

**The University of Tennessee
2006/07 Diversity Plan**

College/Dept. Student Health Service

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
<p>Create and sustain a welcoming, supportive and helpful Health Service environment</p>	<p>Establish language proficiency, in a language other than English, as a preferred requirement in the recruitment of physicians, nurses and other support staff.</p> <p>Through the hiring process and internal / external (OED, UT Hospital, etc) in-service training, stress and encourage the importance of providing a warm, caring and supportive environment that effectively addresses student health needs, Methods would include staff meeting discussions, employee evaluations, public relation materials in web-sites, orientation and pamphlets, and by encouraging attendance of Professional Development meetings.</p>	<p>Implement-ation with the recruitment process for 2006 / 2007 vacancies</p> <p>Implement immediately and verify through patient satisfaction Survey each semester</p>	<p>Student Health Service Administrator</p> <p>Student Health Service Administrator</p>	<p>Annual survey of Health Service employees to determine number of staff who are proficient in other languages and a listing of different languages that are represented.</p> <p>Fall 2006 and Spring 2007 Semester Patient Satisfaction Surveys</p>

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).

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Seek to employ a more racially diverse professional staff	Increase advertising / recruitment to minority populations for position openings in professional staff by sending advertisements of position openings to professional minority organizations	As professional staff positions become vacant	Student Health Service Administrator	Track and evaluate minority representation on professional staff roster yearly.

Goal Three: Attract, retain, and graduate increasing numbers of students from historically under-represented populations and international students.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
	Not applicable.			

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Continue to develop and strengthen partnership with other medically related organizations to enhance resources and recruitment base.	<p>Collaborate with UT School of Nursing in planning and staffing annual flu clinic.</p> <p>Continue to collaborate with Veterinary School by providing Medical Director function to Occupational Health Program for the School of Veterinary Medicine</p>	October / November of each year.	Student Health Service Administrator	American College Health Association annual benchmark results

Goal Five: Ensure that curricular requirements include significant intercultural perspectives.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
	Not applicable.			

Goal Six: Prepare graduate students to become teachers and researchers in a diverse world.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
	Not applicable.			

Goal Seven:				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks