

May 10, 1972

NOTES ON EQUAL OPPORTUNITY RECRUITING

A variety of misconceptions about recruiting and the role that the Admissions Office plays in it, together with the imminence of discussions with respect to reassessment and possible reorganization of recruiting activities in the equal opportunity area suggest that brief notes on the total picture and some of the historical background may be useful.

At the risk of repeating the obvious, it seems worthwhile to remind ourselves that Dartmouth students must first elect to apply, second, are selected for admission, and, third, elect to attend. Selection is the middle activity; recruitment is an aspect, but not the sole aspect, of the other two steps in the process. The better part of the stronger of those selected, all types--scholars, blacks, athletes, combinations thereof--do not elect to attend Dartmouth.

Although methods of selection, the criteria available and the difficulties in assessing various attributes of the applicant group in relation to the purposes of the College are foremost responsibilities of the Admissions Office and are relevant to student enrollment, this activity is sufficiently complex as to require separate discussion, is not precisely germane to the problem under consideration, and will, therefore, not be a major aspect of these notes.

Applicants become interested in Dartmouth initially through a variety of sources at various stages in their pre-college years and apply for a variety of reasons.

First, there is the general atmosphere in which Dartmouth is regarded. This has a vast spectrum of impact, ranging from very little in a school where the name Dartmouth only rings faint bells of recognition to the presumably more sophisticated knowledge concerning college which pervades a school such as Exeter, Deerfield, or New Trier. This general, apperceptive knowledge about Dartmouth may also be colored by personalized information from alumni or undergraduates who report back to their schools, from guidance counselors who may or may not have had any relationship with the College but know people who have, from people in the business or professional world who know something about the College and from newspaper articles about its activities, about its faculty, about its riots or its glee clubs or its theater performances, etc. There is a pot pourri of information concerning Dartmouth which spreads across the land, if not the world, in varying degrees of intensity, accuracy and comprehensiveness.

This "general" knowledge produces hundreds of inquiries every year in response to which we send our General Information Bulletin and such

available specific information as may be appropriate to the inquiry.*

In addition, there are more specific informational sources such as materials that come from academic departments, from the DCAC or the Outing Club, or from the Afro-American Society or the Tucker Foundation. These items are broadcast rather widely to schools and prospective applicants and distributed on specific request.

Then there is "specially oriented" recruiting.

Anyone is entitled to recruit for Dartmouth. And many people do. Self-appointed emissaries with special activities or scholastic interests (such as in mathematics, drama or football) and those with interests in specialized groups (such as Indians, Puerto Ricans, or blacks) work independently--and sometimes naively--with a considerable range of activities, persistence and success in the vineyards of potential raw material.

We also encourage alumni to recruit. There are some among the alumni with specialized interests, (i.e., athletes or blacks or musicians or actors or debators) but most have either more comprehensive or more personalized interests, i.e., relatives or neighbors. We encourage alumni through persuasion, and hopefully through education, to conduct their recruiting honestly and in good taste, and hopefully with the interest of the applicant at the fore.

However, the College has very little control over such activity other than persuasion unless the agent is officially part of the College faculty-administrative complex.

Organized recruiting, such as that conducted by the coaches, and more recently by groups on campus especially interested in the blacks and Indians, falls under the general oversight and coordinative direction of, but not under the precise and detailed control of, the Admissions Office. In these relationships, the Admissions Office has acted as the official college agency for overseeing these activities and as a consultant, but not as the administrator of them.

The tasks of the Admissions Office as they have evolved in these areas include such things as making sure that recruiting is done in good taste; that related activities conform to the spirit and letter of intercollegiate agreements; are consistent with Dartmouth College's purposes as an institution of higher learning; and that the materials used are honest and objective.

*The GIB and much of the other material need a major overhaul and new material is badly needed, as is well known.

In the cases of the blacks and Indians we have also endeavored, through some direct assistance, to help the recruiters (in most instances undergraduates but including College officers such as Mr. Tonemah, Mr. Armstrong, Mr. Thibodeaux) with logistical support including travel money, some printing money, clerical assistance and, through discussion, to determine ways and means to use our limited resources of money and manpower most effectively.

The Admissions Office has selected the "undergraduate coordinator" as the agent to whom and through whom this assistance is proffered and the undergraduate coordinator has elicited the assistance of other undergraduates for these purposes under his own direction albeit after discussions with Mr. Smith of the Admissions Office, and presumably also after discussion with other members of the College's black community.

An admissions officer's functions do not include specific "type" recruiting. This is not to say that admissions officers are not expected to "recruit" at all or that they should not or do not get involved in specialized recruiting. However, admissions officers, as such, are presumed not to have special, vested interests but, rather, are required to keep in mind continually the overall interests of the institution.

