

CAMPUS DIVERSITY AND CLIMATE COMMITTEE ANNUAL REPORT FOR 2009-2010

I. Functions of the Campus Diversity and Climate Committee

The functions of the committee, as outlined in *Faculty Policies and Procedures 6.27.*, are as follows:

FUNCTIONS. This shared governance body is advisory to the administration, the faculty, the academic staff, the classified staff, and the recognized student governance organization on campus diversity and climate policy, which strives to create an environment where each individual feels respected, valued and supported, while respecting academic freedom and freedom of speech.

1. Provides for faculty, staff, and student participation in long-range planning.
2. Meets twice annually with the chancellor and provost to discuss policy and progress.
3. Hears reports from groups, units, programs, and administrators.
4. Holds the annual campus-wide policy and progress forum.
5. Assists the administration in the preparation of annual reports to the UW System, Faculty Senate, Academic Staff Assembly, the Council for Nonrepresented Classified Staff, represented labor groups, and student governance body.
6. Meets periodically with deans and directors to discuss policy and progress.
7. Collaborates with other groups, programs, and units on matters of diversity and climate.
8. Makes policy recommendations.

II. Current / Past Year's Activities

1. In April 2010, the Campus Climate and Diversity Committee (CDCC) voted to develop a diversity assessment tool that will allow individual schools and colleges to assess their diversity efforts. The purpose of the tool is not only to examine "body-count diversity," but also the degree to which issues of diversity are part of the infrastructure, curriculum, and research enterprise of the various schools, colleges, and divisions across campus. There is nothing like this anywhere in higher education, and its development is essential if we are to seriously move the needle of our efforts forward. Representatives from the committee met with stakeholders from across campus and with Professor Donald Moynihan, a UW-Madison expert in performance assessment in the non-profit sector, to gauge campus support for such a project and to begin to examine what resources would be necessary to undertake it. The idea has been well-received so far, and the committee is in the process of looking into possible partners to assist in the development of a prototype that could be presented to deans and other campus leaders for feedback / discussion.
2. In addition to developing a diversity assessment tool, the CDCC would like to create a good line of communication with schools and colleges by inviting deans to the meetings for a series of "data chats." This would allow deans to highlight successes that they have had with diversity, thus helping the committee to compile a list of best practices that can be shared across campus. It would also help to identify areas where there are challenges and to open up a broader community of people who can assist in problem solving.
3. In order to assist with the two endeavors listed above, the committee would like to draft an institutional definition of diversity that could then be vetted with our various leadership and governance groups for their collaboration and eventual approval. We believe that it is important that if we are to seriously evaluate our diversity efforts that we have a common understanding of what we mean when we say diversity. This is especially important now as we are working to broaden our definition of diversity under the UW System framework of Inclusive Excellence.

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III. Current Issues or Concerns

Last year was a challenge for the committee as it grappled to determine what its mission would be now that Plan 2008 has ended and there is a full-time chief diversity officer to lead in areas that were traditionally delegated to the committee, in particular the planning and implementation of the annual forum. We feel optimistic that the activities listed above will allow the committee to make a meaningful contribution to our campus-wide diversity efforts and to reinvigorate the members' sense of purpose. Attendance was an issue last year, and we are currently experimenting with a different schedule to see if this helps. It is our hope that now that we have a well-articulated set of goals for the next year that we will see a renewed sense of enthusiasm.

IV. Future Issues

1. We will continue to monitor the group's sense of momentum and participation throughout the year. If we are still experiencing attendance problems or if there is a lack of participation in moving forward the goals that we have articulated we may need to look at ways to reinvigorate the group's membership.
2. Having adopted the strategies outlined above, we are currently working as a committee to see how best to implement them. We plan to rely more heavily on subcommittees than we have in the past in order to move them through in a timely fashion.

V. Summary / Recommendations

It is important that the committee has the cooperation of deans and division leaders in collecting the data needed to make meaningful policy recommendations to the chancellor. We fully expect that if the committee is diligent in creating an assessment tool that is both valid and reliable that schools, colleges, and divisions will embrace it willingly. We do look, however, to the Faculty Senate and to the other governance groups that are represented by our members to ensure that we are able to follow the CDCC's charter in a way that makes meaningful contributions to our campus.

VI. Membership

Campus Climate and Diversity Committee Roster, 2009-2010

<u>Name</u>	<u>Department / Affiliation</u>
<i>Chancellor's Designee</i>	
Damon Williams (co-chair)	Vice Provost for Diversity and Climate
<i>Faculty</i>	
Marlys Macken	Linguistics
Timothy Shedd (co-chair)	Mechanical Engineering
Karl Shoemaker	History
Michael Thomas	Curriculum and Instruction
<i>Academic Staff</i>	
Katia Albright	Continuing Studies
Kelly Burton	Engineering Academic Affairs
Maylee Moua-Vue	Office of the Dean of Students
Maria Munigurria	Economics

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Classified Staff

Mary Czyszczak-Lyne
Rosana Ellmann
Adin Palau
Mark Thomas

L&S Honors Program
Chemistry
Office of Human Resources
Wisconsin Union

Students

Ryan Garza
Frank Honts
Grace Kim
Raul Leon (co-chair)

Ex officio, non-voting

Joanne Berg
Lori Berquam
Ruthi Duval
Jane Dymond
Seema Kapani
Carole Kolb
Jocelyn Milner
Ruby Paredes
Luis Piñero

Office of the Registrar
Office of the Dean of Students
Wisconsin Union
Office of Human Resource Development
Office of Equity and Diversity
Office of the Vice Provost for Diversity and Climate
Academic Planning and Analysis
Office of the Vice Provost for Diversity and Climate
Office of Equity and Diversity

Guests

Will Clifton
Dawn Crim
Heather Daniels
Al Felice
Maya Holtzman
Rodney Horikawa
Clare Huhn
Eden Inoway-Ronnie
Sara Lazenby
John Lucas
Victor Macaruso
Laurie Mayberry
Sheltrese McCoy
Susan Nossal
Don Schutt
Hazel Symonette