

ANSWER TO BLACK STUDENT DEMANDS

file

I. Black Instructors

- A. Demand: Black instructors in proportion to Black Students on campus in the same ratio as white instructors to white students on campus.

Answer: East Carolina University does not intend to appoint faculty on any sort of quota basis but will, as always, seek to find the best qualified candidate for every teaching position that our budgetary limitations will allow, regardless of their race or creed. There is certainly a valid assumption that a University faculty is improved by diversity in the heritage and viewpoints of its faculty and for this reason we have attempted to find qualified black faculty members just as we have sought faculty members with different graduate school backgrounds but any quota system which tends to suspend our primary concern with academic qualification will be a disservice to all of our students black and white. Negotiations with black professors are in progress this year as they have been for the past several years.

- B. Demand: Black instructors to teach courses in all departments.

Answer: Again the primary concern of the University is with the qualifications and the performance of its faculty and we can see no justification for employing faculty primarily on any other grounds just as we see no justification for not appointing faculty who are qualified on grounds of race or creed.

II. Demand: Black Studies Program with Emphasis on Humanities.

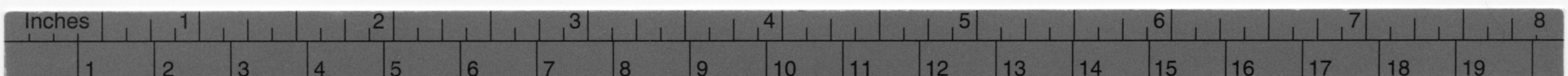
Spokesmen of the Black Students have met with an academic committee to discuss the procedures of adding courses and programs to the curriculum. One course dealing with Black American literature has already been presented to the Curriculum Committee of the College of Arts and Sciences. So also have courses which might well form the nucleus been put forward by other departments.

- A. Demand: Black instructors to teach Black courses.

Answer: If courses are added to the curriculum that may be termed Black courses the best qualified persons available will teach them. There will be no more justification for assigning courses in this area apart from basic qualifications than in any other area. It may, however, be valid to assume that Black instructors do bring to certain areas an introspection that would be reckoned a major part of their qualifications.

- B. Demand: White instructors may teach purely African courses, but Black instructors will teach these courses also.

Answer: This statement is not inconsistent with policy already stated in that it allows appointment primarily on the basis of qualifications and performance.



- C. Demand: Black students on the committee to form the Black Studies Program.

Answer: There is currently a study underway under the auspices of the Faculty Senate concerning the participation of students on various committees including the curriculum committee. The University does not intend to handle the curriculum development in any area in a manner essentially different from the manner prescribed for all areas. There is now, and, I hope there will continue to be, ample machinery for consultation with any and all interested persons on curriculum change. If students are added to curriculum committees, the method of selection will not be discriminatory to any group.

III. More Financial Aid for Black Students.

- A. Demand: Rearrangement of the financial budget to fit Black Students.

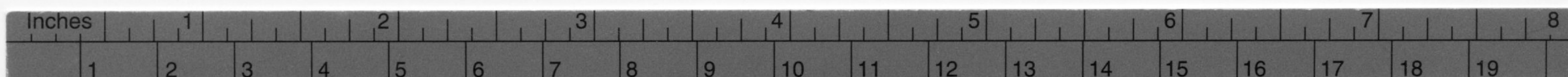
1. The present program is designed for white students whose families are better able to supplement their educational expenses.

Answer: The statement supporting the demand is simply not true. Financial aid is of two main varieties. The first basis is on that of scholarship alone which presents a simple criteria that brooks no discrimination. The second basis is that of need as indicated by family income and, of course, favors only those with low income. Blacks are, in proportion to their numbers in the general population and in the campus population, greater beneficiaries than whites. Out of 67 signers of the Demand Petition 47 are receiving financial aid in amounts ranging for the year from \$435 to \$1,846.

IV. Recruitment of More Black Students.

- A. Demand: A special program set up so that Black Students will recruit Black Students under the same conditions as the present recruitment program for white students.

Answer: The present system is not discriminatory. Student recruitment is carried on in two major ways. The first method, which is not really recruitment, simply consists of sending representatives at the invitation of any school or assembly of interested students to explain the program at East Carolina University. This program is carried on with no discrimination as to schools or students. The University, however, will be perfectly willing and, in fact, quite happy to circularize Black school administrators to urge them to make greater use of this service of our Admissions Office. The University would deem it a major service to the state as well as to Black people to lift the economic and social level of Black people through education. Any cooperation with our efforts will be welcomed. A second function of the Admissions Office is more in the nature of recruitment. The Dean of Admissions makes a particular effort to attract national merit scholars and the winners of other scholarship awards



to our campus. A part of this effort is made by a special committee of the faculty which invites merit scholars to the campus for a week-end. Invitations are prepared from the list of winners furnished us by the sponsors of the awards and are issued to all award winners, regardless of race or creed.

