Date: March 21, 2009
To: Faculty Senate and University Community
From: David P. Rainville, Faculty Senate Chair
Subject: Agenda for Faculty Senate Meeting March 25, 2009

The 2008-2009 Faculty Senate will meet on Wednesday, March 25, 2009 at 3:30 P.M. in the Willow River Room (334 UC) of the University Center. Faculty Senators who cannot attend should arrange for a substitute and notify Kristina Hiney at Kristina.hiney@uwrf.edu.

Call to Order:
Seating of Substitutes

Approval of Minutes of March 4, 2009

Reports:
Chairs Report
Vice Chairs Report (Faculty Senate Elections)

Other Reports:

Unfinished Business:

New Business Consent Agenda:

1. Approval of Program Changes (from AP&P - Cecilia Bustamante, Chair):
   a. Tesol Education Major, Non-Native Speaker-Major Content Change
   b. TESOL Education Major, Native Speaker-Major Content Change

   both are included in your packet

New Business:

1. A motion from AP&P to approve the Sustainable Management Major. This new program has been approved by the College of Agriculture, Food and
Environmental Sciences, and the Academic Program and Policy Committee. The Program is a collaborative, online bachelor of science degree in sustainable management. It will be jointly offered through UW-Parkside, UW-River Falls, UW-Stout, and UW-Superior. This will be administered and supported by UW-Extension Division of Continuing Education, Outreach and E-Learning.

A complete description of the program is included in your packets.

2. A motion from the Executive Committee to change the description of the Audit and Review Committee in Chapter II. This is an Administrative Committee. The substantive change is the addition of the chair of the assessment Committee to the membership of the Committee.

New Description:

2.6.1 Audit and Review Committee
The Audit and Review Committee, chaired by the Associate Vice Chancellor for Academic Affairs, is comprised of the Provost and Vice Chancellor for Academic Affairs; Deans of the Colleges of Agriculture, Food and Environmental Sciences, Arts and Sciences, Business and Economics, and Education and Professional Studies; one faculty member representing the University Planning Group; the chair of the Assessment Committee; and five faculty members appointed for three-year terms by the Faculty Senate: one from the College of Agriculture, Food and Environmental Sciences, two from the College of Arts and Sciences, one from the College of Business and Economics, and one from the College of Education and Professional Studies. Two students serve as appointed by the Student Senate for two-year terms.

The Audit and Review Committee is the evaluative body for 7-year program audit and reviews (see [http://www.uwsa.edu/acss/acis/](http://www.uwsa.edu/acss/acis/)) During the Spring Semester, the department with the program being reviewed submits its self-study document, along with the external reviewer’s report, to the Provost and Vice Chancellor for Academic Affairs. The report is sent to the Audit and Review Committee by March 21. The Audit and Review Committee then schedules and carries out a departmental visitation. Finally, the committee prepares a report and submits it, with recommendations, to the Provost by June 1.

Old Description:

2.6.1 Audit and Review Committee
The Audit and Review Committee is comprised of the Provost and Vice Chancellor for Academic Affairs; Deans of the Colleges of Agriculture, Food and Environmental Sciences, Arts and Sciences, Business and Economics, and Education and Professional Studies; one faculty member representing the University Planning Group; and five
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The Audit and Review Committee is the evaluative body for 7-year program audit and reviews (see http://www.uwsa.edu/acss/acis/) During the Spring Semester, the department with the program being reviewed submits its self-study document, along with the external reviewer’s report, to the Provost and Vice Chancellor for Academic Affairs. The report is sent to the Audit and Review Committee by March 21. The Audit and Review Committee then schedules and carries out a departmental visitation. Finally, the committee prepares a report and submits it, with recommendations, to the Provost by June 1.

3. The Second Reading of a Motion from the Assessment Committee (Joy Benson, Chair) to modify the committee’s charge. This motion is being placed on the agenda by the Executive Committee at the request of the Assessment Committee. This motion represents a change in the bylaws and requires two readings at least seven days apart. In order to be approved, it must receive two-thirds vote of members of the Faculty Senate. This change will take effect immediately upon adoption.

