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Spring 2015

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Commission for Blacks, "Black@UT - Spring 2015" (2015). *BLACK@UT*.
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Commission for Blacks
The University of Tennessee
1840 Melrose Avenue
Knoxville, TN 37996-3560
Telephone: (865) 974-6271
E-mail: cfb@utk.edu

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Letter from the Co-Chairs

We worked very hard this year to create programming and initiatives that will create a more inclusive and welcoming environment for African Americans on campus. We partnered with several campus organizations, most notably the Office of Multicultural Student Life and the Office of the Vice Chancellor for Diversity.

In conjunction with the Office of Multicultural Student Life, we co-sponsored the Multicultural Welcoming Reception in August 2014 to assist creating a welcoming environment for existing and new administrators, staff and faculty members. We also had the honor of co-hosting and co-sponsoring the African American Hall of Fame Ceremony inducting Dr. Marva Rudolph into the University of Tennessee African American Hall of Fame during Homecoming Weekend on October 11, 2014. Pictures from the ceremony are featured on the back cover of this newsletter.

This year also marked the inaugural year of the African American Trailblazers Series, co-sponsored by the Office of the Vice Chancellor for Diversity. The commission was awarded the Ready for the World

Initiative grant for to support this exciting new speaking series.

On January 1, 2015, Dr. Robert Nobles III became the co-chair of the commission and will serve in this position through the 2015-2016 academic year. Lili'a Uili Neville will step down as co-chair in May 2015 after two years of service as the chair of the commission.

We hosted a hands-on workshop focusing on the Retention of African Americans in Knoxville to facilitate engaged and action-oriented conversations and planning surrounding the retention of African American professionals in Knoxville. From this workshop we developed a strategic plan to focus our efforts in the coming years.

We hope you review our work in the 2014-2015 year and are as proud of the good work our organization has done and hopes to do. We consider it a privilege to serve on this commission, to serve this university, and to advance diversity and inclusion at the University of Tennessee, Knoxville.

Best,
Lili'a Uili Neville
Robert Nobles III



In Picture: Robert Nobles III (left) and Lili'a Uili Neville (right), Co-chairs of the Commission for Blacks.

The struggle is not new

By Vice Chancellor Rickey Hall

In 2014 the University of Tennessee joined the City of Knoxville and other local partners in recognizing and celebrating the 50th anniversary of the passage of a landmark piece of legislation. That legislation was the Civil Rights Act of 1964, which outlawed discrimination based on race, color, religion, sex, or national origin. It may be tempting to take the achievements of that era for granted, but we must remember the struggles undertaken by previous generations to make our lives better. To mark the 50th anniversary, the City of Knoxville and local partners held a series of events throughout the year, including a commemorative Civil Rights March and a celebration of local African American history and the Knoxville civil rights movement. These celebrations and remembrances that honored civil rights activists of a previous generation provided many of us the opportunity to reflect on the progress made since 1964 and the promises that remain unfulfilled.

Two thousand fifteen marks another important anniversary milestone. It is the 50th anniversary of the Selma Voting Rights Movement, which led to the passage of the Voting Rights Act in 1965. The Voting Rights Act afforded millions of people of color the right to vote by removing poll taxes, literacy tests, and other discriminatory practices designed primarily to keep African Americans from the polls. While poll taxes and other blatant discriminatory practices no longer exist, it is important to recognize that there are areas of our country where many still face obstacles in being able to register and cast their votes. Controversial new voting rules, like stricter voter ID laws and limiting early voting opportunities, are dramatic changes that curb

access to voting. Celebrating the Voting Rights Act anniversary at a time when some in our country are rolling back voting access and limiting the voice of certain communities reminds us that we must actively uphold the progress made in earlier eras and movements.

“When we do not know our histories, we often start as though our struggles are new, when in actuality many of them are a continuation of an earlier struggle.”

As I reflect on these milestone anniversaries, recent protests, and the work we do on campus to advance diversity and inclusion, I am reminded that the struggle is not new and that it is not over. I am reminded how important it is for me and for all of us, especially underrepresented and marginalized groups, to know the histories of our communities. When we do not know our histories, we often start as though our struggles are new, when in actuality many of them are a continuation of an earlier struggle. Today's mass racial profiling and incarceration of African American men and women induces a social system strikingly similar to government-sanctioned segregation of our past. When we actively make connections between historical systems of oppression and modern, more nuanced systems, we realize the opportunity to build upon successful strategies of those who came before us and improve the future for those who will come after us.

As we move towards the end of

the 2014-2015 academic year and begin to think about the upcoming year, I would like for each of us to reflect on the anniversaries I mentioned and their importance in creating the opportunities for us to study and work at an institution like the University of Tennessee. I ask that we spend some time thinking about the sacrifices made by those involved in getting the Civil Rights and Voting Rights Acts passed. Then ask ourselves, “What does this moment call us to do to make our campus and our communities better?” Once you have an answer, step courageously into the moment and be the difference that makes a difference.



The author, Rickey Hall, is the Vice Chancellor for Diversity at the University of Tennessee, Knoxville.

STRIDE@UT: A new initiative to increase diversity in the faculty and staff at UT

By Professor Soren Sorensen

“The first thing to acknowledge about diversity is that it can be difficult.” This is the important opening sentence in a recent scholarly article by Katherine Phillips.¹ However, the article’s title is “How Diversity Makes Us Smarter”. How can this fit together?

This is just one of the many questions a new faculty committee, STRIDE@UT, is studying. The purpose of STRIDE@UT is to revitalize our university’s efforts to hire and retain a diverse faculty and staff by using peer-to-peer instruction about the academic research on bias and diversity. We are doing this by studying diversity and bias issues based on academic research papers and reviews. In other words, in our efforts to enhance diversity we are guided by the lessons of academic research and not by our ideological or political opinions. We

are then conveying the information on the research on diversity and implicit bias to our faculty and staff colleagues through presentations, workshops, meetings, articles like this, and personal conversations.

This powerful approach to diversity enhancement started at University of Michigan in 2002 and has by now been adopted by many universities and colleges through local STRIDE committees. At University of Michigan it was quickly realized that many of the hindrances to hiring diverse faculty are due to the implicit biases we all have. These biases are subconsciously kicking in when we are judging people, especially in hurried or stressed situations. As a result we are often more likely to prefer candidates or colleagues who are “like ourselves”, which of course will lead to a status quo with the faculty primarily

consisting of white males. However, by being aware of our own implicit biases and of all the many other negative effects from implicit bias, societal norms etc. that provide career hindrances for minorities it is possible to substantially reduce these negative effects.

The efforts to generate a STRIDE program at UT started in the fall of 2013, when two professors from University of Michigan were invited to our campus. Their presentation had a powerful impact on many of us. On a personal note I embarrassingly have to admit, that because the two professors were “like me” (older white male professors in the STEM area) I was more accepting of what they presented. This was my first personal realization of the powerful implicit bias forces in all of us (white or black, male or female). As an outcome of this visit the Provost’s Office decided to start a STRIDE committee here at UT and by the fall semester 2013 we started our studies. The following professors are or have been members of STRIDE@UT: Roberto Benson, Ralph Brockett, Chris Cherry, Judy Cornett, Wanda Costen, Paul Frymier, Camille Hall, Michael Olson, Bonnie Ownley, Rhonda Reger, SPS, and Tricia Stuth. All members have been contributing tremendously to the work of the committee, many based on their hard-earned personal experiences in their life and career, or from their professional expertise in implicit bias, multicultural research, organizational change, law etc. And a few of us by just being older, white males only now realizing what obstacles African-Americans and women have in their professional and private lives.



In Picture: Dr. Soren Sorensen at the Retention of African-Americans in Knoxville Initiative Workshop at the Black Cultural Center on November 8, 2014

All of the first year we primarily studied many of the seminal papers and slowly developed a workshop presentation, that eventually was rolled out at three workshops in the beginning of the fall 2014 semester to members of faculty search committees. STRIDE also made a presentation at the UT Academic Leadership Retreat, so a large part of our management have been exposed to some of the STRIDE message. In the future we plan to continue the workshops for search committee members and we are working on expanding our knowledge on retention issues, so we can also conduct workshops in departments and colleges addressing issues related to climate, mentoring, and human interactions with the purpose of increasing the retention and promotion of diverse faculty. And while we initially have focused on faculty issues, we have also started to work with our Human Resource Department so we will also support diversity enhancement among our staff. Interestingly, the issue in some areas of staff hiring will be to increase diversity by hiring more males, whereas for ethnic diversity we need more African-Americans in all areas! We have also created a website (stride.utk.edu), where you will be able to get more information about STRIDE@UT and the issues we are studying.

