

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 deplors 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.

