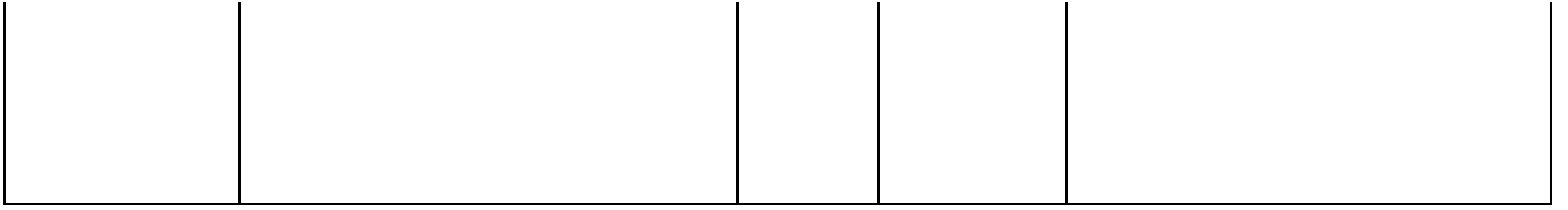


**The University of Tennessee
Diversity Plan**

College/Dept. School of Communication Studies

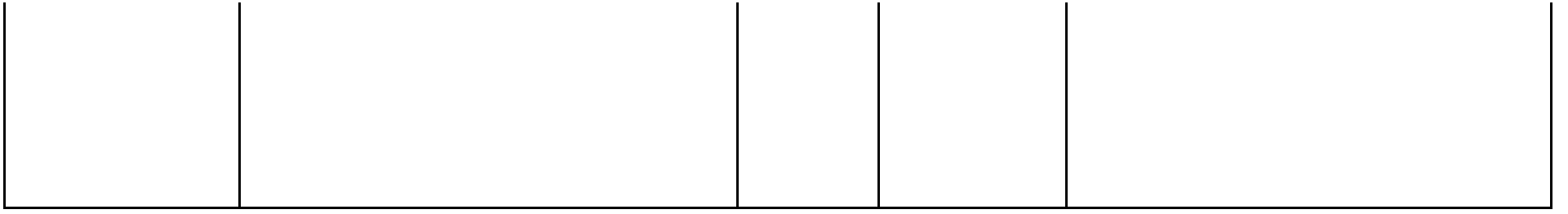
Goal One: Create and sustain a welcoming, supportive and inclusive campus climate.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Expand and Revise Curriculum	A. Develop intercultural communication course B. Submit proposal for course approval	May06-Present spring 2007	Prentiss Haas	<i>Source:</i> Management Report <i>Type of data</i> Enrollments,
Expand Study Abroad	A. Negotiate study abroad partnerships with University of Waikato and University of Canberra B. Maintain partnership with Michigan State	5/7/2006	Haas, Levine Levine	<i>Source:</i> Number of formal partnerships <i>Source-</i> Management Report <i>Type of data</i> -enrollments
Develop Campus Awareness of Hate Speech	A. Develop workshops for campus on hate speech B. Schedule workshops for 2007-08 academic year	May06-May07 Spring 2007	Davis, Haas	<i>Source:</i> Completed workshop <i>Source:</i> Number of workshops delivered



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
Attract and retain under-represented populations into teaching positions	Increase by 10% under-represented populations into teaching positions	Aug-07	Haas	Source-Management Report / Personnel records
Continue recruitment of under-represented populations into positions	A. Develop database of potential faculty from under-represented populations B. Expand comm studies web site to promote faculty diversity	May 2007 May-07	Cabbage/Haas Haas, Cabbage, Moore	Creation of database Completion of expanded webpage



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
Engage in UG Recruitment	A. Recruiting visits to high schools serving under-represented populations	2005-Present	Haas	<i>Source</i> -High Schools <i>Type of data</i> -Number of High Schools visited
	B. Continue Mailings to state high schools	2005-Present	Haas	<i>Source</i> -High Schools <i>Type of data</i> -Number of mailings
	C. Retain students in program through advising and career preparation		Ambler/Violanti/Levine/Kupritz/Glenn	<i>Source</i> -In house database <i>Type of data</i> -number of students in program, student origin, number graduated, semester/yr.
	D. Strengthen Webpage recruiting information directed toward international students	Aug-07	Haas, Cabbage, Moore	Completion of webpage redesign
Engage in Graduate Recruitment	A. Recruit while at conferences and association meetings	2005-present	Haas/Violanti/Levine	<i>Source</i> -Conference Meetings
	B. Continue Mailings			
	C. Retain students in program through competitive Graduate Research/Teaching Assistantships	2005-present	Haas/Violanti/Levine	<i>Source</i> -In house database <i>Type of data</i> - number of graduate students teaching, conducting research and origin of student

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Partner with schools to promote teaching tolerance and awareness of hate speech	A. Maintain partnerships with Webb Middle School tolerance	9/1/2006-present	Prentiss/Haas	Continued partnership
	B. Establish partnerships with Knox County to teach tolerance and awareness of hate speech	Aug-07	Haas	Establishment of partnership
Partner with other Universities to promote study abroad	B. Maintain Study Abroad program (Paris) and partnership with Michigan State University	2004-present	Levine	<i>Source</i> -Management Report <i>Type of Data</i> -Courses offered and number of students enrolled
	C. Negotiate partnership with University of Waikato and University of Canberra	May-07	Haas / Levine	
Partner with other UT programs	A. Consulted and assisted with the launch of Homeland Security Nursing	2005-06	Haas/Speraw	
	B. Partnered with business programs in support of marketing in a diverse society	2005-2007	Levine, Schumann, Haas	Development of research proposals
	C. Partner with UT Engineering programs to develop funding proposals for revising oral communication in the engineering curriculum	2007-08	Violanti, Haas	Submission of NSF proposal; obtaining funding from external agencies



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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Strengthen intercultural curricular components	A. Revise oral communication learning materials B. Revise current curriculum to identify intercultural needs in current curriculum	Spring 2007 Aug-07	Haas and Smith Violanti / Ambler	<i>Revised textbook delivered to publisher</i> Plan that identifies areas for curricular reform

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Develop Training Workshop for GTA's	A. Develop diversity related training for graduate teaching associates.	Sept06-present	Haas/Violanti Smith	<i>Source</i> -Management Report <i>Type of Data</i> -Number of GTA's in program; workshops held
Strengthen Research	A. Meet regularly with GTA's to discuss and implement current research projects		Haas/Violanti/Levine	<i>Type of Data</i> -number of current research projects; number of convention presentations and publications