Looking Back, Looking Forward: Taking Stock of Our Progress on Diversity

Office of Inclusivity, Diversity, Equity, and Student Success (IDEASS)

Board of Regents Meeting

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A Brief History of Our Diversity Efforts

Demographics & Workforce Implications

Progress Made to Date

Future Directions

The Board of Regents has played a critical role in establishing and maintaining the UW System's commitment to diversity

Design for Diversity

Plan 2008

Inclusive Excellence

BOR Res. 4041

Directed the President and UW institutions to begin implementing a plan that was to increase access to higher education for minorities and by extension their "full participation in society".

BOR Res. 7692

Directed the President and UW institutions to continue their diversity efforts, validating the role that UW System should play in closing opportunity gaps for students of color.

BOR Res. 8970

Directed UW System to develop and implement a "diversity scorecard."

March, 2009

Board endorses tenets of Inclusive Excellence.

Initially, there were two ten-year strategic plans directing the diversity efforts of UW System and its institutions

Design for Diversity
(1988-1998)

- Established a **comprehensive, system-wide approach** to increasing diversity with a ten-year timeframe

- Institutions were expected to meet **seven core goals** set by UW System

- Key groups served by the plan: **minority and economically disadvantaged students** as well as faculty

- Established **UW System as the key resource for professional development** and training in the area of diversity

Plan 2008
(1998-2008)

- Developed collaboratively through a **"bottom-up" approach** with considerable input from the campuses

- Also set seven goals; emphasis on **hiring, precollege, recruitment, retention, and graduation**

- **Same key groups** served by the plan

- Set another **ten-year timeframe** for achieving results with a midpoint review at the five-year mark

Inclusive Excellence

- **Campus-driven approach**: institutions define their key goals, strategies, and targets

- Operates under **a broader definition of diversity**

- Three key foci: **culture & climate, equity in outcomes, and compositional diversity**

- **No specific timeframe**; work is iterative and has no end

- Clear **emphasis on integrating diversity** into the mission and culture of the institution

Inclusive Excellence is founded upon six guiding principles

| Principle	Description
Core to mission	Diversity is central to institutional life as a key organizing principle around which other institutional decisions are made
Widespread engagement	Everyone has a role to play.
Close attention to students	Different students require different forms of support.
Joint pursuit of diversity and excellence	Excellence and diversity are interconnected and interdependent. Excellence must be measured by equity, inclusion, and superior performance.
Implementation matters as much as strategy	IE plans/strategy are only as good as the action which carries them out into tangible outcomes (e.g. success is measured by the change made towards equity and inclusion).
Dual focus	Focus on both increasing compositional diversity and creating learning environments (culture) in which students of all backgrounds can thrive.

