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Sub-Committee Report for Admissions and Records

Commission for Blacks

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M E M O R A N D U M

TO: Mr. Marvin Peek, Chairperson
Commission for Blacks

FROM: Jessica G. Miller, Chairperson
Sub-committee to Evaluate Alumni Affairs, Office of
the Ombudsman and Admissions and Records

DATE: November 12, 1984

RE: Sub-committee Report

Attached is a draft of the sub-committee report for Admissions and Records. Dr. Charlene Michael is completing the reports for Alumni Affairs and the Office of the Ombudsman. She has indicated to me that she is not optimistic about having them ready by November 15. I have offered my assistance, but she is not sure that I can help.

Do you have any suggestions?

:jks

cc: Margaret Abungu



REPORT OF SUB-COMMITTEE FOR COMMISSION FOR BLACKS

- I. Department or Project: Office of Admissions and Records
- II. Director or Project/Department Head: Charles Edington, Director, Admissions and Records
- III. Information Requested of Project or Department:
 - a. Give a current breakdown of number of full-time Black professional and non-professional staff.
 - b. Describe current admissions policies and procedures.
 - c. Provide data on Black enrollment since 1978-1979.
 - d. Describe organized activities targeted to increase Black enrollment.
- IV. Compilation of Data:

Response to Item A

Current Admissions Office Staff are as follows:

	<u>Sex</u>	<u>Race</u>
(1) Number of full-time professional staff	Male - 6 <u>Female - 3</u>	White - 7 <u>Black - 2</u>
Total	9	9
(2) Number of full-time non-professional staff	Male - 0 <u>Female - 24</u>	White - 22 <u>Black - 2</u>
Total	24	24

Response to Item B

See Attachment I. This Is Tennessee, pp. 22-23.

Response to Item C

See Attachment II. Reports of Black Student Enrollment Decline at State Board of Regents and University of Tennessee Institutions, pp. 19-31.

See Attachment III. 1982 Desegregation Progress Report, p. 39.

Note: A comprehensive statistical analysis of data compiled 1978-1983 will be provided by the Institutional Research Office at a future date.

Response to Item D

See Attachment IV. Minority Recruitment Report.

V. Analysis of Data:

- a. An analysis of the information provided concerning the number of full-time Black professional and non-professional staff in comparison to the full-time professional staff as a whole indicates a deficiency in hiring Black professional and non-professional staff.
- b. Admissions policies have changed significantly since 1978. The full impact of the evolving policies can not yet be determined.
- c. The administration has expressed some concern regarding declining Black enrollment. However, a more significant problem for Black students (and perhaps, students in general) is one of retention and progression rather than recruitment and admission.
- d. Several activities have been organized by the Admissions Office including high school visits, special orientations and workshops.

VI. Recommendations:

- a. Thirty-three staff members are employed by the Office of Admissions and Records, of which four or 12% are Black. The commission recommends the hiring of additional Black professional and non-professional staff members.
- b. The commission recommends no change in current and evolving admissions policies.
- c. To address the problem of declining Black enrollments, the commission suggests the demonstration of UTK's commitment through provision of additional scholarships, particularly four year renewable scholarships, expanded orientation programs which would provide funds for transportation, lodging and meals, campus-wide involvement for recruitment, and expansion and improvement of academic support services to insure retention and progression of Black students once they are enrolled.

- d. The commission recommends the continuation and expansion current organized recruitment activities such as workshops, high school visits and special orientations.

Sub-Committee Members:

Jessica G. Miller - Chairperson

Margaret Hartsell

Charlene Michael

TENNESSEE residents applying for admission to undergraduate study at UT will be admitted automatically (though not necessarily to the college of their choice) if the following minimum high school grade point average (GPA) and entrance test score standards are met: 2.75 GPA (on a 4.0 scale) and report ACT or SAT scores to the university, or 2.40 GPA and ACT composite score of 15 (combined SAT of 670) or 2.00 GPA and ACT composite score of 18 (combined SAT of 800).

Students who do not meet the following minimum criteria are denied admission automatically: a GPA of 2.00 and an ACT composite score of 12 (combined SAT of 550).

