

Dr. Albin Kuhn
Chancellor
University of Maryland
Baltimore County

FEB 10 1970

Dear Dr. Kuhn,

Pursuant to our previous letter, the UMBC Caucus of Black Faculty and Staff is forwarding the following letter to serve as an agenda for our meeting with you and other administrative officers on February 11, 1970 at 8:30 a.m.

As you know from our previous letter, the Caucus was formed to "identify and act upon" the concerns of black people as they relate to the function of the university. In this particular instance, we strongly feel that it is incumbent upon us to bring certain matters to your attention, so that some resolutions will be affected.

Specifically, the following list reflects the extremely disproportionate representation of blacks in areas that come under your purview as Chancellor of UMBC and the Baltimore City campus. Since the nature of these problems is both long term and all pervasive, there is no need to relate the events of either racism or its perpetration, since the implications of the 1954 Supreme Court decision and other legislation passed since that period clearly spells out the law of the land as it applies to the course of administrative action.

A. Employment Practices of the University

The exclusion and lack of equal representation of blacks except for tokens and in the most menial positions is reflected in the following areas:

1. Administrative positions (chancellor, vice-chancellor, Deans, etc.)
2. Division Chairman
3. Coordinators of Departments
4. Faculty and staff positions
5. Library staff
6. Secretarial
7. Engineering
8. Security Forces
9. Student Life
10. The Bookstore

Included in any effort at increasing Black employment, attention should also be given to providing assistance in locating housing, transportation, and other problems in settling incoming personnel in the surrounding community.

Additionally, reports from individuals making application and from the State Human Relations Commission states that applications of black people are handled discriminately by the downtown personnel office. There have been several instances, where blacks with other qualifications were put into the pool to be hired as service workers.

B. Contractors doing business with the university

Although we recognize that this area does not fall directly under the control of the university, we expect that the university will use whatever influence it has to see that the Governor's Code of Fair Employment, as well as the federal statutes are honored.

C. Recruitment of black students

This, additionally, is an area wherein the statistics reflecting the number of black students is totally unrepresentative.

D. Black Studies Program

The Caucus supports the Black Student Union in its demand for a department of Black Studies. It is essential that such a program be given departmental status to insure its integrity.

E. Student Life Office

In response to a request from the Black Student Union, we have some question about the functioning of the student life office and its ineffectiveness as it relates to both black and white students on the campus. We feel that change is essential in this area now, before the population of the school increases and changes in composition.

F. Financial Aid

From a recent survey, it is obvious that financial aid to black students is totally inadequate. We expect that both the amount of available aid be drastically increased and that more intensive efforts be made to publicize the availability of aid and determine priority for students according to need.

G. Supplemental study

It is our expectation that the university provide these services to students for the purposes of furthering or strengthening competencies. Certainly the true measure of the university's success should be the quality of living exemplified by its assisting all enrolled students to a satisfying and successful educational experience rather than on the number of P.H.D.'s or other irrelevant criteria.

CC: Dr. Homer Schamp, Vice Chancellor Academic Affairs
Mr. R. C. Brown, Business Office
B.S.U.
John Bonas

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H. Cultural and intellectual events

The blatant neglect in promoting activities relevant to black is obvious. It is our expectation that there will be equal programming in this area.

I. The University as it relates to the Black Community

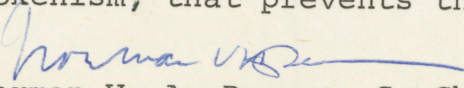
Since the university has been conceptualized as an "urban university", and it is in close proximity to Maryland's largest black population, the university's programs should relate more directly to that community. Some suggestions as to how this could be accomplished are as follows:

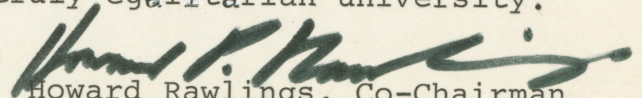
1. Acting as prime contractor for teachers corps and other federal education and manpower training programs
2. Instituting an open admissions policy
3. Public relations activity
4. Internships and community work experiences

J. Other Recommendations

1. The Caucus is in agreement that in areas dealing with employment and student enrollment, specifically the student body and those positions mentioned in "A", that a condition of equality be achieved by no later than 1972.
2. Until such time, the Caucus should be represented, with equal vote on all committees and/or other university bodies affecting policy, procedure and planning for the future of the university.
3. Replacement or creation of equal positions where individuals have shown indifference or insensitivity to the above mentioned problems.
4. That the caucus shall be advised of all proposed and approved positions (classified or academic) for each fiscal year at the university.
5. That the university use its influence to appoint at least four or more blacks to the Board of Regents.
6. That the Caucus be given equal representation on the cultural and other committees that plan cultural and intellectual activities for the university.

It is our feeling that the items mentioned above represent a fair assessment of the problems existant at the Baltimore campus. Furthermore, we feel that our proposals reflect your desire for the equality of Blacks at the Baltimore Campuses. Our proposals recognize that true equality cannot exist until Blacks are in sufficient numbers at the university; that they are consistent with your desire to eliminate the existing tokenism, that prevents the creation of a truly egalitarian university.


Norman V. A. Reeves, Co-Chairman


Howard Rawlings, Co-Chairman