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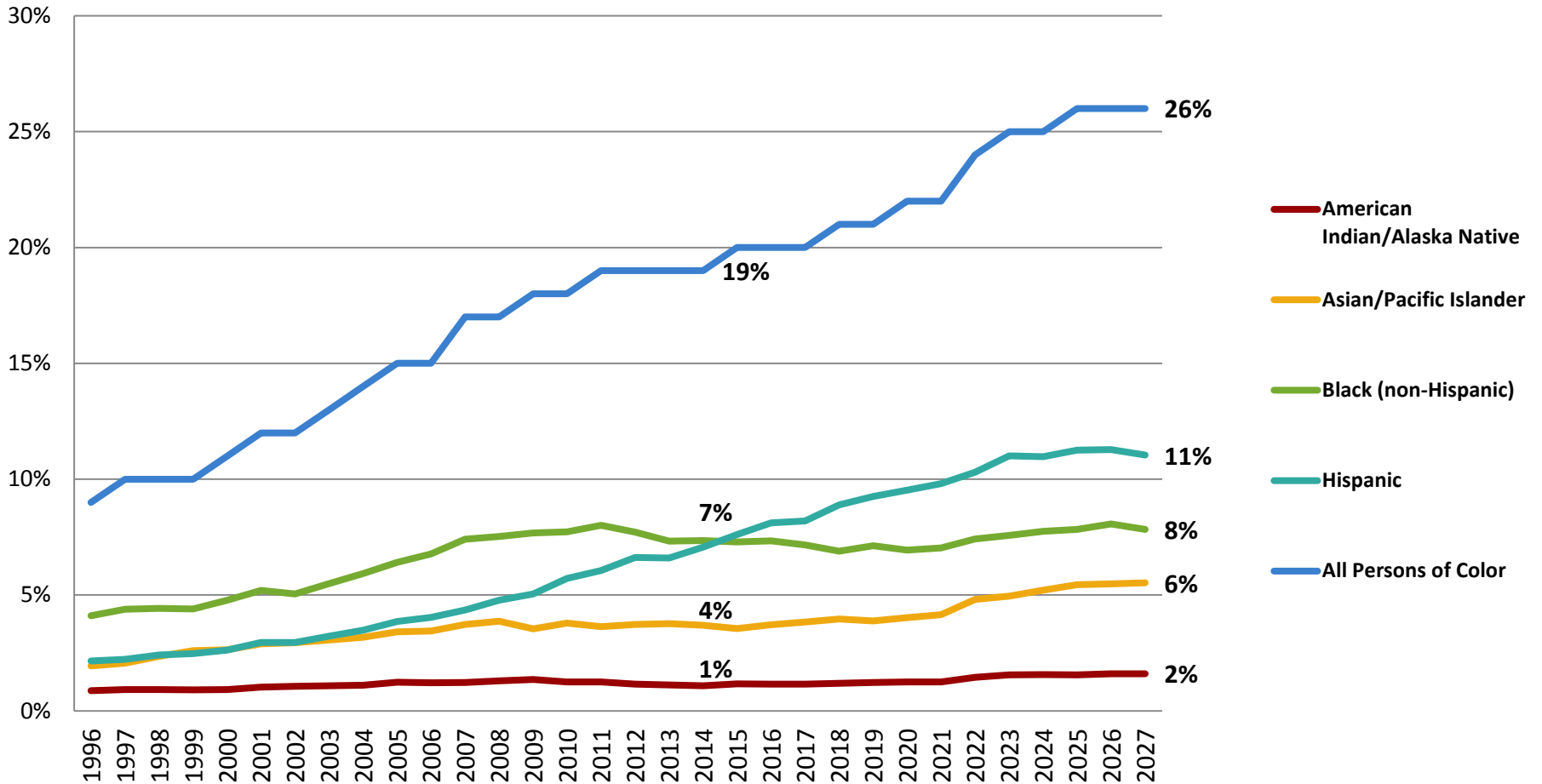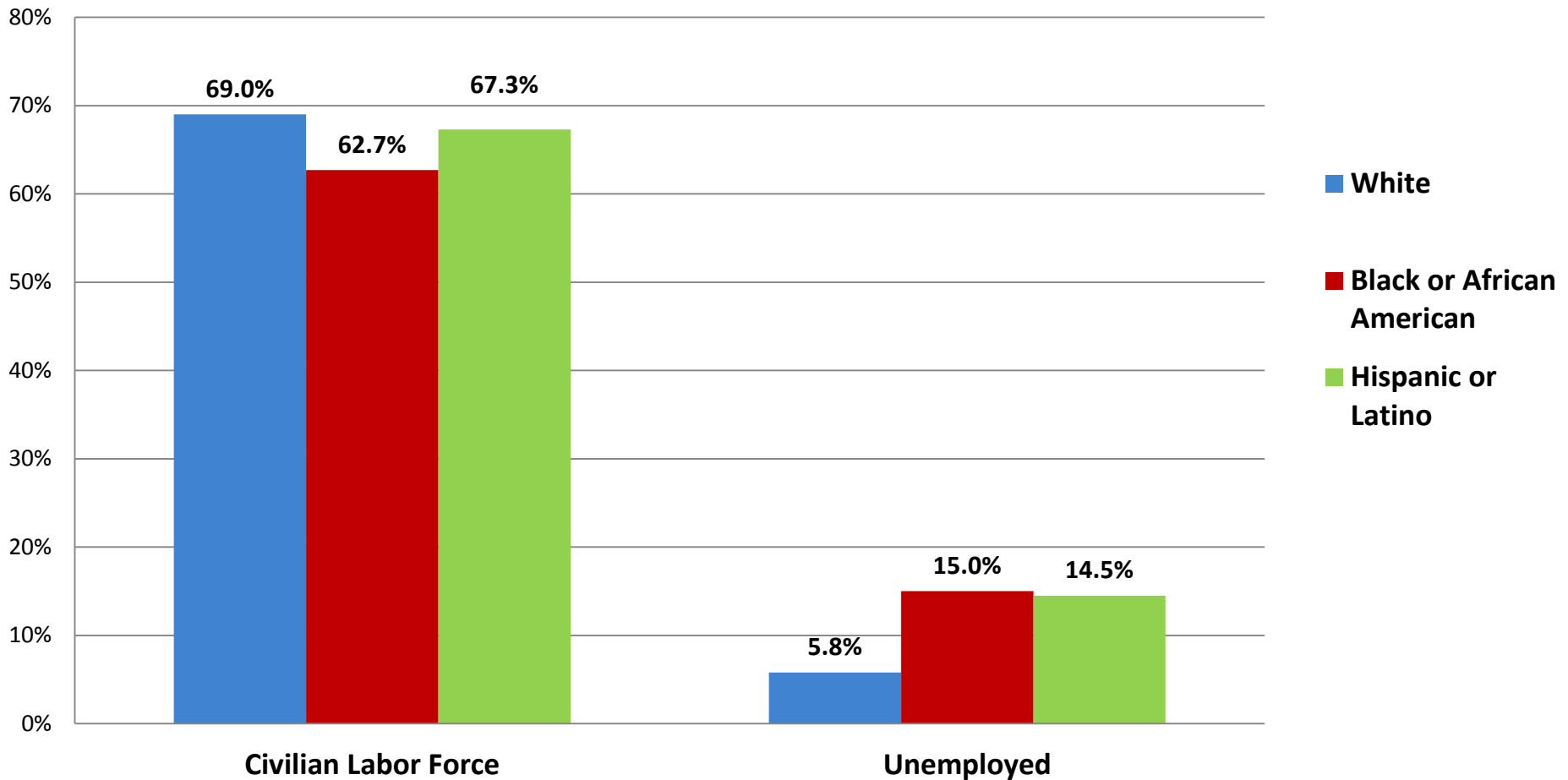Wisconsin Population by Race/Ethnicity
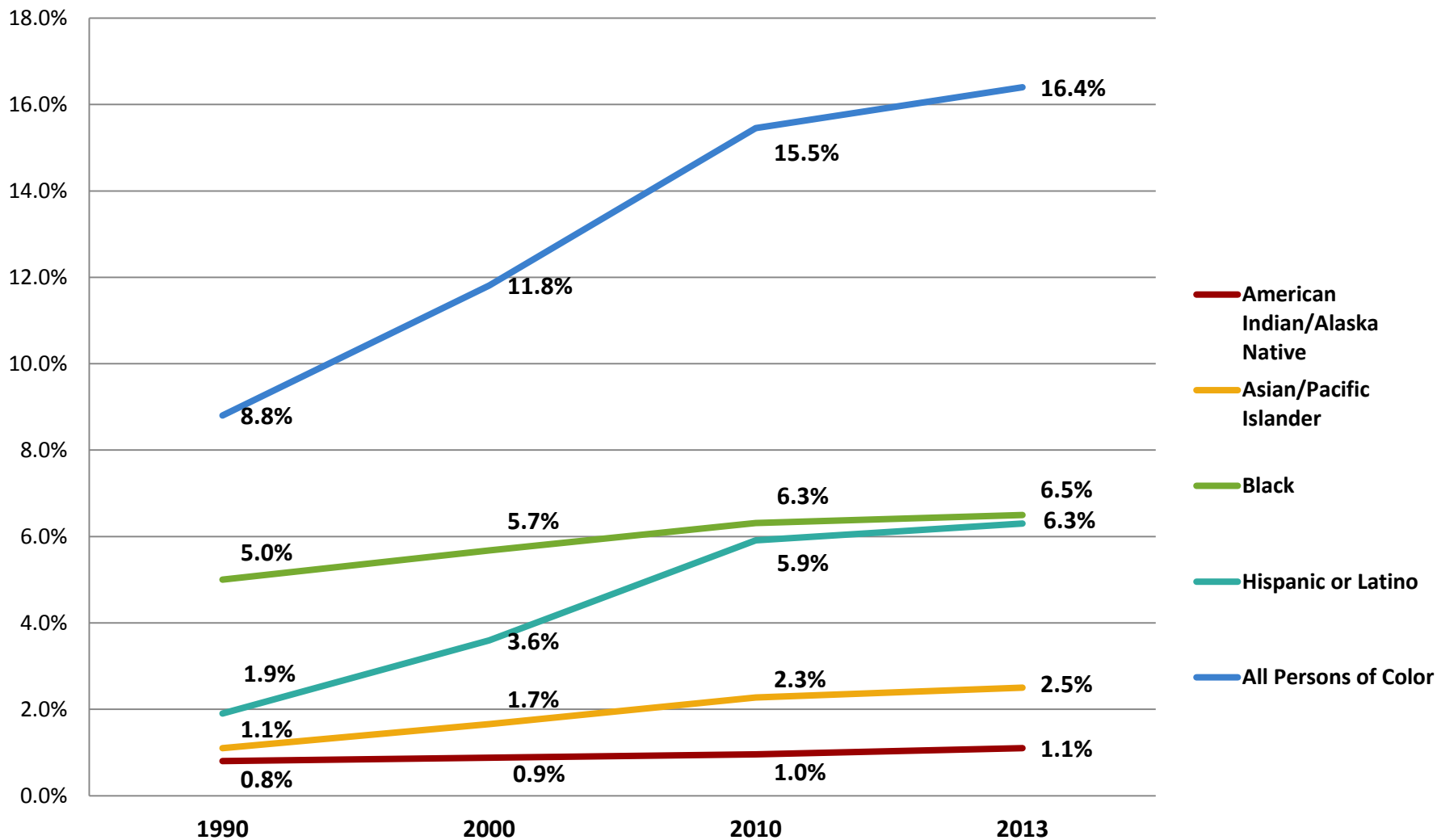
The population of Wisconsinites moving through the educational pipeline will become increasingly more diverse over time

