

Judy Browns

Office of the VICE PRESIDENT
for UNIVERSITY RELATIONS



The University of Rochester
ROCHESTER, NEW YORK 14627

TO: University of Rochester Alumni

FROM: Donald E. Smith
Vice President for University Relations and Development

The enclosed material relative to the recent sit-in on the campus by members of the Black Students Union may be of interest to you. It includes the following:

1. A background statement issued to the members of the BSU by Provost Sproull on March 7.
2. The text of the statement issued to the press by the BSU at the conclusion of the sit-in on March 10.
3. The text of the statement issued to the press by the University at the conclusion of the sit-in.

March 14, 1969

THE UNIVERSITY OF ROCHESTER

March 7, 1969

STATEMENT OF

ROBERT L. SPROULL

University Vice President & Provost

The University of Rochester has for some time shared with the Black Students Union and others a feeling of urgency to recruit black personnel, especially for administrative and clerical positions in the Educational Opportunity Program (the University's program for recruitment and counselling of black students) and has been recruiting intensively since summer, 1968.

Summer 1968 -- A black University of Rochester graduate, class of '68, was employed by the Admissions Office for the summer prior to his entering graduate study. He was asked to become a permanent member of the staff, but he declined in order to begin graduate study.

August 1968 -- First candidate for Assistant Director of Admissions and Coordinator of Educational Opportunity Program was interviewed.

September 1968 -- Position offered to first candidate. Position accepted 2 October 1968. Appointee agreed to begin work on 1 January 1969. Arrangements made for visit to campus as soon as possible.

November 1968 -- Appointee visited Rochester, met with Black Students Union.

December 1968 -- Appointee resigned from position of Assistant Director of Admissions and Coordinator of Educational Opportunity Program. Provost announced creation of two positions for Educational Opportunity Program: Coordinator and an Admissions Officer.

Two candidates for Coordinator proposed by Black Students Union interviewed and indicated unwillingness to leave present position. Three local candidates interviewed, none of whom indicated interest in a full-time position. Appointment made for candidate for Coordinator from New York to visit in February, the earliest possible date for him. Appointment made for visit by candidate for Admissions Office. Appointment made for visit by candidate for Admissions Officer or Coordinator.

January 1969 -- Letters written to four candidates for Coordinator. Exploratory interview with local man for Admissions Officer or Coordinator. Candidate for Admissions Officer interviewed. Black Students Union reported her acceptable. Position offered. Position declined.

February 1969 -- Possible candidate for Coordinator or Admissions Officer withdraws. Interview with candidate for Coordinator. Favorable reaction from Black Students Union, faculty, and administration. Position offered, but declined. Interview arranged with candidate for Coordinator, 5 March.

March 1969 -- Vitae to be sent for Coordinator candidate. Interview with Coordinator candidate. Letters sent to two candidates for Admissions Officers.

The foregoing listing does not include scores of phone calls for suggestions of potential candidates. In addition, Miss Gloria Joseph, Director of Cornell University's Special Educational Program, served as a consultant and spent a day on campus, discussing the program with faculty, administration, and students.

The University intends to sustain a maximum effort to attract personnel for these positions and for a black counsellor to be added to the professional staff of the Office of Counselling and Special Services. It recognizes a need for adequate secretarial and clerical staff to support these professional employees. It also recognizes a need for additional professional staff in the Office of the Coordinator and in the counselling service as the Educational Opportunity Program expands.

The University's program for black students includes financial aid, student service personnel, addition of black faculty, and purchasing of library books on black subjects or by black authors. A significant amount of student aid next year from University sources for new and continuing black students will be added to aid from state and federal sources. The new people to be added to serve the black students are the Coordinator, a counsellor, an Admissions Officer, a graduate assistant, and two secretaries. To the cost of these must be added fringe benefits, office expenses, emergency funds, and travel. The summer preparatory program, academic year tutoring and additional library books will add additional costs. It is impossible to estimate the number of additional black faculty.

The concerted special effort needed to bring significant numbers of black students to the Rochester campus has developed in stages. Over five years ago a program was conceived to encourage black students to apply, to identify such students in the applicant group and to offer admission and aid to every student who appeared to be qualified to do satisfactory work. The results were modest. Through the period from 1964 to 1967 the number of identified black applicants rose from about 15 to about 40. Offers of admissions rose from about 12 to about 30, but the number of entering black students rose only to 8. The rise in applications reflected a serious concern and represented a continuing effort to recruit more candidates.