V. Demand: Recruitment of More Black Athletes.

Answer: Athletes, like faculty, are recruited on the basis of their ability to perform their function, not on their race or creed. The University Athletic Division will welcome the assistance of Black Students in finding qualified athletes who also meet scholastic entrance requirements. The number of Black athletes already participating in athletic programs is indicative of the fact that there has been no discrimination in recruiting.

VI. Discontinuation of all Negative Racial Practices on Campus.

A. Demand: Bann (sic) "Dixie" immediately.

Answer: This matter was referred to the Student Government Association and was dealt with according to the provisions of the Student Government Constitution. A referendum of students decided not to discontinue the playing of the song "Dixie." This and all other related matters of student life should be a matter of student regulation. For the University administration to interfere in matters that are primarily student matters would be a denial of all that the administration, the Faculty, the students and I have helped to shape in the way of democratic procedures at this University. These procedures are of too great a value to be endangered by the use of Presidential fiat.

B. Demand: Removal of Confederate flags on state-owned buildings (except for private rooms).

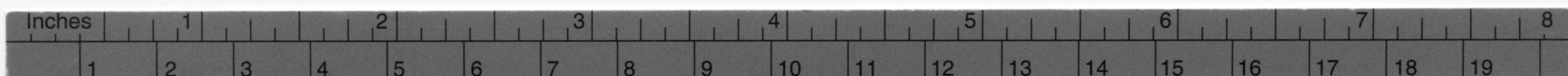
Answer: I have already stated my opinion that only the American flag, the flag of the State of North Carolina, and the flag of E.C.U. should fly from public buildings. Any departure from this practice was not at the direction of the University Administration. The use of flags and symbols by private persons in legitimate pursuits is another matter not subject to any regulations I am empowered to make.

C. Demand: Equal application of housing rules according to printed University codes.

Answer: I have asked for specific examples of violation and I will be, of course, glad to investigate any reported violation immediately and thoroughly.

D. Demand: Penalty for instructors for overt racial discrimination in classrooms.

Answer: Again, I have asked for specific examples. I will not, and the University administration will not, knowingly allow discrimination in the classroom.



VII. Improvements in the Maintenance Department.

- A. Demand: Staff privileges for the maintenance workers.

Answer: Staff privileges as to lectures, concerts and other student activities are under the auspices of the S.G.A. I am informed and the Black spokesmen have been informed that plans are being made to assure that maintenance workers will have the same privileges as faculty and other staff personnel.

- B. Demand: At least three Black workers in supervisory position with higher wages.

Answer: The Vice President and Business Manager, Mr. F. D. Duncan, has already advised Black spokesmen that he expects to be granted authorization for two new supervisory positions and he intends to fill these positions with qualified Blacks. An additional position would not be available without removing a qualified incumbent and this, of course, is unthinkable.

- C. Demand: Increased pay for maintenance workers.

Answer: Salary and wage scales for non-academic employees is a matter fixed by the N. C. Personnel Act and is administered by the N. C. Personnel Department. It is not a matter that the University Administration can affect except in very narrow limits. However, as the recent newspapers report, the state, at the request of the Governor, is remedying the situation rapidly and on a statewide basis.

- D. Demand: Collective bargaining board set up so that the maintenance workers may state their grievances.

Answer: Machinery already exists for airing grievances and has often been used. Vice President Duncan has stated that he will acquaint all employees with the procedure to be sure they know of it and will incorporate information concerning the procedure in the orientation of all new employees.

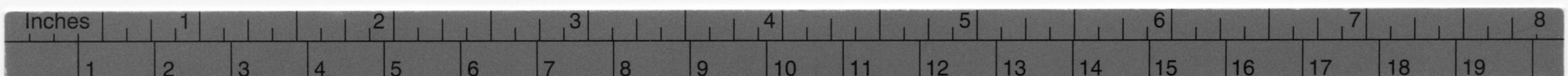
VIII. Demand: Black Speakers on Campus.

Answer: Mr. David Lloyd, President of the S.G.A., has already made arrangements for funding the appearance of Black speakers on the campus and has invited Black students to forward suggestions to him or to the committee responsible for speakers.

IX. Legalized Participation in Civil Rights Demonstrations.

- A. Demand: Freedom from suspension even if student demonstrators result (sic) in jail.

Answer: There is not now, nor has there ever been, a University policy or practice or a policy or practice of student courts that students are penalized for legal petition or assembly. Students, moreover, in proceedings of campus tribunals are subject



to University and student rules not to external laws and ordinances. There is, of course, the possibility that an act that violates the laws of city or state may also violate campus regulations and a person who is accountable to two jurisdictions for separate violations stemming from the same act is not by legal definition being subjected to double jeopardy. It would seem almost unnecessary but I would like to make the point that being in jail is not an acceptable excuse for missing classes or failing to complete academic assignments.

- X. Demand: Financing of Black Students to Attend Conferences Representing East Carolina University by the Student Government Association.

Answer: The President of the S.G.A. has assured Black spokesmen that Black students will be treated fairly and equally in the allocation of funds to attend conferences and that all recognized organizations, regardless of social make-up, shall have the same claim to S.G.A. funds as other organizations.

