

1B

ACTIONS OF THE FACULTY
CONCERNING BLACK ADMISSIONS AND OTHER RELEVANT TOPICS

General statement at the beginning of the crisis (1-9-69)

- 1) The Faculty, in the midst of acting on the problems of black admissions and a black curriculum, finds itself faced with a resort to force and a refusal to make use of rational procedures. The faculty deplores the use of force and plans to continue the orderly consideration of the problems to which it was addressing itself when the Admissions Office was occupied. It invites all members of the College community to work toward the resolution of the present crisis. (1-9-69)

AHBAC and the black Deans

Paralleling a student resolution, the faculty proposed that committees be established to select a black counselor (later specified as an administrative officer), to select a black member of the admissions staff, and to advise on problems connected with admission of black students.

- 2) Pursuant to a proposal from the student meeting in Clothier, the faculty views formation of these committees favorably, and recommends that President Smith meet with the appropriate student groups to work out the details concerning the make-up of the committees, the functions of the committees, the method of selecting, and other relevant topics. (1-9-69)

It later seemed advisable to specify more completely the composition and duties of one of these committees. AHBAC was the result; it was originally charged with recruiting a black admissions officer, but this responsibility was later withdrawn. As amended, the resolution now reads as follows.

- 3) A. To facilitate the establishment of this committee, the faculty recommends the prompt establishment of an Ad Hoc Black Admissions Committee.
B. We propose that this committee consist of 3 faculty members, 5 students including representation of SASS, 2 administrators: the representatives of each group to be chosen by that group. If possible, at least one of the faculty members and one of the administrators shall be black. If such representation is not possible, an interim faculty-administration committee shall be set up to propose to the faculty and administration black adults to serve as substitutes for faculty and administration if necessary on the Ad Hoc Black Admissions Committee.
C. The chairman of this committee will be chosen from the committee by the committee.
D. Among the responsibilities of the Ad Hoc Black Admissions Committee are the following:

To review admissions standards and procedures involved in evaluating black applicants, to recommend standards and procedures to be applied to black applicants, and in particular to propose means for implementing black admissions policy. Specifically, the committee shall

also review and make recommendations concerning the college's geographical pattern of recruitment of black and other minority group students.

To consider and recommend changes in the membership of the standing Admissions Policy Committee.

To prepare reports as it sees fit

E. It is understood that this committee be free to make use of outside consultants.

F. (Still being discussed) (1-11-69 with amendments)

Concerning the two appointments recommended earlier, the faculty clarified its resolution as follows.

- 4) The College take immediate steps to recruit and appoint at the earliest possible date an Admissions Officer who shall be black. He shall have the other duties commensurate with that post and shall be responsible, in consultation with the rest of the admissions staff, for the application of admissions policy to black applicants, in the same way that other admission officers charged with special responsibility for certain categories of applicants now operate. The College will make this appointment only after obtaining the advice and counsel of representatives of the Swarthmore Afro-American Student's Society. (Feb.)
- 5) That the College take immediate steps to recruit and appoint a black administrative officer available primarily to all black students for the purpose of providing confidential advice and guidance. It is to be understood that this officer is not to be accountable to the other deans for providing them with confidential, privileged information. The College will fill this position with a person who is acceptable to the College and the majority of black students acting through their chosen representatives. (Feb.)
- 6) A. That these officers shall be as high in rank as possible and (B) that the administration shall make every effort to appoint both of them to begin full-time work by September, 1969. (Feb.)

