

EDI in Academic and Student Affairs

Budget Team Proposal, April 26th, 2021
Rob Ducoffe

26.4%*

* estimated 6-year graduation rate at UW-Parkside since 1973

RACINE COUNTY AFRICAN AMERICAN PARKSIDE STUDENTS

2nd Year
Retention



68.00%

3rd Year
Retention



54.00%

4th Year
Retention



46.00%

Entry Year	Cohort Size	4-Year Graduation	5-Year Graduation	6-Year Graduation
2010-2011	16	0	2	4
2011-2012	15	0	4	7
2012-2013	9	0	1	4
2013-2014	10	1	2	3
2014-2015	13	1	3	3

Statements of commitment...



“The University of Wisconsin-Parkside is a dynamic learning community grounded in academic excellence and focused on student success, diversity, inclusion and community engagement...”

UW-Parkside Vision Statement - https://www.uwp.edu/explore/aboutuwp/mission_vision.cfm

“Improving student success is at the foundation of the UW-Parkside 2025 Strategic Framework. Integrated, equity-focused, best practices will be implemented for maximum impact.”

UW-Parkside 2025 Strategic Framework -
<https://www.uwp.edu/explore/offices/chancellor/strategicframework.cfm> ”

“Improving graduation rates and eliminating graduation-rate gaps for those who are historically underrepresented in postsecondary education will continue to be a point of focus of the UW-Parkside 2025 Strategic Framework.”

UW-Parkside 2025 Strategic Framework -
<https://www.uwp.edu/explore/offices/chancellor/strategicframework.cfm>

The current Academic Plan, covering the 2017-2020 period, is entitled *Recommitting to Our Vision: Renewing an Academic Plan to Lead UW-Parkside toward 2020: Aiming High **and Making Excellence Inclusive***

<https://www.uwp.edu/explore/offices/academicaffairs/upload/Academic-Plan-2017-2020-Web.pdf>

“Increase retention and graduation rates” was the only goal included in the top five ranking of every constituent group surveyed; faculty, instructional academic staff, non-instructional academic staff, university staff, students, and the “other” (senior administrators) group. This reflects consensus at UW-Parkside that this is our most important aim.”

Recommitting to Our Vision: Renewing an Academic Plan to Lead UW-Parkside toward 2020:
Aiming High and Making Excellence Inclusive - 2017-2020,

<https://www.uwp.edu/explore/offices/academicaffairs/upload/Academic-Plan-2017-2020-Web.pdf>

In 2009, CCA identified the completion crisis as a systematic failure of our higher-education system—pairing a strategic approach with a rallying cry in the name of millions of Black and Latinx students overlooked for too long.

Complete College America -
<https://completecollege.org/event/equity-and-justice/>

Bold Goal: Increase Graduates by 50 percent

The most powerful promise of the UW-Parkside 2025 Strategic Framework is a commitment to producing a significantly greater number of highly valued graduates.

