

The University of Tennessee

Diversity Plan

College/Dept. A&S /English

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support individual and group diversity initiatives	Provide financial support for individual and group efforts at diversity; Credit faculty participation in activities in annual reviews	ongoing by FY	Dept Head	Annual expenditures on appropriate events and initiatives
Promote attendance at lectures and events	Publicize department events widely, both within and outside of department.	ongoing	Dept Head, Dir Undergrad Studies	Review dept communication efforts annually
Encourage dialogues on diversity	Departmental colloquies, readings, and brown bags on diversity and intercultural topics	ongoing by AY	Faculty	Minimum of one event per semester
Support interdisciplinary programs.	Encourage Faculty involvement (teaching and otherwise) in IDPs and Honors appropriate to framework	ongoing	Faculty	Number of faculty teaching qualifying courses.
Create welcoming environment for international students	In English 121, provide for international students: 1) general information about the University ; 2) a relaxed, supportive environment for improving English skills; and 3) a community atmosphere to help foster social contacts. In upper-division ESL classes, allow opportunities for domestic students to interact with international students studying in 121 or the E.L.I.	ongoing	Director of ESL and ESL teachers.	Annual review of activities
Include attention to international and intercultural concerns in departmental structure	Include a diversity committee as a regular part of the department's committee structure	began in 2006	Head, members of diversity committee	Chair of Committee and Head review departmental activities annually

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 diversity in faculty	Each year, consider how diversity of faculty may be increased through searches within the curricular needs of the department	spring hiring report by Planning Committee, search vote by Faculty	Dept. Head, Planning Committee	Annual assessment of whether diversity of professorial faculty increased, decreased, or remained the same
Increase Pro-active recruitment policies in all searches	Consult available lists of under-represented populations for all searches	ongoing	Dept Head and chairs of search committees	Proof of consultation such as mailings, email, and telephone contacts; use and purchase of appropriate lists such as Minority and Women Doctoral Directory
Retain diverse faculty once we successfully hire them.	Appoint supportive mentors for Assistant Professors (Head)/Advise and support new faculty as they establish their teaching and research agendas (Mentor, faculty)/include discussion of professional satisfaction in annual review (Head)	ongoing	Head, Mentor, Faculty	Annual assessment of whether diversity of Professorial faculty increased, decreased, or remained the same.
Seek to determine reasons why diverse faculty leave the department and university	Conduct an exit interview with departmental faculty leaving the University	begin policy now	Head, Mentor, or member of diversity committee, whichever is preferable to faculty member	Head will get a report on results of exit interview (if it is conducted by someone else), then discuss it with Administrative Committee or Diversity Committee to determine whether new strategies for retention would be advisable.

Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Prepare graduate students	Include issues in English 505: <i>Teaching</i>	now	Dir of Grad Studies	Infusing course with diversity and QEP content
Discuss diversity issues in relation to teaching	Annual workshops	ongoing	Dir. Of Freshman Comp	Diversity panels and discussion of diversity topics; inviting speakers/trainers from OED