

**The University of Tennessee
Diversity Plan**

College of Arts & Sciences, Geography Department

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Encourage positive attitudes toward and frequent attention to diversity issues.	Maintain welcoming atmosphere in the department	ongoing	Head, faculty	Solicit feedback annually from faculty and students
	Discuss diversity in annual orientation for graduate students	Aug. 2007	Head	Completion
	Discuss diversity and diversity-related departmental issues in at least one faculty meeting annually.	Jan. 2007	Head	Completion
	Hold a welcoming reception for all graduate students, faculty, and significant others at beginning of each fall term.	ongoing	Head	Completion
	Assign a temporary advisor to each new graduate student.	ongoing	Chair of Graduate Program Committee	Annual list of faculty responsibilities for graduate student advising, including temporary advisors
	Convene meetings of graduate students and undergraduate students each year to solicit feedback on departmental efforts to maintain and improve a welcoming climate.	Fall 2007	Head, chair of Graduate Program Committee, advisor to Club Geography	Completion
	Publicize the department's welcoming culture in the annual newsletter and the web site.	Spring 2007	Head, Faculty	Annual review of efforts
	Encourage all majors to participate in Club Geography.	ongoing	Faculty advisors for Club Geography	Feedback from faculty and students
	Make the discourse of diversity an ongoing, everyday part of life in the department -- a deep infusion of the ethic of acceptance	ongoing	Faculty	Annual review of efforts
Keep track of diversity-related activities	Spring 2007	Head	Annual review of efforts	

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
1. Recruit and retain a diverse workforce, when we have the opportunity to hire.	Follow OED guidelines for hiring.	ongoing	Head, search committee chair	Narrative summary will document efforts
	Aggressively recruit individuals from under-represented groups into faculty and staff positions.	ongoing	Head, search committee chair	Narrative summary will document efforts
	Maintain and build strong external networks that can be tapped for developing an applicant pool.	ongoing	Faculty	Feedback from faculty about their networks
	Mentor new faculty and staff.	ongoing	Head	Review efforts annually
	See Goal One	ongoing	See Goal One	See Goal One
2. Be a desirable workplace for all employees.	See Goal One	ongoing	See Goal One	See Goal One

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
1. Attract a diverse applicant pool	Recruit diversity of graduate students	ongoing	Chairs, Graduate Admissions and Graduate Program Committees	Maintain written summary of graduate applicants each year.
	Communicate more closely with Fulbright and other agencies that support international students.	ongoing	Faculty members	Feedback on effectiveness of effort from faculty
	Use departmental webpage to encourage application by historically under-represented students and international populations.	ongoing	Head, chair of Graduate Admissions Committee, Webmaster	Review contents of web site annually
	Coordinate with Graduate and Student Services to link at-risk students with appropriate UT services.	Spring 2007	Graduate Program Committee chair, Head	Review efforts annually
	2. Provide a welcoming climate for a diverse student	See Goal One	ongoing	See Goal One

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
1. Build official and informal linkages with universities in other cultures.	Encourage faculty to continue to develop relationships with faculty and universities in China, Japan, Eastern Europe, Costa Rica, Ecuador, and other countries.	ongoing	Head	Annual review of partnerships and other relationships
	Encourage faculty members to participate in local, state, or regional professional meetings that involve different diverse communities.	ongoing	Head	Annual review of activities
	Foster geographic research related to diverse communities, including research by faculty members and/or students on African-American migration in the American South, Latino migration in Tennessee, and other themes of interest to diverse groups.	ongoing	Head	Annual list of research activities of this type
	Aggressively recruit visiting Fulbright scholars who may wish to become part of our department	Spring 2007	Faculty members	Review efforts annually
2. Build and strengthen relationships with communities in Tennessee.	Foster outreach with K-12 teachers through Tennessee Geographic Alliance (TGA).	ongoing	Head, Director of TGA	Annual evaluation and report of TGA
	Build relationships with schools and communities in targeted outreach associated with research.	ongoing	Faculty	Annual review of extramural relationships

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
1. Support intercultural and international components of the University's curriculum.	Encourage students to take advantage of intercultural curricular opportunities	ongoing	Faculty	Feedback from faculty and students
2. Offer a strong curriculum in geography.	Include significant intercultural perspectives in Geography courses, as appropriate to the course.	ongoing	Head, chair of Undergraduate Program Committee, chair of Graduate Program Committee	Undergraduate program committee to annually document and evaluate international and intercultural curricular content.
3. Encourage international travel for all our students, whatever their interests.	Revive our internal McCroskey Fund, seek donations, encourage other such funds.	Spring 2007	Head, appointed chair of Development committee	See that at least one third of our graduates and 10 percent of our undergraduates travel outside the USA.

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
1. Offer a strong curriculum in geography.	See Goal Five. Give graduate students teaching experience as teaching assistants, and, in some cases, as lecturers	ongoing	See Goal Five	See Goal Five.
2. Share the ethic of a welcoming community.	Faculty to serve as role models and discuss diversity with graduate student advisees See Goal One	ongoing	Faculty	Evaluate graduate student TA performance, and provide feedback regarding issues arising from diversity of students.
		ongoing	Faculty	Obtain feedback annually from graduate students on effectiveness of efforts.
		ongoing	See Goal One	See Goal One