

UW Extension's Plan 2008/Phase II Division Objectives (last updated 12/15/04)

GOAL #1: INCREASE THE NUMBER OF WISCONSIN HIGH SCHOOL GRADUATES OF COLOR WHO APPLY, ARE ACCEPTED AND WHO ENROLL AT UW SYSTEM INSTITUTIONS

A. Expand campus pre-college partnerships and programs that target youth and adults of color.

DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
Business & Manufacturing	Strengthen and expand entrepreneur youth camps in Madison and Whitewater.	SBDC State Director	SBDC Campus Directors	K-12 Students of color	Increase youth's knowledge of entrepreneurship and business start-up and management.	On-going	Track number of participants + feedback.	Special Funding	Business planning; financial management
Outreach & E-Learning	Strengthen and expand pre-college programs designed to encourage students of color to attend college and to major in disciplines where they have traditionally been	Institutional CEEC Representatives: continuing education faculty/staff	Diversity Specialist	Youth of Color	Increased college & university enrollments of student of color.	On-going	Track participants in precollege programs through database to be developed by UWSA	Some grant & scholarship funds available	
	Develop and expand pre-college programs for adults of color to encourage them to attend and prepare them for success in college.	Institutional CEEC Representatives: continuing education faculty/staff	Diversity Specialist	Adults of Color	Increased college & university enrollments of adult students of color.	On-going	Increase enrollments and retention of students of color in UW degree programs	Operational budget, DPI Scholarships	
Cooperative Extension	Strengthen and expand pre-college programs designed to encourage students of color to attend college and to major in disciplines where they have traditionally been underrepresented. This work will be assisted by a program with Vista volunteers	Mary Thiry, Pre-college coordinator in the 4-H Youth Development Program Area	CE faculty and staff, Vista volunteers	Middle school teachers of youth of color, youth of color	Expanded partnerships with UW campuses and schools, youth staying in school, improved grades, youth of color considering higher education and exploring areas of study and careers	ongoing	Annual CE planning and results, CFAR evaluations, Vista evaluations	CE divisional GPR, CFAR, Vista. Plan 2008 precollege	
General Education Admin	Facilitate UW-Extension campus and community collaborative partnerships to create or expand academic skill-building precollege programs.	OEODP Director, Plan 2008 Liaisons	Program Managers	Varied	Successful UW-Extension partnerships that result in precollege programs that strengthen academic preparation and performance of student participants	On-going	PreCollege programs that contribute to participants academic success.		
	Wisconsin Campus Compact VISTA program, Wisconsin K-16 Americorps VISTA Service Learning Project	Asst. Vice Chancellor	Assistant Vice Chancellor; Plan 2008 Liaisons, UWEX & Campus Admissions, MDCs, Precollege Contacts	Low Income or first generation Youth of Color and their families; middle and high school guidance counselors	Service Learning Initiatives that address poverty by engaging high school and college students in efforts to improve low income K-8 students aspirations and academic achievements	2004-	Improved academic achievements aspirations for low income students.	Corp. for National and Community Service	

B. Incorporate themes into current extension educational programs that encourage youth and families to pursue college education.									
Outreach & E-Learning	Target marketing and outreach efforts for educational programming to specific groups and communities.	Institutional CEEC representatives & staff; Learning Innovations marketing staff	Diversity Specialist; Learning Innovations marketing staff	People of Color	Increased enrollments in credit and non-credit continuing education programs	On-going	Track enrollments in programs where targeted marketing efforts have been used	As available	
	Provide publications and web-sites about UW enrollment and degrees in Hmong and Spanish	Higher Education Location Program (HELP)	Director of HELP; Learning Innovations marketing staff	People of Color	Increased enrollment of Hispanic and Southeast Asian students in UW system	On-going	Track enrollments in programs where targeted marketing efforts have been used	As available -- initially from DPDI funds	
	Implement educational programs designed to bring youth of color to UW campuses.	Institutional CEEC representatives; OEL faculty and staff	Diversity Specialist	Youth of Color	Increased college and university enrollments of students of color	On-going	Track participants in precollege programs through database to be developed by UWSA	Grant and Scholarship Funds	

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Outreach & E-Learning - Cont.	Seek funds to expand educational programs targeted towards youth and adults of color.	Institutional CEEC representatives; OEL faculty and staff	Diversity Specialist	Adults of Color	Increased number of enrollments of students of color	On-going	Increased enrollments and retention of students of color in UW degree programs	Operational Budget, DPI Scholarships	
	HELP will provide culturally appropriate information about scholarships and financial assistance to prospective UW students, parents, and middle and high school guidance counselors and partner with Multicultural Center for Educational Excellence (MCEE) to achieve this	Director & Staff, HELP Director, MCEE	Director, HELP	Youth of Color and their families; middle and high school guidance counselors	Increased college & university enrollment by students of color	On-going	UWS enrollment figures	Operational expenses	
	HELP will collaborate with DPI and the UWS OMA to biennially publish information in the precollege database. These services support MCEE in its efforts to bring multicultural student into the pipeline.	Director & Staff, HELP Director, MCEE	Director, HELP	Youth of color and their families; middle and high school guidance counselors	Increased college & university enrollments by student of color	On-going	Precollege Programs enrollment figures	\$10,000	

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GOAL #2: ENCOURAGE PARTNERSHIPS THAT BUILD THE EDUCATIONAL PIPELINE BY REACHING CHILDREN AND THEIR PARENTS AT AN EARLIER AGE.

A. Increase partnerships with the business community to strengthen educational programs and provide access to technology for youth of color and families.

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Outreach & E-Learning	Establish stronger linkages with community-based organizations to develop more effective programs to reach their constituencies	CEEC representatives; Outreach and E-Learning faculty/staff; community organizations	Diversity Specialist	People of Color	Increased enrollments of person of color in credit and non-credit Outreach and E-Learning programs	On-going	increased enrollments of person of color in credit, non-credit, and degree programs in UWS	Operational Budget	

B. Expand partnerships with community-based organizations and agencies that work with youth of color and their families.

Business & Manufacturing	Strengthen and expand entrepreneur youth camps in Madison and Whitewater.	SBDC State Director	Faculty and staff at Madison, Parkside and Milwaukee	K-12 Students of color	Increase youth's knowledge of entrepreneurship and business start-up and management.	On-going	Track number of participants + feedback.	Special Funding	
Outreach & E-Learning	Expand the use of local community facilities for community-based learning programs	Institutional CEEC representative, & faculty/staff, especially Madison, Milwaukee, Parkside; local school districts	Diversity Specialist	Youth of color and their families.	Improved retention & educational performance of K-12 students of color; increased college & university enrollments of students of color	Begin immediately	Report numbers of new & continuing programs	Federal funds available for Community Learning Center	
	Continue Diversity Development Program Initiative to support innovative course/curriculum development for programs that encourage diversity, multiculturalism, and partnerships with communities of color	OEL Associate Dean for Programs; CEEC representatives; community organizations	OEL Dean's Office	UW faculty/staff who want to develop and offer programs that support the goals of Plan 2008	Increased culturally relevant educational programs and those that advance academic achievement. Program will influence parents' decisions. Partner organizations will have academic	on-going	New programs developed; increased enrollments of people of color enrolled in established programs; new partnerships established	As available	Partnership focus
Cooperative Extension	Urban gardening programs will provide youth with opportunities to learn about horticulture and life sciences.	Urban horticulture educators	County-based horticulture and nutrition education staff and volunteers	Urban youth of color	Increased partnerships with community-based organizations will build the educational pipeline to university resources. The learning and the relationships that result with families of color will encourage seeking educational enrichment from the university.	Annually	Annual reporting of partnerships involved	Regular GPR funds	

