

**Whereas** in fall of 2018, the Diversity Champions, first commissioned by former Interim Provost John Zomchick, recommended to Provost Manderscheid that the university include an intersectional approach to diversity (race, gender, economic status, ethnicity) as one of our Grand Challenges; and,

**Whereas** the Diversity Champions report outlined multiple means, including the Future Faculty Program, Target of Opportunity hires, and spousal/domestic partner accommodations as ways to recruit in-demand faculty of color and other underrepresented groups; and,

**Whereas** a substantial commitment to hiring new faculty who more accurately represent the population of Tennessee has been central to the Diversity Champions report, the VolVision Diversity and Inclusion Workgroup, and other completed reports and visioning documents, and,

**Whereas** our ability to retain faculty in underrepresented groups is tied to our commitment to hiring more faculty in those groups; and,

**Whereas** our challenges in recruiting faculty of color and the loss of some faculty of color who are recruited present significant reputational and internal morale challenges that interrupt the mission of the university well beyond the 6th pillar of VolVision; and,

**Whereas** such a concerted hiring effort is consistent with the NSF's emphasis on Inclusive Excellence, all 6 pillars of VolVision 2020, and our national aspirations to improve our reputation as a welcoming, vibrant community; and,

**Whereas** an explicit, quantifiable, and planned hiring effort will have benefits for undergraduate recruitment; new possibilities in intersectional research, scholarship, creative achievement; opportunities for more engaged scholarship; the integration of such issues into coursework under our new VolCore curriculum; retention; and the recognition of the service of faculty members who do this often invisible labor; and the message we send to the world about who we are;

**Therefore**, the Senate calls on the Provost and Chancellor to present a substantive, 5-year hiring plan that helps us meet the VolVision goals of recruitment, retention, and the broad, inclusive diversity goals of improving campus climate, our national profile, and our commitment to the people of Tennessee as a flagship university in which they should see themselves represented; and,

**Be It Further Resolved** that the Provost will present an annual report each fall to the Faculty Senate addressing the progress of the 5-year plan in recruiting and retaining underrepresented faculty.