

# Progress Report on *Plan 2008*: Reflections on the Past, Prospects for the Future

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Meeting of the Board of Regents  
University of Wisconsin-Milwaukee  
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# Background and History

- Design for Diversity (1988 – 1998)
- Plan 2008 (1998-2008)
  - Phase II Midpoint Review (2004)
  - Resolution 8970 - to Endorse the UW System's Commitment to Diversity in Phase II of Plan 2008
    - Equity Scorecard (2005 – present) Resolution

## *Seven Goals of Plan 2008*

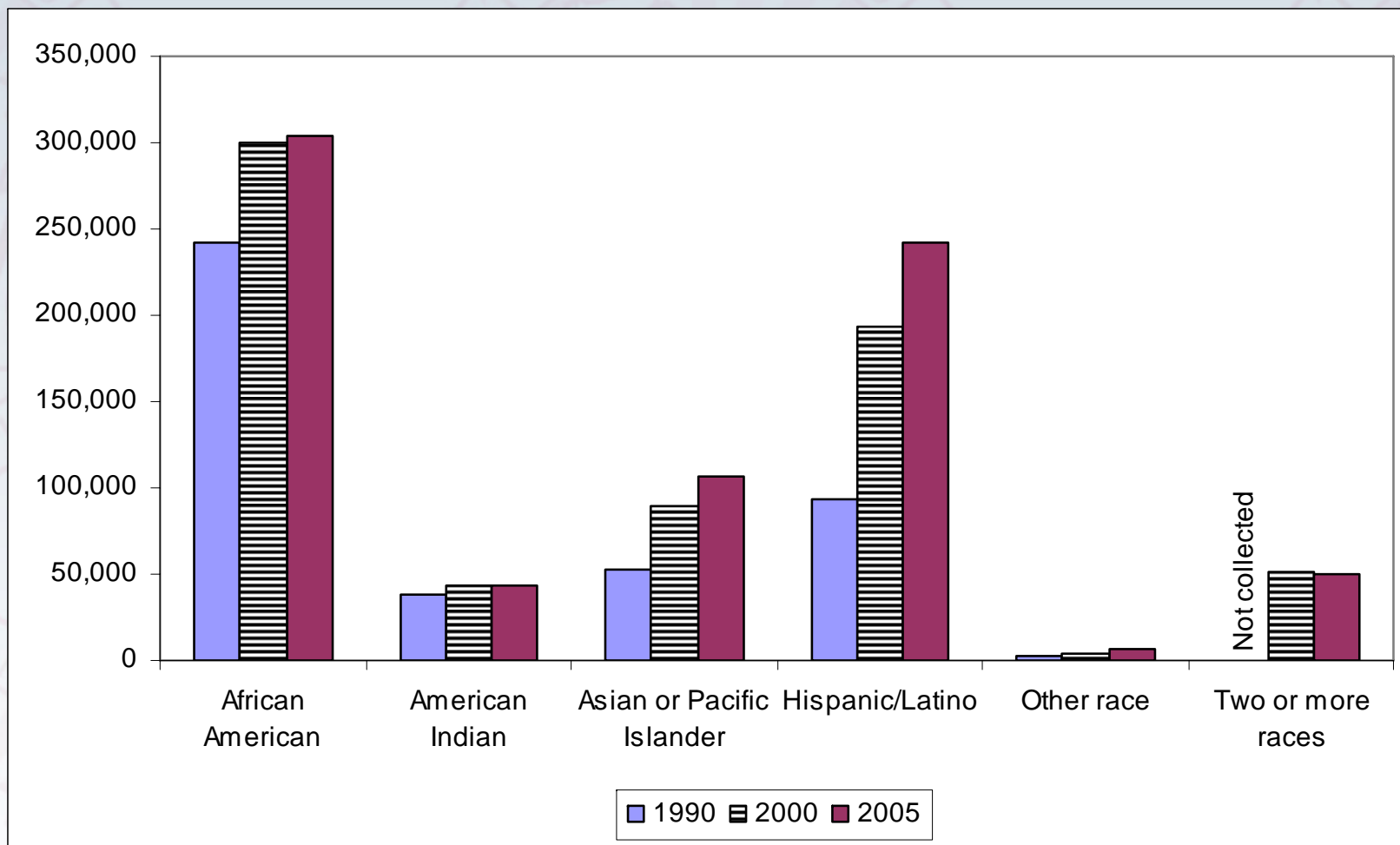
- **Goal #1** Increase the number of Wisconsin HS graduates of color who enroll.
- **Goal #2** Encourage partnerships that build the educational pipeline.
- **Goal #3** Close the gap in achievement, retention and graduation rates.
- **Goal #4** Increase need-based financial aid and reduce reliance on loans.
- **Goal #5** Increase the number of faculty, academic staff, classified staff and administrators of color.
- **Goal #6** Enhance learning, and improve campus climate through appreciation of racial and ethnic diversity.
- **Goal #7** Improve accountability.

***Plan 2008: Phase II***  
***Closing the Achievement Gaps***

A Report of Key Findings About:

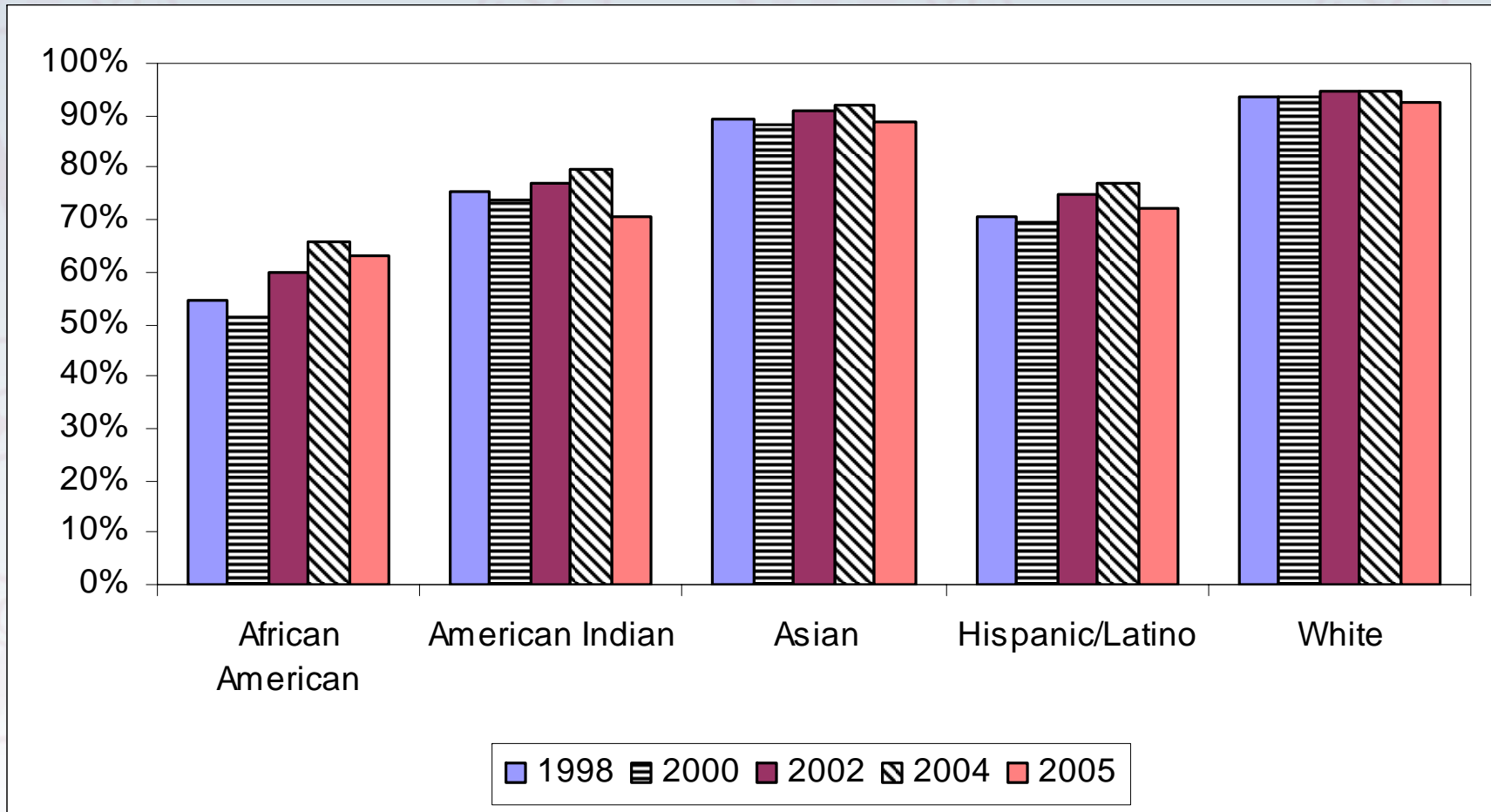
- Pipeline
- Enrollment
- Retention
- Graduation
- Financial Aid
- Accountability

