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PERCEPTIONS OF THREE BLACK LEADERS OF THE NATIONAL
INTRAMURAL-RECREATIONAL SPORTS ASSOCIATION: THE FORMATIVE
YEARS, 1950-1975

The University of North Carolina at Greensboro

Ed.D. 1986

University
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PERCEPTIONS OF THREE BLACK LEADERS OF THE
NATIONAL INTRAMURAL-RECREATIONAL SPORTS
ASSOCIATION: THE FORMATIVE YEARS,
1950-1975


by

ROY E. YARBROUGH

A Dissertation Submitted to
the Faculty of the Graduate School at
The University of North Carolina at Greensboro
in Partial Fulfillment
of the Requirements for the Degree
Doctor of Education

Greensboro
1986

Approved by


Dissertation Adviser

APPROVAL PAGE

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December 2, 1985
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YARBROUGH, ROY EARL. Perceptions of Three Black Leaders of the National Intramural-Recreational Sports Association: The Formative Years, 1950-1975 (1986)
Directed by: Dr. Richard Swanson. Pp. 260

The National Intramural Association was founded on February 22, 1950 by William N. Wasson. On March 26, 1975, members of the National Intramural Association voted to change the name of the organization to the National Intramural-Recreational Sports Association. Within the formative first twenty five years, the Association faced many major issues. An attempt was made to solicit, record and analyze the historical perceptions related to there issues, of three prominent black leaders who were instrumental in the founding and early development of the National Intramural-Recreational Sports Association. The study was also conceived as a first effort in the establishment of an oral history archive for the Association.

Data was collected by personal interviews with three major figures: William N. Wasson, Founder; Ross E. Townes, former President (1955 and 1956); and Embra C. Bowie, Treasurer (1956 thru 1971). Structured interview questions and responses were tape recorded and transcribed. Additional data were collected from the Association central files, from the professional files of selected Association members, and from newsletters.

For the purpose of organizing data into a useful and orderly format for analysis, the interview questions and responses were considered within the framework of five major topical headings. Specifically, these were: (1) Personal and Professional Background; (2) Leadership Roles; (3) Motivating Factors; (4) Major Issues; (5) Development and Changes.

After categorizing the questions, the next post-interview step involved the identification of large-scale trends from the responses within each of the five categories. Finally, as the five areas were merged into the broader framework, the conceptual basis for later conclusions was firmly established.

The data support the conclusions that the three subjects were influential, to varying degrees, in identifying and resolving the major issues with which the young organization was forced to grapple. These issues included financial and membership crises as well as issues of racial and gender integration.

ACKNOWLEDGEMENTS

I would like to thank the many people who have helped in any way to make this dissertation possible.

I would like to express my personal gratitude to Dr. Richard Swanson, my major adviser, for his guidance, understanding, and motivation; and to Dr. Sarah Robinson, Dr. Elizabeth Umstead, and Dr. Donald Reichard for their support as members of my committee.

A special acknowledgement to a dear friend, Dr. Robert Gaunt, whose encouragement and prayers over the past five years have been appreciated. The library staff at Liberty University and the professional members of the National Intramural-Recreation Sports Association are also thanked for their assistance and encouragement.

Finally to my loving wife Claudia and my three wonderful children, Jenny, Luke and Nathan, for their patience and understanding, I dedicate this work.

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CHAPTER I
INTRODUCTION

The Development of Intramural Sport

The origin of athletics in American colleges was of an intramural nature (Mitchell, 1939, p. 4). It is generally recognized that intramural sports in colleges and universities began with student initiated and sponsored athletic contests. These contests and games preceded both the intercollegiate and the required physical education program and are as old as the collegiate institutions themselves (Grambeau, 1959, p. 3). Even today, sports generally go through a period of club and extramural status before becoming a part of the intercollegiate program (Beeman, Harding & Humphrey, 1980, p. 1). According to Weston (1962) "intramural sports competition developed to fill a need for a competitive program of sports and games for all students" (p. 87).

There were few or no established provisions for physical education or recreation during the first two hundred years of higher education in the United States. In Colonial days the social mores and religious beliefs were generally hostile to recreation and play (Rice,

Hutchinson & Lee, 1958, p. 183). The chief concern of college students was with gaining a liberal education and entry into the professions, such as religious ministry, law and medicine. Even though the students began to take up sports, no one thought of them as having any important educational value, a viewpoint which was prevalent until late in the nineteenth century. Except for a few rare cases, the intramural form of athletics was the only type of sports competition for boys and men for almost the entire nineteenth century (Rice, Hutchinson & Lee, 1958, p. 288).

A rowing match between Harvard and Yale in 1852 was the first American intercollegiate contest on record. A few college teams began to play baseball during the latter part of the fifties. A baseball game between Williams and Amherst at Pittsfield, Massachusetts, in July, 1859, was the first recorded intercollegiate game. The first intercollegiate football game was played between teams from Princeton and Rutgers in 1869. Several Eastern colleges also held frequent intramural and intercollegiate track meets beginning in the early 1870s (Rice & Hutchinson, 1969, p. 202).

Students administered and organized their own intramural and athletic sports programs. However, both were regarded as necessary evils by the colleges--

something that had to be tolerated and at times restricted. When the intercollegiate contests began to flourish, the authorities were compelled to take charge and promote them or abolish them (Rice, Hutchinson & Lee 1958, p. 288). Intramural activities were more or less shunted into the background when colleges accepted the idea of a program of varsity sports (Beeman, Harding & Humphrey, 1980, pp. 1-2). A new emphasis on the intramural approach began in the late nineteenth century when class organizations and fraternities assumed leadership in conducting games for those students who were not on varsity teams. College teachers of physical education saw that introduction of a competitive element might increase interest in their work (Brubacher & Rudy, 1958, p. 336). Coaches of the varsity teams believed that better varsity material could be developed from the intramural teams. Other educators were becoming aware that "all students should be given recreational opportunities and that organized competitive activities should not be limited to the skillful few" (Brubacher & Rudy, 1958, p. 337).

Interclub, interclass, and interfraternity athletic competition developed at many institutions. The whole movement was hit-or-miss at first. It was not difficult for the fraternities to "take over" because of their

organization and permanency (Means, 1919, p. 105). Beeman (1960) has shown that college and university administrators soon recognized that supervision of this activity was necessary to coordinate facilities, equipment, and activities for student participation. The securing of facilities and equipment by various unrelated student groups caused many conflicts, and responsibility for equipment and injuries was difficult to determine (Beeman, p. 9).

The University of Michigan and Ohio State University led the way in 1913 by appointing intramural directors to administer the program (Beeman, 1960). Means (1919) relates that other schools followed this lead, among which were Illinois, Oregon State and Texas in 1916. Kansas started its intramural program in 1921, Oklahoma University in 1925, and the University of West Virginia in 1928 (Beeman, p. 12).

Credit for the coining of the name "intramural" in connection with the athletic program is given by Mitchell (1931, pp. 266-268) to Professor A. S. Whitney, who was a professor of Latin and a member of the athletic committee at the University of Michigan. It is derived from the Latin words "intra", meaning within, and "muralis", meaning wall. This single word "intramural" once was two words, and each was capitalized. Then the "intra"

and "mural" were hyphenated, followed in turn by the dropping of the capitals and finally the hyphen. The designations Intramural Athletics, Intramural Activities, and Intramural Sports have all been used more or less to denote the same thing although the latter appears to be more common now because it is a broader term and perhaps is more appropriate for the varied program that has developed. The problem of engraving on intramural awards, to conserve space and money, has stimulated use of one word, Intramurals, or simply I-M. Mitchell (1931, p. 287) states that the first intramural sports were football, basketball, track, and tennis as the intramural movement initially modeled its program after the intercollegiate form.

The growth of intramural sports in the colleges and universities suffered a temporary setback during the First World War, but the development of the intramural movement was rapid following that conflict. A great deal of emphasis was placed on athletics and games in the training camps and extensive programs were developed. Results of military medical examinations indicated that the program of physical education and athletics in the high schools and colleges of the country were not satisfactory for preparing men for the military service. The whole nation was made aware of

the need for a program that would reach all youth of the nation instead of the select few who participated in varsity athletics. An "athletics for all" movement proceeded according to Mitchell (1931, p. 266-268). In 1919, Mitchell became Director of Intramurals at the University of Michigan, the first college to give such title to the head of this work. In 1926 he published Intramural Sports, the first book on this subject (Rice and Hutchinson) 1929, p. 289). Elmer Mitchell became the recognized leader in the field of intramural sports and contributed much to its development. Weston (1962, p. 87) relates that intramurals first appeared in the high schools in 1925, and within a short time the program was national in scope. Between the two world wars, the intramural movement was stimulated further by increased construction of athletic facilities, the appearance of many books and articles on the subject of intramurals, and the increased recognition by educational leaders of the values of a program of "athletics for all" (Grambeau, 1959, p. 5).

Numerous athletic facilities were built in the 1930's during the "Great Depression" and people were made aware of the need for leisure time activities. The development of recreation programs on the national, state, and local level played an important part in the

development of intramural athletics (Grambeau, 1959, p. 5). The recreational value of intramurals has been widely recognized since 1930. Mitchell (1939) summarized the period after the First World War in the following manner:

The success of the playground in handling teams on a large scale; the increasing of the public awareness in all forms of athletic sports; the importance ascribed to athletics in the training camps during the World War and the corresponding great strides that were made in developing mass athletic programs—all these developments were bound to react upon the public school and college authorities, the latter in particular, so that it has been from the year 1918 on that the great boom in intramural work has come (p. 7).

After years of quiet complacency, in the late 1860s women publicly began to assert an interest in and a desire for opportunities to participate in physical activity and sports. At that time the activities and outlets potentially available to women were few and limited. To be considered acceptable form for participation by "ladies of the Victorian image", their performance of a sport had to be conducted in such a manner not to lead to a state approaching exhaustion. In addition, all sports activities engaged in by women had to present an aura of grace and femininity that would prevail throughout their performance. Extensive care was taken to ensure that all movements required for participation in the activity were aesthetically

pleasing and that they were executed in such a manner as to cast no doubt or question on the participant's feminine image. This emphasis on femininity was carried to such extremes that appropriate dress, posture, and equipment were designed to enhance the beauty and grace of the participant rather than to serve requirements of the activity for practicality and ease of movement. Participation in sport by women was also largely limited to members of the upper class, since they possessed the financial resources, private facilities, and leisure time necessary for participation and enjoyment of such activities (Spears & Swanson, 1983, pp. 59-249).

Coffey (1965, pp. 38-50) has characterized the rise of the sportswoman in three separate divisions. The period of idealization, from 1890 to 1919, was marked by the philosophy that a woman's biology is her destiny. The virtues of modesty, shyness, and fragility were stressed during this period. The emancipation era, from 1920 to 1929 was marked by women being allowed additional freedom in sports, the professions, and educational experiences. The influence of professional athletes and participation by women in the Olympics were both important. Their style of clothing for sports participation changed, especially in swimming, when the one-piece bathing suit was devised. Women of this era

also enjoyed greater sports opportunities because of the growth of industrial recreation, professional schools of physical education, and physical education programs in public schools and colleges. There was also philosophical support for sports participation given to the program by educational theories and school administrators. The rise of the "new physical education" certainly aided in this area. Coffey (1965, pp. 38-50) saw the period from 1930 to 1943 as a period of socialization, marked by the same factors that influenced the rise of men's intramural sports programs. Some of these were the "Great Depression," the change in public attitudes in regard to clothes, the rise and popularity of sports such as badminton and softball, and the equalization of opportunities that came into being as a result of women having to fulfill work roles outside the home. This was a time when families were close in America because of the economic conditions of the country. It was an era in which the values of sports for women were stressed and mass participation was urged for both men and women alike. Economic conditions encouraged families to stay at home and play together.

College age women were quick to grasp the opportunity offered by intramural activities. The

informal, leisurely characteristics of intramural sports appealed to women physical education directors (Mitchell, 1939, p. 7). Activities could be adapted to the needs and skills of the women that were taking part while avoiding the pitfalls of the men's interschool athletic programs.

In 1940, William S. Taylor published a thesis, Intramural Athletics for Men in Negro Colleges. His investigation showed that only a few black colleges and universities sponsored intramural programs. Hampton Institute, Howard University, Lincoln University in Pennsylvania, Virginia State College, and Morgan State College were among the first institutions to encourage intramural competition under supervised leadership. At Hampton Institute, there were twelve intramural teams for men and eight for women. There were eight intramural divisions for men at Virginia State College and eight for women; at each of the other institutions listed, there were four divisions. Hampton Institute and Virginia State College sponsored an academy, a trade school, and a college on their campuses. Gideon E. Smith was in charge of the intramural program at Hampton and Dr. James Moore was the faculty supervisor of the intramural program at Virginia State College during the early 1940's.

Since World War II, a number of important factors have affected the intramural program at most institutions. Activities of a recreational nature have been in greater demand than ever before and are now considered a part of the responsibility of the intramural department. Intramural activities have gradually been accepted by education in general as an important part of the educational process. Co-educational activities have been added. The period immediately after the Second World War saw the greatest expansion of intramurals, from the stand-point of participation, as the colleges and universities experienced tremendous growth in enrollment.

The Founding of the Association

Although a few black institutions sponsored intramural programs, it was not until 1950 that the programs received considerable impetus. In that year in New Orleans, Louisiana at Dillard University, William N. Wasson, then Director of Health, Physical Education, and Recreation, introduced the idea of an Intramural Institute and Workshop for Black Colleges and Universities. At Dillard, this Institute and Workshop was sponsored under his supervision and direction. A small number of black colleges were represented at this initial meeting. Dr. Juanita Pierce, Director of the

Department of Health and Physical Education at Texas Southern University, Professor Cleve Abbott, Director of Health and Physical Education at Tuskegee Institute, and Dr. Allen Ericson Weatherford, II, Professor of Health, Physical Education, and Recreation at the North Carolina College (now North Carolina Central University) at Durham, served as the consultants to the first Intramural Institute and Workshop. Dr. Weatherford was the general recorder and editor of the proceedings under the direction of Dr. Wasson (Galbreath, 1957, p. 3).

The Intramural Institute and Workshop was held during the academic year of 1951-1952 at Bethune-Cookman College. During this year, Wasson was conducting research under Dr. Elmer D. Mitchell at the University of Michigan. The following year, Wasson suggested that the Intramural Institute and Workshop movement be extended into the National Intramural Association (NIA) to which all colleges and universities would be invited as participants. This idea was accepted by the membership.

In the years that followed, the NIA held its annual meeting at different institutions. The concept of holding meetings at different institutions was credited by some NIA members as being adopted from the American Association for Health, Physical Education and

Recreation. In 1956, the NIA met at Morgan State College. There Dr. Ross N. Townes presided as President of the Association and Dr. William N. Wasson was officially recognized by the Association as its founder. At this same meeting Embra C. Bowie was elected as treasurer, a position he held for the next fifteen years.

Statement of The Problem

The purpose of this study was to solicit, record and analyze the historical perceptions of three prominent black leaders who were instrumental in the founding and early development of the National Intramural-Recreational Sports Association (NIRSA) from 1950 to 1975. In pursuing this objective, an attempt was made to reflect the spirit and thinking of these leaders through the formative years and not merely to present a series of records, list of events, participants, and problems. The study was also conceived as a first effort in the establishment of an oral history archive for the Association. The NIRSA has been and continues to be a living and vital Association with many outstanding people contributing to its history. Thus the purpose of this research was to present an accurate, descriptive account of the formative years of the NIRSA as recalled by three prominent leaders. More specifically, the study sought to answer the following major questions:

1. What were the personal and professional backgrounds of the three leaders that contributed to their involvement in the intramural movement and recreational sports?

2. Based upon their own perceptions, what roles were played by the three respondents in the early development of the Association?
3. What motivating factors led them to found and nurture the Association in its early years?
4. In the eyes of the three leaders, what were the major issues faced by the Association during its first twenty-five years and how were these addressed?
5. What, according to the respondents, were the most significant developments, accomplishments, and/or disappointments in the Association during its first twenty-five years?

In addressing these major concerns, the interviews were framed around the following specific questions:

1. What personal experiences of each principal figure contributed to their involvement in intramurals?
2. Why was the National Intramural Association founded?
3. How was the National Intramural Association founded?
4. What was it in the professional experience of each principal figure that contributed to their involvement in the National Intramural Association?

5. What were the major issues faced by the National Intramural-Recreational Sports Association in the formative years?
6. How were these issues resolved?
7. What major issue produced the greatest change in the National Intramural-Recreational Sports Association?
8. Precisely what part did each principal figure play in deciding the major issues of the National Intramural-Recreational Sports Association?
9. What were the personal and professional relationships between each of the three principal figures and in what ways, if any, did these affect the Association?
10. What were the perceptions of the three principal figures as they received the Honor Award?
11. To what degree have black professionals continued to play a role in the National Intramural-Recreational Sports Association?
12. Who would you identify as the three (3) persons who have made the most significant contribution to the development of the National Intramural-Recreational Sports Association?
13. How did each principal figure react to the racial integration of the NIA?

14. What events would you like to see take place for the future development of the National Intramural-Recreational Sports Association?
15. What do you see as the three (3) most significant developments that have taken place during the life of the National Intramural-Recreational Sports Association that have had a major impact on the overall field of intramurals?
16. Has the development of the National Intramural-Recreational Sports Association met the expectations of its founders?
17. What question was never asked of each principal figure about the NIA?
18. How does each principal figure want to be remembered by the NIRSA membership?

Terms

For the purposes of this study the following definitions are offered:

Major Issues: Any events that had a point of discussion in the National Intramural-Recreational Sports Association meetings and that are defined as of greatest importance to the three principal figures in the formative years of the Association.

NIA and NIRSA: The National Intramural Association and the National Intramural-Recreational Sports Association--the two names under which the Association has lived since its founding.

Formative Years: The years 1950 to 1975 or until the principal figures discontinued active participation in the Association are called the "Formative Years" because in that period the Association assumed tangible form and launched many of its important projects.

Prominent Leader: This person had to be once a member of the Executive Board of the NIA/NIRSA.

Historical Research Methods: Best's (1959) definition of historical research methods will be used for this study.

Historical Research describes what was. The process involves investigating, recording, analyzing, and interpreting the events of the past for the purpose of discovering generalizations that are helpful in the understanding of the present and in predicting the future. The focus of historical research is on change, growth or development of individuals, groups, practices, movements, institutions, or ideas (p. 12).

Oral History: Moss's (1974) definition of oral history will be used for this study.

Oral History involves the "systematic collection, arrangement, preservation and publication (in the sense of making generally available) of recorded verbatim accounts and opinions of people who were witnesses to or participants in events likely to interest future scholars (p. 1).

Scope of the Study

The study was limited to the history of the organization presently named, the "National Intramural-Recreational Sports Association," from the time of its inception to 1975. Source material includes information available from the central files of the National Intramural-Recreation Sports Association, the professional files of people who have been members, personal interviews of prominent leaders in the Association, and any other available and valid sources.

Limitations

There are two limitations to the study:

1. Some information was not available, records having been destroyed or considered confidential.
2. Validity of material collected by means of interviewing the principal figures is subject to

the accuracy of personal recall and the individual perceptions of those being interviewed.

Assumption

It was assumed that personal interviews, written documents, letters, reports and published information would be sufficient to attain a reasonably accurate and complete record of the formative activities of the National Intramural-Recreational Sports Association.

Justification

Authors Hackensmith (1966), Clarke and Clarke (1970), and Van Dalen and Bennett (1971) noted that historical research was essential to the heritage of a profession. Professionals in the field of physical education were encouraged by Davis (1970) to preserve historical materials. He stated that only in recent years have Americans discovered that the evidences of their heritage were disappearing. Clarke and Clarke (1970) cited the need for historical research to be encouraged, because a profession really has no depth, traditions, or customs without a written history. Van Dalen (Scott, 1959) noted that if more attention is not given to historical research, many of the source materials now available may be permanently lost.

Consultation with Dr. Warren E. Williamson, (South Dakota State University) the NIRSA Historical Committee Consultant, Dr. Lanie Lass, (University of Illinois) the NIRSA Historical Committee Chair, and Dr. Linda Schoomaker (University of Wisconsin-Whitewater) a member of the NIRSA Historical Committee, revealed the desire to have a written history of the organization. It is therefore fitting that a study be conducted which might record the early history of the National Intramural-Recreational Sports Association in both oral and written form.

Barnett's (1983) article, "The Use of Oral History and Interviews as a Research Technique in Sports History" gives strong support to the oral history concept:

Such research is a test of other people, of the accuracy of their memories, of their ability to assess their own lives realistically, and of their ability to profit from experience (p. 187).

In a sense it is a test of other people as historians, a test of how well they can deal with their personal histories. Oral history research is also a test of ourselves, of our ability to deserve and win the confidence of other people, of our ability to deal sympathetically but honestly and imaginatively with their memories, and of our ability to deal honestly with ourselves.

In a more formal sense it also includes the "...systematic collection, arrangement, preservation, and transcription of recorded verbatim accounts and opinions of persons who were witnesses to or participants in events likely to interest future scholars" (Baum, 1977, p. 7). Oral history is therefore good training for other kinds of history and should be a path to a greater understanding of ourselves and others, including not only those presently alive but also those who have ceased to live except in our memories.

Review of Relevant Research and Literature

Until recent years, a minimal amount of historical research has been conducted within the physical education and intramural professions. Nevertheless, there have been some studies conducted which relate directly to this investigation.

Paul R. Washke (1943) researched the development of the American Association for Health, Physical Education and Recreation (AAHPER) and its relationship to physical education in the United States as reflected in the Association's records. Interviews with past and present Association officers, and a review of publications, services, finances, official minutes, conventions and physical education programs in the United States were the sources for data collection.

It was concluded that the AAHPER reflected in its functions, purposes, and programs a specific and developmental emphasis which kept pace with a changing professional field. According to Washke, the Association was able to exercise influence on the field of physical education within the United States by distributing information about physical education, promoting a wider and more intelligent interest in physical education, and through promotion of the profession and its related parts.

Henry F. Dunbar (1950) produced an accurate and detailed account of the founding and development of the College Physical Education Association. Data was collected from the minutes of meetings, papers, reports, correspondence, the published Proceedings of the annual meetings since 1922, Association records, interviews with association members, and literature in the areas of education, physical education and athletics.

It was recommended that in order to provide consistency within the Association, the power to formulate policies should rest in the hands of a governing council rather than the Association's president. Dunbar concluded that a change in administrative structure was needed in order to allow greater conformity to the broadening scope of responsibilities assumed by the Association's members.

Norma Marie Dayton (1969) investigated the aims and objectives of the American Association for Health, Physical Education and Recreation (AAHPER) and analyzed the changes from 1930 to 1968. The Journal of Health, Physical Education and Recreation was used as the source of data and encompassed three groupings: (1) the revised constitution and by-laws of the Association, (2) articles written by the officers of the Association, and (3) articles representing Association statements.

Eighteen aims and objectives were identified and analyzed individually and collectively. It was concluded that fifteen of the eighteen aims and objectives had been prevalent from the time of introduction through 1968. The three which were recognized as not being continuous during this period included promotion of democratic ideals, educational progress, and information about health, physical education and recreation.

The problem of reconstructing the growth and development of the National Federation of State High School Athletic Associations (NFSHSAA) was investigated by William J. Meadors (1970). Particular social, political, economic and educational factors were suggested which might have had an effect on this organization. Also studied was the effect this organization may have had on the cultural history of America. Data were collected from the files of the central office of the NFSHSAA.

Meadors concluded that the written rules formulated by the NFSHSAA brought high school athletic programs into the proper perspective. Policies adopted by this organization allowed all-star and out-of-season athletic contests to become controlled events. Furthermore, the health, safety, and welfare of the athletes were of primary concern in the rules formed by the association

and other affiliated organizations.

Robert D. Peavy (1973) investigated the history of the American Academy of Physical Education from 1926 to 1950. Data was collected from published and unpublished writings of the Academy and from pertinent letters and personal papers of Academy members.

According to Peavy, the Academy was an organization which observed, reacted and commented on professional issues and trends. The Academy also served to bring together some of the most highly respected and qualified physical educators in the United States. Peavy concluded that the extent to which the interaction of the group affected the development of physical education remains an academic question.

Carol Ann Leaf (1974) completed the history of the annual meetings and other selected functions of the American Academy of Physical Education from 1950 to 1970. Sources of data were the Academy publications, recorded minutes of annual meetings, constitution and by-laws, committee reports, codes of operation, pictorial records, and correspondence among and between Academy Fellows. The twenty years of the Academy history were summarized and discussed with reference to eight declarative hypotheses.

Leaf concluded that the Academy's function was procedural with some emphasis placed upon the implementation of the Academy purposes and fellowship among its members. According to Leaf, from 1950 to 1970 individual Academy Fellows made many contributions to related professions, although very few were made by the Academy as a group.

James S. Clarke (1978) proceeded with the problem of investigating the history of the National Intramural-Recreational Sports Association from 1950-1976. The major sources of data used were published and unpublished writings of the Association, and pertinent letters and personal papers of the Association members.

Clarke concluded that the National Intramural-Recreational Sports Association from 1950 to 1976 was an organization which observed, reacted, and commented on professional issues and trends. The Association also serves to bring together some of the most eminently qualified intramural directors in the United States.

In addition to the studies cited, there have been short sketches of the National Intramural-Recreation Sports Association written in physical education textbooks. Hackensmith (1966), Rice, Huthinson, and Lee (1969), and Van Dalen and Bennett (1971) are authors who have included short sketches in their works.

CHAPTER II

PROCEDURES

Conceptual Framework

The processes of historical research as described by Van Dalen (Scott, 1959), Clarke and Clarke (1970), and Baum (1977) were utilized in this study. The historical research method employs a modification of the scientific method and involves three major processes:

1. collection of data
2. criticism of data
3. presentation of the fact (Baum, 1977, p. 18)

Data Collection

Five major research questions were developed along with eighteen specific questions, the answers to which, by means of personal interviews, did provide information related to the major research question.

Information obtained through personal interviews was recorded on tape cassette. A typed copy of the interview was sent to the interviewees for correction additions and deletions. The final draft included the name of the person involved in the interview, the date,

and the place where the interview occurred. This approach was warranted at this time in view of the fact that a number of the primary sources among the organizers and administrators of the NIRSA are at retirement age. The late date, the lack of enthusiasm for the NIRSA organizational research and the diminishing availability of primary source interviewees dictate a historical study of this type at this time. The primary sources are Wasson, Townes, and Bowie as well as official records and documents.

Selection of Subjects

For the purpose of determining the most appropriate and authoritative sources of information regarding the period of the NIRSA development, the researcher contacted six prominent leaders in the present National Intramural-Recreational Sports Association. To each leader the following question was posed: "What three living individuals, that were members of the Executive Committee, do you consider to be the most knowledgeable, reliable, and prominent sources of information regarding the formation and development of the NIRSA/NIA?"

When the responses of each leader were combined and analyzed, it then became apparent that there was strong consensus among the individuals polled. Wasson, Townes,

and Bowie were clearly the best sources available and met the criterion for the selection of subjects.

It was determined that three individuals would be chosen as principal respondents since a. the study could then involve a sufficiently broad diversity of perspectives, and b. because of the strengths of the three individuals involved, the researcher would not wish to exclude any of these three prominent leaders.

It is worthy of mention that a fourth individual, Herman J. Tyrance, was reported by some leaders to be another potentially significant source of data. The researcher's efforts to involve Tyrance in the study were abandoned when it was learned that at the time of the study, this individual had suffered a recent health setback. Moreover, since Tyrance had never served as an elected officer, he did not meet the criterion to be called a prominent leader for this study.

Mr. Horace W. Moody of Southern University served as a consultant for this study. Mr. Moody has been a member of the NIRSA since 1950, but has never served in an elected capacity and therefore did not meet the criterion to be called a prominent leader.

Method of Analysis

All data was be subjected to standard methods of historical criticism to verify authenticity and reliability. In analyzing an interview the researcher must examine the situation in light of the events. In analyzing an interview the human memory is prone to lapses, errors, fabrications, and distortions. Interviews can yield trivia, errors and falsehoods as well as valuable insight and information. Therefore, all such sources were viewed critically. The taped interview is valuable for the following reasons:

1. It can supplement the written record.
2. It can provide great insight into an event which cannot always be found in documents.
3. By having several narrators approach the same subject from different perspectives, a truer factual account of a major event can emerge.

Validation of Oral History and Interview

Data generated by oral history and interviews are validated by the same methods used to validate other historical materials (Barzun and Graff, 1970, pp. 99-128). In most instances internal criticism would be utilized. One method is a careful comparison of oral and printed material, as was eventually done in this

study to confirm the correct events. Obtaining additional interviews was another method used in this study to provide validation. However, the interviewer must be careful because the narrator's recollections of events are often influenced by subsequent events. For example, a colleague of the researcher interviewed two or three people who recounted almost word for word an incorrect version of an event they personally witnessed fifty years ago. Each had recently read the same book which included a fictionalized version. What they read took precedence over what they had recalled. Only after a careful search of contemporary newspaper accounts, secondary sources, and additional interviews was the situation clarified.

In the end it is the historian's duty to validate the data, point out inconsistencies, and present differing versions or opinions. Likewise it is the historian's prerogative to interpret those versions and opinions, and to use that interpretation either to refute or substantiate a hypothesis.

Sources of Evidence

The primary sources for this study included:

1. The minutes of the NIRSA, 1950-1974, made available through Dr. Will Holsberry, Editor of the NIRSA Newsletter.
2. Audio tape interviews with Wasson, Townes, and Bowie related to their contribution to the NIRSA.
3. Presidents' Reports, the NIRSA Newsletter, Proceedings of the NIRSA and other printed material available in the archives of the NIRSA.
4. Public newspapers, periodicals, professional and popular journals.
5. Films and photographs of the NIRSA events and personalities.
6. Additional sources contained in the "Review of Relevant Research and Literature" and the Bibliography of the current study.

The primary sources gathered for this study will be stored in the NIRSA archives at the Dixon Recreation Center at the Oregon State University, Corvallis, Oregon.

Chronological Listing of NIRSA Annual Conferences *

In the following pages the author summarizes the first twenty-five years of the Association. The summary was done in a chronological fashion to facilitate a clear understanding of the locations, dates, and events of each annual conference for the reader. The three principal figures of this study used the chronological list to assist them in the recall of events in the NIRSA.

CONFERENCE

- 1 Dillard University, New Orleans, Louisiana
(February 22-23, 1950)
 - The naming of the organization
 - Main objectives:
 - exchange of ideas and develop an organization of exchange
 - Mrs. Dimples Lee-1st officer to be elected in the NIA
 - Wasson President
 - \$1 per member
 - 12 representatives / 11 institutions

- 2 Bethune-Cookman College, Daytona Beach, Florida
(March 30-31, 1951)
 - Communication breakdown
 - Wasson was present
 - 5 representatives

* The writer assembled the following data from: James S. Clarke (1978). Challenge and Change: A history of the development of the National Intramural-Recreational Sports Association 1950-1976. West Point, N.Y.: Leisure Press.

- 3 Howard University, Washington, D.C.
 (April 4-5, 1952)
 -Change name to the National Intramural and Recreation Association
 -Rejection of a proposal for institutional membership
 -Elimination of the limit of representatives a school may send to conferences
 -Racially integrated by S.C. Bishoff and Al Lumley (Consultants)
 -Name change to the NI&RA for Men and Women (Tyranee) the NIA for Men and Women (Townes)
 -Wasson President -appointment of Constitution and By-Laws Committee
 -\$.00 membership
 -Cereta Perry was chairman of the Women's Division
 -13 representatives -8 institutions
- 4 Hampton Institute, Hampton, Virginia
 (April 3-4, 1953)
 -Association's growth -Extend finances
 -Wasson President
- 5 Amherst College, Amherst, Massachusetts
 (April 16-17, 1954)
 -Wasson was absent -Townes presided
 -Lumley was host
 -No charge for institution membership
 -Membership increased
 -39 representatives -20 institutions
- 6 Tufts College, Medford, Massachusetts
 (April 15-16, 1955)
 -Second year in Massachusetts
 -E. J. Shea was host and executive secretary
 -President Townes had 4 objectives
 -promote intramurals at secondary & college levels
 -meet annually
 -publication of research papers
 -work with AAHPER
 -Elected for two-year terms, except secretary
 -Bowie invited the NIA to Morgan State
 -33 attended

- 7 Morgan State College, Baltimore, Maryland
(March 30-31, 1956)
-Bowie was host and suggested that membership be regionalized
-Change in the format of future conferences
-Townes was president
-Wasson was officially recognized as the Founder
-John Heffernan was elected as the first white president-nominated and seconded by Bowie, Tyrance and Townes.
-36 participants
- 8 Brown University, Providence, Rhode Island
(March 22-23, 1957)
-Townes was in favor of women's involvement, (Should women be allowed in the NIA).
-Membership was formally extended to women directors, although no past record indicated they had been excluded.
-Wasson received a mug- MR. NIA
-Heffernan President (first white)
-\$.00 membership
-Institutional membership had to pay dues
-Life membership was \$25.00
-47 members attended
- 9 University of Louisville, Louisville, Kentucky
(March 21-22, 1958)
-First westward trek of the NIA
-Three proposals-need for paying institutional membership
 -life membership availability
 -request for affiliation with the AAHPER
-62 members attended
- 10 United States Military Academy West Point, New York
(March 20-21, 1959)
-First Mid-year meeting (December 5, 1959) at Cooper Union College in New York City.
 -Revision of the constitution
 -As part of the revision the word RECREATION was deleted from the Association's title, officers' duties and committee responsibilities were outlined and women's membership was eliminated.
-Membership endorsed the constitutional revisions.

- 11 Purdue University, Lafayette, Indiana
(March 24-26, 1960)
-Conference excluded women as members for the first time since the associations' founding in 1950.
-Two significant results:
-The revised constitution, prepared by Tyrance and refined by the Executive Committee--unanimously accepted
-Acknowledgement was made that a plaque from the AAHPER had been received which signified that the NIA is now an affiliate of that group.
-No individual be considered for an elective office until he had been at NIA member for at least two consecutive years.
-54 members attended
- 12 Bowling Green State University, Bowling Green, Ohio (March 23-24, 1961)
-Roswell Merrick of the AAHPER
-Membership approved a resolution NOT to merge with the AAHPER. Bowie considers this action one of the FOUR most significant events in the NIA during his tenure as treasurer (1956-1971).
-No committee reports were received
-78 members attended/ 98 members owed dues
- 13 New Mexico State University, Las Cruces, New Mexico (March 21-24, 1962)
-first time west of the Mississippi
-first time membership in the NIA had been received from every state in the Union.
-60 members attended
- 14 Delaware Valley College, Doylestown, Pennsylvania (March 27-30, 1963)
-Association's finest hour
-the NIA had grown large enough to be effectual, but not so large as to be unmanageable.
-Haniford became the FIRST recipient of the NIA Honor Award.
-Term of elective office reduced to one year
-91 members attended

- 15 University of Denver, Denver, Colorado
(March 18-21, 1964)
-First program for wives was offered
-Housed at the Park Lane Hotel
-Townes spoke on "Play with a Purpose"
-Paul V. Keen received 2nd Honor Award
-27 proposed revisions to constitution
 -Student membership (no vote)
 -Change from MEETING to CONFERENCES
 -Fiscal year changed to March 1-February 28
-94 members attended
- 16 Florida State University, Tallahassee, Florida
(April 28-May 1, 1965)
-Matthews' plea for increased professionalism;
 the membership authorized the establishment
 of research grant.
-Vice-president was known as president-elect.
-8 revisions to the constitution
-Heffernan received 3rd Honor Award.
-106 members attended
- 17 University of Oklahoma, Norman, Oklahoma
(March 23-26, 1966)
-Membership authorized a study for the
 standardization of the Honor Award.
-First Award Banquet to replace annual banquet
-4 year limitation as a standard policy for the
 selection of conference sites
-Earl Risky received 4th Honor Award.
-104 members attended.
- 18 United States Naval Academy Annapolis, Maryland
(April 24-27, 1967)
-President Rooker submitted three
 recommendations to the NIA
 -Salaried executive secretary (\$1,000 a year)
 did not pass
 -Travel of Executive Board paid to Semi-annual
 meeting
 -Organize a Past President's Advisory Board
-Membership fees were raised \$2. to \$5.
-BOWIE received 5th Honor Award.
-185 members attended.

- 19 University of Texas, Austin, Texas
(April 22-25, 1968)
- Housed at the Villa Capri Hotel
 - Morning business session was devoted to constitutional revisions (16 changes)
 - Institutional membership fees were raised to \$25.00.
 - Larry Newman proposed that the Association consider the possibility of including women as future members.
 - Decrease in membership
 - Life membership raised to \$65.00
 - Wasson served as the historical committee chairman during 1968-70
 - Al Lumley received the 6th Honor Award
 - 226 persons attended
- 20 University of California at Los Angeles, Los Angeles, California (March 23-26, 1969)
- Lack of research in intramurals-Paul Gunsten
 - Ten constitutional changes were accepted
 - An ad hoc committee was formed to study the possibility of women's membership
 - Deficit spending
 - 2/3 membership vote may veto Executive action
 - 119 life membership
 - WASSON (NIA Founder) received the 7th Honor Award
 - 210 members attended
- 21 United States Air Force Academy, Colorado Springs, Colorado (April 25-28, 1970)
- Second consecutive year of deficit spending
 - Raise in individual membership dues from \$5. to \$10.
 - Evaluate the feasibility of life memberships (Temporarily frozen)
 - Defeated a motion to allow women membership in the NIA.
 - 10 constitutional changes
 - Only one elected office
 - Al C. Zuaro received the 8th Honor Award
 - 215 members attended

- 22 Virginia Polytechnic Institute and State University, Blacksburg, Virginia (April 18-21, 1971)
- As a part of the Constitution Committee Report, April 20, business meeting a changing of the word MEN to INDIVIDUALS signaled the end of an all male NIA membership. Executive committee advised not to favor this move.
 - The deletion of the positions of secretary and treasurer as elected offices (executive secretary assumed these duties)
 - TOWNES received the 9th Honor Award
 - 242 members attended
- 23 University of Illinois, Champaign, Illinois (April 14-17, 1972)
- Several membership clarifications
 - Increase student membership fee from \$2 to \$5 (can vote)
 - Reinstating life membership \$150.00
 - Stabilization of finances
 - Hollinger received the 10th Honor Award
 - 280 participants
- 24 University of South Florida, Tampa, Florida (March 24-27, 1973)
- Constitutional changes proposed to adhere to IRS tax-exempt regulations.
 - Issuance of the Association's first emeritus and honorary memberships.
 - Paul Gunsten received the 11th Honor Award
 - 380 professionals, 27 students, and 83 wives attended
- 25 Arizona State University, Tempe, Arizona (April 5-8, 1974)
- Association's silver anniversary
 - Approved 6 emeritus and 1 honorary membership
 - 10 constitutional revisions
 - Deleting placement and time and site committee
 - Deleting past president as a voting member of Executive Committee
 - New trophy plan
 - 403 members attended

The NIA/NIRSA COMMITTEES that were created during the formative years:

Constitution and By-Laws

Time and Site

Nominations and Elections

Membership (six type: professional, student, institutional, life, honorary, and emeritus)

Finance (Auditing)

Publications (proceedings, newsletter, directory, journal)

Historical

Research

Honor Award

Awards

Placement

Resolutions

Ways and Means

Special Projects

Public Relations

Foundations Grants (Past Presidents)

Operating Code

Necrology (death and serious illness)

Exhibitors

Junior and Community College

Workshop

Professional Preparation

Media Center

Affirmative Action

Students

CHAPTER III
WILLIAM N. WASSON

This manuscript is the product of a tape phone-interview conducted by Roy E. Yarbrough on April 27, 1985. Dr. Wasson is living in Sun City West, Arizona at this time. The interview was conducted by telephone in order to reduce the expenses associated with an on-site visit.

In the school year 1948-49, William N. Wasson, a biology teacher at Dillard University in New Orleans, Louisiana, toured 25 black institutions of higher education to collect data for his work, A Comparative Study of Intramural Programs in Negro Colleges. Funded by a Carnegie grant-in-aid, Wasson's research was sent to each participating institution and the interest promoted by its finding ultimately led to the convening of a meeting of intramural directors from eleven campuses at Dillard University on February 22 and 23, 1950. Due to this meeting in 1950 at Dillard University the National Intramural Association was created. Dr. Wasson has since been recognized as the "Founder of the NIA".

Readers of this oral history transcript should bear in mind that it is a transcript of the spoken word, and

that the interviewer, narrator and editor sought to preserve the informal, conversational style that is inherent in such a discussion. The University of North Carolina-Greensboro is not responsible for the factual accuracy of the transcript, nor for views expressed therein. These are for the reader to judge.

The manuscript may be read, quoted and cited freely. It may not be reproduced in whole or in part by any means, electronic or mechanical, without written permission in writing from the Department of Physical Education, University of North Carolina-Greensboro, Greensboro, N.C. 27412 or Roy E. Yarbrough.

Q. Dr. Wasson, it is indeed a pleasure to be speaking with you today. Could you just share with me some of your personal experiences that got you involved in sports and eventually led you to your involvement in intramurals?

A. Well, I think we would have to go back to my childhood in Louisville, Kentucky. In high school I was actually too small to play on a football team. When I did go to college in 1933, at Louisville Municipal College, I made the football team as a freshman, played on the basketball team and ran track. During the

summers I worked as a lifeguard. However, that was a sort of secondary interest because my major was Biology and I had originally planned to go to medical school. So, my first interest in athletics was sort of a secondary interest rather than a primary interest.

Q. Did you grow up in Louisville?

A. Yes, I did.

Q. How many were in your family?

A. I was the only child, spoiled as I could be.
(laughingly)

Q. When did you first become acquainted with the term intramurals?

A. Well, actually I was taking a course at the University of Michigan under Dr. Elmer Mitchell and we used his book naturally, and I was so impressed by him, being in his class and the facilities at the University of Michigan, the intramural building was just something that had never been seen before.

Q. When was this?

A. The very first time was the summer of 1946 I went up to take the course.

Q. What degree were you pursuing at that time?

A. Well, I was working on a second Master's degree. I already had a Master's degree in Biology from Atlanta University in Georgia. Every place I would go to teach I would teach science and then end up coaching. So I thought I needed to get some course work in that particular area.

Q. Could you summarize your educational background? Where did you go to high school?

A. Yes, I went to Central High School in Louisville, Kentucky which was a very unique high school because in those days it was called Central Colored High School. It was the only school that we could attend in Louisville, Kentucky. The football teams had to go out of the state to play. They played teams like Pearl High School from Nashville, Tennessee, several high schools from Indianapolis, Indiana, teams from Chicago and teams

from St. Louis. Our high school athletes were very well recognized and had scholarships to schools like Fisk University, Clark College and Howard University. We really admired these fellows and when they came home at Christmas with their big football sweaters and footballs hanging on a chain, we just stood around and drooled and they became our role models.

Q. Then you went to the University of ...

A. No! I went to Louisville Municipal College for Negroes. It was the segregated part at the University of Louisville. Technically, I have never been on the University of Louisville's campus, although, if I wanted a transcript now I would have to write there to get it.

Q. What year was that?

A. I attended Louisville Municipal College from 1933 to 1937.

Q. You got your degree in Biology?

A. My B.S. degree in Biology. I couldn't get a job teaching in the Louisville, Kentucky system, so I worked as a porter in the drug store for a year.

Q. As a porter?

A. A porter in the drug store with a B.S. degree.

Q. So that put you up to 1938?

A. 1939 by that time. Then I went down to Atlanta University and followed Dr. Rufus Clement, who had been the Dean of Louisville Municipal College, and he had just become the President of Atlanta University. I had a scholarship and ended up getting a Master's degree in Biology from Atlanta University.

Q. After leaving Atlanta University, were you involved in any intramurals or sports at that time?

A. At that time I had never heard of intramurals.

Q. Okay, from Atlanta University where did you go?

A. Well, from Atlanta University I started teaching in the South. My first job was in a little place called Homerville, Georgia and I was the principal of the school and I made \$57.50 a month.

Q. You made \$57.00?

A. And .50 cents a month! (laughing)

Q. And when was that, about 1940?

A. That was in 1941.

Q. How long did you stay in Homerville?

A. Only a couple years and then in 1943 I volunteered to become an officer's candidate in the Army. After my basic training they transferred me to Camp Sibert, Alabama and I stayed around the barracks for two or three weeks with nothing to do. I went to the officer in control to ask him when I would go to officer candidate school and he said, "you won't go". So I asked him, "Why sir?", and he just simply said, "you won't go". So I understood that perhaps I wouldn't go because I was black. I applied for my discharge and got

it within a week. Then I started teaching in my uniform in a little place up in Georgia, right outside Athens, Georgia in September of 1943. In February of 1944 I got a call to report to Fort Benning, but before I had a chance to go they changed the age limit, so I served only four months in the Army.

Q. Still there was no involvement in any sport or anything at that time?

A. I did conduct intramural programs at a high school there in Georgia.

Q. Was that a collateral duty or because nobody else...

A. Yes, a collateral duty, because my main duty was teaching science and coaching football and basketball.

Q. And then after the Army experience, you said that in September of 1943 you were discharged. Is that correct?

A. Yes.

Q. Did you stay in the Athens area?

A. No, I moved to my first job teaching on the college level and that was at Arkansas A & M College.

Q. And what year was that?

A. That was in 1944 in Pine Bluff, Arkansas.

Q. Do you recall what you got paid to go there?

A. I think it was about \$175.00 a month.

Q. Sounds pretty good! (laughing)

A. (laughingly) Oh, big money!

Q. You were teaching Biology?

A. Yes, teaching Biology and coaching the Laboratory High School and we won the State Championship under my tutelage as a basketball coach.

Q. How long were you there?

A. Only two years.

Q. Now that puts us up to what, 1947?

A. No, that was 1944 to 1946. In the summer of 1946 I went to the University of Michigan to start work on a Master's degree in physical education.

