

ER-11-8955/a

16 NOV 1959

Dr. Harry J. Cassman
Columbia University
New York 27, New York

Dear Dr. Cassman:

It was thoughtful of you to inform me of the plans for a new Committee to Salvage Talent and to send to me with your letter of 1 November 1959 a data sheet regarding this movement.

I read the message with much interest and I do hope the efforts of you and your colleagues will be highly successful. I regret, however, that I will be unable to join in this movement since I have followed a firm policy of non-participation in any non-governmental committees so long as I occupy my official position.

Again, thank you for your letter and the information on this Committee.

Sincerely,

WRD:ED

Allen W. Dulles
Director

O/DCI [redacted] mtg (16 Nov 59) Retyped
O/DCI [redacted] (11 Nov 59) Retyped to correct address
O/DCI/SJGrogan:abi (10 Nov 59)

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FROM: Marian Anderson
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We cordially invite you to help launch a new Committee to Salvage Talent. It means taking on a clearly limited responsibility for interesting others in your field and/or your community.

Educated intelligence is our most valuable resource for assuring national growth and survival. Not enough underprivileged boys and girls take advantage of our theoretically equal opportunity for higher education. Over 100,000 of our ablest young people every year, all capable of profiting from college, do not go beyond high school. Thousands of bright pupils drop out before finishing high school.

The largest known loss occurs among racial minorities whose economic and cultural handicaps - compounded by poor schools - lessen ambition. The largest of these are Negroes.

The Present Waste

Dael Wolfle, Executive Officer of the American Association for the Advancement of Science, wrote: "we must make better use of the potential resources of those segments of the population that do not contribute their share to the college population ... the children of Negro, Mexican and Puerto Rican families are less likely to enter college and less likely to be motivated educationally ..."

Only one per cent of the students in interracial colleges are Negroes. Authorities attest that this segment of 17 million Negro Americans composing 10% of the total population - contains the same range of native ability as the rest of our entire national community.

But talent in Negroes, according to the Rockefeller Brothers Special Study Report, The Pursuit of Excellence, in its section on the use and misuse of human abilities, "withers under the cumulative impact of poverty and ignorance at home, degraded neighborhoods, poor educational facilities, limited job opportunities and the ever-present fear of rebuff."

Our failure "to develop and to make effective an important source of national talent too long neglected," President Grayson Kirk of Columbia University says, "represents a wastefulness which we cannot afford."

What Is Being Done

A few years ago a Harvard admissions officer, unhappy with the scarcity of qualified Negro applicants, made numerous visits to high schools in a large mid-West city. Three years' effort located one boy capable of meeting Harvard requirements.

Then he discovered a project, begun by educators who were in touch with hundreds of schools and colleges, seeking answers to the same problem. He began working with them.

Among those helped to qualify themselves at Harvard in the last six years have been some outstanding students. One was graduated with highest honors, won a fellowship to study at Cambridge University in England, had two stories published in the Atlantic Monthly and sold his first novel to Little, Brown & Co. One girl aided by this same program was elected to Phi Beta Kappa at Radcliffe, was First Marshal of her class, and president of Student Government.

A major steel company noticed that, although in over a decade it had granted above \$2,000,000 in scholarships and fellowships, none of its awards had gone to a Negro. Upon investigation it learned that the problem is complex, requiring organized effort which no single college is equipped to undertake. The firm also found the same educators' project - the National Scholarship Service and Fund for Negro Students - that the Harvard dean had found.

In ten years that work has helped over 6,000 Negro students enter over 350 interracial colleges. More than half were assisted to win more than \$2,300,000 in scholarships from colleges and other sources. Their average family income was \$3,000. Inseparable from financial aid have been the year-around jobs of finding the students, working with their school systems and families, and guiding each youngster toward the colleges best suited to his aptitudes, needs and interests.

This organization also began a talent search among junior high school students, enabling gifted pupils to attend leading preparatory schools on scholarships. Another achievement has been to intensify guidance and remedial work in two New York City schools, where the rate of juvenile disciplinary problems sharply declined among students reached and the proportion of college candidates multiplied five-fold. This program has already spread to 33 New York schools. It has stirred new programs in Washington, Philadelphia and beginnings elsewhere.

