

TWLF Demands--Work Sheet for Central Committee and Negotiating Team only.  
"... " is from the original demands; '...' is from article by M. Delgado.  
This is intended to aid the CC and Neg. Team to understand and keep track of the demands, and what the administration is doing to meet them.

1. "That funds be allocated for the implementation of the Third World College, including the following:
- Department of Asian Studies--that positions and staff be set up to develop the Asian Studies Department controlled by Asian people.
  - Department of Black Studies as proposed by the ASSU.
  - Department of Chicano Studies.
  - Department of Native-American Studies.
  - Any other ethnic studies programs as they are developed and presented."

' The Third World College is envisioned as a major academic sub-division of the University, such as Agricultural Sciences, Chemistry, Engineering, Environmental Design, and Letters and Sciences. It would accept students directly from high school or as transfers from other institutions and provide them with a thorough background in one or more of the ethnic study programs including familiarity with other related fields and general fields of knowledge.'

' Although a student enrolled in the Third World College might take courses in other colleges or schools, his degree requirements would be determined by the College's deans, department chairmen, and faculty. Students and community leaders would participate equally at all levels of the decision-making apparatus.'

' The Third World College will have its own administrative offices and its own regulations for obtaining degrees. All Students will be expected to satisfy requirements for the degree on three levels: University, Third World College, and field of concentration i. e. Chicano students, Asian Studies, black studies!

Specifics:

- That five people be hired, including 1 Dean and 4 Chairmen of departments, immediately. These five will begin to set up the specifics of the College: Curriculum, personnel, and relationships within the College. The Implementation Committee will be set up only to select these five people, and will dissolve itself upon this happening. The Implementation Committee, through the Central Committee, will propose a general plan for the TWC, and those people (the five) will begin to choose people to carry out that plan.

The Implementation Committee will also have funds, and staff in order to choose the five, as well as enable the five to carry out their functions. Thus, the College will be started immediately as an interim Department, and the mechanisms will be started on a College to be implemented in four to six (4-6) months. The College will have similar autonomy to any other University College, except possibly in terms of admissions.

PLAN:

Implementation Committee--appoints--Dean and Chairmen --set up--College, 4-6 months  
(with funds and staff) (with funds and staff) (full funding and staff)  
Interim Department immediately

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dissolves  
Implementation Comm. (?)  
don't think so

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2. "Third World People in Positions of Power.

2.

Recruitment of more Third World faculty in every department and discipline and proportionate employment of Third World people at all levels from Regents, Chancellors, Vice-Chancellors, faculty, administrative personnel, clerical, custodial, security, service personnel, and all other auxiliary positions and contractual vending services throughout the University system.

Specific demands for immediate implementation:

- a. Hiring of Third World Financial Counselors (Special Services)
- b. Third World Chancellors in the University System.
- c. Third World people put in the Placement Center as Counselors.
- d. Third World people put in the Admissions Office
- e. Third World Deans in the L and S Departments.

' Administrators , non-academic personnel, and faculty will be recruited and hired on the basis of their awareness of the problems facing Third World people and their ability to provide an educational experience relevant to the aspirations of Third World people. '

Obviously, the demand for TW Chancellors and Regents cannot be handled by the Chancellor of this Campus. What we demand here is his full support for this type of appointment, in Sacramento, and in the Presidents Office. Regents are appointed by the Governor, with the approval of the Senate, and Chancellors are appointed by the President, with the approval of the Regents.

SPECIFICS:

The Thrust here is for people that are sensitive to the needs of the Third World community to be in positions that affect third world people. On the Campus level, what we demand is that a Committee be set up to deal with this demand, and demand number four (4). This committee can:

- a. begin to look for vice-chancellorship, whether old or new (perhaps a vice-chancellor for third world affairs). The same for deans and associate deans in L and S, and other colleges.
- b. Faculty must be found for all departments in the University. Search and hiring teams must include Third World people. If necessary, the Committee should do the hiring in conjunction with the specific department or institute.
- c. Counselors in the Placement Office and Financial people are crucial. Jobs and money are essential to the success of third world people. Specifically, the committee should begin to find counselors that are sensitive to TW people. We should demand an Associate Director of Special Services, or a new Director. This position can control the 600-800 Work-Study slots, and the various financial aids programs. We do not need any more secretaries, and counselors, as much as division heads and directors.

