



BROWN UNIVERSITY Providence, Rhode Island • 02912

DEPARTMENT OF
COMPARATIVE LITERATURE

February 29, 1988

Professor Herschel Grossman
Economics
Campus

Dear Professor Grossman:

I hope our meeting of February 19 clarified for you the procedures and documentation necessary for the Economics department to comply with federal affirmative action policies and the Consent Decree. As we discussed, departments are expected to provide some explanation as to why any female finalists in a given search should not be offered the position and to account for how the search committee reached its decision. With this information, the AAMC can do its job more efficiently and will not have to waste time assembling the supporting documentation normally provided by departments.

Following our discussion of FPA FC587, the AAMC wishes to remind you that Europeans are not considered protected minorities. You might also be interested to know that Stanford, Berkeley and Princeton have eliminated Asians from their minority statistics on the grounds that they are no longer under-represented in the university. Other Ivy League institutions, though not Brown, are discussing similar changes.

As for your opinion that the Consent Decree impedes affirmative action, for your information I enclose a graph which demonstrates the success Brown has enjoyed since the institution of the decree in increasing the representation of both tenured and untenured women on the faculty when compared with other "sister" institutions.

Sincerely yours,

Karen Newman
Chair, AAMC
Associate Professor of
Comparative Literature

cc: J. Quinn
AAMC

Economics Department Searches 1980-81 through 1987-88
-- Offers to Women

Search during 1980-81

FPA FC631 Offer made to [REDACTED], 3/27/81 for visiting position during Semester II of 1981-82. Accepted.

Search during 1981-82

No offers made to women.

Search during 1982-83

FPA FC355 Offer made to [REDACTED], 2/1/83, for position as Assistant Professor. Accepted position as Visiting Assistant Professor for Semester II of 1983-84, 4/16/83.

FPA FC354 Offer made to [REDACTED], 2/16/83, for joint appointment with Economics and Bio-Med. Accepted.

Search during 1983-84

FPA FC570 Offer made to [REDACTED] 1/30/84, for position as Assistant Professor. Declined.

Offer made to [REDACTED], 3/16/84, for position as Assistant Professor. Declined.

[REDACTED], who is black, was invited for a campus interview, but withdrew before her campus visit.

Search during 1984-85

FPA FC835 [REDACTED] was a finalist, but withdrew before offer was made. (Letter was returned to Leah Niederman.)

Offer made to [REDACTED], 1/24/85, for position as Assistant Professor. Declined.

FPA FC913 After an open search, a two-year post-doctoral Fellowship was offered to [REDACTED]. Accepted.

Search during 1985-86

No offers made to women.

Search during 1986-87

FPA#FC392 Offer made to [REDACTED], 1/27/87, for position as Assistant Professor. Accepted.

FPA#FC393 Offer made to [REDACTED], 1/27/87, for position as Assistant Professor. Declined.