Table 1 compares current and proposed duties. The final version was reviewed by the members of the Assessment Committee and is submitted for approval.

The change to 3f is due to programs revising their assessment plans and submitting them to the committee. This was informally done after the committee reviewed the original plans in 2007-2008. The change formalizes the process.

The change to 3g is due to UWRF adopting an annual academic assessment report requirement. Currently, reports are not being reviewed. The committee is willing to do this consistent with 3h.

3h is a new duty. It stems from the committee’s belief that academic assessment reports should be periodically reviewed. The committee also believes that the review process would be strengthened by a review of assessment reports midway between the programs 7-year reviews. This would provide feedback early enough that additional changes could be implemented, data collected, and results used.

Table 1: Assessment Committee Duty Changes (Chapter III Section E)
Current

3f To approve the academic program assessment plans.

Proposed

To approve the original and revised academic program assessment plans.

3g To monitor assessment activities. As part of the regular 7-year program review of majors, the committee will review the assessment plan, the plans results and any revisions suggested by the department.

To monitor assessment activities. As part of the 7-year program review of majors, the committee will review the assessment plans, the academic assessment reports, and program revisions based on assessment feedback.

3h None

Annual academic assessment reports will be reviewed at the time of the program’s 7 year review and 3 years following the program review.

4. A motion from the Executive Committee to appoint the following to a committee to develop criteria for the procedures for consideration and awarding of the Keith G. Wurtz Awards for teaching Excellence. UWRF has received a gift from Dr. Keith G. Wurtz "to recognize teaching excellence at the University of Wisconsin-River Falls."

The Memorandum of Understanding between the university and the donor states the following regarding the purpose and criteria for the award:

The purpose of the endowment is to provide a monetary stipend to acknowledge teaching excellence of faculty members at the University of Wisconsin River Falls using the following criteria:

- The selection committee will be chaired by the Provost and Vice Chancellor for Academic Affairs and be composed of faculty representing each college that will make the selection then forward their recommendation to the Chancellor for final approval.
- Two awards will be distributed and presented at the fall opening staff meeting on an annual basis.

When the committee has finished its work, it will be brought back to Faculty Senate so we can then add language about the award to Ch. 8.11 of the Faculty Handbook regarding Teaching / Service Awards.

Committee Members:

Nate Splett (CAFES)
David Trechter (CAFES)
5. A motion from the Recruitment and Retention Committee (Sarah Egerstom-Chair) to approve a revision of the task Goal 1.1.2 of UWRF Strategic Plan. Included below are the new task charter and old task charter for Goal 1.1.2. This motion does not include approval of the task charter. It only approves the change in the description of the task.

Revised task:

Goal 1: Create a Culture of Learning
Initiative 1.1: Strengthen the learning experience for all students.
Task 1.1.2: Develop a comprehensive and integrated approach to student success and retention.

Old task:

Goal 1: Create a Culture of Learning.
Initiative 1.1: Strengthening the learning experience for all students to include focus upon leadership, sustainability, and globalization.
Task 1.1.2: Increase support for the First Year Experience program, the Honors program, and Academic Success Center.

New task charter for Goal 1.1.2:

Goal 1: Create a Culture of Learning

Initiative 1.1 Strengthen the learning experience for all students.

Task 1.1.2 Develop a comprehensive and integrated approach to student success and retention.

Task Sponsor: Provost and Vice Chancellor for Academic Affairs

Task Group Leaders: Director of the First Year Experience
Director of the Academic Success Center
Representative of the Instructional Improvement Committee
Representative from the RAR Committee
Representative from the Advising Committee
Representative from Enrollment Services
Representative of the Provost’s Office
Representative of student governance

**Task Description:**
Develop a comprehensive and integrated approach to student success and retention.

**Task Objectives:**
1. Examine student success and retention-related issues.
2. Conduct an analysis of institutional and student characteristics and determine their influence on student success and retention.
3. Identify best practices for student success and retention initiatives.
4. Inventory current practices at UWRF that support student success.
5. Establish short-term and long-term retention, progression, and completion goals.
6. Develop an assessment plan to measure the effectiveness of and progress toward retention, progression, and completion goals.

