Provost Peter D. Spear
University of Wisconsin-Madison

Presentation for the Board of Regents of the University of Wisconsin System
Thursday, June 9, 2005
New First-Year First-Time Targeted Minority Undergraduates, Fall Term Enrollments

Targeted Minority undergraduates – those who self-identify as African American, Native American, Hispanic/Latino, and Southeast Asian.

*Source: UW-Madison Academic Planning and Analysis/Registrar’s Enrollment Reports. 3/2005.*
Percent of First-Year Undergraduates Retained After One Year

Fall Term Entrance Cohort

Percent Retained

Targeted Minority Students
All Other Students
Percent of First-Year Undergraduates Retained After Two Years

- Targeted Minority Students
- All Other Students

Fall Term Entrance Cohort

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

![Graph showing retained students percentage over years for targeted minority and all other students.]

- **Targeted Minority Students**
- **All Other Students**

Y-axis: Percent Retained
X-axis: Fall Term Entrance Cohort

Data points for each year from 1990 to 2003.
Percent of First-Year Undergraduates Graduated After Six Years

Fall Term of Entrance

Percent

All Students

Targeted Minority Students
Undergraduate Student Survey, 2003
Assessment of Campus Climate

<table>
<thead>
<tr>
<th>Survey Question</th>
<th>Minority Status</th>
<th>Non-Minority</th>
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</thead>
<tbody>
<tr>
<td>How do you rate the University in responding to the <em>interests and concerns</em> of students? (Percent rating Excellent or Very Good)</td>
<td>20.8</td>
<td>31.5</td>
</tr>
<tr>
<td>How do you rate the University in creating a <em>sense of &quot;belonging&quot;</em> for students?</td>
<td>21.9</td>
<td>34.8</td>
</tr>
<tr>
<td>How serious a problem do you think <em>race relations</em> is at the UW-Madison? (Percent rating Extremely or Somewhat Serious)</td>
<td>68.0</td>
<td>47.8</td>
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</tbody>
</table>
6-Year Graduation Rates by ACT Score and High School Rank Range for 1994-1996 New Freshman Classes (combined)
Minority Faculty Hires as Percent of all Faculty Hires

- All minority
- Non-Asian minority

Madison Plan
Strategic Hiring Initiative
SHI-2
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)
The Women in Science & Engineering Leadership Program (WISELI) survey results
(all faculty surveyed)

The climate for faculty of color in my department is good

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

\(\checkmark\) Significant t-test between dept. chairs and all other faculty at $p<.05$. 
Minority Faculty as a Percent of the Total Faculty Headcount

Percent

Black  Asian  Native American  Hispanic

Undergraduate Ethnic Minority Student Enrollments, as a Percent of Total Fall Semester Undergraduate Enrollment

Source: UW-Madison 2004-05 Data Digest