3-28-1994

The Task Force on Race Relations
Recommendations: Progress to Date

Commission for Blacks

Follow this and additional works at: http://trace.tennessee.edu/utk_blackmaj

Recommended Citation

This Article is brought to you for free and open access by the Commission for Blacks at Trace: Tennessee Research and Creative Exchange. It has been accepted for inclusion in Major Studies and Reports by an authorized administrator of Trace: Tennessee Research and Creative Exchange. For more information, please contact trace@utk.edu.
The Task Force on Race Relations
Recommendations

Progress to Date

The University of Tennessee, Knoxville
March 28, 1994
March 28, 1994

Dhyana Ziegler
Chair, Commission for Blacks
333 Communications
Campus

Dear Dhyana:

I am enclosing with this letter a response to the recommendations presented in the 1988 Report of The Task Force on Race Relations. This document outlines the progress to date of myself and my staff in promoting diversity on the UTK campus.

The task force recommendations are broad-based and diverse; thus, our responses contain descriptions of actions which have been completed, present efforts, and commitments for future work. Adopting a past, present and future orientation expresses my commitment to addressing complex issues in a manner that is process driven; hence our efforts are on-going.

My vision statement for the university has been well-received by the many audiences with whom I have met. This vision sets the stage for our efforts to create a campus climate that embraces diversity as an opportunity to learn more about ourselves and others. It reads:

"UTK aspires to be a University of choice by welcoming persons of different backgrounds such as race, gender, ethnicity, religion, geographic origin, social class, etc. We are committed to an expanded international perspective and emphasis at all levels. Constant attention to a sense of community for all members of the diverse university community is a high priority."

Explicit in this statement is a commitment to improving the campus climate for all persons. The work to promote a welcoming climate begins with dialogue concerning the difficult issues.

The creation of the enclosed document has provided us the opportunity to continue that dialogue and to create opportunities based upon our mission and goals. Please accept this response not as the final word but, as titled, our progress to date.

Sincerely,

William T. Snyder
Chancellor
The Task Force on Race Relations
Recommendations
Progress to Date

The University of Tennessee, Knoxville
March 28, 1994
Progress to Date:

1. The University of Tennessee Board of Trustees amended an existing Standard of Conduct at its Fall Meeting in 1988. As amended, the Standard of Conduct prohibited the following:

   Disorderly conduct or lewd, indecent, or obscene conduct on University-owned or -controlled property or at University-sponsored or -supervised functions. Specifically prohibited are both actions and language which tend to incite an immediate breach of the peace by making reference to another’s race or ethnic origin.

   This provision was then submitted to the Tennessee Attorney General for review as required under the Tennessee Uniform Administrative Procedures Act. The Tennessee Attorney General rejected the amended version as an unconstitutional restriction upon the freedom of speech which is guaranteed under the First Amendment of the United States Constitution. Recently, several other institutions have had similar regulations stricken by federal courts because these regulations failed to withstand constitutional challenge under the First Amendment.

   Currently, cases of student misconduct that include racial slurs and/or epithets are prosecuted under Standard of Conduct #13 which prohibits the following:

   Disorderly conduct or lewd, indecent, or obscene conduct on University-owned or -controlled property or at University-sponsored or -supervised functions.

   Several successful prosecutions of misconduct which included racial slurs and/or epithets have been achieved utilizing the current Standard of Conduct.

2. The Faculty Handbook and the Personnel Policies and Procedures Manual were reviewed concerning the language related to race. These documents include a discussion of equal employment opportunity (EEO) policy as well as specific statements that address the use of racial slurs, epithets, and related activities. In the
section on atmosphere in the *Faculty Handbook* (p. 102), race relations is discussed in the context of faculty and student rights and responsibilities. The handbook states that, when faculty or student disputes occur regarding racial slurs, etc., these will be dealt with through the Dean of Students Office or the Office of Affirmative Action. In the *Personnel Policies and Procedures Manual*, Section 580, work rule #10 states that "the use of racial slurs or epithets" may result in disciplinary action.
TASK FORCE RECOMMENDATION #2

We recommend structured, broad-based programs aimed at sensitizing all students to the despicability of racism. We further remind the University that old patterns will be sustained and perpetuated if our students are not sensitized.

Progress to Date:

Racial and cultural diversity programs have become an integral part of the programming efforts in the Division of Administration and Student Affairs. Several departments actively engage in activities or programs that are designed to educate the University community to the issues, problems and concerns of minority students. Inherent in these programs are opportunities for students, staff and faculty to engage in dialogue that helps build a sense of community.

The following programs/activities have been implemented to enhance racial and cultural awareness. The programs reflect the joint efforts of the Office of Minority Student Affairs, the Office of Residence Halls, the Dean of Students Office, and the Central Programming Council.

1. The Issues Committee and the Black Cultural Programming Committee (BCPC) have co-sponsored several programs, including a lecture by race relations expert Dr. Jane Elliott, a panel discussion, and the program "From Wounded Knee to Soweto." Additional speakers and programs have also been brought to campus to address issues of race.

2. The Office of Residence Halls has incorporated a racial and cultural diversity program into staff training. Additionally, all Resident Assistants are required to provide to dormitory residents programming in the area of racial sensitivity. In 1992-93, the Office of Minority Student Affairs and the Office of Residence Halls jointly sponsored Human Issues Week.

3. Student Orientation Leaders, student defenders, and prosecutors are required to participate in special education sessions on racial issues.

4. The Student Government Association has established a Minority Student Affairs Committee to provide an advocacy group in the SGA for minority issues and concerns and to present culturally diverse programs on a periodic basis. Special efforts have been made to recruit more members for this committee and make its efforts more viable.
5. During summer orientation, cultural and racial diversity programs are presented to all incoming freshman students who attend orientation.

6. Cornell West and Molefi Asante were brought to the campus as guest speakers in the Fall of 1993.
Progress to Date:

1. **Cheerleading**

The Dean of Students Office and the Office of Minority Student Affairs have jointly developed and implemented a series of special initiatives aimed at increasing African-American student, faculty, and staff participation in the cheerleading clinic and try-out process. These measures, while annually reviewed and adjusted, are continuing. Steps taken to increase minority participation in the cheerleading program include:

   A. Ensuring minority representation on all judging panels;

   B. Co-sponsorship of special minority student cheerleading clinics in advance of required intensive clinics; and

   C. Special letters (co-signed by the Dean of Students and the Director of Minority Student Affairs) to minority students encouraging them to try out for the varsity cheerleading squad. These are mailed to all freshmen, sophomore, and junior minority students who indicated high school participation as an athlete or cheerleader on their ACT profile.

While these efforts have been only modestly successful (there is currently only one African-American student on the varsity cheerleading squad and one alternate on the Lady Vols squad), they do hold promise for the future.

The selection process for varsity cheerleaders is coordinated by the Men’s Athletics Department. The Lady Vol cheerleader selection process is coordinated by the Women’s Athletics Department.

2. **Women’s Athletics**

In spite of extensive assistance on the part of the Office of Affirmative Action to identify minority candidates for staff vacancies, the Women’s Athletics Department has had limited success in recruiting African-Americans to its staff ranks. Currently, Ms. Carolyn Jones, assistant basketball coach, is the only African-American coach in
Women’s Athletics.

On the other hand, the department has realized considerable success in recruiting minority student athletes, many of whom have achieved national and international recognition.

3. **Men’s Athletics**

The Men’s Athletics Department has been relatively successful in recruiting and hiring African-American staff. The following individuals are currently on staff:

**Student Development Office:**
- Derek Carter  
  Assistant Director  
- Judy Jackson  
  Assistant Director

**Basketball:**
- Silas McKinnie  
  Assistant Coach

**Football:**
- Kippy Brown  
  Assistant Head Coach  
- Reggie McKenzie  
  Restricted Earnings Coach  
- Lovie Smith  
  Assistant Coach

**Track:**
- Charles Oliver  
  Restricted Earnings Coach

Likewise, considerable success in recruiting minority student athletes has been realized by the department.

4. **Band**

The University of Tennessee Band has developed a recruiting strategy specifically for minorities. This strategy includes special mailings to the Memphis City Schools as well as trips to Memphis each year by one or more band directors to audition minority students. The Director of Bands works with administrators, counselors, and band directors at such schools as White Station High School and Kirby High School in
Memphis. He also works closely with the Office of Minority Affairs and the UTK Admissions Office by identifying potential minority students for recruitment.

Currently eight percent of the University of Tennessee "Pride of the Southland" marching band population is African-American. This represents an increase from 1988 when only two percent of the band was African-American. The 1993-94 drum major, Brion Randolph, is African-American, and this visibility has helped a great deal in the recruitment of African-American students.
The Task Force recommends that the university develop a minority vendor program which will increase minority business relationships with the University.

Progress to Date:

1. UTK has a Small and Minority/Women-Owned Business Program that gives minority businesses opportunity to participate in university procurement activities. UTK has established the goal of purchasing at least two percent of its total annual requirements from small and minority/women-owned businesses. During the seven-month period from July, 1993, to January, 1994, UTK purchased $1,291,148 in supplies from minority vendors.

2. UTK also has an active Set-Aside program, which allows the Purchasing Department to identify specific products and services that may be effectively bid on by small and minority/women-owned businesses, and has set aside specific purchases amounting to $25,000 or less to be bid only to small and minority/women-owned businesses.

