

california college of arts and crafts

Broadway of College Avenue
Oakland, California 94618
Telephone 663-3118
Harry X. Ford, President

BLACK STUDIES INSTITUTE

MEMORANDUM

Number 1

May
13
1970

To: Concerned Faculty and Student members of the Black Studies Institute
From: Michael Wright, sponsor of the B.S. Institute motion to the
Academic Council of CCAC on May 13, 1970
Re: An interpretation of what transpired at the above mentioned meeting
with regard to the establishment of the Black Studies Institute.

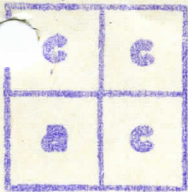
Let me first say that I am offering an interpretation of the Academic Council meeting to help clarify some of the issues and developments that many of us witnesses at first hand. I assure you all that this is not the only possible interpretation of that meeting but I must add that it is an interpretation based on some essential data and knowledge of C.C.A.C's organization that I believe many brothers and sisters did not have available at the time of the meeting.

I. The proposals:

- A. The B.S.U. had originally submitted a proposal for the consideration of the Academic Council. It called for the creation of a Black Studies Institute with a departmental status. It had no consideration for Divisional status. This was the document that the Academic Council thought they were acting on. We will call this "Proposal A".
- B. At the meeting I verbally presented a proposal for the creation of a Black Studies Institute with Divisional Status. We will call this "Proposal B". We began by discussing this proposal.
- C. During this discussion period Mrs. Fabio presented a proposal that would insure the three graduating Black seniors a BFA with a recognition of their concentration in Black Studies. In that this was not a central issue it was deferred for later consideration.

II. The discussion:

- A. Upon discussion the Academic Council realized that I had presented a different proposal than the one they had before them.
- B. I asked them to consider the proposal, without specifying which one.
- C. Mr. Lottes inquired as to which one (proposal "A" or "B") I wanted considered; tacitly indicating that proposal "A" as written would not pass, but that they would give more serious consideration to proposal "B".



california college of arts and crafts

Broadway at College Avenue
Oakland, California 94618
Telephone 883-8118
Harry X. Ford, President

BLACK STUDIES INSTITUTE

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5-13-70
Black Studies Institute

- D. I instructed them to consider proposal "A" (knowing full well that they would not pass it because of some of the specific clauses and language it contained). My intention was to move the discussion on to proposal "B".
- E. They voted on "A", and unanimously opposed it. I did not offer any resistance. I'm afraid that at this point many brothers and sisters thought that the whole issue had been defeated...but it had not.
- F. At this point the discussion moved on to proposition "B", a Black Studies Institute with Divisional status.
- G. They were not in favor of this proposal either—not as stated! But after considerable erratic discussion they indicated (through notes, signifying, and open suggestion) that they would be in favor of a Ethnic Studies Division that included a Black Studies Department (or Institute, as they had already in discussion indicated that they were in favor of the concept 'institute'). To me this meant that we had to alter proposal "B" to the point where it was acceptable to them or end up with nothing at all — at least nothing through civil discussion. The question that I raised to myself was whether we could do that and still advance our interest.
- H. At this point I called for a caucus of the Black students and faculty to help decide the issue. Although I believed then, as I stated in the caucus meeting, that we could alter be "B" and still get what we wanted I did not feel secure enough to change the proposal without a caucus meeting to explain why I thought the change was necessary and in our interest. It would have meant an Institute on the departmental level which would not have been as desirable as one on the Divisional level, it would have meant that we could forget about the sole responsibility for Hiring, Firing, and Retention (in fact be was because of that that they had voted down proposal "A"), and as a departure from the original proposal "B" this is all it would have meant. I believed that given our choice (at this the last Academic Council meeting of the year) between this or nothing we should opt for this modified version...we will call this one "proposal C" understanding that it came from them.

