

May 4, 1968

Draft Agreement Between
Afro-American Student Union and FMO
and a committee representing the
Northwestern University Administration

Signatories

For A.A.S.U. and F.M.O.

James Turner

Kathryn Ogletree

Amassa Fauntleroy

John Bracey

Victor M. Goode

Vernon Ford

Roger Ward

Michael Smith

Harold Daniels

Arnold Wright

For Northwestern
Administration and Faculty

Payson S. Wild

Franklin M. Kreml

Robert H. Strotz

William Ihlanfeldt

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Robt. H. Baker

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I. POLICY STATEMENT

Northwestern University recognizes that throughout its history it has been a university of the white establishment. This is not to gainsay that many members of its administration, its faculty, and its student body have engaged themselves in activities directed to the righting of racial wrongs. It is also true that for many years a few blacks have been members of its administration, faculty, and student body. But the fact remains that the University in its overwhelming character has been a white institution. This it has had in common with virtually all institutions of higher learning in the United States. Its members have also had in common with the white community in America, in greater or lesser degree, the racist attitudes that have prevailed historically in this society and which continue to constitute the most important social problem of our times. This University with other institutions must share responsibility for the continuance over many past years of these racist attitudes.

A few years ago, the Northwestern administration became increasingly concerned with the problem of doing something to improve race relations and to provide educational opportunities in greater measure than ever before for the black people in its community. Within a relatively short period the number of black students, though still small, has grown to the point at which it can now be said that there is a definite, significant, and important black community within the larger community of the university. Besides the difficulties of understanding that have attended this process, we mean to and shall approach our problems constructively in this area. We wish to face these new challenges and to enhance, both quantitatively and qualitatively, the role of black men and women in the activities of the University at all levels.

The events of this week, which have given us new and broader insights, have led us to a reappraisal of the attitudes with which we confront these problems. For many of us, the solution has always seemed to be one of simply obliterating in our laws and in our personal relations the distinction between the races: that is, if only man would ignore in his human relations the differences in skin colors, racial problems would immediately disappear. We are now learning that this notion does not come fully to grips with the problems of the present turbulent period of transition. In short, this means that special recognition and special concern must be given, for some unspecified time, to the black community that is emerging within our institution.

Accordingly, we cannot be complacent with institutional arrangements that ignore the special problems of black students. An important and difficult problem is that of an essentially white leadership coming to understand the special needs and feelings of the black student, as well as the difficulty arising because the black student does not regard the white university authorities as capable of appreciating all of the nuances of his decidedly separate culture.

The University therefore accepts the basic sentiments expressed in the black students' petitions, and urges the following in addition: that there be established a special Northwestern University Advisory Council as an instrument of University administration to function at all administrative levels as the administration deals with problems of the black community related to the University. We believe that membership on this council should consist only of black leaders who have distinguished themselves within the black community in educational and professional affairs. This council, to consist of ten (10) members, should be chosen by the university administration from a list of twenty (20) nominees to be made by the black members of the University

community. We believe that the insight and the advice of this council will be valuable in assuring that the University will be more responsive in reacting to the particular needs of its black students.

An urgent function for such a council would be to recommend to the university what changes in its procedures are needed to handle better the problems of black students. We believe that such a council could play in future years an important role in recommending the selection of members for the newly appointed University Committee on Human Relations. But until the council is formally constituted, the President will appoint a University Committee on Human Relations and will make appointments in a way that elicits and recognizes the views and recommendations of the black students.

The university also recognizes in the matter of student discipline that the intent of disciplinary action is to improve the standards of personal conduct rather than to punish per se, and it recognizes that in this purpose it is necessary to take account of the racial, cultural, and personal characteristics of all students concerned. In keeping with this principle, the Administration will instruct the University Discipline Committee to review the case growing out of the December 2 incident. It also agrees with the complaint that the judiciary function must proceed as rapidly as is consistent with the justice of decisions. All ways of expediting the judiciary process will be pursued.

ADMISSIONS

We acknowledge and respect the black students' desire for a guarantee of an immediate proportionate representation in Northwestern freshman classes. We cannot in good faith offer such explicit guarantees and wish to explain why. Hitherto, we have confronted three major problems in this regard: recruitment, competition from other colleges and universities, and support for a program of financial aid to black students.

The University welcomes assistance in resolving these problems from black students at Northwestern and from any other interested quarter, but especially we welcome assistance on recruitment and related issues, including admissions criteria.

