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## 01/12/1988 - EIU Plans Third Annual Affirmative Action Day

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EASTERN ILLINOIS UNIVERSITY  
 Charleston, Illinois

news

ART TATE, Assistant Director, University Relations  
 Office: (217) 581-5981 - Home: (217) 348-7553

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FOR IMMEDIATE RELEASE

EIU PLANS THIRD ANNUAL AFFIRMATIVE ACTION DAY

Eastern Illinois University will hold its Third Annual Affirmative Action Day Celebration in late February.

Winners in the Affirmative Action Competition will be announced by the Affirmative Action Advisory Committee at an awards banquet featuring a keynote speaker.

Since 1982, the Affirmative Action Advisory Committee has been the prime advisory group to the Director of Affirmative Action and an advocate for affirmative action in the University community. In addition to the awards, the committee's activities in 1988 will also include conducting a survey of racial awareness and workshops/discussions on the same topic.

According to Eastern President Stan Rives, the overall goal of the University's Affirmative Action program is to ensure quality of opportunity in education and employment for all students and personnel.

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The University, according to Dr. Rives, is committed to Affirmative Action to promote utilization of the full potential of members of minority groups and women. Diversity of faculty and the student body is valued as part of the educational process for all students.

Last year, two \$500 awards, funded by the EIU Foundation, were given to the Journalism Department and WEIU-FM and TV in recognition of their exemplary Affirmative Action efforts. Seventy persons attended the awards banquet, where Ms. Wilma Sutton brought greetings from the Board of Governors and Dr. Betty Seigel, President of Kennesaw College, gave the keynote address.

The Journalism Department publishes a minority newsletter and is involved in a number of supportive activities to recruit, graduate and place minority students. WEIU was cited for successfully utilizing the talents of women and minorities in all phases of broadcast journalism.

In 1987, Eastern's Career Planning and Placement Center sponsored the second minority-in-residence program. Minority graduates from Eastern, with successful careers, returned to share their experiences and offer career advice to minority students.

Seven Eastern students also completed minority internships under sponsorship of the Board of Governors of State Colleges and Universities. Placement for these students included the mayor's office in Chicago, the Department of Mental Health in Springfield, and the Coalition Against Domestic Violence in Charleston.

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Other special programs to improve minority student achievement included: Summer Leadership and College Prep Camp for Minority High School Students; Special New Student Orientation for Minority Students; Cooperative Program with Percy Julian High School (Chicago) to improve minority student retention.

Also, formation of a Minority Student Retention Committee; The Minority Newsletter published six times a year in the Daily Eastern News; The Afro-American Culture Center; and the Black Student Union, an active student organization devoted to the concerns and problems of black students.

In President Rives' report to the BOG in December, he said: "If the University is to meet its stated objective of increasing minority student enrollment, affirmative action is required. The affirmative action step to be implemented will be to keep admission of minority students open after admission is otherwise closed."

A key part of the rationale for Eastern's pace-setting Program for Professional Development, according to Dr. Judith Anderson, Director of Affirmative Action, was providing opportunities for training for women and minorities. This year's class of sixteen will begin a semester-long seminar series in higher education administration January 21. In addition, for the last three years, Eastern has sponsored a woman to the Bryn Mawr Summer Institute for Women in Higher Education.

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Another Affirmative Action keystone in 1987 were two four-session training programs for supervisory personnel, conducted by the Human Resources Office and participation of 20 upper-level administrators in a System-wide Affirmative Action seminar in October. Eastern then followed up with two campus sessions, with 112 people participating. Several additional sessions were held at the departmental or college level. The purpose of the campus seminars was to focus attention on affirmative action, including minority concerns in higher education.

Nine of 89 resident assistants in the Residence Halls are black this year (up from three last Fall) and the Student Union continues to bring minority speakers, entertainment, etc., to the Campus.

Eastern's Affirmative Action Office was a part-time operation when it was established in 1973. However, due to the Administration's commitment to a strong Affirmative Action Program, Dr. Anderson became a full-time director in 1985.