

**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:

1. to adhere to the Volunteer Creed: to bear the torch, to give light to others (<https://admissions.utk.edu/volunteer/>; <https://tnjn.com/2018/11/11/message-from-the-editorial-staff-hate-cannot-hold/>);
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](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-cd95-11e8-9903-432bb44f1c3d.html](http://www.utdailybeacon.com/opinion/columns/bear-the-torch-we-need-to-do-better/article_74ef7cb8-cd95-11e8-9903-432bb44f1c3d.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;
6. to restore our national reputation in the aftermath of recent incidents of hate speech and slurs ([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](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));
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>);
8. to meet the recommendations of our VolVision 2020 Strategic Plan (<http://volvision.utk.edu/wp-content/uploads/sites/11/2016/04/Vol-Vision-2020.pdf>);
9. to make our students workforce ready for an increasingly global marketplace (<http://archive.knoxnews.com/opinion/columnists/shaping-leaders-to-compete-in-business-requires-more-inclusiveness-2d780714-0607-17b6-e053-0100007ff-371723911.html>);
10. to restore faith in the University of Tennessee's commitment to welcome ALL Vols.