

**The University of Tennessee
Diversity Plan
School of Information Science**

Goal One: Create and sustain a welcoming, supportive and inclusive campus climate.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Increase minority leadership	Encourage minority students to seek leadership positions in student clubs	5/1/2006	Faculty	Increase above baseline
Increase study abroad participation by graduate students	Expand participation in study abroad	7/5/2006	Associate Dean	Increase by 25%
Encourage student and faculty participation in community events	Promote area events held by minority communities	6/1/2006	Information Specialist	
Increase research and service learning partnerships	Promote faculty experience in diverse research partnerships	6/1/2006	Centers Director	
Increase graduate student awareness of the value of community.	Orientation for new students will stress community building and networking.	Continuing, but with emphasis on spring of each year to prepare for August orientation.	Student Services Coordinator	Responses to evaluation form questions on these issues.
Increase and evaluate SIS policies and procedures to insure that the support and enrich an inclusive community.	Initiatives to create such an environment within the school, the college, and the University will be visible in SIS policies, procedures, and visible participation in campus-wide initiatives.	Continuing.	Director and faculty.	Review of faculty meeting minutes to determine the number of related items considered and action taken.
Review curriculum to find and develop opportunities to link professional content with diversity issues.	Discussions of diversity issues and themes will receive increased attention in the curriculum.	Continuing.	SIS Curriculum Committee and individual faculty members.	Review of course syllabi and sample content to establish inclusion of appropriate content.
Increase student government participation in diversity planning and implementation.	Student professional organizations within the School will be encouraged to be welcoming, supportive, and inclusive.	Continuing.	Student Services Coordinator and faculty serving as advisors to each organization.	Focus group reviews to establish level of satisfaction.
Increase faculty awareness of relevant issues and problems within the School and on campus.	Help faculty to become more aware of needs of students from diverse cultures and situations.	Continuing, but with workshops and events in 2006-2007.	Director, and SIS Multi-cultural Task-force.	Number of events. Evaluation of event effectiveness.

Increase faculty awareness of relevant issues and problems within the School and on campus.	Faculty share diverse experiences with each other, especially those with substantial experience abroad or with non-traditional cultures in the U.S.	Continuing, but with workshops and events in 2006-2007.	Director and SIS Multi-cultural Task-force	Workshops and events. Number attending. Evaluation forms.
Insure that the SIS website is inclusive in its content and appearance.	Partnering with appropriate individuals in the College, evaluate the College and School websites to insure that they meet applicable standards and are welcoming, supportive, and inclusive.	2007	An ad hoc committee consisting of SIS faculty and the Schools Information Technology coordinator with others from the College.	Number of changes made. Focus group interview results.
Insure that the SIS publications are inclusive in their content and appearance.	Review SIS documents and publications, specifically those aimed at an external audience to insure that they are welcoming, supportive, and inclusive. Some emphasis on the use of images.	Continuing, but 2006-2007 in particular	SIS Communications Specialist and Student Affairs Committee.	Focus group responses/evaluations to revised content.
Provide faculty with a clearer sense of where they stand on diversity issues.	Conduct a self-assessment and reflexivity workshop.	Spring 2007	Dr. Watson and Multi-cultural Task-force.	Workshop evaluations.
Insure that incoming students understand the nature of the SIS community.	Share issues of diversity with incoming students by identifying strategies.	Continuing.	Student Affairs Committee. Faculty.	Evaluations from those participating.
Increase SIS student participation in community building.	Strengthen student organizations, creating community of students helping students. Build stronger partnerships with campus support organizations.	2007-	Student Services Coordinator and Student Affairs Committee.	Number of faculty involved. Number of interventions. Student evaluations.

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
Increase the number of lecturers from diverse backgrounds.	Seek minorities for lectureship positions	Jun-06	School Directors	Increase by one position per school
Increase the number of senior faculty with diverse backgrounds and experiences.	\	Jun-06	Development Director	Add one funded position
Strengthen the mentoring program for new faculty to better meet the needs of those from non-traditional backgrounds.	Mentor and assess faculty from under-represented populations	Jun-06	School Directors	
Create a continuing list of minority candidates.	Develop a continuing list of qualified minority candidates for positions at different levels [assistant, associate, and full professor]	Continuing	Director	Number of candidates identified.

