



# ***Diversity Update: Student Trends***

**Prepared for the  
Diversity Oversight Committee  
May 4, 2006**

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## **Contents Outline**

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

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## Race/ethnicity Collection

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### 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

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## Race/Ethnicity is collected from students at time of application

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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

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## 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

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## 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

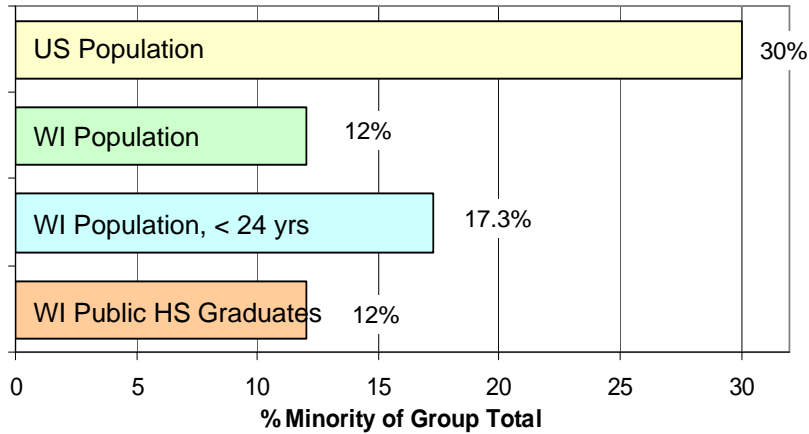
WI is less diverse than other states

Like many other states, the diversity is higher among young people.

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## Wisconsin's Minority Population



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.

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## 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

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

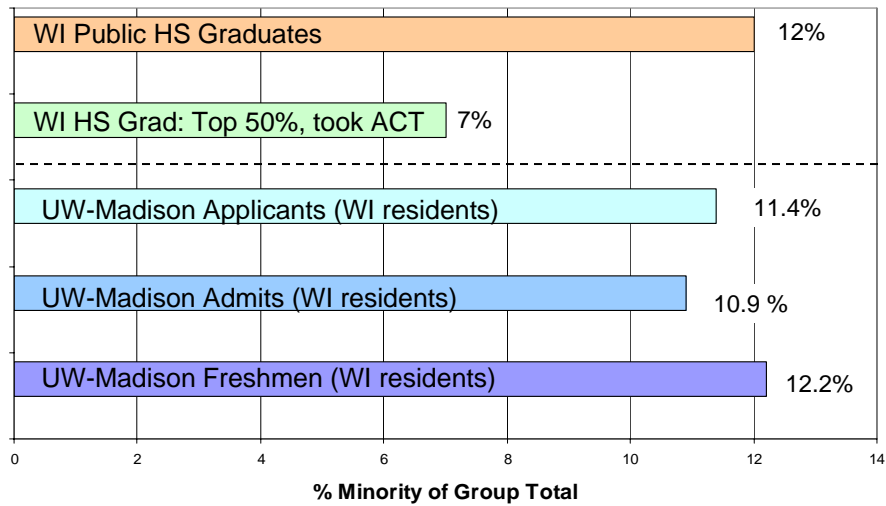
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See C. Huhn paper, 4/2004

## WI Recruiting and Admissions Pool, Fall 2004

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



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## Undergraduate Applications, Admits and Enrollments, Fall 2005

