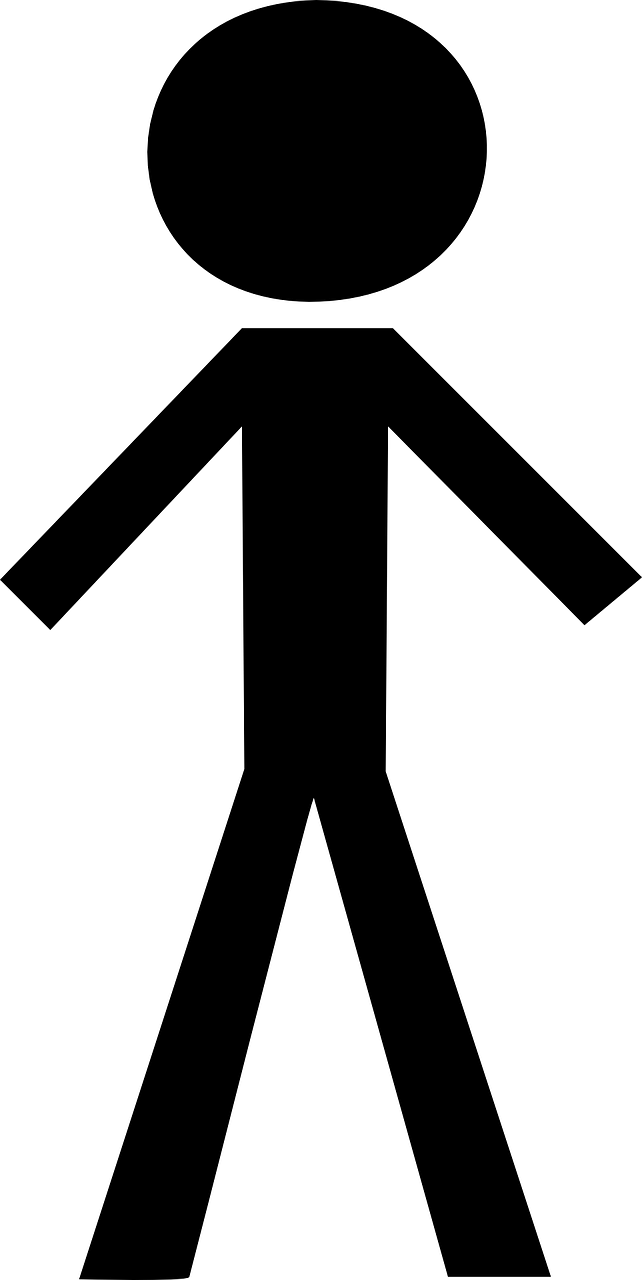
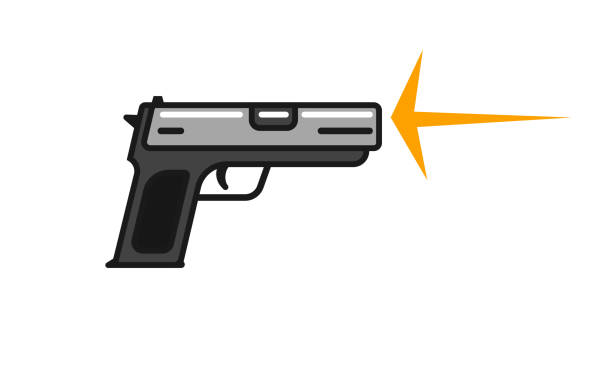
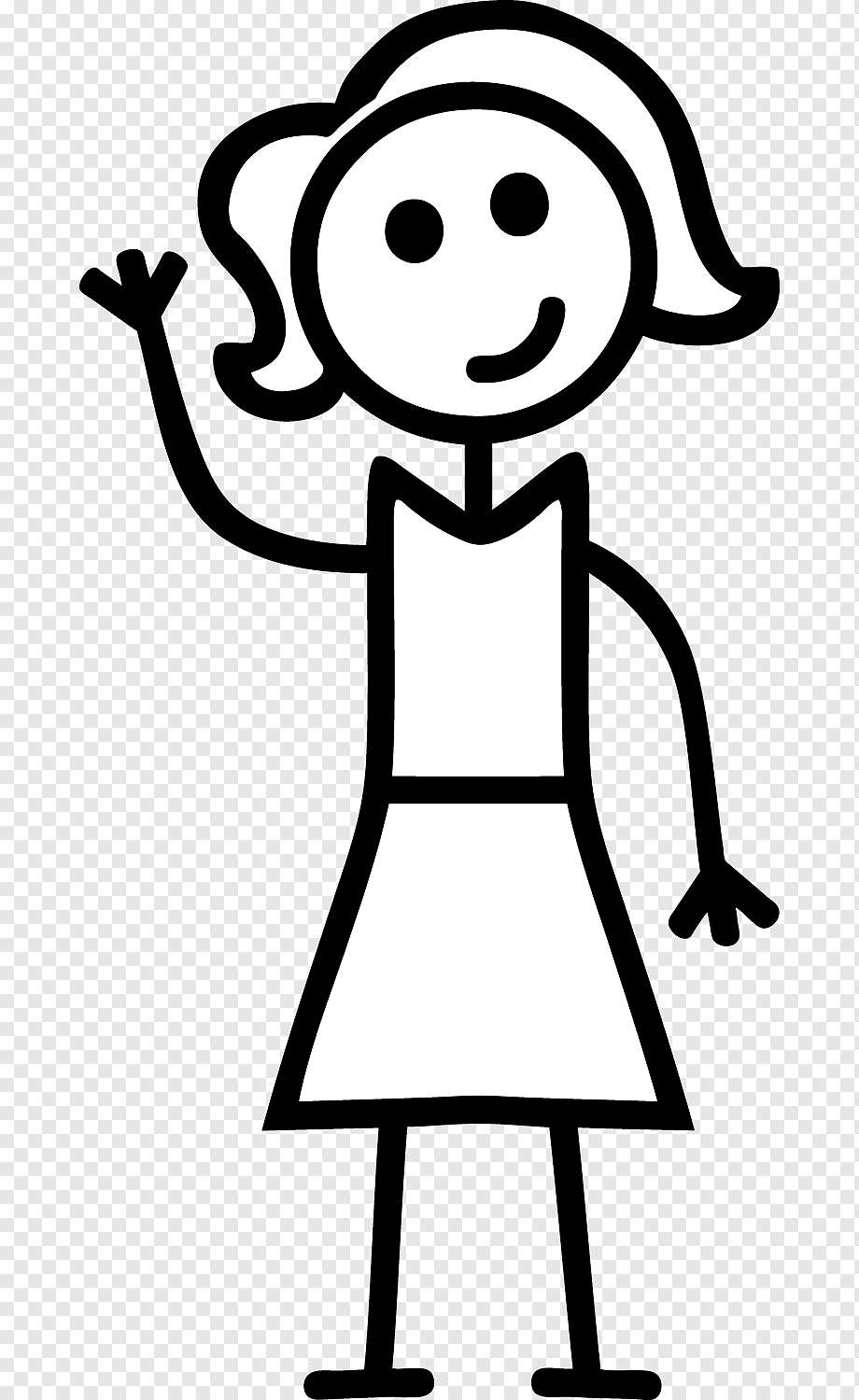
**Race Relations in America**

UNC School of Civic Life and Leadership

Kevin Sleem, Federal Boob Inspector

**UNC Chief of Police, Jack Roach**

**A Black Gum tree marker was found at the crime scene**

**Se encontró un marcador de árbol de Goma Negroe en la escena del crimen.**

**Good Answers to Racism Questions**

1. The ends justify the means.
2. I would rather eat haggis and blood pudding.
3. What about the rape babies, they need love too.
4. Too much toxic masculinity in the racism debate, better for a woman.
5. The number 1 rule of plastic recycling is that you cannot put your plastic grocery bags in the single-stream recycling bin at your house. Plastics require different recycling methods for different plastics, and plastic bags get stuck in the recycling conveyor belt machinery. Recycle responsibly!

**Cover Letter**

Hi, my name is Kevin Sleem. I am a CPA with a firm understanding of the U.S. tax code. I also possess an NC insurance license, and have written a recent book on health insurance. I would like to be the next president of UNLV. I am a teacher, though I have never taught a class, I have worked more as a research professor, and I believe in the importance of fostering inclusion and creativity among the university and its students, faculty, and staff. Inclusion because the university should be a welcoming environment, open to people of all backgrounds and faiths. We must recruit a diverse student body, and faculty and staff, to be a preeminent college in the world. And creativity is the impetus for knowledge creation. We need a college environment that stimulates the minds of our young people, and leads to intellectual growth to prepare students for a career in industry and business.

