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Settlement Stipulations Discussed

EDITOR'S NOTE: Since the following story was prepared, there have been new developments regarding the "Stipulation of Settlement" for the desegregation suit. On November 26, 1984, the U.S. Department of Justice filed a notice of appeal in federal court. Before the "Stipulation of Settlement" was signed by Judge Thomas Wiseman, in September the Justice Department expressed disagreement with "racially preferential provisions" outlined in the settlement. The Justice Department has 40 days to file a record of the case with the Sixth U.S. Circuit Court of Appeals in Cincinnati, Ohio, and another 40 days to file a brief to support its argument. The department could also choose not to appeal. Activities related to fulfilling the "Stipulation of Agreement" will continue as scheduled.

On November 5, faculty, staff and students were invited to attend an open meeting for discussion of the court approved "Stipulation of Settlement" for the long-running desegregation suit. The discussion was led by President Frederick Humphries, who read the agreement and accepted questions as they were raised. This was the first, open, campus-wide meeting to explore the most recent agreement reached between plaintiffs and defendants in the suit that was originally filed in 1968.

Those who attended the open forum raised questions about the definitions of "non-racially identifiable" and the word "other" as it pertains to racial classifications; about the possibilities of firings to obtain the "50 per cent white, 50 percent black" goals for faculty and administration; about who controls the review processes outlined in the settlement; and who composed the Desegregation Monitoring Committee.

In answer to the question about the definition or classification of "other", Humphries said he would request legal clarification on whether Asians, Indians and Africans will be considered members of the majority or minority races.

Stating that most review processes are board controlled and external to the university, Humphries said the Desegregation Monitoring Committee is composed of nine people—the chancellor of the State Board of Regents and two board members; the president of the University of Tennessee and two members of the UT Board of Trustees and the Tennessee Higher Education Commission (THEC) executive director and two THEC members. The monitoring committee meets quarterly.

Humphries said he plans to hold additional forums for discussion of the settlement and the progress made toward meeting the stipulations. These meetings will be announced to the campus community. Also, documents pertaining to the settlement and monitoring committee reports can be obtained by writing to the State Board of Regents or contacting the President's office.

The 20-page "Stipulation of Settlement" is divided into four sections—the introduction, student desegregation, employment and higher education in middle Tennessee. Excerpts from of each section are presented for those who have not had a chance to review the document.

Introduction

The introduction of the document states, "The primary purpose of this Stipulation of Settlement is the elimination of Tennessee's dual system of higher education. This purpose includes the maximization of educational opportunities for black citizens of the State of Tennessee and the improvement of educational opportunities for black citizens of the State of Tennessee. . ."

Subsequent paragraphs state that the defendants in the case agree to continue efforts to achieve current

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New Project To Assist Small Businesses

Tennessee State University and the Tennessee Valley Authority (TVA) have come up with a project for assisting small businessmen in the North Nashville area that sounds like a life-saving apparatus from the pediatric ward of a hospital.

Named the "Private Enterprise Incubation Center," the key word for the project is "incubation."

Taking the health analogy a step further, a statement issued by Donald Nelson, director of the TSU Economic Development Center, said, "The purpose of this demonstration project—underline demonstration—is to develop a facility to support 'infant' enterprises in the North Nashville area."

"The objective," continues the statement, "is to reduce the failure rate for small enterprises resulting from the lack of management abilities and cash flow problems."

Noting that the center is seen as a joint TVA/TSU/private sector initiative that would have TVA give administrative financial support amounting to \$450,000, the statement points out that the center would be built on TSU-owned land adjacent to the downtown campus.

A 24-member board of directors, which includes Dr. John Masten, dean of the School of Business, President Frederick Humphries, Ron Dickson, vice president for fiscal affairs, and Steve Brown, director of the Small Business Center at TSU, as ex-officio members, would have the task of contracting with TVA for the \$450,000 as a trust agreement for operation of the center.

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Head Football Coach Bill Thomas was carried off the field of Hale Stadium by his players following the defeat of North Carolina A&T. Winning the final game of the 1984 regular season gave the Tigers an 11-0 record.