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

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

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## New Freshmen Enrollments

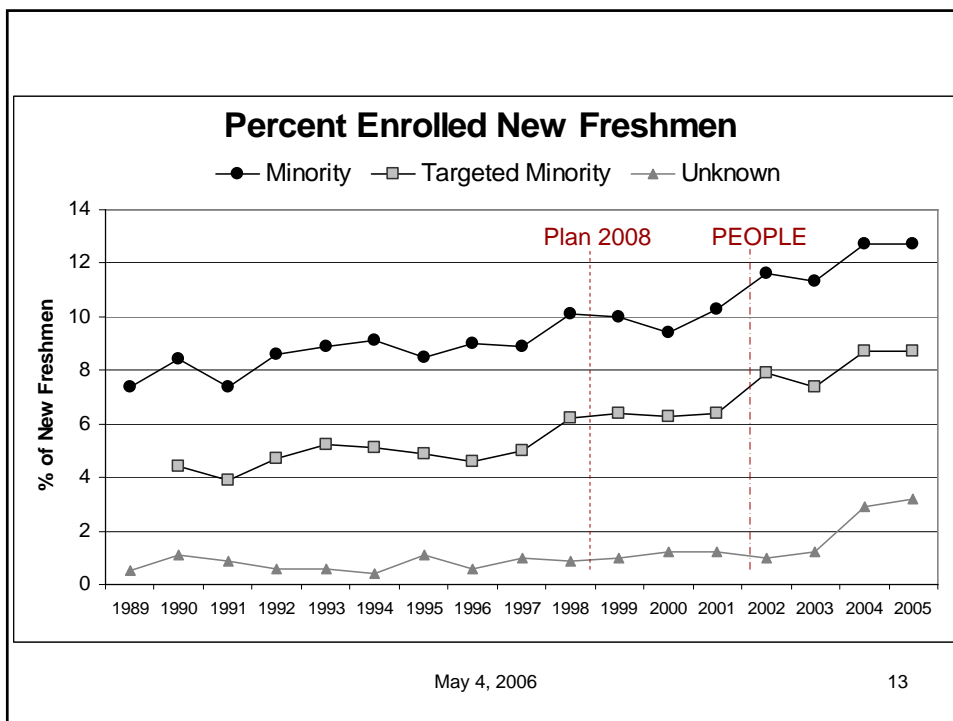
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**For detail see attached tabulation:  
New First-Year Student Trends  
Race/ethnicity Detail.**

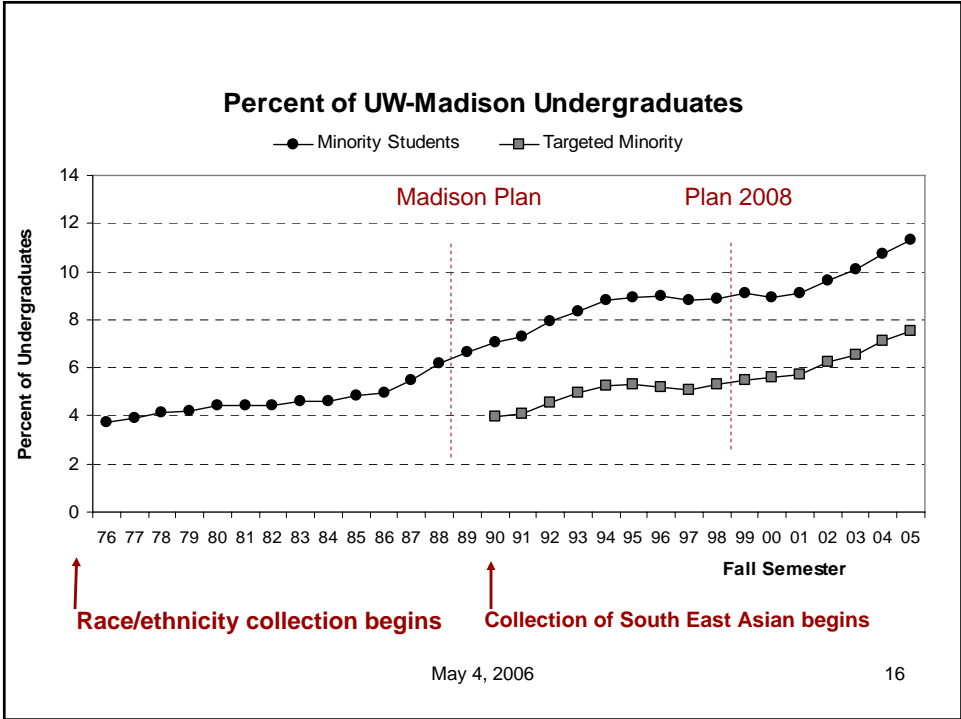
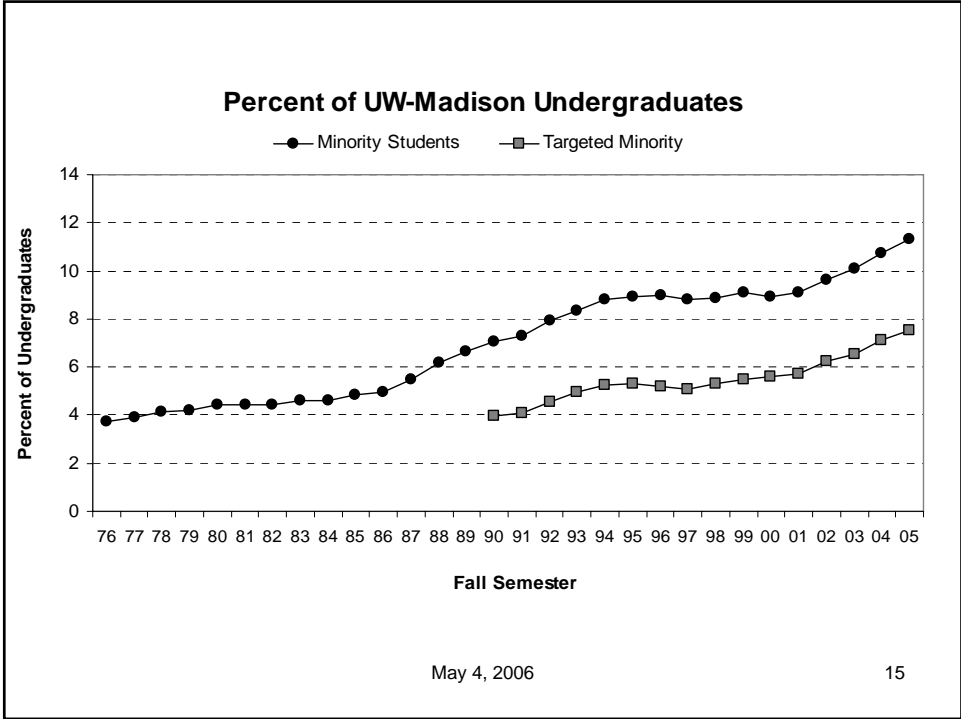
- Record numbers in fall 2005
- Unknown's increased in 2004 and 2005

