

**The University of Tennessee
Diversity Plan**

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

Objectives	Strategy/Tactics	Date	Responsible Party
Promote respect for diverse backgrounds, viewpoints, and abilities	Develop publications (newsletter, brochures) and website that reflect the diverse population of the university and the diverse membership in the Parents Association	ongoing	Emily Parker
	Provide notifications to parents of campus opportunities for students to interact with individuals and ideas of different cultures than their own	Fall 06 and Spring 07	Emily Parker
	Highlight programs and events that contribute to cultural diversity.	ongoing	Emily Parker
	Collect data regarding parental expectations to provide better support services	Spring 2007	Emily Parker



Goal Two: Attract and retain greater numbers of individuals from under-represented populations into faculty (particularly department heads, directors, deans, and vice chancellors).

Objectives	Strategy/Tactics	Date	Responsible Party
Conduct strategic hiring of all positions with an emphasis on student workers	Increase visibility of student worker positions and hiring process across campus to increase under-represented populations in the candidate pool	As needed	Emily Parker
Create an office atmosphere to respect, understand and appreciate diverse ideas and contributions	Monthly staff meetings with all staff and individual meetings with students	monthly	Emily Parker
	Provide professional development opportunities for all staff	ongoing	Emily Parker



Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented students.

Objectives	Strategy/Tactics	Date	Responsible Party
Support University efforts to attract students from historically under-represented populations and international students	Highlight programs, events, and services that contribute to the cultural diversity of the campus and services	ongoing	Emily Parker
	Provide information as requested to parents of prospective students	ongoing	Emily Parker
Provide a link to campus for parents of historically under-represented populations in order to provide support and information to the parents to help them become partners with the university in the education and development of their student	Participate with the Admissions, Dean of Students and Orientation Offices in Parent Receptions in Memphis and Nashville	ongoing	Emily Parker
	Participate in all Admissions events throughout the year including Open House, Scholars Invitational and Spring Fling to educate parents of historically under-represented students about the Parents Association services.	ongoing	Emily Parker
	Recruit new family memberships at Summer Orientation of historically under-represented populations	Summer 2007	Emily Parker
	Educate staff regarding services and ensure brochures are available in offices that serve under-represented students.	Spring 2007	Emily Parker
	Collaborate with Admissions and Minority Student Affairs on the January Jump program to recruit students and inform parents.	Jan-07	Emily Parker

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

Objectives	Strategy/Tactics	Date	Responsible Party
Provide scholarships that support intercultural education and diversity initiatives.	Create a Programs Abroad Scholarship, designed to subsidize costs associated with studying abroad.	5/1/2006	Emily Parker
	Create an International Internship Scholarship, designed to subsidize costs associated with international internships.	6/1/2006	Emily Parker
Develop a comprehensive communication and marketing program to promote diversity internally and externally	Advertise international and intercultural programs to members of the Parents Association via electronic media.	Ongoing	Emily Parker

Provide grants that support diversity initiatives.

Award grants to subsidize activities, events, and programs that can provide documented assessments showing that the activity, event or program has effectively reached a "wide target audience." This "audience" includes both domestic minority students as well as international students.

Spring 2007

Emily Parker

Goal Five: Ensure that curricular requirements include significant intercultural perspectives.

Objectives	Strategy/Tactics	Date	Responsible Party
N/A			

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

Objectives	Strategy/Tactics	Date	Responsible Party
Equip graduate student to work with parents and families of diverse populations	Provide an opportunity for graduate and practicum students to work with the Parents Association	As needed	Emily Parker

College/Dept. _Parents Association_____

Benchmarks

Articles and pictures in publications and on websites that reflect campus and membership diversity.

Wording in publications and on website that utilizes no exclusionary language

Listserv e-mail notifications and bi-annual newsletter

Inclusion in newsletter and listserv

Participate in a national benchmarking survey on Parent Expectations



ulty, staff, and administrative positions

Benchmarks

Track demographics of all applicants and advertisements on campus

Employee retention and satisfaction as reported in staff evaluations

Track the opportunities to send staff to professional development training



nted populations and international

Benchmarks

Inclusion in newsletter, listserv, and handbook

E-mail and phone contacts

Attendance and information provided at various events throughout the year and contacts made with parents

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Establish baseline data of under-represented first year students' parent memberships

Campus marketing campaign including specific contacts to departments

Establish baseline data of under-represented parent population memberships

Benchmarks
Award Study Abroad Scholarships annually; upon completion of the program, the recipient is to complete an evaluation of the international experience. Award Intern Abroad Scholarships annually; upon completion of the program, the recipient is to complete an evaluation of the international experience. Listserv e-mail notifications

Establish baseline data of all departmental grant applications and ensure justification of a diverse program, audience and events

Benchmarks

Benchmarks

Number of opportunities offered for graduate students