

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Plan**

**December 15, 2004**

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## **Introduction**

### **The University of Wisconsin Colleges Select Mission and UW System Plan 2008**

The University of Wisconsin Colleges has as part of its select mission “serving the needs of ethnically diverse students, students with disabilities and nontraditional students.” Each UW College has a special connection to the community in which it is located, which reinforces the obligation to serve those who are members of the local community. While the State of Wisconsin operates the programs of the institution, the campus facilities are owned and maintained by the counties and cities in which the campuses are located.

The populations of the communities in which the UW Colleges campuses are located vary greatly. It is appropriate, therefore, that the initiatives that each UW Colleges campus has identified for inclusion in the University of Wisconsin Colleges Plan 2008: Educational Quality Through Racial and Ethnic Diversity Phase II Plan also vary. The unique campus initiatives represent those programs and activities, as determined by each campus, which will advance the goal of enhancing diversity for all members of the university community.

In addition, the UW System Plan 2008: Educational Quality Through Racial and Ethnic Diversity prescribed a special emphasis for the University of Wisconsin Colleges. First, in the elaboration of Goal #1, the UW System Plan states that “Consistent with their mission as entry institutions, the UW Colleges will create K-12 precollege programs, adult precollege programs, and recruitment efforts for students with high school grade point averages (GPA) of 2.00 to 2.50.” This emphasis is reflected in the proliferation of precollege programs at most UW Colleges campuses.

The UW System Plan 2008 also states that “The resources of the UW Colleges should be used more fully to prepare students of color for transfer to a UW System baccalaureate institution.” It further states that a “transfer orientation program should be created for students who transfer from a UW College to a UW System baccalaureate institution. Students of color should be encouraged to take advantage of this orientation.” The UW Colleges, since the inception of Plan 2008, has increased its connection to the multicultural student advisors at the baccalaureate institutions. A presentation was given to the UW System M/D Coordinators that included student demographics in the UW Colleges and communication strategies for reaching the student of color population. Some of the initiatives identified by the UW Colleges campuses reflect the need to ensure that students of color successfully transfer to a baccalaureate institution and obtain their degree.

Two other items have informed the development of the UW Colleges Plan 2008 Phase II Plan. First, the Board of Regents Resolution endorsing the Plan 2008 Phase II Guidelines, in which the Board determined that “UW System institutions will focus their resources and efforts on narrowing the achievement gap in ways that are appropriate to their particular mission, student population and other circumstances.” Because of the significant differences in enrollment of students of color at UW Colleges campuses, this issue is being addressed at both the campus and at the institutional level. For some UW Colleges campuses, retention of students of color is less salient than other Plan 2008 goals. The information learned from the institutional retention initiatives, however, will be shared will all campuses so that all can benefit.

Second, the information derived from the UW System Best Practices in Closing the Achievement Gap Conference has been incorporated into the Plan. The UW Colleges sent a

diverse team of administrators, faculty and staff to the conference. As part of the last session facilitated by Regent Danae Davis, the UW Colleges team identified five “next steps” that the institution would undertake as a result of the conference. Four of those “next steps” involved institutional endeavors, and one addressed campus specific initiatives. All of the next steps are embedded in the Phase II Plan. In particular, in accordance with the information presented by Professor Alberto Cabrera, Department of Educational Leadership and Policy Analysis, a pilot project involving classroom climate will be implemented. It should be noted that Dr. Cabrera had previously addressed the institution concerning classroom climate in a workshop funded by a grant from the UW System Institute for Race and Ethnicity.

### **The Institutional Process for the Development of the Plan 2008 Phase II Report**

Upon receipt of the UW System “Administrative Recommendations for Creating Plan 2008: Phase II,” the Chief Student Affairs Officer, who also serves as the M/D Coordinator, began to prepare a draft of the process that the UW Colleges would follow in the development of its Phase II Plan. That draft was shared with the Provost, and with the UW System Office of Academic Diversity and Development. Reflecting the unique structure of the institution, it was determined that the campuses would have significant responsibility and accountability for the delivery of diversity programming. The central administration, however, would also have a role both in leading certain institutional initiatives, and in supporting the campus plans.

A template was developed for use by the campuses to report the initiatives that would be undertaken. In accordance with the UW System recommendations, that template included a section that relates to assessment.

A public folder was created that contained documents and information that would be useful to the campus committees charged with the creation of the Phase II Plan. Information concerning the Phase II process was sent to multiple constituencies at each campus including deans, individuals identified as the campus contact for Plan 2008, multicultural student advisors and assistant campus deans for student services. Importantly, the information was shared with all student government presidents to ensure that students would be aware of and involved in the process. Additional documents were added to the public folder throughout the development process, and further guidance was furnished when appropriate.

Staff in the Office of Academic Affairs met to discuss the “next steps” identified at the Best Practices Conference, and to consider the role that the institution could play. Relevant sections of the Phase II Plan drafts were shared with that group. The efforts of both the campuses and the central administration are reflected in the completed Phase II Plan.

## **Institutional Initiatives**

The University of Wisconsin Colleges Office of Academic Affairs reviewed the diversity efforts of the institution since the inception of Design for Diversity in 1988, through the first five years of Plan 2008: Educational Quality Through Racial and Ethnic Diversity. To reflect its deepening commitment to creating a truly multicultural institution, the staff in the Office of Academic Affairs have decided to plan strategically, not only for the second five years of Plan 2008, but for the years following the expiration of the Plan.

To that end, institutional initiatives have been identified that are integrated with other broad endeavors being undertaken by the institution, in keeping with its mission and institutional priorities. That mission includes serving the “needs of ethnically diverse students, students with disabilities and nontraditional students.” The UW Colleges also recognizes, however, the need to prepare all students for entry into an increasingly diverse society and work force.

To ensure an ongoing awareness of and attention to diversity issues, the Office of Academic Affairs is considering the following ten initiatives for the second five years of Plan 2008.

- Environmental Scan

The UW Colleges Office of Academic Affairs will identify a strategy for conducting an environmental scan of the campuses to assess the campus environment for persons of color. Such a scan has not been conducted since 1995. Enrollment of students of color has increased significantly since that time. In 1995, there were 389 students of color enrolled, and in the fall of 2004, there were 778, nearly double that number. The information derived from the scan will be useful for the retention of these students of color. This goal comports with the Board of Regents Resolution regarding Plan 2008 that states “that the focus of Phase II will be to address the achievement gap between UW System students of color and white students measured by retention and graduation from UW institutions.” The information derived from the environmental scan will be shared via a compressed video institutional town meeting.

- Diversity Calendar

The UW Colleges will investigate the development of an institutional diversity calendar. This strategy would be employed to promote the simultaneous scheduling of institutional diversity activities at all thirteen campuses. It would also represent an attempt to minimize costs for guest speakers and other cultural events through the use of sequential scheduling at various campuses and regional events.

- Best Practices Forum

The University of Wisconsin Colleges has been very successful in its use of the compressed video town meeting format. A town meeting will be organized that will provide a forum for the sharing of best practices related to the seven goals of Plan 2008.

- Data Distribution

The Office of Academic Affairs will continue to obtain and distribute information about local populations of color and trends that will impact our campuses as they move forward with Plan 2008.

- Campus Climate Pilot

A positive classroom climate is an essential component of any effort to retain students of color. The Office of Academic Affairs will identify a small cohort of faculty interested in piloting an assessment of their classroom climate. An appropriate instrument for this assessment will be chosen and administered. The results of the assessment will be shared with faculty throughout the institution.

- Focused External Grant Strategy

The UW Colleges Grants Officer has already begun to identify a cohesive set of grants related to UW Colleges Plan 2008 goals and programs for which the UW Colleges may apply. Programs will be designed for which grants will be sought that interface appropriately at each campus.

- UW Colleges Students of Color and Disadvantaged Students Undergraduate Research Program

In recognition of the importance to the retention effort of participation in undergraduate research and the development of faculty/student relationships, the UW Colleges will create a new undergraduate research program in conjunction with the UW System American Multicultural Student Leadership Conference. Each campus will be allotted two slots for students who will submit research projects with the assistance of a faculty mentor. Those students will be guaranteed participation at the next American Multicultural Leadership Conference and will receive a research recognition award. The Undergraduate Research Program is being coordinated through the Engaging Students in the First Year Experience (ESFY) Campus Coordinators, thus linking two significant institutional endeavors.

- Budget Reallocation

Examination of existing budgets will be conducted to determine whether components of those budgets may be used to support diversity initiatives that relate to the programs within the designated budget rubric.

- Engage UWC Students of Color and Disadvantaged Students in Diversity Planning and Programming Activities

The UW Colleges will invite students of color and disadvantaged students to work with faculty, staff, and administrators on planning specific institution-wide race and diversity curricular and co-curricular programs and activities. Each campus will be asked to name one student of color and/or disadvantaged student to the Chancellor's Race and Diversity Advisory Council. The Council will also have representation from the faculty, staff, and administration, and will provide recommendations regarding curricular and co-curricular diversity programs to the Chancellor. The Council will meet at least four times during the academic year with at least one face-to-face meeting each semester.

- Outreach to the Community

The Office of Continuing Education has historically emphasized diversity programming at the campuses, recognizing the need to educate not only students, but community citizens as well. Diversity programming will increase in an attempt to address the needs of growing multicultural communities. Best practices, such as the Diversity Circles at UW-Fond du Lac and the Ho Chunk Nation language project, will be shared with all other outreach program managers who may replicate the programs within their communities.

## **University of Wisconsin-Baraboo/Sauk County**

The initiatives to be undertaken at UW-Baraboo/Sauk County support Goals #1 and #2 of the campus strategic plan. They will help underserved populations become better acquainted with university planning and success issues, as well as providing yet another connection to the feeder high schools in the area.

Goal #1 of the UW-Baraboo/Sauk County plan is “Increased Student Success.” This goal addresses “improving students’ academic achievement and personal development as well as increasing the percentage of students who return for their second year.”

Goal #2 is “Increased support of the College from local, state, federal and private constituencies and development of new revenue streams/sources.” Included in this goal is continuing and increased collaboration with the Ho-Chunk nation in areas such as the Ho-Chunk language training program, the precollege program, and efforts to obtain grants to support programs that benefit Native American students.

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Campus: UW-Baraboo/Sauk County

<b>Plan 2008 Goal #1 - #7</b>	Goal #2: Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	Planning for college
<b>Description of Initiative</b>	An annual week-long program designed to assist Hispanic and Ho-Chunk high school students with their college preparation and planning.
<b>Target Population and Number of Participants To Be Served</b>	15-20 Students from the Sauk County Area.
<b>Person(s) Responsible</b>	Michael Brophy
<b>Expected Outcomes</b>	Increased participation and success rates for targeted students.
<b>Assessment Indicators</b>	<ul style="list-style-type: none"><li>- College enrollment rates</li><li>- Second year university retention rates</li></ul>

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**Campus: UW-Baraboo/Sauk County**

<b>Plan 2008 Goal #1 - #7</b>	Goal #6: Foster Institutional Environments and Course Development that Enhance Learning and Respect for Racial and Ethnic Diversity.
<b>Name of Initiative</b>	Language Initiatives
<b>Description of Initiative</b>	<p>Delivering language based courses in the community (Ho-Chunk, Spanish, Hmong).</p> <p>The campus will expand its language offerings:</p> <ul style="list-style-type: none"> <li>- Conversational Spanish for Health Care workers will continue to serve hospital employees from Sauk County.</li> <li>- A similar program emphasizing conversational Hmong will be proposed to the Ho-Chunk casino, per their request.</li> </ul> <p>A Ho-Chunk language training program is expected to continue, with Ho-Chunk language teachers receiving pedagogical and classroom management training on campus</p>
<b>Target Population and Number of Participants To Be Served</b>	Healthcare and gaming employees. Ho-Chunk language teachers.
<b>Person(s) Responsible</b>	Dean, Continuing Education
<b>Expected Outcomes</b>	Greater service to Spanish, Ho-Chunk, and Hmong communities.
<b>Assessment Indicators</b>	- Participation in programs.

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**Campus: UW-Baraboo/Sauk County**

<b>Plan 2008 Goal #1 - #7</b>	Goal #6: Foster Institutional Environments and Course Development that Enhance Learning and a Respect for Racial and Ethnic Diversity.
<b>Name of Initiative</b>	Diversifying campus culture and diversity
<b>Description of Initiative</b>	<p>A comprehensive effort to increase programming that highlights cultural heritages and differences.</p> <p>This initiative includes:</p> <ul style="list-style-type: none"> <li>- Continued programming with the Ho-Chunk Nation</li> <li>- Guest speakers and programming during Hispanic, African American, and Women’s History Months</li> <li>- Implementation of a women’s studies certificate</li> <li>- Support of new student clubs: ex: Native American Student Organization</li> <li>- Increased programming in newly founded Cultural Diversity Center</li> </ul>
<b>Target Population and Number of Participants To Be Served</b>	600 UW-Baraboo/Sauk County students
<b>Person(s) Responsible</b>	Dean, Campus Culture and Community Committee
<b>Expected Outcomes</b>	Increased appreciation for different cultures
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>- Attendance at events</li> <li>- Integration of programming into curriculum</li> </ul>

## University of Wisconsin-Barron County

The University of Wisconsin-Barron County is proud of its attempts to achieve better understanding of racial and ethnic diversity among its student body. Our recruiting area is largely white, which makes it difficult to recruit large numbers of multicultural students. For example, Barron County's population was 97.7% white in 2000; and the nearest neighboring counties also were 96-98% white in 2000. Only by approaching the goal of diversity broadly can UW-Barron County hope to achieve UW System goals for Plan 2008. This narrative highlights a few of the programs described in more detail in the subsequent templates.

One of our greatest successes is our long-running summer precollege program, which involves a collaboration with Lac Courtes Oreilles Ojibwa Community College. For more than a decade, the campus has held a one or two-week program for American Indian and disadvantaged fifth and sixth graders. Its goal is to provide basic career awareness and learning activities that will enhance knowledge of and interest in post-secondary educational opportunities. More recently, the summer pre-college program has been supplemented by a program running from November through May for students in grades seven through twelve. That program, also undertaken in collaboration with the LCO Community College, focuses specifically on math and science education and serves more students. It also has more rigorous assessment indicators, including the tracking of grade point averages over a period of years.

As a host site (in cooperation with UW-Eau Claire) of a TRIO program, UW-Barron County also reaches out to low-income students, some of whom are adults of color, whose parents did not attend college. The program works with other agencies and organizations to receive referrals and to serve the program adults. However, its coordinators have indicated that much of the time they are assisting students in getting the GED rather than in applying for college.

Another innovative program at UW-Barron County is called Fifth Graders Go to College. All the fifth grade classes of the Rice Lake School District come to UW-Barron County for one afternoon of classes. The purpose is to reach those who might not have previously thought that college could be for them. Since Barron County's rate of those living below the poverty level in 1999 was 8.8%, obviously some of the students served by this program are economically disadvantaged.

The campus has also been trying to take advantage of alliances with the Rice Lake Sister City Program and the UW Institute on Race and Ethnicity. There were two continuing education programs that utilized foreign exchange students or members of the Sister City program. One aimed to introduce more people to Japanese culture, and traditions. The Institute on Race and Ethnicity funded a campus based reading seminar in spring 2004 that looked at the issue of reparations for Holocaust survivors and for the descendants of slaves. In addition, we hope the Institute will fund another campus based reading seminar grant proposal for spring 2005 that would investigate the issue of Indian slavery. We are also planning to write a future IRE conference grant application that would enable faculty and staff to learn more about culturally based differences in learning styles.

Some student groups on campus have also promoted understanding of American Indian culture. For the past several years, the Sociology Club has arranged a demonstration powwow with dancers and drummers from the St. Croix Band of Ojibwe. Each time approximately 150 students and community members have attended. Unfortunately, the Sociology Club is now

inactive, and it is uncertain whether the powwows will continue in the future. The campus history club (Contemplare Historia) has sponsored field trips to Minneapolis/St. Paul to see exhibits related to American Indians; one focused on Plains Indian shirts and the other conveyed Dakota reflections about the Mississippi River.

As a result of doing this report, the associate dean requested that the Student Satisfaction Survey in the future include questions about race and ethnicity as well as gender, sexual orientation, religion, and economic disparity among students. The purpose is to acquire better data about campus climate in regard to minority identification.

Finally, UW-Barron County has made a major effort to improve its library holdings on issues related to race and ethnicity. Since the summer of 2002 alone, the librarian has purchased approximately 500 books on those topics, in addition to a number of VHS and DVD programs. The librarian works with requests from faculty and staff members related to their classes in ethnic studies.

Altogether, UW-Barron County has made a consistent effort to promote understanding of diversity in general, and race and ethnicity issues in particular. If recruitment has not been our strongest point, at least we have done other things to promote and support diversity on the campus and in the region.

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

**Campus:** UW-Barron County

<p><b>Plan 2008 Goal #1: Increase the Number of Wisconsin High School Graduates of Color Who Apply, Are Accepted, And Enroll At UW System Institutions</b></p>	<p>Task #1: Increase Precollege Programming Through UW System Academic Divisions and Departments            Task #2: Work with Tribal Education Chairs, the WIEA, Great Lakes Intertribal Council, urban Indian agencies and staff of school districts that have a high concentration of American Indian students to increase precollege participation.            Task #3: Consistent with their mission as entry institutions, the UW Colleges will create K-12 precollege programs, adult precollege programs, and recruitment efforts for students with high school grade point averages (GPA) of 2.00 to 2.50.            Task #4: Work with the American Indian tribes to create precollege programs that are specifically tailored to the unique needs of both rural and urban Indian populations.</p>
<p><b>Name of Initiative</b></p>	<p>UW-BC and Lac Courtes Oreilles Ojibwa Community College Summer Precollege Program</p>
<p><b>Description of Initiative</b></p>	<p>A one- or two-week program for Native American and disadvantaged 5<sup>th</sup> and 6<sup>th</sup> graders. It occurs in the first part of June annually. Through field trips and presentations, the program provides basic and enrichment learning activities and career awareness and knowledge of post-secondary educational opportunities.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Native American and disadvantaged 5<sup>th</sup> and 6<sup>th</sup> graders from schools in Hayward and Winter, Wisconsin and from the Lac Court Oreilles Tribal Schools.</p> <p>Goal is to maintain participation of 25-30 students            Summer 2003: 22 students            Summer 2004: 30 students</p>
<p><b>Person(s) Responsible</b></p>	<p>Susan Mofle (UW-BC) and Tracy Mofle (LCOOCC)</p>
<p><b>Expected Outcomes</b></p>	<p>Students will continue to be involved actively in precollege programming from year to year.            Students will have interest and motivation to pursue post-secondary educational opportunities and careers.            Students will strengthen their academic performance.</p>
<p><b>Assessment Indicators</b></p>	<p>Evaluation forms are required for the grant from the Wisconsin Department of Public Instruction's Minority Scholarship Program. Students complete a UW-Colleges Survey designed to assess their interest/motivation for pursuing a post-secondary education. In the future will begin to track student achievement over a period of years.</p>

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**Campus:** UW-Barron County

<p><b>Plan 2008 Goal #1: Increase the Number of Wisconsin High School Graduates of Color Who Apply, Are Accepted, And Enroll At UW System Institutions</b></p>	<p>Task #1: Increase Precollege Programming Through UW System Academic Divisions and Departments            Task #2: Work with Tribal Education Chairs, the WIEA, Great Lakes Intertribal Council, urban Indian agencies and staff of school districts that have a high concentration of American Indian students to increase precollege participation.            Task #3: Consistent with their mission as entry institutions, the UW Colleges will create K-12 precollege programs, adult precollege programs, and recruitment efforts for students with high school grade point averages (GPA) of 2.00 to 2.50.            Task #4: Work with the American Indian tribes to create precollege programs that are specifically tailored to the unique needs of both rural and urban Indian populations.</p>
<p><b>Name of Initiative</b></p>	<p>UW-BC and Lac Courtes Oreilles Ojibwa Community College Math and Science Precollege Program</p>
<p><b>Description of Initiative</b></p>	<p>A program for 7<sup>th</sup> through 12<sup>th</sup> graders held about once a month from November through May. The program is designed to strengthen students' academic skills and interest in math and science education and to learn about post-secondary educational opportunities and careers in the math and science fields. It provides workshops, contests, field trips, and presentations that are targeted at specific grade levels.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Native American and disadvantaged 7<sup>th</sup> through 12<sup>th</sup> graders from schools in Hayward and Winter, Wisconsin and from the Lac Court Oreilles Tribal Schools.</p> <p>Goal is to increase participation            2002-2003: 67 students            2003-2004: 69 students</p>
<p><b>Person(s) Responsible</b></p>	<p>Susan Mofle (UW-BC) and Tracy Mofle (LCOOCC)</p>
<p><b>Expected Outcomes</b></p>	<p>Students will continue to be involved actively in precollege programming from year to year.            Students will have interest and motivation to pursue post-secondary educational opportunities and careers in math and science.            Students will strengthen their academic performance.</p>
<p><b>Assessment Indicators</b></p>	<p>An informal survey designed to document student interest in various programmatic activities, post-secondary degree programs, and career areas.            Track grade point averages over a period of years.            Hope to track student achievement through their post-secondary years and into their careers, noting particularly how many enroll in college, how many graduate, and how many find jobs in their chosen field.</p>



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**Campus:** UW-Barron County

<p><b>Plan 2008 Goal #1: Increase the Number of Wisconsin High School Graduates of Color Who Apply, Are Accepted, And Enroll At UW System Institutions</b></p>	<p>Task #5: Develop Adult Recruitment Programs Targeted Specifically to African American, American Indian, Hispanic/Latino and Asia American Adults Age 25 and Older.</p>
<p><b>Name of Initiative</b></p>	<p>Educational Opportunity Centers Program</p>
<p><b>Description of Initiative</b></p>	<p>This is one of four TRIO programs at UW Eau Claire, but it includes an office at UW-BC and includes adults from Barron and surrounding counties. While there are not large numbers of racial minorities living in the area, a high percentage of those who do live here are low-income and would benefit from the program. The program works with other agencies or organizations to receive referrals and to serve the program adults.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Low-income students whose parents do not have four-year college degrees. In the last year or so the office at UW-BC has focused particularly on the Somali population in the city of Barron and the American Indian population connected to the St. Croix Tribal Center in Hertel. In academic year 2003-2004, there were 409 participants, of whom 42% were racial/ethnic minorities.</p>
<p><b>Person(s) Responsible</b></p>	<p>Jim Dzimielia and Sue Jaspersen (both in the office at UW-BC)</p>
<p><b>Expected Outcomes</b></p>	<p>The educational aspirations of adult students will increase. Students in the target population will receive a complete needs assessment at the time of enrollment in the program. Because of good advisement, students will receive assessment information, career and personal counseling, and academic information that will assist them in making appropriate career and educational choices. Those wishing to enroll in college will receive information and assistance regarding financial aid and post-secondary admission procedures. More than half of those in the program who are in need of computer training will receive it. Those having a need will receive nonacademic support services.</p>
<p><b>Assessment Indicators</b></p>	<p>A listing of those receiving help broken down by various categories, including race or ethnic background. It indicated a 100% increase in Native American participation in 2003-2004 compared to the previous academic year.</p>

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Campus: UW-Barron County

<p><b>Plan 2008 Goal #1: Increase The Number Of Wisconsin High School Graduates Of Color Who Apply, Are Accepted, And Enroll At UW System Institutions.</b></p>	<p>Task 7: Increase UW System Institutions' Partnerships With Local Communities of Color, Social Service Agencies, Literacy Centers, Spiritual Institutions and Other Organizations to Deepen Their Awareness of Admission Requirements and the Breadth of Opportunities and Obstacles that Students of Color Face.</p>
<p><b>Name of Initiative</b></p>	<p>Educational Opportunity Centers Program</p>
<p><b>Description of Initiative</b></p>	<p>This is one of four TRIO programs at UW-Eau Claire, but it includes an office at UW-BC and includes adults from Barron and surrounding counties. While there are not large numbers of racial minorities living in the area, a high percentage of those who do live here are low-income and would benefit from the program. The program works with other agencies or organizations to receive referrals and to serve the program adults.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Low-income students whose parents do not have four-year college degrees. In the last year or so the office at UW-BC has focused particularly on the Somali population in the city of Barron and the American Indian population connected to the St. Croix Tribal Center in Hertel. In academic year 2003-2004, there were 409 participants, of whom 42% were racial/ethnic minorities.</p>
<p><b>Person(s) Responsible</b></p>	<p>Jim Dzimielia and Sue Jaspersen (both in the office at UW-BC)</p>
<p><b>Expected Outcomes</b></p>	<p>Establish ongoing dialog with service agencies for local communities of color. Provide information about postsecondary education. Provide free computers to some who would otherwise be without.</p>
<p><b>Assessment Indicators</b></p>	<p>A listing of those receiving help broken down by various categories, including race or ethnic background. It indicated a 100% increase in Native American participation in 2003-2004 compared to the previous academic year.</p>

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**Campus:** UW-Barron County

<b>Plan 2008 Goal #2: Encourage Partnerships that Build the Educational Pipeline by Reaching Children and Their Parents of An Earlier Age.</b>	Task 1: Increase Participation of People of Color and the Economically Disadvantaged in UW System Outreach, Extension, and Continuing Education Programs.
<b>Name of Initiative</b>	Fifth Graders Go to College
<b>Description of Initiative</b>	All the fifth grade classes of the Rice Lake School District come to UW-BC for one afternoon of classes taught by college faculty and staff. The purpose is to reach those who might not previously have thought that college could be for them or whose parents would have discouraged them. Parents are invited and encouraged to attend with their children, although few do since most are working. Classes range across the disciplines, including science, math, humanities, and social sciences.
<b>Target Population and Number of Participants To Be Served</b>	All fifth graders in the Rice Lake School District, approximately 200 students.
<b>Person(s) Responsible</b>	Mary Hoeft and Alpha Theta Pi chapter of Phi Theta Kappa
<b>Expected Outcomes</b>	Students who had previously not thought about college will be introduced to the campus environment and see that college doesn't have to be an intimidating goal. Since all fifth graders attend, and since Barron County's poverty rate is similar to that throughout the state, this program obviously serves the economically disadvantaged. It also serves those few students of color in the Rice Lake schools.
<b>Assessment Indicators</b>	Feedback from fifth grade teachers. Informal feedback from other participants.

