Assessment, Strategic Planning, and Inclusive Excellence in Higher Education

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UNIVERSITY OF WISCONSIN–MADISON

UW-Madison

- **312** undergraduate majors/certificates
- **272** graduate programs
- **48,557** students (spring 2024)
- **12,407** degrees awarded (2022-23)
- **91%** participation in service learning/undergraduate research (2022-23)
- **$1.52B** research expenditure (2022)
- **$30.8B** economic impact to WI (2021)

DDEEA

Three Main Service/Programming Portfolios:

High-Impact Practices

Six areas of services/programming to support student talent and leadership development through engagement in high-impact educational practices
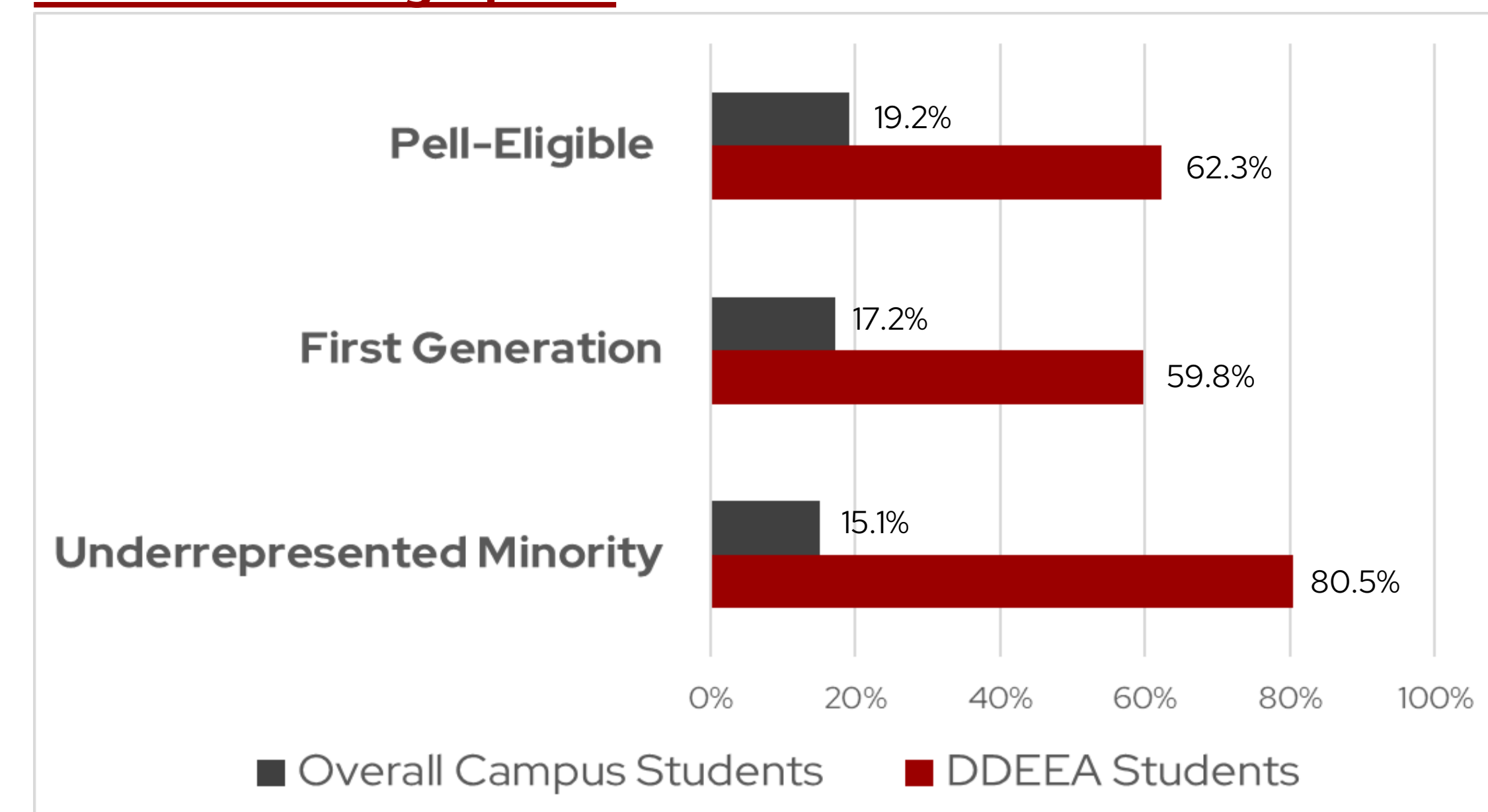
Accessibility and Belonging