But coming back to the question from the beginning of this article: How can diversity makes us smarter when it is difficult? First of all, we are here discussing diversity in its most general form, so in addition to gender, racial and ethnic diversity, it can also be age, geographical, sexual, political, etc. diversity. When people from many diverse backgrounds are brought together to perform a task, it can often be more difficult for them to work together than if they are from a homogeneous group. But if the task at hand is complicated (like most work in an academic setting) research shows that by bringing people together

that are different from ourselves it makes all of us more creative, more hardworking, and more deliberate in our argumentation. In other words, we produce a much better product by working in diverse groups. To mention just a few important studies: The Swiss bank Credit Suisse have recently published a study of more than 3,000 companies worldwide with more than 28,000 senior managers showing that “Greater diversity in boards and management are empirically associated with higher

“Bringing people together that are different from ourselves makes all of us more creative, more hardworking, and more deliberate in our argumentation.”

returns on equity, higher price/book valuations and superior stock price performance.”² In other words, companies with a high percentage of women in the top management performed better at what private companies are supposed to do. In another study it was demonstrated that for innovation-focused American banks the financial performance increased with increased racial diversity in the management.³ And finally, in a study of maybe more relevance to our situation at a research institution⁴, the authors demonstrated that refereed scientific papers written by ethnically diverse groups received more citations and were published in higher impact journals than papers written by authors from homogeneous ethnic groups. Diversity makes us work better!

Many, many other studies on the positive effects of diversity on student learning and on the many negative effects of implicit bias, stereotype threat etc. ought also

to be mentioned here, but the space is too short. Instead we hope you will attend one of our future workshops to learn more about these important issues, and thereby be more sensitive and reflective when evaluating people from backgrounds different from your own in searches or in our daily life at UT.

References:

1. Katherine W. Phillips, “How Diversity Makes Us Smarter”, Scientific American, October 2014, 43-47
 2. Credit Suisse Research Institute Report, “The CS Gender 3000: Women in Senior Management”, September 2014
 3. Orlanda Richard et al., “Employing an Innovation Strategy in Racially Diverse Workforces”, Group Organization Management, March 2003 vol. 28 no. 1 107-126
 4. Richard B Freeman and Wei Huang, “Collaborating With People Like Me: Ethnic co-authorship within the US”, NBER Working Paper No. 19905 Issued in February 2014
- The author, Dr. Soren Sorensen, is a professor at the Department of Physics and Astronomy and chair of the STRIDE@UT committee at the University of Tennessee, Knoxville.*

Unsettling brutality and verdicts fuel student activism

By Kaylyn Harris

The recent actions of police brutality and overly rough treatment within American society have raised emotional, verbal, and physical discontent within various communities. Primarily, the unsettling verdicts of recent police brutality cases have been the major cause of community discontent and displeasure. The most recent documented and publicized court cases¹ that have caused unrest as a result of verdict(s) have been:

January 1, 2009: Oscar Grant III, a 23-year-old African American, was fatally shot by BART Police officer Johannes Mehserle in Oakland, California, United States, in the early morning hours of New Year's Day 2009. Mehserle was found guilty of involuntary manslaughter and not guilty of second-degree murder and voluntary manslaughter. Mehserle was sentenced to two years, minus time served. He served his time in the Los Angeles County Jail protective custody, occupying

a private cell for his own safety.

February 26, 2012: Trayvon Martin, a 17-year-old African American from Miami Gardens, Florida was fatally shot by George Zimmerman, a neighborhood watch volunteer, in Sanford, Florida. Zimmerman was found not guilty on the charge of second degree murder and acquitted of all charges brought against himself.

August 9, 2014: The shooting of Michael Brown occurred on August 9, 2014, in Ferguson, Missouri, a suburb of St. Louis. Brown, an 18-year-old African American, was fatally shot by Darren Wilson, 28, a white Ferguson police officer. On November 24, 2014, it was announced that the St. Louis County grand jury decided not to indict Wilson. On March 4, 2015, the U. S. Department of Justice cleared Wilson of civil rights violations in the shooting.

As a result of recent judicial verdicts, many individuals decided to demonstrate their anger and discontent in peaceful protest as well as violent demonstrations. The

“Nonviolent student activism is important because it displays a sense of maturity.”

cause for action and change has fueled the spirits of community members that witnessed the racial discrimination and police misconduct, as well as a younger demographic—college students.

