Affirmative Action, University Commission for; Records ua010.009

This finding aid was produced using ArchivesSpace on August 27, 2018.

English

M.E. Grenander Department of Special Collections & Archives
**Table of Contents**

Summary Information ................................................................. 3
Administrative History ............................................................... 4
Scope and Contents ........................................................................ 4
Arrangement of the Collection ...................................................... 5
Administrative Information .......................................................... 5
Controlled Access Headings ......................................................... 6
Collection Inventory ..................................................................... 6
Summary Information

Repository: M.E. Grenander Department of Special Collections & Archives
Creator: State University of New York at Albany. Commission For Affirmative Action
Title: University Commission For Affirmative Action Records
ID: ua010.009
Date [inclusive]: 1975-1997
Physical Description: 2 cubic ft.
Physical Location: The materials are located onsite in the department.
Language of the Material: English
Language of the Material: English
Mixed materials [Box]: 1 (University Commission for Affirmative Action)

Abstract: Documents the University Commission for Affirmative Action, which "aimed to enhance the university's diversity among the student, staff, and faculty populations by developing structures and incentives that promoted gender, racial, ethnic,... equity among the university community".

Preferred Citation

Preferred citation for this material is as follows:

Identification of specific item, series, box, folder, University Commission For Affirmative Action Records, 1976-1985. M.E. Grenander Department of Special Collections and Archives, University Libraries, University at Albany, State University of New York (hereafter referred to as [shortened name]).
Administrative History

The University Commission for Affirmative Action was created in November 1976, and was charged to “advise the President, recommend policy appropriate to Affirmative Action, and assist the Affirmative Action Office in setting appropriate goals and assuring their accomplishment.” The commission’s creation was in response to the University at Albany’s need to comply with newly created state and federal equal opportunity laws. The commission initially consisted of twenty-one commissioners, but the structure was revised in the 1984-1985 academic year and a nine-person commission was established. The commission illustrated its commitment to affirmative action by selecting a diverse representation of members from the university’s various colleges, schools, and administrative offices. Originally, the commission members served one-year appointments, but later it was expanded to three-year appointments. The commission met biannually in the Fall and Spring, and reported “to the President its plans and progress, and made recommendations requiring action.”

The commission aimed to enhance the university’s diversity among the student, staff, and faculty populations by developing structures and incentives that promoted gender, racial, ethnic, [sexual orientation and disability] equity among the university community. The bulk of the commission’s work was carried out at the committee level. The commission was charged with coordinating the implementation of the “Affirmative Action Plan,” a document created by the Affirmative Action Office that detailed the policies regarding equal opportunity at the university, and the Affirmative Action Plan Committee was created in 1977 to insure its implementation. The commission focused on compliance with Title IX of the Education Amendments of 1972, and recommended remedies based on the “Institutional Self Study.” In 1977, the Women’s Concerns Committee was formed to “develop educational programs for women;” the Committee created sub-committees such as the Women’s Connection newsletter in 1979 to highlight activities of campus and community women’s groups. The Grievance Committee was founded in 1977 to establish a panel to hear discrimination complaints.

The Network Committee was established around 1977 to publicize the activities of the Commission and the Affirmative Action Office. “TOP” Target of Opportunity Program was proposed in 1985 to increase faculty diversity at the University [Memo form Martone to Ramaley, UCAA 1985 folder, O. of Pres.]

Scope and Contents

The collection consists of materials created by various members of the University Commission for Affirmative Action. This includes meeting minutes, internal and external office correspondence, newsletters, and commission files all arranged chronologically.
Arrangement of the Collection

The collection is organized chronologically. There are no series.

Administrative Information

Publication Statement

M.E. Grenander Department of Special Collections & Archives

Revision Description

Encoded in EAD by Jarret Yahney Refoldering and Updated Finding Aid by Erik Stolarski 2014 2018

Processing Information

Processed in 2001 by Mark Wolfe. Vitae containing personally identifying information removed in 2018 by Miles Lawlor.

Access

Access to these records is unrestricted.

Copyright

The researcher assumes full responsibility for conforming with the laws of copyright. Whenever possible, the M.E. Grenander Department of Special Collections and Archives will provide information about copyright owners and other restrictions, but the legal determination ultimately rests with the researcher. Requests for permission to publish material from this collection should be discussed with the Head of Special Collections and Archives.

Acquisition Information

These records were transferred to the M.E. Grenander Department of Special Collections & Archives, University Libraries, University at Albany.
Controlled Access Headings

- Women
- Affirmative action programs
- Albany (N.Y.)
- Minutes
- UAlbany Task Forces & Committees
- Minorities
- University Commission for Affirmative Action

Collection Inventory

<table>
<thead>
<tr>
<th>Title/Description</th>
<th>Instances</th>
</tr>
</thead>
<tbody>
<tr>
<td>UCAA</td>
<td>Box 1</td>
</tr>
<tr>
<td>Date [inclusive]: 1988-1989</td>
<td>(University Commission For Affirmative Action Recor) Folder 1</td>
</tr>
<tr>
<td>UCAA</td>
<td>Box 1</td>
</tr>
<tr>
<td>Date [inclusive]: 1989-1990</td>
<td>(University Commission For Affirmative Action Recor) Folder 2-4</td>
</tr>
<tr>
<td>UCAA</td>
<td>Box 1</td>
</tr>
<tr>
<td>Date [inclusive]: 1989-1990</td>
<td>(University Commission For Affirmative Action Recor) Folder 5</td>
</tr>
<tr>
<td>UCAA</td>
<td>Box 1</td>
</tr>
<tr>
<td>Date [inclusive]: 1990-1991</td>
<td>(University Commission For Affirmative Action Recor) Folder 6-7</td>
</tr>
<tr>
<td>UCAA</td>
<td>Date [inclusive]: 1991-1992</td>
</tr>
<tr>
<td>------</td>
<td>--------------------------</td>
</tr>
<tr>
<td>UCAA</td>
<td>Date [inclusive]: 1992-1993</td>
</tr>
<tr>
<td>UCAA</td>
<td>Date [inclusive]: 1993-1994</td>
</tr>
<tr>
<td>UCAA</td>
<td>Date [inclusive]: 1994-1995</td>
</tr>
<tr>
<td>UCAA</td>
<td>Date [inclusive]: 1995-1996</td>
</tr>
<tr>
<td>UCAA</td>
<td>Date [inclusive]: 1996-1997</td>
</tr>
</tbody>
</table>