

URGENT

BROWN UNIVERSITY

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DEC 8 1971  
P. F. MAEDER

DATE Dec. 8, 1971

TO: Messrs. Hornig, Stoltz, Maeder, Lindberg ✓  
FROM: Mr. Stevens  
SUBJECT: HEW-EEO Compliance Review

I have just finished a conversation with Mr. Robert Randolph, the leader of the compliance team that visited us in May and July, and so far we have a very low score on compliance.

Mr. Randolph and his team will be coming to Brown next Monday, December 13th arriving about 9:30 AM, to spend approximately three days at the University. He has requested a meeting with both the President and the Provost to talk over with them Brown's deficiencies and to "give us one more chance to show increased cooperation and to correct deficiencies before taking further action."

He stated the deficiencies as:

1. Failure to provide faculty hiring goals that we promised would be sent during the month of October.
2. Failure to provide adequate non-faculty hiring goals.
3. Failure to develop a satisfactory Affirmative Action Plan. The plan that we now have is in his eyes more of a policy statement and not an implementation plan.
4. Failure to provide a list of tandem teams (husband and wife teams) employed at Brown. This was requested on July 23, 1971.
5. Failure to satisfactorily explain the salary discrepancies that were pointed out to us. He understood that these were to be explained by October.
6. During their visit in May and July of this year, they reviewed the forms that are provided by academic departments showing the actions they took to search out minority and women faculty and found only limited affirmative action efforts in certain departments. Documentation will be required to show that all new appointments made for the academic year '71-72 were indeed the results of strong affirmative action.

I believe it is urgent that we meet as soon as possible (and before Monday) in order to be able to respond to his criticisms.

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