

SAN FRANCISCO STATE COLLEGE

March 18, 1969

JOINT AGREEMENT OF REPRESENTATIVES OF THE THIRD WORLD LIBERATION FRONT AND
THE BLACK STUDENTS UNION AND THE MEMBERS OF THE SELECT COMMITTEE

CONCERNING

RESOLUTION OF THE FIFTEEN DEMANDS AND OTHER ISSUES ARISING FROM THE STUDENT
STRIKE AT SAN FRANCISCO STATE COLLEGE, NOVEMBER 6, 1968 - MARCH 18, 1969.

The undersigned have agreed to all the terms of this joint agreement:

Curt Aller, Chairman, Select Committee

Donald Earnhart

Jordan Churchill

John Edwards

DeVere E. Pentony

Larry Robinson

APPROVED:

S. I. Hayakawa, Acting President

on the record...

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S.F. STATE COLLEGE
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(The following joint agreement was signed on March 20, 1969 by members of the Select Committee indicated below and representatives of the Third World groups. It was also signed by Bishop Hurley. It was released by the Select Committee on March 21, 1969 to the press and faculty.)

JOINT AGREEMENT OF REPRESENTATIVES OF THE THIRD WORLD LIBERATION FRONT AND THE BLACK STUDENTS UNION AND THE MEMBERS OF THE SELECT COMMITTEE

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We agree to the following responses to the 15 demands.

Several of the responses are written to enable immediate action toward strike settlement, and they should be understood as taken without prejudice to future development along quite different lines. For example, one response is the establishment of a School of Ethnic Studies. This is an important first step to take, but other alternatives are not precluded for the future. Several of the unaccomplished implementations are due to the unwillingness of the College to proceed with planning without the active cooperation of ethnic minority students, faculty, and community representatives.

B. S. U. #1:

THAT ALL BLACK STUDIES COURSES BEING TAUGHT THROUGH VARIOUS OTHER DEPARTMENTS BE IMMEDIATELY PART OF THE BLACK STUDIES DEPARTMENT AND THAT ALL THE INSTRUCTORS IN THE DEPARTMENT RECEIVE FULL TIME PAY;

1. A memo to President Smith from Vice President Garrity October 21, 1968, stated that a transfer of existing Black Studies courses then in session were to be transferred to the Black Studies Department in Spring or Fall, 1969.

Implementation by College: All courses have been transferred with the exception of one in Anthropology and one in Drama. At this writing it is not known whether the plan is to maintain these courses in the departments or transfer them to Black Studies.

2. All instructors employed full-time will receive full-time pay.

Implementation by College: Accomplished.

B. S. U. # 2:

THAT DR. HARE, CHAIRMAN OF THE BLACK STUDIES DEPARTMENT, RECEIVE A FULL PROFESSORSHIP AND A COMPARABLE SALARY ACCORDING TO HIS QUALIFICATIONS;

The apparent failure to rehire Dr. Hare is irrelevant to the institution of the Black Studies Department. The Department Chairman shall be selected by the usual departmental process and Dr. Hare shall be eligible for selection.

B. S. U. # 3

THAT THERE BE A DEPARTMENT OF BLACK STUDIES WHICH WILL GRANT A BACHELOR'S DEGREE IN BLACK STUDIES: THAT THE BLACK STUDIES DEPARTMENT, CHAIRMAN, FACULTY, AND STAFF HAVE THE SOLE POWER TO HIRE FACULTY AND CONTROL AND DETERMINE THE DESTINY OF ITS DEPARTMENT;

1. The Department of Black Studies was created by President Robert Smith on September 17, 1968. The Bachelor of Arts Degree in Black Studies was approved by the Trustees on October 24, 1968. Through its actions of December 5th and December 17, 1968, the Council of Academic Deans provided the resources needed

to begin the Black Studies Program in the Spring semester of 1969.

On December 5th, 1968, the Council of Academic Deans recognized the Black Studies Department as having "full faculty power commensurate with that accorded all other departments of the College."

