

Carroll Hardy interviewed by Jenay Jackson, April 28, 2005  
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[tape starts with Dr. Hardy speaking]

Carroll Hardy: I had no desire, William and Mary was not at the top of my list for anything. As a Virginian, because I am a Virginian, I grew up in a time and a place where whenever anything for blacks were going on it was either at Virginia State or Norfolk State. So those were the schools that I was certainly most familiar with. And I grew up in an era of segregation. So William and Mary never even crossed my mind. I lived 35 miles from the University of Virginia. It never crossed my mind either. And remember neither of my parents finished high school so I was the first in my immediate family to go to college. I just knew that I wanted to get out of Virginia, that's all. Ask whatever you want.

Jenay Jackson: Oh, if you could just continue telling me a little bit about your educational background.

CH: Graduated from Booker T. Washington High School in Staunton Virginia, in 1962.

JJ: '62?

CH: '62. Got a scholarship to Livingstone College in Salisbury North Carolina. Nice little A M E [?] school. A M E Z. I didn't know a thing about it. All I know is that it's as far away from home, and like most mamas they keep you kind of close. And I just, I just could have busted loose, could have just get away, I'd never seen it before. When I got there, there's a little raggedy building, and my mother was looking all around like, "sure you want to stay?" Yeah. I was just happy to be. Just let me get some air, you know. And that's where I did my four years, at Livingstone College. Lovely. That's where I pledged Delta. I've been a Delta longer than y'all's been alive. But, all that I think I am as an [inaudible?], Livingstone College provided that for me, because I had black role models sometime. From there I had choices, again. I'd always wanted to be a lawyer, so but then you've got to think about funds. I'm the oldest of seven. So they can't keep on sending you to school. Can you go on and get your little stuff and come on out so other folks can do what they need to do?

JJ: Yes, ma'am.

CH: But the state of Virginia, and the University of Virginia paid for me to attend Indiana University as opposed to going to the University of Virginia. They didn't have my alleged major. That was one of the circumvents to integration was to, and a lot of folks they paid to go out of state. I choose Indiana, one because of the cheapness of the credit hours. I did 36 hours there in medieval history [inaudible], and then I got my first job. And my first job was at Southern University in Shreveport, Louisiana.

JJ: Oh, that's my parents' alma mater.

CH: Really? I went, I taught there, they were just opening a two year branch of Southern, and so I taught there. What else you need to know? We could talk, let's get to what you need to know. So you can write.

JJ: What attracted you to William and Mary?

CH: You know, I don't really know. At the time I was working at Mary Baldwin College in my hometown, Staunton, Virginia, which was a vow I made as a little girl, that one day I would work there, and I would not be the maids. Many of the maids who worked there were friends, and one of them who recently passed said, "I put your first [?] so the pride of seeing me there in a capacity other than maid or [?], as I was, something that I said when I was younger. They had gotten a last year funding on a three-year cycle for Upward Bound and it did not get re-funded so there were other positions, and I applied for several. William and Mary was one of three that called for an interview, and I came here for an interview. Because I had to, you have to be employed, okay, I got to work. And Florida Atlantic was the other. I daresay that I had great trepidations when I came. Of course, [inaudible?], I didn't see any black people and that gave me some concern, you know. And, but I met Sylvia Colson, and Sylvia Colson works in publications. She was carrying her daughter. I can tell how long, how old I am by how old her daughter is. Because she was about to have the baby when I came and I met Mrs. Juanita Dillard who was in admissions, and Mrs. Esther Vassar who was part time to the office and these were the only black people that I saw. I thought, oh lord.

[much background talk, to the waitress?]

CH: So, anyway, um, it, I came and I was interviewed. There were two students on the interview committee, Mitzi Keyes, who is an AKA. One of the charter members of Alpha Kappa Alpha. And Julian White, who was a sophomore who sits on the board, now. They interviewed me. And the questions they asked were kind of interesting, like, "Will you work with the black student organizations?" Well, you can't be in Multicultural Affairs professor, why wouldn't you work with...? So I told them that I would, and it was full of hope for a minute, until I read those articles and I was like, "Shessus, what have I gotten myself into here?" But, well, we had, they was a meeting, within less than 30 days the Affirmative Action officer resigned, because he was going to run for public office. There was a meeting of students lead by Judge Bertie Hariston, who was a law student at the time, talking about the lack of black faculty and staff. Well, anyway, we got almost through the first year alright I guess. At the time the office was the Office of Minority Affairs, and coupled with that office was the Office of Off-Campus Housing. It was just like Minority Affairs in and of itself was not an entity, we've got to give you something else for you to earn your money, not that you didn't have enough to do, and later it took on the disabilities functions, which I enjoyed, tremendously. But, so you know, William and Mary was an all-white place I guess. I don't wear the green and gold, and so I guess I will always be an outsider to them. The greatest joy, well I had some great disappointments very early. I didn't know that the black students had become so upset...

