

University of Wisconsin – Milwaukee Equity Scorecard Team Report

Introduction:

The University of Wisconsin-Milwaukee joined the UW-System Equity Scorecard project in Fall of 2005. UWM was, at that time, launching its Access to Success initiative following an extensive collection and review of retention data. The Equity Scorecard process reinforced findings that drove Access to Success and revealed additional findings relevant to recognizing factors that relate to academic progress of students. The Equity Scorecard identifies institutional factors that relate to access, retention, excellence and receptivity as they pertain to African American, Latino/a, Southeast Asian and American Indian students, primarily undergraduate students. Further, the Equity Scorecard employs the concept of “shares” as a tool to examine whether students’ ethnicity appears to be a factor in reviewing differential rates of participation and/or success at the institution.

The UWM Equity Scorecard Evidence Team examined and analyzed data collected between Fall, 2005 and Fall, 2007. The summary report and observations are based on the cohort data that were used over this time period. Often, observations were based on combining several cohorts.

The data and observations that follow in this summary report provide a substantial foundation for enhancing institutional recruitment and retention strategies to enhance student diversity and success.

UWM Equity Scorecard Team members:

Rita Cheng, Provost and Vice Chancellor, Team Leader
Vincent Adesso, Professor, Psychology Department and Human Relations Counsel, L&S
Pamela Clark, Executive Director, TRIO and Pre-College Programs
Gesele Durham, Director, Office of Assessment and Institutional Research
Linda Huang, Interim Director, Multicultural Student Center
Antwan Jones, Senior, College of Health Sciences
Ruth Russell, Director, Academic Opportunity Center
William Velez, Professor, Sociology Department
Ruth Williams, Associate Vice Chancellor, Academic Affairs

Access Perspective

Chancellor Santiago has established a benchmark for equity in access for UWM in defining his goal for 20% of the university's enrollment to be underrepresented students of color. The entering freshman class in 2006 was 13.7% diverse, while underrepresented freshmen of color made up 14.3% of the 2007 entering class. The following observations will be important to UWM's ability to accomplish the chancellor's access equity goals:

The historical pipelines for freshmen attending UWM vary by ethnicity. The Milwaukee Public Schools accounted for 51% of African American new freshmen and 44% of Southeast Asian new freshmen in 2005. While 63% of Latino freshmen came from schools in Milwaukee County, MPS accounted for only 29% of these students. More than 50% of American Indian, Asian, and White new freshmen graduated from high schools outside Milwaukee County.

Fall 2005 New Freshmen by High School Location

	Milwaukee Public Schools		City of Milwaukee Private		All Other Milwaukee County		Surrounding Counties		All Other		Total	
	n	%	n	%	n	%	n	%	n	%	n	%
African American	146	51%	28	10%	43	15%	20	7%	51	18%	288	100%
Latino/a	49	29%	23	14%	34	20%	23	14%	38	23%	167	100%
American Indian	8	21%	6	16%	4	11%	4	11%	16	42%	38	100%
Southeast Asian	62	44%	1	1%	21	15%	11	8%	46	33%	141	100%
Other Asian	7	9%	5	6%	20	25%	20	25%	27	34%	79	100%
White	84	2%	178	5%	537	15%	981	28%	1,735	49%	3,515	100%
N/A	2	3%	5	8%	5	8%	20	32%	30	48%	62	100%
International					3	30%	1	10%	6	60%	10	100%
Total	358	8%	246	6%	667	16%	1,080	25%	1,949	45%	4,300	100%

Proportionally, the yield of African American applicants to admits and/or enrolled students falls below that of other ethnic groups. For all ethnic groups other than African Americans, students are admitted to and enroll at UWM in roughly the same proportions (i.e., shares) as which they apply. African Americans, and especially those from MPS and Milwaukee County schools, represent a larger proportion of the total applicant pool than that of the admitted or enrolled pool.

