








# INCLUSIVE EXCELLENCE GOALS

These goals were crafted based on 1,088 faculty, staff, and student responses from a college-wide survey of inclusive excellence priorities. These goals are designed to make Fulbright College a place where teaching, learning, transformative experiences, service, creative endeavors, and research thrive because everyone experiences equity and a sense of belonging.

## Inclusive Excellence Tenets:

-  Access and Success
-  Education and Scholarship
-  Infrastructure
-  Climate and Intergroup Relations
-  Community Engagement and Outreach

Inclusive Excellence Goal	IE Tenet	U of A Strategic Priority
<p>1.) Fulbright College of Arts and Sciences will increase our college’s compositional diversity of faculty, staff, and students, to be more reflective of the demographic composition of our state and academic disciplines, incrementally year over year for the next five years through enhancements in recruitment, hiring, and retention practices.</p>		<p><i>Advancing Student Success; Enhancing the U of A Status as an Employer of Choice</i></p>
<p>2.) Over the next three years, Fulbright College of Arts and Sciences will increase the accessibility of physical spaces, websites, and class materials within our college to create an inclusive environment for faculty, students, and staff by assessing needs annually and establishing a plan to address needs. Fulbright College of Arts and Sciences will also advocate for an increase in accessibility of physical spaces, websites, and class materials across the entire University of Arkansas.</p>		<p><i>Advancing Student Success; Enhancing the U of A Status as an Employer of Choice</i></p>
<p>3.) Develop Fulbright College-wide and department/school-specific budget accountability plans for Inclusive Excellence practices by the end of FY24.</p>		<p><i>Advancing Student Success; Achieving Research Excellence</i></p>
<p>4.) Fulbright College of Arts and Sciences will conduct a climate assessment every 3 years starting in 2024.</p>		<p><i>Advancing Student Success; Enhancing the U of A Status as an Employer of Choice; Achieving Research Excellence</i></p>
<p>5.) Fulbright College of Arts and Sciences will recognize and reward the Inclusive Excellence efforts of faculty, staff, and students in a formalized procedure consisting of recognition awards and a banquet over the next three years.</p>		<p><i>Advancing Student Success; Enhancing the U of A Status as an Employer of Choice; Achieving Research Excellence</i></p>
<p>6.) Starting spring 2024, the departmental undergraduate curriculum committee should ensure curriculum incorporates various perspectives, authors, and components of universal design to ensure students are receiving student centered curriculum. The curriculum committee may review the curriculum in collaboration with the departmental inclusive excellence committee or champion.</p>		<p><i>Advancing Student Success; Achieving Research Excellence</i></p>
<p>7.) The University of Arkansas supports the Association of College and University Education (ACUE) micro-credentials for faculty. The goal is for 33% of Fulbright College faculty to complete a micro-credential course or other professional development that centers the success of all students by 2027.</p>		<p><i>Advancing Student Success; Enhancing the U of A Status as an Employer of Choice</i></p>