Applications of individuals whose combined GPA and test scores do not fall into these categories will be examined by the Campus Admissions Review Committee. Before a decision is made, applicants will be given the opportunity to submit in writing additional information about their high school academic program and extracurricular activities and career goals.

OUT-OF-STATE freshman applicants must have at least a 2.25 GPA and 18 ACT composite or 800 combined score on the SAT.

The first step in applying for admission is to fill out the application form in this booklet and mail it to the Admissions Office. Then have a complete high school transcript sent to the University.

If you are applying to UT Knoxville before you finish high school, ask your guidance counselor or principal to send a supplemental transcript after graduation so the Admissions Office will have your complete high school record.

Transcripts of any college credit you have earned should be part of your admissions file. If you received your high school diploma through the General Education Development Test, the Admissions Office needs that test score.

Your scores on the ACT or SAT are required for admission to UTK, and the testing agencies will send them directly to the University if instructed to do so. It is recommended that you take the ACT or SAT no later than December of your senior year in high school, particularly if you plan to apply for financial aid. Entrance test forms are available from your high school guidance counselor or from:

American College
Testing Programs
P.O. Box 168
Iowa City, Iowa 52240

Admissions Test Program (SAT)
CEEB
Box 592A
Princeton, NJ 08541

After your application, transcripts and test scores have been received, a decision on your admission to UT Knoxville will be made as rapidly as possible and you'll be notified by mail.

Admission Deadlines

Deadlines for applying for admission to the University are:

Fall quarter—August 15
Winter quarter—December 15
Spring quarter—February 17
Summer quarter—May 28

The College of Nursing, which admits students only in summer and fall quarters, has a March 1 deadline. The Professional Interior Design Program requires application by March 1 for fall admission and November 1 for spring.

Transfer Students

Students who have enrolled for 12 or more quarter hours of college courses at an accredited college or university must apply to UTK as a transfer student. Transcripts of grades at all institutions attended must be sent to the Admissions Office. If fewer than 45 hours have been completed, high school transcripts and ACT or SAT test scores are required.

To be considered for admission, transfer applicants must have a 2.00 grade point average for previous college work. Students admitted to the University will be classified freshmen, sophomores, juniors or seniors, depending on the number of credit hours they have passed.

International Students

UTK applicants from abroad must meet special requirements, including proficiency in English. These requirements can be found in the *Undergraduate Catalog* or in a brochure, *University of Tennessee Overseas Applicant Information*, available from the Admissions Office or the Office of International Student Affairs.

Visiting & Non-Degree Students

Former UTK students who've been out of school more than three years, visiting students and other persons planning to take courses but not pursue a degree should check the *Undergraduate Catalog* for special requirements.

Advanced Placement

Freshmen may receive UTK credit in 13 subject areas through Advanced Placement Examinations given each May by the College Entrance Examination Board. Material

covered by these tests is comparable to some introductory courses, and credit is given after successfully completing the examinations. UTK departments that grant advanced placement are art, biology, chemistry, English, history, French, Spanish, German, classics or Latin, mathematics, music and physics. High school students usually take placement tests in their junior or senior year.

Exceptions To Admissions Requirements

Exceptions to admissions requirements are made only in unusual cases. If you feel some part of the admissions procedure does not apply to your situation, write the Director of Admissions, clearly stating the circumstances and basis of your appeal.

The Director of Admissions will respond by letter, indicating whether the requirements are waived. If your request is denied, further actions you may be able to take will be described.

Costs of Attending UTK

A current estimated budget for attending UT Knoxville for one academic year (three quarters) is:

	<u>In-State</u>	<u>Out-of-State</u>
Admission & Fees	\$ 999	\$2,973
Room & Board	2,367	2,367
Books & Supplies (estimate)	492	492
Transportation (estimate)	276	276
Personal & Miscellaneous (estimate)	621	621
ACADEMIC YEAR TOTAL	\$4,755	\$6,729

Costs will vary depending on the individual's needs and spending habits.

Financial Aid

UT Knoxville has a complete scholarship and financial assistance program that recognizes academic achievement and provides grants and loans to individuals who need such aid. Hundreds of students have part-time jobs to help finance their education.

Merit scholarships, ranging from \$100 to \$1,500, are competitive and based on high school achievement and entrance test scores. Collegiate accomplishments of transfer students are considered for merit awards. All students are automatically considered for academic merit scholarships—no special application is required.

