

Overview

The College of Arts and Sciences is the largest, most comprehensive, and most diverse (in areas of study, research/creative interests, and people participating [based on race, ethnicity, culture, gender identity, sexual orientation and abilities]) of all colleges at the University of Tennessee. Its twenty-one academic departments and schools, seven centers and institutes, and nine interdisciplinary programs span the disciplines of the humanities, social sciences, natural sciences, and the visual and performing arts. More than 7,500 undergraduate students have an academic home in one of the college's sixty undergraduate majors and pre-professional programs. The college also offers more than fifty graduate programs and is home to 1,400 graduate students. The college is committed to the long-standing traditions of the liberal arts. It seeks to promote in all its students the values of free and bold intellectual inquiry, vibrant and effective civic engagement, and an understanding of our nation's and our world's rich cultural heritages.

Our mission is to uphold the highest standards of academic freedom and integrity and to cultivate in our students the critical thinking skills, intellectual inquiry, and understanding of diverse human cultures that are necessary to become engaged global citizens. By emphasizing core values of life-long learning and adaptability, our academic programs provide students with the intellectual foundations for a rich, fulfilled, engaged life and career as an informed citizen. We seek to teach empathy and self-knowledge throughout our college. We will spread cultural and scientific literacy across the state of Tennessee and beyond. By doing so we serve all aspects of the university's mission.

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

Objectives:

- Objective 1: Improve climate and retention by maintaining and improving an inclusive community within the College of Arts and Sciences that supports, includes, and empowers people of all races, ethnicities, cultures, gender identity, sexual orientation, and physical/neural abilities.
- Objective 2: Provide education about climate issues, particularly as they relate to bias based on minoritized status as listed in Objective 1.
- Objective 3: Develop a mechanism for reporting bias incidents or other climate issues locally.

Goal 2: Attract and retain greater numbers of individuals from historically underrepresented populations into **faculty, staff, and administrative positions** (particularly department heads, directors, deans, and vice chancellors).

Objectives:

- Objective 1: Increase the number of faculty from Black, Indigenous, and Persons of Color (BIPOC) populations. It is particularly critical that we increase the percentage of BIPOC faculty and staff to reflect that of the state of Tennessee.
- Objective 2: Provide ways to retain BIPOC faculty and staff by using career advancement mentoring opportunities. Similarly work to retain members of the LGBTQ and differently abled communities, as well as those from ethnic and cultural backgrounds that differ from the majority in Tennessee.
- Objective 3: Designate some faculty lines each year for targeted or cluster BIPOC hires.

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

Objectives:

- Objective 1: Attract, retain, and graduate increasing numbers of graduate BIPOC students and those from varied ethnic traditions and with varied abilities.
- Objective 2: Collaborate with Enrollment Management to attract and retain more BIPOC undergraduate students.
- Objective 3: Provide career development mentoring opportunities for BIPOC graduate, undergraduate, and professional students.
- Objective 4: Create and maintain a welcoming, inclusive environment for other under-represented groups of students including LGBTQ, differently abled and those from non-majority ethnic and cultural backgrounds.

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

Objectives:

- Objective 1: Develop a comprehensive communication and marketing program to promote individual diversity and the importance of inclusion internally and externally, including a proactive media strategy.
- Objective 2: Develop formal recognition and valuing of diversity and inclusion service, including College Diversity Awards
- Objective 3: Foster ties with universities and programs around the world, such as the “Universities Studying Slavery Consortium” and encourage students to study abroad in established programs and to share their experience with the university community.

- Objective 4: Strengthen, through communication, existing partnerships within university and with diverse local community, state, regional, national, and global partners.

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

Objectives:

- Objective 1: Ensure the College’s academic curricula prepare students for the pluralistic world of the 21st century.
- Objective: Ensure students from diverse orientations and underrepresented populations and backgrounds are recognized as essential participants in the life of the university and society.
- Objective 3: Broaden the scope of the intercultural perspective students receive.

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

Objectives:

- Objective 1: Ensure graduate students have the diversity training necessary to participate fully in the 21st century world.
- Objective 2: Ensure graduate students with teaching responsibilities are acquainted with the diverse range of learning styles found in today’s classrooms.
- Objective 3: Position incoming graduate students for classroom and research success.