

**University of Wisconsin Oshkosh
Ten-Year Plan to Address Women's Issues**

I. Learning and Working Environment

The learning and working environment should be more welcoming to women, especially women of color and women who identify as lesbian, bisexual, or transgendered. The goal is to reduce the sense of isolation, marginalization, and disempowerment experienced by women students, faculty, and staff. Such a learning and working environment fosters equality, cultivates and supports the unique contributions of all women, and actively seeks diverse views and women's initiatives.

1. Provide Workshops, Forums, Training

a) Develop required workshops, forums and/or training for administrators, supervisors, directors, chairs, and faculty designed to improve the learning and working environment for women generally, for women of color specifically, and LGBT people. Topics include: Power, Communication, Difference, Resilience, Conflict Resolution

Have accomplished:

1. The annual Celebration of Women, organized and hosted by the Gender Equity Council, features a keynote speaker who focuses on contributions of women. The event, begun in 2001, provides a sense of community for women on campus.

2. Campus Relationship Violence Training: implemented by Affirmative Action and the Campus Violence Prevention Program in conjunction with EAP (Employee Assistance Program) to train individuals on the range of relationship violence that occurs on our campus, from sexual harassment to sexual assault, including stalking. The workshop teaches that the basis for such violence is power.

Required for all supervisors. As of September 2004, will be required for all new faculty and staff employees. As of September 2004, all currently employed supervisors and staff will have been trained, and faculty will be trained this fall.

3. Leadership Series: developed by Affirmative Action and currently run by Human Resources. 8 month leadership training; focuses specifically on conflict resolution. Participation is not required, but 3 series are offered: Classified Staff, Faculty, and Supervisors.

In the fall of 2004, a 3-session training will be implemented for supervisors of student employees.

4. SAFE training: developed and implemented by the LBGTQ Education and Advocacy Council to train individuals to be LBGTQ Allies. This training has been in place for over 10 years; however, it is not required but optional.

NEED: *Require SAFE training for at least supervisors, directors and department chairs. Group responsible for initiation: LBGTQ Council*

Have initiated:

1. The Inclusion Plan: initiated by Affirmative Action and will be implemented by the Alliance for Equity and Diversity. This plan proposes that by January 2005 more forums will be developed that deal specifically with such diversity issues as ethnicity, age, and sexual orientation.

Proposed initiatives:

a. Develop focus groups, including faculty, staff, and students, on What it is like to be _____ (female, lesbian, African American, over 60, etc.) on this campus. Include discussion on curriculum infusion.

b. Require each campus unit to evaluate their current atmosphere of inclusion and to set goals to better their inclusion process.

b) Infuse awareness and sensitivity training in academic and non-academic gatherings involving students, faculty and staff to improve the learning and working environments for women.

Have accomplished:

1. SAFE training and the Campus Relationship Violence Training both address the issues of awareness and sensitivity training. SAFE training is also offered to students as well as faculty and staff, and will soon be required for students in the College of Education. The student organizations CARE (Campus for Awareness and Relationship Education) and Rainbow Alliance for HOPE (Helping Others Perceived Equality) also work to educate students on these issues. Both groups provide education and panels to classes upon request.

NEED:

1. Offer the Campus Relationship Violence Training to students. Begin by training all CAs and work to include the training of first year students in the Odyssey Program. Group responsible for implementation: Affirmative Action and the Campus Violence Prevention Project.

2. Include SAFE training in the first-year students' Odyssey Program. Group responsible for initiation: LBGTQ Education and Advocacy Council

c) Develop leadership training and retraining opportunities for women students, faculty, and staff

Faculty and staff: Orientation, SAFE, EAP, mentoring programs, faculty colleges, Women in Science, WWHEL, Faculty Development Program, and UTLG Grants.

