

University of Wisconsin-Milwaukee

INVENTORY OF M/D PROGRAMS, INITIATIVES, AND ACTIVITIES

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
SCHOOL OF ARCHITECTURE AND URBAN PLANNING						
Architecture Summer Camp	Precollege	Program introduces students to the study of architecture and encourages them to pursue education in architecture. Offers one 1-week session in summer.	30 highly motivated HS students	Student fees, external funds		Tammy Taylor and Jim Dicker
Architecture Pre-College Course	Precollege	Course introduces students to the basic principles of architectural design, enhances students' visual-spatial skills, and builds their confidence. Course is implemented for 6 weeks during the summer.	HS student primarily from Milwaukee Public Schools	Internal funds	Summer 2001	Tammy Taylor, Advisor
SARUP-Visits and DRO Events	Recruitment	Approximately 50 recruitment activities coordinated by DRO are attended each year by SARUP advisers.	Minority students, primarily in MPS			Tammy Taylor, Advisor
Take Your Daughter to Work Day Architecture Project	Recruitment	One day program where several minority students attended the sessions in SARUP.	Female students	Internal funds	2001	Jim Dicker, Gil Snyder, Debbie Erno
Visit by Middle School and High School Classes	Recruitment	Half-day activities are implemented to interest high school students in Architecture and Planning (GIS). Two visits were planned in 2000-2001.	High school students, primarily minority	National Education Association grant	2000-2001	Jim Dicker, Gil Snyder, Tammy Taylor
Chicago Career Day	Recruitment	One day activity is planned to inform students of color of the availability of an architecture program at UWM and opportunities in the field of architecture and design.	High school students in Chicago – attracts a large number of m/d students			Tammy Taylor, Advisor
New Students of Color Reception	Retention	Activity enhances the human connection between new students of color and the program, and creates a welcoming environment for these students.	Students of color on arrival at UWM			Tammy Taylor, Advisor
SARUP M/D, Female, and Disabled Student Scholarships	Scholarship	Does this include the Findorff Construction Company Minority Scholarship and the Eppstein Uhen Internship???	Minority: 3 scholarships Female: 3 scholarships Disabled: 1 scholarship	Private contributions		Joan Simuncak, Tammy Taylor
Inner City Studio Scholarships	Scholarship		M/D			Robert Greenstreet, Dean
Coop Program with Inter-American University, Puerto Rico	Curriculum	Exchange program that increases cultural contact between architecture students at UWM and in Puerto Rico.	Latino			Joan Simuncak, Senior Administrative Program Specialist
Mexico Studio	Curriculum	Program provides opportunity for UWM architecture students to work in a Latino cultural context in Mexico, learn about Mexican culture, and share architectural skills and perspectives with Mexican faculty and students.	Latino	Tuition		Harry Vanoudenallen, Professor
Inner City Studios	Curriculum	Course provides assistance to m/d communities, and increases understanding by majority students of the problems and opportunities in these neighborhoods.	M/D neighborhoods; majority students			Harry Vanoudenallen, Nancy Frank
PECK SCHOOL OF THE ARTS						
Community Media Project	Precollege/ Outreach	CMP offers at-risk children residing in Milwaukee's central city with free hands-on media arts workshops where students learn the basic techniques of film, video, and new media production. CMP also	Elementary and HS students, and community	Internal funds & external gifts		Portia Cobb, Assoc. Professor, Film Department

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		schedules a series of free film and video screenings and visits/lectures by independent minority artists from U.S. and abroad.				
MPS Collaborations	Precollege	Collaborative activities consist of consulting on curricular issues; placing art, dance, and music education fieldwork students and student teachers in MPS classrooms; and partnering with various schools in precollege efforts (e.g., Video in the Schools Projects, acting workshops, matinee performances of PTPP productions, choreograph dances, etc.).	Elementary, middle, and high school students	Mostly funded internally		Dept. chairs in Film, Music, Theatre/Dance, and Visual Art
Milwaukee County High School Theatre and Dance Workshop Day	Precollege	This one-day annual event (held in December) provides a variety of theatre and dance workshops, conducted by local artists and departmental faculty.	About 200-300 high school students, 20% are racial minorities	External grant for the 2000 event		Patrick Sims, Faculty Associate, Department of Theatre and Dance
High School/University Advocacy Design Workshop	Precollege	UWM graphic design majors team up with Milwaukee high school students to create collaborative graphic design projects for Milwaukee non-profit, community-based organizations.	About 20 Milwaukee high school students	Internal and external funds		Leon Travanti, Professor, Visual Art Department
Summer Filmmaking Workshop for Teens	Precollege	A partnership between UWM and Strive Media Institute, the workshop is implemented for 6 weeks during the summer. Participants learn basic film production techniques and produce a short film that will be publicly screened.	10 teens from the Martin Luther King Drive neighborhood	Internal and external funds	Summer 2001	Rob Yeo, Chair, Film Department
Woodland Pattern Digital Printmaking Course	Precollege	The course provides instruction in computer mediated art making. It also engages 15-18 UWM students as partners and teaching mentors.	20-30 "at-risk" students ages 11-16	TRIO grant and internal funds		Lane Hall, Associate Professor, Visual Art Department
MPS and Area School Collaborations and Visits	Recruitment	A wide range of activities, including short visits, phone and in-person consultations, master classes, and workshops, to reach targeted racial and ethnic students.	MPS and Milwaukee area elementary and middle school students	Primarily internal funds		Department chairs
Mentoring Network and MentNet	Retention	Mentoring Network is established to recruit and retain minority students in the school. The Network gives students the opportunity to share experiences, offer personal support, and adjust to campus life. MentNet, an email reflector, is used for communication among participants.	About 110 minority student majors	Internal funds and small grants		Susanne Carter, Advisor, Student Affairs Office
Dean's Students of Color Advisory Council	Retention	Students of color are invited to informal meetings with the dean to discuss any issues or concerns they might have about the education they were receiving in the school and UWM.	About 15 students at each meeting	Internal and UWM Foundation funds		Dean's Office
Undergraduate Non-Resident Tuition Remissions	Scholarship	Non-resident tuition remissions are utilized to recruit highly talented undergraduate music students.	5 talented non-resident music students in 2000-01, 4 were students of color	School and campus funds		Chair, Music Department, and Dean
Visual Art Department Minority Scholarships	Scholarship	\$1,000 or \$2,000 are earmarked to fund 1-2 minority scholarships in the Visual Art Department.	1-2 talented minority undergraduate students majoring in art	UWM Foundation Endowment Account		Chair and scholarship coordinator, Visual Art Department
Gospel Choir in Music Department (660-062)	Curriculum	The UWM Gospel Choir performs the music of the African American culture in its many styles and genres. The goals of the choir are to: offer students an opportunity to perform in a gospel ensemble; promote the gospel music repertoire; and attract more African American students to Music Department courses.	UWM students interested in singing gospel music	Departmental funds		Sharon Hansen, Associate Professor, Music Department and David Nunley, Lecturer
American Popular Music – GER (660-102)	Curriculum	This course serves as a guide to understanding and enjoying American popular music from 1900 to present with students surveying all popular genres and then focusing on a chosen style for more intensive study and discussion.	About 30% of the 300 students enrolled in the course are students of color	Department funds		Chair, Music Department

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Art Survey Course (168-106/106)	Curriculum (update)	The courses were updated with cultural identity components. They introduce students to current studio art practice in the visual arts and provide an "artist's eye" view of art historical and art critical themes.	300 per semester	Dept and Cultures & Communities funds		Leslie Vansen, Professor, Visual Art Department
Art Curriculum Design and Implementation Course (176-350)	Curriculum (changes)	The changes included the development of an after-school visual learning outreach site at Alexander Mitchell Elementary School where UWM art education majors gained supervised experience teaching art to children from diverse backgrounds.	UWM art education students	Department and Cultures & Communities funds	2000-2001	Phyllis Thompson, Instructor, Visual Art Department
Study Abroad Programs to Peru and Senegal (168-297/497 and 367-297/497)	Curriculum (expanded)	PSOA expanded its study abroad programs to two new countries - Peru and Senegal - to immerse students in global/cultural learning experiences.	UWM students interested in experiencing the diverse cultures of Peru and Senegal	Internal and campus funds	Peru: UWinterim 2001 Sengal: Summer 2001	Christopher Davis-Benavides, Asst. Prof., Visual Art Dept (Peru trip); Portia Cobb, Assoc. Prof., Film Dept. (Senegal trip)
African Cinema and the African Diaspora & Cross-Cultural Video Production	Curriculum	Two new courses taught by Associate Professor Portia Cobb in PSOA.	12-15 students interested in African cinema	Departmental funds		Portia Cobb, Associate Professor, Film Department
Diversity Hires & Promotion and Retention of Minority Faculty	Faculty/Staff	Increased efforts to diversify and retain faculty members over the past years have paid off with a number of new minority hires and promotion of faculty of color.	Racial and ethnic minority faculty	Internal and campus funds		Dean, Dept chairs, search committee chairs
Human Experience Theatre (HET)	Climate	HET is a fully interactive diversity-training module. It tackles real-world issues encountered while working and living in multicultural environments. Topics have included diversity with regard to genre, race, sexual orientation, religion, and personal biases.	Over 500 people from UWM departments, local and state corporations, and governmental units	Internal/campus funds, fees, external grants	1998	Patrick Sims, Faculty Associate, Department of Theatre and Dance
Institute of Visual Arts (INOVA)	Climate	INOVA has exhibited a wide range of non-western, minority artists in the past several years and plans to continue this effort in the future.	UWM and greater Milwaukee community	Internal funds and external grants		Peter Doroshenko, Director
Layton Lecture Series	Climate	A number of artists brought to campus as part of this series are minority artists.	UWM and greater Milwaukee community	UWM Foundation Endowment Account, dept and campus funds		Chair, Visual Art Department
Free Concert of Hispanic and Latin American Music	Climate	Hispanic and Latin American music were featured in a free concert in April 2001. This performance was a continuation of a project that presented two concerts of African American music last year. Presenters included UWM and local musicians.	UWM and greater Milwaukee community	UW System Institute on Race and Ethnicity funds		Chair, Music Department
SCHOOL OF BUSINESS ADMINISTRATION						
Business/Personal Finance	Precollege	This program, held during the summer for 6 weeks, 2 days a week, introduces students to the capabilities of a business calculator and teaches computer skills (e.g., PowerPoint and Excel).	Multicultural high school students, 11 & 12 grades (7 in summer 2001)	Internal funds	Summer 2001	Minority Programs
Explore Your Options for Success Luncheon	Recruitment	This one-day program exposes high school students to a wide range of career opportunities in business.	15-20 multicultural high school students	Internal and Accenture funds		Minority Programs
Minority Math Tutoring	Recruitment/ Precollege	This program, developed in partnership with the Talent Search program, is intended to provide students of color with tutoring in math during the summer -- with Business college students as tutors.	Multicultural high school students	Internal funds	Summer 2001	Minority Programs
Community & High School Recruitment	Recruitment	SBA often gives presentations at schools and events that have a high number of ethnically diverse populations for outreach and recruitment purposes.	Multicultural students	Internal funds		Minority Programs
Minority Tutoring Center	Retention	The Center encourages and fosters academic and social integration for freshmen and sophomores. It provides academic support for admission	About 75 multicultural students in fall, 50 in	Internal funds		Minority Programs

