



12-3-1974

## **Interviews with Basketball Players and Other Athletic Department Issues**

Commission for Blacks

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THE UNIVERSITY OF TENNESSEE  
at KNOXVILLE

Telephone: 615/974-5052

*Sent to TF members  
by Marvin's office*  
Coordinator of Black Studies  
1629 Melrose Avenue  
Knoxville, Tennessee 37916

December 3, 1974

To: Task Force  
From: Marvin Peek  
Re: Interviews with Basketball Players

Mr. Hardy Liston and I met with some six-odd white basketball players in the office of Mr. Bob Woodruff, Athletic Director. The session was an informal rap session, designed to place the players at ease, in an "off the record" conversation. By this, I mean their comments would not be made known (by name) to the coaches nor the black players.

These players expressed concern over our meeting with them by race, and indicated that they felt a joint session would have been in the best interest of the team. Such a meeting would negate the possibility of the black players feeling that the white players were talking about them behind closed doors.

They generally agreed that playing time, player freedom, scholarship aid, recruitment of players, and other such matters were related to the person's ability, style of playing rather than to his race. Most were critical of the coaches style of play (control ball), feeling that it tends to turn off black players who prefer a run-shoot style. Also, they felt that the control-style of play lessens the players chances of playing professional basketball. Some players were critical of Coach Mears' reluctance to use his second and third string players more and others questioned his preferential treatment of the first seven players. Most felt that Coach Mears' style hampered a player from utilizing his full talents.

These players felt that Coach Mears was a strict disciplinarian, but were not critical of this phase of the program. They possessed little factual knowledge of the recruitment program in Basketball, save their own experience and that of friends.

Blacks were "one of the gang," none knew of any racial problems, roommates were interracial and by choice (theirs or the coaches). Black players, they felt, would give them the quickness to change their style of play and to compete with such teams as Alabama. Most had played either with or against Blacks, prior to coming to U.T. Some played for Black coaches and spoke highly of them.

While all of them appeared to respect David Moss, Mike Jackson, Bernard King and Larry Robinson; they also agreed that the first Black player, Rupert Breedlove, negatively affected U.T.'s interest in recruiting Black players. Apparently, he fought without sufficient provocation, stole, and was excessively rough on the court, and did not try to establish a friendly relationship with whites.

These players seemingly spoke without hesitation, were affable and candid.

Four black players were present for our meeting, which followed the session with the white players. They were David Moss, Bernard King, Donnie Evans, and Mike Jackson.

These players also questioned the rationale for the closed sessions. I might add that Hardy gave a careful and complete explanation of our purpose (as a Task Force) and our reason for speaking to each group separately. The black players were less concerned over the absence of their white comrades. They generally agreed that their lack of interaction with black students was directly related to the stringent demands of the basketball program. Their major concern was the hiring of a black coach whom they could relate to and someone who could intercede on their behalf with Coach Mears. Most had been recruited late in their high school or Junior College career (unlike the recruitment surrounding white players). Like the white players, they felt that Larry Robinson could have been better utilized as a coach in basketball. Also, like their white counterparts, they saw the fans as the most likely element to initiate racism. Dormitory living, eating facilities, tutorial aid, and so forth, presented no racial problems.

Several encountered racial problems in classes with the instructor and they commonly agreed that academic advising was inadequate. Most did not feel that Coach Mears really understood blacks. Conversely, the white players felt that Mears had undergone a tremendous change in coaching style, acceptance of the new hair and facial hair styles (within reason). Most would like to meet and interact with more black faculty and students.

We, The Black Athletes of the University of Tennessee, realizing that some changes are absolutely necessary in order to improve conditions in the Athletic Department, present the following proposal to the UT Athletic Department and requests that the points enclosed in the proposal be acted upon favorably by Thursday, May 6, 1971 and presented to the Athletes at an hour and place to be chosen by the members of The Athletic Department Staff.

We do not wish to be approached as individuals but rather as a group; we will not tolerate any undue harrassment or demotions resulting from the receipt of this list, or suspension of any of our number because of participation in this venture. We enter into this action with the sincere belief that positive steps taken by the Athletic Department on this proposal will bring about a betterment of The Athletic Program at UT.