Advancing student achievement is an important core value, as it is important to maintain a high graduation rate at any university. We want our students to not only graduate, but also to learn new skills that they can transfer into their work lives. We also want to promote research and scholarship at any college or school. We want to maintain a thorough database of academic journals, and encourage our students to write and publish original articles. Research is the foundation of knowledge creation, as the process of research and writing a term paper is how you learn new things, even if there is no experiment.

As the nation becomes more diverse as a whole, companies increasingly will look for employees who can lead diverse workforces. Diversity is a strength, as more viewpoints can lead to improved outcomes in decision making. As a nation of immigrants, the USA is still attracting immigrants from around the world to our melting pot. Colleges want diversity in their student body, faculty, and staff. A diverse student body teaches students how to get along with people of different backgrounds, *although blacks and whites should not be housed together in the dorms.* A diverse faculty pool gives students the ability to learn from people with different viewpoints and experiences, and strengthens students’ willpower for leading and managing in the workforce. A diverse staff workforce reinforces the diversity of the student body and faculty.

Student retention rates need to be maintained. Not everyone needs college, but most do. We want to encourage our students to finish their degrees, and get their money’s worth for the investment in college in their future. A university should also be a leader in regional economic development, serving as a role model for local business and organizations. A modern university also needs to be attentive to the needs of 1st generation and non-traditional students, because in order to raise our standard of living as a country, we need to attract these types of students to the university experience. A modern college also needs to be flexible to online and distance learning methods for nontraditional students. You may learn a little more in class, and elite colleges prefer to teach their students in class, but the learning dropoff is little, and therefore online and distance learning should be encouraged and embraced. Athletics is more important at U.S. universities than British colleges, and I would have no problem cutting athletes’ pay, especially the predilection of black and white athlete relationships, which the arts and sports don’t count much. There is plenty of entertainment available for the workers. Nobody wants to see that on TV, black and white together. It’s a Bad Idea Right?

A college president should possess strong interpersonal skills, and communicate with the faculty senate and student body leaders in a timely manner. This includes town halls, and TV appearances. Creating distinctiveness within an organization is important for any leader. You want your organization to stand out among its peers, because of good publicity.

**Sex Drugs and Racism**

What any man would say, I am a master racist, racism is politics, it happens. What is also human nature is sex, and sex crimes are bad, but hell yeah, I did it. Get ahead of the media. And say no to drugs. Now, I have not sold my momma’s couch or car for drug money, but I have made a few mistakes. I have run down the road naked on crack. Crack kills. The mental hospital is full of drug addicts and sex offenders, and the U.S. Congress is full of master racists.

We are not policing the students for smoking marijuana in the freshman dorms, but we are policing housing assignments. Don’t put rap music and rock music in the same dorm, I didn’t like it, and he called the police on me. I would like to talk to that man. I would rather the students drink alcohol in the dorms than drink and drive. And yes, hard drugs deserve a harsh punishment, even though the United Nations has effectively legalized drugs in capitalist countries due to nonaction, though the college campus is not a place for hard drugs.

I remain committed to learning Arabic and Russian in the proper environment.

Sincerely,

Kevin Sleem

*I hope he didn’t commit a sex crime, that is worse for men*

**LOrange Agency**

Коди Петраносков

Hola Bonjour **السّلامٌ عـَلـَيـْكـُم** Здравствуйте

صيد السمك يعلّمُ الصبر.Fishing teaches patience

Hi, my name is Barry Snow, and I am skilled in the art of Koranic recitation in Thesis Only American Academia, **السّلامٌ عـَلـَيـْكـُم** I want to keep it light, and crack some jokes, make the campus a welcoming environment. I am working on my terrorist negotiating skills with ISIS without getting my tires slashed. So I am Detective Barry Snow, Chapel Hill Police, and I am conducting a murder investigation. Yes, I was recently released from the psychiatric ward at Duke Hospital because of my investigation, and I will either proceed with it, or go back to the mental hospital, I guess you never know sometimes, but I am going to make the most of my 10 minutes on the American TV. We are not policing the students for experimenting with marijuana, even though marijuana is illegal for police officers, and I can pass a drug test. I used to smoke marijuana when I was a student, but not as a teacher. If we catch you with hard drugs on campus, we might evict you from the dorms, probably will, but no worries, reg so, we will help you find a new apartment. We also do not want homeless students at a rich college, that would make us look bad. And even though alcohol is illegal in the student dorms, I would rather you drink in the dorms than drink and drive. Say no to drugs, and dont drink and drive. Any aspiring PhD should have research areas in physics, which explains life, and mine are the electromagnetic force and quantum theory. I want to thank the faculty senate for offering me this job, and I am willing to change my priorities to fit theirs. I am here to make amends. That is what I am going to use my TV time for. If the faculty senate wants to fire me for that, I am fine with that, but I have some important things to say about me, and you should put yourself number 1. I am concerned with how UNC and FAU are running their colleges, from student dorm policies to unemployment insurance for graduate students, including international grad students and 2 week involuntary leave, and Thesis Only in American Academia. Something about me, my biggest regret in life is driving off from the gas station with the gas nozzle still in my car, twice. And I am thankful that I was not accepted into online law school, because that is not what I really wanted to do, although the online law schools are a great bargain. Stop by and say hi.

I am here today to make amends for crimes committed. I used to live in the mental hospital, and they let me out to go on TV. I think they are going to torture me next time I go back, like chains and restraints. So I am just going to make a public service announcement about drugs and drinking and driving. I am a crackhead, I used to sell books door to door before I went to the mental hospital for trading my moms car for crack money. I also have traded my shirt off my back for crack, and I was caught running down the street naked yelling Praise Allah. Vestis virum reddit. The clothes make the man. We are not policing the students for experimenting with marijuana, if you get caught smoking marijuana in the student dorms you will be placed on probation for a first offense and community service. I would rather the students drink alcohol in the dorms than drive to the bar. The government could be doing more to have driverless cars and prevent DUIs, but until then, dont have more than 2 drinks at the bar. And the bar is part of the economy, so try not to drink and drive. I used to drink and drive to buy crack when I could not buy cocaine at the club. So, drinking and driving is bad, okay, and say no to crack. Crack kills. Some people need killing and Im the man to do it. Women need to keep their skirts down so they dont need abortions. My research interests are in foreign firms and stock exchanges and health insurance in economics, in sodium-ion batteries and perovskite solar cells in electrical engineering, mathematics for robotics, and electromagnetic wave cloaking in physics. الله أكبر

Hi, my name is Barry Snow, and I am skilled in the art of Koranic recitation, **السّلامٌ عـَلـَيـْكـُم** I want to keep it light, and crack some jokes, make the campus a welcoming environment. If you are looking for the IT specialist of the Durham Black Panthers, that would be at the LOrange Agency at the Empire State Building in New York City. Keep it clean fellas, no gangs and no guns on the college campus, that would be citizens arrest, by me. I think I am knowledgeable in several academic subjects, including stock markets and foreign firms, health insurance in America, sodium-ion batteries, and perovskite solar cells, and I would be happy to share my research and answer questions on these topics.

Thank you Kim. I just wanted to offer a public service announcement. If you are on TV, you are a role model, and you should not be using drugs. I might smoke weed again when I retire, but I consider myself a police officer, and I can pass a drug test, and I do not currently partake. I did, however, when I was a student. We are not policing the students for experimenting with marijuana. A first offense for marijuana will be probation, but hard drugs could result in immediate suspension from the dorms. Also, smoke less crack, and dont drink and drive. Crack is a funny word, and a good joke, but I was smoking crack when I was preparing to teach, and that is not good. So I want to ask the teachers to smoke less crack, and everyone to not drink and drive. I understand, you drive to the bar and club, drink beer, and then have to drive home, and the bar is part of the economy, and the government could be doing more to have driverless cars. Smoke less crack, and dont drink and drive.

Hi, I am Dr. Strangelove, I am the Head Priest in Charge of LOrange Agency, Barry Snow, and we specialize in French interracial marriage licenses. We are usually headquartered at the Empire State Building in New York City, but since I am in Boca Raton for the foreseeable future, we will be doing consultations in Boca Raton and marriages in Las Vegas.