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		into the SBA.	spring, and 25 in summer			
Building Blocks to the Future Mentoring Program	Retention	The program has two components: the professional development component (with junior/seniors paired with professionals in the same career field) and the faculty/peer mentoring component (with freshmen/sophomores paired with upper classmates or faculty in SBA).	About 100 multicultural students in fall and 75 in spring	Internal and external funds		Minority Programs
The Guaranteed 4.0 Learning System	Retention	The Guaranteed 4.0 Learning System is an innovative approach to learning and success. This dynamic series of seminars and workshops provides a 3-step systematic framework that ensures academic excellence and professional growth.	58 multicultural students in fall 2000 and 51 in spring 2001	Internal and external funds	Fall 2000	Minority Programs
Alois Bulawa Scholarship	Scholarship	This scholarship program increases student retention. All past recipients have graduated.	1 award for Hispanic undergraduate business student	Private donor		Robert Ellis, Assistant Dean
Firststar Milwaukee Foundation Scholarship	Scholarship	This scholarship program increases student retention. It provides possible internship opportunities.	2 awards for students of color	Private donor		Robert Ellis, Assistant Dean
Wilbur and Ardie A. Halyard Scholarship	Scholarship	This scholarship program aids in student retention.	1 award for African American residents of the city of Milwaukee	Private donor		Robert Ellis, Assistant Dean
Herbert H. Kohl Charities, Inc. Scholarship	Scholarship	This scholarship program aids in student retention.	1 award for minority student who is a city of Milwaukee resident and a graduate of MPS system	Private donor		Robert Ellis, Assistant Dean
Sheldon and Marianne Lubar Scholarship Program	Scholarship	This scholarship program aids in student retention. All 2001-02 recipients have made progress toward their degrees.	8 awards for minority junior or senior business majors	Private donor		Robert Ellis, Assistant Dean
Hiring/Personnel	Faculty/Staff	The School is underutilized for females in faculty recruitment. In academic staff positions, certain titles show racial underutilization.				Rita H. Cheng, Associate Dean
SCHOOL OF EDUCATION						
Urban Teacher World-Milwaukee	Precollege	Students from Riverside University High School, South Division High School, and other greater Milwaukee area schools learn how to expand their reading and writing skills through the use of technology and film.	34 minority high school freshmen (rising 10 th graders)	DPI funds		Felipe Rodriguez, Office of Advising
Targeted Recruitment Mailings and High School Visits	Recruitment	Over 1,500 informational materials were sent to high school students in the city of Milwaukee. Staff visited several urban high schools, including Pius, North and South Division.	Minority high school juniors and seniors	Internal funds		Felipe Rodriguez, Office of Advising
Cooperative Urban Teacher Education Program (CUTEP)	Recruitment/ Retention	CUTEP is a MATC/UWM program that provides services to students of color who have an interest in becoming a teacher. Students complete two years of study at MATC, then transferred to UWM School of Education. CUTEP provides support services to students so they will graduate and teach in urban schools.	About 150 students of color at any given period	Milw Partnership Academy for Teacher Quality (Title II Partnership Grant)		Barbara Logan, Office of Advising
Metropolitan Multicultural Teacher Education Program (MMTEP)	Recruitment/ Retention	MMTEP is a certification program for post-baccalaureate students who are currently working in the MPS and are willing to commit 4 years of service to teaching in the MPS.	30 MPS paraprofessionals, educational assistants, and aids - about 80% of whom are students of color	MPS funds		Martin Haberman and Linda Post, Curriculum & Instruction
Culturally Appropriate Teacher Education: Deaf/Hard of Hearing	Curriculum/ Community	Focus of the CATE-D/HH grant is on preparing teachers of students who are deaf/hard of hearing in Wisconsin. The grant also prepares teachers to work with students and families from diverse cultural and linguistic backgrounds. Teachers earn certification in K-12...and there is an early childhood specialization. Summer Institute will be designed	8 teachers in first year, and projected to serve 15-20 teachers in second year	Grant program	2001	Amy Otis-Wilborn, Exceptional Education

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
		to provide inservice to teachers in the state to enhance knowledge and skills in meeting the needs of children and families from diverse cultural/linguistic backgrounds.				
New Student Reception	Retention	The reception is to intended to create a more welcoming and supportive climate for new students, thereby increasing students' sense of affiliation with the School of Education and UWM.	All new students enrolled in the School of Education			Felipe Rodriguez, Office of Advising
Thomas Cheeks Scholarship Fund, Reuben Harpole Education Scholarship, and the Second Century Minority Scholarship	Scholarship	Thomas Cheeks – 1 award for African American male, \$600 Reuben Harpole – 1 award for African American undergraduate, \$500 Second Century – 1 award for student of color, \$1,000	Minority students pursuing School of Education degrees	External funds		Stephanie Foley Associate Dean's Office
Teacher in Residence (TIR)	Retention	The mission of TIR is to create a link between academic teacher preparation and urban classroom practice, thereby more effectively preparing future teachers for the urban classroom. The hope is that mentoring and support provided by mentor teachers will bolster retention and graduation rates, and steer more teachers toward a career with MPS.	Students enrolled in UWM's School of Education planning a career in an urban setting. TIR mentors available to these students.	Milw Partnership Acad for Teacher Quality (Title II Partnership Grant)		Kenneth Howey Teachers in Residence Program Facilitator
Cultures and Communities courses specifically for SOE students: English 192, Anthropology 193 and Dance 360	Curriculum	This series of courses is designed to better integrate the goals of the Milwaukee Idea into UWM courses and curricula. The emphasis of CC include diversity and cross-cultural literacy, community engagement, global perspectives, science and society, innovative pedagogy, service learning, and interdisciplinary studies. Some of these courses have been designed especially for future urban teachers.	Current School of Education Students who are planning a career in urban instruction. Course first offered in fall 1999.	Milwaukee Idea and school/college funds		Gregory Jay, Professor
Social & Affective Issues in Urban Classrooms (Educational Psych 550)	Curriculum	Course was first offered in fall 1999 to heighten student awareness of social and emotional problems unique to children in urban settings, with the hope that future counselors and teachers will be able to better create conducive classroom learning environments.	About 25 SOE students interested in pursuing a counseling/ guidance role in an urban school environment per semester.			Doug Mickelson, Chair, Educational Psychology
Targeted Recruitment Efforts	Faculty/Staff	The targeted recruitment efforts are expected to result in greater racial/ethnic diversity among SOE faculty and staff: 40% (4 out of 10) of the full-time faculty members hired for the 2001-2002 year were men and women of color.	Native American, African American, and Latino faculty and staff	Internal funds used to advertise in minority publications		Elizabeth Bolt, SOE Business Office
COLLEGE OF ENGINEERING AND APPLIED SCIENCE						
Guaranteed 4.0 Learning System	Retention	This one-day workshop provides students instruction on effective retention of reading, note taking, concept analysis, class scheduling, homework completion, test taking, and study skills. Students must "stay on plan" in order to achieve the program goals.	60 Engineering/Computer Science students	Internal funds		Ester Johnson, Director of Office of Diversity
CEAS Tutorial Program	Retention	The tutorial program provides free services to students throughout the year to aid them in obtaining the best grades possible.	About 50 Engineering/ Computer Science students	Internal funds		Ester Johnson, Director of Office of Diversity
Industrial Scholars Program	Scholarship	This 6-year scholarship program provides multicultural students with scholarships and internship experiences from junior year in high school through BS degree in Engineering or Computer Science at UWM, and future employment with Milwaukee area companies.	1 Engineering/Computer Science student	Wisconsin Electric Power Company	Summer 2000	Ester Johnson, Director of Office of Diversity

