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Update of the 1988 Report Task Force on Race Relations Recommendations October 25, 1993

Commission for Blacks

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UPDATE OF THE 1988 REPORT
TASK FORCE ON RACE RELATIONS RECOMMENDATIONS
October 25, 1993
(Includes initial responses and notes from the
Chancellor's staff meeting, 5/4/93)

TASK FORCE RECOMMENDATION #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 provisions should be published in the University Work Rules.

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 included 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 manuals were reviewed concerning the language related to race. Essentially these documents are concerned with Equal Employment Opportunity (EEO) policy. As such, the language is very general in nature. However, there is a strong statement relative to sexual harassment which reads, "...sexual harassment is a direct violation of UTK policy and will not be tolerated."

Further Considerations:

1. Consider adding the following statement, or modify the existing statement, in each of the documents previously discussed:

"Racial harassment is a direct violation of UTK policy and will not be tolerated."

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 sensitize 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 reflect the joint efforts of the Office of Minority Student Affairs, Residence Halls, the Dean of Students Office and the Central Programming Council to enhance racial and cultural awareness.

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 been brought to campus to address this issue.
2. The Residence Halls have incorporated a racial and cultural diversity program into their staff training. Additionally, all Resident Assistant are required to provide programming in the area of racial sensitivity. Last year, the Office of Minority Student Affairs and Residence Hall jointly sponsored Human Issues Week.
3. Student Orientation Assistants, student defenders, and prosecutors are required to participate in special sensitivity training sessions.
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 periodically present culturally diverse programs. Special efforts have been made to recruit more members for this committee and make its effort more viable.

5. During summer orientation, cultural and racial diversity programs are presented to all incoming freshmen students who attend orientation.

Further Considerations:

1. Request that Dr. Ralph Norman review the general policy statement in the Faculty Handbook. If this issues is not properly addressed, request Dr. Norman submit a revised statement to the Chancellor for consideration.
2. Academic Affairs will review programming during the Fall 1993 and report to the Chancellor by December.

TASK FORCE RECOMMENDATION #3

The Task Force recommends that the University step up its efforts to effectively and completely integrate the Athletic Departments and associated programs including cheering squads and bands.

Progress to Date:

Note: The issue of the band needs to be addressed. However, it is not an associated program of the Athletic department. Band is a program of the Music department.

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 Black students, faculty, and staff participation in the cheerleading clinic and try-out process. These measures, while annual 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 students cheerleading clinics in advance of required intensive clinics.
- C. Special mailings to minority students encouraging them to try out for the varsity cheerleading squad, co-signed by the Dean of Students and the Director of Minority Student Affairs, and forwarded to all freshmen, sophomore, and junior minority student 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 none on the Lady Vols squad) they do hold promise for the future.

The selection process for varsity cheerleaders will be coordinated by the Men's Athletics Department beginning in 1994. The Lady Vol cheerleader selection process is coordinated by the Women's Athletics Department.

2. Women's Athletics

Despite efforts to work with the Office of Affirmative Action in

identifying minority candidates for staff vacancies, the Women's Athletic Department has been unsuccessful in recruiting an African-American to its staff ranks.

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 on staff in 1993-94:

Student Development Office:

Derek Carter
Assistant Director

Judy Jackson
Assistant Director

Basketball:

Wade Houston
Head Coach

Silas McKinnie
Assistant Coach

Football:

Kippy Brown
Assistant Head Coach

Jacob Burney
Assistant Coach

Lovie Smith
Assistant Coach

Reggie McKenzie
Restricted Earnings Coach

Track:

Charles Oliver
Restricted Earnings Coach

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

Further Considerations:

1. Band is not as associated program of the Athletic department. Data will be requested during Fall 1993 to allow an analysis of this area.

TASK FORCE RECOMMENDATION #4

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 become an active participant in the East Tennessee Minority Purchasing Council.
2. UTK has placed advertisements in a national minority consumer journal. (Dr. Snyder will provide details)

Further Considerations:

1. The Vice Chancellor for Business and Finance is gathering information on the current status of minority vendors.
2. The Office of the Vice Chancellor for Business and Finance in conjunction with the purchasing department will organize and conduct a series of workshops for minority business persons.