So I have no respect for the American TV Billionaire Spreadsheets, though I do respect the billionaires as engines of the economy and as decent human beings. I call it the innovation cycle, in capitalism, we have higher costs, such as wild west attorneys lawsuits, and unnecessary home repairs, which leads to higher revenues and higher paychecks, and which leads to higher innovation and higher growth. So we need capitalism, and we also need communism. The human economy and decent society is baseline communist in nature. We have price controls in America, for example, agricultural products and housing rents are determined by the government. And you might be surprised what factors of production the government controls, called the invisible hand in capitalism. The invisible communist hand of capitalism. So millionaire is an achievable goal for any American, work hard and save up for 20 years, but billionaire is only for the smartest. So I am not here to audition for a TV role, I am here to make amends, for crimes committed, a public service announcement. I am a research professor, not a teaching professor. You cant teach while you smoke crack. And as I see it, I don’t like TV interracial marriages, the hides should be kept apart. That sets a bad example for young people in society, they emulate what they see on TV. People on TV should do a better job being role models, like not mixing paints. Its in the Bible, I believe Genesis, And God said let there be colors, and nations to fit those colors, and let us have the American bastard mulatto slave colony. Every Englishman should strive to learn a second language, and every American should respect an olde world nation, who gave you birth. America is the child, England is the parents.

We basically have 4 forms of government: A) Soviet Union B) Chinese Democracy 1) United States 2) Capitalist Pig. You do not want to be a Soviet Comrade or a Capitalist Pig. A capitalist pig cuts off your money and makes you homeless. You have to offer unemployment insurance. Maximize profits, and maximize social welfare. Likewise, we need the U.S. health insurance industry to operate with a profit motive. The United States is the beacon of freedom and the epicentre of democracy and capitalism in the world, and it is okay for the health insurance industry to not be single payer in America. If you are sick, just go to the hospital. If you are rich, pay your medical bills, if you are poor, you don’t have to pay them. The argument, however, is that effective preventative care leads to lower medical costs for the individual and society, and as the U.S. has the highest per capita health spending in the world, maybe we could redirect some of that money towards more preventative care. The U.S. healthcare industry is just fine.

The impetus for this Manhattan Agency is domestic violence, including recent murders of white women by black men, which is a developing trend since interracial dating started in earnest in the 1990s. You may disagree with the need for counseling to get married, but you cannot disagree with a dead body.

***Jokes***

1. Dont drink and drive, unless it is necessary. Seriously, you drive to the bar, get drunk, and then have to drive home. If you kill someone, do your time, I did. The government could be doing more to prevent drunk driving, like driverless cars. The bar and club are part of the economy, so drinking and driving happens sometimes.
2. Cut back on your crack. Thats just a funny word, smoking crack. I will pledge to cut back on my drinking and driving and crack. Dont be the person who sells the shirt off their back for crack. It happens, and sometimes the government makes deals with those people to let them out of the mental hospital, after their family involuntarily commits them for stealing, and then lets them on TV. If you are on TV, be a role model, dont drink and drive and dont smoke crack. Maybe I am one of those people, who sold jewelry, cars, and computers for crack. It seems smarter to sell the item to a reputable dealer before smoking the crack, but some people are drug addicts, who need to be in the mental hospital. I get a mental disability check, and Ive been to the mental hospital 4 times. I am also the IT specialist for the Durham Black Panthers, as I have set up 4 computers for them. And theres your angle, did he sell the computers for crack, or were they donated. You have to determine the truth for yourself, knowing that some people who trade the shirt off their back for crack are on TV too. Maybe Barry is one of those people, I think so. Vestis virum reddit. The clothes make the man.
3. Fuck a nigger, have a bastard. Now, nigger nigger chicken dinner, if black people want control of the word nigger, and they say they are niggers in their rap songs, then if it looks like a duck, quacks like a duck, it is a duck, a black man is a nigger. If you want to have a discussion that any hombre with a heart is a nigger, then fuck a hombre, have bastard.

Stop by and say hi!

**American Race Relations 2025**

US Prison Report 2025

Kamala Harris v. Donald Trump

1. Democrats playing race card
2. George Floyd Race Riots
3. Tim Walz white guy tacos
4. Michele Obama, president is a black job
5. Diddy arrested, Kanye
6. Kendrick Lamar Super Bowl Halftime Show, first rapper
7. Working with coworkers of different races
8. Interracial Dating, on TV and in Society
9. Traditionally Black and White Colleges in America

**Democrats playing race card**

I voted for Kamala Harris. I have a Trump banner on my website, but women need more help, and even though I am a social conservative, and Trump is a better speaker, I voted for the woman. A woman needs help to be president. The Democrats need to tighten up their position on trans men playing women’s sports.

**George Floyd Race Riots**

**Tim Walz white guy tacos**

**Michelle Obama, president is a black job**

You see what happens? One black president, Barack Obama, who was a good president, and Michelle Obama thinks that president is a black job. Just saying, you give an inch, they take a mile.

**Diddy arrested, Kanye**

**Crips and Bloods**

Crime and Justice International Volume: 13 Issue: 9 Dated: October 1997 Pages: 6-9

*Black gang members have a strong conviction that they are oppressed by "white society."*

<https://www.ojp.gov/ncjrs/virtual-library/abstracts/crips-and-bloods>

**Kendrick Lamar Super Bowl Halftime Show, first rapper**

**Working with coworkers of different races**

Working with people from diverse backgrounds can be both insightful and challenging. We can learn a lot about ourselves and others, and it can also be a challenge not to comment on differences.

**Interracial Dating, on TV and in Society**

What’s up with these distinguished white ladies on TV dating black men, like Madonna, Cher, and Angelina Jolie? What does Brad Pitt or Tom Cruise have to say about their wife dating a black man? No one wants to see that, cease and desist. Its not good on TV or on the streets.

**Traditionally Black and White Colleges in America**

**Education Civil Rights in America**

I’m about to nigger bomb you, show you some heart. Nigger Nigger Chicken Dinner. You should not talk about racism on the American TV unless you agree to a duel with iron stakes and pistols. Racism is political in nature, and best left to the congressman on TV, who can play the race card with impunity. Sex crimes are not good, but sex is human nature. We should not be prosecuting female teachers for having sex with males. And drugs, say no to crack. If you are on TV, you should not be using drugs, even marijuana, which is illegal in the federal government and Communist China. I believe that China is stricter on pornography, and more lenient on prostitution.

You never see commercials on the American TV with black people wanting to move to Kenya and speak Kenyan; no, they want to move to France and speak French. Why is this? Why do some black people have a longing for everything European? This is also true for refugees from South Asia, they want to move to Europe. South and Central American refugees want to move to the United States, a European colony.

Let’s talk about European migration. Germany is allowing Muslims to drive their cars into crowds of Germans, in return for being allowed to sell German cars in Muslim countries. The Dali Lama said that refugees in Europe should go back home. A fair punishment for vandalizing a car or machinery is to be raped with an iron rod, and then be shot with a pistol through the asshole and out the mouth. Cars and machines are expensive, and need to be paid for. Computers and cell phones, diaries and journals, also should not be vandalized, but they are cheap.

How else would the black people in America have arrived in America, either on European ships or European planes. They don’t make any ships or planes in Africa. So clearly, the black people in America were indentured servants, paying off their travel debts to Europe by picking crops, and only after that course of service were the black people in America allowed to make millions of dollars in music and sports.

The civil rights movement in America is about the right to an education. The black people in America, like Martin Luther King, were wrong to protest segregation and voting rights. In due time, we would have a black president and woman president in America, and there was no need to protest. They had to pay their dues to Europe for travel fees. Freshman dorms should be segregated by color. The Trump administration was wrong to end racial housing arrangements at colleges in the name of eliminating woke and DEI. Working with people of different races is different than living with people of different views. And it is true, we do not have preferences in who we work with, but we do have preferences in who we live with.

UNC has a history of black on white crime. There was a murder on the campus, where black gang members targeted the student body president, and assassinated the UNC president, in a racist hate gang crime, and planted a Black Gum tree marker at her memorial. The Department of Justice has said that black gang members in America feel oppressed by white society. The Black Panther are the black gang in America, but they currently go by the names Bloods and Crypts.

**Cape Town Commencement Address**

**Martin Luther King Jr. Essay Submission**

‘I Even Got a Navy Tattoo’

Kevin Sleem

President Biden said several times that white supremacy is the greatest threat facing the homeland. He is wrong. The normalization of interracial dating violence is the threat. We have seen this issue arise on the Chapel Hill campus.

My name is Kevin Sleem. I graduated from UNC Chapel Hill in 2005, and then in 2009 at my sister’s graduation I had the privilege of hearing the great Desmond Tutu speak. I am not claiming to be able to match the immortal Priest Tutu’s oratorical skills, but I want to speak on several issues that impact the world today. I want to thank the faculty, the senate, the chancellor, and the board of trustees for inviting me to speak here today.

