

**The University of Tennessee  
Diversity Plan**

College/Dept. College of Architecture & Design

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

Objectives	Strategies/Tactics	Date	Responsible Party	Benchmarks
Provide a climate in the College of Architecture and Design that embraces programs of diversity for students, faculty, staff, and other parties (alumni, the general public, and parents).	Invite minority architects and interior designers to speak in the Robert B. Church III Memorial Lecture Series attended by faculty, staff, students, alumni, and the general public.	Fall 2006	Lectures & Exhibits Committee	Compare the fall and spring lecture lists each year.
	Install a media board that will provide a College calendar for students, parents, alumni, and other visitors. (Cultural celebrations and national heritage months will be included.)	Spring 2006	Faculty member and Director of Development	Monitor the media board to make sure ethnic celebrations are included on the calendar and ensure that updates are done on a regular basis.
	Provide a peer-mentoring program for all incoming undergraduate students.	Existing effort	Director of Student Services	Monitor the program and provide social opportunities and recognition.
	Provide an open house for potential graduate student applicants and target applicants from under-represented populations.	Existing effort	Acting Assistant Dean	Monitor the number of applicants from under-represented populations.
	Discuss the importance cultural and international opportunities that are available to them at orientation sessions for graduate and undergraduate students.	Existing effort	Acting Assistant Dean/ Director of Student Programs	Track numbers of students from under-represented populations attending the orientation sessions and monitor the materials used for updates.
	Emphasize College participation in all events with the Knoxville Area Urban League for National Achievers.	Existing effort	Acting Assistant Dean	Monitor number of events and number of faculty, staff, and students participating.
	Have College representatives on the Global Advisory Committee for Ready for the World Initiatives and on the Diversity Experience Workshop University	Existing effort	Acting Assistant Dean/ Director of Student Services	Check committee membership yearly.

**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	Strategies/Tactics	Date	Responsible Party	Benchmarks
<p>Increase number of individuals from under-represented populations for faculty, staff and administrative positions.</p> <p>Develop mentor programs and career advancement opportunities for all faculty, staff, and administration.</p>	<p>Develop search strategies to focus on hiring minority faculty members. Encourage former minority temporary faculty to apply for tenure-track positions.</p>	<p>Fall 2006 - Fall 2008</p>	<p>Search Committee</p>	<p>Compare demographics of faculty prospects and hires from year to year.</p>
	<p>Develop search strategies for upcoming searches to hire female faculty and administrators.</p>	<p>Fall 2006 - Fall 2008</p>	<p>Search Committee</p>	<p>Compare demographics of faculty and administration prospects and hires from year to year.</p>
	<p>Implement a Faculty Mentoring Program for new hires and proactively follow Office of Equity and Diversity guidelines when hiring or dealing with turnover.</p>	<p>Existing effort</p>	<p>Dean/ Acting Assistant Dean</p>	<p>Document efforts to recruit under-represented populations for faculty, staff, and administrative positions using the Office of Equity and Diversity guidelines.</p>
	<p>Provide funding for staff and administrative personnel (those from under-represented populations included) to attend workshops and conferences to promote their development and retention.</p>	<p>Existing effort</p>	<p>Dean</p>	<p>Monitor number of staff and administrative personnel involved in workshops, conferences, etc. Track retention percentages of those currently in under-represented groups.</p>
	<p>Provide resources and opportunities for faculty development in areas of research and teaching, including seed funding, travel, and release time.</p>	<p>Existing effort</p>	<p>Dean/ Faculty</p>	<p>Compare participation from year to year.</p>
	<p>Establish a formal faculty development leave program.</p>	<p>Fall 2006</p>	<p>Dean/ Faculty</p>	<p>Track the number of faculty that submit sabbatical proposals and compare how many that are granted on a yearly basis.</p>
	<p>Provide workshops on grant opportunities and proposal writing.</p>	<p>Fall 2006</p>	<p>Dean/ Staff</p>	<p>Monitor number of participants that attend the workshops.</p>

