

REPLY BY CHANCELLOR J. CARLYLE SITTERSON OF THE UNIVERSITY OF
NORTH CAROLINA AT CHAPEL HILL TO A SET OF DEMANDS PRESENTED
TO HIM BY THE BLACK STUDENT MOVEMENT, DECEMBER 11, 1968.

BSM
DEMANDS

"The Black Student Movement has found that UNC is guilty of denying equal educational opportunities to minority group members of the local community, the State of North Carolina and the nation at large. This prestigious institution of higher learning has maintained and intends to perpetuate educational inequality through its selective admissions procedures.

In addition, the University has been totally unconcerned and unresponsive to the needs of the Black Community and the working conditions and relations of the Black non-academic workers. Not only has the University been blatantly unresponsive, but also has taken full advantage of the Black non-academic workers and has discriminated against Blacks in hiring and promotions. It has sought to pay the least allowable wages - and whenever possible, even to reduce these minimum wages. The BSM sees this as the most violent form of oppression and denial of human dignity.

Past negotiations between Black Student groups and the administration for the purpose of instituting positive change have resulted in token, symbolic acts which do not

meet the educational needs of the currently enrolled or systematically rejected minority group members.

Administrative officials have presented false information, inconsistent reports and have completely misrepresented a supposedly nondiscriminatory university policy.

And, in recognizing that the cultural tools of white America are basically limited and inadequate for dealing intelligently and creatively with Afro-Americans, the BSM had earlier reached the decision that something had to be done immediately. The incident with Howard Henry which caused the BSM to lose an anticipated \$7,000 has brought us to a point of fervor and intoleration. Thus, the BSM is STOMPING DOWN and DEMANDING that the University of North Carolina at Chapel Hill IMMEDIATELY revise its operational policies as outlined below, and that it not be limited by these demands, but that it use its initiative to make additions to these demands and only additions, 'not changes', in these demands."

CHANCELLOR'S
REPLY

It has always been my belief that matters involving the University community should be freely and frankly discussed. For this reason, I would like to express my regret that when a group of black students first visited me in my office they declined my invitation to sit down and discuss any matters that were on their minds. The statement that I am now making is an effort to respond to specific demands in the interest of promoting free and frank discussion.

The University of North Carolina makes every effort to consider on their merits all matters that are brought to its attention, including those contained in these

"demands." This emphatically means that the University intends to be responsive to the educational needs of all the people including all races, colors, and creeds. Conversely, it should be clear that the University cannot, in policy or in practice, provide unique treatment for any single race, color, or creed. To do so would be a step backward, and the University should set its sights upon a better future. The University must always view the needs and hopes of man with a humane spirit and a compassionate heart; but in determining the best means of achieving desirable goals, the University must always be guided by reason and knowledge.

We have made significant progress in recent years in our efforts to meet the educational needs of North Carolinians. Nevertheless, none of us can be satisfied with our efforts, and our very real concern with the educationally disadvantaged youth of our State was strongly affirmed by the Faculty Council on December 6 in the adoption of a special report on the University and the disadvantaged, and the committee authorized by that action is in process of appointment.

It is also worthy of note that within the University, as is the case in all large, complex institutions of higher education, responsibilities for various functions are vested in different offices of the University - e.g. admissions

policies with the faculty; selection of faculty in the appropriate department; courses and curricula in the departments and schools; - all, of course, subject to the approval of the Chancellor, President, and the University Board of Trustees. Financial and investment policies are the responsibility of the Board of Trustees.

The introductory statement of the BSM contains many generalized charges against the University which in my judgment are not substantiated by factual evidence. If the Black Student Movement has specific charges and specific information on these matters relating to the working conditions of any of our non-academic employees, it should present those specific charges with the factual evidence supporting them.

Finally and most significantly, the University of North Carolina must make all of its policies in the light of: (1) its responsibilities as a major university; (2) its place at the apex of the State-supported system of higher education in North Carolina; (3) its special functions and responsibilities in the State's system of higher education; and (4) its own distinctive traditions and character as a university.

