

Agenda Item I.1.c (2)



The University of Wisconsin System

**Minority and Disadvantaged
Student Annual Report**

April 9, 1999

(Presented pursuant to Section 36.25 (14m)(c) of the Wisconsin State Statutes.)

April 9, 1999

Agenda Item I.1.c (2)

MINORITY AND DISADVANTAGED STUDENT ANNUAL REPORT

EXECUTIVE SUMMARY

BACKGROUND

The 1997-98 Minority and Disadvantaged Student Annual Report fulfills the requirement in Section 36.25 (14m)(c) of the Wisconsin State Statutes that the Board of Regents report annually on its precollege, recruitment, and retention plan for students of color and economically disadvantaged students. Targeted racial/ethnic groups include African-Americans, American Indians, Hispanic/Latino Americans, and statutorily defined Southeast Asians.¹ The report must also present information on financial aid programs serving those students. This report includes the following information on the UW System:

- ❑ Precollege initiatives and activities
- ❑ Enrollment of new undergraduate students of color
- ❑ Retention rates and degrees conferred for targeted race/ethnic groups
- ❑ Expenditures for student of color and disadvantaged student programs
- ❑ Student financial assistance

This is the ninth, and last, minority and disadvantaged student annual report under the Board of Regents approved *Design for Diversity* of May 1988. The information contained in this report responds to the statutory requirement described above, and reflects some, but not all of the initiatives and activities in the *Design for Diversity* plan. Commencing in June 1999, *Design for Diversity* will continue under *Plan 2008: Educational Quality Through Racial and Ethnic Diversity*, adopted by the Board of Regents in May 1998.

REQUESTED ACTION

Approval of resolution I.1.c (2) accepting the Minority and Disadvantaged Student Annual Report and authorizing its submission to the Governor and the chief of clerk of each house of the Legislature for distribution to the appropriate standing committees under s. 13.172(3).

¹ By statute, Southeast Asians are defined as persons who were admitted to the United States after December 31, 1975, and who either are former citizens of Laos, Vietnam, or Cambodia or whose ancestors were or are citizens of Laos, Vietnam, or Cambodia.

SUMMARY AND HIGHLIGHTS

Precollege Initiatives and Activities

UW institutions support a large and diverse array of precollege programs to enlarge the pool of students of color and disadvantaged students to prepare them for college. Historically, about 88 of the 375 UW System precollege programs served race/ethnic groups and disadvantaged students.² UW institutions provided academic skills and enrichment, college life, and career exploration opportunities. In addition to the UW System and federal TRIO funding, the Department of Public Instruction (DPI) Minority Precollege Scholarship Program provided significant funding for many of the targeted programs.

- In 1997-98, about 3,808 students participated in approximately 4,347 programs in UW System institutions' and Multicultural Information Center precollege programs.³
- Sixty-three percent (2,416) were students of color.

Enrollment of New Undergraduate Students of Color

Targeted race/ethnic populations include African American, Hispanic/Latino Americans, American Indian, and statutorily defined Southeast Asians who enter the UW System as new freshmen, new undergraduate specials, or new undergraduate transfer students.⁴ Southeast Asian students were not specifically identified in UW System databases until Fall 1990.

- In Fall 1998, 2,253 new targeted undergraduates of color enrolled in the UW System, an increase of 6.3% percent from the previous fall.
- In Fall 1998, new targeted undergraduates of color were comprised of 71 percent new freshmen, 9 percent new specials, and 20 percent new transfers.
- Seven of the 14 UW institutions increased their new targeted undergraduate of color enrollment (UW-Colleges, UW-Green Bay, UW-La Crosse, UW-Madison, UW-Milwaukee, UW-Parkside, and UW-Platteville).
- Overall, in Fall 1998 there were 9,945 students of color in the UW System or 7.5 percent of total undergraduate enrollment.

² Based on preliminary data. Final data will be available in Spring, 1999.

³ Students may participate in more than one program. Based on preliminary data. Final data will be available in Spring, 1999.

⁴ New freshman are degree-seeking students entering for the first time, new specials are non-degree seeking students entering for the first time, and new transfers include transfers from outside the UW System. Intra-system transfers are excluded.

Retention and Degrees of Undergraduates of Color

- During *Design for Diversity*, Fall 1987 through 1997, second-year retention rates increased for targeted African Americans, Hispanic/Latino and American Indians, but fell for all Asians, including Southeast Asians.
- The Fall 1997 cohort second-year retention rates for African Americans, Hispanic/Latino and American Indians increased over the Fall 1996 cohort. Southeast Asian second-year rates declined.
- Third-year retention rates during *Design for Diversity* increased for African Americans and American Indians, but fell for Hispanic/Latino and Asian Americans.

Degrees Conferred

- During the ten-year period of *Design for Diversity*, total degrees earned by students of color increased 108 percent from 864 in 1988 to 1,797 in 1998.
- **Between 1996-97 and 1997-98;**
 - Bachelor degrees earned by students of color grew 7.4 percent from 1,170 to 1,256.
 - Masters degrees earned by students of color remained fairly flat and only changed from 342 to 343.
 - Doctoral degrees earned by students of color decreased 6.8 percent from 59 to 55.
 - Advanced professional degrees earned by students of color increased 32.6 percent from 86 to 114.⁵

Program Funding

The state and federal governments through general program revenue, gifts, and grants provide program funding for students of color and disadvantaged students. The 1987-89 Wisconsin biennial budget act created an appropriation under (s.20.285) (4)(a) to provide funding for these programs (referred to as Fund 402). All UW institutions obtain extramural funding to supplement government funding for these programs.

- In 1997-98, UW System institutions expended \$21 million from all funding sources for students of color and disadvantaged student programs. Half of these funds (\$10 million) were raised by the institutions from non-government sources.
- During 1997-98, \$5.8 million was expended from Fund 402. Based on institutional estimates, Fund 402 dollars were distributed thus: 64 percent for retention activities, 18 percent for precollege programs, and 18 percent for recruitment.

⁵ Advanced professional degrees include Law, Medicine, Veterinary Medicine, and Pharmacy.

Student Financial Aid

Financial assistance is fundamental to the recruitment, retention, and graduation of students of color and disadvantaged students. In addition to the general financial programs offered to students, two other financial aid sources are available to students of color and economically disadvantaged students; the Lawton Undergraduate Minority Retention Grant (LUMRG) for undergraduate students and the Advanced Opportunity Grant (AOP) for graduate students.

- In 1997-98, a total of 8,568 students of color in the UW System received financial assistance.
- In 1997-98;
 - 1,712 students of color received LUMRG grants. The average LUMRG award was \$1,278.
 - 502 students of color received AOP grants. The average AOP award was \$6,969.

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SECTION I: UW SYSTEM M/D PRECOLLEGE ACTIVITIES

UW System institutions vary in the extent to which they provide precollege, recruitment, and retention programs for students of color. Effective precollege programs expand the pool of high school graduates who apply to the UW System. Participation in precollege programs increases the probability of students of color graduating from high school.

