

Diversity Plan: Final Version 3/9/06
The University of Tennessee College of Veterinary Medicine

In April 2004, the Knoxville chancellor and vice chancellors announced plans for a comprehensive initiative based on a plan to enhance diversity, with the primary goal of creating a civil society that prepares students to function effectively in our increasingly complex global society. UT campus leaders enunciated four fundamental perspectives:

1. The University is committed to respecting diversity in all its forms: different ideas and perspectives, age, ability, race, ethnicity, gender, sexual orientation, religious beliefs, political persuasions, and the socioeconomic and geographic composition of its faculty, staff and students.
2. We approach cultural differences with an attitude of learning from others in order to enrich our own experiences, thus making progress toward creating a genuinely civil society in which all peoples are welcomed and honored.
3. When our ideals fall short in daily practice, we will redouble our efforts to achieve a university community that reflects the pluralism of our society and of the world at large.
4. As a free marketplace of ideas, the University believes that spirited discussion of diversity in all its manifold aspects and an acknowledgment of the complexity of the issues will lead to positive change.

NOTE: Related UT Goals are in RED

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.		Stephanie Swain and Elizabeth Strand	Inclusion of topics in retreats & seminars. 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.	Introduce new college initiatives, using CVM International Day as a model.		India Lane, Stephanie Swain, and Jim Brace	Development of cultural education courses/seminars

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
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.		Michael Blackwell, Bob Holland, and Bob DeNovo	Number of applicants for designated internships.
Develop leadership opportunities for talented individuals from under-represented populations, including Native Americans, Hispanics, and others.	Provide development funds and mentoring for future leaders from under-represented populations.		Michael Blackwell, John New, Dave Edwards, Bob Holland, and Bob DeNovo	Securing funding and developing mentoring opportunities

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 recruitment activities under one office.	Designate a full-time appointment to oversee year-round diversity recruitment activities.		Michael Blackwell	Appointment of diversity recruitment coordinator.
Maintain regular contact with participants of existing summer program for African-American high school students by adding regular undergraduate activities to mentor and track student through pre-veterinary program.	Increase collaboration with College of Agricultural Sciences and Natural Resources existing summer programs.		Recruitment Coordinator	Number of interactions with participants
Increase summer opportunities for targeted high school and undergraduate students.	Seek funding for parallel 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.		Recruitment Coordinator	Securing funds and developing program
Develop recruitment materials to promote college to more diverse applicant pool.	Provide age-specific materials to feeder institutions and UT recruiters.		Recruitment Coordinator and Deborah Shepherd	Creation of promotional materials
Increase 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.		Jim Brace and Recruitment Coordinator	Numbers of MANNRS students participating

Collaborate with CASNR in STARS program (Students Training in Agriculture and Related Sciences).	Provide STARS coordinator with potential applicants from veterinary college minority summer program. Link activities of STARS and veterinary program during scheduled week in Knoxville		Recruitment Coordinator and Theresa Cooper (CASNR)	Numbers of students with veterinary interest identified to participate in STARS
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 UT Educational Advancement Program to identify talented high school students. Increase activities with Ron McNair program to identify undergraduates.		Jim Brace and Recruitment Coordinator	Increase in numbers of identified underrepresented applicants.
Increase participation in AAVMC-sponsored and other career fairs targeting underrepresented populations.	Develop visual and electronic materials to increase UTCVM presence at events.		Jim Brace and Recruitment Coordinator	Numbers of career fairs attended in targeted areas

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 in Knoxville's Five Points program or similar programs to promote public health issues related to animals. Collaborate with UT researchers in identifying projects with community outreach component that may meet requirements of certain funding sources.		Dennis Geiser Buddy Moore and Dennis Geiser	Creation of outreach program(s)
Develop service learning programs for DVM students to engage in public health and animal wellness experiences.	Increase opportunities for interactions that enlighten veterinary students, while raising awareness of veterinary medicine in communities.		Jim Brace, Dennis Geiser, Teresa Jennings, and John New	Inclusion of outreach initiatives in grant proposal(s)

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

Objectives	Strategy/Tactics	Date	Responsible Party	Benchmarks
Incorporate educational opportunities for veterinary students to increase their intercultural perspectives.	Develop additional opportunities and identify funding options for externships in other countries, including Africa, Thailand, and China for veterinary students.		Jim Brace and Robert Wang	Veterinary student participation in outreach activities
Emphasize the importance of cultural diversity in curriculum.	Use first-year clinical correlations and ethics course to continue emphasizing intercultural and diversity topics.		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.		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
Provide opportunities for graduate students to experience more cultural diversity.	Implement the International Multi-task Cooperative and Exchange Program proposal between UTCVM and China.		Robert Wang	Implementation of program
Improve experience of visiting students, while enhancing benefit to professional and graduate students.	Coordinate all visiting student opportunities within one office, providing more inclusive climate and sharing of perspectives.		Jim Brace and Buddy Moore	Identification of related programs and process
Increase diversity of potential graduate student pool.	<p>Develop collaborations with Ron McNair Programs with pro-active involvement.</p> <p>Develop collaborations with other UT, ORNL programs that identify underrepresented or first-generation college student pools.</p> <p>Pursue training grant for possible Integrative Graduate Education Research Traineeships in the Epidemiology of Plan and Zoonotic Diseases Center.</p>		Buddy Moore, Center's Faculty, and Debbie Hampstand	Numbers of McNair program participants; numbers of students from culturally diverse backgrounds
Increase pool of well trained researchers from under-represented populations.	Develop partnerships with industry/government to support training of post-doctoral researchers who are from under-represented populations.		Buddy Moore and Sharon Thompson	Identifying funding partnership(s); number of post-doctoral students from underrepresented populations