Diversity: UW-Madison Plan 2008 Goals

1. Increase enrollments of students of color
2. Increase the educational pipeline
3. Increase retention and graduation rates
4. Increase financial aid
5. Increase faculty, staff, administrators of color
6. Improve campus climate
7. Improve accountability
Goal 1. Increase enrollments of students of color
New First-Year Targeted Minority Undergraduates, as a percent of New First-Year Undergraduate Enrollments

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

Plan 2008
Undergraduate Targeted Minority Student Enrollments, as a Percent of Undergraduate Fall Enrollment

Plan 2008
Graduate Targeted Minority Student Enrollments, as a Percent of Graduate Student Enrollment

- African American
- Southeast Asian
- Native American
- Hispanic
- Total
Professional Targeted Minority Student Enrollments, as a Percent of Professional Student Enrollment
Goal 2. Increase the educational pipeline
Pre-college Educational Opportunity Program for Learning Excellence
(Milwaukee, Waukesha, Racine Public Schools)

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants who started in PEOPLE in 9th Grade</td>
<td>329</td>
<td></td>
</tr>
<tr>
<td>Completed PEOPLE, graduated from high school</td>
<td>241</td>
<td>73%</td>
</tr>
</tbody>
</table>

Among PEOPLE HS graduates:

- Enrolled at UW-Madison                                          | 121    | 50%     |
- Enrolled at any other UW institution                             | 35     | 15%     |
- Enrolled at any other college/university                         | 67     | 28%     |
- Entered the workforce, military                                  | 15     | 6%      |
PEOPLEPrep *Pilot in 2005*

- Purpose is to increase preparedness for middle school PEOPLE program
- Provides tutoring/academic support program and summer enrichment activities for 2\textsuperscript{nd} through 6\textsuperscript{th} graders
- In collaboration with
  - Northport Community Learning Center (32 students)
  - Packer Community Learning Centers (19 students)
  - Madison Metropolitan School District (6 schools)
Goal 3. Increase retention and graduation rates
Academic Support Programs for Targeted Minority Students

Fall 2004 - approximately half of minority students were served by one or more support programs

• Academic Advancement Program (AAP)
• TRIO
• Chancellor’s Scholars
• Powers-Knapp
• Athletics
• Posse
• PEOPLE

Fall 2005 - new initiatives piloted to assure academic support for all targeted minority students
# 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>1998</td>
<td>2002</td>
<td>24</td>
<td>88%</td>
</tr>
<tr>
<td>1999</td>
<td>2003</td>
<td>20</td>
<td>100%</td>
</tr>
<tr>
<td>2000</td>
<td>2004</td>
<td>36</td>
<td>97%</td>
</tr>
<tr>
<td>2001</td>
<td>2005</td>
<td>41</td>
<td></td>
</tr>
</tbody>
</table>

*as of 9/26/2005
6-Year Graduation Rates for 1994-1996 New Freshman Classes (combined) by ACT Score and High School Rank Range
Percent of First-Year Undergraduates Retained After Two Years

Fall Term Entrance Cohort

Percent Retained

Targeted Minority Students

All Other Students
Percent of First-Year Undergraduates Graduated After Six Years

- All Students
- Targeted Minority Students
Goal 4. Increase financial aid
Trends in the Dollar Volume of Financial Aid

Plan 2008
Need-Based Financial Aid
Total Grant Dollars

$0.00
$5,000,000.00
$10,000,000.00
$15,000,000.00
$20,000,000.00
$25,000,000.00
$30,000,000.00

1999-00 2000-01 2001-02 2002-03 2003-04
Goal 5. Increase faculty, staff, and administrators of color
Minority Faculty Hires as Percent of all Faculty Hires

- All minority
- Non-Asian minority

Madison Plan
Strategic Hiring Initiative

SHI-2
UW-Madison Faculty Promotions to Tenure
Percent Promoted to Tenure Within 6 Years

Source: UW-Madison Tenure File. Cohort includes probationary faculty only. Minority includes faculty who self-identify as Black, Hispanic, Asian or Native American. (MH/APA)
Minority Faculty as a Percent of the Total Faculty Headcount

- Black
- Asian
- Native American
- Hispanic
Minority Classified Staff as a Percent of the Total Headcount

- Black
- Asian
- Native American
- Hispanic
Minority Academic Staff as a Percent of the Total Headcount
Goal 6. Improve Campus Climate
## Campus Climate - Undergraduate Survey 2003

<table>
<thead>
<tr>
<th>Survey Question</th>
<th>Minority Students</th>
<th>Non-Minority Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>How do you rate the University in responding to the <em>interests and concerns</em> of students? (% Excellent or Very Good)</td>
<td>20.8*</td>
<td>31.5*</td>
</tr>
<tr>
<td>How do you rate the University in creating a <em>sense of &quot;belonging&quot; for students</em>?</td>
<td>21.9*</td>
<td>34.8*</td>
</tr>
<tr>
<td>How serious a problem do you think <em>race relations</em> is at the UW-Madison? (% Extremely or Somewhat Serious)</td>
<td>68.0*</td>
<td>47.8*</td>
</tr>
<tr>
<td>Have you personally experienced what you feel is discrimination or harassment at UW-Madison since the fall term began? (% Yes)</td>
<td>16.1*</td>
<td>5.6*</td>
</tr>
</tbody>
</table>

* Values are significantly different.
• Isolation and “Fit”
  • “Fit” in Dept.: “I feel like I “fit” in my department”
  • Isolated in Dept.: “I feel isolated in my department”
  • Isolated at UW: “I feel isolated on the UW campus overall”
The climate for faculty of color in my department is good

* Significant t-test between minority and majority faculty at $p<.05$.
 ويمين Significant t-test between dept. chairs and all other faculty at $p<.05$. 
Selected activities:

• Climate workshops and resources for department chairs
• Guidelines, workshops, and resources for search committees

http://wiseli.engr.wisc.edu/initiatives.html
Creating Community Initiative

To be described by
Associate Vice Chancellor
Bernice Durand
Goal 7. Improve Accountability

- Measures of progress, e.g. this presentation
- Strategic Plan Annual Report
- Annual reports and performance reviews