

# **Appendix**

## **Plan 2008: Phase I Report**

### **Successful Plan 2008 Programs**

**Successful Plan 2008 Programs**  
**Plan 2008: Phase I Report**

| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |   |
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| <b>PLAN 2008 GOAL 1: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW INSTITUTIONS.</b>            |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Hiring of four ethnic community liaisons (Hispanic, African American, Indian, and Asian/East Asian)</b> |   |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008   |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>  | Provost's Office, Diversity Council, Division of Academic Support, and Admissions Office  |
| <b>Goals and Duration of the Program</b>  | This initiative began in 2000 and is ongoing. The goal is to establish a nurturing relationship with various diversity community organizations to build a more positive image of the university and enhance recruitment efforts.      |
| <b>Program Cost and Funding Sources (External and Internal)</b>   | The program began with \$40,000, of which \$22,500 was Plan 2008 funding designated for recruitment, with the balance from the university. In subsequent years, the university has assumed responsibility for funding the initiative. |
| <b>What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program"?</b>   | This is a far-reaching program that attracts solid multicultural attention to academia and to UW Oshkosh.   |

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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>   |  |
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| <b>PLAN 2008 GOAL 1: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW INSTITUTIONS.</b> |  |
| <b>Name of Successful Plan 2008 Initiative/Program: The Anishinabe Teachers for Anishinabe Children Project</b>                                  |  |
| <b>This Initiative/Program was:</b>  | New Under Plan 2008  |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>   | College of Education and Human Services (COEHS), Division of Academic Support, UW Foundation.  |
| <b>Goals and Duration of the Program</b>   | The initiative began in 1998 and is ongoing. The goal is acquaint Wisconsin Native students with campus life and to increase communication between reservation schools and UW Oshkosh. The communities participating are Bad River, LaCourte Orielles, Lac du Flambeau, Oneida, Menominee, Stockbridge Munsee, and Ho Chunk reservations and the Milwaukee Urban Indian Community. Activities include precollege summer session, campus visit, teacher training and cooperative cultural projects. |
| <b>Program Cost and Funding Sources (External and Internal)</b>  | This program began with funding at \$40,000 per year by grants and anonymous donors. As of 2003, a modified program is ongoing with funding from the UW Foundation and COEHS.  |
| <b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program”?</b>                              | This initiative is targeted to Indian students, academics and access.  |

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| <b>PLAN 2008 GOAL 1: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW INSTITUTIONS.</b> |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Career Services Multicultural Initiatives</b>  |   |
| <b>This Initiative/Program was:</b>  | Ongoing and Amended for Plan 2008   |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>   | Career Services and Division of Academic Support  |
| <b>Goals and Duration of the Program</b>   | This program has been ongoing for about seven years. Staff from Career Services delivered the seminar “Education and the changing World of Work” for multicultural precollege students who visit UW Oshkosh. During the summer precollege sessions, participating students visit Career Services and are assisted in using its student lab. Instruction is provided in a Career Exploration class in precollege sessions and a class, The Young Entrepreneurial Scholars in Professional Development, is delivered top multicultural students. In 1999-2002, a program on the Changing World of Work for the Career Fair for High School and Middle School students sponsored by the School to Work Committee was delivered. Of 2,000 students, this includes about 200 multicultural students. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>  | University funded.  |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b>                  | This is a program that targets achievement in academics and focuses on careers.   |

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| <b>PLAN 2008 GOAL 1: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW INSTITUTIONS.</b> |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Weekend Leadership Retreat</b>   |   |
| <b>This Initiative/Program was:</b>  | New Under Plan 2008   |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>   | Department of Residence Life, supported by a Diversity Council Innovation Grant   |
| <b>Goals and Duration of the Program</b>   | This initiative began in 1998. The goal is to introduce 60 high school student leaders from Oneida Nation High School (Native American), Shawano High (Native American), Menasha High School (Hispanic), Oshkosh North High School (Hmong and Southeast Asians), and two Milwaukee high schools (African-American and Hispanic) to a variety of leadership experiences and opportunities at the collegiate level as well as to provide a leadership framework on which to build in order to prepare them for a university experience. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>  | \$6,000 in 2003, of which \$2,500 was a Diversity Council Innovation Grant and the balance from university funding.   |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b>                  | This program familiarizes multicultural students with leadership and precollege experiences. It is open to all multicultural groups.  |

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| <b>PLAN 2008 GOAL 1: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED, AND ENROLL AT UW INSTITUTIONS.</b> |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Establishing a connection with Sunset High School of Dallas, Texas</b>                       |   |
| <b>This Initiative/Program was:</b>  | New Under Plan 2008   |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>   | College of Business Administration (COBA), College of Education and Human Services (COEHS), Division of Academic Support (DAS), and Admissions  |
| <b>Goals and Duration of the Program</b>   | This initiative began in 1998. It has evolved from participation in a business simulation competition with COBA and has grown to include an ACT Residual Workshop, Financial Aid Workshop, COEHS presentation, Admissions presentation, and student panel discussion. In 2002-2003 two Sunset students enrolled at UW Oshkosh. In the past three years the program has reached over 1,100 high school students, and 28 alumni of the program have enrolled at UW Oshkosh. |
| <b>Program Cost and Funding Sources (External and Internal)</b>  | Total COBA simulation costs were \$17,100 for 220 WI and 30 TX students. Funding has included \$3,100 from Diversity Innovation Grants. In 2000, DAS and other UW Oshkosh funding totaled \$4,500.  |
| <b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program”?</b>                              | This program leads to achievement and interests in several particular academic fields.  |

