



THE UNIVERSITY  
of  
**WISCONSIN**  
MADISON

## Diversity at UW-Madison: What the Numbers Say

WISCAPE, November 9, 2005

Jocelyn Milner  
Director, Academic Planning and Analysis  
*jmilner@wisc.edu*

1

## Themes

**Trend data** – undergraduate enrollments, retention rates, graduation rates

**Collecting race/ethnicity** - what we collect, how we collect it, issues associated with making changes.

**Pipeline** – present context and future projections.

**Surprises** – new information and the unexpected.

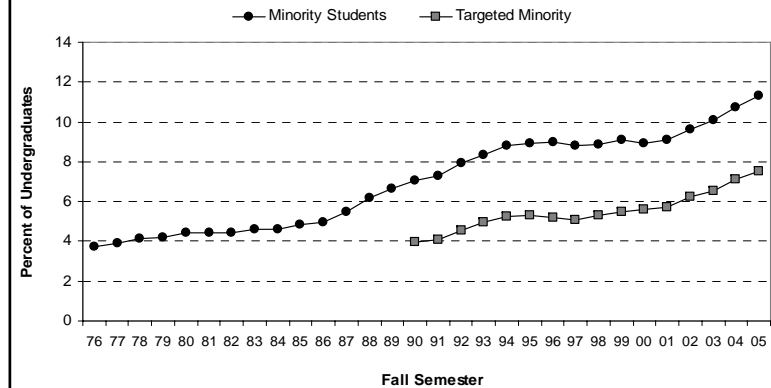
2

## Trends

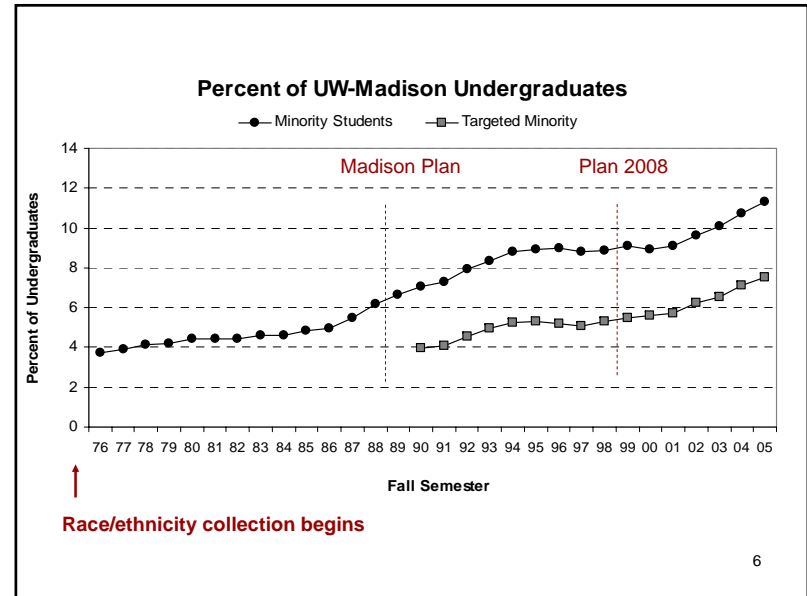
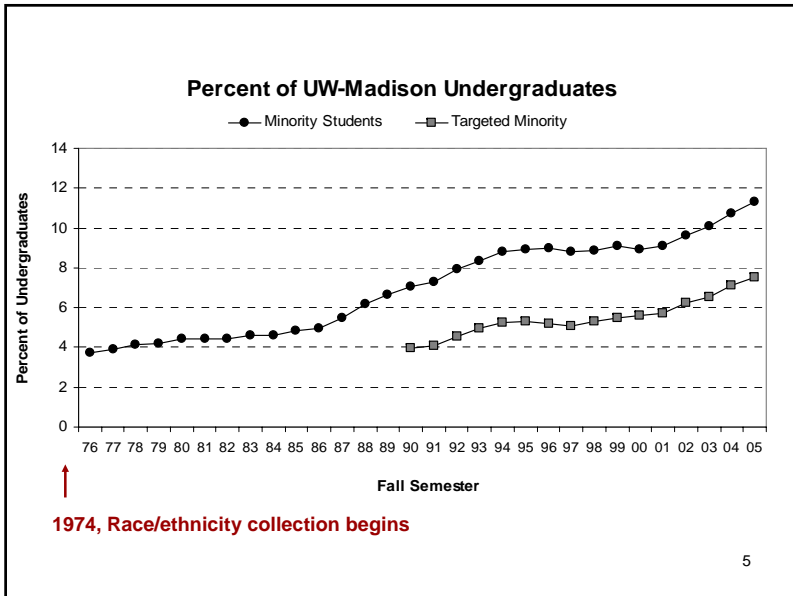
Undergraduate enrollment trends  
New first-year enrollments  
Retention rates  
Graduation rates

3

Percent of UW-Madison Undergraduates



4



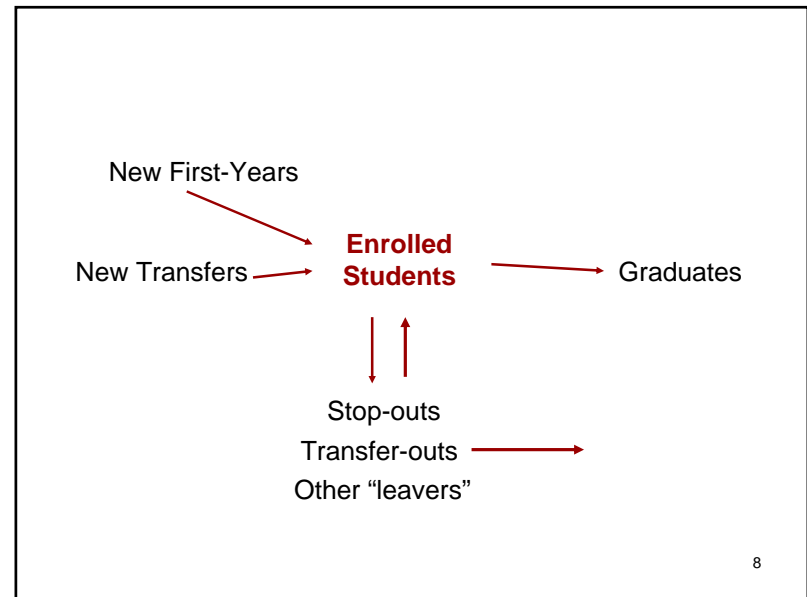
## Enrollment Trends Race/ethnicity Detail

