

DIVERSITY AND MULTICULTURAL AFFAIRS COMMITTEE

PURPOSE:

The function of the UTC Committee on Diversity and Multicultural Affairs is to ensure institutional compliance and response to diversity and multicultural issues campus wide. The Committee is charged with developing policies, guidelines, and programs that support the University's commitment to diversity and multiculturalism as expressed within its Mission Statement and Statement of Vision. The Committee shall ensure the University provides a climate and culture that fosters, promotes, and encourages social interactions that support a profound appreciation and celebration of our differences. By supporting diverse learning environments, the University can enhance cross-racial understanding, break down racial and gender-based stereotypes, improve learning outcomes, and prepare our students for a diverse and global workforce and society. Specifically, the Committee shall establish and monitor budget expenditures of state allocated and institutionally appropriated funds that support its diversity and multicultural goals. The Chair of the Committee shall present an annual report to the Chancellor of the University and the UTC Executive Team detailing programs and progress towards meeting our institutional objectives.

MEMBERSHIP:

The Committee membership shall include (1) representative from each college within the University as recommended by its Dean. The Director of Affirmative Action, the Director of Multicultural Affairs within Student Development, the Chair of the Chancellor's African American Advisory Committee, the Executive Assistant to the Chancellor, Associate Provost, the Vice Chancellor for Finance and Operations, the Director of Human Resources, and (3) at large representatives. The Director of Institutional Research and the Associate General Counsel will serve as administrative support members.

Request	Sponsor	Summary	Funding Level
ACT/SAT Prep Course	Brian O'Leary	Provide training to UTC faculty and staff to teach Hamilton Co. students to prepare for the standardized admissions test	\$20,000
Shower Installation	Laura Mincy	Install showers in softball team locker room to meet athletic gender equity standards. Facility located at Warner Park.	\$42,000
Creation and renovation of space for Women's and Multicultural Center	DeeDee Anderson	Creating physical space for these areas to conduct programming, training, and to provide services	\$100,000
International Educational Tour for students with disabilities	Michelle Rigler	Fund 10 scholarships for students to participate in an international trip to an Australian college campus to learn from their best practices in an effort to expand awareness and accommodations at UTC.	\$40,000
Purchase Accessible Van	Michelle Rigler	Purchase an accessible travel van for disabled students to participate in UTC student activities	\$60,000
Study Skills and College Awareness Summer Program	Jean Howard Hill	Fund a pre-college program for Hamilton Co. students to teach life and study skills for academic success. This program will be heavily linked with the Admissions Office.	\$30,000
Targeted Recruiting, Advertising, and Marketing for Minority Faculty and Staff	Dan Webb	Promote UTC employment opportunities to minority and women applicants to enhance the quantity and quality of underrepresented groups.	\$20,000
Campus Diversity Training	Dan Webb	Develop training programs and teach UTC faculty and staff to conduct seminars on access and diversity that will promote a culture of diversity, inclusion, and collegiality	\$50,000
Media Ad Campaign to minority and adult students	Dr. Stephanie Bellar	Run media ad campaigns of newspaper, radio, and direct mail to African and Hispanic American students to create awareness of graduate education at UTC.	\$7,000
Fund travel and supplies for NSF representative to offer training to 7 institutions providing STEM graduate degrees	Dr. Deborah Arfken	Fund a training site visit for an NSF rep for 7 Tennessee Universities to create an alliance for an NSF grant to increase minority faculty in STEM majors.	\$2,500
Equipment Request for Africana Minor	Dr. Vic Bumpus	Fund equipment needs for minor to assist with recruitment and dissemination of materials	\$2,250
Fund travel for International Accounting Conference in Canada	Dr. Anne Wilkins	Fund the trip for 2 diverse acct. students and 1 faculty member to attend the intl. conference to gain exposure to the global marketplace	\$7,000

Purchase airline tickets for national speakers on race, class, & gender in criminology	Dr. Helen Eigenberg	Sponsor 3 internationally respected speakers to conduct 2 seminars on race and gender in criminology.	\$1,350
UTC Quality of worklife study for faculty/staff/administrators	Dr. Barbara Medley	Study to examine worklife quality for UTC faculty and to what extent these factors may vary based on race and gender	\$25,000
Faculty mentoring program for UTC minority faculty	Dr. B. Medley, et. Al	Provide a mentoring program that increases recruitment, retention, and success of minority UTC faculty by administering a mentoring program.	\$14,000
Fund a campus visit for an African American nationally recognized brass composer	Dr. Kenyon Wilson	African American Brass composer to serve as a guest lecturer and work with the UTC tuba/euphonium ensemble	\$2,125
Enhance recruitment and retention of minority students in Computer Science & Engineering	Dr. Li Yang	Fund a program that will increase awareness of UTC faculty on diversity opportunities, recruit high school students, and increase retention by providing tutoring and mentoring to currently enrolled CS students	Pending
Financially support the UTC Physics Dept's high school outreach program	Dr. Kristin Whitson	Increase the number of women and minority students in the Physics Dept. by sponsoring the outreach program	\$7,500
Create GBLT safe zones across the campus	Dr. DeeDee Anderson	Safe zones provide a haven for GBLT students as well as raise campus awareness about this group	\$4,000
Provide materials to stimulate peer interactions between Pre-K children with disabilities and typically developing children	Linda Rivers (Michelle Rigler)	Create a more inclusive and aware environment for UTC Children's Center for special needs and typically developing students	Pending \$10,000

Total Allocated from Committee:
\$444,725

Prior Commitments: (Awarded by B Wofford for various departments for seminars and training initiatives)			\$25,000
Minority Faculty Opportunity Hire plus benefits			\$79,200
Graduate Assistantships already awarded for 2007-08			\$138,190.66
Staff Development already awarded			\$44,000.04
Total awarded and committed			<u>\$731,116.00</u>
Funds Available			<u>\$734,000</u>

THE
UNIVERSITY of TENNESSEE at CHATTANOOGA
COLLEGE of BUSINESS

Academically prepared. Work-world ready.

Where comprehensive academics and pragmatic work-world training comfortably co- exist.

Our Vision

When people in Tennessee and surrounding states think of high quality business education, they think of the UTC College of Business.

We see a future where:

- Potential students in Tennessee and surrounding states think of UTC when choosing a college of business.
- Employers in Tennessee and surrounding states come to UTC when searching for qualified employees.
- Businesses in Tennessee and surrounding states seek UTC faculty for consulting services.
- Alumni of the UTC College of Business are known for their leadership, entrepreneurial spirit, ethical values, and devotion to the public good.

We see a future where UTC faculty members:

- Spearhead the use of innovative instructional technology in the classroom.
- Continuously maintain an excellent reputation with respect to research productivity and publications.
- Are recognized leaders in service to their profession and community

Beliefs Regarding Professional Behavior and Ethical Conduct

All members of the UTC College of Business (COB) community – administrators, faculty, staff, and students – are committed to the principles of professionalism, which include respect for yourself and others, ethics in word and deed, acting responsibly, commitment to excellence and honesty.

REACH

Respect yourself and others
Ethics in word and deed
Assume Responsibility
Commitment to excellence
Honesty

Administrators and Staff should...

Respect yourself and others

- Encourage free inquiry, mutual respect, and recognition of achievement.
- Allow all constituents a reasonable opportunity to respond to any administrative policies and decisions without reprisal.
- Maintain a safe and clean environment.
- Prevent any discrimination or harassment.

Ethics in word and deed

- Make all administration policies, rules, regulations, and guidelines open and available for all faculty, students, and staff.
- Act ethically, honestly, and with integrity.
- Treat faculty, staff, and students fairly and impartially.
- Avoid any conflict of interest.

Assume responsibility

- Set and clarify goals and objectives with the faculty and staff.
- Translate goals and objectives into action plans.
- Practice transparent fiscal responsibility.
- Use the college's facilities and resources in an effective and efficient manner.

