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The University of Tennessee Knoxville Affirmative Action Annual Report

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THE UNIVERSITY OF TENNESSEE, KNOXVILLE
AFFIRMATIVE ACTION ANNUAL REPORT
FALL, 1980--FALL, 1981

The UTK Affirmative Action Plan provides that an annual report of affirmative action efforts and results be issued by the Office of the Vice Chancellor for Planning and Administration. The purposes of the report are 1) to inform the University community of the status of the overall program and 2) to serve as the required annual updating of the UTK Affirmative Action Plan.

Employment

In terms of employment of women and Blacks, 1980-81 was not encouraging:

1. A net decrease of nine Blacks and four women occurred in the category of "faculty" (Table I).
2. The rate at which Black applicants for positions in the categories "clerical and secretarial," "technical and paraprofessional," and "skilled crafts" were hired was disparately below the rate at which non-Black applicants were hired (Table III).
3. Underutilization of women and Blacks in the category of "faculty" was to 98 women and 26 Blacks (Table IV).

This is not to say that aggressive attempts to identify and to recruit Blacks and women for faculty and staff-exempt positions were not carried on by many units (such efforts were the rule rather than the exception), but a variety of factors combined to render such efforts ineffective. One of the greatest problems in attracting Blacks and women has been that UTK salaries lag behind those of other institutions and, of course, are noncompetitive with salaries paid by business and industry in many fields. The relatively lower salaries make it difficult to attract highly qualified candidates in general and creates a special problem in recruiting outstanding Blacks and women for disciplines in which they (Blacks or women) are a relatively small percent of the potential candidate pool.

The Office of the Vice Chancellor for Academic Affairs has increased efforts to work with departments, programs, and units to attract Black faculty and female faculty, and, since September 1, 1981, ten offers for faculty positions have been made to Blacks. Six outstanding persons have accepted, whose scholarship and teaching skills will make significant contributions to excellence in their disciplines. No Black to whom an offer of faculty employment has been made as yet rejected it, and it

is anticipated that several more offers will be accepted. A Black assistant dean has also been hired in the College of Law who will have special responsibility for identification and recruitment of Black students in that college.

Fourteen offers of faculty employment have been made to women since September 1, 1981. (Six of these offers were to Black women and are included also in the ten offers made to Blacks.) Five females have accepted posts (three are Black and are also included in the six Blacks who have accepted faculty posts). Two offers were declined, and one person was employed but subsequently left the University. The remaining six offers (four to Blacks and also counted with offers to Blacks) are still pending.

It seems clear that very aggressive recruiting will continue to be required if the number of Blacks and number of females who hold faculty posts at UTK are to increase. The employment of highly qualified Blacks and females as faculty has been targeted as a major emphasis for the remainder of 1981-82 and for 1982-83.

In order to make this general targeting more specific, results of a study of underutilization of Blacks and women by UTK units from 1975-1981 have been compiled (Table IV). Annually, UTK performs a "utilization analysis" in which the percents of Black and women faculty employed in UTK units are compared with national "availability data" which estimate what percents of the total qualified members of a discipline, nationally, are female or Black. To determine whether a unit has "underutilized" Blacks or women, the total number of faculty is multiplied by the appropriate availability percent, and if the number of Blacks or women employed is less than the product by .5 or more, a unit is said to be "underutilizing" Blacks or women.

As a higher education institution with substantial federal grants and contracts, UTK was first required by the former Department of Health, Education, and Welfare to perform utilization analyses. HEW used this means to take account of the fact that the numbers of Blacks and women qualified for faculty posts varies widely by discipline, and the goals set by an educational institution for overcoming underutilization in its faculty should be based on the availability of women and minorities within disciplines instead of on general population statistics. The University of Colorado developed a national availability study, working with the HEW guidelines for creation of such data, and most major colleges and universities have used this data source.

The Department of Labor, which has assumed responsibility for monitoring compliance with executive orders, statutes, and regulations relating to the employment of minorities and women in institutions of higher education, has affirmed the requirement of an annual utilization

analysis and has additionally approved the study made by the University of Colorado (and updated periodically by that institution), as meeting all guidelines for determining national availability of minorities and women qualified for faculty posts.

