



Academic Affairs Strategic Plan for Equity, Diversity, and Inclusion: Timeline 2020-2023

Revised 8.27.2020

Year	Strategy	Collaborators
2020-2021	Gather baseline data regarding how many employees from underrepresented groups we have, what employee categories they are in, and what their salaries are compared to other employees.	OIRE, HR
	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.	HR
	Establish baseline data and analysis concerning what EDI work is being done in each department and who has and has not been involved up to this point.	Deans & Chairs
	Require annual EDI reporting relevant to the goals listed in the Academic Affairs Strategic Plan for Equity, Diversity, and Inclusion document from all schools and/or colleges.	Deans & Chairs
	Gather baseline data as to where and how in the major/minor curriculum and programming students are encountering social justice and EDI issues.	Deans & Chairs
	Disaggregate all student success data by race, ethnicity, gender, etc. to identify and address equity gaps.*	Deans, Chairs, & Directors
	Use the structure of the Wisconsin Idea Collaborative to create community-focused programming focused on EDI issues.	Wisconsin Idea Collaborative
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.	Faculty Council, Diversity Council
	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.	Faculty Council, Academic Staff Council, University Staff Council, HR
	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.*	Faculty Council, Academic Staff Council, University Staff Council,



**University of Wisconsin
Stevens Point**

		Academic Affairs Committee, Deans & Chairs, HR
	Add department, faculty and staff awards for contributions to EDI work to UWSP’s annual recognition process.	University Awards Subcommittee, Diversity Council
	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.	Bias Response Team, Faculty Council, Academic Staff Council, University Staff Council, HR
	Upon identification of gaps in the aforementioned strategy (“Gather baseline data as to where and how in the major/minor curriculum and programming students are encountering social justice and EDI issues”), 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.	Deans & Chairs
	Disaggregate DFW rates by demographic categories to identify bottleneck courses, and provide targeted equity-minded professional development to the instructors of those courses.	Deans & Chairs, CITL
	Recognize faculty and staff engagement in community initiatives as part of their UWSP service obligations.	Deans & Chairs
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.	Deans & Chairs
	Revive the Inclusive Teaching Fellows program as soon as possible.	CITL, Provost
	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.*	Gen Ed Committee
	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*	Gen Ed Committee, CITL, Deans & Chairs