Q. Okay, this was the summer of 1946 that you met Elmer Mitchell?

A. Yes, Dr. Mitchell.

Q. How did that come about?

A. Well, I was actually in a class that he taught and we were naturally using his book on intramurals.

Q. Why were you in that class as a Biology major?

A. Because I was working on a degree in physical education.

Q. Okay.

A. That was one of the prerequisite courses that I could take that particular summer.

Q. Do you recall what the name of the course was?

A. I think it was Seminar in Physical Education. We hit on several different phases and he came in and gave the lecture on the intramural part.

Q. Until that time was the term somewhat foreign to you?

A. Yes, except for an occasion where I did a little work in intramurals in Georgia. I didn't realize the depth or the background of the whole intramural concept.

Q. At that particular time did you strike up a personal relationship with Elmer Mitchell?

A. I really did and, after that first summer, I asked him to give me a recommendation to go to Dillard University to teach. He said, "Well all I know about you is the work you have done in my class, let me look that up." He looked up a couple of papers I had written and was impressed with them and wrote me a very nice letter of recommendation. So I went to Dillard University in the Fall of 1946 as a Biology teacher.

Q. Were you involved in any sports activities?

A. Yes, I became the assistant football coach, the assistant basketball coach and the head track coach.

Q. How did you get involved in intramurals or was that a collateral duty?

A. Well, I was so impressed with the intramural program at Michigan that I developed and started an intramural program at Dillard.

Q. What were some of the things your intramural program had at Dillard?

A. The basic things, you know, touch football and basketball, based on fraternities. We had women in the program playing volleyball and track.

Q. Was it pretty well participated in?

A. Yes it was.

Q. So you were at Dillard in the Fall of 1946. How long did it take you to get this program rolling?

A. It was going in pretty good gear by 1947 and then I received a grant from the Carnegie Foundation to study intramural programs at Negro colleges in 1948.

Q. Was this grant hard to attain?

A. No, it was just a matter of getting the application and presenting a proposal. I had no trouble getting the grant at all.

Q. How much was the grant?

A. I think it was only about \$500.00. It paid for most of my transportation at that time to go to the twenty-five schools that I visited to look at and talk to the intramural directors about their programs.

Q. Were there twenty-five schools in what I would assume was the Southern region, that did have intramural programs?

A. Oh yes.

Q. And these were all black schools?

A. They were all black schools.

Q. As you were traveling around, during the 1948s-1949s, is this where the seed was planted to come up with some kind of meeting, a workshop?

A. Yes, after I had a chance to talk to the intramural directors, they were all interested in exchanging ideas. So when I published the paper entitled, Comparative Study of Intramural Programs in Negro Colleges, I sent a copy to each one of the institutions.

Q. Again, that title was...

A. Comparative Study of Intramural Programs in Negro Colleges.

Q. And you sent them all copies?

A. Yes, I sent each one a copy.

Q. What happened after that?

A. I discussed the idea of inviting the intramural directors to Dillard for a workshop, or a working conference, with the President of the college, Dr. Albert W. Dent. He agreed and he put up the money to finance the conference.

Q. How much did you have to ask for?

A. I really don't recall now. It wasn't too much because the individuals paid their own way to get there. It was a matter of a place for them to meet, and have some meals in the dining room.

Q. Would you say less than \$50.00?

A. Oh no, I'm sure it was more than that.

Q. When you asked President Dent to do this, did he jump right at it or was he reluctant? Did you have to do a good selling job to him?

A. No, he was quite interested. He was a President who loved publicity and I think he saw that this was a good publicity event for the University.

Q. What was your part in pulling this workshop together, and what was the proper name?

A. We simply called it a working conference on intramurals. We invited the institutions that were involved in the study and as you know, eleven institutions responded. The conference was held for two days, February 22 and 23 of 1950.

Q. Like you said, you just called it a workshop?

A. Yes.

Q. What were you thinking in the back of your mind during this time as it started to come together. Did people respond and say, "yes, I would come"?

A. We were happy to get the type of response that we got, which was the eleven colleges.

Q. Did they have to give you prior notice that they were coming?

A. Oh yes.

Q. Did more than eleven actually commit to come?

A. Some committed and never showed up.

Q. Some things never change! (laughingly)

A. That's true!

Q. As the February date in 1950 came about, what expectations did you have for the meeting?

A. Other than just to have them meet and hash out their ideas, and go from there and see what would happen.

Q. Did it have any kind of agenda?

A. Oh yes. We had conferences and sections where different ideas were discussed. We ended up the second night with an intramural. I guess it was sort of a show, an intramural carnival, and I have some pictures of some of the trophies that were given. We had intramural boxing, tennis, touch football championship, basketball championship, and I have a picture where I am giving the awards to the individuals who won those different championships. One of the crowning events was

the Mr. Dillard Contest. That award was given the man with the best physique and the winner was Richard Dockery. He lives in Houston, Texas now.

Q. So you had all these different activities going on and awards going out as part of the conference?

A. Yes.

Q. What kind of ideas did you pick up at this first meeting?

A. I was impressed with the facilities that some of the schools had and the scope of their programs. They had programs that had various divisions and various activities that we didn't have on our campus. Schools that had swimming pools for example. We didn't have a swimming pool at Dillard.

Q. What kind of intramural budget did you have as compared to some of the other schools? Do you recall anybody talking about that?

A. Oh, ours was perhaps the lowest in the group.

Q. Since Carnegie Foundation funded this initial study, did they have any involvement in the first actual conference?

A. No.

Q. Was there anything else about the first conference that struck you? Were women involved?

A. Yes, women were involved and we had no idea of excluding them. That's one of the sore spots with me, as far as the Association is concerned, that they barred women for so long.

Q. The women could vote?

A. Oh yes, in fact there was a woman who was an officer out of the first meeting.

Q. Miss Lee?

A. I believe so.

Q. Were you appointed President or was that term actually used at that first meeting?

A. Yes. It was Cleve Abbott, who was an outstanding coach at Tuskegee Institute, who made the motion and suggested that I be president.

Q. Was there a Vice-President?

A. Yes, I think the vice-president was Armstead Pierro. I believe he was the football coach there.

Q. Was that the total slate of officers, besides Miss Lee being a recording Secretary?

A. No, I think we had a treasurer. We appointed someone to take care of the next meeting.

Q. And who was that?

A. I believe that was Armstead Pierro. I think most of this is in Clarke's book on the first officers, the things of that nature. It is difficult for me to recall those things.

Q. Was there any problem of assessing a membership fee at that time?

A. No, \$1.00 seemed appropriate at that time.

Q. And that was to help defer costs of what, mail-outs?

A. We printed the proceedings and later sent them to each school after that particular conference.

Q. Is there anything else about the first conference that sticks in your mind that not too many people would know about? Did everybody behave themselves?

A. Oh yes. We did have a tour of New Orleans and a lot of places one day. There is a picture of that first conference at the Archives. I sent it to them about a couple of years ago and most of the people that I could identify have been labeled on that particular picture.

Q. As you look back on it, the Organization didn't have a name at that time? Did they vote...

A. We named ourselves, The National Intramural Association at that very first meeting.

Q. Was that the only name that was considered?

A. Yes, that was it.

Q. The reason it was founded in your own words would be to...

A. Exchange ideas and have intramural directors exchange ideas on the administration and organization of intramural programs.

Q. Was this your objective in having this workshop? To form an organization. Was that in the back of your mind?

A. No, the objective was just to help them meet and exchange ideas. I had no idea that it would get organized. I had no idea that they would name themselves The National Intramural Association. I had no idea that I would be the president.

Q. So that was a pretty eventful two days?

A. Yes, it was.

Q. Once it got organized, what were your personal feelings?

A. Well, naturally I was very proud and hopeful that it would continue and I was also proud of the fact that they had selected the name, the National Intramural Association rather than Negro something.

Q. Was that ever discussed...

A. No, it was never discussed.

Q. As the main purpose of the Organization was the exchanging of ideas, was it suggested that another meeting be held?

A. Yes, then Rudolph G. Matthews from Bethune-Cookman extended an invitation for us to come there.

Q. And, at the same time was he going to coordinate that with you?

A. Yes, he was but he didn't.

Q. What happened within that year that you formed the National Intramural Association? Were you still at Dillard?

A. Yes, I left Dillard in June of 1950 to go to work on a doctorate degree at the University of Michigan.

Q. Under Mitchell again?

A. No. This was under Dr. Paul Hunsicker because my work was in the area of physiology of exercise. For my dissertation we did direct measurements of venous pressure. We inserted a needle in the vein and had athletes and non-athletes riding a bicycle and we took measurement of their pressure during a five minute ride and fifteen minute recovery.

Q. How long were you at the University of Michigan?

A. I was there for the school year of 1950-1951. Then I accepted a job in Pontiac, Michigan, and I was the first black male they hired in the whole school system.

Q. Was this a public school?

A. It was a public school in Pontiac, Michigan.

Q. During your time in Michigan were you corresponding with some of the other people who were at that first meeting?

A. Yes, we kept in touch with a few of them but not many. For the second meeting, I paid my expenses to fly down to Daytona Beach, Florida. It was a complete farce because nothing was planned and it was just a complete joke.

Q. Do you recall how many people were there?

A. Not more than four or five.

Q. But you did get together as a body of people?

A. Never for any kind of a meeting. This guy just wanted parties. That was all he did, and when I left to get on the plane to Ann Arbor, I was extremely disappointed. I felt that the whole thing had just fallen apart.

Q. What action did you take to see that this would not happen again?

A. I got in touch with Herman Tyrance, at Howard University, and he said he would take charge of the third meeting. That was our lifesaver.

Q. There at Howard in 1952?

A. Yes.

Q. To go back to your experience at Michigan, did you have any other dealings with Mitchell?

A. Yes. I worked for him doing some work on recreation for a book that he was writing. I had certain research duties to perform. However, Dr. Hunsicker gave me a teaching fellowship in charge of all campus IM programs at the University of Michigan, 1953-54.

Q. Did you share with Mitchell what had happened at Dillard the year before?

A. Oh yes, he was quite proud of that.

Q. Did he mention that there was no other organization going or...

A. No, I don't think he felt that this was much of an organization and I think he felt nothing would come of it.

Q. Did he give you any encouragement?

A. Not particularly.

Q. So you say that in 1952, at Howard, Mr. Tyrance said that he would undertake it. In your opinion, what did he do to get it going again?

A. Well, he had a very well organized program. Women were present and took an active and equal part. Also, I believe this was the first time that we had whites attending.

Q. Were they invited to attend?

A. Yes.

Q. Do you recall who they were?

A. Let me see, I believe it was the guy from Amherst, Al Lumley.

Q. Did Mr. Tyrance invite Mr. Lumley to this meeting?

A. Yes, and also Bishoff was there.

Q. Upon the invitation of Mr. Tyrance?

A. Yes, that's right.

Q. Were there any feelings of, "what are these guys doing here"?

A. No, we were very happy to have them and to get their knowledge and their experience.

Q. They were involved though in intramurals?

A. Yes.

Q. What took place there at Howard? Again you were still at Dillard?

A. No. I was still in Pontiac, Michigan.

Q. Oh, that's right.

A. You need to know my position with reference to this whole thing. The intramural part was secondary with me because I was always employed as a Biology teacher or physiology of exercise. In many of the years I was not

even involved in the intramural program. And I had to pay my own way to conferences. On some occasions, I was involved in work at the University and I couldn't get away because they wanted to know, "why in the hell do you want to go to the intramural conference when you are teaching physiology?"

Q. Even though the schools that you worked at did have an intramural program?

A. Yes.

Q. At the meeting at Howard, what was the feeling? Was it back on track again?

A. Yes, I think everybody felt that they were back on track and the theme of their conference was organization and administration.

Q. Was it a two day conference?

A. Yes, I think it was April 4th and 5th of 1952.

Q. Was everyone still happy with the name the National Intramural Association?

A. No, we messed with the name at that meeting. I believe it was suggested that we have the National Intramural and Recreation Association for Men and Women. Then Townes deleted the word recreation and it became the National Intramural Association for Men and Women.

Q. Did that come before the body to be voted upon or was that an accepted name?

A. I think it was just an accepted name.

Q. It was never voted upon?

A. I don't remember, but I know I was disappointed because I didn't want the name changed.

Q. Did you appoint any committees or anything that would be of any great significance?

A. Nothing other than the selection of the conference site, the election of the officers and the way it was conducted.

Q. Clarke points out that you appointed a constitution and a by-law committee.

A. Yes.

Q. What was your thinking behind that?

A. We felt that we needed to have a constitution and by-laws that would help govern our meetings.

Q. Also, did you not appoint a women's division?

A. Yes, we did.

Q. That was Miss Perry?

A. Yes.

Q. Was that to give women more input into the Association?

A. No. Originally, at least I did, feel that the women were equal members because we had them at the first meeting. We had a young lady at the first meeting, Dr. Pierce, who had a Ph.D. in physical education.

Q. So like you say, before they were allowed to vote?

A. Oh yes, yes.

Q. Is there anything else that stands out about the Howard meeting? Again it was racially integrated at that time, they messed with the name, you set up the constitutional by-law committee and also nominating committee. Was this in your opinion, dictatorship or the general consensus of the group that you went by?

A. It was a general consensus of the group. I remember Townes presented a paper on "Organization, Administration and Co-Recreation" at that meeting.

Q. After you left that meeting, was the next site determined at that time?

A. I believe it was. We went to Hampton for the next meeting.

Q. Hampton Institute, in Virginia?

A. Yes.

Q. Were you still in Michigan?

A. Yes, I was.

Q. Were you still in Pontiac in 1953?

A. I was at Pontiac until...oh yes, during that meeting, which was in April, I was still at Pontiac. I went back to school and finished my work on my doctorate the Fall of 1953.

Q. You finished your doctorate in 1954?

A. Yes, then I went to Grambling College, in Louisiana to teach.

Q. You went to Grambling in 1954 to teach what?

A. Biology.

Q. When the meeting was held at Hampton Institute, in 1953, did you have to pay your own way?

A. Yes I did.

Q. Anything outstanding about that meeting?

A. Well, the theme at that meeting was, "Better Administrative Relationships in Intramural and Recreational Programs." That theme also included secondary schools.

Q. Again, attendance wise, do you recall what that was?

A. I don't remember the exact number because at most of the earlier meetings the attendance was very low.

Q. Was there still a good feeling about the Organization? It was going to stay intact? Nothing happened that was similar to the second meeting?

A. Oh no, no more fiascos!

Q. Was there anything that was brought up at the Hampton meeting that seemed to occupy the minds of the people?

A. Some of the topics were quite interesting. Financing, facilities, equipment, awards, point systems and student leadership. To me these were real important topics.

Q. So you have been to four meetings, and you served as the President in all four of those meetings?

A. Yes.

Q. Did you make any recommendations for any possible changes? Did you foresee that maybe four years was long enough or had you been willing to go a fifth year or longer as President?

A. No, I had not really given it any thought. I think my being absent at that fifth meeting perhaps precipitated the election of a new President.

Q. Your absence was due to the fact that you were completing your doctorate work?

A. Yes, it was.

Q. Did you tell the people or leave word that you probably would not be there?

A. Yes, I informed them that I wouldn't be able to attend, because I was busy in the middle of my doctoral research.

Q. Did you recommend that Townes preside?

A. No, as the Executive Secretary, he presided over the session.

Q. So Ross Townes was the Executive Secretary in your absence?

A. Yes.

Q. Was he elected at that meeting, do you recall, or was he just filling in at that time?

A. I think he was voted in as the new President at that time.

Q. So you missed the fifth meeting. When was the next time that you attended the conference?

A. Let me see. I recall that the next time was the eighth meeting at Brown University. Here again, I paid my own expenses.

Q. Was there anything that caused you to go to that meeting, compared to not attending the fifth, sixth or seventh meeting?

A. I was to receive an award. It was one of the reasons that I tried to get up there.

Q. What particular award was that?

A. As I recall, a brown beer mug, inscribed "Mr. NIA". Then they sent a plaque to Grambling University.

Q. And what did that plaque consist of?

A. It was an inscription naming me as the Founder of the Organization. They sent it to the President of Grambling and the President sent it over to Eddie Robinson, the football coach. Then Eddie Robinson called me in his office and handed it to me.

Q. Is that plaque still at Grambling?

A. No, I have it.

Q. As you went to the Brown meeting, what struck you?

A. Here again, the facilities at that time were such a vast difference between facilities at schools like Brown, University of Michigan, and Dillard. I was very much impressed with the facilities and with the history of the intramural programs.

Q. What were the topics discussed at that time?

A. They had papers presented on intramural awards, scoring systems and the pros and cons of co-recreational intramurals.

Q. Was this starting to be a problem, this co-recreational or was it just a new concept?

A. I think it was a new concept.

Q. Did any discussion come to mind as far as membership?

A. Yes. There were two topics that Saturday morning. One was, what is the future of intramurals with the coming of increased attendance and, the other was, should women be allowed in the National Intramural Association.

Q. Was this somewhat of a shocker for you?

A. No, because, here again, I always wanted women in.

Q. But when you left the fourth meeting, women were still in. How do you perceive women got out?

A. I really don't know. I don't know if they weren't invited or what.

Q. Clarke pointed out that the membership was formally extended to women directors although it did not pass the general meeting. Also, the dues had gone up one dollar. In your absence, did you continually pay your dues?

A. Yes, I did. I have the 2nd Life Membership issued by the NIA.

Q. Was this also your first meeting with Embra Bowie?

A. Yes, it was.

Q. Were you still on the executive committee at that time?

A. I believe I was.

Q. As a consultant?

A. As the Founder and consultant.

Q. Were you astonished that at the Brown meeting they had a white president?

A. No, because I knew Jack Heffernan very well. He was a very effective person and would be a good president.

Q. Did you foresee that coming?

A. Oh yes, it was inevitable.

Q. When you left the Brown meeting, what kind of feelings or insights did you have?

A. Well, I was very proud and happy that the Organization was continuing to expand and moving and taking in more members. I was a little concerned about the regional aspect. It seemed to be concentrating in the East.

Q. Did you express these concerns at the executive meetings?

A. No.

Q. When was the next meeting that you attended?

A. I attended the ninth meeting in Louisville, especially since it was my hometown. I was anxious to go back home and stick my chest out!

Q. Did you stay at the conference site?

A. No, I stayed with my relatives.

Q. Was there any discussion among your colleagues about blacks going to Louisville, at the Brown meeting?

A. I don't think so. I had a few queasy moments myself because when I left Louisville, the only way I could have gotten into the Seelback Hotel was in the back door wearing a waiter's coat. So here we were going in the front door and using the elevators. That was an unusual experience.

Q. So when you left Louisville as a young man going off to college you had to go in the back door. But, when you came back in 1958, you could go in the front door and use the elevator?

A. Yes.

Q. Was there anything in the 1958 meeting in Louisville that caught your attention?

A. Yes. Heffernan, the President, spoke on "Our Future Is Ahead Of Us." We are thoroughly national rather than sectional.

Q. Any discussion about getting involved with the AAHPER?

A. Yes, there was some discussion. During the business meeting they were discussing having an institutional membership and life membership and request for an affiliation with the AAHPER.

Q. What was your feeling about that?

A. I was bitterly opposed to it.

Q. No doubt you made your feelings known?

A. Yes, I did.

Q. Anything else about the Louisville meeting?

A. It was my first meeting with Mendelsohn, the conference host who was really a wonderful guy.

Q. Ellis Mendelsohn?

A. Mendelsohn. The last contact I had with him was at a retirement breakfast at the meeting in El Paso and he did some unusual things. He had gone out to the college where I played football and dug up some of the dirt and had brought it in a valve and delivered it to me. Then he had a taped message from my football coach who at the time was 86 years old. He started off the presentation by playing a tape from my old Kentucky home and I had to stand up.

Q. That sounds like Ellis Mendelsohn! And at that time you were still at Grambling?

A. No. I retired from Wayne State University in January of 1980.

Q. And again, you paid your own way to the meeting?

A. Yes. I retired January 1980 and the breakfast in my honor at El Paso was in April 1980.

Q. Okay, so between 1957 and 1958 you did go to Wayne State?

A. Yes, I went to Wayne State University in September of 1957.

Q. Again, in the department of physical education?

A. Yes, but I was teaching kinesiology, anatomy, physiology and physiology of exercise. I had nothing to do with intramurals.

Q. After the 1958 meeting in Louisville, it sounds as if you left there quite pleased with what was going on, the membership was up.

A. Yes.

Q. Any particular issue that the Organization faced that you sensed was a problem?

A. No. I felt that the affiliation with the AAHPER might be a problem because I attended a meeting of the College Physical Education Association after the second year we were organized and tried to present our group to them and we were simply ignored. I didn't want the group to be swallowed up by any other group.

Q. This no doubt was the general consensus of the membership?

A. I think there were some people who felt there was some merit in being associated with the AAHPER and there were some members who were members of the AAHPER and felt that this smaller organization should change to the bigger organization.

Q. After the Louisville meeting, when was the next time you attended?

A. Let me see, Bowling Green.

Q. The twelfth meeting in 1961?

A. That was in Bowling Green, Ohio.

Q. Was there anything that stands out? Again, you paid your own way?

A. Yes, I did.

Q. Yet, you were still on the executive committee?

A. I believe so.

Q. What kind of topics were being discussed at that meeting?

A. They had a report from the National Rifle Association and there was a session on Prison Intramurals and Extramural Sports Festival.

Q. Does any topic come to mind that they discussed as a general body?

A. Yes, I think they still brought up the proposal from the AAHPER. I believe there was a letter Mendelsohn had corresponded and, by a unanimous decision from the executive committee, it was unable to commit itself to go into the AAHPER or be absorbed by the AAHPER.

Q. So the executive committee declined and it never did get voted on by the general members.

A. I don't think so.

Q. Anything else about the Bowling Green meeting that stands out in your mind?

A. Yes, I think this was the first time I met Dave Matthews. He was the conference host. Dave did a slide presentation-"THIS IS YOUR LIFE BILL," at the El Paso meeting.

Q. After the Bowling Green meeting were you still at Wayne State?

A. Yes.

Q. What was the next meeting you attended?

A. It was the meeting in Denver.

Q. The fifteenth meeting in 1964?

A. Yes.

Q. By this time did you still feel an active part in the Organization?

A. No, not really, because my attendance was hit and miss and I wasn't in the intramural program although I did get appointed to work with the intramural program at Wayne State for a short period of time.

Q. During 1964?

A. Let me see if I can remember back that far. It may have been in 1964 because I attended the meeting in Denver and I skipped the one in Tallahassee. I attended the Oklahoma meeting, the Naval Academy meeting and the meeting in Texas. I was Director of IM at Wayne State University from 1967-70.

Q. Anything about these meetings in Denver, Oklahoma, Naval Academy and the University of Texas that stands out in your mind?

A. At the University of Texas we had a picture taken under the tower where the riflemen had killed a number of people a few weeks before. Some of us were looking at the camera and others were looking over their shoulders.