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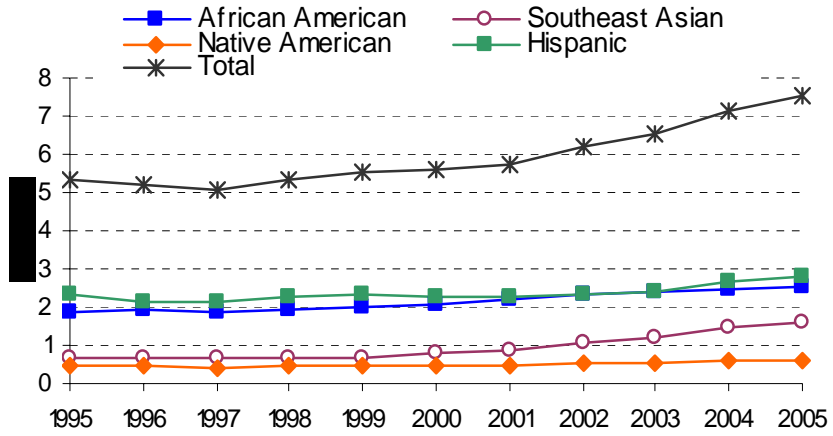


- ## Enrollment Trends
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- Undergraduate enrollment trends – long term trends show increases over time
  - By targeted minority group:
    - Undergraduates
    - Graduate
    - Professional
  - For detail see attached tabulations of undergraduate enrollments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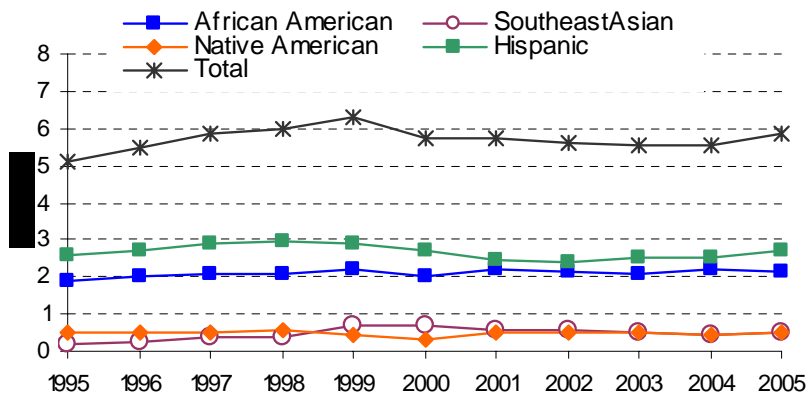
### Undergraduate Targeted Minority Enrollments, as a Percent of All Undergraduates



