



NATIONAL ASSOCIATION OF STUDENT PERSONNEL ADMINISTRATORS
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DESIRABLE HIRING PRACTICES

FOR MINORITY GROUP MEMBERS

IN STUDENT PERSONNEL WORK

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DESIRABLE HIRING PRACTICES FOR MINORITY GROUP MEMBERS
IN STUDENT PERSONNEL WORK

Recent affirmative action mandates promulgated by the United States Department of Health, Education and Welfare reflect that American institutions of higher learning are increasingly experiencing greater involvement of minority groups in faculty and professional staff roles.

NASPA acknowledges this increased attention that is focused upon providing equal employment opportunities. Sincere efforts on the part of a number of institutions to increase the number of minority group professionals is recognized. However, it should also be noted that other institutions have apparently made no commitment toward establishing appropriate equal employment opportunities. NASPA now urges all member institutions to commit themselves even more fully to affirmative action programs, and to establish goals and priorities that will result in employment of minority group professionals.

It may be necessary to depart from traditional recruiting and hiring methods to attract minority staff members. For this reason, NASPA urges that member institutions establish employment criterions that afford maximum flexibility in light of traditional academic requirements, prior employment experiences, and cultural backgrounds, while fully expecting any incumbent to meet the demands of the position.

Institutions which have embarked on affirmative action programs have initiated various policies and guidelines for operation, including the following:

1. Commitment to an action program that develops and encourages the creation of a truly heterogeneous academic faculty and professional staff.
2. Adoption of the principle of opening all positions to minority applicants rather than assigning minority staff to serve only the needs of minority group members.
3. Implementation of full participation in establishing all policies, procedures, and regulations designed for the entire academic community, especially since these equally affect minority group students.

Desirable Hiring Practices for Minority Group Members
in Student Personnel Work

4. Provision by the chief student personnel administrator for open communication avenues for minority staff consonant with those for all staff.
5. Accrual of staff benefits such as promotions, sabbaticals, leaves of absence, and salary increments to all staff members whether minority or non-minority.
6. Membership in professional associations should be encouraged for all staff without qualification.
7. Establishment and promotion of a campus atmosphere conducive to optimal professional and educational growth of all staff members.