MIT completes new AA plan

By Stephen Blatt

A revised version of MIT's Affirmative Action plan will be submitted to the US Department of Health, Education and Welfare by February 28.

The new plan incorporates no philosophical or major policy changes but rather concentrates on clarification of the earlier plans and changes in organizational structure.

James J. Culliton, director of the Office of Personnel Services, reported to a special committee which reviewed the report of the all of the departments, and are now writing the revisions. By the end of the month, we'll turn over to HEW completely revised plans for both the Institute and the various departments.

The revisions will include a clarification of administrative responsibility, with John M. Wynne and Clarence Williams named Equal Employment Opportunity Officer and Special Assistant to the President and Chancellor for Minorities, respectively. Genuflect procedures and various MIT policies (such as the one allowing maternity leave regardless of marital status) were also clarified.

In June, 1973, HEW announced that MIT was "in substantial compliance" with Federal regulations, but made some comments about what should and should not be included, listed discrepancies, and asked for revisions. A group consisting of Culliton, Wynne, Williams, Vice President Constantine N. Simonides, Assistant for Equal Employment Opportunity, Patricia Garrison, Special Assistant to the President and Chancellor for Women and Work, Mary F. Rowe, and others went to the several departments and centers and met with their representatives several times to discuss the plans and "educate" the faculty and staff on what Affirmative Action is.

The revised plan includes goals relating to percentage of women and minorities on the faculty and staff for July of 1974 and 1975. These goals are "good faith intentions, not quotas," Culliton stressed.

Part of Garrison's job is to better determine this pool and try to locate possible candidates. The major problem, she reports, is with minorities, not women. There were 17 women on the faculty in November, 1970; presently there are over 45. However, similar figures for blacks show eight in Nov. 1970 and only fourteen now. Despite this, Garrison is optimistic. "We're doing well, we really are."