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Memo: Recommended Affirmative Action Report on Hiring

Commission for Blacks

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THE UNIVERSITY OF TENNESSEE
KNOXVILLE 37916
OFFICE OF THE VICE CHANCELLOR
ACADEMIC AFFAIRS

J. W. W.
577-3456
10:00

December 6, 1976

MEMORANDUM

TO: Affirmative Action Plan Revision Advisory Committee
L. E. Ebersole Dr. Gary Dicer
Betsey Creekmore Ms. Judy Ganss
Susan Whitney Dr. Ben Granger
Dr. M. Ann Bass Dr. Velma Jones
Mr. Ed. Bennett Dr. Luther Kindall ✓
Dr. Sarah Blanshei Dean John McDow
Dr. Gordon Burghardt Mrs. Jamesena Miller
Miss Gail Clay Dr. Madge Phillips
Professor Kathleen Conlon Dr. Clifton Woods

FROM: Ralph Norman *RN*

RE: Recommended Affirmative Action Report on Hiring
(p. 41)

I believe that questions 4 and 5 are discriminatory by implication and therefore illegal. Both imply that it would not be appropriate or necessary to give reasons why Blacks, women, handicapped, or disabled veterans were interviewed or hired - i.e., that discrimination against persons not in these categories should occur. The result is an unfortunate violation of principle (4) on p. 6: "Employment decisions shall be based solely on an individual's qualifications for the position for which he/she is being considered."

In sum, I believe it is discriminatory (and therefore illegal) to ask for the reasons for which persons of one kind are interviewed or hired, and not to ask it for others.

Questions 4 and 5 should be eliminated. They have no good function and do not need replacing.

Dr. Boych, president of Howard ~~say~~ said

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Such persons have been traditionally excluded from participation. To account qualifications could include the dimension that they bring in terms of their past experience, I have to ~~be sure~~ have a