

**The University of Tennessee  
Diversity & Inclusion Plan  
College of Communication and Information - Approved**

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

| <b>Objectives</b>        | <b>Strategy/Tactics</b>  | <b>Date</b> | <b>Responsible Party</b>  |
|--------------------------|--|-------------|---|
| Define                   | Utilize CCI's comprehensive diversity statement to inform & inspire the diversity efforts of CCI's students, faculty & staff                                   | Completed   | Dean, CCI faculty   |
| Review                   | Review college policies to ensure they foster a diverse and inclusive environment.   | Completed   | Dean, Associate Deans, School Directors                                   |
| Partner                  | Explore a possible partnership with an HBCU for engaging in mutually beneficial activities   | 10/01/18    | Dean, DSLS Director, School Directors, Associate Deans                    |
| Student Leadership       | Maintain/improve CCI Diversity Student Leaders Society (DSLS)  | Ongoing     | DSLS Director, Dean, School Directors, Associate Deans                    |
| Faculty/Staff Leadership | Maintain/improve CCI's Diversity Committee's efforts to improve CCI's commitment to diversity and inclusion  | Ongoing     | CCI Diversity Committee Chair & Members, Dean, CCI Faculty & Staff        |
| Programming              | Hold CCI Diversity and Inclusion Week (DIW) annually   | Ongoing     | DSLS Director, Dean, Associate Deans, School Directors, CCI Faculty/Staff |
| Mentoring                | Maintain/improve a DSLS mentoring program for diverse undergraduate students   | Ongoing     | DSLS Director, Dean, CCI Faculty/Staff                                    |
| Faculty training         | Encourage and, as possible, financially support faculty & staff participation in conferences and symposia that address issues of underrepresented populations. | Ongoing     | Dean, School Directors, Associate Deans                                   |
| Faculty/Staff training   | As possible, encourage CCI faculty/staff to participate in diversity and inclusion training  | Ongoing     | Dean, School Directors, Associate Deans                                   |

**Goal Two:** Attract and retain greater numbers of individuals from under-represented populations into faculty heads, directors, and deans)

| <b>Objectives</b>        | <b>Strategy/Tactics</b>   | <b>Date</b> | <b>Responsible Party</b>  |
|--------------------------|---|-------------|---------------------------|
| Faculty/Staff recruiting | Continue to promote faculty and staff openings through media that reach diverse audiences | Ongoing     | Dean and School Directors |

|                        |   |         |  |
|------------------------|---|---------|--|
|                        | Proactively identify potential candidates from diverse background for new positions   | Ongoing | Dean, School Directors, Associate Deans, CCI Faculty Members |
|                        | Strongly encourage all CCI faculty members to complete UT's STRIDE Workshop focused on promoting diverse faculty recruitment & retention  | Ongoing | Dean, School Directors, CCI Faculty Members                  |
|                        | Whenever possible, participate in UTK's annual Future Faculty Event, which brings diverse doctoral students to UTK from other universities during their first or second year of study | Ongoing | School Directors   |
| Adjuncts and Lecturers | Develop a proactive strategy for identifying, recruiting & utilizing diverse Lecturers to increase exposure of diverse faculty members to CCI students                                | Ongoing | Dean, School Directors                                       |
| Opportunity Hires      | Whenever possible, utilize Provost Office's opportunity hire program to increase faculty diversity  | Ongoing | Dean, School Directors                                       |

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

| <b>Objectives</b> | <b>Strategy/Tactics</b>   | <b>Date</b> | <b>Responsible Party</b>   |
|-------------------|---|-------------|--|
| Recruit           | As feasible, actively recruit high school students from diverse backgrounds by targeting specific schools and going on visits with UT recruiters. | Ongoing     | Associate Dean Academic Programs, CCI Undergrad Advising Center Staff, DSLS Students, CCI Faculty, DSLS Director |
|                   | Bring diverse students to campus to recruit them for CCI graduate programs  | Ongoing     | Associate Deans, School Directors, Dean, CCI Faculty   |
|                   | Participate in UTK JUMP Program aimed at minority HS seniors that have been accepted to UTK   | Ongoing     | Assoc. Dean Academic Programs, Director of CCI UG Studies & Advising   |
|                   | Hold a University of Tennessee Young Adult Diversity Conference Co-Sponsored by CCI and College of Education, Health & Human Sciences (CEHHS)     | AY 2017-18  | DSLS Director, CCI & CEHHS Faculty & Staff, DSLS students, CCI and CEHHS Deans                                   |
| Assess            | Conduct a CCI Climate Survey periodically to assess the diversity climate within CCI  | Ongoing     | CCI Diversity Committee, Dean  |

