

**UW-STOUT
BEST PRACTICES**

GOAL I

INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW SYSTEM INSTITUTIONS.

Name: **Pre-College Reach for Excellence.** Ongoing and amended for Plan 2008

Partners: Each college (Arts & Science; Human Development; Technology, Engineering and Management) and Multicultural Student Services

Goals and Duration: In addition to the overarching goals for Pre-college, our goal here was to deepen and enrich the experience for the participants and to broaden University involvement. Each student had the opportunity to acquaint themselves with the possibilities in one area, and each returning student can try a different field the following year. Four one-week sessions were offered, and the program will be held again in summer 2003.

Cost and Funding: \$84,000. Funds from DPI, Gear Up, Stout Foundation.

Success Factors: Broad-based involvement at every step of the way, training for all staff. Twelve faculty and staff members were involved, and three assistant deans assisted with planning.

Name: **STEPS** program (Science, Technology and Engineering Programs for Girls). Ongoing.

Partners: Initiated by the College of Technology, Engineering and Management

Goals: Foster interests in science and engineering among 12-year old girls. Every summer for 5 summers. Hosted 156 participants in 01-02; 32 were students of color; of the 20 counselor and junior counselor positions, 10 were held by students of color.

Cost & Funding: \$95,000 per year. STEPS is supported by the Foundation, College of Technology, engineering and Management, the Foundation and external resources.

Success Factors: Support from the College, determined and clear vision from the Director, support from Manufacturing Engineering organizations.

Name: **Western Wisconsin Pre-College Fair.** New under Plan 2008.

Partners: Eau Claire DPI office, UW-Stout's Multicultural Student Services and Multicultural Center for Educational Excellence

Goals and Duration: Initiated in March 2000, held every year since. Hosts students of color from western Wisconsin, including Ashland, Lac du Flambeau, Eau Claire, Menomonie and Wausau to encourage participation in Pre-College programs. Also an opportunity for Pre-College Coordinators to recruit from a broader base.

Cost & Funding: Cost is about \$1000, born by the Gear Up programs.

Success Factors: Collaboration among committed agencies. Support from UW-Stout.

Plan 2008: GOAL II

ENCOURAGE PARTNERSHIPS THAT BUILD THE EDUCATIONAL PIPELINE BY REACHING CHILDREN AND THEIR PARENTS AT AN EARLIER AGE. RELATED INSTITUTIONAL.

Name: **Multicultural Recruiter**. New under Plan 2008.

Partners: Multicultural Student Services and Admissions Office.

Goals and Duration: Goal was to increase applications each year by 25%. The program is ongoing, pending the allocation of a partial FTE each year by the Provost's office.

Costs & Funding: \$40,000. Multicultural Student Services has allocated funds for salary and travel.

Success Factors: Cooperation between offices involved; intense building of contacts and creation of trust in the schools; careful follow-up with applicants

Name: **Outreach to Hmong Community**. Ongoing and amended for Plan 2008

Partners: Multicultural Student Services; UW-LaCrosse's Project Teach; DPI Refugee Teacher Improvement Grant; College of Arts & Science; Research Services

Goals and Duration: Strengthen ties with the Hmong community in western Wisconsin through on and off site programs designed to meet the community's needs. Task is regular and ongoing.

Cost & Funding: The "name" of this program is an umbrella term covering a number of initiatives, so cost is difficult to determine. Funding sources include Multicultural Student Services; the University Foundation; the Career Ladder and Refugee Teacher grants; other grant programs

Success Factors: Commitment from staff in MSS and across the campus; genuine respect and trust in the Hmong community for Stout. Cooperation from all participants.

Name: **Pre-College for Nontraditional Students**. New under Plan 2008.

Partners: Multicultural Student Services. Social Service agencies and casinos on-site.

Goals and duration: To present particular aspects of Pre-College programming (assessment, financial aid, career exploration) to adult students of color. Taking place in 2002-2003, hope to continue.

Cost & Funding: \$20,000. Stout University Foundation grant and Multicultural Student Services.

Success Factors: too early to tell. Idea is good, and cooperation from all agencies has been promising.

