

**Successful Plan 2008 Programs
Plan 2008: Phase I Report**

UW-WHITEWATER
PLAN 2008 GOAL I: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW INSTITUTIONS
Work toward a better balance of enrollment of students of color across academic disciplines

<p>This Initiate/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>Wheels to Whitewater This is an ongoing activity. (See UW-W Continuing Activity #1)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Admissions Academic Support Services Minority Business and Teacher Preparation Programs Student Organizations</p>
<p>Goals and Duration of the Program</p>	<p>Goal: recruitment of minority students and encouragement for students to consider possibilities in all majors Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>Federal Grants (Educational Talent Search, Upward Bound) DPI Grants to support precollege summer camps and attendance at other summer camps. Wheels to Whitewater (\$7000 per year)</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>Targeted students are brought to UW-Whitewater to be introduced to programs and services, and to meet students who are enrolled at UWW. These targeted students are introduced to the possibility of attaining a university degree, and are made aware of the wide range of academic programs as well as services to help them to succeed.</p>

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<p>This Initiative/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>Representatives of LSP, LU, and Academic Support Services- visit high schools</p> <p>This is an activity that was expanded under Plan 2008. (See UW-W New Initiative and Expanded Activity #1)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Admissions Academic Support Services Minority Business and Teacher Preparation Programs Student Organizations</p>
<p>Goals and Duration of the Program</p>	<p>Goal: recruitment of minority students and encouragement for the students to consider a wide range of possible majors</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>Federal grants (Educational Talent Search, Upward Bound) State Minority/Disadvantaged Funds (402) Wheels to Whitewater (\$7000 per year)</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>Representatives of Latino Student Programs, Native American Support Services, Southeast Asian Support Services, King/Chavez Scholars, McNair Scholars, and Student Retention Services have made presentations at area middle and high schools. These students are able to share the programs with which they are involved at the University, and to introduce high school students to the different majors that are available, thereby providing encouragement for these students to consider attending</p>

	the University after high school graduation.
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Work toward a better balance of enrollment of students of color across academic disciplines

<p>This Initiate/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>Lectures and presentations to TRIO program students-emphasizing a variety of academic majors</p> <p>This is a new initiative under Plan 2008.</p> <p>(See UW-W New Initiative and Expanded Activity #1)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Admissions Academic Support Services Minority Business and Teacher Preparation Programs Student Organizations</p>
<p>Goals and Duration of the Program</p>	<p>Goal: introduce current and potential students to the array of majors available at UWW</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>Federal grants (Educational Talent Search, Upward Bound) State Minority/Disadvantaged Funds (402)</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>Representatives of Latino Student Programs, Native American Support Services, Southeast Asian Support Services, King/Chavez Scholars, McNair Scholars, and Student Retention Services have introduced current and potential students of color to the range of academic disciplines.</p> <p>These lectures introduce students to the variety of majors that are available on campus. They also learn of</p>

	<p>opportunities within various majors (e.g., undergraduate research, student professional organizations, extracurricular activities related to the major), thereby providing information on ways in which students can become involved in campus activities of interest.</p>
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**Successful Plan 2008 Programs
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UW-WHITEWATER
PLAN 2008 GOAL II: ENCOURAGE PARTNERSHIPS THAT BUILD THE EDUCATIONAL PIPELINE BY REACHING CHILDREN AND THEIR PARENTS AT AN EARLIER AGE
Continue to provide a well-articulated, comprehensive array of services, beginning with precollege programming and continuing on through support for graduate study.

<p>This Initiate/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>Targeted Pre-College Programs This is an ongoing program. (See UW-W Continuing Activity #1)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Support Services Continuing Education</p>
<p>Goals and Duration of the Program</p>	<p>Goal: increase the level of preparation of multicultural students and encourage their eventual enrollment in college Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>Federal Grants (Educational Talent Search, Upward Bound), DPI Grants, Milwaukee PIC, and Kenosha Unified School District Grants</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>By making students aware of programs and services that are available on campus, students are encouraged to consider enrolling at a university upon their graduation from high school. They also become familiar with administrators of these programs, which provides them with a means of identifying sources of information and support upon their matriculation.</p>

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Continue to provide a well-articulated, comprehensive array of services, beginning with precollege programming and continuing on through support for graduate study.

This Initiate/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	Saturday College Programs This is an ongoing activity. (See UW-W Continuing Activity #1)
Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With	Academic Support Services Continuing Education
Goals and Duration of the Program	Goal: to provide academic support for multicultural middle and high school students and to encourage their involvement with academic activities Duration: Continuing
Program Cost and Funding Sources (External and Internal)	UWW funding
What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”	Through this program, pre-college students not only receive information about academic studies, but also in opportunities for involvement in campus activities, thereby creating a greater connectedness with the University.

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PLAN 2008 GOAL II: ENCOURAGE PARTNERSHIPS THAT BUILD THE EDUCATIONAL PIPELINE BY REACHING CHILDREN AND THEIR PARENTS AT AN EARLIER AGE
Increase UW system institutions' partnerships with local communities of color, social service agencies, literacy centers, spiritual institutions, and other organizations.

<p>This Initiate/Program was</p> <p>(New Under Plan 2008)</p> <p>(Ongoing)</p> <p>(Ongoing and Amended for Plan 2008)</p>	<p>Linkages with community agencies</p> <p>This is a program that is being expanded under Plan 2008.</p> <p>(See UW-W New Initiative and Expanded Activity #8)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Support Services</p> <p>Various Outside Agencies</p>
<p>Goals and Duration of the Program</p>	<p>Goal: Develop a plan for establishing linkages with local groups and organization for recruitment of multicultural students.</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>State Minority/Disadvantaged Funds (402)</p> <p>Federal Grant Funds (Project SWEETT)</p> <p>UWW and UW System funds</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>By establishing linkages with community organizations, we encourage more students and their families to consider university-level education. We also develop a partnership that provides support both for the student preparing for college and the student in college.</p> <p>These linkages also provide opportunities to connect</p>

	<p>students with opportunities, such as the three Project SWEETT Grants that UWW has obtained (Southeastern Wisconsin Excellence in Education through Teacher Training). These grants have provided opportunities for students to work on ESL training and have provided linkages with communities for which English is not the first language.</p>
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UW-WHITEWATER
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
Continue and expand efforts to improve retention and graduation rates for students of color.

<p>This Initiate/Program was</p> <p>(New Under Plan 2008)</p> <p>(Ongoing)</p> <p>(Ongoing and Amended for Plan 2008)</p>	<p>Academic Advising and Exploration Center</p> <p>While the activity is a continuing one, the development of the Academic Advising and Exploration Center is a new initiative.</p> <p>(See UWW-Continuing Activity #3)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Support Services UW-W Retention and Graduation Task Force Divisions of Academic Affairs and Student Affairs</p>
<p>Goals and Duration of the Program</p>	<p>Goal: improvement of retention and graduation rates of multicultural students</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>UWW funding</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>Through enhanced advisement of freshmen and students who have not yet undeclared majors, AAEC personnel make connections with students and monitor their progress in school. Students receive e-mails and letters on a regular basis. Research on retention of students indicates that individualized attention is an important factor in first-to-second year retention rates, and the AAEC advisors provide this one-on-one attention.</p>

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Continue and expand efforts to improve retention and graduation rates for students of color.

<p>This Initiate/Program was</p> <p>(New Under Plan 2008)</p> <p>(Ongoing)</p> <p>(Ongoing and Amended for Plan 2008)</p>	<p>Student organization efforts to improve student success</p> <p>This initiative has been ongoing, but it has been expanded under Plan 2008.</p> <p>(See UW-W Continuing Activity #3)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Support Services UW-W Retention and Graduation Task Force Divisions of Academic Affairs and Student Affairs</p>
<p>Goals and Duration of the Program</p>	<p>Goal: increase the academic success rate for multicultural students</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>Undergraduate Research Program State Minority/Disadvantaged Funding (402) Federal Grants (McNair) UW-W Foundation (King/Chavez) Honors program</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>Organizations such as Latinos Unidos, Black Student Union, Native American Student Organization, and Southeast Asian Student Organization have involved their members in providing academic support and tutoring for members and other multicultural students.</p> <p>This high level of academic support from peers plays a</p>

	role in encouraging student academic success.
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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
Name of Successful Plan 2008 Initiative/Program

<p>This Initiative/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>Early Warning System, through the Academic Advising and Exploration Center</p> <p>This is a new initiative in support of a continuing program.</p> <p>(See UW-W-Continuing Activity #3)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Support Services UW-W Retention and Graduation Task Force Divisions of Academic Affairs and Student Affairs</p>
<p>Goals and Duration of the Program</p>	<p>Goal: improvement of retention and graduation rates of multicultural students</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>UWW funding</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>Students identified by their professors as doing poorly in classes are contacted through the Academic Advising and Exploration Center’s Early Warning System program. This Early Warning System helps students identify problems while they can still be addressed. The AAEC advisors provide assistance and made appropriate referrals.</p>

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PLAN 2008 GOAL IV: INCREASE THE AMOUNT OF FINANCIAL AID AVAILABLE TO NEEDY STUDENTS AND REDUCE THEIR RELIANCE ON LOANS
Continue to provide opportunities for undergraduate students to present professional papers and engage in leadership activities.

