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Inquiry/ Survey to Staff of Graduate Studies and Reseach (1973)

Commission for Blacks

Hardy Liston Jr

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April 12, 1973

MEMORANDUM

TO: Dr. Hilton A. Smith
Vice Chancellor for Graduate
Studies and Research

FROM: Hardy Liston, Jr.
Associate Vice Chancellor
for Academic Affairs

Hilton, the attached are copies of a list of questions prepared by the Task Force on Blacks as a part of its process of data gathering in support of the work that is before us. Would you please have members of your staff prepare responses to these questions, so that at some future date we might meet with you and/or members of your staff to discuss and to have interpreted for us the information that has been gathered.

We will inform you in the next few weeks when we would ask for such a meeting.

mar

Attachment

1. What efforts are made to recruit Blacks for undergraduate study, graduate study, athletics, part-time (Evening School) study and continuing education?

2. What are the criteria for awarding scholarships, fellowships, assistantships, loans and work opportunities?

3. What external financial aid is available to graduate students?

4. How is financial aid information transmitted to students or potential students and faculty?

5. What are the criteria for admission to colleges and/or degree programs? What problems do Black students encounter in meeting these criteria?

6. Does the application fee (graduate and undergraduate) influence admission of Black students? Is a waiver of this fee possible?

7. Criteria employed in GA/GTA selection and appointments - grants - non-service fellowships

2. The criteria for awarding assistantships are set by the individual departments and the criteria for loans and work opportunities would be available from the Financial Aids Office. Non-Service Fellowships have been awarded on the basis of high scholastic achievement using grade point averages, Graduate Record Examination results, and recommendations as criteria. The financial situation of the student is becoming more pertinent and this will probably be taken into consideration in the future.

3. Mrs. Barbara Boston, Fellowship Assistant in the Graduate School Office, is more and more emphasizing non-university sources of financial assistance, primarily in the area of fellowships/scholarships. This involves a constant exploration of funding available on a national competitive basis and compilation of all resources. In an effort to utilize all sources, letters will be sent out this spring for the first time to all agencies, foundations, business and professional organizations, etc., so that the Graduate School Office will be included on all mailing lists. More information will be requested from sources such as those listed in The Foundation Directory. This is a new effort which has been more or less secondary in past years. Application blanks will be requested and kept on file as indicated.

4. Funding information is transmitted to potential students by letter when students so request. Mrs. Boston forwards letters to the Financial Aids Office or to departments as indicated. The Graduate School Catalog also lists information about funding and addresses for letters of inquiry.

   Students currently enrolled are welcome to talk with Mrs. Boston at any time. Although in the past the position of Fellowship Assistant was more in the nature of handling federally supported fellowships, it may evolve more and more into a financial counseling position with referral of students to community agencies, instructional departments, Financial Aids Office, etc. This service is brought to the attention of students in the Graduate School Catalog and in the quarterly Graduate School News. Use of posters, the Beacon, and a more comprehensive flyer are under consideration.

   When information concerning specialized fellowships becomes available, it is mailed to appropriate department heads. Such information does not always get distributed to faculty heads and often ends paper-deep on bulletin boards. Certainly not all faculty members are informed that the Fellowship Assistant is in existence. It would certainly be helpful to have a better system of transmitting financial information to faculty and having faculty send students to the Fellowship Assistant.

7. See answer 2. concerning Non-Service Fellowships and contact departments for others.

GRADUATE SCHOOL OFFICE

1. What efforts are made to recruit Blacks for undergraduate study, graduate study, athletics, part-time (Evening School) study and continuing education?

X. What are the criteria for awarding scholarships, fellowships, assistantships, loans and work opportunities?

X. What external financial aid is available to graduate students?

X. How is financial aid information transmitted to students or potential students and faculty?

5. What are the criteria for admission to colleges and/or degree programs? What problems do Black students encounter in meeting these criteria?

6. Does the application fee (graduate and undergraduate) influence admission of Black students? Is a waiver of this fee possible?

X. Criteria employed in GA/GTA selection and appointments - grants
- non-service fellowships

I.

1. At the present time we are without a Dean of Graduate Students on a full time basis. The Dean normally does the recruiting for graduate students. This past Fall Dr. Bob Leggett with our Department of English and Mr. Marvin Peek, Coordinator of Black Students, did the recruiting for the Graduate School. They did actively recruit black students. I do not know if anyone with the University Evening School is actively recrutiing black students. However, our University Evening School does put forth an effort to publicize their program and it reaches a large majority of the people, including blacks.

5. The criteria for admission to the Graduate School is the same for every student. Our minimum admission requirement is 2.50 out of a possible 4.0, or a 3.0 the senior year for non-degree students. Degree requirements are normally higher. I do know that the Oak Ridge Graduate School of Biomedical Sciences, the History Department, and our Psychology Department were actively recruiting black students for this past Fall quarter. Some black students did gain admission in these departments although each department has a quota requirement. I do not know if our black students encountered problems in meeting the criteria for admission since no studies have been made.

6. I do not believe the application fee presents a problem for black students. At the present time there is a fund which is available for waiver of fees. We have waived one graduate application fee for a young black girl for admission to our Psychology Department. This was for the Fall quarter of 1973.

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GRADUATE SCHOOL

(Abstracted from School's Response to Task Force Inquiry)

I. Black Presence

Total Number of Faculty Positions	Number of Black Faculty
Total Number of Staff Positions	Number of Black Staff
Total Number of Students Enrolled Undergraduate Graduate	Number of Black Students Undergraduate Graduate

II. Recruiting

Faculty

There is no information in the interview report regarding (Black) faculty positions in the various graduate departments.

