

**Diversity Plan**  
**School of Journalism & Electronic media**

**Goal #1:** To create and sustain a welcoming, supportive and inclusive climate in the classroom and in student activities for all faculty, students, and staff

<i>Objectives</i>	<i>Strategy/Tactics</i>	<i>Date</i>	<i>Responsible party</i>	<i>Benchmarks</i>
Preparing professionals	<ul style="list-style-type: none"> <li>• Encourage students from all backgrounds to join media-related student organizations and to participate in student media</li> </ul>	Ongoing	All faculty	Student media/orgs. available to all: student participation level 50% each semester
Broaden student experience	<ul style="list-style-type: none"> <li>• Publicize campus and area events sponsored by minority communities and encourage students to attend them</li> </ul>	Ongoing	Director and all faculty	Between 2011 and 2013, increase attendance ____%
Increase student collaboration	<ul style="list-style-type: none"> <li>• Encourage students to work with the CCI Diversity Leadership group</li> </ul>	Ongoing	All faculty	Annual diversity program by each JEM student org.
Increasing faculty awareness	<ul style="list-style-type: none"> <li>• Discuss in faculty meetings the special needs and concerns of diverse social groups and how we can enhance their experience in our School</li> </ul>	Ongoing	Faculty/TAs/GTAs	JEM Diversity Committee will lead a brainstorming meeting session each semester.

**Goal #2:** To attract and retain greater number of individuals from underrepresented populations as members of our faculty

<i>Objectives</i>	<i>Strategy/Tactics</i>	<i>Date</i>	<i>Responsible Party</i>	<i>Benchmarks</i>
Reflect US diversity	<ul style="list-style-type: none"> <li>• Work closely with the University's Equal Opportunity Office to seek, recruit, and hire qualified candidates from diverse backgrounds</li> </ul>	When search in progress	Director and faculty	Keep records of contacts, outcomes
Reflect US diversity	<ul style="list-style-type: none"> <li>• Post job openings on the websites of minority organizations</li> </ul>	When search in progress	Director, Search Committee	Maintain records
Reflect US diversity	<ul style="list-style-type: none"> <li>• Maintain and expand contacts with alumni, professional associations, and colleagues at other universities to identify potential minority candidates</li> </ul>	When search in progress	Director, Search Committee	Year-round, keep records
Reflect US diversity	<ul style="list-style-type: none"> <li>• Use personal contacts to recruit minority faculty</li> </ul>	When search in progress	Director, all faculty	Year-round, keep records to build recruit pool list
Reflect US diversity	<ul style="list-style-type: none"> <li>• Mentor faculty from minority populations</li> </ul>	Ongoing	Faculty assigned as mentors	Year-round

**Goal #3: To attract, retain, and graduate minority students**

<i>Objectives</i>	<i>Strategy/Tactics</i>	<i>Date</i>	<i>Responsible party</i>	<i>Benchmarks</i>
Enroll and graduate more minority students	<ul style="list-style-type: none"> <li>• Work closely with the university to identify and recruit minority students</li> </ul>	Ongoing	Director, Faculty	Keep records to show baseline and outcomes
Enroll and graduate more minority students	<ul style="list-style-type: none"> <li>• Visit area high schools with large minority populations and hold workshops to attract students to study here for a career in journalism and electronic media</li> </ul>	Ongoing	Faculty, Faculty	Keep records to show baseline and outcomes
Enroll and graduate more minority students	<ul style="list-style-type: none"> <li>• Continue to secure funding for minority scholarships</li> </ul>	Ongoing	Director, Faculty	Keep records to show baseline and outcomes

**Goal #4: To develop and strengthen partnerships with minority communities**

<i>Objectives</i>	<i>Strategy/Tactics</i>	<i>Date</i>	<i>Responsible party</i>	<i>Benchmarks</i>
Help students and faculty to better understand diversity and its value	<ul style="list-style-type: none"> <li>• Invite media professionals from diverse ethno-cultural backgrounds to speak in JEM classes and to student groups</li> </ul>	Ongoing	Director, Faculty	Establish baseline, add to number of visits
Help students and faculty to better understand diversity and its value	<ul style="list-style-type: none"> <li>• Encourage students to participate in service opportunities with underserved populations</li> </ul>	Ongoing	All faculty	Establish baseline, add to number of visits