11-0: A Winning Season Ends

It was a football season that started with uncertainty. There was a new head coach, a reorganized coaching staff, a new offensive scheme, a crop of young untested receivers and fans who were maintaining a skeptical wait-and-see

attitude. But the team, the coaches, the program were up to the challenge and the "Big Blue" Tigers roared to a perfect 11-0 regular season finish.

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Settlement Stipulations Discussed

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desegregation goals and to revise goals if necessary; to request adequate funding for each plan or program developed under the Stipulation of Settlement; and to begin collecting selected data in "accordance with the reporting forms of the Office of Civil Rights of the United States Department of Education" as well as continue to monitor progress by means of established reporting methods.

A Desegregation monitoring committee will "establish a procedure for monitoring and reporting progress to the Court on the desegregation of all institutions.

Progress toward desegregation at Tennessee State University shall be placed under the Desegregation Monitoring Committee and shall be monitored in the same manner as is progress in desegregation at the other institutions."

Monitoring Committee reports are to include descriptions of actions taken to implement each provision of the settlement agreement. The reports are also to include lists of "each presidential/chancellor, vice president/ vice chancellor and dean position filled during the reporting period at each university, with the number and race of applicants for each position and the race of the person selected."

All plans developed pursuant to the Stipulation of Settlement shall run for a period of five years and should "contain benchmark goals to be achieved by the end of each year."

Student Desegregation

This section addresses "goals and methodologies for setting long range goals (that) insure the achievement of non-racially identifiable institutions of higher education in Tennessee."

A number of studies are to be conducted within 90 to 180 days (three to six months) of the date of the Stipulation of Settlement. (The settlement was approved by Judge Thomas Wiseman on September 25, 1984.) The studies recommended are to ascertain whether "there is a statewide disparity in college-going rates among black and white high school graduates in Tennessee"; "whether there is a statewide disparity by race in the ratio of graduates of public institutions in Tennessee who enter graduate or professional programs in public institutions in Tennessee"; "to determine the feasibility of a plan whereby other-race students shall be accorded tuition discounts, loans, scholarships and/or other incentives for purposes of desegregation"; "whether any public institution of higher education in Tennessee projects an image as being racially identifiable."

In the areas of enrollment and admissions policies, the document states "SBR shall immediately establish a 1993 interim objective for Tennessee State University of 50 percent white full-time equivalent enrollment. The parties agree that the ultimate long range objectives for the racial composition of the students at TSU will be set on the same basis as the objectives are set at all other institutions in the state."

Any increase in admission standards are to be reviewed for their impact on black students. TSU "shall in no event" increase its alternative admissions rate beyond that for the 1984-85 academic year. The admissions standards at TSU "will be raised over a period of five years. The admission standards shall include a minimum GPA and minimum ACT neither of which shall be lower than those established for MTSU. TSU minimum GPA shall increase to no less than a 2.25 over the next five years."

Statewide "other-race" recruiting programs are to be developed and/or coordinated and monitored by the SBR and UT "utilizing biracial recruiting teams." An exchange of information is to occur between predominately white and predominately black institutions, the Educational Testing Service and the American College Testing Program, high schools throughout the state and graduate professional schools to assist in recruiting efforts.

Employment

"Defendants will review various approaches, including effective programs in other states, to increase the number of qualified black applicants for employment in public institutions of higher education in Tennessee," begins the section on employment. "Defendants will actively recruit in the relevant labor market to increase the black presence, especially in disciplines where blacks are underrepresented, at the predominately white institutions."

The SBR and UT are to develop a plan within 180 days "including financial and other incentives, to attract white faculty and administrators to TSU and black faculty and administrators to predominately white institutions. The plan shall address credit for prior service and other benefits of any person eligible for participation in the plan, including transferring faculty members to the extent allowed by law."

"Grow-your-own programs" are to be developed "utilizing the public and private universities in Tennessee to increase the pool of qualified black candidates for employment as

faculty and administrators in the public universities." A plan for "Black Faculty Development Program" shall be designed to increase the number of black faculty with doctoral degrees at all public institutions of higher education. Both of these plans are to be developed within 120 days.