A pre-college program for nontraditional students is underway this year. The coordinator has made initial contacts with the sites and has developed the curriculum. Visits to the sites to offer the program will commence in Spring 2003. Sites include Wausau, Bad River, the Dunn County Jail, Menomonie and Barron. Others may be contacted in the future.

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: **Student Life Services Programming**. Ongoing and amended under Plan 2008

Partners: Housing and Residence Life; Student Involvement and Leadership; University Centers; Multicultural Student Services

Goals and Duration: To play an active role in the success of students of color by ensuring that their needs are reflected in programming. Ongoing and evolving.

Cost & Duration: Cost is minimal, from Student Life Services budget and small grants.

Success Factors: Ongoing and intense commitment throughout the Administrative & Student Life Services Division, beginning with Vice Chancellor of that division. Open and proactive seeking of input from Multicultural Student Services and the students.

Name: **Multicultural Student Services (MSS) Retention Programs.** Ongoing and amended under Plan 2008

Partners: Multicultural Student Services and Student Services. Athletic Dept.

Goals and duration: To meet the immediate and pressing academic, financial and personal needs of students of color. Ongoing.

Cost & Funding: \$20,000 per year; Multicultural Student Services budget and Gift fund from former student.

Success Factor: Care and attention of MSS staff members; willingness to cooperate from other departments

Name: **Cultural Enrichment for Students.** New under Plan 2008.

Partners: Multicultural Student Services and University Foundation

Goals and Duration: Provide cultural enrichment experiences for all students to broaden understanding and appreciation for diverse cultures

Cost and Funding Sources: \$15,000 per year; gift account from former student; Foundation

Factors and Characteristics of Success: This is the right thing to do. The funds are there.

Costs covered by the departments and the college.

GOAL IV

INCREASE THE AMOUNT OF FINANCIAL AID AVAILABLE TO NEEDY STUDENTS AND REDUCE THEIR RELIANCE ON LOANS.

Name: **Schneider Diversity Leadership Scholarship.** New under Plan 2008

Partners: Stout University Foundation; the Chancellor; Multicultural Student Services

Goals and Duration: Goal is to attract high achieving students of color whose academic performance and commitment to diversity will enrich the Stout community. Duration is ongoing; it was awarded for the first time this year

Cost and Funding: \$10,000 per year. Stout University Foundation

Success Factors: clear goals, commitment from the Foundation and the Chancellor

Name: **Hmong Teacher Support Task (Project Teach and Refugee Teacher Improvement Grant).** New under Plan 2008

Partners: Career Ladder grant based at UW-LaCrosse; Refugee Teacher Improvement grant through DPI; Multicultural Student Services; Research Services

Goals and Duration: Recruit, educate, train, certify and place Hmong people in the schools as teachers, counselors and administrators. Ongoing as long as funding is available.

Cost & Funding: approximately \$65,000. DPI, Career Ladder grant, Multicultural Student Services.

Success Factors: Involvement of many institutions and agencies; involvement of Hmong people in the planning and execution of the grant programs; commitment from many institutions; collaborative nature of management.

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: **History of Recruitment Activity Report.** New report under Plan 2008

Partners: Equal Opportunity and Affirmative Action Office

Goals and Duration: This will be an ongoing annual report. The goal is to provide departmental information on diversity women and minority recruitment goals, search history and how applicants found out about position openings.

Cost & Funding: Coming out of EO/AA budget

This has already resulted in a 2% increase in minority applicants and a 20% increase in minority hires.

Name: **Exit Interview Study.** New under Plan 2008

Partners: EO/AA Office

Goals and Duration: To discover why employees leave their positions and address issues. Repeat regularly.

Cost & Funding: Minimal. EO/AA Office

Success Factors: Resources available to conduct survey and compile results.

GOAL VI

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

Name: **Diversity Connections,** the establishment of an electronically linked classroom with diverse institutions in other parts of the country. New under Plan 2008.

