



1973

## 1973 Jerry Phillips Issues List

Commission for Blacks

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

February 6, 1973

Memo to: Hardy Liston

Re: Task Force on Blacks

Dear Hardy:

In response to your request, I am submitting a list of proposed areas with which I believe the Task Force should be concerned:

- I. Student Admissions (including recruitment procedures)
- II. Student Financial Aid
- III. University Employment (faculty and other staff)
- IV. Academic Policies (including black studies)
- V. Social and Cultural Life (extra-curricular activities including sports, fraternities and sororities, rooming and other social and cultural activities)

I. We should establish basic statistics such as the number of black students in the University, the numbers by year, sex, geographic origin, etc.

Our primary inquiry in this area, I believe, should be with regard to techniques and effectiveness of recruitment procedures. Hopefully, after examination of present procedures, we can make recommendations regarding more effective methods of recruiting.

II. The availability of financial aid is closely related to admissions policies and their effectiveness. We should canvass the present financial resources available through the University, and hopefully make recommendations for new sources of aid.

III. We should establish the number and kinds of black faculty and other staff presently employed by UTK, and make any indicated investigations and recommendations regarding their status vis-à-vis the rest of the University staff.

We should also examine the efforts and techniques presently employed by the various departments of the University in recruiting black staff.

IV. We should examine any special problems related to blacks in connection with academic performance, including grading and available special programs designed to aid blacks.

V. Probably the most difficult area with which we will deal, as well as the most important one, is that concerning the social and cultural life of blacks on the UTK campus. Here we will be dealing with pervasive social attitudes on the part of blacks as well as whites, and will be confronted with the enormous difficulty of effecting change in these attitudes by means of institutional devices. The area also presents basic policy issues regarding the desirability of separatist as opposed to integrational tendencies within the institutional system. I am hopeful that the Committee will adopt integration as its basic goal.

Perhaps there will be some situations in which feasible institutional changes can aid in achieving positive results. We may be able, for example, to propose new ways for increasing the extent and effectiveness of integration in campus rooming. Hopefully there will be many other situations where we can make similar recommendations.



Jerry J. Phillips