



6-1976

Information for the Commission for Blacks, Sub-Task Force on Faculty Affairs

Commission for Blacks

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Recommended Citation

Commission for Blacks, "Information for the Commission for Blacks, Sub-Task Force on Faculty Affairs" (1976). *Faculty and Staff Reports and Communications*.
https://trace.tennessee.edu/utk_blackfacultyreports/40

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Information for the Commission for Blacks,
Sub-Task Force on Faculty Affairs

Unless otherwise indicated, The University of Tennessee, Knoxville is defined as including: the day school, the Space Institute in Tullahoma, the College of Agriculture, and the College of Veterinary Medicine. All data are from the academic year 1975-76.

- (1) As of spring quarter, 1976, black full-time instructional faculty with no administrative responsibilities were:

| | |
|---------------------------|--------------------------|
| Dr. Reynell M. Parkins | Dr. Nathaniel W. Revis |
| Dr. Imogene M. Ford | Ms. Norma J. Taylor |
| Dr. Franklin D. Hamilton | Dr. Clifton Woods, III |
| Dr. Ira E. Harrison | Ms. Sammye J. Wynn |
| Ms. Barbara M. Reid | Mr. Riggins R. Earl |
| Maj. Norman C. Carey | Ms. Joyce E. Everett |
| Ms. Anne R. Ford | Ms. Sharron M. Hodson |
| Dr. Arthur M. Ford, Jr. | Mr. Erskine R. Smith |
| Dr. William R. Hammond | Ms. Nancy S. Wright |
| Dr. George W. Harris, Jr. | Ms. Josephine V. Allen |
| Capt. John D. Howell, Sr. | Ms. Louie M. Beasley |
| Mr. Walter C. Jackson | Dr. Elma H. Mardis |
| Dr. Luther M. Kindall | Ms. Nellie P. Tate |
| Dr. Benjamin Mason | Mr. John N. Colen |
| Dr. John H. Morrow | Ms. Patricia F. Whitmore |
| Ms. Armentine I. Pickett | |

Of the 46 black staff members with instructional rank, 31 (67.4%) were full-time instructional staff members with no administrative responsibilities.

Source: UTK Office of Academic Personnel Records.

- (2) On November 1, 1975, there were 1,307 full-time instructional staff members with no administrative responsibilities. Thirty-one (2.4%) of this total were black.

Source: UTK Office of Academic Personnel Records.

- (3) As of spring quarter, 1976, black full-time employees with instructional and administrative responsibilities were:

Dr. Robert H. Kirk
Dr. Betty J. Cleckley
Dr. Herbert Ruffin

Ms. Sherrye C. Goss
Mr. Ronald Belfon

Of the 46 black staff members with instructional rank, five (10.9%) were black full-time personnel with instructional and administrative responsibilities.

Source: UTK Office of Academic Personnel Records.

- (4) Of the 102 staff members with instructional rank who had both instructional and administrative responsibilities, five (4.9%) were black. For this response and the previous response (3), some black staff members were identified to this category by self reporting of their actual duties. The criteria to identify non-black to this group were:

1. if their position title indicated an instructional rank and an administrative position, i.e., professor and head, etc., or
2. if their salary was allocated from instructional and administrative sources.

If these criteria were also applied to black staff members, two individuals would be identified. The black percentage of the total within this category would then be 2.0.

Source: Administrative Data Systems (program based on December 1975 payroll tape); UTK Office of Academic Personnel Records.

- (5) The number of degree-credit courses taught during 1975-1976 by black staff members with administrative and instructional responsibilities will be forwarded upon the receipt of questionnaires sent to appropriate black staff members.
- (6) Black employees who taught part-time in the evening school during 1975-76 were:

Dr. Bertha Williams
Mr. Marvin Peek

Dr. Luther Kindall
Mr. Eugene Pickel

Source: UTK Evening School.

- (7) Black part-time employees who taught in the day school during 1975-1976 were:

Dr. Marcia J. Donaldson

Mr. Ralph M. Ross

Source: UTK Office of Academic Personnel Records.

