

BUCKNELL UNIVERSITY
LEWISBURG, PENNSYLVANIA

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JOHN F. ZELLER
VICE PRESIDENT
BUSINESS AND FINANCE

BUCKNELL UNIVERSITY

May 20, 1968

MEMORANDUM

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TO: Mr. Watts

PRESIDENT'S OFFICE

I should like to suggest that the time is ripe to commit Bucknell to do something for civil rights on all levels. What I propose herewith is that there be some sort of student, faculty and trustee commission appointed to develop a program, and that the commission be asked to report early in the 1968-69 academic year. It would be my hope that the report of such a commission might then find enthusiastic and active reponse in the faculty and student body, and that it might recommend a program which would include items similar to the following which could serve as a focal point for a united constructive action by the University community within the limits of its resources and abilities and within the environment and circumstances in which it finds itself. The following are the kind of recommendations which I think such a commission might propose:

1. We have had difficulty in finding individual negroes willing to move into the community as members of the faculty because of the lack of a negro community. It would be my suggestion that we commit ourselves publicly to the employment of a minimum of five or six negro faculty members at the earliest opportunity as vacancies occur and personnel becomes available. Heretofore we have looked for highly qualified people, several of whom have happened to be negro. This suggestion turns it around and suggests that we should look for negroes who have reasonable qualifications and who might add to the scholar - student relationship in ways other than publication and research. In other words, we assure such prospects that there will be a negro community and that a negro employed on the Bucknell faculty will not be alone for any length of time.
2. I suggest that we commit ourselves to the employment of at least two administrative officers as vacancies occur and personnel is available. Obvious places for such personnel would be in the admissions office or in student personnel, although vacancies might occur in other areas as well.
3. One of the easiest places to find a qualified negro would be for the coaching staff in intercollegiate athletics, and we should move on this without much delay when there is a vacancy.
4. In order to provide the kind of economic help that is needed we should commit ourselves to employ a minimum of ten negro families in physical plant, food

service or the clerical staffs -- and include moving expenses and help with housing.


4. The University should commit itself to provide help on housing to any negro family moving into the area, whether on the Bucknell staff or not. There have been several fine families who have been unable to obtain housing in the Lewisburg area. Cooperation with the prison and with local industries could be obtained. The local churches should be mobilized to assist.

5. I would suggest that we allocate all undesignated increases in scholarship endowment to negro scholarships, and commit ourselves to a doubling of our negro enrollment as rapidly as possible, at the same time setting up a program to provide whatever tutoring may be necessary for those disadvantaged students who are not sufficiently well prepared to hold their own in our highly competitive academic community.

6. As evidence of the trustee's commitment to such a program, I suggest that a negro be added to the membership of the Board of Trustees, not because of his ability to help raise funds for the University, or because of his knowledge of higher education, but with the mission of advising the Board with respect to what Bucknell can do within the limits of its resources to help society meet the problems of the negro poor.

None of these steps, standing alone, are of any major significance, but together, as a program, they might provide a focus for the Bucknell community, and an example for others, of what can and must be done if this great national problem is to find a solution. Nothing which I have suggested here is intended to suggest that negroes be treated any differently than any white, or that they be given advantages which the whites do not currently enjoy within our community. Nonetheless, we should be prepared to meet the resistance to such proposals which will come both within the campus community and in the larger Lewisburg area. We are bound to have dissension in any event, and it would be therapeutic to have the University on the side of the angels once in awhile.

I have not included in the above list any proposals for curricular changes or additions in the area of Afro-Negro Studies, but this omission is not intended to indicate any disagreement with such a proposal. Rather, the above suggestions are aimed at providing some sort of modest contribution to the economic needs of the American negro, and the proposal to add Afro-Negro Studies would be of a different order.



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cc: Mr. Ebersole
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