BSM
DEMANDS

"I. Admissions

- A. Black students be considered for admission on the basis of high school performance and recommendation and not by SAT scores, as they are based upon white middle-class standards."

CHANCELLOR'S
REPLY

In recent years the University has been actively concerned with and engaged in the recruitment of disadvantaged North Carolinians of all races. Included in this effort has been far more extensive visitation of the schools of the State by our admissions staff in an effort to make known to high school students the educational opportunities available at the University in Chapel Hill. During the fall of 1968, in addition to the invitation to the National Merit Scholar Semi-Finalists to visit the University, the National Achievement Scholarship commended candidates in North Carolina were invited to the University for a weekend, and almost sixty Negro high school students did participate in this visitation. Moreover, in an effort to make known to high school counselors the educational opportunities available at the University in Chapel Hill, steps have been taken to invite to Chapel Hill fifty high school guidance counselors, many of whom will come from schools with large Negro enrollments.

All of these programs are appropriately placing first priority upon identification and recruitment, through talent searches, of those North Carolinians of all races who are presently admissible under the University's admissions standards. As a result of these efforts there was a substantial increase in the number of Negroes in the 1968 freshman class over preceding classes, and we expect further

increases in the coming year. All, it should be added, are students who are qualified to enter the University on the basis of the University's present admissions standards.

Finally, it should be noted that the admissions requirements for the University are adopted and recommended by the faculty and approved by the Board of Trustees. My office does not set admissions standards for any of the University's schools or colleges. In its recent action considering admission to the University, the faculty made it clear that any experimental program to seek students who do not meet present standards should include all the disadvantaged, regardless of race - a policy, I would hope, the BSM would also endorse. If the faculty recommends to the University Trustees a "high risk" experimental admissions program, this recommendation should include provision for appropriate tutorial and possibly remedial work for such students.

At present, the University admission requirements place most emphasis upon high school records. The University's minimum SAT requirement is not high; moreover, SAT scores of high school students have been shown to be useful as predictors of academic performance in college for both whites and blacks. In my judgment, the most thorough examination of all the facts should be made before this modest SAT requirement is abandoned for any group of applicants. This is not to say that a high risk experimental admissions

program should not be undertaken but rather to urge that the most careful consideration be given to the nature of such a program so as to assure reasonable opportunity for success by the participants and effective use of University resources.

North Carolina provides a wide range of educational opportunities for undergraduate education - community colleges, four year colleges, regional universities, and four campuses of the Consolidated University of North Carolina. On the other hand, opportunities for graduate and professional education are much more limited, in certain professions to only one institution. As a result, the greatest educational need of North Carolina Negroes at this time is for more admissions to graduate and professional schools. In this connection, the University medical school has made a request for special budget support to finance basic science education for marginal applicants. Action of the University faculty on December 6, 1968, clearly envisages greater effort by all University graduate and professional schools for admission of larger numbers of disadvantaged students.

Finally it should be noted that the University has clearly manifested its interest in improving educational opportunities for the culturally disadvantaged in a number of other ways. Among them might be mentioned its "Upward Bound"

programs for high school students in Orange and Chatham counties, and the excellent scholarship information service prepared by the YWCA-YMCA indicating scholarship opportunities available for Negroes in colleges and universities in the United States.

BSM
DEMANDS

"B. Black athletes be recruited on a more extensive program."

CHANCELLOR'S
REPLY

The University is in agreement with the BSM on this policy and all the coaching and athletic recruiting staffs of the Univeristy are actively engaged in this. The University welcomes suggestions as to how this effort could be made more effective.

BSM
DEMANDS

"C. Black students be granted substantial financial aid, preferably in scholarship and grant-in-aids rather than in loans."

CHANCELLOR'S
REPLY

Here, too, the University agrees with the BSM that scholarships are preferable to loans to students. We are sorely concerned about the rising cost of university education and the consequent handicap to needy North Carolinians who aspire to higher education. For this reason, the University has been and is actively seeking additional scholarship resources so as to enable it to make more financial aid grants to all its needy and deserving students.

