UNIVERSITY OF WISCONSIN SYSTEM
BOARD OF REGENTS DIVERSITY AWARD

2019 GUIDELINES AND SELECTION CRITERIA

NOMINATION DEADLINE: NOVEMBER 16, 2018

THE AWARD

On behalf of the Board of Regents, the Office of the Vice President for Academic and Student Affairs invites each institution to submit nominations for the 2019 UW System Board of Regents Diversity Award.

The purpose of this award is to recognize institutional change agents who have established a successful record in fostering greater access and success for students who are members of historically underrepresented populations (including African Americans, American Indians, Latinos/Hispanics, Asian Americans, and Southeast Asians), first-generation and/or economically disadvantaged. Established by the Board of Regents during *Plan 2008*, the award signifies the Board's commitment to "…achieving educational diversity at all UW System institutions... in order to fully develop advanced human potential, the jobs that employ that potential, and the flourishing of communities that sustain it," (UW Board of Regents Resolution # 8970[1]). This commitment continues in the current *Inclusive Excellence* framework.

Up to three awards of $5,000 each will be made to individuals, programs, and/or institutional units in recognition of their exceptional efforts in fostering greater equity and diversity across their institutions and communities. The funds for these awards are designated to support individualized professional development or continuing programmatic activities. Award recipients will be publicly recognized on **February 8, 2019** at the UW System Board of Regents meeting in **Madison**.

NOMINEE CATEGORIES

UW institutions may submit one nomination per category for a maximum of three nominations per institution. Each nomination must provide evidence of outcomes and impacts. The categories include:

- **Individual –** Any individual affiliated with the UW System and its institutions, including but not limited, to faculty, staff, and students.

- **Team –** Any joint endeavor or groups operating collaboratively on a program or initiative within the larger institutional community. Teams are not limited to formal organizational units.

- **Institution/Unit** – A college, academic/support department, or student, faculty, or staff organization recognized as a bona-fide group within an institution.

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[1] The UW Board of Regents Resolution # 8970 may be viewed in its entirety in the *Minutes of the Board of Regents Meeting, February 11, 2005* (http://www.uwsa.edu/bor/minutes/bor/2005/february.pdf).

SELECTION CRITERIA

The Board of Regents encourages the nomination of individuals, teams or units that have established a successful record in fostering greater access and success for students who are members of historically underrepresented populations (including African Americans, American Indians, Latinos/Hispanics, Asian Americans, and Southeast Asians), first-generation and/or economically disadvantaged. Nominations which fail to meaningful address efforts fostering greater access and success for students who are members of underrepresented populations, first-generation, and/or economically disadvantaged will not be considered.

Each nomination must provide evidence of outcomes and impacts on the eligible population(s), disaggregating data where appropriate. In addition, The Board of Regents will select the award recipients based on qualitative and/or quantitative evidence of outcomes/impacts using all of the following criteria:

1) **Sustainable positive impact** on equity and diversity, leading to positive institutional change.

2) **Accountability** demonstrated through routine assessment and use of feedback loops to promote forward movement on equity and diversity goals.

3) **Intersections** across multiple dimensions of diversity.

4) **Collaborations** with other units, departments, or communities, both within the institution and beyond.

Reflecting the broad range of activities that foster access and success for students from diverse backgrounds, the following focus areas serve as a guide in identifying the types of exemplary efforts appropriate for this award:

- Improved student **academic performance** through efforts grounded in theories, concepts, and/or methodologies that enhance diversity and advance equity, social justice, multiculturalism, educational reform, and/or inclusion.

- Effective initiatives or efforts aimed at **closing opportunity and equity gaps[2]** for underrepresented students. This may include work aimed at closing **opportunity or equity gaps** among students within specific disciplines, such as teacher education or

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[2] Historically, the nomenclature of 'achievement gap' has been used to describe the disparity in academic performance between groups. Education scholars such as Estela Bensimon, have pushed for a more critical analysis of student success which reframes the discussion of unequal outcomes from an emphasis on student deficits to a matter of institutional responsibility. Placing blame on student deficits for disparities in educational outcomes does not acknowledge the various factors outside of students' control which impact not only outcomes, but also students' starting points, such as access to resources. Therefore, there has been a shift in what has historically been called the 'achievement gap' is discussed in academia, moving instead towards the nomenclature of opportunity gaps and equity gaps to describe educational disparities between groups.