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:

1. A concerted effort has been made to increase the participation of African-American in the Chancellor's Associates. Four African-Americans served during 1992-93. (Jack can we add more data here?)
2. Discussions are on-going with Knoxville College concerning possible linkages.
3. Several African-American alumni are actively involved in the fund-raising campaigns.

Further Considerations:

1. The Chancellor will ask each Vice Chancellor to identify organizations and association within the greater Knoxville African-American community and specific suggestions for community - building activities with these groups. Reports will be due to the Chancellor by December, 1993.

TASK FORCE RECOMMENDATION #6

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

Progress to Date:

1. 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 Freshmen and Graduate Student Orientation Programs, within all residence halls and forwarded to every academic and administrative office.
2. Advertisements were placed in The Daily Beacon by the Ombuds Office. These advertisements, like the posters and brochures, explain the function of the Ombuds Office and the process for filing complaints. Included with the body of the advertisements, posters, and brochures was a statement specifically addressing the desire of the Ombuds Office to "work more closely with Black students who feel they are victims of racial discrimination."
3. Since 1989 budget retrenchment measures have negatively impacted the ability of the Ombuds Office to support the printing of posters or brochures and the purchasing of advertisement in The Daily Beacon.
4. The function and processes of the Ombuds Office continue to be listed in Hilltopics.

Further Considerations:

1. Funds will be restored to the Ombuds Office during 1993-94 to allow continuation of the discontinued activities described above. The Division of Administration and Student Affairs will assist in insuring wide distribution within Resident Halls, Orientation programs, and other venues as appropriate.
2. The role of the Ombuds person needs to be clarified. Dr. Kurth will be asked to develop a summary of office activity and submit it to the Chancellor by December, 1993.

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 interest. The Task Force proposes that UT immediately move to hire a Vice-Chancellor for Minority Affairs.

Progress to Date:

1. The Chancellor and his staff believe that the recommendation to hire a Vice Chancellor for Minority Affairs would be counter productive for two reasons. First, it is believed that shared ownership of minority issues is part of the solution. Second, the costs associated with hiring an additional Vice Chancellor are prohibitive.
2. The Division of Administration and Student Affairs emphasizes professional development for all employees. Sensitizing employees to minority (and race specific) issues has been, and continues to be, a part of staff training program within the Division. The Vice Chancellor's weekly staff meeting with deans and directors provides a forum for discussion of sensitivity issues as they relate to race. All department heads are made aware of issues that occur or effect 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 as well.

The following broad based program sponsored with the division, 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. Dr. Hunt also presented a workshop on this topic for the UT Police Department.

1990

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

1991

"The Rise in Campus racism: Causes and Solutions." A national teleconference, co-sponsored by the Office of Affirmative Action and Minority Student Affairs.

1992

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

1993

(need to up-date)

3. The Department of Resident Halls has extensive sensitivity training programs for employees. The Resident Assistant training program for student staff members features a section entitled "Diversity and Oppression," which is designed to help sensitize staff and to understand the special challenges faced by minority students. New Hall Directors visit within the 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 Associated led a day-long workshop dealing with the emotions of racism and providing techniques for combatting racism in resident halls. The Resident Hall Departmental 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.
4. 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 personnel are invited to discuss topics on race relations.

The Division of Administration and Student Affairs will continue to provide sensitivity programs for employees at all levels. racial awareness and sensitivity cultivates an environment which appreciates differences of all students and employees.

TASK FORCE RECOMMENDATION #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.

Progress to Date:

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

Further Considerations:

1. The Chancellor and his staff will participate in the "change model" program beginning in January, 1994.
2. The Chancellor will explore the possibility of having the deans and department chairs participate in the "change model".
3. The Chancellor will request that the Director of Affirmative Action as well as Vice Chancellors 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:

Since the summer of 1988, the Student Orientation program has included a segment dealing with the value of cultural diversity at UT. The program is designed to promote awareness of the various cultures and minority populations represented on the UT 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 the University are portrayed. A discussion follows each skit during which questions are encouraged.

