

**The University of Tennessee  
Diversity Plan**

College of Arts and Sciences  
**Department of Chemistry**

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

<b>Objectives</b>	<b>Strategy/ Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
<p><b>Encourage positive attitudes toward and frequent attention to diversity issues.</b></p>	<p>Collect and publicize to faculty, staff and graduate students a library of articles, books and other materials related to diversity issues in chemistry.</p> <p>Include relevant news related to diversity issues in the weekly Chemmunity e-mail bulletin.</p> <p>Add appropriate diversity-related materials to bulletin board displays in the chemistry building.</p> <p>Increase the numbers of women, minority, and international speakers in the regular departmental seminar program.</p> <p>Take advantage of national resources such as the Women Chemist=s Committee and COACH</p>	<p>10/6/06</p>	<p>Josh Streufert</p> <p>Josh Streufert</p> <p>Josh Streufert</p> <p>Seminar Chair</p> <p>Dr. Barnes Dr. Feigerle</p>	<p>On-going, continuous on weekly basis</p> <p>Database &amp; library developed by Jan. 08</p> <p>News items distributed as collected, add materials by Jan 08</p> <p>Add at least one minority speaker for 07-08 year</p> <p>Offers to send young faculty to appropriate workshops in one of the first three (3) years</p>

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**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><b>Double the number of women faculty in chemistry in ten years.</b></p>	<p>Work with the Office of Equity and Diversity to ensure that chemistry positions are advertised in places where women candidates will see the ads.</p> <p>Ensure that positions are defined in such a way that they are attractive to women candidates</p> <p>Work with the College and Campus administration to ensure that the salary and start-up packages offered to women faculty are nationally competitive.</p> <p>Work with the College and University administration to improve the system for obtaining adequate local employment for spouses of candidates.</p> <p>Work with the university administration to ensure that UT provides appropriate support for women faculty. Areas of principal concern are maternity policies, a flexible tenure clock for women with children, and affordable, convenient, high quality day care.</p>	<p>10/6/06</p>	<p>Eva Ortiz-Smith</p> <p>Search Committee</p> <p>Dr. Barnes</p> <p>Dr. Barnes Dr. Feigerle</p> <p>Dr. Barnes Dr. Feigerle</p>	<p>Document continuously</p> <p>document for all searches</p> <p>on-going efforts, continuously documented</p> <p>on-going efforts</p> <p>on-going efforts</p>

	<p>Assess the department=s mentoring system to ensure that women faculty receives appropriate mentoring as their careers progress.</p> <p>Connect young women faculty members with national resources for women in chemistry such as the COACh program and the Women Chemists Committee. Provide funds to attend national meetings of these groups as part of the start up package.</p>		<p>Dr. Barnes</p> <p>Dr. Barnes</p>	<p>committee report by Sept. 07</p> <p>as appropriate</p>
<p><b>Increase the numbers of minority faculty in the chemistry department</b></p>	<p>Work with the Office of Equity and Diversity to ensure that chemistry positions are advertised in places where minority candidates will see the ads.</p> <p>Ensure that positions are defined in such a way that they are attractive to women candidates</p> <p>Work with the College and Campus administration to ensure that the salary and start-up packages offered to minority faculty are nationally competitive.</p> <p>Assess the department=s mentoring system to ensure that women faculty receives appropriate mentoring as their careers progress.</p>	<p>10/6/06</p>	<p>Dr. Kovac</p>	

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**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><b>Recruit and retain increasing numbers of minority students</b></p>	<p>Identify colleges and universities, especially HBCU that graduate a significant number of minority students with degrees in chemistry.</p> <p>Develop relationships with chemistry departments in these institutions by (1) annually sending UT faculty to give seminars and talk to prospective students, (2) identify opportunities for faculty from these institutions to collaborate with UT faculty on research projects including summer research fellowships.</p> <p>Secure funding for competitive graduate fellowships for minority students through federal or foundation grants or endowment funds.</p> <p>Develop an appropriate support structure for minority graduate students by working with the Office of Equity and Diversity and the Black Cultural Center.</p>	<p>10/6/06</p>	<p>Josh Streufert And Recruiting Committee</p> <p>Recruiting Coordinator, Recruiting Committee</p> <p>Department Head &amp; Recruiting Committee</p> <p>Eva Ortiz-Smith, Dr. Kovac and Dr. Feigerle</p>	<p>list by Sept 07</p> <p>increase number of seminars by one each year for three years list</p> <p>At least one (1) proposal by June 08</p> <p>Plan by Sept 07</p>

