

Lake Winnebago Region Restructuring  
 Project Decision

<b>Note:</b>	The purpose of Project Decisions is to serve as a record of the agreement of the University leadership to pursue activities, operational processes, and policies that support “Three Campuses, One University” credo. However, they do not—and cannot—commit the University to allocation of budgetary resources or additional personnel that might be required to pursue them. Such obligations take place through separate processes within UW Oshkosh. As such, the implementation of all Restructuring Project Decisions is always subject to resource availability.
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<b>Originating Work Group or Department:</b>	<b>Academic Affairs Working Group, Student Support Team</b>
<b>Date Submitted for approval:</b>	October 19, 2018
<b>Decision Title:</b>	Extension of Multicultural Retention Programs Services to Access Campuses

<b>Recommended Decision</b>
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Extend Multicultural Retention Programs services to UW Fox Valley and UW Fond du Lac by adding two FTE positions to this department. Timeline: 2019-2020 Academic Year.

After the initial review and approval of this recommendation, a more detailed proposal will be submitted for Increased Personnel Action Review (IPAR) for its impact on the restructuring process and its educational and retention value for all three campuses.

**FTE position A:**

The staff member in this position will spend two days of the week at UW Fox Valley, two days in UW Fond du Lac and one day at UW Oshkosh. This staff member will help expand the process of establishing comprehensive retention services for multicultural students at UW Fox Valley and UW Fond du Lac campuses, contact and meet with students on a regular basis, promote and facilitate formation of multicultural student organizations. The multicultural student organizations play a significant role in retention of diverse students and serve as an important tool with concrete student development and academic/retention outcome. Multicultural student organizations offer a wealth of cultural, educational, social and recreational programs and events with the aim of fostering a greater awareness and appreciation for diverse cultures and ensure a welcoming and inclusive campus climate for all. It will be a fair assumption to assert that as services to diverse students expand and improve at UW Fond du Lac and UW Fox Valley, there will be an increase in the number of diverse students’ interest in these campuses and the number of diverse student admissions to UW Fox and UW Fond du Lac will rise. The staff member in this position will serve as a liaison between the three campuses to facilitate the alignment of services and to advance the goal of “three campuses. one university” throughout the restructuring process and beyond.

**FTE position B:**

Considering the historical and symbolic significance of the Multicultural Education Center (MEC), there is an opportunity to re-imagine the role of the MEC during the restructuring process as a *multicultural center* for all three campuses. The MEC building offers a common ground for cross-cultural exchanges, dialogues and education while it stands as a symbol of university’s commitment to diversity and inclusive excellence. Recently, the number of hours that students have access to this

building has reduced, the types of services that used to be offered are no longer available and meetings and events have shifted to other buildings on campus.

The FTE staff member in this position will have an office in the Multicultural Education Center (MEC) to restore and revitalize full services to the MEC as aligned by its mission and history. In addition, this staff member will work closely with FTE A to foster and plan collaborative events and activities among the three campuses and arrange transportation for students and staff between campuses to participate in sociocultural and educational events, as well as attend meetings. This staff member will also work closely with individual faculty members to facilitate planning of classes, meetings and educational events at the Multicultural Education Center on subjects related to cross-cultural relations as well as topics that contain sociological and historical relevance to the inclusive excellence mission of the university. Recently, there has been an upgrade of technology in the MEC computer lab to improve the usage of the facility by students and campus community.

The FTE staff member in this position will have the responsibility to support the Titan Advantage Program (TAP) throughout the year. The University of Wisconsin Oshkosh offers a special opportunity to incoming first-year students who want a strong start in their college careers. First-generation and multicultural students are particularly encouraged to enroll in this program. The Titan Advantage Program (TAP) enables students to earn four to six credits in six weeks during the summer prior to their first semester. With its unique combination of workshops, special events, tutoring and advising TAP is designed for students who may want help with their first college courses or would like a strong start toward their college degree. TAP also offers plenty of activities that help students learn to balance their academic and social lives.

## Background

### Rationale:

Multicultural Retention Programs (MRP) provides professional student support services to improve the recruitment, retention and graduation of multicultural and underrepresented students at UW Oshkosh. MRP endeavors to close the gap in educational achievement by bringing retention and graduation rates for multicultural and underrepresented students in line with those of the student body as a whole. This is accomplished by offering a multi-faceted culturally and academically responsive programs and services to effectively serve multicultural and underrepresented students. The Multicultural Retention Programs (MRP) is under the umbrella of the Academic Support of Inclusive Excellence Department.

The MRP staff play a unique and complex role in closing the academic achievement gap for students of color. As indicated above, MRP has a multidimensional approach in addressing academic, personal and sociocultural aspects of diverse students. It also serves as a resource for fulfilling the educational needs of the campus community in cross-cultural relations and fostering an inclusive and welcoming campus community for all. The number of students served by MRP during fall 2018 academic year is 1,398. The restructuring process will increase the number of students in need of retention services by adding multicultural students from UW Fox Valley (approx. 200) and UW Fond du Lac (approx. 62) to the list. The international students are not among the MRP cohort group but MRP promotes interaction among all diverse students especially in the area of student organization activities to enrich the campus sociocultural events and to foster an inclusive campus environment.

Currently, the University of Wisconsin Fox Valley has a student organization called Universal Multicultural Association (UMA). The goal of this organization is focused on social development and raising cultural awareness of students. UMA values diversity and welcomes people of any race or cultural background and heritage to the club. This organization also emphasizes the development of

friendship, the sharing of perspective, and appreciation of all cultures. The University of Wisconsin Fond du Lac also has a Multicultural Club for students with similar role and mission.

The restructuring process, which in time will evolve these three campuses into a new university (Three campuses. One University), will expand its services to all students. For multicultural students, this will translate into taking advantage of retention services as well as the sociocultural, educational and leadership development opportunities regardless of the campus location. The goal of removing barriers to academic success, retention and graduation of diverse students cannot be over emphasized as one of the key points of strategic priorities. Similarly, all students who pay tuition need to have equal access to services on all three campuses

The recommendation for adding two FTE positions will provide MRP department with the ability to initiate and engage in the restructuring process effectively, build upon the resources that currently exists on each of the campuses and establish new grounds for a constructive and successful transition to improve student retention and close the academic achievement gap on all three campuses. A review of the Strategic priority of UW Oshkosh A and D is a clear indicator of the significant role of this department in maintaining a progressive educational institution (Please see the attached documents).

National Center for Educational Statistics IES NCES

<https://nces.ed.gov/ipeds/report-your-data/race-ethnicity-definitions>

Definition of Race and Ethnicity categories as it relates to the population MRP serves:

**Hispanic or Latino** - A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

**American Indian or Alaska Native** - A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

**Asian** - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Black or African American** - A person having origins in any of the black racial groups of Africa.

**Native Hawaiian or Other Pacific Islander**

### Budget Implications

The addition of two FTE to Multicultural Education Center.

### Next Steps

After the initial review and approval of this recommendation, a more detailed proposal will be submitted for Increased Personnel Action Review (IPAR) for its impact on the restructuring process and its educational and retention value for all three campuses.

### Signatures

Martin D. Rudd



- I accept this recommendation  
 I do not accept this recommendation

Martin Rudd  
Assistant Chancellor for Access Campuses  
UW-Fond du Lac and UW-Fox Valley

- I accept this recommendation  
 I do not accept this recommendation

Andrew Leavitt  
Chancellor  
UW Oshkosh

Date: 12/13/2018

Date: 12/18/2018

Comments	