Diversity Update: Student Trends

Prepared for the Diversity Oversight Committee
May 4, 2006

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Contents Outline

- About Data Collections
- Demographic Context
- Undergraduate Admissions
- New Freshmen Enrollments
- Total Enrollments – undergraduate, graduate, professional
- Undergraduate retention and graduation rates
- Pipeline for future enrollments
Race/ethnicity Collection

Some general principles
• We can only report/analyze what the institution or other agencies collect
• Data quality matters (garbage in, garbage out)
• Collections categories differ for students, employees, US Census, DPI, etc

Race/Ethnicity is collected from students at time of application

Racial/Ethnic Heritage: (Check one box)
_ African American/Black
_ American Indian or Alaska Native
    (Tribal affiliation _____________)
_ Southeast Asian: Cambodian, Hmong, Laotian, Vietnamese
_ Other Asian/Pacific Islander
_ Hispanic/Latino
_ White/Non-Hispanic
Race/ethnicity is collected from employees on the W4 form at time of first employment

Racial/Ethnic Heritage: (Check one box)
- African American/Black
- American Indian or Alaska Native
- Asian/Pacific Islander
- Hispanic/Latino
- White/Non-Hispanic

Demographic Context

- US population is 30% minority
- WI population is 12% minority
- WI population of people less than 25 is more diverse – 17.3% minority

WI is less diverse than other states
Like many other states, the diversity is higher among young people.
May 4, 2006

Wisconsin’s Minority Population

- US Population: 30%
- WI Population: 12%
- WI Population, < 24 yrs: 17.3%
- WI Public HS Graduates: 12%

Sources: Overall WI population (U.S. Census Bureau, American Community Survey 2003), WI-24 (U.S. Census Bureau, 2000 Census), UW-Madison Eligible, Applicants and Admits (Academic Planning and Analysis, Office of the Provost). Notes: WI HS Grads is public high schools only. UW-Madison Potentially Eligible is the population of high school graduates between 1999 and 2002 who were in the top half of their high school graduating class and took the ACT. UW-Madison new freshmen, Fall 2004.

Undergraduate Admissions

- The UW-Madison recruiting pool (WI HS graduates in top half of class who took the ACT) is 7% minority (compared with 12% of all HS grads)
- New freshmen applicants are 11.4% minority
- New freshmen enrollments are 12.2% minority for WI residents (13% for all undergraduates)

WI has a limited pool of minority HS graduates who are eligible for UW-Madison admission. Undergraduate Admissions is very effective at recruiting from this limited pool.

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### WI Public HS Recruiting Pool
#### Average of 1999-2002 Graduates

<table>
<thead>
<tr>
<th></th>
<th>Minority</th>
<th>White</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number HS Graduates</td>
<td>6,713</td>
<td>53,488</td>
<td>60,201</td>
</tr>
<tr>
<td>--&gt; ACT test takers</td>
<td>3,449</td>
<td>38,910</td>
<td>42,359</td>
</tr>
<tr>
<td>--&gt; Top 50%</td>
<td>2,249</td>
<td>30,649</td>
<td>32,898</td>
</tr>
<tr>
<td>--&gt; ACT &gt;22</td>
<td>627</td>
<td>16,820</td>
<td>17,447</td>
</tr>
<tr>
<td>--&gt; Top 25%</td>
<td>451</td>
<td>12,660</td>
<td>13,111</td>
</tr>
<tr>
<td>Percent HS Graduates</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>--&gt; ACT test takers</td>
<td>51</td>
<td>73</td>
<td>70</td>
</tr>
<tr>
<td>--&gt; Top 50%</td>
<td>34</td>
<td>57</td>
<td>55</td>
</tr>
<tr>
<td>--&gt; ACT &gt;22</td>
<td>9</td>
<td>31</td>
<td>29</td>
</tr>
<tr>
<td>--&gt; Top 25%</td>
<td>7</td>
<td>24</td>
<td>22</td>
</tr>
</tbody>
</table>

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See C. Huhn paper, 4/2004

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### WI Recruiting and Admissions Pool, Fall 2004

2004 is the most recent year for which HS data is available.

- WI Public HS Graduates: 12%
- WI HS Grad: Top 50%, took ACT: 7%
- UW-Madison Applicants (WI residents): 11.4%
- UW-Madison Admits (WI residents): 10.9%
- UW-Madison Freshmen (WI residents): 12.2%

May 4, 2006
Undergraduate Applications, Admits and Enrollments, Fall 2005

<table>
<thead>
<tr>
<th></th>
<th>Targeted Minority</th>
<th>Total Minority</th>
<th>White</th>
<th>International</th>
<th>Unknown</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Applicants</td>
<td>1,675</td>
<td>3,024</td>
<td>16,504</td>
<td>1,346</td>
<td>808</td>
<td>21,682</td>
</tr>
<tr>
<td>Number Admitted</td>
<td>1,062</td>
<td>1,981</td>
<td>11,509</td>
<td>664</td>
<td>565</td>
<td>14,719</td>
</tr>
<tr>
<td>Number Enrolled</td>
<td>534</td>
<td>783</td>
<td>4,960</td>
<td>203</td>
<td>196</td>
<td>6,142</td>
</tr>
<tr>
<td>Admit Rate</td>
<td>63.4</td>
<td>65.5</td>
<td>69.7</td>
<td>49.3</td>
<td>69.9</td>
<td>67.9</td>
</tr>
<tr>
<td>Yield Rate</td>
<td>50.3</td>
<td>39.5</td>
<td>43.1</td>
<td>30.6</td>
<td>34.7</td>
<td>41.7</td>
</tr>
</tbody>
</table>

For more detail, see tabulations of admissions data, attached.

New Freshmen Enrollments

For detail see attached tabulation:
New First-Year Student Trends
Race/ethnicity Detail.

- Record numbers in fall 2005
- Unknown’s increased in 2004 and 2005
Enrollment Trends

- Undergraduate enrollment trends – long term trends show increases over time
- By targeted minority group:
  - Undergraduates
  - Graduate
  - Professional
- For detail see attached tabulations of undergraduate enrollments
Professional Student Targeted Minority Enrollments, as a Percent of All Professional Students

- African American
- Southeast Asian
- Native American
- Hispanic
- Total

Undergraduate Retention and Graduation Rates

- Retention gap is closing
- Time lag for increases in retention to impact graduation rates
- Retained-anywhere and graduated-anywhere rates do not close the graduation rate gap
- Minority students are retained longer
Percent of First-Year Undergraduates
*Retained* After One Year

![Graph showing percent retained after one year](image)

Percent of First-Year Undergraduates
*Retained* After Two Years

![Graph showing percent retained after two years](image)
### PEOPLE

New First-Year Undergraduates:
Cohort Size and Retention Rates at UW-Madison

<table>
<thead>
<tr>
<th>High School Entrance (Fall)</th>
<th>UW-Madison Entrance (Fall)</th>
<th>Number of UW-Madison Freshmen</th>
<th>% Retained After:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>1 year</td>
</tr>
<tr>
<td>1999</td>
<td>2002</td>
<td>24</td>
<td>88%</td>
</tr>
<tr>
<td>2000</td>
<td>2003</td>
<td>20</td>
<td>100%</td>
</tr>
<tr>
<td>2001</td>
<td>2004</td>
<td>36</td>
<td>97%</td>
</tr>
<tr>
<td>2002</td>
<td>2005</td>
<td>41</td>
<td></td>
</tr>
</tbody>
</table>

*as of 9/26/2005

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### Percent of First-Year Undergraduates

*Retained* After One Year – Enhanced Rates

- Retained at UW-Madison
- Retained Anywhere

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Fall Semester of Cohort Entrance

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Percent of First-Year Undergraduates
Graduated within Six Years – Enhanced Rates

Graduated at UW-Madison

% graduated

All students

Targeted minority students

Graduated Anywhere

% graduated

All students

Targeted minority students

Fall Semester of Cohort Entrance

Projections of Race/ethnicity of WI HS Graduates, and impact on Enrollments

• study of actual and projected HS enrollments for 1991-2018

• see
http://wiscinfo.doit.wisc.edu/obpa/Admissions/Admissions.htm
Public and Private High School Graduates in Wisconsin, All Students
Actual and Projected, 1991-2018

See C. Huhn paper, 4/2004

Public High School Graduates in Wisconsin, Minority Students
Actual and Projected, 1991-2018

See C. Huhn paper, 4/2004
2003 to 2018 changes

- HS graduating class will be 8% smaller; percent minority will increase from 12% to 22%
- Assuming no changes in preparation, the recruiting pool will only expand by a few hundred students
- Minority students already apply at higher rates than whites – recruiting more from the existing pool isn’t sufficient to increase numbers
- To increase racial/ethnic diversity, percent of minority students in the recruiting pool has to increase

Appendices

- UW-Madison New Freshmen Applicants in Fall Semesters by Aggregated Race/Ethnicity
- Number of Undergraduates Enrolled at UW-Madison in Fall Terms, by Race/Ethnicity, since Fall 1974
- Fall 2005 Freshman Admits to UW-Madison: Where do they enroll if they don’t choose UW-Madison?