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Commission for Blacks Report Prepared by Student Affairs

Commission for Blacks

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Dr. Cleckley

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Commission for Blacks (CFB) Report Prepared by: Ralph N. Taylor, Chairperson
Student Affairs

Report on the interview with:

Gloria Ray, Women's Intercollegiate Athletic Director

Dr. Madge Phillips, Director of School of Health, Physical Education and
Recreation, Co-Advisor to Gloria Ray

Dr. Howard Aldmon, Vice-Chancellor for Student Affairs, Co-Advisor to
Gloria Ray

I met with Gloria Ray in her office at Stokely Athletic Center, west wing, to discuss the article that appeared in The Daily Beacon concerning her coaching staff. Ms. Ray was quite familiar with the reason why the meeting was called because she received a copy of Dr. Cleckley's letter to Dr. Phillips stating that Ralph N. Taylor would be meeting with them in the near future. Ms. Ray was upset because she did not receive direct communication from CFB. Nevertheless, we went right into the all-white women coaching staff problem.

Ms. Ray states that she inherited all of the coaching personnel positions except for one. And that position was filled by a ten percent time faculty person. Three coaching are utilized from the HPER Department but could be from any department where someone would like to be a coach. Only because they've one full-time already, so Ms. Ray just budgets the Department for the time spent in coaching. There are two graduate assistants for volleyball and field hockey. Ms. Ray and her secretary are the only full-time staff. She mentioned that basketball would be the first full-time position.

Ms. Ray mentioned, proudly, the addition of Ms. Trish Roberts. Ms. Roberts was recruited by Pat Head because she coached Trish in the Olympic games in Montreal this past summer. Trish's eligibility is only one year and coach Pat Head probably will be leaving next year. Therefore, it is hoped by Ms. Ray that Trish would accept a head coaching position in basketball at UTK.

Their total budget is \$110,000, which covers salary, all expenses for office and phones, all traveling expenses as well as the payment for all equipment and uniforms for all women's sports.

All in all, the Women's Sports program as stated by Ms. Ray is very optimistic about its future and hopes to get cooperation from the UTK community at large to help gain a good represented coaching staff in the future.

Meeting with Dr. Phillips was informative because she is on the Affirmative Action Advisory Committee, and is also aware that there is a lack of black presence on this campus. Therefore, we discussed not only the women's sports program but the lack of black faculty in her department and the university at large. Of course, she could not immediately rectify the all-white coaching staff for the Women's Programs but mentioned that she is very supportive of the black presence in those areas.

Dr. Aldmon's meeting was brief and he is aware of the all-white women's coaching staff and says he will work with Mr. Ray to bring about change.

Final Conclusions:

The lack of situational effectiveness is apparent in Women's Sports and the other university services as well. It becomes even more apparent that if there will ever be a real black presence in Women's Sports and other areas on The University of Tennessee at Knoxville campus then it will arrive because of the positive efforts of black faculty, staff and student's aggressive behavior toward this change and the responsiveness of those administrators in leadership positions to recognize, accept and influence that same change.