

Diversity Action Plan
School of Allied Health Sciences

GOAL: To provide ongoing diversity-related **communication and evaluation systems** for faculty, staff, and students in the School of Allied Health Sciences.

Behavioral Objectives	Initiation Date	Evaluation Schedule	Responsible Parties	Anticipated Cost (not including personnel)
To create a Diversity Liaison in the Dean's Office to serve as the contact person for diversity information: marketing, public relations, materials development, scholarships, web page, etc.	Fall, 2001	Ongoing	Task Force to coordinate with Liaison. Task Force to Discuss with Dean.	\$0
To develop diversity-related information on the SAHS web page including listings of scholarships, campus services, educational programs, etc.	Fall, 2001	Ongoing	Kit Roberson with support from the Task Force on Diversity	\$0
To develop and implement an evaluation tool for educational diversity programs provided to students, staff & faculty in the SAHS.	Fall, 2001	Ongoing	Task Force on Diversity will provide evaluation & analyze results after each educational program. Results disseminated in The Connect as appropriate.	\$0
To evaluate the SAHS Diversity Action Plan	Spring 2003	Fall, 2003	Task Force on Diversity & Faculty Council	\$0
To implement a school-wide standing Diversity Committee or incorporate Diversity as a charge within an existing committee.	Spring, 2002	Fall, 2003	Task Force on Diversity; Faculty Council; Chair of the Faculty Ad-Hoc Committee on Code Revision (to be done at the time of next SAHS School Code revision)	\$0
To disseminate The Connect newsletter quarterly to provide faculty and staff with information about diversity-related topics, resources, educational opportunities, funding sources and curriculum development.	Ongoing	Ongoing	Task Force on Diversity coordinates writing & printing. Dean's Office for copying & distribution	\$0

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GOAL: To provide ongoing diversity-related *educational opportunities and systems* for faculty, staff, and students in the School of Allied Health Sciences.

Behavioral Objectives	Initiation Date	Evaluation Schedule	Responsible Parties	Anticipated Cost (not including personnel)
To hold 2 Dialogues on Diversity per year to provide an open forum for staff, students, and/or faculty to discuss diversity-related issues.	Fall, 2001	Ongoing	Task Force on Diversity Dean's Office for support/coordination	\$0
To fund at least one faculty member per academic year to attend a national conference on diversity, culture, sensitivity, etc.	Fall, 2001	Ongoing	Task Force on Diversity solicits faculty members to travel. Dean's Office coordinates funding & travel	\$1000
To provide 2 school-sponsored educational programs per academic year	Fall, 2001	Ongoing	Task Force on Diversity to coordinate; Dean's Office for support/coordination	\$1000
To obtain & maintain items for an SAHS Diversity Library through purchase by the Health Sciences Library.	Fall, 2001	Ongoing	Task Force on Diversity to recommend purchases based on faculty, staff & student input.	\$0
To hold an annual Diversity Orientation program for new faculty, staff and students.	Fall, 2002	Yearly	Task Force on Diversity	\$200

GOAL: To provide ongoing diversity-related **marketing, recruiting, and retention programs** to attract and retain faculty, staff, and students to the School of Allied Health Sciences.

Behavioral Objectives	Initiation Date	Evaluation Schedule	Responsible Parties	Anticipated Cost (not including personnel)
To facilitate hiring of culturally diverse faculty & staff by providing education on appropriate and effective processes for recruitment and retention.	Spring, 2001	Ongoing	Task Force on Diversity to plan programs with input from faculty & staff	\$0
To recruit funds for scholarships to develop funding for culturally diverse students.	Spring, 2001	Ongoing	Task Force on Diversity to develop plans; Medical Foundation assistance.	\$0
To develop diversity-related information on the SAHS web page including scholarships, campus services, educational programs, etc.	Spring, 2001	Ongoing	Kit Roberson with support from the Task Force on Diversity	\$0
To develop mentoring programs to improve the recruiting and retention of faculty, staff, and students from diverse backgrounds.	Spring, 2002	Ongoing	Task Force on Diversity to develop plan; Faculty volunteers to implement	\$0
To enhance current SAHS marketing materials and dissemination plan to highlight the diversity of the school and the diversity/cultural resources available at ECU.	Spring, 2002	Ongoing	Task Force on Diversity to develop plan; Dean's Office for implementation; Volunteer faculty for review & editing.	\$1000
To develop an activity program with the ECU main campus to increase awareness of Allied Health Professions among diverse students already enrolled at ECU.	Fall, 2002	Ongoing	Task Force on Diversity to facilitate process with volunteer faculty implementing program.	\$0
To enhance participation in recruiting activities which focus on culturally diverse individuals.	Fall, 2003	Ongoing	Task Force on Diversity to facilitate process with volunteer faculty implementing program. Improve participation and visibility in AHEC sponsored/coordinated programs.	\$0
To develop an activity program with 2 Historically Black Colleges & Universities within NC to increase awareness of SAHS.	Fall, 2004	Ongoing	Task Force on Diversity to facilitate process with volunteer faculty.	\$500