The acts of police brutally affect the college student demographic more specifically because many of the victims are around the age of the average college student. For the university community, the victims of police violence and misconduct are not strangers; these victims represent the students, their friends, and their loved ones who could become the next victim of unlawful and unjust actions.

The University of Tennessee, Knoxville student community demonstrated their frustrations with recent actions in our nation's police system through peaceful protest, silent marches, and discussion forums. Student organizations, such as the National Association for the Advancement of Colored People and the Black Central Programming Committee, as well as the Commission for Blacks collaborated to create programs and events that demonstrate the undergraduate perception



In Picture: Kaylyn Harris speaking at the Multicultural Welcome Reception at the Black Cultural Center on August 28, 2014.

Retention of African Americans in Knoxville Initiative Workshop

and experience of recent police brutality across our nation. These organizations have sponsored and coordinated programming such as Ferguson Report Back, the Market Square March, the A Dialogue About the Michael Brown Verdict discussion, and a public student protest staged on Cumberland Avenue. The audience and participants of these programs and events included various racial, ethnic, and age demographics, displaying the all-inclusive beauty of diversity upon our university campus. The demonstrations did not result in any form of unruly or disrespectful actions on the parts of the student, faculty, or police—each party remained peaceful and respectful during the proceedings.

Although the verdicts of the court cases and police actions have been troubling, I believe that these events have led to a thirst for education and fueled activism within the young adult public, specifically within the college demographic. The college community is propelled to openly engage and show discontent with policies and procedures in healthy and peaceful ways. Nonviolent student activism is important because it displays a sense of maturity and shows others that student voices are important and strong. The results of student activism have resulted in an understanding and educational experience for our students, and the Knoxville community as well.

1. There are many other police brutality cases and victims that remain unsettled, and/or undocumented within the Judicial System.

The author, Kaylyn Harris, is an undergraduate student majoring in Advertising and Public Relations at UT. She is a member of the Commission for Blacks and Political Actions Charperson of the NAACP.

The Retention of African Americans in Knoxville Initiative Workshop is part of a multi-stage initiative by the Commission for Blacks.

The CFB hosted a panel luncheon in November 2013, entitled “Engaging Your Community: Retention of African Americans in Knoxville”. During this panel, Knoxville Mayor Madeline Rogero, Knoxville Area Urban League President Phyllis Nichols, UT Vice Chancellor for Diversity Rickey Hall, and Community Development Leader Buzz Goss laid the groundwork in identifying barriers to the retention of diverse young professionals.

The majority of our evaluations from the Fall 2013 event called for a hands-on, solutions-oriented workshop to follow up to this panel discussion. The commission led the planning efforts, but met

regularly with a planning team. The planning team included three community members; Rev. Dr. John Butler, the president of the Knoxville’s NAACP chapter; Avice Reid, Executive Directory of the Knoxville Police Advisory and Review Committee for the City of Knoxville and facilitator with Leadership Knoxville; and JoAnne Lavendar, CEO of Leadership by Design a management consulting firm and facilitator with Leadership Knoxville. Our planning team also included staff members from UT’s Knoxville campus and the UT System.

The November 2014 workshop had just over 80 pre-registered participants and saw roughly 60 attendees at the workshop. Attendees pre-selected their topics of interest and discussed these topics during small-group



In Picture: Participants engaged in discussion at the Retention of African-Americans in Knoxville Initiative Workshop at the Black Cultural Center on November 8, 2014

EVENTS & PROGRAMS

workshop sessions. During the luncheon provided by the Austin East Catering program, participants reported solutions back to the large group.

Fifty-four solutions were generated during the workshop and through the process of digitization and analysis, a total of eight final solutions were generated. Each solution addresses multiple barriers, suggests implementation tactics, and provides methods of measuring success.

These solutions provide a multi-year strategic plan for the commission to focus programming and financial efforts. The final plan will be distributed in the coming months to workshop participants, local government and civic organizations, and made publicly available on the CFB website.

Collaborators for Change: Best Practices in Diversity and Inclusion Summit

The Vice Chancellor for Diversity kicked off the academic year with an exciting summit for members of diversity councils and commissions, entitled “Collaborators for Change: Best Practices in Diversity and Inclusion” on September 12, 2014. The purpose of the inaugural summit was to bring together diversity advocates across campus to explore and share best practices for forming and sustaining a diversity council within colleges and units.

