BLACKS, MINORITY, AND DISADVANTAGED IUP 1970S
The Call for Desegregation pre-1970s

1968 – Call for desegregation in all State-owned schools in Pennsylvania

- A committee for desegregation was created by the Board of State College Presidents

March 1969 – Federal order stating Pennsylvania needs to create an integration plan for all of Pennsylvania’s State-owned schools to follow

The Oak (Yearbook) 1971 - Seniors
IUP President Hassler’s Opinion

-Enforce IUP’s policy to accept all qualified students regardless of race, creed, or national origin

-Intensify efforts in recruitment of black and/or disadvantaged* students

-Committed to reduce racial polarization

* Disadvantaged: Students who are poor, come from low income homes, attend inferior high schools, live in areas of society that are alienated from the rest of society because of ethnic and social/economic standings.
IUP Takes Action: Goals

Goals:

1) Increase black student enrollment at IUP by 10% each year
   - Give both white and black students the chance to associate with each other better
   - Provide a learning opportunity for the black students

2) Hire black professor(s)
   - Better insight of black culture

3) Hire black recruiter
   - The black students already at IUP do not have connections nor enough time to recruit

4) Provide better financial aid for black students
   - Scholarships not loans
Goals continued:

5) Have each department offer a course that provides a better perspective of black culture

6) Make off-campus housing available for black students
   - Landlords who refuses to house black students will be removed or excluded from IUP’s approved housing list

7) No discrimination in fraternities and sororities

8) Provide free programs to help disadvantaged students prepare for college

9) Achieve a racial and cultural balance
IUP Takes Action: Programs

  - A one month program filled with various lectures, films, and performing artists focusing on African Heritage, Africa and Teaching African Studies, and Segregated Schools – Disadvantaged Students
  - Bring awareness of black culture

- Saturday Program (Start 1970)
  - Initiated by a group of black students
  - Provided for economically disadvantaged students from surrounding area
    - Prepare students for admissions
  - Provides opportunity to interest local black students to attend IUP
  - Grades 10-12
  - Courses: Black History I, Black Literature I, Basic Reading, Basic Math, Algebra I, Trigonometry, and Basic English
  - Taught by volunteers
  - Pass/Fail
– Summer/January Program for Disadvantaged
  - For both black and white economically/educationally disadvantaged high school students
  - Originally started back in 1965/1966
  - Provide disadvantaged students with the opportunity to attend college
  - Pros: 400-500 additional students accepted to IUP
  - Cons: Student(s) might feel like second best; some may already have summer plans
IUP Takes Action: Programs (continued)

-Equal Opportunity Program (EOP)
  -Recruitment of minorities*
  1973 – Need to increase opportunities for minorities
  1974 – Recruit Spanish surname students for 1975-1976 school year
    -Recruit minority high school students
      -Visit schools upon request
      -Prior to visits EOP representative meets with high school counselors in order to gain understanding of student’s feelings about IUP
        -IUP dominant white population
        -Rural location
        -15 to 45 minute interviews with interested students
  -Problems with program: Much internal bickering
    Lack of and poor communication
  -Need representative number of minorities

IUP Takes Action: Student Participation

Student Organizations:

- Black IS
  - Purpose: Create unity and Black awareness between the Indiana community and IUP
    - Create a social atmosphere that would provide a positive learning atmosphere for IUP’s black students
  - How: Cultural, recreational, and educational activities

- Black Students for Creative Arts
  - Purpose: Foster creativity and individual expression
    - Promote awareness of Black student talents in the creative arts (i.e. music, literature, art)
  - How: Provide necessary materials
    - Sponsor open group activities (i.e. workshops, or plays)
      - Black students express culture through the arts

The Oak (Yearbook) 1979: [Black] Students for Creative Arts
IUP Takes Action: Student Participation

(continued)

Student Organizations continued:

