

GROSSMAN SCHOOL OF BUSINESS

INCLUSIVE EXCELLENCE ACTION PLAN 2022-2027

The Grossman School of Business develops leaders of sustainable businesses that address complex economic, social, and environmental challenges in a dynamic global environment. We develop entrepreneurially thinking graduates who are professional and technically competent. Our faculty create impact through teaching, research, and scholarship.

The development of skills necessary for diverse contexts is at the very core of our mission. Along with UVM, we hold that diversity and academic excellence are inseparable.

The Grossman School of Business is accredited by the Association to Advance Collegiate Schools of Business (AACSB). This accreditation means that our school must meet the highest standards of excellence in teaching, research, curriculum, and learner success.

The AACSB holds member schools to rigorous standards related to diversity, equity, and inclusion (DEI). We have used these standards below to form the foundation of our Inclusive Excellence Action plan for the years ahead. More information about AACSB DEI standards can be found here: <https://www.aacsb.edu/educators/accreditation/business-accreditation/diversity/standards>.

The following Inclusive Excellence Action Plan outlines our broad goals for promoting diversity, equity, and inclusion within our unit, and provides key stakeholders, standards, and metrics to assess our progress.

OBJECTIVE: RECRUIT, RETAIN, AND SUPPORT FACULTY, STAFF, AND LEADERSHIP WHO CONTRIBUTE TO INCLUSIVE EXCELLENCE IN GSB

Goal	Responsible Group	Indicator of Success	Time Frame	AACSB Standard
Increase diverse representation in Board of Advisors membership	Dean and Board of Advisors	Launch of Board Associate program; change in demographics of board composition	Spring 2023 and ongoing	1.4 Societal Impact
Develop GSB-specific onboarding process for new	Associate Dean/ Assistant Dean	Onboarding process developed and utilized for all new hires; process to include UVM	Fall 2023	3.4 Faculty and Professional Staff Development

faculty and staff that is inclusive of diverse backgrounds		Cultural Resource Guide (https://www.uvm.edu/diversity/cultural-resource-guide)		
Investigate alternative resources to recruit diverse faculty and staff candidates	Associate Dean	Alternative resources identified and included in faculty and staff search plans Increased diversity in applicant pools	Fall 2023	1.4 Societal Impact; 2.3 Financial Resources
Increase faculty/staff participation in DEI-related trainings, conferences, and professional development events	Associate Dean and Assistant Dean	Increase in overall percentage of faculty/staff participating in DEI events year over year noted in yearly evaluations. Baseline established in Spring 2023 evaluation process.	Spring 2024	3.4 Faculty and Professional Staff Development
Incorporate sessions on teaching to diverse learners and Universal Design in the GSB Teaching Café	Faculty organizers	DEI-related GSB Teaching Café sessions offered each year	Fall 2023 and ongoing	7.2 Support for Teaching Effectiveness

OBJECTIVE: INCORPORATE CORE PRINCIPLES OF DIVERSITY, EQUITY, AND INCLUSION INTO ACADEMIC LIFE IN GSB

Goal	Responsible Group	Indicator of Success	Time Frame	AACSB Standard
Document DEI content/activities in GSB courses through Digital Measures	Associate Dean, faculty	Creation of new field in Digital Measures to capture DEI-related course content/activities. 100% reporting of this field	Fall 2023 for field creation; Spring 2024 and ongoing for reporting	4.1 Curriculum Content; 7.3 Faculty Preparedness
Evaluate GSB courses for applicability to new Catamount Core requirements, particularly in the Common Ground Values areas of	Undergrad Studies Committee	Evaluation results and submission of GSB courses to Catamount Core approval process	Fall 2023	4.1 Curriculum Content

Diversity, Sustainability, and Global Citizenship				
Increase DEI-related content in GSB courses using relevant case studies, publications, and speakers	Associate Dean	Based on outcomes of the documentation goal above, increase in DEI-content being reported after Fall 2024	Fall 2024	4.1 Curriculum Content, 7.3 Faculty Preparedness
Spotlight faculty DEI research in Dean's Report and Faculty Research report	Communication Professional	DEI-related research included as separate category in future reporting, including faculty research with an inclusive cohort of collaborators	Spring 2023 and ongoing	1.4 Societal Impact; 7.2 Support for Teaching Effectiveness
Incorporate cultural sensitivity dimensions into GSB Communication course and incorporate cultural sensitivity into presentation rubrics.	Faculty	Changed rubrics and upper-level presentations reflect cultural sensitivity.	Fall 2023 and ongoing	4.1 Curriculum Content,

OBJECTIVE: ENSURE INCLUSIVE EXCELLENCE IN STUDENT ENROLLMENT, EXPERIENCE, AND OUTCOMES

Goal	Responsible Group	Indicator of Success	Time Frame	AACSB Standard
Create DEI badge in our micro credentialing platform PEAKS (Professional Engagement and Knowledge Systems)	PEAKS Coordinator	Badge creation; optional badge for 2023-24; move toward required badge for 2024-25	Creation by Fall 2023, assess student participation in Summer 2024, adjustments for required badge by Fall 2024	4.1 Curriculum Content; 4.3 Innovation, Experiential Learning, Lifelong Learning, and Societal Impact; 6.2 Post-Graduation Success