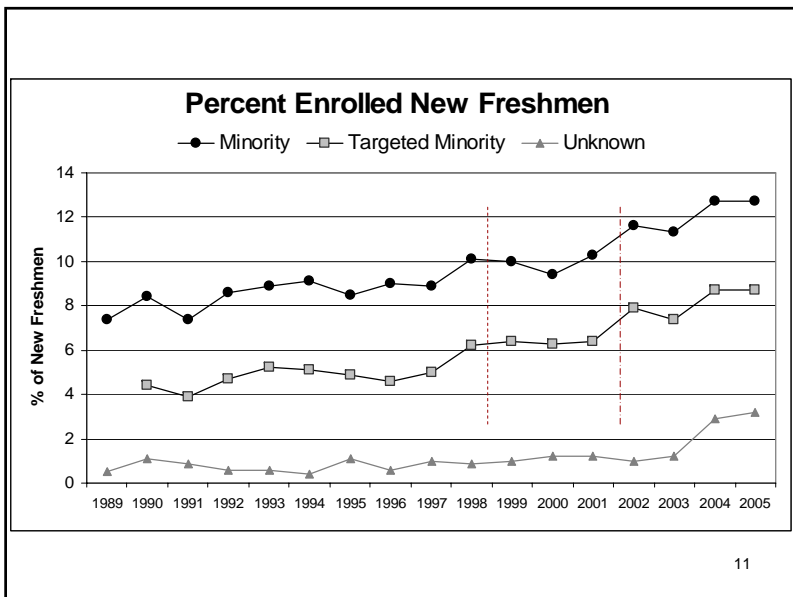
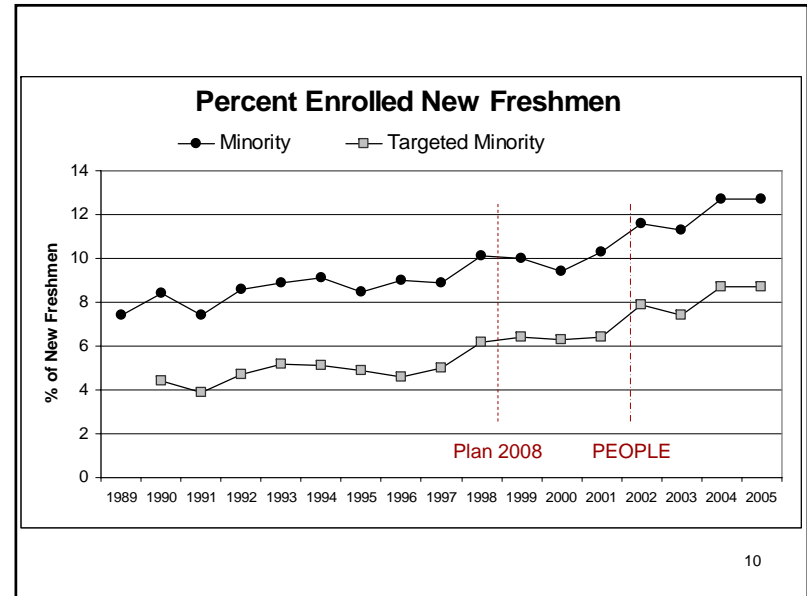
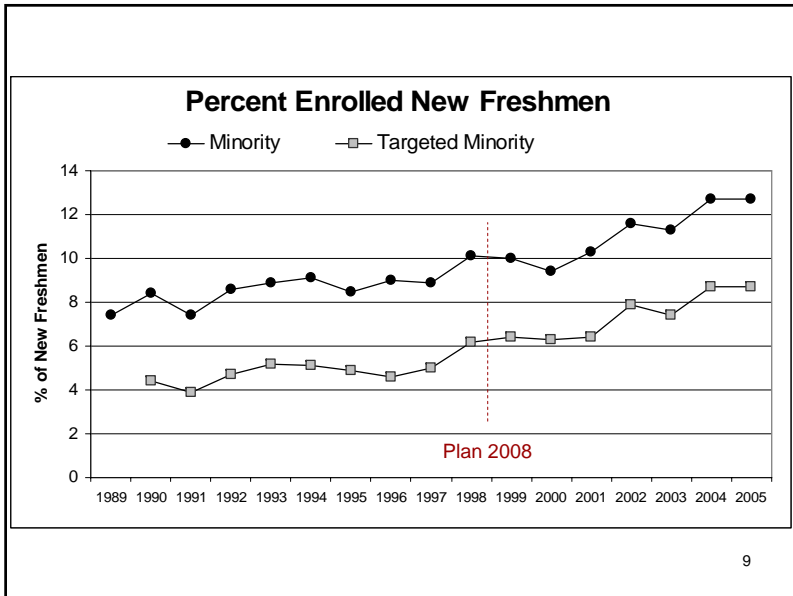
---

See tabulation.