BSM
DEMANDS

"II. Curriculum

A. A Department of African and Afro-American Studies established which could eventually lead to a major in this area. A skeleton of the Department would be as follows:

Core Courses

Black History
Black Psychology
Survey of Sciences: Method & History
Black Arts and Humanities

Black Arts Concentration

The Literature of Blackness
Black Writers Workshop
Black Fiction
Black Intellectuals
Black Poetry
Black Drama
The Painting of Blackness
The Music of Blackness
Sculpture of Blackness

Behavioral and Social Sciences Concentration

Black Politics
Sociology of Blackness
Economics of the Black Community
The Geography of Blackness
Social Organization of Blackness
Development of Black Leadership
Demography of Blackness
Black Counseling
Black Consciousness and the International Community"

CHANCELLOR'S
REPLY

The University of North Carolina, through the Institute for Research in Social Science, pioneered in the United States in the study of the Negro and his culture. For almost fifty years the major studies of the Institute have provided the basic knowledge upon which progress of the Negro and the Southern Region have been based. Increasingly in recent years, the University has taken account of the importance of studying the Negro's history, culture, literature, languages, and social and political institutions. Presently available in the University, for example, are a number of courses in anthropology, in English, in history, in political science, and in sociology, which are directly concerned with various aspects of African and Afro-American studies. The Department of Linguistics offers

courses in Swahili. Moreover, special topics and honors courses are available in virtually every department in the humanities and social sciences which permit a student to specialize in African and Afro-American studies. Within the American studies curriculum and the international studies curriculum any student may now choose a concentration in Afro-American or African studies. Dean Raymond Dawson of the College of Arts and Sciences and the Administrative Board of the College will welcome suggestions for the improvement and enrichment of these programs. The Experimental College (a student-operated educational program) offers an opportunity for the initiation of additional courses in African and Afro-American culture.

BSM
DEMANDS

"B. An exchange program with Black colleges and universities established on the order of the Toronto Exchange."

CHANCELLOR'S
REPLY

The University agrees that this would be a desirable educational experience. Recently representatives of the Student Government's Commission on Race Relations discussed with me the initiation of an exchange program with predominantly Negro colleges and universities and I directed them (with my full support) to the Dean of Arts and Sciences to initiate inquiries to these universities to ascertain their interest in such an exchange program with the University. It should be noted that already all students at North Carolina College are free to take work on this campus at no extra cost. The University also has a special exchange program with Fayetteville State College under Title III of the Higher Education Act of 1965. In 1967-68,

five Fayetteville State College students were in residence on our campus, but unfortunately that part of the program was not funded by HEW for the current year.

BSM
DEMANDS

"C. An exchange program with an African university established. The BSM should be in charge of choosing students for this program."

CHANCELLOR'S
REPLY

The University might well be interested in the development of such an exchange program. However, it should be noted that selection of students for this as well as for all other exchange programs should remain the responsibility of appropriate student and faculty groups.

BSM
DEMANDS

"D. A scholar-in-residence program established to bring Black scholars into the University on a monthly basis."

CHANCELLOR'S
REPLY

All departments in the University as well as the "writer-in-residence" program are now authorized to bring in scholars in residence, and the University gives active support to such programs.

BSM
DEMANDS

"III. Administration

A. A new office be created that would be responsive to the needs, aspirations, academic and social welfare of Black students. This office should be entitled 'Dean of Black Students' and be filled by a Black person."

CHANCELLOR'S
REPLY

The University constantly seeks means to improve its counseling services for students of all races. Its general policy in appointing faculty advisors and deans is to select qualified members of the faculty and ask them to assume additional advising and counseling responsibilities. In

recent years, the opportunity to appoint qualified Negro counselors from the faculty has become available for the first time, and it is my understanding that some of the schools in the University are actively seeking additional personnel for the counseling of students.

BSM
DEMANDS

"B. Due consideration be given a Black person in the appointment of a Black person to the office of Director of Admissions."

CHANCELLOR'S
REPLY

The Faculty Council in its action on December 6 recommended that the University make an effort to appoint a qualified Negro to the admissions staff. Pursuant to this recommendation the Director of Admissions has initiated inquiries as to the availability of qualified Negro counselors, and it is my understanding that we will be successful in this effort.