This is my third time visiting Cape Town. I applied for a lecturer position in 2009, after completing my PhD studies at Florida Atlantic University in the USA, and UCT was one of my top choices. I valued Cape Town because it is English speaking, and has white people, and is a Thesis Only country, so I could live there. That was the first time I had traveled out of the western hemisphere, and I forgot that I needed an outlet adapter. I went to the mall and tried to buy one, but those were for South African electronics to connect to U.S. outlets. That is my first lesson, remember that when you travel out of your zone that you need to buy an appropriate electrical adapter, because there are different electrical outlet configurations in use across the world. And you have to buy from your country, if you go to the mall in the foreign country, they will not have the right adapter.

We live in an incredible age of global trade. Stock markets now encourage cross listings of foreign companies, aided by the internet and computers, and some regions have even experimented with currency unions. You can hop on a plane, and travel to a foreign country in hours, whereas in the olde days you needed to sail for months on a ship. Don’t let the airplanes fool you, and be safe in your travels, Bill Odin, sometimes easier is not better. I encourage you to consider traveling by ship, and experiencing the passions and desires that afflicted travelers of olde. Traveling by ship or railroad gives you more time to think about your strategy in the foreign country, which is very important. You cannot be an airplane refugee. That is not helpful. And you will be arrested in a foreign country for drugs. Don’t be stupid, don’t get high out of your home.

I also encourage you to maintain your home of citizenship when you travel. Where you were born is part of your identity, and it should be. Birthright citizenship is part of being an American, and when you commit to one country, you can better develop your global diplomatic and speaking skills. South Africa’s primary language is English, and this is an advantage for South Africans. English is the global language of business and diplomacy, yes, because of the United States. The United States remains the beacon of freedom and the epicentre of democracy and capitalism around the Earth. We need the United States to espouse democracy and capitalism, including in health insurance. In America, health insurance companies operate with a profit motive, whereas in single payer nations, the healthcare industry seeks to maximize social welfare. In communism, you have fewer lawsuits and less expensive home repairs, but in America, attorneys live in the wild west of filing lawsuits for personal injury, and construction workers can charge higher prices for unnecessary repairs. We do not need this extreme capitalism in every country, but capitalism begats freedom, and democracy is freedom. I think that Russia and China is enough communism for everyone. We do not need to go back to the Soviet Union, when society is inherently communist in its baseline nature. For example, there are price controls in America for agricultural products and housing rents.

What do you want to use your degrees for? Going to college is one way to get ahead in life, and you all are well on your way to succeeding in life. Use your degree to number one financially support yourself and your family, for example, if your wife does not work, and then number two to change the world. Volunteer in your community, picking up garbage on the side of the road, or at the soup kitchen or homeless shelter. And always be a good police officer, say no to drugs. If the United Nations wanted to get rid of drugs, they could, but maybe drugs are useful for police stings to catch criminals, and maybe for retired people to partake. I might smoke weed again when I retire, I think so. We are also not policing students experimenting with marijuana.

Maybe you want to continue your education at graduate school. This is a great idea. Church is important, and maybe you should go to church and pray about what you want from life, but education is also key, as you can use your knowledge to increase your skills and improve your standing in life, whether in a communist society or in a democracy. I did a semester abroad in Cape Town, UNC Chapel Hill has a good program for students, where we learn about African Justice Programs and Women’s Rights Issues, like gender equality. We now have a woman president in the USA, and we are making progress on gender rights in austere and rigid Muslim countries like Afghanistan. At least they’re not gay. Lesbians are cool, say no to homos. I kid, but marriage is between a man and a woman, and yes, a woman’s primary responsibility is to have children and be a mother, it’s in the Bible. Basically, woman president, black president, Viva USA. No more complaining.

I also want to address the issue of the European Settler Colonies of Israel and South Africa. Europe colonized the world, and gave us electricity and indoor plumbing. The Asians are publishing a lot of papers on solar cells and secondary batteries, even though their pictograph languages are impossible for humans, and the black people built some of the first ships, sailing and space. On Earth, at the United Nations, do not fight the white man, just because. If a white man is racist to you, then yes, fight back, stand your ground. And, Europe has accepted a lot of immigrants in recent years. So I think it is even, it is always even.

It is time to Go Green. We are in the midst of a great revolution in how we procure and use energy. We are moving away from fossil fuels, whose burning pollutes the Earth and creates carbon that contributes to global warming, and towards renewable energy sources such as wind and solar. However, this transition to renewable energy sources also means that we have to appropriately price the cost of energy in our markets, as renewable energy sources such as solar and wind have 0 marginal cost. This 0 marginal cost means that they have 0 fuel cost, as solar and wind have an infinite supply. The sun is our greatest power plant, beaming down electricity to our planet from millions of miles away. And when the wind is blowing and the sun is shining, we have the ability to harness energy to power our homes and automobiles. I ask the graduates a question. Is it time for you to purchase an electric vehicle? Maybe, maybe the full scale transition to electric vehicles is still a few years away, but it is coming. And this will be a great day for our planet. The day will come when we can power our power plants with solar and wind energy, and will not have to rely on natural gas and coal to produce electricity to charge our electric vehicles. And we are making inroads in research and development of sustainable batteries. We need batteries to power all those electric vehicles and to store energy in grid-scale systems for renewable energy sources. And although lithium has been the workhorse for batteries so far, lithium is environmentally costly to mine from the Earth, and thus sodium batteries are also becoming more common. And recycling. We cannot go green by dumping plastic into the ocean. Recycle your plastic bottles.

When I graduated from college in 2005, I did not know what I wanted to do with my life. I had successful experiences working as an RA in the dorms at UNC, a paid job, and a roof over your head. I also did some community service, in lieu of clubs or fraternities. Whatever you chose to participate in during your time in college, I hope that those experiences shaped you well and will help to chart your path in life. During my senior year of UNC, I joined Navy ROTC on campus. This was an enjoyable job for me. After graduation I had a job set up, and did not have to move back in with my parents after graduation. Some of you may have to move back in with your parents, but do not despair, this gives you an opportunity to fine tune your job search and spend time with your family. One day you will live apart, in different worlds, and you will cherish the time spent with your family. Your family is the best thing you have in life. I even got a Navy tattoo.

In this age, we are not at global war anymore. Yet, the military still serves an important purpose in society, including cleaning up after natural disasters. It is important for a country to have both military and police, and both make fine jobs and careers for college graduates. Remember, drugs are illegal for federal employees, and you will be drug tested on a regular basis. Another important job is teacher. I never wanted to teach at college, although I imagine I could teach an accounting class, though we need teachers in primary school and secondary school, in America, we call it high school and college. Teacher or police officer is a rewarding profession that pays well, knowing that you are a public servant whose duty is to serve society.

To close, dear graduates, go out today and make some money number 1, and change the world for the better number 2. Keep your government close, and your family closer. Those are the two entities you can rely on for help in this life, the government and your family.

Remember this adage,

*You might get suspended from the Economics Department,*

*You might disappear in the Physics Building*.

Thank you, and God Bless America, and South Africa.

**The Need for Graduate Assistant Unions in American Academia**

Kevin Sleem, Florida Atlantic University

**Dissertation Defense, The Implementation of a Thesis Only PhD Programme in American Academia**

Service Employees International Union, <https://www.seiu.org>

American Association of University Professors, <https://www.aaup.org>

***Eye of the Tiger***

Risin' up, back on the street

Did my time, took my chances

Went the distance, now I'm back on my feet

Just a man and his will to survive

So many times, it happens too fast

You trade your passion for glory

Don't lose your grip on the dreams of the past

You must fight just to keep them alive

Our platform for the graduate assistants union is better pay, $40,000 stipends, PhD contract law with 4 years of guaranteed funding, formal dismissal procedures for graduate students including a direct line to the chancellor or president, no email firings, tenure protections for graduate students, computer diary civil rights, gang activity on college campuses, discipline procedures for arrests including non-serious arrests like DUI traffic court, and protections for international students on visas who are subject to deportation if they get fired.

At UCLA, the process that’s followed for a grievance, discipline, or early termination. An Academic Senate committee or campus investigative agency conducts a preliminary investigation before a matter is referred to the Academic Senate for a formal hearing. After that hearing, a Senate committee makes recommendations to the chancellor, who has the authority to make a final decision. If the chancellor’s decision differs from the committee’s recommendations, the chancellor meets with the committee’s chair to explain the reasoning, and the chair reports that disagreement to the Academic Senate without divulging confidential information. The chancellor’s decision is communicated in writing to the person in question.

