

## Overview

The Division of Finance and Administration provides fiscal and infrastructural support to all working and learning environments across Knoxville campus. We promote a supportive climate for students, faculty, and staff. In full support of the university's mission, we empower our departments to build a diverse and inclusive community by raising awareness, cultivating collaborative partnerships, and encouraging dialogue.

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

### Objectives:

- Create a Diversity Working Group to advise divisional leadership
- Create and Review a 2021 Climate Survey
- Implement new staff annual review process to include a new DEI performance category
- Expand number of campus leaders practice in inclusive leadership principles
- Create a More Inclusive Environment through Social Events that promote diversity among employees.
- Raise Awareness on the Importance of Diversity

**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:

- Increase the number of staff position hires from historically underrepresented groups.
- Increase number of minority applicants and hires
- Analyze turnover
- Increase outreach to underrepresented groups.
- Improve diversity within management positions

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

### Objectives:

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

### Objectives:

- Increase connections between Finance and Administration and campus commissions in order to raise understanding of diversity issues
- Increase minority owned business outreach and sourcing
- Increase community outreach, specifically related to under-represented groups on campus
- Conduct effective bias training for police staff (specific to UTPD)

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

### Objectives:

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

### Objectives: