

**UW-Stout
University Priority F- Plan 2008**

1. University Priority
<p><i>“What solution are you proposing?”</i></p> <p>Implement Diversity Plan 2008</p> <p>Linkage to Strategic Plans <i>University of Wisconsin-Stout Strategic Plan</i> Plan 2008</p> <p>Linkage to Enduring Goals Goal 4: Recruit and retain a diverse university population. Goal 5: Foster a collegial, trusting and tolerant campus climate.</p>

2. Statement of the Issue:
<p><i>“What issue are you trying to solve?”</i></p> <p>We have difficulty attracting and retaining minority students, faculty and staff.</p>

3. 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>
Regularly assess progress towards diversity plan 2008 (every 6 months)	BPA	Jan 2006, May 2006
Mainstream Plan 2008 responsibilities into the organizational structure	As described in Plan 2008	As described in Plan 2008
Coordination of diversity plan efforts across campus.	As described in Plan 2008	As described in Plan 2008
Allocate adequate resources to implement Plan 2008.	As described in Plan 2008	As described in Plan 2008
Infuse diversity issues into all university priorities	As described in Plan 2008	As described in Plan 2008

12/8/2005

*Plan 2008 is provided in full detail at
<http://www.uwstout.edu/bpa/planning/spgretreat/2005/plan2008.pdf>

4. Implication for Resources:

“What is needed for this priority to succeed?”
(Human, fiscal, physical, other)

5. Key Measures of Performance:

It is the expectation that priority owners will be using/maintaining the process measures to assess action plan deployment. At the end of the fiscal year, the Strategic Planning Group will review and discuss the implementation progress and impact.

Process Measures:

Identify no more than two process measures when answering the question:

“What information will be collected to assess successful deployment of the action plan?”

-See Plan 2008

GOAL 1

Enrollments - Undergrad and Grad	2001	2002	2003	2004	2005	2005 Headcount
Racial /Ethnic Background						
American Indian	.4%	.4%	.4%	.4%	.6%	45
African American	1.0%	1.0%	1.2%	1.2%	1.3%	99
Asian American	1.5%	1.9%	1.9%	2.2%	2.1%	162
Hispanic American	.8%	.9%	.8%	.8%	.8%	62
Total Racial/Ethnic	3.7%	4.1%	4.3%	4.6%	4.8%	368

GOAL 3

**Retention and Graduation Rates of All New Freshmen Minorities
UW-Stout
(Retained/Graduated at Institution Where Started)**

Fall Semester of Entrance	Cohort Head Count	Retention Rate After-			Cumulative Graduation/Retention Rates					
					After 4 Years		After 5 Years		After 6 Years	
		1 Year	2 Years	3 Years	Graduated	Retained	Graduated	Retained	Graduated	Retained
1992	70	61.4%	41.4%	41.4%	2.8%	30.0%	17.1%	12.8%	24.2%	2.8%
1993	51	70.5%	66.6%	58.8%	7.8%	47.0%	33.3%	13.7%	37.2%	7.8%
1994	45	68.8%	55.5%	40.0%	4.4%	33.3%	20.0%	13.3%	26.6%	2.2%
1995	43	65.1%	46.5%	34.8%	9.3%	23.2%	25.5%	2.3%	32.5%	2.3%
1996	41	65.8%	43.9%	41.4%	0%	39.0%	17.0%	12.1%	19.5%	9.7%
1997	46	58.6%	45.6%	34.7%	4.3%	34.7%	21.7%	13.0%	30.4%	8.6%
1998	39	64.1%	51.3%	43.6%	7.7%	30.8%	23.1%	5.1%	35.9%	0.0%
1999	54	75.9%	55.5%	57.4%	9.3%	44.4%	31.5%	11.1%	38.9%	9.3%
2000	46	56.5%	41.3%	32.6%	4.3%	26.1%	15.2%	6.5%	15.2%	
2001	44	63.6%	52.3%	52.3%	15.9%	31.8%	15.9%			
2002	58	70.7%	58.6%	53.4%	0.0%					
2003	58	62.8%	53.5%							
2004	73	58.9%								
2008 target		75%							40%	

