

**The University of Tennessee  
Diversity Plan**

College/Dept. Chancellor's Honors Program

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
strategic programming	promote diverse co- and extra-curricular events	2006-07	director	host/help sponsor minimally one strategic event/semester
inclusive language	use inclusive language in official communications	2006-07	director	review and oversight of e-mail, publications, addresses,
leadership training	make diversity a cornerstone of leadership training	2006-07	director	sponsor annual leadership training for honors students



**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>
diversify staff	pursue affirmative action in hiring of Coordinator I, GTA's, and undergraduate staff	2006-07	director	annual staff review; collaboration with OED

**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>
diversify CHP student pop.	targeted recruitment and retention collaborations (e.g., continue collaboration with Urban League program)	2006-07	director	increase diversity of CHP pop. by 10% in '07-08 (currently, 91% white, 94% Tennessean, negligible intl')

**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>
continue Urban League Achievers collaboration; support Honors Council service partnership with Knox public schools support honors service-learning support international learning initiatives	build collaborative relationships; reform honors curriculum to encourage service- and international learning	2006-07	director & assoc. dir.	annual review of outreach; establish base-line

**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>
diversify honors curriculum	recruit a diverse faculty; support curricular requirements that include significant intercultural perspectives	2006-07	director & assoc. dir.	annual review of CHP and university-wide honors curriculum establish base-line data

**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>
assure GTA's preparedness	provide GTA's with diversity training	2006-07	director	annual review of GTA's performance establish base-line data