

Date: July 1, 1968

To: The Faculty, Iowa State University

From: Executive Committee, Faculty Council

By original purpose and by continuing tradition, the Faculty Council of Iowa State University is the faculty body most broadly representative of concern in all activities that touch the University.

The listing of grievances of black athletes has involved faculty members, students, and administrators. It is the conviction of the Faculty Council--represented in this statement by its Executive Committee--that all parties have acted within the appropriate and correct processes of the University.

This statement is prompted by certain aspects of the confrontation of the Black Student Organization and the Athletic Council. In a larger way, however, it relates to the faculty's need to concentrate upon matters in the University community out of which the points of issue developed.

We believe that some of the depth of division and difficulty of communication has been created by wording or interpretation of public statements attributed to various parties. Words are but symbols; and when meanings differ, only continued communication permits the disclosure of intent.

We find it an idle exercise to recount the developing stages of controversy or to speculate upon the probability of what might have been had other actions been taken or other statements made. Our concern is instead with what the faculty can now do (1) to limit the pain and damage to any parties involved and (2) to encourage throughout the University community the actions that may wholly remove those forces that gave rise to the present controversy.

We believe the University's first concern must be the continued education of the students involved. We would sincerely regret the resignation of all or any black athletes

from the athletic program. Such an action, however, would be of less drastic consequence than a withdrawal of black students from their educational pursuits. The University community needs black students, whose life experiences and aspirations can help lead student and faculty to the larger sense of understanding of self and others to which all educated men must aspire. As only one step in a larger effort, we offer the energies of the faculty to encourage members of the Black Student Organization to remain in school.

We believe that the entire University community can learn from the present situation. For one thing, it is clear that a problem exists. Undoubtedly many of us within the University community have engaged in activities or held attitudes which are demeaning to black persons. However, no professionally and intellectually responsible faculty member would engage intentionally in behavior that would be demeaning, discriminatory, or otherwise damaging to the pride or self-esteem of any individual. Though hardly less painful to the one affected, even unintentional hurt may at times be inflicted. We all deeply regret such incidents as may have been experienced by black students--or any other student or faculty or staff member in the entire University community.

We strongly urge each member of the University community to look immediately and deeply into his own attitudes and actions. The goal, we believe, should be a self-understanding that tends to diminish probability of hurt to the person or personality of others through unthoughtful, unintentional act. We pledge full support to the efforts of the University Human Relations Committee to lead the University community toward more understanding, greater empathy, and fuller attainment of human rights and dignity for all persons.