

June 5, 1968

Mr. Willie E. Muldrew, Jr., Vice President  
Black Students Organization  
The Black Athletes  
Iowa State University  
Ames, Iowa 50010

Dear Mr. Muldrew:

The Iowa State University Athletic Council has carefully considered and investigated the circumstances in respect to the petition presented to it by the Black Athletes of the University. The Council recognizes the complex human and social conflicts in this integrated athletic program and has expressed its concern to all coaches, and it is with this thought in mind and with the true spirit of friendliness and kindness that the following response is made by the Council. It is hoped that the young men on the various athletic teams will receive this response in the same spirit in which it is offered and that each member in a mature and careful manner will consider his actions.

1. We believe when we hire a coach we should hire a coach who, in our judgment, is the best one we can get for the job and not because of the color of his skin. We must continue to pursue this policy.

This means exactly what it says. We will not hire a black man just because he is black...we will not hire a white man just because he is white...we will not hire any man simply because of the color of his skin. We will not hire a coach because of a quota system. That is to say we will not predetermine the makeup of the coaching staff to include so many black coaches or so many white coaches no more than we will predetermine the religious makeup of our staff to include so many Protestant coaches, so many Jewish coaches, so many Catholic coaches and so forth. We will hire a coach because in our judgment he is the best man we can get for the job at hand. We search for excellence.

2. If and when an opening occurs in the athletic administration of Iowa State University, and such a job opening falls within the jurisdiction of this Council, the Athletic Council will be pleased to receive applications from qualified black men or women and such applicants will be given every consideration for the job with the hope that one can be hired. The Athletic Council will encourage the employment of a black counselor who would be available to the black athlete.
3. After a searching investigation and careful study, the Council concludes there has been no prejudice shown to black or white athletes in the selection of teams. Performance and ability

and desire have been the factors involved in the selection of the players. There has not been a black-white quota at ISU in the makeup of the athletic teams. The best players in the judgment of the coaches have been chosen to play. It is most impossible to imagine a coach not playing his best players when his professional life depends so much in winning. After mature thought, most people agree that the coach of any sport must be the one to determine which player makes the team and which player will start.

The Council recognizes, as most knowledgeable people will recognize, that there are different degrees of sensitivity among coaches as well as among players. Because of this, there is bound to be some lack of communication. The Council has issued a memorandum to each coach in which the grievances presented by the Black Athletes are fully discussed with the view of presenting to the coaches the grievances of the Black Athletes and of the Council's desire for the coaches' full appreciation of the complexities involved.

4. The Council does not believe there has been discrimination or lack of responsible action regarding injuries. The sensitivity to pain differs among individuals. This is not related to race. Complaints about treatment are universal among athletes. The Council believes that when an ISU athlete is hurt, or when there is doubt about the possibility of injuries, the team physician and trainer have performed with care and professional competence without regard to color. The Council has emphasized the importance of good judgment and correct care to the trainers involved in an effort to clear up any misunderstanding in this area.
5. The Council is sympathetic to the academic demands made on the athletes, especially during exam weeks, road trips, etc., but this is an area where the Council cannot and should not try to exert influence. It is an academic responsibility over which the Council has no control.

A standard procedure for notification of course instructors relative to athletes who are participating in athletic events off-campus will be developed.

6. The existing policies relative to housing requirements for athletes will be studied.
7. The Iowa State University representative to the Big 8 Conference will be instructed to present for consideration your request that athletes be permitted to supplement their income during the academic year while on athletic scholarship.
8. It is our desire to be respectful to all men and women of all races. We accept the request that you be designated as Black Athletes or Afro-American Athletes.

Enclosed please find a copy of a statement released to the Press following the meeting of the Athletic Council on June 5, 1968. This letter is to further develop the Council's activities in response to our meeting May 20, 1968. This letter has not been released to the Press.

Please allow us to reiterate our desire and intention to continue this study with the ultimate goal of improving our total intercollegiate athletic program. We believe that you will join us toward this end.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "J.P. Mahlstedt". The signature is written in a cursive, slightly slanted style.

J. P. Mahlstedt, Chairman  
for the Athletic Council

JPM:f  
Enclosure