[waitress speaks]

CH: ... that they had written to other incoming black students and dissuaded them not to come. And so that year the enrollment, I think, was 34 black students, if my mind serves me correctly. And I said, oh no, no, no, we got to do better than this here. But, I liked the students. They were funny. They wanted to try you, [inaudible] and say, “Mr. Moore didn’t do that.” I had to finally say, “Here, no more y’all. Back it off here, it’s a new day. A new day.” But, it was wonderful watching them grow and develop, and listening to them. And many times what they were talking about were things that were in their power to do. See, you forget you pay activity fees, so if you wanted to see X, Y, P, and Q acts [?] then you need somebody on the board. And when they said – and this is still a problem with the black students – when the board, when the budget board meets, we ain’t got our stuff together. I can’t go. Then halfway, “No they ain’t give us this.” You have to understand power and who has it and who needs it. But, it was interesting, very interesting. It’s something that I would certainly do again. See, I was this way [?] 17 years. Couldn’t have been too bad. I’m not worn, or worried or beat up or anything. But, um, reconnecting students to the past was of significance to me. And so it became important to me that at each class graduating we instituted the, a multicultural reception type thing. Whereby I was able to bring back Hulon Willis, one of the first graduates, to talk about his experience. I was able to bring back Kermit Dance, who was the first president of the Black Student Organization, who is a principal I think up in Lynchville, Virginia, now. I got, Moring Winston, the first black athlete who was head of the Boy Scouts, because you see [?] who met and married his wife in the Wrenn Building. But to begin to reconnect students who had gone before to tell the story to those who came after. So that was significant to me. I had an advantage that most people don’t have in that the pre-collegiate summer programs were multiracial and multiethnic so that when the first student group to form an organization beyond black students were the Koreans, and that was because Andrew [?] Kim was a student in Step, he worked with the president who knew me and worked in my office. And then following that you got the Vietnamese student organization, and so we were becoming multiethnic by allowing all organizations who wanted to form a recognized organization to do so. What else you want to know?

JJ: Will you describe the typical African American William and Mary student when you arrived, how it changed over the 17 years you were at William and Mary?

CH: There is nothing typical about students; they are as individual as they can be. Those I got to know, um, were somewhat disappointed that their grade point averages tended to be lower than their colleagues who went to Hampton. So, they would say things like, “Well, at Hampton this would have been a so and so.” Ahh, no, no, a Z is a Z, I don’t care where you get. But there was mistaken notion on their part that this grade would have been higher had they went to Hampton, because they figured that Hampton was so much easier, but it was not true. And many times when they did not get into the law schools and all those particular schools that they thought they ought to have got into, they would attribute it to the rigors of William and Mary, but by the same token, it was one, it was these same rigors that got most of my physicians into Eastern Virginia and MCV. Even though the grades may not have been As, they knew that they had been able, they

had been trained. Uh, the typical student was homesick [background talk, inaudible]. The typical student, freshmen went home, still clung to the high school crowd, nights to going home, going to church. The Ebony Expressions were already formed by the time that I got here. And it certainly, to me, was a welcome thing. Because it was more like a place where you could gather, sing the songs of Zion, get prayed over, renew your strength and then go on back out there and fight some more. But the student, many of them were friends with a lot of other people, which is also good. We didn't always like that too well. When we had them who pledged white sororities and fraternities, a hope was getting all off the chain [?], uh huh, they got test files, you understand? [?] I agree with Malcolm X, we need somebody everywhere. Someplace inside. [?] But the typical student was polite, spoke to everybody, including the cafeteria workers and the maids and the bus drivers. Whereas [?], but you don't find that now. They don't even speak to me when I come on campus and they don't know me. But is it necessary to know anybody, when someone says hello to you, and so, so you know how I mean. And, we did not, the peer pressure of these students was enough to modify behavior. I tell this story of this brother from upper middle income in New York City, who came and took class, with this great big boom box, because at the time boom boxes was thang, and he said, his was on the table and turned it up, and all of the black students got up and move, they didn't tell him to cut it off, they just, this was not acceptable behavior, you didn't do it again. Pressure was great. This is not what we do here. I found that they formed very tight knit groups. They still had the booty calls that they still do now. They operated on the fringes, through the Black Student Organization, and it was a while before we got them to the point that the Black Student Organization was the organization that you honed your skills and then moved over into the arena. Separate is not necessarily equal. They could serve certain functions but they all but not this [inaudible]. We got to see, we got to convince more of them to become RAs, to sit on the various committees and become actual partners with the institution. They had an office at one in time that they never used because my office always seemed better for them than their office. But they had an office down the hall.

JJ: The Black Student Organization?

