

MICHIGAN CIVIL RIGHTS COMMISSION
1000 CADILLAC SQUARE BUILDING
DETROIT, MICHIGAN 48226

NOTICE OF DISPOSITION

COMPLAINT NO. 9094-ED

CLAIMANT:

RESPONDENT:

Patrick Williams

Northern Michigan University

ADDRESS

ADDRESS

426 Sprague

Kalamazoo, Michigan 49001

Marquette, Michigan 49855

SUMMARY OF FINDINGS:

The claimant, a black student, alleged discrimination because of race.

Michigan Civil Rights Commission staff members met with various university officers, administrators, faculty members, and students.

The following summary of certain specific policies and practices institute and developed by Northern Michigan University during the past two or three years from the basis for closing this complaint.

STATEMENT OF POLICY

Northern Michigan University fully subscribes to a policy of Equal Opportunity in all areas of education and will continue to maintain and conduct all practices in a manner which does not discriminate on the basis of religion, race, color, national origin, ancestry, sex or age.

In order to assure continued implementation of the above stated policy, the University has taken the following actions, some of which were initiated prior to this investigation:

1. The University has authorized the Human Relations Commission to investigate and prepare findings when there is a complaint alleging that bias or racial prejudice was a factor in a decision rendered by a University judicial body. The Revised Student Code provides, in part, that the final disposition of the disciplinary action cannot be made until the Human Rights Commission investigation has been completed and its report acted upon by the President.
2. The revised Student Code contains the following provisions:
 - (a) Part II, Section II G 2a7 "the members of the All-University Student Judiciary (AUSJ) shall number seven regular members plus one alternate and should consist of at least two member of each sex, and at least one black student..."

ORDER OF DISMISSAL

It is ordered this complaint be closed.

Date 3/22/71

MICHIGAN CIVIL RIGHTS COMMISSION

By: /s/ Milton J. Robinson
Milton J. Robinson, Exec. Director

RULES OF CIVIL RIGHTS COMMISSION RELATING TO RECONSIDERATION AND APPEAL

Rule 7. (a) A claimant may request of the commission a reconsideration of its refusal to issue a charge. Any party may request a reconsideration of the terms of conciliation. Any such request shall be in writing, state specifically the grounds upon which it is based, and be filed within 30 days from the date of mailing of the notice of disposition of which reconsideration is requested. It shall be filed at any office of the commission by personal delivery or by registered or certified mail, return receipt requested.

(b) The commission in its discretion shall grant or deny the request for reconsideration. In either event, it may schedule a hearing thereon at such time and place and before such hearing commissioner or commissioners or hearing referee or referees as it may determine, and notice thereof shall be given to all parties to the proceeding

Rule 18. (a)

Any party or intervener claiming to be aggrieved by a final order of the commission, including without limitation a refusal to issue a charge, may appeal to the circuit court of the state of Michigan having jurisdiction provided by law.

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Form 1c

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-2-

(b) Part II, Section II G 3a7

Membership: The members of the Student Faculty Judiciary shall number eight and consist of the following: (1) Four students who shall have a least sophomore standing at the time of their appointment. At least one should be a black student."

(c) Part II, Section II G 3a7 states that judiciary members may be recalled where good cause for removal from office is proven. The University concurs with the Michigan Civil Rights Commission that racial, religious, or ethnic bias of a judiciary member may be deemed good cause for removal.

The All-University Student Judiciary and the Student Faculty Judiciary each presently have a black student member; and approximately 10 black students are involved as members in the various residence hall judiciaries.

