

Diversity Update 2020

October 2020

apir.wisc.edu/diversity/diversity-forum

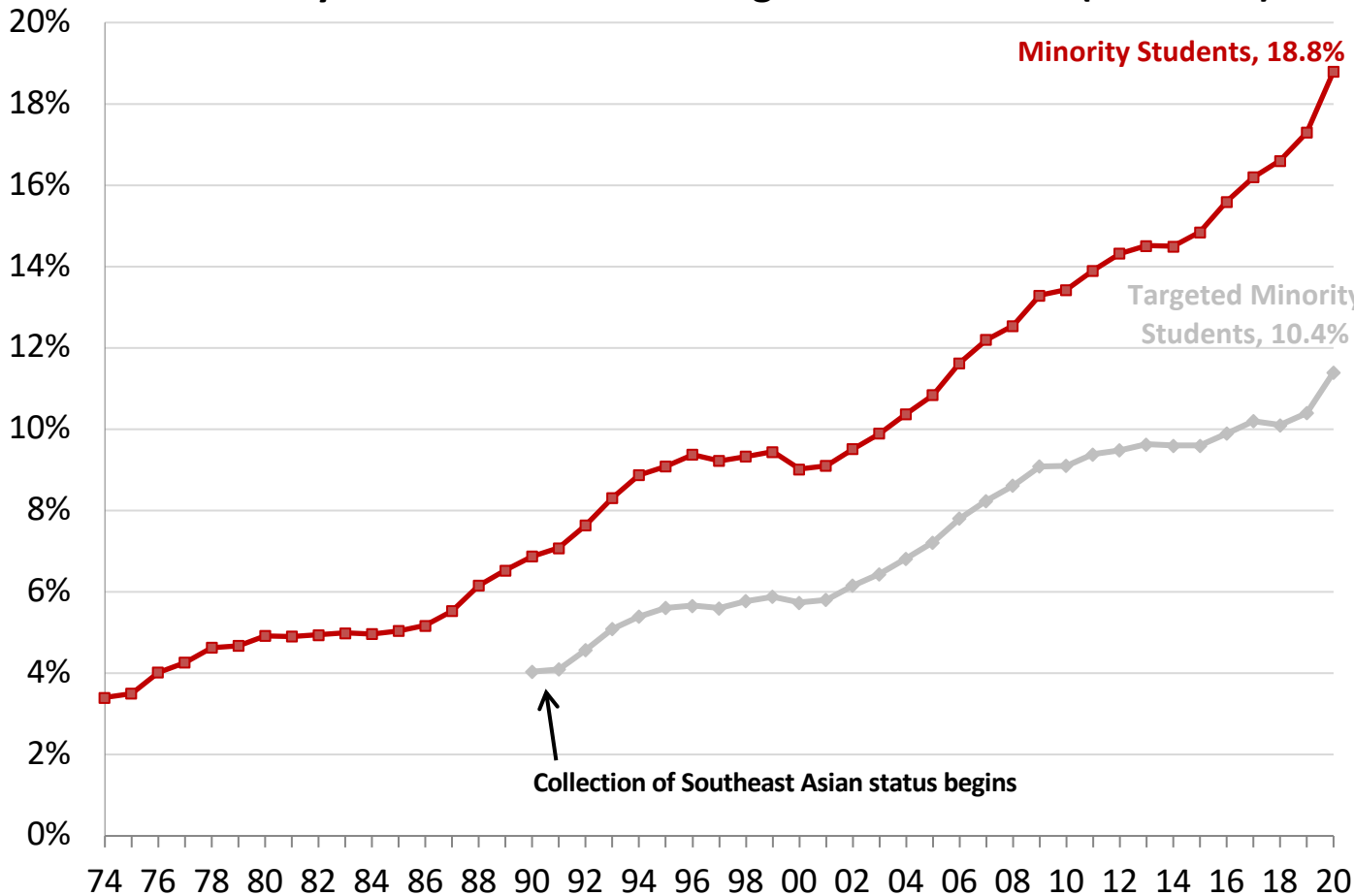
Percent Enrollment of Minority Students

<http://apir.wisc.edu/diversity/diversity-forum/>

Minority Students as a Percentage of All Students (All Levels)

From 2011 to 2020

- 4.9 percentage point increase in Minority Enrollment
- 2.0 percentage point increase in Targeted Minority Enrollment



Targeted Minorities include Black/African American, Native American, Hispanic/Latino/a, Southeast Asian (Cambodians, Laotians, Vietnamese, and Hmong). Minorities include targeted minorities as well as Other Asians and Native Hawaiians. International students are not counted for targeted minority/minority calculations.

This presentation includes variables for which we have available from student data, including:

- Race/ethnicity
- Income level
- First-generation in college
- Gender
- Geographic location data

Information is not systematically available for all groups that are important to inclusive excellence at UW-Madison.

It's also important to note that data presented should not imply a causal relationship between the demographic variable and the outcome presented.

Race/Ethnic Categories: Students



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**Students self-report their race/ethnicity at the time of application.
This information is then aggregated for reporting and analysis**

- *Targeted Minorities* include:

- » Black/African American
- » Native American
- » Hispanic/Latino/a
- » Southeast Asian
(Cambodians, Laotians,
Vietnamese, and Hmong)

- Continued terminology from Plan 2008/Lawton Grants

- *Minorities* include:

- » Targeted Minority categories
- » Other Asians
- » Native Hawaiians

- Includes all Asians, useful for national peer comparisons.

International students are not counted in any of these collections, in keeping with state/federal guidelines.

Race/Ethnicity Reporting



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Reporting Methodologies for Race/Ethnicity Information

In 2010, the federal government (through the Department of Education) implemented national standards for the collection and reporting of race/ethnicity data for university students and staff. This collection allows for the reporting of multiple race/ethnic identities in a way that was not possible prior to 2010. The major differences between main data reporting options are explained below.

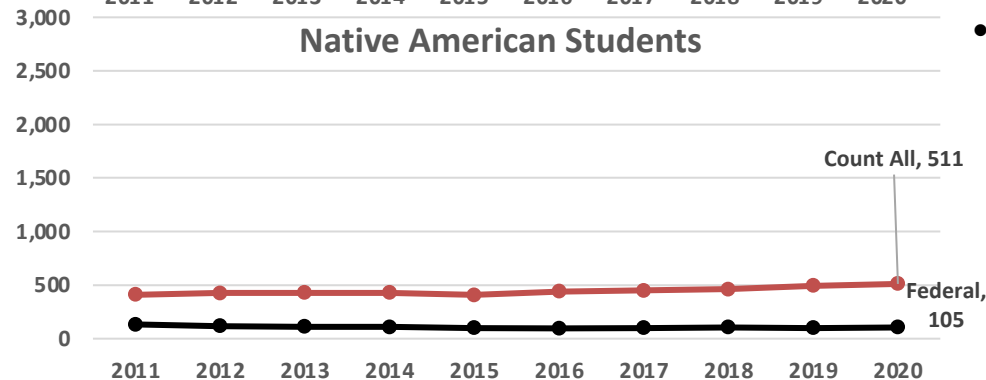
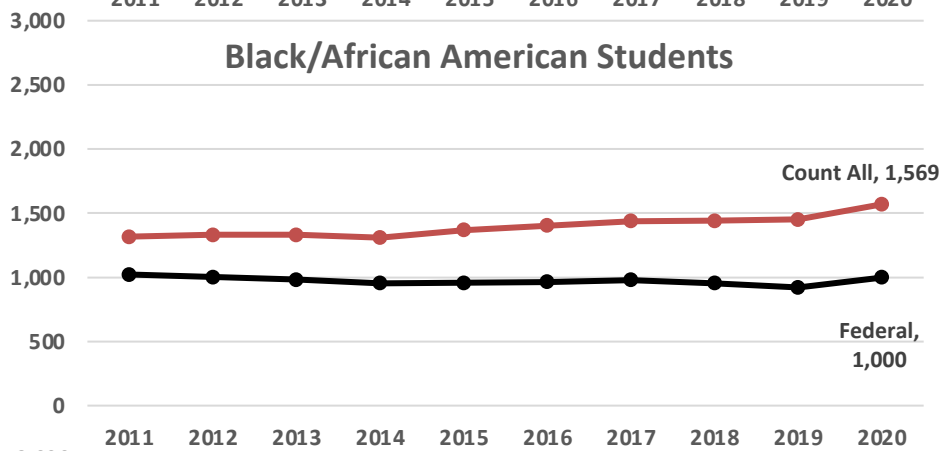
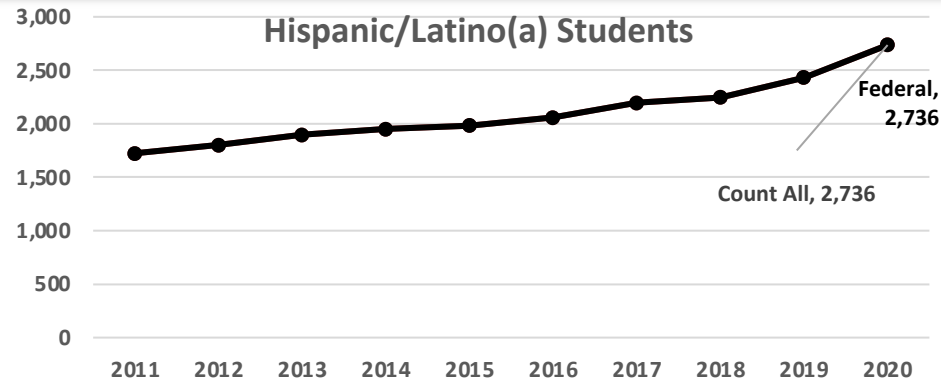
Subsequent slides in this presentation use the Federal reporting methodology.

Reporting Feature	Federal	Count All
Results in single count of students	✓	
Prioritizes Hispanic/Latino(a) over all other values	✓	
Reports categories that are not reported by students themselves	✓	
Reports race/ethnic values only for domestic (non international) students	✓	✓
Reports ALL students who indicate a particular race/ethnicity		✓
Used in data reporting and peer comparisons	✓	

Counting Students by Race/Ethnicity: National Standard vs. Duplicated Counts



<http://apir.wisc.edu/diversity/diversity-forum/>



The Federal method of reporting race/ethnicity impacts enrollment counts:

- All students reporting Hispanic/Latino(a) are categorized as such, even if they also belong to additional racial groups
- Non-Hispanic students reporting more than one race are reported as “two or more races”.
- This lowers the number of students reported in the singular race categories when counting via the Federal method.
- To count all students who identify with any single racial/ethnic group the “count all” method should be used.

This section includes information on:

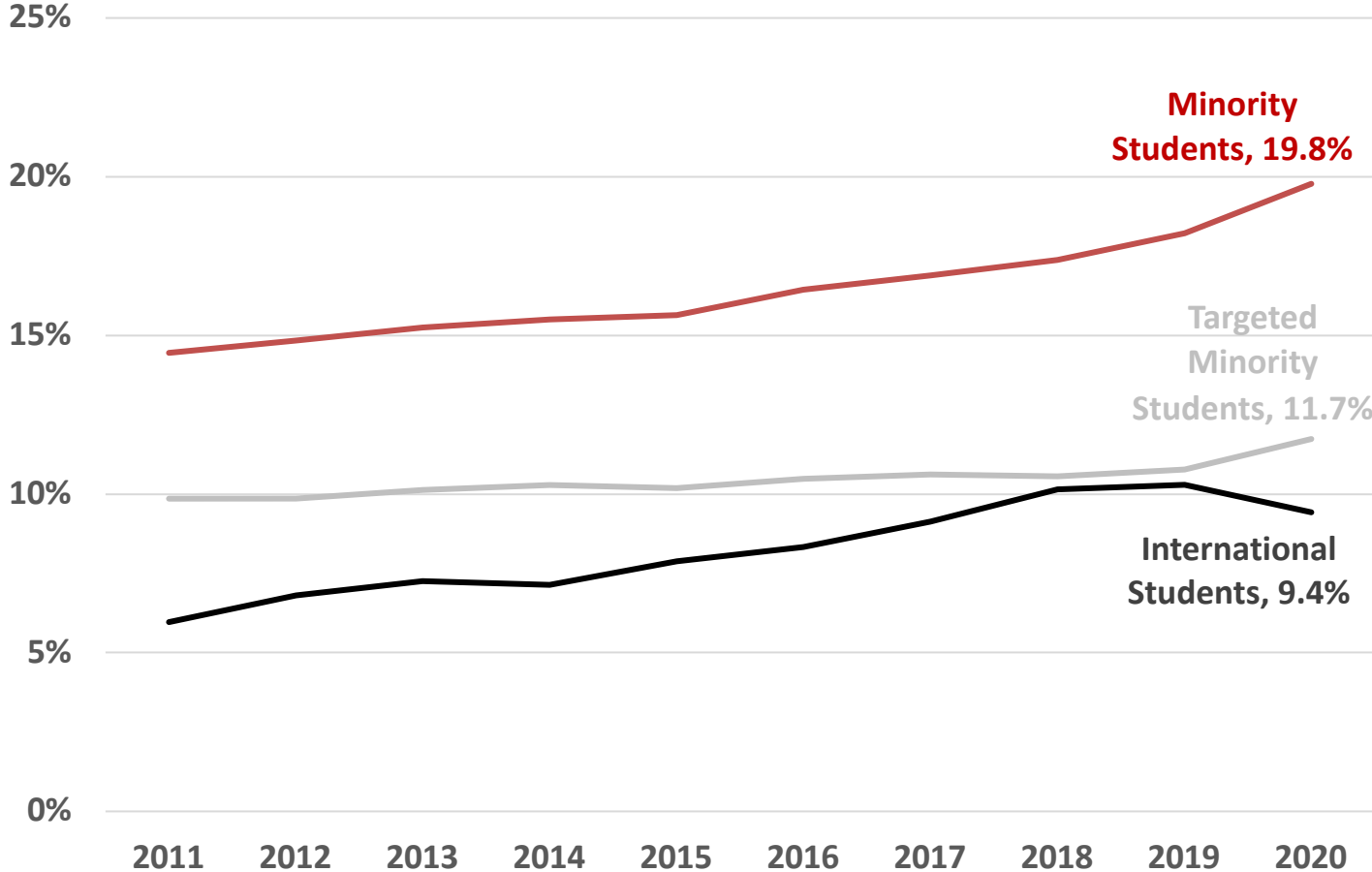
- Enrollment
 - Undergraduate
 - Graduate/Post-Bachelor's
 - School/College
 - Peer comparisons

Includes breakouts by race/ethnicity, gender, geography

Percent Enrollment of Minority Undergraduate Students by Race/Ethnicity



<http://apir.wisc.edu/diversity/diversity-forum/>



From 2011 to 2020:

- 1.9 percentage point increase in undergraduate targeted minority enrollment
- International Students: 9.4% of undergraduate enrollment

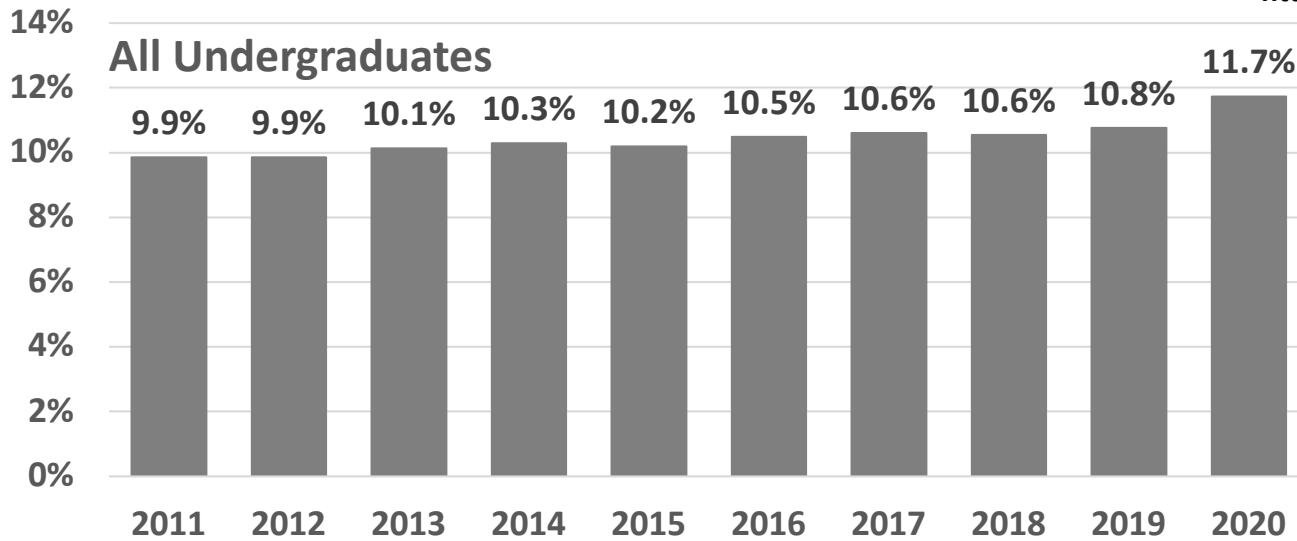
Targeted Minorities include Black/African American, Native American, Hispanic/Latino/a, Southeast Asian (Cambodians, Laotians, Vietnamese, and Hmong). International students are not counted within the targeted minority or minority categories.

