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## **Memo: Follow Up on Points Raised At Recent CFB Meetings**

Commission for Blacks

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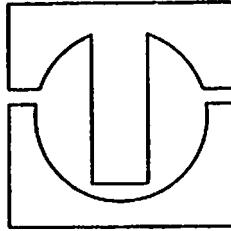
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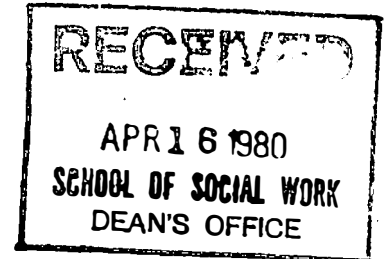
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Office of the Chancellor/The University of Tennessee, Knoxville/527 Andy Holt Tower/Knoxville, Tennessee 37916

April 11, 1980



Dr. Luther Kindall  
Commission for Blacks  
106 Claxton Education Building  
Campus

Dear Luther:

This is to follow up on points raised at the recent Commission for Blacks meeting to be sure that we have either done or set in motion the machinery to get done, the items in which the CFB was interested.

1. Affirmative Action Plan for Intercollegiate Athletics. We have contacted Dr. Kozar about progress on the Plan. One of the things which had become apparent was that more statistical analysis was needed, and Dr. Kozar has asked Dr. John Hemmeter, Director of the Office of Institutional Research, to provide needed data. It appears that at least one University (The University of Rochester) has an Affirmative Action Plan for Intercollegiate Athletics which has been approved by the Department of Labor as meeting its requirements for compliance with equal employment opportunity and affirmative action statutes, regulations, and guidelines. This will need to be reviewed to see whether some parts of it may provide some of the statistical information which has been so difficult to obtain.

Dr. Kozar is moving forward, however, and is committed to involving the CFB, the CFW, and other groups in the review of a draft document.

2. Minority Vendor Program. I believe you have already received information on the Small Business Program and the set-asides program through Dr. Ebersole.

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3. Financial Exigency. I have not yet received the Plan from the group which has been working to devise it, so I cannot say to what degree the preservation of gains in employment of minorities and women has been emphasized. In creating the committee, we sought to ensure that this issue received full discussion by appointing to the group persons who would be sensitive to this concern. If the CFB feels that the Plan, when distributed, does not take account of the issue adequately, you may wish to make recommendations for changes to the Faculty Senate which will review the draft and recommend a plan to us.

4. Budgetary impact upon Admission By Performance Institute and Pre-Medical Enrichment Program. While no final decisions have been made, it appears that we will be able to continue both these programs next year. We must, I believe, investigate external funding for the Pre-Medical Enrichment Program. The established Minority Engineering Program and more recent consortium of Agriculture colleges with which the UTK College of Agriculture has joined to form similar programs can serve as models.

5. UTSI Affirmative Action Efforts. Dr. Ebersole will be glad to assist in setting a time at which Dr. Weaver, Mr. Bennett, and others can meet with the CFB, if you would like. The geographical separation of UTSI and its quasi-autonomous stature make it difficult for us to be precise about the procedures followed in any specific instance. Dr. Weaver, however, has demonstrated his commitment to affirmative action over a very long period of years, and I believe that discussing the Commission's concerns with him would provide an opportunity for the CFB to learn of affirmative action efforts at UTSI and for Dr. Weaver to have the benefit of the Commission's thinking on ways in which the efforts could be increased.

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I appreciated the opportunity to meet with the Commission and am always glad to have the Commission advise and recommend on issues in which its members are interested.

Sincerely,

  
Jack E. Reese  
Chancellor

kk

cc: Dr. Luke Ebersole  
Dr. Charles Weaver  
Miss Betsey B. Creekmore  
Ms. Thomasenia Robinson