The SBR agreed to "immediately establish as a five year interim objective for the desegregation of TSU's faculty and administration at least 50 percent white faculty and at least 50 percent white upper level administrators. All other institutions shall increase their efforts to attract and employ other race employment by utilizing the provisions herein."

"Progress in affirmative action will be a factor in the review of department heads, deans and vice presidents/ vice chancellors by institutional presidents and chancellors and in the review of presidents and chancellors by the chief executive officer of each system. . .

"The SBR and UT must approve, prior to any offer being extended, the recommended choice of the administration at each of its universities for the positions of vice president/vice chancellor, dean and department chair, beginning immediately upon execution of this agreement." The review is to consider credentials and qualifications of the applicant, affirmative action responsibilities of the institution and the degree of commitment to affirmative action on the part of the applicant.

Higher Education in Middle Tennessee

This section of the "Stipulation of Settlement" mandates that the SBR and THEC develop "a comprehensive plan for the enhancement of Tennessee State University (TSU) with the unique specialized regional and statewide missions and to implement TSU's mission as the regional urban university for Middle Tennessee."

A "complete physical facilities study for TSU" is to be completed within 120 days from the date of the agreement. The study is to compare TSU and selected regional, predominately white institutions to identify deficiencies in TSU's physical plant and campus environment, assess the cost of bringing all TSU facilities up to safety, health, environmental protection and handicapped access standards, and to recommend changes or alterations necessary to support the new mission. Plans for renovations, modifications and new construction are to be completed within 60 days of completion of the study.

Program duplication and the realignment of certain specified programs to support TSU's enhanced mission, are to be discussed by senior academic officers at Austin Peay State University, Middle Tennessee State University and Tennessee State.

"During the next five years, the SBR will accord TSU first priority for all new graduate programs in the Middle Tennessee region," the document states. "No doctoral programs will be proposed or approved for Middle Tennessee State University or Austin Peay State University during the five year period."

The defendants in the suit agreed that "no institution will be identified as a one-race institution or a predominately one-race institution in any official university publication or in any public statement made in an official capacity by any administrator of that institution."

The SBR agreed to formulate a plan for the "implementation of an educational 'consortium' between MTSU and TSU which will require the institutions to establish a common university calendar, publish and disseminate a joint listing of all courses offered at each institution and design registration procedures whereby students at one institution may attend classes at the other for up to 30 hours of credit."

The agreement further states that, "The SBR shall within 180 days initiate a study of all facets of administrative functions at all campuses of TSU. Faculty and students from both campuses of the institution will actively participate in this study." Recommendations for change will be made by the SBR.

Needed and effective new programs to be offered at TSU are to be developed within 120 days. The programs are to be submitted to THEC and the SBR for approval. Within 180 days an Institute of Government is to be established to offer a degree program and courses for credit in public administration and to train administrators for senior and middle level positions in government. Consultants will assist in developing these programs.

Copies of all plans and proposals "required to be formulated pursuant to this stipulation shall be submitted to counsel for all parties prior to implementation." Copies of all budget requests for the plans or proposals are also to be submitted to counsel for all parties.



11-0: A Winning Season Ends

(Continued from page 1)

The new head coach, Bill Thomas, proved quickly that he was the leader of the so called "new era" in football at TSU. Thomas set the pace by cutting practice times and placing more emphasis on classroom achievements. He hired the first white coach in the history of the program. He disciplined star players by denying them the opportunity to play until grades were improved.

The reorganized coaching staff consisted of Jesse James, a former TSU star, now assistant head coach and offensive line coach; Sylvester Collins, Jr., offensive coordinator; Craig Gilliam, son of TSU's legendary Joe Gilliam Sr., named defensive coordinator; Alvin "Cat" Coleman, quarterback and receiver coach; Louis Harris, one-time player and graduate assistant, assistant defensive coach; Fred Sumrall, also a former TSU standout and NFL player, assistant offensive coach; and Mark Orlando, the newest member of the staff, assistant offensive coach. Jelling quickly, the staff became a unit working toward a common goal—being number one.

