

Overview

Our mission is to help all UT faculty, postdoctoral fellows, students, and staff achieve their full potential as researchers, scholars and artists with the goal of working together to create a more just, prosperous, inclusive, and sustainable world.

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

Objectives:

- Promote successes of researchers, scholars and artists from underrepresented groups (faculty, postdoctoral fellows, students and staff) and programs that promote an inclusive climate.
- Provide research development opportunities for faculty and postdoctoral fellows from underrepresented groups.
- Strengthen ORE diversity and inclusion culture through educational and professional development opportunities.
- Assess ORE climate for diversity and inclusion and identify existing policies/guidance documents, procedures, and environment for improvement.

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:

- Support research, scholarship and creative work focusing on diversity and inclusion.
- Broaden advertising strategy for posted employment opportunities to communicate directly with underrepresented group organizations and community partners.
- Engage with Research Council to address impacts of imbalances in service and interdisciplinary work for underrepresented demographics.

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

Objectives:

- Attract more underrepresented undergraduate and graduate students through research experiences and partnerships with K-12 communities and HBCUs.
- Establish speaker series with a diverse pool of presenters to encourage undergraduate and graduate students to pursue careers in research and entrepreneurship.

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

Objectives:

- Engage industry partners statewide to better understand diverse research, innovation, and workforce needs.
- Increase diversity of individuals from underrepresented populations for applicant candidate pools, as award recipients, invitations to serve on boards, and increase diverse representation from external partners who provide council to ORE.

- Support research efforts to address the digital divide and increase underserved community engagement with “emerging” technology community, such as AI, 5G, IOT, serverless computing, biometrics, blockchain, robotics, etc. to address the lack of infrastructure, especially in rural Appalachia and surrounding communities.
- Expand global partnerships to enhance global cultural competencies and complement Diversity and Inclusion strategy.

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

ORE does not have direct input into curricula decisions but will support academic units and the provost’s office.

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

Objectives:

- Partner with UT Graduate School to prepare graduate students to be effective mentors and to be culturally competent communicators.
- Equip graduate students with written and oral training to effectively pitch their research with industry, funding sponsors, community partners, and diverse audiences.
- Educate potential human subjects researchers on ethical considerations for diversity scholarship projects.