REPORT FOR THE UNIVERSITY SENATE

University Senate Committee: Academic Policies Committee

Brief History of Issue—why the issue is being considered:

Justification text provided by EDI Fellows: The UW-System “Design for Diversity” requirement mandates that 3 credits be earned by every student. Until there is a campus-wide consensus and UW-System approval for meeting this requirement by other means, we propose retaining the reference to 3 credits in the language of the outcome.

The proposed changes are underlined.

Original Wording Outcome

Responsibility 1 (R1): Use critical and analytical skills to evaluate assumptions and challenge existing structures in ways that respect diversity and foster equity and inclusivity. Two learning experiences required, one of which must satisfy the UW System “Design for Diversity” requirement.

Proposed Wording Outcome

Responsibility 1 (R1): Use critical and analytical skills to evaluate assumptions and challenge existing structures in ways that respect diversity and foster equity and inclusivity. Two learning experiences required, one of which must satisfy the UW System three-credit “Design for Diversity” requirement.

Original Wording Footnote

4 UNIVERSITY RACE, CLASS, GENDER, and/or SEXUALITY EQUITY REQUIREMENT
Two learning experiences are required to fulfill the University Race, Class, Gender, and/or Sexuality Equity Requirement. One learning experience must address the following groups: African American, Hispanic American, American Indian, and/or Asian American, in order to fulfill the UW System “Design for Diversity” requirement. Some Colleges have identified specific courses that fulfill the requirement for their majors. Students should consult with their advisers for details.

Proposed Wording Footnote

4 UNIVERSITY RACE, CLASS, GENDER, and/or SEXUALITY EQUITY REQUIREMENT
Two learning experiences are required to fulfill the University Race, Class, Gender, and/or Sexuality Equity Requirement. One learning experience must address the following groups: African American, Hispanic American, American Indian, and/or Asian American, in order to fulfill the UW System three-credit “Design for Diversity” requirement. Some Colleges have identified specific courses that fulfill the requirement for their majors. Students should consult with their advisers for details.

Points Discussed by Committee (during both 4/22 and 4/29 meetings)

1. Since the “Design for Diversity” requirement is a three-credit requirement, then meeting the requirement would already entail meeting three credits. Including “three-credit” verbiage in the outcome is not necessary.
2. Having “three-credit” verbiage in the outcome is educational and helps guide faculty and students.
3. Changing the wording of the R1 outcome, requiring two experiences, and removing mention of credits, could put the plan in conflict with the UW System “Design for Diversity” requirement—or—it could imply adherence to the current requirement.
3-credit Design for Diversity Requirement

4. Non-credited learning experiences could have unintended negative consequences that include reinforcing negative stereotypes.
5. We must be explicit about the requirements because people have misunderstood the requirements for Design for Diversity in the past. Some have allegedly considered other forms of diversity (for instance, sexual orientation) as satisfying the Design for Diversity requirement.
6. Experiences might not have the same level of rigor as courses. However, ULEC has to approve all learning experiences and ULEC is holding all courses (and therefore learning experiences) to a high standard of rigor.
7. The Provost is in discussions with other Provosts regarding the explicit use of credits to satisfy the Design for Diversity requirement.

Pros of Recommendation:
1. Would be explicitly in compliance with UW-System Design for Diversity requirement.
2. Would ensure that all students take approved courses to satisfy this portion of the Responsibility 1 learning outcome.
3. All other universities within the UW-System require credits to meet this requirement.
4. Possibility of some thinking that UWEC would be out of compliance with UW-System Design for Diversity requirement.

Cons of Recommendation:
1. Refocuses attention away from the learning experiences, which are the hallmark of our liberal education, and back to course credits.
2. Adding the “three-credit” verbiage is unnecessary. We are already stipulating that we remain in compliance with the UW System requirement, which currently requires 3 credits. Should the UW System requirement be changed or interpreted differently – and it sounds like those discussions are happening at the provost level – leaving the 3-credit wording out enables us to remain in compliance and to be more nimble.

Technology/Human Resource Impact: None

Committee Recommendation:

Revise text from the “Liberal Education Core: Compromise Proposal” motion pertaining to Responsibility Learning Outcome 1 and corresponding footnote 4 as indicated below:

**Responsibility 1 (R1):** Use critical and analytical skills to evaluate assumptions and challenge existing structures in ways that respect diversity and foster equity and inclusivity. *Two learning experiences required, one of which must satisfy the UW System three-credit “Design for Diversity” requirement.*

**4 UNIVERSITY RACE, CLASS, GENDER, and/or SEXUALITY EQUITY REQUIREMENT**
Two learning experiences are required to fulfill the University Race, Class, Gender, and/or Sexuality Equity Requirement. One learning experience must address the following groups: African American, Hispanic American, American Indian, and/or Asian American, in order to fulfill the UW System three-credit “Design for Diversity” requirement. Some Colleges have identified specific courses that fulfill the requirement for their majors. Students should consult with their advisers for details.
MOTION FOR THE UNIVERSITY SENATE

The Academic Policies Committee,

by a vote of __7__ for to __2__ against on April 29, 2014

recommends that the text from the “Liberal Education Core: Compromise Proposal” motion pertaining to Responsibility Learning Outcome 1 and corresponding footnote 4 be revised as indicated below:

**Responsibility 1 (R1):** Use critical and analytical skills to evaluate assumptions and challenge existing structures in ways that respect diversity and foster equity and inclusivity. *Two learning experiences required, one of which must satisfy the UW System three-credit “Design for Diversity” requirement.*

**4 UNIVERSITY RACE, CLASS, GENDER, and/or SEXUALITY EQUITY REQUIREMENT**

Two learning experiences are required to fulfill the University Race, Class, Gender, and/or Sexuality Equity Requirement. One learning experience must address the following groups: African American, Hispanic American, American Indian, and/or Asian American, in order to fulfill the UW System three-credit “Design for Diversity” requirement. Some Colleges have identified specific courses that fulfill the requirement for their majors. Students should consult with their advisers for details.

Implementation Date: pending approval of the compromise motion for liberal education reform, then implementation in the 2016-2017 Catalog as part of the new liberal education program.

Signed: __________Jean A. Pratt________
Chair of the Committee

Send to: University Senate Office