Diversity
Who We Serve

• Almost 28,000 students
• Of those, 22,000 are undergraduates
• Students from all 95 Tennessee counties
• 86% of undergraduate students from Tennessee
• Students from all 50 states
What is Diversity?

- American Association of Public & Land Grant Universities
  - All aspects of human difference
    - Race
    - Gender
    - Age
    - Religion
    - Disability
    - Veteran status
    - Sexual orientation
    - Social-economic status (first-generation students, geographic)
Our Responsibility To:

• Provide meaningful learning experiences
• Promote critical thinking
• Offer access to high quality education
• Recruit diverse student body, faculty, & staff
• Provide Tennessee with a well-qualified, well-educated work force
Achievements since 2007

• Freshman class
  • Overall diversity – 14% to 18%
  • African American – 9% to 7%

• Student Body
  • Undergraduate – 14% to 18%
  • Minority graduate student enrollment – remains 16%

• Faculty diversity
  • Total diversity growth – 16% to 20%
  • African American growth – 3% to 4%
  • Female faculty growth – 30% to 34%
Achievements

• Mentoring and tutoring program
• Federally-funded competitive grant
• Since 1978
• Focus on
  • First-generation
  • Low-income
• 96 percent retention from 2014 to 2015
• 6-year graduation rate is 67 percent
Achievements

• Frieson Black Cultural Center
• $1 million gift
• Supporting multi-cultural student life activities
Achievements

- Veteran student services
- More than 800 students
- Priority registration, events, services
- 2016 Military Friendly School
- Veteran’s Resource Center
Civility

• Campus Priorities
  • Safe, welcoming campus
  • Interact with people from diverse backgrounds
  • Welcoming to all, hostile to none
Civility

- Fully support free speech
- Inclusive
- Open to learning & dialogue
- Exposure to different points of view
- Enhances self-awareness
- Ability to work in a global economy
Corporate Expectations
Haslam College of Business

• 2008 – Office of Diversity and Community Relations

• Corporate-led support – PepsiCo

• Scripps Networks Interactive, Boeing, Deloitte, KPMG, McCormick & Company
Haslam College of Business

• Impact
  • 35% of all business students are female
  • Hispanic enrollment up 111%
  • African American enrollment up 11%
  • Female faculty up 50%
College of Engineering
• Office of Diversity Programs – 1973
• Alcoa, Boeing, Denso, Eastman, Volkswagen, ORNL, P&G
College of Engineering

• More than 1,000 African-American graduates

• Top 50 colleges for graduating African-American students

• Mark Dean
  • 3 of 9 original patents for the IBM personal computer
Thank you!