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Task Force Recommendations and Proposals

Issues, Proposals, and Recommendations

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Summary of Recommendations

Commission for Blacks

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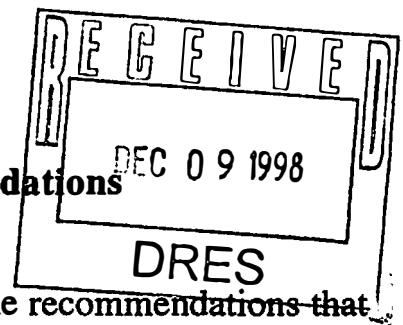
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VII. Summary of Recommendations



In summary the Task Force restates below the recommendations that have been discussed throughout this report. The recommendations are as follows:

1. The Task Force urges the adoption of a specific student infractions provision forbidding the use of racial slurs, epithets and related activities. We further propose that said policy be printed in the Standards of Conduct which appear in Hilltopics. Analogous provisions should be listed as part of the Personnel Policies. Said provision should be published in the University Work Rules.
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.
3. The Task Force recommends that the University step up its efforts to effectively and completely integrate the Athletic Department and associated programs including cheering squads and bands.

- RM* (4) The Task Force recommends that the University develop a minority vendor program which will increase minority business relationships with the University.

RM The Chancellor of the University, in cooperation with the President of the University, should call a series of meetings with the city's top leadership (business, political, religious, educational and social) to discuss the urgent importance of making Knoxville a community of which minority opportunity is a reality. The University should immediately begin developing sensitivity training sessions in cooperation with community-based organizations.

*Shore Hillman
Chancellor & President
Chancellor & President
Hillman
Recognize & coordinate*

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.

- AC 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 UT immediately move to hire a Vice-Chancellor for Minority Affairs.
- AC 8. The Task Force suggests the universalization of sensitivity training programs for all employees. The Task Force urges that such programs be coordinated with the Commission for Blacks, the Black Faculty and Staff Association and other concerned groups.
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.
- NE 10. The Task Force recommends that the administration take immediate steps to address the issue of faculty attitudes toward black students, and to provide a forum through which faculty can confront and forge solutions to this problem.
- AC 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.
- AC 12. The Task Force recommends that the University move to create a recruiter position within the personnel department whose responsibilities would include the development of a black applicant pool for all openings.
- AC 13. The Task Force recommends that the Chancellor move to universalize a 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.
- NE AC 14. We propose that a budgetary pool should be set-up for recruiting blacks to the faculty and staff.

Comp. & Eval.
- AA Achievement of Negroes
- Black Alumni Assoc.
AC

15. It is recommended that the University widely publicize procedures for filing complaints of racial discrimination in the Office of Affirmative Action.

NE 16. The Office of Academic Affairs should develop a program by which all students are to select either one elective that emphasizes 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.

AC 17. Particular considerations that factor in the decision to hire specific minority persons should be considered in the continuation and promotion process.

NE 18. The Task Force recommends the establishment of a Race Relations Institute. The Institute would engage in interdisciplinary, 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.

NE AC 19. There should be a review of the Grow Your Own Program for its effectiveness. The program should be more widely publicized and an advisory committee of representative persons should immediately be established to assist in the determination of grant awards.

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.

AC NE AC 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.

AM NE AC 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.

Finally, we believe that these recommendations are responsive to many of the difficult problems we have considered, and should be implemented with dispatch if we are to truly overcome our national legacy of racial discrimination, a legacy which is a major part of the history of this institution. As Martin Luther King, Jr., suggested, life's persistent question is, "What have you done for others." We hope that in this Report we have done something for our University.

**THIS REPORT WAS UNANIMOUSLY ADOPTED BY THE MEMBERS
OF THE CHANCELLOR'S TASK FORCE ON RELATIONS IN
FEBRUARY, 1988.**