

<b>University of Wisconsin Green Bay</b>	
<b>UWS Plan 2008 Goal I: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED AND ENROLL AT UW-SYSTEM INSTITUTIONS.</b>	
<b>Name of the successful Plan 2008 Initiative/Program: Messmer High School Interview Days</b>	
<b>This Initiative/Program was</b>  ✓ New Under Plan 2008 Ongoing Ongoing and Amended for Plan 2008	This program supports an emerging partnership between a private Milwaukee high school and the university. The program integrates a recruitment initiative directly into the high school's curriculum, to the benefit of both schools.
<b>Names of Offices/Departments/ Agencies Your Office Worked or Partnered With</b>	Messmer High School guidance office and faculty, campus admissions office, campus diversity council and campus community at large.
<b>Goals and Duration of the Program</b>	The goals of the program are to provide every junior and senior at Messmer HS with the experience of a 20 minute "mock" interview that simulates a college or employment interview, and to provide each student with information about UW-Green Bay. Since over 20 university faculty and staff are involved, the program also broadens campus commitment to and participation in Plan 2008 recruitment initiatives. Two-day event at in Milwaukee. Initiated in 1999-2000, ongoing annually since then.
<b>Program Cost and Funding Sources (External &amp; Internal)</b>	Approximately \$800. Internally funded with admissions 402 funds.
<b>What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program?"</b>	<p>Mutual Benefit: The Interview Days Program is conducted as a part of the Life Skills and Choices class, a required course for all Messmer students. It is an applied learning opportunity that is integrated into the course curriculum. The Messmer students and faculty benefit from the university assistance and expertise, and the university benefits from the access to the students.</p> <p>Low Cost, High Return: for a relatively modest expenditure, the university staff gets to personally meet and share admissions information with 60-80 college bound high school juniors and seniors, most of whom are students of color.</p> <p>Sustained Contact: A campus visit from interested Messmer students is conducted a few weeks after the program. Personal follow-up communication from university staff to students sustains the relationships formed at Interview Days.</p>

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<b>UWS Plan 2008 Goal II: ENCOURAGE PARTNERSHIPS THAT BUILD THE EDUCATIONAL PIPELINE BY REACHING CHILDREN AND THEIR PARENTS AT AN EARLIER AGE.</b>	
<b>Name of the successful Plan 2008 Initiative/Program: Web-based Data Collection for Precollege Programs</b>	
<b>This Initiative/Program was</b>  ✓ New Under Plan 2008 Ongoing Ongoing and Amended for Plan 2008	This was a new initiative motivated by a need to get accurate complete data annually on M/D precollege participation from a variety of sources across the campus.
<b>Names of Offices/Departments/ Agencies Your Office Worked or Partnered With</b>	TRIO Precollege Programs (Upward Bound, Regional Center for Math & Science), Multicultural Precollege Programs (various), and Youth Opportunities (Outreach Summer Camps)
<b>Goals and Duration of the Program</b>	Simply and expedite the annual collection of precollege participation data for submission to the Multicultural Center for Educational Excellence, and create a commons database for internal tracking and reporting on Plan 2008 goals. Initiated in 1999-2000, and ongoing to date.
<b>Program Cost and Funding Sources (External &amp; Internal)</b>	Because we had in-house expertise, there was no cost. For others, there could be programming costs to set up the system.
<b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</b>	The program uses a web-based interface and an Active Server Page script to directly link data input to an Access spreadsheet. All campus precollege program coordinators access the program via a link and a login. Data on precollege participants is entered into pre-established fields/ textboxes on a form, which link directly to cells in the database. Success factors include:  Simple: (no spreadsheet knowledge needed at the data entry point)  Distributed Responsibility: (all precollege program directors enter their own data. No duplicate data entry or data format discrepancies)  Accessible: (web-based, so anytime, anywhere access to the database)  Integrated: (Data from all sources is consolidated for reporting and analysis)

