



1973

## Problem Areas of the Task Force on Blacks

Commission for Blacks

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TO: Hardy Liston, Chairperson  
Task Force on Blacks

FROM: Jowel Hysmith

Name: Jowel F. Hysmith

Title: Assistant Professor, School of Social Work

Length of Employment: 10 months

Attainment of position: I was recruited by the Branch Director, Dr. Edward Pawlak, via recommendations of the University of Michigan School of Social Work

Opportunity for Advancement:

Currently I am unsure as to the possibility of advancement. This is because it appears that the School of Social Work is attempting to credentialize itself by the recruitment of more Ph.D.'s and D.S.W.'s to be members of the faculty. Currently there appears little opportunity for me to further my education and continue as a member of the faculty at U.T. unless I am able to find suitable educational outlets. It appears that some of this difficulty could be corrected by an expansion of faculty fringe benefits especially in barren areas such as this where U.T. is the sole institution of higher learning. Thus in my particular situation advancement hinges almost entirely with my ability to further credentialize myself among my peers in other departments.

I do feel somewhat under employed but since I did agree to come to UTSSW knowing well the salary agreements I have no basic complaints. However, I am very much unaware of the salary scales and the criteria on which decisions on promotions are made.

Redress procedures:

I am unaware of redress procedures other than the informal activities which exist in the School of Social Work. As of this date, however, I have not been sufficiently apprised of the existence of any established formal university wide grievance procedure.

Amelioration of problems peculiar to Blacks:

In view of the fact that Black faculty and staff are extremely limited in number there appears to be a necessity to create situations in which other Black staff are more visible to other blacks with whom there are shared life styles, professional interests, and goals. This could be partially accomplished by an orientation program in which new faculty could have an opportunity to meet current staff and exchange their needs, views, etc. Judging from my own experience, which may indeed be quite unique for this area, I felt my reception very cold. I was left to swim or sink at the mercy of a hostile white environment complete with the alienation and cultural depravity and shock included therein.

I contend that almost any new faculty member would be faced with some of this alienation, but for Blacks it appears to be much greater in that he is immediately challenged by other faculty to prove his expertise and his ability to perform as an indication of his right to belong in these "ivory towers."

I believe that the responsibility rests largely on the aptitude of Black staff in bringing themselves together with the blessings of the university administration. This "togetherness" would generate opportunities to disseminate information between ourselves as well as help Black staff to understand the system - its goals and internal and external structures.

The implementation of such a plan should imply in no way that Black staff wish to separate themselves and thereby threaten the other staff persons but rather when viewed positively would facilitate a greater and easier assimilation of Black staff into the improvement of the University structure through the reduction of racial and alienating pressures through understanding.

At the beginning of the 72-73 year an attempt by Black staff to participate in such an activity was initiated but it appeared that such an effort was contrary to the wishes of the Administration, or so I have been led to believe. Some Black staff had reservations about Black faculty increasing their visibility. The reasons for this I can only speculate on at this time. I would guess that any group of Blacks who come together may be seen as a threat to the existing order. I submit that this need not be the case but that this coming together by Black staff will enhance the educational process by helping us to delineate out problems, making them known to those responsible and creating conditions for a viable communication facility between the University and its Black staff.

THE UNIVERSITY OF TENNESSEE  
KNOXVILLE 37916  
COLLEGE OF ENGINEERING

June 25, 1973

Mr. Hardy Liston  
Chairperson  
Task Force on Blacks

Dear Mr. Liston:

I regret very much having to be away from the campus this week. We have several minority scholarships that have not been issued and I am attempting to find qualified students to award them to this summer.

I am submitting this information and hope it will help the participant understand my involvement at The University of Tennessee, Knoxville.

- Job Title - Staff Assistant to Dean of the College of Engineering.
- Employed March 1, 1973, and worked previously as a part-time consultant.
- Position was obtained as consultant by recommendation from a faculty member of the College of Engineering and a faculty member from the Learning Research Center.
- I feel my chances of advancement are good.
- At present I am not underemployed.
- I am aware of procedures listed in the Affirmative Action Plan.
- Amelioration of problems peculiar to Blacks:
  - (1) Use of small group counseling during recruiting, orientation, and regularly after employees are hired.
  - (2) Placing as many Blacks on various committees as practical.
- I have not perceived any community problems.