Neither the methodology of utilization analysis nor its application to the UTK workforce is absolutely precise, and the fact that a unit has been identified as underutilizing Blacks or women is in no way meant to be an accusation of discrimination or failure to make aggressive attempts to identify and to hire qualified women and Blacks for vacancies. (At the same time, the fact that a unit has not been identified as underutilizing women or Blacks in no way lessens the obligation to make aggressive efforts to hire women and Blacks each time vacancies are filled.) The utilization analyses do serve, however, as a rough approximation of probability of success in hiring women and Blacks, and a unit that continues to have significant underutilization over a period of time may well not be making aggressive enough efforts to identify and to hire women and Blacks.

The imprecision of the methodology is an important consideration. The national availability statistics, while based on all available data, are estimates and may be slightly high or slightly low for a discipline. The most problematic aspect of the data, however, is that they represent availability for a general discipline, and do not take into account divisions within disciplines. For example, the UTK Department of Anthropology includes archaeology, physical anthropology, and cultural anthropology (each of which also has specialty areas). The availability data are for the aggregate of the various components of the discipline.

Also, when a particular post is being filled, there will often be requirements for a subspecialty which render the general availability data useless. For example, the UTK Department of Romance Languages might search for a faculty member whose major field is Spanish but who is additionally a competent teacher of Portuguese. The availability of such individuals would be far less than the availability established for the discipline of "Spanish" or the discipline of "Portuguese." The subspecialty requirements are often necessary, particularly in a time at which the faculty is not expanding, but such requirements increase geometrically the difficulty in identifying and hiring qualified female and Black candidates in virtually every discipline.

In addition to the problems with the availability data, the mathematical calculation of underutilization tends to keep smaller departments from being identified as underutilizing Blacks and women. The Department of Continuing and Higher Education, for example, has three faculty members. In this field, Blacks are estimated to constitute 9.6 percent of the members of the discipline. The department has no Black faculty and is not identified as underutilizing Blacks. The Department

of Curriculum and Instruction, on the other hand, has 37 faculty, one of whom is Black. The estimated percent of Blacks in the discipline is 8.9, and the department is identified as needing to hire two Blacks in order to overcome underutilization.

Although imprecise, the utilization analyses performed over a period of several years provide the best available basis for targeting areas in which special efforts should be made to hire women and Blacks as vacancies occur, since it would appear that there is a sufficient pool of qualified women or Blacks to result in hiring members of the underutilized group (even if some accommodation for differing sub-specialties must be made).

The following are target areas for employment of Blacks. Each unit has been identified as underutilizing Blacks in at least the last two years (Fall, 1980 and Fall, 1981):

Unit	Number Blacks Underutilized: 1981	Consecutive Underutilization Identified Since:
Accounting	1	1977
Finance	1	1975
Curriculum & Instruction	2	1975
Vocational/Technical Education	1	1975
Child & Family Studies	1	1980
Art	1	1980
Audiology & Speech Pathology	1	1980
Geological Sciences	1	1980
Mathematics	2	1979
Music	1	1975
Speech and Theatre	1	1980
Zoology	1	1977
Graduate School of Library and Information Science	1	1980
Graduate School of Social Work	2	1980

(Note: Human Services, the UTK Libraries, and Political Science are shown on Table IV to fall into this group, but each has hired a Black since Fall, 1981.)

The following are target areas for employment of women. Each unit has been identified as needing to hire at least two women to overcome underutilization in at least the past two years (Fall, 1980 and Fall, 1981).

Unit	Number Women Identified: 1981	Consecutive Underutilization Identified Since:
Marketing and Transportation	3	1977
Journalism	2	1975
*Curriculum & Instruction	7	1975
Child and Family Studies	5	1977
Nutrition & Food Science	4	1980
Textiles, Merch. & Design	5	1975
Anthropology	2	1975
Art	7	1975
Audiology & Speech Pathology	6	1980
Chemistry	2	1975
Germanic & Slavic Languages	3	1975
History	2	1975
Psychology	5	1975
**UTK Libraries	6	1980
Graduate School of Library and Information Science	4	1975
Graduate School of Social Work	9	1980

*Also on the list of areas targeted for underutilization of Blacks

**The UTK Libraries has hired three women since Fall, 1981.

In addition to targeting units for special efforts to attract Blacks and women for faculty posts, a second target area has been identified for 1981-82: increasing the numbers of Blacks hired for clerical and secretarial posts. The UTK Personnel Office has responsibility for identifying Blacks qualified to fill clerical and secretarial vacancies and for referring them to units for interviews. The Personnel Office has developed contacts with job referral services, high schools, and community agencies to solicit applications for staff non-exempt employment, and participates in several "career day" and "job harvest" activities annually. Each candidate who applies for a staff-nonexempt post has an initial screening interview with a counselor in the Personnel Office. In the case of clerical and secretarial applicants, typing skills are verified, when relevant for the positions for which application

is being made. Applicants who meet the requirements for the vacant post are then referred to the hiring unit for interviews.

