

**The University of Tennessee  
2006 - 2007 Diversity Plan  
College/Dept: Fraternity Affairs**

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

	<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
<b>A</b>	Ensure that the Office of Fraternity Affairs provides programs and services that reflect the needs and interests of a diverse student population	Develop programs for all chapters to recruit international students and student from under-represented populations as new members.	September 2006	Advisor	Annual report to include the number of diversity initiatives/programs, number and demographics of participants, and assessment of initiatives/programs
		Offer campus-wide programs designed to increase intercultural awareness	Oct-06	Advisor	Baseline data collected from assessment of programs
		Promote membership in both National Interfraternity Council (NIC) and National Pan Hellenic Council (NPHC) fraternities to students from under-represented populations during summer orientation	June, July 2006	Advisor	Baseline data collected from orientation evaluations; participation yield of students from the rush process

**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).**

	<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
<b>A</b>	Attract a greater number of candidates from under-represented groups for exempt staff positions	Advertise secretary or practicum positions, when available, on websites and in publications that will be viewed by potential candidates from under-represented populations	Ongoing	Advisor	Baseline data collected on the number of under-represented population candidates for positions
<b>B</b>	Develop a plan to retain staff members from under-represented populations				

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

	<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
<b>A</b>	Support University efforts to attract students from historically under-represented populations and international students	Promote membership in both NIC and NPHC fraternities during summer orientation, International Student orientation, and Minority Enhancement for UT recruitment weekend	June, July 2006	Advisor	Evaluation responses gathered from participants; benchmark data collected on membership in NIC and NPHC fraternities
		Encourage IFC and Black Greek Letter organizations to make presentations to each other reviewing the meaning of membership in the respective organization	November 2006	Advisor	Assessment data gathered from evaluations of presentations
		Offer the program, "Race-The Power of an Illusion", campus-wide and to the Greek community	February 2007	Advisor	Assessment data gathered from evaluations from program

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

	<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
<b>A</b>	Support the educational and service missions of the University through relationships with diverse communities in Tennessee and globally	Host a Black Greek Letter Advisors dinner to discuss issues specific to the BGLC council and obtain input	October 2006	Advisor	Input from meeting documented and utilized
		Host "Trick or Treat on Greek Street"-a safe Halloween program for the Knoxville Boy's and Girl's club participants	Oct-06	Advisor	Baseline data collected on current partnership initiatives

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

	<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
<b>A</b>	Support the provision of intercultural perspectives in the curriculum of the University				

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

	<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
<b>A</b>	Equip graduate assistants and practicum students with information and experience that will help them work with diverse populations	Schedule graduate assistants and practicum students to attend division-wide diversity programs	Fall 2006 Spring 2007 when offered by the Division	Advisor	Assessment of student learning outcomes completed to determine effectiveness of programs











