

1970

BSU Critiques of USF and the Administration's Response 1970

Black Student Union
University of San Francisco

Albert Jonsen
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very justified mistakes in some cases.

→ individual copies of these critiques available thru Adrienne or Peggy.

Summary of Critiques

Chairman

1. Shown capability for acting + speaking in behalf of BSU. (This carries much responsibility)
2. Sometimes moved out of his authority w/o consent of central committee
3. Should have ~~pointed~~ moved on ministers when they weren't on their jobs
4. Should have directed students + administration to other ministers more often.
5. Should have tried to involve + stimulate members to participate more in meetings; instead of making meeting sound like announcements!

Minister of Culture + Education

1. Failed to organize (political) educational courses, guest lecturers, films etc to teach the people some form of collective awareness.
2. Failed to ensure beneficial + successful Black Cultural Week; plans for this should start in Sept. + by December all major plans should be established.
3. Didn't seek or receive enough assistance - Needed 3 or 4 ~~deputies~~ and chairmen for each activity
4. Could have organized tutoring earlier
5. Could have had ^{Chief of Staff} post local events of Bay Area (A special committee ^{& Min. of Information} could take care of this not minister alone)
6. Successful activities of the year:
 - 1) Carnival
 - 2) Parties/Dance
 - 3) Food Drive
 - 4) Black Perspectives
 - 5) Juggling
 - 6) College Day [H.S. Students]
 - 7) Dinner - Government schools

Minister Information

1. Failed to inform students of events, meetings etc. (Newspaper, radio, BSU Newsletter, Joghorn, Daily News, Churches, BSU's, schools etc)
2. Should have assigned people to conferences etc. + had them report back
3. Worked with Com. Secretary to correspond with other BSU's

worked closer with min. of Info + Edu to publicize events before last minute

Communication Secretary

1. Should have worked closer with Chief of Staff to keep office + mail in order
2. Better communications with each minister & his work.
(Personal secretary to all other 6 ministers)
3. Minutes ^{copy} should be kept posted on board, although they are kept in the files.
4. In general ~~acted~~ acted competent + efficient

Chief of Staff

1. Office generally unorganized causing communication problem ^(Should have committee) prohibited ("secretary to work more efficiently.")
2. Office hours - someone in office every hour to keep order + take messages (10-5pm). Members volunteer (1 hr a day!)
3. Proper + specific place for mail and phone message. (Utilize file cabinets for mail.)
4. Minister needs a committee of reliable people.

Minister of Finance

1. Done a good job with finances.
2. Should have given financial reports more often.

Minister of Defense

1. Should have organized Sgt-at-arms to control disciplinary actions + form codes for various necessary actions.
2. Should recognize people to speak & limit long discussions/monologues
3. Organized ^{should} classes or rap sessions on: first aid, self defense, draft resistance information, what to do ~~with~~ in case of arrest or harassment, etc.

Adrienne Landry

Chairman:

1. Took too much work on his own, instead of getting on the ministers.
2. Should have directed students and administration to other ministers in the beginning.
3. Made meetings sound like an announcement session, didn't involve or stimulate members enough.
4. Became too upset and concerned about personalities.

Minister of Culture and Education:

1. Did not seek enough assistance, tried to do too much on his own. (Should have appointed chairmen's of each activity.)
2. Could have organized tutoring earlier (and stimulated more people to come).
3. People interested could have been appointed to start political education classes early in the year.
4. Should have been informing all Black People of what's going on in the bay area (by having chief of staff post it in office.) A large committee could do this, not the minister alone.
5. Black Cultural Week should be dealt with ~~in~~ starting in September; by December ~~the~~ all major plans should be made.

Minister of Finance:

1. Should have kept the body better informed about finances - (financial report at meetings.)

Chief of Staff:

1. The office should have been kept in order by a committee, (it was a disgrace.)
2. There should be someone in office every hour (10 am - 5 pm) taking calls + keeping it to use business.
3. Telephone messages should have been kept in a certain place.
4. Mail should also be kept in a certain place, and given to the interested people.

Minister of Defense:

1. Should have had classes or rap sessions on: first aid, self defense, draft resistance, etc. What to do with signs - arrest, etc. for him.
2. He should have kept order in meetings by recognizing people to speak and directing them to the appropriate places.
3. He should have had a list of names of people who were interested in the office.

