

The Duke Chronicle

Special Edition

Durham, North Carolina

Thursday, May 16, 1968

Students end Vigil disgusted with trustees

Trustees promise to spell out program for employee council, representation

The Rauch Committee yesterday from a day-long session late morning after the vigil and promised the Vigil leadership little more than after Saturday's meeting.

After meeting with faculty, workers and students, the committee said it would "spell out, in detail" specific points of a program which "has been developed in the general terms."

The program includes an employee's Council and a Duke University Employee Relations Advisory Committee.

No mention was made of either collective bargaining or union recognition, and indications yesterday were that he committee would have nothing to say on the matter.

In fact, at least two of the six trustees on the committee, including chairman Henry Rauch, are emphatically against collective bargaining or anything resembling it.

Leaders of the Vigil reacted to the statement with resigned disgust, and a sense of frustration seemed to grip many participants.

Leaders said in a prepared statement that "The Duke Vigil was extremely disappointed in the statement of the Special Committee of the Board of Trustees released this afternoon, May 15.

"THE STATEMENT seems to indicate

that little progress is being made toward some substantive agreement on collective bargaining. The Vigil will continue to press for action on this question, both this spring and, if necessary next fall.

After hearing both statements, the Vigil disbanded as scheduled. During the 24 hours it lasted, it seldom exceeded 300 people.

What action students, faculty and workers will now take was uncertain early last night. A strategy session was planned for 8:30 p.m., but most leaders agreed that there would be no immediate action.

Huck Gutman, one of three students who met with the administration spokesmen to receive the trustees' statement, told the Vigil just before it broke up, "it looks pretty hopeless."

Jack Boger, another of three who met with the administration, said that most of the action which the trustees will not take will deal with seven points. The points, spelled out to students early yesterday when they met with the committee, are:

—More specific job classification guidelines and a continuing program of wage surveys in Durham.

—Insurance of greater job security, through a promise of recognition of students in layoffs and an appeal procedure for firings.

—MORE GRIEVANCE procedures, including one which would allow employees to bypass the present first step of filing a grievance to their supervisor. Attitude surveys will also be made among employees.

—Provisions for more personnel development.

—Provision for more effective supervision.

—Increased employee participation in deciding policy.

—Study of reconstitution of the personnel policy committee.

According to Gutman, Charles Heustis, vice-president for business and finance, and one of three administrators who gave the statement to the three students, said "We don't expect you to be happy with this."

Indications last night were that little, if any more action will be taken before commencement. Several options which were to be discussed at the Strategy Session included holding Baccalaureate on the quad for the "senior vigil" picketing of alumni and trustee meetings during commencement as well as of graduation itself, and possibly, some students not taking part in graduation.

Also, "many students are considering

transferring," according to Bunny Small, one of the Vigil leaders.

What action might be taken next fall is uncertain. Some action will probably be taken either before or shortly after the opening of school, according to reliable sources.

Trustee statement

The special Trustee-Administrative Committee met on Wednesday and consulted with the Blackburn Committee, a group of students and a group of non-academic employees.

The Committee will now address itself to spelling out, in detail, on the basis of information gathered to date, a program which has been developed in general terms, including employee representation through an Employees' Council and a Duke University Employee Relations Advisory Committee. The Special Committee will continue to consult with the interested groups.

The next meeting of the Special Committee is scheduled for Saturday, May 25.

SDS stages brief sit-in inside Allen Building

By PAT BLACK

ALAN RAY

Over 350 participants in Vigil II this morning moved out of the University Chapel where they had spent the night to attend the result of a series of student-faculty-employee negotiations with the trustees. There was no boycott of classes, and the number of participants was reduced to some extent by class attendance.

Representatives of "campus opinion", Bunny Small, Jack Boger, Jon Kinney, Huck Gutman, Wade Norris, Martha

Jean McVay, Becky Bogard, Eithan Grossman, and Tommy Banks, met with trustees at 8 a.m. At this meeting the students discussed the issue of collective bargaining with the committee, including Henry Rauch, chairman of a special trustee-administration committee considering collective bargaining, and Dr. Brantly Watson, a trustee and member of the special committee.

On the question of the union's power base, Rauch remarked, "I see no possibility of this special committee or the trustees implementing any form of collective bargaining in the classical sense. My opinion does not include any conception of collective bargaining in the traditional sense."

The student representatives left the meeting after 10 a.m., and three of them, Huck Gutman, Bunny Small, and Wade Norris, reported their disappointment to the students on the quad. The trustees had declared a "moral commitment to the personnel policy handbook" but not to collective bargaining.

Meanwhile, Oliver Harvey and other representatives of the non-academic employees met with the same group of trustees that had talked to the students earlier in the morning. It is reported that Harvey asked the trustees if they were totally against collective bargaining, to which Watson replied, "We have not said that we're against collective bargaining," but Rauch interjected, "I am!"

The students in Vigil II have been discussing possible reactions to the trustees' stand, and by 11:30 a.m., eight students were sitting in the lobby of the second floor of Allen Building. These students were representatives of SDS rather than the Vigil. Led by Hetch Traver, the SDS members sat quietly on the sides of the lobby and did not block any passageways.

The sit-in lasted about twenty minutes, and the participants left quietly after talking to Dr. Jack Blackburn, chairman of a special faculty committee studying relations with non-academic employees. The trustees responded adversely to the protest; according to Traver, "They got up tight when we went in this morning. It took about one minute for all of them to get up and go to the bathroom so they could look at us."

Some of the SDS members later tried to recruit more individuals to sit-in in Allen Building. At first there was an attempt to get in the Vigil to go inside as a collectivity, but the tone gradually changed as Jack Boger, a Vigil leader and Dr. Jack Blackburn, head of the Academic Council's committee on collective bargaining, persuaded the Vigil to stay on the quad.

Hetch Traver, as SDS member, attacked the course of the Vigil. "We have realized that we're sitting here doing nothing, as the others, like the Afro-Americans have realized in past weeks," he declared. "This sit-in is designed to provide alternatives."

"The Board of Trustees is only going to give us a student council of employees, anyway," he declared. "Most of us realize the ways of the liberals don't work now. We want to change the power of the trustees and make this a community of individuals all of whom have power."

Jack Boger countered that this group of 200 did not represent the entire Vigil. "But there is a valid reason for individuals to go in," he declared "obeying as a peaceful protest, the picket and protest policy of the University."

Boger and later Blackburn agreed the trustees have no intention of moving to collective bargaining now. Boger suggested that if the trustees "who have said their integrity and honor are the most important things to them," abruptly change the protest policy, they would prove they "violate their own integrity."

Dr. Blackburn asked a small group of SDS members and other individuals not to sit-in now, but "in the morning, even tonight. We are trying to exploit the differences in the committee," he said. "We have defined the issues and told them where we stand, where the students stand and where the employees stand. Now they need to consider it. But you're not going to get collective bargaining today."

For the last time before they disband, the Horde will play at the Colonial Ombudsman this Friday, from 8 to 10. Admission \$1.

Poor People's March to be aided by the Vigil

By ARAMINTA STONE

Vigil leaders announced plans for various forms of support for the Poor People's March with UOIC in Durham. The March is expected in Durham on Thursday between noon and 1 p.m. today, according to Ben Ruffin, a community organizer with UOIC in Durham.

Support plans have not been finalized at this point, since it has been difficult to establish communication with the marchers while they are en route.

PLANS are being made for a rally Thursday on either the North Carolina College or Duke campus. Duke students will join the march as it enters and

leaves Durham. Plans are also being made to organize a group to accompany the march to Washington.

Financial support is an important element, according to Dr. John Strang. The funds raised will go to feed marchers and to support them on the remainder of their trip.

There was speculation that Duke students might lodge some of the marchers in their rooms. Ten black churches have also offered to provide lodging, as well as students at NOC.

STRANGE URGED students to show their full support of the march. "Duke students should take the opportunity to express their support for the marchers until they receive substantial Congressional legislation. In light of the fact that the Duke movement started at the time of Martin Luther King's death, and both the Vigil and the March are devoted to non-violence and are seeking changes of a dramatic sort, it is fitting that they unite themselves at this time," he said.

