

re Brock

MEMORANDUM

TO Dr. N. N. Winstead

*Colleen Dens
advise resp.
miss Brown*

ml

~~Colleen Dens~~

Replies attached

ATTACHED PAPERS

- Please note and return.
- Please note, do not return.
- For your information.
- Please circulate.
- For your file.
- Hold for conference.
- Speak to me concerning.
- Please handle.
- Please answer.
- Note opinion and return.
- Needs your signature.
- Please approve.
- Please give me all data.
- Refer to me.

Signed: *Ernest J. Mann*

Date: *July 22, 1970*

July 20, 1970

Dr. T. J. Mann, Head
Genetics
3513 Gardner
Campus

Dear Dr. Mann:

In the past decade the number of black students at this University has steadily risen. Unfortunately the number of Black Faculty Members has not risen in the same or even similar proportion. Now the University and its black students find themselves in a very uncomfortable position; besides a desire to increase the number of Blacks on the faculty it is also very necessary.

It is our understanding that most if not all departments in the University are making efforts to procure qualified black faculty members.

We black students feel that we may be able to aid the University in this effort. No, we don't feel that we can or should be a hiring agency, but we do feel that if we know what faculty positions are open or may be open in the near future, what the qualifications are, what the salary is and the type of contract that is involved that we may possibly serve effectively as a source of recommendations for position openings.

We further feel that a prospective black faculty member would most likely respond more favorably to an offer to join the faculty if he had some indication that he was also wanted and needed by the black students of the University.

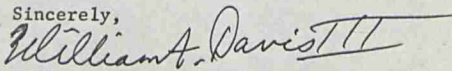
If you would forward to us a list of position opening, qualifications, type of contract, and salary, we will proceed in attempting to locate prospective faculty members.

All our correspondence with any prospective faculty member will both be unofficial and informal. Again we wish to make clear we want only to make recommendations and not to hire.

Please forward all correspondence to:

Committee for Black Faculty Recommendations
c/o William A. Davis, III
Box 5276
N. C. S. U.

Thank you for your prompt cooperation.

Sincerely,

William A. Davis, III

Block

7/30/70

Elsie:

Responses to William A. Davis:

Animal Science	I. D. Porterfield
Biochemistry	Gennard Matrone
Bio & Ag. Engr.	F. J. Hassler
Computer Science	P. E. Lewis
Ind. Engr.	C. A. Anderson
Plant Pathology	D. E. Ellis
Zoology	D. E. Davis
Electrical Engr.	G. B. Hoadley
Civil Eng. -	Donald Dean
Hort. Science	- Donoho
Demographics	Levit
Chem Eng.	Ferrell
Entomology	Knight
Mech & Elec	Smith
Text Chem.	Reuterford
Microbiology -	Evans
Nuclear Eng. -	R. Murray

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

DEPARTMENT OF ENTOMOLOGY
Box 5215 Zip 27607

SCHOOL OF AGRICULTURE AND LIFE SCIENCES
INSTITUTE OF BIOLOGICAL SCIENCES

July 30, 1970

Mr. William A. Davis, III
Box 5276
N. C. State University
Raleigh, N. C.

Dear Mr. Davis, III:

Thank you for your letter of July 20, 1970. You are concerned with a project of great current interest and importance to everyone.

In regards to the employment of black faculty members, we will always welcome your suggestions. Naturally, all personnel procurement is done through regular channels and in consonance with university and state regulations. Because of the high degree of specialization required of personnel in a department such as ours, search for new personnel is done largely through our national organization, i.e. the Entomological Society of America. Currently, there are no openings for new faculty in this department.

Sincerely yours,

Kenneth L. Knight
Kenneth L. Knight, Head
Department of Entomology

II

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

INSTITUTE OF BIOLOGICAL SCIENCES
DEPARTMENT OF MICROBIOLOGY
Box 5476 Zip 27607

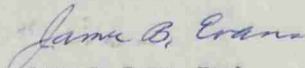
August 7, 1970

Mr. William A. Davis, III
Committee for Black Faculty Recommendations
Box 5276, NCSU
Raleigh, North Carolina 27607

Dear Mr. Davis:

At the present time we do not have any faculty positions available in our Department and with the current budgetary squeeze we do not anticipate any new positions or vacancies in the near future. However, if a vacancy does occur, we would welcome your help in seeking qualified candidates.

Sincerely yours,



James B. Evans, Head
Department of Microbiology

JBE:mrs

CC: Dean H. B. James
CC: Provost H. C. Kelly ✓

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF ENGINEERING

DEPARTMENT OF MECHANICAL & AEROSPACE ENGINEERING
Box 5246 Zip 27607

July 31, 1970

Committee for Black Faculty Recommendations
c/o William A. Davis, III
Box 5276
Campus

Dear Mr. Davis:

Thank you for your letter of July 20, 1970, concerning your interest in recommending prospective black faculty members for position openings in the Department of Mechanical and Aerospace Engineering. At the present time we do not have any faculty positions open in the department.

As you probably know, we are now in a "buyers market" inasmuch as there is an unusually large number of highly qualified Ph.D.'s looking for teaching positions in universities. As a matter of fact, we have on file well over a hundred Ph.D.'s who have made inquiries for positions in our department this year. However, we always wish to consider all well qualified individuals when a position becomes available. If you know of prospective black faculty with the Ph.D. degree in specialty areas in either Mechanical or Aerospace Engineering we will be pleased to keep their credentials on file in case an appropriate position becomes available.

Under the present circumstances, it is impossible to predict what faculty openings will occur in the future; frankly, I am hopeful that we will not have to fill any vacancies for a long time because of the very high quality and outstanding capability of our present faculty.

Please be assured of my best wishes for your future endeavors.

Sincerely,



R. W. Truitt, Vaughan Professor of
Engineering and Head, Mechanical and
Aerospace Engineering Department

RWT:c

cc: Dean R. E. Fadum
Dr. Harry C. Kelly, Provost ✓

July 29, 1970

Mr. William A. Davis, III
Committee for Black Faculty Recommendations
Box 5276
North Carolina State University
Campus

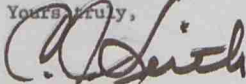
Dear Mr. Davis:

Your offer of assistance in locating qualified prospective black faculty members as described in your letter of July 20, 1970, is appreciated. At the moment, we do not have any vacancies on our faculty and I am uncertain as to just what our position in this regard may be in the coming months. Should we have positions to fill, I will be more than happy to consider any qualified black person who may be interested in applying.

In the fields of study included in the scope of the Department of Geosciences, namely, geology, meteorology, and physical oceanography, the number of qualified black applicants may be expected to be very small. We have had a few black students in our department, but so far as I can recall, I have yet to meet a graduate black geologist, meteorologist, or physical oceanographer; thus, I am not hopeful that there would be any large number of black applicants for positions in our department in the event that vacancies should occur.

I will keep your letter on file for future reference. If the opportunity should arise that I might utilize the service you have suggested, I certainly will contact you and provide you with the information you requested.

Yours truly,



C. J. Leith
Head

CJL/nb

CC: Dr. Harry Kelly ✓
Dean A. C. Menius

July 24, 1970

Committee for Black Faculty Recommendations
c/o William A. Davis III
Box 5276
North Carolina State University
Raleigh, N. C. 27607

Dear Mr. Davis:

Thank you very much for your letter of July 20, 1970. We do not now have any openings for faculty in the Department of Chemical Engineering and I do not expect we will have any for three or four years.

We will probably have one or more openings for post doctoral research appointments next year. These are temporary appointments and are paid from our research grants. They provide an excellent opportunity for young people to become associated with an academic department and frequently result in a permanent appointment on the faculty. Our requirements for these positions are a Ph.D. in chemical engineering or chemistry. The salary ranges from about \$600 to \$800 per month. These salaries may seem low but they are in the nature of a stipend for further educational work.

I will be very pleased to hear from you if you know of any black person who would be qualified for this position.

Very truly yours,

J. K. Ferrell, Head
Department of Chemical Engineering

JKF:bb

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

DEPARTMENT OF HORTICULTURAL SCIENCE
Box 5216 ZIP 27607

July 27, 1970

Mr. William A. Davis, III
Box 5276
North Carolina State University
Raleigh, N. C. 27607

Dear Mr. Davis:

This is to acknowledge your letter of July 20 in which you offer help in locating qualified Black faculty members for open positions. At this time we do not have any open positions in research and teaching.

The only position we have open at this time is for an extension specialist on horticultural crops. We are presently evaluating three applications for this position. You may be interested to know that Mr. Tom Flowers is a Black extension specialist on our staff. He maintains an office both here and at Greensboro.

I want to thank you for your offer to help in locating prospective faculty members, and we will always be glad to receive suggestions from any person or organization for qualified members of our faculty.

Sincerely yours,

CWD Jr.
Clive W. Donoho, Jr., Head
Horticultural Science

CWDJr./s

cc: Dean H. B. James
✓ Provost H. C. Kelly

Copy for Dr. Winstead

red
leaf

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF ENGINEERING

OFFICE OF THE DEAN
Box 5518 Zip 27607



To Dr Kelly

July 27, 1970

MEMORANDUM

TO: Department Heads

FROM: H. B. Smith *H.B. Smith*

On Friday, July 24, Dr. N. N. Winstead called to my attention a memorandum written on July 22 to all department heads from the Committee for Black Faculty Recommendations and signed by Mr. William A. Davis, III. Recognizing that the request being made is somewhat unusual, Dr. Winstead requests that all of our department heads treat such a letter with dignity and that we give serious consideration to any realistic possibilities that may develop. However, there have been no changes in the procedures for acquiring faculty. Dr. Winstead does request that a copy of your responses be submitted to the Office of the Provost, and I am sure that Dean R. E. Fadum would also welcome a copy.

HW

WWS

jlc

cc: Dean R. E. Fadum

7-28-70

Henry,

My response was written on letter.

See attached.

Don Dean

CS

Typed copy of handwritten response.

7-21-70

Mr. Davis,

No openings regular term faculty at this time.

Have opening for C.E. Construction Specialist for next year only. Must clearly qualify for graduate faculty status (probably PhD & publications). Salary probably in range \$11,000 to \$15,000 for 9 month appointment.

D. L. Dean

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

To Dr Kelly

SCHOOL OF ENGINEERING

DEPARTMENT OF ELECTRICAL ENGINEERING
Box 5275 ZIP 27607

MEMORANDUM

W

TO: Dean H. B. Smith

FROM: G. B. Hoadley *GBH*

DATE: July 27, 1970

WT

I acknowledge your memorandum of July 27, 1970, about the letter received from the Committee for Black Faculty Recommendations.

W

I answered this letter on July 22, 1970, and sent Dr. Bob Carson a copy of my response. I enclose herewith another copy of my response for your files, and I am sending a copy to Dr. Winstead as you requested.

GBH/jgh

Enclosures

✓ cc: Dr. N. N. Winstead

This is passed letter so far
W

CS

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF ENGINEERING
July 22, 1970

DEPARTMENT OF ELECTRICAL ENGINEERING
Box 5275 ZIP 27607

COPY

Committee for Black Faculty Recommendations
c/o William A. Davis, III
Box 5276
N. C. State University
Raleigh, North Carolina 27607

Gentlemen:

This is in response to your letter dated July 20, 1970, regarding assistance which you might give to departmental administrations in the recruitment of black faculty members.

At the present time, we do not have any faculty openings. In fact, I have written about 100 letters this year to persons who have inquired about openings on our faculty and have told them all that we did not at present have openings.

One thing I would like to explore is the possibility of our setting up an exchange professorship between one of our full professors and someone at the North Carolina Agricultural and Technical State University.

One of our faculty members is interested in the possibility of such an exchange starting in the fall of 1971. It is my feeling that this kind of an exchange might develop some good contacts between black professional people and our faculty and enable us in the years immediately ahead to bring some black faculty to our department.

Any assistance you can give me concerning persons on the A and T faculty of Electrical Engineering who would be interested in an exchange would be most welcome. I have not contacted A and T about such an exchange; and since receiving your letter, I feel that I had rather wait and give you the opportunity of exploring the possibilities before I do contact A and T.

We have had relatively few black students in this department, so I do not think that we could approach a black professor on the basis that he, as a black professor, was needed by the black students of

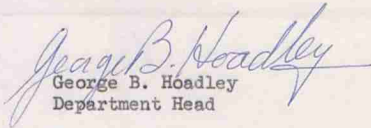
Committee for Black Faculty Recommendations
Page 2
July 22, 1970

COPY

the department. I would want to bring such a man in on the basis that he was a good teacher, that he knew his subject, and that he could contribute to the education of all of his students.

I look forward to hearing from you.

Sincerely yours,


George B. Hoadley
Department Head

GBH:cc:jgh

cc: Dr. Robert G. Carson

nw

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

DEPARTMENT OF BIOLOGICAL AND AGRICULTURAL ENGINEERING
Box 5906 ZIP 27607

July 24, 1970

Committee for Black Faculty Recommendations
%William A. Davis III
P. O. Box 5276
Campus

hw

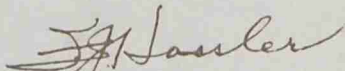
Dear Mr. Davis:

Thanks for your offer to assist us in locating prospective Black Faculty Members for the following position: Assistant Professor for research in Poultry Engineering. The contract will be consistent with our tenure policy; that is, the appointment is initially for three years subject to renewal for a second three-year period and promotion to Associate Professor normally at the end of the fifth year with permanent tenure. The individual should have the Ph. D with formal study in advanced methods of science for engineering and specialization in environmental engineering, automatic controls and equipment design. We are hopeful of acquiring an individual who has taken his dissertation research in the area of poultry engineering.

ET
WWS

Your assistance is appreciated.

Sincerely yours,


F. J. Hassler, Head

CT

FJH:en

cc: H. B. James

N. N. Wentland

July 23, 1970

Mr. William A. Davis, III
Box 5276
N. C. State University
Raleigh, N. C.

Dear Mr. Davis:

In response to your request of July 20, I am sorry that at present we have no faculty positions open. I shall be glad to inform you if openings occur.

You will be interested to know that we have a number of black technicians on our staff.

Sincerely yours,

D. E. Ellis, Professor
and Head of Department

DEE:jj

cc: Sean James
Provost Kelly

July 20, 1970

Dr. D. E. Ellis, Head
Plant Pathology
2518 Gardner
Campus

Dear Dr. Ellis:

In the past decade the number of black students at this University has steadily risen. Unfortunately the number of Black Faculty Members has not risen in the same or even similar proportion. Now the University and its black students find themselves in a very uncomfortable position; besides a desire to increase the number of Blacks on the faculty it is also very necessary.

It is our understanding that most if not all departments in the University are making efforts to procure qualified black faculty members.

We black students feel that we may be able to aid the University in this effort. No, we don't feel that we can or should be a hiring agency, but we do feel that if we know what faculty positions are open or may be open in the near future, what the qualifications are, what the salary is and the type of contract that is involved that we may possibly serve effectively as a source of recommendations for position openings. W-W

We further feel that a prospective black faculty member would most likely respond more favorably to an offer to join the faculty if he had some indication that he was also wanted and needed by the black students of the University.

If you would forward to us a list of position opening, qualifications, type of contract, and salary, we will proceed in attempting to locate prospective faculty members.

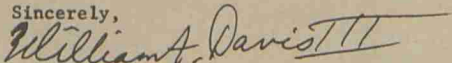
All our correspondence with any prospective faculty member will both be unofficial and informal. Again we wish to make clear we want only to make recommendations and not to hire.

Please forward all correspondence to:

Committee for Black Faculty Recommendations
c/o William A. Davis, III
Box 5276
N. C. S. U.

Thank you for your prompt cooperation.

