

**Plan 2008**

**GOAL #1: INCREASE THE NUMBER OF WISCONSIN\* HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW-STOUT (\* and Minnesota)**

<b>Implementation Plan</b>	<b>Responsible</b>	<b>Timeline</b>	<b>Last progress reported</b>	<b>Progress</b>
Recruit alumni from newly established groups to assist in recruitment and retention	Vice Chancellor for University Advancement and Marketing; Executive Director for Enrollment Management; Dean of Students	December 1, 2005	<p><b>Advancement:</b> An employee working with the Foundation has been charged with this objective and is actively involved in recruiting alumni for this purpose. Alumni have been and are continuing to be identified and contacted</p> <p><b>SS:</b> Development of the MAIN alumni network has been created. Project is complete.</p> <p><b>SS:</b> Kathy Baerg has assumed a position in the Foundation Office to develop alumni of color network. This position is currently funded for the 06-07 academic year only.</p>	<p><b>SS:</b> April 26, 2008 scheduled Alumni/Student reception with goal of getting alumni on campus, to network with students and develop mentor relationships.</p> <p><b>Advancement:</b> In conjunction with Multi Cultural Services, we are bringing alumni to campus to address students. Topics include the importance of education for diverse students</p> <p><b>Enrollment:</b> With assistance from the Foundation Office, Admissions will be following up with alums that have children age 15 and 16 years old. A special mailing will be sent to parents encouraging them to attend, with their son or daughter, one of our Campus Preview Days in October 2008. Most of these students will be entering their junior or senior year in high school..</p>
Participate in specific recruitment activities. Expand recruitment activities at Bradley Tech (Milwaukee), tribal colleges and other partnering locations with large racial/ethnic minority populations	Academic Deans	Fall 2005	<p><b>CTEM:</b> CTEM has conducted numerous exchanges with Bradley Tech including participation in Bradley Tech's open house for recruitment and by incorporating Milwaukee area students, facilitated by Fred Schroedl, into CTEM's Engineering and Technology Career Day.</p> <p><b>CTEM:</b> Continuous</p> <p><b>SOE:</b> participated in the Bradley Tech recruitment initiative in November, 2006.</p>	<p><b>CAS:</b> Since the discontinuation of the working relationship with Fred Schroedl, our program directors have occasionally visited Bradley Tech. There has been no substantive work with tribal colleges, as the direction of the Professional Studies program has shifted</p> <p><b>SOE:</b> FCSE program has initiated development of alternative delivery of pedagogical coursework. The first</p>

			<p>Approx. 50 students attended the education sessions. Articulation with Milwaukee campuses and delivery of FCSE and TECED programming in the Milwaukee area is being investigated.</p> <p><b>CHD:</b> CHD will continue to host tours of Milwaukee Public Schools students brought to campus by Fred Schroedl and others.</p> <p><b>CHD:</b> Provided tours and meetings with Administrators of Wisconsin's Technical Colleges and UW Colleges to reinforce their knowledge of UW-Stout's programs and strengths in the outcome of encouraging them to recommend to students wishing to pursue a bachelor's degree, including students of color, to consider attending UW-Stout.</p> <p><b>CAS:</b> Fall 2006 – CAS Dean and program directors visited Bradley Tech High School and two 2-year campuses in the Milwaukee area to discuss recruitment and transfer opportunities. Additionally, CAS program directors met with MPS students brought to campus by Fred Schroedl.</p> <p><b>CAS:</b> CAS program directors and the Dean's Office worked with Fred Schroedl to bring Milwaukee-area high school and technical college students to campus in spring of 2007. Additionally, PDs and the Dean's Office worked with Schroedl on a Leadership Summit in spring of 2007. Bruce Maylath, Technical Communications Program Director, traveled to Gateway Technical College and UW-Waukesha.</p>	<p>course conversion to online delivery will occur Summer 2008.</p> <p><b>CTEM:</b> Recurring recruitment activities include Engineering &amp; Technology Career Days, visits to technical colleges and high schools as program directors are able.</p> <p><b>CHD:</b> Sponsored and provided tours for students, primarily students of color, from several Milwaukee Public Schools campuses.</p>
<p>Visit targeted schools; participate in athletic recruiting</p>	<p>Dean of Students, Executive Director of Enrollment Services</p>	<p>Fall 2005</p>	<p><b>SS:</b> Refer to gap list - Lionel Jones was hired by Admissions and MSS for targeted recruitment of students of color. MSS and</p>	<p><b>SS:</b> Lionel Jones continues to recruit students and student-athletes through relationship with St. Paul schools.</p>

			<p>Admissions are part of MnAcc and attend the various college fairs. Staff members attended the Latino college fair.</p> <p><b>Enrollment:</b> High schools have been targeted in WI and MN. This is an ongoing initiative.</p> <p><b>Enrollment:</b> High schools have been targeted in WI and MN. This is an ongoing initiative.</p>	<p>Attended MnAcc College Fair. MSS hosts a number of prospective student groups on campus assoc. with private agencies – AVID. MSS attended Latino college fair and have visited E.C. high schools targeting Hmong students.</p> <p>Enrollment: Admissions continue to target high schools. Admissions also work closely with the Athletic Department to train and assist coaches in their recruitment activities. This is an ongoing initiative.</p>
Produce and distribute multilingual recruitment materials, including multimedia formats, targeted at prospective students and parents	Executive Director of Enrollment Services, Dean of Students	Summer 2006	Removed from plan	N/A
Develop articulation agreements with technical colleges, community colleges and two-year campuses in WI, MN, ND, IL, MI who traditionally enroll a high number of racial/ethnic minority students	Academic Deans	Spring 2006	<p><b>CTEM:</b> Several articulation agreements were completed or updated, with Fred Schroedl's assistance, and others being explored.</p> <p><b>CTEM:</b> Continuous</p> <p><b>SOE:</b> In this past year, an articulation agreement has been developed between Early Childhood and the WI technical college system and Special Education and the WI technical college system.</p> <p><b>CHD:</b> CHD will launch the GEM online program Fall 2007, with the goal of attracting <del>25%</del> women and minority students from community and technical schools nationwide. Ongoing</p> <p><b>CAS:</b> Fall 2006 – CAS Dean and program directors visited two 2-year campuses in the Milwaukee area to discuss recruitment and</p>	<p><b>CAS:</b> The Applied Math and Computer Science and Technical Communication programs are maintaining the existing articulation agreements with several technical colleges, community colleges, and two-year campuses.</p> <p><b>SOE:</b> initiated a meeting with UW-Barron County Fall 2007; articulation agreements in process.</p> <p><b>CTEM:</b> Articulation agreements are continually updated by program directors. New agreements have been developed using COBE initiative and funding. These include: B.S. Engineering Technology with WITC, NTC, NWTC; degree completion programs in IT and Management delivered throughout the state of Wisconsin.</p> <p><b>CHD:</b> Met with several Normandale Community College administrators to offer degree completion programs in</p>

			transfer opportunities. <b>CAS: Nothing new to report.</b>	Service Management and discussed possibilities for B.S. in Business.
Implement a spring and fall campus preview day for multicultural students and their parents who have expressed interest and/or applied to the university. Minority community leaders will be included	Dean of Students	Fall 2005	<b>SS:</b> Preview days held Fall 2006 and Spring 2007. Spring event held in conjunction with regular preview days but targets DPI pre-college students, Talent Search TRIO program participants, students from Fred Schroedl visits. Fall preview day specific for MEP students.  <b>SS:</b> Spring Preview Day (2007) 144 participants 114 Target geographic locale networking Preview Day (258 total), Stoutward Bound, Minority Freshman Informational Registration	<b>SS:</b> Including multicultural students in reg. Preview Days through special invitation. Arlington/Washington high school attended in Fall 2007. Several Gear Up and Upward Bound groups have been hosted. MEP students will visit in spring 2008.

