

**The University of Tennessee
Diversity Plan**

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

Objectives	Strategy/Tactics	Date	Responsible Party
Maintain an open environment in intercollegiate athletics that promotes acceptance and growth with an emphasis on continually expanding diversity among all student-athletes and staff	Utilize all boards and committees relating specifically to athletics to discuss issues, raise concerns and plan actions among student-athletes and staff. Ex. Equity Task Force, Student-Athlete Advisory Committee, Minority Issues Task Force, Athletics Board	Ongoing	Faculty Athletics Representative (FAR) and Athletic Department Staff
	Continue to promote diversity training among staff members through the office of equity and diversity, disability services and other outside organizations	Ongoing	Senior Associate Athletic Directors
	Provide programs for historically under-represented populations by encouraging student-athletes and employees involvement in existing university opportunities paying specific attention to those groups	Ongoing	Designated Athletic Department Liasons
	Further develop *TEAM Enhance to aide in all aspects of a female student-athlete's life, during both their collegiate and post-collegiate careers	Ongoing	TEAM Enhance Director, Sports Medicine Staff
	Ensure regular meetings between athletics and the Office of Equity and Diversity to discuss the education and support of those student-athletes and staff leading non-traditional lifestyles	Ongoing	Athletics Department HR&OED Liasons, Office of Equity and Diversity
	Incorporate the importance of diversity and acceptance into new student-athlete classes	Fall 2008	Thornton Center Staff

*TEAM Enhance is a program developed by women's athletics aimed at educating female student-athletes about nutrition as we

Goal Two: Attract and retain greater numbers of individuals from under-represented populations into staff a

Objectives	Strategy/Tactics	Date	Responsible Party
Increase efforts to recruit historically under-represented populations as coaches and athletic administrative staff	Strengthen relationships with groups who represent and have a large number of historically under-represented populations of individuals involved in coaching and athletic administration by further developing existing relationships and creating new ones	Ongoing	Athletic Department Staff
	Document the recruitment efforts and evaluation of prospective hires from historically under-represented populations	Ongoing	Athletic Department HR & OED Liasons
	Enhance historically under-represented populations presence on staff by contacting the black coaches association, historically black conferences and NCAA intern program director	Ongoing	Athletics Directors, Assistant AD's and HR & OED Liasons
	Post job openings on websites and in arenas where qualified individuals from under-represented populations are likely to view them	Ongoing	Athletic Department HR & OED Liasons
	Follow the protocol of the Office of Equity and Diversity in candidate pool reviews and hiring practices	Ongoing	Search Committee Coordinator and Members
Foster a helpful environment that supports employee's differing needs	Create a Minority Issues Task Force and use it as a forum for discussion about any concerns minority staff members have and as a place to formulate a plan to act on those concerns	implemented	FAR Athletics Directors
	Distribute all available information about existing university groups relating to a historically under-represented employees needs	July 1, 2008	Athletic Department HR & OED Liasons
	Implement a voluntary mentoring program with existing staff members and new employees to assist in adjusting to life outside of the workplace	July 1, 2008	Athletic Directors and HR & OED Liasons

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

Objectives	Strategy/Tactics	Date	Responsible Party
Continue to exceed or remain equivalent to the percentage of historically under-represented groups in the general student body population by recruiting talented student-athletes from all nationalities and backgrounds	Continue recruitment of historically under-represented populations of student-athletes	Ongoing	Coaches
	Compare gender and ethnic make-up of the student-athlete population to the general student body population	Ongoing	Assistant Athletic Directors
	Showcase the university's various clubs, programs and facilities that accommodate students from various backgrounds during recruiting visits	Ongoing	Coaches Sport Administrators Thornton Cntr Staff
Ensure all historically under-represented members of the student-athlete population feel welcome and comfortable during their careers	Maintain historically under-represented student-athlete input through the Student Athlete Advisory Committee's (SAAC) involvement in legislative processes and department policies	Ongoing	SAAC Staff Representatives
	Utilize Student-Athlete exit interviews to gain insight into how diversity issues are perceived and what improvements can be made	Spring Graduation 2008	Sport Administrators
Improve graduation rates of teams and demographics that traditionally have low graduation rates	Continue to adhere to the *Academic Best Practices model	Ongoing	Athletic Directors Thornton Cntr Staff Coaches Student-Athletes
	Ensure appropriate use of academic orientation and use of summer credit hours for freshman student-athletes entering the summer before full-time enrollment	Ongoing	Athletic Directors Thornton Cntr Staff Coaches Student-Athletes
	Continue use and support of objective-based study hall programs	Ongoing	Athletic Directors Thornton Cntr Staff Coaches Student-Athletes