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COLLEGE OF HEALTH SCIENCES						
Health Sciences Academy	Precollege	Program offers two one-week sessions during the summer to expose students to health care professions by exploring math and science. Students participate in research projects, work in clinical laboratory settings and observe the day-to-day operations of health care professionals.	15 multicultural students in grades 4-5	DPI and Ameritech funds		Marion L. McDowell, Assistant Dean
Health Sciences Seminar	Precollege	Program is implemented three months during the academic year to strengthen the scholastic performance of students in the areas of writing and research. Activities include classroom instruction, clinical laboratories, field trips, and counseling while emphasizing career exploration, academic advising, financial aid information, and college preparation.	20 multicultural students in grades 11-12	DPI funds		Marion L. McDowell, Assistant Dean
MEDAL	Precollege	This career exploration series is made available to motivated minority high school students interested in pursuing college. Hands-on motivational sessions are held on 5 consecutive Saturdays during each Spring Semester at various Milwaukee area college campuses.	80 multicultural high school students	DPI funds		Marion L. McDowell, Assistant Dean
HCOP Health Sciences Saturday Institute	Precollege	Institute is implemented for 10 consecutive Saturdays in spring to motivate and prepare students to enroll in a college or university. Includes exciting hands-on health sciences education activities that focus on Anatomy and Physiology; Sports Medicine, Occupational Therapy; Physical Therapy and Kinesiology; Clinical Laboratory Sciences; Radiography; Medicine and Nursing; and the Guaranteed 4.0 G.P.A. Seminar. Institute is free; each participant will receive a \$20 per day stipend.	15 multicultural students in 10 th and 11 th grades	Department of Health and Human Services	Spring 2002	Marion McDowell, Assistant Dean
HCOP Health Sciences Institute	Precollege	Institute is implemented for six weeks during the summer to expose students to health care professions. Classes include mathematics, laboratory research/faculty mentoring experience, English, computer literacy, technology and cultural competence. Institute is free; each participant will receive a \$20 per day stipend.	15 multicultural students in 11 th and 12 th grades (in fall)	Dept of Health and Human Services	Summer 2002	Marion L. McDowell, Assistant Dean
Health Careers Opportunity Program (HCOP)	Recruitment/ Retention	Program provides recruitment, facilitation entry, counseling, mentoring, and other services to students. Program also offers Summer Enrichment Program levels I and II (SEP I and SEP II).	30 m/d students in SEP I and SEP II	Federal funds		Marion L. McDowell, Assistant Dean
Office of Diversity	Recruitment/ Retention	Office provides services to precollege and college students.	300 m/d students	DPI, state and federal funds		Marion L. McDowell, Assistant Dean
Scholarship Programs	Scholarships	Quest Diagnostic resident tuition – 2 m/d students per year. Academic Achievement Book Scholarships – 2 m/d students per year. Curative Care Network Scholarship resident tuition – 1 minority graduate student. HCOP participants may receive up to \$40 a day to participate in various program components.	M/D students			Randall Lambrecht, Dean
CHS Diversity Efforts	Faculty/Staff	Includes strategic search and screen committees, supports faculty/staff development opportunities, and continues to make quality hires from underrepresented groups.	Over 70 unclassified faculty/staff	Faculty/Staff development		Randall Lambrecht, Dean
SCHOOL OF INFORMATION STUDIES						
IT2000/MITEC Companion Strategy	Precollege	Program trains economically, educationally, or otherwise at-risk sophomore through senior high students from MPS (83% of the	454 program graduates from 1999-2001. Targets	Internal and external funds		Beverley Pickering-Reyna

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		students), alternative (10%), and parochial schools (7%) to use PC technology and career development skills that prepare them to join the workforce. One of the purposes of this program is to encourage participating students to stay in school and graduate. Program implements three sessions each year: 12 weeks in fall and spring, and 6 weeks in summer.	m/d sophomores to seniors from Milwaukee area schools (STEP-UP, REACH, JWJ)			
SOIS Recruitment Efforts	Recruitment	SOIS participates in a number of minority student recruitment programs, such as Guaranteed 4.0 Learning System. At the completion of the program SOIS will track the students who participated in this program and follow up with their GPA progress.	Minority students			Wilfred Fong, Angela Margerum
SOIS Retention Efforts	Retention	SOIS continues to monitor the retention and graduation of all SOIS students. SOIS has been successful in retaining and graduating students of color from the MLIS program.	SOIS students			Wilfred Fong, Assistant Dean
SOIS Student Organization	Retention	SOIS organized activities, such as orientation and graduation celebration for its students. These activities were co-sponsored by the SOIS Student Organization. In addition, the dean held special programs to meet with the students to discuss issues related to their studies and programs. The organization also invited faculty speakers to talk about their research projects.	300+ SOIS students			Wilfred Fong, Assistant Dean
SOIS Scholarship Program	Scholarship	SOIS offers scholarship opportunities to a number of minority students. In the past few years, several of the SOIS graduate students also received the AOP scholarships.	Minority students			Wilfred Fong, Assistant Dean
SOIS Hiring Efforts	Faculty/Staff	SOIS will continue its efforts in recruiting more minority faculty and staff. It was successful in recruiting one Latino faculty and one African American female advisor last year. It also continues to provide technology training programs to all faculty and staff.	Minority faculty and staff			Wilfred Fong, Assistant Dean
Multicultural User Community	Curriculum	An advanced level course on multicultural user community was offered in spring 2001. In addition, SOIS also offered a course on Multicultural Children Literature.	3 MLIS students	External funds (UWS multi-cultural grant)	Spring 2001	Wilfred Fong, Assistant Dean
COLLEGE OF LETTERS AND SCIENCE						
African American Student Academic Services (AASAS)	Recruitment/ Retention/ Climate	AASAS visits MPS, and participants in community organizations and outreach events. Its staff also participates in campus visits and campus recruitment programs that have a high percentage of African American students. AASAS also improves retention and graduation rates of African American students through increased personal contact, personalized academic advising, mentoring, personal referral services, and sponsors social programs.	High School Seniors & 1,733 African American undergraduate students in 2001-2002	Fund 402	1988	Susan I. Fields, Coordinator, AASAS
American Indian Student Services (AISS)	Recruitment/ Retention/ Climate	AISS staff participates in high school visits, attends tribal career and college fairs, and provides advising to middle and precollege students. AISS also provides a wide range of support services to American Indian students that include advising, counseling, financial aid advising, awards ceremony, social and cultural programming (e.g., American Indian Awareness Week, Autumn Pow Wow), computer lab, multicultural receptions, newsletter, and mailings. 1,300+ people participate in American Indian cultural events each year.	150+ Milwaukee area American Indian high school students; 85 middle school students at Walker, Sholes, and Audubon; 350 students from tribal communities; and 183 UWM students	Fund 402	1971	Diane Amour, Coordinator, AISS
Southeast Asian Student Academic Services	Recruitment/ Retention/	SASAS staff visits high schools, attends national and Wisconsin college fairs, and brings students to UWM for campus visits. SASAS	Served a total of 177 applicants; and 435 UWM	State funds	1989	Dao Vang, Coordinator, SASAS

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(SASAS)	Climate	also provides support services to Southeast Asian (Cambodian, Hmong, Laotian and Vietnamese) students that include academic advising, career workshops, personal contacts and supports, progress reports, and tutoring assistance. SASAS implements the Asian Awareness Month.	currently enrolled Southeast Asian students			
MED-PREP	Precollege/ Recruitment/ Retention	Program provides presentations, including “Are You a Doctor at Heart?”, to elementary/junior high school students – four presentations per year, recruits high school students to the program, and provides academic support services to college pre-med students. Program targets African American, American Indian, and Hispanic including Mexican and Puerto Rico (raised on the mainland).	1-2 hour presentations to 50+ elementary/jr high students. 31 college pre-med students served in 2001-02	State funds	1989/ elem/jr HS pres began in 2000	Sue Blong, Coordinator, MED- PREP
Journal Sentinel Minority Scholarship	Scholarship	The Department of Journalism and Mass Communication annually awards one \$3,500 scholarship to a student of color.	1 awarded to student of color	UWM Foundation		Kay McGowan, Journalism & Mass Communication
The Center for Women's Studies Educational Opportunity Scholarship for Low-Income Students	Scholarship (\$1,000 annually)	The Center for Women's Studies supports and encourages quality education for all women through the Women's Studies Educational Opportunity Scholarship for Low-Income Students, which awards financial support to low-income students and, in so doing, supports quality higher education for all women. Its focus on low-income students allows those women who might not otherwise be able to pursue higher education stay in school, attain their college degrees, identify meaningful career opportunities, and become productive, contributing members of the community.	Newly admitted and continuing undergraduate and graduate students with demonstrated financial need. Priority is given to full-time students who have completed two or more Women's Studies courses.	Private contributions	1998	Merry Wiesner-Hanks, Director, Center for Women's Studies and/or Kathy Miller-Dillon, Asst. Director, Center for Women's Studies
The Center for Women's Studies Florence L. Healy Women's Studies Scholarship for Low-Income Students	Scholarship (\$1,300 annually)	The Center for Women's Studies supports and encourages quality education for all women through the Florence L. Healy Women's Studies Scholarship for Low-Income Students, which awards financial support to low-income students and, in so doing, supports quality higher education for all women. Its focus on low-income students allows those women who might not otherwise be able to pursue higher education stay in school, attain their college degrees, identify meaningful career opportunities, and become productive, contributing members of the community.	Newly admitted and continuing undergraduate and graduate students with demonstrated financial need. Priority is given to full-time students who are single parents raising children and who have completed two or more Women's Studies courses.	Private designated contributions from the Healy Family.	2000	Merry Wiesner-Hanks, Director, Center for Women's Studies and/or Kathy Miller-Dillon, Asst. Director, Center for Women's Studies
MED-PREP	Curriculum	MED-PREP offers the course, Minority Physicians in the United States (L&S SS 534-106 SR), during each Spring semester since 1989.	MED-PREP participants	State funds	1989	Sue Blong, Coordinator, MED- PREP
L&S Good Faith Efforts	Faculty/Staff Climate	Some of the good faith efforts made by L&S include expanding applicant pools, faculty partner accommodations, competitive offers, systematic review of utilization statistics, promotions, faculty mentoring, instructional academic staff appointments and workload.	51 TRE faculty and staff in underutilized job groups F07-08-09, U02-03-13, and 06-043M from 10/1/00-9/30/01, an increase of 8 FTE, or 18.06%	State funds		G. Richard Meadows, L&S Administration
SCHOOL OF NURSING						
Health Careers Bridge Program	Precollege	This is a five-week program offered each summer to inner city high school students. The program encourages students to pursue careers in the health care professions, and provides support systems at major educational transition points for a successful path to college.	For Summer 2000, 12 applicants participated. Of these, 11 were students of color	Northwest Mutual Life		Sandra Underwood, Faculty Health Maintenance Department

