

**The University of Tennessee
Diversity Plan**

College/Dept. RecSports

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>A. Ensure that all departments within the Division provide programs and services that reflect the needs and interests of a diverse population.</p>	<p>Invite under-represented students to collaborate on programs which can use recreation and sports to promote interaction between all cultures (i.e., special event dance instruction from other cultures, etc.)</p>	<p>Academic Year 2006-2007</p>	<p>Informal Rec Director</p>	<p>Assessment outcome survey relating to the learning that has been obtained through the program. Search for other universities that provide similar programs to compare data.</p>
	<p>Create an International "Sports Day" where everyone learns and participates in sports and games that are native to countries from other continents.</p>	<p>Fall Semester 2006</p>	<p>Sports Club Program Director, Informal Recreation Director</p>	<p>Assessment outcome survey relating to learning that occurred relating to these sports. Analysis of the impact of experiencing another culture's activity.</p>
<p>B. Promote campus-wide respect for diverse viewpoints, backgrounds, and abilities.</p>	<p>Require all exempt staff to participate in the diversity training provided by the Division of Student Affairs.</p>	<p>Summer 2007</p>	<p>RecSports Director, Assoc. Dean of Students and Division of Student Affairs</p>	<p>100% participation by RecSports exempt staff in division programs devoted to diversity issues.</p>
	<p>Create one new opportunity for students to interact with individuals different from themselves and to encounter ideas and cultures different from their own.</p>	<p>Spring 2007</p>	<p>Outdoor Program Director, Assistant Director of RecSports, Director of RecSports</p>	<p>Fulfill Divisions benchmark to create and develop new opportunities for baseline data.</p>

Goal Two: Attract and retain greater numbers of individuals from under-represented populations into faculty, staff, and administrative positions (particularly department heads, directors, deans

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>A. Attract a greater number of candidates from under-represented groups for student and exempt staff positions.</p>	<p>Develop and promote an outreach program to actively recruit students from under-represented populations as employees in RecSports. Initiate student employment outreach to actively recruit a more diverse student staff throughout RecSports. (Provide 2 of these programs each semester.)</p>	<p>2006-2007</p>	<p>All RecSports Program Directors</p>	<p>Compare previous year's employee statistics for minority employees to see if the percentage of underrepresented populations increased. Contact peer institutions to see what processes may be in place at their school. Compare any data collected. Assessment outcome survey could also ask reasons why individuals may not apply for positions in RecSports area.</p>
	<p>Advertise positions on websites and in publications that will be viewed by potential candidates from under-represented populations (exempt positions).</p>	<p>ongoing</p>	<p>RecSports Department</p>	<p>Applicant source data monitored to identify if the process was effective in gaining a greater number of minority candidates. Baseline data collected on the number of minority candidates and compared to data from previous search pools.</p>
<p>B. Develop a plan to retain staff members from under-represented populations.</p>	<p>Support and institute the exit interview process to identify reasons why staff members from under-represented populations leave UT.</p>	<p>Summer 2007</p>	<p>RecSports Director, Diversity Coordinator</p>	<p>Implement an exit interview process immediately and adapt it to the Student Affairs process when developed in 2007.</p>
	<p>Support and institute a support network for new staff members who are in an under-represented population.</p>	<p>ongoing</p>	<p>RecSports Department</p>	<p>Pair a new employee from an under-represented group with a host from the UT Student Affairs Division.</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
<p>A. Support University efforts to attract students from historically under-represented populations and international students.</p>	<p>Track patterns of participation in RecSports with under represented populations and international students. Compare the usage with graduation rates for these populations to assess trends. (Would need to be able to track this with the ID swipe card system or Digital Revolutions equipment along with cross referencing to graduation data) Provide information as requested to prospective students and their parents.</p>	<p>Academic Year '06/07 thru '09/'10</p> <p>Fall 2006</p>	<p>Assistant Director, Informal Rec/Marketing Director and Technoloty GA</p> <p>All RecSports Staff members</p>	<p>1. Evaluate swipe card information to establish trends and baseline data for UT's population. 2. Search for national benchmark data to compare results found at UT. 3. After 4 years, comparison data will be created and available to analyze freshmen to senior experience.</p> <p>Record and monitor any complaints from parents of under represented students. Analyse these complaints to ensure that staff members are doing everything possible to alleviate and address concerns.</p>

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>A. Support the educational and service missions for the University through relationships with diverse communities in Tennessee and globally.</p>	<ol style="list-style-type: none">1. Create a yearly or semesterly program to encourage an active lifestyle for people with disabilities.2. Collaborate with on-campus and off-campus organizations to promote accessible activities.	<p>Academic Year 2006-2007</p>	<p>Informal Rec Director, Outdoor Program Director</p>	<ol style="list-style-type: none">1. Initial interest meeting of all groups.2. Level of interest by prospective sponsors to promote and make an event like this a reality.3. Actual buy in and break up of duties to make the event successful.4. Event programming and planning completed.5. Event takes place with assessment surveys for all participants to gauge learning outcomes and if the event is successful.6. Compare data to universities that currently provide these programs.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>A. Support the provision of intercultural perspectives in the curriculum of the University.</p>	<p>1. Create a cooperative intercultural outdoor trip experience in conjunction with academics. Search for a faculty member that may have an interest in doing an educational component with an outdoor experiential education trip (i.e., hiking the Inca Trail and providing a historical and language component for the group).</p> <p>2. Research all state and university policies to provide an international trip with an educational component. Research particulars with the International Program and the faculty member to obtain information concerning class credit.</p>	<p>Start Academic Year '06-07 and work for an '07-08 program</p>	<p>Outdoor Program Director</p>	<p>1. Meet with all parties that would have a vested interest and develop the program. Include learning outcome assessment tools to evaluate the program and opportunity.</p> <p>2. Compare statistics and experiential data to peer institutions that provide similar programs.</p>

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A. Equip graduate assistants and practicum students with information and experience that will help them work with diverse populations.	1. Ensure that each RecSports graduate assistant attend the diversity training program developed by Student Affairs. 2. Bring in guest speakers and presenters from Student Affairs and Academic programs to educate staff on new areas relating to a diverse world.	Academic year '06-07	All RecSports Program Directors, Assistant Director and Director	1. Have all GA staff attend the programs developed for graduate assistants and implemented over the course of the year. 2. Evaluate learning outcomes from the assessment document used for each program.