**Task Outcomes:**
1. Using data and best practices, develop a campus-wide plan to strengthen and coordinate existing programs/services that support student success and retention.
2. Increase awareness of student success-related issues among faculty and staff.

**Scope:**

In Scope:
1. Data collection and analysis
2. Inventory of existing programs and services
3. Review of best practices
4. Establishment of short-term and long-term goals
5. Development of a campus-wide plan for student success and retention

Out of Scope: 1. Influencing academic standards.

**Appropriate Governance Mechanism/Process:**
1. Review by UW-RF Executive Council
2. Ratification by the UW-RF Faculty Senate

**Assumptions:**
1. Faculty and staff are committed to enhancing student success.
2. Students benefit from a comprehensive, integrated approach to programs and services.
3. Students benefit from being challenged and supported while making their transition to college.
**Stakeholders:** All UWRF faculty, staff, and students

**Timeline and Milestones:**

**Task Team – Membership and Roles:**

**Metrics/Evaluation/Assessment:**

**Risks and Mitigation:**

Old task charter for Goal 1.1.2:

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**Goal 1: Create a Culture of Learning**

*Initiative 1.1* Strengthening the learning experience for all students. to include focus upon leadership, sustainability, and globalization.

**Task 1.1.2** Increase support for the First Year Experience program, the Honors Program, and the Academic Success Center.

**Task Sponsor:** Provost and Vice Chancellor for Academic Affairs
First Year Experience
Honors Program
Academic Success Center

**Task Group Leaders:** Director of the Honors Program
Director of the First Year Experience
Director of the Academic Success Program
Representative of the Instructional Improvement Committee
Representative of the Provost’s Office
Representative of student governance

**Task Description:** Increase support for, and effective operation of, the First Year Experience program, the Honors Program, and the Academic Success Center.

**Task Objectives:**
1. Better functioning of the FYE, HP & ASC.
2. Integrate these programs to produce more efficient interfacing.
3. Consult with Task 8.1.1 team concerning International programs connections.
4. Report on the feasibility of institutionalizing these programs.
**Task Outcomes:**
1. Plan an integrated approach to academic support services for all our students.
2. Plan relocation of the programs to provide enhanced operation and effective interaction with the other academic programs on campus.
3. Create a condition for better integration of these areas, both logistically and for personnel.
5. Suggest funding source for a FYE staff member to annually collect retention data.
6. Report on responsibility scope for FYE, particularly its role in increasing retention.

**Scope:**

*In Scope:*
1. Develop criteria for assessment of non-academic programs and units.
2. Collaboration between all three areas.
3. Physical resources required for these areas.
4. Relationship of services to General Education.
5. Data collections and processing activities.

*Out of Scope:*
1. Influencing academic standards.
2. Implementing assessment, including timelines, appeals, etc.

**Appropriate Governance Mechanism/Process:**
1. Review by UW-RF Executive Council
2. Ratification by the UW-RF Faculty Senate

**Assumptions:**

**Stakeholders:**

**Timeline and Milestones:**

**Task Team – Membership and Roles:**

**Metrics/Evaluation/Assessment:**

**Risks and Mitigation:**

6. A motion from the Diversity and Inclusivity Committee (Kristin Underwood-Chair) to approve the revision of Goal 5 of the UWRF Strategic Plan. The Diversity Committee approved the following resolution with respect to the revision of Goal 5:

WHEREAS the University of Wisconsin System is moving to adopt a new system-wide diversity initiative; AND

WHEREAS the initiative, known as Inclusive Excellence, will call for the creation of diversity and inclusivity plans at the college and division level; AND

