RUTGERS NEWS SERVICE - Newark Campus
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FOR RELEASE: After 10 a.m. Monday, March 3, 1969

NEWARK, March 3 -- Terms of the agreement reached between the administration of Rutgers University in Newark and the Black Organization of Students were made public today by Malcolm D. Talbott, vice president of the State University in charge of the Newark campus.

The pact -- which leaves unsettled two areas of the demands -- is the culmination of extensive negotiations started February 6 with the presentation of 12 demands by BOS to Rutgers-Newark officials for increasing the number of black students at the Newark campus.

University officials reported that issues still unresolved with BOS involve admissions and scholastic standards -- areas that fall within the jurisdiction of the faculty of the Newark College of Arts and Sciences -- and a request for a Black Studies Institute. Response by the administration in the area of scholastic standing was submitted to the faculty this morning at a meeting in Conklin Hall.

Demands by the black students' organization and the responses by Rutgers officials are as follows:

1. BOS Demand:

The Black Organization of Students demands the immediate, unqualified dismissal of Admissions Director, Robert Swab, and his assistant, C.T. Miller.

Whether or not these two men are to be transferred elsewhere within the university is of little consequence to BOS. We will settle for no less than their dismissal from Newark-Rutgers immediately.

BOS understands the need to facilitate change in the overall structure and policy of Newark-Rutgers admissions department and does not lose sight of this fact of an archaic structure, the structure cannot be changed without the removal of those who symbolize that structure, for that is inconsistent with the entire concept of change.

1. University Response:

The University repeats its commitment to its previous statement that the transfer of these men will be made when the present work load has abated and further that every effort will be made to speed this operation.

Mr. Lincoln Lawrence, a member of the admissions staff, will handle the reviewing and assessment of applications filed by Black applicants. He will present these applications to the admissions committee for their action. Mr. Lawrence will conduct the interviews held with Black students.

The demand of the immediate, unqualified dismissal of Mr. Swab and Mr. Miller is one of denial of their rights and can be accomplished only by an open impartial hearing on specific charges. The University can take no other position in this matter.

Mr. Robert Swab and Mr. C. T. Miller will leave 53 Washington Street and move their office to 18 Washington Place. Mr. Swab and Mr. Miller will then take responsibility for the admissions applications for the professional schools, Pharmacy, Nursing, and Business. Mr. Swab and Mr. Miller will not be responsible for the admission to the College of Arts and Sciences.

A title describing Mr. Swab's new duties in the University Office of Admissions in New Brunswick will be assumed by Mr. Swab immediately in place of his present title.

A search will be instituted immediately for a new director of admissions in Newark.

II. BOS Demand:

Black students be employed on a work-study basis in the admissions office to implement the recruitment of Black students.

a. Recent policies have encouraged off-campus work-study jobs in the community.

II. University Response:

The request by BOS that Black students be employed on a work-study basis in the admissions office to implement the recruitment of Black students is one that should cause no problem. This can and will be done.

III. BOS Demand:

BOS demands that two new positions (lines) be established in the Admissions Department. These positions must be filled by Blacks who will concentrate solely upon the recruitment of Black students; and, that BOS participate in the selection process for these positions; and that the appointments be contingent upon the approval of BOS.

The above-mentioned lines must be established regardless of the eventual status of Mr. Lincoln Lawrence. Mr. Lawrence has at no time stated his desire to remain at Rutgers, to any University official and, therefore, to state that he will be held by the University seems rather presumptuous.

III. University Response:

Two additional recruiters who shall be Black will be appointed by the University to recruit Black students. These two recruiters will be assigned to the Newark admissions office. The University has already provided one line and the State Department of Higher Education, through Chancellor Ralph A. Dungan, has guaranteed the second position.

The University will not hire any Black recruiters for the Newark admissions office unless it is agreed that the Black individuals will meet the needs and expectations of Black students who are to be recruited for attendance at Rutgers Newark. The University agrees that without these qualifications they could not be effective, therefore, if the Black Organization of Students indicates that in its opinion the individual is insensitive to the needs of Black applicants, that individual will not be hired.

IV. BOS Demand:

Recognizing that because of admission action as it relates to Black students has to this point been particularly unsatisfactory, the task of complying with our demand concerning the admission of Black students will be immense. Therefore, BOS can accept no less than the following as meaning substantial compliance:

a. The admission deadline must remain open until September 12, 1969.

b. No black applicant holding a diploma from a Newark high school accredited by the New Jersey State Department of Education can be rejected during the period between now and September 1, 1969.

c. No Black student can be dismissed for academic reasons before completing AT LEAST three full semesters of work.

d. The first year's academic record for any Black student cannot be a determinant in the dismissal of Black students for academic reasons.

e. Black students reserve the right to erase the first year's academic record and start anew the following semester with a clean slate.

IV. University Response:

There is disagreement on this demand.

V. BOS Demand:

The assignment of a Black student to the faculty admissions board.

a. With the student having voting status.

V. University Response:

A Black student, Miss Marlene Peacock, who is a member of BOS, is already a member of the Newark College of Arts and Sciences' Faculty Committee on Admissions, along with two other students and a number of faculty members.

