



**SPECIAL EDITION**

# The University Record

For Faculty and Staff of The University of Michigan

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## University announces six-point action plan to increase representation of Blacks

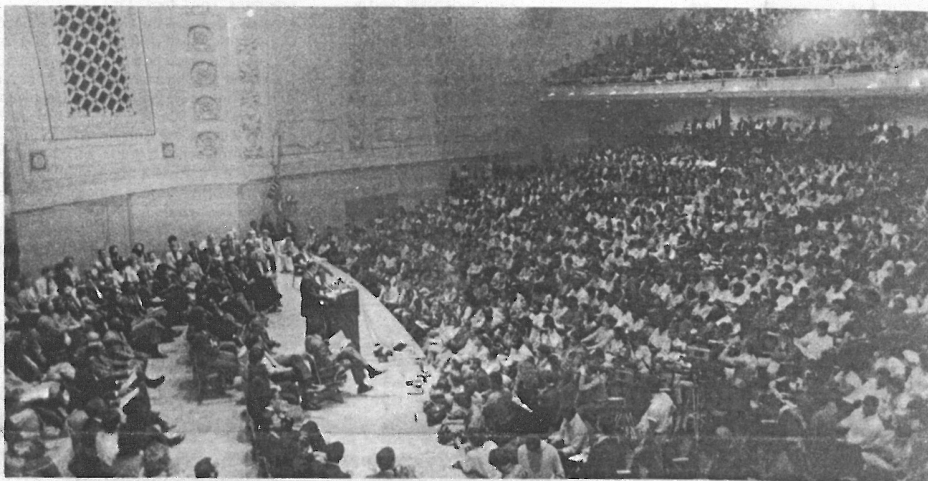
After 24 hours of intense negotiations, President Harold T. Shapiro, the Rev. Jesse Jackson, University administrators and representatives of two student anti-racism groups late Monday afternoon announced a plan of action to remedy racial inequities at U-M.

The six-point plan is designed to achieve representation of Blacks throughout the University "proportionate to their numbers in the population," and to hold each area of the University accountable for meeting affirmative action timetables and goals within individual units. It also provides for the creation of a new vice provost position with responsibility for minority affairs, including recruitment and retention of students and faculty.

Jackson, who served as an advisor and facilitator during the negotiations, praised President Shapiro — "a non-stop worker" — and the students "for putting weight behind principles as a lesson to the rest of the nation." The Black Action Movement (BAM) III and the United Coalition Against Racism (UCAR) had invited Jackson to help lend solidarity in their "struggle against institutionalized racism."

Following the meetings, Shapiro joined Jackson before a packed Hill Auditorium audience of enthusiastic students, faculty and staff. Shapiro outlined the new plan, which drew frequent bursts of applause from the audience of more than 4,000.

Among the resolutions is an increase in the Black Student Union budget which will be funded at a minimum level of \$35,000 per year, "with appropriate increases over time" as necessary, he said.



A standing-room-only crowd of more than 4,000 jammed Hill Auditorium Monday afternoon to hear President Harold T. Shapiro announce a six-point action plan designed to increase representation of Blacks on the Ann Arbor campus. Elements of the plan were ironed out during a five-hour session for which the Rev. Jesse Jackson served as advisor and facilitator.

The University also will appoint a Black senior administrator in the Affirmative Action Office, and will establish a

Shapiro thanked Jackson and representatives of BAM III and UCAR for making the day's negotiations possible.

**"There may be darkness on campuses all around the country, but in Ann Arbor, a light is shining today."**

—The Rev. Jesse Jackson

grievance procedure to collect data on racial incidents within the University and on "bigotry of any kind," he said.

"We have succeeded in heightening our aspirations and initiatives regarding racism," Shapiro said. "Diversity is poten-

tially the most redeeming and liberating aspect of American society."

Jackson admitted to "mixed emotions" about the reasons that the University community had gathered together. "It is right for people to challenge by day those people who infuriate us by night," he said, referring to the perpetrators of racist incidents and violence. "Whenever we see a burning cross or a swastika, we should gather in numbers.

"But in 1987, we have the right cause and the wrong agenda. The last generation's agenda was to end illegal racial violence," Jackson said. "Ours is to end environmental, educational and economic violence [against Blacks]."

