

the EXCHANGE

Asphalt plant to improve roads in Hardeman County

In 2005, the Tennessee General Assembly adopted Public Chapter 344 (TCA 12-8-101), allowing local governments to own or operate a facility to manufacture or produce hot mix asphalt under certain conditions.

An active member of the Tennessee County Highway Officials Association (TCHOA) who served as a catalyst for adoption of Chapter 344 was David Sipes, Hardeman County highway superintendent. Dissatisfied with the quality, timeliness of delivery, and escalating cost of asphalt in his county, Sipes began gathering information for a financial feasibility study. This study is a major element in a local government receiving permission to manufacture its own asphalt.

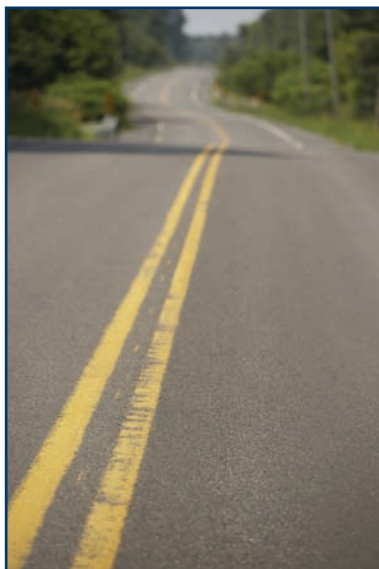
After a year of collecting data, invoices, bid prices, labor costs, equipment costs, and "problematic conditions" relative to purchasing asphalt competitively, Sipes contacted Bobby Phillips, county government consultant with UT's

County Technical Assistance Service (CTAS), to help formulate the study.

Phillips based his study on feasibility studies completed by CTAS Government Consultant Ron Woody for Claiborne and Campbell counties. A significant finding in Sipes' study was that Hardeman County has the highest percentage of gravel roads of any of the adjoining six counties, at 18.03 percent. Further, 51.5 percent of the county's roads are either gravel or chip and seal. This early assessment indicated a significant need for asphalt for Hardeman County.

In addition, the study showed that only a marginal savings would be realized in Hardeman County by producing its own asphalt, but the county could produce a higher quality product in a more timely and efficient manner.

The next step was to submit and present the study to a three-person Financial Review Committee comprised of representatives of the Tennessee Road Builders Association, (continued on page 2)



A newsletter of
THE UNIVERSITY of TENNESSEE
Institute for Public Service

NFA takes class to prison cells

The Law Enforcement Innovation Center's (LEIC) National Forensic Academy (NFA) has completed the first two pilot courses of "Crime Scene Management in Correctional Facilities," a training initiative funded under a grant from the U.S. Department of Justice Bureau of Justice Assistance.

In December 2006, NFA staff, along with LEIC's Curriculum Development Team, met with subject matter experts from across the country to develop the new course.



Officers study blood spatter as part of the Crime Scene Management course.

"Crime Scene Management in Correctional Facilities" is a five-day, 40-hour, hands-on training program offering correctional investigators and security officers access to forensic evidence identification, documentation, collection, and preservation procedures.

The introductory level course blends facilitated learning and lecture periods with mock crime scenes and provides a safe and effective training environment for correctional personnel.

Thirty participants from across the state of Oklahoma participated in the first pilot course at the Mabel Bassett Correctional Facility, just outside of

(continued on page 2)

Forensic Science: More than the "Body Farm"



Dr. Arpad Vass teaches classes on bloodborne pathogens, weapons of mass destruction, and forensic anthropology.

Some think of the UT "Body Farm" when they think of the Law Enforcement Innovation Center's (LEIC) National Forensic Academy (NFA), but the NFA engages in nine other weeks of teaching in areas beyond the "Body Farm."

Many UT faculty deliver NFA's outstanding forensic training, and these teaching associates also assist graduates and law enforcement departments across the country with forensic science problems.

One such notable person is Dr. Arpad Vass, who is a research scientist at Oak Ridge National Laboratory (ORNL) in Oak Ridge, Tenn. At ORNL, Vass is involved in chemical and biological warfare countermeasures, time-since-death determinations, and location and recovery of buried bodies.