3. UTK is an active participant in the East Tennessee Minority Purchasing Council, which works to increase opportunities for minority-owned firms to sell their goods and services to large businesses. The Vice Chancellor for Business and Finance serves as a Board Member and the Assistant Director of Business Services serves as the Vice Chair of the Executive Committee.


5. The Office of Business Services routinely interviews and counsels minority suppliers on how to best participate as a successful supplier for UTK. This office has also published a directory of minority owned businesses serving as UTK suppliers.
TASK FORCE RECOMMENDATION #5

The Chancellor of the University, in cooperation with the President of the University, shall call a series of meetings with the City of Knoxville's top leaders (business, political, religious, education, social) to discuss the urgent importance of making Knoxville a community in which minority opportunity is a reality.

Progress to Date:

Members of the University administration participate in discussions of minority opportunities in the Knoxville community in the following ways:

1. There has been a long history of African-American participation in the Chancellor's Associates, since its inception in 1979. This academic year, 1993-94, there are four African-Americans serving as Associates.

2. The University has maintained an on-going relationship with Knoxville College through the years. There are efforts underway to create new linkages.

3. The Chancellor is a member of the TVA/Knoxville Community Relations Council.

4. The University of Tennessee, Knoxville, represented by its faculty, staff, administration and students, is involved in a number of activities that support the leadership activities of the community. These include participation in the National Conference of Christians and Jews, the Knoxville Area Urban League, the Knoxville Women's Center, Leadership Knoxville, and the Knoxville Community Action Committee.
TASK FORCE RECOMMENDATION #6

The Task Force urges that the University widely publicize among students the procedures for students filing complaints with the University Ombudsperson. Furthermore, the functions of that office must be clearly and publicly articulated.

Progress to Date:

1. Historically, the Dean of Students has received student complaints that are related to discrimination. The Dean of Students has worked with the Ombuds Office and the Office of Affirmative Action to publicize appropriate procedures for processing complaints.

2. A brochure and companion poster were developed by the Ombuds Office to explain both the functions of the office and the procedures for filing complaints with the office. These documents were distributed at Freshman and Graduate Student Orientation Programs, within all residence halls, and forwarded to every academic and administrative office.

3. Information about the services of the Ombuds Office continue to be listed in Hilltopics.

4. The Chancellor will ask the Ombudsperson to develop a summary of office activity by May 1, 1994. The Chancellor and his staff will review this information and, if necessary, clarify the role of the Ombuds Office.
TASK FORCE RECOMMENDATION #7

The Task Force recommends that the University bring together, under the leadership of a high level University administrator, all special programs related to minority student interests. The Task Force proposes that UTK immediately move to hire a Vice-Chancellor for Minority Affairs.

Progress to Date:

1. The Chancellor and his staff believe that there should be shared ownership of minority issues on this campus. The Chancellor will continue to ask the entire University community to develop programs relating to the interests of minority students, faculty and staff.

2. The Division of Administration and Student Affairs emphasizes professional development for all employees. Educating employees to minority (and race specific) issues has been, and continues to be, a part of the staff training program within the Division. The Vice Chancellor's weekly staff meetings with department heads and directors provide a forum for discussion of issues related to race. All department heads are made aware of occurrences of issues that occur or affect the campus community. These concerns are openly discussed, and possible solutions are explored. The information is addressed further in individual department staff meetings and administrative units.

The following broad based programs sponsored by the Division of Administration and Student Affairs for the period of 1988 through 1993 demonstrate the ongoing commitment to sensitize employees concerning racial issues.

1988

"Exploring Cultural Differences," presented by Dr. Portia Hunt, president of an African-American consulting firm, Eclipse Management Consultant Group, Inc. This was a division-wide Professional Staff Development Program, sponsored by the Office of the Vice Chancellor for Administration and Student Affairs. Dr. Hunt also presented a workshop on this topic for the UTK Police Department.

1990

"Campus Response to Racial Harassment." A national teleconference sponsored by NASPA, also a Professional Staff Development Program.
1991


1992

"Eye of the Storm," presented by Dr. Jane Elliott, a nationally recognized consultant who addresses racism and discrimination issues.

1993

Mr. Molefi Asante and Dr. Cornell West were brought to campus as speakers.

The Office of Residence Halls has extensive educational programs for employees. The Resident Assistant training program for student staff members features a section entitled "Diversity and Oppression," which is designed to help educate staff to the special challenges faced by minority students. New Hall Directors visit with staff in the Black Cultural Center during their orientation; in addition, the Fall Training Workshop for Hall Directors features the topic of diversity. One workshop was on "White Awareness" which emphasized the role of whites in combatting racism. For student staff, a consultant from John Gray Associates led a day-long workshop dealing with the emotions of racism and providing techniques for combatting racism in residence halls. The Residence Hall Human Issues Committee sponsors special training and programs during Human Issues Week in March. In 1991 the Committee and the Black Cultural Center brought Ralph Johnson to campus for a two-day workshop for staff from both departments.

