

## BLACK STUDENT UNION DOCUMENT

*Thanks for asking us to respond.*  
*invitation We realize there are problems*  
 We welcome this opportunity to respond to the Black Student Union *were not sure*  
 document of April 17, 1974, because it affords the opportunity to discuss openly *you*  
 a subject of widespread interest even though we recognize the difficulties *recognize*  
 inherent in trying to negotiate complicated issues in a reasoned and constructive *all of*  
 manner. We hope that the following will provide information and perspective *them,*  
 on a complex set of questions and that it may also serve to increase understanding  
 of the constraints under which the University of Idaho operates.

The University of Idaho has chosen to recognize it's responsibility to minority groups in several ways. These are based in a University policy statement passed by the Faculty and Board of Regents which formalizes the institution's commitment to minority cultures. This policy calls upon the University to provide ethnic minority students an opportunity to compete at the University and to attain an education in keeping with their individual abilities and desires. Upon passage of this policy, the Faculty Council approved the Juntura Committee as a standing committee and charged it with the task of implementing this policy.

To date, implementation has taken several routes. Efforts have been made to recruit minority students and to help them secure adequate financial aid. Tutorial services have been established, support has been provided to assist in establishing ethnic student organizations, such as the Black Student Union, and minority graduate assistants and staff members have been hired in increasing numbers during the past several years. Important is the fact that the resources used to support most of these efforts have been derived from appropriated funds

provided by Idaho taxpayers and students and not from grant monies. The University has also provided support for Upward Bound, ~~programs such as the~~ <sup>and</sup> Center for Native American Development, ~~and the Chicano Mobile Institute.~~ <sup>? delete</sup>

If these efforts have had but modest effect in improving the quality of life on campus for Black and other minority students, this can be attributed to several factors: <sup>(#)</sup>

~~First, 1970 census figures and 1972 revisions~~ indicate that in the total Idaho population of ~~729,000~~ <sup>713,000</sup> people there were about ~~713~~ <sup>2,130</sup> Blacks, ~~10,000~~ <sup>6,687</sup> Native Americans and 17,000 Chicanos. Thus Blacks comprised somewhat less than ~~1/10~~ <sup>approximately</sup> of the state population, ~~however,~~ <sup>Presently</sup> of approximately ~~7,000~~ <sup>100</sup> students ~~currently~~ enrolled in the University of Idaho, 36 are black. Small as this number may be, the total of Blacks in our student body is ~~roughly five times~~ <sup>twice</sup> the representation in the state population which supports this institution.

~~Second,~~ the University is located far from large, diversified black populations from which it can attract students and on which it can depend for support for any on-going black cultural institutes or programs. In other words, while ~~the University~~ <sup>we</sup> must and will continue to enroll ~~Black students~~ <sup>and assist</sup> ~~and seek to assist~~ them ~~as best it can,~~ <sup>specifically</sup> primary obligations to the people of Idaho ~~also suggest~~ <sup>must also</sup> that the University ~~address itself increasingly to the needs of its~~ <sup>the taxpayers who largely support this institution,</sup>

Chicano and Native American citizens, ~~as well.~~ This presents ~~an~~ acute budgetary ~~problem~~ <sup>problems</sup> since the ~~money~~ <sup>monies</sup> needed to hire additional qualified minority ~~staff mem-~~ <sup>Personnel</sup> bers to assist in the ~~conduct of~~ <sup>Conducting</sup> extensive programs for even one minority group ~~is~~ <sup>are</sup> simply not available at ~~the~~ present. ~~Thus~~ the University is faced with



demographic and financial limitations which make it impossible <sup>at present</sup> to implement comprehensive, across-the-board programs for Black students. Obviously, we shall continue to seek the funds we need to broaden minority programs, but at present the outlook is not encouraging.