For the first time in a number of years, there were no big name receivers returning to continue the tradition of the big play passing offense. The young receivers accepted the challenge and new names have been added to the record books, names like Barry Collins, Frank Pillow, Bartholomew Evans and Quinton Johnson.

Beginning with the first game on September 1, the Tigers showed they were capable of upholding the tradition of excellence. Their 20-14 win over Hampton Institute set the pace for a 34-14 win over Jackson State; a 42-21 win over Alabama A&M; 42-20 over Florida A&M; 34-24 over Grambling; 33-3 over Tennessee Tech; 71-0 over Kentucky State; 42-7 over Southern University; 41-8 over Bethune-Cookman; 42-15 over Louisville; and, finally, 44-14 over North Carolina A&T.

Following the Bethune Cookman game, TSU was ranked number 2 on the national NCAA Division 1-AA poll. Following the defeat of Louisville, the Tigers moved up to the number 1 spot. It was the first time a TSU team had achieved the number one ranking.

Hopes were high for an invitation to the NCAA Division 1—AA playoffs; but they were quickly dashed when the athletic governing board disqualified TSU from post season play because of questions of player eligibility and past rules violations.

Following the last game, Thomas was philosophical.

"It was a team effort," he said. "We had great support from our administrators, faculty and student body. We've only begun to scratch the surface here at TSU. This program is capable of reaching even greater heights."

New Project to Assist Small Businesses

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The project calls for the selection of "up to 10 emerging businesses" who meet certain requirements. Among the requirements for entering the program are that the business must be a "a person, partnership, cooperative or corporation engaged in manufacturing or service for profit; must possess good reputation and character; must give evidence of future growth potential; must show that it will outgrow or otherwise move from the center within two years; and they must have sound business plans."

The businesses will be housed in rented space for no more than three years (leases will be for one year with two option years, depending upon the progress of the company and contingent upon approval by the board.) No polluting industries or those using dangerous materials will be allowed rental space in the center, according to the statement.

The center's overall administration will be the responsibility of a unit bearing the corporate name of Growth Enterprises Nashville, Inc. The unit, also known as GENI, will contract with TSU for the actual daily operation of the center and for providing administrative and management support services to new businesses locating in the center, the statement said.

TSU would be charged with "hiring qualified administrative and management personnel to operate the center" and the university would be expected to "develop a series of management support seminars designed to provide the new businessmen (with) a better understanding of management techniques," the statement said.

The opening of the center, which is several months behind schedule, is slated to take place early next year.

Announcements

The dedication ceremony for the renovated Harned Hall, has been postponed until the spring. The ceremony had been tentatively scheduled for November. According



These members of the T. E. Poag Players Guild acted out a tense scene during a performance of "Never Too Late." The play, performed November 12-14, was the first to be staged for the 1984-85 season. Upcoming productions include "Ceremonies in Dark Old Men," February 6-8, and "The Unexpected Guest," April 22-24.

to Dr. Edward Risby, head of the Department of Biological Sciences, the event was postponed due to construction that is still underway on the building.

For further information, contact Lillie Shelton, program committee chairperson, at 320-3041.

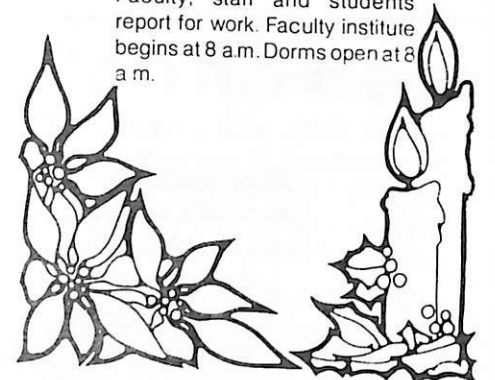
The School of Business will sponsor three one day programs for public accountants and certified public accountants during December. On December 17, a program on Subchapter S Corporations will be held from 8 a.m. to 4:30 p.m. Tax laws governing these type corporations will be covered. The cost of the program is \$48. The program slated for December 19, 8 a.m.-4:30 p.m. will provide participants with a basic knowledge of the taxation of partners and partnerships. The fee for this workshop is \$83. The third program, to be held December 21 from 8 a.m. to 4:30 p.m. will address the subject of corporate liquidations. The fee is \$83. All three programs will be held on the downtown campus. For more information, contact the Department of Conferences and Institutes, 251-1523, or Emily Miller, 251-1505.