Illegal acts — such as airing racist jokes or Ku Klux Klan violence — are not as threatening as the more fundamental violence of institutionalized racism, he said. "Those who wrap themselves in white sheets and hide their faces under unisex hoods don't threaten us; it's those in the blue suits that do."

Jackson pointed to falling Black enrollment at the nation's top universities as evidence of that threat. The University of Chicago's Black enrollment fell from 5 percent in 1976 to 2.5 percent in 1986; Harvard University's Black enrollment has dropped by 4 percent in the past 10 years; at Princeton University, only 22 of its 1,600 graduate students are Black; and at the U-M, Black enrollment dropped from 7.7 percent in 1976 to 5.3 percent this year, he noted.

If colleges can find able Black athletes to fill their needs, they can find scientists, artists and musicians, Jackson said. He denounced colleges for spending

### Basic Elements of the Six-Point Plan of Action

#### Appointment of a vice provost with responsibility for minority affairs

The position formerly held by Niara Sudarkasa, associate vice president for academic affairs, will be elevated to vice provost level. The individual appointed to the position will have responsibility for the Office of Minority Affairs within the Office of the Vice President for Academic Affairs and Provost.

An Advisory Committee, similar in function to the Budget Priorities Committee, will be established to support activities of the Office of Minority Affairs. Membership of the Committee will be representative of various campus minority constituencies.

#### Budget for Black Student Union

A permanent and autonomous budget will be provided to the Black Student Union (BSU), initially at a minimum level of \$35,000 per year, with appropriate increases over time to accomplish BSU's mission.

#### Grievance procedure for racial harassment. Black administrator in Affirmative Action Office

A grievance mechanism will be established to collect data on racial incidents within the University. An anti-racial harassment policy that specifies appropriate sanctions will be included as a component of University rules and regulations. In addition, a Black senior administrator will be appointed in the Affirmative Action Office.

#### Budget support for attracting, retaining Black faculty

Budgetary incentives will be provided to attract and retain Black faculty and administrators. A post-doctoral program will be developed to attract minorities, and a Black faculty development fund will be established to improve research and teaching.

#### Unit goals a component of annual reviews, salary inequities to be addressed

Progress toward achievement of each unit's affirmative action goals

will be a component of the annual performance reviews of deans and directors.

The University is committed to discovering and addressing any salary inequities of Black and other faculty. The salary situation will be investigated on a continuing basis, with the Presidential Commission (see below) monitoring progress.

#### Standing Presidential Advisory Commission to be established

A President's Standing Advisory Commission will be created that will include representatives from Black faculty, student and administrators' organizations and members of the community.

The aspiration of the University is to achieve representation of Blacks proportionate to their numbers in the population. In order to achieve this target, it will be necessary to establish appropriate individual goals and timetables within each area of the University.

(continued on page 4)



# Special strategies in programs and services arrest declines in minority, Black enrollment

The University's affirmative action campaign, revitalized four years ago, has helped produce the largest minority presence in the history of the Ann Arbor campus at 12.7 percent of total enrollment.

U-M's affirmative action effort, while plagued by other shortcomings, reversed a decline in minority and Black enrollments, and continues to provide a broad base of support.

"The minority enrollment decline of 1976 to 1983 also hit other universities in the Big Ten and elsewhere. We were the first to turn it around, and the upward trend that began in 1984 continues today," said Virginia B. Nordby, executive assistant to the president and director of U-M's affirmative action programs.

"The improvement reflects the deliberate strategies we put into place when we saw the decline in the numbers," she said, including the creation of an associate vice president for minority affairs, a post held until recently by Niara Sudarkasa, and a special allocation of \$50,000 a year to the admissions office.

The University also stepped up efforts to seek prospective students from among Detroit-area junior high and high schools. Two examples are the Detroit Area Pre-College Engineering Program (DAPCEP), administered by the Minority Engineering Program Office at the College of Engineering, and the Flint Pre-Engineering Education Project.

DAPCEP, operated with Detroit Public Schools and Michigan State University, Wayne State University, Oakland University, U-M-Dearborn and the University of Detroit, holds Saturday classes at the Detroit area colleges for several hundred Detroit-area junior high and high school students interested in engineering.

