

**The UW-Madison**  
**Campus Diversity and Climate Forum**  
***Annual Accountability Report***

**September 21, 2006**

**Patrick V. Farrell, Provost**



THE UNIVERSITY  
*of*  
**WISCONSIN**  
MADISON

# UW-Madison Plan 2008 Goals

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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**

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- **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.**

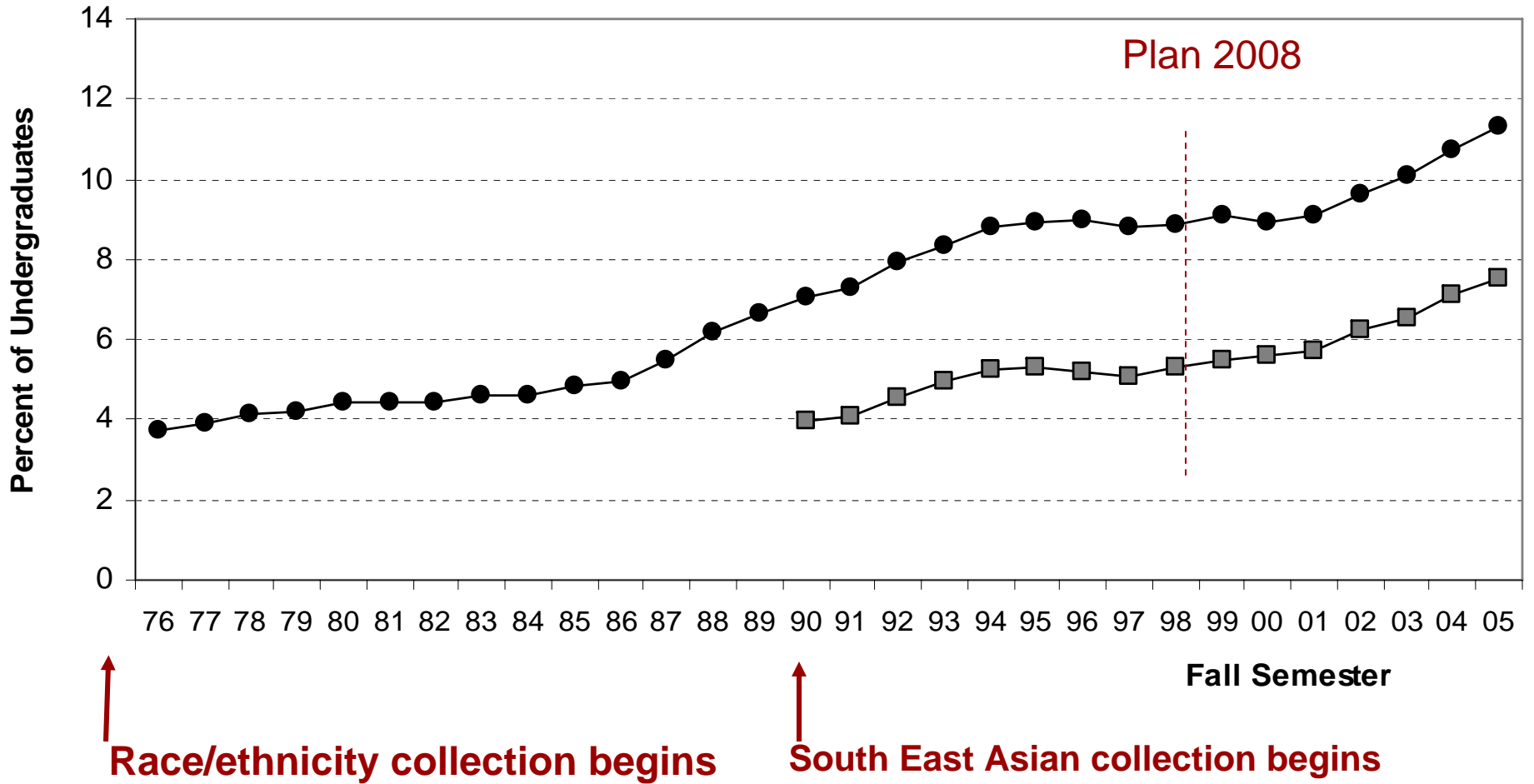
# Goal 1. Increase enrollments of students of color