It is certainly an admissions officer's duty to be concerned with special interests of the institution in our contacts with secondary schools, prospective applicants and their parents, in fact in all our activities. It is rather difficult, however, for an admissions officer to act as a solicitor of an application on the one hand and on the other to move to the other side of the desk and make an objective decision. It is for this reason, I feel, that admissions officers have to be generalized in their responsibilities and while they should be willing always to aid and abet specialized recruiting interests they should not, cannot, be specialists themselves.

In addition to the above the recruiting of minority groups has been aided and abetted by many outside agencies. The Admissions Office has directly solicited the assistance of black alumni, for example. (We've had some response to these petitions but there's room for greatly expanded activity.) We have cooperated with referral agencies such as Upward Bound, NSSFNS, The Urban League and other groups in "College Night" and similar programs. And, we have endeavored to utilize the services of faculty and administrative officers of Dartmouth when they have been on the road or on off-campus activities as well as soliciting their assistance for limited road trips. (Time and other obligations have generally inhibited their capacity to engage extensively in these activities.) In addition, we have solicited the assistance of undergraduates and faculty who are on off-campus projects such as the Jersey City Program and other Tucker internship programs.

In short, "recruiting" embraces a vast complex of activity, people, objectives and resource limitations. The challenge is to find those activities and interests which the College can financially support and organize and which will appear, after experience, to produce the maximum possible results for the efforts and monies expended.

A summary of our recruiting activities with black students in the past few years is appended. I hope you will review these data. It is essential to know that we are not, exactly, starting from scratch as we undertake to improve the effectiveness of our equal opportunity recruiting.

Handwritten signature: S. I. [unclear]

Appendix to Edward T. Chamberlain, Jr. memo re Equal Opportunity Recruiting
for the Classes of 1973 through 1976

Black Student Application Encouragement Committee	Pages 1 and 2
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BLACK STUDENT APPLICATION ENCOURAGEMENT COMMITTEE (BSAEC)

The Black Student Application Encouragement Committee efforts comprise a three pronged attack:

Fall Term travel to selected high schools throughout the country lasting anywhere from two days to two weeks. This occurs during late September, early October, November and early December.

During the late fall and early winter term, mailings are made to lists of students from anywhere in the neighborhood of 800 to 1000 names in all, sent to the Admissions Office by NSSFNS, Aspira, Metco, the College Bound Corporation, Talent Search, National Achievement Scholars of the National Merit Testing Service, Ask Us of ACAC, and Project Access of the College Board Program.

Early January is follow-up time, when all applicants who haven't filed formal papers are sent letters reminding them of deadlines, fee waivers etc. Anywhere from 500 to 800 follow-ups are mailed.

Spring term finds the student group engaged in writing acceptance, rejection, and waiting list letters. Sending booklets, calling, and visiting with accepted candidates. During this same period of time, future applicants are being contacted by attending conferences, visiting high schools and agencies.

The annual expenses for (1969-1971) travel have ranged from \$5000 to \$8000. The cost for one student for one week on the road has averaged \$500 plus or minus 20% depending on the distance from Hanover. All arrangements for travel visits, school contacts, alumni contacts etc. are handled by the student manager of the BSAEC, monitored by the Admissions Office.

Attendance at conferences, luncheons and group meetings involving prospective applicants averages in cost anywhere from \$50 to \$100 per meeting. This is not inclusive of travel nor lodging costs.

Special printing of booklets etc. for the Classes of 1974, 1975, and 1976 has averaged \$300 to \$500 a year.

Under the item student employment, if the Admissions Office employees three students for three terms and approximately 45 hours per week for 30 weeks, the cost then is \$3000 per year. This can vary a few hundred dollars depending on rush periods, special assistance for typing, follow-up letters and the like.

The following is a listing of those student recruiters who have worked in the past three seasons for the Admissions Office. Anderson J. Lonian, Class of 1968, who is a returning veteran, four years in the USAF; has worked in the program since the fall of 1969 and is presently the manager/coordinator of the total undergraduate involvement. Albert L. Knight, Class of 1973 has worked for two years plus as a student assistant. William D. Oldham, Class of 1973 worked for more than a year but transferred from Dartmouth to another institution last year. George Riley, Class of 1973 worked for two terms in 1971. Ben Bridges, Class of 1974 worked for two terms during 1971. Frank Walker, Class of 1973 and Marvin Johnson, 1973, worked as summer recruiters with the Afro-American for Educational Opportunity based in Boston in June, July and August of 1970; under work study at a cost of approximately \$2000. Daniel Calloway, Class of 1972 worked during the winter term of this year, Tommy Baugh, Class of 1974 is in his third term and should continue, assuming the program operates in the same manner next year. This is also true of Al Knight, 1973, who is in line by seniority as student

