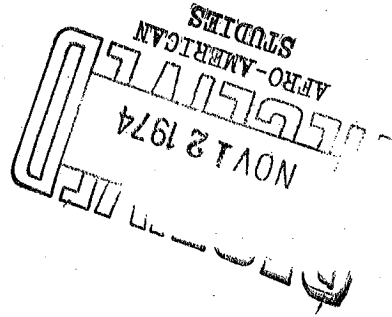


BLACK ACTION COALITION  
P.O. Box 913 EE  
SUNYA  
Albany, New York 12222



November 8, 1974

Dear Dr. Pogue:

If you are an NTP do you know your rights regarding your evaluation?

Did you know that as a state employee you are eligible to join the State Employees Federal Credit Union, with interest rates lower than most lending institutions?

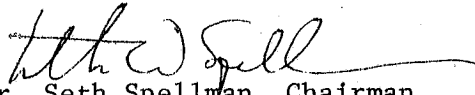
Would you like to be alerted to possible job openings within SUNY (or SUNYA)?

These are just some of the things that the BAC can do for you. The Black Action Coalition was formed to resist discrimination by informing Black employees of SUNYA of their legal rights. The BAC is open to all Black employees of SUNYA.

Our organization cannot be effective without a unified effort involving all Black employees. Lend your support to us and other Blacks at SUNYA by attending the next meeting of the BAC to be held on Thursday, November 21, 1974 at 8:00 p.m. at the downtown campus (Draper Hall second floor lounge).

We look forward to seeing you and having you take an active part in the Black Action Coalition.

Unity in Action,

  
Dr. Seth Spellman, Chairman  
Black Action Coalition

For further information please contact:

Carl Martin at 457-7651 or  
Patricia McHenry at 472-7671 or 7672

rsd

Dr. Frank Pogue  
African & Afro American Studies  
SS 317

# BAC AT CHA

THE NEWSLETTER FOR THE BLACK ACTION COALITION  
SUNYA

Ronnie Dyson  
Harry Hamilton Co-Editors

Vol. 2 # 1  
March, 1979

## ORGANIZATIONAL STRUCTURE REVISED

An Executive Committee review of the past operation and current status of the Black Action Coalition revealed a need for the following changes:

1. Establishment of the position of Vice President in order to provide for organizational continuity and assistance for the President in case of emergency.
2. Election of officers and members of the Executive Committee to be held during the last week of March to provide a smoother leadership transition and maintenance of organizational momentum.

## COLLEAGUES LEAVE SUNYA

The Department of African/Afro-American Studies regrets to announce that Dr. Ibrahim A. Gambari, who has been on leave for the past year and a half, has resigned. Professor Gambari is now Senior Lecturer at Ahmadu Bello University, Zaria, Nigeria.

The Black Action Coalition regrets to announce the resignation of Ms. Margaret D. White from the Student Financial Aids Office. Ms. White served as EOP Financial Aids Coordinator for the past 3 years and has been of tremendous support to many students and colleagues. She was one of the prime movers behind the establishment of the Council of Black and Hispanic Women and represented this organization at a Women's Equity Action League (WEAL) Conference last summer.

Our sincere best wishes are extended to Ms. White who is now vacationing in Florida.

## "ALL THE NEWS THAT'S FIT TO PRINT."

This is the first issue of a new format for our newsletter. We plan to publish two Spring editions and two Fall editions featuring information important and interesting to our jobs and positions at SUNYA. Our next edition will be published in May.

We solicit articles of interest from our readers. Feel free to use the form provided in the back of the newsletter.

## RACISM IN ATHLETICS

Minority students have voiced concern about the racist practices of the Athletics Department which have resulted in a number of defections from the Basketball and Football teams. Black student leaders have brought these concerns to the attention of the Black Action Coalition and we are very disturbed about the dangerous trends of the treatment of minority students in Athletics and in other programs on this campus. We recognize the legitimacy of the students concerns  
CONTINUED PAGE 4

## MINORITY RECRUITMENT TASK FORCE

Several months ago, a Minority Recruitment Task Force was established for the purpose of advising and recommending to the University innovative ways of recruiting minority students to undergraduate programs. After its establishment, the Task Force took the initiative to develop a Minority Recruitment Plan which was presented to the Director of Admissions, the Vice President for Academic Affairs, and the President. The Recruitment Plan represented a bold step on the part of Task Force members whose position it was that it is the University, and not the Task Force members, who must accept the responsibility to significantly increase the number of minority students. The Task Force's Recruitment Plan, as was expected, was met with a cold reception initially until a committee of three members met with the Vice President for Academic Affairs to impress upon him the need for institutional commitment and action regarding minority recruitment.

After this meeting, the Task Force was then informed that a line was being made available to hire an Admissions Counselor/Coordinator of Minority and EOP Recruitment. The committee has subsequently worked with the Director of Admissions and an appointment was just announced.

We applaud the University for making at least a temporary line available for minority recruitment. We also applaud the University's recognition that at this time when there is a shrinking pool of potential undergraduates that it will have to turn to minority students and others to help boost and maintain a certain level of enrollment. What we do not applaud is the implication that minority recruitment will be successful given the fact that a line for the minority recruiter is only for the duration of a year. (CONTINUED PAGE 3)

BAC WELCOMES NEW COLLEAGUES

As a result of some aggressive recruitment activities on the part of several departments, the University has gained 14 new minority faculty and staff. As the list shows, many of the new employees have been appointed to administrative and supportive services positions. Since we have a significant number of minority undergraduate and graduate students attending this University, it is imperative for this University to become more aggressive in its search for minority faculty and staff.

Many studies have shown that positive role models enhance academic success and self-concepts for our minority students. Many students themselves frequently voice their concern about the need to see more of our people in the classroom as faculty and in leadership positions at this University.

The gains that we have made this year are modest; instead of proclaiming SUNYA as an "Affirmative Action/Equal Opportunity" employer, it is time that the University exemplified this commitment by pressuring departments to pay more than lip service to affirmative action.

The following departments have been successful in recruiting and hiring minority persons who began University service during this academic year:

Richard Allen, Asst. Professor  
Rhetoric & Communications

Maxwell Fairweather, Visit Lect.  
G.S.P.A.

Brenda Foulks, Financial Aids  
Advisor, Financial Aids

Linda Gilbert, Asst. to Chair  
Mathematics & Statistics

Adrienne Gouraige, Lect. PT  
French

Marcia L. Hollins, Stenographer  
School of Ed./CASDA

Jacqueline Johnson, Admissions  
Counselor/Coor. of Minority/EOP  
Recruitment/Admissions Office

Iris Martinez, Acting Director  
Sch. of Ed./Bilingual Ed. Proj.

Paulette Moffett, Residence Hall  
Director/Residences

Donie Spencer, Account Clerk  
Accounting Office

Chester B. Thomas, Director  
Physical Plant

Marie Thomas, Visit. Lecturer  
Theatre Department

(See Page 3 article on AAS Department).

TRAINING ANNOUNCEMENT

"Going Places: A Workshop on Women and Work."

Course Objectives: To assist the participants in an identification and exploration of their skills, their career aspirations, and the development of strategies to achieve their career goals. To bring the participants and local SUNY educational institutions together to explore the particular needs of adult women workers returning to school.

Who is Eligible? Women in lower grades of Civil Service who are considering making career changes. Special consideration will be given those individuals who have been active in the Brown Bag Colloquia, Women's Studies groups, etc. or who have been applying for Training Courses and/or continuing their education.

When? April 3,4,5, 1979 - 8:30 a.m. to 4:30 p.m. (includes lunch).

Where? SUNYA Campus Center 358,375

Closing date for nominations: 3/12/79.

For information call: Evalyn Krone  
Personnel Office  
457-3924

AFRICAN NIGHT AT SAYLES HALL

Sponsored by African Student Association, the African Night Program will include a fashion show, food, music, and dancing. It is open to the Public; a small admission fee will be charged for the March 10 event. Contact ASUBA Office, 7-1760 for additional information.

AWARD FOR EXCELLENCE IN SUPPORT SERVICES

The University at Albany will be recognizing the significant contribution to this institution which is made by Classified Service personnel. The following Black Classified employees have been nominated for the award:

Maxine H. Morman, Supv. Steno Pool  
Graduate School of Public Affairs

Ronaline S. Dyson, Secretary  
Affirmative Action Office

COMING SOON! "BLACK NIGHT"  
Friday, March 16th - Sponsored by ASUBA.