Data from the 1994, *Design for Diversity: Increasing Participation and Graduation, A Midpoint Review*, and the data collected during the 1998 *Plan 2008* planning process stressed the importance of precollege activities for all targeted groups, African American, Hispanic/Latino, American Indian and Asian American, with an emphasis on Southeast Asian. College remains a seemingly unattainable goal for many youth of color in Wisconsin and nationally. A lower high school completion rate, inadequate financial aid, and a lack of precollege opportunities contribute to low college enrollment and graduation rates for students of color. UW System institutions and the Multicultural Information Center (MIC) have been working vigorously to provide youth of color with the necessary prerequisites, information and academic skills for higher education through precollege programs.

Historically, about 88 of the 375 UW System programs served students of color and economically disadvantaged students.⁶ While students of color comprise about half of all precollege students served by the UW System, precollege students of color represent about fewer than two percent of all youth of color in the K-12 system (Table 1). In 1997-98, the Department of Public Instruction awarded 2,416 students statewide a total of 2,903 DPI scholarships.⁷

In 1997-98, UW institutions served about 3,808 precollege students who participated in approximately 4,347 program experiences. Of the 3,808 total UW System precollege participants, 2,416 or 63.4 percent were youth of color (Table 1).⁸

Funds provide summer and academic year precollege activities. In 1997-98, UW institutions expended \$5.8 million in state Fund 402 dollars. About 13.4 percent of Fund 402 was expended on precollege activities.

⁶ Based on preliminary data. Final data will be available in the Spring, 1999.

⁷ DPI funded precollege students may receive up to three scholarships per year.

⁸ Based on preliminary data. Final data will be available in the Spring, 1999.

Table 1
Number of UW System Precollege Program Students
1997-98

	1997-98 (a)
Total Wisconsin K-12 Student of Color Population	156,689
Total Precollege Students Served by UWS Precollege Programs (b)	3,808
Total Precollege <i>Students of Color</i> Served by UWS Precollege Programs Through DPI Scholarships	2,416
Total Precollege <i>Students of Color</i> as a Percent of Total Precollege Students	63.4%
Total UWS Precollege <i>Students of Color</i> as a Percent of Total K-12 Population	1.5%
Number of Precollege Program Experiences	4,347

(a) 1997-98 Precollege data are preliminary. Final data will be available in Spring 1999.

(b) Includes students served by UW institutions and Multicultural Information Center.

Multicultural Information Center and the Institute on Race and Ethnicity

The UW System has a long-standing history of cultivating the college enrollment pipeline. Two units within UW System, the Multicultural Information Center (MIC) and the Institute on Race and Ethnicity (IRE) play a system-wide role in the advancement of diversity in the UW System.

MIC serves as a precollege informational resource and referral center, and works in collaboration with the UW System's 26 colleges and universities and the Wisconsin Department of Public Instruction. MIC maintains a statewide database of precollege participants and hosts a cadre of approximately 35 outreach consultants who conduct motivational and information workshops for students, parents, and school personnel throughout the state.

IRE serves as a catalyst for the development of race/ethnic studies across the UW System. The primary purpose of IRE is to support and encourage scholarly research and curricular innovation in race/ethnic studies. Wisconsin Senate Bill 31 (Act 31) signed into law in 1989, directs school districts to include instruction in the history, culture, and tribal sovereignty of federally recognized American Indian tribes and bands. In April 1999, IRE will host a statewide 'Symposium on American Indian Studies and Act 31' at UW Fond du Lac. The symposium will serve as a platform to examine how Act 31 is being implemented, both in the K-12 schools and UW System.

SECTION II: UNIVERSITY OF WISCONSIN SYSTEM OVERVIEW

UW System New Targeted Undergraduates of Color Enrollment

Targeted race/ethnic groups include U.S. citizen or permanent resident African Americans, Hispanics/Latinos, American Indians, and statutorily defined Southeast Asians who enroll in the UW System as new freshman, new specials or new transfers. Intra-UW System transfers are excluded from enrollment figures because intra-system transfers are not new to UW System.

Over the ten-year period of *Design for Diversity*, 1988 to 1998, the number of targeted new undergraduates of color, excluding Southeast Asians, increased 32.7 percent, from 1,476 to 1,959 (2,253 including Southeast Asian). The largest increase occurred among Hispanics/Latinos at 54.1 percent, from 455 to 701. The smallest changes occurred among American Indians at 24.2 percent, 194 to 241; and African Americans at 23 percent, from 827 to 1,017 (Table 2). Southeast Asians increased 147.1 percent from 119 to 294 between 1990 and 1998. Southeast Asian enrollment data was unavailable until 1990.

Between Fall 1997 and Fall 1998, new targeted undergraduates of color increased from 2,119 to 2,253 in the UW System; a 6.3 percent increase over the previous Fall (Table 2). Southeast Asians jumped 24.1 percent from 237 to 294. Hispanics/Latinos increased 5.3 percent, from 666 to 701, followed by a 3.5 percent increase among African Americans from 983 to 1,017, and American Indians increased 3.4 percent from 233 to 241.

Table 2
UW System New Targeted Undergraduates of Color Enrollment
Fall 1988 to Fall 1998

	Fall Semester											Percent Change 1997-98	Percent Change 1988-98
	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998		
UWS Total			1,495	1,624	1,752	1,872	1,861	1,850	1,895	2,119	2,253	6.3%	NA
UWS Total *	1,476	1,315	1,376	1,447	1,533	1,630	1,640	1,636	1,647	1,882	1,959	4.1%	32.7%
African Amer.	827	731	754	755	805	872	823	844	855	983	1,017	3.5%	23.0%
Hisp/Latino Amer.	455	371	419	468	526	544	588	871	551	666	701	5.3%	54.1%
American Indian	194	213	203	224	202	214	229	221	241	233	241	3.4%	24.2%
Southeast Asian	NA	NA	119	177	219	242	221	214	248	237	294	24.1%	NA

*Total excludes Southeast Asian. Southeast Asian data were unavailable on a Systemwide basis until 1990. Southeast Asians increased 147.1 percent from 119 to 294 between 1990 and 1998.

Table 3 shows the source of Fall 1998 new targeted undergraduates of color; 71 percent entered the UW System as new freshmen, another 9 percent enrolled as new specials, and the remaining 20 percent were new transfers.⁹

⁹ New transfers exclude intra-system transfers.

Table 3
UW System New Undergraduates of Color by Student Type
Fall 1998

	New Freshmen		New Special		New Transfers		Grand Total
	Number	% Total	Number	% Total	Number	% Total	Number
African American	701	68.9%	102	10.0%	214	21.0%	1,017
Hisp./Latino American	492	70.2%	70	10.0%	139	19.8%	701
American Indian	160	66.4%	20	8.3%	61	25.3%	241
Subtotal	1,353	69.1%	192	9.8%	414	21.1%	1,959
Southeast Asian	247	84.0%	14	4.8%	33	11.2%	294
Targeted Subtotal	1,600	71.0%	206	9.1%	447	19.8%	2,253
Other Asian American	453	76.3%	62	10.4%	79	13.3%	594
Asian Subtotal	700	78.8%	76	8.6%	112	12.6%	888
Grand Total	2,053	72.1%	268	9.4%	526	18.5%	2,847

UW System New Targeted Freshmen of Color, 1988 to 1998

Table 4 provides a comparison of new targeted undergraduates of color (new freshmen, new specials, and new transfers), and all undergraduates of color during Design for Diversity, from Fall 1988 through Fall 1998. During this period, new freshmen of color increased from 1,612 to 2,053, or 5.7 percent to 7.6 percent of all new freshmen of color.