manager for the program. Gary Gibson, Class of '74, has been a very active recruiter, traveling to the Texas, Louisiana region of the country and also worked one term up-dating the Black Student booklet. Carl Grey a special student worked for one-half year in the beginning of the program in 1969. Keith Jackson worked for one year in 1969 also Melvin Perkins a special student who is now in the Class of '73 worked as a typist. Volunteer recruiters to mention a number of different types, range anywhere from Wally Ford, Class of '70 and Larry Stephans, Class of '70 who took the West Coast trip of 1970, down through Lisbon Tillman, Class of '71, Mike Lattimore, Class of '73, Nelson Armstrong, Class of '71, Eugene Thibodeaux, Class of '71, Wade Smith, Class of '71, all of whom having been involved for three years as recruiters traveling officially and on their own. Jesse Spikes and Charles Stewart have done note worthy recruiting as undergraduates, Lawrence Ivey, Ronald Brown, Larry Thomas, Bernard Baker, Ellis Rowe, Wayne Guerrant, and Walter Singletary have taken a number of shorter trips over the past two years. Paul Edwards, Class of '74 has done one of the better jobs recruiting for the Admissions Office this past year. Non-undergraduates recruiters (members of the College staff) who have travelled for the Admissions Office would include John Holmes, who was a intern with the Comptroller's Office, travelled in the Carolinas during this past fall. Jerry Nunally who was an intern in the Development Office for a year, travelled in the southern states down to Louisiana during the academic year 1970-71, Greg Smith, an assistant to the Director of Financial Aid, travelled for the Admissions Office during the academic year 1970-71 and Nelson Armstrong and Gene Thibodeaux who are presently members of the Counseling Staff, travelled extensively this academic year during the fall and early winter, south to Louisiana and west to Texas. These two men did the bulk of the long distance traveling for the Admissions Office recruiting effort for black students. I should also mention Dean Roy Keith, Delvin Benjamin, Mrs. Brunetta Wolfman, and other black members of the College staff who also actively recruited for the Admissions Office in their various categories and during their vacation periods.

BSAEC STAFF

Student Staff; Present to 1969 w/s salary

A.J. Lonian '68 senior 3 years Manager
 Albert Knight '73 two years and 1 term
 Thomas Baugh '74 1 year
 Gary Gibson '74 winter '72
 Dan Calloway '72 1 term (winter '72)
 Wm. D. Oldham '73 (W/D S '71) 1 year 70-71
 George Riley '73 2 terms winter/summer '71
 Ben Bridges '74 1 term summer '71

Frank Walker '73 summer '70 for AAEO as field recruiters in Baltimore &
 Marvin Johnson '73 Newark

Melvin Perkins '73 winter '71

Keith Jackson 1 year (F.W.S. '69) resigned for personal reason fall '70

Carl Grey C fall term '69 W/D winter '69

SUMMARY OF RECRUITING BY CLASS 1976-1973

Class of 1976

As of January, 1972 over 100 high schools and counselors had been visited by recruiters, six conferences had been attended and over 1000 letters have been sent contacting potential applicants.

Notable efforts were expended by Nels Armstrong and Gene Thibodeaux in the Counseling Office. John Holmes, an intern with the Comptroller's Office travelled to the Carolinas and Roy Keith of the Dean's Office recruited in Tennessee. Brunetta Wolfman expended a great deal of effort on the West Coast for the Program.

Undergraduate efforts by Dan Calloway, Charles Stewart, Greg Wheeler, Gary Gibson, Barry Jones, Jesse Spikes, and Paul Edwards, to mention but a few of those who took formal trips during the recruiting season.

Black alumni such as Dr. A.A. Lee, '50, of Atlantic City, N.J., Edgar Holley, Class of '66 of Queens, New York, Robert McGuire of Washington, D.C., and others also added to the applicant pool.

Spring conferences still to be attended include three sponsored by NSSFNS in Atlanta, Philadelphia, New York and New Jersey, Aspira in New York City, the College Bound Program in New York City, and a few others.

Travel to coincide with acceptance letter mailing will be planned as per usual. During this same time period schools and counselors will be contacted and as many high school juniors as can be interested will be given informational materials.

Class of 1975

Under the same mode of operation as in the prior year; three students working 10 to 15 hours per week with A.J. Lonian serving as manager of the total undergraduate effort, were employed by the Admissions Office.

About 100 preliminary applications were already on file from the prior spring's school visits. Again, over 800 preliminary contacts were made with 334 applications being filed. 131 men were offered admission and 74 matriculated.

