

The University of Tennessee

Diversity Plan

Version: Jan. 30, 2007 College/Dept. College of Veterinary Medicine

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

	Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
	Use College of Veterinary Medicine's annual faculty staff team-building retreats to raise awareness and build skills to help create a more supportive environment within the college.	Emphasize cultural, gender and ethnic diversity issues in retreat training sessions. Provide diversity training in Veterinary Social Work (VSW) program's Spring Education Series and in faculty/staff communication class conducted by VSW.	May 2007 Jan-May 2007	Stephanie Swain, Elizabeth Strand and William Hill Elizabeth Stand	Inclusion of topics in retreats & seminars. Improved ratings on periodic employee surveys
	Provide formal/course opportunities for faculty, staff, and students to share cultural perspective, to increase employee and student interactions with cultures other than their own.	Use college-wide initiatives to highlight: International Food Day (to provide opportunity for faculty, staff and students to share cultural perspectives and increase interactions) Black History Month Women's History Month Create Diversity Symposium for 1st year students Encourage UT Chapter of VOICE (Veterinary Students as One in Culture and Ethnicity) to promote and increase awareness and sensitivity to socio-cultural issues related to veterinary medicine	January 26, 2007 February 2007 March 2007 November 2006	Stephanie Swain, and William Hill Elizabeth Strand and William Hill William Hill	Number of new initiatives introduced in 2007 Improved results on annual survey Establishment of VOICE chapter

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).

Responsible

	Objectives	Strategy/Tactics	Date	Party	Benchmarks
	Increase numbers of African-American candidates for post-DVM clinical internships and residencies.	Promote the existing internship program for African-Americans at other schools of veterinary medicine to increase pool of internship applicants.	January 2007 (review of applicants) July 2007 (Intern exit survey)	Michael Blackwell, Bob Holland, Bob DeNovo and William Hill	Number of applicants applying for designated internships and residencies Numbers of interns successfully completing internships and residencies Positive feedback from interns and residents expressing supportive environment
	Develop leadership opportunities for talented individuals from under-represented populations	Provide development funds and mentoring for future leaders from under-represented populations, including African Americans, Alaskan Natives, Pacific Islanders, Hispanics, Latinos, Native Americans and women.	July 2007	Michael Blackwell, John New, Dave Edwards, Bob Holland, and Bob DeNovo, William Hill	Securing funding and developing mentoring opportunities Improvement in retention of under-represented faculty and staff

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
Coordinate diversity activities under one office.	Designate faculty member to oversee year-round diversity activities.	June 2006	Michael Blackwell	Appointment of diversity director (Completed)
Increase summer opportunities for targeted high school and undergraduate students.	Expand summer program for other under-represented populations, including first-generation college students, student from other ethnicities, students with agricultural backgrounds, and students with non-traditional career goals.	June 2007	William Hill	Securing funds and developing program Increased diversity of participants
Improve College of Veterinary Medicine involvement in Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) Program	Participate in MANRRS meetings annually Promote MANRRS "shadowing" program for UT undergraduate students Provide speakers, informational materials, and college tours for MANRRS.	Spring semester 2007	Jim Brace and William Hill	Numbers of MANNRS students participating in shadowing program Increased interactions between college personnel and MANRRS students
Improve methods of identifying applicant pools with representation from diverse ethnicities, cultural backgrounds, and geographic locations.	Expand recruitment and outreach activities to reach potential target applicants. Develop links with programs such as UT Educational Advancement Program, STARS (Students Training in Agriculture and Related Sciences) McNair Scholars to identify talented high school students.	Spring semester 2007	Jim Brace and William Hill	Increased numbers of identified underrepresented populations applying to UTCVM
Increase collaboration with AAVMC (American Association of Veterinary Medical Colleges) "Diversity Matters" program	Create opportunities in interact with AAVMC diversity staff Attend AAVMC annual meeting	November 2006 March 2007	Jim Brace and William Hill	Increased involvement of AAVMC in college programs (AAVMC diversity associate director involvement in UTCVM diversity Symposium November 2006)

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Expand awareness of importance of veterinary medicine in community.	Collaborate with UT Chattanooga Creek environmental program to provide outreach activities involving veterinary medicine Collaborate with UT researchers in identifying projects with community outreach component that may meet requirements of certain funding sources.	Summer 2006 Summer 2007 2007	Patti Tithof Buddy Moore and Debbie Hampstead	Numbers of people participating in veterinary environmental workshops at Chattanooga Creek site Proposals submitted with outreach component
Develop service learning programs for DVM students to engage in public health and animal wellness experiences.	Increase opportunities, such as Responsible Pet Ownership elective, to enlighten veterinary students, while raising awareness of veterinary medicine in communities.	Spring 2007	Jim Brace, Dennis Geiser, Teresa Jennings, and John New	Numbers of students taking elective; numbers of speaking engagements by veterinary students in community
Increase formal programs with other veterinary programs internationally	Secure funding for initiative with China Agricultural University in Beijing	Dec-06	Hwa-Chain Robert Wang	Obtaining funding Initiating university exchange program

Goal Five: Ensure that curricular requirements include significant intercultural perspectives.

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Emphasize the importance of cultural diversity in curriculum.	Use first-year clinical correlations and ethics course to continue emphasizing intercultural and diversity topics.	Fall 2006, 2007	Michael Blackwell and Elizabeth Strand	Development of course/seminar topics related to intercultural issues
Increase opportunities to initiate topical discussions during professional program.	Incorporate core/elective courses/seminars that include topics related to intercultural perspectives, pet ownership by minorities, or other areas of evolving research.	August 2007	Dan Ward, India Lane, and Jim Brace	Development of course/seminar topics related to diversity

Goal Six: Prepare graduate students to become teachers and researchers in a diverse world.				
Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Improve formal learning theory training for graduate students	Provide teaching development workshops for CVM graduate students, including sessions related to learner diversity	Fall 2006 Fall 2007	India Lane, Buddy Moore	Numbers of graduate students completing workshop series

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