

College of Arts and Sciences
Diversity Committee
2015-2016

The Committee consists of eight members, representing eight different departments, nominated by the department heads and selected by the Dean. The members are: Michelle Commander (chair), Emily Bivens, David Byrd, Nora Berenstain, Elena Shpak, Chunlei Su, Josh Inwood, and Todd Freeberg. Associate Dean Angie Batey is an ex-officio member. Since the committee was formed in 2014, it has assisted the College office with the development and review of the diversity goals and strategies of the College. The committee has met at least twice each semester.

The committee's feedback on the university-wide Diversity Summit each year has directly impacted the programming the Summit has delivered. College-level initiatives that have come from the CAS Diversity Committee have included: recommending STRIDE training of every member of CAS faculty search committees; mentoring of women faculty through the Mentoring Matrix Project; and the annual CAS Book Drives to assist the Office of Multicultural Student Life's Book Loan program. The Book Loan Program was created to help low income students subsidize the costs of purchasing books. The program allows students to borrow two books during the semester free of charge and return the book(s) at the end of the semester.

Communication about the College DRIVE and Pipeline initiatives (run through the Associate Dean for Graduate Studies) has also been run through the CAS Diversity Committee membership. The Associate Dean for Diversity has also facilitated several units on applying for and receiving funding for diversity events, particularly through funds administered by the Chancellor's Council for Diversity and Interculturalism: <http://diversitycouncil.utk.edu/fundingrequest/> and the Office of Multicultural Student Life: http://multicultural.utk.edu/programs_diversityfund.php

Additional College goals that are yet to be reached due to external forces are that one person in each department complete Safe Zone training and that Graduate Teaching Assistants complete Safe Zone training as well.

The College of Arts and Sciences continues to lead our university in Diversity Initiatives. Some of these include:

- Target of Opportunity Faculty Hire Program
- The Future Faculty Program (in conjunction with the Provost's office)
- Spousal and Domestic Partner hires
- The CAS Pipeline Initiative
- Diversity Recruitment Incentives for Variety and Excellence (DRIVE)
- The Program for Excellence & Equity in Research (PEER)
- Support Programs for Undergraduate Students (TLSAMP)
- Math Camp
- Diversity and Inclusion Programming support throughout the College and University