Percent Enrollment of Targeted Minority Undergraduates



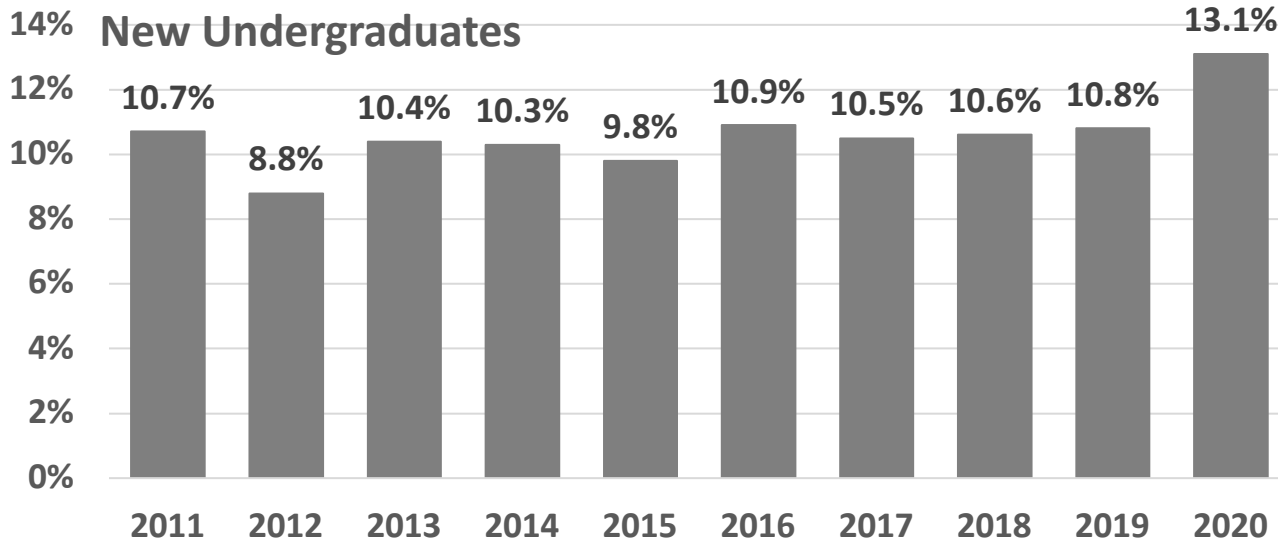
<http://apir.wisc.edu/diversity/diversity-forum/>

All Undergraduates



- 11.7% of all undergraduates are targeted minorities.

New Undergraduates

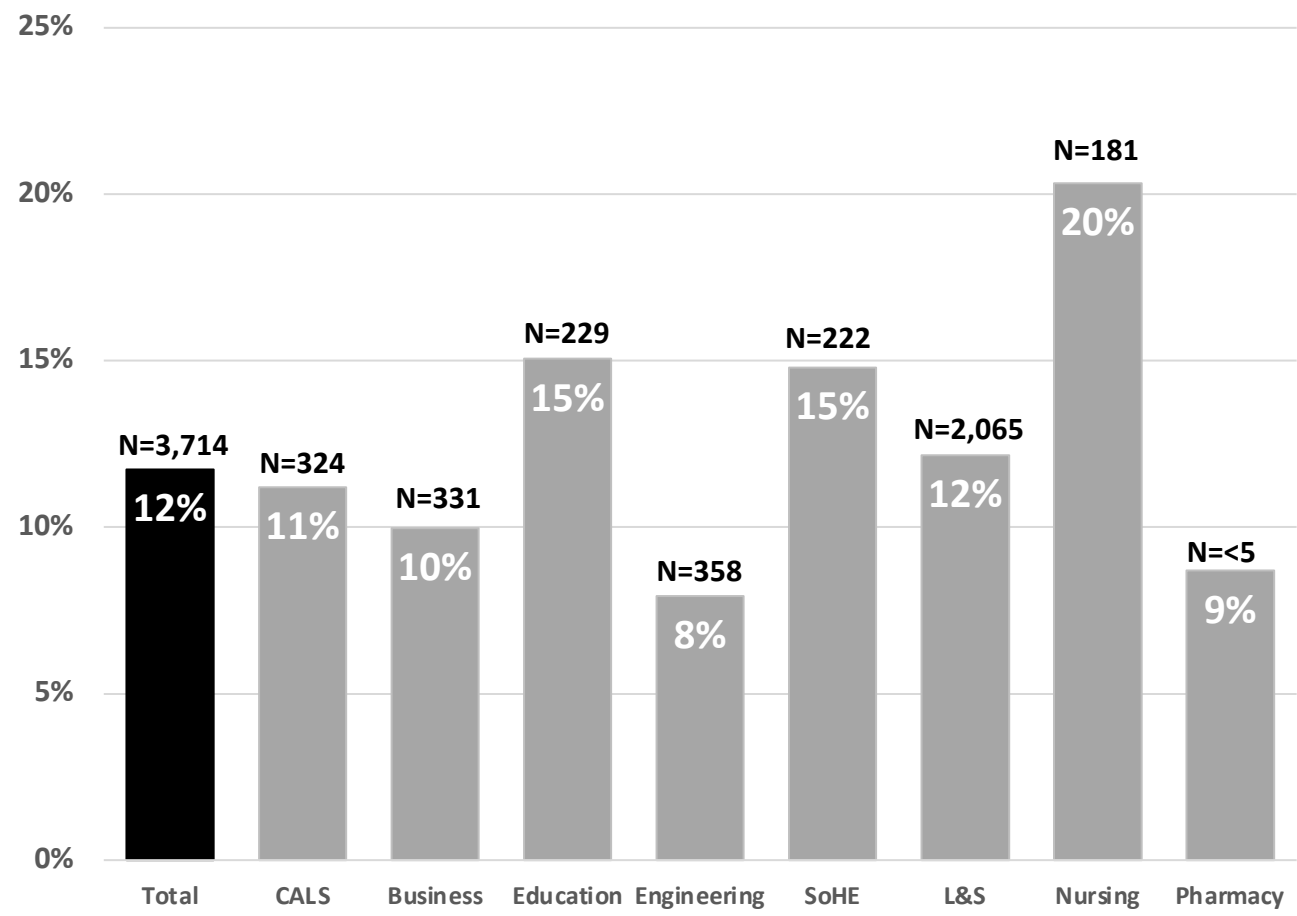


- 13.1% of new students (new freshmen + new transfers) are targeted minorities.

Percent Targeted Minority Enrollment by School/College: Undergraduates



<http://apir.wisc.edu/diversity/diversity-forum/>



- In 2020, the College of Letters and Science has the largest number of undergraduate targeted minority students enrolled.
- The School of Nursing has the largest percentage of undergraduate targeted minority students enrolled, with 20 percent of Nursing students identifying as targeted minorities.

Targeted Minorities include Black/African American, Native American, Hispanic/Latino/a, Southeast Asian (Cambodians, Laotians, Vietnamese, and Hmong). International students are not counted within the targeted minority categories.

80%

Peer Enrollments by Minority Status

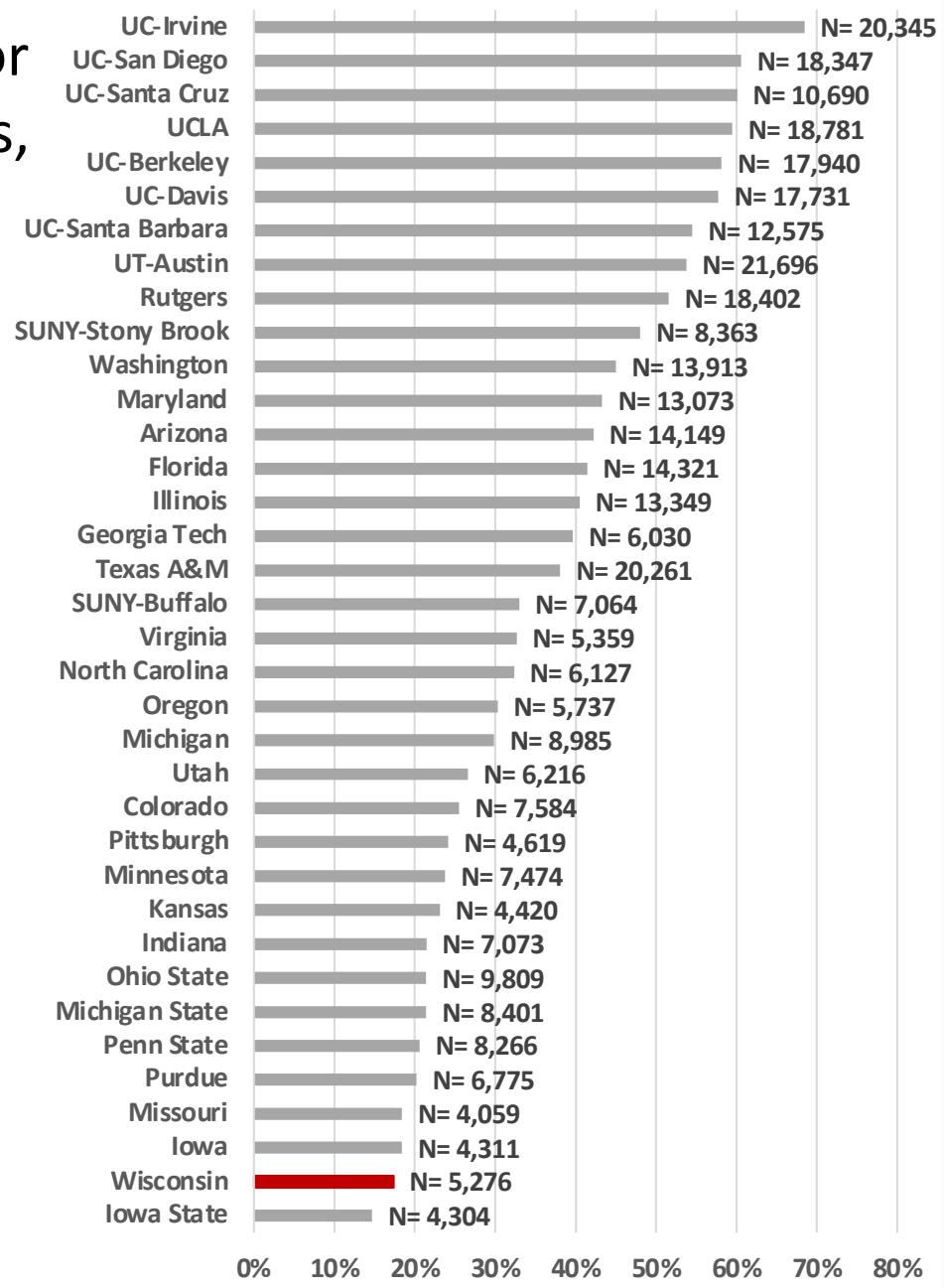
Percent of Undergraduates who are Minorities at Major Public Research Institutions, Fall 2018

Average Percent Minority for Major Public Research Institutions: 37%

1 Major Public Research Institution has a lower percent of minority students than UW-Madison.

5 Major Public Research Institutions have a smaller number of minority students than UW-Madison.

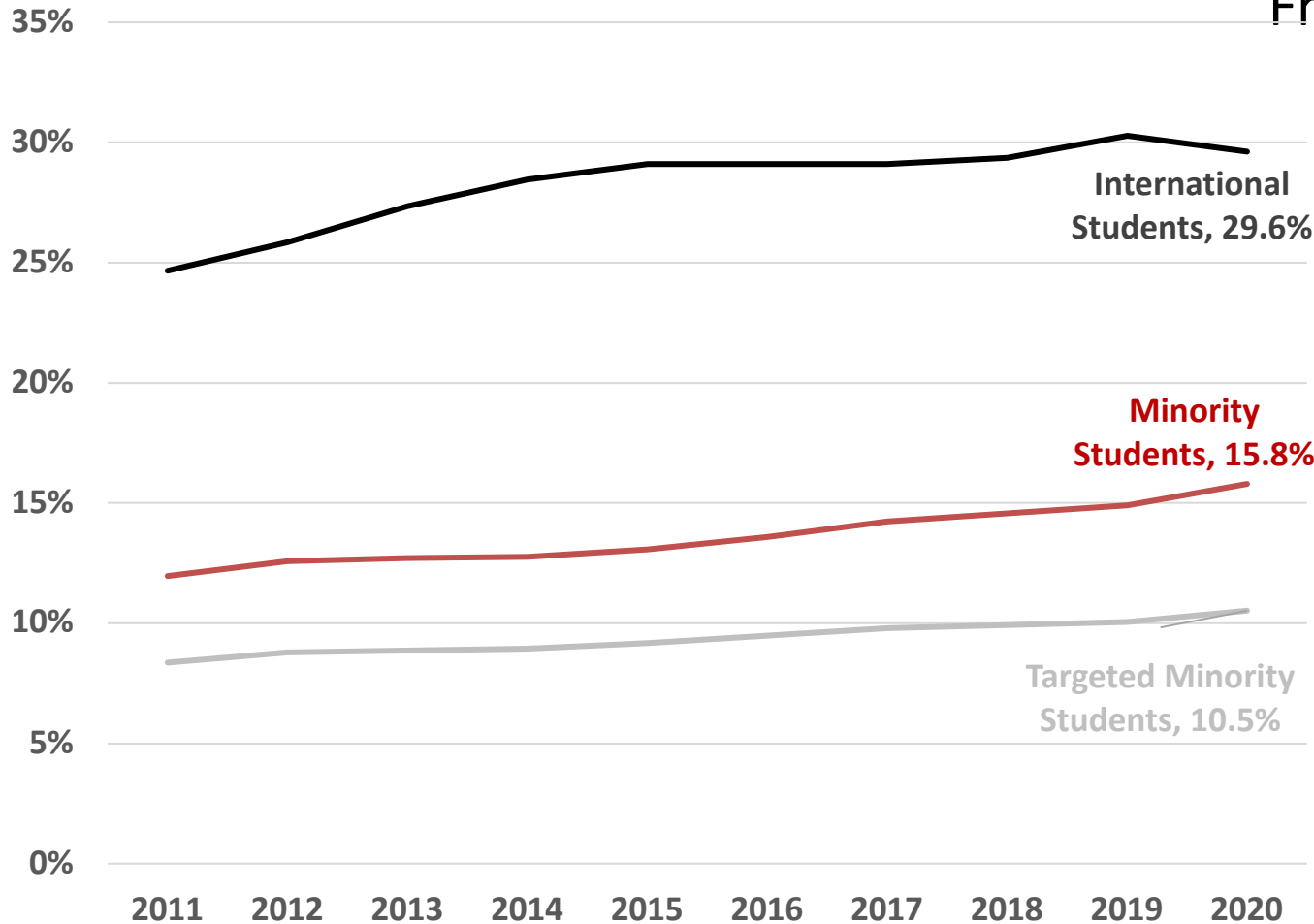
Source: IPEDS Fall Enrollment, Fall 2018



Percent Enrollment of Minority Graduate Students, by Race/Ethnicity



<http://apir.wisc.edu/diversity.htm>



From 2011 to 2020:

- 2.2 percentage point increase in graduate targeted minority enrollment
- International students make up 29.6% of graduate enrollment

Targeted Minorities include Black/African American, Native American, Hispanic/Latino/a, Southeast Asian (Cambodians, Laotians, Vietnamese, and Hmong). International students are not counted within the targeted minority categories.

