The monthly meeting of the Council for Diversity and Interculturalism of 2012-2013 was held on February 1, 2013 in the Gordon Ball Board Room at the Brenda Lawson Athletic Center. Present at the meeting were Herb Byrd, Tyvi Small, Rickey Hall, Adam Cureton, William Hill, Annazette Houston, Marcus Jones, Keith Kirkland, Mary Papke, Anton Reece, Marva Rudolph, Steve Thomas, Mike Wirth, John Zomchick and Brian Thomas.

I. Rickey Hall – Vice Chancellor for Diversity

Rickey began the meeting answering the question “What can be done to help in his transition?” His answer to the council was to stay engaged and keep things moving. He advised the council to possibly put together a 2-3 page overview of any success, accomplishment, and challenges throughout this academic year. An idea that Rickey had suggested is trying to tie in the “Big Orange. Big Ideas.” message within diversity.

When talking about how do we see ourselves fitting in, Maxine Davis expressed that diversity is a campus-wide responsibility. We can dump everything on Rickey. Keith Kirkland shared that the commission do not have enough guidance, nor do they have enough training. Mary Papke added that the commissions are often seen and put into a reactive position.

Rickey talked a lot about what does it really mean to be inclusive. His feelings are that people want diversity on their own terms. He also touched on the slogan “Welcoming to all and hostile to none.” He questioned how do we make that slogan more visual.

Mike Wirth mentioned that faculty and staff is below the top 25 in terms in pay. Rickey says that the University of Tennessee will never be in the top 25 without diversity. One suggestion was to possibly tie funding into performance. Herb Byrd explained that administration only talks about diversity when they are asked and they have to. Anton Reece recommended increasing the level of sustained recruitment for staff while Will Hill suggested to look into the retainment of a diverse staff.

III. Next Meeting

The Council will meet on Wednesday, March 20th at 3:30 p.m. in the Gordon ball Boardroom, Brenda Lawson Athletic Center.