Source: UW System Fall Retention & Graduation Rates for All Freshmen (Stayed Where Started), 3/31/2006

2003 6-year Graduation Rate	All Students	Minority	Gap
UW-Stout	45.5%	26.7%	18.8%
Peer 1	34.1%	15.5%	18.6%
Peer 2	64.6%	49.2%	15.4%
Peer 3	48.6%	29.7%	18.9%

Source: Education Trust Database

NOTE: Differences in graduation rates in these two charts are due to differences in the way data from small numbers of people are treated. In the second chart, where there are less than 10 people in a group, a statistical technique is used to estimate graduation rates as if there were more minorities in the group. This technique resulted in a lower reported graduation rate in the second chart as compared to the first.

GOAL 5

Faculty/Staff and Student Employee Headcount by Minority Status			
	03-04	04-05	05-06
Faculty	231	257	257
Minorities	28	33	31
Executive/Director/Administrators	49	48	45
Minorities	1	1	1
Instructional Academic Staff	134	120	138
Minorities	8	7	5
Non-instructional academic staff	209	192	195
Minorities	17	13	13
Classified staff	411	411	403
Minorities	12	13	14
Graduate Assistants	73	65	65
Minorities	15	12	14
Students	1376	1420	1337
Minorities	97	94	89
LTEs	72	62	91
Minorities	6	5	3
University total	2,555	2,575	2,531
Minorities	187	178	170
% Minority Employees	7.3%	6.9%	6.7%

Faculty and Staff New Hires			
	03-04	04-05	05-06
Unclassified			
Total Hires	57	67	75
Total Minority Hires	3	5	10
% Minority Hires	5.3%	7.5%	13.0%
Classified			
Total Hires	7	12	27
Total Minority Hires	0	1	1
% Minority Hires	0%	8.3%	3.7%

NOTE: there is no goal for the classified hires because UW-Stout does not have control over the racial/ethnic status of classified pools. Excludes international hires and graduate assistants

Source: Affirmative Action Plan; Human Resources Office

The goal for racial/ethnic minority faculty/staff is to have a significant presence of faculty/staff of color, so as to provide an appropriate learning experience for the student body. Progress will be monitored by looking at minority faculty/staff hired and employed at UW-Stout.

GOAL 6**Faculty/Staff Surveys**

Survey	Question	2000	2001	2003	2004	2006	2008 target
One-Minute Climate Assessment*	UW-Stout values differences among people		3.57	3.50	3.55	3.33	4.0

Scale (5 = strongly agree, 4= agree, 3 = neutral, 2= disagree, 1=strongly disagree)

Student Surveys

Survey	Question	2000	2001	2002	2003	2004	2005	2006	2008 target
ACT Student Opinion*	Racial harmony at this campus	3.60	3.66	3.63	3.61	3.55	3.56	3.64	4.0
NSSE**	Understanding people of other racial and ethnic backgrounds	2.46 (FY) 2.93 (SR)	2.55 (FY) 2.48 (Sr)	2.34 (FY) 2.56 (SR)	2.28 (FY) 2.36 (SR)	2.11 (FY) 2.33 (SR)	2.34 (FY) 2.51 (SR)	2.36 (FY) 2.54 (SR)	2.6 3.0

(FY) – First-year, (SR) – Senior

* Scale = 5=very satisfied, 4=satisfied, 3=neutral, 2=dissatisfied, 1=very dissatisfied

**Scale = 1=very little, 2=some, 3=quite a bit, 4=very much

12/8/2005

-Six-month progress report to BPA and the campus

See Plan 2008 Progress Report for 6-month and year-end updates (starting on page 24)

<http://www.uwstout.edu/bpa/planning/spgretreat/2006/yrend06.pdf>

Performance Indicators:

BPA is responsible for benchmarking overall performance to answer the question:

“What information will be collected to benchmark and measure the priority’s success?”

-Retention rates, <http://www.uwstout.edu/bpa/ir/performance/retention.pdf>

-Overall level of morale, <http://www.uwstout.edu/bpa/ir/performance/morale.doc>