Q. Was the Texas meeting the last one you attended?

A. No, I attended the meeting at UCLA in Los Angeles, where I got the Honor Award.

Q. Was that the last meeting?

A. No, I attended a meeting in Chicago in 1972 and a meeting in New Orleans in 1975.

Q. Was the 25th Anniversary meeting in 1975?

A. Yes.

Q. At that time what were your impressions of the meeting?

A. I was very pleased, particularly with the growth and the members present. I believe we had about 330 professionals in attendance and 167 students and 71 spouses.

Q. Were people still referring to you as the Founder?

A. Oh yes.

Q. And you still had your place of prominence?

A. Only in the audience. I did not take part in the executive committees or anything like that.

Q. When did your involvement with the executive committee cease?

A. It was after the UCLA meeting when I got out of intramurals again and got back into administrative work at Wayne. I was also in doctoral programs and I didn't have any time for intramural programs.

Q. So, after the 1969 meeting you pretty well had gotten out of any involvement with intramurals.

A. In fact I served on 100 doctoral committees while I was at Wayne.

Q. Bill, what were the major issues faced by the NIRSA in its earlier years as you reflect back on it?

A. I think one was the regional aspect. Until we went to Louisville, Kentucky, most of the meetings were in the East and I thought that if we were going to be a national Organization we needed to extend ourselves to all sections of the country.

Q. Eventually they did get around to that?

A. Yes, they began to set up regions. The regional idea was Bowie's idea, and when we came to the point where we had four sites decided at one time, I thought that was of great benefit. Individuals could plan to be there if they knew the meeting was going to be held in their region.

Q. Did they have a commitment for four years in advance?

A. Yes, I'm trying to remember when that happened.

Q. The significance of it was that the Association was expanding and different parts of the country were having exposure?

A. Yes, that happened in 1964. They approved the sites for the next four years.

Q. Were there any other issues that the Organization faced?

A. The women's membership was really a sore spot with me. I was extremely disappointed that they finally ended up excluding women and that it took so long for them to reverse that decision and bring women back in.

Q. Did you actually express that concern and were you given an opportunity to express it?

A. I did so very vehemently.

Q. Where was this?

A. I did so at most of the meetings I attended when the issue came up about women's membership.

Q. Who seemed to be your biggest opponent?

A. I really don't recall, but there was a number of members who just felt that women had no place in the Organization.

Q. Even though you shared with them that women were there originally?

A. Yes, most of them knew that.

Q. Any reason why they were so set against it?

A. No, I don't know why.

Q. Were you glad to see the issue of women's membership passed in 1972?

A. Oh yes, I really was.

Q. You felt that it should it have been there in the first place?

A. No, it never should have been.

Q. Was there anything else that comes to mind in the earlier years as major issues?

A. The small attendance. I imagine that it had a great deal to do with the newness of the Organization and with the regional aspect.

Q. Membership in the Organization, and just getting the word out?

A. Yes.

Q. Was there any public relations program that developed to let people know about the Organization? Who were you going after. Who did the Organization want in?

A. I don't think there was any particular program designed except to let the people know that we were and what our program consisted of. I don't think there was any particular program designed for public relations. Our proceedings were used to inform intramural directors of our existence and programs. The fact that we met on college campuses may have influenced our public relations.

Q. Was there any particular reason why the Organization met in its earlier days on college campuses?

A. I imagine it was to be close to the host's program so that they would have a chance to observe it and it was much cheaper to get rooms in dormitories than it would have been to get hotels.

Q. Can you recall any discussion among the black members stating that if they did try to go off campus they might be refused housing?

A. I don't think it was written down. I think it was understood that we wouldn't go any place where we were discriminated against.

Q. So it was just a feeling or an understanding that the Organization had?

A. Yes.

Q. In your opinion, what major issue, of the ones you mentioned, produced the greatest change in the Association?

A. I think the change in the financial arrangement and the tenure of Bowie as the Treasurer were very important in turning the Organization around financially.

Q. You mentioned Bowie. Wasn't he Treasurer for fifteen years?

A. Yes, he did a magnificent job.

Q. Would you say that he was somewhat of a mainstay?

A. I really would. In fact, Bowie and Townes made a much greater contribution than I could ever make because I was in and out and intramurals was not my primary professional role.

Q. Would you say getting the financial stability was the greatest change?

A. Yes, that plus Townes's role as sort of a utilitarian. Townes served on so many different committees and could always be counted on. He attended approximately thirty meetings without missing one.

Q. Who did you turn to, to get briefed on what was happening with the Organization?

A. No, not particularly. Since I have been away I, through Holsberry, the Executive Secretary, get information. I hear from individuals too.

Q. I was referring more so in the earlier days, when you missed at times, who would you contact to get the straight information?

A. Townes, Bowie and Tyrance.

Q. You figured those three...

A. They would know.

Q. In any of these major issues that you discussed, precisely what part did you play in making any of the decisions other than voicing your own feelings?

A. That was perhaps the only thing that I did do, just be a voice and give my opinion. Both Townes and Bowie were advocates. They would really get in and pitch for their views and what they wanted.

Q. You stayed clear of getting into the indepth issue decisions?

A. Yes.

Q. During your involvement, no doubt you developed personal relationships with Bowie and Townes. Were there times when you differed in opinion on things?

A. Yes, indeed.

Q. Yet you still were friends?

A. Still are.

Q. Were there any particular instances that you would care to share?

A. Oh, I think most were simply differences of opinion about problems, programs and things connected with the Organization. It was just a matter of individuals having different opinions, not something to be blown way out of proportion.

Q. You could differ in the professional sense but personally you were friends?

A. Yes.

Q. Due to these personal and professional friendships do you feel that was a strong fiber in the Association?

A. Yes, I believe it was.

Q. That you could differ and yet the main intent was to better the Organization.

A. To come up with what was best for the National Intramural Association.

Q. I would like to ask you now, how have black professionals continued to play a role in the NIRSA?

A. I'm extremely disappointed about the role that the original colleges have played. Of the original colleges I think only Southern University with Horace Moody is still in. Townes was in intramurals at Wiley College and has since left and gone to North Carolina. I was originally at Dillard and I have moved to two other institutions since that time and only at one of those was I for a part time involved directly in the intramural program. I took a survey of the 1983 NIRSA directories and there are only 34 black colleges listed in the whole directory.

Q. In 1983?

A. Yes.

Q. How many black schools would you say there are?

A. Oh, I'm sure that there are more than 100. In fact, I'm doing some research now on the history of athletics in black colleges founded before 1900 and there are at least 50 of those; the oldest one being Cheyney State University in Pennsylvania which was founded in 1837.

Q. Any reason why the black professionals did not get involved, even though this was originally a black organization?

A. I really have no idea but it is one very, very sore point with me. Out of the original members, only two are active now. That would be Moody and Townes. Since I'm an old man and retired, I'm not active.

Q. Who would you identify as the three persons who have made the most significant contribution to the development of the NIRSA?

A. Oh, that would be extremely difficult to do, without getting into a lot of trouble.

Q. You can go beyond three. Who would come to mind, especially in the earlier days?

A. In the earlier days I would have to say Herman Tyrance of Howard University, Ross Townes of Central North Carolina, Bowie from Morgan and the first white President, Heffernan.

Q. What quality did these individuals possess that would cause them to make this contribution.

A. They were dedicated and they fundamentally believed in intramurals. To that list I would have to add George Haniford, Ellis Mendelsohn and Sunny Rooker. I believe Rooker is the one in charge of the sites.

Q. Site selection?

A. Yes.

Q. So it would be hard to narrow it down to any three?

A. Oh yes, extremely difficult. You could never do that.

Q. What event or events would you like to see take place as far as the future development of the Association?

A. I think the future is bright, I'm impressed with the growth, professionalism and the services of the film area and placement services. I'm also impressed with the dedication of the rank and file intramural

directors. These young people who are coming up are the men and women who are very enthusiastic. When you meet them at meetings you can just see the enthusiasm. I think that speaks to the future of the Organization.

Q. Is there anything that you feel the Association needs to be looking into as far as its own development that they haven't achieved as yet?

A. No. I think they are in good hands and the future is very bright.

Q. What do you see as the three most significant contributions or developments that have taken place during the course of the NIRSA that have had a major impact on the overall field of intramurals?

A. I think the regional conference site approach has had a tremendous influence. The meeting in the Northeast, Southeast, Southwest and Northwest regions. I think the change in the financial system, from where they were producing proceedings that actually cost the Organization money it now seems to make some money.

Q. Becoming more professionalized?

A. Yes.

Q. And making the term "intramurals" more public?

A. The directory has helped a great deal in being able to look these people up and know where they are. I had a very interesting incident happen to me when I moved here to Arizona.. I went out to Arizona State University and a young man* recognized me as being the Founder and stopped what he was doing and showed me all around campus. (* Keith Jacobson, Director of IM at Tempe, Arizona)

Q. So you still have that recognition?

A. Yes.

Q. Has the development of the NIRSA met the expectations of you as its founder?

A. Beyond my wildest dreams and particularly after that second meeting at Bethune-Cookman College.

Q. Pretty bleak?

A. Oh, yes.

Q. So you would say that it has met the expectations that you had in mind?

A. Yes.

Q. Again, the main expectation was the means of exchanging ideas for the development of an intramural program?

A. Yes.

Q. Is there anything in the history of the Association, as far your involvement, that stands out in your mind? For instance the Honor program which was developed back in 1963, do you feel that was a positive step?

A. Yes, I really do.

Q. Do you see that as the peers recognizing their own?

A. Yes, and its amazing how much secrecy they have and how they can keep the recipient from knowing anything about it. Every meeting that I have been to, including my own, you are surprised until they start mentioning something specific about that person, where the award's person may have worked something like that. You have no idea who it is.

Q. That was in 1969 in Los Angeles?

A. Yes.

Q. Can you just share with me any particular feelings that you had about that?

A. Completely surprised and just about as speechless.

Q. You were recognized as the seventh recipient. Did that have any impact on you as far as your being the seventh and not the first recipient?

A. No, I wasn't concerned about that other than I felt that Townes should have gotten it before I did.

Q. Townes, who received it two years later?

A. Yes.

Q. The Honor Award is still perceived today as a great honor and everyone that I have chatted with takes it as such. Is there anything about the NIRSA/NIA that you have always had in back of your mind that you would like to share with someone, any thoughts about the Association that no one has ever asked you about, you maybe have thought, "I wish someone would ask me this question so I could give them an answer"?

A. Perhaps the very first name of the Organization. I think there are very few people who ask the three of us or any of the original members why that particular name was selected. I think it was because we felt that it would be a national organization and would not be restricted to only black schools.

Q. What you are saying is, no one has ever asked you why you picked that particular name?

A. No, no one did.

Q. Was it more of a responsive selection or was there some time put into the development of the name?

A. I think there was some time put into it, but in all of our deliberations, at that particular time the word was Negro and the word never came up.

Q. But everyone seemed to be comfortable with the National Intramural Association?

A. Yes, very comfortable.

Q. In 1975, they did change the name to the National Intramural-Recreational Sports Association. Did that bother you?

A. Yes.

Q. Were you there at that meeting?

A. Yes, in New Orleans.

Q. What was the reasoning behind that? Do you have any feelings on that?

A. I think that the growth of the recreational programs on college campuses almost necessitated that change. I still was opposed to it.

Q. Even though you heard their reasoning behind it?

A. Yes.

Q. Were you a "loner" on that stand or were there several others that felt that way?

A. I don't think there were too many of us. I think those who were in the field and worked day in and day out felt that the name was appropriate and because of the role that many of these institutions played at the meetings the name should be in there. In fact, on some college campuses it is the recreation department that handles funds and develops the entire recreational program, including intramurals on college campuses. My reasons for being against it may have been sentimental and nostalgic.

Q. You have seen this thing from day "one", no doubt?

A. Yes.

Q. As you reflect back, how would you like the NIRSA to remember you, in your own mind?

A. As the person who accidentally happened to have been there because, certainly not in the back of my mind, did I think that we would get organized and become a national or rather an international organization.

Q. Maybe the words of Will Rogers might describe your position on this. The story is told in World War II, that they asked Will Rogers how he would stop the Germans from coming across the Atlantic, and he said, "I would drain all of the water out of the Atlantic", and they said how do you propose to do that and he said, "I'm just an idea man". Do you think that might describe you?

A. (laughingly) I think so.

CHAPTER IV

ROSS E. TOWNES

This manuscript is the product of a personal tape interview conducted by Roy E. Yarbrough on 25 April, 1985. Dr. Townes is living in Raleigh, North Carolina.

Ross E. Townes has been a member of the NIA/NIRSA from 1950 and has missed only one meeting until 1980. Townes served as President of the NIA for two years (1955 and 1956). Townes has served on several committees and has been listed as a consultant for the NIA.

Readers of this oral history transcript should bear in mind that it is a transcript of the spoken word, and that the interviewer, narrator and editor sought to preserve the informal, conversational style that is inherent in such historical sources. The University of North Carolina-Greensboro is not responsible for the factual accuracy of the transcript, nor for views expressed therein. These are for the reader to judge.

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Q. Ross, it is indeed a pleasure to be here with you today as we look at the history of the NIRSA and your involvement. Would you mind sharing your personal experiences going back to your childhood. What got you involved in sports? What led you to become aware, eventually, of intramurals?

A. Well, if you want me to go back that far I guess I would have to say, of course, I'm originally from Pennsylvania, Pittsburg area. I played high school football, weighing only 130 lbs., with all those big boys who would tear you apart. After finishing high school, during the depression in 1932, I stayed out of school about six years until I went to Virginia State where I did my undergraduate work. Being out of school six years I did not want to be involved in competitive sports as such, so I participated on an intramural basis, what intramurals were there at that time.

Q. When was this Ross?

A. That was 1938-1939. I went there as a Freshman in 1938 and finished in 1942. After that I went in the Army. I majored in physical education at Virginia State

and going into the Army I got very much interested in the physical training phase of the Army. So I fooled around a little. We had a softball team and maybe a volleyball team.

Q. You were just sharing with me about being in the Army and you were interested in physical fitness. How long were you in the Army?

A. I stayed three years. Three years to the day as a matter of fact! I went in December the 12, 1942 and came out December 12, 1945, three years to the day. That was rather funny!

Q. Were you an enlisted man?

A. I was an enlisted man. I made Staff Sargeant after about three weeks and that's what I came out as. You know during that time, of course, things weren't so good for Negroes. Blacks were not given much chance for advancement in the Army. If you got to be a non-commissioned officer you were doing well. After about three weeks they moved me up to Staff Sargeant and that's what I was when I finished. I wondered at times why they didn't take me because I was classified in the

Army as "irritating but not dangerous" on my Form 20. I think that is what they called education, "irritating but not dangerous", because I was always asking questions about things. As a matter of fact, I asked a Colonel one night why he didn't just send me home because I wasn't doing any good in the Army. But I suffered through it for three years and it paid off because I had the GI bill. That is how I got my doctor's degree.

Q. You came out of the Army in 1945 and...

A. In December of 1945 and went to the Indiana University in February of 1946. There's where I really got a feel for intramurals. I worked with George S. Schlafer who was an outstanding man in recreation and I got a graduate assistantship and worked with him in the program at Indiana. With my GI bill and a graduate assistantship of \$1,000, I was a "rich fella", as far as that's concerned! That is where I really got the feel for intramurals and received my doctorate in physical education (P.E.D.).

Q. When did you graduate?

A. I got my masters in 1947 and my doctor's degree was conferred in 1950. I also have the director of physical education which is thirty hours above the masters. My first job was at Wiley College in Marshall, Texas. I'm coming down now to the origination of the National Intramural Association.

Q. Were you married at the time?

A. NO, no, no, no! I couldn't afford marriage at that time. I didn't get married until 1954.

Q. You were at Wiley College and what year was this?

A. I went to Wiley in 1948 and left there in 1951. That is the year that I came to North Carolina Central University.

Q. What was your involvement at Wiley?

A. Well, I tell you it was a funny thing. I better tell you how I got tied up with the United Methodist Church at the time. Before my first job, racial relations at Indiana University were not too hot and

there were not many places that blacks really could eat, especially on Sundays. During the week you could eat in the cafeteria and on Sundays things were closed up. Places adjacent to the college did not cater to blacks and they had a program at the United Methodist Church, the first church in Bloomington. The minister was Reverend McFall. I'll never forget him, big tall fellow, and his assistant, Ken Forbes. Ken and I got to be very good friends and we used to go down there on Sundays. We had a little recreation which I was in charge of and then we had a little meal. They called it "Dine-A-Mite". Then we went up to chapel for church services and that is how I got tied up with the Methodist Church. I heard about this job in Texas and I said to Ken, "write me a recommendation". We were good old buddies, about the same age and he wrote me a glowing recommendation. The President at Wiley called me and said, "We want you aboard", and that's how I got my first job.

Q. What were your first impressions once you arrived at Wiley?

A. Well, Wiley was a small church school and they didn't have too many buildings. It certainly didn't compare to Indiana University. They hired me to replace the football coach who had an outstanding record. Now let me tell you what happened. When I went to Marshall, Texas, I didn't know anybody and when I got to the train station in Marshall, I looked in the phone book and called Pop Long, who was the head football coach and I addressed him as "coach". He came down and picked me up and took me to breakfast. I kept referring to him as coach and finally he told me, "Hell, they fired me yesterday, you're the coach".

Q. You were the coach?

A. Well, not really, because I told the business manager that I wasn't prepared to coach football and so they did hire another coach. But that is how I got into Wiley, and they made me Athletic Director. Here I am fresh out of grad school. I had all the stuff in the books, you know, but nothing practical. I always was religious, I guess, and I said my prayers as usual and asked the Lord to help me out of difficulties and that sort of thing. Things worked out pretty well

for me. So now it is getting around to about the time of the formulation of the National Intramural Association, NIA. Wasson, who was up at Michigan at the time, was doing some work in Michigan on his doctorate. But he was working at Dillard University, and had been exposed to a fine intramural program up at Michigan. Mitchell had left his mark. Coming out of Indiana, I had been connected with a pretty good intramural program. Consequently, Wasson thought about forming an organization for these black institutions and that's where we started off. Our first meeting of course, was at Dillard University and Wasson did all the planning and called all the people together.

Q. What was your first contact with Wasson?

A. He wrote me a letter. I guess he had sent it out to everyone. I think it was a letter announcing that they were having an organizational meeting at Dillard University.

Q. What were your thoughts when you received this?

A. Well, I had free reign and realized the value of intramural activities on a college campus and I saw the need for an organization as such. I immediately thought

in terms of taking some of the ideas I had picked up at Indiana and sharing it with these people in the black colleges and I guess Wasson had that same idea.

Actually, to tell the truth about it, there may have been some other people there who had done graduate work at the greater universities.

Q. When you were looking at going to the meeting at Dillard, was it not advertised as the National Intramural Association?

A. No, it wasn't given a name. It was just an organization and we wanted to discuss intramurals.

Q. Do you remember how much it cost you to attend that meeting?

A. Well, Wiley College is in Marshall, Texas, which is not too far from Dillard University and I went down there on the train. I don't know how much it cost but it wasn't a great deal. Some of the people drove but I had to go on the train because I didn't have a car at the time.

Q. If I asked you the question, "Why was this Organization founded," how would you answer?

A. I would say that those of us who had been exposed to intramural programs at these larger universities realized the importance of intramural programs in the lives of students. There was the possibility of sharing what we knew with individuals who didn't know things for the benefit of those students who would be involved.

Q. Exchanging of ideas and concepts?

A. That's right, this is it.

Q. When you attended the first meeting at Dillard, what struck you. The people? Is there anything that really stood out in your mind as far as the actual meeting?

A. No, to tell the truth about it, there isn't. We discussed organization and the type of things we should do in an intramural program but it's a little hazy to me whether we really came up with anything concrete. That may have been the reason for that flop at the second meeting, at Bethune-Cookman College.

Q. So you don't recall if the Organization was put into motion at that first meeting? Was anybody elected president per se?

A. Well yes, Wasson was the person who was in charge and we let him know that. As a matter of fact, I think they called it Executive Director. He was the person who really held the thing together as far as this is concerned.

Q. How were elections held at the Dillard meeting and were people given titles?

A. Yes, there were. I held an office until I was elected President but I can't recall what it was.

Q. Could it have been counselor or consultant?

A. I served as consultant at one time but I don't know whether it was in that period or not.

Q. What was the daily routine at that first meeting?

A. Well, the meetings weren't all that formal. We

discussed things like financing programs, use of facilities, and how much time would be afforded us. These were things which we knew would really be problems as far as that is concerned; use of the gymnasium for example. We still have those same problems in some of the schools. Where I work now, the basketball coach is always raising Cain about somebody in the gym when he wants to practice. I think those meetings were more or less informal but they became more organized as time went on. The Howard meeting was more organized. We did certain things at certain times. We came back to Hampton and that was a little better organized. The Morgan meeting was still a little better organized.

Q. Was there any discussion at the first meeting at Dillard regarding having the Association integrated or was the thinking of the membership to remain a totally black organization?

A. No. That to my knowledge was not discussed. I'm trying to think now when we got Al Lumley, who was white from Amherst. We got two consultants, Al Lumley from Amherst and one other guy, Bishoff from Penn State.

Q. According to Clarke, the Howard meeting shows that Bishoff and Lumley served as consultants at the third meeting.

A. Yes, that's right.

Q. Why were those two men selected?

A. I believe that maybe somebody knew Lumley. Lumley was a track coach at Amherst and I really couldn't say why they were selected.

Q. Let's just go back a little bit to the second meeting at the Bethune-Cookman College. The records show that there were only five people there.

A. Well, as I said it was a disjointed thing and I doubt seriously if everyone who came to that meeting ever got together at the same time.

Q. Do you recall some of the people that were at Bethune-Cookman College?

A. Bunky Matthews was supposed to convene the meeting. Matthews was a football coach. He was supposed to be in charge of the meeting and I think that's where the thing fell down. I don't remember, to tell the truth, because there really wasn't anything done.

Q. You left Wiley College to go to a meeting at Bethune-Cookman College or you assumed that a meeting was going to take place?

A. Yes, it was suppose to be. I don't know whether or not at that time Wasson had gone back formally to Michigan. I don't think he had because he didn't have his doctorate at that time. Wasson went back to the University of Michigan to work on his doctorate later, now whether he went back during that period between the first and second meeting I don't know.

Q. Did you take any personal action to make sure the third meeting was going to be more successful?

A. I don't recall that I did. I went on back to Texas. The next meeting was to be held at Howard. By that time I had left Wiley and had come to North Carolina College.

Q. You came in 1951?

A. Yes, 1951.

Q. In what capacity?

A. I went there as graduate professor of physical education. That was the title because at the time we were separate. The graduate program, at North Carolina Central, in physical education was really handled by individuals from the University of North Carolina, Chapel Hill, and I was one of the first full-time people that they hired to do work at the graduate level.

Q. If you don't mind sharing with me, what was your pay at Wiley when you first started out and your pay when you went to Central?

A. (laughingly) I think my first pay from Wiley was \$2,750 for the school year and the summer session was separate. I worked up to \$4,200 for a twelve month salary at Wiley. The reason I left to go to North Carolina Central was because they offered me \$6,300. Oh God, that was a fabulous salary.

