

The University of Tennessee  
Diversity Plan

College/Dept: History

**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>
<p>Create a welcoming, diverse community of scholars and students</p>	<p>Discuss the importance of diversity in departmental welcoming meetings and at the new GTA orientation meeting</p>	<p>Ongoing</p>	<p>Head, Associate Head, Director of Graduate Studies</p>	<p>Monitor remarks at such meetings</p>
	<p>Meet annually as a department to review ongoing diversity initiatives</p>	<p>Spring 07 and ongoing</p>	<p>Head</p>	<p>Record minutes of this meeting and compare with past efforts</p>
	<p>Bring to campus guest speakers who specialize in the history of under-represented groups</p>	<p>Fall 07 and ongoing</p>	<p>Speakers' committee</p>	<p>Apply to at least one of the five annual guest lectures in the department (Milton Klein Lecture, Charles Jackson Lecture, Jacksonian America Lecture, Col. McKinney Lecture, Modern Europe Lecture)</p>

**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
Ensure gender and ethnic equity among faculty in an atmosphere of shared governance and equality	Appoint diverse departmental committees; strive for diverse departmental leadership	Ongoing	Head's Advisory Committee	Compare committee assignments yearly; advise dept. head on leadership appointments
Recruit women and minority candidates for faculty positions	Consider fields with higher numbers of under-represented scholars when defining open faculty lines	Ongoing	Entire department	Address directly in departmental meetings to define new searches
	Search for junior faculty and ABDs nationally for submission to the Provost's Opportunity Hiring Program	Ongoing	Head's Advisory Cmte/entire department	Track number of candidates suggested/proposals submitted to Dean/Provost
	Create as a budget priority the request for recurring funds for a dissertation writing fellowship for a graduate student who is a member of an under-represented group, and is from outside of UT (not enrolled in our program), with an eye toward an opportunity hire of this individual	Spring 08 and ongoing	Head	Track success of this request

**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 and maintain a graduate student population that is ethnically diverse and gender balanced	Send faculty to recruit students at historically black colleges and universities	Spring 07 and ongoing	Director of Graduate Studies	Record each recruiting trip; list names of students contacted; compare students enrolled in our program annually
	Hold a yearly reception for female faculty students	Existing effort	Director of Graduate Studies	Completion of reception each year
	Reserve one GTA position for a student studying the history of gender or ethnicity	Existing effort	Chair of Graduate Committee/entire department	Annual award of said GTA
	Consider diversity in graduate admissions and funding decisions	Existing effort	Chair of Graduate Committee/entire department	Annual comparison of graduate admission numbers

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Contact local high schools with high minority enrollments	Contact and work through Project Grad to meet with students in history courses to recruit minority students to UT	Fall 07 and ongoing	Associate Head and Chair of Undergraduate Committee	Record such meetings and compare results annually
Increase study abroad participation by faculty and students	Declare as a development goal the raising of funds to create study abroad scholarships for history majors; encourage faculty to lead study abroad activities; in courses and advising sessions faculty will encourage students to study abroad; schedule periodic presentations by programs staff.	Fall 07 and ongoing	Head and Head's Advisory Committee	Compare faculty participation annually; compare development efforts annually; schedule periodic presentations by programs abroad staff.

**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>
Offer a curriculum that recognizes the diversity of human experience	<p>Require coursework in the histories of places other than Europe and the United States</p> <p>Encourage faculty to participate in interdisciplinary programs (IDPs) and Humanities Initiative reading groups.</p>	<p>Existing effort</p> <p>Fall 07 and ongoing</p>	<p>Associate Head</p> <p>Head/Head's Advisory Committee/entire department</p>	<p>Current major requires two courses in the history of Asia/Africa or Latin America</p> <p>Maintain department meeting minutes reflecting that such an objective was discussed when defining searches</p>

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Train graduate students in non-U.S. history	<p>Mandatory three course Ph.D. minor in World History that includes one three credit seminar on how to teach World History</p> <p>Assign ABD students to teach independent courses with strong international and/or intercultural content</p>	<p>Existing effort</p> <p>Existing effort</p>	<p>Director of Graduate Studies</p> <p>Associate Head</p>	<p>Maintenance of this existing requirement</p> <p>Track yearly offerings of such courses</p>