

University of Wisconsin Colleges

Plan 2008:

Educational Quality Through Racial And Ethnic Diversity

TABLE OF CONTENTS

SECTION	PAGE
Introduction	Page 3
Institutional Process for the Development of Plan 2008	Page 5
Role of the UW Colleges Central Administration In Plan 2008	Page 6
The UW Colleges Commitment and Resources	Page 10
The UW Colleges Baseline Data	Page 11
The UW Colleges Campus Initiatives.....	Page 12
Appendix 1: A Model For Race/Ethnic Diversity in the University of Wisconsin System	

INTRODUCTION

The University of Wisconsin Colleges Select Mission and UW System Plan 2008

The University of Wisconsin Colleges has as part of its select mission the responsibility “To serve the special needs of minority, disadvantaged, disabled and nontraditional students, especially those in immediate service areas.” Each UW College has a special connection to the community in which it is located, which reinforces its obligation to serve those who are members of the local community. While the State of Wisconsin operates the programs of the institution, the campus facilities are owned and maintained by the counties and cities in which the campuses are located.

This unique aspect of the UW Colleges mission, that of serving minority and disadvantaged students in immediate service areas, suggests those elements that the UW Colleges should emphasize within its institutional Plan 2008: Educational Quality Through Racial And Ethnic Diversity. The institutional plan contains a number of new and continuing precollege initiatives, most of which are designed to serve the students of color within the vicinity of the campus. For example, UW-Marathon County has sponsored a precollege program for Hmong-Laotian high school students in the region for the past three years. The program has exposed students to university academic expectations in a variety of subject areas, as well as motivated youth to consider the UW Colleges as a goal for initial post-secondary education. This emphasis on precollege programming is consistent with the UW System Plan 2008. In the elaboration of Goal #1, the UW System plan states that “Consistent with their mission as entry institutions, the UW Colleges will create K-12 precollege programs, adult precollege programs, and recruitment efforts for students with high school grade point averages (GPA) of 2.00 to 2.50.”

Within Goal # 1, the UW System plan also highlights the need “to create special programs that are specifically tailored to the unique needs of both rural and urban Indian populations.” Many of the UW College campuses are in the process of developing precollege activities offered jointly, or in consultation, with American Indian tribes. School district personnel are also involved in these planning efforts.

The UW Colleges already has a model adult precollege program. Project Ahead is currently based at UW-Rock County and the Merrill Community Center in Beloit. The goals of Project Ahead are to assist adults in selecting careers and in identifying and accessing educational options. The program offers counseling and encouragement and referral to local agencies for additional assistance. Efforts will be made to replicate the provision of precollege programming to adults in other communities.

Another part of the select mission of the UW Colleges is “to serve the citizens in the University of Wisconsin Colleges service areas by (1) promoting the integration of the extension function and encouraging faculty and staff to participate in outreach activity through, for example, providing continuing education programs, (2) facilitating the delivery of programs offered by other University of Wisconsin System institutions.” Further, the UW Colleges is “to make available as a service to business, industry and the general public, the unique professional expertise of the faculty and staff.” Recognizing the need to educate not only students, but citizens as well, for a multicultural nation, the UW Colleges has historically emphasized diversity programming in its continuing education efforts. That effort will be continued and expanded. The populations targeted by Plan 2008 will be the focus of many lectures and programs offered to the community.

Consistent with Goal #2, the UW Colleges will seek to “increase the participation of people of color and the economically disadvantaged in UW System outreach, extension, and continuing education programs.” For example, UW-Baraboo/Sauk County will work with the Ho-Chunk Nation to offer programs for the employees of the Ho-Chunk Casino. UW-Washington County will meet with the area human resource directors and chief executive officers to discuss the needs of employees of color. Programs will then be offered at both the campus and on-site at places of employment.

The UW Colleges, in its select mission statement, commits itself to “provide students of all ages and backgrounds with the proficiencies and breadth of knowledge that prepare the students for baccalaureate and professional programs...” Thus, the transfer mission of the institution is established. The UW System Plan 2008 states that “The resources of the UW Colleges should be used more fully to prepare students of color for transfer to a UW System baccalaureate institution.” It further states that “a transfer orientation program should be created for students who transfer from a UW College to a UW System baccalaureate institution. Students of color should be encouraged to take advantage of this orientation.”

In order to prepare students for transfer, the UW Colleges will first need to ensure the increased recruitment and retention of students of color. Adopting the recommendation in Plan 2008 that “UW System institutions should consider using high-contact recruitment models, comparable to the recruitment model for student athletes,” the UW Colleges will intensify its efforts to recruit students of color. For those campuses that have a multicultural advisor, efforts will continue to target high school students of color. New strategies will also be employed. At UW-Fox Valley, a telephone campaign will occur in which current students of color will contact prospective students of color. At UW-Manitowoc, former Southeast Asian students will be asked to provide assistance in gaining access to Southeast Asian families and prospective students. UW-Marinette will work to increase the Minority/Disadvantaged Counselor’s .25 position. The individual in this position is responsible for the recruitment of adult Native American and Hispanic students. The many other varied strategies to be employed are detailed in this plan in the section that addresses Goal #3.

The UW Colleges will also utilize a variety of activities to enhance the retention of students of color. Some campuses will develop mentoring programs for students of color. At UW-Richland, this will take the form of a mentor family program to assist diverse students. Others will conduct focus groups with current students of color to ascertain how to maximize their chances for success. The University of Wisconsin Colleges Student Support Services Program (TRIO) which serves UW-Baraboo/Sauk County, Oxford Prison, UW-Rock County and UW-Waukesha has been expanded to include UW-Marathon County. This program is designed to improve the retention of students who are eligible to participate. UW-Marathon County has solicited private foundation support for a Literacy Coordinator whose efforts will complement the activities of the federal program in supporting and retaining multicultural students. Further details about retention initiatives appear later in this document.

With the increased ability to recruit and retain students, the UW Colleges will then work to assist students of color in the transfer process. Many transfer orientation programs already exist at the UW Colleges. Efforts will be made to ensure that students of color participate in these events. At some campuses, special transfer programs for students of color will be developed. At UW-Marinette, for example, the multicultural/disadvantaged coordinator will develop a transfer orientation program with the University of Wisconsin-Green Bay, with an emphasis on providing students of color at UW-Green Bay as peer mentors.

The University of Wisconsin Colleges Select Mission and The Model for Race/Ethnic Diversity in the University of Wisconsin System

In the Model for Race/Ethnic Diversity in the University of Wisconsin System (Appendix 1), three components are identified. The first is enhancing academic excellence through the recruitment and retention of faculty of color, staff of color, students of color and disadvantaged students. (Goals #1, #3 and #5 of Plan 2008). As indicated above, in keeping with its mission, the UW Colleges will particularly emphasize the recruitment and retention of students of color. As positions become available, efforts to identify and recruit qualified faculty and staff applicants of color will continue. It must be understood, however, that the number of vacancies at any particular UW Colleges campus will be limited.

The second component of the model is that of promoting analysis and research of race/ethnic diversity. The three items that constitute this component are faculty research, institutional research and program evaluation. The University of Wisconsin Colleges has recently expanded its limited staff in the area of institutional research. This will allow for the collection, analysis and tracking of data pertaining to students of color. Part of the contribution of the central administration of the UW Colleges to the Plan 2008 effort will be the dissemination of data that will be useful to campuses, particularly in the area of recruitment and retention. Faculty will be involved in research as they develop new ethnic studies courses to satisfy the amended UW Colleges ethnic studies requirement. Program evaluation will be an integral part of each new UW Colleges Plan 2008 initiative.

Educating students for a multicultural nation is the third element of the model. This is particularly critical for students at the University of Wisconsin Colleges, many of whom live in relatively homogeneous communities. This third element of the UW System model is reflected in Goal #6, which directs institutions “to foster institutional environments and course development that enhance learning and a respect for racial and ethnic diversity.” As previously indicated, the UW Colleges has changed its definition of ethnic studies to comport with the UW System guidelines. New ethnic studies courses are being developed. Many special events related to diversity will be offered. For example, UW-Baraboo/Sauk County will sponsor a Friday forum during the month of February that will focus on topics related to African-Americans. The University of Wisconsin-Fox Valley will sponsor a lecture series emphasizing race and ethnicity, and role models of color.

In summary, while the University of Wisconsin Colleges will, as an institution, address each of the seven goals identified in Plan 2008 in its institutional plan, it will emphasize Goals #1, #2, #3 and #6. Given the unique mission of the institution, these four goals emerge as the most salient. Achievement of these goals will benefit prospective and current students at each of our campuses.