WHEREAS the tasks and initiatives currently approved for Goal 5 of *Living the Promise* are not an ideal fit with Inclusive Excellence; AND
WHEREAS the University of Wisconsin-River Falls Faculty Senate Diversity and Inclusivity Committee believes race, ethnicity, national origin, religion, sexual orientation, sex, gender expression or identity, socioeconomic status, veteran status, caregiver status, age, and disability; AND

WHEREAS the University of Wisconsin-River Falls Faculty Senate Diversity and Inclusivity Committee believes that inclusivity means a welcoming environment for all regardless of their race, ethnicity, national origin, religion, sexual orientation, sex, gender expression or identity, socioeconomic status, veteran status, caregiver status, age, and disability; AND

WHEREAS the University of Wisconsin-River Falls Faculty Senate Diversity and Inclusivity Committee believes that is of great importance that the campus culture be both diverse and inclusive;

THEREFORE BE IT RESOLVED that the Faculty Senate Diversity and Inclusivity Committee of the University of Wisconsin-River Falls approves the attached task charters for Goal 5 of Living the Promise.

New Goal 5:

Goal 5: Foster a Diverse and Inclusive Community

Initiative 5.1: Define the scope of diversity and inclusivity at UW-River Falls, support deans and divisions heads in creating teams, and develop recognition and accountability measures and plan framework.

Task 5.1.1: The Faculty Senate Diversity and Inclusivity Committee will develop and submit for approval, by Faculty Senate, a diversity and inclusivity statement for the university that states the philosophy, understanding, and scope of diversity and inclusivity at UW-River Falls.

Task 5.1.2: Every dean and division head will create a team from their area to lead their college or division through all phases of diversity and inclusivity planning and related implementation efforts.

Task 5.1.3: The Faculty Senate Diversity and Inclusivity Committee will develop, and submit for approval, by Faculty Senate and the Chancellor, recognition and accountability measures that will provide clear framework for diversity and inclusivity plan development.

Initiative 5.2: Develop, implement and review college and division level diversity and inclusivity plans.

Task 5.2.1: All colleges and divisions will submit, for review by the Faculty Senate Diversity and Inclusivity Committee, a diversity and inclusivity plan grounded in recognition and accountability measures and plan framework outlined in 5.1.3.
Task 5.2.2: Colleges and divisions will implement a diversity and inclusivity plan.

Task 5.2.3: Colleges and divisions will submit, for review by the Faculty Senate Diversity and Inclusivity Committee, a one-year diversity and inclusivity progress report based upon a template designed by the Faculty Senate Diversity and Inclusivity Committee.

Initiative 5.3: Evaluate diversity and inclusivity plans and implementation strategies.

Task 5.3.1: Colleges and divisions will submit, for review by the Faculty Senate Diversity and Inclusivity Committee, refined diversity and inclusivity plans, including details regarding future plan implementation.

Task 5.3.2: Colleges and divisions will submit, for review by the Faculty Senate Diversity and Inclusivity Committee, subsequent yearly diversity and inclusivity plan progress reports, including recommendations for future planning cycles.

Old Goal 5:

Goal 5: Foster a Culture of Inclusiveness
UWRF will create a supportive community that embraces our differences and builds understanding.

5.1 – Define diversity at UW-River Falls.
5.1.1 - Administer Multicultural Awareness Project for Institutional assessment to faculty, staff and students in spring 2007.
5.1.2 - Use resulting data to identify diversity related strengths and areas of greatest need.
5.1.3 - Redirect resources and redesign administrative, curricular and student life structures to meet areas of need and build upon strengths.

5.2 – Establish academic programs that move UWRF towards meeting the core value of inclusivity.
5.2.1 - Explore current demand of diversity related course offerings and how relevant those offerings are to this region and the goal of preparing global citizens.
5.2.2 - Research potential ethnic studies programs in regards to faculty availability, similar offering in the region and potential impact on campus diversity.
5.2.3 - Identify proper ethnic studies programs, if any, to institute and submit for approval by appropriate governance bodies.