|                    |  |                 |   |
|--------------------|--|-----------------|---|
| Exchange           | If possible, engage in a student exchange program with the HBCU partner identified in Goal One above                                     | After 10/1/2018 | DSLS Director, Dean, Associate Deans, School Directors                    |
| Student Leadership | Encourage diverse students to apply for leadership positions within CCI and campus-wide  | Ongoing         | School Directors, CCI Faculty/Staff, DSLS Director, Dean, Associate Deans |
|                    | Nominate diverse CCI students for school, college, university and national awards  | Ongoing         | School Directors, CCI Faculty/Staff, DSLS Director, Dean, Associate Deans |
| Student Groups     | Maintain/improve CCI's Diversity Student Leaders Society to provide CCI students with diversity leadership and educational opportunities | Ongoing         | DSLS Director, Dean, Associate Deans, School Directors                    |
| Linkages           | Link students to organizations (on campus, regionally, nationally) that serve diverse interests both scholastically and professionally   | Ongoing         | DSLS Director, School Directors, CCI Advising Center                      |
| Scholarships       | Increase scholarship funds for diverse students  | Ongoing         | Development Director & Dean   |

**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>   |
|-------------------------|--|-------------|--|
| Identify                | Identify professional organizations that serve diverse audiences and determine areas for cooperation with CCI                                      | Ongoing     | Director of Internationalization and Outreach (IOP), CCI Faculty   |
| Programming             | Work with CCI faculty to develop workshops, short courses, research proposals, etc. in response to the professional organizations identified needs | 02/01/18    | Director of IOP, CCI Faculty                                       |
| Identify                | Identify community organizations that serve diverse audiences and determine potential areas for cooperation with CCI                               | Ongoing     | Director of IOP, CCI Faculty                                       |
| Programming             | Recruit CCI faculty, staff and students to work with a community group identified on engagement project  | 02/01/18    | Director of IOP, CCI Faculty                                       |
| Publicize               | Publicize successful CCI professional and community engagement outcomes to organizations that serve diverse audiences                              | Ongoing     | Communications Specialist, Director of IOP, Dean, School Directors |
| Internships             | Work with Tennessee minority-owned businesses to provide CCI students with community engagement internship and practicum opportunities             | Ongoing     | School Directors, Director of IOP, CCI Faculty                     |
| Research and Engagement | Promote faculty experience in diverse research and engagement partnerships   | Ongoing     | Associate Dean for Research, CCI Faculty, Director of IOP          |

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

| <b>Objectives</b> | <b>Strategy/Tactics</b>   | <b>Date</b>           | <b>Responsible Party</b>   |
|-------------------|---|-----------------------|--|
| Define Infusion   | Continue to work with appropriate on-campus resources to update and disseminate definition of curriculum infusion and how it applies to college curricula | Ongoing               | Associate Dean Academic Programs   |
| Infusion          | Encourage faculty to infuse their courses with diverse perspectives.<br>Hold Workshop for CCI Faculty focused on Diversity and Inclusion in the Classroom | Ongoing<br>AY 2017-18 | School Directors, Associate Dean Academic Programs<br>Dean, Associate Deans, School Directors, CCI Diversity Committee |
| Guest Speakers    | Invite guest speakers from diverse backgrounds to speak to classes  | Ongoing               | CCI Faculty, School Directors  |

|                            |  |         |  |
|----------------------------|--|---------|--|
| Create                     | Maintain/improve CCI study abroad courses and exchange programs                                | Ongoing | Director of IOP, CCI Faculty, Dean   |
| Inform                     | Provide CCI study abroad information in the CCI advising center                                | Ongoing | Director of IOP, Communications Director, CCI UG Advising Center                     |
|                            | Maintain/Improve CCI Study Abroad Website and brochure to highlight study abroad opportunities | Ongoing | Director of IOP, Communications Director   |
|                            | Maintain/improve CCI Website that highlights CCI's various diversity and inclusion initiatives | Ongoing | IT Specialist, Communications Director, Dean, DSLS Director, CCI Diversity Committee |
| Study abroad participation | Expand students' participation in study abroad programs  | Ongoing | Director of IOP  |

