# The University of Tennessee Diversity Plan

## College of Communication and Information - 10/1/2010

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

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Strategy/Tactics</th>
<th>Date</th>
<th>Responsible Party</th>
<th>Benchmarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Define</td>
<td>Develop a comprehensive diversity statement for the College</td>
<td>Completed</td>
<td>Dean, CCI faculty</td>
<td>Diversity statement created by faculty; displayed on website and in course syllabi.</td>
</tr>
<tr>
<td>Review</td>
<td>Review college policies to ensure that they foster diverse and inclusive environment.</td>
<td>Completed</td>
<td>Dean</td>
<td>Identify changes and update policies as needed</td>
</tr>
<tr>
<td>Partner</td>
<td>Develop a partnership with an HBCU for ongoing mutual activities</td>
<td>10/01/11</td>
<td>Dean, DSLS Director</td>
<td>The number of joint activities held</td>
</tr>
<tr>
<td>Faculty Exchange</td>
<td>Partner with an HBCU for faculty exchange</td>
<td>10/01/11</td>
<td>Dean, Associate Dean, School Directors</td>
<td>Number of exchanges that occur</td>
</tr>
<tr>
<td>Student Leadership</td>
<td>Create &amp; maintain CCI Diversity Student Leadership Society (DSLS)</td>
<td>Created in 2007</td>
<td>DSLS Director, Dean</td>
<td>Number of students attending meetings and number of diversity events/activities held</td>
</tr>
<tr>
<td>Faculty/Staff Leadership</td>
<td>Create and maintain a CCI Diversity Committee</td>
<td>Created in 1/10</td>
<td>Dean, CCI Faculty and Staff</td>
<td>Revise CCI Climate Survey, conduct new survey and recommend ways to improve CCI's climate</td>
</tr>
<tr>
<td>Programming</td>
<td>Hold CCI Diversity and Inclusion Week</td>
<td>Held 9/27/10 - 10/1/2010</td>
<td>Director of CCI Diversity</td>
<td>Number of CCI students attending Diversity and Inclusion Week keynotes, workshops and panels</td>
</tr>
<tr>
<td></td>
<td>Hold annual &quot;Experiencing Diversity Banquet&quot;</td>
<td>Ongoing</td>
<td>DSLS Director, Dean</td>
<td>Number of banquet attendees, amount of money raised for DSLS programming, number of students involved</td>
</tr>
<tr>
<td></td>
<td>Take DSLS students on an annual field trip to help prepare them for the professional world</td>
<td>Ongoing</td>
<td>DSLS Director, Dean</td>
<td>Number of DSLS students that go on the field trip</td>
</tr>
<tr>
<td></td>
<td>Partner with an HBCU for programming of symposia, lecture series, etc.</td>
<td>10/01/11</td>
<td>Dean, Associate Dean, School Directors, DSLS Director</td>
<td>The number of joint activities held</td>
</tr>
<tr>
<td>Mentoring</td>
<td>Establish a mentoring program for diverse undergraduate students through DSLS</td>
<td>Ongoing</td>
<td>DSLS Director, Dean</td>
<td>Number of diverse students mentored</td>
</tr>
<tr>
<td>Faculty training</td>
<td>Encourage and, as possible, financially support faculty participation in conferences and symposia that address issues of underrepresented populations.</td>
<td>Ongoing</td>
<td>Dean, School Directors</td>
<td>Assess level of training and encourage more as appropriate during annual evaluations</td>
</tr>
<tr>
<td>Staff training</td>
<td>Encourage inclusion of diversity topics in training.</td>
<td>Ongoing</td>
<td>Dean, School Directors</td>
<td>Encourage diversity training during annual evaluations</td>
</tr>
</tbody>
</table>

