

SUMMARY: UH AFRO-AMERICAN DEMANDS
February 10, 1969

Peavy

1. The University of Houston must establish a comprehensive Department of Afro-American studies.
 - A. Immediate establishment of a Department of Afro-American Studies.
 1. Recent Arts and Sciences proposal merely a foundation and/or point of departure.
 - B. Department would provide a Major program analagous to English, etc.
 - C. Black students ("feel they should") have final word in selection of the Department Head.
 - D. Ultimate goal: Third World College or College of Ethnic Studies
 1. UH responsibility to lay groundwork.

Worley
Wacker

2. The University of Houston must hire more black administrators, faculty members and a black counselor.
 - A. Twenty (20) Black faculty members by September, 1969.
 - B. A Black Counselor (in Counseling and Testing) by June, 1969.

Gardley

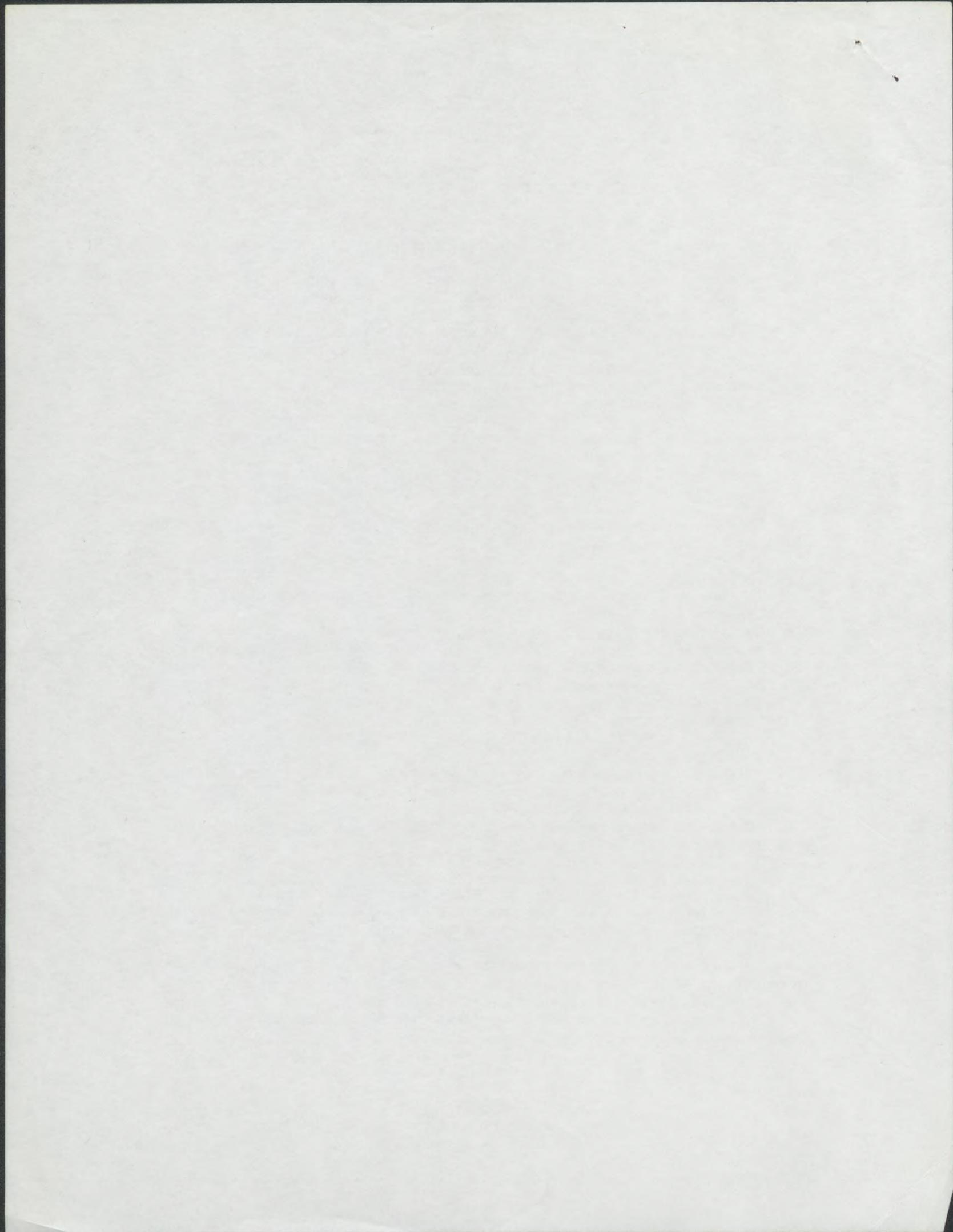
3. The University of Houston must create a special recruitment and admissions program for Afro-American students.
 - A. Thirty-five per cent (35%) of the entering freshman class, September, 1969, Black.
 1. Twenty-five per cent (25%) of the 35% from the inner city (Houston).
 - B. Succeeding (entering) classes meet the aforementioned quotas.
 - C. Recommend formation of an Educational Recruitment Committee, with membership acceptable to Black Students (via their political organ).
 - D. Act upon (consider and/or implement) criteria which include more than the traditional high school grades and SAT score admission factors.
 - E. Expand SOS Program
 1. For program perspective, incorporate energetic Black leadership.

Gardley

4. The University of Houston must provide "adequate" housing for all black students in close proximity to the university. The university furthermore must issue an Open Housing Policy.
 - A. Declare an Open Housing Policy pertaining to contiguous off-campus housing.
 1. Deny UH sanction to housing facilities that discriminate according to race, creed, or color.
 - B. Locate adequate housing for all Blacks accepted for admission.
 - C. UH Residence Halls eliminate application picture requirements and have rooms assigned according to date of application.

Gardley
Posh

5. The University of Houston must establish a Black Student Union which can effectively serve the needs of Afro-American students.
 - A. Provision for a separate organization of Black students.
 1. Funding in the amount of not less than \$25,000 annually.
 - B. UH Tutorial Program controlled by BSU.



6. The University of Houston must take steps to elevate the wage scale of its janitorial, maintenance, and cafeteria employees to \$2.00 per hour.
- A. Elevate janitorial, maintenance, and cafeteria employee wages to \$2.00/hour.
 - B. If ARA does not respond positively to UH requests, seek another catering agency.
 - C. Pay employees overtime.
7. The University of Houston must deal effectively with the situation of the black athlete and must hire an Afro-American coach for football.
- A. Athletic Department take positive steps to demonstrate more concern with the education of Black athletes and their special problems.
 - B. Employ a Black coach
 - C. Remove the baseball coach from his assignment.
8. The University of Houston must establish a committee to alleviate racist practices in instruction and grading.
- A. Recommend establishment of a standing committee to deal with racist practices in instruction and grading.
 - B. Committee composition
 - 1. Two (2) administrators.
 - 2. Two (2) instructors from the department where the problem exists.
 - 3. One (1) administrator, one (1) instructor, one (1) student selected from three (3) lists submitted by AABL.
 - C. Committee authority: change grade.
9. The University of Houston must offer and make available more financial aid to black students.
- A. Establish special fund for Blacks which would be free of special academic requirements (for eligibility).
 - B. More effective program to inform entering Blacks re loans and scholarships.
 - C. Special requirements (non test score or grade oriented) to qualify Blacks for loans and scholarships.
10. The University of Houston must arrange for student ghetto workers to receive three semester hours credit for their work in the community.
- A. Grant three (3) hours credit for students doing ghetto work.
 - B. Establish transcript statement that student (receiving ghetto work credit) has completed at least one (1) year in sociological and political research.
 - C. "Ghetto course" taught by a qualified Black man (Earl Allen suggested).

INTRODUCTION SUMMARY

The University of Houston has not taken any meaningful action that would suggest that the institution is aware of the "racism" that prevails at the University, or a willingness to correct the manifestations of such "racism." At best, the institution's contribution, thus far, has been only piece-meal "tokenism," and continues to reflect a "white, Anglo-Saxon, Protestant" image in thought and practice. Consequently, this document is a call for "self determination" on the part of the black students at the University of Houston.

- 9. The University of Houston may take steps to elevate the wage scale of its janitorial, maintenance, and catering employees to \$2.00 per hour.
 - A. Elevate janitorial, maintenance, and catering employee wages to \$2.00 per hour.
 - B. It will not respond positively to the requests, seek another catering agency.
 - C. For employee overtime.
- 10. The University of Houston must deal effectively with the situation of the Black athletes and must hire an Afro-American coach for football.
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 - 1. Two (2) administrators.
 - 2. Two (2) instructors from the department where the problem exists.
 - 3. Two (2) administrators, one (1) instructor, one (1) student selected from three (3) lists submitted by AFD.
 - C. Committee duties: change grade.
- 12. The University of Houston must offer and make available more financial aid to Black students.
 - A. Establish special fund for Black which would be free of special requests requirements (for eligibility).
 - B. New effective program to inform entering Blacks to loans and scholarships.
 - C. Special requirements loan test score or grade oriented to qualify Blacks for loans and scholarships.
- 13. The University of Houston must arrange for student grade reports to include their transfer hours credit for their work in the community.
 - A. Grant three (3) years credit for students doing their work.
 - B. Establish transfer agreement that student receiving credit for work credit has completed at least one (1) year in sociological and political sciences.
 - C. "Transfer course" taught by a qualified Black man (part time suggested).

INSTRUCTION LIBRARY

The University of Houston has not been an "open" college that would suggest that the institution is one of the "open" that generally at the University of a willingness to accept the participation of such "people". At least, the institution's participation, that far, has been only "place-and-replace" and continues to reflect a "white" Anglo-Saxon, Protestant bias in thought and attitude. Consequently, this document is a call for "open participation" on the part of the Black students at the University of Houston.

UNIVERSITY OF HOUSTON ... 1969

EXISTING POLICIES WHICH DEAL WITH MAINTENANCE OF CAMPUS ORDER
(As Published in the COUGAR PAW and Student Life Policies)

A. General Statement Concerning Student Life Policies

1. All citizens are expected to respect the laws of the land. Students, as citizens, have all the rights and obligations of citizenship. Those students and recognized student organizations who fail to comply with public laws may also subject themselves to University action. In the case of felonious, or other serious acts against the University, referral may be made to public authorities having jurisdiction.
2. The University's policies seek to provide the opportunity for all members of the University community to attain their educational objectives by protecting health and safety, maintaining and protecting property, and insuring the opportunity for students to participate in activities outside the classroom. Enforcement action may be taken when these principles are directly and significantly abused.

B. Disruption of University Operations and Events

1. Students shall not gather in such a manner as to disrupt the operation and functioning of the University. Officials of the University shall have the authority to determine when the above conditions prevail and shall have the authority to order the assembly to disperse.
2. Those who attend a campus event sponsored by the University or University-related organizations shall not obstruct the event, and the University shall protect the right to listen or participate.

C. Property Rights of Others

Students shall not take, use, possess, damage or destroy the property of others unless authorized to do so.

D. Reporting at Request of Personnel Deans

A request to meet with the Dean of Students or those designated by him shall be heeded by the student at the time and place set and shall have priority over other duties unless other arrangements are made because of extraordinary circumstances.

E. Status of Students Suspended for Disciplinary Reasons

Students under disciplinary suspension are required to disassociate themselves from the University except for appointments that have been made under counseling.

F. Loitering

Protracted loitering by any person will be grounds for investigation by the University and/or referral to the proper legal authorities.

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f. Every effort to intensify University retention program will be implemented to assist those who may be admitted under modified admission standards.

g. The S.O.S. AD HOC ADVISORY COMMITTEE RE BLACK STUDENT DEMANDS of minority group leadership. February 11, 1969

Present: Poston, Cox, Grant, Hagan, Churchwell, Neumann, Nelbel, Block, Yardley

The following points are deemed relevant to a response to each of the respective Afro-American demands. facilities existing in the University which are affecting students is being affected.

- I
- b. The University will assist in locating housing for all minority groups
- a. Immediate appointment of a Task Force composed of students-faculty-administrators, with minority group representation, to formulate program proposals for Afro-American Studies. Consideration should be given to an Ethnic Studies Program and its relationship to Afro-American Studies.

(PGH) Note: If so resolved, it may be advisable to note that student representation on this Task Force will be secured from AABL, LOMAS, and the Student Association.

- b. The Task Force will also be asked to deal with the major or non-major status of Afro-American and/or Ethnic Studies ... and the method of selection of the unit head.

- II
- b. Tutorial programs constitute a positive student initiated program. There is
- a. Every resource will be rallied, including student involvement, to secure a maximum number of minority group faculty members.
- b. Action has been initiated to secure a Black Counselor (or Counselors) on or before June, 1969.

- PGH matter in light of UCM data. III
- a. The University is and will continue to increase its recruitment program in schools in which minority groups are enrolled.
- a. Effect a Task Force (cooperative to task force in Number I(a)) to consider
- b. Support the belief that action to incorporate factors other than high school grades and SAT scores be initiated this spring.
- b. Initiate action to secure a black coach.
- c. Any modification of existing standards must be applicable to all entering students.
- c. Academic Department is reviewing any problems which may exist in any particular area.
- d. Maximum effort will be made to recruit minority groups, taking into account any modifications to existing admission standards.
- e. A quota system for any segment of entering classes cannot be guaranteed.

25% COTTON

THE UNITED STATES OF AMERICA
January 11, 1952

Dear Sirs: I am pleased to inform you that your order for 25% Cotton has been received and is being processed. The goods will be ready for shipment within the next few weeks.

The quality of the cotton is guaranteed to be of the highest standard. We have selected the best available stock to meet your requirements. The price is very competitive and we are confident you will be satisfied with the results.

Very truly yours,
The United States of America
Department of Commerce

The enclosed invoice and packing slip will accompany the goods. Please check the invoice carefully against the packing slip and the bill of lading. If you have any questions, please contact our office immediately.

Thank you for your order. We appreciate your business and look forward to serving you in the future.

Sincerely,
The United States of America

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Thank you for your order. We appreciate your business and look forward to serving you in the future.

FOX RIVER

IRON SKIN

25% COTTON

f. Every effort to intensify University retention programs will be implemented to assist those who may be admitted under modified admission standards.

g. The S.O.S. Program will be expanded, including incorporation of minority group leadership. This group is composed of three students, one faculty member and one administrator and has as its stated purposes:

IV

a. A plan for the University to make known publicly and/or initiate formal complaints against facilities engaging in discriminatory practices in housing students is being effected.

b. The University will assist in locating housing for all minority groups accepted for admission.

c. University residence halls have eliminated application picture requirements and are assigning rooms according to date of application.

d. Support the idea that there should be a fund for minorities which is free of special academic requirements. The bulk of our financial aids are based on need only.

a. The establishment of a Black Student Union organization is an appropriate student initiated development to be respected by the University.

Funding of any student organization is not a unilateral decision but a responsibility of the Student Service Fee Allocation Committee which has student-faculty-administration representation.

b. Tutorial programs constitute a positive student initiated program. There is not an official University of Houston tutorial program. University organizations are free to develop, without administrative interference, their own tutorial programs.

c. Information and publicity program has not been satisfactory. The following actions are underway:

VI

1) A new procedure will be used for all financial aids will be sent to all high schools in Texas.

