

**The University of Tennessee**

**Diversity Plan**

College/Dept. Law

**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>
To maintain and improve a sense of community within the College of Law that supports, includes, empowers people of differing races, gender, and backgrounds. Provide information and resources to enhance minority student, faculty, and staff development.	Continue the work of the Committee on Community at the College of Law to foster in students, faculty, and staff an understanding and commitment to ensuring that the College of Law environment is welcoming, supportive and inclusive.	Existing Effort	Dean, Chair of the Committee on Community, Faculty, Staff, and Students	Results of Law Student Satisfaction Surveys; monitor diversity of student body, faculty, and staff in terms of race, gender, ethnicity, sexual orientation, geography, and socio-economic factors relative to other units at UT, peer institutions, and history at College.
	Continue the annual Martin Luther King Day faculty office luncheons discussing civil rights in the 21st Century.	Existing Effort	Dean, Chair of the Committee on Community, Faculty, Staff and Students	Monitor number of students, staff and faculty participating.
	Identify and compile a list of all students groups with the College of Law engaged in promoting diversity. Promote activities on website.	Fall 2007	Committee on Community	Monitor number of students, staff and faculty participating.
	Review and if appropriate revise College of Law's diversity statement. Publish statement on website and in publications.	Fall 2007	Committee on Community and Faculty	Completion of review and posting.
	Continue to sponsor programs on a variety of cultural, social, legal, and other issues that include a multiplicity of views and perspectives.	Existing Effort	Dean and Student Organizations	Monitor number and quality of programs.

<p>Continue the annual BLSA/Julian Blackshear Banquet celebrating the accomplishments of our African-American graduates and the Julian Blackshear endowed scholarship. Continue to support and validate the contributions of various student groups such as the Muslim Student Assoc., Law Women, Lambda, the Christian Legal Society, the Federalist Society, and more.</p>	<p>Existing Effort</p>	<p>Dean, BLSA, and Development</p>	<p>Annual attendance.</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>Increase the number of individuals from under-represented and traditionally excluded groups on the faculty and retain those faculty members.</p>	<p>Continue in every search to identify candidates from under-represented populations and to value the experiences of those candidates as a positive factor in hiring decisions. Identify ways in which we can more aggressively recruit candidates with diverse backgrounds and experiences. Become more proactive in recruitment and searches by reaching out to minority contacts and candidates, including alumni and other friends in the community who may help us to identify qualified individuals from under-represented populations.</p>	<p>Existing Effort</p>	<p>Dean, Chair of Appointments Committee, Director of Law Library, Director of Human Resources, Faculty, Students and Staff</p>	<p>Monitor number of candidates, offers, and hires from under-represented populations of the University, in other law schools, and vis-à-vis the national and regional population. Monitor retention of all faculty hired.</p>
<p>Attract and retain greater numbers of individuals from under-represented populations to staff positions.</p>	<p>Continue to identify candidates for every position for which we search from underrepresented populations and to treat membership in an underrepresented group as a positive factor. Identify ways in which we can more aggressively pursue candidates with diverse backgrounds and experiences. Become more proactive in recruitment and searches by reaching out to minority contacts and candidates, including alumni and other friends in the community who may help us to identify qualified individuals from under-represented populations.</p>	<p>Existing Effort</p>	<p>Dean, Director of Law Library, Director of Human Resources</p>	<p>Monitor number of candidates, offers, and hires from under-represented populations throughout the University, in other law schools, and vis-à-vis the national and regional population. Monitor retention of all staff.</p>
	<p>Provide resources for faculty/staff to attend workshops and conferences to promote professional development and retention.</p>	<p>Existing Effort</p>	<p>Dean, Director of Law Library, Director of Human Resources</p>	<p>Monitor number of staff, faculty, and administrative personnel involved in these workshops, conferences, etc. Track retention.</p>
<p>Identify under-represented populations in the law school community.</p>	<p>Appoint a faculty/staff committee to study the matter and make recommendations to the dean.</p>	<p>Fall 2007</p>	<p>Dean and Faculty</p>	<p>Census data.</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
Sustain and improve upon the progress we have made in developing a racially diverse academic community.	Reach out to students from many cultures and backgrounds. E.g., sustain and build upon relationships with the new and growing Hispanic community in Tennessee. Consider whether what we teach and how we teach contributes to or inhibits our diversity.	Existing Effort	Dean, Directors, and Faculty	Monitor number of individuals from under-represented populations throughout the University, in other law schools, and vis-à-vis the national and regional population.
Attract, retain and graduate increasing numbers of students from varied ethnic traditions.	Continue to use <i>Geier</i> funds where available and plan for a post- <i>Geier</i> world through our <i>Geier</i> Task Force. Our Admissions policies provide that one of the criteria for admission is being a member of a traditionally underrepresented group.	2006 and forward.	Deans, Director of Admissions, and Faculty	Monitor the number of applicants and enrolled students from under-respresented populations of the University, in other law schools, and vis-à-vis the national and regional population.
	Utilize existing strategies and develop new ones to recruit applicants from traditionally under-represented racial and ethnic groups such as conducting recruitment programs at historically black institutions, involving minority students and alums directly in recruiting process, producing brochure designed to attract minority applicants, and letters from minority alumni to all admitted minority applicants.	Existing Effort	Dean, Director of Admissions, Faculty, students, and alumni.	
	Raise private funds to support scholarships for students from under-represented racial and ethnic groups.	2006 and forward.	Dean and Director of Development	Monitor number and amount of scholarship funds available for minority students.
	Continue to provide an outstanding Academic Support Program.	Existing Effort	Deans and faculty.	Track number of students participating and their success in law school.
	Continue to participate in Tennessee Institute for Pre-law program designed to increase access to law school for African-American undergraduates.	Existing Effort	Deans, Director of Admissions, and Faculty.	Track number of students participating, their choice of school, and their success in law school.