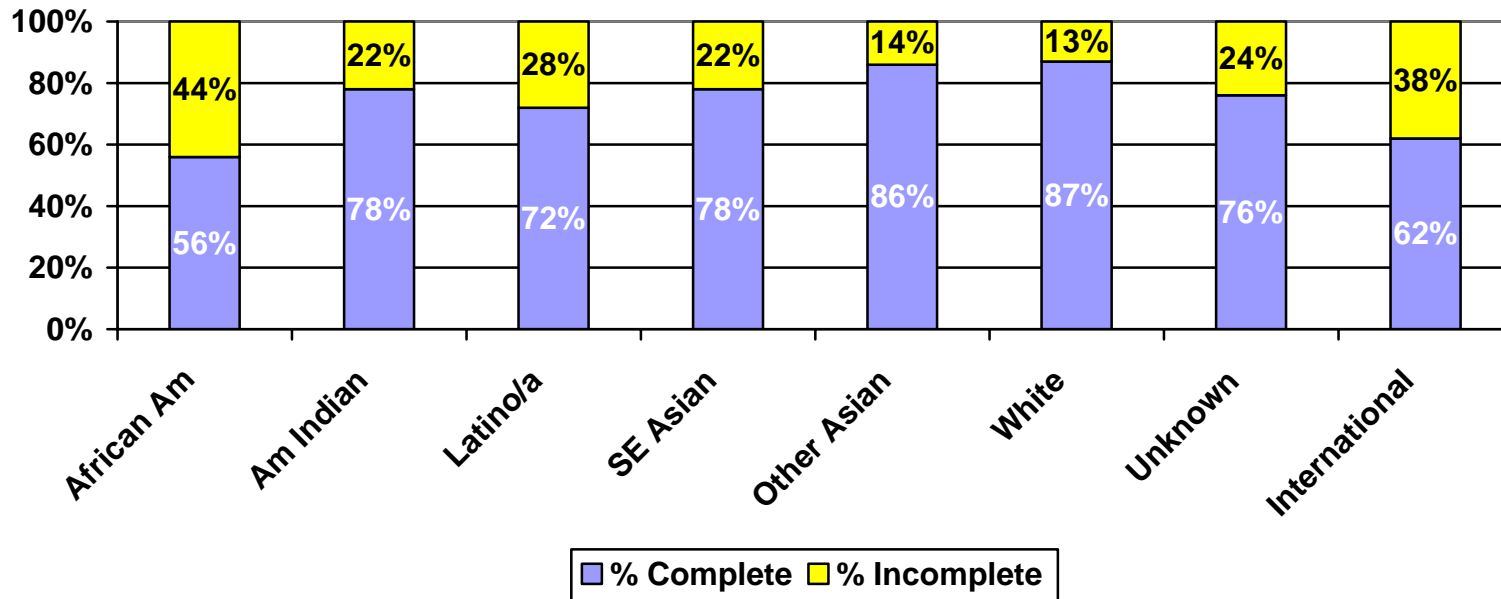
Fall 2004 Shares of UWM Applicants, Admits and New Freshmen

	African Am	Latino/a	Am Indian	SE Asian	Other Asian	White	N/A	International	Total
Milwaukee Public Schools (MPS)									
Applicants	525	108	14	86	12	194	12	4	955
% of row/share	55%	11%	1%	9%	1%	20%	1%	0%	100%
Admits	271	75	11	70	10	150	7	3	597
% of row/share	45%	13%	2%	12%	2%	25%	1%	1%	100%
New Freshmen	147	43	10	39	6	88	4	0	337
% of row/share	44%	13%	3%	12%	2%	26%	1%	0%	100%
Milwaukee County Schools, Public and Private									
Applicants	690	217	35	121	57	1,632	44	10	2,806
% of row/share	25%	8%	1%	4%	2%	58%	2%	0%	100%
Admits	370	159	27	99	44	1,338	34	7	2,078
% of row/share	18%	8%	1%	5%	2%	64%	2%	0%	100%
New Freshmen	214	85	20	58	27	732	20	2	1,158
% of row/share	18%	7%	2%	5%	2%	63%	2%	0%	100%
Surrounding Counties (Ozaukee, Washington, Waukesha, Racine) Schools, Public and Private									
Applicants	66	62	16	16	44	2,214	39	8	2,465
% of row/share	3%	3%	1%	1%	2%	90%	2%	0%	100%
Admits	40	50	14	15	31	1,814	34	4	2,002
% of row/share	2%	2%	1%	1%	2%	91%	2%	0%	100%
New Freshmen	20	21	6	7	13	866	13	2	948
% of row/share	2%	2%	1%	1%	1%	91%	1%	0%	100%
All Other Schools, Public and Private									
Applicants	176	132	32	188	102	4,469	119	101	5,319
% of row/share	3%	2%	1%	4%	2%	84%	2%	2%	100%
Admits	102	88	21	143	83	3,819	95	41	4,392
% of row/share	2%	2%	0%	3%	2%	87%	2%	1%	100%
New Freshmen	30	26	5	60	29	1,494	41	4	1,689
% of row/share	2%	2%	0%	4%	2%	88%	2%	0%	100%

