

**The University of Tennessee**  
**2006 - 2007 Diversity Plan**  
**College/Dept: Division of Student 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 Judicial Affairs provides programs and services that reflect the needs and interests of a diverse student population	Modify department annual report to include a dedicated section detailing diversity initiatives/programs	Summer 2006	Director	Annual report to include detailed information regarding efforts undertaken to promote programs and services relating to diversity and the needs of a diverse student population.
		Assist Diversity Coordinator as requested.	Fall 2006	Director/Associate Director	Response to requests will be documented.
		Include support for diversity efforts as part of personnel reviews	Spring 2007	Director	Diversity efforts discussed in all professional staff performance reviews
<b>B</b>	Promote campus-wide respect for diverse viewpoints, backgrounds, and abilities	Provide diversity training for all staff	Summer 2007	Diversity Coordinator/ Director	Document attendance at staff development programs. Implement diversity training programs for all staff within Student Judicial Affairs.
		Collaborate with other University units to develop and implement a well defined protocol to address incidents of bias towards students	Spring 2007	Director	Update policies and publications as needed to reflect protocol.
		Include diversity awareness information in all student judicial board training.	Fall 2006	Associate Director	Confirm learning objectives within training assessments.

**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
A	Attract a greater number of candidates from under-represented groups for exempt staff positions	Advertise positions on websites and in publications that will be viewed by potential candidates from under-represented populations	Ongoing	Director	Place position advertisements in publications that reach a diverse audience  Baseline data collected on the number of under-represented populations in candidate pools
		Implement directives from Division for search committees regarding the consideration of applicants from under-represented populations	Summer 2007	Director	Use of directives during search documented by search chair.
B	Develop a plan to retain staff members from under-represented populations				
		Provide opportunities for new staff members of under-represented populations to develop a support network	Ongoing	Director/Associate Director	All new employees from under-represented groups have been paired with a host from the same under-represented group
		Encourage participation of members of under represented populations in the "Grow Your Own" program	Ongoing	Associate Director	Program information distributed to all professional staff  Baseline data collected on program participation levels for staff in the Office

**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
A	Support University efforts to attract students from historically under-represented populations and international students	Provide information as requested to prospective students and their parents	Spring 2007		Ensure that website is current and that information provided is accurate Respond to requests for information within 24 hours
	Increase awareness of opportunities for involvement for historically under-represented populations and	Extend marketing for student programs to historically under-represented populations, to increase participation and retention.	Spring/ Summer 2007	Director/ Associate Director	Collaborate with Minority Student Affairs and the International House to focus marketing efforts.
					Send representatives to specified student organization meetings to announce upcoming opportunities.

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Support the educational and service missions of the University through relationships with diverse communities in Tennessee and globally	Encourage participation in programs which highlight diversity.	Fall 2006	Director/Associate Director	Encourage staff and students to take part in the wide variety of programs available both on and off campus in which diversity plays a role.
		Identify and support international experiences for students	Fall 2006	Director/Associate Director	Use probation meetings as an opportunity to provide information and encourage students to study abroad
		Research and investigate current strategies used on other campuses regarding issues of diversity.	Ongoing	Director/ Associate Director	Attend National Conferences and intentionally seek out workshops providing this information.
					Gather information from professional organizations, and regularly share information with office.

**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>					

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Equip graduate assistants and practicum students with information and experience that will help them work with diverse populations	Incorporate diversity related activities for graduate assistants and practicum students within training.	Fall/ Spring/ Summer 2007	Director/Associate Director	Collaborate with Office of Equity and Diversity in identifying appropriate activities and content for graduate student training. Seek out activities and programs to provide insight and reflection on the issue of diversity as related to judicial affairs, and incorporate findings into staff meetings regularly.