CH: Um mm. They had an office until some other group decided it had, it needed one, it had to have one because she gave it to the black students. It was always funny, the gay student union has always been the ones who talk about, well you do it for the black students, blah blah blah, like they still always try to tie black causes to gay causes, just as almost ... But I found that the students worked hard, they didn't always understand why their work did not necessarily result in As, because if you made As and you come here. Well, now that's a whole new alley to check [?] and you're working as hard as you can. But they graduated, and they went off, and they went to graduate school and because my whole thing was they need to go beyond William and Mary, so we started hooking them up with internships. The State Department wanted, because without it I'm going to get a job, I had a job. See a job means just over broke. You're not trying to get a job, you're trying to embark on a career. So um, I remember, Beth in particular, I was very close to her, but she was the president of the BSO, oh, her sophomore year and I made her a Delta Psi. I've been very close to her. Her mother sent me leg warmers when she graduated, she said, "Jesus. She ain't ever made these kinds of grades. What did you do to my child?" I

didn't do anything. They survived, and like most black women, there were never sufficient black males in the populations, so the sisters did so much more, so many more things together than you would believe. It was easy to do that. Um. They created their own space. Card parties. The Alphas were already on campus. The AKAs were next, the Deltas then the Zetas. And they got along for the most part, fairly well. Except for the brothers; they were stupid [?], I had to go down there and step on them, but they were okay. We had the first step show during my tenure and they invited the Kappas up from Norfolk State and they told they girls [?], they just all ignorant, like, they drag, the apologize [inaudible] and this is when we were able to get the Greeks to understand, this is your school, we don't do that here, we don't throw no bricks at our own organization, what are you, crazy? So you ain't going to invite nobody that's going to embarrass you at home, because they going to leave and you still going to be here and they going to think [?] that those Kappas came on too while I was here, I need two of the Kappas. I mean, I knew all about them. Arthur Ashe was my key note speaker at the hotel and they had just been chartered, so, and he was Kappa. But, for the most part, black students minded their business, took care of their academics, were there for each other, tried to help out. It would be difficult for a black person to commit suicide on this campus and other black people not notice behavior pattern differ. Like all of a sudden you start sneaking across, somebody would have called. My students, two of my students are attorneys, one is in, at George Mason over the law school, the other is with the justice, and last month they introduced me and they said before there were cell phones and email, how could we get a message to you in your office. I felt bad, but that's true because I would send the message in a heartbeat. I mean to see someone [?] faculty would alert me more than anything else to, if students, that they were genuinely concerned about a student. First they tried me out, they would call, like, "Well I believe so and so plagiarized." So I'd get the handbook and refer them to page whatever it was in the handbook and then this is the case, there is the procedure, I am not the person to call. Okay. When you're wrong, I don't uphold you. You've got to follow the regulations. I just hate to get [?]. That's a personal thing. These are the regulations. I won't deviate because you're black. You still are within the prescribed rules. It was fun. We had the mistaken notion, among students, particularly good girl white students who were very ultra-conservative that somehow the black students were substandard, having gotten in. And so there was an article that was about to be written in *The Remnant* because *The Remnant* has been well financed for a very long time and Keith Jasper was president, so the brother brought Keith Jasper, brought this brother to my office, nice white guy. And I sat down, and I said, "Oh, they're already here." And I started talking to him. Now this is a boy who SAT scores were like 1400 and blah blah blah. And I said, "And you believe that there's nobody here black that had 1400?" And I said, "That's not true." But what it is, is what we have done in admissions at, what school did you go to?

JJ: Potomac High School.

CH: Okay. At Potomac High School. Yeah, they came to the thing last year. At Thomas Jefferson, or one of those high schools, you know you have the top tier, whose SATs are 1400 and then you get to the middle, where you've got black students who got 1200 and 1250, so they might take the four black students at 1200 but they only took one white

student at 1400, which means that if your friend didn't get in, your friend had 1390, so that means, that fed into that. And I had to explain that there were black people who made [?] I tried to tell him about most of the black people you see never touched a basketball. That was another, everybody's here on athletic scholarship. You ain't [?] black athlete sneeze [?]. Oh, but did you get in on Affirmative Action. No, my mama graduated from here. But those were the questions that always bombarded black students. As if somehow, you just, you know, I asked this guy, I remember asking him, "Is there a separate SAT for black people? Is there a separate SAT for Asians?" Is that the only measure? But because of the practices that admissions officers engaged in, in trying to get very aggressive [?] black student they could find, they were somehow slighting others and that persisted. And also that we received a disproportionate amount of financial aid. Not true. I had a gentleman from Charles City, I'll never forget, call the governor's office because his daughter couldn't get no money. That man was having a jag [?], I want you to know, and in excess of he wanted to know [?], the governor's office called me. What can you do? You have to hit an income [inaudible] so there's still always a persisting and mistaken notion that blacks receive a disproportionate amount of financial aid. They didn't and they don't. Because you really are talking about middle income students who come to this college. Okay? They may struggle and they may be [?] down, but they middle income. You have very, very few low income, inner city young folks at the College, of color, very few. You can count them, maybe two.