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Faculty/Staff Recruitment	Faculty/Staff	SON continues to aggressively recruit TRE individuals for available positions. Of the four positions filled in 2000-01, two were TRE staff members.	Currently, 17% of SON staff members are TRE individuals.	SON funds		Julie Frey, Executive Assistant to the Dean
Recruitment Open House	Recruitment	This is an annual half-day weekend event held each Spring. SON continues to provide venues to aggressively market all programs of study to potential nursing students, especially to those potential students in underrepresented populations.	Approximately 87 prospective undergraduate and 13 graduate students. Of these, 10% constituted TRE individuals.	SON funds		Jackie Davit, Recruiter, Office of Student Affairs
Milwaukee Public High School Recruitment Outreach	Recruitment	This outreach is comprised of multiple half-day events at various Milwaukee public high schools to recruit a diverse group of students for each academic program.	385 high school students of color, especially juniors and seniors	SON funds		Jackie Davit, Recruiter, Office of Student Affairs
Academic Enrichment Center	Retention	This is a part-time program offered 2 full days per week for a total of 15 hours per week. This program is not offered over the summer semester. For the 2000-01 academic year, 50 students attended 27 study group sessions with an average of 2-3 students per session. Of these, 30% were TRE students. 14 students received 1:1 academic and social counseling; 80% of these were TRE students.	Nursing students, especially pre-nursing students at high risk for academic failure	SON funds		Dr. Susan Dean-Baar, Associate Dean for Academic Affairs
Scholarships for Disadvantaged Students	Scholarship	These scholarships target TRE/D students in the undergraduate nursing program. They provide for the recruitment and retention of culturally diverse students via financial support, especially for disadvantaged students for whom attending the UWM SON would constitute a severe financial hardship.	Five undergraduate scholarships awarded in 2000-01 academic year: 4 African Americans 1 Hispanic American	External funds via Department of Health and Human Services		Jackie O'Connell, Academic Affairs Coordinator; Office of Academic Affairs
Nursing's Response to Health Needs of the Hmong	Curriculum	An independent study course that discusses similarities and differences between Western and Hmong health care beliefs and practices, and utilizes cultural knowledge in developing relevant nursing care to Hmong. Participants are given a 6-month time frame to complete the program.	10 professional nurses and student nurses	Program revenue		Nursing Continuing Education
HELEN BADER SCHOOL OF SOCIAL WELFARE						
Careers in Law & Justice Program	Precollege	Youth participate in a 5-week program which includes a visit to the UWM campus where they gain knowledge of opportunities available to them. Also, they are matched with mentors, participate in essay competition, visit Marquette Law School and a criminal justice institution, and take part in an Awards Ceremony.	32 (year 2000) 8 th to 12 th grade youth, primarily African American youth	Internal funding and donations from volunteers	1996 – offered every other year	Melissa Barlow, Director, Criminal Justice Programs
Center for Age & Community	Curriculum/ Scholarship/ Community	Campus-wide center on aging	UW Campus	Campus funds	2001 – new	James A. Blackburn, Lead Dean
Preview Days and U-Visits	Recruitment	Programs to increase the number and diversity of the student body in the School.	Potential students	Internal funds		Diane Miller, Assistant Dean, Student Services
Off-Campus Programming	Recruitment	Programs to increase diversity of Social Welfare student body.	Potential Social Welfare students from m/d populations	Internal funds		Diane Miller, Assistant Dean, Student Services
The Multicultural Recruitment and Retention Committee	Recruitment/ Retention	Committee works to increase the recruitment and retention of minority students within the Social Work Programs and the Criminal Justice Programs.	M/D students	Internal funds		Christine Lowery, Associate Professor, Social Work Programs
Alumni Mentoring Program	Retention	Program designed to increase retention rates.	SSW students	Internal funds		Melissa Barlow, Criminal Justice Programs; Joan Jones,

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
						Social Work Programs
Scholarships	Scholarship	Scholarships for greater recruitment and retention of minority students.	High school and college students	External funds		Diane Miller, Assistant Dean, Student Services
NOBLE Scholarship	Scholarship	Waiting for endowment to be complete	Criminal Justice undergraduate students	External funds		Diane Miller, Assistant Dean, Student Services
SSW Small Grant Program	Faculty/Staff	Program to increase number of proposals submitted and funded.	Faculty and academic staff in SSW	Internal 150 cost returns		James A. Blackburn, Dean
1% Plan for Research Proposal Development	Faculty/Staff	Program to increase number of proposals submitted and funded.	Faculty and academic staff in SSW	Internal 150 cost returns		James A. Blackburn, Dean
Faculty Writer's Guild	Faculty/Staff	Program to increase number of proposals submitted and funded.	Faculty and academic staff in SSW	Internal 150 cost returns		James A. Blackburn, Dean
Active Recruitment of Faculty and Staff of Color	Faculty/Staff	Recruitment to increase number of faculty and staff of color in SSW.	Faculty and academic staff in SSW	Internal 150 cost returns		James A. Blackburn, Dean
Endowed Chair in Applied Gerontology	Faculty/Staff		NA	External funds	2001 – new	James A. Blackburn, Dean
SSW Courses on: Cultural Diversity and Social Work; Cities Project; Race, Crime and Criminal Justice; and the Police and the Multicultural Community	Curriculum	Courses to provide more knowledge and sensitivity about cultural diversity for SSW graduates.	Social work and criminal justice students	Internal funds		Stan Stojkovic, Assoc Dean; Melissa Barlow, Criminal Justice Programs
Center for Addiction and Behavior Health Research (CABHR)	Climate/ Community	Center is designed to reduce drug and alcohol use, prevent AIDS, and educate community providers and campus. Treatments are free to patients.	Minority/Disadvantaged/AODA/Disabled. Served approximately 600 people	Internal and external funds		Allen Zweben, Director, CABHR
Alumni College	Climate	Program to increase the number of alumni participants.	Alumni	Internal funds		Linda Czernicki, SSW
Healthy Choices Milwaukee Idea Initiative	Climate/ Community	Program to increase the education of Milwaukee area in substance abuse issues, and training of clinicians.	Greater Milwaukee community	Internal funds		Allen Zweben, Director, CABHR
Active Constituent Alumni Board	Climate	Board to increase number of alumni participants in the School.	Alumni	Internal funds		James A. Blackburn, Dean
DIVISION OF UNIVERSITY OUTREACH						
JASON	Precollege	MPS science program using distance learning.	22 teachers, 2200 MPS students	Program revenue	2000	Caroline Joyce JASON
College for Kids	Precollege	Program provides exciting learning opportunities in areas of arts, social studies, and humanities. Summer courses average two weeks in length. There are also shorter fall and spring courses.	1,200 children annually, grades K5 - 8	Program revenue 136 funds	1980	Cindy Ruffert, Director, College for Kids
I'm Going to College	Precollege	Program is designed to introduce 4 th grade students to the advantages of a college education by having them experience a day in the life of a college freshman on UWM campus. Teachers are provided a <i>Teacher's Guide</i> and <i>Student Activity Book</i> prior to their visit to strengthen the impact on children's learning.	100 ethnically diverse, low income 4 th grade students	SBC Ameritech	1988	Cindy Ruffert, Director, College for Kids
International Career Day	Precollege	This is a unique half-day conference for students, teachers, and faculty advisors to learn about international career options and explore educational opportunities at UWM. Cost is \$5 per participant.	300 middle and high school students, 20% are students of color	132 funds	1989	Institute of World Affairs
African Dispora	Precollege	Program is divided into three stages: Phase I (8 weeks) will incorporate the Rites of Passage Leadership Training; Phase II (8 weeks) will focus on diplomacy training; Phase III will be a conference to simulate the	25 precollege students, ages 13-18, primarily students of color	Grants	2001	Institute of World Affairs

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
		proceedings that occur within the African Union General Assembly.				
Wisconsin High School Model United Nation	Precollege	This two-day conference provides a unique opportunity for students to gain an understanding of the functions of UN. In playing the role of UN delegates, participants develop an in-depth knowledge of the culture, economy, and foreign policies of the nations they represent. Costs are \$90 per team of six students.	600 high school students	Commission on the UN, UNA/USA WI Division, Annette J. Robertson Fund (101/132)	1969	Institute of World Affairs
Environmental Conference	Precollege	The half-day conference is designed to enhance the awareness of the impact of global climate changes on the local area, and engage in dialogue with the community.	300 middle and high school students; 20% are students of color	Metro Milwaukee Sewerage District, United Water Services, 101/132	1988	Institute of World Affairs
21 st Century Community Learning Centers	Precollege/ Community	Center for Urban Community Development evaluates these Centers which provide a safe haven for school-age children and families, and increase safety in the neighborhoods, as well as academic levels of at-risk students. Programs for children and adults are offered during after school hours, evenings, weekends, and summers.	10,000 children, 1,600 adults	U.S. Department of Education	1999	Dan Folkman, Center for Urban Community Development
Action Research Seminar	Curriculum/ Community	This 15-week program is designed to foster productive partnerships and promote leadership development.	15 per class for parents and adults in the Community Learning Centers	U.S. Department of Education,	2000	Dan Folkman and Kalyani Rai, Center for Urban Community Development
Certificate Program in Health Advocacy	Curriculum/ Community	Program is designed for persons who are looking to become health advocates for families and neighborhoods, and improve the delivery of health services to families in need. It consists of eight 4-hour sessions.	12 persons	Robert Wood Johnson Foundation	2000	Dan Folkman, Center for Urban Community Development
Independent Living Program	Community/ Curriculum	This 14-week program curriculum covers pertinent life skills youth can use when they live independently. Classes include job skills, budgeting, decision-making, housing, community resources, health, self-care, and sexuality.	385 foster care teens per year	Bureau of Milwaukee Child Welfare	1988	Mark Krueger, Child and Youth Care Learning Center
Hmong Interpreter Training	Curriculum/ Community	This 16-week program is designed to improve the quality of interpretation in courts. Forms strong relationships with the Hmong community.	20 Hmong per seminar, multiple seminars offered	Grants	2000	Kalyani Rai and Guila Parker, Center for Urban Community Development
Kellogg Devolution Project	Curriculum/ Community	Seminar offers to determine the impact of W2 on the African American community, develop small business ventures with Maximus to employ Hmong women with very few work skills, and develop small business ventures with UMOS to employ Hispanics with limited work skills.	50 African Americans, Hmong, and Hispanics (impact of W2 on communities of color)	Kellogg Foundation	1999	Kalyani Rai, Paulette Bangura, Center for Urban Community Development
Multicultural Parenting	Curriculum/ Community	Program (15 seminars, 4 sessions) is designed to enhance the parenting skills of multicultural families.	225 multicultural families	YWCA	1999	Kalyani Rai, Center for Urban Community Development
Integrating Math and Science Curriculum	Curriculum/ Community	Course (3 credits per semester) is designed to help teachers integrate the new math and science curriculum into the classroom. It also helps parents develop math and science home-school curriculum.	40 teachers and parents of elementary school children	National Science Foundation	2000	Dan Folkman, Center for Urban Community Development
Hmong National Development	Curriculum/ Community	Evaluation capacity building project designed to enhance evaluation skills of Hmong community-based agencies state-wide.	15-20 served, 1500 impacted	Federal Grant	2000	Kalyani Rai, Pa Vang, Nor Yang
Ford Capacity Building	Curriculum/	Designed to enhance research/evaluation capabilities of women of	15-20 served, 1000-2000	Ford Grant	2001	Kalyani Rai, Pa Vang