© In terms of <sup>federal</sup> financial aids programs, according to our figures, minority students comprise about 7 percent of all those students receiving aid and they receive about 14 percent of the total aid dollars. (Three percent of all students receiving aid are Black, while Black students comprise less than one percent of the total student body.) In view of the educational disadvantage of minorities, the awarding of proportionately <sup>larger</sup> ~~large~~ amounts of federal assistance to minority students is obviously justified. It should be pointed out, however, that such monies are not allocated to minority group students by quota, rather aid is based upon a nationally-accepted needs analysis which is applied to all students, <sup>seeking financial assistance,</sup> minority or otherwise, ~~seeking financial assistance.~~ <sup>suggestion by the</sup> The Black Student Union ~~suggestion~~ that there be ~~undertaken~~ a review of federal aid ~~fund~~ allocations and minority student needs ~~patterns~~ <sup>We believe that such a review will</sup> is quite acceptable to the University. We would welcome it, ~~and hope that it might~~ clear up what ~~seem to be~~ a number of misunderstandings in these areas. The suggestion that the review panel be the state Attorney General, the University President, and a Mr. Ed Reed, who is unknown to us, is not necessarily rejected, but it is our feeling that the Idaho Human Rights Commission might better supervise such a review fairly and expeditiously, while honoring necessary safeguards for the confidentiality of student records. ©

*A*

University hiring practices are closely monitored by the Affirmative Action Officer to insure that minority applicants are sought and carefully evaluated. For example, recent hirings in the athletic department included extensive canvassing to solicit applications from Black and other minority professionals. Frequently the stumbling block to the hiring of a minority applicant ~~(they are few in number)~~ has been the relatively non-competitive salary scale which ~~continues~~ low budgeting ~~at~~ of the University. ~~of Idaho forces.~~ Such salary deficiencies are accentuated by ~~the~~ fact that other colleges and universities are also aggressively seeking Black and other minority candidates. In many instances, they are simply priced out of our market. *A*

*application from a Black candidate and there was not a vacancy on the coaching staff in the specialty he requested*

*delete*

Currently, the University employs two Black faculty members, one Black staff member, one Chicano administrator, one Chicano faculty member, as well as one Native American faculty member and two Native American staff members. The University is committed by its affirmative action plan to seek out minority and women applicants for all vacancies, whether they be in key areas of admissions, financial aids, residence halls, athletics, or on the faculty. Positive steps will be taken whenever positions come open.

We do not recommend that a University-funded, comprehensive Black Studies Program or Black Culture Institute be undertaken at the University because of the ~~lack~~ *absence* of a contiguous, established Black community to help sustain such a program ~~either~~ financially *and* culturally. We will continue to offer courses in Afro-American history, political science, sociology and literature and, as funds become available, we will continue to seek qualified Black instruction for them. *Z*



Changes in residence hall regulations have recently cleared the way so that student athletes will have the same free choice of housing that is afforded other students. These regulations become effective with the fall term of 1974 and respond directly to point 10 in the Black Student Union communique.

In closing we would draw attention of the Black Student Union to the attached document, a proposal for the coordination of minority student concerns developed by the University Juntura Committee. This proposal is on the current agenda of the Faculty Council for its meeting ~~next week~~ <sup>Tuesday</sup>. We feel that many of its provisions materially touch on items presented by the Black Students in their communique. This document ~~could~~ <sup>can</sup> provide a positive foundation for continuing discussion of action programs for minorities on campus. We feel it might be possible through budgetary realignment that student advisory services and the office of intercultural programs could provide funding for the major portion of the salary of <sup>the</sup> ~~a~~ director ~~such as the one~~ mentioned in the proposal. We are committed to the idea that this director must be from a minority group. Further we would propose that the ethnic student advisory board, initiated by the student advisory services office last year, be reactivated and used as a sounding board for the development and improvement of services to minority students. This group would be free to appropriate studies from the counseling center or other departments as necessary. As noted above, we would certainly welcome a careful, authoritative review of any and all minority programs by an agency such as the Idaho

#P

Human Rights Commission. We hope that these responses clarify some of

the issues ~~and constraints~~ raised in the Black Student Union communique *and the constraints under which we operate.*

We will ~~do our best to~~ remain open to discussion of these problems in an

*and hope the BSU will also, following*  
~~atmosphere of free and responsible exchange of views.~~

*its study of the reply. #*