

The University of Tennessee
Diversity Plan
College of Arts and Sciences/Dept. of Earth and Planetary Sciences

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Encourage positive attitudes toward and frequent attention to diversity issues	Discuss diversity issues at annual graduate student orientation	Annual effective 2007	Graduate Program Coordinator	Host annual orientation
	Annual interviews with individual graduate students to solicit feedback on departmental policies and practices and environment	Annual; ongoing	Graduate Program Coordinator	Host interview sessions, compile results and present to faculty for discussion
	Periodic attention to diversity issues at faculty meetings	Once per semester; Spring 2007	Department Head	Complete task
Create a departmental climate that recognizes and values of individual contributions	Encourage self-identification of accomplishments during annual performance evaluations	Annual; ongoing	Faculty	Reported as item on annual workload statement and in annual evaluation interview with Head
	Nominate deserving faculty for campus and professional awards	Annual; ongoing	Department Head	Report of faculty nominations and awards
	Recognize individual student achievements at annual departmental Awards Day	Annual; ongoing	Department Head	List of awardees and report to alumni
	Publicize faculty and student achievements in on- and off-campus outlets	Ongoing	Department Head	Reported items
Create a departmental climate that encourages open discussion and social interactions	Encourage all students to participate in Geoclub events	Ongoing	Faculty	Significant participation
	Organize and encourage full participation in departmental social events, such as Geoclub field trips, Fall Party, Holiday luncheon, and Spaghetti Supper	Ongoing	Department Head	Significant participation
Support interdisciplinary research and teaching efforts	Encourage faculty and student participation in interdisciplinary research centers and programs, interdisciplinary and collaborative research, and Honors Program offerings	Ongoing	Department Head	Annual review of activities and summary of results

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
Recruit a diverse departmental workforce	Utilize all available resources to identify potential applicants from under-represented groups, including internal (i.e., OED) and external (e.g., professional organizations, listserves and networks) resources.	All active and future searches	Department Head and Chair, Search Committee	Narrative summary will document whether pool meets or exceeds the demographics of the national pool.
	Work with College and University to improve spousal accommodations; aggressively and proactively seek dual body opportunities on campus or identify employment opportunities in the community.	Spring 2007	Department Head	Successful recruiting of dual career couples
Retain a diverse departmental workforce	Maintain equity in faculty pay	Ongoing	Department Head and College administration	Annual salary report
	Mentoring of new faculty	Ongoing	Faculty mentor	Positive feedback from mentor and new faculty member; succesful promotion and tenure
	Departmental support for faculty participation in professional development workshops	Ongoing	Department Head	Annual review of faculty activities
	Educate all faculty on university policies for diversity, maternity, family leave and alteration of the tenure clock	Annual effective Spring 2007	Department Head	Annual review at a faculty meeting
	Work with College and University administration to improve family friendly resources, especially on-campus daycare.	Ongoing	Department Head and College/University administration	On campus daycare center available to faculty and student
	Seek fair and adequate staff compensation	Ongoing	Department Head and College/University administration	Annual salary report shows increased compensation and compensation in line with job responsibilities

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
Recruit a diverse graduate and undergraduate student population	Identify and develop a relationship with undergraduate departments at womens colleges, HBCU, or which have significant populations of women and minority students through faculty and student contact and speaker exchanges.	Spring 2007	Department Head and Faculty	Develop a list of campuses, contacts, and begin periodic visits and speaker exchange
	Encourage faculty and student outreach to K-12 to increase exposure of underrepresented groups to earth science and career opportunities in earth science	Spring 2007	Faculty	Annual summary of faculty and student activity shows increased efforts
	Include support for undergraduate summer research efforts in proposals to external funding agencies	Fall 2008	Faculty	Award of external funding for summer research stipends for students
	Maintain active list of employment opportunities and alumni contacts for job searches and career mentoring	Ongoing	Faculty Job Coordinator	Up-to-Date list
	Establish relationships with selected international institutions though faculty visits and speaker exchange.	Fall 2008	Faculty	Build a contact list
	Regular opportunities for departmental training and mentoring to develop skills in teaching and research and other necessary professional skills.	Spring 2007	Faculty	Student participation in these training sessions
	Develop an informative departmental website including information on job opportunities for graduates and links to career pages maintained by national professional organizations	Fall 2008	Department Webmaster	Web site active and informative
	Support University efforts to establish and improve student health and daycare resources and low cost housing.	Ongoing	Department Head	Available and affordable daycare on campus
	Develop Departmental recruiting material that can be shared by faculty during their international work and travel.	Fall 2008	Graduate Admissions Committee	Completion and periodic updating of material

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Improve opportunities for K-12 earth science education and experiences	Host annual Earth Science Day for middle school students; seek participation by groups from targeted area schools; seek external funding to support participation of those groups	Annual; ongoing	Earth Science Day Coordinator and volunteers	Annual report of ESD activities
	Encourage faculty participation on Speaker's Bureau and other public engagements; student outreach to schools and McClung Museum	Spring 2007	Faculty	Annual report of outreach activity
	Seek external funding to support K-12 student involvement in earth science activities	Fall 2008	Faculty	Annual report of outreach and grant activity
Build formal and informal linkages to the global earth science community	Encourage and support faculty participation in international meetings, field trips, and scientific collaborations	Ongoing	Department Head	Annual report of faculty activity
	Aggressively recruit Fullbright scholars for collaborative research with department faculty.	Fall 2007	Faculty	Annual report of departmental research



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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Increase the number of women, minority and international speakers in our regularly scheduled seminar program	Consult speakers lists and contacts at American Women Geoscientists, the National Association of Black Geologists and Geophysicists, Geological Society of America, and the American Geological Institute.	Fall 2007	Head and Seminar Program Coordinator	Document demographics of annual speaker list
Increase opportunities for geological field work and field trips outside of Tennessee and the United States	Encourage student enrollment in international field camp	Ongoing	Undergraduate Advisors; Field Camp Coordinator	Student transcripts
	Departmental support for field trips to different regions in the US and to international localities; seek additional alumni funds for increased international field activities	Ongoing for US trips; Fall 2008 for international trips	Department Head and Faculty	Annual report of student and faculty international activities
	Departmental and College support for graduate and undergraduate participation in national and international meetings and field trips	Ongoing	Department Head and Faculty	Annual report of student and faculty international activities
	Encourage student participation in externally funded field work	Ongoing	Faculty	Annual report of faculty and student activities; Newsletter report
	Encourage undergraduate students to participate in study abroad opportunities	Fall 2007	Faculty	Student participation in program

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Prepare graduate students for a career in an increasingly fluid and international marketplace	Assure a broad and diverse background in earth science and associated cognate sciences	Ongoing	Faculty and Graduate Program Committee	Student and peer evaluations of course content
	Assure flexibility in programs of study to accommodate independent and interdisciplinary research	Ongoing	Graduate Program Committee	Annual summary of student research
	Develop graduate student skills in public presentations and written expression	Ongoing; Spring 2007	Faculty	Geological presentations course is in place; add more significant writing components to existing courses
	Encourage and support graduate participation in national and international meetings	Ongoing	Department Head	Annual summary of student presentations at professional meetings