

The Outcome of the Strike

Helene Whitson's essay for the San Francisco State College Strike Collection highlights and tabulates the demands and their outcomes during the agreement of March 20, 1968.

Outcomes of BSU Demands as written by Helene Whitson:

| No. | Demand | Settlement |
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| 1 | That all Black Studies courses being taught through various departments be immediately part of the Black Studies Department and that all the instructors in this department receive full-time pay. | a. All courses have been transferred with the exception of one in Anthropology and one in Drama. |
| | | b. All instructors employed full-time will receive full-time pay. |
| 2 | That Dr. Hare, Chairman of the Black Studies Department, receive a full -professorship and a comparable salary according to his qualifications. | a. The apparent failure to rehire Dr. Hare is irrelevant to the institution of the Black Studies Department. The Department Chairman shall be selected by the usual departmental process and Dr. Hare shall be eligible for selection. |
| 3 | That there be a Department of Black Studies which will grant a Bachelor's Degree in Black Studies; that the Black Studies Department chairman, faculty and staff have the sole power to hire faculty and control and determine the destiny of its department. | a. President Robert Smith created a Black Studies Department on September 17, 1968. |
| | | b. The Trustees approved the granting of a Bachelor of Arts Degree in Black Studies on October 24, 1968. |
| | | c. On December 5, 1968, the Council of Academic Deans recognized the Black Studies Department as having full faculty power commensurate with that accorded to all other departments of the College. |
| | | d. The College would establish a community board to provide community support and encouragement for minority programs. One of the functions of the board would be to recommend faculty appointments to the President. However, the board would have no <i>legal</i> authority. |
| 4 | That all unused slots for Black Students from Fall 1968 under the Special Admissions program be filled in Spring 1969. | a. One hundred twenty-eight E.O.P. students were admitted for the Spring 1969 semester. |

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| 5 | That all Black students wishing so, be admitted in Fall 1969. | a. The College agreed to admit approximately 500 qualified nonwhite students for the Fall 1969 semester and was actively recruiting such students. There were also to be about 400 non-white students as special admittees. |
| | | b. The College committed itself to funding and staffing for an Economic Opportunity Program (E.O.P.). |
| | | c. The College agreed that parallel admissions standards are necessary for Third World people if the College is to fulfill its educational responsibilities in an urban environment. |
| 6 | That twenty (20) full-time teaching positions be allocated to the Department of Black Studies. | a. 12.3 positions were allocated to the Black Studies Department (11.3 unfilled positions) |
| | | b. More positions would be allocated in accordance with need and available resources. |
| 7 | That Dr. Helen Bedesem be replaced from the position of Financial Aid Officer and that a black person be hired to direct it; that Third World people have the power to determine how it will be administered. | a. The College appointed a black administrator to the newly created position of Associate Director of Financial Aid. He would make the final decision in the College Work Study Program and would make final decisions on financial aid packages for all black students who wish their decisions made by a black administrator. |
| | | b. The Office of Financial Aids already had a Spanish-speaking administrator who would function in the same way as the black administrator. |
| 8 | That no disciplinary action will be administered in any way to any students, workers, teachers, or administrators during and after the strike as a consequence of their participation in the strike. | The Select Committee members, and representatives of the TWLF-BSU recommended the following to the President concerning all cases pending on March 17, 1969: |
| | | a. Students charged solely with acts of non-violence shall receive a written reprimand. |
| | | b. Students charged with "violent acts" shall, if found guilty by the hearing panel, receive a penalty of not more than suspension through the end of the Fall semester of 1969-70. |
| | | c. Students charged with "instructional disruption" shall, if found guilty by the hearing panel, receive a penalty of no more than suspension for the remainder of this (1968-69) academic year. |
| 9 | That the California State College Trustees not be allowed to dissolve any Black programs on or off the San Francisco State College campus. | a. This resolution was not implemented. |

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| 10 | That George Murray maintain his teaching position on campus for the 1968-69 academic year. | a. This decision would be referred to the community advisory board. |
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Outcomes of TWLF Demands

| No. | Demand | Settlement |
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| 1 | That a School of Ethnic Studies for the ethnic groups involved in the Third World be set up with the students in each particular ethnic organization having the authority and control of the hiring and retention of any faculty member, director, or administrator', as well as the curriculum in a specific area study. | a. The College would endeavor to establish a School of Ethnic Studies to begin operation in the Fall Semester 1969. The College will need additional funding for this purpose. |
| | | b. The School will equal existing Schools of the College in status and structure. |
| | | c. The college would establish a community board to recommend faculty appointments to the President. |
| 2 | That 50 faculty positions be appropriated to the School of Ethnic Studies, 20 of which would be for the Black Studies program. | a. Allocation of faculty positions to the School of Ethnic Studies will follow upon Spring planning and resources acquired by the College. |
| 3 | That, in the Spring semester, the College fulfill its commitment to the non-white students in admitting those who apply. | a. One hundred twenty-eight E.O.P. students were admitted for the Spring 1969 semester. |
| 4 | That, in the fall of 1969, all applications of non-white students be accepted. | a. Same as response to B.S.U. Demand #5. |
| 5 | That George Murray and any other faculty person chosen by non-white people as their teacher be retained in their positions. | a. Same as response to B.S.U. Demand # |