University of Wisconsin System
REGENTS DIVERSITY AWARDS

2021 GUIDELINES AND SELECTION CRITERIA

Nomination Deadline: October 11, 2020

THE AWARD

The purpose of the Regents Diversity Awards is to recognize university change agents who have established a successful record in fostering greater access and success for students who are members of historically underrepresented populations (including African American, Native American, Hispanic/Latino, Asian American, and Southeast Asian), first-generation, and/or economically disadvantaged. Established by the Board of Regents, the award signifies the Board's commitment to "…achieving educational diversity at all UW System institutions… in order to fully develop advanced human potential, the jobs that employ that potential, and the flourishing of communities that sustain it," (UW Board of Regents Resolution # 8970). This commitment continues in the current *Inclusive Excellence* framework.

Up to three awards of $7,500 each will be made to individuals, departments, programs, units, and/or teams in recognition of their exceptional efforts in fostering greater equity and diversity across their universities and communities. The funds for these awards are designated to support individualized professional development or continuing programmatic activities. The Regents Diversity Awards Committee will select the award recipients.

It is anticipated that award recipients will be publicly recognized at the **February 5, 2021** meeting of the Board of Regents at UW-Madison.

NOMINEE CATEGORIES

UW System universities may submit one nomination per category for a maximum of two nominations per university. Because this is an opportunity to highlight for our Regents the qualities of UW System's outstanding staff, departments, programs, units, and teams, you are strongly encouraged to submit a nomination in each category.

- **Individual –** Any individual affiliated with the UW System and its universities, including, but not limited to, faculty, staff, and students.

- **Department/Program/Unit/Team –** Academic or support department, program, or initiative within the larger university; a student, faculty, or staff organization; or a team recognized as a bona-fide group within the university. Teams are not limited to formal organizational units.

SELECTION CRITERIA

Nominations which fail to meaningfully address efforts to foster greater access and success for students who are members of underrepresented populations, first-generation, and/or economically disadvantaged will not be considered. Nominations must provide evidence of outcomes and impacts on the eligible population(s), disaggregating data where appropriate.

Criteria:

- Sustainable positive impact on equity and diversity, leading to positive university change.
- Accountability demonstrated through routine assessment and use of feedback loops to promote forward movement on equity and diversity goals.
- Intersections across multiple dimensions of diversity.
- Collaborations with other units, departments, or communities, both within the university and beyond.

Focus Areas:

Reflecting the broad range of activities that foster access and success for students from diverse backgrounds, the following focus areas serve as a guide in identifying the types of exemplary efforts appropriate for this award:

- Improved student academic performance through efforts grounded in theories, concepts, and/or methodologies that enhance diversity and advance equity, social justice, multiculturalism, educational reform, and/or inclusion.
- Effective initiatives or efforts aimed at closing opportunity and equity gaps for underrepresented students. This may include work aimed at closing opportunity or equity gaps among students within specific disciplines, such as teacher education or science, technology, engineering, and mathematics (STEM), using pedagogies, concepts, and practices that enhance diversity and advance equity, social justice, multiculturalism, educational reform, and/or inclusion.
- Increased retention and degree attainment among students who are members of historically underrepresented populations (including African American, American Indian, Latino/Hispanic, Asian American, and Southeast Asian), first-generation, and/or economically disadvantaged.
- Evidence of an established record of achievement in personal or professional development efforts related to advising, mentoring, recruitment, retention, promotion and graduation of underrepresented faculty, staff, or students.
- Demonstrated K-16 pipeline efforts, such as precollege and bridge programs that enhance/improve the college readiness of young adults who reside in Wisconsin.

NOMINATION MATERIALS

Nominations should not exceed 15 pages and include:

1) A letter of nomination from the Chancellor or Provost *(limit 3-pages)* that clearly addresses the four award criteria (sustainability, accountability, intersections, and collaborations).
2) A statement *(limit 4-pages)* describing the exemplary work of the individual, department, program, unit, or team. The statement by the nominee should clearly articulate measurable evidence of their impact and achievements under each of the four award criteria (sustainability, accountability, intersections, and collaborations).
3) A resume/CV *(limit 4-pages)* of the nominee. For the Department/Program/Unit/Team nominee, please include the resume/CV for the coordinator/head/chair.
4) One or two letters of support *(limit 2-pages each)* addressing the achievements of the individual or department, program, unit, or team from the:
    - Chancellor, Provost, and/or Dean.
    - Department Chair, Program Coordinator, Unit Head, immediate supervisor, or advisor.
    - An individual who has first-hand knowledge of the individual, department, program, unit, or team.

All nomination materials are considered confidential.

SUBMISSION OF NOMINATIONS

UW System universities may submit one nomination per category for a maximum of two nominations per university.

Each university will determine its own nomination procedures. Nominations should be submitted to the central office designated by each respective university. Check with your university administration office for any deadlines that precede the UW System due date.

After each university identifies the nominees that they would like to forward to the Board of Regents for consideration, it submits each nomination PDF via https://www.wisconsin.edu/regents/regent-awards/.

Submit Nomination PDFs no later than midnight October 11, 2020

Questions regarding the award may be directed to Sal Carranza, Senior Policy Advisor, at scarranza@uwsa.edu or 608.265.9177.