

The University of Tennessee
Diversity Plan
Vice Chancellor for Finance & Administration

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Encourage staff to successfully interact with people from different backgrounds and life experiences.	Staff participation in professional development opportunities (included in the 32 hours of training) focusing on diversity issues	FY 2006-07	All Employees	Department head will ensure non-UT professional development events are reported to Human Resources. Consider the HR record of participation as part of the employee evaluation.
	Encourage employees to share diversity related concerns with appropriate departments, such as Equity and Diversity, to resolve issues and situations.	FY 2006-07	Department Heads	Periodical reminders from all levels of management should communicate the message with the department head ensuring the message is delivered to the employees in the unit.
Recognize employees for job related diversity efforts such as volunteering to serve on a committee regarding diversity.	Include diversity discussions in employee's performance evaluations.	FY 2006-07	Supervisor	Annual performance evaluation form
	Encourage employees to retain only diversity sensitive materials in public areas	FY 2006-07	Supervisor	Supervisor will periodically review the public areas
Assist the institution in pursuing diversity	Ensure policies, procedures, and practices promote the institutions values on diversity	FY 2006-07	All employees	Periodically review policies, procedures, and practices and make appropriate recommendations.
	Allocate resources to support diversity initiatives	FY 2006-07	Campus Administration	Review and have diversity initiatives as a part of every resource allocation decision

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).

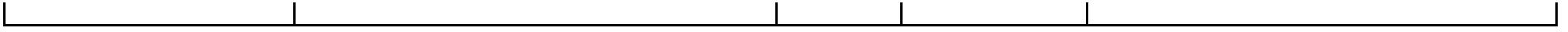
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Actively recruit a diverse staff	Encourage staff to network with diverse populations when attending workshops and conferences	FY 2006-07	All Employees	Follow up with staff upon return from conference
	Reach diverse population by placing recruiting ads in appropriate publications	FY 2006-07	Department Head and Search Chair	Review search materials
	Encourage staff members to contact colleagues about potential diverse candidates when recruiting employees	FY 2006-07	Department Head and Search Chair	Review search materials
Retain Diverse Staff	Develop a career path for advancement	FY 2006-07	Department Head	Work with Human Resources to develop a career path for each position in the department.
	Strive to maintain market salaries	FY 2006-07	Department Head	Annually compare employees salaries to the market and estimate amount required to maintain market.

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
Enhance the training for employees in student support services	Strongly encourage employees in these units to attend at least one university sponsored diversity training session periodically	FY 2006-07	Supervisor	Base part of the supervisors performance evaluation on the record of employee training
Support the academic units in promoting diversity	Make sure institutional policies are easy to locate and clearly written. Respond promptly to questions/concerns regarding institutional policies	FY 2006-07	All employees	Survey the campus on customer satisfaction with service received from the division

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Increase employee involvement with internally scheduled activities such as Ready for the World events, state and city sponsored groups such as Women's Economic Development Council, Cumberland Ave Development Task Force, etc.	Encourage employee membership and participation in organizations interacting with people from all cultures and backgrounds.	FY 2006-07	Supervisor	Recognize during employee performance evaluation
	Encourage staff to assume leadership roles in local agencies promoting diversity	FY 2006-07	Supervisor	Recognize during employee performance evaluation
	Encourage staff to network with diverse people when attending conferences, workshops, and seminars.	FY 2006-07	Supervisor	Recognize during employee performance evaluation
	Encourage staff to pursue global opportunities to network	FY 2006-07	Supervisor	Recognize during employee performance evaluation



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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Not Applicable				

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Not applicable				