Research assistants’ purpose in obtaining the doctorate is to spend time in the lab performing research leading to an original dissertation, while also performing research for the university in their employment role. The consequence is that institutions whose research assistants become unionized will have to bargain about such issues as how many hours students spend doing research, whether they should receive overtime, what projects they can be assigned to, and whether their course of research can be modified.[[1]](#footnote-0)

The attainment of a PhD is oftentimes the pinnacle of educational achievement for an individual, and entitles them to work in Academia. They can teach classes and publish papers in academic peer reviewed journals, or work as a dean or president of a college or university. Currently, there are two systems for awarding the PhD degree: 1) American Academia, Classes, Tests, and Dissertation. 2) British Academia, Thesis Only. A fair question to ask, is why can’t PhD students in American Academia obtain their PhDs by Thesis Only? What would have to happen to change the system in America to Thesis Only? Are classes better for some degrees, and not needed for others? For example, math and engineering classes should be required, but economics and english classes should not be required. Is PhD by publication adequate? And what counts as a publication? Does SSRN count as a publication? And if you already have a master’s degree in the subject area, should you still be required to take additional classes in the PhD programme? This is an important point, because the reason why British PhD programmes are Thesis Only, is because you have to already have a master’s degree. I already had an MBA from UNF, and then enrolled in a PhD program at FAU, and the timing was off. I was focused on research, having already written a dissertation proposal on monetary policy for British schools, and having to take additional classes at FAU was not helpful to my research. There are diminishing returns to classes.

**Graduate Student Union**

Central to the graduate student or PhD student debate, is the existence and involvement of the graduate student union at degree awarding colleges and universities. Harvard recently told their graduate students to get on food stamps. This is a novel approach, although incorrect. The financial cutoff for food stamps is $1,500 dollars per month, and Harvard pays their graduate students $40,000 per year. So, Harvard is incorrect that graduate students qualify for food stamps.[[2]](#footnote-1) What graduate students do qualify for is unemployment insurance if they get fired, and this is something that the graduate student union should communicate to their employees. I say employees, because unemployment insurance assumes that the person asking for financial assistance is an employee of the institution.

The argument against unemployment insurance is that the graduate student is only a student receiving a stipend, so they are not an employee. This is a ridiculous and frivolous claim. Clearly, the graduate student is an employee of the school performing critical research and teaching responsibilities, and deserving of employee status. Schools should classify their graduate students as employees, not students. PhD students are graduate students, and work for a living. They are not undergraduate students on their parents’ dime, they are societal employees contributing to the economy, and should be recognized and paid as such. Plus, in a capitalist society, such as America, it is important to offer 6 months of unemployment counseling so our citizens do not become homeless. Permanent housing is guaranteed in communism. That is a capitalist pig, not offering unemployment insurance.

**United Nations PhD Programme Rules**

The United Nations should issue PhD program rules, to bridge the divide between British and American systems. It’s been a long time now since my money was cut off for taking allotted sick days and my civil right of pursuing an education was taken away. If FAU had just paid me the full year salary for moving expenses, none of this would ever have happened, even though that slick first USDE report was an interesting way to turn. You know what Madura did, he erased a 0 off my 1000 bimonthly check and I only got 100 dollars. Now that is extortion, I think s. That must be fun, erasing 0s from bank accounts. When someone moves for a job, you have to pay them the full contract, at least one year’s salary for moving expenses. Something the graduate student unions at FAU and UNLV should communicate to their employees that they can apply for unemployment insurance if they are fired. It should also not be the PhD advisor who has control over the paychecks. That is a segregation of duties problem. There should be a formal hearing before you fire a graduate student from his work, or file to disenroll from the programme.

**2010 USDE OCR FAU Report**

The USDE Report from 2010 clearly states that I asked for references the first time, so why did I have to file a second complaint for references in 2022?

1. What did I plagiarize? The 4 papers from the dissertation are published to SSRN, and I hope to publish them as a book eventually. The reason why they were not accepted to journals is because my technical writing is not good enough, like citing multiple references in one thought. The experiment is original and solid, and charts and graphs take up 100 pages in the book.
2. The official dismissal was 2 weeks before finals in the email from Madura, not February 2009. Or, as FAU says, the pay was cut off 2 weeks before finals, and the official dismissal was in February, after Kevin did not take finals, and failed Statistics. Marek was the only person who encouraged me to take finals.
3. What work did I not do and which classes did I not show up for? I missed 2 classes in Statistics in a row in November, a class I was failing, both to work on my thesis proposal and out of protest because Madura was discriminating against me and not taking me to lunch with Marek and Kien. I was preparing to go to Statistics when Madura sent the dismissal email 2 hours before class, so I didn’t go to class that day either, nice timing Jack. I showed the doctor’s note from the student clinic for heartburn to Dr. Gleason. Taking allotted sick days should not lead to termination.
4. I did all my research work for Dr. Viale, and handed in my thesis proposal to Dr. Gleason.
5. Clearly, the extortion charges were retaliation from FAU. The aggravated stalking was warranted for the email death threat. FAU owes me the remainder of the 4 year PhD contract, since they didn’t want to settle in 2009 for 1 year.

**2023 USDE OCR FAU Report**

1. “In light of the representative’s statement that the University does not request or require that faculty provide letters of recommendation, the response to the School’s request does not indicate any different treatment of the Complainant.”
2. Yes, this is technically the party line, that professors are not required to provide references. However, how often does that happen? And, it could be argued that references are mandatory, and if you disagree with the student, you can simply write that in the reference. A reference is an indication of a relationship, for better or worse. You might even say that it is petty to not provide references or write a negative reference.
3. That’s not why I said I was dismissed. Not my grade point average. I was dismissed because Geoff Gitlen is a rogue CIA agent, and tried to steal my money.
4. My UNC GAA email account was allegedly deleted at 5PM on Friday, and at 5:44 PM I received the USDE letter which lies about my claims and rules for references.

There is a long history of graduate student unions in American Academia, with the first graduate student union being created in 1969 at the University of Wisconsin-Madison, although unionization has picked up steam in recent years due to a series of National Labor Relations Board rulings, and unionization of graduate students at both Harvard and Yale.

This has got to be one of the most foolish arguments ever, the argument against graduate student unions in America. First of all, faculty and administration are all former graduate students, so to imply that they forget the financial hardships that come with being a graduate student and making less than the average college graduate once they become a PhD is ridiculous. Of course they don’t forget. Second, to prevent graduate students from receiving unemployment insurance if they get fired as a university employee is disrespectful to someone who has taken a pay cut to continue their education. They must be liberal attorneys who write those arguments, because it is also foolish to be a liberal in America, when the police are conservative. That said, maybe the process of graduate student unions in America is just part of the political process, and in democracy we want opposing views, even from the same group, PhDs, graduate students and professors, as hard as that is to create. Maybe this is democracy in action over communism. Also, Harvard and Yale have unionized, so the rest of the American colleges should follow suit shortly.

What if a PhD student gets arrested, say for DUI? Is he fired from his job? Is he disenrolled from the academic program? This is where the graduate student union can help. Just because you get fired from the assistantship, does not mean that you get disenrolled from the academic program. The right to an education is a civil right, and everyone has the right to pursue a PhD, even if they have to pay their own way. The school could possibly issue a No Trespass Order if the arrest happened on campus, but they would still be required to provide references to transfer, which is also a civil right, references for work and school. Maybe rehab is prescribed for a first DUI offense, which is not a big deal, DUI. The graduate student union could help to define rules for what happens if a PhD student is arrested, with regards to both their job and their academic program. SFS Chapel Hill is working hard to make arrest procedures a part of graduate student unionization rules. We are working to unionize FAU, UNC, and UNLV.

As for racism in higher education, McKinsey reports that 84 percent of presidents in higher education who responded to a 2021 survey said issues of race and ethnicity have become more important for their institutions.[[3]](#footnote-2) One thing that is alarming is the slow rate of change in racial profiles in higher education, as there has been little progress in this area over the years. There is also the aspect that increases in student representation will be driven by hispanic and latino people over the next 70 years, and it will take 1,000 years for faculty members to attain equal racial representation, and the elite R1 universities will never reach parity at current levels, according to McKinsey. R1 institutions are highly research-intensive institutions, with there being 131 in America as of 2020.[[4]](#footnote-3) Freshman dorms should be segregated. Trump is wrong that racial housing arrangements at colleges are woke and DEI. Living together is different from working together. Racism on TV should be left to the congress; all that happens when TV commentators talk about racism is incite riots. Everyone has an opinion on racism, and all opinions are different. Racism is politics, whereas sex crimes and drugs are human nature, and that behavior can be fixed. In my opinion, I do not want to live with a person of a different race. We see this issue arise in prison, housing different types in the same jail cell, and is one of the top priorities in prison, housing assignments.