The Food Services Department's Student Management Workshop for student managers and supervisors is held twice a year and often focuses on diversity issues. During departmental staff meetings, guest speakers from the Office of Affirmative Action and the Personnel Department often discuss topics on race relations.

The Division of Administration and Student Affairs will continue to provide educational programs for employees at all levels. Racial awareness and education cultivate an environment which appreciates differences of all students and employees.

3. The Vice Chancellor for Academic Affairs supports the professional development efforts listed under recommendation #2. In the Spring of 1990, the Undergraduate Council of the Faculty Senate sponsored a series of four
faculty lectures and discussions named "We and They." Two of the series, by Drs. Shanette Harris and Doland Hubbard, focused on African-American perspectives. Dr. Nancy Goslee spoke about women's perspectives, and Dr. Michael Handelsman spoke on that of Hispanic-Americans. These lectures were videotaped and are available for use in the classroom or for workshops. The Office of the Vice Chancellor for Academic Affairs also continues to emphasize the importance of hiring minority faculty.

4. The Division of Business and Finance emphasizes diversity in the workforce in all employment and recruitment activities. The following are examples of ongoing efforts to increase understanding of issues related to diversity:

- The Division of Business and Finance sponsored a speaker on diversity in December, 1993, at which more than 100 staff members were present.

- Discussions are held during the Vice Chancellor for Business and Finance's regular staff meetings on the need for diversity in the workforce and the need for affirmative action recruiting. These ideas are carried forward to the departmental level for additional discussion.

- The UTK Affirmative Action Policy is discussed in new employee orientation and in the management and supervisory training programs. Affirmative Action was a topic at the 1993 Management Leadership Workshop.

- The Personnel Department presents training on affirmative action issues (sexual harassment, racism, etc.) approximately twice a year. Training programs for staff are planned with diversity in mind, and minorities are actively recruited for participation in these programs. Minority presenters are sought for off-campus workshops sponsored by Personnel Training.

- Discussions were held with the Director of Counseling Services at Knoxville College on the possibility of developing internships or similar work experiences at UTK for Knoxville College biological sciences majors.

- UTK participated in the Career Fair at Knoxville College where approximately 20 students obtained information related to employment opportunities and were encouraged to apply for positions.

- A Knoxville Job Corps student was placed in a six-week work experience program with the UTK Physical Plant.
The UTK Personnel Department cooperates with the Private Industry Council's Summer Youth Program in placing approximately 100 disadvantaged youths in work and personal development experiences at UTK during the summer. Two youths were hired last year as regular UTK employees. One youth, still in high school, was hired in a part-time position, and another enrolled at UTK as a full-time student.

During visits to local organizations, discussions were held related to possibilities for cooperative development. The Private Industry Council expressed an interest in UTK as an on-the-job training site for some of its clients. The Dean of Students at Knoxville College expressed an interest in the placement of a student intern at UTK. The Phyllis Wheatley YWCA sought assistance with a Phyllis Wheatley-sponsored Career/Health Fair to be scheduled in the Spring of 1994.

The Office of Graduate Admissions and Records, the Office of Undergraduate Admissions and Records, the Office of Minority Student Affairs, the Office of Re-entry Students, and the Office of Affirmative Action coordinate referrals of minority students to assure that information about various programs and opportunities is provided.
Progress to Date:

1. See recommendation #7 concerning the response from the Division of Administration and Student Affairs.

2. The Chancellor and his staff completed the Change Model program, sponsored by Diversity Resources and Educational Services, in March, 1994.

3. The Chancellor will encourage, through the Vice Chancellors, all deans, directors and department heads to participate in the Change Model program.

4. The Office of Affirmative Action has been asked by the Chancellor to identify education/training programs appropriate for all employees.
TASK FORCE RECOMMENDATION #9

The Task Force urges that the Orientation Program for all students include a strong component which emphasizes cultural diversity and individual student obligation to obey the laws of the Country, the State, and the University with respect to racial equality. Further, the Task Force urges that this same emphasis be a part of the Orientation which the University offers for parents.

Progress to Date:

1. Since the summer of 1988, the Student Orientation program has included a segment dealing with the value of cultural diversity at UTK. The program is designed to promote awareness of the various cultures and minority populations represented on the UTK campus. Specifically, the program consists of role-playing, open dialogue, and group discussions. Short skits are presented in which carefully selected situations from life at UTK are portrayed. A discussion follows each skit during where questions are encouraged.