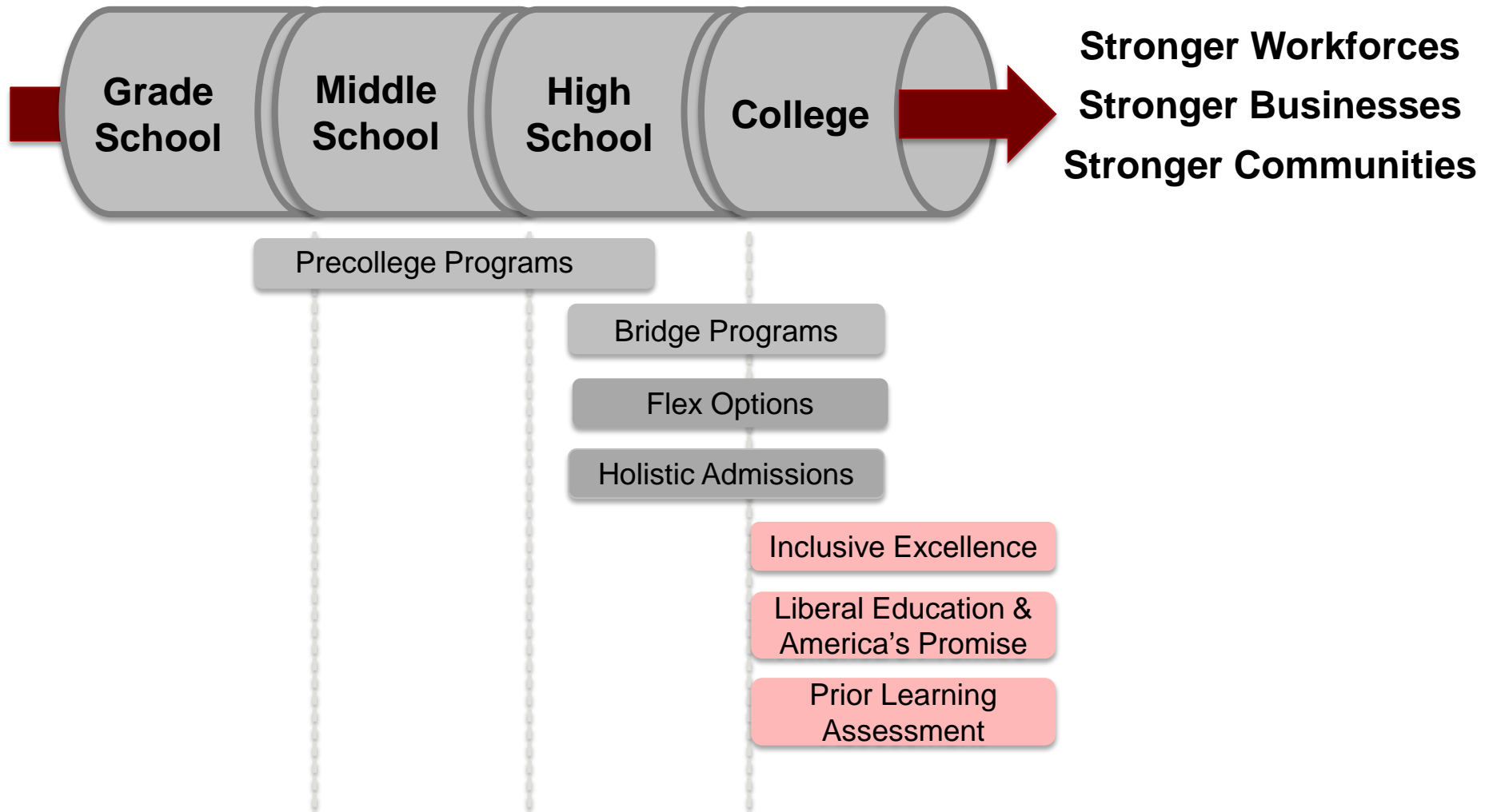Wisconsin High School Graduates by Race/Ethnicity (1996-2027)