**Goal#5:** To ensure that the curriculum reflects the significance of minority perspectives

<i>Objectives</i>	<i>Strategy/Tactics</i>	<i>Date</i>	<i>Responsible Party</i>	<i>Benchmarks</i>
Meet JEM's instructional obligations, in agreement with UT & JEM policies	<ul style="list-style-type: none"> <li>• The goals on the syllabi should reflect the importance of having students learn how to succeed in a diverse professional community</li> </ul>	Ongoing	All faculty	Self-assessments
Meet JEM's instructional obligations, in agreement with UT & JEM policies	<ul style="list-style-type: none"> <li>• Discuss issues concerning diversity as part of relevant lectures</li> </ul>	Ongoing	All faculty	Self-assessments
Meet JEM's instructional obligations, in agreement with UT & JEM policies	<ul style="list-style-type: none"> <li>• Have students do class projects involving minority issues and diverse communities</li> </ul>	Ongoing	All faculty	Self-assessments
Meet JEM's instructional obligations, in agreement with UT & JEM policies	<ul style="list-style-type: none"> <li>• Encourage and financially support faculty participating in workshops pertaining to diversity and curriculum issues (e.g. Poynter Institute and IRTS workshops; if and when budget allows).</li> </ul>	Ongoing	Director, CCI Dean	Self-assessments

**Goal #6:** To broaden all students' and faculty members' perspectives to help them understand the results of living in a diverse community, a diverse country, and a diverse world

<i>Objectives</i>	<i>Strategy/Tactics</i>	<i>Date</i>	<i>Responsible party</i>	<i>Benchmarks</i>
To internationalize the School, in line with UT's Ready for the World initiative	<ul style="list-style-type: none"> <li>• Encourage international students to play a full role in the School by participating in classes, student media, and student groups</li> </ul>	Ongoing	Director, all faculty	Quantify and add programs & activities when possible
To internationalize the School, in line with UT's Ready for the World initiative	<ul style="list-style-type: none"> <li>• Establish and maintain ties with programs that enhance communication among international journalists and scholars</li> </ul>	Ongoing	Director, all faculty	Quantify and add programs & activities when possible
To internationalize the School, in line with UT's Ready for the World initiative	<ul style="list-style-type: none"> <li>• Expand training programs for international journalists on campus and in other countries</li> </ul>	Ongoing	Director, faculty, Director of CCI Internationalization & Outreach	Quantify and add programs & activities when possible
To internationalize the School, in line with UT's Ready for the World initiative	<ul style="list-style-type: none"> <li>• Maintain exchange programs with international schools and encourage students to participate</li> </ul>	Ongoing	Director, Director of CCI Internationalization & Outreach, faculty	Quantify and add programs & activities when possible
To internationalize the School, in line with UT's Ready for the World initiative	<ul style="list-style-type: none"> <li>• Create partnerships with international universities to exchange faculty</li> </ul>	Ongoing	Director	Quantify and add programs & activities when possible
To internationalize the School, in line with UT's Ready for the World initiative	<ul style="list-style-type: none"> <li>• Encourage the study of international issues with a course in international communication, special topics courses, and/or graduate seminars</li> </ul>	Ongoing	Director, faculty	Quantify and add programs & activities when possible
	<ul style="list-style-type: none"> <li>• Introduce information and discussion about intercultural issues in</li> </ul>	Ongoing	All faculty	Quantify and add programs & activities when possible

	<p>undergraduate classes</p> <ul style="list-style-type: none"> <li>• Encourage and support faculty and graduate students in international research projects (if and when budget allows)</li> <li>• Recruit international students for the University's graduate program</li> <li>• Invite international colleagues to lecture here</li> <li>• Host Fulbright Scholars or other similar programs and encourage our faculty to continue to participate in the Fulbright program or other similar programs</li> </ul>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	<p>Director, faculty</p> <p>Director, faculty</p> <p>Director, faculty</p> <p>Director</p>	<p>Quantify and add programs &amp; activities when possible</p> <p>Quantify and add programs &amp; activities when possible</p> <p>Quantify and add programs &amp; activities when possible</p> <p>Quantify and add programs &amp; activities when possible</p>
--	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------	--------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------