

**The UW-Madison
6th Annual Plan 2008 Campus Forum**

Annual Accountability Report

September 29, 2005

Peter D. Spear, Provost



THE UNIVERSITY
of
WISCONSIN
MADISON

Diversity:

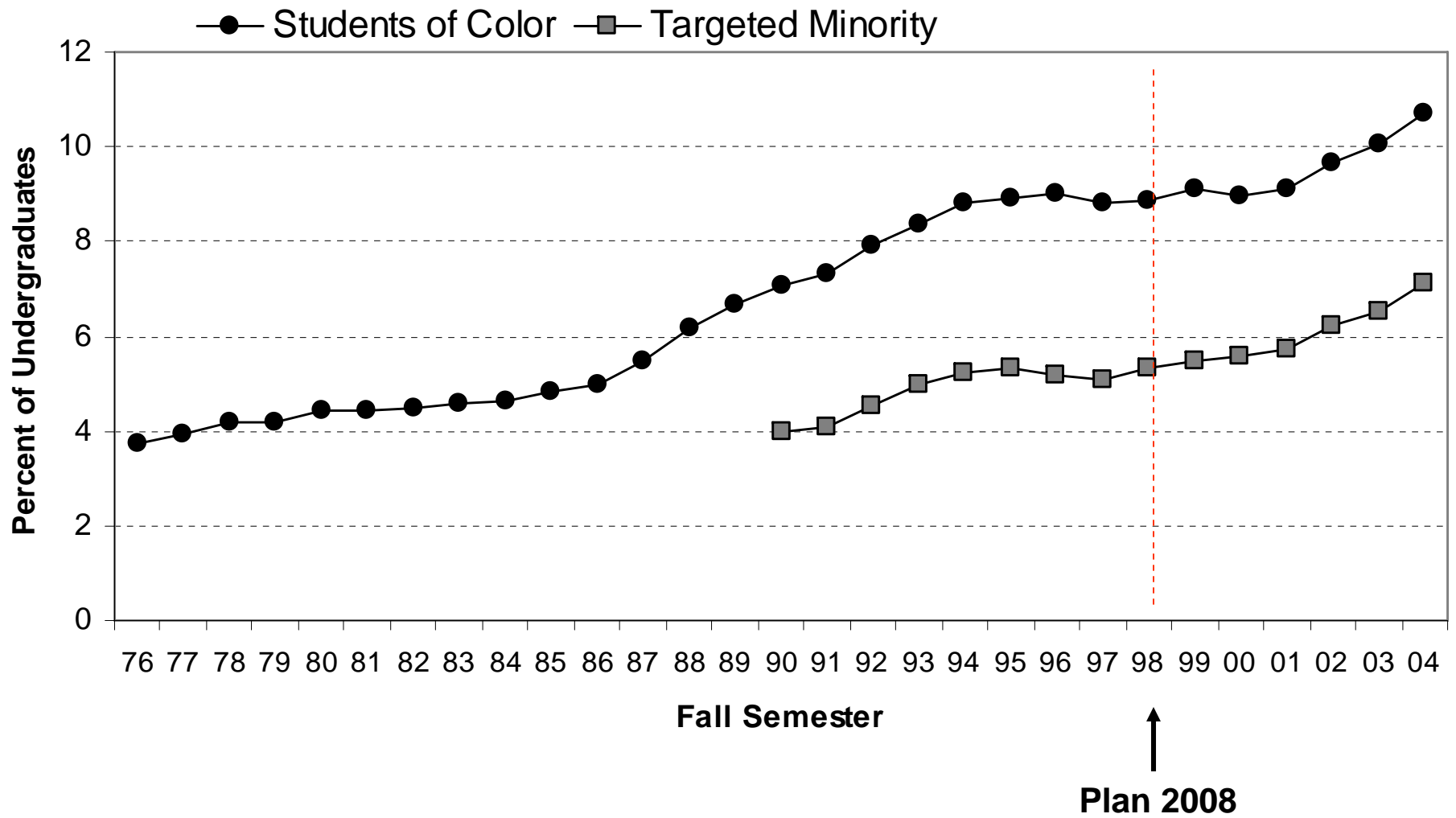
UW-Madison Plan 2008 Goals

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

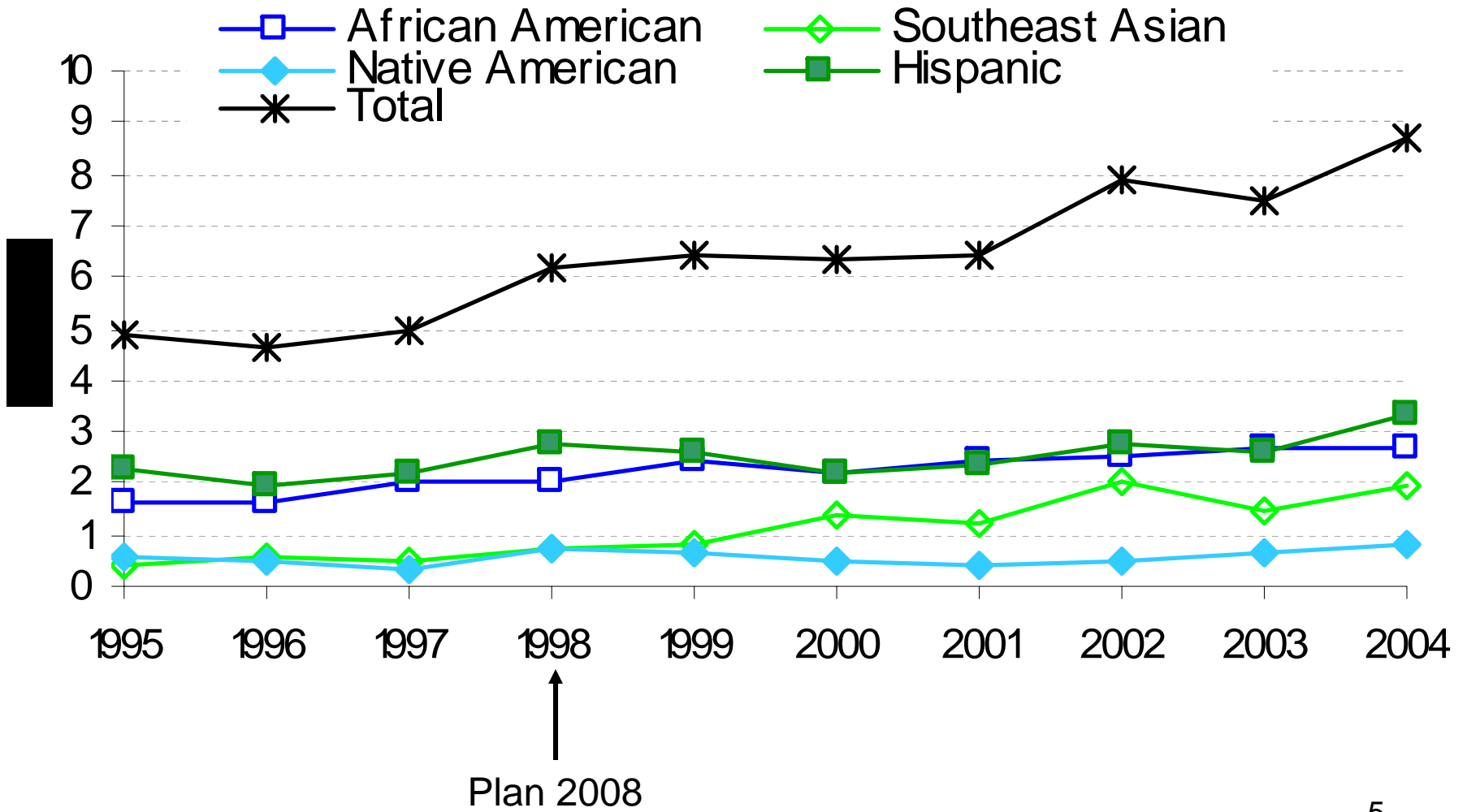
Goal 1. Increase enrollments of students of color