As for Title IX and transgender athletes, under the Biden Administration, the U.S. Department of Education proposed a new rule that would allow schools to reject transgender athletes from competing on sports teams that align with their gender identity, when questions of physicality and fairness arise. The rule would prohibit schools from issuing blanket bans on transgender athletes in school sports, making such a policy a violation of Title IX.[[5]](#footnote-4)

Under the Biden proposal, elementary school students would be able to participate on teams matching their identity, but as students go through puberty, and as competition increases, schools and athletic organizations would make an assessment of whether or not to restrict transgender athletes from playing on their preferred team. Among the considerations would be the age of the students, the level of the fairness and the nature of the sport. For example, football is dominated by men, and it would be unsafe for a woman to participate in football.

Regarding the gender pay gap in higher education, according to the American Association of University Professors, full-time female faculty members earned 82 cents on average for every dollar their male colleagues took home in the 2022-23 academic year, and only 36% of full professors were women. At the full professor rank, in line with the pay disparity across all academic ranks, women earned a salary of $136,490, on average, compared with $156,820 for men.

For administrators who oppose graduate student unions, the university’s official position is that we are students who are training for academia, rather than workers who are keeping this university’s mission alive.[[6]](#footnote-5) “There have been a lot of myths perpetuated that graduate unions would damage academic relationships, mentor-mentee relationships, academic freedom,” Alex Howe, a doctoral student in philosophy at the University of Missouri, says. “They’re all completely baseless, but they have dominated the discussion. The NLRB decision just thoroughly eviscerates those myths, and that in itself is a great contribution for everybody.”[[7]](#footnote-6)

Vimal Patel writes, *“The Brandeis contract also addresses perhaps the central factor in determining the success of a Ph.D. student: the quality of the relationship between the student and her or his doctoral adviser. The contract calls for flexibility in the feedback that an adviser must provide to an advisee, but requires a professor with concerns about a graduate assistant’s work to meet with the student “as soon as practicable” to discuss them.”[[8]](#footnote-7)*

**NLRB Rulings on Private College Graduate Student Unions**

1. 1972, Adelphi University, held that graduate assistants are students not entitled to collective bargaining
2. 1974, Stanford University, affirmed 1972 ruling
3. 2000, Clinton administration, granted the right to unionize, New York University
4. 2004, Bush administration, right rescinded, Brown University
5. 2016, Obama administration, granted the right to unionize, Columbia University
6. 2019, Trump administration, proposed rule to rescind right, not implemented
7. 2021, Biden administration, right affirmed

**Arguments from Harvard and MIT for no Unionization in 2016[[9]](#footnote-8)**

1. Academic freedom would suffer
2. Degradation of the sacred relationship between graduate students and their academic advisers

These arguments have little merit, and the evidence of the unionization of private colleges graduate student unions after 2016 supports this view. Academic freedom could refer to the benefits of academic tenure, whereby a professor has to exceed a threshold to be fired, and usually freedom of speech of opposing views, such as liberal v. conservative, is not enough to fire the tenured professor. Freedom of speech does not include hate speech or inciting protests, however. In these recent graduate student union contracts, academic freedom was explicitly protected and enshrined. There is also the argument that unionizing graduate student unions will degrade the sacred relationships between PhD student and PhD advisor. This is also not entirely true, as the nature of the sacred relationship is actually one of life and death, or master and serf, with the PhD advisor’s word being golden and the the PhD student is oftentimes entirely at the mercy of his PhD advisor. This power structure is unnecessary, and should change. PhD student deserves to be a protected group for civil rights violations under the full protection of the graduate student union, in part to defend against abuses of power from eccentric PhD advisors, who control their PhD students’ lives with the flick of a switch or press of a button, such as cutting off their money for differences of research opinion.

A major argument for both sides in the graduate student unionization debate is the pay, or annual stipend. It should also be noted that some areas see higher costs of living, such as New York City or Los Angeles. Private college stipends typically are around $40,000 per year, with public school stipends at around $24,000 per year. This is a major difference between private and public schools for stipend allowances for graduate students.

**Need for the US Department of Education**

A point of contention at Harvard contract negotiations has been the grievance procedure for sexual harassment, and whether an independent third party is needed. Harvard takes the view that their own investigators can handle the complaint sufficiently, while the graduate students contend they cannot be impartial, since they are paid by the university. Jonathan Swain, a Harvard University spokesman, responded to requests for independent third parties to review sexual harassment claims for female students. He said, “We find it difficult to accept the view,” he said, “that it is impossible to find unbiased members of the university community who could review an investigation on appeal.”[[10]](#footnote-9)

**Human Resources for Payroll**

*“When I had an issue with my pay stub,”* Tania Aparicio, a New School sociology PhD student, says, *“I was referred to human resources and payroll. I wasn’t referred to my adviser or my dean, because I’m an employee, and those are my wages.”[[11]](#footnote-10)* According to legal briefs filed by the university, the purpose of these positions *“is to assist students, and not create employment opportunities.”*

At FAU, for Sleem, he was clearly classified as a student. He was not referred to payroll when his money was cut off, instead, his advisor, Madura, cut off his pay himself. A clearly defamatory statement, saying that the purpose of a graduate student on payroll is to assist students, not create employment opportunities. When you get paid, it is an employment opportunity.

**Leave of Absence or Year off from PhD Programmes**

*“There’s no way for us to know how we’re going to make a living, or whether we should take a year off or a leave of absence because it’s not going to be possible to do both school and work outside the university.”[[12]](#footnote-11)*

Sleem contends that he took a leave of absence from the FAU PhD program, though stayed on salary as a research professor. Clearly, leave of absence is a real thing, often used to take care of other issues outside of academic studies.

**4 Year Contract**

*“With $1,000 increases per year over the life of the four-year contract…”*[[13]](#footnote-12)

This article discusses how usually the PhD contract is viewed as a 4 year contract, and there can even be annual salary increases. The PhD contract could be viewed as either an annual contract, or more commonly, a 4 year contract, though most certainly is not viewed as a 16 or 14 week contract.

**Quarterly Meetings with Advisor**

Sudhir Mahadevan, a former NYU PhD student, sits down with each of his Ph.D. teaching assistants at the start of each quarter and outlines their relationship. A sheet of paper specifies how many hours they’ll be working per week — no more than 20 — and how that time will be divided between teaching, grading papers, and preparing for class. He and the graduate assistant both sign the paper. This helps reduce a common complaint of graduate students everywhere: They work far more in reality than it says on paper.[[14]](#footnote-13)

At FAU, Sleem only met with his advisor one time, before the email firing. He met before the semester, but was not invited to lunch meetings during the semester with the other 2 graduate students, Marek and Kien. He protested this with a work stoppage and missed 2 classes in Statistics in November, which he also had a doctor’s note for. He was fired for his protest.

**Unnecessary Classes**

Professors will lose the discretion to favor teaching assistants with better appointments, to punish less-favored graduate students by giving them harder and educationally irrelevant classes, and to require assistants to work longer than is reasonable. Those changes sound beneficial for graduate-student education.[[15]](#footnote-14)

**Grievance Procedure**

The professor-assistant relationship in American Academia has created a gap in institutional grievances addressment which can only be rectified by the creation of the graduate student union at member colleges. Graduate students sometimes face ill-treatment by faculty members, including the PhD advisor. These interpersonal relationships are not what professors are trained for, this is what human resources is for. A graduate student union would provide a formal grievance procedure, decide whether the case deserves investigation, and deal with it institutionally. While hiring the graduate student should be the prerogative of the PhD advisor, a termination process of the graduate student is more complicated, including financial assistance, and requires attention from the college senate, chancellor, and human resources. Not only is it fairer to graduate students to remove the human resources and payroll function for terminations from the PhD advisors hands’, it also gives the tenured professors more time to focus on the primary task: educating their students.[[16]](#footnote-15)

**Faculty Unions**

The reasons why graduate student unions are more needed than faculty unions is because graduate students make less than the average college graduate per annum, and because graduate students are at the mercy of their PhD advisor, who has complete control over their academic standing and employment status, and is a master/serf relationship. Taking control of the employment status out of the PhD advisor’s hands, and putting it in the domain of the graduate student union, will serve to help the graduate student.

In the name of representative democracy, we should have two sides to the labor union argument, management and workers. Yet, there is a decided trend recently of republican administrations voting against graduate student unions, and democrat administrations voting for them. This seems to go against traditional labor union political theory, because the graduate student union is not like the auto workers union, in that the graduate student union also guarantees the right to an education, a civil right. The right to work and right to be fired by management are not rights that are enshrined in law, rather they are rights which usually need no protection because there are so many options to work and get a job in the community. There are many different types of jobs, and we need people to fill all of them. Conversely, it can be difficult to get into a different college, you might have to move and get references, so the right to an education is a civil right.