One of the factors related to the yields described above is that a high proportion (44%) of African American applicants to UWM do not submit a complete application (e.g., without ACT scores) as compared with 28% of Latino, 22% of Southeast Asian, and 13% of White applicants.

**Fall 2005 New Freshmen Applicants
Complete and Incomplete by Ethnicity**

	African American	American Indian	Latino/a	Southeast Asian	Other Asian	White	Unknown	International
Total Applications	1,045	96	453	331	219	8,589	182	1,132
Completed	582	75	324	257	188	7,496	139	697
Incomplete	463	21	129	74	31	1,093	43	435



African American and Latino students applying to transfer to UWM make up slightly higher percentages of the total transfer applicant pool than is the case for freshmen, suggesting that recruitment of transfer students is an important element for increasing diversity at UWM.

Fall 2004 Shares of UWM Transfer Applicants, Admits and Enrollment

	African Am	Latino/a	Am Indian	SE Asian	Other Asian	White	International	N/A	Total
UW Four Years									
Applicants	66	34	9	17	14	855	2	19	1,016
% of row/share	7%	3%	1%	2%	1%	84%	0%	2%	100%
Admits	25	21	3	6	10	592	1	11	669
% of row/share	4%	3%	0%	1%	2%	89%	0%	2%	100%
Enrolls	22	16	3	5	4	415		7	472
% of row/share	5%	3%	1%	1%	1%	88%	0%	2%	100%
UW Colleges									
Applicants	8	24	9	14	12	678	3	11	759
% of row/share	1%	3%	1%	2%	2%	89%	0%	1%	100%
Admits	2	17	6	10	7	482	1	7	532
% of row/share	0%	3%	1%	2%	1%	91%	0%	1%	100%
Enrolls	2	13	4	9	6	326		4	364
% of row/share	1%	4%	1%	3%	2%	90%	0%	1%	100%
Milwaukee Area Technical College									
Applicants	114	39	5	6	13	307		7	491
% of row/share	23%	8%	1%	1%	3%	63%		1%	100%
Admits	46	26	1	4	7	190		5	279
% of row/share	17%	9%	0%	1%	3%	68%		2%	100%
Enrolls	34	22		3	5	139		3	206
% of row/share	17%	11%	0%	2%	2%	68%		2%	100%
Wisconsin Other									
Applicants	96	30	9	6	17	506	3	13	680
% of row/share	14%	4%	1%	1%	3%	74%	0%	2%	100%
Admits	27	17	7	3	7	325	0	7	393
% of row/share	7%	4%	2%	1%	2%	83%	0%	2%	100%
Enrolls	20	12	2	1	7	204	0	5	251
% of row/share	8%	5%	1%	0%	3%	81%	0%	2%	100%