- Since 1974
- Southeast Asian – 1990
- International students excluded

7





## New First-Year Student Trends Race/ethnicity Detail

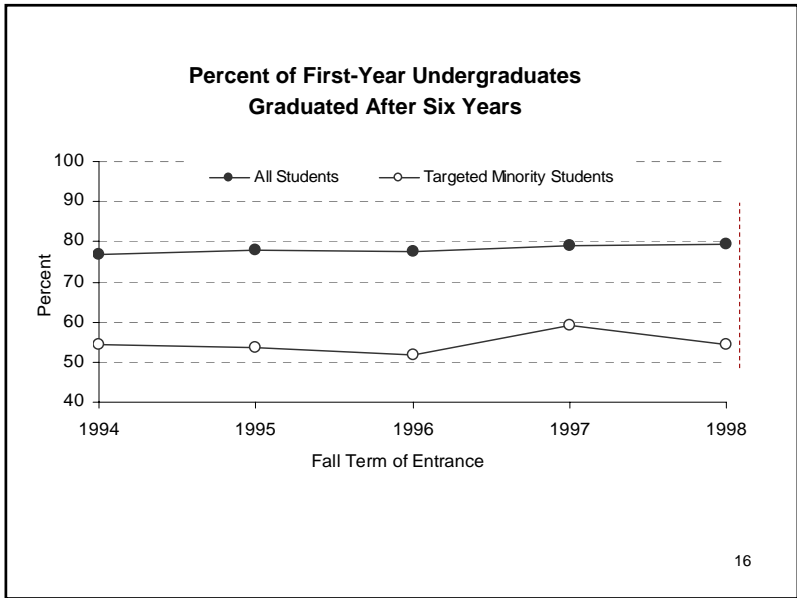
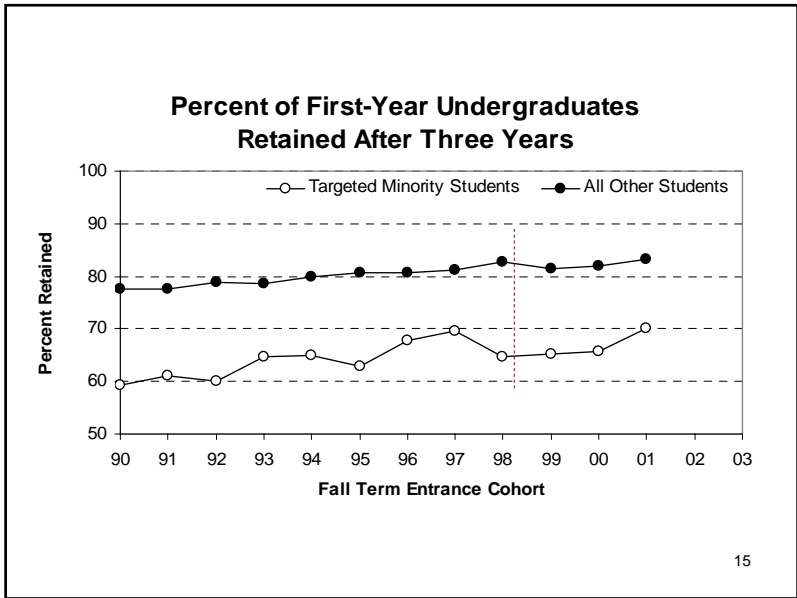
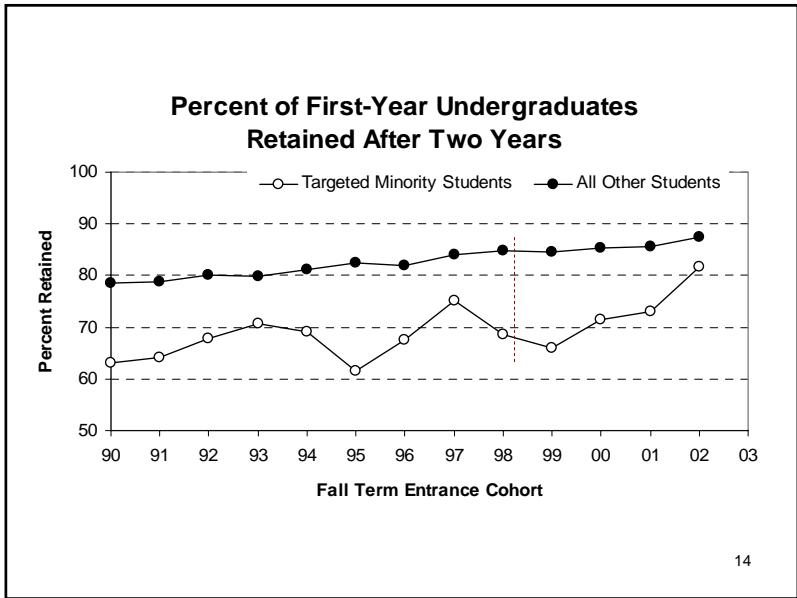
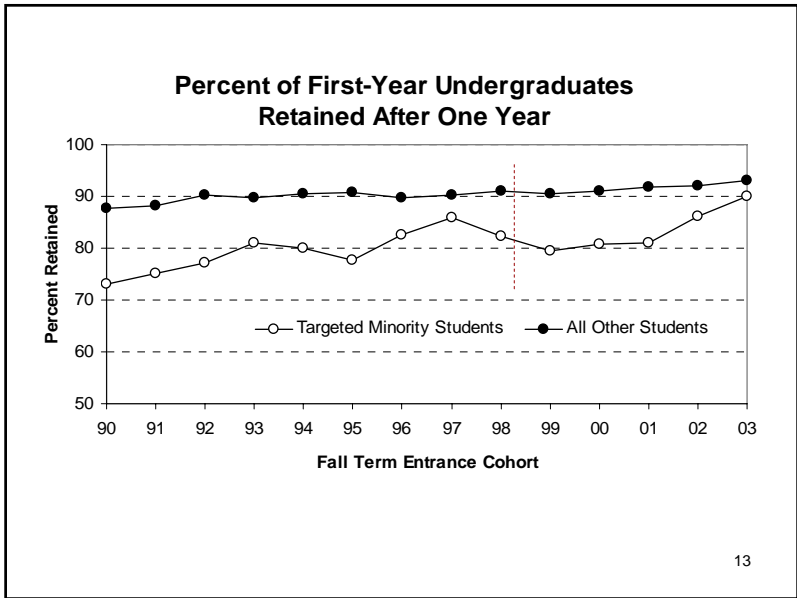
---

**See tabulation.**

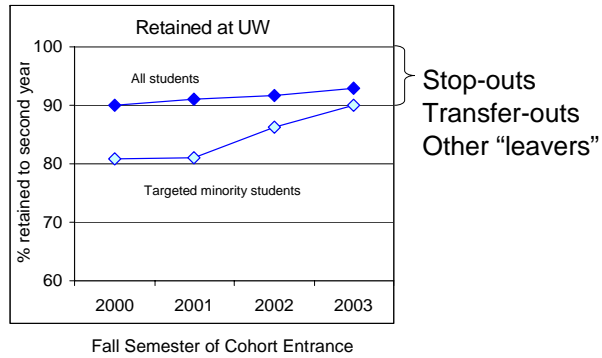
- Record numbers in fall 2005
- Unknown's up in 2004 and 2005

Revised total – 6141 new freshmen!!!

