

The University of Tennessee
2006 - 2007 Diversity Plan
College/Dept: Student Orientation and Leadership Development

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
A	Ensure that the Office of Orientation and Leadership Development provides programs and services that reflect the needs and interests of a diverse student population	Collaborate with departments to provide programming that encourages an inclusive environment	Ongoing	Director, Assistant Director, and Graduate Assistants	The FY07 departmental annual report will include departments collaborated with and for what events
		Establish a diverse leadership conference planning committee	Fall 2006	Assistant Director	Committee, Student and Presenter evaluation
		Coordinate "Destination Orientation" for African American students and parents in Tennessee	Summer 2006	Director	Student and parent evaluations from the event and from Summer Orientation
		Incorporate support for diversity efforts as part of personnel reviews	Spring 2007	Director	Diversity efforts will be discussed in professional staff performance reviews
B	Promote campus-wide respect for diverse viewpoints, backgrounds, and abilities	Provide training for Orientation and Leadership Development student groups to support the inclusive campus environment and support the Diversity Council by providing training opportunities	Ongoing	Director, Assistant Director, and Graduate Assistants	Training sessions evaluations
		Incorporate intercultural perspectives into the Leadership Guides and Team Leader	Ongoing	Assistant Director	Pre and post leadership assessment and training evaluations
		Increase campus opportunities for students to interact with individuals different from themselves and to encounter ideas and cultures different from their own	Summer 2007	Director, Assistant Director, and Graduate Assistants	Baseline data collected on current opportunities provided and available

		Develop department publications and websites that reflect the diverse population of the University	Spring 2007	Director, Assistant Director, and Office Supervisor	Images in publications and on websites will reflect campus diversity; wording in publications and on websites will not include any inappropriate exclusionary language; and websites will be accessible
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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	Develop a plan to retain student staff members from under-represented populations	Communicate and promote employment and volunteer opportunities to under-represented populations	Ongoing	Director, Assistant Director, and Office Supervisor	Baseline data collected on current communication with under-represented populations and track involvement of under-represented students in our positions
		Actively recruit and hire a diverse student staff	Ongoing	Director, Assistant Director, and Office Supervisor	Increase the number of departments and organizations recruitment materials are sent to; send follow-up e-mails to departments and organizations; and make efforts to speak to student organizations

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	Provide information as requested to prospective students and their parents	Fall 2006	Director	Create a process for recording and monitoring complaints associated with unresponsive departments
		Refine the "Destination Orientation" program	Spring 2007	Director	Track participants to determine increased participation and look at session evaluations
		Provide sessions offered by multiple offices during Summer Orientation addressing cultural perspectives and opportunities on campus	Summer 2007	Director	Review parent and student evaluations; meet with staff from offices to revise or add any new sessions or topics
		Communicate with departments to assist in recruiting international students and students from under-represented populations in the annual Ignite program	Spring 2007	Assistant Director	Meet with departments to educate staff about the program; analyze previous year's Ignite data in order to develop baseline data for future programs

**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	Director, Assistant Director, Office Supervisor, and Graduate Assistants	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	Director, Assistant Director, and Graduate Assistants	Baseline data collected on the current opportunities available and the number of students who participate in community experiences/projects
		Look at opportunities for non-University groups comprised of under-represented populations to participate in departmental events	Summer 2007	Director and Assistant Director	Baseline data collected on which events could accommodate non-university groups
		Identify and support international experiences for students and Student Affairs staff	Summer 2007	Director, Assistant Director, and Graduate Assistants	Baseline data collected on the current opportunities available and on the number of students and staff participating
		Work with the Race Relations Center of East Tennessee to provide training for Leadership Guides	Spring 2007	Assistant Director	Tailor presentation to the group; develop learning outcomes; and assess after the training sessions
		Organize service projects that allow students to experience a diverse community in and out of state	Summer 2007	Assistant Director	Conduct focus groups with students related to their service experience before and after the event

**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 Emerging Leaders class and the Orientation Leader class	Incorporate intercultural assignments in these classes	Spring 2007	Director and Assistant Director	Assessment of student learning outcomes completed to determine effectiveness of diversity components
		Explore opportunities to include intercultural awareness in the Emerging Leader Exchange Trip	Fall 2007	Assistant Director	Baseline data collected on reasonable opportunities available within budget
		Provide resources and expertise regarding diversity issues as requested by faculty	Summer 2007	Director and Assistant Director	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 the three graduate assistants with information and experience that will help them work with diverse populations	Provide graduate assistants with responsibilities to develop their training and teaching of undergraduate students from under-represented populations	Ongoing	Director and Assistant Director	Semesterly performance reviews