

**The University of Tennessee
2006-2007 Diversity Plan**

College/Dept. University Center

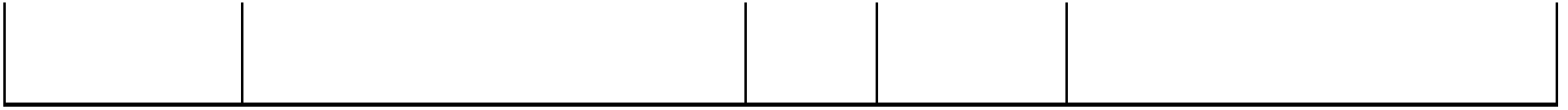
Goal One: Create and sustain a welcoming, supportive and inclusive campus climate.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Support and facilitate programs and activities held in the University Center to enhance a supportive and inclusive climate</p>	<p>1. Invite campus groups, comprised of international students and students from under-represented populations, to produce cultural events, programs, and meetings in the University Center. A cover letter and brochure will be mailed to the Black Cultural Center, Muslim Student Association, International Student Association, Historically Black fraternities and sororities, Latino-Hispanic fraternities and sororities, and others.</p>	<p>On or before September 15, 2006</p>	<p>University Center Director, Exempt Staff</p>	<p>FY 06 departmental annual report will include: 1) Number of diversity initiatives/programs held in the Center; 2) Number of participants; 3) assessment of initiatives/programs</p>
	<p>2. Collaborate with and encourage under-represented groups to utilize Down Under Recreation Center. A cover letter and flyer will be mailed to the Black Cultural Center, International Student Association, Historically Black fraternities and sororities, Latino-Hispanic fraternities and sororities, and others.</p>	<p>On or before September 15, 2006</p>	<p>Recreation Coordinator</p>	<p>Track number of diverse groups who utilize Down Under Recreation Center and compare with previous year data.</p>
	<p>3. Enhance University Center website and informational brochures to provide a welcoming environment for diverse groups.</p>	<p>On or before September 15, 2006</p>	<p>Assistant Director</p>	<p>Provide documentation of updates</p>

Collaborate and assist international student organizations and organizations of students from under-represented populations with events.	Review event planning and implementation with student organizers.	2006-2007	Assistant Director	Track the number of collaborative events.
Participate in programs that promote campus-wide respect for diverse viewpoints, backgrounds, and abilities	Participate in diversity training programs for all staff	Fall 2006	All professional staff	Professional staff will participate in two professional staff programs devoted to diversity
		Summer 2007		UC non-exempt staff will be encouraged to participate division-wide diversity training
		Fall 2006	Non-exempt staff Student Staff	A diversity component will be included in UC Student Staff Employee Program; assessment of this component

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
Attract a diverse workforce	Promote outreach efforts to recruit a more diverse staff work force in the University Centre	Ongoing	1. All professional staff and supervisory staff	Establish baseline data collected on a number of under-represented candidates who apply for positions.
Support efforts to retain staff members from under-represented groups	Conduct exit interviews identifying reasons why staff members from under-represented groups leave	Ongoing	1. Supervisory staff	Implement exit interviews as necessary

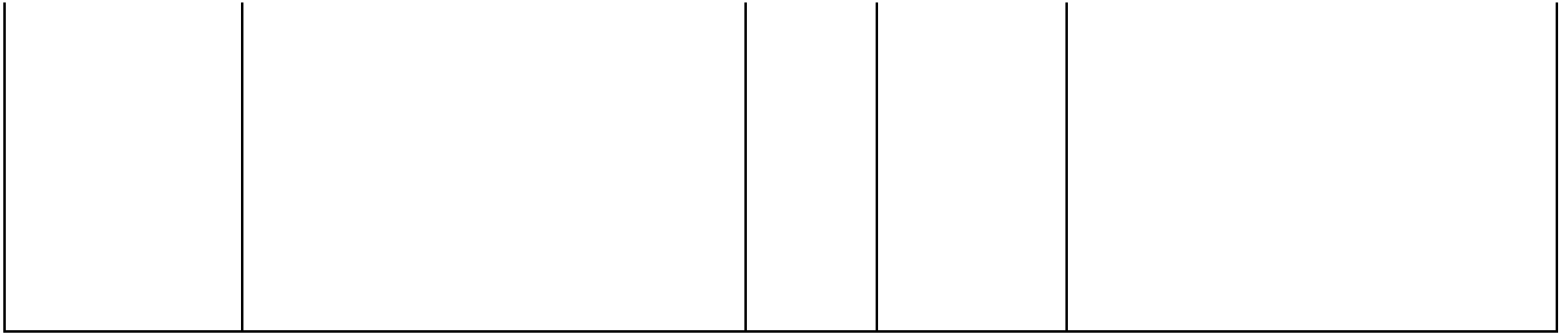


Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations

and international students				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Provide employment opportunities for under-represented students which may assist in their ability to remain in school.	1. Strengthen recruiting efforts with under-represented populations and international students. Contact with the various groups will be conducted through email, phone calls, working tables at the part-time job fair and Orientation's "Get Connected " session.	2006-2007	All professional staff	1. Compare percentages of under-represented student employees with past year's percentages.
	2. Participate in Part-time Student Employee Job Fair sponsored by Career Services. In addition, send email announcements to the directors of Minority Student Affairs, African American Incentive Grant, Educational Advancement Program and Coordinator for International Programming and others.	August 2006	Building Manager Recreation Coord.	2. Track number of minority students recruited and hired.
	3. Advertise student employment opportunities on University Center website. [Place link to employment application and contact for employment opportunities.]	2006-2007	Assistant Director	3. Website update and completed by September 15, 2006
Support diverse programs and events held in the Center	Collaborate with sponsors to plan and execute effective programs and events	2006-2007	Assistant Director Building Manager	Baseline data collected on diverse programs and events

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Facilitate and support University educational and service missions through relationships with diverse communities in Tennessee and globally	Provide facilities and services that support development of community programs and relationships and that allow opportunities for non-university groups comprised of under-represented groups to participate in campus events.	Fall 2006	Exempt staff	Baseline data collected on number of events and number of participants over the next year.
Encourage diverse community groups to utilize Down Under Recreation Area.	Target applicable community groups and promote the use of Down Under for special events. Send a letter and brochure to various groups including Knoxville Police Department Community Services, Proj Grad, Central Office of Big Brothers/Big Sisters, Central Office of Boys/Girls Clubs, YMCA Downtown, and the Central Office of Knoxville Community Development Center.	2006-2007	Amy Anderson, Recreation Coordinator	Document the number of community groups who utilize the Down Under.



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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks