
Vicki C. Washington, Interim Assistant Vice President
University of Wisconsin System
Office Of Academic Diversity and Development
Meeting of the Board of Regents
University of Wisconsin-Milwaukee
June 7, 2007
Background and History


  - 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

Wisconsin High School Graduation Rates

African American
American Indian
Asian
Hispanic/Latino
White

Public high schools only. Source: DPI WINSS
Percent ACT-Tested

Pipeline

Percent of Wisconsin Public School 12th Graders Tested. Source: DPI WINSS
UW System M/D Precollege Enrollments

Source: UW System Precollege Database

Pipeline
University of Wisconsin System

UW System Undergraduates of Color

Enrollments

Source: UW System Office of Policy Analysis and Research
University of Wisconsin System

UW System Graduate & Professional Students of Color

Source: UW System Office of Policy Analysis and Research

Enrollments

Source: UW System Office of Policy Analysis and Research
University of Wisconsin System

Students of Color as a Percent of All Students

Source: UW System Office of Policy Analysis and Research

Enrollments
University of Wisconsin System

Percent Students of Color by UW Institution

Enrollments

Source: UW System Office of Policy Analysis and Research
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

Source: UW System Office of Policy Analysis and Research
Bachelor’s Degrees to Students of Color

Source: UW System Office of Policy Analysis and Research
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

National Total Charges at Public Four-Year Institutions as a Share of Family Income, 1976-77 to 2005-06 (Enrollment Weighted)

- Low-Income
- Middle Income
- High Income

Financial Aid

Source: UW System Office of Budget and Planning
Employees of Color by Race/Ethnicity

Source: UW System Office of Human Resources

- African Amer.
- Amer. Indian
- Asian
- Hisp./Latino

Number vs. Percent of All Employees

Employment
Employees of Color by Category

Source: UW System Office of Human Resources
Opportunities, Challenges, Lessons Learned

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