

TO: Faculty

DATE: 6-6-69

FROM: Weimer K. Hicks

RE: Discussions with the BSO June 5th and 6th.

In the mid-morning of Thursday, June 5, Mr. Gerald Weaver brought a memo to my office (a copy of which is attached). At the same time he asked for an appointment to discuss their demands with me, which was set at 1:30. The administrative staff met at 11 a.m. to consider the contents of the memo. The consensus was that the issue involved in item one was answered previously except the additional \$300; that discussions on the major issues involved in item two having resulted in some agreement between Mr. Taliaferro and Dr. Chen, the College could agree with the BSO statement with a minor modification; in item three the question of adding two more Black students to the admissions staff in the spring of 1970 was thought to be an escalation from the original demand, therefore needed further study; and the BSO demand that it should hold the power of veto over the appointment of a Black admissions counselor was likewise answered previously. On item four, since this has been the practice of the College, pending a clarification of the meaning of the word "review" the group saw no problem in going along with it.

At 1:30 p.m. Messers. Barrett, Chen, Long, Stavig and I met with twenty-some of our Black students in the Olmsted Room to discuss their demands. The meeting lasted over an hour, and contributed to the clarification of some issues.

I then met with Messers. Collins, Rajnak, Roerecke, Scarrow and Start to go over the issues raised in the memo. The consensus reached in this meeting was similar to the one held in the morning. A reply to the BSO memo was then prepared (a copy of which is attached) and put in its mailbox around 5 p.m.

Late Thursday evening and early Friday morning I had conversations (over the telephone and in person) with Mr. Weaver again. Around 7:45 a.m. I agreed to call a faculty meeting for Saturday morning during which the BSO shall have an opportunity to present its position on the matters under continuous discussion since May 13. As you know, the meeting is scheduled for Saturday morning, June 7, 9 a.m. in Dewing 103.

WKH:kns

To: President Hicks

From: Black Student Organization,

Date: June 5, 1969

This Black Student Organization will give the college administration and the faculty until July 17, 1969 to meet the entirety of our demands of May 13, 1969 under, and only under, the following conditions.

I. That this Black Student Organization be given directly from the administration \$5,500 for the academic year starting with the Fall quarter, 1969 plus \$300 to be allocated to the BSO immediately to pay for the BSO Higher Education Pamphlet which will be circulated to High School brothers and sisters.

II. That the Westab Program be established under Black Control in the following manner:

"In a spirit of accommodation it was agreed that a nine-man committee on programs for the Westab facility shall be established and charged with the responsibility of screening <sup>community based</sup> projects to be housed there. The Northside groups and organizations, working with and through the Black United Front, will appoint five; Kalamazoo College will appoint four individuals to serve on the committee.

At the suggestion of the BSO, it was further agreed that the Teen Center, the Skills Center, tutorial programs, and the Black Heritage programs will have priority over others in the committee's consideration."

III. That three students from the BSO be hired to recruit students during

their Career Service quarter, and that a Black recruitment agent, approved by the BSO be hired by Fall of 1969.

IV. That no Black person be hired to any staff or faculty position at this college until he is reviewed by the Black Student Organization.

Either our original demands or these conditions must be met by 5pm Thursday, June 5, 1969. These conditions are absolutely non-negotiable. We suggest that you act promptly.

Ferry Weaver

Tom Seavers

Co-Chairmen

Black Student Organization at

Kelamezco College

TO: Black Student Organization  
FROM: Weimer K. Hicks, President, Kalamazoo College  
RE: Memorandum of June 5, 1969  
DATE: June 5, 1969

Following are the answers to your questions presented in your memorandum of June 5, in the order as they appeared.

I. The BSO has been guaranteed \$5500 for the coming year in my previous letter. In view of the fact that we have to work with other groups besides the BSO and in further view of the fact that the Student Commission normally handles such matters, our position remains the same.

In regard to the \$300 requested, if the BSO budget should prove insufficient for this academic year, the Business Office should be consulted for ways and means to remedy the situation.

II. On the Westab matter, in a spirit of accommodation it is agreed that a nine-man committee on community service programs for the Westab facility shall be established and charged with the responsibility of screening projects to be housed there. The Northside groups and organizations, working with and through the Black United Front, will appoint five; Kalamazoo College will appoint four individuals to serve on the committee.

At the suggestion of BSO it is further agreed that the Teen Center, the Skills Center, the tutorial programs, and the Black Heritage programs will have priority over others in the committee's considerations.

III. The College has agreed to put one member of the BSO on the admissions staff during the Career-Service quarter in 1970. A review of our admissions picture shall be made by March 1, 1970, and two more Black students added to the admissions staff if it seems advisable.

The College will consult with the BSO on the employment of a Black admissions counselor. However, it cannot agree to let the BSO have a veto power over this appointment, for reasons stated previously.

IV. The BSO will have an opportunity to review the qualifications of Black applicants for staff or faculty positions above the secretarial level, with the understanding that the term "review" is interpreted to mean that the BSO's opinion on the applicants, when expressed in writing, shall carry the equivalent weight as any segment of the College community involved in the appointment process.

WKH:kns