INSTITUTIONAL PROCESS FOR THE DEVELOPMENT OF PLAN 2008: EDUCATIONAL QUALITY THROUGH RACIAL AND ETHNIC DIVERSITY

Early in the planning for the development of its institutional Plan 2008, the UW Colleges determined that the plan should be campus-driven. The campuses would have primary responsibility and accountability for the delivery of diversity programming. Therefore, it was important that they create viable plans, tailored to the unique needs of the students and communities they serve. The Chief Student Affairs Officer, who also serves as the

Multicultural/Disadvantaged Coordinator, was asked to coordinate the institutional process that would follow.

As soon as it was available, copies of the UW System Plan 2008 were distributed to staff at each of the campuses. At the September 1998 deans meeting, copies of the UW System Administrative Guidelines were shared. To aid in the planning process, each campus was also provided with information about general and student populations of color in its service area. The deans were asked to submit their plans by mid-January of 1999. The deans then designated committees consisting of representatives from the faculty, academic staff and student body to formulate their campus plans.

To ensure that students were aware of the process to be followed, the Chief Student Affairs Officer met with the UW Colleges Student Governance Council (SGC) at their October meeting. Information about the seven goals in Plan 2008 was shared. A copy of the institutional timeline was distributed, and students were encouraged to be involved in the campus planning process. The Chief Student Affairs Officer also updated the SGC at its February meeting, and informed them of the upcoming opportunity to comment on the institutional plan.

At the October meeting of the UW Colleges Student Services staff, the development of Plan 2008 was discussed. Speakers from Project Ahead and the UW-Richland Grand Avenue Middle School Precollege Program presented program models that could be duplicated by other UW Colleges campuses. Receipt of a grant from the Undergraduate Teaching Improvement Council, (UTIC) enabled the Chief Student Affairs Officer to organize a workshop on retention that included a section specifically geared toward students of color.

Upon receipt of the campus plans, the Chief Student Affairs Officer prepared the institutional plan, in consultation with the Office of Academic Affairs, which served as the institutional advisory committee. This group crafted the role of the central administration in Plan 2008. Members of the Office of Academic Affairs include the Provost, the Associate Vice Chancellor, the Assistant Chancellor for Information Technology, the Registrar, the Director of Human Resources, the Director of Professional Development and the Transfer and Institutional Research Specialist.

Once completed, the plan was distributed for comment to deans, campus steering committees, student services staff and student governments. Following incorporation of the feedback received, the plan was presented to the UW Colleges Senate prior to its being forwarded to the University of Wisconsin System.

ROLE OF THE UW COLLEGES CENTRAL ADMINISTRATION IN PLAN 2008

The University of Wisconsin Colleges central administration has had a long-standing commitment to the encouragement of diversity in the University of Wisconsin Colleges. Although as indicated previously in this document, the UW Colleges Plan 2008 is campus-driven, the various offices of the central administration will continue to contribute to the institutional effort. Each office will work toward assisting in the accomplishment of all of the seven goals contained in Plan 2008. However, those goals which are the most germane for a particular office are identified in the sections which follow.

The Office of the Chancellor

The Chancellor of the University of Wisconsin Colleges has made clear his interest in increasing the diversity of the faculty, staff and student body. Working with the Office of Academic Affairs, he will ensure that all strategic planning initiatives at the institutional, campus and department level address the institutional goals outlined in Plan 2008.

The Chancellor initiated discussions with the University of Wisconsin-Milwaukee about a new initiative that would address the transfer orientation and transition of students of color from the general education to baccalaureate programs. The Vice Chancellor is presently working with the University of Wisconsin-Milwaukee, Milwaukee Area Technical College and community-based organizations to bring this idea to fruition. The Chancellor will seek additional opportunities for collaboration with other educational institutions and entities.

Assisting in the identification and acquisition of resources that may be used for diversity purposes will constitute another area of emphasis for the Office of the Chancellor.

The Office of Academic Affairs

The UW System Plan 2008 states “The three-credit graduation or general education requirement for coursework in African-American, Hispanic/Latino, Asian American and American Indian topics continues unchanged. Courses on international issues, or on topics related to women or to gay, bisexual, lesbian, trans-gender groups, or the economically disadvantaged complement this ethnic studies requirement. They are not substitutes for it. Additional institutional course requirements may also be developed to complement this requirement, thereby enhancing the educational experience for students.” (Planning Concept #7)

Working with the appropriate governance groups, the Vice Chancellor brought the University of Wisconsin Colleges into compliance with this concept. The previous institutional definition of ethnic studies was as follows:

“Students must become aware of and sensitive to diversity issues and problems. Courses fulfilling this requirement will have a substantial emphasis on cultural diversity in Wisconsin, the United States, or the world.”

The current statement pertaining to courses which will satisfy the ethnic studies requirement reads as follows:

“Students must become aware of and sensitive to diversity issues and problems. Courses fulfilling the requirement will have a substantial emphasis on cultural diversity issues within the United States and examine these issues from at least one of the following perspectives: African-American, Hispanic/Latino, Asian American and American Indian.”

To support the availability of appropriate ethnic studies courses, the Office of Academic Affairs provides funding and release time to train faculty to offer ethnic studies courses through compressed video and in an asynchronous mode via the Internet. Offering these courses via distance education enables students to select from an enhanced array of ethnic studies courses. Further, faculty may receive course development grants for collaborative courses which also satisfy the ethnic studies requirement.

As indicated in the introductory section of this document, the UW Colleges has recently increased the staff devoted to institutional research. Under the auspices of the Associate Vice Chancellor, the UW Colleges is engaged in the development of a student database that will allow for the tracking of students of color for purposes of identifying and addressing retention issues.

The most relevant goals for the Office of Academic Affairs:

Goal #3 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.

Goal #6 Foster Institutional Environments and Course Development That Enhance Learning and a Respect for Racial and Ethnic Diversity.

The Office of Student Affairs/Multicultural/Disadvantaged Coordinator

The Chief Student Affairs Officer (CSAO) who also serves as the Multicultural/Disadvantaged Coordinator has responsibility for overseeing programming and budgeting in this area. The funds available are used to support multicultural/disadvantaged advisors, and staff in the Student Support Services Program. Remaining funds are used to foster the development and support of precollege programming, and indeed, the number of precollege programs in the UW Colleges has increased in recent years.

Most recently, the Chief Student Affairs Officer worked with UW-Marquette on the development of a proposal for a Joint College of The Menominee Nation/UW-Colleges Precollege Program designed to serve students at the Menominee Tribal School. The CSAO also was instrumental in preparing an application for Department of Public Instruction (D.P.I.) Scholarship Funds. Previously, she assisted UW-Richland in the creation of its Grand Avenue Middle School Precollege Program and in securing a three-year Precollege Follow-Through Grant to expand the program. The Chief Student Affairs Officer will continue to promote precollege programming, and to assist in the identification and procurement of funds to create and support new programs.

In support of diversity issues, and to assist in the preparation of Plan 2008, the CSAO applied for and received funds for institution-wide programming pertaining to multicultural issues. Collaboration between the Office of Student Affairs and the UW System Office of Multicultural Affairs resulted in a cultural diversity audit involving both the campus and surrounding community at UW-Richland. An outcome of this audit was the initiation of the Grand Avenue Middle School Precollege Program. Working with the Director of Human Resources, the Chief Student Affairs Officer applied for and received an institutional grant for a UW Colleges focus group project about campus climate. A comprehensive report derived from the analysis of the focus groups results was provided to the institution, and two workshops were conducted as an outgrowth of that report. Administration, faculty and staff were invited to these workshops. The first workshop included presentations on the report, a demonstration of BaFa BaFa, a multicultural activity, and information about films and strategies that could be used in teaching diversity in the classroom. During the second workshop, "The Color of Fear" was shown to the participants. David Lee, a cast member of the film, moderated the discussion that followed. The afternoon session addressed issues of conflict and controversy in the classroom when teaching diversity.

In the fall of 1998, using the funds received from an Undergraduate Teaching Improvement Grant (UTIC) grant, the Chief Student Affairs Officer organized a workshop for student services staff about retention. A portion of the workshop was devoted to retention issues for students of color. At that same meeting, speakers from Project Ahead and the UW-Richland Grand Avenue Middle School Precollege Program presented program models that could be duplicated by other UW College campuses.