Sincerely,



William A. Davis, III

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

DEPARTMENT OF ZOOLOGY
P. O. Box 5577
27607

July 27, 1970

Mr. W. A. Davis
Committee for Black Faculty Recommendations
Box 5276
North Carolina State University
Raleigh, N. C. 27607

Dear Mr. Davis:

In response to your letter, the Department of Zoology follows the standard procedure of hiring faculty for the department through the regular channels for North Carolina State University.

Yours truly,

David E. Davis, Head

DED:shw
cc Provost H. C. Kelly
Dean H. Brooks James

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF ENGINEERING

DEPARTMENT OF INDUSTRIAL ENGINEERING
Box 5511 Zip 27607

July 23, 1970

Mr. William A. Davis, III
Committee for Black Faculty Recommendations
Box 5276
N. C. State University
Raleigh, North Carolina 27607

Dear Mr. Davis:

This is in response to your recent letter offering to assist in locating prospective faculty members. We appreciate your offer and are responding to your request for specific information concerning our opening(s).

First, we have filled two positions for next year. One is in the area of mathematical programming (Operations Research) where the Ph.D. and high math competence and research interests are deemed necessary. The second was in the area of applied industrial engineering and we obtained the services of an older man who is widely experienced in industry. (The latter is on a year-by-year appointment.)

We have an opening for an Assistant Professor in the area of Human Factors. The principal need required by the position involves (a) teaching a graduate-level course in Accident Research Methodology, and (b) serving as assistant director of the graduate Systems Safety Engineering program. We need a man here with strong research interests who will work with students. There will be an opportunity to develop new courses in accord with interests (we hope it would be in the bio-mechanics--work physiology sphere.)

This position is funded by a federal training grant and hence is on a year-to-year basis. We would expect to "pick up" the appointment in the department at the termination of the grant (4 years). However, we are not permitted to make the customary 3-year appointment for an assistant professor.

The salary is at the assistant professor level and subject to some adjustment depending on qualifications. We offered it to one candidate (white, female) at \$10,800 for nine months, but it was not accepted for personal reasons. We interviewed two other (white, male) but made no offer. It is a demanding assignment, and difficult to find such specific talents. We can certainly use your help.

This is the only position we are trying to fill at present.

Very truly yours,

CAA
C. A. Anderson
Head

CAA:fk

bcc: Dr. Harry Kelly ✓
Dean Ralph Fadum

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

SCHOOL OF PHYSICAL SCIENCES AND APPLIED MATHEMATICS

COMPUTER SCIENCE
Zip 27607

July 27, 1970

Mr. William A. Davis, III
Committee for Black Faculty Recommendations
Box 5276
North Carolina State University
Raleigh, North Carolina 27607

Dear Mr. Davis:

Your letter addressed to Dr. LeRoy Martin concerning the Committee for Black Faculty Recommendations has crossed my desk. We are indeed happy to know of the existence of such a committee. MK

During the three years of existence since the formation of the Department of Computer Science in 1967, we have made several attempts to acquire qualified black faculty members. In each case, the salary demanded by the candidate was above our budget and we were unsuccessful in our efforts. Apparently there is a great demand for well qualified faculty members at the present time. WLB

We still have two or three openings for faculty members in the Department of Computer Science. We are interested primarily in young faculty members with Ph.D's in the more recent discipline of computer science. Last year we had contact with Dr. Ellis from the University of Illinois who would qualify for this position but nothing ever came of it. The rank for such a position would be Assistant Professor with a salary range from \$11,000 to \$14,500 for a nine month appointment.

We are very glad to hear of the interest and concern shown by the Committee for Black Faculty Recommendations and we would appreciate any assistance that the committee can give us.

Sincerely yours,

P. E. Lewis
P. E. Lewis, Head
Department of Computer Science

PEL:ega

bcc: A. C. Menius, Jr.
H. C. Kelly

Beid
7-29-70

July 23, 1970

Committee for Black Faculty Recommendations
c/o William A. Davis, III
Box 5276
North Carolina State University
Raleigh, North Carolina 27607

Gentlemen:

This is in reply to your letter of July 20, 1970, concerning the hiring of qualified Blacks for faculty positions. I appreciate your concern and your objectives. my

Unfortunately, at the present time, there are no positions open in the Biochemistry Department. Moreover, because of the tightness of money, due to the decrease of support from the Federal Government, I do not foresee an opening in the near future.

