Committee on Inclusive Excellence

END OF YEAR REPORT
AY: 17-18
The primary functions and responsibilities of the Committee on Inclusive Excellence (CIE) include promotion and integration of the tenets in Our Common Ground throughout the culture, operations, and functions of the CNHS. The Committee will create, advise and recommend priorities for strategic diversity engagement at all levels and in all areas of the CNHS, track emerging diversity issues at the CNHS as well as review, update, monitor, and endorse major documents and initiatives through a diversity lens (e.g., the strategic diversity plan). The CIE will meet with the CNHS Dean each semester to discuss strategic diversity engagement and make an annual presentation/report to the Dean and faculty about the CIE’s progress on advancing strategic institutional diversity goals. Lastly, the CIE shall provide opportunities for members of the CNHS community to share their thoughts, concerns, and ideas regarding diversity and inclusion at the University of Vermont.
COMMITTEE MEMBERS

Vanessa D. Santos Eugenio, committee chair and academic advisor, Office of Student Services

Erica Caloiero, assistant dean for student affairs, College of Nursing and Health Sciences

Mary Alice Favro, clinical associate professor, Department of Communication Sciences and Disorders

Dr. Nancy Gauvin, clinical assistant professor, Department of Communication Sciences and Disorders

Jamie Gay, medical laboratory specialist, Department of Medical Laboratory and Radiation Sciences

Alicia Gusan, Nursing '18

Dr. Brenda Hamel-Bissell, professor, Department of Nursing

Alan Maynard, clinical associate professor, Department of Rehabilitation and Movement Science

Naydeline Mejia, Communication Sciences and Disorders '20

Koela Ray, lecturer, Department of Medical Laboratory and Radiation Sciences

Mischka Rizzo, program support generalist, Department of Nursing

Dr. Jeremy Sibold, associate dean, College of Nursing and Health Sciences

Madeleine Sucuzhanay, Medical Laboratory Science '21
Achievements & Progress

Creation of the Inclusive Excellence Professional Development Series *

- Myth-Busting About Accommodations in Nursing and Health Sciences Education (12/1)
- CNHS Spring Kickoff Meeting and Half-Day Workshop on Disability Accommodation in the Clinical Setting (1/9)
- Common Challenges in Supporting Accommodations in CNHS (2/9)
- Beginning the Conversation: American Indian Students in Higher Education (3/27)

https://www.uvm.edu/cnhs/inclusive-excellence-professional-development-series

*exceeds initial proposal of 1 faculty event and semesterly brown bag lunch.
Inclusive Excellence Professional Development Series Feedback

• Overall, positive feedback of the all sessions offered.

• Attendees shared they would implement changes in their professional and personal lives as a result of what they learned in the sessions.

• The majority of participants stated a preference for ½ day sessions and 1 hour brown bag lunches versus full day sessions.

• Expressed interest in future topics such as: white privilege/fragility, challenging unintentional bias, race and ethnicity, supporting and retaining diverse faculty and students, Universal Design for Learning workshops, how to create a D1/D2 course.
Achievements & Progress

Comprehensive Document Review

• Reviewed university, CNHS, and CNHS department policies and documents for inclusivity, diversity, and inter-professionalism.

  • **Findings:** No specific language addressing these concepts in the following: United Academics Contract and criteria for annual review, reappointment, promotion, tenure; CNHS criteria for annual review and RPT; Department Faculty Handbooks; Student Evaluations of Courses and Clinical; and Student Evaluation of Advising.

  • **Action:** Input given to United Academics new contract negotiations and CNHS RPT Committee to revise documents and criteria to include inclusivity, diversity, inter-professionalism. Our college has voted to alter the RPT documentation in Spring 2018 with the suggested changes from the Committee on Inclusive Excellence.

  • **Action:** Nursing has updated their Mission, Philosophy, and Program Outcomes to include inclusivity, diversity, and inter-professionalism.
American Disabilities Act (ADA) Physical Assessment of Rowell and Pomeroy Buildings completed

- 10 Physical Therapy Students performed a physical assessment in both buildings with Barbara Tschoepe and Nancy Gell’s supervision.

- **Findings: June 13th** Final report concluded recommendations for immediate and long term modifications to both Pomeroy and Rowell building to ensure accessibility (Final report attached). Physical Therapy students created a modified assessment documented created to be used as a potential model across campus. Collaborations with Committee on Disability and Inclusion (CDI) and central campus are now established.
Achievements & Progress

• Universal Design for Learning (UDL) principles in curriculum assessment completed
  • Findings: No courses formally incorporate UDL. Faculty would like training on this topic.
  • Action: Workshop series will be offered next academic year as part of professional
development opportunity in collaboration with Center for Teaching & Learning (CTL)
Achievements & Progress

Development of the CIE website

- Posted Inclusive Excellence Plan (1 & 3 year) Initiatives
- [https://www.uvm.edu/cnhs/committee-inclusive-excellence](https://www.uvm.edu/cnhs/committee-inclusive-excellence)

Established an Equity, Diversity, & Inclusion (EDI) collaboration partnership with Larner College of Medicine, UVM, & UVM Medical Center

- Meets quarterly, created SharePoint site, will lead to more collaboration and shared programming

Compiled initial list of campus offerings focused on inclusive excellence; events, retreats, etc.
Achievements & Progress

- **D1 & D2 Course Inventory** of the college offerings completed.

- **Findings:** No courses offered at the D1 level, only D2’s for undergraduate and graduate level students.

  - **Athletic Training (AT) & Exercise Sciences (EXSC):** RMS 188 (D2): Organization Leadership
  
  - **Nursing & Health Sciences (NH):** NH 202 (D2) Social Justice and Health
  
  - **Communication Sciences & Disorders (CSD):** CSD 274 (D2) Culture of Disability, CSD 287 (D2): Mindfulness & Helping Skills
  
  - **Health (HLTH):** HLTH 060 (D2) LGBTQ Health Disparities, HLTH 103 (D2) Introduction to Global Health, HLTH 104 (D2): Cultural Health Care, HLTH 106 (D2) Bali: Consciousness Culture and Community, HLTH 145 (D2) Women’s Health & Spirituality, HLTH 155 (D1) Health Care Disparities, HLTH 211: D2 Sustainable Development in Public Health
  
- Vast majority of students are taking D1 & D2 courses outside of the college.
PLANNING FOR NEXT YEAR

• Inclusive Excellence Professional Development Series focused on Race/Ethnicity, Seeing & Disrupting Racism, White Privilege

• Develop tracking method for professional development series

• Universal Design for Learning (UDL) workshop Series for faculty (moved from year 1 goals)

• Identifying facilitators and training dates for Organizational Self Assessment for each unit

• Work with faculty to create/re-evaluate courses for D1/D2 offerings

• Continue comprehensive document review and recommending changes

• Participate in CNHS Director of Diversity and Inclusion (DDI) search

• Create a web form for feedback to be monitored by the Director of Diversity & Inclusion

• Post meeting minutes on the CIE website

• Pathway Proposal:
  • Biomedical & Health Sciences articulation agreement finalization