At the Spring 1999 meeting of the student services staff, using internal grant funds, the Chief Student Affairs Officer organized a panel presentation about the recruitment of students of color. Speakers from each of the four groups targeted by Plan 2008 provided information about their respective racial/ethnic group. The Chief Student Affairs Officer will continue to pursue a diversity component at each of the semi-annual student services meetings.

The Chief Student Affairs Officer also works with the Office of Financial Aid to ensure the complete and equitable distribution of the Lawton Minority Retention Grant funds. The guidelines for this program were revised to make clear to the institution the award criteria and procedures to be followed.

The most relevant goals for the Office of Student Affairs:

Goal #1 Increase the Number of Wisconsin High School Graduates of Color Who Apply, Are Accepted, and who Enroll at UW System Institutions.

Goal #3 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.

Goal #6 Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity.

The Office of Human Resources

The Office of Human Resources conducted a workforce analysis following the rules and regulations of the Office of Federal Contract Compliance Programs. The analysis compared the present workforce, by discipline for faculty, and by job group for academic staff and classified staff, to relevant job pools. Availability figures for the general population were established and served as benchmarks for comparison of representation within the appropriate group in the UW Colleges. When there is a disparity between representation and availability, a hiring goal is established. If a vacancy occurs within the department or job group, additional affirmative efforts are made to attract and include qualified women and minority candidates. Data pertaining to specific hiring goals may be obtained from the Office of Human Resources.

The most relevant goals for the Office of Human Resources:

Goal #5 Increase the number of Faculty, Academic staff, Classified staff and Administrators of Color so that they are represented in the UW System Workforce in Proportion to Their Current Availability in Relevant Job Pools. In Addition, Work To Increase Their Future Availability as Potential Employees.

The Office of Professional Development

The Director of the Office of Professional Development makes available to all faculty and staff throughout the institution information about grants and professional development opportunities, including those pertaining to diversity issues. Periodic information updates are sent via email to ensure that all faculty and staff receive the information directly. For example, the three categories of grants sponsored by the UW System Institute for Race and Ethnicity are included in the information provided.

The most relevant goals for the Office of Professional Development:

Goal #5 Increase the Number of Faculty, Academic Staff, Classified Staff and Administrators of Color so that they are represented in the UW System Workforce in Proportion to their Current Availability in Relevant Job Pools. In addition, Work to increase their Future Availability as Potential Employees

Goal #6 Foster Institutional Environments and Course Development That Enhance Learning and a Respect for Racial and Ethnic Diversity.

The Office of Marketing/University Relations

The Office of Marketing/University Relations assumed responsibility for coordinating institutional representation at all college fairs, including those designed specifically for students of color. Either campus and/or central office personnel now participate at each of these events. The UW Colleges increased its participation at the Minority College Fair in Milwaukee, and was represented for the first time at the AHANA conference, and at a Challenge Academy at Fort McCoy. This office will continue to ensure representation and will seek other venues for the successful recruitment of students of color. For example, there has been a concerted effort to include students of color in all institutional publications.

The most relevant goals for the Office of Marketing/University Relations:

Goal #1 Increase the Number of Wisconsin High School Graduates of Color who Apply, are Accepted, and Who Enroll at UW System Institutions.

THE UW COLLEGES COMMITMENT AND RESOURCES

The University of Wisconsin Colleges is the only institution specifically charged with special initiatives in the UW System Plan 2008. The following tasks are assigned to the institution.

Goal #1: • Consistent with their mission as entry institutions, the UW Colleges will create K-12 precollege programs, adult precollege programs, and recruitment efforts for students with high school grade point averages (GPA) of 2.00 to 2.50.

Goal #3: • The resources of the UW Colleges should be used more fully to prepare students of color for transfer to a UW System baccalaureate institution.

Goal #3: • A transfer orientation program should be created for students who transfer from a UW College to a UW System baccalaureate institution. Students of color should be encouraged to take advantage of this orientation.

In order to accomplish these tasks, the University of Wisconsin Colleges will need additional resources. At the present time, all funds in the institutional multicultural/disadvantaged budget are committed to existing staff and programs. Every effort is being made to obtain additional funding from various grant programs. However, it is difficult to engage in program planning when funding is unpredictable. Indeed, many of the initiatives contained in this document are contingent upon funding that must be forthcoming from UW System and other sources to ensure their implementation. Continued dependence on soft money and grants will result in a discontinuity of services.

Furthermore, to implement such activities as high-contact recruitment models requires adequate staff to devote to these efforts. Existing student services staff in the UW Colleges are already required to serve in a variety of areas. It is not feasible for them to devote the time necessary to ensure that students of color receive the individual attention required for their successful recruitment and retention.

The University of Wisconsin Colleges anticipates that it would need approximately 3.0 Full-time Equivalent positions (FTE) and an additional \$500,000 per year from General Purpose Revenue (GPR) funds in order to accomplish all of the initiatives proposed by our thirteen campuses in the UW Colleges Plan 2008. Supplemental dollars will be forthcoming from campus foundations and other outside sources. The UW Colleges would be glad to work with UW System in any collaborative fund raising efforts that would result in furthering the implementation of Plan 2008.

THE UNIVERSITY OF WISCONSIN COLLEGES BASELINE DATA

As required, the University of Wisconsin Colleges completed an Annual M/D Report during each of the years of the Design for Diversity. Those reports contain data about enrollment of students of color, precollege and student retention programs, and faculty/staff hires of individuals of color. The data contained in the last complete report, that data reported in the 1998 report, will serve as the baseline data for comparisons with Plan 2008. The number of precollege and student retention programs, the number of students of color participating in precollege and retention programs, the number of students of color enrolled in the institution, and the number of administrators, faculty and staff of color at the time of the first report required under Plan 2008 will be compared with the data in the 1998 report to measure the progress achieved.

As mentioned previously in this report, a comprehensive focus group project to assess the campus climate related to diversity was conducted by the Chief Student Affairs Officer and the Director of Human Resources. Consideration will be given to repeating that focus group project to obtain qualitative information about the effects of Plan 2008 on the campus environment.

THE UNIVERSITY OF WISCONSIN COLLEGES CAMPUS INITIATIVES

Following in table form is the compilation of the thirteen University of Wisconsin Colleges campus plans. For each UW System Plan 2008 goal and the relevant bullets that are part of that goal, a separate chart appears.

The activities described in this section were designed by each campus to best serve the populations of color in their service areas. Realistic efforts will also be made to reach out to the statewide student of color population, when feasible. The unique nature of each UW College campus and its surrounding community is reflected in the variety of initiatives formulated by each campus.

GOAL #1: Increase The Number Of Wisconsin High School Graduates Of Color Who Apply, Are Accepted, And Enroll At UW System Institutions

Task #1: Increase Precollege Programming Through UW System Academic Divisions and Departments

Task #2: Work with Tribal Education Chairs, the Wisconsin Indian Education Association, Great Lakes Intertribal Council, urban Indian agencies and staff of school districts that have a high concentration of American Indian students to increase precollege participation.

Task #3: Consistent with their mission as entry institutions, the UW Colleges will create K-12 precollege programs, adult precollege programs, and recruitment efforts for students with high school grade point averages (GPA) of 2.00 to 2.50.

Task #4: Work with the American Indian tribes to create precollege programs that are specifically tailored to the unique needs of both rural and urban Indian populations.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Baraboo/Sauk County	Precollege Program for High School Students		Ho-Chunk, Hispanic, and economically disadvantaged students	15-25	New	Fall 2000, subject to funding	
UW-Baraboo/Sauk County	College for Kids	Enrichment programs which offer discounted tuition for students of color, grades 3-8	Children of color and economically disadvantaged students		Continuing		Office of Continuing Education
UW-Barron County	Precollege for Native American Students	Academic skills building, cultural enrichment	Native American and economically disadvantaged students	23, additional funding will be sought to serve between 30 and 40 students	Continuing	1999-2003	Coordinator, Precollege Program

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Fond du Lac	LEAPS and College for Kids	One and two-week mini courses	Students of color, grades 1-8, and economically disadvantaged students	200+	New	Summer 1999	
UW-Fond du Lac	Precollege Summer Program	Mini courses in study skills, college preparation, science skills		35	New	Summer 2001	
UW-Fox Valley	Summer Precollege Program			45	New	Summer 2002	Multicultural Advisor
UW- Manitowoc/ UW- Sheboygan	Upward Bound	General information, college life and college requirements, university/campus exposure, visits, academic skills building, career exploration, social/cultural enrichment, skills assessment		61, additional funds are being sought to increase the number of participants	Continuing		Director, Upward Bound
UW-Manitowoc	Precollege Initiatives	Consider application for DPI Precollege Program funds and develop other precollege initiatives	K-12 students of color and economically disadvantaged students		New	Spring/ Summer 1999	Office of Continuing Education
UW-Marathon County	Precollege for Southeast Asian Students	General information on college life and college requirements, cultivating "academic success" orientation	Southeast Asian students, grades 8-11, and economically disadvantaged students	20	Continuing	Summers 1999-2003	Multicultural Student Advisor