Among new freshmen of color:

- African Americans increased from 612 to 701, or 2.2 percent to 2.6 percent of total new freshmen.
- Hispanics/Latinos increased from 339 to 492, or 1.2 percent to 1.8 percent of all total freshmen.
- American Indians remained nearly flat at 163 to 160, or 0.6 percent of all total freshmen.
- Asian Americans increased from 498 to 700, from 1.8 percent to 2.6 percent of total new freshmen.

During Design for Diversity, 1988 to 1998, all new undergraduates of color, including Asians, increased from 2,114 to 2,847, or 6 percent to 7.8 percent of all new undergraduates. All undergraduates of color increased from 7,067 to 9,945, or 5.1 percent to 7.5 percent of all undergraduates (Table 4).

Table 4
UW System
Number and Proportion of New Targeted and All Undergraduates of Color
by Race/Ethnic Status
Fall 1988 and Fall 1998

	Fall 1988	% Total	Fall 1998	% Total
NEW FRESHMAN				
African American	612	2.2%	701	2.6%
Hispanic/Latino American	339	1.2%	492	1.8%
American Indian	163	0.6%	160	0.6%
Subtotal	1,114	4.0%	1,353	5.0%
Southeast Asian	na	0.0%	247	0.9%
Targeted Subtotal	NA	NA	1,600	5.9%
Other Asian American	498	1.8%	453	1.7%
Subtotal Asian	498	1.8%	700	2.6%
Multicultural Subtotal	1,612	5.7%	2,053	7.6%
White/Other	26,258	93.4%	24,706	91.3%
International	234	0.8%	298	1.1%
Total New Freshmen	28,104	100.0%	27,057	100.0%
ALL NEW UNDERGRADUATES*				
African American	831	2.3%	1,017	2.8%
Hispanic/Latino American	458	1.3%	701	1.9%
American Indian	197	0.6%	241	0.7%
Subtotal	1,486	4.2%	1,959	5.4%
Southeast Asian	NA	NA	294	0.8%
Targeted Subtotal	NA	NA	2,253	6.2%
Other Asian American	628	1.8%	594	1.6%
Subtotal Asian	628	1.8%	888	2.4%
Multicultural Subtotal	2,114	6.0%	2,847	7.8%
White/Other	32,742	92.4%	32,565	89.6%
International	587	1.7%	945	2.6%
Total New Undergraduates	35,443	100.0%	36,357	100.0%
ALL UNDERGRADUATES				
African American	2,897	2.1%	3,495	2.6%
Hispanic/Latino American	1,467	1.0%	2,385	1.8%
American Indian	715	0.5%	862	0.7%
Subtotal	5,079	3.6%	6,742	5.1%
Southeast Asian	NA	NA	1,054	0.8%
Targeted Subtotal	NA	NA	7,808	5.9%
Other Asian American	1,988	1.4%	2,149	1.6%
Subtotal Asian	1,988	1.4%	3,203	2.4%
Multicultural Subtotal	7,067	5.1%	9,945	7.5%
White/Other	130,906	93.6%	119,394	90.5%
International	1,929	1.4%	2,640	2.0%
Total All Undergraduates	139,902	100.0%	131,979	100.0%

*Includes new freshmen, new specials and new transfers to the UW System.

**Southeast Asian students were not separately identified in institutional databases until 1990. Both the Other Asian and Total Asian student counts for 1988 include Southeast Asian students.

UW System New Targeted Undergraduates of Color by Institution

In Fall 1998, seven of the fourteen UW institutions increased their new targeted undergraduate enrollment of students of color (African American, Hispanics/Latinos, and American Indian), UW Colleges, UW-La Crosse, UW-Green Bay, UW-Madison, UW-Milwaukee, UW-Parkside, and UW-Platteville (Table 5).

**Table 5
UW System Targeted New Undergraduates of Color by UW Institution
Fall 1988 to Fall 1998**

African American, Hispanic/Latino American, American Indian and Southeast Asian.											
	1988*	1989*	1990	1991	1992	1993	1994	1995	1996	1997	1998
	Excludes SE Asian	Excludes SE Asian									
UW System Total	1,476	1,315	1,495	1,624	1,752	1,872	1,861	1,850	1,895	2,119	2,253
Eau Claire	44	40	45	44	55	81	93	89	75	114	97
Green Bay	38	49	27	53	56	54	68	47	63	51	77
La Crosse	39	32	55	65	86	81	74	66	64	63	77
Madison	283	236	287	241	285	326	314	337	368	390	443
Milwaukee	465	432	443	513	453	528	544	585	653	659	754
Oshkosh	86	58	93	82	96	87	63	58	77	82	76
Parkside	97	88	92	113	145	160	176	163	137	207	210
Platteville	29	20	29	46	33	42	41	38	26	37	45
River Falls	34	36	50	37	47	53	44	45	39	44	44
Stevens Point	42	44	56	58	81	62	56	70	59	53	44
Stout	50	53	50	67	71	70	64	54	44	54	43
Superior	39	27	13	25	20	14	20	22	33	35	14
Whitewater	115	124	134	155	160	147	156	135	116	148	146
Colleges	115	76	121	125	164	167	148	141	141	182	183

* Southeast Asian data was unavailable on a Systemwide basis until 1990.

UW System New Freshmen Retention Rates by Race/Ethnicity

Between Fall 1987 and 1997, second-year retention rates increased for targeted African Americans, Hispanics/Latinos and American Indians, but fell for all Asians, including Southeast Asians. Note, while comparisons are based on cohorts for Fall 1987 and Fall 1997, fluctuations in retention rates occur throughout *Design for Diversity*.

During *Design for Diversity*, Fall 1987 and Fall 1997 cohorts, second-year retention rates for:

- African Americans increased from 62.3 percent to 68.9 percent.
- Hispanics/Latinos increased from 64.8 percent to 74.1 percent.
- American Indians increased from 61.5 percent to 64.5 percent.
- Asian Americans decreased from 83.7 percent to 79.7 percent.

The Fall 1997 cohort second-year retention rates for African Americans, Hispanics/Latinos and American Indians increased over the Fall 1996 cohort. Southeast Asians second-year rates declined.

Between Fall 1996 and Fall 1997 cohorts, second-year retention rates for:

- African Americans increased from 67.1 percent to 68.9 percent.
- Hispanics/Latinos increased from 73.3 percent to 74.1 percent.
- American Indians increased from 61.3 percent to 64.5 percent.
- Asian Americans decreased from 83.8 percent to 79.7 percent.

Third-year retention rates during *Design for Diversity* increased for African Americans and American Indians, but fell for Hispanics/Latinos and Asian Americans.