COMING SOON; Unity Press Presents "Portrait: Black Woman. This is a special edition. Watch for it in the Campus Center next month.

ALABAMA: Tuskegee Institute, founded in 1882 by a former slave, Booker T. Washington, now covers more than 5000 acres of land and has more than 150 buildings. George Washington Carver, the scientist, joined the Institute's faculty as Director of Agriculture and Research in 1896.

PROGRAM NOTES FROM THE DEPARTMENT OF AAS

The Department of African/Afro-American Studies, during the fall of 1978, initiated an African Forum Series. Forum I, "Southern Africa: The Question of Divestment," was held in December. Forum II, "Zimbabwe--Is Internal Settlement the Answer," will be presented on Thursday, March 8, 1979 at 7:30 p.m. (place to be announced), Speakers will include Dr. Callistus Ndlovu and Dr. Dennis Nyamuswa. (A representative from Ambassador Andrew Young's Office is being sought as a third speaker).

Department Chairman, Dr. Frank Pogue announced the following additions to the faculty:

Jerome Thornton, Ph.D in English Literature (Afro-American Literature and Culture), SUNY/Buffalo. Before coming to SUNYA, he had been Assistant Professor of Black Studies/English, University of Notre Dame.

Japhet Zwana, Ph.D Urban Educational Administration (Central, Eastern and Southern African History and Politics), SUNY/Buffalo. Dr. Zwana had been Assistant Professor of Black Studies at SUNY Buffalo.

Dr. Daniel E. Georges will be joining the faculty effective Summer 1979. Dr. Georges, who holds a Ph.D in Geography from Syracuse University, will be coming from the School of Criminal Justice at SUNYA where he was an Assistant Professor.

DR. SETH SPELLMAN RESIGNS

BAC regrets to announce that Dr. Seth Spellman, Dean of the School of Social Welfare, has resigned. Dr. Spellman, who is professor of Social Welfare, professor of African/Afro-American Studies, and former Dean of the Allen Collegiate Center, served as the first president of the Black Action Coalition.

Our sincere best wishes are extended to Dr. Spellman, who will continue with the University as professor of Social Welfare.

NON DISCRIMINATION POLICY

SUNY at Albany does not discriminate on the basis of age, color, creed, handicap, marital status, national origin, race or sex in any of its practices. Inquiries concerning this policy should be referred to the Affirmative Action Office AD 344. Sex discrimination is prohibited by Title IX of the Education Amendments of 1972. Application of Title IX is administered by the University Title IX Coordinator, Affirmative Action Office. Phone 457-8590.

MINORITY RECRUITMENT (Continued)

When one considers that the person will begin work March 1, the time left to accomplish the job dwindles to a mere seven months. It is time that we seriously develop programs to be successful so that we can communicate to the University community and to the SUNY system that, in fact, The University at Albany is committed to minority recruitment. What this means is that a commitment to this program could only be considered firm if this program and person in it is to continue as a permanent position.

We urge the Administration to seriously consider this proposal so that we can have an EOP Coordinator which has existed for a number of years as well as the Coordinator of Minority and EOP Recruitment.

DR. HARRY HAMILTON RESIGNS AFTER SERVING 10 YEARS AS HEAD OF THE ALBANY NAACP

Dr. Harry Hamilton, whose name is associated with the "politics of change" in the Capitol District, has resigned as President of the Albany Branch of the NAACP. Commenting upon Dr. Hamilton's success, Dr. Frank Pogue, Chair of the African/Afro-American Studies Department at SUNYA, and former president of BAC, said:

"Harry Hamilton has represented well the goals and objectives of the NAACP, and must be frankly commended for his acknowledged accomplishments and open battles with machine politics in Albany County, the likes of which is unprecedented in the United States. Dr. Hamilton has given, unselfishly, to the continued need to expose political irregularities and thereby, has heightened political awareness among people of good will in the Capitol District Area."

Members of BAC wish to extend sincere appreciation to Dr. Hamilton for his many years of successful service, and wish him well in all of his future community emphasis involvements.

THE BUSES ARE COMING! THE BUSES ARE COMING!