Some 125 schools were visited during formal travel although the number of vacation and informal visits would add another 100 to this group. 22 undergraduates traveled on scheduled organized visits to cities, schools and conferences as far away as Texas, Chicago, Kansas City and New Orleans. Tucker interns were used as contacts in California. Al Knight, '73, an employee of the Admissions Office, worked in the Tucker Intern Program in California for one term.

Note worthy efforts were produced by Gene Thibodeaux, Charles Stewart, Greg Wheeler, and Barry Jones. Adult staff members who did formal recruiting were Jerry Munally, an intern from Louisiana, who worked with the Development Office, Greg Smith, an assistant to the Director of Financial Aid, Roy Keith of the Tucker Foundation, and Larry Stephens of the Counseling Office.

The Black Student Booklet was available for use with the acceptance letters in mid-April and was sent to all candidates who had been accepted or placed on the waiting list.

Class of 1974

Mark Jennings, '69, was hired July, 1969 to serve as an Assistant to the Director of Admissions and Coordinator of Black Student recruiting effort. He subsequently resigned his position in September of that year. Three black students were then employed to coordinate the recruiting efforts. These being A.J. Lonian '68, Keith Jackson '71, and Carl Grey, a special student. Carl Grey withdrew from the College in January, 1970.

Their efforts produced an applicant pool of 336 men from 880 initial contacts. Of these, 162 were offered admission and 79 matriculated. The applicants came from 294 public schools and from 42 private schools.

Operating procedures followed this seasonal pattern. Fall travel by undergraduates to selected cities in October and November: regional conferences such as Metco in Boston, NSSFNS in Atlanta, Chicago and New York City, Aspira, College Bound Corporation of New York City.

Vacation visits on a volunteer or organized basis during the Thanksgiving recess and at Christmas time. Men such as Wallace Ford and Larry Stephens, Herschel Johnson, Jesse Spikes, Carl Blackwell, Ronald Brown, Orlando Wright, Wade Smith, Gene Thibodeaux and Nels Armstrong, travelled for the program at various times. Delvin Benjamin and a few of the other black staff members did informal recruiting.

Class of 1973

The recruiting efforts in 1968-69 were operated out of the Tucker Foundation and budgeted through that organization. Letter writing, phone calling and other such campaign stratagem produced initial applications from about 225 senior men of whom 154 completed some portion of the application. 134 were offered admission and 89 agreed to attend. 84 matriculated with the Class of 1973.

Four undergraduates were largely responsible for the major efforts involved. These being Jim Hutchinson, William McCurine, Al Sloan, and Dennis Young. These men spent more than a term, being released from all classroom work, travelling across the nation and instituting follow-up efforts. One could say that this was almost a hand picked applicant group.

REGIONAL TRAVEL STATISTICS

Region No.

BSAEC

Date 1971-72

STUDENT	Dist.#	Cities	Days Spent	Alumni Workshops	Counselor Sessions	Open Houses	Schools Visited	Counselors Seen	Candidates Seen
Mike Hollis		Atlanta, Ga.							
A.J. Lonian		Providence, R.I.	1						
Wade Smith		NYC							
Greg Wheeler		Detroit	2						
		Chicago	2						
Gene Thibodeaux		Atlanta, Ga.							
		Lake Charles, La.							
		New Orleans, La.							
		Mobile, Ala.							
		Birmingham, Ala.	10						
Walter Singletary		New Jersey (Bergen Co.)	2						
Paul Edwards		Westchester, NY	2						
Barry Jones		Baltimore							
		Washington DC							
John Holmes		Ashville, NC							
		Henderson, NC	2						
		Greenwood, SC							
		Greenville, SC	2						
		Spartanburg, SC							
Lawrence Ivy		Cinn. Ohio	2						
Ron Brown		NYC	2						
Larry Thomas		Dallas							
		Ft. Worth, Tex	3/4						
Gary Gipson		San Antonio							
		Austin, Tex	2						
Nels Armstrong		Kentucky, Louisville							
		Indiana							
		Richmond, Va.							
Tom Baugh		NYC							
Al Knight		Boston, Mass.							
Vernon Baker		North N.J.							
		Teaneck							
		Tenafly							
		Englewood, NJ							
Ellis Rowe		Miami, Fla.							
Wayne Guerrant		Cinn. Ohio							
Nels Armstrong		Camden, NJ							
Keith Jackson		NYC	3	1					
Ben Wilson		Memphis, Tenn.							
Geo. Bullock		NYC							
Chas. Stewart		St. Louis, Mo							
Jesse Spikes		St. Louis							

1970-71

REGIONAL TRAVEL STATISTICS

Region No.

