Work Group 8: New Program Development, Race and Social Justice

The primary goal of this workgroup is to develop a strategic plan of action (a) to recommend proposals for consideration and approval to the respective undergraduate, graduate, and law school curriculum committees and councils and (b) to review requests for programming within the context of existing academic programs focused on race and social justice to determine need and avoid duplication.
Work Group Membership

**Work Group Leads**
- Dr. Randy G. Floyd, Professor and Chair, Department of Psychology
- Dr. Andre E. Johnson, Associate Professor of Rhetoric and Media Studies, Department of Communication and Film
- Dr. Ladrica C. Menson-Furr, Associate Professor, English, and Director of African and African American Studies

**Work Group Contributors**
- Dr. Will Adams, Staff Psychologist, Counseling Center
- Nathaniel Ball, Media and Programs Coordinator, Hooks Institute for Social Change
- Dr. Carol Danehower, Associate Professor, Department of Management and Chair, University Undergraduate Council
- Dr. Will Duffy, Associate Professor, English
- Terri Lee Freeman, President, National Civil Rights Museum
- Dr. Joanne Gikas, Associate Dean, College of Professional & Liberal Studies
- Dr. Matt Haught, Assistant Chair and Associate Professor, Department Of Journalism and Strategic Media
- Dr. Robin Poston, Professor, Department of Business Information and Technology, and Dean of the Graduate School
- Dr. Ron Serino, Instructor, College of Professional & Liberal Studies
- Dr. Maurice Williams, Associate Director, Institute on Disability TigerLIFE (Learning Independence, Fostering Employment & Education)
- Danesha Winfrey, College Academic Advisor, College of Professional & Liberal Studies
Race and Ethnicity of UofM Students

- **White**: 47%
- **Black**: 35%
- **Not US Citizen**: 4%
- **Not Specified**: 4%
- **Alaskan Native**: 2%
- **American Indian**: 1%
- **Asian**: 7%
- **Hispanic**: 4%
- **Multi Race**: 1%
- **Native Hawaiian or Pacific Isl**: 2%

**Pie Chart Representation**

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- Black: 35%
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Recommendations

• **Conduct a systematic review of existing programming** addressing racism and social justice at the University of Memphis and its peer institutions.

• **Consider new programming** that targets the root causes and maintenance of racism, promotes social justice, is economically sustainable, and functions with loose constraints associated with university-based structures.

• **Refine the curriculum development and review processes** to ensure attention is paid to efforts to eradicate racism, enhance inclusion and representation, and promote social justice.
Goal 1: Develop a strategic plan of action to recommend proposals for consideration and approval to the respective undergraduate, graduate, and law school curriculum committees and councils

- Strategy 1: Determine what existing undergraduate and graduate courses, majors, minors, concentrations, programs, and certificates address systemic racism and promote social justice initiatives at the University of Memphis
- Strategy 2: Determine what undergraduate and graduate courses, majors, minors, concentrations, programs, and certificates address systemic racism and promote social justice initiatives at peer institutions
- Strategy 3: Recommend proposals for undergraduate and graduate majors, minors, concentrations, programs, and certificates that address systemic racism and promote social justice initiatives and methods to sustain these programs
Goal 2: Develop a strategic plan of action to review requests for programming within the context of existing academic programs focused on race and social justice to determine need and avoid duplication

• Strategy 1: Ensure that proposal guidelines for new courses, majors, minors, concentrations, programs, and certificates address the goals of eradicating racism and social justice.

• Strategy 2: Ensure that the processes for reviewing and approving new undergraduate and graduate courses includes consideration of race and social justice.

• Strategy 3: Ensure that the processes for reviewing and approving new undergraduate majors, minors, and concentrations as well as graduate programs, concentrations, and certificates includes consideration of race and social justice.