During the month of April, plans call for buses from the University at Albany to be sent to New York City for the purpose of bringing potential EOP applicants on campus for a day of tours, class visitations and information sessions. It is expected that more than 100 students will be brought to campus to meet with various faculty, staff, and students and to see Albany's classroom, dormitory and recreational facilities.

This unique effort is part of an overall plan to actively recruit applicants for the Educational Opportunities Program because of a recent drop in enrollment.

CONTINUED PAGE 4

BUSES (Continued)

To be eligible for the Educational Opportunities Program (EOP), students must: (1) Be residents of New York State; (2) Hold a high school or GED Diploma; and (3) Be BOTH educationally and economically disadvantaged as defined in the "1979 SUNYA Admissions Application Guidebook."

Scheduled dates for the bus trips are April 4, 18 and 25.

RACISM (Continued)

and are developing a position statement on the matter. We also plan to investigate the students' concerns to determine what action can be taken to bring about positive change. We are aware that the Affirmative Action Officer has met with a number of the athletes and former athletes concerned as well as with the Director of Athletics and the Dean of Students. We are supportive of positive result oriented change and urge the Administration to move expeditiously to ameliorate the treatment of Black and Hispanic student athletes on this campus.

We have heard that minority student recruitment is becoming a priority on campus and for this to work, the campus must be receptive to the needs of minority students so that they would be willing to come to this University and recruit other students for us. If in fact, the minority student population is to be increased, then let's begin to develop a climate conducive to good mental health for our students.

MINORITY EMPLOYMENT CONFERENCE

In late April there will be a Career Conference Day for Minority Seniors and Graduate students. Thirty or more prospective employers will be coming here to interview interested students for full-time positions.

If you know of a minority student looking for employment after graduation, please have him/her contact Ms. Rosemary Kilkenny-Sabai or Ms. Ronnie Dyson, Affirmative Action Office (AD 344), Phone: 457-8590, for details.

WHAT IS AFFIRMATIVE ACTION (Cont.)

and systematically examine all of its employment policies to be sure that they do not operate to the detriment of any person on grounds of race, color, religion, sex, age, national origin, and disability. The employer must also ensure that the practices of those responsible in matters of employment, including all supervisors, are non-discriminatory.

Affirmative Action requires the employer to do more than ensure employment neutrality with regard to race, color, religion, sex, age, national origin and disability. As the phrase implies, affirmative action requires the employer to make additional efforts to recruit, hire, and promote qualified members of groups formerly excluded, even if that exclusion cannot be traced to particular discriminatory actions on the part of the employer. The premise of the affirmative action concept is that unless positive steps are undertaken to overcome the effects of unintentional discrimination, a benign neutrality in employment practices will tend to perpetuate the status quo indefinitely.

The SUNYA Affirmative Action Office functions in accord with laws governing Equal Employment Opportunity and Higher Education guidelines as established by various Executive Orders and New York State Legislation.

The Affirmative Action Office serves the entire University Community. This office monitors appointment requests, hears grievances relating to race, sex, age, disability, or salary discrimination for all students and employees. The Affirmative Action Office offers advice to individuals, departments and supervisors on Equal Employment Opportunity and Affirmative Action where needed or requested, and designs programs which meet these objectives.

The Staff of the Affirmative Action Office consists of three full-time professionals, two student technicians and a community volunteer: Rosemary Kilkenny-Sabai, AA Officer, Gloria DeSole, AA Associate, Ronnie Dyson, Secretary; Staton Winston and Christine [unclear] Student Technicians and Nancy [unclear]

FACULTY & STAFF ACHIEVEMENTS COLUMN

Please tell us how this newsletter can best serve you. If you have an article of interest for BAC AT CHA, use the space provided below and return this form to the Affirmative Action Office by April 16. Our newsletter will be published four times a year (our next publication will be out in May). Contributions are welcomed from all Faculty, NTP's and Support Staff.

Item of Interest \_\_\_\_\_

Who: \_\_\_\_\_  
Name Title Department

When: \_\_\_\_\_ Where: \_\_\_\_\_

Brief Description (Award(s) Received, Paper(s) Presented, Transfer, Promotion, etc.)

Return by April 16 to:

BAC AT CHA  
c/o Affirmative Action Office  
Administration 344  
The University at Albany

BAC AT CHA  
c/o Affirmative Action  
Administration 344