Grants and loan awards are based on the difference between the projected yearly cost of your education and the amount that you and your parents can be expected to contribute. Priority deadlines are important in applying for financial aid—March 1 for entering freshmen and April 1 for transfer students.

For additional information write or call:

Mr. John Mays, Director
Financial Aid Office
115 Student Services Bldg.
University of Tennessee
Knoxville, TN 37996-0210
615-974-3131

Quick Reference Phone Numbers & Addresses

ADMISSIONS

320 Student Services Bldg.
University of Tennessee
Knoxville, Tennessee 37996-0230
615-974-2184
Dial Toll-Free in Tennessee 1-800-221-VOLS

FINANCIAL AID

115 Student Services Bldg.
University of Tennessee
Knoxville, Tennessee 37996-0210
615-974-3131

INTERNATIONAL STUDENT AFFAIRS

201 Alumni Hall
University of Tennessee
Knoxville, Tennessee 37996-0620
615-974-3177

MARRIED STUDENT HOUSING

107 South Stadium Hall
University of Tennessee
Knoxville, Tennessee 37996-0730
615-974-3431

OFF-CAMPUS HOUSING

336 University Center
University of Tennessee
Knoxville, Tennessee 37996-4800
615-974-5276

RESIDENCE HALLS

405 Student Services Bldg.
University of Tennessee
Knoxville, Tennessee 37996-0241
615-974-3411

Non-Discrimination Policy

The University of Tennessee, Knoxville does not discriminate on the basis of race, sex, color, religion, national origin, age, handicap or veteran status in provision of educational opportunities or employment opportunities and benefits.

UTK does not discriminate on the basis of sex or handicap in education programs and activities which it operates, pursuant to the requirements of Title IX of the Education Amendments of 1972, Pub. L. 92-318; and Section 504 of the Rehabilitation Act of 1973, Pub. L. 93-112; respectively. This policy extends both to employment by and admission to the University.

Inquiries concerning Title IX and Section 504 should be directed to the Affirmative Action Director, 405 D Andy Holt Tower, University of Tennessee, Knoxville, TN 37996; telephone (615) 974-2498. Charges of violation of the above policy should also be directed to the Affirmative Action Director.
EO1-0425-002-85

The University of Tennessee, Knoxville

Information Submitted on
Admission and Retention of
The University of Tennessee, Knoxville Applicants
and Students, with Special
Attention Given to Black Persons

Fall 1982

1. How many students, by race, applied for Fall 1982 admission but were denied admission? Reason should be given for denying admission to these applicants.

The number of applicants denied admission is given in Table I. Categories of applicants are presented by race and whether first time freshmen or transfer. There is a grand total of 467 applicants denied admission. Also attached are two lists of denied applicants, one for U.S. citizens and one for foreign applicants.. The reason for denial is given for each student, along with home address, social security number, race, date of application, and information on academic scores when available.

2. How many students, by race, were accepted for enrollment in Fall 1982 by the institution but did not enroll? Any known reasons why these students did not enroll should be included in the institution's report. Social security numbers should also be submitted to the governing boards so it can be determined if these students are actually enrolled in another public college or university in Tennessee.

The number of admitted applicants who did not enroll at The University of Tennessee, Knoxville Fall 1982 is given in Table II. These admitted applicants are presented by race. Reasons for individuals not enrolling are generally not sent by the individual to The University of Tennessee, Knoxville. Many of the admitted applicants do not inform the Admissions Office that they are not planning to enroll.

Lists by race of these admitted applicants who did not enroll in Fall 1982 are attached. Additional information on the list includes: Social security number, home address, high school grade point average, and ACT test scores. This group of names totals 1,284.

3. To what extent did the academic retention policies affect enrollment decline? The response to this question should provide racial comparisons as well.

The number of students refused readmissions after completing the fall quarter 1981, winter quarter 1982, spring quarter 1982, and summer quarter 1982 is in Table III, which is attached. These students were denied readmission at the end of the quarter for all reasons and separately presented for denial due to the new retention standard requiring a cumulative grade point average of 1.8 when having attempted a total of 60 to 84 credit hours.