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	The pre-college initiative of the 4-H Youth Development Program area will strengthen partnerships with community-based organizations, parents and youth while engaging pre-college youth of color in Extension education and encouraging career planning and college education. This will be implemented with CFAR programming and the assistance of	Mary Thiry, Milwaukee County Extension	4-H Youth Development staff of the CYFAR program and Vista volunteers	Pre-college students of color--middle school age youth targeted	Strengthened partnerships with other UW campuses focusing on pre-college youth of color. More youth of color in Extension programs who are considering career and college education.	On-going	Annual reports	UW System Pre-College funds, CFAR, Vista volunteers	
	The 4-H youth development program area will provide educational enrichment through 4-H clubs and 4-H youth development afternoon programs to more youth of color, and in doing so will build the educational pipeline to families of color.	Kathi Vos, 4-H Youth Development Specialist	County 4-H youth development faculty and staff	School age youth of color	More youth of color will affiliate with UW-Extension 4-H youth development programs; learning life and leadership skills, and developing a positive relationship with UW-Extension.	On-going	Annual reports	104 and 143 funds	
	Work with the administrators and staff of Carter School in Milwaukee to develop, implement and evaluate a 3-5 year strategic educational action plan for the	Johnnie Johnson, Youth Development Educator	CE faculty and staff, administrators and staff of Carter School	Youth of color and their families. Administrators and staff of Carter School	Improve student academic achievement, increase school resources, improve relationships with parents and community.	ongoing	CE Planning and Results System--annual reports and success stories. Specialist is assisting school in developing evaluation plans.	Ongoing 4-H Youth Development funding for the Youth Development Educator	
	County 4-H staff will expand existing partnerships and build new partnerships with other youth serving organizations that have greater access to youth of color and their families. Youth of color will become aware of and participate in 4-H and 4-H activities.	Assistant Program Leader, 4-H Youth Development	County 4-H Youth Development staff	School-aged youth of color who attend or belong to youth organizations	Youth of color will become aware of 4-H Youth Development program opportunities and will participate in programs of interest. The youth and their families will develop relationships with Extension in counties and will be	On-going		104 and 143 funds	

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	The Wisconsin Nutrition Education Program will continue to reach low income families across the state by partnering with agencies and organizations that allow contact with low income children and parents.	Family Living Program Leader, Director of Wisconsin Nutrition Program	Wisconsin Nutrition Education staff statewide	Collaborating partners at the community level in nutrition education pantries	Increased numbers of collaborating partners who provide match for grant. Demographic data on families served. Outcomes for participating families include: increased selection of healthful food, use of safe food handling practices, wise use of money for food and increased food security for families and communities.	On-going	Number of participants. A statewide database allows county-based colleagues to record their contacts. Evaluations are done on the outcomes, resulting in county and state level evaluation data.	Federal Food Stamp Nutrition Education Program funds and USDA EFNEP funds	
	The Family Living program area will conduct parent education with diverse audiences by partnering with agencies and organizations that serve diverse audiences. School readiness education for parents of youth of color will be one area of focus.	Family Living Program Leader and Assistant Program Leader	State and county faculty and staff providing parent education programs statewide	Organizations and agencies serving families of color	Educational parenting materials and curriculum appropriate for families of color will be secured or developed to meet the needs of the families and agencies. Materials in languages other than English will be high priority. Faculty and staff will be trained in the use of these materials and will use them directly with families or provide training for agencies working with families of color.	On-going	Data will be collected from the Cooperative Extension Planning and Results Systems. Use for resources posted to website will be tracked	Divisional GPR funds and grants as appropriate.	

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	County 4-H staff will expand existing partnerships and build new partnerships with other youth-serving organizations that have greater access to youth of color and their families. Youth of color will become aware of and participate in 4-H and 4-H activities.	Assistant Program Leader, 4-H Youth Development	County 4-H Youth Development staff	School-aged youth of color who attend or belong to youth organizations	Youth of color will become aware of 4-H Youth Development program opportunities and will participate in programs of interest. The youth and their families will develop relationships with Extension in counties and will be encouraged to seek educational enrichment from the university.	On-going		104 and 143 funds	
General Education Admin	Facilitate connections with UW-Extension and campuses to help connect Extension Plan 2008 precollege program participants with appropriate campus precollege programs.	OEODP Director, UWEX Plan 2008/Precollege Liaisons, Program Leaders, Program Managers	OEODP Director, UWEX Plan 2008/Precollege Liaisons, Program Leaders, Program Managers	UW Campuses, M/D Coordinators, Precollege Directors; Youth of Color and Families	Matching extension precollege program participants with appropriate campus contacts and precollege designed to build the pipeline for children and their parents.	On-going	Effectiv partnerships andeducational programs that increase parental participation and strengthen academic achievement of students of color.	Fund 104/402	

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GOAL #3: CLOSE THE GAP IN EDUCATIONAL ACHIEVEMENT BY BRINGING RETENTION AND GRADUATION RATES FOR STUDENTS OF COLOR IN LINE WITH THOSE OF THE STUDENT BODY AS A WHOLE.

A. Enhance education programs designed to impart skills, knowledge and strategies for teachers to improve the academic performance of students of color.

DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
Outreach & E-Learning	Continue and expand continuing education programs for K-12 teachers that will improve their skills and effectiveness in multicultural classrooms, including online initiatives that address PI-34 competencies.	Institutional CEEC Representative, and continuing education faculty/staff.	Assoc. Dean for Programming, Outreach Program Mgr. PK-12	K-12 Teachers	Increased High school, college/university graduation rates for student of color	Ongoing	Data on graduation rates for student of color	Cost recovery through fees	

B. Strengthen working relationships to form effective partnerships and joint outreach programs to reach more adult learners of color.

Outreach & E-Learning	Expand "lighted schoolhouse" concept to expand the use of local community facilities for community-based learning programs	Institutional CEEC Representative, & faculty/staff, especially Madison, Milwaukee, Parkside; local school district	Diversity Specialist	Youth of color and the families	Improved retention & education performance of K-12 Students of color; increased college & university enrollments of student of color	Begin immediately	Report numbers of new & continuing programs	Federal funds available for Community learning Centers	
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C. Use credit outreach courses to encourage adult learners of color to begin degree programs.