University Communication, Stephanie Judge

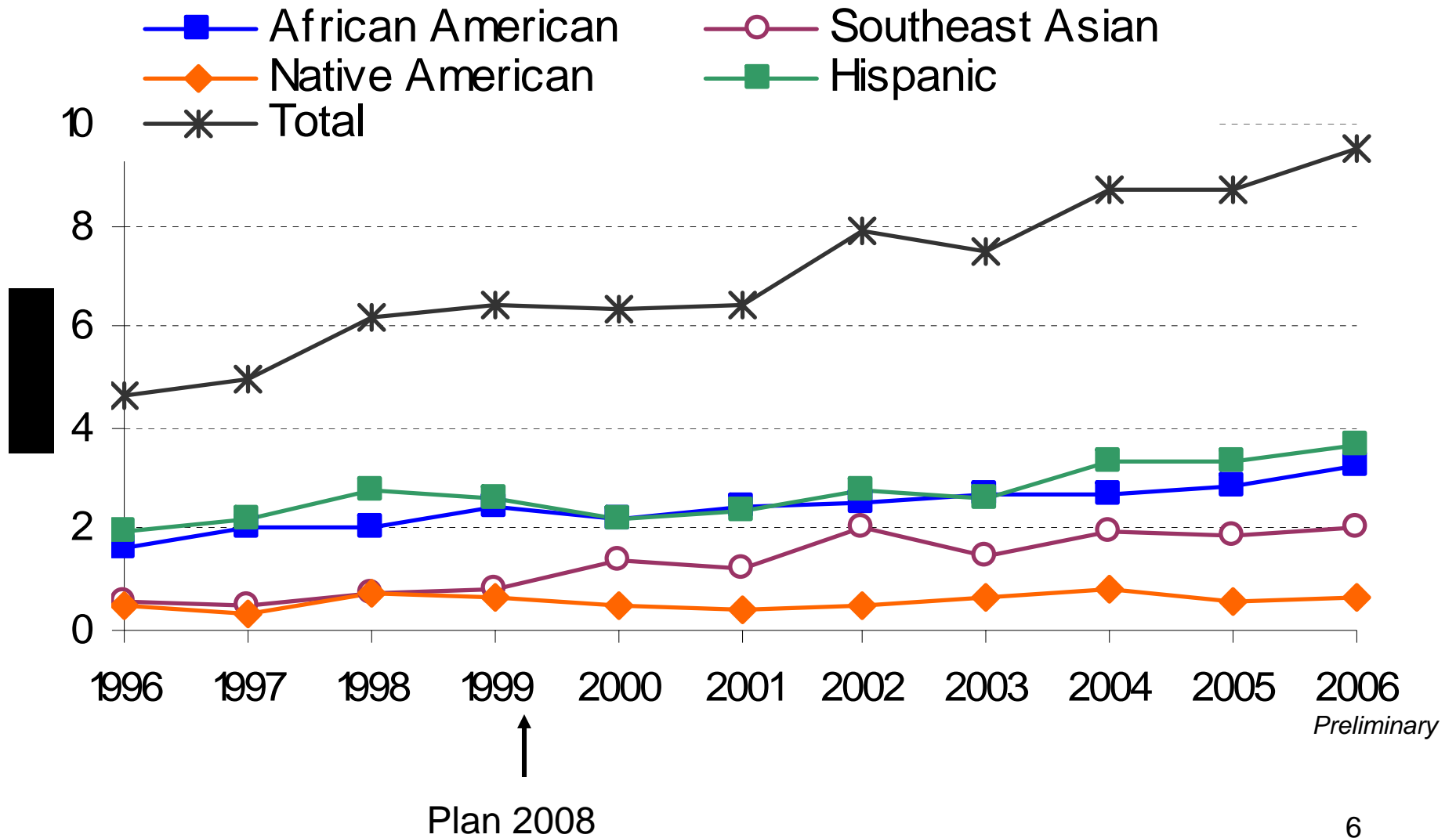


# Percent of UW-Madison Undergraduates

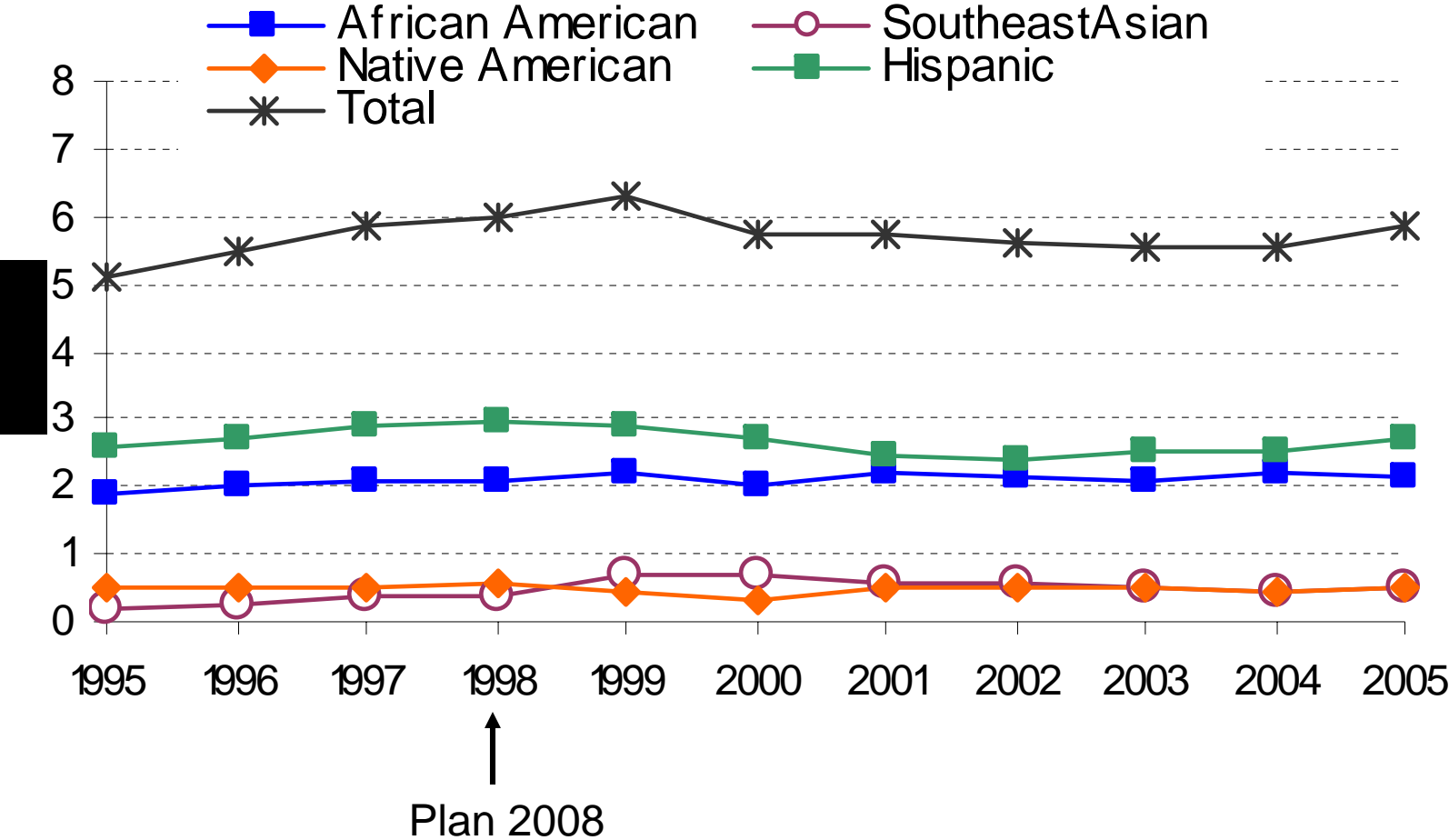
● Minority Students    ■ Targeted Minority



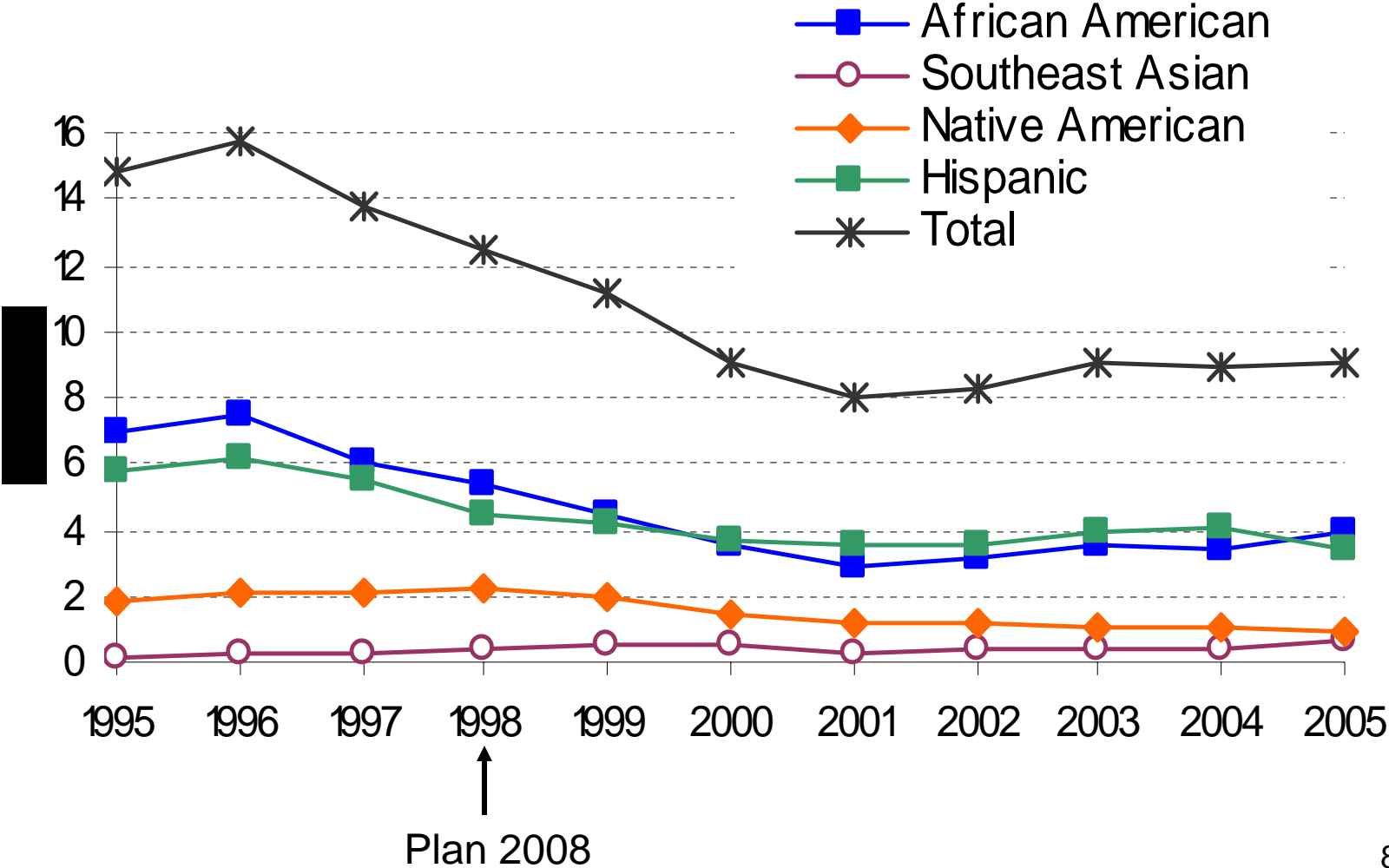
# New First-Year Targeted Minority Undergraduates, as a percent of New First-Year Undergraduate Enrollments



# 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

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Focus: Build successful pipeline programs

**P**re-college  
**E**ducational  
**O**ppportunity  
**P**rogram for  
**L**earning  
**E**xcellence



University Communication, Michael Forster Rothbart

# 1045 Participants at Pre-college PEOPLE Sites

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- 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:

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- 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

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University Communication, Jeff Miller

- 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

Fall Entrance Year	Number in Cohort	% Retained After:				% Graduated in:
		1 Yr	2 Yrs	3 Yrs	4 Yrs	4 Yrs
2002	24	88%	88%	96%	63%*	21%*
2003	20	100%	90%	85%*		
2004	36	97%	92%*			
2005	41	95%*				
2006	72*					

