

The University of Tennessee
Diversity Plan

College/Dept. Student Activities_2006-2007_____

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Collaborate with other departments on campus to promote a supportive welcoming and inclusive campus climate	<p>1.Pro-active co-sponsorship of programs, activities, and events through the Central Program Council in concert with International House, Minority Student Affairs, Hispanic Association etc.</p> <p>2) CPC executive committee and Director Reece will meet with coordinators and student leaders of culturally diverse groups i.e International House on a semesterly basis.</p>	<p>Academic Year 2006-2007</p> <p>11-1-06 and 11-08-06</p>	<p>Staff Advisors for Central Program Council. Director, Anton Reece, Assistant Director Edee Vaughan, Lyndsey Hulen Program Advisor and Graduate Assistants</p> <p>Director Anton Reece and CPC Chair and Vice Chair</p>	<p>1.Track the number of co-sponsored activities and evaluate the success of the co-sponsorship.</p> <p>2.Track the number of appointments made with diverse campus programming groups and demographics of students participating in the events</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, and vice chancellors).

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Promote and create tangible opportunities for under-represented populations through networking and collaborating with Minority Student Affairs, Black Faculty and Staff Committee and personal contacts to expand the pool of qualified minority candidates for various positions.</p>	<p>1. Student activities staff to serve on various campus wide search committees and assist in identifying strategic opportunities to identify and attract minority candidates contacts. In addition, share any personal contacts or networking opportunities to expand the pool of minority candidates.</p>	<p>Academic Year 2006-2007</p>	<p>Director (Anton Reece) and Assistant Director (Edee Vaughan) Program Advisor (Lyndsey Hulen)</p>	<p>1. Track the number of committees student activities staff serves on and include it in end of semester reports. 2. Attend and support minority sponsored activities and events on campus and the community to expand our networks for future minority candidates.</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
1. Provide a more diverse range of cultural and intellectual programs.	1. The Central program Council will provide more diverse offerings through key committees e.g cultural attractions, issues, women's coordinating council etc.	Academic year 2006 - 2007	Central Program Council Executive Committee and their advisors	1. Document the number, demographics and attendance of students attending CPC events through the Engle software which will enable us to provide event reports. E-mail students to ascertain learning outcomes as a result of event attendance.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Strengthen the relationship with community service agencies in Tennessee and Globally	<p>Explore the development of an international service learning trip and trips in major metropolitan cities in the United States.</p> <p>Community Service in Jefferson county and or Morristown targeting Hispanic Communities</p>	<p>Academic Year 2006-2007</p> <p>Academic Year 2007-2008</p>	Graduate Assistants for Team Vols(Leslie Shaffer and David Kennedy)	Prepare a written proposal for the Dean of Students based on interviews, research, and input from DOS staff and TeamVOLS students.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Provide opportunities for Graduate Assistants to become outstanding professionals, mentors, and leaders.	1. Provide Graduate Assistants with information on development opportunities on campus and to regional, national, and international conferences which provide workshops preparing professionals to work in a global world.	Academic year 2006 - 2007	Director (Anton Reece)	1. Tabulate attendance of Graduate Assistants at professional development opportunities and conferences.