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
Project	Community	color of agencies that are offering reproductive health programs.	impacted			
Voices, Individuals & Pictures Project	Curriculum/ Community	Designed to develop a family/community-based approach to stronger academic achievements of southeast Asian students.	20 served, 230 impacted	DPI Grant	2002	Kalyani Rai
The African Diaspora Project	Curriculum/ Community	The African Diaspora Project aims to deepen the understanding of our cultural history and the current politics of Africa in the world community for target high school students.	75 served	CPDI	2001	Paulette Bangura, Center for Urban Community Development
Entrepreneurial Training Program	Curriculum/ Business Community	This 12 week program (3 hour sessions) is designed to teach business basics and produce a business plan. The program targets entrepreneurs interested in starting a business and owners/managers interested in growing their business. The training is delivered in partnership with the Minority Entrepreneurship Program (School of Business).	90	Grant (75% Department of Commerce, 25% participants)	2000	Lucy Holifield, Small Business Development Center
Small Business Development Center	Curriculum, technical assistance, Business Community	The center provides individual counseling services and educational courses in a variety of management disciplines. The programs and services are targeted to owners/managers of established businesses and entrepreneurs considering a new business venture.	872. Service area: Milwaukee, Ozaukee, Washington counties	Small Business Association	1980	Lucy Holifield, Small Business Development Center
GRADUATE SCHOOL						
McNair Scholars Program	Recruitment/ Retention	Program prepares undergraduate students for graduate study. Includes academic year and summer research programs.	30 low income/minority/ underrepresented	U.S. Department of Education	1989	Douglas Harder, McNair Program
Committee on Institutional Cooperation Summer Research Program	Recruitment/ Retention	Summer research program prepares undergraduate students for graduate study.	6 minority/ underrepresented	CIC and UW System		Karen Levy, Graduate Fellowships and Student Recruitment
Summer REU (Research Experience for Undergraduates) Program	Recruitment/ Retention	Program is implemented for 10 weeks during each summer.	10 undergraduate juniors and seniors interested in water sciences research, usually 1-2 minorities	NSF, Division of Ocean Sciences special education programs	1989	Carmen Aguilar & Russell Cuhel, WATER Institute
Support for Ocean Science REU Students to Attend Ocean Sciences Meetings	Recruitment/ Retention	This project supports the complete expenses of one student from each of the 14 NSF-Ocean Sciences REU sites to attend a major national annual professional scientific meeting. Students will present poster sessions concurrent with professional scientists.	1 m/d REU student	NSF	2001	Russell L. Cuhel and Carmen Aguilar, WATER Institute
Advanced Opportunity Program	Scholarship/ Fellowship	Graduate fellowships for minority or underrepresented graduate students.	71 awards (39 Afri Am, 17 Hispanic, 6 Am Ind, 1 Asian, & 5 White)	UW System		Karen Levy, Graduate Fellowships and Student Recruitment
Center for Urban Initiatives and Research						
Center for Urban Initiatives and Research (CUIR)	Research/ Community	Conducts applied research with community partners/sponsors to inform policy-making in local government, school districts, and nonprofit organizations. Research includes, where appropriate, examinations of issues by race, gender, and economic status.	Local government, school districts, nonprofit organizations	State funds, contracts, grants	1972	Stephen Percy, Director
Making Connections Milwaukee/Local Learning Partnership	Community	CUIR collaborates with Nonprofit Center of Milwaukee to provide knowledge gathering, reflection, and assessment to support strengthening of families in a north-side Milwaukee neighborhood with a diverse population.	Neighborhood residents, program leaders		1998	Stephen Percy, Director
Affordable Housing in Community and Region	Community	CUIR is collaborating with community partners to create and implement strategies to enhance home ownership opportunities,	Local policy leaders, lenders, housing	Federal Reserve Bank of Chicago/	1999	Stephen Percy, Director

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
		including those for people with lower income and people of color.	organizations	Fannie May, WI Partnership Office		
Evolving Patterns of Poverty Study	Research/ Community	The CUIR is conducting research on changing spatial-location of poverty and race in the Milwaukee Metropolitan area to inform future grant-making.	Local foundations/funders	Greater Milwaukee Foundation	2002	Stephen Percy, Director
COMPASS/Research Partner	Research/ Community	The CUIR provides organization and utilization of community and neighborhood data to support effective law enforcement and criminal justice, pursued in collaboration with the City of Milwaukee and other partners.	Law enforcement agencies/policy makers	U.S. Department of Justice	2001	Peter Maier, Assistant Director
EPIC (Empowering People to Make Informed Choices in Education)	Community	The CUIR and community partners created, operate, and update a comprehensive website on all K-12 schools in Milwaukee (in English and Spanish) to support parents as they make school choices for students.	Parents/children in Milwaukee	Greater Milw Foundation, Bradley Foundtn, Ameritech	1997	Kimberly Stezala, Administrative Program Specialist
COMPASS Guide	Scholarship/ Community	The CUIR with community partners has created, maintains, and updates a comprehensive website on locally based scholarships to support access to higher education, especially financially challenged minority students.	Potential college students/parents, guidance counselors	Greater Milw Foundation, The Educational Resources Inst., other funders	2001	Kimberly Stezala, Administrative Program Specialist
Annual Urban Initiatives Conference	Climate/ Community	The CUIR organizes an annual forum to explore relevant and timely topics of relevance to the greater Milwaukee community, including attention to issues of race, ethnicity, and diversity.	Community residents, leaders, faculty, staff	Registration fees	1998	Patricia Torres, Assistant Director
Education/Pregnancy Prevention Consortium	Community	The CUIR is providing evaluation and learning support to the Metropolitan Milwaukee Adolescent Pregnancy Prevention Consortium (MMAPPC), focusing on high teen pregnancy rates in Milwaukee.	MMAPPC, youth organizations	Center for Disease Control and Prevention	1998	Peter Maier, Assistant Director
DIVISION OF ACADEMIC AFFAIRS						
Office of Equity/Diversity Services						
Committee to Diversify Searches, Career Tracking, and Good Faith Efforts	Faculty/Staff	E/DS identifies new recruitment sources for women and minorities, disseminates information for use during selection process, improves reporting system of career tracking, and revises AAP to meet new federal requirements.	Any potential employee or current employee of an underutilized job group as identified by the OFCCP	Internal funds		E/DS Director
Diversity Book Bag, Training/Counseling/Mediation/Investigation	Climate	The Diversity Book Bag opens dialogues on timely topics based on recommended books to encourage discussions of diversity issues. E/DS also conducts training sessions, offers counseling, provides mediation services, and investigates complaints.	Any interested campus member	Internal funds		E/DS Advisory Committee and E/DS staff
Golda Meir Library						
Golda Meir Library – Outreach Program	Precollege/ Retention	Instruction sessions are designed to serve students’ research needs and introduce non-UWM students to library research.	321 (thru 4/02) K-12 students, TRE and ESL college students	Internal funds		Ahmed Kraima, Research & Instructional Support Department
Library Instruction Program	Retention	Instruction sessions are designed in conjunction with coursework at all levels. They teach students basic research skills and familiarize them with UWM Libraries’ resources in their field of study.	6382 (thru 4/02) UWM students, faculty and staff	Internal funds		Jane Egan, Library Instruction Coordinator
Library Walk-In Workshop Program	Retention	Sessions are open to students, staff, faculty, and community users, and include hands-on training for participants. Topics include the using the PantherCat online catalog, how to find journal articles, and how to do research using the Internet.	460 (thru 4/02) UWM students, faculty and staff, and UWM community users	Internal funds		Jane Egan, Library Instruction Coordinator

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
Multicultural Studies Librarian	Retention	Librarian provides group/individual library instruction to UWM TRE/D students, faculty/staff, and community users, develops the UWM Libraries' collection in the areas of diversity/multicultural studies.	525 via group library instruction, and 40 individual research consultation (thru 4/02)	Internal funds	Summer 1999	Michelle Harrell, Library/Public Services
Golda Meir Library Advisory Committee on Diversity	Climate	Committee supports the Milwaukee Commitment and the UW System Plan 2008, and is advisory to the UWM Libraries Administration on maintaining an environment in the library that is conducive to serving, recruiting, hiring, and retaining persons from diverse backgrounds.	100 Library employees/staff	Internal funds	Spring 2001	Michelle Harrell, Committee Chair
Ghana Exchange	Climate	Director of the University of Cape Coast visited the library and campus to assist us with a review of our collection of resources on Africa, and we facilitated his attendance at an International Conference in Boston. A large shipment of books and computer equipment was sent to assist the University Library.	UWM students and employees	Foundation funds	Summer 2001	Peter Watson-Boone Director
Scholar in the Library, Book Forums, and Academic Adventures	Climate	Programs sponsored by the library that contribute to maintaining a campus climate that serves students and staff from diverse backgrounds. These programs frequently feature speakers from a variety of cultures and promote diversity on the campus.	UWM students, staff, and community users.	Friends of the Library and internal funding	1990	Peter Watson-Boone Director
Roberto Hernandez Center						
Recruitment Services	Recruitment	The advisor of the RHC visits high schools in the Milwaukee area, MPS as well as some private schools with Latino students; and attends college fairs, Mexican Fiesta, UWM campus preview and university visits.	Latinos. Visited 5 high schools in spring 2002 so far.	Internal funds	1970's	Carmen Cepeda, Advisor
Retention Services	Retention	The RHC provides support services to Latino students that include academic advising, "cultural" counseling, progress reports, information about scholarships, financial aid, and follow up on missing admission requirements. Advisor also participates in reception for multicultural graduates, and multicultural open house, Latino students yearly banquet, offers personal contacts and letters of recommendation. Many Hispanic international students seek help from LSS with different issues.	Latinos	Internal funds	1999	Carmen Cepeda, Advisor
Latino Studies Certificate Program	Curriculum	The Latino Studies Certificate Program provides a set of courses that allow students to gain an understanding of the Latino experience in the U.S.	All students	Internal funds	1998	Enrique E. Figueroa, Director
Scholarship Program	Scholarship	The RHC has a small scholarship account at UWM Foundation. It is intended to provide scholarships to Latino students when the account reaches an adequate level.	Latinos	Private donations	1998	Enrique E. Figueroa, Director
Lectures	Climate	The RHC sponsors nationally recognized speakers who address subjects for and about Latinos. Over time these lectures will provide for greater respect, knowledge, and understanding of Latinos.	Campus community	Internal funds	2002	Enrique E. Figueroa, Director
Communication	Faculty/Staff Climate/ Community	The RHC Director maintains an extensive set of "address books" for a variety of constituents. These are used to disseminate daily information of developments concerning Latinos – be it nationwide, statewide, locally, or campus wide. This communication also serves to form community and communicate with the greater Milwaukee Latino community.	Latinos	Internal funds	2002	Enrique E. Figueroa, Director
Faculty Hires	Faculty	The RHC Director has additional title of Assistant to the Provost for	Faculty	Internal funds	2002	Enrique E. Figueroa,