Maintaining a robust workforce within our state will be dependent on our ability to educate more students from diverse backgrounds

2013 Wisconsin Employment Status
(aged 16 yrs and older)

Legend:
- **White**
- **Black or African American**
- **Hispanic or Latino**

Civilian Labor Force:
- White: 69.0%
- Black or African American: 62.7%
- Hispanic or Latino: 67.3%

Unemployed:
- White: 5.8%
- Black or African American: 15.0%
- Hispanic or Latino: 14.5%

The UW System and its institutions are uniquely situated to help young people move through the pipeline from school to career

Grade School · Middle School · High School · College

Stronger Workforces
Stronger Businesses
Stronger Communities

Precollege Programs

Bridge Programs

Flex Options

Holistic Admissions

Inclusive Excellence

Liberal Education & America's Promise

Prior Learning Assessment

We are also guided by our mission as a public System of higher education to ensure a quality education for all students

The mission of the University of Wisconsin System is to…**serve and stimulate society by developing in students heightened intellectual, cultural, and humane sensitivities, scientific, professional and technological expertise, and a sense of purpose.**

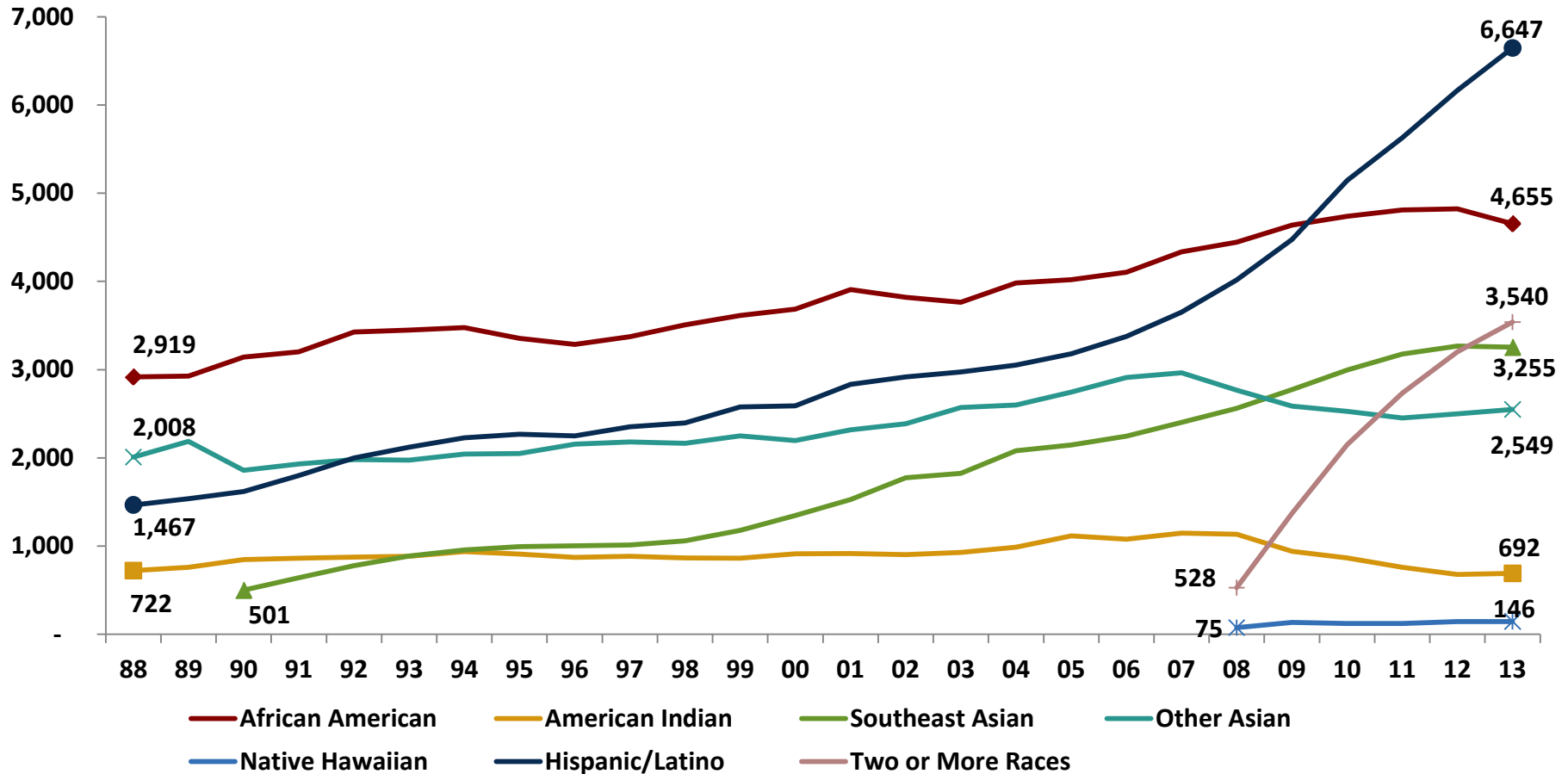**A Brief History of Our Diversity Efforts**

