

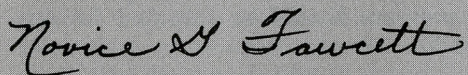
**Members of the University Community:**

Last spring, during a period of several weeks, a series of demands were addressed to University administration. After carefully considering all lists that were submitted, we have combined them into a total of 37 separate issues, most of which have been discussed and debated at some length.

Edward Q. Moulton, Executive Vice President for Administrative Operations, has prepared the following brief status report on where the University stands with regard to each of these demands. The demands are worded as they were originally presented. Dr. Moulton was one of three administration representatives who participated in all of the negotiations with students, faculty, and administration, and he is well qualified to present this report to the University community.

While we have made substantial progress this summer, there is much yet to be done. If we continue to work together as well in the coming year as we have during the summer months, 1970-71 can be the constructive beginning to the second century of the history of The Ohio State University.

Sincerely,



Novice G. Fawcett, President

**UNIVERSITY  
ADMINISTRATION  
RESPONDS  
TO  
STUDENT  
DEMANDS**

**The Ohio State University  
September 29, 1970**

1. **A separate office be established of black faculty and students of AFRO-AM to bring 2,500 additional black students on campus by Autumn Quarter 1970-71.**

The Office of Vice Provost for the Coordination of Minority Affairs, for the purpose of supplementing activities in the area of recruitment and retention of more minority students in this University, has been **established** by Board of Trustees action in May. Dr. William J. Holloway has been **appointed** to the position of Vice Provost effective October 15, 1970.

The administration **agrees** that more black students should be provided with the opportunity to attend Ohio State. Indeed, "Project One Hundred" was **implemented** this summer—recruiting one hundred minority students to add to those who already had been admitted and providing them with the necessary financial support to attend Ohio State this Autumn Quarter.

The University administration **rejects** the establishment of any admissions quota based on race, creed, or color. This University will continue its open policy of admitting qualified students on a first-come, first-served basis.

2. **More scholarships, fellowships and loans be made available to black students.**

It is **agreed** that there is an urgent need for increased financial assistance to support students who otherwise cannot attend this University. These funds are now inadequate. The Development Fund has **implemented** programs to seek additional scholarship funds as well as a specific program of support for minority students.

3. **The administration issue funds (\$100,000) during the regular orientation period for a black orientation program to orientate black students under the direction of the Special Assistant to the Dean of Student Affairs.**

The University administration **rejects** the concept of a segregated orientation program. If there are unique requirements in connection with the orientation of black students, the University, through the Office for the Coordination of Minority Affairs, will consider supplementing the existing program.

4. **More jobs for black students to be made available and created.**

The University administration **rejects** the concept of creating jobs specifically for black students. The University will continue to guarantee opportunities for employment which are based solely on qualifications. The recent **establishment** of an Affirmative

Action Program and the **appointment** of Mr. Madison Scott as the Director of this program should lend further support to the University position on this subject.

5. **A concentrated effort and support of funds on the part of University to enroll more black students in the fields of mathematics, pre-medicine, natural sciences, technology, business and law be made.**

This is a high-priority concern. The Vice Provost for the Coordination of Minority Affairs, in cooperation with the Director of the Affirmative Action Program, will **analyze** the patterns of enrollment of minority students within the various programs of this University. **Recommendations** will be developed and directed toward the appropriate resolution of any imbalances.

6. **A degree-granting department in the field of "Afro-American Studies" be established capable of granting a B.A. with the potential of expanding.**

The creation of a Division of Black Studies at this University **previously** had been **approved** by the Council on Academic Affairs and the Faculty Council in late 1969. The program is presently **in the process** of being developed. At the time of the disruption last spring, a budget had been developed to support this program, and a student-faculty committee was in the process of selecting a chairman to direct it. Dr. Charles Ross was **appointed** to this position on July 1.

7. **The University establish a black cultural center in the black community of Columbus.**

It is not within the scope of this University nor are there adequate financial resources to provide off-campus "cultural centers." The University will **study**, however, the feasibility and desirability of developing off-campus training laboratories in support of its various academic programs as well as a possible means of making existing University programs more accessible to the people of the inner city.

