

School of Education Inclusion Plan

Objective #1

Expand Pathways and Educational Pipelines for Access and Student Success

UVU integrates educational opportunities appropriate to both community colleges and universities.

University Inclusion Plan					School of Education Inclusion Plan	
GOAL	STRATEGIC ACTIONS	PRIMARY STEWARD(S)	PROPOSED PARTNER(S)	ANTICIPATED COMPLETION	SOE ACTION PLAN	SOE STEWARD
GOAL #1 Increase the academic success of and support for historically underserved students and students with varying levels of academic preparation toward the successful completion of a certificate/degree.	1.1.7 Develop a plan to increase flexible delivery course options (including traditional, hybrid, and online) in each school/college.	Associate Provost of Academic Administration, Academic Deans	Senior Director of the Office of Teaching and Learning (OTL), President of Faculty Senate, College Inclusion Committees	2020-2024	Develop a plan to increase flexible delivery course options (including traditional, hybrid, and online) in each department.	Flexible Learning Committee
	1.1.12 Assess potential opportunities for first-generation or historically underserved students to better inform explicit pathways, expand cohort enrollments, and increase a targeted number of pre-set first-year student tracks.	Associate Provost for Academic Programs, Academic Deans	Director of First-Year Experience Student Retention (FYESR), Director of First-Year Advising Center (FAC), Director of Prospective Student Services (PSS), Director of the Women's Success Center (WSC), Director of Admissions, Director of the Veteran Student Success Center, Co-Chairs of the Student Success & Completion (SSC) Committee	Jul-21	Engage in targeted recruitment for first-generation or historically underserved students including offering additional support via programs such as Latino Educators of Tomorrow	SOE Marketing, Deans & Dept Chairs, LET Director
	1.1.17 Increase the representation of our student diversity in internships to better reflect the changing demographics.	Director of Internship Services	Director of the Career Development Center (CDC), Associate Provost of Engaged Learning, College Inclusion Committees, Academic Deans		Dec-2020	Increase marketing to diverse communities Explore paid opportunities for clinical experiences Ensure opportunities for internships are better communicated to diverse groups of students
GOAL #2 Expand professional development opportunities among faculty and staff to enhance their knowledge, skill, and	1.2.1 Increase staff participation by 20% in professional development opportunities that are focused on advancing inclusion, diversity, and equity.	President of the Professional Association of Campus Employees (PACE)	College Inclusion Committees	Jul-2024	Create incentives and time for staff to be involved in professional development specifically around inclusion, diversity, and equity Identify and make available additional opportunities for trainings around inclusion, diversity, and equity	Deans & Dept Chairs

Objective #2

Enhance Academic Engagement and Intercultural Development

UVU provides accessible, equitable, and culturally diverse learning experiences and resources for students of all backgrounds, including those historically underrepresented in higher education.

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GOAL	STRATEGIC ACTIONS	PRIMARY STEWARD(S)	PROPOSED PARTNER(S)	ANTICIPATED COMPLETION	SOE ACTION PLAN	SOE STEWARD	
GOAL #2 (Faculty) – Assist colleges and departments in incorporating inclusion and diversity practices by providing them with strategies, resources, and education.	2.2.1 Integrate inclusion and diversity goals into annual faculty reviews across each college and department.	Associate Provost of Academic Administration, Academic Deans and Department Chairs, President of Faculty Senate	Provost of Academic Affairs, College Inclusion Committees	Sep-2021	Incorporate inclusion activities into RTP criteria and increase reflection and goal-setting on inclusion for annual reviews	Dept Chairs	
	2.2.2 Provide faculty with resources and educational workshops to incorporate a wider range of pedagogical strategies and inclusive classroom practices to facilitate the curriculum.	Senior Director of the Office of Teaching and Learning (OTL), Director of Global/Intercultural Academic Programming	Associate Provost of Engaged Learning, Academic Deans		2020–2024	Develop opportunities for faculty to share their expertise with the wider university community and within the SOE Continue to support and encourage faculty to engage in workshops to diversify their pedagogical strategies and inclusive classroom practices	Deans & Dept Chairs
	2.2.3 Incorporate principles of equity into the Student Collaborators on Teaching (SCOT) voluntary observation program focusing on pedagogy.	Senior Director of the Office of Teaching and Learning (OTL)	Associate Provost of Academic Programs, Academic Deans, Student Collaborators on Teaching (SCOT)		July 2021, ongoing	Educate faculty about Student Collaborators on Teaching (SCOT) program Encourage faculty to engage in or assist with training in the SCOT program	Deans & Dept Chairs
	2.2.4 Increase the total number of faculty who have completed the global and intercultural (GI) workshop series by 15% each year.	Director of Global/Intercultural Academic Programming	Senior Director of the Office of Teaching and Learning (OTL), Academic Deans and Department Chairs, Associate Provost of Engaged Learning		2020–2024	Track and monitor the number/percentage of faculty who have currently completed the Global & Intercultural (GI) series Encourage additional faculty to complete the GI workshop series through the annual faculty review process and celebrate those successes	Deans & Dept Chairs
	2.2.5 Develop an action plan to operationalize and align the College Inclusion committees with the university's strategic action plan for inclusion.	Chief Inclusion & Diversity Officer (CIDO), Academic Deans and Department Chairs	Provost of Academic Affairs, College Inclusion Committees		Jul-2020	Review University inclusion plan on regular basis and adjust SOE inclusion plan as needed Follow executive inclusion committee guidelines for data gathering and reporting for the university inclusion plan	SOE Inclusion Committee Deans
	2.2.6 Increase the number of faculty with expertise in inclusion, diversity, and equity in the development, delivery, and participation in Foundations of Inclusion (FOI) Workshop Series by 10% each year.	Chief Inclusion & Diversity Officer (CIDO), Chairs of each workshop for the Foundations of Inclusion	Academic Deans, College Inclusion Committees		2020–2024	Consider individuals with this expertise in inclusion, diversity, and equity during all hiring processes Work with FOI to broaden topics in which SOE faculty could provide expertise and insight Encourage those with expertise in the areas of inclusion, diversity, & equity to become more involved through faculty annual review process	Deans & Dept Chairs
	2.2.7 Integrate gender identity and expression, LGBTQ+, and intersectional identity-related education into faculty programs, trainings, and workshops.	Co-Chairs of LGBTQ+ Task Force	President of Faculty Senate, Senior Director of the Office of Teaching and Learning (OTL), Director of Human Resources, College Inclusion Committees, Academic Deans		Apr-21	Integrate gender identity and expression, LGBTQ+, and intersectional identity-related education into faculty programs, trainings, and workshops. Coordinate with the Co-Chairs of LGBTQ+ Task Force to ensure training and workshops are available regarding gender identity and expression, LGBTQ+, and intersectional identity-related education Continue to encourage Safe Space learning for staff & faculty professional development	Deans & Dept Chairs
	GOAL #3 (Staff) – Increase the staff's intercultural competencies through enhanced programming and learning opportunities.	2.3.1 Incorporate inclusion and diversity goals into strategic plans and annual performance reviews across departments and divisions.	Associate VP of Human Resources (HR), College Inclusion Committees	Academic Deans and Department Chairs, Department of Institutional Effectiveness, Planning, and Accreditation (IEPA)		2022	Incorporate inclusion and diversity goals into strategic plans and annual performance reviews across departments Ensure administrators include this in staff reviews
	2.3.2 Increase the amount of staff participation in the Foundations of Inclusion (FOI) Workshop Series by 10% each year.	Chief Inclusion & Diversity Officer (CIDO), Chairs of each workshop for the Foundations of Inclusion	Academic Deans, College Inclusion Committees		2020–2024	Create incentives and time for staff to be involved in professional development specifically around inclusion, diversity, and equity Encourage staff to complete FOI workshops through the annual staff review process	Deans & Dept Chairs