The University of Tennessee, Knoxville
Factors Relating to Black Enrollment Decline
and Action Implemented to Offset Decline

Fall 1982

Factors Relating to Decline

The decline of Black student enrollment at The University of Tennessee, Knoxville can be attributed to a number of factors. First, UTK implemented a new enrollment limitation plan in Fall 1981. This has reduced the total enrollment at UTK from 30,282 in Fall 1980 to 27,042 in Fall 1982. The major decline in the Black students appears to be in the first-time freshmen and the returning freshmen. There was also a substantial decline of the number of Black graduate students from Fall 1980 to Fall 1982; however, the total graduate enrollment had a significant decline during this period. The changes in the Black enrollment during this two year period can be seen in Table IV. The numbers of Blacks and all applicants denied admission are presented in Table V. An analysis of all applicants for admission and Black applicants for admission to UTK is given in Table VI.

A second reason for decline in the Black student population at UTK relates to the distance of the student's home from the campus. The number of Black students from all East Tennessee declined from Fall 1980 to Fall 1982 by 96 or 18.0%. However, the number of Black students from West Tennessee declined by 103 or by 26.6%. More students in the West Tennessee area are beginning to enroll at an institution closer to home so as to reduce expense of going to college. This appears to be a nationwide trend for all students. Additional information on UTK Black student enrollment by geographical location is given in Table VII.

The reduction and the lack of financial aid has also been considered as a possible reason for a decline in Black student enrollment. As is considered probable with all students, it is believed that the wide publicity given in the reduction in available financial aid for Fall 1982 may have discouraged a number of students from attempting to enroll in college. The financial aid support for the Black students has been maintained at a higher level than that for the total student body. This is expected, when considering the economic disadvantage that confronts the average Black student. Information about the financial aid awards to Black students and all students at UTK is presented in Table VIII.

In spite of the Black student enrollment decrease at UTK, progress is being made in improving the probability for success of the entering student. The mean composite ACT score and the mean high school grade point average have increased in two years by 4.8 percent and 4.6 percent respectively for the entering Black student, whereas these have increased by 4.4 percent and 2.8 percent respectively for all entering students. Profile Information on UTK entering students is presented in Table IX.

The mean ACT scores and the high school grade point averages for Black students and all undergraduate students enrolled at UTK is also increasing. During the past two year period, the mean composite ACT score and mean high school grade point average of the enrolled Black student has increased by 6.5 percent and 2.5 percent

respectively; whereas, the same mean scores for all students have increased only 2.1 percent and 0.8 percent respectively. Additional profile information on students enrolled at UTK is given in Table X.

Action Implemented to Offset Decline

1. Employing a Black admissions counselor specifically designated to recruit Black students.

A new Black admissions counselor to specifically recruit Black students has been employed effective January 24, 1983. Although all other admissions counselors have been actively recruiting qualified Black students as well as students of all races in high schools and community colleges, this new admissions counselor will concentrate on the recruitment of Black students. The annual cost of salary and travel for this counselor is estimated to be \$17,500.

2. Scholarships for Black Students

Previous information presented indicates that the average financial aid awarded to Black students exceeds that for all students. Efforts in the past have been made to identify qualified Black applicants that would be eligible for scholarships. However, Tennessee Black students on the National Merit Achievement Program list are being offered early in the senior year a \$750 scholarship if they enroll at The University of Tennessee, Knoxville. Although new funds are not available for these scholarships, earlier awareness of a definite scholarship offer is expected to attract more better prepared Blacks. A similar type scholarship offering of \$600 will be made to outstanding Blacks graduating from community colleges in Tennessee.

3. College Awareness Program

The Student Development Service Office at UTK is coordinating a College Awareness Program to help identify more qualified Black high school students and cultivate their interest in considering going to college. These high school students have the opportunity to hear more about college programs, activities on the campus and available financial aid in group meetings with UTK's academic Deans, and Student Development Service, Admissions, and Financial Aid Staffs. Concentration has been made in the metropolitan areas of the state. The estimated annual cost of this program is approximately \$5,000.