JJ: MacKella from Petersburg. It is really different.

CH: But, you know, Petersburg was one of the grounds that sent the first wave of black students to William and Mary, because Kermit Dance is from, originally from Petersburg. Okay. But, so you have that mistaken notion, and it's always an undertow and an undercurrent, you know. And so, what you try to do is help them understand that historical nature, no one said ... You see, the president of a college can admit [?] anybody he wants. He has that power. So, if I'm a major donor and I want to give him 100,000 dollars for my child to come in, and he's [?] I could do that. They never said anything about the athletes. Most of the athletes are non-black who used to come here. So they didn't say go, give them a plus one point or you're a magnificent oboe player, don't give you a plus one because the orchestra or the band or the orchestra needs you. So, they began to look at the obvious [?], it was funny. It was hilarious, actually. But there are some things that we know, or at least I know about students who performed well. If you graduated number one in your class, from Petersburg High School, that's not the same thing as graduating number one in your class from Thomas Jefferson High School in Northern Virginia. Okay. Now, what you look at is the, are the courses that you take. Alright? Have you taken Calculus? Okay. And where you were, a little, a big fish in a little pond, we're now going to throw you in the ocean. And it became important to me that in spite SAT rank and all that, that they came to the pre-college program. One it would give you a set of friends before you came in. You could pretty much know your way around the 411 [?]. You would get acclimated to classes and all services, so the college started with step, that was the colleges' to do [?]. And they started that because many of the students that were enrolling were flunking out and they tried to do some sort of preventative measures [?]. Step was there. Half of the students were incoming

freshmen and the other half were rising juniors, in hopes that, it did two things. It was a [?] device and also an attention [?] device. The other thing is that, we don't have remedial courses, we never had remedial courses, but some, what we found is that students of color was deciding too late that they were going to college, and they didn't have all of the things they needed, the proper courses. And so I designed four [?] pre-collegiate programs. One was called Champ, which was for rising ninth graders, where they spent two glorious weeks over in Brown Hall with me in the summer, getting ready for that first year of high school, so they would know. If you did real good, made a B or better you could back for the next summer, and that program was called EMC, Exploring Medical Careers. And then if you hooked that up, we let you come back for your junior year, and that program was called Best...

JJ: And that stands for?

CH: I can see it right now. Uh, oh stop. And I designed it and gave it the name, so you know I know what it is. It will come to me. But each of those components had a math, and a science component as well as a writing component. Um, so that went on, and they became the recruiting devices because many of the black youngsters in this area never even looked or thought about William and Mary as the alternative. But by early exposure to the campus and creating a cadre of friends they felt comfortable in deciding this was where they'd matriculate. And a lot of the students who were subsequent graduates went through one or all of those programs. Okay? My greatest disappointment was that there were no people of color in the sciences to teach. You need to see yourself, and that wasn't the case. Not at all. They talk about Warren Winston, well Warren Winston was long gone. Because he had his PhD in physics long before that. He was during the early years because he had two [?] in physics. But you know area three was always, always a dog area for us. Just getting out of area three, and what are the courses that folks tend to do to get out of area three was geology. Geology 101, or all the other geology ... aw it's a mess. And that was another thing, the students that didn't do well, didn't do well because they were dumb, or not supposed to be there. They didn't do well because they didn't listen. You know, when you come in and you think, if someone helps you with your, you say to me, "I'm pre-med." And you say, "And I want to take chemistry, calculus, Spanish, and so and so." Your very first year. Okay? And I say, "No, no." "You're just telling me that because I'm black!" No, I'm telling you that because you're a freshman and you don't know. And we have here the whole river and what brother [inaudible], you know. And I already knew; I tried to tell you. Okay. Little bit. It don't work that way. But most students who don't do well, don't do well because they don't listen. This is not the thirteenth grade. There are not as, one of the things that you could truly say, when you were in high school you knew how well you were doing, because you had very frequent tests. When you get to college you may only have three, so you have no way of judging how well you are doing.

JJ: Right.

CH: And you know you're bright, but when you step into a class and there're 150 folks and you're the only one black, you're at risk. Okay? I mean, I just want to tell you how it

is, straight up, because it's the truth. But if we can get you through them first hurdles, we can make it. After we get it, "Oh I don't need nobody in my business." And you laid over there crying, done missed whole [four?] weeks of class, somebody need to note it. Many a student have we saved. The other problem early with students not graduating was language and during my tenure with Dr. Mulligan, who was a learning disability specialist, we were able to determine using the Harvard test of language aptitude whether a kid could actually, absolutely, positively not do a language, unless he was immersed in the language. And so that, a lot of them then took subsequent courses, because the purpose of the language is to help you understand other cultures. So there are other courses that could substitute for the ... so a lot of students who earlier, had I been there when they were here, who didn't get through the language could have been able to do it. But that's just something that we hit upon. And right now it's no longer a good language, because when we did it it was Kurdish. Now everybody knows how to speak Kurdish because we're in that part of the world. Kurdish is a language that's spoke, that's a standardized test that we were able to diagnose whether or not you could do a language. And it helped out a lot of folks. Who just kept taking it and flunking it, and taking it and flunking it, and it didn't matter how times, they were flunking it right off. Because some people can't hear as to the distinctions. What else you want to know?

JJ: Talk a little bit about the administration and some of the challenges you've faced, [inaudible] that they supported. And I know you went to some of the recruiting devices, but maybe ...

CH: Well, they brought in a previous graduate to admissions. They were very supportive of whatever we did. The enrollment increase and the activism on the part of students, being able to be sure that I always had folks of color on the president's committee, the black faculty and staff forming an organization that make [?] beaten them up and make sure they marched for Charter's Day and graduation was very significant, because you could see that you had that. They put cash and time into the pre-collegiate programs, that they did. No question about it. When the state decided, the state of Virginia had always been a part of the civil rights. It had always been a part of the desegregation efforts, so the state decided that, they asked colleges to pay attention and to do a few things. Like maybe look at students who were first generation, whose SATs might be slightly lower and all of this, and blah blah blah. And they gave them money. We piloted that program; it was called the Virginia Student Transition Program, VSTP is what it was first called, Virginia Student Transition Program, which means that once we got funded, and the first year there were fifteen students in the program. It didn't, there were only five schools to pilot and we were one of them. We didn't know in time, that's why there were so few who participated in that program.

JJ: So, it was fifteen that first time?

CH: Um hmm. I'm almost sure it was, and in face I know all of their names right off-hand, yeah, fifteen. But again it was the lateness in which it came up. So that meant STEP now becomes a program for rising juniors, because VSTP is now for incoming freshmen. And those incoming freshmen, for the most part were in a category called

conditional admittance. So that was what this new program that they did this summer, they have done away with the category of conditional admittance because white folks can't be conditionally admitted, surely. So the college was very supportive. Yeah. So, when VSTP, in the first, I tell you we had fifteen, of that number after four years 50 percent graduated and only [?], one died, he was a young, he was a beautiful fellow, he died, he played football, and this was his freshmen year and he got hit and he died of a post-traumatic infection. One was black who didn't want to be black, and who was hanging out with the Republicans, and getting drunk and falling down. They'd leave him in the hall. The VSTP students go out there, get him up, bring him in and everything, because that's just how we did. Fighting here. So with that program, so we did VSTP for a number of years. And it worked. It worked. Sometimes students just need to, once they realize they're going to get a class credit, get a taste of change, because I paid my students a little money. They say yeah, sure you're right, we'll be on up in here because y'all hard times. Other students, Hispanics in particular, oh they just didn't think [?] and Asians, Asians scored very high on the math, but the verbal is a problem. So they got a chance to get into, they're [their?] writing in the summer with their particular person who had taught English as a foreign language, and they did very, very well. So we began, everything we, that was one of the more multicultural programs. That you had Hispanics, and native Americans and, we had everything but the white folks in the program. But it was multi-ethnic and multicultural.

JJ: Now if a white student wanted to attend?

CH: I had no control over that.

JJ: Okay.

CH: The people who were required to come were the people designated by admissions. Okay? That fitted a certain category. And others that I saw from little schools, I invited to come, so, see it was nothing that the office of admissions, I mean Office of Multicultural Affairs did. We simply were carrying out the dictates of the office of admissions who would be in the forefront [?]. Huh?

JJ: Chon invited me.

CH: And I, and and [?] beautiful inviting others, oh yes we do. Only because we know it would help you. "I don't know why she'd invite me to a, some ol' summer program." And then you get here, you go like, "Hey this ain't bad, this alright. You got six hours before anybody else." But we got it out of somebody's head that something is wrong as to why you're inviting them. You know? Go ahead and ask your questions.

JJ: Can you share just like the greatest challenge that you faced during your time?

CH: All challenges are great. I don't have insurmountable challenges, I think that the greatest disappointment to me was the Mighty Whitey article, and the response to it. It was so much sophomoric hi-jinks, but at the time it came out, and they always do

something stupid in April when black folks are here visiting. This is when, if you notice there's a pattern. In April is when it comes [?]. That article I think, I wasn't disappointed by the article. Everybody thought it was so much satire, but as a person who studies cartoons, I was looking at the power relationships in that cartoon. It was a spoof on Superman, but nevertheless, it was of some power relationships. It was at that point that I knew my time was up, because, I had to go. I already knew this in my head. This is enough already, here. But, academic freedom to me brings academic responsibility. Free speech brings responsibility. And, we're not the only ones, like the affirmative action bake sales y'all have had over there and all of that. Listen, I want to tell you something. I now understand stuff I didn't understand before. If we had an affirmative action bake sale, if you want to take that pressure off, put up a swastika. And see how, oh we'd be all too pieces. I was there when they hung, don't put that down. I want you to look at what the difference is in the way they respond, when they hung up the rebel flag, all Big Brother had a great big rebel flag, Sister hung up a swastika. Oh they tried to die. Oh, she has offended the Jewish, aww, somehow they didn't understand that the rebel flag offended some other folks. Understand me? People don't see things until it's on them.

