

**The University of Tennessee**  
**Diversity Plan**

College/Dept. Department of Physics \_\_\_\_\_

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

| Objectives   | Strategy/Tactics  | Date                    | Responsible Party          | Benchmarks   |
|--|---|-------------------------|----------------------------|--|
| Support professional development of all employees                                      | Encourage staff to participate in diversity programs and QEP initiatives            | Existing Effort         | Head                       | Increased number of employees attending professional development courses |
| Support female staff and students in a male dominated environment                      | Enhance mentoring process by having a female professor advising all female students | Existing Effort         | Adriana Moreo              | Increased retention of female students                                   |
|  | Female support groups of students and staff   | Existing Effort         | Adriana Moreo              | Increased retention of female students                                   |
| Support a good climate for all students  | Student lounge for undergraduate students   | Existing Effort         | Associate Head             | Increased retention of undergraduate students                            |
|  | Student lounge for graduate students<br>Provide social programs                     | 2008<br>Existing Effort | Associate Head<br>Head     | Increased retention of graduate students                                 |
| Increase enrollment of historically underrepresented minorities in the physics program | Provide aggressive recruiting effort  | Existing Effort         | Director for Undergraduate | Increased enrollment   |
|  | Provide scholarships to minority students   | Existing Effort         | Director for Undergraduate | Increased enrollment   |

**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>  |
|--|--|------------------------|--------------------------|--|
| <p>Increase the number of historically underrepresented populations in the Department of Physics and Astronomy</p> | <p>Agressively recruit individuals from underrepresented populations. In particular, making sure that all searches contain these individuals in the primary pools.</p> | <p>Existing Effort</p> | <p>Head</p>              | <p>Increased number of individuals from underrepresented minorities as employes.</p> |
|  | <p>Use "Trailing Spouse" opportunities to recruit outstanding female employees</p>   | <p>Existing Effort</p> | <p>Head</p>              | <p>Increased number of females employed in the department</p>                        |
|  | <p>Give preference to minorities as UT student assistants in our departmental office</p>   | <p>Existing Effort</p> | <p>Pam Carter</p>        | <p>Increased number of monorities in our office staff</p>                            |

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

| <b>Objectives</b>   | <b>Strategy/Tactics</b>  | <b>Date</b>     | <b>Responsible Party</b>               | <b>Benchmarks</b>   |
|---|--|-----------------|--|---|
| Increase the number of minority students in our undergraduate program | Identify minorities among the students we target for scholarship               | Existing Effort | Director for the Undergraduate Program | Increased number of identified minority students                              |
|   | Target scholarship offer to minorities   | Existing Effort | Director for the Undergraduate Program | Increased number of minorities on scholarships from the Department of Physics |
|   | Encourage minorities to assume leadership positions amongst our undergraduates | Existing Effort | Director for the Undergraduate Program | More minorities as SPS officers   |
|   | Visit high schools and target minority students                                | 2007            | Director for the Undergraduate Program | Increased number of identified minority students                              |

**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>  |
|---|---|-----------------|--------------------------|--|
| Increase the number of international research collaborations in order to enhance understanding among our students and faculty for<br>Increase the interactions with diverse communities locally | Encourage faculty to develop international research collaborations  | Existing Effort | Head                     | Increased number of international research collaborations                      |
|   | Increase number of students collaborating with people from different cultures and countries in their research | Existing Effort | Head                     | Increased number of graduate students involved in international collaborations |
|   | Increase participation in the Speaker's Bureau  | Existing        | Head                     | Increased number of Speaker's Bureau talks                                     |
|   | Encourage faculty to participate in outreach efforts targeted to the minority populations in Tennessee        | Existing Effort | Head                     | Increase outreach activity targeting minorities                                |
| Increase summer courses and summer camps for youth from minority groups   |   | 2007/2008       | Paul Lewis               | Increase number of summer courses and camps                                    |

**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> |
|---|---|-------------|--------------------------|-------------------|
| Review Physics curriculum for potential additions of intercultural perspectives | Request curricula committees to review our curriculum | 2007/2008   | Jon Levin & Ken Read     |                   |

**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> |
|-------------------|-------------------------|-------------|--------------------------|-------------------|
|                   |                         |             |                          |                   |