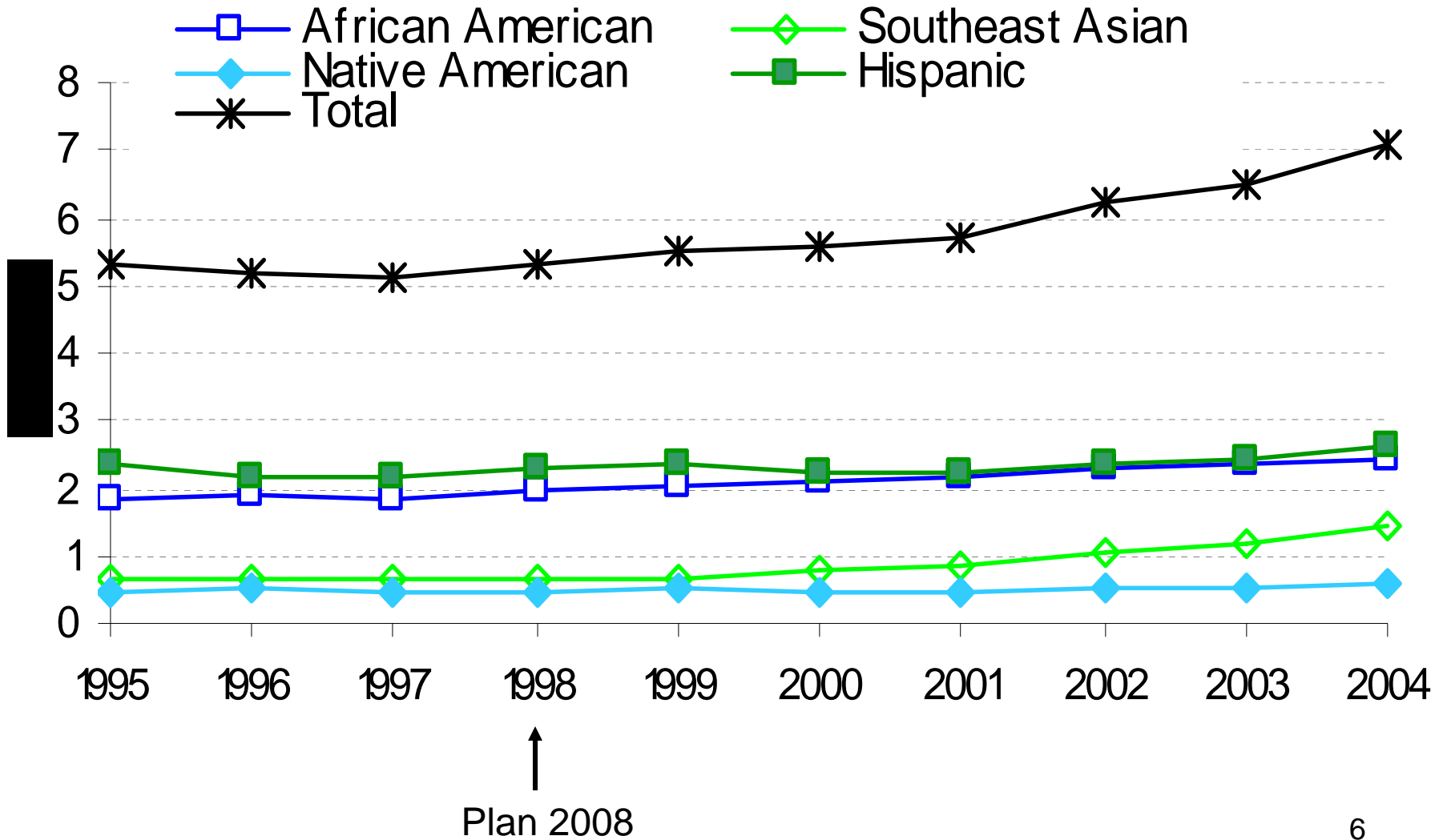
Percent of UW-Madison Undergraduates



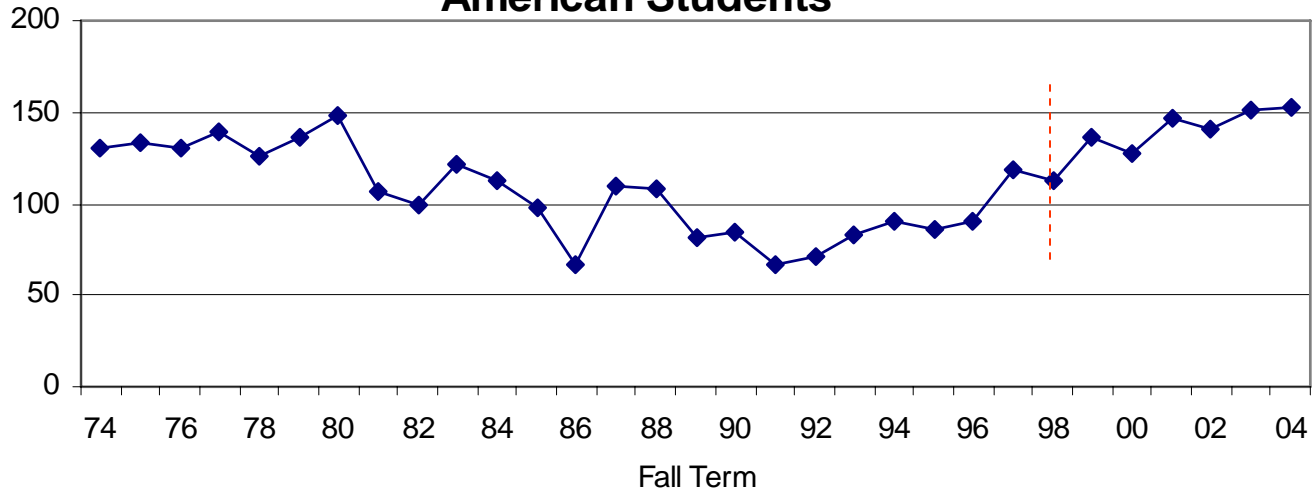
New First-Year Targeted Minority Undergraduates, as a percent of New First-Year Undergraduate Enrollments



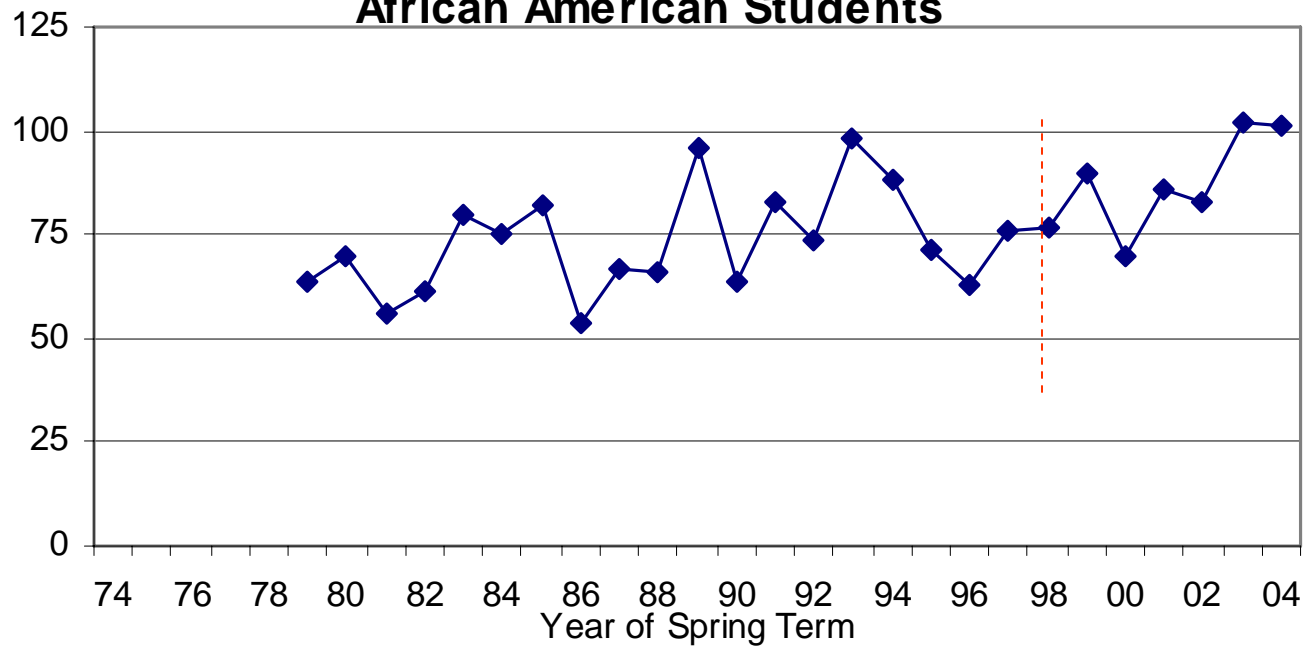
Undergraduate Targeted Minority Student Enrollments, as a Percent of Undergraduate Fall Enrollment



