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CFB Objectives of Committees

Commission for Blacks

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The University of Tennessee, Knoxville
Commission for Blacks

OBJECTIVES OF COMMITTEES

I. Affirmative Action Plan Evaluation Committee:

1. Review current plan, annual reports, reporting procedures, goals and report to Commission.
2. Determine whether the new reorganization is working effectively; Is there an overlap of responsibilities? Consult with deans, department heads, and director's on plan's effectiveness.
3. Determine whether the AA plan is being implemented adequately; Trace a select number of searches to determine how the plan is being put into practice.
4. Assess the effectiveness of the plan in terms of:
 - o number of blacks hired across the board
 - o number of blacks hired in areas and departments with a history of not hiring blacks
 - o improvements in problem areas identified in the previous plan
 - o goals and timetables
 - o action oriented programs
5. Review structure, budget, activities and reporting system of AA office.

II. Student Recruitment and Retention Committee:

1. Document current recruitment and retention program strategies.
2. Provide support to existing programs (i.e., Educational Advancement Program, Project Excel, and the Task Force on Students at Risk etc.)
3. Identify programs that aid in the retention of black students, to include educational, personal, social, and cultural areas.
4. Identify, describe, analyze and review current minority recruitment programs, minority student advising programs, tutorials, etc. (i.e., Educational Advancement Program, Task Force on Students at Risk, Project Excel, MSEP, GPOP, THEC Fellowships, etc. --- Divide committee into subcommittees , one to concentrate on graduate programs and the other to concentrate on undergraduate programs).
5. Identify programs available to minority students including the Black Cultural Center --- Describe their purposes and how these purposes inter-relate; Determine the percentage of minority students using the programs; Identify areas not covered.

III. Status of the Black Athlete Committee:

1. Investigate the overall status of the black athlete
2. Determine recruitment procedures, academic support programs, retention rates, graduation rates, etc.
3. Determine whether certain sports programs disadvantage minority athletes in terms of graduation etc.
4. Review methods of recruitment for all sports.

IV. Faculty and Staff Concerns Committee:

1. Compile a report on the status of blacks at UTK.
2. Poll the faculty and staff on a list of concerns.
3. Review black academic and social programs as they relate to faculty and staff.
4. Identify employment longevity of black faculty and staff; determine number of persons receiving promotions.
5. Investigate pay scales to insure equity.
6. Determine whether there are recognized mechanisms for grievances. to be aired.
7. We must lend some credibility to the notion that many white faculty are ill-prepared to deal with minority students.
8. Divide committee into 2 subcommittees which will concentrate on exempt and non-exempt employees.
 - a. Exempt
 1. Identify the number of minority individuals and the percentage of the whole
 2. Determine rank, tenure status, length of time at UT
 3. Determine concerns about promotion and tenure
 - b. Non-Exempt
 1. Identify the number of minority individuals and the percentage of the whole
 2. Determine the number of employees in each classification
 3. Length of time in current position
 4. Training programs available