Students

Recruitment of Graduate students is usually done by the Dean of Graduate Students. However, at the time of the interview, the Graduate School had no full-time Dean; recruitment efforts were being conducted by Dr. Leggett of the English Department and Mr. Peek, Coordinator of Black Studies. An active recruitment of Black students was being conducted at this time.

Ancillary to the recruitment effort has been the availability of numerous and various fellowships/scholarships. Efforts to procure funds and funding information are made by the Graduate School. It contacts professional organizations, foundations, Federal agencies, etc., to ferret out funding sources and to become placed on their mailing lists. Information gathered by the School is disseminated to appropriate departments. Scholarship/fellowships data is also available to students upon request. The funds are usually awarded to students on the criterion of scholastic achievement, which is based on grade point average, recommendations and results of the Graduate Record Examination.

"The Graduate School formerly had fellowships reserved solely for Blacks with only minimal academic requirements," according to Dr. H. Smith of the Graduate School, but "this system proved unsatisfactory".

III. Admission Requirements

A minimum of a 2.5 grade point average or 3.0 in the senior year (on a 4.0 grading system) is required for the admission of all non-degree students. Degree requirements are generally higher per department.

IV. Advising Programs

Not covered in interview information.

V. Academic Progression

Black Student Enrollment

Black Student Drop-outs and Failures (Due to low GPA)

Black Students Graduated

GRADUATE SCHOOL OF LIBRARY SCIENCE

(Abstracted from College's Response to Task Force Inquiry)

I. Black Presence

II. Recruiting

Faculty

'Supply and demand' is the principle under which the School operates for faculty recruitment purposes. It aims for a faculty of doctorate persons.

Students

At the time of the interview, the School had an enrollment of approximately 129 persons, half of whom were part-time students. Of the full-time students, four were Black.

Aside from contacts with Fisk University, the School had not committed itself to the active recruitment of Black students. This inactivity is somewhat predicated on the fact that not much general recruitment had taken place because of the School's lack of accreditation.

Staff

The question of Black staff recruitment is not addressed. The respondent expressed concern about instituting Equal Employment Opportunity and Affirmative Action. This concern had been focused upon not offending the perspective minority employee by appearing to make him/her a token Black.

III. Admission Requirements

No data

IV. Advising Programs

No data

V. Academic Progression

Black Student Enrollment

Black Student drop-outs and failures (due to low GPA)

Black Students Graduated

GRADUATE SCHOOL OF LIBRARY SCIENCE

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III. Admission Requirements

No data

IV. Advising Programs

No data

V. Academic Progression

Black Student Enrollment

Black Student drop-outs and failures (due to low GPA)

Black Students Graduated

GRADUATE SCHOOL

(Abstracted from School's Response to Task Force Inquiry)

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III. Admission Requirements

A minimum of a 2.5 grade point average or 3.0 in the senior year (on a 4.0 grading system) is required for the admission of all non-degree students. Degree requirements are generally higher per department.

IV. Advising Programs

Not covered in interview information.

V. Academic Progression

Black Student Enrollment

Black Student Drop-outs and Failures (Due to low GPA)

Black Students Graduated

GRADUATE SCHOOL OFFICE

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   - non-service fellowships

Graduate School

(Abstracted from the School's Response to Jack Free Inquiry)

I. Black Presence

Total Number of Faculty Positions	Number of Black Faculty
Total Number of Staff Positions	Number of Black Staff
Total Number of Students Enrolled Undergraduate Graduate	Number of Black Students Undergraduate Graduate

II. Recruiting

Faculty

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Students

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Degree requirements are generally higher per department.

IV. Advising Programs
Not covered in interview information

V Academic Progression

Black Student Enrollment

Black Student Drop-outs and Failures (due to low G.P.A.)

Black Students Graduated

THE UNIVERSITY OF TENNESSEE
COLLEGE OF LAW
1505 WEST CUMBERLAND AVENUE
KNOXVILLE
37916

June 15, 1973

Memo re: Conference with Hilton Smith

Present: Dr. Smith, Roy Knight, Mary Rose Gram, and Jerry Phillips

Dr. Smith had Mrs. Underwood and Mr. Boston of his office prepare answers to the specific questions that we submitted to the Grad. Dept. Copies are attached.

There are approx. 125 graduate depts. in the Univ., with students ranging in age generally from 25-40. It is difficult to determine attrition rates, because students may attend school sporadically and may take many years to get a degree. Dr. Smith estimates that there are between 250 and 300 blacks out of a total graduate student body of approx. 5000. Thus the percentage is greater than in the undergrad. school. The greatest concentration of blacks is in the dept. of educat. Some of the depts., such as biomedicine (OR) and psychology for example, have special places reserved solely for blacks. (OR Carnegie recruit. grant for summer preparat.; 10 of 25 clinical psych. posits. reserved for blacks.)

The grad. school formerly had fellowships reserved solely for blacks, with only minimal academic requirements. This system proved unsatisfactory, since some of the students on these fellowships were not devoted to their work. Financial aid, however, is a significant problem, particularly with present gov't. support cutback.

In one case a black faculty member from dept. of social work, married to a white woman, was unable to find living quarters in Knoxville. Dr. Aldmon finally intervened and was able to get them housing in Univ. apts. Dr. Smith believes that the Univ. should maintain housing facilities to meet just such problems as this.

On a philosophic level, Dr. Smith expressed concern about the separatist tendencies in today's race relations. He envisages black studies and black cultural centers as a product of these tendencies. He thinks he sees more social separation between blacks and whites on the UT campus now that he did a few years ago. He believes that there are still a number of faculty on the UT campus who are not committed to integration, or even to desegregation. He thinks the ultimate solution to racial disharmony is intermarriage.

Jerry Phillips