4. Other Programs to Increase Black Enrollment

Other programs at UTK designed to improve enrollment of Black students are:

- Improve Faculty Advising to increase retention rate
- Increase use of alumni in disseminating information on UTK activities important to Black students
- Increase off-campus employment for Black students
- Increase recruitment through ACT Educational Opportunity Service Program
- Greater involvement of Black Faculty and Staff in recruitment and retention

THE UNIVERSITY OF TENNESSEE
KNOXVILLE 37916

Students Denied Admission to Undergraduate
Programs at UTK
Fall 1982

TABLE I

	<u>White</u>	<u>Black</u>	<u>Indian</u>	<u>Unknown</u>	<u>International</u>	<u>Total</u>
First Time Freshmen	208	19	3	5	38	273
Transfer	99	5	-	2	88	194
Total	307	24	3	7	126	467

THE UNIVERSITY OF TENNESSEE
KNOXVILLE 37916

Admitted Applicants Who Did Not Enter
Fall 1982

TABLE II

	<u>Number</u>	<u>Percent of Total</u>
Black	68	5.3
Hispanic	4	.3
Asian	6	.5
Indian	8	.6
Foreign	44	3.4
Caucasian	<u>1,154</u>	<u>89.9</u>
Total	1,284	100.0

THE UNIVERSITY OF TENNESSEE
KNOXVILLE 37916

Students Refused Readmission by Race
At End of Fall 1981 to Summer 1982
Due to Academic Retention Policies

TABLE III

At End of *	<u>Readmission Denied for All Reasons</u>			
	<u>White</u>	<u>Black</u>	<u>All Others</u>	<u>Total</u>
Fall 1981	249	35	5	289
Winter 1982	326	53	7	386
Spring 1982	236	40	4	280
Summer 1982	64	11	1	76

Readmission Denied Under the New Retention Standard
At End of Fall 1981, and Winter, Spring, Summer 1982

<u>White</u>	<u>Black</u>	<u>All Others</u>	<u>Total</u>
117	19	0	136

*These figures represent the status of the student at the time the grade reports were printed. It is possible that the status of a number of students would change prior to beginning of subsequent quarters by removing an incomplete grade, attend mini-term, complete correspondence courses, or show that certain courses were repeated and grades improved.

The University of Tennessee, Knoxville

Enrollment of Black Students
Fall Quarters

TABLE IV

	<u>1980</u>	<u>1981</u>	<u>% Change 1980-1981</u>	<u>1982</u>	<u>% Change 1981-1982</u>
Freshmen (First-time)	311	216	-30.5	177	-18.1
Freshmen (Returning)	324	268	-17.3	199	-25.7
Sophomores	255	261	+ 2.4	238	- 8.8
Juniors	229	206	-10.0	185	-10.2
Seniors	220	223	+ 1.4	207	- 7.2
Other Undergraduate	10	9	-10.0	10	+11.1
Graduate	320	264	-17.5	247	- 6.4
Professional (Law & V.M.)	12*	9	25.0	9	0.0
Total	1,681	1,456	-13.4	1,272	-12.6

*One black female veterinary medicine student enrolled in Fall 1978 and graduated June 1981. All other black professional students are in law.

The University of Tennessee, Knoxville
Number of Black Applicants Denied Admission
Under New Enrollment Limitation Plan

TABLE V

	<u>Blacks</u>	<u>All Applicants</u>
Fall 1981	31	632
Fall 1982	24	567

November 29, 1982

The University of Tennessee, Knoxville
Admission Status of Black/All Freshman Applicants
Fall Quarter

TABLE VI

	<u>1981</u>		<u>1982</u>	
	<u>Black</u>	<u>All</u>	<u>Black</u>	<u>All</u>
Denied	63	321	58	521
Withdrawn/Declined	24	387	12	409
Incomplete File	102	553	84	573
Admit	<u>318</u>	<u>5,340</u>	<u>237</u>	<u>5,197</u>
Total	507	6,601	391	6,700

Admission Status of Black/All Transfer Applicants
Fall Quarter

	<u>1981</u>		<u>1982</u>	
	<u>Black</u>	<u>All</u>	<u>Black</u>	<u>All</u>
Denied	27	250	16	201
Withdrawn/Declined	4	94	4	79
Incomplete File	24	230	28	392
Admit	<u>39</u>	<u>1,108</u>	<u>20</u>	<u>1,018</u>
Total	94	1,682	68	1,690