Q. \$6,300 for twelve months?

A. No, for eleven months.

Q. When you were at Central, who contacteded you about the third meeting at Howard in 1952? Did you receive a flyer from Wasson?

A. I don't recall. I know that I heard about the meeting. It probably could have been a letter. Herman Tyrance was the person behind the meeting at Howard. I think Buck Neilson was the person who was in charge of the meeting at Hampton.

Q. What professional experience kept you involved in the Organization?

A. Well, to tell the truth about it, I liked the yearly gathering of all these people and trying to pick up things from different individuals. I think the comraderie and meeting individuals. As you know people in physical education are most casual. They are not really as acceptable on other parts of the campus, if you understand what I am saying. I got a chance to meet with everyone and to see the guys that I knew from different places. I religiously attended meetings since, up to 1980.

Q. You enjoyed dealing with other professionals who had similar experiences?

A. That's right, you had a chance to share. Actually, that's what professional meetings are for anyway, for growth of all the individuals involved. For example, I see you at a meeting and I can get an idea of what is going on at Liberty Baptist and in the Lynchburg area. Sometimes you can really get your problems solved, discuss others problems and exchange ideas.

Q. So this spirit was in the early meetings?

A. Yes, the comraderie is what held the thing together. We are all sufferers on our respective campuses and we need a chance to get away and get together. You didn't feel so badly about the whole thing when you knew someone else was going through the same things as you.

Q. At the third meeting at Howard, were women involved?

A. Yes.

Q. Was it ever an issue about women being involved at that time or was it accepted?

A. No, it was not. We had three or four women. Someone raised that question at a later meeting, "should women be admitted" I think I wrote something in one of the proceedings about that.

Q. At Howard, the NIA became integrated. Did that lead to any discussion among fellow blacks?

A. No, not that I knew anything of. I didn't hear anything about it.

Q. Was there any reason that the Association gave for having whites come and visit?

A. No. I think the general idea was to get some individuals from campuses where they had fairly decent intramural programs to serve as consultants. We picked these guys brains to find out what Lumley was doing in Amherst and what Bishoff was doing at Penn State. We needed to get some ideas of the people who had been in these programs over a period of time.

Q. How did you feel after the third meeting at Howard? Was the Organization intact?

A. Well, to tell the truth about it we were still struggling. I'm trying to think of the number of people involved in the Howard meeting.

Q. Clarke's records show thirteen representatives from eight institutions.

A. That sounds about right.

Q. Did you pay the membership dues?

A. Membership dues?

Q. Yes.

A. About \$1.00 or \$2.00 as I recall. It wasn't anything.

Q. So you went from Howard to Hampton in 1953. Did anything stand out about that meeting?

A. Yes, we had Wendle A. Parris, the Assistant Director of athletics from the city schools of Washington, D.C., present. He gave a stirring talk and there also was a reporter at the Hampton meeting. This was the first time something was written down.

Q. You were referring to a published program from the Hampton meeting. I have seen that from the Archives.

A. Wasson also gave an address at the meeting and a resume' of E.B. Henderson, Superintendent of Physical Education in the public schools of Washington, D.C., was presented. Of course he was in a black school because we

had a separation then. Paul Ciezzero from Rhode Island, who turned out to be a consultant later on, was also present.

Q. Was a booklet or proceedings published for the people who attended for recollection?

A. Yes. Hopson spoke on student leadership and Marshall Brown gave a talk.

Q. Was this the meeting in which you recognized the Association was well on its way?

A. Well, I would say, from the Hampton meeting forward. The Howard meeting really to tell the truth about it. There was some dedication to continue even though the going would be rough. Incidentally, we usually met on college campuses but the last time we met on a black college campus was at Morgan.

Q. Any particular reason why they would meet on college campuses?

A. Well, that was the way it started in the South. Campuses were the best place for the group to meet

because housing conditions were not so good off campus. We also had the gymnasium and other facilities there. But, it got too large for staying and meeting on campus, so they had to move out.

Q. In fact, the first off campus hotel meeting was in Louisville.

A. That's right. I think Mendelson came in about that time.

Q. Was there any concern among the blacks about staying in a hotel off campus in Louisville in 1958?

A. Well, as a matter of fact, I didn't stay in a hotel. I stayed with a friend of mine. We were class mates at Indiana. Some of the guys stayed in hotels but I stayed with a friend.

Q. Was there any concern about the hotel matter?

A. No, not that I know of.

Q. Do you know if the hotel allowed blacks?

A. I don't recall where they met for the Louisville meeting. There weren't too many blacks in that meeting because the Association was becoming white. We attended most of the earlier meetings.

Q. When did you first meet Bowie?

A. I don't know.

Q. He said his first meeting was in 1954 which would have been the Amherst meeting.

A. Yes, Bowie was at Amherst. They had a track meet and Lumley couldn't get it going very well because it rained the whole weekend. I think that is probably the first time that I met him, at the Amherst meeting.

Q. Was Wasson involved at that time?

A. No, Wasson didn't make it. Wasson didn't make the meetings for years after initially starting it. The next time I saw Wasson, I believe, was at UCLA.

Q. The Los Angeles meeting, when he was the recipient of the Honors Award?

A. That's right. I don't want to be wrong, but I'm almost certain that is the next time I saw him.

Q. So by the fifth meeting Wasson had pretty well stopped attending or...

A. Well you see, he went back to work on his degree at Michigan and maybe it wasn't possible for him to attend the meetings. After that, I don't know what happened then. I think he got a job at Wayne State and stayed up there most of the time.

Q. Did you preside at the Amherst meeting?

A. Yes.

Q. Were you voted to that position or did you assume...

A. That is when I took over the Presidency at Amherst.

Q. Were you elected to that position or did you assume the position?

A. Common consent really. It was like, "well, you be in charge!" It was very informal and really a very "folksy" thing. The closeness of the group was much better than what it is now. But when you get large it tends to do that.

Q. Your tenure started at the first meeting in 1950 and you attended every meeting until 1980?

A. That's right. I missed that meeting, because I was elected delegate to the General Conference of the United Methodist Church, and, of course, you just don't turn that down.

Q. What would you say were the major issues faced by the NIRSA in its earlier years?

A. Well, I would say membership. As you noticed they were very small and the dues, which was practically nothing, \$1.00, goodness gracious, I don't know what you could get for \$1.00. Also, programing was a big issue. We had to get more people involved.

Q. How were these different issues, such as membership, financing the program, in your opinion resolved?

A. Well, I don't know. I remember the time when someone mentioned raising the dues and it wasn't met with too much opposition. Thinking in terms of membership, I really don't know whether or not there was a concentrated movement to get members. Membership just grew to tell the truth about it.

Q. The addition of whites no doubt helped?

A. Oh yes, it had to because you see what it is now. I doubt very seriously if there are too many blacks left in the Organization. Bowie and Townes aren't involved anymore and if you look at the membership, its primarily white. A great number of people don't even realize that it was started by blacks at black institutions.

Q. What was the involvement of women? Could a woman be a member?

A. At that time we were trying to get anybody we possibly could. I don't really remember when the issue came up about women. Possibly at the Brown meeting.

Q. You mentioned that at the Brown meeting in 1957, there was a great discussion about women being involved. In fact you even went on record as saying that you were in favor of women's involvement. Should women be allowed in the Association at that time?

A. There was an undercurrent at that particular time and I don't recall a formal fight or anything at that time. All I know is that they just weren't there.

Q. Was it due to women's lack of participation that left the feeling that they were not involved?

A. It could have been because at the time the NIA didn't have that many. We were really catering to blacks, and there weren't that many black women involved in intramurals. I wouldn't want to swear to it but that could be based on fact.

Q. It shows in the proceedings minutes that membership was formally extended to women directors although no past record had indicated that they had been excluded. Was that the dilemma?

A. I don't know whether we could classify it as a dilemma or not. I think it was just one of those things that they just weren't involved, nothing came up. Of course anytime you bring up this matter of male and female some people are against the involvement and some people are for it. But, as I recall, there was never really any formal fight about whether women should be included or not.

Q. Until the meeting at Virginia Tech in 1971, where final action was taken on women, the word men was taken out of the constitution and individuals was put in. From the Brown meeting on, had this issue of women just milled around in the background and then started to gain some headway?

A. That's it. I don't recall anything involved really to tell the truth about it. Women just weren't involved.

Q. If you had to recognize the people who led the debate for and against, who...

A. I really couldn't say. I remember I made that statement and no one said anything.

Q. Okay the statement being...

A. "Women should be involved." I believe a vote was taken and they were voted out.

Q. Bowie claims that he led the fight against women.

A. He may have.

Q. Any other parts of membership in which finance and membership are tied together? How did the Association go about trying to raise the finances?

A. Dues. That was the only way we had of raising them. Dues started at \$1.00 and it went up from there. The idea was to get a larger membership and we would have larger finances. As far as having any outside fund raising events, I don't recall any.

Q. Do you recall any long discussions about raising dues in the early days?

A. No, I think when it was brought to the body it was automatically passed. I don't recall when they raised the dues to \$2.00 then to \$5.00.

Q. At the Brown meeting, the proceedings show that there was a \$2.00 membership fee. Also tied in with that, institutional memberships had to pay dues and a lifetime membership at \$25.00. Was this a means of trying to make it more financially stable?

A. Yes, we were trying to raise money. I'm a lifetime member but I thought I paid more than \$25.00 for it.

Q. Maybe you have paid several times. (laughingly)

A. I thought I paid more than \$25.00!

Q. Was there ever a time when the Association felt financially stable? Was it possibly at the meeting in Delaware Valley?

A. I don't recall a meeting at Delaware Valley.

Q. That was in 1963. Bowie has gone on record as saying that "this was the Association's finest hour." It was the fourteenth meeting.

A. What did he feel?

Q. Bowie felt that the meeting at Delaware Valley in Pennsylvania, 1963, was the Association's finest hour. Could that have been when the Association was financially stable?

A. That is what I'm trying to recall. I believe I left that meeting early, because at that time I was chairman of the athletic committee at North Carolina Central University, and they had their meeting in Baltimore that I had to get back for. I had a mandate from the President to be there to represent the institution. Now I don't recall anything outstanding about that meeting. It was a good meeting. It was the first time we ever had anybody appear for a display. Jayfro Sporting Goods Company came and they had a big display.

Q. Also, at the fourteenth meeting at Delaware Valley was the first Honors Award. Heffernan received that and...

A. You know I always wondered about that. Bowie was the first black to get it?

Q. The first black?

A. And actually to tell the truth about it, I have to give him credit for that. He really was the fighter for finances and he probably led the fight to raise dues at that particular time. For example, I didn't get the honor's award until VPI and that was 19... whatever it was.

Q. You were the third black recipient. In fact you received it after Wasson. I believe Wasson received it two years earlier.

A. Bowie was well known by being the Treasurer and he got messages out to different people.

Q. He served as Treasurer for fifteen years.

A. Yes, that's right. That was back in the time when finances were very crucial, they didn't have much money.

Q. You mentioned that programming was a major issue. How was that changed?

A. I'm talking right now about programing of the Association national meeting. That's what I had reference to.

Q. Can you elaborate on it? Would that be tied in with joining or not joining the AAHPER?

A. That came up too. I'm glad you mentioned that because it had slipped my mind. At one time the AAHPER had a representative in one of the meetings. It was Ross Merrick. They were talking about having a section in the AAHPER and there wasn't a need for the NIA.

Q. In 1958, at the University of Louisville, three proposals were introduced to the membership and one of the proposals was a request for affiliation with the AAHPER.

A. Yes.

Q. No doubt that did affect programing. What do you recall about the AAHPER appearing on the scene?

A. Well, I tell you the tension was pretty high. Some people felt that the AAHPER wanted to take over the NIA so we all could be...one. Somebody said that we had this section in the AAHPER and there wasn't any necessity for having an organization such as the NIA. A great many people who belonged to the NIA did not belong to the AAHPER but, of course, maybe they thought if we could get these people in the convention it would increase our membership.

Q. It is recorded at Louisville that the AAHPER had a request for affiliation and it doesn't come up again in the actual minutes until the Purdue meeting in 1960. Acknowledgement was made that a request from the AAHPER had been received which signified that the NIA is now an affiliate of the group. I believe that was the resolution that they made and, at the Bowling Green meeting in 1961, Merrick from the AAHPER came to the meeting. What happened at that meeting? Did they bring it up for a vote?

A. I don't recall whether they did or not. I know there was great tension before the meeting and he presented something but I don't remember exactly what it was. If it came to a vote it was voted down.

Q. Clarke points out that the membership approved a resolution not to merge with the AAHPER at the Bowling Green meeting in 1961.

A. Yes, that's true.

Q. What was your feeling about the Organization after they had done that? Was it a "we are on our own" or a "we showed them" type attitude?

A. I think somebody might have mentioned at that time the NIA knew what they were doing, where they were going and why. That was the consensus. It wasn't a close vote. It was overwhelming in staying like we were.

Q. No doubt that had an effect on programing, being one of the major issues.

A. As a matter of fact, seems like somebody in the Organization was very much in favor of changing the programming.

Q. Could it have been that several of the NIA members were also members of the AAHPER?

A. Well, I was a member of the AAHPER and I imagine a great many of them were members of both as well.

Q. George Haniford shared with me that it was through an AAHPER meeting, where the discussion was about bringing the NIA into their organization, where he discovered the NIA. He met Tyrance and Tyrance got him involved in the NIA. Do you have any other thoughts on programing? No doubt you saw a lot of the programs change. Was the emphasis any different than exchanging of the ideas that people had?

A. Well, the programs really became more professional I would say. They weren't just speeches as such. Preparation got into the research aspect and, of course, that's eminent. I wrote an article and other people did too. I wrote one on "Passive, Active Attitudes and Activity Selection." We became more research oriented.

Q. If you had to select one issue that made the greatest change in the Organization, what would that be?

A. I would imagine the idea of having regional sections. I think that it did a great deal as far as membership was concerned because we had people in various areas. Some groups had meetings of their own prior to or following the national meeting of the NIRSA which helped a great deal because there were a great many people who could not attend the national meetings. I'm not sure when the regional idea was suggested.

Q. It was first suggested in 1956 at Morgan by Bowie but he claims that not much was done with that until Paul Gunsten from the Virginia Tech got involved and it was finally voted upon. It was one of those ideas thrown out very early in the Organization's history and yet was never acted upon until later. Do you feel that was a major turning point or changing...

A. Yes. As far as membership and programing is concerned. Usually if you improve your membership you are going to improve your programing. If you have a larger group of members, you have a larger body of knowledge and ideas to share.

Q. Again, Clarke points out that in 1969 the regional concept was voted in. Even though Bowie was on record in 1956, 13 years had passed. Do you feel this was a major stride in the Association?

A. I think so.

Q. What were your personal and professional relationships with Bowie and Wasson?

A. We were very good friends although we didn't always agree on issues so far as this is concerned. As a matter of fact I always felt that Wasson should have attended more meetings than he did, even though he probably had, in his estimation, a good excuse. If it had not been for some of the other people involved, the Organization wouldn't have ever grown. He initiated the idea, but from that point on it was a little different. You probably heard someone else say the same thing, that was the feeling. Now of course my relationship with Wasson was as good friends. Same thing with Bowie but we always didn't agree on every point. We were all good buddies.

Q. But you could leave the meeting...

A. We were still friends. I spent time as a matter of fact in Bowie's home in Baltimore. Of course, I never did that with Wasson because he was up in Detroit and I didn't have occasion to be up in that area.

Q. Would you say your personal friendship tied in very well with the Association's functions?

A. I would say so. Even though we would disagree, we were still very good buddies.

Q. To what degree have black professionals continued to play a role in the Organization?

A. I don't have any proof of this but, I don't think that large numbers of blacks are playing any role in the NIA. I think if you look at the membership, black membership is probably very low as far as this is concerned. It may be improving now. As I said before, the most active in the Organization now is Clements out at the University of Illinois. You really couldn't connect that with a black institution. Now you went to the last meeting. How many blacks did you see in Columbus?

Q. I would say maybe twenty.

A. That is large if you saw that many. I really wouldn't expect that many.

Q. I don't know what the breakdown was on black institutions.

A. It could have been that a great many of those people were involved in school there at the university.

Q. Can you put your finger on any reason why blacks have not continued to be actively involved?

A. Well, I'll tell you one thing, travel. If you don't have the travel money, you don't go. I probably would not have attended any meetings at all if I had to do it on the basis of being compensated from the institution, representing the institution.

Q. You say the institutions would not have backed you?

A. They gave me a little bit.

Q. But not too much?

A. No, not a great deal. I imagine that if you looked at travel on the campus here at North Carolina Central University its very, very meager. I remember the time when you would get \$350.00 for a trip and if I'm not mistaken, I think it is about that way now. Now where could you go for \$350.00?

Q. Who would you identify as the three persons who have made the most significant contribution to the development of the Organization?

A. Oh, I don't know.

Q. Who stands out in your mind as being an individual that made a significant contribution?

A. Well, if I went back to the early days, I would have to say Al Lumley. He was the guy who actually fed the flame for us. In the early days, now of course I would have to say individuals, and I don't want to do that because it becomes personal. The individuals who were there in the founding days and later, when actually it is like a garden. If you don't get the right stuff in the beginning you are going to have a pretty hard time. There have been so many people over the years.

Q. Who stands out in your mind though?

A. I could be egotistical and say me! (laughingly)

Q. Tyrance?

A. Well, Tyrance raised a lot of key issues. I remember in Denver, when Tyrance and Dave Matthews had a battle out there. I don't remember exactly what it was about because it wasn't that important to me.

Q. Bowie?

A. Well, Bowie did the job as far as finances was concerned and most of the correspondence holding the thing together. I don't recall, even when I was president, if I used to send in some type of report. Bowie handled the money and he had postage and stuff like that.

Q. Due to your involvement with the NIRSA, what would you like to see take place for the future of the Organization toward its development?

A. Personally, I think it is going in a nice direction. I can't think of much in the way of improvement. You see, I look at it from where it was and where it is now. So many things have been done and it's rather unbelievable to see how far it's come. I don't follow it that well now because I sort of got away after not being connected with intramurals as such. Incidentally I may be egotistical here too, but I think my program then was better than it is now. I imagine a great many people would say that if they would just tell the truth about it. They have a young guy now who seemingly is trying to do something but you see it is a different ballgame. Back in those days you did everything, because that was the thing to do, but now guys want to do what they are paid for. "I'm assistant football coach, why should I do that". Actually to tell the truth about it, there are probably some places that could be strengthened but by not attending the last four meetings puts me in a bad position. I have sort of lost contact, but as I look at what it was in 1950 and what it is now, it has proven itself.

Q. The Association's survival is the best testimony that it has?

A. That's the thing of it. Look at (looking at a 1985 conference program) what they have here. They have a media center and it probably helped a great deal when they put Holsberry in as Director. Is that a full time job?

Q. Not right now. They were voting to get a full time executive director and have a national headquarters.

A. That is the thing. An organization really needs a headquarters and they need people who will be there year-round. Financially, I don't know whether we could afford it.

Q. Well, that was part of the discussion at this meeting.

A. Well, that is what I mean. It doesn't take long to get on board of what is happening. How many years has Holsberry been the Director?

Q. Next year is his last year.

A. No, I mean how many years?

Q. I don't know.

A. They are going to have to get somebody who is going to do a job. He was in there when he really didn't have much to work with. Does he want to step down?

Q. I think he feels that he has paid his dues...

A. Well, he has but I hate to see him step down because they are not going to get somebody in there like him.

Q. I don't know all the rhyme and reason behind it. Let me ask you this. Of all the events that have taken place within the Association, what would you say is the most significant event that helped intramurals overall?

A. The programs are coming down to the local level a little better than what they were when they just had a Organization because of the different regions. Now they have people thinking in terms of their respective areas and the things that they need. I'm hemming and hawing because its hard to come out and say exactly what I mean but its basically what I would have to say.

Q. How did you feel when you received the Honor Award back in 1971?

A. I was very pleased of course. I don't even know whether I dreamed of getting it. I never thought anything of it until that night. I knew something was funny because Jack Heffernan wouldn't leave me that evening. He ate with me and everywhere I went, he went, and I thought things were a little odd but Jack and I were good buddies. When they announced that I had won he was sitting across the table looking at me and he started laughing. I don't know whether you have ever met Jack or not. He probably doesn't go to meetings now but he was a long time at Brown.

Q. Did you realize that you were the third black to receive that?

A. At the time I didn't think of it.

Q. Or that you received it after Wasson?

A. I didn't even think of that. It never occurred to me. As a matter of fact, I did not realize until now that I received it after Wasson. I had never looked at it that way and it never occurred to me.

Q. Has the development of the NIRSA met the expectations of the founders as you set it out in 1950?

A. I can't speak for the others but, for me, I would say "yes." The only thing that I have some regrets about is the fact that the Organization doesn't have more black members. As they say, "You people have taken it over." (laughingly)

Q. I don't recall if it was you, Moody or Bowie who said, "once we let the whites in, the organization was never the same."

A. No, I didn't say that. Now you can take that one or two ways. It shouldn't be the same. When you expand you can't expect the same things. It goes back to that old statement I have been making over the years, "how much is too much when too much is good."

Q. Right. As you think of your involvement with the NIRSA from the beginning how do you feel or would like to be remembered by your peers?

A. I would like them to think that I was a pretty open minded fella. Regardless of the differences that some of us have had over the years, my criticism is always for the better of the Organization. I hope that maybe something which I did way back there helped it to be where it is now. I wouldn't say that I was not solely responsible for it because Lord knows I wasn't. Those individuals who worked back there in the pioneer days did certain things over the years. So I would like to be thought of as an individual who was a pioneer and tried with the best of his ability to do a job which would end up with what we have now. As I said before there were other people who worked just as hard as I did and, even though they weren't at the initial meeting, they are making a contribution now. Lord knows it wouldn't be anything if it was back where it was when we started. So as we go down the line you have to take that into consideration. I have no bad feelings about it and I was joking with you about "you people taking it over." That is just a joke. I guess the same thing is

involved when we start thinking about the generation gap. I expect youngsters to cut me out. Give them a chance but don't move me out completely!

Q. Is there any question that you would have liked to have been asked about the NIRSA? What would that question be? Has there ever been a time that you have said to yourself, "I wish someone would have asked me about that," in regard to the Association?

A. No. I can't say that because if I thought I needed to be asked a question, I would answer it without being asked. Actually, I'm serious about that. I have never been one, and most people who know me would say this, that you always know what I'm thinking. So I can't say that there was any question because I talked about everything that I felt needed to be said.

CHAPTER V

EMBRA C. BOWIE

This manuscript is the product of a tape-interview conducted by Roy E. Yarbrough on April 15 and 16, at the 1985 NIRSA Convention in Columbus, Ohio.

Embora C. Bowie has been a member of the NIA/NIRSA from 1954 and has not missed a national convention as of this interview (April 15, 1985). Bowie served as Treasurer of the NIA from 1956 to 1971. Bowie was Intramural Director at Morgan State University for 31 years. At the time of this interview Bowie had just been discharged from a hospital in Trenton, New Jersey, where he had been treated for pneumonia. Bowie's speech and physical appearance reflected this condition.

