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
- **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*