

Diversity Plan



**UNIVERSITY OF TENNESSEE
COLLEGE OF SOCIAL WORK**

Goal 1: Create and sustain a welcoming, supportive and inclusive campus climate.



- **Objective 1.1: Ensure CSW's physical and academic environments are inclusive and celebrate diversity.**
 - Review materials for inclusive language.
 - Obtain posters and other materials to create a culturally welcoming environment.
 - Develop an educational program to make students and faculty aware of the meaning of the rainbow flag and pink triangle.

Objective 1.1: Ensure CSW's physical and academic environments are inclusive and celebrate diversity.



Target Completion Date:	Responsible Parties:	Benchmarks:
9/1/2006	Diversity Affairs Committee	<ul style="list-style-type: none">•Post CSW Diversity Statement on website.•Include Diversity Statement on all syllabi.
9/1/2006	Dean's Office	<ul style="list-style-type: none">•All college-wide materials will be reviewed for appropriate and inclusive language no less frequently than every three years. The first review will occur by 9/1/2006. Place posters celebrating diversity College-wide.•Provide Instructors with Rainbow Flags to be posted and create "gay safe" and "diversity safe" zones. Inform students of these zones via email.

Goal 1: Create and sustain a welcoming, supportive and inclusive campus climate.



- **Objective 1.2: Promote student participation in groups and events celebrating diversity of dedicated to social justice.**
 - Publicize CSW student organizations.
 - Post “coming events” calendar monthly for CSW and community events.

Objective 1.2: Promote student participation in groups and events celebrating diversity of dedicated to social justice.



Target Completion Date:	Responsible Parties:	Benchmarks:
Yearly Review	Diversity Affairs Committee	<ul style="list-style-type: none">•Maintain list of student organizations and update annually.•Post events for all students and faculty.•Respond to requests from student organizations.
1/1/2006	Dean's Office	<ul style="list-style-type: none">•Create and maintain a monthly Calendar of Events.

Goal 2: Attract and retain greater numbers of individuals from under-represented populations in faculty, staff, and administrative positions.



- **Objective 2.1: Develop and implement faculty recruitment strategies that highlight interaction opportunities with diverse communities and increase faculty and staff diversity.**
 - Increase opportunities for potential candidates to talk with and visit faculty, leaders and students from underrepresented populations.
 - Advertise staff positions in community publications owned by minorities and other groups.
 - Actively solicit interviews with minority groups at professional conferences and meetings.

Objective 2.1: Develop and implement faculty recruitment strategies that highlight interaction opportunities with diverse communities and increase faculty and staff diversity.



Target Completion Date:	Responsible Parties:	Benchmarks:
Fall 2007	Search Committee	<ul style="list-style-type: none">•Implement recruitment policy addressing the needs of candidates of diversity.•Include discussions with faculty, students, and university and community leaders.•Record discussions in the exit interview with the Dean.
Spring 2007	Search Committee Associate Dean's Office Dean's Office	<ul style="list-style-type: none">•Record the number of advertisements in minority publications at the end of each semester.•Record number of interviews with non-majority persons at the end of each semester.•Develop strategies to increase these numbers.

Goal 2: Attract and retain greater numbers of individuals from under-represented populations in faculty, staff, and administrative positions.



- **Objective 2.2: Develop and implement staff and administrator recruitment strategies for populations of diversity that highlight career opportunities.**
 - Increase opportunities for interaction.

Objective 2.2: Develop and implement staff and administrator recruitment strategies for populations of diversity that highlight career opportunities.



Target Completion Date:	Responsible Parties:	Benchmarks:
Fall 2006	Dean's Office	<ul style="list-style-type: none">•For all staff and administrator applicants of diversity, provide opportunities for discussion with other staff and administrators who share their culture.

Goal 2: Attract and retain greater numbers of individuals from under-represented populations in faculty, staff, and administrative positions.



