Chancellor’s Committee on Inclusive Excellence

Meeting Minutes

Monday, November 19, 2012

Members Present: Ron Buchholz, Mai Yer Yang, Cynthia Konrad, Megan Knudson, Candace Chenoweth, Lauren Smith, Chunju Chen, Richard McGregory, Andrew Brenes, Luis Benevoglienti, Kimberly Knesting, Julie Minikel-Lacocque, Christine Clements, Elizabeth Ogunsola, and Freda Briscoe

Guests: Provost Beverly Kopper, Associate Vice Chancellor Greg Cook, and Eunice Lehner, Spokesperson for the Classified Staff Advisory Council (CSAC)

Meeting called to Order: 3:02 p.m. by Elizabeth Ogunsola, Co-Chairperson

After review of the October 22, 2012 minutes, Lauren Smith moved to approve the minutes and Richard McGregory seconded the motion. The minutes were unanimously approved.

1. Proposal for IE Data Collection and Results of the August 8, 2012 IE Dashboard Workshop

Lauren Smith distributed a handout and provided an overview of the Proposal for Inclusive Excellence Data Collection process. She discussed some background information relative to IE Committee discussion s about the Equity Scorecard and its concern that the Equity Scorecard was not the best option for gathering and distributing data. The Dashboard Workshop was implemented to discuss data needs in relation to IE.

Twenty-five (25) participants, representing the various campus constituencies, were involved in the August 8, 2012 Dashboard Workshop. Lauren reported that it was the general consensus, of the workshop participants, on the kinds of data needed and the format in which it should be made available. There is a need for a wide range of information that is easily accessible to those who need the data. Also, the data should be disaggregated when possible, updated frequently and located in one place.

Lauren also reported on the kinds of disaggregated data needed, as expressed by the workshop participants, i.e. a full range of admissions data; retention and six-year graduation rates, and “back end” graduation rates with all of the data captured by semester or yearly; data for HIPS; data for faculty and staff, including classified; post-graduate employment and placement data; and subjective data, i.e. Climate Report updates and reasons why students and faculty members leave.

It was the consensus of the workshop participants that the university needs some kind of dashboard approach that can be used in decision making, as well as a need for a queries based information system related to more specialized interests.

Candace Chenoweth asked for a clarification of what was meant by ‘business intelligence’. Both Chris Clements and Chunju Chen commented on the kinds of data that would be provided. Richard McGregory indicated that also people asked for user friendly data that people could do queries on themselves.

Provost Kopper gave some history on the Director of Institutional Research & Planning position that is in the recruitment process. That position will bring institutional research, academic assessment, and other work that is being done, together to make assessment more accessible for those who have on-going need for data.

1. Annual Reports (IE Reporting)

Templates for the annual reports will come out in December. Chris Clements discussed some of the kinds of data that historically have been used in annual reports and how we’ve evolved from the equity scorecard. A question presented was, “What do we want units to report on as a part of the annual report?” The Provost indicated that ideas from the IE Committee are welcome. Also, it’s not clear who has been looking at the data nor how the data is being used. Another questions posed was, “How do we know what progress is being made by each unit?” Dr. McGregory noted that there is a need to address data that will indicate diversity learning. “Can departments provide evidence of diversity learning in courses?”

There was some discussion about where institutional data can be found. Dr. Cook noted that general data on the institution can be found by going to the Institutional Research Office website and looking under ‘College Portrait. More specific data is not available right now.

Provost Kopper asked, How should IE be included in the Annual Report?” She indicated that she and the Chancellor want reports that are meaningful and helpful. They don’t want data that’s not meaningful or not helpful.

It was noted by the Provost that strategic planning goals will include HIPs and that their effectiveness will be included in the next strategic planning cycle. Knowing how we can help people tell the stories in their areas will be helpful.

Provost Kopper thanked the IE Committee for its work, prior to leaving the meeting.