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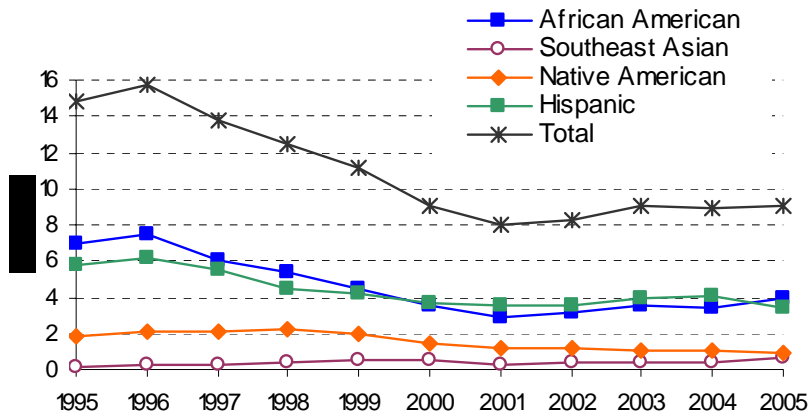
### Graduate Student Targeted Minority Enrollments, as a Percent of All Graduate Students



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## Professional Student Targeted Minority Enrollments, as a Percent of All Professional Students



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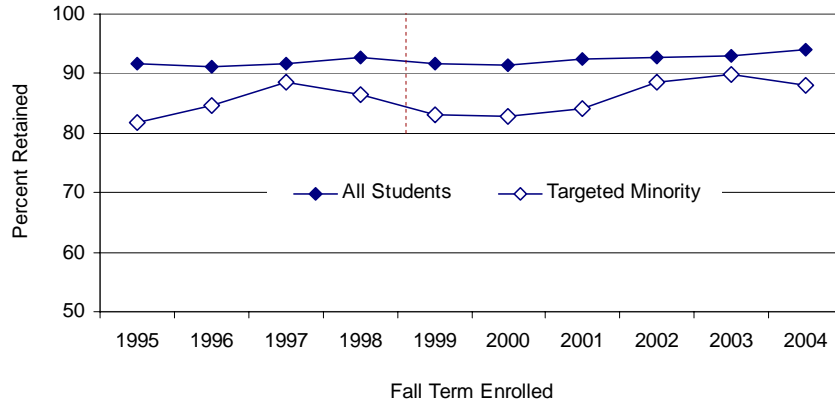
## Undergraduate Retention and Graduation Rates

- 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

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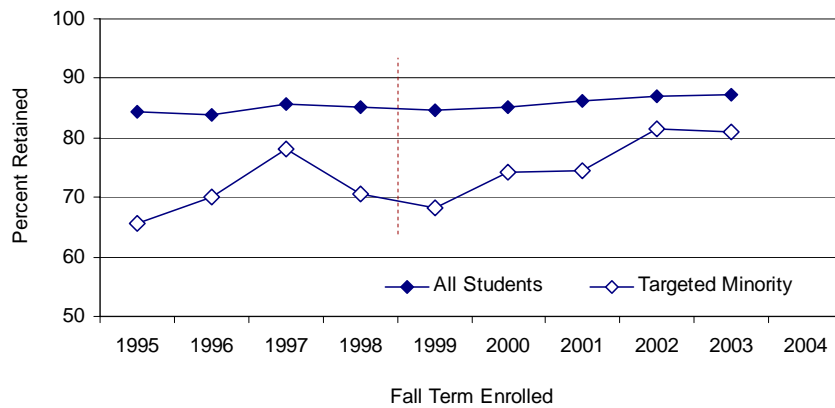
### Percent of First-Year Undergraduates Retained After One Year