Two years ago the present state of the special effort was developed, which is that recruitment reaches out to students who do not on paper (test scores, high school records, etc.) look like qualified candidates. This more sophisticated appraisal of credentials is accompanied by skill-improvement programs, counselling, tutoring, and other services needed to develop the latent talents of these students. In addition, there is a flexibility in scheduling of courses, a reduction in academic load, and a readiness to grant an extension of time to complete degree requirements.

These steps were taken, and in 1967 the Dean of the College of Arts and Science made special programs at entrance possible for students who appeared to need extra time to catch up. The academic adjustments were under way. The faculties of the various colleges have received each fall a report on numbers of entering black students. Each fall, the faculty as well as the Admissions Office have been dissatisfied with the rate of increase.

By 1968-1969, the combination of a continuing strong general recruitment effort, the cumulative but lagged effects of earlier work, the reinforcement of the needs of the University to increase its efforts to enroll black students brought about through a faculty committee's report, and the special effort of the Black Students Union to recruit applicants resulted in a group of over twenty entering black students. We are encouraged, but not satisfied.

We have long recognized that an essential precondition for attracting black students is to have enough black students already here, and that a barrier to recruiting black students has been having so few. We are now at or approaching the critical level where we can expect to be substantially more attractive to black students, so our efforts are expanding. A member of the Admissions staff is on special assignment to continue to encourage applications from black students. She is working with black alumni and friends in Chicago, Gary, Buffalo, New York, Washington (D.C.) and Rochester to make certain that as many people as we can reach are aware of our commitment, our desire to admit, and our readiness to provide aid for black students who with support and help can profit from the academic program at Rochester.

We cannot know how many applications we will receive nor how many students will enroll. We will continue our efforts to recruit such students through the summer. In addition, we have been gratified to note an increasing interest from black transfer students. Two entered this term. Two entered last September. On the basis of expressed interest and interviews there appear to be half a dozen black transfer candidates from Monroe Community alone who are good possibilities for entrance next September.

In all fields in which the University is interested, including black studies, we plan to have an excellent library. The administration arranged last December to have two authorities in black studies send us bibliographies of materials the library should have, and the library then ordered the items not already in our collections. At a meeting of department chairmen on March 5th, each academic department in the relevant social science and literature areas was reminded of the need to make recommendations concerning books that should be bought. This effort will have the highest priority. Budgets in addition to existing allocations will be established for this purpose for each relevant department. As in any other new course, books and periodicals recommended for the course in Contemporary Afro-American Thought will be acquired. In addition, new faculty members, including black faculty, will be asked to review the library's holding in their fields and to recommend additions.

Progress has been made in recent years in the University's effort to improve its service to the local black community. Among the programs in which the University and University faculty members are involved are:

a. The College of Education's programs of urban education. In 1964 the College and the Rochester City School District jointly initiated plans for the

development of the Center for Cooperative Action in Urban Education. This federally funded program, known as Project UNIQUE, now includes 14 innovative projects aimed at improving inner city education; its director holds a faculty appointment in the College. In conjunction with Project UNIQUE, the College offers a program for "urban education majors" in which inner city teachers with bachelor's degrees divide their time between teaching, graduate study at the University leading to a master's degree, and a special research project (the supervisor of this program also serves on the College faculty).

b. The Cadet Teacher Exchange Program. The University initiated and is participating with area schools in a program whereby education majors from predominately Negro colleges in the South are doing their student teaching in the Rochester area under the supervision of faculty of the College of Education.

c. Upward Bound. For the past two summers, the River Campus has been the "home" of about 75 inner city and area teenagers participating in the local activities of the Upward Bound program. The program, in which U of R and other area institutions participate throughout the year, will again be held this summer.

d. Summer Science Assistants Program. This project was created in 1968 by U of R faculty and staff members to provide meaningful summer employment for inner city teenagers. The 27 participants worked on a one-to-one basis with members of the faculty and technical staffs of several River Campus and Medical School departments. Funding was provided by the Office of Economic Opportunity; applicants were screened by the local FIGHT organization and selected by the University. The initial project was so successful that the program is to be expanded in the summer of 1969.

e. Neighborhood Health Center. The Medical School is directing and operating a pilot Neighborhood Health Center in Rochester's Seventh Ward. The new project is designed to help meet the needs for health care of families in an area where there had been only one physician's office for about 25,000 residents. About 12,000 residents will be served.

f. Migrant Health Clinic. For the past three years, the Medical School has been operating a clinic for migrant workers at a migrant camp outside Rochester. This was the first such program in the country initiated by a medical school.