1. Classified Staff Advisory Council (CSAC)

Eunice Lehner provided some background on the origin/evolution of the Classified Staff Advisory Council. The Council will facilitate classified staff in becoming more inclusive in the whole campus community. Classified staff professional development is another area that will be addressed by the Council. Eunice indicated that the group has done some research on classified governance groups across the System. Election for the Council was held last Thursday.

Ron asked how the IE Committee might be able to assist the Council. It was noted that the

Council will facilitate classified staffs’ inclusiveness in the whole campus community.

There are approximately 425 classified staff employees on campus. The Council will have representatives from Academic Affairs, Administrative Affairs, Student Affairs, and a liaison to both the Chancellor’s Office and the HR&D Office. The terms of representatives will be staggered. The representatives are:

Academic Affairs (all terms end June 30, 2013):

Tricia Borchardt

Andy Peterson

Julie Ridgeman

Administrative Affairs:

Michael Carey (term ending June 30, 2013)

Jeff Onsrud (full-term ending June 30, 2015)

Mike Sacco (full-term ending June 30, 2015)

Ruth Stradinger (full-term ending June 30, 2015)

Pat Waege (term ending June 30, 2013)

Student Affairs:

Katherine Amann (term ending June 30, 2013)

Denise Ehren (full-term ending June 30, 2015)

Mary Kaster (full-term ending June 30, 2015)

Eunice Lehner (term ending June 30, 2013)

Liaison to Chancellor’s Office:

Liz Woolever

Liaison to HR&D Office:

Amy Sexton

1. Updates on the Diversity Website and Social Media

Diana Rosales-Mitte provided an update on the diversity website and its use of social media.

Diana indicated that the role of her position is to increase awareness, update the Diversity Website, and to include diverse activities and events on the website. Diana summarized the unique searches that have taken place on the website. The unique searches and start page breakdowns are:

Diversity 24 total searches

Diversity/Committee 16 total searches

Diversity/Organizations 8 total searches

Diversity/Policies 8 total searches

H/Diversity courses available 8 total searches

Diana indicated that Facebook needs increased involvement. She’s keeping “Blog” updated.

The average visit was 2:20 minutes. 83.15% of the visits were “direct”, 9.67% were “referral” visits, 7.16 % were “organic” visits, and 0.02% were “other”.

Diana noted that she needs recommendations on how to improve the website, especially among faculty and staff. Getting the Colleges connected to the Diversity Website might be helpful in getting more faculty and staff involved in diversity events. Also, the earlier planning of events needs to be done so that there is enough time for the events to be promoted through the website.

Also, IE Grants and other info from Research and Sponsored Programs should be connected through the Diversity Website.

1. Campus Diversity Forum – Updates

The next Campus Diversity Forum will be hosted by the College of Education and Professional Studies. At this time, the event is schedule to take place the week of

November 4, 2013and the overall theme is “Freedom to Learn”. A cultural program will also be included as a part of the activities that week.

1. UWW IE Discussion Questions…feedback on discussion of questions

Mai Yer Yang (Connection Student Council) reported on the constraints and barriers that hinder progress to institutionalizing diversity and inclusion throughout our institution: lack of desire to challenge one’s own prejudice; fear of not being accepted; fear of being labeled; cliques; cultural differences; lack of cultural sensitivity; color blindness; competing interests; lack of information; time constraints; lack of interest and incentives; and a safe environment.

It was reported that several other groups will be discussing questions in the near future: the Residence Hall Association has the topic on their calendar; SPBC has it on their calendar for tomorrow (Nov. 20th); and it is also on the Women’s Issue Committee calendar.

The following IE Committee Members are following up with groups' incorporation of IE discussion questions at their meetings:

IE Committee Members Group(s) being followed-up on

Luis Benevoglienti WSG and RHA

Elizabeth Ogunsola & Denise Ehlen Academic Staff Assembly

Mai Yer Yang Connection Student Council

Mark McPhail and Lauren Smith Faculty Senate

Ron Buchholz Student Affairs

Cindy Konrad Chancellor’s LGBTQ Task Force

Lauren Smith Women’s Issue Committee

Richard McGregory Multicultural Affairs & Student Success

Submitted by Freda Briscoe