DIVERSITY
PLAN PROGRESS REPORT - YEAR 2
2012 - 2013
mission The mission of the Division of Student Life is to foster the intellectual, cultural, social, and emotional development of students by providing a climate conducive to learning and personal growth, enabling them to become fully productive members of a global community.

vision We strive to promote an engaged community of learners and scholars, create a sense of belonging and community, and empower all students to find and make their unique contributions both within and outside the University of Tennessee, Knoxville.

diversity goals

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

2. Attract and retain greater numbers of individuals from under-represented populations (particularly department heads, directors, deans, and vice-chancellors).

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

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

5. Ensure that curricular requirements include significant intercultural perspectives.
The Division of Student Life is charged with improving the student life at the University of Tennessee. Its various departments encompass many different aspects of university life but all work toward one goal - providing students with an engaging and enlightening atmosphere of living and learning. The Division is committed to an uncompromising respect for diversity, strong partnerships with University programs and support of the University’s academic mission.

plan progress

As a Division, we are committed to influencing the intercultural, diversity, and civility competencies of each student on campus. Throughout the year, departments in the Division of Student Life actively create and foster programs that inspire dialogue, build relationships, and provide hands-on opportunities for students to engage with and learn from fellow students, staff, and faculty from diverse backgrounds. From collaborating with the Programs Abroad Office to engaging in diversity training opportunities, the Division of Student Life diversity efforts complement the overall student experience.

Annually, units within the Division of Student Life report on how they make diversity, civility, and intercultural competence a priority. Included in this 2012-2013 progress report are strategic initiatives, programs, or services that support the University’s five Diversity Goals entitled “Diversity and the University of Tennessee: A Framework for Action.” (http://eppserver.ag.utk.edu/diversity-plan/documents/diversityactionplan.pdf). The Division of Student Life continues to make significant contributions to creating an inclusive and welcoming environment for all at the University of Tennessee, Knoxville.

Create and sustain a welcoming, supportive and inclusive campus climate.

- Throughout 2012-2013, the departments within the Division of Student Life collaborated with one another and with students to create an open and engaged environment for all members of the UTK community.
- Working with the C.A.R.E Committee and Student Task Force, Career Services organized and implemented the 2013 Diversity Job Fair; at which student attendance increased 31% over the 2012 Student Diversity Job Fair.
- Division of Student Life staff members participated in programs and trainings that promote diversity, including SafeZone and Question, Persuade, Refer (QPR) Suicide Prevention Training.
- The Office of Multicultural Student Life (MSL) incorporated the Native American Student Association (NASA) and Asian American Association (AAA) into the Fall 2012 and Spring 2013 Multicultural Student Leadership Development Weekend. MSL also provided advisory support to these organizations.
- MSL collaborated extensively with UT’s Parents Association, including a published series in the Parents Association Newsletter and a $3000 grant award to broaden the scope of multicultural programs and services and increase faculty involvement.
- Several Division of Student Life departments held student training sessions with a focus on civility, with 88% to 98% of participants indicating a heightened sense of civility as a result of the trainings.
Several departments within the Division participated in events with traditionally underrepresented students as the target audience including Student Orientation, Take Back the Night, Veterans Day, and the International House Welcome.

Center for Leadership & Service (CLS) staff trained the six BETS (Business Education for Talented Students) Peer Counselors in April 2013 and facilitated team-builders with the 40 BETS students in June 2013. This program reaches out to under-represented first generation college students or students on free/reduced lunch entering the 12th grade.

The Office of Disability Services (ODS) provided sign language interpreters for Campus Tours and the College of Business, as well as for the 2012 Torch Night ceremony.

The Office of Multicultural Student Life (MSL) Diversity Educators program was established as a leadership opportunity for students interested in educating and training others about diversity.

A goal in the Office of Student Activities (OSA) 2012 Diversity Plan was to broaden the diversity of student membership. Thirty-three percent of all Central Program Council members identify as a race other than Caucasian or White. Specifically, seven of the eight committees have at least 17% students identifying as a race other than Caucasian or White. Currently, three of the seven committees are led by students identifying as a race other than Caucasian or White.

Sorority & Fraternity Life sponsored and participated in community outreach with diverse organizations (on and off campus) including the Circle of Sisterhood Foundation and Habitat for Humanity.

The Student Counseling Center’s (SCC) social marketing committee created a targeted campaign to decrease the stigma of mental health, increase awareness of mental health resources, and increase help-seeking behavior with the goal of improving SSC access to traditionally underrepresented students.

The Division of Student Life is dedicated to enhancing and sustaining diversity in its student employee and graduate assistant population as well. In 2012, this effort was exemplified by the New Student & Family Programs, the University Center, and
University Housing. As a result, 25% to 35% of student staff was members of under-represented or international populations. Additionally, 92% of students confirmed that Student Publications is a place that values diversity and supports a positive working environment for students.

**Ensure that curricular requirements include significant intercultural perspectives.**

- Several departments within the Division collaborated with one another and Academic Affairs to provide courses and presentations about promoting diversity at UTK.
- In 2012-2013, the Division of Student Life utilized assessment measures to capture learning outcomes of diversity-related courses and trainings. Between 92% and 99% of students reported growth in intercultural competence, respect, civility and inclusion as a result of their experiences with Student Life.
- Discussion of inclusion, civility and/or cultural competency is documented within each syllabus for all courses offered by the Dean of Students staff.
- The Diversity Dialogues Faculty Advisory Board was established by the Office of Multicultural Student Life in February 2013. The purpose of the Advisory Board is to increase faculty involvement within Multicultural Student Life departmental programs.
- Sorority & Fraternity Life held a panel in Gamma Chi class that invited National Pan-Hellenic Council and Multicultural Greek Council organizations to share information about their organizations’ history. Members engaged in dialogue at the Greek Leadership Summit focused on the unique aspects of the sororities and fraternities on campus.
- University Housing revised the Resident Assistant course content in 2012 to provide more opportunities for lessons in areas of diversity including doubling the amount of class time spent on diversity topics.

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

- The Division of Student Life partnered with more community programs and organizations than ever before in order to provide service and philanthropy under the banner of promoting diversity.
- Departments within the Division collaborated with diverse organizations both within and outside of the UTK community. Some of these include Diversity Champions, a committee comprised of Knoxville area business leaders who have interest in diversifying their workforce, $15,000 raised for Habitat for Humanity, and organization of the Disability Issues and Advocacy Conference.
- The Division of Student Life engaged in efforts to promote students’ experience with diversity on an international scale. The Center for Leadership & Service (CLS) held six Alternative Break Trips to serve the global community. 2013-2014 will see nine trips to serve the global community. 100% of both Fall and Spring participants strongly agreed that they would recommend the experience to other students.
- New Student & Family Programs (NSFP) implemented a Parents and Families Fund (PFF) plan; out of which over $30,000 was awarded to students for study abroad.