

June 27, 1968

TO: All Cyclone Athletes

FROM: Iowa State University Athletic Council

As you know first-hand from your experience here on the campus, as well as from what has been written, a great deal has been done within the last year to strengthen the Cyclone sports program. In the various changes made, it has been the intent of the Athletic Council to build a program that would not only field successful intercollegiate teams but also be a credit to the well-known goals and academic aims of this University.

In short, it has been the intent of the Council, working with the full cooperation of the Administration to provide you with the opportunity to develop your fullest capabilities as a student and also to give you the satisfaction of participating on successful teams.

We are on the threshold of a vigorous program and we welcome and solicit support and suggestions which will be of assistance. We feel that more has been done to implement this philosophy within the last year than in any similar period of time.

The primary reason we are writing you at this time is related to a letter of May 20 received from a group of black athletes which has subsequently become publicized and the subject of considerable comment. Frankly, several of the points involved changes which the Council had only recently taken action on or was already in the process of developing. The fact that these actions were not generally known suggests in itself that our communication system needs improvement. The letter containing a list of eight grievances further suggests gaps in communication and problems in human relations with which the Council will continue to be concerned.

Inasmuch as several of the grievances raised in that letter concerned ALL athletes, we are taking this means of bringing you up-to-date on this matter. We are here summarizing for you our conclusions, based on careful, considered thought and a great deal of study. Incidentally, we want to make it plain that we will continue to welcome constructive comments and advice as to how we can best improve communications and understanding of intercollegiate athletics and the important part they play in the University program.

The May 20, 1968, letter requested the Council to make certain specific changes in the Cyclone intercollegiate athletic program and its personnel. Within a few days this letter, most unfortunately, appeared in the press. (Incidentally, we are certain that The Black Athletes regretted this unsought publicity as much as the Athletic Council; but due to the large number of copies available, it was almost inevitable that it would be printed.)

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The letter contained serious charges and suggested radical changes, which, if left unanswered, not only damaged the reputation of certain coaches but also would seriously hamper their recruiting efforts and the future of the whole athletic program. The Council had no alternative but to investigate and make public its findings on these points as promptly as possible.

A sub-committee of the Athletic Council immediately undertook a series of fact-finding interviews. Over a period of several day-long sessions, this sub-committee met with coaches, the trainer, other members of the athletic staff, the team physician, black athletes, white athletes, other staff or faculty members at Iowa State, as well as those in the community who had been in close touch with the Cyclone athletic program.

The findings of this sub-committee were discussed by the full Council which, for reasons mentioned above, made public its findings on certain points and indicated that it would further investigate other grievances contained in the letter. (Copies of the June 5 press release as well as a letter of the same date to Mr. Willie Muldrew are attached for your information.)

The Council's intent to further investigate the grievances contained in the May 20 letter apparently was not understood because the Black Student Organization, headed by Mr. Bruce Ellis, took the attitude that the door had been closed to further discussions. In order to clarify this point and to discuss the specific grievances, members of the Black Student Organization representing the athletes, Council members, the Vice President for Student Affairs and his staff met on June 7th. At a follow-up meeting the next day, members of the B. S. O. and the Council explored the possible content of a joint letter that might be forwarded to all black athletes off-campus, informing them of the events that had taken place since the May 20 meeting and re-assuring them of the intent of the Council to continue its studies of the problems brought forth. In evaluating proposed letters prepared by each group (Council letter enclosed) it became clear that no consensus could be reached, and consequently it was agreed that further action should be withheld pending added discussion between representatives. On June 13th the Council received from the Black Student Organization a letter (copy enclosed) indicating that they would not agree that the Council's proposed letter be sent to the black athletes not presently on campus, nor would they affix their signature to it.

Additional meetings were held subsequently to consider alternative solutions to some of the grievances, and to interpret the remaining. Virtually every resource which the University or the Council had at their disposal was used in an attempt to gain objective insights into the grievances made by the Black Student Organization. Representatives of the B. S. O. met in private conference with President Parks and subsequently with Governor Hughes who was on campus for another meeting. The Governor told the group that he would urge the Council and the Administration to give



them an early answer. In fact, however, the Athletic Council had already made plans for a special meeting on the subject before the Governor appeared on the campus.

The Council met in special session on Sunday, June 23, to review all information that had been gathered and to prepare a final statement relating to the grievances contained in the May 20 letter from The Black Athletes. The following represents the findings and conclusions of the Council which, in our judgment, are fair. This does not imply that we will not continue our efforts to improve our intercollegiate athletic program for the benefit of all. The grievances are listed as "Items" and the Council's findings and/or conclusions follow:

**Item 1.** "There should be a black coach in each major sport at Iowa State."

We believe that it is the responsibility of the Council to provide the best coaches it can obtain, regardless of color, religion or ethnic background. Our guidelines in selecting the head coaching staff at Iowa State will continue to be to find the best possible person, selected on the basis of proven professional abilities and not because of the color of his skin.

We hardly believe that this attitude can be considered unreasonable by the black athletes for in one of the subsequent grievances they asked that "performance, attitude and desire...be the prevailing factors" guiding coaches in their handling of team affairs. We intend to be guided by those same yardsticks in selecting our coaching staff.

**Item 2.** "There should be black personnel in the athletic administration at Iowa State."

The Council does recognize the need for the black athletes and black students to have access to a person who understands and has a special insight into their problems. The Council, therefore, recommends that the University Student Counseling Service and the Athletic Council proceed toward the employment of a black counselor who would be jointly employed by the two departments.

The "Athletic Administration" in the intercollegiate athletic program consists of the Athletic Director and Assistant Director. These positions are filled at the present time.

