

**Plan 2008 Phase II Programs & Initiatives  
Outcomes Reporting Form  
January 2007**

<b>Your Institution:</b> UW-Extension	
<b>Program/Initiative:</b> Diversity Program Development Initiative	<b>Year Established:</b> 2000
<b>Target Audience (check all that apply):</b> Administration: <input type="checkbox"/> Faculty: <input type="checkbox"/> Academic Staff: X Classified Staff: <input type="checkbox"/> Students: <input type="checkbox"/> Campus Community: X Other: X If other, please specify: Grants to Continuing Education programmers	
<b>Race/Ethnic Groups Affected by this Program/Initiative (check all that apply):</b> African American/Black: X American Indian: X Latino/Hispanic: X Southeast Asian: X Other Asian: <input type="checkbox"/> European American: X Other: <input type="checkbox"/> If other, please specify:	
<b>Cost of Program/Initiative:</b> Funding up to \$50,000/year	<b>Funding Sources:</b> 402 and 104 Funds
<b>Description:</b> DPDI grants award up to \$10,000/year to campus Continuing Education partners and division units for pilot programs that help advance UW-Extension's Plan 2008 goals. Programmers must team with community partners with credibility in the target community; link to one or more goals outlined in Plan 2008; show innovation and creativity; and provide for impact assessment.	
<b>Point Person(s):</b> Mary Crave <b>Department/Unit(s):</b> division of Continuing Education, Outreach and E-Learning Extension	
<b>Departments/Units/Groups Involved:</b> Since inception, 16 campuses, the School for Workers and UW HELP have received grants. These groups have worked with 57 partners. Campuses are: Rock County, Fond du Lac, Baraboo, Fox Valley, Sheboygan County, Washington, Eau Claire, Madison, Milwaukee, Parkside, La Crosse, Richland County, Stevens Point, Stout, Superior and Green Bay.	
<b>Goals &amp; Expected Outcomes:</b> Increase diversity programming and participation by people of color in continuing education programs; provide grants to assist in development and implementation of programs addressing diversity or reaching underserved learners of color; facilitate new or ongoing partnerships with organizations in the target communities; measure the impacts of diversity programs on learners.	
<b>Actual Measurable Outcomes for Plan 2008 Goals, Including Impact on Enrollment, Retention, and/or Graduation, and/or long term potential thereof:</b> An evaluation of programs found that DPDI programs: increase diversity programming; increase participation by people of color; encourage program creativity, innovation, and risk; build community partnerships, promote internal collaborations; enhance institutional recognition on campus and in the community; generate best practices for diversity and multi-cultural programming; model an impact evaluation process for UW-Extension; lead to additional funding from federal, campus and community sources; and, demonstrate the university's commitment to diversity.	
<b>Intersections Across Plan 2008 Goals:</b> Many of the DPDI programs are pre-college or youth programs. All require a community partnership. Therefore, DPDI funded projects generally address Goal 1: Expand pre-college partnerships and programs that target youth and adults of color; Goal 2: Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age, and Goal 6: Creating more collaborative education programs with communities of color.	
<b>Assessment Practices and Program Changes in Response to Challenges:</b> Each DPDI grant recipient must evaluate the program and write an impact report. Outcomes vary according to the specific project. In 2003, the program manager interviewed managers and community partners of each project. The overall results are listed under "Actual Measurable Outcomes..." It is impossible to aggregate the data on retention, etc. as the data is generally not available or tracked by the campus.  Other program changes in response to challenges: <ul style="list-style-type: none"> <li>• In response to applicants, the review process always includes at least 2 persons of color on the 5-person review panel.</li> <li>• Maximum grant awards have doubled from the first year – from \$5000 to \$10,000.</li> </ul>	

- Grants are monitored more closely to help recipients respond appropriately to changes in partnerships or community needs.
- Campuses are encouraged to begin developing partnerships sooner – even a year ahead of when they might apply for the grant. Strong partnerships have been found to be a key ingredient to successful and sustainable programs.
- The grant application also asks the partner organizations to more specifically define their goal in the program and sign the application stating their intended contributions. This has strengthened the partnerships substantially.

**Prepared by:** Mary Crave

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