BSAEC

Date

1971-72

Dist.#	Cities	Days Spent	Alumni Workshops	Counselor Sessions	Open Houses	Schools Visited	Counselors Seen	Candidates Seen
Wallace Ford	Boston							
Carl Grey	NYC							
	Boston							
Lisbon Tillman	Washington, D.C.		1					
Jesse Spikes	Philadelphia							
Carl Grey	Philadelphia							
Anthony Harley	Baltimore							
Geo. Riley	Patterson, NJ							
Carl Blackwell	Cinn., Ohio							
Walter Spears	Detroit							
Wallace Ford	Atlanta, Ga.							
Herschell Johnson	Birmingham, Ala.							
Keith Jackson	DC & Atlanta							
	NYC							
L. Johnson	Columbia, SC							
	Virginia							
W. Ford	San Fran.	1						
L. Stephans	LA	week						
Keith Jackson	NYC							
Carl Blackwell	Boston							
Michael Peak	Louisville							
Dan Brown	Ky.							
Kevin Thompson	Boston							
	Concord							
	Wellesley, Mass.							
A.J. Lonian	L.I., NY							
	Prov., RI							
Jethon Williams	Cleveland							
	Niagra Falls							
	Buffalo							
Al Knight	Boston area							
Norbert White	" "							
Carl Blackwell	NYC & L.I.							
Ron Hunter	" "							
Tyrone Byrd	" "							
Stan Moulton-Podis	NYC							
Grey Smith	White Plains NY							
	Camden,							
	Phila.							
Verry Birch	Cleveland, Ohio							
Brion Thomas	Fall River, Mass.							
	New Bedford, Mass.							
Dan Calloway	Wisconsin							
Greg Wheeler	Detroit							
Norman Brown	Pitts.							
1	Philadelphia							

1969-70

REGIONAL TRAVEL STATISTICS

Region No. PSAEC

Date

1971-72

Dist.#	Cities	Days Spent	Alumni Workshops	Counselor Sessions	Open Houses	Schools Visited	Counselors Seen	Candidates Seen
Al Knight	Kansas City St. Louis, Mo.							
Chas. Stewart	St. Louis							
Wm. Oldham	Pittsburgh, Pa.							
A.J. Ionian	Boston Northeastern							
Tom Waters Barry Jones	Pittsburgh, Pa. Lynchburg, Va. D.C. Baltimore							
Wade Smith	D.C. Newport News, Va.							
Norm Brown Morris Whitaker	Philadelphia, Pa. "	"						
Wm. Oldham	Cleveland Cinn.							
Orlando Wright	Columbia, SC Charleston, SC							
Geo. Riley Bev. Lone Larry Begley	Jersey City, NJ nYC NYC							
Frank Watkins	Houston, Tex New Orleans, La.							
Reginald Austin	NYC							

COMPARABLE TRAVEL STATISTICS BY YEAR 1969-1972

	1974	1975	1976 (as of May 6)
Number of major trips of 1 week or more	15	15	15
Number of minor trips of 1 to 3 days	15	5	20
Number of conferences attended - Metco, Nssfns, etc.	8	10	20
Number of formal vacation visits -minor expenses paid (lunch, gas, etc.)	25	30	30
Number of informal vacation visits - no cost to admissions	15	25	30
Number of school visits	100	128	142
Number of counselors seen	100	145	150
Number of candidates seen	800	856	852
Number of alumni seen	30	25	40

1971-721970-711969-70Alabama, 4 cities, 8 schoolsCalifornia 5 cities 15 schDist. of Columbia, 5 schoolsDist. of Columbia 7 schoolsGeorgia 1 city, 7 schols, 1 conf.Georgia, Atlanta schoolsIllinois, Chicago 4 schls, 1 conf.Illinois, 4 Chicago schlsIndiana, Indianapolis 5 schoolsKentucky, Louisville 1 schoolLouisiana, 2 cities, 7 schls.Louisiana, 2 cities 7 schls.Louisiana 6 schls.Maryland, Balti, 5 schoolsMaryland, Balit. 3 schoolsMassachusetts 2 cities 2 schls 1 conf.Michigan, Detroit 7 schoolsMichigan 7 schoolsMissouri, 2 cities 8 schls.Missouri, 8 schoolsNew Jersey, 4 cities 6 schls.New Jersey, 7 cities 7 schls.New York metro. area 4 visits
16 schls. 6 conf.New York 13 schools, 3 conf.North Carolina 3 cities, 3 schls. 1 conf.Ohio 1 city, 6 schoolsOhio 2 cities 11 schoolsOhio, schls. in Cinn. Clev
& AkronPenn. 4 cities, 25 schls.Penn. Phila. 6 schoolsSo. Carolina, 4 cities 6 schls.So. Carolina 2 cities 10 schls. So. Carolina 1 city 1 schlTennessee 1 city 4 schls.Texas 5 cities, 17 schoolsTexas 1 city 5 schoolsTexas 5 schoolsVirginia 6 cities 12 schoolsVirginia 5 cities 10 schools