BSM
DEMANDS
CHANCELLOR'S
REPLY

"C. Black persons be placed on the Board of Admissions."

The Advisory Committee on Admissions and Records, which has responsibility for administering policies in respect to undergraduate admissions, is composed of persons holding specified positions in the University and its composition is in no way subject to my office. The only way its composition can be changed is by an amendment to the Instrument of Government - The Constitution of the Faculty. The Advisory Committee on Admissions always welcomes constructive suggestions from members of the University community.

BSM
DEMANDS

"D. Black persons be placed on the Athletic Coaching Staff."

CHANCELLOR'S
REPLY

Appointments to the various coaching staffs of the University are recommended by the head coaches of the respective sports to the Director of Athletics. Such appointments are finally approved by the Athletic Council. As is the case with the initiation of other appointments throughout the University, they are not initiated by my office.

BSM
DEMANDS

- "E. Howard Henry fired and replaced by someone approved by the BSM, because he misled the BSM on policies of the use of University facilities. This action resulted in loss of potential funds.
F. Dean Cathey fired and replaced by someone approved by BSM, because he was responsible for pigeon-holding the Carolina Talent Search proposal of \$64,000 from HEW. This amount would have been used for the recruitment of minority students."

CHANCELLOR'S
REPLY

I should like to make it clear that I have confidence in Mr. Howard Henry and in Dean C. O. Cathey. These two men are performing well in most demanding positions. It does not appear to me that the Black Student Movement charges against Dean Cathey and Mr. Henry are factually correct. In respect to Mr. Henry, while a regrettable misunderstanding may have occurred between Mr. Henry and certain black students, the evidence put before me by the BSM does not indicate that he misled them as to policies on the use of University facilities.

With respect to Dean Cathey, I think certain facts concerning the Carolina Talent Search proposal should be made clear. When this proposal was first developed, as is the case with all proposals from any part of the University to an outside agency, the proposal was examined with the view of finding ways in which the proposal might be improved. Among the very appropriate questions raised was whether or not such a proposal would have greater strength if it included all campuses of the Consolidated University, since that would make available a much larger number of college places for minority students. The University in Chapel Hill did secure a larger meeting for this purpose, including representation of the Board of Higher Education. Finally it should be noted that, while no grant to assist the University in this effort was made, the Carolina Talent Search program was actively implemented through the cooperation of student government and the University.

Beyond the immediate issues raised in these two instances, it is most important to note that there are established procedures for examination of the merits of charges against any officer of the University, and it is my responsibility to follow those procedures. As I made clear above, the charges of the BSM do not in my judgment merit the use of such procedures.

BSM
DEMANDS

"IV. Black Student Movement

- A. The funds appropriated to Student Legislature received from the student activity fees of Black Students should be given to the BSM annually based on the fact that the student legislature is not representing the interests of Black Students.
- B. Either Black students have full jurisdiction over all offenses committed by Black students or duly elected Black students from the BSM who would represent our interests be on the present Judiciary Courts."

CHANCELLOR'S
REPLY

These matters are within the jurisdiction of student government and I am calling them to the attention of Mr. Kenneth Day, President of the Student Body, who has assured me that he is always ready to discuss these and other matters of student concern.

BSM
DEMANDS

"C. The BSM be given \$7,000, the amount anticipated to be raised by admission charges for the Stokley Carmichael lecture. The BSM would have directed the money to the Black Chapel Hill community for the following programs:

1. Creation of a scholarship fund.
2. Setting up a well-defined Black tutorial program for Black youth.
 - a. Films on Black cultural life
 - b. Books and magazines by Black authors and editors
3. Rehabilitation of the Community Center on Johnson Street for our tutoring purposes.
4. Setting up of an African specialty shop.
5. Setting up of interest-free loans for the Black Community with profits going back into the community.
6. Setting up of a legal aid fund.
7. Support of a Black community newspaper.

We had not planned to administer the use of the money but to give a grant of \$7,000 to the local leaders of the black community for the use of a single project or for a combination of various projects."

CHANCELLOR'S
REPLY

All University funds available for speakers are administered by appropriate Departments or by the Committee on Established Lectures. The University has no additional funds available for stipends to visiting speakers.