2) Existing high school visitation programs will be accelerated concentrating on schools where minority groups are enrolled.

a. Effect a Task Force (comparable to Task Force in Number 1(a)) to consider the education and special problems of Black athletes.

b. Initiate action to secure a Black coach.

c. The Athletic Department is reviewing any problems which may exist in any particular area.

VIII

a. The University is clearly concerned with any discriminatory practices in instruction and grading.

b. Qualified minority staff should be involved in this program. As already indicated, personnel whose qualifications and/or experience make them relevant to the program, will be sought.

- f. Every effort to intensify University retention programs will be implemented... to assist those who may be admitted under modified admission standards.
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DRAFT

b. The existing procedure of seeking remedy through the instructor, the department head, academic dean, and academic vice-president must and will remain open and accessible.

c. Effective January, 1969, the University Student Assistance Committee has been operative. This group is composed of three students, one faculty member and one administrator and has as its stated purposes:

- 1) to provide a direct channel of communication to the President of the University for students with inquiries and grievances
- 2) to provide the President with a direct channel of communication on issues of concern to students and their campus life.

USAC is fully prepared to deal with any form of campus community discriminatory practice.

IX

a. Support the idea that there should be a fund for minorities which is free of special academic requirements. The bulk of our financial aids are based on need only, i.e., there are no academic stipulations.

The preponderance of funds do go to minority groups.

With few exceptions, all federal, state, and local funds are free of academic stipulations. (This year 1 1/2 million of the University's 2 million dollar financial aid program is in this category.)

The University does not accept any financial aid which discriminates on the basis of race, color, or creed.

b. Information and publicity program has not been satisfactory. The following actions are underway:

- 1) A new brochure outlining all financial aids will be sent to all high schools in Texas.
- 2) Existing high school visitation programs will be accelerated concentrating on schools where minority groups are enrolled.
- 3) Special on-campus and orientation related programs for potential and enrolling students will be conducted.
- 4) Minority students will actively participate in all of these programs.

c. There are no stipulations, other than need, placed upon entering students in terms of their eligibility for financial aid.

X

a. and b.) A course to receive credit for community participation and service has been submitted this week for approval.

c. Qualified minority staff should be involved in this program. As already indicated, personnel whose qualifications and/or experience make them relevant to the program, will be sought.

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Representatives of a Black student organization at the University of Houston have submitted a list of demands for improvement of their status to the UH administration.

UH President Phillip G. Hoffman received the proposals from a delegation of student members of Afro-Americans for Black Liberation (AABL) late last Friday afternoon (Feb. 7).

The University currently is studying the proposals. Dr. Hoffman may respond to the requests later this week.

Among the changes proposed by the Black students are:

1. "Establishment of a comprehensive department of Afro-American studies.
2. "Hiring of more Black administrators and faculty members and of a Black counselor.
3. "Creation of a special recruitment and admission program for Black students.
4. "Provision of adequate housing for all Black students in close proximity to the University campus and the issuance of an 'Open Housing Policy' by the University.
5. "Establishment of a University-funded Black student organization to serve the needs of Black students.
6. "A minimum wage scale of \$2 per hour for janitorial, maintenance and cafeteria employees at the University.
7. "Greater concern for Black athletes and hiring of a Black coach.
8. "Establishment of a committee to deal with discriminatory practices in instruction and grading.
9. "Offering more financial aid to Black students.
10. "Arrangement for student workers to receive course credit for work in the ghetto."

DRAFT

The existing procedure of seeking funds through the University of Houston has been reviewed and a list of demands for improvement of their status to the UA administration. Representatives of a Black student organization at the University of Houston have submitted a list of demands for improvement of their status to the UA administration. This year, the University Student Assistance Committee has been organized. The UA President Phillip S. Hoffman received the proposals from a delegation of student members of Afro-Americans for Black Liberation (AABL) late last Friday afternoon. The University is currently studying the proposals. Dr. Hoffman may respond to the requests later this week.

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February 11, 1969

A Reply to the AABL Statement
by Philip G. Hoffman
President, University of Houston
14 February 1969

My hope is that out of this encounter, taking place as it has within the University community, I will not be in the position today. And, I will confine my remarks to a prepared statement which will be made available to you.

First of all, I wish to acknowledge the deep feelings and attitudes which are quite evident in your requests and the supporting documentary material which has been presented to me through your organization. You have expressed concerns which I respect and which I will attempt to respond to in an open and forthright way. And I appreciate your expressions of responsibility and restraint which have recently characterized your position on this subject. *But*

I would be less than candid if I did not tell you that as president of this institution, I am not unilaterally free to act, in a final and arbitrary sense, on all of the requests presented. The University believes in and practices a consultive and participatory process within the campus community in arriving at many of its decisions. To this end, I have sought the best advice available from representatives of the total membership of the University community.

A nine-man group composed of equal representation from the Student Senate, Faculty Senate, and Administration selected by the leadership of these groups, was called together. This consultive group worked long and hard this week, and sought to reflect the feeling of the entire campus community. I have responded favorably to their recommendations and am clearly satisfied that the views of the nine-man group, which included minority representation, reflects the feeling of the vast majority of students, faculty, and administration.

It is probable that questions and comments will come to your mind as I respond to your 10 concerns. These will be reacted to; however, in keeping with

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page 2 AABL Statement

the plan to consult with all segments of the University community, I will not be in the position today to independently respond to questions. And, I will confine my remarks to a prepared statement which will be made available to you.

My hope is that out of this encounter, taking place as it has within the University community, every segment of this institution may respond to the challenges presented. If this University is to provide the atmosphere which makes education meaningful for all, we must accept the responsibility and be responsive to every segment of the student population.

As I have studied your requests, I have become concerned that in many instances our institution has failed to communicate as well as it might, for which the administration has to assume much of the responsibility. In a number of instances, the University has accomplished, or is in the process of bringing about needed changes which are referred to in your requests. So in part, I hope today to narrow the communication gap that has been in existence.

Also, it should be pointed out that some of your requests, while justified and valid, will require time for correction.

Against this background, and with your understanding, I am proposing now to respond positively and honestly to all that has been presented to me. I will treat each area in the order in which it appeared in your request.

1. Establishment of a comprehensive department of Afro-American Studies.

Very shortly I will appoint a Task Force composed of students, faculty and administrators which is representative of minority groups (including representatives from AABL, LOMAS, and the Student Association), to formulate and receive proposals for Afro-American Studies.

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The Task Force will be requested to give consideration to an Ethnic Studies Program and its relationship to Afro-American Studies.

Furthermore, the Task Force will be asked to deal with the specific curricular and staff matters you have raised.

2. Hiring of more Black administrators and faculty members and a Black counselor.

No one has urged more strongly than I the appointment of more Black faculty members and administrators. One of the problems has been a sensitive concern about recruiting from predominately Black institutions which themselves are experiencing difficulty in finding and retaining adequate staff.

Every resource of this University will be rallied, including student involvement, to substantially increase the number of minority group faculty members. Already, many of our departments are actively seeking these valuable additions to our faculty and staff and a renewed sense of urgency in this matter will be carried to all segments at the University.

Action has been initiated to secure a Black counselor on, or before, June of this year.

3. Creation of a special recruitment and admission program for Black students.

Significant progress has already been made by the University in its recruitment program in schools in which minority groups are enrolled, and this effort will be increased.

In regard to admissions, I believe that the University should incorporate factors other than high school ^{and SAT} grades and SAT scores and to this end we will

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give serious consideration to a revision of present requirements and seek to effect a change by this fall. However, it should be pointed out that any modification of existing standards must be applicable to all students seeking to enroll at the University.

While the University cannot guarantee a quota system for any segment of entering classes, the institution will make a strenuous effort to recruit minority groups.

Another important area in this context is the retention of students after they have been enrolled. The University will intensify present programs and implement new programs to assist those who are admitted and who may need continuing additional help.

Our Student Opportunity Service program, which was started last fall and has already shown significant results, will be expanded and enlarged to include minority group leadership. Just yesterday the University announced the first major gift to the "S.O.S." program, a \$10,000 contribution from Tenneco. We will seek additional funds for this valuable assistance program.

4. Support of adequate housing for all Black students in close proximity to the University campus and the issuance of an "Open Housing Policy" by the University.

The University is very mindful of the housing conditions that exist in the areas close to the campus, and we deplore the discriminatory attitudes and practices of some owners and managers of housing near the University campus.

After the receipt of numerous complaints and an investigation of these complaints we are convinced that the owners of some of these facilities are

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page 5 AABL Statement

operating in violation of Title VIII of the Fair Housing Act by discriminating against Black students who seek to rent housing.

Yesterday I instructed an appropriate University official to initiate a formal complaint to the Federal Housing Administration.

We feel very strongly that any and all facilities which cater to, and rent to University students, should not discriminate on the basis of race, color, religion, or national origin, and notice concerning this open housing policy will be made public immediately.

A University policy statement, issued prior to your visit of last week, makes clear that University Residence Halls have eliminated the picture requirement on applications. The policy also specifies that initial room assignments are made according to date of application, without regard to race, color, religion, or national origin. This policy will be enforced in letter and in spirit.

5. Establishment of a University-funded Black student organization to serve the needs of Black students.

The University acknowledges and respects the right for the establishment of a Black Student Union organization as an appropriate student initiated development.

With regard to funding student organizations, the Student Association is the only organization which receives basic financial support. Funding of individual student organizations is a complex matter for which there is no immediate solution. The matter remains under discussion.

We believe that tutorial programs constitute a positive student initiated program, and we laud the students participating in these endeavors. But it

operating in violation of Title VIII of the Fair Housing Act by discriminating against Black students who seek to rent housing.

Yesterday I instructed an appropriate University official to initiate a

formal complaint to the Federal Housing Administration.

I feel very strongly that any and all facilities which cater to, and rent

to University students, should not discriminate on the basis of race, color,

religion, or national origin, and notice concerning this open housing policy

will be made public immediately.

A University policy statement, issued prior to your visit of last week,

makes clear that University Residence Halls have eliminated the picture require-

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are made according to date of application, without regard to race, color, religion,

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page 6 AABL Statement
should be pointed out that there is no official University of Houston tutorial program. University organizations are free to develop, without administrative interference, their own tutorial programs.

6. The elevation of the wage scale of University janitorial, maintenance, and cafeteria employees to \$2 per hour.

In reply to this, first of all permit me to describe the existing situation.

The University presently has only 10 classifications of custodial and maintenance employees being paid below \$2 per hour. However, the Federal minimum wage applicable to universities is \$1.30 and the lowest regular staff rate at the University of Houston is well above this amount. With the exception of one classification the lowest rate now paid is \$1.82.

Wage surveys show that the University of Houston is among the wage leaders in Houston for Custodians.

The University pays the highest wages of any Texas institution of higher learning and is recognized as a leader in its overall personnel program. This reflects not only our commitment to fair and equitable wages within our ability to pay, but also the practical influence of competition in Houston's tight labor market. Under proposed rates which would be effective September 1969, the University would pay six of the 10 classifications already mentioned above \$2.00 an hour and give increases to the other four classifications.

We have already acted to increase substantially pay rates at the University. We shall continue to effect additional raises as funds become available.

- more -

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In regard to cafeteria employees, it should be understood that they are not employees of the University of Houston. However, ARA Food Service is subject to the same Federal minimum wage standards as the University and is presently paying above the \$1.30 minimum in all classifications. We will engage in continuing discussion on this subject with ARA. But, it must be recognized that increased wages in this area will have a direct relationship to food prices.

7. Greater concern for the Black athlete and the hiring of a Black coach.

It is a matter of record that the University of Houston has led this entire section of the United States in recruiting and welcoming Black athletes, and in providing them the opportunity for gaining the national acclaim of which we are all deservedly proud. For this reason, I must tell you that I have asked for even more than usual care in examining allegations that the University does not show proper concern for the welfare of its Black athletes.

As with all questions which your group has raised, however, I welcome proper examination and full disclosure. To this end, I am appointing a group to review the present status of the Black athlete and to recommend any appropriate action to be taken regarding these students. The group will include students, members of the faculty and administrators, with minority representation.

We have been trying for several months to hire a Black coach on the athletic staff, and we have reason to believe that such an appointment will be made during the spring.

It has been suggested that a specific member of the athletic staff be removed. We all understand that personnel matters often involve a combination of fact and conjecture. You are also aware, with your laudable concern for individual rights, that the president of a university does not take unilateral action in areas involving personnel.

Removal of any employee of the University is a serious matter. Frankly, I need more facts regarding this particular situation before responsible and appropriate action could be initiated.

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8. Alleviation of unfair practices in instruction and grading.

The University has always been dedicated to the concept that instruction and grading be completely free from any unfair or discriminatory practices. While we believe that any instance of discriminatory practices would be most rare, we would be concerned and would take vigorous action to eliminate even a single example.

The existing procedure of seeking remedy through the instructor, the department head, academic dean, and academic vice-president must and will remain open and easily accessible.

But there also exists additional machinery for redress of grievances in this area which I would like to bring to your attention.

Last month, the University Student Assistance Committee became operative, and offers another appropriate avenue for correction of unfair practices. This group is composed of three students, one faculty member and one administrator.

The stated purposes of this committee are two-fold:

- a. to provide a direct channel of communication to the President of the University for students with inquiries and grievances.
- b. to provide the President with a direct channel of communication on issues of concern to students and their campus life.

This new organization which has my support is fully prepared to deal with any form of campus community discriminatory practice.

9. Offering and making available more financial aid to Black students.

The University supports the idea that there should be for minorities funds which are free of special academic requirements. In fact, the bulk of financial aids presently are awarded on the basis of need only. And most of these funds now go to minority groups.

With few exceptions, all federal, state, and local funds are free of academic stipulations. This year alone, \$1.5 million of the University's \$2 million financial aid program is in this category

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With few exceptions, all federal, state, and local funds are free of academic

requirements. This year alone, 21.5 million of the University's 55 million financial

aid program is in this category.

page 9 AABL Statement

And, it should be added that the University as a matter of policy refuses any offered financial aid which discriminates on the basis of race, color, or creed.

Even though we are satisfied that the University is on sound ground in its policy on financial aid, we readily admit that all students are not aware of the possibilities that exist in this area. Our information and publicity program has not been fully satisfactory.

The following corrective actions are now underway:

a. A new brochure outlining all financial aid programs will be sent to all high schools in Texas.

b. Existing high school visitation programs will be accelerated with additional concentration on schools where minority groups are enrolled.

c. Special on-campus and orientation-related programs for potential and enrolling students will be conducted.

d. Minority students will be specially invited to participate actively in all of these programs.

Finally, I wish to note that there are no stipulations, other than need, placed upon entering students in terms of their eligibility for financial aid.

10. Arrangements for students to receive course credit for work in the ghetto.

This week there has been submitted through appropriate channels for approval a new course proposal that will give credit for supervised work in community participation and service.

We believe that qualified minority staff should be involved in this new program; and the University will seek personnel whose qualifications based on education and/or experience make them relevant to the program.

* * * * *

- more -

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* * * * *

page 10 AABL Statement

This concludes my reaction and answers to the 10 areas that your group submitted for discussion.

In conclusion, and in summary, I would like to make the following observations. I am not so naive as to believe that I have answered to your satisfaction every point that you raised in your original communication to me.

But I do feel that the University has moved, or is moving ahead in most of the areas to provide solutions to the problems you raised.

I have tried to indicate a few instances where for one reason, or another, the University cannot provide an immediate solution.

And, there are a few areas which I believe deserve further reflection and study before an answer can be provided.

