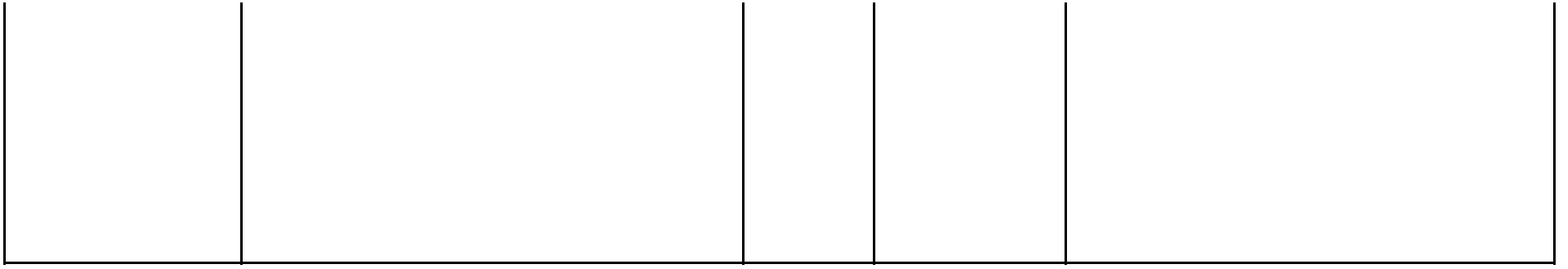


The University of Tennessee
Diversity Plan

College/Dept. A&S / PHILOSOPHY

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support individual and group initiatives on diversity	Provide financial support for individuals, groups. Credit faculty on workload reports + evaluations	Ongoing by FY	Dept. Head	Annual expenditures on appropriate events
Encourage discussions about diversity	Faculty + grad student colloquia + discussions of readings	Ongoing by AY	Dept. Head + Dir. of Grad. Studies	One event/year
Support undergrad. discussions of diversity	Provide financial support for Philosophy Club to co-sponsor events. Encourage Philosophy Club to meet w/ organizations representing groups of diverse students	Ongoing by AY	Dept. Head + Dir. Undergrad. Studies	Expenditures on appropriate events. One event/year
Encourage graduate students to welcome + support students from diverse groups	Annual orientation, mentors, inclusion in parties	Ongoing by AY	Dept. Head + Philosophy Grad. Student Association	Orientation held. Grad. student mentor assigned + appropriate mentoring



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
<p>Increase diversity of faculty</p>	<p>Increase pro-active recruitment efforts. Consult contacts + lists of under-represented populations for all searches</p>	<p>Ongoing</p>	<p>Dept. Head + Chair of search committees</p>	<p>Proof of consultation such as mailings, email, and telephone contacts; use and purchase of appropriate lists such as Minority and Women Doctoral Directory</p>



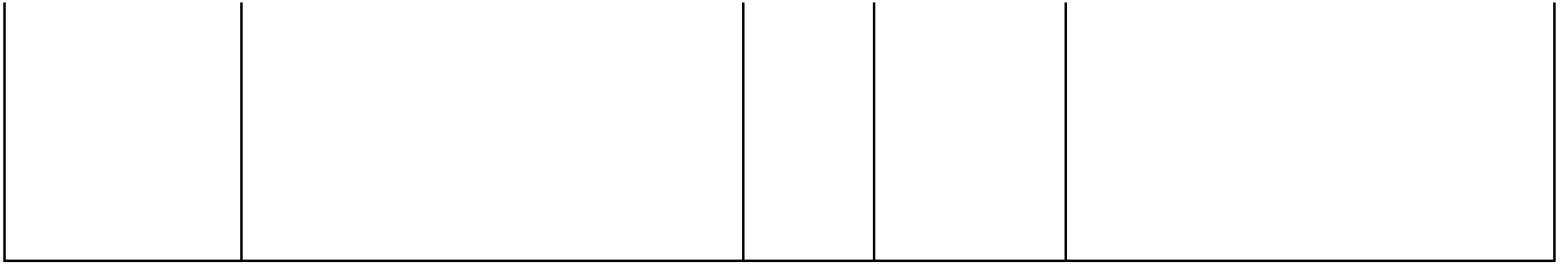
Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Diversify graduate student population	Mailing to HBCUs; Admissions Committees give special attention to international students	1/1/06	Dir of Grad Studies	Report on mailings done, admissions and fellowships + assistantships awarded
Retain students from under-represented groups	Mentoring; continuing financial support; offer classes + Independent Study including issues of race, gender, sexual identity	ongoing	Graduate Faculty	Interviews. Review of offerings.
Recruit under-represented populations to major	Emphasize to instructors importance of recruiting members of this group??? - ALL Philosophy majors are "recruited" by their experience in an introductory class.	ongoing	Dir of Undergrad. Studies + faculty	Report on recruitment and communication efforts

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Offer community opportunity for attendance at diversity events	Greater external publicity; financial support co-sponsored events	ongoing	Faculty organizing event; Dept Head	Record of visits of speakers; annual support to other organizations
Offer outreach presentations to under-represented groups	Encourage faculty participation in A&S Outreach Speaker's Bureau; work with A&S Outreach to identify potential audiences	ongoing	Dept. Head + faculty	Increased outreach presentations



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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
More use of authors from under-represented groups	Encourage more use of female + minority authors. (Almost all PHIL courses include authors from other countries.)	AY 05-06	Dept. Head; Dir. Of Undergrad Studies	More representation in course syllabi
Support curricular diversity in professional schools	Encourage infusion of diverse content + consideration of international, intercultural + equality issues in professional ethics courses	ongoing	Course Leaders + instructors	Syllabi show more diverse content + consideration of international and intercultural perspectives
Encourage curricular diversity for majors + other non-majors	Encourage infusion of diverse content + consideration of international, intercultural + equality issues in Contemporary Moral Issues; continue counting Religious Studies courses on eastern religions toward the major.	ongoing	Course leaders + instructors	Syllabi show more diverse content + consideration of international and intercultural perspectives
Offer graduate coursework in Feminist Philosophy + Independent Study on race theory, queer theory	Support graduate course offerings; give faculty credit on evaluations for graduate independent study courses	ongoing	Dept. Head + Dir. of Grad. Studies	Graduate courses and Independent Studies offered

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Offer graduate coursework in Feminist Philosophy + Independent Study on race theory, queer theory	Support graduate course offerings; give faculty credit on evaluations for graduate independent study courses	ongoing	Dept. Head + Dir. of Grad. Studies	Graduate courses and Independent Studies offered
Discuss diversity issues in relation to teaching	Annual workshops and GTA Orientation	ongoing	Dir. Of Grad Studies	Discussion of diversity topics; more infusion of diversity into GTA syllabi