BSM
DEMANDS

"V. Non-Academic Employees

- A. The University begin working immediately to alleviate the intolerable working conditions of the Black non-academic employees.
- B. The University acknowledge its shortcomings in dealing with the Black non-academic employees and immediately set up meetings with the employees and members of the BSM in order to outline and implement constructive action."

CHANCELLOR'S
REPLY

The University has during the past several years been making vigorous efforts to improve the working conditions of all non-academic employees. Among these efforts have been (1) increases in the minimum wage to a level beyond the present requirements of Federal law; (2) the establishment of well-developed grievance procedures to protect employees against arbitrary and possibly unjust action (policy statement distributed to all employees, March 1, 1968); (3) training programs to provide opportunities for the University's employees to qualify for promotion; and (4) active recruitment of minorities for technical, secretarial, and clerical positions. The University expects to continue to make efforts for improvement of the well-being of all of its employees.

BSM
DEMANDS

"VI. Community and University Affiliation

- A. Athletic facilities be opened for the Black youth. This should be done in cooperation with the Black

community. A **Black** person should be hired to direct this function."

CHANCELLOR'S
REPLY

Some years ago when student enrollment became so large that University athletic and recreational facilities were insufficient to serve both the University and the Town of Chapel Hill, the University adopted a policy restricting the use of University athletic and recreational facilities to University students, faculty, and staff and their families. These facilities are now open to these groups regardless of race. As should be clear from the above, with the continuing growth of the University, it cannot open its facilities to non-University persons without doing injustice to the University personnel who are paying for the use of these facilities.

BSM
DEMANDS

"B. The Dental School set up a free clinic similar to the one set up by the medical school students."

CHANCELLOR'S
REPLY

Dental students and faculty are already involved in the free clinic and welcome other opportunities to be of service.

BSM
DEMANDS

"C. The Law School set up a **Legal Aid Clinic** for the **Black** citizens in need of legal assistance."

CHANCELLOR'S
REPLY

Several years ago students and faculty in the University's School of Law initiated efforts to set up a legal aid clinic. Thus far this has not succeeded because the prior experiment in this area did not receive approval from the State Bar nor was adequate financial support secured. Experience of legal

aid clinics elsewhere indicates very clearly that such clinics do not last very long when dependent solely on volunteer efforts. Thus it appears that the financial problem is a critical one. However, the School of Law currently has a committee headed by Professor Kenneth Penegar working on this problem, and I am confident he would be glad to discuss this matter with interested persons.

BSM
DEMANDS

- "D. The University use its influence to alleviate some of the problems in the Black Community.
 - 1. Housing
 - a. Indoor plumbing
 - b. Reduction of utility rates
 - c. Establishment of low-rent housing in co-operation with the Black community to be controlled by the Black Community.
 - 2. Health and Sanitary Conditions
 - a. Garbage pick-up
 - b. Unpaved streets
- E. The University use its influence to promote those activities of the Black community which will enhance the development of Black control of the Black Community."

CHANCELLOR'S
REPLY

It should be noted that, as citizens of the community, members of the University faculty and staff now serve on a number of community bodies including the Board of Aldermen, the Planning Committee, the Board of Education, etc. In all of these capacities, I am confident that these members of the University faculty and staff are making every effort in their role as citizens of the community to improve the quality of living in Chapel Hill especially on some of the matters indicated above. The one matter identified clearly within the responsibility of the University is that of

utility rates. Here it must be made clear that the University must charge utility rates high enough to operate the utilities, and that by law it is not permitted to charge differential utility rates based upon financial or racial status of its customers.

Finally, I should like to state clearly and explicitly that the University is always seeking to improve and enrich its teaching and research and service functions, and it would welcome constructive suggestion from all sources in the campus community. Moreover, I think it is clear from the action by the faculty taken on December 6 and previously released to the press that the University is making genuine efforts to be of greater service to the disadvantaged of our state - all races, colors, and creeds.

January 24, 1969

J. Carlyle Sitterson
Chancellor
The University of
North Carolina at Chapel Hill