

Priority Sponsor:  
 “Who is the action plan leader?” **Donna Weber**

**UW-Stout  
 University Priority  
 Initiated Fall 2003**

Expected Completion:

University Priority	Priority Name – Campus Diversity Climate
One to two sentences summarizing the answer to the question: “ <i>What solution are you proposing?</i> ”	
<b>Create an inclusive campus environment that is safe, accepting and compatible for all students, faculty and staff in which all individuals feel a sense of belonging.</b>	
Linkage to Strategic Plans <i>University of Wisconsin-Stout Strategic Plan</i> Goal 4: Recruit and retain a diverse university population. Goal 5: Foster a collegial, trusting and tolerant campus climate.	

Statement of the Issue:
One to two sentences summarizing the answer to the question: “ <i>What issue are you trying to solve?</i> ”
<b>Some members of the University Community do not feel welcome or accepted at UW-Stout. The Community must understand, protect and include diverse thoughts and lifestyles on our campus. In other words, we must mainstream diversity.</b>

Action Plan:	Responsible:	Timeline:
Write 3 – 5 high level steps needed to accomplish the priority statement above.  “ <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>
Review and include a diversity module in the orientation program for all new faculty, staff and students	HR and EO/AA	Spring 04
Hold focus groups on diversity. The recommendations from the focus groups will form the basis for Phase II of Plan 2008.	Director of Diversity, EO/AA Diversity Education Committee, SSA, Dean of Students	Spring 04

Establish accountability mechanisms based on level of complaint

Provost, VC ASLS

Spring 04

### Implication for Resources:

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

- Graduate Assistant – Training and Development Masters
- Funding for Speakers
- Funding for events that meet “mainstreaming diversity” criteria

### Key Measures of Performance:

Identify no more than six critical Measures of Performance when answering the question: *“What information will be collected to benchmark and measure the priority’s success?”*

- Reduce the number of complaints due to discrimination

<b>Discrimination Complaints by Faculty/Staff, Students and Stakeholders</b>	
2002-03 1 <sup>st</sup> Quarter	5
2002-03 2 <sup>nd</sup> Quarter	3

- Increase the number of cultural diversity programs offered

<b>Diversity Programs held or scheduled for 2002-03</b>	
1	Flute Juice
2	Black Student Union Ball
3	Bus Trip to UW-SP – “Danny Glover reads Langston Hughes”
4	Real People, Real Lives series
5	Hmong Education conference
6	Salsa Lessons
7	Chris Rye

- Increase the number of faculty hired and retained

### Diversity of Faculty Hires

	Total faculty hires	Women faculty hires	Racial Minority faculty hires
1997-98	13	3 (23.1%)	0 (0%)
1998-99	17	7 (41.1%)	0 (0%)
1999-00	34	10 (29.4%)	5 (14.7%)
2000-01	26	11 (42.3%)	4 (15.4%)
2001-02	16	7 (43.8%)	7 (43.7%)
2002-03	14	9 (64.3%)	1 (7.1%)
2003-04	19	11 (57.9%)	1 (5.3%)

Source: EO/AA Office, Applicant tracking database

Note: figures based on year of the recruitment. 2003-04 as of 6/15/04

### Faculty Resignations

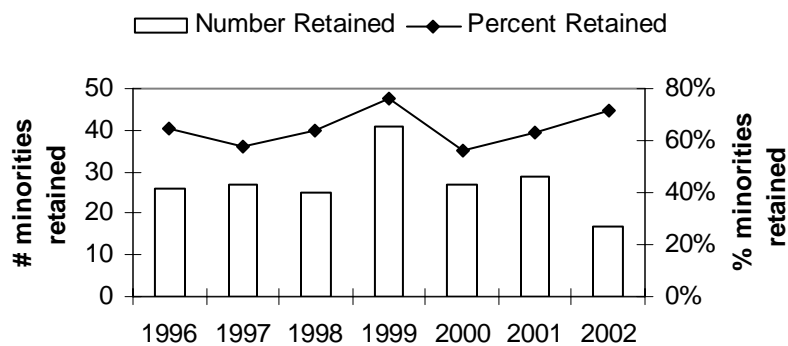
Year	Total Faculty	Voluntary Resignations	UW-System Average
1997-98	302	(8) 2.65%	4.7%
1998-99	295	(9) 3.06%	4.7%
1999-00	292	(8) 2.74%	4.7%
2000-01	282	(9) 3.19%	
2001-02	282	(9) 3.20%	
2002-03	268	(7) 2.61%	
2003-04	255	(4) 1.60%*	

Source: Human Resources office

\* as of 4/22/04

- Increase the number of diversity students

### One-year Retention for Minority Students



<b>Enrollments - Undergrad and Grad</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004 target</b>
Women	50%	50%	49%	49%	50%	
<b>Racial/Ethnic Background</b>						
American Indian	.4%	.5%	.4%	.4%	.4%	
African American	1.0%	.9%	1.0%	1.0%	1.2%	
Asian American	1.9%	1.6%	1.5%	1.9%	1.9%	
Hispanic American	.7%	.8%	.8%	.9%	.8%	
International	1.9%	1.6%	1.4%	1.2%	1.1%	200 students
<b>Total Racial/Ethnic Background</b>	<b>5.9%</b>	<b>5.4%</b>	<b>5.1%</b>	<b>5.3%</b>	<b>5.4%</b>	
<b>25 Years and Older</b>	<b>17%</b>	<b>16%</b>	<b>16%</b>	<b>17%</b>	<b>14%</b>	

- Increase in the understanding of diversity as reflected in survey responses

#### **Faculty/Staff Surveys**

Survey	Question	2000	2001	2003	2004
One-Minute Climate Assessment*	UW-Stout values differences among people		3.57	3.50	3.55
One-Minute Climate Assessment*	UW-Stout encourages the expression of different ideas and opinions		3.33	3.09	3.04

#### **Student Surveys**

Survey	Question	2000	2001	2002	2003
ACT Student Opinion	Racial harmony at this campus	3.60	3.66	3.63	3.61
NSSE	Understanding people of other racial and ethnic backgrounds	2.46 (FY)	2.55 (FY)	2.34 (FY)	2.28 (FY)
		2.93 (SR)	2.48 (Sr)	2.56 (SR)	2.36 (SR)

(FY) – First-year

(SR) - Senior