I. Memorandum from President Donald F. Hornig to the Student Representatives and Officers of the Administration - April 25, 1975

In dealing with the problems of our students we have kept in mind certain principles which constitute the framework within which all of the agreements must be interpreted.

The primary mission of Brown University is to provide a high quality education. As a private university that education is funded principally by the tuition paid by its students. We seek a student body of high academic quality with a variety of talents. We seek socio-economic diversity to bring many points of view into our community and to meet our obligation to society to provide an education of the highest quality to students of great talent and potential for contributions to society, whatever their origins.

Since the enterprise is sustained by tuition, the extent to which we can provide financial assistance to achieve these ends is limited by the extent to which tuition income can be utilized for this purpose without degrading all the other functions of the University. At the present moment scholarship aid is equivalent to 18% of the tuition income. Until the financial problems of the University are resolved this proportion certainly cannot be increased and may very well have to be further restricted if the strength of the faculty and the extent of essential student services is to be maintained.

II. Statement of Policy - April 25, 1975

A. No punitive action against students will be taken by the administration if University Hall is vacated by 8 a.m., April 26, 1975. The Deans of the College will request that faculty members accept participation in the demonstration as grounds for an authorized absence from any scheduled examinations and/or academic appointments. It is understood that no student will be penalized in the determination of a present or future financial award because of such participation, nor should such participation affect negatively current or future University employment.

B. Although the University feels that great progress has been made, the black student enrollment at Brown has not, in the past, reflected their representation in the general populace. We will substantially increase our efforts to augment the number of qualified black applicants and thus the number of black students admitted to Brown. Our goal will be to increase these numbers (of qualified black applicants and thus of black students admitted to Brown) by 25% over the next three years, using as a base the number of students for the class of 1979.

C. Our minority admission officer will visit every public high school in an effort to recruit as many minority students as possible from public high schools in Providence. With the success of this effort, Brown will ensure the matriculation of black students from Providence in each entering class.

D. Agreed. A minority admission officer will be given responsibility for minority student recruiting and this will be his or her primary responsibility. He or she will not be restricted to a specific geographic region. In addition, the minority admission officer will read every minority application and will make a recommendation to the Board of Admission. He or she will make a concerted effort to seek black applicants from inner city schools.

E. In consultation with minority student groups the Director of Admissions will appoint one or two students to assist the minority admission officer in recruiting and travel funds will be provided as necessary.

F. We wish to ensure that the black and other minority student bodies at Brown are increased to and maintained at a level that is acceptable to all parties concerned. Therefore, the minority admission officer will identify secondary schools in each admission officer's region that might be schools from which to attract qualified minority candidates. In this regard, particular emphasis will be placed on inner city schools. The names of minority candidates contacted in this effort will be given to the minority recruitment admission officer. In addition, the minority recruitment admission officer will work together with the Director of the National Alumni Schools Program in the organization of alumni efforts -- especially minority alumni -- in this recruiting effort.

Brown values highly socio-economic diversity within its student body. Accordingly, all admission officers charged with the responsibility of certain geographic regions will make the determined effort to seek out qualified low-income, non-minority students in the respective regions.

G. The Director of Admission, in consultation with the minority admission officer, will appoint a committee of minority representatives from the Student Affairs Deanship, the Transitional Summer Advisory Group,
the Academic Affairs Deanship, and one graduating senior member of the Organization of United African Peoples. Members of this committee will be allowed to read the folders of all minority candidates, make an admission recommendation, make a recommendation for TSP participation, if needed, and guage probably academic — and other — counselling needs so that the deans' plans and pre-matriculation correspondence with the students can reflect a recognition of those needs. This committee will make its recommendations to the minority admission officer.

H. The University recognizes the need to maintain and improve the level of support services for minority group members, as evidenced by the commitment in the Deans' staff in 1975/76 of thirteen deans, of whom four are minority group members.

J. 1. Already in the approved 1975/76 budget, including Phase II if it is requested.
2. With respect to the Transitional Summer Program after 1975/76, it is the administration's intent either to continue the present program or, in consultation with the Transitional Year Program committee and the Program's director, to develop an alternative program which is more effective and less costly.
3. No reduction had ever been planned. This amount is already in the approved 1975/76 budget.
4. No reduction had ever been planned. This amount is already in the approved 1975/76 budget.
5. No change in this practice had ever been planned. This amount is already in the approved 1975/76 budget.