## Wisconsin Population of Color



Sources: 1990 Census, 2000 Census, 2005 American Community Survey

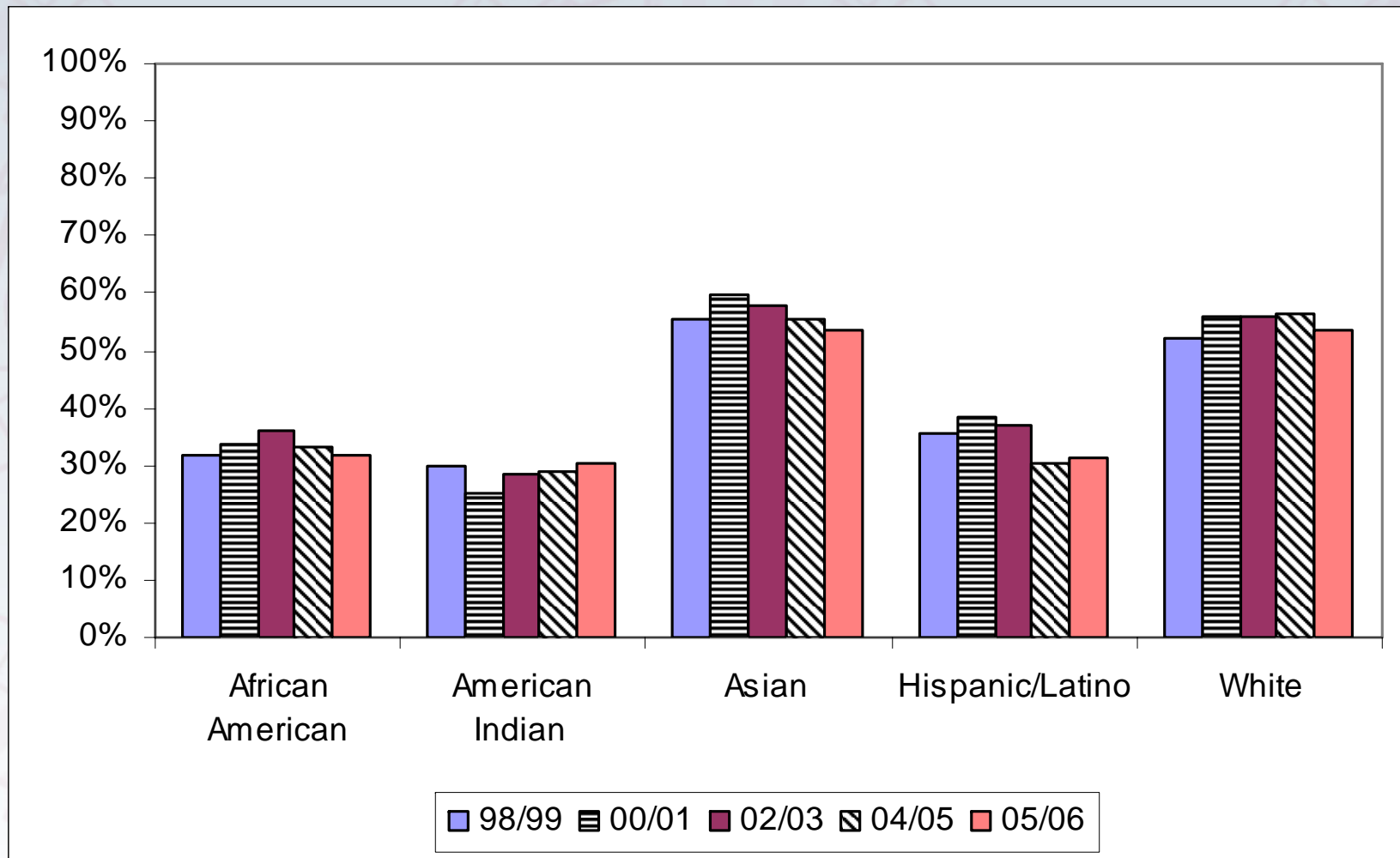
## Wisconsin High School Graduation Rates



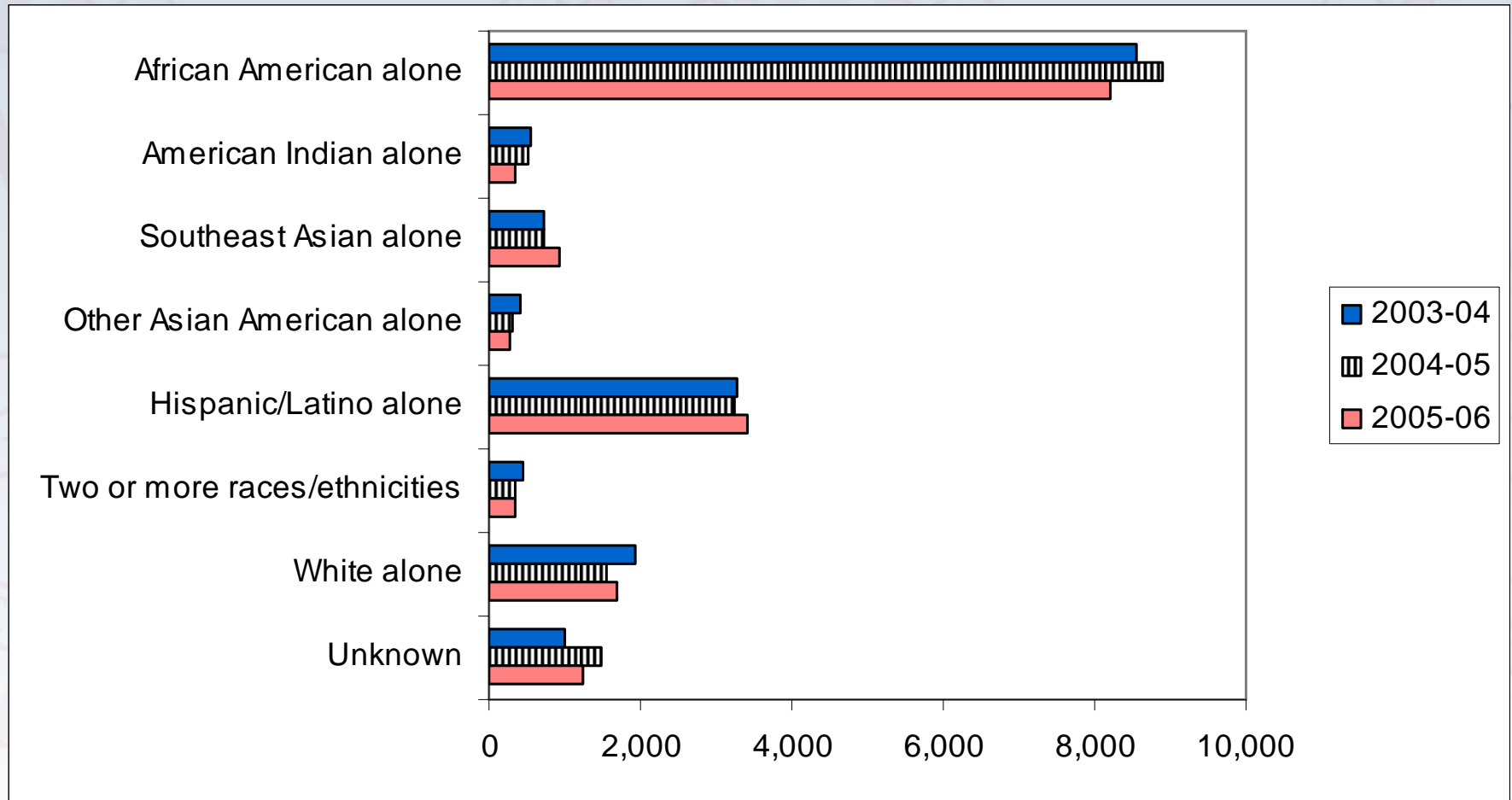
Public high schools only. Source: DPI WINSS



