

## UWSP Plan 2008 Initiative Highlights

University of Wisconsin-Stevens Point	
<p><i>UW System Plan 2008: GOALS I &amp; II:</i> Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions; encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.</p>	
<p>Name of the successful Plan 2008 initiative: Leadership Camp.</p>	
<p>This initiative was new.</p>	<p>A weeklong summer Multicultural Leadership Camp, held at UWSP for high school students that are going to be high school seniors in the following year.</p>
<p>Partners.</p>	<p>Offices of Admissions, Multicultural Affairs (MCA), and Student Affairs; Central Wisconsin Environmental Station, University Centers.</p>
<p>Goals and duration of the initiative.</p>	<p>Our goal has been to get these highly sought after multicultural seniors committed to UWSP early in their senior year. This program has been successful in helping to recruit 244 new minority freshmen since 1999.</p>
<p>Program cost and funding sources.</p>	<p>\$5,000, Offices of MCA and Student Affairs; UWSP University Centers.</p>
<p>Factors leading to success.</p>	<p>A high level of cooperation among the partners listed above, as well as a commitment of resources, has made this effort successful.</p>

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*UW System Plan 2008: GOAL III:* Close the gap in educational achievement, by bringing retention and graduation rates for students of color in line with those of the student body as a whole.

Name of the successful Plan 2008 initiative: Faculty and staff mentoring program for minority students.

This initiative was new.	The need for greater proactive efforts to mentor minority students has resulted in the implementation of a faculty and staff mentoring program for minority students, which provides for routine interaction between volunteer faculty and staff and voluntary student participants.
Partners.	Office of Equity and Affirmative Action, faculty and staff across the institution, participating students.
Goals and duration of the initiative.	This is an on-going initiative, which began in September 2001, with the primary goal of increasing retention and success of minority students at UWSP.
Program cost and funding sources.	\$1,500, Office of Equity and Affirmative Action Office.
Factors leading to success.	Faculty and staff across campus worked with over 100 minority students during the 2001-2002 academic year. Student initiative is critical to success.

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UW System Plan 2008: GOAL V: Increase the number of faculty, academic staff, classified staff and administrators of color, so that they are represented in the UW System workforce in proportion to their current availability in relevant job pools. In addition, work to increase their future availability as potential employees.

Name of the successful Plan 2008 initiative: recruitment networking.

This initiative was continuing.	Improved networking for minority faculty and staff recruitment by sending faculty and academic staff to conferences to discover and confer with potential minority faculty and academic staff.
Partners.	Offices of Academic Affairs and Equity and Affirmative Action, colleges/academic departments.
Goals and duration of the initiative.	The goal has been to increase the number of minority faculty and academic staff hires. This program has continued since 2000.
Program cost and funding sources.	\$10,238, Office of Academic Affairs, colleges, Office of Equity and Affirmative Action.
Factors leading to success.	Funding support for conference travel and successful contact at conferences has been critical.

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UW System Plan 2008: GOAL VI: Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.

Name of the successful Plan 2008 initiative: Native American Studies minor.

This initiative was continuing.	Adherence to the letter and <i>spirit</i> of Act 31, which requires that all Wisconsin teacher-education students receive information on Wisconsin Native American culture and history, has resulted in the implementation of a Native American Studies (NAS) minor to replace the defunct Tribal Sovereignty minor.
Partners.	Departments of English, History, Philosophy (carries programs in anthropology, philosophy, and religious studies included in the NAS minor), Sociology, Division of Interior Architecture, and School of Education, which administers the minor.
Goals and duration of the initiative.	This is an on-going initiative with the primary goal of providing education students with the ability to teach elementary and secondary courses on Native Americans in Wisconsin.
Program cost and funding sources.	There is no additional cost as current faculty teach currently-offered courses.
Factors leading to success.	Faculty in the departments listed above, as well as administrators at the college and institution level, have embraced the need for this minor.

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*UW System Plan 2008: GOAL VII: Improve accountability of the UW System and its institutions.*

Name of the successful Plan 2008 initiative: Annual assessment reports by responsible parties to the Oversight Committee.

This initiative was continuing.	Request for, collection of, and assessment of annual reports to the Oversight Committee by parties responsible for plan implementation.
Partners.	Vice chancellor for Academic Affairs, the Registrar, Director of Admissions, Director of Equity and Affirmative Action, Director of Multicultural Affairs, and Director of News Services.
Goals and duration of the initiative.	Critical assessment of campus progress towards the goals of Plan 2008 has been continuous throughout the life of the plan.
Program cost and funding sources.	No new funding.
Factors leading to success.	Open sharing of critical information between campus units and the committee (crucial for assessment) has resulted in understanding the progress of the plan as well as how the plan can be strengthened during the process of implementation.

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<u>UW System Plan 2008: No listed goal.</u>	
Name of the successful Plan 2008 initiative: Faculty/staff-to-faculty/staff mentoring through formal and informal programs at the college and department/division level.	
This initiative was continuing.	Since 1999-2000 academic year, 142 classified and unclassified staff have been mentored through formal programs for classified staff under the auspices of the Classified Staff Advisory Council (CSAC), for academic staff under the auspices of the Academic Staff Council (ASC), and for faculty and instructional staff under the Teaching Partners programs housed in the Colleges of Fine Arts and Communication and Professional Studies (COFAC and CPS). This number includes new faculty/staff and their mentors. Informal mentoring, e.g., veteran faculty paired with new faculty on a voluntary basis occurs institution-wide.
Partners.	CSAC, ASC, COFAC, CPS, and departments and units institution-wide.
Goals and duration of the initiative.	With the goal of providing professional guidance and development and of easing acclimation to a new work and community environment for all faculty and staff, these formal and informal programs have been continuing since before inception of Plan 2008.
Program cost and funding sources.	\$12,000 annually, Colleges of Fine Arts & Communication and Professional Studies; no additional budget for CSAC and ASC programs.
Factors leading to success.	Key factors are desire on the part of senior personnel to assist junior faculty and staff, desire on the part of junior faculty and staff to take part in the programs—whether formal or informal—and the positive feedback of past participants, which generates recurring interest in the programs.

<u>UW System Plan 2008: No listed goal.</u>	
Name of the successful Plan 2008 initiative: diversity newsletter.	
This initiative was continuing.	Production of a newsletter that informs the community and the campus of diversity related activities.
Partners.	Director of Multicultural Affairs.
Goals and duration of the initiative.	As both the University community and the broader community become aware of the actual programs and initiatives at UWSP to serve diversity populations, they will become more aware of diversity issues in higher education and UW-SP will gain more recognition for the efforts we have expended. This has continued since fall, 1999.
Program cost and funding sources.	No additional costs, the newsletter's cost is built into the budget of Multicultural Affairs.
Factors leading to success.	The Office of Multicultural Affairs has published a quarterly newsletter detailing the various activities at UW-SP, which is distributed throughout the University as well as to 2400 persons Statewide. Maintaining a regular publication schedule and a wide distribution are critical to success.