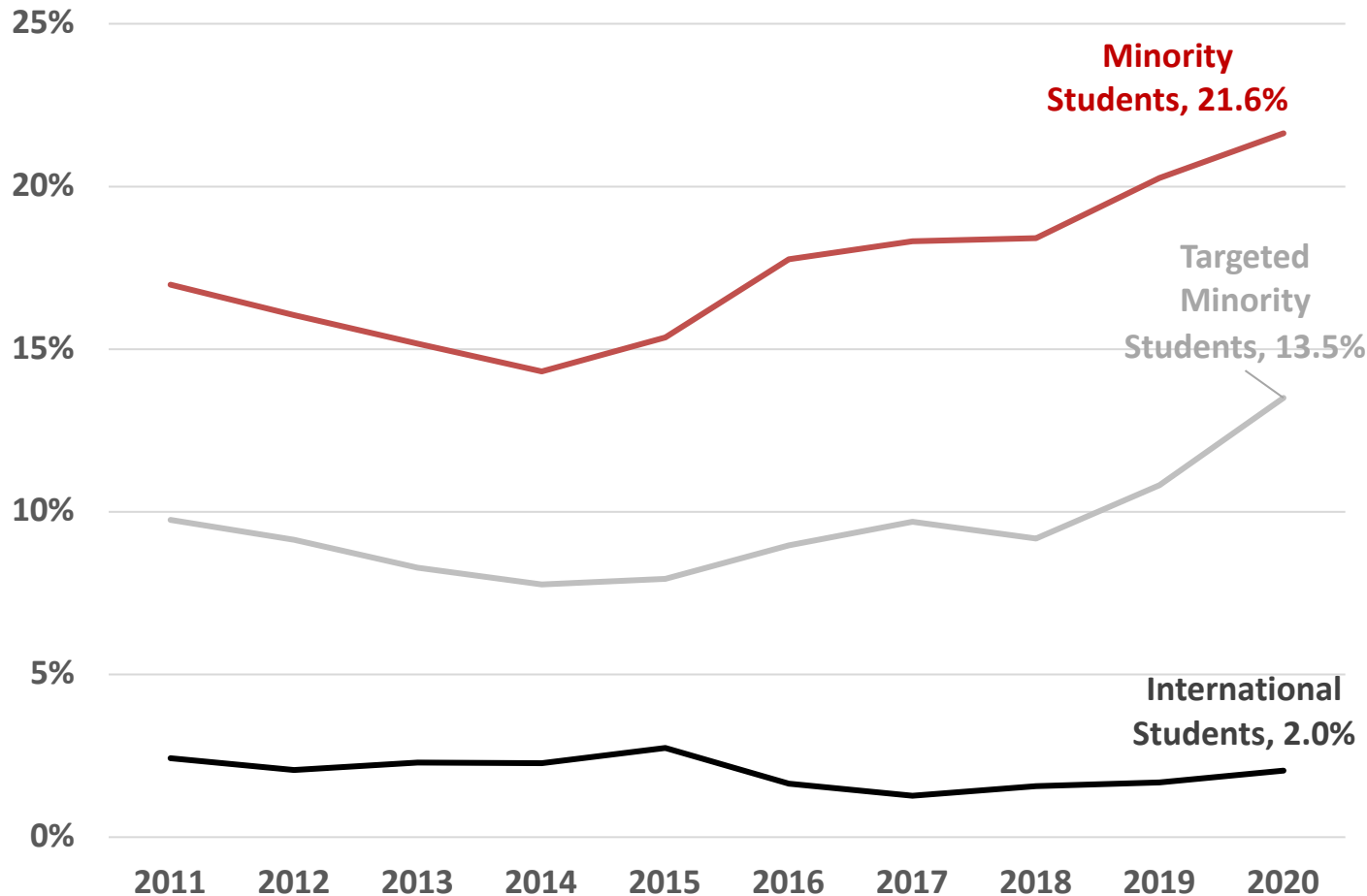
Percent Enrollment of Minority Clinical Doctorate Students, by Race/Ethnicity



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From 2011 to 2020:



- Enrollments of targeted minority students ranged from a low of 7.8% (2013) and a high of 13.5% (2020)
- International students make up 2.0% of clinical doctoral student enrollment

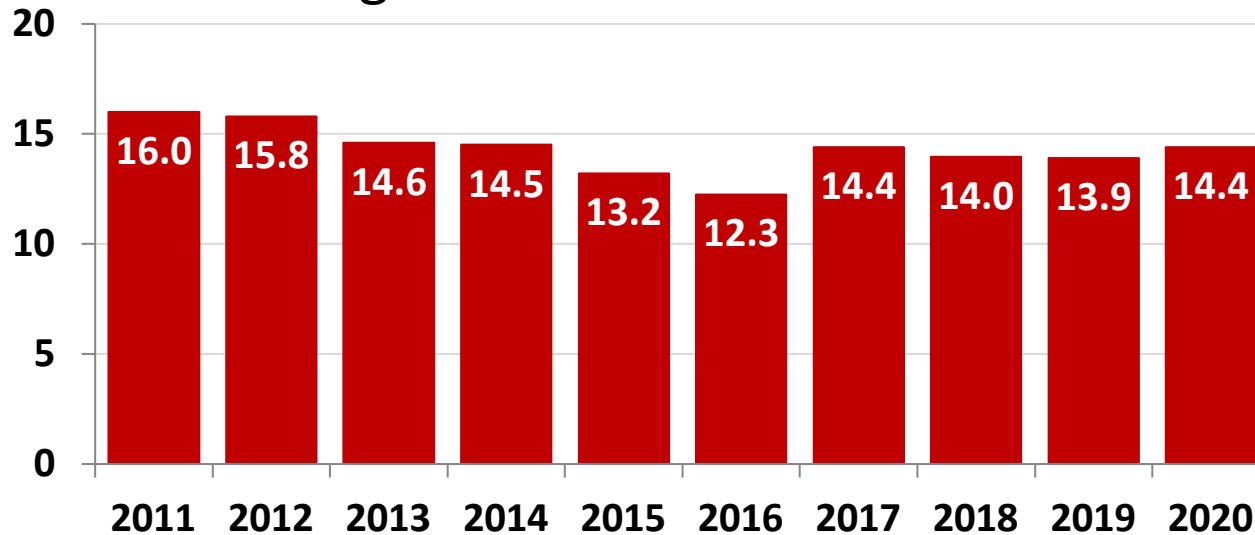
Targeted Minorities include Black/African American, Native American, Hispanic/Latino/a, Southeast Asian (Cambodians, Laotians, Vietnamese, and Hmong). International students are not counted within the targeted minority categories.

Percent Enrollment of Pell Grant Recipients (Undergraduates)



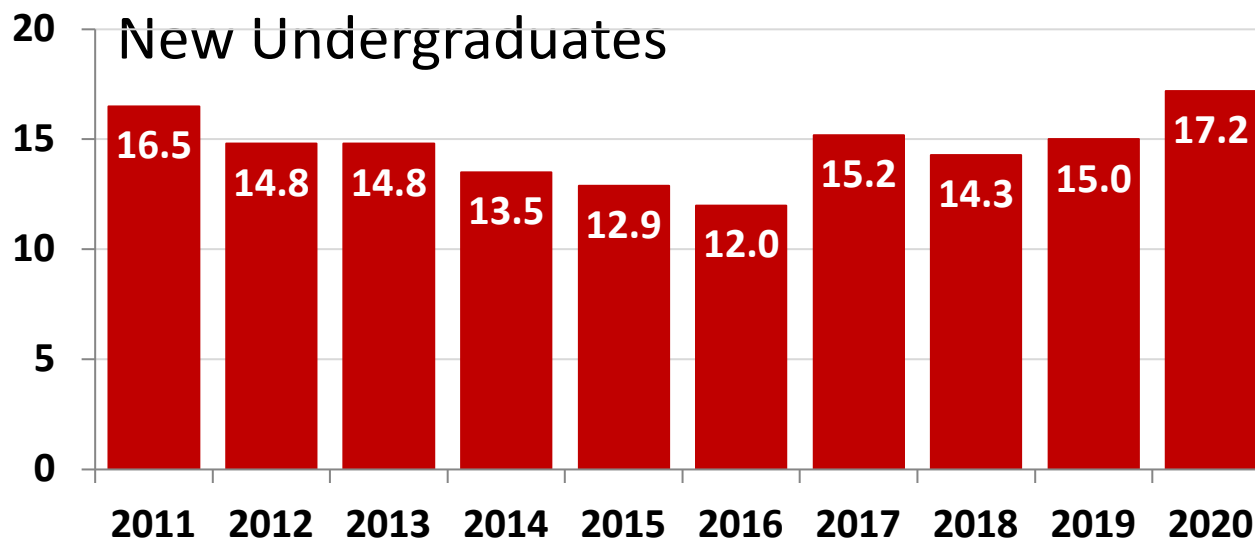
<http://apir.wisc.edu/diversity.htm>

All Undergraduates



- 14.4% of all undergraduates are Pell Grant recipients.

New Undergraduates



- 17.2% of new students (new freshmen + new transfers) are Pell Grant recipients.

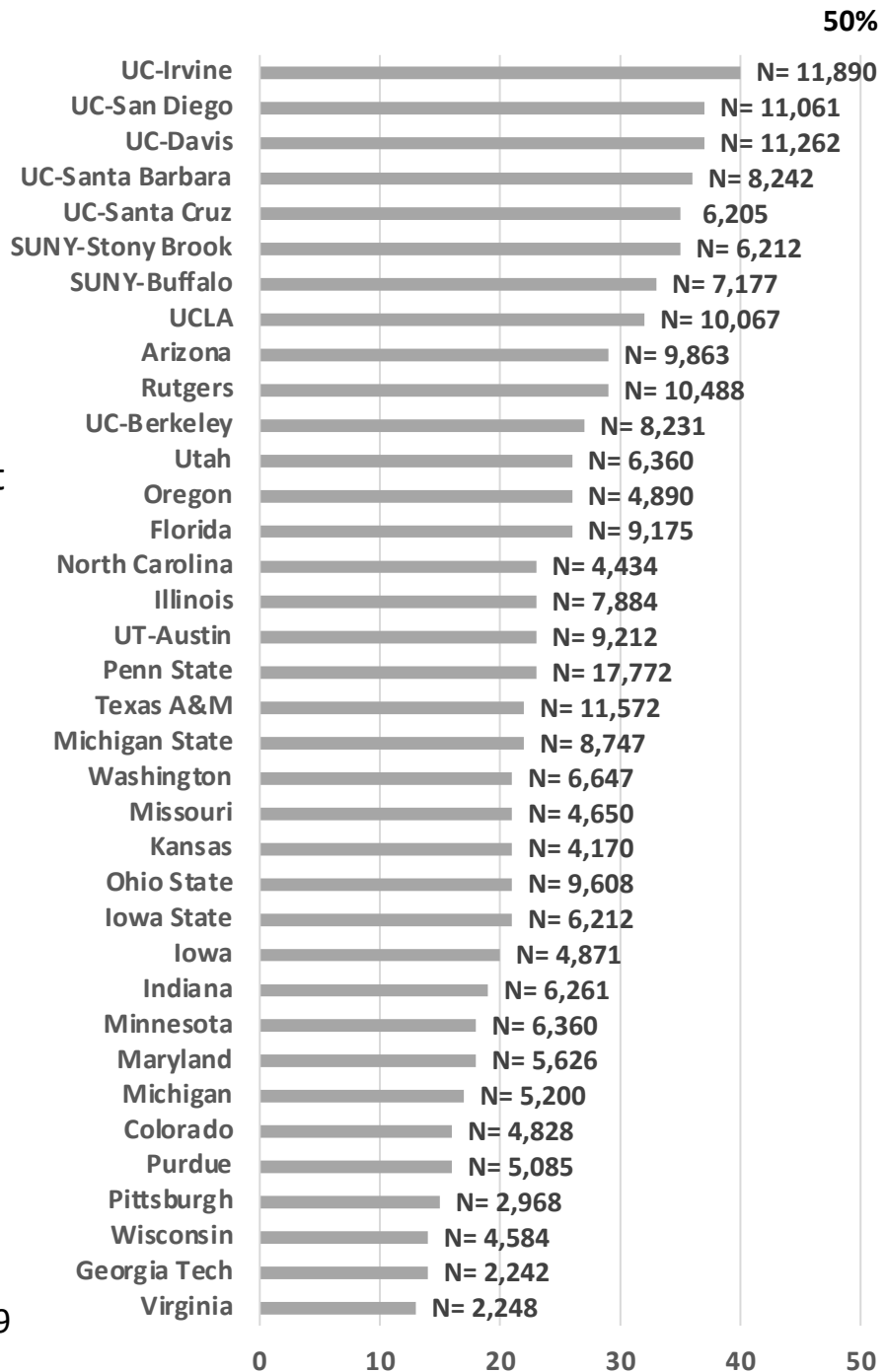
Percent of Undergraduates who were Pell Recipients at AAU Public Institutions, 2018-19

Pell Grants are federally funded grants for students with high financial need. This indicator is a proxy for low income student enrollments.

