

**SPECIAL REPORT**

of the

**ACADEMIC PRIORITIES, PROGRAM AND BUDGET,  
RESEARCH AND RESEARCH LIBRARY COUNCILS**

concerning

**THE CREATION OF A  
W.E.B. DU BOIS CENTER**

Presented at the  
680<sup>th</sup> Regular Meeting of the Faculty Senate  
February 12, 2009

**COUNCIL MEMBERSHIP**

**ACADEMIC PRIORITIES COUNCIL**

Margaret Allard, Richard Bogartz, Carolyn Cave, Jimmy Cheung, W. Curt Conner, Kathleen Debevec (Chair), Jean DeMartinis, Joseph Goldstein, Dayo Gore, Bryan Harvey, Randall Knoper, Ernest May, J. Eliot Moss, Matteo Pangallo, Monroe Rabin, James Rinderle, Jonathan Schaffer, Dara Wier

**PROGRAM AND BUDGET COUNCIL**

William Richards Adrion (Chair), Michael Ash, Eric Berlin, D. Anthony Butterfield, Stephen Clingman, Robert Faulkner, Joseph Goldstein, Joyce Hatch, Julie Hayes, Paul Kostecki, Lisa Liebowitz, John McCarthy, David Murphy, Gail Matthews, Ernest May, Brenda McComb, Augusta Mfuko, Susan Pearson, Scott Salus, Jay Schafer, Mila Getmansky Sherman, Richard Simpson, Norman Sims, Toivo Tammerk

**RESEARCH COUNCIL**

Jenny Adams, Leslie Button, Lori Clarke, Paul Cormier, Kourosh Danai, David Evans (Chair), Andrea Foulkes, Cynthia Jacelon, Jane Kent-Braun, Paul Kostecki, Mason Lowance, Michael Malone, Michael Maroney, Ernest May, Jane Miller, John Mullin, David Ostendorf, William Patterson, Stephen Rich, Jay Schafer, Linda Shea, Lynnette Leidy Sievert, Carol Sprague, Martha Taunton, Emily West, Hilary Woodcock

**RESEARCH LIBRARY COUNCIL**

Michael Begay, Brian Breed, Marilyn Billings, Andres Corrada-Emmanuel, Kathleen Debevec, Jane Degenhardt, Beverly Hill, Arthur Kinney (Chair), Ernest May, Stephen Miller, John Mullin, Brian Ogilvie, Matteo Pangallo, Robert Rothstein, Masha Rudman, Jay Schafer, Maxine Schmidt, Charles Schweik, Patrick Sullivan, Bruce Wilcox

**ACADEMIC PRIORITIES COUNCIL**

After discussion at its meeting on April 15, 2008, the Academic Priorities Council approved the W.E.B. Du Bois Center.

**PROGRAM AND BUDGET COUNCIL**

Following a review by the Program Subcommittee and based on its recommendation, the Program and Budget Council unanimously approved the W.E.B. Du Bois Center at its meeting on October 15, 2008.

**RESEARCH COUNCIL**

**Summary**

The Research Council approves the creation of the W.E.B. Du Bois Center. We respond to the Faculty Senate request for a review and recommendation of the Center, cited in the April 4, 2008 Research Council minutes ([www.umass.edu/senate/councils](http://www.umass.edu/senate/councils)) and consistent with Senate protocol for Center evaluation, as detailed on the Senate web page (<http://www.umass.edu/senate/guide/giode.html>). The request included the Signature Sheet (Form S) and New Institutes Approval Form (Form T), which are appended to this memo. Our evaluation reflects Research Policy Committee assessment of information provided by the W.E.B. Du Bois Library and interviews with Library Administrators, who are proposing the Center. We find that the Center will advance the research mission of the University.

**Center Charter**

The W.E.B Du Bois Center will fall under the auspices of the W.E.B. Du Bois Library and will also be supported by faculty working in related fields across Campus. The Center will foster interdisciplinary scholarship and engage research not only in the area of African-American culture and history but also more broadly in the fields of social justice and labor relations. Du Bois, the founder of the NAACP and one of the foremost public intellectuals of the early 20<sup>th</sup>-century is a crucial figure in US history. The founding of such a center at UMass, already a center for scholarship about DuBois and about early American history, is long overdue, in our view. The establishment of the Center is a fitting Campus response to the 100<sup>th</sup> anniversary of the NAACP and the inauguration of the first African-American President of the United States in 2009, whose historical importance would not have been lost on Du Bois.

**Activities**

The Du Bois Center will meet its Charter through four overlapping activities:

- Fellows
- Scholarship
- Education Outreach
- Du Bois Homesite

The cornerstone of the Center will be the Fellows, who will come to UMass Amherst for nine-month terms to further their individual research in issues of African-American history, social justice, and labor relations. The Fellows will assist the Center's Director in promoting Scholarship through coordination of Seminars, Colloquia, Publications, and an Annual Conference on these issues. The Director of the Center will also work to promote the Du Bois legacy and the scholarship on it to larger audiences. The Research Council noted that February is Black History Month, and also marks the month of Du Bois' birth – we expect that the Center will provide a logical, identifiable, Flagship focus for outreach activities as part of this annual celebration of its Charter. We suggest that February might be an appropriate time for the Annual Conference – and Center leadership partner with NAACP or other suitable Conference sponsors with a historical and scholarly track record in matters of social justice and labor relations. Finally, the Center leadership and University Faculty will work with the Friends of the Du Bois Homesite (located in Great Barrington) to rehabilitate the land of the family homesite on which Du Bois lived during his early years. In the latter regard, the Council is particularly pleased to see this engagement of UMass Amherst research in Berkshire County, as a complement to our many Flagship activities in the Central and Eastern regions of the Commonwealth.

### Funding

The W.E.B. Du Bois Library will provide the initial space and staffing for the proposed Center from its existing budget, and is pursuing external funding. As the Center grows and finds outside support, the leadership anticipates the creation of the more formal positions of Director and Assistant to the Director. To this end, the Center leadership has secured a \$200,000 grant from Verizon in order to digitize the Du Bois papers. The Council notes that this electronic format will considerably enhance the availability of the Library collection to scholars within the Commonwealth and beyond, furthering the Scholarship and Outreach activities, and enhancing the research productivity of the Center Fellows. The leadership has also secured money from the UMass President's Creative Economy fund, the National Trust for Historic Preservation, and an anonymous donor in Great Barrington to work on the Du Bois Homesite, in pursuit of the fourth Center activity. The Council expects continued efforts by the Center to gain additional external funding.

### RESEARCH LIBRARY COUNCIL

At its April 24, 2008 meeting, the Faculty Senate Research Library Council reviewed the proposal to create the W.E.B. Du Bois Center as part of the University Libraries. After comments by Director of Libraries Jay Schafer and appropriate discussion, the Council voted unanimously to support the proposal.

**MOVED:** That the Faculty Senate approve the Creation of a W.E.B. Du Bois Center, as presented in  
**25-09** Sen. Doc. No. 09-025.

UNIVERSITY OF MASSACHUSETTS AMHERST  
OFFICE OF THE SECRETARY  
THE FACULTY SENATE

NEW INSTITUTES AND CENTERS APPROVAL FORM

50 COPIES REQUIRED

PROPOSED TITLE OF  
INSTITUTE:

CENTER: W.E.B. Du Bois Center

OTHER:

ORGANIZATIONAL LOCATION

SCHOOL/COLLEGE/MAJOR BUDGETARY UNIT:

Library

NAME(S) OF DIRECTOR(S) OR RESPONSIBLE PERSONS:

Gerald (Jay) Schafer, Director of Libraries

Robert Cox, Head, Special Collections and University Archives

MAILING ADDRESS: W.E.B. Du Bois Library, 154 Hicks Way, Amherst, MA 01003-9275

TELEPHONE: 413-545-0284 PROPOSED STARTING DATE: July 1, 2008

(ATTACH PAGES AS NEEDED)

I. Description

A. Brief description (60 words or less) of the proposed enterprise (name, basic mission, activity scope, clientele):

The Du Bois Center will promote scholarship and public engagement with the wide range of issues in social and racial justice central to the thought of W.E.B. Du Bois. Disseminating its work through fellowships, colloquia/seminars, and print/electronic publications, the Center will be the basis for on-going intellectual interchange within an extensive community of scholars, activists and the public at large.

B. Rationale and Justification (Mission, goals, objectives, relation to campus goals, needs addressed, population served, resources obtained):

As a focal point for scholarly discussions of social justice at UMass, the Du Bois Center will advance the intellectual legacy and social commitments of W.E.B. Du Bois. As both a scholar and an activist, Du Bois helped shape how our world understands the problems of equality in a diverse and democratic society. Best known for his recognition that the problem of the 20<sup>th</sup> century was the problem of the color line, Du Bois was a pioneering urban sociologist and an influential historian whose penetrating analyses of class and race continue today to inspire social change. Never purely a theoretician, he was instrumental in founding the Niagara Movement, the Pan-African Congresses, and the National Association for the Advancement of Colored People, among other human rights organizations. Du Bois' vision was audacious in breadth, international in scope, and interdisciplinary at its very core.

