

# **The University of Tennessee Diversity Plan, 2006-2007**

## **Office of Research**

**W. F. Harris**

**Associate Vice Chancellor for Research**

**December 18, 2006**

## Mission and Responsibilities of the Office of Research

### Mission

The Office of Research will facilitate the university's research mission by

1. Assisting faculty in securing sponsorships for research, creative, and scholarly activities
2. Promoting research as a way to enrich teaching and service at the university and to enhance the social and economic environment of the region and the state
3. Extending the protection of relevant legal, ethical, and safety standards and regulations to faculty, staff, students, research subjects, and the public
4. Ensuring that all research agreements protect the legal, fiscal, and programmatic interests of the university
5. Sharing information appropriately with the general public and with targeted internal and external interest groups about the university's research accomplishments and needs.

### Responsibilities

The Office of Research administers research activities on UT's Knoxville campus and provides selected services to other university locations. The office

- Handles grants and contracts review for faculty researchers on the UT Knoxville campus.
- Oversees various programs that provide research incentives to faculty and students under the authority of the chancellor of UT Knoxville. The office also oversees internal reviews for proposals that might be competitive among the five UT entities.
- Supervises compliance with all relevant regulations and guidelines related to human subjects, bio-safety, and radiation safety for UT Knoxville and the Institute of Agriculture. These regulations apply not only to faculty doing research but to students and staff involved in certain research projects.
- Provides information about research opportunities to the entire University of Tennessee system through its membership in the Community of Science online data base.
- Maintains and disseminates summary data on research awards and accomplishments for the University of Tennessee.
- The office also works closely with the University of Tennessee Research Foundation, a private, not-for-profit foundation designed to support faculty research and entrepreneurship in an environment that blends academic and business values.

## Diversity in the Context of Research

A university is a place of learning, discovery, teaching and a repository of knowledge about us and our universe. In this context insuring diversity is central to the health of the university and for what it stands. In carrying out our mission stated above, we accept and promote the following principles:

- All areas of knowledge contribute equally to our understanding of ourselves and our position in the universe, e.g., there is no rank order among the arts, humanities, science and engineering.
- All qualified scholars should have equal access to resources and facilities that promote scholarship and research.
- It is our shared responsibility to assist all qualified scholars in their pursuit of new knowledge and research.
- It is our shared responsibility to insure that all possible steps are taken to protect the rights, privacy and safety of researchers, human subjects, and other non-human subjects.
- We will insure that the results of research and scholarship are promoted without regard to race, ethnicity, gender, age or national origin.

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Ensure that research subjects are treated fairly.	OR's Research Compliance has the responsibility to ensure all research is conducted to the letter of the law with respect to privacy, fairness, and full protection of rights.	Ongoing	Brenda Lawson	UT does not receive informal or formal complaints about unfair treatment of human subjects; UT's compliance process is peerless. There is zero tolerance of unfair treatment and the research protocol is not approved.

**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>
Open hiring	Have open searches for all positions so that candidate pools represent as much diversity as possible. Seek out diverse candidates for open positions through HR as well as individual contacts	Ongoing	W. F. Harris	We have fairly low turnover, but our goal is a workforce that is diverse. Currently of 26 staff, 19 are female, 7 males, 2 Asian, 1 African-American and 1 Hispanic. We strive to maintain this balance .

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

**Not Applicable to the Office of Research**

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

**Not Applicable to the Office of Research**

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

**Not Applicable to the Office of Research**

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

**Not Applicable to the Office of Research**