

# **GROSSMAN SCHOOL OF BUSINESS**

## **INCLUSIVE EXCELLENCE ACTION PLAN 2022-2027**

The Grossman School of Business develops leaders of sustainable businesses that address complex economic, social, and environmental challenges in a dynamic global environment. We develop entrepreneurially thinking graduates who are professional and technically competent. Our faculty create impact through teaching, research, and scholarship.

faculty and staff that is inclusive of diverse backgrounds		Cultural Resource Guide ( <a href="https://www.uvm.edu/diversity/cultural-resource-guide">https://www.uvm.edu/diversity/cultural-resource-guide</a> )		
Investigate alternative resources to recruit diverse faculty and staff candidates	Associate Dean	Alternative resources identified and included in faculty and staff search plans Increased diversity in applicant pools	Fall 2023	1.4 Societal Impact; 2.3 Financial Resources
Increase faculty/staff participation in DEI-related trainings, conferences, and professional development events	Associate Dean and Assistant Dean	Increase in overall percentage of faculty/staff participating in DEI events year over year noted in yearly evaluations. Baseline established in Spring 2023 evaluation process.	Spring 2024	3.4 Faculty and Professional Staff Development
Incorporate sessions on teaching to diverse learners and Universal Design in the GSB Teaching Café	Faculty organizers	DEI-related GSB Teaching Café sessions offered each year	Fall 2023 and ongoing	7.2 Support for Teaching Effectiveness

**OBJECTIVE: INCORPORATE CORE PRINCIPLES OF DIVERSITY, EQUITY, AND INCLUSION INTO ACADEMIC LIFE IN GSB**

<b>Goal</b>	<b>Responsible Group</b>	<b>Indicator of Success</b>	<b>Time Frame</b>	<b>AACSB Standard</b>
Document DEI content/activities in GSB courses through Digital Measures	Associate Dean, faculty	Creation of new field in Digital Measures to capture DEI-related course content/activities. 100% reporting of this field	Fall 2023 for field creation; Spring 2024 and ongoing for reporting	4.1 Curriculum Content; 7.3 Faculty Preparedness
Evaluate GSB courses for applicability to new Catamount Core requirements, particularly in the Common Ground Values areas of	Undergrad Studies Committee	Evaluation results and submission of GSB courses to Catamount Core approval process	Fall 2023	4.1 Curriculum Content



Increase undergraduate student enrollment from underrepresented populations	Division of Enrollment Management	Meet Division of Enrollment Management enrollment targets and goals in each academic year	Fall 2023 and onward	6.1 Admissions, Progression, Degree Completion, and Career Development Support
Review and refine graduate recruitment practices	Graduate Program Director	Documentation of graduate recruitment policy	Fall 2023	6.1 Admissions, Progression, Degree Completion, and Career Development Support

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GSB undergraduate students are required to take three professional development courses—BUS 1102, 2102, and 3102. Included in each course is a unit on diversity, equity, and inclusion. Our microcredentialing system, PEAKS (Professional Engagement and Knowledge System), is introduced through these professional development courses. We are excited to develop a full DEI badge in PEAKS as part of our goals above.

Beginning in Fall 2022, Champlain Investments committed \$40,000 annually for the next 5 years for scholarship to rising GSB sophomores, juniors, and seniors from the following groups: BIPOC, women/non-binary, LGBTQ+, veterans, students with disabilities, and Vermonters with low socio--