Table 6
UW System New Freshmen Student Cohort Retention by Race/Ethnicity
Cohorts for Fall 1987 to Fall 1997

Entering Fall Cohort	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997
African American	515	612	530	560	526	566	603	498	548	536	683
to 2nd Year	62.3%	62.0%	64.7%	64.8%	67.6%	64.6%	61.0%	56.2%	67.8%	67.1%	68.9%
to 3 rd Year	47.7%	48.5%	52.4%	49.2%	47.5%	48.4%	46.1%	45.3%	47.6%	48.8%	
to 4 th Year	43.6%	44.6%	46.7%	41.6%	40.8%	41.8%	38.3%	38.9%	43.4%		
Hispanic/Latino	250	339	271	316	342	387	400	401	389	371	468
to 2nd Year	64.8%	69.9%	72.6%	72.1%	71.0%	67.7%	70.5%	66.8%	76.6%	73.3%	74.1%
to 3 rd Year	58.4%	59.5%	59.7%	55.0%	56.1%	54.0%	57.2%	53.8%	59.1%	57.4%	
to 4 th Year	51.6%	51.6%	53.8%	49.0%	50.0%	51.1%	51.0%	53.1%	53.9%		
American Indian	151	163	164	161	165	144	164	159	158	158	161
to 2nd Year	61.5%	59.5%	63.4%	60.8%	53.9%	61.8%	68.2%	58.4%	60.7%	61.3%	64.5%
to 3 rd Year	40.3%	52.1%	54.8%	42.8%	37.5%	49.3%	53.0%	42.7%	50.6%	50.6%	
to 4 th Year	39.7%	46.0%	43.2%	37.2%	33.9%	43.0%	45.7%	40.8%	43.6%		
Southeast Asian (a)				103	154	187	206	175	166	186	187
to 2nd Year				76.6%	79.2%	79.6%	79.1%	76.5%	73.4%	77.4%	75.9%
to 3 rd Year				66.9%	68.1%	62.5%	70.8%	63.4%	53.6%	64.5%	
to 4 th Year				63.1%	65.5%	51.8%	61.6%	53.7%	47.5%		
All Asian Americans	382	498	459	480	534	557	563	547	564	596	608
to 2nd Year	83.7%	81.9%	82.7%	82.9%	79.7%	81.1%	79.9%	80.2%	78.9%	83.8%	79.7%
to 3 rd Year	74.8%	71.2%	74.5%	74.3%	68.9%	69.8%	69.9%	71.1%	66.3%	70.3%	
to 4 th Year	65.7%	64.8%	66.8%	66.4%	63.2%	64.8%	64.4%	63.2%	59.0%		
White/Other	25,445	26,258	23,348	22,275	21,906	20,732	21,236	20,788	21,843	22,831	23,672
to 2nd Year	77.9%	78.9%	80.3%	79.3%	78.7%	79.2%	78.4%	78.1%	79.8%	80.8%	81.6%
to 3 rd Year	67.1%	68.9%	71.0%	69.7%	67.8%	68.4%	68.0%	67.9%	69.8%	71.1%	
to 4 th Year	63.4%	65.0%	66.4%	64.5%	63.1%	64.2%	64.0%	63.9%	66.0%		
Total (incl. Intern't'l)	26,897	28,104	25,044	24,095	23,722	22,673	23,207	22,650	23,776	24,767	25,901
to 2nd Year	77.4%	78.3%	79.8%	78.7%	78.2%	78.6%	77.7%	77.2%	79.2%	80.3%	80.7%
to 3 rd Year	66.5%	68.1%	70.3%	68.7%	67.0%	67.3%	67.2%	67.0%	68.9%	69.9%	
to 4 th Year	62.7%	64.1%	65.5%	63.3%	62.1%	62.9%	62.9%	62.8%	64.6%		

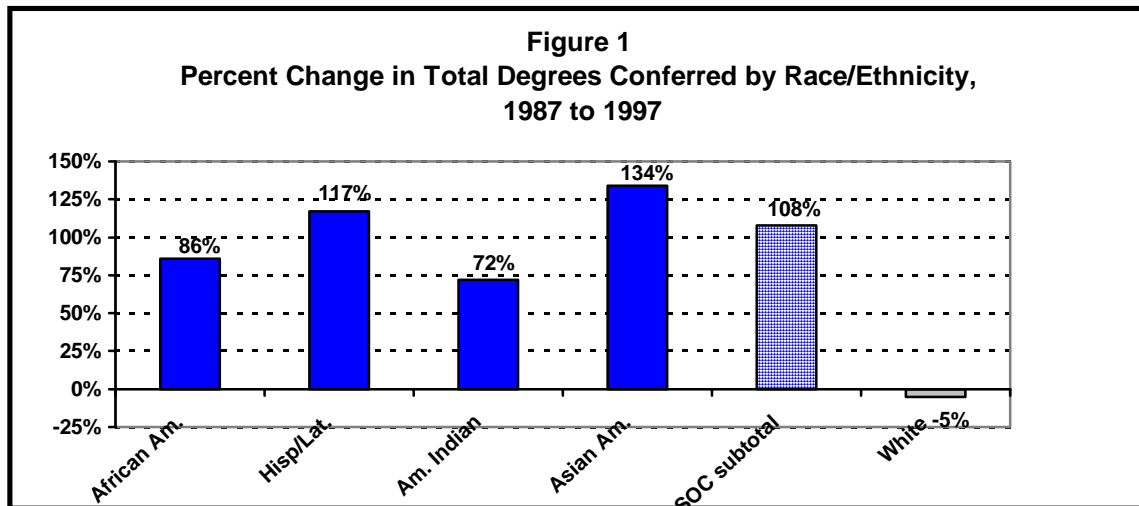
(a) Fall 1996 Southeast Asian cohort count was modified slightly from the 1996-97 Annual Report from 188 to 186.

UW System Degrees Conferred by Race/Ethnicity

Total Degrees, 1987-1997

The total number of degrees conferred to students of color over the ten-year history of *Design for Diversity*, 1987-88 to 1997-98, increased 108 percent. Total degrees earned by white students fell 5.3 percent (Figure 1 and Table 7). Between 1987 and 1997, total degrees conferred to:

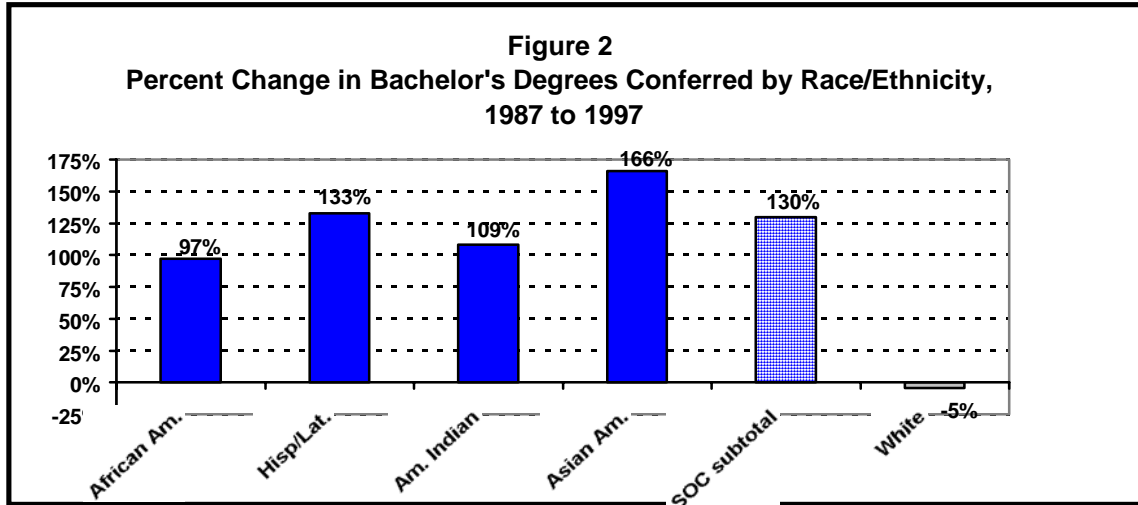
- African Americans increased 86 percent, from 285 to 530.
- Hispanics/Latinos increased 117 percent, from 218 to 474.
- American Indians increased 72 percent, from 81 to 139.
- Asian Americans (including Southeast Asians) increased 134 percent, from 280 to 654.