JJ: Right.

CH: So, you say, everybody who is German gets a cookie for free, everybody Jewish got to pay a whole lot more for the cookies, then they would understand how you felt when they did that. Okay? Just because it is the isms in particular that allow Hitler to exterminate all those people. As surely as you attack one group, it ain't long before you're attacking ... [?] All I'm saying, like I said, I used to do this to my students, because I'm sure you still have people who have so little respect for you that they bring their partners into the room and they decide they're going to have sex in the room where you are. I had one, break out your camera and start taking pictures accidentally, oh lord, the camera went off. Kids used to have to go to the laundry room, particularly nice little rural girls, who just wasn't used to this kind of behavior, and mamas would get to calling. Just take a few pictures and maybe you might put it on the internet. But you had a right to that room too, and they come and they're going to shove you aside like you ain't supposed to be in there. But that was some of the stuff that would go on. They had not respect. [inaudible] They still don't. But, we are moving. We still got your fools too, but you know ... Well, I think people have certainly a right to protest and to disagree. I think it must be in the very best form possible, and so, the cartoons, um, students were up in arms. Oh they had meetings, and they were just off the chair [off to town?]. And I was like, uh huh. And they were funny. These were, students put that cartoon in the paper too. They were part of the honors program. Okay. And they thought it was funny. And they had one Asian boy who couldn't understand why we would be upset. We had some black folk who didn't understand why you'd be upset. And I laughed. And I said, "My time is up." And I said that because I recognized that the student body had changed, my time was all up. Because you had a new, it was time for Chon. She's a different person than I am. I am always in that I have seen rivers. She's seen streams. She will see it, she's seen streams. She grew up in a different era. Parents want to know, "If my child is going to be safe at William and Mary?" That's the first thing they want to know. Mamas want to know, "Who's going to be there to look after my child here? Leave my child up here,

because I done heard about William and Mary, and this is still the deep south. I don't care where you call it Virginia." My mother used to think, Mississippi, when I worked in Mississippi, that Mississippi was the deep south, because she never seen the things that Virginia was [?] and while I was in Mississippi I got to meet Fanny B. Haver [?] and I got to meet the woman that Emmet Till allegedly whistled at. In Money [?], Mississippi. We had a little store, just down the street from the college, and those make tremendous impacts on why I spend my life doing what I do. But, we may good ol' [inaudible]. Y'all don't even know what your network looks like. You could wear purple, and as long as you've got green and gold flowing through your veins, doors are going to open that you don't even know about. Now the college is almost, is more than 300 years old, don't you think all them government jobs, all the CIA, you know, you say you graduated from William and Mary, you could be purple with pink eyeballs and they're going to give you a plus one. You don't know how to use your networks. That's the greatest disappointment I have with students. Because you're thinking, "I'm black." You are William and Mary. You're going always to be black, but now you are William and Mary. So you put down, I graduated from here... doors will start swinging open you ain't going to believe. They're very loyal alumni. They will give you the plus one in a heartbeat. And the more and more students need to use career services, and look up early on to see who is where you think you want to be, and write them a letter. You don't have to know them. I'm interested in a career, and just what about internships and...

[waitress speaks]

CH: What else you need to know, sweetheart?

JJ: If you could just talk a little bit about Mu Epsilon.

CH: I can't talk about that. You're going to have to call Beth about that. See I was never a member of Mu Epsilon. My chapter is Beta Kappa, okay?

JJ: Okay.

CH: And that's my chapter Beta Kappa. But Mu Epsilon is. I can't talk about it, as such. I liked the women in it. I worked with them, helped them out. They were not unruly; they were not belligerent, not the early women. They were about some business. Like when we were talking about the house. The first house is right there where the new student union center is, and the year they took it over, I mean they had it for several years, they needed an additional person to move in, because there wasn't a Delta, but they needed somebody in the space, and then that fell through. So they were left having to try to fill, that was 750 dollars a year, a semester, trying to fill that spot. Okay? Well then we got a new housing director and we worked that out, and then we got the house across the, I mean that took a lot of work. I can't even begin to tell you what I had to go through and what I had to put up with to get that house on sorority row. I can't even tell you. I can't even begin to tell you. You are Deltas who came through a new process and for some reason you let some hopes [?] bother you a little. There was a pledge that you said, I would not let anybody do this, this, this, this, this to me. These were girls after they had

