Vol Vision: Strategic Plan

PRIORIT1: Undergraduate Education
PRIORITY 2: Graduate Education
PRIORITY 3: Research, Scholarship, Creative Activity, & Engagement
PRIORITY 4: Faculty & Staff
PRIORITY 5: Resources & Infrastructure
PRIORITY 6: Diversity & Inclusion
Strategic Priorities

- Climate/Culture
- Faculty and Staff Recruitment and Retention
- Student Recruitment and Retention
- Education
- Communication
Climate/Culture

- Intergroup Dialogue
- Inclusive Solutions Visit and Report
- Diversity Plans/Dashboards
- Climate Surveys
- Vol Core Lunches
- Religious Diversity Lunch
Faculty and Staff Recruitment and Retention

• Research Development Academy with ORE

• Faculty Advisory Board

• Faculty Fellows
  • Invisible Labor/FAB (H. Fouts)
  • Diversity Champions (A. Roessner)
  • Strategy Leaders (D. McCoy)
Student Recruitment and Retention

- Student Advisory Board
- Graduate School Recruitment Program
- Project Grad Knoxville
- Community Organizations
Education

• Inclusive Leadership Academy (HR)

• UConnecT

• Intercultural Development Inventory Training-IDI (HR)

• Academic Success and Transitions - Advising Community

• Anti-Defamation League

• Speaker Series (Rendon, McGhee, Roper, Hobson, Hollis, Gill).
Communication

- New Student Orientation
- Orange Table Talks
- Cabinet Conversations
- Belong.utk.edu
Diversity Action Plans: 2019-2020 Timeline

Early Fall
- Initial Request (with guidance on structure)

Late Fall
- Plan submission
- Should indicate 5 year process

Spring
- Individual meetings
- Annual updates
Diversity Action Plans: Structure

- Objectives
- Strategies/Tactics
- Date
- Responsible Parties
- Benchmarks
Diversity Action Plans: Goals

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

• **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).

• **Goal Three:** Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.
Diversity Action Plans: Goals

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

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

• **Goal Six:** Prepare graduate students to become teachers and researchers in a diverse world.
Table Breakout and Discussion

In groups of 3 or 4, please discuss the following questions:

• In what 2 areas have you seen growth in diversity and inclusion in your college/office?
• In what 2 ways can your department/college/office grow in diversity and inclusion?
• How can you work with the Office of Diversity and Engagement to address these opportunities for growth?