

Emory University
Atlanta, Georgia

Memorandum from the Office of the President

Memo to University Faculty and Staff, dated Sept. 15,

to be multilithed and sent out by Bob Gordon's office

to: all faculty (including part time & volunteer)
staff (at administrative staff level, excluding
technical & clerical)

I have asked for approx. 150 extra copies (Board of
Trustees & Board of Visitors).

[*to Bob Gordon 2:25pm 9/11/69*]

Emory University

September 15, 1969

To: University Faculty and Staff Members

From: President Sanford S. Atwood

As we begin the 1969-70 academic year, it is appropriate that I report on actions that have been taken since the May 28 convocation. First, however, let me make a few general remarks.

As stated at the convocation, Emory presents a microcosm of our society. But here we have as good an opportunity as exists anywhere to work toward satisfactory solutions of whatever problems we encounter. Indeed, we have an advantage. We have an enlightened, dedicated and capable community of scholars. We have the proven capacity to communicate and in turn to act.

Let it be clear, at the outset, that disruption can not be tolerated; it is antithetic to the purposes of the University. Disciplinary powers must be exercised under any threat to lives or property. Any transgression of the rights of others, with or without violence, must be treated under our code of conduct; and no amnesty is allowable. Our policies establish standards for student conduct as well as penalties for misconduct. The primary value of these policies, however, is in establishing a climate. Too often in the past decade the climate in certain universities has

been one of uncertainty or fear. At Emory we have demonstrated that we can eliminate fear and act on the basis of reason and understanding.

Emory has an enviable tradition of fairness. This tradition was revitalized with the spirit of good will that emanated from the May 28 convocation. We have reached new levels of understanding each other and of communicating effectively and showing a willingness to cooperate. We have established our collective concern for using the legitimate processes of the university to solve problems. We have demonstrated a genuine belief in consultation rather than confrontation. As we begin a new decade it should now be the purpose of students, faculty and administration alike to continue progress toward our common goal of excellence in education.

Progress has been substantial in all areas that were of common concern to the University community including black students. Adequate administrative mechanisms, as well as delegation of responsibility, have been established to promote necessary conversations and to implement action.

On May 30 I wrote to the black students, listing 12 specific areas in which we should work together. At that time we designated a student, faculty member, or administrative officer to bear University responsibility in each of the stated areas.

We also asked the black students to designate a person or persons who could represent all black students in subsequent discussions and with whom the designees might remain in communication. With very few students in residence

over the summer, it was impossible to work during this time with all black students; but it is anticipated that appropriate representatives will be able to function in this capacity early in the fall quarter.

Following are listed the 12 areas, the respective University representatives, and a brief report of progress for each area:

1. Evaluation of university objectives

J. Harvey Young, Chairman, Ad Hoc College Committee

This committee has met several times and counseled with both students and faculty. It will continue in its role of coordinating, analyzing, and recommending. It will attempt to speak for the faculty on all matters relating to black students as the need arises. It will consult with faculty and administrative officers throughout the University.

2. Enrollment of black students (including financial aid)

Winston R. Carroll, Assistant Director of Admissions

Current policies, practices, and procedures of the Admissions Office, especially as they relate to black students, have been communicated to the black students and others interested (see Mr. Carroll's letter of July 18, 1969). Programs are being sought. One promising approach that is being pursued is the employment of a black admissions recruiter jointly by Emory, Duke, Tulane and Vanderbilt.

3. Black house

Marshall G. Lamison, Jr., Dean for Housing and Assistant Business Manager

Early in the summer arrangements were made for black students and their friends to use a University-owned house at 1746 Clifton Road. Renovations and furnishings were supplied by the University, and SGA agreed to allocate funds to cover costs of usage not absorbed by the University.

4. Black administrator

J. Donald Jones, Dean for Student Activities

A large number of possible candidates have been interviewed by both representative students and administrative staff. Such a person probably will be assigned to the Office of Student Services, with the title of "Student Personnel Advisor and Assistant Dean for Student Activities." A suitable candidate has been found, and negotiations are proceeding.

5. Black psychiatrist

Irwin J. Knopf, Chairman, Senate Committee on Student Health

The search for suitable candidates is continuing. With the shortage of qualified personnel, this presents many difficulties.

6. Afro-American Studies

George P. Cuttino, Chairman, College Sub-Committee on Afro-American

Studies

This committee will take immediate steps in five areas and hopes to submit a definite program and recommendations for its implementation by the end of Winter Quarter, 1970.

7. Cooperation with Atlanta University Center

John C. Stephens, Dean, Emory College

The good relations developed over the past several years and leading to a number of exchanges of both students and faculty are being expanded in various ways, and additional exchanges of faculty for 1969-70 have been arranged. Discussion has proceeded concerning further cooperation in academic areas. After several years of careful planning, the Institute of Liberal Arts and Atlanta University begin this fall a new cooperative graduate program concerned with social change in an urban context and focussed on Negro-white interaction and polarization.

8. Afro-American library resources

Paul M. Cousins, Assistant University Librarian

Some kind of special reading room will be assigned in the fall after the move into the Woodruff Library is completed. In the meantime, a large number of books and periodicals have been made available, and exhibit space will be arranged.

9. Committee on workers

John M. Outler III, Director of Personnel

An Employee Relations Council is being developed. The Council, which will include students as well as employee representatives of all levels and organizational units, will meet regularly to advise on working conditions and matters of employee relations.

10. Black membership on College Committees

Edward A. Holmes, Jr., Assistant Dean, Emory College

Officers of the College Council and a committee of the College Faculty are prepared to make recommendations about a mechanism to accomplish this objective. The College Council and the College Faculty must approve the recommendations made by these groups. Each of these bodies is expected to be able to take final action early in the academic year.

II. Budgetary relations with SGA

Lawrence J. Altmayer, Treasurer, SGA

As noted above, SGA assumed responsibility for renting the house for black students and their friends. The SGA is committed to assistance in other ways.

II. Inter-relations with all Emory students

Charles Haynes, SGA President, and Human Relations Committee

SGA is launching a year-long, university-wide education program on racism, including distribution of a special issue of EBONY magazine, non-credit classes on racism,

speakers, films and sensitivity groups. The Human Relations Committee is handing out a questionnaire on student attitudes during registration.