

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.  
We demand that she is reappointed immediately as an Associate Professor with tenure in the School of Nursing. That further she would have the option to work full-time in the Black Studies Department.
4. Black administrators do not have authority commensurate with the responsibilities with which they are saddled. Consequently, they should not be asked to respond to questions which are being raised today. Responses must come from you.
5. Once departmental status has been granted to the Black Studies Unit, it should be authorized to invite an advisory group made up of specialists in Black Studies and Black students to evaluate the curriculum, its staffing pattern and its administrative structure and make recommendations which will be binding.
6. The University of Buffalo must assume its responsibility by working at federal, state and local levels to provide adequate support for minority students in graduate and professional schools.
7. We are protesting the racist and discriminative acts that have been bestowed upon the Black student body by racist faculty members and also demand that immediate actions be taken to alleviate this unethical academic practice.

In conclusion we have demanded the establishment of a perpetual dialogue between the minority population of the campus and the chief administrator of the University. Our initial efforts are to resolve immediately the demands as stated. The committee once established will deal with such issues as, minority involvements in the Amherst Campus, minority Civil Service employee's, expanding internship and training programs, and developing substantial increases in the number of minority students in graduate and professional schools. The overall function of the committee will be to enrich and enhance the Black populace at the University of Buffalo.

With respect to our ~~five~~ demands the Black populace will assemble for your response in 24 hours

4/26/72

*To President Ketter  
from  
Elaine Mayfield  
Executive Committee  
Black Student Union  
George F. Thomas*