During the period covered by this report, 15 percent of Black applicants for clerical and secretarial posts were hired, compared with 35 percent of non-Black applicants. An average of seven referrals for interviews were made for each Black hired, compared with an average of three referrals for interviews for non-Blacks hired (See Table II).

Salary Equalization Process

Since 1971, UTK has made a comparative study of the salaries of male and female faculty, as requested by the Commission for Women. For the past four years, the regression analysis included in that study has been used to provide actual and predicted salaries of all faculty. Two such reports are generated, one based on the AAUP model for such studies and one based on a modified version of that model. The essential differences between the two are that 1) the AAUP model does not include rank as a factor in salary prediction and 2) the AAUP model uses only male salaries in determining the prediction parameters. The salaries of all female faculty members identified by either model as failing to reach the predicted salary are "flagged" for special consideration of possible sex-linked inequity.

These studies of faculty salaries are discussed by the Vice Chancellor for Planning and Administration with the Vice Chancellor for Academic Affairs and the Vice Chancellor for Graduate Studies and Research. In addition, a document is prepared by the Office of Institutional Research which includes all staff-exempt title and lists, for each title, all employees and their salaries. This document is discussed with each vice chancellor.

In order to ensure that the inherent imprecision of the faculty salary models and variations in responsibilities of staff-exempt personnel holding similar titles do not mask possible sex-linked salary differentials, the salary of every female faculty and staff-exempt employee is reviewed with the appropriate vice chancellor by the Vice Chancellor for Planning and Administration. The various studies are used to "flag" salaries of particular concern.

Each vice chancellor then requests the appropriate dean or director to institute a review, which includes department heads, of all salaries

of female faculty and staff-exempt employees, with special consideration to be given to salaries which have been "flagged." This process is designed to ensure that qualitative factors are appropriately considered.

The department head, through the dean or director, makes recommendations to the vice chancellor for equity adjustments. In 1980-81, a small number of adjustments was made prior to the regular budgeting process. Making equity adjustments prior to step II budget determination has the advantage of not requiring departments to set aside their allocations for equity purposes. The percents of increase proposed in step II are, however, checked to ensure that an equity increase has not been substituted for regular raise money.

Affirmative Action Coordinator

Ms. Thomasenia Robinson, who had served as Affirmative Action Coordinator for three years, resigned in September to work in Atlanta for the State of Georgia Personnel Services Unit. A national search was begun in October, with a six-member committee screening the more than 80 applications generated by advertising and direct contact with potential candidates. The screening committee is composed of: Dr. Wyman Scott, Dr. Jane Dunlap, Dr. Dorothy Hendricks, Dr. Jacqueline DeJung, Ms. Bettye Reid, and Mr. Edward Bennett. Three candidates, two from the Knoxville area and one from Cincinnati, have been interviewed. The search is still in progress.

The monitoring activities assigned to the Affirmative Action Coordinator continue to be performed through the Office of the Vice Chancellor for Planning and Administration.

Updated UTK Affirmative Action Plan

An updated UTK Affirmative Action Plan was issued in November. This edition of the Plan incorporates technical changes required by various guidelines issued by the Department of Labor, more specifically details processes followed at The University of Tennessee Space Institute, and includes an index to facilitate use of the Plan.

Complaints of Discrimination

During the period covered by this report, one complaint of discrimination on the basis of sex was formally investigated by a committee

chaired by the Affirmative Action Coordinator, as provided for in the "Complaint Procedures." The finding, transmitted as a recommendation to the Vice Chancellor for Planning and Administration, was that sex discrimination had not been present.

One law suit charging sex discrimination was filed in Federal District Court during the period of this report, but it has been withdrawn by the plaintiff.

Two complaints were filed with EEOC during the period covered by this report. One charges discrimination on the basis of sex in termination of temporary employment, and the other charges sexual harassment and sex discrimination by the individual's supervisor. The former is awaiting an investigation by the Tennessee Commission on Human Development, and the latter is awaiting a decision by EEOC, following a fact-finding conference held in June, 1981.

Positive Signs

This Report began negatively, and, indeed, the failure to attract and to retain Blacks and women as employees is a matter of great concern. Efforts being made to attract Blacks to faculty posts do appear to be resulting in some success, and the quality of the persons hired is outstanding.

