



WILLIAM & MARY

CHARTERED 1693

School of Education Inclusive Excellence Plan – 2022 - 2023

Recruitment and Retention (Access & Success)		<i>2022-2026: Achieve and maintain a more diverse and inclusive undergraduate, graduate/professional student body, faculty and staff</i>			
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation
Increase hiring of diverse faculty by 10%	Follow university procedures and processes to ensure diverse pools	Increase of 10%	24-36 months	Dean; Search Committee Chairs	
Increase recruitment of diverse students by 10%	Identify funding to support the recruitment of diverse students	Increase of 10% of students	24-36 months	Dpt Chairs; Program coordinators; Associate Dean of Senior Associate Dean for Academic programs ; Assistant Dean of Academic affairs	Funding as specified by the dean

Campus Climate		<i>2022-2026: Create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations</i>			
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation
Based on the 2022 SOE Campus Survey increase respondents who are generally satisfied with the characteristics of the campus climate by 5%	-Create sustained efforts to build community and relationships - Provide at least 4 training opportunities related to building community yearly	Increased satisfaction which can impact retention	12-48 months	Dean; DEI Liaison; Diversity Committee	

Academic Excellence (Education & Scholarship)		2022-2026: <i>Engage students, faculty, staff, alumni and the community in learning varied perspectives of domestic and international diversity, equity, inclusion and social justice.</i>			
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation
Add DEIJ to evaluation procedures	Review T& P Review and Edit annual review and teaching evaluation forms to include DEIJ	Increased academic accountability regarding DEIJ	12-36 months	Dpt Chairs; Program coordinators; Associate Dean of Senior Associate Dean for Academic programs ; Assistant Dean of Academic affairs	

Organizational Culture and Accountability (Infrastructure & Investment)		2022-2026: <i>Create and sustain an institutional infrastructure that effectively supports progress in achieving diversity, equity and inclusion goals in the university strategic plan</i>			
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation
Include DEI “training” sessions into monthly faculty meetings	Provide 30 min mini-trainings	Consistency of learning experiences to create a shared language	6-48 months	Associate Dean of DEI	
Ensure that each dept has core DEI goals that address all stakeholders	Identify and revise goals yearly and as needed	Increased attention of DEI	6-48 months	Dpt Chairs	
Add Associate Dean of DEI to the Diversity Committee via bylaws change	Change SOE bylaws	Shifts the Diversity Committee Dean Liaison formally	4-48 months	Diversity Committee; Academic Affairs	

Innovation, Community and Reconciliation (Community & Partnership)		2022-2026: <i>Grow institutional philanthropy and community partnerships to improve outcomes in local/regional communities</i>			
SMART Goals/Objectives	Actions	Outcomes (Data/Metric)	Timeframe(s)	Responsible Office/Position	Funding/Resource Allocation

Increase the number of community partnerships by 20%	Support faculty who are interested in beginning or maintain community partnerships with min-grants	Increase community relationship and impact on community stakeholders	6-48 months	Dean Liaisons	Per Dean Allocation
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