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Marathon County	Special Precollege Programming	Target special scholarships for K-12 students of color to participate in College for Kids and Science Saturdays; visit ninth grade classes at area high schools to promote good study habits and performance to prepare for college	K-12 minority students and economically disadvantaged students	Varies by initiative	Continuing	Ongoing	Office of Continuing Education/ Director of Student Services
UW-Marinette	Joint Precollege Program	Build academic skills, cultivate academic success orientation, provide information on UW requirements	Menominee Indian students, grade 8, and economically disadvantaged students	30	New	Contingent upon funding: D.P.I. scholarship application has been submitted	Continuing Education Manager, Director of Student Services, M/D Coordinator
UW-Marinette	American Indian Precollege Initiatives	Invite Hannahville High School students to every community fall convocation and Dean's Night at the Theatre, Hannahville 5 th grade students to attend the annual career day, various Hannahville and/or Menominee students to one other campus class or activity each year; publicize to Hannahville Reservation students compact tuition at UW-Marinette and partial out-of-state waivers at UW-Green Bay	American Indian students, grades 5-12, and economically disadvantaged students	100-150	New	Beginning 1999 and each year thereafter	Dean, Office of Continuing Education

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Richland	Grand Avenue Middle School Program	Cultivating “academic success” orientation, social/cultural enrichment	Students of color from Grand Avenue Middle School and economically disadvantaged students	16	Continuing	1999-2000	Faculty Coordinator
UW-Rock County	UW-Rock Foundation, Inc. Development Initiative	The UW-Rock Foundation has created a K-12 partnership to coordinate collaboration on issues of concern to UW-Rock County and the School Districts of Beloit and Janesville with a special programmatic focus on children, aged 3-8 years living in impoverished circumstances	Children, ages 3-8, and economically disadvantaged students		New	2000	
UW-Rock County	Project Ahead	General information on college life and college requirements, cultivating “academic success” orientation	Adults of color and economically disadvantaged adults		Continuing	1999-2003	Project Ahead Coordinator
UW-Sheboygan	“Spend a Day at College” Program	To introduce prospective students into the supportive environment of UW-Sheboygan	High school juniors and seniors and economically disadvantaged students		New		

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Washington County	Needs Assessment	Meet with Washington/Ozaukee/Dodge County School District personnel to determine needs of pre-school, elementary, middle and high school students of color	K-12 students of color and economically disadvantaged students		New	Spring 1999	Dean, Spanish Instructor and Continuing Education
UW-Washington County	Tutoring Program	Plan multicultural tutoring program at feeder high schools	High school students of color and economically disadvantaged students		New	Summer 1999	Student Services Coordinator, Spanish Instructor
UW-Washington County	Summer Program for Young Children	Social and educational activities and field trips	Hispanic and economically disadvantaged students		New	2000	CE Coordinator
UW-Washington County	Summer Program for High School Students	Academics and social events	Hispanic high school and economically disadvantaged students		New	2000	CE Coordinator
UW-Waukesha	University Camp	General information on college life and college requirements, academic skills building	Hispanic middle school and economically disadvantaged students	40	Continuing	1999-2003	Educational Opportunity Advisor/ Faculty/ Student Tutors
UW-Waukesha	Precollege Experience/Math Science Program	Academic skills building/tutoring	Hispanic high school and economically disadvantaged students	50	Continuing	1999-2003	Educational Opportunity Advisor/ Faculty/ Student Tutors

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW Waukesha	College English for Bilingual Students	Academic skills	Hispanic high school and economically disadvantaged students	50	New	1999-2003	Educational Opportunity Advisor/ Faculty/ Student Tutors

Effectiveness Measurement: The UW Colleges will compare the number of precollege programs and the number of participants to the data reported in the 1998 UW Colleges Annual M/D Report for the Academic Year, 1996-1997.

GOAL #1: Increase The Number Of Wisconsin High School Graduates Of Color Who Apply, Are Accepted, And Enroll At UW System Institutions.

Task #5: Develop Adult Recruitment Programs Targeted Specifically to African American, American Indian, Hispanic/Latino and Asian American Adults Age 25 and Older.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Barron County	Adult Precollege for Native American and Asian American Students	Explore the potential for adult precollege programs for Native Americans (possibly with Lac Courte d'Oreilles Tribal College) and with the Asian-American population in Eau Claire	Native Americans/ Southeast Asians and economically disadvantaged students		New	Analysis, Summer 1999	
UW-Barron County	Adult Precollege Nights	Explore the potential for adult precollege night programs for populations of color working in various industries in Barron County	Adult populations of color and economically disadvantaged students		New	Analysis, Summer 1999	
UW-Marinette	Adult Recruitment	Seek to increase the .25 position currently devoted to recruitment and retention of economically disadvantaged and minority students, especially adults	Economically disadvantaged adults and adults of color	N/A	New	2000-2001	Director of Student Services and M/D Coordinator
UW-Rock County	Project Ahead	Project Ahead is housed at the UW-Rock County campus and the Merrill Community Center. The program assists students in selecting careers and in identifying and assessing educational options. It offers counseling and referral to local agencies for additional assistance.	Economically disadvantaged adults and adults of color		Continuing	Ongoing	Project Ahead Coordinator

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Washington County	Identification of the Needs of Employees of Color	Meet with area industries' chief executive officers and human resources directors to discuss the needs of multicultural workers			New	Spring 1999	Outreach Program Manager/ Advising Coordinator
UW-Washington County	Program for Workers	Plan program for workers of color at employment sites and at the campus	Employees of color and economically disadvantaged students		New	Summer 1999	Outreach Program Manager/ Advising Coordinator

GOAL #1: Increase The Number Of Wisconsin High School Graduates Of Color Who Apply, Are Accepted, And Enroll At UW System Institutions.

Task 6: UW System Institutions Should Consider Using High-Contact Recruitment Models.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Barron County	Explore the Potential for Recruiting Populations of Color Outside the Immediate Service Area	Explore the possibility of constructing a residential facility which would enable recruitment of students of color from outside the immediate service area	Hmong, Hispanic/Latino/Native American	10-20	New	2003, contingent upon construction of residential facility	
UW-Barron County	Off-Campus Housing Opportunities	Develop a base of off-campus housing opportunities which would be welcoming to and supportive of students of color	Students of color		New	1999	
UW-Fond du Lac	Hmong Liaison Effort	Student services director will work with the multicultural student advisor at UW-Marathon County and the UW-Fond du Lac County liaison to provide better understanding of the Hmong culture and potential students	Southeast Asian students	Variable	New	Fall 2000	Director of Student Services
UW-Fox Valley	Monthly Newsletter	Monthly newsletter sent to prospective and current students of color and community contacts	Prospective and current students of color	125	New	1999-2000	Multicultural Advisor
UW-Fox Valley	Telephone Campaign	Calling campaign by students of color to Prospective students of color	Prospective students of color	100	New	1999-2000	Multicultural Advisor
UW-Fox Valley	Targeted Recruitment	Target students of color in high school recruitment efforts	Prospective students of color	100	New	1999-2000	Multicultural Advisor

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Fox Valley	Financial Aid Program	Evening financial aid information program for students of color and their parents	Prospective students of color	50	New	1999-2000	Multicultural Advisor/ Financial Aid Officer
UW-Fox Valley	Multicultural Lecture Series	Develop lecture series emphasizing race/ethnicity, role models of color; invite prospective students of color	Prospective students of color; current students, faculty/ admin. and community	240	New	1999-2000	Student Activities Coordinator/ Multicultural Advisor/ Faculty/Staff
UW-Fox Valley	Advertising Campaign	Conduct advertising campaign in multicultural newspapers and newsletters; direct additional and specific mailings to prospective students of color	Prospective students of color		New	1999-2000	Specific mailings done by the Multicultural Advisor and general advertising done by University Relations
UW-Fox Valley	Translation of Recruitment Materials	Create posters, flyers, and brochures in spanish and Hmong	Prospective students of color			2000-2001	Multicultural Advisor/ University Relations
UW-Fox Valley	Parent Program	The process and benefits of college with instruction on applying for financial aid	Parents of color		New	2000-2001	Multicultural Advisor
UW-Manitowoc	Recruitment of Southeast Asian Students	Seek assistance of former and current Southeast Asian students to gain access to Southeast Asian families and prospective students	Prospective Southeast Asian students		New	Beginning in 1999-2000 and each subsequent year	

