

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

Your Institution: UW-Superior	
Program/Initiative: Increasing Faculty/Staff of Color	Year Established: 1998
Target Audience (check all that apply): Administration: <input checked="" type="checkbox"/> Faculty: <input checked="" type="checkbox"/> Academic Staff: <input checked="" type="checkbox"/> Classified Staff: <input checked="" type="checkbox"/> Students: <input type="checkbox"/> Campus Community: <input type="checkbox"/> Other: <input type="checkbox"/> If other, please specify:	
Race/Ethnic Groups Affected by this Program/Initiative (check all that apply): African American/Black: <input checked="" type="checkbox"/> American Indian: <input checked="" type="checkbox"/> Latino/Hispanic: <input checked="" type="checkbox"/> Southeast Asian: <input checked="" type="checkbox"/> Other Asian: <input checked="" type="checkbox"/> European American: <input type="checkbox"/> Other: <input type="checkbox"/> If other, please specify:	
Cost of Program/Initiative: approximately \$10,000 Funding Sources: General Program Revenue	
<p>Description: <u>GOAL #5</u></p> <p>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.</p> <ul style="list-style-type: none"> • Devise creative methods for increasing the pool of applicants and hiring qualified persons of color applying for administrative, faculty, academic staff and classified staff openings. <p>As of the fall of 1998 UW-Superior has added the following statement to all university vacancy announcements.</p> <p style="text-align: center;"><i>“At UW-Superior diversity is a valued asset and we strive to offer quality programs in an environment of trust and cooperation that centers on the worth of all individuals. The university is seeking candidates who will contribute to the achievement of this goal.”</i></p> <p>All position vacancy announcements are sent via e-mail to as many diversity networking listserves as possible. Vacancy announcements are also sent to universities with a relatively high number of graduates and faculty/staff of color.</p> <p>Letters are sent to potential qualified faculty candidates whose names are found in the "Minority and Women’s Doctoral Directory."</p> <p>Institutions of higher education that serve predominantly people of color are notified of vacancies, advertisements are placed in publications intended for persons of color, and university representatives meet with potential candidates of color at professional meetings.</p> <p>A full version of UW-Superior’s Faculty/Staff of Color Recruitment Plan is located within Plan 2008 Phase II in Appendix D. Plan 2008 Phase II is located at www.uwsuper.edu/oma.</p>	
Point Person(s): Peggy Fecker, Human Relations Director	Department/Unit(s): Human Relations

Departments/Units/Groups Involved: Any department or office on campus that has an available hire.

Goals & Expected Outcomes: UW-Superior had as its goal to double the number of faculty and staff of color according to University of Wisconsin Affirmative Action guidelines by the year 2008.

Actual Measurable Outcomes for Plan 2008 Goals, Including Impact on Enrollment, Retention, and/or Graduation, and/or long term potential thereof:

Since Plan 2008 went into effect, numbers of faculty and staff of color have had a steady increase. The numbers for faculty/staff of color in 1998 as compared to 2004 are in the following table.

Faculty and Staff of Color for 98/99, 04/05, and 06/07

<u>Personnel</u>	<u>1998/1999</u>	<u>2004/2005</u>	<u>2006/2007</u>
Classified Staff	5	6	6
Academic Staff	6	16	17
Faculty	5	11	11

UW-Superior had as its goal to double the number of faculty and staff of color according to University of Wisconsin Affirmative Action guidelines by the year 2008. As can be seen from the table this goal was met in the fall of 2004. Also seen by this table is the fairly flat growth area of classified staff. Ways are being explored as to how to increase the pool of available applicants of color in the classified staff area. In 1998 there was a total of 16 faculty/staff of color employed at UW-Superior. In 2006/2007 we have a total of 34.

What is not revealed in the table is a troubling reality. From 1998 to 2004, UW-Superior went from a total of 16 to a total of 34 faculty/staff of color. We doubled our faculty/staff of color in six years. What happened in the following two years needs noting. During the years of 2005 to 2007, we have lost or in the process of losing a total of 6 faculty/academic staff. These losses have many reasons ranging from the loss of a program, to non-renewal, to the finding of a better job. We have hired back persons of color in other positions across campus making the data appear that we are holding our own. But the reality is that while we are committed to hire persons of color, there seems to be a problem keeping them in some areas across campus.

Intersections Across Plan 2008 Goals: Goal One, Student Recruitment: If students see faculty/staff from their own racial/cultural background they see more than lip service to diversity. They will have more of a tendency to choose UW-Superior. **Goal Three, Student Retention:** Students who have faculty/staff who understand their own issues because they have lived them will have more of a tendency to stay and invest in UW-Superior. **Goal 6: The fostering of institutional environments and course development...** As

the number of faculty and teaching academic staff of color increase, both the influence toward curriculum with a diversity infusion and direct diversity course development will develop. Also, the institutional environment will become more diverse by their very presence.

Assessment Practices and Program Changes in Response to Challenges: To address the retention problem with faculty/staff of color and students of color, UW-Superior is launching a campus climate assessment to find out areas that need direct attention. We have also had a series of diversity focused programs during faculty/staff/student orientation. We also have a week long diversity immersion program scheduled for spring 07. this program will be available to all faculty/staff/and students.

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