

**The University of Tennessee  
College/Dept. Psychology  
Diversity Plan**

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
1. Develop an inclusive environment that is comfortable for everyone, with respect to differences in domestic situation (e.g., student-parent), ability, age, ethnicity, gender, gender identity, nationality, race, religion, socioeconomic status, spirituality, sexual orientation.	Develop a <i>Diversity Council</i> composed of faculty, staff, graduate and undergraduate students that meets regularly to coordinate and facilitates development toward diversity goals.	Fall, 2012	Diversity Committee, Department Head	Diversity Council is formed and reports to Department of Psychology faculty on movement toward objectives described herein during monthly full faculty meetings.
	Develop a Department of Psychology "Commitment to Diversity" statement.	end of Spring, 2013	Diversity Council drafts statement, all faculty approve statement	Commitment to Diversity statement is included on the Psychology Department's website and in all program handbooks.
	Highlight department's commitment to diversity by hosting diversity related trainings and events.	TBD	Diversity Council	An annual "Diversity Day" event is held that features a distinguished guest or one of our own students or faculty with expertise in a diversity-related topic. Events will include a department-wide round table discussion on practical issues related to climate and diversity and a scholarly talk by our featured guest. Ready for the World funding may be obtained to support an outside speaker.

				Intra-Departmental training and professional development opportunities are offered each semester by current, tenured faculty members or outside speakers specializing in diversity issues (e.g., Safe Zone training).
	Conduct regular assessments of progress toward creating an environment that supports diversity.	TBD	Diversity Council	An annual climate survey is conducted and results are used to advise the Department Head on departmental policies and initiatives. Make results accessible through the development of a Psychology Climate Handbook. Conduct exit interviews of students, staff, and faculty who leave the Department for any reason.
	The Diversity Council is charged with the responsibility to create a mechanism that preserves confidentiality and collects feedback and concerns from students, staff, and faculty.	Fall, 2013	Diversity Council	A mechanism for providing feedback is in place on the Departmental website, and is listed in all program handbooks.
2. Develop a physical environment that highlights the Department's commitment to diversity and inclusivity.	Make the physical environment in the Department of Psychology welcoming and inclusive to all, and reflective of the Department's valuing of diversity. Areas welcoming to diversity and inclusion shall include, but not be limited to, building accessibility, offices, clinical waiting room, Safe Zone stickers, and posting of Goals.	Ongoing Effort	Diversity Council, Department Head, Department Staff	Culturally diverse décor (e.g., artwork, artifacts, and symbols) and evidence of commitments to social justice (e.g., published articles by faculty and students concerning diversity issues, announcements of diversity-related events and conferences) are displayed in the physical building. The physical building and Departmental functions should be accessible to, and inclusive of, all.
3. Develop an online presence that highlights Departmental commitment to diversity and inclusivity.	Revise and update the Department of Psychology website to better reflect the importance of diversity in the Department and the University of Tennessee. On the top level Department page, create a "Diversity" link, which will include a link to the Diversity Plan, names of Council members, and a link to a mechanism for providing feedback (see Objective 1,	TBD	Department Head, Diversity Council	Images and text on website reflect departmental and campus diversity and language is inclusive.
				Website highlights faculty and student research on topics related to diversity.

	above).			
4. Work to recruit and recognize accomplishments of diverse undergraduate and graduate students and faculty.	Foster the professional and personal development of diverse students, support staff, and faculty. Provide support for those focusing on diversity issues.	TBD	Undergraduate Program Director; Directors of Clinical, Counseling and Experimental Psychology training programs; Departmental staff; Diversity Council.	Demographic data on students enrolled in undergraduate and graduate psychology programs are collected each year; These data are compared with University, state, and national demographics and efforts are adjusted accordingly to recruit and retain diverse students.  Departmental commitment to diversity is highlighted on the website, and throughout graduate student recruitment and interviewing processes, both in welcoming meetings and orientation sessions for those students admitted.
	Recognize and support students and faculty studying and conducting research on under-represented populations, and promote awareness and action in issues related to social justice.	TBD	All faculty, Department Head, and Awards Committee	Departmental support is provided (e.g., financial support, when available) for faculty and student attendance at national and international conferences related to diversity issues.  A Departmental Diversity Award is offered each year to recognize those with outstanding accomplishments related to diversity and social justice during existing annual awards ceremony.  Issues related to diversity are discussed during annual performance reviews.

**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
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1. Retain faculty who bring diversity to our department through high quality mentoring and fostering of their professional development.	Promote a workplace environment that allows for increased communication and improved job satisfaction of diverse faculty.	TBD	Department Head, Diversity Council	Rate of retention for diverse faculty is at least as high as the base rate of retention for tenure track faculty in the department.
				Rolling five-year retention rate of diverse faculty steadily improves.
	Periodically assess the job satisfaction and mentoring needs of diverse faculty.	TBD	Department Head, Diversity Council, consider inviting consultant from outside the department	Initial report (with periodic updates) summarizing job satisfaction of diverse faculty, problems identified that can be addressed within the department are prioritized for action, problems related to issues outside the department are communicated in writing to relevant administrators
	Conduct exit interview with any faculty member who leaves the department.	TBD	Department Head, outside department consultant strongly suggested	Report to Diversity Council summarizing primary reasons given for leaving.
2. After a faculty search is approved, increase the number of individuals from under-represented groups at each stage of the faculty recruitment and selection process.	Study and adopt best recruitment practices identified through UT resources such as STRIDE program. Conduct aggressive, thorough searches through use of American Psychological Association (APA) diversity mailing lists, listservs and newsletters, for example, APA Society for the Psychological Study of Ethnic Minority Issues (Division 45), Society for the Psychology of Women (Division 35), Society for the Psychological Study of Lesbian, Gay, Bisexual and Transgender Issues (Division 44), the APA Minority Fellowship Program, the APA Office of Ethnic Minority Affairs, the Association of Black Psychologists, the Asian American Psychological Association, the National Latino Psychological Association and the	TBD	Diversity Advocate member of Search Committees, and Department Head	Maintain records of the number of diverse individuals being contacted, interviewed, and offered faculty positions present in annual report prepared by the Diversity Council.. Document efforts to recruit individuals of minority status.

	Society of Indian Psychologists, and other professional organizations as appropriate.			
	Appoint a "Diversity Advocate" as a member of every faculty search committee, in accordance with College of Arts and Sciences policy. The Department Head is strongly encouraged to appoint a member of the Diversity Council to this position.	TBD	Department Head	Documentation that a diversity advocate was involved at the outset and each stage of every search.
	Aim to interview at least one qualified, self-identified minority candidate per search. Increase emphasis on cultural diversity issues in job advertisements.	TBD	Search Committees and Department Head	Steadily increase the rolling 5-year proportion of diverse candidates invited for tenure-line faculty positions
	Consult the OED for diversity in hiring guidelines and strategies.	TBD	Search Committees and Department Head	Document contacts with the OED and associated impact in recruiting and hiring diverse individuals.
	Plan welcoming, informative, and supportive visits for job applicants that include emphasis on diversity issues, their importance in the Department, and the community resources and attractions that celebrate diversity. Prior to campus visit and colloquium presentation, ensure all faculty understand inappropriate questions and other behaviors that could be perceived as insensitive to diversity.	TBD	Search Committees, Department Head, all faculty; Diversity Council	Monitor and document efforts to provide this information and provide applicants with exposure to community resources.  After each search has been successfully completed (3-6 months), conduct follow-up interview with all diverse candidates interviewed to assess their experience.
3. Develop leadership and administrative skills of diverse faculty, without imposing burdensome service demands. After tenure, promote to leadership positions.	Provide mentoring opportunities for leadership skills; promote participation in one-time leadership training opportunities	TBD	Department Head, individual faculty mentors, Diversity Council	Diverse faculty who are tenured hold Department leadership positions (e.g., program directors, associate program directors, committee chairs) in proportions at least equal to their numbers in the Department