Have accomplished:

1. SAFE, EAP brown bags, Mentoring Programs, Women in Science Program, WWHEL (WWHEL Leadership Workshop Fall 2003)
2. Leadership Series

Have initiated:

1. New Employee Orientation Program: initiated by Human Resources.

NEED: *Faculty Development Program, UTLG Grants (Undergraduate Teaching and Learning Grant, suspended last 2 years but will be reinstated). Group responsible for initiation: Gender Equity Council*

Students: Curriculum Infusion, Counseling Center, and Hall Programs

Have accomplished:

1. Titan LEAD (Leaders Emerging and Developing): implemented by the Dean of Students Office, this 3-level program is a comprehensive student leadership program at the University of Wisconsin Oshkosh which provides opportunities for students to identify, nurture and develop their leadership skills, talents and opportunities through training and experiential learning.

NEED:

1. *Awareness and sensitivity training curriculum infusion. Group responsible for initiation: Gender Equity Council*
2. *Specific programs on leadership for women students through the Counseling Center.*
3. *Campus-wide programming on leadership for women students through Residence Hall Programming*

2. Strengthen the University System for Response to (and Reporting of) Discrimination, Harassment, Sexual Violence

a) Provide a system that is viewed by students, faculty and staff view as respectful, responsive, fair and effective. Review the campus system for reporting and responding to discrimination, harassment, or sexual violence.

*To be implemented by year 2

Have accomplished:

1. Through the Campus Relationship Violence Training, campus-wide education on responding to and reporting incidents of sexual harassment has been accomplished for faculty and staff. Groups to report to have been expanded to the Affirmative Action Officer, EAP, the Sexual Harassment Resource Group, and the Campus Violence Prevention Project and its advocates.

NEED: *Get the word out to students. This process has been started through the training of supervisors of student workers. To further this process, we will expand the Campus Relationship Violence Training to students. The women's center may be used for this purpose.*

b) Increase training for supervisors, faculty, and staff about the Sexual Harassment Resource Group. Train supervisors about discrimination, early signs of discrimination, the need and responsibility to report discrimination, avenues for reporting discrimination, and University Policy*To be implemented by year 2

Have accomplished:

1. Through CVPP And the Campus Relationship Violence Training

2. CVPP has also revised policies on Sexual Harassment, Stalking, and Sexual Assault

3. Provide a System for Supporting Women Facing Learning/Work Environment Issues

a) Recruit volunteers to serve as advocates/ombuds for women on campus (refer to responsibilities of the Implementation Committee Chair, in **Organizational Structure: Implementation Committee**, above). *To be implemented by year 2

Have accomplished:

1. Ombuds is Beth Heuer, Affirmative Action Director

NEED: *Look into having GEC members serve as advocates in the same way members in the Sexual Harassment Resource Group do. Beth Heuer, Affirmative Action Director, will provide training.*

b) Establish a University Women's Center and ensure it has the funding, space and staff to provide resources to meet student, faculty, and staff needs

Have accomplished: See www.uwosh.edu/womenscenter

1. The Chancellor's Fund has provided funding for 2 ½ years, beginning in February of 2003.
 2. The Women's Center is now located in the basement of the newly renovated Foundation Center. The Center moved to its new location in May of 2004 and will open its doors in September of 2004.
1. The Women's Center is staffed with a half-time director, a half-time program assistant, and a ten-hour-per-week student who is funded through a work-study allocation.

NEED:

1. *Continual work to provide future funding for the Center. Group Responsible: Tom Keefe and the Foundation Center in conjunction with the Women's Center.*
2. *Further staffing will be needed in the future.*

c) Encourage wellness activities for women students, faculty, and staff with consideration for women facilities during remodeling activities.

Have accomplished:

1. Women's Center and the Women's Advocacy Council have offered programming on Breast Cancer Awareness.

Have initiated:

1. Women's Center will offer monthly programs and women's health and wellness. First program scheduled for fall 2004 is on eating consciously rather than emotionally.
2. New Titan Stadium will have women's locker room.

