

## **JONES STUDENT ASSOCIATION**

### **Action Item Report**

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**ACTION ITEM TITLE:** Insufficient African-American Representation  
(Lack of African-American Professors and CPC, Admissions, and MBA administrators)

**BRIEF DESCRIPTION:** In the current academic year (2003-2004), African-Americans were not represented in the faculty or administration (specifically CPC, Admissions, and MBA Office). African-American students feel the school is not committed to recruiting African-American personnel in high-level positions for the Jones school.

**DATE REPORTED:** March 2004

**JSA REPRESENTATIVE ASSIGNED:** Ribka Emmanuel

**RESOLUTION STEPS:** The JSA board of directors discussed this issue with George Kanatas in an April meeting. He understands that current students may not see or know about the efforts taken by the Dean and himself to recruit African-American faculty and administrators. Noteworthy efforts are taken each year to increase all under-represented minorities for these positions. He expressed Dean Whitaker's deep conviction to increase the number of minorities in the faculty, administration, and student body at the Jones school. He reminded us of the significant impact the Dean had at Michigan, and he assured us that the Dean is equally committed to making the same type of impact at the Jones school.

Kanatas wants all students to know that they will continue to tirelessly recruit minority faculty and administrators. The school is certainly aware of the lack of minorities, especially African-Americans, in the faculty and administration and will continue to actively recruit all minorities.

**ADDITIONAL DOCUMENTATION:** See George Kanatas' response below: Rice University, and the Jones School in particular, recognizes the educational value to having students, faculty, staff, and administration that are diverse along ethnic and cultural dimensions. To that end, not only in filling each year's MBA class, but also in filling any faculty, staff, and administrative position, significant efforts are made to seek out qualified under-represented minority applicants. Lack of sufficient success in this area should not be interpreted as lack of interest or lack of effort. For example, in faculty recruiting, the area with which I am most familiar, we have made a number of job offers to under-represented minorities but unfortunately have lost them to higher ranked schools. I am certain the situation is similar in other hiring areas. Dean Whitaker has long been a champion for greater diversity in higher education --- recall that he was not only the business school dean at Michigan (for 11 years) but later also its provost (chief academic officer), and during this time period, Michigan led the nation in its support for diversity in education.

Here at the Jones School, we can always do better, and we are trying.

**CASE CLOSED:** April 20, 2004