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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |  |
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| <b>PLAN 2008 GOAL 2: EXPAND PARTNERSHIPS THAT REACH CHILDREN AND THEIR PARENTS EARLY.</b>   |  |
| <b>Name of Successful Plan 2008 Initiative/Program: Division of Academic Support Programs as follows: Precollege Experience, Summer Mathematics and Reading Talent Scholars (SMARTS), Precollege Enrichment Program (PEP), Young Entrepreneurial Scholars (YES), Wisconsin Youth in Nursing (WYN), Distance Education for Summer Enrichment Opportunities (DESEO), Aspiring Pupils for Professional Leadership in Education (APPLE)</b> |  |
| <b>This Initiative/Program was:</b>   | Ongoing and Amended for Plan 2008  |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>  | Division of Academic Support, Department of Public Instruction, UW Milwaukee, College of Business Administration (COBA), College of Nursing, UW System Office of Academic Diversity and Development, College of Education and Human Services (COEHS)   |
| <b>Goals and Duration of the Program</b>  | <p>The Division of Academic Support (DAS) “precollege experience” has evolved since its inception in 1978 from a pre-matriculation program for underprepared first-year students to a multifaceted experience for 6<sup>th</sup> through 12<sup>th</sup> grade students, primarily funded by the Department of Public Instruction. The DAS disseminates information about precollege programs to culturally diverse schools in Oshkosh, Milwaukee, Kenosha, Racine, Beloit, Oneida, Appleton, Neenah, Menasha, Bowler, Freedom, Gresham, Keshena, Seymour, Shawano, Wausau and Madison.</p> <p><b>The DAS Summer Mathematics and Reading Talent Scholars (SMARTS) Program</b> targets selected Milwaukee middle schools, including Andrew S. Douglas Community Academy, Grand Avenue, Roosevelt, Sholes and Thomas Edison Middle Schools. UW System primarily funds the program for \$21,000 annually, with supplementary DAS funds. SMARTS offers intensive reading and mathematics classes for sixth grade students. During the summer, students participate in a two-week residential program at the University of Wisconsin Oshkosh, with follow-up activities at the University of Wisconsin Milwaukee. Students participating in the program also take study skills and esteem-building classes.</p> <p><b>The DAS Precollege Enrichment Program (PEP)</b> is a two session two-week residential program for students entering grades 8-12 in the fall. The program serves multicultural and disadvantaged students and is primarily funded through the Department of Public Instruction and the Division of Academic Support for a total of \$87,000. The primary purpose of the program is to improve academic skills in English, mathematics, science, computers, and study skills, including personal health and wellness, career planning and multicultural education.</p> <p><b>The Young Entrepreneurial Scholars (YES) Program</b> was initiated in 1999 by the DAS in collaboration with the College of Business Administration (COBA), the Milwaukee Chapter of the National Association of Black Accountants and the Wisconsin Institute of Certified Public Accountants (WICPA). YES targets talented Wisconsin high school students interested in careers in business. Schools included are Bruce Guadalupe Community School, Milwaukee School of Entrepreneurship, Marquette and Riverside University High Schools, Grand Avenue, Messmer, Pius XI, Rufus King, St. Joan Antida, St. Thomas Moore, and University High Schools, plus Piney Woods County Life School in Mississippi. The Wisconsin Department of Public Instruction primarily funds the program for \$33,000 per year.</p> <p><b>The Wisconsin Youth in Nursing (WYN) Program</b>, a partnership between the DAS and College of Nursing, was developed to introduce high school students of color to nursing, and encouraging applications, enrollment, and graduation from College of Nursing programs. WYN provides a two-week course focusing on math, English, as well as bacteriology, chemistry, anatomy and physiology. Twenty-one (21) multicultural/disadvantaged high school students are expected to participate annually. The program was funded through the DAS and the College of Nursing. The Department of Public Instruction sponsored the program with a grant for summer 2002 and will continue for summer 2003.</p> |

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|   | <p><b>Distance Education for Summer Enrichment Opportunities (DESEO)</b> is a collaborative program with the Division of Academic Support and UW System Office of Academic Diversity and Development. It is a part of the “Reach Out” <i>Learning Anywhere Anytime Program</i> (LAAP), partners with six cities in Wisconsin and Minnesota to provide distance learning to students residing in various migrant camps. Funded through a <i>Fund for the Improvement of Postsecondary Education</i> (F.I.P.S.E.) grant, DESEO offers a two-week residential summer program for 10-12 Hispanic high school students of migrant families in the Fox Valley (Oshkosh and surrounding communities). DESEO provides students an opportunity to access courses on-line and receive daily one-on-one tutoring from residential staff. Additional components include English/composition, mathematics, science, study skills, health and wellness and career exploration. Some students earn credits toward high school graduation requirements. The DESEO program provided services to seven (7) Hispanic students in the summer of 2002.</p> <p>The <b>Aspiring Pupils for Professional Leadership in Education (APPLE) Program</b>, a partnership between the DAS and College of Education and Human Services, began in Summer 2002 as a pilot in conjunction with the Precollege Enrichment Program. The goal of APPLE is to expose students of color to education and facilitate enrollment and graduation. APPLE will provide a one-week course of study to focus on math and English necessary for students entering an education program. The APPLE program will expand into a two-week residential program in the summer of 2004 with full funding through the DAS, the College of Education and Human Services and through a grant from the Department of Public Instruction. Twenty multicultural students are expected to participate.</p> |
| <b>Program Cost and Funding Sources (External and Internal)</b>   | University funding or as stated above in specific program.  |
| <b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program”?</b> | These programs are highly focused on identification of multicultural students and meeting their individual needs.   |



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| <b>PLAN 2008 GOAL 2: EXPAND PARTNERSHIPS THAT REACH CHILDREN AND THEIR PARENTS EARLY.</b>   |  |
| <b>Name of Successful Plan 2008 Initiative/Program: College of Education and Human Services Greater Oshkosh Even Start (GOES) Program</b> |  |
| <b>This Initiative/Program was:</b>   | New under Plan 2008  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>  | College of Education and Human Services  |
| <b>Goals and Duration of the Program</b>  | The program was funded in 2001 and commenced in 2002. It is a 12-month program with a five-year renewal. It provides: 1) adult literacy instruction, 2) early childhood education, 3) parenting modeling, and 4) parent-child modeling in literacy to ESL families with children age 8 to birth. This program currently serves 35 families and 40 children. It will serve 70 adults and 150 children and bring them closer to the hub of academia at UW Oshkosh and into the pipeline for future educational benefits. The interactive partnerships make this program wide reaching and cost effective in the community. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | \$89,341 is from federal funds and \$22,686 in matching funds.   |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b>           | This program links children and families closer to this university using language and literacy as the catalyst for future achievement/attraction to campus.  |

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| <b>PLAN 2008 GOAL 3: BRING RETENTION AND GRADUATION RATES FOR STUDENTS OF COLOR IN LINE WITH STUDENT BODY AS A WHOLE.</b>   |  |
| <b>Name of Successful Plan 2008 Initiative/Program: Division of Academic Support Programs as follows: Multicultural Retention Programs (MRP), Student Support Services (SSS), Multicultural Center (MEC), Early Warning Intervention (EWI), First-Year Experience, First-Year Student Forums, Multicultural Student Organizations, Veterans' Upward Bound, Student Development Series, Summer Affirmative Action Intern Program (SAAIP)</b> |  |
| <b>This Initiative/Program was:</b>   | Ongoing and Amended for Plan 2008  |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>  | Division of Academic Support, US Dept. of Education, Diversity Council Innovation Grants,  |
| <b>Goals and Duration of the Program</b>  | <p>The Division of Academic Support (DAS) is the university unit, responsible for coordinating academic support services for campus students of color, as outlined below. Extracurricular activities for these students are centralized in the Multicultural Education Center (MEC).</p> <p>The office of Multicultural Retention Programs (MRP) serves as an umbrella for a variety of programs and services that help increase the recruitment, matriculation, enrollment, retention, and graduation of multicultural and disadvantaged (M/D) students. MRP staff members work closely with faculty, staff and community members interested in improving cross-cultural relations and understanding cultural differences. MRP provide a number of services and activities directly with/or through co-sponsorship with other university departments.</p> <p>Student Support Services (SSS), a TRIO program on the campus since 1975, provides retention activities such as tutoring, academic advising, cultural enrichment, workshops and seminars. The program has been funded from 1997-2001 through a grant from the US Department of Education for \$1,056,048. In 2001 SSS was refunded for five years. In 2001-2002 it was funded for \$345,808 and in 2002-2003 for \$349,427 to retain and graduate first-general/low-income students.</p> <p>The Multicultural Education Center (MEC) is a freestanding building devoted to multicultural programming, situated in a historic home on the UW Oshkosh campus. The MEC is a multipurpose resource center that seeks to bring people together through enrichment programs and activities that promote and celebrate diversity on campus and the greater Oshkosh area. The MEC houses several DAS student assistance programs: the Microcomputer Tutorial Laboratory, the Writing Assistance Program, and the Math Skills Tutorial Program and Norma Shanebrook Multicultural Library. The Math Skills Tutorial Program served 162 students in 3,792 one-half hour sessions. The expected outcomes are that 70% of the students enrolled in math or math-related classes will complete the coursework successfully. The Writing Assistance Program served 322 students in 4,627 one-half hour to 40-minute sessions from 1998-1999 to Fall 2002. The writing skills specialist provides professional writing tutoring for multicultural and disadvantaged students across curriculum courses for the purpose of completing courses successfully. The Writing skills Specialist assists students with non-course related writing endeavors such as resumes, graduate school applications and cover letters. Expectations are 75 to 85% of students will gain deeper understanding and command of English.2000– - DAS academic advisors offer intensive, ongoing advice for students in selecting courses and interpreting university policies and requirements. The ongoing goal of academic advising is to assist students in developing educational plans consistent with their career/personal goals and to provide students with the information and skills needed to pursue those goals. The MRP academic advisor provided academic advisement to 74 multicultural students in 2000, 90 in 2001, and 107 in 2002.</p> <p>1998-2003– - DAS of Academic Support Multicultural Retention Programs (MRP) in the DAS continues to implement the Early Warning Intervention (EWI) program to closely monitor the academic progress of multicultural and disadvantage students on a course-by-course basis.</p> |

