

UNIVERSITY OF MARYLAND —

UMBC, 5401 Wilkens Avenue, Baltimore 21228



OFFICE OF THE CHANCELLOR

March 17, 1970

Mr. Norman V. A. Reeves
Mr. Howard Rawlings
Co-Chairmen
UMBC Caucus of Black Faculty and Staff
Campus

Dear Mr. Reeves and Mr. Rawlings:

I am writing as a reply to your letter, which I received on February 10, and as a response following the two meetings the Vice Chancellor for Academic Affairs and I had with you concerning the items in your letter.

I am pleased that black members of the faculty and staff of UMBC have seen fit to form a caucus and that you have brought to our attention certain matters that you feel are important and for which solutions must be developed.

Before discussing specific items that were reviewed in our meetings, it seems well for me to state my position with regard to representation of blacks and others in connection with employment and student enrollment. It is reasonable and it is logical that persons of all races, colors and creeds will be among those employed and those who attend classes at UMBC, and that these individuals should generally be on this campus in the same proportion as they are represented among the citizens of this state and nation. Where there is not proportional representation at present, it is my objective to work with others in this academic community so that changes will be made toward reaching such representation.

Your discussions and your statement that served as an agenda refer particularly to appropriate representation

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of blacks and, obviously, this is a problem which must receive immediate and continuing action. A definition of the goal with respect to representation of blacks is needed. Factors which must be considered in this connection include:

1. The proportion of blacks in the total population in the geographical area from which the University receives its major tax support -- the State of Maryland.
2. The proportion of blacks in the population within an eight- to ten-mile radius of the campus -- the area from which the drawing of the institution would bear most heavily on student enrollment and non-professional positions.
3. The proportion of blacks in the Baltimore metropolitan area -- the city and the heavily populated areas in the surrounding counties.
4. The proportion of blacks who have completed graduate programs in the various disciplines offered at UMBC -- with particular reference to the filling of faculty positions.
5. The proportion of blacks who have the necessary professional qualifications for various non-faculty administrative positions.

While examination of the above criteria might lead to quite varying judgments as to the goals that should be established for UMBC with respect to employment and student recruitment, I am inclined to feel that we should accept the proportion of blacks in the population of Maryland as the appropriate basis for judging the proportion of blacks who

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should be employed and enrolled at UMBC. This would mean the objective that there be one black person among each six persons in this academic community.

Employment

Administration and Service Areas: These areas include the offices of: the Chancellor, the Vice Chancellor for Academic Affairs, Student Life, Business, Physical Plant, Library, Division Chairmen, Admissions and Registrations, University Relations and the Computer Center. There are presently 117 employees in these administration and service areas, of which 11 are black. It should be possible in these administration and service areas, if UMBC continues to expand at the rate that is presently projected, for one black person to be employed among each six employees within a four-year period. Obviously, many factors beyond the control of the University will have an effect on whether this goal is achieved. We are in a situation where no one is required to accept a specific position or to work at a specific location.

In your communication, which I received on February 10, you indicated that those blacks who are now in these areas are employed in the most menial positions. This is not the situation at UMBC.

We will continue attempts to aid any and all employees in providing assistance in locating housing and transportation, and in solving other problems that will help them to be attracted to employment at UMBC.

Faculty and Supporting Positions: There are 124 full time faculty members, 6 graduate assistants and 30 part time faculty members at UMBC. Of this total, there are 3 black full time faculty members, 1 black graduate assistant and 1 black part time faculty member.

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Recognizing the scarcity of black persons who have the doctorate, or who are sufficiently close to completing the degree to be available for faculty positions, there will be considerable difficulty in the foreseeable future in achieving representation of black faculty members at a level of one among each six faculty employed. It seems to me that it is desirable to establish as a goal that such representation be achieved during the next six years, and I will pursue such an objective with the Vice Chancellor for Academic Affairs and the Division Chairmen in order that the faculty may continue to consider this entire area, both with respect to selection of a specific goal and with regard to ways in which recruitment may best be undertaken.

Secondary Contractors Doing Business With the University

The University will continue to use whatever influence it can to see that the State of Maryland and the Federal statutes, with respect to fair employment, are fully followed by those contractors who are doing business with the University.

Recruitment of Black Students

In September 1969, UMBC had a total enrollment of 2286 students. We have been able to identify that not less than 74 of these students are black.

Until the current academic year, UMBC did not attempt the recruitment of any students, except through visiting college nights at the various high schools and insuring that information was available through high school guidance counselors. During the current year, an attempt is being made to develop active recruitment and in this attempt we are emphasizing recruitment of black students under the able leadership of a black official in administration.

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The selection of the college or university that a student will attend remains the choice of the individual student, providing he or she meets the admission standards. The admission standards at UMBC are set as low as they can be if the student is to have a reasonable chance of completing degree requirements and to graduate.

Although there are many factors beyond the University's control which will affect the percentage of black students who qualify and who elect to attend UMBC, it is appropriate that we select the goal of achieving the enrollment of one black student among each six total students enrolled at UMBC within the next seven years.

Black Studies Program

The caucus has indicated its support for a Department of Black Studies. Members of the caucus should prepare a comprehensive proposal in connection with such an academic program and submit it to the Educational Planning and Policy Committee of the UMBC Senate if it wishes to have this proposal receive full consideration. There is a serious question in my mind as to whether a black studies program should be developed at UMBC with the objective that a student would have the opportunity to select black studies as a major. It seems to me that it may well be more important that all of the academic programs be examined from the standpoint of appropriate inclusion of emphasis on the contributions that have been made by black persons and the problems and opportunities that are associated with being black.