III The Caucus Meeting:

- A. At the caucus meeting I attempted to clarify proposal "B" and then to explain what they wanted.
- B. This was difficult because there was little order and clarity to the meeting, which in my estimation was caused by one of the following reasons:

- (1) people did not understand proposal "B"
- (2) people did not understand the administrative structure of the school (with regard to the strategic difference in pushing for a Black Studies Institute with Divisional status as contrasted to one with departmental status.
- (3) some people evidently missed out on the whole discussion of BFA degree question.
- (4) persons evidently felt that anything the college proposed (proposal "C") was automatically not in our interest; was in fact a "trick bag" to "mix us up with the other ethnic minority programs". Given the fact that we had nothing in our pockets (excepts except a few previous courses, and a hell of a wolf ticket (!), a position that we didn't want

a department in a Division with the other Ethnic minorities, was sheer nonsense in that situation. Nonsense compounded with the nebulous assertion that "They" would steal "our program"--may I ask just who is "they", how would they rip it off, and just for the record, what is our program (the one we have yet to develop?). Are we really talking about losing a program we have yet to develop? Especially if we understood that they were not going to give up anything else. Or were we being hounded by an infantile and irrational fear of defeat?! (...in front of white folks... a fate seemingly for some of us, far worse than death).

- (5) Perhaps some of us were either consciously or unconsciously prone to defeatism and despair on questions where the factors to define a political success or defeat in that situation, were to them still unknown or hopelessly unclear.
- (6) many brothers and sisters, including myself, were physically and mentally fatigued, and this did not help our morale.
- (7) Myself and Courtney (who deserves the real credit for getting the issue pushed as far as it got) made a real error in not insisting that all the brothers and sisters concerned get together before that meeting for a briefing on the problems of the proposals.
- (8) Some of us perhaps showed considerably less than desirable initiative in finding out the real problems of CCAC's organization, and the real problems of developing a getting approved a Black Studies Program and Institute.

C. The confusion in the caucus meeting was compounded by the fact that we had to come up with something concrete to return to the Academic Council within a very short time. But people insisted on raising "issues that were often periferal and 'dead off the wall'. At any rate we did accomplish somethings that were concrete, as I am sure we all had a genuine desire to do.

We accepted the Academic Council's design (a modification of proposal "B") with four special provisions and one riding clause. See attached memorandum to Mr. Harper for the exact wording of the proposal "C".

IV Back to the Academic Council

- A. We returned. When recognized by the chair, I stated that we would accept a Black Studies Institute under a Division of Ethnic Studies, with the four provisions and one rider.
- B. After a little discussion the Academic Council voted unanimously in favor of the proposal "C" and the provisions and the rider.
- C. The President indicated that we would have to work out the procedures for selecting the Department head.
- D. I indicated to the meeting assembled that we would submit a budget request for a director and secretary to work out the details of the department over the summer. (and believe me there are many).

V. Why Did They Vote in Favor of Proposition "C"

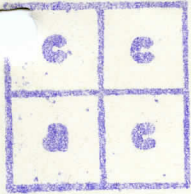
- A. When we were in caucus meeting I said that I believed they would do so. This was not only because of the indications that they gave, or because I had observed something dead give-away in their previous pattern, but also, my opinion was based on some other notions as well.

B. Given the following:

1. That as an "Institute" with a broader scope than a department and thus broader possibilities of soliciting resources, this would help compensate for our being on the departmental level and not the Divisional. (Which incidently, was the reason I pushed proposition "B" in the first place, i.e., an Institute with an administrative status second only to the college itself.). Consider also that as the Institute develops a history, things would conceivably grow better for us than they are now in this important respect: we are presently totally dependent on the college and the Division for our budget allotment. But even if we had achieved proposition "B", at the initial stage, we still would have been dependent on the college financially.
2. The representatives to the Academic Council are by-and-large on the departmental faculty level (only a few were Division heads). They did not want the Institute on a Divisional level (proposal "B") because we then would have been able to exercise more influence than most of them. This means that we would have had a chance to grab more resources than the other departments (if we were a Division) because we would have been one big administrative step closer to the source of college funds, and because we were an Institute, one step closer to attracting independent outside funds. This is one reason that they were opposed to proposition "B". Another reason is that they did not want the President and the Academic Council giving the Black Studies Institute Divisional status, because the other minority groups might well make the same claims, which if accomplished would have reduced shamefully their bargaining power (vis.-a-vis. four or five new Divisions) for college resources and would have been tantamount for the departments putting themselves (by their own choice) in a financial trick-bag.
3. They supported proposal "C" because of their own image commitment, the fact that our prospective programs might bring favorable attention the college (\$), because they would like to see (presumably) the campus' Black instructors out of their departmental 'hair' so-to-speak, and lastly because some of them may well have a little academic and programatic interest in what we might do next year.