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|   | <p>The Early Warning Intervention System contacts faculty members teaching students of color, and asks them to report on the progress of these students several times each semester. Students identified as needing assistance by faculty are contacted by DAS counselors/advisors, and referred to services they may need to improve their performance. Data will be tracked to assess the effectiveness of this program.</p> <p>2001– - DAS First-Year Experience Program is a special two-day orientation program for 50 multicultural incoming first-year students and 50 parents, Spring 2001; and 26 multicultural incoming first year students and 26 parents Spring 2002, through a Diversity Council Innovation Grant of \$2350 each year. The sessions included on campus Odyssey activities and information workshops as well as peer mentoring and an overnight stay in the residence halls.</p> <p>2001-2002 - DAS First-Year Student Forums are designed to assist multicultural first-year students on academic skills related to time management, how to study effectively, test preparation and many other academic issues. 205 students participated in two Countdown to Finals and eight student forums.</p> <p>The MEC also serves as the headquarters for six multicultural student organizations, and includes study spaces and a kitchen where students can feel at home. To many students of color, the MEC provides a "home away from home" environment. The Chancellor's decision in November 2000 to commit \$100,000 of university funds to renovate this historic building was greeted with joy by the students it serves, as well as the university and community who had fought its demolition.</p> <p>The Division of Academic Support submitted a proposal to the U.S. Department of Education for a Veterans Upward Bound (VUB) Program for 2003-07. The program will serve 120 veterans who are low income and/or first generation, and live in Winnebago, Fond du Lac, Outagamie and Calumet counties. The primary purpose of VUB is to provide basic academic instruction, support services and motivation for veterans to prepare for and enter postsecondary education institutions. If funded, the program will begin in fall 2003.</p> <p>To enhance retention of multicultural students, the Division of Academic Support/Multicultural Retention Programs' "Student Development Series" offered nine programs and events in 2002-2003, including Graduate School Workshop, Career and Life Planning for Juniors and Seniors, Time Management, Job Finding Skills, Multicultural Career Day, and Summer Affirmative Action Intern Program Information session. Of the 541 multicultural students targeted for the program, 45 participated in the series during Fall 2002.</p> <p>Division of Academic Support/Multicultural Retention Programs facilitates the application process of multicultural students for the Summer Affirmative Action Intern Program (SAAIP). SAAIP offers internship opportunities for students and facilitates placement with the State of Wisconsin agencies. From 1998-2002, 168 multicultural students applied for SAAIP, and 46 were hired by various State of Wisconsin agencies as interns.</p> |
| <b>Program Cost and Funding Sources (External and Internal)</b>   | University Funding or as stated above.  |
| <b>What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program"?</b> | Innovative program that expands across campus the seven goals of Plan 2008 in a proactive programmatic modeling of outcome-based initiatives.   |

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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>   |   |
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| <b>PLAN 2008 GOAL 3: BRING RETENTION AND GRADUATION RATES FOR STUDENTS OF COLOR IN LINE WITH STUDENT BODY AS A WHOLE.</b>            |   |
| <b>Name of Successful Plan 2008 Initiative/Program: The Chancellor's Northeast Wisconsin Educational Resource Alliance (NEW ERA)</b> |   |
| <b>This Initiative/Program was:</b>  | New Under Plan 2008   |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>   | UW Oshkosh, UW Green Bay, Technical College partners of NEW ERA, and the College of Menominee Nation  |
| <b>Goals and Duration of the Program</b>   | <p>This program began in 2000 and is ongoing. It targets students completing programs at the College of Menominee Nation and the Technical Colleges. The focus is to increase the number of students, some of whom are students of color, who complete their undergraduate degree. The partners are UW Oshkosh, UW Green Bay, Technical College partners of NEW ERA, and the College of Menominee Nation. Chaired and founded by the Chancellor, NEW ERA has identified a number of potential collaborations. One of these collaborations is among UW Oshkosh, UW Green Bay, College of Menominee Nation, and the Technical College partners of NEW ERA and involves using a variation of the UW Oshkosh Bachelor of Liberal Studies degree (with a concentration in Organizational Administration) as a degree completion option for Technical College and College of Menominee Nation students.</p> |
| <b>Program Cost and Funding Sources (External and Internal)</b>  |   |
| <b>What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program"?</b>                  | This initiative facilitates access to learning for transfer students.   |

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| <b>PLAN 2008 GOAL 3: BRING RETENTION AND GRADUATION RATES FOR STUDENTS OF COLOR IN LINE WITH STUDENT BODY AS A WHOLE.</b> |   |
| <b>Name of Successful Plan 2008 Initiative/Program: UW Oshkosh Personal Compact</b>                                       |   |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008   |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>  | The Counseling Center, Career Services, Academic Advising, Financial Aid, Admissions  |
| <b>Goals and Duration of the Program</b>  | The UW Oshkosh Personal Compact is a personalized student development program implemented in Fall 2002. Two additional advisors for the Advisement Office were hired. At its center is an agreement between each student and the university that will expand every student's intellectual, civic, ethical, and personal development goals through careful mentoring and extended guidance. It features an individually tailored plan for each student that will be flexible enough to respond to students' changing needs for academic support, financial counseling, and career planning. Outcomes expected are reduced time to degree, higher retention rate, student satisfaction with their experience at UW Oshkosh, overall student cost reduction, and savings of tuition dollars. This will positively affect multicultural students at UW Oshkosh. |
| <b>Program Cost and Funding Sources (External and Internal)</b>   | Institutional Reallocation, Fund for the Improvement of Post Secondary Education (FIPSE), General Program Revenue funds, Alumni contributions, and differential tuition.  |
| <b>What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program"?</b>       | This initiative facilitates personalized mentoring, ensuring academic success.  |

