



1984

Commission for Blacks Report Sub-Committee Structure 1984

Commission for Blacks

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COMMISSION FOR BLACKS
 REPORT SUB-COMMITTEE STRUCTURE
 1984

REPORTS RECEIVED

<u>TEAM</u>	<u>AREAS</u>	<u>CHAIR</u>
David Wyatt Charles Edington Mary Crawford	Physical Plant UT Police Student Health Clinic	Wyatt
Jessica Miller - Charlene Michael - Joe Radar	Admissions Ombudsman's Office Alumni Affairs	Miller
Ron Brown Carolyn Hodges	Academic Departments	
- Douglas Wells - Felicia Felder-Hoehne - Gail Clay - Vickie Williams	Graduate School Career Planning and Placement Recreation Office Personnel	Wells
Margaret Hartsell Marvin Peek	Affirmative Action Religion Centers Commission for Women Writing Lab Faculty Senate Hearing and Speech Center McClung Museum MAARDAC Safety and Enviromental Health Programs	Hartsell

REPORTS NOT RECEIVED

<u>TEAM</u>	<u>AREAS</u>	<u>CHAIR</u>
<i>office</i> Jane Redmond Joseph Dodd Mylon Winn Martha Bryan	*Residence Halls Financial Aid *Rental Properties	Redmond
<hr/> ✓ Dennie Littlejohn <i>new - 2456</i> Sharon Fitzgerald Sarah De Young Don Franks	*Athletics (men's) *Food Services *ROTC	Littlejohn
George Harris Joann Jeter Eileen Wilson Charles Cleland	*Handicapped Services International Student Affairs <i>200x the compiled data sheet</i> Education Assistance Program *Minority Affairs	Jeter
Charles Faires Gil Evans Charles Frazier Linda Phillips	✓ Student Activities *College of Law *College of Engineering	Faires
<hr/> Lee Duffus Betty Reid Gideon Fryer Sol Adler	*Fraternity/Sorority Affairs *Premedical Enrichment Program *Women Athletics	Duffus

THE UNIVERSITY OF TENNESSEE
KNOXVILLE



Commission for
Blacks

TO: MEMBERS OF THE COMMISSION FOR BLACKS
FROM: J. OTIS COCHRAN

Enclosed is a six part report on Black enrollment and employment at the University of Tennessee at Knoxville. The study, compiled by Natalie Thomas, consists of enrollment summaries for the even numbered years 1978 through 1984; an enrollment breakdown by colleges for those same years; a division work force analysis summary for 1985, illustrating those areas where ten percent or less of the total number of employees are black; the EEO-6 report of newly hired employees for the years 1979-1985, with 1982 exhibiting only those numbers from the Institute of Agriculture; the EEO-6 Faculty Distribution report for 1985; and a department work force analysis summary also illustrating those areas where Blacks account for ten percent or less of the total numbers of employees.

The figures for this report are compiled from data supplied by the Department of Institutional Research.

cc. Chancellor Jack Reese
Provost George Wheeler

PART I

Enrollment Summary

In 1978, at UTK, 29,720 students were reported to be enrolled. Of that number, only 1,498 of those students were Black. 1980 showed a slight increase in both the total number of students enrolled as well as the number of Blacks. Those numbers are 30,282 and 1,585 respectively. 1982 brought about a reduction in both the total and Black enrollment. 27,041 students were reportedly enrolled in 1982 with 1,208 of those being Black. There was still another reduction in the total enrollment in 1984 with a corresponding reduction of Black enrollment. Of the 26,158 students enrolled at UTK in 1984, 1,157 of them were Black.

In the four years that this study includes, only twice has the number of Blacks reached five percent of the total number of students enrolled. Once in 1978, the 1,498 Black enrollment was 12 students over the five percent mark, and again in 1980, the 1,585 Black total was 71 students over the five percent mark. In 1982 and 1984, the total number of Blacks as compared to the total enrollment at UTK was less than five percent. In 1982, there were 144 students less than five percent and in 1984, there were 150 students less than the number needed to reach the five percent mark.

PART II

Enrollment Breakdown by Colleges

This part of the study breaks the entire enrollment numbers into certain individual colleges at UTK to illustrate the distribution of Blacks and the resulting improvement or lack thereof of Black recruitment in these areas.

The College of Agricultural and Natural Resources reported a 1,213 student total with only 12 Blacks in 1978. There was an increase in 1980 showing a 1,456 total with 21 Blacks. 1984 brought a marked reduction with those numbers being 547 total and 18 Blacks. The numbers were not available for 1982 for this college. For the three years reported, it is clear that the number of Blacks failed to ever reach a five percent mark.

The College of Architecture and Environmental Design reported a 636 student total with 18 Blacks in 1978. These figures remained the same in 1980 with the addition of two Blacks. In 1982, the total number of students decreased by 100 and the number of Blacks increased again by two. No numbers were available for this college in 1984. Again, for the years reported, the numbers of Blacks failed to reach the five percent of the total mark.

The College of Biological Sciences reported a 804 total enrollment for 1978 , with 38 of that number being Black. The only other year reported, 1980, carried a 690 total with 27 Blacks. In both instances, the number of Blacks was less than five percent of the total numbers.

The College of Business and Management was among the five colleges reporting figures for all four years of the time span. A total of 4,641 students were enrolled in 1978 with 204 of those being Black, slightly less than five percent. There was a decrease in 1980 as only 4,358 students were enrolled with a corresponding reduction in the number of Blacks bringing that total to 185, still less than five percent of the total. In 1982 and 1984, these numbers were reduced by nearly one-half. In 1982 there was a total of 2,492 with 71 Blacks and in 1984, a total of 2,509 with 68 Blacks, reflecting still less than five percent Black enrollment.