**GOAL #2: ENCOURAGE PARTNERSHIPS THAT BUILD THE EDUCATIONAL PIPELINE BY REACHING CHILDREN AND THEIR PARENTS AT AN EARLIER AGE**

<b>Implementation Plan</b>	<b>Responsible</b>	<b>Timeline</b>	<b>Last progress reported</b>	<b>Progress</b>
Implement multicultural/race-specific pre-college programs, and add PC training component to pre-college	Dean of Students, Chief Information Officer	Summer 2006	<b>SS:</b> Done – Pre-college DPI programs contain the PC component. Current pre-college proposal identifies a STEM pre-college session. <b>SOE:</b> Hosted 20 middle school Talent Search students at a Careers in Education campus event Spring 2007.	<b>SS:</b> PC component has been completed. Summer Pre-college 2008 will have ethnic component in curriculum.
Develop a plan to reinstitute the Bridge Program. The Bridge Program is a highly structured program based upon a philosophy of affirmation and learning community theory and paired classes that focus on addressing learning and study skills for academically disadvantaged students.	Provost	Fall 2006	Refer to gap list	<b>SS:</b> Stoutward Bound program was offered in the summer of 2007 and will also be offered in the summer of 2008
Develop relationships with families of existing students of color	Dean of Students	Fall 2005	<b>SS:</b> Fall & Spring Preview Days, end of year Banquet.	<b>SS:</b> Accepted students are mailed a Welcome letter.

			<b>SS: Complete, Stoutward Bound, Preview Days, YES Year Round Program-Including Covenant for parents and families.</b>	Developing an electronic newsletter for students and families.
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**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**

<b>Implementation Plan</b>	<b>Responsible</b>	<b>Timeline</b>	<b>Last progress reported</b>	<b>Progress</b>
Recruit 40 racial/ethnic minority students in the Strategies for Academic Success (TRDIS-120) class. The purpose of the course is to develop study skills strategies, note taking and test-taking techniques, time management, goal setting, and textbook reading comprehension	Dean of Students	Fall 2005	<b>SS: 38 students of color were enrolled in TRDIS 120 in fall 2005.</b> <b>SS: Included in Stoutward Bound Bridge Program Cohort</b>	<b>SS: Fall 2007 Stoutward Bound program. 30 students participated in jump start program and enrolled in two courses two weeks prior to start of term. Structured as a community designed to support engagement and transition to college.</b>
Develop Academic Success Plans for first-year racial/ethnic students. The Multicultural Office would develop an assessment tool to use with incoming students to identify strengths and weaknesses and other potential barriers to academic success. This would include referrals, interventions, monitoring and support plans to sustain the transitional and academic success of students	Dean of Students	Fall 2005	<b>SS: MSS assessment tool developed and implemented fall 2006. Academic success plans in development –plan for implementation expected spring 2007. Mentor’s for first year SOC’s included in success plan development-target for implementation spring 2007.</b> <b>SS: Project complete (fall 2006) - implemented Spring 2007</b>	<b>SS: Academic Probation students participate in Academic Success Plan. Other students are encouraged to participate. Follow up on Early Alerts by MSS staff.</b>  <b>Mentor program did not take place.</b>
<del>Develop and implement a pilot Summer Camp for academically disadvantaged incoming freshmen in</del>	Provost/Deans	Summer 2005 for Math	Refer to gap list	

disciplines such as Math, English and Science				
Implement Career seminar in first year to assist racial/ethnic minority students to identify and pursue career directions compatible with abilities and interests; continuing focused contact through graduation	Dean of Students	Fall 2005	<p><b>SS:</b> Interested and accepted students are invited to Career Workshops (with parents) in the spring prior to enrollment. Additionally, students enrolled and undecided are encouraged to register for the Seminar in Career Exploration in their first semester.</p> <p><b>SS:</b> Included in Stoutward Bound Cohort, Minority Student Leadership Academy</p>	<p><b>SS:</b> Interested and accepted students are encouraged to enroll in Career Exploration Course if unsure of major. Tuition waived by T3 grant.</p>
Establish faculty student mentoring programs in the colleges/school	Academic Deans	Fall 2005	<p><b>CTEM:</b> This is in progress, some faculty have volunteered to be mentors.</p> <p><b>CTEM:</b> no update</p> <p><b>SOE:</b> Each new faculty member is assigned a faculty mentor. An orientation meeting is held for mentors/mentees during the first semester. A follow-up is planned for the second semester.</p> <p><b>CAS:</b> December 2006: The committee is still developing a process.</p> <p><b>CAS:</b> No progress has been made.</p>	<p><b>CAS:</b> No update.</p> <p><b>CTEM:</b> this item was discussed at the summer 2007 report session. It was requested that if this was to be a priority and a goal, that a centralized process of developing a faculty student mentoring program be put into place. No progress has been made to date.</p> <p><b>CHD:</b> Ongoing--effort is being continued.</p> <p><b>SOE:</b> no update</p>

			<p><b>CHD:</b> Continued expansion of student mentoring program across all majors in CHD.</p> <p><b>CHD:</b> In academic departments, a new faculty member is assigned a faculty mentor.</p>	
Develop strategies that would engage sophomores, juniors and seniors to assist with academic achievement	Dean of Students	Fall 2005		<b>SS:</b> Academic Plan for all probation students. UMRG grant beginning with Sophomore status. Students provided work-study opportunities in MSS office. Participation of three students in WISCamp program.

**GOAL #4: INCREASE THE AMOUNT OF FINANCIAL AID AVAILABLE TO NEEDY STUDENTS AND REDUCE THEIR RELIANCE ON LOANS**

<b>Implementation Plan</b>	<b>Responsible</b>	<b>Timeline</b>	<b>Last progress reported</b>	<b>Progress</b>
Identify current scholarships restricted for minority students, identify scholarships which could be used to support minority students, and identify new scholarship donors for minority scholarships	Vice Chancellor for University Advancement and Marketing	July 15, 2005	<p><b>Complete</b></p> <p><b>SS:</b> The Research Center for Cultural Diversity and Community Renewal (CDCR) was established in the fall of 1998 at the University of Wisconsin-La Crosse. CDCR is dedicated to developing and promoting a renewed vision for achieving a harmonious and socially just community through education. CDCR's two main initiatives are Project Teach and Project Forward. Both are career ladder programs that fund students of Hmong descent who want to become educators. Currently, CDCR is providing funding and training for numerous</p>	<b>Advancement:</b> Still complete.

			<p>undergraduate and graduate students at several UW System institutions (UW-Stout being one of them). Alumni of the program include several educators and administrators working in Wisconsin and the surrounding states. (source: <a href="http://www.uwlax.edu/cdcr/html/mission.html">http://www.uwlax.edu/cdcr/html/mission.html</a>)</p> <p>Project Teach funded a total of eight students this 2006-07 academic year. Their total contribution was over \$36,000.</p>	
Identify scholarship donor prospects to solicit them for additional gifts in support of minority scholarships	Vice Chancellor for University Advancement and Marketing	December 1, 2005	<p><b>Advancement:</b> Prospects and Donors have been and continue to be identified for solicitation in support of diversity scholarships. Two main areas of focus include diversity scholarships for Tech Ed/Project Lead the Way, and the GEM Programs. The current legal issues are also being researched related to the constitutionality and legality of offering scholarships based specifically on race. Outcomes from this research may necessitate a change in the wording or focus of this objective.</p> <p><b>Advancement:</b> ongoing</p>	<p><b>Advancement:</b> Ongoing cultivation and stewardship of identified prospects. Continued identification and cultivation of new prospects</p>
Promote scholarships to potential, admitted, and continuing minority students through multicultural affairs, admissions, and the colleges	Executive Director of Enrollment Services	September 1, 2005	<p><b>Enrollment:</b> ongoing</p> <p><b>Enrollment:</b> ongoing</p>	<p><b>Enrollment:</b> ongoing</p>
Provide the names of minority students to multicultural student services to encourage scholarship applications	Executive Director of Enrollment Services	Fall 2005	<p><b>Enrollment:</b> ongoing</p> <p><b>Enrollment:</b> ongoing</p>	<p><b>Enrollment:</b> ongoing</p>