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| <b>PLAN 2008 GOAL 3: BRING RETENTION AND GRADUATION RATES FOR STUDENTS OF COLOR IN LINE WITH STUDENT BODY AS A WHOLE.</b> |   |
| <b>Name of Successful Plan 2008 Initiative/Program: UW Oshkosh Women's Center</b>   |   |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008   |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>  | The Center will establish liaisons with many programs, offices, and organizations on campus – Women's Studies, The Center for New Learning, Campus for Awareness and Relationships Education (CARE), Gay, Lesbian, Bisexual and Transgender (GLBT), Helping Others Perceive Equality (HOPE), SHARE, Counseling Center, Employee Assistance Program (EAP), Human Resources, Affirmative Action Office, Sexual Harassment Resource Group, Mentoring Program, Career Services, Academic Advising, Wisconsin Women of Color in Higher Education, etc.   |
| <b>Goals and Duration of the Program</b>  | The UW Oshkosh Women's Center will seek to promote and encourage the academic, personal and professional success of women students, staff, and faculty. The Center embodies the vision of enrichment and leadership in relation to students, faculty and staff and it provides a model for partnerships. It is an example of continuous learning, diversity, inclusion, and support. The Center will draw in women from the faculty, staff, and students on campus, and engage in outreach activities designed to be ever more inclusive of special interest groups that form on the campus or in the community. The Women's Center will provide a flexible way to address problems women employees and students face on campus, leading to better retention of women faculty, staff, and students. The expected outcomes include increased retention rates for women faculty and staff of color. |
| <b>Program Cost and Funding Sources (External and Internal)</b>   | The University will provide start-up costs for the Women's Center. It is expected that external funding will be sought for funding the Center.  |
| <b>What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program"?</b>       | This initiative facilitates collegiality, bonding and diverse partnerships with campus constituency positioning women as leaders.   |

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| <b>PLAN 2008 GOAL 3: BRING RETENTION AND GRADUATION RATES FOR STUDENTS OF COLOR IN LINE WITH STUDENT BODY AS A WHOLE.</b>       |  |
| <b>Name of Successful Plan 2008 Initiative/Program: The Center for New Learning</b>   |  |
| <b>This Initiative/Program was:</b>   | Ongoing and Amended for Plan 2008  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | Center for New Learning  |
| <b>Goals and Duration of the Program</b>  | The Center for New Learning tailors the intake, assessment, enrollment, and course selection guidance for each student establishing a relationship that fosters retention and graduate rates. This will enhance the retention of students enrolled in the program and their recommendations to other prospective students in the community. There are over 160 age 25+ students enrolled in the Center for New Learning. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   |  |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b> | This initiative facilitates open access to learning and career development and retooling.  |

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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |  |
| <b>PLAN 2008 GOAL 4: INCREASE FINANCIAL AID AVAILABLE TO NEEDY STUDENTS OF COLOR.</b>   |  |
| <b>Name of Successful Plan 2008 Initiative/Program: Student Support Services Grant Aid</b>                                      |  |
| <b>This Initiative/Program was:</b>   | New under Plan 2008  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | Division of Academic Support, Department of Education  |
| <b>Goals and Duration of the Program</b>  | Student Support Services (SSS) received a retention grant for \$38,164 from the Department of Education for 2001-2002 to be distributed to freshman and sophomores with the expressed intent of minimizing the financial burdens of first-generation/low-income students. The SSS Grant Aid was distributed to 100 students. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | (See above)  |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b> | Factors and characteristics are targeted aid to focus on retention of first generation students.   |



**Successful Plan 2008 Programs  
Plan 2008: Phase I Report**

| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |   |
|---|---|
| <b>PLAN 2008 GOAL 4: INCREASE FINANCIAL AID AVAILABLE TO NEEDY STUDENTS OF COLOR.</b>   |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Scholarships for Hispanic High School Graduates</b>                         |   |
| <b>This Initiative/Program was:</b>   | Ongoing   |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | Division of Academic Support, United Migrant Opportunity Services, Fox Valley Hispanic Coalition, and<br>Northeastern Wisconsin Fair Housing Council  |
| <b>Goals and Duration of the Program</b>  | Six \$1,000 and four \$500 scholarships are provided to graduating Hispanic high school students to attend<br>UW Oshkosh and other area schools. Since 1991 to date the program has provided scholarships to over 30<br>students. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | All funding sources are external. University faculty and staff are involved with planning the program<br>and/or are on the scholarship selection committee.   |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b> | This initiative targets aid for Hispanic students.  |

**Successful Plan 2008 Programs**  
**Plan 2008: Phase I Report**

| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |   |
|---|---|
| <b>PLAN 2008 GOAL 4: INCREASE FINANCIAL AID AVAILABLE TO NEEDY STUDENTS OF COLOR.</b>                               |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Financial Aid Scholarships and Awards</b>                       |   |
| <b>This Initiative/Program was:</b>   | Ongoing and Amended for Plan 2008   |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>                                  | Financial Aid, Admissions, Bureau of Indian Affairs, and various other sponsors.  |
| <b>Goals and Duration of the Program</b>  | <ul style="list-style-type: none"> <li>• <b>Minority Honors Scholarships;</b> For students of color entering as first-year, need is not a consideration, funded annually out of unrestricted funds, \$500 minimum. (\$40,200 in 2002-03)</li> <li>• <b>Multicultural Achievement Awards;</b> Funded from unrestricted funds, given annually to full-time students of color based on academic achievement, campus and community involvement, and leadership (bookstore vouchers). (\$2,750 in 2000-01)</li> <li>• <b>Lawton Grants;</b> Need-based grants for students of color from Wisconsin or Minnesota who have completed 30 credits. (\$131,661 in 2001-2002)</li> <li>• <b>Minority Teacher Forgivable Loans;</b> For students of color admitted to COEHS; a UW System program initiated in 1988. (\$4,256 in 2001-02)</li> <li>• <b>Talent Incentive Program;</b> For Wisconsin residents who are persons of color or first-generation college students with extreme financial need. (\$135,062 in 2001-02)</li> </ul> |
| <b>Program Cost and Funding Sources (External and Internal)</b>   | (See above)   |
| <b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program”?</b> | This initiative targets aid for Plan 2008 identified students of color.   |

**Successful Plan 2008 Programs**  
**Plan 2008: Phase I Report**

| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |  |
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| <b>PLAN 2008 GOAL 4: INCREASE FINANCIAL AID AVAILABLE TO NEEDY STUDENTS OF COLOR.</b>   |  |
| <b>Name of Successful Plan 2008 Initiative/Program: ESL/Bilingual Teacher Grants</b>  |  |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | College of Education and Human Services and a Title VII Grant  |
| <b>Goals and Duration of the Program</b>  | Awarded through a COEHS Title VII grant, pay half of tuition and book stipend for students training in ESL and Bilingual Education. Thirty-three out of 82 students enrolled in the program are students of color. The data below includes Hmong in the Asian American category. All participants are not active every semester. In Spring 2003, 66 students are enrolled and receiving \$50,507.74. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | (See Above)  |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b> | This initiative targets aid for ESL students.  |

**Successful Plan 2008 Programs**  
**Plan 2008: Phase I Report**

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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |   |
| <b>PLAN 2008 GOAL 4: INCREASE FINANCIAL AID AVAILABLE TO NEEDY STUDENTS OF COLOR.</b>   |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Refugee Teacher Training Grants</b>   |   |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008   |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | Wisconsin Department of Public Instruction and College of Education and Human Services  |
| <b>Goals and Duration of the Program</b>  | Funded by a grant from the Wisconsin DPI, this initiative supports Southeast Asian American students in COEHS with funds for tuition and books. COEHS administration received three UW Oshkosh Refugee Teacher Training grants (\$93,606) awarded to 18 teacher education program candidates with refugee status for financial aid support. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | (See above.)  |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b> | This initiative targets aid for Southeast Asian American students.  |