Total PEOPLE students enrolled, Fall 2006: 177\*

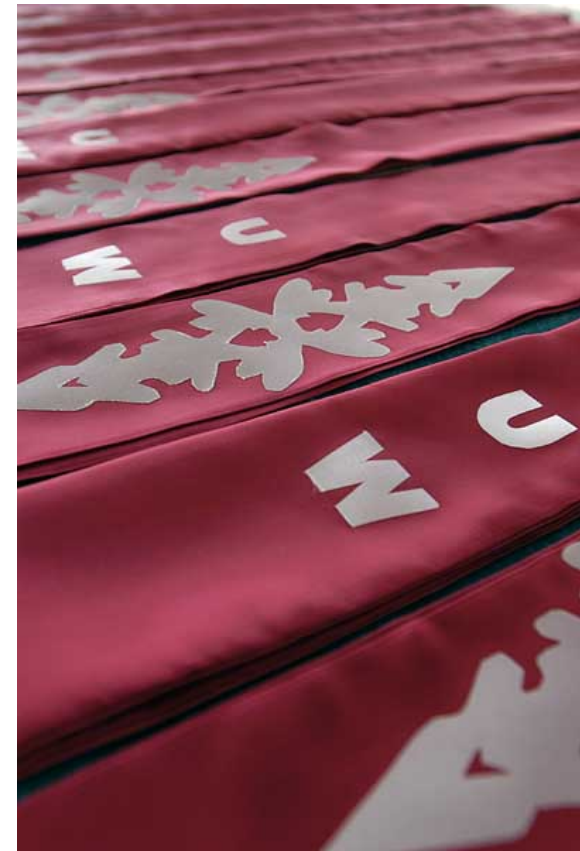
\*preliminary values, 9/6/2006

# Undergraduate Retention and Graduation Rates

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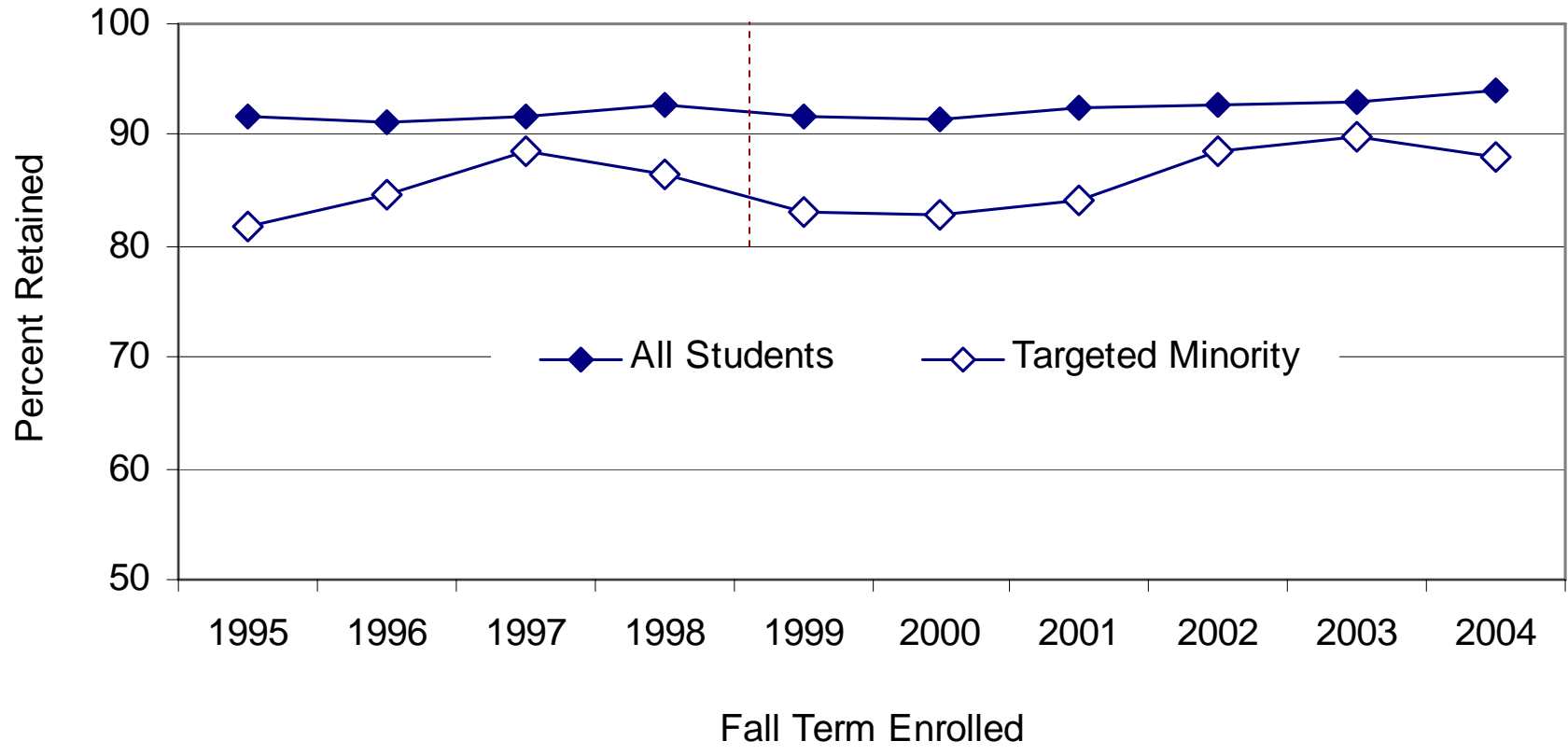
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- Retention rate gap is closing
- Time lag for increases in retention to impact graduation rates
- Retained-anywhere and graduated-anywhere rates do not close the graduation rate gap

