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## 1973 Department of Microbiology Report on Recruiting Minorities

Commission for Blacks

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1. No positions were open during the academic school year 1973-1974 limited.
2. (a) Availability of trained microbiologists  
(b) Lack of a planned effort to recruit black faculty and student..  
(c) Negative image of a Southern University in general plus lack of knowledge of our present commitment and affirmative action.
3. (a) White recruiter should join with committed black at black schools  
(b) exchange of faculty  
(c) Exhaustive search for black schools, and white schools with significant black populations.  
(d) Contact all scientific organizations for this very purpose.  
(e) seek help from black scientists known to our faculty.  
(f) Above all, improve image of UT-K in this regard.  
(g) Seek help at national level form black organizations.  
(h) Organize a total planned program
4. No - but we expect to plan for one.
5. Affirmative action is exemplified by implementing the ideas discussed above.
6. We have had relatively few contacts with blacks in our department. Relations between blacks (and other minority groups) and whites have been good, we believe. On the otherhand, we have not asked each one about the black-white problem, specifically, except the undergraduate who was a member of our Department Committee for our 10 yr. review a few years ago. She and other blacks seemed satisfied that they felt no discrimination in our department, but recognized that affirmative action was lacking in our department as elsewhere at the university.