

**The University of Tennessee
Diversity Plan**

College/Dept. Division of Biology

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support individual and group diversity initiatives	Provide financial support for individual and group efforts at diversity; credit faculty participation in activities in annual reviews; feature individual and collective diversity initiatives on department websites	Ongoing by FY	Dept Head	Annual expenditures on appropriate events and initiatives
Promote attendance at lectures and events	Publicize department events widely, both within and outside the department	Ongoing	Dept Head, Dir Undergrad Studies	Review dept communication efforts annually
Support interdisciplinary programs	Encourage faculty involvement (teaching and otherwise) in IDPs and Honors appropriate to framework.	Ongoing	Faculty	Number of faculty teaching qualifying courses
Training	Small group orientation, lecture/discussion on diversity (OED)	Fall Semester 2007	Dept Heads	

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
Increase pro-active recruitment policies in all searches	Consult available lists of under-represented populations for all searches; consult with OED for additional recruitment resources	Ongoing	Faculty; Diversity Committee	Minimum of one event per semester
Increase dept visibility to under-represented population	Bring in more speakers from under-represented population, e.g. from HBCU institutions	Ongoing	Seminar Committee	One or two events per semester
Work with college and university to improve spousal accommodation	This will have to be a university-wide initiative with upper administration			
Work with college and university to ensure support for women faculty (maternity, tenure track)	Association for Women in Science monthly meetings; participate, invite students, faculty and staff	Ongoing	Dept Head	



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
Diversify graduate student populations	Mailing to HBCUs: purchase mailing lists from ETS, DuBois Fellowships, Admissions Committees; give special attention to international students	Ongoing	Director of Grad Studies	Report on lists purchased or used, mailings done, fellowships awarded; report number of students contacted, interviewed, and recruited
Retain diverse graduate population	Mentoring; continuing financial support; facilitate grad student associations activities	Ongoing	Graduate Affairs Committee	Interviews; review of curriculum
Recruit under-represented populations to major	Participation in Minority Student Affairs Open House at BCC; mentoring; communication; participation in McNair program; development of outreach programs to involve high school science students and teachers from under-represented populations in science research	Ongoing	Dir of UG Studies	Report on recruitment and communication efforts
Develop relationship with HBCU by sending several speakers and collaborations	Invite HBCU faculty to present in our departments; develop reciprocity with HBCUs	Ongoing	Dept. Head Grad Recruiting Committee	number of annual visits
Develop relationships with non- U. S. universities for student recruitment	Identify key international faculty members with previous relationship to UT to encourage exchange programs	Ongoing	Dept. Head	International students recruited

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Increase diversity enhancing experiences	OB, Darwin Day	Ongoing	Faculty	Breadth of community participation
Increase faculty interactions with foreign scientists	Encourage faculty development leave abroad; encourage international collaborations; provide greater support for faculty participation in international meetings	Ongoing	Faculty, Dept Head	Number of faculty participants

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Prepare graduate students for diversity	Presentations at international conferences	Now	Dir of Grad Studies	Infusing course with diversity and OED content
Discuss diversity issues in relation to teaching	Annual workshops	Ongoing	Dept Head	Diversity panels and discussions of diversity topics; inviting speakers/trainers from OED