The Engineering department also reported for all four years. In 1978, there was a 3,551 total with 219 Blacks; in 1980: a 3,969 total with 285 Blacks ; 1982: 4087 total with 261 Blacks; 1984: 3,483 total with 199 Blacks.

Each year however, there was over five percent Black enrollment for the Engineering Department and it is the only college with such a record for this time period.

The College of Veterinary Medicine had 1 Black enrolled in the years 1978 and 1980, with a total 179 and 212 enrollment respectively. This indicated a less than 1% percent Black enrollment which disappeared completely for 1982 and 1984 when out of the 171 and 180 totals, respectively, 0 Blacks were reportedly enrolled.

The College of Law's Black enrollment reflected less than five percent for 1978, 1980 and 1982. The totals accompanied by Blacks enrolled were: 609/14, 512/11, and 605/9 respectively. 1984 brought an increase in the number of Blacks enrolled, 532 total with 30 Blacks, reflecting over five percent Black representation.

The Physical Sciences Department reported less than five percent Black enrollment for this period. Those numbers are: 1978-488 total/6 Blacks; 1980- 476 total/10 Blacks; 1982- 447 total/6 Blacks; and 1984- 408 total/9 Blacks.

Neither the Life Sciences nor the Math Departments reported figures for 1978 and 1980. In 1982 and 1984 reports were made.

The College of Life Sciences reported 495 total/17 Blacks in 1982 and 534 total/17 Blacks in 1984. Both years reflect less than five percent Black enrollment. The Math Department reported 127 total/9 Blacks in 1982, and 149 total/8 Blacks in 1984, reflecting slightly better than five percent Black enrollment.

All of the other colleges reporting for the four-year period, reflect better than five percent enrollment for 1978 and 1980, but less than five percent for 1982 and 1984. Those numbers are:

1978-	17,599	total/986	Black
1980-	17,932	total/1025	Black
1982-	18,081	total/818	Black
1984-	17,716	total/808	Black .

PART III

Work Force Analysis Summary - Division
1985

In 1985, numerous divisions at UTK had ten percent or less Blacks employed within. Others while having more than ten percent, reflected large margins in the number of Whites as compared to Blacks. The divisions having less than ten percent Black representation include:

Vice Chancellor for Dev. & Alumni Affairs
Office of Exec. V. Chanc. of Business & Finance
Ombudsman
Computing Center
UTK Band
College of Engineering
College of Education
Director of Continuing Education
Library
Graduate Programs
Personnel Services
Alumni Affairs
Student Conduct & Orientation
Office of V. Chanc. of Student Affairs
Learning Research Center
Liberal Arts
College of Business Administration
College of Law
School of Architecture
College of Nursing
Graduate School of Planning
Research
Office of Information Systems
Development
Center for International Education
Admissions & Records
Career Planning & Placement
Student Activities
Bookstore

The divisions which are just ten percent or perhaps slightly better than ten percent Black represented, include:

Chancellor
College of Communication
Business Services

Exec. V. Chanc. for Bus. Plan. & Finance
Student Health Services

A few divisions reflect numbers equal to ten percent or greater due to the overwhelming numbers of Blacks in the Department of Service/Maintenance. These divisions where at least three-fourths of that ten percent are in Service/Maintenance, include:

Vice Chancellor for Student Affairs
Men's Athletics
Physical Plant
Residence Halls

PART IV

EE06 Report- New Hires 1985

This phase of the report illustrates the frequency that Whites are hired for available vacancies as opposed to Blacks. In a time span covering 1979-1985, only three times did the number of Blacks hired equal at least ten percent of the number of Whites hired. These years were: 1979- 246 Whites/37 Blacks; 1980- 618 Whites/68 Blacks; and 1980- 225 Whites/17 Blacks.

Although in 1982, the official report covered only the Institute of Agriculture, the 8 Blacks hired still reflect less than ten percent of the 96 Whites hire. The remaining years and their totals are as follows:

1983- 156 Whites/11 Blacks
1984- 170 Whites/10 Blacks
1985- 195 Whites/18 Blacks .

PART V

EE06 Faculty Distribution 1985

This extremely important but short report reflects the small numbers of Black faculty members at UTK. Out of the 1,299 faculty members in the UTK system, only 40 of them are Black, and at least half of that 40 are still at

the level of Assistant Professor.

PART VI

Work Force Analysis Summary - Department
1985

This final part of the report is a further breakdown of the work force by department and unit.

Men's Athletic Department has twelve units that are all-white.

College of Liberal Arts has fourteen (14) all-white units, and twelve (12) units less than ten percent Black.

College of Agriculture has six (6) all-white units.

College of Home Economics has one (1) all-white unit and three (3) units less than ten percent Black.

College of Engineering has five (5) all-white units, and four (4) units less than ten percent Black.

College of Business Administration has three (3) all-white units, and five (5) units less than ten percent Black.

College of Education has two (2) all-white units, and five (5) units less than ten percent Black.

College of Law has one (1) all-white unit, and the main entity is less than ten percent Black.

Division of Continuing Education has three (3) all-white units.

School of Agriculture is less than ten percent Black.

College of Communications has two (2) all-white units, and one (1) unit less than ten percent Black.

College of Nursing is less than ten percent Black.

Library is less than ten percent Black.

Graduate School of Planning is less than ten percent Black.

Research Department has four (4) all-white units.

Personnel has one (1) all-white unit, and two (2) units less than ten percent Black.

Physical Plant has ten (10) all-white units, and two (2) units less than ten percent Black.

Business Services has two (2) all-white units.

** This report was compiled solely from the figures provided to me, Ms. Natalie Kay Thomas, by the Department of Institutional Research at the University of Tennessee at Knoxville. This narrative was completed at the request of the Chair of the Commission for Blacks, Professor J. Otis Cochran.