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Demonstrations - Wilson Hall Black Protest -- 1969





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MICHIGAN Grand Rapids Press (D)

## APR 29.69

# Negro Group Holds MSU Cafeteria 34

EAST LANSING (AP) — More than 100 young Negroes continued a sit-in at a Michigan State University cafeteria Tuesday, threatening to remain until Thursday.

The group reportedly was protesting the firing of a black university employe and demanding that more blacks be hired in campus dormitories and other facilities. The sit-in began Monday afternoon.

The Negroes called for a public hearing Thursday on their complaints but agreed to meet Tuesday afternoon with MSU officials.

Campus police, after watching the group bring in sleeping bags and portable television sets, said, "It looks like we're in for a long haul."

The sit-in on the second floor of Wilson Hall reportedly forced other students to eat in another cafeteria. One entrance was barricaded with furniture and students stood at the other.

Acting MSU President Walter Adams talked to the students, but made no comment to newsmen.

MICHIGAN PRESS CLIPPING BUREAU EAST LANSING, MICH. TELEPHONE EDgewood 2-4610 257, Michigan Avenue

MICHIGAN Lansing, The State Journal (D)

APR 29 69

# Wilson Halls Cafeteria Occupied by Black Students

Between 150 and 200 black students at Michigan S t a t e University Monday afternoon occupied the Wilson Halls cafeteria to protest alleged harassment of black cafeteria workers. About 50 students remained in the dining hall this morning and said they would not leave until after an "open discussion" scheduled f or 3 p.m. today.

Acting MSU President Walter Adams met with the black students shortly before midnight Monday and, after a priv a te half-hour meeting, announced the public hearing this afternoon.

#### **BEGAN MONDAY**

Occupation of the cateteria began about 4 p.m. Monday under the sponsorship of the Black Students' Alliance (BSA). A spokesman charged that a black food worker had quit as a result of alleged harassment by the Wilson Halls administrators. He said three other full-time black employes also quit, out of sympathy.

The BSA listed four demands which were to be discussed this afternoon:

-That the two food service managers at Wilson Halls be fired.

-That the university hire more full-time black workers.

—That the worker who quit because of alleged harassment be rehired in a position of responsibility.

-That better job opportunity be provided for black students.

#### LEAFLET ISSUED

A letflet put out by the BSA indicated that the black students are prepared to remain in the cafeteria at least through Thursday morning if their demands are not satisfied.

They accused the two food supervisors of "definite tendencies of racism" in supervisory techniques and a d e d they are also supporting a white worker whose job was allegedly threatened because of her support of the black workers.

The occupation was calm, marred only twice—once when a large homemade firecracker exploded two floors below the cafeteria, and once when a group of black students took a roll of film from a news photographer.

Čafeteria operations h a v e been suspended at W i l s o n Halls. Students have been taking their meals at nearby residence halls.

# BSA holds Wilson cafeteria; claims harassment of blacks

#### **By JIM SYLVESTER** and

**DENISE FORTNER** State News Staff Writers

Over 100 black students shut down Wilson Hall cafeteria Monday to protest the alleged harassment of three full-time black employes.

Black Students' Alliance (BSA) said the three employes walked off their jobs because of comments of a racist nature by Joseph Trantham, food service manager of Wilson, and Jennie Miller, asst. food service manager.

Shortly before 5 p.m., the black students took over the cafeteria and refused to allow dinner to be served. "If those who rule or govern the operations of this University cannot control their racist employes who are in positions of management, black students will do their job for them." the statement said.

The students plan to occupy the cafeteria until Thursday, when they will hold an open forum with Acting-President Walter Adams.

A spokesman for BSA listed three grievances which the alliance wants rectified. First, that the two food service managers be fired. Also, that the University employ more black full-time help and, finally, that a worker who quit because of harassment be rehired to a position of responsibility.

Prior to the sit-in, the three black nonstudent employes who walked off their Wilson cafeteria jobs, presented a list

pervisors.

BSA today announced that an open session will be held in Wilson cafeteria at 3 p.m. to discuss BSA demands and grievances and to outline its reasons for the sit-in.

Complex residence halls, said the former employes seemed to indicate that they thought the meeting was generally productive and the outcome of the meeting was in no way influenced by the black sit-in which occurred after the meeting let out.

"Although the meeting was not a decision-making meeting, it was decided that the employers and employes would continue to get together and work out their grievances," North said. Neither Trantham nor Mrs. Miller could

be reached for comment Monday night. Several administrators met in the cafeteria with the black students to discuss solutions to the problem. Besides Adams, Eldon R. Nonnamaker, associate dean of students, Donald Adams, director of residence hall programs and Lyle Thorburn, manager of residence halls, sat with the students to hear their de-

mands. Black faculty members and administrators were also present on behalf of the students, Robert L. Green, associate professor of educational psychology and asst. director of the Center for Urban Affairs. said, "This is the culmination of a series of incidents. I wholeheartedly support the shut down. The two managers should be fired. I am willing to stake my job and reputation on this demand."

White Wilson Hall students were served

in Case, Wonders and Holden halls while a make-shift meal was prepared for the black students in Wilson.

A BSA' spokesman said that from now until Thursday they would conduct a teach-in and discuss among themselves problems related to blacks on this and other campuses.

of grievances at a meeting with Trantham and the South Complex hall su-

Gary North, asst. director for South

Only one incident at the rally resembled a physical confrontation. When a State News photographer continued to take pictures despite demands to stop, several black students forced him against a wall and took the roll of film from his camera. Later a black spokesman said the film would be returned.

Approximately 200 white students filed into the Wilson Kiva to direct questions concerning the sit-in to Acting President Adams. Adams answered student questions in a 30 minute session.

Sam Riddle, South Complex BSA representative addressing the crowd, said, "If I were to look at it (the sit-in) from a white person's aspect I would say, 'What the hell are those niggers doing in our cafeteria."

"There have been overt and rather blatent actions on this campus against blacks. Wilson cafeteria is the place where we thought it would have to be stopped."

Riddle said that the blacks "didn't want any physical confrontation" but if "the administration doesn't do its job to corral and throw out racist people like these then we're going to help make them."

Riddle called for a hand count of the white students support of the black actions. Approximately half of those present raised their hand in support of the sit-in.

The BSA statement further adds that "the black students at MSU consider the harassment of black employes a direct insult. Undoubtedly this University is only trying to buy black students off. The University gives us \$1.5 million which shows their commitment. However, this does not tell black students anything as long as blacks are still being de-humanized."



## Kitchen debate

Acting President Walter Adams discusses the grievances brought to him by black students Monday as they occupied the cafeteria of Wilson Hall. BSA spokesmen scheduled a teach-in in the cafeteria to last until Thursday when a University hearing will be held to consider the grievances. In Wilson Dining Hall, at 3 p.m., about 500 students were assembled

Ron Bailey, is council for the prosecution (RB) David Hildebrand is council for the defense (DH) Stewart Dunnings is co-counsil for the prosecution (SD) Members of the judiciary board include, co-chairmen Milton Dickerson, and Irwin Vance, and Emery Foster, Lyle Thorburnd Hick Bob Underwood. Three students are on the panel, Mr. Hudson, Mr. Hamilton, and an unidentified gentleman.

RB. delivered the printed statement of BSA DH. It is difficult to know how to proceed, when the panel seems to have been given evidence and charges that we know nothing about. Has the panel been given any other charges. RB This is a synopsis of statements by Donald Coleman, relayed to at least one of the responding parties.

DH Black workers harrassed were five. Two are not included now, including John Williams, and Wilma Phelps.

It is clear that the statements of Mr. Bailey are hearsay and that conclusions on his part. We will present testimony to this effect. Unfortunately, respondents are handicapped, as they do not have access to the files, so do n't have the work records of the people here.

RB At least five administrators have had access to that part of the office, a request would have been sufficient.

DH A request was submitted, and was denied.

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(A member of the panel) Mr. chairman, I would like to ask Mr. Hildebrand a question. You mention fiar play--well, I am curious about your integrity, period. Sir, I don't think yourre in a position to talk about fair play.

DH I didn't come here to be abused, I honestly came here to seek an answer.

MD Go ahead

DH These people were charges with acts which were parpose yul and deliberate. What is unusual is that these people were not given any written charges as to the nature of their offenses.

We're talking about Mrs. Hatcher. Paragraph #1, could represent an honest difference of opinion. As to #2, we maintain that no such letter was written, or was received by Mr. Thratham. #3 represents a typical dispute that can occur in employment situations. #4, I don't know if any such statements were made, but prejudice is not necessarily bad, unless it affects people. #5 occured 6 months ago, and is not important. And #6, is absolutely false. She has had her choice of a day since March 1.

Mr. Trantham has worked for and been promoted by black supervisor. You're charginghe is racist, and taking advantage of black employees. But Mr. Trantham went beyond what hs required. He called Mr. Ferguson and asked for job-placement for blacks. He attempted to hire 2 other blacks, but one did not show up for work, the other for an interview. Three of the last four positions have been filled by blacks. That is not prejudice or a racist attitude. Not one disciplinary action has been taken against a black, while actions have been brought against whites. There are many grievance channels available for workers, At no time has any complaint been filed. One of the witnesses here is a union steward, Wilma Phelps. She will tell us how many channels are open through the union.

and the second sec

You will come to understand that things said here are subject to interpretation, they are not of substance for us to be here, or for causing anyone to go through this inconvenience. RB The sisters did not file a complaint. To many blacks, filing a complaint is a waste of time.

Donald Coleman To bring you up to date in terms of what transpired, following up on requests of Dr.Green, the following report was submitted. I think the testimony of John Williams would play an important in pointing out the inequities that exist.

(text of Coleman letter then read)

DH Mr. Coleman, in what capacity do you make these recommendations? DC In my capacity as assistant director of residence hall programs. My boss, Dr. Don Adams, is working to rectify these situations.

Mrs. Carolyn Hatcher I would like to say, that when I first started working, Mary Danner was here. She felt she couldn't work 6 days in a row, because she was pregnanct. At that point, everyone had a day off, except me. They told me that when Mary left, I could have Monday.

Two weeks before my three month rating came in, Mr. Trantham interval called told me what a nice job I was doing. xhemksxflamtmithymit He said how nice it was I wanted to learn to make jello. Let's face it, I have 6 kids, I know how to make jello. Two weeks later, Mr. Trantham and Miss Mishler called me in a ain, and said my three month rating was in, and that my work was sub-standard.

I refused to sign the rating slip, because I didn't feel it was true, and that it was unfair. Mr. Trantham said, it's my word that counts.

Misg Mishler and Mr. Trantham talked with me, They recommended I take a transfer to work in custodial. I said, I have pride. This is why I wouldn't leave the salads. This is their feeling that this is where we belong--and I refuse to do it.

I agreed to a transfer. Mr. Trantham told me he would give me a transfer to West Circle. Then he said, they're not placing employees, because its so close for the time for school to get out! Then I siAd, "How about giving me a job as a receptionist?" Miss Mishler asked me if I could type. Well, why should I have to know how to type to be a receptionist? Last Friday Mr. Trantham came to me twice, and asked me how things were. That's how he is, just before he lets the hatchet fall. I was in such a nervous state I had to go and see my psychiatrist. The therapist recommended I talk to Professor Green, because my upset was due to my distrust for Mr. Trantham.

There is a white employee Noreen Reiser, who also had problems with her employers. They put her out in the dining room. Why wasn't she recommended for custodial duty?

Miss Mishker admitted she was prejudiced. What I want to know, is, is she being paid to be prejudiced? Can she deal fairly with the blacks? As I told them about my extended probation. I worked two days alone, and when I asked Miss Mishler about this, she said, "I knew you were capable."

The reason I am here is concerning my job. My probabion is up May 12. The outcome is not favorable. (A member of the committee) The history of the black man and the whitegman is that a black human is just for fuck. This has continued for 400 years. What we have right know is a conflict between work and fuck. DH This is a rather serious occasion. There are strong charges being leveled here. The jobs of these people are at stake. Would it be appropriate if there would be fewer outbursts from the audience?

Is it true that Mrs. Hatcher sprained her back and stayed on the job? Yes it is true. She only complained after being spoken to for being sick in her work. She was immediately sent to Olin, examined, and sent back to her job. She did stay, though I rather think she would have preferred not to be there. CH No one said anything about my slowness. This is all untrue. DH Miss Mishler wasn't there. Mr. Trantham wasnIt there either. Therefore neither parties charged here were involved with the incident.

# ATTENTION!

The allegations against two MSU administrators that sparked the closing down of food services in Wilson Hall by Black students will be heard at an open hearing at 3 PM today in Wilson Hall.

Black students have felt it necessary to occupy the Wilson cafeteria since they learned of the overt and covert acts of racism that have occurred in Wilson.

Several black employees have been harassed to the point that some have voluntarily left their jobs. Several white employees are aware of the treatment of black employees and have, at several times, requested that the complaints of black employees be aired and resolved.

This is an issue that concerns all people at MSU who are committed to equal opportunity and an end to racism at this University and in society.

The Black Students' Alliance urges your attendance.

#### BLACK STUDENTS ° ALLIANCE

The glack Students at Michigan State would like to inform white students at Michigan State University that the occupation of Wilson's cafeteria was a necessary move. Black Students did not occupy Wilson with the intention of inconviencing any white students. However, lack Students cannot tolerate racists action any longer. White students shouldn't either. Therefore read the issues involved before you make any value judgements. Then give us your support in what ever manner you deem necessary.

<u>Caution</u>: Do not let any racist individuals lead you to believe that Black Students are attacking white students. Although many white students will have to eat in other halls, lack students must remain in Wilson until the University resolves this situation. It is the white ruling class who must be held responsible by both Black and white students.

## TO INFORM THE VAITE STUDENT BODY

The Clack students at Michigan State University Will occupy Milson Cafeteria until an open session can be structured for 3:00 Thursday, May 1, 1969. The occupation of Milson cafeteria took place after the lack Students' Alliance was contacted about the harassment of five Plack Employees in Wilson's food Service Department by the managers at Wilson.

The Black Workers harassed Were:

- 1. Carolyn Hatcher
- 2. John Villiams
- 3. Joleen Shane
- 4. Vilma Phelps
- 5. Boxie Triplett

The managers are: Joe Tranthan Elaine Mischler

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#### THE CASE AT HAND

Carolyn Hatcher - Salad woman - was hired from O.J.T., Joel Ferguson helped her get the job. On 2 occasions she has been called. in by Joe Tranthan, Food manager and has had threats raised about her job. Tranthan stated that she is working below standards. However, she feels she is doing a good job, so much, that she has worked 2 days all by herself when other girls have been off. It is evident that management has shown preferential treatment among certain staff members when they are assigned "days off". No definite day given for Carolyn, who is the sole support of 6 children. She cannot plan a business activity day, because of the uncertainties which exist. Tranthan is recognized as a liar, a two-faced, doubledealing, coniving individual who constantly holds the threat and fear of the job over black employees. He has suggested that Carolyn transfer to the Custodial staff, but white employees whose work performance does not measure up to Carolyn's are over-looked.

Noreen Reeser - white - threw a knife at a supervisor 2 years ago and recently spit on a supervisor and called him a pig, and she still works in the salad department. Carolyns 6 month probation will soon be up May 12th and Tranthan said he would have the last word. Joe Tranthan <u>is</u> the problem, for he antagonizes and constantly pits staff members against one another. He does not have the trust of staff for "when he pats you on the back - he's got a knife in his hand." I see this clearly as a racist thing and something is going to be done about it.

Carolyn is dedicated to her job, and even when she strained her wrist and back lifting crates of lettuce, she did not go home.

Joleen Shane - Supports 2 children and comes from O.J.T., has worked 3 years for the university! Miss Elaine Mischler - mgr. Wilson Cafeteria refuses to hear staff members out and gives them no opportunity or self expression - very authoritarian. Joleen accused Miss Mischler of being prejudiced against blacks and she acknowledged it.

Nana Stinson - bake shope (white) swore at her and this is not to be taken lightly in the future. Nana is somewhat unstable (mentally).

Wilma Pholps (white) is supportive of black people and is fed up with their treatment at Wilson. She has to support a boy and her job is threatened by Tranthan. She was recently disciplined for refusing to do work in a specified manner. They refuse to give her a hearing and gave her 4 days off without pay. I recommend that this sanction be removed from her record because of the racist attitude that prevails in Wilson.

Roxey Triplett - Cook - Wilson Hall. This Black woman has been the target for much abuse during the 7 years of her employment at M.S.U. She was misused. She went on pregnancy leave, and when she came back she had to start at the lowest pay rate after having 2 years of service. Taylor Groves cook supervisor is constantly gossiping and causing friction among black staff and is always critical of their output. White administrators in Wilson evidentally are operating under an old storeotype that Negroes (Black) are lazy, happy-go-lucky people. Taylor Groves "speaks with a forked tongue" and is a man of many faces. He too, pits Blacks against Blacks by gossiping about them -running them down. He seems to me to be somewhat unstable!

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Emily Smith (White) Line Supervisor wanted to have a meeting to resolve these issues. She wrote a paper supporting Carolyn---Where is this paper? What did it entail?

Virginia Miller (White) is an instigator for Joe. She gets things started and is always threating to pull people's cards. She is too authority oriented to "supervise".

John Williams (Black freight elevator operator) threatened by Jim Strickland who said he would "kick him in his ass". Jim denied this but Joe Thranthan heard him but there is no doubt in my mind he will support Jim. Another example of white attitudes about blacks.

It is evident that the following white supervisory personnel consisting of: Jim Strakley, Elaine Mischler, Joe Tranthan have shown definite tendencies of racism in the above cases. Management needs to look seriously at this problem. No one should have to live in fear of a job. I am recommending that Management make a concerted effort to cease and desist from these practices and further propose that they open positions for Black supervisors in the kitchen and diningroom, and reception areas in our dorms. Also, open job opportunities for black students

#### Don E. Coleman

DEC/SJM: jdw

## OPENING STATEMENT OF THE BLACK STUDENTS · ALLIANCE ON BEHALF OF BLACK EMPLOYEES

Michigan State University is again being asked to undertake a critical self-examination in determining how far its rhetoric has outstripped its actual practices. Such an examination is essential not only for the mere maintenace of what this University is; but, more importantly, what many segments of this University have articulated that it should strive to become.

The area of equal treatment of University employees is now being added to the growing list of practices where there yet remains much, much more than a mere vestige of racialist discrimination and injustice.

It is abundantly evident to us that several black employees in the Food Service division of Wilson Hall have been constantly abused by administrators in the division. That these acts were purposeful is obvious. That these acts were, in great measure, rooted in motivations of racist nature is just as obvious.

Black students, faculty, and staff of Michigan State University have already made known its intent to leave no stone unturned as we work to make this University responsive to the needs of society and force from inequality of treatement stemming from consideration of racial origins.

Although we do not shirk the responsibility of being the vanguard in the movement towards this end, the Black Studnents<sup>o</sup> Alliance view these efforts as surprisingly in keeping with the expressed goals and intents of this University. The University has expressed these intents practically on any occassion that presents itself. The Committee of Sixteen voiced such sentiments even a year ago. Preliminary consultation with a cross-section of the University community has yielded a committment to similar ideals being incorporated into the structure of the Center for Urban Affairs.

More recently, The MSU Board of Trustees, at its last meeting, passed a motion that companies and unions under contract with MSU should file statements affirming fair employment practices. The Federal government, in the 1964 Civil Rights Act prohibited discrimination because of race, color, religion, sex or national origins by employers with 25 or more emloyees, and by federal contractors. Michigan State was therefore ordered to make equal opportunity the law by its inclusion in both categories.

The upshot of this listing should be rather clear: Michigan State University is bound both by its stated committments and by Federal low to prohibit discrimination in all of its operations.

It is our opinion, one well grounded in fact, that through, the actions of the administrators involved, Michigan State University has been allowed to slip in its responsibility in this area. We desire to see such insulting and illegal practices cease.

#### Summary of Facts

#### Involved Administrators:

Mr. Joseph Tranthum, Food Manager Wilson Hall

Miss Elaine Mishler, Manager Wilson Hall

#### Complaining Employees:

Jaleen Shane Carolyn Hatcher Roxie Triplett

#### CASE HISTORY:

Mrs. Carolyn Hatcher, after having been seen for undue emotional stress by a local therapist, and at the suggestion of the therapist, contacted Doctor Robert Green, Dept. of Counseling and Educational Psychology. (A statement in support of this is included for perusal by the committee.)

In following up on the request from Dr. Green, Don Coleman, RHPO Director, submitted a report containing rather extensive documentation of most of the allegations against the administrators. (This report is also included.)

This case, to say the very least, is a massive entanglement of situations with one common thread--that of racialist overtones. A series of meetings have occurred during the history of the case involving several people. The following is intended as a summary of the major allegations.

1. Mr. Tranthum is alledged by Miss Hatcher to have rated her work excellent two weeks before her three month rating and changed her rating to below standard on the three month rating. Miss Hatcher refused to sign the below-standard rating because she did not feel her work was so and that sufficient and specific reasons had not been given, "Personality conflict" was later advanced as the reason. As has been accused of not working up & slandard, bat given no operation

2. As a result of treatment of black employees, particularly Mrs. Hatcher, Emily Smith, line supervisor, wrote a letter in support of Mrs. Hatcher and asking that the issues be resolved. Both Mr. Trantham and Miss Mishler have denied any knowledge of the statement which was seen in Mr. Tranthum's possession by Mrs. Hatcher and Mrs. Wilma Phelps, and attested to by Miss Smith.

3. Nana Stimson, a white bake shop employee swore at Mrs. Jaleen Shane. Although the incident was reported to Mr. Tranthum, nothing was ever done or said about the matter. When asked by Hrs. Shane what he would do if a black employee has cursed a white employee, Hr. Franthum has to this day refused to answer.

4. Miss Shane then approached Miss Mishler about the incident. Then her response was one of unconcern, Miss Shane accused her of being predjudiced against lacks. And she acknowledged it: Hiss dishler again acknowledged her predjudices against clacks at a neeting yesterday, involving Don Coloran, the complaints and the administrators involved.

5. General complainst about the work load resulting from several factors were voiced by Mary Danner, Noreen leeser and Jaleen Shane. A promise was made to have students do the extra work. Then it wasn't done, Mr. Thanthum was approached again. His response was sorry if you don't like it, get out." When Mrs. Hishler was informed of the incident she responded with a promise of more help. Mr. Tranthum called Mary Danner in and offered his apology. An apology was offered to Miss Shane about six (6) months later when confronted in a meeting with City Councilman Joel Perguson, called in at the request of Miss Matcher, because of his position with the on-the-job-Training Program. Form the galander deg df, Miss Holds

6. There are several other situations of relevance to the allegations Hiss Hatcher charges that she has not been given a regular day off, thus being unable to plan her schedule on a regular basis. Thite employees were given their coice of two days off and and Hiss datcher offered the left-overs.

7. It is virtually impossible to relay the many other more subtle factors that add to the weight of complaints and allegations. Several membrus of the filson Hall staff, have been quite overt in displaying vacion toward the black members of the staff. Insults ranging from a threat to kick a balck person in the ass to the more sophisticated gossip and telling of contrived lies in an effort to pit black staff members against each other have been tolerated.

Such is the nature of the allegations.

### ATTENTION: CRISIS

BLACK WORKERS AND STUDENTS

#### SHALL

HOLD A PUBLIC HEARING

IN WILSON CAFETERIA

AT 3 P.M., APRIL 29, 1969

TO PRESENT CASES OF

RACISM

IN MANAGEMENT

BLACK WORKERS PLEASE ATTEND BLACK STUDENTS ARE OCCUPYING WILSON CAFETERIA IN SUPPORT OF BLACK WORKERS ALL OVER CAMPUS WHO HAVE BEEN CONSISTENTLY HARASSED BY WHITE RACISM

a recent ling Soup ours Hatch dede to her for m. Colem

Says Don Adams is supporting for blods at MSU

peid was asked to sugs, rating sheet which daid the was such flowdard Sond could "turderstond "person. couffet" her only relationship was "hello & good by

A special eight-member committee was named by acting president Walter Adams to make recommendations concerning proposals by the Black Student Alliance which charged harassment in Wilson Hall.

Members of the committee included: cochairman, Dr. Milton B. Dickerson, vice president for student affairs; Dr. Irvin E. Vance, assistant professor of mathematics; Emery G. Foster, manager of dormitory and food services; Lyle A. Thorburn, manager of resident halls; Robert C. Underwood, personnel administrator for dormitory and food services; Dr. Carson C. Hamilton, associate professor of English; Mike Hudson, Inkster freshman and Maina Kinyatti, Kenya graduate student.

The nine recommendations of the committee included:

The Committee recommends that a position be established for a black person in the central personnel office with the general function of recruiting black personnel and of getting them placed in the University structure. If necessary to give on-the-job training in some instances, this person should see that this is provided.

The Director of Equal Opportunity Programs and the Director of the Center for Urban Affairs should work with the Director of Personnel in determining the structure and the functions this person should perform.

The selection of this person shall be made with the advice of the BSA and the approval of the Director of Equal Opportunity Programs and the Director of the Center of Urban Affairs.

2. The Committee recommends that immediate steps be taken to upgrade blacks in residence hall employment, with on-the-job training if necessary. In the case of Mrs. Triplett, she shall be offered a supervisory position or other promotion.

3. The Committee recommends that there be an immediate search for and subsequent hiring of a black college graduate to be trained on one of the management positions in Wilson Hall, with the advice of the BSA. This is not a quota filling device but residence hall management will continue to search out qualified blacks to fill supervisory positions leading to managers positions, as openings occur.

The Committee recommends that the University administration release a statement of somewhat the following nature: 'Michigan State University cannot condone the kinds of practices which led to the situation at Wilson Hall. We recognize these as discriminating in nature and whether they be by choice or by design they cannot be tolerated on this campus. The University is taking

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immediate active steps to eradicate this type of behavior and improve both working and learning experiences.'

- The Committee recommends that Miss Mishler be transferred out of Wilson Hall and out of any supervisory position.
- 6.

7.

The Committee recommends that Mr. Tranthan be transferred out of Wilson Hall and placed in a permenant non-supervisory position in food service.

The Committee recommends that the President request some knowledgeable faculty member, such as Dr. Killingsworth, to formulate in conjunction with all interested party, some plan for an arbitration system to adjudicate the sort of controversy involved in Wilson Hall. This could not, of course, supplant the senior contract provisions concerning covered employees.

8. The Committee recommends that the President request the faculty not to penalize the students involved in the Wilson Hall action in behalf of black employees during the past three days.

9. The Committee recommends that a progress report be forwarded to the entire University community indicating specifically the BSA and the black faculty on the above items on June 1 and October 1, 1969.

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OPENING STATEMENT OF THE BLACK STUDENTS' ALLIANCE ON BEHALF OF BLACK EMPLOYEES

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Complaining Employees:

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Jaleen Shane and F Carolyn Hatcherod T Poxie Triplett - Cosh w welen (tal

CASE HISTORY:

Mrs. Carolyn Hatcher, after having been seen for undue emotional stres by a local therapist, and at the suggestion of the therapist, contacted Doctor Robert Green, Dept. of Counseling and Educational Psychology. (A statement in support of this is included for perusal by the committee.)

In following up on the request from Dr. Green, Don Coleman, RHPO Director, submitted a report containing rather extensive documentation of most of the allegations against the administrators. (This report is also included.)