Plan : We need a Committee to handle hiring and staffing; all agreements should be in writing and done in 4-6 months, or less. This committee can handle demand four as well.

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3. "Specific demands for immediate implementation:

- a. Admission, financial aid, and academic assistance to any Third World student with potential to learn and contribute as assessed by Third World people.
- b. 30 Work-Studey positions for the Chinatown and Manilatown projects, and 10 EOP counselors, including full-time Asian coordinator.
- c. Expansion of Work-Studey program jobs to the AASU East Campus Berkeley High School Project, to include at least 30 positions.
- d. That the Center for Chicano Studies be given permanent status with funds to implement its programs."

' Admission to the Third World College will be based primarily on their potential to learn as ~~xxxx~~ determined by Third World College's Admissions Office. Measurements of potentiality will be designed to take into account the cultural differences and diverse life experiences of those applying for admission. Upon acceptance to the Third World College, applicants will receive financial academic assistance needed to insure their success in completing degree programs. Enrollment in the college will not be restricted solely to Third World people, but because of the nature and purpose of the College, Third World people will be given primary considerations.'

SPECIFICES:

- a Admissions comes under the purview of V-Chancellor Jonnson. The Admissions officer is Stewart. Demand number 3a is actually already going on. The Admissions (EOP) committee is controlled by Third World People, and all rejects can be let in by that committee, after review, and after the UCB Admissions committee has formally rejected them. This admissions committee is part of the EOP, as well as the Admissions Office.
- b. The Work Study and EOP positions are more easily attained. However, we insist on the administration carrying these out, without our application, etc.
- c. The Chicano Center must be funded fully, and continued. Especially because the deadline on that first agreement is Friday, Feb. 28. It is essential to the development of the Chicano studies.

4. "Third World Control Over Third World Programs

That every University program financed federally or otherwise that involves the Third World communities (Chicano, Black, Asian, Native-American) must have Third World people in control at the decision making level from funding to program implementation. "

Specifics:

This demand is related to demand number 2. This demand is broader in scope however. The same committee should overview all programs affecting TW communities. For example, Urban Crisis Funds (who uses, where they go, etc); Community "Research" Programs in Business Administration, Education, Sociology, Anthropology, and Economics. This committee should have the power to check files, see confidential materials, and be able to sit on all committees and boards that dispense funds for TW affairs.

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5. "That no disciplinary action will be administered in any way to any student, workers, teachers, or administrators, during and after the strike as a consequence of their participation in the strike."

SPECIFICS:

- a. The only amnesty the Chancellor can grant is Campus rule-violations. However, with Regents Resolution, it is much harder now for him to do this. However, all those people cited have not been proven guilty yet. They have three main alternatives:
1. Talk with the Dean of Students, who will either drop the charge, or recommend to the Chancellor.
  2. Have a hearing before the Faculty Hearing Officer, appointed by the Chancellor.
  3. Have a hearing before the Student Conduct Court, with 4 faculty and 3 students, appointed by the Chancellor as well. *world*

What we can do is pressure for and get ~~this~~ students and faculty on those committees; thus, we can try our people ~~with~~ their peers. Amnesty will be met if those decisions are to drop all charges, or to get only warnings, reprimands, and suspended probation.

It is impossible for the Chancellor to declare publicly the intention to drop all charges. He no longer has that power. We must deal it along the way, in what he calls the due process. The hearing processes we must hit are the above.

- b. Academic amnesty is also important, i. e. that students not be screwed by the grades and credit they will lose as a result of the strike. The TWLF Amnesty Committee is pressuring Deans and Department Chairmen for amnesty. What we should request from Heyns is a support message asking faculty to go easy on the students being hurt, and have him set up a Chancellor's Committee to review all cases concerned with the strike.

A Statement of support will affect the Academic Senate as well as Deans. This is needed early, and needed for the morale of our people.

As of now, our people can do only the following:

- a. get incompletes from their individual professors, by convincing them of the situation.
- b. drop courses with the approval of the Dean of the College, which is difficult.
- c. get retroactive withdrawals, meaning no report at all, as if the student never enrolled.
- d. get screwed, but receiving failure grades, and as a result, no credit.

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