12

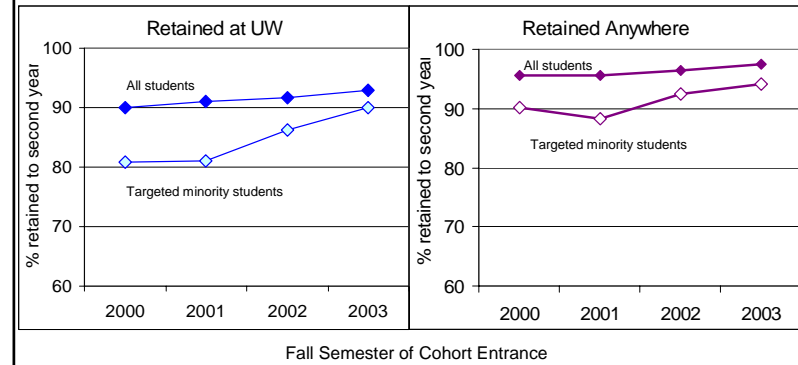


### Percent of First-Year Undergraduates Retained After One Year



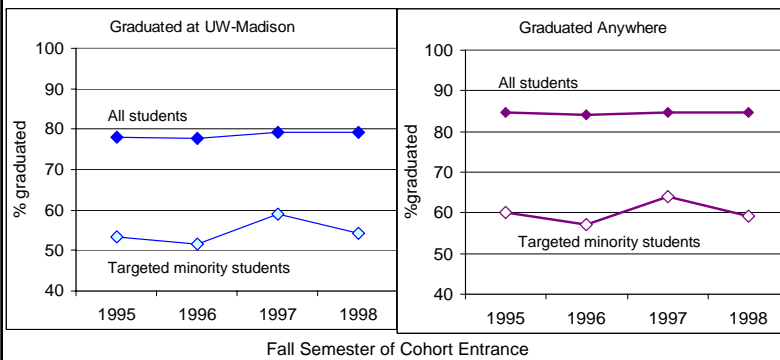
17

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



18

### Percent of First-Year Undergraduates Graduated After Six Years



19

### Retention/Graduation Rates

- Retention gap is closing
- Time lag for graduation rate
- Transfer-outs don't close the gap
- Minority students are retained longer

20

## Race/ethnicity Collection

---

Some general principles

- We can only report/analyze what we collect
- Data quality matters (garbage in, garbage out)

21

## Collection

---

- From students
  - at the time of application
- From employees
  - on the W4 at time of first appointment

22

## On the Undergraduate Application

---

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

23

## Use and Disclosure of Racial/Ethnicity Information

---

The U.S. Department of Education requires the university to report the number of students in various racial/ethnic categories. Your cooperation in furnishing accurate information will be appreciated. Racial/ethnic heritage information will be treated as confidential and will not appear on academic records, grade reports, class lists, or transcripts. Individual student racial/ethnic information will not be supplied to persons outside UW–Madison unless the student gives prior written consent. Within the UW System, individual student racial/ethnic information will be released only by approval of the chancellor or a designee of the chancellor.

24

## IPEDS Racial/ethnic descriptions

Racial/ethnic designations as used in this survey do not denote scientific definitions of anthropological origins.

The categories are:

- Black, non-Hispanic — A person having origins in any of the black racial groups of Africa (except those of Hispanic origin).
- American Indian/Alaska Native — A person having origins in any of the original peoples of North America and who maintains cultural identification through tribal affiliation or community recognition.
- Asian/Pacific Islander — A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or Pacific Islands. This includes people from China, Japan, Korea, the Philippine Islands, American Samoa, India, and Vietnam.
- Hispanic — A person of Mexican, Puerto Rican, Cuban, Central, or South American, or other Spanish culture or origin, regardless of race.
- White, non-Hispanic — A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).

25

## Categories

**What we collect:**

African American/Black  
American Indian/Alaska Native  
Southeast Asian  
Other Asian/Pacific Islander  
Hispanic/Latino  
White/Non-Hispanic  
Unknown  
International

**IPEDS categories:**

Black, non-Hispanic  
American Indian/Alaska Native  
Asian/Pacific Islander  
Hispanic  
White, non-Hispanic  
Unknown  
Non-resident alien

26

## Time to make changes in race/ethnicity collection categories?

- Changing policy needs
- Changing demographics
- Acknowledge a broader range of self-identity

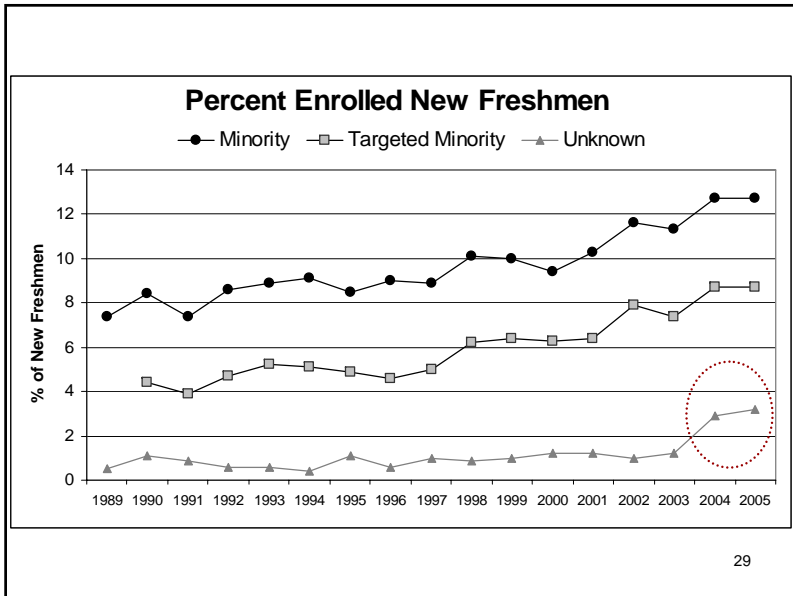
27

## Time to make changes in race/ethnicity collection categories?

- Changing policy needs
- Changing demographics
- Acknowledge a broader range of self-identity

**UW System Race/ethnicity ID working group.**

28



### Race/ethnicity Unknown Fall 2005

	Unknowns (N=196)	New First-Years (N=6141)
% Electronic application	94	74
% Female	56	56
Average Age	18.1 yrs	18.0 yrs

30

- ### On the E-Application
- 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
  - I choose not to respond [added to e-app Sept 2003]
- 31

- ### We asked unknowns 2 questions:
1. The application to UW Madison that you filled out asked you to tell us your race/ethnicity. You chose not to answer this question. Please check all the reasons why you did not give an answer.
  2. How should we change the question so that people will answer it?
- 32

## We asked unknowns 2 questions:

1. The application to UW Madison that you filled out asked you to tell us your race/ethnicity. You chose not to answer this question. Please check all the reasons why you did not give an answer.
2. How should we change the question so that people will answer it?

Speculation?

33

## Reasons for non-response

	% of respondents
c. I was afraid the information would hurt my chances of getting into UW	43
e. I think information about race/ethnicity is private	43
f. The question was optional	26
d. I was afraid the information would be used against me in some other way	17
a. None of the categories described my race/ethnicity	7
b. I wanted to check more than one category	4
g. I don't remember	3
h. Other - provided written comments	38

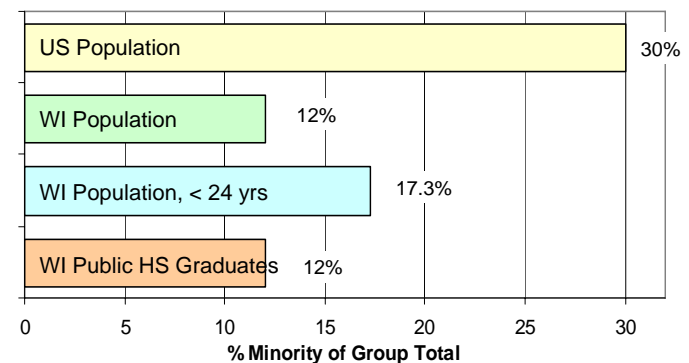
34

## How should we change the question so people will answer it?

	% of respondents
Don't ask it; it's inappropriate	36
Don't use race as an admission factor	29
No way to increase response; don't know	17
Make a response required	12
Provide more choice	8
Ask elsewhere, perhaps after admission	5

35

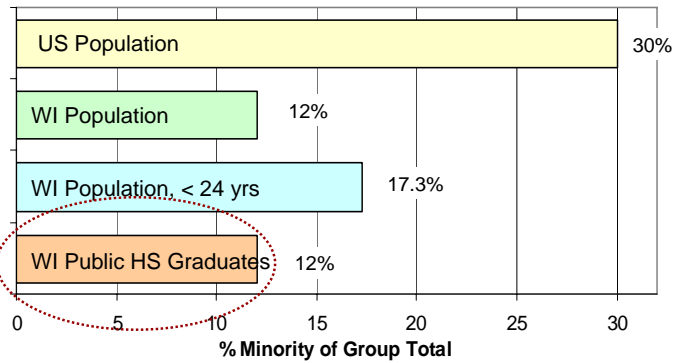
## Wisconsin's Minority Population



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.

36

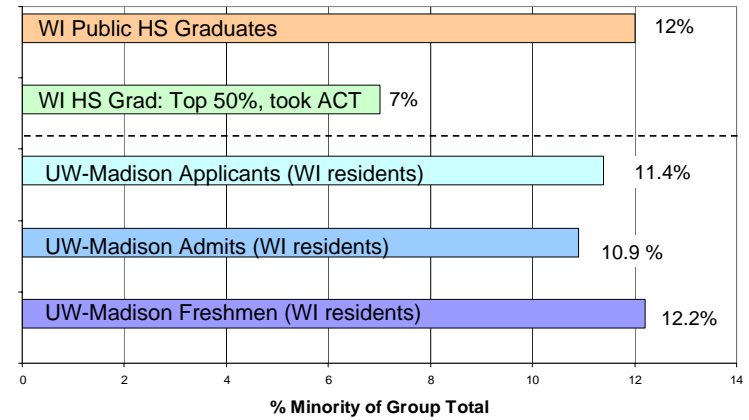
## Wisconsin's Minority Population



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.

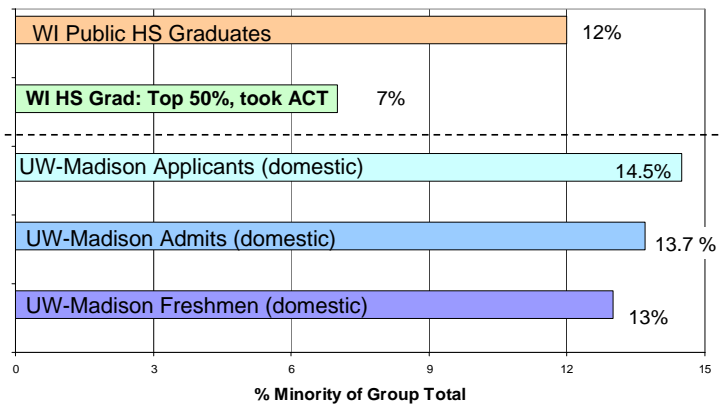
37

## WI Recruiting and Admissions Pool, Fall 2004



38

## WI Recruiting and Admissions Pool, Fall 2004



39

## Race/ethnicity of WI HS Graduates

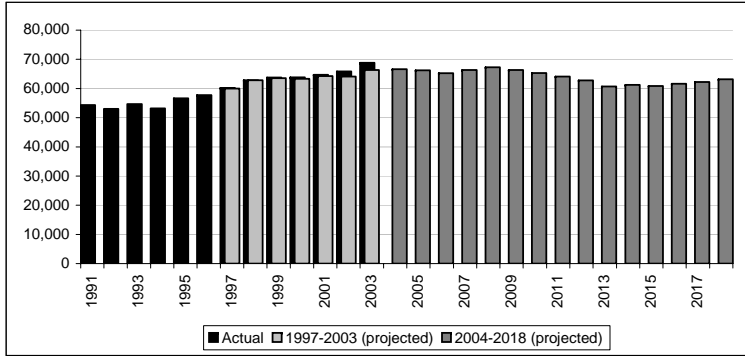
### Actual and Projected 1991-2018

Clare Huhn, 2004.