	African Am	Latino/a	Am Indian	SE Asian	Other Asian	White	International	N/A	Total
Other States									
Applicants	111	38	4	11	23	676	12	25	900
% of row/share	12%	4%	0%	1%	3%	75%	1%	3%	100%
Admits	39	17	3	4	12	451	9	17	552
% of row/share	7%	3%	1%	1%	2%	82%	2%	3%	100%
Enrolls	27	9	3	3	8	245	3	10	308
% of row/share	9%	3%	1%	1%	3%	80%	1%	3%	100%
Unknown and International									
Applicants	8	20	1	3	7	97	48	20	204
% of row/share	4%	10%	0%	1%	3%	48%	24%	10%	100%
Admits	4	17	1	2	4	59	25	11	123
% of row/share	3%	14%	1%	2%	3%	48%	20%	9%	100%
Enrolls	3	8	1	1	3	31	7	4	58
% of row/share	5%	14%	2%	2%	5%	53%	12%	7%	100%
Total									
Applicants	403	185	37	57	86	3,119	68	95	4,050
% of row/share	10%	5%	1%	1%	2%	77%	2%	2%	100%
Admits	143	115	21	29	47	2,099	36	58	2,548
% of row/share	6%	5%	1%	1%	2%	82%	1%	2%	100%
Enrolls	108	80	13	22	33	1,360	10	33	1,659
% of row/share	7%	5%	1%	1%	2%	82%	1%	2%	100%

Retention Perspective

The UWM Evidence Team reviewed data on student performance, workload, retention, and graduation by racial/ethnic groups. Following are observations that identify gaps between targeted students of color and other students:

First year retention at UWM is lower than desired for all students. In addition, gaps in retention exist between targeted freshmen of color and Asian and white students, and between freshmen placing at college-level math/English and those who require developmental courses in math and/or English. For example, the one-year retention rate for targeted freshmen of color in 2005 was 55.8% as compared with 70.9% for Asian and white students. Targeted freshmen of color placing at college-level math and English were retained at 63.9% while those placing at the lowest level in math were retained at 46.5%.

**Fall 2005 New Freshmen Retention, Performance, and
Placement in Developmental or No Developmental Courses**

Student	Placement	N	Median ACT	Spring 2006 Outcome			Enrolled Fall 2006
				% Satisfactory	% Probation	% Dismissed	
African American	Total	288	18	42.7	10.4	24.7	53.5
	Placed in <u>no</u> developmental course	71	22	59.2	11.3	15.5	67.6
	Placed in 1 or more developmental courses	217	17	37.3	10.1	27.6	48.8
	Placed in Math 90	106	15	38.7	9.4	28.3	45.3
Latina/o	Total	167	19	54.5	11.4	13.2	58.7
	Placed in <u>no</u> developmental course	70	22	62.9	8.6	10.0	64.3
	Placed in 1 or more developmental courses	97	18	48.5	13.4	15.5	54.6
	Placed in Math 90	40	17	45.0	15.0	15.0	52.5
American Indian	Total	38	21.5	39.5	18.4	23.7	50.0
	Placed in <u>no</u> developmental course	21	23	47.6	4.8	28.6	57.1
	Placed in 1 or more developmental courses	17	18	29.4	35.3	17.6	41.2
	Placed in Math 90	6	17.5	16.7	33.3	16.7	33.3
Southeast Asian	Total	141	18	53.2	15.6	20.6	58.9
	Placed in <u>no</u> developmental course	32	21.5	68.8	9.4	15.6	59.4
	Placed in 1 or more developmental courses	109	17	48.6	17.4	22.0	58.7
	Placed in Math 90	18	15	22.2	33.3	22.2	44.4
Targeted Students	Total	634	18	47.9	12.3	20.7	55.8
	Placed in <u>no</u> developmental course	194	22	60.8	9.3	14.9	63.9
	Placed in 1 or more developmental courses	440	17	42.3	13.6	23.2	52.3
	Placed in Math 90	170	16	37.6	14.1	24.1	46.5
Asian/ White/Other Students	Total	3,666	22	72.6	7.6	8.6	70.9
	Placed in <u>no</u> developmental course	2,547	23	76.7	5.9	7.6	73.5
	Placed in 1 or more developmental courses	1,119	20	63.1	11.3	10.8	65.0
	Placed in Math 90	250	19	58.0	12.0	12.4	64.4
All Students	Total	4,300	22	68.9	8.3	10.3	68.7
	Placed in <u>no</u> developmental course	2,741	23	75.6	6.2	8.1	72.8
	Placed in 1 or more developmental courses	1,559	19	57.2	12.0	14.3	61.4
	Placed in Math 90	420	18	49.8	12.9	17.1	57.1

Freshmen of color work more than Asian and white students: 41% of Latino, 60% of African American, and 40% of American Indian freshmen responding to the NSSE survey reported working more than 15 hours in off-campus jobs as compared with 23% of both Asian and white respondents. However, 60% of seniors of all ethnicities except Asians reported working more than 15 hours per week.

