



1973

## Department of Physics Report On Recruiting Minorities 1973

Commission for Blacks

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## Recruitment of Minority Faculty

William M. Bugg, Head, Department of Physics & Astronomy, The University of Tennessee, is responsible for the administration of the program for the recruitment of minority faculty.

Prior to our search this fall for faculty for the 1973-74 academic year, the Physics Department had no special program for the recruitment of minority faculty. We relied exclusively as we had done in all previous years on letters of application for positions in the department and our choice of faculty was made from the pool of unsolicited applications.

This year we sent out letters announcing the possibility of a faculty position in the department to over 150 institutions. We specifically pointed out in this letter that we were interested in filling positions with qualified members of minority groups and/or women. These letters also indicated the specific areas of research in which we wished our prospective applicants to be interested. In addition, we listed each of our positions with the Physics Postdoctoral Information Pool, a service run by the American Institute of Physics for the express purpose of disseminating information about employment opportunities throughout the entire scientific community. Responses were initially screened by the department chairman (the program administrator) and applicants whose area of research did not fall within those needed by the department and specified in our announcement were immediately written letters indicating that we did not have a suitable position for them.

The remaining letters were distributed among the research groups in the specified areas and these groups were asked to select the best candidates in their own specialty. Official application forms and complete vita were then requested from these candidates, and complete files were prepared on each respondent. These were made available to the entire faculty of the department for comment and recommendation of the candidates to be invited to the campus for interviews.

By this process, six candidates were selected to visit the campus, talk with the faculty, and give colloquia so that the department could better evaluate their teaching ability. After each visit the faculty were requested to prepare comments on their overall impression of the applicant. After all applicants had visited, the faculty were asked to express their opinion concerning who should be offered a faculty position should the final budget process permit the filling of a faculty position. The final six candidates consisted of four male Caucasians, one female Caucasian, and one Black male. (Incidentally, the Black male was not discovered through our extensive recruitment program for minority faculty but by personal contact of the department head with friends in the physics community who recommended him.)

The department has been permitted to fill one faculty position for the academic year 1973-74. The selected candidate is Dr. Constance Kalbach, a female nuclear physicist, who has accepted our offer.