

Overview

The College of Arts and Sciences is the largest, most comprehensive, and most diverse (in areas of study, research/creative interests, and people participating [based on race, ethnicity, culture, self-identified gender identity and/or sexual orientation and abilities]) of all colleges at the University of Tennessee. Its twenty-two academic departments and schools, seven centers and institutes, and nine interdisciplinary programs span the disciplines of the humanities, social sciences, natural sciences, and the visual and performing arts. The college is committed to the long-standing traditions of the liberal arts. It seeks to promote in all its undergraduate (8000+) and graduate (1400) students the values of free and bold intellectual inquiry, vibrant and effective civic engagement, and an understanding of our nation's and our world's rich cultural heritages.

Goal 1: Create and sustain a welcoming, supportive, and inclusive campus **climate** which allows for respectful interaction and viewpoint diversity.

Objectives:

- Objective 1: Improve climate and retention by maintaining and improving an inclusive community within the College of Arts and Sciences that supports, includes, and empowers all people and adequately prepares students to work in a diverse community.
- Objective 2: Provide education about climate and civility issues, particularly as they relate to bias.
- Objective 3: Work with the Office of the Dean of Students on bias or other climate and civility issues reports.

Goal 2: Attract and retain greater numbers of individuals from historically underrepresented populations into **faculty, staff, and administrative positions** (particularly department heads, directors, deans, and vice chancellors).

Objectives:

- Objective 1: Increase the number of faculty from Black, Indigenous, and Persons of Color (BIPOC) populations.
- Objective 2: Provide approaches to retain BIPOC faculty and staff by using career advancement mentoring opportunities. Similarly work to retain members of the LGBTQ and differently abled communities, as well as those from ethnic and cultural backgrounds that differ from the majority in Tennessee.

Goal 3: Attract, retain, and graduate increasing numbers of **undergraduate and graduate students** from historically underrepresented populations and international students.

Objectives:

- Objective 1: Attract, retain, and graduate increasing numbers of graduate BIPOC students and those from varied ethnic traditions and with varied abilities.
- Objective 2: Collaborate with Enrollment Management to attract and retain more BIPOC undergraduate students.
- Objective 3: Provide career development mentoring opportunities for BIPOC graduate, undergraduate, and professional students.
- Objective 4: Create and maintain a welcoming, inclusive environment for other under-represented groups of students.

Goal 4: Develop and strengthen **partnerships with diverse communities** in Tennessee and globally.

Objectives:

- Objective 1: Develop a comprehensive communication and marketing program to promote individual diversity and the importance of inclusion internally and externally, including a proactive media strategy.
- Objective 2: Develop formal recognition and valuing of diversity and inclusion service, including College Diversity Awards
- Objective 3: Foster ties with universities and programs around the world, such as the “Universities Studying Slavery Consortium” and encourage students to study abroad in established programs and to share their experience with the university community.
- Objective 4: Strengthen existing partnerships within university and with diverse local community, state, regional, national, and global partners.

Goal 5: Prepare undergraduate and graduate students to work and serve in a diverse world by affording them the opportunity to gain the knowledge and skills necessary to be a productive and contributing citizen of this state and nation and capable of competing in a global society.

Objectives:

- Objective 1: Ensure students from diverse orientations and underrepresented populations and backgrounds are recognized as essential participants in the life of the university and society.
- Objective 2: Broaden the scope of the intercultural perspective students receive.
- Objective 3: Ensure graduate students have the diversity experiences necessary to participate fully in the 21st century world.
- Objective 4: Ensure graduate students with teaching responsibilities are acquainted with the diverse range of learning styles found in today’s classrooms.
- Objective 5: Position incoming students for classroom and research success.