VI. Problems We Must Anticipate and Consider for the Future

- A. The selection of a department head.
- B. The fight to get a sizable budget allocation suitable to our needs.
- C. Who else will be in the Division.
- D. Graduate School slots.
- E. Recruitment of students, faculty, and supporters.
- F. De Jure (or De Facto) recognition by other Black educational institutions in the country.
- G. The progress of the minimum feasible adjustment plan.
- H. Additional student finance problems.
- I. The incorporation of the Institute.
- J. The development of program and Black community relations.
- K. Opportunities for graduates in their respective fields of interest.
- L. Further developing our revolutionary political consciousness, if only up to the level of dealing with CCAC and the Black community. (Right on!)



california college of arts and crafts

Founded in 1907
Accredited: State of California
Western College Association

Broadway of College Avenue
Oakland, California 94618
Telephone 683-9118
Henry X. Ford, President

MEMORANDUM

May
15
1970

To: Mr. Harper, Secretary to the Academic Council
From: Mr. Wright, sponsor of the resolution
Re: Resolution passed at the May 15, 1970 meeting of the Academic Council concerning the establishment of a Division of Ethnic Studies and the establishment of a Black Studies Institute with departmental status within said Division.

The resolution reads as follows:

I. There hereby be established at the California College of Arts & Crafts a Division of Ethnic Studies.

II. There hereby be established within this Division a Black Studies Institute (with departmental status) which, along with the other yet to be established ethnic departments, constitutes the departmental branches of the Division.

- a) It is the further provision that this Black Studies Institute be the source of original responsibility for the hiring, firing and retention of its faculty and staff personnel, in accordance with its departmental status.
- b) It is the further provision that student admission into the Institute be handled through the department.
- c) It is the further provision that this Institute exercise its prerogatives as a department in determining the development and execution of its programs.
- d) It is the further provision that this Institute execute a departmental program that leads to the granting of a Bachelor of Fine Arts (BFA) degree within a recognized minor in Black Studies (interdisciplinary).

III. A rider action reads as follows:

The Academic transcripts of the three Black students graduating in June of 1970 indicate that they achieved a minor in Black Studies (interdisciplinary).

Signel,



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MEMORANDUM No. 5

President of the College
Harry X. Ford

June 16, 1970

To: Harry X. Ford
From: Michael Wright

On April 22, 1970, I attended a meeting of the Scholarship Committee. During the course of the meeting two major issues were discussed. The first issue was raised by several Black students in attendance; it concerned their apprehension about the fair allotment of financial and scholarship awards. Black students at the California College of Art and Crafts have had a history of having to fight for financial aids awards commensurate with their needs. The issue raised at the scholarship meeting was in anticipation of the same treatment! The students concerned were assured by the committee (as voiced by Mr. Perez, and Mr. Taylor) that their financial aids applications would be given due consideration on the basis of their needs. You and I both know that these kinds of expressions are designed to placate and assuage. Black students are aware of this too! And it happens that the financial aid awards given the students were not in consideration of their needs. Black students, as you know, in compliance with your advice re-petitioned the scholarship committee for a review of their applications! Suffice it to say that Black students and the Institute does not expect this next meeting (Wednesday, June 17) to be as counter-productive as the April 22nd meeting.

Secondly, during the April 22nd meeting I presented a proposal called the Minimum Feasible Adjustment Plan. You have received a copy of this proposal, so I need not go into details here. The three main points are:

- 1) The cost of tuition
- 2) The amount of scholarship and grant aid (and this does not mean loans or work study)
- 3) A college waiver of the difference, should there remain one, between the amount of scholarship and grant aid and the amount of tuition for the academic year under consideration.