Readers of this oral history transcript should bear in mind that it is a transcript of the spoken word and that the interviewer, narrator and editor sought to preserve the informal, conversational style that is inherent in such historical sources. The University of North Carolina-Greensboro is not responsible for the factual accuracy of the transcript, nor for views expressed therein. These are for the reader to judge.

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Q. Well Embra, it is definitely a pleasure and an honor to be here with you. To start out with, I would just like to ask you what was it in your own personal experience that got you involved in intramurals as you were growing up? If you would just share with me some of your background, where and when you were born, etc..

A. Well, I was born in Newport News, Virginia in August of 1918. This was during World War I. Then eventually I moved up the York River, to the point and I lived there with my mother and three boys. At that time the name of this town was West Point, Virginia and it had a segregated school system. In my situation, as far as we could go was the eighth grade. After the eighth grade you had two choices, stand on the corner or work in the paper mill of that town. My mother, of course, wouldn't have any of that so she shipped us off to Baltimore. We went to the Baltimore school system which was still a

segregated school system but was much more improved than what we had to go through in the elementary school.

Then I went to Morgan State University in Baltimore. I went to Michigan in 1945 and got my M.A. in 1946. In 1947, I went to work at Lincoln University in Pennsylvania in the field of physical education.

Q. What happened to you during your childhood to get you involved in sports and make you aware that there were different sporting activities?

A. Well, I always had a bent toward sports. In high school I played football and track, which was accidental, but I turned out to be the best quarter miler in the school system. In fact, I was the best in the town at that time.

Q. What could you run a quarter mile in?

A. I used to run a quarter mile in about 51 seconds which was pretty fast back in the late 1930's and early 1940's. From there I went off to Morgan State College on a track scholarship.

Q. Did you do any intramural activity at Morgan State?

A. We didn't have much of an intramural program. I think we had one big sports day for all the students during the four years I was there. I got involved in intramurals after I graduated from Morgan in 1941 and introduced them at Morgan when I came back in 1952. Today they still have a very vital program.

Q. Where was your first job after graduation?

A. I went from Morgan State then to the University of Michigan graduate school. Then from Michigan my first job was at Lincoln University in Pennsylvania which wasn't very far from Oxford, Pennsylvania. Lincoln University, at that time, was one of the most outstanding black schools. At the time it emphasized medical training and was an all boys enrollment. We were about forty miles out in the woods and when I introduced intramurals I had a captive audience. That made it quite easy.

Q. What were some of your responsibilities at Lincoln? Did you go to Lincoln as Intramural Director?

A. No, I came in as assistant football coach, assistant track coach, and, as an afterthought, I was assigned to intramurals. At Lincoln University I naturally got involved in intramurals and, with this captive audience, I had a very vital program.

Q. What were some of the activities you ran for your students?

A. As I can recall, basketball, football, track and soccer. At that time we had a large African student population so soccer was an outstanding activity at the time. Those were the four important sports at the time. We also had wrestling and boxing. We didn't have swimming because we didn't have a swimming pool.

Q. What year was it when you went to Lincoln University?

A. I went to Lincoln in the fall 1947.

Q. What degree do you hold from Michigan?

A. It was a M.A. in Physical Education. I went to Michigan in 1945 right after the war. I decided to stay on an extra year. (laughingly) It was at that time my mother asked me when was I going to work so I decided it was best, after all these years, to go to work and help out with the family. She had been carrying the bulk of the family for all those years.

Q. If you don't mind me asking, what did they pay you at your first job?

A. I never will forget it. It was \$2,800 a year and I think I worked at that job for three years. I was promised I would get a raise and when I heard how they talked about how I operated the intramural program, I felt I was more than due a raise. I became disappointed but I can understand why I didn't get the raise because I had some problems with the President two weeks after I got there. So, after three years, I just gave it up and moved to North Carolina to Shaw University in Raleigh. So I started off at \$2,800 and after 31 years, by going to several colleges I ended up with a salary of about \$31,000 to \$32,000, so I didn't feel too bad about it.

Q. At Lincoln University you established the intramural program. The President as you mentioned, was not too keen about your program?

A. No, I heard more or less, from hearsay, that he was quite pleased with the way I was conducting the program. As I mentioned to you before, I had to conduct a good program because I had a very captive audience. The student body was about fifty miles from Philadelphia out in the country so there wasn't anything for them to do but to participate in intramurals.

Q. But you did mention that you and the President did have a falling out of some sort?

A. Oh yes. I got there early for football practice and my head coach assigned me a pretty good room. After I reviewed the rest of the rooms that the staff had to stay in, I refused to move and somehow I won the battle but three years later I lost the war. I never forgot that, although I do feel that I made a pretty good impression around there.

Q. So you left Lincoln University and you went down to Shaw University in Raleigh, North Carolina, a Baptist school. What were your responsibilities at Shaw?

A. Teaching physical education and running the intramural program.

Q. Was intramurals in your job description or was it added on?

A. It was just added on because most of us were given different assignments. I was given the intramurals by value of the fact that they understood that I had run intramurals up at Lincoln University and I have been in intramurals ever since.

Q. Did you desire to do intramurals at that time?

A. Not particularly. At that time I was rather young, an assistant coach, and very much involved in varsity athletics and to me intramurals was just merely an extra assignment. Of course I got really involved in it and I did it wholeheartedly. I didn't regret it or resent it either.

Q. What kind of program did you run at Shaw?

A. Well, I had a male and female program. My male program was naturally much more extensive than the female program. The youngsters were very very enthused about it. I couldn't feel disappointed about it.

Q. Did you have any budget for intramurals?

A. Not much of a budget but I made use of it.

Q. Do you recall what that amount might have been?

A. No, not really, but I recall when I needed something I could always get it as long as I could justify it. That wasn't too difficult because I had a few friends in athletics at the time and my athletic director was always willing to give me whatever he could possibly give me. He was very enthused about intramurals too because most of the black colleges at that time did not have extensive programs and naturally when I developed it the President became quite enthused about it.

Q. You mentioned you left there after two years. Where did you go?

A. I went back to my alma mater, Morgan State, in Baltimore.

Q. What year was that?

A. That was in 1952.

Q. What were you hired as at that time?

A. Well, this was the first time I was hired to run intramurals. I recall my President told me to not be concerned with varsity athletics, "I want you here for intramurals." Naturally I really got involved in it.

Q. What kind of budget or salary did you first get when you started at Morgan State?

A. At Lincoln I started out with \$2,800 per year and I don't exactly recall the intramural budget but, as I mentioned before, whatever I needed I could go to the President and he could get it as long as I could justify it. He was enthused about intramurals because he was one of those Presidents who was very perturbed about black colleges being involved in these so called varsity

activities. Most of the colleges seemed to have an intramural program just as an afterthought. Varsity activities came first and then they thought about intramurals. My President was quite enthused about it, because at that time, the student body consisted of a large percentage of African students and they were always enthused about soccer. He became interested and, naturally, he wanted a good intramural program and I was hired basically for that.

Q. How many years did you stay at Morgan State?

A. From 1952 until 1983, thirty-one years.

Q. What were some of the significant changes that you saw in intramurals during your tenure at Morgan?

A. Well, I had a chance to develop a very enthusiastic program. The reason I knew it was enthusiastic was, sometimes when I would eliminate an activity I had a lot of repercussions because of it. So I felt that we were doing a pretty good job.

Q. Does anything stand out in your mind about your programs?

A. Well, we had an extra gymnasium and that gave me more room for intramurals. I noticed that the students would always mention, in their yearbooks, intramurals as one of the outstanding student activities. In that way I think I was compensated, because when I would glance through the yearbook, students always mentioned some intramural activity as one of the outstanding student activities.

Q. While you were at Morgan you became more involved with the NIA. Can you recall when you first heard about the NIA?

A. William N. Wasson, the Founder of the Association, sent me a letter, in the late 1940's, but I was too involved in varsity athletics at that time. But when I got to Morgan and the President hired me specifically for intramurals, that's when I began to attend these conferences. My first conference was in 1954 at Amherst University.

Q. You say that you do recall receiving a note from Wasson inviting you to Amherst?

A. When I was at Lincoln in the late 1940's, I was invited to come to the first meeting in New Orleans in 1950 but, being at Lincoln involved in varsity sports, I never tried to follow through on it. I felt I would have been able to go had I been "gung ho" about it.

Q. As you became more aware of the NIA, what would you say was the reason for the founding of the Organization?

A. As you recall I mentioned that Wasson sent me one of the original letters for the first meeting and, my being interested in other aspects of athletics, I didn't care about going. However, when I got to Morgan, the President brought it up. Naturally I went and I haven't missed a conference since.

Q. Why do you feel the Organization was founded? What was the purpose of the Organization?

A. Wasson was an intramural person from Michigan, my old school. He was interested and concerned about the lack of intramural programs in black colleges. That was his purpose for organizing this meeting. I never got involved in it until about the fifth meeting.

Q. Do you recall hearing some of the NIA members talking about the first meeting at Dillard?

A. Oh yes, they were very enthused. I understand there were about twelve or fifteen people and discussed so many interesting topics concerning black participation in intramurals back in the early 1950's. They decided they were going to meet again in Florida and that's when I understand it fell through, from lack of participation. Finally, I think they went to Howard University and someone got it reorganized, for the third meeting and the fourth meeting was at Hampton University.

Q. The fifth meeting was in Amherst College and is that the first meeting you attended?

A. Amherst was my first meeting and I haven't missed a meeting since.

Q. What got you presently involved in the Organization other than you said you attended in 1954 at Amherst? Was it the people or was it what they were doing?

A. I felt if I continued to attend these meetings I would be able to take home something to my intramural program.

Q. Was there a lot of exchanging of ideas and concepts about intramurals discussed at those meetings?

A. Yes. We discussed how to do different things, how different institutions looked on different situations, how my situation was similar to even the large institutions and how they would solve problems.

Q. When you attended the 1954 meeting were there whites involved at that time or did you think it was still an all black organization?

A. A fellow by the name of Al Lumley from Amherst College was one of the prime movers of this Organization and he was responsible for a large number of the intramural directors from the Northeast schools that attended. What he had to offer sounded interesting to me. It was a school about my size, although they had more money than we did, but they had the same problems and I found out how enthused he was about the program.

He could invite large institutions from up and down the East coast such as Brown University, New York University, and the like so I thought there was something to it. So, consequently, I really became enthused and that's why I continued to make these visits.

Q. Did you have any responsibilities at the Amherst meeting other than being a delegate?

A. No, I was only a delegate. It was the following year I was elected Treasurer.

Q. During that first meeting do you remember what you had to pay for dues?

A. \$1.00.

Q. Was there any discussion about any other kind of memberships?

A. Not at that time because the following year they had no particular place for the next meeting. I remember Al Lumley encouraged a man named Edward J. Shea, of Tufts College, to take the meeting. I think that was my second meeting.

Q. Who was the President at that time?

A. Ross Townes was President at that time.

Q. Again we are still talking about the Tufts meeting. You say you were elected to Treasurer at your second meeting?

A. Well, I was elected at the Morgan State meeting.

Q. In 1955 Ross Townes was President. Does anything stand out in your mind about that particular meeting?

A. What really stood out was the problems that I was experiencing and I noticed that the membership would go about trying to solve the problems. Of course that aided me in my program and naturally I became involved.

Q. At the Tufts Conference, you invited the NIA people to come down to Morgan State?

A. That's not exactly true. That meeting was forced on me. Al Lumley, from Tufts University, had tried to seek

invitations but nobody seemed to do it. I don't know whether it was Al Lumley or Ross Townes but, between the two of them, that's how I ended up with the meeting.

Q. What kind of things did they say to you or imply to you?

A. I don't recall because there was a letter extended for people to have a meeting at that time. Somehow or other, I think Townes and Lumley talked to me and said it was about time they go back to a black school. Since I had been attending for the last four years I think the job fell on me. Naturally I went to work on it and, from that time on, I spent the whole year trying to organize it and I was very pleased because we had a cross mixture of the membership. People came from as far away as Texas and most of the Northeast schools attended. At that particular time we looked upon it as an all black organization. It was at this time that we felt, as a black organization, it had gone as far as it could go. That's when we elected John M. Heffernen from Brown University with the idea of trying to expand this membership. It took off after we elected him as the President. He was the first white President.

Q. When was he elected, at your conference?

A. At my place.

Q. Let's talk about the Morgan State conference which in a way was forced on you in 1956. You made a recommendation that the membership be regionalized. Do you think that idea was a little bit ahead of its time?

A. It was. In fact I think they ignored it because at that time we were interested in trying to generate more memberships because Ross Townes and I felt that we needed to do more with the white membership. That's why Heffernen was elected and the following year he did a good job.

Q. Who met to nominate Heffernen to the Presidency? Who initiated the action?

A. I can't exactly recall the details but I know that Townes and Tyrance were the key men. No doubt those two brought it up on the floor and I may have seconded it.

Q. Why Ross Townes and Herman J. Tyrance?

A. They were more or less responsible for that situation. They were two key operators during that time.

Q. Also you were elected Secretary/Treasurer. How long did you hold that office?

A. Oh, that lasted for fifteen years, from 1956 to 1971.

Q. Also at the Morgan State Convention, Wasson was officially recognized as Founder. Was this your first time meeting Wasson?

A. No, I met Wasson at the Brown University meeting. That was the meeting that they honored him with some kind of mug and he came up from Louisiana to accept the award.

Q. That was the meeting following yours?

A. Yes.

Q. Were the people at your meeting sold on the idea that Wasson should be recognized as Founder?

A. Well, it wasn't unanimous because most of the members had never seen Wasson, including myself.

Q. From 1954 to 1957 you had not met Wasson?

A. I had not met the man. Townes knew him because Townes was one of the original founders. I choose to believe that Townes evidently was one of the enthusiastic members at the awards meeting.

Q. You mentioned that Townes and Tyrance worked to get John Heffernen elected. Was there a good feeling about this?

A. Of course. The conference naturally took the recommendations of Tyrance and Townes because they were very important in the Organization at the time.

Q. In regard to the Honor Award, you were the fifth recipient?

A. Yes. I think George Haniford was the first and that was at a small college in 1963. I think it was at Delaware Valley in Doylestown.

Q. Why was George Haniford selected over maybe yourself or some other person?

A. Well, George was a very vocal person, he was well spoken, he always had thoughts on all types of problems and he was well known at the time.

Q. Who made that selection for the honors?

A. There was an honor's committee but I don't recall the members of that committee. Then the following year at the University of Denver, Paul Keen was the second recipient. The President had selected an honor's committee to check out the member who had made the most significant contribution to the NIA at the time.

Q. You were the first black selectee. Is that correct?

A. I think so. That was because I was the Treasurer and, as I pointed out, all the problems came to me because I received the money. I had to distribute to the various officials who had been selected to the membership.

Q. Was there any significance to Bill Wasson being selected the seventh selectee instead of one of the earlier ones?

A. I think the membership came to know Bill Wasson at the Brown meeting and I think half of them decided that because Bill Wasson was the original Founder that the convention should recognize him. He was invited to Brown and they presented him with some type of jug. I think Bill attended the following conference. Since the organization was developing and they had come to the point where they were selecting these people to be honored every year, someone on this committee mentioned Bill's name in 1969 out in Los Angeles. I remember the incident. All Bill mentioned was "thank you" and sat down. There was a reason for that. It was a personal thing between Bill and me and I would rather not go into that because I thought that Bill, at the time, was a bit too overly ambitious and he and I had words even before the selection. I think that's why his acceptance speech was so short.

Q. Of course then two years later Ross Townes...

A. Ross was honored at the Blacksburg meeting in 1971. That very day I told Bill Wasson I thought this was the day that Ross Townes should have been honored but the nominating committee didn't see it that way. Of course this is just a personal opinion. In fact I made that known to Bill and I think that was the reason for his short acceptance speech.

Q. I see. You felt that instead of Bill Wasson being there Ross Townes should have gotten the fifth selectee and you let that feeling be known.

A. Yes, I let that feeling be known to Bill. I was against the fact that he was trying to publicize the Organization in one of the outstanding black magazines and it so happened that it didn't turn out that way and those were the sort of things I resented. At certain times he would come along with these mammoth ideas that did not fit the ideals of the Organization and I didn't feel that we needed to be publicized because I didn't feel we had made any significant contribution at that point. I resented that because I didn't think that we should be carried along as fast as that. When a person just shows up and decides that an organization that he

created should be so well publicized... I felt at that time, since I was involved in the working of this Organization that we were not quite ready for that. I think that was a part of our differences.

Q. Since that time Wasson, Townes and you have received the Honor Award. Have there been any other blacks?

A. Not that I can recall. I felt that no blacks had made that kind of contribution to the organization because, as I mentioned to you before, it was the white members who were responsible for the development of this Organization.

Q. After your experience at Morgan you served as Executive Secretary and Treasurer of the Organization. What would you say were the major issues that you faced during your tenure of fifteen years? Also could you relate how they were solved or if they were solved at all?

A. Well, at that time, my being the Treasurer the money came to me and any problem that came up I had to deal with solving it. It was that way all along and during that tenure I noticed that all the outstanding intramural directors up and down the East coast became members of

the Organization. Over that period of time I think the AAHPER began to be considered. I remember this fellow, Ross Merrick, who was one of the outstanding people in the AAHPER, was a good friend of ours. He recognized what we were doing and he recognized that the intramural leadership was gravitating to our Organization. I think the most significant thing during my tenure was when he invited our Organization to be part of his Organization.

Q. After the AAHPER offered an invitation to join them, what took place in the NIA?

A. Well, several people who were long time members of the AAHPER were upset about the amount of money, about \$600,000, that the AAHPER could use. Our membership was about \$1.00 a year which was very insignificant and I think that impressed a lot of people. We "old timers" such as Townes, Tyrance and myself were here from the beginning, and we thought a lot of this Organization so we didn't go for joining the AAHPER membership. I think we had enough persuasive power to keep the Organization from joining that membership.

Q. What were some of the arguments that were brought up?

A. Some of the arguments I brought up were how would the Presidents feel about it and what would the reaction be to travel further. Back in those times it was pretty tough to get the funds to travel to these conferences.

Q. When you say Presidents, are you referring to the presidents of the colleges?

A. Yes, Presidents of the colleges and we had several executive meetings on it that I sat in on personally. At that time the Director from Purdue University, George Haniford, was involved in those arguments. Somehow our point of view, that this was a growing and vital Organization and we should maintain it, prevailed. Some people still wanted to become members of the AAHPER and my friend from Louisville, Ellis J. Mendelsohn was one of them, as I recall. I believe there were people who were impressed with the AAHPER. We were not impressed at all because we felt that the leadership growing in our Organization would make this a very vital and prideful organization. We asked ourselves "what would our Presidents think if all of a sudden someone else gobbled up our Organization?" Funds at that time were pretty hard to come by and that is the attitude we adopted.

Q. So the request was voted down?

A. It was denied. In fact, it never did go before the general convention. The executive committee handled that. It was just merely mentioned in passing before the membership but it was not an issue before the Organization.

Q. Did the AAHPER ever try to reapproach the NIA?

A. I don't think so. I think it all started in Miami Beach at the AAHPER meeting and Mendelsohn was impressed. Naturally, our convention didn't meet till rather early in the spring and the tone had been set.

Q. Mendelsohn, being from the University of Louisville, served as the host of the convention in 1958. I believe there was a request in one of the proposals for an affiliation with the AAHPER.

A. Well, there always has been a proposal for affiliation but not to really join it. I think we are affiliated with the AAHPER.

Q. But really not until the 11th meeting in 1960, at Purdue University, did the Executive Committee vote it down. So from the period of 1958-1960 it was a full blown issue. You are quoted in Clarke's book as saying "this was one of the four significant events during your tenure." What were some of the other events?

A. (laughingly) I'm trying to recall that. I have to go back and get my letters that I wrote on that. However, I do recall that the proposed affiliation with the AAHPER was the outstanding issue at the time.

Q. Were there any other issues that consumed a lot of your time?

A. Working on increasing membership and developing a proposal for raising life memberships.

Q. What was the sequence in the life membership?

A. I'm not quite sure but I believe a life membership at that time was \$5.00. Al Lumley was the first life member. I forget which meeting it was, but he gave me his \$5.00 for the first life membership. It stayed \$5.00 for quite a while.

Q. Did he pay that at the Morgan State meeting?

A. I don't remember now which meeting but he stood up on the floor and flashed the \$5.00 membership that he was proposing.

Q. Did he pay that to you?

A. Yes, he paid it to me.

Q. So chances are you were designated Secretary or Treasurer at that time.

A. Yes, I was Treasurer at the time.

Q. The records from the Brown meeting in 1957 indicate that lifetime membership was \$25.00 but what you are indicating is that the Association had another one prior to that?

A. Oh yes, they had one prior to that.

Q. Did they talk of increasing the lifetime membership?

A. At that time, no. I think back then \$5.00 was quite a lot of money, especially in the schools.

Q. Did the threat of increasing the membership stir additional people?

A. I think so.

Q. Did you receive many \$5.00 memberships?

A. Oh yes. About 1965 I think the proposal came about and I remember I was collecting money on the golf course and in other places where I spent my leisure hours.

Q. Also at the Brown convention, following the Morgan State meeting, the records indicate that the membership cost was \$2.00. Was there much discussion about raising the dues from \$1.00 to \$2.00?

A. There were always questions. I don't recall the details of the discussion but there was a lot of input about raising it from \$1.00 to \$2.00.

Q. Are there any other issues that were influential in, changing the direction of the Association?

A. I can't recall. I would have to go back and get my writings. I think I mentioned before the outstanding events that came about.

Q. How about women?

A. Oh, that was a hassle. That was between Sunny Rooker, who was the President at the time out of Texas. When two women showed up at Doylestown in 1963, we sort of passed over it and the convention decided not to have women in the organization and that was the end of that. Often times, many people felt that these two girls were the first ones who tried to enter the Organization but that's not necessarily true. I understand that women were a part of the Organization back as far as 1950. I imagine Horace Moody told you about that. Somehow they just faded away and eventually the Organization decided to vote against women.

Q. Was it written in the constitution that no women would be allowed?

A. Yes. I was very enthusiastic about that because the Organization was really growing without women.

Q. In fact, in 1960 at the Purdue University meeting, the convention records show that they did exclude women as members.

A. At the time of the Purdue meeting the Organization was mushrooming and I think a lot of the members didn't see any need for women. I remember when the issue came up a lot of the members said that if women became members they were going to resign. That is how important that discussion was.

Q. Were those statements made at the 1963 Doylestown convention when the two women did show up?

A. No, they didn't think about it at that time. They just told the women that this wasn't a women's organization. I recall the women wanted to know why and a lot of the members just said that "this was not a female organization, it was a male organization." I think that was the extent of the discussion.

Q. Yet was it because of the two women showing up at the Delaware Valley meeting in 1963 that the discussion concerning women becoming members was started?

A. No, not particularly. I think women really became a heated discussion during Sunny Rooker's tenure. Out in Texas there were women on the staff who used to attend these meetings with Sunny Rooker. Sunny made an issue out of it. There were other members that felt the same way I did and we took issue with it.

Q. You are referring to the 1958 University of Texas meeting in Austin?

A. Yes.

Q. Do you feel that if Sunny would not have made it an issue...

A. I don't think it would have become an issue if it wasn't for this lady on Sunny's staff. She was very enthusiastic about it. Eventually the issue came down to Sunny Rooker and Bowie. The issue came up and I was fortunate enough to have it defeated but the following year Sunny was organized and came loaded for battle. That is when they began to allow women into the organization.

Q. That was in 1971 at Virginia Tech?

A. That's it. A lot of the women there felt that they were the first women in the Organization but that's not true. The first women in the Organization were at the first meeting. They helped organize the convention and some of them were founders. The misconception was that this lady from Texas and somebody from Michigan were the first two women in the Organization, which of course was not true.

Q. After women were voted in, did some of your fears and expectations dwindle?

A. Not exactly. I recall at the New Orleans meeting, in 1975, they came up with some issue and there was a big hassle about it. Several members wanted my attention to it and I said, "boy, I see what you were talking about," but it was ignored and it was eventually ironed out. Since then it has been smooth sailing.

Q. Can you recall any other major issues that we haven't already discussed? You were saying there were always problems within the Organization. Were these all just daily routine problems?

A. None were major issues that I can recall.

Q. Looking back over these issues, which one do you feel produced the greatest change in the NIA?

A. Well, I think the acceptance of women. They have been a vital part of the Organization and have made outstanding contributions. So far no women have been nominated as President but I think eventually that will happen.

Q. Did that not happen this year, in 1985, with Mary Daniels?

A. It may have but I missed that general meeting.

Q. Would you feel that women have had a major impact on the issues that change the decisions.....

A. I think that they have. Everytime an issue comes up the women have to be considered. We have some outstanding women in this Organization. One lady from Michigan, I can't recall her name. Some have made outstanding contributions in the program and I think

within the next ten years, we are going to have a woman president. So far no women have received the honor's award, which is the most outstanding award in the convention, but I believe that will happen in the next three or four years.

Q. In the early days of the Organization were there any feelings of integrational problems? It was an all black organization until the third meeting. What was the thinking at that time?

A. I think the group was very proud to have Al Lumley, Hollinger and Al Zuaro as members of the group. Al Zuaro, who was a consultant at that time, was from New York University. I think the black members were very proud to be associated with these fellows because they saw the great opportunity in which this could be a source where they could draw other potential membership. So I don't think there was diversity as far as the black members were concerned.

Q. Were there any problems, to your knowledge, with site selections based on an integrated group?

A. No, we always had to convince people to become hosts because I think it went from site to site...

Q. In other words, as far as you know, being integrated or not was never an issue for site selection?

A. Right. There was no animosity. I felt that they were proud to be able to serve as hosts. These were really the formative years at the time that I had become a member. We went to Brown and then the only question about racism that came up was when we cross-examined Ellis. Ellis invited us to come to Louisville and that night, at Brown University, we gave him the third degree. He vowed and swore that we would have no problem which we didn't have. At that time the NCAA was having their national tournament at Louisville and a large number of the basketball coaches came over to our site during the meetings. So it was a great case of comradeship. I guess you could call it that.

Q. You stayed in a hotel for the first time in Louisville?

A. Yes. I recall Al Lumley coming out with his document on "do's and don'ts." In fact, it is still part of the constitution that this convention will not meet in a place where all members could not meet under the same roof, participate in the same activities and what not. So this has been a theme of the convention since back in 1959 from Brown University. In fact, I heard somebody talking about the "do's and don'ts", but they didn't mention Al Lumley's name. People that were members at that time have disappeared, but I think Al Lumley was responsible for it. He wrote up that document himself and the committee accepted it. I don't know whether Al Lumley is still existing or not but I always thought very highly of him. In fact, most of the members thought very well of him.

Q. So, as far as you are concerned, the question was brought up at Brown University concerning Louisville. After that it was not brought up again?

A. Not to my knowledge. We cross-examined Ellis and we asked him what would the reaction be if we were invited down to Louisville and Ellis assured us that we

would not have any problem at all, which we didn't. In fact, we were well received and no racial incident, to my knowledge, ever came up.

Q. Precisely what part did you play in making decisions in these major issues? You mentioned that you lead the fight against women?

A. Other than that I have been very quiet. Really I have just been a participator.

Q. In your role as Treasurer, were you given a lot of leeway in your position to delegate the funds as you felt best?

A. No, I always made it an issue to deal with a committee whenever I delegated funds. I had a great deal of say about it but I acted as a delegate. I don't think I played any major role in any major decisions. They were all minor decisions. I have really been a delegate.

Q. Regarding your personal and professional relationship with Townes and Wasson, how has this relationship been affected through the years?

A. I have gotten to know Townes pretty well. Wasson has come up with some suggestions that I didn't particularly care for.

Q. Such as?

A. I can't recall them off hand. I remember at the Air Force meeting we had a hassle but we resolved it. What it was about, I do recall. Wasson and I had some particular clash. In fact, my wife jumped on me about it. It was not all that important. Some people thought that it was important, but I don't even recall what the issue was. Not meaning to boast but Townes, Tyrance, Wasson and myself, were the leading blacks in the Organization. We had to deal with a lot of issues between 1954 and 1971. I think Ross Townes' opinion was highly respected because he was a founder and was always involved in any significant issue in the Organization, and he was well respected.

Q. Ross Townes had a pretty good record of not missing the NIA conventions?

A. He did have a good record. I think out of the thirty years he missed one time. I had the good fortune to break that record but Townes, as I said, was always respected. He wasn't vocal, he was very reserved, but members would always go to him for clarification on any particular issue.

Q. Your dealings with Wasson were not many?

A. No, not many. Wasson didn't attend as many meetings. I'm not downgrading, but that was one of our issues, that he would take part in some outstanding issues or events and I couldn't argue about that.

Q. But Wasson was in and out?

A. He was in and out. Sometimes he would come up with an idea and we would vote on it. I remember once that some particular news item came up and he wanted to put it in all the big black newspapers and we didn't feel kindly toward it.

Q. Was it Wasson receiving the Honors Award in Los Angeles?

A. No it wasn't that. I don't recall what it was. I don't think Wasson has ever felt as warm towards me as Townes and Tyrance. To me those two fellows had more influence on the Organization than anybody I know.

Q. In dealing with your colleagues, Tyrance, Townes and even Wasson, you could battle the battles but still be friends?

A. Oh yes. That's when I came to the conclusion that Tyrance and Townes were the outstanding members in the Organization, until they had to quit.

Q. Have black professionals continued to play a role in the Organization?

A. They take this Organization very lightly. They really have, because as I pointed out before in the athletic departments in black institutions, they are more concerned about football and basketball. Intramurals basically is an afterthought. I can recall from traveling around the country the outstanding

institutions as far as intramurals is concerned are:
Howard University, Tuskegee, West Virginia State,
Hampton and Morgan.

Q. How about North Carolina Central?

A. No, I wouldn't consider North Carolina Central to be one, because Ross Townes, over the years, had to come to the East conventions and pay his own fare. I wouldn't consider North Carolina Central by virtue of the experience that Ross Townes had to go through. Ross had to provide his own funds to make these conventions. I don't consider that much support.

Q. Have you seen the role changing for blacks in the past few years? Are you seeing more black participation?

A. I think so. I have seen much more black participation, even in the smaller black schools. Surprisingly a lot of these black institutions do not even know anything about this Organization.

Q. Is it because they are so wrapped up in varsity sports?

A. I think so. I really believe they can't afford to be participating in varsity sports, but they do.

Q. You indicated earlier that the two people you felt were the most significant contributors to this Organization were Townes and Tyrance. Would there be anybody else that you can bring to mind?

A. I can't think of anybody else. I think I went to the fourth or fifth meeting and I haven't missed a meeting since then. That's about thirty-one or thirty-two consecutive meetings. The Organization is no more than thirty-five years old. I can't see any great improvement although, periodically, I do see different black institutions. They come for a couple of years and then you don't see them anymore. I really believe they are basically interested in these one or two varsity sports.

Q. Getting back to the individuals who have made contributions to the Organization, what stands out in your mind about Townes and Tyrance?

A. I think when it came to vital issues, the membership had a tendency to look to them for a final decision. That has impressed me more than anything and I was sorry to see them drop out. Tyrance, I understand, has had a stroke recently and is not able to talk. He and Ross were very influential people and I think I'm a distant third. (laughingly)

Q. These people were usually consulted on any decision and the decision was usually well received by the membership?

A. Yes, that's what impressed me mostly about them and I'm sorry to see them drop out.

Q. What event would you like to see take place for a future development of the NIRSA?

A. I haven't thought much about that. I have been so impressed with how the membership has developed. I noticed that Canada has followed suit with the same type of organization that our group has.

Q. Canada is separated?

A. Yes. There used to be a terrific membership in this Organization and I think in the last seven or eight years they have sort of broken off and developed their own Canadian organization. I'm impressed with that.

Q. Looking down the road, does anything come to mind for the Organization's future development?

A. I still believe the AAHPERD is going to make another attempt to get our membership, I really do. The NIA/NIRSA has acted on this once and has given intramurals per se a big boost and I think the intramurals programs throughout this country have developed as a result of this Organization. It's not true in the black colleges who organized the NIA.

Q. Do you see this Organization making any overall contributions to intramurals?

A. I think they will. I think they already have.

Q. What would you say they have done?

A. Well, I think they made most of the institutions in this country more conscious about the use and value of intramurals. This Organization has been well heard of by the white institutions, both large and small. I can't say that about the black institutions though, I'm sorry to say.

Q. How about in the area of research?

A. This Organization is doing a lot of research. In fact, they have part of the agenda devoted to research. If you will notice the realm of publication, they have given a lot to research and they publish a lot relative to research.

Q. Are they becoming more professionalized?

A. Yes. We have our own journal and newsletter, something I look forward to, which devotes a great deal to writing and research and I think that is important.

Q. So what you are saying is that "we have developed a language that is unique to intramurals."

A. It serves as a good guide for people who enter the intramural field and I think that it made a very significant contribution. For example, here is the NIRSA directory. When I got into the field it was pretty difficult to find something like this. Today it is much easier to find out who is doing what in intramurals in different sections of the country. This is all as a result of this Organization. I think this Organization is really a bible for intramurals in this country. I think that is one thing I see as a contribution that the NIRSA has made to the field.

Q. Has the development of NIRSA, in your opinion, met the expectations that the founders had in mind?

A. As far as the white institutions are concerned, I think it has because it is growing by leaps and bounds but it is not so with the black institutions. Some of these outstanding institutions who have good varsity sports programs are not represented in this Organization in intramurals and such.

Q. So you are saying that the whites have met the expectations of what Wasson and Townes had in mind when

they first got together in Dillard but the black institutions have not come along as well.

A. Yes, and I'm very disappointed. If it had not been for me, I don't think my institution would have been involved. I always made it a point to get here. There are several other institutions like mine. I use the word afterthought because in a lot of black institutions intramurals is just an afterthought. It is sad for me to say that but I think it is true.

Q. Embra, what personal insight would you give a young person getting into the field of intramurals?

A. The first thing is to become a member of the NIRSA because I have learned a lot from the NIRSA. The problems that I had in my program I found that the same problems existed all over the country and everybody is trying to attack it. I think that is important for the youngster to know about when he gets into the field. I think one of the first things I would suggest to him is to become a member of the NIRSA. That's how important I think it is.

Q. Would you have any closing thoughts or anything you would like to go on record as having said; something you always wished someone would have asked you.

A. As I said, I would tell them to become a member of the NIRSA and I would always advise them to stay up-to-date with the publications of the NIRSA. Especially find out what other programs are offered in different sections of the country, what they are trying to do and find out how other institutions are trying to solve the same problems that they have. I would always mention that.

Q. How would you like to have Embra Bowie remembered by the NIRSA?

A. As a decent delegate who always attended the conventions. I was ill this year and I didn't think I would make it. I talked my wife into driving me to the airport and I don't plan to miss any of these conventions. I have found that once a person gets involved in this organization he will always want to attend because there are ways and means of solving your personal problems as far as intramurals is concerned. I have always felt that way.

Q. Any closing comments that you might have?

A. Be a member of the NIRSA as an intramural person to find out how to keep up with the trends and I think this will keep them from becoming disheartened about the problems. Find out how people all over the country are trying to solve some of the same problems that they have.

CHAPTER VI
ANALYSIS OF DATA

The individual questions which were asked of each of the respondents were viewed by the researcher as the means of identifying the trends, key factors and significant events which would provide a basis for understanding and clarifying the larger picture. Particular attention was given the matter of degree of consensus which existed among the respondents.

For the purpose of organizing data into a useful and orderly format for analysis, the interview questions and responses were considered within the framework of five major topical headings. Specifically, these were: (1) Personal and Professional Background (questions 1, 10); (2) Leadership Roles (questions 8, 9, 12, 18); (3) Motivating Factors (questions 2, 3, 4); (4) Major Issues (questions 5, 6, 7, 17); (5) Developments and Changes (questions 11, 13, 14, 15, 16).

After categorizing the questions, the next post-interview step involved the identification of larger-scale trends from the responses within each of the five categories. Finally, as the five areas were merged into the broader framework the conceptual basis for later conclusions was firmly established.

The individual item responses and researcher's analysis follow, and along with the grouped topical considerations, form the basis for these chapters:

Personal and Professional Background

Question number one asked; "What personal experience contributed to your involvement in intramurals?"

Wasson: "-high school and college sports..."
 "-taking a college course under Dr. Elmer Mitchell at the University of Michigan..."
 "-intramurals being a collateral job at the high school and college level..."
 "-athletics was a secondary interest..."

Townes: -high school, college and Army sports...
 "-studied under Dr. George S. Schlafer at the Indiana University..."
 "-college intramurals as a second job in teaching..."

Bowie: -high school and college athletics...
 "-a once a year sports day at Morgan State as an undergrad student..."
 "-studied under Dr. Elmer Mitchell in a Masters program at the University of Michigan..."

Each of the principal subjects cited a graduate professor-mentor who played a significant role in their introduction to intramural administration. Wasson and Bowie had a physical education class at the University of Michigan in which Dr. Elmer Mitchell gave a talk on the intramural program at the school. Due to this

exposure to Mitchell, a greater awareness of intramural sports was created within both students. Townes was a working student at the Indiana University and was under the directorship of Dr. George Schlafer. Dr. Schlafer gave Townes a job as building supervisor, which acquainted the young man with the operation of an intramural program.

Another common denominator for two of the three persons was the assumption of intramural responsibilities within their teaching positions. All three respondents indicated that they considered Mitchell and Schlafer to be highly influential national leaders who were responsible for helping to conceptualize and formalize the concept of intramurals.

Question number ten asked; "What were your perceptions as you received the Honor Awards?"

Wasson: "-deeply honored..."
 "-was surprised and speechless..."
 "-felt that Townes should have received it before I did..."
 -second black recipient...

Townes: "-it was kept a surprise and total surprise..."
 "-glad to see Bowie get it..."
 "-did not give much thought about the order in which the award was given..."
 -third black recipient...

Bowie: "-thought Townes should have been before Wasson..."
 -first black recipient...

Beginning in 1963, an annual award for an outstanding intramural director was established. (The accepted operating code charged the committee with the responsibility to elect (annually) the Fellow who was to receive the Certificate of Honor.) Qualifications for candidates included: (1) the candidate should be at least thirty-five years of age; (2) the candidate should possess eight years of experience in the field of intramurals, physical education, health education, or recreation; (3) must be a member of the NIA; (4) display fine moral character; and (5) must show evidence of outstanding leadership. Final selection rests solely with the committee after consideration of a list of candidates accompanied by biographical sketches submitted by members of the Association. The award has been presented at the annual conference, and insofar as is possible, candidates have not been advised that they were being considered for the award.

The experience of having been chosen for the Honor Award was regarded as a high point of each individual's career, according to their responses. In response to the question such replies as: "deeply honored," "surprised" and "speechless" were provided.

Each of the three figures felt that one of the other men should have been the first recipient. As of this writing no other black members have received this honor.

Leadership Roles

Question number eight asked; "Precisely what part did you play in deciding the major issues of the NIA/NIRSA?"

Wasson: "-Bowie and Townes made the greatest contribution..."
 "-intramurals was not my primary professional role..."
 "-to be a voice and give my opinion..."

Townes: "-voiced and gave my opinion, even when it was not asked for..."
 "-worked for womens' membership..."

Bowie: "-lead fight against women..."
 "-other than that I have been very quiet, just a participator..."

All three principal figures voiced their opinions on all issues that related to the development of the Association. Their opinions were totally based upon the perceptions of what each felt was for the betterment of the Association. Even knowing that their opinions were sometimes not shared by other Executive Board members, each was willing to defend his opinions on any issue. Each principal figure expressed modesty about his personal contributions.

Question number nine asked; "How were the personal and professional relationships between you and the others affected by the Association?"

Wasson: "-differences of opinions over problems existed but could be worked out..."
"-differences of opinions was a strong fiber of the Association..."
"-good friends of each..."

Townes: "-to disagree was our strong point..."
"-good friends with both..."
"-Wasson should have attended more meetings..."

Bowie: "-Townes and I got along pretty well..."
"-Wasson had suggestions that I did not care for..."
"-we could still be friends after a disagreement..."

The respondents each reported that disagreement between themselves over issues was a common occurrence. Not only did there appear to be consensus that a cordial set of relationships always prevailed, but that the process of friendly debate actually produced healthy results for the Association. Disagreements were generally based upon philosophical and professional convictions that each figure held. Restraint of their convictions would have lessened the importance of each figure's professionalism, according to testimony from the respondents. Work for the improvement of the Association was always a major concern of all Executive Board members.

According to all three men, any professional differences did not carry over or affect their personal relationships with one other. Business was business, and cordial fellowship always followed even the most heated discussion of issues.

Question number twelve asked; "Who would you identify as the three persons who have made the most significant contributions to the development of the NIA/NIRSA?"

- Wasson: "-extremely difficult without getting into a lot of trouble..."
 "-Herman Tyrance...Ross Townes...Embra Bowie..."
 "-the first white President of the NIA - Jack Heffernan..."
 "-all were dedicated and they fundamentally believed in intramurals..."
- Townes: "-Al Lumley, he fed the flames..."
 "-myself...Tyrance...Bowie..."
 "-Wasson for being the founder..."
- Bowie: "-Townes' opinion was highly respected because he was a founder and was always involved in any significant issue..."
 "-Tyrance...me..."

The principals identified one another as having made a significant contribution to the development of the NIA/NIRSA. Other persons making important contributions to the NIA (as identified by the respondents) were: Herman Tyrance (Howard University intramural director), Al Lumley (Amherst College

intramural director) and Jack Heffernan (Brown University intramural director). It should be noted that while other individuals were named, there was no unanimity among the respondents.

Question number eighteen asked; "How do you want to be remembered by the NIRSA membership?"

Wasson: "-a person who accidentally happened to have been there..."

Townes: "-I was a pretty open minded fella..."
"-I did what was best for the organization..."

Bowie: "-a decent delegate who always attended the conventions..."

All three principal figures wanted to be remembered in their own personal and unique way as giving of their best for the continual growth of the Association. As might have been predicted, each of the respondents tended to modestly down-play his own role in the growth of the organization. This characteristic appeared consistently during the entire process of each interview.

Motivating Factors

Question number two asked; "Why was the National Intramural Association founded?"

Wasson: "-to meet and hash out ideas about intramurals and the exchanging of ideas..."

Townes: "-Wasson forming an organization for black institutions..."
"-realized the importance of an intramural program..."
"-for exchanging of ideas and concepts about intramurals..."

Bowie: "-Wasson was concerned about the lack of intramural programs in Black colleges..."
"-exchanging of ideas and getting new ones to use in my program..."

Prior to the creation of the NIA there had been no formal means of exchanging ideas about intramurals among the black colleges in the United States. By the creation of the NIA under the directorship of Wasson, in 1950, an avenue was opened to black colleges to fill this void. According to the consensus, the main reason the Association was founded was for the exchange of ideas and concepts about intramural programs in black colleges. It also appears that the founders may have been motivated by the belief that a solid organization would help to provide growth for the intramural movement. An initial thrust was to provide a confederation of black schools which might, perhaps, open and improve relationships between those institutions.

Question number three asked; "How was the National Intramural Association founded?"

- Wasson: "-the seed was planted by receiving a grant from the Carnegie Foundation to study intramural programs at Negro colleges in 1948..."
- the subject colleges of the Carnegie study were invited to a workshop at Dillard University in 1950 to talk about problems in programs and to exchange ideas...
- Townes: "-Wasson sent me a flyer telling of a meeting at Dillard for black colleges on intramurals..."
- "-attended the first meeting..."
- Bowie: "-did receive a notice from Wasson about the meeting at Dillard, but I was at Lincoln University involved in varsity sports..."
- "-did not attend the first meeting..."

In 1948, Wasson toured 25 institutions of higher education to collect data for his work, "A Comparative Study of Intramural Programs in Negro Colleges." Funded by a Carnegie grant-in-aid, Wasson had an opportunity to survey the status of intramural facilities and programs as well as to discuss concerns with fellow intramural directors.

A majority of these directors indicated to Wasson that what was sorely needed was a medium for exchange of ideas concerning the organization and administration of intramural programs. Copies of Wasson's research were sent to each participating institution and the interest promoted by its findings ultimately led to the convening of a meeting of intramural directors, from eleven

institutions, at Dillard University in New Orleans, Louisiana, on February 22 and 23, 1950. Bowie was the only one of the three not present at the first meeting but he also concurs that Wasson did, indeed, direct the first meeting at Dillard.

Question number four asked; "What professional experience contributed to your involvement in the NIA?"

Wasson: -saw a need in black schools to improve on intramural programs...

Townes: "-the yearly gathering of all the people and picking up of ideas from others..."

Bowie: "-take home something to my program..."
 "-the people..."
 "-hired specifically for intramurals at Morgan State caused me to become grossly involved..."

All three principal figures recognized that intramurals in the black college settings was a very low priority. Most intramural directors at the black schools in the early 1950's took the responsibility as a collateral duty, or as a developmental program for the sport which they might have been coaching.

The personal desire of each to improve the intramural programs in their own school was the main factor that lead to involvement in the NIA. Another perceived benefit of such involvement in the NIA was the opportunity to

interact professionally and socially with peers around the country.

Wasson was not hired as an intramural director in any of his early jobs. His main job as a teacher was to provide instruction in biology and physics and to coach in the intercollegiate athletic programs. The lack of a degree in Physical Education, Wasson felt, was one of the handicaps that prevented him from being totally involved in the NIA in later years.

Townes and Bowie received their assignment as intramural directors as collateral responsibilities. The main objective of each was to help the general student body develop an appreciation for recreational activities.

Major Issues

Question number five asked; "What were the major issues faced by the NIA/NIRSA in the formative years?"

Wasson: "-membership and financial..."
 "-adding of whites and women were
 related to membership and financial..."
 "-for whites and women membership..."
 "-joining of AAHPER..."
 against joining AAHPER...

