

Diversity Plan for the College of Education, Health, and Human Sciences

Fall, 2005

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

Objective:

1. We will strive to be a model on our campus of a college committed to promoting diversity and supporting the University's Quality Enhancement Plan as we strive to improve intercultural and international awareness among our faculty, staff and students. This is in keeping with our College mission "To promote a healthy, educated, and civil society; to encourage life-long learning; and to enhance the quality of life within the diverse, global community by preparing professionals to lead and serve by conducting research, and by engaging in service and outreach activities."

Strategy/Tactics:

- The Dean has appointed three advisory boards to solicit feedback on our efforts to create and sustain a welcoming, supportive and inclusive college climate: A Graduate Student Advisory Board, an Undergraduate Student Advisory Board, and a Faculty Intercultural/International Advisory Board.
- Improve internal communications within the college on issues related to diversity and inclusiveness. This will include providing feedback to all faculty, students, and staff on progress made toward reaching the goals of the College Diversity Plan.
- Prepare faculty and graduate teaching assistants to openly and comfortably address issues of diversity and inclusiveness in their academic courses through regularly scheduled workshops targeted to address issues of cultural sensitivity.

Date:

- This must and will be an on-going initiative for our college. Each of the Dean's advisory boards will be scheduled to meet twice a semester.

Responsible Party:

- Sustaining a welcoming, supportive and inclusive college climate will be the responsibility of all faculty, staff, and students of the College of Education, Health and Human, Sciences.

Benchmarks:

- Feedback from student satisfaction surveys which will have an emphasis on college climate, student services, and commitment to diversity concerns and will be administered to our graduate and undergraduate students through our Office of Student Services on an annual basis.
- Faculty, staff and student retention figures will be tracked and will serve as indicators of success in meeting this objective.

Goal Two: Attract and retain greater numbers of individuals from under-represented populations into faculty, staff, and administrative positions.

Objectives:

1. Increase diversity of the College of Education, Health, and Human Sciences faculty and staff, and administrators.

Strategy/Tactics:

- Require all departments to develop clearly framed models for their hiring strategies designed to secure a diverse pool of qualified applicants.
- Identify the necessary resources for conducting national faculty and administrative searches as a priority in the College budget each year.

Date:

- This must be on-going as hiring of new personnel is an ongoing initiative in the college.

Responsible Party:

- Dean's Office
- Department Heads

Benchmarks:

- Establish a database to track and monitor diversity of our college personnel.
- Annually review and evaluate efforts to increase diversity of our college personnel.

2. Develop and support a college-wide retention model. This model will have a goal of retaining the diverse individuals we hire in the college through mentoring, research collaboration, and professional development.

Strategy/Tactics:

- Provide and support a uniform model for mentoring tenure-seeking faculty, by assigning each new faculty member a mentor the first semester he/she is on campus.
- Conduct workshops for new faculty members to provide information and guidance on tenure guidelines and expectations.
- Require all faculty and staff to develop annual professional development plans.
- Ensure that faculty and staff address career goals and advancement in their professional development plans. Corresponding professional development opportunities must accompany professional development goals.
- Ensure that department heads review and monitor faculty and staff professional development plans on an annual basis.
- Encourage and support faculty and staff participation in workshops and professional meetings that address issues of intercultural and international awareness.

Date:

- All employees must have professional development plans in place by the start of the 2006-07 academic year.

Responsible Party:

- Department Heads

Benchmarks:

- Retention of new faculty.
- Promotion of faculty.
- An annual review of professional development plans within each academic department.
- An annual college-wide summary of the professional development activities in which faculty and staff engage.

3. Implement and promote policies and a work environment that seek to support family needs and values. As the College of Education, Health, and Human Sciences it is imperative that we model for our employees the commitment we have for the well-being of families and communities as we strive to retain our diverse workforce.

Strategy/Tactics:

- Ask members of the Dean's Quality Enhancement Advisory Board to provide feedback on the work environment in the college through a focus group activity.
- Cross-train staff to ensure coverage when co-workers must attend to family needs and emergencies.

Date:

- This must be an on-going initiative in the college.