Average percent Pell recipients for AAU public institutions: 24%

2 Major Public Research Institutions have a lower percent of Pell recipients than UW-Madison.

5 Major Public Research Institutions have a lower number of Pell recipients than UW-Madison.



Peer Enrollments of Pell Grant Recipients



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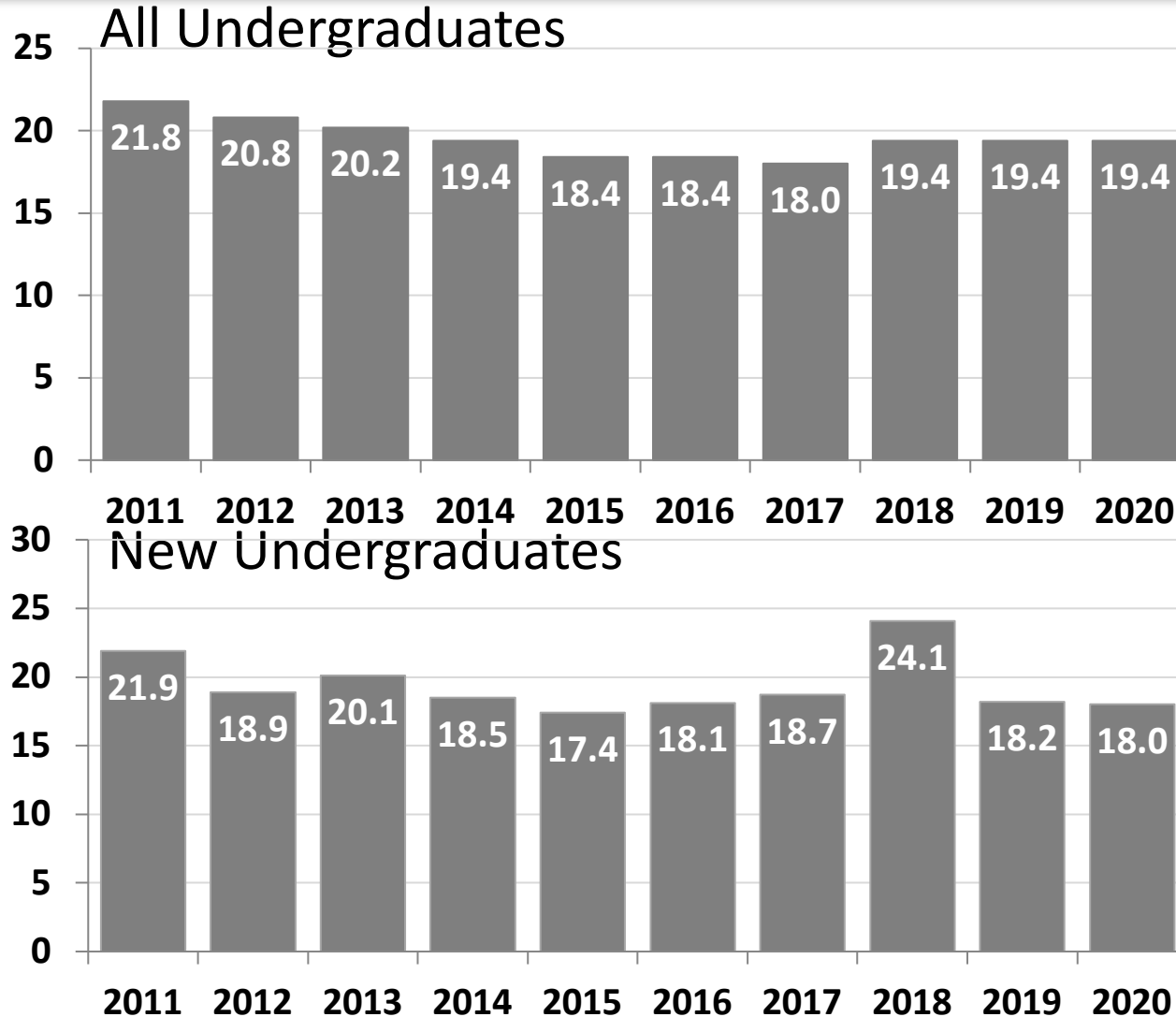
Source: IPEDS Student Financial Aid Data, 2018-19

<http://apir.wisc.edu/diversity.htm>

Percent Enrollment of First-Generation Students (Undergraduates)



<http://apir.wisc.edu/diversity.htm>



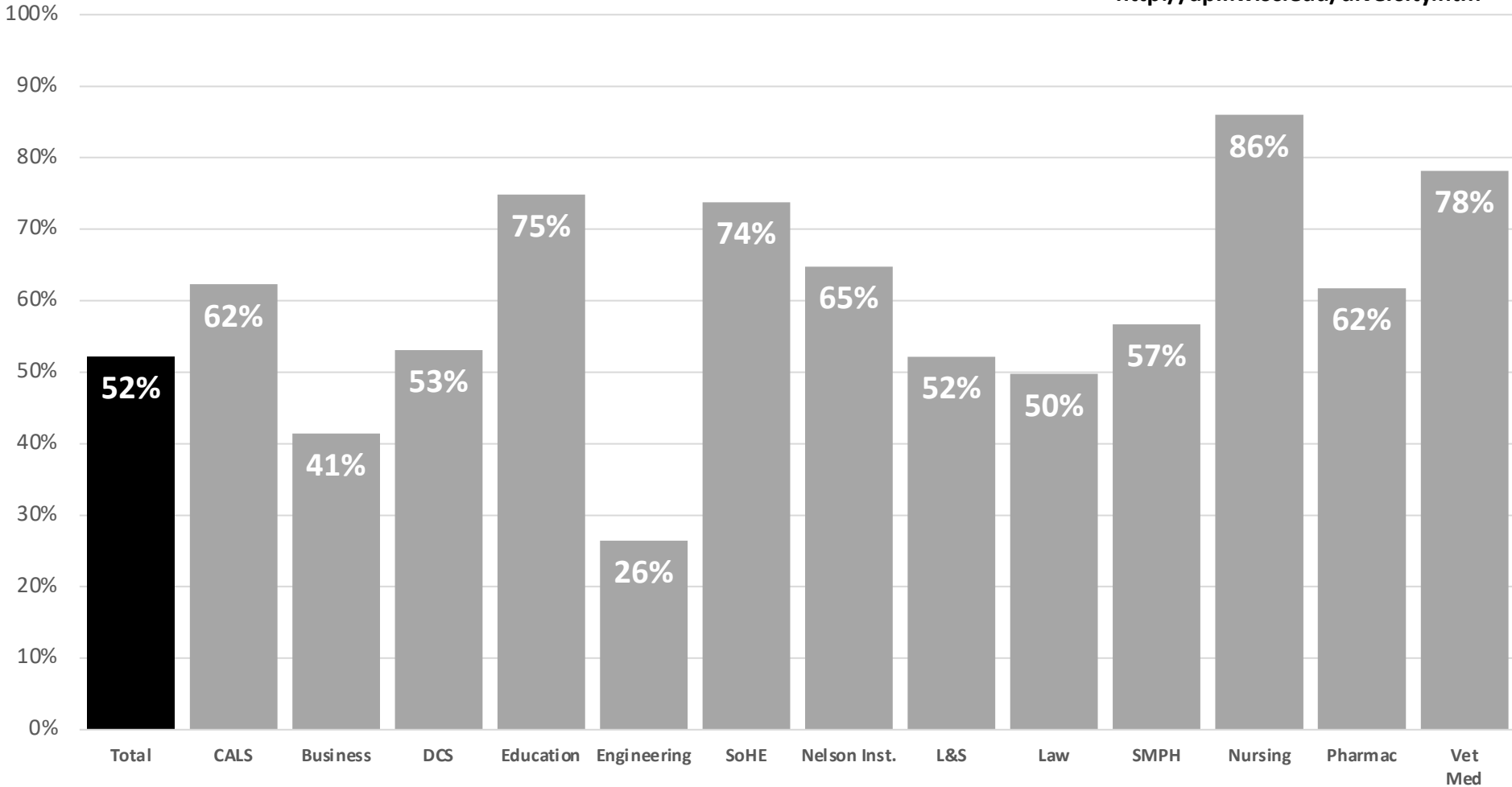
- Data on first-generation status is collected at the time of application.
- Question first asked in 2005, in 2016 international students first asked.
- 18.0% of New Students (New Freshmen + New Transfers) are first-generation students.

In 2018 there is an unexplained sharp increase in the number and percentage of applicants reporting that neither of their parents has a four-year college degree. It is not clear how much of the increase is due to a real change in the demographic profile of applicants and how much is due to other factors which may have contributed to a different interpretation of the question on the application for admission.

Women as a Percentage of Total Enrollment, by School/College



<http://apir.wisc.edu/diversity.htm>



Fall 2020

- Nursing has the highest percent of women enrolled (86%) and Engineering has the lowest percent (26%)

K-12 Enrollment Projections



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Wisconsin's public school enrollments can impact the pipeline to enrollment at UW-Madison and our ability to enroll a diverse group of Wisconsin resident students.

High School enrollment is projected to increase and then decline.

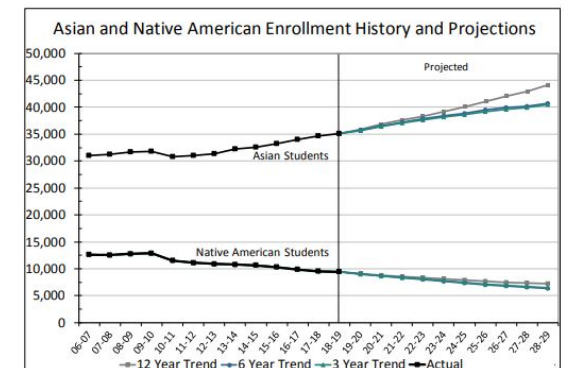
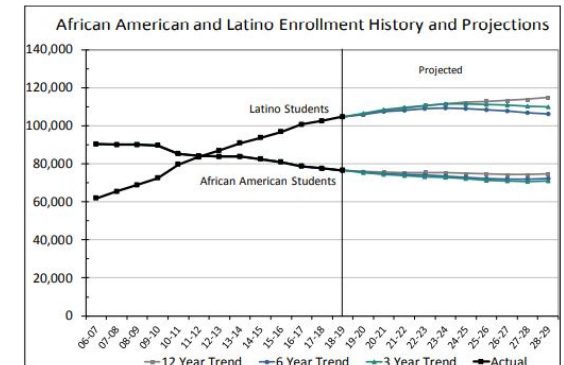
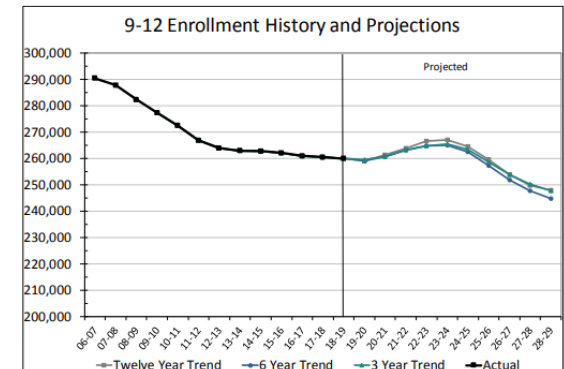
Projections by race/ethnicity show that:

- Increases in Latino/a and Asian students.
- Some declining enrollment of African American and Native American students.
- Decreases in non-Hispanic White students.

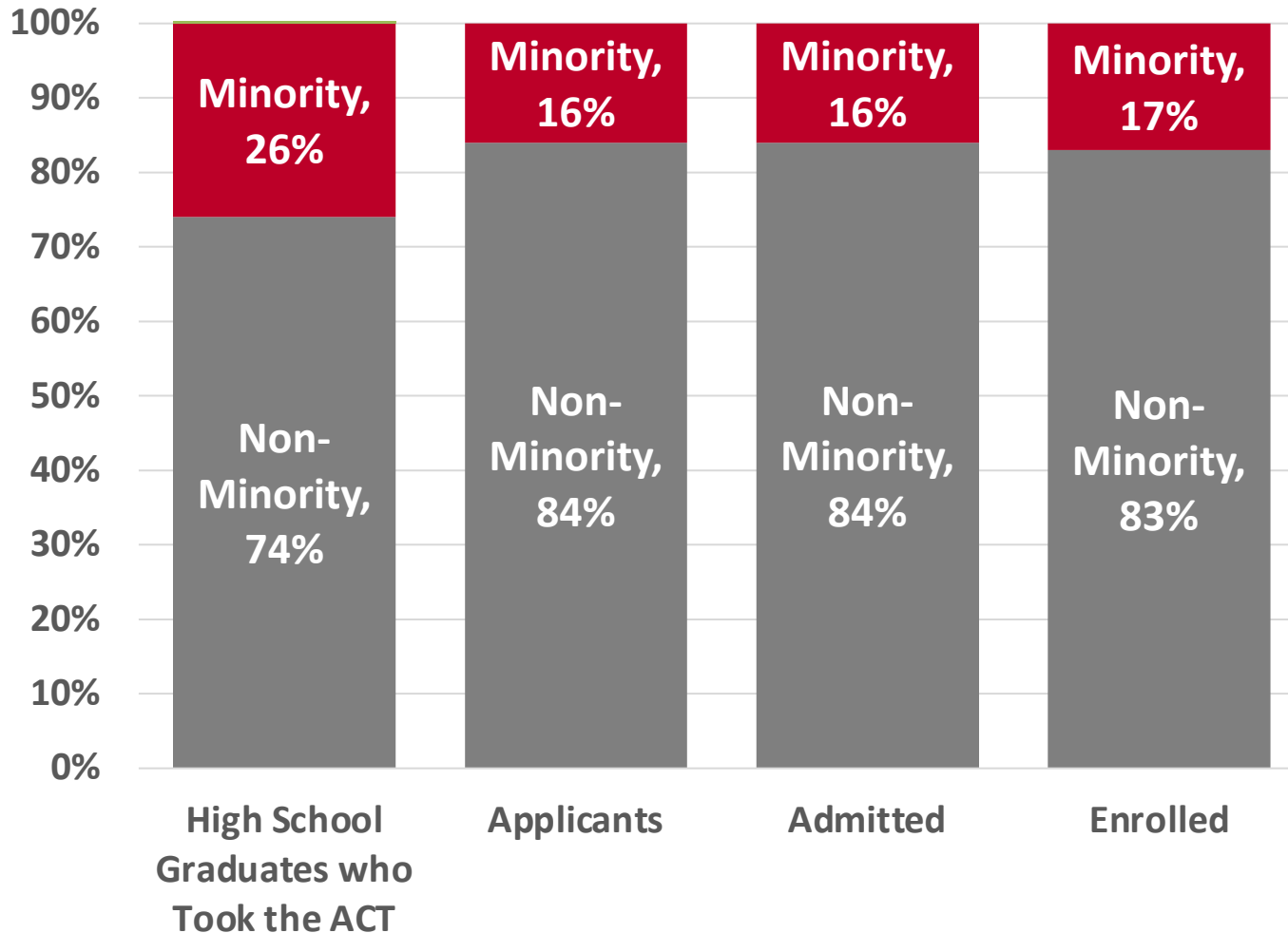
Enrollment projections by geographic locale:

- Suburban public school district enrollment will be stable
- Urban, Rural, and Town district enrollment will decline.

