

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

<b>Your Institution:</b> UW Oshkosh	
<b>Program/Initiative:</b> Intercultural Sensitivity Development Consultation Project <b>Year Established:</b> 2006	
<b>Target Audience (check all that apply):</b> Administration: x <input type="checkbox"/> Faculty: x <input type="checkbox"/> Academic Staff: x <input type="checkbox"/> Classified Staff: x <input type="checkbox"/> Students: <input type="checkbox"/> Campus Community: xx <input type="checkbox"/> Other: <input type="checkbox"/> If other, please specify:	
<b>Race/Ethnic Groups Affected by this Program/Initiative (check all that apply):</b> African American/Black: x <input type="checkbox"/> American Indian: x <input type="checkbox"/> Latino/Hispanic: x <input type="checkbox"/> Southeast Asian: x <input type="checkbox"/> Other Asian: x <input type="checkbox"/> European American: x <input type="checkbox"/> Other: <input type="checkbox"/> If other, please specify:	
<b>Cost of Program/Initiative:</b> \$3426 (training) + \$1100 (implementation) <b>Funding Sources:</b> UW O Diversity Grants (training for IDI assessment/consultation) Residence Life training funds for Residence Life assessment/training	
<b>Description:</b> Meera Chohan, Ph.D. & Ann Malain, Counseling Center psychologists administered the Intercultural Development Inventory™ (IDI) to Residence Life professional and student staff to get a baseline assessment of the department's level of intercultural sensitivity. The IDI was used to develop a detailed picture of the way in which Residence Life staff collectively view the dynamics of their interactions with people across varied cultural and social groups. This baseline was then used to develop targeted training goals to help Residence Life student and professional staff enhance their intercultural sensitivity.	
<b>Point Person(s):</b> Ann Malain, Ph.D.	<b>Department/Unit(s):</b> Counseling Center
<b>Departments/Units/Groups Involved:</b> Counseling Center & Residence Life	
<b>Goals &amp; Expected Outcomes:</b> Residence Life is using the IDI feedback to develop additional recruitment, hiring and retention practices to enhance the diversity of professional and student staff, as well as to enhance community development practices to create a more welcoming climate for culturally diverse students.	
<b>Actual Measurable Outcomes for Plan 2008 Goals, Including Impact on Enrollment, Retention, and/or Graduation, and/or long term potential thereof:</b> Longer-term potential to enhance climate for students of color and other culturally diverse students, as well as increase recruitment and retention of culturally diverse professional and student staff.	
<b>Intersections Across Plan 2008 Goals:</b> Longer-term potential  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.  Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.	
<b>Assessment Practices and Program Changes in Response to Challenges:</b> Working on development of in-depth training to address increased intercultural sensitivity rather than use of "one-shot" workshop trainings used in the past.	
<b>Prepared by:</b> Ann Malain, Ph.D.	<b>Contact Info:</b> 424-2061/ malain@uwosh.edu