

## Clarence L. Vaughn, III



Clarence L. Vaughn, III, is the director of the Office of Diversity and Community Relations in the Haslam College of Business, at the University of Tennessee, Knoxville. His previous professional roles include serving as executive director of the police advisory and review committee for the City of Knoxville, director of diversity and inclusion for US Bank Corporation and several other management positions in the banking and credit industry. His community involvement includes serving as a board member at large for the National Association of Civilian Oversight for Law Enforcement, board treasurer for the United Way of Greater Knoxville and chair emeritus of the Martin Luther King, Jr. Commemorative

Commission, along with several other community organization boards.

Vaughn has achieved many honors and received recognition for his achievements. Among these are being a flagship program class member of Leadership Knoxville in 2020 and becoming a City of Knoxville ambassador and a practitioner of oversight certified by the National Association for Civilian Oversight of Law Enforcement, both in 2018. In 2017, he was recognized with inclusion on the Greater Knoxville Business Journal's 40 under 40 Leaders list. Also in 2017, Vaughn graduated from the Citizens Academies of the Federal Bureau of Investigation, the Tennessee Bureau of Investigation, the Knox County District Attorney General's Office and the Knoxville Police Department. He holds an MBA in organizational management from Syracuse University, a bachelor's in business management from Florida A & M and an associate's in business management from Tallahassee Community College. Clarence and his wife Syreeta reside in northwest Knoxville along with their children Nia (age 11), Jada (age 7) and Zya (10 months).

However, as director of the Office of Diversity and Community Relations for the Haslam College of Business at the University of Tennessee, Vaughn provides strategic leadership in creating an integrated vision and shared responsibility for facilitating the college's diversity goals and for fostering and supporting a campus culture that respects and appreciates individual differences. Through collaboration with offices across the college and university, he will advance diversity and inclusion in the university's research and educational missions, creating a welcoming environment for students, faculty and staff. Currently the Haslam College of Business has a total undergraduate and graduate student enrollment of 5,134 with minority students comprising 19 percent of this total. Among the programs and strategies utilized by Mr. Vaughn to recruit, attract and retain the brightest students to the University of Tennessee's College of Business, particularly students of color are as follows:

### **BUSINESS EDUCATION FOR TALANTED STUDENTS (BETS)**

BETS is a program designed to introduce rising high school seniors from diverse backgrounds to the various fields of business. The program is open to underrepresented students, first-generation college students, and students on free or reduced lunch. Students must be entering the 12th grade with a GPA of 3.0 or better. Students participate in the preparation and presentation of a team project and interact with diverse professionals from business and government. There is no cost to attend the program. Students selected to participate in the BETS program receive all materials, books, and supplies covered by the Office of Diversity and Community Relations.

### **ACCOUNTING AND INFORMATION MANAGEMENT ACADEMY (AIM ACADEMY)**

AIM Academy is a program designed to help students explore accounting and careers in accounting. The program is open to under-represented students, first generation college students, and students on free or reduced lunch. Applicants should be entering the 11th grade with an interest in accounting and a GPA of

3.0 or better. Participants interact with diverse professionals from business and government. There is no cost to attend the program. Students selected to participate in AIM Academy receive all program materials, books, and supplies covered by the Office of Diversity and Community Relations.

### **Women Empowered through Business (WEB Institute)**

The WEB Institute is a program designated to introduce young women from diverse backgrounds to the field of business. The program is open to all female high school sophomores. Applicants should be entering 11th grade with an interest in business and a GPA of 3.0 or better. Participants interact with diverse professionals from business and government. There is no cost to attend the program. Students selected to participate in the WEB Institute receive all program materials, books and supplies covered by the Office of Diversity and Community Relations.

### **COMMUNITY OUTREACH**

Through the Office of Diversity and Community Relations, Clarence Vaughn has forged valuable community outreach partnerships with organizations throughout the State of Tennessee to inform and promote the advantages and benefits of the Haslam College of Business, to students, parents, business and industry. Chief among the community outreach initiatives implemented by Clarence Vaughn and the Office of Diversity and Community Relations are:

#### **Diversity Connections Program**

Through its Diversity Connections Program, the Haslam College of Business is teaming up with industry leaders to educate the business talent of tomorrow. Organizations that support our students through internships and project assignments find their involvement is mutually beneficial. While our students gain access to state-of-the-art technology, challenging programs, experienced faculty and need-based scholarships, corporate involvement benefits the corporations as much as it does our students. Corporations that support the Haslam College of Business are often eligible for tax deductions. They gain access to the best and brightest college students and visible recognition in the Haslam Business Building. Our corporate partners include: The Boeing Company; Dixon Hughes Goodman; Deloitte; Enterprise Holdings; EY; KPMG; McCormick & Company, Inc.; Pricewaterhouse Cooper; PepsiCo, Inc.; Scripps Networks Interactive; Caterpillar, Inc.; LBMC; • Target; Eastman Chemical. Through sustained partnerships with business and industry, the Office of Diversity & Community Relations can change the lives of deserving students.

#### **Education College Access Program (ECAP)**

The Office of Diversity and Community Relations sponsors and Early College Awareness Program (ECAP), a partnership with Project Grad Knoxville, Multicultural Student Life, and the UTK Office of Undergraduate Admissions. The purpose of this program is to expose elementary school students and their parents to college. Undergraduate business students host workshops for the student and a question-and-answer session for the parents.

#### **Knoxville Area Urban League (KAUL) Partnership**

The Haslam College of Business has partnered with the Knoxville Area Urban League's "National Achievers" program that targets high school students demonstrating academic strength. As a part of this initiative, students are brought to the UT campus for career workshops, exposing them to the different majors and career opportunities that can be pursued at UT. The first event was fall 2006, and future events are planned that also will draw from Urban League programs in Chattanooga, Nashville and Memphis.

#### **School Partnerships**

The Office of Diversity and Community Relations has partnered with more than 20 inner-city high schools throughout the State of Tennessee to promote specific business disciplines to students desiring to learn more about business topics. Austin-East Magnet High School is included in the high schools partnering with the UT College of Business.

#### **Teaching to Eliminate Negative Stereotypes through Education (T.E.N.S.E. Summit)**

The Haslam College of Business, the UTK Office of Undergraduate Admissions, and the Office of the Vice Chancellor for Diversity and Inclusion supports the T.E.N.S.E Summit. The T.E.N.S.E. Summit is geared toward youth and young adults between the ages of 12-17 and 18-32 who are committed to making positive changes in themselves and their community through education, music, and style. The summit features breakout sessions addressing these areas.

### **Teen Summit and Black Issues Conference**

In partnership with the Knoxville Area Urban League, our office is a sponsor of the Teen Summit and Black Issues Conference. The Teen Summit event is held in conjunction with the Black Issues Conference which immerses young people in a college setting to a unique educational and development experience, focused on important skills for success in college, work and life. While youth participants learn to navigate the college experience, adults participating in the Black Issues Conference are provided with structured professional development and skill building workshops.

The Haslam College of Business at the University of Tennessee, Knoxville is currently ranked 39<sup>th</sup> among the Best Public Business Schools in America and is poised to rank even higher. Given the depth and breadth of partnerships and programs implemented by the Office of Diversity of Community Relations, which continues to benefit and serve hundreds of students, particularly women and students of color, to earn a quality education at a nationally ranked university. It is because of the outstanding educational and community services that Clarence Vaughn renders to enhance the diversity, inclusion and education value of students attending the Haslam College of Business, that the Beta Theta Boule' is honored to present him the "**Fatherhood Excellence Award**" for 2021.