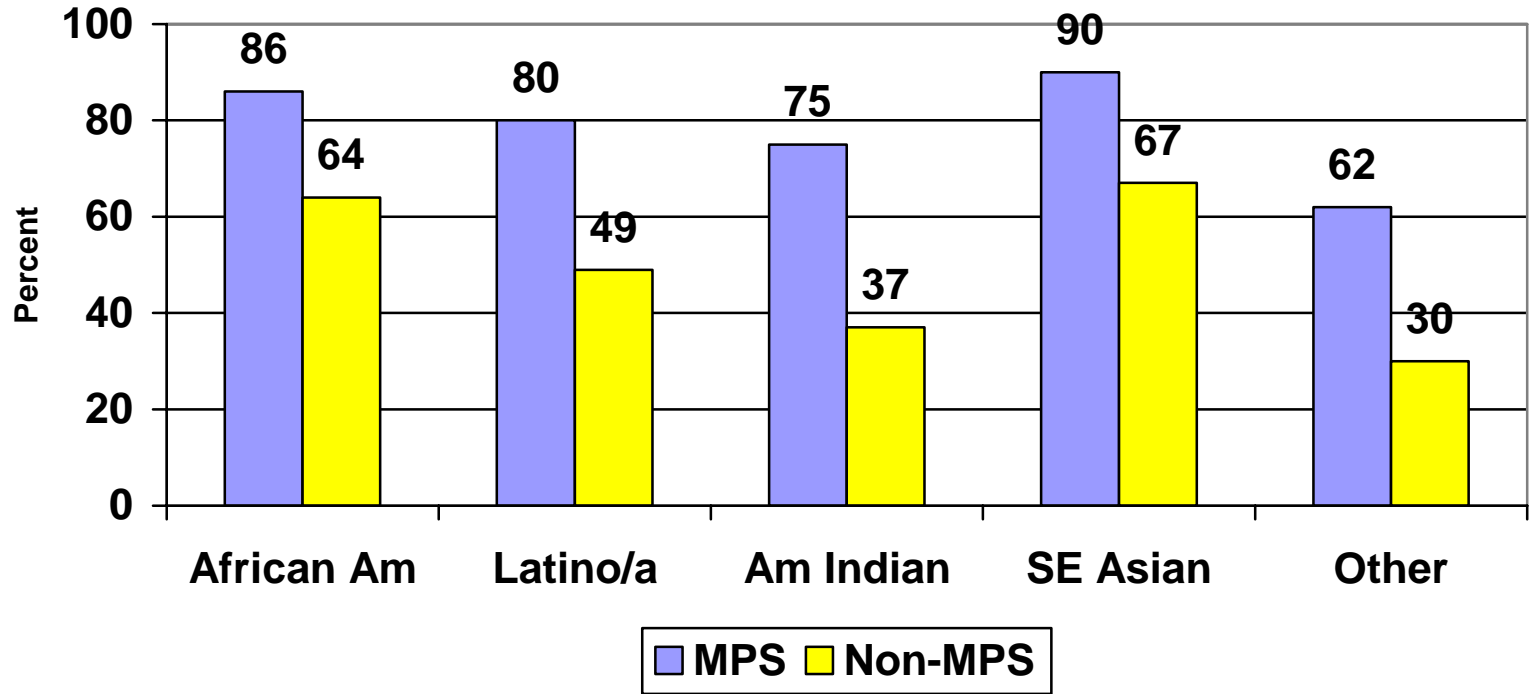
**Hours Reported Worked by 2006 NSSE Respondents
by Ethnicity
First Year Students and Seniors**