8. **"Our Choking Times" receive a permanent office space in the School of Journalism Building and have access to all equipment in the Journalism Building.**

The Director of the School of Journalism has **agreed** to make a limited amount of additional space within the Journalism Building available to the students working on "Our Choking Times." Access to the equipment will be determined by the administration of the School of Journalism based on availability and need.

9. **Students working on "Our Choking Times" receive journalism credits to be given by the adviser of the paper.**

To receive University credit, all students must be under the direct supervision of a faculty member holding an appointment within the appropriate credit-granting department of the University. Until the staff members of the newspaper accept the supervision of the faculty of the School of Journalism, this **demand cannot be accepted nor can credit be given.**

10. **Blacks be implemented in all hiring of supervisory and academic personnel at Ohio State.**

The University continues its **existing policy** of providing equal opportunity for all levels and categories of job opportunities at this University. Early this year the University **developed** an Affirmative Action Program as a means of intensifying our efforts in this regard. (See response to demand 4.)

11. **More blacks be hired throughout the Athletic Department in such capacities as trainers, ground keepers, coaches, as well as an extensive recruiting of black athletes.**

Among those **appointed** to key positions during this past year in the Athletic Department, two are black: Richard Delaney as Assistant Athletic Director and Benjamin Waterman as Assistant Basketball Coach. A number of black employees also have been added in various areas of the University athletic program, including tapers, gatekeepers, and concession employees.

12. **At least six black policemen be employed to serve The Ohio State University campus.**

The University Personnel Department is presently **in the process** of recruiting additional policemen. To date twelve new applicants have been accepted, two of whom are black. Three more black applicants have been conditionally accepted pending verification of application. Therefore, with the two black members of the present force there will be a total of seven black policemen.

13. **At least ten black dorm directors, twenty-five black R.A.'s and ten black S.P.A.'s be hired for Autumn Quarter 1970-71.**

The University administration emphatically **rejects** the concept of quota system in any employment area of this University. Personnel are employed to work within the University's dormitory system on the basis of ability. Based solely on this criterion, there are presently three black dorm directors, fourteen black resident advisers, and three black student personnel assistants in the dormitory system this Autumn Quarter.

**14. At least four blacks be instated on the committee of disciplinary matters at Ohio State University.**

The University under existing procedures does not have a University committee on discipline. This function is now being provided under the Rules of the University by a Hearing Officer.

**15. At least four blacks be seated on the committee of cultural service at OSU.**

The concept of specifying the number of people of any race on any University committee is **rejected**. The University administration **reaffirms** the **existing policy** of the selection of student representation for service on University-wide committees by the appropriate student governmental agency. Last year, student government selected three students to serve on the Advisory Committee on Cultural Programs. Seven students have been selected for this year's committee, three of whom are black.

**16. Fees be lowered for all in-state and out-of-state students.**

The University administration **rejects** this demand because the University must depend upon student fees to make up the difference between the subsidy level provided by state government and the total cost of conducting its academic programs. Any reduction in the present level of student fees would detrimentally affect the quality of these programs. The large disparity between in-state and out-of-state student fees has been established in direct proportion to the difference in subsidy support levels provided by the state for in-state versus out-of-state students.

**17. Xerox machines, typewriters and other office equipment be furnished to the NAACP.**

The Office of Student Affairs has reviewed this matter along with the requirements of the other recognized student organizations and **will provide** such equipment as appropriate within established policies.

**18. An additional bus be added to the evening service of the campus so that the waiting time will be approximately ten minutes.**

Early last year additional bus service already **had been provided** during the evening hours. Beginning with the Autumn Quarter, there will be still further **improvements**. In the evening the West Campus bus service will be rerouted to include the dormitory loop as an added measure of convenience and safety. While the ten-minute frequency may not be immediately achieved, the University administration **agrees** that this is a desirable goal.

