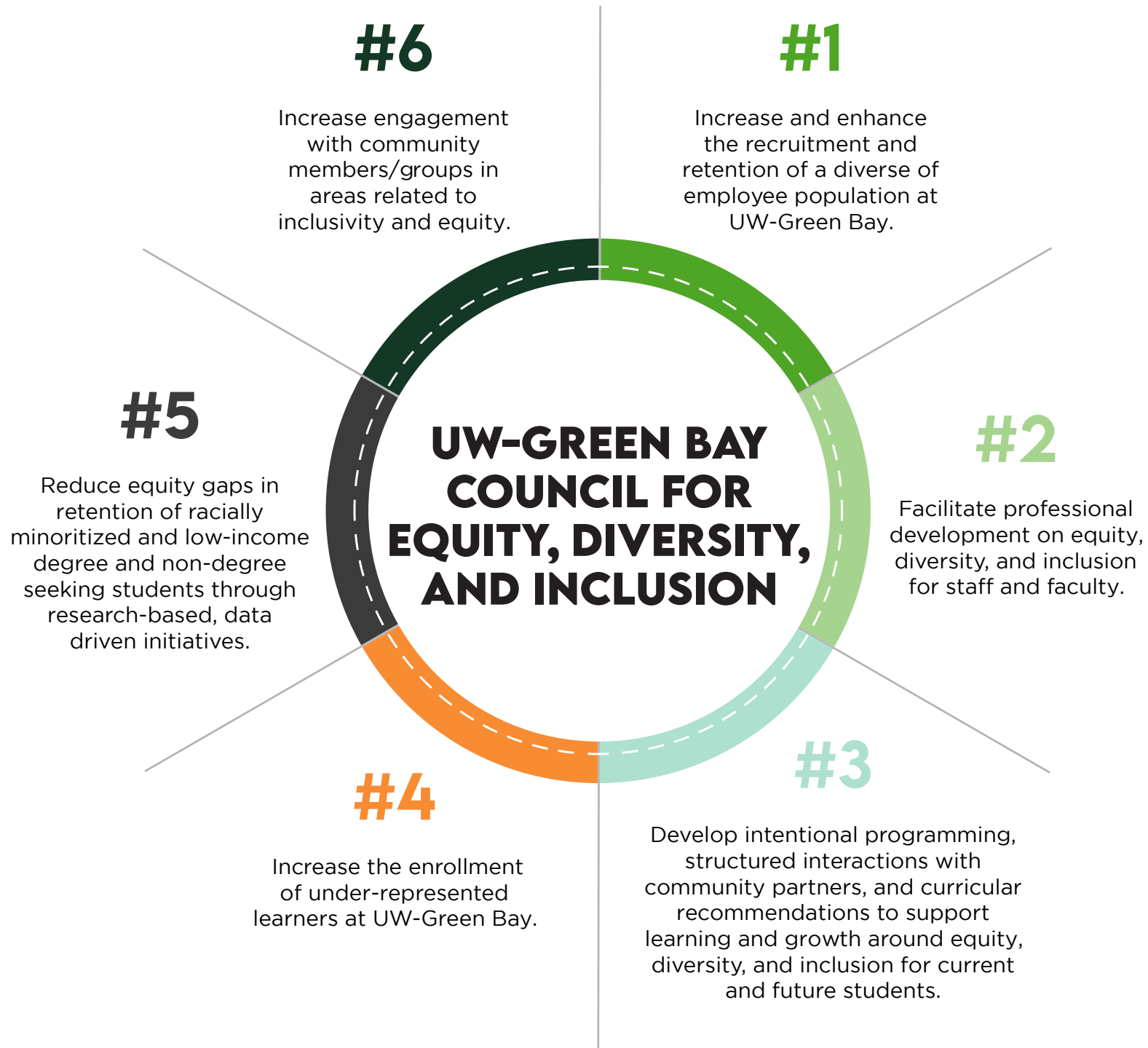


2020-2023 STRATEGIC GOALS / OBJECTIVES



UNIVERSITY of WISCONSIN
GREEN BAY



GOAL #1

Co-Chairs



Increase and enhance the recruitment and retention of a diverse of employee population at UW-Green Bay.

- Develop marketing materials/website materials showcasing diverse employees (testimonials)
- Compile and centralize a list of diverse community resources within the We Support You website; develop a structure for periodic updates; and ensure that this website is marketed broadly across the campuses.
- Identify current recruitment practices that might be thwarting diverse hiring efforts and create a “stop doing list” (i.e. letters of recommendation, national search requirements, etc.).

GOAL #2

Co-Chairs

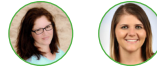


Facilitate professional development on equity, diversity, and inclusion for staff and faculty.

- Develop a train the trainer program for the IE Certificate to increase offerings.
- Establish formal liaisons with groups that engage in EDI activities to promote professional development opportunities.
- Institutionalize EDI activities and/or professional development as part of the evaluation criteria for faculty.
- Develop an institutional framework to use as a guide in the development, implementation, and assessment of EDI programs.

GOAL #3

Co-Chairs



Develop intentional programming, structured interactions with community partners, and curricular recommendations to support learning and growth around equity, diversity, and inclusion for current and future students.

- Develop an Inclusive Excellence student internship program comprised of student representation from each academic college.
- Develop a focus group comprised of students and faculty/staff representatives to implement programming and initiatives intended to increase inclusive practices in the greater Green Bay community.
- Implement a transcribed student Inclusive Excellence Certificate program.
- Develop a basic framework/template containing intentional classroom goals and rubrics to share with all academic programs to encourage review of curricula and pedagogies through the lens of equity, diversity, and inclusion.

GOAL #4

Co-Chairs



Increase the enrollment of under-represented learners at UW-Green Bay.

- Increase Partnerships that will Foster Growth in the Student Pipeline.
- Develop a Financial Literacy Offering Related to Preparing for College for Middle and High School Students and their Families.
- Identify and Disseminate Information about Barriers to Higher Education.

GOAL #5

Co-Chairs



Reduce equity gaps in retention of racially minoritized and low-income degree and non-degree seeking students through research-based, data driven initiatives.

- Develop awareness, transparency, and communication around institutional retention data.
- Organize and conduct climate survey and student focus groups to increase understanding of the student experience and sense of belonging. Utilize data on the student experience to inform institutional initiatives that support retention of racially-minoritized and low-income students.
- Increase retention rate by %. Empower academic programs to reduce equity gaps through programs such as DFW rates, HIPs, etc.
- Boost first to second semester and second-year retention rates through partnerships between Academic Affairs and Student Affairs, i.e.-FYS, GPS.

GOAL #6

Co-Chairs



Increase engagement with community members/groups in areas related to inclusivity and equity.

- Increase university leadership presence on community governing boards, task forces, and committees.
- Increase sponsorship/participation in community educational modalities.
- Create community partnerships with research, service, and mentorship.