Implementation by College and the Trustees: Accomplished.

2. The College approved a community board without specifying what form it shall take. This board will recommend to the President; that is, it will not legally have the sole power to hire faculty and control the department. One point, however, of having a community board is to provide support from the community for the minority programs.

Implementation by the College: Not yet accomplished.

The College has so far been unwilling to institute the board without the active cooperation of ethnic minority students, faculty and community representatives. It is agreed that appointments to this board be agreeable to the College, the Third World faculty, involved Third World students, and Third World communities.

B. S. U. #4:

THAT ALL UNUSED SLOTS FOR BLACK STUDENTS FROM FALL 1968 UNDER THE SPECIAL ADMISSIONS PROGRAM BE FILLED IN SPRING 1969.

This demand was met by the admission of 128 E.O.P. students in the Spring 1969 semester.

Implementation by College: Accomplished.

B. S. U. # 5:

THAT ALL BLACK STUDENTS WISHING SO, BE ADMITTED IN FALL 1969.

1. Admission and entrance requirements are law, not subject to change by the College. The staff of the bi-partisan Legislative Joint Committee on Higher Education recently called the State's Master Plan for Higher Education a failure and included among its recommendations, the following:

(a) Lower entrance requirements for the University and State Colleges until the percentage of minority students enrolled throughout the system was the same as the percentage of minority citizens of college age in the State as a whole.

(b) Have the State Colleges accept the top 40%, instead of the top third of high-school graduates.

(c) Raise the percentage of applicants for whom the Colleges may waive admission requirements from 4% to 10%.

Changes in the law take time to bring about and we do not know what changes will take place. The College has already committed itself (Position Paper on Issues, 2/26/69, VI, 3) to do its part in the study and revision of the Master Plan.

2. Parallel admission standards for Third World people, having the status of equivalents to regular admission requirements, are a basic necessity at San Francisco State College if the College is to fulfill its educational responsibilities

as an institution of higher learning in an urban environment. The College shall develop parallel admission standards for Third World people and others and shall recommend them to the Trustees for enactment in Title V. One responsibility of the Planning Committee for the School of Ethnic Studies shall be to develop, together with the Dean of Admissions, such parallel admission standards by October 1, 1969.

3. Under existing law, the College has initiated procedures for the active recruitment of non-white students, and we present the following information as evidence of good faith in this regard.

For the Fall 1969, (a) about the same number as for the Fall of 1968 of special admittees (400) is expected. The total college enrollment is expected to decrease by about 500, so that no increase in special admissions is possible without a change in the law. (b) 500 regular admissions are being filled by qualified non-white students who are being actively sought and admitted when found. (c) It is estimated that about 100 additional non-white students will enroll through regular admissions channels. (d) The expected total of new non-white student admissions for Fall 1969 is therefore 1,000 (out of a total of 4,670 new students expected to enroll.)

In Fall 1968, the number of non-white students enrolled (including 200 foreign students) was about 3,750 out of a total enrollment of 18,230, or about 20%. For Fall 1969, the estimate is an enrollment of 4,250 to 4,750 non-white students out of a total of 17,700 students, or from about 24% to 27%.

4. The College has committed itself additionally to seek the necessary finances and staff for the E.O.P. (Position Paper on Issues, 2/26/69, IV, 2). The College also commits itself to seek funds, both within the State College system and outside of it, for students, counsellors, and tutors; and we recommend the drawing together in one office of the College all such activities devoted to acquiring the funds needed for the education of Third World and other students.

5. The College shall explore the feasibility of pooling at San Francisco State College the special admissions quotas not used by other State Colleges.

B. S. U. # 6:

THAT TWENTY FULL TIME TEACHING POSITIONS (20) BE ALLOCATED TO
THE DEPARTMENT OF BLACK STUDIES;

1. 12.3 positions (11.3 unfilled) have already been allocated to the Black Studies Department.

Implementation by the College: Accomplished.