Jack Boger commented, "This movement is extremely important to the Vigil since it relates very closely to the goals of the students and workers participating. These people are essentially asking for some status in society. They are powerless people seeking some effective voice in these affairs. I hope Duke students will support them."

of collective bargaining by the University was not in the original demands. It appears to me," Peyser added, "that the Union is now using the students to politically maneuver the Trustees into granting collective bargaining."

SOPHOMORE JANE Stubbs agreed with Peyser that there has been a detrimental change in the issues. "At first," she said, "the demands were not the same as they are now. The whole focus of the Vigil has changed. We were not specifically asking for collective bargaining when we were at Dr. Knight's house."

"I was more or less satisfied with the concessions of the Trustees," the Colorado resident continued. "Now is not the time to pressure for collective bargaining. The faculty will, if anything, help to achieve that goal. It is asking an awful lot of the Trustees, considering their anticomun backgrounds, for them to give in to collective bargaining. I'm not sure I'm completely for collective bargaining myself, thus I can't go out and fight for it."

Nevertheless, it would be inaccurate to say that the reason there were 350 and not 1,500 sit-in'ers in the Chapel last night was discontent with the concentration of the Vigil's goals. Most, to quote a typical ex-Vigil, had "too much damn work to do; finals and papers are at last approaching, and being out there tonight just doesn't stack up."



Dr. Blackburn reports to students He met with trustees yesterday

Commitment, not just determination

Vigilurs are determined

By CLAY STEINMAN

Despite the pressure from approaching finals and the necessity of finishing late papers, some 350 people studied and slept in the University Chapel Tuesday night.

The atmosphere in the Chapel reflected the usual spirit of the end of a semester.

Almost every of the rooms beside or under the nave was filled with students busily typing last minute papers. There was very little talking or moving around, especially after midnight.

Some of the students felt that the second Vigil was necessary at this time. One participant remarked, "I believe it is important to show the Trustees that the whole thing is not an emotional follow-up to Dr. King's death but that we are really serious about our commitment to the non-academic employees." None of the participants felt that the Trustees would ever grant collective bargaining unless the students continued to show their concern and seriousness.

ONLY A SMALL part of the second Vigil was willing to take further action after the Trustees' statement was released Wednesday. The majority of the demonstrators wanted to wait until next fall if further action had to be taken. A few students would have been willing to move into Allen Building if the state-

ment was really disappointing, but this was generally considered to be the worst thing that the Vigil could do, especially after the Columbia demonstrations.

Although there was some disappointment about the reaction turned, the overall feeling was optimistic, and many students were surprised to see so large a number participate at this time. The students who were able to participate in the second Vigil seemed more purposeful and sure of themselves. One typical comment was, "We all know now what we're involved in. The goal is more specific and people know a lot more about the union now."

The students who stayed in the Chapel Tuesday night seem to be more committed than ever, and the majority of original Vigil members still feel committed but just could not make the second demonstration due to work overload.

HOWEVER, A random sampling of former participants who did not continue showed that a few students have lost their belief in the cause.

Some students felt that the concentration of the Vigil's goals on collective bargaining was a mistake. Randy Peyser, a sophomore from New York, held such a position. "I don't believe collective bargaining should be the students' concern," Peyser noted.

"I participated in the original Vigil because I felt it grew out of the students' concern for human rights. A granting



Collection for Poor People's March Contingent to arrive today

Editorial

Closed minds

Closed minds are incompatible with the idea of a university.

It is increasingly clear, however, that the special trustee committee is nothing if not closed minded. Individual members have continually expressed firm opposition to collective bargaining, the only proposal advanced so far which is not paternalistic and from its conception. Indeed, the committee's statement of yesterday effectively precludes collective bargaining and speaks of nothing more substantive than an "advisory" committee which would have no real power.

Students are getting increasingly disillusioned about the possibilities of working with a group which has displayed such transience. They see no hope of dialogue with a group which delayed its discussion as long as possible so as to make demonstrations academically difficult. They increasingly see little reason to talk with a committee several of whose members have found it personally profitable to suppress union activity in their own firms.

