

	Who	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Achieving Excellence Through Equity and Diversity													
Content Liaisons: ROGER HARO, BARBARA STEWART (Year 2 – 2018)													
Goal 1. UWL will achieve demographic equity in access and retention for students, staff, faculty, and administrators	STEWART												
<i>Action 2. Units and departments will collaborate with admissions to develop and implement focused recruitment strategies to assist in reaching demographic equity</i>	HARO												
A. Learn from Admissions how they approach recruiting grad/undergrad students for demographic equity and their future Plans. {This is a carryover from last year. RJH has meet with admissions, but needs to write up the findings.}	Admissions Director, IR		X										
<i>Action 3. Establish a process where each department/unit will annually assess equity in retention and recruitment of faculty, staff, and students.</i>													
A. Equity Liaisons will coordinate with their departmental chairs or unit directors to develop active recruitment strategies and processes.	Department Equity Liaisons, Provost, VC, IR, AA, Unit Heads, HR and IR				X	X							
B. CDO will partner with academic deans and department chairs not only to recruit diverse faculty, but to retain and promote them.	CDO and Deans						X	X					

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Goal 3. UWL's Equity and Diversity Efforts will be highly visible and coordinated across campus	HARO												
Action 1. Integrate concepts of equity, diversity, and inclusion into principle UWL communications.													
A. Convene units responsible for managing UWL's principle public interface and relations. a. uCOMM (B. Quarberg) & iCOMM (Maren Walz) b. University Advancement (Greg Reichert) c. Admissions (C. Sjoquist) d. Alumni (J. Morgan) e. AAO (N.Arain)	Senior leadership, Marketing, Advancement, Admissions			X									
B. Evaluate current IE messaging and survey campus and community perceptions	Same as for A				X								
C. Draft a consistent IE messaging plan	Same as for A					X							
D. Present IE messaging plan to Senior Leadership and governance groups	Same as for A					X							
E. Revise and implement IE messaging plan	Same as for A						X						
Action 2. Identify the unmet needs and resources for supporting underrepresented students.													
A. Meet with the D and I Leadership Team and review unmet need priorities. (Feb. 19, 2018)	Barbara		X										
B. Draft 3-year D and I Division Plan to incorporate priorities – complete with draft budget (March 1, 2018)	D and I Team			X									
C. Finalize D and I Plan – and determine next steps (March 15, 2018)	D and I Team			X									
D. Coordinate D and I and Student Affairs – collaborative strategy retreat to determine possible partnerships moving forward (May 15, 2018)	D and I/Student Affairs Directors Barbara					X							
E. Begin implementation of D and I Division Plan (July 1, 2018)								X					