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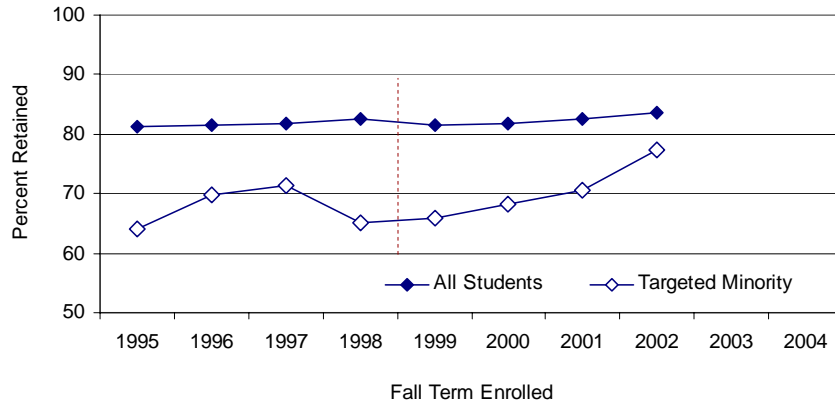
### Percent of First-Year Undergraduates Retained After Two Years



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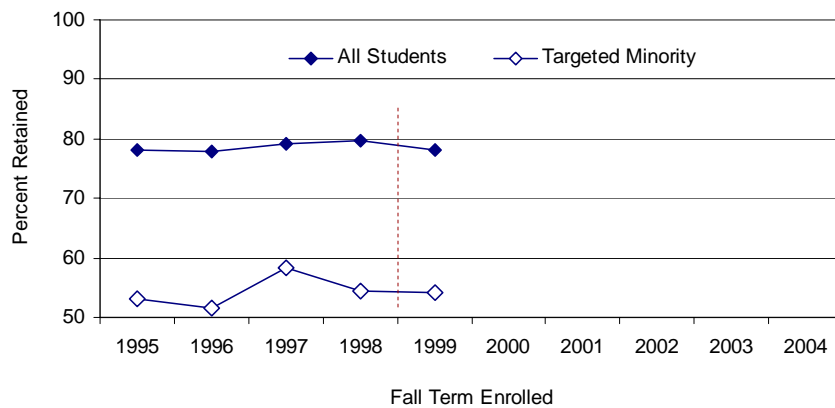
### Percent of First-Year Undergraduates *Retained* After Three Years



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### Percent of First-Year Undergraduates *Graduated* within Six Years



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

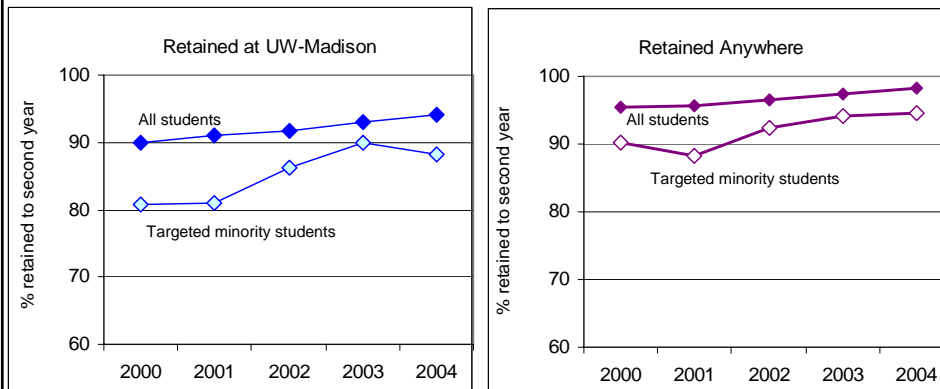
High School Entrance (Fall)	UW-Madison Entrance (Fall)	Number of UW-Madison Freshmen	% Retained After:		
			1 year	2 years	3 years
1999	2002	24	88%	88%	96%
2000	2003	20	100%	90%	
2001	2004	36	97%		
2002	2005	41			

\*as of 9/26/2005

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## Percent of First-Year Undergraduates *Retained After One Year – Enhanced Rates*