5.3 – Establish comprehensive diversity recruitment and retention.
5.3.1 - Institute early outreach efforts in Twin Cities including fundraising for precollege program scholarships.
5.3.2 - Expand diversity recruiting efforts in the Twin Cities to attract more students of color and first-generation students.
5.3.3 - 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.
For informational purpose, the Diversity and Inclusivity Committee has forwarded the following revised task charters (approval of these is not included in the motion):

**Goal 5: Foster a Diverse and Inclusive Community**

**Initiative 5.1** Define the scope of diversity and inclusivity at UW-River Falls, support deans and divisions heads in creating teams, and develop recognition and accountability measures and plan framework.

**Task 5.1.1** Develop a diversity and inclusivity statement for the university that states the philosophy, understanding, and scope of diversity and inclusivity at UW-River Falls.

**Task Sponsor:** Chief Diversity Officer

**Task Group Leaders:** Faculty Senate Diversity and Inclusivity Committee

**Task Description:** By May 2009, the Faculty Senate Diversity and Inclusivity Committee will develop and submit for approval, by Faculty Senate, a diversity and inclusivity statement for the university that states the philosophy, understanding, and scope of diversity and inclusivity at UW-River Falls.

**Task Objectives:**
1. Reach a consensus on the philosophy, understanding, and scope of diversity and inclusivity at UW-River Falls.

**Task Outcomes:**
1. A diversity and inclusivity statement for the university.

**Scope:**

- **In Scope:**
  1. Development of the diversity and inclusivity statement for the university.

- **Out of Scope:**
  1. Anything else.

**Appropriate Governance Mechanism/Process:**
1. Faculty Senate Assessment Committee

**Assumptions:** A consensus definition for diversity and inclusivity is required to provide guidance to college and division level teams charged with completing additional Goal 5 tasks and initiatives.

**Stakeholders:** Entire campus community
Timeline and Milestones: Complete approval by all appropriate governance bodies by May 2009.

Task Team – Membership and Roles: Project manager: Faculty Senate Diversity and Inclusivity Committee Chair

Metrics/Evaluation/Assessment: Approval by governance bodies

Risks and Mitigation: The statement developed will not represent the consensus of the campus. Input will be sought from parties outside shared governance bodies.

Goal 5: Foster a Diverse and Inclusive Community

Initiative 5.1 Define the scope of diversity and inclusivity at UW-River Falls, support deans and divisions heads in creating teams, and develop recognition and accountability measures and plan framework.

Task 5.1.2 Establish college and division level diversity and inclusivity teams.

Task Sponsor: Chief Diversity Officer

Task Group Leaders: Faculty Senate Diversity and Inclusivity Committee

Task Description: By May 2009, every dean and division head will create a team from their area to lead their college or division through all phases of diversity and inclusivity planning and related implementation efforts.

Task Objectives: 1. Create teams of individuals that are part of each college and division on campus that will be well positioned to identify strategies for increasing diversity and inclusivity within their division.

Task Outcomes: 1. College and division level diversity teams

Scope:

In Scope: 1. Establish college and division level diversity teams

Out of Scope: 1. Anything else.
**Appropriate Governance Mechanism/Process:**

1. Submit rosters of team members to the Faculty Senate Diversity and Inclusivity Committee

**Assumptions:** While campus-wide definitions of diversity and inclusivity may be possible, what those definitions will mean in terms of reality will be different for every college and division.

**Stakeholders:** Entire campus community

**Timeline and Milestones:** Submission of team rosters to the Faculty Senate Diversity and Inclusivity Committee by May 2009.

**Task Team – Membership and Roles:** Project manager: Faculty Senate Diversity and Inclusivity Committee Chair. College deans and division heads appointing teams.

