

Implementation Update
 Black and Gold Commission
 June, 2003

Action Item/ Major Initiative	Outcomes	Responsibility	June, 2003 Update
I. Adopt an “Investing in UWM’s Students” culture throughout UWM.			
IA. Align Policies and Practices of UWM with principles and goals of Black & Gold Commission	UWM culture supports student success	Provost; University Committee & Faculty Senate; Academic Staff Committee & Academic Staff Senate; Student Association; Classified Employee Groups; Deans & Division Heads	Spirit of the Black and Gold Commission’s report endorsed by: Academic Deans Council University Committee Faculty Senate Academic Staff Committee Academic Staff Senate Academic Planning and Budget Committee
IB. Focus on Students Committees: UWM and Schools/Colleges	Annual report on student satisfaction, retention, graduation rates	Provost; VC for Student Affairs; Deans & Directors	Black and Gold Committees in place in every school/college, the Division of Student Affairs, and for the entire campus. Of the 330 members of these committees, 50% are students. Updates on the work of these Black and Gold Committees available at: http://www.uwm.edu/Dept/Acad_Aff/blackandgold/
II. Organize for Student Success			
IIA. Student Success Center	Physical space(s) dedicated to coordination of student services; Campus cultural change to ensure that all campus employees are responsible for student success to increase student satisfaction and retention	Vice Chancellor for Student Affairs	Student Success Center Action Team in place. For meeting times, agendas and updates: http://www.uwm.edu/Dept/Acad_Aff/blackandgold/
IIB. First Year Experience	Better match between new students’ expectations and the UWM student experience; Increased student satisfaction and retention	Provost and Deans	First Year Experience subcommittee in place as part of Instructional Strategies Action Team. For updates: http://www.uwm.edu/Dept/Acad_Aff/blackandgold/team_instructional.html
IIC. Improving all Student services	Improved student satisfaction with University services	Provost; Vice Chancellor for Student Affairs	Under review by the Division of Student Affairs and the Student Success Action Team
Additional recommendations: Creating a more aesthetic campus environment; and improving transportation services and student satisfaction with these services.			

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III. Maximize Student Learning			
IIIA. Office on Assessment	Centralized and accurate data on student satisfaction and success (learning, retention, graduation)	Provost	Opened position of Director of Assessment and Institutional Research in fall, 2003; closed due to budget cuts. Convening Council on Assessment as substitute organizing mechanism in summer, 2003.
IIIB. Expanded Peer Mentoring	Each new student who chooses is assigned an upper level student mentor; Increased student satisfaction and retention	Provost; Deans; Vice Chancellor for Student Affairs; Dean of Students	Under review by school/college/division Black and Gold Committees.
IIIC. Improved freshman and sophomore instruction	Improved teaching and learning, increased student success and satisfaction	Provost; Deans; Department chairs	Improved Freshman and Sophomore Instruction subcommittee in place as part of Instructional Strategies Action Team. Updates available at: http://www.uwm.edu/Dept/Acad_Aff/blackandgold/team_instructional.html
IIID. Common Course evaluation instrument	Course evaluation results available to all students in a consistent format; information for instructional staff to improve course effectiveness	Provost; CIPD; Deans and Department Chairs; Faculty Senate; Academic Policy Committee	Common Course Evaluation Action Team in place. Updates available at: http://www.uwm.edu/Dept/Acad_Aff/blackandgold/team_courseeval.html
IIIE. Supplemental instruction/Tutoring	Enhance learning outcomes in individual classes and increase student retention, student success, and student satisfaction	Provost; Vice Chancellor for Student Affairs	Supplemental Instruction/Tutoring Action Team formed in the Division of Student Affairs Black and Gold Committee. Updates available at: http://www.uwm.edu/Dept/divstaff/bgc/Tutor/Tutor.htm
Additional Recommendations: Faculty/Student Research Day/Week/Month; Handbooks for Faculty and Students, Best Teaching and Learning Practices, and Best Advising Practices; and Enhanced Technological and Instructional Support Resources.			

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IV. Increase Connections and Invest in Diversity			
IVA. Promotion of diversity as one of UWM's greatest assets	Improvements in evaluation of climate and student satisfaction	Provost; Vice Chancellor for Student Affairs; Division Heads	Part of school/college/division Black and Gold Committee work . Additional significant contributions by the UWM Task Force on Race and Ethnicity.
IVB. Increased opportunities for service learning and volunteer experiences	Improvement in academic success and student satisfaction	Director of Service Learning Institute; Center for Volunteerism and Leadership; Deans. Report to Provost and Vice Chancellor for Student Affairs	Under review by school/college/division Black and Gold committees.
IVC. Family College/ expanded contact with families	Greater student and family connections to UWM; increased student satisfaction and retention	Vice Chancellor for Student Affairs	Family Involvement Action Team part of Division of Student Affairs Black and Gold Committee. Updates available at: http://www.uwm.edu/Dept/divstaff/bgc/Family/Family.htm
IVD. Expanded opportunities for cohort learning	Improvements in academic success; increased "connection" to UWM	Deans; DES (oversight by Provost)	Cohort Learning Subcommittee formed as part of the Instructional Strategies Action Team. Updates available at: http://www.uwm.edu/Dept/Acad_Aff/blackandgold/team_instructional.html
IV E. Increase "spirit" and involvement of students, faculty/staff and community at UWM	Participation of students/ faculty/staff and community in campus events; Yearly NSSE evaluations related to school "spirit" improve	Provost and Vice Chancellor for Student and Multicultural Affairs	Spirit Commission Action Team in place. Updates available at: http://www.uwm.edu/Dept/Acad_Aff/blackandgold/team_spirit.html
Additional Recommendation: Optimize relationships between UWM Police Department and UWM students.			