

DEMANDS

presented to

UNIVERSITY OF MISSOURI - COLUMBIA

by

LEGION OF BLACK COLLEGIANS

1. There will be the set up of a \$300,000 contingency fund to supplement the salaries of potential Black faculty, staff, and other professionals. This fund is to be used in the event that the University or a particular University department cannot meet the salary request of a Black applicant. For example: A Black applies to be a professor in the chemistry department and asks for a salary of \$20,000 annually; the department can't pay him but \$15,000; therefore, the extra \$5000 would come from the aforementioned fund.
2. There will be a major reorganization of department procedures for the hiring of Blacks:
 - a) Job responsibilities, duties and qualifications must be outlined specifically per candidate before his interview.
 - b) All positions must be publicized nationally and through LBC.
 - c) Job positions will be rearranged to accomodate Blacks. For example: A white instructor can teach 20th Century History and 17th Century History; and incoming Black can teach only 20th Century History; there is an opening in the 17th Century position; therefore, even though the white professor is in the 20th Century position, he will be moved to the 17th Century thereby creating an opening to accomodate the Black.
 - d) Each Black applicant and interviewee will meet with a committee selected by LBC before being hired.
 - e) The University will attempt to retain Black PhD graduates and masters degree recipients for at least 3 years by virtue of a staff, administration, faculty, or research position.
 - f) There will be an exchange program set up with other universities and colleges for Black professionals.
 - g) There will be two Blacks hired as teaching assistants, aides, or group leaders in each of the basic courses listed below for a total of 24.

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This 24 is in addition to those already employed. By the beginning of the Winter semester of 1975, there will be an additional 12 hired, or one per course. This will then bring the total to 36 newly hired Blacks in the aforementioned positions. List of courses:

1. College Algebra
2. General Biology 1&2
3. English Composition 1
4. Elementary Spanish 1
5. Elementary French 1
6. Principles of Geology 1
7. Calculus 1
8. General Economics 51
9. Chemistry 1, 5, & 11
10. American Government 1
11. General Psychology 1
12. General Sociology 1

3. There will be the set up of a council on which will sit 7 Blacks and 6 whites. The Blacks will be 4 LBC Executive Board members, Professor of History Avarh Strickland, the Coordinator of Minority Student Affairs, and one additional member of the Minority Student Staff. The whites will be Dean of Student Affairs James Banning, 2 other faculty/staff/administration members and three students (all of the last 5 will be subject to the approval of LBC). This council will hear the academic and non-academic complaints of Blacks, other Third World students, and any other non-white students who may petition the committee. When non-Blacks are involved, sufficient numbers of that person's race and/or background will be placed on the council. This council will have the same power as the UMC Committee on Academic Appeals and the UMC Committee on Revisions of Records. The council will also have the power to decide disciplinary cases.
4. There will be the allocation of \$60,000 for a new Black Culture House.
5. There will be a guaranteed minimum \$3,000 for programming and improvements per year for the Black Culture House.
6. There will be a guaranteed minimum of \$15,000 per year allocated to the Legion of Black Collegians budget. Whether or not this money comes from the Missouri Students Association, LBC agrees to the same guidelines for this money as were observed under MSA with the exception of the attachment of an MSA credit to LBC publications and PR work.
7. There will be the continuance of the following programs at these minimum annual budgets: Study Skills - \$1000; Minority Students tutorial service - \$9000; and, Student Affirmative Action - \$6000.

8. There will be the set up of an academic bankruptcy program for the entire campus. This program will allow a student to drop an entire semester from his records for justifiable circumstances. These circumstances will be determined per case by the council described in point #3 for Blacks and other non-white students.
9. A panel will interview and select for hiring all people on the staff of the Office of Minority Students. The panel will consist of the LBC Executive Board and those remaining members of the Office of Minority Students.
10. The University band, Marching Mizzou, will not march in the Veiled Prophet Parade; nor will any University representative organization or individual in the University's name participate in any racist or alleged racist activity.
11. The University of Missouri will recognize Local 45 and drop all suits and court actions against Local 45, and not seek to initiate any suits, court actions or disciplinary actions against Local 45.
12. The University will become a member of Project Equality.
13. The large Confederate Rock at the intersection of Ninth Street and Conley will be removed out of public view and off of any University or public property by June 10, 1974.
14. There will be adequate police protection of all Blacks in the University family by the University police. Also, there will be this same protection for the Black Culture House. There will be no surveillance of the Culture House or any University family Blacks unless specifically requested by the surveillee.
15. There will be monthly meetings until June 1975, and quarterly meetings thereafter to determine the University compliance with these demands. The LBC Executive Board, and the appropriate University faculty/staff/administrators (to be determined by the LBC Board) will be present at these meetings. Unless otherwise specified by LBC, all spectators will be welcome to these meetings.

All demands are to be met by August 15, 1974 with the exception of #13, which is to be met by June 10, 1974.

UNIVERSITY OF MISSOURI
OFFICE OF MINORITY STUDENTS
ADVISOR