Recruitment of black applicants

- 7) The College recognizes that it is necessary to maintain a viable black student community. Realizing that such a community ultimately depends on the decision of the students both to enroll and to continue their education at Swarthmore, the College will strive to enroll a minimum of 25 black students in each freshman class. It is hoped that this number can be increased to 35 after a three-year period. (1-10-69)
- 8) That the College vigorously extend its recruitment of the best black secondary school graduates and continue to encourage Swarthmore black students to assist in this process. (1-10-69)
- 9) That the College should set as its goal the enrollment of a significant number (approximately 10) of black students whose qualifications are outside normal admissions criteria for the year 1969-70. (1-10-69)

Support programs and others

- 10) The faculty resolved that the college enter into negotiations with institutions at present conducting summer enrichment or reinforcement programs for entering freshmen, so that students accepted by Swarthmore for the academic year 1969-70 who need this preparation may attend such a program. (1-12-69)
- 11) It resolved that the college recruit, and encourage the enrollment of, black students from community and junior colleges, and remain open to black transfer students from four-year colleges. Financial aid will be available to such students where appropriate. (1-12-69)
- 12) It resolved that the college endeavor to enhance opportunities for all black students to attend college: that it should in consultation with the Ad Hoc Black Admissions Committee
 - a) continue to support and maintain an Upward Bound Program.
 - b) consider the use of its facilities during the summer for the establishment of a program similar in nature to the ABC program.
 - c) establish a committee of interested faculty and students to explore the possibility of establishing a one-evening-a-week seminar program on the campus for able, socio-economically deprived 11th and/or 12th grade students from local secondary schools.
 - d) continue its participation in programs, e.g., the College Bound Corporation of Philadelphia, whose efforts are expended on behalf of increasing the number of secondary school graduates in the area that go on to college.
 - e) undertake negotiations with several private secondary schools to arrange that black students applying to Swarthmore for September, 1969, who need further preparation, may attend such a school on a scholarship basis for one year prior to entering a college. (1-12-69)

Black interests on campus

- 13) The following resolution was passed: The faculty urges the student council and other organizations to be constantly aware of the need to provide support for activities which, while open to the entire student body, would be largely black in orientation. (1-12-69)

Funding

- 14) The faculty urged, in the form of a resolution, that the President and the board secure funds to carry out the recommendations of the faculty, based on the SASS communication of 23 December and the report of the Admissions committee; the faculty recognizes that such a course requires a reappraisal of budgetary and fund-raising priorities. (1-12-69)

Faculty and administration perspective on faculty actions

- 15) a. The faculty affirms the statement of the President in his letter of 31 December 1968 that "This college has never been and must never be governed by demands or moved by threats."

- b. Faculty resolutions made on the basis of the SASS document of 23 December 1968 and the report of the Admissions Policy Committee have been accepted because the faculty believes they are right.
 - c. The President announces his strong support of the actions taken by the faculty, of which he is the presiding officer, and will strongly recommend them to the board of managers. He is confident that the board shares the same values and concerns that have motivated the President and the faculty in their actions. (1-12 - 13-69)
- 16) The college does not contemplate disciplinary action for the SASS actions that are presently known to it. While it does not anticipate cause for disciplinary action, it cannot guarantee amnesty for matters on which it has no information. (1-12-69)

With reference to resolution 16, concerning amnesty: By 'presently known to it,' the faculty refers to its knowledge of SASS' orderly occupation of the admissions office and of the shutting off of windows and exits. The faculty is encouraged by the verbal assurances undertaken by representatives of SASS upon their first entering the admissions office -- to wit: that property would not be harmed, files would not be rifled, and people not detained against their will. Assuming there are no other grounds for offense, SASS has no cause for concern.

(This statement of Amplification was approved by Dean Cobbs and Gil Stott.)

Governance of the College

- 17) The President and faculty welcome an opportunity to provide any information they can that identifies and describes the decision-making organs of the college on every level, and will do so within a matter of days after the resumption of normal college activity. (1-12 - 13-69)
- 18) In the actions of the faculty responding to the SASS communication of 23 December and to the report of the Committee on Admissions Policy, the faculty has authorized the participation of black people in shaping policies on matters relating directly to the special interests of black students. The faculty is determined to adhere to this principle wherever it applies. (1-12 - 13-69)