

University of Wisconsin-Whitewater Equity Scorecard Report Addendum

Overview

September 2009

UW-Whitewater was one of six institutions in the UW System to volunteer to participate in an Equity Scorecard pilot project to inform strategic decision-making with respect to current and future diversity initiatives. The overall goal of this initiative was to achieve equity in educational outcomes for all students, especially students of color. The Equity Scorecard was originally developed at the Center for Urban Education at the University of Southern California. The UW-W Equity Scorecard Team met monthly from March 2006 through May 2007, and completed its Report in June 2007.

The Team analyzed data disaggregated by ethnicity and gender to understand and document factors affecting diversity on the UW-W campus. The Team divided its work into the four components of the Equity Scorecard to understand equity from the perspectives of access, retention, student excellence, and institutional receptiveness.

Based on the Team's analysis, the Equity Scorecard Team identified six Measures of Equity for UW-W to consider:

- UW-W should measure its populations of students of color and compare the proportionate enrollment of each ethnic group to the proportions of high school graduates in the 13-county region surrounding UW-W. Equity is achieved when the proportions in the UW-W population are equal to the proportion of high school graduates in the region.
- UW-W should measure the proportions of students of color who gain access to their first choice of College two years after admission. Equity is achieved when the proportions of students of color who gain access to their choice of College is equal to the proportion of White students who gain entry.
- UW-W should measure the first-to-second year retention for students of color. Equity is achieved when the retention rate for students of color is equal to the retention rate for White students.
- UW-W should measure the six-year graduation rate for each group of students of color. Equity is achieved when the graduation rate for each group of students of color is equal to the graduation rate for White students.
- UW-W should measure the rate at which students of color achieve the University honors GPA of 3.4 or higher. Equity is achieved when the achievement rate of students of color is equal to the achievement rate of University honors for White students.
- UW-W should measure the proportions of faculty and instructional academic staff in each ethnic category. Equity is achieved when the proportion of faculty/instructional academic staff in each category is equal to the proportion of undergraduate students on campus in the same category.

Findings from the Report were shared with more than 40 departments/units on campus during spring 2008. At the conclusion of the presentation, constituencies were asked to identify ways to improve campus diversity by using one or more measures of the Equity Scorecard, and to include this information in their Annual Reports.

During 2008-09, the Equity Scorecard Team Data Team continued to meet. Data team members updated data on a number of the original charts and tables, and discussed trends that emerged from the new data sets. Data Team members also discussed feedback they had received from the campus presentations, and incorporated this feedback into an Equity Scorecard Addendum, which they prepared for the 2009-2010 academic year. The Team decided to retain the six original equity measures, including

the original benchmarks, as goals for making UW-W a campus that is accepting and respectful of diversity.

2008-2009 Data Findings

Access

- There has been a considerable increase in the number of high school students of color taking the ACT exam.
- The enrolled percentage of students of color has been increasing with one exception, the Hispanic/Latino/Latina population

Retention

- While the first-to-second year retention rate appears to be somewhat stable for white students, the first-to-second year retention rate for students of color appears to be lacking consistency and on the average, African American and Hispanic/Latino/Latina students present the greatest gaps.
- The graduation rates for all students have increased, although the rates for students of color continue to lag significantly behind white students.

Excellence

- Overall, this area remains consistent with the findings of the 2007 Report; students of color are participating in University-wide programs of excellence at rates higher than their overall percentage of total students on campus.

Institutional Receptivity

- The representation of faculty and instructional academic staff of color has shown a slight increase.
- The ethnic composition of faculty teaching selected “gateway” courses has seen a slight improvement.
- Student perceptions on the extent to how well their academic programs have prepared them in particular areas, specifically the extent they gained an “appreciation of the effects of international, multicultural and ethnic factors” on their majors, has changed from the original *Report*. The significance of the gap from the original *Report*, by College, has been inverted with two Colleges seeing a substantial decrease in their students’ preparation/importance gap and the other two seeing a substantial increase in their students’ preparation/importance gap.

Hispanic/ Latino/a	8	1.8	2.5	14	1.9	2.5
White	433	95.0	90.0	695	93.3	88.9
Unknown				18	2.4	1.9
Total	436	100.0	100.0		100.0	100.0

*The number of students in the Honors Program in Fall 2008 was generated from PeopleSoft files, based on Active status as undergraduates with the Code, HONR, for the fall 2008 term. Data from the 2007 *Report* in the chart above were generated based on non-PeopleSoft files. Thus, the head counts between 2005-06 and Fall 2008 data are not directly comparable.

Undergraduate Research Program

	Head Count 2005-06	% Representation in Program-2005-06	Comparison % Representation in Student Population-2005-2006	Head Count 2008-09*	% Representation in Program-2008-09	Comparison % Representation in Student Population-Fall 2008
African-American	24	25.5	4.4	23	25.6	4.4

