

The University of Tennessee
2006-2007 Diversity Plan
College/Dept: Thornton Athletics Student Life Center

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Support the University of Tennessee's Quality Enhancement Plan to improve intercultural and international awareness among our faculty, staff, and students.</p>	<p>Student-Athlete: Increase comfort level of the diverse student-athletes population.</p> <ol style="list-style-type: none"> 1. Provide a display area in the Thornton Center of information about diverse groups. <ol style="list-style-type: none"> 1. Provide visual display of student-athletes' origins with map in Thornton Center. 2. Provide information from the international house, minority student affairs, and other diverse populations (ie. religious clubs, etc). <ol style="list-style-type: none"> a. Host cultural nights once each semester. 	<p>Student-Athlete: Visual Display- August 1, 2007 (yearly)</p> <p>Cultural Nights-1 per semester</p>	<p>Student-Athletes: Thornton Center Staff, SAAC, Coaches, Athletic Administration, University of Tennessee</p>	<p>Student-Athlete: Yearly assessment of display areas and completion of cultural nights.</p> <p>Annual Report for CHAMPS/Life Skills and VOLScholar Program detailing goal initiatives.</p>
	<p>Tutors/Student Assistants: Actively advertise and recruit diverse populations from University (Multicultural Center, International House, Fraternities, Sororities), community (i.e. Synagogues) and national sources. Provide educational training sessions as well as professional development seminars to address the needs and desires of our tutors and student assistants in the areas of diversity due to their continuous contact and communication with our student-athletes and staff.</p>	<p>Tutors/Student Assistants: Continuous</p>	<p>Tutors/Student Assistants: Scott Swain/Kerry Howland</p>	<p>Tutors/Student Assistants: Tutor/Student Evaluation Feedback Sheets</p>
	<p>Graduate Assistants/Interns:</p>	<p>Graduate</p>	<p>Graduate</p>	<p>Graduate Assistants/Interns:</p>

	Actively advertise and recruit diverse populations from University, community, and national sources. Provide training sessions as well as professional development seminars to address the needs and desires of GA's/Interns due to their continuous contact and communication with our student-athletes and staff.	Assistants/Interns: Continuous	Assistants/Interns: Kerry Howland; Staffmember recruiting particular GA/intern	
	Staff: Incorporate diversity training sessions with staff	Staff: Once a year as determined by the director	Staff: Director (Eric Brey); Diversity Committee Chair (Fernandez West); Thornton Center Staff members as assigned by Director	Staff: Annual Diversity Assessment by Director

Goal two: Attract, retain, and graduate greater numbers of individuals from historically under-represented populations into student, staff, and/or administrative positions at the University of Tennessee				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Due to the uniqueness of the population that we serve the Thornton Center will ensure that all of our departments, services, and programs are on an accelerated path that are ultra reflective of our University and Community	Student-Athlete: Increase comfort level of the diverse student-athletes population. 1. Provide a display area in the Thornton Center of information about diverse groups. 1. Provide visual display of student-athletes' origins with map in Thornton Center. 2. Provide information from the international house, minority student affairs, and other diverse populations (ie. religious clubs, etc). b. Host cultural nights once each semester. Increase understanding, sensitivity, and awareness of diverse groups for all student-athletes. Provide yearly training to all student-	Student-Athlete: Visual Display- August 1, 2007 (yearly) Cultural Nights-1 per semester Other Strategies- Ongoing	Student-Athlete: Thornton Center Coaches, SAAC, Athletic Administration, University of Tennessee	Student-Athlete: Yearly assessment of display areas and completion of cultural nights. Annual Report for CHAMPS/Life Skills and VOLScholar Program detailing goal initiatives.

	<p>athletes on cultural awareness and diversity. Bring in diverse speakers to present to student-athletes.</p>			
	<p>Tutors/Student Assistants: Actively advertise and recruit diverse populations from University, community (i.e. Synagogues), and national sources. Hire and train tutors and student assistants that are sensitive to the needs and desires of student-athletes of all cultures.</p>	<p>Tutors/Student Assistants: Once a semester training seminar</p>	<p>Tutors/Student Assistants: Coaches, Athletic Administration, University, Thornton Center</p>	<p>Tutors/Student Assistants: Annual Report detailing contacts made Demographic make-up of the tutors on payroll each August/September</p>
	<p>Graduate Assistants/Interns: Actively advertise and recruit diverse populations from University and community. Identify one or more state historically black universities to advertise and recruit (i.e. Tennessee State). Hire and train tutors and student assistants that are sensitive to the needs and desires of student-athletes of all cultures. Specific training sessions each semester address diversity issues</p>	<p>Graduate Assistants/Interns: Once a semester training seminar</p>	<p>Graduate Assistants/Interns: Coaches, Athletic Administration, University, Thornton Center</p>	<p>Graduate Assistants/Interns: Annual Report detailing contacts made and programs given Demographic make-up of the Graduate Assistant/Intern on staff each August</p>
	<p>Staff: Cultivate and maintain healthy relationships with various sources throughout the University Campus (i.e. Multicultural Center); greater Knoxville Community (i.e. Knoxville Urban League); and National organizations as to actively recruit when staff positions open a diverse population of applicants can be sought.</p>	<p>Staff: During each search for full-time staff members</p>	<p>Staff: Coaches, Athletic Administration, University, Thornton Center Director, Search Committee Chair</p>	<p>Staff Annual Diversity Assessment by Director</p>