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
		Latino Affairs. Under this capacity, the Assistant to the Provost advocates for Latino Studies faculty hires.				Director
Office of Legal Affairs						
Diversity Efforts	Faculty/Staff	Legal Affairs recruited and hired an attorney in the fall of 2000. In an effort to obtain as diverse an applicant pool as possible, Legal Affairs advertised the position description in the Spanish Journal and forwarded the position description for posting on the following groups' web sites or newsletters: Wisconsin Association of Minority Attorneys, National Association for Women Lawyers, and National Asian Pacific American Bar Association.				Monica Rimai, Director
Legal Advice and Training	Climate	Legal Affairs provides legal advice and training to UWM administration, faculty, and staff on all legal issues related to diversity, including but not limited to, admissions policies, search and screen committee practices, and hiring and retaining employees.	UWM employees			Monica Rimai, Director
DIVISION OF STUDENT AND MULTICULTURAL AFFAIRS						
Multicultural Affairs						
Urban Day Math Initiative	Precollege	Intensive Project SEED classes are offered to 4 th and 5 th graders at the Urban Day School during the summer. Students take the 5-week classes to improve math skills.	50 African American students at Urban Day School (2 classes)	SBC Ameritech	Summer 2000	April Holland, Administrative Program Specialist
Institute on Multicultural Relations	Research/ Curriculum/ Climate	The Institute provides technical assistance to the university community and community-at-large in the areas of research, public service, and information resource.	Faculty, staff, and community members	Internal funds, grants	2002	Gary Williams, Director
Campuswide Retention Activities	Retention	Department continues to coordinate m/d programs on campus via the Multicultural Affairs Council, sponsor teleconferences, and participate in AMSLC conferences.	M/D students	Internal funds	1988	Gary Williams, Director
Campuswide Diversity Events	Climate	Department continues to implement Midwest Summits and other race-related presentations, workshops, and panel discussions, conduct diversity training sessions, and publish <i>Myriad</i> and <i>Precollege Program Directory</i> .	All groups	Internal funds	1991-1995	Gary Williams, Director
Multicultural Affairs Council (MAC)	Precollege/ Recruitment/ Retention	MAC meets throughout the year to discuss issues related to precollege, recruitment, and retention/graduation of m/d students and staff. MAC is comprised of representatives from m/d programs on campus and schools/colleges/divisions.	M/D students and staff	Internal funds	1983	Gary Williams, Director, MAC Chair
Pre-College Academy						
Student Success Program – Summer and Academic Year Components	Precollege	Six-week academic summer program for 9 th and 10 th graders. Program also provides students an increased awareness of career options/majors. Six-month academic year program for 9 th and 10 th graders to increase awareness of career process/options, knowledge of life skills, improve grades, provide role models through mentoring, and engage in service learning.	154 served summer 2000 (97 AA, 13 Asian, 1 Amer Ind, 22 Latino, 3 Cauc, 14 Other, & 4 SEA); 46 served in 2000-01 (33 AA, 1 Asian, 1 Amer Ind, 9 Latino, 1 Cauc, 1 SEA)	DPI and other state funds	Academic year – new in 2000; Summer – ongoing	Linda Plagman, Assistant Director
Planning for the Future – Academic Year and Outreach Components	Precollege	Six-month academic year program for 4 th to 8 th graders to increase parental support; and awareness of career process/options, life skills, service learning opportunities, and precollege programming on campus; and increase interest in higher education. Nine-month outreach program for 4 th to 8 th graders to improve study habits, decision-making and personal values; and increase awareness of career/majors, life	Academic Year: 31 total served (26 AA, 1 Asian, 3 Latino, 1 SEA); Outreach: 3,459 total served (2,802 AA, 270 Latino, 207 White, 25+ Amer Ind, 15+	101 funds	Academic Year – new in 2000; Outreach - ongoing	James Boling, Jr., Administrative Specialist

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
		skills, and leadership skills, etc.	Asian, 140 Other)			
Young Scholars – Summer and Academic Year Components	Precollege	Six-week summer component for 4 th and 5 th graders and academic year program for 3 rd , 4 th and 5 th graders at the Bruce Guadalupe Community School to increase proficient levels in language arts, math and science; increase early awareness of career options; motivate and encourage higher education with opportunities to visit UWM campus. Other schools will be added in the future.	59 total served in summer 2000 (56 Latino & 3 Caucasian); 142 total served in 2000-01 (137 Latino, 1 AA, 2 Asian, 2 Caucasian)	SBC Ameritech	Summer 2000	Kristine Yesbeck, Special Project Coordinator
Campus Tours	Precollege	Academic year campus tour program for elementary and middle school students to increase early awareness of career options, motivate and encourage higher education, and opportunity to visit and become familiar with the UWM campus.	1,521 students served (916 AA, 37 Asian, 9 Am Ind, 83 Latino, 456 Caucasian, 20 SEA)	State funds		Kristine Yesbeck, Special Project Coordinator
Quest Project	Precollege	Academic year program for 6 th to 12 th grade students and their parents. Students will be prepared to succeed in school and made aware of postsecondary education options through tutoring, classes, workshops, and events.	1303+ (615 AA, 20 Asian, 9 Amer. Ind., 74 Latino, 31 Cau, 9 Other, 19 SEA)	402 and 101 funds	1999 ???	Pauline Jascur, Program Manager, Quest Project
Mini-Courses	Precollege	Program to increase academic skills and explore interests through a wide choice of classes at both the skill building and enrichment levels. Classes are held during the academic year (3 consecutive Saturdays) and summer (1 and 2-week sessions).	6 th – 8 th grade multicultural students	DPI funds		Sally Sheperdson, Coordinator, Mini-Courses
TRIO Programs & GEAR UP						
GEAR UP	Precollege	Year-round program for students attending Edison, Kosciuszko, Malcolm X and Milwaukee Village Middle Schools, and North and South Division High Schools. Program provides academic support services to students and parents. Professional development programs for teachers, administrators and school personnel.	2300 6 th - 9 th grade served 2001-2002. (60% AA, Am. Ind. 2%, Latino 25%, SE Asian 5%, Cau. 5%, Other 3%)	U.S. Department of Education & in-kind contributions	1999	Pamela E. Clark, Director, GEAR UP
Talent Search	Precollege	Year-round program targeting middle and high school students, including high school and postsecondary dropouts living in a specified target area in Milwaukee. Services include advising/counseling, workshop, tutoring, etc.	750 served (479 AA, 4 Asian, 6 Am Ind, 143 Latino, 41 White, 2 Pacific Islander, 20 SEA, 15 multi-racial)	U.S. Department of Education		Deloise Snow, Acting Director, Talent Search
Upward Bound	Precollege	Year-round program for low income and first generation high school students attending Bayview, Custer, Marshall, Milwaukee School of the Arts, North Division, Riverside, South Division, and Washington High Schools.	101 applicants (81 AA, 8 Asian, 5 Latino, 7 White)	U.S. Department of Education	1986	Ketmani Kouanchao, Director, Upward Bound
Upward Bound Math and Science	Precollege	Year-round program for low income and first generation high school students attending any of the regular MPS high schools. Program emphasis on math, science, and technology.	49 applicants (34 AA, 9 Latino, 3 Asian, 3 White)	U.S. Department of Education	2000	Tamara Hines, Director, Upward Bound Math and Science
Veterans Upward Bound	Precollege	Program offers GED or basic skills equivalents to veterans. Of those who complete the program, there is an expectation that 75% will gain admission to a postsecondary institution with 50% graduating.	130 veterans served in 2000-01 (69 Afri Am, 6 Latino, 1 Am Ind, 3 multi-racial, 51 White/Other)	U.S. Department of Education	2000	Rodrick Jones, Director, Veterans Upward Bound
Student Support Services Program	Retention	Program is designed to identify and select 250 disadvantaged students who are already admitted to UWM and support their academic progress through graduation. Program includes a Summer Bridge component.	251 total (7 Am Indian, 18 Asian, 131 Afr-Amer., 22 Latino, 73 White)	U.S. Department of Education	1968	Dan Patnode, Director, Student Support Services Program
Recruitment and Outreach						
U-Visit	Recruitment	This is a minority-specific campus visitation program designed to	237 students of color from		Fall 1987	Leonard White,

