

SP Goal 10: Foster a Culture of Diversity
Minutes: Meeting Tuesday, October 17, 2006

Present: Blake Fry, José Vega, Vicki Hajewski, Hilree Hamilton, Ashley Olson, Tyra Nelson, Kristine Bulter

Absent: Pascal Ngoboka, Cynthia Kernahan

- 1. The business of the first work group meeting was reviewed including the SWOT analysis and the diversity resources available at UWRF**
- 2. The following initiatives and tasks were approved unanimously by the committee**
 - Initiative 10.1 – Define diversity at UW-River Falls
 - Task 10.1.1 – Administer Multicultural Awareness Project for Institutional assessment to faculty, staff and students in spring 2007
 - Task 10.1.2 – Use resulting data to identify diversity related strengths and areas of greatest need
 - Task 10.1.3 – Redirect resources and redesign administrative, curricular and student life structures to meet areas of need and build upon strengths
 - Initiative 10.2 – Establish academic programs that move UW-RF towards meeting the core value of inclusivity
 - Task 10.2.1 – Explore current demand of diversity related course offerings and how relevant those offerings are to this region and the goal of preparing global citizens
 - Task 10.2.2 – Research potential ethnic studies programs in regards to faculty availability, similar offering in the region and potential impact on campus diversity

- Task 10.2.3 – Identify proper ethnic studies programs, if any, to institute and submit for approval by appropriate governance bodies

- Initiative 10.3 – Comprehensive diversity recruitment and retention
 - Task 10.3.1 – Institute early outreach efforts in Twin Cities including fundraising for precollege program scholarships

 - Task 10.3.2 – Expand diversity recruiting efforts in the Twin Cities to attract more students of color and first-generation students

 - Task 10.3.3 – Develop hiring procedures and training processes that will allow UW-RF to attract and retain the increasing number of applicants of color for faculty and staff positions