

**The University of Tennessee
Diversity Plan**

College/Dept. _____

Goal One: Create and sustain a welcoming, supportive and inclusive campus climate.				
	Objectives	Strategy/Tactics	Date	Responsible Party
A	Ensure that all programs within the Student Success Center provide programs and services that reflect the needs of a diverse student population.	Individual program reports will include a section addressing diversity programming efforts.	Summer 2007	Assistant Vice-Chancellor
		Incorporate diversity efforts as part of personnel reviews	Spring 2007	Assistant Vice-Chancellor
		Provide diversity training for staff	Summer 2007	Assistant Vice-Chancellor
B	Promote campus-wide respect for diverse viewpoints and populations	Develop publications and web site that reflect the diversity present on campus	Spring 2007	Assistant Vice-Chancellor and SSC staff
Goal Two: Attract and retain greater numbers of individuals from under-represented populations into faculty, staff, and administrative positions (part chancellors).				
	Objectives	Strategy/Tactics	Date	Responsible Party
A	Attract a diverse pool of candidates for all levels of positions within the Student Success Center – including full-time exempt and non-exempt staff and graduate and undergraduate students.	Advertise professional positions on web sites and on list serves where under-represented populations might view them.	Spring 2007	Assistant Vice-chancellor and SSC staff
		Connect with graduate programs and the directors to actively recruit under-represented populations for GA positions.	Summer 2007	Assistant Vice Chancellor and SSC staff
		Advertise student leadership positions with UT student organizations that represent under-represented populations utilizing web sites, list serves and personal contacts.	Spring and Summer 2007	SSC staff

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Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students				
	Objectives	Strategy/Tactics	Date	Responsible Party
A	Focus on retention strategies for under-represented student populations through the work of the Retention Task Force (appointed by Dr. Holub December 2006).	Examine retention and success data for under-represented student populations.	Summer 2007	Assistant Vice Chancellor and Retention Task Force
B	Develop and implement an academic support program that continues to support the current AAA and AAIG students as well as serves the Pledge and Promise student cohorts – moving to a more diverse student population.	Benchmark programs at other institutions that have similar mission and purpose.	Spring 2007	Assistant Vice Chancellor and SSC
		Design a program that meets the needs of the current AAA and AAIG students as well as the new cohort of Pledge and Promise students.	Summer 2007	Assistant Vice Chancellor and SSC staff
C	Collaborate with the Office of Enrollment Services in the recruitment of Pledge, Promise and under-represented county students.	Respond to requests from Enrollment Services/Admissions to represent SSC in programs that focus on recruiting a diverse student body.	Summer and Fall 2007	Assistant Vice Chancellor and SSC staff
D	Collaborate with Academic and Student Affairs units on programming that serves the diverse student population at UT and that focuses on student retention, success and graduation.	SC staff will serve on work groups and coordinating committees that address diverse student populations, their special needs and program development and implementation that will improve retention and student success.	Spring and Summer 2007	Assistant Vice Chancellor and SSC staff

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Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and globally.				
	Objectives	Strategy/Tactics	Date	Responsible Party
A	Collaborate with campus units that work with diverse communities in Tennessee and globally.	Communicate with campus units SSC staff's willingness to participate in programs targeting diverse populations and where SSC expertise and presence is desired and/or needed.	Spring and Summer 2007	Assistant Vice Chancellor and SSC staff
Goal Five: Ensure that curricular requirements include significant intercultural perspectives.				
	Objectives	Strategy/Tactics	Date	Responsible Party
A	Support the provision of intercultural perspectives in the curriculum of the University.	Include a Diversity module in the First Year Studies curriculum and include diversity training as part of the FYS Peer mentor course and FYS instructor training.	Spring, Summer and Fall 2007	Assistant Vice Chancellor and SSC staff
B	Support Ready for the World through collaborations and partnerships with the Life of the Mind Program and the administration of the National Student Exchange Program.	Integrate as much as possible the LOM book with FYS curriculum and promote NSE program as a way to experience other University cultures and cultures of the US and neighboring territories and countries.	Summer and Fall 2007	Student Success Center staff and FYS instructors
Goal Six: Prepare graduate students to become teachers and researchers in a diverse world.				
	Objectives	Strategy/Tactics	Date	Responsible Party
A	Provide SSC graduate assistants and practicum students with experiences and information that will help them work with diverse populations.	Provide diversity training for graduate students and practicum students.	Summer 2007	SSC staff

Student Success Center

Benchmarks
A system of annual reporting will be implemented that will include information and assessment of diversity initiatives.
Diversity efforts documented and discussed in personnel reviews
Diversity training will be a part of the Summer 2007 Staff Development Seminar
Images and text in publications and web site will reflect campus diversity and will be inclusive.
particularly department heads, directors, deans, and vice
Benchmarks
Data will be collected to determine the number of applications resulting from the increased listings.
Collect data on the number of applications resulting from this effort.
Collect data on the number of applications resulting from this effort.

Student Success Center

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Benchmarks

Retention strategies that address these groups will be presented in the final report of the Retention Task Force.

Data collected on programs, staffing, budgets and outcomes from various Universities.

Program in place July 1, 2007 with staff, programs, budget and assessment plan. Assessment plan will include specific benchmarks once the program is designed and implemented.

SSC staff will be present and representing the academic support programs at key recruiting events. SSC information/materials will be provided for recruiting events. Letters sent to accepted students from the SSC staff that will outline support programs and services.

Annual reports will document programming efforts and partnerships with units, e.g. Academic Advising, Housing, Minority Affairs, Orientation, Leadership Development and where appropriate, assessment data collected showing the impact on retention.

Student Success Center

Benchmarks
Annual reports will document program participation by SSC staff.
Benchmarks
Diversity module will be included on all FYS syllabi and will be taught Fall term 2007 by instructors and peer mentors. The module will be assessed through the FYS regular student, peer mentor and instructor course evaluations.
FYS instructors include LOM book and discussion group as part of the FYS course, NSE students attend various Universities across the country. Virgin Islands and Canada.
Benchmarks
Diversity training will be on the agenda of the SSC staff development workshop in August 2007. Assessment will be conducted on the specific learning outcome as part of the overall assessment of the seminar.