**Successful Plan 2008 Programs  
Plan 2008: Phase I Report**

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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |  |
| <b>PLAN 2008 GOAL 4: INCREASE FINANCIAL AID AVAILABLE TO NEEDY STUDENTS OF COLOR.</b>   |  |
| <b>Name of Successful Plan 2008 Initiative/Program: Dr. Michael P. Ford Scholarship</b>   |  |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | College of Education and Human Services, UW Foundation, Alberta Graham   |
| <b>Goals and Duration of the Program</b>  | Annual program beginning in 2003. This is a new scholarship for nontraditional education students particularly with financial needs and family responsibilities. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | Externally endowed -- \$15,000   |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a "Successful Plan 2008<br/>Initiative/Program"?</b> | This initiative facilitates access to persons of color through unique funding resources and public attention to need.  |

**Successful Plan 2008 Programs**  
**Plan 2008: Phase I Report**

| UNIVERSITY OF WISCONSIN OSHKOSH  |  |   |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
|--|--|---|----------|---|-----------|----------|--|----------|----------|--|----------|----------|--|---------|----------|---|
| PLAN 2008 GOAL 5: INCREASE THE NUMBER OF FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF, AND ADMINISTRATORS OF COLOR. |  |   |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| Name of Successful Plan 2008 Initiative/Program: Full-time Affirmative Action Director                           |  |   |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| This Initiative/Program was:   | New Under Plan 2008  |   |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With                                      | Chancellor’s Office, Affirmative Action Office   |   |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| Goals and Duration of the Program  | <p>Since being guided by a full-time director in 2000-2003, the Affirmative Action Office:</p> <p>Put procedures and processes in place to increase the commitment to diversity by faculty and staff involved in hiring and retention. Works closely with the Human Resources office in the hiring process for classified staff.</p> <p>Trained more than 190 faculty and staff on how affirmative action and equal employment opportunity laws fit into the hiring process; 55 of these have agreed to be affirmative action representatives on search and screen committees.</p> <p>Requires search and screen committees to be oriented before they begin development of the position announcement and recruitment plan. Gives one-hour orientation to search committees on AA/EEO principles. (50 presentations to academic staff search committees and 26 faculty search committees in 2001-02; 40 presentations so far in 2002-03)</p> <p>Works closely with faculty and staff to include women and/or people of color, plus placing an affirmative action representative on all search and screen committees.</p> <p>Conducted 185 searches for hiring academic staff and faculty since October 1, 2000. Has made committees aware of the UW Oshkosh Affirmative Action Plan, making certain they understand the hiring goals and their responsibilities for affirmative action and equal opportunity.</p> <p>Encourages searches for most faculty positions to be posted in both the <i>Black Issues in Higher Education</i> and <i>Hispanic Outlook</i>.</p> <p>Implemented an Exit Interview Program for employees who leave UW Oshkosh or transfer to another unit/department. As of January 2003, 10 exit interviews have been completed as a pilot program.</p> <p>Increased the FTE of the Affirmative Action Office program assistant from .5 to .75 in 2001, and then to 1.0 in 2002, thus increasing the ability of the office to carry out goals.</p> <p>Moved to a larger office location in 2003, increasing the ability of the office to carry out goals.</p> <p>Worked with Residence Life to develop an affirmative action web site that serves approximately 80-100 searches annually for faculty and academic staff.</p> <p>Created more standardization in the hiring process and awareness of AA/EEO issues using two new evaluation forms and summary screening tools.</p> |   |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| Program Cost and Funding Sources (External and Internal)   | <p>Growth of budgetary commitment to Affirmative Action:</p> <table><tr><td>1998-99:</td><td>\$ 3,750</td><td>Human Resources Director position includes Affirmative Action responsibilities. No separate salary allocation, only Affirmative Action budget for supplies.</td></tr><tr><td>1999-2000</td><td>\$27,765</td><td>Director .25 FTE, part-time program assistant, plus supplies</td></tr><tr><td>2000-01:</td><td>\$78,082</td><td>Director 1.0 FTE, part-time program assistant, plus supplies</td></tr><tr><td>2001-02:</td><td>\$84,944</td><td>Director 1.0 FTE, part-time program assistant, plus supplies</td></tr><tr><td>2002-03</td><td>\$97,374</td><td>Director 1.0 FTE, full-time program assistant, plus supplies (budgeted, not actual)</td></tr></table>   | 1998-99:  | \$ 3,750 | Human Resources Director position includes Affirmative Action responsibilities. No separate salary allocation, only Affirmative Action budget for supplies. | 1999-2000 | \$27,765 | Director .25 FTE, part-time program assistant, plus supplies | 2000-01: | \$78,082 | Director 1.0 FTE, part-time program assistant, plus supplies | 2001-02: | \$84,944 | Director 1.0 FTE, part-time program assistant, plus supplies | 2002-03 | \$97,374 | Director 1.0 FTE, full-time program assistant, plus supplies (budgeted, not actual) |
| 1998-99:   | \$ 3,750   | Human Resources Director position includes Affirmative Action responsibilities. No separate salary allocation, only Affirmative Action budget for supplies. |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| 1999-2000  | \$27,765   | Director .25 FTE, part-time program assistant, plus supplies  |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| 2000-01:   | \$78,082   | Director 1.0 FTE, part-time program assistant, plus supplies  |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| 2001-02:   | \$84,944   | Director 1.0 FTE, part-time program assistant, plus supplies  |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| 2002-03  | \$97,374   | Director 1.0 FTE, full-time program assistant, plus supplies (budgeted, not actual)   |          |   |           |          |  |          |          |  |          |          |  |         |          |   |
| What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program”?     | Factors and characteristics include leadership from UW Oshkosh Administration, utilizing significant resources to focus on recruitment and retention of people of color.   |   |          |   |           |          |  |          |          |  |          |          |  |         |          |   |

**Successful Plan 2008 Programs**  
**Plan 2008: Phase I Report**

| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>   |  |
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| <b>PLAN 2008 GOAL 5: INCREASE THE NUMBER OF FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF, AND ADMINISTRATORS OF COLOR.</b>              |  |
| <b>Name of Successful Plan 2008 Initiative/Program: The Chancellor's Northeast Wisconsin Educational Resource Alliance (NEW ERA)</b> |  |
| <b>This Initiative/Program was:</b>  | New Under Plan 2008  |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>   | UW Oshkosh, UW Green Bay, Technical College partners of NEW ERA, and the College of Menominee Nation   |
| <b>Goals and Duration of the Program</b>   | <p>This initiative began in 2000 and is ongoing. It targets students completing programs at the College of Menominee Nation and the Technical Colleges. The focus is to increase the number of students, some of whom are students of color, who complete their undergraduate degree. The partners are UW Oshkosh, UW Green Bay, Technical College partners of NEW ERA, and the College of Menominee Nation. Chaired and founded by the Chancellor, NEW ERA has identified a number of potential collaborations. One of these collaborations is among UW Oshkosh, UW Green Bay, College of Menominee Nation, and the Technical College partners of NEW ERA and involves using a variation of the UW Oshkosh Bachelor of Liberal Studies degree (with a concentration in Organizational Administration) as a degree completion option for Technical College and College of Menominee Nation students.</p> |
| <b>Program Cost and Funding Sources (External and Internal)</b>  |  |
| <b>What are the Factors and Characteristics that make this program a "Successful Plan 2008 Initiative/Program"?</b>                  | This initiative facilitates access to learning for transfer students.  |

