

RESOLUTIONS OF THE CONFERENCE

1. Resolved: A major obstacle to the production of minority physicists is lack of money, particularly at the undergraduate level. There are institutions with experience and the ability to train physicists. There is need for direct infusion of large amounts of money to minority students and to colleges that have experience in training them.

2. During the recent history of higher educational mobility for minority students it has become apparent that the high attrition rate of minorities in higher education is not justified on academic shortcomings alone. Due to lack of preparation, sensitivity, and concerned faculty, graduate departments in physics have not adequately reacted to the needs of its minority students. To this end, the Conference on Minority Participation in Physics recommends a Mentor Program which should help to alleviate the current problems of minority students in physics.

The Conference for Minority Participation in Physics at their November, 1974, meeting resolved that the APS Committee on minorities be assigned the task of implementing a Mentor* program for minority physics graduate students. The Mentor program is designed

- (i) to act as a counseling agency for minority physics graduate students in order to increase the number of minorities graduating with a Ph. D.
- (ii) to identify problems related to minority graduate student attrition and retention.
- (iii) to provide a ready mechanism to help graduate physics students in crisis situations.

3. Resolved: That ERDA and other government research agencies should directly allocate at the national level significant funding for programs at research institutions designed to increase minority participation in science, particularly at the undergraduate level.

4. Resolved: Whereas there is a need for a continuing effort on behalf of minority physicists, be it resolved that:

- (i) This Conference charges the steering committee to work toward increased numbers of minority physicists,
- (ii) the steering committee serve a coordinating, planning, and clearing-house function on behalf of minority physicists,
- (iii) the steering committee seek funding for its continuation and for the reconvening of this Conference.

*Mentors here are defined as physicists who are minorities themselves or those nonminority physicists who are committed to the above. Situations in which mentors will be expected to help include:

- a) preparation of student for prelim as well as general exams
- b) identification of financial resources when necessary
- c) identification of possible job opportunities upon graduation or during graduate school
- d) interaction between major advisor and student throughout graduate program
- e) selection of thesis advisor
- f) selection of schools for additional graduate education
- g) crisis situations caused by:
 - 1. Financial difficulties
 - 2. Failing of prelims or generals
 - 3. Thesis advisor leaving
 - 4. Grade-point difficulties
 - 5. Medical problems

5. Resolved: That the teaching loads at minority institutions should be no more than twelve (12) contact hours for those not engaged in formal research programs and no more than nine (9) contact hours for those engaged in research and/or curriculum development.

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6. Loss of interest in physics
 7. Psychological depression
 8. Conflict between student and advisor
 9. Legal difficulties
 10. Expulsion
 11. Covert and overt racism.