g. The University has long been an equal opportunity employer. In the "unskilled" job category, it has often served as a training ground for inexperienced workers who then moved on to industrial employment. The development of in-service training programs has benefited inner city employees, along with others; English language classes for non-English-speaking employees have been provided on a release-time basis. The University has hired a number of graduates of the Job Corps and has been actively recruiting personnel from Job Corps Centers since 1966.

h. The University is working with other area colleges and representatives of groups in the inner city on a plan for an educational program for indigenous leaders of community action agencies. It is hoped that this program will begin next July.

i. College Admission Preparatory Program, Inc. The University cooperates in this faculty-sponsored plan for assisting inner city high school students in preparing for and gaining entry to college. The program, funded primarily by faculty and staff members of the University, operates a study center and tutorial service and provides academic counselling. The University assures admittance to students who have participated in the CAPP Program, have graduated from high school, and have been recommended for admission by CAPP.

j. Consortium for Graduate Study in Business for Negroes. Under this program, in which the University's College of Business Administration participates with its counterparts at four other universities, black students receive fellowships and free tuition in M.B.A. programs and may enroll in special summer programs before beginning their formal M.B.A. studies.

More must be done. Whether new activities can best be initiated and promoted by a community coordinator and staff is open to question because of the wide and unrelated variety of skills needed for additional effort. Also, much of this work in, with, and for the community has been originated by and owes its accomplishments to the drive and imagination of individual faculty, staff, and students. Coordination is desirable, but it also entails bureaucracy and may deprive the whole effort of much of the growth and dynamism that comes from individual initiative.

The question of whether a coordinator would or would not promote new efforts is being referred to the University Senate Committee on University-Community Relations for review. The Black Students Union will be asked to meet with this Committee.

The University has long been working to improve opportunities for black employees and has given priority to a program for basic academic skills. Many of the 400-500 black staff members in the manual and service jobs lack the reading, writing, and arithmetic skills which they need for promotion to more responsible and higher-paying positions. In collaboration with the Martin Luther King Memorial Committee in the Medical Center, the University Personnel Department is organizing a special tuition-free course for employees without any required length of service, to be held on University premises on University-paid time and at hours convenient both to the University work shifts and for people with home responsibilities. We expect to begin this program by fall, and possibly this spring. The Memorial Committee and the Personnel Department are investigating Federal funding for this basic education course under the Concentrated Employment Program. We will endeavor to subcontract for the actual instruction and materials so the program can be conducted by specialists in this type of education.

This same plan can certainly be extended to a high school level program. Our inclination at this point is to concentrate on the more basic program first, but in many cases, individual employees are now being helped through University School counselling and courses to qualify for high school equivalency certificates.

For a number of jobs the University has removed the previous requirements for a high school degree or equivalency certificate entirely and is accepting relevant experience or other practical training.

Regular U of R employees are eligible immediately on appointment for a 50 per cent tuition waiver for any U of R credit courses. After three years' service, the tuition benefit is 100 per cent. The staff member may take any two courses a semester; there is no limit on the total number he may take nor on the level of the course. He may go on to a graduate degree if he qualifies academically.

After five years' service, a staff member's children who are admitted to the University (either in the regular undergraduate program or in the University School) are eligible for free tuition for the full four-year bachelor's degree program. Also after five years, the husband or wife of a staff member is eligible for a 50 per cent tuition waiver.

In the first three years, when an employee has a 50 per cent tuition benefit, the University often can provide assistance to make up partially or entirely the other half through scholarship aid. If the course is directly relevant to the individual's job at the University, full tuition almost always can be provided as a part of the in-service training program.

The Personnel Department will revise its orientation program for new staff members to include refresher sessions so staff members can keep abreast of their health, life insurance, retirement, and other benefits under the University programs. A young black Personnel Representative is employed full time in the Personnel Office and is actively recruiting new staff for the University and providing counselling for people already employed here.

The Black Students Union has made the valid point that committees often deal with questions directly affecting black students' interests or questions where black students' special knowledge is essential, and that no black students are represented on these committees. Some committees, such as the Committee on Educational Policy, are composed entirely of students; the President of the Students' Association will be urged to see that student committees include black students whenever such questions are being discussed. Some committees are composed entirely of faculty; the deans have been urged to see that black students participate in these meetings when such questions are being discussed. The same request has gone to Students' Association President and the deans about joint faculty-student committees, such as committees within individual academic departments dealing with curriculum and teaching. The Provost and President and their staffs will endeavor to see that committees appointed by them ask a representative of the black students to join when questions affecting them are discussed.

