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U.S. House of Representatives  
 Committee on Energy and Commerce  
 Room 2125, Rayburn House Office Building  
 Washington, D.C. 20515

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FRANK M. POTTER, JR.  
 CHIEF COUNSEL AND STAFF DIRECTOR

Memorandum to: Honorable James T. Broyhill  
 From: Rodney Joyce, Associate Minority Counsel  
 Re: Minority Hiring/Employment at the FCC Under Chairman Fowler

At an FCC oversight hearing in April, Mickey Leland harangued FCC Chairman Mark Fowler for more than 15 minutes claiming that the Agency's minority hiring record was deficient. He stated that he understood that the number of minority employees had "plummeted dramatically" since Fowler had become Chairman. He characterized the FCC's minority hiring practices under Fowler as constituting a "very serious problem".

At the hearing, Fowler responded to Mr. Leland's attack by pointing out that the Office of Management and Budget had placed a freeze on hiring by the Agency at the time Mr. Reagan became President.

Subsequently, at the Subcommittee markup of the FCC authorization bill (H.R. 2755), Mr. Leland again criticized Chairman Fowler. This time, he was joined by Mr. Wirth, Mrs. Collins, and Mr. Bates. At the conclusion of the markup, Congressman Wirth promised to include language in the Committee Report accompanying the FCC authorization bill insisting that the Commission improve its minority hiring performance.

If Chairman Fowler had been aware when he testified before the Subcommittee in April of the Agency's actual minority hiring record during his tenure, he would have been able to dispute the implicit assumption of those who had criticized him that the FCC, under Fowler, has made no attempt to attract minority employees. The fact is that the FCC's minority employment record under Fowler is equal, and in many areas better than, the minority hiring record under the previous Democratic Chairman despite the difficulties of hiring new people because of the OMB-imposed hiring freeze. After the hearing in which Mr. Fowler was lambasted, Mr. Leland asked the Commission to provide written responses to more than 100 questions concerning the FCC's minority employment record. The attached charts, which I prepared from the hundreds of pages of material submitted by the FCC in response to Mr. Leland's written questions, demonstrate clearly that the Commission has continued to make progress in the area of minority employment during the past 2 1/2 years.

I would like to see the Commission's record cleared on this issue. I suggest that you make a statement at the Committee markup of the FCC authorization bill applauding the FCC's progress in improving minority employment under Mr. Fowler. Moreover, I suggest that you ask that the attached charts be inserted as part of the Committee Report since that Report apparently will discuss the Commission's minority employment record.

Attachment

MINORITY EMPLOYEES AS PERCENT OF WORKFORCE

(Minority Professional Employees as Percent of Professional Workforce)

	1980		1983	
FCC-Wide	29%	(14%)	31%	(18%)
Mass Media Bureau	42%	(23%)	47%	(28%)
Common Carrier Bureau	24%	(15%)	25%	(15%)
Private Radio Bureau	26%	(15%)	14%	( 9%)
Field Operations Bureau	21%	( 9%)	25%	(13%)
Office of General Counsel	20%	( 5%)	20%	( 8%)
Office of Science and Technology	18%	( 6%)	20%	( 7%)
Office of Managing Director	47%	(15%)	51%	(13%)
Office of Plans and Policy	28%	(14%)	14%	( 0%)
Office of Public Affairs	35%	(37%)	50%	(47%)
Office of Commissioners	--	--	28%	(16%)

	FCC-WIDE	PROFESSIONAL
Number of New Hires at FCC Since January 20, 1981	152	60
Percent of New Hires at FCC Since January 20, 1981 which are Minorities	23%	13%

MINORITY EMPLOYEES AT FCC

BY JOB TYPE

	1980	1983
Senior Executive Service	10% ( 3 of 30)	3% ( 1 of 35)
Senior Executive Level (GS-13 and higher)	11% (72 of 673)	12% (82 of 679)
Lawyers	12% (35 of 302)	11% (28 of 254)
Engineers	13% (14 of 354)	17% (53 of 314)
Economists	2% ( 1 of 50)	6% ( 2 of 31)
Bureau, Division, and Branch Chiefs	13% (19 of 141)	14% (18 of 130)