Minister of Information:

1. Meetings could not have been held in the office. (He should have been publicized in the press, radio, TV, etc. He should have been in the streets, other colleges, etc.)
2. He should have organized a committee to conferences etc. outside of the office.
3. Worked with Minister of Defense in publishing activities before the last minute.

Communication Secretary:

2. Should have worked closer with Chief of Staff to keep office + mail in order.
2. Should have communicated with other colleges more, etc.

needed for real successes.

Information

Basically all year there was a lack of information. People didn't know what was going on and therefore didn't become concerned. Publicity for most of our event was adequate but not outstanding. This was due to the fact that the minister had to take on other responsibilities, mainly ethnic studies, which meant that his job was neglected. Once again there is a need for a corp of support with the power for independent action.

Finance

The minister of finance assumed his job late in the year and as far as I can see he had no major problems. Our ~~financial~~ financial records were kept in good order.
~~basically~~

Communications

I feel that communications this year were handled smoothly and competently. Once again I don't feel there was any problem. The only thing is, I think minutes should be kept posted on a bulletin board or in some other open spot so that they are easily accessible to all.

Chief of Staff

The office generally was in a state of furmoil (physical furmoil) but that is unimportant. The big thing was there wasn't anyone in the office during the hours

Jerry 1100

Chairman

I feel that basically the role ~~of~~ of the chairman was carried out ~~quite~~ well. All year the chairman assumed the role and took upon the necessary powers to see it that our events and programs were at the very least carried out. It was unfortunate that the chairman had to take upon himself the powers and actions which should have been carried out by other central committee members but his actions were necessary and therefore justified. I think that the chairman's main failure was in the fact that he neglected to inform the other committee members and in turn the body of the reasons he assumed the powers he did.

Culture & Education

The difficulties of this post came about because the minister neglected to mold together a working force with specific powers to act in the various categories of this office. There was a neglect of EOP, Ethnic Studies, lack of planning for events etc. However most of our events did come off; the food drive, the carnival, slack perspective, tutoring etc. The minister was successful in that he did give his time and energy to these tasks his only problem was he was swamped under with responsibilities and therefore had to neglect the planning and organizing.

To the Black Student Union, March 8, 1970

Memorandum

I consider that the issues presented to me by the Black Student Union are very serious and that they were presented in a fair and responsible manner. I will take them seriously and answer as fairly and responsibly as I can. I will do all that lies within my power to fulfill any assurance I make here. I ask only that you assist me in doing the job you ask me to do.

For the Record

Last year the Black Student Union presented several issues to the administration. I believe that substantial action has been taken on these issues, as they were finally defined. The Bill Russell Aeon is now under construction (cost: \$20-25,000). Establishment of ethnic studies was initiated by (1) hiring a director (2) sending him, at University expense, on a national trip to study various forms of Ethnic Studies (3) setting up a student-faculty committee to design the program.

Further, the LOR program has been revised and strengthened. The exact costs of this program are attached. The Administration has designated \$15,000 as its share of the Minority scholarship. The Jesuit Community has donated \$5,000 to the Martin Luther King endowed scholarship. *A new policy on SAT admissions has been in effect this year. Proposal of \$5,000 aid for minority law students (= \$150,000 over 3 years)*

The Issues

- 1) "The Black students should have a voice in the hiring of personnel for this program...and would like their suggestions listened to and our opinions noted."

Answered. Several Black Students now serve on the LOR committee. Hiring of personnel and policies will be submitted to the committee as a matter of course. I will personally undertake a review of the present state of the program, consulting with Dean Luckmann, Mr. Canney and the black students.

- 2) Black Teachers. "Why not recruit black teachers? Why not ask our opinions of teachers hired and under consideration for hiring?"

I have already instructed the Deans, in a letter of to give special consideration to Black applicants for teaching positions. I will amplify that, asking them to recruit by inquiring regularly at various graduate schools about available persons. I will instruct them to welcome suggestions from

Black students. I will limit this recruitment, however, in accordance with the request of the Presidents of the Black Colleges, published in the Chronicle of Higher Education (date), that White Colleges not raid the Black Colleges for faculty. **

Whenever a Black person is under consideration, I will instruct the means to seek the opinion of the Black Students. I suggest that the Black Student Union form a special committee to investigate and offer this opinion. I will order that this opinion be taken seriously in the hiring process. I would not, however, admit any kind of "review board" which would control hiring and firing by veto. This is a fascist tactic, regardless of who does it.