Outreach & E-Learning	Work with communities of color to offer credit outreach courses for persons of color at convenient times and locations.	CEEC representatives	Diversity Specialist	People of color interested in exploring academic degrees	Increased enrollments of persons of color in campus-based degree programs	On-going	Increased enrollments and retention of students of color in Independent Study or UW degree programs.	Cost recovery through fees	
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GOAL #4: INCREASE THE AMOUNT OF FINANCIAL AID AVAILABLE TO NEEDY STUDENTS AND REDUCE THEIR RELIANCE ON LOANS.

A. Develop and expand financial support programs that provide incentives for students of color to obtain degrees relevant to Extension careers.

DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
Broadcasting & Media Innovations	Provide incentive funding for hiring students and interns of color.	BAMI HR Director, Division Director	Unit Director	Student/interns of color	Student/intern staff is diverse	On-going	Annual evaluation of student intern hires by unit directors.	Existing funding	
Outreach & E-Learning	HELP will provide culturally appropriate information about college costs and financial aid alternatives through brochures, information materials and advising.	HELP Director & staff, Director of MCEE	Director of HELP	Youth of color and their families; middle and high school guidance counselors	Increased college & university enrollment of students of color	On-going	Number of persons of color enrolled in UW institutions	\$15,000	
	Promote the Clare Grubb Scholarship designated for disadvantaged Independent Learning	IL Student Services Coordinator	IL Student Services Coordinator	Independent Learning student from disadvantaged background	increased enrollment in independent study by students of color	On-going	LI enrollment figures	endowment	

B. Hire more college and graduate students of color for internships, work-study and graduate project assistantships

Outreach & E-Learning	The Dean's Office will fund 50% of the costs for divisional units that hire interns under the Summer Affirmative Action Intern Program. Explore placement with campus pre-college programs.	Dean, Assoc. Dean, Unit directors in Outreach & E-Learning Division	OEL Dean, Assoc. Dean for Programs, and Program Directors	Students/Graduate student eligible to participate in the SAAIP	Increased numbers of students/graduate students of color	On-going	SAAIP Interns hired into campus pre-college programs	\$4,000 to \$5,000 annually	
General Education Admin	Funding the SAAIP at 50% of salary expenses for interns hired pursuant to the program. Assure salary reflect "living wage" standards for the community and geographic location of the intern positions.	OEODP Director, Equal Opportunity Specialist	Chancellor, Vice Chancellor, Associate Chancellor, OEODP, HR Representatives	UWEX Divisions, College Students of Color	Higher wages for SAAIP interns that they can use to offset post-secondary educational expenses.	Annual	Intern hires	Fund 104	

C. Use credit outreach to encourage adult learners of color to begin degree programs

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GOAL #5: INCREASE THE NUMBER OF FACULTY, ACADEMIC STAFF, CLASSIFIED STAFF AND ADMINISTRATORS OF COLOR SO THAT THEY ARE REPRESENTED IN THE UW SYSTEM WORKFORCE IN PROPORTION TO THEIR CURRENT AVAILABILITY IN RELEVANT JOB POOLS. IN ADDITION, WORK TO INCREASE THEIR FUTURE AVAILABILITY AS POTENTIAL EMPLOYEES.

A. Adopt effective hiring policies and procedures to achieve a multicultural workforce.

DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/ TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
Business & Manufacturing	Implement recruitment recommendations of the UWEX Diversity Council, AA/EEO Office and the HR Team to support UWEX recruitment	Director	Director, Associate Director	Divisional Staff	Increased understanding of diversity issues among division staff and newly hired staff contributing to a	On-going	Annual performance review and evaluation and diversity of divisional staff	Existing Budget	
Broadcasting & Media Innovations	Strengthen outreach efforts to generate more student crew employment applications from students of color; develop links between student employment and sustained/permanent employment. Outreach to community groups regarding all job openings and invitations to community groups to participate on each unit's Web site.	BAMI HR Director, staff managers & supervisors	Staff managers and supervisors	Students and prospective employees of color.	Student crew is diverse; student crew members are recruited for LTE, project and academic staff appointments. More diverse division.	On-going	Annual evaluation of hiring managers and supervisors regarding student crew and new hires.	Existing	
Outreach & E-Learning	Hire and retain more employees of color through targeted efforts including training of current employees, recruitment, policy development and retention efforts.	Outreach and E-Learning Dean, Assoc. Dean, Unit Managers, Search & Screen committees	OEL Dean, Assoc. Dean, Unit managers, Search & Screen committees	New employees of color/all employees	More diverse division	On-going	Annual reports of activities, performance self-assessments. All personnel will be evaluated on contributions toward goal.	Operational Budget	
	Support UW-Extension diversity awareness and leadership development efforts	Outreach and E-Learning Dean, Assoc. Dean, Unit Managers, Search & Screen committees	OEL Dean, Assoc. Dean, Unit managers, Search & Screen committees	Divisional employees	Increased understanding of diversity issues among employees in department	On-going	Annual performance review and evaluation	Operational Budget	
	Revise position descriptions to include broad, relevant career and life experiences and eliminate unnecessary barriers to employment	OEL Dean, Assoc. Dean, Unit Managers, HR Reps	OEL Dean, Assoc. Dean, Unit managers, HR Reps	Prospective & current employees	More diverse Division	On-going	# of persons of hired	Operational Budget	
	Assure creative & proactive employment practices to achieve diverse applicant pools and hires.	HR reps, unit Managers, Search & Screen groups	HR rep, Unit Managers, Search & Screen groups	Prospective & current employees	More diverse Division	On-going	# of persons of hired	Operational Budget	

Cooperative Extension	Cooperative Extension will audit and update its selection and hiring processes to assure inclusiveness and to achieve greater diversity in applicant pools.	Personnel Development Specialist and Diversity Specialist	Administrators, department heads, district directors, program leaders, program area liaisons, Personnel office staff, Personnel Diversity Specialist	Potential employees of color	More candidates of color in applicant pools, more people of color in CE positions--particularly in faculty positions	On-going	AA/EEO certification forms. Increased numbers of people of color hired	Personnel Office and divisional GPR funds	
General Education Administration	Develop workshops for Search and Screen Committees to improve recruitment results and eliminate biases from the selection processes.	OEODP Director, UWEX HR Director	OEODP Staff, UWEX HR Staff, Division Reps	UWEX Executives and Administrators, potential search and screen committee members, hiring authorities	More diverse applicants pools and hires	On-Going	Representative number of people of color in applicant pools, among interviewees and new hires.	Existing	
	SAAIP Hospitality internships in the Extension Conference Centers.	Conference Center Director		Students of Color	Potential applicants for ECC positions	Annually, summer months	Evaluate outcomes	Department Funds	
	SAAIP Accountant internships in the Extension Business Services area.	Business Services Manager	Business Services Managers; OEODP	Students of Color	Potential applicants for Business Services positions	Annually, summer months	Evaluate outcomes	Department Funds	
	Become an official work site for MMSD Students enrolled in the Work & Learning Program.	Conference Center Director	Conference Center Directors and Managers	High School Students enrolled in the Madison Metropolitan School District Work and Learning Program	Potential applicants for ECC positions	On-going	New hire rate of "graduates" into positions at ECC	Department Funds	
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B. Educate employees and stakeholders involved in the recruitment process to apply multicultural concepts to the employments process.									
Broadcasting & Media Innovations	Structured meeting with each recruitment committee, academic as well as classified staff, to discuss responsibility for equal opportunity and importance of multiculturalism to the organization.	BAMI HR Director hiring managers, unit directors	Hiring Managers	Recruitment committees	All candidates and employees are aware that multiculturalism is valued; hiring managers and recruitment committees will factor multiculturalism into hiring decisions.	On-going	Recruitment file documents	Existing budget	

