[*F. Collins*]

Emory University
Board of Trustees

Atlanta, Georgia 30322
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Robert Strickland, Chairman

May 1, 1990

To Trustees and Special Friends:
I find Jim Laney's memo very helpful. Since a lot of questions are being asked about what is going on at Emory, I thought you might be interested.

Bob

Memorandum

Date: April 30, 1990

To: Robert Stickland

From: James T. Laney

I know you are as weary with the drumbeat of publicity as I am. First the media discovered racism at Emory and made it appear that nothing had been done at Emory at all over the last several years and that the Sabrina Collins situation was typical. That having somewhat died down, we are now seeing a continuation of no news as news, namely the association still of the Sabrina Collins incident with what Emory is doing and has been planning to do all along. The implication here of course is that Emory has been blackmailed.

Because of the importance of this I want to put it into perspective. You will recall that two years ago Emory denied tenure to a black assistant professor, Sondra O'Neale. This caused considerable agitation at that time and in the wake of that and because there seemed to be issues which warranted exploration, I asked Marvin Arrington as an alumnus of the Law School to head up a committee to examine Emory's situation and bring in recommendations. The committee consisted of several prominent black alumni/ae, faculty, students and staff. They decided to engage Dr. James McClain of Boston to do an outside study of racial attitudes and conditions at Emory. That report was finished several months ago and was given to the Arrington Committee. While I have not yet received the formal recommendations from the Committee, I have read the report and in conversation with Marvin, had already planned to implement some of its recommendations. One of them was to have human relations sessions particularly with those staff that deal with students on a day-to-day basis where there might be friction. You will recall that is one of the recommendations I made recently. Another was the need for greater mentoring and recruiting of both students and faculty. Last year we established the Martin Luther King Scholarships for outstanding minority students from the Atlanta High schools. We offered six and recruited three. This year we have offered 12 and hope to recruit

five or six. In addition because of continuing concern about the disparity between Emory and other major universities with regard to support for minority students, David Minter recommended and we agreed in his budgets for next year to eliminate the loan component of scholarship aid for minority students.

In January we had two reported rapes, one involving two white students and another involving a black male student and a black female who was not a student. The fact that the black male is now under indictment in DeKalb County and the white male was not indicted, a decision of the DeKalb County prosecutor, has caused some consternation and unrest on campus. At the same time, the women on campus pointed to the situation and have asked for greater support systems on campus. In the wake of that and the Fraternity Row drinking problem, I appointed a task force to examine campus life in general and the issue of safety and responsibility in particular. The Task Force recommendations which came to me today, included establishing a multi-cultural center for learning and study among other things.

You can see that the issue of scholarships, of the multi-cultural center, and of the human relations seminars for staff all have had long antecedents to the present highly-publicized situation. My responses on April 22 to a campus-wide open discussion where I presented my plans for the decade of the '90's with regard to campus security and civility, picked up on these several threads and brought them to a coherent fruition. As you know we have had a Freshman Seminar now for five or six year, times where 10 or 12 freshman [[freshmen]] meet with faculty and staff two hours each week to discuss readings and their experiences at Emory. These have proven to be very helpful. I recommended on April 22 that we devote the upcoming fall in the Freshman Seminar to a discussion and examination of "differences," differences of all kinds and including race, religion, and gender.

The one entirely new proposal in my April 22 presentation was the establishment of the Benjamin Mays Fellows, which I mentioned to you over the phone. This is a very important thing because it brings in well-known and successful minority figures for a day or so to lecture

and meet with students. This provides an immediate role model and gives them a purchase on their own possibility of success, whether in the professions, business, or public life.

Faculty recruiting is always a major issue, and I am recommending that each Dean examine the faculty to see, in light of what we call the availability pool, what kinds of progress they might project over the next several years. In addition, as Billy Frye and I have been doing now for several years, we will continue the practice of having two special opportunity appointments funded out of the central administration when a truly outstanding minority faculty can be identified as willing to come to Emory and enrich our faculty.

I thought you might want to have this overview to put in perspective what we had been doing and are planning to do. While thinking about it has been occasioned by a lot of the activity going on the last few weeks, it is obvious that all of these moves have been well considered and are part of a longstanding, overall plan and educational philosophy. They should be done and they will be done, but they are not being done simply because of news in the paper.