As an instructor at the NFA, Vass teaches classes on bloodborne pathogens, weapons of mass destruction, and forensic anthropology. He also helps organize outdoor recovery exercises at UT's Anthropology Research Facility.

Vass has helped investigate more than 100 forensic cases around the world, holds eight patents, and has received the R&D 100 award. He received his Ph.D. from UT, specializing in methods to determine the postmortem interval. He also has degrees in microbiology, medical technology, biology, and chemistry.



Class to prisons

(continued from page 1)

Oklahoma City. This working facility houses medium- and maximum-security female offenders, including those on death row.

The Oklahoma Department of Corrections hosted the course and provided all of the training space, including classrooms and prison cells for use as mock crime scenes. The course included lecture discussions, mock crime scene exercises, and a final mock crime scene.

The second pilot course was held in August at the Tennessee Corrections Academy in Tullahoma.

One student said it was the best training he had participated in during his 16 years with the Department of Corrections.



Hank Dye and Regina Schofield join the graduates of NFA Session 18.

Session 18 graduates

The 18th session of the National Forensic Academy (NFA) concluded on July 13 with a graduation ceremony held at the Wolf Kaplan Center at Neyland Stadium. The members of Session 18 bring the number of NFA graduates to 279, representing 43 states, the District of Columbia, and the country of Iceland.

UT Vice President of Public and Government Relations Hank Dye introduced Regina Schofield, assistant attorney general for the U.S. Department of Justice, Office of Justice Programs, who delivered the keynote address.

During the ceremony, Dr. William Bass presented the Dr. William Bass Award for Outstanding Achievement in the Field of Forensic Investigation. The Bass Award was given to Detective Anthony Borgognoni of the Bergen County, N.J., Sheriff's Office in recognition of his outstanding work and contribution to the class.

NFA Session 19 begins in Knoxville Sept. 10, bringing 18 participants from Alaska, Florida, Georgia, Indiana, Kentucky, Maine, North Carolina, Tennessee, Texas, and Washington.



Hardeman County roads

(continued from page 1)

TCHOA, and the Tennessee Comptroller of the Treasury's Office. In June, the feasibility study was submitted to the Financial Review Committee, and a hearing on the content of the study was held July 12.

At the conclusion of the hearing, the feasibility study was given a tentative approval by a vote of 2 to 1, subject to minor revisions. The first addendum to the report was submitted to the comptroller's office on July 17, and the second addendum was submitted on Aug. 2.

With submission completed and the approval obtained, a final report of the findings of the Financial Review Committee is due from the comptroller's office to Hardeman County. Once that review is obtained, a vote of the county commission is all that stands in the way of Sipes producing quality, readily available asphalt for his county. The citizens of the county will benefit from improved roadways, efficiency of highway operations, and a higher quality of life.

"CTAS did an outstanding job on the study, and it is apparent that many long man-hours went into its development," Sipes said.



SECLA prepares officers for command positions

The Southeastern Command and Leadership Academy (SECLA), an initiative of the Law Enforcement Innovation Center (LEIC), opened its seventh session to 29 students on July 16 at the University of Tennessee at Chattanooga (UTC). SECLA is a dynamic seven-week law enforcement leadership and management program designed for progressive and innovative police managers and their agencies.

"It prepares students for the increased responsibility of administrative command positions by providing them with the knowledge and skills necessary for successful leadership — not only in their agency, but also in their community," said Mike Hill, SECLA program administrator.

The course is divided into seven, one-week sessions, held over a seven-month period. The seventh session includes top law enforcement officers from Chattanooga, Columbia, Johnson City, Knoxville, Nashville, and Oak Ridge, Tenn.; Pine Bluff, Ark.; and Gulfport, Miss.

Areas of study include leadership and management, emerging trends in law enforcement, community-oriented policing, organizational skills, risk management and liability, planning and budgeting, managing diversity, and media relations.

