

SWARTHMORE COLLEGE  
Swarthmore, Pennsylvania .

Minutes of CEP meeting of January 20, 1969

The meeting convened at 2 P.M. All members of the Council were present, and it was agreed that Miss Cobbs should preside. It was also understood that Mr. Cratsley will attend meetings of the CEP when the need arises, but will not be a regular attendant.

Miss Cobbs said that the faculty meeting scheduled for later in the day was being held principally to present a formal statement of our appreciation of the work of Courtney Smith as President of Swarthmore College for fifteen and a half years. It will also be necessary at this meeting to reaffirm or change the date of the next scheduled meeting (now set for Wednesday, January 22). Miss Cobbs expressed her view that the faculty, having completed by early morning on Monday, January 13, the task it had set for itself of responding to the SASS demands (I and II), is now faced with a different set of considerations begun under other circumstances (i.e., when SASS refused to leave the Admissions Office after receiving news of faculty action on their first two sets of demands). The faculty will now address itself to the "clarified demands" - when they are presented - but it seems desirable first that it come to an agreement about its attitude towards any further actions that disrupt the functioning of the college and that the faculty make its principles known.

Miss Cobbs pointed out that the legal issues concerned with faculty action on SASS demands concerning black admissions must be clarified. The Human Relations Council, acting on the basis of newspaper reports of faculty actions, notified the college that it might be in violation of state law. A representative of the Human Relations Council visited the college and then, after consulting Harrisburg, wrote to us about the dangers of violation. The college counsel has been asked to advise us. The CEP thought that the relevant portions of the state law, together with counsel's interpretation, should be circulated to the faculty as soon as possible.

There was a brief discussion of the nature of the SASS "clarified demands" and also of the need to clarify the position of the faculty. The balance of the meeting was devoted to the following considerations:

1. Whether a statement by the faculty of its position is necessary or desirable at this time, what purposes such a statement should serve, and what form it should take.

It was generally agreed that such a statement, if it is to be made, should reaffirm the belief of the faculty that academic operations must never again be disrupted in the way they were between January 9 and January 16, and should, as a simple matter of justice to the students and protection for the college, notify everyone that the reaction of the college to the occupation of the Admissions Office by SASS cannot be regarded as a precedent for the response to any future instances of violence or coercion. Some members of the Council regarded it as important that such a statement be made, not as a threat or attempted deterrent, but to make sure that the college would not be liable to accusations that it had neglected due process.

2. How priorities can be set up for dealing with the many urgent tasks ahead.

A particularly urgent matter is the method of appointing students to faculty standing committees. Last fall President Smith asked Student Council to give him a statement about the procedure they wished to follow, but no such report was ever

made, and in consequence his efforts to appoint students to various committees were frustrated. The CEP has a vital interest in this matter, since replacement of one student member is imminent, and the faculty must be informed of how the replacement is to be chosen, since it originally recommended the institution of the Council on the basis of a certain agreed-upon procedure.

3. How to reestablish lines of communication with responsible student opinion.
4. How we can usefully discuss college governance when (a) we have no document (such as the Critique) on which to base discussion, and (b) we hope shortly to have a new president and a new provost, whose ideas should play a part in any decision made on this subject.

The Council was in agreement that a study of governance should be made, but opinions differed on how fast it can be done. It was pointed out that a document explaining the chain of command is not sufficient, since what we need is a report telling what our goals as a college are, how we seek to accomplish them, and what the rational justification is for the way we do things. One member urged that discussion be opened up with a view to self-education, even though no conclusion can be reached until we have a new president. One possible way of dealing with the problem would be, not to have a student week (which would shorten an already short semester) but to assign certain weekends for the discussion of specific topics, on the basis of advance preparation from bibliographies available to all.

The meeting adjourned at 3:45 P.M.

Helen North  
Secretary

#### Minutes of CEP meeting of January 22, 1969

The meeting convened at 3:30 P.M. Present were Arbuthnot, Beardsley, Bekavac, Hauptman, Heald, North, Pennock, Pierson, and Cobbs. Miss Cobbs presided.

Miss Cobbs proposed that the faculty committee consisting of Professors Legesse, Piker, Urban, and Wood resume their meetings with SASS and try to prepare a clarified statement capable of being communicated to the faculty. As yet, the faculty has received no such statement and therefore cannot take any action. The function of this committee would still be merely to formulate the issues that divide the SASS demands from the action already taken by the faculty, February 9-13, in the hope that this could be done quickly and discussion begun, even as early as this Friday. Miss Cobbs pointed out that we also need to have the opinion of counsel about our possible violation of state law before we take up further demands. She asked the CEP to consider whether it would be desirable to ask the faculty to give support to the AAUP resolution of 1967 (concerning disruption of normal academic activities by various forms of violence and coercive action) and to add a statement that disciplinary action arising out of such activities be considered and proposals made by the Student Affairs Committee. The Council discussed, for the rest of the meeting, the pros and cons of making this particular statement, other statements, any statement, or no statement. Various forms of joint statements by the faculty and Student Council were considered, as were various bodies to which the task of defining procedures might be referred. Considerable interest was shown in setting up a joint Board-Faculty-Administration-Student committee to deal with the question.

The meeting adjourned at 5:45 P.M.

Helen North, Secretary



Minutes of CEP meeting of January 24, 1969

The Council convened at 9 A.M. All members were present; Miss Cobbs presided.

Miss Cobbs reported on the present state of the "clarified demands"; an informal group consisting of Professors Legesse, Bennett, Piker, and Sherman has been meeting SASS and has prepared a statement of what they think SASS' position now is. Miss Cobbs has asked the original committee to try to formulate the essential points and present them directly to the faculty. She advised the Council that a legal statement from college counsel will be available before the faculty meeting. She reported that so far the faculty does not seem to have violated the law, but the problems include those of seeming to establish a quota according to racial lines, and of including in application records anything that has to do with race, religion, national origin, and so on.

It was reported that Student Council passed the proposal of several faculty members that SAC (or alternatively a joint Board-Faculty-Administration-Student committee) be entrusted with the task of making a statement about future crises and how they will be dealt with.

The Council regarded this as an excellent solution, but recognized the need for a policy to be followed in the meantime.

Mr. Pennock presented a statement designed to protect the college from charges of violation of due process, which, after some discussion, was accepted by the Council: it asked him, Mr. Beardsley, and Miss Cobbs to work together on the text of a statement to be presented to the faculty, which would include (1) an affirmation of the intent of the faculty to address itself to the problems before it, with reason and civility, (2) some form of Mr. Pennock's statement, and (3) a recommendation that a joint committee be set up to formulate procedures and substantive principles for application if a future crisis arises.

The report of college counsel on the legal implications of the faculty action so far passed was read and discussed, and it was decided that relevant portions should be circulated to the faculty as soon as possible. Miss Cobbs reiterated that it will not be possible to act on any further SASS demands at the faculty meeting today, unless they are presented by the time the meeting convenes.

After a brief discussion of ways to handle the preparation of the agenda for future faculty meetings, when the CEP relinquishes this responsibility, and an agreement to meet on a regular basis Monday evenings, every other week, beginning February 3.

The Council adjourned at 10:45 A.M.

Helen North  
Secretary