

# UW-Stout Inclusive Excellence Action Plan

**Goal 1: Increase the number of Wisconsin high school graduates from all segments who apply, are accepted, and enroll at UW System institutions**

Action Plan:	Responsible:	Timeline:
<i>“What has to be done for this priority to succeed?”</i>	<i>“Who are the positions or people that will be responsible for each step?”</i>	<i>MUST be specific target completion date.</i>
Marketing materials: Produce DVD/video for parents, counselors and on web, make marketing materials amenable to all diverse groups, web materials need to be accessible to diverse students	<b>Executive Director of Enrollment Services</b> and Marketing Director	May 2011
Diversity population-specific (minority, disabled, LGBTQ, women in non-traditional areas) recruiting – with people who can build relationships with diverse groups. To facilitate this, engage student leaders on campus and alumni in recruitment process.	<b>Executive Director of Enrollment Services,</b> Alumni Office, MSS Director, Pride Alliance, Dean of Students	Plan received by January 2011
Admissions will follow up with multicultural students with incomplete applications to offer additional assistance and Multicultural Services will contact new admits.	Executive Director of Enrollment Services for apps, MSS Director for admits	Sept 2010

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**Goal 2: Encourage partnerships that build the educational pipeline by reaching children and their parents at an earlier age**

<b>Action Plan:</b>	<b>Responsible:</b>	<b>Timeline:</b>
<i>“What has to be done for this priority to succeed?”</i>	<i>“Who are the positions or people that will be responsible for each step?”</i>	<i>MUST be specific target completion date.</i>
Broaden definition and formalize pre-college process. Every student attending receives the same resource materials about UW-Stout. Use pre-college as recruitment tool with more comprehensive follow-up and tracking of students who participate. Explore external funding to expand pre-college programs for targeted groups.	<b>Executive Director of Enrollment Services;</b> Dean of Students; Camps and Conference Coordinator	Plan by January 2011
Targeted approach to reach parents of middle school and high school students, utilize parent/teacher associations, target school districts, use websites to reach these audiences	<b>Marketing Director;</b> Executive Director of Enrollment Services; MSS	Plan by January 2011

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**Goal 3: Close the gap in educational achievement by bringing retention and graduation rates for all student segments in line with those of the student body as a whole**

<b>Action Plan:</b>	<b>Responsible:</b>	<b>Timeline:</b>
<i>“What has to be done for this priority to succeed?”</i>	<i>“Who are the positions or people that will be responsible for each step?”</i>	<i>MUST be specific target completion date.</i>
Re-establish an ESL program	Director of International Education	June 2011
Provide mentorship for students of color with other student leaders, faculty, staff and alumni	MSS Director	May 2011
Empower multi-cultural student organizations that target diverse populations with additional advisement support	MSS Director	May 2011
Increase use of SAGE program to identify students who are experiencing difficulties early in their academic careers	Dean of Students, Academic Deans	January 2011
Develop ways to enhance students lives outside of the classroom – including in the community, expand civic engagement model/VISTA program, and service learning opportunities	Assistant Vice Chancellor (ASLS)	May 2012
Continue to support and expand Bridge programs in the summer	Dean of Students	Sept 2011
Expand learning communities with attention to targeted populations	See University Priority	See University Priority
Review retention and graduation rates for each undergraduate program and make plans for improvement as needed.	<b>Academic Deans;</b> Undergraduate program directors; BPA Director	Plans by May 2011
Review retention and graduation rates for each graduate program and make plans for improvement as needed.	<b>Academic Deans;</b> Graduate program directors; BPA director	Plans by May 2011
Review pass rates in courses and make plans for improvement as needed.	<b>Academic Deans;</b> Department chairs; BPA Director	Plans by May 2011

# UW-Stout Inclusive Excellence Action Plan

## Goal 4: Increase the amount of financial aid available to needy students and reduce their reliance on loans

Action Plan:	Responsible:	Timeline:
<i>“What has to be done for this priority to succeed?”</i>	<i>“Who are the positions or people that will be responsible for each step?”</i>	<i>MUST be specific target completion date.</i>
Ensure students of color and parents understand the financial aid process and timelines for students to receive appropriate aid.	MSS Director and financial aid Director	September 2011
Connect students with on campus job opportunities and encourage people to hire diverse student employees.	All Deans and Directors; CAC	January 2011
Increase the number of scholarships and assistantships for diverse student populations. Include inclusive language with the scholarship materials.	Vice Chancellor for Advancement and Marketing	May 2015
Teach/inform/educate students on financial literacy.	<b>SLS- Campus Card Services;</b> TRIO; Financial Aid Director	Plan by May 2011
Explore differential tuition	Chancellor, Provost	BOR proposal in 2/2011

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**Goal 5: Increase the number of faculty, academic staff, classified staff and administrators of all segments so that they are represented at UW-Stout in proportion to their current availability in relevant job pools. In addition, work to increase their future availability as potential employees**