The Collaborators for Change: Best Practices in Diversity and Inclusion summit was intended for current members of University of Tennessee diversity councils and commissions, as well as for members of UT units in the process of forming a diversity council or commission.

The summit was a half-day event, but carried a full agenda with five sessions. The keynote speaker, Dr. Jason Laker, is a professor in the Department of Counselor Education and Doctoral Program in Educational Leadership at San Jose State University in California. He has taught courses and spoken extensively about issues of identity and diversity, especially related to gender. In addition to his exciting keynote, Dr. Laker also facilitated a best practices sharing session with summit attendees.

The commission’s co-chair Lili’a Uili Neville presented the “Nuts and Bolts of Starting Your Own Diversity Council” with former Council for Diversity and Interculturalism co-chair Tyvi Small. Ms. Neville and Mr. Small discussed finding support to establish a council or commission, recruiting members, council & commission operations, developing sustainable leadership models, setting goals, and building trust. Following the discussion, Ms. Neville and Mr. Small facilitated small group hands-on work and discussions.

In addition to presenting at the summit, Ms. Neville also chaired the 2014 planning team for the summit and is currently serving on the planning team for the upcoming 2015 summit.

The commission eagerly looks forward to the 2015 summit, Collaborators for Change: Ideas into Practice scheduled for September 25, 2015. For more information and the call for proposals, visit diversity.utk.edu/events/summit.



Dr. Jason Laker delivering the keynote speech at the Collaborators for Change: Best Practices in Diversity and Inclusion Summit at the UT Student Health Building on September 12, 2014

African-American Trailblazer Series 2014-2015

This year marked the inaugural year of the Trailblazer Series. This annual speaking series was created to promote and honor African Americans who are affiliated with the University of Tennessee. These individuals are trailblazers in their field and have been instrumental in advancing civil rights, diversity, and inclusion.

Opening the 2014-2015 series on October 22, 2014, Theotis Robinson Jr., former Vice President of Equity and Diversity of the University of Tennessee System and the first African American undergraduate student at UT, spoke about his arduous efforts to desegregate the University of Tennessee and his experiences as the first African American undergraduate student at UT.

Rita Sanders Geier, former Associate to the Chancellor and former Senior Fellow at the Howard Baker Jr. Center for Public Policy, participated as the second speaker in the series on November 7, 2014 and spoke on her involvement in the desegregation of the University of Tennessee Higher Education system and the 2001 Geier consent decree. Ms. Geier was directly involved in creating an environment where African Americans and other minorities have access to an equal system of education in Tennessee.

Dr. Mark Dean was scheduled to speak during Black History Month, but his event was rescheduled to April 7, 2015 due to inclement weather. Dr. Mark Dean, John Fisher Distinguished Professor in the Department of Electrical Engineering and Computer Science and the first African American IBM

Fellow, discussed his achievements with IBM in inventing the first personal computer, his strategies and personal philosophies for success, and his experiences growing up in Jefferson City during an era of racial segregation.

Ms. Valisia LeKae, alumnae, actress, singer, and ovarian cancer survivor and activist, spoke on March 26, 2015 about her accomplishments as a Grammy and Tony nominated actress and her work in *Motown the Musical*. Her experiences on Broadway and as an ovarian cancer survivor helped our students learn about the tenacity and obstacles necessary to reach Ms. LeKae's level of success.

Mr. Hallerin Hilton Hill moderated the Trailblazer Series in 2014-2015. He conducted an interview-style speaking event with our honorees and facilitated Q&A sessions with the audience members and the honorees. Mr. Hill is a talk radio host on NewsTalk 98.7 WOKI Knoxville and a television talk show host of Anything is Possible on WBIR-TV in Knoxville.

The 2014-2015 series was awarded the Ready for the World Initiative grant. The series serves multiple student learning objectives to help create internationally and interculturally competent students, as well as provides intercultural awareness and curricular transformation through the partnership with The Volunteer Channel. This series was also supported by the Office of the Vice Chancellor for Diversity, the Departments of Psychology and Theatre, the College of Law, and the College of Engineering.