#### Proposal

1. Truth in Recruiting Regulation. This regulation would require that recruiters give a prospective athlete a complete picture of The Athletic Department including all written and unwritten regulations that will govern said Athlete once he has matriculated into the University.
2. Black Coach and/or Advisor. This person is essential because we feel that no white person, no matter how liberal, can understand and relate to black problems. If an Athlete is to perform 100% he must be mentally prepared and he cannot be prepared with his mind working on problems other than those ever present on the Athletic Field.
3. Abolition of Discriminatory Practices. This topic is very important and would serve to ease many problems that now exist in the department. Included in this action would be recruitment from Black High Schools as well as predominately white schools. We know the old story of "no grades" but that, we feel is not a valid reason. We want an end to discriminatory tactics used against black signees and Black Tryouts, i.e. Stacking in Football positions, GPA and other tactics.
4. Dress Code. We want an end to the absurd idea of no facial hair or the length of a

person's hair and restrictions against types of clothing. We feel that we are being treated differently than other students and this is totally unfair. The length of a person's hair, presence of facial hair, or types of clothing have no effect on an Athletic performance whatsoever.

5. Recruitment of more Blacks in Sports other than Football and Track. We know that Black people play Baseball, Basketball, Golf, Tennis and other "minor" sports. We feel that the absence of Blacks in these areas is deliberate and unjust. Statements such as "we cannot find any Black Athletes in these Sports" are simply a means of saying we do not want them. Black Coaches could be a tremendous asset here.

6. Abolition of Gibbs Hall. Athletes are students and we feel that we are not treated as other students on the campus. In checking with other schools, we find that their programs have not deteriorated because Athletes are allowed to live in places other than Athletic Dorms. Most major schools do not have an athletic dorm and their programs are not suffering because of the absence of "Family living!"

7. Increase Minority Group Enrollment at UT. The Athletic Department has the backing of the entire state and with a minimum of effort could help The University in increasing minority group enrollment. We feel that UT and The Athletic Department owes this to Ethnic groups, including Blacks, American Indians and any other minority group present within the State of Tennessee. One suggested method is to provide funds for Scholarships especially for minority students.

The above mentioned are some of the points that will make UT a better Institution! We are sure that with fruitful discussions these and other points can be made into workable programs. We sincerely hope that this can be done without causing any embarrassment to any and/or all parties concerned.

Respectfully Submitted, .

Lester McClair  
2. Chuck Wacker  
3. Lon Lambert  
4. ~~Calvin~~ Brucett  
5. David Campbell  
6. Arthur Hawkins  
Trevor James: Track.  
Anthony Wilson  
Darwin Bend  
7. Kevin Milam  
8. Alton Henderson  
9. Gastel Starbuck  
10. Wayne E. Highman  
11. Rex Ruckler  
Charles Guter

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

October 23, 1974

MEMORANDUM

TO: Task Force  
FROM: Jerry Phillips

On Wednesday, October 16, 1974 a sub-committee of the Task Force consisting of Liston, Peek, Ford, Lomax and Phillips met with the coaches of the various sports in Mr. Woodruff's office. Present were: Huntsman (track), Buzzard (swimming), Robinson (football), Wright (baseball), Royall (tennis), Moon (wrestling), Davis and Comunale (basketball recruiting), and Styles (football recruiting). Mr. Oliver of Gibbs Hall later joined us. Coaches Battle and Mears were absent without explanation. *WOODRUFF ALSO PRESENT.*

The various sports are limited by NCAA regulations as to the number of athletic scholarships they can give per year. Here at UTK 30 scholarships per year for football may be awarded, 3 for tennis, 6 for basketball, 7 for track, 6 for swimming, 6 for baseball; in addition, there are limitations as to the overall number of scholarships that may be held at any given time in any particular sport.

All scholarship athletes are housed in Gibbs Hall, with the exception of track athletes who are housed in North Carrick Hall. In addition, other serious non-scholarship athletes are encouraged to reside with their teammates in these respective halls.

The present total value of an athletic scholarship is approximately \$2500 per year. This includes room, board, tuition, books, medical expenses and \$15 per week laundry or other expense allowance. If an athlete receives academic scholarship aid, this amount must be subtracted from the athletic scholarship amount, since the combined total may not exceed the \$2500 limit.