Sincerely,

*Fred D. Brown, Jr.*  
cs

Fred D. Brown, Jr.  
Staff Assistant

(dictated by Mr. Brown but signed in his absence)

MEMORANDUM

TO: Task Force on Blacks, University of Tennessee  
FROM: Major Norman C. Carey  
RE: Meeting, June 27, 1973

This memorandum is a summary of the comments made by Major Norman C. Carey in the meeting cited above. The comments were made in response to a memorandum of June 21, 1973, subject: same as above, from the Chairperson of the Task Force on Blacks.

The comments presented at the meeting were developed by Major Norman C. Carey, a prospective Assistant Professor of Military Science, and Major Roland Carey, who held the rank during the period June 1970-June 1973.

No comments were made concerning personnel management (recruitment, redress procedures, etc) as it related to the position cited above. The reason for this was it was felt that these matters were internal to the US Army and would be of little value to the Task Force.

Regarding community problems the following observations were made.

a. Housing. In 1970 it seemed as if Blacks, professional or otherwise were not desired in all-white neighborhoods in North, South, or West Knoxville. Organized resistance to integrated neighborhoods appeared to be greatest in West Knoxville. Rental property for all races was limited, but for Blacks it was virtually non-existent. Rental housing was secured by Major Roland Carey after many agonizing refusals and approximately three months of family separation. In

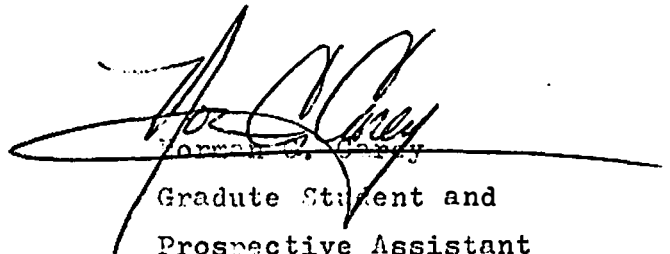
1972 the situation had improved. Realtors, in spite of the fact that there was what appeared to be disinterest and "steering", complied with the policies of HUD and showed property about which the undersigned was knowledgeable. In 1973 it seems as if it would be relatively easy for Black professional employees of UT to secure single family housing anywhere in Knoxville. This community appears to be resolving itself, especially where a purchase is desired, to the acceptance of Black families in previously all-white neighborhoods. Securing rental property may still be a problem.

b. Schooling. In 1970 it was impossible to locate a nursery or baby sitting service near the University that would accept a Black child. In 1973 this appears to have been resolved. Some establishments will accept them. In regards to public schools a Black UT employee who enrolls his children in schools outside of East Knoxville must be prepared to have his children be the subject of racism. Overt racism can be expected from other students, and covert racism may come from a few members of the school staff.

c. Attitudes. As late as 1973 both of the Army officers mentioned above were treated in an unfeeling manner by an employee of a commercial establishment in the neighborhood of the University. Also during the 72-73 school year, when intensive investigations were being made in the rape of several coeds by a Black man, one of the officers above was subject to a well intended investigation in which improper techniques were employed that could have placed both the officer and the University in an embarrassing position. It may be a long time before the local community will accept of its own volition the fact that all Blacks are

not criminals. The Chairperson of the Task Force summed up essence of these comments with the statement that what is indicated is an insensibility, on the part of the local citizens involved in the situations mentioned, to Blacks.

Although this was not commented upon at the meeting, it is the opinion of the undersigned that the problems mentioned above can be significantly minimized. The University is viewed as powerful, all-persuasive force in Knoxville. It has a strong influence on the people of this city. For this reason it is recommended that the Task Force, in its report, enjoins the University not to be passive in this matter of community problems. The University must take positive steps to involve the Community in the solution of these problems. Moreover the University must convince its employees of its resolve to secure, welcome, and retain Blacks as a vital part of the University community.



Norman S. Gray  
Graduate Student and  
Prospective Assistant  
Professor of Military  
Science