

HCOL Inclusive Excellence Action Plan Tracking Spreadsheet - ONE YEAR GOALS

PILLAR ONE: ACADEMICS

Activity/Area	Description	Deadline
Curriculum Development	Completely implement sophomore seminar (HCOL 185/186) proposal and vetting initiative.	By end of AY 2017-18
Advising	Develop an action plan explicitly integrating the Framework into our advising/care-team policies and practices.	By end of AY 2017-18

PILLAR TWO: COMMUNITY

Activity/Area	Description	Deadline
Professional Development	Funding all Honors College staff to attend Blackboard Jungle, .EDU, or other professional development training at UVM focused on inclusive excellence.	Annually
Student Recruitment	In partnership with Admissions, develop recruiting strategy for HCOL students in line with the Framework	Ongoing
Peer Mentors	Develop diversity training for Peer Mentors	By end of calendar year 2018

PILLAR THREE: ENVIRONMENT

Activity/Area	Description	Deadline
ADA Assessment	The Honors College would work in partnership with UVM Facilities and Residential Life to evaluate space in its classrooms, offices, and advising spaces.	By end of calendar year 2018
Website Audit	Conduct an audit of our website to make sure that it is compatible with screen readers and other tools that ensure our web content is accessible to people of all abilities	By end of calendar year 2018

PILLAR FOUR: OPERATIONS

Activity/Area	Description	Deadline
Course and Advising Evaluations	Revise course and advising evaluation questions to help us better understand if our classes and our advising practices are enabling and empowering students to have a better understanding of and appreciation for issues related to diversity, multiculturalism, and inclusion.	By end of AY 2017-18
Evaluate programmatic initiatives	Evaluate programmatic and financial needs of our students, faculty, and staff to identify initiatives in accordance with the Pillars of Inclusive Excellence.	By end of calendar year 2018

Honors College Inclusive Excellence Action Plan Tracking Spreadsheet - THREE YEAR GOALS

PILLAR ONE: ACADEMICS

Pillar 1: Academics

Activity/Area	Description	Key Resources	Deadline
Curriculum Development	The Honors College aspires to have 40% of its first year and sophomore courses address issues related to diversity, and also carry a D1/D2 designation	Faculty made available by home units	December, 2020
Advising	Implement action plan explicitly integrating the Framework into our advising/care-team policies and practices.	Maintain advising staffing levels and promote professional development and training at the university.	End of May 2020

Pillar 2: Community

Activity/Area	Description	Key Resources	Deadline
Professional Development	Funding all Honors College staff to attend Blackboard Jungle, .EDU, or other professional development training at UVM focused on inclusive excellence.	Professional Development Funds; UVM's Office of Human Resources, Diversity, and Multicultural Affairs.	Ongoing
Student Recruitment	Implement Admissions recruiting strategy for HCOL students in line with the Framework	Dean's funds for Admissions travel.	End of May 2020
Peer Mentors	Implement trainings that enable Honors College Peer Mentors to integrate the Framework into their work with first year students	Honors College staff, with support from the Offices of Diversity, Engagement, and Professional Development.	Summer 2020

PILLAR THREE: ENVIRONMENT

Activity/Area	Description	Key Resources	Deadline
ADA Assessment	Implement ADA physical space assessment	The Honors College would work in partnership with UVM Facilities and Residential Life to evaluate space in its classrooms, offices, and advising spaces.	by end of May 2020
Website Audit	Implement website changes to make sure that it is compatible with screen readers and other tools that ensure our web content is accessible to people of all abilities	The Honors College would work in partnership with Student Accessibility Services, the Center for Teaching and Learning, as well as central communication partners to ensure digital content is accessible to all.	by end of May 2020

PILLAR FOUR: OPERATIONS

Activity/Area	Description	Key Resources	Deadline
Course and Advising Evaluations	Implement evaluation protocol and build data to understand if our classes and our advising practices are enabling and empowering students to have a better understanding of and appreciation for issues related to diversity, multiculturalism, and inclusion.	OIR	December, 2020
Evaluate programmatic initiatives	Evaluate programmatic and financial needs of our students, faculty, and staff to identify initiatives in accordance with the Pillars of Inclusive Excellence. Commit 5% of annual operating budget to diversity and inclusion initiatives.	The Honors College would work with UVM's Office of Human Resource Services regarding staff evaluations related to pillars of inclusive excellence. The Honors College leadership would also commit to ensuring five percent of its annual budget goes to support programming, professional development, or other initiatives related to inclusive excellence.	December, 2020