UW-Parkside 2025 Strategic Framework -

<https://www.uwp.edu/explore/offices/chancellor/strategicframework.cfm>

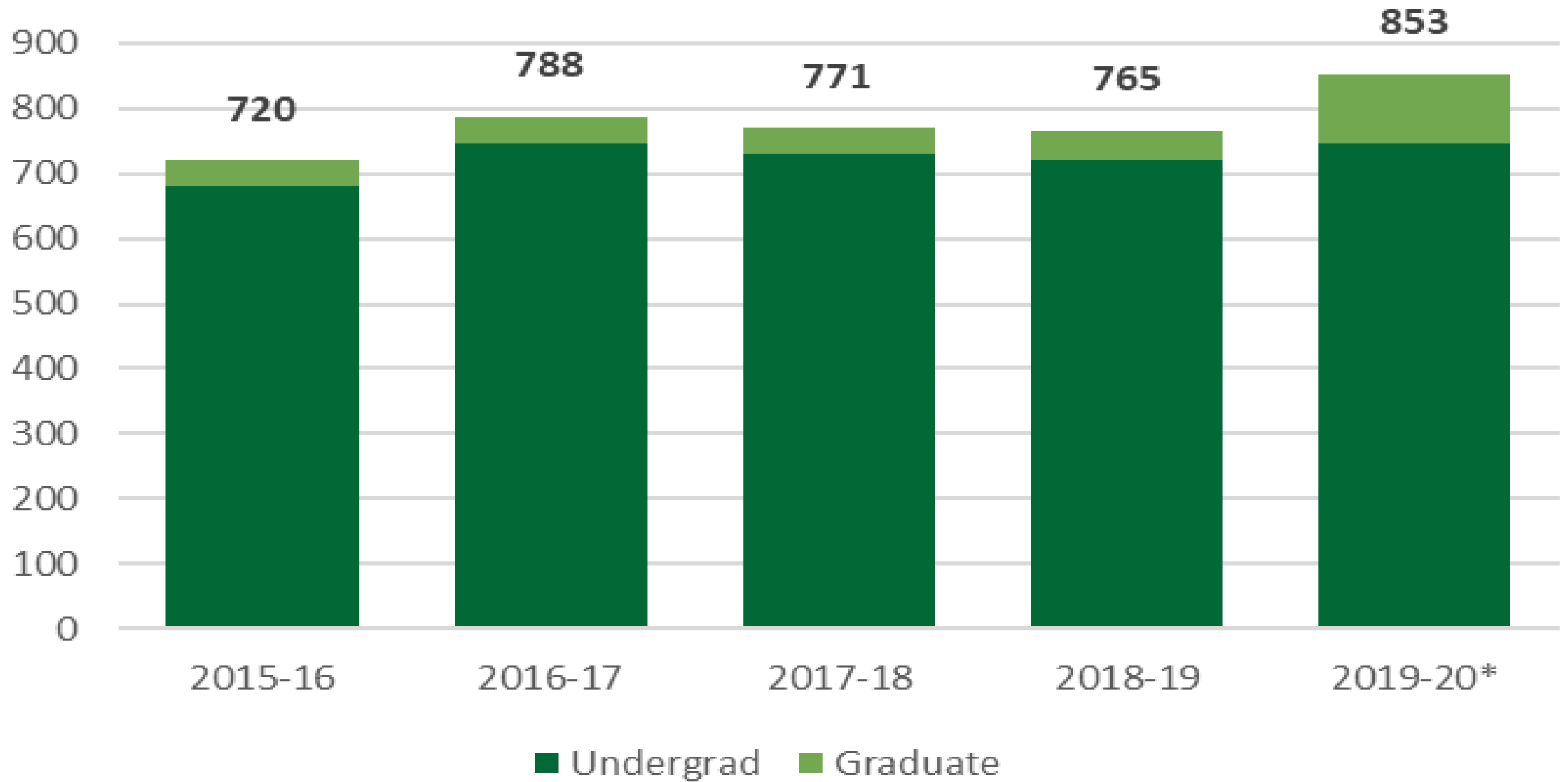
“... the university is also taking a critical look at the campus climate and student outcomes to make sure that students of color, low-income students, and other populations have the resources and support they need to achieve their goals at UW-Parkside. As the university continues toward the bold goal of 50% more graduates by 2025 – as well as committing to make substantial improvement to the university’s six-year graduation rate – it is clear that ***we can only achieve these goals by pursuing equity in outcomes across student populations.***”

UW-Parkside EDI web site –
<https://www.uwp.edu/explore/news/magazine/fall-2020/edi.cfm>