-Black Progressives/Black Student League
  -Purpose: Develop a sense of togetherness through self awareness and Black pride
  -How: Academics, Black cultural events, politics, social events, communication (i.e. newsletters, and pamphlets)

Other Student Organizations and Clubs:

-The Players (1979)
-The Alpha Society (1979)
-Black Executive Council (1979)
-International Relations Club (1970)
-Foreign Student Club (1970)

Black Life at IUP (1973): “Getting Together…”
The Oak (Yearbook) 1976: Gospel Choir

The Oak (Yearbook) 1979: The Players

The Oak (Yearbook) 1979: The Alpha Society

The Oak (Yearbook) 1979: Black Executive Council
IUP Takes Action: Recruitment

- Conducted by William Glenn, the Assistant Director of Admissions (1970-1973)

- Wrote letters to various high school counselors
  - Recruiting qualified black students
  - Advertise IUP’s disadvantaged student program(s)

- Visited the high schools that replied
  - Talk to the interested black students
  - Received applications from both black and disadvantaged students

- Does not mean they will be accepted to IUP

- Contacted organizations who had connections to black students who were interested in college

The Oak (Yearbook) 1971: William Glenn
Black Recruiter

1969 – Mr. Ross Hopkins a former student at IUP was considered
-Partner would have been a Mr. Lyman Conner
-Job description:
  Visit high schools
  Make follow ups on interested students
  Council black students on IUP campus (if time permits)
  $5.00 per hour
  Compensation for travel and meals when making visits
  Bill cannot exceed $100
Difficulties in Recruitment

Recruiting Black Students

- Rural (isolated) and overwhelming white population
- Not attracted to/interested in IUP
- Never heard of IUP
- IUP appeared very competitive
  - Guidance counselors discouraged black students from applying
    - Why: Felt the black students were not capable of compete against the white students
- Low number of black students enrolled at IUP
  - Felt as though the university and community did not want black students to attend
- Limited social life
- Needed better financial aid (loans = hardships)

The Oak (Yearbook) 1972: Seniors
Difficulties in Recruitment continued

Recruiting Minorities

IUP appears:
Too isolated
Too difficult
To be a “racist” institution

Counselors had negative attitudes toward IUP
Would not allow IUP representatives to talk with their students

The Oak (Yearbook) 1975: Foreign Students
Difficulties in Recruitment continued

Recruiting Black Faculty/Staff (1970-1973)
- Too few or not available to work
- Possible hostilities from other faculty
- Hiring freeze (1975)
- Budget
- Proposal rejected to recruit black faculty from Southern Black Colleges

Recruiting Minority Faculty/Staff

Recruiting Freeze (1975)

The Oak (Yearbook) 1976:
- Right: Craig Swauger – English
- Left: Robert Lauda – Safety Science
- Corner: Benjamin Miller - Art
Other Difficulties

-Campus tensions: Student unrest
  - Discrimination
    - Lack of minorities represented in courses and in textbooks
  - Group of black students took over the campus radio
    - Power confrontation
  - Rally others - Burn down the Administration building
- Other State-owned schools felt IUP was not making a full commitment
  - IUP shocked
    - Feelings of frustration and disappointment
- Other school enrolling black students who stood below administration standards (questionable)
  - Hassler: would not allow IUP to enroll/admit students who do not meet IUP standards
- The process of accepting integration is slow
IUP Takes Action: Other

-Negotiate with Cheyney* State College
  -Exchange black faculty and students (temporary increase)
-Set aside money from annual budget to use for educational programs for black students
-Create programs for faculty exchanges with minority colleges
-Advertise
-Increase black faculty: Asked for advice from Mr. Barton Fields, who was a black official in the Bureau of Personnel of the Pennsylvanian Department of Education
  -Follow up on leads
    -Referrals
    -Contact
-Focus on disadvantaged students who show a “spark” to overcome their limitations
-Asked Beaver County Community College if they would advise qualified black students who might be interested in transferring to IUP upon completing their studies at Beaver