The program offers 12 undergraduate credit hours or six graduate level credit hours through UTC. The students also can transfer the credit hours to another university or college and apply them toward a degree in criminal justice. The seventh session students will graduate on Jan. 26, 2008, bringing the total number of SECLA grads to 169.

According to Hill, the program's faculty members are among the most renowned criminologists in the nation. They include: Dr. Vic Kappeler, criminal justice professor, Eastern Kentucky University, author and founding editor of Police Forum and Police Liability; Dr. Janet Kelly, finance and accounting consultant for UT's Municipal Technical Advisory Service (MTAS); Dr. Charles Corley, associate professor of criminal justice, Michigan State University; and Dr. Vic Bumphus, UTC Criminal Justice Department.

SECLA is a partnership between LEIC, UTC Continuing Education Division, UTC School of Criminal Justice, and the Tennessee Association of Chiefs of Police.

To learn more about the next program, or other LEIC programs, contact Hill at (865) 946-3222 or via e-mail at mike.hill@tennessee.edu.

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Dr. Mel De Guzman, UTC assistant professor, criminal justice (front row, left), gathers with the seventh session of SECLA at Fletcher Hall on the UTC campus.

Procurement/Grant Conference gives small businesses a boost

Congressman Lincoln Davis and the Procurement Technical Assistance Center (PTAC) at UT's Center for Industrial Services (CIS) teamed up to give small businesses an advantage in contracting with the government.

More than 150 small business owners and community leaders attended the Congressman Lincoln Davis Procurement/Grant Conference Aug. 8-10 in the new Coffee County Conference Center in Manchester, Tenn. Participants learned about obtaining grants and contracts with the government.

"Many small businesses don't know how to go about doing business with the government," said Joe Flynn, PTAC administrator. "We're here to help, and having Congressman Davis partner with us is great for the community."

Two tracks were offered at the conference. Track 1 focused on assisting businesses and industry in expanding their current markets by selling to the government. Track 2 emphasized providing assistance to community leaders in areas such as economic development and homeland security.

"We're really excited with the turn out, and the information provided is sure to give this district a boost," said Sammy Lowdermilk, organizer of the event for Congressman Davis.



Robin Roberts, CTAS; Chuck Shoopman, CIS; Congressman Lincoln Davis; and David Hall, CIS, at the Procurement/Grant Conference in Manchester

The Tennessee Valley Authority, UT Municipal Technical Advisory Service, and UT County Technical Assistance Service, also attended the event to help participants learn about their services.

For more information on how PTAC can help small businesses in Tennessee grow, contact Flynn at (888) 763-7439.

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Staff Applause



John Chlarson

To: John Chlarson, MTAS
From: Michael Atchison, Director
of Special Projects
Tennessee Department of Economic
and Community Development

Your revised water and sewer bid tabulation is exactly what I asked for, and I appreciate the quick turnaround. I called (Bob) Schwartz and complimented your good work. I hope I have the pleasure of working with you both again.

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To: David Hall, CIS
From: Joe Flynn, CCAS, Association of
Procurement Technical Assistance
Centers, Region V Director, APTAC,
and UT CIS, PTAC

I know from your comments to me just how satisfied you were about the two recent PTAC conferences. All of the partners and attendees were equally satisfied. The CIS personnel who were involved in these conferences did an amazing job. It all added up to these two great successes. My job was easy because of all of these people. Please give special thanks to all of these people. Let it suffice to say that the total success was due solely to the efforts of CIS staff Debbie Barber, Donna Bridges, Bob Dowd, John Erdmann, Beverly Erwin, Tammy Gage, Bryan Lane, Paul Middlebrooks, Ann Mitchell, Bill Nusbaum, Beth Paton, Becky Peterson, Chuck Shoopman, Don Stone, and Russell Toone. These two conferences attracted more than 500 businesses and satisfied all of our customers and partners from Oak Ridge and Coffee County. Congressman Lincoln Davis was thankful for all of the efforts of the people mentioned. That's a "Team Effort" at its best. I love working at CIS because of these people. There are no "silos." There are no "stove pipes." We all work as one group, one team—CIS—to get the job done. Thank you, David, and thank you, everyone.