K. Brown University cannot specify a pre-determined fixed percentage or distribution of financial aid for any sub-group of students. This would be judged discriminatory under Federal law and regulations. The actual percentage and the total amount of financial aid expended for any such sub-group is a function of individual financial aid determination for those who are admitted. Insofar as the distribution of need within future applicant pools does not change, it is likely that the present financial aid patterns will be continued in successive classes.

L. We deeply regret that our current financial situation requires a decrease in the faculty over the next several years.

M. The administration, represented by the Provost and the Dean of the Faculty met on April 23, 1975 with members of the Faculty of the Afro-American Studies Program, the Faculty Program Committee, and the Director of the Program to discuss their new proposal which was submitted to the administration on April 21. On the basis of that discussion, we anticipate that questions raised by the proposal will be resolved in an official response (which will include a five-year staffing plan), promised on or before May 5. (See Attachment I for a list of topics on which the group reached tentative agreement and for which specific language is now being devised.)

N. Using the numbers of black and women faculty during the academic year 1975/76 as a base, Brown University will continue to have as its goal to increase the number of black and women faculty over the next five years. As stated on April 13, we will strengthen existing procedures as follows:

In every recommendation for the appointment of a new faculty member, the President and the Dean of the Faculty and Academic Affairs will require evidence that efforts have been made to contact all possible minority candidates who are qualified for the position, in order to include them in the pool of applicants. If this has not been done, the search will be continued until it is done.

O. In attempting to identify minority candidates for faculty and staff positions, the appropriate responsible officer will consult with a committee established for this purpose by OUP, the Sankore Society and the Graduate Minority Student Association.

P. & Agreed. All disadvantaged minority groups will be given equal treatment. Minorities are defined as in Executive Order 11246 (October 1, 1972). For the purpose of this document, this means Blacks, Latinos (Spanish surnamed), Native Americans (American Indians), and Asian-Americans.

Q. We will substantially increase our efforts to augment the number of qualified Latino applicants and thus the number of Latino students admitted to Brown. Our goal will be to increase the number of qualified Latino applicants and thus Latino students admitted to Brown by at least 25% over the next three years, using as the base the number of students for the class of 1979.

Recognizing that the small number of non-Black minority students in our present undergraduate
population adds to the complexity of the problem, we will annually reassess and modify our recruiting
efforts better to achieve these goals.

R. See Item K. The current policy in financial aid packages for disadvantaged students will be applied
uniformly to all disadvantaged students.

S. The expanded and intensified recruitment efforts agreed to above will apply equally to all minority
students.

T. The special minority committee referred to in Item G above will review folders and make recommend-
dations with respect to all minority students.

U. The supportive services referred to in Item J above will apply to all minority students.

V. See Item P.

OFFICER OF THE ADMINISTRATION

/s/ Donald F. Hornig
/s/ Jacquelyn A. Mattfeld
/s/ Maurice Glicksman

STUDENT REPRESENTATIVES

/s/ Lester Chitsulo (OUAP)
/s/ William Jackson (OUAP)
/s/ Wiley Wilson (GMSA)
/s/ Archie J. Powell (GMSA)
/s/ Roberto R. Calderon (LASO)
/s/ Steven Munoz (LASO)
/s/ Robert Eng (Asian-American Assoc.)

OBSERVERS: Geoffrey Black, Bernard E. Bruce, Donald M. Bolle and Edward N. Beiser

ATTACHMENT 1

Topics on which members of the administration and members of the Faculty, the Faculty Program Committee
and the Director of Afro-American Studies reached tentative agreement on April 23, 1975.

1. The incorporation of Rites and Reason as the arts component of the Afro-American Studies Program.

2. The extension of present non-tenured faculty contracts from one to two years.

3. The continuation of the Afro-American Studies Program "in its present state" (i.e. as a "Program")
   for at least the next two academic years, through 1976/77.

4. A five-year staffing plan will be developed for the Program for the five year period from 1975/76
   through 1979/80.

5. The University's appreciation of the arts-social sciences orientation of the Program and the involve-
   ment with the community outside Brown.

6. The evaluation of the Program during 1976/77 by recognized scholars in Afro-American Studies and the
   participating disciplines, and a decision, based on that evaluation, as to the academic direction and
   future status of the program (e.g. decisions whether to: remain a Program, change to an Inter-
   disciplinary Center or Department, add graduate programs, or some other arrangements).