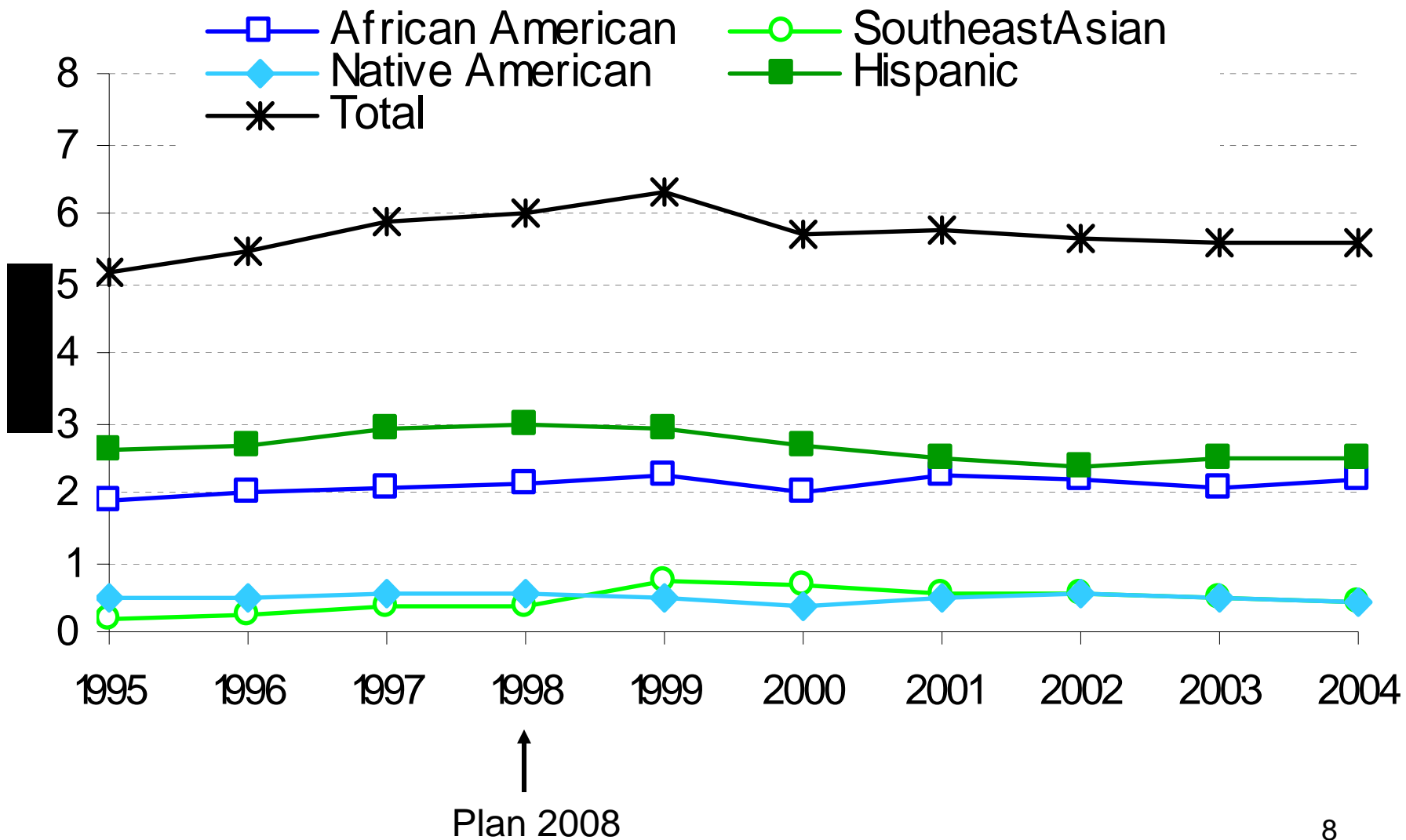
Counts of New Freshmen Enrollments: African American Students



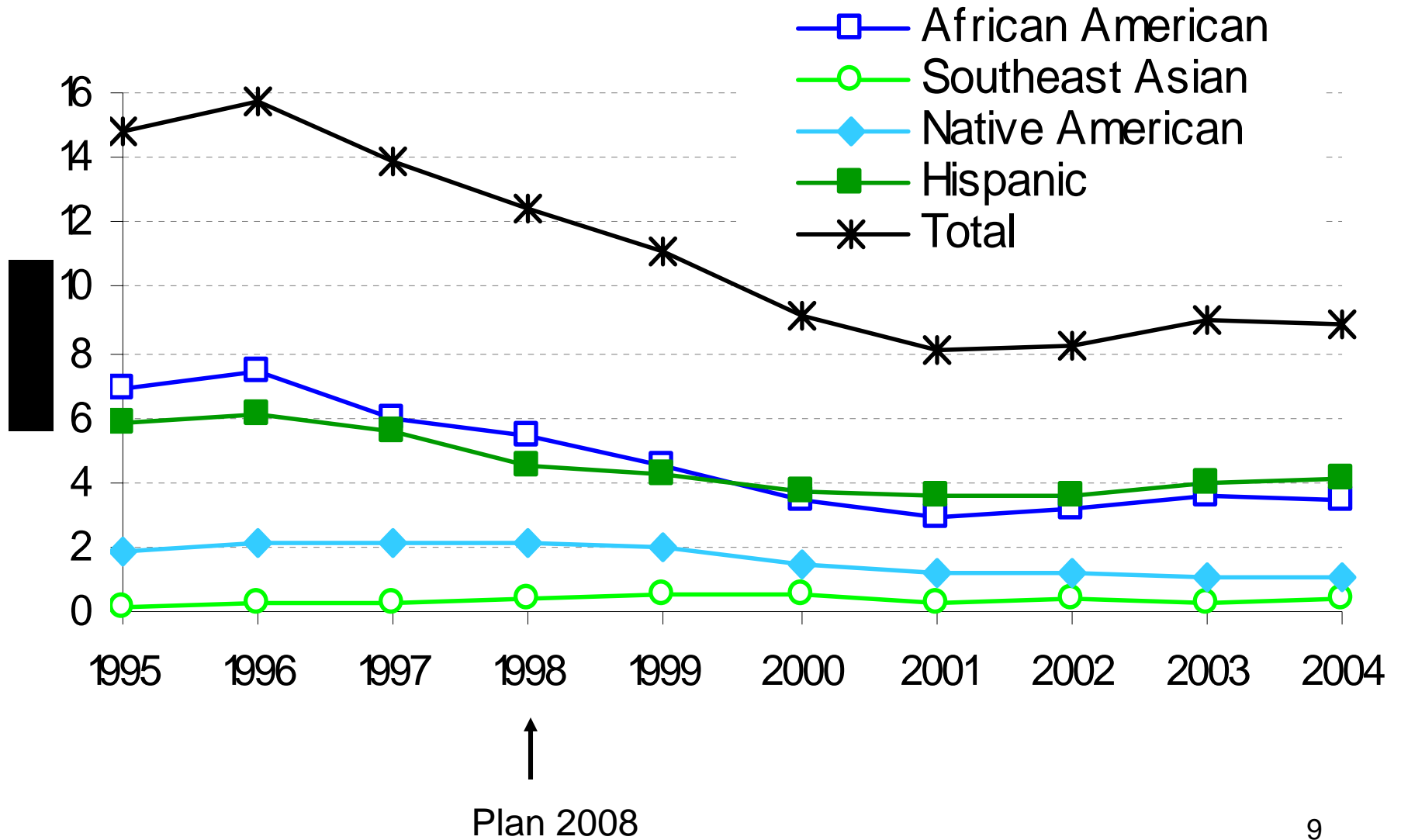
Counts of Undergraduate Degrees Awarded to African American Students



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



Professional Targeted Minority Student Enrollments, as a Percent of Professional Student Enrollment



Goal 2. Increase the educational pipeline



Pre-college
Educational
Oppportunity
Program for
Learning
Excellence



PEOPLE High School Entrance Cohorts –
 1998, 1999, 2000, 2001 Cohorts Combined.
 (Milwaukee, Waukesha, Racine Public Schools)

Category	Number	Percent
Participants who started in PEOPLE in 9 th Grade	329	
Completed PEOPLE, graduated from high school	241	73%
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 2nd through 6th 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

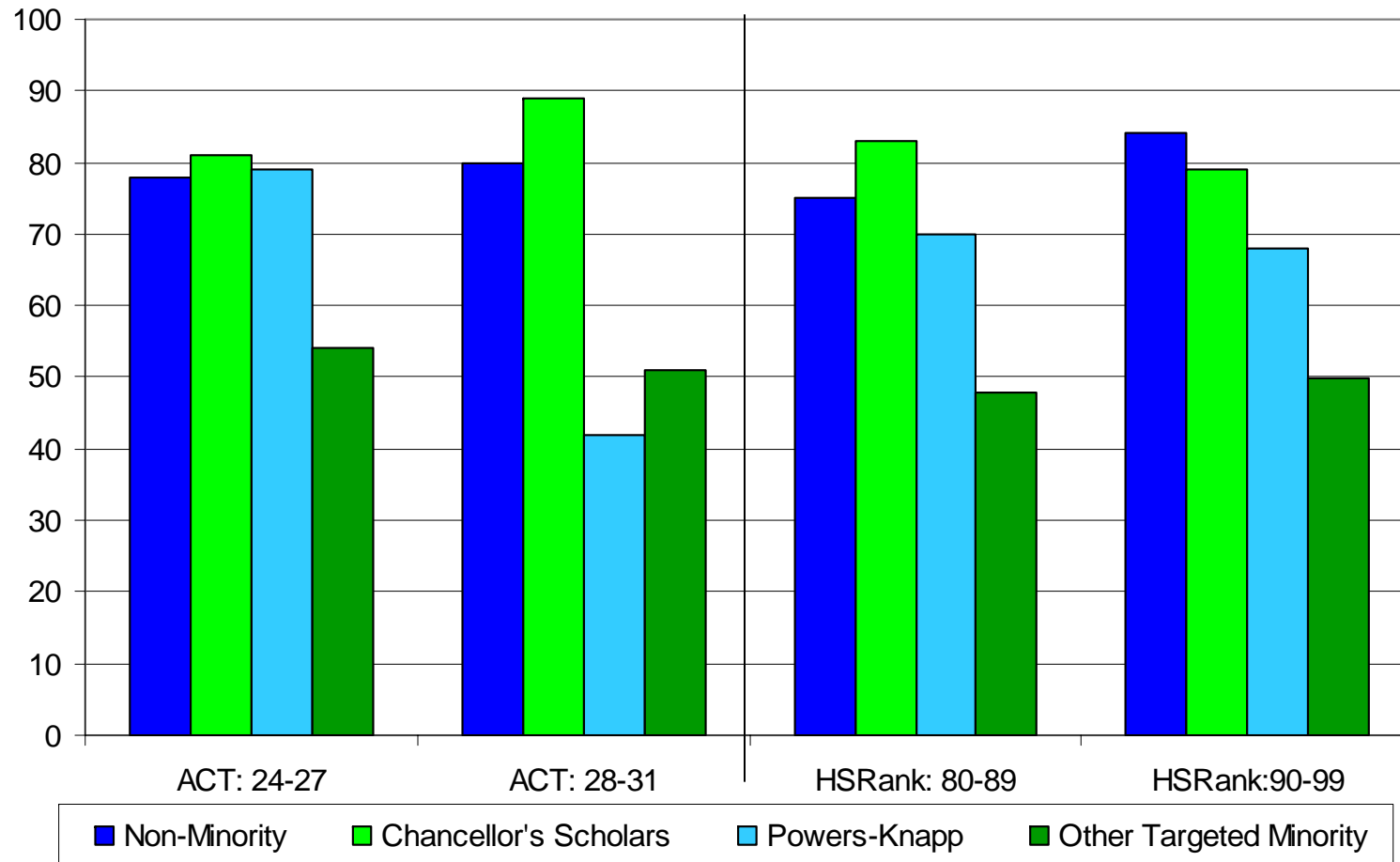
Fall 2005 - new initiatives piloted to assure academic support for all targeted minority students