<http://wiscinfo.doit.wisc.edu/obpa/Admissions/Admissions.htm>

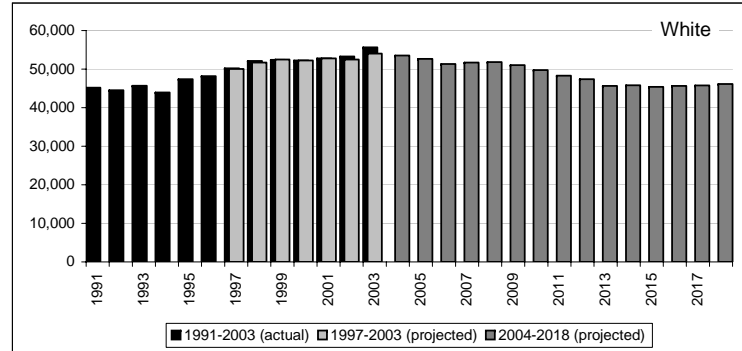
40

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



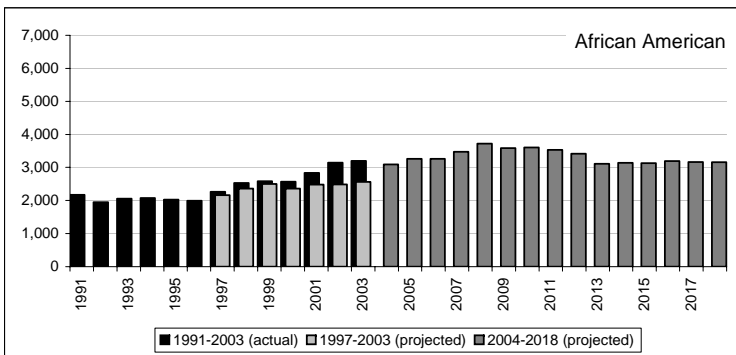
See C. Huhn paper, 4/2004

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



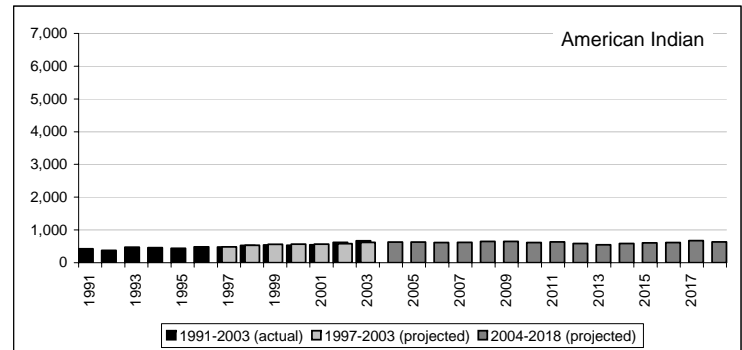
See C. Huhn paper, 4/2004

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



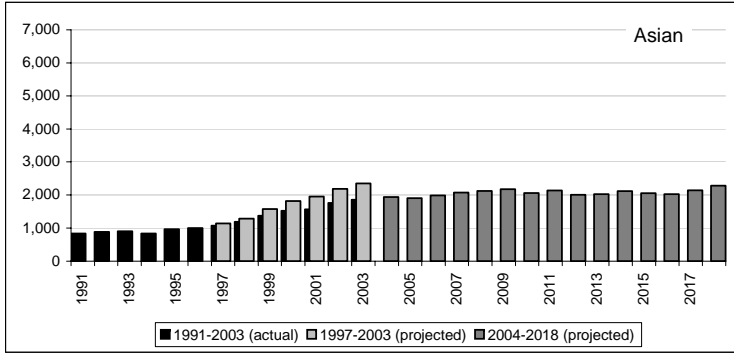
See C. Huhn paper, 4/2004

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



See C. Huhn paper, 4/2004

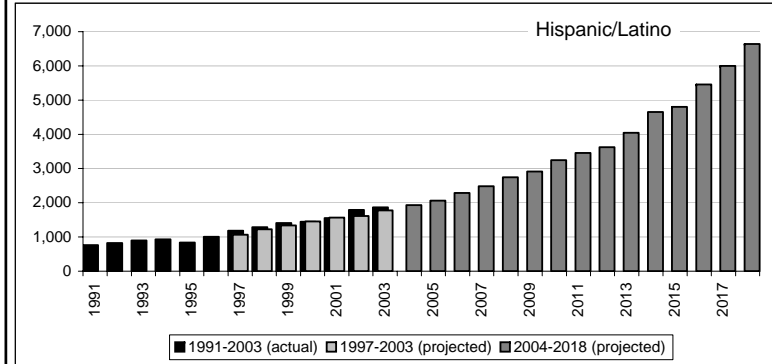
### Public High School Graduates in Wisconsin Actual and Projected, 1991-2018



See C. Huhn paper, 4/2004

45

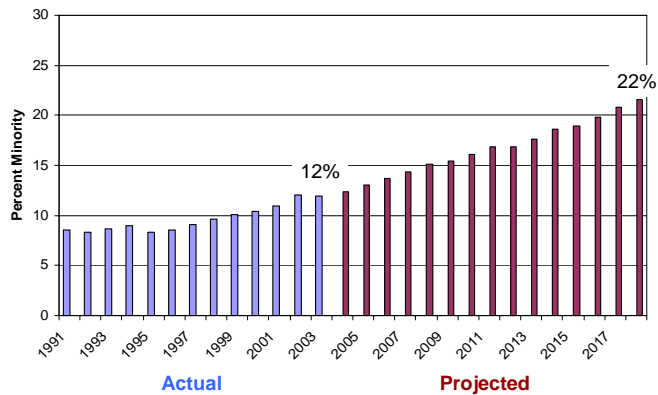
### Public High School Graduates in Wisconsin Actual and Projected, 1991-2018



See C. Huhn paper, 4/2004

46

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



See C. Huhn paper, 4/2004

47

### 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
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

See C. Huhn paper, 4/2004

48

## Projected Change in Recruiting Pool 2003-2018

	Minority	White	Total
2003 HS Graduates	7,593	53,504	61,097
2018 (projected) HS Grads	12,722	46,155	58,877
<b>Projected Change Overall</b>	<b>5,129</b>	<b>-7,349</b>	<b>-2,220</b>
--> ACT test takers			
--> Top 50%	1669	-4211	-2542
--> ACT >22	535	-2308	-1773
--> Top 25%	344	-1742	-1398

WI public high schools.