**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>                                 |
|-----------------------------|--|-------------|--|
| Pedagogy training           | Infuse pedagogy class with diversity topics  | Ongoing     | Associate Dean Academic Programs, CCI Faculty            |
| Research seminar            | Have students analyze research studies from diverse perspectives as part of the research seminar               | Ongoing     | Associate Dean Academic Programs                         |
| Host international scholars | Continue to host international scholars and encourage exchanges among these scholars and CCI graduate students | Ongoing     | Associate Deans, School Directors, Director of IOP, Dean |
| Recruiting                  | Develop a marketing plan for recruiting graduate students from diverse backgrounds                             | Ongoing     | Associate Dean Academic Programs, School Directors       |

**d May 1, 2017**

**Benchmarks**

Diversity statement created by faculty; displayed on website and % of course syllabi with CCI Diversity Statement & Office of Disability Statement. Revise & update as needed.

Identify changes and update policies as needed

Identify a partner school; agree on one or two inaugural activities (e.g., faculty exchanges, joint-symposium, etc.); sign Memorandum of Understanding

No. of students attending meetings and participating in CCI diversity & inclusion events/activities

Revise/update CCI Climate Survey as needed; conduct new survey every other year; use survey results to identify action recommendations for improving CCI's climate

No. of students attending; No. of DIW keynotes, workshops and panels held; No. of diverse speakers participating

No. of diverse students mentored

Assess level of training and encourage more as appropriate during annual evaluations

No. of CCI faculty/staff participating in diversity and inclusion training

; staff, and administrative positions (particularly department

**Benchmarks**

Monitor advertising to be sure that all positions include appropriate media

Develop and monitor recruitment plans & strategies to proactively recruit diverse faculty & staff

No. of CCI faculty members who complete STRIDE training

No. of diverse communication and information doctoral students who take part in UTK's Future Faculty Event per year

Number of courses taught by diverse Lecturers

No. of diverse faculty added through opportunity hires

and populations and international students.

### **Benchmarks**

Increase diverse student enrollment above baseline

No. of organized campus visits from diverse students

No. of JUMP students interested in CCI who attend UTK

No. of high school and college students participating in the one day conference

Review summary of findings and prepare action plan as appropriate



No. of UTK and HBCU students who participate in exchange program

No. of diverse CCI students holding leadership positions within CCI and campus-wide

No. of diverse CCI students selected for school, college, university and national awards

No. of students reached, No. of events held, Impact on CCI Climate as identified through the CCI Climate Survey

No. of linkages made between CCI students and non-CCI organizations

I.D. a baseline and work to increase above the base

### **Benchmarks**

Develop a list of possible target organizations

Track the No. of workshops, short courses, research proposals, etc. developed/delivered

Develop a list of possible target partnerships

Track the No. of community engagement projects developed/delivered

Prepare promotional pieces providing information about CCI professional and community engagement projects

No. of CCI students participating in diverse community engagement internship and practicum opportunities

No. of research and engagement projects focusing on diversity issues and outreach

### **Benchmarks**

Update existing written definition and disseminate to faculty as needed

Gather and report diversity data from faculty syllabi on a % basis to assess curricular infusion

No. of CCI faculty members attending the workshop

No. of diverse guest speakers in CCI classes

No. of study abroad courses and exchange programs

Materials in place for students

Information in place for students

Information in place for students, faculty and staff

No. of CCI students participating in study abroad

| <b>Benchmarks</b>   |
|---|
| Assess diversity materials in syllabus                                    |
| Assess diversity of readings in syllabus                                  |
| No. of international scholars who visit CCI both short term and long term |
| No. of diverse graduate students recruited                                |