- (8) A black staff member who headed an academic department or division was:

Dr. Robert H. Kirk

Of the 72 heads of academic instructional departments or divisions, one (1.4%) was black. In addition, there were seven other nondepartmentalized instructional units which did not have a black staff member as a "head". These were:

Graduate School of Library and
Information Sciences
Graduate School of Planning
Graduate School of Social Work
Space Institute
School of Architecture
School of Nursing
College of Law

Source: UTK Office of Academic Personnel Records.

- (9) Of the 72 heads of academic departments or divisions, 71 (98.6%) were non-black.

Source: UTK Office of Academic Personnel Records.

- (10) The rank of full- and part-time black instructional faculty members and the percentage that blacks represent in each rank were as listed:

Professor

Dr. Reynell M. Parkins

Dr. Robert H. Kirk

Black percentage of total (473.7) was .43%.

Associate Professor

Dr. Imogene M. Ford

Dr. Betty J. Cleckley

Dr. Franklin D. Hamilton

Mr. John N. Colen

Dr. Ira E. Harrison

Ms. Patricia F. Whitmore

Ms. Barbara M. Reid

Black percentage of total (416.8) was 1.7%.

Assistant Professor

Maj. Norman C. Carey

Dr. Nathaniel W. Revis

Ms. Anne R. Ford

Ms. Norma J. Taylor

Dr. Arthur M. Ford, Jr.

Dr. Clifton Woods, III

Dr. William R. Hammond

Ms. Sammie J. Wynn

Assistant Professor (continued)

| | |
|---------------------------|------------------------|
| Dr. George W. Harris, Jr. | Dr. Herbert Ruffin |
| Capt. John D. Howell, Sr. | Ms. Felicia H. Felder |
| Mr. Walter C. Jackson | Ms. Josephine V. Allen |
| Dr. Luther M. Kindall | Ms. Louie M. Beasley |
| Dr. Benjamin Mason | Dr. Elma H. Mardis |
| Dr. John Morrow | Ms. Nellie P. Tate |
| Ms. Armentine I. Pickett | |

Black percentage of total (433.5) was 4.9%.

Instructor

| | |
|-----------------------|--------------------------|
| Mr. Riggins R. Earl | Mr. Ronald Belfon |
| Ms. Joyce E. Everett | Ms. Carolyn J. Henderson |
| Ms. Sharron M. Hodson | Ms. Deborah A. Raikes |
| Mr. Erskine R. Smith | Ms. Anna G. Clark |
| Ms. Nancy S. Wright | Mr. A. C. Wharton, Jr. |
| Ms. Sherrye C. Goss | Ms. Dorothy M. Williams |

Black percentage of total (265.5) was 4.5%.

Lecturer

| | |
|-------------------------|-------------------|
| Dr. Marcia J. Donaldson | Mr. Ralph M. Ross |
|-------------------------|-------------------|

Black percentage of total (105.5) was 1.9%.

Source: UTK Office of Academic Personnel Records.

- (11) The number by rank of non-black full- and part-time faculty and the percentage that non-blacks represent in each rank were:

| <u>Rank</u> | <u>Total</u> | <u>Total Non-black</u> | <u>Percent of Total</u> |
|--------------|--------------|------------------------|-------------------------|
| Professor | 473.7 | 471.7 | 99.6 |
| Assoc. Prof. | 416.8 | 409.8 | 98.3 |
| Asst. Prof. | 433.5 | 412.5 | 95.1 |
| Instructor | 265.5 | 253.5 | 95.5 |
| Lecturer | 105.5 | 103.5 | 98.1 |

Source: UTK Office of Academic Personnel Records.

- (12) Of the 41 black full-time personnel with academic rank, eight (19.5%) have tenure.

Source: UTK Office of Academic Personnel Records.

- (13) Of the 1,382 non-black full-time staff members with academic rank, 835 (60.4%) have tenure.

Source: UTK Office of Academic Personnel Records.

Note: Only UTK administrators were included; other persons having tenure from UTK, but serving in the UTMCH or System's staff, were not included.

- (14) The percentage of each full-time black instructional faculty member's income from hard and soft money (figures based on fiscal year 1976) was:

| <u>Black Faculty</u> | <u>% Hard</u> | <u>% Soft</u> |
|----------------------|---------------|---------------|
| Ira Harrison | 100 | 0 |
| Walter Jackson | 100 | 0 |
| Clifton Woods | 100 | 0 |
| John Morrow | 100 | 0 |
| Arthur Ford | 100 | 0 |
| William Hammond | 99 | 1 |
| Riggins Earl | 100 | 0 |
| Nancy Wright | 100 | 0 |
| Joyce Everett | 100 | 0 |
| Imogene Ford | 100 | 0 |
| Sammye Wynn | 100 | 0 |
| Herbert Ruffin | 96 | 4 |
| George Harris | 94 | 6 |
| Luther Kindall | 99 | 1 |
| Robert Kirk | 100 | 0 |
| Armentine Pickett | 100 | 0 |
| Reynell Parkins | 72 | 28 |
| Franklin Hamilton | 80 | 20 |
| Nathaniel Revis | 85 | 15 |
| Barbara Reid | 83 | 17 |
| Sharron Hodson | 100 | 0 |
| Betty Cleckley | 100 | 0 |
| John Colen | 100 | 0 |
| Patricia Whitmore | 100 | 0 |
| Josephine Allen | 100 | 0 |
| Anne Ford | 75 | 25 |
| Sherrye Goss | 100 | 0 |
| Ronald Belfon | 100 | 0 |
| Elma Mardis | 100 | 0 |

Source: UT System Payroll Office.

- (15) The number of black staff members on a nine-month appointment who taught summer quarter, 1976 and the number who were given the opportunity but did not teach will be forwarded upon the receipt of questionnaires sent to appropriate black staff members.
- (16) A black faculty promotion announced for academic year 1976-77 was:

Dr. George W. Harris, Jr., promoted from assistant professor to associate professor of EA&S.

Source: UTK Office of Academic Personnel Records.

- (17) Non-black faculty promotions announced for academic year 1976-77 were:

| | |
|--|----|
| Associate professor to professor | 29 |
| Assistant professor to associate professor | 42 |
| Instructor to assistant professor | 6* |
| Total | 77 |

Source: UTK Office of Academic Personnel Records.

* Including two which are contingent upon the completion of certain specified requirements.

- (18) As of spring quarter, 1976 black administrators without instructional responsibility who have faculty rank were:

Mr. Hardy Liston, Jr.

Dr. Bertha Williams

Source: UTK Office of Academic Personnel Records.

- (19) Academic departments or divisions that had no black faculty members as of May 1976 were:

Agricultural Biology
 Agricultural Economics and Rural Sociology
 Agricultural Engineering
 Agricultural Extension Education
 Animal Science
 Food Technology & Science
 Forestry
 Ornamental Horticulture & Landscape Design
 Plant and Soil Science
 Accounting and Business Law
 Economics
 Finance and Real Estate
 Industrial Management
 Marketing and Transportation
 Office Administration & Business Education
 Statistics
 Advertising
 Broadcasting
 Journalism
 Division of Continuing Education
 Continuing and Higher Education
 Division of Recreation
 Division of Physical Education
 Special Education and Rehabilitation
 Vocational-Technical Education
 Division of Education (at Nashville)
 Chemical and Metallurgical Engineering
 Civil Engineering

(19) continued

Electrical Engineering
 Engineering Science & Mechanics
 Industrial Engineering
 Mechanical and Aerospace Engineering
 Nuclear Engineering
 Child Development, Family Relationships, Home Management,
 and Family Economics
 Crafts, Interior Design, Housing & Equipment
 Art
 Biochemistry
 Botany
 Classics
 Computer Science
 English
 Geography
 Geological Sciences
 Germanic and Slavic Languages
 Mathematics
 Microbiology
 Music
 Philosophy
 Physics and Astronomy
 Political Science
 Romance Languages
 Sociology
 Speech and Theatre
 Zoology and Entomology
 Environmental Practice
 Pathobiology
 Rural Practice
 Urban Practice

Other nondepartmentalized instructional units which had no black faculty:

Graduate School of Library and Information Science
 Graduate School of Planning
 Space Institute

Source: UTK Office of Academic Personnel Records.