## Percent ACT-Tested



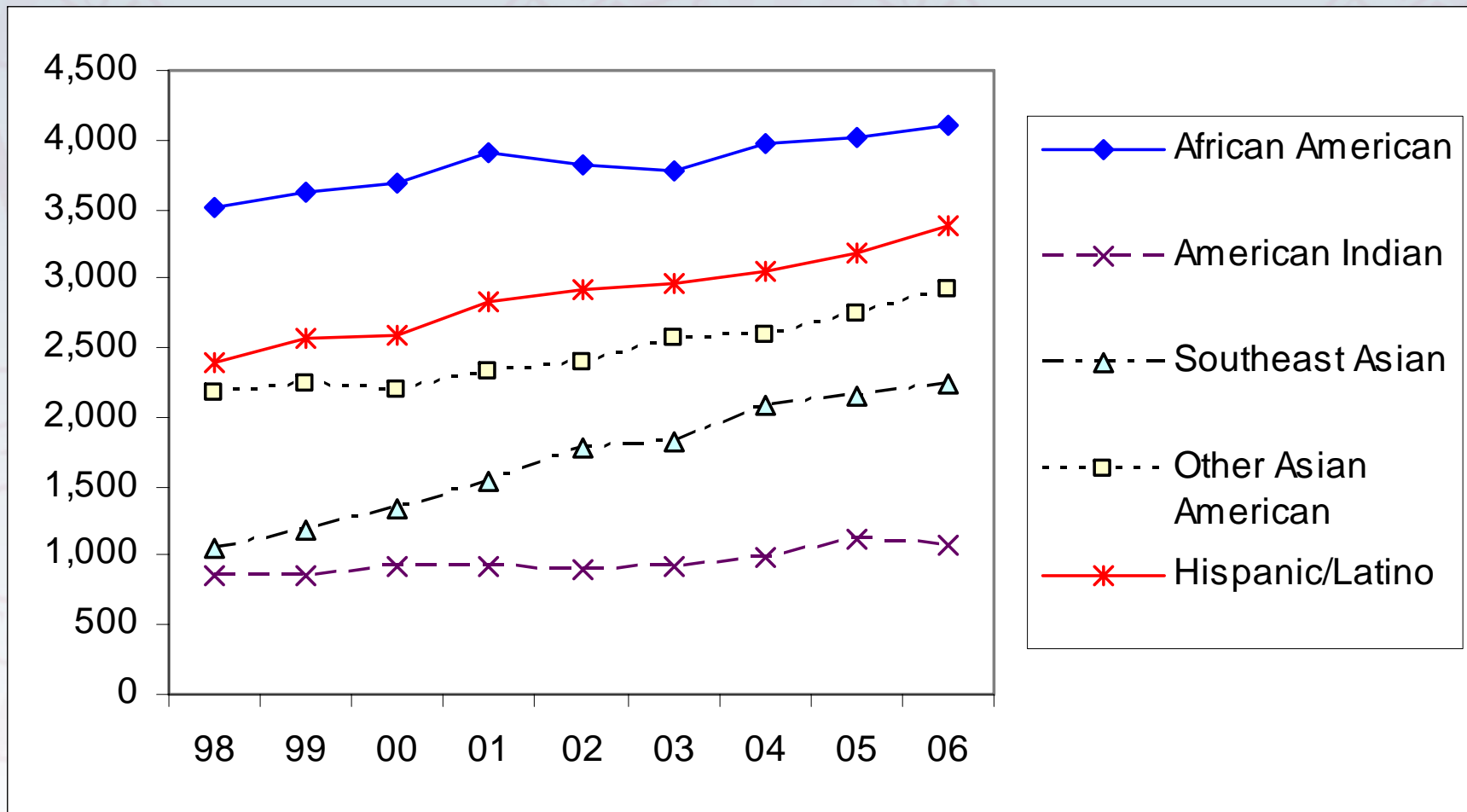
# UW System M/D Precollege Enrollments



Source: UW System Precollege Database



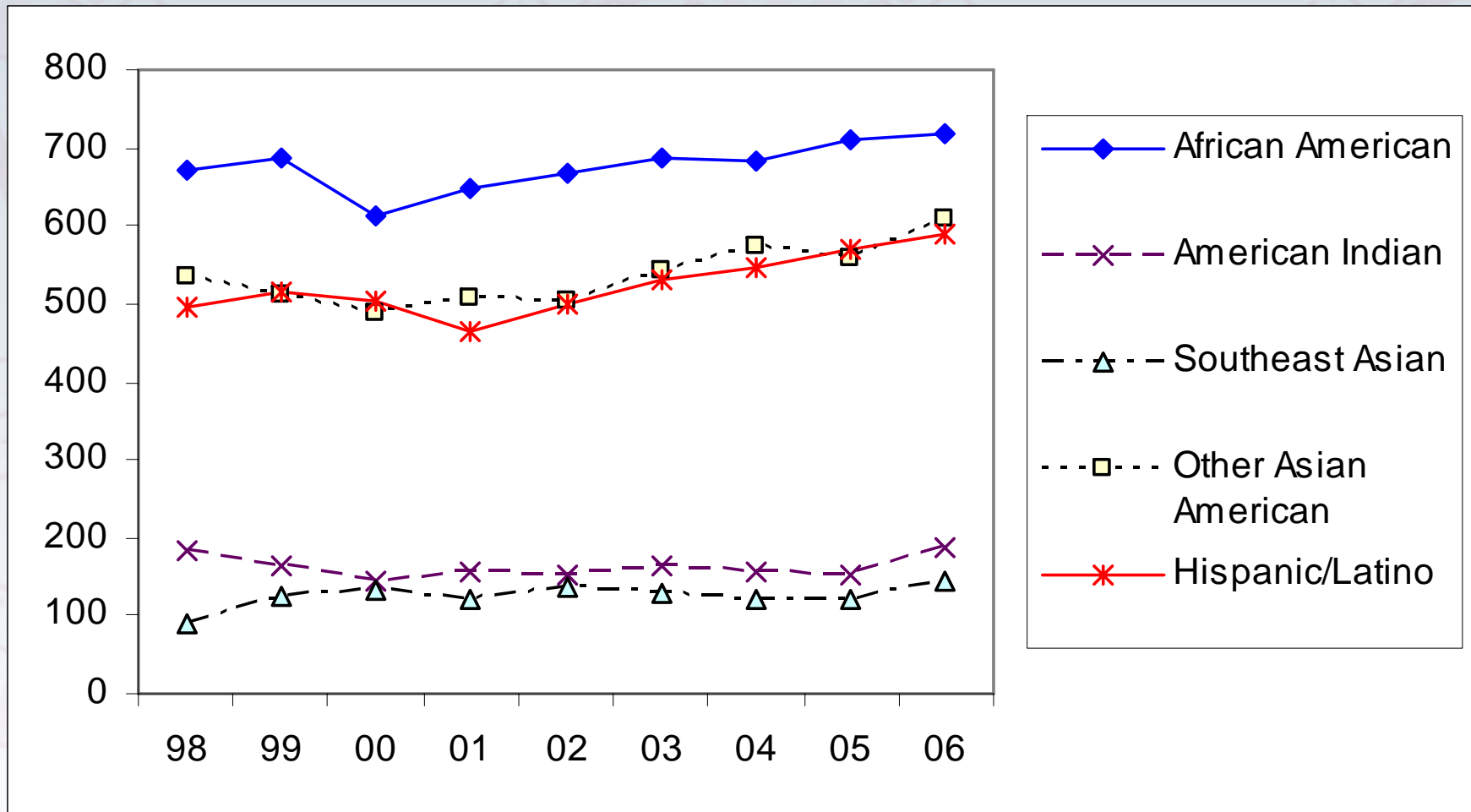
## UW System Undergraduates of Color



**Enrollments**

Source: UW System Office of Policy Analysis and Research

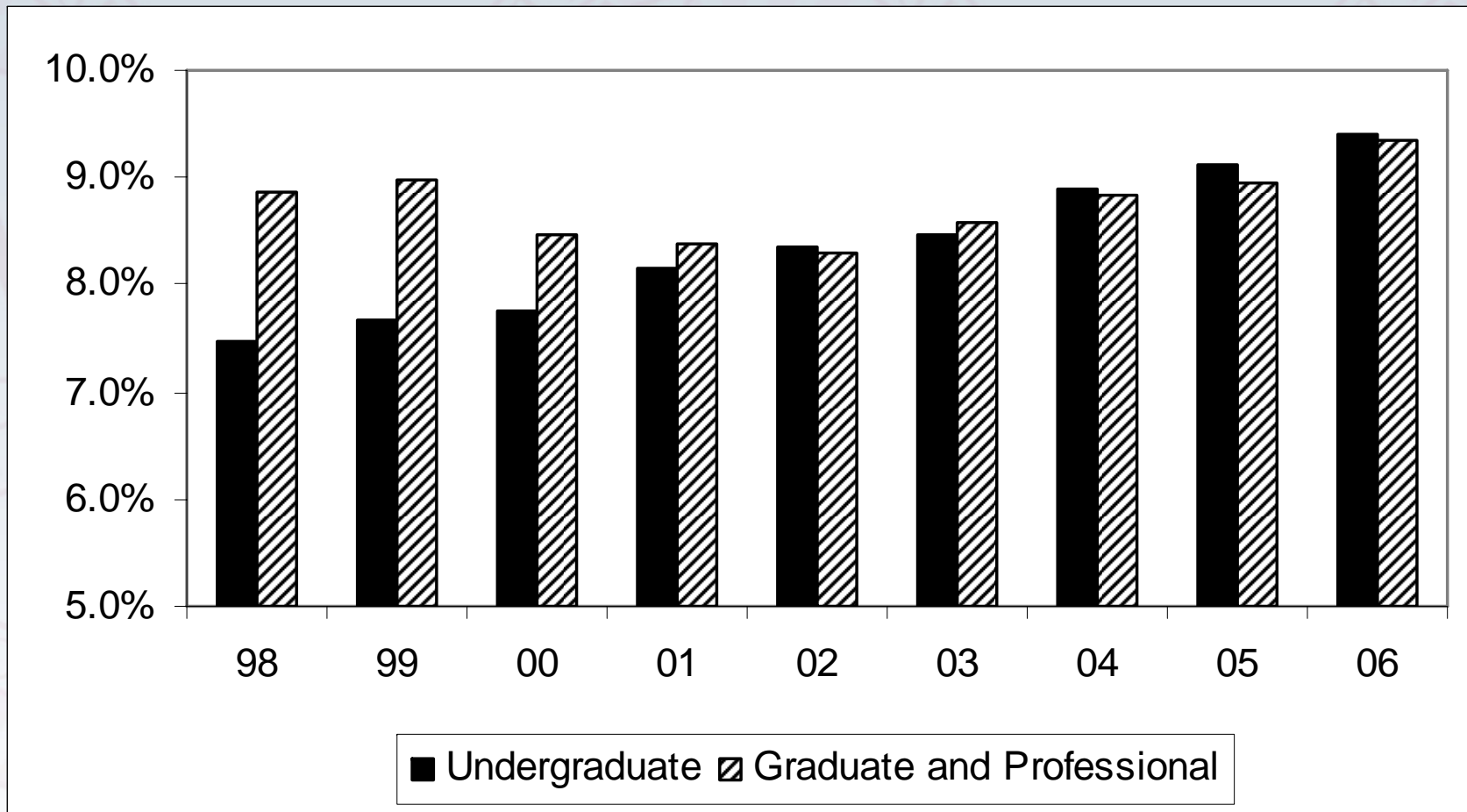
## UW System Graduate & Professional Students of Color



