

The University of Tennessee
Diversity Plan
Department of Student Publications

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Ensure that all departments within the Division provide programs and services that reflect the needs and interests of a diverse student population</p>	<p>Targeted recruiting of international students and students from under-represented populations participants for publications to attain participation level reflecting or exceeding campus enrollment statistics of diverse students Communicate recruitment activities and opportunities for student involvement at the three student publications to departments and staff who serve diverse students (Minority Student Affairs, Black Cultural Center, Center for International Education, I-House, Disability Services, Adult Student Services, advising centers and selected faculty in key feeder academic programs and departments). Identify and communicate with leaders of special interest student organizations for minority, international and cultural groups and student professional organization chapters about opportunities with the publications Assessment of diversity initiatives</p>	<p>February 2006</p>	<p>Professional Staff</p>	<p>Track number of diversity initiatives and student participants in annual report Assessment results</p>
	<p>Participate in campus-wide admissions and information fairs targeted to diverse student prospects as well as those for all prospective students</p>	<p>Current and continuing</p>	<p>Professional Staff</p>	<p>Track participation in departmental annual report</p>
	<p>Publicize student publications opportunities as inclusive and open to all students Send recruitment announcements to campus newsletters and to listservs, and when possible those which serve diverse populations</p>	<p>Current and continuing June 2006</p>	<p>Professional Staff</p>	<p>Archive of student publications announcements within related newsletters/listserv announcements</p>
	<p>Publish Daily Beacon advertisements inviting all interested students to apply and attend recruitment events</p>	<p>Current and continuing</p>		<p>Archive of published advertisements</p>

Promote respect for diverse viewpoints, backgrounds and abilities	Program presentations to key organizations about opportunities for involvement at student publications to minority, international, professional and cultural student groups	August 2006	Professional Staff	Document requests for such programs and presentations given in annual report
	Create and sustain a welcoming environment in department, including a personal welcome to all new students on the staff of the three student publications	Current and continuing	Student Leaders, Professional Staff	Assess student response in participant survey
	Advise student leaders about welcoming and respecting diversity in conduct of organizational meetings of the publications, assuring introductions of all students and inclusion of diverse opinions and perspectives in the publications		Professional Staff	Assess student response in participant survey
	Give prompt personal response to every student application		Director	Assess student response in participant survey
	Enlarge campus network of contacts to reach diverse student pool Generate personal referrals of students from underrepresented populations at student publications	Current and continuing	Professional Staff	Track personal contacts with faculty/staff who work with minority and cultural student organizations and document their referrals of students interested in opportunities at the publications
	Publications websites will be universally accessible	Current and continuing	Director	Website certified as accessible

<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).</p>				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Attract a greater number of candidates from underrepresented groups for exempt staff positions</p>	<p>Recruit staff from under-represented populations applicants for full-time staff openings</p> <p>Follow University guidelines and policies for hiring to actively seek qualified candidates from underrepresented populations</p>	<p>Current and continuing</p>	<p>Department Head</p>	<p>Development of diverse pool of qualified applicants for any staff opening</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
Support University efforts to attract students from historically under-represented populations and international students	Increase participation by international and students from under-represented populations Monitor and document involvement and experience of diverse student participants at student publications	Current	All staff	Record involvement of minority and underrepresented students
	Offer acquaintance, encouragement and support to individual students to enable their persistence and success in the specific opportunities they seek at student publications	Current	All staff	Assess student experience in participant survey

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support the educational and service missions of the University through relationships with diverse communities in Tennessee and globally	Participate in divisional opportunities for involvement in community programs and relationships, as appropriate	Fall 2006-Spring 2007	Director	Document participation in annual report

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Support provision of intercultural perspectives in the curriculum of the University	Support divisional projects to provide intercultural perspectives in student learning, as appropriate	Fall 2006 – Spring 2007	Director	Document support in annual report

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Equip graduate assistants and practicum students with information and experience that will help them work with diverse populations	Support and participate in divisional projects related to training and experience of graduate assistants and practicum students	2006-07	Director	Document support in annual report

