

The University of Tennessee
DRAFT Diversity Plan
College of Communication and Information - 5/24/2016

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Define	Utilize CCI's comprehensive diversity statement to inform & inspire the diversity efforts of CCI's students, faculty & staff	Completed	Dean, CCI faculty	Diversity statement created by faculty; displayed on website and in course syllabi. Revise & update as needed.
Review	Review college policies to ensure that they foster diverse and inclusive environment.	Completed	Dean, Associate Deans, School Directors	Identify changes and update policies as needed
Partner	Explore a possible partnership with an HBCU for engaging in mutually beneficial activities	10/01/17	Dean, DSLS Director, School Directors, Associate Dean	Identify a partner school; agree on one or two inaugural activities (e.g., faculty exchanges, joint-symposium, etc.); sign Memorandum of
Student Leadership	Maintain/improve CCI Diversity Student Leaders Society (DSLS)	Ongoing	DSLS Director, Dean	No. of students attending meetings and participating in CCI diversity & inclusion events/activities
Faculty/Staff Leadership	Maintain/improve CCI's Diversity Committee's efforts to improve CCI's commitment to diversity and inclusion	Ongoing	Dean, CCI Faculty and Staff	Revise/update CCI Climate Survey as needed; conduct new survey every other year; use survey results to identify ways to improve CCI's climate
Programming	Hold CCI Diversity and Inclusion Week (DIW) annually	Ongoing	DSLS Director, Dean, Associate Dean, School Directors, CCI Faculty/Staff	No. of students attending; No. of DIW keynotes, workshops and panels held; No. of diverse speakers participating
Mentoring	Maintain/improve a DSLS mentoring program for diverse undergraduate students	Ongoing	DSLS Director, Dean, CCI Faculty/Staff	No. of diverse students mentored
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	Assess level of training and encourage more as appropriate during annual evaluations
Faculty/Staff training	As possible, encourage CCI faculty/staff to participate in diversity and inclusion training	Ongoing	Dean, School Directors, Associate Deans	No. of CCI faculty/staff participating in diversity and inclusion training

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
Faculty/Staff recruiting	Continue to promote faculty and staff openings through media that reach diverse audiences	Ongoing	Dean and School Directors	Monitor advertising to be sure that all positions include appropriate media
	Proactively identify potential candidates from diverse background for new positions	Ongoing	Dean and School Directors	Monitor recruitment plans to identify proactive outreach
	Strongly encourage all CCI faculty members to complete UT's STRIDE Workshop focused on promoting diverse faculty recruitment & retention	Ongoing	Dean, School Directors	No. of CCI faculty members who complete STRIDE training
	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	No. of diverse communication and information doctoral students who take part in UTK's Future Faculty Event per year
Adjuncts and Lecturers	Whenever possible, utilize diverse Adjuncts and Lecturers to increase exposure of diverse faculty members to CCI students	Ongoing	Dean, School Directors	Number of courses taught by diverse Adjunct and Lecturer Faculty members

Opportunity Hires	Whenever possible, utilize Provost Office's opportunity hire program to increase faculty diversity	Ongoing	Dean, School Directors	No. of diverse faculty added through opportunity hires
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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
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, CCI Undergrad Advising Center Staff, DSLS Students, CCI Faculty, DSLS Director	Increase diverse student enrollment above baseline
	Bring diverse students to campus to recruit them for CCI graduate programs	Ongoing	Dean, Associate Dean, DSLS Director	No. of organized campus visits from diverse students
	Participate in UTK JUMP Program aimed at minority HS seniors that have been accepted to UTK	Ongoing	Assoc. Dean, Director of CCI UG Studies & Advising	No. of JUMP students interested in CCI who attend UTK
	Hold a University of Tennessee Young Adult Diversity Conference Co-Sponsored by CCI and College of Education, Health & Human Sciences (CEHHS)	2/4/2017	DSLS Director, CCI Faculty & Staff, DSLS students, CCI and CEHHS Deans	No. of high school and college students participating in the one day conference
Assess	Every other year, conduct a Climate Survey to assess the diversity climate within CCI	Ongoing	CCI Diversity Committee, Dean	Review summary of findings and prepare action plan as appropriate
Exchange	If possible, engage in a student exchange program with the HBCU partner identified in Goal One above	After 10/1/2017	DSLS Director, Dean, Associate Dean, School Directors	No. of UTK and HBCU who participate in exchange program
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	No. of diverse CCI students holding leadership positions within CCI and campus-wide
	Nominate diverse CCI students for school, college, university and national awards	Ongoing	School Directors, CCI Faculty/Staff, DSLS Director, Dean, Associate Deans	No. of diverse CCI students selected for school, college, university and national awards
Student Groups	Maintain/improve CCI's Diversity Student Leaders Society to provide CCI students with diversity leadership and educational opportunities	Ongoing	Dean, DSLS Director, Associate Dean, School Directors	No. of students reached, No. of events held, Impact on CCI Climate as identified through the CCI Climate Survey
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	No. of linkages made between CCI students and non-CCI organizations
Scholarships	Increase scholarship funds for diverse students	Ongoing	Development Director	I.D. a baseline and work to increase above the base