(Editor's Note: For more information regarding the Congressman Lincoln Davis Procurement/Grant Conference, see story on page 3.)

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Frank McKee

To: Mike Garland, CTAS
From: Richard Walker
Executive Director
Four Lakes Regional Industrial
Development Authority

I am writing on behalf of the Four Lakes Regional Industrial Development Authority to express our gratitude for the assistance CTAS has provided the authority over the years of our existence. While the entire staff has been of assistance at one time or another, Frank D. McKee has served as our primary CTAS contact. Working with us on a daily basis and attending 90 percent of our board meetings, he has provided invaluable advice and assistance. More specifically, McKee was

- Instrumental in drafting the 1985 legislation establishing the Four Lakes Authority (enacted in 1986).
- Pivotal in securing funding for the purchase of our 550-acre industrial site.
- A key player in securing financing for the infrastructure improvements necessary for the development of this property.
- Instrumental in all phases of the construction of a 54,000-square-foot speculative industrial building.

These improvements have a total estimated value of \$6 million. While it is difficult to place an exact dollar value on the overall positive economic impact of CTAS assistance to date, it is estimated to be \$30 million. Again, we are delighted with your organization's assistance.

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ENTER THE IPS CONTEST

The time is almost here for the 2007 IPS Annual Conference. Our theme this year focuses on all the good things we do individually and collectively to support the missions of the university, IPS, and our agencies.

The theme "We Are IPS" is about acronyms for the letters "IPS" that demonstrate what we do. For example, We Are Improving Public Safety, Integrating Progressive Service, Innovators Providing Solutions, Investing People and Skills, and Instilling Progress and Stability.

The conference planning committee is sponsoring a contest for the best IPS acronym beyond those already stated. A special award will be given for the best entry.

E-mail your entries to izetta.slade@tennessee.edu. Enter as often as you wish. Entries will be accepted until midnight Sept. 30, 2007.

GET TO KNOW...

Don Johnson CTAS



Don Johnson

J. Don Johnson started working for the County Technical Assistance Service (CTAS) in 2006 as a statewide budget and finance consultant. In this capacity, he assists counties with budgeting information, responds to questions from county officials, and assists with the internal accounting. Johnson is presently working on a statewide debt analysis project. Before joining CTAS, he worked as the director of audit for the Tennessee Emergency Communications Board (E-911). While employed by the E-911 board, he completed the Tennessee Government Management Institute (TGMI) sponsored by the Tennessee Department of Personnel and facilitated by the UT Institute for Public Service (IPS).

Johnson earned a bachelor's degree in accounting from the University of Kentucky. He says he roots for the Vols except when they are playing the Cats. He is a Certified Government Financial Manager and a member of the Middle Tennessee chapter of Certified Fraud Examiners and the Association of Government Accountants of Tennessee.

Johnson and his wife Jennifer have been married for 17 years and have a son Cameron, 15, and a daughter Candace, 7. In his spare time, he enjoys playing golf and working with youth sports within his community. Johnson enjoys working with everyone at CTAS and has learned a lot about the agency. He says that everyone is friendly and eager to help if you need it. He also really enjoys helping county officials.



Elaine Morrissey MTAS



Elaine Morrissey

If you call UT's Municipal Technical Advisory Service (MTAS), chances are that Elaine Morrissey will answer the phone. She provides receptionist duties and is also a member of the MTAS training team. Morrissey started with MTAS in January 2007 and is fast learning all the different aspects of MTAS as well as the training area. Morrissey loves her job and meeting city officials, talking with them on the phone, and helping set up meetings for training classes. Before coming to MTAS, Morrissey worked at UT's Department of Educational Psychology and Counseling.

Morrissey grew up in Greensboro, N.C. She received her bachelor's degree in business administration at North Carolina A&T State University.

If you are thinking the name Morrissey sounds familiar, it could be because her husband, Romeo, works for the UT Law Enforcement Innovation Center (LEIC). His appointment as LEIC's program manager for homeland security is what brought them to Knoxville. She and Romeo have two daughters, Natalie and Christina, who live in North Carolina.

