The University of Vermont

UVM PROFESSIONAL AND CONTINUING EDUCATION (PACE)
INCLUSIVE EXCELLENCE ACTION PLAN 2023-2027

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OUR MISSION at PACE is to… Provide accessible, high-quality educational experiences for lifelong success.
OUR VISION at PACE is to… Empower people to solve the world's challenges with curiosity and knowledge.

PACE Strategic plan 2023-2025

PACE Inclusive Excellence Team Members

- Jill Irvine, Chief Professional and Continuing Education Officer
- University Diversity Council Representatives:
  - Jess Akey
  - Maggie Lambert
  - Alex Messinger
- Inclusive Excellence working group
  - Amanda Chase
  - Colleen Fabian
  - Nichole Hathaway
  - Maureen Hebert
  - Nicole L'Huillier-Fenton

Pillar 1: Build a Lifelong Community of Learners

PACE provides a connection to other learners within the online space. These online spaces allow students within a program to develop a professional network for the duration of the program that persists after the program ends.

Goals	Responsible Group	Time Frame
1.1 Expand participation and access to online student learning communities, including ongoing assessment of the value and impacts.	Online Learning and Career Development Coach	2023-2027

Pillar 2: Increase Student Diversity and Inclusion

PACE students represent the diversity of population that we draw from. PACE provides a welcoming environment for all learners.

Goals	Responsible Group	Time Frame
2.1 Collect baseline demographic information such as race, sex, and first-generation status for all PACE students.	Enrollment & Reporting Manager	Jan-December 2023
2.2 Ensure that all PACE students are included and encouraged to participate in the 2024 campus climate survey.	Manager of Online Learning	2024
2.3 Assess the inclusiveness of the credit non-degree student experience. (Do credit non-degree students feel part of UVM?) and implement changes as needed.	Student Services and Recruitment Manager and non-degree Program Managers	2023-2024
2.4 Quantify and improve student retention in noncredit courses.	Manager of Online Learning	2023-2027
2.5 Based on a review of the demographics of our students, implement tactics to increase accessibility, welcome students of all identities, and increase diversity within PACE.	Lead: Enrollment and Reporting Manager	2025, 2026, 2027
2.6 Collect consistent data on the student experience across all non-credit programming as part of the end-of-course evaluation and implement tactics for improvement.	Manager of Online Learning	2023-2024

Pillar 3: Increase Staff and Instructor Diversity and Inclusion.

PACE develops recruiting practices that seek greater diversity. PACE fosters habits and behaviors within the classroom and the office environment that create a welcoming environment for all.

Goals	Responsible Group	Time Frame
3.1 Expand the diversity of our PACE noncredit instructors and staff through improvements to recruitment practices	Contracts Manager	2023
3.2 Expand learning opportunities for PACE staff that involve sustained engagement around increasing awareness of relevant and timely issues regarding DEIJ.	HR Manager	2023-2027
3.3 Measure and improve staff inclusion and belongingness through a cycle of improvement	Management team and DEI working group	2023-2027
3.4 Improve the inclusive teaching skills of the PACE Noncredit instructor pool	Manager of Online Learning	2023-2027

Pillar 4: Ensure Physical, Digital, and Cognitive Accessibility

PACE provides for the diversity of needs of individuals that access our physical and digital spaces. PACE systematically improves the curriculum and teaching techniques in its programming to be more welcoming of students' individual differences.

Goals	Responsible Group	Time Frame
4.1 Ensure that PACE offices and event spaces are physically accessible to both staff and visitors	HR Manager	2023
4.2 Ensure that online learning spaces and publicly available web properties are accessible to visitors	Web Properties Manager, and Assistant Manager of Online Learning	2022-2027
4.3 Improve the PACE noncredit registration experience to better serve the needs of students	Manager of Online Learning	2023-2025
4.4 Institute a 3-year curricular review and improvement cycle for PACE noncredit courses that includes a focus on inclusive teaching.	Manager of Online Learning	2022-2027

International Inclusion and Global Education

Build systems, policies, and procedures that support the presence of foreign nationals at UVM.

Goal	Responsible Group	Time Frame
5.1 With the Graduate College and Office of International Education, assess and support the needs of international students.	Student Services and Recruitment Manager	2023-2024
5.2 Pursue professional development for relevant staff on best practices and legal requirements for working with international students	HR Manager & Contract Manager	2023
5.3 Review website properties annually for compliance with European privacy regulations (GDPR)	Web Properties Manager	2023-2028
5.4 Ensure website compliance with accessibility guidelines	Web Properties Manager	2024-2027
5.5 Ensure that all web content accommodates international students and non-western perspectives	Systems Integration Manager, PACE Marketing Director	2023