	Increase awareness of award opportunities, nominate diverse faculty for college, university, and national recognition. Actively promote diverse faculty who seek leadership positions in higher administration and/or national service positions.	TBD	Department Head, individual faculty mentors, Diversity Council, relevant Department committees	Steadily increase in the number of awards and honors to faculty, staff, and students that acknowledge diversity –related accomplishments.
4. During periods between searches, increase Department visibility in settings that develop diverse future faculty.	Increase presence of Department at minority research conferences and other institutional recruitment opportunities; consult the Graduate School, Office of Graduate Training and Mentorship for a listing and schedule; provide funding and support to attend these conferences.	TBD	Dean, Graduate School (Dr. Brothers), Department Head, Diversity Council, all faculty	Participation by at least one faculty member in at least one such conference per academic year.
	Use guest speaking opportunities as a vehicle to recruit potential interest of diverse faculty	TBD	Dean, Department Head, Diversity Council	Monitor number of times our faculty participate as outside speakers, and the number of time diverse speakers are invited to our Department. Department will fund at least one “recruitment trip” per year (See also Goal 3).
	Participate in the Finding Future Faculty program	TBD	Department Head, Program Directors	Successful invitation of a candidate in most years.
	Increase contact with faculty at minority institutions in the Southeast.	TBD	All faculty	Document these contacts and efforts to attract under-represented populations (faculty, students, and support staff) to the Department of Psychology.
5. Increase diversity in Department non-tenure track faculty and support staff.	Seek to interview and hire support staff members and non-tenure track faculty that are more diverse through more extensive job advertising and communication with human resources.	TBD	Department Head	Increased proportion of support staff, and non-tenure track members who are members of under-represented populations.
	Obtain small grants through CEMRRAT funding (APA Commission on Ethnic Minority Recruitment, Retention and		Diversity Council, Department Head	Steadily increase amount of CEMRRAT funding obtained, calculated as a rolling 3-

	Training in Psychology) or other sources. Funds will be used as "seed funds" to energize, empower and support those in our Department interested in enhancing ethnic minority recruitment, retention and training in psychology.			year average.
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**Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.**

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
1. Increase representation of diverse individuals in the graduate and undergraduate programs.	Increase enrollment of diverse graduate and undergraduate students through (1) increasing Department visibility at conferences (particularly those with a greater representation of minorities), (2) greater involvement in presenting Department opportunities to community and campus minority groups, and (3) Departmental website development.	Ongoing effort	Department Head, Diversity Council, all faculty	Monitor proportion of undergraduate students enrolled as majors from under-represented populations and assess impact of strategies. For graduate applicants, monitor proportion of each program's applicant pool and proportion admitted who are self-identified diverse applicants.
	Increase minority involvement as research assistants in Departmental research through active recruiting (e.g., brochures displayed in Department and on campus, in-class recruitment).	TBD	Diversity Council, all faculty	Track the number of minority undergraduate research assistants involved in research (i.e., Psych 489) and assess increase as a function of outlined strategies. Present findings in brief annual report, which highlights progress made, prepared by the Diversity Council
	Increase travel funds available to allow strong prospective minority students to attend interview days of the three graduate programs.	TBD	Dean, Department Head	Track the number of minority graduate students who are recruited and interviewed, and who accept positions, in the graduate programs in Psychology. Present findings in annual report prepared by the Diversity Council.
	Recruit Educational Advancement Program (EAP) scholars to apply to our	TBD	All faculty	Document efforts toward recruiting and admitting students into the graduate

	graduate programs. The director of EAP is Ronald McFadden. Website: <a href="http://web.utk.edu/~eap/index.html">http://web.utk.edu/~eap/index.html</a> EAP Office Number: 865-974-7900			programs. Present findings in annual report prepared by the Diversity Council.
	Seek out graduate and undergraduate student fellowship opportunities that attract diverse students.	TBD	Dean, Department Head, Diversity Council	An up-to-date database of fellowship opportunities is available to current and prospective students.
	Use guest speaking opportunities as a vehicle to recruit potential interest of diverse students	TBD	Dean, Department Head, Diversity Council	Monitor number of times our faculty participate as outside speakers, and the number of time diverse speakers are invited to our department. Department will fund at least one "recruitment trip" per year (e.g., to McNair Conference). Present findings in annual report prepared by the Diversity Council.
2. Provide support and resources to retain diversity among students in the graduate and undergraduate programs, throughout their education.	Development and implement program designed to provide Department mentorship of minority students, with the purpose of better tracking of student progress, addressing issues of diversity and their potential impact on the educational experience, retaining students, and increasing graduation rates.	TBD	Diversity Council, Undergraduate Studies Committee, Department Head	Assess academic performance, retention, and graduation rate of students from under-represented populations. Present findings in annual report prepared by the Diversity Council.
	One undergraduate student from Psi Chi, one graduate student from PGSA, and two faculty or staff members from the Diversity Council will be tasked with remaining up-to-date on campus programs and initiatives related to diversity in the Graduate School, the Office of Multicultural Student Life, and other campus units, in order to involve the Department in ongoing campus initiatives. These individuals will bring information about these initiatives to the Diversity Council and/or other appropriate contacts	TBD	Undergraduate Studies Committee	Monitor frequency of contact with BCC and International House as well as the number of students tutored.

	in the Department.			
	Increase involvement in programs such as the Me4UT (Minority Enhancement for the University of Tennessee) and Ronald McNair programs. Monitor student progress toward graduation.	TBD	Undergraduate Studies Committee, Department Head, Diversity Council	Assess increase in Department enrollment (under-represented populations) and rates of successfully completing the undergraduate degree.
	Communicate information about campus and community support programs through the Department's website and listserv.	TBD	Undergraduate Studies Committee, Department Head, Diversity Council	Monitor proportion of undergraduate and graduate students from under-represented populations and assess retention of students over time.

**Goal Four: Ensure that curricular requirements reflect the Department's commitment to diversity and social justice**

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Increase students' cultural knowledge and awareness of diverse populations, especially those that are under-represented and under-served, and of issues related to social justice (e.g., privilege and oppression)	Infuse topics related to diversity into each undergraduate and graduate psychology course offered within the Department.	Ongoing effort	All faculty	All syllabi and course content include diversity components and/or a statement of the Department's commitment to diversity.
	Provision of a multicultural/diversity course to graduate and undergraduate students; increased offerings in courses focused on issues related to diversity.	Ongoing effort	Faculty teaching specific courses, Department Head	Multicultural psychology is offered at least once per year. Additional courses are developed and offered on topics related to diversity (e.g., intergroup dialogue course). A multicultural requirement is added to the major (could include MC psych, psych of gender, psych of religion, etc.) Present findings in annual report prepared by the Diversity Council.

	Increase opportunities for study abroad.	Ongoing effort	Dean, Department Head, Undergraduate Committee, Diversity Council	Increased number of students participating in the Study Abroad Program.
	Embrace Ready for the World and Chancellor's Civility Initiatives	Ongoing effort	Undergraduate Program Director, Department Head	Encourage faculty and students to apply for Ready for the World funding at a faculty meeting or email each semester. Department-wide, submit at least one proposal for RFTW funding each year.
Host at least one departmental presentation or speaker specific to diversity-related topics per semester.				
	Provide incentives to graduate students to conduct and present research related to diversity and social justice at national and international meetings.	Ongoing effort	Department Head, Diversity Council, Department Awards Committee	Establish a Diversity Research Award for a student planning to present diversity related research at a conference (with a monetary component to offset travel to a conference to present the work)
Start collecting data annually from graduate students about publications and presentations related to diversity, and attendance at multicultural or minority oriented conferences.				
Use these data to set Departmental goals for increasing numbers of diversity related projects by students and to determine whether the Diversity Award is meeting its goal of providing an incentive to students. Present findings in annual report prepared by the Diversity Council.				

Increase multicultural competence (i.e., knowledge, skills, and awareness) and commitment to social justice in graduate students in applied programs.	Provide practicum and field placement opportunities to our applied students that provide exposure to diverse client populations.	Ongoing effort	Clinical and Counseling Psychology Training Committees	Collect and maintain data on the populations served by each of our field placement and practicum sites.
				Use these data to determine whether students are providing services to diverse populations; determine populations with whom are students are not working and develop new relationships with sites that might meet these needs. Present findings in annual report prepared by the Diversity Council.
	Ensure that multicultural issues are addressed openly in practicum, field placement courses, and supervision. This includes discussion of client's cultural identities and the social context in which they exist, as they relate to client functioning. It also includes discussion of student/therapist cultural identities, strengths, growth edges, power/privilege, biases, etc. as related to multicultural issues.	Ongoing effort	Clinical and Counseling Psychology Training Committees	Collect yearly feedback from students regarding attention to multicultural issues in supervision and clinical training opportunities.
				Use these data to modify supervision and clinical training experiences as necessary