Demographics & Workforce Implications

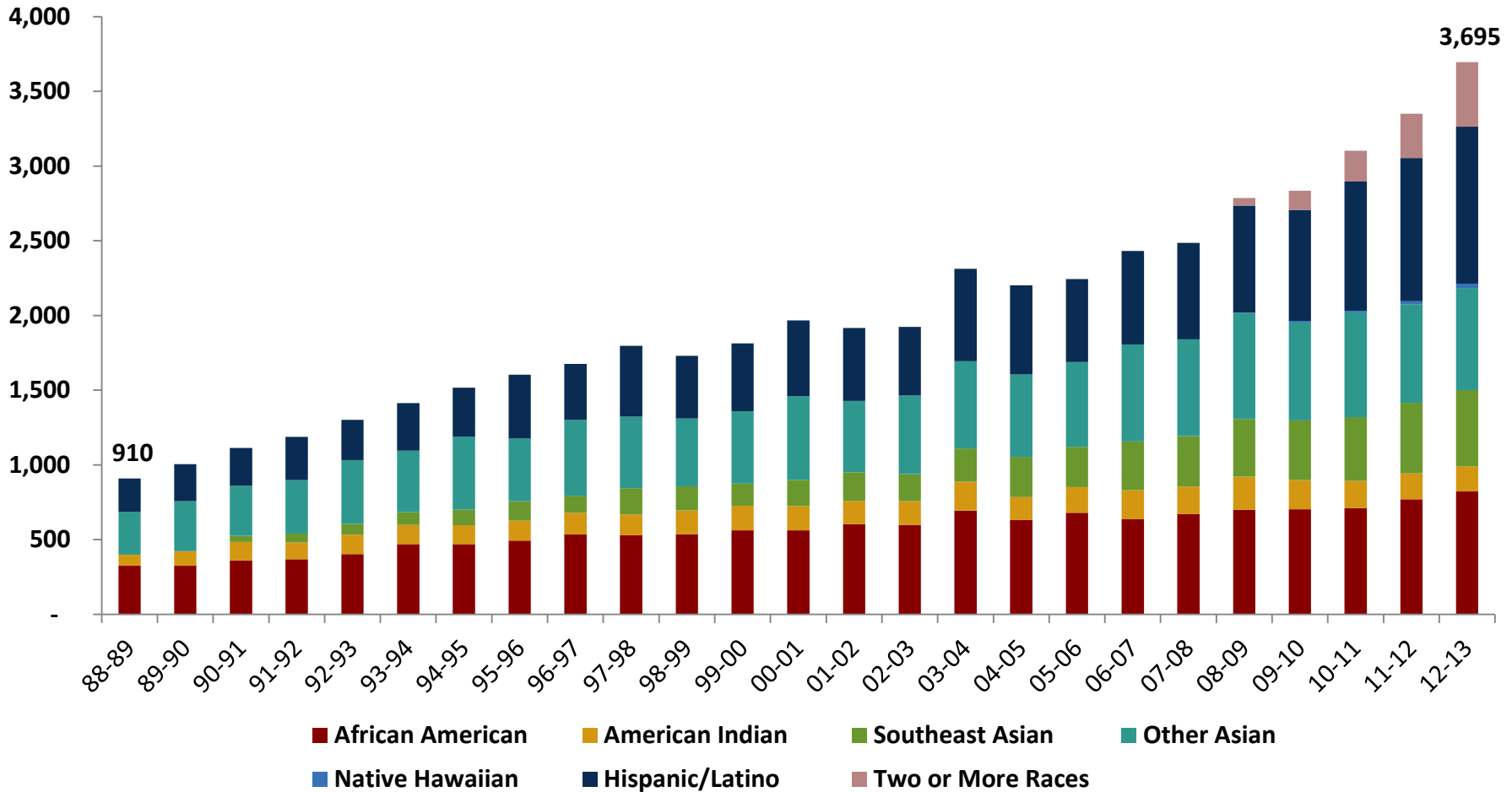**Progress Made to Date**

Future Directions

How have we been doing? In terms of access, we now enroll more students of color than we ever have before

