

Diversity Plan Progress Report 2007-2008

Council for Diversity & Interculturalism (CDI)
University of Tennessee-Knoxville

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A. NARRATIVE SUMMARY

I. Diversity Plan Background

In 2004, Loren Crabtree (former Chancellor, UT Knoxville) created a campus Diversity Council consisting of 22 administrative, faculty, and student members. The purpose of the Council was to develop an operational definition of diversity, develop a process and assist academic units as they develop their individual diversity plans and help coordinate campus wide initiatives that relate to diversity issues. As a result of Council's efforts, since 2006-2007, more than 90 academic and non-academic units have developed and submitted diversity plans to the Council for review and comment. A report was issued to the Office of the Chancellor regarding the status of diversity plans. All plans received were posted to the OED website for campus review, particularly those identified by the Council as *Best Practices*. In addition, the Office of the Chancellor began to use diversity efforts as one measuring factor in assessing budget requests from campus units.

During 2007-2008, the membership of the Council was expanded to include representation from the Institute of Agriculture, Men's and Women's Intercollegiate Athletics, the Commission for LGBT People (a newly formed campus commission), and the Special Assistant to the Chancellor and Baker Scholar. During the summer of 2007, Co-Chairs of the Council met with campus administrators (vice chancellors, deans, department heads, and directors) to discuss progress made to existing plans as well as future expectations. (A summary of these meetings have been included as part of this report). On November 14, 2007, members of the Diversity Council unanimously approved a name change from the Diversity Council to the Council for Diversity & Interculturalism (CDI). This change was to reflect recognition of the need to bring equal awareness to both the intercultural and international issues that we face.

New diversity plans were received from Men's and Women's Intercollegiate Athletics while revisions were made to the plan submitted from the School of Music. Also, during this period, the College of Arts and Sciences created a college-wide diversity body to develop a plan for the College of Arts and Sciences. Individual diversity plans had already been received from various departments within the College of Arts and Sciences, but there was no unified college-wide plan to reflect the commitment from the largest college at the UT flagship campus on this important issue. The Co-Chairs of CDI have worked with the A&S Diversity Committee and, to-date, a plan has been drafted and submitted for review to College administrators.

Additionally, working with the Vice Chancellor of Communication, CDI developed and disseminated a brochure which identified the six basic diversity goals that have been endorsed as campus-wide guiding principles. An internal link (<http://www.utk.edu/diversity/>) has been attached to the UTK homepage which helps direct viewers to a myriad number of programs, services, and administrative units that have a connection with diversity aspects at UTK. Finally, as part of the Strategic Planning Initiative led by Provost Bob Holub, diversity was incorporated as an on-going, integral part of the planning process to reflect the campus vision regarding current and future growth and development.