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as an encouraging sign. "The chancellor's move is a step in the right direction," says Smith. "An example needs to be set in the upper positions."

"I feel we're on the threshold of important improvements based on the developments in progress under the leadership of Chancellor Fordham," says Daye.

Although gains in enrollment and employment of blacks have been made, a change in attitude must take place to enhance and increase these gains in the '80s, agree some black faculty and administrators.

"Attitudes have changed," says Greene, "But not necessarily for the better. As the number of black students and faculty increases, this appears as a threat. When there's just 20 or 30 blacks on campus, people don't mind, but when you talk about hundreds, the resistance comes to the fore."

Handling this resistance is one thing Greene feels needs to be done in the coming decade. "The University will have to look at how to deal with the built-in resistance to affirmative action," he says.

Hayden Renwick also sees the resistance as a problem. "Ninety percent of the people know how to get around affirmative action and 100 percent of those 90 percent do it," he says.

Although the *Brown v. Board of Education* case banning segregation in public schools took place over 26 years ago, those working to improve the conditions of blacks at this University still see much more work to be done.

"The only way we can succeed is by ignoring the prejudices and biases of the alumni and state constituents who are against the progress of blacks at this University, and get on with the issues at hand—to provide adequate resources and personnel for the job to be done," says Renwick. "It has been well documented what it takes to be successful in providing adequate education for blacks—now we need to follow those guidelines."

"There is a lot that can and hopefully will be done," says Smith. "It's a job that everyone has to pitch in on and do their damndest to bring about, but conditions are favorable."



South Building

Spring, 1979

An air of confrontation, though faded, is still remembered

New University office may be best step forward

By John Royster

UNC Chancellor Christopher C. Fordham III has outlined the responsibilities that will be embodied in the newly-created positions of vice chancellor for University Affairs and full-time affirmative action officer.

The affirmative action officer will have duties similar to those of the present part-time officer, Fordham said. That means overseeing the University's policy of equal opportunity in hiring, promoting and admitting.

Fordham said the new vice chancellor's work will be in two main areas—supervision of the offices of the registrar, student financial aid, records and registration, institutional research and undergraduate admissions; and "assisting the chancellor in working at the environmental issue of enhancing the presence and experience of minorities."

Committees to assist Fordham in filling the two positions have already begun meeting. Reports have said the positions will be filled sometime in the spring.

The creation of the two positions was part of a series of administrative changes made in the chancellor's office this summer. Fordham said he did not foresee any other major changes in the near future.

"I think for the moment these are the major administrative changes," he said. "These are the changes I envision."

"There will be some overlapping (in the duties of affirmative action officer and vice chancellor for University Affairs)," Fordham said. "But the duties were such that two positions seemed justified."

Fordham said the vice chancellorship will include responsibilities in a broader range of areas than the affirmative action officer.

The reports of both the Long and Daye committees, which examined the situation facing minorities at UNC, were aids in creating the positions, Fordham said.

"There was much about the two committees that was concordant," he said. "I wouldn't want to analyze their differences. Both were very helpful reports."

"The new position (University Affairs) is substantially responsive to that. But I want to add that these things were done on my own convictions. The same efforts would have been made without the reports."

Leaders of UNC's minority community have reacted favorably to the changes.

"We look toward it as a favorable step," said Quentin Eaton, summer chairman of the Black Student Movement.

"My initial reaction is that he's (Fordham) thought the thing through and is doing what he can to meet the needs that exist on campus," said Hayden Renwick, an associate dean in the College of Arts and Sciences and a well-known advocate for minority rights at UNC.

"I'm hopeful that a staff would proceed from the appointment (of the vice chancellor for University Affairs)," Renwick said.

Fordham said that will be the case. "He (the vice chancellor) will have an adequate staff," but as to just what that will include, "we will have to find out what the individual will require."

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aggressive recruitment of black students, a non-competitive admissions program, more black staff and administrative personnel, a summer school bridge program for disadvantaged students, creation of an administrative position to coordinate minority affairs and a permanent standing committee of the faculty to provide continuing oversight.

While 1968 marked the University's first step toward concrete policies designed to enhance minority presence at UNC, the obvious difference between paper commitments and actual change left the black student community frustrated.

On Dec. 11, 1968, representatives of the BSM presented 23 demands to Sitterson which, among other things, called for creation of a department of African and Afro-American studies, appropriation of Student Government funds to the BSM and minority representation on the student courts.

On Jan. 24, 1969, Sitterson rejected the BSM demands, stating, "the University cannot, in policy or practice, provide unique treatment for any single race, color,

or creed. To do so would be a step backward..."

Since the initial rejection of these demands, the University has taken concrete steps to meet some of them. A University Committee on the Status of Minorities and the Disadvantaged was created in 1969. A Curriculum in Afro-American Studies was established that same year. Two black assistant directors were appointed. A special admissions program for disadvantaged students began in 1970, while a Minority Counseling Office was created in 1975.

While action on these demands was delayed somewhat, the demand for action was immediate. On Feb. 7, 1969, 450 students and faculty marched in support of BSM's demands, with approximately 100 protesters occupying South Building.

Within Student Government, the Student Legislature began appropriating funds to the BSM in 1969, and black representation on the student courts and legislature was ensured by reforms which culminated in 1974.

On the campus itself, race relations

continued to be precarious. Predominantly black campus food facility workers struck twice in 1969, complaining of low wages and a lack of unionization. The Lenoir Hall dining room closed on March 4 and opened on March 6 with 40 riot-equipped state troopers present. More than 800 people picketed the hall that day, the economic concerns of the civil rights movement had finally paid a visit to the campus.

As the size of the black student community expanded four-fold in the 1970s, its voice became more vocal and insistent on a wide range of issues. Throughout the decade the BSM protested concerning issues of racial concern: black admissions, BSM funding by Student Government, the ongoing UNC-HEW dispute and creation of an Office of Minority Affairs.

Black students have become a powerful force in campus politics; what were once so-called "black issues" increasingly have become issues of concern to white student leaders as well. In 1973, Richard Epps became the first black president of the

student body. In 1974 another black student, Marcus Williams, was elected student body president.

As black students moved into all phases of campus life, one area has defied the gradual trend toward racial integration: the Greek system. Today only one fraternity, Chi Psi, is integrated, and there are no integrated sororities.

As the 1970s drew to a close, allegations made by Dean H. Bentley Renwick sparked a new round of controversy concerning the University's overall commitment to racial integration. Characterizing the University's commitment as pragmatic, the Long Committee repeated the Faculty Council recommendations of more than a decade before.

On April 18, 1980, the Faculty Council adopted the recommendations of the Committee on the Status of Minorities and Disadvantaged. In its conclusion, the committee stated:

"This report constitutes a candid assessment of the University's efforts to enhance the welfare of minority faculty, staff and students. This assessment shows

that the record is one of failure. It is a failure by omission. That failure was very probably in large measure preordained by history, although in part it is probably attributable to unconscious neglect."

These critical evaluations of the University's commitment to racial integration, coupled with Chancellor Christopher C. Fordham's creation of an Office of University Affairs partly designed to enhance minority presence at UNC, are cause for guarded optimism. At some point during the last several years, the University appears to have crossed the fine line from racial desegregation to racial integration.

Perhaps the greatest indication of this subtle shift in UNC race relations is the active involvement of the BSM, for the first time, in the recruitment of black students to this campus. One thing is certain: Any well-organized and sufficiently funded University efforts to enhance minority presence at UNC in the 1980s will stand in sharp but positive contrast to the University's incomplete and fragmented approach to race relations that has been all too characteristic since 1951.