**Metrics/Evaluation/Assessment:** Completion of all team rosters

**Risks and Mitigation:** All departments on campus are engaged in the program prioritization process and may feel overwhelmed by an additional administrative request. Emphasis must be placed on fact that these teams need not meet until after program prioritization self-studies are completed.

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**Goal 5: Foster a Diverse and Inclusive Community**

**Initiative 5.1** Define the scope of diversity and inclusivity at UW-River Falls, support deans and divisions heads in creating teams, and develop recognition and accountability measures and plan framework.

**Task 5.1.3** Develop recognition and accountability measures that will provide clear framework for diversity and inclusivity plan development.

**Task Sponsor:** Chief Diversity Officer

**Task Group Leaders:** Faculty Senate Diversity and Inclusivity Committee

**Task Description:** By May 2009, the Faculty Senate Diversity and Inclusivity Committee will develop, and submit for approval, by Faculty Senate and the Chancellor, recognition and accountability measures that will provide clear framework for diversity and inclusivity plan development.

**Task Objectives:**

1. Create a clear understanding of what is expected of college and division level diversity and inclusivity teams.
**Task Outcomes:**
1. Accountability measures/plan framework related to diversity and inclusivity plan implementation.

**Scope:**

*In Scope:*
1. Development of accountability measures

*Out of Scope:*
1. Anything else.

**Appropriate Governance Mechanism/Process:**
1. Submit for approval by Faculty Senate

**Assumptions:** Accountability measures must be in place prior to the first meeting of college and division level diversity and inclusivity teams.

**Stakeholders:** Entire campus community

**Timeline and Milestones:** Approval of accountability measures by Faculty Senate by May 2009.

**Task Team – Membership and Roles:** Project manager: Faculty Senate Diversity and Inclusivity Committee Chair.

**Metrics/Evaluation/Assessment:** Approval by shared governance

**Risks and Mitigation:** Accountability measures are either too vague or set unrealistic expectations on college and division level diversity and inclusivity teams. Examples of accountability measures from other institutions that have adopted the Inclusive Excellence model will be sought.

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**Goal 5: Foster a Diverse and Inclusive Community**

**Initiative 5.2** Develop, implement and review college and division level diversity and inclusivity plans.

**Task 5.2.1** Draft college and division level diversity and inclusivity plans grounded in recognition and accountability measures and plan framework outlined in 5.1.3.

**Task Sponsor:** Chief Diversity Officer
Task Group Leaders: Faculty Senate Diversity and Inclusivity Committee

Task Description: By December 2009, all college and divisions will submit, for review by the Faculty Senate Diversity and Inclusivity Committee, a diversity and inclusivity plan grounded in recognition and accountability measures and plan framework outlined in 5.1.3.

Task Objectives: 1. Allow colleges and divisions to address the components of Inclusive Excellence that are relevant to their area.

Task Outcomes: 1. College and division level diversity and inclusivity plans

Scope: In Scope: 1. Establish college and division level diversity and inclusivity plans

Out of Scope: 1. Anything else.

Appropriate Governance Mechanism/Process: 1. Submit college and division level plans to the Faculty Senate Diversity and Inclusivity Committee for review and approval

Assumptions: While campus-wide definitions of the diversity and inclusivity may be possible, what those definitions will mean in terms of reality will be different for every college and division.

Stakeholders: Entire campus community

Timeline and Milestones: Submission of college and division level diversity and inclusivity plans to the Faculty Senate Diversity and Inclusivity Committee by December 2009.

Task Team – Membership and Roles: Project managers: Chairs of college and division level diversity teams.

Metrics/Evaluation/Assessment: Completion of all plans.

Risks and Mitigation: Teams may not move forward at sufficient pace based upon leadership of project managers and team member availability. Faculty Senate Diversity and Inclusivity Committee must stay in frequent communication with team leaders, college deans, and division heads regarding progress and needed assistance.

Goal 5: Foster a Diverse and Inclusive Community

Initiative 5.2 Develop, implement and review college and division level diversity and inclusivity plans.
Task 5.2.2 Colleges and divisions will implement diversity and inclusivity plans.

