

**The University of Tennessee
2006 - 2007 Diversity Plan
College/Dept: Disability Services**

**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 Division provide programs and services that reflect the needs and interests of a diverse student population	Modify department annual report to include a dedicated section detailing diversity initiatives/programs	Summer 2006	Director and Assistant Director	The department annual report should include: number of diversity initiatives/programs, number of participants, and assessment of initiatives/programs
		Assist in the campus-wide programming and services to include students from under-represented populations with disabilities	2006-2007	All Professional Staff	Assessment relating to learning outcomes related to different issues with students with disabilities
					Baseline data on total number of presentations given
B	Promote campus-wide respect for diverse viewpoints, backgrounds, and abilities	Provide diversity training for all Office of Disability Services staff	Summer 2007	Assistant Director	Three department-wide professional staff development programs devoted partially to diversity issues
		Collaborate with other departments to provide programming and resources that support the Universal Design approach	Summer 2006	All Professional Staff	Assessments and surveys to be used for the different workshops, seminars and departmental meetings

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	Develop presentations of services offered to targeted under-represented faculty and staff organizations	2006-2007	Director	Fully assess presentations with developed learning outcomes
		Advertise positions on websites and in publications that will be viewed by potential candidates from under-represented populations	Ongoing	Director	Baseline data collected on the number of under-represented populations in candidate pools
B	Develop a plan to retain staff members from under-represented populations	Conduct exit interviews to identify reasons why staff members from under-represented populations leave	Summer 2007	Director	Implement an exit interview process by May 2007

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	Coordinate with Student Activities to provide access to events and programming that is inclusive for students from under-represented populations and international students with disabilities	2006-2007	All Professional Staff	Evaluate new swipe card system data to determine trends and baseline data for under-represented students and international students with disabilities Utilize participant data to identify programmatic trends from students of under-represented populations and international students
		Continue enhancement of Disability Awareness Month activities by marketing the programs to under-represented student populations	Oct-06	Disability Awareness Month Programming Committee	Assessment of individual programs and activities that occur throughout Disability Awareness month
		Collaborate with the Office of Enrollment Management and Undergraduate Admissions on selected recruitment activities targeted to historically under-represented	2006-2007	All Professional Staff	Current collaborative events identified and listed
		Assist Facilities Services to coordinate efforts to ensure physical access to all UT buildings	2006-2007	Director	Document facility access issues and resolution

**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	Create yearly schedule of meetings/programs at historically under-represented high schools in Tennessee	2006-2007	All Professional Staff	Evaluation surveys from students, counselors, and teachers Assessment of individuals knowledge level of policies and procedures for the Office of Disability Services
		Promote Disability Awareness month activities to under-represented groups in Knoxville and the region	Fall 2006	Disability Awareness Month Programming Committee	Assessment of individual programs and activities that occur throughout Disability Awareness month
		Identify and support international experiences for Disability Services Staff	2006-2007	All Professional Staff	Baseline data collected on the current opportunities available and on the number of Office of Disability Services staff participating
		Coordinate with staff and locations (universities) abroad to include students with disabilities in programming and study options	2006-2007	All Professional Staff	Compare statistics and data yearly of different students studying abroad

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Support the provision of intercultural perspectives in the curriculum of the University	Contact academic departments to arrange presentations on accommodations	2006-2007	All Professional Staff	Fully assess presentations with developed learning outcomes
		Initiate and develop a program on accommodations for students with disabilities for First Year Studies classes	2006-2007	All Professional Staff	Fully assess presentations with developed learning outcomes

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

Objectives		Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Equip graduate assistants and practicum students with information and experience that will help them work with diverse populations	Collaborate with departments on campus (social work, rehabilitation counseling, school psychology, and college student personnel) to offer opportunities to work with students with disabilities	2006-2007	All Professional Staff	Compare data yearly of amount and quality of opportunities Assess the internship or practicum experience of the student at the mid-point and conclusion of the academic year
		Conduct awareness trainings to new graduate assistants in different campus	2006-2007	All Professional Staff	Fully assess presentations with developed learning outcomes
		Work with Counselor Education, School Counseling, and School Psychology Programs on the differences between high school and college disability requirements to ensure a successful transition	2006-2007	All Professional Staff	Fully assess presentations with developed learning outcomes