Responsible Party:

- All college employees will be charged with creating and sustaining a work environment that supports family needs.

Benchmarks:

- Reductions in employee turnover.
- Increases in staff training and expertise.

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

1. Increase the number of need-based academic scholarships in an effort to increase student diversity in the college.

Strategy/Tactics:

- Hold a planning session to develop strategic initiatives for increasing scholarships for all academic programs.

Date:

- This must be an on-gong initiative for the college.

Responsible Party:

- Director of Development for the CEHHS
- Dean's Staff
- Department Heads

Benchmarks:

- An increase in the amount and number of need-based scholarships in the college.
- Increases in retention of historically under-represented populations within our college.

2. Develop and implement a recruitment and retention model to increase and retain ethnically and culturally diverse undergraduate and graduate students, including international students. This model must also focus on gender issues related to recruitment and retention in majors that have historically been underrepresented by males or females.

Strategy/Tactics:

- Hire a Coordinator for Diversity and Retention for the College of Education, Health, and Human Sciences.
- The Coordinator for Diversity and Retention will provide comprehensive support services for ethnically and culturally diverse students.
- Hold a planning session, with representation from all academic departments, to develop a college-wide recruitment and retention plan.
- Track and monitor the graduation rates of ethnically and culturally diverse students in our college, and ensure they match or exceed University rates.
- Increase the number of need-based academic scholarships in an effort to increase student diversity in the college.
- Increase department head and faculty involvement with efforts to secure additional scholarships.
- A database will be established to track the demographics of both current students and graduates.

Date:

- We plan to hire the Coordinator for Diversity and Retention by February 1, 2006.
- The college recruitment and retention plan will be completed by May, 2006.

Responsible Party:

- Dean's Staff
- Department Heads
- Director of Student Services, and the Director of Undergraduate Advising
- Director of Development for the CEHHS
- Coordinator for Diversity and Retention

Benchmarks:

- A database will be established to monitor progress of recruitment and retention efforts. Annual reports will be generated and shared with all academic departments on our recruitment and retention efforts.
- Increased retention/graduation rates of ethnically and culturally diverse students in our college.

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

1. Expand and support opportunities for intercultural and international study and research for both faculty and students.

Strategy/Tactics:

- Dedicate a portion of the college's budget for travel related to intercultural and international research and study.
- Designate a college-wide coordinator for international study and research.
- Encourage and support international opportunities for our students and faculty through the creation of partnerships with institutions in other countries to advance our academic and research initiatives while working to bring the world closer to the University of Tennessee.
- Develop a database to track international study programs in which our students engage, and international research and conferences attended by faculty.
- Review undergraduate curricula requirements to ensure opportunities exist for students to both study abroad and graduate in a timely manner.

Date:

- This will be an on-going initiative for the college.

Responsible Party:

- Dean
- Associate Dean for Research
- Department Heads

Benchmarks:

- Increases in the number of our students studying abroad.
- Increases in the number of intercultural and international conference presentations made by faculty.
- Increases in the number of faculty engaging in intercultural and international research projects.

2. Strengthen and promote our relationships with public schools in Tennessee in conjunction with our professional licensure programs with goals of increasing the number of diverse students in our licensure programs, and enhancing student awareness of and sensitivity toward issues of diversity.

Strategy/Tactics:

- Strengthen and support faculty and student outreach to PreK-12 schools through our professional development model for teacher licensure.
- Continue efforts to solicit guidance from our school partnerships to inform practice related to issues of diversity sensitivity in our licensure programs.
- Develop strategies for sharing faculty expertise with school and community partnerships, such as the Great Schools Partnership.

Date:

- This is an on-going initiative in the college.

Responsible Party:

- Associate Dean for Professional Licensure and Outreach

Benchmarks:

- We seek to be leaders in teacher education through our innovative programs for the preparation of educators and administrators. We aspire to achieve national rankings in the arena of professional licensure.

3. Review and strengthen the College's Board of Visitors' advisory role on issues of diversity inclusiveness and sensitivity.