49

See C. Huhn paper, 4/2004

## 2003 to 2018 changes

- HS graduating class 8% smaller
- 12 % minority increase to 22% minority
- Minority students apply at higher rates
- Recruiting pool will only expand by a few hundred due to demographics
- Other changes are needed to increase racial/ethnic diversity

50

## Themes

**Trend data** – undergraduate enrollments, retention rates, graduation rates

**Collecting race/ethnicity** - what we collect, how we collect it, issues associated with making changes.

**Pipeline** – present context and future projections.

**Surprises** – new information and the unexpected.

**Questions, Discussion**

51

Supplemental Slides Follow

52

## Pipeline Demographics

	U.S.	WI	WI <24	WI HS Grads	UW-Madison Eligible (WI)	UW-Madison Applicants (WI)	UW-Madison Admits (WI)	UW-Madison Freshmen (WI)
African American	11.9	5.7	7.9	5.1	2.3	3.2	2.2	2.5
Hispanic	13.9	4.0	5.9	3.0	1.6	2.5	2.8	3.2
Native American	0.7	0.6	1.1	1.1	0.5	0.6	0.7	0.9
Asian	4.2	1.8	2.5	2.9	2.4	5.1	5.3	5.5
Minority Subtotal	30.7	12.0	17.3	12.0	7.0	11.4	10.9	12.2
White/Other	69.4	88.0	82.7	88.0	93.0	88.6	89.1	87.8

Sources: U.S. and WI (U.S. Census Bureau, American Community Survey 2003), WI-<24 (U.S. Census Bureau, 2000 Census), WI High School Graduates (WI Department of Public Instruction, 2002-03), 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 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 applicants, admits and freshmen, Fall 2004. Rows may not sum to total due to rounding.

53

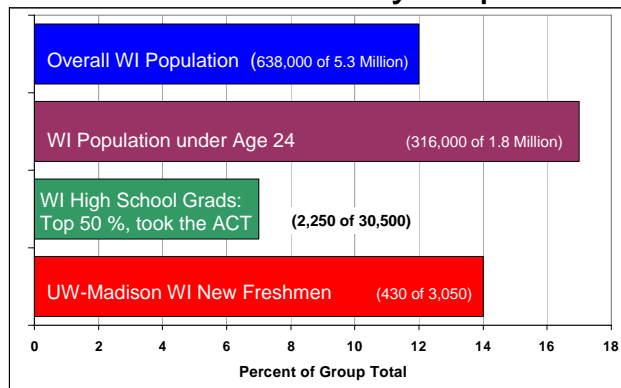
## Pipeline Demographics

	U.S.	WI	WI <24	WI HS Grads	UW-Madison Eligible (WI)	UW-Madison Applicants (domestic)	UW-Madison Admits (domestic)	UW-Madison Freshmen (domestic)
African American	11.9	5.7	7.9	5.1	2.3	3.2	2.3	2.8
Hispanic	13.9	4.0	5.9	3.0	1.6	3.1	3.2	3.4
Native American	0.7	0.6	1.1	1.1	0.5	0.5	0.5	0.8
Asian	4.2	1.8	2.5	2.9	2.4	7.8	7.7	6.1
Minority Subtotal	30.7	12.0	17.3	12.0	7.0	14.5	13.7	13.0
White/Other	69.4	88.0	82.7	88.0	93.0	85.5	86.3	87.0

Sources: U.S. and WI (U.S. Census Bureau, American Community Survey 2003), WI-<24 (U.S. Census Bureau, 2000 Census), WI High School Graduates (WI Department of Public Instruction, 2002-03), 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 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 applicants, admits and freshmen, Fall 2004. Rows may not sum to total due to rounding.

54

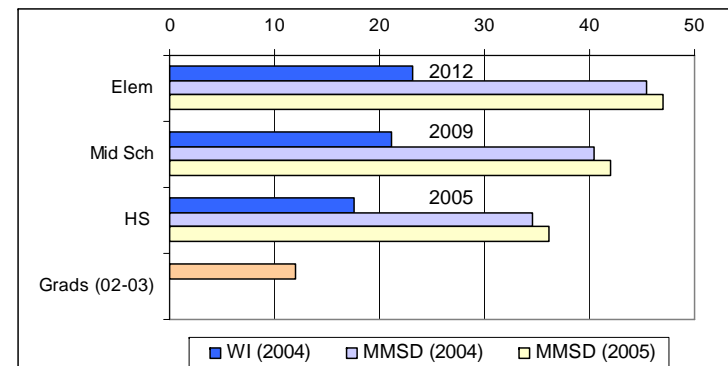
## Wisconsin's Minority Population



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.