Increase undergraduate student enrollment from underrepresented populations	Division of Enrollment Management	Meet Division of Enrollment Management enrollment targets and goals in each academic year	Fall 2023 and onward	6.1 Admissions, Progression, Degree Completion, and Career Development Support
Review and refine graduate recruitment practices	Graduate Program Director	Documentation of graduate recruitment policy	Fall 2023	6.1 Admissions, Progression, Degree Completion, and Career Development Support
Assess internship participation and post-graduation career outcomes for BIPOC and other underrepresented students for last 5 years	CSS Career Advisor	Internship assessment complete end of Fall 2023. Post-graduation career outcomes assessment complete end of Spring 2024. Data will inform new goals related to career development and mentorship for underrepresented students	Fall 2023; Spring 2024	6.1 Admissions, Progression, Degree Completion, and Career Development Support; 6.2 Post-Graduation Success
Increase participation in case competitions among underrepresented students	Experiential Program Director	Team sent to John Lewis Case Competition; inclusive team composition of other case competition teams	Spring 2023 and ongoing	4.3 Innovation, Experiential Learning, Lifelong Learning
Engage more speakers from underrepresented groups	CSS Career Advisor	Increased numbers of speakers from underrepresented backgrounds; Increased number of speakers talking about diversity, equity and inclusiveness topics	Fall 2023 and ongoing	4.3 Innovation, Experiential Learning, Lifelong Learning, and Societal Impact

OBJECTIVE: FOSTER A DIVERSE AND INCLUSIVE COMMUNITY IN MISSION & ENVIRONMENT

Goal	Responsible Group	Indicator of Success	Time Frame	AACSB Standard
Create a GSB Inclusive Excellence Award for faculty, staff, or alumni	Dean, Associate Dean	Creation of award and parameters;	Fall 2023	1.4 Societal Impact; 2.3 Financial Resources

Incorporate explicit inclusion of DEI tenets in the GSB mission statement	Dean, Associate Dean	Mission statement updated	Summer 2023	1.4 Societal Impact
Convene and maintain internal GSB Inclusive Excellence committee on a quarterly basis	Associate Dean	Regular meetings of committee; inclusive representation among committee members	Fall 2023 and ongoing	3.4 Faculty and Professional Staff Development
Build relationships and partnerships with inclusive organizations	CSS Career Advisor	Participation in Consortium; BIPOC professional network relationship formed	Fall 2023 and ongoing	1.4 Societal Impact

APPENDIX

The Grossman School of Business is committed to inclusive excellence, and we wish to highlight some of the current DEI work of our unit in this space. This list is not exhaustive, as we know that our faculty, staff, and students are engaging in this work all year long, often without public recognition. We will seek to build on the success of the measures and initiatives below as we work to achieve the goals that are set forth for future semesters in this plan.

- First- and second-year GSB undergraduate students are advised by a professional advisor in our Center for Student Success. Professional advisors provide holistic guidance not only about academics, but also about the college transition process, supportive campus resources like tutoring or counseling, and other individual advising as needed. Special advising attention is paid to first-generation students, international students, and students from underrepresented backgrounds. Various advising checkpoints in the first two years are designed to maximize advising contact and improve the retention rate of our undergraduate students.
- GSB supports the student-led diversity and inclusion initiatives through the Grossman School of Business Student Advisory Council (GSAC), the Diversity in Business Club, the Women in Business Club, and other student organizations. One notable yearly event is the GSAC Professional Clothing Sales Event, in which community donations of gently used business and professional clothing are sold to students at low-cost. The event increases access to quality but inexpensive professional apparel for our students, with proceeds supporting other initiatives like the Peer Mentorship Program.

- GSB undergraduate students are required to take three professional development courses—BUS 1102, 2102, and 3102. Included in each course is a unit on diversity, equity, and inclusion. Our microcredentialing system, PEAKS (Professional Engagement and Knowledge System), is introduced through these professional development courses. We are excited to develop a full DEI badge in PEAKS as part of our goals above.
- Beginning in Fall 2022, Champlain Investments committed \$40,000 annually for the next 5 years for scholarship to rising GSB sophomores, juniors, and seniors from the following groups: BIPOC, women/non-binary, LGBTQ+, veterans, students with disabilities, and Vermonters with low socio-economic status. The scholarships also provide engagement opportunities with Champlain Investments in the form of mentorships, potential internships, and other events throughout the semester.
- Each year during the Honors Day ceremony, GSB awards the GSB Award for Student Achievement to a junior and senior student of color in recognition of their contributions to the GSB community. Awardees are additionally celebrated at a ceremony at the UVM Mosaic Center for Students of Color.
- SI-MBA practicums address DEI activities.
- The Women in Business Advisory Panel, a group of GSB alums who talk about gender issues in the workplace and contribute to GSB curriculum discussion, met in November 2022 and will meet again in March 2023.