2. Ensure Safety and Security.

a) Initiatives to set a standard for a safe and healthy campus should be supported by the Chancellor, Provost and College Deans. Example: The walk for safety, self-defense classes

Have Accomplished:

1. WAC (Women's Advocacy Council) sponsors the yearly Chancellor's Walk for Safety
2. The RAD (Rape Aggression Defense) program has been established by CVPP and a grant from the Office on the Status of Women and the Justice Department. This program is co-sponsored by the University Police and the Women's Center.

b) Review the Workplace Violence Policy to ensure its comprehensiveness; Support its wider publicity among faculty and staff. *To be implemented by year 2

Have accomplished:

1. Reviewed and revised by the Campus Prevention Violence Project.
2. Publicized in the Campus Relationship Violence Prevention Training sessions.

NEED:

1. A By-Stander Policy needs to be added to our current Workplace Violence Policy and is being worked on by the Campus Violence Prevention Project.

2. The Gender Equity Council could increase policy publicity.

c) Continue training, recruiting and readiness of Critical Incident Stress Management Team to provide a supportive environment in the event a tragedy occurs

Have Accomplished: The EAP (Employee Assistance Program) sponsors this team

and works on keeping it highly functional.

NEED:

By-Stander Resource Team: to deal with situations before they reach critical level. Group responsible for implementation: EAP

d) Review and address deficiencies in lighting, safety of parking areas, emergency communication, and night patrol

Have Accomplished: The Annual Chancellor's Walk for Safety has improved the safety of our campus through such additions as the new blue safety lights and emergency phones added to campus.

NEED:

More attention to the safety needs of particular buildings. Send a message to all department chairs and unit supervisors asking them to assess the level of safety in their building. Such a project should first be discussed with the Chancellor. Group responsible for implementation: Gender Equity Council

e) Intensify efforts and programs to discourage alcohol and drug abuse among students, faculty and staff, and to stop perpetrators of violence and sexual assault. Examples: Campus for Acquaintance Rape Awareness (CARE) Program, Healthy Choices, Dean of Students, EAP, escort services, Workplace Violence Policy

Have accomplished:

1. The work of the Campus Violence Prevention Project has done much to address the issue of violence on campus from working with Affirmative Action in the Campus Relationship Violence Training to revising our Violence Policies both on the employee and student levels.

2. **CARE (Campus for Awareness and Relationship Education) continues to help educate students about Relationship Violence.**
3. **The Dean of Students Office teaches two relevant classes: Healthy Choices, for first time, under-age drinking offenders, and Healthy Decisions, for first time drug paraphernalia or marijuana use.**
4. **The Safety and Security Committee of USRH (United Students in Residence Halls) coordinates an escort service on campus called Knights Owls.**

NEED: *More work to discover other programs available on campus.
Group responsible for implementation: Gender Equity Council*

II. Balancing Work and Personal Life

The University environment should recognize the importance of balancing work and personal lives. Research has shown that work demands lead to family conflict. Family conflict, in turn, results in lower quality of work. The university recognizes that students and employees have lives outside of the workplace that affect their performance in the university setting. By assuring that students and employees can appropriately address children/family as well as personal needs, workplace performance will be enhanced. Provide university structure/processes and training to individuals to handle stress associated with balancing work and personal life.

1. Identify and Meet Needs for Childcare Services/Access, Adult Caregivers, and Balancing Work and Life Issues for Students, Staff and Faculty.

- a) Develop, administer, analyze and interpret a survey to assess
 - Needs and access issues for childcare by students, faculty, and staff (collaborate with on-campus facility)
 - The extent of the adult caregiver role for students, faculty, and staff (to include support services needed, accessibility, flexibility of work schedule to accommodate, stress management)
 - The blurring of work and personal life (e.g., due to advances in technology)
 - Current and potential need for alternative work schedules (e.g., flex-time, job sharing) among faculty and staff

Have accomplished: Survey on childcare needs.

