

**UW-Green Bay Council for Equity, Diversity, and Inclusion**

**Friday, May 7, 2021, 1-2 PM**

**Microsoft Teams Minutes**

**Members (voting) Present:** Corey King, Vice Chancellor of University Inclusivity and Student Affairs; Melissa Nash, Director, HR/AA Officer (co-chair); Stacie Christian, Director of Inclusive Excellence and Pride Center (co-chair); Mai Lo Lee, Director MESA; Michael Casbourne, TRIO/Pre-college; Mary Gichobi, Assistant Professor; Courtney Sherman, Associate Professor; Jagadeep Thota, Assistant Professor; Mark Olkowski, Dean of Students

**Ex-officio Members (non-voting) Present:** Michael Alexander, Chancellor; Matt Dornbush Dean Cofrin School of Business; Cindy Bailey, CEO Marinette; Jamie Schramm, CEO Sheboygan/Manitowoc; Susan Grant Robinson, Cabinet Liaison for Internal Affairs; Caroline Boswell, Director of CATL; Kris Vespia, Associate Professor; Heidi Fencl, Professor; Rachele Bakic, Executive Director of Admissions; Darrell Renier, Director Academic Advising; Rupinder Kaur, Pride/IE intern: Priyanka Bharadwaj; student

*Welcome*

*Review and approval of February minutes*-approved

*Updates from Dr. King;*

Happy with initiatives in all departments, across campus and outreach to community.

Chancellor Alexander: Big shift with hiring Corey King. He is having a big impact on campus and the region. Great year on the EDI front. Very proud about what we do and not what we say.

*Update: (Review Power Point prior to this presentation)*

Federal Affirmative Action Plan summary-Melissa Nash

Strategic Planning goals 2021-2023: KPI Updates

**Goal #1:** Melissa Nash, Mai Lo Lee & Jamie Schramm

Community outreach in in Manitowoc and Sheboygan going well, very positive. Recruitment effort from within for diverse talent. Elaina is creating a great plan for the year for veterans and also addressing any issues. Working on best practices for recruitment and selection. “Why UW? Website created. Will have employee focus groups this fall for employees, 5 years under, over 5 years and 15-year employees. What is keeping them here at UWGB. Revamping the community resources on the IE website. Getting a list started. Will have focus groups this summer looking at list for any changes or add ons. EAB sessions the summer with deans about best practices with orientation and on boarding.

**Goal #2:**  Kris Vespia & J.P. Leary

Professional development for imbedding faculty members and student interns into colleges went out in the Log today and to Catl. University staff reached out about help with professional development initiatives. Spent tons of hours working on a proposal to take to the University committee to address the issue that faculty do not have any accountability in the evaluation process with equity, diversity and inclusion.

It was not a well-received proposal by colleagues. Was considered an assault on academic freedom and tenure. They would only support if encouraged not required. Will go back in the fall with examples of ways it can be done. It is required for new faculty but not current faculty.

Goal #3: Courtney Sherman & Melissa Betke

Four action groups, have made some progress. Rely on student focus groups, seeing burn out from them. Hopefully in the fall we can regroup. Student Inclusive Excellence program, 5 students have completed. Still waiting for IT to move creation of the tracking system to the front.

Goal #4 Matt Dornbush & Susan Gallagher-Lepak

Partnership with k-12 school district, SAP program/ student orgs to work with k-12 students. Business school is working on an Intrapreneur day for high school students.

Avid program for 1st generation students K-12. Talks and flyers for K-12. Jamie and Corey have been working with branch campuses for Pride Centers and EDI in the communities.

 Use EAB to access information on financial literacy programs, other Universities have

 offered (content, format, etc.).

**I. Increase Partnerships that will Foster Growth in the Student Pipeline**

 a) Create academic connections between high schools and each College (e.g., connect with DECA HS student org) progress: SACP program (CSB, CSET) Initiated, coordinated by S.G. R.

b) Build relationships between embedded counselors in high schools and College advisors and Assoc. Deans progress; R. B. will schedule this spring, then ongoing.

c) Facilitate relationships among academic leaders in both institutions (UWGB and GBAPS) progress:

 Waiting for post-COVID to hold a meeting; goal would be fall meeting.

**II. Develop a Financial Literacy Offering Related to Preparing for College for Middle and High School Students and their Families**

Connect with area high schools to determine financial literacy programming needs (e.g., FAFSA, scholarships, work study)- completed

Use EAB to access information on financial literacy programs other Universities have offered (content, format, etc.) progress: “Financing Your Education" Presentations developed.

Work with faculty advisors from student finance orgs to help develop additional modules- in progress: Deliver offering (presentation, likely a synchronous, online format): Two pilot presentations of "Financing Your Education" will be give between April - August 2021

Presentation will be housed in Financial Aid for now. In fall 2021, will work to integrate with Financial Literacy Center/Willie Davis Financial Lab (suite 87) Offer program in target languages (e.g., Spanish) - timeline TBD

Gather content and data to advertise institutional supports (e.g., scholarships, internships, co-op experiences) and benefits of college. Work to translate materials into target languages (e.g., Spanish).

Identify barriers for under-represented students through interviews with internal UW-Green Bay experts: completed

Perform student focus groups to understand barriers for under-represented students:

Internal interviews completed. Report disseminated in March 2021

Perform interviews with community experts on barriers for under-represented students. Not sure if this step will be completed in the 2021/22 academic year

Summarize and share information to relevant stakeholders and advocate/plan for use in recruitment and retention efforts. Share information on barriers by August 30, 2021

Goal #5 Caroline Boswell & Darrel Renier

Currently focusing on the data, brought in Buoyant form Institutional Effectiveness to begin to develop vision. How do we create standard levels of retention? Going to work with Administration and the Student Success council to define what retention means. How does non-degree student fit into retention?

Gathering data from Campus Climate survey and Catl survey.

 CATL/Cofrin Library working collaboratively on strategic initiative proposal; no plan in

place to incentivize faculty engagement.

 NAS faculty working w/CATL on introductory biology and chemistry courses; starts Feb 2021; lasts until Dec. 2021.

CATL/Student Success/HIPs Coordinator/Assessment Coordinator working to share information with faculty and programs; no plan in place to incentivize program or faculty engagement. Initial planning between OSSE + Res Life to recruit participating staff and students, design program for 2021-2022 implementation. 200 students will participate in the 2021-2022 GPS program [combination of direct admits and elective participants] who will take part in Fall FYS + Spring service learning experience under the guidance of a faculty mentor, peer mentor, and dedicated academic advisor.

Goal #6 Mike Alexander & Corey King

Engaged with 15-20 community stakeholders in EDI efforts. Helping them with strategic plans and/or initiatives. Reaffirm connection with our campus and the community. Have expanded beyond Green Bay in to Sheboygan, Manitowoc and Marinette. Next steps is to talk about internships related to the campus and the community and mentorship opportunities.

 Next meeting: June 25, 2021 9-10 am