Bachelor's Degrees, 1987-1997

Among student of color Bachelor's degree recipients during *Design for Diversity*, degrees increased 130 percent. Degrees earned by white recipients fell about 5 percent, from 18,702 to 17,851 (Figure 2 and Table 7). Between 1987 and 1997, Bachelor's degrees conferred to:

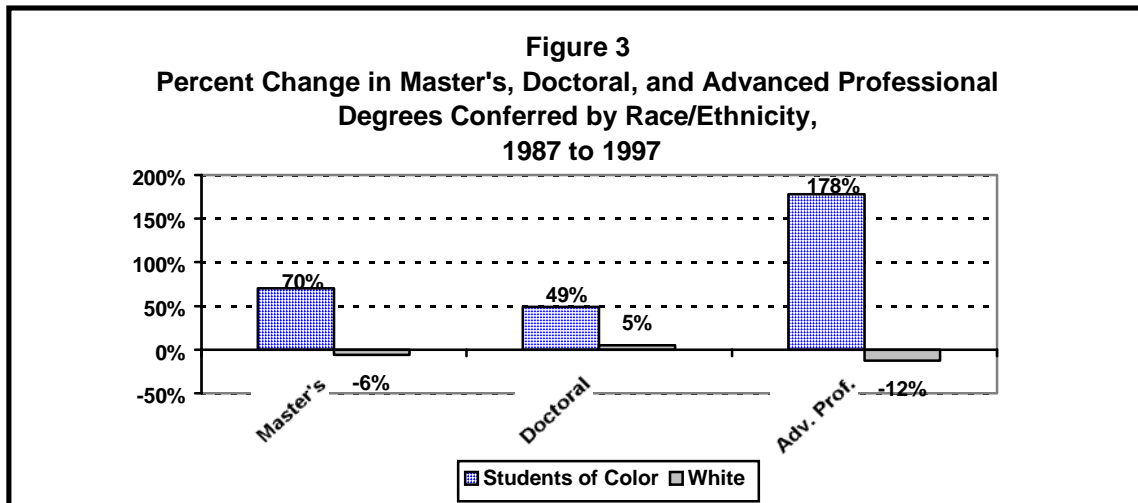
- African Americans increased 97 percent, from 183 to 360.
- Hispanics/Latinos increased 133 percent, from 136 to 317.
- American Indians increased 109 percent, from 47 to 98.
- Asian Americans (including Southeast Asians) increased 166 percent, from 181 to 481.



Masters, Doctoral and Advanced Professional Degrees, 1987-1997

The number of Master's, Doctoral and Advanced Professional degrees earned between 1987 to 1997 also grew during *Design for Diversity*. During this period, graduate and professional degrees increased across the board for all targeted groups, African American, Hispanics/Latinos, American Indian, and Asian American, including Southeast Asian (Figure 3 and Table 7).

- Master's degrees earned by students of color increased 70 percent, from 202 to 343.
- Doctoral degrees increased 49 percent, from 37 to 55.
- Advanced professional degrees increased 178 percent, from 41 to 114.¹⁰
-



¹⁰ Advanced professional degrees include Law, Medicine, Veterinary Medicine, and Pharmacy.

Degrees Conferred, 1996 to 1997

Between 1996-97 and 1997-98, the total number of degrees conferred to students of color increased 7.2 percent, from 1,676 to 1,797. Degrees conferred for white students remained flat (Table 7). The largest percent increases for students of color occurred at the Associate and Advanced Professional levels, increases of 52.6 and 32.6 percent, respectively.

Total degrees conferred between 1996 and 1997 to:

- African Americans fell slightly 0.9 percent, from 535 to 530.
- Hispanics/Latinos increased 26 percent, from 375 to 474.
- American Indians fell 4 percent, from 145 to 139.
- Asian Americans increased 5 percent, from 621 to 654.

Bachelor's Degrees, 1996-97 to 1997-98

Bachelor's degrees earned by students of color increased 7.4 percent from 1,170 to 1,256. Significant percent increases among the targeted groups occurred only for Hispanics/Latinos and Asian Americans. Degrees conferred to American Indians remained flat or fell (Table 7). Bachelor's degrees conferred in 1997-1998 to:

- African Americans increased slightly at 0.8 percent, from 357 to 360.
- Hispanics/Latinos increased 16 percent, from 273 to 317.
- American Indians fell nearly 8 percent, from 106 to 98.
- Asian Americans, including Southeast Asians, increased 11 percent, from 434 to 481.

Between 1996-97 and 1997-98:

- Masters degrees earned by students of color remained fairly flat and only changed from 342 to 343.
- Doctoral degrees earned by students of color decreased 6.8 percent from 59 to 55.
- Advanced professional degrees earned by students of color increased 32.6 percent from 86 to 114.¹¹

¹¹ Advanced professional degrees include Law, Medicine, Veterinary Medicine, and Pharmacy.