3) White Teachers. "We want the caliber of white teachers to be examined."

I assure you that this is done now, to the best of our ability, through letters of recommendation, interview and inquiry. I will instruct that special concern be paid to the applicants commitment to social justice, in accordance with the principles which I have stated again and again in my various public talks and which are stated in the Credo of the University. We will not allow any "political test," which is forbidden by the Constitution as much as "racial test," but we can and will assure ourselves that the candidates for teaching positions accept and act in accord with the principles of social and racial justice.

4) Ethnic Studies. "we are interested in how much cooperation will be received from individual departments and department heads if it is to be a program."

I assure you of my special interest in the development of a strong and useful educational program. It should be directed, not only to the education of minority peoples in their own culture and traditions and the problems they face, but toward the white majority, in order to eliminate, as much as education can, the prejudices and misunderstandings which are prevalent in our society. Thus, I will give the strongest instructions to all involved to design such a program, to lead full cooperation. I will check regularly to see that this is done. I will follow up any complaint which is brought to me. The active establishment of this program will have a high priority in the work of the Vice President for Academic Affairs.

5) Athletics. The football coach "should be contacted by you and these feelings called to his attention."

I will do so within the coming week. I will be present at a meeting between the coach and the athletes in order to discuss the problems.

** Through the courtesy of Supervisor Terry Francois, I have been put into contact with a person who can help us in active recruiting.

6) Campus Employees.

I attach my letter of _____, to the Director of Personnel and the statistics of present employment of minority persons. I will make available to you the final report of the Federal investigator from the office of Civil Rights, as soon as it is completed.

I am sure you realize that it is as important to have Black persons of quality and abilities as it is to have Black persons at all. You should be able to expect high performance from any representative of your race performing as either employee or professor. The cause of Black justice, I should think, is advanced more in this way, than by mere crowds. I believe that I have heard similar thoughts from Black leaders. I will, then, implement, to the best of my ability, a fair employment policy in accord with the best advice of Black leadership.

* 7) Course in Negro History.

I have not been successful in trying to contact either Dr. Beach, chairman of History department, nor Dr. Jah. Dean Luckman is on an accreditation trip and will return early next week. Father Harney said a) he has no idea what the "half-credit" might mean, "we don't have any half-credit courses." 2) he sees no reason why the History of American Negro could not serve as the state requirement for History and Institutions.

Thus, we will try to find out what the half-credit means and change it to full credit and we will set up the shift in requirements for next semester through the office of the Academic Vice-President.

8) Black Culture Week

"BCC refused us. You said you would look into that." I will, and I will review the general policy on support of extracurricular activities.

"We want to know if you will underwrite us (which is preferred) or help give us a loan.

1) I will do nothing which makes it appear either that you are begging or that I am buying you off.

2) I have underwritten already, to the extent of my \$200 gift to the BCC, of which I understand \$100 remains.

3) when a loan is made, something is pledged. I am asking you to pledge something in which you have a personal interest. Thus,

*2) Black Teachers (Addendum)

I will establish, through the department of Counselling, a continuing program on Human Relations, with stress on racism for University employees.

*3) White Teachers (Addendum)

I will see to it that the University is represented at the main national meetings of Black Academic people, which is the usual form of faculty recruiting.

*7) Course in Negro History (Addendum)

I was able to get the information on Monday. At present there are two ways to fulfill the California State requirement on American History Institution:

a) Take two three-unit courses in Government and History (this is usually done in Liberal Arts). History 160 (American Negro) can be one of these.

b) Take one three-unit course, "American History and Institutions", this is generally done in Business and Nursing and Science.

The Core Curriculum Committee recommends that these two ways be abolished in favor of a one year directed reading course and examination.

Should this be done (as I think it will), Black students could have a reading course designed specially for their interests.

9. Press release - Harold

He refused to withhold statements to the press.
→ he authorized the press release
- We have given none.