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Manitowoc	Recruitment Plan	Develop a more aggressive recruitment plan, marketing materials and effective recruitment strategies aimed specifically at Southeast Asian and other students of color	Prospective students of color		New	Initiate 1999-2000	
UW-Manitowoc	Campus Tours	Host campus tours and information activities for prospective students of color and their families	Prospective students of color			Beginning 1999-2000	
UW-Marathon County	Mail Campaign	Direct mailings to high school juniors of color	Prospective students of color	100	Continuing	Ongoing	Director of Student Services
UW-Marathon County	High School Visits	Visit with students of color at Wausau high schools at least two times per year; high schools with high enrollment of students of color outside of Wausau at least once per year	Prospective students of color	100	Continuing	Ongoing	Director of Student Services
UW-Marathon County	Youth Leadership Program	Host youth leadership program for high school students in conjunction with Chamber of Commerce; target students of color who participate	Prospective students of color	20	New	November 1999	Director of Student Services
UW-Marathon County	Student Recruitment Plan	Utilize current multicultural students to contact prospective students of color; invite high school students of color to campus events sponsored by the Asian Student Organization; attend selected educational,	Prospective students of color	100	Continuing	Ongoing	Minority Advisor

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Marathon County (Continued)	Student Recruitment Plan	career and business fairs which serve multicultural students	Prospective students of color				
UW-Marathon County	Siblings Day	Invite siblings of current multicultural students to a special day on campus; tour the campus; receive information on enrollment	Prospective students of color	40	Continuing	Fall, 1999	Minority Advisor
UW-Richland	Recruitment Plan	Widen recruitment area to include La Crosse, Madison, and Milwaukee in An effort to increase the enrollment of students of color; participate in Minority College Fairs; utilize MIC precollege database to recruit students; explore the recruitment of Native American students through liaison with the Lac du Flambeau Reservation	Prospective students of color		New	Ongoing	Office of Student Services
UW-Rock County	Special Recruitment Activities	Campus visits to Beloit Memorial High School's teen parent classes to explain UW-Rock County's Partnership For Parents Program; Preview Day for Teen Parents, "Back to School Open House" at Merrill Community Center; plans to establish hours at public library; presentations to community agencies such as the Beloit Domestic Violence Center	Prospective students of color		Continuing	Ongoing	Project Ahead Coordinator

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Rock County	High School Visits; Community Presentations	The student services multicultural advisor will visit more high schools that have a larger number of multicultural students; presentations to neighborhood groups and church groups; Minority Parent Organization meetings	Prospective students of color		Continuing	Ongoing	Multicultural Student Advisor/ Director of Student Services
UW-Sheboygan	Targeted Recruitment Initiatives	Increase direct advertising aimed at the Hmong and Hispanic populations; investigate the creation of bilingual ads; increase contacts with organizations which serve the local communities of color such as the Hmong Mutual Assistance Association, Partners for Community Development and St. Clement's Church; increase activities with existing programs such as Upward Bound to maximize the impact of these programs on the targeted populations	Prospective Hmong and Hispanic students		New		
UW-Washington County	Targeted Visits	Visit high school students of color as part of recruiting cycle	Prospective students of color		New	Spring 1999, Ongoing	Office of Student Services

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Waukesha	Recruitment Initiatives	Continue to visit high schools in the greater Milwaukee area that have high percentages of students of color, currently 20 high schools in Milwaukee County as well as those in Waukesha County; continue to work with the Bilingual Program Advisor of the Waukesha Public Schools; with community agencies and school guidance counselors to identify students not in the bilingual program	Prospective students of color		Continuing		Educational Opportunity Advisor/ School and agency visits about four times each semester
UW-Waukesha	Recruitment Initiatives	Follow-up with students of color who have expressed interest in the campus by committing student employees of color to make contacts before recruiting events	Prospective students of color		New	Contingent Upon Funding	Educational Opportunity Advisor
UW-Waukesha	Recruitment Initiatives	Initiate partnerships with schools with high percentages of students of color; form faculty-teacher and student-student linkages; invite student groups of color to visit the campus, e.g. El Puente High School for Science and Technology which visits three times per year	Prospective students of color		Continuing	Ongoing	Student Services and Study Center staff

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Waukesha	Transportation Plan	Develop improved transportation for students from Milwaukee County; currently initiating a plan in cooperation with the technical college and working with the City of Waukesha Metro System to provide a shuttle from a shopping mall to which City of Milwaukee buses go			New	Initiated during 1998-1999 for 1999-2000; City of Waukesha Grant from U.S. Dept. of Transportation for 80%; WCTC and UWW Grant from Milwaukee Foundation for 20% of ~\$35,000 cost. This initiative is dependent upon grants.	Director of Student Services/ Student Center Director

GOAL #1: Increase The Number Of Wisconsin High School Graduates Of Color Who Apply, Are Accepted, And Enroll At UW System Institutions.

Task 7: Increase UW System Institutions' Partnerships With Local Communities of Color, Social Service Agencies, Literacy Centers, Spiritual Institutions and Other Organizations to Deepen Their Awareness of Admission Requirements and the Breadth of Opportunities and Obstacles that Students of Color Face.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Baraboo/Sauk County	Facilitation of Postsecondary Education for the Ho-Chunk Nation	Establish ongoing dialog with Ho-Chunk tribal leaders and education coordinators to better understand the needs of Ho-Chunk students and how to promote pursuance of postsecondary education	American Indians	4-8	New	Beginning 1998-1999	
UW-Baraboo/Sauk County	Postsecondary Planning Information Programs	Provide information about postsecondary education	American Indian parents and students	10-15	New	Implement in 1999-2000 academic year	
UW-Fond du Lac	Cultural Diversity Awareness Group	Form a campus group who will contact local representatives of racial ethnic groups to strategize about how to learn about their cultures			New	Fall 1999	
UW-Fox Valley	Community Recruitment Presentations	Recruitment presentations at businesses/organizations with a significant population of people of color	People of color	100	New	1999-2000	Multicultural Advisor
UW-Marathon County	Wausau Area Hmong Association Meetings	Participate in Wausau Area Hmong Association monthly meetings and weekly radio broadcasts	Hmong community leaders	50	Continuing	Ongoing	Minority Advisor

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Marathon County	Literacy Coordinator Instruction/Consulting	Linkages with area non-profit organizations and businesses to upgrade employees	Hmong/Laotian employees	75	New	Spring 1999	Literacy Coordinator
UW-Marinette	Tribal School Connections	Work with Menominee Tribal School and Hannahville Tribal School faculty and administrators to ascertain and address obstacles to student enrollment in postsecondary education	Native American educators	N/A	New	1999-2003	Dean and M/D Coordinator
UW-Sheboygan	Perceptions Study	Initiate a study of the perceptions held by minority populations which impede their possible success. Within that study identify and interview consultants on campus and in the community who can provide information and offer insight on how to correct mistaken perceptions.			New		
UW-Washington County	Internship Program	Meet with Washington/Ozaukee/Dodge County churches, social services and recreation agencies to locate targeted multicultural populations and to discuss establishing internship programs to serve the needs identified by these agencies			New	Spring 1999	Dean/Sociology and Spanish instructors
UW-Waukesha	Cooperation with La Casa de Esperanza, Local Social Service Agency	Continue to cooperate on activities such as letting La Casa Middle School youth use our field house for an overnight "lock-in"	Clients of La Casa	Variable	Continuing, with new activities	Past through future	Multicultural Advisor

GOAL #2: Encourage Partnerships that Build the Educational Pipeline by Reaching Children and Their Parents of An Earlier Age.