Five offices/programs to support staff/faculty accessibility, accommodation, and professional development

Four scholarship programs to provide an infrastructure to support college attainment for ~ 1,600 students annually

Student Engagement and Scholarship Programs

Student Demographics:

	Overall Campus Students	DDEEA Students
Pell-Eligible	19.2%	62.3%
First Generation	17.2%	59.8%
Underrepresented Minority	15.1%	80.5%

Acknowledgements

Foundational Pillars for Organizational and Inclusive Excellence

ASSET-BASED APPROACHES
Evaluate strengths and identify opportunities and build up from where we are to where we'd like to be

RESEARCH INFORMED PRACTICES
Evaluate outcomes of current practices and revise according to data, feedback, and best practices

ORGANIZATIONAL EXCELLENCE
Evaluate outcomes of current policies, procedures, and practices and revise according to data, feedback and best business practices

CAMPUS & COMMUNITY ENGAGEMENT
Evaluate current engagements and outcomes; and be ready to strengthen existing relationships and build new ones

Strategic Approach to Equity, Diversity, Inclusion, and Belonging

Convener
Facilitate collaboration and strategic partnerships; Coordinate common language & vision; Create & manage the institutional infrastructure needed to achieve inclusive excellence

Catalyst
Foster a culture of innovation; Raise awareness of promising EDIB practices; Identify metrics to engage in continuous cycle of quality improvement

Consultant
Support training & technical assistance; Serve as central access point for inclusion & belonging resources

Community Builder
Create spaces for organizational learning around EDIB; Develop spaces for affinity group gathering; Facilitate adoption of promising practices through community engagement & communities of practice

