

Diversity Framework Implementation Plan

PHASE ONE (6-12 months)

Timeline: August-September – working committees formed
 Fall 2014 – drill-down planning and development of implementation proposals
 January 2015 to June 2015 – report back and presentation of proposals

Goal-Specific Focus	Working Committee (Key Constituents and Experts)	Committee Tasks	Suggested Priorities & Initiatives to Achieve the Framework Goals
<p>Goal 1: Promote Shared Values of Diversity and Inclusion</p> <p style="text-align: center;">and</p> <p>Goal 3: Engage the Campus Leadership for Diversity and Inclusion</p>	<p>Working Committee A – Capacity-Building Experiences A – Faculty/Staff Training and Professional Development</p> <ul style="list-style-type: none"> • Vice Provost for Faculty & Staff • Vice Provost & Chief Diversity Officer • Vice Chancellor for Research • Dean of the Graduate School • Director, Institute for Research in the Humanities • Department Chairs (Assistant Provost Mo Bischof); Faculty Experts • Director, Learning Communities for Institutional Change & Excellence <p>Working Committee B - Undergraduate Curriculum</p> <ul style="list-style-type: none"> • Associate Deans in L&S, EDUC, ENGR, CALS • Ethnic Studies Committee Co-Chairs • Director of Academic Planning & Institutional Research (expertise on UAPC processes) • ASM & DOS representatives 	<p>Envision a campus climate that is inclusive, respectful and supportive of the achievement and success of all constituents</p> <p>Ensure that there are experiential learning processes in place for students</p>	<p>Explore and develop proposals to provide:</p> <ul style="list-style-type: none"> • Training and capacity building for new Department Chairs, Supervisors and Managers (Rec 1.1, 1.4, 1.7) • Expanded culturally relevant peer-led learning experiences for faculty, staff and students (3.5, 3.6) • An expanded Diversity Data & Analysis Hub that disseminates diversity-focused research/scholarship which emphasizes best practices for teaching, learning-outcomes and decision-making processes for campus leaders related to issues of diversity and inclusion on campus and throughout the state (Rec. 2.3, 3.3, 3.4) • Chancellor’s Teaching Excellence Award for Diversity & Inclusion (Rec 3.1) • Examination of a Leadership, Engagement, Access and Diversity (LEAD) Certificate Program that dovetails with the general education requirements and emphasizes diversity and inclusion (Rec 1.5, 1.6) • Incentives for departments to develop courses that can be a part of the LEAD certificate program while also meeting additional criteria for educational requirements (See above recs)
<p>Goal 2: Improve Coordination of Campus Diversity Planning</p>	<p>Working Committee on Administration and Accountability</p> <ul style="list-style-type: none"> • Vice Provost & Chief Diversity Officer • Deans/Designees • Directors/Designees • Minority/Disadvantaged Coordinators in Schools & Colleges • Equity & Diversity Committee Chairs in Academic & Administrative Units • Student Advisory Committee to CDO 	<p>Create widespread engagement through improved coordination of campus-wide diversity planning, implementation and accountability</p>	<p>Develop mechanisms to ensure:</p> <ul style="list-style-type: none"> • Unit annual reports of progress made toward achieving its stated diversity and climate goals (Rec 2.3) • Synergistic planning of diversity and inclusion practices by further aligning and strengthening the capacity of, and relationships between, the Office of the Vice Provost and Chief Diversity Officer, shared governance committees (in particular the Campus Diversity Climate Committee, LGBT Issues Committee, and Committee on Women in the University), and the existing network of Multicultural/ Disadvantaged Coordinators (MDC) and Equity and Diversity Committees (EDC) housed within each academic and major administrative unit. (Rec 2.1)

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<p>Goal 4: Improve Institutional Access Through Effective Recruitment</p>	<p>Working Committee on STEM Initiatives</p> <ul style="list-style-type: none"> • Vice Provost for Teaching & Learning, • Vice Provost & Chief Diversity Officer • Director, WISCIENCE • BioDeans Council • Director, STEM Initiatives in DDEEA/VPCDO <p>Working Committee on Recruitment and Retention</p> <ul style="list-style-type: none"> • Vice Provost for Faculty & Staff • Vice Chancellor for Finance & Administration • Deans • Vice Provost for Teaching & Learning • Vice Provost & Chief Diversity Officer • Associate Vice Chancellor for Facilities Planning & Management • OHR Representative 	<p>Broaden institutional access for students through such initiatives as increasing the participation of women and underrepresented students in STEM fields</p> <p>Identify opportunity areas to enhance the recruitment of faculty and staff of diverse backgrounds with particular emphasis on diversity of thought, lived experiences and abilities</p>	<ul style="list-style-type: none"> • STEM Posse – New York City Posse scholars are chosen on the basis of their interest in science, technology, engineering and math. • Expanded pipeline programs like the Pre-college Enrichment Opportunity Program for Learning Excellence (PEOPLE) and the Information Technology Academy (ITA) • WISCIENCE – A renewed initiative, the Wisconsin Institute for Science Education and Community Engagement (WISCIENCE) expanded upon the mission and scope of UW-Madison’s Institute for Biology Education beyond the biological sciences in order to address the need to broaden access to STEM degrees and careers for all students, especially for students from historically underrepresented groups. • Faculty Diversification Project under the leadership of the Chancellor and the Provost, through the Vice Provost for Faculty & Staff with limited participation of the Vice Provost & Chief Diversity Officer (Rec 4.7, See Goal 5)
<p>Goal 5: Improve Institutional Success through Improved Retention</p>	<p>Working Committee on Diversity Research</p> <ul style="list-style-type: none"> • Vice Provost for Teaching & Learning, • Vice Provost & Chief Diversity Officer • Faculty Co-Directors of WISELI • Faculty Director, Wei LAB • Faculty Director, Hope Lab • Faculty Director, CIRTL Delta & WCER • Director, Academic Planning & Institutional Research • Director, Odyssey Project • Director, Human Resource Development 	<p>Explore approaches to stronger recruitment and retention practices as means to achieve a diverse campus population of faculty, staff and students</p>	<ul style="list-style-type: none"> • Professional development opportunities for 2nd and 3rd shift employees, including improved language acquisition and management training (Rec 5.1) • Diversity Research – There is recognition of the value of conducting research and evaluation of program interventions related to diversity. At the outset, a primary partner will be WISELI (Women in Science & Engineering Leadership Institute), a research center formed in 2002 with funding from the National Science Foundation’s ADVANCE: Institutional Transformation program. (Rec 5.1) • Faculty Diversification Project (See Goal 4, Rec 4.7)