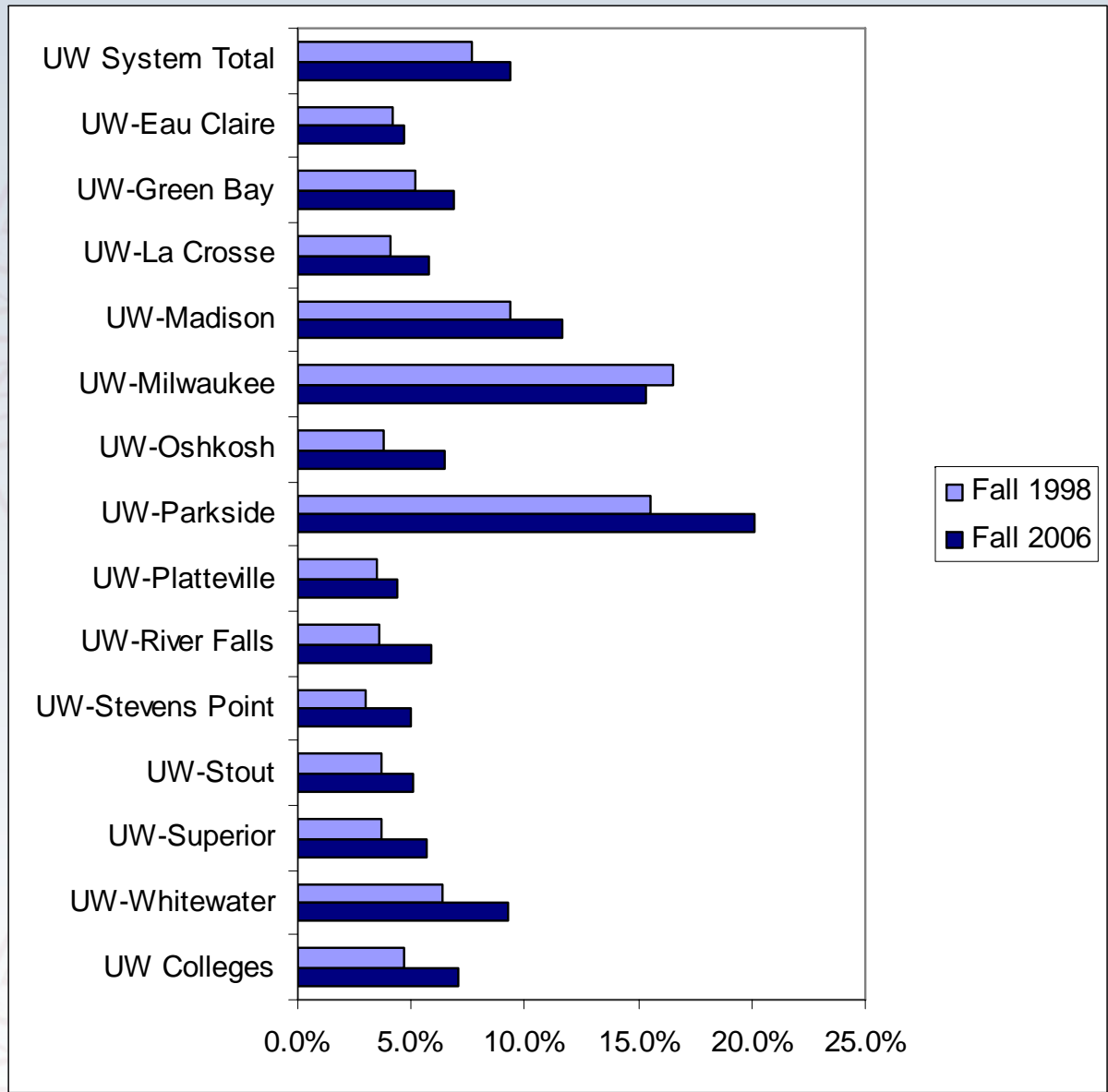
**Enrollments**

Source: UW System Office of Policy Analysis and Research

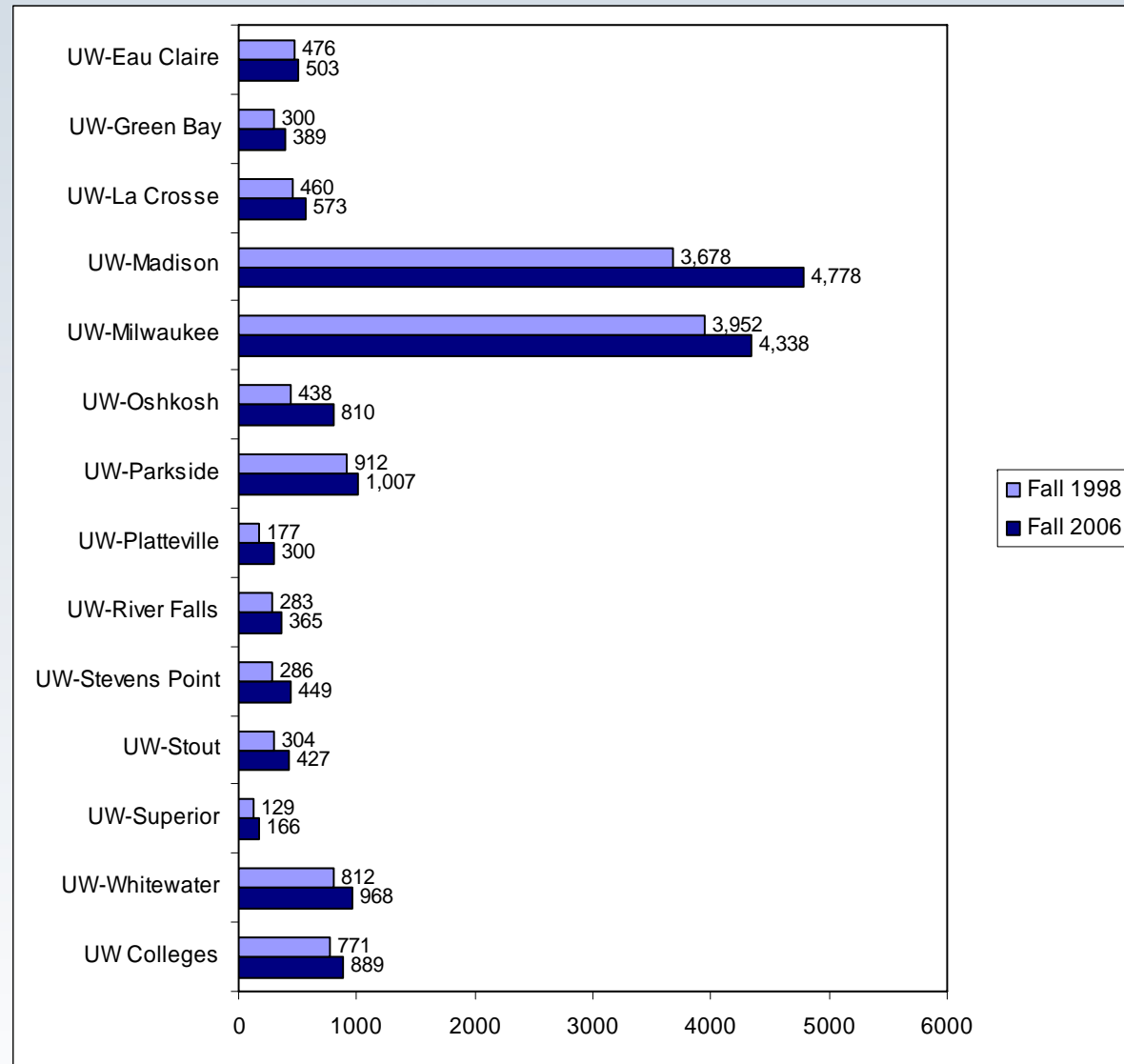