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

Further Considerations: ?

TASK FORCE RECOMMENDATION #10

The Task Force recommends that the administration take immediate steps to address the issue of faculty attitudes towards Black Students and to provide a forum through which faculty can confront and forge solutions to this problem.

Progress to Date:

1. Academic Affairs has urged the deans to encourage faculty to participate in the "change model". To date _____ persons have participated.
2. Academic Affairs has urged the deans to place relationships with minorities as a recurring agenda item at the department level.
3. The manner in which administrators deal with complaints from minority students is a factor in their evaluation.

Further Considerations:

1. Educational workshops will be developed and offered for all faculty relative to improving the campus climate.
2. A faculty development workshop will be offered for all department chairs concerning leadership and the campus climate.
3. A list of campus resources available concerning diversity will be developed and disseminated on campus.
4. The Offices of Affirmative Action and the Ombuds will be asked by the Chancellor to develop and implement a complaint tracking system. This information will be shared regularly with the Chancellor and his staff.

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. The following minority scholarships are available
 - a. Whittle Scholarships
 - b. Minority Engineering Program

(Are there not others?)

Further Considerations:

1. Plans are being developed to allocate new dollars for minority scholarship as part of the "Development Campaign".
2. Linda Painter will be asked to collect data on minority scholarships and report to the Chancellor.
3. Jack Williams will check with John Jackson on this issue.
4. The financial aid policies and procedures at UTK will be reviewed to determine 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 Black Applicant pool for all positions.

Progress to Date:

1. The recommendation has been implemented. Mr. David Rucker was designated as an Affirmative Action Recruiter by the Personnel Department on March 1, 1988.
2. Out of state recruiting visits have been expanded. (show data)
3. Mr. Rucker works diligently on assisting UTK employees seeking career advancements and training opportunities.

Further Considerations:

1. A more clearly defined process will be established to solicit input and assistance from members of the Commission for Blacks and the Black Faculty and staff with respect to recruitment.

TASK FORCE RECOMMENDATION #13

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.

TASK FORCE RECOMMENDATION #14

We propose that a budgetary pool be set up for recruiting Blacks to the faculty and staff.

Progress to Date:

1. 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.

Further Considerations:

1. A strategy will be developed for the recruitment and retention of black faculty and staff.

TASK FORCE RECOMMENDATION #15

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

Progress to Date:

1. This recommendation has been discussed in Chancellor's staff but with no agreement as to the advisability of doing this or not. Also, the mechanism for doing it is unclear.

Further Considerations:

1. Dr. Snyder will follow-up with the Affirmative Action office on this.

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 has a standing committee charged to recommend specific curricular strategies for encouraging sensitivity to cultural diversity and issues of race and gender. A full report with recommendations was presented in Fall 1993.
2. The Vice Chancellor for Academic Affairs will charge the academic deans to urge their faculty to develop University courses in appropriate ways to reflect the multi-racial and multi-cultural character of American society.

TASK FORCE RECOMMENDATION #17

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

Progress to Date:

Academic Affairs has reemphasized with the deans the importance of carefully monitoring and mentoring all probationary faculty - especially Black faculty. Department heads and mentors are expected to help protect minority faculty from an excess of committee assignments and other commitments which will interfere with scholarly and teaching responsibilities. Deans are expected to utilize faculty members on tenure/promotion committees who are sensitive to cultural diversity issues.

Further Considerations: ?

TASK FORCE RECOMMENDATION #18

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:

1. The Chancellor and his staff do not believe that it is appropriate to establish an Institute at this time. Costs would be prohibitive.

(This needs further elaboration)

Further Considerations:

1. Discussions will take place concerning the merits of using the Hailey concept to address this issue.

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 person should be established to assist in the determination of grants awarded.