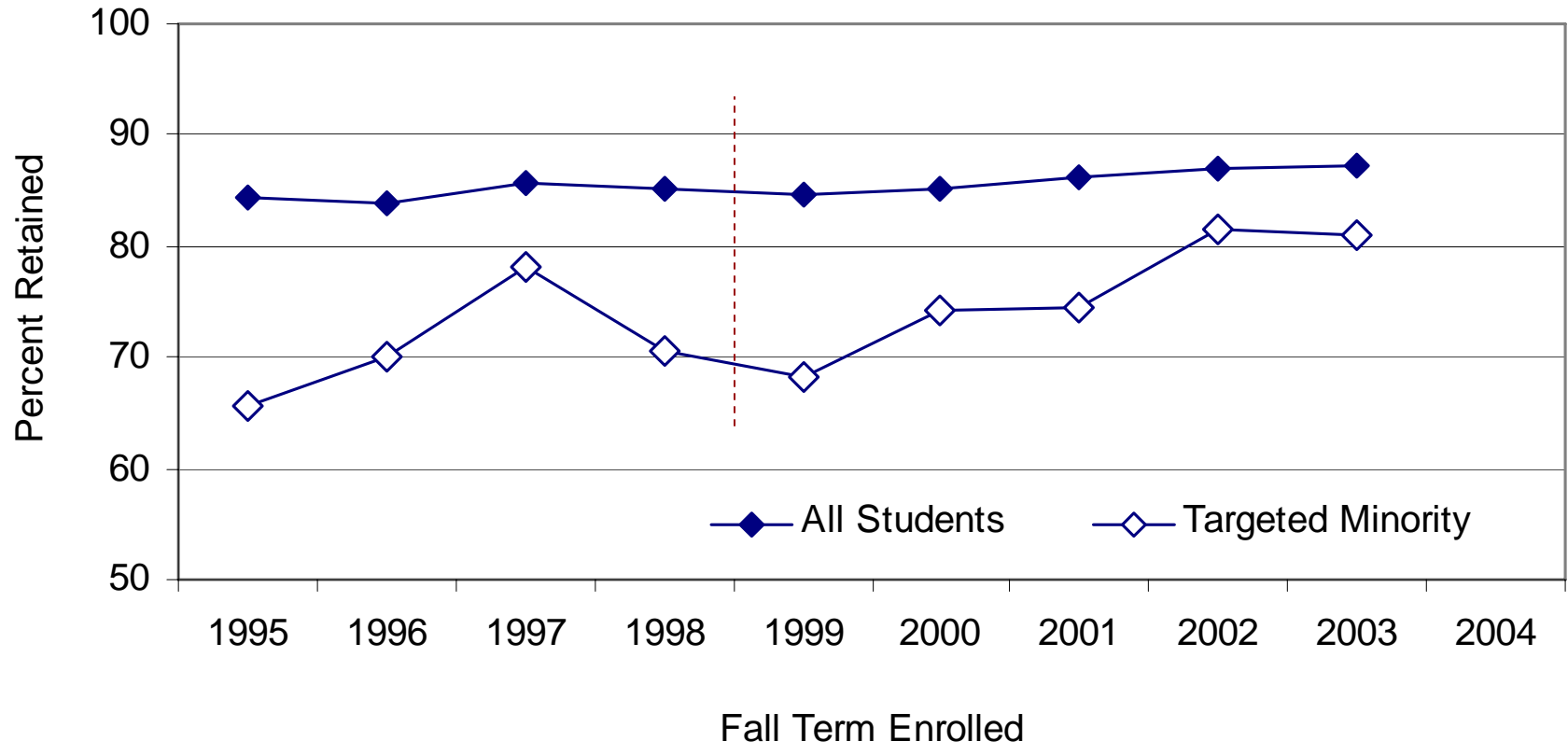




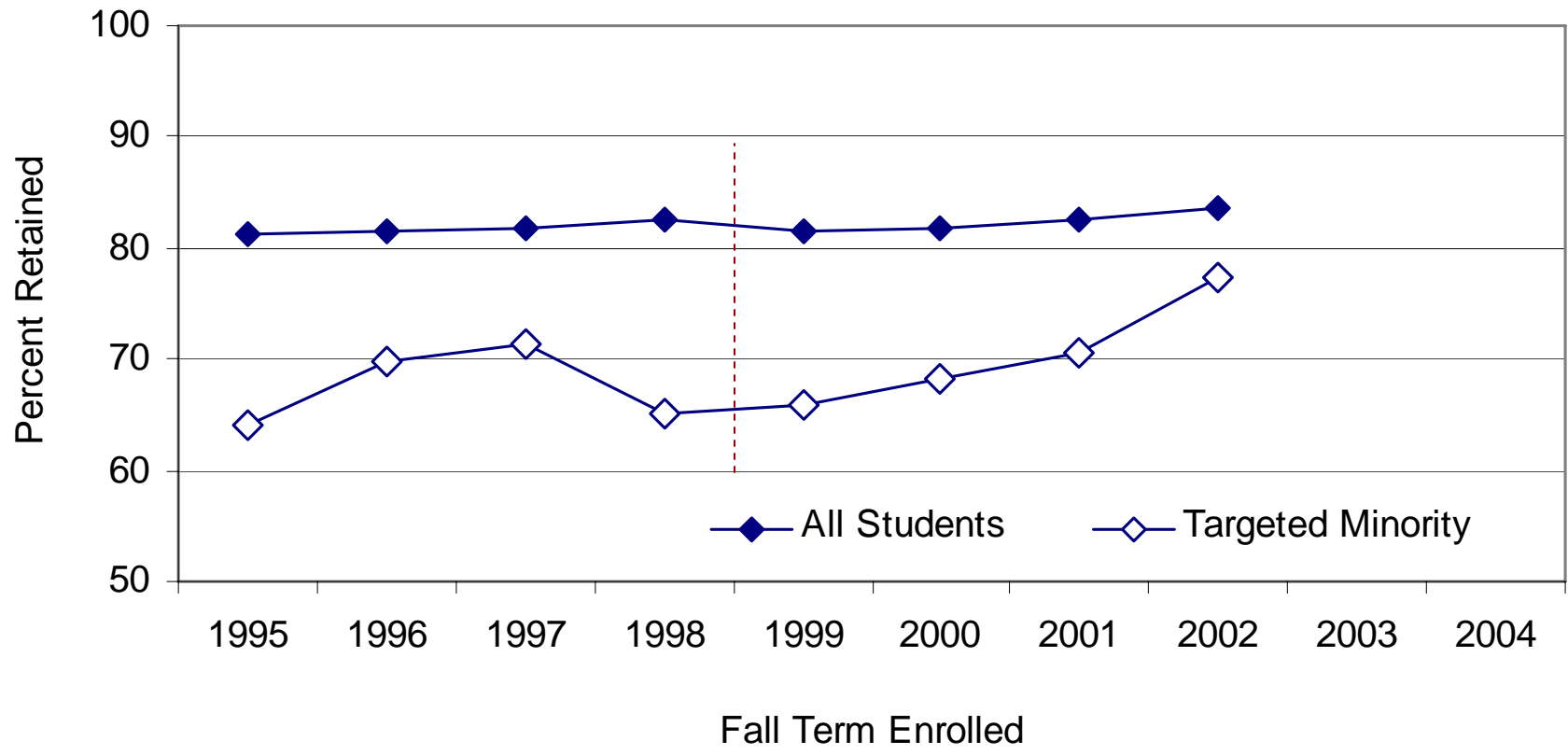
# Percent of First-Year Undergraduates *Retained After One Year*



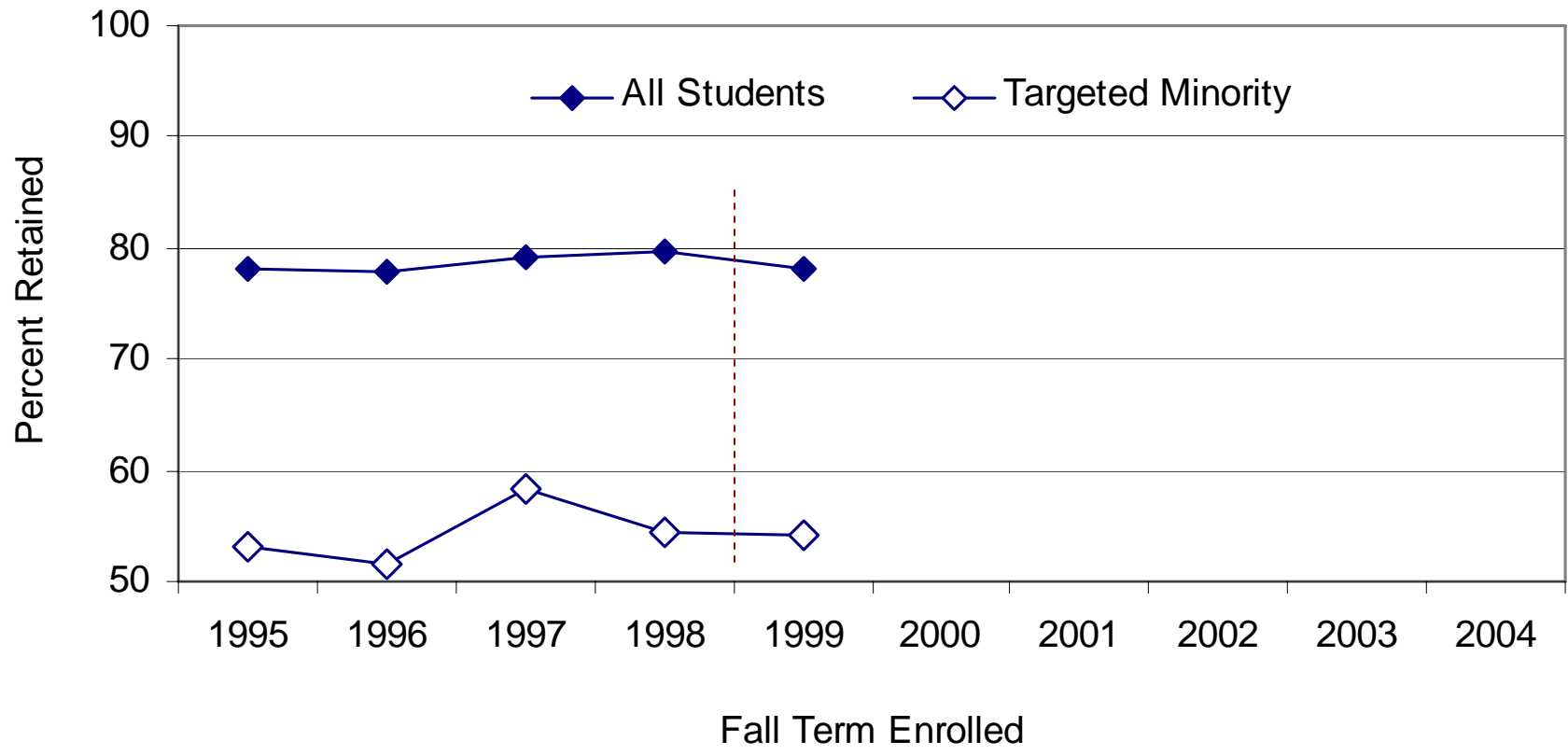
# Percent of First-Year Undergraduates *Retained After Two Years*



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



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

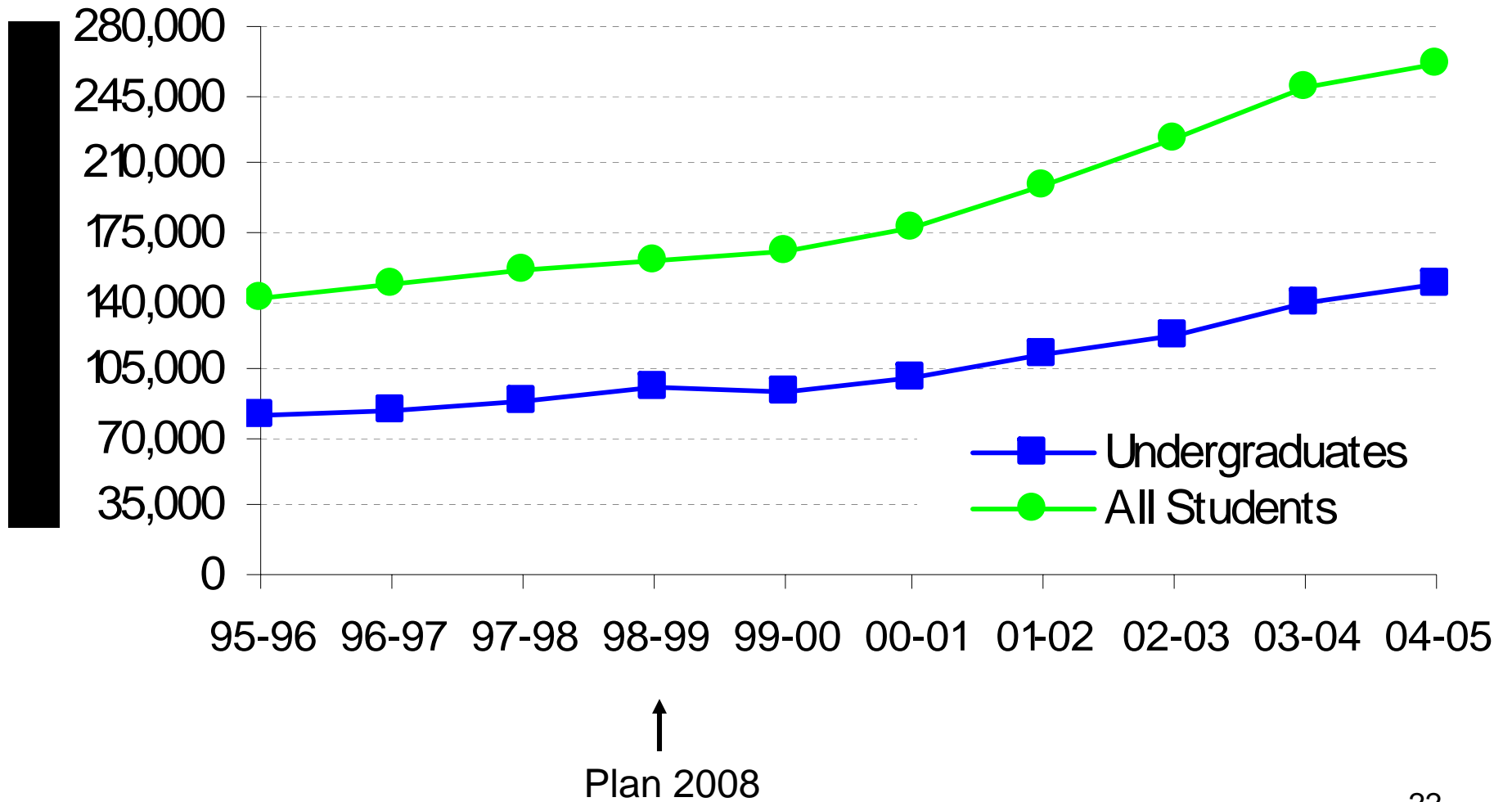


**Goal 4.  
Increase  
financial aid**

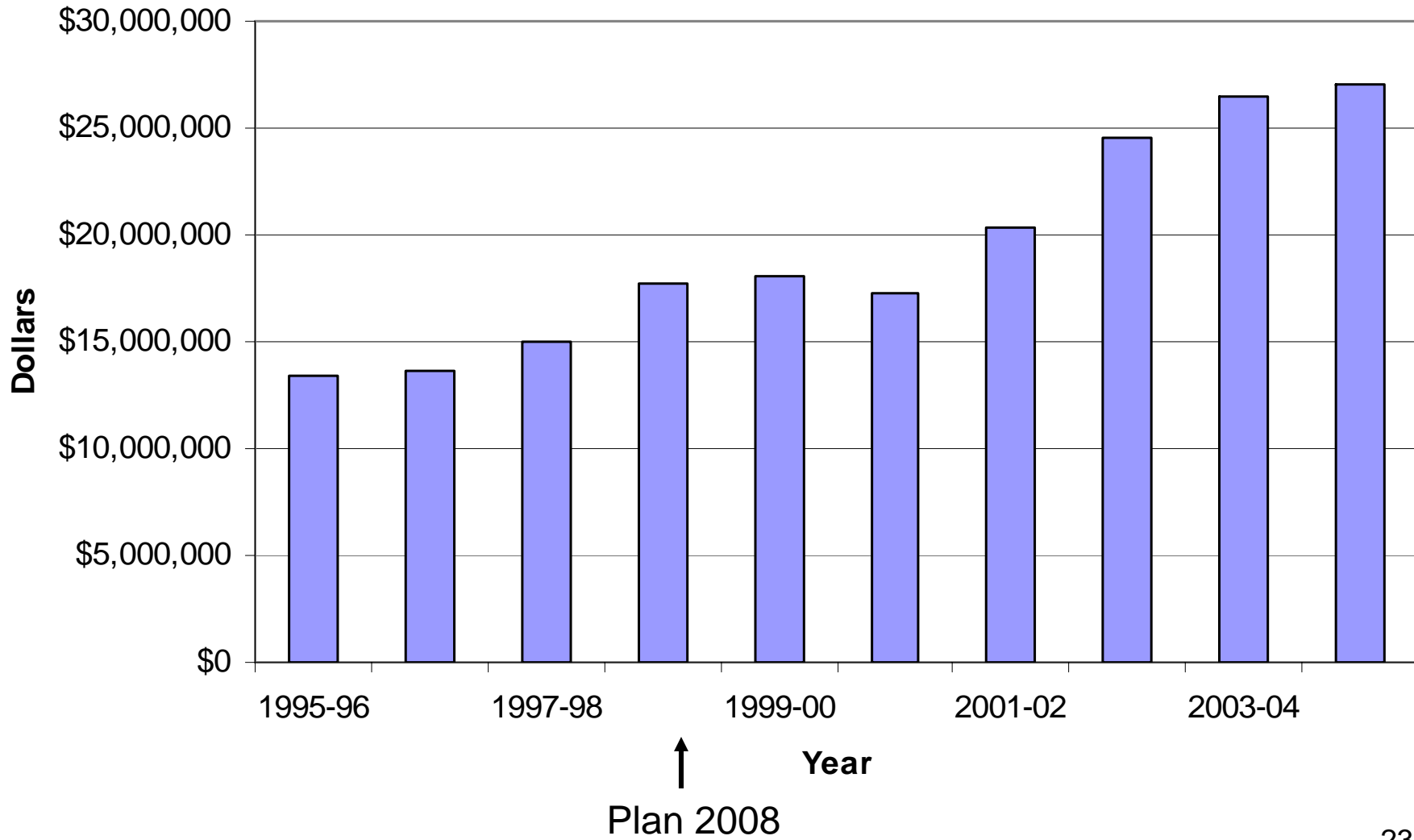


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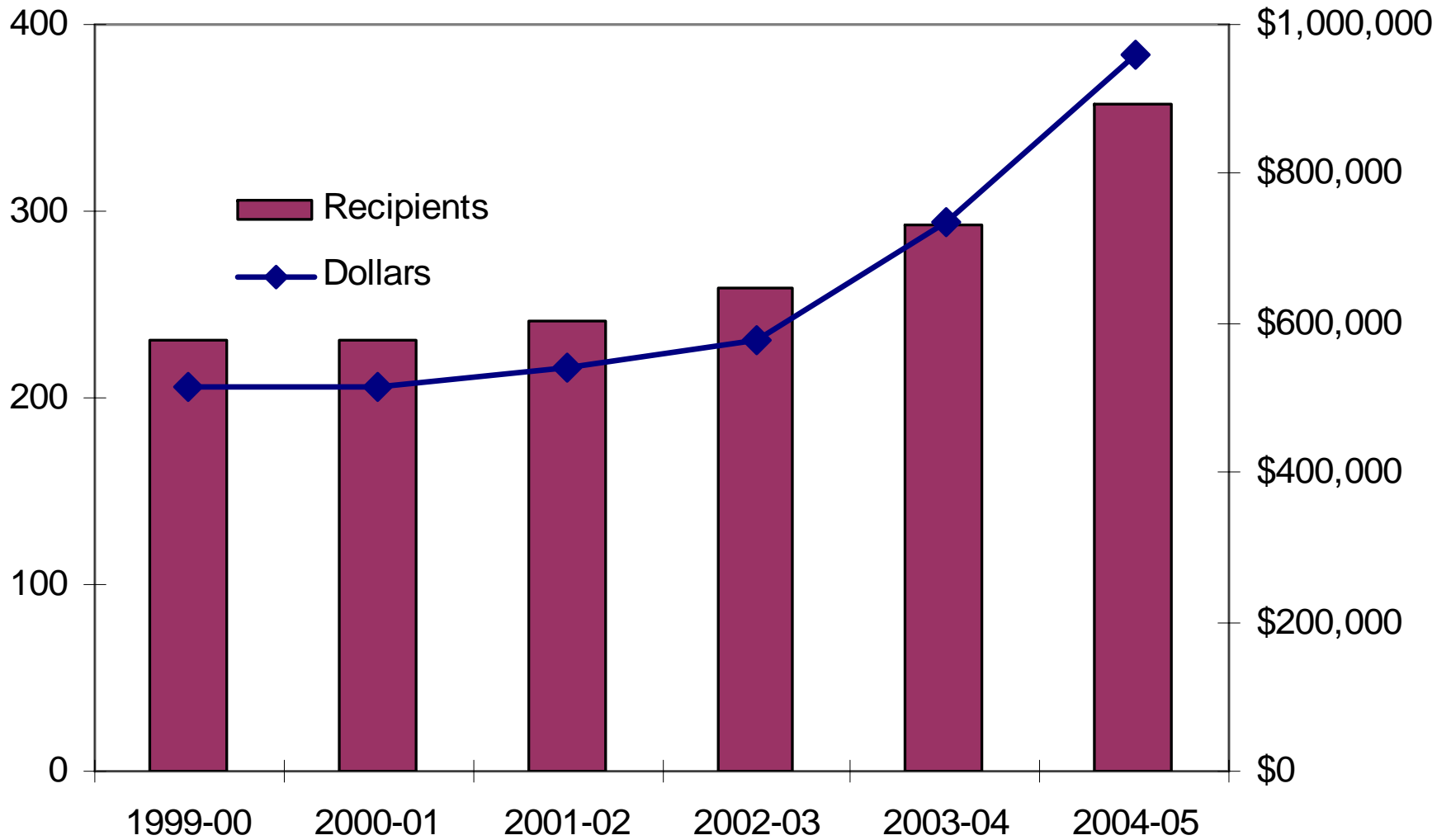
# Trends in the Dollar Volume of Financial Aid