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

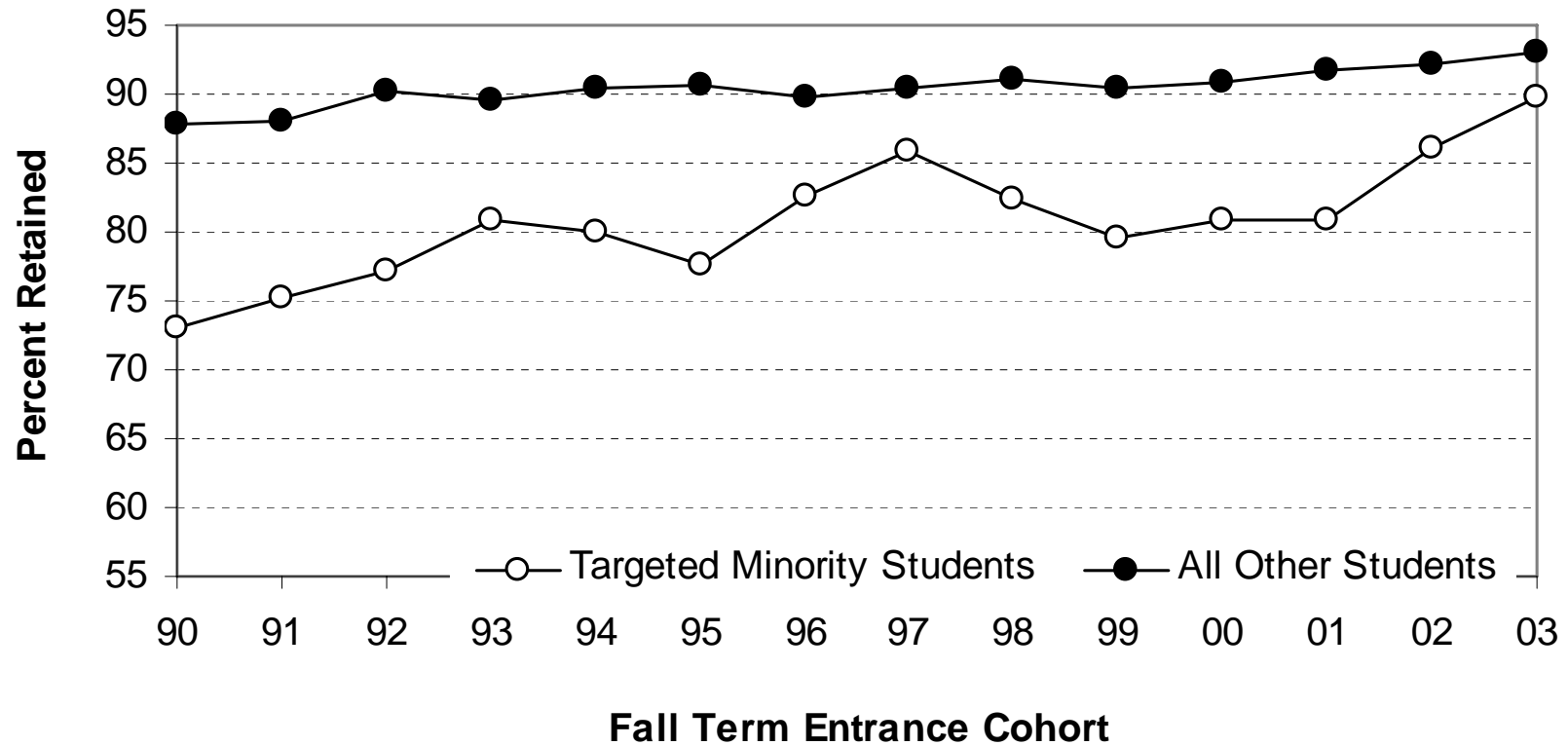
High School Entrance (Fall)	UW-Madison Entrance (Fall)	Number of UW-Madison Freshmen	% Retained After:		
			1 year	2 years	3 years
1998	2002	24	88%	88%	96%
1999	2003	20	100%	90%	
2000	2004	36	97%		
2001	2005	41			

*as of 9/26/2005

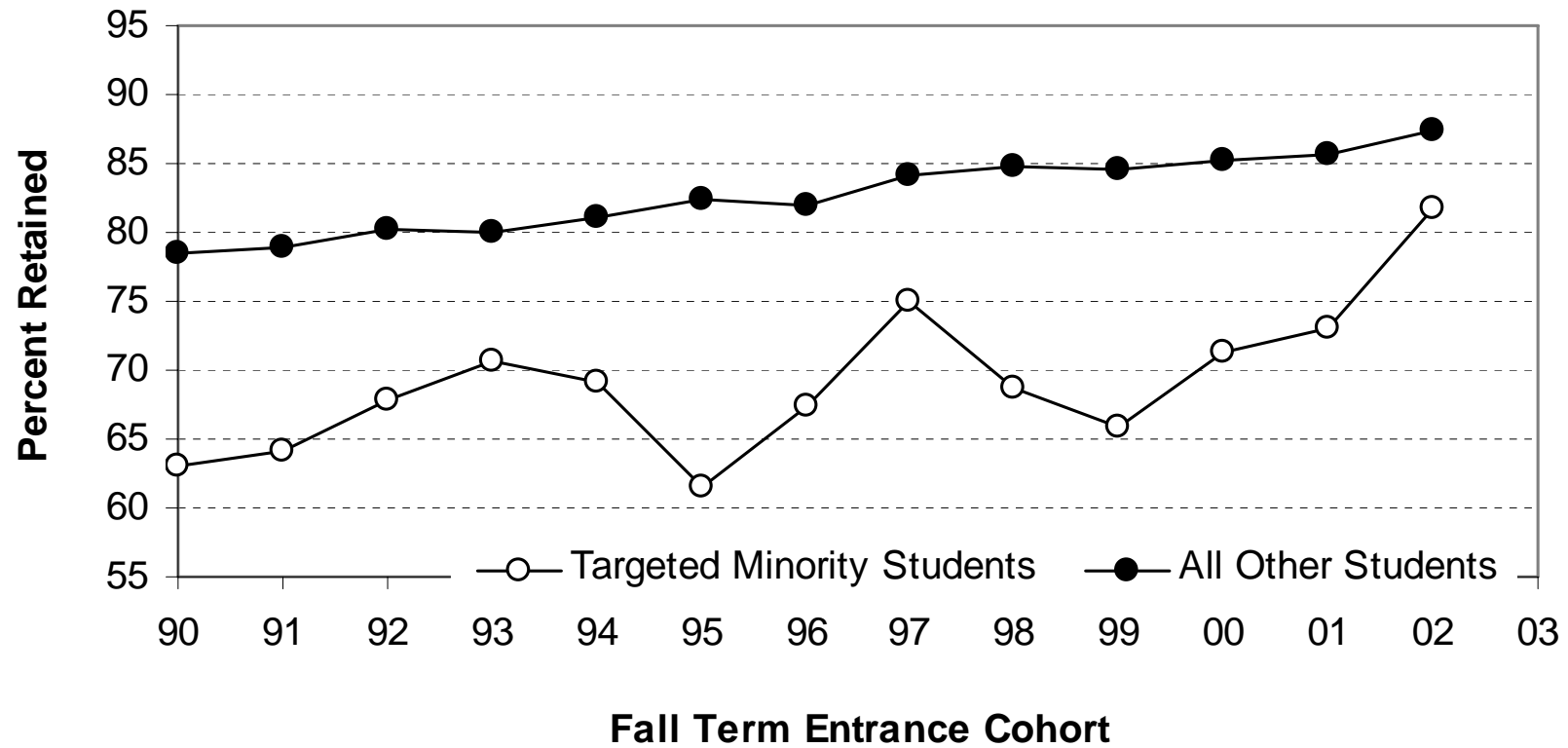
6-Year Graduation Rates for 1994-1996 New Freshman Classes (combined) by ACT Score and High School Rank Range