<p><b>Recruit and retain increasing numbers of international graduate students, particularly from countries not currently represented in our graduate population</b></p>	<p>Use current faculty research connections to establish relationships with undergraduate institutions in other countries. (ongoing B all faculty)</p> <p>Secure funds to support first-year graduate students whose command of spoken English does not make them eligible for teaching assistantships. These funds could come from federal agencies, private foundations, or new endowment funds. (department head, board of visitors)</p> <p>Work with the Graduate School and the English language institute to obtain training in spoken English for that international student who needs it. (Associate head, director of general chemistry)</p> <p>Strengthen departmental teaching assistant training to meet the needs of international students unfamiliar with the U.S. educational system</p>		<p>All Faculty</p> <p>Dr. Feigerle, Dr. Barnes and Board of Visitors</p> <p>Dr. Feigerle and Dr. Kovac</p> <p>Dr. Kovac</p>	<p>On-going, continuously documented</p> <p>Report annual on Dept International Scholar Recruiting Fellowship program</p> <p>On-going discussions / provost's office</p> <p>Initial plan by Sept 07</p>
<p><b>Recruit and retain increasing numbers of women graduate students.</b></p>	<p>Identify undergraduate institutions that graduate a significant number of women chemistry majors, especially women=s, black &amp; Hispanic colleges.</p> <p>Develop relationships with chemistry departments in these institutions by (1) annually sending UT faculty to give seminars and talk to prospective students, (2) identify opportunities for faculty from</p>	<p>10/6/06</p>	<p>Josh Struefert</p> <p>Josh Struefert Recruiting Committee All Faculty</p>	<p>List developed by Sept 07</p> <p>On-going, continuously documented</p>

	<p>these institutions to collaborate with UT faculty on research projects including summer research fellowships</p> <p>Work with the Graduate School and the university to develop an improved support structure for women graduate students including a pregnancy and maternity leave program and access to affordable, convenient, high quality day care.</p>		Dr. Barnes	On-going discussions with College and Provost Office
<p><b>Recruit and retain increasing numbers of chemistry majors from under-represented groups including women</b></p>	<p>Develop an undergraduate handbook that provides clear information about the chemistry major and chemistry careers including opportunities for under-represented groups.</p>	10/6/06	Dr. Kovac	Draft Sept 07
	<p>Work with the Chancellor=s Honors program to ensure that incoming honors students are informed about the Honors General Chemistry course and its advantages for students (Director of General Chemistry, Honors General Chemistry Instructor). Secure scholarship aid for students from under-represented groups.</p>		Dr. Kovac	Hand out for students by June 07
	<p>Nominate students from under-represented groups for appropriate local, regional and national awards.</p>		Dr. Feigerle And All Faculty	Document on-going efforts as appropriate
	<p>Publicize the accomplishments of chemistry undergraduates on bulletin boards in the chemistry building, on the chemistry web site and in other media.</p>		Josh Struefert	Document on-going efforts

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**Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and locally**

<b>Objectives</b>	<b>Strategy/ Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
<p><b>Strengthen chemistry outreach efforts to include under-represented communities.</b></p>	<p>Compile data regarding current faculty and staff outreach efforts</p> <p>Survey faculty and staff to determine their interests and capabilities for outreach activities.</p> <p>Survey the local and Tennessee community to assess needs that can be met by current faculty and staff interests and capabilities.</p> <p>Develop new outreach efforts based on the needs assessment.</p> <p>Secure funds to finance outreach efforts from university, department, and foundations.</p>	<p>10/6/06</p>	<p>Josh Streufert</p> <p>Josh Streufert</p> <p>Josh Streufert</p> <p>Josh Streufert Al Hazari</p> <p>Dr. Barnes And Dr. Feigerle</p>	<p>Database by 07-08</p> <p>Survey by Jan 08</p> <p>Survey by Jan 08</p> <p>Compile by Jan 09</p> <p>Document on-going efforts</p>

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

Objectives	Strategy/ Tactics	Date	Responsible Party	Benchmarks
<p><b>Assess and revise the undergraduate chemistry curriculum in light of the new guidelines of the American Chemical Society and the recent emphasis of the University of Tennessee on international and intercultural awareness.</b></p>	<p>Assess the current chemistry curriculum</p> <p>Develop appropriate new courses to meet new ACS guidelines</p> <p>Reexamine all chemistry courses to see if intercultural perspectives can be included.</p> <p>Develop linked minors such as chemistry and international business that promote international and intercultural perspectives</p>	<p>10/6/06</p>	<p>Dr. Kovac</p> <p>Faculty Committee &amp; Dr. Kovac</p> <p>Dr. Kovac</p> <p>Dr. Kovac</p>	<p>Report by Jan '08</p> <p>Course descriptions submitted to the college curriculum committee by Jan '09</p> <p>On-going</p> <p>Implement plan by Jan 2010</p>



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

Objectives	Strategy/ Tactics	Date	Responsible Party	Benchmarks
<p><b>Better prepare graduate students for the full range of activities in a professional career</b></p>	<p>Develop a professional skills course for graduate students to help them learn important skills such as speaking, writing, grant writing and professional ethics.</p> <p>Assess curricular requirements to ensure that graduate students are obtaining a sufficiently broad and deep education.</p> <p>Establish appropriate Ajournal clubs@ to discuss the current developments in chemistry.</p> <p>Revive the graduate elective course in industrial chemistry</p>	<p>10/6/06</p>	<p>Dr. Kovac</p> <p>Dr. Kovac</p> <p>Dr. Kovac</p> <p>Dr. Kovac</p>	<p>2007-08 evaluate 2008-09 implement</p> <p>Curriculum committee report</p> <p>Plan implementation</p>