



1-16-1976

## **Memo on Affirmative Action and Recruitment January 16, 1976**

Commission for Blacks

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THE UNIVERSITY OF TENNESSEE  
KNOXVILLE 37916  
OFFICE OF THE VICE CHANCELLOR  
PLANNING AND ADMINISTRATION

January 22, 1976

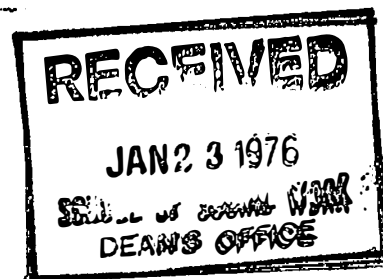
MEMORANDUM

TO: Members of Commission for Blacks  
Members of Commission for Women  
Members of Equal Employment Opportunity Committee

FROM: Luke Ebersole *LE*

I think you will be interested in the attached memorandum which was sent recently to Deans, Directors, and Department Heads.

/f  
Attachment



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

January 16, 1976

MEMORANDUM

TO: Deans, Directors, and Department Heads

FROM: Walter Herndon .V4

RE: Affirmative Action and Recruitment

Although we do not yet know the number of new positions which may be possible for 1976-77, it is clear that, as in past years, the normal replacement of persons retiring, resigning, or otherwise leaving the faculty will entail a good deal of recruitment. Please remember that Affirmative Action applies to replacements as well as to new positions. We will require solid evidence, in approving all appointments, that the standards of Affirmative Action have been honored and that a good faith effort has been made to fill each position out of an open and comprehensive pool of candidates.

An examination of last year's recruitment does not show that many of us were especially overzealous in this matter. Although some 90 new individuals (the great majority being replacements) were hired, the November 1976 full-time faculty list shows a net gain of less than 6 blacks and less than 6 women (see the attached comparative tables). In fact, the actual percentage of full-time women faculty decreased slightly. Perhaps we should ask ourselves whether we find this so far an acceptable showing.

The Main Reference Department of the Library has available a recent publication which may be useful to you in this connection.

HD            Professional Women and Minorities: A Manpower Resource Service  
6058  
.V4        Vetter, Betty M. and Babco, Eleanor L.

In this work separate chapters are given to approximately 14 broad academic divisions, such as the physical sciences, engineering, agricultural and biological sciences, social sciences, humanities, and so on. A separate chapter entitled "Recruitment Resources" lists less specific agencies which can be contacted for assistance in locating good candidates.

Please attach to full-time appointment papers for 1976-77, whether for replacement or new positions, a brief indication of the candidate pool and the resources which you have consulted as you set about to fill the position.

sb

# FULL-TIME TEACHING FACULTY UTK

1975-76

Franklin D Hamilton  
John Colen  
Patricia Whitmore  
Ira Harrison  
Betty Cleckley  
Jean Ford  
Barbara Reid  
BLACK

	TOTAL	WOMEN		BLACK	
		No.	%	No.	%
Professor	389.7	19.0	4.9	2.0	.51
Associate Professor	377.8	43.5	11.5	7.0	1.85
Assistant Professor	367.5	92.8	25.3	17.5	4.76
Instructor	145.5	70.5	48.5	8.0	5.50
Lecturer	2.5	.5	20.0		
TOTALS	1283.0	226.3	17.6	34.5	2.69

Parkinson  
Bob Kirk

# FULL-TIME TEACHING FACULTY UTK

1974-75

	TOTAL	WOMEN		BLACK	
		No.	%	No.	%
Professor	364.4	16.0	4.4	1.0	.27
Associate Professor	353.1	41.5	11.8	5.0	1.4
Assistant Professor	375.9	90.3	24.0	15.7	4.2
Instructor	124.6	71.1	57.1	7.3	5.9
Lecturer	6.0	2.0	33.3		
TOTALS	1224.0	220.9	18.0	29.0	2.4

Assoc. Prof. Franklin D. Hamilton  
John Colen  
Patricia Whitmore  
Ira Harrison  
Betty Cleckley  
Barbara Reid