Table 7

Degrees Conferred by Race/Ethnicity and Degree Level: 1987-88, 1996-97, 1997-98

	1987-88		1996-97		1997-98		% Change	
	Number	Percent	Number	Percent	Number	Percent	1987-88 to 1997-98	1996-97 to 1997-98
ASSOCIATE								
African American	16	1.6%	5	0.8%	4	0.5%	-75.0%	-20.0%
Hispanic/Latino American	3	0.3%	5	0.8%	8	1.0%	166.7%	60.0%
American Indian	6	0.6%	4	0.6%	7	0.9%	16.7%	75.0%
Asian American	12	1.2%	5	0.8%	10	1.3%	-16.7%	100.0%
Subtotal	37	3.8%	19	2.9%	29	3.7%	-21.6%	52.6%
International	18	1.8%	2	0.3%	8	1.0%	-55.6%	300.0%
White/Other	923	94.4%	642	96.8%	753	95.3%	-18.4%	17.3%
Total	978	100.0%	663	100.0%	790	100.0%	-19.2%	19.2%
BACHELOR'S								
African American	183	0.9%	357	1.8%	360	1.8%	96.7%	0.8%
Hispanic/Latino American	136	0.7%	273	1.4%	317	1.6%	133.1%	16.1%
American Indian	47	0.2%	106	0.5%	98	0.5%	108.5%	-7.5%
Asian American	181	0.9%	434	2.2%	481	2.4%	165.7%	10.8%
Subtotal	547	2.8%	1,170	6.0%	1,256	6.4%	129.6%	7.4%
International	425	2.2%	570	2.9%	527	2.7%	24.0%	-7.5%
White/Other	18,702	95.1%	17,886	91.1%	17,851	90.9%	-4.6%	-0.2%
Total	19,674	100.0%	19,626	100.0%	19,634	100.0%	-0.2%	0.0%
MASTER'S								
African American	64	1.4%	120	2.5%	113	2.4%	76.6%	-5.8%
Hispanic/Latino American	62	1.3%	66	1.4%	96	2.0%	54.8%	45.5%
American Indian	19	0.4%	30	0.6%	22	0.5%	15.8%	-26.7%
Asian American	57	1.2%	126	2.6%	112	2.4%	96.5%	-11.1%
Subtotal	202	4.3%	342	7.2%	343	7.3%	69.8%	0.3%
International	549	11.7%	599	12.6%	654	13.9%	19.1%	9.2%
White/Other	3,947	84.0%	3,819	80.2%	3,703	78.8%	-6.2%	-3.0%
Total	4,698	100.0%	4,760	100.0%	4,700	100.0%	0.0%	-1.3%
DOCTORAL								
African American	10	1.4%	19	2.1%	12	1.4%	20.0%	-36.8%
Hispanic/Latino American	5	0.7%	10	1.1%	18	2.1%	260.0%	80.0%
American Indian	2	0.3%	1	0.1%	3	0.3%	50.0%	200.0%
Asian American	20	2.7%	29	3.3%	22	2.6%	10.0%	-24.1%
Subtotal	37	5.0%	59	6.7%	55	6.4%	48.6%	-6.8%
International	174	23.5%	268	30.3%	247	28.8%	42.0%	-7.8%
White/Other	529	71.5%	557	63.0%	557	64.8%	5.3%	0.0%
Total	740	100.0%	884	100.0%	859	100.0%	16.1%	-2.8%
ADV. PROFESSIONAL								
African American	12	2.3%	34	7.0%	41	7.4%	241.7%	20.6%
Hispanic/Latino American	12	2.3%	21	4.3%	35	6.3%	191.7%	66.7%
American Indian	7	1.3%	4	0.8%	9	1.6%	28.6%	125.0%
Asian American	10	1.9%	27	5.6%	29	5.2%	190.0%	7.4%
Subtotal	41	7.8%	86	17.8%	114	20.6%	178.0%	32.6%
International	0	0.0%	13	2.7%	14	2.5%	---	7.7%
White/Other	486	92.2%	385	79.5%	426	76.9%	-12.3%	10.6%
Total	527	100.0%	484	100.0%	554	100.0%	5.1%	14.5%
GRAND TOTAL								
African American	285	1.1%	535	2.0%	530	2.0%	86.0%	-0.9%
Hispanic/Latino American	218	0.8%	375	1.4%	474	1.8%	117.4%	26.4%
American Indian	81	0.3%	145	0.5%	139	0.5%	71.6%	-4.1%
Asian American	280	1.1%	621	2.4%	654	2.5%	133.6%	5.3%
Subtotal	864	3.2%	1,676	6.3%	1,797	6.8%	108.0%	7.2%
International	1,166	4.4%	1,452	5.5%	1,450	5.5%	24.4%	-0.1%
White/Other	24,587	92.4%	23,289	88.2%	23,290	87.8%	-5.3%	0.0%
Total	26,617	100.0%	26,417	100.0%	26,537	100.0%	-0.3%	0.5%

UW System Program Funding

The state and federal governments through general program revenue (GPR) and grants provide program funding for students of color and disadvantaged students. Also, institutions raise extramural funds. In 1997-98, the state budget allocation for minority/disadvantaged programs was \$21 million. Table 8 lists all 1997-98 GPR and non-GPR funds expended for students of color and disadvantaged student programs, including institutional expenditures for students of color and disadvantaged student programs from the appropriation under section 20.285 (4)(a) of the Wisconsin State Statutes. The 1987-88 biennial budget act created this appropriation specifically for students of color and disadvantaged student program funding. The appropriation, designated as Fund 402, includes only GPR funds. All institutions obtained extramural funds for students of color and disadvantaged student programs to supplement state funds. Half (\$10 million) of all UW System minority/disadvantaged funding is raised by the institutions from non-government sources (Table 8).

Fund 402 includes funding for precollege, recruitment and retention activities, related administrative expenses and other costs. Precollege activities encourage K-12 students to prepare for and pursue postsecondary education. Recruitment activities increase new UW System student enrollment. Retention activities assist students in making satisfactory academic progress and in completing their degrees. At UW institutions, Minority/Disadvantaged (M/D) offices provide a wide variety of academic, co-curricular, precollege, recruitment, retention, orientation, academic counseling, referral and tutorial services, socio-cultural activities, and other services. M/D offices often serve as resource centers for students of color and disadvantaged students, as well as the larger campus community.

In 1997-98, 64 percent of Fund 402 was expended on retention, 18 percent on recruitment, and 18 percent on precollege activities (Figure 4).

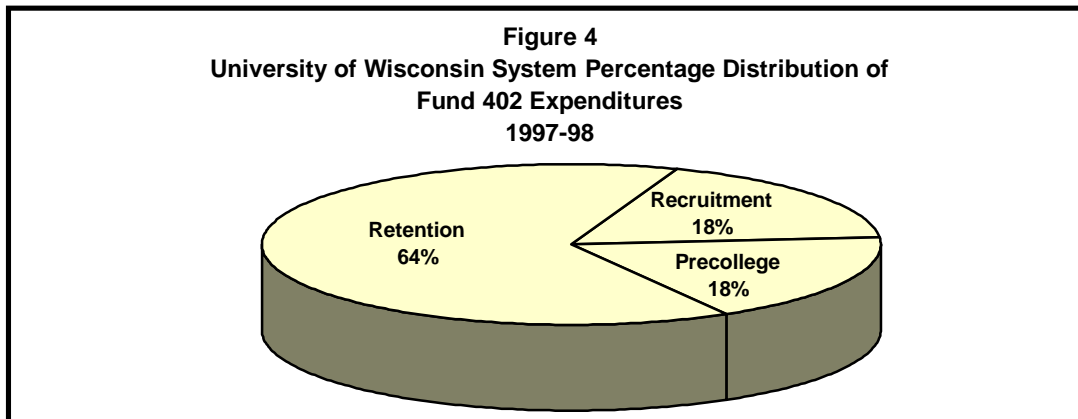


Table 8
UW System Minority/Disadvantaged Program Funding (a)
1997-98 All Fund Expenditures