**Goal Five: Prepare graduate students to become teachers, researchers, and clinicians in a diverse world.**

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Increase students' abilities to effectively interact and work with individuals from diverse backgrounds.	Continue to offer multicultural psychology course to graduate students.	TBD	Instructor, Program Director, Dept. Head	Course offered at least once per year. Increase number of students enrolled by making it a required element.
	Promote collaborative research between faculty and graduate students on diversity-related issues.	TBD	Faculty and Department Head	Increasing the rolling three-year average of Department-wide collaborative diversity-related publications

	Encourage students to attend and present diversity-related research at regional, national and international conferences. Attempt to secure additional financial support to encourage these efforts.	TBD	Dean, faculty and Department Head	Record attendance for at least 1 diversity-related conference or symposia. Monitor funds available to promote these experiences.
	Prepare graduate students in Departmental teaching course via lecture presentation from a diversity perspective.	TBD	Department Head, Undergraduate Program Director	Favorable evaluation of lecture presentation taught by graduate students from Undergraduate Program Director.
	For applied students in the Clinical and Counseling programs, increased focus on discussing and understanding diversity issues via workshops with professionals serving underrepresented populations.	TBD	Clinical and Counseling Program Directors, Clinical supervisors	Acknowledgement (by both students and supervisors) that diversity issues were addressed in supervision (indicated on evaluation forms). Supervisor indication that students were able to integrate feedback into clinical work. Monitor the number of workshops offered during the academic year.
Integrate intercultural perspectives into weekly Department colloquium series & lectures.	TBD	Colloquium Director & Graduate Faculty	At least one such presentation each academic semester. Evaluate coverage of minority/diversity issues via course syllabus.	Integrate intercultural perspectives into weekly Department colloquium series & lectures.
	Recommend that all Ph.D. students in our Department give at least one lecture or lead at least one discussion in a class (for which they are GTA or TA) on diversity or multicultural issues in the context of the course material.	TBD	Department Head, Instructors, Graduate Students	As part of annual report prepared by Diversity Council, include list of graduate students as well as topics covered and courses involved.
<b>Goal Six:</b> Develop and strengthen departmental partnerships with diverse communities on local, state, national, and international levels.				

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Develop and strengthen departmental partnerships with diverse communities on local, state, national, and international levels.	Develop and build relationships with campus, community and national organizations to address needs of under-represented populations.	TBD	Diversity Council, Department Head, all faculty	Assess faculty, staff, and students involvement in diversity groups and initiatives to promote diversity.
				Assess the breadth of these organizations insofar as representing diverse groups.
				Document ongoing partnerships and highlight specific needs to be addressed (e.g., types of diverse groups, extent of involvement) in annual report prepared by the Diversity Council.
	Develop study abroad programs that will allow for increased partnerships, exchange of information, and increased understanding of psychology in a diverse society.	TBD	Dean, Department Head, Diversity Council	Assess extent of opportunities and participation in Study Abroad Programs.
				Establish departmental needs insofar as developing partnerships that would allow for exchange of information and subsequent opportunities for faculty, support staff and students.
				Develop proposal to address those needs and present to Dean.
				Highlight study abroad programs on the department's website.
	Facilitate increased involvement with community, national, and international organizations to develop and build upon programmatic research that addresses diversity issues in psychology.	TBD	Diversity Council, Department Head, all faculty	Assess number of faculty, staff, and students networking with community, national, and international organizations currently.
				Identify organizations willing to collaborate with the Department of Psychology.

				Collectively determine how Department of Psychology faculty, support staff, and students may assist within given organizations.
				Assess research opportunities that might be available.
				Produce and implement a plan to meet these needs and explore research opportunities.
	Initiate efforts to secure funding that will better allow for partnerships to be established and sustained.	TBD	Dean, Department Head, Diversity Council	Assess the level of funding secured to support networking with community, national and international organizations.
	Network with community and regional organizations and businesses to facilitate awareness of diversity, the role of psychology in addressing diversity, and addressing how to embrace and appreciate diversity.	TBD	Diversity Council, program directors	Determine the number of faculty, staff, and students involved with community outreach.
				Develop and implement a plan to increase the number involved as well as the breadth of organizations and businesses benefitting from this service.