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If a scholarship athlete marries, he may receive an allowance of approximately \$140 per month in lieu of room, board and laundry expenses, if such payment is recommended by the athlete's coach. Marriage during school is discouraged, however, since it detracts from the athlete's ability to devote himself to his sport.

Scholarships are awarded on a one-year basis, by Conference regulation. Mr. Woodruff would prefer four-year awards apparently to give the athlete greater security. A few partial scholarships are awarded, especially in track, but most sports and football especially award only full scholarships.

Mr. Woodruff and the coaches stated that recruitment of black athletes is handled in the same way as with whites. The first line of contact is with the high school coaches, and second by newspaper discoveries. Also, loyal alumni provide useful tips about promising athletes. The coaches acknowledged, however, that UTK is not yet as competitive in recruitment in the Memphis area as it should be, in part because Memphis State has such a strong influence in that area. Undescribed efforts to overcome this problem are being undertaken. It was also stated, however, that based on East-West high school competition results, better football is played in the Eastern part of the state than in the West. More money is spent on football recruitment, Mr. Styles said, than on any other single item in the football budget.

The coaches and Mr. Woodruff adamantly denied any shortcomings in their recruitment of black coaches. In fact, Mr. Woodruff said, they are particularly objective in making these selections since coach selection determines in large part the success or failure of the various teams.

Mr. Oliver is one of the two head residents at Gibbs Hall, along with Miss Bacon. Mr. Oliver is responsible for maintaining discipline. He explained that football players are on first floor; swimming and football on second; managers, wrestling, tennis, baseball and golf on third; and freshman football on fourth floor. There are quiet hours every ~~night~~ <sup>WEEKDAY</sup> from 7:35 to 9:35, with supervised study during this period for three nights per week on first and fourth floors. If any student's average falls below 2.0, special tutoring is provided.



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Mr. Oliver said there are no identifiable problems specifically related to blacks, other than that of facial hair which has now been solved. The coaches concurred in this conclusion. Mr. Peek mentioned student black athlete concerns that had come to his attention, such as the lack of black cheerleaders; stacking; inadequate tutoring or assistance in taking correspondence courses; preferential treatment of first-string players; discriminatory ticket allocations; lack of satisfactory spousal job opportunities; and specific counseling away from involvement in politically oriented groups on campus such as AALS. The coaches stated that they were unaware of these problems, except that Mr. Woodruff admitted athletes were discouraged from outspoken involvement in political activities.

The coaches at several points throughout the discussion emphasized that winning was their first and primary goal, on which their very jobs depended.

JJP:ma

The University of Tennessee  
ATHLETIC DEPARTMENT  
P.O. BOX 47  
Knoxville, Tennessee 37901

August 15, 1973

Dear Student-Athlete and Parents:

The University of Tennessee Department of Athletics takes pride in a well rounded sports program again last year, not only because it has been a year of excellent achievement in intercollegiate athletics, but one of many individual player honors and rewards and outstanding team championships.

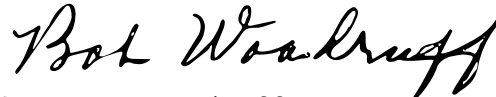
In 1973 you will participate in our intercollegiate athletics program at the University of Tennessee. I am sure you are aware that the program is an integral part of the total educational structure and is subservient to its aim as a student activity. While all of the University and its supporters are proud whenever its representatives excel in any endeavor, you and others like you will derive by far the greatest rewards and satisfaction from actual participation as a member of a Volunteer team.

Our head coaches are responsible for setting up the training rules and regulations, as well as the standards of behavior and discipline for all team members. They have agreed that some of our training rules and dress restrictions will apply only to the practice and playing season of their respective sports.

The enclosed memorandum is intended for better understanding between our coaches and student athletes and the Department of Athletics' policies, especially in their relationship to the total educational program for which our University is founded.

With my very best wishes to the entire family, I am

Sincerely,



George R. Woodruff  
Director of Athletics

GRW:ap  
ENCLS.