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<b>Plan 2008 Goal #2: Encourage Partnerships that Build the Educational Pipeline by Reaching Children and Their Parents of An Earlier Age.</b>	Task: Other
<b>Name of Initiative</b>	Two Pre-college Programs—see Goal #1 for details.
<b>Description of Initiative</b>	See Goal #1 for details.
<b>Target Population and Number of Participants To Be Served</b>	See Goal #1 for details.
<b>Person(s) Responsible</b>	See Goal #1 for details.
<b>Expected Outcomes</b>	See Goal #1 for details.
<b>Assessment Indicators</b>	See Goal #1 for details.

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Campus: UW-Barron County

<p><b>Plan 2008 Goal #2: Encourage Partnerships that Build the Educational Pipeline by Reaching Children and Their Parents of An Earlier Age.</b></p>	<p>Task : Other.</p>
<p><b>Name of Initiative</b></p>	<p>Native Storyteller</p>
<p><b>Description of Initiative</b></p>	<p>The CE director hopes to have Debra Morningstar, an Oneida storyteller, come to UW-BC for an interactive class for children accompanied by a grandparent or other adult. The class would include storytelling and an activity such as creating a story stick or dream catcher. Morningstar typically brings cultural artifacts with her to enhance her presentations.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Area children and accompanying adults. 20 children, 20 adults</p>
<p><b>Person(s) Responsible</b></p>	<p>Samantha Heathman</p>
<p><b>Expected Outcomes</b></p>	<p>To build intercultural appreciation at a young age.</p>
<p><b>Assessment Indicators</b></p>	<p>Participants will fill out an evaluation form.</p>

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Campus:     UW-Barron County    

<b>Plan 2008 Goal #2: Encourage Partnerships that Build the Educational Pipeline by Reaching Children and Their Parents of An Earlier Age.</b>	Task: Other
<b>Name of Initiative</b>	Cultural Field Trip: Sample the Cultures of Japan
<b>Description of Initiative</b>	Participants received a 1.5 hour tour of the UW-BC campus that focuses on the Japanese Garden (built by Japanese master gardeners) and other items related to Japanese heritage. The tours in May 2004 were facilitated by 2 Japanese exchange students and members of the Rice Lake International Friendship Association. The tour for 2005 will be longer, 2 hours instead of 1.5 hours.
<b>Target Population and Number of Participants To Be Served</b>	Area elementary schools, grades 1-5 are targeted. 259 students and 30 teachers and chaperons participated in May 2004. Similar results are expected for the spring 2005 tour.
<b>Person(s) Responsible</b>	Barb Lang in May 2004 and Samantha Heathman in 2004-2005.
<b>Expected Outcomes</b>	To fulfill area elementary schools' need for cultural/ethnic programming for their students. To introduce younger students to the UW-BC campus.
<b>Assessment Indicators</b>	Participants fill out evaluation forms. In May 2004, the program received a 4.0 rating out of a possible 4.0, extremely high.

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<p><b>Plan 2008 Goal #3: 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.</b></p>	<p>Task #2: The Resources of the UW Colleges Should Be Used More Fully to Prepare Students of Color for Transfer to a UW System Baccalaureate Institution.</p>
<p><b>Name of Initiative</b></p>	<p>Educational Opportunity Centers Program</p>
<p><b>Description of Initiative</b></p>	<p>This is one of four TRIO programs at UW-Eau Claire, but it includes an office at UW-BC and includes adults from Barron and surrounding counties. (See Goal #1 for more details.) Because the program has offices at UW-Eau Claire as well as at UW-BC, the local coordinator makes appointments for students transferring to Eau Claire to meet with appropriate people prior to transfer. He also sets up appointments at the Office of Multicultural Affairs.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Low-income students whose parents do not have four-year college degrees. (See Goal #1 for more details.)</p>
<p><b>Person(s) Responsible</b></p>	<p>Jim Dzimielia and Sue Jasperson (both in the office at UW-BC)</p>
<p><b>Expected Outcomes</b></p>	<p>Smooth transfer to UW-EC</p>
<p><b>Assessment Indicators</b></p>	<p>Anecdotal evidence of students. Number of appointments kept at UW-EC.</p>

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**Campus:** UW-Barron County

<p><b>Plan 2008 Goal #3: 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.</b></p>	<p>Task #5: Improve Retention Rates for Students of Color Through A Two-Pronged Approach. At Each Institution: (1) Create Organized Opportunities for Administrators, Faculty, and Staff To Learn About Intercultural Differences in Communication and Learning Styles That Can Help Improve Learning Outcomes for Students of Color; and (2) Bolster Campus Initiatives to Ensure Summer Employment/Learnings to Help Meet College Costs.</p>
<p><b>Name of Initiative</b></p>	<p>UW Institute on Race and Ethnicity Conference Grant</p>
<p><b>Description of Initiative</b></p>	<p>This is planned for the future. To write a grant application for a conference that would offer faculty and staff more information about intercultural differences in learning styles and means of communication.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>All faculty and teaching staff at UW-BC, approximately 40 people.</p>
<p><b>Person(s) Responsible</b></p>	<p>Dean Paul Chase</p>
<p><b>Expected Outcomes</b></p>	<p>More sensitivity to cultural differences. Better interaction between teachers (of whatever race) and students of all cultures.</p>
<p><b>Assessment Indicators</b></p>	<p>Number who attend the conference. Evaluation forms on the value of the conference. Follow-up inquiry (after a semester or year) to teachers to discover whether they implemented what they learned. Comparative data on the success of students of color.</p>

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Campus: UW-Barron County

<p><b>Plan 2008 Goal #4: Increase the Amount of Financial Aid Available to Needy Students and Reduce Their Reliance on Loans</b></p>	
<p><b>Name of Initiative</b></p>	<p>UW-BC Foundation Scholarships</p>
<p><b>Description of Initiative</b></p>	<p>The Foundation offers a variety of scholarships. For 1 new student the American Indian Scholarship provides \$300. For continuing students the American Indian Scholarship provides \$500 to one person, and the Diversity Scholarship provides \$300 to another (or perhaps the same) person. In addition there are 2 other scholarships for incoming students awarded on the basis of need (among other qualifications) for a total of \$550 and 6 for continuing students on the basis of need (among other qualifications) for a total of \$1500.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Minorities and poor but well-qualified students. A maximum of 11 per year, but sometimes the same student receives more than one scholarship.</p>
<p><b>Person(s) Responsible</b></p>	<p>Academic Actions and Scholarships Committee, Heidi Rosenberg and Mary Hoeft co-chairs in 2004-2005.</p>
<p><b>Expected Outcomes</b></p>	<p>Students receiving the scholarships will borrow that much less money. The scholarships will help to retain students who might otherwise be unable to attend college.</p>
<p><b>Assessment Indicators</b></p>	<p>Number of applications for each of the above scholarships. Whether all recipients accept the scholarships. Whether all recipients complete 4 semesters at UW-Barron County.</p>

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Campus: UW-Barron County

<p><b>Plan 2008 Goal #6: Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity</b></p>	<p>Task #2: Use Periodic Accountability Surveys of Students to Continue to Measure and Report Student Opinion About Campus Climates and How They Can Be Improved.</p>
<p><b>Name of Initiative</b></p>	<p>Student Satisfaction Survey</p>
<p><b>Description of Initiative</b></p>	<p>For about a decade UW-BC has administered in the classroom a student satisfaction survey in the spring semester. Starting in Spring 2005, that survey will include a question that asks specifically about whether the campus climate is welcoming to people of color. It will also inquire about whether the campus is welcoming for people of all gender identities, sexual orientations, political beliefs, religions, ages, and income statuses. In each case, respondents will be asked to explain their answers.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>The goal is to have 70% of all students registered in the spring semester fill out the survey. The answers would be used to serve all students, however.</p>
<p><b>Person(s) Responsible</b></p>	<p>Dale Fenton, Assistant Dean for Student Services</p>
<p><b>Expected Outcomes</b></p>	<p>Better data on campus climate. Depending on the results, it may lead to discussions on campus designed to improve the campus climate.</p>
<p><b>Assessment Indicators</b></p>	<p>Student responses on the form.</p>

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Campus: UW-Barron County

<p><b>Plan 2008 Goal #6: Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity</b></p>	<p>Task #3: Explore Opportunities to Provide Programs on Intergroup Relations, Conflict Resolution and Community Action for Students.</p>
<p><b>Name of Initiative</b></p>	<p>Ahoj! Czech Language, Culture, and Dance</p>
<p><b>Description of Initiative</b></p>	<p>Through 3 meetings, one each for language, culture, and dance, the program introduces people in the community to the language and cultural arts of the Czech Republic. Each meeting runs for 2.5 hours. The course in April 2004 was taught by two Czech international students along with facilitators who had traveled extensively in the Czech Republic.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>All ages and races could participate. The program was advertised widely in newspapers around Barron County, and it will be targeted at the same groups when it is offered again next spring. The number actually served in April 2004 was 15.</p>
<p><b>Person(s) Responsible</b></p>	<p>Barb Lang in April 2004 and Samantha Heathman in 2004-2005.</p>
<p><b>Expected Outcomes</b></p>	<p>To increase awareness of the Czech Republic in the Rice Lake area and Barron County more generally. To make people more aware of Rice Lake's Sister City, Zamberk.</p>
<p><b>Assessment Indicators</b></p>	<p>Participants fill out evaluation forms. The course last April received an excellent 3.9 rating on a 4.0 scale.</p>

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<p><b>Plan 2008 Goal #6: Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity</b></p>	<p>Task #3: Explore Opportunities to Provide Programs on Intergroup Relations, Conflict Resolution and Community Action for Students.</p>
<p><b>Name of Initiative</b></p>	<p>Cultural Field Trip: Sample the Cultures of Japan and the Czech Republic</p>
<p><b>Description of Initiative</b></p>	<p>Participants received a 1.5 hour tour of the UW-BC campus that focuses on the Japanese Garden (built by Japanese master gardeners) and other items related to Japanese and Czech heritage. The tours in May 2004 were facilitated by 2 Japanese exchange students, 2 Czech exchange students, and members of the Rice Lake International Friendship Association. The tour for 2005 will be longer, 2 hours instead of 1.5 hours.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Area elementary schools, grades 1-5 are targeted. 259 students and 30 teachers and chaperons participated in May 2004. Similar results are expected for the spring 2005 tour.</p>
<p><b>Person(s) Responsible</b></p>	<p>Barb Lang in May 2004 and Samantha Heathman in 2004-2005.</p>
<p><b>Expected Outcomes</b></p>	<p>To fulfill area elementary schools' need for cultural/ethnic programming for their students.</p>
<p><b>Assessment Indicators</b></p>	<p>Participants fill out evaluation forms. In May 2004, the program received a 4.0 rating out of a possible 4.0, extremely high.</p>

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<p><b>Plan 2008 Goal #6: Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity</b></p>	<p>Task #3: Explore Opportunities to Provide Programs on Intergroup Relations, Conflict Resolution and Community Action for Students.</p>
<p><b>Name of Initiative</b></p>	<p>Demonstration PowWow</p>
<p><b>Description of Initiative</b></p>	<p>UW-BC Sociology Club sponsored for the past several years a demonstration powwow, in which dancers and drummers from the St. Croix Band of Ojibwe performed in order to demonstrate the different kinds of regalia, the different kinds of dances, and the way in which a powwow is conducted. For the last several dances audience members were encouraged to join in. The audience was also served fry bread in order to receive a taste of Indian food.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>UW-BC students, area public schools, members of the Rice Lake community Approximately 150 attended each time.</p>
<p><b>Person(s) Responsible</b></p>	<p>Renee Gralewicz (advisor for the Sociology Club).</p>
<p><b>Expected Outcomes</b></p>	<p>A better understanding of modern Indian culture among those who are not native.</p>
<p><b>Assessment Indicators</b></p>	<p>Informal feedback from those in attendance, which was positive. The desire of students in the club to keep doing the program, even though it was never easy to coordinate with the performers.</p>

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<p><b>Plan 2008 Goal #6: Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity</b></p>	<p>Task #3: Explore Opportunities to Provide Programs on Intergroup Relations, Conflict Resolution and Community Action for Students.</p>
<p><b>Name of Initiative</b></p>	<p>Field Trips to Minneapolis Institute of Arts and/or Minnesota History Center</p>
<p><b>Description of Initiative</b></p>	<p>Arranged by the campus history club, called Contemplare Historia, these day-long trips offer students and their guests the opportunity to examine the history of Native American culture in more detail, as well as the chance to see other exhibits. The trip to the Minneapolis Institute of Arts last spring featured a display of Plains Indian shirts, while the trip to the Minnesota History Center (in October 2004) focused on an exhibit called Cloudy Waters: Dakota Reflections on the [Mississippi] River.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Students, faculty, and staff at UW-BC and their guests. Up to 50 will fit on the bus, but less than 25 actually attended.</p>
<p><b>Person(s) Responsible</b></p>	<p>Sue Patrick (advisor for Contemplare Historia).</p>
<p><b>Expected Outcomes</b></p>	<p>Increased awareness of the history of American Indian peoples.</p>
<p><b>Assessment Indicators</b></p>	<p>Informal feedback from those who walked the museum together and chatted on the bus during the return trip.</p>

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Campus: UW-Barron County

<p><b>Plan 2008 Goal #6: Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity</b></p>	<p>Task #3: Explore Opportunities to Provide Programs on Intergroup Relations, Conflict Resolution and Community Action for Students.</p>
<p><b>Name of Initiative</b></p>	<p>UW Institute on Race and Ethnicity, Campus Based Reading Grant Seminar</p>
<p><b>Description of Initiative</b></p>	<p>The grant provided for the purchase of two books: <i>IBM and the Holocaust</i> by Edwin Black and <i>The Debt</i> by Randall Robinson. The seminar met 15 hours over 5 occasions during the spring 2004 semester. The participants discussed the reading in general and particularly discussed whether reparations are appropriate for the groups discussed in the two books (Jews caught up in the Holocaust and African Americans).</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>The grant writer organized a group of 15 people, 7 faculty/staff, 4 students, and 4 community members.</p>
<p><b>Person(s) Responsible</b></p>	<p>Renee Gralewicz</p>
<p><b>Expected Outcomes</b></p>	<p>Discussion of and better understanding of the reparations issue.</p>
<p><b>Assessment Indicators</b></p>	<p>The grant requires a sample of participants to write a letter to the Institute covering such issues as these. How were the discussions valuable? What did you learn? Are there any applications—curricular, pedagogical, scholarly, collegial, personal? The letters or emails provided by group participants commented on the value of discussion versus just reading a book on one’s own. In addition, they critiqued the value of the books selected and of other information brought by group members to the seminar meetings.</p>

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Campus: UW-Barron County

<p><b>Plan 2008 Goal #6: Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity</b></p>	<p>Task #3: Explore Opportunities to Provide Programs on Intergroup Relations, Conflict Resolution and Community Action for Students.</p>
<p><b>Name of Initiative</b></p>	<p>UW Institute on Race and Ethnicity, Campus Based Reading Grant Seminar (for spring 2005)</p>
<p><b>Description of Initiative</b></p>	<p>If funded, the grant will provide for the purchase of <i>The Indian Slave Trade</i> by Alan Gally. The seminar will meet 15 hours during the spring 2005 semester. The participants will discuss the reading in general and particularly discuss to what extent the Indian slave trade was similar to or different from the trade in African slaves.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>11 people, including faculty, staff, students, and community members.</p>
<p><b>Person(s) Responsible</b></p>	<p>Sue Patrick</p>
<p><b>Expected Outcomes</b></p>	<p>A better understanding of the variations in slavery in the U.S.</p>
<p><b>Assessment Indicators</b></p>	<p>The grant requires a sample of participants to write a letter to the Institute covering such issues as these. How were the discussions valuable? What did you learn? Are there any applications—curricular, pedagogical, scholarly, collegial, personal?</p>

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<p><b>Plan 2008 Goal #6: Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity</b></p>	<p>Task #4: Increase Library Holdings for Ethnic Studies Courses.</p>
<p><b>Name of Initiative</b></p>	<p>Improving Library Holdings to Support ES Courses</p>
<p><b>Description of Initiative</b></p>	<p>Acting on the advice of faculty members, the librarian has purchased approximately 500 books on topics related to race and ethnicity since the summer of 2002. In addition, the librarian has purchased a number of videos on those issues.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Library Patrons, especially those teaching and taking ES courses. Approximately 100-200 per semester.</p>
<p><b>Person(s) Responsible</b></p>	<p>Zora Sampson</p>
<p><b>Expected Outcomes</b></p>	<p>Increased access to good primary and secondary source material related to racial and ethnic issues.</p>
<p><b>Assessment Indicators</b></p>	<p>Data on library borrowing.</p>

## **University of Wisconsin-Fond du Lac**

The UW-Fond du Lac campus has worked over the last two years to develop and implement a strategic plan centered on four major strategic issues accompanied by specific goals. The goals are derived from the UW Colleges mission and are the principles which underlie the campus specific mission.

Strategic Agenda Issue #1 is to Create a Diverse Community of Learners. Our campus is more able to achieve its vision through a diverse community of learners reflecting not only our aspirations for the future but also our surrounding community and the broader global community. We have determined that we will increase the number of people of color, those from the gay/lesbian community, adult students, and those who are economically disadvantaged in pursuit of a campus community that more resembles the larger world than our rather homogenous service area.

Strategic agenda Issues #2 is to Serve as an Academic and Cultural Resource. As a teaching institution and a portal to the University of Wisconsin System, the campus must serve as an academic and cultural resource to its students, faculty, staff, area high schools, and the community-at-large in the interest of fostering global awareness and citizenship.

In the interest of fulfilling the promise of the campus strategic plan, the attached initiatives relative the UW System Plan 2008 have been developed. The items attached represent additions to those already articulated in the UW Colleges Plan 2008 document that are designed to be on-going. We believe the plans in this biennial update take us to the next level in our diversity efforts.

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Campus:     UW-Fond du Lac    

<p><b>Plan 2008 Goal #1 - #7</b></p>	<p>#1: Increase the number of WI HS Graduates who apply, are accepted, and enroll at UW System Institutions.</p> <p>Task #1: Increase pre-college programming through UW System academic divisions and departments.</p>
<p><b>Name of Initiative</b></p>	<p>Student Government Association Mentoring Program</p>
<p><b>Description of Initiative</b></p>	<p>SGA recruits students to serve as mentors to K-8 students at local elementary/middle school with large population of Hmong, Hispanic, and economically disadvantaged students. UW-Fond du Lac students meet with mentees 2x/wk to work on academic skills, self-esteem issues, and to serve as role models for the children.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Hmong, Hispanic, and economically disadvantaged K-8<sup>th</sup> graders at Lakeshore Elementary School. 18-22 students served each semester.</p>
<p><b>Person(s) Responsible</b></p>	<p>SGA leadership.</p>
<p><b>Expected Outcomes</b></p>	<p>Academic skills of targeted students will improve as will their perceptions of their own life chances.</p>
<p><b>Assessment Indicators</b></p>	<p>School performance of program participants; increase in number of program participants who aspire to occupations requiring college work as measured by EOY survey.</p>

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**Phase II Report Template**

**Campus:**     UW-Fond du Lac    

<b>Plan 2008 Goal #1 - #7</b>	#1: Increase the number of WI HS graduates of color who apply, are accepted, and enroll at UW System institutions.  Task #6: UW System should consider using high contact recruitment models.
<b>Name of Initiative</b>	Outreach to Stockbridge Native American community.
<b>Description of Initiative</b>	Student Services' high school relations coordinator schedules visits 2x/semester to Stockbridge high school; meets with families for a Financial Aid presentation; schedules small group visits to the campus for hs students and their families.
<b>Target Population and Number of Participants To Be Served</b>	Members of the Stockbridge Native American Community; approximately 30 students in the high school and their families.
<b>Person(s) Responsible</b>	High School Relations Coordinator- Office of Student Services
<b>Expected Outcomes</b>	Increased enrollment of Stockbridge Native American students at UW-Fond du Lac or other UW System institution. Creating a relationship of trust between the Stockbridge community and UW-Fond du Lac as a source of information on UW-Fond du Lac specifically and the UW System generally.
<b>Assessment Indicators</b>	Use baseline data to measure increase in number of Stockbridge high school graduates who enroll at and are retained by UW institutions.

