

# UNC rates high in number of black faculty

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UNC compares favorably with other universities in terms of its number of black faculty members, according to Vice Chancellor of Student Affairs Harold Wallace.

"Chapel Hill is among the leaders of universities such as the University of Virginia, Harvard and Yale," Wallace said.

UNC may even have more blacks on the faculty, "but we still want to improve," he said.

The Affirmative Action Committee is bringing about positive results on the campus, although black faculty members do still face some problems, Wallace said.

Because minorities are fewer in number, blacks are asked to serve on many different committees, he said.

"My advice to new black faculty members is to try not to get on too many committees," he said. The first years should be devoted to teaching and research

first and community service after that, he added.

The Committee on the Status of Black Faculty reported this April that the amount of time black faculty members spend on committee work should receive more attention when promotion and tenure decisions are made.

These decisions are usually based on research and teacher evaluations, Wallace said.

The committee said minorities should be rewarded more for the time they spend on the committees, because they are asked to serve more time than white faculty members.

It was suggested that UNC try to place the minority members on committees that have direct importance to them.

As acting Affirmative Action Officer, Wallace has set up an exit/interview program to "improve the faculty and staff of the University," including blacks as well as whites.

When he is made aware of a faculty member who is leaving

UNC, he sends a questionnaire to them and asks if they want an "exit/interview," Wallace said.

"The exit/interview has three main goals," he said. "We want to get a notion of their experien-

ces at UNC and their living area, such as Raleigh, Durham or Chapel Hill. We also try to find out what could have been done to enhance their work here and, third, we want to know why they

are leaving."

If this information can be obtained, it can be passed on to the department chairman and used to improve the faculty at UNC, Wallace added.

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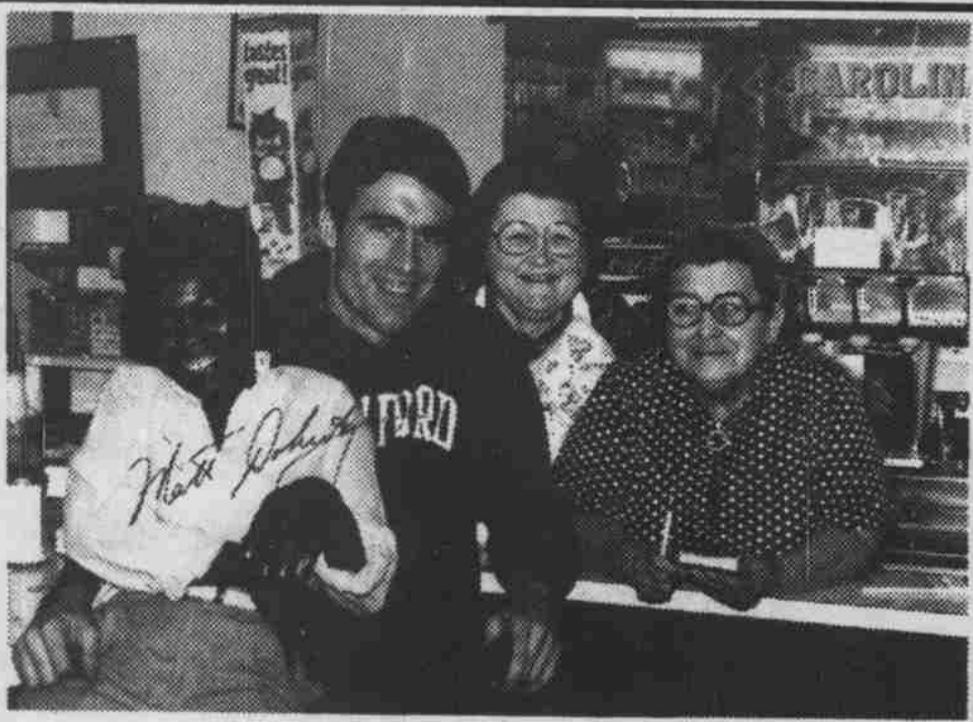
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