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: