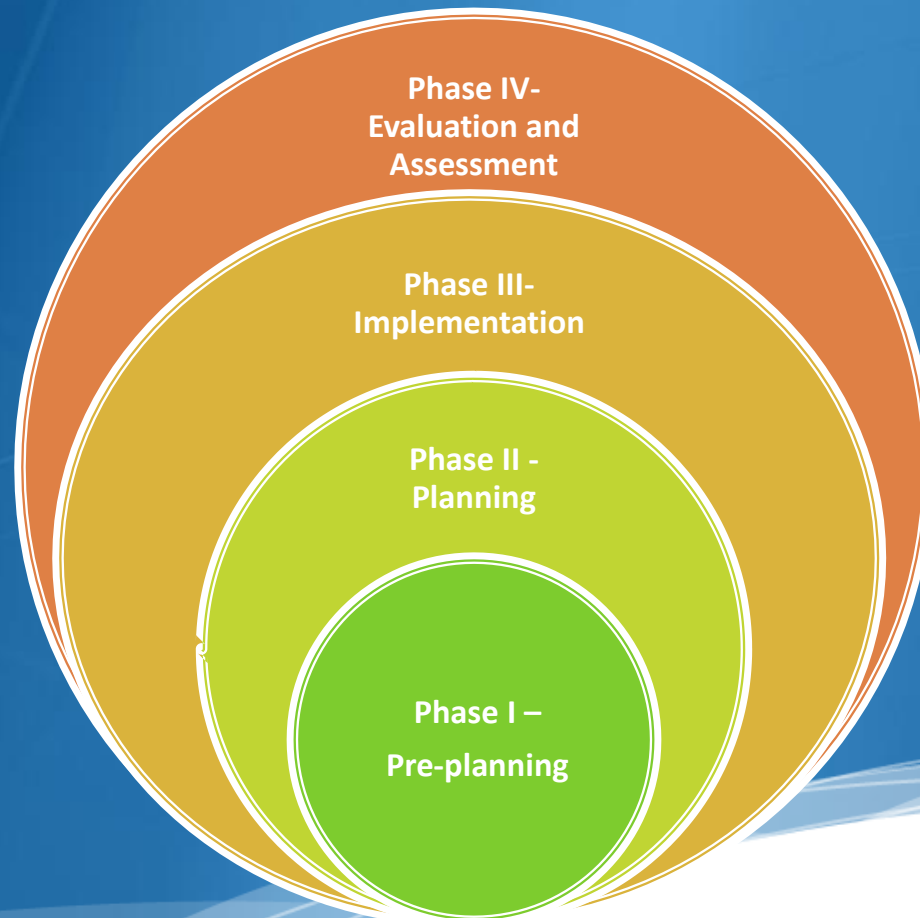


Inclusive Excellence Status Report

University of Wisconsin System
Meeting of the Board of Regents
Thursday, June 10, 2010

Four Phases of IE Planning



Four Phases:

Developing IE Strategic Plans – Year 1

Phase I: Laying the Foundation

- Create Core IE Campus Leadership Teams
- Identify data, inquiry process and analytic tools
- Establish a culture of evidence
- Create institutional awareness, cultivate buy-in

Phase II: Develop Plans & Strategies

- Define overall scope for the 1st 3 years
- Define IE goals and objectives
- Develop capacity building programs
- Define clear lines of authority

Four Phases:

Developing IE Strategic Plans, Year 2 & 3

Phase III: Implementation

Common Elements for Each Plan:

- Rationale for diversity, equity and inclusion
- Indicators of Success
- Campus Climate
- Marketing & Communications
- Rewards

Phase IV: Evaluation & Assessment

Recurring , Continuous Evaluation & Assessment

- Evaluate, measure and monitor
- Realign procedures if lack of progress
- Implement new strategies
- Identify success and areas where more work is needed

Embedding Inclusive Excellence

- Aligning Resources
- Setting Performance Expectations & Measures
- Continuous Assessment of Outcomes/Results
- Modify Strategies When Needed
- Rewarding Progress and Success



Two Campus Examples

● UW La Crosse

- **Barbara Stewart**, Associate Dean of Students
- **Robert Hoar**, Professor; Faculty Assistant to the Provost

● UW Oshkosh

- **Richard Wells**, Chancellor
- **Carleen Vande Zande**, Assistant Vice Chancellor, Curricular Affairs & Student Academic Achievement
- **Pamela Lassiter**, Assistant to the Chancellor & Director, Equity and Affirmative Action

Next Steps

- Better Integration: Growth Agenda - More Graduates , LEAP, COMPASS
- Statewide Meeting for Faculty
- Statewide Meeting for Students
- Follow-up: Equity Model & Climate Study Results
- Assessment: Precollege
- Capacity Building: IE Showcase , Professional Development

Three-Pronged Strategy



- Compositional Diversity +
 - Culture and Climate +
 - Equity in Outcomes
- =
- Inclusive Excellence