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Department of Audiology and Speech Pathology
Recruitment of Blacks

Commission for Blacks

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To: Dr. Hardy Liston  
Asst. Vice Chancellor for Academic Affairs 
Date: July 3, 1973 

From: Harold L. Luper, Head 
Dept. of Audiology & Speech Pathology 

Re: Recruitment of Blacks 

1. **Describe in detail the efforts made to recruit Black faculty for academic school year 1973-74.**  
   
   Notices of positions available were sent to all major universities and to key individuals who would be expected to know of available candidates. Announcements were placed in *Trends*, the employment bulletin of the American Speech and Hearing Association.

2. **What do you consider to be the most significant limiting factors to such recruitment?**  
   
   (1) The severe shortage of Black candidates who hold the Ph.D. in our profession, especially in the specialties involved in our recruitment efforts this year, (2) lack of easily available quality housing, and (3) insufficient salary levels. For the two positions we had available this year, we had specific specialties in mind (psychoacoustics and neuropathologies of speech) which limited considerably an already small population of minority candidates.

3. **Can you suggest alternative methods of recruiting that might increase chances of success in this regard?**  
   
   No, we have tried to increase our contacts with minority members of our discipline and to let them know of our desires to employ members of minority groups on our staff. We hesitate to make special pleas for minority applicants since this might be interpreted as "discrimination in reverse". We would be interested in learning of other possible methods.

4. **Do you have any special procedures for recruiting Black students in your department?**  
   
   We recently mailed special letters to students identified as minority students (primarily Black) by the Educational Testing Service. We indicate
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minority membership as one of the criteria for favorable consideration for financial support in our standard letter to all students inquiring about the program. Other than this, we have no special procedures for recruiting Black students.

5. What is your conception of affirmative action?

Affirmative action, as I understand it, refers to positive, visible signs of attempts to recruit minority individuals.

6. What is your impression of the relations between students and faculty?

There are few minority students in our program. The relationship between faculty and students appears to cover the same general range of relationships that is found among White students. Campus wide, I would assume from letters published in the Beacon and other reports that Black students have more concerns about overt and covert discriminatory practices than White students and more than is realized by most faculty members.