Commitment to excellence

- Enhance administrative efficiency.
- Encourage outstanding teaching, research, and other professional activities.
- Promote student excellence in scholarship and extracurricular activities.
- Enlist the support of university administrators, alumni, corporate friends, legislators, and other groups.
- Act as an advocate for faculty, staff, and students of the College of Business.
- Dress appropriately for each occasion.
- Avoid clothing that is revealing, provocative, or includes offensive language or visuals.

Honesty

- Exercise fair and objective evaluation in all promotional and disciplinary decisions for all faculty, students, and staff.
- Be honest and straightforward in all dealings with COB stakeholders.

Faculty should...

Respect yourself and others

- Understand that all relationships are based upon mutual respect.
- Discuss differences of opinion in an open and civil manner.
- Be sensitive to the effects of both words and actions on others.
- Treat others in a respectful and considerate manner
- Treat students with respect, both in and out of the classroom.
- Prevent any discrimination or harassment.

Ethics in word and deed

- Use the University's facilities and resources in an effective and efficient manner.
- Use due care and thought in preparing and grading all assignments and exams.
- Provide appropriate and timely feedback to students for all assignments and exams.
- Provide students with a reasonable opportunity to discuss assignments and grades without reprisal.
- Enhance personal and college reputation by avoiding unethical actions

Assume responsibility

- Remain current in our fields of expertise and in the general business environment.
- Be on time for all classes and avoid unnecessarily canceling classes.
- Keep appointments and be punctual in all professional settings.
- Be accessible and maintain adequate office hours.
- Safeguard confidential information.

Commitment to excellence

- Strive to achieve quality in all areas of performance – teaching, research, service.
- Dress appropriately for each occasion.
- Avoid clothing that is revealing, provocative, or includes offensive language or visuals.

Honesty

- Ensure that information provided on resumes is correct and that the information is current.
- Be honest and straightforward in all dealings with faculty, staff, students and others.
- Accurately cite the contributions of others in all scholarly work.

Students should...

Respect yourself and others

- Understand that all relationships are based upon mutual respect.
- Discuss differences of opinion openly and civilly.
- Be sensitive to the effects of both words and actions on others.
- Show respect to faculty members and fellow students by coming to class prepared.
- Avoid the unapproved use of electronic devices during class.
- Demonstrate respect for our College and University by protecting our facilities and surroundings.
- Prevent any discrimination or harassment.
- Treat others in a respectful and considerate manner.

Ethics in word and deed

- Maintain core beliefs and values despite moral challenges.
- Act professionally in all relationships with potential employers, faculty, and fellow students.
- Honor your commitments. Only accept a job offer when you intend to fulfill your commitment to take the job.

Assume Responsibility

- Attend all events for which an RSVP has been given.
- Arrive at all events on time.
- Promptly acknowledge invitations for interviews and office visits and accept or reject these invitations in a timely manner.
- Respond to every offer for an internship or job, stating whether the position is accepted or rejected.
- Provide prompt notification if a previously made commitment cannot be fulfilled.
- Thank potential employers in writing for the opportunity to interview or meet with them.

Commitment to excellence

- Strive to achieve quality in all areas of performance – academics, collaboration with students and faculty, internships and jobs, and campus and civic commitments.
- Enhance personal and college reputation by avoiding unethical actions.
- Learn the rules of etiquette to ensure smooth entry into the professional work environment.
- Dress appropriately for each occasion.
- Avoid clothing that is revealing, provocative, or includes offensive language or visuals.

Honesty

- Understand the University's Honor Code, abide by it, and make every effort to ensure that fellow students abide by it as well.
- Ensure that information provided on resumes is correct and that the information remains current.
- Be honest and straightforward in all dealings with faculty, staff, fellow students and others.



As a MOC I shall...

- ✿ Value all members of the community and respect them.*
- ✿ Think before I act and accept responsibility for my words and actions.*
- ✿ Resolve conflicts in a non-violent manner.*
- ✿ Read and follow all university policies and report any violations (i.e. Drugs, alcohol, tobacco, weapons).*
- ✿ Maintain a safe and clean living learning environment.*
- ✿ Afford myself the best opportunity to succeed by learning both inside and outside the classroom.*

As a MOC "I Shall Achieve"