

## **UW-Superior Best Practices**

### **GOAL I: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT ENHANCE LEARNING AND A RESPECT FOR RACIAL AND ETHNIC DIVERSITY**

**Best Practice 1:** Each academic department developed its own Plan 2008 initiative that had as goals to one, increase numbers of faculty/staff staff of color, two, diversify the curriculum, and three, create a welcoming atmosphere in all offices and classrooms that will ensure cultural sensitivity for all students. This “buy-in” by the academic departments has created a campus wide consciousness in the areas of racial and cultural diversity. All departments have written reports as to their progress and plan to write new plans for Plan 2008, Phase II. Results of this initiative include significant changes in curriculum diversity infusion, diversity sensitivity awareness, and an increase in the number of faculty/staff of color interviews, offers, and hires.

**Best Practice 2:** Explore opportunities to provide programs specifically related to diversity initiatives. As a result of Plan 2008, and the campus-wide focus as a result, there have been a significant increase in programming dealing with issues concerning racial and cultural diversity outside of the typical avenues such as the Office of Multicultural Affairs and First Nations Studies. As a result, we have had three of five fall faculty/staff orientations focusing on diversity issues, we have had close to one third of our Dean’s Colloquia series on diversity topics, and distinguished lecturers, university plays, music presentations, concerts opportunities, etc., have chosen diversity topics and individuals who focus on diversity to present to the university and to the outside community as well.

### **GOAL II: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND WHO ENROLL AT UW-SUPERIOR**

**Best Practice:** This is a compilation of several programs that fits under this goal. UW-Superior has developed a high-contact recruitment model comparable to the recruitment models for student athletes. This program includes partnerships between the Office of Multicultural Affairs and the Office of Admissions. Particulars of this program include one-day intensive recruitment programs (Multicultural Student College Student for a Day) visits that partner a university student with one or two high school students, American Indian College Awareness Day, culture specific pre-college programs, staff visits to homes, high schools, community colleges, etc. The institution of intense follow-up will be crucial to the success of this program. Application numbers are up as well as overall numbers of students of color over the past five years.

**GOAL III: 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**

**Best Practice:** 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. The University of Wisconsin-Superior has been in the process of developing a "Faculty and Staff of Color Recruitment and Retention Plan." This plan was developed by two sub-committees as part of the Affirmative Action/Equal Opportunity standing committee. One sub-committee worked on recruitment and the other worked on retention. The draft of the plan is currently being distributed to various constituents on campus for a thorough review. The final edited plan will go into effect in the fall of 2003 and will be included in Plan 2008, Phase II.

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

**Best Practice:** Create a scholarship program for undergraduate students of color and economically disadvantaged students to be funded by private contributions. UW-Superior is in the final steps in the distribution of three new \$500.00 a semester scholarships for students of color/disadvantaged students. The number of these scholarships will be increased to six as funds become available. In addition to the increase of targeted scholarships, the number of students of color that receive non-targeted scholarships have increased significantly over the past five years as a result of the visibility of Plan 2008.

**GOAL V: 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.**

**Best Practice 1:** Increase student recruitment/retention rates by continuing to build a multicultural staff/team. In the past seven years, the University of Wisconsin-Superior has increased its culture specific staff from three to six. We have added a Multi-cultural Student Services Specialist, A Southeast Asian Student Services Specialist, and a Student of Color Recruitment Coordinator. The adding of staff has greatly enhanced our personal efforts to recruitment and then the retention of these students.

**Best Practice 2:** Increase student retention rates by the development of a Multicultural Center at UW-Superior. The Administrative Library of Old Main has

been turned into a Multicultural Center. This has been accomplished through the refurbishing money given to the Center by the university and by two grant proposals funded by "Minnesota Power" and "The Knight Foundation," along with regular monthly donations from friends of the Multicultural Center.

The Center is completely furnished with two student lounges, a computer study area, a student organization conference area and a lecture area. Each wall is dedicated to a different racial ethnic group and has displays of arts and crafts from that group. Future grants will be written to cover the costs of the arts and crafts still needed to fill the Center.

The Center provides students of color a place to call their own, a place of cultural and ethnic pride. The Center is open to all students, faculty/staff, and members of the community but will be dedicated to People of Color. The Center is used daily by students and has become a very popular area for all students.

#### **GOAL VI: ENCOURAGE PARTNERSHIPS THAT BUILD THE EDUCATIONAL PIPELINE BY REACHING CHILDREN AND THEIR PARENTS AT AN EARLIER AGE**

**Best Practice: Work with the staff of school districts that have a high concentration of American Indian, as well as with Tribal Chairs, urban Indian Organizations, tribal colleges, and tribal education chairs; in order to increase college retention and graduation rates of American Indian students at the University of Wisconsin-Superior.** Director of American Indian Studies and the American Indian Student Services Specialist is in contact school districts, Tribal Chairs, Tribal Councils, Tribal Colleges, and Duluth/Superior Urban American Indian Organizations for the purpose of the organization of a retention action group that will explore reasons for low retention rates for American Indian Students at both the high school and higher education levels and ways of retention rate improvement. Out of this retention action group will come a long-range plan that will include seminars and workshops that will encourage the entire community to get involved in increased retention efforts for American Indian Students.

A meeting was held on the campus of UW-Superior with American Indian faculty and Wisconsin Reservation Home-School Coordinators for the purpose of creating a plan of action to increase retention and graduation rates of American Indian students. The Director of the American Indian Studies Center and the Multicultural Affairs Coordinator followed up the meeting in Superior with a visit to the Home-School Coordinator's meeting held on the St. Croix Reservation. Networking between the two groups continues with the goal of a solid retention/graduation plan for Native American students.

Tribal Chairs from all the tribes in Wisconsin were invited to a one-day meeting to meet and to get to know the Chancellor and university administration. Partnerships between the tribes and UW-Superior were discussed.

Planned for Spring 2003 (February 28, 2003), there will be a Native American Cultural Issues Symposium held on the campus of Lac Courtes Oreilles Community College but sponsored by University of Wisconsin-Superior Extension Office. The planning of this symposium was a joint effort between the Office of Continuing Education and Extension, The First nations Studies Center (formerly American Indian Studies Center), and the UW-Superior Multicultural Affairs Office. The purpose of this symposium is to address issues, problems and potential solutions and how the university can help in the process. Presenters and attendees will include Native Americans from various reservations from both Wisconsin and Minnesota.

## **GOAL VII: IMPROVE ACCOUNTABILITY OF THE UW-SYSTEM AND ITS INSTITUTIONS**

**Best Practice: Chancellor of the UW-Superior will create a networking web through the Multicultural Affairs Office to address areas of low outcome and report to the Board of Regents on how UW-Superior plans to reverse that trend.** Chancellor Erlenbach networks with the Multicultural Affairs Coordinator, Director of Indian Studies, multicultural student organizations, and faculty and staff of color to form a creative think tank with the purpose of developing ways to improve low outcomes.

As mentioned before, the Chancellor keeps an open line of communication with faculty, staff, and students through informal meetings for the purpose of keeping abreast of what is going on at UW-Superior for people of color.

The Chancellor meets regularly with the Board of Regents and addresses any low outcomes that UW-Superior encounters or may encounter.