

The University of Tenn
Diversity Plan
College/Dept. __Civil &

Goal One: Create and sustain a welcoming, supportive and inclusive camp

Objectives	Strategy/Tactics	Date
Supportive environment Improve inclusiveness	Mentoring for underrepresented faculty and staff Enclude value of diversity in department courses	2007

Goal Two: Attract and retain greater numbers of individuals from under-rep positions (particularly department heads, directors, deans, and vice chance

Objectives	Strategy/Tactics	Date
Increase percent	Targeting recruiting efforts for faculty, staff and students Support mentoring process for faculty and staff	2007

Goal Three: Attract, retain, and graduate increasing numbers of students f international students.

Objectives	Strategy/Tactics	Date
Increase percent	Target recruiting efforts with finanacial aid Partner with regional HBCU in graduate recruiting Apply for grant funding to support students	2007 2007-08

Goal Four: Develop and strengthen partnerships with diverse communities

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Objectives	Strategy/Tactics	Date
Increase number of activities	Linkages and joint research with universities in other countries Promote UG international exchange program Promote services in community activities	2007 2007

Goal Five: Ensure that curricular requirements include significant intercultural

Objectives	Strategy/Tactics	Date
Multicultural learning	General education selections that enhance international Add lectures in department courses on international issues	2007 2007

Goal Six: Prepare graduate students to become teachers and researchers

Objectives	Strategy/Tactics	Date
International perspectives Broad teaching techniques	Joint work with international students in the program. Have doctoral students take teaching courses Graduate student seminars on diversity and how it impacts the profession	2007 2007

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Civil & Environmental Engineering

us climate.

Responsible Party	Benchmarks
Dept. Head Instructor	Good or better annual reviews Lectures added to CE 305

represented populations into faculty, staff, and administrative (allors).

Responsible Party	Benchmarks
Search committee for faculty, Dept Head for staff and students Dept. Head	7+% for minority students, 20% for female students, 10% for staff and 5% for faculty Every person effectively mentored

from historically under-represented populations and

Responsible Party	Benchmarks
Faculty, Dept Head Asoc. Head Faculty, Dept Head	7+% for minority students and 33% for international Double the 2006 number Double number supported in 2006 Civil & Environmental Engineering

s in Tennessee and globally.

Responsible

Party	Benchmarks
Faculty	10 activities per year.
Assoc. Head Dept. head	10 activities per year 10 activities per year

ural perspectives.

Responsible Party	Benchmarks
Advisors Innstrcutor	Two or more courses for each student Added lectures to CE 305

s in a diverse world.

Responsible Party	Benchmarks
Advisors Asdvisors Faculty	Every student has at least one significant activiity per year. Each doctoral student take at elast one course One seminar per semester