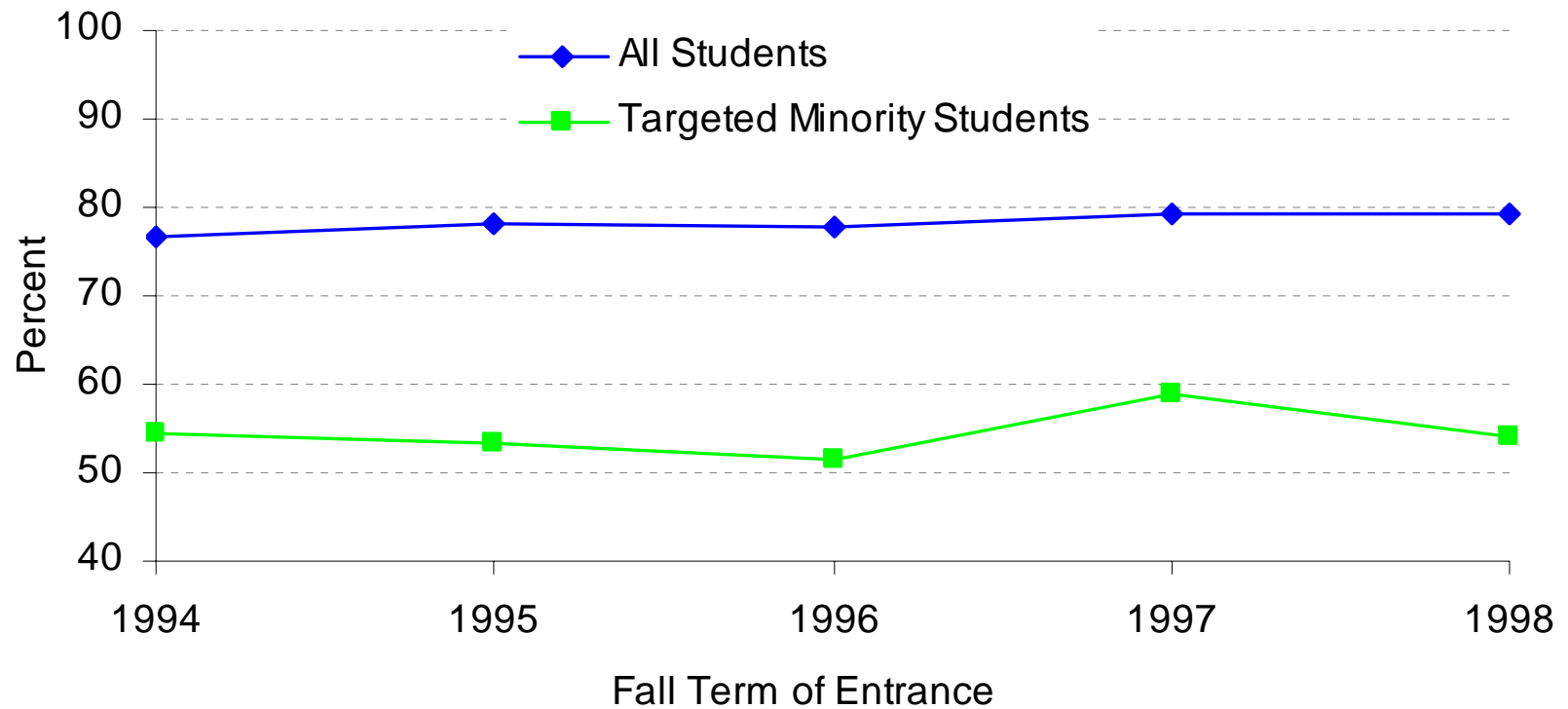
Percent of First-Year Undergraduates Retained After One Year



Percent of First-Year Undergraduates Retained After Two Years



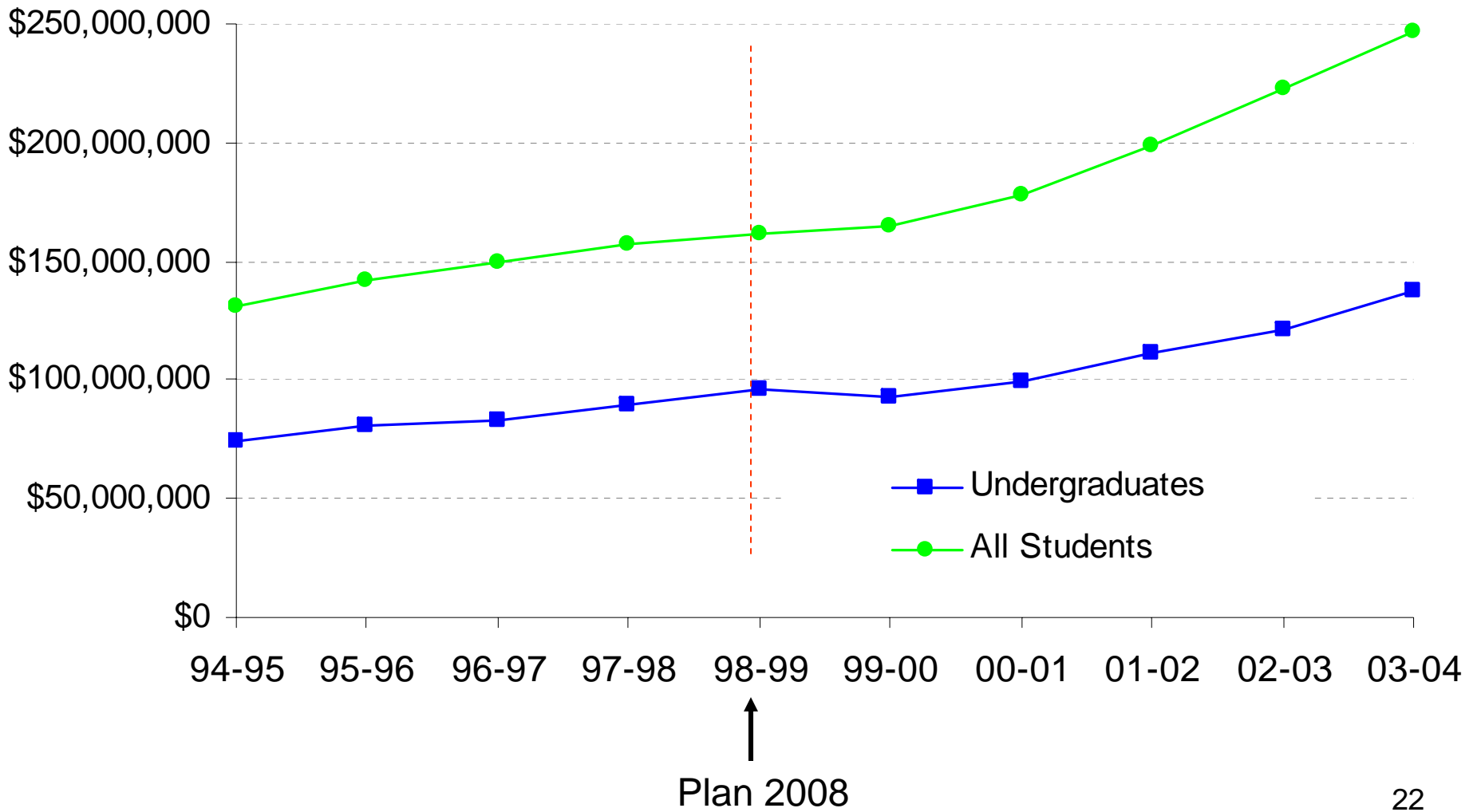
Percent of First-Year Undergraduates Graduated After Six Years