got over [?] branded themselves. Not that [?] never branded nobody, not to my knowledge. Okay. Wanted to take wood [?], they already got pearls. [inaudible] Paper jealous [?], you're just as paper as anybody else, everybody got a piece of paper. Okay. But, um, the only thing that happened, and was one sister I was about to strangle because she had the girls at her apartment saying that thousand pounds of lighted mattresses [?] in the little girls camp [?], you know she was about to get. See, y'all don't understand how old my pin is. When they come and snatching pins, they come and take mine first. And I always reminded them, my pins have diamonds and rubies in it. I'm not snatching my pin [inaudible] to watch you acting like no fool. Most of the things they did were not to hurt anybody, there were just foolish things. But, this last little to-do, and it bothers me so about Courtney, because I know that she had to have been put out of school, got back in, finished and was gone. Why would you come back to fool with undergraduate matters when you're now a graduate? You can fool with graduate matters. Why come back? And why couldn't my sorors be strong enough to say, "Not here, not now"? You want to be a Delta, but not at all costs. Because if something happens to you, what am I going to tell your mama? Well, and, where [inaudible]. No. I'm sorry does not bring back anybody who's been hurt. I'm sorry doesn't [?]. Things that people do in the name, it's crazy. But, um. I made quite a few. I expect Ruth Jones to be national president one day. She's one of my protégés, in Step, and [?], graduated, in graduate school now working on her doctorate. But, um, they were a fun group of girls, for the most part. They were leaders on this campus. They participated. When they said service, they performed service. There are pictures of my students, when they had big wooden ducks that they wore at an Easter egg hunt that they gave for the kids at Head Start, okay? They always managed to find something to do. If you're about service, be about service. They were always at the top, relative to scholarship. Um, they were women with a purpose. They were about [inaudible]. They were, they did not seem to be. Their favorite phrase was, what is it? "Excuses are evil crutches used by the [?]" That's their line. But, I enjoyed working with the girls, and I found it very easy to work with them, because they knew, that I knew. And there weren't too many things that they could pull on me, because I came through an era of Delta [?] and all that, and I was a part of the new process. Okay? So I knew what the process was. I marched around in the circle and hollered [?] and had to do all kinds of interesting things when I was maiden [?] Delta, but once I got to that point, no. [inaudible] No one would ask you, "Why would you feel the need to beat somebody?" That makes no sense. I'm going to hurt you. It was my child. Oh, I'm coming on up in there. She ain't got [inaudible] but I'm going to kill y'all for hurting her. Okay? Y'all dead. I want you to understand, and we don't see no ... how can you beat somebody and hurt somebody and then call them a sister? I've got three sisters. And so, you know, my sister, you're going to do what? So, I find it interesting and exciting and I like the leadership that the women exhibited, and if y'all were to ever call Beth [?] and get that website correct and go back and get pictures of the original founders and put their names up on the website and then you could beg before, or something, you could start begging, man, because they like to hear from you. But, I live right here; I have lived here since 1980. [inaudible] Not one time did you call. Not one time, and I know you heard my name, and yeah so Dean Hardy [inaudible], who is she? Not one time did you say, "Sister, what can you do? Sister, we hate to call you but can you do something?" That's what we do. It does not matter; we don't even have to know you. All we have to know is

