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1973

### Department of Psychology Report on Recruiting Minorities

Commission for Blacks

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13 Psychology - Calhoun

### Material for the Task Force on Blacks

In response to your request for information on recruiting of Black Persons and other minority persons to the Department of Psychology, the following are answers to your questions.

1. During the Academic Year 1973-74, we the Department of Psychology took efforts to recruit Black faculty. I entered into the Department Headship midyear so I do not have personal knowledge of all efforts taken. We have a committee which is specifically charged to seek out Black faculty and Black Graduate students, and in all aspects of recruiting we lean very heavily on that committee for information and cooperation. When we announced openings, we place advertisements as widely as possible including advertisements in periodicals such as the Black Scholar. At every opportunity we specify that we are following the affirmative action program. Faculty attend national meetings to recruit for Black faculty, this year we did interview a Black Psychologist. Unfortunately, for the Department and the individual, these negotiations did not reach a satisfactory conclusion.

2. The most significant limiting factor in Black recruitment is supply and demand -- there are simply not enough Black psychologists for the number of positions available. At the present time a new Ph.D. in Psychology might expect a starting salary for the Academic Year of \$11,000 to \$12,000. If this person is Black or better yet, a Black female, he or she can expect a starting salary of \$15,000 to \$16,000. The salary differential reflects an excessive demand for a limited number of qualified persons. A serious factor for Tennessee is the fact that we are located in the Southeast -- our salary scale is somewhat behind that of the more prestigious Northern and Western Universities which can offer high starting salaries, and they have a longer tradition of established academic excellence to attract persons.

3. Alternative methods that might enhance our chances of success in recruiting Black faculty should begin with the active recruitment of Black Graduate students from the local area. Black persons who have established family ties with this area are more apt to remain in this area upon completion of their Doctoral Degree. As part of this strategy, we should seek out Black students to train in our graduate programs and then facilitate their employment in the surrounding area. Reciprocally we might attempt to actively recruit for Black faculty on other campuses within the Southeastern area.

4. With respect to recruiting Black students into our Department, we follow similar procedures to that of recruiting Black faculty; and in this regard we have been much more successful. We have graduated one Black Ph.D. in School Psychology within the last four years and have several Black students currently in various phases of our Graduate programs. We maintain liaison with Knoxville College through Dr. Shrader who is the Department Head in Psychology at Knoxville College and on our staff. We are always eager to consider Black applicants for our

programs and rely on different information when we evaluate the potential of a Black student for graduate training.

5. We conceive of affirmative action as making quite clear to everyone with which we have contact that we do want Black students and Black faculty. We will continue to send faculty to various meetings specifically charged with the responsibility of seeking Black faculty. Dr. Ford, a Black psychologist in our Department, is active in this endeavor and I will call on him to represent the Department of Psychology at Tennessee. We are always eager to consider Black students for our programs; we are always eager to take them into our programs and provide them with the kind of training we find to suit their needs. We believe that we have been successful, but only to a moderate degree, and we are positive that we will be more successful in the future.

6. I believe that the relations between students and faculty, Black or white, are excellent in the Department of Psychology. Faculty in our department express positive agreement with the affirmative action program and are committed to it. In general, we are positive about the ultimate outcome of the affirmative action program at UT.