In her spare time at home, Morrissey loves to read, cross-stitch, and work jigsaw puzzles. She is a big Harry Potter fan.



Kathleen Kinser

Kathleen Kinser, IPS CO

Kathleen Kinser, information specialist, joined the Institute for Public Service (IPS) central office communications team in August. She is helping oversee the IPS publications process and Web content management.

Kinser was formerly the marketing associate at Perfect Serve, Inc., a Knoxville-based healthcare communications company. Prior to PerfectServe, she spent five years at Knoxville Zoo in various positions, including special events manager, conference planner, development assistant, and Web site coordinator.

A UT graduate, Kinser earned a master's degree in communications in 2002 and a bachelor's degree in communications in 2001. Both degrees were with an emphasis in public relations.

Not far from her hometown of Oak Ridge, she enjoys spending time with her family and her dog.





Petersen shares mission with IPS employees

UT President Dr. John Petersen visited Nashville Aug. 1 to meet with Institute for Public Service (IPS) staff to discuss UT's statewide mission and to commend employees for their efforts in fulfilling that mission. Joining Petersen were university trustees Spruell Driver and Anne Holt Blackburn. The stop was part of a week-long series of visits to each campus in the UT system.



CTAS adds interactivity to online training

The County Technical Assistance Service (CTAS) went live with its new Category A "Law 101" online course in July. The course describes the legislative process and how laws are passed, and it also describes different sources of legal information.

The new online course is important because county officials must have a general understanding of the legal framework within which counties operate. So, when problems occur, they have an understanding of where to go to find answers and an understanding of how the legislative process works.

Mary Ann Moon, CTAS e-learning specialist, used the software program Adobe® Captivate® to produce short movies demonstrating how county officials can research legal questions using *Tennessee Code Annotated* on Web sites such as Michie's Legal Resources, CTAS, the Tennessee Attorney General, and the Tennessee Secretary of State. Libby McCroskey and Kristy Godsey Brown, CTAS legal consultants, were subject matter experts for the course.

When making a movie with Adobe Captivate, the software captures the Web pages and the mouse clicks in a Flash file that can be edited. Moon also added audio to the movies. County officials can view the Law 101 course and then practice searching the Web sites through exercises.

Other online courses CTAS has added this year include "Basic Principles of Economic Development" and "Fair Labor Standards Act."

CTAS now offers 27 Category A online courses accounting for 37 hours of training. It also offers 17 Category B online courses accounting for 39 hours of training. Most of the Category B online courses are SkillSoft® courses offered through the UT Office of Information Technology.

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Urban forestry workshop growing limbs across

Urban forestry is a fast-growing specialty at the UT Municipal Technical Advisory Service (MTAS), and Municipal Management Consultant Warren Nevad is learning all there is to know about the subject.

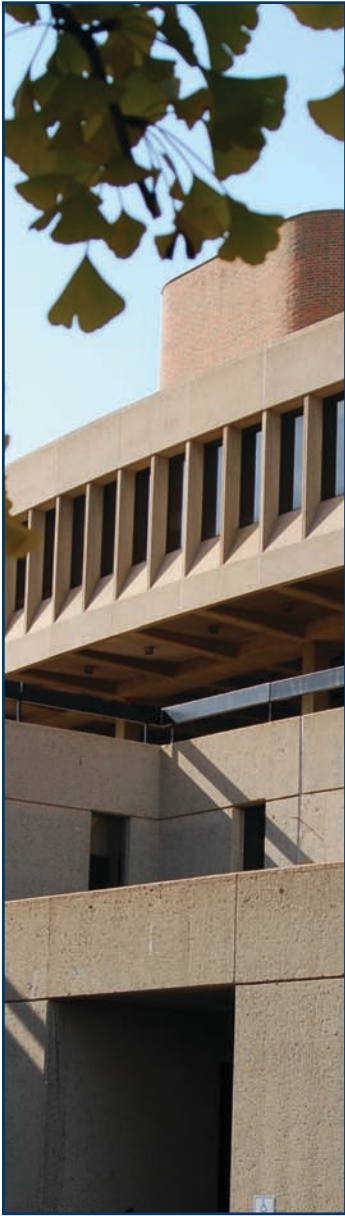
Nevad has been involved in many workshops and meetings across the state this year and is now helping teach Municipal Urban Forestry, a workshop sponsored by MTAS, the Tennessee Division of Forestry, and the Tennessee Urban Forestry Council. Municipal Urban Forestry is the newest Municipal Administration Program (MAP) course offered for its certification program.

