INTRODUCTION

Through the years and especially within the last ten years the Oakwood College Board has made it possible for Oakwood to grow from an instructional faculty of 27 members to the present faculty of 40. It has also made possible approximately seven new buildings including a modern laundry costing above \$150,000; a brick dairy, modern in every facility; a physical educational building with more playing space than any physical educational building int Northern Alabama; a modern bakery; an attractively arranged store; adequate housing for married and single teachers, and an elementary school.

For this we are heartily grateful. However, we feel that for even partial development in the future, we need from \$2,000,000 to \$3,000,000 for immediate development and expansion, both physically and scholastically. We also need more attention given to the formulating of plans for the progress of the school.

CONDITIONS NOW EXISTING AT OAKWOOD

The following are some of the present conditions now existing at Oakwood.

- 1. Department or vocational heads do not have enough opportunity to use their own initiative in making decisions or formulating opinions.
- 2. What is ostensibly reported on some financial statements is not in actuality the case. For example, in a small meeting with some of the Board members during the Fall Board Meeting, the statement was made that the faculty owed over \$15,000 to the school. We understand that this is part of the reason, if not the entire reason for discontinuing faculty credit at the store. Later, several of the faculty statements were a examined and found to be inaccurate.

Natural resources and industries are not sufficiently explored and advanced.

. Home owners' subsidy is inadequate.

- 5. Classrooms have not been noticeably renovated in many years. (Attention needs to be given to lighting, ceilings, blackboards, walls, etc.)
- 6. It is understood that depreciation money is being used to build new buildings thereby leaving the older ones without any upkeep expense available (a public statement).
- 7. Some teachers' rent subsidy has (is being) been questioned by the Federal Income Tax Authorities. (It is counted as part of the salary).
- 8. The length of the Board Meetings held at Oakwood seem to be too short for the members of the board to give adequate study to the problems of Oakwood College.

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- 9. The financial support to Oakwood does not seem to be clearly defined as coming from any particular sponsoring body.
- 10. Oakwood Academy is now using the same facilities as the college.
- 11. Oakwood Academy does not seem to have a sponsoring body.

These are only some of the conditions, incour opinion, which militate against attaining the desired high peak of efficiency and faculty morale.

Therefore, in view of the fact that Oakwood is a General Conference School and in view of the fact that the General Conference is a worldwide supporter and must divide its funds among the world field, others its Board representing the General Conference opines that Oakwood cannot receive appropriations that it desires.

In view of the fact that Oakwood students come from a minority group which is still economically suppressed; in view of the fact that although we are grateful for what has been done, the present contributions are not sufficient to reach or even maintain the high standard advocated by Mrs. E. G. White for a Christian institution of higher learning; in view of the fact that, according to our understanding, there are three schools in the United States which are supported directly by the General Conference appropriations, Oakwood, being a General Conference shcool, should receive an anount in proportion to what the other two shcools receive according to its needs.

We recommend that the General Conference appropriate three to five million dollars for immediate development and expansion of the plant. The argument is repeatedly advanced that before Oakwood College can receive more funds or teachers it must have increased enrollment. We feel that such an argument does not obtain in most business circules because in order to make money, money must first be expended. Because of this fact we are unable to carry out the vocational objectives of the catalog of Oakwood College.

With a larger appropriation we would recommend the following:

- 1. Sociology teacher for a major in sociology.
- 2. A band and/or orchestra teacher. adiusti
- J. Elementary education specialist. Facults
- 4. An additional home economics instructor and a home economics Buildry building.
- 5. Trained guidance personnel. Faulty
- 6. A public relations director Faculty
- 7. More maintenance persons for supervision. 6th
- 8. An Art teacher. Faculty
- 9. A school engineer and carpenter. (A full time carpenter is now available)
- 10. A school bus. Facility
- 11. Roads on the campus to be repaired and replaced with concrete.
- 12. Concrete walk from the upper north campus road straight down to the campus.
- 13. A physics teacher.
- 14. Better campus lighting.
- 15. A Fine Arts Building.
- 16. A cafeteria. an wo- Waate Cafelson

- 18. More than one teacher in each department. Family 19. More equipment in the
- 19. More equipment in the gymnasium. Faulty

20. A physical education director for men and women. Funds

We also recommend the following:

- 1. That a faculty-board discussion be more frequent.
- 2. That the Academy be sponsored by some Conference,
- 3. That study be given immediately to leasing some industries to provide more income to the school and furnish more work for the students which could at the same time provide for reduced tuition costs to be student.
- 5. That there be provided more adult help in the bakery and other industries.
- 1. WHEREAS we need persons with advanced ideas and progressive insight to personally manage profit-making enterprises in the interest of the growth and community standing of the College. we recommend that some provision be made in this area.
- 2. WHEREAS our sister colleges do not practice teacher exchange with Oakwood, we recommend that the young potential teachers now A students at Oakwood, should be given financial assistance to finish
- theitheir higher degrees incorder to return to Oakwood in their special fields to render services.
- 3. WHEREAS the student work program in its present setup to be inadequate, leaving some students who were promised employment prior to arriving on the campus in a position of seeking their own campus or town jobs. We recommend that the rate of pay be increased.
- 4. WHEREAS the school has no means of student transportation and many problems naturally arise which would not exist if there were a shcool bus which could be used. (For example, the choir -
- has has agreat need of school-owned transportation, and students need weekly transportation to the city of Huntsville). We. therefore, recommend the purchase of a shcool bus. //
- 5. WHEREAS, in our understanding, the school has no expansion money in its budget except the Oakwood collection we recommend that a positive program for repair, maintenance, and replacement be adopted to remedy this situation.
- 6. WHEREAS two colleges in Alabama have recently lost their accreditation with the Southern Accrediting body and which have better facilities than Oakwood, we recommend that a special commission be appointed to study with the Administration and faculty for the future expansion of Oakwood College and the maintenance of its accreditation.
 - . WHEREAS the percentage tithe dollar now given to Oakwood is inadequate to meet its financial needs we recommend some study be given to the introduction of a program that will be somewhat more like that the other sister colleges are receiving for expansion.

 WHEREAS over the years the resources resident in many areas of the school plant have not been explored adequately so as to contribute to the overall growth and expansion of the institution, . we recommend, that the leadership be augmented to provide the
initiative and insight needed to make the needed adjustments for

progress and that serious study and early action obtain.

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INTRODUCTION

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CONDITIONS NOW EXISTING AT CARWOOD

The following are some of the present conditions now existing at Oakwood.

- 1. Department or vocational heads do not have enough opportunity to use their own initiative in making decisions or formulating opinions. For example, a faculty member could not buy potatoes from the farm, another could not buy corn without the permission of the business manager. The farm manager could not rent a plough without the permission of the business manager (this permission was not given).
- What is ofstensibly reported on some financial statements is not in actuality the case. For example, in a small meeting with some of the Board members during the Fall Board Meeting, the statement was made at the store. Several of the faculty statements were writted and examine found when brought up to date after the Board Members left that their
- . adounts with the school showed little or no debt to Dakwood College. Natural resources and industries are not sufficiently explored and advanced.
- Home owners' subsidy is too little.
- Classrooms have not been noticeably renovated in many years.
- It is understood that depreciation money is being used to build new buildings thereby leaving the older ones without any upkeep expense available (a public statement).
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The General Conference

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that Oakwood can no receive appropriation

In view of the fact that Oakwood students come from a minority group which is still economically suppressed, and in view of the fact that although we are grateful for what has been done, the present contributions are not sufficient to reach or maintain the high standard advocated by Mrs. E. G. White for a Christian institution of higher learning. In view of the fact that, according to our understanding, there are three schools in the United States which are supported directly by the General Conference appropriations, and in view of the fact that Oakwood College is unable to reach fully the high standards of Christian Education and receive funds proportionately commensurate to the present demands of the age in North America, and if we wish to attract students of a certain caliber and if we wish to develop adequately, we recommend the following:

That the General Conference appropriate three to five million dollars for immediate development and expansion of the plant. The argument is repeated advanced that before Oakwood College can receive more funds or teachers it must have increased enrollment. We feel that such an argument does not obtain in most business circules because in order to make money, money must first be expended. Because of this fact we are unable to carry out the vocational objectives of the catalog of Oakwood College.