This case, to say the very least, is a massive entanglement of situations with one common thread--that of racialist overtones. A series of meetings have occurred during the history of the case involving several people. The following is intended as a summary of the major allegations.

1. Mr. Tranthum is alledged by Miss Hatcher to have rated her work excellent two weeks before her three month rating and changed her rating to below standard on the three month rating. Miss Hatcher refused to sign the below-standard rating because she did not feel her work was so and that sufficient and specific reasons had not been given, "Personality conflict" was later advanced as the reason.

2. As a result of treatment of black employees, particularly Mrs. Hatcher, Emily Smith, line supervisor, wrote a letter in support of Mrs. Hatcher and asking that the issues be resolved. Both Mr. Trantham and Miss Mishler have denied any knowledge of the statement which was seen in Mr. Tranthum's possession by Mrs. Hatcher and Mrs. Wilma Phelps, and attested to by Miss Smith.

3. Nana Stimson, a white bake shop employee swore at Mrs. Jaleen Shane. Although the incident was reported to Mr. Tranthum, nothing was ever done or said about the matter. When asked by Hrs. Shane what he would do if a black employee had cursed a white employee, Hr. Franthum has to this day refused to answer.

4. Hiss Shane then approached Hiss Hishler about the incident. Then her response was one of unconcern, Hiss Shane accused her of being predjudiced against flacks. And she acknowledged it: Hiss Hishler again acknowledged her predjudices against flacks at a meeting yesterdaw, involving Don Coleman, the complaints and the administrators involved.

5. General complainst about the work load resulting from several factors were voiced by Mary Danner, Noreen leeser and Jaleen Shane. A promise was made to have students do the extra work. Then it "asn't done, Mr. Thanthum was approached again. His response was "sorry if you don't like it, get out." Then Mrs. Hishler was informed of the insident she responded with a promise of more help. Mr. Tranthum called Mary Danner in and offered his apology. An apology was offered to hiss Shane about six (6) months later when confronted in a meeting with City Councilman Joel Ferguson, called in at the request of Miss Matcher, because of his position with the on-the-job-Training Program.

6. There are several other situations of relevance to the allegations Hiss Hatcher charges that she has not been given a regular day off, thus being unable to plan her schedule on a regular basis. This employees were given their coice of two days off and and Hiss datcher offered the left-overs.

7. It is virtually impossible to relay the many other more subtle factors that add to the weight of complaints and allegations. Several membrus of the Vilson Hall staff, have been quite overt in displaying racism toward the black members of the staff. Insults ranging from a threat to whick a balck person in the ass to the more sophisticated gossip and telling of contrived lies in an effort to pit black staff members against each other have been tolerated.

Such is the nature of the allegations.

MICHIGAN PRESS CLIPPING BUREAU EAST LANSING, MICH. TELEPHONE EDgewood 2-4619 257 Michigan Avenue

> MICHIGAN Escanaba Daily Press (D)

### APR 30.69

## **ASU Blacks** Sit . EAST LANSING (AP) - With I

Michigan State University cafe- program, teria today, while a special remands.

of four whites and four Negroes, a.m. today to consider complaints that Negro cafeteria personnel had been harassed by job." white supervisors.

The board said it would resume its discussions later today. Newsmen at the scene said sources indicated some progress had been made, although there was no official comment.

Acting MSU President Walter Adams remained at Wilson Hall -scene of the protest - before retiring early today. He talked casually with students and noted that nothing was broken inside the hall, "not even the good humor."

Adams was named acting record players and mattresses, president April 1 to succeed 200 black students went into the John Hannah, who was appointthird day of a "camp-in" at a ed head of the U. S. foreign aid

Asked how long he thought view board discussed their de- the protest would continue, Adams-an economics profes-The review board, consisting sors-quipped "I never asked for this job and I don't want to remained in session until 3:15 retain it. I'd be glad to pass it on to the next man. Personally, I'd back Gen, DeGaulle for the

Up to 600 students gathered Tuesday afternoon to hear charges from black students of "over racism" by university supervisors toward black adult and student employes of the cafeteria.

Wednesday, April 30, 1969 - THE DETROIT NEWS-5-C

# Student-faculty group talks to MSU dissidents

#### Detroit News Lansing Bureau

EAST LANSING-An eightmember student-faculty committee met until early this morning at Michigan State University with 150 black stu-dents who have taken over a dormitory cafeteria.

The committee, called an "ad hoc adjudication" committee, was named by acting MSU President Walter Adams. It has both black and white representatives of the faculty and student body.

The dissident black students charge that three black em-ployes were harassed with racial remarks by food service supervisors. The students de-mand the firing of Joseph Trantham, food service manager of Wilson Hall, and disci-plinary measures against Virginia Miller, his assistant, and Mrs. Elaine Mishler, Wilson Hall manager.

AN ATTORNEY representing Trantham and the two women was present at the meeting last night. Trantham said he has gone out of his way to hire Negroes and has never taken disciplinary measures against them.

No results were reported from the meeting. The students said Monday

they would end the sit-in tomorrow.

There has been no violence during the demonstration, although the black students

have refused to allow white students to eat in the cafe- by me until and if such a ciple has brought more probteria. They have been served request is made," Milliken told lems in this country at other in other dormitory dining rooms.

Gov, Milliken said yesterday he does not plan to order State Police onto the campus to break up the demonstration.

"NO ACTION will be taken and the violation of that prinnewsmen.

was that such decisions must be made by the college administrations.

"That's a sound practice,

wesmen. He said the basic principle in the past," Milliken said. Tas that such decisions must he added, however, that he e made by the college admin- is strongly opposed to takeovers by any group at any time on any campus.

A special eight-member committee was named by acting president Walter Adams to make recommendations concerning proposals by the Black Student Alliance which charged harassment in Wilson Hall.

Members of the committee included: cochairman, Dr. Milton B. Dickerson, vice president for student affairs; Dr. Irvin E. Vance, assistant professor of mathematics; Emery G. Foster, manager of dormitory and food services; Lyle A. Thorburn, manager of resident halls; Robert C. Underwood, personnel administrator for dormitory and food services; Dr. Carson C. Hamilton, associate professor of English; Mike Hudson, Inkstor freshman and Maina Kinyatti, Kenya graduate student.

The nine recommendations of the committee included:

The Committee recommends that a position be established for a black person in the central personnel office with the general function of recruiting black personnel and of getting them placed in the University structure. If necessary to give on-the-job training in some instances, this person should see that this is provided.

The Director of Equal Opportunity Programs and the Director of the Center for Urban Affairs should work with the Director of Personnel in determining the structure and the functions this person should perform.

The selection of this person shall be made with the advice of the BSA and the approval of the Director of Equal Opportunity Programs and the Director of the Center of Urban Affairs.

The Committee recommends that immediate steps be taken to upgrade blacks in residence hall employment, with on-the-job training if necessary. In the case of Mrs. Triplett, she shall be offered a supervisory position or other promotion.

The Committee recommends that there be an immediate search for and subsequent hiring of a black college graduate to be trained on one of the management positions in Wilson Hall, with the advice of the BSA. This is not a quota filling device but residence hall management will continue to search out qualified blacks to fill supervisory positions leading to managers positions, as openings occur.

4. The Committee recommends that the University administration release a statement of somewhat the following nature: 'Michigan State University cannot condone the kinds of practices which led to the situation at Wilson Hall. We recognize these as discriminating in nature and whether they be by choice or by design they cannot be tolerated on this campus. The University is taking

1.

2.

3.

immediate active steps to eradicate this type of behavior and improve both working and learning experiences.'

- The Committee recommends that Miss Mishler be transferred out of Wilson Hall and out of any supervisory position.
- The Committee recommends that Mr. Tranthan be transferred out of
  Wilson Hall and placed in a permenant non-supervisory position in food service.
- 7. The Committee recommends that the President request some knowledgeable faculty member, such as Dr. Killingsworth, to formulate in conjunction with all interested party, some plan for an arbitration system to adjudicate the sort of controversy involved in Wilson Hall. This could not, of course, supplant the senior contract provisions concerning covered employees.
- 8. The Committee recommends that the President request the faculty not to penalize the students involved in the Wilson Hall action in behalf of black employees during the past three days.
- 9. The Committee recommends that a progress report be forwarded to the entire University community indicating specifically the BSA and the black faculty on the above items on June 1 and October 1, 1969.

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?April 30, 1969 1) The Committee recommende that a position be established for a black person in the central personnel office to with the general of getting them placed in the University structure micessary to give the on the job training in some instances, This person should see that it is provided. I's Stirector of Equal Opportunity Programs and It' Director of the Center f. Hiban apairs and should and work with The Director of Personnel in determining The structure and Functions this person should perform. The selection of this person shall be made with the advice of the BSA and the approval of the Director of legual Opportunity programs and Ho Director of the Center of Urban Offails. MAIL L.D. CH fa. dar

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## Sit-In Continues Hearing Fails to Resolve Cafeteria Issue

#### By HELEN CLEGG **State Journal Staff Writer**

Black students and sympathizers continued to occupy the Wilson Halls cafeteria at Michigan State University today in a sit-in that began Monday afternoon in protest of what they called harassment of black food service workers.

They are awaiting the decision of an eight-man review board made up of black and white students, faculty members and administrators. The board held a public hearing in the packed cafeteria Tuesday afternoon. Members were appointed by Acting MSU President Walter Adams.

After more than three hours, the board adjourned to a lower floor conference room in Wilson in an attempt to reach a decision about Black Students' Alliance demands, including a demand that two white supervisors be fired.

#### HAVE RECESS

Shortly after 3 a.m. today Adams, flanked by board members, announced a recess until 10:30 this morning. Cochairing the special committee are Dr. Irvin E. Vance, assistant professor of mathematics, a Negro, and Dr. Milton B. Dickerson, vice president for students affairs.

Specifically, the Black Students' Alliance charges that Mrs. Carolyn Hatcher quit her job because of harassment and that three other black workers walked off in sympathy. They are Mrs. Roxie Triplett, Mrs. Joleen Shane and John Williams. The BSA also contends a white worker, Mrs. Wilma Phelps, was being threatened with loss of her job because of her sympathy with the blacks. All four women testified at

the hearing Tuesday afternoon. Representatives of the BSA sat at a table opposite Joseph E. Trantham, food service manager for Wilson, and Elaine M. Mishler, manager of Wilson Halls, the targets of the BSA demands. Speaking for the managers throughout the hearing was Lansing attorney Duane M. Hildebrandt.

#### SPEAKER FOR BLACKS

Speaking for the BSA were BSA chairman, Ron Bailey, Claxton, Ga., junior; Dr. Robert L. Green, associate professor James Madison College and counseling and personnel service; Donald E. Colman, an assistant director of residence halls programs; Stuart J. Dunnings, Lansing at-torney; Joel Ferguson, Lansing city councilman and mayor pro tem, and director of Onthe-Job-Training for the Urban League.

Mrs. Hatcher led off lestimony, saying she was told one time she had a pleasant personality and another time that there was a personality conflict between her and Tran-tham. She said she was told at one time she was capable of doing all the salads by herself when another worker was absent, and another time that her work was substandard. She said she refused to sign a form admitting so.

Mrs. Triplett said she worked two years in food service, but after being out six weeks on pregnancy leave was forced to work at beginning

pay. Mrs. Shane said that Miss Mishler admitted to her that he was prejudiced against black people.

Mrs. Phelps said she would continue to support the black workers, even if it meant her

#### CHEERS AND JEERS

Testimony of witnesses for the BSA was sometimes cheered and applauded by the partisan crowd, the majority of which were black.

Hildebrandt, lawyer for Trantham and Miss Mishler, sometimes had difficulty speaking, since he was inter- Stan, McClinton, 20, Savannah, rupted by jeers and shouting.

Hildebrandt said that Miss Mishler had said she was preiudiced, but that it was a question, not a flat statement.

He also said that Trantham had worked under and was promoted to his present position by a black manager, Norman Ellis, who is now employed in New York. Trantham had also called Joel Ferguson, he pointed out, asking him for blacks to fill some open positions in the kitchen, and that the last three of four employes hired had been black.

Hildebrandt denied the charges of racist attitudes and said they could not be documented.

#### INTERCEDED

Ferguson said that Mrs. Hatcher would have been fired had he not interceded on her behalf.

Hildebrandt said he had no witnesses because Trantham and Miss Mishler had been given only seven hours notice of the hearing, insufficient time to prepare a case thoroughly and contact witnesses. At one point during the hearing, Dr. Green said that whenever the blacks discovered an-

other example of racism in the university, they would "shut that component down." While the board was deliberating, three members of the Black Students' Alliance called



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MICHIGAN Lansing, The State Journal (D)

APR 30-69

Ga., junior; Sam Riddle, Flint freshman; and John Jones, Columbus, Ohio, freshman.

#### PRESENT DEMANDS

The demands they presented to newsmen - some of which the deliberating board were unaware -- were:

-Immediate firing of Trantham and Miss Mishler.

-Immediate commitment that the harassed workers be promoted and given harass-

-That white employes who had backed the blacks be promoted and be given harass-

-Immediate commitment that Trantham's and Miss Mishler's positions be filled by blacks, to be chosen by black students and employes on cam-

-That the board conduct a head count of all black workers on campus and present a report to the BSA no later than

Two white coeds, who said they were workers in Wilson cafeteria but refused to identify themselves, said they thought it unfair that they and other workers had not been given an opportunity to testify. They said they thought some of the accusatons were wrong, others blown up out of proportion. They also said they did not believe Trantham was prejudiced against blacks.

McClinton was asked if the demonstrators had the support of Students for a Democratic Society, militant student group that has been leading campus disorders.

"We differ with them, to a certain degree," he responded. He said the support of SDS and other white groups was welcome but emphasized that SDS was not sitting in on strategy meetings or helping make pol-

A spokesman for SDS, meanwhile, announced the group would sponsor a busy round of activities on Thursday-"May Day.

He predicted "buildings would be taken and confrontations would ensue.

Activities planned included an afternoon festival and rally in honor of Huey Newton, a Black Panther convicted of manslaughter in the killing of an Oakland, Calif., policeman, and evening dance and speeches against ROTC and involvement in the Vietnam war.



DORMITORY BARRICADED — Tables and chairs block stairs between East and West Wilson Halls at MSU as black students and black sympathizers continue their third day of protest. Inside, students apparently have access to refrigerators and food supplies. (State Journal Photo)



ANNOUNCING RECESS AT 3 A.M. — Acting President Walter Adams, center, is flanked by Dr. Irwin E. Vance, left, and Dr. Milton B. Dickerson, co chairman of a special hearing board to hear black grievances, as he announced about 3 a.m. they would adjourn for a few hours. Except for brief respites, the board had been together nearly 12 hours, beginning with a hearing in the afternoon and, afterward, trying to reach a decision. They are deliberating in a basement conference room of Wilson Halls where blacks have occupied the cafeteria since Monday afternoon. (State Journal Photo)

April 30,1965

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Members of the committee included: cochairman, Dr. Milton B. Dickerson, vice president for student affairs; Dr. Irvin E. Vance, assistant professor of mathematics; Emery G. Foster, manager of dormitory and food services; Lyle A. Thorburn, manager of resident halls; Robert C. Underwood, personnel administrator for dormitory and food services; Dr. Carson C. Hamilton, associate professor of English; Mike Hudson, Inkster freshman and Maina Kinyatti, Kenya graduate student.

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The selection of this person shall be made with the advice of the BSA and the approval of the Director of Equal Opportunity Programs and the Director of the Center of Urban Affairs.

- 2. The Committee recommends that immediate steps be taken to upgrade blacks in residence hall employment, with on-the-job training if necessary. In the case of Mrs. Triplett, she shall be offered a supervisory position or other promotion.
- 3. The Committee recommends that there be an immediate search for and subsequent hiring of a black college graduate to be trained on one of the management positions in Wilson Hall, with the advice of the BSA. This is not a quota filling device but residence hall management will continue to search out qualified blacks to fill supervisory positions leading to managers positions, as openings occur.
- 4. The Committee recommends that the University administration release a statement of somewhat the following nature: 'Michigan State University cannot condone the kinds of practices which led to the situation at Wilson Hall. We recognize these as discriminating in nature and whether they be by choice or by design they cannot be tolerated on this campus. The University is taking

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- 9. The Committee recommends that a progress report be forwarded to the entire University community indicating specifically the BSA and the black faculty on the above items on June 1 and October 1, 1969.



EAST LANSING (AP) — Major concessions and admissions of discrimination have ended a peaceful sleep-in-and sit-in by Michigan State University Negro students protesting illegal harassment of black cafeteria workers.

Nearly All Demands Met The administration met prac-

tically all the demands of the MSU Black Student Alliance except for the firing of two supervisory employees. These, instead, were ordered transferred out of the Wilson Hall dormitory to nonsupervisory positions. The Negro students, led by the

The Negro students, led by the Alliance, took over the secondfloor cafeteria in the dormitory Monday afternoon.

The Alliance had complained that black employes were threatened with firing, charged with substandard work and had been abused and misused. Final Condition

The administration agreed a black graduate student would be hired for one of the managerial posts, a Negro would be hired to recruit black workers and that present black workers would be upgraded with on-thejob training if necessary. It also was promised that stu-

It also was promised that students involved in the sit- in would not be penalized.

The Negro students set one last condition: They said they would not leave the cafeteria until they had a chance to clean it up Wednesday night and leave it in spic-and-span condition.

# MAY 1-59 MSU Furor May Lead to Legal Action

#### By ROBERT STUART State Journal Staff Writer

MICHIGAN Lansing, The State Journal (D)

Legal action is being considered as an aftermath of the Wilson Halls sit-in by black students at Michigan State University.

A Lansing attorney representing two MSU cafeteria supervisors said today he is considering action to redress the findings of a university faculty-student committee which he said resulted in the demotion of his two clients.

Duane M. Hildebrandt said the charges against his clients, Joseph E. Trantham, food service manager for Wilson, and Elaine M. Mishler, manager of Wilson Halls, were "absolutely groundless" and the hearing procedure used to air the dispute violated legal rules of the state and the civil rights of the two supervisors.

#### BIAS CHARGED

The two MSU officials were accused by a black student group of racial discrimination in treatment of certain black employes at the Wilson Halls cafeteria.

Black students occupied the cafeteria for almost three days while the special biracial review board held a hearing on the charges and other issues raised by the student group. Hildebrandt said he feels his

Hildebrandt said he feels his clients became "pawns" in a large policies dispute between black students and the university.

The attorney alleged that he was subjected to personal harassment by students during and before the hearings, that at one point some students threatened to physically eject him from the building, that some students attempted to seize and search his briefcase and that he was heckled and jeered while testifying.

#### MIS-CONDUCTED?

Hildebrandt a l s o charged that during the hearing there was no formal legal procedure, no formal charges were filed against the defendants, there was no swearing of witnesses, no legal proofs were offered and there was no cross-examination of witnesses.

He further charged that black students in the cafeteria

had the personnel records of the two supervisors and the black employes and his request to look at those records was refused.

Hildebrandt also stated that while his clients were told they would be transferred to other, n o n-supervisory, positions, black students were granted amnesty despite the fact that various criminal law statutes were violated in the occupation.

He indicated he may call on the State Civil Rights Commission for an investigation regarding the rights of the two supervisors.

Hildebrant said no decision has been made on what legal steps will be taken but asserted that the conduct of the hearing from a legal and judic i a 1 standpoint was "outrageous."

## **Blacks Win Concessions, End Sit-In**

#### By HELEN CLEGG **State Journal Staff Writer**

Michigan State's Wilson Hall's cafeteria was back to normal today after the Black Students Alliance (BSA) ended its 72-hour sit-in and sleep-in Wednesday.

The black students vacated the cafeteria when the MSU administration met practically all the demands of the BSA ex-

#### cept the firing of two supervi- ommendations of the review residence hall employment, sory employes.

Instead, supervisors Joe Trantham and Elaine Mishler will be transferred out of Wilson Hall. The black students had charged Trantham, food service manager, and Miss Mishler, manager of the halls, with discrimination and harassment.

#### **MAKES STATEMENT**

Shortly after 5 p.m. Wednesday, MSU's Acting President Walter Adams stood before a crowd of about 350 in Wilson Halls Auditorium and announced that his specially appointed review board had made nine recommendations to him.

Adam's announcement brought to an end the occupation of the Wilson Halls cafeteria which black students and black sympathizers began Monday about 5 p.m.

#### **READS REPORT**

The blacks demanded that four workers one of whom quit and was followed by three others out of sympathy-be rehired, and that Trantham and Miss Mishler, be fired.

The review board had deliberated more than 13 hours following an open meeting in the cafeteria Tuesday afternoon to hear charges by the Black Students' Alliance and testimony by the four women workers.

From a handwritten copy, Dr. Adams read the nine rec-

board:

(1.) "That a position be established for a black person in the central personnel office with the general function of recruiting black personnel and of getting them placed in the university structure. If necessary to give on-the-job training in some instances, this person should see that it is provided.

"The Director of Equal Opportunity Programs and the Director of the Center for Urban Affairs should work with the director of personnel in determing the structure and the functions this person should perform. The selection of this person shall be made with the advice of the Black Students' Association and the approval of the directors of EOP and Center of Urban Affairs.

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with on-the-job training if necessary. In the case of Mrs. Roxie Triplett, (who was one of the three sympatitizers) she shall be offered a supervisory position, or other promotion.

(3) "That there be an immediate search and subsequent hiring of a black college graduate to be trained for one of the management positions in Wilson Halls with the advice of the BSA. This is not a quota-filling device but residence hall management will continue to search out qualified blacks to fill supervisory positions leading to managers' positions, as openings occur.

#### STATEMENT WORDED

(4) "That the University administration release a statement of somewhat the following nature: 'Michigan State (2) "That immediate steps University cannot condone the be taken to upgrade blacks in kinds of practices which led to

We recognize these as discriminatory in nature and (whether they be by choice or by design), they cannot be tolerated on this campus. This university is taking immediate, active steps to eradicate this type of behavior and improve both working and learning experiences.'

(5) "That Miss (Elaine) Mishler be transferred out o Wilson Halls and out of any su pervisory position.

(6) "That Mr. (Joe) Tran tham be transferred out of Wilson Halls and placed in a permanent nonsupervisory position in food service.

(7) "That the president request some knowledgeable faculty members, such as Dr. (C. C.) Killingsworth, to formulate: in conjunction with all interested parties, some plan for an arbitration system to adjudicate the sort of controversy could not, of course, supplant the senior contract provisions two supervisors. concerning covered employes.

quest the faculty not to penalize the students involved in the Wilson Halls action in behalf of black employes during the past three days.

(9) "That a progress report be forwarded to the entire university community, including specifically the black faculty and the BSA, on the above

items on June 1 and Oct. 1, 1969."

Black students indicated they would vacate the cafete-

the situation at Wilson Halls, ria after the evening meal Wednesday-and after they had cleaned it up.

> The Negro students, led by the Alliance, took over the second-floor cafeteria in the dormitory Monday afternoon. The 1.200 students in the huge dormitory complex, almost equally divided between males and coeds, were forced to eat elsewhere.

There was some grumbling about cold food and leftovers but no clashes between whites and blacks.

The occupation force was estimated at up to 250 at times

by campus police and at more than 450 by Stan McClinton of Savannah, Ga., a junior who is Alliance spokesman.

The MSU acting president congratulated the Negro students "for acting like ladies and gentlemen."

McClinton said he was not involved in Wilson Halls. This happy about the decision to transfer rather than fire the

"This is only the initial step (8) "That the president re- toward eradicating the discrimination problem," he said. He refused to indicate other targets of black student demands.

> The Negroes took over the cafeteria completely, barring all whites, including campus police. They used it as a campaign headquarters and at night dragged in mattresses and sleeping bags to keep up the occupation.

> Recorded rock-and-roll music sessions furnished a background for night sessions.

The cafeteria was barricaded at one end with furniture while guards screened visitors by race at the other. One exchange student from India, wearing a turban, was allowed to join the group, however.

# BSA leaves Wilson cafeteria; committee suggests 9 changes

#### By JIM SYLVESTER State News Staff Writer

After nearly 14 hours of negotiation, a special committee appointed by Acting-President Walter Adams made nine recommendations Wednesday in response to the Black Students' Alliance's (BSA) charges of racial harassment of black Wilson Hall employes.

BSA initiated a sit-in Monday at the Wilson cafeteria to protest the "dehumanization" of black full-time employes and to expose racism in the University. It was ended late Wednesday evening after the committee's findings were released.

The black students refused to feave the cafeteria or allow meals to be served until the University acted on their recommendations. The students expected the immediate termination of Joseph Trantham, food services manager of Wilson, and Elaine Mishler, head manager, and an immediate commitment that all those who were harassed and abused by them be promoted.

They also wanted the two vacant positions resulting from the terminations to be filled by blacks that will be selected by black students and workers. After a three-and-a-half hour open forum Tuesday, during which the demands were made, Adams directed a committee of four blacks and four whites to reach a settlement acceptable to all parties.

Milton B. Dickerson, vice president for student affairs, and Irvin E. Vance, asst. professor of mathematics, acted as co-chairman of the committee. Making up the rest of the committee were E.G. Foster, manager of dormitory and food services, Lyle A. Thorburn, manager of residence halls, Robert C. Underwood, personnel administrator for dormitory and food services, Carson Hamilton, associate professor of English, Mike Hudson, Inkster freshman and Maina Kenyatta, Kenyan graduate student.

The group began their marathon discussion in the Wilson basement, at 6:30 p.m. Tuesday and continued until 3 a.m. Wednesday. They reconvened at 10:30 a.m. same day and finally reached a settlement at 3:40 that afternoon.

Shortly thereafter, Adams held a press conference in the Wilson Auditorium. Speaking to over 400 'people, mostly newsmen and students, he said; "I find the recommendations perfectly reasonable and justifiable and I intend to act in accordance with them." The substance of the recommendations are as follows:

"That a position be established for a black person in the central personnel office with the general function of recruiting black personnel and of getting them placed in the University structure. If it is necessary to give on-the-job training in some instances, this person should see that it is provided. The selection of this person shall be inade with the advice of BSA and the approval of the director of Equal Opportunity Programs and the director of the Center of Urban Affairs."

"That immediate steps be taken to

upgrade blacks in residence hall employment, with on-thejob training if necessary." "That there be an immediate search for and subsequent hiring of a black college graduate to be trained for one of the management positions in Wilson Hall, with the advice of the BSA."

"That the University administration release a statement condemning the kinds of practices which led to the situation at Wilson Hall."

. "That Miss Mishler be transferred out of Wilson Hall and placed in a permanent non-supervisory position."

"That Mr. Trantham be transferred out of Wilson Hall and placed in a permanent non-supervisory position in food service."

"That the President request some knowledgeable faculty member, such as Dr. Killingsworth professor of labor and industrial relations, to formulate in conjunction with all interested parties some plan for an arbitration system to adjudicate the sort of controversy involved in Wilson Hall."

"That the President request the faculty not to penalize the students involved in the Wilson Hall action."

"That a progress report be forwarded to the entire University, including specifically the BSA and the black faculty, on the above items on June 1 and Oct. 1, 1969."



### **Onward to Adams**

Black students and members of BSA leave Wilson cafeteria Wednesday other their take-over to hear Acting President Adams announce the recommendations of the special committee concerning practices in the cafeteria. State News photo by Mike Beasley

# MSU SETTLES WITH BLACK PROTESTORS; SDS AWAITING TURN

### Law Day Disruption Is Planned

#### Settlement Meets Most Of Demands

EAST LANSING (AP) — Major concessions and admissions of discrimination have ended a peaceful sleep-in-and sit-in by Michigan State University Negro students protesting illegal harassment of black cafeteria workers.

But the university braced itself for another series of demonstrations today by the militant Students for a Democratic Society.

The SDS schedule included a rally to honor Huey Newton, Black Panther convicted of manslaughter in the killing of an Oakland, Calif., policeman, and demonstrations against the Reserve Officers Training Corps and the Vietnam war.

An East Lansing detective also said the SDS hoped to disrupt an afternoon Law Day speech on the campus by Chief Justice Thomas E. Brennan of the Michigan Supreme Court.

Police also had reports the SDS "hoped to seize buildings and invite confrontations."

The administration met practically all the demands of the MSU Black Student Alliance exvisory employes. These, instead, were ordered transferred out of the Wilson Hall dormitory to nonsupervisory positions.

#### SEIZE CAFETERIA

The Negro students, led by the Alliance, took over the secondfloor cafeteria in the dormitory Monday afternoon. The 1,200 students in the huge dormitory complex, almost equally divided between males and coeds, were forced to eat elsewhere. There was some grumbling about cold food and leftovers

but no clashes between whites and blacks. The occupation force was estimated at up to 250 at times

timated at up to 250 at times by campus police and at more than 450 by Stan McClinton of Savannah, Ga., a junior who is Alliance spokesman.

MSU's acting president, Clark Adams, congratulated the Negro students "for acting like ladies and gentlemen."

He conceded discrimination by saying, "Michigan State cannot condone the kinds of practices which led to the situation at Wilson Hall. We recognize them as discriminatory in nature, and whether they be by choice or decision, they cannot be tolerated on this campus.

#### STEPS BEING TAKEN

"The university," Adams said, "is taking active steps to eradicate this kind of behavior and improve both working and learning conditions."

The Alliance had complained that black employes were threatened with firing, charged with substandard work and had been abused and misused.

The administration agreed a black graduate student would be hired for one of the managerial posts, a Negro would be hired to recruit black workers and that present black workers would be upgraded with on-thejob training if necessary.

It also was promised that students involved in the sit- in would not be penalized.

The Negro students set one last condition: They said they would not leave the cafeteria until they had a chance to clean it up Wednesday night and leave it in spic-and-span condition.

McClinton said he was not happy about the decision to transfer rather than fire the two supervisors—Joseph Trantham and Miss Elaine Michler.

#### OTHER TARGETS

"This is only the initial step toward eradicating the discrimination problem," he said. He refused to indicate other targets of black student demands.

McClinton also indicated he did not agree with any policies of violence by some SDS memhers

bers. "We agree with them on some issues but disagree with them on strategy and tactics," the Alliance leader said.

He said the SDS was allowed no part in the strategy-making of the Alliance demonstration.

of the Alfiance demonstrate the regression of the Negroes took over the cafeteria completely, barring all whites, including campus police. They used it as a campaign headquarters and at night dragged in mattresses and sleeping bags to keep up the occupation.

Recorded rock-and-roll music sessions furnished a background for night sessions.

The cafeteria was barricaded at one end with furniture while guards screened visitors by race at the other. One exchange student from India, wearing a turban, was allowed to join the group, however.

The settlement was thrashed out by a faculty-student judicial r e v i e w committee appointed Monday night by Adams. The evenly divided between blacks evently divided between blacks and whites, and the delay in a decision was attributed by members to a black-white stalemate.

The nine points of the settlement included that:

-A position be established for a black person in the central personnel office with the function of recruiting black personnel and getting them in the university structure, if necessary giving them job training.

-Immediate steps be taken to upgrade blacks in residence hall employment, with on-the-job training if necessary.

Training if necessary. — There be an immediate search for and hiring of a black college graduate to be trained for one of the management positions in Wilson Hall.

- A statement be released condemning discrimination.

-Miss Michler be transferred out of Wilson Hall and out of any supervisory position.

Trantham be transferred out of Wilson Hall to a permanent, nonsupervisory position in food service.

- An arbitration system be established for "this sort of controversy"—not to supplant the union contract provisions covering employes.

ing employes. —The faculty not penalize students involved in the Wilson Hall action.

-A progress report be made to the entire university, including the Black Student Alliance and the black faculty, on the above items on June 1 and October 1.

#### MICHIGAN PRESS CLIPPING BUREAU EAST LANSING, MICH: TELEPHONE EDgewood 2-4610 257 Michigan Avenue

MICHIGAN Detroit, The News (D)

MAY 1 -69

## Vive De Gaulle for MSU

EAST LANSING - (UPI) - trative experience, and he has he said. "Since then I've lost The acting president of an excellent military combat Michigan State University, record-and these are prewho doesn't want the job, requisites for a college presi-thinks there's a "giant among dency nowadays." thinks there's a "giant among men" who should have it -former President Charles de Gaulle of France.

Economics Prof. Walter Adams, who took over as MSU's president temporarily April 1, made the tongue-incheek suggestion after negotiating with black students staging a sit-in at a dormitory cafeteria.

"General de Gaulle is ob-viously the man for MSU," the cigar-chomping Adams said. "He's a giant among

And, said Adams, Le Grand Charles' age wouldn't be against him. "De Gaulle is immortal,"

he said, adding he would forward his recommendation to the university's Board of Trustees.

Adams was named acting MSU president when John A. Hannah, who had held the job for 28 years, left to join the Nixon administration.

"I said when I took this post on April Fool's Day that being men; he has great adminis- president was not my bag,

weight and my resolve is stronger than ever. Under no circumstances would I stay on."

Although Adams said a college presidency would give De Gaulle "something to do with his time" he had a serious suggestion.

"I think that colleges across the country should adopt a policy of rotating their presidents every five years or so," he said.

"This way, we could avoid many of the problems now developing on our campuses. It would be an adjustment to the kind of world in which we now live."

# Wilson hearing airs charges; BSA stays; decision pending

#### By JEANNE SADDLER State News Staff Writer

"In the future-- and this is a warning-when racism exists in a component of this institution, we will close that component down."

The warning was made by Robert L. Green, associate director of the Center for Urban Affairs before approximately 1,000 students and the adjudicating committee set up by Acting President Adams to investigate charges of racial harassment made by the Black Students' Alliance (BSA) against two Wilson Hall administrators.

Stewart Dunning, Lansing attorney, and Ron Bailey of BSA were the spokesman for the prosecution. Sam Riddle, south complex chairman of BSA, presented the witnesses.

Joseph Trantham, food services manager of Wilson, and Elaine Mishler, head manager, were the accused, defended by Lansing attorney Hildebrand.

Carolyn J. Hatcher, Joleen Shane, and Roxie Triplett, the complainants, accused Trantham and Miss Mishler of several incidents involving racial prejudice includ-

The adjudicating committee, composed of administrators, faculty and students (four white--four black), met following the 3½-hour hearing. No decision had been reached at State News deadline; recommendations will go to acting president Adams before being made public. Further action by BSA will depend upon the outcome of the committee's deliberation.

ing: the alleged changing of Mrs. Hatcher's work rating from excellent to sub-standard two weeks later with "personality conflict" given as the reason; the denial of the knowledge of a letter written in support of the complainants; abusive language and threats made by other employes and the failure of the management to act upon the incidents; failure of the management to give Mrs. Hatcher a regular day off; and the reported open acknowledgement by Miss Mishler that she was prejudiced.

Hildebrand, speaking for the defendants, said that some of the incidents did not directly involve the accused, thus requiring no specific comment, and "categorically denied" all the other charges.

Two weeks after Trantham told Mrs.

Hatcher that she had a "wonderful" personality, she said he called her to his office and had changed her work rating to below standard because of an alleged personality conflict.

"All'we said was 'Good-morning Joe, good-morning Jean; good-bye Joe, goodbye Jean;-now where's the conflict?", Mrs Hatcher asked.

Nana Stimson, a white bake-shop employe, was accused of swearing at Mrs. Joleen Shane. Trantham allegedly refused to act on the matter, and would not answer Mrs. Shane's question concerning the action that would have been taken if she had sworn at a white employe. Alleged insults ranging from a threat to kick a black person "in the ass" to the telling of contrived lies designed to pit the black staff members against each other were also revealed.

When confronted earlier with her inaction on these issues and accused of being prejudiced against blacks, Miss Mishler allegedly told her employes, "Maybe am a little bit prejudiced."

(please turn to page 11)

Mrs. Hatcher, the mother of six children, accused the manager of failing to give her a specific day off. When she complained of problems, she said it was suggested that she transfer to the custodial staff.

Mrs. Hatcher related the story of another white employe who was "having problems" with the management and was reportedly moved to the dining room staff. "I just want to know why she wasn't asked if she wanted to work on the custodial staff?"

Joel Ferguson of Lansing Onthe-Job Training Program testified that the only reason the complainants were still employed was because his office had interceded for them two months ago with the Wilson management. This was in reply to the defense's point that no black person had lost his job or been disciplined because of the incidents.

"We think you will understand, Hildebrand said, "that all of the things being said here are subject to interpretation, and I don't think any of it is of the substance to cause us to be here." The defense pointed out that not one, black student had ever been refused a job at Wilson, and that three of the four last positions in the cafeteria were filled by blacks.

He also said that Tratham had contacted Ferguson to solicit employes; "Not one complaint has been made to an organization in power to do anything about it," Hildebrand charged.

The hearing, conducted in an informal manner, brought out several grievances of both students and faculty related to general conditions of the university.



### Keeping cool

Acting President Walter Adams met with Milton Dickerson, vice president for student affairs, outside the Wilson cafeteria Tuesday

#### FIGS IN THE MOVEMENT

The political beliefs of many of the peopleresponsible for today's demonstration have led them to conclude that the Oakland police should be stopped from recruiting here at MSU. They think that the people responsible for the oppression and injustice in America are so powerful that any tactic used against them .... is excuseable. Oh sure. So the way to fight the pigs is to become a pig yourself, right? Which side are you on? Does it really matter? Step right up, folks! Choose your tyranny!

To hell with this angle! Our Movement started out battling for freedom, and we don't intend to turn against it now. Sure there's racism and oppression in America, and the Oakland pplice have done more than their share of oppressing -but they have every right to come here and blat their glib lies. Just as we have the right to stand here and give you the truth about them. It may not be a free country, but we still believe in freedom of speech. We believe that the University should be a place of free inquiry, and we'll act accordingly.

Yes, Virginia, there is a vicious society, which steals freedom and responsibility from its citizens, leaving them blank, obedient little robots; a society that forces its members into a hierarchy of wielding and submitting to Authority. And that's the enemy -- the whole Authoritarian way of life, the idea that Man has to rule and be ruled by his fellow-man to be safe from himself. But we don't believe that Man should be afraid of his mirror; that's why we talk about Revolution and mean a complete change in the nature of society. Peacefully if we can, otherwise if we must, we will build a society of free and responsible human beings.

Do we get this by giving ourselves over to people who would coerce us in "good" directions, as the Liberals and Marxists believe? Nover happen. The end doesn't justify the means, Eaby, the means shape the ends. We can't fight pigs by becoming pigs. We can't gain freedom by denying it. We can't oppose the facism of the Caliand police by acting like facists ourselves. We fight them by eliminating the psychological, cultural, social, political and economic forces that keep us from living like human brings. And that, friends, begins at home. We start by freeing ourselves, then show others how to be ours free-and why it's better to be free than slove. We won't demonstrate that very well by acting like pigs, will we? If our Fevelution is ever to succeed, we must show the world how free and responsible human beings live, acc and fight.

So let the Oakland police come and throw their bull all over the scenery! Have we forgotten that lies can be defeated by truth? (See our leaflet, "Your Future With The Oakland Police.") Our Movement is in bad shape if our words and ideas and truth can't win intelligent people better than the ravings of one of the most brutal, bigoted and corrupt police forces in the country. We're in worse shape if our young and intelligent rebels would rather swap slave-masters than be truly free.

Pigs don't belong in the Movement. Only Human Beings do.

ANTI-AUTHORITARIAN ALLIANCE

372-0460 424 S. Clippert "The Paper House" Ask for Steve, Mary, Bill or Pat

All tyranny is the same in the end. Fight it wherever you see it. Anywhere, Baby.

Especially in the Movement. It doesn't belong there.

### YOUR FUTURE WITH THE OAKLAND POLICE

Congratulations! You are among the first Northern, college-educated people to be recruited for the Oakland, California, police department. Formerly, the Oakland police department has recruited in the deep South for policemen who will be patrolling a black northern ghetto. Welcome to a bright future defending Law, Order and the white race in California! Here are some examples of what you can expect.

#### Your Work in Uniform

GO TO IN

Searching Premises: You will be expected to forcibly enter churches and homes where well-known "uppity niggers" are gathered (warrant not neccesary) in search of evidence for some crime or other. Gun's found in a black man's home are always proof of crime or intent to commit crime, and are grounds for immediate arrest. You should apply your club, to insure docility and respect for isy, on any suspect who makes a threatening move, such as crying: "Don't kill my wife?" -- as happened to Bobby Scale.

Stopping Traffic Violators: You should stop any car which behaves suspiciously, such as noving down the street with two known "dangerous niggers" inside, search and afrest the passengers. If they appear threatening, you should shoot first in self-defense -- such as happened to Huey Newton, now jailed and daring to appeal.

Handling Arrested Suspects: You will be required to arrest wounded negroes before they can receive medical treatment, to chain suspects tightly to the operating table, and to beat the wounded portions with your club (to improve temper and circulation) before the doctors can operate. While he is recovering, you should discourage the suspect from thoughts of escape by kicking him on the hospital bad so as to re-open the wounds and cause renewed bleeding. This procedure was admirably carried out in the Huey Newton case.

<u>Capturing Suspects</u>: Upon seeing a crime about to happen, such as well-known "agitators" getting into a car to go somewhere, immediately call for reinforcements (available by previous arrangements from nearby Emeryville), who will arrive armed with the bine-guns. Then spray the area with at least 1000 rounds of amountion, firing into all nearby buildings to discourage suspects from hiding there's. But should the suspects reach shelter, fill the air with fire and toarges to prevent this from using weapons, if they have any. When and if the suspects emerges hands in the sim, an ediately shoot any who make threatening gestures, such as beiding over or plant up their wounded. An example of this is the successful shoctang and kin in the boy Hutton, after he had thrown away his one rifle.

#### Terrs Yes Should Know:

Anarchy -- Negro demands that black patrolmen should be used in the ghetto. Dangerous Criminals -- known members of negro political groups, or their frients, or their lawyers, or their witnesses.

Electronic and Unfounded Charges -- complaints from negroes that you have shot a black men for no reason, or provoked a situation where you could shoot freely.

Rict .- any three or more Negroes gathered on a public there after 6PM.

Valuable Information -- names, addresses, phone numbers, license nembers and descriptions of "dangerous criminals", their friends and their Lawyers.

#### The Oakland Policeman's Creed

Remember that you are defending Law'n'Order, God, America, Motherhood and White Supremacy against a horde of Black Savages who, but for your gun and club, would right now be raping your wife, running off with your girlfriend, Cerlowering your mother, raiding your icebox, racing around in your car and watching your color TV set. Remember, only the Oakland police force gives you such unparalleled opportunity to kill blacks! Defend the Law! Reduce the population? Join today!

If you can't believe this, or don't like it, call the Anti-Authoritarian Alliance 372-0460, 424 South Clippert, ask for Bill, Steve, Mary or Pat

Demontations

1969

FIGHT RACISM FIGHT RACISM FIGHT PACISM FIGHT RACISM FIGHT RACISM FIGHT PACISM

#### Racism in America

It wasn't Black Power that killed the civil-rights movement, it was racism. Events made it clear that for black people the question never was civil rights. The assumption of the civil rights movement that the question of racism was one of simple injustice, of wrongs that could be corrected. It also assumed that if these wrongs were pointed out to the people in nover, they would move to correct them. Towards this, nbon-violence was developed as strategy and tactic. But black people realized through struggle that racism as an institution was due to the direct material benefit of the people who are running the system. The black worker averages almost a thousand dollars a year less than his white counterpart. More money still is made off the high prices for yood and housing. With this realization the futility of non-violent tactics is brought home.

#### Martin Luther King

When Dr. King was alive he was attacked for being too militant, for going too fast. He was accused of provoking violence. In 1963 a series of nonviolent demonstrations led by Dr. King in Birmingham, Alabama, was viciously attacked by the Birmingham police. Now that Dr. King is dead those same forces which call for non-violence for black people rely on police as their mainstay for suppressing black people who fight for their freedom.

#### The Oakland Pigs

The Oakland California police — "pigs" — are coming to recruit. The term "pig" was first coined in Oakland — hardly a coincidence. The brutal and systematic attacks on black people and the young has earned them this term first. The Oakland police force is recruited mainly from Vietnam veterans and from Southern police forces. Their record of savage brutality is unequaled by any other police force in the country.

#### Bobby Hutton

Sunday is the anniversary of Bobby Hutton's murder. Bobby Hutton was a member of the Black Panthers in Oakland. He was shot down by the police when he was unarmed and had to surrender himself. His crime--membership in the Panthers which condemned him to the constant harrasment of the pigs and eventual murder. His murder has become symbolic of the daily oppression which Black people face.

#### RALLY

The struggle against racism won't be helped by listening to hypocritical administrators. The Oakland police will be recruiting at the Student Services building Mon. and Tues. We plan to rally at the Student Services building Monday at 2:00 PM. Our struggle is for humanity. Join Us.

### 2 in MSU Furor Fight Demotions

#### BY JULIE MORRIS . Free Press Staff Writer

EAST LANSING — The attorney for two Michigan State University employes demoted at the demand of black students threatened Thursday to take legal action against MSU and the students for allegedly violating the employes' civil rights.

MSU administrators agreed to demote and transfer two white supervisors at Wilson Hall dormitory cafeteria Wednesday to end a two-day student occupation of the cafeteria.

Duane M. Hildebrandt, a Lansing attorney, said he believes the university "negotiated away my clients' civil rights."

He said he may file a suit against the university under the Michigan civil rights law, and that he definitely plans to file suits next week charging "libel, slander and defamation of character" against black students who brought charges of racism against the two employes.

The employes, Joseph E. Trantham and Mrs. Elaine M. Mishler, hired Hildebrandt to represent them in a public hearing held in the occupied cafeteria Tuesday afternoon.

Hildebrandt said the hearing "was an arena in which my people were fed to the lions. I have never been so upset in my life about a procedure."

A biracial panel of six faculty members and two students, chosen by MSU acting President Walter Adams and the Black Students' Alliance, conducted the Tuesday hearing. A crowd of about 600 students, generally sympathetic to the blacks, attended the hearing.

"The administration at this point will agree that the rights of my people were violated," Hildebrandt said,

But Adams said: "I can't say I agreed with him (Hildebrandt). He's never contacted me about it."

Hildebrandt sald he agreed to appear at the hearing, "even though I knew it would be bad. The administration urged me to because they wanted to get the cafeteria back."

He said Trantham will refuse to work in a new position at MSU until a settlement is reached and that Mrs. Mishler may make the same decision.



**Johannes** Spreen

# Adams draws varied comment for handling of Wilson conflict

#### By STEVE WATERBURY State News Staff Writer

Acting President Walter Adams drew both praise and criticism Thursday for his handling of the Wilson cafeteria controversy.

The Black Students' Alliance began a sit-in Monday at the Wilson cafeteria to protest treatment of black employes. It ended late Wednesday after a committee appointed by Adams announced its recommendations.

A joint statement issued by Board Chairman Don Stevens, D-Okemos, and Trustee Blanche Martin, D-East Lansing, commended Adams for the "equitable, and honorable solution achieved in the Wilson cafeteria affair."

"His (Adams) wisdom in involving students, faculty and administrators in arriving at the solution to this delicate problem shows his dedication to creating a true community at MSU even in these troubled times," the statement read.

The statement also said Adams' "inspired and courageous leadership" and "his willingness to meet and discuss issus with students bodes well for the success of his administration."

In a letter to Adams, however, R.F. Lanzillotti, professor and chairman of the Dept. of Economics and long-standing friend of MSU's new president, criticized Adams for his handling of the issue.

"Frankly, I am appalled by the bizarre proceedings of the special Adjudicating Committee you appointed. . . and dismayed by your public announcement of the recommendations as reasonable and that you intended to approve them," the letter stated.

#### See Text of Letter Page 4

Lanzillotti asked Adams to "not misunderstand the purpose of this letter," but said he was "dismayed" over Adams' actions when "I can recall ever so clearly the frequent criticisms over the years by former rank-and-filer Walter Adams of tragic administrative decisions based upon expediency or external pressures."

Clair White, D-Bay City, lauded Adams for his role in ending the occupation of the Wilson cafeteria and in initiating action on the grievances of the black students.

"This is an example," White said, "of his patience, foresight and understanding of this complicated human problem."

Adams commented on the controversy ' Thursday, saying he felt there are three considerations people concerned about the Wilson cafeteria occupation should keep in mind.

"First," Adams said, "nobody was

"I tend to view the sit-in in the cafeteria as a symbolic act to invite attention to certain specific problems and the importance of installing the type of machinery that could be used in the future to forestall incidences of that sort," Adams reflected.

"If people in the academic community have the faith in the machinery that they are going to get a fair shake, this is probably the most felicitious way of avoiding even symbolic sit-ins," he said.

Adams stated he would address himself to the task of creating responsive machinery at MSU.

"Eventually I will be judged on the basis of what I do," he said, "and

that's what I want to address myself to."

Adams stated he felt the mood of the occupants of Wilson cafeteria seemed to improve during the later stages of the occupation.

"I have this faith," he said, "that given enough time, if people can explore the implications of their thoughts and actions, ultimately reason and rationality will previal."

Regarding racism in the University, Adams commented, "Society cannot control what is in a man's heart, but it can require of him certain standards of propriety and decency in his official capacity."



State News -- 5/2/6

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THE SECOND FRONT PAGE

Petroit Free Press

Thursday, May 1, 1969

#### Today's Chuckle

Wives are not like fishermen. Wives brag about the ones that got away and complain about the one they caught.

# **Blacks Agree to End MSU Protest**

#### BY JULIE MORRIS Free Press Staff Writer

EAST LANSING—Black students at Michigan State University agreed to end a twonight occupation of a dormitory cafeteria late Wednesday after administrators granted a number of demands.

About 100 students, who occupied the Wilson Hall cafeteria Monday to protest alleged racism at the university, left Wednesday evening after a special, bi-racial committee voted to:

• Grant amnesty to all students involved.

• Demote two white cafeteria supervisors who allegedly discriminated against black employes.

• Ask the university to issue a statement deploring racial discrimination and racism at the school.

• Hire a Negro to operate a black worker recruitment center in the university's central personnel office, with advice from the Black Students' Alliance (BSA) and the Office of Urban Affairs.

Ask for upgrading of back workers.
Hire with adfice of the BSA, a college graduate as a supervisor in Wilson Hall.
Ask faculty members to establish a permanent arbitration system to avoid future troubles among black and whit employes.

The BSA made some concessions in accepting the committee's recommendations. They had asked that the two supervisors in the cafeteria be fired and that three black employes be promoted and granted "harassment pay."

Stan McClinton, a BSA spokesman, said, with the outcome.

Earlier in the day, Acting MSU Preisdent Walter Adams suggested, tongue-in-cheek, that he be replaced by Charles de Gaulle, "a man with more combat experience."

Adams joshed with students gathered in Wilson Hall about his ability to cope with the demonstration. "Gen. de Gaulle is obviously the man for MSU," Adams said. "He's a giant among men and he has an excellent military combat record—a prerequisite for college presidents nowadays."

**ADAMS SAID** the appointment would give de Gaulle, who resigned earlier this week as president of France, "something to do with his time."

The cigar-chomping Adams, 46, claims that running the 40,000-student university "is not my bag."

"I took this job on April Fool's Day," he said, "and that may have been a portent."

Adams has confronted student demonstrators twice since he took office. He faced down Students for a Democratic Society (SDS) pickets two weeks ago when they protested on-campus recruiting by the Oakland (Cal.) police department. Adams was first on the scene about 5 p.m. Monday when the Black Students' Alliance (BSA) occupied the Wilson cafeteria. He talked through Tuesday night and most of Wednesday with students waiting for a committee decision on their demands.

Students clustered around Adams in a dorm lounge, talked baseball, philosophy and university administration, and urged him to join in a bridge game.

Adams was named acting president to succeed John A. Hannah, who resigned to accept an appointment as head of the U.S. Agency for International Development for the Nixon Administration.

Despite speculation that he may be asked to continue as president by MSU trustees, Adams seys he won't do it.

MSU trustees hope to name a permanent president by July 1.

# Blacks end corm sit-in after MSU nief yields

From UPI and AP Dispatches

dent Walter Adams agreed to asserted.

decided to agree to nine of there was no damage to unithe demonstrators' demands versity property." after a faculty committee recommended that he do so. He termed the committee's recommendations "reasonable and justifiable."

"The committee's recommendations were unanimous facilities were not affected. and I wasn't about to secondguess them," Adams said. "My dents "for acting like ladies role is like that of an appellate and gentlemen," and keeping court in respect to a district the sit-in peaceful. court. The sit-in peaceful. "I pledge that I, the committee." hear (Adams is an economics said,

rulings.)

ADAMS SAID he had no idea whether the granting of the LED BY THE Black Student demands would satisfy the Alliance (BSA), demonstrators demonstrators, but said he took over the second-floor caf-

of American pragmatism topints of harassment of Negro with the advice of the BSA to EAST LANSING - Black try and prevent a hardening rkers there.

students ended a two-day sit-in of ideological positions. at a Michigan State University "I tried to inject a little bitinistration also agreed that: • The university state it candormitory cafeteria yesterday of love and a little bit of laugh- A Negro be installed in the not condone such acts or pracafternoon when acting Presi- ter into this controversy," he ntral personnel office to re- tices.

grant their request for am-nesty. "If you put this incident into the background the office of urban affairs Trantham, food service man-Adams also agreed to trans- points are vital," he said. d the BSA. fer two white cafeteria super-visors from the Wilson Hall facility. Black demonstrators had charged the supervisors were unfair to Negro employes. The was no disruption of the Negro employes. The stat, there was protection and stu-blacks in residence hall or protection facility. Black demonstrators had charged the supervisors were unfair to Negro employes. The was no disruption of the the supervisor the disruption of the the supervisor the supervisor the supervisor there was no disruption of the training, if necessary. The supervisor the supervisor the supervisor there was no disruption of the training if necessary. The supervisor the supervisor the supervisor there was no disruption of the supervisor the superviso The MSU president said he academic process. And finally, A college graduate be hired Stan McClinton, a spokes- come. One nursing home coid 21 -

hold a supervisory position in

uit black workers for the . Mrs. Elaine Mishler, manager, be transferred and not

medicaid -no cash

14-C-THE DETROIT NEWS- Thursday, May 1, 1969

SANTA FE, N.M. - (AP) -New Mexico's medicaid program ended today because the \$17 million appropriated for the fiscal year ran out in the first 10 months.

N.M. ends

Effects of the end of the federally supported medical assistance program for the poor were immediate. Some of the Tc 1,115 elderly receiving nursing home care under the program were taken home by relatives who could not afford to pay "very costs at the homes.