DEPARTMENT OF ATHLETICS  
UNIVERSITY OF TENNESSEE  
OFFICE OF  
THE DIRECTOR OF ATHLETICS

TO: THE ATHLETICS STAFF, COACHES, PARENTS AND STUDENT-ATHLETES

SUBJECT: POLICY INFORMATION FOR STUDENT ATHLETES - 1973-74

Definition of Student Athlete

"Upon reporting for practice or enrolling in the University, the prospective student becomes a student-athlete at that institution."

Also, upon reporting or enrolling each student-athlete becomes a representative of the Department of Athletics and the University of Tennessee.

As a representative of the Department of Athletics there are many things the student athlete can expect from the coaches and the University. There are certain privileges and benefits he can receive as a member of our athletics team. However, as our representative there are additional responsibilities and obligations he assumes beyond those of an ordinary student.

Policy for Staff and Coaches

- (1) All athletic representatives shall be treated with respect as men, regardless of race, creed or religion.
- (2) Coaches and staff members will take personal interest in scholarship and non-scholarship athletes alike and help solve personal problems whenever possible.
- (3) Coaches and staff members will help and encourage and aid the student athlete to accomplish his educational objective. The staff will teach the student athlete that by hard work he can accomplish his objectives.
- (4) Once the budget has been determined and funds allocated for the sports year, requests for special treatment for teams or individuals should not be made unless they can be applied to all other teams or team members.
- (5) The policies, rules and regulations of the Department of Athletics are not made with any intention of restricting any individual. Rather they are a guide to help all of us working together in athletics to develop athletic teams composed of students who will take pride in doing their best, pride in the University of Tennessee, and pride in representing the Volunteers with dedication, enthusiasm and loyalty.

### Athletic Grant-in-Aid Policy

The Scholarship Committee, through the Financial Aids Office, has given in writing to each athlete and his parents, the amount of aid, duration, and terms and conditions of each athlete's grant-in-aid. This aid is granted to each athlete so that our program will allow the student-athlete ample time to participate in athletics and his academic program. It is not a reimbursement for services performed. It is not pay for play. It is not a job. It is a grant. If an athlete cannot carry the academic load and participate, then he should give up the athletics. The aid program predetermines that the athlete is capable of doing both. A student's enrollment at the University is voluntary; likewise a student athlete's association with the athletics program is voluntary. But, in addition to the voluntary participation, the Scholarship Committee has stated other terms and conditions in writing and the student-athlete willingly undertakes certain obligations of self-discipline (training rules) and team discipline that go beyond the ordinary student.

### The Head Coach

At Tennessee, the Head Coach is responsible, in each sport, for setting up training rules and regulations and standards of behavior and discipline for his teams, both varsity and freshman. A clear understanding of what is expected by the player and his coach in terms of appearance and conduct "on and off the field" is imperative because the athletic administration stands behind the coach in carrying out the policies governing his sport as long as it does not conflict with other University policy. Prior to practice head coaches will give to each player, in writing, Tennessee rules and regulations, including rules of dress and appearance.

### Athletics Contests, at Home and Away

SEC and NCAA rules and regulations apply to all staff and players representing the University of Tennessee in intercollegiate competition.

Our schedule is generally made up with institutions of similar aims and policies in intercollegiate athletics. Each year, prior to the beginning of each sport's season, all contests (conference and inter-sectional) are announced and published. Any reservation any student athlete has about participation should be made prior to the first practice session and prior to the student athlete's becoming an important part of the team.

When a visiting team or opponents come to our campus at the University of Tennessee, they are our guests and should be afforded proper courtesy; and when our team is the visiting team we expect our student athletes to conduct themselves as gentlemen at all times.

### Unauthorized Equipment and Drugs

The use of unauthorized equipment not approved by the Trainer or the use of unauthorized drugs not approved by the Team Physician or other substances known and characterized as dope, with the purpose and intent of improving athletic performance by stimulation or by elimination of the sense of fatigue, or the smoking of "pot" or the dissipatory use of drugs or other substances for any other purpose by any team member shall be ground for immediate suspension of the student from the team by the head coach from further practice or competition, and appropriate disciplinary action shall be recommended to the proper authorities. Also, any person who participates in the violation of this rule who is associated with the Department of Athletics shall also be subject to the same suspension.

