### University Priority: UW-Stout's A Strategic Plan for Diversity Phase I: 1999-2003

#### Implement the University of Wisconsin-Stout's Diversity Phase I plan


#### Linkage to Strategic Plans

**University of Wisconsin-Stout Strategic Plan**
- Goal 1-2 Increase the number of certificate, baccalaureate and graduate programs.
- Goal 3-5 Develop a broad definition of diversity to integrate into university practices.
- Goal 4-1 Develop a recruiting initiative to diversify the composition of the university community.
- Goal 4-4 Increase the number of scholarships/assistantships available for new and continuing students.
- Goal 5-4 Model civil and ethical behavior in all aspects of university life.
- Goal 5-5 Provide students the skills to develop trusting, tolerant personal and professional relationships throughout life.
- Goal 6-2 Improve facility access to comply with Americans with Disabilities Act requirements.

#### Statement of the Issue:

UW-Stout's *Plan 2008, A Strategic Plan for Diversity Phase I: 1999-2003* was submitted to UW System in May, 1999, and focuses on an institution-wide commitment to prepare students for their work, civic, and personal responsibilities in a diverse nation and world. It identifies over 60 tasks to be addressed over the next five years.

#### Proposed Process or Strategies:  

<table>
<thead>
<tr>
<th>Process/Strategy</th>
<th>Responsible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provide for Diversity 2008 coordination and oversight or monitoring.</td>
<td>Chancellor</td>
</tr>
<tr>
<td>Develop a charge for a committee to prepare recommendations on improving the campus environment or climate for diverse groups (i.e. do we need resource space for groups such as women, multi-cultural students, etc.)</td>
<td>Chancellor</td>
</tr>
<tr>
<td>Individuals and offices assigned specific tasks accomplish those tasks by identified completion dates.</td>
<td>Assigned in Plan; Monitoring by Director of Diversity</td>
</tr>
</tbody>
</table>
### Implication for Resources:

<table>
<thead>
<tr>
<th>UW-Stout's A Strategic Plan for Diversity Phase I: 1999-2003</th>
</tr>
</thead>
</table>

$10,000 is held centrally as matching funds to augment the Stout Foundation's $30,000 commitment for ten years.

*UW-Stout will receive support from the 2000-2001 biennial budget for pre-college and for Plan 2008 initiatives. UW-Stout is expected to receive $24,856 for pre-college and $41,138 for Plan 2008 initiatives.*

*Identify other resources needed and available to implement UW-Stout Diversity Plan.*

$5,050 and .09 FTE are allocated to increase the Director of Diversity to 1.00 FTE.

### Key measures of performance:

--Success on measures of diversity improvements in admissions and enrollment, partnerships, retention and graduation rates, financial aid practices, faculty and staff composition, learning and respect for racial and ethnic diversity, and evaluation and accountability as articulated in Diversity Plan

### Gap Analysis: Summer, 2000 - Draft

<table>
<thead>
<tr>
<th></th>
<th>Responsible:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review and respond to Diversity Resource Center Study Committee report.</td>
<td>Chancellor</td>
</tr>
<tr>
<td>Director of Diversity to provide periodic reports to CAC on progress implementing Plan 2008.</td>
<td>Chancellor</td>
</tr>
<tr>
<td>Emphasize a shared responsibility for diversity and Plan 2008.</td>
<td>Chancellor; Provost; Vice Chancellor ASLS</td>
</tr>
</tbody>
</table>