**GOAL #5: INCREASE THE NUMBER OF FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF AND ADMINISTRATORS OF COLOR 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**



Implementation Plan	Responsible	Timeline	Last progress reported	Progress
Develop and implement a campus wide mentoring program for racial/ethnic minority faculty and staff.	Associate Vice Chancellor - ASA	Fall 2005	<p><b>Provost:</b> The Minority Faculty and Staff network has developed a mentoring program for its members. The program is built around mentoring resource teams.</p> <p><b>Liaison:</b> Initiated Spring (06.) Provost and MFSN developed Resource Teams to assist Faculty, Academic and Classified staff. Individual mentoring program also in progress.</p> <p><b>Provost:</b> this is completed</p>	<b>Provost:</b> no update
Train a team of faculty/staff to address the issues on racial/ethnic bias when conducting recruitment searches by sending teams to a train the trainer workshop.	Affirmative Action Officer	Spring/Summer 2005	<p><b>EO/AA:</b> 1) Sent team to UWS, Madison for training with WISELI group in Summer of 2005.</p> <p>2) Workshop to train more trainers will be held 3/1/07 with the WISELI group at UW-Stout courtesy of Provost and Assoc Vice Chancellor.</p> <p>3) <b>The WISELI group [Women in Science &amp; Engineering Leadership Institute University of Wisconsin-Madison] conducted 3 sessions, 3/1/2007, at UW-Stout. The sessions were: Train the Facilitators, the Workshop, and Train the Trainers. Pamphlets "Reviewing Applicants: Research on Bias and</b></p>	<b>EO/AA:</b> 1-28-08 update for 06-07 unclassified recruitments. Of 72 hires, 18% were minorities and 47% were women. 90% of faculty searches were successful.

			Assumptions” from WISELI is supplied to all unclassified search committees.	
Provide Career Exploration Program for high school students. The nine-week program is designed to give minority high school students an opportunity to work with the units in the ASLS division. One of the goals of the program is to have the student apply for a job at UW-Stout in the future.	Vice Chancellor for ASLS	August 2005	<p><b>ASLS:</b> Five high school students were employed for nine weeks during June-August 2006. The students worked in the Physical Plant Administration Office, Cashier’s Window, Budget, Planning and Analysis, Student Life Services Custodial, and Dining Services</p> <p><b>ASLS:</b> The ASLS division will be continuing the program June-August 2007.</p>	<b>ASLS:</b> no update
Develop and fund a Chancellor’s Leadership Development Program for Minorities.	Chancellor, Provost	2005-06	<p><b>Chancellor:</b> A minority faculty member was selected from a pool of applicants and is currently serving as a minority administrative intern (with assigned responsibilities) for the 2006-07 year.</p> <p><b>Chancellor:</b> Applications for 2007-08 were reviewed by representatives of the Minority Faculty/Staff Network. A selection recommendation was presented to the Chancellor and Provost and accepted.</p> <p><b>Provost:</b> The Minority Administrative Internship Program has been established.</p>	<b>Chancellor:</b> Nothing further to report.

**GOAL #6: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT ENHANCE LEARNING AND A RESPECT FOR RACIAL AND ETHNIC DIVERSITY**

Implementation Plan	Responsible	Timeline	Last progress reported	Progress
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<p>Address the needs of students with remedial and entry level math and English skills through the Math Teaching and Learning Center and the Writing Center for those students who need assistance</p>	<p>CAS Dean</p>	<p>Fall 2005</p>	<p><b>CAS:</b> In December 2006: Many university mathematics departments struggle with the challenge of preparing entering students for college level mathematics. Success in first-year math courses is a strong predictor of retention into the second year of college, increasing the incentive for postsecondary schools to invest resources in a program demonstrated to impact a large proportion of incoming students. The UW-Stout Math Teaching and Learning Center was created via a special allocation by the Chancellor's office in Fall 2004 to develop a comprehensive approach combining online work with required daily classroom sessions and a new tutoring service devoted specifically to our introductory algebra courses. In the past two years the Center has served over 1200 students, achieving a 61% reduction in failure and withdrawal rates in Beginning Algebra and 23% in Intermediate Algebra.</p> <p>Prior to the 2004-2005 academic year, these two courses were taught in the traditional style of classroom lectures, daily take-home problem sets, and paper tests and quizzes. A departmental task force identified students' failure to regularly complete homework assignments as the primary cause of the low success rates in these two courses. Completely hand-grading homework on a daily basis in a timely fashion is not feasible given our typical teaching loads (12 credits) and class sizes (40-45 students), and our students clearly need grades and credit as motivation to do homework. Students' poor attendance at class sessions and limited use of office hours and free tutoring services were also cited as major obstacles to success.</p>	<p><b>CAS – Math TLC:</b></p> <p>The Math Teaching and Learning Center (Math TLC) continues to successfully serve students in remedial math (Math 010, Fundamentals of Algebra) and entry level math (Math 110, Intermediate Algebra) using a combination of online homework assignments, intensive daily classroom lecture and lab sessions and a comprehensive tutoring program. In the fall semester of 2007, 90.5%, of enrolled students passed Math 110 with a grade of C- or better, the best success rate in this course since the Math TLC was opened in Fall 2004 and up from an average of 70% prior to the start of the Math TLC program. The success rate in Math 010 was 85.2%, compared to an average of 71% pre-Math TLC. The Math TLC served a total of 335 students in eight sections of Math 110 and three sections of Math 010. The tutoring service logged a total of 1953 student visits, an average of almost 6 visits per enrolled student. 57% of students reported using the tutoring service at least once during the semester. 87% reported learning as much or more than they expected coming into the algebra class, and 96% indicated that the hybrid online/classroom/tutoring format worked as well as or better than they felt they would have done under a traditional format.</p> <p><b>CAS – Writing Center:</b></p> <p>The academic year usage trends for 2006-07, which were up 30% over the 2005-06</p>
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		<p>Our solution to this problem capitalizes on UW-Stout's "E-Scholar" initiative that has provided laptop computers with all-campus wireless internet access and a comprehensive integration of technology across the curriculum to all incoming students since the fall semester of 2002. The cornerstone of our new math program is daily computer-graded homework that counts significantly (~25%) towards the course grade and is continually monitored by the student's classroom instructor who intervenes actively as soon as a student begins to show signs of falling behind.</p> <p><u>Results to date:</u> The Math TLC program has served 1231 students since the Fall of 2004. The combined failure/withdrawal rate for the 284 students who have taken the remedial Beginning Algebra (Math 010) course under the new system has plummeted 61%, to 11.4% as compared to 29.0% in the previous four years.</p> <p>Results in the Intermediate Algebra (Math 110) course showed a less dramatic 23% reduction in non-pass rates (21.3 % for 947 students, vs. 29.2% pre-Math TLC; see Figure 2), but this improvement was achieved despite elevated passing standards. Because mastery of Math 110 fundamentals is essential for success in the subsequent math courses required for all students taking this course, we revised the grading system to eliminate "D" grades, now requiring a "C" grade to pass the class and move on the next course. (This condition had already been instituted for the Math 010 course prior to the advent of the Math TLC program.) In addition, the amount of required homework has been significantly increased and the testing and grading standards made more rigorous in both the</p>	<p>academic year, carried over to Fall 2007. However, a record number of 700 tutorials (up from 400 in Fall of 2006) translated into a 75% increase in this service. Writing Center staff members completed 25 promotional class visits to foundational English classes to advertise services to over 650 students, many of whom later scheduled appointments. Drs. Muldoon and Risley conducted four student workshops, which were designed with entry-level freshmen writers in mind. The Center is also continuing to offer permanent tutoring hours in the Ally Center, which is a center on campus devoted to diversity and inclusivity.</p>
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			<p>courses compared to the previously used traditional approach.</p> <p><b>CAS:</b> The Math TLC continues to be very successful.</p> <p>In December 2006: The UW-Stout Writing Center opened its doors for business on September 26, 2005, and closed for the academic year on May 9, 2006. In its first year of operation, tutors conducted 560 tutorials. Of these 560, 321 tutorials were freshman writers; therefore, 57% of Writing Center clients during the 2005-2006 academic year were freshmen, most of whom sought assistance with English 090, 101, or 102. Also encouraging is that 41% of all clients who visited the Writing Center in its first year were return clients who established positive working relationships with individual tutors. In fact, according to tutorial evaluation statistics gathered in the spring semester, 98% of our clients assigned an “excellent” or “good” rating to the “usefulness of their tutor’s suggestions” about their writing; 99% of our clients, when asked if they planned to use the writing center again, said, “yes.” Many ESL writers especially established strong connections with individual tutors and often scheduled regular weekly appointments; in fact, ESL clients comprised 8% of all tutorials in the Center’s first year of business.</p> <p>In our second year of business so far, we have already conducted 104 tutorials; 70% of our clients have been freshman writers in English 090, 101, or 102. In addition to conducting face-to-face tutorials, over the past two years of operation, Writing Center staff members completed 50 promotional class visits to English 090, 101, 102, and 112 sections;</p>	
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			<p>through these visits they were able to advertise our services to over 1,400 students, many of whom later scheduled appointments. Additionally, this fall, Dr. Andrea Muldoon conducted a workshop specifically designed for freshman writers, called “Getting Off to the Right Start in Freshman Composition”; this workshop was attended by 23 freshmen, many of whom followed up with tutorial appointments. Several instructors of English 090, 101, and 102 have noted that they’ve observed <i>marked</i> improvements in the writing of their students who visit the Center. One last initiative The Writing Center has taken this year is to assign two of our tutors permanent tutoring hours in the Multicultural Student Center. While serving all students in the university, the Writing Center is especially supportive of instruction to remedial/entry-level writers and students from diverse ethnic/racial backgrounds.</p> <p><b>CAS:</b> The Writing Center continues to attract students and is very successful in its mission. As a result, the Chancellor has agreed to fund this initiative for yet another year.</p>	
Plan and implement alumni events that are targeted and publicized for racial/ethnic minority alumni	Vice Chancellor for University Advancement and Marketing	September 30, 2005	<p><b>Advancement:</b> Events have been and continue to be planned that are targeted and publicized to diverse alumni groups. The key event for 2007 will be a Black Student Union Alumni reunion on campus in September. Other minority alumni groups are also being contacted about possible reunion activities.</p> <p><b>Advancement:</b> Plans continue for minority alumni event.</p>	<b>Advancement:</b> First Diversity Alumni event is scheduled for April 26, in conjunction with Multicultural Services.
<p>Create new programs/workshops for students:</p> <ul style="list-style-type: none"> <li>• An “inter-group dialog” program for students</li> <li>• A workshop addressing issues of race within Police</li> </ul>	Assistant Vice Chancellor for ASLS	May 12, 2006	Complete	<p><b>ASLS:</b> Ally Center held 3 “Let it out Dialogue” programs (total 37 participants) in Fall 2007.</p> <p>Student Life Services departments continue to provide a large variety of</p>

