



4-18-1976

## **Memorandum Regarding Faculty Affairs Sub-Task Force Meeting April 18, 1976**

Commission for Blacks

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M E M O R A N D U M

TO: Dr. Betty J. Cleckley

FROM: Luther M. Kindall

RE: Commission on Blacks  
Faculty Affairs Sub-Task Force

DATE: April 28, 1976

The Faculty Affairs Sub-Task Force met on Thursday April 18, 1976, in the University Center.

Members present:

Luther M. Kindall, presiding  
Robert Gibson  
Rodney Hammond  
Stan Lusby  
Roy Jackson

Members absent:

Mark Allen  
Mary Ann Cawn  
George Harris  
Signora Jones  
John McDow

The major portion of the meeting was devoted to identifying specific issues, concerns, and problems to be investigated by the sub-task force. The sub-task force agreed to request the following information from the U.T. central administration.

- I. A clearer picture of the actual number, status, and function of each Black faculty member. More specifically the committee requests the following:
  - A. The names and percent of all Black fulltime faculty members who do not have additional administrative or staff duties.
  - B. The names and percent of all Black parttime faculty members who have additional administrative or staff positions. (Include the number of hours taught during the present (1975-76) academic year (do not include anyone listed in category A).
  - C. The names of all Black staff members who have adjunct faculty positions. (Include those who teach only through the evening school budget.)

*Indicate*

- D. The names and percent of Black heads of academic departments and divisions.
- E. The rank of each Black faculty member and the percent that Blacks represent in each category.
- F. The number and percent of tenured faculty members.
- G. The percent of each person's income source from hard and soft money categories.
- H. The number of 9 month Black faculty who teach summer school.
- I. The number and percent of white faculty members who fit the above categories.
- J. The name of academic departments which do not have Black faculty.
- K. The average salary of Blacks and Whites in each category.
- L. Number and percent of graduate teaching assistants in academic departments.

Since the data is already available the committee requests an immediate response to items A and B. That is, we would at least like to immediately see a separate listing of the names of fulltime and parttime faculty.\*

\* Parttime meaning the person has additional administrative or staff positions.

In addition, the committee agreed to pursue the following goals.

- A. Establish guidelines for pre- and post-employment interviews for Black faculty to compliment the regular departmental interviews. Inquire from departments how this can be accomplished within the parameters of their present procedures. Also, canvass present Black faculty to ascertain problems or weaknesses of the present procedures and the types of things that might have facilitated their initial adjustment.
- B. Meet with Mr. Marvin Peeks and Dean Charles Jackson concerning alerting departmental faculty of the need to employ more and replace departing faculty members who teach Black Studies.
  - 1. Review the present status of the Black Studies Program.
  - 2. Canvass former white faculty who have taught courses in or related to the Black Studies Program to ascertain why their employment was terminated.
- C. Procure the number and percent of Black administrators (not staff) in the U.T. Central Administration.
- D. The group also would like to know how the present criteria for promotion and tenure differ from previous years since lack of tenure lessens the prospect of retaining Blacks.
- E. The group also recommended that the Affirmative Action Commission bring in an expert (affirmative action officer) from TVA, Union Carbide, ORNAL, or a governmental agency to assist in delineating the mechanics for monitoring and consequences for compliance with the revised AA plan.