

[*File Black Students*]

June 3, 1969

Mr. James R. Gavin III

Mr. James A. Brown

Gentlemen:

Reference is made to Dr. Atwood's letter of May 30, 1969, regarding implementation of the twelve areas of need.

The Personnel Office is responsible for developing and coordinating programs for improving working conditions and employee benefits, establishing equity in the wage and salary structure, employee training and development, and recruiting and orientation. In addition, we maintain records and information on all employees of the University. Employee relations is prime function.

One of our specific efforts to remain contemporary in our employment practices is a recently inaugurated program of "Affirmative Action". This program is based on a revised University Equal Employment Policy which has been approved by the Board of Trustees.

It is my opinion that perhaps the goals and objectives of "Affirmative Action" are compatible with the aims and interest of the Black Student Alliance. You will note on the enclosed copy that we launched this program on May 19, 1969, with the distribution of a copy to each member of the faculty and staff.

I invite you to carefully review this entire program as a prelude to our working together. Your specific attention is called to I.G. and II.B. on page three. These two ideas relate directly to the idea proposed by the Black Student Alliance.

I look forward to hearing from you or your designated representative.

Yours very truly,

John M. Outler III
Director of Personnel

JMO:pm

cc: Dr. Sanford S. Atwood

bcc: Mr. Orie E. Myers, Jr.

Dr. Judson C. Ward, Jr.

Mr. Robert E. Williams

Emory University
Atlanta, Georgia 30322
Office of the President

May 30, 1969

Mr. James R. Gavin III

Mr. James A. Brown

Gentlemen:

You will recall that immediately after the meeting on Wednesday morning, Vice President Ward and I spoke to each of you about the possibility of receiving an up-to-date list of requests from the black students. It is understandable that you have not yet been able to furnish such a list. But I feel, from the University's standpoint, that it is important to take further constructive action.

Consequently, I am listing below 12 areas in which we should work together. These are abstracted from our previous correspondence and other documents prepared during the past few days.

1. Evaluation of university objectives
J. Harvey Young, Chairman, Ad Hoc College Committee
2. Enrollment of black students
Winston R. Carroll, Assistant Director of Admissions
3. Black House
Marshall G. Lamison, Jr., Asst. Dean of Students for Housing and
Asst. Business Manager

4. Black administrator
J. Donald Jones, Asst. Dean of Students for Student Activities
5. Black psychiatrist
Irwin J. Knopf, Chairman, Senate Committee on Student Health
6. Afro-American Studies
George P. Cuttino, Chairman, College Committee on Afro-American Studies
7. Cooperation with Atlanta University Center
John C. Stephens, Jr., Dean, Emory College

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Messrs. Gavin and Brown

May 30, 1969

8. Afro-American library resources
Paul M. Cousins, Jr., Assistant University Librarian
9. Committee on workers
John M. Outler III, Director of Personnel
10. Black membership on College Committees
Edward A. Holmes, Jr., Assistant Dean, Emory College
11. Budgetary relations with SGA
Lawrence J. Altmayer, Treasurer, SGA
12. Inter-relations with all Emory students
Charles Haynes, SGA President, and Human Relations Commission

You will note that we are designating a single student, faculty member, or administrative officer to bear University responsibility in each of the areas enumerated. They will be in touch with you whenever they have anything to discuss about a particular matter.

At this time, we are also asking that each of the persons named give you appropriate

progress reports either through discussion or writing concerning present status and plans for activity in the particular area.

It is equally important that you designate a person or persons who can represent all black students in subsequent discussions and with whom the designees may remain in communication.

We are eager to facilitate progress not only in the areas mentioned, but also with the general problem of racism. We need your help and cooperation at every step. Please give us any suggestions you may have how this general plan of procedure might be improved.

Sincerely,

Sanford S. Atwood

CC: Rev. Edward C. Ducree, Director, Upward Bound Project

Mr. Charles Haynes, President, SGA

Dr. J. Harvey Young, Chairman, Ad Hoc College Committee

All persons designated for responsibility

c.c Ducree – (title)

Haynes, Pres. SGA

Young, Ch. College Coun. (based on Ed Ladds motion)

All persons desig. for responsibility

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1. Evaluation of university objectives – Young

J[?]

2. Enrollment of black students – Carroll

Orie

3. Black House – Lamison

Orie

4. Black administrator – Jones

Orie

5. Black psychiatrist – Knopf

SSA

6. Afro-American Studies – Cuttino

J[?]

7. Cooperation with Atlanta Univ. Center – JC Stephens

J[?]

8. Afro-American library resources – Cousins

Orie

9. Committee on workers – McTier

J[?]

10. Black membership on College Coun – Stephens

SSA

11. Budgetary relations with SGA – ? SGA Treas.

SSA

12. Inter-relations with all Emory Students – Haynes