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**Plan 2008: Phase I Report**

| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>   |   |
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| <b>PLAN 2008 GOAL 5: INCREASE THE NUMBER OF FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF, AND ADMINISTRATORS OF COLOR.</b>                        |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Affirmative Action Office, Affirmative Action Council and Mentoring Advisory Committee</b> |   |
| <b>This Initiative/Program was:</b>  | New Under Plan 2008   |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>   | Affirmative Action Office, Affirmative Action Council, Mentoring Advisory Committee Training  |
| <b>Goals and Duration of the Program</b>   | The Affirmative Action Office, Affirmative Action Council, and Mentoring Advisory Committee have increased training to support a campus climate enhancing diversity for all employees. Mentoring for classified and academic staff began in 1999 and additional training was added in 2001. The program increases awareness and education on how AA/EEO issues fit into the hiring process; how to communicate and work through conflict; how to work with diverse groups of people. Mentoring increases the rate at which new employees are connected to UW Oshkosh, network with others, learn about campus climate, etc. |
| <b>Program Cost and Funding Sources (External and Internal)</b>  |   |
| <b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program”?</b>                            | This is a university-wide plan to engage the campus community in retention of persons of color.   |



**Successful Plan 2008 Programs**  
**Plan 2008: Phase I Report**

| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |   |
|---|---|
| <b>PLAN 2008 GOAL 5: INCREASE THE NUMBER OF FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF, AND ADMINISTRATORS OF COLOR.</b> |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Wisconsin Women of Color in Higher Education Speaker</b>            |   |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008   |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>                                      | English Department, College of Letters and Science, Diversity Innovation Grant  |
| <b>Goals and Duration of the Program</b>  | The English Department and the College of Letters and Science supported in part by a Diversity Council Innovation Grant coordinated a Wisconsin Women of Color in Higher Education speaker and banquet in April 2002, which had 80 participants. The outcomes included: assisting in the recruitment and retention of employees of color at UW Oshkosh, supporting the well-being and academic success of students of color, providing a forum for dialogue and interaction among women of color employees, identifying leadership opportunities and supporting professional development opportunities for women of color, providing a liaison with alumnae of color, increasing cultural explorations on campus, promoting curricular expansion, developing desirable group affiliations, and easing the isolation of the “visible few.” |
| <b>Program Cost and Funding Sources (External and Internal)</b>   | \$1,900 Diversity Innovation Grant Support  |
| <b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program”?</b>     | This initiative is a high level program to aid with recruitment and retention.  |

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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |  |
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| <b>PLAN 2008 GOAL 5: INCREASE THE NUMBER OF FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF, AND ADMINISTRATORS OF COLOR.</b> |  |
| <b>Name of Successful Plan 2008 Initiative/Program: Second University Experience</b>                                    |  |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                              | Diversity Council, College of Letters and Science, UW Oshkosh Foundation, Continuing Education   |
| <b>Goals and Duration of the Program</b>  | Pilot program approved in October 2001. The Diversity Council is refining the process to implement the Second University Experience, a program that places an entire class of UW Oshkosh students within an Historically Black University setting. An exchange visit to campus by a class from an Historically Black University is part of the Second University Experience planning. This funding endeavor opens doors to multicultural students from other campuses to visit us and become informed about what we can offer through the Second University Experience. Thus far, one travel experience is ready to occur (Spring 2003), with another closely following. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | University funds.  |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | This initiative targets exchanges between Historically Black Campuses for faculty, staff and students of color.  |

**Successful Plan 2008 Programs**  
**Plan 2008: Phase I Report**

| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |  |
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| <b>PLAN 2008 GOAL 5: INCREASE THE NUMBER OF FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF, AND ADMINISTRATORS OF COLOR.</b> |  |
| <b>Name of Successful Plan 2008 Initiative/Program: Compact for Diversity Conference</b>                                |  |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                              | Provost's Office, Affirmative Action Office  |
| <b>Goals and Duration of the Program</b>  | The Provost's Office and Affirmative Action Office participated in the 2002 Compact for Diversity Conference attended by 650 Ph.D. graduate students of color and potential graduate students (McNair students). The Affirmative Action Director had a recruiting table at the conference. The Director of Affirmative Action delivered a presentation, serving a recruitment effort, to a group of 50 graduate students. Over 200 of the graduate students were reached at the conference. The university also received access to an on-line resume database of about 500 graduate students which can be used to contact individual students. Correspondence with about 20 diverse students resulted. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | University funds.  |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   | This initiative targets academics, achievement and leadership for students of color.   |

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**Plan 2008: Phase I Report**

| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |   |
|---|---|
| <b>PLAN 2008 GOAL 6: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT SUPPORT DIVERSITY.</b>                       |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Human Relations Council</b>   |   |
| <b>This Initiative/Program was:</b>   | Ongoing and Amended for Plan 2008   |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | Division of Academic Support, College of Letters and Science, Oshkosh community   |
| <b>Goals and Duration of the Program</b>  | <p>The City of Oshkosh and UW Oshkosh jointly organized the Human Relations Council in 1989. It is an organization that unites university and community, business interests and educational personnel, in activities that promote an environment supporting racial, ethnic, and cultural diversity.</p> <p>The Division of Academic Support actively supports and encourages community cultural enrichment through its participation in the Oshkosh Community-University Human Relations Council (HRC). HRC was reorganized in 1994 to meet the demands of a growing community (Oshkosh) as it became more culturally, ethnically and racially diverse. The Council was formed to assist the community in understanding and working with these and other social changes. The 60 members of the Council represent the broadest possible diversity of our community in their racial and ethnic backgrounds, their relationships to the city and university, and their particular skills, interests, backgrounds and personal qualities. It provides speakers, educational programs and other outreach efforts to advance an understanding of diversity. It serves as a mediator or a spokesperson when groups or individuals who feel they have been discriminated against request assistance. It is a clearinghouse for information relating to diversity and services in the community.</p> |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   |   |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b> | This initiative links campus and community in a strong diversity initiative.  |

**Successful Plan 2008 Programs**  
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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>   |  |
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| <b>PLAN 2008 GOAL 6: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT SUPPORT DIVERSITY.</b>                                    |  |
| <b>Name of Successful Plan 2008 Initiative/Program: Collaborative-Cooperative/Articulation Agreements: UW Oshkosh Undergraduate Programs</b> |  |
| <b>This Initiative/Program was:</b>  | Ongoing and Amended for Plan 2008  |
| <b>Names of Offices/ Departments/Agencies/Your Office Worked or Partnered With</b>   | College of Letters and Science, College of Business Administration, College of Education and Human Services, College of Nursing, UW Center Fox Valley, UW Center Fond du Lac, UW Center Marathon County, Technical Colleges (Fox Valley, Lakeshore, Moraine Park, Northeast Wisconsin, UW Platteville, UW Eau Claire, UW Green Bay, UW Madison, UW Milwaukee, UW Superior, UW Whitewater, College of the Menominee Nation. |
| <b>Goals and Duration</b>  | (See below)  |
| <b>Program Cost and Funding Sources</b>  |  |
| <b>What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program”?</b>                          | Seamless education is of strong benefit to students of color. This initiative benefits recruitment and retention.  |