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
		increase the level of interaction of high school aged students with the UWM campus. It is a highly proactive endeavor in which students are not only invited to visit the campus but are provided with the means to do so, a trip that they might not make without such an intervention.	16 different high schools in 2001-02 (40 students per visit)-as of 3/25/02*			Assistant Director
Joint U-Visit Programs	Recruitment	DRO regularly encourages other UWM multicultural support units to co-sponsor visit programs following the U-Visit format and provides funding and personnel assistance to those units wishing to do so.	2 Joint U-Visit programs will be held with Southeast Asian Student Academic Services 3/01/02-40 students and American Indian Student services has an event scheduled for 4/17/02*	128 and 101	1999	Leonard White Assistant Director
Multicultural Student Recognition Program	Recruitment	Program was established and implemented as a means of recognizing academically talented students of color (graduating seniors) from around Southeastern Wisconsin and as a way to get these students and perhaps their parents to visit the campus. Program includes recognition banquet and keynote speakers.	43 high school seniors of color and their guests totalling-117 attended in 2002 (February of each year)	128 and user fee supported	1988	Leonard White, Assistant Director
Other DRO Minority Recruitment Activities	Recruitment	Activities include high school visits and college fairs, mailings, publications, telephone campaigns, and DRO on-campus events (Campus Preview Day, Campus Open House, High School Counselors Breakfast, Parent Orientations). In many instances, busing has been provided to multicultural groups to encourage increased participation. In addition, we host special tour and visit programs in cooperation with other units and in direct response to requests for group tours.	High school students of color	101, 128 and 402		Jan Ford, Director
Student Accessibility Center						
Transition Planning for Students with Disabilities	Recruitment	These transitional events target junior high and high school students with disabilities to increase the number of student with disabilities on campus. Eight to ten events are planned annually.	200+ prospective students with disabilities and parents	Internal funds	1995	Victoria Groser, Director
Project IMPACT/Assistive Technology Services	Retention	This program is in place to assure that students with disabilities who need assistive technology have access to the expertise and equipment they need. SAC works closely with the Occupational Therapy, specifically rehabilitation engineering.	UWM students with disabilities needing assistive technology	Federally funded initially, now absorbed by department	1998	Victoria Groser, William Solboe, Jean Salzer
Academic Opportunity Center						
Academic Opportunity Center	Recruitment/ Retention	Center offers basic skills instruction (including online courses) and intrusive advising to TRE/D students with up to and beyond 60 credits.	1,133 total (60% students of color, 40% disadvantaged students)	State funds and grants		Ruth Russell, Director
Advising	Recruitment/ Retention	Advisors provide intrusive counseling to help lay a foundation for academic success.	1,331 total in 2001-02 (538 AA, 34 Asian, 27 Am Ind, 159 H/L, 74 SEA)	State funds	1968	Ruth Russell, Director
Instruction	Retention	AOC provides instruction in basic skills courses in math, English composition, study skills, reading, career choice, and all of the English composition courses required to meet English proficiency requirements.	1,331 total in 2001-02	State funds	1968	Ruth Russell, Director
Graduation Recognition Program	Recruitment/ Retention	Program honors students who have been a part of the AOC Program and have graduated from the University.	130 students total, about 81 students of color	State funds	1998	Ruth Russell, Director
Dean's List Honor's Program	Retention	Program to honor students who have been listed on the Dean's Honor Roll.	110 students total, about 60 students of color	State funds	1999	Ruth Russell, Director

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
Welcome Program	Retention	Program to welcome new freshmen and continuing students for the new school year.	150 students total, about 94 students of color	State funds	1999	Ruth Russell, Director
FIPSE Program	Recruitment/ Retention	Program provides services to students transferring from MATC to UWM after receiving an associate degree.	90 total, 75% are TRE/D students	Federal grant	1999	Brianna Griesbach, Project Director, FIPSE
Tutoring and Academic Resource Center						
Tutoring Services	Retention	Center offers year-round tutoring services to freshmen and sophomores taking 100-300 level courses to improve their understanding of course materials and help them pass their courses.	2000-01: 1,107 served (92 Asian, 407 AA, 84 Latino, 24 Am Ind, 45 SEA)	101/402 funds, & student tech fees		Johanna Dvorak, Director
Enrollment Services						
On-Site Admission Program	Recruitment/ Retention	Assist MPS students in following through on admission to the University by making it possible for them to apply, and in some cases be admitted on the spot, at sessions held at MPS high schools.	MPS high school students, typically 100-150 annually	Internal funds	1980's	Stephen McKellips, Enrollment Services
OARSS Outreach with Community-Based Organizations	Recruitment	Outreach includes networking (maintaining on-going relationships, making presentations, assisting with education fairs) with a broad base of community and faith-based organizations serving minority and disadvantaged adult prospective students. Contacts are maintained with organizations in the African American, Hmong, Laotian, Latino, and American Indian communities as well as the Milwaukee Women's Center, Journey House, Goodwill Industries, the Odyssey Project, and the Social Development Commission.	Minority/Disadvantaged prospective adult students	101 funds	1996	Terry Ruzicka, Office of Adult and Returning Student Services
Student Life						
Multicultural Student Graduation Reception	Retention/ Climate	Program/Reception to honor graduates of color and celebrate graduation, and to provide role models for currently enrolled students.	2000-01 participants: 45 AA, 4 Am Ind, 4 SEA, 15 Latino	Internal funds	1994	Jim Hill, Susan Fields, Diane Amour, Dao Vang
LINKS Peer Mentoring Program	Recruitment	Program will match middle school students with currently enrolled UWM students who will serve as mentors.	Middle school students	Student segregated fees	2001	Sharon Stricklin, Director, Peer Outreach and Mentoring
UWM Big Brothers/Big Sisters Volunteer Program	Community	This program matches UWM students with Westside Academy youth for one-on-one mentoring activities at the school. Westside is located in the highest crime area and highest poverty area census tract in the State of Wisconsin.	Young people ages 8-11 attending Westside Academy (12 matches/pairs in spring 2002)	Internal funds	2002	Laurie Marks, Director, Center for Volunteerism & Student Leadership
Residence Life						
Hispanic Heritage Month	Climate	Program educates residents about contributions of Hispanic, Latino/a and Chicano/a people to US history and society. Passive bulletin board series.	675/Sandburg Residents		2001	Jeni Eltink, Residential Program Manager
Music Is Universal	Climate	Program introduces residents to music as a vehicle for expression of diverse cultures and ideas.	75/Sandburg Residents		2001	Jeni Eltink, Residential Program Manager
Indian Summer	Climate	Program educates residents about Native American cultures in Wisconsin, including tribes native to Wisconsin now living elsewhere, tribes native to the area and still here and tribes native to other places in the US and now living in Wisconsin.	75/Sandburg Residents		2001	Jeni Eltink, Residential Program Manager
What is Islam?	Climate	Held just after the 9/11 attacks, this program examined Islam and worked to dispel myths about Islam and its relationship to terrorism.	75/Sandburg Residents		2001	Jeni Eltink, Residential Program Manager
AIDS Walk/What Does AIDS Mean For Us?	Climate	Program focused on the issue of HIV/AIDS and its cultural relationship to college students of different backgrounds. Program culminated in resident participation in AIDS Walk Wisconsin	675/Sandburg Residents		2001	Jeni Eltink, Residential Program Manager
Black History Month	Climate	Program educates residents about contributions of African American	675/Sandburg Residents		2002	Jeni Eltink, Residential

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		people to US history and society. Active educational program and passive bulletin board series.				Program Manager
The Sixties Series (AKA Hemp Nights)	Climate	Bulletin board series plus series of active programs educates residents about civil rights movement, LGBT rights movement, feminist movement, Vietnam and other 1960s political and social rights efforts. Students have the opportunity to make hemp jewelry and learn to tie dye.	75/Sandburg Residents		2002	Jeni Eltink, Residential Program Manager
<i>Fried Green Tomatoes</i>	Climate	Program showed the film <i>Fried Green Tomatoes</i> and residents discussed issues raised by the film such as ageism, sexuality and the changing role of women.	75/Sandburg Residents		2002	Jeni Eltink, Residential Program Manager
Asian New Year Celebration	Climate	Program educated residents about the meaning of Asian New Year/Tet and its relationship to new beginnings and new resolutions. Students participated in activities associated with this holiday.	150/Sandburg Residents		2002	Jeni Eltink, Residential Program Manager
Tunnel of Oppression	Climate	Program designed to increase the awareness of different types of oppression, including the inevitable results that it causes.	700 students		2001	DuWayne Brooks, Residential Program Manager
Panthers on the Catwalk	Climate	"College Style 2K1" – Diversity Fashion Show	1,000 students		2001	Sandburg Halls Administrative Council
ASL Practice Group	Climate	Program designed to familiarize students with American Sign Language	20 sandburg residents		2001	Drew Nuernberger, Sandburg Student
Sandburg Lunch Bunch	Climate	Program designed to help Jewish residents of Sandburg meet other Jewish residents.	20 Sandburg Residents		2001	Jewish Campus Service Corps
"100 People"	Climate	A visual depiction of any given slice of 100 people living in the United States, with descriptions of gender, race, ethnicity, sexual preference – bulletin board format.	Sandburg residents		2001	Sandburg Staff
Movie Night – Save the Last Dance	Climate	Movie shown on the Sandburg Cable Network: included informal discussion about issues and themes depicted in movie.	Sandburg Residents		2001	Sandburg Staff
Write for Rights	Climate	An opportunity for students to enter an essay contest and to write about the civil rights issue and compare Dr. Martin Luther King Jr. and other prominent civil rights leaders.	Sandburg Residents		2001	Sandburg Staff
East Tower Cultural Cooking Club	Climate	An opportunity for students to experience foods from many different regions around the world. Special meals ranging from: Germany, African American, Chinese, Italian, Indian, French,	Sandburg Halls/East Tower residents		2001	Sandburg Staff
Financial Aid and Student Employment Services						
UWM Financial Aid Programs	Recruitment/ Retention	Programs include loans, grants, work study, scholarships, and other financial aid awards paid to TRE students.	2001-2002 year: AA: # Recipients = 1,632 # Awards = 5,412 AI: # Recipients = 136 # Awards = 478 H/L: # Recipients = 587 # Awards = 1,702 SEA: # Recipients = 367 # Awards = 1,415	Multiple sources	Varies	Mary Roggeman, Director
CDC/Multicultural Career Day	Retention/ Pre-College	Annual event which brings together a minimum of 80 employers and an average of 400 students for career exploration and job-seeking purposes. Targeted advertising and publicity concentrates on attracting students of color.	2002 Students = 459 2002 Employers = 81	CDC 101/136 funding SMA Division	1978	Ada Walker, Career Development Center

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
CDC/Options for Success Luncheon	Retention/ Recruitment/ Pre-College	Annual pre-Multicultural Career Day event. Includes motivational speaker who focuses on success in life and career. Collaborative coordination by Accenture, CDC, SBA & School of Info Studies. Includes college & pre-college participants.	2002 Students = 407 2002 Pre-College Students = 68	Accenture CDC 101/136 funding SBA	1998	Ada Walker, Career Development Center
CDC/Building Blocks to the Future	Retention	Initially a collaboration of SBA and CDC. In 2002 will expand to School of Info Studies. The program has two components: the professional development component (with junior/seniors paired with professionals in the same career field) and the faculty/peer mentoring component (with freshmen/sophomores paired with upper classmates or faculty).	Professional Component=12 Academic Component= 25	SBA/Director, Office of Student Life	1995	Ada Walker, Career Development Center
CD-PEP Program	Pre-College/ Recruitment	Career Development-Pre-College Empowerment Partnership demonstration project includes in-service trainings conducted by CDC staff for Pre-College staff re: career development theory and hands-on career exploration activities for Pre-College population; by-product has been small library of hands-on resources for use by Pre-College staff.	Fall 01 – 2-28-02 Training Participants=79 Unique Individuals=28 Training Hours = 15	101/136 funding Center for Disease Control Grant	2001	Sherri Pfennig, Career Development Center
CDC/Pre-College Website Collaboration	Pre-college/ Recruitment	Part of the preceding CD-PEP program. Site will provide age-appropriate career development activities for pre-college population, related resources for Pre-College staff/educators& counselors/families.	Site is still in development stage/not released for viewing to date.	101/136 funding Center for Disease Control Grant	2002	Sherri Pfennig, Career Development Center
Union						
Union Sociocultural Programming	Climate	The Union Sociocultural Programming office sponsors and co-sponsors a wide range of events throughout the year for UWM and surrounding communities.	Implemented 11 events in 2001 with a total of 2,300+ participants	Union Programming & m/d funds		Alice Jackson, Union Sociocultural Programming
Multicultural Resources Center	Climate	The MRC continues to serve UWM students of color as a space where they can interact with one another in a semi-formal but social atmosphere. The Center contains study areas and computers, and videos students can check out and view. Other MRC activities include: student organization meetings, library research workshops, poetry readings, book club discussions, etc.	The Center's average daily traffic is approximately 20 to 25 students.	Union Programming funds		Alice Jackson, Union Sociocultural Programming
THE MILWAUKEE IDEA						
Cultures and Communities	Curriculum	Creation of new courses across the undergraduate curriculum that focus on multicultural appreciation and understanding – ultimately aimed at creating a new, alternative General Education Requirement.	Undergraduate students at UWM	State funds, U.S. DOE	1999	Gregory Jay, Director, Cultures and Communities
Enhance Consultants of Color to Support Nonprofits	Community	Examination of the level and expertise of organizations and consultants of color who provide technical assistance to nonprofit organizations in Milwaukee.	Policy makers/funders, universities	Helen Bader, Greater Milw, Fay McBeath Foundtn	2002	John Palmer Smith, Helen Bader Institute of Nonprofit Management
Service Learning Program	Curriculum/ Community	Support for and stimulation of courses across the curriculum that includes community-based learning experiences, often in schools and nonprofit organizations that include and serve people of color.	Undergraduate students/ learning experiences	State funds, federal funds	1999	Jenni Bugni, Institute for Service Learning
American Indian Cultural Center/CDS	Community	The Campus Design Solution (CDS) initiative is creating architectural design plans to support the creation of an American Indian Cultural Center in Milwaukee, Wisconsin.	Community organization (Indian Summer Festivals), funders	State funds	2001	Don Hanlon, Associate Professor, SARUP
DIVISION OF ADMINISTRATIVE AFFAIRS						
Diversity Efforts	Faculty/Staff	Efforts are made to balance Administrative Affairs' workforce to Office of Equity/Diversity Services published availability and utilization data.	Divisional staff	Internal funds		Ron Umhoefer, Administrative Officer

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Minority Business Enterprises Procurement Program	Climate	Division coordinates the minority business enterprises procurement program for the UWM campus, and ensures that 5% of total purchases are with minority business vendors.	Minority business enterprises	Internal funds		Jim Skorlinski, Manager, Purchasing Office
DIVISION OF UNIVERSITY RELATIONS						
Diversity Efforts	Faculty/Staff Climate	Division provides extensive community outreach, and is very visible in the communities of color. Division also works very diligently to assure that publications reflect the campus diversity. Vice Chancellor and director of University Communications and Media Relations review publications from other units to assure that they also reflect diversity.				Vice Chancellor
UWM FOUNDATION						
Maria & Luis Cerrillo Scholarship	Scholarship	Scholarship is offered to a full time student with a GPA of 3.0 and has a financial need.	1/Minority Students	Joseph & Vickie Delgadillo	4/95	Allyson Olivier, Scholarship Coord
Hazel Erickson Scholarship	Scholarship	Scholarship is offered to a Sophomore status student. Student's GPA must remain around 2.75 and the student must possess financial need.	1/Minority Students	Drs. David and Ann Healy	12/81	Allyson Olivier, Scholarship Coord
Harley-Davidson Minority Scholarships	Scholarship	Scholarship is offered to WI resident Freshman status students that possess a financial need. Preferably an Engineering or Information Systems Student and maintains a 3.0 GPA	2/Minority Students	Mary Anne Martiny Harley-Davidson Foundation, Inc.	6/98	Allyson Olivier, Scholarship Coord
Indian Community School Scholarships	Scholarship	Scholarship is offered to a full-time undergraduate or graduate student. The student must be a member of child of a member of a federally recognized tribe in WI.	3/Native Americans Students	ICS Board President Dr. Michael Wilson		Allyson Olivier, Scholarship Coord
Latino Student Union Scholarships	Scholarship	Scholarship is offered to a full-time student.	2/Lation Students	Sydnia DeFranco Latino Academic Advising Coord	3/99	Allyson Olivier, Scholarship Coord
Manpower Foundation Minority Scholarships	Scholarship	Scholarships are offered to a full-time student, Freshman status with a 3.0 GPA and possess financial need. Student should be Business, Communication, Economic, Finance, Info Tech., or Marketing Major.	2/ Minority Students	Linda Granrose Manpower Foundation	5/99	Allyson Olivier, Scholarship Coord
Victor Vega Scholarships	Scholarship	Scholarship is offered to a Visa Student in good standing, an undergraduate that holds a minimum of 2.5 GPA or graduate that holds a minimum of 3.0 GPA.	5/Peru/South American Countries	Ms. Carol Wilson Scholarship Administrator Greater Milwaukee Foundation	7/86	Allyson Olivier, Scholarship Coord
Minority Academic Achievement Scholarships	Scholarship		6			Allyson Olivier, Scholarship Coord
Northwestern Mutual Life Foundation Minority Scholarships	Scholarship	Scholarship is offered students entering Sophomore year in fall, has a minimum 3.0 GPA major in accounting, communication, computer science, health information administration, marketing, management information systems or mass communication. Must be a UW citizen or permanent WI resident and possess a financial need.	9/African-American, Alaskan Native, American Indian, Hispanic or Southeast Asian	Rebekah Barsch Northwestern Mutual Foundation	12/94	Allyson Olivier, Scholarship Coord
Jack & Corinne Reichert Minority Scholarships	Scholarship	Scholarships are offered to a full-time freshman status student with a 2.75 GPA and possess a financial need.	Minority Student	Jack and Corrine Reichert	1/93	Allyson Olivier, Scholarship Coord
Frank A. Schneiger Scholarships	Scholarship	Scholarship is offered to a full-time WI resident, Sophomore status with 3.0 GPA from Washington High School.	Minority Students	Frank A. Schneiger	6/96	Allyson Olivier, Scholarship Coord
Sullivan-Spaights	Scholarship	Scholarship is offered to a recently graduated student from Milwaukee	African American Male	Dr. Alfred &	4/01	Allyson Olivier,

Program	Category	Description	Number Served/ Target Group	Funding Source	Year Initiated	Contact Person(s)
Scholarship		High School, has a minimum of 3.0 GPA, and is enrolled full-time at UWM. Student must possess financial need; demonstrate leadership, and participation in civil/volunteer activities.		Isabelle Bader		Scholarship Coord
Stuart & Ann Tisdale Scholarships	Scholarship	Scholarships are offered to incoming Freshman with a minimum 3.0 GPA and possess financial need.	2/African American, Southeast Asian, Native American or Alaskan native.	Stuart and Ann Tisdale	8/97	Allyson Olivier, Scholarship Coord
WEPCO Minority Scholarship	Scholarship	Scholarship is offered to a full-time student in the College of Engineering and Applied Science and has a 3.0 GPA.	2			Allyson Olivier, Scholarship Coord
MMAC Scholarships	Scholarship			MMAC		Allyson M. Olivier, Scholarship Coord

AMSLC – American Multicultural Student Leadership Conference

CDS – Campus Design Solution

CEAS – College of Engineering and Applied Science

CHS – College of Health Sciences

CUIR – Center for Urban Initiatives and Research

DPI – Department of Public Instructions

DRO – Department of Recruitment and Outreach

E/DS – Equity/Diversity Services

HS – High school

M/D – Multicultural/Disadvantaged

MLIS – Master of Library and Information Science

MPS – Milwaukee Public Schools

NSF – National Science Foundation

PTTP – Professional Theatre Training Program

PSOA – Peck School of the Arts

REU – Research Experience for Undergraduates

SARUP – School of Architecture and Urban Planning

SBA – School of Business Administration

SOIS – School of Information Studies

SON – School of Nursing

SSW – Helen Bader School of Social Welfare

TRE/D – Targeted Racial/Ethnic/Disadvantaged