-time Instructional Faculty by Race/Ethnicity and Gender**

The University of North Carolina at Pembroke was founded by and for American Indians. Pembroke Normal School was founded about 1887 to train Indian Students to become teachers to help educate all Indians in the Robeson and surrounding counties. Over the years other races have been welcomed. However, it appears that in recent years American Indian leadership for employment and faculty has been overlooked.

We are concerned that there appears to be only eight American Indian professors who are full time faculty members at UNC-P. There are 204 full time faculty members. It is very important to our American Indian students that they have positive role models. Native American professors at UNC-P could be an excellent motivational tool for our students as role models.

**It appears that Dr. Linda Oxendine is the only American Indian faculty member who is a full professor with tenure.**

The inclusion of more American Indian professors would be an excellent recruiting tool to get many Indian students from other parts of the U.S. to attend UNC-P.

In the past few months several faculty and administrative positions have been advertised and filled without qualified American Indians being interviewed or hired. In many cases no American Indians were on the screening committees during the hiring process. Several American Indians were teaching in the departments where jobs were advertised but did not get an interview.

UNC-P currently has only one American Indian who is an Academic Department Head (Dr. Linda Oxendine).

Over the past few years several excellent American Indians have retired, left or moved to other positions and they have been replaced by other races and not one of these positions have been filled by American Indians.

The following chairmanships, faculty and administrative positions have been lost and not filled by American Indians. We have lost the Chairman of the Math Department (Dr. Gilbert Sampson), Chairwoman of the Education Department (Dr. Zoe Locklear), Chairwoman of the

Business Department (Dr. Norma J. Thompson), Director of Human Resources (Ms. Kate Locklear), Director of Sponsored Research (Mr. Gene Brayboy), Director of Book Store (Mr. Reggie Strickland), and Director of Student Affairs (Dr. Dianne Oxendine), Dr. Dalton Brooks (Physics Professor), David Maynor (Business Professor), Mr. Joe McGirt (Science Professor). None of these positions have been replaced with Native Americans.

It appears that the following departments do not have a full-time American Indian professor in the whole department: Art, Chemistry & Physics, Mass Communications, English, History, Math, Sociology, Criminal Justice, Computer Science, Music, Philosophy & Religion, Political Science, Public Management, and Psychology & Counseling Departments.

The School of Education has only one full time American Indian. (Dr. Alford Bryant teaches 1/2 time in the Education Department and works 1/2 time in the Continuing Ed. Departments- The Sociology, Social Work and Criminology Department have only one American Indian Professor (Mrs. Debbie Branch teaches Social Work Courses.) There are not any American Indian Professors who teach any Sociology or Criminal Justice courses.

We have more than 1000 Lumbees in Robeson County and adjoining counties with education degrees. More than 25% of these educators have master's degrees and we probably have at least 25 with Doctoral Degrees in Education within a 40 mile radius of UNC-P.

There are two full-time professors in the School of Education at UNC-P who have only a Master Degrees in Education.

Many American Indians who appear to be qualified for faculty positions and other administrative positions which are being filled do not get the courtesy of an interview.

Special Note: Statistics on full-time employees by occupational titles from above website

There are only 8 American Indian full time professors out of 204 professors

There are 174 white full time professors

There are more black full time professors than American Indian (9)

There are 7 Asian Professors

There are 6 Hispanic Professors

There are 65 American Indian Maintenance workers out of 77; however, there are only 5 white maintenance workers.

It appears that American Indians professors are not adequately represented in the American Indian Studies Department. According to the UNC-P catalogue the following professors were named as the teachers in the American Indian Studies Department: Dr. Linda Oxendine (Chairperson), John Bowman, Stanley Knick, Ralph L. Steeds, Manuel Conley, Darrel J. Peters, Jay West, Richard Kania, and Robert Reising. The African American Studies courses at Fayetteville State University, Shaw, etc... are taught by African American professors. However, that is not the way it is done at UNC-P. Why?

### Chancellor's Remarks:

Dr. Allen Meadows, Chancellor, "we have increased the number of American Indian students enrolled at the University of North Carolina at Pembroke by 39.7% [from 686 to 958—OVER TWO HUNDRED MORE THAN AT ANYTIME IN THE HISTORY OF THE SCHOOL].