2. In addition, the Office of Orientation provides specific training for Student Orientation Leaders regarding cultural appreciation. In past years, outside speakers as well as in-house presentations by various UTK personnel have been utilized. The goal of this training is to promote cultural awareness among these student leaders so that they in turn can promote awareness to the incoming students and visiting parents during the summer program.

3. There are faculty and staff members who have participated in the Change Model or are recognized as members of the campus community as being sensitive to diversity issues. These individuals are available during orientation to discuss issues of diversity with students and parents.
Progress to Date:

1. The Vice Chancellor for Academic Affairs has urged the deans to encourage faculty to participate in the Change Model. To date 33 faculty have participated.

2. The Vice Chancellor for Academic Affairs has urged the deans to place relationships with minorities as a recurring agenda item at the departmental level.

3. The Vice Chancellor for Academic Affairs has asked that the evaluations of administrators include an rating factor that considers the manner in which they deal with complaints from minority students.

4. The Vice Chancellor for Academic Affairs will sponsor for department heads workshops that focus on leadership and improving campus climate.

5. The Office of Affirmative Action has been asked by the Chancellor to compile and disseminate a list of resources useful to enhancing understanding of diversity issues.
**TASK FORCE RECOMMENDATION #11**

UTK should aggressively seek funding for competitive undergraduate, graduate and professional minority scholarships. These scholarships should include a financial commitment for the duration of the respective degree programs.

**Progress to Date:**

1. In 1992-93, 348 minority undergraduate scholarships totaling $552,228 were awarded, and 118 graduate fellowships, assistantships and scholarships were awarded. The figures are not yet available for 1993-94 awards.

2. Minority scholarships are currently being funded by a number of organizations including THEC, Phillip Morris, Proctor and Gamble, Rohm and Haas, TVA, Westinghouse, Whittle Communications, Frito-Lay, IBM, Kimberly-Clark, Lockheed, Martin Marietta, Memphis Light and Gas, Pilot Oil, Champion International, Coca-Cola, Dow Chemicals USA Midland, Eastman-Kodak, East Tennessee Natural Gas, Dupont, Exxon, ALCOA, Allied Signal Armstrong, Bechtel, and others.

3. The dollar amount of scholarships awarded to African-American students increased by 86% from 1987-88 to 1991-92, rising from $1,020,801 to $1,895,370. The 1991-92 academic year is the most recent year for which data are available.

4. The majority of funding earmarked for desegregation purposes is used for recruiting and supporting undergraduate, professional, and graduate students. Over $800,000 was spent for these purposes in 1992-93. Desegregation funds are also used to support recruiting activities for undergraduate, graduate, and professional programs, including visits to high schools, higher education institutions, minority recruitment fairs, college day programs, and minority contact programs, as well as mailings to high schools and minorities identified through locator services (e.g., GRE, SAT, ACT).

5. The Vice Chancellor for Academic Affairs will review financial aid policies and assess their effectiveness in attracting and supporting minority students.
TASK FORCE RECOMMENDATION #12

The Task Force recommends that the University move to create a recruiter position within the Personnel Department whose major responsibilities would include the development of a Black Applicant pool for all positions.

Progress to Date:

1. This recommendation has been implemented. A staff member of the Personnel Department is devoting fifty percent of his time to actively recruiting minority candidates for employment at UTK. In addition, several other steps have been taken to develop a African-American applicant pool for UTK faculty and staff positions.

2. The Affirmative Action Recruiter participates in a variety of activities designed to build a local network of contacts and referral sources for staff and other positions. He has established relationships with Knoxville College, Knoxville Area Urban League, Knoxville high schools, Pellissippi State Technical and Community College, Knoxville Job Corps Center, State Area Vocational School, and the Private Industry Council. These relationships are maintained by visits, telephone contacts, participation in job fairs, and presentations on job search skills and employment opportunities. The recruitment area is being expanded in 1994 to include Nashville and Atlanta.

3. Other members of the Personnel Department participate in minority recruitment activities by attending job fairs, serving as panelists at the Sixth Annual Professional Development Conference sponsored by the UTK Black Faculty and Staff Association, and participating in area "School to Work" programs.

4. The Associate Vice Chancellor for Business and Finance, who is responsible for personnel operations, serves on the Board of both the Knoxville Area Urban League and the Knoxville/Knox County Community Action Committee. These organizations provide contacts with potential applicants for employment.