2. Additional staff will be allocated in accordance with need and available resources; and it is expected that there will be additional staff allocated by Fall 1969. In addition to faculty needed for course additions and increased enrollments, some staff time should be available for teaching and research assistants. If the need is demonstrated, the allocation to the Department could well exceed 20.

Implementation by the College and Trustees: In process.

B. S. U. #7:

THAT DR. HELEN BEDESEM BE REPLACED FROM THE POSITION OF FINANCIAL AID OFFICER AND THAT A BLACK PERSON BE HIRED TO DIRECT IT, THAT THIRD WORLD PEOPLE HAVE THE POWER TO DETERMINE HOW IT WILL BE ADMINISTERED;

1. The college has established a new position of Associate Director of Financial Aids, and a black administrator has been appointed to it. He is in charge of and responsible for the final decision-making in the College Work Study Program, and for the final decision making on financial aid packages developed for all black students who wish their decisions made by a black administrator.

The College already has in the Office of Financial Aids a Spanish-speaking administrator. He has the same final authority of decision for non-white students who wish their decisions made by a Spanish-speaking administrator.

The respective administrators shall be directly involved in determining the final decisions on the obtaining of funds for Financial Aids.

Implementation by the College: Accomplished.

2. The respective administrators shall be included among the appointments with which the community board is concerned.

3. The College needs additional staff and space support for the Financial Aids Office. Such support will be sought immediately from State sources.

Implementation by the College and Trustees: Not accomplished.

B. S. U. # 8:

THAT NO DISCIPLINARY ACTION BE ADMINISTERED IN ANY WAY TO ANY STUDENTS, WORKERS, TEACHERS, OR ADMINISTRATORS DURING AND AFTER THE STRIKE AS A CONSEQUENCE OF THEIR PARTICIPATION IN THE STRIKE.

The signatory parties are aware of the President's intention to continue scheduled disciplinary hearings but, in recognition of this agreement, to withhold his final decision on disciplinary penalties beyond probation until April 11, 1969.

The members of the Select Committee and the representatives of the T.W.L.F.-B.S.U. join in recommending to the President on all cases pending on March 17, 1969 that:

1. Students charged solely with acts of non-violence shall receive a written reprimand. Students so charged may request a hearing after the receipt of the reprimand and in the event they are found guilty the penalty shall stand.
2. Students charged with "violent acts" shall, if found guilty by the hearing panel, receive a penalty of not more than suspension through the end of the Fall semester of 1969-70. ("Violent acts" are acts of physical aggression against persons or the use of or attempted use of explosives or incendiary materials.)
3. Students charged with "instructional disruption" shall, if found guilty by the hearing panel; receive a penalty of no more than suspension for the remainder of this academic year. ("Instructional disruption" is the disruption or the

attempt to disrupt by force or violence or the threat of violence or force within the situs of the threatened act of any part of the instructional program of the college.)

4. All other acts are deemed to be non-violent.
5. Probation shall be defined so as not to prevent full student activities, or affect student financial eligibility, or affect his hiring eligibility within the College.
6. No further charges will be brought for antecedent acts of instructional disruption or non-violent conduct.
7. A review of current disciplinary procedures should commence immediately. This review should involve, among others, TWLF-BSU students, and should include consideration of a) due process and b) student judicial participation.

B. S. U. #9:

THAT THE CALIFORNIA STATE COLLEGE TRUSTEES NOT BE ALLOWED TO DISSOLVE ANY BLACK PROGRAMS ON OR OFF SAN FRANCISCO STATE CAMPUS;

1. The College affirms its belief that self-government in student affairs is desirable, and will resist any revisions to the California Administrative Code, Title 5, which intend to abridge the decision-making role of students in student affairs. The College also believes that all persons involved in handling student funds should be held accountable in all fiscal matters. New regulations should be provided, if necessary, to clarify areas of financial responsibility.

Implementation by Trustees: Not accomplished.

2. It is urgently recommended by the Select Committee and the representatives of the TWLF-BSU that the College intervene legally in the current dispute of Associated Students funds.