**University of Wisconsin Colleges**

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**Phase II Report Template**

Campus:     UW-Fond du Lac    

<p><b>Plan 2008 Goal #1 - #7</b></p>	<p>#1: Increase the number of WI HS graduates of color who apply, are accepted, and enroll at UW System institutions.</p> <p>Task #7: Increase UW System’s partnerships with local communities of color, social service agencies, literacy centers, spiritual institutions, and other organizations to deepen their awareness of admission requirements and breadth of opportunities and obstacles that students of color face.</p>
<p><b>Name of Initiative</b></p>	<p>Hmong and Hispanic Community Associations</p>
<p><b>Description of Initiative</b></p>	<p>Student Services’ high school relations coordinator meets one time each semester with members of the Hmong and Hispanic communities to provide information about and encouragement to have their students consider UW-Fond du Lac specifically and the UW System in general as the pathway to their future.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Members of the Hmong and Hispanic communities in the Fond du Lac service area; the Hmong population is growing through increased immigration to the Fond du Lac area. Expect the number of families to reach 400 within the next decade. The size of the Hispanic community has remained constant and is concentrated in the southern portion of our service area.</p>
<p><b>Person(s) Responsible</b></p>	<p>High School Relations Coordinator- Office of Student Services</p>
<p><b>Expected Outcomes</b></p>	<p>Increased enrollment of Hmong and Hispanic students at UW-Fond du Lac or other UW System institutions. Creating a relationship of trust between the members of each community and UW-Fond du Lac as a source of information on UW-Fond du Lac specifically and the UW System generally.</p>

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**Phase II Report Template**

Campus:     **UW-Fond du Lac**    

<p><b>Plan 2008 Goal #1 - #7</b></p>	<p>#2: Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.</p> <p>Task #1: Increase participation of people of color and the economically disadvantaged in UW System outreach, extension, and continuing education programs.</p>
<p><b>Name of Initiative</b></p>	<p>Diversity Circle</p>
<p><b>Description of Initiative</b></p>	<p><b>Please see report documents from Continuing education attached.</b></p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	
<p><b>Person(s) Responsible</b></p>	
<p><b>Expected Outcomes</b></p>	
<p><b>Assessment Indicators</b></p>	

## PROGRAM IMPACT REPORT: Template – Cover Sheet

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1. Counties: Fond du Lac

Is this program statewide, regional or national? Greater Fond du Lac Area

2. Impact Area (s): Human

3. Chancellor's Emphasis: Diversity

4. Division (s): Continuing Education, Cooperative Extension

5. UW Institution (s): UW-Fond du Lac, UWEX Cooperative Extension, Fond du Lac County

6. Program Keyword: select ONE name from the instructions list

Community & Civic Development

## **PROGRAM IMPACT REPORT: Template**

### **Title: New Partnership Promotes Diversity in Fond du Lac**

**Impact Summary:** Diversity circles in the Fond du Lac community are building a diverse, community-wide network actively addressing some of the race-related issues faced. Through these diversity circles are created an environment of mutual respect and cultural sensitivity, encouraging open, honest communication.

**Situation:** Fond du Lac is changing. Percentage wise the African American population has increased by 2,347% in the Fond du Lac area between 1980 and 2000. During this same period the Asian and Hispanic populations in the city have increased by 710% and 173% respectively.

Having a diverse population will better prepare Fond du Lac for future growth possibilities in an increasingly small world full of global economic opportunities. A county-wide survey conducted by Safe and Stable Families in 2001, indicates that although people feel good about their community, persons of color sense a lack of acceptance, mutual respect and cultural sensitivity. They report being treated differently because of their race and express concern about their children's futures in this climate.

### **Evidence of impact**

**Inputs:** Representatives from 11 community organizations, agencies and government, having never worked together previously, came together to organize and implement the diversity circles. Partner contributions included: hosting sites, spokespersons to recruit participants by speaking engagements to groups, monthly working group meetings to administer the circles, recruitment of circle participants, development of a website, creation and administration of action forums, and expertise in sustainability.

**Outputs:** There was one pilot circle offered in autumn followed by three regular autumn circles and 4 winter/spring circles. In addition to the diversity circles for adults, there was a circle of 11 youth at the local high school and a circle of 9 youth, in grades 3-5, at a local elementary school.

### **Outcomes-Impacts:**

*Goal 1: Increase the number of people in the Fond du Lac area taking active steps to understand complex dimensions of race and ethnic issues, and develop new leaders committed to reducing racism.*

Eighty adults participated in the pilot and seven regular diversity circles.

Goal 2: *Engage a broad mixture of Fond du Lac area citizens, including individuals of different racial and ethnic groups, to participate in democratic dialogue on race and ethnicity.*

The eighty participants included: 7 African Americans, 5 Asians, 60 Caucasians and 8 Hispanics. Twenty one participants were males and there were 59 females.

Goal 3: *Strengthen the community's capacity and civic will for individual and institutional action to prevent and overcome racism.*

Participants indicating an increase in the following due to their involvement in Diversity Circles include: 67% - 'ability to openly discuss issues related to race.' 80% - 'understanding of their own attitudes and beliefs on race.' 84% - 'understanding of others' attitudes and beliefs on race.', 91% - 'understanding of racial issues.'

Goal 4: *Initiate concrete activities, including a community forum, designed to improve racial and ethnic harmony in our community.*

Action forums were held in December, 2003 and May, 2004. A total of 52 people were present at these forums including sixteen who were either facilitators or community members and 36 circle participants. Of the 28 circle participants responding to the action forum survey 79% indicated the 'action forum resulted in actions I want to pursue', 89% indicated 'the action forum resulted in groups or individuals beginning to develop concrete plans to address identified issues', 82% indicated 'the action forum motivated me to act', and 79% indicated 'the action forum plans will lead to improved racial and ethnic harmony in our community'.

**Success story:**

*“Attending a diversity circle made me question my own perceptions and those of others, with the result that I now have a more open view of the world. And, I now consider myself an active participant in diversity, instead of an abstract figure or number.”*

**Anoush Greylord  
Fond du Lac Diversity Circles Participant**

*“Diversity Circles gave me an opportunity to experience open and honest dialogue about diversity. Also, I learned different ways to better understand different backgrounds.”*

**Bill Green  
Fond du Lac Diversity Circles Participant**

*“In order to prepare for their future as productive citizens, our Fond du Lac High School students are in need of varied experiences regarding diversity. Diversity Circles offers them an opportunity to broaden their minds and be introduced to new ideas, thoughts and people.”*

**Mary Fran Merwin  
Fond du Lac High School Principal**

*“I see a beginning, a door that begs to be opened wider..”.*

Socorro Olsen

Fond du Lac Diversity

Circles Participant

*“This experience has reinforced and deepened my growing realization that change happens person to person and within groups like this, and that having the kind of community I would like depends on my willingness to be involved and work with others. This gives me a deeper sense of belonging that I have had before.”*

May Action

Forum Participant

*“I feel awakened to the need to ‘walk the talk’ of social justice – most importantly I hear others’ willingness to covenant in this effort.”*

**December Action Forum Participant**

**Contact:** Leanne Doyle, UWEX Continuing Education, Fond du Lac  
Phone number: (920) 929-3622

**Submission date:** August 17, 2004

**Photographs included (jpg format) :** yes\_\_\_ no x\_\_\_

For photos please refer to: <http://www.wilddezn.com/diversitycircles>

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

Campus:     UW-Fond du Lac    

<b>Plan 2008 Goal #1 - #7</b>	#3: Close the gap in educational achievement by bringing retention and graduation rates for SOC in line with those of the student body as a whole.  Task #4: Review support services for undergraduate and graduate SOC to ensure the best possible match with student needs.
<b>Name of Initiative</b>	Diversity Committee
<b>Description of Initiative</b>	The Diversity Committee was initiated in Spring 2004 with completion of the campus strategic plan. The Committee will review current services available to SOC as well as other non-normative communities on campus and provide recommendations and programming suggestions to administrative staff and faculty as appropriate.
<b>Target Population and Number of Participants To Be Served</b>	TBD
<b>Person(s) Responsible</b>	Diversity Committee members (faculty, staff, and student representative).
<b>Expected Outcomes</b>	A more coherent approach to issues arising from diversity on the campus as well as a more integrated and effective plan for implementing programming in the future.
<b>Assessment Indicators</b>	TBD. The Committee was chosen in late August and convened initially in late Sept, 2004. Their work at this point has not matured enough for inclusion in this report.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

Campus:     UW-Fond du Lac    

<b>Plan 2008 Goal #1 - #7</b>	#3: Close the gap in educational achievement by bringing retention and graduation rates for SOC in line with those of the student body as a whole.  Task #4: Review support services for undergraduate and graduate SOC to ensure the best possible match with student needs.
<b>Name of Initiative</b>	The Student Work Zone SOC initiative
<b>Description of Initiative</b>	The Multicultural Advisor has office space within the Student Work Zone (tutoring, mentoring, and group study facility) to make herself visible and available to SOC and others who would benefit from her services. An informal weekly drop-in group has formed which creates a welcome and social space for SOC on campus. Deliberate efforts have been made to hire SOC as desk attendants and tutors in the Zone to enhance the feeling of “safety” and trust among SOC on campus.
<b>Target Population and Number of Participants To Be Served</b>	Enrolled SOC and economically disadvantaged students on campus; number contingent of enrollment of targeted groups.
<b>Person(s) Responsible</b>	UW-Fond du Lac Multicultural Advisor
<b>Expected Outcomes</b>	Increased academic success of SOC and low-income students; retention of same through a greater sense of affiliation with the campus.
<b>Assessment Indicators</b>	Retention semester to semester and academic performance of targeted groups.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus:     UW-Fond du Lac    

<b>Plan 2008 Goal #1 - #7</b>	#6: Foster institutional environments and course development that enhances learning and a respect for racial and ethnic diversity.  Task: Other
<b>Name of Initiative</b>	Student Multicultural Activities Organization
<b>Description of Initiative</b>	The purpose of SMAO is to identify and enrich understanding of the issues, the opportunities, and the challenges inherent in a diverse campus community. The student group, under the governance of the SGA, will work to provide a climate of welcome and tolerance on the campus to foster the enrollment and retention of SOC.
<b>Target Population and Number of Participants To Be Served</b>	The initiative is designed to serve the interests of SOC and the gay/lesbian community but is addressed to the whole campus. It is the entire campus community which will benefit from the work of this group. Specific goals include increasing enrollment of SOC from current 3.8% to 6.5% by Fall 2006, and increase 2-year retention of all groups of SOC to the 58% level.
<b>Person(s) Responsible</b>	Multicultural Advisor, History professor, Asst. Campus Dean for Student Services
<b>Expected Outcomes</b>	Increased awareness of diversity issues on campus and in larger service area; integration of SMAO objectives into on-going campus initiatives such as ESFY and service learning; and increased enrollment and retention of SOC.
<b>Assessment Indicators</b>	Participation in SMAO sponsored activities: is there an increase over time? Participation in campus events/activities aligned with SMAO emphases. Integration of SMAO objectives into on-going campus initiatives; recruitment and retention of students or non-European heritage, increased visibility and utilization of multicultural student advisor on campus. Student participation in the SMAO beyond the 2004-05 academic year.

## **University of Wisconsin-Fox Valley**

UW-Fox Valley has as its goal to increase the enrollment of students of color and other multicultural students. In addition, the campus will work to reduce the difference in retention and graduation rate of these students. In order for implementation of the campus plan to occur, the campus will need to identify the funds to support the activities. A budget has been prepared that will be submitted to the campus budget committee for the 2005-006 year that will enable UW-Fox Valley to continue to accomplish its Plan 2008 Phase II goals.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System institutions.
<b>Name of Initiative</b>	Quarterly Newsletter
<b>Description of Initiative</b>	Quarterly newsletter sent to prospective and current students of color and community contacts.
<b>Target Population and Number of Participants To Be Served</b>	Prospective and Current student of color, 200-300 participants.
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	<p>Students will be more aware of a variety of resources available to them on campus as well as in the surrounding communities.</p> <p>Multicultural students will have an increase in comfort level with the university as well as the other student body on campus. UW-Fox Valley will be known as a leader for diversity in the community as well as on campus due to multicultural activities and student involvement on campus, therefore increasing enrollment of targeted ethnic groups.</p>
<b>Assessment Indicators</b>	Retention and case management of student enrollment as well as awareness on campus involving diversity activities.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System institutions.
<b>Name of Initiative</b>	Direct mail campaign to promote and recruit students
<b>Description of Initiative</b>	Multicultural Advisor will send letters to inform students of what events are happening at UW-Fox Valley and advantages of attending UW-Fox. Included in these letters would be a Welcome to campus letter, Time to fill out Financial Aid and register letter, and up-date campus activities such as Universal Multicultural Association as well as academic resources.
<b>Target Population and Number of Participants To Be Served</b>	Prospective students, 50-150.
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	This will let students know what resources are here to help them in their academic education and increase enrollment.
<b>Assessment Indicators</b>	This will increase enrollment and keep students involved on campus.

University of Wisconsin Colleges

Plan 2008: Educational Quality Through Racial and Ethnic Diversity

Phase II Report Template

Campus: UW-Fox Valley

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System institutions.
<b>Name of Initiative</b>	Prospective student and Parent Program
<b>Description of Initiative</b>	Evening program for prospective students of color as well as their parents. This would be informative session on how to get started and answers to questions that are unclear.
<b>Target Population and Number of Participants To Be Served</b>	Prospective students and Parents, 50-150.
<b>Person(s) Responsible</b>	Student Services, Multicultural Advisor
<b>Expected Outcomes</b>	This session would help inform students as well as parents on advantages of attending UW-Fox Valley and resources available to them at UW-Fox. Participants would get clarification on questions that they may not understand, especially in Financial Aid.
<b>Assessment Indicators</b>	Track by using surveys after the session and then monitor student enrollment.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System institutions.
<b>Name of Initiative</b>	Targeted Recruitment in High School
<b>Description of Initiative</b>	Students of color will be targeted in high school recruitment efforts. Campus visits will be coordinated and facilitated by bringing in groups of students from surrounding area high schools.
<b>Target Population and Number of Participants To Be Served</b>	Prospective students of color, participants ranging from 20-30 students, per group visit.
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	Students will be more aware of UW-Fox Valley and consider it as an option for college. Targeted ethnic group enrollment increase.
<b>Assessment Indicators</b>	Students who are involved in campus visits will then fill out a prospective card and we will track when students do decide to enroll at UW-Fox Valley.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System institutions.
<b>Name of Initiative</b>	Advertising Campaign
<b>Description of Initiative</b>	Advertise students of color in diversity magazines and newsletters to promote students on campus. Multicultural website and brochure will be enhanced for visibility as well as easy navigation and efficiency towards students needs.
<b>Target Population and Number of Participants To Be Served</b>	Current, prospective, and future students as well as the community and other educational institutions, 200 plus participants.
<b>Person(s) Responsible</b>	University Relations Director and Multicultural Advisor
<b>Expected Outcomes</b>	UW-Fox Valley will be visible in the community as a diverse college. Student enrollment among the ethnic groups should increase.
<b>Assessment Indicators</b>	Survey and track where students are hearing about UW-Fox Valley.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus:**     UW-Fox Valley    

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System institutions.
<b>Name of Initiative</b>	Translation of Recruitment materials
<b>Description of Initiative</b>	Create brochures, posters, flyers in Spanish and in Hmong
<b>Target Population and Number of Participants To Be Served</b>	Prospective Students, 200 plus participants.
<b>Person(s) Responsible</b>	Multicultural Advisor, Community organizations who are distributing their materials.
<b>Expected Outcomes</b>	Students who have limited English speaking skills will be able to enroll at UW-Fox Valley by reading materials that are printed in their native languages.
<b>Assessment Indicators</b>	Once we have our materials translated, we can track our student enrollment increase from a survey sent to new Freshman on campus, how did they hear about UW-Fox Valley?

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus:**     UW-Fox Valley    

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System institutions.
<b>Name of Initiative</b>	Community Recruitment and involvement
<b>Description of Initiative</b>	Establish community relations with diversity organizations to make UW-Fox Valley notable as a college that values and encourages diversity on campus. Recruitment presentations and business and organizations with a significant population of people of color.
<b>Target Population and Number of Participants To Be Served</b>	The surrounding diversity organizations such as: Hmong-American Partnership, African-Heritage, Harmony Café, United Migrant Opportunity Services, Latino Link, the local Native-American Tribal Educations.
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	The diverse community will be more aware of UW-Fox Valley and what it has to offer.
<b>Assessment Indicators</b>	Tracking among the organizations and referrals from organizations.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #2</b>	Encourage Participants that Build the Educational Pipeline by Reaching Children and Their Parents of an earlier age.
<b>Name of Initiative</b>	Pre-college Program
<b>Description of Initiative</b>	Pre-college 2004: To educate and enforce diversity awareness among Faculty, Staff, and the whole student body. Main focus will be to educate on the four most populated ethnic groups in the surrounding areas, which include: Asian, Native American, African-American, and Hispanic. In each session, we will encompass specific cultures, traditions, customs, and ethnic food. Pre-college 2004: Takes place during the academic year with students spending one day on a campus each month for a period of six months.
<b>Target Population and Number of Participants To Be Served</b>	Students currently in Middle School or High School. Participants range from 40-50 students.
<b>Person(s) Responsible</b>	Pre-college Coordinator and Multicultural Advisor
<b>Expected Outcomes</b>	Students will be more familiar and comfortable with postsecondary education. A comfortable and accepting perception is formed about the campus, students will more than likely feel like they belong and be more involved in student organizations as well as campus activities.
<b>Assessment Indicators</b>	Track and survey students who participated in the Pre-college Program.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #3</b>	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.
<b>Name of Initiative</b>	Transferring Programming Awareness Meeting
<b>Description of Initiative</b>	We set field trips for students of color and they meet with the four-year school campus advisors on how transferring works or set up a transfer visit at UW-Fox having the UW representatives available.
<b>Target Population and Number of Participants To Be Served</b>	Current student enrollment, 100 plus participants.
<b>Person(s) Responsible</b>	Multicultural Advisors, and Advisors from each campus
<b>Expected Outcomes</b>	Graduating rates will increase
<b>Assessment Indicators</b>	Track and compare students who came to the meeting and how successful they have done in achieving graduation.

University of Wisconsin Colleges

Plan 2008: Educational Quality Through Racial and Ethnic Diversity

Phase II Report Template

Campus: UW-Fox Valley

<b>Plan 2008 Goal #3</b>	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.
<b>Name of Initiative</b>	Exam Study Session/Students of Color
<b>Description of Initiative</b>	Students of color would get-together to compare notes and study.
<b>Target Population and Number of Participants To Be Served</b>	Current enrolled students, 100 plus participants.
<b>Person(s) Responsible</b>	Multicultural Advisor, Universal Multicultural Association
<b>Expected Outcomes</b>	Students would get help from their peers and be able to understand and work out problems more efficiently.
<b>Assessment Indicators</b>	Students will have a better academic school year and be more social as well.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #3</b>	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.
<b>Name of Initiative</b>	Multicultural Orientation
<b>Description of Initiative</b>	We would have a Multicultural orientation for first year students to become aware of what is on campus as to opportunities, including meeting the Multicultural Advisor, Student Activities Coordinator, Universal Multicultural Association, and other Multicultural students on campus and resources available, such as tutoring program.
<b>Target Population and Number of Participants To Be Served</b>	1 <sup>st</sup> semester students, 50 plus participants.
<b>Person(s) Responsible</b>	Student Activities Coordinator and Multicultural Advisor
<b>Expected Outcomes</b>	This orientation will clarify any questions that they may have regarding resources on campus. Allow them to familiarize themselves with students as well as staff members.
<b>Assessment Indicators</b>	Track students who came to orientation and how they are doing on their path to graduation.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #4</b>	Increase the amount of financial aid available to needy students and reduce their reliance on loans.
<b>Name of Initiative</b>	Universal Multicultural Association Scholarship
<b>Description of Initiative</b>	Universal Multicultural Association will start fund raising money to support 2 scholarships. These scholarships will be for any student of color attending UW-Fox. It is based on need, but you do have to maintain a GPA of 2.0 as well good standing. This scholarship will be ranging from \$200-\$300, 2 students are awarded per year. One scholarship would be awarded to a new Freshman and the other to a continuing student.
<b>Target Population and Number of Participants To Be Served</b>	The whole multicultural student body at UW-Fox Valley, 100 plus participants.
<b>Person(s) Responsible</b>	Universal Multicultural Association, Multicultural Advisor, and surrounding Community Resources
<b>Expected Outcomes</b>	We want to set up this scholarship for students of color so that they will have equal and adequate education, rather than dealing with financial issues.
<b>Assessment Indicators</b>	Monitor success of students who received scholarship.

University of Wisconsin Colleges

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Campus: UW-Fox Valley

<b>Plan 2008 Goal #4</b>	Increase the amount of financial aid available to needy students and reduce their reliance on loans.
<b>Name of Initiative</b>	Monthly Financial Assistance Resource Guide
<b>Description of Initiative</b>	Along with the quarterly Newsletter, each month the Multicultural Advisor will get a resource listing of all opportunities to obtain extra income. It will include scholarships, work-study, and job opportunities on campus and around the community.
<b>Target Population and Number of Participants To Be Served</b>	Enrolled and Prospective students, 100-200.
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	Students will have more opportunities to be aware of what resources are out there to help them along with their education.
<b>Assessment Indicators</b>	Track students who obtain jobs from the resource letter

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #6</b>	Foster Institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	Cultural Heritage Celebrations
<b>Description of Initiative</b>	There are 4 months set aside that is known to everyone for these specific groups. October-Hispanic, November-Native, February-African-American, April-Asian. During these months, we would have a cultural heritage celebration involving the whole staff, faculty, and student body on campus. We educate the campus on different cultures, customs, traditions, and ethnic food by bring entertainers to perform and having displays of materials in the union.
<b>Target Population and Number of Participants To Be Served</b>	The whole UW-Fox Valley Campus, 100 plus participants.
<b>Person(s) Responsible</b>	Student Activities Coordinator, Multicultural Advisor, and Universal Multicultural Association
<b>Expected Outcomes</b>	Although we don't want to just celebration diversity on a set month, this allows the campus to be aware of other cultures and for students and staff to get involved in campus activities as well as a better understanding of each ethnicity.
<b>Assessment Indicators</b>	Be aware of other cultures and have a more diverse student body and staff.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus:     UW-Fox Valley    

<b>Plan 2008 Goal #6</b>	Foster Institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	Sponsoring Community Activities on Campus and in Community
<b>Description of Initiative</b>	University Multicultural Association would do activities to benefit the community as well as the UW-Fox Valley campus, such as Food of all Nations, Hmong New Year, and other cultural events.
<b>Target Population and Number of Participants To Be Served</b>	The UW-campus and surrounding communities
<b>Person(s) Responsible</b>	Universal Multicultural Association and Student Activities Coordinator
<b>Expected Outcomes</b>	Everyone on campus would be aware of the diversity growing.
<b>Assessment Indicators</b>	UW-Fox Valley will be known as a leader in the community for diversity.

## **University of Wisconsin-Manitowoc**

In considering the seven goals of Plan 2008: Educational Quality Through Racial and Ethnic Diversity, the University of Wisconsin-Manitowoc identified those that were most relevant for the campus. First, the campus has given greatest priority to Goal #6, to “Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.” The campus will also sustain its efforts related to Goal #1 to “Increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System institutions and Goal #3, to “Close the achievement 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.” Finally, the campus, as reflected in the campus initiatives, will attend to Goal #2, and will “Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.”