5. The Vice Chancellor for Academic Affairs has worked with all colleges and departments to encourage the recruitment of African-American applicants for faculty positions. Intensive efforts to identify prospective faculty have been made through professional meetings and network of personal contacts.
The Task Force recommends that the Chancellor move to universalize the valuable policy introduced by the Provost of the University whereby performance with respect to affirmative action and equal opportunity objectives becomes one measure of the evaluation of deans and directors. The Task Force recommends that this policy be made applicable to all employees who have supervisory or administrative responsibility for other employees or for students.

**Progress to Date:**

1. Affirmative Action and Equal Opportunity factors are part of the evaluation of all administrators.

2. The Personnel review form was changed in 1990 to include Affirmative Action and Equal Opportunity criteria.
Progress to Date:

1. The Office of Vice Chancellor for Academic Affairs has worked with the colleges and departments to identify and support the recruitment of qualified African-American applicants. Intensive efforts to identify prospective faculty have been made through professional meetings and a network of personal contacts. Special efforts have included provision of start-up support to assist faculty in developing research support.

2. The Vice Chancellor for Academic Affairs has made a commitment to the colleges to assist them financially when opportunities to make progress toward the achievement of affirmative action goals are identified.

3. The Vice Chancellors have made a commitment to their departments to assist them financially when opportunities to make progress toward the achievement of affirmative action goals are identified.

4. The Vice Chancellors will develop mentoring programs to support the professional development of all new faculty and staff in their first years on campus.

TASK FORCE RECOMMENDATION #14

We propose that a budgetary pool be set up for recruiting Blacks to the faculty and staff.
It is recommended that the University widely publicize procedures for filing complaints of racial discrimination in the Office of Affirmative Action.

Progress to Date:

For a number of years, the statement that the University is an affirmative action/EEO institution has been printed on all brochures and publications. This statement includes the office and address where discrimination complaints can be made. The text is:

The University of Tennessee, Knoxville does not discriminate on the basis of race, sex, color, religion, national origin, age, handicap, or veteran status in provision of educational opportunities and benefits.

UTK Knoxville does not discriminate on the basis of sex or handicap in its educational programs and activities, pursuant to requirements of Title IX of the Education Amendments of 1972. Public Law 92-318; Section 504 of the Rehabilitation Act of 1973. Public Law 93-112; and the Americans With Disabilities Act of 1990, Public Law 101-336, respectively. This policy extends both to employment by and admission to the University.

Inquiries concerning Title IX, Section 504, and the Americans with Disabilities Act of 1990 should be directed to the Office of Affirmative Action, 403-C Andy Holt Tower, The University of Tennessee, Knoxville, Tennessee 37996-0144; (615) 974-2498. Charges of violation of the above policy also should be directed to the Office of Affirmative Action.

The procedures for filing complaints are also outlined in Hilltopics, the campus Affirmative Action Plan, Personnel Policies and Procedures Manual, and numerous speeches made by the Chancellor. These procedures are posted on official campus bulletin boards, where they stay posted throughout the year, and mailed annually to all deans, directors, and department heads. All mailings include a request to post procedures in a conspicuous location in the department.
TASK FORCE RECOMMENDATION #16

The Office of Academic Affairs should develop a program by which all students are to select either one elective that emphasized Afro-American history or a cultural studies course that deals with multi-ethnic and multi-racial experiences. In addition, the Provost and appropriate officers of the University should charge the respective deans with the responsibility of urging their faculty to develop all University courses in such a way as to reflect the multi-racial and multi-cultural character of American society.

Progress to Date:

1. The Undergraduate Council of the Faculty Senate has a standing committee charged with recommending specific curricular strategies for encouraging sensitivity to cultural diversity and issues of race and gender. The Committee on Diversity and Multicultural Issues, established by the Vice Chancellor for Academic Affairs and chaired by Dr. Gary Schneider, has been charged with responding to the recommendation that all students be required to take a course in African-American history or cultural studies. The committee has now completed a period of fact-finding, including: interviews with minority, international and native Tennessee students to gather their perceptions; consultations with university officers in Affirmative Action and Student Affairs; correspondence with fifteen other universities concerning their multicultural diversity programs; and conferences with UTK faculty who currently incorporate multicultural perspectives in their classes. Based upon their findings, the committee feels that, rather than endorsing a single course requirement, it favors, instead, a broader curriculum concept that focuses on changes in the cultural environment and that acknowledges the complexity of diversity issues. These are the recommendations currently under consideration, with a final report expected to be presented in the Fall of 1994:

- Conducting a program for faculty in the fall on how to respond to diversity in the curriculum;
- Requesting that the program review self-study and reviewers' check sheets include an evaluation of the ways in which departments support diversity;
- Developing strategies and programs that facilitate the assimilation of international students into campus life;
• Creating effective linkages between academic activities and residence hall life; and

• Improving respect for diversity in and outside of the classroom.

