

**Diversity Plan for the
School of Library and Information Science,
an academic unit of the
College of Communications and Information Studies,
and the University of Kentucky**

EXECUTIVE SUMMARY

The University of Kentucky is committed to creating a diverse, multicultural community of scholars and learners. It strives to be a model, for the Commonwealth of Kentucky, of a truly diverse society that celebrates human differences, promotes fairness and equity in policies and practices, and upholds basic principles of social justice. It is within this framework that The School of Library and Information Science has conducted a dedicated and on-going program to make diversity central to its curriculum, activities and staffing. It also is committed to educating its students about the value of diversity to them, the university, and greater society; and through this plan, the school works toward these goals.

SECTION I

Statement of Diversity

Diversity is defined as embracing differences between people and promoting increased understanding regarding age, ethnicity, gender, marital status, military service, physical disabilities, race, religion, sexual orientation, socioeconomic condition, and thought with the purpose of creating an inclusive community. This definition of diversity values an institutional commitment that actively contributes to academic excellence through its inclusive institutional culture, academic programs, and co-curricular activities that prepare students for active, global citizenship. This commitment further allows for an educational process that fosters growth among all members of the academic community by including a wide array of talents, and recognizing that human differences are organizational strengths.

The faculty and administration of the School of Library and Information Science fully endorse the goals and plan for diversity by its parent institution, the University of Kentucky, and we are committed to making the study of library and information science available to all segments of our society.

The School of Library and Information Science is committed to a policy of equal opportunity in education and employment without discrimination or harassment, based on age, ethnicity, gender, marital status, military service, physical disabilities, race, religion, sexual orientation, socioeconomic condition, and thought. Within our primary mission to promote academic excellence, the School's faculty and administration seek to accomplish its goals for diversity through fair processes, equality of opportunity, and sensitivity to the needs of its students and all other people and outside organizations with whom it interacts.

The School of Library and Information Science recognizes that its domain of information has a transcendental effect on society, and that information plays a pivotal role in the way people think about diversity and the respect for individual differences. Further, our school has a critical responsibility to prepare its students to be active and tolerant participants in this increasingly diverse society. We also believe that people of traditionally underrepresented and new groups in our society need to be significantly included in the fields of library and information sciences, because not only they but also society will benefit.

To these ends, the School of Library and Information Science is guided by the following plan.

SECTION II

Recruitment and Retention of Faculty and Staff

Objective 1: Increase diversity in the faculty and staff by recruiting members of underrepresented groups.

Strategies: Identify and recruit members of under-represented groups through:

1. Calls for applications in appropriate academic journals, newspapers, magazines and newsletters
2. Contact with colleagues at other universities, including institutions that have traditionally served minority students
3. Contact with alumni, practitioners, and UK minority faculty members and staff
4. Contact with potential candidates at professional conferences.. The names and addresses of potential candidates will be relayed to the school's director, who will maintain a file and contact these individuals, when a position opens, to encourage them to apply.

Objective 2: To retain all faculty members and staff, including those in under-represented groups.

Strategies:

1. The school's director will advise all faculty members in achieving promotion and tenure and enhancing their professional development.
2. The school's director and the College of Communication and Information Studies' Dean's Office will keep junior faculty members informed about the possibility for research grants, research collaborations, teaching support, and other ways to enhance career development.
3. The director will seek to ensure that all faculty members of the same rank, seniority, quality of service, and quality and quantity of scholarly achievement will have the same opportunities for advancement.
4. All non-tenured faculty members will be evaluated once a year by the school's director and during the second, fourth and sixth years by the Promotion and Tenure Committee. Non-tenured faculty will be given a copy of these evaluations and provided the opportunity to respond. The school will keep all evaluations and responses on file.
5. The director will work with staff members to support and encourage professional development and appropriate compensation.

SECTION III

Recruitment, Education and Retention of Students

Objective 1: To recruit students who are members of under-represented groups for careers in library and information science.

Strategies:

1. Students from under-represented groups will continue to be featured in brochures and other recruiting materials.
2. The staff Assistant Director will continue to visit institutions that attract high numbers of under-represented groups for recruiting purposes.
3. The Assistant Director will work on recruiting through the iSchool's group, specifically the iSchool Inclusion Institute.

Objective 2: To retain, educate, and graduate students of under-represented groups, as with all students, through its programs of studies.

Strategies:

1. The school will strive to provide an inclusive and motivating academic environment with challenging curricula, sound advising, social reinforcement, and learning opportunities.
2. The faculty will ensure that all students are treated fairly and without any advantage or disadvantage, based on age, race, ethnicity, gender, sexual orientation, religion, disability, or military service.
3. The faculty will prepare syllabi for all courses that contain statements to promote diversity and inclusion.
4. The faculty will continue to review all courses within the curriculum to ensure that readings and lessons foster perspectives that respect diversity.
5. The school will work to include guest speakers from under-represented groups for its regular classes and special events.
6. The school will monitor the progress and graduation rates of all students, and particularly those from under-represented groups, providing students with feedback and counsel to achieve the best possible education outcomes.

Objective 3: To promote diversity within the School of Library and Information Science, the College of Communication and Information Studies, and the greater UK community, through extra-curricular activities.

Strategies:

1. The school will encourage all students, especially those in under-represented groups, to apply for internships, scholarships, grants, and awards.
2. The school will regularly communicate with all students to inform them about the school's activities and events.
3. The school will attempt to recruit professionals from under-represented groups to present to students in the program.

SECTION IV

Monitoring of Progress

The school's director and its diversity committee will regularly evaluate the progress of the institution toward reaching its objectives through the strategies that have been described in this plan, and the committee will produce an annual report of its findings.