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Identify	Identify professional organizations that serves diverse audiences and determine areas for cooperation with CCI	Ongoing	Director of Internationalization and Outreach (IOP), CCI Faculty	Develop a list of possible target organizations
Programming	Work with CCI faculty to develop workshops, short courses, research proposals, etc. in response to the professional organizations identified needs	10/01/17	Director of IOP, CCI Faculty	Track the No. of workshops, short courses, research proposals, etc. developed/delivered
Identify	Identify community organizations that serve diverse audiences and determine potential areas for cooperation with CCI	Ongoing	Director of IOP, CCI Faculty	Develop a list of possible target partnerships
Programming	Recruit CCI faculty, staff and students to work with a community group identified on engagement project	10/01/17	Director of IOP, CCI Faculty	Track the No. of community engagement projects developed/delivered
Publicize	Publicize successful CCI professional and community engagement outcomes to organizations that serve diverse audiences	Ongoing	Director of Communications, Director of IOP, Dean, School Directors	Prepare promotional pieces providing information about CCI professional and community engagement projects

Internships	Work with Tennessee minority-owned businesses to provide CCI students with community engagement internship and practicum opportunities	Ongoing	School Directors, Director of IOP	No. of CCI students participating in diverse community engagement internship and practicum opportunities
Research	Promote faculty experience in diverse research	Ongoing	Associate Dean for Research	No. of research project focusing on diversity issues

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
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	Update existing written definition and disseminate to faculty as needed
Infusion	Encourage faculty to infuse their courses with diverse perspectives. Hold Workshop for CCI Faculty focused on Diversity and Inclusion in the Classroom	Ongoing Fall 2016	School Directors, Associate Dean Dean, Associate Dean, School Directors	Gather and report diversity data from faculty syllabi to assess curricular infusion No. of CCI faculty members attending the workshop
Guest Speakers	Invite guest speakers from diverse backgrounds to speak to classes	Ongoing	CCI Faculty, School Directors	No. of diverse guest speakers in CCI classes
Create	Maintain/improve CCI study abroad courses and exchange programs	Ongoing	Director of IOP, CCI Faculty, Dean	No. of study abroad courses and exchange programs
Inform	Provide CCI study abroad information in the CCI advising center	Ongoing	Director of IOP, Communications Director, CCI UG Advising Center	Materials in place for students
	Maintain/Improve CCI Study Abroad Website and brochure to highlight study abroad opportunities	Ongoing	Director of IOP, Communications Director	Information in place for students
	Maintain/improve CCI Website that highlights CCI's various diversity initiatives	Ongoing	IT Specialist, Communications Director, Dean, DSLS Director, Diversity Committee	Information in place for students, faculty and staff
Study abroad	Expand students' participation in study abroad	Ongoing	Director of IOP	No. of CCI students participating in study abroad

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Pedagogy training	Infuse pedagogy class with diversity topics	Ongoing	Associate Dean, CCI Faculty	Assess diversity materials in syllabus
Research seminar	Have students analyze research studies from diverse perspectives as part of the research seminar	Ongoing	Associate Dean	Assess diversity of readings in syllabus
Host foreign scholars	Continue to host foreign scholars and encourage exchanges between these scholars and graduate students	Ongoing	Associate Deans, School Directors, Director of IOP	No. of foreign scholars who visit CCI
Recruiting	Develop a marketing plan for recruiting graduate	Ongoing	Associate Dean	No. of diverse graduate students recruited