About 1,400 students participated in the program last year, which received \$621,599 from the National Science Foundation, including 30 to 35 eighth- and ninth-graders who came to Ann Arbor for one summer month to learn about the campus.

Another program under DAPCEP is conducted on Saturday mornings in fall and winter for about 40 eighth- and ninth-graders. The six-week program includes half-day presentations by engineering college faculty.

DAPCEP also offers pre-engineering courses in 14 junior high schools and two high schools (Cass Tech and Renaissance) in the Detroit metro area. Last year 1,100 students participated.

Students also are bused to Oakland University, U-M-Dearborn, Wayne State and the University of Detroit for 10 to 12 sessions of science classes offered twice a year to 15-25 students.

The Flint program is modeled after DAPCEP and involves about 300 ninth- and 10th-graders each year.

In addition, several other offices and academic units operate successful pre-college programs. The Office of the Vice President for Academic Affairs and Provost, for example, oversees the Detroit Public Schools/ University of Michigan Collaborative Committee, which reviews current and planned curricula and programs at U-M and the Detroit schools and has begun an innovative writing program in Detroit.

Another pre-enrollment program for minority junior high students will begin this spring. Funded by the Michigan Legislature's Martin Luther King Jr./Rosa Parks Program, eighth-graders from Inkster, Willow Run, Detroit and Ann Arbor junior high schools will visit the Ann Arbor campus.

Pre-enrollment programs also seek out graduate students. For example, the Office of the Vice Provost for Medical Affairs has formed a task force this year to investigate ways to inform minority undergraduates about graduate programs in the health and biomedical sciences.

The Rackham Graduate School this year sponsored its first Summer Research Opportunity Program for minority undergraduates. Funded by Rackham, the program allowed students to join faculty researchers or conduct their own projects with faculty mentors.

Following up on pre-enrollment programs, the University has in place a network of campuswide programs and services designed to recruit and retain minorities. They include:

— **Alumni Association:** Recruits minority students with about 250 alumni volunteers who personally contact prospects. Last year alumni contacted more than 200 top minority students from Michigan and across the nation and encouraged them to apply to U-M. The Association helps distribute informational and minority recruitment materials to individuals and organizations. Alumni also have accompanied interested minority students to the campus.

— **Office of Undergraduate Admissions:** Conducts minority search and recruitment programs and works closely with high school and community college guidance counselors. Since 1983 the Office has received \$50,000 a year to supplement minority recruitment programs. Visits have been made to every Detroit high school and other schools with large numbers of minority students to meet with counselors and individual students. Last year about 2,000 minority high school students were contacted. Twice a year, hundreds of minority high school students are invited to campus for programs on what the U-M has to offer. Workshops and luncheons for high school administrators, counselors, church leaders and community and ethnic leaders have been held in Lansing, Benton Harbor, Grand Rapids, Flint, Jackson, Battle Creek and Muskegon. A pool of student volunteers has been developed to assist in the recruitment of prospective minority students.

— **Office of Orientation:** Helps operate the Minority Student Spring Visitation Program, a two-day, one-night session during which minority high school students meet with current minority students, faculty and administrators to gain a better perspective on the University and learn about support services. About 130 students are participating in the current program.

— **Office of Financial Aid:** Has advisors and counselors to assist minority students with their financial concerns and to help them with the financial aid process. Of the nearly \$24.2 million in General Fund aid to students, \$7.7 million — nearly 32 percent — has gone to minority students.

Several special aid programs for underrepresented minority students have grown in recent years, including the Michigan Incentive Grant and the Michigan Achievement Award, which has gone from the 1983 level of \$33,000 for 32 students to the current level of \$450,000 for 267 students.

The awards of \$1,000 for in-state students and \$2,500 to \$4,000 to out-of-state students are renewable based on academic performance and financial need. The Office plans to increase the financial aid for underrepresented minority students by \$1.4 million by the end of the decade.

Financial aid officers also are available to attend meetings of prospective students, accompany admissions representatives on recruiting visits and advise students about University financial aid programs. The Office prepares and distributes information about financial aid programs available to minority students.

With these programs, and the other financial aid programs, the University makes every effort to meet the financial needs of underrepresented minority students.

— **Housing Division:** Offers programs designed to address the needs and concerns of minority students living in University residence halls. Programs include Affirmative Action, Project Awareness, Minority Peer Advisors and the Minority Student Cultural Center at the William Monroe Trotter House. Affirmative Action deals with employment issues. Project Awareness presents films, lectures, human relations workshops, exhibits and other activities in residence halls to increase cultural awareness, communication and an overall understanding of minority concerns. Minority Peer Advisors living in each residence hall serve as role models and academic advisors and plan ethnic and cultural programs.

The William Monroe Trotter House offers a setting for minority cultural and recreational activities, with recreation rooms, lounges and two conference centers. Minority groups recognized by the Michigan Student Assembly may use the facilities at no charge.

— **Comprehensive Studies/Opportunity Program:** The Comprehensive Studies Program works to increase the retention and graduation rates of participating undergraduates in the College of Literature, Science, and the Arts through a wide

Please Post

## Tell Someone

# ABOUT RACISM

"Discrimination, harassment, abusive language, threats of personal violence, or similar manifestations of bigotry or racism are unacceptable and will not be tolerated. Any such acts will be dealt with as serious violations of University policy."  
— Harold T. Shapiro, President

Members of the University community who experience or witness racist activities should call:  
the Affirmative Action Office, 764-3423;  
the Office of the Ombudsman, 763-3545, or  
the Department of Public Safety and Security, 763-1131.

This poster has been distributed to all campus units by the Affirmative Action Office. It urges individuals who experience or witness racist incidents to call the Affirmative Action Office (764-3423), Office of the Ombudsman (763-3545) or Department of Public Safety and Security (763-1131).



## The University Record

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**Jane R. Elgass**, editor  
747-1841  
**Diana Anderson**, associate editor  
764-4266  
**Julie A. Bro**, publications assistant  
764-4263  
**Bob Kalmbach**, photographer

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**Joseph H. Owsley**, director, News and Information Services.  
**John Woodford**, executive editor.



range of programs, including academic counseling, referrals, tutorials and workshops in reading, writing, mathematics and other subjects. The program serves about 1,200 students per year on a \$500,000 budget. Intensive specialized sections in chemistry, accounting and foreign languages are also offered. The office also sponsors lectures, minicourses and informal gatherings between participating faculty and students.

The Opportunity Program is administered by the Office of the Vice President for Academic Affairs and Provost to assist in the provision of admission help, financial aid and counseling for students whose performance on entrance exams or course work falls below that of their peers. Students are assigned counselors who support, monitor and advise them through graduation.

The Bridge Program, managed by the Comprehensive Studies Program, helps high school students make the transition to college. Intensive summer courses in English and mathematics are offered as well as skills workshops and personalized academic counseling.

— **Minority Student Services:** Minority Student Services, a unit of the Michigan Union in the Office of the Vice President for Student Services, represents minority concerns and interests on campus and elsewhere and promotes a campus and community environment that provides educational and cross-cultural experiences for minority students. The office provides resource referrals and information on minority-sponsored activities, assists minority student groups with programming and organization and offers assistance with questions about financial aid or scholarships. It publishes a 4,000-circulation newsletter, *Minority Student Services*, which deals with issues of concern to minorities and is distributed on campus and around Ann Arbor.

— **Office of the Vice President for Academic Affairs and Provost:** Co-sponsors Minority Student Welcome Program during the first week of classes, introducing University resources available to minority students. The Office administers the new Visiting Minority Scholar Program, funded by the state's Martin Luther King Jr./Rosa Parks Educational Program, under which distinguished minority scholars from a variety of disciplines are invited to campus for visits of one day to one month. Ten scholars are signed up to participate this spring. The King/Parks program also includes fellowships for minority students and programs to introduce minority and other school children to the potential of a college education. The Office also initiated "Mastering the College Experience" in Fall 1986, a course to help freshmen maximize the use of personal and instructional resources. About 50 students participated.

