Long and Short Range Objectives Sub-committee CFB Report
June 15, 1983

Commission for Blacks
LONG AND SHORT RANGE OBJECTIVES
SUB-COMMITTEE
COMMISSION FOR BLACKS
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The Commission for Blacks was established by the Chancellor as a mechanism for communicating with the black community on campus. In creating the Commission, the Chancellor created a framework for interaction and organized response to existing university policies and policy changes, actions, and conditions which affect blacks or about which the university's black constituency -- its students, faculty, staff and the community -- have concerns. The sub-committee on Long and Short Range Objectives undertook its work with these aspirations before it.

The sub-committee recognized that the goals established by the Chancellor in 1975 are equally viable today. Therefore, these form the basis of our approach to the Commission's charge. Only charge #5 was deleted. The sub-committee proceeded then to formulate action steps, or objectives, to carry out its goals. In doing so, the sub-committee recognized the role of the Office of Minority Student Affairs and the Black Faculty and Staff Association in representing certain constituencies.

During committee sessions, it was suggested that concerns involving individual students be directed to the Office of Minority Student Affairs and that matters concerning individual faculty and staff be directed to the Black Faculty and Staff Association. The Commission will be concerned with policies and procedures concerning students, faculty, and staff, including recruitment and retention of students and hiring of faculty and staff.

The committee has outlined the Commission's goals and objectives as follows:

**Charge #1:** To serve as a channel for improving human relations on campus.

**Objectives:**
1. Undertake an assessment of black attitudes on campus.
2. The chairperson will take steps to create liaisons between the Commission for Blacks and other campus organizations, committees, etc.
3. Undertake counseling of personnel interacting with students and employees.
4. Sensitivity workshop for white supervisors interacting with black staff persons.
5. Organize student orientation program for beginning of academic year.

6. Use campus newsletter and Daily Beacon to disseminate 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 searches for new faculty.
3. Commence regular meetings of Commission's Chairperson and a sub-committee of the Commission with the Chancellor.

**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.

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

**Objectives:**
1. Directly submit reports or 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.

**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.


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.

Committee Members
Ms. Denise Harvey
Dr. Ira Harrison
Mr. Robert Netherland
Ms. Jessica Miller
Dr. Dorothy Hendricks

N. Douglas Wells
Chairperson
II. Membership Selection Committee Report:

It was felt by the Membership Selection Committee that the views of students are adequately represented by others on the Commission, and therefore that the Presidents of the Afro-American Student Liberation Force, African Students Association and Black Graduate Students Association should not be recommended for membership on the Commission.

1) Also considered for representation were:
   - The Director of International Student Affairs
   - Chairperson of the Commission for Women
   - Director of Affirmative Action
   - President of the Student Government Association

2) All of these groups would be valuable resources which would greatly enhance the Commission's efforts for the following reasons:
   a. The International Student Affairs group interacts with Black foreign students, and is familiar with numerous of their concerns and also has access to relevant statistical information;
   b. The Commission for Women is confronted with problems similar to those of the Commission for Blacks;
   c. The Student Government Association represents all students on campus;
   d. The Director of Affirmative Action is involved on a current basis with many of the issues that confront the Commission.

Finally, it is recommended that a liaison be established with the University Faculty Senate, with the latter body being asked to nominate a member to the Commission.

The recommended groups that would contribute "permanent" members to the Commission are:

   - Director of Minority Affairs
   - President of the Black Faculty and Staff Association
   - Director of Afro-American Studies Program
   - Director of International Student Affairs
   - Chairperson of the Commission for Women
   - Director of Affirmative Action
   - President of the Student Government Association
   - Designated Representative of the University Faculty Senate

Concerning the formal selection, timing of nominations, and duration of membership, it is the consensus of the committee that potential members should be nominated by the Commission in the Spring for the following year, and recommended to the Chancellor for formal approval and appointment for a one-year term.

Finally, the committee believes that if the Commission's business is to be conducted efficiently, and with the desired broad spectrum of community participation, methods must be found to efficiently replace appointed indivi-
Chairperson Selection

The Chairperson Selection Committee has written preliminary recommendations or the selection of the Commission's chairperson. Anyone who has additional suggestions and/or comments should contact Dr. Ron Brown, 900 Volunteer Blvd.

Long and Short Range Objectives

The committee will be meeting to revise its preliminary report. Commission members should direct all comments and/or suggestions to Mr. Doug Wells, 1505 L. Cumberland Avenue.

Status on Blacks Report

The Chair, Mr. Peek, has developed an outline for the report with input from Ms. Jane Redmond, Dr. Luther Kindall, and Mr. Dennie Littlejohn. The Commission is hoping to obtain the assistance of a graduate student to help collect data and to help write the final report. The report is scheduled for completion Spring of 1984. All suggestions and/or comments should be directed to Mr. Marvin Peek, 416 Alumni Hall.

Faculty Senate

Commission members should submit recommendations of Black faculty and staff persons to serve on the sub-committees of the Faculty Senate. The recommendations will be forwarded to Dr. LeRoy Graf, President-Elect of the Faculty Senate.

Educational Testing Service

The Commission at its March 30th meeting discussed the possibility of having the Educational Testing Service in Princeton, New Jersey prepare a study on Black UTG graduates based on variables submitted by a select group of Black faculty and staff.

On the average, Black students enter educational institutions with lower SAT and ACT scores than white students. They are, however, able to absorb a greater number of elements of the system and compete successfully with white students scoring with higher test scores. By analyzing data on those Black students who graduate and by feeding in certain variables, it could be possible to determine from those students applying which ones are most likely to graduate successfully. If the study proves positive, a case could be argued for awarding Black students, with lower GPA and ACT scores, scholarships based on their ability to compete and graduate successfully as indicated from the ETS study.