It is hoped that in the future, through the combined efforts of the black students and the Office of Admission, a greater number of applications will be received from black high school students. If such efforts are successful, it is realistic to assume that the black community in the nation at large will soon be proportionately represented in the Northwestern student body. It should be noted that the University has received the following number of applications from black students in the past three years: in 1965-66, seventy; in 1966-67, ninety; and in 1967-68, one hundred-twenty. The Office of Admission will provide an annual progress report of the number of black students who have applied and who have been accepted by the University.

The Office of Admission of the University is committed to increase the number of black students at Northwestern as rapidly as possible, and to seek at least fifty percent of these students from the inner-city school systems. The University is further committed to intensify present recruitment efforts in order to assure such an increase. Although the University is committed to accelerate the increase, it is unable to cite a specific number

because of ever-increasing competition from other colleges and universities.

In pursuing this goal of a guaranteed increase in black students the Office of Admission will welcome a committee of black students selected by the black community to advise, assist and counsel the Committee on Admission. Salaried positions in the Office of Admission will be created for such students who assist in student recruitment.

The University, however, cannot permit students to make individual admission decisions. The evaluation of a candidate's folder is confidential and is a privileged communication between the candidate and the Office of Admission. The University is legally and morally bound to honor such privileged communication.

The Student Affairs Office of the University routinely provides lists of students to campus organizations. A list of all black students, as far as they are known to the Student Affairs Office, will be provided to F.M.O. Such a list will include names and addresses of presently enrolled black students and those accepted in each entering freshman class.

FINANCIAL AID

In principle, the University agrees that the amount of grant aid for black students should be increased. The Development Office of the University is constantly seeking additional funds for financial aid purposes. An example of this effort is the recent gift which has been committed and restricted to black students from inner-city Chicago.

The University agrees to a committee selected by the black student community to advise the University's Committee on Financial Aid to Students on policy matters regarding financial aid to black students. A special sub-committee will be established comprised of equal representation of black students and faculty members of the Committee on Financial Aid to Students. The purpose of this committee will be to review and advise on individual black students' complaints regarding financial assistance. It is anticipated that such requests will include the elimination of job requirements, the increase in a student's assistance, and the granting of special funds to students to attend the Summer Session.

The University wishes to reply to the statement made by the black student community, "The University has already acknowledged the deficiency in our high school preparation." That acknowledgment by the University only is relevant to individual cases and cannot be categorically applied to all black students at Northwestern.

HOUSING

While reaffirming our previously stated belief that a mixture of student types should characterize living arrangements within the University, we have modified that position in response to two impinging influences: one is the distinctiveness of existing racial concerns; the other is the admitted inconsistency between the ideal of nondiscrimination in housing and the recognized practice of discrimination that exists in certain living units of the University.

Accordingly, starting with the Fall of 1968, the University will reserve separate sections of existing living units of the University in which black students, upon their individual requests, will be housed.

CURRICULUM

The Administration shares your concern as to the importance of expanding studies of black history and black culture in the University. The introduction of such material through visiting lectureships, courses, and research is a matter which the Dean of the College of Arts and Sciences will urge upon his departmental chairmen for consideration. The procedure for the introduction of new courses is their recommendation by the department or departments concerned, approval by the Divisional Council which is elected by the faculty, and their approval finally by the faculty of the College. The Curriculum Committee of the College recommends degree requirements, but does not officially recommend new course offerings. We encourage you to present curricular suggestions to the individual members of departmental faculties, the department chairmen, or the Dean of the College.

Further, we welcome suggestions from the black community as to qualified potential faculty members. Nevertheless, it should be pointed out that faculty appointments are initiated by the departmental faculties and they are the groups to whom suggestions should be addressed.

We must, in all candor, state that the Administration cannot provide more specific replies to the demands under this heading since the initiative in all these matters is a prerogative of the faculty.

COUNSELING

The University reaffirms its confidence in the newly appointed black counsellor in the Dean of Students Office and in the Office of Admission, and in his value to the Northwestern community at large. Although he was appointed without consultation with the black student community on campus, in future appointments of this sort there will be such consultation by the Dean of Students. We sincerely hope that this past procedure will not hinder the black student community from communicating fully and openly with the new appointee.

OPEN OCCUPANCY

We share your concern for open occupancy, and concur that meetings should be held with the Committee on Housing Discrimination to review the relevance and effectiveness of their conclusions. We ask you to convene a committee of black students in order to participate in these reviews and discussions.

This document has been drafted by and is concurred in by the President, the several Vice Presidents, certain other officers of administration and several senior faculty members.

Transmitted by

A handwritten signature in cursive script that reads "Roland J. Hinz".

Roland J. Hinz
Vice President for Student Affairs and
Dean of Students