

TO: Members of the Ad Hoc Committee  
on Student and Faculty Recruitment

October 1, 1973

FROM: Ronald L. Cohen  
Dean of Studies

The following is a list of suggestions for the recruitment of Black students at Bennington College.

1. The following suggestions were made by Isaac H. Miller, President of Bennett College:
  - A. Recruit vigorously in highschools having large Black enrollments.
  - B. Be prepared to offer substantial financial aid.
  - C. Accept some students whom you would term "high risk" by conventional standards.
  - D. Be prepared to use your ingenuity and resources to help them achieve a fulfilling experience.
2. Create and maintain a special fund in the Admissions budget to hire Black students already here to recruit potential candidates at their own and surrounding highschools: this would provide jobs for Black students already here and potential candidates.
3. The same suggestion might be made for faculty, to have faculty hired through Admissions to recruit potential students.
4. Establish and maintain a fund within the Financial Aid Office for the expressed purpose of hiring Black students, but without decreasing their ability to qualify for a regular financial aid: e.g., go first to the regular financial aid budget, and if supplemental aid is needed, either to attract the candidate here, or to maintain the student here, go to the additional fund.

The following is a list of suggestions of procedures for recruiting Black faculty.

1. Maintain a file of lecturers and performers who have appeared here.
2. Maintain a file of responses from Bill Dixon's letters and letters from others about the availability of faculty through personal contacts.
3. Maintain contact with professional associations of Black professionals, such as the Black Psychologists Association.
4. Establish and maintain contact with schools and programs with a heavy concentration of Black Scholars and performers (for example, Howard University)

5. Letters of recruitment should explicitly state our interest in Black scholars and performers.
6. Positions should be looked for not only in regular faculty slots, but also in sabbatical replacement and teaching associates and assistants.

On Monday, September 17, a meeting of the on-campus members of the ad hoc committee was held for approximately an hour. Bill Dixon, Henry Carnes, and Ron Cohen, attended. The discussion centered on plans for the September 22nd meeting at the Parker's including all members of the committee. Information from the Admissions Office was circulated at this meeting in anticipation for a discussion for the September 22nd meeting. This meeting essentially served to summarize the information the on-campus contingent had collected and was going to present at the September 22nd meeting.