This is true and we appreciate the excellent administrative leadership of Mrs. Jackie Clark, Dr. Meadows and all who helped in this effort. Mrs. Clark (Vice Chancellor for Enrollment Management) is an American Indian woman who is very professional, qualified and dedicated to UNC-P. We need many more like her.

Dr. Allen Meadows said "This University was created to give our citizens an opportunity for a quality education in this region, not to be an employee base for any specific group."

There are 958 American Indians students enrolled at UNC-P. This is about 22% of the total student population. We should have at least 22% of all jobs at UNC-P. This should include 22% of administrative

positions, full time faculty and all other jobs at this fine University. According to the organizational chart of UNC-P on the above web site there are 89 employees in key administrative positions. We can only identify 8 American Indians in this organizational chart. Twenty-two percent of this number of key administrative positions should be about 20. It appears that we are short by about 14 American Indians in administrative leadership positions.

**If there are 204 full-time teachers at UNC-P and we have only 8 American Indian teachers teaching full time, we should have 36 additional full-time Native American teachers.**

It appears that there are only 2 American Indian males who are in a top key administrative position from looking at UNC-P's organizational chart (Dr. Burney Burnett and Mr. Larry Freeman). It appears that there is only one American Indian male who is a full time faculty member at UNC-P (Dr. Alford Bryant).

From the above it would appear that the American Indians are under represented in key full-time teachers and administrators by 50 positions. Our American Indian Students, African American Students, White Students and others deserve better. Diversity allows the assets of many groups to be harnessed to make for a greater UNC-P.

American Indians do not expect to be an exclusive employee base, but we do expect common decency and expect that the full time teaching faculty and administrative positions be proportional to the student enrollment. American Indian students make up 22% of the student body and 22% of the top administrative positions and 22% of the faculty should be American Indians.

*This information was compiled and shared by Dr. Reginald Oxendine. It is shared with you by the Carolina Indian Voice as a public service. If you are concerned about the loss of Native American positions at UNCP, do not hesitate to state your opinion. Call Dr. Meadows. Call the members of the UNCP Board of Trustees. Write them. E-mail them. Someone once said all it takes for evil to triumph is that good men do NOTHING! These statistics and other information will continue next week!*

Subscribe to  
 the Carolina Indian Voice  
 Call: 910-521-2826  
 PO Box 1075  
 Pembroke, NC 28372

**IF ONLY CHILD ABUSE WERE THIS EASY TO RECOGNIZE**

Childhelp USA  
 1-800-4-A-CHILD

**Block Carbohydrates and Fat!**

**You Can Lose Weight. WE GUARANTEE IT!**

UltraCarb is an exclusive two-step system that blocks carbohydrates and fat from turning into body fat. Our revolutionary new formula will allow you to eat the foods you love and still lose weight, quickly and easily.

You know you can't successfully lose weight without fighting both FAT and CARBS! Now you can do both... safely and easily. Without drugs. Without stimulants.

**Isn't It Time You Liked Your Body?**

- Exclusive formula
- Blocks carbs
- Blocks sugars
- Blocks fat
- No stimulants
- No prescriptions
- 100% Safe
- For men & women

Call Now For Your 60 Day Risk-Free Trial!  
**1-800-290-2845 Ext. U-234**

**50 years of Neighbors Caring for Neighbors**

It started in 1953 with what was then a state-of-the-art medical facility and a simple philosophy—neighbors caring for neighbors. With every year, Southeastern Regional Medical Center has embarked upon new expansions, improvements, and additions to remain at the forefront of medical technology—all to provide our patients and highly trained physicians and staff with the very best.

Today this place of caring and healing and all its affiliates serve upwards of 200,000 people a year, and SRMC has grown to be one of the largest medical centers in the state. Our new 136-room patient bed tower with private baths is just the latest in our ongoing commitment to the people of Robeson and surrounding counties. Or as we like to call it, neighbors caring for neighbors.

**SOUTHEASTERN REGIONAL MEDICAL CENTER**

Southeastern Regional Medical Center • Lumberton • 910-671-5000 • www.srmc.org