But, I have tried to convey in this presentation that the University is sensitive to your valid concerns, and is honestly and expeditiously seeking solutions to them.

We share and applaud your expressed concerns that this University be spared the tribulations experienced by many other institutions.

I am sure that you understand and accept my sincerity in meeting with you today and in trying to deal openly with your expressed concerns. Also, I am sure that you appreciate that this University is dedicated to the establishment and maintenance of a climate which is conducive to the orderly conduct of the educational process by all students, faculty and administrators.

While hearing you, we cannot disenfranchise, nor can we allow infringement upon the rights of the remainder of our large and complex University community. Similarly, it would be a disservice to disregard the rights and opinions of the other publics with which any major university is inextricably involved.

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page 11 AABL Statement

We can continue to respond to all areas of the University community only so long as we all respect each other's feelings, rights and obligations. We believe that the prevailing sentiment among students, faculty, administration and the community is such that this climate can be maintained.

As I stated in the beginning, I appreciate your sense of responsibility. I, too, have my responsibility, not only to you, but to the citizens of the state and of this city. I intend to do my best to live up to all of these responsibilities.

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A Reply to the AABL Statement
By Dr. Philip G. Hoffman,
President, University of Houston
14 February 1969
(Draft - AABL Statement)

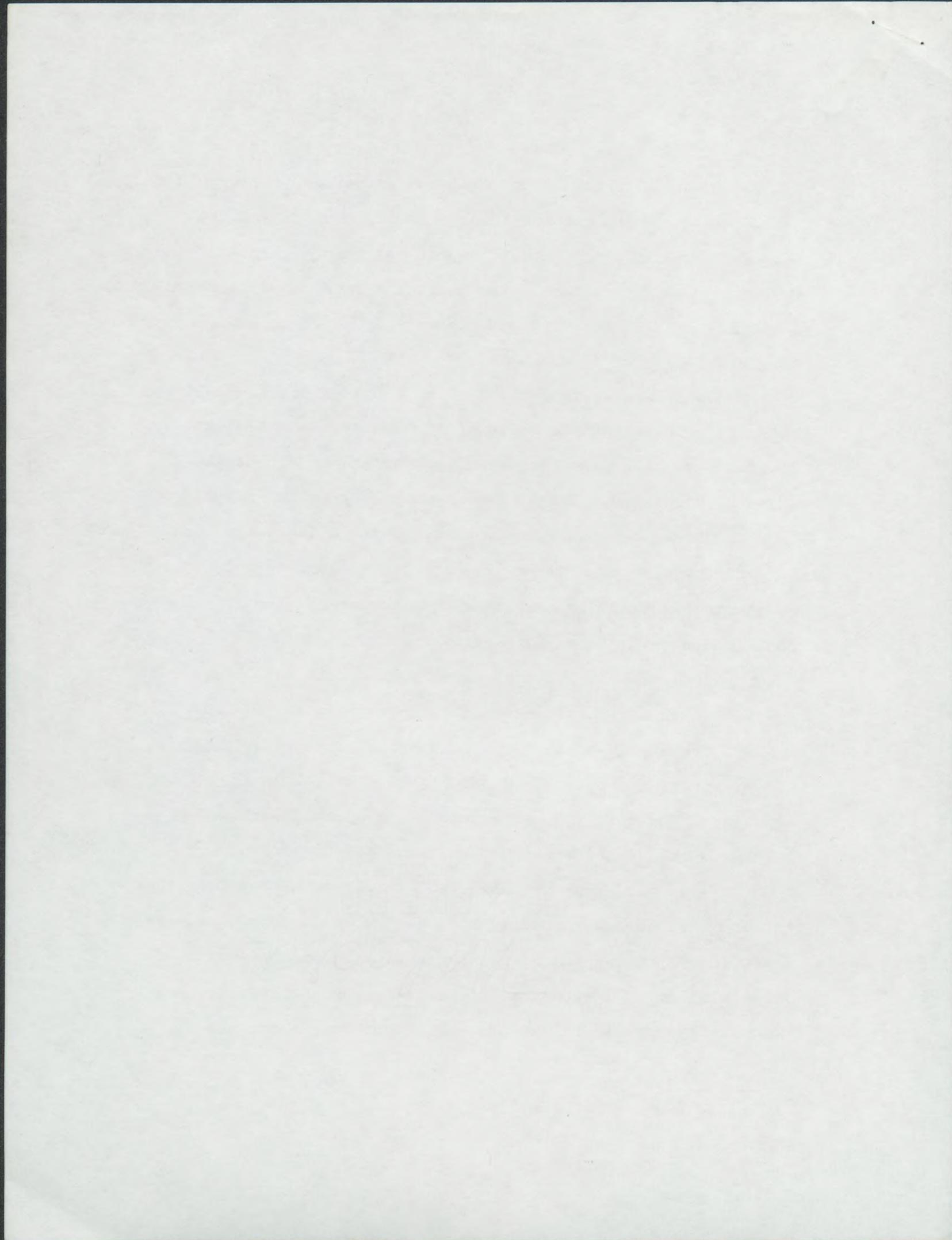
First of all, I wish to acknowledge the deep feelings and attitudes which are quite evident in your requests and the supporting documentary material which has been presented to me through your organization. You have expressed concerns which I respect and which I will attempt to respond to in an open and forthright way. *< Insert*

I would be less than candid with you if I did not tell you that, as president of this institution, I am not unilaterally free to act, in a final and arbitrary sense, on all of the requests presented. The University believes in and practices a *consultative* and participatory process within the campus community in arriving at many of its decisions. To this end, I have sought the best advice available from representatives of the total membership of the University community. *→ add ^{part} statement*

My hope is that out of this encounter, taking place as it has within the University community, every segment of this institution may respond to the challenges presented. If this University is to provide the atmosphere which makes education meaningful for all, we must accept the responsibility and be responsive to every segment of the student population.

As I *have* studied your requests, I *have become convinced* ~~could not help but feel~~ that in many instances our institution has failed to communicate *as well* ~~as it might~~, for which the administration has to assume much of the responsibility. In a number of instances, the University has accomplished, or is in the process of bringing about needed

- more -



changes which are referred to in your requests. So in part, I hope today to narrow the communication gap that has been in existence.

Also, it should be pointed out that some of your requests, while justified and valid, will require time for correction.

Against this background, and with your understanding, I am proposing now to respond positively and honestly to all that has been presented to me. I will treat each area in the order in which it appeared in your request.

1. Establishment of a comprehensive department of Afro-American Studies.

Very shortly I will appoint a Task Force composed of students, faculty and administrators which is representative of minority groups (including representatives from AABL, LOMAS, and the Student Association), to ^{and see.} formulate proposals for Afro-American Studies.

The ^{task force} will be requested to give consideration to an Ethnic Studies Program and its relationship to Afro-American Studies.

Furthermore, the ^{task force} will be asked to deal with the specific curricular and staff matters you have raised. ~~major, or non-major status of Afro-American and/or Ethnic Studies, and the method of selection of the unit head.~~

2. Hiring of more Black administrators and faculty members and a Black counselor.

No one has urged more strongly than I the appointment of more black faculty members and administrators. One of the problems has been a sensitive concern about recruiting from predominately black institutions who themselves are experiencing difficulty in finding and retaining adequate staff.

Every resource of this University will be rallied, including student involvement, to ~~secure a maximum~~ ^{substantially increase the} number of minority group faculty members. Already, many of our departments are

[The text on this page is extremely faint and illegible. It appears to be a multi-paragraph document, possibly a letter or a report, but the specific content cannot be discerned.]

already shown significant results, will be expanded and enlarged to include minority group leadership. Just yesterday, the University announced ~~the~~ ^{the} first major gift to the "S.O.S." program, a \$10,000 contribution from Tenneco. We will seek additional funds for this valuable assistance program.

4. Support of adequate housing for all Black students in close proximity to the University campus and the issuance of an "Open Housing Policy" by the University.

The University is very mindful of the housing conditions that exist in the areas close to the campus, and we deplore the discriminatory attitudes and practices of ~~the~~ ^{some} owners and managers of ~~the apartment~~ ^{housing} near the University campus.

After the receipt of numerous complaints and an investigation of these complaints we are convinced that the owners of ~~some of~~ ^{some of} these ~~apartments~~ ^{facilities} are operating in violation of Title VIII of the Fair Housing Act by discriminating against Black students who seek to rent a ~~apartment~~ ^{housing}.

Yesterday I instructed an appropriate University official to initiate a formal complaint to the Federal Housing Administration.

We feel very strongly that any and all ~~apartments~~ ^{facilities} which cater to, and rent to University students, should not discriminate on the basis of race, color, religion, or national origin, and notice ~~to this effect~~ ^{concerning this open housing policy} will be made public immediately.

A University policy statement, issued prior to your visit of last week, makes clear that University Residence Halls have eliminated the picture requirement on applications. The policy

~~more~~

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on the basis of race, color, religion, or national
origin, and action taken hereafter will be made public immediately.

A University policy statement, issued prior to your visit
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also specifies that initial room assignments are made according to date of application, without regard to race, color, religion, or national origin.

5. Establishment of a University-funded Black student organization to serve the needs of Black students.

The University acknowledges and respects the right for the establishment of a Black Student Union organization as an appropriate student initiated development. ~~However, funding~~

*Add!
funding*

~~However, providing operating funds for this, or any other student organization directly by the administration has not been a practice of this institution. Any change in this policy would have to take into account a University commitment to and concern for a total student body. While the administration is willing to explore further the possibility of obtaining these funds, as a practical matter, we would be less than honest to indicate that these funds would be immediately forthcoming.~~

We believe that tutorial programs constitute a positive student initiated program, and we laud the students participating in these endeavors. But it ^{should be} ~~must~~ be pointed out that ^{there} ~~it~~ is no ~~an~~ official University of Houston tutorial program. University organizations are free to develop, without administrative interference, their own tutorial programs.

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3. The objective of the work of the University is to

maintain and enhance the quality of the work of the University. In order to do this, it is necessary to have a high quality staff. The University has been unable to find any other sources of funding because of the limited amount of money available for a total student body. While the administration is willing to explore for other sources of funding, the University has been unable to find any other sources of funding because of the limited amount of money available for a total student body.

add #4

Wage surveys show that the University of Houston is among the wage leaders in Houston for Custodians.

add #5

The University pays the highest wages of any Texas institution of higher learning and is recognized as a leader in its overall personnel program. This reflects not only our commitment to fair and equitable wages within our ability to pay, but also the practical influence of competition in Houston's tight labor market.

add #6

We recognize and have already acted to increase substantially the lower pay rates at the University. We shall continue to effect additional raises as funds become available.

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add 56

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add 57

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Add #4



~~But, the University has long recognized the need to raise its minimum wages and a considerable amount of study is~~

Add #5



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Add #6



In regard to cafeteria employees, it should be understood that they are not employees of the University of Houston. However, ^{State ARA} State Food Service is subject to the same Federal minimum wage standards as the University and is presently paying ~~10% an hour~~ ^{all} above the minimum in ~~their lowest~~ classification. ~~Any increase in the wages of cafeteria employees is not subject to University control.~~

7. Greater concern for the Black athlete and the hiring of a Black coach.

~~I agree that~~ the University of Houston ^{show is how} ~~must show greater~~ concern with ^{for} the education of the Black athlete and his special problem.

To this end, I ^{will} ~~plan to~~ appoint a committee to review the present status of the Black athlete and recommend ^{any} appropriate actions to be taken. This committee will include students, faculty

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#1

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#2

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and subject to ~~minimum wage~~.

7. Greater concern for the black scholar and the rising
of a black coach.
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concerned with the education of the black scholar and his special
problems.
At this time, I have to request a committee to review the
present status of the black scholar and recommend appropriate
actions to be taken. This committee will include students, faculty

and administrators, with minority group representation.

We have been trying for several months
Action has already been taken to hire a Black coach on the athletic staff and *we have reason to believe such appointment may be made during the Spring.* interviews are now underway.

In regard to the suggested removal of a particular member of the athletic staff, I have only this to say at this time.

The President does not unilaterally take this kind of action in employment matters. Removal of this, or any other University employee, is a serious matter. Frankly, I would have to know more about this particular situation before appropriate action could be initiated. I hope that this is one case that can bear further reflection and study.

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The existing procedure of seeking remedy through the instructor, the department head, academic dean, and academic vice-president must and will remain open and easily accessible.

But there also exists additional machinery for redress of grievances in this area which I would like to bring to your attention.

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b. to provide the President with a direct channel of communication on issues of concern to students and their campus life.

This new organization which has my support is fully prepared to deal with any form of campus community discriminatory practice.

9. Offering and making available more financial aid to Black students.

The University supports the idea that there should be funds for minorities which are free of special academic requirements. In fact, the bulk of financial aids presently are awarded on the basis of need only. There are no academic stipulations. And most of these funds now go to minority groups.

With few exceptions, all federal, state, and local funds are free of academic stipulations. This year alone, \$1.5 million of the University's \$2 million financial aid program is in this category.

And, it should be added that the University as a matter of policy refuses any offered financial aid which discriminates on the basis of race, color, or creed.

Even though we are satisfied that the University is on sound ground in its policy on financial aid, we readily admit that all students are not aware of the possibilities that exist in this area. Our information and publicity program has

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c. Special on-campus and orientation related programs for potential and enrolling students will be conducted.

d. Minority students will be ^{specially} invited to participate actively in all of these programs.

~~To close out my statement on this particular question,~~ ^{Finally} I ~~wish to~~ ^{wish to} ~~note~~ ^{note} that there are no stipulations, other than need, placed upon entering students in terms of their eligibility for financial aid.

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We believe that qualified minority staff should be involved in this new program; and the University will seek personnel whose qualifications based on education and/or experience make them relevant to the program.

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This concludes my reaction and answers to the 10 areas that your group submitted for discussion.

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This concludes my reaction and answers to the 10 items that your group submitted for discussion.

In conclusion, and in summary, I would like to make the following observations. I am not so naive as to believe that I have answered to your satisfaction every point that you raised in your original communication to me.

But I do feel that the University has, or is moving ahead in most of the areas to provide solutions to the problems you raised.

I have tried to indicate in a few instances where for one reason, or another, the University cannot provide an immediate solution.

And, there are a few areas which I believe deserve further reflection and study before an answer can be provided.

But, I have tried to convey in this presentation that the University is sensitive to ^{valid concerns} all your points, and is honestly and expeditiously seeking solutions to them.

We share and applaud your expressed concerns that this University be spared the tribulations experienced by many other institutions.

I am sure that you understand and accept my sincerity in meeting with you today and in trying to deal openly with ^{your} ~~legitimate~~ ^{expressed concerns} grievances. Also, I am sure that you appreciate that this University is dedicated to the establishment and maintenance of a climate which is conducive to the orderly conduct of the educational process by all students, faculty and administrators.

We can continue to respond to all areas of the University community only so long as we all respect each others feelings, rights and obligations. We believe that the prevailing sentiment among students, faculty, administration and the community is such that this climate can be maintained.