Expand recruiting efforts based on a broader definition of diversity.	Continue discussion in Admissions Committee and then the faculty regarding College's definition of diversity guiding student recruiting and admissions efforts.	Fall 2007	Dean, Director of Admissions, Admissions Committee and Faculty.	Monitor diversity of student body.
Create and maintain an environment at the College that is welcoming and inclusive for gay, lesbian, bisexual, and transgendered students.	Sponsor and provide resources for speakers and conversations on legal issues affecting the gay, lesbian, bisexual and transgendered community. Continue to support the College's Lamda chapter. Continue in our public presentations to portray our diversity as an important value and as a positive attribute of which we are proud. Continue to ameliorate the affects of military recruitment at the law school as required by the American Association of Law Schools.	Existing Effort	Dean, the faculty, and the Director of Admissions, SBA, Speaker Series, BLSA, Lambda, Law Women, Christian Legal Society, Muslim Law Student Society, Federalist Society, and other student organizations	Monitor complaints, praise, and maintain an on-going conversation with student leaders and representative groups.

**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>
To make sure that we are an appealing employment opportunity for the newest Tennesseans who are moving to our region from other states and other parts of the world, most notably our growing Hispanic population.	To be a visible and available member of the new Tennesseans' community, particularly the Hispanic community.	Existing Effort	Dean	New Tennesseans employed in the university, at other law schools, and in the region vis-à-vis national and regional populations.
Continue the College's strong relationships with various racial and ethnic communities in Tennessee; identify opportunities to connect with new groups and organization.	Work through the Legal Clinic, the Advocacy Center, the CAN-LEARN Project, faculty teaching service learning courses, and others to reach various diverse communities in Tennessee, particularly the poor.	Existing Effort	Dean, Director of the Legal Clinic, Director of the Advocacy Center, Director of CAN-LEARN	Monitor number of groups contacted, lawyers participating, individuals and groups served.
	Participate in university plan to provide presence in east Knoxville.	Fall 2007	Clinical Faculty	Implement new clinical program at site in east Knoxville.
Foster ties with universities and programs around the world, and to encourage students to study abroad in established programs and to share their experience with the College of Law community.	Continue the association with the University of Mississippi and its Cambridge Summer Program. Work with Georgia State, Florida International, and Seattle University on a potential Rio de Janeiro Summer Program. Work with Shanghai Jiatong University Law School on potential ongoing relationships. Seek out other potential partnerships with universities and others across the globe. Continue to explore the possibilities of continuing legal education programs that bring Tennessee faculty, alumni, and friends in contact with lawyers and universities in other countries.	Existing Effort	Dean, faculty , CLE coordinator	Monitor number of programs and number of faculty and student participating.

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universities in other counties.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Periodically review the curriculum in conjunction with the Academic Standards Committee to be sure that it is a curriculum that provides a strong, basic legal education while dealing with issues of discrimination and intercultural perspectives.	Hire a new international law professor.	Jan-07	Appointments Committee	New faculty member starting in January 2007. Monitor new courses offered as a result.
	Continue to emphasize the critical role that law plays and can play in affecting positive social change.	Existing Effort	Faculty	Monitor faculty reports on teaching, research, and service activities.
Encourage faculty and student participation in intercultural and international programs and activities.	Provide workshops on how to incorporate intercultural perspectives in law courses. Consider beginning the process as part of our incipient teaching discussions.	Fall 2007	Dean, Committee on Community, Academic Standards and Curriculum Committee	Faculty reports on efforts.
	Continue to regularly offer Women and the Law, Discrimination in the Law, Employment Discrimination, Family Violence, and similar courses.	Existing Effort	Dean, Associate Dean, and Faculty	Monitor frequency of course offerings.
	Encourage faculty and staff participation in national organizations that promote diversity like Society of American Law Teachers and Lawyers Guild.	Existing Effort	Dean and Faculty	Monitor faculty involvement.
	Encourage and provide support for faculty participation in international programs.	Existing Effort	Dean and Faculty	Monitor number of international programs attended by faculty.
	Continue to regularly offer immigration law.	Existing Effort	Dean, Associate Dean, Faculty	Report on frequency of offering.
	Expand participation in summer programs abroad.	Summer 2007	Dean, Associate Dean, Faculty	Monitor number of foreign summer programs students and faculty in which students participate.
	Participate in university plan to provide presence in	Fall 2007	Clinical faculty.	Implement new clinical program at site in east



east Knoxville.

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Technically, Goal Six does not apply to the College of Law. The law school is preparing professionals - lawyers - not teachers and researchers directly. The College, however, does prepare law students to become lawyers in a diverse world.	See Goals 1 - 5. Each of the tactics and strategies discussed with regard to the other five goals both directly and indirectly advance the goal of preparing students to be lawyers in a diverse world.	See dates for specific strategies listed above.	Dean, Faculty, Directors, student organization leaders	See benchmarks listed for individual strategies and tactics listed for other five goals.