The TSU Meistersingers will give a Christmas Concert on December 9 at 4 p.m. in the Administration Building Auditorium. For more information, contact the Music Department.

The TSU Association of Office Personnel (formerly called the TSU Secretary Association) will sponsor a Christmas banquet on December 21, from 6 to 10 p.m., in the Neely Room of the Vanderbilt Plaza Hotel. Mrs. Vivian K. Lott, postmistress, will be the featured speaker. The registration fee for the banquet is \$15 for singles and \$20 per couple.



- December 11-14
Final examinations: Faculty recess begins after 14th, as soon as desks are cleared.
- December 15
Dorms close at noon
- December 18
Grades due in Office of Admissions and Records by noon
- December 25
Christmas recess begins for staff, and support personnel
- January 2
Faculty, staff and students report for work. Faculty institute begins at 8 a.m. Dorms open at 8 a.m.



TSU and SCB: Making The Connection

Tennessee State University and South Central Bell have reached out to each other and touched on the common ground of computer literacy training. About 190 SCB employees are enrolled in Computer Literacy 100U, which is offered for academic credit through the University College.

"The course was started at the request of President Humphries last summer," explained Dr. Dean Roberts, associate vice president for academic affairs. "I approached officials of South Central Bell and asked if there were any specific needs they had within their organization that Tennessee State could meet through college work. I was told that a much needed computer course would be beneficial."

South Central Bell employees were polled to gauge their interest in such a course, said Roberts.

"There were over 700 positive responses," he continued. "As a result, we created six sections of computer literacy 100U in the University College. Four of the sections are taught off-campus (two at South Central Bell Brentwood and two at South Central Bell Green Hills) and the other two on the downtown campus."

The on-site sections are taught by South Central Bell employees who met TSU's standards for adjunct professors, the on-campus sections are taught by TSU faculty, Roberts explained.

"We are proud of this program because it's very attractive when the university can offer classes on-site and people can leave their desk at the end of a work day, walk down the hall and take college courses for credit," stated Roberts. "It's very convenient and important because it's an excellent outreach for TSU and also can assist in our recruiting efforts, ultimately bringing these students to either one of our campuses."

Addressing the question of expansion and future course offerings in conjunction with South Central Bell, Roberts said approximately 90 SCB employees have expressed interest in taking another computer course from TSU and there are approximately 190 people waiting to take Computer Literacy 100U.

"Ultimately, we are talking in the neighborhood of well over 200 students," he added. "It is our hope that many of these employees will elect to pursue a degree at TSU."

The off-campus program with South Central Bell is one of many programs that Roberts has pursued.

Another off-campus program involves two courses taught by TSU faculty at Brentwood High School. The Brentwood project is aimed to reach the adult market in Williamson County.

In the future, other firms and companies will be approached to see if there is a need for off-campus courses from TSU, Roberts said.

Safety Reminder

This is the time of year when the homeless seek shelter from the cold and thieves plan for a merry Christmas at someone else's expense. Dwight M. Perrine, associate director of safety, advises all employees to take care, be sure that offices are routinely locked when not occupied, and that purses and other valuables are kept out of sight, preferably in locked desks or file cabinets. The first place a thief will look for a purse is under or in the wells of desks.

Suspicious individuals should be reported to the Safety and Security offices on the respective campuses.

Faculty Briefs

Dr. Nath S. Parate, associate professor of engineering, presented a paper on "Power Plant Ash Utilization as Construction Material" during the 94th meeting of the Tennessee Academy of Science held at the University of Tennessee-Knoxville November 16. An engineering graduate student, **Maria Vega Colina**, was also invited to present a paper, "Lime Fly Ash-Aggregate (LFA) Experience for I-440 Pavement Construction in Nashville, Tennessee" during the meeting. In her absence, Parate presented that paper too. The papers are related to a research contract grant awarded to Parate by the Tennessee Valley Authority (TVA) to study lime fly ash aggregate paving and cement stabilized fly ash backfill materials in the TVA region. In October, Parate attended the First Multidisciplinary Conference on Sinkholes in Orlando, Florida.