I have included this statement so that you will know my current thinking on this matter. I will, however, continue to be receptive to any and all discussions on this subject and will evaluate in an objective manner any recommendations that are made by the UMBC Senate.

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Student Life Office

The Black Student Union has raised questions about the functioning of the Student Life Office at UMBC. I have been looking into this matter and will be discussing this with representatives of the Black Student Union. While it is easy to say that any area is ineffective, I am not at all sure this is the situation with respect to the UMBC Student Life Office.

Financial Aid

Financial aid for students is considerably less than the funds that are needed. This is true for both black and white students. The greatest source of financial aid at UMBC is the appropriation of State funds to keep the charges that students must pay at a level considerably below the costs for providing the educational opportunity. It is questionable whether aid will be substantially increased in the foreseeable future. If it is substantially increased, this will of necessity come from State and Federal funds.

Some of the financial aid that is available for students to attend UMBC is available on a basis of State scholarships. Steps are currently being taken at the State level to improve the availability of information about these scholarships.

With respect to aid available through UMBC, the major source of funds is from the State and Federal Government. I agree with your observation that we must make more intensive efforts to publicize the availability of aid and, at the same time, intensify efforts to insure that aid is given in accordance with need. As you know, aid for students through UMBC must be given without regard to student color.

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Supplemental Study

It is a logical objective that UMBC continue to strive to provide educational opportunity that is sufficiently broad and comprehensive that all students who are enrolled will have the choice of engaging in a satisfying and successful educational experience. The University is a part of a tripartite system of public higher education in Maryland, in which the Community Colleges generally have an open door admissions policy and a greater emphasis on remedial education than is found in the University or the State Colleges. Students who do not appear to be fully qualified to move ahead in a satisfactory manner if they were admitted to UMBC are encouraged to consider attending a Community College for their first and second years of higher education.

Appointment or promotion for most of the disciplines at UMBC, to the assistant professor or higher faculty rank, require as one criterion that the individual has earned the appropriate doctorate. These are the current requirements and it is expected that these requirements will continue.

Cultural and Intellectual Events

The principle source of funds for cultural and intellectual activities outside the classroom is the required Student Activities Fee. The Student Government Association has had the major responsibility for the allocation of the income from the required fee. There is a serious question as to whether there will continue to be a required Student Activities Fee.

The University as it Relates To the Black Community

It is in keeping with past objectives of UMBC that we attempt to secure Federal funds for Teacher Corps and other

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Federal education and manpower training programs. We prefer that this activity be undertaken with UMBC as the prime contractor.

An open admissions policy for students does not appear to be in the best interests of the students unless there is a change in the general admissions policies of the various institutions under the tripartite system of public higher education in Maryland. If UMBC were to accept students who are less well qualified than those accepted under the present admission standards, it would be important that there be established compensatory educational offerings on this campus, to offer the opportunity for students to become better prepared in those areas in which they would not be fully prepared at the time of entering UMBC. We are not currently funded to provide the offering of compensatory courses. The Community Colleges strive to be adequately funded for this purpose and are recognized as having this as one of their basic objectives.

Public relations activities at UMBC have been minimal in relation to the growth and development of the institution. This has been due to a conscious decision to place the resources of the institution primarily in the development of the facilities and the academic activities, in order to develop quality educational opportunity on this new campus. Public relations activities need to be expanded.

The academic requirements at UMBC are sufficiently broad to allow opportunities for internships and community work experiences. This aspect of our program has been limited in its use to date. Expanded internship and community work experience opportunities can well lead to ever improving educational experiences at UMBC.

Other Recommendations

Earlier in my reply, I discussed various aspects of black representation in employment and enrollment at UMBC.

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While I have expressed my personal judgment concerning several of the questions you have raised, it seems to me that it is important that both your letter to me and this reply be circulated to all members of the UMBC Senate so that any and all aspects of this correspondence might be subject to further study and recommendation by appropriate committees of the UMBC Senate. With your permission, I will ask Mr. Woolston to see that copies are distributed to the members of the UMBC Senate.

You recommend that until such time as there is equality in the representation of blacks at UMBC the caucus should be represented with equal vote on all committees and/or other bodies affecting policy, procedure and planning for the future of UMBC. If you wish to pursue this matter with reference to the UMBC Senate, the UMBC Assembly and the UMBC Student Government Association, you should make this recommendation to the appropriate committees. With respect to the administration, I can assure you that the various administrative offices will be pleased to receive any recommendations concerning policy, procedure and planning and will give consideration to any recommendations that are made by the caucus.

If there are individuals at UMBC who are indifferent or insensitive to the problems you have identified in your letter, we must set about finding ways to broaden their thinking in these areas.

The approved positions for UMBC for the fiscal year that will begin July 1, 1970 should be fully known by the early part of April. The various Divisions are currently attempting to recruit persons for the faculty positions that are expected to be approved. The Division Chairmen will be pleased to discuss the expected faculty positions with representatives of the caucus. The Business Office will have full information about classified positions and will be glad to share this with members of the caucus.

With respect to the appointment of persons to the Board of Regents, all appointments are made by the Governor with the

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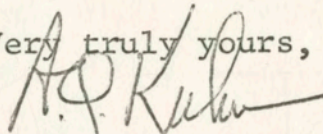
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advice and consent of the Senate of Maryland and it is appropriate for any communications concerning such appointments to be sent directly to the Governor.

The future of out-of-class cultural and other intellectual activities is as mentioned earlier -- considerably dependent upon the future of the Student Activities Fee.

I shall look forward to further discussions with you on any and all questions that bear on the present or future operation of UMBC.

Very truly yours,



Albin O. Kuhn
Chancellor of the
Baltimore Campuses

AOK:LSW

cc: Dr. Homer W. Schamp, Jr.