November 29, 1982

The University of Tennessee, Knoxville
Undergraduate Black Student Enrollment by Geographical Location
Fall Quarter

TABLE VII

<u>Year</u>	<u>Upper East Tennessee</u>	<u>East Tennessee</u>	<u>Middle Tennessee</u>	<u>West Tennessee</u>	<u>Tennessee Total</u>	<u>Out of State Total</u>	<u>Total</u>
1980	22	510	148	387	1,067	282	1,349
1981	19	469	122	347	957	226	1,183
1982	15	421	109	284	829	187	1,016

The University of Tennessee, Knoxville

Analysis of
Financial Aid to Blacks

TABLE VIII

	<u>No. of Blacks</u>	<u>% of Total</u>	<u>Amount Awarded</u>	<u>% of Total</u>
1980-81	872	8.09	1,825,265	7.98
1981-82	889	8.22	1,862,515	7.59
1982-83	834*	12.66	1,788,015*	12.98

Financial Aid Awarded to All Students

	<u>Number of Students</u>	<u>Amount Awarded</u>
1980-81	10,776	23,054,730
1981-82	10,807	24,543,862
1982-83	6,589*	13,776,383*

*Awarded as of November 24, 1982

The University of Tennessee, Knoxville
Profile of Black and All First-Time Freshmen Enrolled
Fall Quarter

TABLE IX

	<u>1980</u>		<u>1981</u>		<u>1982</u>	
	<u>Black</u>	<u>All</u>	<u>Black</u>	<u>All</u>	<u>Black</u>	<u>All</u>
Mean ACT*	15.88	20.37	16.96	20.83	16.65	21.27***
Mean HSGPA**	2.83	2.89	2.95	2.96	2.96	2.97***

* Composite ACT

** High School Grade Point Average

***These figures may vary slightly with the 1982-83 ACT Report when it is completed.

November 29, 1982

The University of Tennessee, Knoxville
Profile of Black and All Students Enrolled
Fall Quarter

TABLE X

	<u>1980</u>		<u>1981</u>		<u>1982</u>	
	<u>Black</u>	<u>All</u>	<u>Black</u>	<u>All</u>	<u>Black</u>	<u>All</u>
Mean ACT*	15.67	20.75	16.16	20.94	16.69	21.19
Mean HSGPA**	2.73	2.60	2.75	2.61	2.80	2.62

* Composite ACT Score

** High School Grade Point Average

TABLE III

PROGRESS OF STATE COLLEGES AND UNIVERSITIES IN 1982 TOWARD
ACHIEVING INTERIM (1986) ENROLLMENT GOALS

	<u>Total</u>	<u>Black</u>	<u>% Black</u>	<u>1986 Goal Black</u>	<u>% of 1986 Goal Achieved</u>
ETSU Graduate	1,360	43	3.2	2.1	152.4
WSCC	3,925	161	4.1	3.3	124.2
APSU Undergraduate	4,231	771	18.2	15.4	118.2
APSU Graduate	447	38	8.4	7.5	113.3
ETSU Undergraduate	8,072	257	3.1	2.8	110.7
MSCC All	2,244	116	5.2	4.7	110.6
TSU Graduate	1,236	370	29.9	32.1	107.4
UTCHS Graduate	133	6	4.5	4.2	107.1
MSU Law	578	46	7.9	8.0	98.8
ClSec All	3,544	119	3.4	3.5	97.1
UTC Undergraduate	6,152	870	14.1	15.0	94.0
CSTCC All	5,347	741	13.9	15.0	92.7
DSCC All	1,572	207	13.2	15.0	88.0
CoSCC All	2,534	200	7.9	9.0	87.8
TTU Graduate	887	18	2.0	3.4	87.0
RSCC All	3,552	114	3.2	3.7	86.7
JSCC All	2,920	404	13.8	16.0	86.3
MTSU Undergraduate	9,694	802	8.3	9.8	84.7
U Graduate	4,133	560	13.5	16.0	84.4
MSU Undergraduate	15,913	2,934	18.4	22.2	82.9
TSU Undergraduate	6,775	4,819	71.1	58.0	81.6
MTSU Graduate	1,236	370	6.6	8.1	81.5
UTK Law	605	16	2.6	3.2	81.3
UTC Graduate	1,392	91	6.5	8.0	81.0
UTM Undergraduate	6,152	870	14.1	19.7	71.1
SSCC All	5,177	3,037	58.7	41.7	71.0
TTU Undergraduate	6,885	166	2.4	3.4	70.6
VSCC All	3,501	124	3.5	5.0	70.0
ETSU Medical	8,072	257	3.1	5.0	70.0
UTCHS Undergraduate	351	19	5.4	8.0	67.5
*UTK Undergraduate	20,822	1,016	4.9	8.5	57.6
UTCHS Dentistry	489	8	1.6	4.0	40.0
UTCHS Pharmacy	238	4	1.4	4.0	35.0
UTM Graduate	133	6	4.5	14.0	28.6
UTCHS Medicine	770	4	0.5	3.5	14.3
UTK Graduate	5,444	247	4.5	7.1	63.3
UT Veterinary Medicine	170	0	0	0.5	0

