

SWARTHMORE COLLEGE
SWARTHMORE, PENNSYLVANIA 19081

OFFICE OF THE PRESIDENT

22 January 1969

To Members of the Board of Managers:

For your information I enclose the following items:

- 1) Faculty actions in connection with problems concerning black admissions at Swarthmore.
- 2) The PHOENIX supplement, January 16.
- 3) The PHOENIX supplement, January 17.

Edward K. Cratsley
Acting President

A List of Faculty Actions as Amended

Thursday evening, January 9

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.

Pursuant to a proposal from the student meeting in Clothier on the same evening, the faculty views formation of these committees (committee on selection of a black counselor and committee to advise on problems connected with admission of black students) 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.

The examination schedule will start on January 22 instead of January 20, and an adjusted exam schedule will be issued as soon as possible. (It is understood that deadlines associated with the schedule will be adjusted accordingly.)

The Faculty voted to empower President Smith to invite Swarthmore black students outside of SASS to the Faculty Meeting tomorrow, January 10, if they wish it.

Friday afternoon, January 10

That the faculty adopt the agenda as presented by faculty members of the Council on Educational Policy and continue working with this agenda and other items connected with it in continuous session until we have disposed of all of them.

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 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 year 1969-70.

Saturday morning, January 11 (as amended on the afternoon of January 12)

The following motion, to establish an Ad Hoc Black Admissions Committee, was made and passed by the faculty.

A) 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.

Saturday afternoon, January 11

The following two resolutions were passed by the faculty of Swarthmore College as it continued to discuss the Admissions Policy Report and the SASS demands:

- 1) 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 shall not be responsible to the Deans for providing them with any confidential, privileged information.
- 2) That immediate action should be taken to design and implement for the academic year 1969-70 a post-enrollment 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.

Sunday morning, January 12

The faculty continued its discussion of the SASS demands and the Admissions Policy Report, and took the following action:

- 1) It 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 1969-1970 who need this preparation may attend such a program.
- 2) It resolved that the college recruit, 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.
- 3) The faculty decided not to discuss the question of holding classes at this time. (In so acting, it was the sense of the meeting that the faculty would discuss this issue during its afternoon meeting today, when it has a better idea of the amount of work it can complete during this meeting.)
- 4) 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.

Sunday afternoon, January 12

The faculty continued its discussion of the SASS demands and the Admissions Policy Report, and took the following action:

- 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).

2, 3, 4, and 5 were amendments to previous actions which have already been taken account of.

- 6) 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.

- 7) The faculty moved to send a delegation to the student plenary session this evening to announce what the faculty has done today; that classes will be held tomorrow at the discretion of the instructors; and that the faculty will continue its meetings this evening at 8:30.

Sunday night, January 12-13

The faculty continued its meetings tonight, and took the following action:

- 1) As the first order of business, the faculty adopted a formal agenda. It proceeded according to this agenda, and took the actions recorded below.

- 2) 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."

- 3) 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.

- 4) 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.

- 5) 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.

Sunday night, January 12-13 (continued)

- 6) 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.
- 7) 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.
- 8) The faculty resolves that Monday's classes be rescheduled for Wednesday, and that Tuesday's classes take place as normally scheduled.

Amplification with reference to Resolution 7:

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 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.

The Phoenix

SUPPLEMENT

Jan. 16

FACULTY COMMUNICATIONS COMMITTEE-SASS CLARIFICATION

In a series of meetings between SASS representatives, faculty-SASS liaison Legesse, the faculty communications committee (Messrs. Piker, Urban, and Wood) and President Smith, lasting from Tuesday night to Wednesday night, these parties agreed that the following statement was an acceptable clarification of the current SASS position. This statement will be presented to the faculty meeting today. The document follows this format: 1) topic title 2) SASS position 3) amplification.

"I. Description of Decision-making:

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:

We interpret the faculty's amplified statement of amnesty as an acceptance of our original demand for amnesty. Amplification: we were assured that SASS accepts the faculty's amplified statement as sufficient.

III. Black Admissions Officer:

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: The Black Assistant Dean of Admissions shall be responsible for accepting and rejecting Black applicants in consultation with the rest of the Admissions staff, just as the present Dean of Admissions is responsible for accepting and rejecting white applicants in consultation with the rest of the Admissions staff. 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.

IV. Black Dean of Students:

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. * It is to be 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 counseling they seek.

* Hired by this date; not necessarily on the job by this date.

