

Minutes of the Meeting of 22 May 1968
I. U. Kokomo Campus Faculty Organization

Present: Richard Ardrey, Dean Victor Bogle, Roger Boneham, Raymond Bonhomme, Alan Bosch, Rejae Busailah, Richard Campbell, Dr. Anne Caudill, Dr. Lian-hwang Chiu, Dr. B. R. Davidson, Raymond Echols, Mrs. Florence Gardner, Dr. Melvin Goldstein, Dr. Ralph Gray, Dr. Phillip Haffley, Dr. David Hanig, Dr. Ruth Hanig, Robert Hennon, Lance Jeffers, Dr. Herbert Miller, Miss Marina Natsis, Miss Alice Nelson, Nick Poulton, Mrs. Betty Robertson, Mrs. Sally Roush, Miss Bernice Fowler, Dr. William Stoller, Herman Wilhelm, and Dr. Ekkehard Wilke

This meeting opened at 1:05 P.M., with four items on the agenda: (1) the issue of the faculty's making a resolution concerning Dean Victor Bogle, in view of the charges with the University's Committee on Discriminatory Practices by Mr. Lance Jeffers; (2) the nomination and election of Faculty Organization officers for the 1968-69 year; (3) discussion of a letter on tenure policy previously forwarded to Dr. William Harvey of the Committee on Tenure Policy; and (4) action on the "divisional concept" proposed earlier this year as an organizational mechanism to be implemented at the Kokomo Campus.

The first item was tabled until Dean Bogle, delayed by a late-running luncheon meeting, should return.

As to the second topic, election of officers for the coming year, the Nominations Committee, (constituted by Drs. Gray and Haffley and Mrs. Robertson,) proposed the following slate: Chairman, Dr. B. R. Davidson; Vice Chairman, Mr. Robert Hennon; Secretary, Mrs. Florence Gardner; and Parliamentarian, Dr. Ekkehard Wilke. The way was opened for nominations from the floor, and since none were forthcoming, it was moved that there be a voice vote on the acceptance of this slate. The vote was unanimous, and the new officers were instructed to assume their posts on 1 June, 1968.

The third item, concerning tenure policy, arose as an objection by some faculty members to a paragraph included in the letter which forwarded the resolution on tenure policy taken by the Kokomo faculty at its meeting of 22 April 1968. The paragraph, which followed the text of a resolution favoring the Harvey Committee's Plan A (university-wide tenure), read as follows: "Nonetheless, there does exist at the Kokomo Campus a minority opinion favoring the Tenure Committee's Plan C (regional campus tenure) as a more workable option." The objection raised was that this paragraph ran counter to the import of the resolution and, indeed, had caused some confusion in Dean Harvey's discussion of the tenure topic with faculty at the Indianapolis Campus. After some discussion, during which Dean Bogle recommended that the Kokomo faculty adhere to its original resolution, Dr. Gray moved that the Faculty Secretary resubmit the item to Dean Harvey in a letter containing only the resolution-text. After Mr. Boneham moved an amendment to the effect that this new letter also be forwarded to all the regional campuses, the compound motion came up for a voice vote, which was unanimous. The Secretary has acted as instructed.

Dr. Bogle now being present, the faculty turned to the issue of taking some action in view of the fact that charges against the Dean had been lodged, by Mr. Jeffers, with the President's Committee on Discriminatory Practices. The Secretary was asked to read a summary version of the charges, as recorded in a letter of 18 May 1968 from Dr. Orlando Taylor, Chairman of the Committee, to Dean Bogle. (A transcription of these charges is attached to these minutes as Appendix #1.) After the reading, during which Dr. Goldstein asked for clarification of the second charge, it was moved and seconded (by Messrs. Bosch and Busailah respectively) that the Faculty Organization "draw up a resolution after a discussion of the charges lodged."

