

**The University of Tennessee
Diversity Plan**

College of Communication and Information

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Define	Develop a comprehensive definition of diversity for the college	05/01/07	Dean	Definition created with and by faculty and shared in a prominent way
Review	Review college policies to ensure that they foster diverse and inclusive environment.	08/01/07	Dean	Identify changes and update policies as needed
Faculty Exchange	Develop a relationship with an HBCU for faculty exchange	08/01/07	Dean	Letter of agreement signed
Programming	Partner with an HBCU for programming of symposia, lecture series, etc.	08/01/07	Associate Dean	At least one program per year scheduled
Faculty training	Encourage and, as possible, financially support faculty participation in conferences and symposia that address issues of underrepresented populations.	03/01/07	School Directors	Assess level of training and encourage more as appropriate during annual evaluations
Staff training	Encourage staff to include diversity topics in their staff training plans	03/01/07	Dean and School Directors	Assess level of training and encourage more as appropriate during annual evaluations

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
Faculty/staff recruiting	Continue to promote faculty and staff openings through media that reach diverse audiences	01/01/07	School Directors	Monitor advertising to be sure that all positions include appropriate media
Faculty/staff recruiting	Proactively identify potential candidates from diverse background for new positions	01/01/07	School Directors	Monitor recruitment plans to identify proactive outreach
Faculty/staff mentoring	Strengthen mentoring programs to meet the needs of minority faculty and staff members	01/01/06	School Directors	Assess mentoring of minority faculty and staff as part of the annual review process
New Faculty line	Seek an endowed fund to support a minority faculty line	01/01/07	Development Director	Add one funded position

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
Recruit	Actively recruit high school students from diverse backgrounds.	1/1/2007	Associate Dean	Increase above baseline enrollment
Assess	Fund a study that seeks to better understand the experiences of minority students within the college.	1/1/2007	Dean	Review summary of findings and prepare action plan as appropriate
Events	Develop on-campus multi-cultural event to encourage undecided undergraduates to consider majors and minors within the college.	8/1/2007	Associate Dean	Develop one new event
Exchange	Partner with HBCU for student exchange program	08/01/07	Associate Dean	Track participation in exchange program
Minority leadership	Encourage minority students to seek leadership positions in student clubs	01/01/07	Faculty	Increase above baseline
Student Groups	Pursue creation of groups that support students from diverse backgrounds	01/01/07	School Directors	Create one new group
Linkages	Link students to organizations that serve diverse interests both scholastically and professionally	01/01/07	School Directors	Monitor student participation in groups that serve diverse interests
Scholarships	Increase the number of scholarships (and the overall amount of money available) targeted toward students from diverse backgrounds.	01/01/07	Development Director	Increase by 10% overall

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Identify	Identify professional organization that serves diverse audiences and determine areas for cooperation with CCI	08/01/07	Director of International and Outreach Programs	Contact sheet summarizing all possible partnerships
Programming	Work with CCI faculty to develop workshops, short courses, research proposals, etc. in response to the professional organizations	05/01/08	Director of International and Outreach Programs	Prepare a minimum of 1 professional outreach program
Identify	Identify a community organizations that serves diverse audiences and determine potential areas for cooperation with CCI	08/01/07	Director of International and Outreach Programs	Contact sheet summarizing all possible partnerships
Programming	Recruit CCI faculty, staff and students to work with the community group on engagement project	05/01/08	Director of International and Outreach Programs	Prepare a minimum of 1 community outreach programs
Publicize	Publicize successful CCI professional and community engagement outcomes to organizations that serve diverse audiences	12/01/08	Information Officer	Prepare a minimum of two promotional pieces for each professional and community engagement project
Internships	Work with Tennessee minority-owned businesses to provide CCI students with community engagement internship and practicum opportunities	08/01/07	School Directors	One new partnership per year
Research	Promote faculty experience in diverse research partnerships	01/01/07	Director of Research	One new funded research project per year

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Infusion	Encourage faculty to infuse their courses with diverse perspectives.	1/1/2007	School Directors	Gather data from faculty annually and summarize infusion tactics
Partner	Partner with an HBCU to develop curricular exchange ideas and programs.	08/01/07	Dean	Track curricular and program developments
Guest Speakers	Invite guest speakers from diverse backgrounds to speak to classes	01/01/07	School Directors	Gather data from faculty annually and summarize use of guests
Guest Speakers	Invite foreign correspondents stationed in Washington DC and New York for regular one or two day visits to CCI each semester	08/01/07	Director of International and Outreach Programs	Schedule visits for the 2007-2008 school year
Guest Speakers	Invite public affairs officers of foreign embassies and institutions for regular one or two day visits to CCI each semester	08/01/07	Director of International and Outreach Programs	Schedule visits for the 2007-2008 school year
Create	Develop more communication/information study abroad programs within CCI	01/01/09	Director of International and Outreach Programs	Identify at least one new college-wide partnership
Inform	Provide a center (or clearinghouse) for information on communication and information studies abroad in the advising center	08/01/07	Director of International and Outreach Programs	Materials in place for students
Inform	Develop a Web site or portion of the CCI Web site and brochure that highlights study abroad opportunities	08/01/07	Director of International and Outreach Programs	Materials in place for students
Study abroad participation	Expand students' participation in study abroad programs	08/01/07	Director of International and Outreach Programs	Increase by 10%

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Pedagogy training	Infuse pedagogy class with diversity topics	08/01/07	Associate Dean	Assess diversity materials in syllabus
Research seminar	Have students analyze research studies from diverse perspectives as part of the research seminar	01/01/08	Associate Dean	Assess diversity of readings in syllabus
Host foreign scholars	Continue to host foreign scholars and encourage exchanges between scholars and graduate students	08/01/07	Associate Dean	Attract at least one foreign scholar per year
Recruiting	Recruit graduate students from diverse backgrounds	01/08/06	Associate Dean	Send materials and make visits to historically under-represented groups