The UW-Madison
Campus Diversity and Climate Forum

Annual Accountability Report

September 21, 2006

Patrick V. Farrell, Provost
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
Plan 2008 Mid-point Focus Goals

- Build successful pipeline programs.
- Expand early academic support, group experiences, mentoring.
- Educate for multicultural competence.
- Require support programs to record student participation in ISIS to enable reporting and meaningful assessment.
Goal 1. Increase enrollments of students of color
Percent of UW-Madison Undergraduates

- Minority Students
- Targeted Minority

Race/ethnicity collection begins
South East Asian collection begins

Plan 2008
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

Preliminary
Graduate Student Targeted Minority Enrollments, as a Percent of All Graduate Students
Professional Student Targeted Minority Enrollments, as a Percent of All Professional Students
Goal 2. Increase the educational pipeline

Focus: Build successful pipeline programs
Pre-college Educational Opportunity Program for Learning Excellence
1045 Participants at Pre-college PEOPLE Sites

- 51 elementary students at Madison’s Northport and Packer Avenue Housing
- 321 middle school students in Madison and at the Menominee Nation
- 673 high school students in Madison, Milwaukee, Racine, Waukesha, and at the Bad River, Ho-Chunk, Lac du Flambeau, Lac Courte Oreilles, and Menominee Indian Nations
Some examples of other pre-college and recruiting programs:

- Academic Skills Development/College Access Program
- Engineering Summer Program
- Information Technology Academy Summer Camp
- Research Apprentice Program (RAP)
- Summer Science Institute
- POSSE
Goal 3. Increase retention and graduation rates

Focus: Expand early academic support, group experiences, mentoring.
Some Support Programs for Targeted Minority Students

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

- Approx half of targeted minority students are served by these programs
- Focus is on academic support, mentoring, group experiences for all minority students
# PEOPLE New First-Year Undergraduates: Cohort Size, Retention and Graduation Rates

<table>
<thead>
<tr>
<th>Fall Entrance Year</th>
<th>Number in Cohort</th>
<th>% Retained After:</th>
<th>% Graduated in:</th>
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<tr>
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<td>1 Yr</td>
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<td>2002</td>
<td>24</td>
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<td>2003</td>
<td>20</td>
<td>100%</td>
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<td>2004</td>
<td>36</td>
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<td>2005</td>
<td>41</td>
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<td>2006</td>
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Total PEOPLE students enrolled, Fall 2006: 177*

*preliminary values, 9/6/2006
Undergraduate Retention and Graduation Rates

- Retention rate 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
Percent of First-Year Undergraduates *Retained* After One Year

![Graph showing percent retained after one year for All Students and Targeted Minority from 1995 to 2004. The graph indicates a generally increasing trend in retention rates.]
Percent of First-Year Undergraduates
Retained After Two Years

Fall Term Enrolled

Percent Retained


All Students
Targeted Minority
Percent of First-Year Undergraduates Retained After Three Years

![Graph showing the percentage of first-year undergraduates retained after three years from 1995 to 2004. The graph compares all students and targeted minority students. The retention rates for all students remain relatively stable, while the rates for targeted minorities show a slight increase over the years.]
Percent of First-Year Undergraduates *Graduated* within Six Years

![Graph showing percent retained between 1995 and 2004 for all students and targeted minority.](image)

- **All Students**
- **Targeted Minority**

- **Percent Retained**
- **Fall Term Enrolled**

Goal 4.
Increase financial aid
Trends in the Dollar Volume of Financial Aid

Undergraduates
All Students

Plan 2008
Trends in Advanced Opportunity Program Awards (AOP)
Trends in Pell Grants

![diagram showing trends in Pell Grants with bars for recipients and line chart for dollars]
Goal 5. Increase faculty, staff, and administrators of color
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**

Percent

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<tr>
<th>Year</th>
<th>Black</th>
<th>Asian</th>
<th>Native American</th>
<th>Hispanic</th>
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Minority Academic Staff as a Percent of the Total Headcount

- Black
- Asian
- Native American
- Hispanic

Percent

Minority Executive/Director/Administrators as a Percent of the Total Headcount

- Black
- Asian
- Native American
- Hispanic

Percent

- 1996
- 1997
- 1998
- 1999
- 2000
- 2001
- 2002
- 2003
- 2004
- 2005
Goal 6. Improve Campus Climate

Focus: Educate for multicultural competence
Educating for Multicultural Competence

• SEED and related programming
• Leadership Institute
• Climate workshops and resources for department chairs (WISELI)
• Guidelines, workshops, and resources for search committees (WISELI, Provost’s Office)
• Inclusivity Training
• Leadership at Lunch
• Diversity Education Program
Surveys to Measure Climate

- Undergraduate Survey – Virginia Sapiro, Vice Provost for Teaching and Learning
- Climate Survey of Faculty – Jennifer Sheridan, Research Director of WISELI
Student Initiatives

• The Think Campaign, a project of the ASM Diversity Committee, Multicultural Student Coalition and Diversity Education Program

• Inter-cultural Dialogues, a project of the Multicultural Student Coalition
Goal 7. Improve Accountability

Focus: Require support programs to record student participation in ISIS to enable reporting and meaningful assessment.
Accountability

• Measures of progress, e.g. this presentation
• Progress reports at http://www.diversity.wisc.edu/
• Strategic Plan Annual Report
• Annual reports and performance reviews for administrators, faculty, and staff

Focus: Require support programs to record student participation in ISIS to enable reporting and meaningful assessment.
Welcome Week ...

.... to Graduation