The 2015-2016 series will feature Dr. Michael Nettles. Dr. Nettles is Senior Vice President and Edmund W. Gordon Chair of the Policy Evaluation and Research Center at Educational Testing Service (ETS). In August 2014, President Obama appointed Dr. Nettles to the President's Advisory Commission on Educational Excellence for African Americans. Dr. Michael Nettles graduated in 1976 from UT with a degree in political science.

The series continues with Anne Holt Blackburn, a three-time Emmy Award winning journalist and recipient of the George Foster Peabody Award for the investigative documentary "Under the Influence." Dr. Blackburn graduated from UT in 1973 with a BS in broadcasting and today is the lead news anchor for WKRN-TV in Nashville, Tennessee.

The third speaker of the 2015-2016 series will be Dr. Cynthia Griggs Fleming. A distinguished historian of the civil rights movement, Fleming is the author of three books and the founding co-editor of the book series, Civil Rights and the Struggle for Black Equality in the Twentieth Century. In 1982, Dr. Fleming joined UT's history faculty as one of the first two black women faculty members in the College of Arts and Sciences. Fleming retired in 2014 after 32 years of service.

Detail information on the upcoming events of the Trailblazer Series and speaker biographies will be available on the Trailblazer Series website <http://trailblazer.utk.edu>.

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In Pictures: Speakers featured at the 2014-2015 Trailblazer Series. Mr. Theotis Robinson Jr. (top left), Ms. Rita Sanders Geier (top right), Ms. Valisia LeKae (middle left), Dr. Mark Dean (middle right), event moderator Mr. Hallerin Hilton Hill (bottom left) and CFB's Community Outreach and PR Sub-Committee Chair Tara Davis presenting plaques at the final event of the 2014-2015 Trailblazer Series (bottom right).

AWARDS & RECOGNITIONS

The commission gives the following awards at the annual Chancellor's Honors Banquet.

Hardy Liston Jr. Symbol of Hope Award: Mr. Eric Stokes



Eric Stokes is a committed and passionate diversity leader. As senior assistant director in the Office of Undergraduate Admissions and program director for the UT LEAD Summer Institute, Stokes is focused on recruiting, enrolling, and retaining a diverse freshman class.

But his commitment extends well beyond the admissions office. Stokes works with the Knoxville Area Urban League's National Achievers Society, Project Grad Knoxville, the Public Education Foundation in Chattanooga, Gear UP statewide, and other college readiness programs for students from underrepresented communities.

His nominator said, "His stellar leadership and constant efforts to motivate students to form their own thoughts about social issues and expose students to cultural experiences outside of the norm have undoubtedly helped our Volunteer community."

Gene Mitchell Gray Pioneer Award: Summer Lead Institute Action Committee



The Summer Lead Institute Action Committee, often known as simply "the committee," is committed to access, advocacy, and proper representation of underrepresented students. The committee is composed of seniors Rilwan Balogun, Kamille Cheatham, Kierra Richmond, Christopher Smith, and Laquesha Wilson. It was formed last fall to engage with campus administration to help preserve UT's Summer Lead Institute.

The group's nominator said, "Words cannot describe how proud I am of Rilwan, Kamille, Kierra, Christopher, and Laquesha. They have truly been exemplary student leaders and pioneers to help make UT a better place for all."

Summer Lead Action Committee: Rilwan Balogun (top left), Kamille Cheatham (top right), Kierra Richmond (middle left), Christopher Smith (middle right), and Laquesha Wilson (bottom left)

AWARDS & RECOGNITIONS

The commission desires to highlight the scholarship of Black and African American faculty, and research that impacts African American and Blacks in our society. The commission nominated the following professors to be honored as Quest Scholars by the Office of Research and Engagement.

**Quest Scholar:
Dr. Courtney Wright**



Dr. Courtney Wright's research program examines relational communication and conflict. In instructional settings, she investigates difficult student-teacher interactions, with special attention to academic disappointment and the factors that influence how undergraduates communicate with instructors about grades.

Most recently Dr. Wright received the top paper award at the Instructional Development Division of the Southern States Communication Association (SSCA) for her paper "Examining the silence of academic disappointment: A typology of students' reasons for not discussing disappointing grades with instructors". The paper appeared in the Journal of the Scholarship of Teaching and Learning.

Dr. Wright also received the 2013 Faculty Research Award from the College of Communication and Information and a 2013-2014 Southeastern Conference Faculty Travel Grant to collaborate with a colleague at Louisiana State University on research examining social cognition and teasing.