# Need-Based Financial Aid Total Grant Dollars

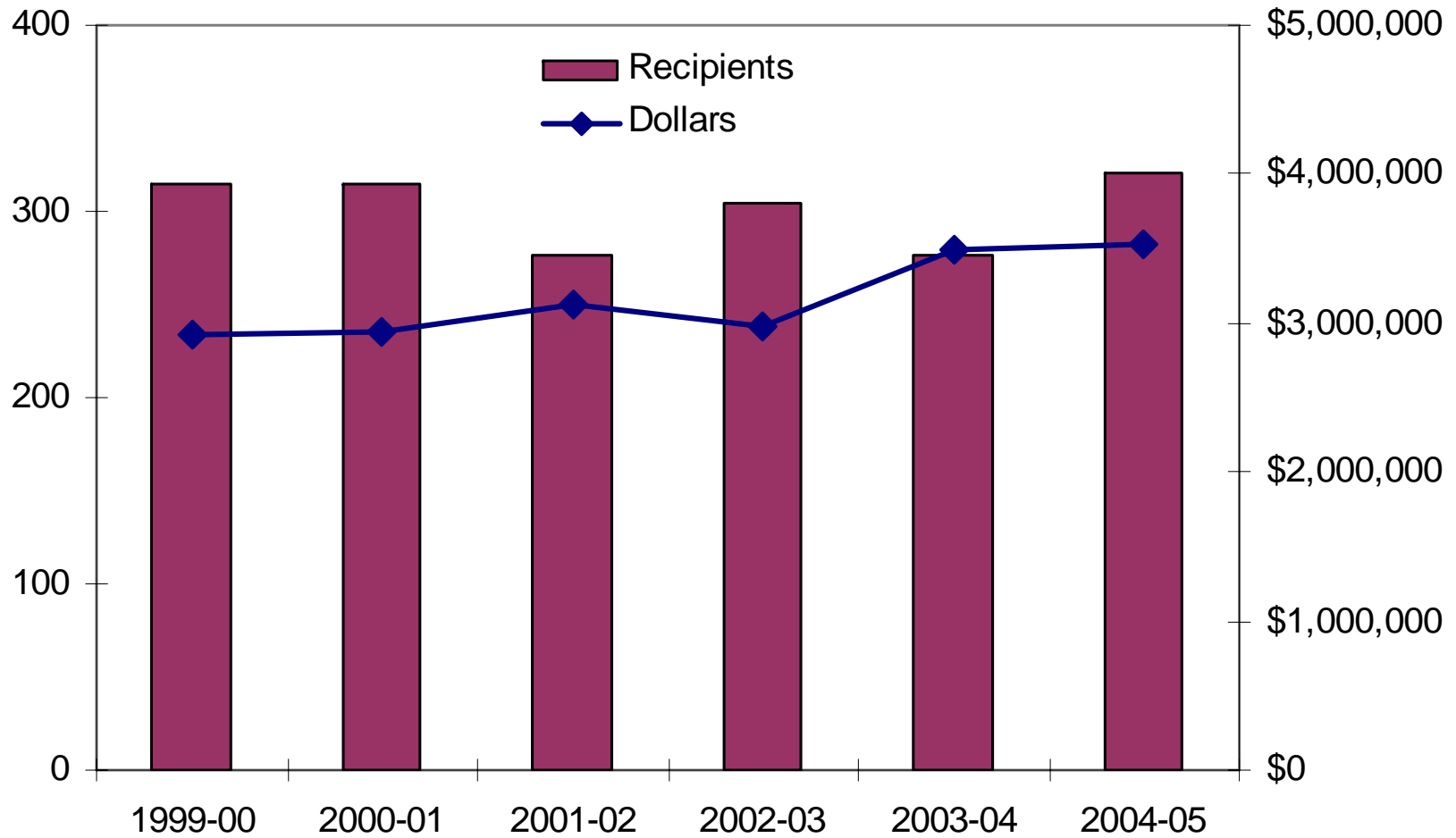


# Trends in Lawton Grants

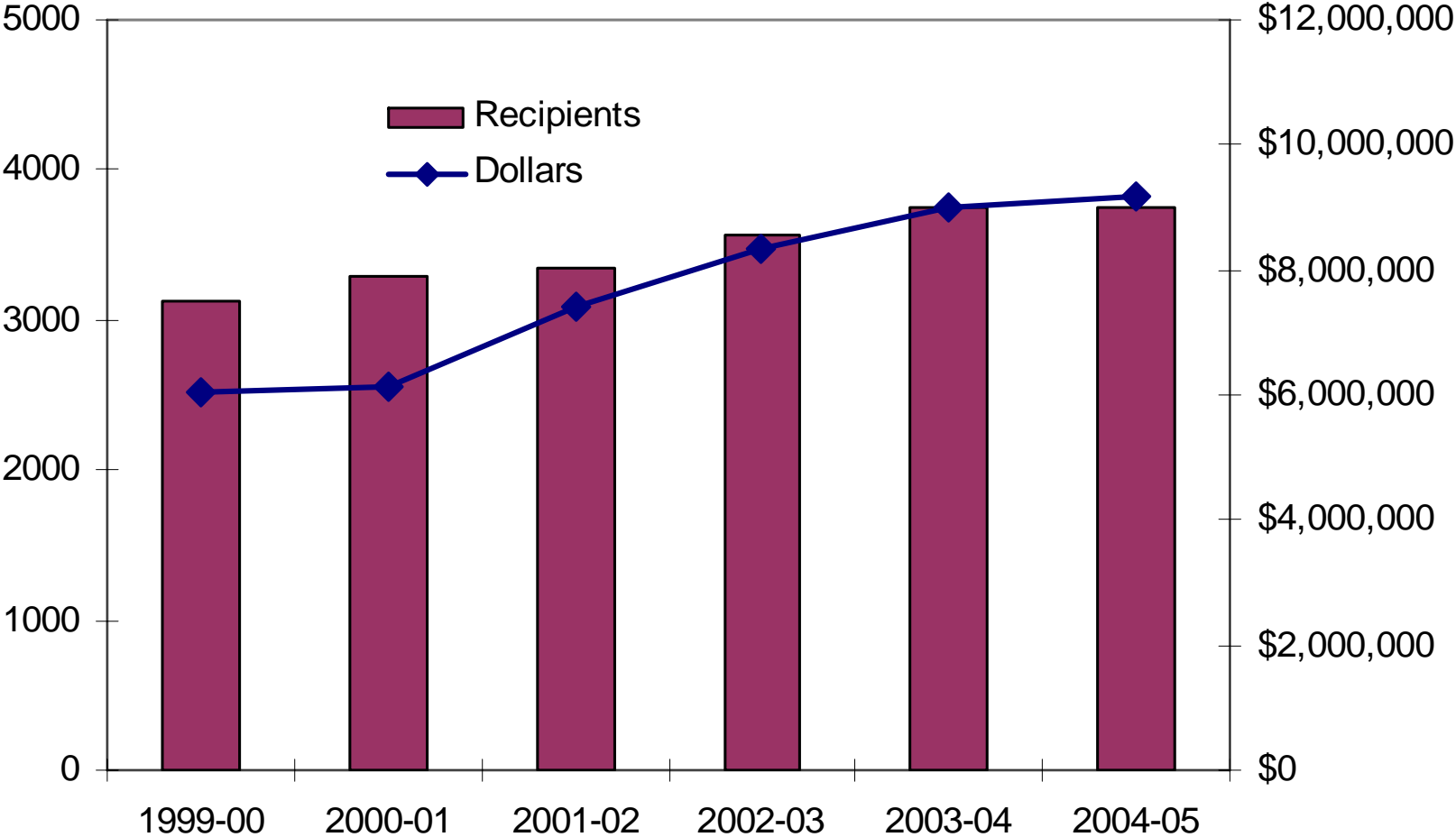




# Trends in Advanced Opportunity Program Awards (AOP)



# Trends in Pell Grants

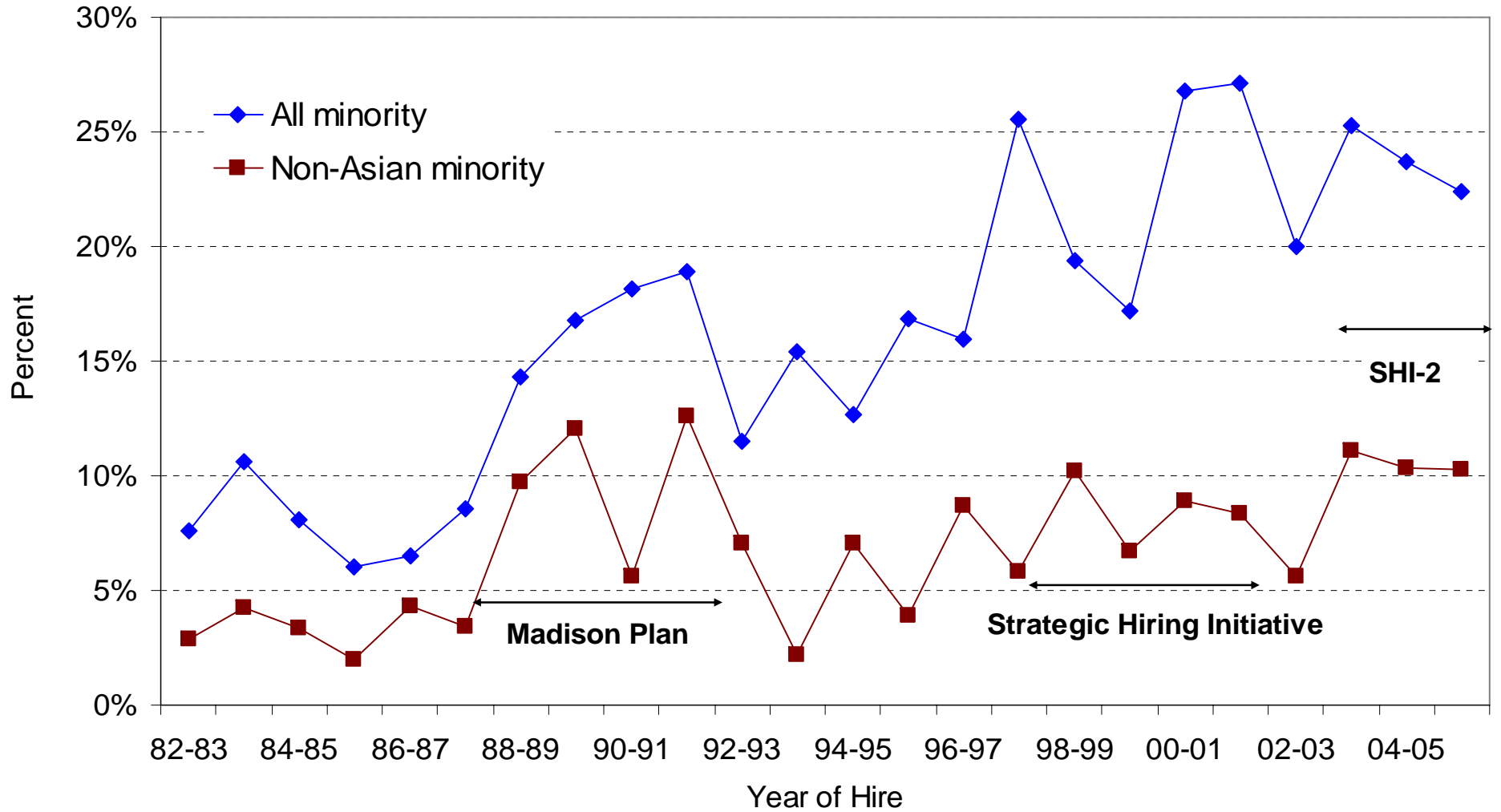


# Goal 5. Increase faculty, staff, and administrators of color

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# Minority Faculty Hires as Percent of all Faculty Hires



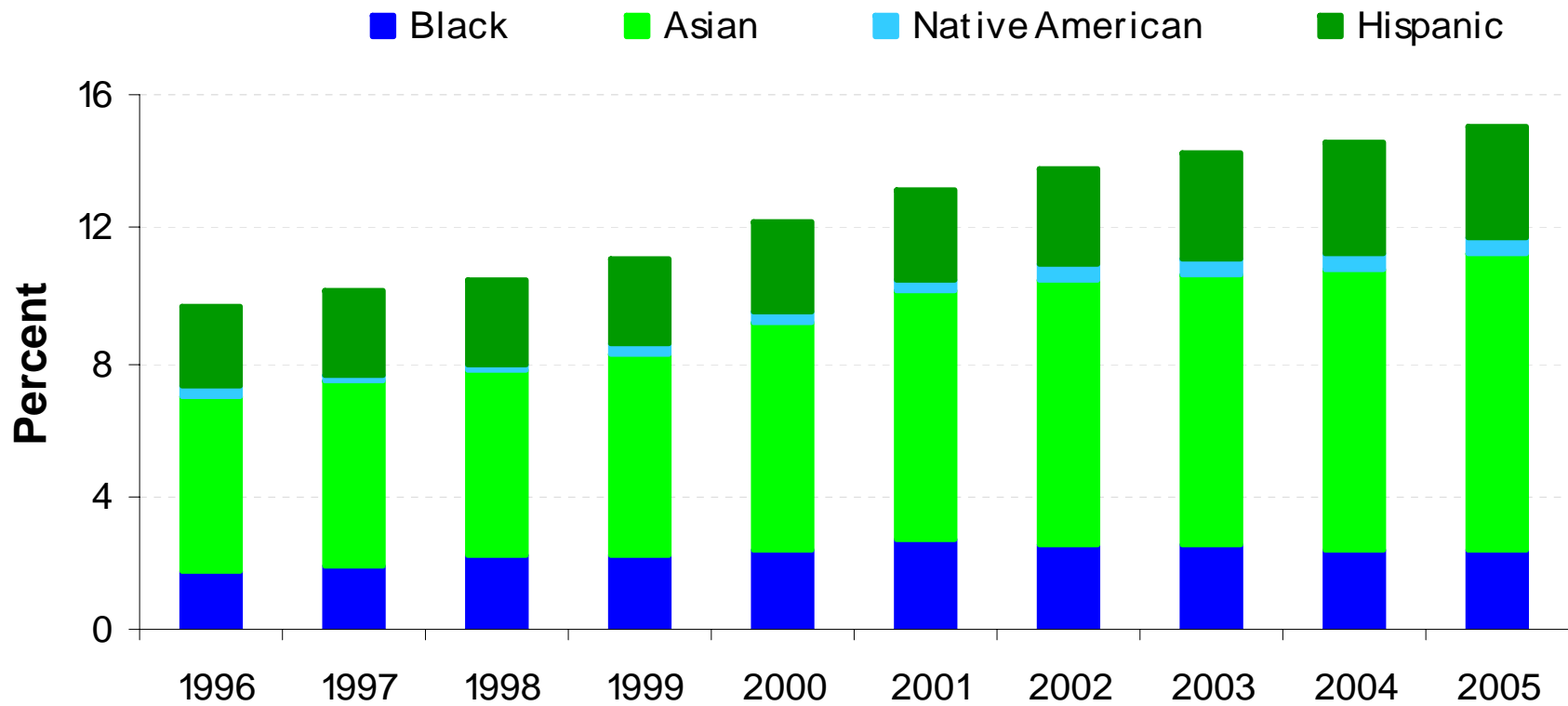
# UW-Madison Faculty Promotions to Tenure