However, should an opening develop, rest assured that we will attempt to hire the best qualified person regardless of color. V.H

Sincerely,

Gennard Matrone, Head
Department of Biochemistry

pd

Car Y
7-29-70

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES

DEPARTMENT OF ANIMAL SCIENCE
P. O. Box 5127 27607

July 28, 1970

Mr. William A. Davis, III
Committee for Black Faculty Recommendations
Box 5276
North Carolina State University
Raleigh, North Carolina 27607

Dear Mr. Davis:

We appreciate receiving your letter of July 20, 1970, offering assistance in hiring black faculty for our Department.

Since our faculty are involved in training students and making recommendations to farmers, they are required to be good teachers and to know and have a genuine interest in either beef cattle, dairy cattle or swine. In addition, for a person to be hired at the Assistant Professor rank, we require a Ph.D. degree in Genetics, Physiology or Nutrition. W

All hiring of faculty for our Department is done through the regular channels--the faculty of our Department, the Dean of the School of Agriculture and Life Sciences and the Provost's Office. WV

Very truly yours,

I. D. Porterfield

I. D. Porterfield, Head
Department of Animal Science

cc: Dr. H. B. James
 Dr. H. C. Kelly

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF FOREST RESOURCES

Box 5488 Zip 27607

July 27, 1970

Mr. William A. Davis, III
Committee for Black Faculty Recommendations
Box 5276
NCSU-Raleigh

W

Dear Mr. Davis:

I am glad to have your letter of July 20 and to know of the interest and concern of the black students in the problem of hiring qualified black members to our University faculty. One of the problems we face in the Forestry Department is that there have been essentially no black graduates from forestry curricula. I know of only two or three black foresters in the entire country.

Forestry is a truly interdisciplinary area involving bioengineering study and work. Although it requires a knowledge of basic disciplines such as chemistry, mathematics, physics, biology and related subjects, it also has a hard core of professional courses such as silviculture, mensuration, silvics, biometry, economics, wood technology, dendrology and similar subjects. Consequently, there are few positions on the forestry faculty that can be filled by individuals from a single subject matter area such as chemistry, mathematics, or physics. On our relatively small faculty, we have no positions currently involving essentially a relatively "pure" discipline of this sort. What I am trying to say is that essentially all of our faculty positions require the instructor to have some understanding and previous study in professional forestry subjects. The interdisciplinary aspects stem from the fact that all of our students take their courses in Entomology, Pathology, Soils, Botany, Ecology, and related subjects as well as the basic subjects of mathematics, chemistry, English, etc., outside our School of Forest Resources.

W
WWS
G

Essentially our problem is one of finding black students who wish to pursue study of forestry in a professional forestry school. Last year for the first time we graduated a black student from our school. You may know him personally. I am referring to Mr. Marcus Martin who made a good record in the Pulp and Paper Science and Technology curriculum in the Department of Wood and Paper Science. I understand that Mr. Martin is returning to the University this coming year to study for a fifth year, thereby qualifying for a second baccalaureate degree which would be in chemical engineering. The field of Pulp and Paper Technology, however, is much more closely allied to chemical engineering than it is to forestry and a graduate of that curriculum would qualify only for a very specialized faculty position in our forestry department.

In past years, I have occasionally picked up a black student or two, who were hitchhiking to Durham, and in conversations with them I learned that they were attending what is now the North Carolina Central University. In bringing up the subject of forestry to them, it has been quite clear that they were not very knowledgeable about it nor had they ever, under any circumstances, considered undertaking the study of forestry at North Carolina State or elsewhere. Their interests appeared to center on such fields as law, medicine, dentistry, business, engineering, and the like. Evidently our image in forestry to black students and to other students as well does not seem to be good enough to attract them into study and ultimate entry into the profession of forestry.