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A Reply to the AABL Statement
by Philip G. Hoffman
President, University of Houston
14 February 1969

page 2 AABL Statement

the plan to consult with all segments of the University community, I will not be in. First of all, I wish to acknowledge the deep feelings and attitudes which are quite evident in your requests and the supporting documentary material which has been presented to me through your organization. You have expressed concerns which I respect and which I will attempt to respond to in an open and forthright way. And I appreciate your expressions of responsibility and restraint which have recently characterized your position on this subject. As president of this institution, I am not unilaterally free to act, in a final and arbitrary sense, on all of the requests presented. The University believes in and practices a consultive and participatory process within the campus community in arriving at many of its decisions. To this end, I have sought the best advice available from representatives of the total membership of the University community. So in part, I hope today a nine-man group composed of equal representation from the Student Senate, Faculty Senate, and Administration selected by the leadership of these groups, was called together. This consultive group worked long and hard this week, and sought to reflect the feeling of the entire campus community. I have responded favorably to their recommendations and am clearly satisfied that the views of the nine-man group, which included minority representation, reflects the feeling of the vast majority of students, faculty, and administration.

It is probable that questions and comments will come to your mind as I respond to your 10 concerns. These will be reacted to; however, in keeping with (views from AABL, LONAS, and the Student Association), to formulate and receive proposals for Afro-American Studies.

page 4 AABL Statement

page 2 AABL Statement

the plan to consult with all segments of the University community. I will not be in the position today to independently respond to questions. And, I will confine my remarks to a prepared statement which will be made available to you. My hope is that out of this encounter, taking place as it has within the University community, every segment of this institution may respond to the challenges presented. If this University is to provide the atmosphere which makes education meaningful for all, we must accept the responsibility and be responsive to every segment of the student population. As I have studied your requests, I have become concerned that in many instances our institution has failed to communicate as well as it might, for which the administration has to assume much of the responsibility. In a number of instances, the University has accomplished, or is in the process of bringing about needed changes which are referred to in your requests. So in part, I hope today to narrow the communication gap that has been in existence. Also, it should be pointed out that some of your requests, while justified and valid, will require time for correction. Against this background, and with your understanding, I am proposing now to respond positively and honestly to all that has been presented to me. I will treat each area in the order in which it appeared in your request.

1. Establishment of a comprehensive department of Afro-American Studies.

Very shortly I will appoint a Task Force composed of students, faculty and administrators which is representative of minority groups (including representatives from AABL, LOMAS, and the Student Association), to formulate and receive proposals for Afro-American Studies.

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The Task Force will be requested to give consideration to an Ethnic Studies Program and its relationship to Afro-American Studies.

Furthermore, the Task Force will be asked to deal with the specific curricular and staff matters you have raised.

2. Hiring of more Black administrators and faculty members and a Black counselor.

No one has urged more strongly than I the appointment of more Black faculty members and administrators. One of the problems has been a sensitive concern about recruiting from predominately Black institutions who themselves are experiencing difficulty in finding and retaining adequate staff.

Every resource of this University will be rallied, including student involvement, to substantially increase the number of minority group faculty members. Already, many of our departments are actively seeking these valuable additions to our faculty and staff and a renewed sense of urgency in this matter will be carried to all segments at the University.

Action has been initiated to secure a Black counselor on, or before June of this year.

3. Creation of a special recruitment and admission program for Black students.

Significant progress has already been made by the University in its recruitment program in schools in which minority groups are enrolled, and this effort will be increased.

In regard to admissions, I believe that the University should incorporate factors other than high school grades and SAT scores and to this end we will

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page 4 AABL Statement

give serious consideration to a revision of present requirements and seek to effect a change by this fall. However, it should be pointed out that any modification of existing standards must be applicable to all students seeking to enroll at the University.

While the University cannot guarantee a quota system for any segment of entering classes, the institution will make a strenuous effort to recruit minority students, should not discriminate on the basis of race, color, religion, or national origin, and notice concerning this open housing policy

Another important area in this context is the retention of students after they have been enrolled. The University will intensify present programs and implement new programs to assist those who are admitted and who may need continuing additional help.

Our Student Opportunity Service program, which was started last fall and has already shown significant results, will be expanded and enlarged to include minority group leadership. Just yesterday the University announced the first major gift to the "S.O.S." program, a \$10,000 contribution from Tenneco. We will seek additional funds for this valuable assistance program.

The University acknowledges and respects the right for the establishment of a Black Student Union organization as an appropriate student initiated development. With regard to funding student organizations, the Student Association is the

4. Support of adequate housing for all Black students in close proximity to the University campus and the issuance of an "Open Housing Policy" by the University.

The University is very mindful of the housing conditions that exist in the areas close to the campus, and we deplore the discriminatory attitudes and practices of some owners and managers of housing near the University campus.

After the receipt of numerous complaints and an investigation of these complaints we are convinced that the owners of some of these facilities are

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page 5 AABL Statement

operating in violation of Title VIII of the Fair Housing Act by discriminating against Black students who seek to rent housing.

Yesterday I instructed an appropriate University official to initiate a formal complaint to the Federal Housing Administration.

We feel very strongly that any and all facilities which cater to, and rent to University students, should not discriminate on the basis of race, color, religion, or national origin, and notice concerning this open housing policy will be made public immediately.

A University policy statement, issued prior to your visit of last week, makes clear that University Residence Halls have eliminated the picture requirement on applications. The policy also specifies that initial room assignments are made according to date of application, without regard to race, color, religion, or national origin. This policy will be enforced in letter and in spirit.

5. Establishment of a University-funded Black student organization to serve the needs of Black students.

The University acknowledges and respects the right for the establishment of a Black Student Union organization as an appropriate student initiated development.

With regard to funding student organizations, the Student Association is the only organization which receives basic financial support. Funding of individual student organizations is a complex matter for which there is no immediate solution. The matter remains under discussion.

We believe that tutorial programs constitute a positive student initiated program, and we laud the students participating in these endeavors. But it

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page 6 AABL Statement

should be pointed out that there is no official University of Houston tutorial program. University organizations are free to develop, without administrative interference, their own tutorial programs.

6. The elevation of the wage scale of University janitorial, maintenance, and cafeteria employees to \$2 per hour.

In reply to this, first of all permit me to describe the existing situation.

The University presently has only 10 classifications of custodial and maintenance employees being paid below \$2 per hour. However, the Federal minimum wage applicable to Universities is \$1.30 and the lowest regular staff rate at the University of Houston is well above this amount. With the exception of one classification the lowest rate now paid is \$1.82.

Wage surveys show that the University of Houston is among the wage leaders in Houston for Custodians.

The University pays the highest wages of any Texas institution of higher learning and is recognized as a leader in its overall personnel program. This reflects not only our commitment to fair and equitable wages within our ability to pay, but also the practical influence of competition in Houston's tight labor market. Under proposed rates which would be effective September 1969, the University would pay six of the 10 classifications already mentioned above \$2.00 an hour and give increases to the other four classifications.

We recognize and have already acted to increase substantially the ~~4~~ pay rates at the University. We shall continue to effect additional raises as funds become available.

We are also aware, with your laudable concern for individual rights, that the president of a university does not take unilateral action in areas involving personnel.

- more -

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page 7 AABL Statement

In regard to cafeteria employees, it should be understood that they are not employees of the University of Houston. However, ARA Food Service is subject to the same Federal minimum wage standards as the University and is presently paying above the \$1.30 minimum in all classifications. We will engage in continuing discussion on this subject with ARA. /But, it must be recognized that increased wages in this area will have a direct relationship to food prices.

7. Greater concern for the Black athlete and the hiring of a Black coach.

It is a matter of record that the University of Houston has led this entire section of the United States in recruiting and welcoming Black athletes, and in providing them the opportunity for gaining the national acclaim of which we are all deservedly proud. For this reason, I must tell you that I have asked for even more than usual care in examining allegations that the University does not show proper concern for the welfare of its Black athletes.

As with all questions which your group has raised, however, I welcome proper examination and full disclosure. To this end, I am appointing a group to review the present status of the Black athlete and to recommend any appropriate action to be taken regarding these students. The group will include students, members of the faculty and administrators, with minority representation.

On a related matter, we have been seeking a Black coach for the athletic staff, and interviews are underway.

It has been suggested that a specific member of the athletic staff be removed. We all understand that personnel matters often involve a combination of fact and conjecture. You are also aware, with your laudable concern for individual rights, that the president of a university does not take unilateral action in areas involving personnel. This year alone, \$1.5 million of the University's \$2 million financial

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page 8 AABL Statement

8. Alleviation of unfair practices in instruction and grading. refuses

The University has always been ^{dedicated to the concept} concerned that instruction and grading be completely free from any unfair or discriminatory practices.

The existing procedure of seeking remedy through the instructor, then its department head, academic dean, and academic vice-president must and will remain open and easily accessible. In this area, our information and publicity program

has not been fully satisfactory. But there also exists additional machinery for redress of grievances in this area which I would like to bring to your attention.

Last month, the University Student Assistance Committee became operative, and offers another appropriate avenue for correction of unfair practices. This group is composed of three students, one faculty member and one administrator.

The stated purposes of this committee are two-fold: are enrolled.

a. to provide a direct channel of communication to the President of the University for students with inquiries and grievances.

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page 9 AABL Statement:

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page 10 AABL Statement

As I stated in the beginning, I appreciate your sense of responsibility. This concludes my reaction and answers to the 10 areas that your group submitted for discussion. I do not have any responsibility, not only to you, but to the citizens of the state.

In conclusion, and in summary, I would like to make the following observations. I am not so naive as to believe that I have answered to your satisfaction every point that you raised in your original communication to me.

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But, I have tried to convey in this presentation that the University is sensitive to your valid concerns, and is honestly and expeditiously seeking solutions to them.

We share and applaud your expressed concern that this University be spared the tribulations experienced by many other institutions.

I am sure that you understand and accept my sincerity in meeting with you today and in trying to deal openly with your expressed concerns. Also, I am

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and maintenance of a climate which is conducive to the orderly conduct of the educational process by all students, faculty and administrators.

We can continue to respond to all areas of the University community only so long as we all respect each others feelings, rights and obligations. We believe that the prevailing sentiment among students, faculty, administration and the community is such that this climate can be maintained.

page 11 AABL Statement

As I stated in the beginning, I appreciate your sense of responsibility. I, too, have my responsibility, not only to you, but to the citizens of the state and to the city. and of the city. I intend to do my best to live up to all of these responsibilities.

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Every point that you raised in your original communication to me, and to the city, and in summary, I would like to make the following observations:

1. I have tried to indicate in a few instances where for one reason or another, the University cannot provide an immediate solution.

2. I have tried to indicate in a few areas which I believe deserve further reflection and study.

3. I have tried to convey in this presentation that the University is sensitive to your valid concerns, and is honestly and expeditiously seeking solutions to them.

4. I have tried to indicate that this University is proud of the contributions it has made to the state and to the nation.

5. I am sure that you understand and accept my sincerity in dealing with you.

6. I am sure that you appreciate that this University is dedicated to the attainment of a climate which is conducive to the orderly conduct of the educational process for all students, faculty and staff.

7. I believe that the University community only so long as we all respect each other's rights and obligations.

8. I believe that the prevailing sentiment among students, faculty, administrators and staff is such that this climate can be maintained.

A Reply to the AABL Statement
by Philip G. Hoffman
President, University of Houston
14 February 1969

My hope is that out of this encounter, taking place as it has within the University community, my response will be helpful to you. And, I will confine my remarks to a prepared statement, which will be made available to you.

First of all, I wish to acknowledge the deep feelings and attitudes which are quite evident in your requests and the supporting documentary material which has been presented to me through your organization. You have expressed concerns which I respect and which I will attempt to respond to in an open and forthright way. And I appreciate your expressions of responsibility and restraint which have recently characterized your position on this subject.

I would be less than candid if I did not tell you that as president of this institution, I am not unilaterally free to act, in a final and arbitrary sense, on all of the requests presented. The University believes in and practices a consultive and participatory process within the campus community in arriving at many of its decisions. To this end, I have sought the best advice available from representatives of the total membership of the University community.

A nine-man group composed of equal representation from the Student Senate, Faculty Senate, and Administration selected by the leadership of these groups, was called together. This consultive group worked long and hard this week, and sought to reflect the feeling of the entire campus community. I have responded favorably to their recommendations and am clearly satisfied that the views of the nine-man group, which included minority representation, reflects the feeling of the vast majority of students, faculty, and administration.

It is probable that questions and comments will come to your mind as I respond to your 10 concerns. These will be reacted to; however, in keeping with

[The page contains extremely faint, illegible text, likely bleed-through from the reverse side of the document. The text is too light to transcribe accurately.]

page 2 AABL Statement

the plan to consult with all segments of the University community, I will not be in the position today to independently respond to questions. And, I will confine my remarks to a prepared statement which will be made available to you.

My hope is that out of this encounter, taking place as it has within the University community, every segment of this institution may respond to the challenges presented. If this University is to provide the atmosphere which makes education meaningful for all, we must accept the responsibility and be responsive to every segment of the student population.

As I have studied your requests, I have become concerned that in many instances our institution has failed to communicate as well as it might, for which the administration has to assume much of the responsibility. In a number of instances, the University has accomplished, or is in the process of bringing about needed changes which are referred to in your requests. So in part, I hope today to narrow the communication gap that has been in existence.

Also, it should be pointed out that some of your requests, while justified and valid, will require time for correction.

Against this background, and with your understanding, I am proposing now to respond positively and honestly to all that has been presented to me. I will treat each area in the order in which it appeared in your request.

1. Establishment of a comprehensive department of Afro-American Studies.

Very shortly I will appoint a Task Force composed of students, faculty and administrators which is representative of minority groups (including representatives from AABL, LOMAS, and the Student Association), to formulate and receive proposals for Afro-American Studies.

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page 3 AABL Statement

The Task Force will be requested to give consideration to an Ethnic Studies Program and its relationship to Afro-American Studies.

Furthermore, the Task Force will be asked to deal with the specific curricular and staff matters you have raised.

2. Hiring of more Black administrators and faculty members and a Black counselor.

No one has urged more strongly than I the appointment of more Black faculty members and administrators. One of the problems has been a sensitive concern about recruiting from predominately Black institutions which themselves are experiencing difficulty in finding and retaining adequate staff.

Every resource of this University will be rallied, including student involvement, to substantially increase the number of minority group faculty members. Already, many of our departments are actively seeking these valuable additions to our faculty and staff and a renewed sense of urgency in this matter will be carried to all segments at the University.

Action has been initiated to secure a Black counselor on, or before, June of this year.

3. Creation of a special recruitment and admission program for Black students.

Significant progress has already been made by the University in its recruitment program in schools in which minority groups are enrolled, and this effort will be increased.

In regard to admissions, I believe that the University should incorporate factors other than high school grades and SAT scores and to this end we will

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page 4 AABL Statement

give serious consideration to a revision of present requirements and seek to effect a change by this fall. However, it should be pointed out that any modification of existing standards must be applicable to all students seeking to enroll at the University.

While the University cannot guarantee a quota system for any segment of entering classes, the institution will make a strenuous effort to recruit minority groups.

Another important area in this context is the retention of students after they have been enrolled. The University will intensify present programs and implement new programs to assist those who are admitted and who may need continuing additional help.

Our Student Opportunity Service program, which was started last fall and has already shown significant results, will be expanded and enlarged to include minority group leadership. Just yesterday the University announced the first major gift to the "S.O.S." program, a \$10,000 contribution from Tenneco. We will seek additional funds for this valuable assistance program.

4. Support of adequate housing for all Black students in close proximity to the University campus and the issuance of an "Open Housing Policy" by the University.