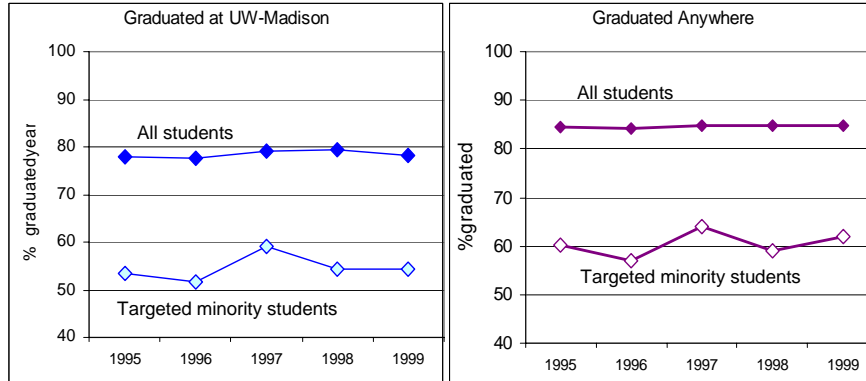


Fall Semester of Cohort Entrance

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



Fall Semester of Cohort Entrance

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

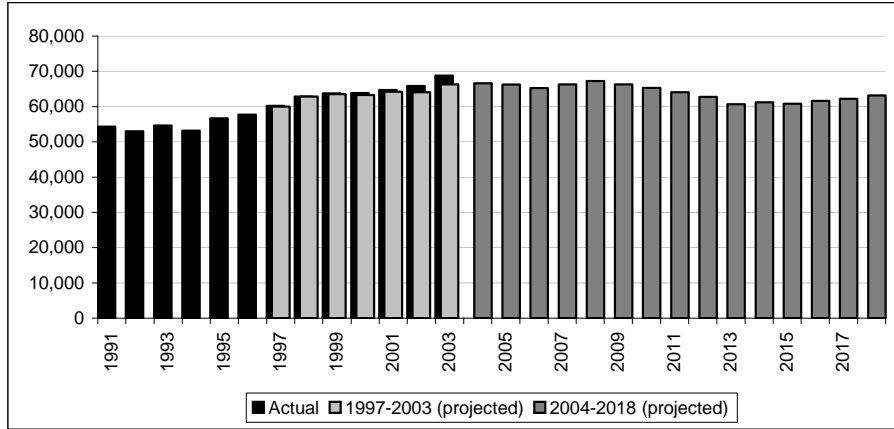
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- study of actual and projected HS enrollments for 1991-2018
- see <http://wiscinfo.doit.wisc.edu/obpa/Admissions/Admissions.htm>

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## Public and Private High School Graduates in Wisconsin, All Students Actual and Projected, 1991-2018

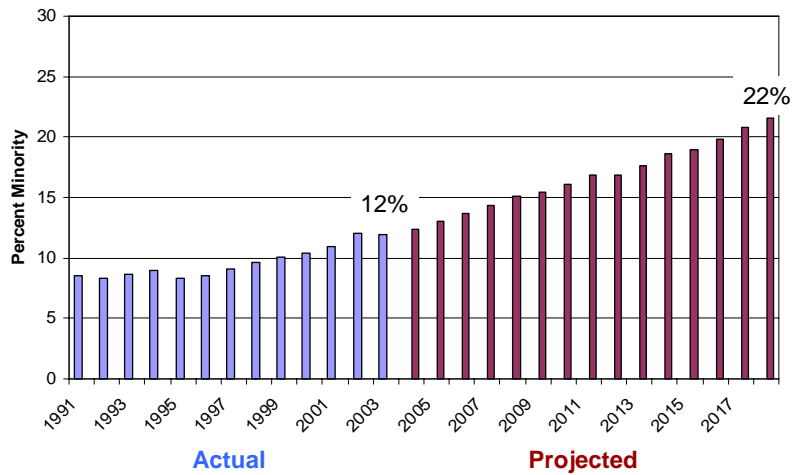


See C. Huhn paper, 4/2004

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



See C. Huhn paper, 4/2004

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## 2003 to 2018 changes

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- 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

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## Appendices

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- 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?

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