— **Office of Career Planning and Placement:** Hosts an annual two-day career conference for minority and disabled students. This year more than 530 students and alumni and 105 employers met to discuss career opportunities. The Office also conducts a professional improvement program for 20 to 30 minority students each fall to polish their interpersonal skills and prepare them for leaving school and entering the working world.

— **Center for Afroamerican and African Studies:** Offers courses and seminars on historical and current experiences of Blacks in the United States and Africa.

— **Center for Continuing Education of Women:** Sponsors a program titled "Black Women in Transition" covering the changing needs of Black female students returning to college, with presentations by Black graduate students. Each of the monthly presentations draws an audience of about 25. Other programs include workshops on financial aid, role conflict, time and stress management, grant writing and other topics. About 150 black students were counseled in 1986. In addition, 167 Black students were awarded a share of the \$52,240 in Critical Difference grants, which go to U-M students who are 23 or older.

— **Counseling Services:** Holds workshops on career planning and assertiveness training for minorities and provides referrals to other offices and agencies on campus. Brief counseling sessions, short-term psychotherapy and workshops are also available for minority students.

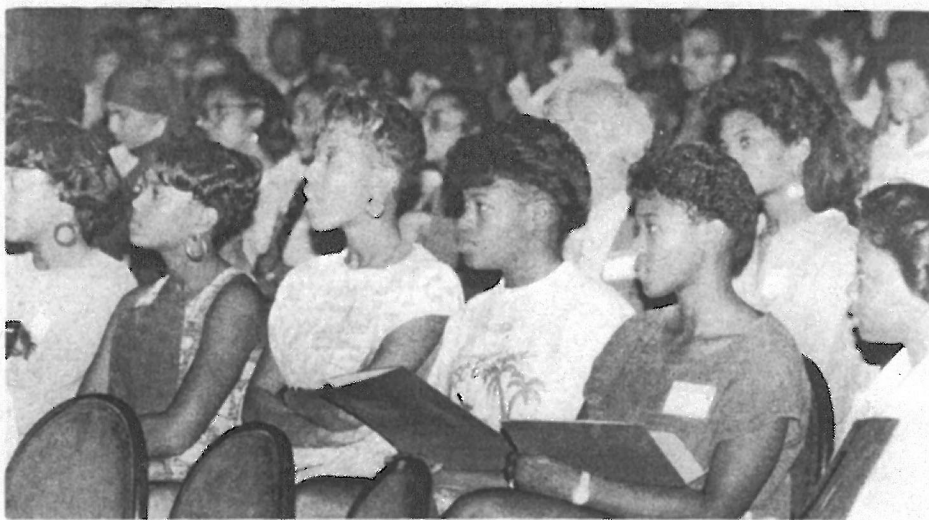
— **Pilot Program:** Offers courses for undergraduate students housed in Alice Lloyd Hall related to topics of minority interest, including a minicourse introducing minority students to issues such as being Black at a predominantly white university, enhancing self-esteem, critical thinking and study skills. Also offers a freshman composition course focusing on writing about the Afroamerican experience and non-credit programs including discussions and films focusing on minority concerns. Also sponsors a mentor program matching students with faculty or administrators who serve as role models. The College Community Program is a spinoff of the Pilot Program for students housed at Couzens Hall and West Quadrangle.

— **Undergraduate Library:** Offers Peer Information Counseling service staffed by minority upperclass students to advise how to use the Library's collection of books, magazines, journals, reference materials and other items, including computer-based information retrieval systems.

— **Affirmative Action Office:** Handles reports of racist acts or harassment experienced or witnessed by students, staff and faculty. Reports can be lodged by calling 763-0235.



Success of students in the summer Bridge Program demonstrates the importance of academic counseling and support in helping minority students. Program participants' graduation rates equal or surpass those of other underrepresented minorities, even though their involvement with the Program reflects the fact that they are considered by the Office of Undergraduate Admissions to be less well prepared academically than their peers.



The University held its second annual Minority Student Welcome and Orientation, "Conceive, Believe and Achieve: The Standard Shall Be Excellence," in September. The program included general presentations and small group discussions with Minority Peer Advisors from the Comprehensive Studies Program.

— **Michigan Student Assembly:** Student government organization that maintains a list of minority organizations on campus and has a Minority Affairs Committee which deals with minority issues.

