The Synergy of Research and Student Access

A presentation to the Board of Regents Education Committee
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University of Wisconsin-Milwaukee
Dual Mission

UWM has a dual mission that makes it unique in the UW System. The state needs UWM to flourish as a leading doctoral research university. At the same time, as a research university, we provide a unique level of access.
UWM has an impact

On the number of residents holding university degrees
UWM has an impact

UW-Milwaukee Degrees Conferred by Academic Year and Degree Level
1956/7-2003/4
UWM has an impact

On access to higher education for underrepresented minority groups and those with low-income levels
Providing access

UWM serves more low-income students than any other UW System school.
Providing Access

UW-Milwaukee Bachelors Degrees Conferred
10 Year Average 1994/5-2003/4
As a Percent of UW-System Degrees
Total and by Ethnicity

- African American: 42%
- Native American: 17%
- Asian American: 19%
- Latino/a: 27%
- International: 10%
- White/Unknown: 12%
- Total: 13%
The Value of Access

“If all ethnic groups in Wisconsin had the same educational attainment and earnings as whites, total personal income would be about $1.5 billion higher, and the state would realize an estimated $540 million in additional tax revenues.”

Measuring Up 2004
The Challenge

To ensure access to admission, leading to successful degree completion
Graduation Rates

6-Year Graduation Rates
UW-Milwaukee and Urban 21 Institutions
1997 Full-time, First-time Students

- UW Milwaukee: 39%
- Peer Total: 41%
## Gap in Graduation Rates

### 6-year Graduation Rates

**UW-Milwaukee and Urban 21 Institutions**

1997 Full-time, First-time Under-represented minorities*

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<tr>
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<th>UW Milwaukee</th>
<th>Peer Total</th>
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<tr>
<td>0%</td>
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<td>40%</td>
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<td>50%</td>
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*Includes Black, non-Hispanic, American Indian or Alaskan native, and Hispanic

Data Source: IPEDS, Graduation Rates, 2003
What We’ve Learned...

The first year is critical.
What We’ve Learned…

Retention and Graduation Rates
New Freshman Entering Fall 1996

Retention and Graduation Rates
New Freshman Entering Fall 1996

- All Students
- Non-Minority Students
- Underrepresented Minority Students
Retention

2nd Year Retention Rates
UWM 2003 New Freshmen
by Diversity

Students of Color: 63.1%
White: 73.5%
Retention

2nd Year Retention Rates
UWM 2003 New Freshmen
by Remediation Need

<table>
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<tr>
<th>Both Math and English Remedial Needed</th>
<th>No Remedial Needed</th>
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<td>57.5%</td>
<td>75.9%</td>
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Retention

2nd Year Retention Rates
UWM 2003 New Freshmen

- All Students: 63.1%
- Students requiring no remedial education: 73.5%
- Students requiring both math and English remediation: 77.2% 75.8%
- Students of Color requiring remediation: 48.9%
- White students requiring remediation: 66.2%
Access to Success

Four components
- Recruitment/Admission
- First Year
- Organizational (access) hubs
- Assessment
Access to Success: Recruitment & Admission

- Diversity & Achievement
  - Increasing community presence
  - Honors programming

- Admissions:
  - Diagnosis > Best Student Experience > Retention

- Partnerships with MATC, Waukesha, WCTC, etc.
Access to Success: The First Year

Freshmen Enter

- Summer Bridge Program
- 1st Year Transition Course
- Mentoring & Advising
- Freshman Year Course Redesign

Remedial work completed by first spring

Sophomores Return

Early warning system
Access to Success: Hubs

- Tutoring Services
- Retention Hubs
- Mentoring Services
- Multicultural Center
- Southeast Asian Student Services
- Roberto Hernandez Center
- American Indian Student Services
- Academic Opportunity Center
- African American Student Services
- Career Services
Access to Success: Assessment

- Surveys
- Retention analysis
- Accountability
  - Council for Inclusion
  - Equity Scorecard pilot
Graduate

At the graduate level, access issues are really about access to a rich array of graduate programs.
Value of PhD Programs to Wisconsin

- Offers access to higher education to those in state’s largest city, multicultural center of Wisconsin
- Draws high-quality students to southeastern Wisconsin
- Adds vitality to economy
  - Educated workforce
  - Patents, start-up companies
Access to Advanced Learning

UW-Milwaukee Ph.D. Degrees Conferred
10 Year Average 1994/5-2003/4
As a Percent of UW-System Degrees
Total and by Ethnicity

- African American: 37%
- Native American: 5%
- Asian American: 14%
- Latino/a: 14%
- International: 10%
- White/Unknown: 11%
- Total: 11%
Access to Advanced Learning

UW-Milwaukee Masters Degrees Conferred
10 Year Average 1994/5-2003/4
As a Percent of UW-System Degrees
Total and by Ethnicity

- African American: 45%
- Native American: 21%
- Asian American: 23%
- Latino/a: 33%
- International: 16%
- White/Unknown: 22%
- Total: 22%
Access: New PhD Programs

- Chemistry
- Biological Sciences
- Engineering
- Medical Informatics
- Bioengineering and molecular physics
- Physics
- Mathematics
- Microbiology

Color Key
- Existing PhDs
- Proposed PhDs

Academic areas of growth/investment
Access: New PhD Programs

Color Key

Freshwater/Great Lakes

Freshwater & Earth

Geosciences

Geography

Academic areas of growth/investment

Existing PhDs

Proposed PhDs
Access: New PhD Programs

Color Key

- **Yellow**: Existing PhDs
- **Blue**: Proposed PhDs
- **Green**: Academic areas of growth/investment

- Physical Therapy
- Nursing
- Psychology
- Health Care Studies & Careers
- Health Sciences
- Public & Community Health
- Social Work
- Sociology (Aging)

Public & Community Health

Academic areas of growth/investment

Existing PhDs

Proposed PhDs
Access: New PhD Programs

Color Key

Existing PhDs

Proposed PhDs

Academic areas of growth/investment

IT & Management Professions

Information Studies

Management Science

Economics
Access: New PhD Programs

Color Key:
- Green: Existing PhDs
- Blue: Proposed PhDs
- Yellow: Academic areas of growth/investment

Academic areas of growth/investment:
- Architecture
- English
- Urban Studies
- Political Science
- Anthropology
- History
- Africology
- Communication

Existing PhDs:

Proposed PhDs:
Access: New PhD Programs

Color Key

Urban Education

Education

Curriculum & Instruction

Adult Education

Educational Administration

Educational Psychology

Academic areas of growth/investment

Existing PhDs

Proposed PhDs (all part of current Urban Education degree)
The Budget

- Limits UWM’s ability to carry out access & research dual mission
- Without critical resources dedicated to higher education, Wisconsin will fall further behind in race to compete & thrive in knowledge economy
UWM’s ‘Two Pillars’

“Academic excellence and diversity are the pillars upon which this institution will thrive and achieve the prominence that was envisioned by its founders. Our diversity complements academic excellence and the growth in research that is our goal.”

Chancellor Santiago Santiago
How to Excel in Research & Access?

- Value diversity
- Support student learning
- Develop, support PhD programs