Hours	African Am		Latino/a		Am Indian		Asian		White		NA	
	n	%	n	%	n	%	n	%	n	%	n	%
FIRST YEAR STUDENTS												
On Campus												
0	23	79.3	15	100.0	3	60.0	21	80.8	379	86.7	43	79.6
1-5									6	1.4		
6-10	1	3.4			1	20.0	2	7.7	16	3.7	2	3.7
11-15	1	3.4			1	20.0	2	7.7	23	5.3	4	7.4
16-20	1	3.4							7	1.6	1	1.9
21-25							1	3.8	4	0.9	2	3.7
26-30									2	0.5	1	1.9
30+	3	10.3									1	1.9
Off-Campus												
0	15	51.7	6	40.0	3	60.0	14	53.8	246	56.3	22	40.7
1-5	2	6.9					2	7.7	24	5.5	1	1.9
6-10							1	3.8	36	8.2	2	3.7
11-15							3	11.5	30	6.9	6	11.1
16-20	4	13.8	2	13.3	1	20.0	2	7.7	37	8.5	7	13.0
21-25	3	10.3	3	20.0			2	7.7	33	7.6	8	14.8
26-30	2	6.9	1	6.7	1	20.0	1	3.8	7	1.6	3	5.6
30+	3	10.3	3	20.0			1	3.8	24	5.5	5	9.3
Total (On and Off Campus)												
0	10	34.5	6	40.0	2	40.0	10	38.5	203	46.5	18	34.0
1-5	2	6.9					2	7.7	27	6.2	1	1.9
6-10	1	3.4			1	20.0	2	7.7	39	8.9		0.0
11-15	1	3.4					4	15.4	42	9.6	6	11.3
16-20	5	17.2	2	13.3			2	7.7	49	11.2	7	13.2
21-25	3	10.3	3	20.0			4	15.4	40	9.2	8	15.1
26-30	2	6.9	1	6.7	1	20.0	1	3.8	11	2.5	5	9.4
30+	5	17.2	3	20.0	1	20.0	1	3.8	26	5.9	8	15.1

Hours	African Am		Latino/a		Am Indian		Asian		White		NA	
	n	%	n	%	n	%	n	%	n	%	n	%
SENIORS												
On Campus												
0	19	82.6	20	90.9	5	100.0	18	69.2	468	84.8	54	70.1
1-5			1	4.5			1	3.8	7	1.3	1	1.3
6-10							3	11.5	13	2.4	4	5.2
11-15			1	4.5			2	7.7	19	3.4	7	9.1
16-20	3	13.0					2	7.7	13	2.4	3	3.9
21-25									13	2.4	4	5.2
26-30	1	4.3							12	2.2	3	3.9
30+									7	1.3	1	1.3
Off-Campus												
0	6	26.1	9	40.9	1	20.0	7	26.9	125	22.6	27	35.1
1-5							1	3.8	28	5.1	4	5.2
6-10	2	8.7					4	15.4	36	6.5	6	7.8
11-15					1	20.0	3	11.5	39	7.1	7	9.1
16-20	4	17.4	4	18.2			1	3.8	88	15.9	12	15.6
21-25	1	4.3	1	4.5	1	20.0	4	15.4	90	16.3	7	9.1
26-30			2	9.1			3	11.5	56	10.1	8	10.4
30+	10	43.5	6	27.3	2	40.0	3	11.5	90	16.3	6	7.8
Total (On and Off Campus)												
0	3	13.0	7	31.8	1	20.0	3	11.5	79	14.3	13	16.9
1-5			1	4.5			1	3.8	18	3.3	3	3.9
6-10							2	7.7	8	1.4	3	3.9
11-15			1	4.5	1	20.0	4	15.4	47	8.5	9	11.7
16-20	6	26.1	4	18.2			3	11.5	90	16.3	16	20.8
21-25	2	8.7	1	4.5	1	20.0	5	19.2	131	23.7	12	15.6
26-30	2	8.7	2	9.1			5	19.2	67	12.1	10	13.0
30+	10	43.5	6	27.3	2	40.0	3	11.5	112	20.3	11	14.3

While the Milwaukee Public Schools are the largest feeders for freshmen of color, students coming from MPS, regardless of ethnicity, need more remedial work than their counterparts from other schools.