Task 1: Increase Participation of People of Color and the Economically Disadvantaged in UW System Outreach, Extension, and Continuing Education Programs.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Baraboo/Sauk County	Native American Training Program	Planning for training programs for employees of the Ho-Chunk casino	Native Americans	30-40		Possibly 2000	
UW-Barron County	Summer Curriculum for Migrant Workers	Discuss with employers of migrant workers the possibility of summer curricular offerings	Hispanic/Latino		New	Discussion will occur in 1999	
UW-Fond du Lac	Connection to the Brothertown Indians	Explore channels to improve communication and cooperation	Native Americans		New	Fall 1999, Ongoing	
UW-Marathon County	Linkage with Local Agencies	Coordinate with DPI Early Identification Program and other groups to bring parents and students onto campus for programs and meetings	Hmong/Laotian and Native Americans	75	Continuing	Ongoing	Minority Advisor
UW-Rock County	Linkage with Community Programs and Agencies	The Coordinator of Project Ahead has an office at the Merrill Community Center and is linked with coordinators of other educational programs and with programs that target young parents and young children such as Head Start and the Fourth Street Center in Beloit. The coordinator is also a charter member of the Division of Vocational Rehabilitation's Minority					Project Ahead Coordinator

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Rock County (Continued)	Linkage with Community Programs and Agencies	Outreach Advisory Council, the NAACP, Stateline Issues Council, Family Preservation and the Support Initiative.					
UW-Washington County	Needs Assessment	Meet with Washington/Ozaukee/Dodge County school district personnel to determine needs of pre-school and elementary school students of color	Pre K-6 students of color		New	Spring 1999	Dean, Spanish and Continuing Education
UW-Washington County	Identification of the Needs of Employees of Color	Meet with area industries' chief executive officers and human resources directors to discuss the needs of multicultural workers			New	Spring 1999	Outreach Program Manager/ Advising Coordinator
UW-Washington County	Program for Workers	Plan program for workers of color at employment sites and at the campus	Employees of color		New	Summer 1999	Outreach Program Manager/ Advising Coordinator
UW-Washington County	Family Program	Meet with Washington/Ozaukee/Dodge County churches, social services and recreation agencies to locate targeted multicultural populations and to discuss establishing programs to serve the needs identified by these agencies			New	Spring 2000	Dean/ Sociology and Spanish instructors

GOAL #2: Encourage Partnerships that Build the Educational Pipeline by Reaching Children and Their Parents of An Earlier Age.

Task – Other: Promote “Grow Your Own”: Teacher Programs

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Rock County	“Grow Your Own” Teacher Program	Collaborate with the school district at Beloit and the University of Wisconsin-Milwaukee to train multicultural teachers. Hispanic students in the Beloit school district would be targeted and mentored by school district and campus personnel, recruited to UW-Rock County and transitioned to UW-Milwaukee.	Hispanic school students		New	1999-2000	

GOAL #3: 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.

Task #1: Each Institution Will Establish Its Own Undergraduate, Graduate and Professional Enrollment Goals for Students of Color.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Fox Valley	Obtain An Overall Student of Color Application Increase of 10% for Fall 1999						
UW-Marathon County	Obtain An Overall Student of Color Application Increase of 6% for Fall 1999	Improve recruitment share of area high schools	Hmong/Laotian students	100	New	Fall 1999	Director of Student Services/ Minority Advisor
UW-Marathon County	Obtain An Overall Student of Color Application Increase of 10% of Top 25% of High School Graduates	Improve recruitment share of area high schools	Hmong/Laotian students	100	New	Fall 1999	Director of Student Services/ Minority Advisor
UW-Washington County	To Increase the Enrollment of Hispanic and Economically Disadvantaged students so that the Percentage of Hispanic Students Exceeds the Percentage in the General Population of the Three County Area Surrounding the Campus	Recruiting efforts described earlier; retention will involve student mentoring, "early warning" notices			New	Fall 1999	Student Services

GOAL #3: 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.

Task #2: The Resources of the UW Colleges Should Be Used More Fully to Prepare Students of Color for Transfer to a UW System Baccalaureate Institution.

Task #3: A Transfer Orientation Program Should Be Created for Students Who Transfer From A UW College to A UW System Baccalaureate Institution. Students of Color Should Be Encouraged to Take Advantage of This Orientation.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Baraboo/Sauk County	Baccalaureate Liaisons	Establish liaisons with M/D counselors at nearby baccalaureate institutions to assist in advising students of color	Currently enrolled students of color	1-5	New	As needed	
UW-Fond du Lac	Programming Collaboration with UW-Oshkosh	Encourage students from UW-Fond du Lac, including students of color, to participate in diversity programming at UW-Oshkosh; offer joint programming	All students		Continuing	Ongoing	
UW-Fox Valley	Transfer Programming	Students of color meet with multicultural advisors from four-year campuses	Students of color	56	New	1999-2000	Multicultural Advisor
UW-Manitowoc	Freshman Seminar/Transfer Programming	Develop freshman year and transfer programming specifically for students of color	Current students of color		New	2000-2001	
UW-Marinette	Tracking Program	Develop a tracking program for students of color, following and encouraging their academic progress	Current students of color	2-5	New	Fall 1999	M/D Coordinator

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Marinette	Transfer Orientation Collaboration with UW-Green Bay	Develop a transfer orientation program with UW-Green Bay; providing students of color with peer mentors at UW-Green Bay	Current students of color	2-5	New	1999-2000	M/D Coordinator
UW-Sheboygan	Special Advisor Assignments	Explore within the faculty/staff advising system the feasibility of assigning students of color to specific advisors who have been identified as those who work particularly effectively with students of color. These advisors will assist in developing skills needed to succeed at the campus and the transfer institution.	Current students of color		New		
UW-Washington County	Transfer Orientation Program with UW-Milwaukee	Utilize UW-Milwaukee staff and the Herrerro Center	Current students of color		New	2000-2001	Student Services
UW-Washington County	Increase Minority Enrollment in BAOA Program	UW-Milwaukee/UW-Washington County advisors	Current students of color		New	2000-2001	Student Services
UW-Washington County	Enhance Retention	Alumni role models	Current students of color		New	2000-2001	Alumni/Dean

GOAL #3: 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.

Task #4: Review Support Services for Undergraduate and Graduate Students of Color to Ensure the Best Possible Match with Student Needs.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Baraboo/Sauk County and UW-Baraboo/FCI-Oxford Program	Student Support Services Program (TRIO)	Develop individual plan of advising and academic support	Disadvantaged students		Continuing	Ongoing	Student Support Services Staff
UW-Fox Valley	Exam Study Sessions	Invite students of color to exam study sessions	Students of color	60	New	Initiate in 1999-2000	Multicultural Advisor
UW-Fox Valley	Early Warning Program	Contact teachers of challenged students of color to monitor progress; provide assistance to students when needed	Students of color	10	New	Initiate in 1999-2000	Multicultural Advisor
UW-Fox Valley	English As A Second Language Classes	Offer classes as needed		25	New	2002-2003	Office of Continuing Education
UW-Manitowoc	Tutorial Assistance	Develop tutorial strategies in the writing and math labs which are specifically aimed at students of color	Students of color		New	Beginning 2000-2001	
UW-Marathon County	Student Support Services Program	Develop individual plan of advising and academic support	Disadvantaged students		New	Spring 1999 and continuing	Student Support Services Staff
UW-Marathon County	Retention Services	Establish tutoring nights and study groups for students of color to create a group approach to success; letters	Students of color				

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Marathon County (Continued)	Retention Services	of concern sent by faculty/ staff after midterm grade reports, when needed; require students on probation to participate in student success seminars sponsored by the Office of Student Services	Students of color				
UW-Marathon County	Student Internships	Recommended internships for students of color to expand career awareness; solicit participation in Student Ambassador Program and other leadership opportunities	Students of color				
UW-Marinette	Recruitment and Retention Services	Conduct annual review of campus support services to aid in retention			New	Beginning 1999	Recruitment and Retention Committee
UW-Marinette	Mentoring Program	Develop a mentoring program for students of color	Students of color	2-5	New	Fall 1999	M/D Coordinator
UW-Richland	Mentor Family Program	Develop a support structure of mentor families for students of color	Students of color		New		
UW-Richland	Committee on Diversity	Develop programs responsive to the needs of students of color	Students of color		Continuing		Committee on Diversity
UW-Rock County	Student Support Services Program (TRIO)	Develop individual plans of advising and academic support	Disadvantaged students		Continuing	Ongoing	Associate Director of Student Support Services

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Rock County	Monitoring Student Progress	Project Ahead Director provides intensive case management of Project Ahead and Partnership for Parent students including meeting with advisors and frequent "check-in" discussions with students; providing mentors; monitoring class progress; Multicultural Student Advisor monitors multicultural student progress using four-week progress report followed by a letter sent to students with academic difficulties; mid-term progress reports followed by letters requesting the student make an appointment; ongoing follow-up	Disadvantaged and students of color		Continuing	Ongoing	Project Ahead Director/ Multicultural Student Affairs Advisor
UW-Rock County	Birthday Cards	Birthday cards are sent to each multicultural student. Encourage multicultural students to participate in mentor program.	Students of color		Continuing	Ongoing	
UW-Washington County	Co-Curricular Activities	Diversity Club to host co-curricular activities			New	1999-2000	Student Activities
UW-Washington County	Early Warnings	Apply early warnings to students of color			New	1999-2000	Faculty
UW-Waukesha	Student Support Services Program (TRIO)	Develop individual plan of advising and academic support	Disadvantaged students		Continuing	Ongoing	Student Support Services Staff

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Waukesha	Co-Curricular Activities	Continue to have co-curricular activities oriented to retaining students of color including the Diversity Club and the American Indian Cultural Association			Continuing	Ongoing	

GOAL #3: 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.