As steward of the Du Bois Papers; as custodian of Du Bois' boyhood Homesite, a National Landmark property in Great Barrington; and as home to a distinguished group of scholars in the W.E.B. Du Bois Department of Afro-American Studies, UMass is blessed with a combination of intellectual and material wealth that permits us uniquely to advance the study of social justice and democracy in the Du Boisian tradition. To build on these extraordinary

assets and to promote Du Bois' vision of a just world, we propose to establish a Center for the study of race, class, and social justice. The primary goals of this Center will be to:

- Promote scholarship, teaching, and public discussion on global issues of social and racial justice and approaches to ameliorating inequalities.
- Help bridge the gap between the scholarly study of social justice and the communities under study.
- Build relations between the University and public and private agencies with similar goals, thereby producing knowledge that gains from the intersection of practice and theory.
- Coordinate the research and teaching efforts of faculty across the campus on the global forms of racial inequality.
- Educate students and the public at large about the history and formal characteristics of social injustice and about social and personal means to address its manifestations.
- Create a framework in which senior scholars mentor younger members of the academic community as they advance through their careers.
- Produce publications and curricula, and conduct workshops and seminars that explore social injustice using the tools of historical and social scientific research.
- Foster future research by building an extensive community of scholars, educators, and activists with connections to UMass and to one another.

**C. Specific Activities planned as an on-going part of the enterprise (types, quantities of activities, meetings, publications, seminars, research):**

The Center will focus on four interrelated areas of activity: a fellowship program; seminars, colloquia, and publications; educational initiatives; and the Du Bois Homesite.

*Fellows*

Each academic year, the Center will select a cohort of fellows for nine months residence at UMass Amherst, including a senior scholar who will assist in setting the agenda for that year; several junior fellows, consisting of doctoral and post-doctoral students and community activists; and short term fellows (graduate students or activists). In consultation with the senior fellow, the Center will select a general theme on the topic of social justice that will serve as the focal point for informal discussions, seminars, colloquia, and an annual conference, and that will be used to help select the junior fellows.

*Seminars, Colloquia, and Publications*

Under the mentorship of the senior fellow and cooperating faculty drawn from UMass departments, junior fellows will conduct research, work on dissertations or book projects, and convene regular, open seminars to discuss their research, theory, and practice. In addition to organizing lectures from visiting scholars and cooperating with the library in its existing colloquia on social change and on Du Bois, the Center Director will work with UMass faculty to coordinate their teaching with the theme of the Center. These public programs will enrich the discussion and extend the conversation throughout the University community. At the end of each academic year, the Center will convene a general conference in which fellows and other selected participants will present the results of their research. The proceedings of this conference will be published in an on-line, peer-reviewed journal.

*Educational Outreach*

The Director of the Center will help coordinate, promote, and develop a series of educational initiatives relating to the Du Bois legacy. The first of these, currently under consideration for funding by the Verizon Foundation, involves digitizing the Du Bois Papers and creating a web-accessible space in which high school students across the Commonwealth, working cooperatively, can become familiar with Du Bois' thought and writing, and in which they will curate electronic exhibits that connect his theories and observations to their daily lives. The Director will also act as a liaison between faculty members who currently teach courses related to Du Bois and social justice, with the goal of facilitating cross-fertilization and building interdisciplinary networks.

*Du Bois Homesite*

Working in cooperation with the Friends of the Du Bois Homesite, University faculty, and other interested parties, the Center Director will assist in the development and maintenance of the Du Bois Homesite in Great Barrington, and will take part in building its programs.

**D. How does this enterprise differ from other offices or activities on campus with similar names, missions, interests?**

The Center takes current projects that are only loosely related, such as the Library's Du Bois papers, the Anthropology Department's archaeological field school, and courses on Du Bois offered through the Afro-American Studies and History Departments, and by putting them together under a single roof, seeks to realize benefits of integration. We anticipate that the Center will draw in other scholars working on related topics, thereby adding depth and breadth to the discussions. More generally, the activities of the Center will harmonize with and enrich campus-wide efforts to promote social justice

**II. INSTITUTIONAL RELATIONSHIPS AND GOVERNANCE**

**A. List all University units involved and describe administrative arrangements with them, if any.**

Core participants include the Library, the Departments of Afro-American Studies, History, and Anthropology and the School of Education.

**B. Describe any organizational relationships (as distinct from funding sources) with other agencies, public or private, outside the University.**

None.