The College shall recommend to the Trustees that they require the colleges to fulfill their obligations under existing Title V regulations rather than add new regulations affecting the controls of student funds.

The College shall further recommend to the Trustees that any action on changes in Title V be postponed until a representative group of Third World students from San Francisco State College has had an opportunity to present its case to the Trustees.

It is expected that some programs now being financed by Associated Students' funds can be supplementarily financed in the future through the School of Ethnic Studies without diminishing its accredited program.

Implementation by College: Not accomplished, awaits planning completion

B. S. U. #10:

THAT GEORGE MURRAY MAINTAIN HIS TEACHING POSITION ON CAMPUS FOR 1968-69 ACADEMIC YEAR.

Personnel matters of the Black Studies Department are a concern of the community

board. Refer to the response to demand #3.

T. W. L. F. #1:

THAT A SCHOOL OF ETHNIC STUDIES FOR THE ETHNIC GROUPS INVOLVED IN THE THIRD WORLD BE SET UP WITH THE STUDENTS IN EACH PARTICULAR ETHNIC ORGANIZATION HAVING THE AUTHORITY AND CONTROL OF THE HIRING AND RETENTION OF ANY FACULTY MEMBER, DIRECTOR, AND ADMINISTRATOR, AS WELL AS THE CURRICULUM IN A SPECIFIC AREA STUDY;

1. The College will endeavor to establish a School of Ethnic Studies to begin operation in the Fall Semester 1969. The College recognizes that in order to mount a truly significant program to meet the needs and aspirations of the ethnic communities, additional funding must be secured. The only alternative available to the College is to recommend to the Chancellor's office and the Trustees the building or purchase of appropriate facilities for the development of a School of Ethnic Studies.

Implementation will require approval by the Trustees and the Department of finances.

A very large planning job faces the College, and the work must start immediately.

2. In status and structure the School will equal existing Schools of the College.

Implementation by the College follows implementation of #1.

3. Staffing will be provided from presently existing funds for planning the School during the Spring Semester 1969 and funds will be sought for Summer 1969.

There shall be a Planning Group and an Advisory Planning Committee.

The Planning Group shall be composed of:

- (a) A full-time Director appointed by the College with the advice and consent of T.W.L.F. students.
- (b) Three Associate Directors, half-time, nominated by the TWLF students with the advice and consent of the College and appointed by the College. They should preferably be either faculty members or graduate students.
- (c) At least one student from each subdivision of the T. W. L. F. (including the B. S. U.) appointed by the TWLF. The students shall be paid.

The functions of the Planning Group are: (1) to do the actual planning for the School of Ethnic Studies, in consultation with the Planning Committee; and (2) to propose plans for consideration of the Planning-Advisory Committee.

The Planning-Advisory Committee shall include the Planning Director as an ex-officio member and 12 members of the faculty or administration as follows:

- (a) Four (4) chosen by the Academic Senate
- (b) Four (4) chosen by the President with the advice and consent of C.A.D.
- (c) Four (4) chosen by the B. S. U. and T. W. L. F. students.

The functions of the Planning-Advisory Committee shall be: (1) to work

closely with the Planning Group in reviewing plans for the S.E.S.; (2) to inform the College community of the needs, difficulties, and problems encountered in planning stages; (3) to recommend to the appropriate College committees, the Academic Senate, C.A.D., and the President the final plan for the S.E.S.

The College will endeavor to obtain funds in order to enable planning to continue during the summer.

Implementation by College: Not accomplished, but it can be immediately.

4. The College will take immediate steps to review its own Academic Master Plan with the purpose of considering the following issues:

- (a) Raising the FTE ceiling for the College to accommodate the School of Ethnic Studies, if new facilities are built or purchased.
- (b) Reserving an FTE allotment for the growth and development of a School of Ethnic Studies.

Implementation by College: Not accomplished.

