

Draft

President Ketter:

There are sins of omission and sins of commission.

Your hatchet men have committed while you have omitted.

You have turned your head while:

1. Professor Gayles is terminated in Music
(yet Professor Halstead remains)
Professor Gayles cannot go.
2. Professor David Banks is discriminated against and denied tenure. He is eligible and has to get tenure.
3. Mrs. Eddins was forced out of the School of Nursing. She is being considered for an appointment full-time in Black Studies. We students wish one extra line for two courses: "Health Related Problems in the Black Community," and Social Problems in the Black Community." We need a minority line for this course to be taught by her. We do not wish to use the line vacated by James Miller for this purpose. We are interviewing Afro-American males, with Ph.D's, to fill James Miller's Faculty line. We demand an additional line.
4. Dr. Arthur Anderson was unduly eased out of the Cooperative Community College. His elimination was justified on some tremulous grounds of alleged errors.
(As if white administrators have not even unwisely spent University funds. Somehow 'errors' are a privilege of the Ruling white overlords.)
He was replaced by a female administrative assistant yet Mrs. Arnold was considered ineligible for EPIS.
5. Mrs. Arnold, who had acted as Director for EPIS was shoved out under pretext that she was never officially appointed (This, despite the fact that she had been an efficient assistant to Mr. Peasant and had covered the Program for over half of the semester with staff and student support).

further:

Attempts have been made to harrass Mrs. Arnold out of her job, declare her inefficient, and to force her off the Campus. Mrs. Arnold had greater credibility or at least as much as Dr. Anderson's replacement (or any other like administrative replacement in the university). Mrs. Arnold cannot be forced out of the university.

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6. Mrs. Emma Reynolds was forced out of EPIS (for whatever reasons) in such a manner that she is ineligible for unemployment benefits. A termination date, 4-6 weeks later would have avoided this personal tragedy. Mrs. Reynolds was no less efficient than the counsellors who left behind. The students gained more from her than some who have been left behind. Despite petitions there was no response to students' requests for reconsideration of her.

Who will fall next by the "efficiency experts" hands?

What redress do you have for those abused during this school year?

Further:

You have turned your head while:

A Black Pyramid is created on this campus -- a veritable university within a university.

This Black Pyramid relieves you and the unyielding raciest faculties from having to truly integrate.

Rather than integrate with minorities there has been a creation of a Black ghetto within the University system with its new assistants to imperialistic bureaucratics sanctioned and manipulated to manipulate us for the Administration. We have seen this strategy of containment before.

We are being tricked into taking unjust orders because the messengers that bring them are of our own. We are not satisfied with the token placement of Black faces in either departments or administrative positions.

Lines of communication do not flow upwards in the minority pyramid. Orders flow down through it from the white overlords.

For these grievances we, the minority people, have constituted ourselves as our own committee on minority affairs advising you to address yourself to these problems.

Knowing the tactic of "setting up an advisory commission to solve the crises among the natives;" we, the minority population at U.B. constituted ourselves as the Commission.

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We have decided to offer the solutions:

Administrative Structure

1. Minority Students Office:

Set up a committee to review by the 15th of April, yearly, the compliance of each Faculty and department within the university to Office of Equal Opportunity guidelines.

The committee should be composed of minority faculty and students from the various segments of the university.

This committee shall be established by the minority faculty and students and have four representatives on the University wide compliance (or affirmative action) body. (Described under Office of Equal Opportunity, OEO)

Restructuring of Minority Programs Into One Black Pyramid

We feel minority programs are being structured into a segregationist concentration plan where the university appoints overseers under the guise of efficiency to remove the sizeable representation of minorities from the campus. This plantation style operation is an evasion of integration. Minority administrators are to be as accountable to the minority population on this campus as are the white faculty and students.

White provosts, chairmen and representatives to the various structures of power are voted upon or at least move up in the structure through affirmation from their colleagues and constituency.

However, the university insists on containing minorities by imposing "white approved" administrators upon the minority students and faculty.

As of this day:

Minority Faculty by vote shall have determination on candidates for administrative positions in all parallel situations where white faculty vote for white administrators.

Candidates for top administrative posts, who are brought in should be introduced to the minority faculty through at least two weeks advanced review of vitae. In interview sessions conducted with the administration, the minority faculty will have 2/3 representatives and two students or be permitted to hold an interview separately. An advisory decision will be sent to the President from the minority faculty of the minority student unions as a group advice after these interviews.