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

Objectives	Strategies/Tactics	Date	Responsible Party	Benchmarks
Admit a diverse class of students taking into consideration their ethnic background, gender, geographic location, and socio-economic background. Provide services and support to all students. Additional services are available for international students and for students of under-represented populations.	Provide support for the advisor and students of the National Organization of Minority Architecture Students (NOMAS).	Continuing effort	Faculty advisor/ staff	Monitor organization and review chapter report yearly.
	Increase the amount of scholarship money for undergraduate under-represented populations.	Spring 2007	Development Director	Monitor the increase in undergraduate minority scholarships (currently \$7,000) and progress to reaching the \$12,000 goal.
	Establish a graduate scholarship for under-represented populations.	Spring 2007	Development Director	Offer scholarship to an incoming student for fall 2007.
	Students from under-represented populations will receive a second holistic consideration to be admitted to our program.	Spring 2007	Admissions Committee	Analyze the percentage of applicants from under-represented populations that are accepted each year.
	Collaborate with the College of Engineering in their Pre-College Summer Engineering Diversity Program.	Existing effort	Faculty/ Director of Student Services	Review efforts with the College of Engineering.
	Establish a Summer Design Camp. The week-long residence design camp will be available to rising 9th, 10th, and 11th-grade students. The College will seek funds to cover tuition for qualifying under-represented populations.	Summer 2007	Dean/ Director of Student Services	Review learning outcomes for students that attend the camp.
	Provide each prospective undergraduate or graduate student with an individual campus visit and tour of the Art + Architecture Building.	Existing effort	College Recruiter/ Director of Student Services/ Acting Assistant Dean	Monitor number of prospective students (including those from under-represented populations) that participate in visits and tours.
	Participate in all university recruitment events sponsored by Admissions Office (Sneak Peek, Jump, etc.)	Existing effort	College Recruiter/ Director of Student Services	Track the number of students that visit the College display in interest of applying as an architecture and interior design major.
	Attend the University recruitment events in Memphis and Nashville high schools that have a high percentage of students from under-represented populations.	Existing effort	College Recruiter	Monitor the admissions list of applicants from these high schools and how many are admitted yearly.
	Provide social functions hosted by the Dean and his wife at their home for under-represented populations.	Existing effort	Dean	Follow-up each semester on how many attend each event.

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

Objectives	Strategies/Tactics	Date	Responsible Party	Benchmarks
<p>Develop new and strengthen existing partnerships with local, regional, national, and international partners. Provide education and outreach for students and faculty. Extend classrooms into the communities by introducing design careers to under-represented populations.</p>	<p>Establish a professional elective in urban typologies. This course will investigate urban typologies in Knoxville, Chattanooga, and similarly-sized cities in the region. The intent is to analyze, document, and evaluate building data in order to make proposals addressing issues of urban revitalization. A comparative analysis of new housing and small-scale design in depressed neighborhoods will be the first phase of the course.</p>	Spring 2007	Faculty	Examine the course enrollment list each semester that it is offered.
	<p>Introduce students to design education by inviting students from Nashville area schools that have a high percentage of minority students to attend an evening event at the Nashville Civic Design Center. The program will focus on the design of Nashville and future development plans.</p>	Fall 2007	Faculty	Monitor the attendance list.
	<p>Create a Classroom/Studio in the community. Architecture students will work with high school students from Austin East and Fulton High Schools. The educational focus for the high school students will be on design communities and potential careers in architecture. The College will also collaborate with the College of Law in designing and building homes for economically deprived families. (This will be similar to the ongoing work in Chattanooga with Howard High School.)</p>	Fall 2006	Faculty	Conduct a survey to determine learning outcomes for the high school students involved.
	<p>Collaborate with universities around the globe. The College is in the process of forming partnerships with firms, organizations, and universities in China, Delft, Kassel, El Salvador, and Poland.</p>	Existing effort	Acting Assistant Dean	Examine number of college/ university partnerships with these entities and document the collaborative programs and activities.
	<p>Establish liaison efforts with the architecture program at the University of Memphis to support graduates applying for admission to the UTK College of Architecture and Design graduate program.</p>	Fall 2006	Dean/ Acting Assistant Dean	Monitor the number of applicants received from the University of Memphis.

<b>Goal Five: Ensure that curricular requirements include significant intercultural perspectives.</b>				
<b>Objectives</b>	<b>Strategies/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Provide an educational environment that ensures intercultural and international perspectives while integrating Ready for the World initiative in the College undergraduate and graduate curricula.	Re-assess the course descriptions in the curriculum to assure that global and international issues are appropriately included throughout the sequence of professional course descriptions.	Fall 2006 - Spring 2007	Chairs of undergraduate and graduate curriculum committees in Architecture and Interior Design.	Change at least 10% of the program course descriptions.
	Include curricular choices during mini-term to Hispanic, Mid-Eastern, and Asian cultures. Explore student enrollment opportunities for UT students in study abroad programs with other institutions that have architecture and interior design programs that travel to the Carribean, Central and South American, and Asian countries.	Fall 2008	Acting Assistant Dean	Compare new foreign study opportunities to trips of the past five years. Track the number of students participating in abroad programs on a yearly basis and their destinations.
	Provide learning opportunities for architecture students at the Nashville Civic Design Center.	Existing effort	Faculty	Track number of students that enrolled in an architecture studio on a yearly basis at the Center.
	Broaden course choices to include more study abroad opportunities, abroad and domestic exchanges, mini-terms, and grand tours.	Existing effort	QEP Committee	Monitor the number of students participating in each program or trip.
	Provide international study/ workshop collaborations with other universities embedded in studio courses.	Existing effort	Dean	Compare number of workshops held on a yearly basis while monitoring the opportunities provided for the different studio levels.
	Develop several new study abroad programs in non-European countries.	Fall 2008	Acting Assistant Dean	Monitor the progress of instituting study abroad choices in Non-European countries.

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

Objectives	Strategies/Tactics	Date	Responsible Party	Benchmarks
<p>Provide an education for the graduate students which prepares them for a range of job and professional opportunities in the field or related disciplines. Generally this goal has limited application for graduate students in the College of Architecture and Design as the College predominantly educates future design professionals.</p>	<p>Faculty will review and include intercultural and international content in supplemental graduate course descriptions. In particular, global practice issues will be incorporated in the professional practice coursework.</p>	<p>Fall 2005 - Spring 2007</p>	<p>Graduate Curriculum Committee</p>	<p>After completion of project, compare prior course descriptions with the new course descriptions.</p>
	<p>Revisit graduate curriculum to accommodate study abroad opportunities.</p>	<p>Spring 2007</p>	<p>Graduate Curriculum Committee</p>	<p>Look at past years of how many graduate students went abroad and check list annually. Conduct an evaluation of the trip upon their return.</p>
	<p>Establish Endowed Visiting International Professorship for the Architecture program.</p>	<p>Long Term</p>	<p>Dean</p>	<p>Review progress on a yearly basis.</p>
	<p>Invite international architects in combination with the Robert B. Church III Lecture Series for one-week workshops in the classroom.</p>	<p>Fall 2006</p>	<p>Church Lecture Committee</p>	<p>Compare lists from year to year that document what workshops were offered and how many students took advantage of the workshops.</p>
	<p>Establish an MLA program in correlation with CASNR.</p>	<p>Fall 2008</p>	<p>Acting Assistant Dean</p>	<p>Monitor the number of applicants.</p>
	<p>Provide faculty panel discussion for graduate and undergraduate students wanting to pursue a post-professional degree.</p>	<p>Fall 2007</p>	<p>Director of Student Services</p>	<p>Check the number of students that attend the discussion.</p>