THEC:11/29/82

MTN:tbl

MINORITY RECRUITMENT REPORT

The Office of Admissions at The University of Tennessee, Knoxville has recognized the declining minority enrollment and efforts have been made to address this concern. Through designated high school visits and through attending annual Career Fairs and College Days, pertinent information has been obtained with regard to why prospective students are choosing to attend other institutions of higher education. Reasons that are generally given differ with regard to whether the student is an in-state or out-of-state resident. Factors which discourage in-state residents from applying for admission to U.T.K. are; the up-graded admissions and college association requirements, the lack of financial support that the applicant's family can provide, the size of the university, the location of the university with regard to its' being either too close to home or not close enough, and the attractiveness of scholarships and financial aid programs other institutions offer. There are two additional factors which deter out-of-state residents from considering U.T.K. and they are related to the tuition cost which is much higher and the out-of-state admissions requirements which are substantially greater. Students are considering community colleges, junior colleges, technical, vocational, and business schools as alternatives to U.T.K. because they are perceived as being not as academically demanding as U.T.K. appears to be, not as costly, closer to home, smaller in size which conveys a feeling of belonging, and more personal in their interaction with students.

The purpose of this report is to convey efforts that were made winter quarter and currently this spring quarter. Locally, the following area high schools were visited with co-worker Crissy Haslam: Austin-East, Blount County, Heritage, and Oak Ridge. Two visits to Chattanooga, Tennessee with co-worker Tracy Jackson included Chattanooga Brainard and Chattanooga City. Future visits to Chattanooga Howard and Chattanooga Riverside (predominantly black schools) are being planned. The eastern portion of the state of Tennessee was visited with Everett Honaker, Assistant Director of Admissions and Records. The following east Tennessee high schools were visited: Dobyns-Bennett, Kingsport, TN; Science Hill, Johnson City, TN; Tennessee High and Bristol High, Bristol, TN. A week was spent in Memphis, Tennessee with Jesse Johnson, the University of Tennessee, Knoxville's Assistant Director of Admissions for the west end of the state. The trip to Memphis consisted of meeting with area high school guidance counselors to establish contact for future visits. The following high schools within the city of Memphis were visited; Booker T. Washington, Carver, Fairley, Hamilton, Memphis Tech, Mitchell, Oak Haven and Westwood. In addition, the following county schools were visited; Covington, Haywood, Humboldt, and Millington. Further travel included a visit to Huntsville, Alabama, to the city's Eighth Annual Career Fair. During the two day fair, area high school students were transported to the fair, at various intervals to interact with the host of exhibitors that attended. The University of Tennessee, Knoxville and Knoxville College

represented the state of Tennessee. The First Annual "Dream Jamboree" was attended in Atlanta, GA on May 4-5, 1983. The "Dream Jamboree" is a Career Fair which consisted of exhibitors representing colleges, universities, technical institutions, and government agencies. The Career Fair was coordinated through Mayor Andrew Young's "Task Force Office on Public Education." Workshops, held at the University of North Carolina, Chapel Hill on July 17-22, 1983 and at the Hampton Institute, Hampton, Virginia on August 3-6, 1983, will be attended this summer. The workshop in Chapel Hill, NC is designed for college and university Admissions Counselors and Directors, Academic Deans and Advisors, secondary Guidance Counselors and Directors, and Professionals Serving Adult Learners. The purpose of the workshop in Chapel Hill, NC is to address the areas pertaining to college entrance, academic placement, and student financial assistance. The purpose of the workshop in Hampton, VA is to give minority admissions counselors an opportunity to come together and discuss common concerns and share strategies.