According to the class lesson plan: "This course provides an overview of the purpose and importance of a municipal urban forestry program. Topics covered include the economic and environmental benefits of urban forestry, starting an urban forestry program for your community, roles of tree boards and staff, identification of potential community stakeholders, technical assistance providers, and best management practices in urban forestry."

Cities are very interested in their trees and improving the environment. Nevad has taken the lead in providing cities with information to support the development and growth of their urban forestry programs.

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What do they do?



Here's another look at the day-to-day responsibilities of staff in the IPS central office in Knoxville. These staff members support all IPS personnel statewide and are employees of the systemwide Institute for Public Service, which is separate from the Knoxville academic campus.

If you have ever visited or called the Institute for Public Service (IPS) central office, you most likely talked with administrative support assistants Marie Vesser and Sherri Brown. Both welcome visitors to IPS, but they have many other responsibilities as well.

Vesser, who has been with the university for 26 years, handles correspondence, training evaluations, and training materials for the Center for Industrial Services (CIS). Her work with Knoxville-based CIS consultants has earned her the honor of "certificate specialist." She also helps prepare collateral materials for IPS Leadership Program conferences and courses.

Vesser keeps the central office running smoothly by helping IPS staff reserve UT cars, ordering office supplies, ensuring new employees have access to needed resources, and working closely with UT Facilities Services to keep the office space well-maintained. Vesser also manages the "Birthday Club" by arranging monthly birthday parties for IPS central office staff and coordinating all casual social events and receptions.

Brown has been with IPS since January 2007 and holds the primary responsibility of coordinating IPS contracts. She reviews contracts, compiles monthly budget reports, and reconciles ledgers for all central office accounts. Brown has an associate's degree in paralegal studies, an area of expertise that has proven to be useful in her work.

In addition, Brown assists visitors with parking passes to ensure IPS guests are legally parked on the Knoxville campus. She also enters time records into IRIS, distributes mail, and provides general support for central office staff.



Marie Vesser



Sherri Brown



Moss obtains communication



Brenda Moss

Brenda Moss, administrative secretary for the Institute for Public Service in Jackson, recently achieved Communication Certification through UT's Employee and Organizational Development office.

The certification program is designed for employees interested in communication skills training. Moss completed 32 hours of training required to reach certification. Since Moss works in the Jackson office, she completed most of the courses via e-learning.

IPS congratulates her for this notable accomplishment.



Hold these dates for

2007 IPS ANNUAL CONFERENCE

Oct. 17-18 • Park Vista Hotel • Gatlinburg

Tuesday, Oct. 16 will be a travel day. Hotel check-in time will begin at 3 p.m.
IPS Annual Conference will begin with breakfast at 7 a.m. Wednesday.

See you in Gatlinburg!



September Events

CIS

- Sept. 11 8-Hour Site Worker Refresher, Knoxville
- Sept. 11 OSHA 10-Hour General Industry, Nashville
- Sept. 12 16-Hour DOT, Knoxville
- Sept. 14 8-Hour DOT Refresher, Knoxville
- Sept. 19 Lean Manufacturing Overview, Nashville
- Sept. 24 Six Sigma, Week 1, Knoxville
- Sept. 25 24-Hour Emergency Response Technician, Murfreesboro
- Sept. 25 Lean Manufacturing Overview, Chattanooga

CTAS

- Sept. 12 Ethics Workshop, Jackson
- Sept. 13-14 COCTP Renewal, Erwin
- Sept. 18 Ethics Workshop, Knoxville
- Sept. 19-21 State Court Clerks Conference, Montgomery Bell State Park
- Sept. 26-28 Capstone Event, Montgomery Bell State Park

