

## Team IE Student Employment LEAP Action Plan

<b>LEAP Workshop Year:</b> 2014 <b>Action dates:</b> Spring 2014 - Ongoing	<b>For more information, contact:</b> Bob Barry, x6223, <a href="mailto:barryr@uww.edu">barryr@uww.edu</a> Becky Pfeiffer, x1055, <a href="mailto:pfeiferm@uww.edu">pfeiferm@uww.edu</a>
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<b>General Goal:</b>	
<p>The overall goal is to intertwine Inclusive Excellence/Diversity learning into student employment programs and processes. The team’s objective regarding LEAP is to engage staff members in helping student employees understand the value of diversity and inclusion in all aspects of their daily lives.</p>	
<b>Planned Actions:</b>	
<ul style="list-style-type: none"> <li>● <b>Leveraging co-curricular learning</b> <ul style="list-style-type: none"> <li>○ Having intentional discussions regarding what is being learned about inclusiveness in the classroom and how it applies to on-campus jobs and future careers</li> <li>○ Building on classroom learning by encouraging co-curricular engagement in diversity related continuing education opportunities</li> </ul> </li>   <li>● <b>Encouraging personal development</b> <ul style="list-style-type: none"> <li>○ Helping both students and staff gain understanding of themselves and others through group experiences, activities and events</li> <li>○ Exploring opportunities to intentionally recruit a diverse group of student employees</li> <li>○ Opportunities to invite those with culturally and globally diverse perspectives to department developmental events</li> </ul> </li>   <li>● <b>Integration of Inclusive Excellence into administrative practice</b> <ul style="list-style-type: none"> <li>○ Developing an Inclusive Excellence Statement</li> <li>○ Inclusiveness in recruiting employees</li> <li>○ Intentional professional development activities regarding diversity and inclusiveness</li> </ul> </li> </ul>	

### **Deliverables, Completed Actions:**

- **Departmental Inclusive Excellence discussion and reflection exercise**
  - This is a group exercise for each department to do with student staff on a monthly basis
- **UC bi-weekly staff meeting Inclusive Excellence discussion exercise**
  - This is an exercise designed to engage all full-time staff members in diversity discussion for a few minutes at each bi-weekly meeting
- **Inclusive Excellence immersion in UC operations**
  - Inclusive Excellence discussion is built into UC employee orientation and onboarding programs
  - Recruiting processes are standardized to focus on attracting a diverse group of employees
- **Inclusive Excellence annual book study**
  - The UC staff will do an annual book read and discussion
- **Inclusive Excellence programming promotions**
  - Promotional materials were developed for inclusive excellence/diversity related programs being held on campus and within the community
- **Inclusive Excellence/Diversity among us speakers**
  - Campus and community members who have ties to diversity related issues are invited to speak at staff meetings and UC employee events
- **Inclusive Excellence Statement**
  - The staff developed an Inclusive Excellence statement to go along with the mission and branding statements
- **Maintain Inclusive Excellence in hiring practices**
  - Developed a student employee hiring program that includes and enforces inclusiveness standards for posting positions and interviewing applicants
  - Identified key relationships and opportunities across campus to aid in recruiting students who can benefit most from the high-impact practice of on-campus employment earlier in their campus experience

### **Notes:**

This plan builds on the UC LEAP student employment program that was created in 2011. That program incorporated the LEAP concepts and language into UC operations to help student employees understand the current and future value of their liberal education.

The goal for this current action plan is to build upon the success with our LEAP initiative by intentionally adding inclusive excellence topics/discussion to the existing UC student employee program framework.

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