The monthly meeting of the Council for Diversity and Interculturalism of 2012-2013 was held on September 19, 2012 in the Gordon Ball Board Room at the Brenda Lawson Athletic Center. Present at the meeting were Herb Byrd, Ingram Cope, Adam Cureton, Maxine Davis, William Hill, Annazette Houston, Tyler Johnson, Marcus Jones, Keith Kirkland, Karla McKanders, Margie Nichols, Anton Reece, Marva Rudolph, Rita Smith, Donna Thomas, Steve Thomas, Mike Wirth, John Zomchick and Brian Thomas.

I. Introductions

The meeting began with brief introductions and the recognition of new members and invited guests. These persons include:
Keith Kirkland (Commission Chair for LGBT people)
Steve Thomas (Faculty Senate)
Karla McKanders (College of Law)
Adam Cureton (Philosophy)
Ingram Cope (Graduate Student Senate/College of Social Work)
Marcus Jones (Student Government Association)
Rita Smith (Executive Associate Dean, Hodges Library)
John Zomchick (Academic Affairs)
Brian Thomas (Graduate Assistant, Sports Psychology and Motor Behavior)

II. Update from Commissions

Commission for Blacks
The Commission held its first meeting of the new academic year on September 5, 2012. Camille Hall is still serving in the role of Chair but nominations are being accepted for a new chair person. Marva Rudolph reported on some of the things discussed at the first CFB meeting and Dr. Herb Byrd also read information (submitted by Dr. Hall) regarding upcoming events planned by the CFB. More information on the commission can be found at http://web.utk.edu/~cfb/.

Commission for Women
No representative was present. News on the commission for women can be found at http://cfw.utk.edu/.

Commission for LGBT people
Keith Kirkland shared that the LGBT is involved in a Seminar Exploring LGBTIQ Diversity at The University of Tennessee Knoxville Carolyn Brown University Center that will take place on Saturday, October 13th. All identities and backgrounds are welcome to attend and it is free for all students, faculty, staff and
community members. For more information and other news on the LGBT, please visit
http://lgbt.utk.edu/.

BFSA
Annazette Houston provided an update on the BFSA which was scheduled to hold its first meeting of the
new academic year on September 21, 2012. Alecia Davis will be replacing Charles Houston as the new
chair. Condolences were expressed by the Council regarding the recent death of Ms. Davis’ father. Other
news on the association can be is located at http://web.utk.edu/~bfsa/.

III. By-Laws Review

Dr. Rudolph brought to the attention 3 minor changes. The first change was that “Student Affairs”
should be changed to “Student Life,” under the membership section. Under Resources/Budget, there is
a typographical error that should be changed from “cover”, to “to cover.” Finally with regards to
Appointments and Term Services, the By-Laws read that open positions for membership will be
advertised. Dr. Byrd and Dr. Rudolph both have no recollection of the positions ever being advertised so
the suggestion was made by Dr. Byrd to either start advertising or remove that from the By-Laws.

IV. Committee Sign-Ups

A sign-up sheet was passed around for members to sign up for one of the four committees
(Membership, Communications, Diversity Plan, and Climate). Each committee will have co-chairs, along
with five other members. Currently, all co-chair positions are still available. Positions on the
Membership committee and Communications committee are still available as well.

V. Diversity Plan

Maxine Davis and Anton Reece both raised the question whether they should wait for the position of
Vice Chancellor to be in place before beginning the Diversity Plans. As of the meeting, the only plan that
had been submitted was from Student Life. A general discussion took place about the non-academic
units and the academic units. It was agreed by all members that the next step was to get the non-
academic units done first. There was also an agreement that the academic units should provide a brief
progress report stating their achievements, challenges, and goals. There was also a general discussion
about how frequently the Diversity Plans should be submitted, though no consensus was reached.

VI. Update on Vice Chancellor for Diversity Search

Margie Nichols and Anton Reece reported that they have identified 4 candidates. Tentative dates have
been scheduled from October 4, 5, 16, and 18 to conduct the interviews and public forums. There was a
general discussion about the estimated time the new Vice Chancellor would take his/her position.
Though unlikely, Margie Nichols suggested the Vice Chancellor could be in place as early as November.
January 1, 2013 is likely expected date for Vice Chancellor to begin.

VII. Employee Engagement Survey
There was much discussion regarding the Employment Engagement Survey. Dr. Herb Byrd provided printed information regarding data he has gathered re: some of the general findings for both the Knoxville and the Institute of Agriculture. Members were asked to review the data and prepare for discussion at a follow up meeting. Mr. Tyler Johnson, Dr. John Zomchick, and Dr. Steve Thomas will serve as members of the Knoxville workplace engagement committee. The committee recently held its first meeting. Committee membership is diverse. One of the purposes of the committee will be to review the survey data and plan ways to address some of the findings. All promised to provide periodic updates to the Council. Council members were asked to review these numbers and bring any questions or concerns to next month’s meeting.

**VIII. Next Meeting**

The Council will meet on Wednesday October 17th at 3:30 p.m. in the Gordon ball Boardroom, Brenda Lawson Athletic Center. Chancellor Cheek will be in attendance.