

# Minority dean 'terminated'; librarian resigns as of July

## White hints at EEOC lawsuit

By PAUL FOUTCH  
News Editor

Minority Affairs Director John L. White said this week he has been "terminated" by University President John D. Wilson effective in June. White said he has retained an attorney to represent him in the matter.

He said he was informed of the decision in a memorandum from Wilson dated Oct. 22.

"On a delicate personnel matter, I'm not going to have any comment at this time," Wilson said yesterday.

White, who has been minority affairs director for five years and graduated from Washington and Lee in 1974, said that when he spoke with Wilson on Tuesday, the president told him he had been an ineffective recruiter.

"He claims that he has serious doubts about my ability to do the job," White said. "I agree that he has the right to say that."

White said he had hired an attorney because "it's what you have to do to retain your job."

"One of the remedies available to me is the provision that I could be reinstated in my position," he said. "Depending on what the EEOC [Equal Employment Opportunity Commission] says or what the federal court says, if it goes to federal court, I could be reinstated."

White said a possible basis for a discrimination suit derives from the fact that "one of the bases on which I'm being dismissed is I'm ineffectual as a recruiter."

He explained that although minority recruiting is down, he is only one of five recruiters.

"Recruitment is a shared responsibility," he said. "If recruitment goes down, and I get fired, it strikes me as peculiar that it would happen that way."

White's five years as director of minority affairs were marked by controversial events, the most recent of which was an article in last week's W&L Law News, in which he was quoted as saying black students live in "great fear" of not receiving a fair trial from the Executive Committee if they are brought up on honor charges.

White said he did not know if the Law News article, which came out four days before White received Wilson's memo, prompted Wilson to fire him.

"He said he was making some changes in the minority affairs department," White said, "and he wished me well in my future career in law."

White, who is a third-year law student as well as an administrator, last year was said to have physically attacked Jim Green, an EC member serving as a prosecutor at an open trial of a student White was defending. White says now that he was wrong in attacking Green.

A black student was convicted in that trial, which White said in the Law News was marked by "procedural irregularities."

Black students fear that a system dominated by whites and beset with such procedural irregularities could result in their being unfairly convicted if a trial were to occur, White said.

In the article, White declined to specify what procedural irregularities took place during the trials, but

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## Leach will start new association

By MIKE ALLEN  
Chief Editor

University Librarian Maurice D. Leach will resign his position July 1, according to a memorandum sent to the faculty Monday.

Following a year's leave of absence, Leach will return as director of a new Friends of the Library program.

Leach said University President John D. Wilson suggested the move at the beginning of the school year. Leach said he'd thought about it "pretty hard" before accepting the new position Oct. 10.

Under Leach's administration, the library moved from its old quarters in McCormick Hall, which now houses the Commerce School, to the present library building, and a major expansion of the collections was completed.

"Mr. Leach is a proven quantity when it comes to building a library," said Dean of the College John W. Elrod. "It seemed a good idea to have him take these talents and use them in building up this new association."

He said "friends of the library" programs "sometimes raise money but they more often try to attract important papers to the library and try to get important book collections donated." He said Leach's work will encompass both areas.

"He has a sense of having completed his work with this library," the dean continued. "He has brought it up to the point where he wanted it."

Elrod, who is chairman of the librarian search committee, said he hopes a replacement can be found "by late spring at the very latest — hopefully earlier."

Leach, who assumed his position in 1968 after serving as a Ford Foundation program officer in the Middle East, will retain his full professorship.

It is undecided whether the new organization will be attached to the library, the development office or Washington Hall.

"When the library's need is bad — when a new building or some basic collection is needed — it's easier to be seen by the public," Leach said.

"Once you've started to close those gaps, keeping the interest up is more of a job. The Friends of the Library program will try to maintain a valid interest in the library."

Leach said he was leaving his present position because of "the challenge offered by the president."

"I've always found that one career position leads to another," he said. "When another opportunity comes your way, frequently you're about saturated as far as what you can contribute to your current position."

"Your creativity and freshness may become a little staler, stereotyped or boxed in," he continued. "You don't look at things with as fresh an approach as you might."

Leach said that of the innovations in the library during his tenure, he is most proud of the Bibliographic Resources ("190") classes that have been started in conjunction with several departments.

"We have a pretty unique situation here of library

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# White

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charged that the public trial was attended by students' dates, even though public trials are supposed to be open only to members of the W&L community.

White said that when he was informed of the decision, he planned to drop out of the Law School, but he now says he will try to complete his degree.

White acknowledged Tuesday that he has been a controversial administrator, but he added that the nature of his job, at a school with few minority students, compels him to be controversial.

"If I wasn't controversial, I wouldn't be doing my job," he said. "I think the record shows I've done a competent job."

"I'm deeply committed to what I think the University should stand for," he said, "which is probably one of the reasons I'm in all the trouble I am."

"You've got to realize that there is a group of students who came here for the very reason that there are few minorities," White told the Law News.

"Many of the white students here have never had to deal with blacks as equals," he said. "Their unlightened attitude is difficult to overcome."

For those reasons, White said, black students have difficulty participating in a system dominated by whites.

At its meeting Monday night, the EC decided not to make a formal response to White's statements, although several informal remarks were made while the committee discussed the article.

The committee decided to talk with black students individually and informally to gauge their opinions about the article.

"I don't think it's the position of an administrator to say anything about the honor system that's not in support of it," Secretary Sam Dalton said. He added that Wilson advised the committee not to make an issue of the article.

White said he felt able to comment on the honor system because he is a law student under the jurisdiction of the system.

He said the article is not about the John White who lost a trial to the EC and wanted to get back at the committee. "It's about me losing confidence in a system I believe in," he said.

He added that interviews with black students led him to believe they feared the EC. He also said they felt that budget allocations for the Student Association for Black Unity hadn't been fair in past years. SABU did not request funds from the EC this year.

White also said the honor system is the only system he knows of in which the same people who investigate a case try that case.

White's dual role as administrator and student was called into question during last spring's public honor trial, a pre-trial hearing which was marked by White's alleged attack on Green.

According to honor system rules, White was eligible to serve as an advocate because he is enrolled as a student, but Green, the senior law representative to the EC, said White's position as an administrator could not be ignored in such an incident.

The attack, which Green said included a blow to his stomach and resulted in his landing on the floor, was reported to the administration by Green and another EC member, but no public action was taken against White.

Saying he was a little shocked by Wilson's decision, White could not predict where he would find his next job.

"I hadn't anticipated not being here," he said.



John L. White



Maurice Leach