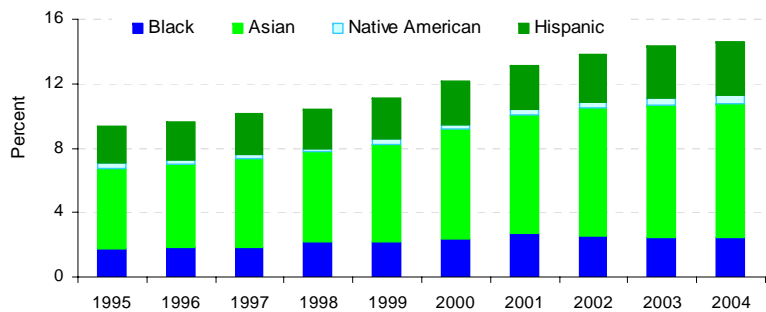
55

## % Minority Students in WI Public Schools



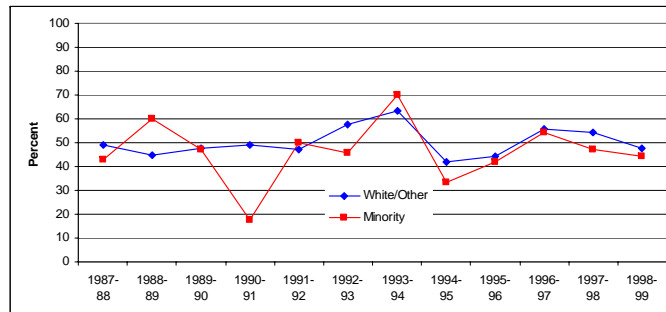
56

### Minority Faculty as a Percent of the Total Faculty Headcount



57

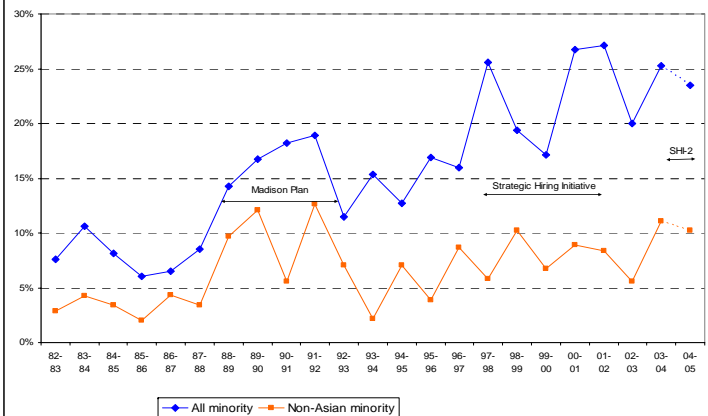
### UW-Madison Faculty Promotions to Tenure Percent Promoted to Tenure Within 6 Years



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)

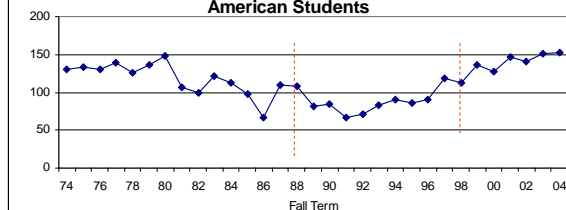
58

### Minority Faculty Hires as Percent of all Faculty Hires

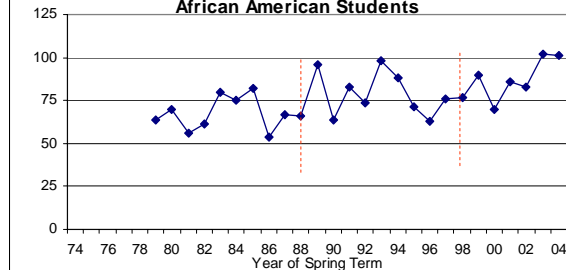


59

### Counts of New Freshmen Enrollments: African American Students

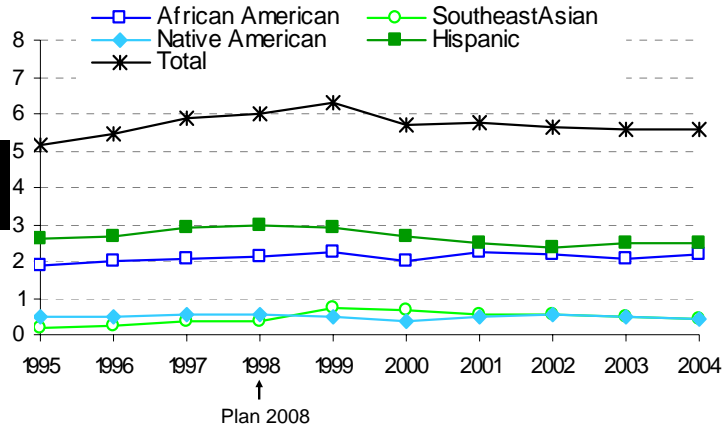


### Counts of Undergraduate Degrees Awarded to African American Students



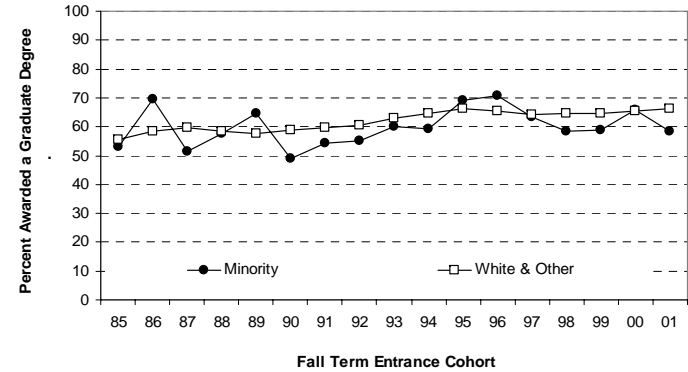
60

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



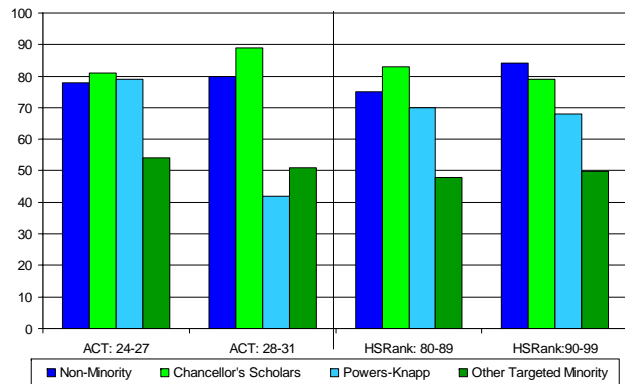
61

**Percent Receiving First Graduate Degree  
Within 3 Years of Entrance as a Graduate Student**



62

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



63

**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 <sup>th</sup> 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%

64

**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