<p>and Parking Services</p> <ul style="list-style-type: none"> <li>• Program addressing health issues for students of color</li> <li>• Campus-wide program to learn about racial groups</li> <li>• Residential living/learning environment where students are committed to living in a diverse community</li> </ul>				<p>diversity related programs open to the campus including planning for the first Martin Luther King Jr. Day campus/community event in many years.</p> <p>University Housing has begun discussions with Multicultural Student Services and the SSA Director of Diversity about resurrecting the old DIAL Floor for next year and about creating a learning community with the group of students who participate in the STOUTward Bound program. These both will likely be formed/re-formed for the 2008-09 school year.</p>
<p>Offer a series of food items/meals in the dining halls featuring various cultures and ethnicities</p>	<p>Assistant Vice Chancellor for ASLS</p>	<p>May 12, 2006</p>	<p><b>ASLS:</b> Ethnic food sampling events were held. Each event offered food and handouts explaining the meals. The events featured Native American Food, Soul Food, and Hmong Food.</p>	<p><b>ASLS:</b> Numerous attempts have been made to arrange for meetings with the student organizations representing the four groups targeted for enrollment. The Black Student Union representative has responded and a sampling of food relevant to this ethnic group will occur on February 20th in the Commons. BSU did sample these foods at a catered event and in addition to feedback on the items will provide information for participants in this event. If the other groups do not respond UDS will be using the plans from past samplings and schedule two more ethnic samplings for the spring semester.</p>
<p>Assist all faculty and instructional staff in developing technical resources for ethnic studies courses and promoting diversity in specific courses and programs</p>	<p>Director of Learning Technology Services</p>	<p>Spring 2005</p>	<p><b>TIS:</b> Developed a “Diversity at a Distance” project and emailed instructors of global studies and ethnic studies courses inviting them to apply to participate in the project at no expense to them. No responses were received, so they have now developed a Think Tank to brainstorm additional ways to achieve this goal.</p> <p><b>TIS:</b> Global ThinkTank with faculty and staff representation has met several times to</p>	<p><b>LIT:</b> no update</p>

			brainstorm ways to utilize technology to increase diversity. Offered “Diversity at a Distance” workshop during Prof Dev week. (Jan 18, 2007) Recommendations to be forwarded to Provost by end of May.	
Review the ethnic studies graduation requirement to insure inclusion and exposure to racial diversity in the classroom curriculum and environment	Provost and Faculty Senate	Spring 2006	Refer to gap list	This project is in process

### Tools to Achieve these Plan 2008 Goals

Tool	Goal	Responsible	Last progress reported	Progress
Expand existing databases to include minority data	1	Foundation office	Complete	
Modify the portal to deliberately encompass minority activities	1	Chief Information Officer	<b>TIS:</b> All portal development has been stopped. This priority will be addressed with the Content Management System implementation. <b>TIS: no update</b>	<b>LIT:</b> no update
Establish a series of informational sessions with Minnesota and Wisconsin school counselors	1	Dean of Students	<b>SS:</b> Members of MnAcc (high school counselors of color) to establish contact with counselor and attend college fairs. H.S. counselors attend spring and fall conferences on campus.	<b>SS:</b> continuation of last report with exception of hosting conference on campus.
<del>Conduct focus groups with racial/ethnic minority students/faculty/staff and white students/faculty/ staff</del>	3	Deans and College Councils (BPA as resource)	Refer to gap list	
Make special focus during Orientation, Registration, and First Year Experience to develop sense of direction, ownership and path to success and diversity	3	Dean of Students	<b>SS:</b> All new students participate in diversity awareness activities. Students of color have special lunch sessions during registration to become acquainted with MSS staff. MSS staff seek out students and make early connections.	<b>SS:</b> Continue with previous activities. Students of Color are invited to have lunch with MSS staff during Registration. All students are welcomed with a follow-up letter from MSS office.
Conduct a diversity survey every two years for ASLS units	5	Vice Chancellor ASLS	<b>ASLS:</b> Complete. The	<b>ASLS:</b> no update



