

The University of Tennessee

Diversity Plan

College/Dept. \_Theatre\_\_\_\_\_

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
1. Regularly program a theatre piece with content or theme that addresses issues of diversity.	a. Seek out plays by diverse authors. b. Seek out projects that feature diverse artists. c. Use advisory board to broaden contacts and promote programming that address diversity.	Ongoing	Department Head	Maintain this priority with each discussion of future programming. Measure success of this priority with box office numbers.
2. Increase numbers of audience members from diverse backgrounds.	a. Target publicity and marketing strategies. b. Outreach to areas with minority populations. c. Use advisory board to broaden contacts and promote programming that address diversity.	Ongoing	Managing Director Marketing Director Advisory Board Pres.	Attempt to measure numbers of audience members from under-represented populations. Survey audience background and interests. Annual report of board activities and accomplishments



**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
1. Recruit and retain a diverse faculty.	<p>a. Assist theatre search committees to recruit potential faculty from diverse backgrounds by approaching individuals for recommendations for candidates of diverse backgrounds.</p> <p>b. Follow closely Office of Equity and Diversity guidelines and policies when conducting national searches.</p> <p>c. Use programming initiatives to expand contacts and relationships with artists and teachers from under-represented groups.</p> <p>d. Schedule welcoming meeting every fall to introduce new faculty, students, and staff and distribute information.</p> <p>e. Increase programming of theatre reflecting themes and stories of under-represented groups.</p>	<p>2006-07</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Dept. Head</p>	<p>Number successfully recruited and retained in tenure-track and temporary faculty.</p> <p>Annually review efforts to increase diversity in faculty positions.</p>
2. Recruit and retain a diverse professional staff.	<p>a. Assist theatre search committees to recruit potential faculty from diverse backgrounds.</p> <p>b. Follow closely Office of Equity and Diversity guidelines and policies when conducting national searches.</p> <p>c. Schedule welcoming meeting every fall to introduce new faculty, students, and staff and distribute information.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Managing Director</p>	<p>Number successfully recruited and retained in full time positions.</p> <p>Annually review efforts to increase diversity in staff positions.</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
<p>1. Continue efforts to attract and retain graduate students in MFA programs from under-represented populations.</p>	<p>a. Use URTA national auditions and interviews for recruitment of students from around the nation.</p>	<p>Ongoing</p>	<p>Graduate Program Coordinator</p>	<p>Annual review of numbers and efforts to recruit and retain students from under-represented populations.</p>
	<p>b. Institute a yearly student meeting with incoming and continuing graduate students to answer questions and create a welcoming atmosphere.</p>		<p>Department Head</p>	
	<p>c. Continue "open casting" policy and increase efforts for more visible diversity in casting.</p>		<p>Department Head</p>	<p>Annual review of casting policy.</p>
<p>2. Increase efforts to attract and retain undergraduate students from under-represented populations.</p>	<p>a. Increase presence at recruiting events such as: University of Tennessee Open House Tennessee Theatre Association Tennessee Thespian Society</p>	<p>Ongoing</p>	<p>Undergraduate Program Coordinator</p>	<p>Track and monitor graduation rates and annually review numbers and efforts to recruit and retain students from under-represented populations.</p>

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
1. Develop a touring production of a Shakespeare play to take to underserved communities in Tennessee	a. Produce a production of King Lear in the Spring of 2007 that will form basis for touring production during the '07-'08 school year.	Feb-07	Jed Diamond/ Department Head	February production of this play in the Lab Theatre
	b. Apply for a National Endowment for the Arts grant for this initiative.		Jed Diamond/ Department Head	NEA Grant Application
	c. Develop tour dates and locations		Kim Midkiff	2007-2008 Tour schedule.
2. Expand and support programs for international study and research for faculty and students.	a. Dedicate a portion of Department budget for intercultural and international travel for study and research.		Ongoing Department Head	Annual review of dollars spent for these programs.
	b. Encourage and support the creation of partnerships in other countries for international and intercultural study.			Annual review of partnerships and initiatives.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
1. Continually review all undergraduate and graduate curricula to encourage inclusion of intercultural perspectives.	a. Insure intercultural perspectives are encouraged in review of undergraduate curriculum.	Mar-07	Associate Head	Increased perspectives in curricula.
	b. Insure that all classes are assigned to see all productions in Clarence Brown season, including productions that address issues of diversity.	Ongoing	All faculty	Increased awareness of diverse cultures and issues of diversity.
	c. Encourage participation in international travel and study abroad opportunities	Ongoing	Department Head	Increased international travel and study abroad.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>1. Increase graduate student awareness of global perspectives and research.</p>	<p>a. Increase study abroad opportunities through contacts made by individual faculty members and artistic programming.</p> <p>b. Develop relationship with Central School or other London-based training program for graduate acting study and travel.</p> <p>c. Develop regular participation in the Proague Quadrennial, an international design competition and convocation.</p>			<p>Ongoing Department Head Annual report of study abroad opportunities.</p>
<p>2. Insure our graduate students are prepared for the wide-ranging needs of students in today's classrooms.</p>	<p>a. Require new GTA's to participate in the University's "Best Practices in Teaching" workshops.</p> <p>b. Graduate Program Director will conduct a workshop with GTA's to review Teaching Guide each academic year.</p> <p>c. Assign a faculty supervisor for every class taught by a GTA.</p> <p>d. Secondary member teaching evaluations of GTA's.</p>	<p>Ongoing</p>	<p>Graduate Program Coordinator</p> <p>Graduate Program Coordinator</p> <p>Graduate Program Coordinator</p> <p>Graduate Program Coordinator</p>	<p>Annual report on activity.</p>