**19. That the University intervene in the courts to have injunctions lifted from individuals and groups named therein (March 13 and April 29).**

The University administration, upon continuing legal consultation, was eventually satisfied that the purpose of the restraining orders requested by and granted to the University on March 13 and April 29 had been fully served and replaced by more effective legal measures. Accordingly, a request was initiated by this University on May 18 to, and was **granted** by, the Court of Common Pleas for the withdrawal of these injunctions.

**20. That no University disciplinary action be taken against strike leaders and that the University not initiate civil action against these leaders.**

The University administration **rejects** all demands for amnesty. A number of the strike leaders accused of committing illegal acts or violating University rules or regulations during this past spring have been tried by the University under the discipline rule, as well as by the civil courts. It is important to point out that they were not charged for being strike leaders, but for alleged violations of laws or University rules.

**21. That students charged with disciplinary violations be given full, open hearings, that they be permitted legal counsel, and that students who are arrested on campus be tried by civil courts or disciplinary bodies but not both.**

**Existing procedures** provide for the elements of due process, legal counsel, and the option of having representatives of the news media present at hearings for students being tried for alleged acts in connection with last spring's disorders. The University administration **rejects** as invalid the accusation of double jeopardy.

**22. That the University intervene and use all possible influence to have charges dropped against the five students and one employee who were arrested at the Ohio Union on April 21 during a demonstration, that the students have no disciplinary action taken against them, and that the worker be reinstated.**

The University administration **would not agree** to intervene or use its influence to have these charges withdrawn or **would not agree** to not take disciplinary action. Furthermore, the administration reserves the right to initiate further disciplinary action against students whose cases are presently pending before civil courts depending on the outcome of such civil action.

**23. That disruption charges against Bill Kilgore and Jerry Roberts be dropped.**

This demand was **rejected**.

**24. That the University use its influence to have charges dropped against Carl Phillips and Elisha Jones in the courts.**

This demand was **rejected**.

**25. That in the future, no sanctions be taken against students and employees who participate in activities which are critical of University policies.**

It is the **existing policy** of this University that sanctions are not taken against students or employees because of their participation in activities critical of this University, its administration or faculty as long as the rules and regulations of the University and civil statutes are not violated.

**26. That University rules and regulations which limit free speech and assembly be repealed, including the "disruption rule," limits on the use of sound equipment, limits on rallies and pickets, etc.**

The University rules and regulations are designed to assure that the academic processes are open and free from interference and disruption. Accordingly, limitations on conduct effected by reasonable time, place, and manner policies are necessary. The University administration will continue to **reject** demands to eliminate specific University rules and regulations until protection against interference and disruption can be guaranteed by more satisfactory means.

**27. That ROTC courses not receive academic credit and that ROTC instructors not have faculty status.**

The Council on Academic Affairs is presently in the process of **reviewing** the academic nature of ROTC programs of this University as it does all academic programs on a periodic basis. The University administration, however, **reaffirms** its support of the granting of academic credit and faculty status for the ROTC programs.

**28. That the University and members of the University community cease all military and other war research (including such areas as chemical and biological warfare, Department of Defense contracts, etc.).**

While the number of research projects conducted at this University directly associated with war activities is an exceedingly small percentage of the total research effort, the University administration **rejects** this demand and **reaffirms** the existing policy, which

provides for the freedom of choice of research program by the individual faculty member as long as it is compatible with the academic interests of his department and college.

**29. That the University support the views of its students and condemn the continuation and expansion of the war in Southeast Asia.**

A university by its very definition provides for a broad spectrum of opinion in search of the truth. To take an institutional position on a political issue on which this country is deeply divided would be in direct contradiction to the open-forum concept of a university. Accordingly, the University administration rejects this demand.

**30. That the University strongly urge individual departments to give students 50-50 voting representation on departmental committees, and the students be given meaningful voting representation on University committees.**

The determination of the appropriate representation in the academic decision-making process of the department is a determination made at the department level. A wide variation in the degree of student representation within departments exists at this University. Students **are presently** represented with full voting authority on almost every University-wide committee.

