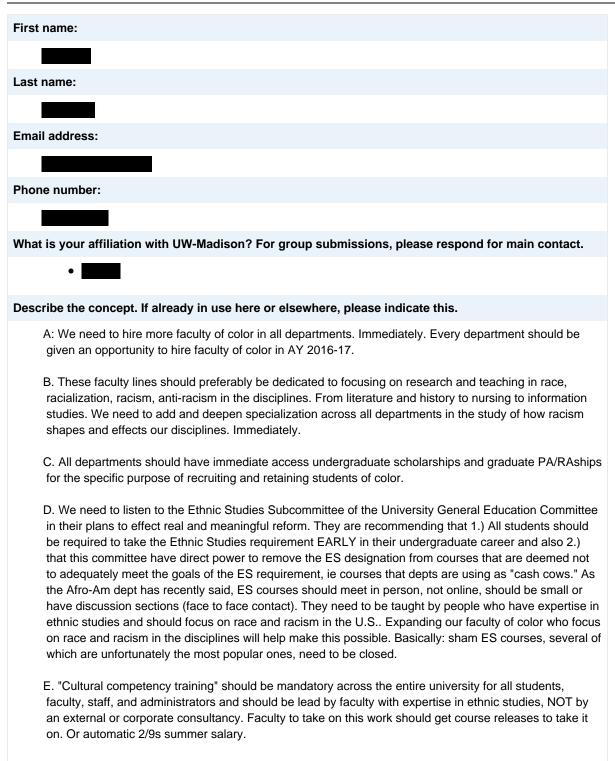
From:	Campus Climate Proposal form
To:	Libby Peterek; Carrie Olson
Subject:	New submission from Campus Climate Proposals
Date:	Thursday, April 21, 2016 10:57:22 PM



F.

How would this affect cultural change on campus?

A & C : We just need more people of color on this campus. We need more faculty of color in visible roles

that both students of color and white students see and interact with. We need the money to bring them here and to make them want to stay and succeed. We need scholarship and PA/RAships to keep students of color here. We lose them to better funded universities, or they drop out because of poor climate coupled with poor financial backing: together with life in Madison, these lead to dropping out.

B: Antiracism and the study of race and racism should be expanded across the entire campus. All disciplines must focus on how race and racism inflect the questions their research pursues. Research output and teaching must reflect this. Students must see these topics and these faculty in front of them all the time. Students in every discipline should understand race as part of their field.

D: The Ethnic studies requirement has become a cash cow for departments seeking to produce credit hours for metrics. Some ES courses, such as one in Anthropology, are notorious for taking in huge numbers of students (directed there by advisors in Engineering) but not effectively meeting the goals of the ES requirement. Also, other departments are opening large online ES courses which require no face to face interaction on campus with other students. This is bad for climate - as the Afro-Am Studies dept has argued. These course must be taught in a way that makes them meaningful to students and effective for climate. They must be taught by faculty with demonstrable academic expertise in US race and racism and ethnicity.

What resources would be needed to implement your suggestion?

Immediate expenditure of millions of dollars in faculty hiring.

Immediate expenditure of millions of dollars in student scholarships and PA/RAships.

Give the ES subcommittee power to implement changes to how ES is handled across campus. Protect them from departments who don't want to lose "cash cow" ES courses that do not advance the antiracist goals of the ES program.

Millions of dollars in summer salary or course releases (offset with short term staffing money) so faculty with expertise can lead campus wide cultural competency programs.

Please use this space for any additional information about your proposal that you wish to share:

We need put real significant resources behind this. Immediately. We have to invest in people. Now. The last few years, which students have noted has been filled with "messaging" and little else, is the result of not spending money and investing in people on a large scale.

Culturally, this has to be the biggest project that we are aimed at. It has to be presented as bigger than the Rose Bowl, bigger than the Final 4 for our collective life as a university.