



1973

1973 Department of Physics Survey and Report

Commission for Blacks

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THE UNIVERSITY OF TENNESSEE
DEPARTMENT OF PHYSICS & ASTRONOMY

KNOXVILLE, TENNESSEE 37916

July 12, 1973

TELEPHONE: (615) 974-3342

TO: *Hardy Liston*

FROM: *William M. Bugg*

SUBJECT: *INFORMATION REGARDING TASK FORCE ON BLACKS*

Attached please find the information I failed to submit at the meeting on Monday in the University Center regarding the Task Force on Blacks.

pm .



REPORT TO TASK FORCE ON BLACKS from the Department of Physics

1. Describe in detail the efforts made to recruit Black faculty for academic school year 1973-74.

See attached sheet.

2. What do you consider to be the most significant limiting factors to such recruitment?

The most significant limiting factor to the recruitment of Black faculty members for the Department of Physics lies in the limited number of such individuals and, in particular, the small number of new Black Ph.D.s produced in the United States each year. For example, last year an American Institute of Physics survey showed that seven Black Ph.D.s were graduated in the US. This number included both citizens and non-citizens.

3. Can you suggest alternative methods of recruiting that might increase chances of success in this regard?

It seems to us that the most effective action that can be taken to improve recruiting Black faculty are efforts to encourage promising Black students at the undergraduate and graduate level to major in Physics. Without a significant increase in the number of Black students it will prove most difficult to increase the number of potentially available Black faculty. However, in physics we must admit that we have not been particularly successful in encouraging students to enter the field. This has been true not only of Blacks but also of women although we are able to recruit a few able women for graduate work.

4. Do you have any special procedures for recruiting Black students in your department?

Not at the present time. We have in the past visited colleges in the area, both Black and other, in the hopes of recruiting good students into our graduate program. These efforts have, in general, not proved successful in recruiting any kind of student--Black or otherwise. We are at present attempting a somewhat different approach. We have invited Black faculty to join us on a temporary basis in our teaching and research program. In this way, we improve our ties with the Black professional community, help recruit students into our program, and hopefully provide some enrichment for the Black faculty member which will prove of value to him and to his college when he returns.

5. What is your conception of affirmative action?

With regard to recruitment of minority groups for faculty positions, affirmative action involves the most thorough search possible for means of informing members of these groups of the availability of positions at the University. In the process of selection of the best candidates, particular attention should be given to special contributions that minority faculty might make to a department which lie beyond the factors traditionally used in the evaluation of faculty.

6. What is your impression of the relations between students and faculty?

My general impression is that relations between the students and faculty are reasonably good with no significant changes being readily apparent in the last several years.