- b) Develop a comprehensive plan to address issues identified in this survey, including
 - Financial support of child or adult care for those in need, expanding budget and staff of campus facility as needed, and/or establishing a network with community agencies
 - Write applications for state and federal grants, seek donations, and evaluate other funding sources
 - Offer orientation sessions, panel discussions and seminars featuring people who are effective at balancing child/adult care issue and career/life

- Develop support groups among students, faculty, and/or staff

c) Foster a flexible workplace environment to meet the needs of faculty and staff

- Assign each College the responsibility for developing a plan that would allow individuals the opportunity to accomplish their job responsibilities while still meeting family responsibilities
- Ensure equitable implementation of family leave policies, including access to, as well as, attitudes towards use of family leave policies
- Establish classroom policies to recognize missed class days due to student and faculty child/children's illnesses

Have accomplished: The Gender Equity Council sponsored a forum on Alternative Work Arrangements (Job Sharing and Part-time Jobs)

Have initiated: The **Gender Equity Council** and Affirmative Action are working on a **Work-Life Balance Proposal** for a project that would implement a campus-wide survey to gather information, focus groups to help prioritize issues in the information gathered, and a plan of attack to address identified issues.

Anticipated Work-Life Balance NEEDS based on above project:

- *Develop, implement, and use a "retention survey" to gauge the campus climate for women; disseminate results to campus community*
- *Provide department chairs with data on the current distribution of advising and committee workload for both male and female faculty*
- *Provide department chairs with data on the various obstacles women face in achieving tenure, including gender bias on teaching evaluations and in review processes*
- *Update stated institutional policies (i.e. benefits, climate component, job share, extended leaves, etc.) Make these policies more visible to all members of the UW Oshkosh community*
- *Equate (across gender) the distribution of advising, committee, and teaching workload (including class preparations and teaching schedules)*
- *Study deeply ingrained processes that can be discriminatory toward women and/or represent obstacles to tenure for women. Consider implementation of written, individualized tenure plans for all faculty*

3. Provide for Domestic Partner Benefits among Faculty and Staff - Establish policies in support of domestic partner benefits

Have Accomplished:

1. The GEC sponsored a forum on this topic in the Spring 2003.
2. Human Resources is establishing soft benefits for domestic partners on campus.
3. Dental benefits provided. Life insurance provided.
4. The system-wide Inclusivity Initiative is working on this issue and many other campus climate issues related to our LGBTQ population.

NEED: *Full Health Benefits for Domestic Partners. Group responsible for implementation: State Legislature. But UW System continues to apply pressure through the Inclusivity Initiative.*

III. Hiring, Promotion, and Retention of Women

Administrators and supervisors play a critical role in establishing and therefore changing the "personality" of the University. Initiatives are required to change the culture to promote policies and practices that do not discriminate against women.

1. Culture

a) Develop Required Administrator Training and Increased Administrator Accountability

- Develop required training sessions for department chairs and all supervisors on topics including leadership development of those they supervise on: departmental climate, writing position announcements, the hiring process, conducting effective performance reviews, conveying clear job expectations, providing feedback, and ensuring that women are involved in all formal and informal decision-making processes
- Hold supervisors accountable for the retention and promotion of women by including retention/promotion of women in supervisors' job descriptions and yearly performance evaluation

Have Accomplished:

1. **Beth Heuer provides orientations for all Search Committees on hiring processes**
2. **The Affirmative Action Committee will provide a representative to be part of promotion and tenure reviews.**

NEED:

1. *Get word out to faculty that they can request a representative at their promotion and tenure reviews. Group responsible for implementation: Gender Equity Council*
2. *Effective performance reviews for staff.*

b) Increase Administrator, Supervisor, and Campus-wide Awareness of Issues Related to Women

- Develop, implement, and use results of an "exit interview" process for all women who leave UW Oshkosh, in order to guide supervisor training
- Develop, implement, and use a "retention survey" to gauge the campus climate for women; disseminate results to campus community
- Provide department chairs with data on the current distribution of advising and committee workload for both male and female faculty