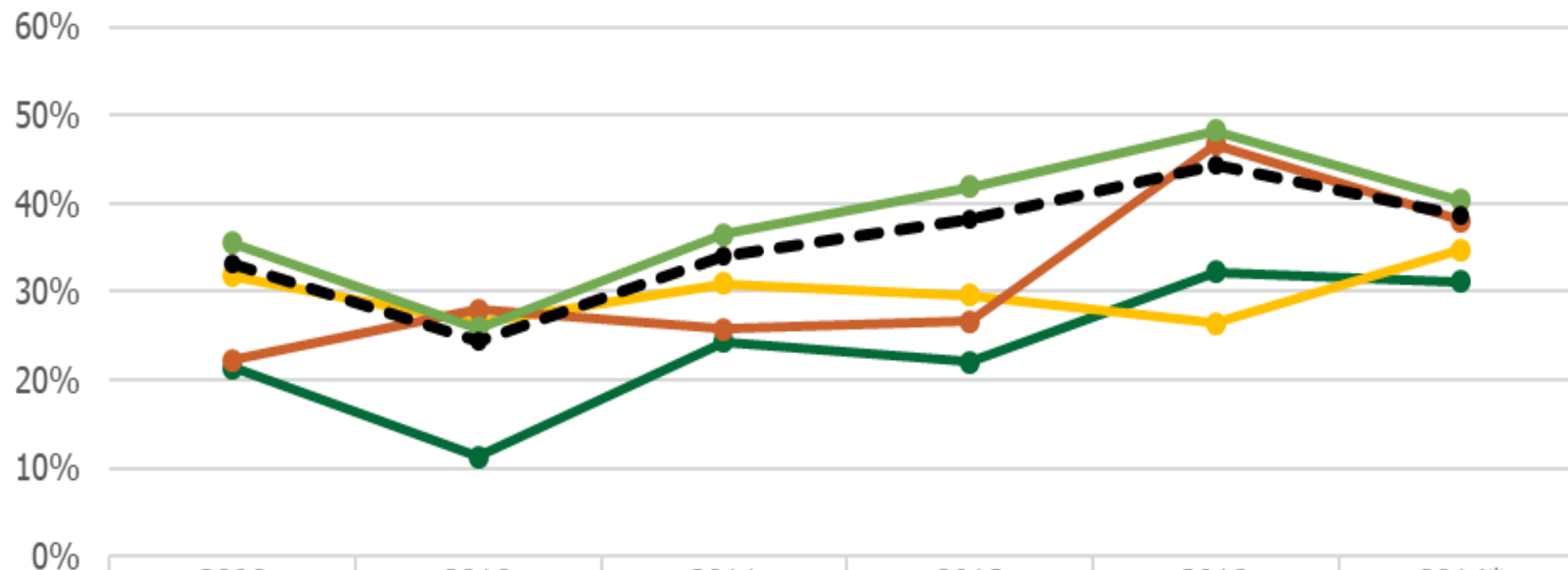
Where we are



Graduates by Academic Year

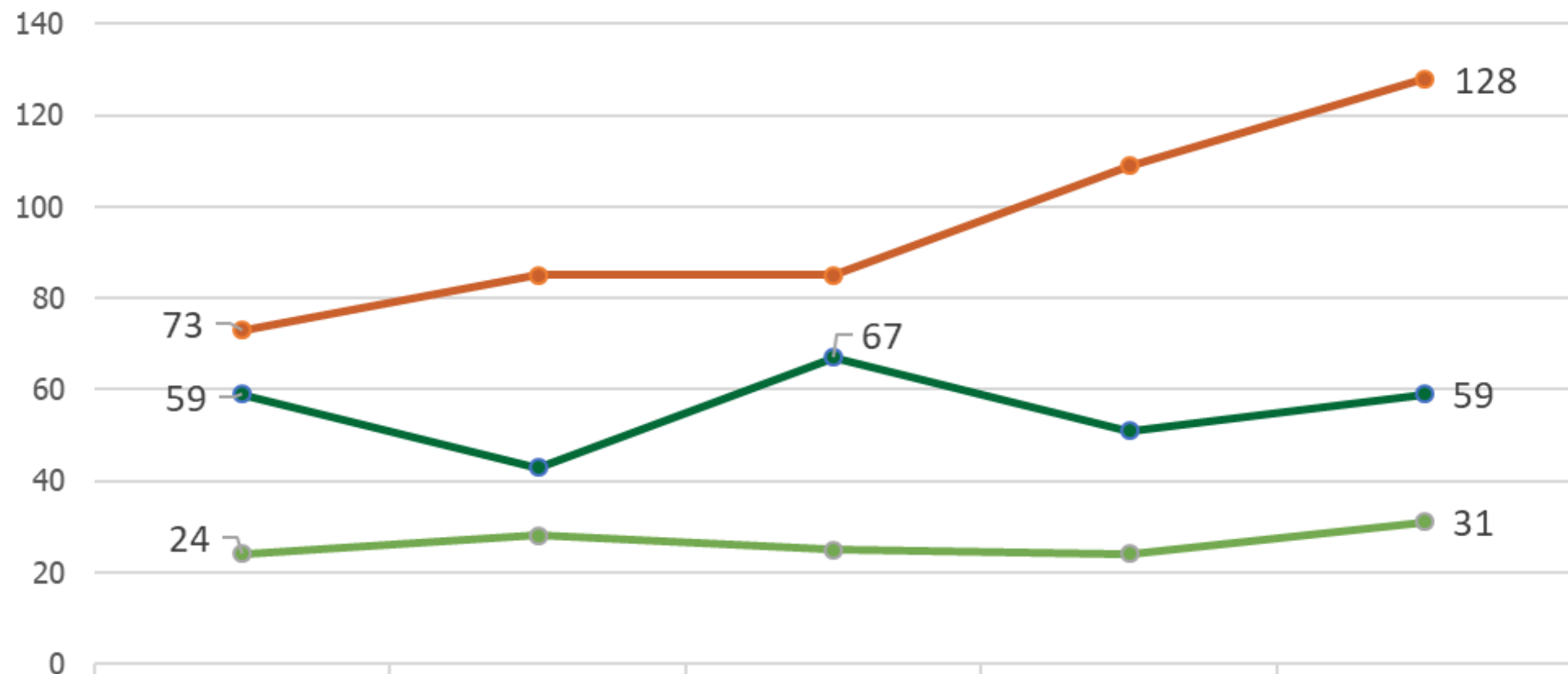


Six-Year Graduation Rates by Ethnicity - Fall 2009-2014* Entrants First-Time, Full-Time Students



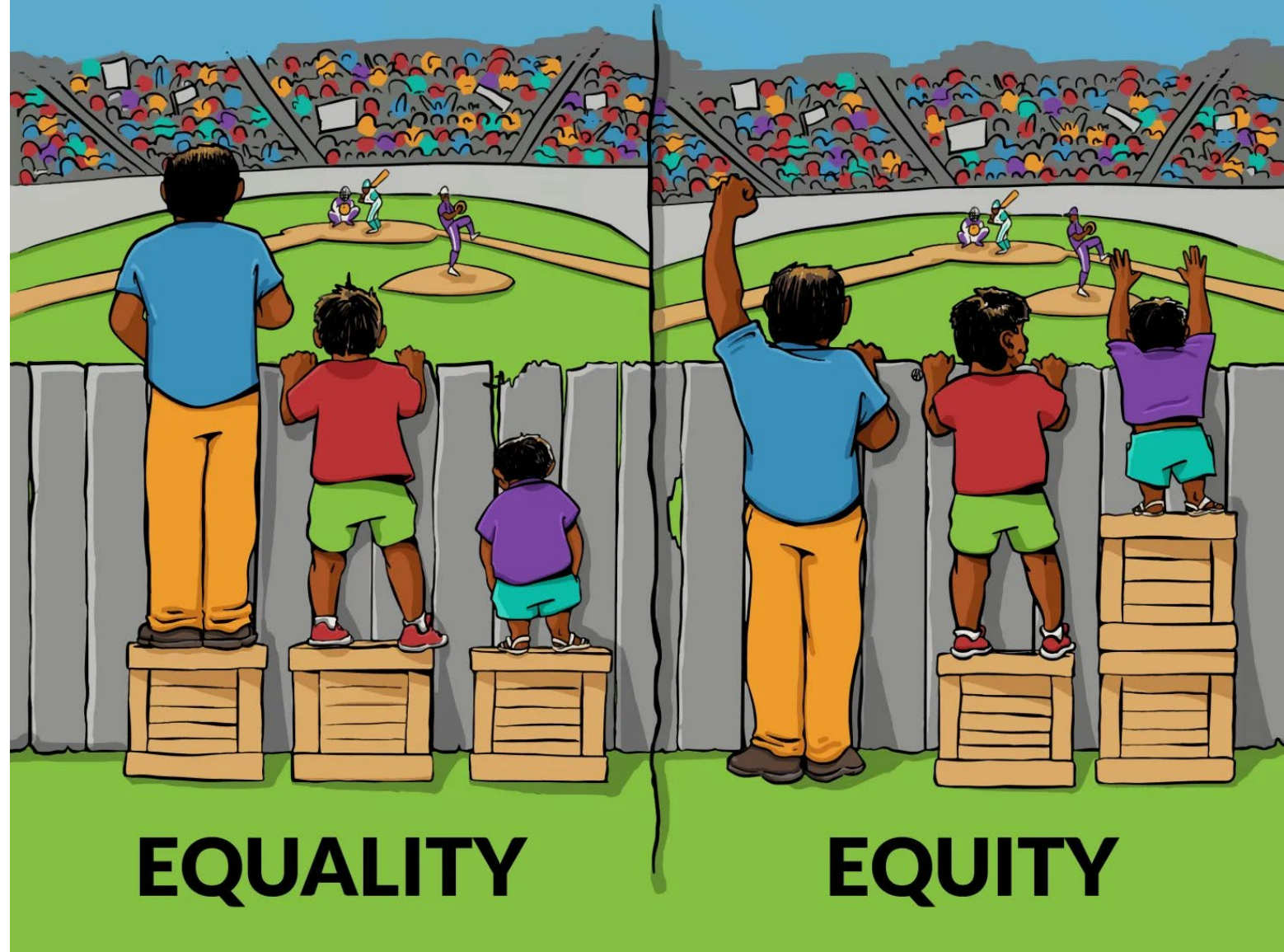
	2009	2010	2011	2012	2013	2014*
—●— African American/Black	21.4%	11.3%	24.3%	22.0%	32.3%	31.1%
—●— Hispanic/Latino	31.8%	26.4%	30.9%	29.6%	26.4%	34.8%
—●— Other URM	22.2%	28.0%	25.8%	26.7%	46.7%	38.1%
—●— Non-URM	35.5%	25.8%	36.5%	41.9%	48.3%	40.3%
—●— Total	33.1%	24.3%	34.0%	38.1%	44.5%	38.6%