"I pledge that I, for one, as

overrule the discuss court and long as I am in this position or I didn't feel I could overrule any other position, will always hear the cry of injustice," he

professor, not a law or gov- The Negro students agreed ernment professor. The pur- to leave their cafeteria strongpose of the appellate court is hold after the evening meal. to review decisions of lower The agreement was reached courts and then either endorse after a faculty-student panel or overturn the lower court worked far into the morning yesterday and continued dis-

cussions later in the day.

acted "in the best traditions eteria to dramatize their com-

# MSU Black Students Sit-In



Little was accomplished in the direct talks between Acting Michigan State University President Walter Adams and Berry Amis, a spokesman for the MSU Black Students Alliance. The black students started their sit-in of an MSU dormitory cafeteria Monday and are continuing it. They claim black cafeteria workers are being harassed and the black students



won't give in until the school fires dormitory food service manager Joseph Trantham and his assistant Jennie Miller. They also want more full-time black workers in MSU residence halls and the black worker who quit because of "harassment" rehired into "positions of responsibility."

#### BY JULIE MORRIS Free Press Staff Writer

EAST LANSING — Six hundred State University students Tuesday massed in a dormitory cafeteria that was occupied by black students for an open hearing on black grievances.

The University Committee appointed by Acting President Walter Adams heard black students charge "overt racism" by university administrators toward three black employes of the cafeteria.

The cafeteria in Wilson Hall was occupied by about 100 members of the Black Students' Alliance (BSA) at 5 p.m. Monday. Students barricaded corridors and doors approaching the cafeteria and slept-in overnight.

THE STUDENTS accused the university of "outstripping its rhetoric in its actual practices," in discriminating against the three employes.

They said the three black employes were "constantly accused" by their supervisors. One of the three employes involved testified she had been "harassed."

The students attending the hearing were largely sympathetic.

Student occupation is expected to continue to Thursday.

Meanwhile, Wilson Hall residents are eating meals in nearby dormitories.

Ninety percent of MSU's black students who live on campus live in Wilson Hall. It is believed that the majority of them joined in the occupation.

Adams said he does not intend to call police to the campus. He said: "My single purpose is to stay calm and to avoid disruption."

(The exclusive photographs of activity inside the student-occupied MSU cafeteria were made by undergraduate Gerald Bray.)

While some worked, others slept. The protesting students, including coeds, took in sleeping bags, radios and portable television sets for the siege. Michael Moore, a sophomore, was getting in a little sack time for a later tour of duty in the round-the-clock occupation. The students have barricaded themselves in the cafeteria and are manning the barricades on a 24hour basis.

While talks continued at a higher level there were dialogs on a lower plateau (below). One of the miniconferences was between Dr. Robert Greene, a faculty member, and Richard Scott, a former head of the Black Students Alliance. Among the points Scott emphasized was that the sit-in wasn't an attack on white students. Nonetheless, the some 1,200 students in the dormitory had to get their dinners elsewhere while the sit-in continued.





It was a tidy enough protest with black students sit '1g-in the cafeteria of Wilson Hall at Mich' \_n State University doing regular cafeteria <sup>35</sup>hores. While some manned chow lines of cleaned and waited on tables where  $\frac{1}{1010}$  more than 100 black students served themselves in pretty-much university style. The students are protesting what they say is harassment of black cafeteria workers. The sit-in started Monday and demonstrators threaten to keep it going until Thursday.

Jason P. Lowette TU Board & Que Jour Lovette file I. We have expressed and wish to reinterste, our confidence in Professor Green's ability to make the Urban affairs Center a functional, relavant institution. She strongly support his forth coming appaintment. I. Se pear there are still formo af blantant racion in this eenineristy. One example is the hemiliation of two young black women who courgeously ment out por the S1.5.U. charleading squad. Diss Dawline Ness is immediately responsible for this portaular I. and we recognize several areas of wheer neglect of sacial datus in this enversity. We are sure that people if such conciousness as yourself recognize something as ewing when: " Numer Hediene enclades one black in seventy-eight Audents 2 Pere is such a short suggly of black stiff in residence half programs 3. Black attletes are exploited for four years of attlette particepation and went loose without proper education or degree.

The a high rate of black students still flund out of this university and we feel it is perpetuated by: 1. Stork-study programs that are more work the study 3. Institutionalised Rocism which manifestit 2. Butonial programs which are enefficient and often moguided. I Students are interidated by the presence of palicerin with guns in a supposely academic ad progressive commity. U. Rote. has no releance to the academic community. " Black students have constant concerns for this board and a constant enterest in the punctioning of this board. a black student should be at each meeting, by instation. IT. I failer of the 'l'to relate to the community as a whole including Block, Brown and white explorted persons,

### Businessmen march, protest Wilson sit-in

#### By WHIT SIBLEY State News Staff Writer

A group of East Lansing businessmen marched from Brookfield Plaza to Beaumont Tower Saturday to demonstrate their dissatisfaction with the settlement of the Wilson Hall sit-in and to "mourn the death of the administration."

After placing a wreath at the base of the tower, John A. Marble, the group's spokesman, read a statement of the group's concern with "the destruction of civil rights of a silent majority by a vocal minority in all aspects of American life."

Acting President Adams said that the group never discussed their views with him. "Some people jump to conclusions without looking at the specific facts," Adams said.

Adams said that people draw upon their impressions from events at other campuses which may not apply here.

"The black students' sit-in had certain notable conditions," Adams said.

He said that there was no damage to life and limb, no disruption of academic processes, and that no property damage occurred.

"The group decided to act in order to in-

#### (continued from page one) vite action on their grievances," Adams said, "after they did that, what should have. been done?"

One must strive to be consistent and calm and try to set up machinery that will avoid incidents in the future, Adams said. "We have to break the vicious circle of hate and restore an atmosphere of calm in which reason and rationality can exist," Adams said.

"This is what I am trying to do and I would appreciate help from anyone in that direction." he added. MICHIGAN Lansing, The State Journal

MAY 5 -69

### Letters and Calls About Concessions Steam Into MSU

#### By HELEN CLEGG State Journal Staff Writer

Pro and con letters and telephone calls bombarded the Michigan State University Board of Trustees and Acting President Walter Adams over the weekend about concessions made to black students who occupied the Wilson Hall cafeteria for nearly three days last week.

Two white supervisors of the cafeteria were charged with racism by the Black Students Alliance, tried in an open hearing and transferred at the recommendations of an eight-man board of review appointed by Adams.

Eight other recommendations were adopted, but another controversy centered on the one which took Miss Elaine Mishler, manager of Wilson Hall, and Joseph E. Trantham, food service manager, out of their jobs. They were transferred to nonsupervisory positions.

#### MAKE CHARGES

In the university community, eight out of 12 members of an ad hoc Committee on Residence Halls, chaired by Dr. Anne C. Garrison, sent a letter to the Trustees Friday charging "a debacle of democratic procedures" and that "members of the Hearing Committee were constrained from making public statements in explanation of, and in defense of their conclusions."

Dr. Garrison s a i d carbon copies of the letter were sent to Dr. Adams, to Provost Dr. Howard R. Neville, and the student newspaper, The State News.

Meanwhile, Mrs. John R. Fouts, 1167 Frye, East Lansing, said that a "group of concerned citizens of the greater East Lansing community" acting as individuals — were conducting a telephone campaign, with followup letters, in support of Acting President Adams and his decision to put all nine recommendations of the hearing board into effect.

Mrs. Fouts said she did not believe the march by about 40 East Lansing businessmen to Beaumont. To wer Saturday protesting Adams' action reflects the attitude of the white community.

Mrs. John S. Duley, 1725 Parkvale, East Lansing, said the Greater Lansing Community Organization was also organizing a letter and telephone campaign in support of Adams' action.

Text of the letter of protest sent by the ad hoc Committee on Residence Halls follows:

"Members of the Board of Trustees:

"The following members of the ad hoc Committee on the Residence Halls are convinced that the recent debacle of democratic procedure and due process in the takeover and kangaroo court at Wilson Hall represents the soft of occasion that deserves our attention and comment. We note with dismay the following facts in the case:

-"No written charges were laid in advance against Miss (Elaine) Mishler and Mr. (Joseph E.) Trantham;

-"The rights of over 1,100 student residents were violated;

#### PROCEDURE IGNORED

-"Regular grievance procedures of the AFL-CIO State, County, and Municipal Employes Union were ignored; -"No opportunity was given

-"No opportunity was given f o r obtaining defense witnesses;

-"No opportunity was given for cross examination;

--"The Hearing Committee contained two members of the very group that conducted the sit-in;

-"The hearings were conducted in an atmosphere of carnival and coercion;

-"Relations between management by both white and black employes have been fearfully dislocated;

#### NO TRANSCRIPTS

-"No recordings, written or t a p e d, were allowed to be made in the hearings;

-"Members of the Hearing Committee were constrained from making public statements in explanation of, and in defense of their conclusions.

"We deplore lack of judgment, setting of an unfortunate precedent, and government by tantrum."

(Signed) Dr. Ann C. Garrison, Dr. Jay W. Artis, Dr. Richard E. Coelho, Margaret Korda, (Corning, N.Y., juniov); Dr. Allan B. Mandelstamm, Dr. Herbert J. Oyer, Alan C. Stickney (Columbus, Ohio, senior) and Dr. Lewis K. Zerby.

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MICHIGAN Detroit, The News (D)

MAY 4 -69

## Faculty, students want change-Adams

Students and faculty are no longer will accept the role of longer willing to be passive simply teaching and doing repawns for an all-powerful ad- search and students similarly ministration, Michigan State are not willing to accept that University's acting president, Walter Adams, told the Michigan Democratic Party Reform Commission Saturday.

Adams, who last week dealt with a black student sit-in over alleged racism in the MSU

their role is just to accept teachings. F ;

Student Union. He added that the past

EAST LANSING - (AP) - food service, said faculty no week's experience had taught him the truth of at least one political cliche-"Government functions only by the consent of the governed."

Adams added that in this "age of the participatory democracy . . . we must have the "That idea is a noble senti- type of social engineering that ment," Adams told the com- will get people to participate mission meeting in the MSU so that they will have faith and be co-opted into the establishment."

The commission also heard J. C. Williams, director of Lansing's West Side Community Drop-in Center, says he is glad he lives in a country where confrontations like student disorders take place.

"You've got to get people involved in solving their own problems. . . . I think we should have more of these direct confrontations."



MSU PRESIDENT'S ACTION PROTESTED-A group of Lansing area residents stages a mock funeral procession, complete with a wreath, on the MSU campus. They were proclaiming what they called "the death" of acting Mich-

igan State University President Walter Adams' administration. The marchers object to Adams' handling of the takeover of a cafeteria by black students protesting alleged racism. (Story on Adams on page 10B).

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MICHIGAN Lansing, The State Journal (D)

#### MAY 3 -59

# Adams Explains Settlement

A c t i n g President Walter Adams of Michigan State University acknowledged Friday that the handling of the Wilson Halls controversy may have established a precedent. in commenting on a letter he received Friday from 60-some members of professional and staff personnel in residence halls. The communique protested the treatment of two of

"For the first time, to my knowledge, there was such a thing as a hearing for a supervisor which resulted in his transfer from one part (of the university setup) to another," he said.

Adams made the observation

In commenting on a tener he received Friday from 60-some members of professional and staff personnel in residence halls. The communique protested the treatment of two of their members, accused at a hearing by the Black Students' Alliance, and a decision by a special board of review that Miss Elaine Mishler, Wilson Hall manager, and Joseph E. Trantham, food service manager, be transferred to nonsupervisory positions from Wilson Halls.

#### WANT FACULTY STATUS

The halls' personnel also asked for faculty status so they could call on the American Association of University Professors if help and support is needed in the future.

Faculty status question will have to be taken under advisement, Adams said, and would have to go through channels before reaching the Board of Trustees for a final decision.

"In this case," Adams commented, "there was a hearing and, I think it is noteworthy that my decision was based on the unanimous vote of this hearing committee. This is significant "because three on the committee were high ranking members of the Division of Dormitories and F o o d Services."

#### **NO DAMAGE**

The acting president said he also wished to point out that "there was no damage to life and limb, no disruption of the academic process of the university and no damage, to my knowledge, of university property."

In the old days, he said, the head of a division could transfer a supervisory employe almost without giving a reason.

"Some people have leveled criticism against the procedural atmosphere and hearing itself," Adams added, "but no one, to my knowledge, has criticized the atmosphere within the committee deliberations." He said he had asked for the hearing Tuesday afternoon with short notice to all parties —because he "w a n t e d the problem to be resolved as expeditiously as possible."

#### **TENURE UNAFFECTED**

The acting president said the findings did not affect the tenured faculty position of Miss Mishler—one of the parties "tried" for racism at the hearing. She is an associate professor of institutional administration.

Adams said that, for instance, "I have tenure as professor of economics but no tenure in the post I occupy now. The trustees can fire me in cold blood as acting president tomorrow, but they cannot fire me as a professor of economics."

"I accepted the recommendations of the hearing committee," he added, "and I performed the role of appellate court."

#### **COMPLIMENTED ALL**

He said he wanted to point out that: "When I announced the recommendations of the committee, I complimented ALL the members of the MSU community for conducting themselves like ladies and gentlemen.

"I think the residents of Wilson showed a maturity, a coolness, a good humor and rationality that we, the older generation might well emulate. They

were magnificent and I am proud of them." — HELEN CLEGG.



# MSU Staffers Rap 'Betrayal'

EAST LANSING (UPI)— Some 60 residence hall staff members Friday charged Acting President Walter Adams of Michigan State University with betraying them by granting a list of black student demands to end a sit-in.

In a sternly-worded letter to Adams, they said MSU disregarded the basic rights of justice in demoting and transferring two white cafeteria supervisors because of black complaints.

Joseph Trantham and Mrs. Elaine Mishler, Wilson Hall cafeteria managers, were demoted as part of an agreement with the MSU Black Student Alliance. Another provision granted amnesty to the students who participated in the two-day Wison Hall sit-in.

A LAWYER for the supervisors, Daune Hildebrandt of Lansing, has threatened to file a lawsuit against MSU over the incident. He also has indicated he will ask the state Civil Rights, Commission to conduct an investigation.

Republican State Sen. Robert J. Huber of Troy, chairman of a special Senate college investigating committee, has invited Hildegrandt to contact the legislature and present evidence. The main complaint against the supervisors was that they made "racist" comments against cafeteria employes. Hilderbrandt said the accusation was "absolutely and unequivocally groundless."

The residence hall staff members said Adams compromised "the precepts of the university. The basic rights of every individual, that of being considered innocent until proven guilty and that of being judged by a jury of his peers. have been violated."

The staff members asked Adams for faculty status so they might join the American Association of University Professors for protection purposes in the future.

# **Real Story at MSU Slow to Emerge**

#### **By HELEN CLEGG** State Journal Staff Writer

Slowly coming to light is the tangled story behind this week's takeover of a Michigan State University cafeteria by blacks, subsequent concessions made to them, and the repercussions that are developing. The blacks Monday at 5 p.m. took control of Wilson Hall cafeteria and demanded an open hearing to charge two white supervisors with racism and harassment of four black workers.

From then , "pressure" their was the unseen but leading dents. character. There was tremendous pressure from blacks during Tuesday after noon's hearing and pressure-on the white members of the board at least - to come to an agreement on recommendations.

#### TO FIRE OR NOT

After the hearing and nearly 14 hours of deliberation, the four black and four white members of the review board announced nine recommendations which have been viewed as concessions to the blacks. For the board, the main consideration was whether or not to recommend firing of Miss Elaine Mishler, Wilson Hall manager, and Joseph E. Trantham, food service manager of the hall

Blacks were adamant in asserting that both were racists and that they allowed their attitude to influence treatment of black help.

The recommendations finally evolved were accepted in total by the university administration.

For about 12 hours, the committee haggled about whether to fire the two supervisors or retain them in some capacity.

#### NO REAL AGREEMENT

Because of insistence that the board come up with recommendations and because of the pressure of the situation blacks still occupied the cafeteria awaiting a decision - the white board members, informed sources say, initialed but did not agree with the compromise finally hammered out: -That Miss Mishler be

transferred out of Wilson Hall and out of any supervisory position

-That Trantham be transferred out of Wilson Hall and placed in a permanent nonsupervisory position in food services

Miss Mishler and Trantham had only about seven hours notice of their "trial". Their law-

5.08

agreed to take the case at 10 that morning, None of the three knew the specific charges until they were read at the meeting.

#### CHARGES CIRCULATED

A black student says that if they had really wanted to know what the charges were, they could have called Wilson Hall and anybody could have told them because leaflets were circulating everywhere. The blacks also contend they had no more time to prepare their case than the respon-

Originally the blacks had called for the meeting to be Thursday but acting MSU president, Dr. Walter Adams, anxious to get the cafeteria back

day at 3 p.m.

Thus, shortly after 8 o'clock Tuesday morning, phones began' ringing in offices of the people affected. The respondents, as well as the eight panel members, were contacted.

The auditorium in Wilson Hall was selected as the meeting place. Tables and microphones were set up.

However-so the backwaters of talk at the university gothe Black Students' Alliance decided they wanted the meeting in the cafeteria and told Adams so. He agreed.

Adams had also asked that a tape recording of the proceedings be made. But the blacks screened all entering the cafe-

recorders were not allowed. Subsequently, when Hilde-brandt entered with a brief case, they demanded he open it for inspection.

#### **DEFEND BAN**

The blacks say they didn't allow cameras, or recorders because they are not allowed in court.

Incensed at the angry demands that he open his briefcase for inspection, Hildebrandt declined and started to leave. He was persuaded to stay by Adams, who opened the meeting and left immediately. The lawyer allowed a white administrator to take the dictaphone he says he always carries with him.

Blacks and whites admit that

yer, Duane M. Hildebrandt, in operation, set it up to Tues- teria, said cameras and tape the subsequent three hours of panel, questioned Hildethe hearing got out of control. brandt's integrity. Emotions among the blacks were running high. Witness after witness testified, among and clapping for pro-black them four cafeteria workers, three black and one white, who spoke to the cheering of the blacks. One worker complained about events that happened years ago before either Miss Mishler or Trantham were working in their posi-

#### LAWYER CRITICIZED

tions

Accusation's were that Miss Mishler had admitted to one cook she was prejudiced and that some of Tranthams supervising had been influenced by alleged racial bias.

Black members of the audience were noisy in cheering statements: interrupted and made derisive remarks when Hildebrandt tried to speak for his two clients. It was incorrectly reported earlier that the blacks outnumbered the whites. Actually, there were more whites present, but they were not as vociferous.

The rules of procedure read by one of the co-chairmen before the meeting began were largely ignored. The atmosphere was, clearly, that the Hildebrandt said his representative was denied access to

One black member of the

respondents were guilty.

personnel files which the

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blacks held in the cafeteria. Blacks denied that records could not be obtained.

After the hearing and decision by the board of review, members of the Black Students Alliance were asked why they didn't try to go through channels of the union local or the Civil Rights Commission before they held the sit-in. The reply was that it was their decision as to what to do and what channels to take or not

#### THEY WILL JUDGE

take

tion.

ently

They said they were committed to seeing that justice and equal, opportunity for blacks come about on the campus, and they would judge as to how it is necessary to go about it. They added it probably wouldn't be necessary to have another, similar sit-in, since the administration seemed to be moving in the right direc-

Two BAS members have indicated that they think, in retrospect, the way the hearing was carried out was unfortunate and that any future hearings would be handled differ-

Meanwhile, other elements of the university community are speaking up.

The administrative and professional staff of residence halls, more than 60 strong, Friday sent a letter to Adams saying "the precepts of the unversity have been compromised,' that they resent the image cast on them, that their confidence has been undermined, and that they believe Miss Mishler and Trantham have been victimized. They also asked for full faculty status so they could call on the American Association of University Professors for support should another such incident arise.

WANT PROTECTION

Indications were that oth nonfaculty personnel, camp

wide, are also interested in forming some sort of group for self-protection.

In East Wilson Hall, the men's General Council Friday released an "open letter to the unversity community" saying they "remain unenlightened concerning the degree of racism in Wilson cafeteria" and asking a number of questions

#### about the hearing.

The Council said they back the philosophy of the Blacks Students' Alliance but ask these questions:

-Was the effectiveness of the hearing affected by the loose structure, informal atmosphere, and short notice to all participants; and why were not other employes called as witnesses "to help illuminate the contradictions between the testimony of the two sides?"

-Was there information not brought out at the hearing that was considered in reaching the committee's recommendations?

#### VIEWS UNASKED

-Why were the views of Wilson residents not sought and considered by the committee?

-Would Don Coleman, an assistant director of residence halls programs, who read serious charges against the character of Trantham, "please elaborate publicly on the conclusions and statements in your testimony at the hearing.'

The Council pointed out that there was a "lack of damages to the Wilson cafeteria.'

Several legislators have expressed their displeasure at the proceedings Tuesday.

There are indications that some faculty members will have a good deal to say at next Tuesday's meeting of the Academic Council.

## **Residence Halls Staffers Charge Violation of Rights**

A strongly-worded letter of protest charging violation of basic rights of every indivi-dual was sent today to Acting President Walter A d a m s of Michigan State University by the more than 60 staff members of MSU residence halls.

The professional and administrative staff members also asked for faculty status that they might become members of the American Association of University Professors — to which they could appeal for support in a similar crisis.

Residence halls' top man-agement personnel drafted the letter in the wake of Wednes-day's announced decision to transfer Miss Elaine Mishler and Joe Trantham from Wilson Hall and from supervisory positions after they had been "tried" in an open meeting demanded by the Black Students Alliance.

#### **OCCUPIED CAFETERIA**

The blacks had occupied the cafeteria Monday a bout 5 nation that Michigan State Unip.m. charging harrassment of versity is not only a national four black employes of the leader in the field of on-camcafeteria.

had agreed to the transfer of Miss Mishler and Trantham and had made eight other staff of a great university matter to dealer and the staff of a great university matter to dealer and the staff of a great university matter to dealer and the staff of a great university matter to dealer and the staff of a great university matter to dealer and the staff of a great university matter to dealer and the staff of a great university matter and the staff of a great university and the staff of a great uni recommendations for conces- meeting today's n e e ds, we sions to the blacks.

"The precepts of the univer-sity community have been compromised. A university is established to seek the truth, established to seek the truth, the ultimate aim of making our but the truth in the Wilson Hall incident was distorted and not revealed. The basic rights of every students a sound educa-every individual, that of being tion.

fact that the public, commu-have been. Although the "Kan-nity, and campus image of the g a r o o Court" proceedings Division of Dormitories and failed to establish either guilt

Food Services has been tar-nished. The confidence of a group of competent staff members has been undermined and the resultant loss of morale

#### Trantham Gives Views, Pg. A-3

has yet to be felt. Unless immediate and positive action is taken to substantiate our position, our effectiveness will not only have been destroyed but we will be restricted in the sat-

isfactory fulfillment of our responsibilities. Further, we are not willing to allow our profes-sional reputations to be de-stroyed by association with this university unless our position is fortified.

"It is recognized all over the mus housing and feeding, but A panel of eight, black and has an outstanding reputation white, appointed by Adams, as a training area for this prohave made every effort to up-The text of the letter follows: hold this reputation by providcommunity's effort to give

considered i n n o c e n t until proven guilty and that of being judged by a jury of his peers, have been violated, with the manner in which Miss Elaine Mishler and Mr. Joseph Tran-tham have been victimized for "We, as professional admin- the purposes of expediency no istrators, strongly resent the matter what the need may

or innocence of the alleged dis-criminatory practices, guilt has certainly been implied by the university's acceptance of the accusers' demands. We are all concerned that this action has set a precedent that might well affect any member of the

university faculty and staff in the future.

"It is our sincere feeling that we have been given a trust by the citizens of the State of Michigan. We cannot fulfill this trust by an atmosphere of mistrust and coercion. We there-fore will no longer tolerate being rendered ineffective by such actions as take-overs of university facilities for which we are responsible, by confrontation, or by demands of organized groups. Such actions are deplorable, and we are un-willing to compromise our dignity to - satisfy demands which are morally wrong, administratively impractical, and tendered under duress.

"For the above reasons we, the administrative staff, herein present a strong request that we be granted equivalent fac-ulty status within the university organizational structure. There is no supporting group body, and it is felt that with faculty status the existing university organization of the AAUP might serve in this sup-portive role. Such an arrangement would give our group tenure rights similar to those of the faculty, and the protection of position the recent incident has indicated is so obviously needed.

"Our group is dedicated, mature, and has every confidence that immediate attention will be given this request. Mis-placed confidence may well result in not only a feeling of in-security but in a feeling of frustration that dedication is only rewarded by possible in-timidation and lack of support for one's decisions. It is impossible to maintain peak ner-formance when such a feeling exists. We want and need some vehicle to protect our professional reputations and our dignity as human beings. We sincerely feel that a favorable consideration of ou rrequest

will provide this vehicle. "A m o n g the signatures below are several graduates of Michigan State University whose pride in their school re-sulted in a decision to remain here. These, as do the others, regret that such a request has become necessary. The hap-penings of the past few days leave few other alternatives.

"In view of the previous in-volvement of Mr. Emery G. Foster, Mr. Lyle A. Thorburn, and Mr. Robert C. Underwood, those administrators have not been asked to sign this letter."

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MAY 2-69

## **Trantham Assails One-Sided 'Trial'**

#### By HELEN CLEGG State Journal Staff Writer

Joseph E. Trantham, food service manager at Wilson Hall, Michigan State University, one of two whites in the center of racist controversy at MSU, said Thursday "I feel that my side of the story has

not been told yet." Along with Miss Elaine Mishler, manager of Wilson, Trantham was accused by the Black Students' Alliance of harrassing four black workers in the cafetéria. Blacks occupied the cafeteria and demanded an open meeting, during which accusations were made against the two.

With only seven hours notice to prepare themselves, Miss Mishler and Trantham spoke through their lawyer, Duane M. Hildebrandt, who said he was denied access to personnel records in the cafeteria to help prepare his case.

A panel of eight blacks and whites, appointed by Acting President Walter P. Adams, recommended transfer of nonsupervisory positions for Miss Mishler and Trantham. The panel also recommended eight other concessions to blacks, which Adams had indicated he will put into effect.

Trantham told The State Journal of the pressure-packed "trial" Tuesday.

#### FILES BLOCKED

"We were not allowed to defend ourselves because we couldn't get to the personnel files; the students had blockaded the office they were in.' The food service manager

added, that, as far as he knew, would be equal to it," Tranthe news media got all their information from the Black Students' Alliance, and the majority of information from them was of a most detrimental nature."

First news releases which came out as the reasons for the sit-in, Trantham noted. said that a black worker had been fired, when, in fact, he had quit of his own volition.

"They used 'fired' to get the community aroused. No one has been fired, Trantham pointed out.

#### WALKED OUT

"He (John Williams) quit Saturday afternoon, when I wasn't there. The reason he gave was that he thought he was going to be fired because he had walked out on the job Thursday and didn't come in at all Friday.

"Mr. Williams never told us why he was leaving Thursday: he just said he had an appointment and was going to take off."

Trantham commented little about the three workers involved in the controversy. But he did speak about Mrs. Roxie Triplett, a cook in the second highest paying position.

He said he had discussed the possibility with Mrs. Triplett of her becoming a production supervisor for one of the shifts, and that she was first in line for promotion when a vacancy occurred. In this position, Mrs. Triplett would be responsible for ordering food and seeing that it was properly stored and prepared. "Il's a tough job but she

tham said, "She has always been a very good employe."

#### PRETTY-WELL SHELVED

Noting that he has already put in six years of service at MSU, Trantham, 28, said that "The nature of the university is such that to get promoted, you have to have some degree of supervisory responsibilities. The wording of the committee's findings has specified that I have a permanent nonsupervisory position, and so I am pretty well shelved as far as promotions is concerned." "I feel the outcome of the committee's report has been

slanted to indicate a degree of guilt which I know I am not guilty of, and I believe that subsequent investigation will prove that I was a scapegoat."

"In my opinion, any concession to any student or students using tactics which are contrary to law or the rules of the university should be met in kind. I think militants disrupting or disturbing the aca-demic harmony of the school should be expelled regardless of who they are. If I had been the president of the university, I would have moved the stu-dents, out, using whatever means uppersary." Hildebrand said he has been beseiged with calls from out-

raged citizens ever since the university announced it would grant the black demands.

"People are offering money and 'assistance galore," he said, "The c o m m u n i t y is stunned that this could happen in the United States of America '

### Wilson workers to file lawsuits for defamation

#### By LARRY LEE State News Staff Writer

Legal action, including lawsuits for libel and defamation of character, will be taken by a Lansing attorney on behalf of the two Wilson Hall employes at the center of the recent three-day sit-in at the cafeteria there.

Duane M. Hildebrandt, the lawyer, said, "It is clear that Joseph Trantham (food service manager) and Elaine M. Mishler (manager of Wilson Halls) have not been given a fair hearing or a fair presentation of their case."

He said Don Coleman and the Black Students Alliance (BSA) would be involved but he did not know exactly what action would be taken. Trantham and Miss Mishler were accused of racial discrimination and harassment, and Hildebrandt said there is ample evidence to disprove the claims of the BSA and Coleman.

It must be safeguarded that in the future University employes will not be pawns in disputes between students and the administration, he said. "The real test is whether people

"The real test is whether people are employed by the University or can be bargained away in a dispute," he said.

They should be given the same opportunity as other persons in a proper adjudicial process, Hildebrandt said.

He charged that the hearing had no formal legal procedure, no formal charges were filed against the defendents, there was no swearing of witnesses, no legal proofs were offered and there was no cross-examination of witnesses.

He said there is no reason for Trantham and Miss Mishler to be deomoted until their case is fairly dealt with.

"What bothered me most was that the blacks had control of the personnel records and refused to make them available to the hearing," he said. Those records will disprove the charges, Hildebrandt asserted.

He also said it was significant that all the Wilson complaints were not made through unions, courts or civil rights bodies.

Hildebrandt was expecially critical of Coleman's position.

"I am surprised and shocked that a person in a position such as Coleman would destroy his relation between the University and students by siding with the militants," he said.

# Lawyer slams MSU chief

Special to The Detroit News

EAST LANSING - Michigan State University's acting president yesterday received bouquets from two university trustees and verbal brickbats from an attorney for two MSU employes.

The attorney, Duane Hildebrandt, is representing Joseph Trantham and Mrs. Elaine Mishler, who were demoted and transferred after being charged with racial discrimination by black students.

Hildebrandt charged Pres-ident Walter Adams with violating his clients' civil rights in what he called a "kangaroo court."

Meanwhile, Trusteees Don Stevens, Okemos Democrat and Dr. Blanche Martin, East Lansing Democrat, commend-ed Adams for his "willingness to meet and discuss issues with students."

When 250 black students seized a dormitory cafeteria Monday, Adams met with their representatives and then appointed a student-faculty committee to investigate charges.

THE PRIMARY complaint made against the two super-visors was that they made "racist" comments against cafeteria employes in Wilson Hall and harassed black employes in the dormitory.

Adams' committee met with black students and the accused Tuesday. They deliberated far supervisors for three hours into the night and most of Wednesday before making recommendations on the de-mands of the black students. Adams went along with the

nine recommendations, which included transferring both supervisors out of the cafeteria and into nonsupervisory positions.

When he announced the decision, Adams praised the black students for acting like "ladies and gentlemen" during their three-day occupation of the cafeteria and promised that he will "hear the cry of injustice" as long as he is acting president of MSU.

Attorney Hildebrandt called the charges against Trantham and Mrs. Mishler, a 20-year and abuse. He said black stu- the witnesses against my cli-employe, "absolutely and un- dents grabbed his briefcase ents." employe, "absolutely and unequivocally groundless."

THE HEARING procedure, he said, violated "every pre-cept of fair play and the judicial process. It was the worst kangaroo court affair I've ever seen or heard about."

Hildebrandt said he was subjected to personal harassment and searched it, then threatened to throw him out when he began recording the hearing and taking notes.

"There was no swearing of witnesses, no recording of the proceedings - nothing legal or proper or fair at all," he said. "I couldn't even cross-examine

Hildebrandt said he has not yet decided what action to take but may call on the Michigan Civil Rights Commission to investigate the case.

Senator Robert J. Huber, Trop Republican, later invited Hildebrandt to contact his special committee investigating campus unrest in Michigan.

### MSU's Adams Praised NAACP Supports Student Sit-In

#### By DAVE HANSON State Journal Staff Writer

The Lansing branch of the NAACP passed three resolutions Sunday concerning last week's sit-in at Wilson Hall cafeteria at Michigan State University.

The resolutions supported the actions of black students who took over the cafeteria to protest alleged harassment of black workers, praised the actions of acting MSU President Walter A d a m s, condemned white East Lansing "businessmen" who marched on campus Saturday to "bury" the college administration, a n d assailed the handling of last week's events in The State Journal.

The lengthy meeting at Main Street School Sunday afternoon featured a panel discussion with three members of MSU's Black Student Alliance (BSA) and two members of Students for a Democratic Society (SDS). The black students explained that SDS asked if it could help in the Wilson affair but was told by the blacks that "it was our thing." SDS did help on the outside by handing out pamphlets and "changing

opinions," the panel members nessmen who marched on said.

#### SCOPE DISCUSSED

One BSA student, Jason Lovette, said the incident which sparked the Wilson affair was only one of many on campus. He was asked if BSA would follow up and try to get similar solutions to other such problems, but he said the group does not want to limit its scope to employment problems.

Lovette s a i d BSA stands ready to move into other areas of discrimination on campus and will use "any means nece s s a r y" to get action. He pointed out, however, that the means may not be occupying a building n ext time; if the group can get "the man" to pick up his phone and call someone, the effect would be the same. He indicated that last week's sit-in opened a channel of communication with the MSU administration.

A "backlash" demonstration on c a m p u s last Saturday sparked the first of three resolutions passed by the NAACP. Nathan E. Eustace r e c o mmended that the group support the actions of acting President Adams and condemn the busi-

campus during the weekend. The resolution passed unanimously. Dr. Robert Green of MSU said he had doubts that the marchers were actually East Lansing businessmen, as they called themselves.

#### SUGGESTS DEMONSTRATION

A n o t h e r member of the NAACP, J. McKinley Lee, suggested an immediate counterdemonstration to s h o w the young blacks on campus they have the support of Lansing's b l a c k community, but the chore of setting up such a demonstration was left to the group's executive board.

A second resolution, written by the BSA members, supporting their actions and the settlement reached by Dr. Adams, was also adopted unanimously.

The final resolution, prepared by Dr. Green, took The State Journal to task for "unfair and biased" coverage of the Wilson affair and for "bad editorial handling" of the stories. Green specifically complained that BSA pamphlets were distorted by the press and that the placement of the stories in the paper did not seem proper. Others had similar complaints. NAACP plan a protest at the Aurelius Road headquarters of

"The press made us look like mad, screaming dogs," said BSA member Sam Riddle.

Asked about the future plans of BSA, Lovette said the preliminary goal of its members was no longer just getting an education. "A diploma merely means you've been programmed and plugged into the status quo," he said. He said an education within the current framework of the university is meaningless and the job of BSA is to "take the university and make it relevant."

Dr. Clinton Canady Jr., a Lansing dentist, said the MSU incident last week could prove to be a rallying point for the NAACP and disprove claims that the organization is no longer relevant. "We're behind you and if the people of Lansing don't get out and support you, don't blame it on the NAACP."

#### **PROTEST PROPOSED**

In other action, Cullen Dubose, an NAACP member who also serves on a citizen planning group in the southeast part of the city, suggested the NAACP plan a protest at the Aurelius Road headquarters of S. D. Solomon and Sons contractors. Solomon is a contractor for the I-496 expressway across Lansing and employs no Negroes, Dubose said. He suggested the group block Aurelius Road to shut down the contractor until some blacks are hired. The BAS students present promised to provide manpower for such an effort. The planning job was also left with the group's executive board.

Stuart Dunnings, past president of the NAACP, said he was investigating a case of possible racial discrimination involving an MSU policeman and asked permission to speak on behalf of the NAACP when the investigation was finished. Permission was granted.

The group voted to send four voting delegates to the National NAACP convention in Jackson, Miss., June 30-July 5, but plans to pay the way of only one member. Those authorized to go to the convention include Dunnings, D u b o s e, NAACP President Vence Bonham and Albert Kelly.

#### State Journal -- 5/5/69

### **Letters and Calls About Concessions** Stream Into MS

#### By HELEN CLEGG State Journal Staff Writer

Pro and con letters and telephone calls bombarded the Michigan State University Board of Trustees and Acting President Walter Adams over the weekend about concessions made to black students who occupied the Wilson Hall cafeteria for nearly three days last week.

Two white supervisors of the cafeteria were charged with racism by the Black Students Alliance, tried in an open hear-ing and transferred at the recommendations of an eight-man board of review appointed by Adams.

Eight other recommendations were adopted, but another controversy centered on the one which took Miss Elaine Mishler, manager of Wilson Hall, and Joseph E. Trantham, food service manager, out of their jobs. They were transferred to nonsupervisory positions.

#### MAKE CHARGES

In the university community, eight out of 12 members of an ad hoc Committee on Residence Halls, chaired by Dr. Anne C. Garrison, sent a letter to the Trustees Friday charging "a debacle of democratic procedures" and that "mem-bers of the Hearing Committee were constrained from making public statements in explanation of, and in defense of their conclusions."

Dr. Garrison said carbon copies of the letter were sent to Dr. Adams, to Provost Dr. Howard R. Neville, and the student newspaper, The State News

Meanwhile, Mrs. John R. Fouts, 1167 Frye, East Lan-sing, said that a "group of con-cerned citizens of the greater East Lansing community" acting as individuals - were conducting a telephone cam-paign, with followup letters, in support of Acting President Adams and his decision to put all nine recommendations of the hearing board into effect.

Mrs. Fouts said she did not believe the march by about 40 East Lansing businessmen to Beaumont Tower Saturday protesting Adams' action re-flects the attitude of the white community.

Mrs. John S. Duley, 1725 Parkvale, East Lansing, said the Greater Lansing Community Organization was also organizing a letter and telephone campaign in support of Adams' action. Text of the letter of protest

sent by the ad hoc Committee

on Residence Halls follows: "Members of the Board of Trustees:

'The following members of the ad hoc Committee on the Residence Halls are convinced that the recent debacle of democratic procedure and due process in the takeover and kangaroo court at Wilson Hall represents the sort of occasion that deserves our attention and comment. We note with dismay the following facts in the case

-"No written charges were laid in advance against Miss (Elaine) Mishler and Mr. (Joseph E.) Trantham; --"The rights of over 1,100

student residents were violated:

#### PROCEDURE IGNORED

- "Regular grievance proce-dures of the AFL-CIO State, County, and Municipal Employes Union were ignored:

-"No opportunity was given f o r obtaining defense witnesses

-"No opportunity was given for cross examination;

-"The Hearing Committee contained two niembers of the very group that conducted the sit-in;

-"The hearings were conducted in an atmosphere of carnival and coercion;

-"Relations between man-agement by both white and black employes have been fearfully dislocated;

#### NO TRANSCRIPTS

-"No recordings, written or taped, were allowed to be made in the hearings

-"Members of the Hearing Committee were constrained from making public statements in explanation of, and in defense of their conclusions.

"We deplore lack of judgment, setting of an unfortunate precedent, and government by tantrum.

(Signed) Dr. Anne C. Garri-son, Dr. Jay W. Artis, Dr. Richard E. Coelho, Margaret Korda, (Corning, N.Y., junior); Dr. Allan B. Mandelstamm, Dr. Heneart J. Over Dr. Herbert J. Oyer, Alan C. Stickney (Columbus, Ohio, senior) and Dr. Lewis K. Zerby.

### East Wilson Council seeks hearing answers

Responding to recent events in Wilson cafeteria, the East Wilson Council presented the "opinions of the majority of (Wilson) residents" and questions concerning the demonstration to Acting President Walter Adams and members of the Hearing committee and East Wilson residents in the form of an open letter to the University community.

The West Wilson Hall Council endorsed the East Wilson position in a meeting Sunday night.

The open letter said that the council wished to announce its position on "those few things we know, and request answers about many things we do not know."

The letter said members of council

"remained unenlightened concerning the degree of racism in Wilson cafeteria.

"Many residents of East Wilson have indicated a reluctance to accept the recommendations of the committee as entirely valid, because they are un aware of the factual findings on which those recommendations are based.

"East Wilson residents looked to the committee to pronounce judgment or these issues; the committee only chose to make recommendations. The committee's recommendations would be better accepted by East Wilson residents if the committee made public the factual findings upon which its recommendations are based."

The Wilson Council asked the committee to reveal "its findings on each allegation in the seven specific charges" and tell "its general findings on the extent of racism in the Wilson cafe teria."

In the letter to the council "recognized the right of demonstrations" but felt "as a general rule that demonstrations should be designed so as not to penalize third party bystanders.

"In short, while we are opposed in principle to such tactics as the seizure, we recognize the possibility that no other recourse was available. We must ask the committee for its factual findings," the letter said. The question presented to Adams was:

--On what basis were the committee members chosen?

Questions to committee Co-Chairmen, Milton Dickerson and Vance:

--Was the effectiveness of the hearing affected by the loose structure of the informal atmosphere?

--Was the effectiveness of the hearing affected by the short notice to all participants?

--Why were other employes not called as witnesses to help illuminate the contradictions between the testimony of the two sides?

The Wilson Council asked the committee:

--Was there information not brought out at the hearing that was considered in reaching the committee's recommendations?

--Why were the views of Wilson residents not sought and considered by the committee?

They asked Don Coleman tc "Please elaborate publicly or the conclusions and statements in your testimony at the hearing."

The letter said that it was council's hope that "the dialogue from this particular sit uation will open channels so that no individual need even again consider it necessary to shut a component down."

# Wilson trial: rape of due process

#### To the Editor:

By now the blatant violations of due process in the Wilson Hall cafeteria case have been pointed out by so many that it would be superfluous to repeat them in this letter. Such execrable procedures are in themselves repugnant, but it is bevond belief that the chairman and two other members of the MSU Board of Trustees should publicly commend and congratulate the acting president for his approval of this sham.

**OUR READERS' MIND** 

In defense of his weak position, Acting President Adams has noted that (1) all members of the Hearing Committee agreed to the final "verdict," including the representatives from residence hall management (2) there was litle or no disruption of classes and destruction of property during the demonstrations.

As to the first point, it takes no brilliant genius to figure out why the management representatives voted as they did. They believed that their jobs were threatened implicitly it not explicitly (some of them do not have tenure), and their physical well-being was endangered.

With reference to Adams' second point, had the acting president added some reference to "peace in our time," we would have had a perfect replica of Chamberlain at Munich.

The analogy is not too far fetched. The plain truth is that we have witnessed Nazi tactics on this campus within the past week, and these tactics have been successful. If legitimate grievances exist (and it is not clear that they do), they must be adjudicated by legitimate means, and not by a rape of due process. To deny society over the past two centuries is to compound those sins. I could not long continue to be associated with a university which persists in approving such methods.

> Allan B. Mandelstamm Professor of economics

### In sympathy

To the Editor:

Acting President Walter Adams' handling of the Wilson Hall episode has led to two positive results. It assures the black community of the University's commitment to a "fair shake" for them. It envisages effective and expeditious procedures to handle similar grievances in the future. Illegal acts, even of a symbolic kind, would become obsolete.

Lest these gains be drowned in festering discontent, I would urge the following corrective or additional steps. The two employes concerned, Mr. Trantham and Miss Mishler, be placed on leave (from their administrative positions only) with no loss of pay, seniority, or status, and no taint on their record, pending formal investigation of the charges against them according to accepted procedures. Second, steps should be taken to establish immediately effective and expeditious procedures for handling ethnic grievances within the University.

The dismay aroused by the "occupation" of the cafeteria is understandable. At the same time, it is naive to expect that accumulated grievances of generations will always come to "peak" in a smooth and decorous manner. To instill confidence in the black community that the old order has passed, and at the same time to encourage adherence to procedures which have often failed them in the past, is not an easy task. Adams and the University administration deserve our support for pursuing these objectives, and our sympathy and corrective advice when mistakes are made. As the State News observes all of this is tragic and would be unnecessary if we lived in a sane world.

> Subbiah Kannappan Professor of economics

Wilson Hall 1969:7

MICHIGAN STATE UNIVERSITY

#### ACADEMIC COUNCIL

#### Tuesday, 3:15 p.m. May 6, 1969

Present:

Acting President Walter Adams, M. Adams, Aldridge, Anderson, Armistead, Bain, Blackington, Bonnen, Bratzler, Buschman, Carlin, Cederquist, Chapin, Cox, Deal, Dean (for Ivey), Deskins, Dewey, Dickerson, Dietrich, Dutton, Ebert, Elliott, Ferguson, Freed, Garfinkel, Graham, Greer, Guyer, Harrison, Hart, Hathaway, Hook, Hughes, Hunt, Ishino, Jason, Kelly, Killingsworth, Kinsinger, Kumata, Lee, LePere, Little, Louhi, Massey, Mikles, G. R. Miller, Grace Miller, Morris, Mortland, Neville, Newman, Nothstine, Oberg, Omoto, Parker, Pierson, Pipes, Porter, Rabin, Reed, Reinoehl, Schack, Smith, Spees, Suhrlard, Sullivan, Sweetland, Thurman, Twardzik, Varg, Von Tersch, Waxler, Williams, Winder, Winter (for Rohman), Wright, Zeig, Zerby, Zwarensteyn

Absent: Breslin, Byerrum, Ellis, Good, Hinkle, Hunter, Johnson, E. Miller, H. Miller, Muelder, Murray, Rust, Sabine, Solomon, Varner, White

Minutes of the meeting:

Acting President Walter Adams opened the meeting at 3:15 p.m. On motion, the minutes of the meeting of April 1, 1969 were adopted as distributed.

#### CURRICULUM

Professor John E. Dietrich, Chairman of the University Curriculum Committee, moved approval of the May 6, 1969 report to modify majors in the Colleges of Agriculture & Natural Resources, Engineering, and Home Economics, as well as the courses of many departments. The report was approved.

#### AGENDA

Professor Dale E. Hathaway, Chairman of the Steering Committee of the Faculty, moved to insert in the prepared agenda the consideration of a resolution from the Steering Committee relating to the resignation of Provost Howard R. Neville. The motion was approved.

#### APPOINTMENT

Dr. Hathaway moved the adoption of the following resolution:

The resignation of Provost Neville finds the faculty government without a developed procedure for faculty consultation in the appointment of principal administrative officers of the University below the President. The faculty recommends that no replacement of the Provost be made without consultation with representatives of the faculty and students. Lacking a permanent mechanism for establishing such consultation, it is recommended that the Acting President, with the advice of the Steering Committee, appoint a committee consisting of four faculty members, 1 undergraduate, 1 graduate student, and 1 administrator at the level of dean or above. In the case of other chief administrative vacancies, a similar procedure shall be followed until permanent procedures are established.

In response to inquiries, Professor Hathaway explained that the Taylor Committee Report had left blank the section on the appointment of the principal academic officers other than the president. This resolution offers an <u>ad hoc</u> solution until machinery is developed. The proposed committee will recommend persons for the position.

The resolution was adopted.

#### WILSON HALL

Professor Hathaway moved to insert in the agenda a discussion of the Wilson Hall incident of April 28-30, 1969. The motion was approved.

Provost Howard R. Neville moved a limited suspension of the rules to permit Professor Robert L. Green and his associates to speak for a period of time up to ten minutes at an appropriate point in this discussion. Provost Neville accepted as an amendment the request of Professor R. Winston Oberg that the same privilege be extended to the representatives of the housing staff. The motion carried.

Professor Hathaway then asked President Adams to give a brief summary of the events as he had seen them in the Wilson Hall incident.

President Adams reported that at about 5:10 p.m., Monday, April 28, he received a call indicating that the cafeteria of Wilson Hall may have been occupied by members of the Black Student Alliance. Accompanied by Richard Bernitt, Director of Public Safety, he arrived to find the cafeteria occupied. Wilson students were directed to dining rooms in adjacent halls. Dr. Adams learned from BSA leaders that an

incident had triggered allegations of racism against the Wilson Hall supervisory staff. He and Donald Adams, Director of the Residence Halls Programs, collected the Wilson Hall residents in their auditorium and explained to them the problem that had developed. They were, he reported, calm and good humored.

After conferring with the Black Student Alliance, he, Donald Adams, Vice President Milton B. Dickerson, Dean Eldon R. Nonnamaker, and Richard Bernitt agreed to the appointment of a committee to conduct a hearing at 3:00 p.m. the following afternoon (April 29). That hearing would follow the rules of the Student-Faculty Judiciary. Mr. Emory Foster, Manager of Dormitory and Food Services, and his assistants, Mr. Lyle Thorburn and Mr. Robert Underwood, Professor James B. Hamilton (Chemistry), a graduate student, and an undergraduate student were named to the committee. Dean Dickerson and Professor Irvin Vance (Mathematics), were named as co-chairmen, without vote.

Tuesday morning the accused persons, Mr. Joseph Trantham and Miss Elaine Mishler, were notified. At a meeting in President Adams' office to consider the Union contract and the rights of supervisory employees, Mr. Foster indicated that he had the unilateral right to transfer supervisors.

At 3:00 p.m. the committee, under its co-chairmen, conducted a public hearing in the Wilson Cafeteria with white and black students present. Concluding its hearings at about 6:00 p.m., the committee discussed the issues until a late hour, recessed and resumed on Wednesday morning. President Adams was not present because he viewed his role as appellate.

About 4:30 p.m., Wednesday, the committee presented him with nine unanimous recommendations, each sheet initialed by each of the voting members of the committee. He announced them in the Wilson Auditorium. After dinner, members of the Black Student Alliance vacated the cafeteria.

President Adams remarked that the dispute was thus resolved without danger to life or limb, without interruption of the academic process, and without damage to property. He reminded the Council that prior to that incident there were no procedures for the resolution of such a dispute. He was convinced that we must hammer out procedures in order to develop channels that can reduce tension in any future incident.

#### RESOLUTION

In presenting a resolution to the Council, Professor Charles C. Killingsworth expressed the hope that we might learn from our mistakes. He commended the hearing committee for many of its recommendations, but thought that they could have been achieved by a delegation meeting with the President.

Dr. Killingsworth expressed regret that the University, by dealing with the Black Student Alliance, had violated provisions of the Michigan Public Employment Relations Act which requires certification of a majority Union as the <u>exclusive</u> representative of the employees in a bargaining unit. It had also ignored the grievance procedure of the local collective bargaining agreement, including binding arbitration, in order to rely upon an <u>ad hoc</u> committee.

Regardless of the charges, the accused employees were entitled to due process as it is generally understood and as it is specifically stated for students in the Academic Freedom Report (4.2.): 72 hours warning to the accused, accompanied by specific charges and the names of witnesses, the right to cross-examine, to be informed of the reasons for the decisions, and to appeal. He believed that each of these guarantees was disregarded and that the hearings were less than decorous. The American Association of University Professors has over and over again condemned comparable irregularities in hearings on the rights of faculty members.

Twice in the past year the Council has gone on record against student disruption. But, he thought, the lesson to be learned from this incident was that the University will, in the face of protest, violate law, agreement, and human rights.

Dr. Killingsworth then moved adoption of the following resolution (copies of which were then distributed):

WHEREAS, the Academic Council has reviewed the events of the past week in Wilson Hall and the recommendations emerging from that incident, and

WHEREAS, the Academic Council has taken note of the grave concern felt in many parts of the academic community concerning the implications of that incident and those recommendations,

THEREFORE, the Academic Council resolves as follows:

1. The Academic Council commends and supports those recommendations looking toward the employment of a black person in the central personnel office, the training and upgrading of black persons in residence hall employment, and the hiring and training of a black person for a management position in Wilson Hall.

a er - 12

- 2. The Academic Council condemns the tactics of seizing and holding University facilities as a means of securing consideration of demands, however reasonable some or all of the demands may be. Once again, we reaffirm our support of the essential principle that no group in the Academic community has the right to force the acceptance of its demands by the disruption of the University or any of its parts.
- 3. The Academic Council condemns the gross unfairness of the proceedings of last week insofar as they involved charges against Miss Elaine Mishler and Mr. Joseph Trantham. The Council strongly recommends that the following steps be taken immediately by the University Administration:
  - (a) That any action taken to implement the recommendations of last week's proceed-ings concerning Miss Mishler and Mr. Trantham be rescinded, and that they be compensated for any loss of earnings they may have suffered;
  - (b) That the Administration reconsider the question whether there is any supportable basis for charges of improper conduct by these individuals;
  - (c) That, if charges are to be made against these individuals, provision be made for a fair hearing observing generally recognized standards of due process, and providing for ultimate determination by an impartial arbitrator, if necessary, of the question whether proper cause exists for any action against Miss Mishler and Mr. Trantham.

- 4. The Academic Council charges the University Faculty Affairs Committee, or a subcommittee thereof, to arrange promptly for consultations with representatives of the Administrative Personnel group of Michigan State University, for the purpose of formulating recommendations for the consideration of the Academic Council on the following matters:
  - (a) Job security for the Administrative Personnel group, by means of a University guarantee of no dismissal, demotion or other disciplinary action without proper cause, with the issue of proper cause to be subject to determination by an impartial arbitrator, if necessary;
  - (b) The relationship of the Administrative Personnel group to the established structure of University governance, and possible means for the more effective representation of the rights and interest of the Administrative Personnel group within that structure.

#### DEBATE

Professor Albert Rabin inquired about the sources of Professor Killingsworth's information and asked for reports from persons who were present. Professor Killingsworth agreed that he had not been present at the hearing, but explained that his comments were based upon a cross-questioning of persons who were present. He had reported to Council only those items on which there was total agreement among oral and published reports.

President Adams invited Vice President Dickerson to comment. He confirmed Professor Killingsworth's statements on the procedures. He agreed that the decorum in the hearings had left much to be desired, but reported that it had improved during the course of the afternoon.

Professor Gerald Massey asked Dr. Killingsworth if point 1 of the resolution - hiring by race - would violate the Union contract. Professor Killingsworth replied that it would not. Later, Professor Seymour Parker asked if point 1 of the resolution violates any provision of fair employment practice legislation. Professor Killingsworth replied that it would be a violation only if it stated that "only black persons...."

Professor Hideya Kimata objected to adoption of the resolution without extended investigation and study. Professor Arnold Williams asked if, as reported, one of the accused persons is a tenured faculty member and if so if any tenured faculty member participated as a voting member of the committee. Vice President Dickerson replied in the affirmative to both questions. In response to another question, he replied that Miss Mishler's position as a faculty member was never called into question.

Professor Robert L. Green, speaking under a suspension of the rules, asked for an extension beyond the allotted ten minutes. Professor Killingsworth moved that Professor Green be given whatever time he considered necessary. The motion carried.

Professor Green then explained that he had come to Michigan State as a graduate student in Psychology in 1960, and completed work for the doctorate in 1962. Over the years he has listened to complaints of racial discrimination by black students and faculty. Together they carried those complaints to deans or to the former President because there was no structured committee that could act upon them. When Mr. Ronald Lee came to the campus as Director of the Center for Urban Affairs and the Equal Opportunity Program, he asked for a committee of last resort to hear charges of racial discrimination. His request was denied by a group of administrators and faculty in February, 1969. When a member of the faculty protested to the Civil Rights Division of the Department of Health, Education and Welfare, Mr. Lee asked the Board of Trustees for a committee of last resort.

If, in the opinion of the Council, the Wilson Hall hearing was unfair, the black faculty and the Black Student Alliance will seek a new one that will be considered fair. In such a hearing, Dr. Green reminded Council, everyone involved should be heard. All evidence of racial discrimination on the campus should be aired. Representatives of the state and federal Civil Rights Commissions should be invited as impartial observers for the Wilson Hall incident grew out of a long series of injustices.

Dr. Green asked for an investigation into discrimination against blacks in personnel appointments, in the recruiting of cheer leaders, in the hiring of grounds crews, and in the creation of allwhite committees that consider such issues as medical student admissions. He commended Dean Andrew Hunt for his absolute fairness, but remarked that only one black medical student has been admitted. He asked that the hearing also consider discrimination by members of the university community who have opposed equal opportunity in East Lansing housing. The University, its former President, and its Academic

Council did not protest that discrimination in housing. Yet he must ask black students to be reasonable.

In response to Professor Killingsworth's resolution, Professor Green noted that Mrs. Hatcher was a six-month probationary worker and therefore ineligible for Union membership. He would endorse a second hearing, but it must consider the whole question of discrimination against black employees. He asked if Professor Killingsworth had not consulted all of the committee members and if he had relied on a newspaper other than the objective <u>State News</u>. In summary, Dr. Green pledged that the Black Student Alliance and the black faculty are committed to justice for every segment of the University community.

He regretted that too few civil libertarians on the campus have spoken out against racial discrimination on the campus.

He had never written an anonymous letter, or made an anonymous telephone call, or threatened another person or his family. He has received each of these. Must he continue to serve as a buffer between the University and its black students trying to persuade them that the University is rational? This has been a lonely place for him, for black faculty, and black students. There have been too few who, like Professors Wilbur Brookover and Leland Dean, have been completely fair. In the Wilson Hall incident he was a buffer accused of engineering a revolution; but convinced that buffers eventually become known as Uncle Toms. We must have orderly procedure, he added, but we must have justice too.

Dr. Green then called upon Professor Brookover who warned that the University is a part of a society that is in revolution. It cannot very well withdraw. The University must not just be preserved but developing to serve a new kind of society where justice to black people and white people and poor people is across the board. If there were errors, as there apparently were, in the procedures of the hearings, they should be corrected. However, Dr. Brookover insisted, we must, as a University, move to correct the injustices and the inequities that are apparent among us. Since the black employees did not perceive the Union as the appropriate channel, they should be helped to understand, and to have available to them whatever channels are appropriate for them to get a redress of their grievances. This Academic Council should not only seek correct procedures, but it must remove the injustices to black people as students, as faculty, and as employees. And it should take immediate steps to implement the recommendations of the Committee of 16.

Professor Green asked that it be read into the record that the black community harbors no grudge toward Mr. Trantham or Miss Mishler. If it is agreed that the hearing procedures were unfair, he hoped for another open hearing that will be fair to the full academic community, one that will make black people feel wanted.

Professor Oberg asked Professor Killingsworth to incorporate in his resolution a directive to implement the recommendations of the Committee of 16.

Dean Jack Bain supported the objection to adoption of the Killingsworth resolution without more discussion. He thought that the resolution should include machinery to hear judiciously the grievances that exist.

Professor Thomas Greer agreed that the University must improve procedures but thought that task would take more time than would be available at this meeting. However, the University should announce that it would refuse to negotiate with illegal occupants of any building. He, therefore, supported the Killingsworth resolution to remove any injustices in the Wilson Hall hearings.

Professor James Bonnen supported the resolution in order to assure procedures that will give justice to all. We have delegated to professionals many of the functions once performed by the faculty. There are about 1100 Administrative-Professional personnel. Without them we could not function. They lack the rights accorded to blue-collar workers or to the faculty. The AP's deserve a membership in the University community that the resolution will provide.

Professor Harold Hart spoke against the resolution because it condemns, in the second part, the tactics of seizing and holding University facilities. He thought it equally important to condemn the calling out of police to eject those who occupy buildings. Commending the administration for not summoning the police in this instance, he moved to table the resolution.

On a division, the motion to table was lost.

Professor Killingsworth denied any motive of personal recrimination. He hoped that a full ventilation of the whole matter would clear the air. He expressed almost complete agreement with Dr. Green's proposals but added that they were also agreed that the conduct of the hearings violated the Academic Freedom Report's provisions for due process.

He then offered an amendment to his resolution. (as point 5):

"The Academic Council charges the Steering Committee of the Faculty to appoint an <u>ad hoc</u> committee to consider and recommend appropriate procedures for the redress of racial discrimination in Michigan State University for which no procedures now exist."

Responding to an invitation from the chair, Professor Green expressed his disagreement with Professor Killingsworth's assumption that the hearing procedures were unfair, but he supported the amendment asking only that if another hearing is held, it delineate the issues for the full academic community.

Professor Rabin moved, as a substitute:

"That the Steering Committee of the Faculty appoint a committee to investigate the circumstances of the Wilson Hall affair and report on the procedures and the recommendations to the Academic Council within an appropriate time."

Acting on advice of Vice President Dickerson as parliamentarian, President Adams ruled that the substitute motion would take precedence over the amendment to the resolution.

In response to President Adams' question, Professor Rabin agreed that the committee could conduct hearings according to the Academic Freedom Report procedures and that in the meantime Mr. Trantham and Miss Mishler may be assigned to posts without prejudice.

Dean Carlin urged the Group to support the substitute in order to secure a full hearing. At Professor Lewis Zerby's suggestion, Dr. Rabin accepted Dr. Killingsworth's proposed amendment as a part of his substitute. Dr. Killingsworth asked for the defeat of the substitute motion because he doubted that a full and judicious inquiry could correct the injustices before next fall.

Professor Robert Wright offered the following as either a potential resolution or an addition to the substitute motion:

"This body is concerned both with due process and with justice. It does not believe that one need preclude the other. Due process must be guaranteed for those charged with racial discrimination; due process must be guaranteed also for those who bring

the charges. The subject is one so vital that we cannot accept a situation in which allegations pass as facts, and facts as allegations simply because orderly processes have been bypassed.

If no satisfactory judicial machinery exists for dealing with questions concerning racism at Michigan State or if the existing judicial machinery is too cumbersome and too inefficient, it should be the responsibility of the Academic Council to correct this deficiency at once."

Professor Rabin concurred in the sentiment but declined to accept further amendment.

Dean Paul Varg doubted that the Council could draft, at that moment, a completely satisfactory resolution. He then moved to recess until Wednesday, May 7, at 3:15 p.m., to permit Professors Rabin, Killingsworth, Massey and others to formulate an adequate document.

Dean Varg's motion to recess was carried.

Council recessed at 6:00 p.m.

Madison Kuhn Secretary of the Faculties

RECESSED MEETING OF THE ACADEMIC COUNCIL 1969:7 (cont.)

Wednesday, 3:15 p.m. May 7, 1969

Present: Acting President Adams, M. Adams, Anderson, Bain, Blackington, Bonnen, Bowker, Bratzler, Carlin, Cederquist, Chapin, Cox, Deal, Dean (for Ivey), Deskins, Dewey, Dickerson, Dietrich, Dutton, Ebert, Elliott, Ferguson, Garfinkel, Good, Graham, Greer, Harrison, Hart, Hathaway, Hook, Hughes, Hunt, Jason, Johnson, Kelly, Killingsworth, Kinsinger, Kumata, Lee, LePere, Louhi, Massey, Mikles, E. Miller, G. R. Miller, Grace Miller, Morris, Mortland, Muelder, Newman, Oberg, Omoto, Parker, Pierson, Pipes, Porter, Rabin, Reed, Reinoehl, Rust, Sabine, Schack, Smith, Spees, Suhrland, Sullivan, Sweetland, Thurman, Twardzik, Varg, Von Tersch, Waxler, White, Williams, Winder, Winter (for Rohman), Wright, Zeig, Zerby, Zwarensteyn

Absent: Aldridge, Armistead, Breslin, Buschman, Byerrum, Ellis, Guyer, Hinkle, Hunter, Little, H. Miller, Murray, Neville, Nothstine, Solomon, Varner

Minutes of the meeting:

#### WILSON HALL

Acting President Walter Adams opened the recessed meeting of the Academic Council at 3:15 p.m. to resume discussion of the substitute motion of Professor Rabin, and the amendment and resolution of Professor Killingsworth. Elaborating on his statement at the May 6 meeting, Vice President Dickerson reported that an ad hoc committee was appointed because there is no judicial or semi-judicial body existing at this University that could or would have had jurisdiction in the Wilson Hall incident. It attempted to follow a set of procedures modified from those set forth in the Academic Freedom Report. The courts, he added, have never required universities to follow strict legal due process. The committee's private meetings were orderly, calm, serious, and without outside interruption. In conclusion, Dr. Dickerson observed that our black students and black faculty, who have experienced so much injustice themselves, would be the last persons to wish to inflict injustice upon others.

Professor Charles C. Hughes read from an editorial in the May 1 issue of the <u>State News</u> that criticized the hearing for its lack of calm.

Professor Rabin, speaking to his substitute for Dr. Killingsworth's resolution, announced that in the interim wiser heads have drafted a new resolution. With the consent of the seconder, he withdrew his substitute motion.

Professor Killingsworth explained that, in his criticism yesterday of the procedures of the Wilson Hall hearing, he had not intended to cast any aspersions on the good faith and the integrity of those who were responsible. He reiterated, however, that the accused employees were not given a fair opportunity. He insisted that in spite of the protest distributed by the Graduate Economics Club, there was no Killingsworth motion yesterday to condemn the actions of the President at Wilson Hall. There was, he said, a Killingsworth motion to correct what Killingsworth considered mistakes.

With the consent of the seconder, Dr. Killingsworth then withdrew his motion. There was then no motion before the house.

Professor Richard E. Sullivan moved approval of a new resolution produced, he said, by the "wiser heads" previously mentioned, for whom he was merely the mouthpiece. The Preamble, he explained, seeks to avoid any censure or recrimination. It recognizes that the situation was difficult but that the Council must reaffirm its disapproval of the creation of situations in which decisions must be made under extreme pressure. Because there was some question that the rights of Mr. Trantham and Miss Mishler were violated, the resolution asked President Adams to take steps to insure a new hearing if they wish it. It is high time, Dr. Sullivan continued, that some 1100 members of this academic community - the Administrative-Professional personnel have grievance procedures.

But most fundamentally, he added, the resolution answered to the issues expressed on Tuesday by Professor Robert Green. It emphasized that we must do justice in order to replace past injustices. Recognizing the evidence of racial discrimination in the community, it asked that the report of the Committee of 16 be implemented as soon as possible and that the Acting President appoint a bi-racial committee to get at the heart of the problem of discrimination on this campus in terms of specific cases as they arise. We need no longer lament past decisions; we must do something positive.

Professor Killingsworth asked if Part 1 of the resolution intended that Mr. Trantham and Miss Mishler will lose neither salary nor status pending any hearing, and that the determination of the three-man committee would be final and binding on both parties to the dispute. Dr. Sullivan answered both questions in the affirmative.

Professor Hendrik Zwarensteyn asked if the Council would vote on the resolution alone, which most of the members would approve, or on the resolution with the Preamble on which there would be some doubts. Professor Sullivan answered that the vote would be on the resolution, but that it was based upon the Preamble. Rising to a point of order, Dr. Killingsworth explained that he had seconded the motion on the assumption that it included the Preamble. The chair ruled that the motion covered the complete text.

Dean Edward A. Carlin moved to amend section 4 by substituting the following:

4. The Council requests that the president take all necessary action to institute immediately a system for investigating and adjudicating incidents of discrimination and racism on the campus as follows:

- 4.1. Establish a bi-racial commission with power to investigate conditions of possible discrimination, unequal treatment and racist behavior both on complaint and their own initiative. This commission shall be empowered to bring charges before an equality judiciary board.
- 4.2. Establish an equality judiciary board specifically empowered to hold hearings under appropriate rules of procedure guaranteeing due process, issue cease and desist orders and recommend other appropriate action to duly constituted authorities.

This section would, he explained, separate the functions of investigation from those of adjudication. At the request of Professor Hideya Kumata, Dean Carlin agreed to change "bi-racial" to read "multi-racial." He declined to accept Professor Thomas Greer's request to delete the words "and racism," in the first sentence.

Professor Bishop Pipes noted that part 4 of the original resolution did not combine two functions; it only asked that a committee recommend procedures. Dean Carlin was unwilling to wait on the report of one more committee. Dr. Killingsworth hoped that the committee authorized by the original version would write much-needed basic law.

Dean Herbert Garfinkel thought that the nation's 29 years of experience with fair employment practice commissions indicated that the case approach contemplated in Dean Carlin's amendment had proved of little effect. Commissions have turned to what are known as Affirmative Actions and the University shall follow suit. The Sullivan version authorizes that alternative.

Professor Greer spoke in favor of the original version of section 4 because of the lack of definition of the words "racism" and "racist behavior" in the proposed amendment.

The amendment was lost.

Professor Harold Hart moved to amend the Sullivan resolution by deleting the Preamble because it re-stated the objectionable parts of the Killingsworth resolution.

Dean Paul Varg pointed out that the second sentence of the Preamble--"Circumstances of an historical nature and which have their origin far beyond the bounds of this University make the issues before us broader than questions of law."--went far beyond the legal emphasis of Tuesday's resolution. We are dealing, he said, with a question that is a part of

American society that cannot be answered in a spirit of legal judgment.

Professor Kumata supported Professor Hart's amendment because the Preamble seemed to imply that the faculty was blameless. He would accept the Preamble if the Council would also admit the past guilt of faculty and departments. Dean Garfinkel read from the Preamble: "The Academic Council deplores any manifestation of racism by students, faculty, administrative personnel, or other employees of the University." He thought that this sentence could satisfy Dr. Kumata's objection. The Preamble, he added, reaffirms a previous resolution adopted almost unanimously by this Council. If that decision is to be reversed, it should be done so explicitly. Professor Hart objected to the Preamble for that very reason: it does reopen unnecessarily the question of the resolution adopted on June 7, 1968.

Professor Killingsworth objected that if the Council should eliminate the Preamble, it would leave in doubt its previous disapproval of the seizure of a building when virtually all of the students were white, but would now refuse to do so when they were black. He thought this a form of racism. Further, if the Council rejected the Preamble, it would approve the tactics of the Wilson Cafeteria occupation.

Professor Hilliard Jason objected to the Preamble because it rises up in righteous indignation while the resolution acts for the future. The Preamble, he thought, expressed concern with the implied denial of the civil rights of two supervisory personnel but said nothing of the repeated violations of those who felt it necessary to take the extraordinary actions of last week. Professor Zwarensteyn objected to the Preamble because it merely stated that the administration had failed to act according to the resolution of June 7, 1968. The practical steps appeared in the resolution.

Professor Sullivan thought that members were reading a spirit of blame into the Preamble. In fact, it called attention to our errors but was not intended to censure a particular action. Professor Robert Anderson thought that the whole document could serve to unify rather than to polarize.

Mr. John Bowker moved to amend the Preamble by deleting the last sentence of the first paragraph: "Nevertheless, the Council must reject the tactics used in this incident and knows only too well that such tactics employed by groups within the University can likewise be used by groups from the outside community." This deletion would remove the only slap at anyone and would retain the proper reiteration of a past decision.

Professor A. L. Thurman, Jr. moved the previous question. It was carried with the requisite number of votes: more than 2/3 of those voting. That motion closed debate until Council had voted on every motion before it.

Mr. Bowker's motion to strike the last sentence of the first paragraph of the Preamble was carried.

The Hart motion to strike the entire Preamble was lost.

The Sullivan motion to approve the entire document, as amended, was adopted as follows (including Dr. Kumata's previous suggestion):

#### PREAMBLE

The Academic Council deeply regrets the developments of last week. Circumstances of an historical nature and which have their origin far beyond the bounds of this University make the issues before us broader than questions of law. The Council likewise recognizes that given the tenseness of the situation that prevailed, the lack of adequate procedures for resolving some of the problems involved, and the failure to use available procedures for other problems, efforts at resolution were likely to be subject to criticism, given time for reflection. The Academic Council deplores any manifestation of racism by students, faculty, administrative personnel, or other employees of the University.

In an action of June 7, 1968, the Academic Council approved (with but one dissenting vote) a resolution condemning "the efforts of a small group of students and others to advance their demands by attempted seizure and occupation of campus buildings" - and denying that "any group has the right to force the acceptance of its demands by the disruption of the University" - and reaffirming "support for the principles and procedures of the Academic Freedom document" - and declaring that "efforts to bypass these established channels and to achieve results by coercion are a grave disservice to the entire academic community, and ... subvert the basic purposes of the University as defined in the Academic Freedom document." The Council reaffirms this resolution. The University must proceed so that the civil rights of every individual are protected.

#### RESOLUTION

Whereas, The Academic Council has taken note of the great concern felt in many parts of the academic community about the Wilson Hall incident,

Therefore, The Academic Council resolves as follows:

- 1. The Academic Council recommends to the Acting President that he ask the two employees, Miss Mishler and Mr. Trantham, if they desire a new hearing to be held, this hearing to be conducted in full accordance with the procedural rules laid down in the Academic Freedom Report; that in the event the two individuals desire a re-hearing, the Steering Committee constitute a special three-man committee to structure and conduct such a hearing, including provisions for specification of charges, submission of evidence, and general procedures to be followed; provided that the Steering Committee shall insure that all three members of the committee are acceptable to representatives of the University Administration and the representatives of the two employees.
- 2. The Academic Council recommends that the Acting President establish a committee in conjunction with the Secretary of the University to develop a permanent adjudication process for all Administrative-Professional personnel in the University. These persons are not at present protected by the University tenure system or an organization of their own choosing.
- The Academic Council strongly urges that the report of the Committee of Sixteen be implemented as promptly as possible.
- 4. The Academic Council recommends to the Acting President that he appoint a multi-racial committee to recommend procedures for investigating complaints of racial discrimination and insuring redress when discrimination is found.

President Adams thanked the Council for its helpful and constructive discussion of the incident.

Dr. Killingsworth urged that the committee to be appointed take into account the pre-Union grievance procedure.

President Adams expressed the hope that the rules to be developed will provide substantive due process as well as procedural due process.

#### TENURE

Professor William E. Sweetland, Chairman of the University Faculty Tenure Committee, moved approval of the "Statement on Non-Tenured Faculty." Following a discussion initiated by Professor Gerald Massey of the word "compatibility" in the second sentence of the seventh paragraph, the sentence was changed to read: "At the level of the basic administrative unit, judgments on non-tenured faculty with respect to professional competence (including teaching ability), academic potential, and the needs of the department are made by the responsible administrator after consultation with the tenured faculty and/or other duly constituted group specified in the bylaws of that basic administrative unit."

In response to questions, Dr. Sweetland indicated that much of this document was new. It called upon departments to establish procedures if they did not have them. These procedures could be a part of departmental bylaws.

In response to a question, Dr. Hathaway, Chairman of the Steering Committee of the Faculty, indicated that the statement, if approved by the Council, would require action by the Academic Senate and by the Board of Trustees. The following statement was then approved:

Regular, full-time appointments by the Board of Trustees to the faculty of Michigan State University are normally made under the provisions of the Michigan State University tenure system approved by the Board of Trustees on May 15, 1952, and subsequently amended on November 16, 1962, and March 16, 1967. The rules of tenure, as established by the Board of Trustees, provide the procedural basis for the protection of the rights and responsibilities of both the faculty member and the University.

University policies and procedures governing conditions of appointment with respect to initial appointment, probationary service period, reappointment, change in assignment, tenure classification, promotion, termination and dismissal are detailed in the statutes of the University. Recommendations for actions under the tenure system are the responsibility of the administrator of the basic administrative unit.<sup>1</sup>

<sup>&</sup>lt;sup>1</sup> The basic administrative unit is defined as department, school, institute, residential college, or other comparable academic unit.

Within the tenure system of Michigan State University, faculty members are classified in two groups, faculty with tenure and non-tenured faculty. Faculty with tenure are those that hold appointments for an indefinite period without a terminal date as described in the current Policy Handbook for MSU Faculty (1968, p.7). Faculty members in non-tenured status are in two categories:

1) A visiting or temporary faculty member appointed for a specific period of time outside the tenure system is not a member of the tenure system. Temporary appointment with a specified termination date does not imply reappointment or temporary extension of appointment by the University. If reappointment is to be made, negotiation of the conditions of reappointment must originate with the basic administrative unit.

2) A faculty member appointed to the regular, full-time faculty by the Board of Trustees is under the tenure system and subject to the provisions appropriate to his status, even though he may not have been granted tenure. Only persons appointed to the rank of Professor have tenure from the date of original appointment. Recommendations for actions affecting the appointment, reappointment or promotion of faculty members under the tenure system must be in accord with the provisions of the tenure system.

At the level of the basic administrative unit judgments on non-tenured faculty with respect to professional competence (including teaching ability), academic potential, and the needs of the department are made by the responsible administrator after consultation with the tenured faculty and/or other duly constituted group specified in the bylaws of that basic administrative unit. Recommendations for reappointment, tenure, or promotion are reviewed successively by the Dean, the Provost and the President, who makes the final recommendation to the Board of Trustees for action.

Each basic administrative unit shall base its judgments on criteria and procedures that are clearly formulated, objective and relevant. These criteria and procedures shall be known to all members of the basic administrative unit. If appropriate, the responsible administrator may supplement information required for these judgments by consulting with representative non-tenured faculty, students and/or qualified individuals outside

the basic administrative unit. Review procedures shall be described in its bylaws and shall include a means by which the faculty member is evaluated and informed annually of his progress. These bylaws shall provide for a designated group to make recommendations with respect to reappointment, tenure, or promotion. Procedures shall also exist by which the faculty member may confer with this sub-group before a decision is made in his case.

Decision not to reappoint a non-tenured faculty member does not necessarily imply that the faculty member has failed to meet the standards of the University with respect to academic competence and/or professional integrity. This decision may be contingent, wholly or in part, upon the availability of salary funds and/or departmental needs. The decision not to reappoint a non-tenured faculty member does not require action by the Board of Trustees. In the case of a non-tenured faculty member within the tenure system notification is required as set forth in the current Handbook for MSU Faculty. Such decision is made at the level of the basic administrative unit.

If a non-tenured faculty member believes that the decision not to reappoint has been made in a manner which is at variance with established evaluation procedures, he may, following efforts to reconcile the differences at the level of the basic administrative unit and the Dean of his college, submit a written petition to the University Tenure Committee for a review of his case. The University Tenure Committee shall establish appropriate procedures for review of each such case.

When reason arises to consider dismissal of a nontenured faculty member before the expiration of his term of appointment, the procedures to be followed shall be identical with those established for the dismissal of a tenured faculty member.

#### "X" AND "I" GRADES

Professor Iwao Ishino, Chairman of the Educational Policies Committee, moved approval of the following regulations:

- Deletion of x-condition from the grading system in favor of i-incomplete.
- 2. I-incomplete to be given by the instructor without additional authorization.
- 3. When the instructor gives an incomplete he shall report the fact to his department (on an appropriately designed all-university form) and specify what must be done for removal of the incomplete. The student may obtain a copy of this report from the departmental office.
- 4. The departments shall retain the report of incomplete grade as a reference regarding specific requirements for removal of incompletes.

The regulations were approved and are to be submitted to the Academic Senate as information items.

#### DROP PERIOD

Professor Ishino moved approval of the following policy on "Late Drops" of courses:

- Extend to the middle of the term the period for dropping with no grade reported. This is the critical date with respect to both withdrawal with no grades reported and refund of fees.
- 2. Restrict acceptable reasons for late drops.
- Introduce a special late drop card. The late drop card should be
  - a. distinctively colored,
  - provided with a space for recording reasons for approval of the late drop,
  - reasons for approvar of the face drop,
  - c. available only in office of assistant dean
- 4. Introduce an expiration date on both regular change of enrollment card and the proposed late drop card.
- Authority for late drop to reside with assistant dean in his role as adviser for his college - as at present.
- Instructor's signature on late drop to be only for purpose of verifying grade to date - as at present.

The policy statement was approved for submission to the Academic Senate for information item.

#### ACADEMIC FREEDOM

It was agreed to postpone Item 5 - Amendments to the Academic Freedom Report - until the next meeting of the Academic Council.

#### ROTC

Mr. Jeff Zeig asked that the ASMSU Student Board's request relating to the ROTC be transmitted to the appropriate committee. Dr. Hathaway reported that he had transmitted the request, and therefore, moved that it be referred to the Educational Policies Committee and to the University Curriculum Committee for report to the May 27, 1969 meeting of the Academic Council.

Professor Ishino indicated that the Educational Policies Committee had met to discuss the problem. Professor John Reinoehl reported that the Curriculum Committee was considering it.

President Adams asked both committees to explore all of the options available. Professors Ishino and Reinoehl hoped that their committees could report on May 27.

Dr. Hathaway's motion was carried.

#### AGENDA

It was agreed to defer other agenda items to the May 27 meeting.

The Council adjourned at 5:00 p.m.

Madison Kuhn Secretary of the Faculties

# Council foregoes agenda to discuss Wilson sit-in

#### By MARILYN PATTERSON State News Staff Writer

The Academic Council Tuesday set aside most of its agenda in favor of a discussion of the actions taken during the take-over of the Wilson Hall Cafeteria last week.

The council will reconvene today to continue its discussion and return to the matters on its original agenda.

At the time of recess a motion was proposed to condemn the unfairness of the proceedings towards Elaine Mishler, head manager of Wilson Cafeteria, and Joseph Trantham, food services manager. A substitute motion to form a committee to investigate the situations leading to and the consequences of the "Wilson Hall affair" was also before the council.

C.C. Killingsworth, professor of labor and industrial relations and proposer of the motion to condemn the Wilson actions, said that the University was in "bold violation of its legally imposed obligations" in allowing the Black Students-Alliance (BSA) to speak for the employees of the cafeteria and in not pro-

viding due process to Trantham and Miss Mishler.

By union contract and by a law, Killingsworth said, the union has exclusive rights to represent employes in matters of grievances against management. Since a union employe made the complaints against Miss Mishler and Trantham, the union and not the BSA has the legal right to speak for the employes, Killingsworth said.

Killingsworth also said that Miss Mishler and Trantham were given "unfair treatment" at the hearing in that they were not extended the "minimum standards" of due process provided in the Academic Freedom Report.

