

**The University of Tennessee**  
Diversity Plan 2006-07

College/Dept. University Housing \_\_\_\_\_

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Continue 3rd year of of International Roommate Program	Continue meeting with Advisory Committee reps from International House, CIE, University Housing	9/1/2006	Kristi Nelms	Minutes of Advisory Committee Meetings Setting Specific Goals for Program
	Create Display in Apt. Res. Hall Welcoming Intl. Roommate Program Participants	8/15/2006	Kristi Nelms Apts HD	Create a world map showing countries from which Program participants come.
	Schedule Dinner at I-House for Int'l Roommate Program Participants and Advisory Committee	10/1/2006	Krisi Nelms	Determine success by number of attendees Achieve 2/3 attendance of students in program.
To increase student awareness of residential community expectations	Print and Display in Each Living Unit A Community Expectations Development Poster	8/15/2006	Jerry Adams	Evaluate Awareness Using ACUHO-I Benchmarking Study
To increase awareness of department's value of diversity	Post on University Housing website the Dept. Mission Statement and Values Statement Also post on individual floors in halls	8/1/2006	Jerry Adams	Evaluate Awareness By Number of Visits to Website
To welcome new international families to Knoxville and campus	Develop a Family to Family Welcome Program where families from specific countries who are living in university housing communicate and welcome new families coming to the university.	Fall '07	Tim Johnson	List of Participants Completed Each Term. Program Evaluation by Participants. Work with CIE to identify students/staff for participants from home countries.
To insure that programs are developed and presented in each residence hall which focus on diversity and intercultural education	Require that one diversity and intercultural education program be presented by each Resident Assistant once per semester.	Fall '06	Jerry Adams Kristi Nelms Rob Engblom Hall Directors	Program Presentation/Evaluation Forms Completed By Each Resident Assistant Recognize Staff for Diversity Programming at annual R.A. Awards Banquet
To continue recognition programs for staff in the area of diversity programs	Select a program each month to be recognized as a of-the-month winner in the area of programming	Ongoing	Diversity Education Committee	Number of programs nominated

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**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).

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
To insure that all departmental searches generate a pool of candidates from under-represented populations	Utilize all available resources in the recruitment process as recommended by the Office of Equity and Diversity as well as personal contacts in the profession. These would include: Use of Association of College and University Housing Officers-International mailing list; Contacting historically Black institutions; Women's Colleges.	All Searches Ongoing	Ken Stoner	Assessment of Pool by OED and Department
	Continue attending NASPA, ACPA, SPE and start attending OPE to recruit professional staff. Work to identify a diverse selection committee for professional searches.	Ongoing	Ken Stoner	Assessment of Pool by OED and Department

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
To increase Retention of residence students through academic support services from residence hall staff.	Develop and Implement Joint Program With Student Success Center to train residence staff in a more academic support role for a diverse student population.	Fall Term	Jerry Adams	Completion of Specific Program Proposal Assessment of Program Implementation
To review the current Learning Community structure	Evaluate, access and expand the current living/ learning programs. Explore the addition of adding new programs	Academic Year 2006-07	Jerry Adams Rob Engblom Kristi Nelms	Proposal and Report from Task Force
To provide a welcoming environment.	Implement the 4th House Calls program early fall semester.	Fall Term	Jerry Adams	Assessment by the Faculty and Staff participants.

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Increase Student Involvement in Community Service Programs	Develop a system to assess resident student involvement in Community Service Projects with specific emphasis on programs serving diverse communities (Habitat for Humanity, Grand Illumination, etc.)	Fall '06	Rob Engblom	Completion of tool to measure participation by resident students. Compile data on participation level.
Increase Awareness of students of opportunities for involvement in community service programs	Continue to promote displays and information to be given to residents or posted on bulletin boards about how to become involved in community service programs and projects (Ready for the World events, Around the World, etc.)	Fall '06	Jerry Adams Kristi Nelms Rob Engblom	Assess awareness through questions on ACUHO-I Benchmarking Questionnaire
Develop ongoing Partnerships with Community Agencies	Raise Funds for Habitat for Humanity house The 8th will be constructed in Spring '08	Fall '06	Jerry Adams	Assess number of students/staff who participate in project
	Invite Children to Campus to participate in holiday programs sponsored by various residence halls. Children invited from Boys and Girls Clubs and Tennessee School for the Deaf.	Throughout Year	Kristi Nelms Hall Directors Rob Engblom	Program Evaluations Including Number of Children Participating



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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Ensure that R.A. course content includes intercultural perspectives and diversity topics	<p>Teach RA Course content to insure that significant intercultural perspectives and diversity topics are included</p> <p>Train RA Class instructors to better facilitate intercultural discussions</p>	<p>Ongoing</p> <p>Fall '06</p>	<p>Jerry Adams Rob Engblom Kristi Nelms</p> <p>RA Training Committee</p>	<p>Completion of New Course Syllabus</p> <p>Ongoing</p>

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Prepare Graduate Staff to Function Effectively and Successfully in a Diverse World.	Develop Professional Development Program which focuses on "Being A Professional In A Diverse World" Collaborate with OED on program	Fall '06	Jerry Adams	Program Evaluation Forms
Provide Campus Work Opportunities in Diverse Living Communities for Graduate Students	Employ Assistant Hall Directors and Assistant Resident Managers from diverse backgrounds to work in university residence halls and university family and graduate student apartments	Academic Year	Jerry Adams	Filling All Available GA Positions and conduct on-going evaluation to insure that Graduate staff represents diverse backgrounds
	Allocate GA Positions for Students Enrolling in the College Student Personnel Graduate Program	Academic Year	Jerry Adams	Assess Number of CSP Students Hired