Source: "Projecting Public School Enrollment in Wisconsin, 2019", Applied Population Laboratory, University of Wisconsin-Madison <http://apl.wisc.edu>



In-State Pipeline: Minority



- 26% of Wisconsin High School graduates who took the ACT are minority students(2017-18)
- 16% of UW-Madison **in-state** applicants are minority students (2018)
- 17% of in-state New Freshmen are minority students (2018)

Applicants, Admits, and Enrolls, New Freshmen, Fall 2020



<http://apir.wisc.edu/diversity.htm>

	Total Applicants	% Admitted	% Enrolled/ Yield Rate
Overall	45,941	57.2	27.8
Male	23,046	54.7	27.5
Female	22,895	59.8	28.0
Resident	8,156	73.1	63.8
Domestic Non-Res.	25,085	58.0	15.5
International	9,023	43.3	13.9
Targeted Minorities	5,948	60.0	27.7
Total Minority	11,366	62.3	23.9
First Generation	7,927	49.0	31.4

- Wisconsin residents are the most likely applicants to be admitted and are most likely to enroll compared to other groups.

Applicants, Admits, and Enrolls, Transfer Students, Fall 2020



<http://apir.wisc.edu/diversity.htm>

	Total Applicants	% Admitted	% Enrolled/ Yield Rate
Overall	3,525	51.9	55.2
Male	1,927	50.0	55.5
Female	1,598	54.3	54.9
Resident	1,379	61.2	80.0
Domestic Non-Res.	938	39.4	28.8
International	1,071	51.6	34.4
Targeted Minorities	433	40.4	60.0
Total Minority	642	43.0	59.4
First Generation	980	47.2	59.8

- Wisconsin residents are the most likely applicants to be admitted and are most likely to enroll compared to other groups.

Academic Support Communities

Programs that increase access and success for underrepresented populations on campus and are centrally coordinated.

- Programs with a Pre-College Component
 - PEOPLE
 - POSSE
- Student Support Programs
 - Center for Educational Opportunity (CEO, formerly TRIO)
 - Academic Advancement Program
 - CAE (Center for Academic Excellence)
- Scholarship Programs
 - Chancellor's Scholars
 - Powers/Knapp
 - First Wave

Fall 2020 Undergraduate Participation in Academic Support Communities



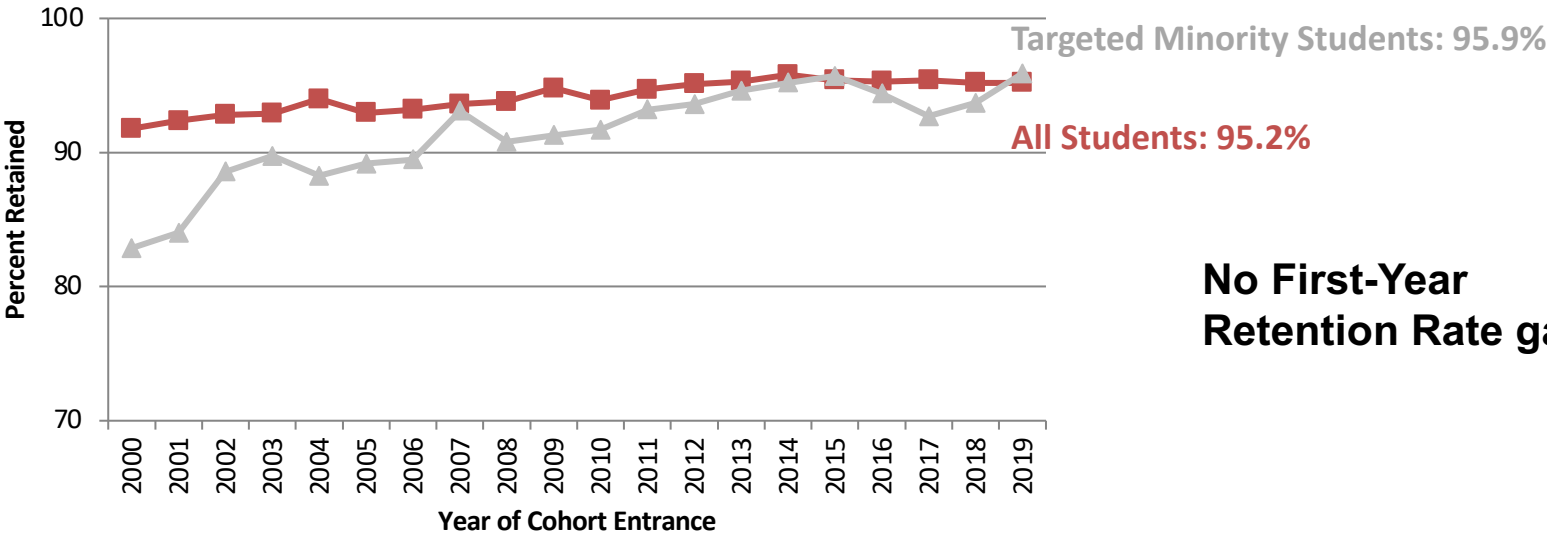
<http://apir.wisc.edu/diversity.htm>

Academic Support Community	Total Participants	Targeted Minority*	Male	Wisconsin Resident	First Generation	Pell Grant Eligible
Center for Educational Opportunity (CEO)	509	61%	29%	76%	89%	72%
PEOPLE	411	84%	36%	99%	71%	64%
Posse	179	87%	45%	0%	54%	47%
First Wave	35	80%	34%	17%	26%	54%
Chancellor's Scholar Program	301	90%	40%	55%	30%	25%
Powers/Knapp Program	241	91%	39%	58%	40%	29%
Center for Academic Excellence (CAE)	276	83%	28%	75%	80%	76%
All Undergraduates	31,651	12%	48%	56%	19%	14%

*Targeted Minorities include Black/African American, Native American, Hispanic/Latino/a, Southeast Asian (Cambodians, Laotians, Vietnamese, and Hmong). International students are not counted within the targeted minority categories.

Closing the Achievement Gap in Retention Rates at UW-Madison

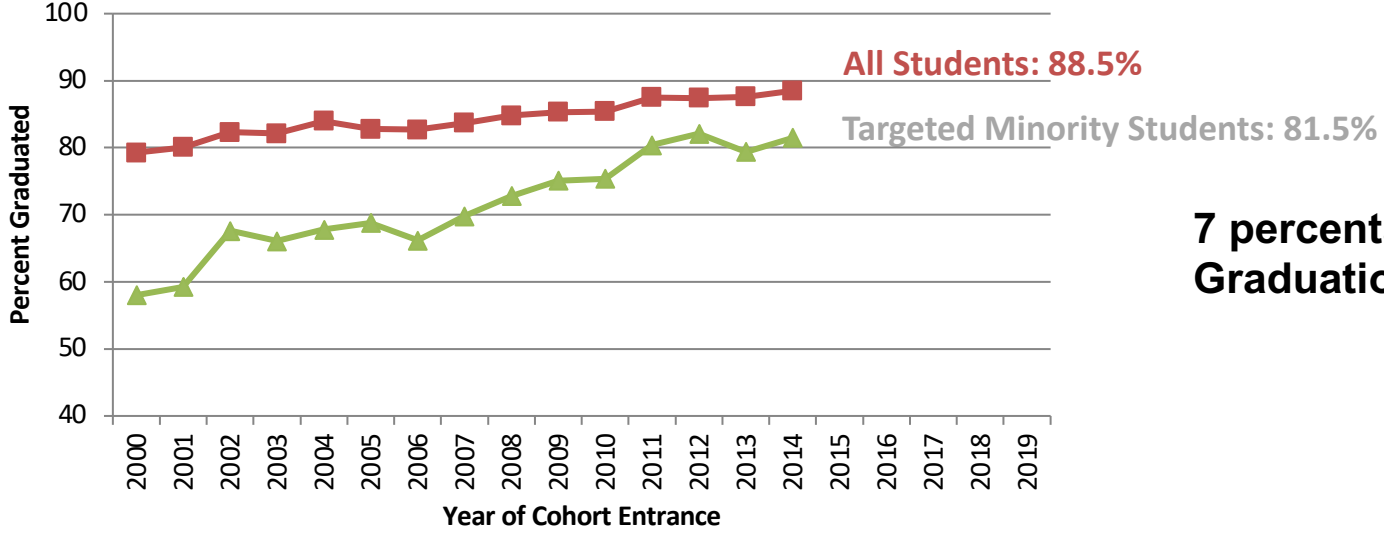
(percent retained to the second year)



**No First-Year
Retention Rate gap**

Closing the Achievement Gap in Graduation Rates at UW-Madison

(percent graduated within 6 years)



**7 percentage point
Graduation Rate gap**

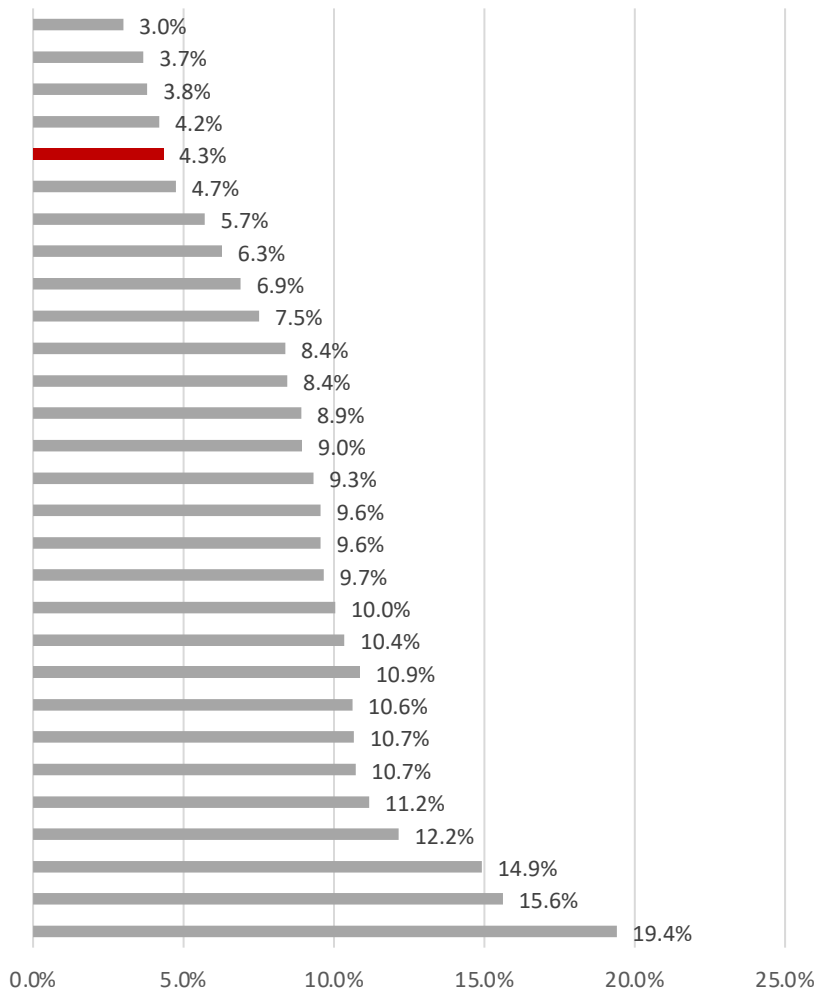
See <https://apir.wisc.edu/students/retention-graduation/> for detailed comparisons.



Graduation Rate Difference, UW-Madison Compared to Other Major Public Research Universities

<http://apir.wisc.edu/diversity.htm>

Fall 2012 Gaps in 6-Year Graduation Rates



- Underrepresented minority students at major research universities graduated on average at rates 9 percentage points lower than all students at major research universities (based on data for 2012 entrance cohorts, measured in Fall 2018).

- In the same year, UW-Madison underrepresented minority students graduated at rates 4.3 points lower than all students.

- For the most recent year (measured in Fall 2020), UW-Madison's gap is 7 percentage points for targeted minority students (81.6% graduation rate)

Selected Institutions, CSRDE data, sorted from lowest to highest overall graduation rates. This represents the newest peer data available.

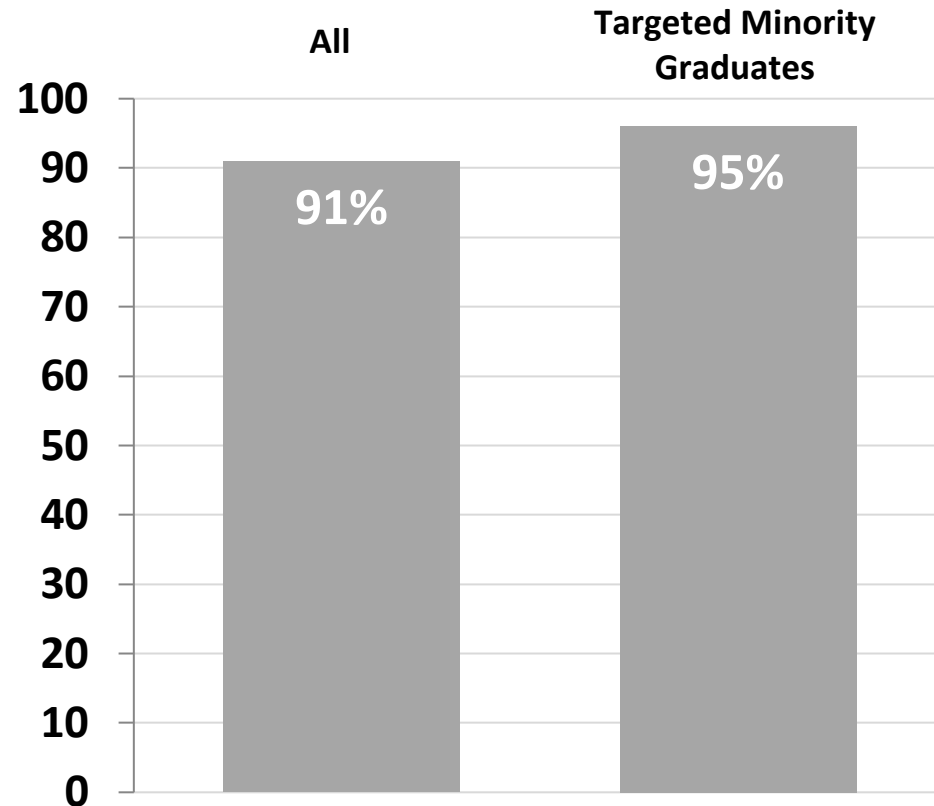
Wisconsin Experience



<http://apir.wisc.edu/diversity.htm>

- “Wisconsin Experience” captures four inquiry-based high-impact practices and includes:
 - Substantial research experiences that generate knowledge and analytical skills
 - Global and cultural competencies and engagement
 - Leadership and activism opportunities
 - Application of knowledge in the “real world”
- In 2017-18, 91% of bachelor’s degree recipients participated in at least one Wisconsin Experience Program
- Targeted minority graduates were slightly more likely to have completed at least one Wisconsin Experience activity.

Percent of Graduates with at Least One Wisconsin Experience Activity

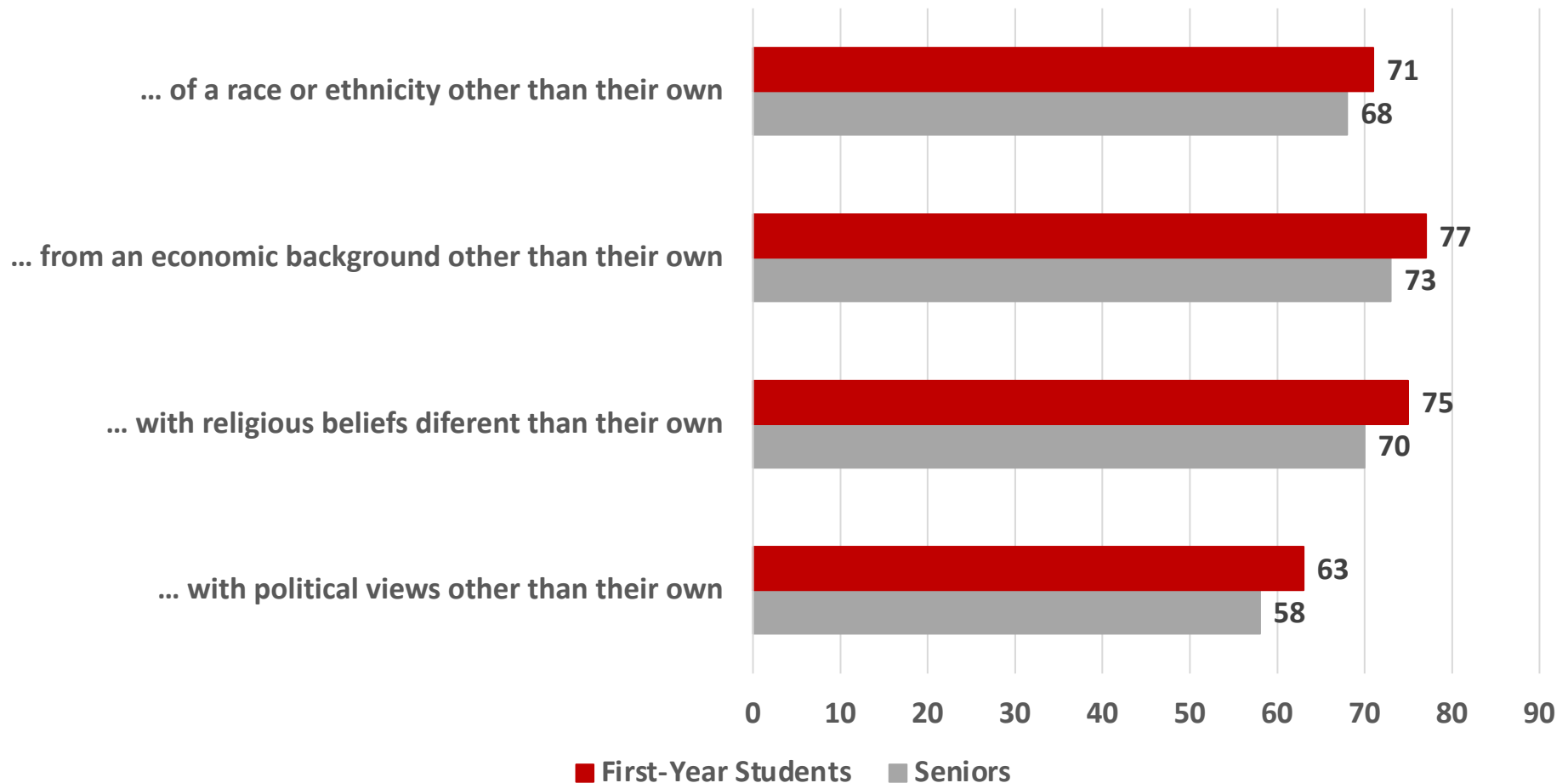


National Survey of Student Engagement (NSSE) 2020: Selected Results



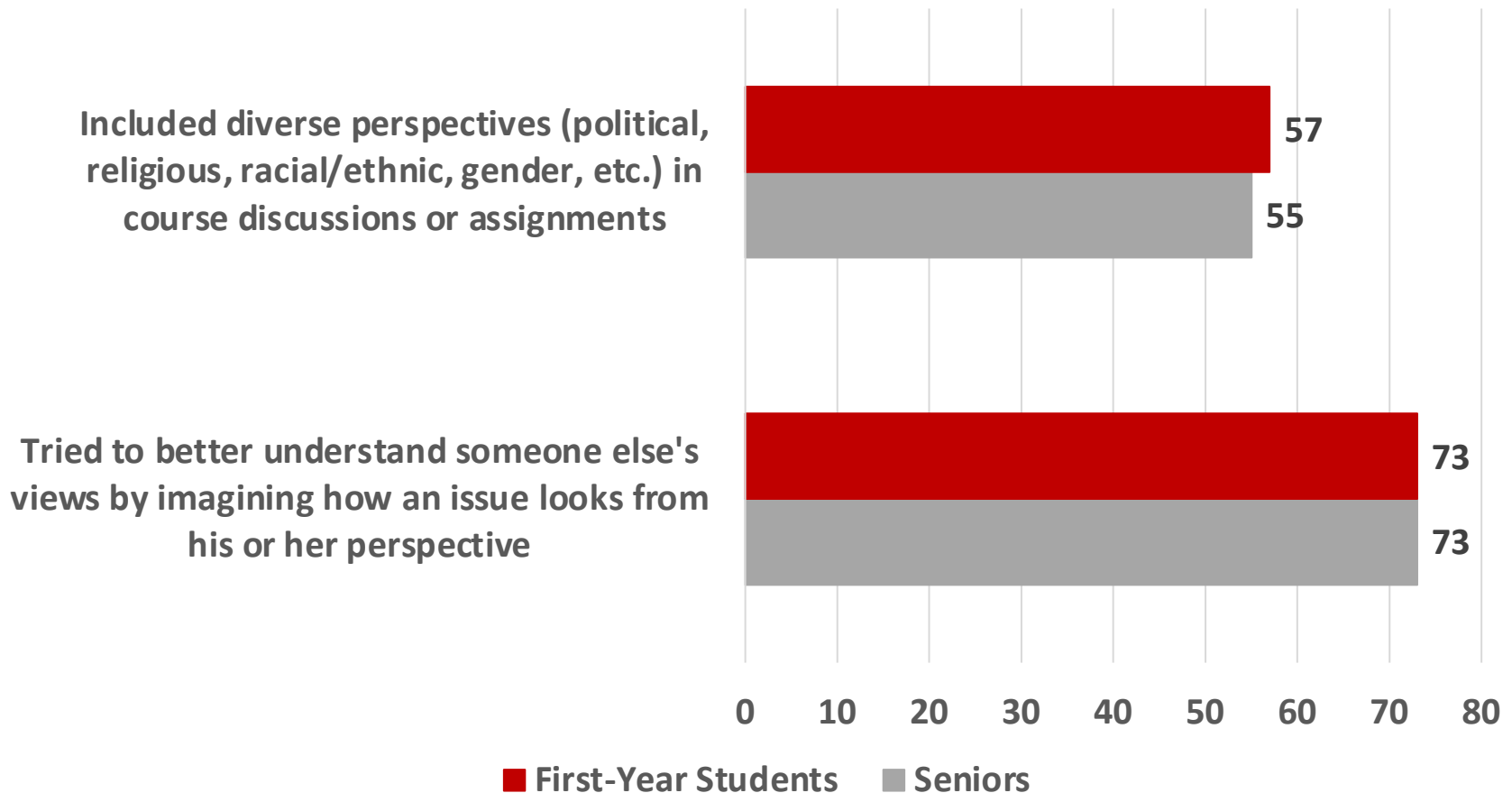
<http://apir.wisc.edu/diversity.htm>

Percent of students who often or very often had discussions with people :



See: <http://apir.wisc.edu/students/nsse/> for more information

Percent of students who often or very often have:



See: <http://apir.wisc.edu/students/nsse/> for more information

NSSE 2020: Selected results



<http://apir.wisc.edu/diversity.htm>

Percent of Seniors who felt quite a bit or very much:

... that their institution emphasizes encouraging contact among students from different backgrounds (social, racial/ethnic, religious, etc.)



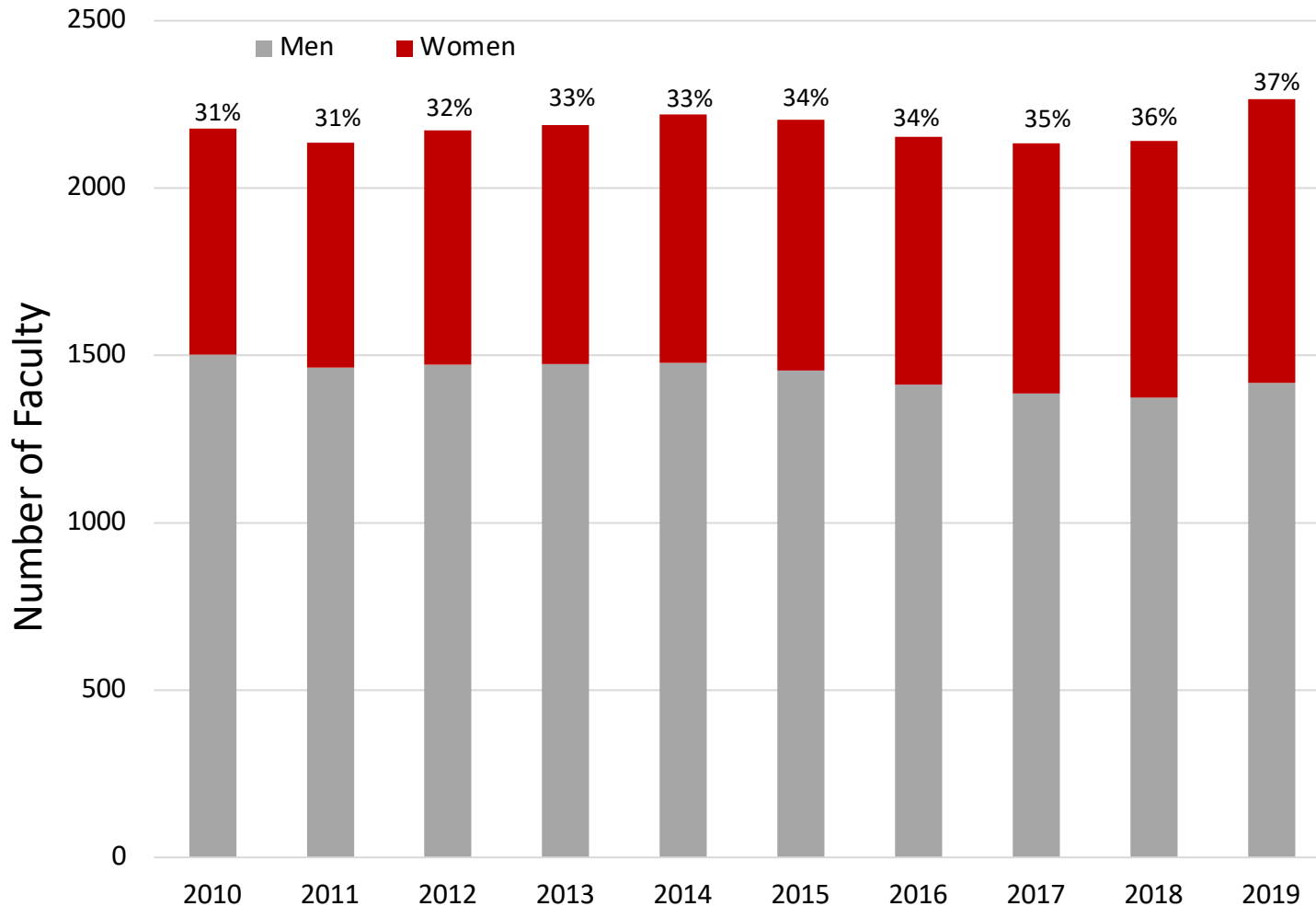
... that their experience at this institution contributed to their knowledge, skills, and personal development in understanding people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)



■ First-Year Students ■ Seniors

See: <http://apir.wisc.edu/students/nsse/> for more information

Women as a Percentage of all Faculty



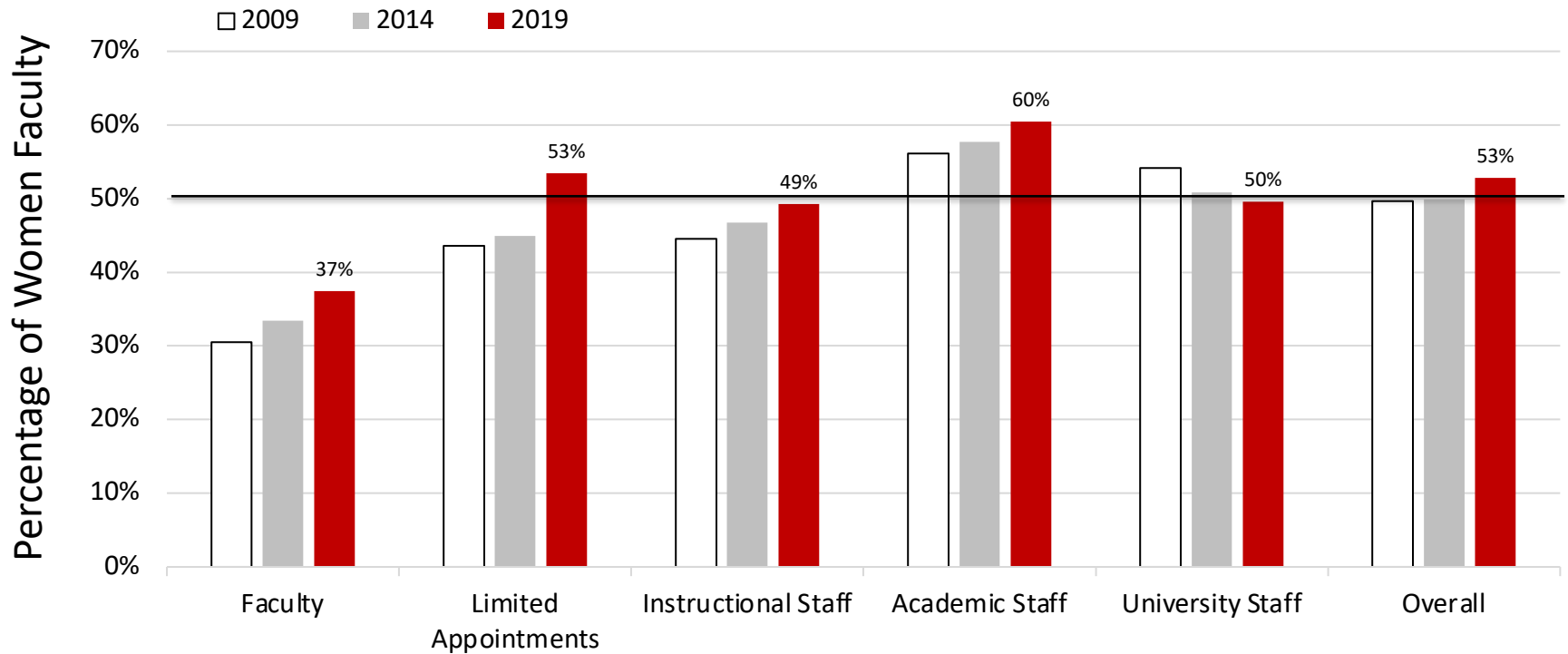
- In Fall 2019 37.4% of Faculty were women.

- 30.7% of Full Professors, 45.5% of Associate Professors, and 46.7% of Assistant Professors were women.