The committee set up by Acting President Walter Adams to hear the issues and recommend solutions was said to be operating under the guidelines of the Academic Freedom Report, he said.

However, it did not notify Miss Mishler and Trantham of the hearing 72 hours before its occurrance as the Academic Freedom Report stipulates, he said. Nor did it give them written statement of the charges against them or tell them how the violations came to its attention. Both actions are required by the freedom report, he said.

"Regardless of what the charge is," Killingsworth added, "you do not punish the man without giving him a fair hearing. This is a question of due process not of whether you approve of what they are accused of having done."

Albert Rabin, professor of psychology, moved that the council appoint a committee to investigate "the Wilson Hall affair" because he did not feel qualified to react to Killingsworth's motion without further information.

Today the council will continue consideration of the motions at 3:15 p.m. in the Con Con Room of the International Center.

## Faculty petition backs Adams' sit-in handling

Nearly 100 faculty and graduate students have indicated their support of Acting President Adam's handling of the Wilson Hall cafeteria take-over by black students last week.

In a commendation circulated by five faculty members, the 94 signatories placed their names "on record as supporting and commending Dr. Walter Adam's leadership in handling the 'Wilson Hall Affair.'" Charles P. Larrowe, professor of economics and one of the sponsors of the petitions, said that a great many people are unhappy with the outcome, rather than the procedure, of the entire situation.

"If people in support of Adams didn't speak up, then even their silence would be construed as supportive of the critics," Larrowe said.

Among other points, the commendation noted that Adam's has "respected the rights of students to express their grievances, created a climate for the full discussion of crucial issues and responded quickly to prevent violence."

#### (See page 4 for complete text.)

The commendation was circulated in the Dept. of Social Science, American Thought and Language, Mathematics, Economics and the School of Labor and Industrial Relations.

## Collective bargaining for Wilson

As I have listened to discussions of the Wilson Hall controversy, it has struck me that a factor underlying some of the criticism of the way it was handled may be a misunderstanding of the nature of the committee which held the hearing and made recommendations to Acting President Adams.

Reference to the committee as an "adjudicating committee" has tended, I think, to convey the impression that it was a kind of court. Viewed this way, it's no wonder the questions have been raised as to the propriety of having people with a stake in the dispute sitting in judgment on its outcome.

But the committee wasn't a court. It

#### Journal biased

To the Editor:

The Lansing chapter of the NAACP strongly oppose the unfair and biased articles appearing in the Lansing State Journal pertaining to the Wilson Hall protest Unfair and biased reporting and editorial handling reflects negatively on the Black Quest for social justice. We strongly request the editors of the State Journal to encourage and support objective reporting and editorial placement of all news.

Vence Bonnham President. Lansing branch NAACP was the kind of body that comes into play in collective bargaining as the penultimate step in a grievance procedure. Suppose the union which represents. these cafeteria employes had chosen to press their grievance against the supervisors. The dispute might well have come before a joint committee composed of three members of residence hall managment and three members of the union.

The six would have decided upon a chairman from among themselves, agreed upon ground rules, listened to the grievants and their witnesses and to the supervisors and theirs. The committee would then have withdrawn to weigh the testimony and reach a decision.

The union, however, chose not to press the grievance. The Black Students' Alliance (BSA), therefore, in going to the aid of the aggrieved employes, became a surrogate for the union. Looked at in this light, it was logical for the committee to be made up of three management representatives and three members of BSA. What was unusual was to have the outside co-chairmen and the two lawyers.

But when you consider that no procedures whatever have existed until now (although Ron Lee proposed in vain last February that they be established) for dealing with such conflicts, it seems rather unfair to blame Mr. Adams for adding Vice President Dickerson (who has a law degree) and professor Vance to the committee as co-chairmen without a vote.

As the the lawyers, they were present

because the committee, after it was appointed, decided to follow ground rules laid down in the Academic Freedom Report for hearings before the Student-Faculty Judiciary. Those rules, in contrast to the usual grievance hearing, allow for lawyers to be present.

I come now to a constructive suggestion. In collective bargaining, if either party to a grievance is dissatisfied with such a committee's decision, it carries the dispute to arbitration. A common form is a tripartite panel.

In the case at hand, residence hall management would select one member, the BSA would select one, and the two would then choose a third, impartial member, who would serve as chairman. The panel would review, the evidence, scrutinize the procedures followed by the committee below, and make a ruling, which the disputants would agree in advance to accept as binding.

I note, by the way, that in the "Joint Statement of BSA-Management Committee," which sets out the nine recommendations to Acting President Adams, recommendation seven calls for creating an arbitration system to cope with just such controversies as this. I think that an admirable proposal (as indeed I do the other eight recommendations), and I suggest that we put it into effect at once. to deal with the present dispute.

> C.P. Larrowe Professor of economics

### Justice lacking at Kangaroo court

#### To the Editor:

Members of the MSU Board of Trustees: The following members of the Ad Hoc Committee on the Residence Halls are convinced that the recent debacle of democratic procedure and due process in the take-over and kangaroo court at Wilson Hall represents the sort of occasion that deserves our attention and comment. We note with dismay the following facts in the case:

No written charges were laid in advance against Miss Mishler and Mr. Trantham:

the rights of over 1,100 student residents were violated:

regular grievance procedures of the AFL-CIO County and Municipal Employees Union were ignored:

no opportunity was given for obtaining defense witnesses:

no opportunity was given for cross examination:



the Hearing Committee contained two members of the very group that conducted the sit-in;

relations between management and both white and black employees have been fearfully dislocated;

no recordings, written or taped, were allowed to be made at the hearings:

members of the Hearing Committee were constrained from making public statements explanatory of and in defense of their conclusions.

We deplore lack of judgment, setting of an unfortunate precedent, and government by tantrum.

Anne C. Garrison, chairman and seven other committee members

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MICHIGAN Lansing, The State Journal (D)

#### MAY 9 69

## **MSU Pair OKs Hearing Offer**

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#### MAY 8 -69

## MSU's Adams to Implement **Actions on Hall Incident**

#### **By HELEN CLEGG State Journal Staff Writer**

Acting President Walter Adams of Michigan State University said today he will implement recommendations of a resolution adopted Wednesday by the Academic Council about last week's controversial Wilson Halls cafeteria sit-in.

Council adopted a new and

different resolution with a milder tone than the one suggested during Tuesday's meeting by Dr. Charles C. Killingsworth, professor of labor and industrial relations.

For two and one-half hours Tuesday, Council debated Killingsworth's resolution calling, among other things, for rescinding transfer of two white supervisors following a hearing on charges brought by black students.

Miss Elaine Mishler and Joseph E. Trantham, the two white supervisors in question, are temporarily on leave with pay until their placement is decided by the Division of Dormitories and Food Services.

Killingsworth withdrew his resolution W e d n e sday, however evidently knowing beforehand about the new resolution. introduced by Dr. Richard E. Sullivan, chairman of the de-

partment of history. ams that:

-He asked Miss Mishler and Hannah, to make recommenhearing to be conducted in full phase of the uuniversity.) accordance with the procedu- He appointed a multi-ra-

a committee acceptable to the broader than the university, administration and the two employes w o u l d conduct the hearing.

#### ADJUDICATION PROCESS

-A committee be established. in conjunction with the secretary of the university, to develop a permanent adjudication process for all administrative and professional personnel who at present are not pro-

tected by the MSU tenure system or an organization of their own choosing.

-The report of the Commit-Sullivan said he was mere- tee of Sixteen be implemented ly a "mouthpiece" for the as promptly as possible .(The group which drew up the resolution recommending to Ad- formed in April, 1968, by the then president, Dr. John A.

Mr. Trantham "if they desire dations on ways to increase a new hearing to be held, this minority members in every

ral rules laid down in the Aca- cial committee to recommend demic Freedom Report." If procedures for investigating they request a new hearing, complaints of racial discrimination and insuring redress

when discrimination is found. Preamble to the resolution was adopted after about an hour's debate, by an overwhelming majority.

#### REGRET STATED

In brief, the preamble states regret for the cafeteria incident, says the issues are notes that Monday morning quarterbacking is frequently wiser, and "deplores" manifestations of racism in the university community.

Further, the preamble reaffirms the Council's resolution of June 7, 1968, condemning a s mall group's seizure of a building to force its demands and reaffirms support for the principles and procedures of the Academic Freedom document.

Adams, who presided, said today he intends to implement the Council's recommendations. Addressing the Council briefly after the resolution passed Wednesday, Dr. Adams said he thinks it is important for the university to develop rules and regulations for not only procedural, but also for substantive due process.

The Council met in the Con Con Room of the International Center with about 20 onlookers watching the proceedings.

#### **OTHER. BUSINESS**

In other business, the Council had earlier authorized a temporary committee for looking into ways of finding university wide nominations to replace the Provost, Dr. Howard R. Neville, who leaves September 1 to become president of Claremont Men's College, Claremont, Calif. Permanent procedures are to be worked out.

Council also heard that proposed policy changes regarding the ROTC were under study in the Educational Policies Committee and the Curriculum Committee, which plan to report at the next Council meeting, May 27.

# Questions over Wilson conflict spur action to halt MSU funds

#### By LARRY LEE State News Staff Writer

A resolution threatening to withold funds from MSU for the next school year was circulated in the Michigan legislature Wednesday by Rep. Joseph Swallow, R-Alpena.

Thirty legislators reportedly had signed the resolution declaring their intent to refuse to approve appropriations to MSU until three requests relat-

7/69

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News

ing to last week's Wilson Hall cafeteria sit-in have been answered

The three requests in Swallow's resolution are:

1. That the administrators of the University reveal to the legislature the full extent of the agreement made April 30, 1969, and present such facts as they feel necessary to show that such agreement was in the best interests of the University, the student body and the

people of the state of Michigan.

2. That the administrators of the University show to the legislature what process was used in extending a "fair hearing" to the two supervisors, Joseph E. Trantham and Elaine M. Mishler, who were demoted as a result of events of April 28-30.

3. That the student body of the University, either by resolution of its student government or by a legitimate poll conducted by its student government, express to the legislature its position relative to violent and unlawful activities which disrupt the orderly process of the University.

Swallow admitted the resolution "may unfortunately work a hardship on the vast majority of students who are mindfully seeking an education."

Swallow said he is not asking that the House vote on the resolution, but that they sign it to "let them know we are serious.

"But this action that we are taking is the only action the legislature can take because control of MSU is vested in an autonomous board of trustees," he said.

Referring to the praise Trustee Don Stevens, D-Okemos, gave Acting President Adams in his handling of the affair. Swallow said, "Autonomous control is desirable for the promotion of academic freedoms. but these freedoms do not extend license to the board of trustees to condone violent or unlawful activities."

Trustee Warren Huff, D-Plymouth, took exceptions to the legislators' intent. "I don't think the legislature has to withhold appropriations to obtain information," he said.

"I do not agree with that part of the resolution that seems to imply that the

But Huff said, "I would concur with the distinguished representative from Alpena that not only the board should know the facts and decisions and have it clear in their minds that due process was followed, but the board has the obli-

Dr. William Grier, co-author of "Black Rage," will not speak today as scheduled for the Provost Lecture Series on "The Black Experience in America," due to illness.

The lecture has been canceled since no replacement could be found.' An attempt will be made to reschedule both Grier and his co-author, Dr. Price Cobbs, who had to cancel an engagement here a few weeks ago due to illness of his wife.

-----

#### **Grier** canceled

gation to reassure the legislature what was done."

As yet, the board itself has not received a full report, but Huff expects Adams to have a report at the next board meeting beginning Thursday.

"I have a deep respect for the 'public right to know," he said.

Stevens and Adams were unavailable for comment.

The Student body already has issued statements revealing its position.

During events surrounding the Garskof controversy during winter term, ASMSU published a position paper in February denouncing the use of violence in settling campus disputes, and a petition decrying the use of force on the MSU campus gathered 13,000 signatures in March.

Trantham said Wednesday evening he had just heard of the resolution and did not want to comment on it.



### Sit-out

Owen cafeteria stands deserted during the residents' boycott. Plans call for the boycott to continue until prices are lowered. State News photo by Lance Lagoni
### Past manager at Wilsonknew of race tension

There were problems in Wilson Hall cafeteria last year, but they were being handled quietly by the black head manager.

When informed of the black students' occupation last week. Ellis D. Norman, former head manger of Wilson and now personnel recruiter for Sky Chefs. Inc., said "I warned Joe (Trantham) that something like this would happen. Had I stayed another year I probably would have fired him or requested his transfer, partly for discriminatory problems.

"I'm the kind who thinks a guy should be trained and developed before you fire him." Norman said. "I tried hard to teach him (Trantham) to understand people, especially blacks. .he really didn't understand."

As manager, he said his biggest problem was food services. 'I was always getting Joe out of hot water with the union for decisions made by him or his supervisors. Employes came in late; they (super-visors) marked their time cards and didn't explain why." Norman noted that there were two black employes he had hoped to see promoted-Robert Parsons and Roxie Triplett, one of the workers who walked off their cafeteria jobs, sparking the protest learning to handle people.

"I told Joe he had a lot of things to learn. And if he didn't, he'd lose his job," Norman continued. "He couldn't go around propositioning coeds "



East Lansing Businessmen March Toward Beaumont Tower

# Businessmen March, Protest MSU Action

A group of East Lansing businessmen marched to the Michigan State University campus Saturday in a demonstration that a spokesman said was designed "to mourn the death of the MSU administration."

A bout 40 men made the march from Brookfield Plaza to the campus and laid a funeral wreath at the base of Beaumont Tower, a site picked as a symbol of education.

John A. Marble, the group's spokesman, s a i d the march was sparked by a kitchen-table conversation between two businessmen following the controversial settlement of the Wilson Hall sit-in by black students.

#### WREATH LAID

After the wreath was laid, Marble read an "expression of dissatisfaction" with the following:

The destruction of the civil rights of a silent majority by a vocal minority in all aspects of American life.

-The failure of society to demand that its teaching institutions keep foremost the fact that they belong to the people, not just the students.

-The tacit condonement of the cooperation of teaching institutions with student criminals patently violating state laws, the federal constitution and the rights of their fellow students.

-The failure of American

society to demand from its teaching institutions that they continue to cultivate our future leadership within the democratic system. Slatt Jourel 5-9-69

-America's present encouragement of rule by coercion and bribery.

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## 11 DAYS LATER

# Tension lingers at Wilson

#### By CHRIS MEAD Executive Reporter

It's a large irregularly shaped room filled with round, square and rectangular tables and hundreds of chairs. Architecturally, it's in the brick and glass motif that characterizes much of the impersonality of the multiversity.

In a word, Wilson Hall cafeteria is institutional--and hardly the place one would think of as the scene of one of the most important confrontations in MSU's 114-year history.

Eleven days have passed since the Black Students' Allinace (BSA) took over the cafeteria and nine days since the committee's 14-hour decisions was made.

Everything looks calm now. Wilson residents are again eating at their, home base, and employes are busy preparing three meals a day for the hall's 1,100 students.

But despite the routine exterior of Wilson Hall, an undercurrent moves through the sterile, polished kitchen since the demotion of Joseph Trantham, food service manager, and Elaine Mishler, head manager.

The air is so tense, even secretive, that an order has gone down to food service employers forbidding them to speak with reporters about last week's "incident."

John Steen, newly named head manager of Wilson Hall,

man (asst. director of residence halls) and Professor Robert Green for the way they handled the situtation."

And Acting President Walter Adams, who has received his share of Criticism from all quarters, received enthusiastic endorsement from Mrs. Hatcher,

"I think he is a man in his rights," he said. He is a real man."

She stood by a large alum-

"I'm a human being and I can only go so far. The students now look at me like I'm an outcast." --Roxie Triplett

#### 

said the order did not originate with him, but added that anyone who wished to talk with individual employes should clear it with him first.

But Carolyn Hatcher and Roxie Triplett, two of the key people, had plenty to say, and if the non-communication order applied to them, they didn't seem to care.

Carolyn Hatcher: salad woman, main support of six children, black woman.

"White employes in this cafeteria have been, making a lot of cracks and comments to me since the hearing," she said, "But I pity them."

"I'm a proud woman," she emphasized, "and I just put my head in the air and walk on."

Mrs. Hatcher, in answer to those both on and off campus who charge that she avoided "legal channels;" said when the first blatant problems of racism came up, she called a representative of the MSU employes union.

"That was two or three months ago," she said, "and he promised to come over here, but he never did."

As far as the three-and-onehalt hour hearing goes, Mrs. Hatcher is extremely pleased with the participants and the outcome.

"I am very proud and very appreciative of BSA. Don Cole-

inum salad - mixing bowl and washed celery sticks as she talked. She spoke of Joel Ferguson, member of the Lansing City Council and head of the city's On the Job Training Program.

Ferguson was instrumental in getting the MSU job for Mrs. Hatcher and has been active in defending her against the charges made by Joseph Trantham that she wasn't working up to par.

Referring to a meeting two months ago between Ferguson and Trantham. Mrs. Hatcher said. "If I were wrong, Joel Ferguson would have given me another job."

Much of the criticism of the BSA-sponsored hearing was that it was extra-legal and therefore its decision to demote Miss Mishler and Trantham was not binding. Though Mrs. Hatcher feels the hearing was fair, she said she would be willing to retestify at a legal trial if the situation ever came up.

Mrs. Hatcher, as she put it is a proud woman-- and she is truly "her own woman." too.

"BSA didn't speak for me as the papers said," she maintained, "I speak for myself."

And as the business of perparing meals goes on in Wilson Hall cafeteria, Mrs. Carolyn Hatcher continues to make salads for the evening meal She had one last comment:

"The whole situation would have been very different if 'I were white."

Roxie Triplett: Cook in Wilson Hall: seven-year employe with the University: black woman.

Mrs. Triplett's outlook on the "Wilson affair" is categorically different from that of Mrs. Hatcher.

For one thing, she said that as far as she is concerned. "my problem was not a racial problem."

While Mrs. Hatcher was enthusiastic about the outcome. Mrs. Triplett said she thought the hearing was "unfair" and that she was irked at having been made the "front target" in the hearing.

As a result of her "front target" status. Mrs. Triplett has received a number of harassing phone calls in her home and has lost some friends ("Or at least I thought they were my friends") among her fellow employes.

"I'm a human being and I can only go so far." she said. "The students now look at me like I'm an outcast. I'm afraid to say hello to them because I don't know what their reaction will be." Mrs. Triplett's "problem"

Mrs. Triplett's "problem" might have stemmed from the fact that she isn't afraid to speak up when she feels her rights are being stepped on. As she puts it. "I have always bitched and I always will bitch about things that are wrong."

The supervisory job which the committee offered her has no appeal for Mrs. Triplett. "As far as I'm concerned, she adamently says, "they can have the supervisory job--I don't want it."

Joleen Shane: cook: sole support of two children: threeyear employe of MSU: black woman.

At the hearing, Mrs. Shane was vocal in her complaints about Elaine Mishler. She is silent now and says she would prefer not to talk about the "Wilson affair" and would like to forget the whole thing,



By HELEN CLEGG State Journal Staff Writer

Two petitions s i g n e d by Michigan State University employes—one backing due process and civil rights and the other condemning the Wilson Halls cafeteria sit-in—were delivered Friday afternoon to the Board of Trustees' secretary, Jack Breslin.

Carbon copies were delivered to Acting President Walter Adams.

Of the 145 who signed one petition and the 96 who signed the other, most are on the administrative and professional staffs at MSU, according to William D. Kenney, assistant director in the provost's office and president of a newly formed organization of administrative and professional people.

#### SIGNED LATER

Kenney said the petitions were not circulated during their meeting but afterward.

The petitions, signed by 145, reads:

"To the Board of Trustees, Michigan S t at e University: We, the undersigned, subscribe to the principles of 'due process' and protection of the civil rights of all people. We believe these basic rights were violated in the Wilson Halls case involving Miss Elaine Mishler and Mr. Joseph Trantham. We ask that Acting President Walter Adams and the Board of Trustees a c1 to re-establish these principles at Michigan State University."

#### **CONDEMN ACTION**

The second petition, signed by 96 people, reads:

"To the Board of Trustees, Michigan State University: We, the undersigned, condemn the action of the Black Stu-dents' Alliance in the takeover at Wilson Halls and believe that Acting President Walter Adams, Trustee Chairman Don Stevens, Trustee Blanche Mar-tin, Dr. Robert Green, and Mr. Don E. Coleman acted irre-sponsibly in condoning this vio-lation of MSU Ordinance 16.01, 'No person or persons shall, without authorization, assemble together anywhere on the campus for the purpose of creating any noise or disturbance, riot, "panty raid," or other improper diversions, or assemble in a manner which obstructs the free movement of persons about the campus for the free and normal use of university buildings and facilities or prevents or obstructs the normal operations of the university.'

### Petitions Delivered At MSU/

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#### STATE NEWS -- May 9, 1969

### Hearing procedures disputed By PAT ANSTETT ions, said many of the faculty high emotionalism character- ience to white Wilson Hall resi-

#### and JIM SYLVESTER State News Staff Writers

The call fir a second hearing for the two Wilson managers who were accused of. harassing dormitory employes not given a fair hearing," he cedures of the first hearing and the fairness of the recom- Critics of the hearing point mendations made.

due process and whether Joseph ten charges were presented to Trantham and Elaine Mishler Miss Mishler and Trantham were in a sense "lynched," as before the hearing began, no Duane Hildebrandt, their law- opportunity was given for cross yer, contends.

"Lack of fair play"

"were shocked at a lack of fair play" in last week's hear-The resolution of the "Wil- ing. Killingsworth submitted son Hall affair" in the form of a proposal to the Academic nine recommendations has be- Council Tuesday condeming the come not only the end of one unfairness of the proceedings issue but the beginning of toward Trantham and Miss Mishler.

> Hildebrandt also blasted the proceedings. "No one can said.

out that regular grievance pro-The question revolves around cedures were ignored, no writexamination or obtaining of defense witnesses, no recordings, C. C. Killingsworth, professor written or taped, were allowed of labor and industrial relat- to be made at the bearing and

"Government by tantrum" In a letter addressed to the board of trustees, eight faculty members criticized the adjusication committee deliverations.

'We deplore lack of judgment, setting of an unfortunate precedent and government by tantrum," their statement read. Robert L. Green, associate professor of educational psychology, took exception to these criticisms.

Green cites hypocrisy "Gross hypocrisy exists on am certain," he said. this campus. When blacks were treated in an unjust manner, **AFL-CIO concerned** Mandlstamm and Lanzillotti Question also surrounds the set up procedures," he said. (faculty who have critized the alternatives to which grievproceedings) sat quietly in their ances could have been aired. offices. These people are recent civil libertarians." Lyle A. Thorburn, manager

may worry about the inconven-

dents but have never been con- mittee members think it neccerned about the violation of the rights of blacks.

Milton B. Dickerson, vice president for student affairs and co-chairman of the adjudication committee, questioned some of the criticism of the hearing and committee procedures at Wednesday's Academic Council meeting.

would be the last to inflict mittee and would establish proinjustice on others, of this I

Green said that some critics of residence halls, stated that the grievances could have been brought to the Local No. 1585 of the AFL-CIO which University employes belong to. He said that the union was disturbed that these grievances had not been brought to their attention until after the sit-in began.

> "Whenever there is a problem of any kind, we would hope it could be resolved at the local level without in-convieniencing some of our customers, those being students," Thorburn said.

#### Appropriate channels

"It is unfortunate that those grievances were not referred to the appropriate channels,' Killingsworth said.

Richard E. Sullivan, chairman of the Dept. of History and proposer of the resolution calling for a second hearing for the two Wilson supervisors, said he hopes that the new hearing will improve upon the questioned, procedures of the first hearing.

Irvin Vance, co-chairman of the adjudicating committee, indicated he was fully satisfied with the way in which the committee was conducted and with its outcome. He declined to comment on the proposal for a second hearing. Dickerson said that if the two supervisors desire a new hearing "they should have the opportuni

Green said that if the comessary he would favor a new hearing.

#### Adjudication committee pro-Dosed

The Academic Council also proposed Wednesday the establishment of a permanent adjudication process for all administrative and professional employees in the University.

Killingsworth sald this com-"Black faculty and students mittee would be a planning comcedures for airing grievances.

"I hope this planned committee will not be called upon to handle disputes, but rather

Sullivan said that the proposed committee would work under the president of the University.



MICHIGAN Detroit, The News (D)

#### MAY 14-69

# Students first, Milliken told

igan's black legislators de- BSA members provoked the manded yesterday that Gov. letter. The meeting followed Miliken address himself to a BSA demonstration which student problems, especially led to concessions by the MSU those concerned with discrim- administration. ination on college campuses.

Sen. Basil Brown, Highland Park Democrat read the letter 11 of the state's 13 Negro lawto Milliken on the Senate floor makers, demanded that the as 70 members of the Michiwatched from the gallery. Brown said a meeting be- with students.

LANSING - (AP) - Mich- tween black legislators and

- THE LETTER, signed by governor:

gan State University Black • Direct all college officials to Student Alliance (BSA) maintain continously open channels of communication

• See that they take "imme- vant black studies and history diate steps to implement the to all students as well as equal public policy of the state of economic, social and educa-Michigan which specifically tional opportunities so as to forbids discrimination in any form."

Ask administrators to join with him in establishing a policy of receiving and dealing with legitimate grievances many statements your insissubmitted to them by students tence on law and order at or student organizations. • Direct college officials to the lawmakers told Milliken. provide new and revised programs that guarantee "rele- campuses, or elsewhere, is

make our colleges and universities more responsive to the needs of today's urban society."

"You have made clear in our colleges and universities." "But law and order on the meaningless unless accompanied by justice.

"The citizens of this state do not desire repression nor do they desire permissiveness," the letter continued. "They want instead a chief executive and a college or university administration which is currently sensitive to legitimate student grievances."

THE LAWMAKERS cited Milliken's oft-repeated statements that he would, send Police to quell campus requested.

tional responsibility to intervene by demanding that college officials be immediately responsive to legitimate demands for an end to discrimination wherever it exists on those same campuses," the legislators said.

"We must begin to end the dichotomy and polarization that has been developing between certain segments of our community, both academic and monacademic, and promote a climate of understanding between students, college and university administrators and responsible persons in government," they said.

"We should not permit any further continuation of repression, by force or otherwise, censorship, contrary to constitutional guarantees of freedom of speech and of the press, unfair, illegal or inequitable applications of state law, local ordinance of college or university rule or regulation."

The role of the student body disorders if administrators in general administration of campuses must not be dis-"We insist you have addi- regarded, the lawmakers said.

#### MICHIGAN PRESS CLIPPING BUREAU EAST LANSING, MICH. TELEPHONE EDgewood 2-4610 257 Michigan Avenue

MICHIGAN Lansing, The State Journal (D)

#### MAY 14-69

### 2nd Wilson Hearing 34 Plans Told

Dale E. Hathaway, chairman of the Academic Council steering committee at Michigan State University, said today he will soon take the first step toward a second hearing for two Wilson Halls cafeteria supervisors.

sors. The supervisors, Miss Elaine Mishler and Joseph E. Tranth am, were offered a new hearing, following a resolution by the Academic Council, on charges of racial discrimination made by black cafeteria workers.

The first hearing, conducted in the cafeteria, has been criticized by members of the university community as lacking "due process" as well as enough time to prepare a defense.

