

# Chancellor's Council on Inclusion

April 27, 2006

2:00 p.m. – 4:00 p.m.

Rita Cheng  
Larry Martin  
Chris Wiley  
Pamela Barnes

Simone Conceição  
Nancy Frank  
Anthony Lemelle  
Sally Lundeen

Ruth Russell  
Cathy Seasholes  
Stan Stojkovic  
Neil Young

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## MEETING MINUTES

Thursday, April 27, 2006

Regents Room – Chapman Hall 2<sup>nd</sup> Floor

Facilitator: Larry Martin

### I. Welcome and Council logistics - Dr. Martin

- The minutes for the meeting of March 30, 2006 – no approval/disapproval; will addressed in the April meeting.

### II. Developing a Strategic Diversity plan with broad-based support

- **Formation of Implementation teams – Anthony Lemelle**
  - Formed implementation teams using the previous taskforce groups (Climate for Women, Race & Ethnicity, etc.)
  - Working group will meet once a semester
  - From the working group the following has been suggested:
    - have a representative from each working group
    - have a small group of four which is the affinity group
    - the affinity group will meet twice a semester to inform both the Provost and then (council) CCI
  - Some groups are tentatively formed for now; however, the LGBT group already has formed both their working and affinity groups.

#### Discussion

Questions were raised as to how the implementation teams will work if an individual is in two or more working/affinity groups and how will this effort tie into the strategic plan on campus diversity?

The implementation teams may have two or more individuals in a working group but the goal is to ensure they end up with one vote instead two. The strategic plan on campus diversity has not been determine as to who will be responsible. So far the following has taken place:

- the chancellor has talked about this some in meetings
- the development of a strategic plan is in the process
- the idea is the major plan will be based on the Access to Success plan as well as all other efforts will be under that plan; but possible changes will be forthcoming.

It was mentioned that the chancellor has talked with the Deans about this some; the talks are very preliminary and over the next three to four months expect to see some movement; the chancellor wants to initiate discussions this summer.

## II. Developing a Strategic Diversity plan with broad-based support

- **Student Diversity Council Update – Chris Wiley**
  - Has no report
  - E-mails were sent out to students and no response at this time
  - Talked with Student Association President and couple of Senators
  - Recently had a diversity forum
  - working to get students involvement

### Discussions

Mr. Wiley was asked to provide information such as his goals for the Student Diversity Council since this is his first meeting. He indicated the Student Diversity Council is concern about three points: retention; enrollment; and integration. The goal is to unify the entire diverse campus on all three points.

Question was raised as to the recent Student Association elections as whether there is still an interest in the Student Multicultural commitment. Mr. Wiley indicated he had talked with various key people and assurance have been given that it (commitment) will continue even if he's still the student director or if there is another individual appointed as the student director.

Comments were made that we must listen to all students, even those labeled as activist; students play a vital role in keeping the council (CCI, SA, etc.) on track. Mr. Wiley indicated that he is very much interested in working together with activist students. He wants to be very careful when people come to him that they come with the facts and want to keep the peace and be productive in getting things done.

## III. Monitoring our Progress toward achieving our Plan 2008

- **Equity performance scorecard - Anthony Lemelle**
  - Development a set of measures which can be easily looked at
  - The operation:
    - OADD – UW System (Office of Academic Diversity and Development) sends representatives to check on meeting groups
    - Two representatives from the University of Southern California along with a consultant is working with UWM; we meet via teleconference

### Discussions

Dr. Lemelle defined *the Equity Score Card* for new members who are attending for the first time.

The UW System Equity Scorecard Pilot involves six volunteer UW institutions in a process of sustained inquiry; using disaggregated data to identify more refined pathways and strategies for eliminating inequities in educational opportunities and outcomes.

In addition, the UW System contracted with University of Southern California (USC) and four meetings scheduled over the year; it's a system wide effort and there is team on campus here at UWM. Debates are ongoing and some are...

- Should the data/measures be based on Metro Milwaukee or the city of Milwaukee?
  - One possible solution is to add another (pie) chart addressing the city of Milwaukee. Also, it may be a good idea to add state data as well.

