

1/14-15/69
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SASS-FACULTY COMMITTEE CLARIFICATION MEETING

14 January Night - 15 January Afternoon

I. Description of Decision Making:

SASS Position

"That a complete identification and description of the decision making organs of the College on every level be made." Action taken by the faculty during the meeting of 12-13 January is as follows: "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." SASS representatives accept this, with the specification that the report be complete, that it be written, and that the complete report be issued to the entire community.

II. Amnesty:

Faculty Action: (12-13 Jan)

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.

Amplification:

With reference to resolution 7, 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 their 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.

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SASS Response

"We interpret the faculty's amplified statement of amnesty as an acceptance of our original demand for amnesty." (SASS Jan. 13 eve).

Amplification:

We were assured that SASS accepts the faculty's amplified statement as sufficient.

III. Black Admissions Officer:Faculty Action:

On January 11 (morning) resolved to recommend the prompt establishment of AHBAC, one of the responsibilities of which is to be: " (1) to seek out and recommend the appointment at the earliest possible date of an admissions officer who shall be Black."

SASS Position:

"That there be hired an Assistant Dean of Admissions who shall be Black, and who shall have the other administrative duties commensurate with that post, by September 1, 1969. His primary responsibilities shall be in the area of Black admissions. The Black Assistant Dean of Admissions shall be responsible for the application of Black Admissions Policy to Black applicants."

Amplification:

If this man is competent to teach in the area of Black studies, he may do this in light of the pressing need; but it is preferable that he not teach. Also, this is to be a full time position, not a part time position.

The Black Assistant Dean of Admissions shall be the Admissions Officer responsible for accepting or rejecting Black applicants in consultation with the rest of the Admissions staff, just as the present Dean of Admissions accepts or rejects white applicants in consultation with the Admissions staff.

IV. Black Dean of Students:Faculty Action: (11 Jan. aft.)

That the College take immediate steps to recruit and appoint, subject to review by SASS, a Black counselor available to all Black students for the purpose of providing confidential advice and guidance. It is to be understood that this counselor is not to be responsible to the deans for providing them with any confidential, privileged information. (This corresponds exactly to SASS demand d, page 2 of December 23, 1968 document.)

SASS Position:

"There shall be hired a Black Dean of Black students who shall serve as counselor for Black students while having other administrative duties commensurate with that post by March 1, 1969; hired by this date, not necessarily on the job by this date. It is understood that this counselor is not to be responsible to the other deans for providing them with any confidential, privileged information."

Amplification:

SASS wishes this dean to be as senior in rank as Dean Barr, if at all possible, so he won't have to be a junior partner among the school's deans. They put this forth as the ideal goal; but are willing to accept having the best man hired at whatever rank his professional experience justifies. SASS does not feel this is a change of position, but only a more complete specification of the counselor they seek.

V. Hiring of two aforementioned administrators:Faculty action:

The faculty took no specific action in connection with the hiring of a Black dean of students, but did specifically recommend that AHBAC should seek out and recommend a Black admissions officer (see above, III.)

SASS Position:

"That the hiring of the two aforementioned administrators shall be by Presidential appointment. A list of prospective candidates will be developed through the efforts of SASS, of any outside organizations it deems necessary, and of the administration. Final approval of the two administrators shall be at the discretion of SASS." (SASS eve Jan. 13).

SASS eve Jan 13).

Amplification:

SASS specifies that it envisages the following procedure: it will produce a list

of candidates; the administration and/or others will produce a list; there shall be personal interviews of all candidates by SASS and the administration. If there are discrepancies between the final candidates chosen by the various parties, SASS shall make the final recommendation to the President.

VI. Admissions Policy:

Faculty Action: (10 Jan.)

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. 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.

"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 academic year 1969-70." (adopted on 10th, afternoon; amended on 12, aft.)

SASS Position:

"That the college strive to enroll at least 35 Black students into the freshman classes over the next three years so as to accommodate the goal of 100 Black students by 1972, and at least 40 Black students after three years so as to meet the goal of 150 Black students by 1975."

Amplification:

SASS understands that these figures represent goals toward the achievement of which the College will make a consistent and sustained effort.

VII. Transfer Students:

Faculty Action: (12 Jan. mon.)

