Community Engagement and Talent Pipeline

Easel Notes:

- Data management and assessment
  - Define partnership
  - Prioritize impact
  - How do we invest our resources?
- In for the long haul – understand lives of collaborators
- Central point for partnerships – building relationships
- Sticky alumni
- Community Service vs. Community Engagement
- M³: taking UWM into community; on-ramping to UWM
- Re-affirmed Carnegie Classification
- Focus on scaling + community + importance in talent pipeline
- CE is a long game; exp. Learning is unevenly distributed; need a broader view of EL
- Make more connections with Service Learning
- “Up” scholarship funding to recruit students (e.g. E.L. School in state; distinctive identify)
- Variability to access to internships = looking at quality of the E.L. (Quality vs Quantity & access)
- Helping students & their families to talent pipeline issues
- Make sure data are relevant and useful; recognize and define talent pipeline (e.g. mid-career, traditional, etc.)

Written Comments:

Most valuable elements (with a recognition these will not be easy to implement as currently resourced)

- Centralized web portal
- Experiential learning requirement
- Centralized system for internships
- Develop K-12 “academia” centers (e.g. data sciences, coding) to identify, nurture and engage young talent to eventually continue at UWM
- Showcase our existing efforts

Additional elements:

- Include digital technology, including innovation in online delivery
- Develop a digital recruitment strategy
• For web portal – create a system of best practices to manage incoming requests and follow-up
• Establish an evaluation mechanism for partnerships and prospective partnerships to determine which have the most impact and focus on multiple areas
• Fulfill the access mission well
• Eventually need goals and metrics

**Challenges:**

• The university is organized around the conferral of disciplinary-centered degrees: must consider changes in higher education toward workforce development that calls for certification programs and opportunities for project-oriented models

• Who will be responsible for centralization of any initiative?

• Staffing and resources to maintain a web portal and handle incoming requests, managing different databases; multiple IT issues here

• Do we have a standard definition for partnerships and a standard way for assessing them? What are the priority partnerships?

• Need a standard definition of “partnership”

**DEI inclusion:**

• Target service-learning opportunities in underrepresented communities
• Establish incubators (sandboxes) in underserved Milwaukee communities to foster startups and entrepreneurship and to have social impact
• Has a plan with additional intervention points or advising been discussed for the neediest of students when it comes to requiring the experience learning component
• Offer intro classes off-site, e.g. cultural diversity, innovation, etc.
• Bring back “College for Kids” in selected majors to get folks to campus, e.g. for one discounted course
• Risk of focusing on career development that may disproportionately affect underrepresented low-income students; focus on both career readiness and life readiness
• Meet students where they are
• Offer a day-long (research well) seminar on community engagement
• Prepare students for a diverse workplace
• Establish an Office of Community Engagement?
<table>
<thead>
<tr>
<th>Issue Area</th>
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| Experiential learning requirement              | • Establish 0-1 credit EL graduation requirement for all undergraduate programs  
• Academic programs determine criteria  
• Full implementation of program will ensure all UG graduates have some EL to prepare for futures | • Continue implementation plan currently underway                      | Academic Affairs  
Enrollment Management  
Student Affairs’ CCBLR |
| Create and launch centralized web portal       | • Identify best practices  
• Identify technology issues                                                | • Review peer websites  
• Outline plan  
• Design and launch site                                                   | Strategic Partnerships  
Development’s Corporate Relations  
University Relations’ Web and Mobile |
| Explore centralized internship program         | • A one-stop shop for internship opportunities  
• Resource for students, employers and external partners  
• Takes advantage of UWM’s opportunity to utilize location as a meaningful attraction for students | • Identify campus players  
• Outline plan                                                            | Academic Affairs  
Enrollment Management |

Specific recommendations for actions will be updated following discussions of working groups.