A large number of positive things occurred in the area of affirmative action during the period covered by this report, many through the continuing efforts of the Commission for Women and Commission for Blacks. The following list is not inclusive, but it does serve to indicate that there were substantial areas of positive accomplishment during the period covered by this report.

- The UTK Commission for Women held a "Women of Achievement" recognition program in the Fall of 1980. The CFW presented awards to current faculty, staff, and students linking present accomplishments to significant achievements of female former faculty, staff, and students. Approximately 450 persons attended the program. Dr. Frances Farenthold served as guest speaker.

- The Commission for Blacks raised concern that the enrollment control mechanism adopted to reduce undergraduate enrollment by 1000 for Fall, 1981, be sensitive to the need for special attention to applications from Blacks. The process used allowed for review of all applicants who appeared to be marginally likely to be able to succeed academically at UTK, and of the 495 applicants for admission as freshmen who were refused, only 31 were Black.

- Judge Otis Higgs, of Memphis, continued to serve as a consultant on race relations. A joint UTK/City of Knoxville Human Relations Committee

was formed as a response to one of several suggestions made by Judge Higgs.

- A seminar on Affirmative Action was held for the central administrative staff, deans, and directors. Dr. Freddie L. Groomes, Assistant to the President for Human Resources at The Florida State University, conducted the two-day seminar.

- The Commission for Blacks devoted significant attention to a review of the newly-developed Affirmative Action Plan for the Athletics Department (Men's Intercollegiate Athletics).

- The Commission for Women's continuing study of the position of part-time faculty was linked with Faculty Senate considerations and provided the impetus for proposed changes in employment status for part-time faculty.

- The College of Home Economics completed plans for changing the nursery school operation of the Department of Child and Family Studies into a day care program. In Fall, 1982, the day care program will be in place, with preference for admission to the program being given to children of UTK faculty, staff, and students.

- The Commission for Women provided an avenue, through an open forum, for clerical and secretarial employees to bring their concerns about salaries and working conditions directly to the attention of members of the Chancellor's staff.

- The UTK Alumni Affairs Office held a special reunion for Black alumni/ae during the 1981 homecoming and is holding a series of meetings around the state with Black alumni/ae to determine what activities Blacks would like to see incorporated into the ongoing Alumni Affairs programs.

- The Commission for Women requested a review of lighting on campus. A committee, including representatives from Physical Plant and from the CFW, has identified problem areas, and the lighting in these areas is being improved as funds are available.

- Under the sponsorship of the Commission for Women and the University Center, a program was begun to bring women students, faculty, and staff together with women who have been brought to the campus for lectures or performances. Receptions and discussions with speakers were routinely scheduled.

- Special recruitment efforts were begun to recruit outstanding Black high school students to UTK. The College of Engineering's "Minority Engineering Program" has been doing this successfully for several years,

and the new emphasis was designed to expand contacts with academically gifted, Black high school students. Under the leadership of Dr. John McDow (Dean of Admissions and Records), Mr. Charles Edington (Director of Admissions), and Dr. William Byas (Dean of Student Development), special recruiting trips have been made. In addition, outstanding Blacks have been offered scholarships as an inducement to apply to UTK.

• Women's Intercollegiate Athletics prospered. The Lady Vols were first in the nation in track, and were runners-up in the national AIAW basketball tournament. Attendance at Lady Vol games and meets and outside financial support for the program continued to rise.

Table I

Net Increases (Decreases) in Numbers of
Full-Time and Part-Time Ranked Faculty Professor-Lecturer
Fall, 1980 to Fall, 1981

<u>Unit</u>	Net Increases (Decreases)		
	<u>Males</u>	<u>Females</u>	<u>Blacks</u>
School of Architecture	(1)		(1)
Graduate School of Biomedical Science	(5)		(1)
<u>College of Business Administration</u>			
Accounting	2		
Economics	(1)	1	(1)
Finance	1	(1)	
Management Science	2		
Office Administration	(2)	(2)	
Statistics	(1)		
<u>College of Communications</u>			
Journalism	(1)	(1)	
<u>College of Education</u>			
Curriculum & Instruction	(1)		
Ed. Admin. & Suprv.	1	(1)	
Ed. and Couns. Psych.			1
H.P.E.R.	1	(1)	(1)
Special Ed. & Rehab.	(1)		
Student Teaching	2		
Voc. & Tech. Ed.	(2)	(1)	
<u>College of Engineering</u>			
Chemical & Metallurgical	(3)		
Civil			(1)
Electrical	(6)		
Engineering Science & Mechanics	(1)		
Industrial	2		
Mechanical and Aerospace	2		
<u>College of Home Economics</u>			
Food Science & Nutrition		(2)	(1)
Textiles, Clothing & Design	1	(2)	
<u>College of Law</u>			
College	(1)		
Legal Clinic	(1)	2	
Law Library	1		