	1996-97	1997-98					
	Total Program Funds & Scholarships	Total Program Funds & Scholarships	FUND 402 M/D Appropriation 20.285 (4)(a) Expenditures	Other State Funds Reallocated to M/D Programs	Extramural Funds	Total M/D Program Funds (b)	Institutional Scholarships (c) (Non-government Sources)
Madison	\$4,795,815	\$5,961,794	\$1,280,067	\$2,328,108	\$540,418	\$4,148,593	\$1,813,201
Milwaukee	\$5,048,482	\$4,920,678	\$1,792,306	\$1,058,457	\$1,252,042	\$4,102,805	\$817,873
Eau Claire	\$1,158,952	\$1,170,005	\$110,644	\$363,069	\$596,098	\$1,069,811	\$100,194
Green Bay	\$738,783	\$785,039	\$77,077	\$55,567	\$618,051	\$750,695	\$34,344
La Crosse	\$870,433	\$1,233,743	\$103,385	\$370,863	\$742,495	\$1,216,743	\$17,000
Oshkosh	\$733,605	\$760,927	\$370,718	\$14,204	\$346,005	\$730,927	\$30,000
Parkside	\$531,002	\$506,946	\$236,883	\$11,618	\$211,154	\$459,655	\$47,291
Platteville	\$381,248	\$354,222	\$86,025	\$45,700	\$220,297	\$352,022	\$2,200
River Falls	\$258,127	\$398,203	\$137,399	\$6,770	\$254,034	\$398,203	\$0
Stevens Point	\$961,351	\$899,476	\$197,605	\$124,886	\$576,985	\$899,476	\$0
Stout	\$714,905	\$740,304	\$210,151	\$258,539	\$265,614	\$734,304	\$6,000
Superior	\$373,923	\$396,354	\$86,316	\$141,461	\$168,577	\$396,354	\$0
Whitewater	\$1,427,463	\$1,556,414	\$656,805	\$59,197	\$840,412	\$1,556,414	\$0
Colleges	\$570,561	\$662,282	\$148,117	\$39,085	\$449,448	\$636,650	\$25,632
Extension	\$79,420	\$112,045	\$79,446	\$32,599	\$0	\$112,045	\$0
WCWC (d)	\$43,968	\$39,670	\$39,670	0	\$0	\$39,670	\$0
Systemwide	\$388,705	\$452,900	\$184,541	\$268,359	\$0	\$452,900	\$0
Total	\$19,076,743	\$20,951,002	\$5,797,155	\$5,178,482	\$7,081,630	\$18,057,267	\$2,893,735

- (a) Does not include fringe benefits. Also excludes Advanced Opportunity Program, Lawton Undergraduate Minority Retention Grants, and other financial aid allocated by UW System to the institutions. Includes precollege and institutional scholarships.
- (b) Includes program revenue funds from auxiliaries and special courses.
- (c) Reflects institution awarded scholarships that go through institutional accounts. Does not reflect scholarships administered by foundations.
- (d) WCWC expenditures are as follows: UW-Eau Claire, \$14,227; UW-La Crosse, \$13,968; UW-Stout, \$8,475; and UW-Superior, \$3,000.

SECTION III: STUDENT FINANCIAL ASSISTANCE

Financial assistance remains a key element in the college success of students of color. Financial aid was one of the three highest priorities cited by UW System faculty, staff, students of color, and communities of color during the Plan 2008 development. It is crucial to the successful recruitment, retention and graduation of students of color and economically disadvantaged students.

In 1997-98, 79,745 UW System students received an average award of \$5,527 in aid (Table 9). In the UW System, 8,568 students of color received financial aid. The average aid for students of color was higher at \$7,299. Higher financial need among students of color results in higher award amounts than for white students. Fifty-three percent of aid is in the form of loans and 44 percent in the form of grants for students of color. In contrast, 73 percent of aid is in the form of loans and 24 percent in the form of grants for white students.

Table 9
UW System Financial Aid Recipients Profile
(All Students)
1997-98

	Recipients	Average Fin. Need	Average Aid	% Aid in Loans	% Aid in Grants
African American	3,321	\$9,721	\$7,858	54%	44%
Hispanic/Latino American	1,998	\$9,772	\$7,163	59%	39%
American Indian	862	\$8,609	\$7,032	41%	57%
Asian American	2,387	\$9,356	\$6,732	51%	45%
Subtotal	8,568	\$9,526	\$7,299	53%	44%
White	68,971	\$6,662	\$5,389	73%	24%
Unknown	2,206	\$6,657	\$2,978	63%	36%
Total	79,745	\$7,004	\$5,527	70%	27%

Minority/Disadvantaged Financial Aid Programs

UW System administers two financial aid programs that target students of color. The Lawton Undergraduate Minority Retention Grant (LUMRG) Program provides assistance to degree seeking undergraduates and the Advanced Opportunity Program (AOP) awards are for students seeking advanced degrees.

In 1997-98, the LUMRG program provided assistance to 1,712 undergraduates, with an average award of \$1,278. The AOP awarded assistance to 502 graduate students seeking advanced degrees, with an average award of \$6,969 (Table 10).

Table 10
UW System
Students of Color (SOC) and Disadvantaged Student Financial Aid Programs
1997-98

	Lawton Undergraduate Minority Retention Grant		Advanced Opportunity Program	
	# Recipients	Average \$	# Recipients	Average \$
African American	674	\$1,359	205	\$7,168
Hispanic/Latino American	429	\$1,290	123	\$7,758
American Indian	162	\$1,014	61	\$6,136
Asian American	436	\$1,242	70	\$6,131
Race Not Available	11	\$1,176	7	\$5,384
White	NA	NA	36	\$6,493
Total	1,712	\$1,278	502	\$6,969

The Lawton Undergraduate Minority Retention Grant (LUMRG) Program began in 1986-87, and provides need-based assistance to African American, Hispanic/Latino American, American Indian, and statutorily defined Southeast Asian students. Eligible students may be sophomores, juniors or seniors who are Wisconsin residents or Minnesota Compact students. Students must be enrolled in six or more credits. The LUMRG program replaces loan aid with grant aid when possible. For additional information on undergraduate financial aid, see Appendix A.

In 1997-98, students could receive LUMRG grants up to a maximum of \$2,500 per year. Students are eligible for up to four years of LUMRG awards. Financial need for the LUMRG is determined by the standard federal methodology. LUMRG grants are awarded on a “last dollar” basis; all other grants or fellowships are awarded first. The total fund amount in 1997-98 was \$2,206,900.

The Advanced Opportunity Program (AOP) began in 1973-74 to promote the recruitment and retention level of graduate and professional students of color and disadvantaged students seeking advanced professional degrees. Eligible students must be U.S. citizens or permanent residents. Preference is given to Wisconsin residents. The total fund amount in 1997-98 was \$3,932,100. For additional information on graduate level financial aid, see Appendix B.