### 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).

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Strategy/Tactics</th>
<th>Date</th>
<th>Responsible Party</th>
<th>Benchmarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty/staff recruiting</td>
<td>Continue to promote faculty and staff openings through media that reach diverse audiences</td>
<td>Ongoing</td>
<td>Dean and School Directors</td>
<td>Monitor advertising to be sure that all positions include appropriate media</td>
</tr>
<tr>
<td>Faculty/staff recruiting</td>
<td>Proactively identify potential candidates from diverse background for new positions</td>
<td>Ongoing</td>
<td>Dean and School Directors</td>
<td>Monitor recruitment plans to identify proactive outreach</td>
</tr>
<tr>
<td>Faculty/staff mentoring</td>
<td>Strengthen mentoring programs to meet the needs of minority faculty and staff members</td>
<td>Ongoing</td>
<td>Dean and School Directors</td>
<td>Assess mentoring of minority faculty and staff as part of the annual review process</td>
</tr>
<tr>
<td>Add Diverse Adjunct and Lecturer Faculty Members</td>
<td>Utilize Adjunct and Lecturer Faculty positions within CCI to increase exposure of diverse faculty members to CCI students</td>
<td>Ongoing</td>
<td>Dean, School Directors</td>
<td>Number of courses taught by diverse Adjunct and Lecturer Faculty members</td>
</tr>
<tr>
<td>New Faculty line</td>
<td>Seek endowed funds for diverse faculty line</td>
<td>Ongoing</td>
<td>Dean and Development Director</td>
<td>Add one funded position</td>
</tr>
<tr>
<td>Objectives</td>
<td>Strategy/Tactics</td>
<td>Date</td>
<td>Responsible Party</td>
<td>Benchmarks</td>
</tr>
<tr>
<td>------------</td>
<td>-----------------</td>
<td>------</td>
<td>-------------------</td>
<td>------------</td>
</tr>
<tr>
<td>Recruit</td>
<td>Actively recruit high school students from diverse backgrounds by targeting specific schools and going on visits with UT recruiters. Bring students from HBCUs to campus to recruit them for CCI graduate programs Participate in UTK JUMP Program aimed at minority HS seniors that have been accepted to UTK</td>
<td>Ongoing</td>
<td>Associate Dean</td>
<td>Increase above baseline enrollment</td>
</tr>
<tr>
<td>Assess</td>
<td>Conduct a Climate Survey to assess the diversity climate within CCI</td>
<td>AY 2009-10</td>
<td>Dean, Associate Dean, CCI Diversity Committee</td>
<td>Review summary of findings and prepare action plan as appropriate</td>
</tr>
<tr>
<td>Events</td>
<td>Develop on-campus multi-cultural event to encourage undecided undergraduates to consider majors and minors within the college.</td>
<td>Completed in Spring 2008</td>
<td>Associate Dean</td>
<td>Conduct one event</td>
</tr>
<tr>
<td>Exchange</td>
<td>Partner with HBCU for student exchange program</td>
<td>10/01/11</td>
<td>Dean, Associate Dean, School Directors, DSLS Director</td>
<td>Track participation in exchange program</td>
</tr>
<tr>
<td>Minority leadership</td>
<td>Encourage minority students to seek leadership positions in student clubs</td>
<td>Ongoing</td>
<td>Faculty, School Directors, Staff, Administrators</td>
<td>Increase above baseline</td>
</tr>
<tr>
<td>Student Groups</td>
<td>Create &amp; maintain a student group that supports CCI students from diverse backgrounds (i.e., CCI Diversity Student Leaders Society)</td>
<td>Created in Spring 2007</td>
<td>Dean, DSLS Director, Associate Dean, School Directors</td>
<td>Create and maintain one group</td>
</tr>
<tr>
<td>Linkages</td>
<td>Link students to organizations that serve diverse interests both scholastically and professionally</td>
<td>Ongoing</td>
<td>DSLS Director, School Directors, Advising Center</td>
<td>Monitor student participation in groups that serve diverse interests</td>
</tr>
<tr>
<td>Scholarships</td>
<td>Increase scholarship funds for diverse students</td>
<td>Ongoing</td>
<td>Development Director</td>
<td>I.D. a baseline and work to increase above the base</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Strategy/Tactics</th>
<th>Date</th>
<th>Responsible Party</th>
<th>Benchmarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identify</td>
<td>Identify professional organization that serves diverse audiences and determine areas for cooperation with CCI</td>
<td>Ongoing</td>
<td>Director of Internationalization and Outreach</td>
<td>Develop contact sheet summarizing possible partnerships</td>
</tr>
<tr>
<td>Programming</td>
<td>Work with CCI faculty to develop workshops, short courses, research proposals, etc. in response to the professional organizations identified Annual Presentation of CCI Diversity Award</td>
<td>10/01/11</td>
<td>Director of Internationalization and Outreach</td>
<td>Prepare a minimum of 1 professional outreach program</td>
</tr>
<tr>
<td>Identify</td>
<td>Identify community organizations that serve diverse audiences and determine potential areas for cooperation with CCI</td>
<td>Created in 2/08</td>
<td>DSLS Director, Dean</td>
<td>Extent to which award winner interacts with CCI students</td>
</tr>
<tr>
<td>Programming</td>
<td>Recruit CCI faculty, staff and students to work with a community group identified on engagement project</td>
<td>10/01/10</td>
<td>Director of Internationalization and Outreach</td>
<td>Prepare a minimum of 1 community outreach program</td>
</tr>
<tr>
<td>Publicize</td>
<td>Publicize successful CCI professional and community engagement outcomes to organizations that serve diverse audiences</td>
<td>Ongoing</td>
<td>Information Officer</td>
<td>Prepare promotional pieces providing information about CCI professional and community engagement projects</td>
</tr>
<tr>
<td>Internships</td>
<td>Work with Tennessee minority-owned businesses to provide CCI students with community engagement internship and practicum opportunities</td>
<td>Ongoing</td>
<td>School Directors</td>
<td>Establish one new partnership</td>
</tr>
<tr>
<td>Research</td>
<td>Promote faculty experience in diverse research</td>
<td>Ongoing</td>
<td>Director of Research</td>
<td>One research project focusing on diversity issues</td>
</tr>
</tbody>
</table>
**Goal Five:** Ensure that curricular requirements include significant intercultural perspectives.

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Strategy/Tactics</th>
<th>Date</th>
<th>Responsible Party</th>
<th>Benchmarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Define Infusion</td>
<td>Work with appropriate on-campus resources to develop and disseminate a clear definition of curriculum infusion and how it applies to college curricula</td>
<td>Completed - Fall 2007 for internationalization</td>
<td>Associate Dean</td>
<td>Prepare a written definition and disseminate to faculty</td>
</tr>
<tr>
<td>Infusion</td>
<td>Encourage faculty to infuse their courses with diverse perspectives. Hold Diversity Across Curriculum Workshop, Lecture &amp; Model Teaching</td>
<td>Ongoing</td>
<td>School Directors</td>
<td>Gather quantitative &amp; qualitative diversity data from faculty syllabi to assess curricular infusion</td>
</tr>
<tr>
<td></td>
<td></td>
<td>9/23- 9/24/10</td>
<td>Dean, Associate Dean, School Directors</td>
<td>Number of faculty members attending and impact on infusion of diversity into CCI curricula</td>
</tr>
<tr>
<td>Guest Speakers</td>
<td>Invite guest speakers from diverse backgrounds to speak to classes</td>
<td>Ongoing</td>
<td>Faculty, School Directors</td>
<td>Gather data from faculty annually and summarize use of diverse guest speakers</td>
</tr>
<tr>
<td>Create</td>
<td>Develop more communication/information study abroad courses and exchange programs within CCI advising center</td>
<td>Ongoing</td>
<td>Director of Internationalization and Outreach, Faculty</td>
<td>Number of new study abroad courses and exchange programs added</td>
</tr>
<tr>
<td>Inform</td>
<td>Provide CCI study abroad information in the CCI advising center</td>
<td>Ongoing</td>
<td>Director of Internationalization and Outreach, Information Officer, Advising Center</td>
<td>Materials in place for students</td>
</tr>
<tr>
<td></td>
<td>Develop and maintain a Web page on the CCI Web site and brochure that highlights study abroad opportunities</td>
<td>Created in 2008 &amp; Ongoing</td>
<td>Director of Internationalization and Outreach, Information Officer</td>
<td>Information in place for students</td>
</tr>
<tr>
<td></td>
<td>Develop and maintain a Web page on the CCI Web site that highlights CCI's various diversity initiatives</td>
<td>Created in Spring 2010 &amp; Ongoing</td>
<td>Information Officer, Dean, DSLS Director, Diversity Committee</td>
<td>Information in place for students, faculty and staff</td>
</tr>
<tr>
<td>Study abroad</td>
<td>Expand students' participation in study abroad</td>
<td>Ongoing</td>
<td>Director of IOP</td>
<td>Increase 10%/year from 2006 base of 31 students</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Strategy/Tactics</th>
<th>Date</th>
<th>Responsible Party</th>
<th>Benchmarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pedagogy training</td>
<td>Infuse pedagogy class with diversity topics</td>
<td>Ongoing</td>
<td>Associate Dean, Faculty</td>
<td>Assess diversity materials in syllabus</td>
</tr>
<tr>
<td>Research seminar</td>
<td>Have students analyze research studies from diverse perspectives as part of the research seminar</td>
<td>Ongoing</td>
<td>Associate Dean</td>
<td>Assess diversity of readings in syllabus</td>
</tr>
<tr>
<td>Host foreign scholars</td>
<td>Continue to host foreign scholars and encourage exchanges between these scholars and graduate students</td>
<td>Ongoing</td>
<td>Associate Dean, School Directors, Director of Internationalization and Outreach</td>
<td>Attract at least one foreign scholar per year</td>
</tr>
<tr>
<td>Recruiting</td>
<td>Recruit graduate students from diverse backgrounds</td>
<td>Ongoing</td>
<td>Associate Dean</td>
<td>Develop marketing plan for diverse groups</td>
</tr>
</tbody>
</table>