

AFRO - AMERICAN STUDENT UNION

OF

GRADUATE SCHOOL OF BUSINESS ADMINISTRATION

HARVARD UNIVERSITY



SOLDIERS FIELD
BOSTON, MASS., U.S.A. 02163

PRIORITY OF AFRO - AMERICAN STUDENT UNION

DEMANDS AND PROPOSALS

1. Regional Black MBA Conference in July -- Sponsored by AASU of HBS Harvard Business School to provide facilities, room and board.

Two day Black Conference -- One week before school begins for all HBS First- and Second-Year Black Students
2. Retain Herb Lyken to carry out or fulfill many of the proposals of AASU and his own ideas that are designed to bring positive change to this institution. Some of these proposals are as follows:
 - (a) Sponsor and finance black recruiting and career conferences.
 - (b) Sponsor seminars on black community development.
 - (c) Establish a Black Economic Development Center on campus.
 - (d) Hire Black Placement Officer by October 1970 and put on Minority Affairs Committee
 - (e) Hire Black assistant to the Dean for Minority Affairs.
 - (f) Assign a Black HBS administrative officer to deal with Black housing and related issues.
 - (g) Appointment of an individual who should be Black to administer programs relating to AASU demands and proposals.
 - (h) Hire more Black administrators.

Recalling previous discussions, it was indicated that Homer Smith shall be available to deal with the above proposals. It would appear that no one person (and we further acknowledge that Mr. Smith will be NEW to the HBS environment) can effectively accomplish so many tasks along with regular duties.

3. Certain high interest courses particularly adaptable to the needs of Black students be held open until the fall term to assure Black enrollment.
4. Preference for University-owned housing should be given to Black students on financial aid. Peabody Terrace should be reserved for Blacks on a similar arrangement as foreign students.
5. Establish a "continuing" consulting group:
 - (a) Consulting group sensitizing faculty and administration, MBA's, AMP's, TUP's, PMD's with particular emphasis on placement, employment, grading, and housing.
 - (b) Consulting group alerting incoming students of historical and current events.
 - (c) Initiate discussion of social responsibility among AMP's, PMD's, TUP's, and MBA's and increase the number of Blacks in these programs.
6. Deny access to student files to anyone; or provide, as detailed information on faculty to students.
7. Each student should have the option of transferring out of a course, if he has reasons to believe that the professor is racially biased.
8. Twenty per cent (20%) of WAC and BP readers should be Black. Recruitment should be done at Black schools, such as Spelman, Fisk, and Bennett colleges, rather than just the Seven Sister colleges. Afro should be involved in the recruitment.
9. Approval of Faculty Minority Affairs Committee by minority students.
10. Sponsor a HBO "week of seminars" --- utilizing films, tapes, factual documentation selected and recommended by AASU.
11. On-campus unit administered by Herb Lyken be established for locating and securing Black housing.
12. Establish grievance procedure in Placement Office.
13. HBS should bar companies that discriminate from recruiting.
14. Establish a system for monitoring and eliminating incidents of racial discrimination.
15. Establish clearinghouse on corporations' hiring policies.

16. Application of Marketing, Finance, OP. etc., techniques to the resolution of problems confronting Black community development; encourage discussion in all course areas regarding the multi-faceted aspects of community development rather than isolated instances of Black capitalism.
17. Twenty per cent (20%) of Research Assistants should be Black. Afro should be involved.
18. Conference and seminars to discuss alternative ways in which the MBA can apply his talents in other than corporate setting.
19. Evaluate housing assignments, to allow maximum student roommate preference, and to allow changes should incompatibility arise.
20. Do not include names on WAC envelopes and exams.
21. WAC's should be distributed on a random basis to the reader. No WAC reader should knowingly read the same person's WAC twice.
22. Add courses as they are related to Blacks (and develop present cases) in Labor Relations and Consumer Education.
23. Hire Black secretaries for faculty members and administrators.
24. Establish Communications between the MBA's, AMP's, and PMD's about minority hiring policies.
25. Twenty per cent (20%) of secretaries, clerical, and Coop personnel should be Black.
26. Establish grievance procedures for Black workers.
27. Formalize a special program to explore alternative economic systems (other than exploitative forms of capitalism) which may prove more useful in achieving the goals of Black Economic Development.
28. Use cases to discuss specific issues such as racial discrimination, etc.
29. HBO course area should be developed to include more cases and courses describing Black-White relations in the predominantly white (vice versa) corporate environment.
30. Hire as many Black professors as possible outside of PBE and HBO.
31. Allocation of existing financial, human, and physical resources of the Business School to be made available to the Black community.

32. Consider University's investment policies to evaluate how they may serve as vehicles for social change and justice.
33. Establishment of Black internship program, subsidized by the Business School, whereby Black MBA's would work with Black communities full-time as professionals as well as during the summer months.
34. Restrict dissemination of Projected Rank Book.
35. Invite speakers to provide insight into racial problems.
36. Do not make student cards available to WAC readers.
37. Eliminate the non-essential information on student cards. Provide name and picture, only.
38. Establish joint student/faculty committee to advise the Director of Placement.
39. A Visiting Professorship Program or a Writer-in-Residence should be created whereby Black scholars are invited to lecture on varying topics of economic development.
40. Courses (or additional cases in current courses) should include material concerning the management of nonprofit institutions and organizations (e. g., nonprofit service organizations, community development corporations, etc.).
41. Define "wash grades".
42. Provide instant feedback on classroom participation, if desired by students.
43. Institute distinction-pass-fail grading system.
44. Initiate a speakers' program that permits a variety of lecturers who don't necessarily adhere to the capitalist philosophy of economics.
45. Develop a bibliography of Black Experience books to be sold in the COOP.
46. More Blacks should be on the security force.
47. Hire a Black librarian on a full-time basis.
48. An African (Black Africans) exchange program both of students and case material. Case material now! No institution that recruit Africans.

49. Make a study of a community where Whites live concerning their racial attitudes.
50. Increase number of WAC readers to reduce the number of WAC's handled by each reader.
51. Business School should offer financial support and technical assistance for the establishment of a MESBIC (Minority Enterprise Small Business Business Investment Corporation).
52. Apply pressure on government officials downtown to staff the school's post office with at least one Black postal worker.