Appendix

Appendix A
Financial Aid Recipients Unmet Need Profile by Race/Ethnicity
and Dependency Status
1997-98

Undergraduate Students

	Financial Need		Total Aid		Unmet Need		Grants		Loans	
	#	\$	#	\$	#	\$	#	\$	#	\$
African American										
Dependent	1,450	\$11,644,065	1,626	\$10,486,919	988	\$2,588,669	1,242	\$5,216,967	1,355	\$4,943,198
Independent	1,101	\$10,357,786	1,123	\$8,995,817	730	\$2,151,334	1,001	\$3,613,726	974	\$5,229,860
Missing	11	\$75,884	107	\$731,375	7	\$45,367	92	\$675,018	18	\$56,357
All	2,562	\$22,077,735	2,856	\$20,214,111	1,725	\$4,785,370	2,335	\$9,505,711	2,347	\$10,229,415
Hispanic/Latino										
Dependent	898	\$6,598,823	1,038	\$5,908,169	607	\$1,787,128	727	\$2,422,569	847	\$3,265,983
Independent	522	\$4,737,486	544	\$3,970,765	349	\$1,165,491	498	\$1,692,091	435	\$2,194,460
Missing	8	\$32,570	88	\$277,021	3	\$24,100	85	\$239,631	4	\$29,890
All	1,428	\$11,368,879	1,670	\$10,155,955	959	\$2,976,719	1,310	\$4,354,291	1,286	\$5,490,333
American Indian										
Dependent	318	\$1,841,153	406	\$2,181,412	155	\$300,144	341	\$1,392,483	245	\$745,657
Independent	293	\$2,498,098	307	\$2,342,103	169	\$382,524	291	\$1,380,910	219	\$926,948
Missing	1	\$10,490	30	\$50,070	1	\$6,710	30	\$50,070	0	\$0
All	612	\$4,349,741	743	\$4,573,585	325	\$689,378	662	\$2,823,463	464	\$1,672,605
Asian American										
Dependent	1,230	\$9,902,576	1,361	\$8,256,833	947	\$2,633,352	987	\$4,306,966	968	\$3,608,461
Independent	593	\$5,284,415	596	\$4,127,110	450	\$1,400,891	543	\$1,992,991	419	\$1,973,290
Missing	3	\$29,780	153	\$376,579	3	\$22,298	151	\$363,179	2	\$8,250
All	1,826	\$15,216,771	2,110	\$12,760,522	1,400	\$4,056,541	1,681	\$6,663,136	1,389	\$5,590,001
White										
Dependent	34,797	\$185,013,275	45,089	\$204,641,320	22,277	\$41,843,201	19,777	\$45,689,551	39,217	\$151,389,566
Independent	13,492	\$103,072,861	14,144	\$93,696,442	8,377	\$21,878,353	11,943	\$30,675,533	12,073	\$61,222,486
Missing	141	\$583,216	3,674	\$10,878,261	97	\$351,051	3,613	\$10,517,424	56	\$273,797
All	48,430	\$288,669,352	62,907	\$309,216,023	30,751	\$64,072,605	35,333	\$86,882,508	51,346	\$212,885,849
Unknown										
Dependent	381	\$2,532,468	1,265	\$2,616,478	254	\$755,744	1,024	\$783,985	393	\$1,776,105
Independent	393	\$2,158,531	449	\$2,155,019	213	\$486,946	288	\$534,592	341	\$1,605,996
Missing	6	\$8,134	240	\$673,634	3	\$2,430	228	\$587,098	12	\$83,428
All	780	\$4,699,133	1,954	\$5,445,131	470	\$1,245,120	1,540	\$1,905,675	746	\$3,465,529
All										
Dependent	39,074	\$217,532,360	50,785	\$234,091,131	25,228	\$49,908,238	24,098	\$59,812,521	43,025	\$165,728,970
Independent	16,394	\$128,109,177	17,163	\$115,287,256	10,288	\$27,465,539	14,564	\$39,889,843	14,461	\$73,153,040
Missing	170	\$740,074	4,292	\$12,986,940	114	\$451,956	4,199	\$12,432,420	92	\$451,722
All	55,638	\$346,381,611	72,240	\$362,365,327	35,630	\$77,825,733	42,861	\$112,134,784	57,578	\$239,333,732

**Appendix B
Financial Aid Recipients Unmet Need Profile by Race/Ethnicity
and Dependency Status
1997-98**

Graduate Students

	Financial Need		Total Aid		Unmet Need		Grants		Loans	
	#	\$	#	\$	#	\$	#	\$	#	\$
African American										
Dependent	2	\$29,719	7	\$53,210	0	\$0	7	\$23,656	2	\$29,554
Independent	369	\$6,426,535	386	\$5,315,763	224	\$1,688,416	211	\$1,363,453	354	\$3,928,421
Missing	8	\$56,209	72	\$513,276	7	\$22,340	72	\$513,197	1	\$79
All	379	\$6,512,463	465	\$5,882,249	231	\$1,710,756	290	\$1,900,306	357	\$3,958,054
Hispanic/Latino										
Dependent	0	\$0	3	\$4,200	0	\$0	3	\$4,200	0	\$0
Independent	267	\$5,190,606	269	\$3,764,882	181	\$1,691,938	128	\$819,452	248	\$2,923,853
Missing	2	\$23,929	56	\$385,949	1	\$18,296	55	\$379,949	1	\$6,000
All	269	\$5,214,535	328	\$4,155,031	182	\$1,710,234	186	\$1,203,601	249	\$2,929,853
American Indian										
Dependent	1	\$249	2	\$6,032	0	\$0	2	\$6,032	0	\$0
Independent	88	\$1,684,840	95	\$1,403,002	49	\$440,898	76	\$565,881	76	\$836,554
Missing	0	\$0	22	\$79,269	0	\$0	22	\$79,269	0	\$0
All	89	\$1,685,089	119	\$1,488,303	49	\$440,898	100	\$651,182	76	\$836,554
Asian American										
Dependent	1	\$25,663	2	\$28,049	0	\$0	2	\$2,399	1	\$25,650
Independent	233	\$4,030,643	238	\$3,076,152	157	\$1,172,615	88	\$404,928	212	\$2,653,890
Missing	0	\$0	37	\$203,716	0	\$0	37	\$203,716	0	\$0
All	234	\$4,056,306	277	\$3,307,917	157	\$1,172,615	127	\$611,043	213	\$2,679,540
White										
Dependent	13	\$119,701	95	\$178,481	6	\$26,504	75	\$58,013	22	\$118,144
Independent	5,310	\$69,289,115	5,538	\$61,289,217	3,032	\$15,869,912	999	\$2,217,680	5,391	\$58,316,700
Missing	2	\$37,080	431	\$992,665	2	\$34,480	420	\$881,620	11	\$111,045
All	5,325	\$69,445,896	6,064	\$62,460,363	3,040	\$15,930,896	1,494	\$3,157,313	5,424	\$58,545,889
Unknown										
Dependent	0	\$0	0	\$0	0	\$0	0	\$0	0	\$0
Independent	54	\$852,712	57	\$667,100	38	\$257,889	13	\$50,680	56	\$608,184
Missing	0	\$0	195	\$457,850	0	\$0	194	\$420,350	2	\$37,500
All	54	\$852,712	252	\$1,124,950	38	\$257,889	207	\$471,030	58	\$645,684
All										
Dependent	17	\$175,332	109	\$269,972	6	\$26,504	89	\$94,300	25	\$173,348
Independent	6,321	\$87,474,451	6,583	\$75,516,116	3,681	\$21,121,668	1,515	\$5,422,074	6,337	\$69,267,602
Missing	12	\$117,218	813	\$2,632,725	10	\$75,116	800	\$2,478,101	15	\$154,624
All	6,350	\$87,767,001	7,505	\$78,418,813	3,697	\$21,223,288	2,404	\$7,994,475	6,377	\$69,595,574