			diversity survey was conducted in March 2006.	
Support existing racial/ethnic minority faculty/staff group with a senior faculty liaison to the Chancellor	5	Chancellor	<b>Chancellor:</b> An established Minority Faculty and Staff Network group is ongoing. Holly Teuber is serving as the 2006-07 liaison.	<b>Chancellor:</b> Minority Faculty and Staff Network formally approved as a university committee 10/17/07.
Establish a university-wide climate committee that is thinking, talking, and visioning about diversity related activities at UW-Stout	6	Chancellor	<b>Chancellor:</b> A Campus and Community Coalition for Racial and Ethnic Issues was proposed by the Provost and approved by the Chancellor in January 2007. Membership is currently being finalized. <b>Chancellor:</b> The membership has been finalized and the group met in March and again in May.	<b>Chancellor:</b> The Coalition is meeting on a regular basis. This task can be considered complete.
Establish minority alumni groups and create alumni group boards who will work with the Alumni Office	6	Vice Chancellor for University Advancement and Marketing	<b>Advancement:</b> An employee working with the Foundation has been charged with this objective and is actively involved in recruiting alumni for this purpose. Alumni have been and are continuing to be identified and contacted <b>Advancement:</b> Plans continue for minority alumni event	<b>Advancement:</b> We plan to identify potential board members during the diversity reunion in April.
Conduct a university-wide climate assessment survey	6	Chancellor (BPA as resource)	Complete	
Establish a mechanism to periodically assess and address the off-campus climate for minorities	6	Director of University Communications, Dean of Students		<b>SS:</b> Establishment of Coalition. IRE campus climate study done by H. Teuber and S. Wolfram could serve to inform a community study.
Use our technology advantage to strengthen connections with off-campus populations	6	Chief Information Officer	<b>TIS:</b> In 2006, Stout utilized technology to reach out to high schools, technical colleges, state agencies and	<b>LIT:</b> no update

			<p>other University campuses all across Wisconsin on a regular basis. We connected our students to other students from institutions from Iowa to Colorado to France to Australia and Ireland.</p> <p><b>TIS: no update</b></p>	
Examine reports and data provided to insure they include minority data and segmentation	7	Executive Director of Enrollment Services and Director of Budget, Planning & Analysis	Complete	

**2006-07 Action Plan Gaps**

<b>Gap</b>	<b>Associated Action Plan</b>	<b>Responsible</b>	<b>Last progress reported</b>	<b>Progress</b>
<p>Web server content management system: purchase and implement a course management system for the Stout web server.</p> <p>These projects from the IT plan are also contingent on the implementation of the CMS:</p> <ul style="list-style-type: none"> <li>• Information Portal</li> <li>• Build a financial aid portal</li> </ul> <p>Modify the portal to deliberately encompass minority activities- review this item once CMS is functional</p>	IT Plan	Doug Wahl	<p>Software has been received and installed using available equipment. Initial jump start training occurred during the first week in May. Additional training using Cold Fusion is needed for customization and navigational needs.</p> <p>Proposed timeline for implementation:</p> <ol style="list-style-type: none"> <li>1. The system is currently up</li> <li>2. Will convert and port sites to develop migration strategy and documentation.</li> <li>3. TIS/LIT site will be operational by Sept 1</li> <li>4. Will offer training/information transfer to other departments</li> </ol> <p>The security and structure of the system will also be addressed and is the cornerstone for the system. The information portal also has a high priority for implementation. Specific timelines will be established in the next month.</p>	<p><b>LIT:</b> Significant progress has been made with conversion of many high level sites. Deployment will begin Spring 2008 semester.</p> <p>Information portal concept definition has begun with infrastructure needs being assessed.</p>
M.S. in Gerontology. Consortium under discussion	Academic Plan	Bob Salt and Kevin Doll	Entitlement to plan submission delayed until spring 2008	<b>CHD:</b> A draft of a plan for the M.S. in Gerontology has been developed and an Entitlement to

				Plan will be prepared for CIC approval in Spring 2008. An off-campus advisory board has been selected to help guide this development.
Culinary Science, concentration in BS in Food Systems and Technology. Request for entitlement to plan submitted	Academic Plan	Carolyn Barnhart	Entitlement to plan submission delayed until spring 2008. Dr. Barnhart has been traveling to key sites to develop key elements of the program.  Funding was provided to develop this program in spring 2007	<b>CHD:</b> Continuing to build program with collaboration from other universities and professional organizations. An Entitlement to Plan document is targeted for Spring 2008.
<del>M.S. in Early Childhood. Stage 1: Planning to begin</del>	<del>Academic Plan</del>	<del>??</del>	<del>Dr. Marion left the university. Initiative to revise the BS ECE to include a pre-school teaching concentration w/o certification has assumed a higher priority than development of an MS in Early Childhood. Continue to investigate feasibility of an MS.</del>	<b>SOE:</b> remove from plan
Develop and implement a pilot Summer Camp for academically disadvantaged incoming freshmen in disciplines such as Math, English and Science	Plan 2008	Provost/Deans	SOE: Summer 2007 offered a developmental course that prepares high risk new freshmen pre-education majors for the Praxis I exam. Marketed the course to incoming freshmen with low ACT and/or class rank and their parents.  CAS: The proposed Summer camp for Math (and eventually English and Science) is currently on hold awaiting funding. In the originally proposed FIPSE grant we had the further development of the summer camps as one of four aims, but that aim was not funded. The grant review committee felt we should focus on the three aims relating to subsequent	<b>CAS:</b> The Math TLC program did not do any further work on a math summer camp program in 2007. This initiative has now been folded into the new Upward Bound grant program. The director of that program has been in contact with the Math TLC Director and the MSCS Department Chairperson to discuss incorporation of a math component into the summer Upward Bound program for 2008. <b>Provost:</b> Plans for summer 2008 include offering an Upward Bound Program and a Stoutward Bound

			performance analysis and peer institution dissemination rather than branch out to secondary school dissemination. Jean Foley, in discussion with John Murphy and Chris Bendel, has had to put the summer student camp project on hold for the time being while we focus on getting that project up and running.	program in addition to regular pre-college programming.
Conduct focus groups with racial/ethnic minority students/faculty/staff and white students/faculty/staff	Plan 2008 (Gaps)	Deans and College Councils (BPA as resource)	CHD: Several faculty of color attended CHD Council meetings to discuss issues related to improving inclusion of non-white students in course discussion and leadership roles. Bob Salt worked to have a person of color hired to teach a course in the HDFS department. John Wesolek visited and attended an awards dinner at an inner city school funded through the Chi Chi Rodriguez Youth Foundation, where largely students of color were enrolled. CAS: Still no progress to report CTEM and SOE: no update	<b>CAS:</b> No update.  <b>CTEM:</b> This was discussed summer 2007 and clarification was sought to determine next steps. No progress to report.  <b>CHD:</b> No further progress as of 1/28/2008.

**Academic Plan 2006-2011**

<b>Implementation Plan</b>	<b>Responsible</b>	<b>Timeline</b>	<b>Progress</b>
Master of Fine Arts Stage 1: Entitlement to Plan pending UW System approval	Susan Hunt	Stage 1: Fall 2007 Stage 2: In progress	<p><b>CAS:</b> The MFA in Art has received an Entitlement to Plan. Work on Stage 2: Authorization to Implement will begin in Spring of 2008. Tentative implementation date is Spring of 2009. Provost: Entitlement to Plan approved Nov 07. Authorization to implement is in progress.</p>
B.S. in Applied Social Science Stage 1: Entitlement to Plan approved by UW System Stage 2: Authorization to Implement	Richard Tyson	Stage 1: Spring 2006 Stage 2: Spring 2008 Implementation: Spring 2009	<p><b>CAS:</b> The Social Science Department is continuing to work on the Stage 2 document, and will soon have a conference with employers, two-year college officials and faculty in order to refine their curriculum proposals. Provost: Confirmed and on target.</p>
B.S. in Professional Studies Stage 1: Entitlement to Plan approved by UW System Stage 2: Authorization to Implement	Hollace Anne Teuber	Stage 1: Summer 2005 Stage 2: draft pending approval Implementation: TBD	<p><b>CAS:</b> Projected timeline/progress: January 2008 – Draft #2 for the Authorization to Implement will go back to CAS for approval in January, 2008. If approved, it will be forwarded to CIC. January/February 2008 – Will</p>