- **Objective 2.3: Develop and implement retention strategies that focus on maintaining a diversity friendly working environment.**
 - Maintain salaries for staff, administration, and faculty of historically underpaid populations with those that have not faced this historic discrimination.
 - Increase opportunities for dialogue among UT and CSW faculty.

Objective 2.3: Develop and implement retention strategies that focus on maintaining a diversity friendly working environment.



Target Completion Date:	Responsible Parties:	Benchmarks:
July 2006	Dean's Office	•Monitor administration salaries, controlling for years of service and rank to determine whether being nonwhite or female is related to salary.
July 2006	Dean's Office	•Annually monitor faculty salary, controlling for years of service and academic rank to determine whether being nonwhite or female is related to 9-month salary.
Fall 2006	Tenured Faculty	•Provide mentoring of faculty of diversity to more senior CSW or UT faculty sharing similar cultures, if they so desire.

Goal 3: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.



- **Objective 3.1: Increase access to and appeal of CSW to students with diverse backgrounds.**
 - Review existing materials for inclusivity.
 - Develop new methods for highlighting CSW's commitment to celebrating diversity and working towards social justice.

Objective 3.1: Increase access to and appeal of CSW to students with diverse backgrounds.



Target Completion Date:	Responsible Parties:	Benchmarks:
9/1/2007	Dean's Office	•A diversity page will be created on the CSW web site that includes links to College, University, and community resources, as well as to contacts at CSW.
9/1/2006	Dean's Office	•Post the Diversity Statement on the CSW website.
9/1/2006	Dean's Office	•All literature going to prospective students across programs will be reviewed to verify that it uses welcoming and inclusive language,

Goal 3: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.



- **Objective 3.2: Recruit students from among refugee and immigrant communities.**
 - Form an advisory committee to guide recruitment.
 - Develop additional resources for economically disadvantaged students to attend UTCSW.

Objective 3.2: Recruit students from among refugee and immigrant communities.



Target Completion Date:	Responsible Parties:	Benchmarks:
Spring 2007	Dean's Office	•Form an advisory Council to guide recruitment.
9/1/2007	Dean's Office	•A plan of action that discusses methods of increasing financial aid to economically disadvantaged students will be developed.

Goal 3: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.



- **Objective 3.3: Create opportunities for educationally and disadvantaged students to succeed academically.**
 - Link current CSW scholarship recipients with students that are having academic difficulties and in need of a mentor.

Objective 3.3: Create opportunities for educationally and disadvantaged students to succeed academically.



Target Completion Date:	Responsible Parties:	Benchmarks:
Initiate 9/1/2007	Dean's Office	•Students receiving CSW scholarships will be notified in writing that they may be asked to provide mentoring to their students.
Initiate 9/1/2007	Associate Dean	•Students identified by the Associate Dean as having academic difficulties will be paired with an academically successful student receiving CSW scholarships, if they so desire.

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



- **Objective 4.1: Develop and strengthen local and regional partnerships with diverse communities.**
 - Develop outreach plans to increase CSW interface with agencies of and for diverse communities.
 - Increase number of field placements in agencies of and for diverse communities.

Objective 4.1: Develop and strengthen local and regional partnerships with diverse communities.



Target Completion Date:	Responsible Parties:	Benchmarks:
Fall 2006 and Annual Review	Field Coordinators and Associate Dean	•Increase the number of agencies of and for diverse communities providing field placements to students.
Fall 2006 and Annual Review	Field Coordinators	•Increase the number of students in field placements at agencies of or for diverse communities in Tennessee

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



- **Objective 4.2: Develop and strengthen international partnerships.**
 - Provide opportunities for international field placements that are accessible to students with varying economical resources.
 - Develop study abroad opportunities that are accessible to students with varying economical resources.

Objective 4.2: Develop and strengthen international partnerships.