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

**Campus: UW-Manitowoc**

<b>Plan 2008 Goal #1 -</b>	Increase the Number of Wisconsin High School Graduates of Color who apply, are accepted and enroll at UW System Institutions.
<b>Name of Initiative</b>	Upward Bound
<b>Description of Initiative</b>	Suggestions include working with the Lecture and Fine Arts Committee to sponsor at least one or two events related to ethnic diversity; work with the History Club to Sponsor a display, event or speaker for Black History Month; sponsor something for Women’s History Month; plan an international food fest, perhaps working with student senate.
<b>Target Population and Number of Participants To Be Served</b>	First generation of college bound, low income high school students. Currently, 60 students are served.
<b>Person(s) Responsible</b>	Upward Bound Office
<b>Expected Outcomes</b>	The existing program provides services to students in Manitowoc, Two Rivers, and Sheboygan. Excellent pre-college opportunities to students of color in our service area. More students of color are selecting to come to both UW-Manitowoc and UW-Sheboygan.
<b>Assessment Indicators</b>	Ongoing assessment of recruitment and retention. Federal grant renewed with expectation that it will continue.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

**Campus: UW-Manitowoc**

<b>Plan 2008 Goal #2-</b>	Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	Work with existing agencies (Big Brothers/Big Sisters), 4-H Programs, PTA's to promote education.
<b>Description of Initiative</b>	Continue Pre-College Programming, Upward Bound.  Campus recruitment and retention of ethnic students.  Connect our students to these organizations students and parents to get them thinking that college is an option for them and prevent the mindset at a young age the "college isn't for them."
<b>Target Population and Number of Participants To Be Served</b>	Preschool through grade 12.
<b>Person(s) Responsible</b>	Ad Hoc Diversity Committee. Coordinate with University Relations with a possible tie to the Speakers Bureau.
<b>Expected Outcomes</b>	Increase in freshmen ethnicity applications, admissions to UW-Manitowoc at the 12 <sup>th</sup> grade level.
<b>Assessment Indicators</b>	Planning in 2003-2004, operational in 2004-2005 with ongoing assessment of enrollment statistics.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

**Campus: UW-Manitowoc**

<b>Plan 2008 Goal #3-</b>	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.
<b>Name of Initiative</b>	Campus recruitment in high schools in Manitowoc and boarder counties service area.
<b>Description of Initiative</b>	Suggestions include working with the Lecture and Fine Arts Committee to sponsor at least one or two events related to ethnic diversity; work with the History Club to Sponsor a display, event or speaker for Black History Month; sponsor something for Women's History Month; plan an international food fest, perhaps working with student senate.
<b>Target Population and Number of Participants To Be Served</b>	Target population of approximately 640 head count, 530 FTE.
<b>Person(s) Responsible</b>	Office of Student Services. Assistant Dean and Director of Student Services. Assistant Director of Student Services and support staff.
<b>Expected Outcomes</b>	Increase in ethnicity enrollment populations.
<b>Assessment Indicators</b>	Ongoing assessment of recruitment high school visitation schedule as well as on campus programs. Ethnicity student history: Fall 04-05: 15 Asian, 1 Black, 3 Hispanic, 2 SE Asian, 1 Am. Indian. Spring 2004: 17 Asian, 1 Black, 2 Hispanic, 2 SE Asian, 1 Am. Indian. Fall 03-04: 17 Asian, 0 Black, 3 Hispanic, 1 SE Asian, 2 Am. Indian. Spring 2003: 6 Asian, 3 Black, 3 Hispanic, 14 SE Asian, 2 Am. Indian.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report Template**

**Campus: UW-Manitowoc**

<b>Plan 2008 Goal #6</b>	Foster institutional environments and course development that enhance learning and respect for racial diversity
<b>Name of Initiative</b>	Appoint an ad hoc committee for the purpose of planning and organizing events and ongoing efforts supporting ethnic diversity.
<b>Description of Initiative</b>	Suggestions include working with the Lecture and Fine Arts Committee to sponsor at least one or two events related to ethnic diversity; work with the History Club to Sponsor a display, event or speaker for Black History Month; sponsor something for Women's History Month; plan an international food fest, perhaps working with student senate.
<b>Target Population and Number of Participants To Be Served</b>	Campus wide students, faculty and staff. 647 current student head count population.
<b>Person(s) Responsible</b>	Ad Hoc Committee set up by the Steering Committee.
<b>Expected Outcomes</b>	The committee is to be formed by September, 2006, with events scheduled throughout the year.
<b>Assessment Indicators</b>	Although events have been held in the past, the current structure of the responsibility for diversity included with the PPD (with membership changing every year, and not getting started until Sept/Oct.) does not assure that the committee has a clear indication of what has been accomplished in the past and lacks a vision of continued programming. A separate committee would ensure continuity in the delivery of events/programs, especially if a staff person is assigned to this committee for a 3 year period, in addition to the faculty and student representation.



## University of Wisconsin-Marathon County

### The Past

The University of Wisconsin-Marathon County made wonderful strides over the past six years in diversifying the campus and creating an environment supportive of multicultural learning.

Four principles guide our work: (1) provide an environment that welcomes and promotes diversity; (2) offer programs for all students that expand cultural and ethnic diversity and contribute to student success in and out of the classroom; (3) care about students as individuals, and (4) secure external funding to help support various services, scholarships and work opportunities.

Here are a few highlights from our report covering 1997 to 2004.

The campus devoted a great amount of attention and resources to attracting a greater number of multicultural students. In 1998, approximately 6% of the campus population was identified as students of color. A high point was reached in Fall 2003 with 11.81%, but that percentage dropped to 9.21% in Fall 2004. Central to recruitment efforts, in addition to marketing strategies, has been a very successful Summer Bridge Program and other programs, such as Freshman Seminars, designed to assist with retention.

The hiring of a full-time Multicultural Coordinator in Student Services assisted in achieving goals established. The person employed, Xang Lee, directs the TRIO program and other support services for multicultural students, and helps identify students who are at risk once they start college, but 30% of his position was allocated to service as Multicultural Affairs Coordinator, and external funding for that position ended in 2003. We continue to request funding for this position from UW Colleges in our annual staffing plan, but the position has not been funded to date.

We have made progress in developing a campus environment supportive of multiculturalism. Through funding from the Student Life & Interest Committee and a local foundation, we have seen an increase in programs designed to enhance multicultural appreciation and understanding: lectures, exhibits, dramatic presentations, forums. The campus Lecture & Fine Arts Program has been a major player in developing these programs.

Although we still have much work to do, the curriculum has been expanded in a number of places to enhance student understanding of our diverse cultures. For example, *HOMEGROUND*, our unique 7-credit summer learning community, includes a course on Native American literature and culture.

The Student Association has shown remarkable energy and commitment to multicultural programming through the establishment of a Multicultural Resource Center and the funding of a coordinating position. Space at the very center of the campus was secured for the center. The Center is guided by an advisory board composed of students, faculty and staff. The Center was launched September 2004.

Many of the campus initiatives have come through funding from the Alexander Foundation. Funding to date for our multi-year project, which ends in 2004, titled *Keeping Faith: Expanding Minority Access to Higher Education*, is as follows: 1998-1999: \$25,000; 1999-2000: \$32,700;

2000-2001: \$25,000; 2001-2002: \$104,340; 2002-2003: \$53,983; 2003-2004: \$19,674. Funding has come to an end and one of the most significant challenges is that of moving forward without this important financial resource.

The addition of the Wausau Homes Writing Center and several courses to assist students short on writing skills has helped to provide a strong foundation for student learning. Many students of color take advantage of this and resources provided by the Academic Resource Center.

Finally, please note that high risk students are placed in a Student Success Program from day one that helps structure a first-year experience that includes opportunities for building relationships with faculty and staff to ensure that they receive as much support as possible. Additional financial resources to support this program would be most welcomed.

We've made progress, yet much more can and will be done as we seek to meet the goals established for Plan 2008.

## **The Future**

The attached report summarizes twenty specific initiatives designed to help achieve the goals of Plan 2008. These initiatives were developed by a Plan 2008 committee that met once a week for two months. The Committee reflected on the goals for Plan 2008 and the work undertaken to date, and then developed a series of recommendations for the future. Specific Plan 2008 goals in order of importance to UW-Marathon County are as follows:

- (1) Foster institutional environments and course development that enhances learning and a respect for ethnic diversity (Goal #6).
- (2) 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 (Goal #5).
- (3) 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 (Goal #3).
- (4) Increase the number of Wisconsin High School graduates of color who apply, are accepted, and enroll at UW System institutions (Goal #1).
- (5) Increase the amount of financial aid available to needy students and reduce their reliance on loans (Goal #4).
- (6) Improve accountability of the UW system and its institutions (Goal #7).
- (7) Encourage partnerships that build the educational pipelines by reaching children and their parents at an earlier age (Goal #2).

Among the nineteen initiatives outlined, the following hold special promise:

- Continuation of Precollege programs that have proven to be very successful.
- Funding of the Multicultural Affairs Coordinator (30%) position and, at some point in the future, a Native American Advisor position.
- Ensure successful beginning of the Multicultural Resource Center and expand the Center's role on the campus.
- Develop a system for assessing multicultural student success.
- Ensure as much as possible that pools of candidates for faculty and staff positions include persons of color.

- Develop new courses and enhancement of existing courses to increase multicultural understanding.
- Form a partnership with UW-Stevens Point that increases the number of multicultural students successfully transferring from UW-Marathon County to UW-Stevens Point and that helps ensure their success once at UW-Stevens Point.

Although much progress has been made, we know that our work has really only begun. The campus is enthusiastically committed to the Goals of Plan 2008 and we look forward to working on the initiatives as outlined.

## UW-Marathon County

Efforts to Promote Racial and Ethnic Diversity  
1997 TO 2004  
A Brief History

**James F. Veninga**  
**Campus Dean**

**Background: Wausau and the New Immigrants**—1994 *Atlantic Monthly* article—“The Ordeal of Immigration in Wausau,” by Roy Beck.

- Documented the history of the new immigrants from Southeast Asia, from a few dozen persons in late 1970s to 4,200 in 1992.
- Wausau dramatically changed: increased tax burden, high unemployment of minorities, gang and school violence, racism, community divisions over busing, and a “sadness over a social revolution never requested or discussed.”
- Although it was clear the author was writing from a bias—it’s time to have a moratorium on federal policy that allows for extensive immigration—he did capture issues related to assimilation, and the leadership of Wausau deeply worried.

### **Plan 2008 initiatives (1998-2004)**

Recruitment:

- High School Visits—students of color
- Invite high school students to campus for special events (Asian Student Organization)
- Siblings Day
- Invite groups to meet on campus—example: Wausau’s Multicultural Choir

Retention:

- Summer Bridge Program
- Strengthen Academic Advising
- Tutoring Assistance
- Assist in increasing numbers of multicultural students involved in campus leadership positions (Student Association, Ambassadors, clubs)
- Campus diversity programming (creating welcoming environment)
- Scholarship and work-study funding

### **Implementation**

**1997-1998**—UW-Marathon County submits proposal for \$25,000 for scholarships and work/study funding to attract and retain minority students. Also: some support for the position of Multicultural Student Services Coordinator

**1998-1999**--\$25,000 received from the Alexander Foundation for scholarships and work/study and \$57,800 for “Community Literacy Center Director” (70% with 30% service as TRIO Associate Director). Previous Position of Multicultural Student Services Coordinator incorporated into UW-Marathon County’s budget—becomes Multicultural Advisor). Also, part-time Program Assistant in Academic Support Center.

Function of Community Literacy Director: development and implementation of literacy services for campus students and community members. Liaison to host of organizations, from public library to Salvation Army to Job Center. Development of literacy courses, use of student tutors, programs for multicultural students at UWMC.

**1999-2000**--\$57,800 for second and third year funding plus \$25,000 for scholarships and work-study. Community Literacy Director, Chris Vandall, moves to 60% TRIO position, allowing some funding to employ a part-time coordinator (assistant to Vandall).

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Fall 2000: Alexander Foundation brings in a consultant, John Duffy, from University of Notre Dame, to review efforts and make recommendations : More focus should be placed on (1) recruitment and retention of multicultural students, less on community literacy efforts, and (2) expanded campus cultural programming, and (3) internship program

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**2000-2001**: \$25,000 for scholarships/work study funding plus \$7,700 to augment Literacy Director position (Vandall's 40%).

**June 2001**: Submitted a proposal for three-year effort, "*Keeping Faith: Expanding Minority Access to Higher Education at UWMC*," that took account of John Duffy's recommendation and offered a project that would provide decreasing support as requested by Alexander Foundation.

**Year 1: 2001-2002**: \$104,340. Goals: 1. Development of mentoring programs for multicultural youth through peer and professional counselors; (2) successful recruitment and retention of multicultural students; and (3) development of campus-wide and public programs designed to increase multicultural understanding and appreciation. Breakdown of funding:

- \$25,000 scholarships and work/study
- Youth Mentoring (4th and 5<sup>th</sup> grade students at nearby Lincoln Elementary)
- Summer Bridge programs: first generation, low income students, preparation for first-year studies at UWMC. Scholarships provided.
- Design for Diversity Lecture and Fine Arts Series—Hispanic Heritage Month (Sept); Arts & Humanities Month (October); Native American Heritage Month (November); Black History Month (Feb); Women's History Month (March); Asian American Heritage Month (April)
- Student Internship Program.
- Visiting Professor for a semester.
- Personnel: Xang Lee, Associate Director of Trio (70%) and Director of Multicultural Affairs in the Office of Student Services (replacing position of community literacy director held by Vandall); 25% Lecture & fine Arts Coordinator, Program Assistant 25%-TRIO program

**Year Two of "Keeping Faith"—2002-2003**---\$53,983

- (1) Scholarships & Work Study
- (2) Youth Mentoring & summer Bridge Programs
- (3) Campus Public Programs (scaled back)
- (4) Internship Program

(5) Personnel—Director of Multicultural Affairs (30%); Program Assistant (50%). Last year for funding of these positions.

**Year Three of “Keeping Faith” –2003-2004—\$19,674**

(1) Scholarships

(2) One-time Funding for Multicultural Resource Center

Xang Lee becomes Associate Director of TRIO 100%. Position of Multicultural Affairs Coordinator goes unfunded.

Note: Some residual funds are being spent during 2004-2005 academic year with permission of the Alexander Foundation.

**Future**

**Assessment of work to date:**

*(1) Significant increase in multicultural enrollment but UW-Marathon County experienced a decline in Fall 2004.*

Year	Multicultural Enrollment	Percent
1991	17	1.51%
1994	26	2.48%
1995	no figures	
1996	59	7.3%
1997	51	5.96%
1998	63	6.12%
1999	71	6.06%
2000	100	8.11%
2001	141	11.14%
2002	142	11.00%
2003	153	11.81%
2004	120	9.21%

Side bar: What happened to the 141 multicultural students who were on campus fall of 2001 by fall 2002:

39 had transferred (27.7%)

68 were continuing their studies at UWMC (48.2%)

34 had joined workforce: (24.1%)

In summer 2004, Xang Lee undertook a survey of multicultural students enrolled from 1996 to 2001. Addresses were found for 224 students, and 32 surveys were returned to UW-Marathon County. Of those responding, 41% had completed their Associate’s degree at UW-Marathon County, and 69% had transferred to a four-year school. We wanted to know how well we were doing in meeting their needs. Below please find the results.

Question number 14	Excellent	Satisfactory	Needs Improvement	no answer
Academic Advising	11	19	0	2
Financial Aid	10	17	1	4
Faculty support	11	19	0	2
Tutoring	15	13	1	4
Clubs	3	18	7	4
Student activities	3	20	6	3
library resources	14	14	0	4
computer resources	12	15	3	2
campus atmosphere	10	14	5	3
community services	6	14	6	6
overall experience	11	18	0	3

**(2) Factors contributing to success**

- Personnel –specific assignments related to minority recruitment and retention
- Summer Bridge Program and careful advising
- Scholarships and work/study money
- Minority community perception of UW-Marathon County as supportive campus
- Peer influence
- Commitment of faculty and staff

**(3) Challenges**

- Scholarship & privately funded work/study opportunities have increased dramatically with end of Alexander Foundation grant.
- Need more faculty and staff who are persons of color
- Need more opportunities to deal constructively with issues of race
- Curriculum—unmet needs and opportunities

**4) Explanation for decline in minority enrollment fall 2004:**

- Multicultural students are being recruited more extensively by four-year schools.
- Reduction in the availability of scholarship and work-study money
- The 30% Multicultural Affairs Coordinator position, once funded through the Alexander Foundation grant, has yet to be approved by UW Colleges with the consequences that recruitment efforts tapered off this past year.

**Plan 2008: 2004-2008** (See attached report summarizing twenty initiatives)

- Sustain as much as possible programs aimed at recruitment and retention in spite of the end of Alexander Foundation funding: (Summer Bridge Program, tutoring, advising, clubs, high school visits, etc.)
- Ensure successful launch of Multicultural Resource Center
- Enhance and expand curriculum
- Diversify faculty and staff through recruitment and hiring efforts
- Seek new funding for scholarship/work-study opportunities

### **And a Note on the Community**

Incredible success story. By 2003, much progress made. There is high minority home ownership. It is reported that 95% of employable people in the Hmong community have jobs (although too many are low-paying). Hmong population making significant contributions to the community. Opening new businesses. Moving into government. Social agencies much more responsive to needs. Excellent response to the arrival of new refugees in the past months. Entire Wausau community still has much work to do, helping ensure full integration into the community, for example, but there is no question but that much has been accomplished. And UW-Marathon County has an important role in that story.

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**Campus: UW-Marathon County**

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.
<b>Name of Initiative</b>	Multicultural Affairs Coordinator
<b>Description of Initiative</b>	This thirty percent position, previously funded by the Alexander Foundation, is essential to UW-Marathon County's achievement of goals for Plan 2008. This position has ranked #1 (2003) and #3 (2004) in our Annual Staffing Plan. The position needs to be authorized and funded.
<b>Target Population and Number of Participants To Be Served</b>	Campus as a whole—students, faculty, staff.
<b>Person(s) Responsible</b>	Steering Committee and the Campus Dean submit the annual Staff Plan. Chancellor must approve.
<b>Expected Outcomes</b>	If funded, person employed will work toward achievement of goals established.
<b>Assessment Indicators</b>	Position is funded.

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<b>Plan 2008 Goal #1</b>	Increase number of WI high school graduates of color who apply, are accepted, and enroll at UW institutions.
<b>Name of Initiative</b>	Pre-college Program for Students of Color
<b>Description of Initiative</b>	Program for students Grades 8-11 held in the summer. First held 2001 and each summer since. Program originally funded through Alexander Foundation.
<b>Target Population and Number of Participants To Be Served</b>	30 students a year
<b>Person(s) Responsible</b>	Vang Her, Student Services. Responsibility assumed by Multicultural Affairs Coordinator when position is approved.
<b>Expected Outcomes</b>	Expanded enrollment of students of color Improved retention rate of those once enrolled. Issue: Loss of foundation funding. Need to secure other resources to continue program.
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>○ Continued minority enrollment expansion</li> <li>○ Continued improvement in retention rate (and numbers of students going on to receive B.A. and B.S. Degrees)</li> </ul>

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<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW institutions.
<b>Name of Initiative</b>	Financial Aid for Students of Color Initiative
<b>Description of Initiative</b>	Promote scholarships and work-study opportunities for students of color and disadvantaged students
<b>Target Population and Number of Participants To Be Served</b>	30 students a year
<b>Person(s) Responsible</b>	Chair, Scholarships & Awards Committee Nolan Beck, Associate Dean & Director of Student Services
<b>Expected Outcomes</b>	(1) Continued growth in minority enrollments. (2) Retention through increased opportunities for adequate funding of college education.
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>○ Actual enrollments.</li> <li>○ Retention rates.</li> <li>○ Challenge: Alexander Foundation no longer funding scholarship program that also provided funding for workstudy opportunities.</li> </ul>

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**Campus: UW-Marathon County**

<b>Plan 2008 Goal #1</b>	Increase number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW institutions.
<b>Name of Initiative</b>	Visits with Students of Color at Area High Schools
<b>Description of Initiative</b>	Visits to area high schools with high minority enrollments for recruitment purposes.
<b>Target Population and Number of Participants To Be Served</b>	Goal is to reach at least 200 students of color through these visits.
<b>Person(s) Responsible</b>	Request has been made to UW Colleges past two years to fund a thirty percent position, Multicultural Affairs Coordinator. Position once funded by Alexander foundation. High priority of campus. Position not yet authorized.
<b>Expected Outcomes</b>	Increase in minority enrollment. Continued strengthening of our relationship to minority community.
<b>Assessment Indicators</b>	Continued growth in minority enrollments. Position funded.

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<b>Plan 2008 Goal #1 -</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW institutions.
<b>Name of Initiative</b>	Youth Leadership Program
<b>Description of Initiative</b>	Host youth leadership program for high school students in conjunction with Chamber of Commerce. Target students of color and economically disadvantaged.
<b>Target Population and Number of Participants To Be Served</b>	Six annually
<b>Person(s) Responsible</b>	Nolan Beck, Associate Dean & Director of Student Services
<b>Expected Outcomes</b>	Increased enrollment of students of color and economically disadvantaged students.
<b>Assessment Indicators</b>	Evaluation of program undertaken to determine success. From standpoint of UW-Marathon County, this is both a community service and a means for recruiting students of color. Continued growth in enrollment will indicate success.

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**Campus: UW-Marathon County**

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW institutions.
<b>Name of Initiative</b>	Student Clubs Initiative
<b>Description of Initiative</b>	Encourage student clubs, such as the Asian Student Organization, to sponsor programs on campus to which high school students of color are invited.
<b>Target Population and Number of Participants To Be Served</b>	200 +
<b>Person(s) Responsible</b>	Dan Sullivan, Student Association Advisor and Vang Her, Student Services Advisor
<b>Expected Outcomes</b>	Continued growth in enrollment of students of color.
<b>Assessment Indicators</b>	Number of events taking place. Actual number of minority students enrollment.

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<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW institutions.
<b>Name of Initiative</b>	Native American Student Services Advisor
<b>Description of Initiative</b>	Employ Native American advisor to build additional bridges to Native American communities and to increase number of Native American Students at UW-Marathon County.
<b>Target Population and Number of Participants To Be Served</b>	This is a long-range goal.
<b>Person(s) Responsible</b>	Steering committee's responsibility to continue to look at opportunities for requesting this position as staffing plans are recommended.
<b>Expected Outcomes</b>	Increased enrollment of Native American students if position could be funded.
<b>Assessment Indicators</b>	Awareness of UW-Marathon County among Native American community leaders. Increase in enrollment of Native American students.

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<b>Plan 2008 Goal #2</b>	Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	Liaison to Minority Groups
<b>Description of Initiative</b>	Work with Wausau Area Hmong Association, DPI Early Identification Program, and Minority Affairs Office of City of Wausau. Work with other groups as well.
<b>Target Population and Number of Participants To Be Served</b>	Staff attend various meetings as requested or as opportunities arise. Example: Multicultural High School Choir now practices on campus as a result of relationship built with Minority Affairs Office of City of Wausau.
<b>Person(s) Responsible</b>	Campus Dean, Associate Dean, Multicultural Affairs Coordinator (when position is approved).
<b>Expected Outcomes</b>	Strengthened partnerships. Enhanced awareness of and appreciation for UW-Marathon County on the part of community leaders.
<b>Assessment Indicators</b>	Invitations to attend meetings. Number of activities held on campus.