## Students of Color as a Percent of All Students



## Percent Students of Color by UW Institution



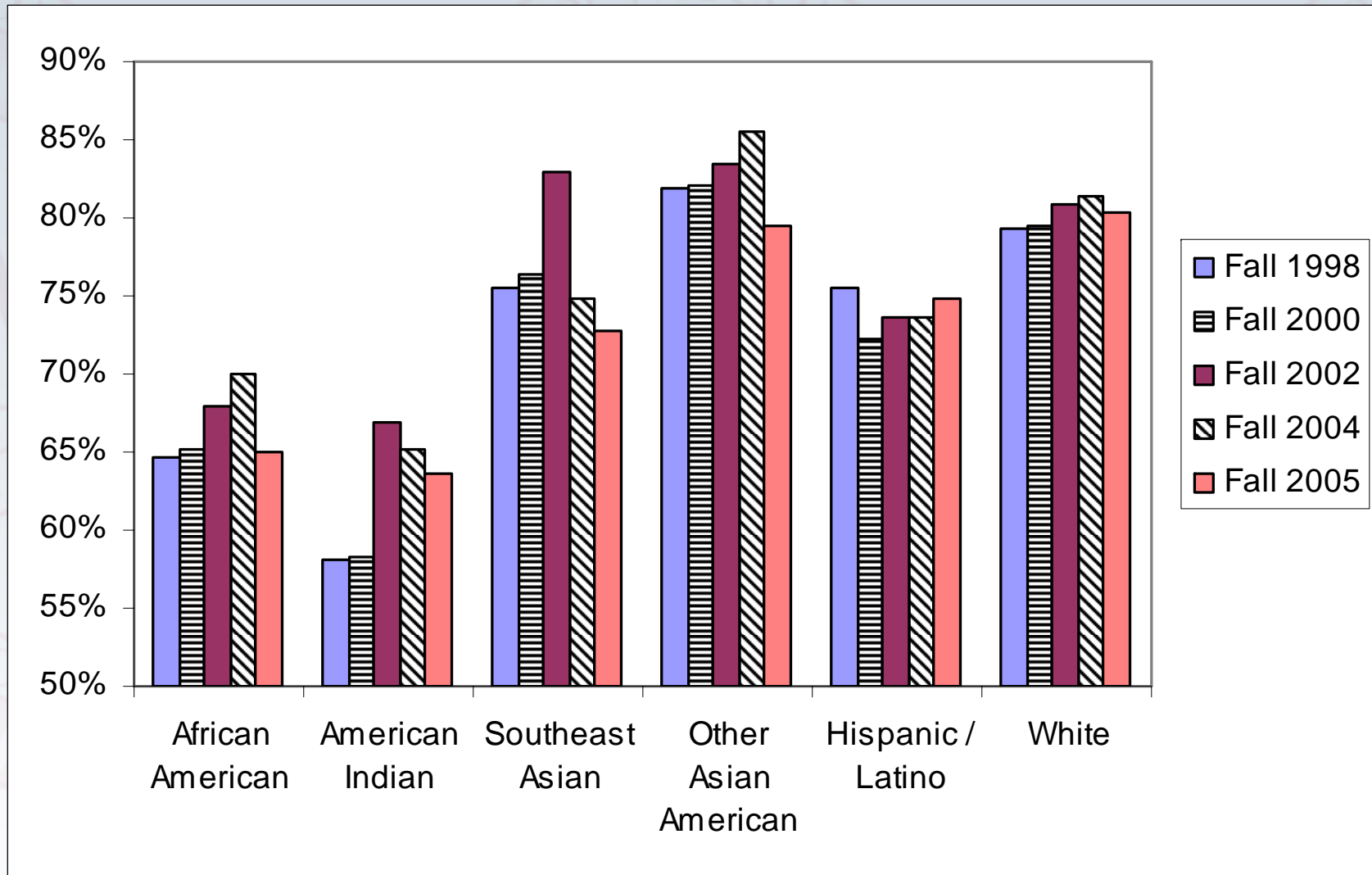
## Numbers of Students of Color by UW Institution



