

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

Your Institution: UW-Superior

Program/Initiative: GOAL # 6

**FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT ENHANCES LEARNING AND A RESPECT FOR RACIAL AND ETHNIC DIVERSITY.**

- **Each Academic Department and Various Program Offices will submit plans of action to diversify the department/office. Each of these plans includes ways to improve climate in offices and classrooms.**

**Timetable:** Updated

**Persons Accountable for Outcomes:** Department Chairs, Program Office Directors

**Progress Level:** Revised

**Level of Participation:** All academic Departments and program offices

**Funding Source:** Departmental and program budgets.

**Year Established:** 1998 and 2003

**Target Audience (check all that apply):**

Administration:  Faculty:  Academic Staff:  Classified Staff:  Students:  Campus Community:   
Other:  If other, please specify:

**Race/Ethnic Groups Affected by this Program/Initiative (check all that apply):**

African American/Black:  American Indian:  Latino/Hispanic:  Southeast Asian:  Other Asian:   
European American:  Other:  If other, please specify:

**Cost of Program/Initiative:** uncalculated

**Funding Sources:** regular program funds

**Description: Implementation Procedure:** Each Department and program office developed their own plan for diversity.

**Each departmental plan** was developed to address diversity in three areas: Increasing people of color on staff, diversifying curriculum, and creation of culturally sensitive atmosphere for all students, faculty, and staff.

**Each program office plan** was developed to address diversity in two areas, plans to increase the diversity within the staff and plans to insure the general atmosphere (including all staff members) to be sensitive to the cultures of every person entering the office, including how to make every faculty, staff, and student, regardless of race, age, religion, gender, ability, or sexual orientation, comfortable.

**Completed plans are located in Appendix B and Appendix C of Plan 2008, Phase II located at [www.uwsuper.edu/oma](http://www.uwsuper.edu/oma).**

**Assessment:** Each department and service program office will assess their own plans and these will be included in the larger Plan 2008 final report.

**Point Person(s):** Department chairs and program office directors **Department/Unit(s):** Entire University

**Departments/Units/Groups Involved:** All Academic Departments, Student Service Offices, Administrative Offices, Athletics, etc. etc.

**Goals & Expected Outcomes:** Each Academic Department has created their own goals to address three separate areas: one, increasing faculty/staff of color/diversity, two, address diversity in curriculum development and assessment, and three, the creation of a better diversity climate in all classrooms and offices.

Each service program office diversity plan addresses two areas: One, the increase of diversity within the staff, and two, the creation of a better diversity climate within each of their program areas.

**Actual Measurable Outcomes for Plan 2008 Goals, Including Impact on Enrollment, Retention, and/or Graduation, and/or long term potential thereof:** The Affirmative Action Committee is in charge of getting the assessment reports from each office. Letters were sent out in December, 2006 and early January, 2007 to ask for finished reports. These reports are due back to the Affirmative Action committee by March 15. Because of the timing issue, the outcomes for these plans are not available for this report.

**Intersections Across Plan 2008 Goals:** This objective intersects across several goals of Plan 2008. Goal One, Student Recruitment because the creation of a culturally sensitive atmosphere in all areas of the university will attract students. Goal Three, student retention: Students will have a greater tendency to stay, invest and take ownership of the university which are all determinants of higher retention. Goal Five, Faculty and staff of color recruitment: recruitment: This is directly spoken to in every academic and service program plan. Goal 6, foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity: Each program diversity plan addresses this by design. Goal 7, Accountability of the institution as a whole: Since the entire university has a plan of their own as a part of Plan 2008, Phase II, accountability is inherent. There is created a diversity consciousness throughout the process.

**Assessment Practices and Program Changes in Response to Challenges:** None so far

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