			<p>be forwarded to CIC. Will be seeking two outside reviewers and will contact System for a 3<sup>rd</sup> committee member.</p> <p>February/March 2008 – Will prepare for submission to System (BOR).</p> <p>May/June 2008 – Request date for System submission.</p> <p><b>Provost:</b> On hold pending approval.</p>
<p>M.S. in Scientific and Technical Communication</p> <p>Stage 1: Entitlement to Plan approved by UW System</p> <p>Stage 2: Authorization to Implement</p>	<p>Dan Riordan and Matt Livesey</p>	<p>Stage 1: Spring 2007</p> <p>Stage 2: Fall2008</p> <p>Implementation: Spring 2009</p>	<p><b>CAS:</b> After a semester-long hiatus due to the appointment of a new Program Director for Technical Communication, the planning for the Masters of Science in Scientific and Technical Communication will be moved forward this semester both with a task force of faculty who teach in the program and with a renewed partnership with the University of Minnesota writing programs leadership. We remain firmly convinced both in the need for and utility of the MSSTC degree, and in the wisdom of partnering with UM to offer a joint online program. We expect of complete the Authorization to Implement by the end of this semester, and to</p>

			enroll students in the Spring of 2009 at the latest. Provost: Confirmed and on target.
Environmental Science, concentration in the B.S. in Applied Science	Charles Bomar	Curriculum development Fall 2007 Implementation Fall 2008	<b>CAS:</b> This program was approved at the APSC council and at the CAS Dean's Council. It is scheduled for the January 24 <sup>th</sup> CIC meeting, for final approval. The program is still on track for a January 2008 implementation. Provost: On January CIC agenda
Information Assurance and Cyber Security, concentration in the B.S. in Applied Mathematics and Computer Science	Joy Becker and Radi Teleb	Curriculum development Fall 2006 and Fall 2007 Implementation Fall 2008	<b>CAS:</b> The next step for the concentration will be for it to go through CIC; should be on the agenda soon. Fall 2008 is still the planned implementation date. The new courses for the program are on the same schedule for the curriculum process, and at least one will likely be offered in the spring of 2009. Provost: On February CIC agenda.



<p>Geographic Information Systems, minor</p>	<p>Dick Tyson and Chuck Bomar</p>	<p>Curriculum discussion and initial writing Summer 2007 Implementation Fall 2008</p>	<p><b>CAS:</b> This minor and all course work have been approved at AAAT. The Social Science Department offered GEO 251 in the Spring of 2008. Biology has hired a plant ecologist with GIS expertise, so the minor is ready to implement in Fall of 2008. <b>Provost:</b> Approved by CIC and on target.</p>
<p>M.S. Food Packaging Request for Entitlement to plan</p>	<p>Carolyn Barnhart and new faculty member in Packaging</p>	<p>Fall 2007</p>	<p><b>Provost:</b> On hold pending hire in packaging. <b>CTEM:</b> On hold: failed faculty search. <b>CHD:</b> Planning halted until CTEM position comes on board.</p>
<p>M.S. in Gerontology Request for Entitlement to Plan</p>	<p>Bob Salt</p>	<p>Spring 2008</p>	<p><b>Provost:</b> Confirmed and on target. <b>CHD:</b> An initial draft of a planning document has been developed.</p>

<p>Culinary Science, concentration in B.S. in Food Systems and Technology</p>	<p>Carolyn Barnhart</p>	<p>Fall 2008</p>	<p><b>Provost:</b> Confirmed and on target.  <b>CHD:</b> Faculty in the Food &amp; Nutrition Department are developing the core competencies. Based upon the final core competencies, the Culinary Science Concentration in the Food Systems and Technology program will be developed and go through the curriculum approval process Spring 2008.</p>
<p>B.S. in Electrical and Computer Engineering  Stage 1: Request for Entitlement to Plan approved by UW System  Stage 2: Authorization to Implement</p>	<p>Jose Ramos</p>	<p>Stage 1: Spring 2007  Stage 2: Spring 2008</p>	<p><b>Provost:</b> Confirmed and on target.  <b>CTEM:</b> Authorization to Implement in approval stages: CTEM Council January, CIC February, External review February, off campus to Board of Regents, March 2008.</p>
<p>B.S. in Plastics/ Polymer Engineering  Stage 1: Request for Entitlement to Plan approved by UW System  Stage 2: Authorization to Implement</p>	<p>Jerry Wickman</p>	<p>Stage 1: Spring 2007  Stage 2: Spring 2008</p>	<p><b>Provost:</b> Confirmed and on target.  <b>CTEM:</b> Authorization to Implement in approval stages: CTEM Council January, CIC February, External review January, off campus to Board of Regents, late February 2008.</p>
<p>M.S. Construction Management  Stage 1: In exploratory stages; Request for Entitlement to Plan</p>	<p>Hans Timper, Joe Wright</p>	<p>Spring 2008</p>	<p><b>CTEM:</b> in exploratory stages.</p>

Minor: Mechanical and Electrical Construction Implementation	Tim Becker	Spring 2008	<b>Provost:</b> Confirmed and on target. <b>CTEM:</b> Council approval January, scheduled for CIC February
Minor: Project Management Implementation	Diane Olson	Spring 2008	<b>Provost:</b> Confirmed and on target. <b>CTEM:</b> Council approval January, scheduled for CIC February
Minor: Sustainable Design and Energy Implementation	Dan Bee	Spring 2008	<b>Provost:</b> Confirmed and on target. <b>CTEM:</b> scheduled for CIC January
B.S. Business Administration, concentration in Supply Chain Management Implementation	Gene Gutman, Karen Martinson	Fall 2008	<b>Provost:</b> Confirmed and on target. <b>CTEM:</b> In discussion with Business faculty.
B.S. Packaging, emphasis areas in Medical Packaging and Supply Chain Management Implementation	Bob Berkemer	Fall 2008	<b>Provost:</b> Confirmed and on target. <b>CTEM:</b> In progress, for discussion and approval at spring 2008 advisory board.
Partnership Initiatives B.S. Manufacturing Engineering, collaborative programming for remote site delivery with and at Northeast Wisconsin Technical College and UW-Green Bay Implementation tentatively planned	Rich Rothaupt	Fall 2008	<b>Provost:</b> Confirmed and on target. <b>CTEM:</b> In progress. Could start enrolling students in Green Bay fall 2008.

B.S. in Science and Technology Education, dual certification Stage 1: Entitlement to Plan approved by UW System Stage 2: Authorization to Implement planned for submission	Kevin Mason and Brian McAlister	Stage 1: Summer 2007 Stage 2: Spring 2008	<b>Provost:</b> DPI application submitted; stage 2 n progress.
B.S. in Science Education Stage 1: Entitlement to Plan approved by UW System Stage 2: Authorization to Implement planned for submission	Kevin Mason	Stage 1: Summer 2007 Stage 2: Spring 2008	<b>Provost:</b> DPI application submitted; stage 2 n progress.
Director of Special Education and Pupil Services Certification Implementation	Jackie Weissenburger	On Hold	<b>Provost:</b> Still on hold.
Biology, Chemistry and Physics Teaching Minor Under development	Laura McCullough		<b>SOE:</b> The Biology teaching minor is on hold, as the Science Education B.S. is being modified to include this teaching minor, as well as a physics and chemistry teaching minor. At this point, it will no longer be a separate proposal, but is being folded into the B.S. in Science Education plan. <b>Provost:</b> The science education minors are being developed along with the BS in SE and BSE in STE and will be implemented at the same time as the new majors.

