

**The University of Tennessee
Diversity Plan**

College/Dept: College of Social Work

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Ensure that CSW's physical and academic environments are inclusive and celebrate diversity.	Review CSW-wide academic and administrative materials for inclusive language.	9/1/2006	Diversity Affairs Committee	Post the CSW Diversity Statement on the website. All CSW syllabi across programs and campuses will include the CSW Diversity Statement.
		First review by 9/1/2006	Dean's Office	All College-wide materials will be reviewed for appropriate and inclusive language no less frequently than every 3 years.
	Obtain posters and other materials for CSW buildings to create a welcoming environment and sense of safety for all cultures.	9/1/2006	Dean's Office	Posters will be placed in the halls of College-wide buildings that celebrate different types of diversity.
	Develop an educational program to make students and faculty aware of the meaning of the rainbow flag and pink triangle.	9/1/2006 9/1/2006	Dean's Office Dean's Office	Rainbow flags will be placed in student lounges and other areas of campus buildings. Emails will be sent to students All faculty will receive triangles to (optionally) place on their doors to indicate that their rooms are "gay-safe" and "diversity-safe" zones.
Promote student participation in groups and events celebrating diversity or dedicated to social justice.	Publicize CSW student organizations that celebrate diversity and that are committed to social justice.	Yearly review	Diversity Affairs Committee	Maintain list of student organizations and update annually; post events for all students and faculty; respond to requests from student organizations.
	Post "coming events" calendars in student lounges and entry areas of the three campuses that include CSW, University, and community events that celebrate diversity and advocate for social justice and change. Add a section	1/1/2006	Dean's Office	A coming events calendar will be created and updated on a monthly basis.

Goal Two: Attract and retain greater numbers of individuals from under-represented populations into faculty, staff, and administrative positions (particularly department heads, directors, Dean's, and vice chancellors).

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Develop and implement faculty recruitment strategies that focus on highlighting interaction opportunities with diverse communities.	Increase opportunities for potential candidates to talk with and visit faculty, leaders and students from underrepresented populations.	Fall, 2007	Search Committee	Implement a recruitment policy that addresses the needs of candidates of diversity, including discussions with faculty, students, and university and community leaders. These discussions will be recorded in the exit interview with the Dean.
Develop and implement recruiting strategies designed to hire more faculty and staff of diverse groups.	Advertise staff positions in community publications that are owned by minorities and other groups. Actively solicit interviews with members of non-majority groups at professional conferences and meetings.	Spring, 2007	Search committee, Dean's and Associate Dean's offices	The number of advertisements in minority publications and the number of interviews with non-majority persons will be recorded at the end of semester and new strategies for increasing the number of minority applicants in pools will be developed.
Develop and implement staff and administrator recruitment strategies for populations of diversity that highlight career opportunities.	Increase opportunities for applicants of diversity to interact with staff and administrators of diversity.	Fall, 2006	Dean's Office	For all staff and administrator applicants of diversity, provide opportunities for discussions with other staff and administrators who share their culture.
Develop and implement retention strategies that focus on maintaining a diversity friendly working environment.	Maintain salaries for staff, administration, and faculty of historically underpaid populations with that of populations who have not faced this historic discrimination.	July, 2006	Dean's Office	Annually, monitor administration salary, controlling for years of service and rank to determine whether being nonwhite or female is related to annual salary.
		July, 2006	Dean's Office	Annually monitor faculty salary, controlling for years of service and academic rank to determine whether being nonwhite or female is related to 9-month salary.
	Increase opportunities for dialogue among UT and CSW faculty.	Fall, 2006	Tenured faculty	Provide mentoring of faculty of diversity to more senior CSW or UT faculty sharing similar cultures, if they so desire.

