Overview

The Office of the Provost provides leadership to the campus to fulfill its mission "to move forward the frontiers of human knowledge and enrich and elevate the citizens of the state of Tennessee, the nation, and the world." In collaboration with our campus partners, we promote undergraduate student recruitment and success; graduate student support; faculty recruitment, retention, evaluation, and development; global engagement; and curricular and program development and review. Our leadership is guided by the principle that a diverse faculty, staff, and student body are essential to sustaining a spirit of excellence in all areas of our mission. By fostering an inclusive culture, we aim to make the state's flagship, land-grant institution a place where all our members contribute to the transformation of lives through education, creation of knowledge, meeting grand global challenges, enriching communities, and promoting social justice.

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

Objectives:
- Audit policies, procedures, and practices to understand and address systemic inequities.
- Foster organizational climates that are welcoming, supportive, and inclusive.
- Create a welcoming environment for all incoming students.
- Deploy Vol Success Teams (VST) to welcome and support students throughout their experience.
- Enhance Honors & Scholars programming to promote inclusive excellence.
- Promote the success of first-generation, low-income, and students of color.

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 number of URM faculty hires.
- Retain more URM faculty.
- Review APPR and P&T processes for equity, fairness and inclusiveness.
- Diversify university leadership in Academic Affairs.

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

Objectives:
- Faculty Engagement: Improve faculty capacity (and effectiveness) to mentor and teach diverse and URM students.
- Support programs, policies and procedures that will increase the percentage of URM graduate and professional students.
- Recruitment, Outreach and Community Engagement (First-Year and Transfer): foster and build strategic partnerships aimed to enhance and expand recruitment and engagement opportunities to better serve diverse populations and underrepresented communities.
- Policy Review & Evaluations: audit and revise policies that impact college access and scholar success: admissions, financial aid and academic policies.
- Student Retention, Persistence and Graduation: Launch new initiatives aimed at early and meaningful engagement of scholars to enhance the Volunteer Experience and impact persistence and graduation rates.
**Goal 4:** Develop and strengthen partnerships with diverse communities in Tennessee and globally.

**Objectives:**
- Identify the existing partnerships with diverse communities
- Identify gaps in university engagement in diverse communities.
- Incorporate partnership strategy into the D&E strategy.
- Promote the connectivity between UT and diverse communities.

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

**Objectives:**
- Facilitate the implementation of the Volunteer Core Global Citizenship requirement.
- Facilitate departmental review and update of curriculum and individual courses to address inequities.
- Establish a process to monitor and evaluate the impact of the Global Citizenship requirement on retention and graduation rates.

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

**Objectives:**
- Support research and/or scholarship that exposes students to opportunities beyond the US.
- Provide opportunities for graduate students to develop inclusive teaching skills that serve diverse student audiences in equitable ways.