

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
<p>To expand the number of faculty and staff from underrepresented groups. To provide ways to retain members of these groups after hiring.</p>	<p>Increase the number of underrepresented groups on our departmental faculty through targeted recruiting at national meetings, appropriate journal advertising (trade publications of diversity organizations), and through consultation with the College of Engineering's Diversity coordinator (Jim Pippen).</p>	<p>Existing effort</p>	<p>Dept. head</p>	<p>Adding at least one more faculty from an underrepresented groups to our rather small faculty</p>
	<p>Provide funding/support for faculty and staff to attend workshops and conferences to promote their development, and hence augment their chances for retention and promotion</p>	<p>Existing</p>	<p>Dept. head</p>	<p>Monitor number of conferences and workshops attended by members of underrepresented groups</p>
	<p>Target individuals from underrepresented groups with strong potential while they are still in graduate school for possible hires in the future, and aggressively recruit them</p>	<p>FA2007</p>	<p>Dept. head</p>	<p>Monitor continuously the number of contacts with these individuals</p>

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
<p>To develop a diverse mixture of undergraduate and graduate students, and provide the necessary support networks to see that these students continue to graduation.</p>	<p>Work with the College of Engineering's Office of Equity and diversity to increase the number of students from underrepresented groups.</p>	<p>Existing effort</p>	<p>Undergraduate and Graduate Committee chairs</p>	<p>Monitor the number of graduating student from underrepresented groups over time, and plot trends.</p>
	<p>Visit local high schools, especially in areas with high concentrations of minorities, in an effort to recruit future students.</p>	<p>FA2007</p>	<p>Undergraduate Committee</p>	<p>Keep track of high schools visited, and then monitor number of incoming students from those high schools</p>
	<p>Develop recruiting contacts with teachers in counties, such as Sevier and Cherokee, NC. Send faculty/students to those school to give demonstrations of chemical engineering technology</p>	<p>Existing effort</p>	<p>Dr. Weber</p>	<p>Recruit 1 or 2 students each year</p>
	<p>Try to recruit more GEM fellowship students</p>	<p>FA2007</p>	<p>Dr. Frymier</p>	<p>Have at least one GEM student on the roll each year.</p>

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Strengthen existing partnerships within the College of Engineering and national organizations of affiliated nature. Establish new partnerships with local sections of organizations which represent minority</p>	<p>Establish a greater degree of cooperativity with the COE Office of Equity and Diversity</p>	<p>Existing effort</p>	<p>Assoc. Dept. Head</p>	<p>Demonstrate and increase in contacts between the department and the Office of Equity and Diversity through tracking of meetings, coordinated events, etc.</p>
	<p>Establish connection with the leadership of the Amer. Soc. Of Black Engineers</p>	<p>FA2007</p>	<p>Dr. Weber</p>	<p>Maintain up to date records of any contact with these organizations</p>
	<p>Use the local section (Knoxville area) of American Institute of Chemical Engineers to help recruit at local high schools</p>	<p>FA2007</p>	<p>Undergraduate Committee</p>	<p>Record efforts and contacts resulting from this organization, and recruit 1 or 2 students each year with its support</p>

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Increase the opportunities for national and international transcultural experiences for students.	Encourage students to become involved with the campus International House activities	FA2007	Local student chapter of AIChE	Monitor the number of events and the number of students attending these events
	Encourage students to enter into university-wide international programs	Existing effort	Undergraduate Committee	Monitor the number of students doing study abroad programs
	Pay for students to attend annual the regional conferences for student chapters of AIChE	Existing effort	Advisor, student chapter of AIChE	Send the students to the Southeast region AIChE student chapter meeting each year
	Pay for student to attend the annual AIChE National Meeting	Existing effort	Dept. head	Monitor the number of students attending this meeting annually

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Produce Ph.D.s who go on to academic careers at universities and colleges with diverse student bodies, and/or large multinational corporations with significant research operations.	Encourage PhD students to pursue academic careers, and mentor them for the challenges of a such career path	Existing effort	Graduate coordinator	Increase the number of graduating Ph.D.s who go on to academic careers
	Pair Ph.D. students who foresee academic careers early on with successful faculty for one-on-one mentoring focused on academic issues	FA2007	Dept. head	Monitor the retention rate of former graduate students, specifically, their rate of tenure and promotion
	Support PhD students in their research costs, cost for attending national conferences, and during lapses in research funding	Existing effort	Research advisor	Monitor financial records of students to ensure continued support