

**The University of Tennessee  
Diversity Plan**

College/Dept. Nursing

**Goal One:** Create and sustain a welcoming, supportive and inclusive campus climate.

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Provide a supportive environment for the professional development of nursing students	Assess level of felt acceptance within College and among peers.	Ongoing	Faculty, Administrators, Students	Focus groups of students indicate the CON and UT offers a positive environment.
	Develop satisfaction survey to measure affective response to College of Nursing and campus environment.	2007-08	CON Health & Welfare Committee	Survey available for pilot-testing in September, 2008
	Develop supportive infrastructure to eliminate disparities.	2007-08	CON Diversity Committee	
	Provide opportunities for supportive counseling as needed.	Ongoing	Faculty, Advising Staff	Evaluation data from students reflect positive student-faculty interactions.
Establish opportunities for ongoing communication with faculty and staff advisors	Ongoing	Dean's Student Advisory Council, informal social events, advising appointments		
Promote cultural competence among faculty and students.	Continually update the Transcultural Nursing course for undergraduate students.	Ongoing	Course faculty	Course syllabus reflects inclusion of health practices of multiple cultures
	Provide cultural awareness seminars for faculty and students.	Ongoing	CON Diversity Committee	1-2 seminars presented annually

**Goal Two:** Attract and retain greater numbers of individuals from under-represented populations into faculty, staff, and administrative positions (particularly department heads, directors, deans, and vice chancellors).

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Recruit and retain a diverse faculty and staff	Actively pursue individuals who represent diverse backgrounds during faculty and staff searches.	Ongoing	Search Committees	Faculty and staff reflect at least 15% ethnic, racial and gender diversity.
	increase emphasis on marketing efforts to attract diverse faculty and staff	Ongoing	Search Committees, Faculty, Administrators	Advertisements placed in journals with highly diverse readership; personal recruitment by faculty
	Provide diversity-friendly mentorship for new faculty and staff	Ongoing	CON Diversity Committee	Mentorship program developed and tested.
	Design workloads for new faculty that facilitate progress toward tenure	Ongoing	Associate Dean for Academic Affairs, Associate Dean for Research	Recommendations from Workload Task Force
	Strengthen mentoring program for new faculty.	2007-08	Tenured faculty	Mentoring program implemented

<b>Goal Three:</b> Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.				
<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Develop recruitment and retention plans for a diverse student body.	Strengthen linkages with middle schools, high schools and community colleges that have a diverse student population.	Ongoing	Faculty	Increased scholarships for diverse students  Referral to writing lab or other university resources to aid in language proficiency  90-95% student retention rate at end of first clinical year. 90% graduate rate within 3 years of beginning the nursing major.
	Work with guidance counselors at middle and high schools that have diverse student populations to promote nursing as a career.	Ongoing	Faculty	
	Model professional nursing by providing services and programs at middle and high schools with diverse populations	Ongoing	Faculty, Students	
	Market the master's entry program to historically black colleges and universities.	2007-08	Faculty, Administrators	
	Work with Development Office to identify sources of funds for nursing students from culturally diverse groups.	Ongoing	Dean, Faculty, Development Officer	
	Identify those at-risk for language difficulties and employ strategies for remediation.	Ongoing	Faculty	
	Ensure that retention rate for culturally diverse students is equal to that of majority students.	Ongoing	Faculty, Administrators	
	Schedule seminar to discuss the Institute of Medicine's Report on Work Force Diversity, "In the Nation's Compelling Interest: Enhancing Diversity in the Health Professions".	Fall, 2007	CON Resource Development and Outreach Committee	
Implement strategies for student success.	Establish summer orientation program for new undergraduate students who wish to participate.	Summer, 2007	Faculty who teach in the first clinical course	Licensure (NCLEX) pass rate at or above state and national levels.  Appropriate accommodations made.
	Establish and monitor peer mentoring/tutoring program for student success.		CON Health and Welfare Committee	
	Continue/expand licensure preparation activities to ensure a high pass rate for all graduates.	Ongoing	Faculty	
	Work with Disability Services to arrange for reasonable accommodations for students with disabilities.	Ongoing	Faculty	

<b>Goal Four: Develop and strengthen partnerships with diverse communities in Tennessee and globally.</b>				
<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Partner with agencies that provide services to communities in need	Identify and direct service-learning projects to meet community and University needs	Ongoing	Faculty, Administration	Maintenance of sites such as Vine Middle School Health Center and the People's Clinic at Volunteer Ministry Center  1-2 international outreach experiences and 2-3 domestic projects with culturally diverse groups annually.  3-4 faculty serve on community boards annually
	Identify needs for community-based health promotion and implement strategies to address them.	ONgoing	Faculty, Students, Administration	
Expand international and intercultural opportunities for practice and research.	Support and expand nurse-managed practice sites in areas with diverse populations.	Ongoing	Faculty, Administration	
	Explore opportunities for international exchange.	Ongoing	Faculty, Administration, International/ Intercultural Council	
	Provide opportunities for students and faculty to participate in international and intercultural outreach activities.	Ongoing	Faculty, Administration, International/ Intercultural Council	
Provide consultant/ advisory services to community groups and organizations.	Expand faculty involvement on community boards and consortiums.		Faculty, Administration	

<b>Goal Five:</b> Ensure that curricular requirements include significant intercultural perspectives.				
<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Promote cultural competence among faculty and students.	Provide at least one formal activity for faculty and students that enhances cultural competence.	Annually	CON Faculty, Staff, Students	Activities such as multi-cultural conferences, cultural awareness exercises, international exchange
	Select and provide opportunities for outreach to culturally diverse groups in the US and globally.	Ongoing	Faculty, International/ Intercultural Council	2-3 CON-sponsored domestic outreach activities per year; 1-2 international outreach activities per year.
	Perform "curriculum mapping" to track cultural content in the undergraduate program and identify gaps.	2007-08	CON Curriculum Committee	Curriculum mapping project completed; recommendations made.
	Provide students with skills to care for patients from diverse cultures	Ongoing	Faculty	Expected skills included in course objectives and on course evaluations.

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

<b>Objectives</b>	<b>Strategy/Tactics</b>	<b>Date</b>	<b>Responsible Party</b>	<b>Benchmarks</b>
Create curricular opportunities in underserved communities for graduate students.	Identify clinical sites and preceptors in rural and underserved communities for placement of master's students.  Identify international opportunities for research and practice	Ongoing	Master's program course coordinators  Master's and doctoral program faculty	