Task #5: Improve Retention Rates for Students of Color Through A Two-Pronged Approach. At Each Institution: (1) Create Organized Opportunities for Administrators, Faculty, and Staff To Learn About Intercultural Differences in Communication and Learning Styles That Can Help Improve Learning Outcomes for Students of Color; and (2) Bolster Campus Initiatives to Ensure Summer Employment/Learnings to Help Meet College Costs.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
Central Administration	Student IT Training	UW Colleges will target students of color	Students of color		New		Chief Information Officer
UW-Baraboo/Sauk County	Friday Forums	February forum/noncredit lecture will focus on an African American topic In celebration of black history month	Faculty, students, general public	30-90	New	Beginning 1999	
UW-Barron County	Student Internship Program	Create an internship to assign one student to one faculty member per semester to promote multicultural programming on campus	Faculty/Staff, Students		New	Fall 1999	
UW-Fond du Lac	Hmong Culture Discussion Group	Campus Hmong Culture Group funded by UW System Institute for Race and Ethnicity	Faculty and Staff	10-12	New	Spring 1999	
UW-Fond du Lac	Creation of Multicultural Environment Through Décor and At Work	As part of the campus construction and renovation project, a welcoming multicultural environment will be created through multicultural décor and art work	Campus and community		New	2002	

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Fond du Lac	Holiday Concerts	Annual concert with participation from community members of various cultures	Campus and community	75-100	Continuing	1999-2003	
UW-Fond du Lac	Black History Month	Each Wednesday at noon a special program pertaining to Black History Month will be offered	Campus and community	100	New	1999-2003	
UW-Fond du Lac	Multicultural Film Festival	A film festival featuring films by and about American populations of color, celebrating various ethnically designated months	Campus and community	50	New	Fall 1999	
UW-Fox Valley	Multicultural Lecture Series	Develop lecture series emphasizing race/ethnicity, role models of color; invite prospective students of color	Prospective students of color, current students, faculty/admin., and community	240	New	1999-2000	Student Activities Coordinator/ Multicultural Advisor/ Faculty/Staff
UW-Fox Valley	Job Fair	People of color in a myriad of professional positions will be invited to present about their careers and educational background	Students of color	200	New	2002-2003	Multicultural Advisor/ Office of Student Services
UW-Fox Valley	Faculty/Staff Cultural Awareness Programs	Using the technology of compressed video, collaborate with UW-Oshkosh and UW-Green Bay in the delivery of cultural awareness programs for faculty and staff	Faculty and staff		New	2000-2001	

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Marinette	Race and Ethnicity Book Seminar	Encourage a faculty member to apply to the UWS Institute on Race and Ethnicity seminars annually and/or seek a Race and Ethnicity grant for a campus book seminar biennially	Faculty, staff, and students	1-20	New	Beginning 1998-1999	Dean
UW-Rock County	Reading Seminar	The MICE Committee received a UW System Institute for Race and Ethnicity Reading Seminar grant which focused on the racial issues which exist between majority whites and African-Americans	Faculty and staff	12	New	Spring 1999 and continuing	MICE
UW-Sheboygan	Assistance to Faculty and Staff	Provide assistance for faculty and academic advisors in working with students of color through workshops and guest speakers	Faculty and staff		New		
UW-Washington County	Faculty/Staff Alliance with UW-Milwaukee Colleagues	UW-Milwaukee faculty/staff of color to assist UW-Washington County faculty/staff in working with students of color	Faculty/staff		New	2000-2001	UW-Milwaukee
UW-Washington County	Alumni of Color	Assist faculty/staff	Faculty/staff		New	1999-2000	Alumni

GOAL #4: Increase the Amount of Financial Aid Available to Needy Students and Reduce Their Reliance On Loans.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW Colleges Office of Student Affairs	Lawton Grant Program	Distribution of grants to qualified students of color	African Americans, Southeast Asians, Hispanic/Latinos, Native Americans	25	Continuing	Ongoing	Chief Student Affairs Officer
UW-Baraboo/Sauk County	Tribal Scholarships	Meet with tribal leaders to develop scholarship program	Ho-Chunk College students	5-10	New	Implement by Fall 1999, subject to funding	
UW-Baraboo-Sauk County	Work Study Funding	Exploration of additional work study funding for students of color	African Americans, Southeast Asians, Hispanic/Latinos, Native Americans	1-5	New	Fall 1999, subject to funding	
UW-Barron County	Campus Foundation Scholarships	Work to designate campus foundation scholarships for students of color within the next five years	African Americans, Native Americans, Hispanic/Latinos, Southeast Asians	5	New	1999-2003	

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Fox Valley	Scholarship and Work Study Opportunities	Increase scholarship/work study available to students by researching and making students aware of opportunities available for them	People of color	65	New	1999-2000	Multicultural Advisor
UW-Marathon County	Scholarships and Work Study Opportunities	Solicit outside foundation funding for additional multicultural scholarships and work study opportunities; current funding is \$25,000; provide accountability reports to promote new and continuing funding; publicize scholarships and other opportunities to students of color	Students of color	70	Continuing	Ongoing	Dean
UW-Marshfield/Wood County	Fundraising	Work with the campus foundation to raise additional funds for students of color and disadvantaged students					
UW-Richland	Special Scholarships	The Richland County Campus Foundation sponsors \$32,000 in scholarships for students, many of whom qualify as needy. The dean will seek special scholarships for graduates of the Grand Avenue Precollege Program.	Grand Avenue precollege graduates		New		Dean

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Rock County	UW-Rock County Foundation Scholarships and Assistance	UW-Rock County Foundation provides approximately \$30,000 per year for 10 single parent students, almost all of whom are students of color; Ida Fox Minority Scholarship Fund; short term loans and one-time small grants for emergency circumstances	Students of color		Continuing	Ongoing	UW-Rock County Foundation
UW-Rock County	Emergency Assistance	Project Ahead coordinator seeks financial assistance from various community resources to help students of color in financial distress on an as-needed basis	Students of color		Continuing	Ongoing	Project Ahead Coordinator
UW-Washington County	Funding From Private Donors	Secure funding from private donors. The Washington County Campus Foundation provides over \$100,000 in scholarships; students of color will be encouraged to apply				Fall 1998	Dean/ Washington County Campus Foundation
UW-Waukesha	Employ Work Study Students	Give preference to students of color	Students of color	Variable	Continuing	Ongoing	Personnel Assistant and departments doing hiring

GOAL #5: Increase the Number of Faculty, Academic Staff, Classified Staff and Administrators of Color So That They Are Presented in the UW System Workforce in Proportion to Their Current Availability in Relevant Job Pools. In Addition, Work to Increase Their Future Availability As Potential Employees.

Task #1: Continue to Monitor Institutional Progress Through Annual Equal Employment Opportunity (EEO) Reporting.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
Office of Human Resources	Workforce Analysis	Determine via workforce analysis whether there is a disparity between representation of populations of color and their availability; establish appropriate hiring goals	Applicants of color			Ongoing	Director of Human Resources

NOTE: EACH UW CAMPUS WILL CONTINUE TO RECRUIT FACULTY AND STAFF OF COLOR

GOAL #6: Foster Institutional Environments and Course Development That Enhance Learning and A Respect for Racial and Ethnic Diversity

Task #1: Encourage Every UW System Faculty and Staff and Student Governance Organization to Set Aside An Early Meeting in Fall, 1998 to Discuss and Reflect on How It Might Advance the Goals of Plan 2008.