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<b>Plan 2008 Goal #2</b>	Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	Community Events Sponsored by Student Clubs
<b>Description of Initiative</b>	Observances and Celebrations of Minority Cultures
<b>Target Population and Number of Participants To Be Served</b>	400 a year in attendance
<b>Person(s) Responsible</b>	Student Club Leaders
<b>Expected Outcomes</b>	Expanded Awareness of UW-Marathon County by parents of elementary and secondary age students and by community leaders
<b>Assessment Indicators</b>	<ul style="list-style-type: none"><li>○ Number of events held.</li><li>○ Number of persons attending.</li></ul>

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<b>Plan 2008 Goal #2</b>	Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age
<b>Name of Initiative</b>	College for Kids
<b>Description of Initiative</b>	Continuing Education program held in the summer for elementary age children.
<b>Target Population and Number of Participants To Be Served</b>	Ensure that students of color are aware of and participate in College For Kids
<b>Person(s) Responsible</b>	Vickie Richmond Hawkins, CE Director
<b>Expected Outcomes</b>	<ol style="list-style-type: none"> <li>1. Composition of those enrolled will better reflect population as a whole.</li> <li>2. Expanded awareness of UW-Marathon County by multicultural parents.</li> </ol>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>o Enrollment statistics</li> </ul>

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<b>Plan 2008 Goal #3</b>	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.
<b>Name of Initiative</b>	Assessing Minority Student Success
<b>Description of Initiative</b>	Creation of a system to record the number of students that are retained, transfer, drop out, complete their associate degree, or move into a Collaborative Degree Program.
<b>Target Population and Number of Participants To Be Served</b>	Total number of students of color that enroll at UW-Marathon County
<b>Person(s) Responsible</b>	Nolan Beck, Associate Dean, Xang Lee, Associate Director, TRIO program, and Multicultural Affairs Coordinator (when position is approved).
<b>Expected Outcomes</b>	Data that will allow us to compare student achievement with student body as a whole and better understand trends in minority student achievement.
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>○ Development of such a system.</li> <li>○ Success in implementing the system.</li> </ul>

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<b>Plan 2008 Goal #3</b>	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.
<b>Name of Initiative</b>	Exit Interviews
<b>Description of Initiative</b>	Conduct exit interviews with as many students of color as possible to obtain feedback on their educational experiences at UW-Marathon County.
<b>Target Population and Number of Participants To Be Served</b>	As many students of color as possible.
<b>Person(s) Responsible</b>	Vang Her, Academic Advisor. This responsibility would be transferred to Multicultural Affairs Coordinator when that person can be employed.
<b>Expected Outcomes</b>	Improved data on minority student experience at UW-Marathon County. Use of that data in recruitment and retention.
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>○ Number of exit interviews taking place annually.</li> <li>○ Usefulness of the data obtained.</li> </ul>

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<b>Plan 2008 Goal #3</b>	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.
<b>Name of Initiative</b>	Collaboration with UW Stevens Point
<b>Description of Initiative</b>	This is still preliminary. We aim to form a partnership with UW-Stevens Point that will expand the number of minority students transferring to UW-Stevens Point and that will result in a number of programs to further acclimate them to UW-Stevens Point once the transfer has taken place. Thus we aim to increase the number of UW-Marathon County students of color who succeed in obtaining bachelor's degrees.
<b>Target Population and Number of Participants To Be Served</b>	Unknown at this time
<b>Person(s) Responsible</b>	To be determined.
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>(1) Increase in number of students who successfully transfer to UW-Stevens Point</li> <li>(2) Increase in number of such students who get bachelor's degrees</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>o Increase in number transferring</li> <li>o Increase in number graduating from UW-Stevens Point</li> </ul>

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**Campus: UW-Marathon County**

<b>Plan 2008 Goal #4</b>	Increase the amount of financial aid available to needy students and reduce their reliance on loans
<b>Name of Initiative</b>	Scholarship Initiative
<b>Description of Initiative</b>	Work with area donors and the UW-Marathon County Foundation to expand funding of scholarships for economically disadvantaged and minority students.
<b>Target Population and Number of Participants To Be Served</b>	As many students of color and economically disadvantaged students as possible.
<b>Person(s) Responsible</b>	Chair, Scholarship & Awards Committee, and the Campus Dean
<b>Expected Outcomes</b>	<ol style="list-style-type: none"> <li>1. Increased funding of such scholarships.</li> <li>2. Improved retention.</li> </ol>
<b>Assessment Indicators</b>	This effort is designed to help offset loss of funding from the end of funding from the Alexander Foundation for scholarships and work/study opportunities. Indicators: (1) growth in dollars available, (2) growth in numbers of student receiving scholarships.

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<b>Plan 2008 Goal #5</b>	Increase number of faculty and staff of color so that the UW is more representative of the workforce as a whole.
<b>Name of Initiative</b>	Faculty & Staff Recruitment Initiative
<b>Description of Initiative</b>	For faculty and staff searches: expand pool of candidates to help ensure inclusion of persons of color <ol style="list-style-type: none"> <li>1. Encourage academic departments to include qualified minority candidates</li> <li>2. Encourage campus committees to include qualified minority candidates</li> </ol>
<b>Target Population and Number of Participants To Be Served</b>	Three or four searches a year
<b>Person(s) Responsible</b>	Department Chairs Chair, Appointments Committee Campus Dean
<b>Expected Outcomes</b>	<ol style="list-style-type: none"> <li>1. Inclusion of more persons of color in qualified pool of candidates forwarded by academic departments to local campus committee.</li> <li>2. Inclusion of more persons of color in pool of candidates for academic staff positions that become available.</li> </ol>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>o Actual number of persons of color, if this information is volunteered, among the list of qualified candidates forwarded by academic departments.</li> <li>o Actual number of persons of color if this information is volunteered, among the list of qualified candidates for academic staff positions.</li> <li>o Number of persons of color employed.</li> </ul>

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**Campus: UW-Marathon County**

<b>Plan 2008 Goal #6</b>	Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity
<b>Name of Initiative</b>	Multicultural Resource Center
<b>Description of Initiative</b>	The Center, with an advisory board composed of students, faculty and staff, will play a pivotal role in expanding opportunities for multicultural education. The Center began operation September 2004.
<b>Target Population and Number of Participants To Be Served</b>	Campus as a whole: all faculty, staff and students
<b>Person(s) Responsible</b>	Center Coordinator (a student), working in collaboration with an Advisory Board. This person is funded through student fees as approved by the SA.
<b>Expected Outcomes</b>	Expanded campus programming (exhibits, lectures, brownbag lunches, performances).
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>○ Acceptance of the Center as a viable, important entity on campus.</li> <li>○ Number and success of events sponsored.</li> <li>○ Use of the facility for meetings, club events, etc.</li> </ul> Evaluation instruments will need to be developed.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

**Phase II Report**

**Campus: UW-Marathon County**

<b>Plan 2008 Goal #6</b>	Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	Curriculum Enhancement Project
<b>Description of Initiative</b>	UW-Marathon County Leadership (Steering, Curriculum Committee, Plan 2008 Committee, Campus Dean) encourage faculty and IAS to a) include multicultural perspectives and content into existing course wherever possible, b) develop new courses that expand the multicultural offerings in each academic department, c) explore funding opportunities to help enrich and expand curriculum.
<b>Target Population and Number of Participants To Be Served</b>	All faculty and IAS All UW-Marathon County students
<b>Person(s) Responsible</b>	Chair, Curriculum Committee Chair, Plan 2008 Committee Campus Dean
<b>Expected Outcomes</b>	<ol style="list-style-type: none"> <li>1. Richer existing curriculum.</li> <li>2. New courses added to the curriculum</li> </ol>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>o Will develop means of assessing first outcome.</li> <li>o Will review curriculum for new course offerings that expand opportunities for multicultural understanding.</li> <li>o Grants to faculty to enhance existing curriculum and launch new courses.</li> </ul>

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Marathon County**

<b>Plan 2008 Goal #6</b>	Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity
<b>Name of Initiative</b>	Lecture & Fine Arts Programming
<b>Description of Initiative</b>	The Lecture & Fine Arts programming, with support from Student Life & Interest Committee (and private funding when available), has done a splendid job in incorporating programs that enhance understanding of and appreciation for diverse culture into its annuals series. This initiative will continue, and while directed toward the UW-Marathon County community, these programs are open to the public as well.
<b>Target Population and Number of Participants To Be Served</b>	750 + annually
<b>Person(s) Responsible</b>	Jean Greenwood, Coordinator, Lecture & Fine Arts Program
<b>Expected Outcomes</b>	<ol style="list-style-type: none"> <li>(1) Creation of a campus environment open to diverse cultures and points of view.</li> <li>(2) Programs that supplement course content.</li> </ol>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>➤ Student, faculty and staff attendance</li> <li>➤ Public attendance</li> <li>➤ Positive feedback from surveys undertaken</li> </ul>

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Marathon County**

<b>Plan 2008 Goal #6</b>	Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	Employing Students of Color
<b>Description of Initiative</b>	Expand number students of color who hold work/study position on campus and who participate in UW-Marathon County's Internship Program
<b>Target Population and Number of Participants To Be Served</b>	Aim to increase number of participants each year.
<b>Person(s) Responsible</b>	Department heads Patricia Thwaites, Outreach Coordinator and Coordinator, Internship Program Faculty: encouraging student participation
<b>Expected Outcomes</b>	This initiative is designed to (1) help ensure that students of color meet and work with students of color who are employed in all parts of the campus (library, student union, computer lab, etc.), and (2) expand opportunities for students of color to intern in community settings.
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>○ Increase in numbers of persons employed through work/study and other funding.</li> <li>○ Increase in numbers of minority students enrolled in the Internship Program and parallel course offered.</li> </ul>

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Marathon County**

<b>Plan 2008 Goal #7</b>	Improve accountability of the UW system and its institutions
<b>Name of Initiative</b>	Plan 2008 Committee
<b>Description of Initiative</b>	Establish the Plan 2008 Committee, which assisted in the development of this report, as an ongoing ad hoc campus committee with the charge of making a yearly review of progress toward goals established.
<b>Target Population and Number of Participants To Be Served</b>	Committee composed of students, staff and faculty. Report to be given to campus community
<b>Person(s) Responsible</b>	Chair of Committee
<b>Expected Outcomes</b>	<ol style="list-style-type: none"> <li>1. Improved monitoring of progress.</li> <li>2. Improved and expanded communication to the campus on status of Plan 2008.</li> </ol>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>○ Approval of continuation of the committee and review efforts undertaken.</li> <li>○ Success in communicating to the campus on success to date.</li> </ul>

## **UW-Marinette**

The University of Wisconsin-Marinette has chosen three of the Plan 2008 goals for emphasis. Those goals are Goal #1, “To increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System institutions,” Goal #3 to “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,” and Goal #6 to “Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.” The campus has identified many varied initiatives in support of these goals including continuation of the Full Circle Precollege Program that is offered in conjunction with the College of the Menominee Nation. The campus will also enhance its connections with Native Americans through other initiatives. An active Diversity and Equity Committee will be responsible for overseeing implementation of other diversity efforts.

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**Campus:** UW-Marinette

<b>Plan 2008 Goal # 1-7</b>	#1 - Increase The Number of Wisconsin High School Graduates of Color Who Apply, Are Accepted, And Enroll at UW System Institutions
<b>Name of Initiative</b>	Full Circle Pre-College Program
<b>Description of Initiative</b>	Joint pre-college program (with the Menominee Tribal and public middle schools and College of Menominee Nation) to build academic skills, cultivate academic success orientation, affirm Native cultural values, and provide information on UW options/requirement to 8 <sup>th</sup> -grade students, with additional contacts directed at program alumni. Funded and subject to DPI grant, currently through June 2005.
<b>Target Population and Number of Participants To Be Served</b>	Native American and economically disadvantaged 8 <sup>th</sup> -graders (30-43 served annually in 1999-2004). Annually serving 40-45 students increasing to 50 by 2008, pending continued and adequate DPI funding. Also annually contacting 50 alumni (in their junior and senior years of high school) with follow-up information about college options.
<b>Person(s) Responsible</b>	Tina Oman, Associate Student Services Coordinator
<b>Expected Outcomes</b>	40 active participants in the academic year part of the program, 10-20 in the June summer camp. Positive impact on college/university entrance for Full Circle alumni.
<b>Assessment Indicators</b>	Annual renewal of DPI grant.  In addition to applications to technical colleges, 5 university/college Full Circle alumni applications reported by high school guidance counselors each year.

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**Campus:** UW-Marquette

<b>Plan 2008 Goal #1-7</b>	#1 - Increase The Number of Wisconsin High School Graduates of Color Who Apply, Are Accepted, And Enroll at UW System Institutions
<b>Name of Initiative</b>	Hannahville Connections
<b>Description of Initiative</b>	Invite American Indian and economically disadvantaged students in grades 5-12 to two campus events/programs annually (e.g., based on past successes, Dean's [preview] Night at Theatre on the Bay, Continuing Education Peace Day, a campus pow-wow, an athletic event, a pen-pal program with Menominee and local students), and publicize to Hannahville (MI) Reservation students and parents living in Menominee County, the UW-Marquette compact tuition and out-of-state discount at UW-Green Bay.
<b>Target Population and Number of Participants To Be Served</b>	American Indian and economically disadvantaged students in grades 5-12; 30 students from Hannahville schools to be served annually.
<b>Person(s) Responsible</b>	<i>Director of Continuing Education Jane Jones, Mary LaCasse (through monthly meetings of Twin County Human Resource Association), and Associate Student Services Coordinator Tina Oman [if Tina's M/D responsibilities are adjusted from advising toward more recruitment]</i>
<b>Expected Outcomes</b>	30 Hannahville students attending UW-Marquette events each year; 1 Hannahville school staffer and 5 Hannahville high school students/parents contacted annually;
<b>Assessment Indicators</b>	Track numbers to ensure we have reached goals.

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus: UW-Marinette

<b>Plan 2008 Goal #1-7</b>	#1 - Increase The Number of Wisconsin High School Graduates of Color Who Apply, Are Accepted, And Enroll at UW System Institutions
<b>Name of Initiative</b>	Tribal/Indian American School Connections
<b>Description of Initiative</b>	Meet with Shawano, and Menominee school guidance counselors and faculty to identify and address obstacles to student enrollment in post-secondary education; also with Job Service, Marinette County Health and Human Services, and Curative Rehabilitation, Inc. for similar discussions/efforts re economically disadvantaged students.
<b>Target Population and Number of Participants To Be Served</b>	Faculty/staff from regional tribal and public schools and responsible contacts from local human service agencies: 6-7 Menominee tribal/public school faculty/staff in conjunction with Full Circle Program alumni follow-up; 3-5 local human service agents to be contacted annually.
<b>Person(s) Responsible</b>	Tina Oman, Associate Student Services Coordinator; Mary LaCasse, Returning Adult Student Services Coordinator
<b>Expected Outcomes</b>	Identification of and increased commitment to address inhibitors to post-secondary enrollment by people of color and economically disadvantaged people.
<b>Assessment Indicators</b>	6-7 Menominee tribal/public school and 3-5 human service agency contacts annually.

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus: UW-Marinette

<b>Plan 2008 Goal #1 - #7</b>	#3 – 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
<b>Name of Initiative</b>	M/D Mentoring/Tracking Program
<b>Description of Initiative</b>	Develop and sustain a tracking program for students of color and economically disadvantaged/first-generation college students, following and encouraging their academic progress.
<b>Target Population and Number of Participants To Be Served</b>	Students of Color and economically disadvantaged/first-generation college students: 20 annually
<b>Person(s) Responsible</b>	Tina Oman, Associate Student Services Coordinator; a faculty mentor for each student; Cindy Bailey, Asst. Campus Dean of Student Services
<b>Expected Outcomes</b>	Achievement of initiative to target population for 20 students annually.
<b>Assessment Indicators</b>	Tracking program in place to record outcome achievement.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus: UW-Marinette

<b>Plan 2008 Goal #1 - #7</b>	#3 – 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
<b>Name of Initiative</b>	Recruitment and Retention Services
<b>Description of Initiative</b>	Conduct a biennial student satisfaction survey of campus support services (including tutoring) to aid retention, with demographic profiling, questions, and procedures designed to solicit and disaggregate responses from students of color and others assigned to the M/D Mentoring/Tracking Program.
<b>Target Population and Number of Participants To Be Served</b>	All students, support services staff. 160 or other statistically significant number of UW-Marinette students, including all participants in M/D Mentoring/Tracking Program.
<b>Person(s) Responsible</b>	Cindy Bailey, Asst. Campus Dean of Student Services
<b>Expected Outcomes</b>	Continuing assessment and improvement of campus support services, with particular attention to those designed to support students of color and economically disadvantaged/first-generation college students.
<b>Assessment Indicators</b>	Survey used to adjust campus support services including a feedback loop to evaluate success of adjustments.

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Campus: UW-Marinette

<b>Plan 2008 Goal #1 - #7</b>	#3 – 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
<b>Name of Initiative</b>	Affirmative Action Internship Program
<b>Description of Initiative</b>	Promote the State of Wisconsin’s summer affirmative action internship program to students
<b>Target Population and Number of Participants To Be Served</b>	All students of color, women students, and economically disadvantaged students; 3 applicants to be solicited annually.
<b>Person(s) Responsible</b>	Mary LaCasse, Returning Adult Student Services Coordinator
<b>Expected Outcomes</b>	Increased student interest, awareness, and skill in Statewide affirmative action issues and initiatives
<b>Assessment Indicators</b>	3 applications per year

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus: UW-Marinette

<b>Plan 2008 Goal #1 - #7</b>	#6 – Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity
<b>Name of Initiative</b>	Diversity Programming
<b>Description of Initiative</b>	Plan and execute annual Ethnic Food Fair, annual trip to Milwaukee Public Museum, Spanish conversation hours, and at least three other co-curricular diversity and equity activities (such as past presentation on Black women sculptors, Menominee pow-wows, public book reading on <i>The Chopsticks/Fork Principle</i> , Theatre post-play forum on racial prejudice, film/discussion series on Indian Americans, convocation on Zuni Pueblo murals, Native American art gallery exhibit, or proposed Dio de los Muertos performance)
<b>Target Population and Number of Participants To Be Served</b>	All faculty, staff, and students – duplicating headcount total of 150 to be served each year.
<b>Person(s) Responsible</b>	Diversity and Equity Committee, in collaboration with Campus Activities Board, International Club, other faculty/staff, including James La Malfa, Associate Professor of Art (for museum trip), Jennifer Stolpa, Assistant Professor of English/ Spanish (for Spanish conversation hours), and Doug Larche, Professor of Communication and Theatre Arts (for Dio de los Muertos event).
<b>Expected Outcomes</b>	Increased awareness of the richness of racial/ethnic cultures, the costs of prejudice and discrimination, and the values of diversity, multiculturalism, and equity.
<b>Assessment Indicators</b>	Tracking number of activities and duplicated headcount.

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus: UW-Marinette

<b>Plan 2008 Goal #1 - #7</b>	#6 – Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity
<b>Name of Initiative</b>	Ongoing Review of Library Holdings
<b>Description of Initiative</b>	Continually review library holdings for ethnic studies content and course support, seeking faculty suggestions for adding materials.
<b>Target Population and Number of Participants To Be Served</b>	8 faculty in humanities and social sciences [previously identified as 5 faculty]; all students, faculty, staff to be served.
<b>Person(s) Responsible</b>	Director of Library Connie Scofield
<b>Expected Outcomes</b>	Enrichment of library video, book, and CD holdings
<b>Assessment Indicators</b>	Addition to library holdings of 10 new videos, 50 new books, and 15 new CDs in ethnic studies per year. [1999-2002 averages]

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Campus: UW-Marquette

<b>Plan 2008 Goal #1 - #7</b>	#6 – Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity
<b>Name of Initiative</b>	Ethnic Studies Course Development
<b>Description of Initiative</b>	Develop U.S. Latin Literature and regularize offering of Native North America (ANT 314); continue current level of local immigrants of color enrolled in ESL Continuing Education classes; stabilize enrollments in full two years of Spanish language courses; enhance ESL holdings in language lab and continue Spanish conversation hours.
<b>Target Population and Number of Participants To Be Served</b>	All students and local immigrants of color and all students: 5 local residents to be served by ESL classes and 60 students by other courses annually.
<b>Person(s) Responsible</b>	Dr. Jennifer Stolpa, Assistant Professor of English/Spanish and language lab coordinator; Dr. Dail Murray, Associate Professor of Anthropology/Sociology; Jane Jones, Continuing Education Director; Curriculum Committee, Depts., Dean and Central Admin.
<b>Expected Outcomes</b>	Offer these courses x number of times per x number of years.
<b>Assessment Indicators</b>	5 local residents in ESL classes and a total of 80 student enrollments in U.S. Latin Literature, and Native North America, and all Spanish classes annually by 2008.

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus: UW-Marquette

<b>Plan 2008 Goal #1 - #7</b>	#6 – Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity
<b>Name of Initiative</b>	Continuing Education Offerings and Access
<b>Description of Initiative</b>	Offer 3-day Hawaiian dance workshop annually, plus one other Continuing Education class/dinner related to one of the U.S. racial/ethnic groups identified in Plan 2008; provide an average of 10 scholarships annually for economically disadvantaged children (ages 7-17) to participate in College for Kids and/or Children’s Theatre.
<b>Target Population and Number of Participants To Be Served</b>	The public, students and faculty/staff: 30 students/adults and 10 children to be served annually.
<b>Person(s) Responsible</b>	Jane Jones, Director of Continuing Education
<b>Expected Outcomes</b>	At least 10 children given scholarships and 30 adults served between workshops and dinners.
<b>Assessment Indicators</b>	Track achievement of outcomes.

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Campus: UW-Marquette

<b>Plan 2008 Goal #1 - #7</b>	#6 – Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity
<b>Name of Initiative</b>	Ethnic Art and Library Exhibits
<b>Description of Initiative</b>	Feature U.S. members of racial/ethnic groups identified in Plan 2008 in at least one library and one art gallery exhibit each year.
<b>Target Population and Number of Participants To Be Served</b>	All students, faculty, and staff.
<b>Person(s) Responsible</b>	Director of Library Connie Scofield; James LaMalfa, Associate Professor of Art
<b>Expected Outcomes</b>	Track the number of displays and the racial/ethnic groups highlighted.
<b>Assessment Indicators</b>	Achievement of number of exhibits and rotation to serve/highlight number of groups over a given time.

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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Campus: UW-Marinette

<b>Plan 2008 Goal #1 - #7</b>	#6 – Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity
<b>Name of Initiative</b>	Race and Ethnicity Book Seminar
<b>Description of Initiative</b>	Annually encourage a faculty/staff member to seek a UWS Institute on Race and Ethnicity grant and moderate a campus book seminar on issues related to ethnic diversity.
<b>Target Population and Number of Participants To Be Served</b>	All faculty, staff, and students: 10-12 faculty/staff, 3-5 student participants in each seminar
<b>Person(s) Responsible</b>	Diversity and Equity Committee
<b>Expected Outcomes</b>	High-quality, open campus discussions on racial and ethnic relations in the U.S. and abroad.
<b>Assessment Indicators</b>	Continuing interest in annual or biennial seminar proposal/book group. Achievement of the number of faculty, staff and student participants as set in target.

## **University of Wisconsin-Marshfield/Wood County**

The University of Wisconsin-Marshfield/Wood County has chosen to emphasize three of the seven Plan 2008 goals that are most relevant for the campus and surrounding community. Those goals are Goal #2, to “Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age”, Goal #5, “To increase the number of faculty, academic staff, classified staff and administration of color; so that they are represented in the UW System workforce in proportion to their current availability in relevant job pools,” and Goal #6, to “Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.” In working toward its goals, the campus will continue to build upon the work begun with the Ho-Chunk Nation to serve Native American students.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Marshfield/Wood County**

<b>Plan 2008 Goal #1 - #7</b>	2. Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	Pre-college program
<b>Description of Initiative</b>	Provide junior and senior high school students with an on-campus experience. Mock classes(Math, Computers, English, Theatre), field trip to the arboretum and discussions with faculty and staff
<b>Target Population and Number of Participants To Be Served</b>	Native American students between the ages of 14-16. Approximately 40 students would be served per program.
<b>Person(s) Responsible</b>	Jeff Meece and Julie Tharp
<b>Expected Outcomes</b>	Understanding of opportunities that post secondary education provides.
<b>Assessment Indicators</b>	Student feedback will be obtained.

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Plan 2008: Educational Quality Through Racial and Ethnic Diversity

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Campus: UW-Marshfield/Wood County

<b>Plan 2008 Goal #1 - #7</b>	2. Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	Native American Adult Program (parents of traditional aged student)
<b>Description of Initiative</b>	Provide adults with a higher education, on-campus experience to demonstrate what their children (or themselves) might expect in college. Presentations, classroom experiences, and discussions with faculty and staff.
<b>Target Population and Number of Participants To Be Served</b>	Native American adults age 22+. Approximately 30 adults would be served per program.
<b>Person(s) Responsible</b>	Kami Mattson and Jeff Meece
<b>Expected Outcomes</b>	Understanding of opportunities that post secondary education provides to their children and themselves.
<b>Assessment Indicators</b>	Participant feedback will be obtained.

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus:** UW-Marshfield/Wood County

<b>Plan 2008 Goal #1 - #7</b>	2. Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	College for Kids
<b>Description of Initiative</b>	Provide students with an on-campus college experience. Mock classes (Math, Computers, English, Theatre), field trip to the arboretum and discussions with faculty and staff. This would be a multi-day event.
<b>Target Population and Number of Participants To Be Served</b>	Hispanic, Native American and white students ages 6-12. Approximately 30 students would be served per program.
<b>Person(s) Responsible</b>	Mary Hartl, Julie Tharp and Jeff Meece
<b>Expected Outcomes</b>	Understanding of opportunities that post secondary education provides.
<b>Assessment Indicators</b>	Student feedback will be obtained.

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Plan 2008: Educational Quality Through Racial and Ethnic Diversity

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Campus: UW-Marshfield/Wood County

<b>Plan 2008 Goal #1 - #7</b>	2. Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	English as a Second Language
<b>Description of Initiative</b>	Traditional ESL course work and information on postsecondary information.
<b>Target Population and Number of Participants To Be Served</b>	Hispanic adults from MSF service area (parents of school aged children would be a focus). 25-30 students per class.
<b>Person(s) Responsible</b>	Jeff Meece, Julie Tharp and CE
<b>Expected Outcomes</b>	Break down language barriers for an underserved population that continues to grow. Provides an opportunity to communicate with parents of potential UW students.
<b>Assessment Indicators</b>	Participant feedback will be obtained.

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Marshfield/Wood County**

<b>Plan 2008 Goal #1 - #7</b>	#5 Increase the number of faculty, academic staff, classified staff and administration 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.
<b>Name of Initiative</b>	Faculty and staff recruitment and retention
<b>Description of Initiative</b>	To continue to recruit and attract a qualified, diverse pool of faculty and staff to fill employment openings. Process includes placement of job postings and flexibility of interviewing process.
<b>Target Population and Number of Participants To Be Served</b>	Any potential employee
<b>Person(s) Responsible</b>	Campus Dean and Department Heads
<b>Expected Outcomes</b>	Continue to provide leadership in UW Colleges with the diversity of our faculty and staff.
<b>Assessment Indicators</b>	Effectiveness of the hiring process.

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Campus: UW-Marshfield/Wood County

<b>Plan 2008 Goal #1 - #7</b>	6. Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	Global Cultural Fair
<b>Description of Initiative</b>	Event that celebrates multiculturalism through food, programs and information tables. Representatives from different countries and cultures present this information.
<b>Target Population and Number of Participants To Be Served</b>	Marshfield and surrounding community
<b>Person(s) Responsible</b>	Multicultural Committee
<b>Expected Outcomes</b>	Educate the community to cultural opportunities
<b>Assessment Indicators</b>	Participant roles will be monitored.

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Campus: UW-Marshfield/Wood County

<b>Plan 2008 Goal #1 - #7</b>	6. Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	Multicultural Film Series
<b>Description of Initiative</b>	Films shown on a monthly basis from different cultures and genres
<b>Target Population and Number of Participants To Be Served</b>	Campus population
<b>Person(s) Responsible</b>	Julie Tharp
<b>Expected Outcomes</b>	Participants gain a better understanding and appreciation of diverse cultures and aesthetics.
<b>Assessment Indicators</b>	Participant rates will be monitored.

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**Campus: UW-Marshfield/Wood County**

<b>Plan 2008 Goal #1 - #7</b>	6. Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	American Indian Lit. and Film class
<b>Description of Initiative</b>	Ethnic study courses designed to create an awareness of Native American literature.
<b>Target Population and Number of Participants To Be Served</b>	Campus population
<b>Person(s) Responsible</b>	Julie Tharp
<b>Expected Outcomes</b>	Increased campus awareness of Native American literature and film.
<b>Assessment Indicators</b>	Participant feedback will be monitored.

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Campus: UW-Marshfield/Wood County

<b>Plan 2008 Goal #1 - #7</b>	6. Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	Performing Arts Series
<b>Description of Initiative</b>	Professional programs brought to campus to increase the cultural diversity. Programs such as KO-THI dance theatre, Straight Ahead, and C. Willie Myles comedy.
<b>Target Population and Number of Participants To Be Served</b>	Campus and Marshfield Community
<b>Person(s) Responsible</b>	Patti Meis
<b>Expected Outcomes</b>	Expanded cultural experience for community
<b>Assessment Indicators</b>	Participant rates will be monitored.

## **University of Wisconsin-Richland**

The University of Wisconsin-Richland has developed an initiative for six of the seven goals of Plan 2008. The campus will continue to conduct its Grand Avenue Precollege Program that brings urban students of color together with rural white disadvantaged students. The campus will also seek increased funding to bring its vision for the program to fruition. Other initiatives will target enrolled students of color and educational programming for faculty and staff.

**University of Wisconsin Colleges**  
**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**  
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**Campus: UW-Richland**

<b>Plan 2008 Goal #1 - #7</b>	<b>Goal #1:</b> Increase the number of Wisconsin high school graduates of color who apply, are accepted and enroll at UW System Institution.
<b>Name of Initiative</b>	UW-Richland Precollege Program Expansion
<b>Description of Initiative</b>	<ol style="list-style-type: none"> <li>(1) Increase academic year contact and activities with precollege population.</li> <li>(2) Increase the number of students accepted into the program, after their 6<sup>th</sup> grade year, by 50%</li> <li>(3) Expand service area of UW-Richland Precollege Program to include at least one Madison area feeder middle school.</li> <li>(2) Develop funding to support initiative.</li> </ol>
<b>Target Population and Number of Participants To Be Served</b>	Milwaukee area and Madison area precollege students of color in grades 6-12. 60 students each year.
<b>Person(s) Responsible</b>	Precollege Office Office of the Campus Executive Dean
<b>Expected Outcomes</b>	<ol style="list-style-type: none"> <li>(1) Increase retention of students in precollege program, especially as they transition from middle school to high school by increasing student engagement in the program, and thereby increase the level of college applications submitted by students within this group.</li> <li>(2) Increase the number of precollege students who apply to UW-Richland by increasing their knowledge of the application process and their comfort with the UWR campus.</li> <li>(3) Increase the number of precollege students who are accepted to UW-Richland by increasing levels of their academic preparedness.</li> <li>(4) Increase the number of precollege students who enroll and are retained at UW-Richland.</li> </ol>
<b>Assessment Indicators</b>	<ol style="list-style-type: none"> <li>(1) Increased retention rates of Precollege students of color.</li> <li>(2) Increased application rates of high school students of color.</li> <li>(3) Increased acceptance rates of high school students of color.</li> <li>(4) Increased enrollment rates of high school students of color.</li> </ol>

**University of Wisconsin Colleges**  
**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**  
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**Campus:** UW-Richland

<b>Plan 2008 Goal #1 - #7</b>	<b>Goal #2:</b> Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	UW-Richland Precollege Preview Day
<b>Description of Initiative</b>	<p>Hold a two-day Precollege Orientation and “Campus Preview” weekend at UW-Richland each year for our 6<sup>th</sup> through 9<sup>th</sup> grade precollege students and their parents/guardians. Provide programming for parents that feature the UW-Richland and UW System, the admission process, resources to help their children gear up for college, and benefits and opportunities offered through the precollege program.</p> <p>Engage parents in the precollege experience by including a parent/child hands on science activities lead by UWR staff and the precollege students. Highlight student achievements and create personal relationships between local and Milwaukee Parents.</p> <p>Remove barriers to attendance by providing transportation, lodging, and child care activities for younger siblings for those families traveling from Milwaukee.</p>
<b>Target Population and Number of Participants To Be Served</b>	Milwaukee and local precollege students and families. 60 students and their parents/guardians. Estimate 60-100 parents/guardians.
<b>Person(s) Responsible</b>	Diane Treis Rusk, Director UW-Richland Continuing Ed/Outreach and Precollege Program and Precollege/Outreach Staff.
<b>Expected Outcomes</b>	<p>(1) Introduce parents to the campus and our precollege program and build parent comfort with our campus.</p> <p>(2) Facilitate the establishment of a personal relationship with precollege parents.</p> <p>(3) Engage parents into the precollege program by featuring the resources of our campus, the benefits of the precollege program, and their student’s accomplishments during the past academic year.</p> <p>(4) Create an environment of greater cultural acceptance by facilitating the establishment of personal relationships between local and Milwaukee precollege parents.</p> <p>(5) Increase levels of parental awareness and support for their student’s higher education goals.</p> <p>(6) Provide parents with knowledge about the UW-Richland, UW Systems, admission process, and financial aid application process.</p>
<b>Assessment Indicators</b>	<p>Increase number of precollege parents who have at least one contact with UW-Richland staff.</p> <p>Increase frequency of precollege parent contact with staff.</p>

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**Campus: UW Richland**

<b>Plan 2008 Goal #1 - #7</b>	<b>Goal #3:</b> 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.
<b>Name of Initiative</b>	Student Enrollment/Retention Assessment Initiative
<b>Description of Initiative</b>	UW-Richland will develop a pilot entrance and exit interview to assess campus climate variables that may be related to student enrollment, achievement, and retention.  Evaluate data to identify issues and barriers affecting achievement and retention, and identify strategies to address issues of concern to improve the campus climate.
<b>Target Population and Number of Participants To Be Served</b>	All Freshmen will be administered a survey during student registration. Students of color will be tracked on the survey. Approximately 200 new freshmen who will be surveyed upon registration.  Exit interview will be administered to all students leaving the UW-Richland Campus.
<b>Person(s) Responsible</b>	Student Services, the Diversity Committee, and the Faculty/Staff Collegiums will be responsible for assisting in the development and implementation of the surveys and programs to address any variables that need attention.
<b>Expected Outcomes</b>	We anticipate an increased retention of students of color after we have been able to identify the problems with campus climate.
<b>Assessment Indicators</b>	The freshmen survey will be compared to the student's exit survey. We will be able to determine if campus climate has had an impact on retention of student of color.

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**Campus: UW-Richland**

<b>Plan 2008 Goal #1 - #7</b>	<b>Goal #4:</b> Increase the amount of financial aid available to needy students and reduce their reliance on loans.
<b>Name of Initiative</b>	Precollege Scholarship Fund Development
<b>Description of Initiative</b>	The UW-Richland Precollege Program will work in cooperation with the UW-Richland Campus Foundation and the Office of the Dean to identify and initiate contact with potential corporate contributors in the Richland and Milwaukee areas so solicit funds for scholarships that may be exclusively targeted to our Milwaukee precollege graduates.
<b>Target Population and Number of Participants To Be Served</b>	At least 3 Corporations will be contacted each year.
<b>Person(s) Responsible</b>	Campus Executive Dean Precollege Director Richland Campus Foundation Executive Secretary
<b>Expected Outcomes</b>	Raise a total of least \$10,000 toward the Precollege Scholarship Fund.  Distribute at least \$6,000 in Precollege Scholarships
<b>Assessment Indicators</b>	Level of dollars pledged. Level of dollars collected. Level of dollars distributed.

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**Campus: UW-Richland**

<b>Plan 2008 Goal #1 - #7</b>	<b>Goal 5:</b> Increase the number of faculty, academic staff, classified staff, and administration 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.
<b>Name of Initiative</b>	Position Recruitment Initiative
<b>Description of Initiative</b>	Ensure that all permanent-position hiring opportunities are advertised in at least one newspaper that is distributed primarily to people of color.
<b>Target Population and Number of Participants To Be Served</b>	Workforce representing persons of color.
<b>Person(s) Responsible</b>	Campus Executive Dean
<b>Expected Outcomes</b>	Increase the number of potential candidates of color who are aware and apply for positions on the UW-Richland campus.
<b>Assessment Indicators</b>	Number of persons of color applying for positions in years 2005 and forward as compared to rates of previous years.

**University of Wisconsin Colleges**

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**Campus: UW-Richland**

<b>Plan 2008 Goal #1 - #7</b>	<b>Goal 6:</b> Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	UW-Richland Campus Climate Initiative
<b>Description of Initiative</b>	<p>(1) Provide annual training to campus faculty and staff surrounding issues linking classroom environment to academic achievement for students of color.</p> <p>(2) Provide education to campus and community on issues surrounding diversity through classroom training and group discussion through development of diversity circles.</p>
<b>Target Population and Number of Participants To Be Served</b>	<p>95% faculty and staff will be involved in at least one staff training each year.</p> <p>Approximately 50 staff, students, and community members will be included in campus/community training and diversity circles.</p>
<b>Person(s) Responsible</b>	<p>Office of Continuing Education and Outreach Office of the Dean UW-Richland Diversity Committee</p>
<b>Expected Outcomes</b>	Increase awareness and understanding of issues and barriers faced by students of color.
<b>Assessment Indicators</b>	<p>Number of trainings and diversity circles offered and completed. Diversity Circles will incorporate pre and post assessments into the curriculum to identify changes in attitude and behavior of participating members.</p>

## **University of Wisconsin-Rock County**

We are pleased to submit the Plan 2008 Phase II Plan for UW-Rock County. The Plan is consonant with the UW Colleges mission of providing opportunities for "...students of all ages, backgrounds, and level of income to participate in the search for knowledge and individual development..."

Recruiting and educating a diverse student body is at the root of civic engagement and is a resource for both the quality of student learning and for the future of our racially and ethnically diverse democracy. The efforts outlined in the Phase II Plan are not 'special' efforts. They are directed at the recruitment and retention of our community members and their children. Since we are fortunate to have a diverse population in our service area, it makes sense to design activities that meet the needs and interests of the populations we serve. The campus initiatives promote consistency in providing activities to students. We want to establish an environment that demonstrates our ongoing commitment to providing diversity and equity for our students.

The Plan takes into account our limited resources of time, people and funds for these efforts. We have designed challenging yet reachable goals for the activities included in this plan. And finally, the activities included in our Plan 2008 Phase II Plan will be carried out by campus personnel in all areas of the college. It is the responsibility of all of us to promote a welcoming and inclusive environment for our students. This is consistent with a key goal of our strategic plan, developed two years ago, to "sustain an academically vibrant community and to ensure an environment for excellence in teaching and learning."

These points represent the underlying philosophy behind the design of our Plan 2008 Phase II Plan. Because the Plan is related to the UW Colleges mission and the UW-Rock County Strategic Plan, we are confident that we will be successful in realizing the outcomes outlined.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal #1: Increase the Number of Wisconsin High School Graduates of Color who Apply, are Accepted, and Enroll at UW System Institutions
<b>Name of Initiative</b>	Project AHEAD
<b>Description of Initiative</b>	<p>General information on college life, career preparation, college requirements, and transition skills. Project AHEAD is housed at the UW-Rock County campus and the Headstart and Family Childcare Center in Beloit. The program offers counseling and referral to local agencies for additional assistance. To help strengthen and develop liaisons between the UW system and community organizations and agencies, Project AHEAD participates in the following:</p> <ul style="list-style-type: none"> <li>• Local Job Center teaching classes on Educational Options</li> <li>• Action Council</li> <li>• Homeless Task Force</li> <li>• Poverty Response Team</li> <li>• Stateline United Way</li> <li>• NAACP</li> <li>• Justice Overcoming Borders (JOB)</li> <li>• Wingspan Advisory Council for dislocated homemakers, women and single parents</li> <li>• Retired and Senior Volunteer Program Board</li> <li>• Volunteer Network of North Rock County Advisory Board</li> <li>• RECAP Advisory Board for educational assistance for individuals on probation, parole, or incarceration</li> <li>• Systems Navigator Advisory Council</li> <li>• Diversity Action Team</li> <li>• National College Access Network</li> <li>• League of Women Voters</li> </ul>
<b>Target Population and Number of Participants To Be Served</b>	Low Income Individuals in Rock County – 75 per year
<b>Person(s) Responsible</b>	Project AHEAD Coordinator Assistant Campus Dean for Student Services, UW-Rock County Chief Student Affairs Officer, UW Colleges
<b>Expected Outcomes</b>	Adults from the UW-Rock County service area will enroll at a UW College
<b>Assessment Indicators</b>	Program participants who are prepared for college will enroll

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal #1: Increase the Number of Wisconsin High School Graduates of Color who Apply, are Accepted, and Enroll at UW System Institutions
<b>Name of Initiative</b>	Special Recruitment Activities/Prospective students of color
<b>Description of Initiative</b>	Campus visits to Beloit Memorial High School's teen parent classes to explain UW-Rock County's Partnership for Parents Program; Preview day for Parents at HeadStart and Family Childcare Center in Beloit. Presentations to community agencies such as the Beloit Domestic Violence Center and participants at the Janesville Job Center; providing expertise and support for the Rock County Homeless Task Force
<b>Target Population and Number of Participants To Be Served</b>	Individuals who are currently under-represented on UW college campuses: teen parents, single parents, under-employed persons, low-income individuals and parents
<b>Person(s) Responsible</b>	Project AHEAD Coordinator UW-Rock County Non-traditional Student Coordinator UW-Rock County faculty and staff Homeless Task Force Assessment Assistance committee
<b>Expected Outcomes</b>	Prospective students will be contacted and will receive information needed to enroll in classes
<b>Assessment Indicators</b>	Prospective student database will identify potential students from these contact sites.

**University of Wisconsin Colleges**

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal #1: Increase the Number of Wisconsin High School Graduates of Color who Apply, are Accepted, and Enroll at UW System Institutions
<b>Name of Initiative</b>	High School Visits
<b>Description of Initiative</b>	High Schools with high percentages of students of color will be targeted for an increased visitation schedule, including scheduled and regular campus visits to meet with individual prospective students, to make presentations on college-related issues to junior and senior groups, and to be a guest speaker for high school classes where appropriate
<b>Target Population and Number of Participants To Be Served</b>	High school students at Beloit Memorial High School, Elkhorn High School, the Delavan-Darien High School, and students from other high schools meeting the criteria in our service area
<b>Person(s) Responsible</b>	UW-Rock County High School liaison Assistant Campus Dean for Student Services/ UW-Rock County
<b>Expected Outcomes</b>	Increased number of applications from these targeted schools
<b>Assessment Indicators</b>	Prospective student database indicates potential students from these schools

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal #1: Increase the Number of Wisconsin High School Graduates of Color who Apply, are Accepted, and Enroll at UW System Institutions
<b>Name of Initiative</b>	Multicultural Student Day
<b>Description of Initiative</b>	Campus Preview-like gathering for high school students of color from our service area. Featured guest speaker is chosen to provide inspiration as well as interesting and relevant information while also serving as a role model for the students
<b>Target Population and Number of Participants To Be Served</b>	Invited high school students of color from the service area.
<b>Person(s) Responsible</b>	UW-Rock County High School Liaison Assistant Campus Dean for Student Services Multicultural Student Organization and advisors
<b>Expected Outcomes</b>	Increased enrollment of students of color as well as increased membership in Multicultural Student Organization
<b>Assessment Indicators</b>	Prospect Student Database of students of color is increased

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**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal #1: Increase the Number of Wisconsin High School Graduates of Color who Apply, are Accepted, and Enroll at UW System Institutions
<b>Name of Initiative</b>	Visible Activities in Community Organizations which address issues of interest to potential students of color
<b>Description of Initiative</b>	Campus involvement in community groups and community activities such as: NAACP, Latino Coalition, El Centro, Headstart and Family Childcare Center Open House, Juneteenth Celebrations, Powwows
<b>Target Population and Number of Participants To Be Served</b>	Non-traditional and traditional prospective students of color
<b>Person(s) Responsible</b>	UW-Rock County faculty and staff Project AHEAD Coordinator Multicultural Student Union members and advisors
<b>Expected Outcomes</b>	Validation of commitment to students of color
<b>Assessment Indicators</b>	Campus Climate evaluations indicate inclusivity as a value for UW-Rock County

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal #2: Encourage Partnerships that Build the Educational Pipeline by Reaching Children and their Parents of an Earlier Age
<b>Name of Initiative</b>	Linkage with Community Programs and Agencies
<b>Description of Initiative</b>	<p>1) To help strengthen and develop liaisons between the UW system and community organizations and agencies, Project AHEAD participates in the following:</p> <ul style="list-style-type: none"> <li>• Local Job Center teaching classes on Educational Options</li> <li>• Action Council and The Homeless Task Force</li> <li>• Poverty Response Team and Stateline United Way</li> <li>• NAACP</li> <li>• Justice Overcoming Borders (JOB)</li> <li>• Wingspan Advisory Council for dislocated homemakers, women and single parents</li> <li>• Retired and Senior Volunteer Program Board</li> <li>• Volunteer Network of North Rock County Advisory Board</li> <li>• RECAP Advisory Board for educational assistance for individuals on probation, parole, or incarceration</li> <li>• Systems Navigator Advisory Council and Diversity Action Team</li> <li>• National College Access Network</li> </ul> <p>2) Presentations to employed persons in the service area at their places of business to outline ways for parents to help their children prepare for college</p> <p>3) Presentations to current UW Rock County students of color on how to advise their children to get ready for college</p>
<b>Target Population and Number of Participants To Be Served</b>	Prospective and current non-traditional aged students and their children
<b>Person(s) Responsible</b>	Project AHEAD Coordinator Partnership for Parents Team members UW Rock County Non-traditional Student Coordinator
<b>Expected Outcomes</b>	Children in the high schools of our service area are better prepared for college
<b>Assessment Indicators</b>	Increase the number of students of color who apply for admission to UW Rock County and are admitted