**Enrollments**

Source: UW System Office of Policy Analysis and Research

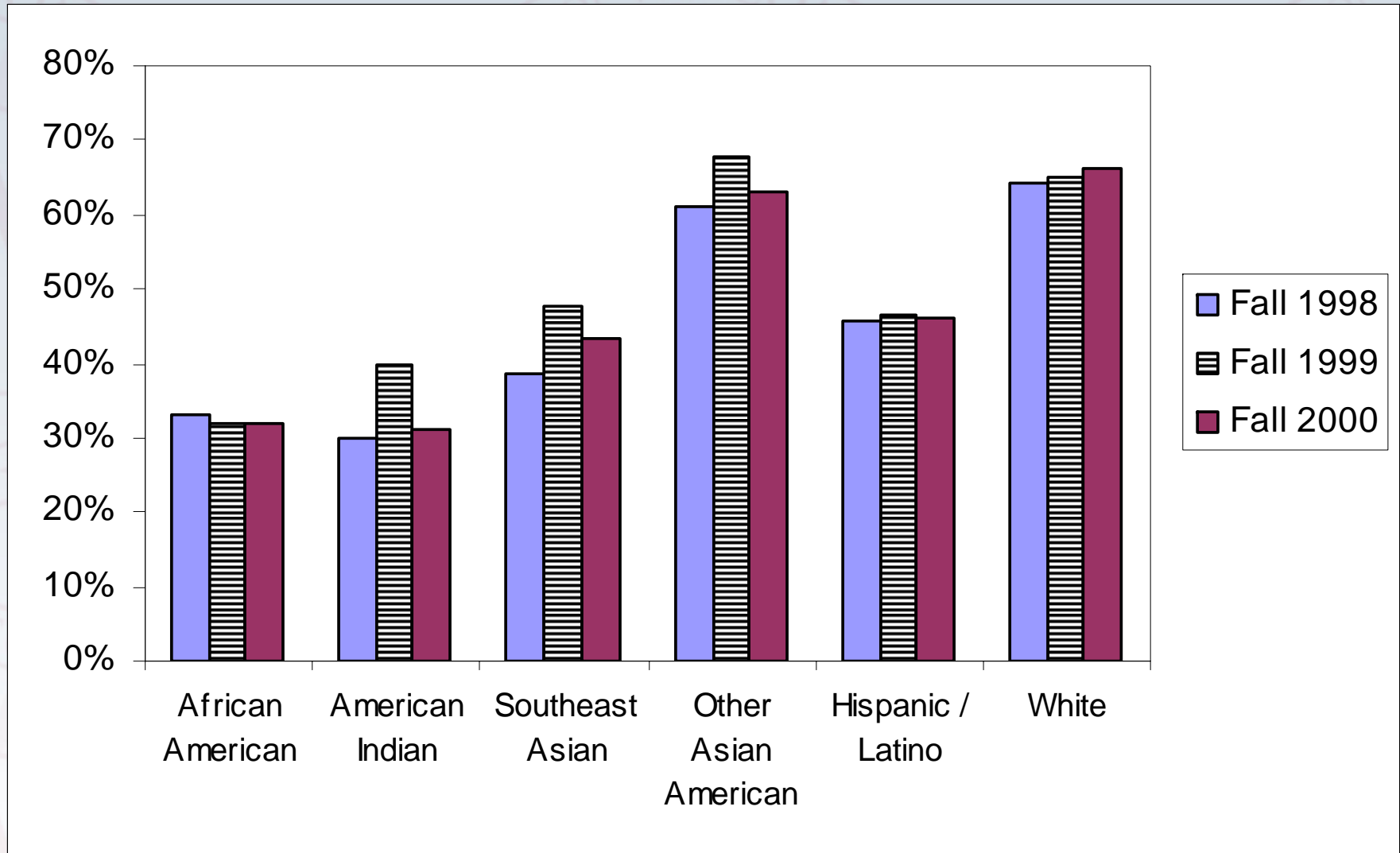
## Second Year Retention Rates



**Retention**

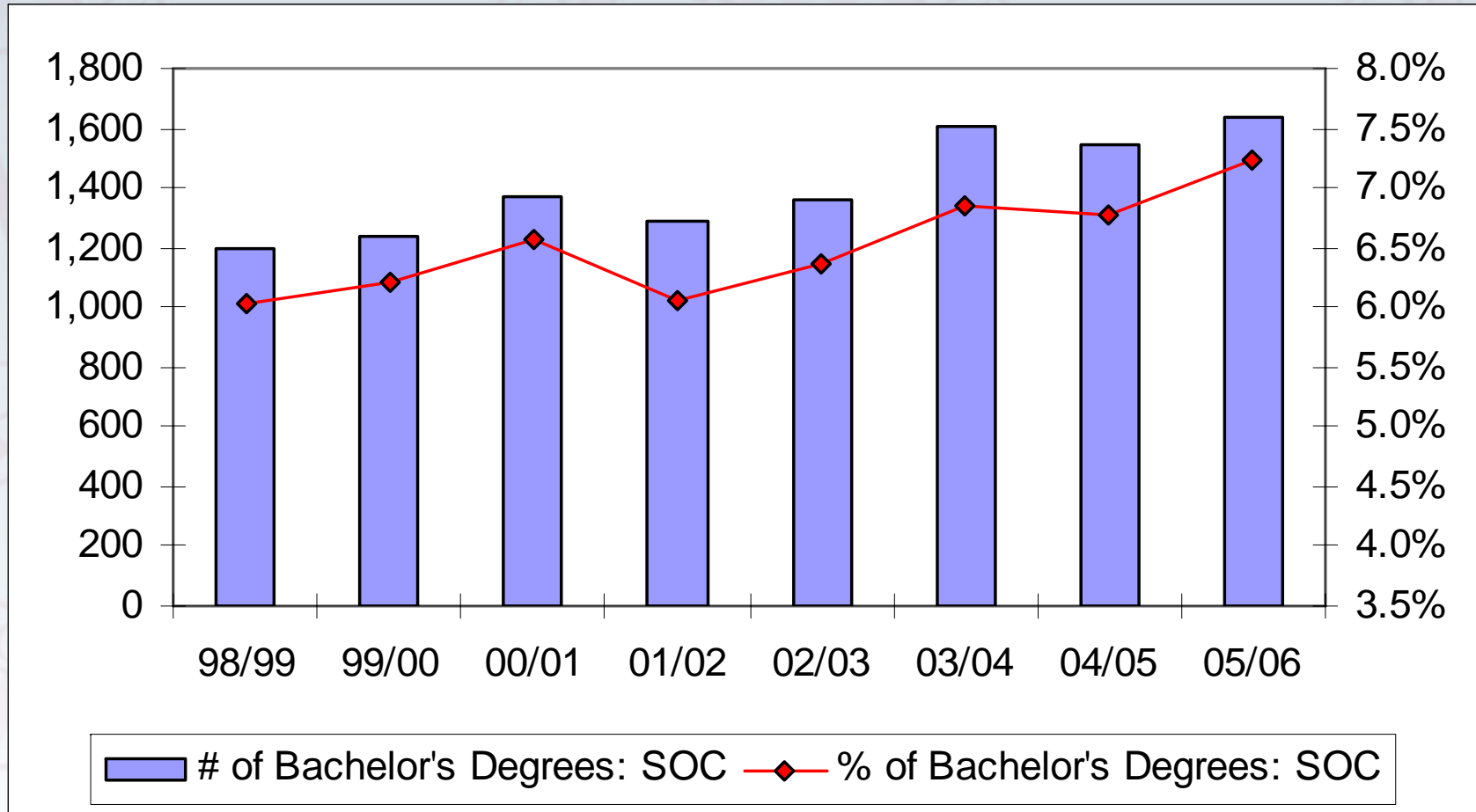
Source: UW System Office of Policy Analysis and Research