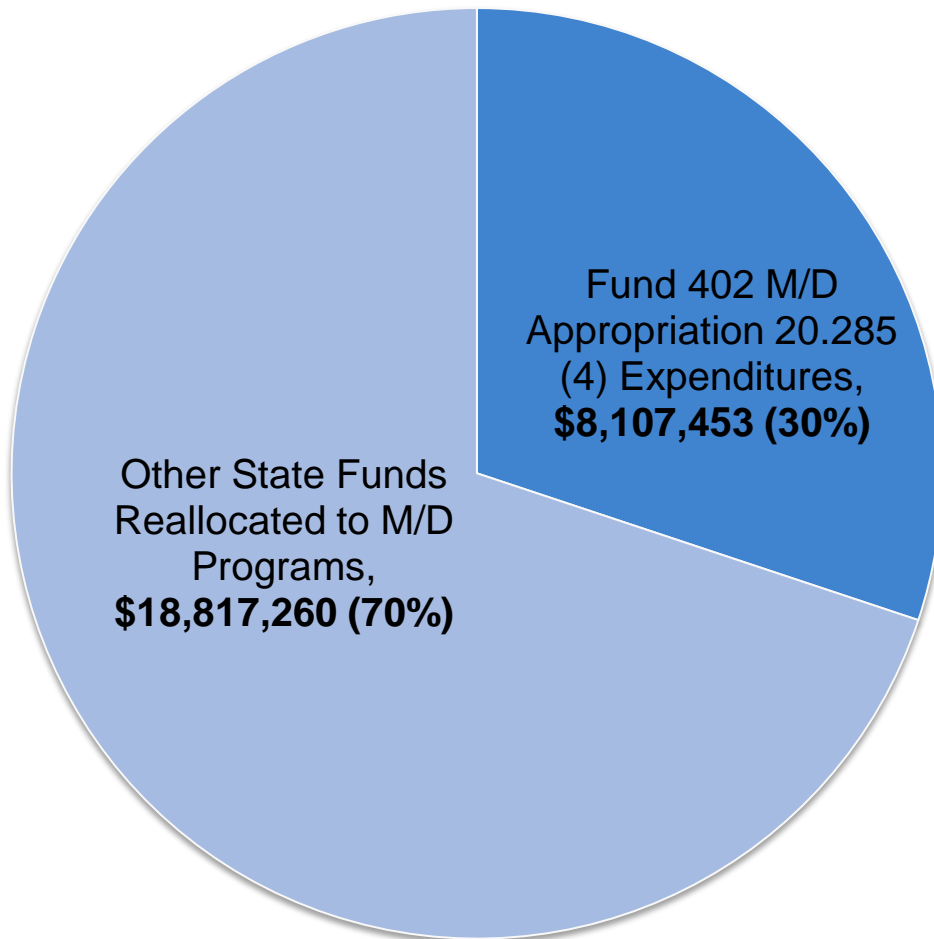Progress to Date: Undergraduate Enrollment by Race/Ethnicity

In terms of success, students of color are earning degrees from our institutions in greater numbers than they have previously

Total Degrees Conferred to Students of Color at All Levels

2012-13 M/D Program GPR Funding: $26.9m

Fund 402 M/D Appropriation 20.285 (4) Expenditures, **$8,107,453 (30%)**

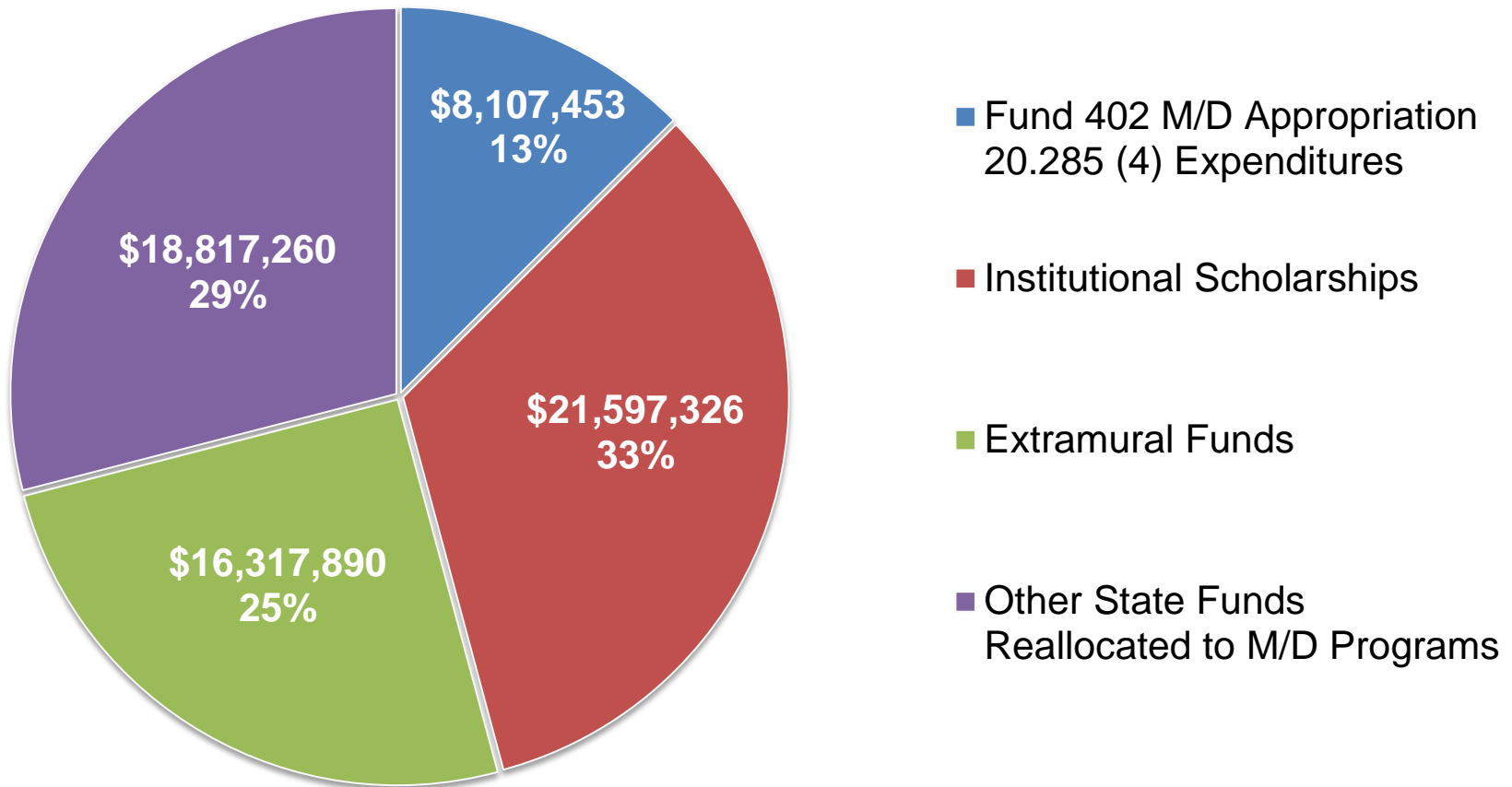Other State Funds Reallocated to M/D Programs, **$18,817,260 (70%)**