Please be advised that it is historical fact (even though the



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President of the College
Harry X. Ford

minutes of the meeting on April 22nd don't reflect it) that the scholarship committee endorsed this proposal and committed itself to present this proposal to the Faculty Assembly for its endorsement also. By the time of the Faculty Assembly meeting this committee (as represented by Mr. Perez) clearly attempted to renege on its commitment! First, it had not arranged to have it even on the agenda and had it not been for my efforts that night it would not have been discussed at all. Please keep in mind that this was the last Faculty Assembly meeting of the year, and had this "oversight" on the part of Mr. Perez not been caught then the scholarship committee could well have argued to defer this issue until next year. Furthermore, as if to add insult to a breach of confidence and commitment, Mr. Perez when he raised the issue of the Minimum Feasible Adjustment Plan to the Faculty Assembly, curiously omitted the fact that his committee had endorsed this plan a week earlier. At any rate, I reminded the Faculty Assembly of this fact. I rose to speak on the issue of the plan in that I could do it, obviously, better than Mr. Perez. I spoke, elaborated, explained in detail the provisions of the proposal, i.e., what it meant and why it was needed. This took about fifteen minutes. I even diagramed an example of it on the blackboard in the room. There followed a brief discussion and answer period (about another fifteen minutes) in which members of the Faculty Assembly and I discussed the implications and desirability of such a plan. At the end of this the Faculty Assembly voted nearly unanimously in favor of the plan! This then left the issue clearly in your hands and the hands of the Board of Trustees. You have yet to give me a definitive position of your own as regards this plan. I do not know if the scholarship committee or the financial committee of the Board of Trustees has yet come up with a financial interpretation of this plan as you advised me they must. Before it could be made standing or emergency policy. Let me make it clear then what the position of the Black Studies Institute is on this matter: The Minimum Feasible Adjustment Plan is a plan of tuition and fee waiver from, in so many words, the top down. It is not a question of scholarship award or grant award which is in so many words



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President of the College
Harry K. Ford

a question of financial allotment from the bottom up! This must be made clear, because the development of the Institute and its ability to recruit minority students rests on the minimum ability to see to it that their tuition is paid and that they therefore can be successfully enrolled in the degree granting program. This is then a matter of enrollment by any means necessary(!) and it should be clear that this is a minimum demand in as much as students need more than tuition money to go to school here. But it should be clear that tuition is fundamental and on this point we can only compromise for a more generous program.

Mr. Belany and myself are putting out feelers and proposals to everyone from the Ford Foundation to the Adult Authority Commission to help finance our Institute and students in our program. I am sure however that we agree on this fact and that is that the finance for the Institute and the finance for poor minority students is, in the final analysis, the responsibility of the college and the Board of Trustees. So when the finance committee of the Board of Trustees considers the Minimum Feasible Adjustment Plan, I should expect your support in moving it from proposal to program. You can count on the support of the Black Studies Institute in helping the college carry out its responsibility.

Power then peace,

Michael Wright sb

Michael Wright
Director
Black Studies Institute

MW: sb

BLACK STUDIES INSTITUTE

Michael Wright
1 June 1970

To: Members of the Black Studies Institute
From: Michael Wright
Re: Preliminary description of administrative positions in the Black Studies Institute.

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Tentatively, these are the positions of administration for our department. They are subject to change and modification whenever the Institute meets for that purpose. As of now, and the only exception being the position of director, all positions may be held by any member of the Institute (faculty, student, or community persons). The person holding the directorship must be a faculty member, in as much as this position is also the position of Department head as far as the College is concerned.

I. The Positions and Committees:

- A. The Director
- B. The Administrative Assistant to the Director (secretary).
- C. The Deputy Director for Program
- D. The Deputy Director for Academic Affairs
- E. The Student Coordinator Program
- F. The Student Coordinator for Academic Affairs (counselor)
- G. The Directorate (committee of all the above positions and the chairman of the Black Student Union).
- H. The Academic Committee
- I. The Program Committee
- J. The Staff Researcher

II. It is presently advisable to fill as many of these positions with faculty people as possible. This is to help the calculation of the budget on the one hand, and on the other, it will give priority to those people who have had some experience with C.C.A.C. and the development of the Institute.