The discussion was opened by Mr. Boneham, with a statement to the effect that the Faculty Organization ought not base a resolution on the charges without having heard the Taylor Committee's verdict on them. Mr. Busailah and others demurred on this point, and the discussion continued. Mr. Jeffers gave his view that the resolution itself was out of order, since the issue it focussed on was really a problem between "a man and his superiors." Again, he observed that a resolution would be "unfair", since the information it would be based on could not but be "hearsay." Further, he noted that the matter at issue was one "demanding conciliation between individuals," and was "not an issue for public discussion." Finally, Mr. Jeffers stated that for the Faculty Organization to take any action was "to pre-empt the decision-reaching process" of the Discriminatory Practices Committee."

Dr. Gray objected to the last point, stating that the intent was not at all "to pre-empt," but rather "to add to the (Taylor) Committee's information on the issue before us." Dr. Davidson, who had been interviewed when the Discriminatory Practices Committee visited Kokomo, supported this point with the observation that there seemed to be some evidence of faulty information, since there had been "an item among the (Taylor) Committee's questions to the effect that the (Kokomo Campus) faculty had been pressured to back off the Willard-Douglas issue" - an episode from 1967 involving allegations, by Mr. Jeffers, of the mistreatment of Negro students at these two local grade-schools. Noting the pertinence of this item to the contention in the charges that Kokomo is a "racist" community, Dr. Miller remarked that, though the point could be asserted and supported, Kokomo "is no worse than other areas" in this respect. Mr. Busailah concurred with his view.

Mr. Jeffers responded that, nonetheless, there was a need to set up a committee to "investigate the presence of racism here on the (I. U.) Campus." He based his observation on what he identified as current "hearsay" concerning discrimination in the Nursing and Technical programs here. At this point Mrs. Gardner

in charge of the Nursing Program, countered with vehement objections, citing not only the errancy of the claims but also the utter absence of any corroborating evidence. Mr. Jeffers restated his earlier observation that the items were only "hearsay."

Then the discussion took a turn: Dr. Davidson recommended that the standing motion, (that the Faculty Organization "draw up a resolution after a discussion of the charges lodged" with the Taylor Committee,) be deleted because of its "ambiguity" - i.e., its failure to note the sort of resolution being proposed, or commendation, support, or what. Dr. Miller referred the item to Mr. Hennon, the Parliamentarian, as a question of "whether or not the faculty has the authority to make a resolution of such support." Mr. Hennon's judgment was "yes."

Meanwhile, Mr. Jeffers had turned back to his suggestion of a committee to inquire into "the presence of racism here" on campus, with a motion that there be founded "a voluntary faculty committee" which would concern itself with that question. Dr. Ruth Hanig opened the subsequent discussion by maintaining that indeed, the case was quite the opposite: that there was no evidence of "racism" on this campus and that the evidence was all to the contrary. Hereupon she cited several instances of anti-discrimination and pro-civil rights activity, among them: Dean Bogle's instrumentality and participation in the April march marking the funeral of Dr. Martin Luther King; his circulation afterwards of pledge cards which, in sum, were statements disapproving and deploring any discriminatory behavior and activity and were signed by faculty and staff; his own attendance at the Kokomo Common Council meetings which brought forth the recently-passed Fair Housing ordinance, and his repeatedly encouraging both faculty and students to attend; his encouragement of bi-racial sessions of the regular faculty-student "Griddle" discussions; his involvement in both the founding and the activities of the Kokomo Campus's Dean's Committee on Human Rights, etc., etc.

It was about this time that Mr. Jeffers' motion, which had triggered the above discussion, was declared out of order and invalid by Faculty Chairman Miller, on the ground that a previous motion (on the "resolution" issue) still held the floor. As to the viability of that prior motion in view of Dr. Davidson's observation on its "ambiguity," it was ruled that the standing motion be withdrawn and a more cogent one substituted.

Thereupon Dr. Gray moved "that the faculty go on record as commending Dean Bogle for his active and effective leadership in the area of civil rights, both on this campus and in the community." After a second by Mrs. Gardner and some favorable discussion, the question was called for. The motion was approved by voice vote.

Next, Mr. Jeffers re-introduced, as a new motion, his idea that there be founded "a faculty committee, independent of the Kokomo Campus administration and of voluntary membership, to uproot racism on this campus - whether that racism be by omission or commission, implicit or explicit." Dr. Gray seconded it "for purposes of discussion," and Mr. Busailah moved an amendment: the insertion of the clause "if it exists" to follow the phrase "to uproot racism on this campus." The motion for amendment was seconded by Dr. Davidson.