- Provide department chairs with data on the various obstacles women face in achieving tenure, including gender bias on teaching evaluations and in review processes
- Implement evaluations of administrators by employees, i.e. 360 feedback

Have accomplished:

1. **Affirmative Action Office conducts Exit Interviews for all employees—even those who transfer to other departments and who retire.**
2. **On-line exit survey available to help find out why people leave so future retention can be addressed.**

NEED:

1. **Get the word out about both exit interviews and on-line survey. Group responsible for implementation: Gender Equity Council**
2. **Evaluate Administrators on support for Affirmative Action. Group to implement: Faculty Senate Administration Review and the director of Human Resources**

c) Increase Opportunities for Women to Move into Administrative Roles.

- Be proactive in identifying potential women leaders within the University.
- Develop incentives for women to assume leadership roles
- Develop a UW Oshkosh Leadership Training Program including leadership internships and/or job shadowing for aspiring women leaders at the faculty, classified staff, and academic staff levels
- Publicize the UW System Summer Leadership Institute and encourage Department Chairs and Deans to send nominations of potential women leaders to the Chancellor

Have accomplished:

New opportunities that are available for women:

1. **Chancellor's Fellows since 2001—for Chancellor, Provost, Executive Director of Advancement, Vice Chancellor for Administrative Services**
2. **Leadership Series**
3. **Fellowship Program for Classified Staff**

NEED:

Publicize more. Group responsible for implementation: Gender Equity Council. For example, links to leadership programs such as the Summer Leadership Institute can be put on the GEC webpage.

2. Increase the Women Applicant Pool for Open Positions, Especially in Fields Where Women are Underrepresented.

a) Require departments to work with the University Affirmative Action Director early in the hiring process to increase the number of women in the pool of applicants

Have accomplished.

b) Provide workshops for College Deans, Department Chairs, Unit Directors/Supervisors on salary equity for starting salaries for women

NEED: *1. Such workshops are needed with reminders that the Equal Wage Act requires Salary Equity. Affirmative Action is involved in working on this issue for faculty and staff.*

2. A related projected would be for the Gender Equity Council and Affirmative Action to develop an Equitable Wage Decisions Policy

c) Develop spousal job networks (include Internet site, work with chambers of commerce and other post-secondary institutions in the Fox Valley region)

Have accomplished: NEWERA website—advertises all open positions for all 13 system institutions and 50 corporations.

NEED: *1. Work through the City Chambers to establish contacts in Oshkosh, Green Bay, Appleton, and Fond du Lac to work on implementing a process of dual-career partners. Group to implement: ?*

d) Develop a "UW Oshkosh Information for Prospective Employees" web page, including links to campus and system initiatives, information about family friendly policies, and links to the spousal job network

Have initiated: Such a webpage is part of the New Employee Orientation Program Human Resources is working on.

e) Offer an incentive program for the hiring of women in target areas by developing a temporary partial salary support for such hires from a fund managed by the Provost

NEED: *To be worked on in the future.*

f) Update stated institutional policies (i.e. benefits, climate component, job share, extended leaves, etc.) Make these policies more visible to all members of the UW Oshkosh community

Have initiated: **1. Human Resources is updating benefits policies.**
2. Publicity of these policies is part of the New Employee Orientation Program

NEED: *1. More information on how Deans work with faculty needing family medical leave. Group to implement: Gender Equity Council.*

2. More publicity of policies. Group responsible for implementation: Gender Equity Council.

g) Establish tuition reimbursement for spouse and children of employees

Have accomplished: Partners and spouses of new employees are eligible for in-state

tuition immediately rather than waiting a year to establish residency.