III. A brief description of the positions:

- A. The Director
The Director is charged with the responsibility of coordinating and directing the development of the two Institute dimensions of Academic Affairs and Program Affairs. This position is the position of final admin-

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nistrative responsibility in as far as Institute matters are concerned. As director of the Institute the position is exactly equivalent to that of Department head in the other C.C.A.C. departments. He is expected to chair Institute meetings unless he delegates that responsibility to someone else. He is authorized to act as a spokesman for the Institute. The Director is expected to exercise leadership in conjunction with the standing Institute committees where matters respective to those committees is being considered. This position is subordinate to the Division of Ethnic Studies, to the assembled All Institute Congress (an all Institute meeting on policy), and to the combined will of the Directorate.

B. The Administrative Assistant to the Director (secretary).

The Administrative Assistant will perform duties usually associated with an administrative secretary. These will be outlined by the Director as the Administrative Asst. is required to perform them. This position is also the responsible one for the keeping of Institute meeting minutes and financial records. It is to be understood that the Black Studies Institute will utilize existing C.C.A.C. secretarial resources wherever it is desirable and appropriate.

C. The Deputy Director for Program

The Deputy Director for Program Affairs is charged with the responsibility of directly assisting the Directorate in the growth, development, and execution of Black Studies Institute programs. The D.D.P.A. is to make himself knowledgeable in the areas of art education, beneficial associations and contacts, art related and Black community related events and programs, and federal or private assistance programs. This position is subordinate to the Director and/or the combined will of the remaining Directorate.

D. The Deputy Director for Academic Affairs.

The Deputy Director for Academic Affairs is responsible for the academic development of the Institute. This is especially true for the areas of curriculum development and faculty recruitment. In this respect he will be assisted by the Director, the Staff Researcher, the Student Coordinator for Academic Affairs, and the remaining Directorate. His responsibility includes the keeping of an accurate record of student and faculty activities and development. He is to make himself knowledgeable in the area of Black educational developments and activities. This position is subordinate to the Director, and/or the combined will of the remaining Directorate.

E. The Student Coordinator/ Program

The Student Coordinator is the liaison or counseling agent for students in the department in the area of program planning and execution. He is responsible for organizing and working with

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students in the area of projects, i.e., to help them originate projects and to help them carry them out. He is responsible for making himself knowledgeable in the same areas as the D.D.P.A., but with special consideration to student oriented events in the area. In this respect he will work closely with the D.D.P.A., and the chairman of the Black Student Union. This position is subordinate to the D.D.P.A., to the Director, and/or the combined will of the remaining Directorate.

F. The Student Coordinator for Academic Affairs

The Student Coordinator for Academic Affairs is responsible for the growth and facilitation of students enrolled in the department. He is responsible for their recruitment and successful adjustment into the C.C.A.C. college community. His position is similar to that of a student counselor in other academic institutions. This position is subordinate to the D.D.A.A., to the Director, and/or to the combined will of the remaining Directorate.

G. The Directorate

The Directorate is the committee composed of all of the Institute's administrative personal. It is the highest administrative committee. It is responsible for the carrying out of the Institute's policies and programs. Except in the case of unanimous opposition, this committee is subordinate to the Director, but in all cases, it is subordinate to the All-Institute Congress. The Positions in the Directorate are (1) the Director, (2) the Deputy Directors, (3) the Student Coordinators, (4) the Staff Researchers, (5) the chairman of the Black Student Union, and the chairman of the other Institute committees.

H. The Academic Committee

The Academic Committee is established to help the Deputy Director of Academic Affairs plan and carry out his duties. It is also responsible for necessary liaison work between the Directorate and the Institute membership. It will be chaired by the D.D.A.A., and it will include in its composition, the Staff Researcher.

I. The Program Committee

The Program Committee is established to help the Deputy Director for Program Affairs plan and carry out his duties. It is also responsible for necessary liaison work between the Directorate and the Institute membership. It will be chaired by the D.D.P.A.

J. The Staff Researcher

The Staff Researcher is responsible for researching all areas necessary for the development of the Institute's academic and curricular programs. This person is also responsible for the development of the Departmental library and resource references.