Comments were made as to the clarity of the mission – is it the state (UW System) vs UWM? Some council member’s statements varied but the overall consensus was it depends upon perspective (point of view). Reference to a Crossroad section/article was made in which the question was to reinvest in the Wisconsin idea;

- Its important to define - what the argument is; what are we trying to make and what is the basis for the argument being made
- How does UWM address/creates a diverse environment for everyone?

The discussion then centered on the data or graphs presented regarding the equity scorecard. Dr. Lemelle indicated that the first chart represents the city of Milwaukee.

The council discussions were that they want qualified students who can compete; but not everyone agrees as to what constitutes a ‘qualified student.’ Several comments made but all agreed the interpretation of data must be clearer. Dr. Lemelle agreed and stated there is more to do in getting the data/information needed.

Question raised as to if there is a way to determine what strategy is being used to recruit students of color? It was indicated that yes there is a way and UWM has the data.

The next table/chart is based on feeder schools; Dr. Lemelle stated they’re working to make adjustments on some of the figures and the data will need to be looked at more.

A question was raised as to whether the 62% were from the Milwaukee area high schools and what are the non-targeted schools? The non-targeted high schools are Brookfield Central; Arrowhead; and Middleton, Madison WI.

Inquiry was made as to Rufus King, Washington and Vincent; were these schools part of this data? This chart is based on admission applications and we cannot really tell the number of graduates from the schools. UWM makes phone calls on the following two points:

- if the application has incomplete data/information
- once a high school graduate has been admitted to UWM, a phone call made to encourage them to come to UWM because a student may change their minds.

The final chart is on the average ACT scores of admission applicants

- Some findings and needs of data:
  - Race does impacts ACT scores
  - Shares not equitable in regards to minorities
  - More work to be done
  - Feeder schools different in terms of racial minorities than in other targeted populations
  - Need total number of graduates by race/ethnicity
  - Need percentage of all Milwaukee H.S. seniors from years of 2003-2005 broken out by race
  - Objective is to compare the share of applications with the share of high school graduation

Comment made about the Talent Program and an inquiry made as to whether UWM has a way to track students that do well on SAT/ACT and whether these students choose to come to UWM. Point made that it should be clear that the pre-college programs are design to develop a critical mass of students of color to go to college. UWM is looking at identifying students who have a good chance to be successful at UWM.

The discussion then looked at what role does UWM has in remediation? It was mentioned that if there is a cutoff then UWM will be looking at a very small pool of students from MPS to come to UWM and hopefully UWM will not hold itself to quantitative data alone and look at the whole picture. Response is that UWM has a holistic admission approach and the following points were made:

- The research is still out on this
- UWM is looking at what the profile of the student is
- Concerns that MPS is moving away from Math, Science, English

Key questions and concerns are how does UWM allow students to be successful without compromising quality? With remedial issues, how does UWM as an institution treat our freshman?

An inquiry made as to the charts and whether the data reflects how these students fair and are equipped with the skills needed to succeed. It was suggested that UWM needs to connect with students on a universal level and that students need coping skills.

In terms of remedial issues, UWM is working with College of Letter and Science at course improvement or redesign in which students have the most failure in general.

In summary Dr. Lemelle mentioned access is the first part and retention is the second part. They're looking to cover a two year period and there are other social factors created by the university process that have to be considered. These are the kind of issues the equity score card is looking at.

*A brief overview of the Ombudsperson program and diversity training.*

- A list serv was created and is ready to begin to distribute information on.
- Diversity Training - Enhance the level of training (IDEAL)
- Representatives from Cornell University will be in Wisconsin in June to discuss diversity training.

#### **IV. Action Science and Managing Diversity - Dr. Larry Martin**

A brief overview (wrap-up) was provided and the following points were presented:

- Council members were asked to reflect on the training on the case studies presented in March meeting.
- The objective, wanted the council (CCI) to look at an alternative model of looking at race and/or ethnicity
- Action Science provides the framework
- Its multi-frame and organizational learning

It was suggested that for future agenda items we should include items like the Action Science training and Tony Ciccone training models.

#### **V. Wrap Up/Summary of action items**

- ❖ Next Council meeting date is May 25, 2006 from 2:00 to 4:00 PM; Regents Room Chapman Hall