- UW Colleges Deans' Meeting September, 1998 Discussion with the Provost/Distribution of Information*
- Student Governance Council October, 1998 Discussion with the Chief Student Affairs Officer;
Description of Institutional Process*
- UW Colleges Student Services Staff October, 1998 Discussion with the Chief Student Affairs Officer;
Presentation of Model Programs*
- Student Governance Council February, 1999 Discussion with the Chief Student Affairs Officer;
Progress Update*
- UW Colleges Senate March, 1999 Discussion with the Chief Student Affairs Officer*

GOAL #6: Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity.

Task #2: Use Periodic Accountability Surveys of Students to Continue to Measure and Report Student Opinion About Campus Climates and How They Can Be Improved.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Baraboo/Sauk County	Native American Focus Groups	Focus groups with Native American students concerning academic and social concerns with the goal of establishing programs to promote retention	Native Americans	3-5	New	Every three years beginning with the 1999-2000 academic year	
UW-Fox Valley	Student Survey	Survey of prospective and current students of color about factors important to recruitment and retention	Prospective and current students of color	200	New	2002-2003	Multicultural Advisor
UW-Marathon County	Consultation with Asian Student Organization	Encourage Asian students to join the Asian Student Organization and consult the organization about policies and programs	Asian students	50	Continuing	Ongoing	Minority Advisor
UW-Waukesha	Student Survey	Incorporate questions on campus climate in periodic student surveys conducted	All students	Variable	New content to continuing surveys	Variable	Multicultural Advisor and individual/group doing other surveys

GOAL #6: Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity.

Task #3: Explore Opportunities to Provide Programs on Intergroup Relations, Conflict Resolution and Community Action for Students.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Fond du Lac	Student Discussion Groups	Through student government, establish discussion groups to foster mutual understanding of ethnic groups on campus	All students		New	Explore initiation in Spring 1999	
UW-Fond du Lac	Student Field Trips	Explore trips to other educational institutions offering diversity, programming, as well as to nearby cities	All students		New	Begin planning, Spring/Fall 1999	Student Government
UW-Fond du Lac	Campus Speaker Series	Student government will provide support for speakers from area multicultural organizations	Campus community		New	Begin planning, Fall 1999	Student Government
UW-Fox Valley	Multicultural Lecture Series	Develop lecture series emphasizing race/ethnicity, role models of color; invite prospective students of color	Prospective students of color, current students, faculty/admin., and community	240	New	1999-2000	Student Activities Coordinator/ Multicultural Advisor/ Faculty/Staff
UW-Fox Valley	Sponsoring Community Activities	Sponsor the university Multicultural Association in community activities such as the Food of Nations	Campus and community	60		1999-2000	Office of Student Services

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Manitowoc	Social/Academic Programming	Encourage better access to social/academic programming which exposes students to diversity issues and individuals of color	All students		New	Beginning 2000-2001	
UW-Marathon County	Support Student Initiatives for Diversity Programming	Support initiatives such as the Asian Student Organization which extends cultural awareness to minority students and others through cultural programs/dialogues, speakers and dinners	Campus and community				
UW-Marathon County	Lecture and Fine Arts Series	Plan guest speakers who bring diverse points of view to campus	Faculty/staff/students				
UW-Marinette	Conflict Resolution Workshop	Conduct a conflict resolution workshop every other academic year	All students	30-50	New	Beginning 1999-2000	Office of Continuing Education
UW-Marinette	Diversity Programming	Plan at least four co-curricular diversity and equity activities annually	Faculty/staff/students	140	Continuing	Annually	Diversity and Equity Committee
UW-Rock County	Managing Intercultural Communication Effectively (MICE)	Organized group of faculty and staff formed to be a resource in resolving campus intercultural communications, especially those originating in the classroom					
UW-Washington County	Service Learning Component	Plan service learning component in Spanish courses	Current students		New	Summer 1999 implement 1999-2000	Spanish instructor

GOAL #6: Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity.

Task #4: Increase Library Holdings for Ethnic Studies Courses.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Baraboo/Sauk County	Campus Library Collection	The campus library collects a high percentage of multicultural materials	All		Continuing		
UW-Fond du Lac	Multicultural Resource Collection	Increase educational/informational materials and promote their availability			Continuing	Ongoing	
UW-Marinette	Review of Library Holdings	Review the library holdings for ethnic studies courses; seek faculty suggestions for adding materials	All	N/A	Continuing	Annually	Library Director
UW-Waukesha	Campus Library Holdings	Continue to add multicultural materials to an already superior or above average collection of print and nonprint items	African-American, American Indian, and Hispanic American items, but also Asian-American items				

GOAL #6: Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity.

Task #5: Encourage Institutions to Consider How New Distance Technologies Can Be Used to Collaborate and Enrich Racial and Ethnic Studies Courses and Related Programs Throughout the UW System.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
Institution-Wide	Distance Education Program	Offer ethnic studies courses via distance education modalities	UW Colleges students	Varies	Continuing	Ongoing	
UW-Barron County	Shared Curricular Offerings with Lac Court d'Oreilles Tribal College	Joint instruction in French and Ojibwa	UW Colleges/Lac Court d'Oreilles Tribal College Students		New	Contingent upon completion of Badgernet	

GOAL #6: Foster Institutional Environments and Course Development that Enhance Learning and A Respect for Racial and Ethnic Diversity.

Task: Other.

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Fond du Lac	Educational Resources on Wisconsin Indian Nations	UW-Fond du Lac houses the UW System information link on Wisconsin Indian cultures and complying with Act 131	Faculty, staff and students		Continuing		
UW-Fond du Lac	Wisconsin Indian Education Conference	UW-Fond du Lac will host the Symposium on American Indian Studies and Act 131	UW System faculty	60-80	New	Spring 1999	
UW-Fond du Lac	Mid-America Geographic Foundation	Local nonprofit organization with focus on ancient Indian rock art and culture. UW-Fond du Lac provides the meeting facilities				Ongoing	
UW-Fond du Lac	Ethnic Studies Course Development	Art 185, American Indian Art, beginning Fall 2001; History 101 and 102 which include the study of American Indian, Hispanic and African-American History, beginning Spring 2001	All students		New	2001	Faculty
UW-Fox Valley	Ethnic Dinners for Campus and Community/Cultural Programs	Provide a series of ethnic dinners and multicultural programs	Campus and community	1,300			Multicultural Advisor

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Marquette	Women in Business Conference	Continue women in business collaboration with the College of the Menominee Nation, the Oneida Nation, and international indigenous students of color	All students including Menominee, Oneida, local and international UW-Marquette students	65-70	Continuing	Annually	CASS Director
UW-Marquette	Ethnic Studies Course Development	Develop new courses on U.S. Latin Literature and North American Native Anthropology; increase the number of Spanish languages from two to four	All students	60	New	2000-2002	Faculty
UW-Marquette	Ethnic Dinner	Focus on one ethnic dinner each year on one of the racial/ethnic groups identified in Plan 2008	Campus and community	75-100	New	Annually	Continuing Education Manager
UW-Marquette	Art Exhibits	UW-Marquette will offer reciprocal art exhibits with the College of the Menominee Nation, at least once per year involving 10-25 student artists; explore initiation of this program with the Hannahville School			Continuing/new	Hannahville School 1999-2000	
UW-Richland	Implementation Activities	Campus dean will encourage the Campus Collegium and the Student Senate to reserve at least one meeting each semester to discuss implementation of Plan 2008; campus dean will ask the Committee on Diversity to plan activities and events that					

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Richland (Continued)	Implementation Activities	enhance understanding of diversity; encourage further development of ethnic studies courses					
UW-Rock County	Intercultural Communication Course	Course which deals with intercultural communication and conflict resolution	Current students		Continuing	Ongoing	Faculty
UW-Rock County	Program On Slavery	Expand outreach activities of a campus program on slavery to involve public school students, teachers, and the general public	Current students, public school students, teachers, and the general public		New	Fall 1999 contingent upon funding from the UW System Institute on Race and Ethnicity	
UW-Sheboygan	Enhancing the Campus Climate for Students of Color	Work to create a more positive campus environment; possible activities include workshop for student leaders; encouragement of classroom speeches, papers and newspaper articles devoted to diversity issues; consider more frequent scheduling of ethnic studies courses and expand the number of courses with an emphasis on the development of classes that emphasize Southeast Asian and Hispanic populations			New		

Campus	Name of Activity	Description	Target Population	Number of Participants	New or Continuing Program	Timeline	Individual Responsible
UW-Washington County	Fine Arts/Lecture Series	Plan fine arts/lecture series that emphasizes diversity	Campus and community		New	Planning Spring 1999, implement 1999-2000	Fine Arts/Lecture Committee