### Campus Open Forum, Debate

At the University of Tennessee an open forum for opinion and debate of political and social issues is permitted. Facilities and meeting places are established for such forum debates and political protests. Athletic contests or the practice field do not fall in this category. If a student athlete elects to register his dissent or displeasure on local or national issues, he should do so as one individual student, not as a representative of a team. The Department of Athletics will not tolerate any student athlete who tries to exploit his membership on a team for political purposes or use the athletics dorm, training table or practice field for his forum.

### Approved Student Activity

Athletic competition and practice are like any other university-student activities and should be free from harassment, intimidation or interference from other members of the University or from outsiders who would seek to disrupt either the contest or practice sessions.

## ACADEMIC POLICIES

### Counseling Setup

Head Academic Counselor (Jrs. & Srs.) - Coach Bill Wright  
Freshman & Sophomore Counselor - Coach Wayne Stiles  
Student Assistant Counselor (Freshman & Sophomores) - Jimmy Higdon  
Educational Motivational Director - Gerald Oliver

In addition, each coach will counsel individually with his own players.

Study Hall -- 8:00 P.M. - 10:00 P.M., Sunday through Thursday.

1. All freshmen must attend during fall quarter.
2. All upper classmen who are deficient in hours or grade point average must attend.
3. Players are expected to be on time, to attend regularly, and to use the time wisely.
4. The Head Coach will be responsible for any disciplinary action due to absences and violations of study hall regulations.
5. Quiet hours will be enforced in Gibbs Dorm from 8:00 P.M. on Sunday through Thursday.

### U.T. Policy on Gambling

The Athletic Department policy regarding gambling by any member of athletic teams, and/or other personnel, is as follows:

PLACING OF BETS IN ANY AMOUNT, WITH PARLAY CARD OPERATORS, WHETHER THEY ARE STUDENTS OR BOOKIES, ON OR OFF CAMPUS, IS STRICTLY PROHIBITED. All athletes are urged to report to their Head Coach any offer to gamble, whether directly or indirectly, for their own protection and that of their teammates. It is important to report any contact seeking information or attempting to "set up a fix."

### Dropping Classes

1. Classes may be dropped only by permission of a counselor and the approval of player's individual coach.
2. Under no circumstances will anyone drop below twelve hours at any time during quarter. Anyone violating this regulation is in danger of being dropped from scholarship. In cases of serious injury or illness the individual will work it out with Coach Wright as to number of hours that can be carried.

### Tutors

1. A two-day notice must be given to any counselor in requesting a specific tutor.
2. Any athlete who requests a tutor and does not attend that session, without good reason, may be required to pay the tutoring charge.

### Text Books

1. Each athlete is responsible for all the text books issued to him and must pay for them if lost or stolen.
2. Text books must be accounted for at the end of each quarter as soon as final exams are over.
3. Any athlete who does not turn in all books on time, without valid reason, will be required to pay for their books. No books will be issued for the next quarter until all books are cleared.

### Summer School Attendance

1. Summer School is not a part of the regular grant-in-aid.
2. Eligibility to attend summer school on scholarship will be based upon: (a) class cuts; (b) study hall attendance; (c) eligibility and grade point average status.
3. No one who has dropped below twelve hours in any quarter, (except due to injury or unusual situation) during the previous school year will be on scholarship for summer school.

DATE \_\_\_\_\_

TO: \_\_\_\_\_

HEAD \_\_\_\_\_ COACH  
ATHLETIC DEPARTMENT  
UNIVERSITY OF TENNESSEE  
KNOXVILLE, TENNESSEE

Dear Sir:

Re: Marriage Scholarship

I request that my scholarship be changed from a \_\_\_\_\_  
year basis to a Marriage Scholarship, renewable each quarter, provided I  
maintain a "C" average in all my school work and provided my living off  
campus will not interfere in any way with my agreement to keep all training  
rules and regulations as required by the Athletic Department.