— **Office of Ethics and Religion:** Sponsors lectures, conferences, films and other programs dealing with minority issues. Will assist minority student groups in putting together programs, especially those dealing with moral issues. Functions as a liaison to campus ministries, including special attention to Black churches in the Ann Arbor area.

In addition to the campus-wide programs and services, each individual school and college has its own offerings for minority students. They include:

— **School of Art:** Produced and uses an animated film to inform minority junior high school students how to prepare for college, uses the Minority Graduate Student Recruitment Slide/Tape Program from the academic affairs office, distributes a brochure and recruits in Detroit.

— **School of Business Administration:** Participates in the Minority Admission Recruitment Network, a national clearinghouse for information about members' schools, and sponsors a four-week program to inform high school students about business education. For undergraduate recruiting, the School mails a brochure and other materials to minorities taking the SAT or ACT. Each year the Black Business Students' Association offers a scholarship for undergraduates and one for master's degree candidates. A summer program informs minority high school seniors about business education and careers.

— **School of Dentistry:** Operates a Health Career Opportunity Program, funded by the U.S. Department of Health and Human Services, in which minority faculty members recruit students at five sites: Wayne State University, Eastern Michigan University, Michigan State University and the U-M campuses in Dearborn and Flint. The School also has a Career Enrollment Program covering topics such as anatomy, study skills and debt management. Counseling in financial aid is available.

— **School of Education:** Sends letters to minority alumni, identified by the School's Office of Minority Student Affairs, encouraging them to recruit students and to provide a list of prospects. Minority faculty are urged to contact colleagues elsewhere for the names of prospects.

— **College of Engineering:** The Minority Engineering Program Office offers summer programs for minority high school students and is involved in the Summer Apprenticeship Program, which pairs promising high school juniors and seniors with College faculty. Telephone and personal contacts are made with prospects after identifying them through surveys of precollege programs nationwide and SAT and ACT listings. The College offers a six-week summer orientation for minority students and supports the efforts of the Society of Minority Engineering Students. The College also oversees DAPCEP.

— **Law School:** Sends recruitment literature to students whose names come from the Law School Administration Council data base, which includes all registrants for the Law School Admissions Test and all law school applicants nationwide. The Black Law Students' Alliance matches entering students with upperclassmen for advice and counseling. Basic tutoring, individually or in groups, and the Minority Academic Advancement Program provide academic support and promote legal and analytical skills.

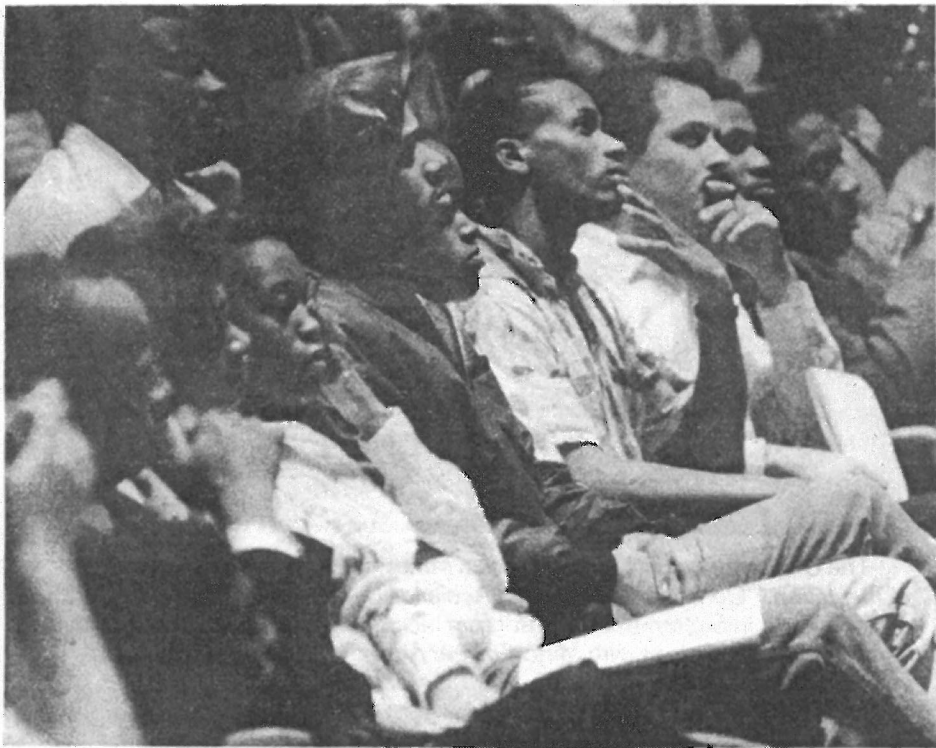
— **Medical School:** Uses the Medical Minority Applicant Registry of the Association of American Medical Colleges to find students with top scores on the Medical College Admissions Test. Prospects are located through sources including minority medical alumni, the Black Medical Student Association, the Latin American-Native American Medical Association and the local chapter of the Student National Medical Association. Recruitment trips are made to selected colleges and universities. Academic and financial support programs are tailored to minorities and include support from the Margoes Foundation: tuition, room and board for one entering in-state minority student for one year.

