

**The University of Tennessee
Diversity Plan**

College/Dept.: Computer Science

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
To provide such an environment for undergraduates, graduate students, staff, and faculty in the CS Department.	There are 4 very distinct areas here. UTK's undergraduates are primarily drawn from in-state and are admitted by the UTK Admissions Office. While we can encourage high school students to apply to UTK, we have no direct control over the admissions process. With graduate students, we do exercise most of the control over admission (applicants who fail to meet the UTK Graduate Admissions standards, such as GPA, can sometime be given waivers if we ask for such waivers). We directly control the hiring of faculty and staff--meeting the UTK requirements for doing searches, of course.	Ongoing. The CS Diversity Committee will meet on a regular basis.	The CS Diversity Committee.	Diversity percentages in graduate and undergraduate students and in faculty and staff.

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
Increase faculty participation in the hiring of under-represented faculty and staff personnel.	Establish a departmental Diversity Committee as a regular committee for annual service.	Spring 2007	Department Head	Documentation of CS Diversity Committee activities and recommendations would be included in every candidate's folder.

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 increase the diversity of the graduate and undergraduate student populations in Computer Science. We currently have substantial numbers of international students, particularly at the graduate level, but the graduate and undergraduate populations are under-represented in terms of women and racial minorities.</p>	<p>In the past, we used to send out posters with prepaid reply cards to many Computer Science departments around the country, and in particular, we targeted most of the historically Black colleges to try to attract more minority students into our graduate program. Budgetary constraints led us to discontinue this program. We would like to see such a proactive program resume. Such a program could also mean that these same posters with prepaid reply cards could be sent to high schools that have good academic standards and which also have substantial minority enrollments. ETS used to have a GRE minority student locator service--providing names, addresses, and phone numbers of minority students who had expressed an interest in doing graduate work in CS. We made heavy use of these lists, but unfortunately these were discontinued by ETS. We would also send the posters to women's colleges as well as the historically Black schools.</p> <p>We would like to contact many of the incoming freshman class prior to the start of Fall semester. These students come on campus during the summer for orientation: we would like to bring over as many of them who are interested in CS to the department itself, to meet one-on-one with faculty and to tour our labs. Most of these freshmen-to-be are doubtlessly intimidated by the size (and impersonality, often) of UTK: we want to meet the students, advise them one-on-one about CS courses, and create a welcoming atmosphere prior to the start of Fall semester.</p> <p>We can also have a section of our introductory course for CS majors (CS 102) that is geared towards diversity--women and minorities. The content would be no less than the other sections, with carefully selected GTAs, and would have additional material to help the students acclimate to UTK. Perhaps once a month this section could meet for advising, and discuss overall progress, identify problems related to being in a minority at UT, and to provide a discussion forum. This might help avoid some of the intimidation that can come from being in a class with people who consider themselves computer geniuses.</p>	<p>Ongoing</p>	<p>The CS Diversity Committee</p>	<p>Increases in the percentages of women and minorities in the graduate and undergraduate programs, increases in the graduation rate of such students.</p>

We can also perhaps provide more part-time jobs within the department for undergraduates. We have had some undergraduate teaching assistants who helped out in the labs, and with careful selection, this has often been very rewarding for the students who have the part-time work as well as for the students taking the labs.

In terms of graduate students, we currently are making an effort to attend regional ACM and SIAM conferences as well as sessions at local colleges such as Maryville in order to meet with potential graduate students. Faculty are encouraged to meet with and recruit students at conferences, workshops, and symposia.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Strengthen existing and develop new partnerships with ORNL that increases the interaction between diverse computational groups at both institutions	Invite all faculty visiting ORNL that are either female or from Minority Education Institutes to UTK to give a seminar on a topic of their choice	Spring 2007	Department Seminar Coordinator	The number of such seminars per semester will be counted as a function of time as will the number of students enrolling in departmental academic programs from their institutions.
	Hold an "Open House" (with presentations and demos) during the summer for all minority and female students majoring in computer science or mathematics that are working at ORNL during the summer	Summer 2007	Department Head	Register attendees and monitor for future application and enrollment in one of our graduate programs.
Develop relationships with female and minority-owned businesses in the East Tennessee area that might benefit from computer science expertise	Develop a list of owners of female and minority owned businesses in the East Tennessee and key technology leaders employed by those businesses	February 2007	Department Head	The list will be updated every year; Key leaders will be tracked and feedback obtained on our graduates and programs.
	Hold an "Open House" (with presentations, demos and discussion) for people on the list to encourage information exchange	Spring 2007	Department Head	Track leader/owner attendance and student employment opportunities to determine if either or both increase over time.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Encourage faculty to bring their international collaborations into the curriculum.	Remind faculty to highlight their international collaborations in course syllabi. Both similarities and differences in the definition and solution of current problems across the globe should be emphasized.	Spring 2007	Department Head	CS webmaster will create links to all instances of international collaboration within a special section of the department website. Both the quantity and quality of such collaborations will be highlighted.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Heighten our students awareness of and improve their experiences with others of different backgrounds and cultures	Invite researchers with diverse background and cultures to speak in our seminar series and require attendance of graduate students	Spring 2007	Department Seminar Coordinator	Track the number of female and minority speakers and attendance by graduate students; analyze over a few years of data to determine if a correlation can be established.
	Ensure students of diverse background and culture are assigned to share offices	Existing effort	Department Staff	Document officemates and monitor the diversity in officemates to ensure a yearly increase.
	Aggressively pursue the presentation of research results by PhD students at international conferences	Existing effort	Research Faculty	Monitor the number of students presenting papers at international conferences to ensure a yearly increase.