Other Conferences

Providence, R.I. -

New Haven, Conn. -

Princeton, N.J. -

Phila. Pa. -

Rutgers, N.J. -

Kansas City, Mo. -

Boston, Mass. -

Wisconsin 7 schools

Other Conferences

Boston, Mass. 2

Chicago, Ill. -

Philadelphia, Pa. -

New Haven, Conn. -

Atlanta, Ga. -

Princeton, N.J. -

Other Conferences

Boston, Mass.

Chicago, Ill.

Atlanta, Ga.

Philadelphia, Pa.

New Haven, Conn.

AGENCIES MINORITY REFERRAL

Contact/Cooperation 9

Afro-American for Educational Opportunity - Boston (AAEO)	3 years
Ask Us of ACAC (Association of College Admissions Counselors	3 years
Chicago Boys Club	1 year
College Bound Program NYC	3 years
CEEB Programs	
Cooperative Program for Educational Opportunity	4 years
Metropolitan Council for Educational Opportunity (METCO) Boston	3 years
National Achievement Scholarship Program for Negro Students	years
National Scholarship Service & Fund for Negro Students (NSSFNS)	years
NYU Pre-Med Program	2 years
Project Access of CEEB	2 years
Project Open D.C.	3 years
St. Phillip's Community Youth Center	3 years
Transitional Year Program at Yale	2 years
Upward Bound National	
Yale Summer H.S.	2 years
Boys Clubs of Philadelphia	
Youth Service Agency, NYC	4 years

APPLICANT REFERRAL AGENCIES WHICH HAVE CONTACTED US 1969-1971

Urban League	Chicago, Ill.
Palmer Memorial Institute	N.C.
Greater Boston Center for Opportunity for Progress in Education	Mass.
Childrens Aid Society	NY
Centra Costa College	California
U. of N.C.	N.C.
Education Ass't Center	NYC
Project Success - Chicago City College	Ill.
Harlem College Ass't Program	NYC
Sponsors for Educational Opportunity	NYC
Philadelphia Comm. College Placement YMC	Pa.
Albert Einstein College of Medicine	Pittsburgh, Pa.
Community & Neighborhood Dev. Org.	Bronx, NY
Board of Education	Jersey City, NJ
St. Peter Claver Academy of College Bound	NYC
Summer Pilot Project Johns Hopkins U.	San Antonio, Texas
Project RAP	Baltimore, Md.
Sports Unlimited	Brooklyn, NY Buffalo, NY
Higher Education Guidance Center	Brooklyn, NY
Chicago Comm. on Urban Opportunities	Chicago, Ill.
Neighborhood College Oppor. Project	Chicago, Ill.
Harlem Teams for Self-help	Brooklyn, NY
Urban League	NYC
Good Neighbor Inst. and Orientation Ctr.	Westchester, NY
Stuyford Action Council	NYC
ABC	Brooklyn, NY
South Boston Action Ctr.	Amherst, Mass.
Urban League of Pittsburgh	Mass.
Project Open	Pa.
Project Memo	D.C.
Set-Go (Y)	Mich.
Info. Retrieval Ctr. on Disadvantaged Qualicap	Chicago, Ill.
Bridgehampton Child Care Center	L.I. NY
Temple Opportunity Program	L.I. NY
Kilmer Job Corps.	Pa.
Emmanuel Baptist Church	Brooklyn, NY
Bethaney Baptist Church	Brooklyn, NY
St. Phillip's Community Youth Ctr.	NYC
Boys Harbor	NYC
Cambridge Advmt. Project	Mass.
Urban League of NYC	NYC
Temple U. Upward Bound	Pa.
Youth Corps. (NAE)	Cinn. Ohio
Human Resources Adm.	NYC
Kansas City Metro. Area Talent Search Center	Kansas City, Mo.
Neighborhood House Assoc.	Plainfield, N.J.
Inner City Student Counseling Ctr.	Buffalo, NY
Urban Lezgue of New Haven	New Haven, Conn.