**Task Sponsor:** Chief Diversity Officer

**Task Group Leaders:** Faculty Senate Diversity and Inclusivity Committee

**Task Description:** Beginning in January 2010, colleges and divisions will implement a diversity and inclusivity plan.

**Task Objectives:**
1. Allow colleges and divisions to implement the Inclusive Excellence initiative in a manner that will resonate with their constituents.

**Task Outcomes:**
1. Implementation of college and division level diversity and inclusivity plans

**Scope:**
- In Scope: 1. Implement college and division level diversity and inclusivity plans
- Out of Scope: 1. Anything else.

**Appropriate Governance Mechanism/Process:**
1. None

**Assumptions:** University colleges and divisions each have their own cultures and are motivated to take action and embrace change in different ways.

**Stakeholders:** Entire campus community

**Timeline and Milestones:** Implementation of college and division level diversity and inclusivity plans during the 2010 calendar year.

**Task Team – Membership and Roles:** Project managers: Chairs of college and division level diversity teams.

**Metrics/Evaluation/Assessment:** Implementation of all plans.

**Risks and Mitigation:** Campus community members will not embrace the plans as they are implemented. Teams must communicate effectively with their constituents during the creation of college and division level plans.

**Goal 5: Foster a Diverse and Inclusive Community**
**Initiative 5.2** Develop, implement and review college and division level diversity and inclusivity plans.

**Task 5.2.3** Complete one-year progress report on college and division level diversity and inclusivity plans.

**Task Sponsor:** Chief Diversity Officer  
**Task Group Leaders:** Faculty Senate Diversity and Inclusivity Committee  
**Task Description:** By January 2011, colleges and divisions will submit, for review by the Faculty Senate Diversity and Inclusivity Committee, a one-year diversity and inclusivity progress report based upon a template designed by the Faculty Senate Diversity and Inclusivity Committee.

**Task Objectives:**  
1. Create a status-check half-way through plan implementation and allow for adjustment of strategies

**Task Outcomes:**  
1. A review of college and division level diversity and inclusivity plans

**Scope:**  
**In Scope:**  
1. Review of college and division level diversity and inclusivity plans

**Out of Scope:**  
1. Anything else.

**Appropriate Governance Mechanism/Process:**  
1. Submit one-year reviews to the Faculty Senate Diversity and Inclusivity Committee.

**Assumptions:** College and division level teams must be allowed the flexibility to adjust their plans as circumstances require. Review templates will be provided to teams at the beginning of the implementation period.

**Stakeholders:** Entire campus community

**Timeline and Milestones:** Submission of completed one-year review templates by January 2011.

**Task Team – Membership and Roles:** Project managers: Chairs of college and division level diversity teams. Faculty Senate Diversity and Inclusivity Committee Chair for review team.

**Metrics/Evaluation/Assessment:** Completion of one-year review templates by all college and division level teams.

**Risks and Mitigation:** Many team leaders will not be around for most of December and January. Review templates should allow for completion throughout the first-year of implementation.
Goal 5: Foster a Diverse and Inclusive Community

Initiative 5.3 Evaluate diversity and inclusivity plans and implementation strategies.

Task 5.3.1 Submit refined college level and division diversity and inclusivity plans.

Task Sponsor: Chief Diversity Officer

Task Group Leaders: Faculty Senate Diversity and Inclusivity Committee

Task Description: By December 2012, colleges and divisions will submit, for review by the Faculty Senate Diversity and Inclusivity Committee, refined diversity and inclusivity plans, including details regarding future plan implementation.

Task Objectives:
1. Allow for college and division level teams to adjust their plans based upon feedback from the Faculty Senate Diversity and Inclusivity Committee
2. Create action steps to complete implementation of revised plans.

Task Outcomes:
1. Revised college and division level diversity and inclusivity plans
2. Action steps to complete plans

Scope:

In Scope:
1. Revision of college and division level diversity and inclusivity plans
2. Complete plan work breakdown schedules

Out of Scope:
1. Anything else.