3. Improve the Campus Climate and Working Conditions to Increase the Retention of Women (also see "Learning and Working Environment")

a) Develop and implement a multi-year mentoring program independent of the Colleges and overseen by the Affirmative Action Office (broadly focused, as well as specifically focused on non-traditional fields for women)

NEED: *1. An independent mentoring program for new women. Group responsible for implementation: WWHEL and the Gender Equity Council.*

2. Informal New Comers Group for women. Group to implement: the Women's Center.

b) Promote tuition reimbursement to provide increased professional development for all employees.

Have accomplished: Classified Staff Fund. But this fund requires the employing unit to cover half the cost so it is more limiting than it at first appears.

c) Equate (across gender) the distribution of advising, committee, and teaching workload (including class preparations and teaching schedules)

Have initiated: **As this is a work-life balance issues, addressing this issue is part of the work-life balance proposal.**

d) Study deeply-ingrained processes that can be discriminatory toward women and/or represent obstacles to tenure for women. Consider implementation of individualized written tenure plans for all faculty.

Have initiated: **As this is a work-life balance issues, addressing this issue is part of the work-life balance proposal.**

e) Review and revise the Student Opinion Survey into a form shown to be gender-equitable.

Have accomplished: Faculty Senate revised SOS

NEED: *Gender Equity Council needs to review revised SOS and check for gender equitability.*

f) Increase opportunities for classified staff to move into academic staff positions.

NEED: *Work with ACES mentoring, HR, and Career Development to help with this.*

g) Provide greater opportunities for classified staff to participate in the campus community through committee and program involvement.

Have accomplished: **The Classified Staff Advisory Council makes sure such participation is possible.**

h) Review and revise the current evaluation system for academic staff so that it better facilitates employee growth and development.

Have initiated: **Human Resources is working on revising this evaluation system.**

i) Consider teaching academic staff as applicants for tenure-track positions.

NEED: *Some departments are doing this, but more work needs to be done. This is a potential SLOAN Grant issue.*

j) Improve orientation to the university for academic and classified staff.

Have initiated: **Human Resources is working on a New Employee Orientation Program.**

k) Develop and implement awards and recognition for classified and academic staff (e.g., senior lecturer status, multi-year contracts). Identify any obstacles to using these kinds of awards.

Have accomplished: **Senior Lecturer status and two-year contracts for teaching academic staff are beginning to be used in some departments. However, the contracts aren't binding: they have been reduced in the current budget crunch years.**

NEED: *More information needs to be gathered about such reward systems for classified and non-instructional academic staff. Group responsible for implementation: Gender Equity Council.*

l) Establish a minimum "living wage" for academic staff; ensure salary equity across men's and women's wages.

Have initiated: **Affirmative Action is working on such a minimum wage.**

m) Develop programs to help classified staff grow and develop new skills.

Have accomplished: 1. The Leadership Series for Classified staff falls into this category.
2. The leadership work WWHEL does also works toward this goal.

NEED: *Work on developing more programs.*

n) Develop career paths and professional development opportunities for academic staff, classified staff, and part-time employees.

Have accomplished: Both the Faculty Leadership Series and the Classified Leadership Series provide professional development.

Have initiated: Human Resources is exploring other possibilities.

NEED: *Find models for career development and evaluation. Group to implement: WWHEL*

4. Obtain UW System Support for Long-term Issues

a) Work with the UW System on a better process for promotion and reclassification of classified staff positions.

Have accomplished.

b) Review and equate salary, promotion, title, and evaluation with men in equal positions for classified and academic staff.

Have accomplished for classified staff.

Have initiated: Human Resources and Affirmative Action are working on this issue for academic staff.

c) Promote changes in UW System civil service structure so that classified staff can be compensated in relation to performance, and so that career ladders for classified staff can be created.

Have initiated: Human Resources is looking at the issue of career ladders for classified staff and at equitable compensation through the use of broad banding.

IV. Expand Educational Opportunities for Women Students

The University currently supports its own Science Outreach Program and hosts the UW System Women and Science Program. The University Women and Science Ad Hoc Committee serves as a liaison between students and faculty members by supporting a floor devoted to women majoring in math and science at the undergraduate level. In addition the Women's Studies minor is the oldest in the state. While scholarships are available for women, they are limited.