Total 2012-13 GPR/Tuition Funding: $2.412 billion

M/D GPR: 1.1% of budget

For FY 2012-13, here are our overall investments in M&D programs regardless of funding source

TOTAL FUNDING: $64,839,929

Pie chart:
- $8,107,453 — 13% — Fund 402 M/D Appropriation 20.285 (4) Expenditures
- $21,597,326 — 33% — Institutional Scholarships
- $16,317,890 — 25% — Extramural Funds
- $18,817,260 — 29% — Other State Funds Reallocated to M/D Programs
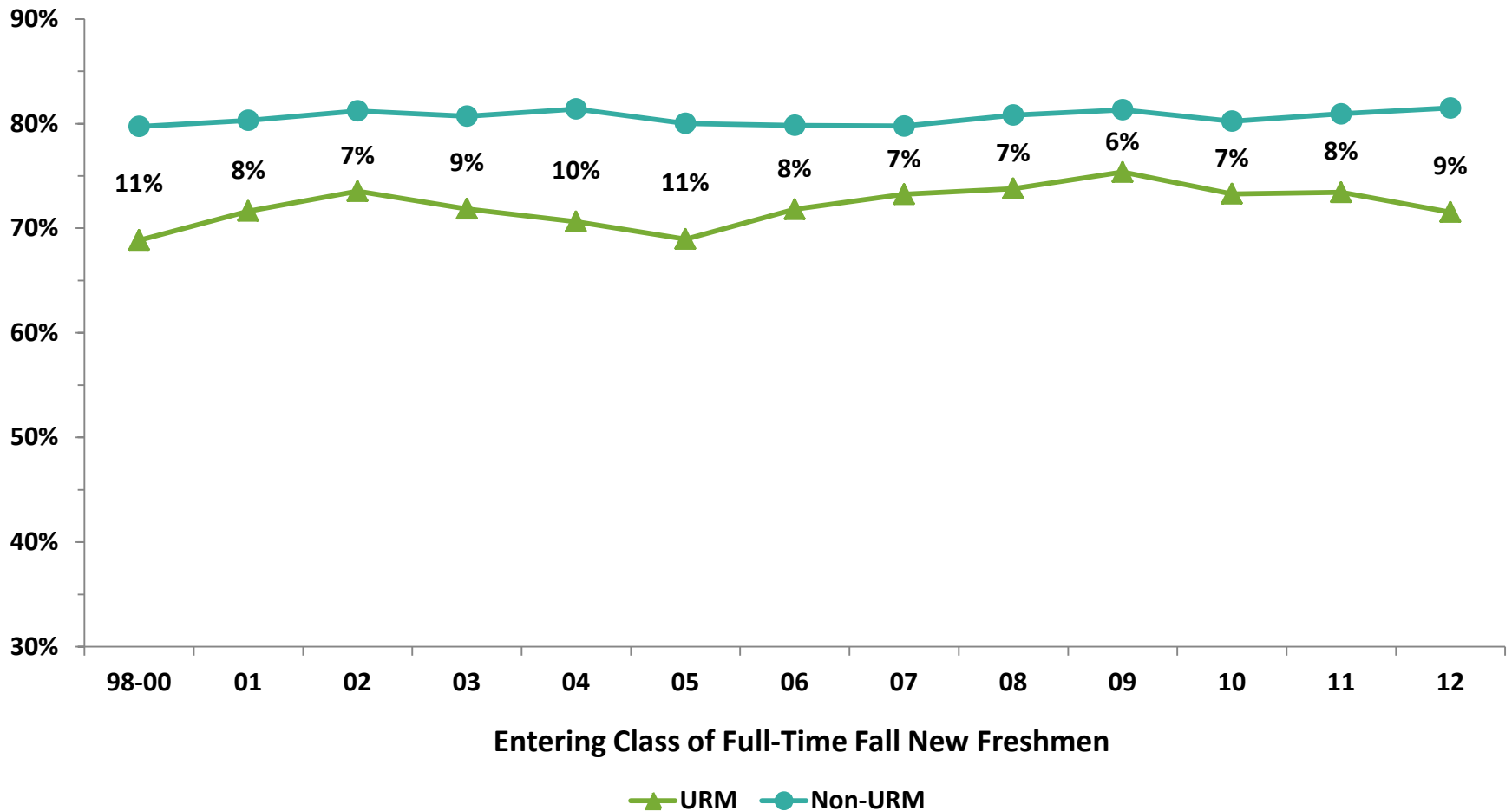
Today, we will share and discuss…

