

PS Appendix

Dr. Maurice Woodard
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Dear Maurice:

I have received and reviewed the Affirmative Action Report of the Committee on Professional Ethics, Rights and Freedoms of the APSA. My thoughts follow.

The report does an adequate job of substantiating its current efforts and its reasoned posture on affirmative action issues. The nub, of course, is that the APSA has no power to sanction departments in any meaningful way. Thus, the process of responding to issues raised and attempting to mediate, not becoming involved in cases where litigation is underway, and not publicizing results seems reasonable. I might note that the nonpublication policy depends upon a strategy of mediation for its appropriateness. By keeping things contained, mediation is enhanced.

The concept of affirmative action, however, does call for assertiveness, when there is due cause, in order to remedy the situation. And, while the Association cannot effectively sanction, it can create a climate of opinion within the profession which can serve as a motivational factor to institutions since respect, status, and prestige are important aspects of institutional reputations. For that reason, publishing findings reflecting the view of the profession is an appropriate policy on matters of affirmative action and should be considered by the APSA.

In addition, dependence on mediation as the primary strategy requires some complaint or grievance. This places the Association in a reactive posture. If the primary value in ethics-related activities is facilitating a resolution over differences, can some mechanism be derived for insertion prior to the hard and fast crystallization of issues and positions which characterize a complaint or grievance? Could ad hoc committee(s) of respected colleagues be used to function in an *amicus curiae* role at the request of an individual faculty member or a department at some point where impasse appears likely but where there remains a willingness to work something out? Use of such ad hoc committees by the Ethics Committee would make this feasible and could help keep costs down by using colleagues in nearby areas. Obviously, some volunteer effort is also required for this to work. In my view, such a process would benefit the proactive posture required by affirmative action.

With regard to Association leadership, the report speaks for itself on the absence of his-

panic presence on the Council. The Committee on the Status of Chicanos in the Profession has sent names forward any number of times. Recent top leadership has been comparably less sensitive to suggestions on this regard. Only leadership behavior, especially in the Nominating Committee, can change that.

I hope these thoughts are helpful. Warm personal regards.

Sincerely,
Herman D. Lujan
Vice President for Minority Affairs
University of Washington

Status of Chicanos in the Profession: APSA Committee Report

From the beginning of 1982 to the present, the Committee on the Status of Chicanos in the Profession has continued to carry out the task assigned to it by the APSA at the time of its creation. Its efforts to fulfill its mission have led it to pursue several new projects that will garner much of the Committee's energies during the remainder of 1983 and most of 1984.

During 1982 the Committee continued its efforts to assess the representation and progress of Chicanos in the discipline. Its major documentary effort in this area was the development of a comprehensive roster of Chicano political scientists that encompasses both members and non-members of the American Political Science Association (APSA). The Committee has devoted much energy on this project because it believes that a comprehensive listing is necessary if the progress and status of Chicanos is to be accurately assessed in the discipline and if the APSA is to succeed in its efforts to develop accurate listings of its component sectors from its membership listings.

In gathering data for its roster the Committee also initiated a study to identify the progress toward tenure of Chicano political scientists in institutions of higher education since the late sixties. This study is to be concluded in late 1983. When completed the study will provide the first set of findings regarding the number of Chicano political scientists that have achieved tenure and the departments and institutions where these achievements have occurred since the late sixties. By providing data on these issues the study, the Committee expects, will provide insights into the validity of several current notions regarding the progress toward tenure made by political scientists of

Mexican descent since the entrance and graduation of the first significant number of Chicanos from graduate programs of political science.

In addition to initiating this study the Committee also began the Policy Studies Project focusing on collaboration between Chicano political scientists and Hispanic policy-makers at the local, state and federal levels. Stimulated by the requests of Hispanic policy-makers for systematic communication and collaboration between themselves and political scientists of Mexican descent this project was initiated during the summer of 1982. Since its inception, the project has resulted in the first formal meeting of Hispanic policy-makers and Chicano political scientists to discuss common concerns, needs and interests. It has also resulted in a continuing dialogue that promises to lead to the establishment of a national network whose existence will prove beneficial to political scientists and policy-makers. To political scientists the Committee believes the existence of such a network will ultimately provide opportunities for them to conduct significant applied research and to secure non-academic employment opportunities.

The Committee has continued to monitor developments in affirmative action pertinent to its charge. As part of its efforts the Committee sponsored a panel on the impact of Reaganomics for affirmative action programs and through its current chairperson partici-

pated on a roundtable on women and minorities in the profession at the APSA Annual Meeting in Denver.

Lastly, the Committee has continued to conduct recruitment activities among undergraduate students. As part of these activities members of the Committee attended the annual meetings of the National Association of Chicano Studies to publicize the APSA's fellowship for Chicano students and to establish personal contacts with faculty whose cooperation in the identification of promising undergraduates will be vital to the success of the fellowship program. Their attendance at the meetings was productive. Several important contacts were established that will prove fruitful in the future.

Committee on the Status of Chicanos in the Profession

Isidro Ortiz, University of California, Santa
Barbara, Chair

Rudolfo de la Garza, University of Texas,
Austin

John Garcia, University of Arizona

Henry Higuera, St. John's College

Harry P. Pachon, Baruch College

Terms expired December 31, 1982:

Louis Fraga, Rice University

Larry Mosqueda, University of Colorado-
Denver

Richard Santillan, California State College-
Los Angeles