Goal Three: Develop and strengthen partnerships with diverse communities in Tennessee and Nationally.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Utilize partnerships and alliances with organizations on campus, throughout the Knoxville community and nationally to assist in developing and training a well diverse department	Student-Athlete: Collaborate with diverse communities on campus, in Knoxville, in Tennessee and Nationally to provide programming that increases understanding, sensitivity, and awareness of diverse groups for all student-athletes. Utilize this collaboration for education and training.	Student-Athlete: Continuous	Student-Athlete: Thornton Center Staff, SAAC, Coaches, Athletic Administration, University of Tennessee	Student-Athlete: Annual Report for CHAMPS/Life Skills and VOLScholar Program detailing goal initiatives.
	Tutors/Student Assistants: Develop and cultivate ongoing relationships with the Multicultural Center, International House, UT Fraternities and Sororities, local NAACP chapter, Knoxville Urban League	Tutors/Student Assistants: By June 1, 2007	Tutors/Student Assistants: Eric Brey, Scott Swain, Kerry Howland, Thornton Center Staff	Tutors/Student Assistants: Annual Report of Tutor/Student Assistant make-up Annual Report of partnerships developed and/or strengthened
	Graduate Assistants/Interns: Develop and cultivate ongoing relationships with the Multicultural Center, International House, UT Fraternities and Sororities, local NAACP chapter, Knoxville Urban League, National organizations	Graduate Assistants/Interns: By June 1, 2007	Graduate Assistants/Interns: Kerry Howland, Fernandez West, Thornton Center Staff	Graduate Assistants/Interns: Annual Report of Graduate Assistant/Intern make-up Annual Report of partnerships developed and/or strengthened
	Staff: Target traditionally diverse organizations in the Knoxville Community and international organizations that could help train and educate our staff, students, etc. Potential targets include: Knoxville Area Urban League	Staff: By June 1, 2007	Staff: Eric Brey (Director)	Staff: Annual Report of partnerships developed and/or strengthened

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Support the University's diversity goals by ensuring an inclusion of intercultural perspectives into the operations of the Thornton Center.</p>	<p>Student-Athlete: Infuse VolScholar curriculum with intercultural and international information in the following areas: c. Blackboard Topics d. Speakers e. Advance Program f. Peer Mentor Training</p> <p>Infuse CHAMPS curriculum with intercultural and international information in the following areas: g. Speakers h. Programs i. Outreach Opportunities j. Business Recruiters k. Employment Opportunities l. Student-Athlete Advisory Committee Representatives m. Leadership Programs</p>	<p>Student-Athlete: Continuous</p>	<p>Student-Athlete: Thornton Center Staff, SAAC, Coaches, Athletic Administration, University of Tennessee</p>	<p>Student-Athlete: Review of curriculum requirements in CHAMPS/Life Skills and VOLScholar programs.</p> <p>Annual Report for CHAMPS/Life Skills and VOLScholar Program detailing goal initiatives.</p>
	<p>Tutors/Student Assistants: Include diversity training sessions and seminars to address the cultural differences between US Citizens and Non-US Citizens and how best to work cohesively with these populations.</p>	<p>Tutors/Student Assistants: Continuous</p>	<p>Tutors/Student Assistants: Scott Swain (Tutor Coordinator), Kerry Howland, Eric Brey, Thornton Center Staff</p>	<p>Tutors/Student Assistants: Annual Report of training seminars used to address intercultural perspectives.</p>
	<p>Graduate Assistants/Interns: Include diversity training sessions and seminars to address the cultural differences between US Citizens and Non-US Citizens and how best to work cohesively with these populations. Target traditionally diverse organizations in the Knoxville Community and</p>	<p>Graduate Assistants/Interns: Continuous</p>	<p>Graduate Assistants/Interns: Tutors/Student Assistants: Scott Swain (Tutor Coordinator), Kerry Howland, Eric Brey, Fernandez West</p>	<p>Graduate Assistants/Interns: Annual Report of training seminars used to address intercultural perspectives.</p>

	international organizations that could help train and educate our staff, students, etc. Potential targets include: Knoxville Area Urban League, Black Issues in Higher		Thornton Center Staff	
	Staff: Incorporate VOLScholar curriculum requirements to include staff participation and intercultural events.	Staff: Once a semester	Staff: Eric Brey (Director)	Staff: Annual Report to be submitted to Director during Performance Reviews

Goal Five: Prepare graduate students to become teachers, researchers, and professionals in a diverse world.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Ensure that our graduate students (student-athletes, tutors, and graduate assistants) are well informed and equipped to work with a more diverse population once removed from the University.	Student-Athlete: Keep all of the graduate level student-athletes involved in the VOLScholar and CHAMPS/Life Skills program curriculum.	Student-Athlete: Continuous	Student-Athlete: Thornton Center Staff, SAAC, Coaches, Athletic Administration, University of Tennessee	Student-Athlete: Annual review of attendance records for VOLScholar and CHAMPS/Life Skills events.
	Tutors/Student Assistants: Incorporate VOLScholar curriculum into CHAMPS/Life Skills program as a teaching tool for Tutors and Student Assistants	Tutors/Student Assistants: By June 1, 2007	Tutors/Student Assistants: Scott Swain, Kerry Howland, Fernandez West, Eric Brey	Tutors/Student Assistants: Annual Report of VOLScholar curriculum
	Graduate Assistants/Interns: Incorporate VOLScholar curriculum into CHAMPS/Life Skills program as a teaching tool for Graduate Assistants/Interns.	Graduate Assistants/Interns: By June 1, 2007	Graduate Assistants/Interns: Kerry Howland, Scott Swain, Fernandez West, Eric Brey, Thornton Center Staff	Graduate Assistants/Interns: Annual Report of VOLScholar curriculum
	Staff: Incorporate VOLScholar curriculum into CHAMPS/Life Skills program as a teaching tool for Staff	Staff: By June 1, 2007	Staff: Eric Brey	Staff: Annual Report of VOLScholar curriculum