Objective #3

Support a Campus Environment for an Increased Sense of Belonging
 UVU fosters an inviting, safe, and supportive environment in which students, faculty, and staff can succeed.

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GOAL	STRATEGIC ACTIONS	PRIMARY STEWARD(S)	PROPOSED PARTNER(S)	ANTICIPATED COMPLETION	SOE ACTION PLAN	SOE STEWARD
GOAL #2 Strategically recruit, retain, develop, and advance underrepresented faculty, staff, and executives/administrators at all levels of the university to enrich university life.	3.2.1 Design and implement a new campus-wide approach to effective hiring practices and search principles with particular attention to inclusive language in job descriptions, marketing, compositional representation on hiring committees, application evaluations, and other related items distilled in the Search Advocacy Program.	Associate VP of Human Resources (HR), Chair of the Search Advocacy Committee	University President, University Provost, Academic Deans	Dec-2020	Increase the number of individuals trained in the Search Advocacy Program within SOE	Deans & Dept Chairs SOEL Team
	3.2.2 Diversify faculty hiring through a structured plan and process.	Academic Deans and Department Chairs	Associate Provost of Academic Administration, College Inclusion Committees, Associate VP of Human Resources (HR)	March 2021	Request a Search Advocate for all hiring searches within the SOE Create a structured plan & process for diversifying faculty hiring	
	3.2.4 Expand faculty peer-mentorship programs, particularly first-generation faculty, to include topics such as publishing, innovative teaching, inclusive scholarship, difficult conversations, conference presentations, negotiating in academia, and navigating UVU culture and climate.	Academic Deans, Department Chairs, Associate Provost of Academic Administration, President of Faculty Senate	Senior Director of the Office of Teaching and Learning (OTL)	Check-in September 2020	Ensure that all new faculty are assigned mentors in a strategic way Create mentor guidelines for all faculty mentors including training.	Deans & Dept Chairs RTP committee

Objective #4

Sustain Assessment, Accountability, and Institutional Commitments
 UVU commits to creating and maintaining a supportive infrastructure for inclusion.

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GOAL #1 Enhance a culture of assessment and accountability for inclusivity at every level of the university	4.1.1 Create a transparent and integrated dashboard for deans and department chairs to inform decision-making processes on inclusion, diversity, and equity-related assessments and timeframes.	Director of Institutional Research (IR)	College Inclusion Committees	Jun-2020	Ensure deans and department chairs are trained to utilize the dashboard Make sure faculty and staff are aware of this tool and share data at yearly faculty retreat Engage faculty in analyzing the data to better inform decision-making process	Deans & Dept Chairs
	4.1.2 Develop an individualized action plan on inclusion, equity, and diversity with each dean's administrative team to address specific academic climate priorities in their academic unit(s).	Academic Deans, Colleges' Inclusion Committees	Associate VP of Student Success & Retention (SSR) Division	Jul-2020	Increase participation in inclusion activities outside of SOE such as university-wide inclusion and diversity events, seminars, and lectures Create an action plan about diversifying our student body	Dean SOEL Team Student Inclusion Committee Representatives Deans and Dept Chairs

Updated: January 2021