**PhD Assessment**

Germany, followed by France, developed the first modern research doctorate programs, in the early 19th century. Since then, research and teaching methodologies have changed at the university level, but the process of acquiring and assessing a doctorate has not changed much. As for the time requirement, it was more common in the olde days to have a 1 year residency requirement, often to judge a candidate’s medical or research capabilities when transferring countries in the time of travel by ship. In modern academia, there is a generally accepted time requirement, of three to four years of independent study overseen by an advisor to produce a doctoral thesis assessed by oral examination. A fair question is always whether a process needs to be reformed, and the doctoral degree granting process in American Academia is no different. In light of innovations in teaching and research, Houston (2018) argues that the doctoral assessment system lacks transparency, needs more structure, and standards are falling.[[17]](#footnote-16) Taught higher education, often a cornerstone of PhD studies in American Academia (in Thesis Only programs, the student often has already completed a master’s degree, whereas in American Academia, the student usually has not completed a master’s degree), can be combined with research expertise to expose PhD candidates to modern assessment methods to become better researchers, whether they work in academia or in industry.

Pathways to a doctoral degree include traditional dissertation defense on a final thesis based on one or more research questions, to professional doctorates, to PhD by publication. In the engineering industry, there has been development in the issuance of professional doctorates, which are jointly supervised by an employer and an academic, aimed at solving industry-based problems. In PhD by publication, papers must be published in academic journals, or as a book by a university press, and sometimes SSRN (Social Science Research Network) can qualify as well. Another innovation to create relationships is PhD cohorts, whereby doctoral students are admitted to traditional programs in groups, so they can work together and network, to provide less isolation. In assessing the dissertation and oral examination, transferable skills in areas such as data analysis, public engagement, project management or business, economics and finance should also be included in the process. Houston (2018) notes that some innovations in assessment that are common at other levels of education, such as learning objectives, formative assessment, teaching qualifications, and education research, still have not been integrated into conventional doctoral programmes. Formative assessment is a process where a mediator or tutor evaluates a student’s progress at the midpoint of a course, and provides advice on what needs to be studied and improved upon for finals. The hope would be that a conscientious supervisor would engage with the doctoral student throughout the semester, however, this formative assessment is often not required of PhD supervisors.

**Sleem v. FAU**

The case of Sleem v. FAU suggests that an impartial third party is sometimes needed to review the actions of the school when an investigation is commenced against school administrators.

Sleem appealed the email dismissal to the dean, and was responded to with an official dismissal in February of 2009. Dismissals are supposed to take place at the end of the school year, during the summer. Further, Sleem was suspended from the campus and a No Trespass Order was issued, over his email protests. FAU continued to deny Sleem readmittance to the finance PhD program, even after 5 years. This suggests that the college itself cannot be impartial at times, such as when they are in danger of being sued for a million dollars.

The multitude of factors that had to come together to get civil rights violations against a white male in American Academia is astronomical, and maybe it is still possible. From UNF not having a PhD program and Sleem having to transfer to FAU, to Sleem arriving early and completing his teaching notes before the semester so he had no reason to email Madura, so Madura never emailed him for lunch like the other 2 students, to Sleem not performing well in Statistics which he had passed before because he was spending all his time writing more teaching notes and doing an intense data collection for his thesis proposal, to Madura actually thinking that he could get away with firing a graduate student for missing 2 classes when he had a doctor’s note and was clearly a protest to the lack of communication from the advisor. Well, it happened, and it just goes to show that civil rights are a dumb idea. The term is discrimination, when someone is treated unfairly, you don’t need to include race and gender in the discussion.

If FAU had a graduate student union when I was a student there, I never would have been fired from my job and dismissed from my academic program. The graduate student union provides checks and balances, and is needed for 2 primary reasons. One, graduate students make less than the average college graduate, even though they have an advanced degree. Two, the relationship between the graduate student and PhD advisor is master/serf, the PhD advisor has a god-like control over his graduate students, controlling both their employment and academic progress. By taking the payroll function out of the hands of the PhD advisor, and returning it to human resources, we can reduce the power and control the PhD advisor has over his graduate students, and create a safer and more welcoming college environment.

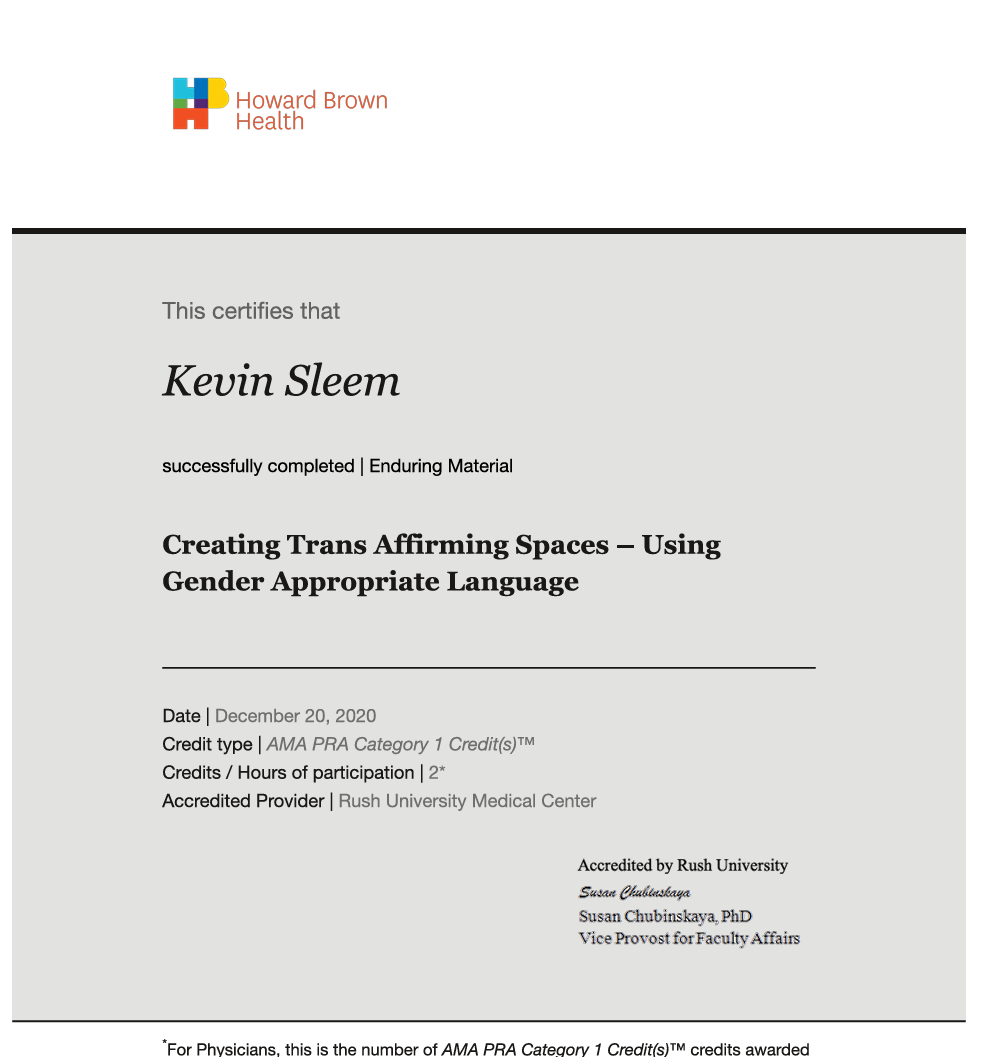
In the Sleem v. FAU case from 2009, the PhD advisor never scheduled a meeting with the graduate student to discuss why he missed the 2 classes in Statistics. There should be flexibility in scheduling, like not saying anything until final exams are in, especially when the graduate student had a doctor’s note that he showed to a different professor. The FAU and UNLV graduate student unions should write this language into their contracts too, that the advisor must meet with the student as soon as practicable, and not distance themselves like not inviting the student to lunch. These lunch meetings are very important for first year students, as they serve as a communication outlet to voice frustrations and concerns that may have during a stressful first year in the PhD program.

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Service Employees International Union, <https://www.seiu.org>

American Association of University Professors, <https://www.aaup.org>



**Data Collection and Experiment, Thesis Only in American Academia**

A survey about current themes in higher education including Thesis Only is presented. The survey participants were 25 domestic and international universities, and the surveys were emailed to their graduate school email address or media department. Greetings, my name is Kevin Sleem. I am working on a paper and some of this survey is pertinent to that paper, and some are general questions based on my life experiences which could help with the USDE OCR investigation. Please respond to some or all, and you may respond directly to the USDE if you prefer. It is common for the USDE to ask for peer feedback before they issue a civil rights report.

Madura has 100 publications, I’ve applied to 100 schools, and Noah had 40 sons that rode on 40 donkeys.

