

Memorandum for the Files  
May 16, 1970

On May 15 at three o'clock I met with Mr. Wright, Mr. Pearson, Mr. Meyers, and Mr. Wilcox in what I would consider an exit interview.

They indicated that they were going to present some oral interviews, and that we can either accept them or reject them. If we accept them now, they would be part of what he called a "field adjustment." Those recommendations which are held in abeyance, which I could not act on immediately, would be left for conciliation concession.

Mr. Wright presented three recommendations.

1. Human Rights Commission: His recommendation is that we employ an Executive Director of the Human Rights Commission with his tenure determined by the President and the Human Rights Commission. He recommended also that the Human Rights Commission become a judicial body autonomous in its own area and having its decisions binding.
2. With reference to training programs, he recommended that sensitivity training programs be established for housing personnel, security personnel, and teaching personnel.
3. With reference to academic affairs, he recommended that the present black studies program be studied, expanded, and revised in cooperation with the help of the EEO Office of the State Department of Education and the Civil Rights Commission Education Office.

There was some discussion about each of these, and it was apparent that there was less than adequate competence in this staff to address itself to issues as broad and educational in significance as the one regarding the black studies program.

In the course of this discussion, the emphasis apparently emerged from the staff that actually they were talking about goals in each of these rather than the specific steps to be taken in implementation.

Mr. Meyers was not prepared with any recommendations.

Mr. Wilcox presented some recommendations in the area of discipline.

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He commended the University for its efforts to improve procedures toward equitable treatment. He recommended that the Human Rights Commission become the appeal agent in all disciplines and at any point in the judicial process. He also recommended that the Human Rights Commission be empowered, after investigation, to remove any student from employment or office if that student uses his position in a discriminatory fashion against somebody.

He also recommended that we take further steps that all judiciary and ASNMU offices have at least some black student representatives.

Third, he recommended that the academic time loss by the twenty-one students involved in on-campus and court hearings be provided with particular consideration in giving them their grades for the spring semester.

We discussed some of these matters in some detail, and it became apparent that the staff was either in a hurry to leave or for some reason was deciding that it did not want to pursue the discussion in the depth that I had thought that we should.

I then presented them with a very important question in my opinion. I indicated to them that they had come here with a formally signed complaint on May 8 which had seven specific allegations and that in their verbal recommendations they had not addressed themselves to a single one of these allegations.

I made it perfectly clear that I expected, in writing, a specific response by the Civil Rights Commission to each of the allegations. I also recognized the fact that in the course of their study at the institution they certainly might have come upon a number of areas which sort of derive from simply their being present on the campus rather than from specific allegations in the original complaint.

JXJ:MLA