<p>This Initiate/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>Student involvement in professional presentations- McNair, NCUR, and others</p> <p>This is an ongoing activity.</p> <p>(See UW-W Continuing Activity #2)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Support Services Undergraduate Research Program University Honors Program Academic Colleges and Department Student Affairs</p>
<p>Goals and Duration of the Program</p>	<p>Goal: increase the number of opportunities for students to participate in academic and professional activities</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>UWW Funding Undergraduate Research program Federal Grants (McNair) UW-W Foundation (King-Chavez) Honors Program</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>Students benefit from a one-on-one relationship with their mentors. They learn about research methods, which may influence the subsequent career decisions, including post-baccalaureate study. Conferences allow students to network with their peers and with professionals in their fields, thereby furthering a</p>

	supportive climate for future research activities and/or employment opportunities.
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Continue to provide opportunities for undergraduate students to present professional papers and engage in leadership activities.

<p>This Initiate/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>Student involvement in extracurricular activities and leadership opportunities</p> <p>This is an ongoing activity.</p> <p>(See UW-W Continuing Activity #2)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Support Services Undergraduate Research Program University Honors Program Academic Colleges and Department Student Affairs</p>
<p>Goals and Duration of the Program</p>	<p>Goal: increase participation and leadership opportunities for students</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>Undergraduate Research Program State Minority/Disadvantaged Funding (402) Federal Grants (McNair) UW-W Foundation (King/Chavez) Honors program</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>Involvement in on-campus activities and the opportunity to assume leadership roles are encouraged. Leadership in on-campus activities not only gives the students visibility on campus, but also prepares them for leadership positions in their careers.</p>

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PLAN 2008 GOAL IV: INCREASE THE AMOUNT OF FINANCIAL AID AVAILABLE TO NEEDY STUDENTS AND REDUCE THEIR RELIANCE ON LOANS
Expand scholarship programs for high achieving students of color and economically disadvantaged students to be funded by private contributions.

<p>This Initiate/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>Targeted scholarships</p> <p>This is a continuing initiative which is expanding.</p> <p>(See UW-W New Initiative and Expanded Activity #3)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Support Services UW-W Foundation</p>
<p>Goals and Duration of the Program</p>	<p>Goal: maintain and expand the current ways of increasing scholarship programs for high achieving students of color and economically disadvantaged students.</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>Private Funding/UWW Foundation Funding (over \$27,000 annually, plus endowed scholarships)</p>
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>More scholarships will give more multicultural students the opportunity to enroll in the University, thereby affecting retention and graduation rates. Students will also experience lifelong benefits from the attainment of a University degree.</p>

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PLAN 2008 GOAL V: INCREASE THE NUMBER OF FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF, AND ADMINISTRATORS OF COLOR SO THAT THEY ARE REPRESENTED IN THE UW SYSTEM WORKFORCE IN PROMOTION TO THEIR AVAILABILITY IN RELEVANT JOB POOLS. IN ADDITION, WORK TO INCREASE THEIR FUTURE AVAILABILITY AS POTENTIAL EMPLOYEES.
Continue and enhance efforts to recruit and retain faculty and staff of color.

This Initiative/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	LEARN Center programs- First Year Faculty, etc. This is a continuing activity. (See UW-W Continuing Activity #4)
Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With	All Units and Departments of the University
Goals and Duration of the Program	Goal: recruit and retain faculty and staff of color Duration: Continuing
Program Cost and Funding Sources (External and Internal)	UW-W budget
What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”	These programs offered through the LEARN Center are designed to assist in the recruitment and retention of faculty by providing a university-wide support network and resource base for teaching and research as the faculty member establishes her/his portfolio for reappointment, promotion, and tenure.

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Continue to monitor institutional progress, at least on an annual basis, emphasizing Equal Opportunity goals, salary equity, promotion and tenure rates for women and faculty of color, and retention rates for women and faculty/academic staff of color.