— **School of Natural Resources:** In cooperation with the Office of Undergraduate Admissions, minority high school juniors in Michigan, Illinois, Indiana, Ohio, New York and New Jersey with high PSAT scores are contacted. A \$3,000 grant from the U.S. Department of Agriculture Research Apprenticeship Program helps the School conduct a summer research program for high school juniors and seniors. A staff member serves as liaison with the Alumni Association's minority graduate recruitment program.

— **School of Nursing:** Distributes a minority recruitment brochure and sends recruitment letters to secondary school counselors in Washtenaw County. Prospects identified through the Educational Testing Service's Minority Locator are sent information. The Minority Student Nurses Association has been reactivated and is helping plan recruitment strategies. Prospects at the fall Graduate Program Open House receive follow-up calls from faculty and staff.

(continued on page 4)





More than 4,000 people packed Hill Auditorium Monday afternoon to hear President Harold T. Shapiro announce details of a six-point plan to increase representation of Blacks on the Ann Arbor campus. The Rev. Jesse Jackson then addressed the crowd; several of his remarks received standing ovations.



The Rev. Jesse Jackson (left foreground) served as an advisor and facilitator in a five-hour session between President Harold T. Shapiro, University administrators and representatives of the Black Action Movement III and the United Coalition Against Racism. Shapiro noted that events leading to development of a six-point action plan to increase representation of Blacks "succeeded in heightening our aspirations and initiatives regarding racism."

### Programs, services, from page 3

— **College of Pharmacy:** Is exploring the use of programs that identify minorities applying to other health science programs. The College's admissions counselor visits predominantly Black colleges in the South and discusses U-M programs with prospective doctoral students and graduates. The College hosts campus visits by qualified minority students interested in graduate study. Letters and materials covering the College's programs go to directors of the Minority Access to Research Centers Program, an honors undergraduate research program at the schools with minority enrollments of 50 percent or more. The College sponsors a three-week intensive summer program before the start of the doctoral program.

— **School of Public Health:** Distributes a poster and brochure on public health careers for minorities and uses the Educational Testing Service's student locator to identify and contact prospects. Alumni help contact and counsel selected applicants. The School's director of minority student affairs makes recruitment visits to predominantly Black colleges and universities. A three-year grant of more than \$150,000 from the Health Career Opportunity Program funds efforts to admit, retain and graduate individuals from disadvantaged backgrounds in the master of public health program. A summer internship program helps minority undergraduate juniors and seniors interested in health care administration. The School supports the week-long orientation activities of the Black Student Organization.

— **Horace H. Rackham School of Graduate Studies:** Administers the Minority Merit Scholarship Program through the Fellowships Office. Minority students working toward a master's degree can obtain two years of funding; doctoral students can get four years of assistance.

**Rackham School of Graduate Studies Office of Minority Affairs:** Coordinates the graduate school's minority recruitment and retention efforts and acts as the liaison to several national fellowships and coalitions, including the Committee on Institutional Cooperation Minority Fellowship and the Coordinating Committee on Minority Student Recruitment.

— **School of Music:** Offers tutoring to minority students and a range of support services, including referrals to other departments and organizations.