The faculty of the Newark College of Arts and Sciences, in its report from the Faculty Committee on Structure (Committee I) has already recommended to the faculty that all student members of committees should have voting status. This recommendation will be considered at a Special Faculty Meeting of the Newark College of Arts and Sciences to deal with the recommendations of the Faculty Committee on Structure (Committee I).

VI. BOS Demand:

Funds for remedial, tutorial and other special programs being implemented during the 1968-69 academic year cannot be less in succeeding years, and, in fact, must provide for expansion and broadening of this program.

a. If such funds are not expressly allowed for in the present budget proposals, they must be incorporated, or monies can be taken from other areas.

VI. University Response:

We agree that remedial, tutorial and other special programs for disadvantaged students be expanded and we have planned for just such expansion before BOS presented its demands. We are requesting $99,000 for the coming academic year for these programs -- many times the amount of $15,000 we received for the current year -- from the State Equal Opportunity Program and other sources.

VII. BOS Demand:

That a special scholarship be established for the use of Black students who fulfill the academic requirements of Rutgers-Newark, but lack the financial resources:

a. It is the opinion of the BOS that if the University is sincere in its efforts to bring qualified Blacks into this institution, Rutgers-Newark will act to establish funds for academically qualified applicants.

b. Although funds are available for so-called risk students, there are no funds allocated specifically for non-risk students.

VII. University Response:

It would be unlawful to establish scholarships with public monies for any racial or ethnic group. The University will continue to raise scholarships for Black students specifically from private sources.

Rutgers Vice President Malcolm Talbott will undertake to raise scholarships for Black students from private sources. We will also seek to secure scholarship funds that already exist outside of the University for the use of Black students who fulfill the academic requirements of Rutgers-Newark but lack the financial resources.

VIII. BOS Demand:

That a committee including black representatives be created to formulate new admissions criteria.

VIII. University Response:

Establishment of Admissions criteria is in the province of the faculty.

With regard to the demand that a committee with Black representatives be created to formulate new admissions criteria, the Faculty Admissions Committee -- which formulates admissions policies with the approval of the faculty -- reviews continuously criteria for student admissions. The committee, with minority group representation, will consider the criteria for this fall's enrollment.

IX. BOS Demand:

That there will be a Black officer hired in the Dean of Students Office and that BOS participate in the selection of this officer; and that the appointment of this officer be contingent upon the approval of BOS.

The verbal acceptance of this demand previously given by Dean McGuire on Thursday, February 20th, is agreeable to BOS provided that it is reduced to writing and incorporated as part of the total response from the Administration.

IX. University Response:

The University will hire a Black officer in the Dean of Students Office. Moreover, the university will not hire any Black officer for the Dean of Students office unless the Black Organization of Students indicates that the Black individual being considered will meet the needs and expectations of Black students at Rutgers Newark. The University agrees that without these qualifications he could not be effective, therefore, if the Black Organization of Students indicates that in their opinion the individual is insensitive to the needs of Rutgers Newark Black students, that individual will not be hired.

X. BOS Demand:

That monies be made available to the Black Organization of Students for the specific purpose of planning and developing community and campus projects.

a. A precedent for such action has already been established within the University in the form of allocations to RSVP. Although RSVP has been instituted to bring about student-community involvement, the Black Organization of Students feels that we can better serve our community as residents of this community by formulating self-help projects that can project the ideal of Black esteem.

X. University Response:

The University will fund, to the limit of available money, and endeavor to raise additional monies for projects prepared by any student organizations after the usual student source of fundings is exhausted.

XI. BOS Demand:

That an active policy of recruitment and hiring of Black academic and advisory staff be at least proportionate to the total number of Black students and consistent with the demand outlined in section IV.

a. It is the consensus of the Black Organization of Students that this demand is justified by the realization that people of similar backgrounds and attitudes identify more readily.

b. Black students would be able to relate to Black advisors with greater ease and because of the similarity of interests and backgrounds, the advisors could more realistically comprehend Black student needs and desires.

XI. University Response:

A demand that the university actively recruit Black academic and advisory staff members proportionate to the number of Black students on campus is one with which the administration concurs. It has been and will continue to be the policy of the administration to seek qualified faculty and advisory personnel from all sources.

We solicit resumes and names of individuals who may be considered by the various departments and staff offices for appointment to University positions.

Progress reports will be given to BOS at its request.

XII. BOS Demand:

That there will be developed a comprehensive Black Studies Institute WITH degree granting status and a full-time coordinator.

a. One reason for the lack of interest in R-N as a primary college choice is the lack of identification materials for Blacks on this campus.

b. This Black Studies Institute will provide a needed element of Black identification on campus.

c. This institute, located in Newark, would serve to attract Blacks interested in pursuing the field of Black studies as a possible career choice.

XII. University Response:

With regard to the establishment of a degree granting Black Studies Institute or Department, the Newark College of Arts and Sciences, through a special committee is considering the creation of an Afro-American Studies Department or Black Studies Institute that will develop courses in Black studies. Two members of the Black Organization of Students, Mr. Harrison Snell and Miss Vicki Donaldson, are presently serving on a committee with faculty members which will recommend a program for consideration and approval by the faculty. If this approval is given, it would be possible to major in Black Studies and, thus, receive a degree with a specialization in that area. Faculty positions will be available to staff this Institute or Department when it is approved.

Note: The University and BOS are presently not in agreement. It will be discussed later.