| <b>UW Oshkosh / Institutions</b>   | <b>Program Name</b>   | <b>Type of Agreement</b> | <b>Comments</b>                    |
|--|---|--------------------------|------------------------------------|
| UW Oshkosh Bachelor of Liberal Studies and UW Oshkosh College of Business Administration | Facilitate transition of students from BLS program with equivalent of Assoc of Arts and Science Degree into the BBA program w/o requiring student to pay fee and officially obtain the Associate Degree | Articulation             | 1996                               |
| UW Center—Fox Valley   | Educational Partnership   | Collaborative            | 1999                               |
| UW Center—Fox Valley & UW Platteville  | Pre-Engineering Program   | Articulation             | Fall 1999                          |
| UW Center--Fox Valley and UW Center—Fond du Lac  | Bachelor of Liberal Studies Degree – Organizational Administration Emphasis   | Collaborative            | Fall 1999                          |
| UW Center—Marathon County  | BSN Nursing   | Collaborative            |                                    |
| UW Eau Claire, Green Bay, Madison, Milwaukee   | Collaborative Nursing Program   | Collaborative            | 1996                               |
| UW Eau Claire, Madison, Superior, Whitewater   | School Library Education Consortium (UWS-SLEC)  | Articulation             | Fall 2000                          |
| UW Center—Fox Valley   | Criminal Justice  | Articulation             |                                    |
| College of the Menominee Nation  | BSN Degree Program: facilitate those who have completed the Associate Degree Pre-Nursing Program at College of the Menominee Nation and to transferring to UW Oshkosh                                   | Articulation             | Fall 2002                          |
| Technical Colleges: Fox Valley, Lakeshore, Moraine Park, and Northeast Wisconsin         | BLS Organizational Administration (AA degrees from colleges in Supervisory Management)  | Articulation             | Fall 2002                          |
| Fox Valley Technical College   | BLS Organizational Administration (includes following AA degrees from FVTC: Aeronautics, Banking & Financial Services, CIS, Insurance Services, Supervisory Mgt.)                                       | Articulation             | Spring 2003<br>(Pending Signature) |

**Successful Plan 2008 Programs**  
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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |  |
|---|--|
| <b>PLAN 2008 GOAL 6: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT SUPPORT DIVERSITY.</b>                       |  |
| <b>Name of Successful Plan 2008 Initiative/Program: Calendars of Events for Multicultural Heritage Months</b>                   |  |
| <b>This Initiative/Program was:</b>   | Ongoing  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | Division of Academic Support and many other units on campus.   |
| <b>Goals and Duration of the Program</b>  | The Division of Academic Support collaborates with many other units on campus to present calendars of events annually for Asian American, Hispanic, African American, Hmong, and American Indian Heritage Months. Co-sponsorship of many events builds attendance as well as a spirit of cooperation. The Bookstore presented relevant displays, faculty and staff members from many disciplines provide informative, informal lectures, and connections with local communities of color are forged as well. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   |  |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b> | This initiative targets retention of students of color.  |

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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |   |
|---|---|
| <b>PLAN 2008 GOAL 6: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT SUPPORT DIVERSITY.</b>                       |   |
| <b>Name of Successful Plan 2008 Initiative/Program: UW System Women in Science Program</b>                                      |   |
| <b>This Initiative/Program was:</b>   | Ongoing and Amended for Plan 2008   |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | College of Letters and Science, UW System   |
| <b>Goals and Duration of the Program</b>  | <p>The UWS Women in Science Program, housed at UW Oshkosh, offers workshops for two days every October that trains new system math and science professors in teaching strategies, other than lecture, that have been shown to enhance learning and improving retention for women and multicultural students. Assessment of this program demonstrated that 100% of participants used workshop materials and administrators noted increased discussion of pedagogical techniques when their faculty had attended.</p> <p>The UWS Women in Science Program also holds a five-day Curriculum Reform Institute at UW Oshkosh each June, designed to help teams of science educators from the UW System and throughout the country revise courses or establish new ones that address the needs of diverse student populations to aid in their retention as science students. Between 30-70 faculty members have participated each year. The WSP program recently received national recognition for the success of its programs.</p> |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   |   |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a “Successful Plan 2008<br/>Initiative/Program”?</b> | This initiative targets a field in which students of color are low in numbers.  |

**Successful Plan 2008 Programs**  
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**UNIVERSITY OF WISCONSIN OSHKOSH**

**PLAN 2008 GOAL 7: IMPROVE LEADERSHIP AND ACCOUNTABILITY IN THE IMPLEMENTATION OF THIS PLAN.**

**Name of Successful Plan 2008 Initiative/Program: Diversity Council Innovation Grant Program**

**This Initiative/Program was:** New Under Plan 2008

**What are the Factors and Characteristics that make this program a “Successful Plan 2008 Initiative/Program”?** This is a strong campus-wide program that is highly visible promoting constantly Plan 2008.

| Date      | Department                                  | Diversity Council Innovation Grant Titles  | Amount  |
|-----------|---|--|---------|
| 2000-2001 | Curriculum & Instruction<br>COEHS           | From the Valley to the Campus: Recruitment Visits for Minority Language Students: bring groups of ESL middle and high school students from Fox Valley and Northeast Wisconsin            | \$3,000 |
| 2000-2001 | Curriculum & Instruction<br>COEHS           | Improving Mathematics Achievement of Native American College Students by Improving Reservation High School Math Instruction: teach reservation Math teachers new techniques              | \$3,000 |
| 2000-2001 | Curriculum & Instruction<br>COEHS           | Understanding Hmong America: Twin Cities Field Experience for UW Oshkosh Students enrolled in a summer Bilingual Education course, Hmong Language, Culture and Learning                  | \$3,000 |
| 2000-2001 | Anthropology<br>COLS                        | Ethnic Diversity in America: A Proposal to Increase UW Oshkosh's Videos on American Ethnic Groups and Ethnic Diversity for Faculty and Student Use In and Out of the Classroom           | \$3,000 |
| 2000-2001 | Dean's Office<br>COLS                       | Tapping the Wisdom of American Indian Elders: Tribal Elder in Residence for a week, including class presentations, meetings with staff and students, and a public lecture.               | \$3,000 |
| 2000-2001 | English<br>COLS                             | Writers of Color Residency Series: weeklong residency, including one-on-one intensive analyses of students' work, as well as class presentations and a public lecture.                   | \$2,143 |
| 2000-2001 | Social Work<br>COLS                         | Welcome to Social Work: A Student, Alumni and Faculty Partnership To Attract High School Graduates of Color: students produce a video interviewing social work alumni of color           | \$1,200 |
| 2000-2001 | Division of Academic<br>Support             | Diversity Speakers Series: Dr. Herman Blake, African American educational leader, to present a public lecture and discuss strategies for recruiting diverse students with key personnel. | \$3,000 |
| 2000-2001 | Division of Academic<br>Support             | The First-Year Experience Program: Special 2-day orientation session for accepted students of color, to encourage their enrollment, including interaction with current students of color | \$2,350 |
| 2000-2001 | Division of Academic<br>Support             | Multicultural Peer Mentoring Grant Proposal: activities linking new students of color with experienced students of similar background  | \$1,100 |
| 2000-2001 | Division of Academic<br>Support             | Hispanics Obtain Partners in Education: connect Hispanic students from Dallas' Sunset High School attending the COBA Business Simulation Program with Hispanic Students United           | \$ 600  |
| 2000-2001 | Residence Life                              | Department of Residence Life High School Leadership Seminar: scholarships for students of color to attend a weekend of leadership development activities                                 | \$2,050 |
| 2001-2002 | Curriculum & Instruction                    | From the Valley to the Campus: Recruitment Visits for Minority Language Students (Year 2)  | \$1,500 |
| 2001-2002 | English                                     | Writers of Color Residency Series  | \$1,982 |
| 2001-2002 | Psychology                                  | Speakers Series for Cross-Cultural Psychology: Bringing Diversity to the Classroom   | \$1,400 |
| 2001-2002 | Curriculum & Instruction                    | Bill Gates Millennium Scholars Conference: Enhancing the Lives of Our Future Leaders   | \$1,500 |
| 2001-2002 | College of Business<br>Administration       | Hispanics Obtain Partners in Education (HOPE)  | \$2,500 |
| 2001-2002 | Admissions Office                           | Minority Recruitment: Pulaski High School Basketball Team Visit  | \$372   |
| 2001-2002 | Music Department                            | UW Oshkosh Wind Ensemble Tour  | \$1,421 |
| 2001-2002 | Art Department                              | Diversity in Understanding the Arts Slide-Video Collection   | \$500   |
| 2001-2002 | Division of Academic<br>Support             | Weekend Residential First-Year College Experience Program  | \$2,500 |
| 2001-2002 | Children's Learning and<br>Care Center, MEC | Teaching! Understanding! Relationships! Through Life Experiences   | \$2,500 |
| 2001-2002 | Admissions                                  | Minority Recruitment Campus Visit  | \$2,259 |
| 2001-2002 | English/COLS Dean                           | Wisconsin Women of Color in Higher Education: Keynoting a New Organization   | \$1,913 |