<p>Technology Coordinator, emphasis option in the M.S. in Information and Communication Technologies DPI approved Campus Approval Implementation</p>	<p>Debbie Stanislawski</p>	<p>DPI approved Spring 2007 Campus approval Fall 2007 Implementation Spring 2008</p>	<p><b>Provost:</b> This is an emphasis option and not a concentration. It will be removed from the Academic Plan. Courses are approved and certification is authorized by DPI.</p>
<p>B.S. in Cognitive Science Stage 1: Request for Entitlement to Plan to be submitted Spring 2008; Stage 2- Authorization to Implement planned for Fall 2008; Implementation planned for Fall 2010</p>	<p>Jo Hopp, Richard Tafalla</p>		<p><b>CHD:</b> the initial request for the Entitlement to Plan document was submitted to our (CHD ) Curriculum Committee in December and passed approval in January. It is now ready to be placed on the all-university committee later this month. Essentially, it's moving along as planned and should be ready for submission to UW System later this spring.</p>
<p>M.S. in Food &amp; Nutritional Sciences Online Course Development</p>	<p>Carol Seaborn</p>	<p><b>Spring 2008</b></p>	<p><b>CHD:</b> Initial online course development for five existing courses and one new course was completed. Initial online development consisted of an updated course syllabus, a shell for the online course content and one or two learning modules. This was a joint departmental effort involving six faculty members.</p>

<p>B.S. in Cognitive Science</p>	<p>Richard Tafalla, Desiree Budd, Steve Deckleman, Michael Donnelly, Debra Homa, Judy Hopp, Jerry Kapus</p>	<p><b>Spring 2008</b></p>	<p><b>CHD:</b> A Request for Entitlement to Plan a B.S. in Cognitive Science was drafted. The results of an internet search of job postings for this highly interdisciplinary field found approximately 200 job listings indicating a preference for a B.S. in Cognitive Science for positions in information technology, research, and educational/instructional applications.</p>
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**IT Plan 2007-2009- Updated January 15, 2008**

<b>Goal</b>	<b>Reason</b>	<b>Implementation</b>	<b>Last Progress Reported</b>	<b>Progress</b>
Campus buildings network wiring upgrade	The network wiring within the campus buildings are in need of replacement. Advancement of network electronics is providing the opportunity to substantially increase network speed to the desktop. However, the current wiring infrastructure does not allow the utilization of the new higher speeds		<b>TIS:</b> Complete re-wiring of buildings is costly. With the adaptation and expectation of wireless connectivity by the campus, the possibility of moving to wireless as a standard connection needs to be assessed. There are substantial density issues that need to be solved for this to occur.	<b>LIT:</b> no update
Replace selected Cisco 5500 building switches	"End of Scale" and "End of Life" announcements have been made by Cisco	The campus still has 15 of the unsupported 5500-series Cisco switches in production on campus. While they are functioning and Stout has spares available, the switches need to be replaced with supported devices.	<b>TIS:</b> In progress. Currently we are evaluating what devices to purchase and maximize usage and best fit into the campus network. Some equipment was purchased and installed in Summer 2006. Complete installation will take 3 years. Expected completion for the entire electronic portion of the network is Summer 2008. Additional equipment has been purchased for installation during Summer 2007.	<b>Removed from plan.</b> <b>LIT:</b> Complete December 2007
Hyperion (formerly Brio) 8.5 upgrade and implementation to the Brio portal technology to support web-based application services available with this tool.	UW system FASTAR implementation.	An implementation is currently underway migrating current queries to the new release and using UW System IAA for authentication.	<b>TIS:</b> In progress. Target completion date is spring 2007. Training sessions will be conducted in May and June 2007. Cutover date is July 1, 2007	<b>Removed from plan.</b>

Web server content management system	Purchase and implement a content management system for the Stout web server.	Summer 2006	<b>TIS:</b> Bidding has completed. Received approval from UW System to issue purchase order. Purchase order has been issued. <b>Software has been received and installed using available equipment.</b> Initial jump start training occurred during the first week in May. Additional training using Cold Fusion is needed for customization and navigational needs.	<b>LIT:</b> In progress. Hardware and software installed. Several sites have been converted and will begin deployment to the campus Spring 2008
Information Portal	Design, build and implement an information/report portal that consolidates all university data to a single location accessible form the UW-Stout website.	Summer 2005	<b>TIS:</b> Group has concluded its work and now awaiting implementation of campus CMS/Portal solution. <b>BPA:</b> Group is still waiting for the implementation of the campus CMS/Portal solution	<b>LIT:</b> In progress. Group has concluded its work and now awaiting implementation of campus CMS/Portal solution.
<del>Block Scheduling Software</del>	<del>Investigate and procure software to implement block scheduling for all freshmen</del>		<del><b>TIS:</b> In progress. Product has been acquired. Implementation planned for spring and summer of 2007. Software has been installed and testing is in progress using various scenarios. The software will be used to generate freshmen schedules immediately after summer orientation.</del>	<del><b>Removed from Plan.</b> <b>LIT:</b> Complete. Successful implementation of the software for Fall 2007 semester. Modifications are being made to the tools used for selecting courses to be used for Fall 2008.</del>
Build a financial aid portal.	Automate and simplify the process of applying for and receiving financial aid. Make FA and AR information and processes available to students and staff (FA Counselors).	Begin in fall of 2003, assuming a high priority is agreed upon.	<b>TIS:</b> Financial aid office is very much interested in pursuing a portal for the services provided by their office. Awaiting CMS system development.	<b>LIT:</b> Financial Aid Office is very much interested in pursuing a portal for the services provided by their office. Awaiting CMS system selection and development.



Peoplesoft SFS	UW System has mandated that all integrated campuses migrate to Peoplesoft financials by July 2007	July 2007	<b>TIS:</b> In process. Implementation is on schedule for the mandatory July 1, 2007 start date.	<b>LIT:</b> Complete.
Peoplesoft Student Information System	UW System has mandated that all integrated campuses migrate to Peoplesoft financials by July 2007. Following the SFS migration, the campus will also migrate from Datatel to Peoplesoft SIS		<b>TIS:</b> Initial stages. Consultants are due on campus in May for campus readiness and project scope activities. The consultants will return in July to conduct a fit-gap analysis and develop an implementation plan. Implementation to start no later than January 2008 with go-live date of Fall 2009.	<b>LIT:</b> UW System has not signed consultant contracts. Expect to begin work in early February. Kick-off meeting is scheduled for February 1 <sup>st</sup> for the campus implementation team.
<del>Update Project Request System</del>	<del>Need to review and update current system. Upgrade database to SQL Server instead of Access. Enhance feature set for improved communications with end users</del>	<del>Summer 2006</del>	<del><b>TIS:</b> Complete. See <a href="http://request.uwstout.edu">http://request.uwstout.edu</a></del>	<del><b>Removed from plan.</b></del>
Develop system/process for tracking and documenting programming customizations. Standards would be developed around this process. Review looking at industry available software or developing in house. Would also like to bring in-house expert to train staff on industry standard best practices in this area.	Need more consistent process and standardization	2006-07	<b>TIS:</b> A system of this type will be explored and utilized for the upcoming PeopleSoft Student Information System. (PeopleSoft Campus Solutions)	<b>LIT:</b> no update
<del>Student Web Development Center</del>	<del>Develop an economical web application programming service to the campus on a charge back basis</del>	<del>Summer 2006</del>	<del><b>TIS:</b> In progress. <b>TIS:</b> A startup programming service has started with several completed projects.</del>	<del><b>Removed from plan.</b></del>