If granted, I understand that I will receive the following in  
lieu of room, board and laundry money:

- (a) Noon meal - furnished at Training Table
- (b) In lieu or room - - - - - \$50.00
- (c) In lieu of two meals - - - - - 75.00
- (d) Laundry allowance - - - - - 15.00

\_\_\_\_\_  
STUDENT

Recommended Approval:

\_\_\_\_\_  
HEAD COACH

APPROVED:

\_\_\_\_\_  
DIRECTOR OF ATHLETICS

File Original - Business Office  
File Copy - Scholarship Committee

## CHARGE TO TASK FORCE ON BLACKS

The Task Force on Blacks shall have the following major responsibilities:

- 1) To assess the present status of Blacks--students, faculty, and staff--at The University of Tennessee, Knoxville. The assessment should be based on a thorough study of the involvement of Blacks in all University programs and activities.
- 2) To recommend to the Chancellor or appropriate University groups programs, activities, procedures, and policies which will improve the quality of life for Blacks in the University community.

## OPERATIONAL GUIDELINES

- 1) The Task Force shall be a recommending body to the Chancellor and University groups.
- 2) The Task Force shall be independent of existing bodies such as the Black Studies Committee, Human Relations Council, Commission on Women, etc. It may solicit the cooperation of these bodies, however, in fulfilling its mission.
- 3) Requests for information needed by the Task Force shall be transmitted by the chairman to the appropriate Vice Chancellor or Director. The Vice Chancellor or Director shall coordinate the procurement of the information and report it to the chairman.
- 4) Periodic progress reports shall be made to the Chancellor.
- 5) A final report of the Task Force's findings and recommendations shall be presented to the Chancellor.



*1st floor athletic  
Lester McClain*

GENERAL QUESTION AREAS FOR ATHLETIC DEPARTMENT

*Overall limits 1/1/76*

I. Recruitment: *1st in ~ 300 in admissions*

In-state  
Out-of-state  
Field Personnel/Contact Persons

*Football - 30  
Tennis > 3  
Golf > 3  
Basketball - 6/17  
Track - ?  
Swimming - 6  
Baseball - 6/19*

II. Admission Requirements:

Problem Areas

III. Financial Aid:

Requirements  
Scholarships  
Loans  
Work-Study  
Part-time Employment  
Employment for Spouses  
Problem Areas

*not allowed to work*

IV. Advising:

Academic Advising  
Motivation

V. Housing Policies (Practices):

*248 spaces all except track / section in N. Campus*  
Gibbs Hall/Other Dormitories/Off-Campus @ home

VI. Staff:

Coaches  
Assistants  
Business Office Staff

VII. EEO/AA Policies (Practices)

*revoked of educ. motivational program  
Hills - advised by spec.  
Miss Bacon - Head Resident  
Mr. Oliver - Mgr. Hills Hall coaches  
Student managers, trainers  
counselors etc. Staffed by  
Housing office.*

SOME SPECIFIC QUESTIONS

1. Copies of booklet on UT athletics?
2. Are admissions standards different from other students on campus?
3. How and where is recruiting done?
4. What are criteria for awarding athletic scholarships?
5. How is advising and motivation program operated, and what is nature of Black participation therein?
6. What employment opportunities are made available to Black athletes and their spouses? What is the quality of openings?
7. What are housing policies - on campus/off campus?
8. What complaints have Black athletes made? How have they been handled?
9. What dress codes, if any, are now in effect?
10. What efforts have been made to hire Black coaches?
11. Does the Athletic Department file EEO reports? May we have copies?
12. What is the explanation of the recent exodus of Black basketball players?
13. What is the free-ticket policy?

*A.W. Davis +  
Larry Hiles  
Larry Royal  
Luis Beane  
Larry Wright  
Jim Westman  
Stan Westman  
Ray Westman  
Larry Robinson*

LISTON

THE UNIVERSITY OF TENNESSEE  
KNOXVILLE 37916  
OFFICE OF THE VICE CHANCELLOR  
ACADEMIC AFFAIRS

September 19, 1974

Dr. Earl M. Ramer, Chairman  
Executive Committee of Athletic Board  
Room 13, Henson Hall  
CAMPUS

Dear Earl:

Thank you very much for arranging an opportunity for some members of the UTK Task Force on Blacks to meet with the Executive Committee of the Athletic Board on Friday, September 20. The persons expected to attend in addition to myself are:

Arthur Ford, Assistant Professor of Psychology  
Jerry Phillips, Professor of Law  
Marvin Peek, Coordinator of Black Studies

As background information, you will find attached a copy of our charge and operational guidelines. Our work, so far, has concentrated on areas of activity within the university aside from the inter-collegiate athletic program. We have inquired into university policies and practices relating to:

Recruitment: students; faculty & staff  
Admission Requirements  
Financial Aid: scholarships; loans; work-study;  
part-time employment; etc.  
Academic Programs: special requirements; time to  
complete; academic advising;  
tutorials; ...  
Housing: regulations; on-campus; off-campus;  
counseling; student employment in; inter-  
personal relations...  
Among others.

We believe it is appropriate and necessary to examine similar areas in the athletic program if we are to make a full assessment of the quality of life for Blacks on this campus. In this meeting with the Executive Committee of the Athletic Board, we will ask the endorsement of the Board in pursuit of our task and your cooperation in arranging opportunities for the Task Force to have an audience with student athletes and staff personnel in the Athletic Department.

Dr. Earl M. Ramer, Chairman

-2-

September 19, 1974

We hope that this will be a productive discussion of a subject of mutual interest and look forward to meeting with you at 8:30 A.M. on Friday, September 20.

Sincerely,



Hardy Liston, Jr.  
Associate Vice Chancellor

js

attachments

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GENERAL QUESTION AREAS FOR ATHLETIC DEPARTMENT

I. Recruitment:

In-state  
Out-of-state  
Field Personnel/Contact Persons

II. Admission Requirements:

Problem Areas

III. Financial Aid:

Requirements  
Scholarships  
Loans  
Work-Study  
Part-time Employment  
Employment for Spouses  
Problem Areas

IV. Advising:

Academic Advising  
Motivation

V. Housing Policies (Practices):

Gibbs Hall/Other Dormitories/Off-Campus

VI. Staff:

Coaches  
Assistants  
Business Office Staff

VII. EEO/AA Policies (Practices)

### SOME SPECIFIC QUESTIONS

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12. What is explanation of recent exodus of Black basketball players?
13. What is free-ticket policy?

that the legitimate theatre would not be in trouble in America if it could somehow sponsor a "little theatre league," a comment which leads to the final point about secondary schools in relationship to college sports.

The attitude of the nation's schools toward athletics affects and is affected by the attitudes of the communities in which they exist. If as noted earlier there is diversity among the nation's more than 2500 higher institutions, there are even greater differences among our more than 25,000 schools, differences which make generalizations both difficult and dangerous. Yet the fact remains that some of these schools exist in communities which sponsor little league programs which, with all their benefits and faults, serve to demonstrate to youngsters the importance that adults attach to the world of sports -- and in communities out of which comes the win-at-any-cost philosophy which infected the last Soap Box Derby -- the same philosophy which has been at the root of so many of the problems of intercollegiate athletics over so many years.

It is obvious in any event that *any effort to study intercollegiate athletics will have to take specifically into account not only the interests of the nation's secondary schools but also the influences they exert upon the conduct of college sports.*

MINORITIES: The concerns of the Black community over the treatment of its brothers and sisters in connection with intercollegiate athletics are well-documented in the literature and in the press. They are summarized as follows in the "summary of findings" of Roscoe Brown's



paper "Race, Sport, and Academe - the Report of the Task Force on the Black Athlete" which appears as Appendix D: "Specifically, the Task Force finds that there is considerable evidence, both of an informal and formal nature, which reflects discrimination and unequal treatment in athletics. Among these concerns are such things as: inadequate educational programs, lack of tutoring, failure of Black athletes to receive degrees in similar proportion to their white counterparts, inequitable treatment concerning financial aid, summer jobs, and jobs for wives, position stacking, playing quotas, social isolation, limitations on dress, political expression, and dating practice, lack of Black coaches and Black officials, limited opportunities for Black women athletes and concern for the breadth and scope of athletic programs in Black colleges." Appendix D should be read in its entirety!