Partners: College of Arts & Science; Department of English; Department of Social Sciences; Multicultural Student Services; Technical Services; Stout Foundation; Xavier University; Cerritos College; University of South Dakota; Multicultural Student Services

Goals and Duration: Create a classroom with diverse perspectives by combining efforts with campuses with significant populations of color. Continue to create new connections

Cost & Funding: Cost this year is approximately \$5000 from a Foundation grant. Other

Success Factors: Highly creative and original use of technical possibilities; willingness from other institutions; cooperation of Technical Services; support of departments and college

Name: **Home School Coordinator Conference.** New under Plan 2008

Partners: Multicultural Student Services; Wisconsin Indian Education Association; DPI

Goals and Duration: To create a professional development and networking opportunity for native people who work in the schools; to create good will in the tribal communities. Ongoing depending on funding.

Cost & Funding: Approximately \$7000-9000 per year. Funds from Multicultural Student Services, Stout Foundation, Gift Account; system grants.

Success Factors: Timeliness and need; commitment from MSS and University; leadership from staff member

Name: **Hmong Course Development.** New under Plan 2008.

Partners: MSS; College of Arts and Sciences; Departments of Foreign Languages and Social Sciences; Continuing Education

Goals and Duration: To develop Hmong language courses and a course in Hmong History and Culture as part of the curriculum; ongoing

Cost & Funding: About \$5000 to develop and sustain; Stout Foundation, external grants; in-kind from MSS

Success Factors: Timeliness and need for course; high level of interest and commitment from staff members; high level of cooperation from College and Departments

GOAL VII

IMPROVE ACCOUNTABILITY OF THE UW SYSTEM AND ITS INSTITUTIONS.

Name: **Diversity Innovations**, a plan for leveraging support funds from the Foundation and the Chancellor. New under Plan 2008.

Partners: Stout Foundation, especially the grants committee; Chancellor; MSS; Research Services; Provost

Goals and Duration: To create a resource for funding innovative ideas to meet the goals in Plan 2008. Through 2008

Cost & Funding: \$40,000 per year. \$30,000 annually for 10 years from the Foundation and \$10,000 annually from the Chancellor

Success Factors: Commitment of donors to principles of Plan 2008; careful construction of a plan for leveraging that money. (Outline of Plan is attached.)

Name: **Diversity Survey**. New under Plan 2008

Partners: Director of Diversity; Diversity Advisory Council; Budget, Planning and analysis office

Goals and Duration: To assess the environment at Stout for the acceptance and valuing of diversity. Conducted twice, 2000 and 2003; will be conducted again, likely in 2006.

Cost & Funding: Minimal. From MSS and BPA

Success Factors: High level of interest in assessing this critical factor; excellent support from BPA; intent to use this information. (Executive summary is attached.)

DIVERSITY INNOVATIONS: A proposal for leveraging the Plan 2008 funds from the Stout Foundation and the Chancellor to facilitate implementation of goals and strategies in the plan.

The funds (\$30,000 from the Stout foundation and \$10,000 from the Chancellor) will constitute an entity called Diversity Innovations

Goals

- Create opportunities to conceptualize and create diversity initiatives across the campus
- Spread responsibility for diversity across the campus
- Constitute a user-friendly means for faculty and staff to imagine first and seek additional funding second.

Principles

- Funds must be used to advance the goals, strategies and tasks set forth in Plan 2008.
- Projects undertaken must include provision for continuing after the funds have moved on. (This may include alternative sources of funding, reallocation of existing funds or in particular cases, evidence of ongoing impact.) Thus, the funds will function as “seed money” for new ideas and approaches.
- Proposal must address the following:
 - impact on students as a priority
 - collaborative effort
 - innovative approaches to reaching the goals in the Plan
 - ongoing impact on the college, division or unit after the year is up

Implementation

- Awarding the funds will be determined by competitive submissions.
- Each college (CTEM, CHD, CAS) and/or unit/division (ASLS, Student Services) may submit a proposal in March for the following year.
- The Dean of each college is responsible for bringing forth proposals.
- The Provost’s Council will select the recipient.
- The Plan 2008 funds committee will function as a resource for any unit designing and submitting a plan and will assist with implementation if necessary.
- The above named group will also act as a resource to seek funding for the project after the year is up.
- The recipient will contract to fulfill the proposal.
- The dean of each college or the division administrator will be responsible for any program submitted from his/her area
- Funds will be granted for the fiscal year (July 1-June 30).
- Funds will be placed in two accounts: the Foundation funds will be placed in a 233 account, and the chancellor’s funds will be placed in a 102 account.*
- The proposal will be routed through Research Promotion Services as a grant.
- The Director of Diversity will be responsible for managing the accounts.
- The proposal must include the following:
 - Clearly stated goals, which address the **Principles** outlined above
 - Objectives and specific activities for reaching the goals
 - A timeline with activities and personnel identified
 - Resumes for personnel
 - Budget
 - A statement outlining how project will continue after the year is over
- The project director will submit a full written report to the Foundation in September after the project is completed.

- The Director of Diversity will submit an annual report to the Provost's Council, the Foundation Board and the Chancellor on the use of the funds.
- To insure long-term accountability, project organizers will submit a second short report after two years.
- **Proposals will receive priority which show evidence of the following:**
 - impact on students as a priority
 - collaborative effort across colleges and divisions
 - creative approaches to reaching the goals in the Plan
 - ongoing commitment from the college, division or unit after the year is up
- **Suggested activities might include, but are not limited to, the following:**

Visiting multicultural scholar	Faculty recruitment & retention
Student recruitment	Pre-College programs
Training for faculty and staff	Collaborative technology
Curricular innovation	Service learning opportunities
Student recruitment programs	Cross cultural competency training

Timeline

- A proposal will be due to the Associate Vice Chancellor and the Director of Diversity by March 15.
- Project will begin July 1.
- Director will submit an informal progress report on January 15.
- Project will conclude June 30.
- A full report will be presented to the Foundation at their September meeting. The Director of Diversity and the Associate Vice Chancellor will receive the report just prior to that meeting.

* During the year 2001-02, the Chancellor's funds, in a 102 account, will fund the third year of the STEPS program, as agreed to in the first year of this program

Diversity Survey Report

Executive Summary

The following summary highlights the main findings from the Diversity Survey sent to all faculty/staff and students in January 2003. The survey was conducted as part of Plan 2008, A Strategic Plan for Diversity. The survey was conducted twice, once in 2000 and once in 2003. Response rates for this survey were 20.9% for the faculty/staff and 2.1% for the students. The report concludes the following:

- There were several questions that had significant increases or decreases in 2003. Specifically, there were eight questions that increased statistically in 2003 and 11 questions that decreased statistically in 2003. There was no change from 2000 to 2003 on the remainder of the survey questions.
- The questions that improved in 2003 dealt with faculty/staff interactions with students, affirmative action, how academic staff and women are treated, the climate related to homophobia, and on not holding stereotypes.
- All of the questions dealing with “actions that affect the climate for diversity” decreased statistically in 2003. Additionally, there was a decline in ratings of: the climate related to friendliness, how classified staff are treated, how much emphasis should be placed on racial/ethnic diversity, and on understanding the culturally different behaviors among people.
- The questions rated highest by the faculty/staff were also rated highest by the students. The highest rated question for both faculty/staff and students was “a diverse work force tends to enrich the university by offering many perspectives and promoting campus unity.” Additional questions that were identified as strengths for the faculty/staff and students dealt with: acceptance and respect of faculty/staff and students regardless of racial/ethnic background or disability status; knowledge and understanding of the culture of other groups; the uniqueness of individuals; patience of individuals who speak little English; and valuing the ideas of men and women equally
- Most of the questions rated the lowest differed between the faculty/staff and students. However, the following question was rated lower than 3.0 on a 5-point scale for both faculty/staff and students: Do you rate the climate as: competitive...non-competitive.
- There were 10 faculty/staff questions and 15 student questions that were answered differently based on gender in 2003. For most of these questions, the ratings were higher for the women than the men.
- There were also 18 questions that were rated differently based on employment type (i.e. faculty, academic staff, classified staff). For all 18 of these questions, the classified staff had the lowest ratings, and, for most of these 18 questions, the faculty had the highest rating.

- There were also differences in responses between undergraduate students and graduate students on six questions. The graduate students had higher ratings on four of these six questions.

- Faculty/staff and students also identified several obstacles to diversity on campus. The following seven obstacles were reported most frequently:
 - Location of UW-Stout
 - Demographics at UW-Stout
 - Faculty/staff/student attitudes
 - Reverse discrimination
 - Faculty/staff/student backgrounds
 - Isolation of specific groups
 - Language used to to discuss “diversity”