Discussion ensued, wherein Mr. Jeffers voiced his refusal to accept the amendment and was informed that this could not be done. Then, in reaction to a comment by Mr. Jeffers on the significance of his having been the one to second the amendment motion, Dr. Davidson withdrew his second. It was, however, immediately replaced by one from Mr. Ardrey, and the discussion continued. When the question of accepting the amendment came to a voice vote, it was approved.

The group then turned to consider the originating motion, whereupon Mr. Echols observed that, as the motion defined it, this new committee could conceivably become a committee of one; Mr. Wilke pointed out that another committee seemed

redundant, in view of the already-existing Taylor Committee in Bloomington and the Dean's Committee on Human Rights here at the Kokomo Campus; and Dean Bogle, noting that he had objected to the title "Dean's Committee" when the Board was first proposed, suggested that perhaps it could be renamed and/or reconstituted along the lines of Mr. Jeffers' proposal. Messrs. Jeffers, Bosch, and others concurred with this idea, suggesting that the existing committee be renamed the "Kokomo Campus Faculty-Student Committee on Human Rights."

After Drs. Bogle and Miller had each contributed to a brief sketch of the history, composition, and purposes of the existing Dean's Committee, Dr. Davidson proposed another amendment: that the present Dean's Committee "be renamed the Indiana University Faculty-Student Committee on Human Rights;" that the new one "be constituted by the members of the existing Dean's Committee;" and that "Dean Bogle be withdrawn as a member" of the new committee. After a second by Dr. Wilke, the amendment was voted upon; the decision was a unanimous "aye". Then the originating motion was voted upon and passed.

Mr. Jeffers next proposed another motion: that "the faculty go on record as disapproving of membership by any faculty member in any organization which actively or implicitly excludes Negroes." After a second by Miss Natsis, discussion began.

The colloquy quickly focussed on the case-in-point of the Kokomo Swim Club, of which Drs. Bogle and Davidson are members and which does exclude Negroes. Dr. Goldstein objected to the motion on the ground that membership in such a social organization is "a private, personal matter" outside the realm of concern of the faculty as a body. Dr. Davidson then sketched the history of the Kokomo Swim Club, noting that its present discrimination policy was the product of the difficulty of financing the venture in the first place. Because the club was a non-profit venture, no out-of-town bank would have provided the large amount of money (some \$200,000) necessary to launch it; so the founders

were limited to approaching local banks on a "community service" basis. And the only bank in Kokomo which would advance the funds at all stipulated that it could not do so unless the Club were a segregated one. Dr. Davidson also recounted that, before this obstruction arose, it had been planned to include Mr. John Grimes, a prominent local Negro attorney, as a charter member; Mr. Grimes had been approached with this idea and had expressed great interest. Finally, Dr. Davidson pointed out that the Swim Club and its covert policy were no different from other organizations - specifically the Rotary, Lions, and Elks Clubs - to which Kokomo Campus faculty also belong. Mr. Bosch observed that, were the logic of the motion applied to such groups the Kokomo Campus faculty and administration would "cut us off" from people in the community with whom it was important, for the school, to keep in free contact.

Mr. Jeffers responded that, regardless of the basis of such membership, it in fact constituted "bad example to our students". He elaborated to the effect that, since Indiana University Kokomo Campus was a public institution whose employees were paid with tax funds, it was "inconceivable" that public employees "could argue for the right to belong to such an organization." Mrs. Robertson here asserted that she knew "these men (i.e., Drs. Bogle and Davidson) for their activities against segregation" rather than "for their membership in the Kokomo Swim Club." In the same vein, Dr. Goldstein remarked that it made "no difference which organizations they belong to." At this point Dr. Davidson interjected that he had quit the local Lions Club because it would not admit Mr. Grimes, and went on to observe that "the motion on the floor judges people on the basis of passion rather than reason." Dr. Wilke noted that the standing motion was "vague," and raised the point that in order "to have any hopes of reforming such groups, we must belong to them.

