

MEMORANDUM

DATE: August 29, 1994

TO: Senator J. Gross

FROM: L. Keenan

RE: Proposed ad hoc Senate Committee on Equity

At a P.B.S.I. meeting last Friday, Lynn Fitzgerald expressed concern to me about the gender make-up and "equity" of the Executive Council. She admitted that all procedures were followed legally and even meticulously, but she was still concerned by the outcome and the all-male Council. I have invited her to speak at an Open Chair's spot (probably at the first meeting in October), and I am planning to form an ad hoc Committee on Equity to study this situation and her concern. It will be the charge of this ad hoc Committee on Equity to determine (a) if there is indeed a problem with the procedures outlined in the Constitution for electing members to the Executive Council and, (b) if so, is there a better solution to this perceived problem?

I would like to ask you to serve as Chair of this ad hoc Committee on Equity and would suggest that membership of this committee would consist of six senators, two male, two female, and two minority (male, female). Your knowledge of and experience with the Constitution, faculty governance and equity issues is unmatched by anyone else in the Senate and I know that you would do a thorough and conscientious job on these issues and concerns that some people would regard as rather sensitive in nature in this "politically correct" era. As Chair of that Committee, you could also serve on the Executive Council, thereby easing perceived concerns about an all male Executive Council.

I hope that you will be willing to accept this special assignment. It would appear that Ishappa Huller and Serjit Kasior might be the minority appointments and I would ask you to propose the other two males and the female that you would like to work with you on this committee. You could also work with Lynn in any capacity that would seem appropriate to you.

Thank you for giving this matter your most serious consideration. I would like to announce the formation of the Committee and its membership at that same Senate meeting in October which gives

you a little time to think about the charge and membership of the committee. Please advise me at your convenience regarding these matters.