



Academic Affairs Strategic Plan for Equity, Diversity, and Inclusion

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Academic Affairs Mission

To support the outstanding work of UW-Stevens Point's faculty and staff in fostering student success, providing enriching learning experiences, and enhancing their own professional development.

Overview

UWSP's 2020 Vision and Strategic Themes document states our shared desire for a 2025 where "UW-Stevens Point is a catalyst for resilient and innovative Central and Northern Wisconsin communities, relied upon as a thought leader and responsive partner on issues including health and wellness, economic vitality, and environmental stewardship. We offer national models for sustainability and inclusivity and dynamic hubs for creative expression. Our campuses are Central Wisconsin's gateway for vibrant cultural life and together form a regional "town square" for the exchange of ideas [...]. Both on and off campus, we shape leaders who embody and promote intellectual curiosity, global awareness, critical thinking, problem-solving, civic engagement, and inclusivity. Our faculty, staff, students, alumni, and donors take pride in our university and passionately share stories of how UW-Stevens Point changes lives."

In support of that greater vision, and in collaboration with several stakeholders such as Provost's Council, Academic Affairs Deans and Chairs, Diversity Council, and IPAC+, Academic Affairs has identified the following strategic goals related to EDI:

1. Improve recruitment and retention of underrepresented faculty and academic staff
2. Evaluate and reward contributions to EDI work by faculty and academic staff.
3. Ensure that all UWSP students, regardless of major or program, have high quality academic engagement with social justice content.
4. Refine teaching and academic support models to mitigate achievement and retention gaps for underrepresented and underserved students.
5. Contribute scholarly perspectives on social justice and structural oppression to community-wide conversations and initiatives.

Goals and Strategies

1. Improve recruitment and retention of underrepresented faculty and academic staff

Strategies:

2020-2021

- Gather baseline data regarding how many employees from underrepresented groups we have, what employee category they are in, and what their salaries are compared to other employees.
- Mandate Ethical and Equitable Search and Screen training for anyone who serves on a search committee. Require that the training be re-taken every 2 years.



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2021-2022

- Revise the role and mechanisms of course evaluations in order to minimize the effects implicit bias, explicit racism, homophobia, transphobia, sexism, ableism, xenophobia, etc. from students.
- Require all search committees to assess candidates' commitment to EDI. (For faculty, this might mean writing a diversity statement. For other employee categories, it may involve interview questions.)

2022-2023

- Upon review of retention and promotion data, make appropriate changes to departmental supports, criteria, and processes related to employment to address equity gaps.
- Revive the Inclusive Teaching Fellows program as soon as possible.

2. Evaluate and reward contributions to EDI work by faculty and academic staff.

Strategies:

2020-2021

- Establish baseline data and analysis concerning what EDI work is being done in each unit and who has and has not been involved up to this point.
- Require annual EDI reporting relevant to the goals listed in this document from all schools and/or colleges.

2021-2022

- Make contributions toward EDI a mandatory metric for all annual personnel (P&T, merit, etc.) and program reviews, and hold people accountable when no progress is made.*
- Add department, faculty and staff awards for contributions to EDI work to UWSP's annual recognition process.
- Refine policies for addressing incidents of hate and bias from faculty and staff toward students and their colleagues so that offending parties are held accountable and supported in efforts toward change in a consistent manner.

3. Ensure that all UWSP students, regardless of major or program, have high quality academic engagement with social justice content.

Strategies:

2020-2021

- Gather baseline data as to where and how in the major/minor curriculum and programming students are encountering social justice and EDI issues.

2021-2022

- Upon identification of gaps in the aforementioned strategy, make discipline-appropriate adjustments to more thoroughly integrate EDI content into course work and programming. This may mean adding a first-year experience or a book read within departments or via the GEP.



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2022-2023

- Ensure that our General Education classes specializing in U.S. Diversity (USD) and Global Awareness (GA) actively engage scholars committed to dismantling white supremacy and other forms of systemic oppression, such as colonialism, and holding accountable the courses/instructors that do not successfully meet the USD and GA learning outcomes.*
4. Refine teaching and academic support models to mitigate achievement and retention gaps for underrepresented and underserved students.

Strategies:

2020-2021

- Disaggregate all student success data by race, ethnicity, gender, etc. to identify and address equity gaps.*

2021-2022

- Disaggregate DFW rates by demographic categories to identify bottleneck courses, and provide targeted equity-minded professional development to the instructors of those courses.

2022-2023

- Ensure that students experience at least one curricular high impact practice in their first academic year by providing appropriate training, support, and incentives for faculty and staff*
5. Contribute scholarly perspectives on social justice and structural oppression to community-wide conversations and initiatives.

Strategies:

2020-2021

- Use the structure of the Wisconsin Idea Collaborative to create community-focused programming focused on EDI issues.

2021-2022

- Recognize faculty and staff engagement in community initiatives as part of their UWSP service obligations.

*Actions named (in some cases verbatim) in the campus-wide Vision and Strategic Plan