— Five University academic units — the College of Architecture and Urban Planning, School of Information and Library Studies, College of Literature, Science, and the Arts, School of Social Work and Division of Physical Education — have comprehensive support programs which apply to both Division of majority and minority students and/or provide support services to minorities through major, centrally administered programs previously listed.

Student organizations offering programs and services to all minorities include the Society of Minority Engineering Students; Minority Music, Theater and Dance Students Association and the Minority Organization of Rackham.

Student groups that offer support to Blacks include the Black Law Students Alliance, Black Medical Association, Black Dental Students Association, Black Greek Association, Black Students Psychological Association, Black Student Union and the School of Public Health Black Students Organization.

Student organizations serving Hispanics include the Society of Hispanic Professional Engineers, Chicano Graduate Student Organization, Chicano Psychological Association, Puerto Rican Association, Socially Active Latino Student Association and the Hispanic Law Students Association.

Asian-American students are served through these student organizations: the Coalition of Asian Social Workers, Asian-American Association, Asian Student Coalition and the Asian-American Law Students.

Student groups serving Native Americans include the American Indian Law Students Association and the Native American Student Association.

Organizations for minority students, faculty and staff include the Women of Color Task Force, Association of Black Professionals and Administrators and the Council for Minority Concerns.

## Report on WJIX incident presented to Commission

The three-member panel established by President Harold T. Shapiro to review the airing of racial slurs over student radio station WJIX in February has received the results of an investigation into the incident and is ready to begin discussions about possible sanctions against the students involved, according to Commission Chairman Richard L. Kennedy, vice president for government relations.

The other members of the commission are Law School Prof. Sallyanne Payton and Kurt Muenchow, president of the Michigan Student Assembly.

Vice President for Student Services Henry Johnson conducted the investigation of the incident and provided a full report to the panel March 23.

Kennedy said the panel will meet with the University's attorneys to get clarification of the legal issues in the matter before reviewing the evidence. He could not, at this time, predict what action the committee will recommend to Shapiro, but noted that the possible outcomes may range from no additional disciplinary action to expulsion.

When the content of the Feb. 4 call-in program was brought to light, Shapiro said, "The patently outrageous nature of the remarks are beyond the bounds of even a highly tolerant University community." He ordered a full investigation of the incident and established the three-member panel chaired by Kennedy to review the facts and recommend action.

In the wake of the offensive transmission, Johnson directed WJIX to suspend operations, and disc jockey Ted Severansky was dismissed from his position with the station. Severansky has since issued a public apology for his role in the incident.

The students involved, including the disc jockey, other studio personnel and the students who phoned in the offensive jokes, may be charged with violating Bylaws of the Board of Regents.

Section 2.01 of the Bylaws lists "the maintenance of health, diligence and order among the students" among the

duties of the President. Section 14.06 says the University "shall strive to build a diverse community in which opportunity is equal for all persons."

The panel's meetings and hearings will be conducted in private and its recommendation to Shapiro will not be released, Kennedy noted, to protect the right to privacy of the students involved.

WJIX was allowed to resume transmissions on March 23 after steps were taken to forestall the possibility of racist program content being aired. The station serves University residence halls and the Michigan Union with a transmission system utilizing the electrical wiring of the buildings.

### Plan, from page 1

millions on athletic programs, money that should be spent "on programs to build their minds."

A university's mission is to develop the minds and spirits of its students, to educate them to join the human race in which "most of the people are yellow, black and brown and most don't speak English," he said. "This generation must be able to make fundamental judgments, to choose the human race over the nuclear race and a foreign policy that is not foreign to our values.

"When we graduate students who can't cope in the real world, this is legal violence," he said.

"When President Reagan cuts education spending from \$19 billion to \$14 billion and turns scholarships into loans, when school doors close while jail doors open — that is legal violence," Jackson said.

In fighting for formal education, housing and jobs, minorities must "turn to each other and not on each other," he said. "Don't lash out in the dark, or you may hit your friend."

Jackson commended the University for facing "this one dreary hour of our day under the shadow of racism. There may be darkness on campuses all around the country, but in Ann Arbor, a light is shining today."