

Inventory of Campus Climate and Climate-related Initiatives
University of Wisconsin-Madison

P – primary audience, S – secondary

		Category											Group/Issue						
	Point – Key Players	Unit Responsible	Faculty - tenured	Faculty – untenured	Academic staff	Classified Staff – represented	Classified Staff – Non-represented	Students- undergrad	Students- Grad/ Professional	Students – Post docs	Students – Athletes	CHS Faculty		Gender	Race/Ethnicity	Sexual orientation	Disability/Ability	International	External Audience
Campus Climate Network Group	Spear		p	p	p	p	p	p	p	p	p	P		p	p	p	p	p	
Plan 2008:	Barrows/ Brandt		p	p	p	p	p	p	p	p	p	P			P				
Climate subcommittee	Macken		p	p	p	p	p	p	p	p	p	P			p				
Fundraising subcommittee	Brandt, Barrows		p	p	p	p	p	p	p	p	p	P			p				
Campus Forum Subcommittee	Paredes, Ryan		p	p	p	p	p	p	p	p	p	P			p				
Annual Report Subcommittee	Paredes		p	p	p	p	p	p	p	p	p	P			p				
Academic Affairs Subcommittee	Gomez		p	p	p	p	p	p	p	p	p	P			p				

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McBurney Disability Resource Center	Duffy							p	p								p		
Multicultural Student Center	McDowell							p	p						p				
Ombuds for Women Faculty & Faculty	Greene		p	p								p		p	p	p	p	p	
School/College Equity & Diversity Committees		Contact EDRC	p	p	p	p	p	p	p	p		p		p	p	p	p	p	p
Services & Programs																			
Multicultural Student Center								p	p					p	p	p	p	p	p
ASM Diversity Committee	Jenny Chen, Jen Epps							p	p					p	p	p	p	p	
SEED Seminar: Seeking Educational Equity and Diversity	Kapani, Symonette		p	p										p	p	p	p	p	
SEED (Seeking Educational Equity & Diversity by the Experienced and Doing) Seminar	Kapani, Uttal, Symontte		p	p	p	p	p					p		p	p	p	p	p	
Retention Action Program	Davis, Kapani		p	P	P	P	P	P	P	P					P				

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Sexual Harassment Information project* (see attached summary)	Piñero, Greene		P	P	S	S	S	S	S	S	S	P?		P					
Grad assistants equity workshops	Piñero							S	P					P	P	P	P		
Gender Pay Equity Exercise – Women Faculty	Greene		P	P										P					
Multicultural Student Coalition MCSC								p	p					p	p	p	p	p	p
ADA compliance review/support		EDRC	p	p	p	p	p	p	p	p	p	p					p		
PEOPLE Program supported by numerous units across campus		VCSA/ Admissions																	
Strategic Hiring Initiative (Faculty Diversity)	Greene		P	P										P	P				
CCAIE –Creating a Collaborative Academic Environment: learning, research,	Sanders		P	P	p								P?						
Appreciative Inquiry Group	Rosa Garner																		
Teaching Academy			P	P									P?						

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Governance																			
Faculty Senate University Committee			P	P										P					
Academic Staff Assembly – ASEC					P														
Council for Non Represented Classified Staff – CNCS							p												
Classified																			
ASM								P											
EXAMPLES of School/ College /Unit Initiatives																			
Medical School: faculty exchange			p	p	p	p	p							p		p	p	p	
hiring incentive program			p	p										P?					
Center for the Study of Cultural Diversity in Healthcare	Gloria Johnson- Powell, Dir.		p	p						p						p			
Medical Students for Minority Concerns										p						p		p	

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Mentoring			p	p								p							
Spousal and partner program			p	p								P?							
Ombuds services	Rosa Garner		p	p	p	P?	P?												
Athletic dept – special programs and support											p								
Human Ecology:																			
All school retreat focused on culture & climate (Jan, 02)	Dean Douthitt		p	p	p	p	p	p	p	p	p			p	p	p	p	p	
IES																			
Summer forum on environmental justice topics								P?	P?										
Worked with CALS & L&S to develop transfer agreement w/ College of the Menominee Nation								p											
Work to diversity the applicant pools/hire staff of color					p	p	p								p				
International Studies																			
Actively recruit minority & women for staff positions					p									p	p				
Participate in experimental residential housing & learning communities to increase contact of people of all races								p							p			P	

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Education:																		
“Degrees of Difference” Video		p	p	p	p	p	p	p	p	p			p	p	p	p	P	
SOE CASI inclusion thru communication init.				P														
part-time academic staff issues survey				p														
SOE CASI student of color issues subcommittee – climate survey							p	p					p					
Access & accommodation subcommittee of E&D Committee.		p	p	p	p	p	p	p								p		
Rec Sports survey of student usage re women & minorities							p	p					p	p				
Student of Color Issues subcommittee of E&D Com.							p	p					p	p				
O.T. ongoing semin. On power, priv. & difference								p					p	p	p	p	P	
Counseling Psych 2 courses to train student leaders in diversity							p	p					p	p	p	p	P	
Exit interviews of all faculty members (Counseling Psych)		p	p															
Survey on LGBT issues																		
Nursing																		
Staff retreat-discuss climate		p	p	p	P?	P?						P?						
Minority Affairs Coordinator reporting to the Dean							p	p						P				

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K-Infinity Professional Developm't Partnership								p						p				
Establish new links with minority serving institutions								p						p				
Enhance relationships with partner institutions (Howard, Clark Atlanta, etc.)		p	p					p	p					p				
CALS																		
Undergraduate Diversity Committee							p							p				
Plans to conduct a student survey on student engagement in research, learning experiences							p	P?										
Established metrics to monitor progress in diversity of faculty & staff		p	p	p	p	p							p	P				
L&S																		

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Support & participation in the PhD Project to increase no. of minority doctoral students in business									p					p				
Business strives for minority representation on the Dean’s Advisory Board																		p
Continuing Studies																		
Partner w/ South Madison’s HARAMBEE & the So. Madison Branch Library in the Villager Mall																		p
In-service on working w/ students from different cultures/nationalities as part of staff’s professional development program.			p	P	p	p	P?							p			p	
In-service on diversity			p	P	p	p	p						p	p	p	p	P	
Engineering																		
Diversity Affairs Office	Doug Henderson							p	p					p	p			
Undergraduate Activities Advisory Committee	Jay Martin							p					p	p				
Plans to develop a Faculty Awareness Training pilot program			p	p														
Implementing an education & training prgm in faculty recruiting			p	p									p	p				

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Veterinary Medicine																		
	Increased scholarship funding to attract students who will bring diversity to the professional prgm							p					p					
	Relationship w/ Tuskegee Univ.							p					p					
Registrar																		
	Staff members serve on the Divisional Diversity Committee			p	p	P?							p					
	Provide multicultural awareness & sensitivity training			p	p	p							p	p	p	p		
	Support staff to attend campus activities & appropriate conferences that focus on diversity issues			p	p	p						p	p	p	p	P		
	Plans underway to re-engineer the office to promote cross-training & shared learning opportunities			p	p	p												
Student Financial Services																		
	Staff members serve on the Divisional Diversity Committee			p	p	P?							p					
	Strive for diverse workforce so students “see themselves reflected in our staff”			p	p	p						p	p	p	p	P		
	Provide multicultural awareness & sensitivity training			p	p	p							p	p	p	p		
	Support staff to attend campus activities & appropriate conferences that focus on diversity issues			p	p	p						p	p	p	p	P		
Intercollegiate Athletics																		
	Participate in the Big Ten Minority Internship Initiative			P?						p			p					
	Establishment of an Assoc. Athletic Dir. Position to oversee student-athlete welfare, including diversity awareness			p						p		p	p	p	p	P?		

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Business Services																		
	Encourage employees to become involved in programs such as Richard Davis’ RAP			p	p	p								P				
	Encourage supervisors to participate in the Leadership Institute			p	p	p							p	p	p	p	p	
	Devote one FTE in Purchasing Services to work toward statutory goal of acquiring 5% of goods & services from WI Certified Minority Vendors												P?	p				p
DoIT																		
	Reestablishing connections w/ Chancellor’s Scholarship Prgm to offer training & employment for students interested in IT						p							p				
	Schedule workshops provided by Employee Assistance & OHRD on topics that apply to diversity & respect for differences			p	p	p							p	p	p	p	P	
	Support participation in the Leadership Institute			p	p	p							p	p	p	p	P	
Dean of Students																		
	Infuse multicultural competence training at all levels – student orgs, student workers, and professional staff			p	p	p	p	p					p	p	p	p	P	
	Conducted a student leadership conference “Creating a Just Community, Not Just a Community”						p	p					p	p	p	p	P	
	Training for presidents of fraternities & sororities on “Communicating Across Difference”						p						P	P	p	p	P	

