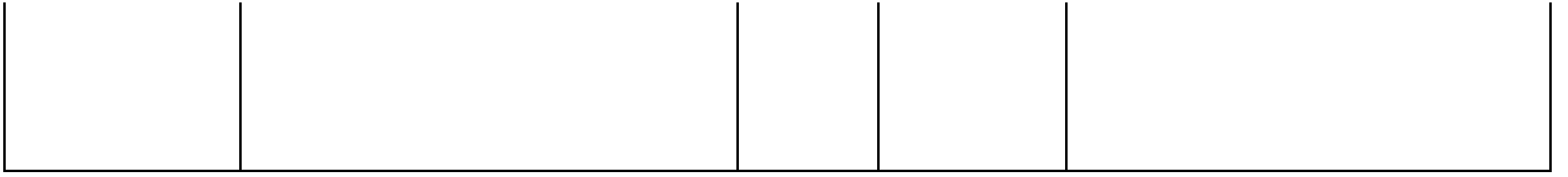


**The University of Tennessee
Diversity Plan**

School of Communication Studies 8-16-2016

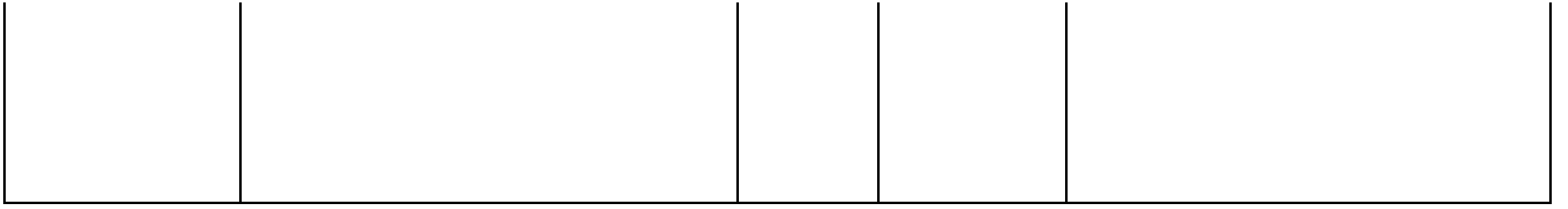
Goal One: Create and sustain a welcoming, supportive and inclusive campus climate.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Expand and Revise Curriculum	A. Develop intercultural communication and diversity course and submit for course approval	Fall 2018	CS Faculty	<i>Course creation</i>
Expand Study Abroad	B. Review curriculum to assess intercultural/diversity related content	Fall 2017	CS Faculty	<i>Completed assessment</i>
Expand Study Abroad	A. Develop faculty led study abroad program in concert with CCI -- Australia	On-going	Miller, Haas	<i>Maintaining on-going partnership</i>
Expand Study Abroad	B. Explore Ireland as study abroad location to replace Paris study abroad program	On-going	Miller, Fields, Haas	<i>Creation and implementation of new program</i>
Create Inclusion	A. Create Student Inclusion Council for majors	On-going	Haas	<i>Source: An active Inclusion Council that includes regularly scheduled meetings</i>
Create Inclusion	B. Create an Alumni Inclusion Council	On-going	Haas	<i>Source: An active Alumni Inclusion Council that includes regularly scheduled meetings</i>



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 and retain under-represented populations into teaching positions	A. Increase by 5% under-represented populations into teaching positions	Fall 2019	Haas, CS Faculty	Source-Management Report / Personnel records
Continue recruitment of under-represented populations into positions	A. Develop database of potential faculty from under-represented populations	On-going	Cabbage, Haas	Creation of database
	B. Expand comm studies web site to promote faculty diversity	On-going	Haas, Cabbage	Completion of expanded webpage

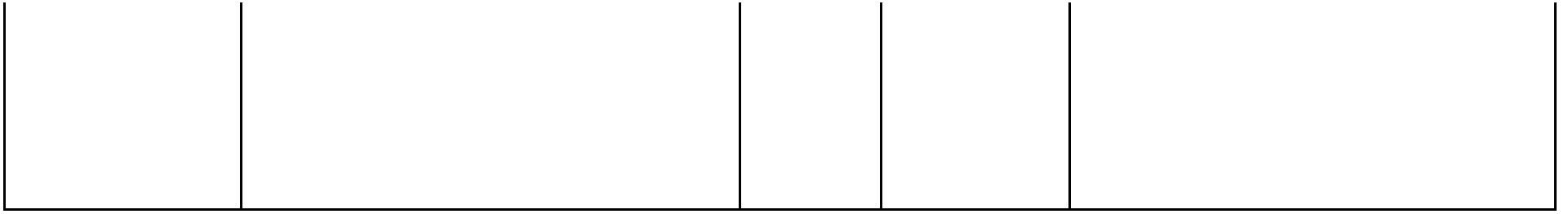


Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Engage in UG Recruitment	A. Actively participate in visits from high schools serving under-represented populations	Annually	Haas	<i>Active participation in all CCI recruiting events for under-represented populations</i>
	B. Retain students in program through advising and career preparation	On-going	CS Faculty	<i>Source</i> -In house database <i>Type of data</i> -number of students in program, student origin, number graduated, semester/yr.
	C. Strengthen Webpage recruiting information directed toward promoting diversity	On-going	Haas, Cabbage	Completed revisions to CS webpage
Engage in Graduate Recruitment	A. Recruit while at conferences and association meetings	On-going	CS Faculty	<i>Source</i> -Conference Meetings
	B. Retain students in program	On-going	CS Faculty	<i>Source</i> -In house database <i>Type of data</i> - number of graduate students teaching, conducting research and origin of student
	C. Promote diversity in candidate pool for Graduate Research/Teaching Assistantships	On-going	CS Faculty	<i>Source</i> -In house database <i>Type of data</i> - number of graduate students teaching, conducting research and origin of student

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Partner with diverse groups outside of UTK to promote diversity and tolerance	A. Utilize alumni to partner with groups representing diverse populations	On-going	Haas	Number of partnerships developed
	B. Utilize National Communication Association and Southern States Communication Association to develop partnerships to promote diversity	On-going	Haas	Establishment of partnerships



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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Strengthen intercultural curricular components	A. Continue to update and add to general education curriculum involving intercultural communication.	On-going	Haas	<i>Annual assessment of course content</i>
	B. Revise current curriculum to identify intercultural needs in current curriculum	Fall 2018	CS Faculty	<i>Inclusion of Intercultural or Intergroup course</i>

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Develop Training Workshops for GTA's	A. Develop diversity related training for graduate teaching associates.	Annually	CS Faculty	<i>Source</i> -Management Report <i>Type of Data</i> -Number of GTA's in program; workshops held
Strengthen Research	A. Meet regularly with GTA's to discuss and implement current research projects	On-going	CS Faculty	<i>Type of Data</i> -number of current research projects; number of convention presentations and publications