

Office of the Provost Inclusive Excellence Action Plan
January 8, 2020

PILLAR ONE: ACADEMIC

One-Year Goals

- **Faculty Development:** Support programming and professional development for faculty people of color. Annually. *APFA*
- **Curriculum:** Strengthen the diversity and inclusion-related learning outcomes as part of the General Education Alignment Taskforce work. May 2020. *APAA*
- **Curriculum:** Submit HHMI pre-proposal: Inclusive teaching practices. January 2020. *APFA*
- **Student Enrollment:** Submit NSF funding proposal to support HBCU partnership. May 2020. *APFA*
- **Student Enrollment:** Visit to Columbian High Schools to develop a pipeline of international students to UVM. December 2020. *APAA/Admissions Director*
- **Student Enrollment:** Submit HHMI pre-proposal: Diversity Cohort Pathway Program. March 2020. *APFA*
- **Student Experience:** Revise policies to provide clarity on religious holidays/worship and attendance, exams, and final exams; provide guidance to faculty members on how to accommodate students. *APAA/AP*

Three-Year Goals

- **Student Enrollment:** Create diversity cohort academic pathways program. September 2021. *P/APFA*
- **Student Enrollment:** conduct HBCU exchange visit and create faculty partnerships enrollment. September 2022. *P/APFA*

PILLAR TWO: COMMUNITY

One-Year Goals

- **Programming:** Sponsor programming that advances and celebrates diversity and inclusive excellence. Deadline: Annually. Deadline Annually. *P/APFA/APAA*
- **Benchmarks:** Establish benchmarks/index by which we'll measure diverse representation for faculty and students. August 2020. *APFA/APAA*

Three-Year Goals

- **Student Enrollment:** Increase diverse representation of students relative to the identified benchmarks. September 2023. *P/APFA/APAA*
- **Faculty Appointments:** Increase diverse representation of faculty relative to the identified benchmarks. September 2023. *P/APFA/APAA*

PILLAR THREE: ENVIRONMENT

One-Year Goals

- **Accessibility - Physical:** ensure the accessibility of the new Provost's Office suite in Room 304 Waterman. Deadline: September 2019. *AP*

- **Accessibility – Website:** Transition the Provost’s website to Drupal. Deadline: December 2019. *AP*
- **Accessibility – Documents:** Partner with CDCI to create accessible agenda templates. May 2020. *AP*
- **Accessibility – Documents:** Conduct an accessible documents training within the Provost’s Office. August 2020. *AP/APAA*

Three-Year Goals

- **Accessibility – Website:** Convert site documents to more accessible formats. May 2021. *AP/APFA/APAA*

PILLAR FOUR: OPERATIONS

One-Year Goals

- **Annual Evaluation Criteria:** Ensure that the Provost’s direct reports understand the inclusive criteria that will be included in their performance reviews. December 2019. *P*
- **Comprehensive Document Review:** Identify documents for review and develop criteria for comprehensive inclusive and accessible document review. August 2020. *AP/APFA/APAA*

Three-Year Goals

- **Comprehensive Document Review:** Conduct comprehensive inclusive and accessible document review of process documents issued to campus by the Provost’s Office. May 2022. *AP/APFA/APAA*

P = Provost

AP = Assistant Provost

APAA = Assistant Provost for Academic Affairs

APFA = Assistant Provost for Faculty Affairs