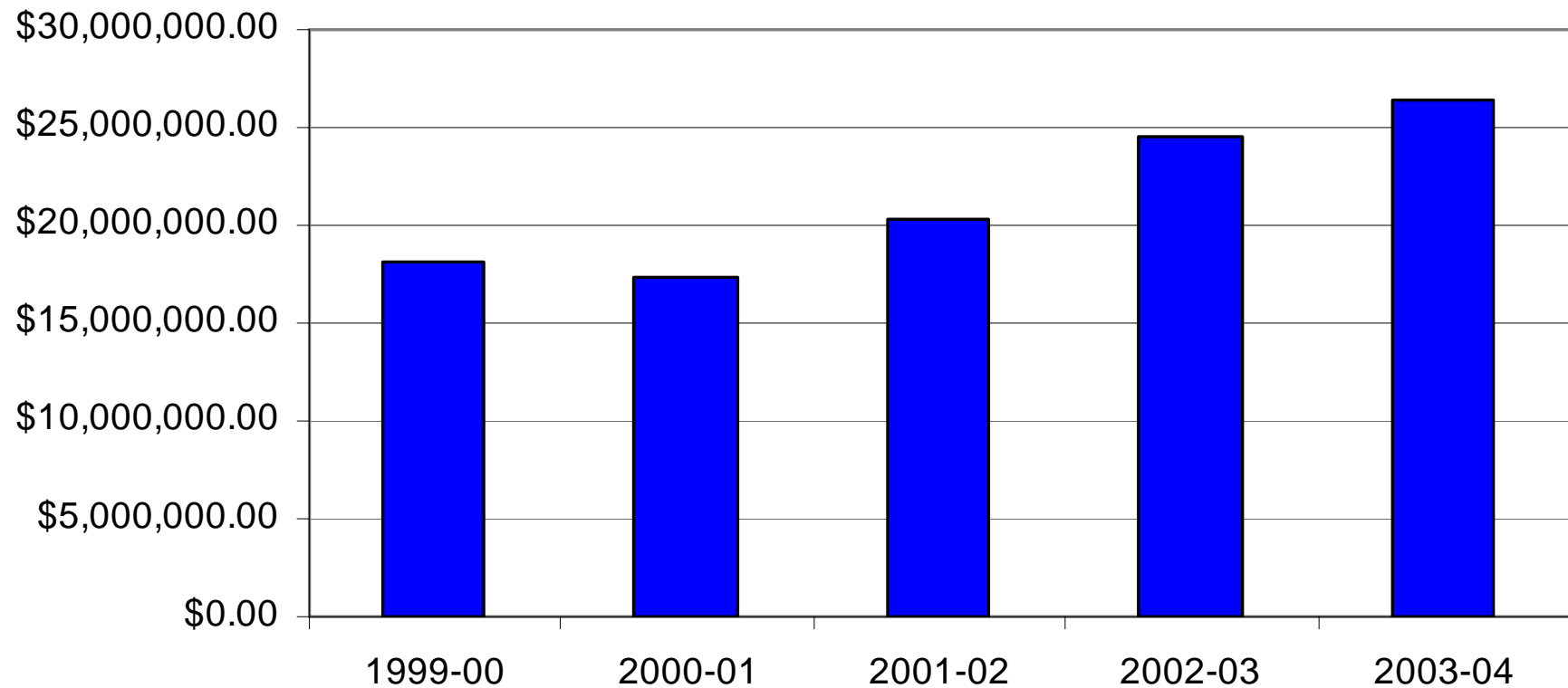
Goal 4. Increase financial aid



Trends in the Dollar Volume of Financial Aid



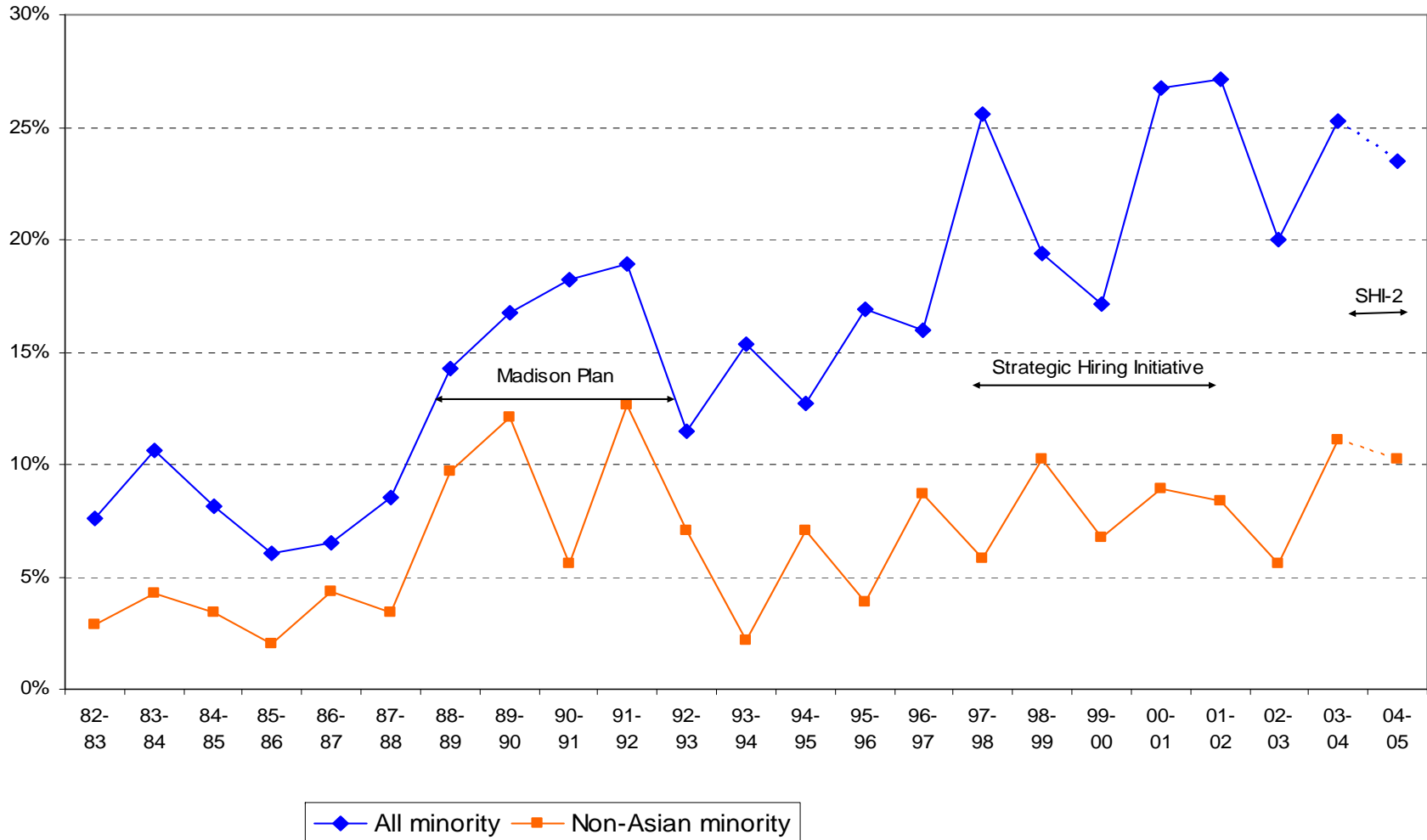
Need-Based Financial Aid Total Grant Dollars



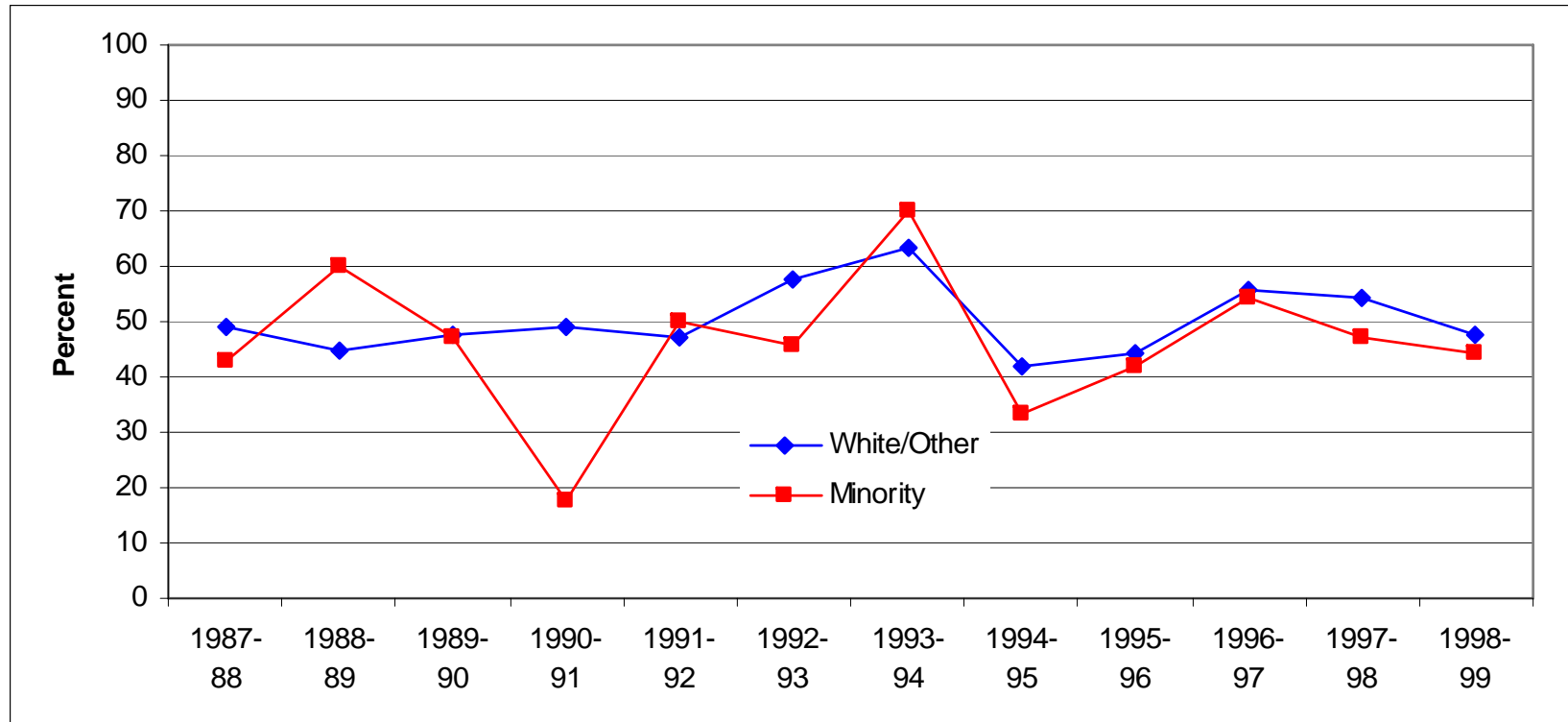
Goal 5. Increase faculty, staff, and administrators of color



