

The University of Tennessee
2006 - 2007 Diversity Plan
College/Dept: Division of Student Affairs

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Ensure that all departments within the Division provide programs and services that reflect the needs and interests of a diverse student population	Modify department annual report requirements to include a dedicated section detailing diversity initiatives/programs	Summer 2006	Vice Chancellor	All FY06 department annual reports include at a minimum: Number of diversity initiatives/programs Number and demographics of participants Assessment of initiatives/programs
		Assign a person on the Vice Chancellor's staff to track efforts and assist departments in diversity related initiatives (Diversity Coordinator)	Summer 2006	Vice Chancellor	Person assigned by September 1, 2006
		Increase ways in which the Division recognizes outstanding performance of individuals and organizations in accomplishing the diversity goals of the department and Division	Fall 2006	Vice Chancellor, Diversity Committee	Baseline data collected on current methods of recognition One new method of recognition implemented
		Incorporate support for diversity efforts as part of personnel reviews	Spring 2007	All departments	Diversity efforts discussed in all professional staff performance reviews
B	Promote campus-wide respect for diverse viewpoints, backgrounds, and abilities	Provide diversity training for all staff	Summer 2007	Diversity Coordinator	Two Division-wide professional staff development programs devoted to diversity issues Diversity training method developed for non-exempt staff by Summer 2007

		Develop Division publications and websites that reflect the diverse population of the University	Spring 2007	Vice Chancellor and all Student Affairs Departments	Images in publications and on websites reflect campus diversity Wording in publications and on websites does not include any inappropriate exclusionary language Websites are universally accessible
		Increase campus opportunities for students to interact with individuals different from themselves and to encounter ideas and cultures different from their own	Summer 2007	Vice Chancellor and all Student Affairs Departments	Baseline data collected on current opportunities available 4 new opportunities developed
		Create a Student Affairs Diversity Advisory Committee to monitor effectiveness of Division's programs and activities and to review policies and practices to ensure that Student Affairs is fostering greater understanding of diversity	Fall 2006	Vice Chancellor	Committee in place and functioning by the start of the Fall 06 semester
		Collaborate with other University units to develop a well defined protocol to address incidents of bias towards students	Fall 2006	Diversity Coordinator and all Student Affairs Departments	Protocol in place by December 31, 2006

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
A	Attract a greater number of candidates from under-represented groups for exempt staff positions	Advertise positions on websites and in publications that will be viewed by potential candidates from under-represented populations	Ongoing	Vice Chancellor and all Student Affairs Departments	Applicant source data monitored to identify effective advertising techniques for minority candidates Baseline data collected on the number of under-represented populations in candidate pools
		Develop clear directives for Division search committees regarding the consideration of applicants from under-represented populations	Summer 2007	Vice Chancellor, Diversity Committee	Directives distributed to all search committee members for all searches initiated in FY07
		Create incentives that encourage departments to hire candidates from under-represented populations	Spring 2007	Vice Chancellor, Diversity Committee, and all Student Affairs Departments	One incentive developed
		Develop a database of under-represented potential applicants for Student Affairs positions	Fall 2006	Diversity Coordinator	Database active by December 31, 2006
B	Develop a plan to retain staff members from under-represented populations	Conduct exit interviews to identify reasons why staff members from under-represented populations leave	Summer 2007	Diversity Coordinator	Implement an exit interview process by May 2007
		Provide opportunities for new staff members of under-represented populations to develop a support network	Ongoing	Vice Chancellor and all Student Affairs Departments	All new employees from under-represented groups have been paired with a host from the same under-represented group
		Encourage participation of members of under-represented populations in the "Grow Your Own" program	Ongoing	Diversity Coordinator	Program information distributed to all professional staff Baseline data collected on program participation levels for staff in the Division

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
A	Support University efforts to attract students from historically under-represented populations and international students	Collaborate with the Office of Enrollment Management and Undergraduate Admissions on selected recruitment activities targeted to historically under-represented groups	Fall 2006	Diversity Coordinator, Minority Student Affairs	Current collaborative events identified and listed
		Provide information as requested to prospective students and their parents	Fall 2006	All Departments	Process for recording and monitoring complaints associated with unresponsive departments developed and implemented
		Host campus activities for precollegiate groups (INROADS, National Achievers Scholars)	Fall 2006	Vice Chancellor, Minority Student Affairs	Baseline data collected on current activities

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Support the educational and service missions of the University through relationships with diverse communities in Tennessee and globally	Provide resources and staff time for the development of community programs and relationships	Fall 2006	Diversity Coordinator and all Student Affairs Departments	Baseline data collected on current partnership initiatives
		Provide off-campus opportunities for students to interact with individuals different from themselves and to encounter ideas and cultures different from their own	Summer 2007	Vice Chancellor and all Student Affairs Departments	Baseline data collected on the current opportunities available and the number of students who participate in community experiences/projects Annual evaluation of events and activities completed using focus groups, surveys, etc.
		Provide opportunities for non-University groups comprised of under-represented populations to participate in campus events	Summer 2007	Vice Chancellor and Student Affairs Departments	Baseline data collected on the number of events and number of participants over the next year
		Develop an annual Division of Student Affairs community relations report	Summer 2007	Vice Chancellor and Student Affairs Departments	Distribute annual report to community partners by June 30, 2007
		Identify and support international experiences for students and Student Affairs staff	Summer 2007	Vice Chancellor and all Student Affairs Departments	Baseline data collected on the current opportunities available and on the number of students and staff participating

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Support the provision of intercultural perspectives in the curriculum of the University	Include a diversity component, when appropriate, in courses offered by Student Affairs departments	Summer 2007	Vice Chancellor and all Student Affairs Departments	Assessment of student learning outcomes completed to determine effectiveness of diversity components
		Provide resources and expertise regarding diversity issues as requested by faculty	Summer 2007	Vice Chancellor and all Student Affairs Departments	Baseline data collected on the number of requests and the topics requested

Goal Six:
Prepare graduate students to become teachers, researchers, and professionals 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	Develop Division-wide diversity related training for graduate assistants and practicum students	Summer 2007	Vice Chancellor	One Division-wide graduate assistant diversity training program held Assessment of student learning outcomes completed to determine effectiveness of training