Opportunity and equity gaps refer to the ways in which race, ethnicity, socioeconomic status, and other factors contribute and perpetuate inequitable access to resources/opportunities and outcomes for certain groups. More specifically, opportunity gaps refer to disparities in inputs for students from underrepresented and underserved backgrounds- to the inequitable distribution and access to quality educational resources and opportunities all students need to be successful. Equity gaps refer to disparities in outputs for students from underrepresented and underserved backgrounds- to the inequitable distribution of educational outcomes and benefits.

science, technology, engineering, and mathematics (STEM), using pedagogies, concepts, and practices that enhance diversity and advance equity, social justice, multiculturalism, educational reform, and/or inclusion.

- Increased **retention and degree attainment** among students who are members of historically underrepresented populations (including African Americans, American Indians, Latinos/Hispanics, Asian Americans, and Southeast Asians), first-generation and/or economically disadvantaged.

- Evidence of an established record of achievement in personal or professional development efforts related to **advising, mentoring, recruitment, retention, promotion and graduation** of underrepresented faculty, staff or students.

- Demonstrated K-16 pipeline efforts, such as precollege and bridge programs that enhance/improve the **college readiness** of young adults who reside in Wisconsin.

NOMINATION MATERIALS

Nomination packets should include:

1) **Letter of Nomination**: A letter of nomination that clearly addresses the four award criteria (sustainability, accountability, intersections, and collaborations).

2) **Statement by the Nominee**: A statement describing the exemplary work of the individual, team, or institution/unit (4-page limit). The statement by the nominee should clearly articulate <u>measurable evidence of the impact</u> of their program under each of the four award criteria (sustainability, accountability, intersections, and collaborations).

3) **Resume / Curriculum Vitae**: A three- to five-page resume/CV of the nominee(s). Team category: please include resumes/CV of all team members. Institution/Unit category: please include a resume/CV for the coordinator/head/chair of the unit.

4) **Letters of Support**: Two or three letters of support addressing the achievements of the person or program from:

   - Chancellor, Provost, and/or Dean
   - Department Chair, Unit Head, immediate supervisor, or advisor
   - An individual who has first-hand knowledge of the program or initiative.

SUBMISSION OF NOMINATIONS

Nomination packets should be submitted to a central office designated by the respective institution. Check with your campus administration office for any institutional deadlines that precede the posted UWSA due date.

After each institution identifies the nominees that they would like to forward to the Board of Regents for consideration, please submit all nomination materials identified in the guidelines electronically as one pdf document to APEI@uwsa.edu in the UWSA Office of Academic Programs and Educational Innovation.

Please submit all nomination materials as one document electronically by the close of business on <u>November 16, 2018</u>.

UW Board of Regents 2019 Diversity Award
Nomination Checklist

Nomination Category and Nominee Type

Institution: _____   **Nomination Category**: **Individual** ☐ | **Team** ☐ | **Institution / Unit** ☐

Nominee(s) Information

Name:

Individual Category: Last Name, First Name
Team and Unit categories: Name of Team or Institution/Unit (Last, First name of main team/unit contact)

Position: **Department:**

Address:

City, State, Zip:

Phone: **Fax:**   **Email:**

Additional Nominees:
(Team, Unit/Institution, & Email)

Nomination Submitted By

Name: **Email:**   **Phone:**

Required Nomination Materials Submitted

1. **Letter of nomination***   ☐

   The letter of nomination should clearly address the four selection criteria.

2. **Statement by the nominee**   ☐

   The Nominee(s) should clearly indicate measurable evidence of the impact of their program under each of the following criteria:

   ☐ **Sustainable impact** on equity and diversity efforts, leading to positive institutional change
   ☐ **Accountability** through routine assessment and use of feedback loops to promote forward movement on equity and diversity goals
   ☐ **Intersections** across multiple dimensions of diversity
   ☐ **Collaboration** with other units, departments, or communities beyond the university

3. **Resume or C.V.**   ☐
   Team Category: Please submit a resume for each member of the nominated team
   Inst./Unit Category: Please submit a resume for the chair/coordinator of the institution/unit

4. **Letter of support*** - Chancellor, Provost, and/or Dean   ☐
5. **Letter of support*** - Department Chair, Unit Head, Immediate Supervisor, and/or Advisor   ☐
6. **Letter of support*** - Individual who has first-hand knowledge of the program or initiative ☐

*Individuals writing letters of nomination and letters of support please include your position title and email address.

Focus Areas Addressed by Nominee

Academic performance	☐
Closing opportunity and equity gaps	☐
Retention and degree attainment	☐
Personal or professional development efforts related to advising, mentoring, recruitment, retention, promotion and graduation	☐
College readiness	☐

Please submit materials electronically to APEI@uwsa.edu
in the UWSA Office of Academic Programs and Educational Innovation.