

CAMPUS DIVERSITY AND CLIMATE COMMITTEE ANNUAL REPORT FOR 2012-2013

I. Functions of the Campus Diversity and Climate Committee (CDCC)

The functions of the Campus Diversity and Climate Committee, as outlined in *Faculty Policies and Procedures* 6.27., are as follows:

FUNCTIONS. This shared governance body advises 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 Year's Activities

In spring semester 2012, the CDCC elected a new co-chair, Professor Marlys Macken from the Department of Linguistics. During the summer, Co-chair Macken met several times with 2011-2012 CDCC Co-chair Tim Shedd (on sabbatical 2012-2013) and several of the spring 2012 subcommittees to review the work and recommendations of the past year, discuss issues and concerns, and prepare for the transition in co-chairs and the upcoming academic year. In early fall 2012, Professor Macken met with shared governance groups to hear concerns and goals of the groups for diversity and climate. In October, Professor Macken with the University Committee (UC) regarding the functions of the CDCC, a meeting that followed up on Co-chair Shedd's meeting with the UC spring 2012.

2012-2013 projects included:

Monthly Meetings. The CDCC meets the fourth Wednesday of each month September through May. This academic year, the CDCC met several additional times to meet the goal of developing a process to create a new diversity plan to replace Plan 2008.

Long-range Diversity Planning. At the beginning of the new academic year, the Committee on Committees, the Academic Staff Executive Committee, the Associated Students of Madison, and the chancellor made new appointments to the CDCC. In early November, the University Committee, in consultation with Provost Paul M. DeLuca, Jr., charged the CDCC to appoint a representative ad hoc committee of faculty, staff and students to develop a comprehensive proposal for a new diversity plan for UW-Madison. The UC charge asked the CDCC to communicate and consult with the relevant governance bodies and the administration and requested that the draft diversity plan be completed by no later than 1 April 2013 so that it can be presented for review and endorsement by the Faculty Senate, the Academic Staff Assembly and the ASM Student Council prior to the end of the academic year. The UC charge letter to the CDCC is presented in Appendix A.

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At the CDCC meeting on November 14, 2012, each of the four shared governance groups gave presentations to the CDCC on their group, membership, governance structure, and goals in anticipation of creating the ad hoc committee. The CDCC discussed the UC charge and how best to meet the goals outlined: the new committee was named the “Ad Hoc Diversity Planning Committee (AHDPC),” and CDCC planned a campus-wide nomination process, including nominations from CDCC members. Concern was expressed over the due date of April 1, 2013, which gave the ad hoc committee only a short timeline within which to complete its work.

Nomination Process. (i) CDCC Co-chair Macken invited deans, directors, and diversity-and-climate-related campus committees, programs and advising units to nominate persons through the shared governance process to serve on the AHDPC. All nominations received by the CDCC were sent on to the respective shared governance groups. (ii) In addition, the vice provost’s office set up a website nomination process.

Password-Protected Website of Key Diversity Documents. Co-chair Macken created a password-protected website and uploaded key diversity documents to inform CDCC members about earlier diversity planning efforts and to serve as a resource guide. AHDPC members were given authorized access to the website. In addition, the Office of the Vice Provost compiled a resource binder for use by the AHDPC, with copies to the CDCC.

Ad Hoc Diversity Planning Committee. The membership of the AHDPC and the CDCC charge to the AHDPC were passed by motions at the December CDCC meeting. The membership list of the AHDPC is presented in Appendix B. The CDCC charge to the AHDPC is presented in Appendix C.

Reports from Groups, Units, Programs and Administrators. At meetings in the fall and spring, reports were presented to the CDCC by Vice Provost Williams’ staff on diversity activities with his office and across campus, and on the diversity forums (two reports); and updates on the diversity planning process by AHDPC Co-chairs Ruth Litovsky, Professor of Communication Sciences and Disorders, and Michael Jackson, MBA candidate. Presentations by Human Resources Director Bob Lavigna on the HR Design Project’s processes and Sara Lazenby of the Office of Academic Planning and Institutional Research on critical diversity data are on schedule for the CDCC regular meeting in April. The CDCC has worked closely with the UC and Provost DeLuca through the AHDPC planning months, and Provost DeLuca is scheduled to attend the CDCC May meeting. An invitation to attend has been extended to the chancellor, but it may be difficult to add this meeting to chancellor’s full calendar.

