

## COBE Inclusive Excellence LEAP Action Plan

<b>LEAP Workshop Year:</b> 2014 <b>Action dates:</b> Spring 2014-Spring 2015	<b>For more information, contact:</b> Jolene Check, x7039, <a href="mailto:checkj@uww.edu">checkj@uww.edu</a>
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<b>General Goal:</b>  To increase recruitment and retention success of underrepresented populations in CoBE, specifically under-represented minorities (URM) and women	
<b>Planned Actions:</b> <ul style="list-style-type: none"> <li>• Design and implement a survey for students who transfer from COBE to other colleges.</li> <li>• Host the first “Women in Business Day” on Nov. 14/15, 2014.</li> <li>• Develop 3 year-recruiting plan which focuses on URM and women.</li> <li>• Evaluate elements of diversity and inclusive excellence in COBE course offerings, assess potential expansions in content and diversity designation of courses that meet the criteria.</li> </ul>	
<b>Deliverables, Completed Actions:</b> <ul style="list-style-type: none"> <li>• <b>Assessment of Current Metrics for Exiting COBE Students</b>—<i>Team members spoke with COBE administration and IRP to identify current metrics in use which could be used to understand why students (particularly women and URM) transfer out of COBE. No metrics were found to exist which attempt to rigorously understand students’ reasons for exiting the college. These facts lead to the planned action of designing and implementing a survey for students who transfer colleges in an effort to collect data and establish a metric for exiting students.</i></li> <li>• <b>Plan/Organize “Women in Business Day”</b>—<i>Team members developed a ½ day framework for bringing high school junior and senior female students interested in business to campus. Dates were chosen, speakers identified, a schedule developed, and rooms reserved. Target size will be 20-30 students for the first year. The framework will be built on the “Wheels to Whitewater” day, but focused on women. These actions lead to the planned action of hosting the day in Fall 2014.</i></li> <li>• <b>Catalog and Assess Recruitment Efforts for Admissions and COBE</b>—<i>Team members identified and cataloged specific recruiting activities occurring at the university and college level. Few activities that targeted women and URM students were found (outside of successful efforts led by Rob Gambsky). COBE specific recruiting for women and URM was not found.</i></li> </ul>	

*These facts lead to the planned action of developing a 3 year recruiting plan for COBE and Admissions which will focus on women and URM recruitment; it will focus on traditionally underrepresented groups, and importantly, provide documentation of efforts undertaken, evaluation of the success seen in each effort, and reflection on how recruitment activities can be improved based on previous experience. A part of this portfolio of recruiting activities will be the "Women in Business Day" which is currently in planning.*

- **Compile List of COBE Courses and Syllabi**—*Team members compiled the Fall semester course list and associated syllabi for all COBE courses. Preliminary analysis shows little explicit emphasis on diversity elements, although they exist in the curriculum. This fact, in addition to the fact that only a single COBE course has diversity designation, lead to the planned action of further assessing course content, contacting instructors regarding willingness to expand or emphasize that content, and pursue diversity designation for an additional COBE course should one be found that meets the necessary criteria.*

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