Having been associated with forestry for over 40 years, I have concluded that somehow we have managed to remain an emerging profession which the public still fails to recognize as one involving either a liberal education or one furnishing the cultural accoutrements fine enough to be worthy of wearing. However, in my humble and naturally biased opinion, forestry offers one of the best liberal educations available to anyone anywhere especially in the current climate of environmental concern, but this view is not generally held nor recognized even within our own University.

To come back to the specific point concerning the hiring of black faculty members in forestry, I want to assure you that we would welcome the opportunity to hire a black faculty member if a suitable opening occurred in our department. Our problem, however, stems mainly from failure to attract black students into the study of forestry. I know that there is now a program under way between some institutions, for example, California and Michigan, in cooperative programs with predominately black institutions, such as Tuskegee, whereby it is possible under a scholarship program for students to continue their studies at schools of forest resources after having started their college studies elsewhere. Within a few years I feel certain that out of these programs will come black students who will enter the teaching field in forestry. At North Carolina State we have not yet had the means to generate a scholarship program of this type. I might add, however, that we have had some preliminary dialogues about forestry education with Shaw University and St. Augustine College.

In closing I should mention that I am no longer the Head of the Department of Forestry. I will call the attention of the new Head, Dr. Charles B. Davey, to the problem you have raised and if he has further thoughts on this matter, I am sure you will hear from him. Should you be having meetings or programs concerning this matter, I should be pleased to appear in person before your group to discuss the problems of forestry more specifically and in greater detail.

Mr. Davis

3

July 27, 1970

Thank you for the opportunity to comment on your question and concern.

Sincerely,

T. E. Maki/vh

T. E. Maki
Carl Alwin Schenck Professor

TEM:vh

cc: Dean Preston
Dr. Saylor
Dr. Davey

bc: Provost Kelly ✓

W
July 23, 1970

Committee for Black Faculty Recommendations
c/o William A. Davis, III
Box 5276
North Carolina State University
Raleigh, North Carolina 27607

Gentlemen:

This is in reply to your letter of July 20, 1970, concerning the hiring of qualified Blacks for faculty positions. I appreciate your concern and your objectives. WWS

Unfortunately, at the present time, there are no positions open in the Biochemistry Department. Moreover, because of the tightness of money, due to the decrease of support from the Federal Government, I do not foresee an opening in the near future.

However, should an opening develop, rest assured that we will attempt to hire the best qualified person regardless of color.

Sincerely,

Gennard Matrone, Head
Department of Biochemistry

pd

NORTH CAROLINA STATE UNIVERSITY

Raleigh, N. C.

OFFICE OF PROVOST

HOLLADAY HALL

7/24/70 Date

TO: Provost Kelly

ACTION REQUESTED ON ATTACHED:

- Note and Return
- For your information (need not return)
- Please handle
- Please answer; furnish me copy
- Please draft reply for my signature (return attachments)
- Please give me your comments (return attachments)
- Requires your approval

I concurred with letter over the phone - M

See attached letter from Dr. Mann. nd
W H

FROM: NW CT

ms

NORTH CAROLINA STATE UNIVERSITY AT RALEIGH

SCHOOL OF AGRICULTURE AND LIFE SCIENCES
INSTITUTE OF BIOLOGICAL SCIENCES

DEPARTMENT OF GENETICS
Box 5487, RALEIGH, N. C. 27607

July 22, 1970

C
O
P
Y

Committee for Black Faculty Recommendations
c/o William A. Davis, III
Box 5276
N.C.S.U.

Dear Mr. Davis:

We appreciate the willingness of your committee to assist in the recruitment of prospective faculty members for this University. Currently, the Department of Genetics has no vacancies and anticipate none for the 1970-71 academic year. However, should a vacancy arise, we will so inform your committee.

While I can appreciate your interest in seeing an increase in the number of black faculty members at this university, I hope that you and your committee endorse the long-standing policy of this department relating to employment of new faculty members. That policy has and must continue to be "to hire the best qualified person we can locate any where in the world, regardless of race, religion, or national origin." If you will examine the international composition of our faculty in the Department of Genetics, I think you will agree that this policy has been followed.

