

# RENO HAPPENINGS

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## Michael Coray, UNR professor, finds minority employment uphill job



Gazette Journal Photo

**ONE OF A FEW:** Michael Coray, professor of black history at the University of Nevada-Reno, reflects on minority hiring in his office in the Mack Social Science Building.

Michael Coray, one of the few black faces at the mostly white University of Nevada-Reno, talks in words tinged with bitterness. His thoughts, sharpened by the streets of Watts, wander to the way things might be, but aren't.

"The affirmative action on this campus has nothing to do with good intentions," Coray said in an interview at his history department office. "It can be measured, just like a faculty evaluation. What's the bottom line? Don't tell me what you want to do. What have you done?"

After quick puffs on a cigarette, he added, "I've been around too long. I've heard the rhetoric too long."

Coray, from Los Angeles, is one of only five black professors at UNR. For company, there are 18 Asian faculty members, five Hispanics and one native American. The total comes to 29 minorities among 409 Caucasian faculty faces, according to statistics compiled in October 1985. A new report is due in late February.

Although university affirmative action and minority student recruiting

programs are in place, observers say the prospects for increasing the number of minorities are not rosy. They cite a variety of complex reasons.

Meanwhile, according to Coray, an associate professor, and Jim Mikawa, a professor of psychology, UNR remains a campus with few role models for minority students while offering white students a decidedly narrow view of the world around them.

"The kind of perspective and classroom orientation students get is very limited," Mikawa said. "It's basically Western culture, which is white."

UNR administrators say they are well aware of the lack of minority representation and the criticism which that brings from those pushing for change.

"They're right,"

acknowledge Dick Davies, vice president of academic affairs. "We're not making the progress we'd like. I share the frustration."

But Davies cited the 3-year-old Office of Student Minority Affairs, its aim to recruit and retain minority students, the recent hire of an experienced affirmative action officer and -- the ultimate coup -- attracting a black female professor to Reno, as evidence of the university's position on affirmative action.

"They say the administration doesn't really care," Davies said. "There aren't many administrations doing these things."

Davies, almost like a proud father, points to the fall 1985 hire of Pat Marshall, a black college of education assistant professor plucked from Oklahoma State.

"We even had the



Delores Feemster, Reno Sentinel-Voice General Manager. For news, weekly locations of paper and advertising information, contact her at 323-3677.

lieutenant governor call her," he said. "You can see how hard we tried."

"We've gained minority people. We've lost minority people," he said. "I don't see this as a campus where even minimal minorities will be reached. Hiring committees review resumes...they don't target (minority) groups."

By Gazette-Journal

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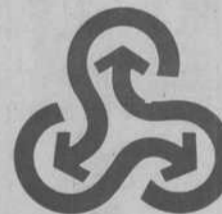
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