III. Current Issues and Concerns

CDCC Functions. Discussions have focused on the need to clarify the committee’s main functions, with the agreement to create subcommittees or small working groups vested with responsibility and oversight for specific aspects of the committee’s charge, i.e., its advisory functions, the review of policy and progress with deans, directors and administration, and the CDCC role in planning and holding the annual campus-wide forum.

IV. Future Issues and Goals

The New Campus Diversity Plan and CDCC’s role. Looking ahead to the roll-out of the new campus diversity plan, the CDCC will work toward strengthening its committee structure and processes to fulfill its charge to maximum effect as the standing shared governance committee to advise the administration, the faculty, the academic staff, the classified staff, and the recognized student governance organization on campus diversity and climate policy. To this end, the CDCC will work closely with the University Committee and the administration to align its efforts campus-wide.

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V. Summary / Recommendations

The CDCC will continue to work intensively the coming year on the new diversity plan for UW-Madison in alignment with the University Committee, the administration and the AHDPC. Additional recommendations for academic year 2013-2014 and possible reorganization of the CDCC will be considered at the May 22, 2013 meeting.

VI. 2012-2013 CDCC Committee Membership

Chancellor's Designee

Damon Williams, Vice Provost and Chief Diversity Officer; CDCC co-chair

Faculty

Joan Fujimura, Sociology
Marlys Macken, Linguistics; CDCC co-chair
Steven Nakada, Urology
Timothy Shedd, Mechanical Engineering
Karl Shoemaker, History

Students

Allie Gardner
Beth Huang
Courtney Jackson (spring)
Brittany Moes (fall)
Emily Reich

Ex officio, non-voting

Jacqueline DeWalt, Division of Diversity, Equity and Educational Achievement
Seema Kapani, Learning Communities
Heidi Lang, Wisconsin Union
Sara Lazenby, Academic Planning and Institutional Research
Jocelyn Milner, Academic Planning and Institutional Research
Ruby Paredes, Office of the Vice Provost and Chief Diversity Officer
Luis Piñero, Office for Equity and Diversity
Terry Ruzicka, Division of Enrollment Management
Argyle Wade, Division of Student Life

Academic Staff

Carolyn Kruse, College Library
Maria Muniagurria, Economics
Claudia Mosley, Center for Educational Opportunity

Classified Staff

Rosana Ellmann, Chemistry
Adin Palau, Office of Human Resources
John Peterson, Molecular Biology

Alumni and Community

Mario Garcia Sierra, MG&E, Centro Hispano
Jonathan Gramling, Capital City Hues
Astra Iheukumere, City of Madison Mayor's Office
Annette Miller, MG&E

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Appendix A

University Committee Charge Letter to the Campus Diversity and Climate Committee



14 November 2012

Professor Marlys Macken
1168 Van Hise Hall
Campus

-Revised-

Dear Professor Macken:

Thank you for meeting with the University Committee on 29 October 2012 regarding the functions of the Campus Diversity and Climate Committee, which you co-chair.

As part of the discussion, the UC indicated that it would be developing a charge to the CDCC in order to advance the next campus diversity plan. As provided in *Faculty Policies and Procedures*, the Campus Diversity and Climate Committee has the responsibility to advise the administration, the faculty, the academic and classified staff and the students on campus diversity and climate policy and to participate in long-range planning for the campus. In that context, the University Committee charges the CDCC to appoint a representative *ad hoc* committee of faculty, staff and students to develop a comprehensive proposal for a new diversity plan for UW-Madison. We ask that because this will be a shared governance committee that you work with ASM, ASEC and the UC to identify individuals to appoint to it. The University Committee stands ready to provide advice and support for the CDCC as it develops a charge for the *ad hoc* committee, and once appointed requests that it provide periodic updates on its progress to the CDCC, which in turn is asked to communicate and consult with the relevant governance bodies and the administration.

The UC asks that the draft diversity plan be completed by no later than 1 April 2013 so that it can be presented for endorsement by the faculty senate, the academic staff assembly and the ASM student council prior to the end of the academic year.

The UC very much appreciates your dedication and contributions to shared governance and your service on the CDCC.

Please let me know if you have any questions.