In the face of such increasing distrust, there is less and less hope for reconciliation. If the trustees continue in their closed-mindedness, they can expect that students and workers may become disillusioned with the non-violent course of action which has been pursued so far.

If the trustees do not make an honest examination of "the inadequacies in the relationship of the university and its non-academic employees," they could find themselves faced with much more drastic and dangerous action in the fall.

Vigil spirals into thriller—second part

Ed. note: This is the second part of a speech given by Frank Ashmore, vice-president for Institutional Advancement of the Greensboro Alumni Association.

Officials Evaluate the Crisis

On Saturday morning President Knight met at ten o'clock with the officials whose presence he had requested. He outlined the requests which had been made to him, and his responses to the requests. Briefly, his responses were as follows:

1. He could best serve the purpose of achieving greater social equality by remaining a member of the Hope Valley Country Club and by working for changes in its policies.

2. He agreed to appoint a University-wide committee to find ways to ensure that all people in the University community were given fair and just treatment at all times;

3. He refused to sign the petition on grounds that it would put him in the position of seeming to implicate and speak for other people;

4. He assured the group that non-graduate salaries and wages, along with faculty salaries, have as high a priority as any other item in the University budget. He pointed out that we must live within the limits of our financial resources, and that he as an individual did not have the authority to make a specific commitment on this point.

Dr. Knight reported that the students in the house had been orderly and quiet during the night, and that they had held a caucus at 6:30 a.m. to discuss their position. He said that 180 students had decided at the caucus to stay in the house as long as necessary to make positive action on the part of the University. He reported that the students felt a deep sense of frustration at learning that no quick action could be taken by the white, middle-class community to demonstrate its sincere determination to improve the social injustice, deprivation and lack of hope existing in the black community. He reported that the students continued to be highly disturbed, and that they were convinced that immediate action was necessary to preserve our society.

These views were augmented by reports from Dean Griffith who had talked with many other students on the campus during the night. He reported that an overwhelming majority of the students with whom he had talked—and these represented all segments of the student body—were sympathetic to that view of the situation which demanded that to be done to show the good faith and determination of the white race to achieve quickly greater social justice and equity. He reported that many students disagreed with the methods being used, and with some of the specific requests placed before Dr. Knight, but that even those who disagreed were inclined to be tolerant toward the other students because they held the students' basic motivations in high regard.

After considerable discussion, it was the unanimous view of the group that to treat the situation in University House as a disruptive skin might well trigger massive demonstrations in Durham. It was also believed that the moderate or conciliatory leadership in the house would have lost its leadership to the more militant element, and that violence was a real possibility.

It was the group's view that Duke's many contributions to the underprivileged, and to the creation of programs to provide greater opportunity for both black and white citizens, was not sufficiently clear to students or to the community. It was agreed that the president, in his Chapel address, should commit himself to making—within 72 hours—a thorough statement on Duke's past and future contributions to social justice and to the Durham community.

It was also agreed that we needed to take some concrete steps to demonstrate our faith. It was decided

that we should seek to work with North Carolina College on problems of mutual interest, that we should offer expanded cooperative programs in Durham, and that an internal University committee consisting of all segments of the University community—black and white—should be appointed to improve relations within the Duke community.

It was then determined that Mr. Knight should leave the house to attend the Chapel service, and that she and Dr. Knight should not return to the house following the service.

It was our belief at that time that the statement made by the President in the Chapel might well lead to a voluntary withdrawal of the students in the house. Late that morning we were advised that another march to University House was planned, immediately following the Chapel service, to demonstrate support for those inside.

When members of the group inside University House were advised of this move, they decided they would meet the support marchers on the porch, advise them that there was not room for any other people inside, thank them for their support, and ask them to disperse. Arrangements were made to have, at the time of this march, an inconspicuous but strong security force within two minutes of University House.

Prior to the Chapel service, Provost Cole met with a number of the deans to report the discussions which took place Saturday morning.

Immediately following the Chapel service, approximately 700 people met on the Quadrangle. The meeting included students, employees, their families, and friends. These commitments were made in the form of a letter to the University. Approximately 350 participants marched to University House, and an approximately equal number stayed in cars. After an hour they dispersed quietly at the request of the students within the house.