Action Plan:	Responsible:	Timeline:
<i>“What has to be done for this priority to succeed?”</i>	<i>“Who are the positions or people that will be responsible for each step?”</i>	<i>MUST be specific target completion date.</i>
Establish faculty exchange opportunities for UW-Stout faculty to teach in other regions of the U.S. or other countries and to invite guest faculty from other areas to UW-Stout. Consider the use of technology to accomplish this. Use the ACE fellows program as a resource.	AVC for EDI; Director of International Education; Deans	May 2012
Identify strategies for career flexibility for faculty at various career stages – early career – mid-career – late career	Women’s Issues group; <b>AVC for EDI</b>	January 2012
Develop visibility/recognition program for accomplishments so internal and external audiences can identify campus progress relative to inclusive excellence.	Executive Director of Communications and External Relations	January 2011
Re-establish women’s issues group	Provost	January 2011

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## Goal 6: Foster institutional environments and course development that enhance learning and a respect for inclusiveness

Action Plan:	Responsible:	Timeline:
<i>“What has to be done for this priority to succeed?”</i>	<i>“Who are the positions or people that will be responsible for each step?”</i>	<i>MUST be specific target completion date.</i>
Expand on accessibility in the classroom to create an inclusive environment for people with disabilities.	<b>ADA Committee;</b> Campus Planner	May 2015
Expand national student exchange program	Director of International Education	May 2012
Embed Inclusive Excellence in the curriculum through participation in the Compass Institute and other professional development opportunities, including Curriculum Incubation Center and ethnic studies course revision stipends.	Associate Vice Chancellor (ASA)	January 2011
Provide faculty development opportunities related to creating an inclusive curriculum	<b>NTLC Director;</b> Faculty Senate (CIC)	Plan by May 2012
Conduct UW System Campus Climate Study	Diversity Leadership Team	May 2011
Provide training on Inclusive Excellence to supervisors and department chairs. Utilize the “I am inclusive” initiative (goal 6) as an example.	<b>AVC for EDI;</b> Human Resources Director	May 2013
Incorporate Inclusive Excellence language into employee position descriptions as they become vacant or need to be updated	Human Resources Director	May 2015
Work with every member of the Housing staff to identify at least 3 things they will personally do for our “I AM INCLUSIVE: WE CREATE EXCELLENCE” campaign to further the UW-Stout Inclusive Excellence initiative.	Director of University Housing	Begin September 2010
Provide a “Service Learning Day” – which includes working directly with or doing something for people with disabilities, people of color, people from low socioeconomic backgrounds or people living with HIV/AIDS	Director of Housing and Residence Life	2010-11

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## Goal 7: Improve accountability at UW-Stout

Action Plan:	Responsible:	Timeline:
<i>“What has to be done for this priority to succeed?”</i>	<i>“Who are the positions or people that will be responsible for each step?”</i>	<i>MUST be specific target completion date.</i>
Maintain inclusive Diversity Leadership Committee to monitor progress	Diversity Leadership Team co-chairs	Sept 2010
Performance evaluations for senior leaders, including Chancellor Sorensen, need to include Inclusive Excellence	Faculty Senate; Senate of Academic Staff	May 2013
Require department chairs and unit supervisors to include Inclusive Excellence in department and unit plans and review progress towards the goals in this action plan. Update ESURC template and format. Utilize the “I am inclusive” initiative (goal 6) as an example.	<b>ESURC</b> ; Department chairs	May 2011
Embed Inclusive Excellence questions into course evaluations	Faculty Senate; Senate of Academic Staff	May 2012
Incorporate into university-level strategic planning process – including 6 month updates, gap lists, annual action plan updates, performance indicators	Director of Budget, Planning and Analysis send out requests; <b>AVC for EDI responsible for providing progress updates and updating the action plan</b>	Sept 2010
Report regular progress on Inclusive Excellence to System	Diversity Leadership Team	As needed

### Implication for Resources:

*“What is needed for this priority to succeed?”*

(Human, fiscal, physical, other)

Review submitted plans for funding implications

Workload concerns

# UW-Stout Inclusive Excellence Action Plan

## Key Measures of Performance:

Increase in minority (broadly defined) students. Minority students include, but are not limited to, race/ethnicity, veterans status, SES, disability status, age, sexual orientation, and gender. Specific targets for enrollments, retention and graduation rates to be determined after the plans identified in goal 3 are submitted.

Bring retention and graduation rates for racial/ethnic minority and low income students to the same rate as that for the majority students by 2026.

Increase in minority (broadly defined) faculty and staff. The goal for racial/ethnic minority faculty and staff is 10% by 2015. Specific targets for other minority groups to be developed.

Diversity-related questions on the NSSE survey are not statistically lower for the minority (broadly defined) students as compared with the majority students.

Increase in the number of courses that include Inclusive Excellence. Specific metrics and counting mechanisms to be determined.