Minority Student Welfare

1. Orientation Program

Each year the Office of Minority Students Affairs with the minority student unions (PODER, BSU and Indian Students Association) should have funds for a week long orientation program for in-coming minority students.

- (a) Here there should be an input from the University Placement Office to provide information on the long range predictions on job opportunities and to familiarize students with functioning of that office. This would have to be conducted by minority and a white officer from University Placement and a representative from Minority Student Affairs Office. The white officer should be of the senior staff in Placement who have facts to offer.

1. Orientation Program (cont'd.)

(b) Through the Minority Student Affairs Office and Minority Students Associations, a series of workshops to familiarize students with the departments, their requirements, and the types of occupations possible for graduates in each area.

Remediation

Relatively uncomplicated, less expensive and above all, integrated remedial programs, which would be effective, could be implemented through key departments.

1. Remedial courses do not have to form a segregated block within the university as if only minorities need remediation.

The Department of English should attach a component of minority faculty to give an intensive program in GRAMMAR COMPREHENSION (not Black literature) and speed reading. The student would be required to take these two courses if his reading level fell below scores provided by a generally administered test for Blacks and whites.

The University would be responsible for emphasising that this be a quality grammar and comprehension course. During that semester, students would be permitted to take one course less and have two-2 hour sessions every other day for a total of six classroom hours per week. Students would be tested at the end of the semester and be allowed to repeat this course once without credit penalty.

If remediation is found necessary in natural sciences, then mathematics and physical science departments hould serve these functions in the manner that the English Department would do.

We object to being set off as intellectually incapacitated.

There are whites with disadvantaged backgrounds.

A Tenure Review Committee: for Minorities

Such a committee shall be established with two minority representatives from the faculty within which minority candidate comes; two advisory minority representatives from outside the University of Buffalo who are established in the academic area of the candidate, and any tenured minority member of the department from which the candidate comes. ^{The committee to be constituted in consultation with the Office of Equal Opportunity} This group will send its vote to the President.

If the departmental vote differs, then the Minority Tenure Committee shall meet with the Departments Committee, the President, and an officer from the Compliance Body discussed herein.

If there is a grievance then it passes into the compliance office if not it return to the President for decision.

Grievances

A minority Greviance Board will be established through elections by minority faculty and studnets. They may hear separately minority grievances and will be represented at every proceeding by the main university Greviance Body.

The list of members will change annually as elections should be held annually.

There shall be a list of 12 members, ~~1/2~~ Blacks, ~~1/2~~ Puerto Ricans, ~~1/2~~ Indians, ^{the representation of each group to be determined in consultation with the Office of Equal Opportunity} For each hearing there should be a body of six. There should be a representative from each group with one faculty and one student, wherever such faculty are available. At least two faculty should always be present in the group of six.

They may hear minority student grievances and faculty grievances. On faculty grievances Faculty representation should be at least 2/3 of the group vice-versa for students.

THE FACULTY SENATE

The structure of the Faculty Senate demanding representatives by intent or oversight excludes representation from minority components. A minority faculty from each Faculty shall be present in the faculty Senate (specifically Blacks, Indians and Puerto Ricans)

Curriculum Review Committees of Faculties

Since Puerto Rican Studies and Black Studies Faculty are not justly represented on these committees. We are stating that this is discriminatory.

It allows traditional departments to vote on courses clearly duplicating the content of these Programs and also does not allow for supportive discussion for courses coming from these components. The university knew these faculty were not group to be ~~known~~ tenured when they were admitted. Therefore, non-tenure is not justification.

In any event under any circumstances the Curriculum Review Committees shall have a minority voice (i.e., Black, Puerto Rican and Indians).

UNIVERSITY SERVICES

University Placement

This office has been approached and have given the usually "liberal run-around."

We need two minority placement officers as of this budget year who are experienced with the nature of job market.

Housing

If there is racial conflicts in the dorms, why has this been hidden from the public?

A committee of minority students and Black faculty should be set up to investigate the problem and offer solutions. This committee should be among names submitted to you by the Black students and faculty. In the same manner that Search Committees are established.

Beyond this we wish to have a written commitment from the university ensuring housing for minorities in the new university complex.

Amherst Site

The university is being asked to state in writing unequivocally, where it plans to locate Black Studies, Puerto Rican Studies and EPIS on the new site.

Black Studies Department include

- (a) African Studies in essentially white controlled turf.
- (b) will expand into a Caribbean Studies component.
- (c) will be allowed to develop an inter-disciplinary graduate program.