<p>This Initiate/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>Affirmative Action Officer with search committees This is a continuing initiative. (See UW-W Continuing Activity #5)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Affairs</p>
<p>Goals and Duration of the Program</p>	<p>Goal: The achievement of equal opportunity goals through the development of a campus-wide search and screen process, for early recruitment, broader, more consistent outreach, and diversification of interview pools for all vacancies. Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	<p>UW-W budget</p>

What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”	The Affirmative Action Officer meets with all search and screen committees to discuss ways to diversify the pool of candidates and how to ensure the process is fair and open. An open and fair policy allows for the implementation of a more inclusive recruitment process.
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Continue mentoring undergraduate and graduate students of color and economically disadvantaged students as a way of sparking their interest in aspiring to future faculty and staff positions at UW System institutions.

This Initiative/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	Mentoring students- McNair and grow your own This is a continuing activity that is being expanded. (See UW-W New Initiative and Expanded Activity #5)
Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With	Ronald E. McNair Program King/Chavez Scholars Program Latino Students Program
Goals and Duration of the Program	Goal: Identify and nurture potential individuals as a means of “growing our own” faculty/staff Duration: Continuing
Program Cost and Funding Sources (External and Internal)	
What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”	The terminal degree is required for a faculty appointment. By “growing our own,” we encourage promising candidates to attain the terminal degree so that they are eligible for faculty appointments at the University. The programs emphasize making connections between faculty and students so that promising students can see first hand the activities and responsibilities of college faculty.

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Continue efforts to address curricular diversity, through curricular infusion, new course development, and library acquisitions.

This Initiate/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	Curriculum diversity infusion While the effort has been ongoing, this particular approach is newly developed. (See UW-W Continuing Activity #7)
Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With	Academic Affairs Diversity Committee University Curriculum Committee LEARN Center
Goals and Duration of the Program	Goal: to encourage faculty and instructional academic staff to learn more about diversity and to infuse diversity into their courses Duration: Spring 2003
Program Cost and Funding Sources (External and Internal)	Targeted UW-W grants

What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”	During the Spring semester of 2003, faculty were invited to submit proposals for the infusion of diversity into their courses. A total of 29 proposals were submitted, and approximately \$80,000 in grants was awarded. By infusing diversity into approximately 100 courses, the faculty not only become more aware of the importance of diversity themselves, but they affect the education of thousands of students in their classes.
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PLAN 2008 GOAL VI: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT ENHANCE LEARNING AND A RESPECT FOR RACIAL AND ETHNIC DIVERSITY.
Name of Successful Plan 2008 Initiative/Program

This Initiative/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)	Task Force on Diversity This is a new effort developed under Plan 2008. (See UW-W New Initiative and Expanded Activity #7)
Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With	Entire campus
Goals and Duration of the Program	Goal: improve campus climate through fostering a respect for racial and ethnic diversity Duration: Continuing
Program Cost and Funding Sources (External and Internal)	
What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”	Chancellor Miller has appointed a Diversity Task Force that meets regularly with him to discuss issues related to diversity. Climate has been a major focus of the Task Force’s activities. As a result of the dialogue, both the Chancellor and Task Force members share leadership in reinforcing diversity as an important institutional goal to the larger campus community.

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PLAN 2008 GOAL VI: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT ENHANCE LEARNING AND A RESPECT FOR RACIAL AND ETHNIC DIVERSITY.
Regularly seek information from students, faculty and staff on ways to improve campus climate.

<p>This Initiative/Program was (New Under Plan 2008) (Ongoing) (Ongoing and Amended for Plan 2008)</p>	<p>National Survey of Student Engagement - students and faculty</p> <p>This is an initiative that began under Plan 2008.</p> <p>(See UW-W New Initiative and Expanded Activity #7)</p>
<p>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</p>	<p>Academic Affairs and Student Affairs</p>
<p>Goals and Duration of the Program</p>	<p>Goal: improve campus climate through fostering a respect for racial and ethnic diversity</p> <p>Duration: Continuing</p>
<p>Program Cost and Funding Sources (External and Internal)</p>	
<p>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program?”</p>	<p>This survey includes questions about campus climate, and compares our campus to national norms. The more that is known about our students’ attitudes toward and experiences with diversity, the better Academic Affairs and Student Affairs personnel are able to assess existing programs and services and develop new programs and services to meet our students’ needs on this campus.</p>