**C. Describe the organization's advisory board or other governance group.**

The Center will have two organizational bodies with broad responsibilities to ensure sustainability and success in achieving its mission. First, a governing group comprised of representatives from each of the sponsoring departments at UMass will set priorities and handle important policy issues. Together with distinguished scholars from other institutions, this group will assist in the promotion, selection, and development of the fellowship program. A separate national board will assist in raising funds for the Center and will provide advice relative to the implementation of the Center's strategic goals.

For the past several years, a group of interested parties from the campus and community have been working with the library to explore ways to promote the legacy of W.E.B. Du Bois. Products coming from this group's work include the Verizon Grant Proposal, development of the Homesite in Great Barrington, and this proposal for the Du Bois Center. Members of this group are:

Whitney Battle-Baptiste, Department of Anthropology  
 Robert S. Cox, Special Collections and University Archives  
 Rachel Fletcher, Friends of the Du Bois Homesite & Great Barrington Land Conservancy  
 David Glassberg, Department of History  
 Dave Hart, Center for Educational Software Development  
 Robert Maloy, School of Education  
 Robert Paynter, Department of Anthropology  
 Richard Rodgers, University Advancement  
 Jay Schafer, UMass Amherst Libraries  
 Amilcar Shabazz, Department of Afro-American Studies  
 Emily Silverman, UMass Amherst Libraries Director of Development and Communication  
 Bill Strickland, Department of Afro-American Studies  
 Tonia Sutherland, Special Collections and University Archives  
 Esther Terry, Associate Vice Chancellor  
 Susan Worgaftik, University Advancement

**D. Will this be an institute—an independent organizational unit, acting as a department for purposes of non-faculty personnel actions and appointments, able to solicit its own funds without departmental head approval?**

No.

**E. If a center, describe the relationship within the department to which this organization is subordinate.**

The Center will be a unit within the Library organization for purposes of personnel actions and appointments. Funds will be solicited by and expended through the Library. The Center's Director will report to the Director of Libraries, with significant input from the Center's Advisory Board.

**F. Describe arrangements for any patent rights, copyrights, or other ownership components of activities, and any restrictions on access to research information.**

Center fellows will be asked to submit the research presented at the annual colloquium to its open access, peer-reviewed journal.

**III. RESOURCES**

**A. Describe the space available for use by the organization. (If this is not a permanent location, indicate other space arrangements that are to be made in the future, if known.)**

Staff and fellows will be housed in the Library.

**B. Describe any requests for space that have been made.**

None.

**C. Describe any repairs, renovations, major equipment needed to make the space you have useful to the organization**

None.

**D. If any non-University employees or students are or will be using space, describe the arrangement.**

N/A

**E. Staffing (when operation is fully developed):**

**1. Non-Faculty (provide rank or grade, student status, working title, FTE, source of funding).**

*Initial needs:*

The library will provide 0.25 fte to serve as interim Director and support fund-raising efforts through the library's Director of Development and Communication.

*Eventual needs (to be filled as funds are raised and/or available):*

Director of the Center - Full time.

Assistant to the Director - Full time.

Graduate student assistant(s) - Half time

**2. Faculty involved (provide name, department, extent involved, release time arrangement, if any).**

None.

**3. Describe how the Center or Institute may impact existing teaching responsibilities of participating faculty members through "buy-out" arrangements, reduced teaching loads, or other provisions, and how such impacts will be resolved.**

N/A

**F. Attach a detailed budget showing sources of funding, full-year basic operation costs and anticipated expenditures. (This should show programmatic expenditure descriptions, kinds of funding accounts and amounts by subsidiary accounts as well as alternative funding arrangements or programmatic adjustments to be made if funding sources fail.)**

The proposed activities and staffing of the Center are scalable and will grow as funds become available. A base-line level of support is currently in place with the Randolph W. Bromery Library Endowment Fund, which supports initiatives that enhance the legacy of W.E.B. Du Bois including the annual Du Bois Birthday Celebration. The library currently has a \$550K grant proposal before the Verizon Foundation. Other possible fund-raising activities are being discussed in conjunction with the 100<sup>th</sup> anniversary of the founding of the NAACP in 2009.

*Salaries:*

Director: 60,000 /yr.

Assistant to the Director: 40,000 /yr.

Graduate student assistant: 20,000 /yr.

*Fellowships:*

Senior Fellow:	60,000 /academic yr.
Junior Fellows:	20,000 /academic yr./person
Short-Term Fellows:	2,250 /mo./person

[NB: figures for the Junior and short-term fellows are based loosely on current figures for a similar Center, not including benefits]

*Seminars and Colloquia:*

Social change, Du Bois, Labor Colloquia:	18,000 /yr. (total)
Annual colloquium	12,000 /yr.
Weekly seminars	1,000 /yr.

*Other operating expenses:*

Promotion	5,000 /yr.
-----------	------------