Sincerely yours,

F. J. Mann

T. J. Mann, Head
Department of Genetics

TJM/vm

cc: Dean H. B. James
Dr. E. W. Glazener
Mr. J. C. Williamson, Jr.
Dr. N. N. Winstead ✓

July 31, 1970

Mr. William A. Davis III
Committee for Black Faculty Recommendations
Box 5276
NCSU

Dear Mr. Davis:

This is in reply to your letter of July 20th concerning the recruitment of black faculty members. The Department of Textile Chemistry at this time has no opening nor do we anticipate any in the foreseeable future.

In the event of a vacancy, a candidate to qualify would be expected to have a Ph.D degree and have demonstrated his contributions to the fields of chemistry or polymer science through several publications. Our interests lie principally in the field of polymer chemistry.

Very truly yours,

dar
Henry A. Rutherford
Head

HAR/csl

cc: Provost Kelly ✓
cc: Dean Chaney

NORTH CAROLINA STATE UNIVERSITY | AT RALEIGH

SCHOOL OF ENGINEERING

DEPARTMENT OF NUCLEAR ENGINEERING
Box 5636 Zip 27607

August 17, 1970

Mr. William A. Davis, III
Box 2576
N. C. S. U.

Dear Mr. Davis:

I was not able to answer your nice letter of July 20 before now because of vacation.

The Department of Nuclear Engineering does not have any faculty positions open at this time or in the immediate future. In fact, some of our positions have been transferred to other departments in order to achieve a better balance.

As you can understand, very few professionals in our small field of specialization are black. It appears that few black graduates of the universities are in physical sciences or engineering and an extremely small fraction go on into nuclear engineering, with objectives either in industry or in education.

We concur with you that the presence of black faculty would serve to encourage black students to enroll here, and wish to extend our encouragement to you in your project.

Yours sincerely,

Raymond L. Murray
Head, Department of Nuclear Engineering

RIM:jw

cc: Dean R. E. Fadum
Blind copy: Nash Winstead, Asst. Provost

Black

DIARY NOTE

July 2, 1970

Re: June 29, 1970 Visit of Miss Rita Broome, Bill Davis and
Portia Crawford

From: Harry C. Kelly

The latter two are students here and Miss Broome is to be a graduate student in Psychology. A call to Dr. Howard Miller indicates that this is not true. She has been working in our Department of Psychology and will be until September. Presumably she will go to graduate school in California. They wanted to discuss a scheme they had for hiring black faculty members.

The idea appeared to be that they would like to have a list of all faculty openings on the campus and the black students would make a search for black candidates for all of these positions. I told Miss Broome that since the search for new people was always initiated by the departments concerned and since all potential openings were in various stages of search and fulfillment that I did not have a list of openings on the campus which I could give to her. When I tried to point out what a tremendous job serving as a recruiting agent for the whole campus would be she adamantly supported her proposal that they could do a superb job on this--even a better job than the faculty themselves could do. This contention was based on two things: one, she claims that black students help find black faculty for Columbia University where she attended. The list of openings she claims was supplied by the Dean of Faculty. Two, she states that in conversations with Dr. Howard Miller he told her that he did not know a black psychologist and would welcome her efforts to find a black candidate for an opening that he had in the department.

The meeting as far as I was concerned was most unsatisfactory. I tried to tell Miss Broome of the efforts that we were making to hire more black faculty and the limited success we have had in at least four departments; of our efforts to develop an exchange of professorships, especially with Fayetteville State; and of the encouragement of adjunct professors. It appeared that she was not at all interested in these approaches but only in the impact that she could make in finding blacks to fit openings on our campus. The other two students were almost silent during the conversations but clearly supported Miss Broome; however prior to Miss Broome's arrival for the meeting they indicated that the only thing they knew was to come for a meeting on hiring black faculty.

July 2, 1970

I told Miss Broome that we would welcome suggestions from her or others on outstanding people in disciplines of interest to this campus, especially black candidates, and suggested that if she had particular people in mind that we would be glad to see that they were given every consideration. She did not respond to this suggestion and kept insisting on getting a list of openings.

I am sure we will hear more from this young lady.

HCK:zp

cc: Chancellor John T. Caldwell