5. A Community Board representing the several ethnic areas involved, has been approved by the College to assist and supplement the administrative operation of the School of Ethnic Studies. This Board will recommend to the President; that is, it will not legally have the sole power to hire faculty and control the Department.

Implementation by the College: Not yet accomplished.
The College has so far been unwilling to institute the Board without the active cooperation of ethnic minority students, faculty, and community representatives. It is agreed that appointments to this Board be agreeable to the College, The Third World faculty, involved Third World Students, and Third World communities.

T. W. L. F. #2:

THAT 50 FACULTY POSITIONS BE APPROPRIATED TO THE SCHOOL OF ETHNIC STUDIES, 20 OF WHICH WOULD BE FOR THE BLACK STUDIES PROGRAM;

The allocation of faculty positions to the School of Ethnic Studies will follow upon Spring planning and resources acquired by the College. The number of such positions for the Fall semester will be determined during the Spring, and will depend upon the nature of the programs developed, the FTE allocated to the School and the capacity of the facilities allocated.

We commit the College now, in advance of planning, to ten (10) positions for the Fall Semester 1969, without prejudice to the needs for additional positions. If need is demonstrated, the allocation to the School could well exceed 30.

Implementation by College and Trustees: Not accomplished.

T. W. L. F. # 3

THAT, IN THE SPRING SEMESTER, THE COLLEGE FULFILL ITS COMMITMENT TO THE NON-WHITE STUDENTS IN ADMITTING THOSE THAT APPLY;

Same as response to B. S. U. Demand #4.

T. W. L. F. #4:

THAT, IN THE FALL OF 1969, ALL APPLICATIONS OF NON-WHITE STUDENTS BE ACCEPTED;

Same as response to B. S. U. Demand #5.

T. W. L. F. #5:

THAT GEORGE MURRAY AND ANY OTHER FACULTY PERSON CHOSEN BY NON-WHITE PEOPLE AS THEIR TEACHER BE RETAINED IN THEIR POSITION.

Same as response to B. S. U. Demand #10.

WE FURTHER AGREE TO THE FOLLOWING:

1. That a committee of students, faculty, and staff, ethnically mixed, be formed immediately to advise the College on how to deal with the charges of racism at the College. A first task for this committee will be to recommend procedures for dealing with claims of racism within the College.
2. That the procedure for appointing an ombudsman be started again and pressed to as rapid a conclusion as possible.
3. The College shall establish, through its Academic Senate and the Council of Academic Deans, a small committee to expedite decision making and action concerning all aspects of this agreement. Its Chairman shall have direct access to the C.A.D., the Vice Presidents for Academic and Financial Affairs, and the President. The committee will make monthly progress reports to the President, the Academic Senate, and the Council of Academic Deans and will recommend any steps necessary to facilitate the development of the program.
4. In recognition of the urgency of the present situation, we recommend that the Chancellor and Trustees expedite in every way possible the consideration of any requests for special resources presented by the College President which arise from the extraordinary needs of the College at this time.
5. In instances where differences of interpretation occur in the precise meaning of any part of this agreement, final and mutually binding decisions upon all parties shall be made by a three-man group composed of one person named by the President of San Francisco State College, one person named by the Dean of the School of Ethnic Studies and the Chairmen of the various Ethnic Studies Departments, and a third person selected by these two. If no agreement can be reached as to this third person, the third person should be Bishop Mark Hurley.
6. Staffing and admission policies of the School of Ethnic Studies shall be non-discriminatory.
7. Police should be withdrawn immediately upon the restoration of peace to the campus.

8. The state of emergency on campus should be rescinded immediately upon settlement of the strike, together with the emergency regulations restricting assemblies, rallies, etc.
9. The College shall resume planning for a Constitutional Convention and for a student conference on the governance of the urban campus.
10. The students and the administration together recognize the necessity of developing machinery for peaceful resolution of future disputes, arising from conditions or needs outside the terms of this agreement
11. The student organizations signatory to this agreement and the College agree that they will utilize the full influence of their organizations to insure an effective implementation of this agreement.

The End