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THE UNIVERSITY OF MICHIGAN

ANN ARBOR



OFFICE OF THE PRESIDENT

April 3, 1970

President Fleming today announced the following measures which are being taken to implement the Regental action of March 19 and thereafter, with respect to items which have been under discussion with the representatives of the Black Action Movement.

I. Recruitment:

A. Nature of the job and the appointing process:

1. Recruiters need not hold PhD degrees.
2. Graduate recruiters will represent clusters of disciplines such as the Rackham School, the health sciences, etc.
3. Recruiters for undergraduate students will be recommended by a Committee consisting of faculty, administrators and minority students, and will be appointed by the Assistant Director of Admissions (in charge of minority student recruitment).
4. Recruiters for graduate students will be recommended by a committee comprised of minority students, faculty (of the given cluster), and administrators and will be appointed by the Dean of the Graduate School and/or the appropriate professional school dean.
5. Recruiters will be given the usual indefinite appointment, subject to annual review. They shall be reviewed by the respective committees, referred to above, at the end of a period of from three to five years, and the committee will make recommendations as to their rehiring and dismissal.

B. Numbers of recruiters, financial aids officers, etc.

1. At the undergraduate level, a total of nine persons will be added, as recruiters (7) and/or financial aids counselors (2). The total dollar figures for these people, plus secretarial help and travel expenses, will be \$135,000.
2. At the graduate level, three full-time recruiters will be added. It is understood that the total dollar figure for these people, plus secretarial help and travel expenses, will be \$60,000.
3. The funding equivalent of three additional persons at the graduate level (\$60,000) will be added to the recruitment budget. This money will be used to cover additional recruiting personnel (full or part-time), and their secretarial help and travel expenses. It will also

be used to cover student participation in the recruitment process. Insofar as students become involved, they shall operate under the direction of the head of the recruiting staff and shall have their expenses paid out of this allocation.

II. Recruitment of Black faculty:

- A. The President will issue a statement to all departments urging them to pursue vigorously the matter of recruitment of Black faculty members.
- B. An existing staff person will be given a half-time assignment for the purpose of helping departments to become aware of prospective Black faculty candidates.
- C. Departments will be urged to involve Black students and faculty in the process of searching for, recruiting, and evaluating Black faculty appointees.

III. Reports:

- A. Departments shall be asked to make reports in August, December, and April, showing what recruiting efforts have been made in connection with Black faculty members. These reports will be rendered to the person designated in II (B), and he will in turn make them available to those who are interested.

IV. Financial Aids:

- A. Parents Confidential Statement. Student delegates are meeting with financial aids officers to discuss this question.
- B. A University-Wide-Appeal Board. The Financial Aids Advisory Committee, consisting of faculty and students, has recommended a type of Appeals Board and this will be brought to the attention of the Executive Officers.

V. The Afro-American Center and Supportive Services Program in LSA:

There is agreement that a total of \$63,000 will be budgeted for the supportive services program, and a base budget of \$250,000 provided for the Afro-American Center, which includes the Afro-American Studies Program. There is further agreement that an additional four intern positions with the Center (at \$5,000 each) will be underwritten with the understanding that every effort will be made to secure outside funding for these four positions.

VI. Ten Percent Enrollment by 1973-74:

The University with the support of the Schools and Colleges, will provide the necessary financial support for the enrollment of Black students on the Ann Arbor campus equal to at least 10 percent of the Ann Arbor enrollment in the Fall Term 1973-74.

This support will, as in the case of all other students, consist of grants, fellowships, training programs, work-study, and long-term loans. Emergency short-term loans will be granted when necessary, provided the money is available. Loans are regarded as undesirable for the beginning student.

The sources of this money will be Federal and State funds, private gifts, and University General funds. The proportions of each are unknown in advance of any given year.

VII. Fair Hearing Procedures:

- A. In the event that an individual has been charged with violations of University, School, or College rules, by strike-related conduct during the period March 19 through April 1, 1970, or earlier if it can be demonstrated to be related to the strike to the satisfaction of the hearing officer, the individual has his option to (1) utilize the normal school or college disciplinary channels, or (2) request the President to assume jurisdiction. Such option shall be exercised within five days after receiving notice of the charges. All charges must be filed not later than seven days after the conclusion of the strike.

The President will refer the matter to an outside impartial hearing officer(s) whom he will appoint. Once appointed, the hearing officer shall hear and decide the case.

- B. In the event an individual alleges that he has been penalized without hearing for taking part in the events of March 19 through April 1, 1970 of the strike or earlier, he shall first pursue the matter within the School or College or other unit where the alleged penalty has been incurred. If an earlier act can be demonstrated to be related to the strike to the satisfaction of the hearing officer, he shall follow the same procedure. If the matter is not resolved to the satisfaction of an individual, he may appeal to the President, who shall refer the matter to an impartial hearing officer appointed in the fashion mentioned in item 1 above. The hearing officer(s) shall hear and decide the case.
- C. Conduct unrelated to academic performance shall not be taken into consideration in the awarding of grades. Participation or non-participation in the strike shall not be relevant to academic performance per se. Any claim related to grades shall be pursued within the department, school or college in which it arises. A committee composed of one faculty member chosen by the student, one chosen by the faculty member whose grade has been questioned, and the dean, shall review and make recommendations on the case, unless the college or school faculty decides against this procedure. In the latter event, the dean will take the responsibility for resolving any cases in which it becomes evident that non-academic factors have been involved in grading.
- D. Employees covered by union contracts shall utilize procedures set forth therein.
- E. Office, technical, research, and professional-administrative staff shall utilize their normal review procedures. If an impartial review in such instances is not insured, they may appeal to the President, who shall refer the matter to an impartial hearing officer appointed in the fashion mentioned in item 1 above.