2. The Vice Chancellor for Academic Affairs has charged the academic deans to urge their faculty to develop appropriate UTK courses that reflect the multi-racial and multi-cultural character of American society.
Progress to Date:

1. The Vice Chancellor for Academic Affairs has reemphasized with the deans the importance of carefully monitoring and mentoring all probationary faculty. Department heads and mentors are expected to encourage new faculty to focus on the development of their research agenda and their teaching skills. Tenure track faculty are discouraged from participating in an excess of committee assignments. Deans are expected to utilize faculty members on tenure/promotion committees who are sensitive to cultural diversity issues.

2. The Vice Chancellor for Academic Affairs has also established a pool of funds to support the development of the teaching and research programs of new faculty.

3. All Vice Chancellors are encouraged to develop mentoring programs for new staff members to assist their professional development.
The Task Force recommends the establishment of a Race Relations Institute. The institute would engage in interdisciplinary and scholarly inquiry into matters of race and culture in American society. The institute scholars would consist of present University faculty members, visiting scholars, and as resources permit, full-time distinguished fellows.

Progress to Date:

At this time the Office of the Chancellor does not have a proposal for a Race Relations Institute. There exists, however, a process by which institutes are proposed and reviewed. The following procedure is suggested to any group of faculty who would like to develop a proposal.

Approval Process for the Establishment of a Center, Institute, or Bureau:

- Prospective center leaders should prepare a response to the application criteria for the establishment of a center, institute, or bureau (available from the Office of Research Administration), and send the response to the appropriate Dean(s) and/or Department Head(s) for approvals.

- After College and/or Departmental approval, the application should be forwarded to the Assistant Vice Chancellor for Research.

- The Assistant Vice Chancellor, after consultation with a subcommittee of Associate Deans for Research, submits a recommendation to the Associate Vice Chancellor for Research.

- The Associate Vice Chancellor makes a recommendation on whether the proposed center should be established, and forwards the package to the Vice Chancellor for Academic Affairs who in turn makes a recommendation to the Chancellor.

- Approved recommendations then go to the President for consideration and possible approval. Upon the receipt of the President’s signature, the proposed center leadership will be officially notified (in writing) by the Associate Vice Chancellor for Research, approving the establishment of their center.

- Re-approval of new centers will be required after three years of operation according to assessment measures available from the Office of Research Administration.
TASK FORCE RECOMMENDATION #19

There should be a review of the "Grow Your Own Program" for its effectiveness. The program should be more widely publicized and an advising committee of representative persons should be established to assist in the determination of grants awarded.

Progress to Date:

1. The name of this program has been changed to the Black Graduate Opportunity Program. The Chancellor and the Vice Chancellor for Academic Affairs continue their support of this recommendation.

2. The Black Graduate Opportunity Program is being publicized in the following ways:

   a) Copies of the Black Graduate Opportunity Program Selection Guidelines are provided to various offices on campus, including the Office of Minority Student Affairs, the Office of Graduate Admissions and Records, and the Office of Re-Entry and Non-Traditional Students.

   b) All academic deans are annually provided lists of current UTK students who meet the grade point average requirements for participation in the program.

   c) Copies of these Guidelines are annually provided to all academic deans, directors, and department heads.

   d) The program is listed in the GradSources publication from the Office of Graduate Admissions and Records.

   e) The Director of Affirmative Action Compliance has met periodically with both the Black Faculty and Staff Association and the Commission for Blacks to discuss the program.

   f) The Director of Affirmative Action Compliance, in cooperation with the Office of Minority Student Affairs and the Graduate School, will develop additional ways of publicizing the program.

3. An advisory group has been established that reviews application material and makes recommendations to the Vice Chancellor for Academic Affairs and the Chancellor concerning participation in the program.
### TASK FORCE RECOMMENDATION #20

A formal program should be implemented to raise the awareness of all faculty and staff with respect to both the legal responsibility and moral obligation we share in the matter of harmonious race relations and non-biased treatment of all students and co-workers.

### Progress to Date:

The Chancellor includes in his vision statement for the University the following:

"UTK aspires to be a University of choice by welcoming persons of different backgrounds such as race, gender, ethnicity, religion, geographic origin, social class, etc. We are committed to an expanded international perspective and emphasis at all levels. Constant attention to a sense of community for all members of the diverse University community is a high priority."

The Office of the Chancellor placed ads in the Daily Beacon during Fall 1993 that addressed issues of diversity and race relations.

The UTK vision statement appeared in the Daily Beacon and is often incorporated into the Chancellor’s speeches.
**TASK FORCE RECOMMENDATION #21**

The Task Force urges the administration to give special care and attention to all University awards, both honorary and achievement-based, in order to assure that they reflect the presence and participation of Blacks.