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Underrepresented Minority Students: Retention Rate Gap

Entering Class of Full-Time Fall New Freshmen

URM   Non-URM

Underrepresented Minority Students: 6-Year Graduation Rate Gap
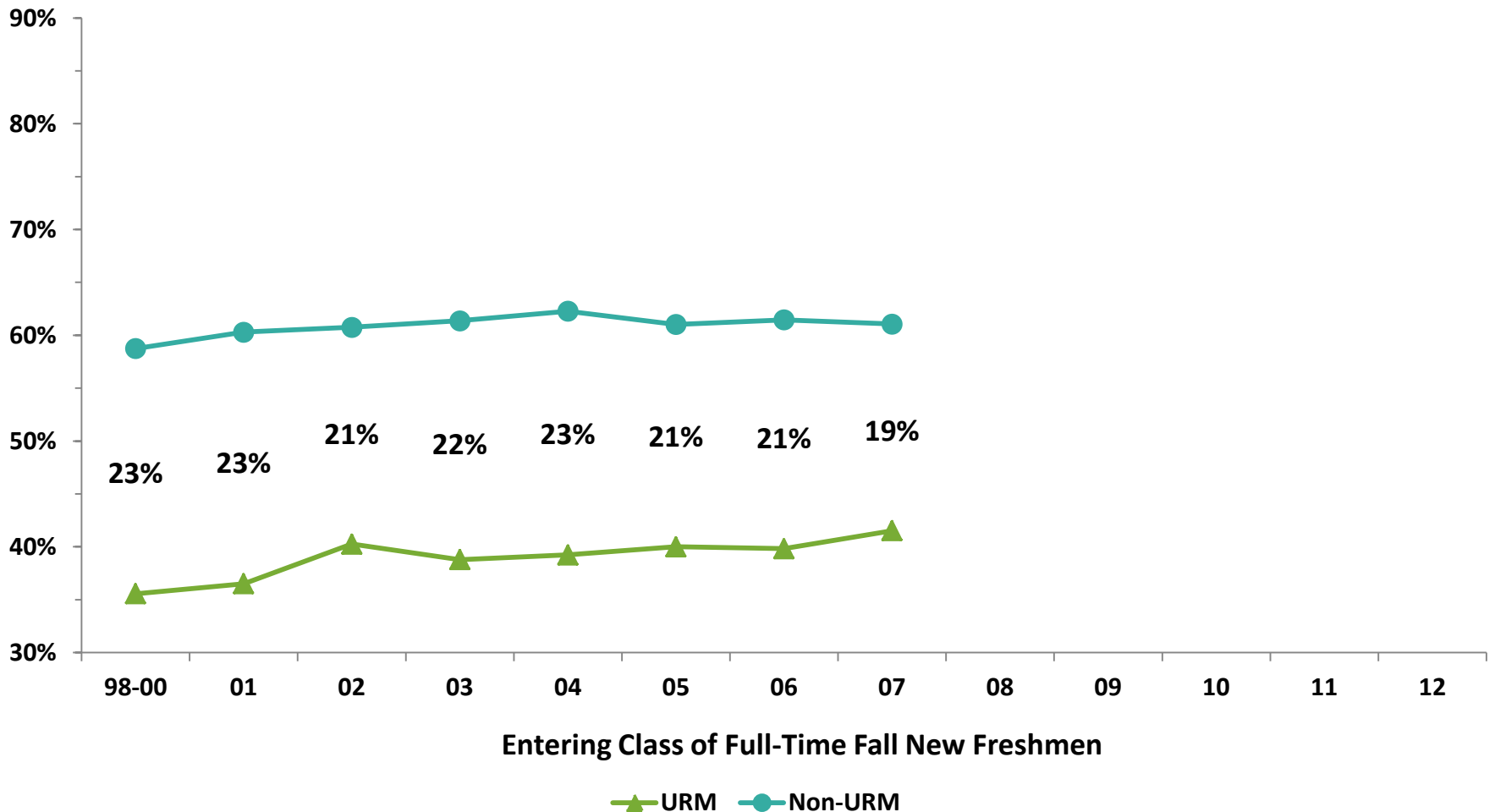
Moving forward, we need to continue focusing intensively on the five areas that have been identified as critical to student success

Key Areas of Focus

- **Leadership Commitment**

- **Data Usage & Routines**

- **Strategies**

- **Stakeholder Engagement & Relationships**

- **Resources**

During the October 2014 Board of Regents meeting we will share and discuss…

Campuses' Key IE Goals & Strategies

Current Progress on
Campuses' IE Efforts

Challenges & Opportunities

Campus Visits