1. Increase the Number of Women in Non-traditional Fields

a) Recruit faculty/staff to serve as role models in sciences and computer sciences.

Have initiated: The Women and Science director is working on this recruiting issue.

b) Regularly review parity among men and women athletics, facilities, and encouragement toward participation in athletics.

Have accomplished: 1. **Our Title IX representative continually reviews such parity.**
 2. **A women's locker room is part of the design for the new Titan Stadium, a developing problematic omission in the old stadium.**

2. Increase the Number of Women Seeking Advanced Educational Opportunities

a) Develop scholarship programs for low-income women to promote educational opportunities as an alternative to welfare.

NEED:

1. *Scholarships that promote educational opportunities. Group responsible for implementation: Gender Equity Council*
2. *Educational programming for low-income women. Group responsible for implementation: Women's Center.*

b) Replicate active outreach efforts to women students.

NEED: *Develop a program that will introduce students to the opportunities made available through advance degrees: Group responsible for implementation: Women's Center*

c) Offer workshops to introduce women faculty, staff and students to changing technology (i.e., encourage instructors to require computer based assignments and hands on training sessions).

Have accomplished: 1. **John Berens has instigated many technology workshops that are offered for all faculty, staff, and students. Media Services offers workshops on specialized software like D2L, Photoshop, Dreamweaver, and Powerpoint. User and Training Support offers workshops in Word, Access, Excel, PeopleSoft, and email.**

d) Increase the search for new funding sources for merit based financial scholarships available to all students (including international).

Have accomplished: **The Financial Aid Office publishes a directory of all available scholarships. Many are for women only (AAUW's Scholarships; the Altrusa International Scholarship; Fox Cities Athena Award Scholarship; Agnes Drexler Kujawa Memorial Scholarship for Single Mothers; Vicki Lord Larson Scholarship; Mabel E. Rasmussen Scholarship; Soroptimist International of Fond du Lac, Midwest Regional Award; Soroptimist International, Women's Opportunity Award; Talbot's Women's Scholarship; Edwin and Dorothy M.**

Harman Scholarship; Adela Pfiesser Iversen Scholarship; Miriam Wilma Schlosser-Lang-Gerow Memorial Scholarship; Gladys W. Ihde Scholarship; Som N. Ghei and Ram Kaur Ghei Scholarship.)

NEED: *Search for new funding sources for merit based financial scholarships.*

e) Drawing on models developed by the technical colleges, develop pre-college programs for nontraditional adult women including women of color who are potential students.

NEED: *This remains a need on our campus. The Women's Center and the Center for New Learning have broached the idea of collaborating on this project, possibly applying for a grant to set it in motion.*

f) Publicize on-campus events (e.g., weekly e-mail notices on University homepage.)

Have accomplished: 1. On-campus events of interest to women are publicized over the all-university email as well as listed on relevant webpages such as those of the Women's Advocacy Council and the Women's Center.

2. The Gender Equity Council has updated and enhanced their website to not only publicize on-campus events but also to serve as a way to publicize much of the procedural and policy information to which this ten-year plan has drawn attention. Additionally, this website features the Ten-Year Plan to Address Women's Issues itself.

NEED: *Add list of events to the Gender Equity Council's webpage.*

3. Encourage Growth of the Women's Studies Program

a) Develop a Women's Studies Major

NEED: *1. Developing a Major is a high priority for the Women's Studies Program.*

2. The UW System Women's Studies Consortium has begun to think about creating a system Women's Studies Major rather than introducing separate majors on the system campus's who do not already offer a major.

b) Increase program funding to pay for release time and/or develop formal joint appointments for faculty to teach women's studies courses.

Have accomplished: .50 rotating position
.25 permanent position (approved but not yet funded)

NEED: *Still need formal joint appointments.*