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## **Long and Short Range Objectives Sub-Committee Meeting Minutes April 7, 1983**

Commission for Blacks

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LONG AND SHORT RANGE OBJECTIVES  
SUB-COMMITTEE

COMMISSION FOR BLACKS

THURSDAY, APRIL 7, 1983

The meeting of the Long and Short Range Objectives sub-committee was called to order at 2:00 p.m. by Chairperson Doug Wells. The purpose of the meeting was to examine the charges given the Commission by Chancellor Reese and to determine objectives necessary in meeting charges.

In regard to charge #1, it was noted that first an assessment of attitudes on campus was needed. Robert Netherland indicated a problem in the lack of communication between those officials who make policies and black students. Administrators do not always convey clearly to students what policies exist and how those policies impact upon them as students. For example, under present financial aid policy all students receiving financial aid are required to maintain quarterly a 2.0 GPA and to carry no less than twelve credit hours in order to continue receiving funds. Most students whose funds are cancelled because they do not meet these requirements are not aware of the appeal process which exists for them. It was suggested that there should exist a preventive measure. Students should be made aware of policy for keeping financial aid.

Dr. Harrison mentioned the discussion at Black Faculty and Staff meeting concerning white supervisors lack of sensitivity to black staff persons. He suggested the Commission hold a sensitivity workshop.

Charge #1: Serve as a channel for improving human relations on campus

- Objectives:
1. Assessment of black attitudes on campus.
  2. Better communication with black students and families.
  3. Create linkages between Commission for Blacks and other campus organizations, committees, etc.
  4. Counsel Personnel interfacing with students and employees.
  5. Sensitivity workshop for white supervisors interacting with black staff persons.
  6. Organize student orientation program for beginning of academic year.
  7. Use campus newsletter and Daily Beacon to disseminate Commission information.

Charge #2: Advise and consult University Officials on concerns of blacks

- Objectives:
1. Monitor other committees for information which may impact on charge of Commission.

2. Make search committees or departmental committees aware Commission is available for consultation in search for new faculty.
3. Regular meetings of Commission's Chairperson and a sub-committee of the Commission with the Chancellor.

Ms. Harvey noted that because the administrative structure of the university was due to change July, 1983 and would not be in full effect until July, 1984 there would not be any substantive changes of Affirmative Action Plan until next year. Some technical changes would be made by November of 1983. In actuality plan does not change unless affirmative action regulations change. An Availability Study will be done by Affirmative Action Coordinator and the Office of Institutional Research.

Charge #3: Assist in evaluation of revision of Affirmative Action Plan.

Objective: 1. Establish a sub-committee of the Commission to give input into evaluation of Affirmative Action Plan.

The Commission is the mechanism and framework organized to respond to existing policies and policy changes effecting black concerns. The Commission should organize in more detail when an issue arises surrounding a particular policy.

Charge #4: Recommend changes in, or additions to existing policies and procedures that will reflect black concerns.

Objectives:

1. Directly submit reports of proposals to Chancellor Reese as the need arises.
2. Work with other organizations and committees in formulating recommendations.
3. Submit articles to campus newsletter and Daily Beacon
4. Place Commission on mailing list of other committees and organizations in order that the Commission will be informed prior to implementation of any new policies and procedures.

It was suggested that the best way to make suggestions was to tell the person responsible. In academic affairs those persons would be Hardy Liston and Ralph Norman.

It was suggested that all suggestions concerning students should be directed to the Office of Minority Student Affairs and those suggestions concerning faculty and staff should be directed to the Black Faculty and Staff Association.

There was extended discussion on the roles of the BFSA and Commission for Blacks and possible duplicity of functions. The Commission for Blacks was

established by the Chancellor as a mechanism for communicating with the black campus community. The BFSA was organized by black faculty and staff persons to create a closer association with one another and to articulate their concerns. The BFSA is not a certified organization of the University. The Commission was intended to be the voice for blacks on campus.

Charge #6: Recommends and encourages research to identify the concerns, problems, and progress of blacks on campus.

Objectives:

1. Commission should work with and make suggestions for areas to be researched to Office of Institutional Research.
2. Identify organizations involved in research and how they relate to Commission.
3. Prepare an Annual Report on the Status of Blacks

Charge #7: Assesses on continuous basis the status of blacks on campus.

Objective: Refer to objective 3 under charge #6

Charge #8: Aids in communicating the interests of blacks throughout the University community and encourages black involvement in all aspects of campus life.

Objective:

1. Dissemination of news to black students, faculty/staff, and community on regular basis.