Dr. Prem S. Kahlon, director of the MARC Program, and two MARC scholars, **Armetta White** and **Delores Bradley**, attended the fourth annual MARC Scholars Conference and Program Directors Meeting held October 1-3 in Chevy Chase, Maryland. Bradley presented a paper entitled "Motion Detection by Goldfish" and White delivered a paper titled "The Role of Monosaccharide Utilization To Increase Deoxyribonucleic Acid Potential."

Dr. Donald C. Lueder, senior research associate of the Center of Excellence, presented a paper, "Trait

Theory Revisited: Administrators' Psychological Type and Leadership Behavior," during the Southeastern Association for Psychological Type Conference at Appalachian State University on October 18.

Dr. Richard Grooms, assistant professor of HPER, attended a leadership training conference sponsored by the Tennessee State Department of Education, Division of Special Programs, November 19-21. Held in New Orleans, Louisiana, the conference provided training for physical educators, university professors, and state and local educational agencies in the use of the "I'm Special" modular instructional program for the handicapped.

Several members of the Department of History and Geography worked diligently in behalf of the McDougald-Stephens Banquet and Seminars. These events, held in honor of the retirement of Professors **Lois McDougald** and **Alonzo Stephens**, were held October 25 and 26. **Dr. Juanita Gaston**, coordinator of social sciences, University College, and **Elizabeth McClain**, assistant professor of history, served as co-chairpersons for the event. **Johnny Burchett**, assistant professor of history, organized a career awareness seminar as part of the activities. Other faculty members involved in organizing or as participants were **Harriet Peterson**, **Jimmie Cotton** and **Sandra Franklin**.

Dr. Edward I. Isibor, dean of the School of Engineering, has accepted appointments with two national organizations. He has been appointed a member of the Board of Advisors of the Organization of Black Airline Pilots and has been elected chairman of the Advisory Council of the American Society of Electrical Engineers' (ASEE) Black Engineering Colleges Development Committee. Through his participation in both organizations, Isibor will address issues pertaining to minorities in both professions. Isibor also reports receiving a gift of 10 magazine subscriptions from the Northern Telecom Company.

Dr. David Le'ron Walker, associate professor of voice and music education, presented a concert on November 18 in the Music Building Recital Hall. Walker, a lyric tenor, has served as director of choral activities and teacher of music at Philander Smith College and Bethune Cookman College. He has recorded a collection of works by black American composers entitled "A Gift of Song." In the recital, he was accompanied by faculty member **Charlotte Rhodes**.

Dr. Bobby Jones, assistant professor of reading, was the subject



The Cultural Affairs Committee will present Ben Holt, baritone, in concert on January 17, 1985, at 8 p.m. in the A-Auditorium. Holt, who won the 1983 Young Concert Artists International Auditions, has a concerto repertoire that includes works by Bach, Beethoven, Brahms, DeFalla, Handel, Haydn, Ives, Kodaly, Mozart, Ravel, Saint-Seans and Stravinsky. The concert is free and open to the public.

of an article that appeared in volume 3, number 7 of the *New Christian Media Quarterly*, which is published in London, England. Written by David Thomas, the article is entitled "The Man Who Does It All." The article traces Jones' career in music and his success as a gospel music artist.

Dr. McDonald Williams and two senior students, **Terence Anderson**, communication, and **Dolores Bradley**, psychology/English, participated in the 14th annual Graduate and Professional Schools Visitation Days (GPSVD) at Ohio State University on November 4-6. The purpose of GPSVD is to encourage blacks and other minorities to attend graduate and professional schools in meaningful numbers at Ohio State University. Fellowships and other types of financial aid are offered at the university through the assistance of the Office of Minority Affairs.

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