If you don't want to respond back to me, you can respond to the USDE for their report, I think so. Maybe it will help their report to have feedback from peers.

**Le messe de l’athée, Honoré de Balzac**

Avant d’être interne à l’Hôtel-Dieu, Horace Bianchon était un étudiant en médecine, logé dans une misérable pension du quartier latin, connue sous le nom de la Maison Vauquer. Ce pauvre jeune homme y sentait les atteintes de cette ardente misère, espèce de creuset d’où les grands talents doivent sortir purs et incorruptibles comme des diamants qui peuvent être soumis à tous les chocs sans se briser.

**Survey, American Academia Thesis Only**

1. Civil rights has a long history in the United States. What constitutes a protected group, and should PhD student be a protected group?
2. Do you think that American Academia schools should offer Thesis Only PhD programmes?
3. Do you think that British Academia should change and offer classes and tests too?
4. Is it good to have two different PhD systems?
5. What would be the effect on the graduate students of offering Thesis Only in American Academia?
6. Is there a difference between math classes and economic or social science classes? Should math classes be required more than economics classes?
7. Should every school offering graduate level classes have a graduate student union?
8. What role should the graduate student union play in registering the graduate students for classes and paying the graduate students?
9. Should graduate students be classified as employees so they can collect unemployment insurance?
10. Should the PhD advisor have access to the bank account? Should the PhD advisor be able to cut off paychecks for graduate students, or should there be segregation of duties with the graduate student union having to sign off on cutting off graduate student pay?
11. Should there be formal meetings to dismiss a graduate student from the program, or to cut off his pay, which are two separate issues, or is an email dismissal acceptable.
12. Is an email firing ever appropriate in the workplace, or do employees deserve the civil right to an in person meeting?
13. Should you wait a full year to evaluate a graduate student's performance with annual reviews, or is firing mid semester appropriate?
14. Is going on strike and missing classes to protest appropriate, or should a class never be missed by a student or professor for any reason, since we don’t police students.[[18]](#footnote-17)
15. Is a professor smoking marijuana acceptable? Do we expect undergraduate students to smoke marijuana in the dorms, because what else would a freshman do in his house?
16. How long should welfare last?
17. How does Title IX affect the participation of trans athletes in college in America?
18. What are your thoughts about interracial living arrangements in college dorms? There have been reported racial issues at UNC and Duke, so do you think the freshman dorms should be segregated? What about prison segregation? Like climate change is real, we know that interracial living with different people can cause problems, but do the differences add up to a significant level, or should they be overlooked in the name of integration?

**Crips and Bloods**

Crime and Justice International Volume: 13 Issue: 9 Dated: October 1997 Pages: 6-9

*Black gang members have a strong conviction that they are oppressed by "white society."*

<https://www.ojp.gov/ncjrs/virtual-library/abstracts/crips-and-bloods>

## [**https://web.stanford.edu/~ccarson/articles/am\_left.htm**](https://web.stanford.edu/~ccarson/articles/am_left.htm)

## **Black Panther Party**

Founded in October 1966 by Huey Newton (1942-1989) and Bobby Seale (b. 1936), the Black Panther Party for Self-Defense became the most widely known black militant political organization of the late 1960s. The Black Panthers attracted widespread support among young urban blacks, who wore the group's distinctive black leather jackets and black berets and often openly displayed weapons. Also attracting the attention of local police and the FBI, the group declined as a result of deadly shootouts and destructive counterintelligence activities that exacerbated disputes between Panthers and other black militant groups.

Newton was already a black militant activist in 1961 when he met Seale, a fellow student at Oakland's Merritt College. Both joined the Afro-American Association, a black cultural organization led by Donald Warden, but they became dissatisfied with Warden's procapitalist form of black nationalism. Their sentiments were more in accord with those of Malcolm X, especially after his 1964 break with Elijah Muhammad's Nation of Islam, and of Robert F. Williams, the then Cuban-based guerrilla warfare advocate. After affiliations with the Merritt's Soul Student Advisory Council and with the Williams-inspired Revolutionary Action Movement, Newton and Seale created the BPP in order to expand their political activity, which mainly involved "patrolling the pigs"--that is, monitoring police activities in black communities to ensure that civil rights were respected.

The BPP dropped "for Self-Defense" from its name in 1967, but the group remained a paramilitary organization held together by Newton's eclectic ideas, which were drawn from Marxist-Leninist and black nationalist writings and from the examples of revolutionary movements in Asia and Africa. Although Newton and Seale once gained funds and notoriety by selling books containing the quotations of Mao Tse-tung, the revolutionary tract that most influenced Panther leaders during the mid-1960s was Frantz Fanon's Wretched of the Earth (1965). The party's appeal among young blacks was based not on its unrefined ideology but on its willingness to challenge police power by asserting the right of armed self-defense for blacks. The explicit political goals of the Panthers were summarized in the last item of their ten-point Platform and Program: "We want land, bread, housing, education, clothing, justice, and peace. And as our major political objective, a United Nations-supervised plebiscite to be held throughout the black colony in which only black colonial subjects will be allowed to participate, for the purpose of determining the will of black people as to their national destiny."

On October 28,1967, the development of the BPP was profoundly affected by Huey Newton's arrest on murder charges after an altercation with Oakland police that resulted in the death of one policeman and the wounding of another. With the party's principal leader in jail, the role of spokesmen increasingly fell to Seale and Eldridge Cleave (b. 1935), a former prison activist and Malcolm X follower who became the Panthers' minister of information. Cleaver, a writer for the New Left journal Ramparts and a powerful public speaker, increasingly shaped public perceptions of the Panthers with his calls for black retribution and scathing verbal attacks against black counterrevolutionaries.

During February 1968, former SNCC leader Stokely Carmichael (b. 1941), who had been asked by Cleaver and Seale to appear at "Free Huey" rallies, challenged Cleaver's role as the dominant spokesman for the party. Carmichael's Pan-African perspective, emphasizing racial unity, contrasted sharply with the desire of other Panther leaders to emphasize class struggle and to attract white leftist support in the campaign to free Newton. Although Carmichael downplayed his policy criticisms of the party until he resigned as the Panther's prime minister in the summer of 1969, the ideological and personal tensions between Carmichael and other Panthers signaled the beginning of a period of often vicious infighting within the black militant community. A SNCC-Panther alliance announced at the February rallies broke apart by the following summer. After the Panthers branded Ron Karenga, the head of a Los Angeles-based group called US, a "pork-chop nationalist," escalating disputes between these two organizations culminated in January 1969 with a gun battle on the UCLA campus that left two Panthers dead.

Police raids and the covert efforts of the FBI's counterintelligence program contributed to the tendency of Panther leaders to suspect the motives of black militants who did not fully agree with the party's strategy or tactics. In August 1967 the FBI targeted the Panthers when it launched its COINTELPRO operations designed to prevent "a coalition of militant black nationalist groups" and the emergence of a "black messiah" "who might unify and electrify these violence-prone elements." FBI-inspired misinformation, infiltration by informers, and numerous police assaults contributed to the Panther's siege mentality. On April 6, 1968, police attacked a house containing several Panthers, killing the seventeen -yea r-old treasurer of the party and wounding Cleaver, who was returned to prison as a parole violator. In September 1968 Newton was convicted of voluntary manslaughter and sentenced to from two to fifteen years in prison. The following December, two Chicago leaders of the party, Fred Hampton and Mark Clark, were killed in a police raid. By the end of the decade, according to the party's attorney, twenty-eight Panthers had been killed. At that time, Newton was still in jail (his conviction was reversed on appeal in 1970); Cleaver had left for exile in Algeria rather than return to prison; and many other Panthers elsewhere were facing long prison terms as a result of intense repression. In 1970 Connecticut authorities began an unsuccessful effort to convict Seale of the murder of a Panther in that state.

During the early 1970s, the BPP, weakened by external attacks, legal problems, and internal schisms, rapidly declined as a political force. After Newton was released from prison in 1970, he sought to revive the party by rejecting Cleaver's inflammatory rhetoric emphasizing immediate armed struggle. In place of police confrontations, Newton stressed community service, such as free-breakfast programs for children and, during the mid1970s, participation in electoral politics. These efforts to regain popular support were negated, however, by published charges that Newton and other Panthers engaged in extortion and assaults directed against other blacks. By the mid-1970s, most Panther veterans, including Seale and Cleaver, had deserted or were expelled from the group, and Newton, faced with various criminal charges, fled to Cuba. Upon his return to the U.S., Newton remained a controversial figure. Although he completed a doctorate and remained politically active, he was also involved in the drug trade. He was shot to death in Oakland in the summer of 1989 in a drug-related incident.

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