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal # 3: 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
<b>Name of Initiative</b>	Review Support Services for Undergraduate Students of Color to Ensure the Best Possible Match with Student Needs
<b>Description of Initiative</b>	<ol style="list-style-type: none"> <li>1) Student Support Services/TRIO Program develops individual plans of advising and academic support for 120 program participants</li> <li>2) Monitoring of Academic Progress of Students of Color includes individual case management, early alert process, mid-term progress follow-up</li> <li>3) Campus assessment of aggregate data concerning academic success of students of color</li> <li>4) Exploration of Developmental Education needs of recently admitted students of color</li> <li>5) Multicultural Student Union supported by faculty advisors as are other student activities</li> <li>6) Be specific in campus assessment initiatives to determine the assessment of students of color as well as general student groups</li> </ol>
<b>Target Population and Number of Participants To Be Served</b>	Disadvantaged and students of color
<b>Person(s) Responsible</b>	UW Rock County Student Advisor UWC Assistant Director of TRIO Assistant Campus Dean for Student Services Campus Recruitment, Retention, and Community Outreach Committee members UW Rock County Dean Project AHEAD Coordinator
<b>Expected Outcomes</b>	Students of color will be aware of their academic status and needs and will pursue the use of campus support services
<b>Assessment Indicators</b>	More students of color are retained until graduation and transfer

**University of Wisconsin Colleges**

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal # 3: 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
<b>Name of Initiative</b>	Gear Up
<b>Description of Initiative</b>	UW-Rock County is an active participant in the Gear Up Grant Program with the Beloit Public Schools. This program provides activities for middle school students and their parents which directs attention to the values of attending college
<b>Target Population and Number of Participants To Be Served</b>	Low income and possible first generation college students while they are attending middle school – high school
<b>Person(s) Responsible</b>	UW-Rock County Campus Dean UW-Rock County Assistant Campus Dean for Student Services UW-Rock County High School Liaison Project AHEAD Coordinator
<b>Expected Outcomes</b>	The numbers of students of color from Beloit who apply and are admitted will increase
<b>Assessment Indicators</b>	Beloit middle school students and their parents participate in grant funded activities

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal # 4: Increase the Amount of Financial Aid available to Needy Students and Reduce their Reliance on Loans
<b>Name of Initiative</b>	Financial assistance for students of color
<b>Description of Initiative</b>	<ol style="list-style-type: none"> <li>1) UW-Rock County provides a scholarship application workshop in conjunction with the application cycle for the UW-Rock County Foundation scholarships</li> <li>2) Project AHEAD seeks financial assistance from various community resources to help students of color in financial distress on an as-needed basis</li> <li>3) UW-Rock County Foundation provides emergency student loan money for students of color</li> </ol>
<b>Target Population and Number of Participants To Be Served</b>	Current and prospective low income students
<b>Person(s) Responsible</b>	Assistant Campus Dean for Student Services Project AHEAD Coordinator UW-Rock County Financial Aid Counselor UW-Rock County Foundation members and Executive Director
<b>Expected Outcomes</b>	Low income students of color will be able to afford to attend classes
<b>Assessment Indicators</b>	More students of color are retained to graduation or transfer

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal # 4: Increase the Amount of Financial Aid available to Needy Students and Reduce their Reliance on Loans
<b>Name of Initiative</b>	Increased and timely information on acquiring financial aid
<b>Description of Initiative</b>	<ol style="list-style-type: none"> <li>1) Financial Aid Presentations are given on the campuses of the high schools in our service area which have higher numbers of students of color</li> <li>2) Presentations to parents of color about UW Rock County include information about how to afford to send their children to college</li> <li>3) Current students of color are encouraged to apply for student scholarships</li> </ol>
<b>Target Population and Number of Participants To Be Served</b>	Low income students and their parents
<b>Person(s) Responsible</b>	UW-Rock County Financial Aid counselor UW-Rock County Non-traditional Student Coordinator Multicultural Student Union Advisors UW-Rock County Foundation Executive Director
<b>Expected Outcomes</b>	Students of color will receive more “free” financial aid in a timely way
<b>Assessment Indicators</b>	Students of color will be retained until graduation

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality Through Racial and Ethnic Diversity**

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal #5: Increase the number of faculty, academic staff, classified staff and administrators of color so that they are presented 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
<b>Name of Initiative</b>	<ol style="list-style-type: none"> <li>1) Increased pool of applicants of color for positions</li> <li>2) Increased student employees of color</li> </ol>
<b>Description of Initiative</b>	<ol style="list-style-type: none"> <li>1) Run advertisements for campus positions on list serves that are of interest to people of color</li> <li>2) Promote the hiring of people of color for campus work/study positions</li> </ol>
<b>Target Population and Number of Participants To Be Served</b>	People of color seeking employment
<b>Person(s) Responsible</b>	Assistant Campus Dean for Student Services UW-Rock County Dean UW-Rock County Directors of programs
<b>Expected Outcomes</b>	Students of color will feel more welcome on campus as they see a diversity of people in positions of responsibility and power at UW-Rock County
<b>Assessment Indicators</b>	Expanded number of people of color on campus

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal # 6: Foster institutional environments and course development that enhances learning and a respect for racial and ethnic diversity
<b>Name of Initiative</b>	Creation of organized opportunities for administrators, faculty, and staff to learn about intercultural differences in communication and learning styles that can help improve learning outcomes for students of color
<b>Description of Initiative</b>	<ol style="list-style-type: none"> <li>1) Faculty and staff members are invited and encouraged to participate in discussions of books and articles which address issues that challenge the success of our students of color</li> <li>2) Staff development opportunities are provided through targeted retreats and new employee training activities which expand the understanding of inclusivity and equity as it relates to the academic success of our students of color</li> <li>3) Campus Collegium recognizes the importance of our Plan 2008 and establishes an on-going committee to monitor our efforts to increase the success of our students of color</li> <li>4) Faculty and staff create learning experiences related to the Campus Theme for the year which emphasizes a multicultural perspective</li> </ol>
<b>Target Population and Number of Participants To Be Served</b>	UW-Rock County staff and faculty
<b>Person(s) Responsible</b>	UW-Rock County Dean UW-Rock County Assistant and Associate Deans UW-Rock County Directors Campus Theme Committee UW-Rock County Outreach Committee
<b>Expected Outcomes</b>	Students of Color will find UW-Rock County to be a welcoming environment and supportive of their academic success
<b>Assessment Indicators</b>	More students of color are retained to graduation or transfer

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**Campus: UW-Rock County**

<b>Plan 2008 Goal #1 - #7</b>	Goal # 6: Foster institutional environments and course development that enhances learning and a respect for racial and ethnic diversity
<b>Name of Initiative</b>	Curricular Offerings which support a welcoming campus climate and expand the inclusivity of course available at UW-Rock County
<b>Description of Initiative</b>	Intercultural Communication Course – offered on a consistent basis And the Development of a course, The History of Minorities as an SS/ES/IS course Continued offering of SPA 236, 247 and HIS 101 and 102
<b>Target Population</b>	All UW-Rock County students
<b>Person(s) Responsible</b>	Communication department faculty History department faculty Student Academic Affairs Committee Campus Theme Committee members
<b>Expected Outcomes</b>	UW-Rock County students will gain an understanding and appreciation for cultural differences and backgrounds
<b>Assessment Indicators</b>	Fewer applications for waivers of the Interdisciplinary and Ethnic studies graduation requirement are received by the Student Academic Affairs Committee

## **University of Wisconsin-Sheboygan**

The University of Wisconsin-Sheboygan has identified initiatives for each of the seven goals contained in Plan 2008. Many of its effort target precollege students of color and their parents. Efforts will also center on the retention of currently enrolled students of color and assistance in ensuring their successful transfer to baccalaureate institutions.

**University of Wisconsin Colleges**

**Plan 2008: Educational Quality through Racial and Ethnic Diversity**

**Phase II Report**

**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enrolled at UW-Sheboygan.
<b>Name of Initiative</b>	Precollege activities for prospective students of color (pre-high school, high school, adults) and their significant others (parents, spouses).  This will include working with Upward Bound students.
<b>Description of Initiative</b>	Provide prospective students of color the opportunity to visit the campus and become more aware of general college information (college life, application/admission procedures, academic skills, career exploration opportunities, skills assessment, etc.).
<b>Target Population and Number of Participants to be Served</b>	Students of color in the K-12 system, as well as non-traditional adult students of color.
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• Increase awareness of the UW-Sheboygan campus and options for prospective students of color.</li> <li>• Increase participation in events.</li> <li>• Increase the number of students of color that apply, are admitted to and retained by the college.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• Increase general awareness of the college.</li> <li>• Participation in events increases.</li> <li>• More individuals of color become students at UWS.</li> </ul>

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**Phase II Report**

**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enrolled at UW-Sheboygan.
<b>Name of Initiative</b>	Recruitment Initiatives
<b>Description of Initiative</b>	The Multicultural Advisor will increase contact with high schools, local organizations that serve individuals of color, Upward Bound students, etc. to talk with individuals, conduct group community presentations, etc. Increase promotion to individuals of color through direct mailings, local advertising on radio, in print, etc.
<b>Target Population and Number of Participants to be Served</b>	Prospective students of color (primarily Hmong, Hispanic, and African American).
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• Increase contact to enhance awareness of the UW-Sheboygan options for prospective students of color.</li> <li>• Increase number of contacts and follow-up with prospective students of color.</li> <li>• Increase the number of students of color that apply, are admitted to and retained by college.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• General awareness of the college increases.</li> <li>• Contact opportunities increase.</li> <li>• More individuals of color become students at UWS.</li> </ul>

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**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #2: Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age.
<b>Name of Initiative</b>	Parent's Night
<b>Description of Initiative</b>	Host an awareness/information program for parents that have children considering higher education options. Program will provide general information, career exploration, how to prepare for college life, college requirements, financing your college education, campus tour, etc.
<b>Target Population and Number of Participants to be Served</b>	Hispanic, Hmong, African American
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• Better informed parents and prospective students.</li> <li>• Improved support systems for students of color when they arrive on campus.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• Stronger attendance of students of color.</li> <li>• Increased academic advising and support services being utilized by students of color.</li> <li>• Stronger family support systems will be in place.</li> <li>• There will be an increase in student retention and success.</li> </ul>

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**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #3: 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
<b>Name of Initiative</b>	Increase the application, enrollment and graduation of students of color.
<b>Description of Initiative</b>	Improve recruiting initiatives. Implement intensive case management of students of color. Increase the use of support services by students of color.
<b>Target Population and Number of Participants to be Served</b>	Hispanic, Hmong, African American
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• More students of color will apply to and attend the college.</li> <li>• Support services will be more widely used.</li> <li>• Increased graduation rate for students of color.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• Application, admission, retention and graduation will increase.</li> <li>• An increase in the number of students of color that utilize various support services.</li> </ul>

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**Plan 2008: Educational Quality through Racial and Ethnic Diversity**

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**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #3: 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
<b>Name of Initiative</b>	Collaborative Programming with baccalaureate institutions.
<b>Description of Initiative</b>	Establish liaison contacts with institutions to assist in supporting student transfers. Provide opportunity for students to attend transfer programs.
<b>Target Population and Number of Participants to be Served</b>	Currently enrolled students of color.
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• Additional students will attend transfer program information sessions.</li> <li>• Increased awareness and understanding of transfer opportunities.</li> <li>• More students of color will participate in transfers to baccalaureate institutions.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• Increased attendance at transfer program information sessions.</li> <li>• Increase in number of students that transfer to baccalaureate institutions.</li> </ul>

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**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #3: 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.
<b>Name of Initiative</b>	Early Alert (Warning) Program and Academic Support Plan including required mid-term academic advising to coincide with mid-term grades.
<b>Description of Initiative</b>	Establish an Early Alert program to identify students that are having difficulty early in each term in order to provide intervention strategies that will support their educational success. Require mid-term academic advising contacts and registration planning sessions prior to next term registration.
<b>Target Population and Number of Participants to be Served</b>	Currently enrolled students of color.
<b>Person(s) Responsible</b>	Oversight in Student Services. Participation by all academic advisors.
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• More students of color experiencing difficulty will be identified early.</li> <li>• Strong case management will be implemented.</li> <li>• Fewer students of color will fail, stop out, or drop out due to lack of support and intervention.</li> <li>• Increased activity in tutoring and study groups by students of color.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• Students will receive early intervention strategies.</li> <li>• Fewer at-risk students will leave the institution due to lack of support services that can assist in their support.</li> </ul>

**University of Wisconsin Colleges**

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**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #3: 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.
<b>Name of Initiative</b>	Hispanic and other cultural activities and displays
<b>Description of Initiative</b>	Hold various Hispanic and other cultural activities on campus including Hispanic Music Artists (Anna Maria), current Hispanic and other cultural student dance performances, Hispanic and other food tasting event, etc. Create a variety of cultural displays on campus throughout the year.
<b>Target Population and Number of Participants to be Served</b>	All students, faculty and staff. General public is invited to a number of activities.
<b>Person(s) Responsible</b>	Student Services and Continuing Education staff
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• More students of color participating in activities.</li> <li>• Increased participation and awareness by all individuals on campus and in the community regarding cultural differences.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• Greater overall participation and attendance at the activities.</li> <li>• Increased understanding and appreciation of cultural differences.</li> <li>• Increase in dialog about cultural differences on campus.</li> </ul>

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**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #4: Increase the amount of financial aid available to needy students to reduce their reliance on loans.
<b>Name of Initiative</b>	<ul style="list-style-type: none"> <li>• Increase awareness of financial aid awards, eligibility, and process.</li> <li>• Increase awareness and applications to the UW-Sheboygan College Foundation Scholarships.</li> </ul>
<b>Description of Initiative</b>	<ul style="list-style-type: none"> <li>• Conduct information sessions, prepare and send information mailings, etc. to increase awareness and application for aid.</li> <li>• Look into designating foundation scholarships for students of color.</li> </ul>
<b>Target Population and Number of Participants to be Served</b>	Current and prospective students of color.
<b>Person(s) Responsible</b>	Student Services and College Foundation
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• More students of color will apply for financial aid.</li> <li>• A designated scholarship(s) could be awarded annually to freshman or continuing students of color.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• More students of color will receive aid.</li> <li>• Scholarship(s) will be awarded.</li> </ul>

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**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #5: Increase the number of faculty, academic staff, classified staff and administrators of color, so that they are represented in the workforce in proportion to their current availability in relevant job pools. In addition, work to increase their future availability as potential employees.
<b>Name of Initiative</b>	Increase the hiring and training of students of color as work-study and student help.
<b>Description of Initiative</b>	Increase diversity in the work environment on campus and help prepare these students for future employees with the college or with our local employers.
<b>Target Population and Number of Participants to be Served</b>	Current student of color.
<b>Person(s) Responsible</b>	Student Services Staff
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• Increased number of work-study and student help on campus.</li> <li>• Increased opportunities for students of color to gain experience and employment skills.</li> <li>• Increased preparation for future employment/service opportunities.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• Increased number of work-study and student help on campus.</li> <li>• Improved employability based on work experience within the college.</li> </ul>

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**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #6: Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.
<b>Name of Initiative</b>	Increase college employee and student involvement in campus diversity activities.
<b>Description of Initiative</b>	Develop diversity activities and encourage all college employees and students to attend and participate (offer incentives if needed). Grow Service Learning options for students of color. Encourage students of color to become more involved in the campus clubs/organizations and encourage participation in the annual Student Leadership Conference.
<b>Target Population and Number of Participants to be Served</b>	All employees and students of the college. Current students of color.
<b>Person(s) Responsible</b>	Multicultural Advisor and other staff and students depending on activity.
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• College employee and student awareness of ethnic diversity is enhanced.</li> <li>• College employees and students become more involved in diversity activities/events.</li> <li>• Students gain valuable skills by participating in service learning and leadership activities.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• Increased understanding and respect for racial and ethnic diversity on campus and within our community.</li> <li>• Greater participation in activities/events.</li> <li>• Enhanced student leadership.</li> </ul>

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**Campus: UW-Sheboygan**

<b>Goal #1-#7</b>	GOAL #7: Improve accountability of the UW System and its institutions.
<b>Name of Initiative</b>	Conduct assessments/audits to determine current status, establish desired status, and plan for reaching desired status. Compare targeted student populations to other populations.  Benchmark UWS performance with other UW campuses mark
<b>Description of Initiative</b>	Develop a detailed College Strategic Planning Document.  Conduct a variety of activities that could include external peer reviews/audits, internal annual progress reports, annual performance review of demographics, various statistics, etc. Identify desired student learning outcomes and evaluate periodically.
<b>Target Population and Number of Participants to be Served</b>	
<b>Person(s) Responsible</b>	Campus Dean's Office
<b>Expected Outcomes</b>	<ul style="list-style-type: none"> <li>• Strategic Planning Document is in place with goals, objectives and strategies identified.</li> <li>• An institutional audit is conducted and upon evaluation of the results, an improvement plan is developed.</li> </ul>
<b>Assessment Indicators</b>	<ul style="list-style-type: none"> <li>• The Strategic Planning Document is developed in a collaborative process and upon completion is shared with employees of the institution and interested stakeholders outside of the institution.</li> <li>• An improvement plan is developed and implemented.</li> </ul>

## University of Wisconsin-Washington County

The templates provided are representative of upcoming initiatives on the campus of UW-Washington County and focus on the areas of attraction, recruitment, and retention of a diverse population of students.

UW-Washington County is the fourth largest of the 13 freshman/sophomore campuses that comprise the University of Wisconsin Colleges. Over 900 full and part-time students from primarily a five-county area are enrolled, with a Full Time Equivalent of over 700. Approximately 28% of students are non-traditional age (over 21). The following summarizes the students of color (SOC) demographics for the target market and the past 4 year's representation amongst the student population.

County	Total county population	Population of color (POC)	POC as % of county population	POC Average % of all counties	UW-WC Head Count	Students of color (SOC)	SOC as % of Head Count
				3.4			
Washington	117,493	2,715	2.3				
Ozaukee	82,317	2,696	3.3				
Dodge	85,897	4,054	4.7				
Fall 2004					942	50	5.3%
Fall 2003					958	43	4.4%
Fall 2002					945	32	3.4%
Fall 2001					941	28	3.0%
Fall 2000					911	19	2.0%

**Additional Data:** According to 2000 census information, the minority population of Washington County is 2.3%, with 1.3% Hispanic and 0.4% Black, the remainder a mixture of other races. Minority population of Dodge County is 4.7%, with 2.5% Hispanic. Ozaukee County minority population is 3.3% with 1.3% Hispanic and 0.9% Black. Statewide: Hispanic population is 3.6% and 5.7% Black.

In addition to the attraction, recruitment and retention initiatives listed on the templates, the University strives to be a strong member of the community through its sponsorship of the Fine Arts series including, Theatre on the Hill, Lecture Series, College for kids programs, Youth Outreach, Adult Continuing Education, Concert Series, Speakers Bureau, and Economic Development Seminars.

These activities continue to provide community forums in support of Plan 2008 Goals #2 and #3.

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**Campus: UW-Washington County**

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin High School graduates of color who apply, are accepted, and enroll at UW System Institutions.								
<b>Name of Initiative</b>	College Preview								
<b>Description of Initiative</b>	<p><b>STRATEGY:</b> During fall and spring semesters, plan schedule and execute opportunities to bring prospective students of color, (and parents, spouses, etc.) to the campus to tour the facility, ask questions, learn about the program, meet faculty, experience aspects of student life, and hear from current students. The expectation is that a prospective student of color will confirm their choice and apply for admission.</p> <p><b>DESCRIPTION:</b> On four pre-planned dates, (two fall semester/two spring), over a 2-hour period, prospective students (and parents) are invited to attend. The program is held in the theater or a large lecture hall. The agenda includes: greetings from administration, welcome remarks from faculty, information about athletics, clubs and social life, technology services, admissions and student services. Highlights include a current student panel, and a campus tour. Snacks/refreshments are served.</p>								
<b>Target Population &amp; Number of Participants To Be Served</b>	Mailings to 4,000 prospective students from Washington, Ozaukee, and Dodge County.								
<b>Person(s) Responsible</b>	Student services in conjunction with University Relations								
<b>Expected Outcomes</b>	4 College preview days open to prospective high school Juniors/Seniors and their parents.								
<b>Assessment Indicators</b>	<p>Attainment of FTE enrollment target and attraction of diverse candidates to the university. College preview attendance in 2003-2004 for all 4 sessions was 609.</p> <p>Population of color statistics for the target area is as follows:  Washington County-2.3%  Ozaukee County-3.3%  Dodge County-4.7-%</p> <p>The fall 2004 students of color as a percentage of headcount are 5.3% at UW-Washington County. This is a steady increase since Fall 2000 as reflected below:</p> <table border="0"> <tr> <td>Fall 2003</td> <td>4.4%</td> </tr> <tr> <td>Fall 2002</td> <td>3.4%</td> </tr> <tr> <td>Fall 2001</td> <td>3.0%</td> </tr> <tr> <td>Fall 2000</td> <td>2.0%</td> </tr> </table>	Fall 2003	4.4%	Fall 2002	3.4%	Fall 2001	3.0%	Fall 2000	2.0%
Fall 2003	4.4%								
Fall 2002	3.4%								
Fall 2001	3.0%								
Fall 2000	2.0%								

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**Campus: UW-Washington County**

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin High School graduates of color who apply, are accepted, and enroll at UW System Institutions.
<b>Name of Initiative</b>	Counselor Breakfast
<b>Description of Initiative</b>	<p><b>STRATEGY:</b> Communicate to guidance counselors the value of a UW-Washington County education and convince them that our campus is “the best start” for many of their students of color.</p> <p><b>DESCRIPTION:</b></p> <ul style="list-style-type: none"> <li>• Invite guidance counselors from our top “feeder” high schools to breakfast during January.</li> <li>• Update counselors on what is happening in the UW-System and at our college in particular.</li> <li>• Show them key internet resources, such as the TIS site, and provide them with appropriate materials to pass on to their students.</li> <li>• Offer a tour of the campus with optional demonstration of science lab facilities.</li> <li>• Have counselors complete a feedback form for evaluation purposes.</li> </ul>
<b>Target Population and Number of Participants To Be Served</b>	Guidance counselors from “feeder” high schools in market area Approximately 18-20 guidance counselors per session
<b>Person(s) Responsible</b>	Student Services
<b>Expected Outcomes</b>	Greater awareness amongst guidance counselors that UW-Washington County is “the best start” for many of their students
<b>Assessment Indicators</b>	Feedback forms to be completed by the guidance counselors in attendance

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**Campus: UW-Washington County**

<b>Plan 2008 Goal 2</b>	Encourage partnerships that build the educational pipeline by reaching children and their parents at an early age
<b>Name of Initiative</b>	Fine Arts Festival
<b>Description of Initiative</b>	<p><b>STRATEGY:</b>            Invite area middle and high schools to participate in art contest and gymnastics events. Invite area high school students to participate in musical performances. Encourage high and middle-school students and their families to attend. Student performances and art contest create a better awareness of the campus and makes a connection with students of color at a younger age. Alumni artwork is also spotlighted.</p> <p><b>DESCRIPTION:</b></p> <ul style="list-style-type: none"> <li>The event is held on a Sunday afternoon in February, from 1pm to 4pm. Participants typically number over 300, including students with artwork on display, musicians and dancers. Festival has become a community event that features area high and middle school artwork, gymnastic/dance and musical performances. It features free admission and refreshments. Attendance has been very good, ranging from 1,500 to over 2,000. The entire campus is utilized, with artwork hung throughout the new addition, which encourages attendees to tour the facilities. Gymnastic performances are held in the gymnasium and musical performances are in the cafeteria. Artwork is judged prior to the Festival by UW-WC art professors and cash prizes are awarded by the Foundation. All students with artwork receive a ribbon.</li> </ul>
<b>Target Population and Number of Participants To Be Served</b>	Middle and High School Students from the target area. 300+ attendees per year
<b>Person(s) Responsible</b>	The office of University Relations
<b>Expected Outcomes</b>	Greater awareness amongst middle and high school students regarding the educational opportunities that exist at UW-Washington County.
<b>Assessment Indicators</b>	Future enrollments

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**Campus: UW-Washington County**

<b>Plan 2008 Goal 1</b>	Increase awareness among students of color regarding the educational opportunities at UW-Washington County
<b>Name of Initiative</b>	Education Fairs
<b>Description of Initiative</b>	<p><b>STRATEGY:</b>            Each recruiting cycle the counselor/recruiter will attend Wisconsin Education Fairs, the National Education fair, and the Milwaukee area Minority Student Education Fair. The recruiter answers prospect questions, provides written information, provides a personal contact name and offers opportunities to visit the campus through scheduled campus preview dates. Students can request tours and shadow experiences and additional information.</p> <p><b>DESCRIPTION:</b>            The campus recruiter will attend one or two area Wisconsin Education Fairs (WEF) as a participant in the organizational series in the fall. The National Fair will be held in Milwaukee in October. The Milwaukee Minority Fair (Milwaukee Civic Center or a Milwaukee high school) is held in the spring. Interested high school students pick up written information, ask questions, and fill out a contact slip.</p>
<b>Target Population and Number of Participants To Be Served</b>	High School Students from the target area.
<b>Person(s) Responsible</b>	Campus Recruiter and advisor/counselor with assistance from University Relations. This is a shared opportunity with UW-Waukesha and UW-Sheboygan.
<b>Expected Outcomes</b>	Greater awareness amongst high school students of color regarding the educational opportunities that exist at UW-Washington County.
<b>Assessment Indicators</b>	Future enrollments and development of a database for future contact of students met with.