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|-----------|--|---|---------|
| 2001-2002 | Student Support Services                 | Academic Excellence Through Peer Mentoring  | \$2,500 |
| 2001-2002 | English Department                       | Native American Literature Speakers   | \$2,500 |
| 2002-2003 | Curriculum & Instruction                 | From the Valley to the Campus: Recruitment Weekend for Minority Language Students (Year 3)  | \$2,400 |
| 2002-2003 | Journalism                               | Enhancing Student Diversity at UW Oshkosh Through Greater Involvement with Minority Journalism Students at Middle Schools and High Schools in Wisconsin | \$1,500 |
| 2002-2003 | DAS & Biology Dept                       | Diversity Speaker Series: Dr. Joseph L. Graves, Jr.   | \$1,295 |
| 2002-2003 | Women's Studies/Women's Advocacy Council | Dramatizing Latina Lives, Encouraging Latina/o Students: Bringing "Tres Vidas" to UW Oshkosh  | \$2,500 |
| 2002-2003 | Admissions                               | Native Pride at UW Oshkosh  | \$2,000 |
| 2002-2003 | COEHS                                    | Spring 2003 UW Oshkosh Orientation for Native American High School Seniors  | \$2,400 |
| 2002-2003 | Residence Life                           | Department of Residence Life/United Students in Residence halls High School Leadership Seminar  | \$2,500 |
| 2002-2003 | Psychology Department                    | Speakers Series for Diversity issues Pertinent to Psychology  | \$900   |
| 2002-2003 | Honors Program                           | The Making of American Identities: Witness Indian and Hispanic  | \$500   |
| 2002-2003 | Multicultural Retention                  | Academic Excellence through Peer Mentoring  | \$2,500 |
| 2002-2003 | Admissions                               | Minority Recruitment: Beloit/Racine Campus Visit  | \$2,208 |
| 2002-2003 | Admissions                               | Minority Recruitment: Milwaukee Campus Visit  | \$2,208 |

**Successful Plan 2008 Programs**  
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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |   |
| <b>PLAN 2008 GOAL 7: IMPROVE LEADERSHIP AND ACCOUNTABILITY IN THE IMPLEMENTATION OF THIS PLAN.</b>                              |   |
| <b>Name of Successful Plan 2008 Initiative/Program: Multicultural Participation on External Boards</b>                          |   |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008   |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | UW Oshkosh Foundation's Advancement Division  |
| <b>Goals and Duration of the Program</b>  | The UW Oshkosh Foundation's Advancement Division has identified diverse individuals to provide opportunities to join external boards including the Foundation Board of Directors, the Chancellor's Council of Advisors, and the College of Business Advisory Board. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   |   |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a "Successful Plan 2008<br/>Initiative/Program"?</b> | This initiative facilitates promotion of alumni of color to leadership positions.   |

**Successful Plan 2008 Programs  
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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |  |
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| <b>PLAN 2008 GOAL 7: IMPROVE LEADERSHIP AND ACCOUNTABILITY IN THE IMPLEMENTATION OF THIS PLAN.</b>                              |  |
| <b>Name of Successful Plan 2008 Initiative/Program: The Diversity Council</b>   |  |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | Campus-wide  |
| <b>Goals and Duration of the Program</b>  | <p>This initiative began in 2000.</p> <p>The Diversity Council, with a high level of support and resources from the Provost's office, is working on the following accomplishments:</p> <ul style="list-style-type: none"> <li>• Updating the Council website, using it and other sources to e-mail and collect data for this report (157 forms submitted);</li> <li>• Formalizing the Council's charge and structure, consistent with university governance procedures;</li> <li>• Reproducing a student poster, "Embrace Diversity," and distributing it widely across campus;</li> <li>• Beginning a series of focus groups with students of color, to assess climate issues and recruitment techniques;</li> <li>• Organizing and publicizing the Diversity Council Innovation Grant program;</li> <li>• Encouraging the creation of two new Diversity Recruitment Specialists in Admissions, supported by a network of paid university liaisons in Wisconsin ethnic communities;</li> <li>• Refining the process to simplify access to the Second University Experience;</li> <li>• Raising campus awareness of diversity issues and sharing information about diversity initiatives campus wide.</li> </ul> |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   |  |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a "Successful Plan 2008<br/>Initiative/Program"?</b> | This initiative has facilitates focused support of campus-wide activity in support of Plan 2008.   |

**Successful Plan 2008 Programs**  
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| <b>UNIVERSITY OF WISCONSIN OSHKOSH</b>  |  |
|---|--|
| <b>PLAN 2008 GOAL 7: IMPROVE LEADERSHIP AND ACCOUNTABILITY IN THE IMPLEMENTATION OF THIS PLAN.</b>                              |  |
| <b>Name of Successful Plan 2008 Initiative/Program: African American Alumni Association</b>                                     |  |
| <b>This Initiative/Program was:</b>   | New Under Plan 2008  |
| <b>Names of Offices/<br/>Departments/Agencies/Your Office<br/>Worked or Partnered With</b>                                      | UW Oshkosh Foundation's Advancement Division   |
| <b>Goals and Duration of the Program</b>  | The UW Oshkosh Foundation is establishing the African American Alumni Association. The Alumni Affairs office is in discussion with individuals to establish the association within the University Alumni Affairs office so as to be able to communicate the desire for the university to meaningfully engage its alumni into the university community irrespective of race, color, or creed. |
| <b>Program Cost and Funding Sources<br/>(External and Internal)</b>   |  |
| <b>What are the Factors and<br/>Characteristics that make this<br/>program a "Successful Plan 2008<br/>Initiative/Program"?</b> | This initiative facilitates community outreach from the UW Oshkosh Foundation on funding of education for students of color.   |