

## 2022 Priorities for the Office of Research, Innovation and Economic Development

Goal 1: Create and sustain a welcoming, supportive, and inclusive campus climate that allows for respectful interaction and viewpoint diversity.

Strengthen the culture and climate in ORIED by providing at least four education and professional development opportunities for ORIED staff during the year, including cultural competency training. Group learning and discussion opportunities will be provided (both facilitated and intra-office). Outcomes will be assessed through local employee surveys.

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).

Work with the graduate school to implement a strategic partnership program with minority serving institutions and facilitate collaborative projects that support exchange of faculty and students. Launch the program by the end of 2022.

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

Develop and support one or more seminar series highlighting talented researchers and entrepreneurs from diverse backgrounds for our student research groups. Each seminar/lecture series will include speakers from multiple disciplines to highlight the breadth of the University's academic interests.

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

Submit at least one proposal in partnership with a diverse set of community organizations to improve the lives of Tennessee families and individuals who have been left out or left behind in the 21st century economy.

Goal 5: Prepare undergraduate and graduate students to work and to serve in a diverse world by affording them the opportunity to gain the knowledge and skills necessary to be a productive and contributing citizen of this state and nation and capable of competing in a global society.

Provide education and training opportunities for students, staff, and faculty on ethical considerations related to human subjects research. Provide at least 4 separate sessions throughout the year.