

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.