

From: [Campus Climate Proposal form](#)
To: [Libby Peterek](#); [Carrie Olson](#)
Subject: New submission from Campus Climate Proposals
Date: Thursday, April 21, 2016 6:27:20 PM

First name:

11/11/2019

Last name:

Email address:

Phone number

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Group name (if applicable):

Additional Note: Vice Provost and Dean of Students Lori M. Berquam - Alternative Main Contact

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

- Student (including undergraduate, graduate, professional)

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

First Generation Student Initiative 2016

Steering partners:

- Vice Provost and Dean of Students, Lori M. Berquam
- First Generation Students, [REDACTED] and Working-Class Student Union
- [REDACTED]

Background: First generation college students are critical to the growth of our economy and the commitment of higher education to better communities locally, nationally, and globally. Many first generation college students face significant barriers to success in higher education. Such barriers include (but are not limited to): not feeling included in University spaces, heavy financial stressors from a wide variety of angles, difficulties in establishing and maintaining connections through mentorship or networking, difficulties understanding the hierarchy and higher education structures, difficulties managing things at home and at school with family members who have never participated in the academic realm, difficulties establishing and building their sense of self in a highly competitive and exclusive college environment of peers who are familiar with the University system. It is imperative to the education and diversity missions of the University of Wisconsin-Madison that first generation students be a recognized and supported minority group through intentional programming geared toward their well-being and success.

In the words of UW-Madison doctoral alumnus Dr. James T. Minor, Deputy Assistant Secretary for Higher Education Programs in the U.S. Department of Education: "We cannot achieve our attainment goals without improving outcomes among first generation and low-income learners." The Secretary of the U.S. Department of Education, Dr. John B. King, recently addressed the need for elite public and private institutions to do more to assist first generation and low-income students. The University of Wisconsin-Madison can and must do more to recognize and support first generation Badgers in the UW community.

Goals of the Initiative:

1. To improve the community for first generation students to be recognized, included, and welcomed into the greater campus environment by providing intentional infrastructure designed for them
2. To assist first generation students to be successful while attending the UW by connecting students to other first generation faculty/staff and alumni
3. To facilitate first generation students' understanding about the UW and the systems and processes in place by providing timely information to assist in the sense making of the institution
4. To introduce first generation students to the many resources available for students more broadly at the UW
5. To develop a support system for first generation students that recognizes the unique struggles they face as the first to attend college in their families
6. To recognize, embrace, and encourage first generation alumni to support the University through donations in its mission to improve educational outcomes and the college experience for current and future first generation students
7. To improve retention and college completion rates of first generation students through social community and mentorship
8. To create a unifying space for first generation students from diverse backgrounds to come together in community for the first time around their shared identity

Specific program concepts:

1. Develop a mentorship connection between a first generation student and first generation faculty, staff, and alumni
2. Facilitate greater knowledge and understanding of the barriers and struggles for first generation students
3. Offer gatherings and social events for first generation college students where the speakers are first generation faculty/staff and alumni
4. Provide an identifying moniker for first generation faculty/staff to be recognized by first generation students

Note: We know mentorship works when it comes to facilitating successful academic performance and well-being of marginalized populations. We know alumni want to stay connected with their alma mater in ways that are meaningful and representative of their personal time and experience at our institution.

Examples of institutions of higher learning who have implemented similar programming:

1. Brown University: (Comparable in ranking as elite institutions) Created a First Generation Student Center to bring first generation students and alumni together in celebratory and student support centered spaces
2. University of Virginia (Comparable in demographics): Created a First Generation Initiative, calling upon first generation faculty to identify themselves for first generation students and hold social gatherings to connect both first generation faculty and students
3. University of Michigan (Big Ten peer institution): Created a resource and support centered webpage for first generation students through their division of student life

Our University prior programming in this area: None

How would this affect cultural change on campus?

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1. To improve the community for first generation students to be recognized, included, and welcomed into the greater campus environment by providing intentional infrastructure designed for them
2. To assist first generation students to be successful while attending the UW by connecting students to other first generation faculty/staff and alumni
3. To facilitate first generation students' understanding about the UW and the systems and processes in place by providing timely information to assist in the sense making of the institution
4. To introduce first generation students to the many resources available for students more broadly at the UW and further contribute to the social renovation of the University
5. To develop a support system for first generation students that recognizes the unique struggles they face as the first to attend college in their families

6. To recognize, embrace, and encourage first generation alumni to support the University through donations in its mission to improve educational outcomes and the college experience for current and future first generation students
7. To improve retention and college completion rates of first generation students through social community and mentorship
8. To create a unifying space for first generation students from diverse backgrounds to come together in community for the first time around their shared identity building partnership, allyship, and awareness
9. To bring the "First Generation" designation in APIR data to life by acknowledging both this unique identity and the growing demographic of first generation students enrolling in higher education

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?

For piloting this new program idea:

1. Supporting and swapping best practices from peer institutions implementing similar programming
2. By working diligently with the Steering Partners: Wisconsin Alumni Association President and CEO Paula Bonner, Vice Provost and Dean of Students Lori M. Berquam, First Generation Undergraduate Student [REDACTED] and the Working-Class Student Union
3. By providing program process updates, assessments, and surveys throughout the program's trial year for feedback on effectiveness and necessary changes

What resources would be needed to implement your suggestion?

Budget request:

1. (1) Graduate Assistant student hourly. 20 hrs/wk x \$15/hr x 45 weeks = \$13,500.
 2. Webpage development for mentor program. \$7000-10K.
 3. (1) Undergraduate student hourly. 15 hrs/wk x 10.50/hr x 40 weeks = \$6,300.
 4. Program support (event food, incidentals). \$8,000.
 5. Sticker development and creation to identify first generation faculty/staff. \$4000.
- TOTAL REQUEST: \$41,800.

If this proposal was developed in partnership with any other organizations, please list them below.

1. First Generation Undergraduate Student, [REDACTED]
2. Vice Provost and Dean of Students, Lori M. Berquam
3. Wisconsin Alumni Association President and CEO, Paula Bonner
4. Working-Class Student Union, GSSF Student Organization

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

I, [REDACTED], extend my deepest gratitude for the opportunity to work closely on this proposal with Vice Provost and Dean of Students Lori M. Berquam to improve the campus culture and climate through the recognition, academic and personal support, and celebration of our diverse first generation student, faculty, staff, and alumni community by way of the first UW-Madison first generation intentional programming. May we continue to move All Ways Forward, and as always, On Wisconsin!