

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

Your Institution: University of Wisconsin-La Crosse	
Program/Initiative: College of Business Administration integration of racial and ethnic diversity. Year Established: 2005	
Target Audience (check all that apply): Administration: <input checked="" type="checkbox"/> Faculty: <input checked="" type="checkbox"/> Academic Staff: <input checked="" type="checkbox"/> Classified Staff: <input checked="" type="checkbox"/> Students: <input checked="" type="checkbox"/> Campus Community: <input type="checkbox"/> Other: <input type="checkbox"/> If other, please specify:	
Race/Ethnic Groups Affected by this Program/Initiative (check all that apply): African American/Black: <input checked="" type="checkbox"/> American Indian: <input checked="" type="checkbox"/> Latino/Hispanic: <input checked="" type="checkbox"/> Southeast Asian: <input checked="" type="checkbox"/> Other Asian: <input type="checkbox"/> European American: <input type="checkbox"/> Other: <input type="checkbox"/> If other, please specify:	
Cost of Program/Initiative: Lunch for 25-30	Funding Sources: Assistant to the Chancellor for Affirmative Action and Diversity
Description: The Dean's Office for the College of Business Administration coordinates annual lunch discussions for all CBA faculty and staff on cultural issues in higher education for students of color. These are conducted with students of color, and staff of color, who lead discussions of particular cultural issues and how they may affect the classroom and total collegiate experience. The series was started in 2005 with Hmong students, followed by African American students in 2006 and Hispanic students in 2007. These seminars are intended as responses to the first Action Steps under Campus Climate Goals 1 and 2.	
Point Person(s): Amelia Dittman	Department/Unit(s): College of Business Administration
Departments/Units/Groups Involved: All staff (faculty, academic staff, clerical and administration) of the College of Business Administration; Office of Multicultural Student Services; Affirmative Action and Diversity; student of color.	
Goals & Expected Outcomes: These events are focused on improving the Campus Climate, and have been undertaken to help the CBA and ultimately the university, reach Goals 1 and 2: Formally and systemically integrate racial and ethnic diversity into teaching curricula, and Bring the campus climate experiences of students of color to the same positive level as that of white students.	
Actual Measurable Outcomes for Plan 2008 Goals, Including Impact on Enrollment, Retention, and/or Graduation, and/or long term potential thereof: The only evidence of outcomes at this point is anecdotal from faculty, especially, who have participated in the sessions who have expressed a new or improved understanding of student behaviors in the classroom related to cultural expectations, etc. and some behavior or attitude changes in view of such understandings.	
Intersections Across Plan 2008 Goals: This activity works toward improving the campus climate for students, the classroom climate for students and faculty, the climate in administrative and departmental offices for staff, students and faculty. As indicated above, Plan 2008 Campus Climate Goals 1 and 2 are addressed.	
Assessment Practices and Program Changes in Response to Challenges: At this point the CBA has conducted some assessment with participants on satisfaction and recommendations. The sessions are overwhelmingly popular with staff who find them instructive, and an enhancement of their cultural diversity knowledge and behavior. They have also proven a starting point for continued discussion	

among colleagues, and in some cases changed or differing approaches to classroom material and expectations.

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