CITIES AND STATES CONTACTED/CORRESPONDENCE 1971-72 for CLASS OF 1976 to date

ALABAMA: Huntsville, Tuscaloosa

ARKANSAS: Little Rock

CALIFORNIA: Claremont, Berkeley, Los Angeles, Compton, LaJolla

CONNECTICUT: Hartford - Comm. Talent Assistance Coop.
Storrs - Conn. Pre-collegiate enrichment program

FLORIDA: Coral Gables, St. Petersburg

GEORGIA: Atlanta 1

INDIANA: Indianapolis

ILLINOIS: Chicago, Evanston, DeKalb, Waukegan, Batavia

KANSAS: Kansas City

KENTUCKY: Frankford, Louisville

MARYLAND: Baltimore 11

MASSACHUSETTS: New Bedford, Chelsea, Worcester, Boston

MICHIGAN: Flint, Cedar Rapids, Rochester

MISSOURI: St. Louis

NEW HAMPSHIRE: Durham

NEW JERSEY: Newark, Bergen Co., Jersey City, Edison, Matawan, Long Branch, Plainfield

NEW YORK: Bronx, Brooklyn, Ithaca, Buffalo, Long Island

NORTH CAROLINA: Durham

OHIO: Cleveland, Akron

PENNSYLVANIA: Philadelphia

RHODE ISLAND: Providence

TENNESSEE: Memphis

TEXAS: Corpus Christi

WASHINGTON: Seattle

WASHINGTON D:C.

WISCONSIN: Madison

Alumni involved in Admissions - known

60 Alumni were contacted by personal letter (SWS) Classes '45 through '65 from July through October 1969

The following responded positively:

60 Alumni Classes of '45 - '65
July - October, 1969

Art Lee '50	New Jersey 8-10 applicants
Carl Granger '49	Mass. Interviews and apps.
Robert McGuire '58	D.C.
Edgar Holley '66	NYC
Gilroy Griffen, Jr. '53	Westchester
Julian Robinson '53	New Jersey, (Jersey City)
Richard Fairley '55	D.C.
Dr. Samuel Jenkins '19	NY and L.I.
Herb Jacobs '54	New Jersey
Forrester Lee '68	New Jersey
Raymond G. Neizer '52	Salem, Mass.

Others in D.C. and NYC, and Philadelphia areas had been active in a variety of ways before my contact. Very minor formal response to my letter.

Dr. Samuel F. Jenkins '19	[REDACTED] NYC
Dr. Robert S. Wilkinson '24	[REDACTED] South Point, Ohio
Mr. Charles T. Duncan '46	[REDACTED] Washington D.C.
Mr. Fritz W. Alexander, 2nd '47	[REDACTED] NYC
Dr. Carl V. Granger, Jr. '49	[REDACTED] Cohasset, Mass.
Dr. Arthur A. Lee '50	[REDACTED] Atlantic City, NJ
Mr. Raymond G. Neizer '52	[REDACTED] Salem, Mass.
Mr. Julian K. Robinson '52	[REDACTED] Jersey City, NJ
Rev. James P. Breeden '56	[REDACTED] Roxbury, Mass.
Mr. Eugene L. Booth '57	[REDACTED] Weston, Mass.
Mr. Robert G. McGuire, 3rd '58	[REDACTED] Thetford Center, Vt.
Mr. Gilroye A. Griffin, Jr. '59	[REDACTED] White Plains, NY
Mr. John Rose, Jr. '63	[REDACTED] Bloomfield, Conn.
Mr. Michael K. Lewis '65	[REDACTED] NW Washington DC
Mr. Edgar M. Holley '66	[REDACTED] Lefrak City, NY
Mr. Walter J. Baynes '68	[REDACTED] Dorchester, Mass.
Mr. James C. Johnson, Jr. '68	[REDACTED] Philadelphia, Pa.
Mr. Forrester A. Lee, Jr. '68	[REDACTED] NYC
Mr. Anderson J. Lonian, 2nd '68	[REDACTED] Hanover
Mr. Frederick W. Byrd '69	College Moderne Dabou Ivory Coast
Mr. James J. Hutchinson, Jr. '69	[REDACTED] Chicago, Ill.
Mr. Mark D. Jennings '69	[REDACTED] Peabody, Mass.
Mr. Alfred W. Sloan '69	Harvard Business School, Boston, Mass.
Mr. Ronald N. Talley '69	[REDACTED] Hanover, NH
Mr. Dandre G. DeSandies '70	1114 [REDACTED] Teaneck, NJ
Mr. Wallace L. Ford, II '70	[REDACTED] Teaneck, NJ
Mr. Keith M. Jackson '70	[REDACTED] Hanover
Mr. Charles L. Johnson '70	[REDACTED] Falmouth, Mass.
Mr. Herschell L. Johnson '70	[REDACTED] North Birmingham, Ala.
Mr. Richard H. Porter '70	[REDACTED] New Haven, Conn.
Mr. Larry R. Stephens '70	[REDACTED] Roosevelt, NY
Mr. Lisbon U. Tillman, Jr. '70	[REDACTED] NYC
Mr. Henry C. Tyson, Jr. '70	[REDACTED] Gary, Indiana

Mr. Nelson Armstrong '71 [REDACTED] Hanover
 Mr. Willie C. Bogan '71 [REDACTED], Albion, Mich.
 Mr. Robert M. Carter '71 781 E. 130th St., Cleveland, Ohio
 Mr. Charles R. Johnson '71 [REDACTED] San Francisco, Calif.
 Mr. Larry E. Lewis '71 [REDACTED] Little Rock, Ark.
 Mr. Robert J. Pinderhughes '71 [REDACTED] Boston, Mass.
 Mr. Thomas Price, Jr. '71 [REDACTED], Apt. 14 Cinn. Ohio
 Mr. Ulysses Thibodeaux '71 [REDACTED] Lake Charles, La.

STAFF RECRUITERS

Mrs/Prof. Brunetta Wolfman 1971 ('76) California
 Dean R. Keith 1971 ('76) Tenn., Kentucky
 1970 ('75) "
 Del Benjamin 1970 ('75) varied - NYC
 1969 ('74)
 John Holmes 1971 ('76) North Carolina
 Charles Simmons 1971 ('76) NY and Conn.
 1970 ('75) NY and Conn.
 Nels Armstrong 1971 ('76) South
 Gene Thibodeaux 1971 ('76) South
 J. Nunally 1970 ('75) Louisiana
 G. Smith 1970 ('75) NJ and NYC, L.I.
 Gwen Robinson Chicago
 Robert McGuire D.C.
 Ruth McIntosh Philadelphia
 Prof. Erroll Hill Varied

Reprint from "A Chance to go to College" CEED Booklet Published February, 1971

"The Black Student at Dartmouth" published by BSAEC May, 1971 reprint November 1971

Various and sundry college publications with reference to black student life at Dartmouth. A.B.C., Tucker Foundation brochures, DCAC articles, Jersey City articles, reprints of College Information Services, Daily Dartmouth.

BLACK APPLICANT STATISTICS

	Total	'76M	'76F	'75M	'74M	'73M
Pre.apps. cards	869	685	184	891	881	222
M/C RD Completed apps.	324	264	60	334	356	150+
EDC	2	2	---	5	4	----
Fee Waived	185	156	29	175	249	76
TR Pre. apps.	28	22	6	30	23	5
MC/RD	25	10	15	17	11	3
TR Fee Waived	15	6	9	17	4	--



Dartmouth College HANOVER · NEW HAMPSHIRE · 03755

Office of Admissions · TEL. (603) 646-2875

Four-year, private, rural, 3,200 men. Housing facilities available on campus; a few accommodations off campus.

Out-of-state students accepted. High school diplomas acceptable; academic, general. SAT and any 3 Achievement Tests required. No interview required. Other requirements: alumni interview, as part of application process, will be scheduled. Closing date for admissions application; January 1. Application fee waived for minority/ poverty students.

Selective, competitive admissions. Overall secondary school progress both curricular and cocurricular is weighed. Subjective and objective data evaluated equally.

Aid granted to students with total need covers cost of: tuition, fees, room and board, books, travel, personal expenses. PCS required. Closing date for aid application: January 1. Aid is based on the need of the individual and combines a scholarship award, part-time job opportunity, and loans.

The Equal Opportunities Program at Dartmouth hopes to enroll 75-85 men of Afro-American background and 15 Indian Americans in each entering class. Other minority groups are represented in all classes. Expected total under-graduate enrollment 1970: 250 blacks, 18 Indian Americans; projected 1971 enrollment: 300 blacks, 30 Indian Americans. A structured freshman year offers courses in English (2), mathematics (1), and science (1) that enable entering students to make a smooth transition into normal academic coursework with greater success. Placement in this program is based on prior academic work, departmental examinations, and counseling. A special advisory program has been instituted, additional staff are available, and tutoring and remedial assistance are all part of the supportive structure. A prefreshman-week orientation is scheduled in mid-September. In the past few years in the percentage of minority students who have dropped out is lower (less than 10%) than that for other students (about 14%).

For further information: Samuel W. Smith, Assistant Director of Admissions, Dartmouth College, Hanover, New Hampshire 03755. For financial aid information: William C. Quimby, Acting Director of Financial Aid.

Copies were sent to all high schools in the United States (Attention: Guidance Counselor) and to all colleges that responded to the survey. In addition, quantities are being supplied to selected talent search agencies and to the Project Access schools in Los Angeles, Memphis, and the District of Columbia for distribution to their interested students.