<u>Unit</u>	Net Increases (Decreases)		
	<u>Males</u>	<u>Females</u>	<u>Blacks</u>
<u>College of Liberal Arts</u>			
Anthropology	1		
Audiology and Speech Pathology	(1)	1	
Biochemistry	(1)		
Biology	(1)		
Botany	2		
Chemistry	2		
Classics		1	
Computer Science	(2)	1	
English	2	1	
Geography	1		
Geological Sciences	(3)		
Germanic & Slavic Languages		(1)	
History	(1)	(1)	
Human Services		(1)	
Mathematics		(2)	
Microbiology	1		
Music	(1)	1	
Philosophy	1		
Physics & Astronomy	(1)	(2)	
Political Science	(2)	1	
Psychology		(1)	(1)
Romance Languages	(1)	2	
Sociology	1		(1)
Speech & Theatre	(3)	3	
Zoology		1	
Special Programs	2	2	
<u>Library</u>	3	5	
<u>Graduate School of Library & Info Science</u>		(1)	
<u>College of Nursing</u>		1	
<u>Graduate School of Planning</u>	2	(1)	
<u>Graduate School of Social Work</u>	(2)	(6)	(2)
<u>Space Institute</u>	2		
<u>College of Agriculture</u>			
Plant & Soil Science	1		
Net Increase (Decrease)	(11)	(5)	(9)

Source: Office of Institutional Research

Table II
Summary by EEO-6 Category

EEO-6 Category	Number of Searches Completed	PROPOSED OFFERS								REJECTED OFFERS								HIRES			
		Total	M	F	B	NBM	NBF	BM	BF	V	H	Total	M	F	B	NBM	NBF	BM	BF	V	H
01: Executive/ Administrative/ Managerial	19	20	14	6	1	13	6	1			1	1									
02: Faculty	79	91	58	33	2	56	33	2		2	12	10	2	1	9	2	1			2	
03: Professional/ Non-Faculty	56	60	26	34	5	24	31	2	3	1	4	2	2	2	2	2	2			2	
04: Secretarial/ Clerical	687	687	76	611	48	72	567	4	44												
05: Technical/ Paraprofessional	78	78	29	49	2	28	48	1	1	1										1	1
06: Skilled Crafts	53	53	45	7	1	44	7	1													
07: Service/ Maintenance	336	336	231	105	84	179	73	52	32												
Source: Office of the Vice Chancellor for Planning and Administration for statistics for the categories of Executive/Administrative/Managerial, Faculty, and Professional/Non-Faculty, UTK personnel Office for all other categories.																					

M = Male, F = Female, B = Black, NBM = Non-Black Male, NBF = Non-Black Female, BM = Black Male, BF = Black Female, V = Veteran, H = Handicapped

Table III

Comparative Rates of Interview and Hire
October 1, 1980--September 30, 1981

EEO-6 Reporting Category	Number of Searches ¹	Number of Applicants ²	Percent of Applicants Interviewed ³	Percent of Applicants Hired
<u>Executive/ Administrative/ Managerial</u>	19			
Total		621	14	3
Non-Black		608	14	3
Black		13	23	8
Male		432	16	3
Female		93	23	6
<u>Faculty</u>	79			
Total		3127	13	3
Non-Black		3050	13	3
Black		77	21	0* ⁴
Male		2321	12	2
Female		644	19	5
<u>Professional/ Non-Faculty</u>	56			
Total		1078	22	5
Non-Black		1016	21	5
Black		65	34	8
Male		501	21	5
Female		541	25	6
<u>Clerical & Secretarial</u>	687			
Total		2150		32
Non-Black		1829		35
Black		321		15*
Male		199		38
Female		1951		31
<u>Technical/ Paraprofessional³</u>	78			
Total		527		15
Non-Black		480		16
Black		47		4*
Male		286		10
Female		241		20
<u>Skilled Crafts</u>	53			
Total		192		28
Non-Black		176		30
Black		16		6*
Male		164		27
Female		28		29
<u>Service/Maintenance</u>	336			
Total		2979		11
Non-Black		2076		12
Black		903		9
Male		2127		11
Female		852		20

Footnotes for Table III

¹For the categories Executive/Administrative/Managerial, Faculty, and Professional/Non-faculty figures are for regular full-time or part-time posts filled, as monitored by the Office of the Vice Chancellor for Planning and Administration. All figures for the categories Clerical/Secretarial, Skilled Crafts, and Service/Maintenance have been provided by the UTK Personnel Office. Figures for the category Technical/Paraprofessional are predominantly those of the UTK Personnel Office. Fourteen searches in this category, however, involved staff-exempt posts and were monitored through the Office of the Vice Chancellor for Planning and Administration.