**Items 3 and 4.** "Prejudice and despotism of the coaches between Black and White athletes should be stopped immediately. Performance, attitude and desire to play should be prevailing factors. Specifically:

- a. "L. C. Timm should be removed from his immediate position as head baseball coach for failure to recruit and/or play Black Athletes, or forced to change his present attitude, beginning with the 1969 baseball season.
- b. "Head basketball coach Glenn Anderson should be forced to change his despotism and prejudices toward Black Athletes, including allowing Don McLaughlin to prove his ability or inability to play college basketball.
4. "Robert C. Billings should be removed from his position as athletic trainer or forced to change his general attitude, especially with reference to his treatment of injured Black Athletes."

With reference to the foregoing allegations of discrimination it is evident that the coach's or trainer's judgment of the athletes ability or condition may be misinterpreted as discrimination. The Council's in-depth investigations, carried out prior to and since the June 5 meeting, have shown no evidence of any planned or knowing discrimination on the part of any of the persons named above. The Council is convinced that these staff members are capable, conscientious and dedicated to the welfare of all of the athletes with whom they come in contact, regardless of color, both as students and as athletes.

We would like to offer additional explanation with regard to baseball. There are several reasons why there have not been more black athletes in this sport at Iowa State. First, the recruitment of student-athletes to participate in intercollegiate athletics has been influenced to a high degree by grant-in-aid programs. At Iowa State baseball has had the lowest budget (a total equivalent to 6 in-state grants) in the Big 8 Conference. This allocation has been split as partial aids to various members of the squad. Coach Timm has never been in a position to award a full grant-in-aid to any athlete who has participated in baseball. The largest support occurred when All-American catcher Dick Bertell received tuition and room as a Senior. If the statement provided in Item 7 below is correct regarding the financial background of many of the black athletes it is understandable why black athletes have not regularly participated.

Secondly, athletes competing in football find it very difficult to also participate in baseball, due to the conflict in spring schedule.

In addition, professional baseball commonly drafts talented players immediately upon completion of their high school education, paying them a bonus. Consequently, there are few black athletes in intercollegiate baseball.



- Item 5. "Instructors of athletes (White as well as Black) should be informed of the physical demands on athletes and hence, become more lenient in terms of class attendance and class work especially in cases of injury and out-of-town trips. This should apply only during the season of the sport in which the athlete plays."

As the Council said in its letter to Mr. Muldrew on June 5, we are sympathetic to the academic demands made upon athletes especially during exam week and road trips, but this is an area where the Council cannot and should not try to exert influence. This is an academic responsibility over which the Council has no control.

A standard procedure for notifying course instructors relative to athletes who are participating in off-campus events has been developed. A similar procedure has been developed for notifying instructors of hospitalization or injuries which may cause class absence.

- Item 6. "Athletes should have preference as to where they live, whether on or off campus."

It has been the practice at Iowa State for many years to require all football players on grant-in-aid support to live in University housing, fraternities, or, if married, in housing of their own choosing. In general, similar rules are found throughout the Big 8 Conference.

The black athletes ask for special consideration on this point because they do not feel that dormitory life is geared toward the black student. We recognize this problem of the black athlete. It should be pointed out that the Office for Student Affairs has been making a thorough examination of all student housing. We are hopeful that this study will illuminate these problems and suggest ways in which dormitory living conditions can be improved for all students.

Recognizing that Coach Majors is currently in his first year and that housing is a serious problem as the University prepares for an estimated 18,000 students this fall, the Council supports a continuance of the present policy until Coach Majors has had an opportunity to consider feasible alternatives to the present system.

- Item 7. "Due to the poor financial background of many Black Athletes as compared to White Athletes, the Black Athlete should be allowed to work while on full scholarship. If necessary, this should be presented to the NCAA."

The current \$15 monthly allowance for incidental expenses for athletes on grant-in-aid has been in effect for many years. NCAA and Big 8 Conference rules prohibit athletes on full grants-in-aid from accepting employment during the academic year since this has, in the past, led to certain abuses.

The Council has instructed its representative to the Big 8 Conference to present at the next regularly scheduled meeting, a proposal to raise the current monthly allowance of \$15.00 for athletes on full grants to a minimum of \$35.00 and a maximum of \$50.00. This request is based on the average incidental expenditure for students calculated from a study recently completed at Iowa State. Other alternatives to the increase in monthly allowance will also be considered. A letter on this subject has already gone forward to the NCAA.

Item 8. "We should be addressed as Black Students or as Afro-Americans. The term Negro no longer applies."

It is our desire to be respectful to all men and women of all races. We accept the request that the black student and athlete be addressed as Black athletes or Afro-American athletes.

In conclusion, we of the Athletic Council reaffirm our statement of June 5, 1968, as to boycotting. We believe that the black athletes have been ill-advised to take the position that they would boycott intercollegiate athletics at Iowa State unless all the grievances were met by August 1, 1968. We have given each of these grievances our most serious thought and consideration. To the very best of our ability we have dealt with them objectively and with an open mind. We feel, as indicated earlier, that at least some of the grievances brought to our attention--although not all--are the result of poor communications and the sheer problems of human relationships which are almost inevitable in an area such as sports where competitive effort, tensions and emotions run high.

The Council wants to make clear its desire that all black athletes remain at Iowa State and continue their education. We will zealously guard their rights and make every effort to insure their success both as students and as athletes. The coaches, the director of athletics, and this Council will always welcome suggestions and concerns from any of its athletes, white or black.

We are dedicated to bringing excellence to the Cyclone athletic program. This means giving every athlete, black or white, the opportunity to develop his academic ability to the fullest, while at the same time participating on Cyclone teams which bring pride and honor not only to himself but to Iowa State University.