

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Tuesday, April 19, 2016 8:21:14 AM

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What is your affiliation with UW-Madison? For group submissions, please respond for main contact.

- Faculty

Describe the concept. If already in use here or elsewhere, please indicate this.

Hire more faculty and staff of color, and do everything possible to retain faculty of color; pour support into programs that educate about diversity such as all the studies departments and disability studies. Do everything possible to make these jobs secure.

How would this affect cultural change on campus?

It would provide strong and diverse leadership for the entire campus. All students would benefit from having more people of color in faculty, staff and administrative positions.

For new ideas, how would you propose piloting this idea to see if it would work? If the idea is already in use at UW-Madison, how would you propose expanding or altering this program for greater impact?

Prioritize.

What resources would be needed to implement your suggestion?

The financial ability to hire, and a lot of people with open minds who know how to prioritize hiring processes that actively support recruitment and retention.