**Progress to Date:**

1. The Vice Chancellor for Academic Affairs has communicated to the deans and directors the expectation that African-American faculty receive fair consideration for all college and department awards for which they qualify.

2. There are three significant awards programs that are based in the Division of Administration and Student Affairs, including the annual Chancellor's Honors Banquet and awards programs for staff and students in the Food Services and Residence Hall departments.

**CHANCELLOR'S HONORS BANQUET**

The Chancellor's Honors Banquet Committee coordinates the selection of recipients of the various awards presented at this annual event. Awards are presented to students, faculty, staff, and alumni and friends of the University. Minority faculty, staff and students are represented in the selection of award recipients, attendance at the banquet, and in the actual awards presented. Care is taken by each of the Honor Banquet subcommittees to ensure that minorities are solicited and nominated for the citation awards.

- **STUDENT AWARDS**

Student awards are presented in the following categories:

- Torchbearers
- Chancellor's Citations
  - Leadership and Service
  - Community Service
  - Contributions to Campus Life
  - Academic Achievement
  - Professional Promise
  - Scholar Athletes
  - Graduate Student Teaching Awards
• FACULTY AWARDS

Faculty Awards are presented in the following categories:

Macebearer
Alexander Prize
Distinguished Service Professors
Research and Creative Achievement Awards
NAA Outstanding Teacher Awards
NAA Public Service Award
Chancellor’s Citations
  Extraordinary Service to the University
  Extraordinary Community Service

The following minority individuals have received Faculty Awards at the banquet in recent years:

1992
Camille Hazeur - Citation - Service to the University
Dr. Dhyana Ziegler - Citation - Service to the University

1991
Dr. Harold Black - Research and Creative Achievement Award
Joyce Carol Thomas - Research and Creative Achievement Award

1990
Hardy Liston - Citation - Service to the University

1988
Task Force on Race Relations - Citation - Service to the University

• STAFF AWARDS

Staff Awards are presented in the following categories:

Chancellor’s Citations
  Extraordinary Service to the University
  Extraordinary Community Service
  Extraordinary Customer Service
In recent years, Ann Smite (1990) and Alex Croom (1989) have received Citations for Service to the University.

- **ALUMNI AND FRIENDS**

  Citations for Extraordinary Service to the University are presented at the banquet, and nominations are widely solicited. In recent years, Dr. Clinton Marsh (1992) and Mr. Fred Jacobs (1989) have been honored at the Banquet.

**FOOD SERVICES DEPARTMENT**

The Food Service Department has an on-going staff and student awards program that has consistently provided recognition to its minority employees.

Each month, the department selects a regular staff and student employee of the month. The recipients of these awards are presented at the monthly staff meeting. The winners are also featured in the bimonthly departmental newsletter. Minority staff and students are often recipients of these monthly awards. The regular staff monthly winners are considered for the annual Award of Excellence (Employee of the Year) which is presented at the holiday luncheon in December. The Award of Excellence was established in 1986 and three of the six award winners have been minority staff members (Dollie Kimbro, 1986; Jessie Harper, 1989; and Claude Washington, 1990).

The department also presents Perfect Attendance Awards, several food service unit awards, and University Service Awards at its annual recognition luncheon. Minority staff frequently win these awards.

**OFFICE OF RESIDENCE HALLS**

The Office of Residence Halls has provided recognition of its student staff since 1985. Several awards are presented annually, and minority student staff have been recognized regularly through this process. Each year a Programmer of the Year is honored, and several minority student staff have been so honored.

The Theotis Robinson, Jr. Award is presented each year to student staff who have planned and conducted the most outstanding program on cultural diversity for resident students. The award is generally presented to an entire residence hall staff, but in 1987-88 Hubert Goodman (a minority student staff member) was the individual recipient of this award.
The Resident Assistant Hall of Fame was begun in 1985 and, to date, 40 students have been inducted. Of the 40, seven minority students have been so honored. They are:

Mark Marshall - 1984-85
Grace Chu - 1986-87
Calvin Cannon - 1987-88
Pily Bunahora - 1989-90
John Burrow - 1989-90
Roderick Crawford - 1989-90
Reginald Ewing - 1991-92

The department has developed an Employee of the Year award, and the first recipient was Willie Mae Griffin in 1992-93. Greg Stodghill was the 1993-94 recipient of this award. Additionally, the department began recognizing an Employee of the Semester in 1993.

Minority students and staff have been an integral part of the selection process for these awards.
**TASK FORCE RECOMMENDATION #22**

The Task Force proposes that a University Civil Rights Commission be established which has as its objective consideration of matters of race, gender, or handicap.

**Progress to Date:**

To date the Chancellor maintains the distinct status of the Commission for Blacks and the Commission for Women. This recommendation is still under consideration.