Rationale for the University of Tennessee’s Faculty Senate Diversity and Inclusion Committee’s Recommendation that Interim UT Chancellor Wayne Davis and incoming UT President Randy Boyd reinstate a Chief Diversity Officer at the University of Tennessee by January 1, 2019.

(Rationale Revised on November 12, 2018)

Why we can’t afford to wait to reinstate a Chief Diversity Officer at the University of Tennessee:

2. to deliver to our students the same resource every other SEC school offers;
3. to recruit top-tier diverse students, staff, and faculty (see attached 2018 Diversity Champion report);
4. to retain students, staff, and faculty, especially from underrepresented groups, who are feeling more vulnerable and more at risk in this current campus climate (https://www.knoxnews.com/story/news/local/2018/11/11/rock-university-tennessee-knoxville-defaced-swastikas-again/1970385002/?utm_source=google&utm_medium=amp&utm_campaign=speakable; http://www.utdailybeacon.com/opinion/columns/bear-the-torch-we-need-to-do-better/article_74ef7cb8-cd95-11e8-9903-432bb44f1e3d.html);
5. to insure fiscal accountability of tax-payer money through a cost-neutral measure that enhances effective communication among groups dedicated to fostering diversity and inclusion on UT’s campus;
7. to avoid threats of violence, boycotts, and additional unforeseen risks from negative national reports about the hostile climate for members of underrepresented groups on this campus (https://www.princetonreview.com/college-rankings?rankings=lgbtq-unfriendly);
10. to restore faith in the University of Tennessee’s commitment to welcome ALL Vols.