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<b>UWS Plan 2008 Goal III: CLOSE THE GAP IN EDUCATIONAL ACHIEVEMENT BY BRINGING RETENTION AND GRADUATION RATES FOR STUDENTS OF COLOR IN LINE WITH THOSE OF THE STUDENT BODY AS A WHOLE.</b>	
<b>Name of the successful Plan 2008 Initiative/Program: Campus Diversity Grants Program</b>	
<b>This Initiative/Program was</b>  ✓ New Under Plan 2008 Ongoing Ongoing and Amended for Plan 2008	The program was created with a portion of the supplemental 402 allocation granted to campuses at the outset of <i>Plan 2008</i> . Its intention was to broaden campus participation in <i>Plan 2008</i> initiatives that support retention.
<b>Names of Offices/Departments/ Agencies Your Office Worked or Partnered With</b>	American Intercultural Center, partnering with the Campus Diversity Council and campus community.
<b>Goals and Duration of the Program</b>	Provide small grants of \$500-\$1000 to student, faculty or staff-initiated programs that support diversity and student retention. The grants program was initiated in 1999-2000. Ongoing since then.
<b>Program Cost and Funding Sources (External &amp; Internal)</b>	\$12,000. Internally funded with 402 retention dollars.
<b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</b>	<p>Easy Application: A one-page application makes it easy for request grant funds. Requests are acted on monthly during the academic year.</p> <p>Broad Involvement: A small team of faculty, staff and students meet monthly to review proposals and make awards. 20+ proposals each year from all areas of the campus are funded.</p> <p>Distributed Responsibility for Diversity Initiatives: The biggest single obstacle to diversity programs has been funding. Even if they had good ideas, areas without programming or discretionary funds were unable to effectively contribute to the campus diversity. Provision of these funds has broadened participation in diversity and retention initiatives to include student organizations, academic departments, as well as traditional student services offices.</p>

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<b>UWS Plan 2008 Goal IV: INCREASE THE AMOUNT OF FINANCIAL AID AVAILABLE TO NEEDY STUDENTS AND REDUCE THEIR RELIANCE ON LOANS.</b>	
<b>Name of the successful Plan 2008 Initiative/Program: “Late Means Less” Initiative, Student Support Services</b>	
<b>This Initiative/Program was</b>  New Under Plan 2008 ✓ Ongoing Ongoing and Amended for Plan 2008	Student Support Services has historically provided a holistic array of retention services to its participants. The services were broadened to include proactive efforts to encourage timely re-application for financial aid, especially of first year students, who likely have not previously been responsible for completing the Fin. Aid application process independently.
<b>Names of Offices/Departments/ Agencies Your Office Worked or Partnered With</b>	Student Support Services, Financial Aid Office
<b>Goals and Duration of the Program</b>	The goals of the program are to assist first year students with FAFSA submission, assure submission of the application by the established “priority” deadline, and maximize the quantity and quality of the aid award. The program is conducted each year from mid-December through the end of February.
<b>Program Cost and Funding Sources (External &amp; Internal)</b>	Minimal direct cost (postage, duplicating, phone calls). External funding—federal TRIO grant.
<b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</b>	Proactive: The program purposefully and deliberately contacts all SSS students who are aid recipients to facilitate re-application. Personal: Students are given whatever individual assistance they need—everything from a friendly reminder of due dates to assistance completing their taxes to supplement the FAFSA. Targeted and Focused: An intensive effort over a short time frame and focused on identified M/D students.

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<b>UWS Plan 2008 Goal VI: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT ENHANCES LEARNING AND A RESPECT FOR RACIAL AND ETHNIC DIVERSITY.</b>	
<b>Name of the successful Plan 2008 Initiative/Program: Diversity Goals in Program Reviews</b>	
<b>This Initiative/Program was</b>  ✓ New Under Plan 2008 Ongoing Ongoing and Amended for Plan 2008	Plan 2008 goals were incorporated in the regular, systematic program review process of academic programs as a way of assuring that all academic units assume responsibility for and regularly report on curricular and other initiatives that support the campus diversity plan.
<b>Names of Offices/Departments/ Agencies Your Office Worked or Partnered With</b>	All academic units, the Provost Office, the Academic Deans, and the Academic Affairs Council
<b>Goals and Duration of the Program</b>	The goals of the program are to incorporate diversity goals into the ongoing development and assessment of academic programs, and to broaden responsibility for campus diversity to include the curriculum and academic affairs. The initiative began in 1998-99. Over a 5 year cycle, all programs evaluations will be conducted with Plan 2008 goals as an explicit reported outcome.
<b>Program Cost and Funding Sources (External &amp; Internal)</b>	none
<b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</b>	Systematic: Plan 2008 goals are reviewed cyclically, not sporadically. Incorporated in Regular Campus Practice: Putting diversity into the regular program review process makes it clear that it is central to program quality and improvement, instead of a secondary or marginalized attribute.