## Percent Promoted to Tenure Within 9 Years

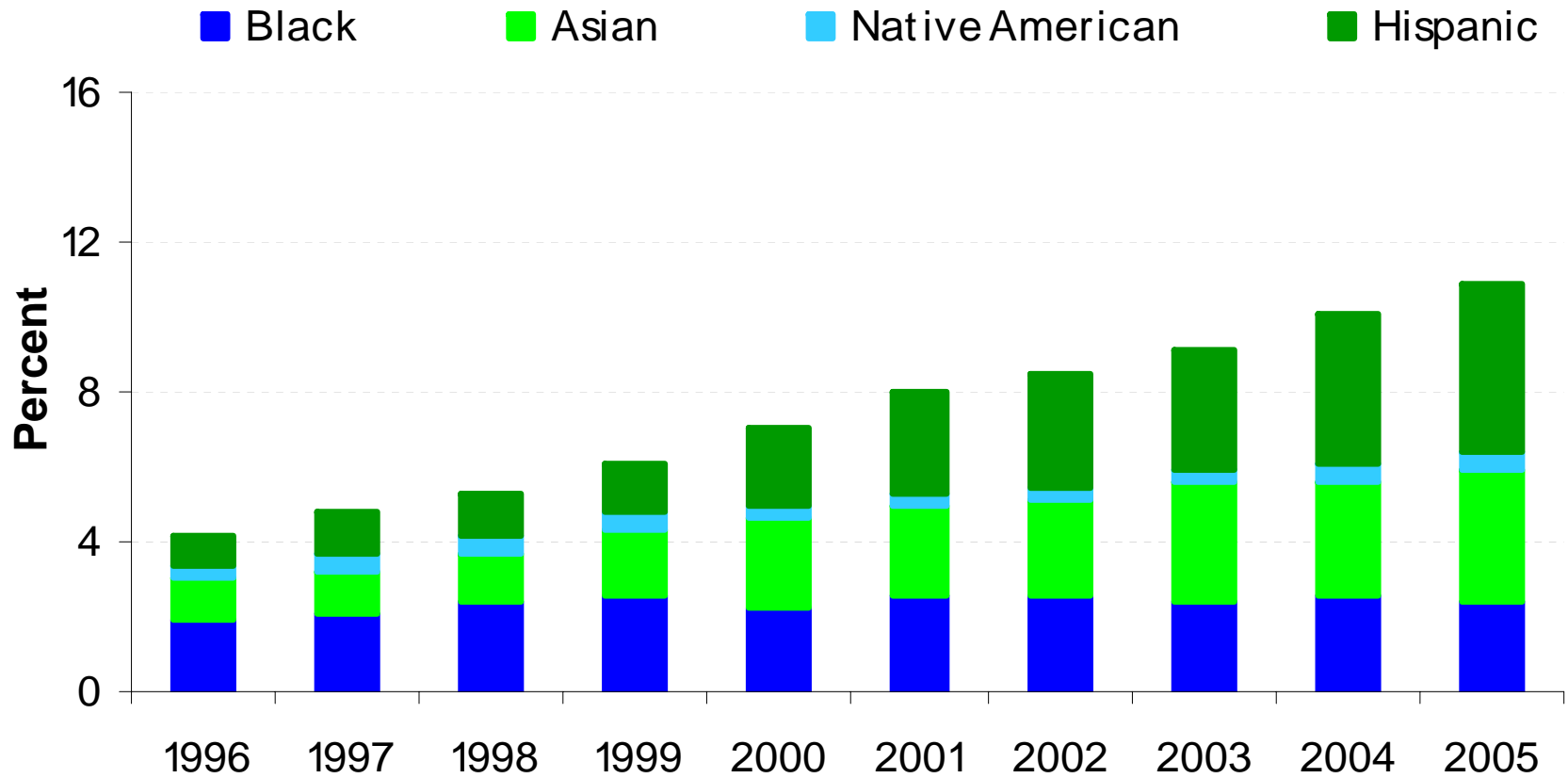


Source: UW-Madison Tenure File. Cohort includes probationary faculty only. Minority includes faculty who self-identify as Black, Hispanic, Asian or Native American. (MH/APA)

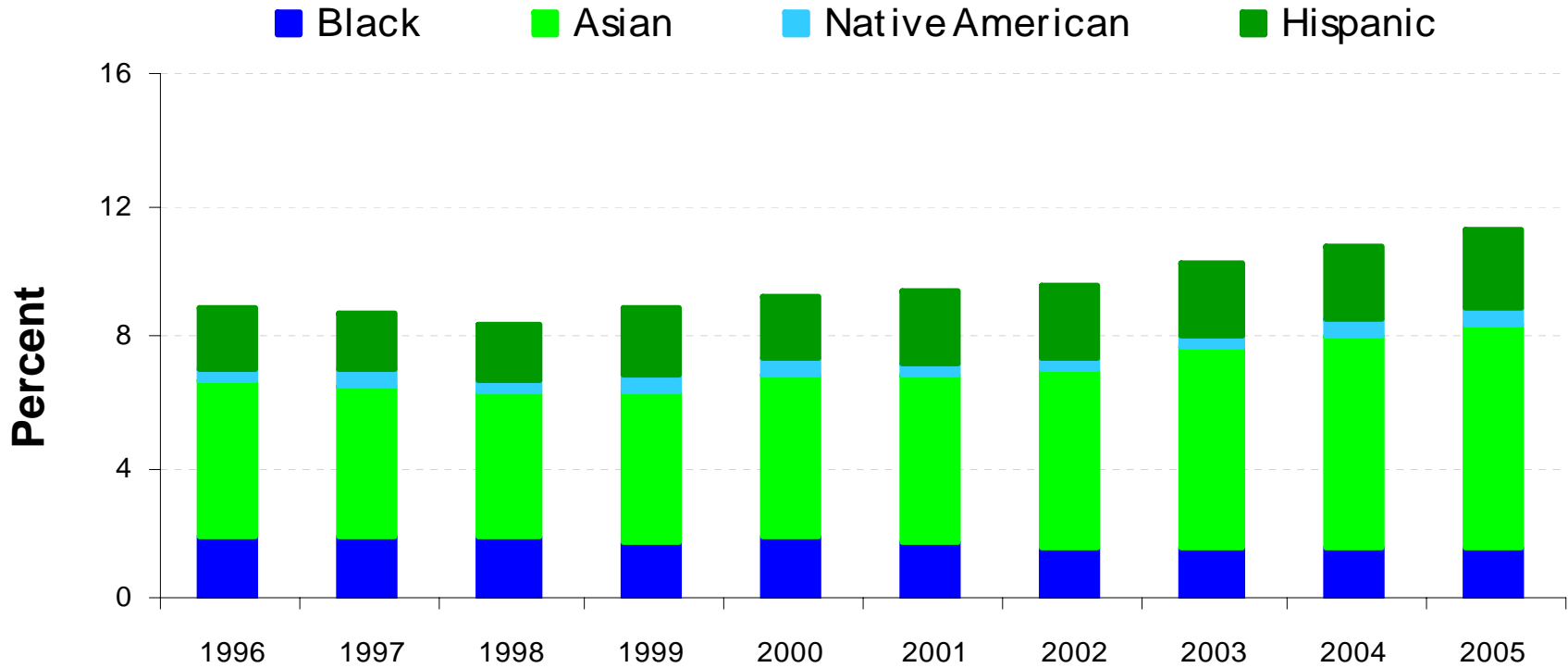
# Minority Faculty as a Percent of the Total Faculty Headcount



# Minority Classified Staff as a Percent of the Total Headcount

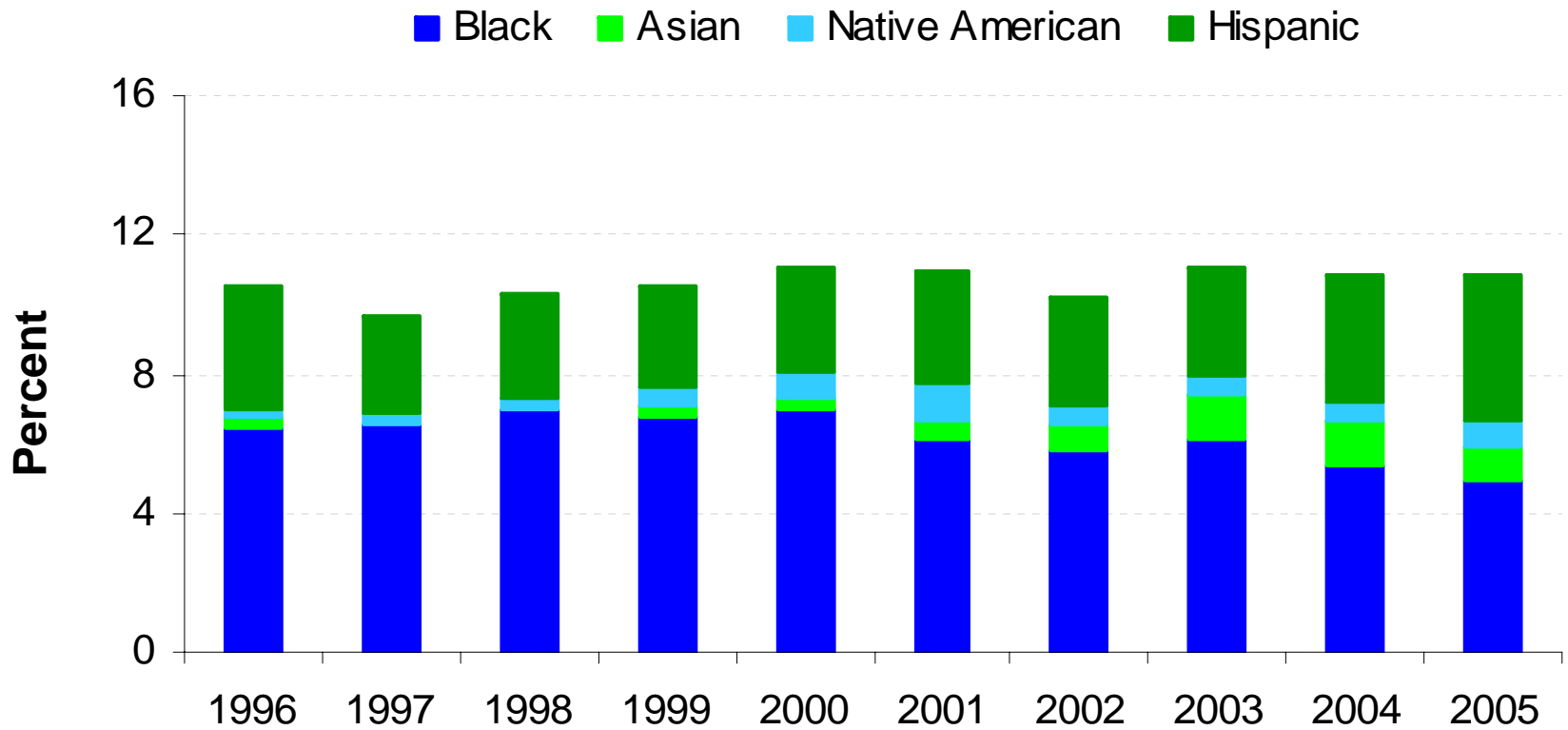


# Minority Academic Staff as a Percent of the Total Headcount





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



# Goal 6. Improve Campus Climate

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Focus : Educate for multicultural competence

# Educating for Multicultural Competence

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- 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

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

# Student Initiatives

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- 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



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

# Accountability

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- 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

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