*Cheyney: A historically all black private college that was established 1837 by Quakers (Date of establishment - according to Cheyney University website)
Black Students’ Feelings and Thoughts

Black Progressives (1970)
- Hire full-time black recruiter and adviser
- Develop a black recruiting program
- Student participation in recruiting
- Offer scholarships not loans
- House (The Black House was established in 1973)
  - Black cultural library
  - Study space
  - Tutoring
  - Recreation

- Need/want black courses taught by black professors
- Have a go between for the administration office and black progressives
1969 – No methodology for keeping track of the number of blacks and minorities enrolled
   -No classification according to color
   -Records had no reference to race/color

1972-1973 – Hidden and overlooked factors
   -Students who kept to themselves
   -Lack of black student participation in school programs
   -Transfers and re-entries
   -Students living off campus
   -Students who withdrew, transferred, took a semester off, drop out without going through the official process

1975 – Student Self-ID form
   -Forms not returned or returned in complete
Recommendations for Record Keeping

1972-1973 – Make note of the number of enrolled black/minority students during registration or final check out

-Code/Symbol

-Student Affairs and University Research Office create surveys
  -Include: African-American, Spanish-American, Mexican-American, American Indian, Chinese/Japanese-American, and Other

-Have offices work together to set up an efficient tracking system
  -Admissions
  -Registration
  -Housing
  -Research

-Have one office keep track
### Full-Time Undergraduate Students

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*Includes black students
**Black students only
## Statistics: Full-Time Academic Faculty

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1970-1973 – Fraternities Pledge to no discrimination in consideration to membership
   - Off campus land lords required to sign a statement agreeing to comply with the equal opportunity housing/non-discrimination policy

1969-1970 – 12 week summer program preparing teachers to work in ghetto schools

November 1974 – KKK/Grand Dragon Member Mr. Duke visited/spoke at IUP in Fisher Auditorium
   - Invited by Student Union Activities Board NOT the by the University
   - Hassler made it very clear that IUP does not support the Klan or their principles
   - In the past IUP has tried to prevent Black Panther or Chicago Seven representatives from speaking at IUP
   - IUP would take measures to protect black students
      Security was posted outside the Black House following Mr. Dukes appearance
   - After this incident it became hard for the Director of the Equal Opportunity Program to answer questions in regards to the racial climate at IUP
Reference Cited

RG 11 – President’s Office Files; Box 53, File 2 (Black Progressives)
RG 11 – President’s Office Files; Box 53, File 3 (Disadvantaged Students)
RG 11 – President’s Office Files; Box 57, Series I sub 1, File 3(1) (Annual Report of the President 1970-1973)
RG 11 – President’s Office Files; Box 57, Series I sub 1, File 25 (Compliance with Title VI of Civil Rights Act of 1964, 1970-1973)
RG 11 – President’s Office Files; Box 69, Series I, sub 1, File 38 (Black Students, 1971-1973)
RG 11 – President’s Office Files; Box 69, Series I, sub 1, File 39 (Recruiting Disadvantaged Students, 1970-1972)
RG 11 – President’s Office Files; Box 72, File 2 (Summer-January Program for Disadvantaged, 1971-1972)
RG 11 – President’s Office Files; Box 72, File 3 (Minority Recruitment, 1970-1975)
RG 11 – President’s Office Files; Box 72, File 30 (Black Progressives 1970-1971)
RG 38 – Academic Affairs and Provost; Box 5, File 1 (Affirmative Action Programs and Plans)
RG 38 – Academic Affairs and Provost; Box 5, Series A, File 3 (Affirmative Action Plan August 8, 1975)
RG 48 – Center for Student Life and Greek Life; Box 1, Series B, File 89 (Black IS)
RG 48 – Center for Student Life and Greek Life; Box 1, Series B, File 90 (Black Students for Creative Arts)
RG 48 – Center for Student Life and Greek Life; Box 1, Series B, File 91 (Black Student League)