

Goal	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
1. Create and sustain a welcoming, supportive and inclusive campus climate.	Provide a welcoming, supportive and inclusive work environment for library faculty and staff.	Offer a cultural enrichment discussion series (“Let’s Talk About It”) for library faculty and staff	Twice per calendar year	Libraries’ Diversity Committee	Number of discussions scheduled; attendance at each discussion; feedback obtained from an evaluative survey distributed to program attendees.
		Advertise and promote Diversity Committee activities and events through the creation and distribution of a “Diversity Newsletter” and Diversity News blog.	On-going	Libraries’ Diversity Committee	Number of newsletters produced and distributed in a given year; number of hits that Diversity News blog.
	Establish a welcoming climate for library student workers.	Continue to sponsor an annual recognition program for library student workers who have worked at the Libraries for at least two years.	Every Spring	Libraries’ Diversity Committee	Number of participants in program -- compare to previous years’ numbers.
	Establish a welcoming climate for new library employees.	Provide new library employees with a structured orientation that includes opportunities for personal and professional interactions.	On-going and as needed	Libraries’ Training Office & Diversity Committee	Feedback from surveys and individuals gathered during the month following introduction to the Libraries.
	Expand access to library resources for users with disabilities.	Provide assistive technology and equipment in the Commons 24 hour area.	Spring 2007	Disability’s Coordinator & Office of Disability Services	Informal feedback from users.

	Establish a welcoming climate for members of the UT community	Serve as an information resource in support of other programs on campus in the development of their diversity plans.	On-going	Subject Librarians	Number of requests for information pertaining to diversity plans from departments and programs.
2. Attract and retain...individuals from under-represented populations into faculty, staff, and administrative positions.	Recruit and retain a diverse workforce for UT Libraries and the library profession.	Develop and administer the second Minority Librarian Residency Program.	2005-2007	Assistant Dean Jill Keally, with assistance from Libraries' Diversity Committee	Number successfully recruited and retained at UT and/or in the profession; feedback from faculty and staff at the conclusion of the two-year program.
		Offer support to search committees in the recruitment of a diverse pool of applicants for positions at the UT Libraries.	On-going	Libraries' Diversity Committee	Number of diverse applicants for positions
		Seek funding and support for a community services librarian	On-going	Dean Barbara Dewey and Library Development Officer	Position funded and search launched
3. Attract, retain ...students from historically under-represented populations and international students.	Provide work experiences to minority students.	Collaborate with SIS in the Science Links program to train and mentor future librarians from minority populations to work in science librarianship.	Summer 2008	UT Librarians	Number of Science Links students who complete program; number who are successfully placed in science libraries.

	Recruit students to the University of Tennessee	Participate in high school recruitment fairs sponsored by Undergraduate Admissions Recruitment Programs, including Sneak Peak and JUMP events that target recruitment of African American students.	Annually as scheduled by the Undergraduate Admissions Office	Members of RIS & The Diversity Committee	Number of events participated in. Number of students who stop by the Libraries' Information tables.
	Help retain students at the University through academic support	Offer individual research assistance through the RIS Research Assist program	On-going	Members of the RIS Team	Number of students who sign up to participate in Research Assist
		Continue to offer Library workshops that introduce students to library resources and make them more comfortable and familiar with doing research	On-going	Instructional Services Coordinator & Instructional Services Librarian	Number of students who register to attend Library workshops; Evaluation and feedback from participants.
		Continue to build online tutorials designed to offer students an online option for learning about the Libraries	On-going	Instructional Services Coordinator and Team	Number of hits that tutorials receive according to counters placed on the site; Number of courses requiring use of the tutorials; Feedback from teaching faculty

	Help to retain students at the University by offering part-time employment opportunities in a variety of locations and units.	Employ student workers in positions that offer financial assistance with flexible schedules to support academic success	On-going	Library Supervisors	Number of student workers employed with the Libraries; Demographics or Library student workshops.
4. Develop and strengthen partnerships with diverse communities in Tennessee and globally.	Continue to partner with the Diversity Librarians' Network.	Provide server space, financial, technical, and staff resources to aid in the continued success of the Network.	On-going	Kawanna Bright & Maud Mundava, Reference Librarians	Level of participation, including number of registrants for the Network and number of page hits on the Network's home page.
	Continue developing the partnership with Makerere University in Uganda.	Explore the second phase of the Makerere University partnership.	On-going	Dean Barbara Dewey, David Atkins, Head, ADS, Anthony Smith, Coord., Digital Initiatives	Access program continued, Digital pilot identified and begun
	Seek financial support for the Minority Librarian Residency Program.	Create a named endowment for the Residency Program.	On-going	Dean Barbara Dewey and Library Development	Case statement developed and amount raised

	Develop a partnership with Universidad Andina Simon Bolivar, Quito, Ecuador.	Improve the Libraries' collection of Afro Andino cultural resources and explore areas for information exchange in consultation with the library at Universidad Andina Simon Bolivar.	On-going	Sandy Leach, Head of Ag/Vet. Library	Number of items purchased
	Partner with an HBCU (Historically Black Colleges and Universities) library.	Participate in a librarian exchange program with an HBCU library.	Spring 2007	Dean Barbara Dewey; Linda Phillips; and Jill Keally	Exchange planned, completed and evaluated.
	Partner with the School of Information Sciences.	Identify opportunities for collaboration with SIS in diversity-related endeavors.	On-going	Libraries' Diversity Committee	Number of collaborative projects in a given time period.
	Partner with UT departments and groups on diversity-related programs and events.	Provide financial support, space, publicity, etc. as needed.	On-going	Libraries' Diversity Committee	Number of partnerships in a given time period.
	Identify diversity professional development collaborative activities.	Share the Libraries' diversity initiatives via professional venues such as conferences and publications.	On-going	Libraries' Diversity Committee	Number of activities in a given time period.
5. Ensure that curricular requirements include significant intercultural perspectives.	Support intercultural and international components of the University's curriculum.	Through library displays and the Culture Corner, promote the Libraries' diverse collections and support programs such as the University's "Life of the Mind."	On-going	Libraries' Diversity Committee	Number of activities in a given time period.

		Develop diversity resource guides and provide access to them through the Libraries' home page.	On-going	Libraries' Diversity Committee	Number of guides in a given time period.
		Strengthen library collections in areas of international and intercultural studies.	On-going	Head of Collection Development & Management and subject librarians	Number of items added.
	Evaluate Curricular Proposals	Service on curricular committees such as General Education and sub-groups	On-going	Instructional Services Coordinator; Head of RIS and Branch Libraries	Number of committee appointments