Women as a Percentage of Faculty and Staff in Last 10 Years



<http://apir.wisc.edu/diversity.htm>



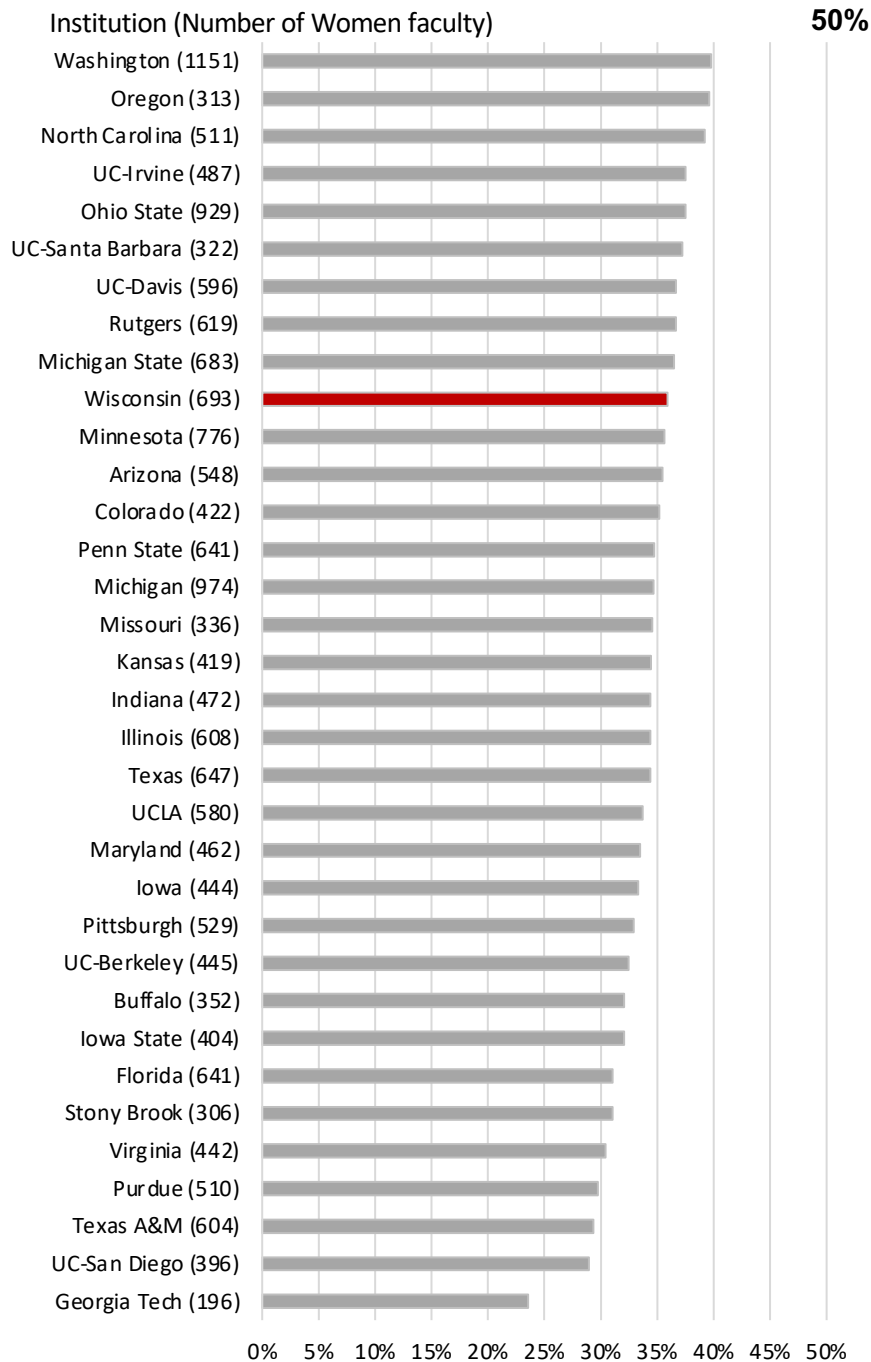
- Women make up just over 51% of all employees at UW-Madison.
- A smaller proportion of faculty members are women (37%)

Women Full-Time Tenure/Tenure Track Faculty as a Percent of Total Full-Time Tenure/Tenure Track Faculty at AAU Public Institutions, Fall 2018

Average percent women faculty for AAU public institutions: 34.1%

UW-Madison: 37.4%

29 AAU public institutions have a lower number of women tenure/tenure track faculty.



Source: IPEDS Fall HR 2018

<http://apir.wisc.edu/diversity.htm>

Employees self-report their race/ethnicity at the time of hire.

**Employees may choose any of the following designations,
and may select two or more races beginning in 2010:**

- White
- Black or African American
- Asian or Asian American
- American Indian or Alaska Native
- Hispanic/ Latino/a
- Native Hawaiian or Pacific Islander

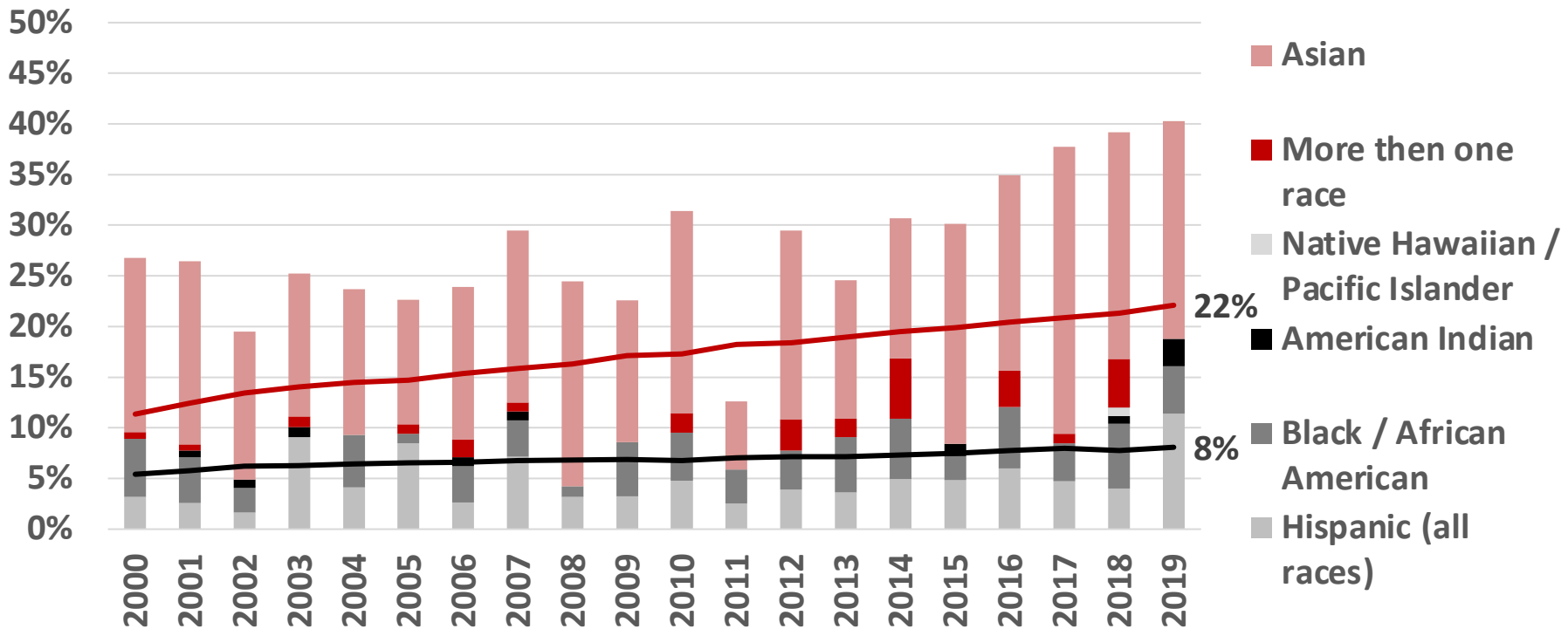
Individuals with a temporary visa status are included in the racial/ethnic category counts

Minority Faculty Recruitment



<http://apir.wisc.edu/diversity.htm>

Total Minority Faculty and New Hire by Year

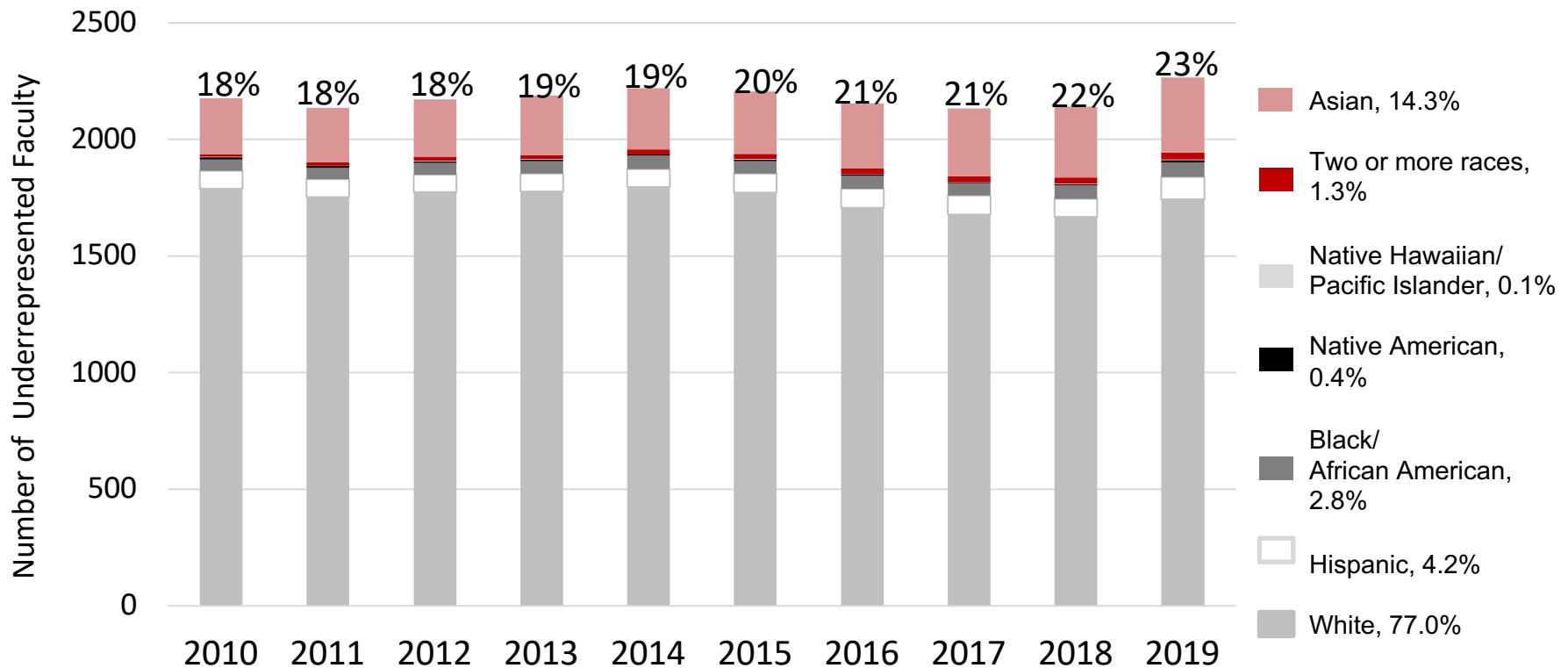


22.1% of all faculty identify in minority groups

8.1% of faculty identify as non-Asian

In 2019 over 40% of new hires were minority faculty members

Minority Faculty Representation



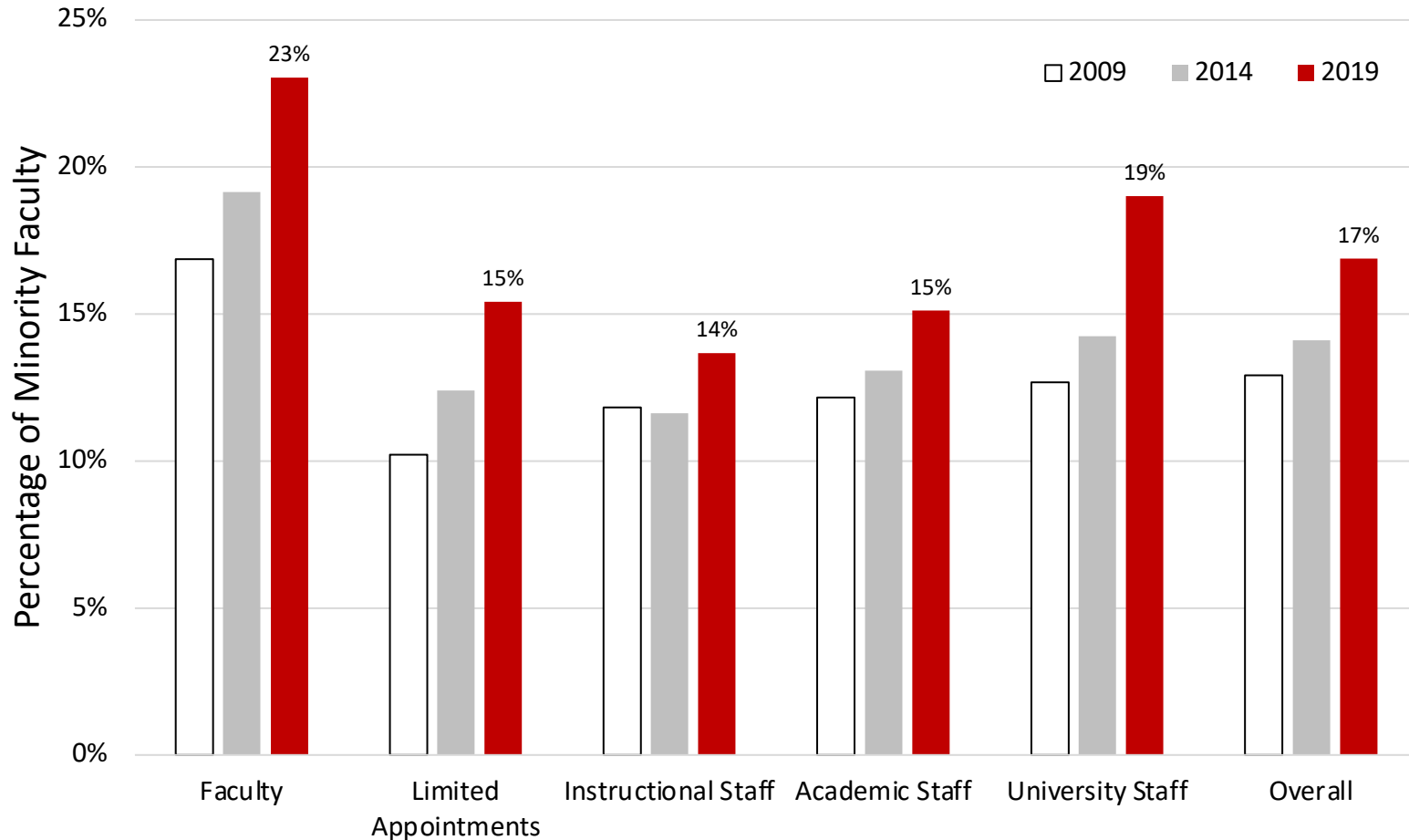
23% of Faculty are racial/ethnic minorities

4.2 percentage point increase in minority faculty since 2010

Minorities as a Percentage of Faculty and Staff in Last 10 Years



<http://apir.wisc.edu/diversity.htm>



- The percentage of minorities has increased in all job categories

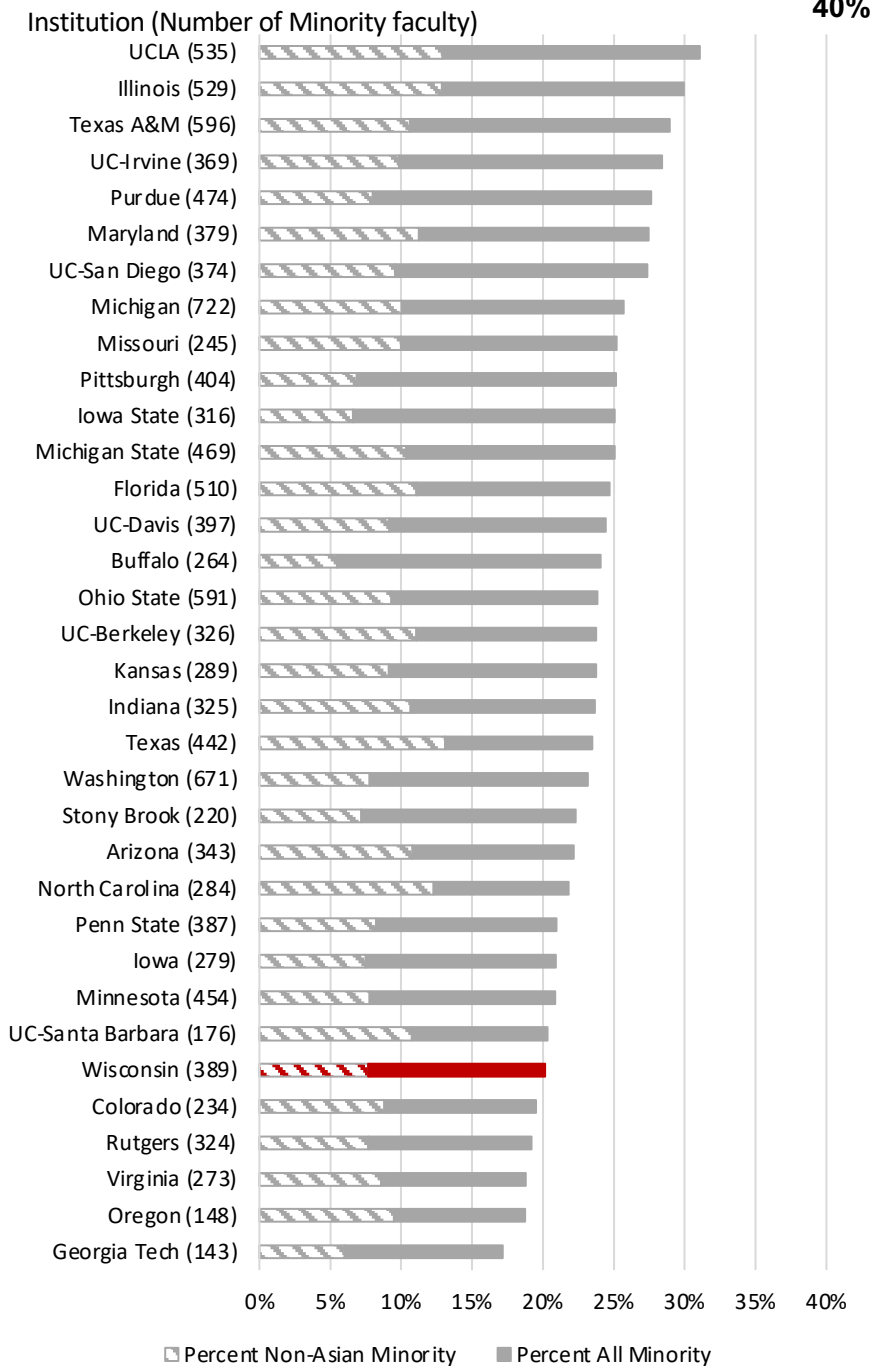
Fall 2020 data available in December 2020, New race/ethnic categories implemented in 2010

Minority Full-Time Tenure/Tenure Track Faculty as a Percent of Total Full-Time Tenure/Tenure Track Faculty at AAU Public Institutions, Fall 2018

Average percent minority faculty for AAU public institutions: 23.7%

UW-Madison: 20%

20 AAU public institutions have a lower number of minority tenure/tenure track faculty.



40%

Peer Comparisons for Faculty Diversity

Source: IPEDS Fall HR 2018

<http://apir.wisc.edu/diversity.htm>



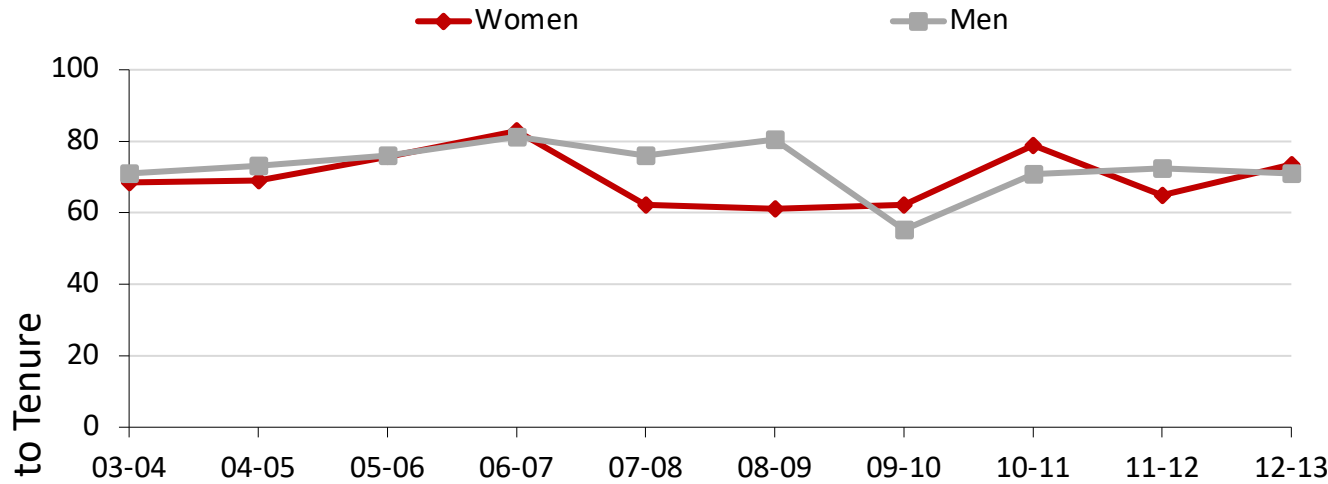
Notes about faculty tenure data:

- Tenure and promotion rates are calculated at 7 and 9 years after hire, to account for those who have extensions on the tenure clock.
- Data combine hires from 2003-04 to 2012-13. This is necessary to account for small numbers of hires.
- Small Ns make tenure rates subject to large variation.
- Faculty who did not receive tenure include:
 - Those who were denied tenure
 - Those who left the university for another position elsewhere
 - A few faculty members still hold probationary appointments after 9 years.

Percent of Faculty Promoted to Tenure by Gender and Race / Ethnicity



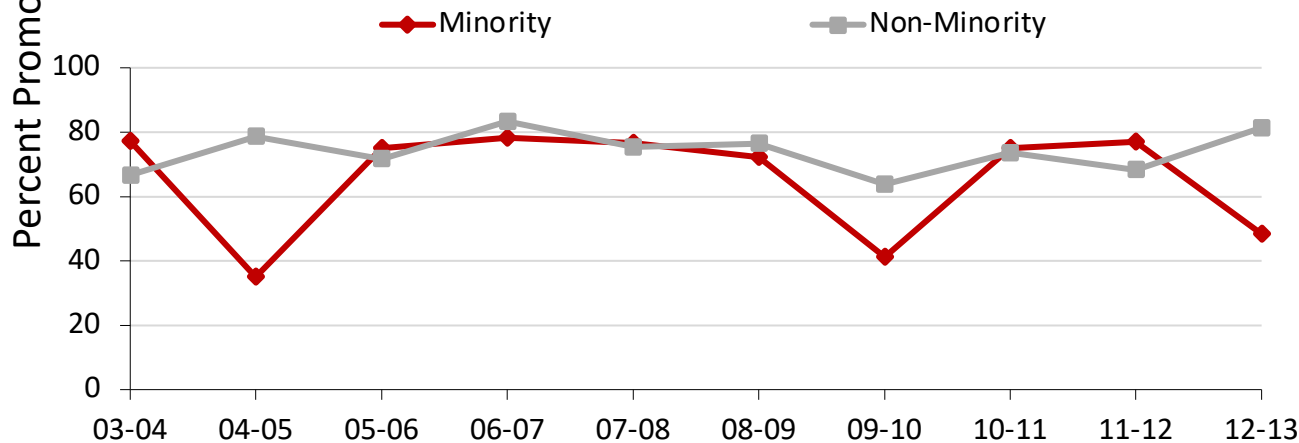
<http://apir.wisc.edu/diversity.htm>



10-year average rates

Women: 70.3%

Men: 73.2%



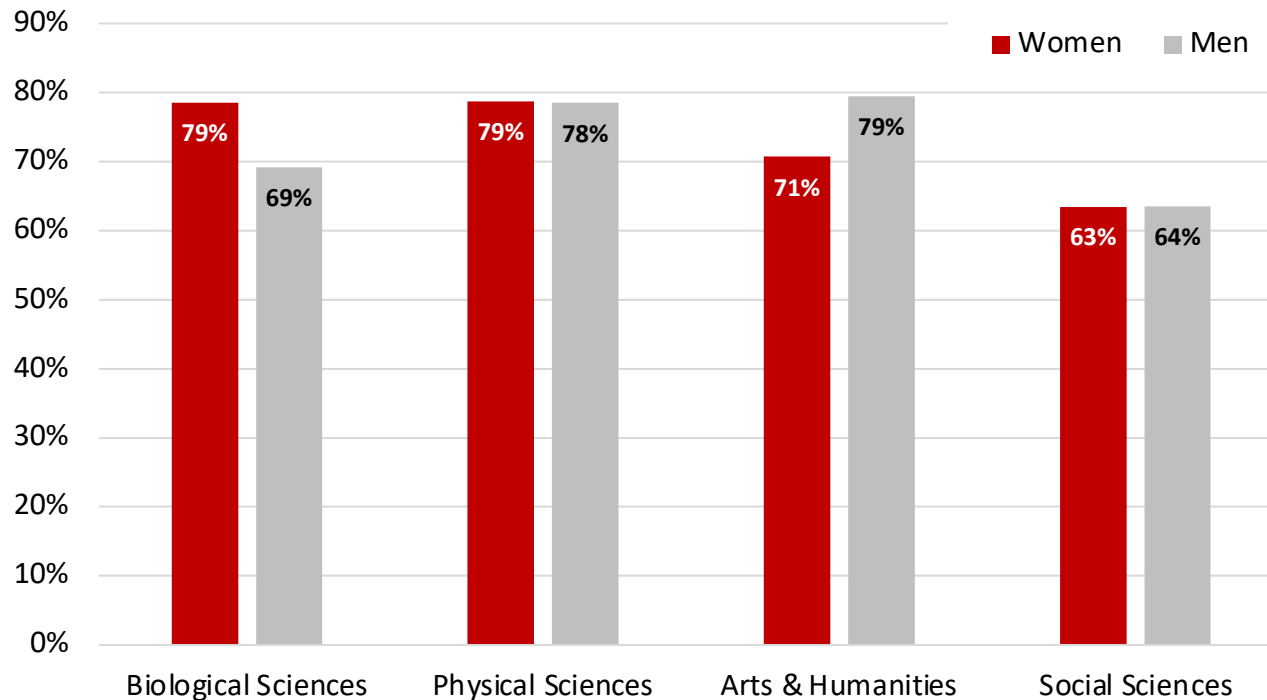
Underrepresented race/ethnicity: 65.9%

White/Unknown: 74%

Average percent tenured based on data for hires from 2003-04 to 2012-13

Promotion to Tenure

Percent Promoted to Tenure Within 7 Years

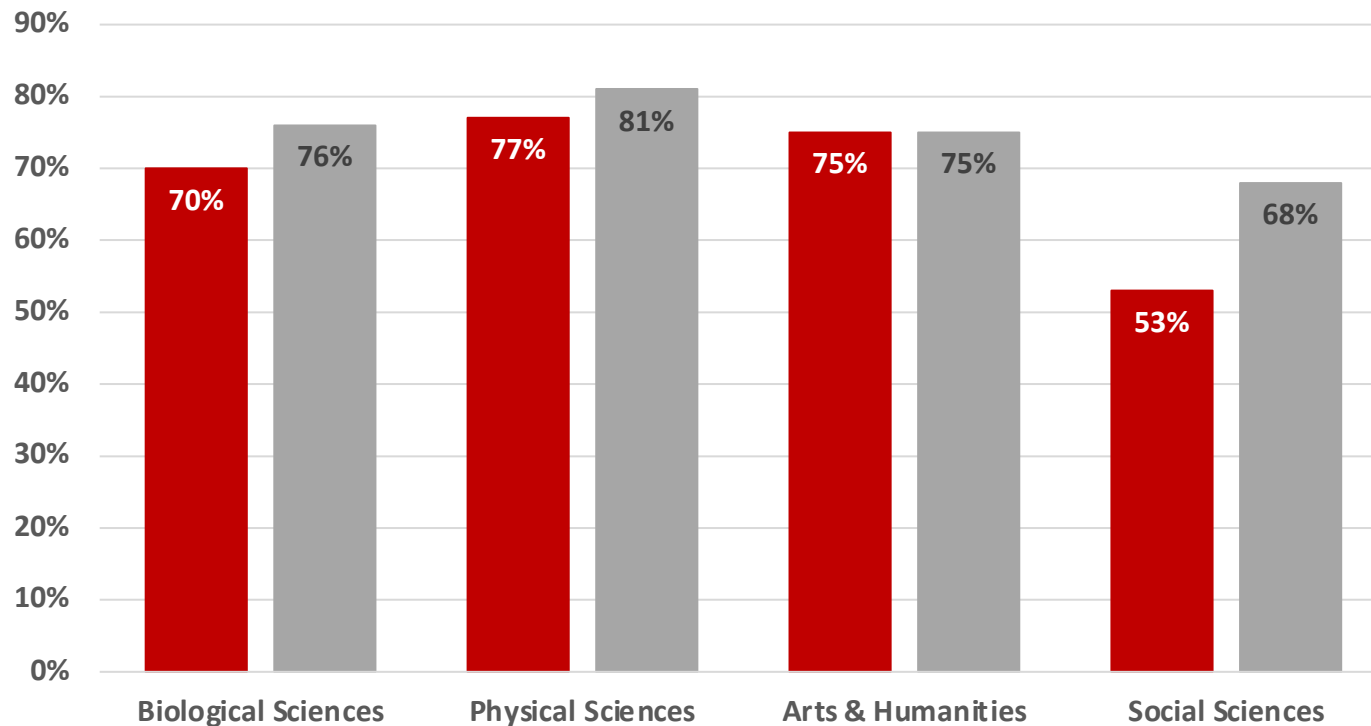


- A lower percentage of women and men are promoted to tenure within the Social Sciences division.
- The largest gap in tenure rates by gender is in the Arts and Humanities division.

Promotion to Tenure

Percent Promoted to Tenure within 7 Years

■ Minority ■ Non-Minority



- A lower percentage of faculty members are promoted to tenure within the Social Sciences division.
- The largest gaps in tenure rates by minority status are within the Social Sciences division

- Slideshow available at <http://apir.wisc.edu/diversity/diversity-forum/>
- Questions about these slides:
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