Students Present Their Requests

The students in the house, following a statement by Dean Griffith, addressed had not been sufficiently specific to assure them that the University was prepared to act in a way that would address the insurance needed by the black community, and they expressed their sense of obligation to continue their privilege as "guests" in the house.

Dean Griffith met with students in the house and reported to the administrative group that they were seeking ways to resolve the issues they had raised, and that they would be willing to leave the house if a statement from the President which would:

1. Announce his disapproval of discriminatory policies of all organizations on the Duke campus;
2. Declare his intent to work toward ending such policies;
3. Agree to the appointment of a black University committee to ensure just and fair treatment of all members of the University community;
4. State his intent to his influence to reach the \$16.00 minimum wage scale as soon as possible; and
5. Declare his willingness to sign a statement by Dr. Knight, Tisdale, and myself, provided the revised statement could be sufficiently supportive of their ideals.

On the basis of statements made by the President at the Saturday morning meeting, of statements which Whitefield had reported to the administrative group the evening before, and of the transcript of the address made by President Knight in the Chapel, a statement relating these issues was drafted for presentation to President Knight.

Its initial draft was being reviewed by the administrative group when they were informed through a telephone call from Dr. Anlyan, that he had examined President Knight, that he would under no circumstances allow him to receive the statement or to participate in any

further discussions, and that he had prescribed absolute rest and seclusion for the President for at least 48 hours.

It was later determined that Dr. Anlyan and Dean Griffith should go to University House and advise the students of the President's physical condition. It was believed, at that time, that this news might lead the students to decide to leave University House voluntarily.

The students' reaction was one of uncertainty as to whether the President was as indisposed as they were told, or whether the announcement was merely a tactical device of a wicked administration.

Dean Griffith continued to meet with students in the house, and during the evening he reported that they had begun to accept the fact that the President had been sent into seclusion for medical reasons, and that the students were prepared to leave the house, but were afraid to return to the campus before daylight. They asked for police protection for the house during the evening, and for a police escort to accompany them back to the campus on their return. This was done.

On Sunday evening a number of fires were reported in Durham, and the press reported that arson was suspected since all had been set almost simultaneously. Duke also had a bomb threat, and Aycock Hall had to be evacuated and searched.

On Sunday morning, at the request of Provost Cole, a meeting was held to determine what could and should be done in the President's absence to implement the commitments he had made during his memorial service address. These commitments were: (1) the appointment of a joint Duke-North Carolina College committee to study problems of mutual interest; (2) an offer of more extensive cooperation by Duke with the City of Durham in solving local racial problems; (3) the appointment of an internal University committee to ensure constructive relationships among all members of the University community; and (4) the preparation of a statement denouncing Duke's past, present, and planned participation in programs designed to further social justice and equal opportunity in Durham.

In addition to the group which had already been meeting, this meeting involved Vice Provosts Lewis, de Vries, and Woodhall; Deans Bill, Brown, Meriam, and Kraybill; and University Council Bryson. Early in the discussions, the Chairman of the Academic Council, Dr. William Cartwright, joined the group.

The Silent Vigil

During the morning it was reported that the students had left University House, leaving behind a "cleanup detail" of ten students; that they had moved to the Main Quadrangle, setting themselves up in neat rows there; and that they had expressed their intent to continue the demonstration through a "silent vigil" on the Quadrangle.

Upon receipt of this news, it was determined that the vigil was set likely to end soon, and that we should report the current situation to the Chairman of the Board of Trustees, Wright in Dearborn, Michigan. It was mid-afternoon before we reached Mr. Tisdale, who left Detroit around 5 p.m. and arrived in Durham late that evening.

Meanwhile, the administrative group continued its meetings during the day, began work on material to include in the paper promised by President Knight, received reports of a strike planned for Monday, worked on plans to keep the University operating as normally as possible during the days ahead, and met with the Executive Committee of the Academic Council to bring them up-to-date and to seek their advice.

We were advised during the course of these meetings that the National Guard had been called out in Durham,

and that a curfew of 7 p.m. had been declared.

On the Quadrangle, the "silent vigil" grew slowly throughout the day, and by midnight approximately 450 students were participating.

It is difficult to describe the vigil to anyone who did not see it. The only thing in my experience to which it is analogous is an old-fashioned revival or camp meeting, but the vigil was much more orderly, and highly disciplined. I believe we had on our hands a group of students who were very like new converts, and who saw their mission as that of converting others.

Approximately 90 students were neatly lined in each row, and at the end of each row was a monitor identified by a red armband. The students organized their own ground rules, which I shall read you from a copy of a mimeographed sheet distributed on the Quadrangle:

1. Remember the national day of mourning;
2. Remember the sense of purpose—we are very serious;
3. No talking;
4. No eating except at group snack and at meal breaks;
5. No sun bathing;
6. No singing except at specified periods under the direction of the song leader;
7. No conversation with the spectators;
8. There should be no response to harassment.

The following note appears at the bottom of the page:

The monitors are in charge, so please listen to them. We will all remain seated on the ground except during the periods specified for short breaks.

The general motivations (rather than the specific requests made of Dr. Knight) and the order, discipline, and seriousness of the group quickly rallied additional support. Faculty and student wives served a hot meal to approximately 450 students on the Quadrangle Sunday evening.

More and more students joined the Vigil: 1014 slept on the Quadrangle on Sunday night, and 1016 slept there Monday night. During times of speeches and rallies, the crowd increased to approximately 2,400 students. The general assumption is that the majority of them supported the vigil.

In addition to singing, listening to speeches, holding silent meditations for periods of up to an hour, and studying, the students must have spent most of their time writing letters.

The administrative group met with Mr. Tisdale at eight o'clock Monday morning, the two major issues before us being the ten students remaining in University House, and the necessity of developing a plan that would convince the students that the University could respond in a way that showed understanding and sympathy with their basic social concerns.

As you can well imagine, the advice we have received from alumni, parents, and other friends of the University has ranged from recommendations that we take stronger measures to terminate the vigil, to recommendations that we accept all of the students' requests.

We are hopeful a point that we are very near the end of an experience that has been as mysterious, as complex, and as demanding as any I have ever known.

The Duke Chronicle

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Local 77 discusses plans for meeting

By CAROLYN ARNOLD

As six non-academic employees from Local 77 entered a meeting with the trustees on Wednesday morning, their intended course of action was mainly a discussion of labor relations at Duke.

Peter Brandon, business manager for Local 77, pointed out that the employees as a whole had no specific proposal to present to the trustees in the meeting but said that the employees wished to clarify their exact status.

On Tuesday night before the Wednesday meeting, the union planned to accept the Blackburn committee proposal in principle, according to Brandon and Oliver Harvey, past president of Local 77.

HOWEVER, the union leaders also explained that they had two procedural objections to the proposal. The first is that although the Blackburn proposal allows for departmental affiliation, it does not provide for department interaction in the formation of a group which represents all the non-academic employees.

The second objection is to the manner in which proposals are written before they are presented to the Duke University Employees Relations Committee. The

DUEIC is proposed by the Blackburn committee.

Both Brandon and Harvey explained the intention of the union in several other specific areas, pointing out that Local 77 would not possibly accept a company union proposal if presented at the meeting.

HARVEY FELT that the University would have too much influence over a company union and explained Local 77's rejection of it by saying, "We want the right to make our own decisions."

Concerning the possibility of the University's offering to rewrite the Personnel Policy Handbook, Harvey stated before the meeting that this would be completely unacceptable to the non-academic employees.

The Personnel Policy Handbook incorporates a unilateral labor policy, and this is contrary to Local 77's aims of collective bargaining, Harvey says.

Harvey seemed slightly pessimistic prior to the meeting with the trustees and commented that he was not expecting specific action to result.

He also said that he felt a resumption of the strike would probably be necessary before the goal of collective bargaining could be reached. Harvey expects the Duke to be called as a result of return to Duke to begin the fall semester.



James B. Duke supports the Vigil—or part of it. Last time he had a sign

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