Four Phases of IE Planning

Phase I – Pre-planning

Phase II – Planning

Phase III – Implementation

Phase IV – Evaluation and Assessment
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
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<thead>
<tr>
<th>Four Phases: Developing IE Strategic Plans, Year 2 &amp; 3</th>
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<tbody>
<tr>
<td><strong>Phase III: Implementation</strong></td>
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<td>Common Elements for Each Plan:</td>
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<tr>
<td>- Rationale for diversity, equity and inclusion</td>
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<td>- Indicators of Success</td>
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<td>- Campus Climate</td>
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<td>- Marketing &amp; Communications</td>
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<td>- Rewards</td>
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<td><strong>Phase IV: Evaluation &amp; Assessment</strong></td>
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<td>Recurring, Continuous Evaluation &amp; Assessment</td>
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<tr>
<td>- Evaluate, measure and monitor</td>
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<td>- Realign procedures if lack of progress</td>
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<td>- Implement new strategies</td>
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<td>- Identify success and areas where more work is needed</td>
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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