Progress to Date:

Academic Affairs supports this recommendation and will work with deans, department heads and the Office of Affirmative Action to implement the recommendations.

Further Considerations:

1. Dr. Snyder will update this section with material from his talk to the Black Faculty Association.

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:

(Suggestions ?)

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. Academic Affairs has communicated to the deans and directors the expectation that Black faculty receive fair consideration for all college and department awards for which they qualify.
2. There are three significant awards programs which are based in the Division of Administration and Student Affairs. The coordination of the annual Chancellor's Honors Banquet and awards programs for staff and students in the Food Services and Residence Hall departments are examples of such programs.

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.

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

Nominations are widely solicited for each of these award categories and, with the exception of the citations for Academic Achievement, Professional Promise and Scholar Athletes, the recipients are selected via subcommittees for recommendation to the Chancellor. On each of these subcommittees, Blacks are represented and participate in the selection process. Recipients of the citations for Academic Achievement and Professional Promise are selected by the deans or directors of the various colleges and schools. Scholar Athletes are nominated by the Athletics Departments based on pre-determined grade point average criteria.

The following minority students/organizations have been honored at the Chancellor's Honors Banquet in recent years:

1993 (update)

1992

Enku Gelaye - Torchbearer
Reginald Ewing - Citation - Campus Leadership and Service
Angela White - Citation - Leadership and Service
Love United Gospel Choir - Citation - Contributions to Campus Life

1991

Nana Agyenium-Boateng - Citation - Leadership and Service
Timothy Cox-Citation - Leadership and Service
Darlene Grant - Graduate Teaching Award

1990

Ethel Young - Torchbearer
John Claybrooks - Citation - Leadership and Service
Antone Davis - Citation - Community Service

1989

Kellie Robinson - Torchbearer
Dorothy Ingram - Citation - Leadership and Service
Black Cultural Programming Committee - Citation - Contributions to Campus Life

1988

Ida Jones - Torchbearer
Devora Butler - Citation - Leadership and Service
Alpha Phi Alpha Fraternity - Citation - Contributions to Campus Life
Delta Sigma Theta Sorority - Citation - Community Service

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
Citations

Extraordinary Service to the University
Extraordinary Community Service

The Macebearer, Alexander Prize, and Distinguished Service Professors are selected by the Office of the Vice Chancellor for Academic Affairs and then recommended to the Chancellor. Nominations are solicited through the deans and directors of the colleges and schools. Research and Creative Achievement Awards nominees are solicited by a subcommittee of the UTK Research Council, and the winners are recommended to the Chancellor. The NAA Outstanding Teacher and Public Service Awards are solicited through the UTK Alumni Affairs Office, and winners are recommended to the Chancellor. Nominees for the Chancellor's Citations are, as with the students awards, widely solicited, and the recipients are selected by an Honors Banquet subcommittee and recommended to the Chancellor. Blacks are represented and participate in the selections process for the Citation winners.

The following minority faculty have been honored at the Banquet in recent years:

1993 (update)

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

1989

None

1988

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

STAFF AWARDS

Staff Awards are presented in the following categories:

Citations

Extraordinary Service to the University
Extraordinary Community Service
Extraordinary Customer Service

The citation awards are selected by a subcommittee of the Honors Banquet Committee, and Blacks are represented and participate in the selection process. Nominations are widely solicited from the University community for these awards. The Customer Service award is selected by the UTK Personnel Department following a campus-wide solicitation for nominations.

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. Again, a representative subcommittee of the Honors Banquet Committee reviews and recommends the winners to the Chancellor. In recent years, Dr. Clinton Marsh (1992) and Mr. Fred Jacobs (1989) have been honored at the Banquet.

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.

The Food Service Department has an on-going staff and student awards program which has routinely 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 regularly 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 awardees 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 are, again, regularly honored through these awards.

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 resident hall staff, but in 1987-88 Hubert Goodman (a minority student staff member) was the 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 Busnahora - 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. The department will begin recognizing an Employee of the Semester award program 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:

(Suggestions ?)