

The University of Tennessee  
Diversity Plan

College/Dept. \_\_\_\_\_ Nuclear Engineering

**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>
To welcome and support all new NE students. Attract more women and minorities into NE.	Meet one-on-one and face-to-face with each new student to welcome them to the department. Sponsor weekly social events for all NE students and faculty. Feature women and minority students on our department's home page (see <a href="http://www.engr.utk.edu/nuclear/">http://www.engr.utk.edu/nuclear/</a> )	continuous	H.L. Dodds	See the archives of our colloquium program at <a href="http://www.engr.utk.edu/nuclear/colloquia/Archive/">http://www.engr.utk.edu/nuclear/colloquia/Archive/</a> , each one of which is followed by a reception for all NE students and faculty. Track the enrollment of women and minorities in NE.

**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>
Increase number of women and minorities into administrative positions	Promote women and minorities on our website. Invite women to participate in our colloquium program . Recruit women and minorities for faculty and staff positions.	continuous	H.L. Dodds	See our website and our colloquium archives. Track women and minorities in our administrative positions.



**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>
Establish partnerships with China, Taiwan, and Fisk Universities.	Signed Memorandum of Understanding with Tsinghua University in China and in Taiwan. Met with Fisk University officials. Increase collaboration with South Carolina State University, which is an HBCU.	Spring 2004	H.L. Dodds  J.W. Hines	We did it already and we plan to continue doing similar activities in the future. We recently sent our ABET self study document to SC State University, which means we are helping them to become ABET accredited in NE.

**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>
Assure all NE students have a well-rounded, intellectual education.	General education requirements include at least two courses in cultures and civilizations.	Fall 2005	NE Faculty	We now have two cultures and civilizations courses in our required curriculum. In other words, we are already meeting this goal in our curriculum that is required for graduation.

**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>
<p>Enable our graduate students to work with professionals from other countries so that they can experience working with people from different cultures.</p>	<p>Continue to promote our Visiting Scholars Program, which brings experts from other countries to work with our graduate students and faculty. We currently have Visiting Scholars from South Korea, Russia, and Brazil.</p>	<p>continuous</p>	<p>NE Faculty</p>	<p>Upon graduation, our graduates undertake all types of careers including law, medicine, IT, business as well as traditional nuclear work. Our graduates also work all over the world including the Far East, Middle East, Near East, Canada, and South America. The success of these students in their international careers after graduation constitutes an excellent benchmark. They are all very successful!</p>

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