Thereupon Dr. Davidson proposed, and shortly withdrew it in the interest of time, an amendment to the main motion: that the words "membership in" be deleted. The main motion quickly came to a vote, and was rejected.

Next, the group turned to the fourth item of business: action on what has come to be called "the divisional concept" since its introduction as a topic earlier this year. Briefly, the concept focusses on a reorganization of "departmental" administrative activities so that the faculties of broadly interrelated disciplines can coordinate their concerns and operations under the umbrellas of three large divisional areas - Humanities, Sciences, and Social Sciences - and thus obtain quasi-departmental stature until the Kokomo Campus's faculty-program expansion brings about the establishment of full departments. (A fuller discussion of this topic is attached to these minutes as Appendix #2.)

It was moved and seconded, (by Drs. Gray and Wilke respectively,) that "the faculty accept the proposed reorganization along divisional lines for administrative purposes." The voice vote on the motion was a unanimous "aye," and the meeting adjourned at 3:15 P.M.

Appendix # 1

NB: The following is a transcription of a summary version of the charges filed by Mr. Jeffers, and forwarded to Dean Bogle by Dr. Orlando Taylor on 18 May 1968:

1. The administration of the Kokomo Regional Campus is reported as having harassed Prof. Jeffers and treating him very disrespectfully. Prof. Jeffers feels this behavior has resulted from a negative attitude by the administration of his actions in the area of civil rights within the community. Prof. Jeffers reports that these actions have interfered with his teaching effectiveness and relationships with students.
2. The Kokomo Regional Campus is described as being reflective of the business - professional elite of a racist community. As a result, Prof. Jeffers states that he has been pressured by the Regional Campus administration for challenging the community power structure.
3. The Kokomo Regional Campus is described as having been ineffective in its recruitment of black students.
4. The Kokomo Regional Campus administration is reported as having been unwilling to secure suitable housing in a unsegregated neighborhood for Prof. Jeffers upon his arrival in the city.
5. The Dean of the Kokomo Regional Campus is reported as being a member of a swim club which had a racially discriminatory membership policy until recently.

Appendix #2

Proposal for "Divisional" Organization at I.U.K.C.

The committee proposes that, for purposes of greater administrative efficiency and a greater faculty voice in administrative affairs of vital and proper concern to it, (particularly faculty recruitment and retention) the faculty be organized into three Divisions:

1. Science Division: composed, at present, of the resident faculty in the departments of Chemistry, Geology, Psychology, Zoology, and Nursing.
2. Social Science Division: composed, at present, of the resident faculty in the departments of Education, Government, History, and Sociology.
3. Humanities Division: composed, at present, of resident faculty in the departments of English, Languages, Speech and Theatre, and Folklore.

These Divisions would be organized and operated in much the same way as traditional departments elsewhere, and would be headed by a "coordinator" chosen annually by the Division members. There is no intention here of usurping authority properly belonging to the chairmen of the Bloomington-based departments to which the regional campus faculty belong. But it is deemed important that, until we are large enough to organize locally into regularly-constituted regional campus departments -- 5 or more members --- that some super-departmental organization fill the void.

It is anticipated that the Divisions would be active particularly in regard to the recruitment and selection of new faculty members, and that local approval as well as Bloomington department approval should be obtained by the I.U.K.C. administration before offers are made to prospects. Perhaps other functions -- such as a regular "internal review" of personnel, or the coordination of interdisciplinary programs and budgetary requests -- might be developed by the Divisions.

It will be the duty of the Faculty Organization Chairman to see that the Divisions are properly organized. When there are sufficient members in a single discipline to constitute a regular department, (5 is the figure used in the College of Arts and Sciences; perhaps 3 would be more realistic in some fields,) these members would cease to belong to the Division -- but the Chairman of the newly-emergent department would remain as a liaison officer, and certainly every effort should be made to continue harmonious and cooperative efforts between the existing Divisions and the new departments.

It is hoped that this system, a transitional stage between the already-unwieldy faculty-wide "committee of the whole" and the time when numerous traditional departments are functioning on this campus, will have a relatively short life.

Respectfully submitted,

Subcommittee D
Anne Caudill
Ralph Gray, Chairman
Philip Haffley
David Hanig