Appropriate Governance Mechanism/Process:
1. Submit revised college and division level plans to the Faculty Senate Diversity and Inclusivity Committee.

Assumptions: College and division level teams must be allowed the flexibility to adjust their plans as circumstances require.

Stakeholders: Entire campus community
**Timeline and Milestones:** Submission of revised plans and work breakdown schedules to the Faculty Senate Diversity and Inclusivity Committee by January 2011.

**Task Team – Membership and Roles:** Project managers: Chairs of college and division level diversity teams. Faculty Senate Diversity and Inclusivity Committee Chair for review team.

**Metrics/Evaluation/Assessment:** Completion of revised plans by all college and division level teams.

**Risks and Mitigation:** If the first year of implementation was difficult for a college or division level diversity and inclusivity team, they may be discouraged and unable to envision how a revised plan would be implemented. The Chief Diversity Officer should be made available to assist in these circumstances.

**Goal 5: Foster a Diverse and Inclusive Community**

**Initiative 5.3** Evaluate diversity and inclusivity plans and implementation strategies.

**Task 5.3.2** Submit college level and division diversity and inclusivity plan progress reports, including recommendations for future planning cycles.

**Task Sponsor:** Chief Diversity Officer

**Task Group Leaders:** Faculty Senate Diversity and Inclusivity Committee

**Task Description:** By December 2012, colleges and divisions will submit, for review by the Faculty Senate Diversity and Inclusivity Committee, subsequent yearly diversity and inclusivity plan progress reports, including recommendations for future planning cycles.

**Task Objectives:**
1. Completed final progress reports for the conclusion of the strategic planning cycle.
2. Develop recommendations for future strategic planning cycles.

**Task Outcomes:**
1. Final college and division level diversity and inclusivity progress reports
2. Institution-wide Inclusive Excellence progress report for close of Living the Promise life-cycle.

**Scope:**

*In Scope:* 1. Completion of final progress reports
2. Development of recommendations

*Out of Scope:* 1. Anything else.
**Appropriate Governance Mechanism/Process:**
1. Submit college and division level plans to the Faculty Senate Diversity and Inclusivity Committee.
2. Faculty Senate Diversity and Inclusivity Committee submits progress report to the University Planning Group.

**Assumptions:** UW System Inclusive Excellence initiative will extend beyond life-cycle of *Living the Promise*.

**Stakeholders:** Entire campus community

**Timeline and Milestones:** Submission of progress reports to the Faculty Senate Diversity and Inclusivity Committee by December 2012. Faculty Senate Diversity and Inclusivity Committee will complete campus-wide report and submit to UPG during Spring 2013.

**Task Team – Membership and Roles:** Project managers: Chairs of college and division level diversity teams. Faculty Senate Diversity and Inclusivity Committee Chair for completion of final report.

**Metrics/Evaluation/Assessment:** Completion of progress reports.

**Risks and Mitigation:** None at this time.

12. A motion from the Advising Committee (Peter Rayne-Chair) to approve the following regarding summer school compensation for academic advisors who are not department chair persons, and who are not on twelve month appointments:

Whereas Academic Advisement of incoming students is of vital importance in terms of creating a sense of connection to the University for new students, and getting students off to a productive start along their academic paths toward fulfillment of their academic and career goals, and

Whereas Academic Advisement of these incoming students typically occurs during the summer, when faculty and staff with nine month appointments are not under contract, and if they are teaching summer session courses they are being compensated on a per student per credit basis for only those activities that are directly related to the courses, and

Whereas existing Department Chairperson’s compensation includes certain summer responsibilities including assuring an appropriate departmental presence for new student registration, be it resolved that Academic Advisers who are not Department Chairpersons, and who are not on twelve month appointments be compensated for Academic Advising conducted during the new student registration period.
Miscellaneous New Business:

Adjournment