

Diversity Plan – Audiology & Speech Pathology

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

Objectives	Strategies/Tactics	Date	Responsible Party	Benchmarks
Develop an environment within the department that supports a diverse student body.	Increase enrollment of students from different cultures, countries, and backgrounds.	Existing Effort	Admissions committees, Head of department, Undergraduate advisor	Monitor statistics on the number of students from under-represented groups and different countries and chart by year.
	Provide orientation sessions for incoming graduate students	Existing effort	Head of department, Associate heads, Clinic directors.	Monitor number of students who attend orientation.
	Provide mentoring and social events for all graduate students	Existing effort	All faculty, Head of the doctoral committee, Associate heads, Clinic directors, Head of department.	Monitor the number of students attending who are from under-represented groups.
	Include the importance of diversity as a theme throughout interview and welcome sessions for students, staff, and faculty.	Existing effort	Head of the doctoral committee, Associate heads, Clinic directors, Head of department, Undergraduate advisor	Monitor the incorporation of this theme in interview and welcome sessions.

Goal 2: Attract and retain greater numbers of individuals from underrepresented populations into faculty and staff.

Expand the number of individuals from under-represented groups into the faculty and staff.	Target recruiting efforts toward under-represented groups.	Existing effort.	All faculty and staff search committees, Head of department	Monitor numbers of under-represented groups on the faculty and staff over time. Monitor number individuals from under-represented groups applying for departmental positions.
	Work to retain individuals from under-represented groups.	Existing effort	All faculty, Head of department, Associate heads, Clinic directors,	Monitor under-represented faculty as they progress toward tenure, monitor staff

			Office of the Dean	on an annual basis to determine that appropriate progress is being made and that job satisfaction is good.
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Goal 3: Attract, retain, and graduate increasing numbers of students from historically under underrepresented populations and international students.

Develop a more diverse student body and provide support to students from traditionally under-represented groups.	Support historically under-represented undergraduate students through faculty mentoring	Existing effort	Coordinator of minority students, Head of department, Associate heads, Clinic directors.	Monitor retention of traditionally under-represented groups in the undergraduate program and the number who participate in the mentoring program.
	Support international students with visa issues and direct them to the International Center	Existing effort	Departmental secretary, Head of department.	Monitor international applications to graduate program and any visa issues that deter applicants.
	Promote participation in the Ronald E. McNair program	Existing effort	Faculty involved in the McNair program, Chair of doctoral committee, Head of department.	Track number of faculty involved in the McNair program.
	Expand marketing via departmental website to encourage applications from under-represented and international groups.	Winter 2007	Head of department, Admissions committees, Departmental secretary.	Monitor number of applications from under-represented and international groups
	Look for funding for traditionally under-represented and international students	Existing effort	All faculty	Track available funding for traditionally under-represented and international students.

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

Establish new and strengthen existing partnerships with communities in Tennessee and globally.	Strengthen existing international agreement with Hallym University in Korea and promote student and faculty exchanges.	Existing effort	All faculty, Head of department	Monitor interest and participation in faculty and student exchanges with Hallym.
	Develop new	Winter	All faculty, Head	Track development of

	opportunities for national and international student and/or faculty exchanges	2007	of department	new exchange opportunities and monitor increases in the number of faculty or students presenting their work in international venues.
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Goal 5: Ensure that curricular requirements include significant intercultural perspectives.

Enhance the scope of the intercultural content students receive.	Offer a mini-seminar on diversity issues for in-coming graduate students at orientation.	Existing effort	All faculty, Head of department.	Monitor offering of diversity content to in-coming students.
	Continue to include required multicultural courses in the curriculum and consider opening them to students outside of the department	Existing effort	All faculty, Head of department	Survey related programs at UT and determine if the multicultural courses we offer would be of interest to students outside of the department.
	Encourage faculty to infuse intercultural content into existing courses	Existing effort	All faculty	Monitor inclusion of intercultural content in syllabi.

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

Enhance student awareness of the need to work within and understand an increasingly pluralistic global society	Encourage Ph.D. students to include intercultural content in the course(s) they teach.	Winter 2007	Academic faculty	Monitor inclusion of intercultural content in syllabi.
	Support Ph.D. students with financial assistance for research costs.	Existing effort	Doctoral committee, All faculty.	Monitor number of students who take advantage of departmental funding.
	Encourage international students to take the SPEAK test shortly after entering program and provide support for those who do not pass.	Existing effort	All faculty.	Monitor all doctoral students taking the SPEAK test and progress during the program
	Encourage doctoral students to present	Existing effort	All faculty.	Track number of papers presented by

	research papers at national and international conferences.			doctoral students at national and international conferences annually.
	Promote collaborative research between faculty and graduate students.	Existing effort	All faculty	Track number of co-authored publications annually and track changes over years.