- (20) The average salary by rank of black and non-black full-time instructional faculty who had no administrative responsibilities is given in the following table:

| Average Full-Time Faculty Salary | | |
|----------------------------------|----------|-----------|
| Rank | Black | Non-Black |
| Professor | * | \$21,786 |
| Associate Professor | \$19,919 | 17,071 |
| Assistant Professor | 14,703 | 13,938 |
| Instructor | 11,925 | 9,768 |

*Salary not listed because the rank includes only one person, and, therefore, the individual's salary would be revealed.

Sources: UTK Office of Academic Personnel Records and 1975-76 data supplied to AAUP.

- (21) As of December 1975, the number and percentage of black graduate teaching assistants by account name were:

| <u>Account Name</u> | <u>Total GTA's</u> | <u>Black GTA's</u> | <u>% Black GTA's</u> |
|-----------------------------|--------------------|--------------------|----------------------|
| Special Programs | 2 | 2 | 100 |
| Anthropology | 2 | 0 | 0 |
| Arts | 10 | 0 | 0 |
| Microbiology | 17 | 1 | 5.9 |
| Biochemistry | 18 | 0 | 0 |
| Botany | 20 | 0 | 0 |
| Chemistry | 59 | 1 | 1.7 |
| Computer Science | 13 | 0 | 0 |
| English | 75 | 0 | 0 |
| Ecology | 3 | 0 | 0 |
| Geography | 17 | 0 | 0 |
| Geology | 9 | 0 | 0 |
| Germanic & Slavic Languages | 9 | 0 | 0 |
| History | 16 | 0 | 0 |
| Mathematics | 53 | 1 | 1.9 |
| Music | 8 | 0 | 0 |
| Philosophy | 5 | 0 | 0 |
| Physics | 16 | 0 | 0 |
| Political Science | 11 | 0 | 0 |
| Psychology | 3 | 0 | 0 |
| Romance Languages | 22 | 1 | 4.5 |
| Sociology | 17 | 2 | 11.8 |
| Speech & Theatre | 8 | 0 | 0 |
| Zoology | 36 | 0 | 0 |
| Agr. Econ. & Rural Soc. | 1 | 0 | 0 |
| Animal Science | 2 | 0 | 0 |
| Child & Family Studies | 4 | 0 | 0 |
| Food Sci., Nutrition | 8 | 0 | 0 |
| Crafts, Interior Design | 5 | 0 | 0 |
| Textiles & Clothing | 7 | 1 | 14.3 |
| Civil Engineering | 3 | 0 | 0 |
| Electrical Engineering | 2 | 0 | 0 |
| Engineering Science & Mech. | 7 | 0 | 0 |
| Nuclear Engineering | 4 | 0 | 0 |
| Accounting | 16 | 0 | 0 |
| Office Administration | 11 | 3 | 27.3 |
| Economics | 15 | 1 | 6.7 |
| Finance | 3 | 0 | 0 |
| Industrial Management | 3 | 0 | 0 |
| Management Science | 4 | 0 | 0 |
| Marketing & Transportation | 5 | 0 | 0 |
| Statistics | 3 | 0 | 0 |

(21) continued

| <u>Account Name</u> | <u>Total GTA's</u> | <u>Black GTA's</u> | <u>% Black GTA's</u> |
|------------------------------|--------------------|--------------------|----------------------|
| C & I | 3 | 0 | 0 |
| Ed. Psych. & Guid. | 8 | 1 | 12.5 |
| Health, P.E. & Rec. | 23 | 3 | 13.0 |
| Vo. Tech. Ed. - Ad. | 1 | 0 | 0 |
| Journalism | 6 | 0 | 0 |
| Nursery School | 5 | 0 | 0 |
| Child Day Care Center | 2 | 1 | 50.0 |
| Carbide Sub. 4284 | 1 | 0 | 0 |
| Tha-Montoye-Work Capacity | 1 | 0 | 0 |
| DOT-05-40096-Federal Carpool | 1 | 0 | 0 |
| Public Act. & Health | 1 | 0 | 0 |
| In. Serv. Tr. Mod. | 1 | 0 | 0 |
| Phys. Ed. | 3 | 0 | 0 |
| | <u>608</u> | <u>18</u> | <u>3.0</u> |

Source: Administrative Data Systems (program based on December 1975 payroll tape.)