The University of Tennesseee

2006-2007 Diversity Plan

College/Dept. Adult Student Services

Goal One: Create and sustain a welcoming, supportive and inclusive campus climate.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Ensure that all departments within the Division provide programs and services that reflect the needs and interests of a diverse student population	1) Offer workshops in collaboration w/Counseling Services, BCC, Disability Services, Libraries and others, to assist under-represented adult students with academic coping skills, intercultural/global awareness, library research, etc.	Fall 2006	Director	Assess/evaluate all programs to include learning outcomes; results will determine implementation of future programs/services
	2) Distribute information about ASSC to targeted faculty and staff who can refer adult/re-entry students from under-represented populations to services and assistance provided by the ASSC.	Fall 2006	Director	Baseline data collected to determine number of referrals

Goal Two: Attract and retain greater numbers of individuals from under-represented populations into faculty, staff, and administrative positions (particularly department heads, directors, deans, and vice chancellors).

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks

Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support University efforts to attract students from historically under-represented populations and international students	Collaborate with local employers and corporations to inform their employees from under-represented populations about educational opportunities at the University of Tennessee.	Fall 2006	Director	Baseline data collected on numbers of students who are contacted and matriculate

Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and globally.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support the educational and service missions of the University through relationships with diverse communities in Tennessee and globally	Continue membership in organizations such as the East TN College Alliance, the Knox County Council on Aging, and others which work w/and advocate for diverse populations.	Fall 2006	Director	Develop baseline data regarding partnership initiatives
	Establish new partnerships with community and other off campus organizations (Urban League, etc.) which serve under-represented populations.	Fall 2006	Director	Develop baseline data regarding new partnerships

Goal Five: Ensure that curricular requirements include significant intercultural perspectives.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support the provision of intercultural perspectives in the curriculum of the University	1) Incorporate information regarding intercultural academic perspectives into adult student orientations	Fall 2006	Director	1) Learning outcomes of participants (related to information at orientation) assessed at pre-determined intervals
	2) Inform adult students about intercultural and multicultural campus opportunities via the listserv and newsletter	Fall 2006	Director	2) Develop benchmark data to determine participation levels in intercultural programs and related learning outcomes

Goal Six: Prepare graduate students to become teachers and researchers in a diverse world.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Equip graduate assistants and practicum students with information and experience that will help them work with diverse populations	Ensure that the ASSC Graduate Assistant and future practicum students attend and participate in all possible programs/ workshops/seminars related to diversity	Fall 2006	Director	Baseline data collected on number of events attended, and assessment of learning outcomes conducted