IPS

- Sept. 9-14 TGEI, Knoxville
- Sept. 16-21 TELA, Knoxville
- Sept. 23-28 TGMI, Paris Landing

LEIC

- Sept. 10-12 Survival Spanish, Murfreesboro
- Sept. 10-12 Transit Terrorist Tools and Tactics, Orlando, FL
- Sept. 10-14 SECLA, Session 7, Week 3, UT Chattanooga
- Sept. 10- Cybercrime Investigation Academy, Session 1, Oak Ridge
- Sept. 10- NFA Session 19, Knoxville/Oak Ridge
- Sept. 17-21 Tennessee Gang Investigators Association Conference, Chattanooga
- Sept. 25-26 Transit Terrorist Tools and Tactics, Philadelphia, PA

MTAS

- Sept. 5 Annexation Issues, Johnson City
- Sept. 6 Annexation Issues, Knoxville
- Sept. 12 Annexation Issues, Bartlett
- Sept. 12 Communication Skills, Johnson City
- Sept. 12 Delegation Skills, Kingsport
- Sept. 13 Communication Skills, Johnson City
- Sept. 13 Annexation Issues, Jackson
- Sept. 14 Annexation Issues, Cookeville
- Sept. 14 Communication Skills, Livingston
- Sept. 19 Making Effective Decisions, Kingsport
- Sept. 25 Annexation Issues, Franklin
- Sept. 26 Developing and Maintaining Discipline, Johnson City
- Sept. 27 Developing and Maintaining Discipline, Johnson City

- Sept. 27 Annexation Issues, Collegedale
- Sept. 28 Developing and Maintaining Discipline, Livingston

Staff Departures

CIS

Gary Hedgcoxe, Nashville

LEIC

Kami Bruner, Nashville

Service

Anniversaries

- Steve Austin, CTAS _____ 7 years
- Jennifer Benson, LEIC _____ 1 year
- Beverly Erwin, CIS _____ 26 years
- John Freeze, LEIC _____ 5 years
- Mike Garland, CTAS _____ 32 years
- Dennis Huffer, MTAS _____ 18 years
- Gary Jaeckel, MTAS _____ 8 years
- Mary Jinks, IPS CO _____ 24 years
- Nathan Lefebvre, LEIC _____ 9 years
- Mike Meyers, CTAS _____ 8 years
- Dick Phebus, MTAS _____ 34 years
- Bobby Phillips, CTAS _____ 20 years
- Kim Raia, CTAS _____ 7 years
- Brian Spears, CTAS _____ 12 years
- Cordonnia Watts, LEIC _____ 6 years
- Chris Wright, CIS _____ 10 years
- Steve Wyatt, MTAS _____ 9 years

Recruitments

CIS

Accounting Specialist, Nashville
Program Manager, Nashville or Knoxville

CTAS

Jail Management Consultant, Nashville

LEIC

Business Manager, Oak Ridge
Accounting Assistant, Oak Ridge

MTAS

Program Resource Specialist, Nashville
Municipal Management Consultant, Knoxville
Administrative Specialist II, Knoxville
Business Manager, Knoxville

New Hires

CTAS

Marty Spears, Nashville

IPS CO



The EXCHANGE is a newsletter of
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DR. JOHN PETERSEN
President

HANK DYE
*Vice President for Public and
Government Relations*

DR. MARY H. JINKS
*Associate Vice President
Institute for Public Service*
★ ★ ★

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The university does not discriminate on the basis of race, sex, or disability in its education programs and activities pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA) of 1990.

Inquiries and charges of violation concerning Title VI, Title IX, Section 504, ADA or the Age Discrimination in Employment Act (ADEA) or any of the other above referenced policies should be directed to the Office of Equity and Diversity (OED), 1840 Melrose Avenue, Knoxville, TN 37996-3560, telephone (865) 974-2498 (V/T/Ty available) or 974-2440. Requests for accommodation of a disability should be directed to the ADA Coordinator at the UTK Office of Human Resources, 600 Henley Street, Knoxville, TN 37996-4125.
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