Minority Faculty Hires as Percent of all Faculty Hires

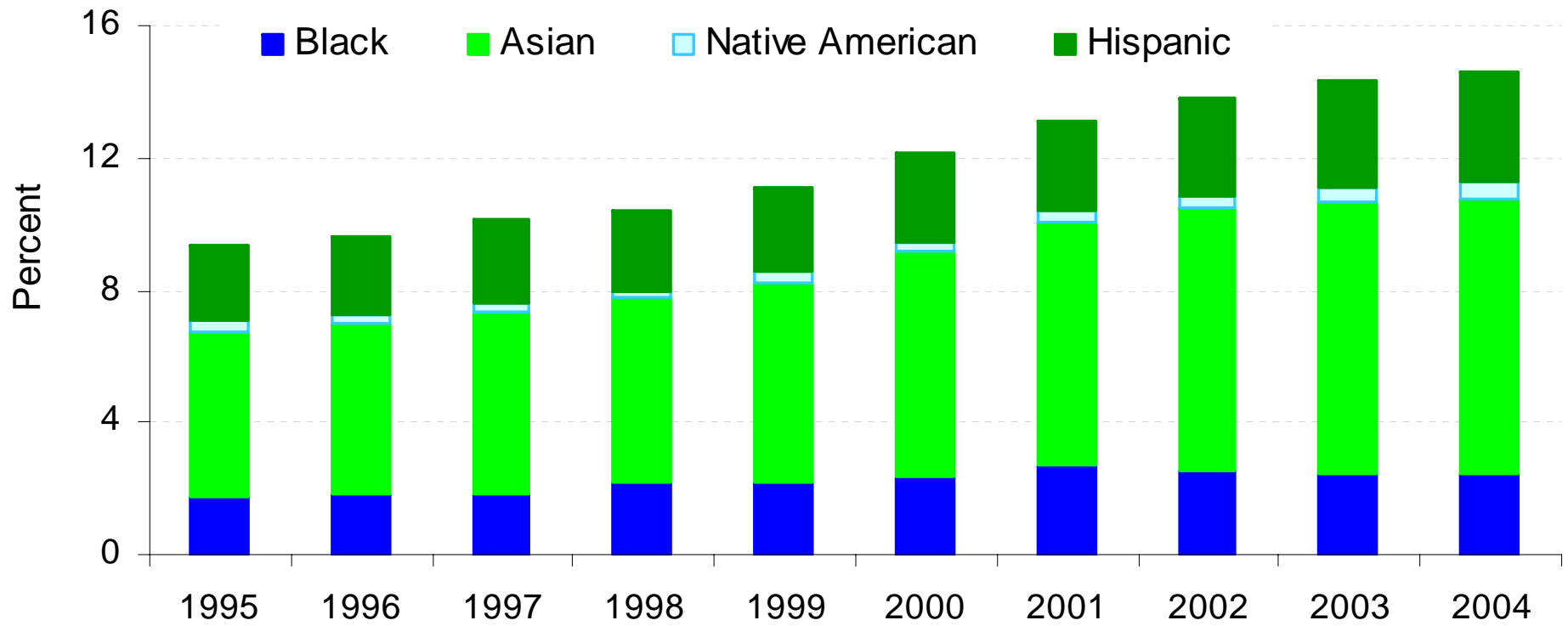


UW-Madison Faculty Promotions to Tenure Percent Promoted to Tenure Within 6 Years

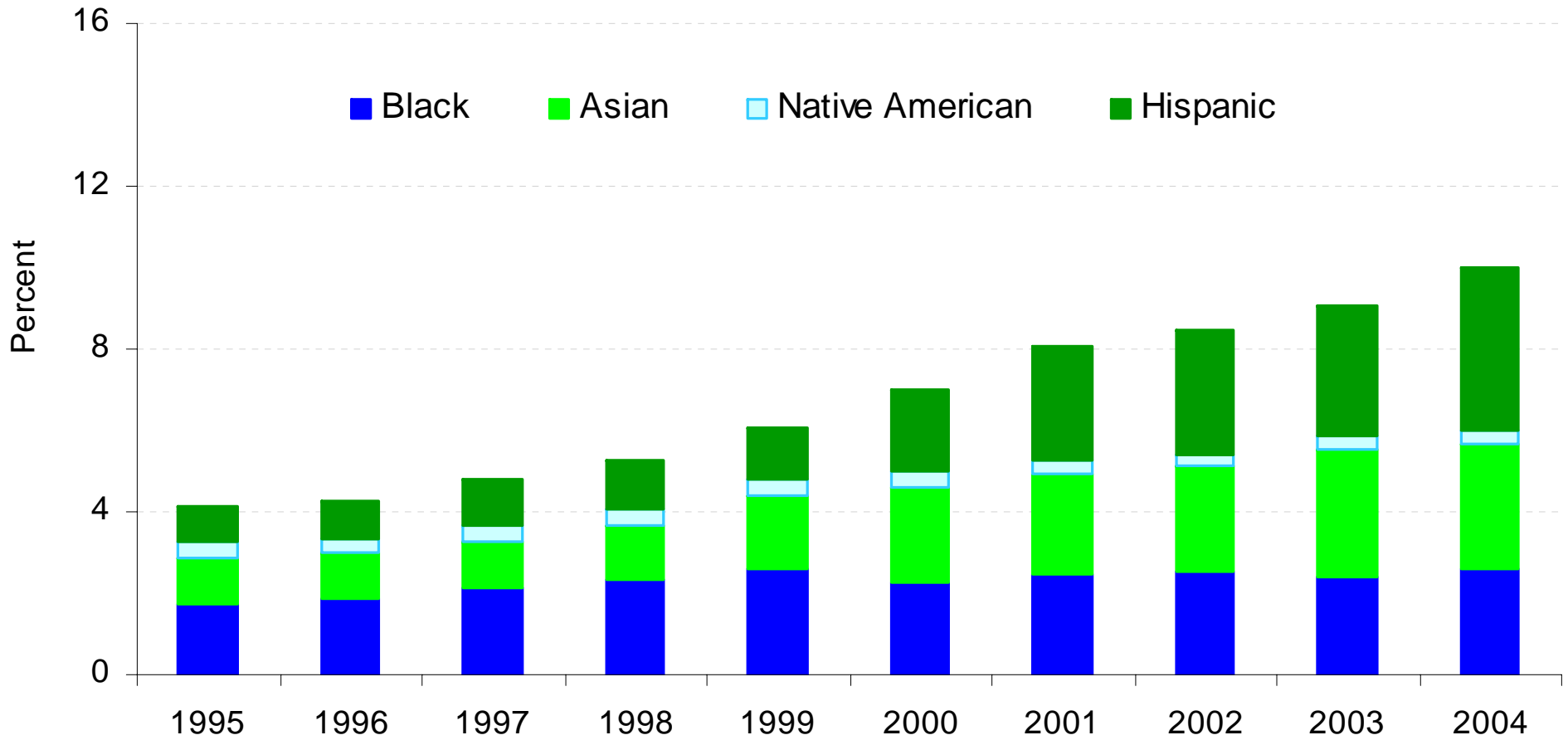


Source: UW-Madison Tenure File. Cohort includes probationary faculty only. Minority includes faculty who self-identify as Black, Hispanic, Asian or Native American. (MH/APA)

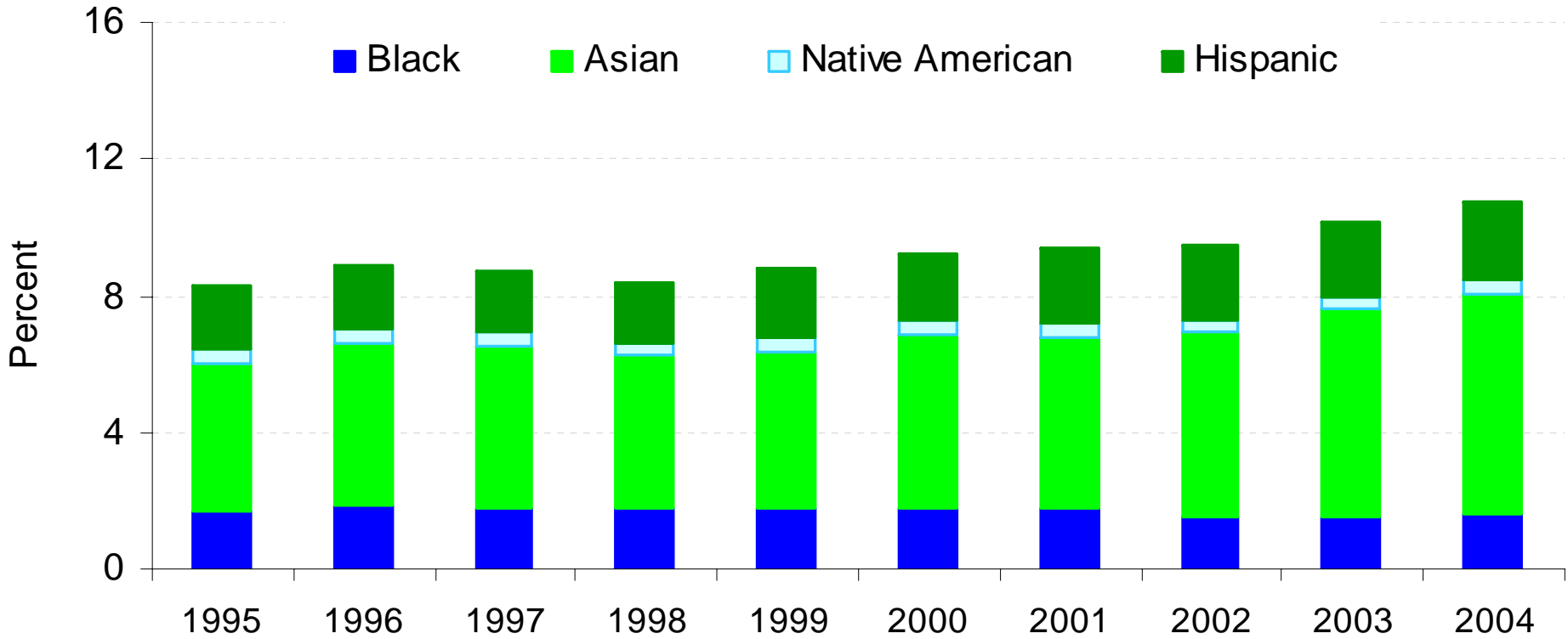
Minority Faculty as a Percent of the Total Faculty Headcount



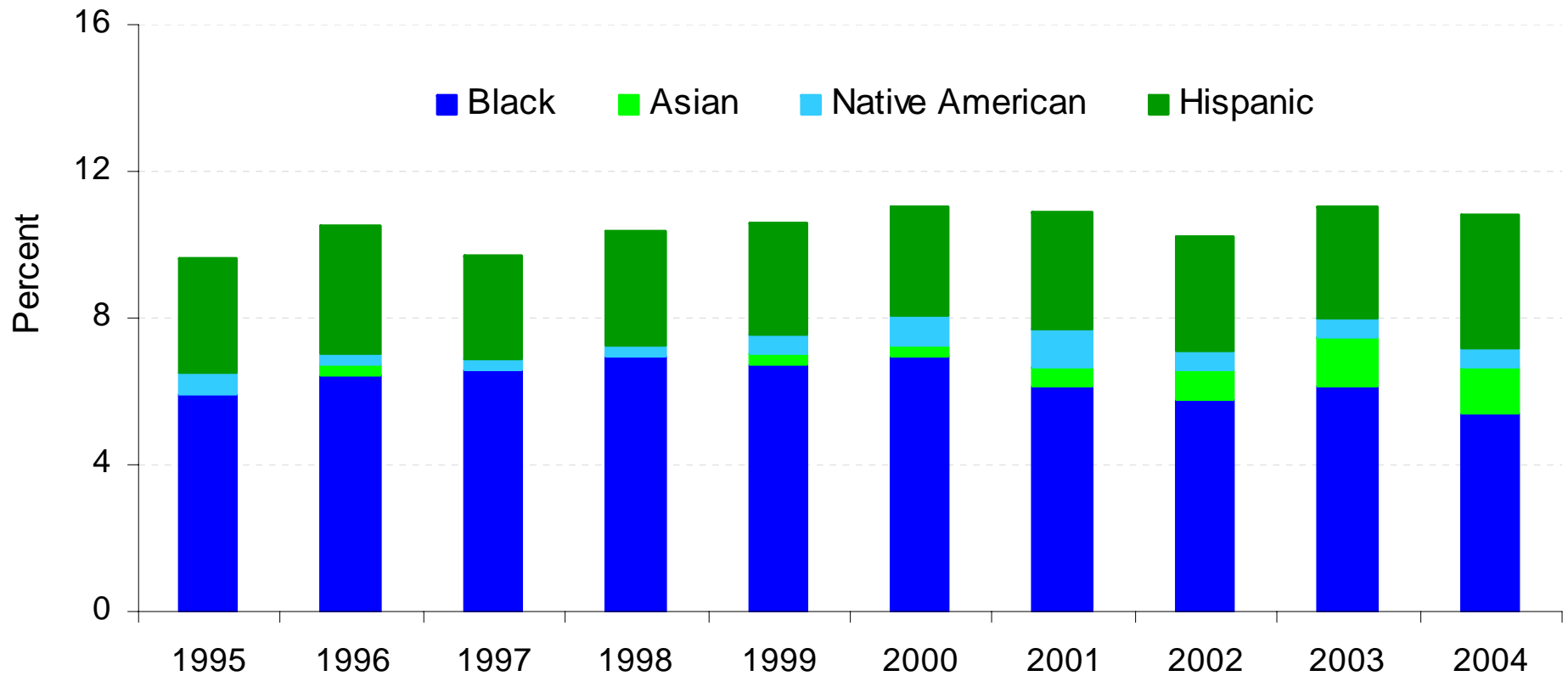
Minority Classified Staff as a Percent of the Total Headcount



Minority Academic Staff as a Percent of the Total Headcount



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



Goal 6. Improve Campus Climate



Campus Climate - Undergraduate Survey 2003

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

* Values are significantly different.



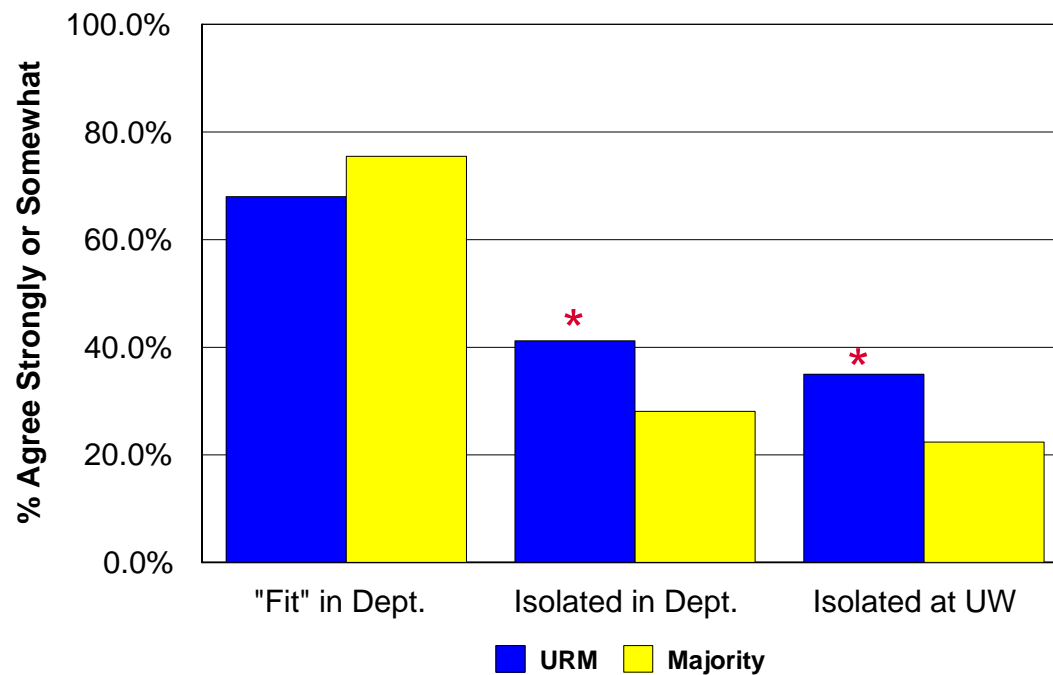
W I S E L I

Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison



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- **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”





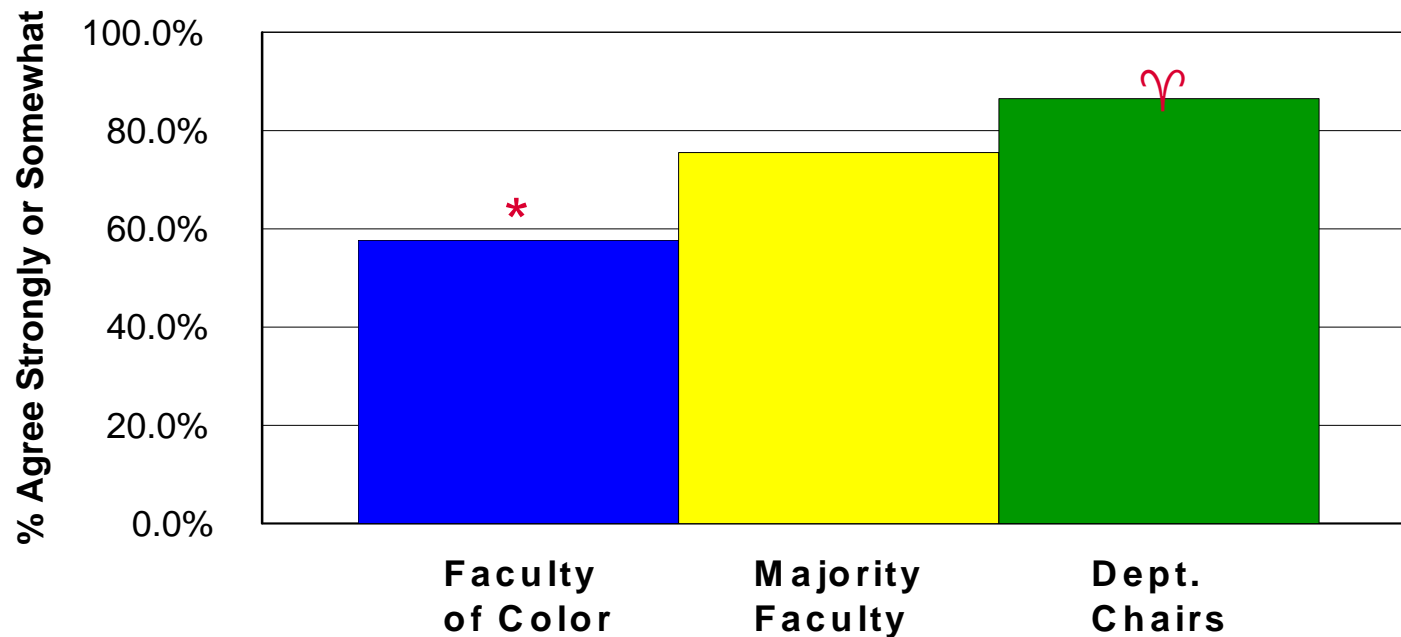
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The climate for faculty of color in my department is good



* Significant t-test between minority and majority faculty at $p < .05$.

∩ Significant t-test between dept. chairs and all other faculty at $p < .05$.



W I S E L I

Women in Science & Engineering Leadership Institute
University of Wisconsin-Madison



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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