To the white ear that has been tuned in to developments on the athletic scene over the last several years these charges have a familiar but disconcerting ring; "familiar" because they have been heard since well before the Mexico City Olympics of 1968 but "disconcerting" because one likes to think that progress has been made. For instance, one only has to look at the football teams from the state universities in the deep South to see that times have changes. Yet here is a group of knowledgeable, primarily Black college and university officials still contending that "racism permeates every segment of college athletics."

In the opinion of many sociologists, including some of the nation's most prominent ones, and other sophisticated observers of the higher education scene, sports have played a leading role in the integration of previously segregated institutions. To support their belief, they

point to the disproportionately large number of Blacks playing on the nation's big-time college and university football and basketball teams. Some Blacks argue, however, that this phenomenon is simply the result of the fact that young whites have many more success models to emulate than the young Blacks, who are exposed through the media primarily to the professional Black superstars in those two sports; there aren't, they note, that many Black soccer or hockey or tennis or golf players in the intercollegiate ranks. And the success models, they go on to point out, aren't as confined to the sports world for the young white as for the young Black; there are for the majority many success models in the worlds of business, science, and the arts of which the ghetto child is simply not aware. Yet the individual who exhorts him or her to break out is the sports star who comes back to coach on the neighborhood playground.

But if the number of minority participants has reached a reasonable level (if not an acceptable level of on-campus treatment), there is still the concern so carefully documented by Dr. Brown and his fellow task force members that Blacks are not adequately represented in the field leadership, office administrative, team coaching, officiating, and media reporting aspects of intercollegiate sports. And there is the special case of Black women athletics within the more general women's campaign for equality of treatment in college sports.

In summary, the findings of the Task Force on the Black Athlete suggest that, much as one would like to believe that his (and her) problems are pretty much behind us, the proposed national study Commission on Intercollegiate Sports will have to take carefully into general

account in its efforts the continuing concerns of the nation's minorities in connection with college athletics and into specific account in planning its overall research effort the particular recommendations for research on the Black athlete made by Dr. Brown and his colleagues -- research which can help with questions like the following: What is the extent of discrimination against the Black athlete? What are the academic performance and persistence rates of Black athletes? What are the problems faced by the Black woman athlete? Are there enough Black coaches and officials? Are predominantly Black colleges suffering in their competition with other institutions for Black athletes? Are the media playing fair with the Black athlete?

WOMEN: The most important and far-reaching recent development on the college sports scene has been the movement to achieve equal treatment for women in the conduct of intercollegiate athletics. Mary McKeown's paper on "Women in Intercollegiate Athletics" (Appendix H) reports on the findings of her special inquiry in this regard. As suggested in the prefatory note particularly with respect to the appendices dealing also with economics and minorities, it is important that the reader expose him- or her-self to the totality and flavor of the original document. Further, any interpretation by the principal inquirer such as that which follows here is bound by definition to be suspect of male chauvinism. Be that as it may, the situation with respect to the achievement of equal rights for women in intercollegiate sports is an evolving one and could provide an effective contrast against which to gauge the true nature and extent of the problems that men have succeeded

On the issue of discrimination against minority athletes:

What is the extent of discrimination against Black athletes?

What are the relative performance and persistence records of Black athletes? Do their rates differ from those of white athletes?

What are the distinguishing factors in relation to their performance?

What are the special problems of Black women athletes? in predominantly Black institutions? in predominantly white and/or integrated ones?

What is the status of Blacks in the coaching and officiating ranks?

Are the predominantly Black colleges suffering in competition with predominantly white and/or integrated institutions for Black athletes?

Are Black athletes receiving appropriate treatment from the media?

Are blacks sufficiently well represented as members of the media?

On the issue of discrimination against women:

How pervasive is discrimination against women in intercollegiate athletics? as participants? as coaches and administrators?

How can colleges and universities comply with the requirements of Title IX of the Educational Amendments Act of 1972 to provide equal opportunities for women in college sports?

What facilities, equipment, budgets, and leadership should be provided to permit women to develop athletically?

Legal considerations aside, should college sports for women be conducted in relation to those for men on an integrated or a separate-but-equal basis?

THE FINANCIAL ISSUES: There are several sets of questions which deal with the financing of intercollegiate athletics. The first deals with probable future developments, a second with ideal financial arrangements, a third with long-range financial planning, and the last with the energy crisis: