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[Memo from Barbara Kaplan to members of Concerned Students of Color, May 1, 1991]

Barbara Kaplan
Sarah Lawrence College

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Faxed to George Adams, 5/2/91
Distributed to Trustees, 5/3/91

Pending
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SARAH LAWRENCE COLLEGE

May 1, 1991

To: [Redacted] [Redacted] [Redacted]
[Redacted] [Redacted] [Redacted]
[Redacted] [Redacted] [Redacted]
[Redacted] [Redacted] [Redacted]

From: Barbara Kaplan

Last Tuesday, when I met with several CSOC representatives, I promised to route each of the CSOC proposals to the appropriate committee and/or office so that discussions could begin without delay. I have now done that and am writing today to tell you where each of the proposals will be discussed:

a) Faculty

1) Proposal to change guest contracts to regular contracts for all faculty of color: This proposal will be discussed with the discipline groups involved and with the Curriculum Committee. I will be responsible for coordinating these discussions.

2) Proposal to hire ten faculty: As I indicated in the Tuesday meeting, I am disturbed by the dramatic change you are requesting in the 1989 CSOC agreement. The faculty segment of that agreement covered a five year period, from September 1989 to June 1995. Yet now, only two years later, you are asking for a completely different number of appointments.

It is particularly disturbing since the College has made important progress in the past two years, more than fulfilling the agreement. We had promised to hire six faculty on regular contracts in five years. In the first two years of that period we have hired five faculty on regular contracts. We have also made nine guest appointments that were not mandated by the agreement. We believe this is ample evidence of a strong and continuing commitment on the College's part. We have no intention of stopping our recruitment efforts after the initial commitment is complete. No matter how the discussions of your proposal are resolved, the College will continue to recruit as many faculty of color as we can. In the meantime I will begin discussions of the proposal with the Curriculum Committee, with the Advisory Committee on Appointments, with the President and with the Board of Trustees.

Curriculum

1) Proposal for a Library Fund: Sha Fagan, Head Librarian, will coordinate this discussion. She will confer with the Library Committee and with the President. Before that process starts, she would like to meet

with some representatives of CSOC. Could one of you contact her to arrange that meeting?

2) Request for faculty members to review their courses: In the coming weeks and in the fall we will ask discipline groups to discuss their curricular offerings in relation to these issues. Where appropriate, this could then lead to meetings with the Curriculum Committee and/or with student representatives. This process will be coordinated by the Curriculum Committee.

3) Proposal for a Faculty Development Fund: This will require discussions with the President, the General Committee, Advisory Committee and possibly the full faculty. I will coordinate those discussions. Part of the process will be research on the possibility of grant money to support this fund. I will ask the Development Office to do that research.

4) Proposal for Additional Courses: This will be discussed by the Curriculum Committee. In addition, Marilyn Katz will work with the Office of Career Counseling and Fieldwork to expand relevant internship and fieldwork opportunities.

Multi-Cultural Dean

Many of you already know that effective September, 1991, Daphne Dumas will be Associate Dean of Studies and Multicultural Affairs. In the past months Daphne has worked closely with Harambe, the Asian Students Union and Unidad in the areas of programming and counseling. Most recently she organized the series of faculty workshops on race and racism. Her obligations in the Dean of Studies Office have been reduced so that she now has the time to devote herself to the demands of the new position. Daphne will continue serving as a voting member of both Student Work and Student Life Committees, and has begun meeting regularly with the Committee on Diversity.

Within the next week or two, Marilyn Katz and Daphne Dumas will meet with the leaders of the three organizations to assess the needs of students of color so that Common Ground's interests can best be served in the restructuring of Daphne's position.

Health Services

The two proposals will be considered by the Health Services Subcommittee of Committee on Student Life, working with Daphne Dumas, Dave McRee, Marilyn Katz and Dr. Tom Stauffer.

One clarification: In spring 1989 the College agreed to hire one therapist of color in Health Services. We in fact did that. In addition, we were fortunate to have an intern who was a person of color in 1989-90. Internships are by definition one-year arrangements, and the intern left after her year's term as planned. The wording in your document might be interpreted to suggest that the College had retreated from a commitment when in fact it more than fulfilled its commitment.

Security

The security proposals will be discussed by the Security Subcommittee of Committee on Student Life, working with Micheal Rengers and Richard Stern. Bob Cameron will coordinate these discussions.

Flik and Colin Workers

1) Working Conditions: The food and custodial services contracts are currently out for bid. As part of that process, vendors have been asked to submit detailed summaries of the benefits they offer to employees, and special attention to educational benefits. Micheal Rengers is coordinating this process. Please contact him with your specific concerns so that, where appropriate, these can be addressed in the negotiations.

2) Participation in Campus Events: The Committee on Student Life spent a great deal of time discussing this issue this year. The policy that they agreed on is that Flik and Colin workers are invited and encouraged to attend any and all cultural and educational events at the College. In accordance with that policy, we will look into the possibility of a calendar of events in Spanish to make campus events more accessible to Flik and Colin workers whose primary language is Spanish. Bob Cameron will look into this.

3) Bilingual Educational System: As we indicated, in the bid process we are asking vendors to provide detailed summaries of the educational benefits they offer. In addition, the College has agreed to pay for the costs of all educational materials used in the Sarah Lawrence College student tutoring program for Flik and Colin workers. Bob Cameron will be responsible for looking at ways we can help the tutoring program. Any other suggestions should be directed to him.

4) Efforts to combat classism and racism: As part of this effort Daphne Dumas and the Committee on Racial Diversity will design a program of workshops, lectures, panels, etc. for next year.

Copies of your proposal are being sent to all members of the Board of Trustees and of the committees and offices which will be involved. My hope is that this process will encourage a full examination of the issues and a dialogue that will include all of the appropriate faculty, students, and administrators. I will present regular reports on the discussions to the Committee on Racial Diversity, and I know that, as the process continues, we will all want to get your input. In the meantime, please feel free to contact me if you have any questions or comments.

BK/mo



cc: Advisory Committee on Appointments
Committee on Racial Diversity
Committee on Student Life
Curriculum Committee
Members of the Board of Trustees
Bob Cameron
Dom Carbone
Daphne Dumas
Sha Fagan
Priscilla Hawkins
Alice Ilchman
Marilyn Katz
Micheal Rengers