V. Hiring of two aforementioned administrators:

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. 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); there are discrepancies between the final candidates chosen by the various parties, SASS shall make the final recommendation to the President (Black people are more sensitive to the interests of Black people than white administrators).

VI. Admissions Policy

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:

It is understood that we accept the resolution to encourage the enrollment of Black transfers with scholarships.

VIII. Ad Hoc Black Admissions Committee (AHBAC)

We accept the resolution 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, form 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. Legesse 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 by 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 which 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 final approval or disapproval of said committee's policies are to rest with SASS.

Amplification: This is understood to mean that SASS shall exercise final judgment over 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 members said: 'This is 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 respect perspectives and opinions from faculty, administrators, and students before reaching a final decision. 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)

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 the necessary negotiations for the implementation of said programs. SASS feels concerned about summer enrichment programs set up with a white perspective and are therefore not responsive to the Black perspective; it is necessary that Black people in such programs be exposed to Black perspective on Black problems.

X. Black Interest Committee:

The faculty has made NO resolutions about the Black Interest Committee demanded. Our position is: That the college publically 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 done in the name of the entire college community from the Cooper Foundation, Collection Committee, Music Dept., 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 consultation to the entire college community. Amplification: SASS in this regard does not wish to have separate funds for its programs, but rather wishes to be entitled to receive funds from such organizations as the Cooper Foundation and present programs under the auspices of such organizations, with time slots decided upon by the two 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 judgment is not heeded, then SASS preserves 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 publically 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:

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: Policy-shaping and decision-making is intended to refer to all stages of the process, i.e., 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. By levels SASS understands both: areas of operation (e.g., curriculum, admissions, or cultural) and hierarchical levels (e.g., students, faculty, and administration).

XII. Funding:

SASS sincerely appreciates the initiation of this resolution on the part of the faculty. However, we wish that the resolution be amended to insert the words: 'and 9 January' after the words '23 December' and to change 'communication' to 'communications'.

RADICAL CAUCUS MEETS AGAIN

The radical caucus met at 4:30 and 8 p.m. and discussed what steps should be taken concerning the faculty's scheduled meeting. By the end of the meeting it had been decided to continue personal contacts with faculty members and the planned statement at the honors meeting. The group considered a vigil outside the faculty meeting and deferred until its next meeting (set for 9:30 this morning) a decision on a statement to the faculty.

Subi Sahgal read the latest SASS clarification of its position on the Ad Hoc Black Admissions Committee. The group then discussed the question of "double veto" --or "bicamerality", under which both SASS and the faculty would have review of the committee's decisions before they went to the Board of Managers--versus a sole SASS review prior to final Board consideration.

Discussion on the substantive merits of the two methods (the latter is the clarified position of SASS; the former represents a position mentioned by several students and faculty members recently) centered on whether it was more important to recognize the legitimacy of the faculty as above the administration to receive and review committee reports, or, on the other hand, whether the important point was that the interested group have the final review.

Some students mentioned the tactical aspects of the issue--specifically, whether the faculty could be moved beyond the "double veto" position, and whether SASS could, on the basis of its statements, accept anything less than a single pre-Board veto. Subi stated that the SASS clarification meant to SASS that the

faculty's legislative function on matters of Black admissions policy would be replaced by SASS.

Others questioned whether it was right or advisable for the radical caucus to suggest positions or tactics to SASS. The discussion was dropped with no decision reached.

The planning of activities directed toward the Thursday faculty meeting began with mention of a possible vigil outside the meeting. A statement had been prepared to explain the vigil. The original statement urged the faculty to accept the clarified SASS position on the AHBAC, and affirmed that when this was done students would return immediately to academic business.

It was first agreed that there be no request for further postponement of exams--that such could be negotiated with individual professors, and that, ultimately, students would have to accept the possible costs of their active participation in the events of the crisis period.

Discussion then centered on the effect of a vigil or statement or both on the faculty's state of mind and decisions. After some discussion, the group committed the statement to a subcommittee for rewording and clarification. This morning's caucus will pass on the wording and decide how to present the statement. A discussion of the vigil ended in a 50-25 straw vote against vigiling in the name of the radical caucus.

Members of the caucus were encouraged to discuss with faculty members the meaning and implications of the clarified SASS demands, and to assure them that the acceptance of SASS demands would be seen as an act of good faith on the part of the faculty, and not as an occasion for agitation on issues of general student power by the radical caucus--which group, it was reported, has aroused concern and suspicion in some faculty members.