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
Increase access to and the appeal of CSW to students from diverse backgrounds.	Review existing materials for inclusivity and develop new methods for highlighting CSW's commitment to celebrating diversity and working towards social justice.	9/1/2007	Dean's Office	A diversity page will be created on the CSW web site that includes links to College, University, and community resources, as well as to contacts at CSW.
Recruit students from among refugee and immigrant communities	Form an advisory committee to guide recruitment. Develop additional resources for economically disadvantaged students to attend UTCSW.	9/1/2006	Dean's Office	Post the Diversity Statement on the CSW web site.
		9/1/2006	Dean's Office	All literature going to prospective students across programs will be reviewed to verify that it uses welcoming and inclusive language, =C1+C78
		Spring, 2007	Dean's Office	
		9/1/2007	Dean's Office	A plan of action that discusses methods of increasing financial aid to economically disadvantaged students will be developed.
Create opportunities for educationally disadvantaged students to succeed academically.	Academically successful students receiving CSW scholarships will be asked to mentor students facing academic difficulties	Initiate 9/1/2007	Dean's Office	Students receiving CSW scholarships will be notified in writing that they may be asked to provide mentoring to their students.
		Initiate 9/1/2007	Associate Dean	Students identified by the Associate Dean as having academic difficulties will be paired with an academically successful student receiving CSW scholarships, if they so desire.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Develop and strengthen local and regional partnerships with diverse communities.	Develop outreach plans to increase CSW interface with agencies of and for diverse communities.	Fall 2006 and annual review	Field Coordinators & Associate Deans	Number of agencies of and for diverse communities providing field placements to students
	Increase the number of field placements in agencies of and for diverse communities.	Fall 2006 and annual review	Field Coordinators	Number of students in field placements at agencies of or for diverse communities in Tennessee
Develop and strengthen international partnerships.	Provide opportunities for international field placements that are accessible to students with varying economic resources, within available resources.	Fall, 2008	Field Coordinators & International Committee	Number of students in international field placements
		Fall, 2008	Field Coordinators & International Committee	Percentage of those students using financial aid to undertake international field placements
	Develop study abroad opportunities that are accessible to students with varying economic resources, within available resources.	Fall, 2007	Associate Dean's	Number of students undertaking study abroad opportunities
		Fall, 2007	Associate Dean's	Percentage of those students using financial aid to undertake study abroad opportunities

Goal Five: Ensure that curricular requirements for all programs include significant intercultural perspectives.*

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Evaluate diversity and social justice content in the curriculum across all three programs.	Develop a standard for diversity and social justice content within courses and a method to review courses for content.	4/30/2007	Curriculum Committee	Faculty will vote to approve the standard and method for reviewing diversity and social justice content across all programs.
		9/1/2007	Dean's Office	A written standard on diversity and social justice content for all courses for all programs will be included in the Curriculum Committee policies on the CSW internal faculty web site.
	Review all syllabi for content integrating diversity and social justice.	Annual review beginning in Fall, 2008	Curriculum Committee	Review all new courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted.
		10/1/2007	Curriculum Committee	Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed at least every 5 years.
Provide faculty development opportunities related to issues of diversity and social justice.	Disseminate information for faculty that provides frameworks and/or substantive content on diverse populations for integration into their courses.	1/1/2006	Associate Deans	Faculty will be sent professional literature for teaching diversity and social justice content as the Associate Deans and the Dean are exposed to it in professional conferences or professional newsletters.

*Note. To better represent the mission of social work, this goal has been changed to include all programs.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Teach culturally sensitive methods for considering diversity across human behavior, policy, practice, and research content.	Incorporate culturally sensitive content regarding the relationship of culture to human behavior and critical analysis of traditional theories of human behavior into HBSE content in classes.	Fall, 2008 then annual review	HBSE faculty & Curriculum Committee	Review all new core courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted; Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed on an ongoing basis..
	Incorporate content regarding the culturally sensitive research methodologies and conceptualization, as well as critical analysis of traditional methodologies into research content in classes.	Fall, 2008 then annual review	Research faculty & Curriculum Committee	Review all new core courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted; Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed on an ongoing basis.
	Incorporate content regarding culturally sensitive practice techniques, theories, and models and critical analysis of traditional techniques, theories, and models into practice content in classes.	Fall, 2008 then annual review	Practice faculty & Curriculum Committee	Review all new core courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted; Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed on an ongoing basis.
	Incorporate content regarding culturally sensitive policy/administration and the critical analysis of traditional techniques, theories, and models into policy content in classes.	Fall, 2008 then annual review	Policy faculty & Curriculum Committee	Review all new core courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted; Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed on an ongoing basis.