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.

Amplification:

Resolution 2 (above) pertains to SASS demand f, pg. 2, 23 December document. In changing the wording, the faculty wished to distinguish between two year colleges (community colleges and junior colleges) and regular four year colleges. It wished also to avoid any connotation of raiding the latter, while simultaneously indicating receptivity to applications from students of such schools. The faculty also wished not to aggravate the brain drain from black four year colleges. Finally, the faculty wishes to point out that financial aid has always been immediately available to entering students from two year colleges, and also to those from four year colleges when no question of competing financially for entering students was involved.

SASS position:

"It is understood that we accept the resolution to encourage the enrollment of Black transfers with scholarships" (SASS eve Jan. 13)

(for more on admissions and transfer, see section on AHBAC).

VIII. AHBAC (Ad Hoc Black Admissions Committee)

At its meeting on Saturday morning, 11 January 1969, the faculty passed the following motion: (This is the amended 12 Jan. version).

- 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.
- 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:

- 1) to seek out and recommend appointment at the earliest possible date, of an Admissions Officer who shall be Black.
- 2) To review present 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.
- 3) To consider and recommend changes in the membership of the standing Admissions Policy Committee.
- 4) To prepare reports as it sees fit.

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

SASS Position: (Phoenix Supp. 14 Jan. pg 9, as amended by SASS representatives at this meeting.)

"We accept the resolutions with additions: that the committee for Black admissions be charged with:

- 1) The proposal of Black admissions policies, i.e., procedures and qualification criteria. This committee will also be charged with recommending the number of Black applicants to be enrolled under such policies. However, these numbers have already been determined for the next six years.
- 2) A review of the application of these policies by the college admissions staff and consideration of any problems resulting from such application.
- 3) The review of Black Admissions Policy in the future if the committee sees fit.
- 4) The power to elect a chairman from the committee and to increase its functions in making proposals pertaining to Black admissions (e.g. pre-enrollment programs)

as it sees fit.

5) to prepare reports as it sees fit.

That the structure of said committee consist of the following:

4 Black students.

1 white student.

3 faculty members, one of whom shall be Black.

2 administrators, one Black when he arrives.

Further specifications:

1) In the event that Mr. Legessee decides not to be a member of this committee, he shall be replaced by ^{an} outside consultant chosen by SASS in consultation with the faculty, or a fifth Black student.

2) Until the Black administrator arrives, one of the two remaining faculty members shall be chosen by the faculty in consultation with SASS.

3) In the event that there be more than one Black faculty member from whom to choose the Black faculty representative, this shall be done in consultation with SASS.

These members shall be chosen by their respective groups in accordance with the faculty resolution.

That the final approval or disapproval of said committee policies are to rest with SASS.

Amplification:

This is understood to mean that SASS shall exercise final judgment on the policies of the committee and that in this area the legislative function of the faculty is performed by SASS. By way of explaining their position SASS representatives said: this is definitely not minority coercion, but rather Black self-determination.

They ask that SASS have the final say only in areas pertaining to the special interests of Black people, since the Black perspective is the most relevant perspective in these areas. Our position implies that SASS shall encourage and res-

pect perspectives and opinions from the faculty and administration and students before reaching a final solution. Thus it will be insured that SASS will not reach decisions which fail to take into account all the perspectives of the college community. Finally, SASS understands this to be a standing, not an Ad Hoc, committee.

IX. Support Programs (Pre- and Post-matriculation:)

Faculty Action: (12 Jan. morn.)

That immediate action be taken to design and implement for the academic year 1969-70 a support program that will be available to Black students as necessary. Such a program shall be designed by the Curriculum Committee in consultation with SASS. 12 Jan. morn. It resolved that the College enter into negotiations with institutions at present conducting summer enrichment or reinforcement programs for entering freshmen, so students accepted by Swarthmore for the academic year 1969-70 who need such preparation may attend such a program.

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) continued its participation in programs, eg. 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.

SASS Position:

"It is understood that these resolutions which deal specifically with pre-matriculation and support programs are acceptable as appropriate for investigation by the Black Admissions Committee."

Amplification:

With regard to pre-registration enrichment or reinforcement programs, SASS feels that the Black Admissions Committee will study the types of programs available, determine the types of programs that are suitable, find out whether they exist on other campuses; and, if not, will determine how to set them up. At this point, the college will enter into necessary negotiations for the implementation of said programs. SASS is concerned about summer enrichment programs set up with a white perspective and therefore not responsive to the Black perspective. It is necessary that Black people in such programs be exposed to the Black perspective.

X. Black Interest Committee:

(Historical Note: on 16 October SASS presented four demands to the Admissions Policy Committee, of which No. 2 reads: "That the faculty and administration form a committee to cooperate actively with the SASS College Relations Committee on an ongoing basis. This Black Interest Committee would insure that Swarthmore in the future will be sensitive to the interests of Black people.")

Faculty Position:

The Admissions Policy Committee recommended that there be an informal process organized whereby those "felt needs" deemed by Black students to be uniquely theirs

can find expression and support within the college. This was moved by the faculty on 12 Jan. afternoon, and tabled until consideration of Black students at all levels of decision making had been considered. This motion has not yet been returned to the floor, and the faculty has taken no action on it. 12 Jan. aft.

1) 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 (APC report, pg. 11, C).

SASS Position:

"The faculty has made no resolutions about ^{the} Black Interest Committee demanded.

Our position is: that the college publicly recognize the existence of and encourage the use of a Black interest committee which shall be charged with:

- 1) obtaining a delineation of the decision-making process as pertaining to cultural activities. (SASS understands this to mean processes by which funds, time slots and what not are allocated).
- 2) Receiving funds and time slots for programs of a cultural nature done in the name of the entire college community from the Cooper Foundation, Collection Committee, Music Department, LTC, and similar groups.
- 3) Reviewing cultural programs at the College which pertain to Black people BEFORE they are presented, if the party making the presentation so wishes. 'Reviewing' in no way implies censorship.
- 4) Recommending actions to the SASS membership should its offer of review not be utilized. This committee shall consist of Black people chosen by and responsible to SASS who shall be available for recommendations and consultations to the entire college community.

Amplification

SASS in this regard does not wish to have separate funds for its programs, but rather to be entitled to receive funds from such organizations as Cooper Foundation

and to present programs under the auspices of such organizations, with time slots decided upon by the parties involved. In amplification of No. 3, above, SASS hopes that it will be consulted beforehand concerning presentations that may be offensive to the sensitivities of Black people. If its consultation is not sought and/or if its advice is not heeded, then SASS reserves the right to protest.

SASS wishes this committee to operate much as the Hamburg committee, but not with the censorship prerogatives of the Hamburg committee. This committee would have no authority to prevent a program from occurring. In asking that the college publicly recognize the committee, SASS wants all-college notification and notification of foundations and committees that are concerned with cultural programs. This committee would not address itself to specifically departmental programs, but only to programs that have college-wide scope.

XI. Black Participation in Policy-making :

Faculty Position: 12-13 Jan.

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.

SASS Position:

"Black people shall participate in policy shaping and decision making processes on all levels of the college community relating to the special interests of Black people."

Amplification : Not to be part of resolution but to be read at faculty meeting.

:'Policy shaping and decision making' is intended to refer to all stages of the process - e.g. identification of the problem or issue, committee work on the problem, formulation of resolutions to deal with it, acting on resolutions, and implementing them as solutions.

XII. Funding:

Faculty position: 12 Jan aft.'

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.

SASS Position:

SASS Sincerely appreciates the faculty's initiative on this resolution. However, SASS recommends that the resolution be amended to insert the words, "and 9 Jan." after the words "23 Dec."; and that "Communication" be changed to "communications." By 'levels' SASS understands both areas of operation (eg. curriculum, admissions, or cultural) and hierarchical levels (eg. students, faculty and administration).

XIII Presidential Support: 12-13 Jan.

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.

The undersigned would like to point out that they have understood their task to be solely that of relaying SASS' present position, for the purpose of identifying discrepancies between it and the faculty actions of 9-13 January. We have avoided all editorializing, and have added amplifications only where we felt they were rigorously indicated by the remarks made by SASS representatives to us.

Asmaron Legesse Steven Piker Linwood Urban James Wood