that you're a Delta from William and Mary so this is what you're trying to do, and this is how we can help you. But y'all wait until, I don't know why y'all don't feel that need. The same curls [?] you got, I got, you know? The very same thing. But most of the women who are in Mu Epsilon or Black Student Organization [inaudible] they were presidents of this, they were on the executive council ... they actually modeled the leadership that you talk about. If leadership is service to [?] then they took all of those positions. And they cried a lot like, because they had to call some backup. This is why you've got a line [?]. Look, I can't do this, can you help me? I mean [inaudible]. But the thing about a house, because when they told me y'all [?] a house, I just fell out laughing, you know I did. A house? [?] But think about it, are you all willing to live together? If a single became available tomorrow would you want the single, or are you going to try to live with somebody. You see, the thing is filling the house. The sororities are too small for those big houses because we've got too few. But we're not willing to make the sacrifice, if you please, to live in a house. Because when it was a single room that's downstairs, near the bathroom and it's [inaudible]. I don't know about that. Are we going to respect each other's privacy or are we going to let our man and lay all over the couch, can't nobody can come through? Talk to me. Because living together is a whole new thing. You say, well the white folks do it [?] They've got a plan [?] They're going to break up all the furniture, just salute them all [?]. Can you live together? And would it take, and I've often thought about this, would it take you away from the spheres of influence because you're in all the dorms? Or would you turn your house into a refuge for sisters who can [?], would you have programs for them that would help them with obesity? Like right now if you had some, for example, would you do that new, would you do that new yoga hip-hop piece? Okay? Because we want sisters to be healthy. Okay? Do we have time for the little girls who need some help over at the middle school? Or is it a burden, because you got stuff to do? Because you have to sacrifice to do what you do. That's what I told Chon, I know very few multicultural affairs professionals who matter [?]. [inaudible] Because you really don't have the time. You start going from quarter of seven in the morning and it's about midnight before you get back to bed, because stuff comes up, frequently, constantly and you got those who don't want nobody to know they came to see you, so they slither to your office at two minutes past five and you're trying to go home. You know? But I enjoyed being a part of the legacy. I think grace and fortitude were the watchwords, and I was there, by the way, when they dedicated Fortitude at college [?]. In fact I have the original thing of her. I'm on my job now, I'd be on my job. But um, I really hope that you will call Beth and go and get your scrapbooks, even though you might not find, if you have to rent someplace to put them, go and get them so you can read, and really make that website. "Girl I saw your picture on the website, back from 19 so and so!" That's worth 100 dollars right, just to see somebody from when they were swave and cheek [?], you know? But you need to really do that. Really consider a house for the sake of a house does not make it worthwhile. Sororities go down, because once we get into something we think we have arrived. We forget about the rest of it. "Deltas, we're Deltas and so we don't, we don't advertise." Yes you do, just like everybody else. Just like that. But your hearts are in the right place. But you, personally must commit to them. They must be able to call you, I don't care what you're doing. If you've got a dime, you're going to see me [?]. If sometimes you can't do nothing but listen, so well, I think ... y'all must call her because she has been there. She

gone now; she's out there chilling [cheering?]. She might, "Girl, I ran into so and so." I would like to see you all have a male fashion show. Now sisters would pay for that male fashion show, down from the swimsuit to the tuxedo, do you understand me? Think about it. You know, can you see sisters paying 10 dollars to get up, and we're not going have nobody putting no money in nobody's Speedos or nothing. But I mean, you know what I'm saying. Because you don't have that many men. And don't let it be all black men, [?] get a few Hispanic brothers, a few Native American, people see white brothers, particularly on the football team. You know, flex their muscles. Yes, ma'am, and you know you're going to have more other sororities trying to beat up pull [?] to get up in your function. You understand? The most popular function on campus was the East Indian dinner, okay? Because they had the belly dancers. And I helped them get food from King Faruks, okay. Alrighty then. So but now think about it, here it is [inaudible] everybody is back, okay, so you're not going to, the spotlight here is going to be on those who think they're a big man on campus. So you got the president of the student body. He can model a nice little suit. You've got the president of the honors council, all the men, the big men on campus. A little soiree, the music. We don't want them to take it off; we want them to put it on. But think about it. Because that cross, you've got to learn how to program across racial lines and that's what I did with my programs. Maya Angelou, everybody like Maya Angelou, okay, she was here two or three times. You've got to program across racial lines. You can't have Akil Mohammed, may he rest in peace, can't have it. Because that is going to offend 75 percent of your population. You try to bring people that [?], they love Toni Morrison, I just don't have 25 thousand dollars for Toni, okay? But that's important. And you need to look at your programs in terms of how many people think, can you actually charge how many people pay for what you have? [?] And this summer while you all are thinking about it, I want you all to consider having some of the black romance novelist come and read their stuff. Because I read black romance novels; I get four every month. I'd be like, hmmm. Again, to discuss from reading clubs or [?], even though Eric Jerome Dickey is not one of my favorites. He is not, but again, you all don't have nothing to do. Y'all don't have anything, by the time you do your laundry on Saturday, church Sunday, you all are pitiful, you ain't been nowhere and you ain't done nothing. You've got to build in support structures. You see I did that for the girls. You have me something [?]. This is girl's time at King's Dominion. All the women might decide, "Well [?], can you get us a bus, so we can hop on down to King's Dominion?" So you will begin to gel as a group. Because you certainly outnumber everybody else. I know you getting lonely. Se that's another thing, you're surrounded by all kinds of faces. "Hello." Fort Lee, you know most [inaudible]. And every now and then, you know, they've got to be fresh ruled [?]. First lieutenants, they've got to have escorts periodically. How come you can't help get up on base whereby they could get, you know, bus the sisters over for a little soiree? You ain't got to love nobody. You know what I'm saying? Tell Chon, we've need, we got to have a bus girl [?], work that out with us. Saturday evening we're going to have a soiree, you're going to wear your good clothes. You're into jeans, because you ain't got nobody to wear them for. I just thought I'd tell you that.

JJ: Dr. Hardy, I hate to end this, but I've got to go to class...

CH: Please go.

JJ: ... and work and all that.

CH: Please go. But you got what you need?

JJ: Yes ma'am. Thank you so much.

[tape ends]