Townes: "-membership and financial..."
 for whites and women membership..."
 "-joining of AAHPER..."
 "-against joining AAHPER..."

Bowie: "-financial and AAHPER..."
"-wanted whites...against women..."
"-against joining AAHPER..."
"-membership..."
"-wanted to have a lifetime membership..."

All three principal figures seemed to agree that membership, finances, and joining of the American Association for Health, Physical Education and Recreation (AAHPER) were the major issues of the Association during the formative years. Overlapping of these issues caused a cycle of events that would consume much of the time of the Executive Board over a period of years. The cycle of NIA issues occurred because of financial concerns. The Association could not operate in a professional manner. The main way to offset the financial problem was to increase membership. By addressing membership concerns the issues of integration, women, students and institutional membership became major topics that were faced by the Executive Board. In order to solve the financial and membership issues, discussions were held regarding possible affiliation with the larger and financially stable AAHPER. By joining AAHPER the first two issues could be solved but at the risk of totally losing the identity of the NIA.

Question number six asked; "How were these issues of question number five resolved?"

Wasson: "-offered membership to whites to increase scope of the Association..."
 "-offered regional aspect..."
 "-move membership from East coast and get more exposure by other schools..."
 "-spoke out against joining AAHPER..."
 "-the excluding of women was a sore spot..."
 "-worked to get women back into the Association..."

Townes: "-wanted whites in the Association to increase membership..."
 "-regionalize the membership to make more aware of the Association..."
 "-spoke on the behalf of women to be reinstated as members..."

Bowie: "-all issues were discussed in Executive session of the board and were voted upon, everything was in the open..."
 "-lead the fight against women membership..."
 "-felt everything was going fine without women, why cause problems..."

Any issues of major importance were brought to the attention of the Executive Board members. The placement of an issue on the Executive Board agenda in the early years of the NIA was achieved by having an Executive Board member list the issue as an item for discussion. After the issue was presented to the board members, open discussion would usually take place. The discussion could range from a few short words, or could go on for several hours before the board would take a vote on the issue. Most of the voting by the board was on whether

or not to present the issue to the general membership for additional discussion, since the board generally referred, rather than resolved issues.

All three principal figures related that all issues were resolved within an open and majority rule format. Each respondent acted in accord with what he felt was best for the Association.

Question number seven asked; "What major issue produced the greatest change in the NIA/NIRSA?"

Wasson: "-financial arrangements..."
"-the tenure of Bowie as the Treasurer..."

Townes: "-regional and financial..."
"-improve your membership and you'll
improve your programming..."

Bowie: "-acceptance of women...it worked out..."

Wasson and Townes agreed that getting finances to keep the NIA operating was the major issue that consumed most of the time of the Executive Board. Without financial backing the Association could not operate in a professional manner. How to generate income for the Association was a question often pondered by Board members as well as by the general membership.

Bowie felt the issue of accepting women into the Organization was the major issue. The problem, at the time, was that the Association needed the membership

because that produced financial income. It would appear that the issue of women being members, simply because they were women, was not the issue. Those who opposed the re-admission of women appeared to feel that any group that failed to make a contribution to the Association during the "lean" years of the Organization should not be rewarded with an easy access to membership. The general feeling was that women, or any group, needed to prove themselves to be worthy of membership. How they were to "prove themselves" while outside the Association is not apparent to this writer.

Providing the finances to keep the NIA/NIRSA alive produced the greatest change in the Association, according to the respondents. With finances being the central issue, most other major concerns faced during the early phase of development were directly related to the all important economic questions. Certainly female membership, possibly the AAHPER affiliation and expansion of influence occur as relevant examples.

Question number seventeen asked; "What question was never asked of you about the NIA/NIRSA?"

Wasson: "-about the first name...why that particular name was selected..."

Townes: "-No...I would answer a question without being asked..."

Bowie: "-become a member of the NIRSA..."

Wasson wanted to talk about the first name of the Association, why that name? The founders felt that the Association would be a national organization and would not be restricted to only black schools. Townes and Bowie were very general in their answer about the "never-asked" question. Both felt that if no one asked them a pertinent question, they would have given an answer without being asked.

Developments and Changes

Question number eleven asked; "To what degree have black professionals continued to play a role in the NIRSA?"

Wasson: "-extremely disappointed about the role that the original colleges have played..."
 "-only one of the original schools is active..."

Townes: "-not many blacks have played a role in the NIA/NIRSA..."
 "-the main problem is lack of travel money and compensation..."

Bowie: "-they take this organization very lightly..."
 "-after athletics then comes a concern for intramurals..."
 "-I have a hope for the future, blacks are starting to come back..."

All three principal figures agreed that black professionals have not played an important role in the NIRSA. Bowie, who still attends conventions, observes that more black professionals have come to the national conventions during recent years.

Question number thirteen asked; " How did you react to the integration of the NIA?"

Wasson: "-needed the whites' membership to keep going..."

Townes: "-needed the whites' membership to expand the growth of the NIA..."

Bowie: "-needed membership..."
 "-proud to have whites..."
 "-the group had a greater potential because it was not segregated..."
 "-open up new freedom for the group..."

The respondents related that the integration of the NIA was a great step forward for all professionals in intramurals. Another related perception that they shared was that without integration the Association would have not succeeded. The black schools in the 1950's did not have the financial resources or the numbers needed to keep the Association operational. In Wasson's opinion, "integration was inevitable."

Question number fourteen asked; "What events would you like to see take place for the future development of the NIRSA?"

Wasson: "-the future is bright..."
"-build upon the young people..."

Townes: "-is going in a nice direction..."

Bowie: "-impressed how the membership has developed..."
"-I believe that the AAHPERD will try to take
over again..."

The respondents tended to speak in rather general terms about the future of the Organization. A recurring theme, however, was one of optimism as each observes positive trends. Each has noted that there is a talented and professional membership which has emerged pointing toward a future which holds great promise. Such patterns appear to provide both encouragement and satisfaction to the pioneering respondents.

Bowie had strong feelings that the Association would do well to keep it's collective eye on the American Alliance for Health, Physical Education, Recreation and Dance (AAHPERD). Bowie gave the writer the impression that when the Association finally "arrives" as a full-pledged and powerfully professional entity, the AAHPERD will develop a strategy for "takeover" of the NIRSA.

Question number fifteen asked; "What do you see as the three most significant developments that have taken place in the NIRSA that have had a major impact on the overall field of intramurals?"

Wasson: "-regional conference sites..."
 "-more professionalized..."
 "-making intramural more public via a
 directory..."

Townes: "-regional conference sites..."

Bowie: "-institutions in the country are more
 conscious about the use and value of
 intramurals..."
 "-research...professionalized..."

Public awareness of intramurals, more professionalized thinking from the membership and more research have had the most significant impact on the overall field of intramurals, in the view of those interviewed. They also concur that the move toward regional conference sites has provided a positive impact, especially since it has permitted and encouraged a broader base of delegate participation.

Question number sixteen asked; "Has the development of the NIRSA met the expectations of its founders?"

Wasson: "-beyond my wildest dreams, particularly
 after the second meeting..."

Townes: "-Yes...only regret is about (low) membership
 of the black schools..."

Bowie: "-organization has been good for the
 white institutions...bad for the black
 institutions..."

All principal figures felt that the NIRSA has indeed met the expectations of its founders, but were greatly

disappointed because of the lack of participation from black schools. Each year the basic expectations of the founder (Wasson) are met as the convention is convened.

CHAPTER VII

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

The purpose of this study was to prepare an historical account of the perceptions of three prominent black leaders of the National Intramural-Recreational Sports Association (NIRSA) during its formative years. In achieving this purpose, an attempt was made to reflect the spirit and thinking of three of the Association's prominent leaders through the early years and not merely to present a series of records, lists of events, participants and problems. The NIRSA has been and continues to be a vibrant association with many outstanding people contributing to its history and development.

Summary of the Study

In 1950, an Intramural Institute and Workshop was conceived and hosted by Dr. William Wasson at Dillard University in New Orleans, Louisiana. At this meeting of intramural and recreation directors at historically black colleges and universities the National Intramural Association (NIA) was formed. The stated objectives of the NIA, according to Wasson, were:

...To promote and encourage intramural programs, meet annually for professional growth, serve as medium for publication of research papers of both members and non-members, and to work in close cooperation with other professional associations and societies...(NIA Proceedings, Sixth Convention, 1955).

In studying the history of the NIA, it appeared to this researcher that many of the early leaders were neophytes who were not adequately trained for their leadership roles in intramural sports programming. According to the leaders, most came from the ranks of re-assigned coaches or physical education teachers who were delegated intramural responsibilities as an additional assignment. They learned the basic skills either from predecessors or through the process of trial and error.

The formation of the National Intramural Association provided the early leaders a chance to band together in their common interests and to learn from one another. In a few instances the early leaders may have perpetuated mediocrity--but never deliberately. The founders provided a professional association that was built upon pride, commitment and a desire to elevate the quality of intramural programs on each of the campuses involved.

At the first conference both men and women were invited to attend as participants. For the third annual conference, in 1952, the host invited colleagues from predominantly white institutions to join with them in promoting the profession through membership in the young association. Also, the third conference saw the membership base broadened to include recreation directors. Unfortunately, prior to the tenth conference (1959), the Executive Committee met at Cooper Union College and approved for adoption, by the members, the revision of the constitution which included the removal of "Recreation" from the organization title and the elimination of women from membership. It was not until 1971, at the twenty-second conference, that the membership once again voted to permit women to become individual members of the Association. The vote on membership for women was a traumatic experience for many of the members. Several were of the opinion that the Association should not permit women as members since their membership would possibly destroy the male oriented fellowship already established. Nevertheless, a majority was persuaded that the time had arrived to extend membership privileges to women.

At the twelfth annual conference held at Bowling Green State University in 1961, the membership voted not

to merge with the Intramural Section of the AAHPER and not to take over the direction of its Intramural Section. The proposal from the AAHPER would have required the NIA to give up both its name and its independence. The membership voted overwhelmingly to support the recommendation of the Executive Committee and therefore "the short but illustrious history of the nation's only organization devoted exclusively to the promotion of intramurals was kept intact" according to Bowie (1961, the NIA Proceedings, Twelfth Convention).

At the fourteenth conference (1963) the membership of the Association bestowed its first annual Honor Award. The fifteenth conference (1964) changed the constitution to limit the term of office of the President to one year. One year later the constitution was again changed to provide for the office of President-Elect as opposed to the previous office of Vice-President. Other association actions of historical importance include: the initiation of research grants, the printing of a membership directory, the employment of a part-time paid Executive-Secretary to perform the responsibilities of two former standing offices-namely, Secretary and Treasurer, the development of student section meetings at the annual conferences, the development of well planned and highly organized

programs for the wives in attendance, the endorsement of both a trophy plan and an insurance plan, and the expansion of the Executive Committee from two to four Executive Vice-Presidents, with designated geographic regions of responsibility, and the approval of a Past-President Representative to serve as an ex-officio member of the Executive Committee.

As the Association has grown in membership and activities, the potential for influencing society has increased. In addition to the many publications of the Association, lecture tours have been conducted. The Association has sponsored prominent researchers and intramural authorities to speak at several universities to allow people to hear experts lecture on topics concerning intramural sports and recreation activities.

The Association publishes its own newsletter which contains the Association news and clinical information. The NIRSA Journal is published quarterly by the Association and contains articles, proceedings, and papers presented at the annual meetings.

Conclusions

Based upon the findings of this study, as related to the questions set forth in Chapter I, the following conclusions are offered:

1. What were the personal and professional backgrounds of the three leaders that contributed to their involvement in the intramural movement and recreational sports?

Each of the individuals involved had been personally active in athletic activities and in recreational play since adolescent days. The respondents reported that as they moved into roles involving coaching and guidance of young people, they were attaining an awareness of the therapeutic value of recreational pursuits, particularly as it involved athletic activities. While the early orientations revolved about interscholastic and intercollegiate competition, the respondents reported that each began to sense an awareness of the possibilities and potentials for broadening the base of participation to allow many participants instead of limiting participation to the highly skilled few. The influences of graduate school professors at the Indiana University and the University Michigan helped the respondents to consolidate their thoughts and to effectively conceptualize the intramural idea. Beyond that phase, the task of securing institutional commitments for space, resources, and prioritizations awaited as fledgling programs were met with enthusiastic response by students on the few

scattered campuses. Wasson began to perceive a need for an organization which would tie together, promote, and improve the efforts on various campuses involved. Townes and Bowie were soon to be a part of the Organization.

2. Based upon their own perceptions, what roles were played by the three respondents in the early development of the Association?

Although the personal reflections of each of the individuals were characterized by modesty and down-playing of personal contributions, it nonetheless seems reasonable to conclude that the efforts of Wasson, Townes and Bowie were significant indeed. Wasson provided much of the original impetus through his efforts in organizing and promoting the New Orleans conference in 1950. As the Organization began taking shape, all three appear to have been particularly influential in the processes of policy development, providing continuing momentum, (particularly important during the "leaner" years) and also serving as catalysts and conciliators during the sometimes difficult task of dealing with various organizational issues. That a prominent place in organizational annals is appropriate for each of the individuals should appear to be a justifiable conclusion.

3. What motivating factors led them to found and nurture the Association in its early years?

From the beginnings, in 1950, and throughout its existence there appears to have been a healthy organizational preoccupation with increasing intramural opportunities for students, for promotion of professionalism within the ranks of intramural leaders and to develop and maintain a network of useful relationships between programs. Certainly the Carnegie Foundation must be considered to have been insightful and helpful in providing much needed financial support which was so important to the initial effect.

It seems warranted to report that, although the Organization was initially formed by blacks as a black oriented professional group, there appears to be no evidence to conclude that the leaders' perception of racial segregation, per se, dictated the early format of the Association. A factor that characterizes the Association's history and which may make it unique, is that it was originally founded as a black group, but finally evolved into a multi-racial body.

4. In the eyes of the three leaders, what were the major issues faced by the Association during its first twenty-five years and how were these addressed?

The financial instability and uncertainty, which at times perhaps jeopardized the continued existence of the Organization, was probably one of the most significant issues. Until a solid financial base was established, money issues were dominant considerations. Other milestone organizational issues revolved about the questions of who would be included in the membership--especially the on-again-off again status of females--and the issue of affiliation with the AAHPERD. The latter issue must be considered as significant. The final resolution of the matter probably prevented loss of identity since the group might have been absorbed with a different name into the larger organization.

The Organization has shown itself to be adaptive in terms of facing challenges and making accommodations which are appropriate for the future. This is due, one might conclude, to having mechanisms for dealing with issues (thanks, in part, to the vision of the early pioneers) and also the capacity to respond promptly. The readmittance of women, in 1971, provides an example.

5. What, according to the respondents, were the most significant developments, accomplishments, and/or disappointments in the Association during its first twenty-five years?

The most significant accomplishment, according to the respondents, is the present state of the Organization itself. Today's National Intramural-Recreational Sports Association numbers several hundred members representing dozens of schools of higher education. The membership of NIRSA would like to believe that today's intramural director is a well-trained, certified and thoroughly competent professional individual. The intramural and recreational activities which they represent provide highly popular and well patronized components of the respective institutional programs involved. To be able to behold the current highly evolved state of intramural activities is obviously a source of considerable pride and satisfaction for the pioneering individuals who were surveyed. To have played nurturing roles during an era when raising postage revenues for the next scheduled mailing presented a formidable problem, the trio of Wasson, Bowie and Townes must be regarded as visionaries. In the words of Wasson, what has evolved "is beyond my wildest expectations."

In terms of dissappointments, there seems to be nothing which had significant or lasting impact, save the leaders' concern over what appears to be a diminished role and participation of the traditionally black schools. It is the observation of Bowie, however,

that this trend may be reversing itself. One can surmise that financial constraints, not philosophical differences, have been the problem.

There appears to have been a noticeable lack of behind the scenes political activity as one studies the development of the Organization. Each took great pride in the openness and "up frontness" of the Association. Perhaps this might be partially attributed to the unselfish motivation of the leaders who were involved. According to Wasson, Townes and Bowie this was a unselfish perceptual precedent that they tried to establish from the very beginning.

Recommendations for Further Studies

The data collected, investigated and reported on in a historical account of the perceptions of three prominent black leaders of the National Intramural Association/National Intramural-Recreational Sports Association during its formative years, resulted in the following recommendations:

1. Biographical histories of the Association's past presidents and Honor Awards recipients should be written, collected and placed in the Association's archives.

2. A continuous history of the National Intramural-Recreational Sports Association should be written at regular intervals.

3. A comparative study of the intramural leaders in the secondary school movement should be produced.

4. A study of the origin and development of women's intramural and recreation programs in the United States should be initiated.

5. The oral history method as a research tool in collecting data from other prominent leaders in the National Intramural-Recreation Sports Association should be encouraged. These tapes and/or transcripts should then be placed in the archives of the Association.

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- Twenty-Second. Virginia Polytechnic Institute and
State University, Blacksburg, Virginia. April
18-21, 1971.

Twenty-Third. University of Illinois, Champaign,
Illinois. April 14-17, 1972.

Twenty-Fourth. University of South Florida, Tampa,
Florida. March 24-27, 1973.

Twenty-Fifth. Arizona State University, Tempe,
Arizona. April 5-8, 1974.

Twenty-Sixth. New Orleans, Louisiana. April
23-27, 1975.

Other

National Intramural Association. Constitution and By-
Laws. 1956. (mimeographed).

National Intramural Association. Constitution and By-
Laws. 1957.

National Intramural Association. Directory. 1966.

APPENDICES

APPENDIX A
NIRSA PAST PRESIDENTS

NIRSA PAST PRESIDENTS

1950	William Wasson	Dillard University
1951	William Wasson	University of Michigan
1952	William Wasson	Public School, Pontiac, Mi.
1953	William Wasson	Public School, Pontiac, Mi.
1954	William Wasson	University of Michigan
1955	Ross E. Townes	North Carolina College
1956	Ross E. Townes	North Carolina College
1957	John M. Heffernen	Brown University
1958	John M. Heffernen	Brown University
1959	J. Clinton Hollinger	The Cooper Union
1960	J. Clinton Hollinger	The Cooper Union
1961	Ellis J. Mendelsohn	University of Louisville
1962	George W. Haniford	Purdue University
1963	David O. Matthews	University of Illinois (Champaign)
1964	David O. Matthews	University of Illinois (Champaign)
1965	Ned A. Linta	Delaware Valley College
1966	Ross Wedemeyer	University of Denver
1967	A. (Sunny) Rooker	Texas Governors Commission on Physical Fitness
1968	H. Edsel Buchanan	Texas Tech University
1969	Paul H. Gunsten	Virginia Polytechnic Institute and State University
1970	Dan Unruh	San Jose State University
1971	Ken Moore	University of California (Los Angeles)
	Lynn Reading	Iowa State University
1972	C. E. Mueller	University of Minnesota
1973	Larry Fudge	Boston University
1974	R. J. "Ben" McGuire	University of Illinois (Champaign)
1975	Chuck Schelsky	Oklahoma State University

APPENDIX B
NIRSA HONOR AWARDS WINNERS

NIRSA HONOR AWARD WINNERS

1963	George Haniford	Purdue University
1964	Paul V. Keen	University of Oklahoma
1965	John M. Heffernen	Brown University
1966	Earl Risky	University of Michigan
1967	Embrea C. Bowie	Morgan State College
1968	Albert E. Lumley	Amherst College
1969	William N. Wasson	Wayne State University
1970	Al C. Zuaro	U.S. Merchant Marine Academy
1971	Ross E. Townes	North Carolina Central University
1972	J. Clinton Hollinger	The Cooper Union
1973	Paul H. Gunsten	Virginia Tech University
1974	H. Edsel Bushanan	North Texas State University
1975	Ned A. Linta	Delaware Valley College

APPENDIX C
PROOFREADING INSTRUCTIONS FOR NARRATORS

Dear Mr. Townes:

Enclosed is the edited transcript of the oral history interview you did with me in April, 1985. I am pleased with the transcript's content and want to type the final copy as soon as possible.

Before I can go any further with it, though, I need a little more of your time. Please review the transcript so that I can be sure I have accurately presented what you said in the interview and that you are satisfied with it.

The enclosed proofreading instructions explain how to approach the reviewing task and what I would like you to look for in particular. I appreciate your taking the time to make this review and hope you'll be pleased with the results.

A stamped and self-addressed return envelope is enclosed for your convenience. If you have any questions at all, do call me. My phone number is (804) 846-8001.

Sincerely,

Roy E. Yarbrough

PROOFREADING INSTRUCTIONS FOR NARRATORS

Before this edited transcript of your oral history tape is typed in final form and made available to researchers, I want to be certain that it is accurate and that you are pleased with it.

As you read the transcript, please keep in mind that most people use language differently when they speak in conversation and when they write. I have tried to retain the spontaneity and informality of conversation but at the same time make your words clear to the reader. You may feel a little uncomfortable and surprised by the way your words look, but please resist the temptation to "fix up" what you said.

What I want you to do is this:

1. Fill in any blanks. Because of background noise or lack of familiarity with the subject matter I may have been unable to hear or recognize some words. If so, I have left a blank. Write on a separate sheet of paper if you need more space than I have allowed, but be sure to identify each separate sheet with the transcript page number. If there is more than one blank on the page, tell me which blank you are filling.

2. Pay special attention to the spelling of the names of people and places and of technical terms. I have tried to be accurate, but make any necessary corrections.

3. If you discover that you made a mistake in the interview--that you gave a wrong name, an incorrect date or place--please make that correction.

4. Clarify any sentences I have made notes about in the left margins. Again, use a separate sheet of paper if you need more space. If you wish to expand upon something you said, or change it a little to make it clear, do so.

5. If you strongly feel that some information should not appear in the final copy, indicate on the transcript what should be deleted.

6. As you review each page, please write your initials at the bottom to indicate that you have approved it.

I'm pleased with the transcript's content. I appreciate your taking time to see that it is accurate, and hope you'll be pleased with the final product. If you have any questions, do call me at (804) 846-8001. Please return AS SOON AS POSSIBLE.

THE NATIONAL INTRAMURAL-RECREATIONAL SPORTS ASSOCIATION
ORAL HISTORY INTERVIEW PROJECT

DATE: ___ ___/___/19___

This transcript is an accurate account of my oral history interview.

I agree that this tape may be made public or kept on file at National Intramural-Recreation Sports Association Media Center or Archives of NIRSA for use and citation by scholars and students in their research. It may also be included, in whole or in part, in educational curriculum materials for use or included in the public schools of the United States of America.

If it is cited or included in publications, my name should () should not () be made known publicly.

The National Intramural-Recreation Sports Association and the interviewer wish to express to you appreciation for this valuable contribution to our knowledge about the National Intramural Association / National Intramural-Recreational Sports Association.

Respondent's Name Printed: _____

(Signature)

Interviewer: Roy E. Yarbrough

NIRSA ORAL HISTORY PROJECT
BOX:: INTRAMURALS
LIBERTY UNIVERSITY
LYNCHBURG, VA 24506
(804) 237-5961 ex. 330