10. Black Consul - Harold

Toller

Francois

Perry

Kaantz

~~Committee to Van Consul~~

Get Reports

Report -

~~EOP~~

~~Bill + Harold~~

* First - Admissions

- ~~1) Director + Assistant Director~~
- ~~2) Counselors (2 full time / 1 ^{part} time)~~
- ~~3) Secretary~~

Barbara-

Black Faculty

Harold + Bill

Scott is already here
Thornton

- 1) 30 Black Teachers

all Scotti

Ethnic Studies

Adrienne

- 1) Department - why? / or Soc. Dept. : autonomous program
- 2) Personal
- 3) Ethnic Center - Charlene

Athletics

Leon + Jerry

- 2) Submit names for ^{football} Coaches (4)
- 1) Bill Russell - A) Room B) Degree
- 3) BYU (yes or no)

Campus Employees

Ronald

- 1) Clerical + secretarial jobs - rep to union before we go to meetings

~~Black History Course~~

Harold

Black History Course

- make sure it's offered every semester.

~~Black Cultural Week~~

Black Cultural Week - Leon

- activity for whole school

123
38
85
Tues around 3:00

Central Committee Meeting - April 14

Admissions

350 - applied

200 - acceptable

115 - letters

50 alternates

* Financial statements should be sent in before or same time as applications.

85 <

130 - EOP applied

20 - accepted

72 - EOP additions

BSU Meeting - April 14 -

- pamphlets
- meeting

Smyth, Donohue, Jonsen, Canney, Web, Luckman
Sunderland, Fr. Harold, Curtis, Short
Central Committee Fr. Corbett

Kim - (Public Relations)
Charlene McCarthy (Theology)

November 16, 1969

Mr. William Grommesch
Director of Personnel
Campion Hall
(Campus Mail)

Dear Mr. Grommesch:

The University is an Equal Opportunity Employer. Long before this phrase was popular, the hiring practices of the University avoided discrimination because of race, color or creed.

I know that you have been careful to continue this policy since you assumed the position of Director of Personnel.

I wish only to affirm my interest in the effort to recruit and hire qualified minority persons for responsible positions in the University. I am sure I can count on your cooperation in this important endeavor.

Sincerely yours,

Albert R. Jonson, S.J.
President

ARJ:fm

UNIVERSITY OF SAN FRANCISCO

SAN FRANCISCO, CALIFORNIA 94117

OFFICE OF THE PRESIDENT

October 20, 1969

Rev. James M. Corbett, S.J.
Vice President for Business & Finance
Welch Hall
(Campus Mail)

Dear Father:

Several weeks ago I asked the Presidential Staff their opinion with regard to a consultant study of minority business and the University's buying practices. I accept the staff's advice with regard to this matter. I have spoken to Mr. Richard Cooley of the Businessman's Alliance. He assures me that he will be able to offer some assistance.

By this letter I direct you to supervise a study of the University's hiring practices and contracting for materials and services. I am interested in knowing to what extent minority persons and businesses are presently represented, and whether we have adequate information as to how to obtain appropriate bids from purveyors and services.


The consultant of whom I spoke would still be available for ad hoc consultation. He is Mr. James Brewer, Brewer & Company, 123 Townsend Street, San Francisco, Calif. 94107, phone number: 397-0707.

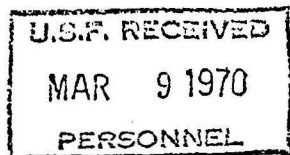
I shall convey Mr. Cooley's information as soon as I receive it.

This survey is not to be construed in any sense as a criticism of the University's practices up to this point. I feel that we should have this information at hand for our future planning.

Thank you for your time and kind consideration.

Sincerely,


Albert R. Jonsen, S.J.
President



ARJ:fm

UNIVERSITY OF SAN FRANCISCO

SAN FRANCISCO, CALIFORNIA 94117

*Plumley Report
- Staff*

Director of Personnel

Census by Department of Health 1969
706,900 San Francisco

Non-white	28.7%
Negro	14.4%
Oriental	13.4%
Spanish Surnamed	0.7%
American Indian	0.1%
Other	0.1%

Census by United States 1960
2,783,355

Non-white	24.8%
Negro	8.6%
Oriental	3.6%
Spanish Surnamed	12.4%
American Indian	0.2%

University of San Francisco

Non Academic Staff Employees	240
Full Time	225
Part Time	15
TOTAL	240

Non-white	(64)	26.7%
Negro	(21)	8.8%
Oriental	(14)	5.8%
Spanish Surnamed	(27)	11.3%
American Indian	(2)	0.8%