Create system for identifying and networking with doctoral students from diverse backgrounds.	Create a system for identifying and tracking leading Ph.D. Students from diverse backgrounds in outstanding doctoral programs in the U.S. and perhaps abroad.	Continuing	Director	Number of students identified. Number of students contacted.
Identify candidates for potential staff vacancies from diverse backgrounds.	Work with existing staff from non-traditional backgrounds to identify possible future candidates for staff positions.	Continuing	Director	Number of candidates identified.
Recruit and admit more international students.	Recruit international students from areas not traditionally represented at SIS	Continuing, but 2007- (after trial with distance education student in Asia).	Student Affairs Committee, Director.	Number of contacts made. Number of applications. Number admitted and attending.

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
Increase the number of undergraduate students from diverse backgrounds.	Recruitment visits targeting under representative populations	2005-06	Student Services Coordinator	
Insure that graduate teaching associates and assistants are aware of diversity y issues.	Annual workshop for GTA on minority and ethnic issues	Jun-06	Director	
Increase recruiting initiatives and yield.	Partner with the University Libraries, especially their Internship Program, to assist in recruiting using information professionals from diverse backgrounds.	Continuing.	Director and Student Services Coordinator.	Number of prospects identified. Recruiting trips taken. Number of applications received. Number of students admitted.
Increase recruiting initiatives and yield.	Work with existing students to recruit friends and colleagues, especially those who are already working in information agencies.	Continuing.	Student Services Coordinator and Student Affairs Committee.	Number of prospects identified. Recruiting trips taken. Number of applications received. Number of students admitted.
Involve Faculty more directly in recruiting efforts.	Increase faculty participation in recruiting.	Continuing.	Director, Student Services Coordinator, and Student Affairs Committee.	Number of staff and faculty involved in recruiting. Number of recruiting initiatives.
Increase the number of international students enrolled.	Partner with campus and system administration to increase stipends to allow more international students to attend SIS.	Continuing, but 2007-	Director, campus administration.	Increase in stipends.
Develop strong partnerships with equivalent programs abroad.	Build upon existing faculty relationship to develop connections with foreign universities to initiate exchange and other relationships.	2006-2007 and continuing.	Director	Number of contacts made. Number of exchanges made. Evaluation by participants.
Enhance SIS visibility as a welcoming, innovation program.	Using our already diverse faculty and staff, present SIS as a place for historically under-represented and international students at professional organization meetings.	Continuing.	Director	Number of presentations made.

Increase the number of paraprofessionals from diverse backgrounds attending SIS.	Partner with Memphis Public Library and Tennessee State University to provide opportunities for their staff to obtain MS degree via distance education.	2007-	Director	Number of contacts. Number of evaluations. Number enrolled. Number graduating.
--	---	-------	----------	--

Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and globally.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Identify and develop relationships with information oriented minority firms.	Partner with minority-owned businesses	6/1/2006	School Directors	
Build upon past success to maintain and enrich this partnership.	Continue to partner with KORNET to provide high quality websites for community non-profit organizations.	Continuing.	Director.	Number of students involved and number of websites developed.
Build upon past success to maintain and enrich this partnership.	Continue to partner with Makerere University in Uganda in developing exchange and other programs.	Continuing.	Director.	Number of events and activities.
Build upon past success to maintain and enrich this partnership.	Develop a strong and continuing relationship with the University of Puerto Rico in library and information science.	2006-	Director.	Number of events and activities.
Identify and develop relationships with local social equity agencies.	Maintain and further develop service learning collaborations with community-based social equity agencies.	Continuing.	Director.	Number and strength of collaborations.
Goal Five: Ensure that curricular requirements include significant intercultural perspectives.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Working with instruction/information technology resources on campus, create digital resources on diversity issues.	Create, evaluate, and test content to enhance awareness and alerting on diversity issues.	Jun-06	Faculty	
Bring more diverse voices to SIS and the campus.	Invite professionals from diverse cultural and thnis backgrounds to speak on multi-cultural issues impacting information creation and exchange.	Jun-06	School Directors	
Develop and create a workshop for doctoral students on how multicultural issues impact instruction and learning.	Annual workshop for GTA on minority and ethnic issues	Jun-06	Associate Dean	
Add inter-cultural perspectives to content in the undergraduate minor.	Include inter-cultural perspectives in the development of the new SIS undergraduate minor.	2006-07 and continuing.	Undergraduate Minor Coordinator and the Curriculum Committee.	Number of courses reviewed.
Identify gaps and strengths in the curriculum relating to multi-cultural issues.	As the Curriculum Committee reviews SIS courses each year, insure that inter-cultural perspectives are included in that review.	Continuing.	Curriculum Committee.	Number of courses reviewed.
Create, implement, and evaluate a course in comparative information provision.	Develop course in comparative information provision to examine differences and similarities in information creation and exchange in different cultures and regions.	2007	Curriculum Committee.	Student evaluations. Number enrolled. Faculty review.