It was mentioned that a further message to the faculty would be presented through a dignified expression of support for SASS by at least forty students at the honors meeting at 11 a.m. The meeting adjourned at 10 p.m. so that members could attend their dorm meetings.

LABOR COMMITTEE WORKSHOP

The Swarthmore Students for a Democratic Society Labor Committee, comprising a membership of 15 or so, sponsored a two-hour workshop Wednesday afternoon to discuss the broader implications of SASS actions. The meeting centered around discussion of a letter read by Vin Berg which wholeheartedly endorsed SASS' actions and included suggestions for future SASS consideration revolving around the broader issues which the current crisis has raised. The letter, which the committee has sent to SASS, specifically mentioned two areas--the Black High School Movement (a labor committee-Black Panther organized movement for 33 new schools in Philadelphia ghettos and the means to finance them) and the University City Science Center (of which the college is a member and which, according to SDS studies, has been responsible for the eviction of 200 Black families) as those which SASS in accordance with its concern for all Black Americans could address itself to. Literature on both areas is available. The labor committee emphasized that the letter was not written with the intention of intensifying the crisis but of adding substance to the political discussions that have evolved because of the crisis.

LETTERS

All members of the college community are encouraged to contribute letters to the editor on any aspect of the current "crisis" to the next regular issue of The Phoenix. Letters (no longer than 200 words) should be left on Sharples table for Jeff Spielberg or brought to the Phoenix office in Tarbles basement by 9 p.m. today.

THE PHOENIX SUPPLEMENT

Jeff Spielberg, Editor-in-chief

Managing editors: Russ Benghiat, Doug Blair, Bob Goodman, Karin Sundquist, Dan Taylor

Staff: Helen Darmara, Galen Fisher, Don Fujihira, Ken Giles, Hohn Lohr, Sue Perch-onock, Ann Reichelderfer, Ken Roberts, Bill Ryan, Paul Shechtman, Jan Sriver, Pete Solar, Pete Welch.

The Phoenix

SUPPLEMENT

Jan. 17

Memorial services for President Courtney Smith will be held for the whole college community Sunday morning at 11 in Clothier.

Services open to family and friends will be held in the Friends Meeting House at 3 p.m. Sunday.

The family requests that in lieu of flowers, contributions be sent to Swarthmore College.

STUDENT STATEMENT

The following is a statement written by a small group of students in Parrish parlor yesterday afternoon and released to the press by Ellen Schall.

"The entire College Community deeply mourns the death of our President, Courtney Smith. There is no question in our mind of blame or guilt; there is room only for sorrow, not for bitterness. The College will continue to build towards the common goals for which we have all been striving.

Ellen Schall
Student Council President
for the students of
Swarthmore College"

SASS STATEMENT

The following statement was read by Don Mizell, Vice-chairman of SASS, as the SASS members vacated the Admissions Office yesterday afternoon:

"In deference to the untimely death of the President, the Swarthmore Afro-American Students' Society is vacating the Admissions Office. We sincerely believe that the death of any human being, whether he be the good President of a college or a black person trapped in our country's ghettos, is a tragedy. At this time we are calling for a moratorium of dialogue, in order that this unfortunate event be given the college's complete attention. However, we remain strong in our conviction that the legitimate grievances we have voiced to the college remain unresolved and we are dedicated to attaining a satisfactory resolution in the future."

EXAM SCHEDULE

Registration will be held on Friday, January 17th, as scheduled. Any student who wishes to do so may see his instructors individually and turn in his card, when properly signed, at the Registrar's office. There will be no penalty for late Registration, but all students are urged to complete their Registration within a reasonable time.

Final examinations will be held as scheduled, beginning Wednesday, January 22nd. For those students who cannot meet their schedules there are two options:

1) Each faculty member will make an alternate examination to be taken on an honor basis by the individual student by the close of the second week in the second semester.

2) In those cases where a student thinks that he has shown continuing evidence of the quality of his work and wishes to be judged accordingly, he may request a grade on that basis without examination.

Students who wish to avail themselves of either of these options must make the necessary arrangements with their instructors by the time of the scheduled examination.

INTERIM ADMINISTRATION

The administration of the College will function much the same as when President Smith took a sabbatical for the fall semester of 1965. Dr. Edward Cratsley, Vice-President, has assumed the duties of Acting President. Dean Susan Cobbs is coordinating academic functions, and Vice-President Joseph Shane continues his duties in public relations and alumni affairs.