

NEWS

New Report Highlights University Hiring

by paige white

staff writer

UNLV has issued revised guidelines for faculty recruitment that emphasize the search for qualified women and minorities as job candidates.

The Director of Affirmative Action, John Lujan, is actively involved in the hiring of all faculty and staff. He helps the search committee list concise and fair eligibility requirements for all job openings, monitors the selection process, and then approves the candidate selected for the job before and employment contract can be issued.

"I'm sort of the conscience of this university," said Lujan. "I must ensure that we give equal opportunity to all applicants. That's why I monitor hiring

practices.

"The recruitment process here needs to be improved. We have to try to reach all segments of the population. We need to be creative. "We generally place ads in Chronicle of Higher Education. That's fine, but it can be proven that they're read by white men, generally."

Lujan said that the biased recruitment in the past was not intentional, but the result of following an established norm.

According to the 1987 Annual Report by the Affirmative Action Office, "The academic work force has approximately 350 employees. Women comprise 21 percent of the work force. Of those women, 94 percent are caucasian, 3 percent are black, and 3 percent are Asian.

"Men comprise 79 per-

cent of the work force. Of those, 90 percent are caucasian, 1 percent are black, .5 percent are hispanic, and 8.5 percent are Asian."

Those figures do not take into account the nonacademic work force, which includes all administrative staff and all classified employees.

The report also says that in 1987 there was a "dramatic increase in the number of women and minorities hired on a yearly basis," and that "women comprise 39 percent of new hires and minorities comprise 15 percent."

Lujan said that women are still underrepresented in higher positions at UNLV, and that minorities are not well-represented on the faculty, but that the university is making a concentrated effort towards

progress in those areas.

He cautioned against the assumption by some people that affirmative action and equal opportunity cause a reverse discrimination against white males, or that unqualified people may be hired because they are women or minorities.

"There's no quota system here. What we're doing here is encouraging them (women and minorities) to apply."

Lujan, who has worked at UNLV for seven years, credits his President Robert Maxson for the renewed interest in fair hiring practices.

"With Bob Maxson coming on board, we've developed a different attitude towards a lot of things," Lujan said.

Calendar

Oct. 20

UNIVERSITY FORUM LECTURE:

"Folklore of Festivals." Carl Lindahl. 2:30pm. Wright Hall 116. Free. 739-3401.

CONCERT: Jazz Ensemble I. 8pm. Judy Bayley Theatre. 739-3332.

Oct. 22

UNIVERSITY FORUM LECTURE:

"Celebrating Our Challenged Constitution." George Blair. 7:30pm. Wright Hall Auditorium 103. Free. 739-3401.

Oct. 22-25

DANCE CONCERT: "Giselle." Nevada Dance Theatre. Thurs.-Sat., 8pm; Sun., 2pm & 7pm. Judy Bayley Theatre. 739-3838.

Oct. 24

NBA BASKETBALL: Phoenix Suns vs. Chicago Bulls. 8pm. Thomas & Mack Center. \$16.50, \$12 & \$7.50. 739-FANS.

Oct. 24-25

RECREATION CLASS: "Basic Rockclimbing." \$60. Reservations required. 739-3575.

Oct. 25

SOCCER: UNLV vs. Cal. State-Fullerton. 1pm. Peter Johann Soccer Field. 739-FANS.

DAY HIKE: "Potosi Mine." \$16. Reservations required. 739-3575.



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