

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

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

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

- A: We need to hire more faculty of color in all departments. Immediately. Every department should be given an opportunity to hire faculty of color in AY 2016-17.
- B. These faculty lines should preferably be dedicated to focusing on research and teaching in race, racialization, racism, anti-racism in the disciplines. From literature and history to nursing to information studies. We need to add and deepen specialization across all departments in the study of how racism shapes and effects our disciplines. Immediately.
- C. All departments should have immediate access undergraduate scholarships and graduate PA/RAships for the specific purpose of recruiting and retaining students of color.
- D. We need to listen to the Ethnic Studies Subcommittee of the University General Education Committee in their plans to effect real and meaningful reform. They are recommending that 1.) All students should be required to take the Ethnic Studies requirement EARLY in their undergraduate career and also 2.) that this committee have direct power to remove the ES designation from courses that are deemed not to adequately meet the goals of the ES requirement, ie courses that depts are using as "cash cows." As the Afro-Am dept has recently said, ES courses should meet in person, not online, should be small or have discussion sections (face to face contact). They need to be taught by people who have expertise in ethnic studies and should focus on race and racism in the U.S.. Expanding our faculty of color who focus on race and racism in the disciplines will help make this possible. Basically: sham ES courses, several of which are unfortunately the most popular ones, need to be closed.
- E. "Cultural competency training" should be mandatory across the entire university for all students, faculty, staff, and administrators and should be lead by faculty with expertise in ethnic studies, NOT by an external or corporate consultancy. Faculty to take on this work should get course releases to take it on. Or automatic 2/9s summer salary.
- 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/RAs 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/RAs.

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 anti-racist 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.