Furthermore the Provost and his staff frequently act in areas of such questions, such as in selecting a coordinator of black student programs or formulating guidelines on the type of financial aid for black students. We have been working with the black students on the selection of a coordinator, and its members have interviewed all of the prospective coordinators. We shall continue to include the black students in such discussions and actions.

March 10, 1969

The following is the text of a press statement issued by the Black Students Union at noon today:

Our discussions with the administration of the U of R have produced evidences of certain ad hoc programs which were unknown to the BSU and other members of the University Community, including some administrators. We are of course pleased to hear about these.

Our proposals have enhanced and modified programs already in existence, but in many other vital areas, our proposals were original. Moreover, the University has agreed to the sentiments and aims underlying our proposals. Therefore because of the initiatives made by the BSU to the understanding of the problems involved in both types of programs, we feel that our actions were necessary and have been productive.



News from the University of Rochester

OFFICE OF PUBLIC RELATIONS
ROCHESTER, NEW YORK 14627
(716) 275-4127

Contact: Judy Brown

March 10, 1969

For immediate release

University of Rochester Provost Robert L. Sproull announced today (Monday, March 10) that normal use of the third and fourth floors of the Frederick Douglass Building is expected to begin tomorrow (Tuesday) following the evacuation of those floors, which the Black Students Union has held since last Tuesday night (March 4).

Classes usually held on the third floor were carried on elsewhere on campus; the Faculty Club on the fourth floor was closed during this period.

Sproull and Associate Provost Frank Dowd have been holding discussions with the Black Students Union since Tuesday.

Sproull said that "even though we could not negotiate any proposals under these conditions, the discussions showed that the objectives underlying their proposals are consistent with the University's present policies and plans. These discussions have afforded an opportunity for us to inform the black students and other members of the community of our various plans and have elicited a number of constructive suggestions, both from the black students and from others during this period."

He said that the discussions were "at all times carried on in a friendly atmosphere and one of mutual respect," and noted that "we will continue to work vigorously with the black students."

The talks have covered recruiting, admitting, and counselling of black students, hiring of additional black faculty and staff, opportunities for the University's black personnel, library materials in black studies, consultation with black students by University groups and committees, and community programs.

Sproull said that the "many positive outcomes" of the discussions included the clarification and firming up of the University's Educational Opportunity Program for recruiting and counselling of black students. He said he had reported to the Black Students Union last week that the University since last September has been planning to recruit 45 black freshmen and 10 black transfer students "and will certainly encourage more students to apply than would be enough to attain this number."

When 55 black students are admitted, the University's financial aid to present and incoming black students is computed to be \$200,000 in direct aid from University sources, plus substantial aid from state and federal sources.

There will be other costs for student personnel services, together with tutoring during the academic year, a summer orientation and study program, library books, and office expenses. A number of black graduate students also are expected on campus, including those recruited through the Consortium for Graduate Study in Business for Negroes in which the University participates. (Black students in this program receive fellowships and free tuition.)

Sproull said that the University faculty "is trying hard to recruit additional black professors, although the prospects are uncertain because of the scarcity of them and the great demand for their services." He pointed out that "the University intends to continue its intensive efforts, which began in the summer of 1968, to hire a coordinator for the Educational Opportunity Program, a counsellor, an admissions officer, a graduate assistant, and the necessary supporting staff for the program."

Sproull pointed out that the faculty of the University's College of Arts and Science last week requested from all departments of the College and from other sources proposals for meeting the needs of the black students, and said "the demonstration by the faculty of their determination to create new educational programs and the imagination they have applied to this task have been impressive."

He explained that last December the University consulted two authorities in black studies on materials needed by the University library and had ordered the items recommended.

The University of Rochester provost noted that the "wide ranging discussions throughout the University during the past week have brought a better understanding of the problems of black students in a predominantly white university, and a better understanding of the extent and depth of the University's efforts to meet these problems."

He said he had requested that when campus groups deal with matters relating to the needs and interests of black students, a black student be asked to sit with the committee.

He praised the suggestion of the Black Students Union that the University encourage interest in college among the University's part-time high-school-age staff members and expand its program of training for staff members.

Associate Provost Dowd said that disciplinary action concerning the occupancy of the building will proceed through the University's normal student judicial system. (Cases involving student misconduct are handled by the Undergraduate Judicial Council.)

University officials today said the University premises occupied by the Black Students Union are in "very satisfactory condition."