## Six-Year Graduation Rates

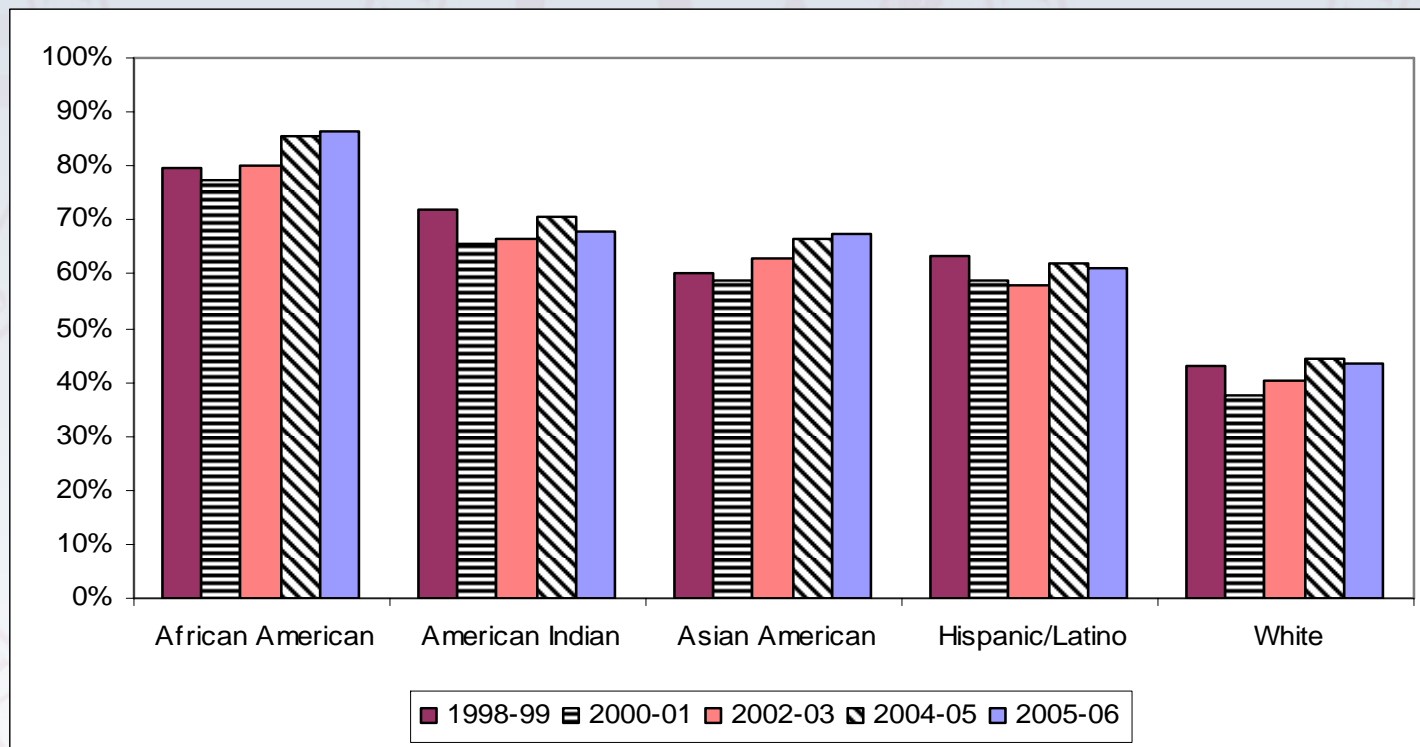




## Bachelor's Degrees to Students of Color

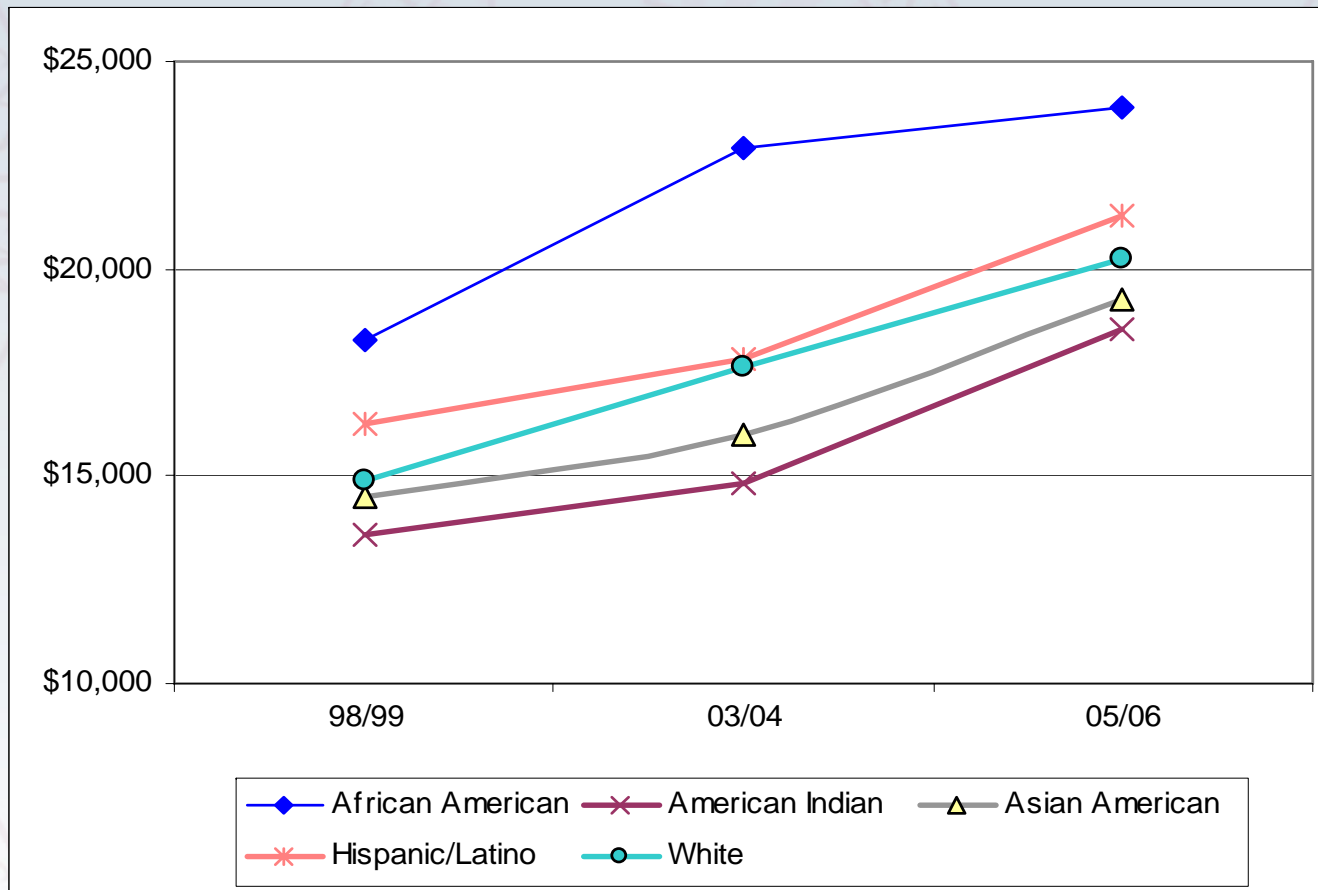


## Undergraduates with Financial Need by Race/Ethnicity



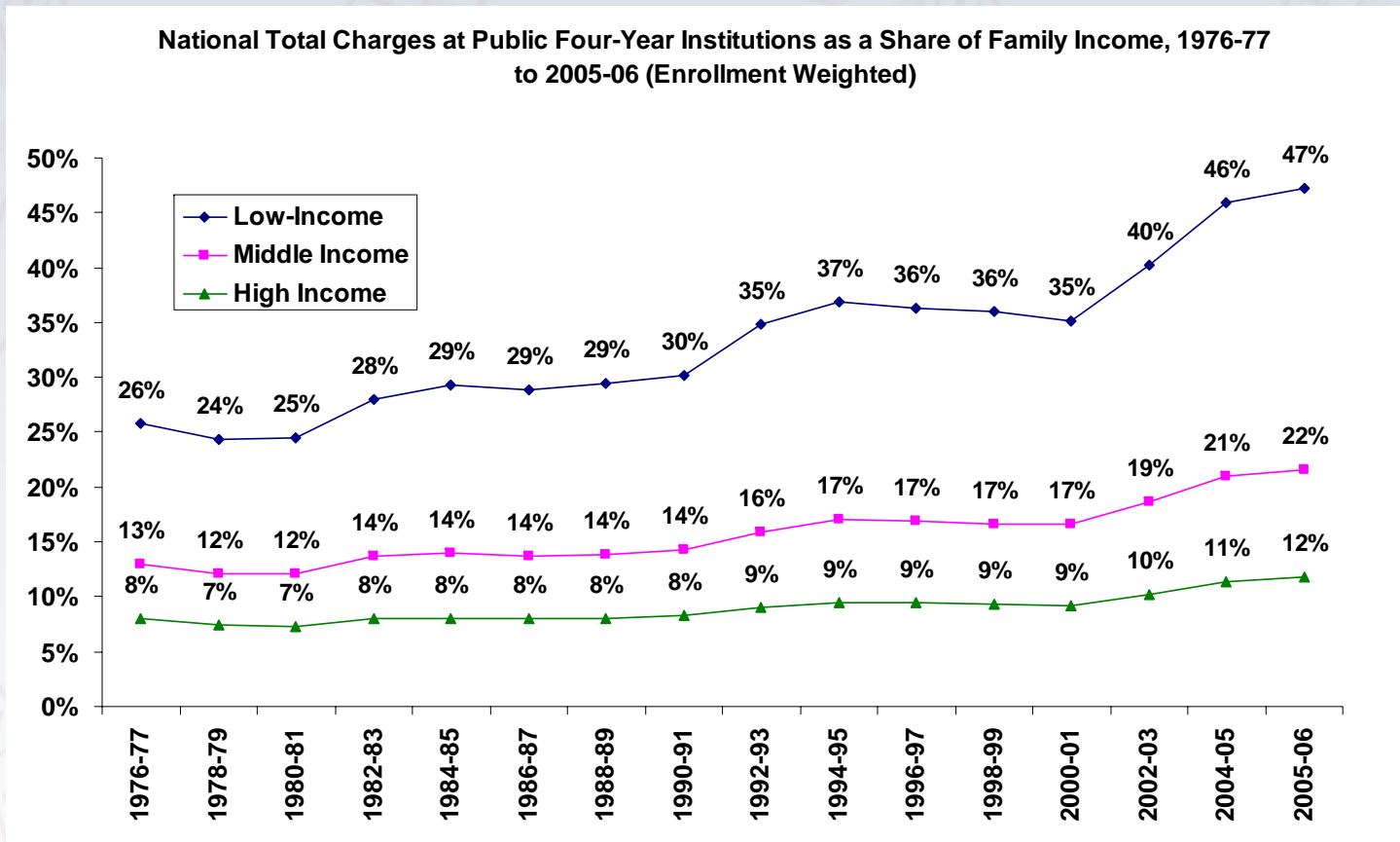
Source: UW System Office of Policy Analysis and Research

