

# Colleges working hard to hire minority teachers

BY RALPH R. ECHTANAW  
STAFF WRITER

Detroit area colleges and universities make extra efforts to hire minority teachers, according to school officials.

"It's a recurring problem with us and we actively seek minority instructors," said George Cartsonis, the spokesman for Oakland Community College.

Openings are always advertised in a magazine called "Black Issues in Education," Cartsonis said, but "well-qualified people who meet our requirements quite

often can command high salaries in the private sector."

As of the fall 1992 semester, minority teachers comprised 7 percent of OCC's full-time faculty, while minority students filled 16.1 percent of the chairs in OCC classrooms.

The mixture is closer to equilibrium at neighboring Oakland University, where 10.6 percent of 10,651 students were minorities in the fall 1992 semester, while 17.5 percent of 367 full-time teachers were.

Catherine Rush, OU's director of equal opportunity, agreed with Cartsonis that it's not easy to hire qualified minority teachers.

"There's no question that the competition is fierce, not just with minority candidates, but with women," she said. "Competition is definitely an issue when it comes to affirmative action."

But OU, Rush said, never hires less-qualified minority candidates over more-qualified majority candidates. The university searches for minority applicants

early in the process, so that there will be a fair number of them when final selection is made. "We try to put the emphasis on the front end of the process," Rush said. "I can unequivocally say that we always hire the best qualified candidate."

At Madonna University in Livonia the student newspaper did a story about the unusual number of minority students having regarding the small number of minority teachers.

While 14 percent of Madonna's 4,419 students in the fall 1992 semester were

minorities, 5.3 percent of 110 teachers were.

"We've been advertising for years for minority faculty members," said Sister Rose Marie, the academic vice president, "but simply hadn't had any responses."

The task is more difficult in Madonna's case, Sister Rose Marie said, because "minorities aren't used to applying to private institutions. And then again we're Catholic. It's something of a block for people."

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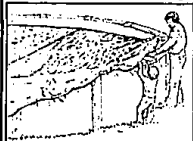
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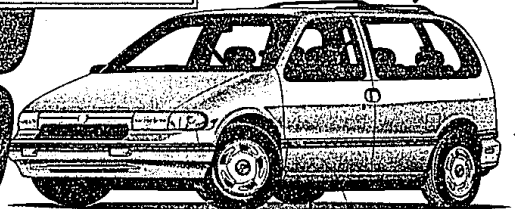
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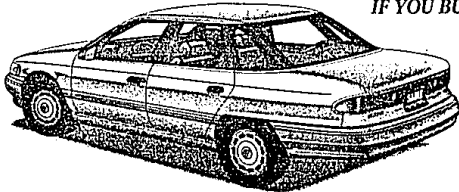
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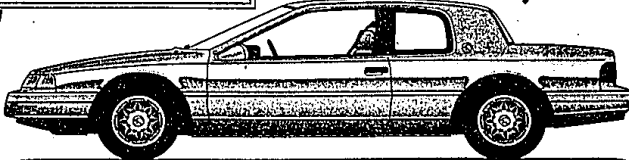
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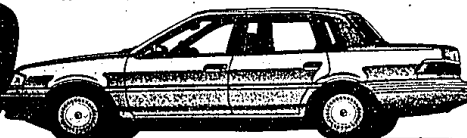
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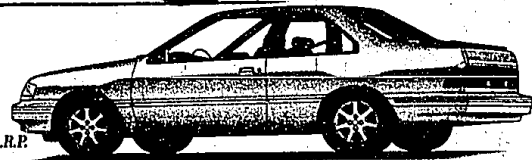


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