Why This Is Not Enough

The Fund is a modest operation. Its total budget has never exceeded \$150,000. Its roughest work has been refusing supplementary financial aid to promising students because there has not been enough money.

The national testing programs, administered by the College Entrance Examination Board and the National Merit Scholarship Corporation, work closely with the Fund. Because these programs now reach over a million students a year, the number of applicants for NSSFNS assistance is rapidly rising.

What We Can Do

The National Scholarship Service and Fund for Negro Students has grown beyond its demonstration phase, supported by Foundations, college campus chests and a relatively few individuals. Dollar needs are not large - \$250,000 per year - considering the results. It is now time to get a base of interested leaders in each major city to see to it that attainable goals are met.

One group is seeking \$50,000 from firms and persons in Chicago. Another has set sights at \$25,000 from Connecticut. More hands will make lighter work. It should not be difficult to assemble strong enough leadership for continuing support of this vital work.

Our Request

Join our group. As the Committee to Salvage Talent, we plan no large, laborious or formidable activity. Nor can our purpose permit mere facade or "window dressing." Each member will be expected to make a personal gift, tax-deductible to the Fund, and to take a reasonable part in limited efforts within his field or community for gaining the interest of others.

Please let us know on the enclosed form, required by New York State law, that you will work with us. The burdens will be neither onerous nor expensive. We can assure you that the satisfactions will be specific and enduring.

From America's Leading Educators

"The efforts of National Scholarship Service and Fund for Negro Students to identify academically talented young people and find for them educational opportunities for the development of this talent does service not only to the Negro but to the country at large. I hope these efforts will gain increasing support."

A. WHITNEY GRISWOLD, President
YALE UNIVERSITY

"More than ever before in its history, our country should have today at its disposal in the greatest measure possible the intellectual, cultural, and technical resources which properly are ours. Only the development of these resources in the fields of education, technology, the professions, the arts, industry, and other areas of human endeavor will bring to our society the rich fulfillment which is its potential.

"The National Scholarship Service and Fund for Negro Students strives to develop and to make effective an important source of national talent too long neglected. It is imperative that there be provided as quickly as possible the advantages of higher education for the able individual who through circumstances not of his making has lacked the opportunity to achieve in accordance with his abilities."

GRAYSON KIRK, President
COLUMBIA UNIVERSITY

"The aims and services of the National Scholarship Service and Fund for Negro Students deserve a warm commendation and spirited support of all friends of liberal education. The careful search for superior students conducted by this agency at various educational levels is an invaluable service to many schools and colleges and has helped to stimulate growing opportunities for Negro students in interracial colleges.

"This is so good a cause that the appeal for added financial support for the continuance and extension of the program deserves widespread attention and participation."

OTTO F. KRAUSHAAR, President
GOUCHER COLLEGE

"For many years we at New York University have had the pleasure of working with the National Scholarship Service and Fund for Negro Students to our mutual advantage. Your organization has accomplished splendid results in providing educational opportunities for qualified Negro students, and it is my hope that your development program will meet with the success it deserves."

CARROLL V. NEWSOM, President
NEW YORK UNIVERSITY

"The Fund has demonstrated that it has the organization and the personnel to effectively assist in the education of Negro children who only a few years ago were not being afforded educational opportunities in keeping with their abilities, but it is obvious that without financial support every dimension of the Fund's program must necessarily be limited.

"Although financial aid for the needy student is critical, we often overlook the equally critical task of identifying talented students and placing these students in institutions best suited to their needs and skills. The Fund has done an excellent job in both of these fields."

JOHN W. MACY, JR., Executive Vice President
WESLEYAN UNIVERSITY

"In recent years American education has recognized the need to discover hidden talents early in the educational careers of our children. Not only must we discover ability, but pupils must be encouraged to develop that ability under favorable conditions in order to make these educational potentialities available through advanced training to the benefit of our society and culture.

"The National Scholarship Service and Fund for Negro Students not only has directed its efforts to the task of early recognition of potential ability but, equally important, it has made available services and financial aid to help make it possible for these students to complete formal college educations. As a pioneer in the search for and aid to deserving and potentially gifted children, the National Scholarship Service is rendering one of the finest programs of aid to American education."