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Improve graduation rates of teams and demographics that traditionally have low graduation rates <i>cont.</i>	Utilize academic mentoring programs for academically at risk student-athletes	Ongoing	Athletic Directors Thornton Cntr Staff Coaches Student-Athletes
	Distribute extensive academic reporting to coaches and administrators using **APR program guidelines	Ongoing	Thornton Cntr Staff and Compliance Staff
	Schedule regular academic meetings between coaches and Thornton Center counselors where reports are reviewed and specific issues discussed	Ongoing	Thornton Cntr Staff, Sport Administrators and Coaches

* The Academic Best Practices Model is a plan developed by the Thornton Center that presents a set of shared goals and accountability for Tennessee's student-athletes.

** APR Program: The Academic Progress Rate Program was put in place by the NCAA to monitor academic performance and retention

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

Objectives	Strategy/Tactics	Date	Responsible Party
Explore opportunities to interact with on-campus and outside organizations representing various backgrounds, cultures and lifestyles	Educate staff members on how to respond to reputable inquiries from diverse organizations to ensure communication is consistent within the department as well as with the interested group, remaining NCAA compliant at all times	Ongoing	All Athletics Dept Staff
	Poll student-athlete and staff members interests in outside organizations that they feel would garner a strong interest or would be beneficial to the department	August 1, 2008	SAAC Leaders Sport Administrators
	Post flyers and/or make information of interest available to student-athletes and staff members concerning outside organizations and their upcoming events	January 1, 2009	Athletic Department HR & OED Liasons
	Establish a contact person with various professional groups such as NACWAA, NACDA, NCAA and Conference Offices, the Black Coaches Association, Office of Equity and Diversity etc. to help keep and staff informed of upcoming events	Ongoing	Athletic Department HR & OED Liasons

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

Objectives	Strategy/Tactics	Date	Responsible Party
N/A			

Goal Six: Prepare graduate students to become coaches and administrators in a diverse world.

Objectives	Strategy/Tactics	Date	Responsible Party
Expand graduate assistants and interns knowledge of diversity issues in the workplace and among teams	Include graduate assistants and interns in diversity training seminars	July 1, 2008	Athletic Department HR & OED Liasons
	Encourage Graduate Assistants and students to take courses addressing diversity and cultural issues	Ongoing	Supervising Staff Members

College/Dept. Athletics

Benchmarks

Document issues raised, how the issues were addressed and who addressed them

Document number, subject matter and attendance in seminars and training sessions offered to staff

Remain abreast of student-athlete involvement in university offered programs

Note adjustments made to program in response to student-athletes needs

Mark meeting dates and programs or initiatives made from issues raised in these meetings

Schedule speaker for at least one class per term

ill as mental and emotional health issues.

and administrative positions.

Benchmarks

Maintain a group of individuals to contact when job openings become available

Review number of prospective hires from historically under-represented populations

Note where and how these efforts were made as well as the number of applicants from these areas

Receive applications from multiple job posting venues

Approval of Job Search practices by the Office of Equity and Diversity

Keep meeting minutes and a record of how concerns were addressed

Maintain a group of materials available to distribute to new and existing employees

Document mentoring partnerships and get feedback on benefits and/or how to improve the program

ed populations and international

Benchmarks

Monitor ethnic make-up of student-athletes on squad lists

Document the comparison of percentages of student-athletes to those of the general student body population

Identify special interests and needs of prospective student-athletes prior to their visit and schedule accordingly

Ensure student-athlete concerns are addressed at appropriate staff meetings

Document all concerns and suggestions for improvement

See graduation rates approach those of the university's general student body's population

Document the number of hours student-athletes enroll in and successfully complete

Thornton Center Staff monitor use of this program and make changes as necessary

resented populations and international

Thornton Center Staff monitor use of this program and make changes as necessary

Distribute reports to coaches and administrators weekly

Establish a schedule agreed upon by Coach and Thornton Center counselor and schedule additional meetings as needed

r the academic success of The University of

ates of student-athletes.

Benchmarks
Maintain a working list of outside interest groups working with or that have worked with the athletics department
Create and maintain a list of common interests and locate corresponding groups
Distribute information to appropriate staff as it becomes available
Maintain a list of organization contact names and pass on any relevant information those groups distribute

Benchmarks

Benchmarks
Document number of students in attendance. Require attendance in at least one seminar or training session during each graduate students appointment
Maintain a working knowledge of courses available in this area and if any of these courses have been taken by students