# Average Loan Debt by Race/Ethnicity



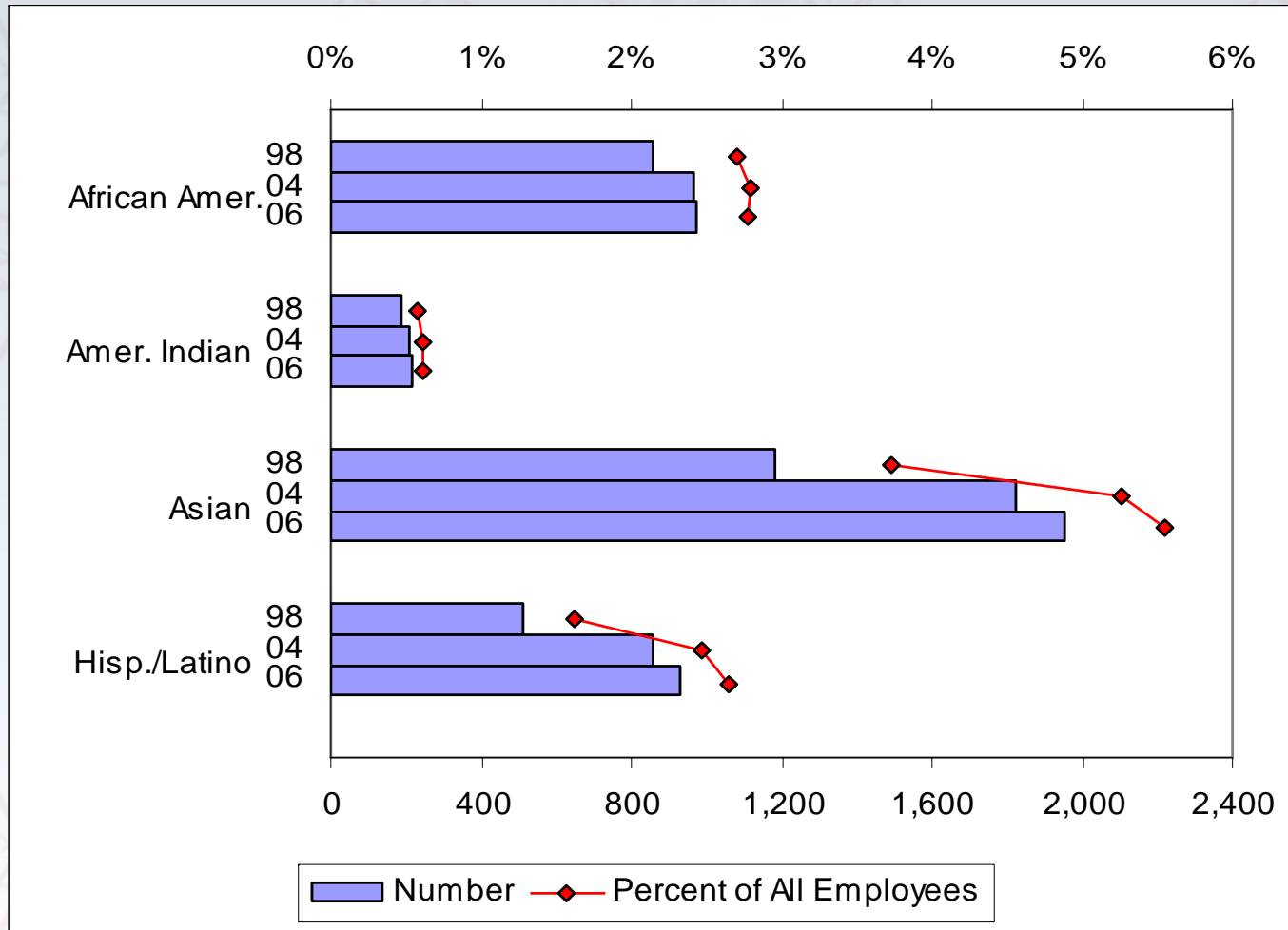
Source: UW System Office of Budget and Planning

# Tuition Costs as a Share of Family Income

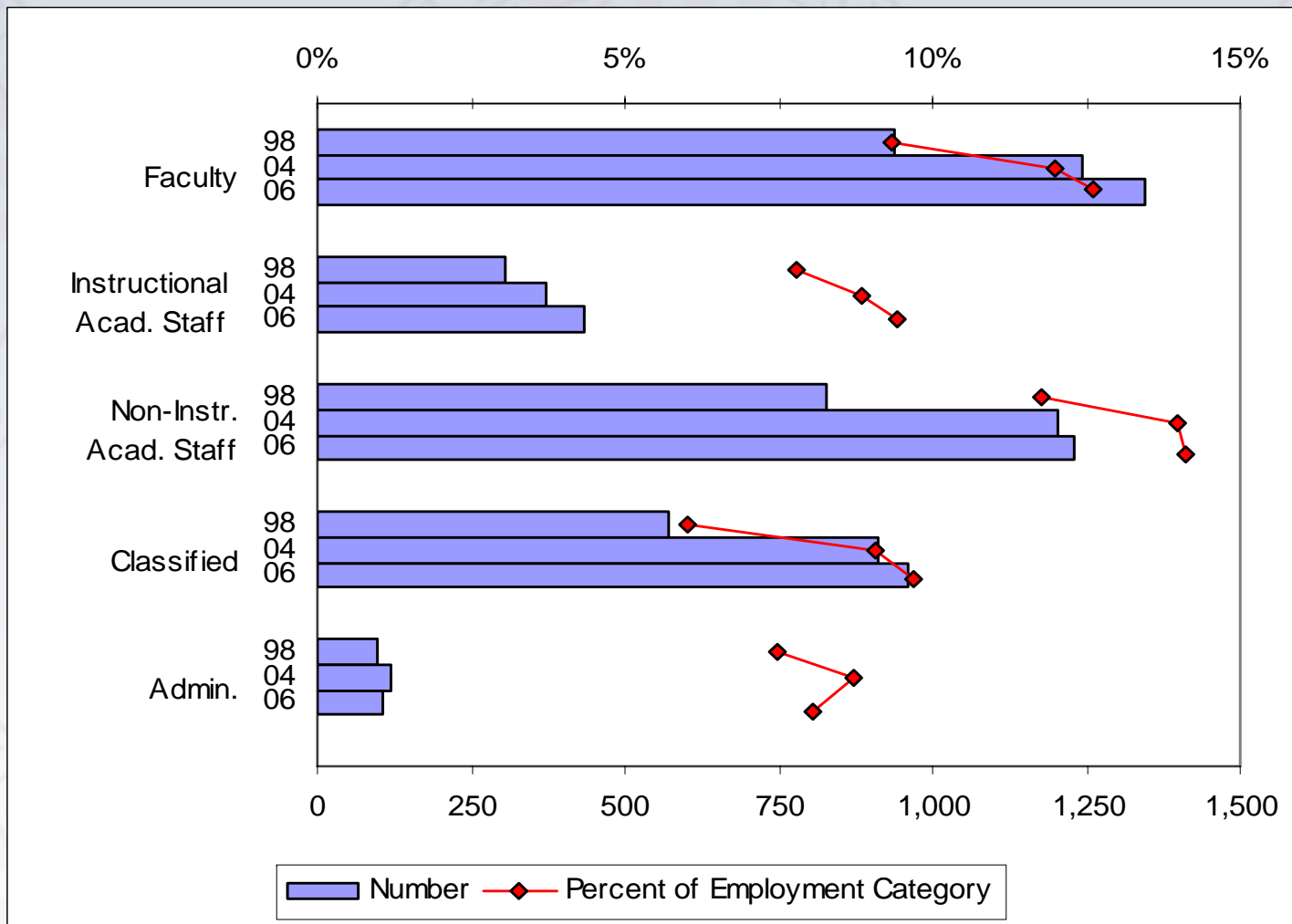


Source: UW System Office of Budget and Planning

# Employees of Color by Race/Ethnicity



# Employees of Color by Category



# Opportunities, Challenges, Lessons Learned

- Changing population demographics
- Anti-diversity, Anti-University Sentiments
- Fiscal
- Assessment
- Student Success
- Accountability



# University of Wisconsin System



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