Bachelor's Degree Recipients by Ethnicity - 2015-16 to 2019-20



	2015-16	2016-17	2017-18	2018-19	2019-20
● African American/Black	59	43	67	51	59
● Hispanic/Latino	73	85	85	109	128
● Other URM	24	28	25	24	31
● Non-URM	524	589	549	534	569
● Total	680	745	726	718	787

Teaching and learning through an equity lens



EDI Initiatives: Lots already going on!

<https://www.uwp.edu/explore/offices/diversityinclusion/equity-diversity-and-inclusion-initiatives.cfm>

The opportunity:

Elevate the role of the vacant director of the Teaching and Learning Center position and recruit an individual to lead next-level EDI efforts in teaching and learning.

“The center that Parkside needs is one for the 21st century – a center that is future-oriented and will provide professional development for what faculty (and students) need now, and what they will need in the next ten years.”

Lisa Kornetsky, Proposal for a Re-Visioned Center for Teaching and Learning...”, January 2021, p. 3.

“A teaching center needs to be seen as an academic resource built on a strong intellectual foundation. It should be seen as supported by the administration, but not part of it. It is ‘owned’ by the faculty.”

Lisa Kornetsky, Proposal for a Re-Visioned Center for Teaching and Learning...”, January 2021, p. 5.

“I believe that the majority of faculty are ready to do a more systemic investigation of EDI practices in their classrooms”.

Lisa Kornetsky, Proposal for a Re-Visioned Center for Teaching and Learning...”, January 2021, p. 9.

“It is essential that any academic efforts at UW Parkside to address anti-racism, keep in mind that simply encouraging experiential discourse will not change any of the power structures that have created and maintained racist assumptions, biases, and behavior.”

Peggy James Structural Racism Proposal, November 24, 2020

“Instead of offering yet another special-focus course, institutions must move away from the hyphenated curricula and fully integrate truly diverse and inclusive subject matter into all applicable survey courses as well as required course work in a major” ([Warren, 2020](#)).

Peggy James Structural Racism Proposal, November 24, 2020

The plan:

- Recruit EDI Academic Cabinet-level position to oversee Teaching and Learning Center and lead change in Faculty and IAS development and curriculum change in partnership with campus-wide EDI efforts
- Once hired, ask this individual to build out team including
 - A Faculty member to facilitate T&L programming
 - A Faculty member to facilitate curriculum change
 - A staff member to support campus HSI efforts
 - Administrative support as necessary

The ask:

Today

- Position to lead teaching and learning \$30,000 - \$50,000 (beyond funding available in current position - \$68,349)

In the fall

- Faculty member to facilitate T&L programming \$12,000
- Faculty member to facilitate curriculum change \$12,000
- New staff member to support campus HSI efforts \$50,000
- Administrative support as necessary \$45,000



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Faculty Meeting, March 15th, 2021