	Recruitment material for every job opening will contain the desired qualifications & work experience, including demonstrated capacity to work effectively with multicultural groups and audiences. Screening committees will include this in their process and in the interview	BAMI HR Directors, hiring managers, unit directors	Hiring Managers	Recruitment committees	All candidates and employees are aware that multiculturalism is valued; hiring managers and recruitment committees will factor multiculturalism into hiring decisions.	On-going	Recruitment file documents	Existing	
Cooperative Extension	Cooperative Extension will develop diversity orientation and training for search and screen committees with the goal of eliminating bias from the selection process and increasing people of color in candidate pools.	Personnel Development Specialist and Diversity Specialist	Hiring authorities and other staff who serve on search and screen committees	Hiring authorities and other staff who serve on search and screen committees	Search and screen committees will seek diversity and multiculturalism in candidate pools and processes will be free of bias. More candidates of color in applicant pools, more people of color in CE positions--particularly in faculty positions.	On-going	Representative number of people of color in applicant pools, among interviewees and new hires.	Existing	
Outreach & E-Learning	Prior to participating in search & screen, employees and other members of search & screen committees will complete multicultural training or demonstrate and understanding of application of those concepts to hiring process	Divisional Leadership, Search and Screen Committees	HR representative, Search & Screen Committee member	Search & Screen Committee Members	A more diverse workforce	Beginning in 2001	Number of persons trained; people of color hired	Operational Budget	
	Provide annual review or training for persons responsible for any type of hiring.	Administrative Committee	Unit Supervisors	Unit and other supervisors	A more diverse workforce	On-going	Persons trained; people of color hired	Operational budget	
C. Implement effective retention strategies for employees of color.									
Business & Manufacturing	Work with UW-Extension HR and OEODP to improve retention of people of color	Director	Director, Associate Director, Divisional Staff	Divisional Staff	A more diverse workforce	On-going	More diverse workforce	Existing Budget	
Outreach & E-Learning	Develop a support system for new employees of color	Assoc. Dean of Outreach & E-Learning Unit Managers, staff	Assoc. Dean of Outreach & e-learning Unit Managers, staff	Improve retention of employees of color with the Division	New employees of color	Develop in 2000, on-going implementation	Employment data	Operational Budget	
	More effectively use SAAIP Interns and cultivate for long term employment	Assoc. Dean of Outreach & E-Learning Unit Managers, staff	Assoc. Dean of Outreach & e-learning Unit Managers, staff	SAAIP Interns	Interns employed in staff positions	On-going	SAAIP interns hired in staff position	Operational Budget	

	Add diversity responsibilities to all position descriptions for managers and supervisors to include strategies to retain employees of color.	Unit supervisors	All staff	All staff	Retention of employees of color at rates similar to rate of white employees.	On-going	Reviewed in annual personnel review process	Operational budget	
Cooperative Extension	Continue to promote and implement the Employee Development Program for tuition reimbursement as a strategy for building diverse candidate pools for vacant Cooperative Extension positions.	Assistant to the Dean and Director	Cooperative Extension faculty and staff	Cooperative Extension faculty and staff who work with clients of color	Tuition reimbursement for faculty and staff of color and those who work with clients of color; more diversity in candidate pools for vacant Cooperative Extension positions, retention of employees of color, more effective multicultural work	On-going	Annual reports	Divisional GPR funds	
	Cooperative Extension will develop supportive programs and other strategies focused on employees of color to make them feel welcome and valued.	Diversity Specialist	Cooperative Extension employees	Cooperative Extension Employees of color	Employees of color feeling welcome and valued and continuing to work for Cooperative Extension.	Ongoing	Affirmative Action reporting	Existing budget	
	Cooperative Extension will continue to improve training opportunities for managers 1) to make work environments more respectful, inclusive and welcoming, and 2) to more effectively mentor and encourage employees of color. Building a more responsibility based culture in Cooperative Extension, with higher levels of trust will contribute to retention.	Administrators, unit managers	Staff with supervisory responsibilities	Staff with supervisory responsibilities	Creation of a more trust-based work environment and greater retention of employees of color.	Ongoing	Retention of people of color	Existing	
General Education Admin	1. Offer Conference Centers supervisors the opportunity to take Spanish courses such as "Spanish for supervisors"; 2. Recruit bilingual supervisors.		UW-Madison MATC	Supervisors at Conference Centers	Supervisors trained in enough Spanish to be able to communicate job duties to non-English speaking candidates.	On-going	Number trained and number hired	Dept. Funds	
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D. Implement effective strategies for recruiting employees of color.

Business & Manufacturing	Implement recruitment recommendations of the UWEX Diversity Council, AA/EEO Office and the HR Team	Director	Director, Associate Director, Divisional Staff	Divisional Staff	A more diverse workforce	On-going	Indication of recommendations implemented	Existing Budget	
Outreach & E-Learning	Implement recruitment and retention recommendations of the UWEX Diversity Council and the HR Team Recruitment workgroup	Outreach and E-Learning Dean, Assoc. Dean, Unit Managers	Outreach and E-Learning Dean, Assoc. Dean, Unit Managers	Divisional managers & staff	A more diverse workforce	On receipt recommendations on-going	Number of recommendations implemented	Reallocate	
Cooperative Extension	Cooperative Extension will build relationships with college and graduate school placement offices to promote Extension as a possible work site. Extension will work to develop appropriate student positions	Diversity Specialist	Department Heads; District Directors; Program Leaders, other staff	Students of color	More students of color completing UW degrees with less debt; more students of color with an understanding of Cooperative Extension as an employer	Initiate in 2005	Annual Reports	GPR	
	Cooperative Extension diversity specialist will create a plan and procedures for effective recruitment of employees of color; will provide leadership for successful implementation.	Diversity Specialist	Administrators	Potential employees of color	More employees of color	Ongoing	UWEX Affirmative Action Plan	Ongoing	
General Education Admin	Continue to provide hospitality internships in the Conference Centers through participation in The SAAIP Programs.	Director of Conference Center	OEODP coordinates programs	Students of color	Develop a larger pool of people of color as qualified candidates for ECC employment	Annually (summers)	Annual evaluation of experience.	Dept. Funds	
	Continue to provide accountant internships in the Extension Business Services through participation in the SAAIP programs.	Director of Business Services (Controller)	OEODP coordinates programs	Students of color	develop a larger poll of people of color as qualified candidates for Business services employment	Annually (summers)	Annual evaluation of experience.	Dept. Funds	