			<del>The Development Center will be announced to the campus Fall 2007 as part of the service profile of TIS.</del>	
<del>Possibly reduce the size of general purpose access labs.</del>	<del>As we near full implementation of the Laptop program, most students at Stout will have a laptop. Will the general access computer lab still be necessary?</del>	<del>Maintain a watch on general access lab traffic and determine when the general access computer lab may no longer be needed.</del>	<del>TIS: Prior to 2005, use of the lab in Micheels Hall lab had not been diminished. Since that time, use has diminished. Laptops are provided to most students and therefore duplication exists of provided computing. Look for downsizing of general access lab. The main lab in Micheels Hall will be considerably downsized for Fall 2007. Machines in this area are antiquated. The help desk in SW will also be moved to this area in preparation for the SW building project and to consolidate services.</del>	<del>Removed from plan.</del>
Implement Additional Network Security.	Continue to enhance UW-Stout security practices to protect against viruses, worms and spam e-mail via the use of software such as Norton and IHateSpam and other utilities.	Current and ongoing.	TIS: In progress. Security is and for the foreseeable future will be a high priority. New threats are discovered almost daily and must be guarded from along with complying with governmental directives.	LIT: In Progress. Security is and for the foreseeable future will be a high priority. New threats are discovered almost daily and must be guarded from along with complying with governmental directives.
Implement strong password guidelines for use of campuses services	Passwords are an important aspect of computer security and are the front line of protection for user accounts. Recent concerns including the Gramm-Leach-Bliley Act, migration of the Datatel Colleague software system, etc. have prompted a need to change the University of Wisconsin-Stout	Fall 2007	TIS: Will be done in fall 2007	LIT: Passwords will be expired March 3, 2008 to employ stricter requirements as adopted by all UW System campuses. Numerous reminders will notify the

	password guidelines to further protect against any unauthorized access			campus via the daily email services.
Implement document imaging solution	The campus direction to a paperless environment would be greatly benefited with imaging. Increased productivity by not filing, retrying and re-filing paper documents would be realized. Imaging would decrease the need for physical storage of paper documents. Imaging software has the capability of retrieving documents associated with a student to staff ID displayed on a Datatel screen. Workflow capabilities to automate business processes will be included in an imaging package. ImageNow has been selected.	Summer 2005	<b>TIS:</b> In progress. The Business Office, Financial Aid Office, Registration and Records are using the system with Purchasing due for implementation. An ImageNow site license has been purchased for the campus. Thirteen departments are operational with six more planned for implementation by Summer 2007. Updates available to move to the next version of ImageNow has been postponed until the end of 2007 due to product delays. To date 10 offices are implemented, 2 are currently in process and 11 more are in queue for implementation.	<b>LIT:</b> To date 15 departments are using this system. Ongoing work needs to be addressed for integration throughout campus.
Explore and recommend an electronic signature product for use by the campus.	The university is moving toward a digital campus concept. When routing forms electronically, the form/document, etc., can be tracked using computers and handled less, providing efficiencies in many processes.	Evaluate signature packages by selected members of the campus community for usability in the university environment. The solution will then be provided to campus users with signature authority. This is not yet available.	<b>TIS:</b> Continued. The e-commerce team has been re-convened to look at prior recommendations for validity and possible new implementations. A possibility exists with the ImageNow upgrade during summer 2006 for electronic signature. ImageNow software upgrade postponed until summer 2007. See <b>Implement Document Imaging Solution</b> above.	<b>LIT:</b> pursuing the electronic signature feature within ImageNow Software. Currently negotiating with the company regarding pricing.

Training for CMS	Develop training modules to enable end users to develop and maintain own departmental/professional web sites	After implementation of CMS	<b>TIS:</b> In process	<b>LIT:</b> Will accompany deployment of CMS system.
<del>Classroom Record System</del>	<del>Digitally capture classroom activities in Harvey as a pilot for Tech Comm Program</del>	<del>Piloting May 2006</del>	<del><b>TIS:</b> Tested successfully in MLNM. Waiting for end of semester to install in room – HH301a.</del>	<del><b>Removed from plan.</b></del>
<del>Piloting projector networking</del>	<del>Test the feasibility of networking projectors for maintenance and security</del>	<del>Fall 2006</del>	<del><b>TIS:</b> Projectors are accessible on the network for Applied Arts 321 and Comm Tech 122 enabling remote status checks and troubleshooting. Future: Theft Alarm will send a notification to Security if projector is removed.</del>	<del><b>Removed from plan.</b></del>
<del>Multimedia camp</del>	<del>Increase use of multimedia in courses</del>	<del>2 per year May 23-25</del>	<del><b>TIS:</b> Redesign in progress. Offered in Fall and May</del>	<del><b>Removed from plan.</b></del>
<del>Learning Object Grant</del>	<del>Test the feasibility of developing and utilizing learning objects in instruction</del>	<del>Summer 2006</del>	<del><b>TIS:</b> Started on workshop outline <b>TIS:</b> LTS and Safety and Risk Management are working on content to be piloted for learning objects.</del>	<del><b>Removed from plan.</b></del>
<del>Super course</del>	<del>Design and develop a model course utilizing multimedia</del>	<del>Fall 2006</del>	<del><b>TIS:</b> In progress. Delivered online speech course Fall 06 (completed)</del>	<del><b>Removed from plan.</b></del>
<del>iTunes University</del>	<del>Pilot and implement podcasting and vodcasting</del>	<del>iTunes has been installed on the laptop image for Fall 2006 to facilitate podcasting and vodcasting</del>	<del><b>TIS:</b> Have successfully pod and vodcasted w/o iTunes U however, students still use the iTunes application to download pod/vodcasts.</del>	<del><b>Removed from plan.</b></del>
Laptop Vendor Selection	New contract needs to be negotiated with curriculum driving selection and configuration process. Committee selection/membership need to be determined. Timeline needs to be determined.	Summer 2006	<b>TIS:</b> Beginning stages. Visits were conducted to all interested academic departments and the information gathered will be used for future	<b>LIT:</b> RFP team will be formed early spring 2008 semester with the RFP delivered for response in April/May 2008.

			considerations during the RFP process.	
Laptop Transfer Program	A pilot has started with spring 2006 that provides a laptop at no cost to qualified graduating seniors in the e-Scholar program	Possible reoccurrence every academic year- December, May and summer	<b>TIS: In progress. The pilot program has been successful and popular.</b>	<b>In progress.</b>
PeopleSoft HR System	UW System is starting the project to convert the current HR system to Peoplesoft HR. This project is to replace the previously unsuccessful implementation of the Lawson system (APBS).	Fit gap to start in July 2008		<b>LIT: Initial stages.</b>
Campus Wireless Network Improvement	The campus wireless network has become relied upon to the extent that the service is critical to the University. A campus survey and evaluation of the wireless network will be conducted to cover inadequate areas and improve access across campus.	Summer 2008		<b>LIT: A consultant has been hired to look at the campus implementation and make recommendations on deployment and improvement strategies.</b>
Monitor capacity/speed of the off-campus Internet connection. Residence Life will be increasing their bandwidth to 40MB bringing the total campus capacity to 100MB.	All faculty/staff/students depend upon the Internet and the World Wide Web for much of the information they require. The Internet and the Web are commodities that must be available and sufficiently robust to support the needs of everyone.	Continually monitor campus Internet traffic to fulfill campus needs.		<b>LIT: Ongoing. The Internet connection is constantly monitored for bandwidth usage. When we approach maximum bandwidth utilization, the traffic is analyzed for types of content and priority is set accordingly or more bandwidth is purchased.</b>
Facilitate the replacement of faculty/staff computers thereby ensuring that everyone has relatively new and efficient computer equipment.	Faculty/staff cannot work efficiently with old, slow computing equipment.	Allow faculty/staff the opportunity to purchase a new computer every third year by providing matching money from the Chancellor.		<b>LIT: Ongoing. This process has been approved again for 102 personnel.</b>
Continue campus-wide Key Server Software License Management System.	A software license management system allows a number of users to share software licenses, perhaps negating the necessity to purchase copies for each individual user.	Implementing a Key Server is technically, relatively simple but logistically challenging. A great deal must be understood		<b>LIT: Ongoing. All needed licensing has been purchased to utilize the keyserver for students.</b>

	However, it still only supports the licensed number of users simultaneously, denying access to any additional users over the maximum number. The possibility exists to open software use from the Keyserver to professional staff.	regarding the environment into which it is placed in order to maximize its utility. There needs to be a precise understanding of who needs to use what software and when, as well as, established priorities when conflicts in use do exist.		Due to under utilization to this point, use may be extended to enable usage by staff.
New Instructor Workshop	Instruction Orientation to Stout teaching with technology	Every fall		LIT: In redesign phase.
Professional Development Week	Opportunity to offer multiple topic workshops for instructors	Every August, January, May		LIT: Ongoing.