The Admissions Office at U.T.K. participated in the College Awareness Day Programs which were coordinated through the Office of Student Development Services and Dean William Byas. One-hundred and fifty minority students from local high schools participated in the program which was designed to provide interested students with on-hands information pertaining to the University of Tennessee, Knoxville. All nine colleges, along with the Financial Aid Office and the Admissions Office made presentations to the students. The participating high schools were; Austin-East, Bearden, Central, Catholic, Farragut, Fulton, Holston, Rule, South-Young, and West. Austin-East provided the largest representation with forty-nine students; thirty-six seniors and thirteen juniors. The Black Alumni Association's Office has been contacted with reference to attempts pursued to encourage minority students to attend U.T.K. An organizational effort had not been formalized but possible individual efforts are conceivable.

The following activities will be proposed to the Black Alumni Association and the Black Faculty and Staff as minority recruitment efforts: (1) periodical high school visits, giving students an opportunity to ask non-academic related questions as well as academic related questions. (2) provide Self-Help Seminars, which would consist of such topics as, Why Higher Education?, Choosing a Career, How to Study, and How to Prepare for College, and (3) schedule bi-yearly dances and annual picnics. If the Black Alumni, Faculty, and Staff make valid efforts and show a sincere interest in prospective minority students, these students may in return project a positive attitude towards U.T.K. and consider the university more favorably. Maxine Thompson, Coordinator of Conferences and Non-Credit Programs at U.T.K. has requested that the Office of Admissions assist her as she prepares to bring 1,200 minority students with 3.0 and above grade point averages to the University of Tennessee, Knoxville. The conference will be held August 4-7, 1983 and it will be coordinated with INROADS Inc., of Nashville, TN. INROADS is an organization which identifies, trains, and develops talented minority youths who are interested in pursuing careers in business or engineering. The program strives to increase business opportunities and knowledge for minorities while giving corporations the opportunity to hand-pick and develop

future employees. Through recruitment, year-round counseling, training activities, and summer internships, INROADS trainees' are developed for professional corporate positions. The organization was founded in 1970 and has grown from one city, 25 college students, and 17 corporate sponsors, to 15 cities, 1,710 students in both college and pre-collegiate programs, and to more than 500 participating corporations. Daryll Wilson, a U.T.K. graduating senior, is a product of INROADS and he is also one of two minority recipients of the 1983 "Torch Bearer Award."

Through the Office of Financial Aid there are two minority scholarship programs offered. The first program awarded to minority students is the National Achievement Scholarship. Achievement finalists are awarded the sum of \$1000 and Achievement semi-finalists are awarded the sum of \$750. Mary Helen Cebik, Financial Aid Counselor and Scholarship Coordinator, has offered forty minority semi-finalists throughout the state of Tennessee the appropriated sum of \$750. Five semi-finalists have accepted the scholarship with two becoming finalists. The two finalists are Reginal Moore of Nashville, TN and Eric Lyons of Jackson, TN. The three semi-finalists are Vondar Daniel of Chattanooga, TN, Angie Phillips of Jackson, TN, and Tavia Baxter of Nashville, TN. The second minority scholarship program offered is to the "Outstanding Graduates of Tennessee Community Colleges." Two students from Motlow State Community College in Tullahoma, TN have been offered the sum of \$600. Ricky Smith, of Shelbyville, TN has verbally accepted the scholarship.

Valid efforts will continue to be made to combat the declining minority student enrollment. The cooperation of the entire university, community, and alumni will be needed to meet the forthcoming challenge. Attached are two enrollment summary reports. The first report compares by colleges and by quarters the minority enrollment of fiscal year 81-82 to the minority enrollment of fiscal year 82-83 as of winter quarter, 1983. The second report summarizes the number of first time applicants who have applied to U.T.K. as of May 6, 1983 and it also reflects projections on enrollment for next year based on a yield rate.