Sincerely,

Mark Cook, chair

c: Provost Paul DeLuca
Vice Provost Damon Williams

The University Committee

133 Bascom Hall University of Wisconsin-Madison 500 Lincoln Drive Madison, Wisconsin 53706-1380
608/262-3956 Fax: 608/265-5728 <http://www.secfac.wisc.edu/univcomm/>

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Appendix B

Ad Hoc Diversity Planning Committee

Students

Ryan Adserias
Justin Bloesch
Haley Frieler
Jincheng Huang
Aliya Iftikhar, alternate
Michael Jackson (co-chair)

Classified Staff

Robert Anderson, Inventory Control Coordinator Advanced, Materials Distribution Services
Ladera Barnes, Program and Policy Supervisor, School of Medicine and Public Health
Nicolas Davis, IS Technical Services Consultant/Adm, Division of Information Technology
Paula Gates, HR Assistant, Division of Enrollment Management
Vanika Mock, Payroll and Benefits Specialist, Division of Continuing Studies

Faculty

Larry Church, Sherwood R. Volkman-Bascom Professor of Law, Law School
Joan Fujimura, Professor, Department of Sociology, College of Letters and Science
Alberta Gloria, Professor, Department of Counseling Psychology, School of Education
Amaud Johnson, Associate Professor, Department of English, L&S; Director, Wisconsin Institute for Creative Writing
Ruth Litovsky (co-chair), Professor, Department of Communication Sciences and Disorders, College of Letters and Science

Academic Staff

Ida Balderama-Trudell, Assistant Director and Academic Advisor, POSSE Program
Rodney Horikawa, Senior Student Services Coordinator, Community Partnerships and Outreach, University Health Services
Erica Laughlin, Senior Administrative Program Specialist, IT Academy, Division of Information Technology
Heather McFadden, Administrative Program Specialist, Research Compliance, Graduate School; Lecturer, Department of Educational Leadership and Policy Analysis, School of Education
Lillian Tong, Faculty Associate, Institute for Biology Education

Ex officio

Kaleem Caire, President/CEO, Urban League of Greater Madison
Frances Huntley Cooper, Chair of the Madison College Board
Margaret Harrigan, Distinguished Policy and Planning Analyst, Academic Planning and Institutional Research
Amy Kerwin, Chief Educational Opportunities Officer at Great Lakes Higher Education
Robert Lavigna, Director, Office of Human Resources
Marlys Macken, Professor, Department of Linguistics; Campus Diversity and Climate Committee Co-chair
Ruby Paredes, Assistant Vice Chancellor, Office of the Vice Provost for Diversity and Climate
Gloria Reyes, President of the Board of Directors, Centro Hispano
Floyd Rose, President of 100 Black Men of Madison
Lindsey Stoddard Cameron, Coordinator New Faculty Services, Office of the Secretary of the Faculty
Damon Williams, Associate Vice Chancellor; Campus Diversity and Climate Committee Co-chair

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Appendix C



*University of Wisconsin–Madison
Ad Hoc Diversity Planning Committee Charter*

December 12, 2012

Ad Hoc Committee Name	Ad Hoc Diversity Planning Committee
Sponsor	Campus Diversity and Climate Committee. University Committee charge letter to the CDCC attached.
Chair(s)	Student co-chair selected by ASM. Faculty co-chair selected by the University Committee.
Facilitator	OQI staff member at the request of the ad hoc committee.
Ad Hoc Committee Members	Five members appointed by each of the four university shared governance bodies for classified staff, academic staff (ASEC), students (ASM), faculty (University Committee). Ten ex officio non-voting members: five alumni and community members appointed by the chancellor; three members appointed by the Offices of Administrative Legal Services, Academic Planning and Institutional Research, and Human Resources; co-chairs of the Campus Diversity and Climate Committee. Member list attached.
Aims	Develop a comprehensive proposal for a new diversity plan for UW-Madison.
Assignments	Draft diversity plan. Periodic reports provided to the CDCC, relevant governance bodies, and the administration.
Timeline	Draft diversity plan by no later than April 1, 2013, so that it can be presented for endorsement by the Faculty Senate, the Academic Staff Assembly and the ASM Student Council prior to the end of the academic year.
Additional Resources	Cross-campus resource team provided by the CDCC. Password-protected website with key documents.