By special Faculty Council **action** last spring, academic and administrative units were requested to review their existing policy on student representation on committees. Faculty Council also **created** a Committee on Student Representation for the purpose of collecting information on this subject, assisting University units in obtaining the views of interested students and faculty as to appropriate committee structure, and asking all academic and administrative units of the University to provide for significant voting participation by student-elected representatives. In addition, the Faculty Council also created a committee to **study** the feasibility of a University Senate that would draw its membership from students, faculty, and administration. The President and each member of his Cabinet are **appointing** Student Advisory Committees. Furthermore, by recent **action** of the Board of Trustees, three students were given membership on the Council on Academic Affairs and three on the Research Council.

**31. That the University appoint officials responsible for student affairs with the consent of the student body who enjoy the confidence of the students.**

The University's administration has just completed a comprehensive review of the interrelationship of students with the administration and specifically with the Office of Student Affairs. Based on discussions with students, administrators, and faculty, a number of the responsibilities of this office were reassigned to provide the Vice President for Student Affairs with a greater opportunity to work directly with and relate to the students of this University. The disciplinary responsibility was removed from this office to place this person in a stronger student advocacy role. After further discussion, Dr. Ted R. Robinson was **appointed** to the position of Vice President for Student Affairs. The University administration **agrees** to the importance of working more closely with the students both directly and through this office to develop a closer understanding in an effort to enjoy great mutual confidence.

**32. That in the future, the University will not introduce armed city police, state police, county police, National Guard or federal troops during demonstrations or "disruptions."**

This demand is **rejected**. The administration of the University cannot nor will it relinquish its responsibility to provide protection to human life and property on this campus. As in the past, assistance will be requested from outside security agencies only when in the judgment of this administration the University's own security people cannot provide adequate protection in a given situation. Furthermore, it should be understood that once these outside security forces come on campus the nature of security measures rests clearly with their leadership.

**33. That the University implement the set of demands by the Women's Liberation Front which are aimed at giving women an equal opportunity to enjoy the benefits of the University and end its current repression.**

A committee consisting of students, faculty, and staff recently was appointed to conduct a comprehensive **study** and to make **recommendations** concerning the status of women at The Ohio State University. This committee has been asked to include in this study employment practices, comparative salary levels, admissions policies, and any other matters it believes appropriate to the status of women students, faculty, and staff members at this University. Within the membership of this committee are people who have full access to all the administrative statistical data of the University. The committee will provide this information, along with its recommendations, no later than March 1, 1971.

**34. An investigation fund to hire people full-time to investigate the status of women at Ohio State University in general, and specifically in such areas as graduate and professional school quotas, sexist scholarships, hiring practices, promotion practices and research funding, and also, investigations to offer suggestions for a series of courses on women which could be initiated at the University. To be effective, the investigators must have access to Ohio State University statistics in the above-mentioned areas.**

Under **study**. (See response to demand 33.)

**35. The establishment of a Planned Parenthood Center within the campus area, to which the University should contribute a centrally located building and furnish it with non-medical supplies.**

The University administration is in the process of **studying** how the service presently provided by the University Student Health Service might be expanded and coordinated in appropriate ways with the Planned Parenthood activities in this community.

**36. The establishment of a University day care center free to all University women, which would include a large site, male and female staff, a full-time nurse, a lunch program and supplies. September 1, 1970, could begin the working out of this arrangement in more detail with January 1, 1971, set as the opening day for the day care center at Ohio State University.**

A committee consisting of students, faculty, and staff recently was appointed to **study** and **implement** a plan for a pilot Day Care Center on this campus. The committee will hopefully make available such a plan no later than December 1, 1970.

**37. A self-defense program should be initiated for Autumn quarter 1970.**

The University administration **agrees** that such a program is generally desirable and as a first step has implemented a course in self-defense through the School of Health, Physical Education, and Recreation as part of the basic physical education program of the University with a registration of approximately one hundred students this Autumn Quarter.