Hathaway, contacted by university atforney, Leland Carr, at the request of Acting President Walter Adams, said he plans a meeting of the fivemember steering committee soon.

The committee will "try to come up with a list of names as soon as possible," Hathaway said.

From this list, presumably, w ill come a three-member committee, acceptable to both the MSU administration and the respondents, which will structure and conduct the new hearing.

# Black legislators ask end to campus discrimination

#### By JEANNE SADDLER State News Staff Writer

Approximately 70 black students observed Tuesday's session of the Michigan Senate during which a letter was read from 11 black legislators to the governor concerning black students' demands and demonstrations around the state.

Calling the demonstrations a result of "continued and, in most cases, unchanging conditions of discrimination," the legislators said:

"Since you have seen fit as Chief Executive of this State to announce your intention to intervene on the campus in order to guarantee law and order, we insist you have an additional responsibility to intervene by demanding that college officials be immediately responsive to legimate demands for an end to discrimination wherever it exists on those same

#### campuses."

They also suggested that the governor form a committee of administrators from both state-supported and private institutions to receive and deal with legitimate grievances submitted to them by students or student organizations. These committees would exist on all the campuses in the state.

"We must begin to end the dichotomy that has been developing between certain segments of our community, both academic and non-academic, and promote

a climate of understanding between students, college and university administrators and responsible persons in government," the letter said.

"We should not permit any further repression, by force or otherwise, censorship, contrary to constitutional guarantees of the freedom of speech and of the press, unfair, illegal or inequitable applications of state law..."

The legislators also demanded that the governor send immediate directives to all administrators to provide relevant black studies programs to all students as well as equal economic, social and educational opportunities. They said that these provisions would make the colleges and universities more responsive to the needs of today's urban society.



#### By MARION NOWAK Collage Interviewer

Discussing the presence of ROTC on campus, an editorial in the April 15 State News (run simultaneously in 28 American college newspapers) said that "perhaps the most blatant example of colleges and universities willingly performing the functions that are rightly the exclusive concern of the military is the Reserve Officer Training Corps (ROTC). Pedagogically and philosophically, military training has no place in an academic institution . . . Clearly, continued academic support for ROTC would be the height of political partisanship."

be the height of political partisanship." Is ROTC indeed the "exclusive concern of the military?" Or can a university truly limit its place-for-universal-learning position to "everything, save one?" in leadership lab (a "core" program, mainly consisting of arms and marching with little bearing on class work). I think you'd have a hard time leveling criticism at any other parts of our program. You can point out any number of subjects where they do the same thing. In art, business, agriculture, is it education or education and training?

We're quite aware of all this criticism and are trying to improve the department. We can, we have and we will continue to do so. We recently proposed course changes to the curriculum committee which the Army has been in the process of developing since 1965, a curriculum we feel will be more academic and academically compatible with other curriculums. For instance, there is projected more civilian participation; our U.S. military history course is taught by a civilian professor and is a fairly



Which is more an example of political partisanship, keeping ROTC or eliminating it?

Perhaps the following comments, made by three people deeply involved in the ROTC program at MSU, will provide a perspective on this question as well as provide some insights into the larger problems of war and the military.

Jim Comstock, Livonia senior, is a member of the Rangers, an extracurricular ROTC organization.

ROTC is a form of occupational training. The advanced program covers this in several sections. It's like chess; there's no right answerjust moves . . . As far as the subjects taught, the basic skills that have to be learned are like the basic skills an accountant has to learn. It should be accredited like everything else. Some things though, should be taught by professors, using more objective material than army documents...

An individual soldier in a combat situation who refuses to follow orders could conceivably kill many men. There are no morally justifiable grounds that cause the death of fellow soldiers. If they refuse to obey orders, I think they should suffer the consequences involved and accept justice instead of leaving the country. This is a personal moral decision. It depends on whether he chooses to disobey his orders. You can't do your job thinking--you'll end up killing someone. Once you've made the decision to serve, or you're drafted into a combat position, you lose the option to decide what is morally right or wrong. popular history course in the university. We're proposing to extend the requirement to political science and management particularly.

I don't make policies for this government, all I do is support and defend the Constitution . . . Our concept of government includes that of duty and rights. Every man has an obligation to duty as well as to rights. If a man is not willing to fulfill his duty, he doesn't deserve and may lose his rights . . I feel that every U.S. citizen has an obligation to his country and when called upon is morally obligated to fulfill . . . with every right there is an obligation and there are very few who have decided they want no part of their rights.

The military people are the first to wish there was some way to end wars--we're the first to lose. But when others are in opposition to our government it would be foolish to eradicate the military. So quickly do people forget Czechoslovakia . . . and this is exactly what happens to a militarily weak country. I don't want it to happen here.





ROTC is the principal source of officers for the Army. This arises from the old citizen army concept of the Founding Fathers, who were afraid of a professional army... There is no other group available as potential officers with as advanced a level of education to provide officers. Sure, we could get all our officers from West Point (at a cost of \$50,000 per man rather than \$5,000 through ROTC-also important from the taxpayer's standpoint) or, more likely, OCS, but the level of education wouldn't be the same, wouldn't be as high.

wouldn't be the same, wouldn't be as high. If you want to go all the way with the military-industrial complex, if you carry this thing to its ultimate, let's do away with the colleges of business and engineering. They produce the industrial part.

Jim Aubrey, Detroit senior, is cadet colonel of AFROTC:

There are lots of different people in AF-ROTC, with different commitments. We meet four times a week, three in class (for seniors). The rest is spent in core training (leadership lab), which is things like marching on parade and wearing the uniform. This is the big thing that's most misunderstood. It's the part that shows the most but only consists of 10 per cent of your grade. No matter how much you put in, the return isn't much. And quite a few people don't even know the classroom part exists...

There are many legal means of getting out of the draft. Many people aren't resorting to legal means before trying the extralegal. You can be a student, get married in some states, join the peace corps, work during International Geophysical Year taking temperatures in Alaska for the government, work in a hospital . . . The alternative is going to jail, probably for longer than you'd be fighting. But any man is justified in refusing to act in a manner he considers immoral. It's a decision you have to make in your own mind.

As far as the draft for me, it's taken care of. One thing about ROTC, you sign up to serve for six years but two are gone when you graduate. The first two years of AFROTC you're just a student. Then you take an oath to support and defend the Constitution of the United States. It's a little shocking to know that at 9:10 on a Tuesday morning you're signing away your life. But the competition for AFROTC is pretty stiff; we were all glad we were there.

It upsets me to see people really gung-ho about ROTC. It's part of a class, a means to get a commission. The experience here has very little correlation to experience in the service. You play soldier here for about 15 minutes a day--which is very different from 24 hours a day.

Col. Robert G. Platt, professor and chairman of military science:

ROTC has been on this campus since 1917, with military training available for many years before--since Civil War days, in fact. The Morrill Act of 1862 established a requirement for military training on every land grant campus; a state law provides that military training of some sort must be offered at public colleges.

The idea of indoctrination is a highly debatable issue. We're especially criticized for this There is a right to protect but also there is a right to take ROTC.

As for propaganda, we're occasionally shown some in class to fill time. We were shown a film about bombing Germany in World War II that concluded that strategic bombing hurt wartime production but that production of the stuff continued anyway. Korea's similar Operation Strength didn't work either. We decided in class that we should stop bombing North Vietnam long before the government did. Unfortunately, what the cadets decide doesn't carry any weight with the government. You've got to take everything with a grain of salt, no matter what course it's in

A lot of people used to think in Senator Mc-Carthyish ways that communism is a conspiracy. SDS as communist-inspired and financed is utterly ridiculous. The Russians and the Chinese haven't got the slightest chance of fomenting revolution in America. It makes no sense.

Tuesday, May 20, 1969 3

# The fatal flaw of tenure

#### By THEDA SKOCPOL EDITOR'S NOTE: Theda Skocpol is an East Lansing senior majoring in sociology.

The tenure system in American universities avowedly exists to protect diversity of ideas, and the right of critical dissent, through job security for professors. For those who manage to attain tenured status it does this admirably. Even though some so-called "incompetents" are protected by the system, this is undoubtedly the price that must be paid if diversity-and therefore differing definitions of what "competence" is--is to be protected. But the tenure system has a fatal flaw that has nothing to do with the competence of those already protected by the system. Tenure's Achilles' Heel is its gatekeeping function for a set of self-recruiting scholarly disciplines. In the words of Bert Garskof, "the tenure system in practice seems to function as a blackballing mechanism for a comfortable social club.

Who shall be tenured? Decisions are made by the already-tenured faculty in each department. Within six years after he begins his career, a young professor must prove his professional competence to the satisfaction of his already socialized, and already established, senior colleagues. If a young professor has unorthodox ideas about teaching (including the truly "unorthodox" notion that teaching is more important than research), if he has a deviant definition of what his discipline is about, or even if he doesn't "fit in" socially (eg. at departmental



meetings or cocktail parties), he is vulnerable to rejection as "unprofessional" when he comes up for tenure.

Rejection of young faculty members is accomplished with the utmost honesty and sincerity on the part of the departmental establishments. MSU radicals have insisted that Garskof was removed from the psychology department for "political reasons." In effect, he was. But in the motivations of the psychology faculty members who voted to support Dean Winder's action against Garskof, he was not. I have spoken to various faculty members about the Garskof decision. They justify their support of his removal by references to his "unprofessional" unwillingness to come to departmental meetings, his unwillingness to consult with his colleagues about his classroom practices, and his stubborn insistence upon excellent (yet "hard") teacher, and a person who has devoted much time to work with individuals and groups of students. Finally, an asst. professor of sociology, who was not yet up for tenure, was denied reappointment for "insufficient research" and general "unprofessionalism." The sociology professor (who wishes to remain unnamed) was recognized by students and faculty in his department as an excellent teacher, of undergraduates especially.

No one to my knowledge has suggested, nor do I mean to suggest, that these three firings



were "political" in purpose. Rather, they are simply examples of professional colleagues conscientiously performing their gatekeeping function of preventing "unacceptable" persons from becoming tenured professionals at MSU. How ironic that in all three cases professors recognized by all concerned as above average or truly excellent teachers were released. How ironic, too, that in at least two cases a somewhat deviant strain of thinking in the discipline in question was removed along with the rleased professor. In what sense--in these cases, in the Garskof case, and in others we have not heard about--is the tenure system ". . . offer(ing) the diversity of opinion considered essential to education?"

Given the operation of the tenure system as a self-recruiting process among the faculty, no one should be surprised that the tenure system often stifles, rather than encourages, diversity and controversy. Why should anyone believe that a department full of academics, trained in a graduate school system that inculcates a similar set of ideas, methodologies, and behavioral norms in everyone, would be especially open to change in their discipline? Like any other closed, self-governing group, academic disciplines, and especially single departments, develop their own selfjustifying world views--which include often stagnant definitions of what the discipline is supposed to study, and what a "proper" aca-demic professional is supposed to be. In a system where such self-enclosed academic cliques control tenure, the "vagaries of pub-lic opinion" do not have to attack deviance in the universities, for tenure will be granted only to the politically and academically orthodox, anyhow.

#### **A Proposal for Reform**

What must be done to realign tenure in practice with its ideal aims? Certainly the need to protect unorthodoxy will not be well served by eliminating job security for everyone. For then administrators, acting under pressure from state legislators, public pressure groups, students, etc., could simply remove a dissenter at any time; and faculty cliques could more easily fire unconforming colleagues. Rather than being completely abolished, tenure must be radically reformed. The system's contradiction now rests on the fact that already-tenured professors are the sole dispensers of the privilege of tenure to newcomers. In order to break this inherently conservative, self-recruiting cycle, other groups must begin to have some say on the granting of tenure. In addition to tenured faculty, three other groups within the departments ought to be included in tenure decisions: untenured junior faculty (except the one being considered in a given case); graduate students; and undergraduate students.

ideas and approaches in a discipline, should not have to conform only to standards set by older, established faculty members. If they, and graduate students had a say in tenure decisions, increased flexibility and openness to change would be built into academic disciplines.

Graduate and undergraduate students have an interest in good teaching that is not now adequately represented in tenure decisions because it is an interest that is not **directly** shared by the faculty. As matters now stand, the



faculty claims to consider both teaching and research when making personnel decisions. In practice--because faculty members do not witness each other's teaching, and because national prestige in academic disciplines is dependent upon research, not teaching--the faculty tends to assume or neglect teaching competence in tenure, and other personnel decisions.

If students (especially undergraduates who are not directly tied to the faculty for professional advancement) were to participate in tenure decisions, teaching would surely receive more emphasis. We would not witness the sorry spectacle of excellent professors being denied tenure by their colleagues. Representative procedures can be devised to assure that student representatives on tenure committees could become aware of, and convey, the full range of student opinions about a given professor. Indeed those students whose opinions are now so proudly "considered" by the faculty are only the privileged few who happen to catch the right faculty ear at the right time.

Faculty members who argue that only students have sufficient information about teaching, and a sufficient direct interest in it, to make informed judgments about teaching quality. Of course students are not infallible. They are not asking for control of tenure decisions, only a voice in them. In fact, faculty members in one specialty are not fully qualified to judge their fellows in other specialties either. Given the limitations of all concerned to judge fully, the ideal to be worked toward in tenure decisions should be a pooling of information and concerns among representatives of all groups in the academic community with a legitimate academic interest in who receives tenure. A more open tenure system, one that considered the viewpoints of untenured faculty and students, as well as those of tenured faculty, could better serve tenure's original purpose of guaranteeing diversity, rather than promoting a self-perpetuating narrow professionalism, within academia.

teaching subjects in Psychology 151 that they, his colleagues, deemed "not psychology."

In a sense it would be nice if the Psychology Dept. had fired Bert Garskof out of blatantly political motives, for then most students and faculty at MSU could dismiss him as an unfortunate, but deviant, case. But the problem goes well beyond occasional intolerance toward vocal political radicals. Even as Garskof was noisily removed, the same result was accomplished ever so silently in three other cases that I know of. (Many professors, of course, are removed each year without anyone making an issue of their cases. Probably, in some of these instances, those released are truly incapable of fulfilling the functions of a professor.) An asst. professor of philosophy, Edmund Byrne, apparently deviant in his approach to his discipline in the eyes of his colleagues, was refused tenure and reappointment despite the fact that students esteem him highly as a teacher. Also refused tenure and released because of "insufficient research" was an asst. professor of English, Mary Devine, well known as an

Each of these groups has an obvious, direct stake in the quality and results of tenure decisions in a department. Furthermore, each would bring to bear on such decisions its own distinctive interests af viewpoint. Untenured faculty, often bearers of new



# State Journal hit for biased Wilson reporting

#### **By TRINKA CLINE Executive Editor**

"We are today compelled to issue a plea for help from the news media in responding to the crisis which racism has created.'

With that plea the Greater Lansing Community Organization (GLCO) and the Lansing NAACP made public Friday a 12-page analysis of the Lansing State Journal's "biased and inflammatory" coverage of the April 28 Wilson Hall cafeteria take over by black students and the subsequent hearing and community reaction.

The report will be submitted to the Michigan Civil Rights Commission and the Michigan Press Assn. with a request to "publicly evaluate this example for the benefit of the media and the public in this time of tension and social threat."

The statement released continues. "In focusing this example we are: 1)underscoring that the problem is racism and the solutions are urgent; 2) re-emphasizing that the news media are terribly powerful and must self-consciously apply their efforts to telling the true story of race relations in our community and 3) going on record with the promise that we intend to make known more clearly our demands for media responsibility."

Kerner report used

Using the 1968 Report to the National Advisory Commission on Civil Disorders" (The Kerner Report) as a guide, the groups concluded, "We interpret the coverage to have been inflammatory and contributory to divisiveness and polarity. A distorted picture of the activities and their meaning resulted in furthering community mistrust and anxiety.'

The State Journal had not acknowledged the press conference and document as of Sunday.

GLCO is a voluntary organization of people "committed to social change, concerned for human liberation and dignity and concerned for peace .- GLCO chairman H. Lynn Johndahl explained.

Jondahl commented, "We're dealing with a subtle thing here" and further that "conversation with editors and letters to the editor are not sufficient."

Early in May the NAACP issued a brief letter to the State Journal concerning the Wilson Hall coverage. Vence

### **News Analysis**

Bonham, NAACP president said no response has been received from The Journal.

Jondahl stressed that GLCO and the NAACP are not talking about "controlling" news, but merely pleading for increased initiative in doing the "kind of reporting that, helps people live together."

The report contains a point by point commentary on several Journal stories.

#### Article except

The following is an excerpt from the reporting dealing with one article:

Headline--"Real Story at MSU Slow to Emerge," by Helen Clegg, introduces a story aimed at discrediting the black students and faculty involved. The term 'real story' is a value judgment and should have appeared in single quotes. . . The third paragraph reads:

"From then on, 'pressure' was the unseen but leading character. There was

tremendous pressure from blacks during Tuesday afternoon's hearing and pressure--on the white members of the board at least--to come to an agreement on recommendations.

The report states: We ask, if this pressure was 'unseen,' how its existence can be exerted as fact?

Paragraph 8: "Because of insistence that the board come up with recommendations and because of the pressure of the situation -- blacks still occupied the cafeteria awaiting a decision-- the white members, informed sources say, initialed but did not agree with the compromise hammered out.'

Not substantiated. Aimed solely at discrediting the blacks and the outcomes of the hearing.

#### Adams not quoted

The above stresses the haste of setting up the hearing. But, never quotes Adams as to why the hearing was moved up (in fact, never quotes Adams at all). Emphasized that supposedly the Wilson auditorium was first chosen for the hearing but that "However--so backwaters of talk at the university gothe Black Students' Alliance decided they wanted the meeting in the cafeteria and told Adams so. He agreed.'

lication of rumor.

Further into the story: (1) "Blacks and whites admit that the subsequent three hours of hearings got out of control. Emotions among the blacks were running high. (2) Witness after witness testified, among them four cafeteria workers, three black and one white. who spoke to the cheering of the blacks. (3) One worker complained about events that happened years ago before either Miss Mishler or Trantham (the two Wilson supervisors BSA had demanded be fired, were working in their positions."

The term 'backwaters of talk' causes us to refer once again to the Kerner report and its warning against the pub-

(Please turn to page 9)



H. LYNN JONDAHL

## **State Journal**

#### (continued from page one)

Also: (4) "One black member of the panel questioned Hildebrant-s integrity (5) Black members of the audience were noisy in cheering and clapping for pro-black statements: interrupted and made derisive remarks when Hildebrant tried to speak for his two clients. It was incorrectly reported earlier that the blacks outnumbered the whites. (6) Actually there were more whites present, but they were not as vociferous."

Improper atmosphere

1-- Questionable use of 'admit'. Leaves it open to one's imagination as to the extent of a possibly improper atmosphere; this sentence combines with later ones to give the distinct impression of a constant uproar throughout the hearing.

2-- "Witness after witness ..." How many? The implication is one of a huge string of ranting people. "Who spoke to the cheering of ..." correctly and justly should state 'occasional cheering' of the group.

3-- Taken out of context She was merely giving background information (and it was acknowledged precisely that it was merely intended as background) leading to her present situation. The implication here is that her statements were hysterical, unrelated blubberings.

4- Absolutely irrelevant unless you explain the exchange taking place that lead to that statement; used here again to discredit blacks.

5- OCCASIONALLY there were cheers and eers; distinctly gives the impression, falsely, of constant turmoil.

6-- Editorial comment. Derogatory. Again part of a pattern of discrediting blacks.

The above were excerpts from the 12-page report to the MPA and the Michigan Civil Rights Commission.

# 'U' committee works to end racial conflict

By MARILYN PATTERSON State News Staff Writer

A multi-racial committee expects to report to the Academic Council early this fall on procedures for investigating and adjudicating complaints of racial discrimination on campus, Wilbur Brookover, Professor of secondary education and chairman of the committee, said Tuesday.

Brookover said the committee is working to "develop procedures of creating a more positive climate to improve practices" of campus racial relations.

"We are under the assumption that the situation can be improved, that there may be practices on campus that excise racist kinds of actions," he said.

The committee has looked at the bylaws of the University, the Academic Freedom Report and the by-laws of the faculty and University labor union contracts with an eye to the kinds of policies that have been stated and the procedures that have been involved, he said.

"Our concern is the entire University community, not just the faculty or the students," Brookover continued. "We are working toward a general policy of dealing with complaints of discrimination, but we don't want our procedures to take the place of already existing procedures for investigation and redress."

Brookover said that it is "premature" to talk abour specific procedures that the committee is considering. However, two subcommittees of the multi-racial committee are now working on tentative statements on some of the committee's ideas.

The members, appointed by Acting President Adams, are Brookover; David Berlo, chairman of the Dept. of Communications; John Henderson, professor of economics; C.C. Killingsworth, professor of labor and industrial relations; Hideya Kumata, professor of communicatims; Stan McClinton, ASMSU cabinet vice president for black affairs; Donald Nickerson, asst. professor of special education, and Charles Thornton, East Lansing graduate student.

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# Wilson employes await 2nd hearing

#### By DELORES MÅJOR State News Staff Writer

Two MSU employes, Joseph Trantham and Elaine M. Mishler, charged with racial discrimination during the Wilson Hall takeover last spring term, are currently awaiting a second hearing on the charges.

MSU attorney Leland W. Carr said that a date for the new hearing has not yet been established and would not

be until three people are chosen to preside at the hearing. Carr explained that a list of acceptable people had been submitted to Trantham and Miss Mishler's attorneys but that there had been no further developments.

"They have asked for a delay of time in order to get their case organized, but we expect to hear from them soon," he continued. "They have to make value judgments of their own about the list," he added.

Duane M. Hildebrant, attorney for Trantham, said that he had not received the list for approval and that he "would like to get going as soon as possible on this. However, we have heard nothing."

Miss Mishler's attorney, Donald G. Fox, acknowledged receipt of the list, but declined to comment further.

The offer of a new hearing was made by Acting President Adams through Carr. after the Academic Council passed a resolution recommending such a move.

The original hearing of the two Wilson Hall employes has been criticized on several points for alleged procedural imperfections.



MICHIGAN Lansing, The State Journal (D)

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## Spotlight on Labor Wilson Hall Prompts Look At Grievance Procedures

#### By PAT MURPHY State Journal Labor Writer

The recent disturbance at Michigan State University during which Black students took

over the cafeteria at Wilson Hall to protest al leged discrimination against workers is causing a quiet "soul searching", on the part of some Lansing area unions.



AFL-CIO officials are asking themselves why the Wilson Hall workers did not turn to the union instead of going to the Black Students' Alliance to settle alleged grievances.

"What's worse," one AFL-CIO official said, "those workers got better results by going outside the union than if they'd g o n e through normal channels."

#### **COMBINATION OF FACTORS**

The Wilson Hall dispute hinged around Carolyn Hatcher, a Negro salad worker who quit her job because of what she termed racial harassment. Three other employes walked off their jobs in support.

Mrs. Hatcher and the other workers were dues-paying members of Local 1585, American Federation of State, County and Municipal Employees (AFSCME).

But instead of going through their stewards, they went to the Black students.

"I don't know why they (the employes) didn't go through us," said Hubert C. Hill, Local 1585 president.

"It could be a combination of things," Hill explained. "Things like we're a young local (founded in 1966) and don't have much experience.

"Another factor is that we're in the middle of negotiating a new contract and much of our attention has been shifted.

"Another problem is that the administration doesn't really bargain in good faith with us," Hill charged.

#### EARLIER CONTACT

Hill said he had some discussions with Wilson Hall employes "about a year ago," but he said he didn't have any contact this year.

The Black students and White sympathizers took over the Wilson Hall cafeteria about 5 p.m. on April 28. They ended their siege on April 30 after the MSU administration met demands favoring the workers.

By going outside the union, those employes got results in three days. The usual procedure for processing a grievance can take 30 days or more.

"But we're trying to initiate some changes so the next time our people have problems, they will have confidence in our processes;" Hill said.

Some of the changes initiated by Hill and other officials was to shift some stewards around and to reinstruct others about getting results in a grievance.

But ripples from the Wilson Hall splash are reaching beyond Hill to upper-echelon officers of the AFL-CIO.

#### BROADER LOOK-SEE

Walter Campbell, regional director of Allied Industrial Workers (AIW) Council 7, recently called upon unions to examine their grievance procedures and make them more responsive to worker needs.

Campbell was speaking at the Western Michigan Council meeting of the AIW.

He also urged management to help streamline the procedures through which employes can get results.

"Obviously it's to management's advantage to have one meaningful channel through which employes air their problems," Campbell explained.

The subtle message to MSU is that if the administration deals meaningfully with Hill and A F S C M E Local 1585, maybe they won't have many more Wilson Hall takeovers at least over labor problems.

The message to unions which they appear to be getting clearly—is that if employes get q u i c k, solid response from their unions and through grievance procedures, they won't go to strangers.

## Rehearing Out, Says Hall Aide

One of two white supervisors in Wilson Halls at Michigan State University has decided she will not ask for a second hearing following her controversial ousting late last April after the Black Student Alliance occupied the Wilson cafeteria for nearly three days.

M iss Elaine Mishler, who was manager of Wilson Halls, declined a second hearing through her attorney, Donald G. Fox. Miss Mishler and Joseph E.

Miss Mishler and Joseph E. Trantham, food service manager, were accused by black students and cafeteria workers of racial discrimination. They were subsequently transferred after a panel of four blacks and four whites made the recommendation following a hearing in the cafeteria.

A cting President Walter Adams subsequently offered the two another hearing using outside mediators after the Academic Council asked him to do so.

Trantham has said he does desire a second hearing and had indicated he is leaving it up to his attorney, Duane M. Hildebrandt, to make arrangements.

Both Miss Mishler and Trantham are employed, at no reduction in salary, on special projects, she in the office of dormitories and Trantham in food services. State Journal

11/6/69

# **Black** Criticism Denounced **Bowman Student Target**

#### State Journal Capitol Buréau

A Democratic state senator's denunciation of certain Michigan State University black students could be considered both appalling and deplorable, the MSU student government has informed the entire Senate membership.

The controversy centers around an Oct. 21 incident in the Holden Hall cafeteria on the MSU campus.

In an Oct. 23 resolution, State Sen. John T. Bowman, D-Roseville, called for the dismissal and criminal prosecution of black students involved in what he called a "takeover" of the Holden dining hall.

Black students entered the area, Bowman stated, "in a manner reminiscent of the storm troopers of Nazi Germany

In language later modified, Bowman first referred to the stu-dents as a "gang," "hoodlums," "black bums," and "hooligans." "Such actions constitute nothing but gangsterism, hooligan-ism, anarchy, and a total disregard for the rights of others." Bowman contended.

"This is an example of racism of the worst kind." In its response, ASMSU called Bowman's attack irresponsible, ill-informed, ill-founded, and tasteless.

"He has demeaned the dignity of his office and of the Senate of this state in the eyes of students, faculty, administrators, and all enlightened citizens through his words and actions," the ASMSU letter stated.

ASMSU spokesmen cited later Bowman statements reportedly referring to a communication breakdown between MSU's black and white students.

"This is merely a manifestation of the profound schism which exists between black and white citizens at all levels of our society," the ASMSU letter indicated.

"The breach can only be widened by callous and intemperate actions such as the Bowman resolution.

ASMSU leaders said the Bowman statement, urging immediate student expulsion and prosecution, violates provisions of the university's Academic Freedom report approved by the MSU Academic Council, Academic Senate, and Board of Trustees.