

**The University of Tennessee
Diversity Plan**

School of Communication Studies 7-1-10

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Expand and Revise Curriculum	A. Develop intercultural communication and diversity course and submit for course approval	5/1/2011 spring 2011	Prentiss and Haas	<i>Source:</i> Management Report <i>Type of data</i> Enrollments,
Expand Study Abroad	B. Review curriculum to assess intercultural/diversity related content	spring 2011	CS faculty	Completed assessment
Expand Study Abroad	A. Develop faculty led study abroad program with Universidade Catolica Dom Bosco (Brazil) and Hohai University (China)	5/7/2011	Haas, Kotowski	<i>Source:</i> Number of formal partnerships
Expand Study Abroad	B. Maintain study abroad partnership with Michigan State University in existing program to France.	on-going	Levine	<i>Source-</i> Management Report <i>Type of data</i> -enrollments
Develop Campus Awareness of Hate Speech	A. Develop/deliver workshops for campus on hate speech awareness and methods of promoting tolerance	On-going	Haas	<i>Source:</i> Completed workshop <i>Source:</i> Number of workshops delivered

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
Attract and retain under-represented populations into teaching positions	A. Increase by 10% under-represented populations into teaching positions	Aug-12	Haas	Source-Management Report / Personnel records
Continue recruitment of under-represented populations into positions	A. Develop database of potential faculty from under-represented populations B. Expand comm studies web site to promote faculty diversity	Dec 2010 May-11	Cabbage/Haas Haas, Cabbage, Sachs	Creation of database Completion of expanded webpage

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
Engage in UG Recruitment	A. Recruiting visits to high schools serving under-represented populations	2005-Present	Haas	<i>Source</i> -High Schools <i>Type of data</i> -Number of High Schools visited
	B. Retain students in program through advising and career preparation		CS faculty	<i>Source</i> -In house database <i>Type of data</i> -number of students in program, student origin, number graduated, semester/yr.
Engage in Graduate Recruitment	C. Strengthen Webpage recruiting information directed toward promoting diversity	Feb-11	Haas and Sachs	Completion of webpage redesign
	A. Recruit while at conferences and association meetings	2005-present	CS faculty	<i>Source</i> -Conference Meetings
	B. Retain students in program	2005-present	CS faculty	<i>Source</i> -In house database <i>Type of data</i> - number of graduate students teaching, conducting research and origin of student
	C. Promote diversity in candidate pool for Graduate Research/Teaching Assistantships	2005-present	CS faculty	<i>Source</i> -In house database <i>Type of data</i> - number of graduate students teaching, conducting research and origin of student

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Partner with schools to	A. Maintain partnership with Webb Middle School	9/1/2006-present	Prentiss/Haas	Continued partnership

promote teaching tolerance and awareness of hate speech	tolerance B. Establish partnerships with Knox County to teach tolerance and awareness of hate speech	Aug-11	Haas	Establishment of partnership
Partner with other Universities to promote study abroad	A. Maintain Study Abroad program (Paris) and partnership with Michigan State University	2004-present	Levine	Source-Management Report <i>Type of Data</i> -Courses offered and number of students enrolled
	B. Develop faculty led study abroad program Universidade Catolica Dom Bosco (Brazil) and Hohai University (China)	May-11	Haas / Kotowski Lu Tang	

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Strengthen intercultural curricular components	A. Revise oral communication learning materials	Spring 2011	Haas	<i>Revised textbook delivered to publisher</i>
	B. Revise current curriculum to identify intercultural needs in current curriculum	Aug-11	CS faculty	Plan that identifies areas for curricular reform

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Develop Training Workshops for GTA's	A. Develop diversity related training for graduate teaching associates.	Sept06-present	Haas/Violanti Smith	<i>Source</i> -Management Report <i>Type of Data</i> -Number of GTA's in program; workshops held
Strengthen Research	A. Meet regularly with GTA's to discuss and implement current research projects		Haas/Violanti/Levine	<i>Type of Data</i> -number of current research projects; number of convention presentations and publications