Multicultural Coordinating Committee Meeting Summary
Thursday, November 11, 2010
1:30 p.m., Bolton 196


Guests: Anita Manogaran, Matt Crouse

Brief Update – Dr. Ajirotutu

- Inclusive Excellence strategic planning & events
  - February 18, 2011 – Vicki Washington’s campus visit.
  - March 10-11, 2011 – Campus-wide conversation on Inclusive Excellence that include presentation of research findings on diversity (March 10), and facilitated workshops & next step (March 11).
  - Kevin Botts from Syracuse University will be on campus to talk about Imagining America’s public scholarship.
  - Diversity Leadership Council and Council on Inclusion will work together to develop a strategic diversity plan.

- Search & screens
  - Executive Director for TRIO and Pre-College Programs – S&S committee has reviewed the applications and will be deciding on candidates for campus interviews soon.
  - Director of Equity/Diversity Services – S&S committee has been created and application deadline is December 10, 2010.

- Growth Agenda initiatives – This is a conversation with the multicultural offices about collaborations to grow students of color through increased recruitment/enrollment, retention, and graduation. Some examples are:
  - Installing panels/screens in Bolton to feature students, centers, and activities.
  - Increasing profiles of students of color on campus.
  - Highlighting high achieving students.
  - Building community outreach and global connections.

- Campus Climate Task Force
  - Dean Wade Hopgood is in charge of a Campus Climate Task Force to improve morale and climate.
  - A2S Campus Climate Working Group will be submitting its report (issues and strategies) soon for the work of Commission on Student Life and Learning.

UWM’s STEM Initiatives – Anita Manogaran, STEM Coordinator

Millions of dollars in funds and initiatives are available through NSF to integrate students in K-12 and undergraduates into science careers. Currently, there are about 400 STEM students at UWM, but only about 25 of them are students of color. Underrepresented students who are eligible for STEM initiatives are African Americans, Native Americans/Alaskans, Latino/as, and Pacific Islanders.
There are five proven ways to increase participation in STEM:

- Target students early.
- Offer summer programs in engineering and science.
- Assign science mentors to students.
- Provide integration programs.
- Develop pipelines.

Two programs were shared (SURE and UPMoST) that pay student stipends. Application review for both programs start on December 1, 2010.

Anita needs everyone’s help to get more students into the STEM majors. She is already working with the Upward Bound Math and Science (precollege) and McNair Program. About one-fourth of McNair students are in the STEM areas. Suggestions from committee members included:

- Carla: Provide workshops on STEM area.
- Dao: Work with high school counselors, who can identify students in the sciences.
- Ahmed: Visit high schools.
- Linda: Utilize multicultural offices to send messages to students.

Any students interested in the STEM area should be referred to Anita.

Residence Hall Issues – Matt Crouse, University Housing Area Coordinator

Thirty-five to forty percent of Matt’s job is to recruit and train staff, particularly RAs. He is currently recruiting for next year’s RA positions. Applications (see ra.uwm.edu) are due December 13, 2010. Emphasis has been placed on diversifying the staff this year (including recruiting more male students). RAs are sophomores and above, and are paid $250 per month.

Of the 74 RAs, only 7-8 of them are students of color; many of them are older graduate students. Matt realizes that there are challenges for students of color living in the residence halls, such as climate and financial issues. Specific incidences on intolerance/climate and financial obligations were brought up by Susan and were discussed by the committee.

Sonya suggested the creation of diversity advocates in the residence halls to handle issues and conflicts. Matt mentioned that he wanted to start a Multicultural Assistant/MA (advocate) program, which is similar to what Sonya is proposing.

RAs go through an intensive 12-14 days of training on confrontation, conflict resolution, and diversity. Any issues should be brought to the attention of Matt or Arcetta Knautz.

Future MCC Meetings/Restructuring – Linda Huang

Because of the Growth Agenda meetings with multicultural offices, is there a need for MCC to continue to meet?
Multicultural Events Programming

Events from the Union Sociocultural Programming, Multicultural Student Lounge, and other multicultural offices were announced and flyers distributed.

Other

First Year Center is currently hiring Student Success Center leaders. The plan is to put one mentor in each of the multicultural offices to help with programming and connect with students served by that office.