	Extension Conference Centers will become an official work site for Madison Metro School System's Work and Learning Program.	Director of Lowell Hall	Madison Public Schools & supervisors at Lowell Center	High school students of color in the Madison School Works and Learning Programs	Students successful in the program would be potential candidates for positions with UW-Extension conference Centers	On-going	Number of students successfully completing a semester and number hired into position at ECC	Dept. Funds	
	Work with Diversity Council and HR Representatives to improve recruitment results and increase workforce diversity.	OEODP Director, UWEX HR Director, Equal Opportunity Specialist, HR Team	Deans/Directors, Hiring Managers, HR Team, OEODP, Diversity Council	Potential Applications/candidates of color, Professional associations/networks	More diverse applicants pools and hires	On-going	Increased diversity in applicant pools and workforce diversity	Existing Budgets	

UW Extension's Plan 2008/Phase II Division Objectives (last updated 12/15/04)

GOAL #6: FOSTER INSTITUTIONAL ENVIRONMENTS AND COURSE DEVELOPMENT THAT ENHANCE LEARNING AND A RESPECT FOR RACIAL AND ETHNIC DIVERSITY.

A. Administrators and Managers will provide leadership in applying multiculturalism in all aspects of organizational work.

DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/ TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
Business & Manufacturing	Communicate consistent message about diversity goals and objectives throughout the	SBDC State Director	SBDC State Director	Divisional Staff	More inclusive operations	On-going	Self-assessment	Existing budget	
	Implement "climate" survey.	SBDC State Director	SBDC State Director	Divisional Staff	Identify gaps/issues relating to diversity	On-going	Self-assessment	Existing budget	
Broadcasting & Media Innovations	Survey a percentage of the division's workforce annually on work environment regarding respect for racial and ethnic diversity, provided the institution supplies a valid survey tool for the division to use.	BAMI HR Directors, Division Director	Division staff	Divisional Staff	Working environment will be conducive to racial/ethnic diversity.	Annual	Survey assessment tool	Unknown	
	Reinforce at the division and unit level that diversity training is professional development training. In addition, exploit diversity training opportunities for employees who attend local, regional and international conferences and encourage UW Extension to find and provide broadly based	Unit directors, managers, supervisors	Division staff	Divisional staff	Divisional employees are aware of and exploit diversity training opportunities	On-going	Self-reported training attendance	Existing budget	
Outreach & E-Learning	Ensure that the perspectives of people of color are incorporated throughout institutional operations, programs and materials.	CEEC, Outreach & E-Learning faculty/staff; Unit Directors	Diversity Specialist; Communities of Color	Communities of color	Number of programs revised or initiated to respond to audiences of color.	On-going	Self-assessment and feedback from partner agencies, organizations, and persons of color on OEL advisory boards.	Operational budget	
Cooperative Extension	Progress toward Cooperative Extension diversity values and goals (including Plan 2008 initiatives) will continue to be a component of administrators' and managers' self-initiated performance reviews	Dean and Associate Dean	Administrators and managers	Cooperative Extension employees and clientele	Progress toward diversity values and goals	ongoing	Assessment through employee surveys, increased numbers of clientele of color reported in the Planning and Results System and civil rights reports, county civil rights reviews, Affirmative Action Plan reporting, etc.	Existing budget	
DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/ TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS

General Education Administration	Develop and offer a Multicultural Change Train-the-Trainer program in collaboration with the Diversity Council and other internal partners.	OEODP Director, Diversity Council, HR Team	Chancellor, Vice Chancellor, Deans, Directors	20-25 faculty and staff	Increased appreciation for and understanding of the implications of diversity for the entire organization.	Spring 2005 and on-going	Develop and deliver a 2-day multicultural change workshop designed to help the workforce appreciate diversity and capitalize its impacts.	Carry Forward funds - Chancellor, Vice Chancellor	
	Develop and offer New Paradigms Train-the-Trainer program in collaboration with the Diversity Council or other internal partners designed to uncover cultural biases in the search and hire process.	OEODP Director, Diversity Council, HR Team	Chancellor, Vice Chancellor, Deans, Directors	20-25 faculty and staff	Develop and deliver a 2-day workshop designed to help search and screen committees uncover cultural biases in Search and hiring process.	Winter 2005 and on-going	Identification and removal of hidden biases in the search and screen process	(Unknown)	
General Education Admin/Services	Continue diversity awareness training by providing newly hired staff with a training experience.	Vice Chancellor for Administration and Finance	Conference Centers, Budget Office, Business Services, Facilities and Mail Services	Staff hired since the initial; diversity training was conducted	Increased understanding of and appreciation for diversity among employees	On-going	Annual report		
	Offer advanced diversity training experience to staff who participated in the initial awareness training.	Vice Chancellor for Administration and Finance	Conference Centers, Budget Office, Business Services, Facilities and Mail Services	Available to all staff in these functional areas	Advanced understanding of concepts for diversity training	2005	Annual report	Department Funds	
B. Implement learning opportunities to increase cross-cultural skills and knowledge for employees to ensure success for students of color.									
Business & Manufacturing	Implement unit-wide program to increase multicultural sensitivity.	SBDC State Director	SBDC State Director	SBDC UWEX Staff	Increased understanding of small business barriers in rural and inner-city communities	On-going	Self-assessment	Existing budget	
Outreach & E-Learning	Use a variety of learning opportunities, including distance technologies, to increase multicultural sensitivity and skills among divisional employees.	CEEC representatives, continuing education faculty/staff	Directors of units, all staff	Students of color	Greater enrollment and retention of students of color	On-going	Annual employee performance reviews, employee participation in training opportunities	Operational budget	
DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/ TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS

Cooperative Extension	Cooperative Extension will offer various diversity awareness and cultural competency learning opportunities for faculty and staff and will evaluate their effectiveness in improving CE educational programs for clientele. The Valuing Differences program will include: professional development (multicultural awareness), organizational change efforts (policies and procedures) and building a learning community to share educational resources for working	Associate Dean and Director, Personnel Development Specialist, Director of Program Development & Evaluation, Assistant to the Dean and Director	Employees from throughout Cooperative Extension who participate as planners and facilitators.	All employees	Individual programs and projects will include strategies to determine impacts. UWEX will develop benchmarks and assessment tools for divisions to use to determine impacts of multicultural education	On-going	More employees of color, more clientele of color being impacted by Cooperative Extension programming	Existing funds	
	The Community Natural Resources and Economic Development (CNRED) program area will conduct training to assist faculty and staff increase their understanding of the needs of culturally diverse neighborhoods in Southeast WI. This training will be through (1) new colleague orientation, (2) mentoring discussions with faculty, and (3) an audioconference program with discussion and presentation, and (4) program development and evaluation workshop for CNRED educators	CNRED State Program Leader and Asst. Program Leader will provide training and internal capacity development that will increase understanding of faculty and staff for meeting the unique needs of culturally diverse neighborhoods in SE WI. The goal of this training will be to promote partnerships with diverse groups in meeting their associated with local government, education, natural resources management, and community development.	CNRED Program administrators, state specialists, and county faculty	CNRED faculty and staff	Increased programming and partnerships with audiences of color	2003-05	Participant tracking and annual reporting	Regular GPR funds	
DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS

	The Ag. and Natural Resources program area will support opportunities for faculty and staff to learn to speak, read, and write in foreign languages, particularly Spanish. This competency will be applied to developing and delivering educational programs for clientele who speak, read and write only	Program Leader and Assistant Program Leader	ANRE faculty and staff	ANRE faculty and staff	Staff resources that are better able to communicate in foreign languages	Annually	Annual surveying and reporting of progress being made	\$2,500 annually to support individual faculty and staff	
	The Hmong Task Force (HTF) will continue to strengthen personal and institutional relationships with Wisconsin's Hmong residents. These relationships will support the Task Force in providing educational resources to Extension colleagues and other professionals working with the Hmong populations with the intent of making Extension education programming with Hmong more effective.	Hmong Task Force--the chair will provide leadership	Cooperative Extension faculty and staff; other UWEX professionals	Wisconsin's Hmong residents; WI agencies and organizations that work with Hmong individuals, families, and communities	1. Shared the results of the Hmong Educational Programs Needs Assessment. 2. Increase of Hmong participants in Coop's education programs. 3. Increase of community partnerships that include Coop in delivering locally-based educational programs. 4. Development of the UWEX Hmong Task Force Web site as a resource for program and resource sharing to address the educational issues of members of the Hmong community.	ongoing	1. Outcomes in Coop's Program Planning and Reporting system that will compare the numbers from 2002 Hmong program participation with the 2008 Hmong program participation numbers. 2. Success stories in Coop's Planning and Reporting System that describe educational programming efforts with Hmong residents and new community partnerships with the goal of meeting Hmong needs. 3. The number of hits on the UWEX Hmong Task Force Web site and resulting anecdotal evidence on the use of the materials in Hmong educational	Existing Task Force budget allocation from Cooperative Extension	
DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/ TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
	The Native American Task Force will develop diversity educational programs for internal and external groups to help them work more effectively with tribal people and their communities.	Chair, Native American Task Force	Native American Task Force members and Native Americans	UWEX employees, other state and federal agencies	More effective educational programs and outreach	On-going	Annual reports	\$5,000 (NATF budget, GPR)	

	The Latino Workgroup will identify and secure resources that will assist Cooperative Extension faculty and staff to more effectively serve Hispanic/Latino clients.	Assistant to the Dean and Director	The Workgroup consists of faculty and staff	Cooperative Extension faculty and staff	Outcomes will be resources for faculty and staff. Impacts will be reports of how faculty and staff are working differently and more effectively with Hispanic/Latino clients	Ongoing	The Workgroup will plan and report a part of the Cooperative Extension Planning and Results System. The outputs or resources from this initiative will be used to inform program planning and development and faculty and staff will be asked to report on the	\$7,000 annually, GPR	
	The Multicultural Scholarship Program will build the scholarship capacity of Cooperative Extension faculty and staff in the area of multiculturalism in education and organizational diversity. This program may become a component of the new Valuing Differences model which includes developing a learning community around multiculturalism in Extension educational programming.	Personnel Development Specialist, Assistant the Dean and Director	Cooperative Extension faculty and staff	Cooperative Extension faculty and staff	Outcomes will be best practices of effective education with multicultural audiences and the scholarly work that supports this work. Impacts will be examples of hw the best practices improve the lives of clientele.	On-going	Annual reports	\$2,500 annually, GPR	
	The Quad Counties (Kenosha, Milwaukee, Racine, and Waukesha) will engage in professional development activities designed to increase the cultural competence of faculty and academic	Urban team leader and county department heads	Cooperative Extension faculty and staff	Cooperative Extension faculty and staff	Outcomes will be best practices of effective education with multicultural audiences	On-going	Annual reports	Urban Initiative funds, GPR	
DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
	The Southern District Urban Initiative (Dane, Rock, and Jefferson counties) will help faculty and staff strengthen their capacity to be more culturally competent and improve the effectiveness of their educational programs.	Southern District Director and county department heads	Cooperative Extension faculty and staff	Cooperative Extension faculty and staff	Outcomes will be best practices of effective education with multicultural audiences	On-going	Annual reports	Urban Initiative funds, GPR	

	The Northeast District Urban Initiative (Brown, Outagamie, Door, Kewaunee, Winnebago, Calumet, and Fond du Lac counties) will help faculty and staff strengthen their capacity to be more culturally competent and improve the effectiveness of their educational programs.	NE District Director and county department heads	Cooperative Extension faculty and staff	Cooperative Extension faculty and staff	Outcomes will be best practices of effective education with multicultural audiences	On-going	Annual reports	Urban Initiative funds, GPR	
C. Provide multicultural education for stakeholders and constituencies.									
Cooperative Extension	County-based faculty and staff will collaborate with community organizations to create and facilitate diversity circles for the discussion of racial and diversity issues	County-based faculty and staff	County-based faculty and staff	County-based faculty and staff and community residents	Diversity circle participants will learn to respect and value differences among people in their communities and build respectful relationships with people who are different than themselves.	Ongoing	Testimonials of participants and multicultural people in the community, new community activities that encourage diverse people interacting.	Existing budget and community funding	
Outreach & E-Learning	Design and offer courses intended to create an understanding of and appreciation for a range of cultural and ethnic backgrounds.	CEEC members, continuing educators	Diversity Specialist	Stakeholders and constituencies of UWEX; professional and general audiences, continuing education professionals for workplace application	Improved education and services for persons of color	On-going	Number of programs offered; enrollments; impact analysis of programs.	Recovered through fees	
General Education Administration	Develop and offer a 2-day Multicultural Change Train-the-Trainer program in collaboration with the Diversity Council and other internal partners.	OEODP Director, Diversity Council	Chancellor, Vice Chancellor, Deans, Directors	20-25 faculty and staff; various stakeholders including county board and extension committee members	Increased appreciation for and understanding of the implications of diversity for the entire organization.	Spring 2005 and on-going	Develop and deliver a 2-day multicultural change workshop designed to help the workforce appreciate diversity and capitalize its impacts	Carry Forward funds - Chancellor, Vice Chancellor	
DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/ TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS

Develop and offer New Paradigms Train-the-Trainer program in collaboration with the Diversity Council or other internal partners designed to uncover cultural biases in the search and hire process.	OEDP Director, Diversity Council, HR Team	Chancellor, Vice Chancellor, Deans, Directors	20-25 faculty and staff	Develop and deliver a 2-day workshop designed to help search and screen committees uncover cultural biases in Search and hiring process.	Winter, 2004 and on-going	Identification and removal of hidden biases in the search and screen process.	(Unknown)	
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D. Create more collaborative education programs with communities of color.

DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
Business & Manufacturing	Offer Spanish Entrepreneurial Training Program through El Centro Empresarial, The Hispanic Entrepreneurial Center	SBDC State Director	EI Centro Empresarial	Hispanic entrepreneurs	Business plans	on-going	Number of attendees	No additional costs	
Outreach & E-Learning	Establish stronger linkages with community-based organizations to develop more effective programs to reach their constituencies.	CEEC representatives; Outreach & E-Learning faculty/staff; community organizations	Diversity Specialist	Community-based organizations serving people of color; people of color	Increased enrollments and completion of persons of color in credit and non-credit continuing education programs	On-going	Enrollment data. Completion certificates awarded.	Operational budget	
	Work with communities of color to offer credit outreach courses on native American reservations, in inner cities, and at other convenient locations and times for adult learners.	CEEC representatives; continuing education faculty/staff; communities of color	Asst. Dean for Collaborative Programs	Communities of color	Increased enrollments of persons of color in credit courses	On-going	Enrollment data	Operational budget	
	Use distance technologies to reach increased numbers of people of color and people with disabilities with education	CEEC representatives, Outreach & E-Learning faculty/staff	Director of LI, Diversity Specialist	People of color	Increased access to educational programs; completion of credit, non-credit and certificate programs.	On-going	Training on the effects of poverty and joblessness, cultural and ethnic variances.	Part of ongoing budget.	

<p>Cooperative Extension</p>	<p>Wisconsin Nutrition Education Program (WNEP) will continue to reach low-income families of color across the state through partnerships with local community organizations and funding sources.</p>	<p>Family Living Program Leader and Director of the Wisconsin Nutrition Program</p>	<p>WNEP faculty and staff statewide</p>	<p>Food Stamp eligible individuals and families</p>	<p>Outcomes will be more partnerships with community organizations that enable access to diverse clientele so that more families of color have increased knowledge of and access to healthy food</p>	<p>Ongoing with funding October -September</p>	<p>Number of education contacts and demographic data on educational contacts. A statewide database exists that allows county-based colleagues to record their contacts. Evaluations are done on the outcomes, resulting in county- and state-level</p>	<p>Federal Food Stamp Nutrition Education funds and USDA EFNEP funds</p>	
	<p>The Native American Task Force will strengthen the partnership with the 1994 Land Grant Colleges.</p>	<p>Chair, Native American Task Force; David Bernard, Sawyer County Extension; Donna Hora-Schwobe, Menominee County Extension</p>	<p>Administrators, county-based faculty and staff</p>	<p>Administrators, staff, and students of 1994 Land Grant Colleges</p>	<p>Stronger relationships, collaborative programs, increased Native Americans involved in Extension programs</p>	<p>On-going</p>	<p>Annual Reports, individual performance evaluations</p>	<p>Special grants when appropriate, regular GPR funding, Native American Task Force funds (GPR)</p>	
	<p>The Family Living Program area will continue to collaborate with organizations serving people of color and with individuals in communities to provide parent education for parents of color</p>	<p>Program Leader and Assistant Program Leader</p>	<p>State and county faculty and staff providing parent education programs statewide</p>	<p>Parents and agencies serving families of color</p>	<p>In partnership with people of color and organizations serving people of color, faculty and staff will develop and secure educational parenting materials and curriculum appropriate for</p>	<p>Annual January - December</p>	<p>Data will be collected from the Planning and Results system</p>	<p>GPR with other grants as appropriate</p>	
	<p>Culturally competent Agriculture and Natural Resources programs will be developed in collaboration with owners, managers, and multicultural employees in agricultural businesses.</p>	<p>Assistant Program Leader</p>	<p>Ag and Natural Resources faculty and staff</p>	<p>Employees, managers, and owners of farm and commercial horticulture businesses</p>	<p>Increased program collaboration and increased participation by diverse clientele. Increased effectiveness of programs with diverse clientele.</p>	<p>on-going</p>	<p>Annual reporting of programs offered and participants</p>	<p>Regular GPR funds</p>	
	<p>The Southern District Urban Initiative (Dane, Dodge, Jefferson and Rock counties) will help faculty and staff build relationships with community-based organizations that serve diverse audiences.</p>	<p>Southern District Director, Dane and Rock County Department Heads</p>	<p>County faculty and staff</p>	<p>African American and Hispanic/Latino families of the district</p>	<p>African American and Hispanic/Latino families will participate in educational needs identification; program assessments will be conducted to determine</p>	<p>on-going</p>	<p>Planning and Results system reports</p>	<p>District funds, county funds, special divisional funding for the Southern District Urban Initiative</p>	

	Faculty and staff in the Quad Counties will create and strengthen relationships with community-based organizations serving diverse audiences	Quad Counties team leader with county department heads	County faculty and staff	People of color in the district	Through new and ongoing partnerships with community-based organizations, county faculty and staff will engage people of color in educational needs identification, educational programming, and program assessments to determine effectiveness. Best practices will be	on-going	Planning and Results system reports	District funds, county funds, special divisional funding for the Southeast District Urban Initiative	
DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
	Faculty and staff in the Northeast District (Brown, Outagamie, Door, Kewaunee, Winnebago, Calumet, and Fond du Lac counties) will strengthen their partnerships with multicultural individuals, families and communities.	Northeast District Director, County Department Heads	Faculty and staff	Hmong, Hispanic/Latino, Native American, and African American members of the community	Multicultural audiences will participate in program planning and needs assessments	On-going	Annual reports	NE District Urban Initiative Funds and regular county budgets (GPR)	
E. Develop partnerships with businesses, community-based organizations and schools to promote multiculturalism.									
Cooperative Extension	County-based faculty and staff will collaborate with community organizations to create and facilitate diversity circles for the discussion of racial and diversity	Extension county-based faculty and staff	Extension faculty and staff	Community residents	Increased respect and value for cultural differences and behaviors that demonstrate valuing difference	ongoing	Testimonials from community residents	existing funding and community funds	
Outreach & E-Learning	Develop partnerships with communities of color to develop and pilot innovative programs for persons of color through the Diversity Program Development Initiative (DPDI) grants.	CEEC representatives, continuing education faculty/staff; communities of color	Diversity Specialist	Communities of color	Increased participation of persons of color in continuing education programs.	On-going	Number of programs funded; partners involved; impact analysis of programs.	Special funding	

UW Extension's Plan 2008/Phase II Division Objectives (last updated 12/15/04)

GOAL #7: IMPROVE ACCOUNTABILITY OF THE UW SYSTEM AND ITS INSTITUTIONS.

