

The University of Tennessee
2006-2007 Diversity Plan-Updated as of July 1, 2006
Office of the Dean of Students

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Ensure that all departments within the Office of the Dean of Students provide programs and services that reflect the needs and interests of a diverse student population	Regularly discuss in departmental Staff Meeting programs and activities targeting a diverse student population sponsored by the nine offices that make up the Office of the Dean of Students.	September, 2006	Dean and Associate Deans	Departmental annual report should include a status report on all DOS departments diversity plans.
		Include the area of diversity as an additional element in performance reviews for staff.	March, 2007	Dean and Associate Deans	Documentation of annual performance review.
B	Promote campus-wide respect for diverse viewpoints, backgrounds, and abilities	Develop a diversity training workshop for Dean of Students exempt and non-exempt staff, as well as graduate assistants.	February or March, 2007	Dean and Associate Deans	Program curricula and learning outcomes.
		Ensure that the Office of the Dean of Students publications and websites are accessible and reflect the diverse population of the University	August, 2007	Dean and Associate Deans	Annual reports document diversity reflected in publications and websites. Websites are accessible.

		Work with the Division of Student Affairs to establish a bias protocol.	September, 2006	Diversity Coordinator and all Student Affairs Departments	Protocol in place by December 31, 2006
		Assure that staff from the Dean of Students department are represented on the Student Affairs Advisory Committee.	August, 2006	Vice Chancellor	Committee in place and functioning by the start of the Fall 06 semester
		Initiate regular opportunities to celebrate and learn about different cultures. Ask staff to read books or review a movie and have discussions on issues and topics that celebrate the culture/s of under-represented groups.	September, 2006	Dean and Associate Deans	Document the discussions; assess the activity.

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
A	Attract a greater number of candidates from under-represented groups for exempt staff positions	Review all search action plans to assure that all areas in the Office of the Dean of Students are advertising positions on websites and in publications that will be viewed by under-represented populations.	September, 2006	Dean and Associate Deans	Documentation of the search process
B	Develop a plan to retain staff members from under-represented populations	Provide opportunities for underrepresented staff to attend conferences related to their ethnicity.	Ongoing	Dean and Associate Deans	Documentation of conferences attended

	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
A	Support University efforts to attract students from historically under-represented populations and international students	Participate in recruitment programs that target under-represented groups, as well as work with Undergraduate Admissions and the Center for International Education.	October,2006	Dean and Associate Deans	Staff participation in programs
		Ensure that Dean of Students departments are providing information as requested to prospective students and their parents	Ongoing	Dean and Associate Deans	Documentation of responses to students and their parents
		Recognize and award student organizations who initiate excellent inter-cultural programming.	April, 2007	Dean and Associate Deans	Documentation of awards.

	Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and globally.				
	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Support the educational and service missions of the University through relationships with diverse communities in Tennessee and globally	Assure that Dean of Students departmental staff are involved in the development of community programs and relationships.	August, 2006	Dean and Associate Deans	Data collected in annual report
		Encourage Dean of Student staff to seek international experiences	Ongoing	Dean and Associate Deans	Document Attendance.

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
	Support the provision of intercultural perspectives in the curriculum of the University	Assure that courses offered by the Office of the Dean of Students include an intercultural component.	August, 2006	Dean and Associate Deans	Document courses within annual report

Goal Six: Prepare graduate students to become teachers and researchers in a diverse world.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Equip graduate assistants and practicum students with information and experience that will help them work with diverse populations	Invite and encourage graduate students to attend professional development and training programs that address diversity issues.	Ongoing	Dean and Associate Deans	Document the programs and training offered