DDEEA
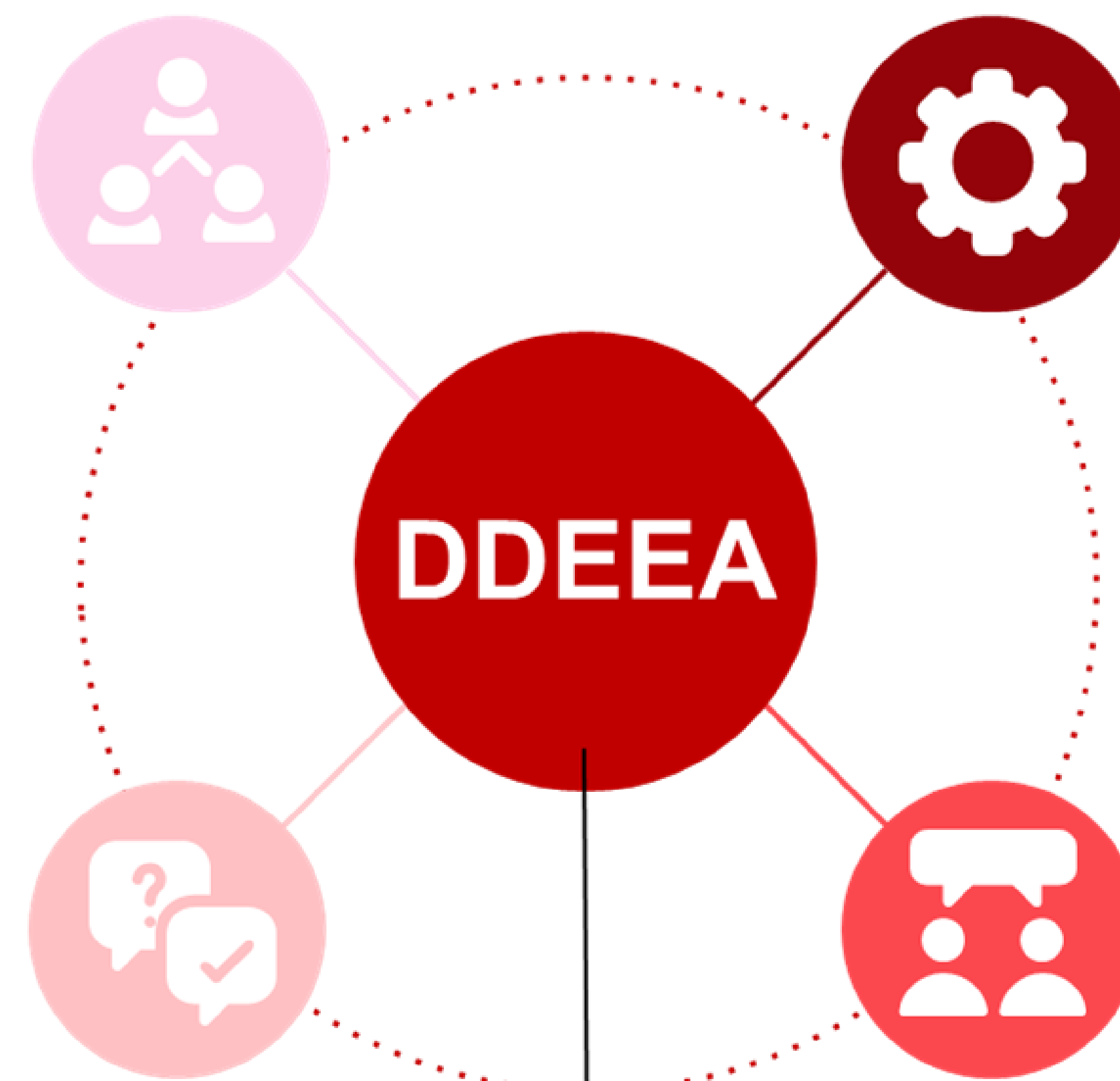
Strategic Diversity Leadership

Assessment-Informed Practices

Data-Informed Programming
The most significant barriers against student success (through needs surveys; > 50% of respondents for each category below):
- *Academic/Career advising*
- *Tutoring/coaching*
- *Financial assistance*

Students' needs fulfilled via DDEEA programming and campus partnerships:
- New DDEEA program: *Student Financial Emergency Fund Program*
- Strengthen campus partnership: *Academic Coaching* in DDEEA and campus *Learning Support Centers*

Students' participation in HIPs, e.g., undergraduate research, is uneven **across DDEEA programs** (even though overall participation is high):
- *Customize messaging and programming* towards underserved populations (e.g., non-scholarship students, first-generation students) based on best practices and feedback
- New *Office of Experiential Learning* to leverage synergies across HIPs

Marginalized students lag in a **sense of belonging**:
- Create/strengthen our *mentorship programs* (peer- and staff-led) and programming that *cultivates community and wellbeing* based on best practices and feedback

Data-Informed Communication Strategies
Work on and value of EDIB and higher education are being questioned:

- *Tailor communications with different constituencies* (e.g., potential students, families, legislators, general public, etc.) about the work in DDEEA
- *Highlight our accomplishments and value*, e.g., scholarship programs, student success programs, staff/faculty & overall campus support
- *Combine relevant data with personal stories* to craft powerful and convincing messages that resonate

Outcomes

DDEEA Student Retention & Graduation
We support the success of many marginalized students:
- One-year retention **93.2%**
- Six-year graduation **85.3%**
- Underrepresented minority graduates DDEEA serves **33%**
- First-generation graduates DDEEA serves **13%**
- Pell-eligible graduates DDEEA serves **14%**

DDEEA Services to Campus
We provide substantial and valuable services:
- **Employee Disability Resources** served over 1000 cases on a myriad of long- and short-term accommodation requests in 2023
- Our **Office of Strategic Diversity Planning and Research** collaborates with the campuswide Data, Academic Planning and Institutional Research and other campus partners to administer and analyze campus climate and EDIB surveys to help provide recommendations for improvement