LAWRENCE A. KIMPTON, Chancellor
UNIVERSITY OF CHICAGO

"The Fund is doing a much needed service in seeking out, encouraging, and finding financial assistance for talented Negro boys and girls who can benefit from a challenging educational experience in the leading secondary schools and colleges of this country. Much of this talent would be wasted if it were not for the time, money and effort which the National Scholarship Service and Fund for Negro Students expends in their work with schools and colleges throughout the United States. Negro students, and the interracial colleges which they attend, benefit from the imaginative program which NSSFNS has developed."

ROBERT F. GOHEEN, President
PRINCETON UNIVERSITY

"If it were not for the counseling and referral services of the National Scholarship Service and Fund for Negro Students, a number of talented and able Negro students would not have aimed their sights at Vassar College.

"Two graduates of the Class of 1958 entered Vassar because of the groundwork laid by the National Scholarship Service. Recipients of substantial scholarship aid from Vassar College, these students made academic records of impressive quality and made an excellent contribution to the campus community. One student, whose central field was English, is working as a reporter for the *Washington Post*; the other is teaching French in the public schools in Cleveland."

SARAH GIBSON BLANDING, President
VASSAR COLLEGE

"Certainly the National Scholarship Service and Fund for Negro Students enables Negro youth to continue their education in the finest colleges and universities in the land. The Fund obtains tremendous mileage out of each dollar of its budget; it is multiplied in dollars by grants from colleges, universities and other sources, and it is multiplied in effectiveness through the encouragement, stimulation and motivation it gives to American youth of meager finances and environment, to prepare themselves to make large contributions as citizens. The Fund deserves the strongest support."

JAMES S. COLES, President
BOWDOIN COLLEGE

"Union College has been awarding scholarships through the National Scholarship Service and Fund for Negro Students for several years. We have found the boys who have come to us under this program outstanding in their contribution to campus life. We would welcome more such students in the future, since we feel that integration must become more and more the normal process on every American college campus."

CARTER DAVIDSON, President
UNION COLLEGE

"We cannot permit lack of opportunity to destroy the incentive of many Negro students to advance beyond high school and to develop fully their personal abilities. Such students often lose all hope of attending the great liberal arts institutions of this country.

"The National Scholarship Service and Fund for Negro Students is striving to combat this feeling of hopelessness by launching their Community Talent Search in high schools throughout the country. With guidance programs in elementary and high schools they aim to encourage and aid the Negro student psychologically, socially and financially to obtain a college education."

MILLICENT C. McINTOSH, President
BARNARD COLLEGE

"I was a member of a group of educators that has just returned from the Soviet Union. We were deeply impressed by the monumental strides higher education is taking there. We Americans can no longer, if we ever could, deprive ourselves of the proven ability and talent of a large segment of our people. The National Scholarship Service and Fund for Negro Students is helping our Negroes, our universities, our country in this vital search.

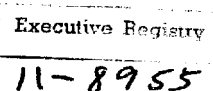
"I have been most impressed by the extensive counseling undertaken in high schools in the South. This pragmatic approach to the search for talent has resulted in discovering talented Negro students, and, more importantly, encouraging them to pursue their education in institutions calculated to provide a wholesome environment conducive to learning in its totality. Our experience at the University of Pittsburgh with National Scholarship Service students has been, without exception, fruitful and rewarding for students and University."

EDWARD H. LITCHFIELD, Chancellor
UNIVERSITY OF PITTSBURGH

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HARRY J. CARMAN
Columbia University
New York 27, N. Y.



Office of the Dean Emeritus

November 4, 1959

Dear Mr. Dulles:

I respectfully ask you to read the enclosed message. A matter of serious long-standing neglect demands forthright attention from national and community leaders.

Much can be done, as the attached paper shows. That is why we are forming a Committee to Salvage Talent. We hope that you will identify yourself with us, and will take part in mobilizing citizen concern and action.

Your prompt affirmative answer will be deeply appreciated.

Sincerely yours,

