

**The University of Tennessee****Diversity Plan****Classics****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>
1. Provide a welcoming, supportive and inclusive work environment for faculty and staff.	Develop an annual meeting to encourage workplace cooperation.	August 06	Classics Diversity Committee	Attendance at meeting; feedback from attendees
2. Provide a welcoming climate for student workers.	Sponsor an annual recognition award for student workers.	Spring 07	Prize Committee	Feedback from all
3. Provide a welcoming climate for new employees.	Provide new employees with contacts and other useful information.	August 06	Chair of hiring committee (faculty); supervisor (staff and student workers)	Feedback from new employees
4. Make faculty feel that their research will be supported.	Continue to provide funding for faculty to work abroad.	Aug 06	Head	Number of faculty who do this

**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
1. Increase diversity of faculty and staff at UT and regionally.	Persuade minority students to pursue certification in Latin for High School teaching and to pursue graduate work after UT.	Spring 07	Advising Coordinator	Number of minority students from our program pursuing certification in Latin and applying to graduate programs in Classics
	When doing faculty searches, advertise aggressively in media in regions of the world that have higher percentages of minority candidates.	Next hire	Search committees	Increased number of minority candidates in application pools

**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
1. Increase the numbers of students from underrepresented populations	Build endowment for minority scholarships.	August 07	Development Committee	Success of fundraising
	Make funds available to subsidize wages of Classics majors who wish to tutor through support offices such as EAP and BCC.	January 07	Head	Number of students tutored; responses of tutors and students tutored; feedback from EAP and other offices

	Introduce language on departmental website that encourages minority students to apply for our scholarships.	January 07	Prize Committee	Number of under-represented applicants
	Email all Latin programs in TN whose students are underrepresented at UT.	January 07	High School Liaison	Increase in number of underrepresented applicants for scholarships; increase in enrollments from underrepresented populations

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
1. Reach out to underrepresented populations in Tennessee. Explore getting more students from West Tennessee, especially Memphis area.	Email high school Classics programs in West Tennessee asking that teachers encourage their students to come to UT, and reminding them that we are especially interested in having minority students in our program.	January 07	High School Liaison	Increase in number of underrepresented applicants for scholarships; increase in enrollments from underrepresented populations
	Organize roundtable at the November 07 meeting of the Tennessee Foreign Language Teaching Association in Nashville for UT faculty to network with High School teachers from West Tennessee.	August 07	Head	Level of attendance at roundtable discussion; positive feedback from high school teachers

	Continue to offer AIA talks on third-world sites; advise faculty to point out to students when appropriate that talk concerns a non-dominant culture.	August 06	AIA Liaison	Number of individuals attending lectures
2. Reach out to programs globally with whom we might partner.	Investigate partnerships with historically strong Classics programs on other continents.	January 07	Head	Response from programs approached

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
1. Offer a curriculum that is rich in culturally-infused courses.	Continue to offer courses on ancient Mediterranean cultures.	Fall 06	Curriculum Committee	Number of relevant courses on schedule each semester
	Develop new courses that focus on other regions of the Mediterranean--including, e.g., litoral Africa--in addition to more canonical courses on Greece and Italy.	August 07	Curriculum Committee	Number of relevant courses on schedule each semester
	Explore the possibility of team-teaching with other departments courses on, e.g., "Ancient Slavery."	May 07	Curriculum Committee	Success in developing partnerships; number of relevant course on schedule each semester