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**Campus: UW-Washington County**

<b>Plan 2008 Goal 4</b>	To reinforce the University of Wisconsin as a source of key information for financial aid and build a strong connection between UW-Washington County and the Community. This is in support of goal number 4 “Increase the amount of financial aid available to needy students and reduce their reliance on loans”.
<b>Name of Initiative</b>	Financial Aid Information Sessions
<b>Description of Initiative</b>	<p><b>DESCRIPTION:</b></p> <ul style="list-style-type: none"> <li>• Present hour-long information sessions to give students, parents and counselors current information on financial aid and scholarship opportunities.</li> <li>• Describe the process for applying for financial aid and scholarships, along with providing the appropriate web sites and other sources for students to use.</li> <li>• Encourage students to explore all options for funding their college education</li> <li>• Meet with parents to make a connection between UW-WC and the community on “neutral” territory.</li> </ul>
<b>Target Population and Number of Participants To Be Served</b>	High School Students from the target area. Approximately 575 students per academic year
<b>Person(s) Responsible</b>	Student Services
<b>Expected Outcomes</b>	Greater awareness amongst high school students regarding educational opportunities with UW-Wisconsin
<b>Assessment Indicators</b>	Future enrollments and evaluation feedback

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**Campus: UW-Washington County**

<b>Plan 2008 Goal #1</b>	Increase the number of Wisconsin High School graduates of color who apply, are accepted, and enroll at UW System Institutions.
<b>Name of Initiative</b>	High School Visits
<b>Description of Initiative</b>	<p><b>STRATEGY:</b>            Fall and spring semester campus visits enable face-to-face meetings between traditional age students, their high school counselors and a university advisor/recruiter. The meeting is designed to answer student and counselor questions about UW-WC programs and admission procedures. Prospects and counselors are provided with a personal contact name and are encouraged to take part in a campus tour, a shadow experience, campus preview dates and/or apply for admission.</p> <p><b>DESCRIPTION:</b>            Student Services uses an ACT list of high school prospects attending 22 area feeder schools. The post card contact alerts students to the recruiter's visit time and date so that students can arrange to be present. The recruiter answers questions, shares essential campus information, and encourages a campus visit and</p>
<b>Target Population and Number of Participants To Be Served</b>	High School Students from 22 area high schools including those with more significant populations of students of color as indicated in the availability statistics for the target demographics.
<b>Person(s) Responsible</b>	Student Services counselor/recruiter
<b>Expected Outcomes</b>	Greater awareness amongst high school students and counselors regarding educational opportunities with UW-Wisconsin
<b>Assessment Indicators</b>	Future enrollments and evaluation feedback. Collected information will be entered into a data base for additional follow.

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Campus: UW-Washington County

<b>Plan 2008 Goal 1</b>	Increase the number of Wisconsin non-traditional students who apply, are accepted, and enroll at UW System Institutions.
<b>Name of Initiative</b>	Washington County fair
<b>Description of Initiative</b>	<p><b>STRATEGY:</b>            Increase awareness of campus and course offerings by manning a booth at the 6-day county fair. Fine Arts and Lecture information also on display for upcoming year and sign-up for mailing lists are available. Visitors who would like to be contacted are recorded for follow-up by Student Services.</p> <p><b>DESCRIPTION:</b>            Faculty, staff and alumni volunteer to staff the booth, which is open from 9am to 10pm for 5 days. (Wednesday through Sunday).</p>
<b>Target Population and Number of Participants To Be Served</b>	Community members who are not aware of opportunities at UWWC. Attendees are from target market. See demographic breakup. 500-600 visitors per year.
<b>Person(s) Responsible</b>	University Relations, UWWC council members, faculty, alumni, and staff who volunteer to staff the booth
<b>Expected Outcomes</b>	Greater awareness amongst community members, especially those of color, regarding educational opportunities with UW-Wisconsin
<b>Assessment Indicators</b>	Attendees and visitors to the booth are tracked and invited to attend college preview days as well as added to data base for future contact

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**Campus: UW-Washington County**

<b>Plan 2008 Goal #3</b>	Retention of students who enter UW-Washington County under prepared in key academic areas.
<b>Name of Initiative</b>	LEA 102 Jump Start
<b>Description of Initiative</b>	<b>DESCRIPTION:</b> This course is designed for the student who needs to develop generalized learning skills. Areas of study may include managing time, taking notes, reading, and studying textbooks, reading comprehension, developing vocabulary, organizing the research paper, and making oral presentations
<b>Target Population and Number of Participants To Be Served</b>	Incoming Freshman 2 sections of 16 students each per semester
<b>Person(s) Responsible</b>	Student Services Peg Mudroch-Instructor
<b>Expected Outcomes</b>	Greater preparedness upon the part of students when the full semester begins
<b>Assessment Indicators</b>	Performance and Retention of those students beyond the first semester

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**Campus: UW-Washington County**

<b>Plan 2008 Goal 3</b>	Close the gap in educational achievements by bringing retention and graduation rates for SOC in line with those of the student body as a whole. Retention of traditional and non-traditional students who enter UW-Washington County
<b>Name of Initiative</b>	Student Development Series
<b>Description of Initiative</b>	<p><b>DESCRIPTION:</b>            This collection of programs is designed to promote holistic growth and the development of each student. The Student Development Series is a collective resource of educational programs and workshops designed to facilitate student development in the following areas:</p> <ul style="list-style-type: none"> <li>• Accepting Differences</li> <li>• Social and Peer Interaction</li> <li>• Career Awareness and Planning</li> <li>• Health Wellness</li> <li>• Behaviors and Lifestyles</li> <li>• Student Leadership</li> <li>• Cultural Awareness</li> </ul>
<b>Target Population and Number of Participants To Be Served</b>	Incoming Freshman 20-30 students
<b>Person(s) Responsible</b>	Director Student Services
<b>Expected Outcomes</b>	Student Retention
<b>Assessment Indicators</b>	Participation is assessed by the completion of an evaluation form at the conclusion of each session

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Campus: UW-Washington County

<b>Plan 2008 Goals</b>	Build community awareness and partnership regarding diversity issues/opportunities that face the community
<b>Name of Initiative</b>	Diversity Circles
<b>Description of Initiative</b>	<b>Description:</b> An initiative is underway to explore the creation of diversity circles within the West Bend/Washington County community. The initial meeting will take place in January and the exploration is a coordinated effort between UWWC/Moraine Park Technical College and community members/leaders
<b>Target Population and Number of Participants To Be Served</b>	Businesses/schools/civic organizations within the community Target population is unkown
<b>Person(s) Responsible</b>	Continuing education
<b>Expected Outcomes</b>	Identification/Awareness/Resolution of topics related to diversity in the community
<b>Assessment Indicators</b>	

## **University of Wisconsin-Waukesha**

The initiatives developed by UW-Waukesha for the UW system plan 2008 support the UW Colleges mission to “serve the special needs of minority, disadvantaged, disabled and returning adult students, especially those in immediate service areas,” with focus on serving multicultural students. The goals set by UW-Waukesha are designed to better prepare multicultural students for successful entrance to college, with adequate financial resources educate students/parents about the college application/ preparation process, retain students and facilitate transfer after the freshman/sophomore year, and provide a welcoming campus climate for students of color. As a campus wide initiative, our goal is to adequately meet the needs of our students of color through faculty/staff training, providing the campus and community with ethnic enrichment opportunities and giving our students a voice and method to be heard. Central to UW-Waukesha’s plan will be to increase enrollment of students of color, provide resources to support our students in their scholarly endeavors, help them secure adequate funds for college costs, as well as foster student development.

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**Campus: UW-Waukesha**

<b>Plan 2008 Goal #1 - #7</b>	Goal #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.  Task #1: Increase precollege programming through UW System academic divisions and departments.
<b>Name of Initiative</b>	University Camp
<b>Description of Initiative</b>	Introduction to college through orientation activities and mini-courses.
<b>Target Population and Number of Participants To Be Served</b>	Multicultural and economically disadvantaged middle school students. Number of participants to be served: 20-25
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	1. Students identify at least two careers that match their interests and preferences. 2. Students complete three college mini-courses in a variety of college subject areas. 3. Students are able to name three careers related to three subject areas of study.
<b>Assessment Indicators</b>	Participant post-test and attendance record.

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**Campus: UW-Waukesha**

<p><b>Plan 2008 Goal #1 - #7</b></p>	<p>Goal #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.</p> <p>Task #1: Increase precollege programming through UW System academic divisions and departments.</p>
<p><b>Name of Initiative</b></p>	<p>College Bound Program</p>
<p><b>Description of Initiative</b></p>	<p>Introduction to college through orientation activities, college exploration through campus visits, career exploration workshops, and methods of paying for college workshops.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Multicultural and economically disadvantaged high school students. Number of participants to be served: 30</p>
<p><b>Person(s) Responsible</b></p>	<p>Multicultural Advisor</p>
<p><b>Expected Outcomes</b></p>	<ol style="list-style-type: none"> <li>1. Students visit a minimum of four institutions of higher education.</li> <li>2. Students identify at least two careers that match their interests and preferences.</li> <li>3. Students are able to name three methods of paying for college.</li> </ol>
<p><b>Assessment Indicators</b></p>	<p>Participant post-test and attendance record.</p>

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**Campus: UW-Waukesha**

<b>Plan 2008 Goal #1 - #7</b>	<p>Goal #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.</p> <p>Task #1: Increase precollege programming through UW System academic divisions and departments.</p>
<b>Name of Initiative</b>	College Prep Program
<b>Description of Initiative</b>	After school tutoring program. Assistance with the college application and financial aid process.
<b>Target Population and Number of Participants To Be Served</b>	<p>Multicultural and economically disadvantaged high school and middle school students.</p> <p>Number of participants to be served: 40</p>
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	<ol style="list-style-type: none"> <li>1. Students attend a minimum of 10 tutoring session per semester.</li> <li>2. Students progress to the next grade level.</li> <li>3. Students increase their desire to attend college.</li> </ol>
<b>Assessment Indicators</b>	Participant post-test and attendance record.

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**Campus: UW-Waukesha**

<p><b>Plan 2008 Goal #1 - #7</b></p>	<p>Goal #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.</p> <p>Task #6: UW System should consider using high-contact recruitment models.</p>
<p><b>Name of Initiative</b></p>	<p>Multicultural Campus Preview</p>
<p><b>Description of Initiative</b></p>	<p>Invite multicultural students from recruitment database to attend a preview session at UW-Waukesha.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Multicultural high school students. Number of participants to be served: variable</p>
<p><b>Person(s) Responsible</b></p>	<p>Multicultural Advisor</p>
<p><b>Expected Outcomes</b></p>	<p>10% of invited students will attend.</p>
<p><b>Assessment Indicators</b></p>	<p>Attendance record.</p>

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**Campus: UW-Waukesha**

<b>Plan 2008 Goal #1 - #7</b>	Goal #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.  Task #6: UW System should consider using high-contact recruitment models.
<b>Name of Initiative</b>	Recruitment Outreach
<b>Description of Initiative</b>	Attend multicultural college fairs, multicultural community events, and high schools with high minority enrollment in the Waukesha and Milwaukee area.
<b>Target Population and Number of Participants To Be Served</b>	Multicultural high school students. Number of participants to be served: Variable
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	Personal interaction with prospective multicultural students.
<b>Assessment Indicators</b>	Number of recruitment contact cards received.

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**Campus: UW-Waukesha**

<p><b>Plan 2008 Goal #1 - #7</b></p>	<p>Goal #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.</p> <p>Task #6: UW System should consider using high-contact recruitment models.</p>
<p><b>Name of Initiative</b></p>	<p>Prospective Student Phone Campaign</p>
<p><b>Description of Initiative</b></p>	<p>Multicultural student will be contacted by phone throughout the application process to answer questions, follow-up on completion of process, and maintain contact.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Multicultural students who have applied to UW-Waukesha. Number of participants to be served: Variable</p>
<p><b>Person(s) Responsible</b></p>	<p>Multicultural Advisor</p>
<p><b>Expected Outcomes</b></p>	<p>90% of applicants will enroll at UW-Waukesha.</p>
<p><b>Assessment Indicators</b></p>	<p>Enrollment report.</p>

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**Campus: UW-Waukesha**

<p><b>Plan 2008 Goal #1 - #7</b></p>	<p>Goal #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions.</p> <p>Task #6: UW System should consider using high-contact recruitment models.</p>
<p><b>Name of Initiative</b></p>	<p>Students of Color Brochure</p>
<p><b>Description of Initiative</b></p>	<p>Develop brochure that answers questions multicultural students have specifically about UW-Waukesha.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Students in multicultural student database. Number of participants to be served: Variable</p>
<p><b>Person(s) Responsible</b></p>	<p>Multicultural Advisor</p>
<p><b>Expected Outcomes</b></p>	<p>10% of students who receive the brochure will return the response card.</p>
<p><b>Assessment Indicators</b></p>	<p>Number of response cards received.</p>

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**Campus: UW-Waukesha**

<b>Plan 2008 Goal #1 - #7</b>	Goal #1: Increase the number of Wisconsin high school graduates of color who apply, are accepted, and enroll at UW System institutions. Task #6: Increase UW System Institutions' Partnerships with local communities of color, social service agencies, literacy centers, spiritual institutions and other organizations to deepen their awareness of admission requirements and the breadth of opportunities and obstacles that students of color face.
<b>Name of Initiative</b>	Collaboration with La Casa de Esperanza
<b>Description of Initiative</b>	Provide academic and enrichment opportunities at UW-Waukesha for youth from La Casa.
<b>Target Population and Number of Participants To Be Served</b>	Students in youth programs at La Casa. Number of participants to be served: 20-30 students
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	Provide 2-3 academic/enrichment opportunities for students each semester.
<b>Assessment Indicators</b>	Number of events held each semester.

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<b>Plan 2008 Goal #1 - #7</b>	Goal #2: Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age. Task #1: Increase participation of people of color and the economically disadvantaged in the UW System outreach, extension and continuing education programs.
<b>Name of Initiative</b>	College for Kids Program
<b>Description of Initiative</b>	Provide courses for parents on the college selection process and precollege program opportunities in Wisconsin.
<b>Target Population and Number of Participants To Be Served</b>	Parents of multicultural students in the Waukesha area. Number of participants to be served: 20-30
<b>Person(s) Responsible</b>	UW Extension Coordinator/Multicultural Advisor
<b>Expected Outcomes</b>	Increase parents' knowledge of precollege and college opportunities.
<b>Assessment Indicators</b>	Course enrollment record.

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**Campus: UW-Waukesha**

<b>Plan 2008 Goal #1 - #7</b>	Goal #2: Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age. Task-other: Promote “grow your own” teacher programs.
<b>Name of Initiative</b>	SWEETT Grant
<b>Description of Initiative</b>	Collaborative effort with UW-Whitewater to award scholarships to students pursuing bilingual education certification. Students start at UW-Waukesha and transfer to UW-Whitewater.
<b>Target Population and Number of Participants To Be Served</b>	Students pursuing bilingual education certification. Number of participants to be served: 6
<b>Person(s) Responsible</b>	Adult Advisor
<b>Expected Outcomes</b>	Increase number of bilingual teachers in the Waukesha area.
<b>Assessment Indicators</b>	Number of students who successfully complete the program.

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<b>Plan 2008 Goal #1 - #7</b>	Goal #3: 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. Task #1: Each institution will establish its own undergraduate, graduate and professional enrollment goals for students of color.
<b>Name of Initiative</b>	Increase multicultural student enrollment.
<b>Description of Initiative</b>	Increase applications of students of color by 5% each year.
<b>Target Population and Number of Participants To Be Served</b>	Multicultural students in the Waukesha and Milwaukee area. Number of participants to be served: Variable
<b>Person(s) Responsible</b>	Multicultural Advisor
<b>Expected Outcomes</b>	Increase enrollment of multicultural students.
<b>Assessment Indicators</b>	Enrollment report.

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**Campus: UW-Waukesha**

<b>Plan 2008 Goal #1 - #7</b>	Goal #3: 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. Task #2: The resources of the UW Colleges should be used more fully to prepare students of color for transfer to a UW System Baccalaureate institution.
<b>Name of Initiative</b>	Multicultural Student Advising Day
<b>Description of Initiative</b>	Provide orientation program for multicultural freshmen during the first semester on campus to include introduction to the Transfer Information System, review of AAS Degree requirements, and Guaranteed Transfer Program.
<b>Target Population and Number of Participants To Be Served</b>	Multicultural freshmen. Number of participants to be served: 40+
<b>Person(s) Responsible</b>	Multicultural Advisor/TRIO Advisor
<b>Expected Outcomes</b>	Successful transfer of students.
<b>Assessment Indicators</b>	Record of transfer.

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<b>Plan 2008 Goal #1 - #7</b>	Goal #3: 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. Task #4: Review support services for undergraduate and graduate students of color to ensure the best possible match with student needs.
<b>Name of Initiative</b>	Student Support Services Program/TRIO
<b>Description of Initiative</b>	Develop individual plan of advising and academic support.
<b>Target Population and Number of Participants To Be Served</b>	Disadvantaged students. Number of participants to be served: Variable
<b>Person(s) Responsible</b>	TRIO Director
<b>Expected Outcomes</b>	Academic success of participants.
<b>Assessment Indicators</b>	Student retention.

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**Campus: UW-Waukesha**

<b>Plan 2008 Goal #1 - #7</b>	Goal #3: 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. Task #4: Review support services for undergraduate and graduate students of color to ensure the best possible match with student needs.
<b>Name of Initiative</b>	Extracurricular Opportunities
<b>Description of Initiative</b>	Support multicultural student organizations and initiatives.
<b>Target Population and Number of Participants To Be Served</b>	Multicultural students. Number of participants to be served: 30+
<b>Person(s) Responsible</b>	Multicultural Advisor and Student Activities Coordinator
<b>Expected Outcomes</b>	Weekly meetings and bi-annual multicultural events.
<b>Assessment Indicators</b>	Multicultural student attendance.

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<p><b>Plan 2008 Goal #1 - #7</b></p>	<p>Goal #3: 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. Task #4: Improve retention rates for students of color through a two-pronged approach. At each institution: (1) Create organized opportunities for administrators, faculty, and staff to learn about intercultural differences in communication and learning styles that can help improve learning outcomes for students of color; and (2) Bolster campus initiatives to ensure summer employment/learnings to help meet college costs.</p>
<p><b>Name of Initiative</b></p>	<p>Multicultural Education</p>
<p><b>Description of Initiative</b></p>	<p>Provide intercultural education opportunities for UW-Waukesha academic faculty and staff.</p>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>UW-Waukesha faculty and staff. Number of participants to be served: 50+</p>
<p><b>Person(s) Responsible</b></p>	<p>Assistant Dean</p>
<p><b>Expected Outcomes</b></p>	<p>Improve campus climate for students of color and retention rates.</p>
<p><b>Assessment Indicators</b></p>	<p>Faculty/staff attendance at seminars.</p>

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**Campus: UW-Waukesha**

<p><b>Plan 2008 Goal #3 Task #5 (2)</b></p>	<p>Goal #3 – 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.</p> <p>Task #5 (2) – Bolster campus initiatives to ensure employment / earnings to help meet college costs</p>
<p><b>Name of Initiative</b></p>	<p>Student Employment / Work Study Opportunities</p>
<p><b>Description of Initiative</b></p>	<p>The campus will work on implementing more effective methods to ...</p> <ol style="list-style-type: none"> <li>1. Connect students with campus jobs and work study opportunities through the campus web site and by providing information at new student Advising &amp; Registration programs.</li> <li>2. Assist employers in identifying students who are eligible for the federal work study program by making applications and award lists available to department heads at the business office and developing a checklist for employers to use in hiring. Advocate increasing the amount of UWC work study dollars allocated to the Waukesha campus. Distribute the campus allotment to departments and monitor the status of expenditures throughout the year to make the best use of funds available.</li> </ol>
<p><b>Target Population and Number of Participants To Be Served</b></p>	<p>Currently enrolled and new students who are eligible for FWS and/or have specific skills needed by campus employers. Number of Participants to be Served: Campus departments that hire student employees.</p>
<p><b>Person(s) Responsible</b></p>	<ol style="list-style-type: none"> <li>1. Web site – Computer Center Advising &amp; Registration programs – Student Development</li> <li>2. AD for Administrative Services &amp; Business Office staff</li> </ol>
<p><b>Expected Outcomes</b></p>	<p>Increase the number of FWS students who are able to secure a campus job.</p>
<p><b>Assessment Indicators</b></p>	<p>Continue to increase the employment of FWS eligible students as the campus allocation of FWS dollars increases over the next three years.</p>

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<b>Plan 2008 Goal #1 - #7</b>	Goal #4: Increase the amount of financial aid available to needy students and reduce their reliance on loans.
<b>Name of Initiative</b>	Scholarships
<b>Description of Initiative</b>	Increase scholarship funding available for multicultural students.
<b>Target Population and Number of Participants To Be Served</b>	Multicultural students. Number of participants to be served: 5+
<b>Person(s) Responsible</b>	Foundation Director
<b>Expected Outcomes</b>	Increase funds available for multicultural student scholarships.
<b>Assessment Indicators</b>	Amount of scholarship money awarded.

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<b>Plan 2008 Goal #1 - #7</b>	Goal #6: Foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.  Task #4: Increase library holdings for ethnic studies courses.
<b>Name of Initiative</b>	Increase Campus Multicultural Resource Collection
<b>Description of Initiative</b>	Continue to add multicultural materials to an already superior or above average collection of print and non-print items.
<b>Target Population and Number of Participants To Be Served</b>	UW-Waukesha campus community. Number of participants to be served: 2,000+
<b>Person(s) Responsible</b>	Library Director
<b>Expected Outcomes</b>	Increase number of multicultural resources available.
<b>Assessment Indicators</b>	Number of library materials acquired.