**Quest Scholar:
Dr. Bertin Louis**



Dr. Bertin Louis, assistant professor of anthropology and Africana studies, examines the growth of Protestant forms of Christianity among Haitians transnationally. He also studies stateless Bahamians of Haitian Descent.

In December 2014, Louis' book *My Soul is in Haiti: Protestantism in the Haitian Diaspora of the Bahamas* (2014) was published by the nationally recognized NYU Press. In this book, Louis combined his multi-site five-year ethnographic research in the US, Haiti, and the Bahamas with a transnational framework to analyze why Protestantism has appealed to the Haitian diaspora community in the Bahamas. His book illustrates how devout Haitian Protestant migrants use their religious identities to ground themselves in a place that is hostile to them as migrants, and it also uncovers how their religious faith ties in to their belief in the need to "save" their homeland, as they re-imagine Haiti politically and morally as a Protestant Christian nation.

Louis has received a 2013 Southeastern Conference Faculty Travel Grant and was a 2012 American Anthropological Association Leadership Fellow.

**Quest Scholar:
Dr. Derek Alderman**



Dr. Derek H. Alderman, professor of Geography, is a cultural and historical geographer who examines the racial struggles that underlie public memory, heritage tourism, and place naming in the southeastern United States. Much of his work focuses on the memory-work, commemorative activism, and place-making efforts of African Americans as they assert their right to belong, remember the past on their own terms, and shape cultural landscapes. He is perhaps best known for advancing scholarly and lay understanding of memorials to the Civil Rights Movement, particularly the politics of naming streets after Martin Luther King, Jr.

In April of 2014, Alderman received the Media Achievement Award by the Association of American Geographers for exceptional and outstanding accomplishments in publicizing geographical insights through media outreach and public engagement. He is founder and co-coordinator of the interdisciplinary research initiative called RESET (Race, Ethnicity, and Social Equity in Tourism) to examine the changing and contested ways that slavery is remembered at southern plantation museums.



OFFICE OF THE VICE CHANCELLOR
FOR DIVERSITY

Commission for Blacks
The University of Tennessee
1840 Melrose Avenue
Knoxville, TN 37996-3560



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African-American Hall of Fame Induction Ceremony on October 11, 2014 2014 INDUCTEE DR. MARVA RUDOLPH



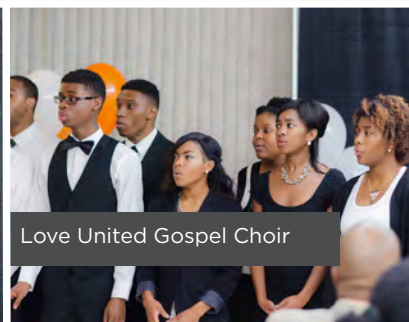
Vice Chancellor Rickey Hall



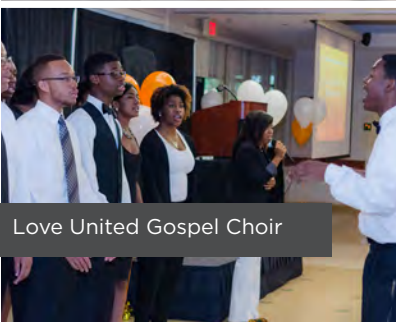
(L to R) Provost Martin, Johnnie Rudolph, Janna Rudolph, Marcus Rudolph, Chancellor Cheek



MSL Director Tanisha Jenkins



Love United Gospel Choir



Love United Gospel Choir



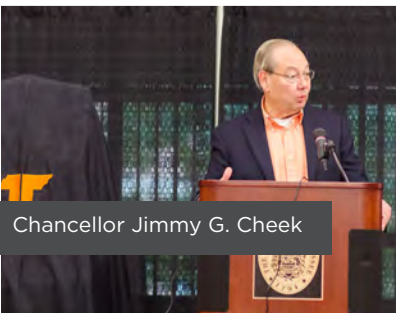
CFB Co-chair Lili'a Uili Neville



The Rudolph family & friends



(L to R) Janna Rudolph, Marcus Rudolph, Johnnie Rudolph



Chancellor Jimmy G. Cheek



The Rudolph family



(L to R) Vice Chancellor Hall, Tanisha Jenkins, Lili'a Neville



The Rudolph family & friends