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Expanding the Emerging Leaders Program to include an assessment tool that addresses multicultural competence							p						p			P	
Supporting student leaders to attend the National Conference on Race & Ethnicity							p						P				
Use of staff meeting time by Office of International Student Services to learn more about diverse cultures & issues students from these cultures may have.				p	p	p	p	p								P	
University Health Services																	
Talking Circle for Native American Women		P?	P?	P?	P?	P?	P?	P?	P?		P?	p	p				
Support for Richard Davis' RAP				p	p	p	p	p					P				
UHS dedicates one full-time position to community building with students who likely experience personal or cultural isolation							p	p				p	p	p	p	p	
Diversity training offered to resident assistants who work in the private res halls.							p	p				p	p	p	p	p	
Helped organize & lead Freedom Ride 2001: The Sites & Sounds of the Civil Rights Mvmt							p						P				
Conducts cultural competency training for staff on regular basis		P?	P?	p	p	p	p	P?					p			P	

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Conducted division-wide audit of the physical appearance; in response to recommendations, posters, art prints & 3-D art reflecting diverse people & cultures are being added to the public areas of the UHS facilities														p	p		p		
EDRC																			
(See Professional Development Opportunities table, attached)																			
Facilities, Planning & Mgmt																			
Partnered w/ MATC to offer ESL training to custodial employees.						p													
Translation of a number of FP&M documents into Spanish; use of audio/visual translations for other languages is being investigated						p													
E&D committee instituted an exit interview & a survey for current employees to gather issues of concern to the organization (offered in Spanish & English)					p	p	p	P?	P?										
Length of Service recognition program instituted; recognition in FP&M newsletter.					p	p	p												
FP&M participated in the DER survey of blue collar & clerical positions (re: evaluate & advocate for improvements in compensation)						P													
University Housing																			
Opening of the Multicultural Student Center-Satellite (March 2002)								P	P						P				

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Multicultural Learning Community in Witte	UH, Education, L&S							p						p			P	
International Learning Community	UH, L&S, and the International Institute																	
- Women in Science & Engineering	UH, CALS, Engineering							P					P					
- Chadbourne/Bradley - (Immersion Project)								P						p	p	p	p	
Expansion of LGBT Programming								p							P			
Implementing house & community climate surveys to assess overall climate in residence halls	(separate ?) climate survey to identified students of color and international students to assess residence hall climate							p						p			p	
Redesign the Respect and Sensitivity Training prgm for all UH employees				p	p	p	p	p	P?				p	p	p	p	P	
Encourage job and personal development by attending training, workshops, and prof. organization events				p	p	p	p	P?										
Hosted 2002 Martin Luther King Jr. Holiday Community Dinner														p				P
Legal & Executive Affairs																		
McBurney Disability Resource Center			p	p	p	p	p	p	p	p		p					P	
Committee on Access & Accommodation in Instruction								p	p							P		

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	Americans w/ Disabilities Act Taskforce															p		
	Technology Accessibility Progm															p		
	Access & Accommodation Resource Coordinators	p	p	p			p	p								P		
Human Resources																		
	Classified Personnel Office is in the formative stages of convening a group of assoc deans & directors to address classified workforce planning issues				p	p												
	Bilingual Training Officers				p													
	Workplace Spanish & Workplace English classes			P?	p	P?												
	Plans to offer a presentation to academic staff women of color explaining how the promotion/base adjustment process works			p									p	p				
	(see also the Professional Training Opportunities table, attached.)																	
Police																		
	Developed a hate crimes pamphlet that focuses on race and religion hate crimes; separate pamphlet on sexual orientation hate crimes	p	p	p	p	p	p	p	p		p		p	p	p	p	p	
	In 1998, enacted a policy specifically prohibiting racial profiling during traffic stops.													p				
Wisconsin Union																		
	Craftshop hosted several multicultural workshops, e.g., African Drum Making class													p			p	

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		Contemporary Issues Committee developed a series of “Dinner & Culture” events	P?	P?	P?	P?	P?	p	p	P?					p			P	
		ESL training during work hours				p													
		Multilingual staff in the Travel Center																	
		Morgridge Center hired a campus/community liaison																	p
		Sponsored “Plan 2008: Can one person make a difference?” in the “Breakfast Series for Sometimes Supervisors” to union and campus staff			p	p	p	p	p						p				
		Elevators in both unions being installed with audio guides for the sight-impaired															p		
		Games rooms upgrades music selections to offer more diverse selections																	
		Increasing diversity among Memorial Union Bldg Assoc Trustees and Voting Members												p	p		P?		p
Forums/Events																			
	WISELI Town Meetings	Handelsman, Carnes																	
	Chancellor’s Listening Forums							P	P	P					P			P	
	Generation 2008 student							P							P				