Target Completion Date:	Responsible Parties:	Benchmarks:
Fall 2008	Field Coordinators and International Committee	•Increase the number of students in international field placements.
Fall 2008	Field Coordinators and International Committee	•Increase the percentage of those students using financial aid to undertake international field placements.
Fall 2007	Associate Dean's Office	•Increase the number of students undertaking study abroad opportunities.
Fall 2007	Associate Dean's Office	•Increase the percentage of those students using financial aid to undertake international field placements.

Goal 5: Ensure that curricular requirements for all programs include significant intercultural perspectives.



- **Objective 5.1: Evaluate diversity and social justice content in the curriculum across all programs.**
 - Develop a standard for diversity and social justice content within courses and a method to review for course content.
 - Review all syllabi for content integrating diversity and social justice.

Objective 5.1: Evaluate diversity and social justice content in the curriculum across all programs.



Target Completion Date:	Responsible Parties:	Benchmarks:
4/30/2007	Curriculum Committee	•Faculty will vote to approve the standard and method for reviewing diversity and social justice content across all programs.
9/1/2007	Dean's Office	•A written standard on diversity and social justice content for all courses for all programs will be included in the Curriculum Committee policies on the CSW internal faculty web site.
Annual review beginning in Fall 2008	Curriculum Committee	•Review all new courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted.
10/1/2007	Curriculum Committee	•Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed at least every 5 years.

Goal 5: Ensure that curricular requirements for all programs include significant intercultural perspectives.*



- **Objective 5.2: Provide faculty development opportunities related to issues of diversity and social justice.**
 - Disseminate information for faculty that provides frameworks and/or substantive content on diverse populations for integration into their courses.

*to better represent the mission of social work, this goal has been changed to include all programs.

Objective 5.2: Provide faculty development opportunities related to issues of diversity and social justice.



Target Completion Date:	Responsible Parties:	Benchmarks:
1/1/2006	Associate Dean	•Faculty will be sent professional literature for teaching diversity and social justice content as the Associate Deans and the Dean are exposed to it in professional conferences or professional newsletters.

Goal 6: Prepare graduate students to become teachers and researchers in a diverse world.



- **Objective 6.1: Teach culturally sensitive methods for considering diversity across human behavior, policy, practice, and research content.**
 - Incorporate culturally sensitive content regarding relationship of culture to human behavior and critical analysis of traditional theories of human behavior into HBSE content in classes.
 - Incorporate content regarding the culturally sensitive research methodologies and conceptualization, as well as critical analysis of traditional methodologies into research content in classes.

Goal 6: Prepare graduate students to become teachers and researchers in a diverse world.



- **Objective 6.1 (continued): Teach culturally sensitive methods for considering diversity across human behavior, policy, practice, and research content.**
 - Incorporate content regarding the culturally sensitive practice techniques, theories and models into practice content in classes.
 - Incorporate content regarding culturally sensitive policy/administration and the critical analysis of traditional techniques, theories, and models into policy content in classes.

Objective 6.1: Teach culturally sensitive methods for considering diversity across human behavior, policy, practice, and research content.



Target Completion Date:	Responsible Parties:	Benchmarks:
Fall 2008, then Annual Review	HBSE faculty and Curriculum Committee	•Review all new core courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted; Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed on an ongoing basis.
Fall 2008, then Annual Review	Research Faculty and Curriculum Committee	•Review all new core courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted; Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed on an ongoing basis.

Objective 6.1 (continued): Teach culturally sensitive methods for considering diversity across human behavior, policy, practice, and research content.



Target Completion Date:	Responsible Parties:	Benchmarks:
Fall 2008, then Annual Review	Practice faculty and Curriculum Committee	•Review all new core courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted; Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed on an ongoing basis.
Fall 2008, then Annual Review	Policy faculty and Curriculum Committee	•Review all new core courses submitted to the Curriculum Committees of the various programs for diversity and social justice content before being accepted; Implement plan for annual review of selected courses, ensuring that all courses across programs are reviewed on an ongoing basis.