With a larger appropriation we would recommend the following:

- 1. More equipment in the gymnasium.
- 2. A physical education director for men and women.
- 3. Sociology teacher for a major in sociology.
- 4. A band and/or orchestra teacher.
- 5. Elements ry education specialist.
- 6. An additional home economics instructor and a home economics building.
- 7. Trained guidance personnel.
- 8. A public relations director.
- 9. More maintenance persons for supervision.
- 10. An Art teacher.
- 11. A school engineer and carpenter.
- 12. A school bus.
- 13. Roads on the campus to be repaired and replaced with concrete.
- 14. Concrete walk from the upper north campus road straight down to the

15. a physic teacher 16. The lights 17. Free art An WHEREAS we need persons with advanced ideas and progressive insight to personally manage profit-making enterprises in the interest of the growth and community standing of the College, some provision should be made in this area, we recourd

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WHEREAS the school has no means of student transportation many problems naturally arise which would not exist if there were a school bus to aid such movements of students. For example, the choir has great need of school-owned transportation, and students need weekly transportation to the city of Huntavill WHEREAS, as we understand it, the school has no expansion money in its budget except the Oakwood collection, there appears to be no positive program for repair and maintenance, and replacement

WHEREAS over the years the resources resident in many areas of the school plant have not contributed adequately to the overall growth and expansion of the institution,

WE RECOMMEND, that the leadership be augmented to provide the initiative and insight needed to make the needed adjustments for progress. Whereas certain aforesaid conditions prevail and in view of the preceding statements.

WE RECOMMEND, that serious study and early action obtain.

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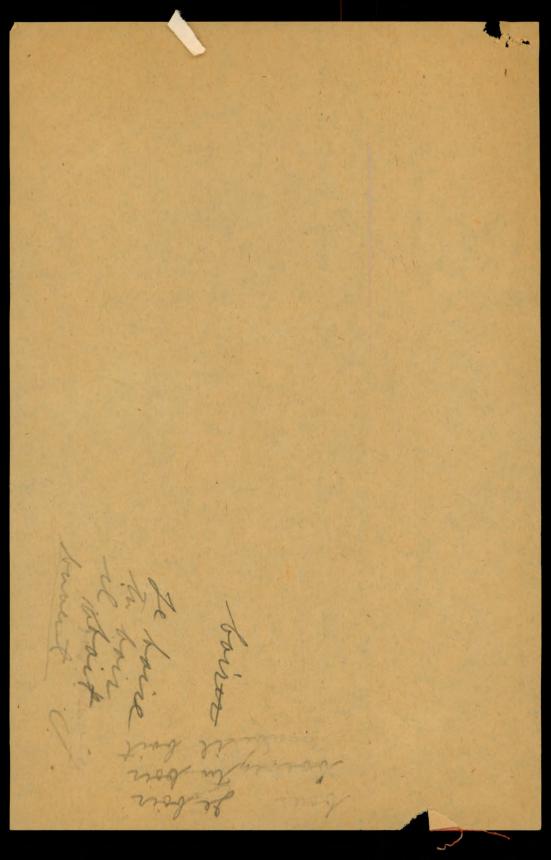
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Recommendations of basic needs 1. Light M.S. army letters minimus number 6-8 litters 2. The school order all blanks needed from national headquarters for the necords of the trances 2. Individual recard sheets " " " 3. Francespt Cards " " " 4. promotione for non-loms. 5. commissions 11 officers 6. rentification cards "" 7. Chevrons for men who same rank. Recommend that the school order through the collegestore all. insignia to be placed on unform ie; cap patches = Bressends maron Epaulets mice Wellar pino astripes for non como.

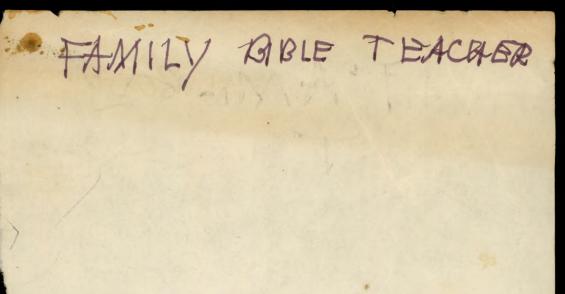
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DR. Eva B. Dykes

Oakwood College Huntsville, Ala 35806



From the desk of ... Releveng.

DR. EVA B. DYKES

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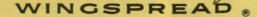
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RACINE, WISCONSIN

THE JOHNSON FOUNDATION

NEW DIRECTIONS FOR BLACK WOMEN IN HIGHER EDUCATION

convened by

University of Michigan-Ann Arbor

The University of Wisconsin-Madison

with the assistance of

The John Hay Whitney Foundation

in cooperation with

The Johnson Foundation

April 4-6, 1976

STATEMENT OF PURPOSE

A group of black professional women in higher education from throughout the country meet at Wingspread. The purpose of the meeting is to discuss the issues affecting the future of higher education, and to anticipate and define the role which professional black women in higher education must play.

This national meeting will honor Dr. Sadie T.M. Alexander and Dr. Eva B. Dykes, and will include the Charter Meeting of the National Association of Black Professional Women in Higher Education.

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