3. The Charter of the Human Relations Commission which is an official policy of the University adopted by its Board of Control, established a procedure for the investigation of complaints of alleged discrimination against faculty, administrative staff, students, or any other member of the University Community.
4. The University has hired additional black persons in the following positions:
 - (a) Assistant Professor in the Department of Mathematics
 - (b) Instructor in the Department of Business
 - (c) A Counselor
 - (d) Graduate Assistant in the Department of History
 - (e) A Research Assistant in the Office of Institutional Research
 - (f) Two Graduate Assistants who serve as administrative aides to the Human Rights Commission
 - (g) A Secretary in the Security Office

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-3-

5. President Jamrich has formally urged the Academic Vice-President, the Deans, and the Department Chairman to recruit and hire black faculty and staff.
6. The University has allocated \$4,000 to support a Black Culture Week. Black Culture Week took place the week of November 16, 1970. It consisted of lectures, movies, dances, and entertainment emphasizing black culture. A second Black Culture Week is scheduled for the spring of 1971.
7. The University is presently engaged in adding to its library books concerning black culture and black studies. Several hundred volumes have been added during the last three years. A list of recommended books for initial procurement was provided by a staff member of the Detroit Public Library at the request of the University. Those books were purchased. Additional volumes are on the acquisition list.
8. The University sent Dr. McShrine and Mr. Melvin Payne to Africa during the summer of 1970 in order to help them prepare for a Black Studies program.
9. Offerings in Black Studies 1970-71.

Fall Semester

1. CL III, Humanities I
Several essays deal with the Black Problem (all Freshmen take the course).
2. CL II2, Humanities I
One of four required books is The Autobiography of Malcolm X, etc. ca. 10%-20% of a multisection course.
3. Common Learning
Social Science courses (American Politics and Values; American Society). Multisection course (ca. 1200 students total). The course content related to Black Studies varies, but probably averages around 10%.

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-4-

4. CL 291, The Black Experience in Africa and the Americas
Instructor: Melvin Payne (Black). He spent the Summer of 1969 in Africa preparing for this course.
5. HS 412, Africa South of the Sahara
Instructor: Gene Jones (White).
6. HS 419, Minorities in American History
Instructor: Robert McClellan (White)
7. As usual a number of standard Sociology courses include materials on minority groups and most American history courses are increasing the attention paid to Black Americans.

Spring Semester (Scheduled)

1. Most of the courses listed above will be taught again.
2. CL 292, West Africa and French Colonization.
Instructor: J. Orville McShine. He spent the Summer of 1969 in the area studying. (Black)
3. HS 413, Afro-American History
Instructor: Richard O'Dell (White)
4. SO 482, Minority Groups
Instructor: K. Sindwani (White)
10. In the 1970-71 school year the University has made available ten Board of Control scholarships for black students. Twenty will be offered to black students in the 1971-72 school year.
11. The University has improved its efforts to employ black students. Recent figures indicate that 60% of the black students on campus are employed by the University. (Insert actual breakdown of number of students employed in what capacities).
12. The University is operating a program to recruit black high school students. A black graduate assistant assigned to the Human Relations Commission has visited inner-city high schools throughout the state for the purpose of encouraging applications from black students.

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-5-

- 13. The University is operating a Black Resident Aid Program. The purpose of this program is to have black students counsel other black students. These black student counselors are paid by the University.
- 14. The University operates an orientation and in-service training for resident assistants. Counseling Center staff meet periodically with the residence staff for the purpose of discussing student - related problems.
- 15. The University has adopted a resolution directing the University's Housing Office and the Human Rights Commission to "institute and implement procedures which will insure that the facilities and personnel of the University will be used to assist only those persons in renting and selling housing who do not discriminate against any prospective tenants or purchasers because of religion, race, color, or national origin."

Procedures to implement this policy have been developed and consist of obtaining a written agreement from all persons listing property for sale or rent with the University to agree to sell or rent without regard to race, color, religion, or national origin. Complaints of violation can lead to the withdrawal of the listing and recommendation to the complainant of their right to file with the Michigan Civil Rights Commission.

- 16. A Marquette - Northern Michigan University Community Council is being formed. Formal appointments to the council will be announced in the near future.
- 17. President Jamrich has established an ad hoc Task Force on Equal Opportunity in Higher Education. The Task Force, consisting of faculty and students (black and white), is being asked to make a full appraisal of equal opportunity on the Northern campus and to make recommendations where further developments appear warranted.

These actions on behalf of the University do not represent an admission of unlawful discrimination, nor should they be construed as a finding of discrimination by the Michigan Civil Rights Commission.

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