Strategy/Tactics:

- Ensure each academic department and program in the college has representation on this board, and select board members who have experience in diverse work environments, or who come from diverse communities.
- Solicit input from board members on what we need to be doing to fully prepare our students for employment opportunities in a global world.
- Work with board members to capture their expertise on enhancing diversity awareness for our college.

Date:

- The restructuring of this board should be finalized by the start of the 2006-07 school year.

Responsible Party:

- Dean's Staff
- Department Heads
- Director of Development

Benchmarks:

- More active involvement of the Board of Visitors with development efforts in the college.
- Improved relationships and interactions with alumni of the college.

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

1. Continually review all undergraduate and graduate curricula to encourage inclusion and enhancement of intercultural perspectives.

Strategy/Tactics:

- Each undergraduate and graduate course offered through the CEHHS will be carefully reviewed for the manner in which intercultural perspectives are addressed.
- Increase the number of courses that address issues of intercultural perspectives and diversity and provide opportunities for students across campus to enroll in them. (Example: Hotel, Restaurant, and Tourism 311 – Developing a Diverse Service Workforce; Retail and Consumer Sciences 421 – International Retail Environments)
- Seek input from employers who hire our graduates on how relevant and current our program requirements are.

Date:

- This must be an on-going initiative in the college.

Responsible Party:

- The Associate Dean for Academic Affairs
- Departmental Faculty Representatives on Curriculum Review committees.

Benchmarks:

- Increased intercultural perspectives reflected in curricula college-wide.
- Increased number of study abroad opportunities in our curricula.

2. Establish a college-wide committee to stage programs highlighting what we are doing in the college to promote intercultural and international awareness in keeping with the Chancellor's Quality Enhancement Plan.

Strategy/Tactics:

- As we continually strive to achieve excellence in teaching, learning and practice through undergraduate and graduate programs of superior quality, we have an accompanying sense of responsibility to share the research efforts of our faculty and students with the wider university community. We will do this by staging programs to highlight what we are doing in the college to promote intercultural and international awareness.

Date:

- This committee will be established by February 1, 2006. Members of the committee will have the 2006 Spring Semester to plan programs for the 2006-07 school year.

Responsible Party:

- Dean
- College faculty

Benchmarks:

- Assess the number and quality of programs offered year to year, by tracking participation and soliciting participant feedback through program evaluations.

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

1. Ensure that all graduate programs in the College of Education, Health, and Human Sciences require graduate students to take coursework addressing issues of cultural sensitivity and diversity.

Strategy/Tactics:

- Review the curriculum for each graduate program for coverage of diversity related topics in the curriculum.
- Include diversity related questions on comprehensive examinations for graduate students.

Date:

- This must be an on-going initiative in the college.

Responsible Party:

- All department heads
- Faculty

Benchmarks:

- Increases in collaborative research efforts related to intercultural and international topics among faculty and graduate students.

2. Coordinate and stage an annual Research Colloquium to feature our graduate students' research efforts.

Strategy/Tactics:

- Hold an open forum to answer graduate students' questions about their research requirements each fall semester.
- This colloquium will be coordinated each year by members of the Dean's Graduate Student Advisory Board.

Date:

- The colloquium will be held each spring semester.

Responsible Party:

- The Dean's Graduate Student Advisory Board
- Associate Dean for Research
- Director of Student Services

Benchmarks:

- Increased participation each year the colloquium is held.
- Increased number of research proposals related to intercultural and international topics submitted by graduate students for presentations and poster sessions.

3. Ensure that our graduate students are equipped to deal with the wide range of student needs and learning styles found in today's classrooms.

Strategy/Tactics:

- Encourage GTA's to take part in the University's "Best Practices in Teaching" workshops, which are coordinated through the Chancellor's Office.
- Develop and hold a college-wide workshop for new GTA's each fall to prepare GTA's for their teaching responsibilities.
- Assign each GTA a faculty mentor to assist with the preparation of teaching assignments.
- Carefully review all course evaluations for courses taught by GTA's.

Date:

- This will be an on-going initiative for the college.

Responsible Party:

- Associate Dean for Academic Affairs

Benchmarks:

- Positive course evaluations from courses taught by GTA's.