A. All administrators, managers and supervisors will provide leadership and be responsible for creating a multicultural organization.

DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
Outreach & E-Learning	Divisional personnel will identify personal and unit goals consistent with Plan 2008 and report on accomplishments as part of annual performance evaluations.	Dean/Director and Associate Dean/Director, unit leaders.	Dean of Outreach & E-Learning	Deans, Directors	Effective initiatives for Plan 2008 and successful programs under these initiatives	on-going	Diversity goals articulated in operational, budget and strategic plan documents. Performance reviews. Funding and support for professional development on diversity for divisional employees.	no additional cost	
Cooperative Extension	Cooperative Extension administrators will develop and implement diversity goals for themselves and for their units.	Dean/Director and Associate Dean/Director	Administrators	Administrators	Effective initiatives for Plan 2008 and successful programs under these initiatives	On-going	Self-Initiated Performance Evaluations	Divisional GPR funds	
General Education Admin/Services	Develop evaluation and performance appraisal standards for Plan 2008 goals.	Chancellor, Deans, Directors	Chancellor, Vice Chancellor, Associate Vice Chancellor, HR Director	Deans, Directors and Chancellor's staff	Better understanding and achievement of Plan 2008 goals	On-going	Performance Reviews	Fund 402	
B. Establish goals and timetables for all employees to measure attainments of Plan 2008 goals.									
Broadcasting & Media Innovations	BAMI management staff will be evaluated annually on Plan 2008 participation and contributions.	BAMI HR Directors, Division directors, Unit Directors	Unit Directors, Manager, Supervisors	Unit Directors, Manager, Supervisors	Division Plan 2008 goals are realized	Annually	Performance evaluation documents	No additional cost	
Business and Manufacturing	Divisional personnel will identify personal and unit goals consistent with Plan 2008 and report on accomplishments as part of annual performance evaluations.	Director	Divisional Staff	Divisional staff	Outcome of Plan 2008 initiatives are realized	On-going	Report on divisional goals for Plan 2008.	Existing Budget	
Outreach & E-Learning	Divisional personnel will identify personal and unit goals consistent with Plan 2008 and report on accomplishments as part of annual performance evaluations.	OEL Managers and staff	OEL Managers and staff	Staff; clients served by the division; Diversity Council	Outcome of Plan 2008 initiatives are realized	On-going	Self-assessment; review and revise individual unit, institutional goals for Plan 2008. Discussion at divisional staff meetings.	No additional cost	

Cooperative Extension	Cooperative Extension administrators will work with faculty and staff to establish timetables for diversity goals, develop implementation strategies, and assess diversity programs and projects	Administrators and unit managers	Cooperative Extension faculty and staff	Colleagues, clientele and potential employees, depending on the focus of the programs	Program outcomes and impacts	Ongoing	Evaluation of individual programs	Divisional GPR funds, grant funds, Plan 2008 precollege funds	
C. Develop and implement effective measurements to evaluate success of Plan 2008 and its initiatives.									
Broadcasting & Media Innovations	BAMI units will incorporate Plan 2008 initiatives in their strategic and operational plans and report results annually to employees at all-staff unit meetings.	Division Directors, Unit Directors	Unit Directors,	Divisional staff	Plan 2008 goals are embedded in organization plans	Annual and on-going	Operational and strategic plan documents, annual meeting agenda documents	No additional cost	
Business and Manufacturing	The division will conduct an assessment of its implementation and impact of its Plan 2008 initiatives.	Director, Associate Director	Divisional Staff	Staff responsible for coordinating Plan 2008 initiatives.	To be defined by individual initiatives	On-going	To be defined	Existing Budget	
Outreach & E-Learning	The division will conduct an assessment of its implementation and impact of its Plan 2008 initiatives.	Dean, Assoc. Deans, unit leaders, evaluation specialist, CEEC	Appointed committee	Administrators and staff who have responsibility for coordinating Plan 2008 initiatives.	To be defined by individual initiatives	on-going	To be defined	Divisional GPR funds	
Cooperative Extension	Cooperative Extension will conduct an assessment of the division's implementation and impact of its Plan 2008 initiatives.	Cooperative Extension Associate Dean/Director, Assistant to the Dean/Director, Director of Program Development and Evaluation	Evaluation Specialist, Ad Hoc Plan 2008 Committee	Administrators, faculty, and staff who have responsibility for coordinating Plan 2008 initiatives	To be defined by individual initiatives	On-going	To be defined	Divisional GPR funds	
General Education Admin	Work with divisions to identify methods and tools to measure overall impacts and successes.	Plan 2008 Liaisons, OEODP Director	Evaluation Specialists, Plan 2008 Liaisons	Administrators, faculty, and staff who have responsibility for Plan 2008 initiatives	Evaluations completed and reported, identification of indicators for on-going assessment.	Winter 2003 and on-going	Accomplish and/or modify goals. Reports developed and shared with stakeholders.		

DIVISION	PROGRAMS & INITIATIVES	POINT PERSON(S) & RESPONSIBILITY	PARTICIPANTS (INTERNAL)	PROGRAM PARTICIPANTS/ TARGET AUDIENCE	IMPACT/OUTCOMES	TIMEFRAME	ACCOUNTABILITY FACTORS	FUNDING	COMMENTS
D. Make appropriate reallocations of resources to accomplish goals and priorities defined in Plan 2008.									
Business and Manufacturing	Allocate sufficient funds & resources to implement defined programs & initiatives.	Director, Associate Director	Divisional Staff		Appropriate funding and resource allocation to execute performance expectations & standards.	On-going		Existing Budget	
Cooperative Extension	The Associate Dean and Director with the Assistant to the Dean and Director, Program Leaders and the Director of Program Development and Evaluation will annually review funding for diversity and multicultural initiatives, including Plan 2008 initiatives. New projects will be funded as they	Associate Dean and Director	Cooperative Extension faculty and staff	Cooperative Extension faculty and staff and clientele of color	More effective diversity initiatives operating with sufficient funding	ongoing	Progress toward Cooperative Extension diversity values and goals, including Plan 2008 initiatives.		
Outreach & E-Learning	Continue to support innovative course/curriculum development for programs that encourage diversity and multiculturalism and work partnership with communities of color.	Assoc. Dean for Outreach & E-Learning Division	CEEC Representatives	UW faculty/staff who want to develop and offer programs that support the goals of Diversity 2008; persons of color who participate in these programs.	New programs initiated and sustained.	Begin FY 2001-2002	Promising practices and lessons learned disseminated.	\$50,000 annually	
General Education Admin	Allocate sufficient funds & resources to implement defined priorities among programs & initiatives.	UWEX Chancellor, Vice Chancellor, Deans and Directors	Administrators, Faculty, Staff		Appropriate funding and resource allocation to execute performance expectations & standards.				