²In the categories of Executive/Administrative/Managerial, Faculty, and Professional/Non-faculty the total number of applicants exceeds the sum of male and female applicants because units have indicated, in some instances, that the sex of applicants was not known. The total of Blacks and non-Black applicants does equal the total of applicants, since all applicants not identified by departments as Black have been assumed to be non-Black.

³Figures are not provided for categories for which the UTK Personnel Office is responsible for maintaining applicant flow data because the Personnel Office keeps their records by position, and some applicants are sent on many interviews, some are not referred for interviews after initial screening by Personnel Office staff.

⁴An "*" indicates that application of the test for acceptability of difference in rates between Blacks/non-Blacks or males/females results in identification of the category as a problem area. The test for acceptability is whether the difference between the percent of Blacks/non-Blacks or males/females is a negative element 20 percent or greater of the percent for non-Blacks or of males.

Table IV (Continued)

EEO-6 Category 02: Faculty (Continued)

Department or Unit	Number Women Underutilized						Number Blacks Underutilized					
	1975	1977	1978	1979	1980	1981	1975	1977	1978	1979	1980	1981
<u>College of Home Economics</u>	7	8	5	6	12	14	*	*	*	*	1	2
Child and Family Studies	0	1	1	2	5	5	*	*	*	*	1	1
Nutrition and Food Science	0	0	0	0	3	4	*	*	*	*	0	1
Textiles, Merchandising, and Design	7	7	4	4	4	5	*	*	*	*	0	0
<u>College of Liberal Arts</u>	33	37	37	37	35	40	4	5	3	4	10	12
Anthropology	2	2	2	3	2	2	0	0	0	0	0	0
Art	4	6	7	6	7	7	0	0	0	0	1	1
Audiology & Speech Pathology	0	0	0	0	6	6	0	0	0	0	1	1
Botany	0	0	0	1	1	1	0	0	0	0	0	0
Chemistry	2	2	2	2	2	2	0	0	0	0	0	0
Geological Sciences	1	2	0	1	0	0	0	0	0	0	1	1
Germanic & Slavic Languages	4	4	3	3	3	3	0	0	0	0	0	0
History	1	1	1	1	2	2	0	0	0	0	0	0
Human Services	0	0	0	0	1	2	0	0	0	0	1	1
Mathematics	5	5	6	6	1	3	2	1	0	1	2	2
Microbiology	0	0	0	0	0	3	0	0	0	0	0	0
Music	5	4	6	5	2	1	1	1	1	1	1	1
Physics & Astronomy	0	0	0	0	0	0	0	0	0	0	0	1
Political Science	1	2	2	2	3	1	0	1	0	0	1	1

*Data not available

Table IV (Continued)

EEO-6 Category 02: Faculty (Continued)

Department or Unit	Number Women Underutilized						Number Blacks Underutilized					
	1975	1977	1978	1979	1980	1981	1975	1977	1978	1979	1980	1981
College of Liberal Arts (Continued)												
Psychology	5	5	3	3	5	5	0	0	0	0	0	1
Speech & Theatre	1	2	2	2	0	0	1	1	1	1	1	1
Zoology	2	2	3	2	0	2	0	1	1	1	1	1
UTK Libraries	9	0	0	0	5	6	0	0	1	1	1	1
Graduate School of Library & Info Science	4	1	1	1	3	4	0	0	0	0	1	1
Graduate School of Planning	0	0	0	0	0	1	0	0	0	0	0	0
Graduate School of Social Work	6	0	0	0	9	9	0	0	0	0	1	2
Total: UTK Units Excluding UTSI	69	65	61	65	81	95	10	12	11	11	20	26
UTSI	0	0	1	1	1	3	0	0	0	0	0	0
UTK GRAND TOTALS	69	65	62	66	82	98	10	12	11	11	20	26

Source: Office of Institutional Research--Annual Utilization Analyses