The University is very mindful of the housing conditions that exist in the areas close to the campus, and we deplore the discriminatory attitudes and practices of some owners and managers of housing near the University campus.

After the receipt of numerous complaints and an investigation of these complaints we are convinced that the owners of some of these facilities are

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page 5 AABL Statement

operating in violation of Title VIII of the Fair Housing Act by discriminating against Black students who seek to rent housing.

Yesterday I instructed an appropriate University official to initiate a formal complaint to the Federal Housing Administration.

We feel very strongly that any and all facilities which cater to, and rent to University students, should not discriminate on the basis of race, color, religion, or national origin, and notice concerning this open housing policy will be made public immediately.

A University policy statement, issued prior to your visit of last week, makes clear that University Residence Halls have eliminated the picture requirement on applications. The policy also specifies that initial room assignments are made according to date of application, without regard to race, color, religion, or national origin. This policy will be enforced in letter and in spirit.

5. Establishment of a University-funded Black student organization to serve the needs of Black students.

The University acknowledges and respects the right for the establishment of a Black Student Union organization as an appropriate student initiated development.

With regard to funding student organizations, the Student Association is the only organization which receives basic financial support. Funding of individual student organizations is a complex matter for which there is no immediate solution. The matter remains under discussion.

We believe that tutorial programs constitute a positive student initiated program, and we laud the students participating in these endeavors. But it

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page 6 AABL Statement

should be pointed out that there is no official University of Houston tutorial program. University organizations are free to develop, without administrative interference, their own tutorial programs.

6. The elevation of the wage scale of University janitorial, maintenance, and cafeteria employees to \$2 per hour.

In reply to this, first of all permit me to describe the existing situation.

The University presently has only 10 classifications of custodial and maintenance employees being paid below \$2 per hour. However, the Federal minimum wage applicable to universities is \$1.30 and the lowest regular staff rate at the University of Houston is well above this amount. With the exception of one classification the lowest rate now paid is \$1.82.

Wage surveys show that the University of Houston is among the wage leaders in Houston for Custodians.

The University pays the highest wages of any Texas institution of higher learning and is recognized as a leader in its overall personnel program. This reflects not only our commitment to fair and equitable wages within our ability to pay, but also the practical influence of competition in Houston's tight labor market. Under proposed rates which would be effective September 1969, the University would pay six of the 10 classifications already mentioned above \$2.00 an hour and give increases to the other four classifications.

We have already acted to increase substantially pay rates at the University. We shall continue to effect additional raises as funds become available.

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In regard to cafeteria employees, it should be understood that they are not employees of the University of Houston. However, ARA Food Service is subject to the same Federal minimum wage standards as the University and is presently paying above the \$1.30 minimum in all classifications. We will engage in continuing discussion on this subject with ARA. But, it must be recognized that increased wages in this area will have a direct relationship to food prices.

7. Greater concern for the Black athlete and the hiring of a Black coach.

It is a matter of record that the University of Houston has led this entire section of the United States in recruiting and welcoming Black athletes, and in providing them the opportunity for gaining the national acclaim of which we are all deservedly proud. For this reason, I must tell you that I have asked for even more than usual care in examining allegations that the University does not show proper concern for the welfare of its Black athletes.

As with all questions which your group has raised, however, I welcome proper examination and full disclosure. To this end, I am appointing a group to review the present status of the Black athlete and to recommend any appropriate action to be taken regarding these students. The group will include students, members of the faculty and administrators, with minority representation.

We have been trying for several months to hire a Black coach on the athletic staff, and we have reason to believe that such an appointment will be made during the spring.

It has been suggested that a specific member of the athletic staff be removed. We all understand that personnel matters often involve a combination of fact and conjecture. You are also aware, with your laudable concern for individual rights, that the president of a university does not take unilateral action in areas involving personnel.

Removal of any employee of the University is a serious matter. Frankly, I need more facts regarding this particular situation before responsible and appropriate action could be initiated.

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Removal of any employee of the University is a serious matter. Frankly, I need more facts regarding this particular situation before responsive and appropriate action could be initiated.

8. Alleviation of unfair practices in instruction and grading.

The University has always been dedicated to the concept that instruction and grading be completely free from any unfair or discriminatory practices. While we believe that any instance of discriminatory practices would be most rare, we would be concerned and would take vigorous action to eliminate even a single example.

The existing procedure of seeking remedy through the instructor, the department head, academic dean, and academic vice-president must and will remain open and easily accessible.

But there also exists additional machinery for redress of grievances in this area which I would like to bring to your attention.

Last month, the University Student Assistance Committee became operative, and offers another appropriate avenue for correction of unfair practices. This group is composed of three students, one faculty member and one administrator.

The stated purposes of this committee are two-fold:

- a. to provide a direct channel of communication to the President of the University for students with inquiries and grievances.
- b. to provide the President with a direct channel of communication on issues of concern to students and their campus life.

This new organization which has my support is fully prepared to deal with any form of campus community discriminatory practice.

9. Offering and making available more financial aid to Black students.

The University supports the idea that there should be for minorities funds which are free of special academic requirements. In fact, the bulk of financial aids presently are awarded on the basis of need only. And most of these funds now go to minority groups.

With few exceptions, all federal, state, and local funds are free of academic stipulations. This year alone, \$1.5 million of the University's \$2 million financial aid program is in this category

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page 9 AABL Statement

And, it should be added that the University as a matter of policy refuses any offered financial aid which discriminates on the basis of race, color, or creed.

Even though we are satisfied that the University is on sound ground in its policy on financial aid, we readily admit that all students are not aware of the possibilities that exist in this area. Our information and publicity program has not been fully satisfactory.

The following corrective actions are now underway:

- a. A new brochure outlining all financial aid programs will be sent to all high schools in Texas.
- b. Existing high school visitation programs will be accelerated with additional concentration on schools where minority groups are enrolled.
- c. Special on-campus and orientation-related programs for potential and enrolling students will be conducted.
- d. Minority students will be specially invited to participate actively in all of these programs.

Finally, I wish to note that there are no stipulations, other than need, placed upon entering students in terms of their eligibility for financial aid.

10. Arrangements for students to receive course credit for work in the ghetto.

This week there has been submitted through appropriate channels for approval a new course proposal that will give credit for supervised work in community participation and service.

We believe that qualified minority staff should be involved in this new program; and the University will seek personnel whose qualifications based on education and/or experience make them relevant to the program.

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page 10 AABL Statement

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I have tried to indicate a few instances where for one reason, or another, the University cannot provide an immediate solution.

And, there are a few areas which I believe deserve further reflection and study before an answer can be provided.

But, I have tried to convey in this presentation that the University is sensitive to your valid concerns, and is honestly and expeditiously seeking solutions to them.

We share and applaud your expressed concerns that this University be spared the tribulations experienced by many other institutions.

I am sure that you understand and accept my sincerity in meeting with you today and in trying to deal openly with your expressed concerns. Also, I am sure that you appreciate that this University is dedicated to the establishment and maintenance of a climate which is conducive to the orderly conduct of the educational process by all students, faculty and administrators.

While hearing you, we cannot disenfranchise, nor can we allow infringement upon the rights of the remainder of our large and complex University community. Similarly, it would be a disservice to disregard the rights and opinions of the other publics with which any major university is inextricably involved.

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page 11 AABL Statement

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PRESS CLIPS

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PRESS

ASSOCIATION

1716 SAN ANTONIO ST. AUSTIN TEX. 78701 PHONE 477-6755

Daily Gazette
Texarkana, Texas

FEB 25 1969

Afro-American Group Urges Non-Attendance

HOUSTON (AP) — Leaders of a Negro organization at the University of Houston said Monday they may discourage other Negroes from attending the university.

"Black students at the University of Houston have suffered another disappointment at the hands of Dr. Philip Hoffman," said Dwight Allen, chairman of the Afro-Americans for Black Liberation.

Allen told a news conference his organization was unhappy with Hoffman's answers Friday to 10 demands the Negro students made earlier this month.

"It is our personal duty to discourage any new black students from coming to the University of Houston," Allen said.

Hoffman earlier told the students he would consider their demands, which included an Afro-American studies program and the hiring of a Negro coach and more Negro professors.

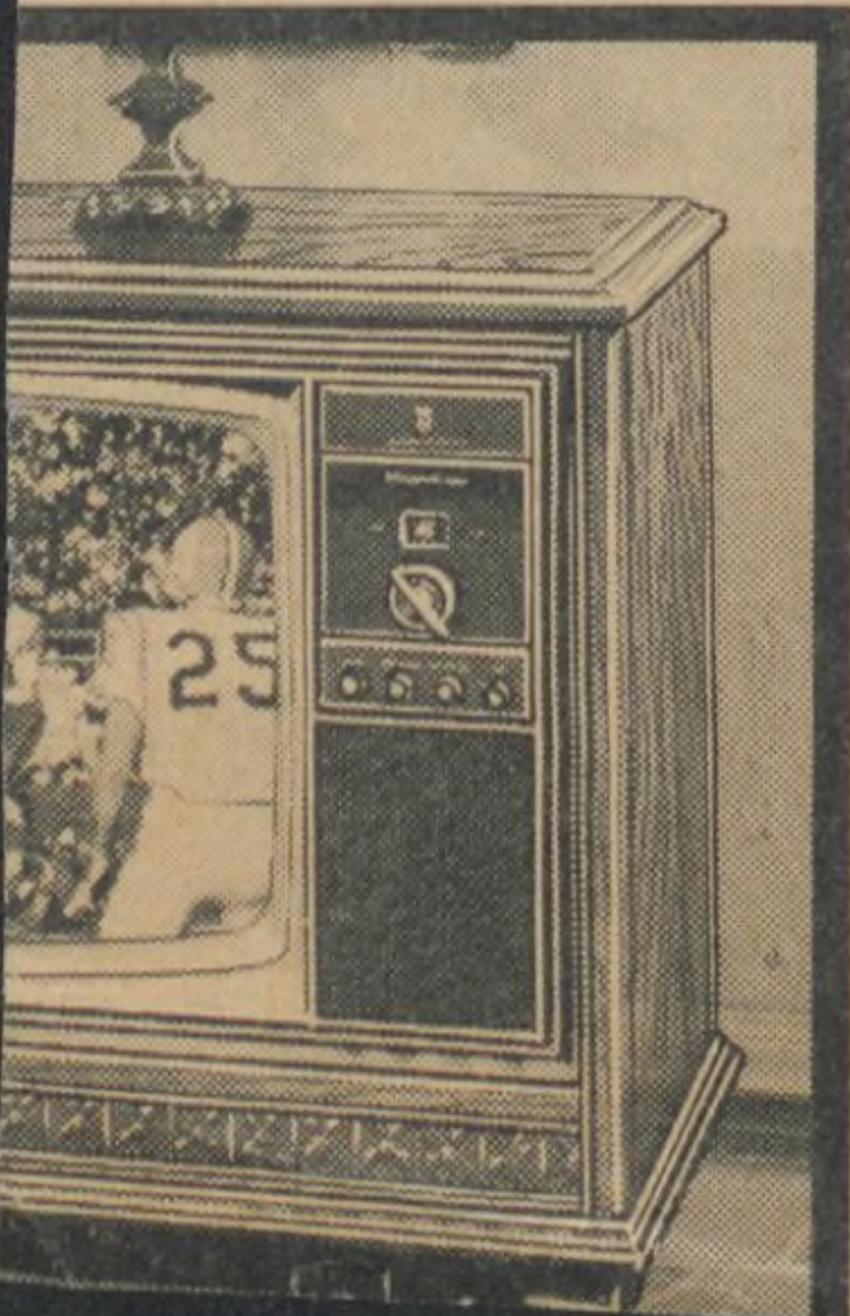
Allen said Hoffman "has given ununiformed remedial answers to our intellectual demands."

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tant feature of a Color TV! Just turn your
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Daily Advocate
Victoria, Texas

FEB 15 1969

AFRO-AMERICAN ISSUE

UofH Considering Group's Proposals

HOUSTON (AP) — The president of the University of Houston told a Negro student organization Friday that its 10 demands, including establishment of an Afro-American studies department, are under consideration.

Dr. Philip G. Hoffman, president of the state institution, met privately for about half an hour with the Afro-Americans for Black Liberation. He read a reply to the demands, which were made last week.

Hoffman told the students that the university hopes to hire a Negro coach and will file a complaint about discriminatory housing near the campus.

Hoffman's reply was released by the students after he left the meeting. Neither the president nor the students commented on the statement.

"Very shortly I will appoint a task force composed of students, faculty and administrators which is representative of minority groups to formulate and receive proposals for Afro-American studies," the reply said.

Hoffman told the students the university has been attempting to hire a Negro coach for several months "and we have reason to believe that such an appointment will be made during the spring."

Another demand, removal of a baseball coach, "is a serious matter," Hoffman said. "Frankly, I need more facts regarding this particular situation before responsible and appropriate action could be initiated."

Hoffman said the university deplors "the discriminatory attitudes and practices of some owners and managers of housing near the campus." "Yesterday I instructed an appropriate university official to initiate a formal complaint to the Federal Housing Administration."

Dwight Allen, chairman of the Afro-American group, said earlier, "We feel the university is a white Anglo-Saxon Protestant racist institution. We feel our demands are quite reasonable and extremely moderate."

Allen said there are about 200 members in the black student organization. The university has about 700 negroes in its 22,770 enrollment.

Hoffman said "every resource of the university will be rallied" to find more Negro faculty members and administrators.

In response to a demand that 35 per cent of the freshman class next fall must be Negro, Hoffman replied, "While the university cannot guarantee a quota system for any segment of entering classes, the institution will make a strenuous effort to recruit minority groups."

"We share and applaud your expressed concerns that this university be spared the tribulations experienced by many other institutions," he said. "While hearing you, we cannot disenfranchise, nor can we allow infringement upon the rights

of the remainder of our large and complex university community."

The students also demanded more financial aid to Negro students, the establishment of a committee to alleviate alleged racist practices in instruction and grading, establishment of a black student union and the granting of three semester hours of credit for student ghetto workers.

Notes on AABL Press Conference, February 17, 1969

--charged violation of UH-AABL agreement not to release statement to the press at time of AABL meeting Friday, Feb. 14; Dr. Yardley's press conference was in violation of this agreement

--Dr. Hoffman delivered a "remedial" reply, not an intellectual one (Gene Locke)

--if we must acquire our rights at the hazard of civil peace, it is not our fault (Dwight Allen)

--we will do whatever is necessary to best represent ~~the~~ our constituency

--the mood of Black students is one of personal insult

--Uh does not realize how acute the problem of Black student/administration communication is

--no fact to rumors that AABL is planning

ing to meet w/ SDS

~~xxxxx~~

discussion with Lynn Eusan, 2-18-69

Lynn indicated the following:

--

--that AABL has heard that a local national guard unit has been alerted to stand by in case of an emergency

--~~ziz~~ that AABL's "open meetings" have been relatively successful, but that they still want to reach more white students; *said today's meeting attended by 100-130 people*

--AABL "disgusted" with local media coverage - said it is all slanted toward administration viewpoint

--compared Hoffman's statement to a research paper; that a research paper means nothing in itself; what's needed is dialogue, clarification, explanations, etc.

--AABL is working on the assumption that UH has yet to respond to its demands - that Hoffman's presentation may as well not have happened for all the good that it did

--AABL wants specific yes and no answers to demands; realizes that all the demands cannot be immediately realized; that some are open to negotiations, but that one-to-one dialogue is necessary if negotiations are to begin at all

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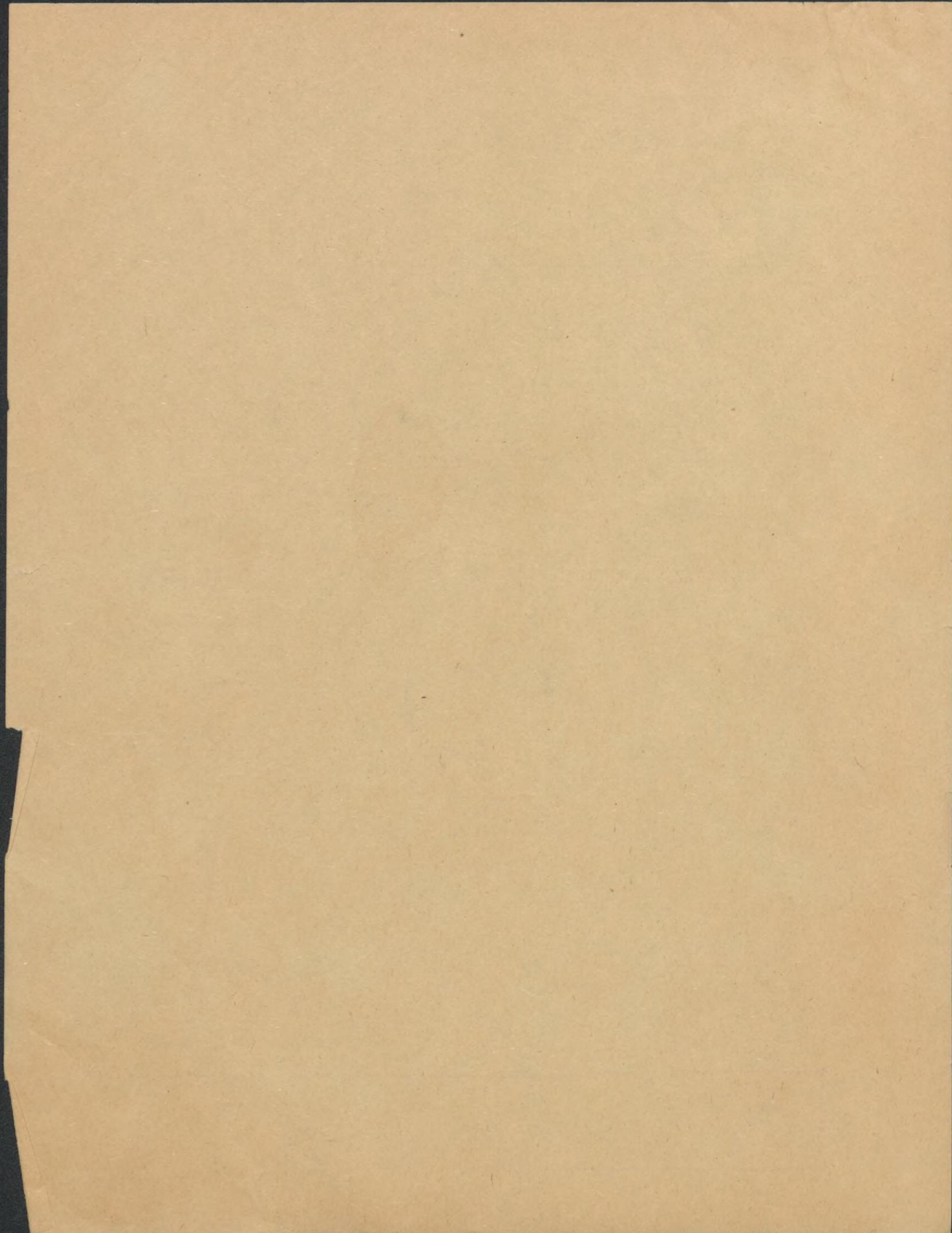
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An invitation to AABL and all interested Black students at the University to attend a discussion of all matters related to the concerns of AABL was extended today by President Philip U. Hoffman.

The session with the President is set for 7:30 p.m. in ^{CULLEN} Liberal Arts Auditorium No. 1.

"There has developed since last Friday meeting," Dr. Hoffman, explained, "a feeling that I was not responsive to the issues of great concern to AABL, and possible there were some misunderstandings about the content of my presentation." ^{concern} ^{responding} ^{real point major of} ^{both AABL + myself +} ^{Black students,} ^{as well as}

Dr. Hoffman ^{stated further} ^{explained} that he proposed "deal with both the differences and the feelings of individual AABL members at the Friday session."

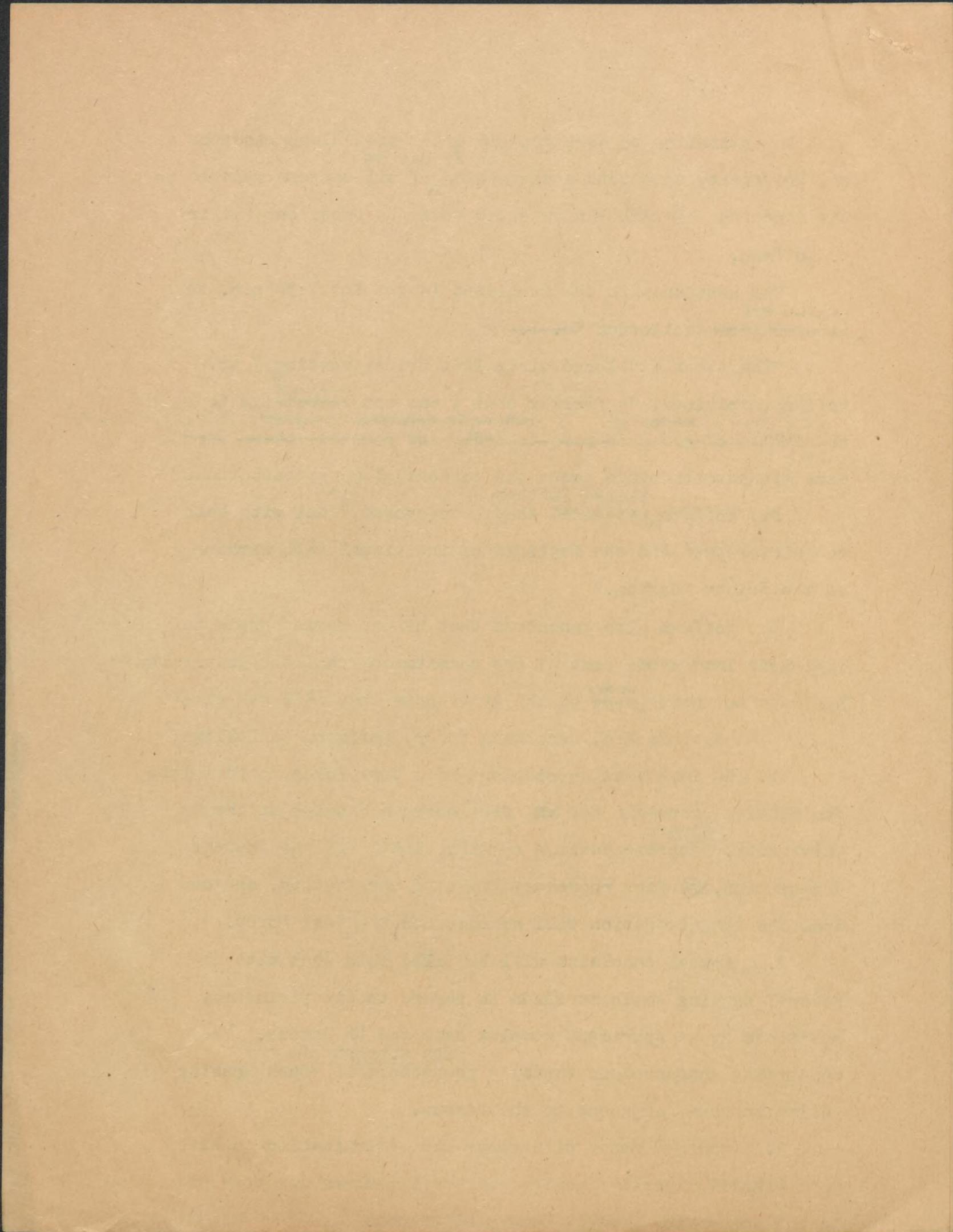
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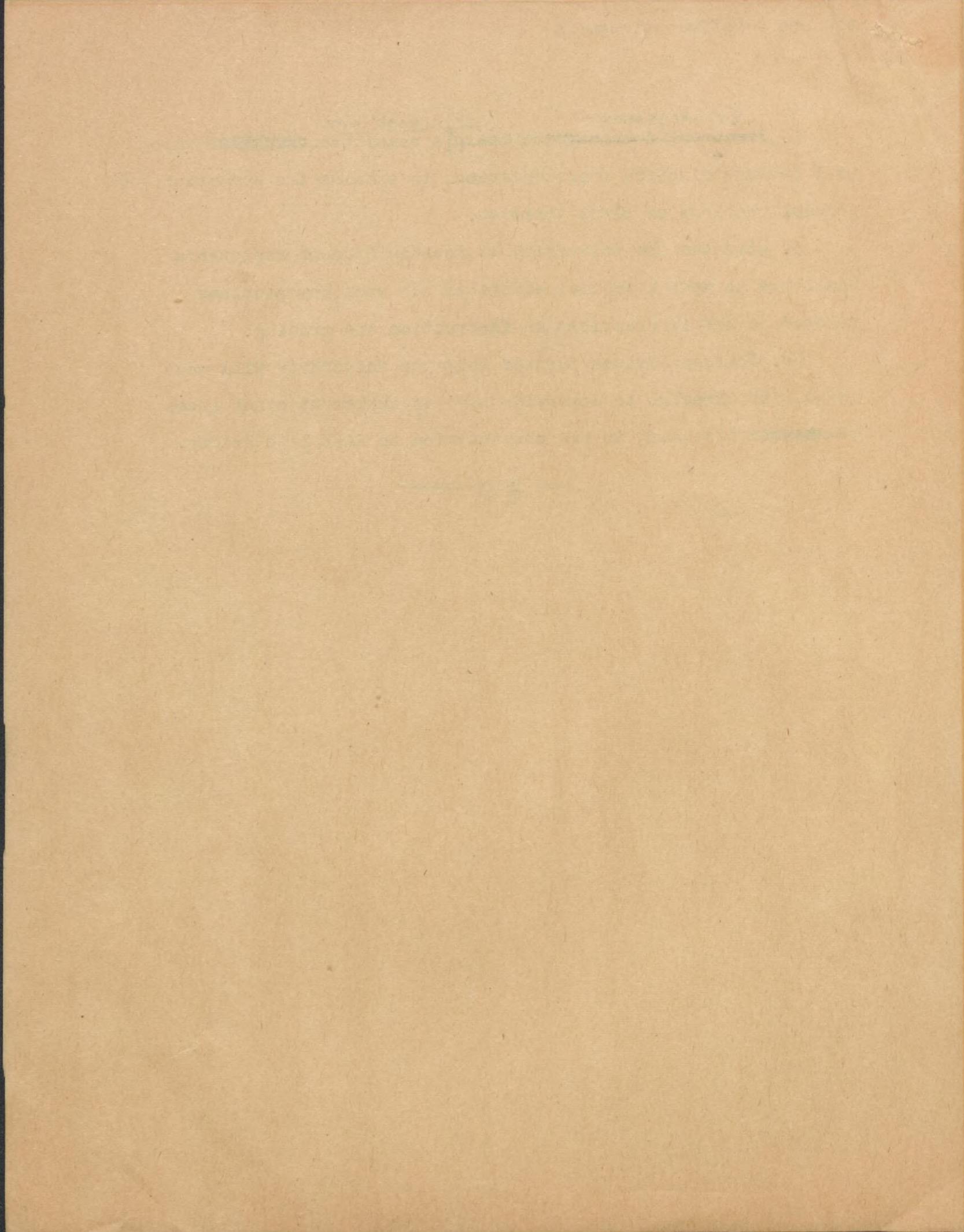


add one - Hoffman statement

4. ^{ESTABLISHMENT} ~~announced intentions to name~~ a committee, ~~this week~~ ^{this week of} which will include minority representation, to examine the education and special problems of Black athletes.

5. Directed the University of Houston Student Assistance Committee to make a special effort to act upon any problems related to unfair practices in instruction and grading.

Dr. Hoffman advised further that the University will move ahead with dispatch to determine ways to implement other areas of ~~dispute~~ discussed in his presentation to AABL last Friday.



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(report on AABL "open meeting" conducted by Lynn Eusan 2-18-69, via wally lewis)

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ron

CA-72311

to print

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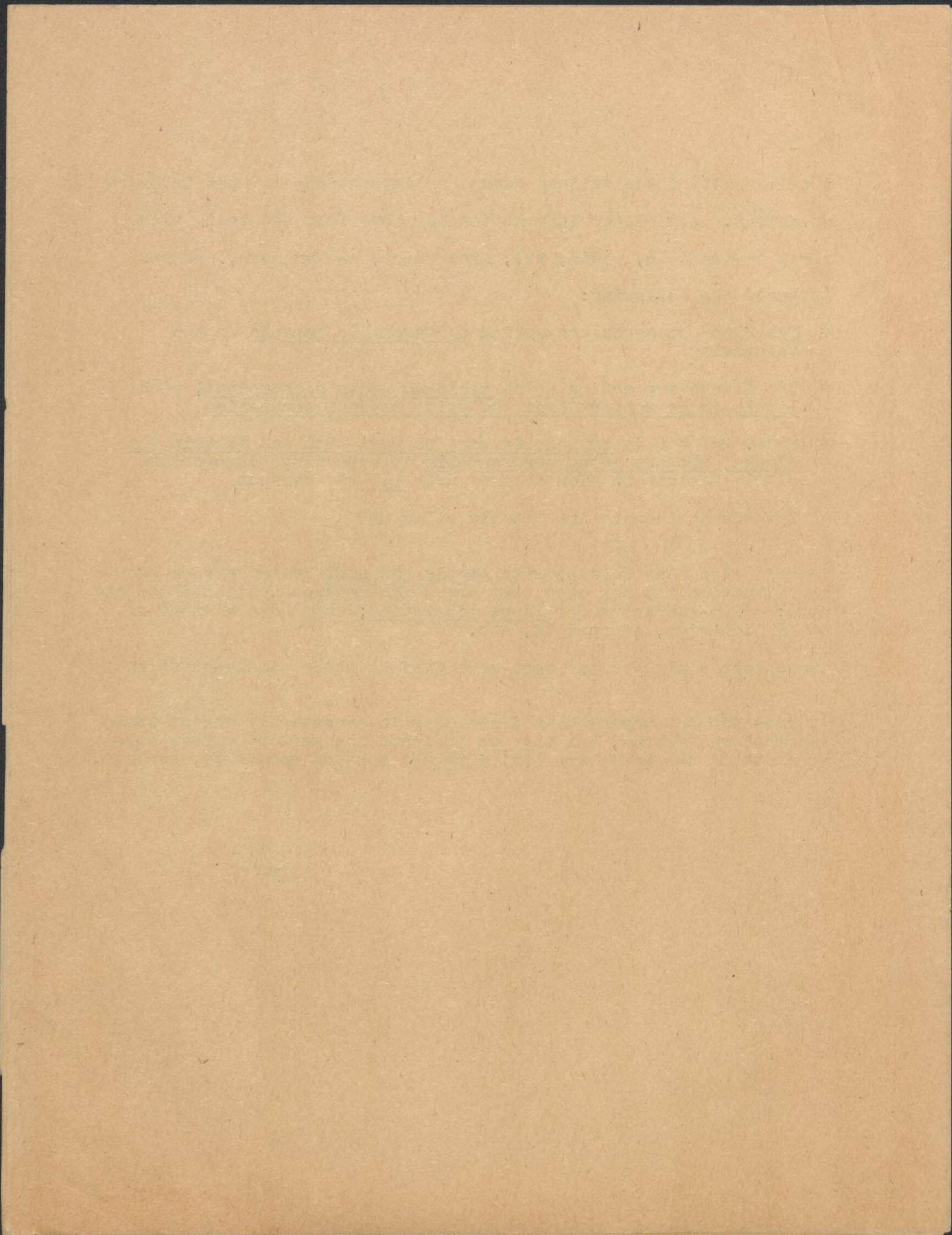
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C O P Y

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17 February 1969

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The ^{proposed} session with the President ~~is set for~~ ^{would be held} 7:30 p.m. in Cullen Auditorium.

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Dr. Hoffman stated further that he proposed to "deal with both the differences and the feelings of individual AABA members at the Friday session."

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~~dinner~~~~

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interested Black students at UH to discuss matters of mutual
concern to AABL and the University.

Dr. Hoffman proposed that the meeting be held Friday
(Feb. 21) at 7:30 p.m. in Cullen Auditorium.

* — The meeting was ~~is~~ ^{led} suggested by Dr. Hoffman after he
met with AABL members ~~Friday~~ (Feb. 14) to give the University's
response to a list of 10 proposals which AABL had presented to
the University (Friday, Feb. 7) a week earlier.

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** I think this draft is intended for background purposes.*

Post — 18 Feb

UH Negro Leaders Feel 'Insulted'

Three leaders of Afro-Americans for Black Liberation, a Negro student organization at the University of Houston, told newsmen Monday they felt "insulted" by university president Philip Hoffman's answer to their 10 demands.

Hoffman read a statement Friday of the university's position on the student demands which included hiring more black faculty members, end of discrimination in housing adjacent to the campus, hiring a Negro athletic coach and establishing an Afro-American studies program.

Negro students had placed the list of 10 demands on his desk a week before.

THE A-ABL leaders termed the president's reply "vague and ambiguous." The students were angry because after reading his prepared statement, Hoffman left the meeting.

The students said a member of the administration had promised them a question and answer period with Hoffman.

"We are not saying the university is bad only because it is racist," the spokesmen said. "It is a bad university because it is insensitive."

The students charged that Hoffman's answers were full of inconsistencies. "We asked for a department of Afro-American studies," they said. "He talked about a program. A program doesn't offer a degree; a department does. We asked for 20 black faculty members. He did not grant us one black faculty member."

THE STUDENTS said that "the university doesn't really know how acute the communication gap is."

"If we must acquire our rights at the hazard of civil peace, it is not our fault," a spokesman said. "Whatever we do, we have no apologies. It is the social system that makes us respond like this."

The students said they had no deadline for action. Open meetings with the university community have been called every day this week to answer questions about the 10 demands.

In the first of these meetings, William Yardley, vice president of student life, commented on the Friday meeting of A-ABL with President Hoffman. "The thing didn't come off well Friday and the president sure as hell knows it. But rest assured this guy is concerned..."

Post 81 - 1209

UNION Leaders Insulted

By the way, it is not only the union leaders who are being insulted, but also the workers who are being insulted. The union leaders are being insulted by the employers, and the workers are being insulted by the union leaders.

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[2-18-69]

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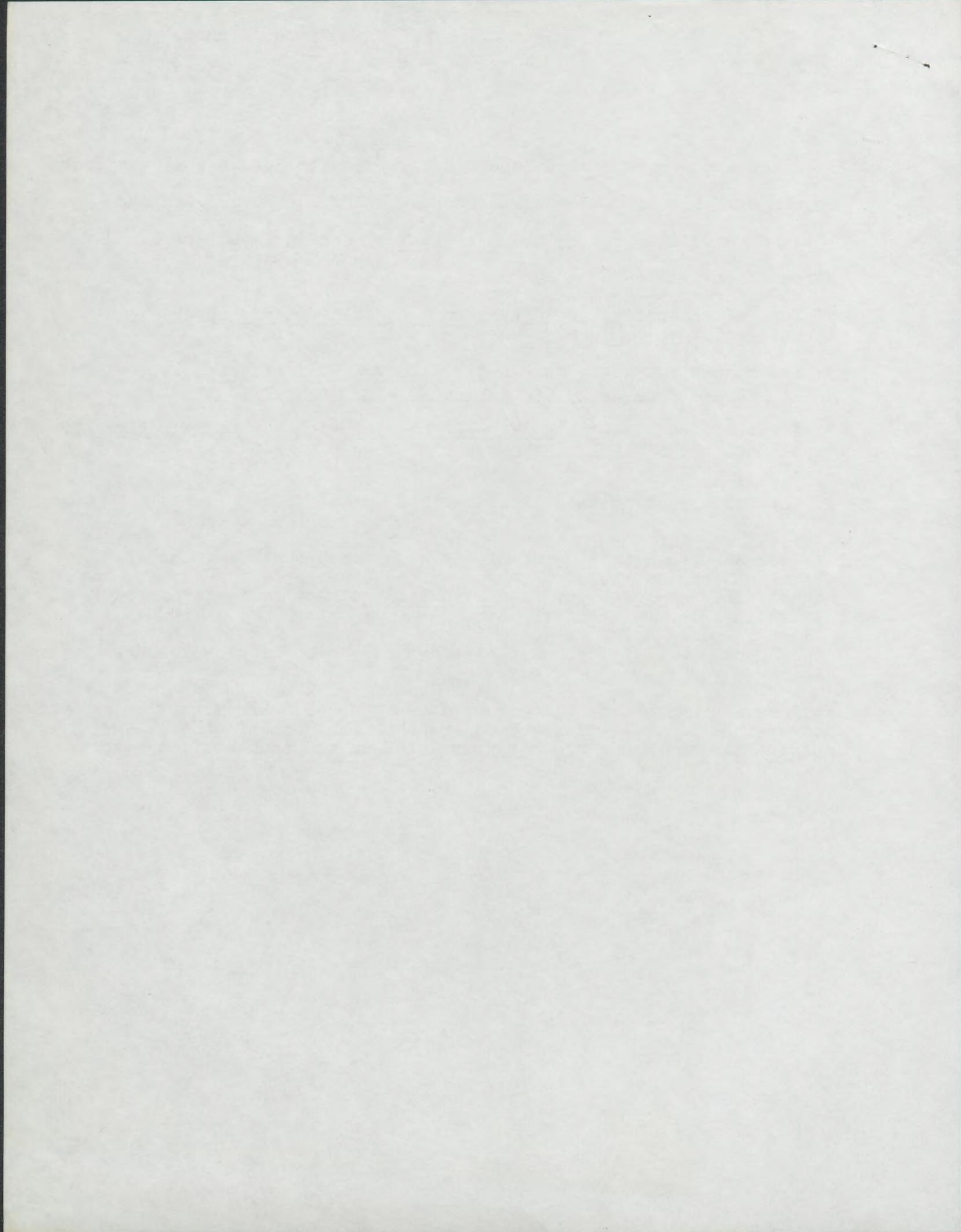
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--AABL "disputed" with local media coverage - said it is all slanted toward administration viewpoint

--compared Hoffman's statement to a research paper; that a research paper means nothing in itself; what's needed is dialogue, clarification, explanations, etc.

--AABL is working on the assumption that UN has yet to respond to its demands - that Hoffman's presentation may as well not have happened for all the good that it did

--AABL wants specific yes and no answers to demands; realizes that all the demands cannot be immediately realized; that some are open to negotiations, but that one-to-one dialogue is necessary if negotiations are to begin at all

--AABL received first notice of Kirk Hoffman's plan to meet with the members through the Congress; upset because the administration did not contact them first

--not sure certain whether or not they will hold a press conference Thursday or Friday - depends on what administration does in the meantime

--AABL asked for a department of afro-american studies, not a program w/o a degree

--AABL believes UN can fund black student union such as it indirectly funds experimental college and tutorial project without having to go through student association necessarily

UN is not asking for UN administration of loans and scholarships without regard to race, color, etc. - what AABL wants is preferential treatment in this area, with regard to color, etc.

Lynn asked if we could make about 100 copies of Hoffman's statement and make available to AABL before their Friday meeting, so they can prepare for dialogue with Hoffman again --- she will call back on this

rumors via nancy van cleave, houston post, 2-18-69

1. Bomb scare - rumor that bombs hidden in administration bldg.
2. Black student march - rumor that Blacks organizing to march on administration bldg.

i discounted both rumors, but thought you would be interested

ron

Wm. Van Ness Van Cleave, Houston post, 3-13-69

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C O P Y

19 February 1969

Dwight:

The story in the morning Houston Post is incorrect in many places. We deeply regret this. In order, that is might be in better perspective, a copy of what we released to the press is attached.

As he had stated earlier, Dr. Hoffman intends for the Friday meeting "to deal with both the differences and the feelings of individual AABL members and to answer questions proposed from the audience."

It is not the intent ^{at} ~~of~~ the meeting, as reported in the Houston Post, to issue the statement that the Post referred to.

Again, we deeply regret the erroneous impression that the Post gave in regard to Friday's meeting.

Farris Block

C O P Y

[Faint, illegible text, likely bleed-through from the reverse side of the page]

U U P Y

19 February 1969

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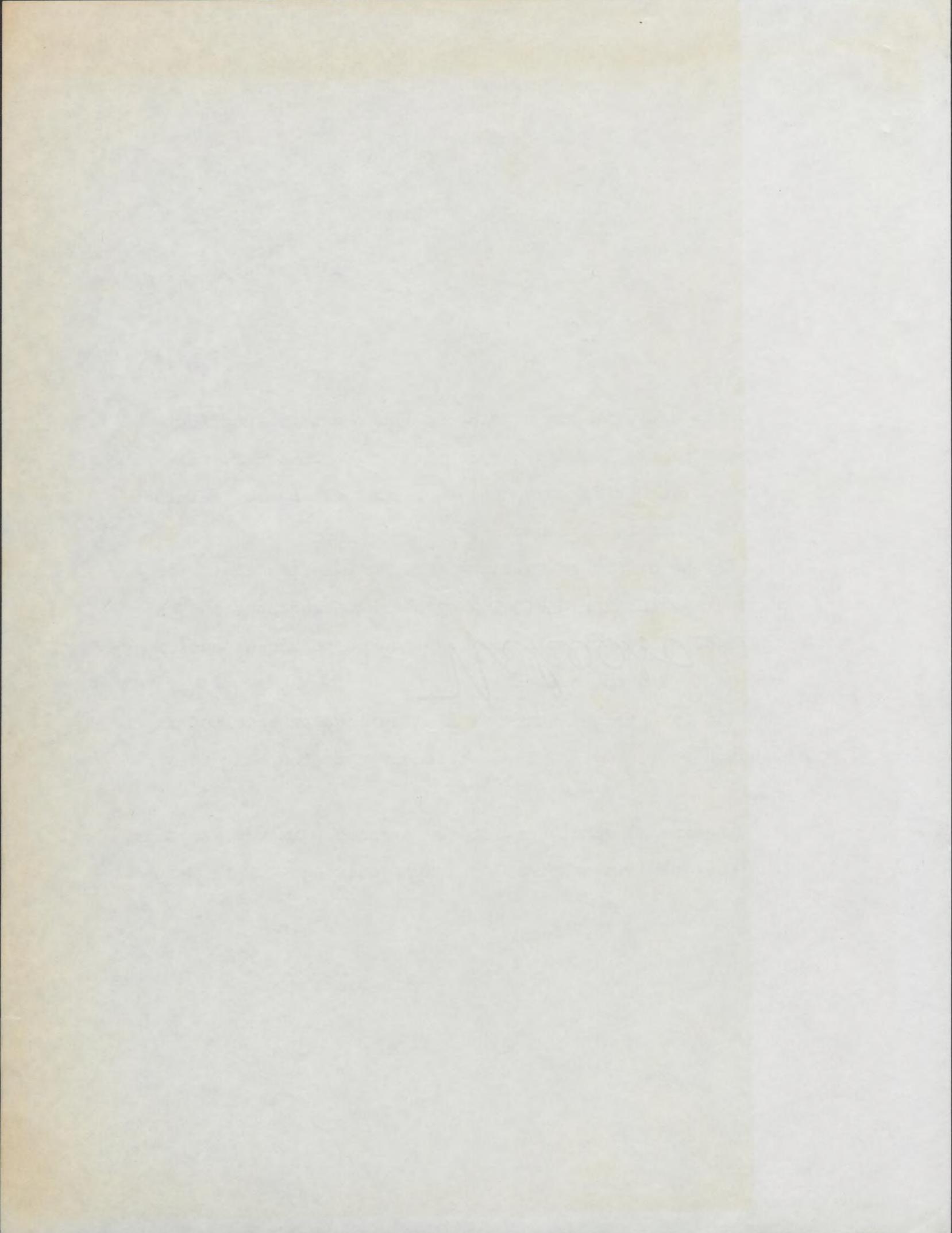
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Farris Block



add comments to discussion with lynn eusan 2-19-69

lynn says that dwight committed aable^{me} to the friday ~~meeting~~ at 3
without consulting aable members - that aable^{me} will meet this
afternoon to decide whether ~~xxx~~ to honor dwight's decision

so as it stands so far, dr. hoffman is not guaranteed an audience
for friday

EMERGENCY AABL MEETING
February 19, 1969
2:00 Fort Worth
Room

Dear Brothers and Sisters,

"Only the STRONG SHALL SURVIVE..."

J.B.

In other words, if we let the University of Houston even dream of thinking that we have been defeated, this will be only the beginning of a series of beatings we will receive at the hands of this tricky university. We have got to be strong to survive in the face of such a treacherous foe. Being honest, brothers and sisters, we must recognize that we haven't even scratched the surface to let this man know WE AIN'T BULL SHITTING.

What we have come to realize is that if we fail to assert and accomplish our desire for self-determination on this campus, future black students will suffer because we were not willing to break the chains of "institutionalized racism." Whatever we have to do is only because our parents inaction because they were white-washed, apathetic and even SCARED.

Today at 2:00 p.m. in the Dallas Fort Worth Room, we will decide whether or not we will meet Dr. Hoffman Friday at 3:00 p.m. in Cullen Auditorium.

Our consolation for being forced into the front lines may well be the idea behind these words:

"...Those that profess to favor freedom and yet deprecate agitation are men who want crops without plowing up the ground. They want the rain without the thunder and lightning.... Power concedes nothing without DEMAND. IT NEVER DID AND IT NEVER WILL."

F.D.

ВЕРИЛИ
УБЕДИТЕЛЬ
ИЗДАНИЕ

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COMMITTEE FOR IMMEDIATE ACTION -AABL

RECEIVED
MAY 10 1964

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COMMITTEE FOR IMMEDIATE ACTION -AABL

WESTBURY

W. C. DOUGLASS

EMERGENCY AABL MEETING
February 19, 1969
2:00 Fort Worth
Room

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1900
1900
1900

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COMMITTEE FOR IMMEDIATE ACTION -AABL

2407 PM

2-19-69

fb -

talked with lynn eusan and dwight allen this morning.

ae

~~xxxxxxxxxx~~

lynn very upset with post story, which she heard via kyok radio early this morning - she said that story represented another breach of trust on the part of the University, just as the announcement of ~~xxxxxx~~ Dr. Hoffman's invitation to meet with AABL friday (through the cougar) was a breach of trust, as well as yardley's press conference

dwight said he had gotten your letter through ~~xxxxxx~~ deloyd parker ~~xxxxxx~~ and i tried to make clear to him what had happened at the post ~~xxx~~

lynn said she can understand how the mix-up could occur, but she couldn't understand why the university felt that it had to issue a statement of policy regarding campus disturbances, especially without first consulting aabl and explaining such action ~~fixxx~~

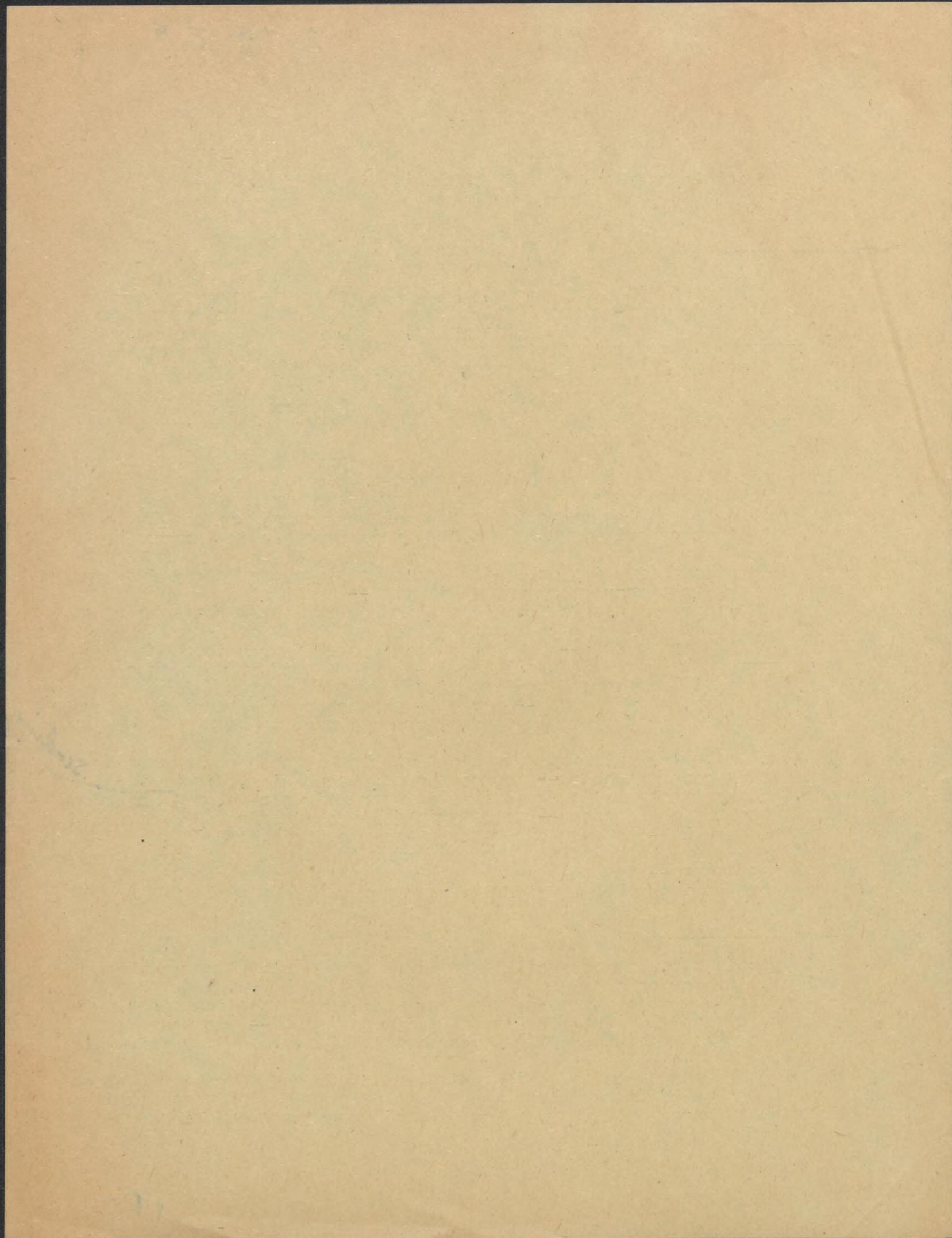
she understands (i think) that it wasn't the intent of the university to have the post ~~xxxx~~ story run as it did -- but that it nevertheless gives the impression that Dr. hoffman is "Great Lily-white Father" doing his best to keep calm and that aabl and black students are trying to "tear it up" -- that this is the same impression that the ~~xxxxxx~~ media have given all along -- and that if it doesn't change the blacks will be forced to "retaliate" in some manner (not in a violent way, understand) -- probably via press conference charging administration with breach of trust, or some such thing

lynn siad they're thinking of holding a press conference concerned with media coverage only -- to point out inaccuracies, distortions, etc. she suggested that the university ~~xxxx~~ might consider a representative to the conference -- to make it a joint press conference by uh and aabl -- to make clear the reason for friday's 3 p.m. meeting -- for the university to deny ~~xxxx~~ the impression given by the post story -- and to show that there hasn't been a complete breakdown or immovable barrier set up between uh and aabl

dwight said that he got a call last night from "a lady" who said she was calling for hoffman and wanted to cancel the 3 p.m. meeting and change it to another time - he said he called bratton immediately and asked what all of hoffman's bullshit was about -- but that later "the lady" called again to confirm the 3 p.m. meeting friday

it might be advisable to advise dwight that any communication between he and the university will be transacted by certain designated ~~xxxxxx~~ university representatives, so as to avoid confusion of this sort

sendling



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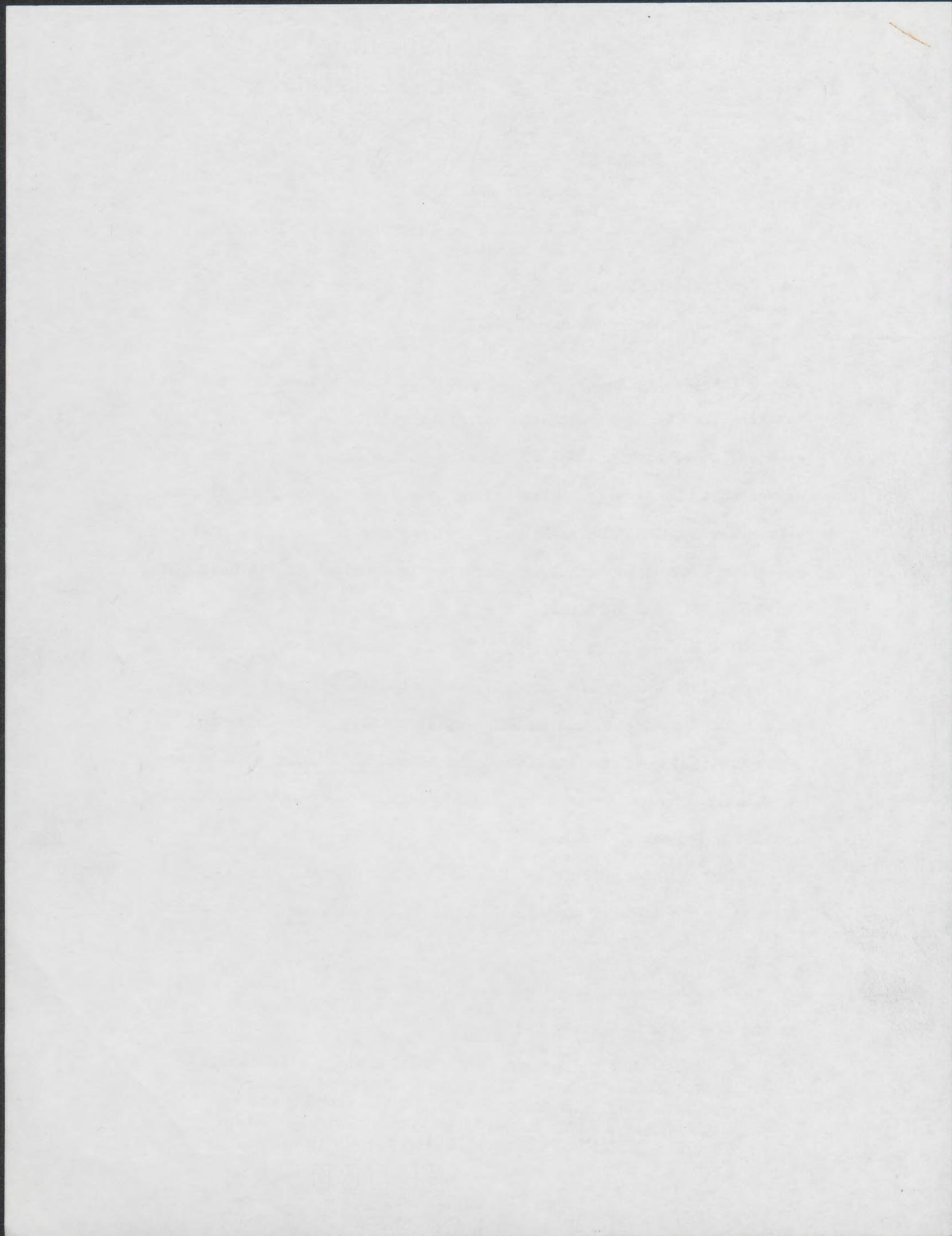
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COMMITTEE FOR IMMEDIATE ACTION -AABL



Faculty

STATUS ... UNIVERSITY AND AABL RELATIONSHIP
February 21, 1969

Establishment of a comprehensive Department of Afro-American Studies.

- A. Task Force named:
 - 1. Purposes:
 - a. Formulate and make proposals for Afro-American Studies
 - b. Consider ultimate goal of Ethnic Studies and its relationship to Afro-American Studies
 - 2. Composition:
 - a. Five students selected from AABL, LOMAS, and Student Association
 - b. Four faculty selected by the Faculty Senate
 - c. One administrator selected by President Hoffman

Employment of more black administrators, faculty members and a black counselor.

- A. President Hoffman has asked the University Council and Academic Deans to secure more minority faculty, staff, and administrators by September 1969.
- B. Action has been initiated to hire a minority counselor(s) on or before June 1969.

Establishment of a special recruitment and admissions program for Afro-American students.

- A. The University has initiated a plan to step-up recruitment of minority students.
- B. A special Recruitment Committee, including minority representation, will be named. *has*
- C. Action has been initiated (via the Admission Committee) to study admission factors other than SAT scores and high school grades.
- D. The SOS has been and will continue to be expanded.

Provision of "adequate" housing for all black students in close proximity to the University and the issuance of an Open Housing Policy.

- A. The University has publicly declared its support of an Open Housing Policy for students living in off-campus community housing.
- B. A complaint against a specific discrimination housing practice has been filed by the University with the Federal Housing Authority.
- C. Effective Spring Semester, 1969, University Residence Hall application picture requirements were discontinued, and applications processed on the basis of date of application only.

Establishment of a Black Student Union which can effectively serve the needs of Afro-American students.

- A. The University (via administrative or faculty action) does not establish student organizations. Students may form a Black Student Union organization, which would be regarded as an appropriate student initiated development.
- B. Present organizational funding is a Student Association centered matter. Additional student organizational funding would have to be studied.
- C. Inasmuch as there is not a University (officially sponsored) tutorial program, student organizations are free to develop, without administrative direction, their own tutorial program.

Summary of a Committee Report on the Faculty

- A. The Faculty consists of:
 1. Full-time
 2. Part-time
 3. Visiting
 4. Emeriti

The Faculty is the backbone of the University. It is the primary responsibility of the Faculty to determine the standards of the University and to maintain them. The Faculty is also responsible for the education of the students and for the advancement of the knowledge of the field in which they are engaged.

Recommendations of the Committee

- 1. The University should continue to support the Faculty in its efforts to improve the quality of education.
- 2. The University should continue to support the Faculty in its efforts to advance the knowledge of the field in which they are engaged.
- 3. The University should continue to support the Faculty in its efforts to maintain the standards of the University.

Conclusions of the Committee

- 1. The Faculty is the backbone of the University.
- 2. The Faculty is responsible for the education of the students and for the advancement of the knowledge of the field in which they are engaged.
- 3. The Faculty is also responsible for the maintenance of the standards of the University.

Final Report of the Committee

The Faculty is the backbone of the University. It is the primary responsibility of the Faculty to determine the standards of the University and to maintain them. The Faculty is also responsible for the education of the students and for the advancement of the knowledge of the field in which they are engaged.

Action to elevate the wage scale of its janitorial, maintenance, and cafeteria employees to \$2.00 per hour.

- A. Prior and continuing action has been taken to improve all matters related to the employee wage question.

Effectively deal with the situation of the black athlete and employment of an Afro-American coach for football.

- A. Committee named:
 - 1. Purpose: Review the present status regarding the education and special problems of the Black athlete.
 - 2. Composition:
 - a. Four students selected from AABL, LOMAS, and Student Association
 - b. Three faculty selected by the Faculty Senate
 - c. One administrator selected by President Hoffman
- B. Negotiations are taking place for the employment of a Black coach by September 1969.
- C. Action against removal of an employee cannot be taken without appropriate documentation.

Establishment of a committee to alleviate racist practices in instruction and grading.

- A. First, the present procedures are prepared to provide remedies via the department head and academic vice president.
- B. Secondly, the newly formed University Student Assistance Committee is also prepared to act upon unfair practices in instruction and grading ... if other procedures are unsatisfactory.

Offer and make available more financial aid to black students.

- A. \$1.5 million of existing \$2 million financial aid program is free of any restriction, i.e., it is based upon need only.
- B. These actions underway:
 - 1. A new brochure outlining all financial aid programs will be sent to all high schools in Texas.
 - 2. Existing high school visitation programs will be accelerated with additional concentration on schools where minority groups are enrolled.
 - 3. Special on-campus and orientation-related programs for potential and enrolling students will be conducted.
 - 4. Minority students will be specially invited to participate actively in all of these programs.

Arrangement for student ghetto workers to receive three semester hours credit for their work in the community.

- A. Action has been taken to grant credit for supervised work in community participation and service.
- B. University's plan is to involve qualified minority staff in community-related programs.

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February 24, 1969

Press Release

Black students at the University of Houston have suffered another disappointment at the hands of President Phillip G. Hoffman and the University of Houston.

Nothing definite transpired at our second meeting Friday at 3:00 p.m. For the second time black students have been the "victims" of calculated "pseudo-intellectual masturbation" from Phillip G. Hoffman. An uninformed, remedial, vague, and ambiguous reply was given in response to our intellectual statement. Black students agreed overwhelmingly to reject all but one of Dr. Hoffman's answers.

Blacks accepted the task force for black studies with certain preconditions.

The reason the statement is so short is that the blacks decided that the time for talk is past, especially since the hour is so late.

Address

1000 1st St
New York, N.Y.