**Percent of Fall 2005 New Freshmen Placed in Remedial Courses by Race/Ethnicity
Students from Milwaukee Public Schools or Other High Schools**



Freshman retention varies by major, with decided higher retention for all students who start as Architecture or Health Science majors. The first-year retention rate for “undecided” freshmen is not much different than it is for students in majors.

**First-Year Retention of Undecided Students and Students with Majors/Pre-Majors
Fall 2001 through Fall 2005 Cohorts**

Undecided/ Major	African Am		Latina/o		Am Indian		SE Asian		Other Asian		White		Internat'l		NA		Total	
	sc	%	sc	%	sc	%	sc	%	sc	%	sc	%	sc	%	sc	%	sc	%
All Students	1,338	55.2	704	63.9	133	58.6	550	67.6	353	73.7	14,772	72.5	60	80.0	218	71.1	18,128	70.7
Undecided Students																		
AOC	128	52.3	63	57.1	17	64.7	52	69.2	9	77.8	272	68.0	0	0	7	57.1	548	63.1
L&S	111	54.1	116	62.1	19	63.2	103	68.0	68	69.1	2,921	70.3	5	100	39	76.9	3,382	69.5
Students with Majors or Pre-Majors																		
AOC	506	54.3	160	52.5	28	53.6	91	64.8	32	75.0	632	65.5	2	50.0	7	100	1,458	60.3
Architecture/UP	4	50.0	13	84.6	3	100	4	50.0	14	85.7	731	83.3	2	50.0	9	88.9	780	83.1
Arts	49	63.3	47	63.8	13	92.3	18	66.7	21	66.7	1,375	72.1	3	100	29	65.5	1,555	71.6
Business	108	59.3	76	69.7	13	38.5	69	69.6	51	76.5	2,061	72.5	15	73.3	22	81.8	2,415	71.8
Education	48	56.3	18	77.8	8	37.5	21	61.9	11	72.7	984	72.9	1	100	21	61.9	1,112	71.6
Engineering/AS	61	54.1	45	71.1	2	0	64	70.3	36	80.6	1,097	73.8	18	83.3	20	60.0	1,343	72.7
Health Sciences	34	70.6	21	81.0	3	100	8	62.5	14	78.6	658	80.1	1	0	5	80.0	744	79.4
L&S Pre-Prof	80	50.0	38	71.1	6	33.3	49	65.3	40	70.0	844	73.5	5	60.0	13	76.9	1,075	70.9
L&S Humanities	22	59.1	12	75.0	1	100	1	0	10	70.0	323	71.5	0	0	6	50.0	375	70.4
L&S Natural Sci	6	100	7	71.4	2	0	12	75.0	15	66.7	461	71.6	4	100	6	66.7	513	71.7
L&S Social Sci	78	57.7	44	68.2	9	66.7	11	81.8	19	73.7	1,213	71.6	3	100	22	59.1	1,399	70.6
Nursing	69	46.4	23	82.6	5	60.0	35	71.4	8	87.5	700	74.1	0	0	4	75.0	844	72.0
Social Welfare	31	54.8	19	52.6	4	50.0	9	44.4	1	100	443	67.9	1	100	7	85.7	515	66.4

Note: sc = sum of fall 01-05 cohorts; % = percent of cohort retained after one year.
Global Studies and Information Studies are excluded because of low cohort numbers.

A factor affecting 6-year graduation rates for UWM students is the relatively high proportion of students who become part-time students at some point in their academic careers. For example, 33% of the Fall, 1999 entering cohort had some part-time semesters. The overall 6-year graduation rate for this cohort was 40.4%, but 48.6% had either graduated or will still enroll after six years. White and American Indian students in this cohort had lower percentages (30%) of part-time students than did other ethnicities, with the highest part-time percentage (54%) for African American students in this cohort. When measured as % either graduated or still enrolled after six years, the highest retention rates were found in the American Indian and Asian students, followed by White and then Southeast Asian students.

**Six-Year Retention and Graduation Rates and GPA Status of Students Who Were Not Retained After Six Years
by Full Time and Part-Time Enrollment Status, Fall 1999 New Freshmen**

Racial/Ethnic Group	Enrollment Status	Entering Students (n)	Retained/Graduated (%)		Not Retained (%)		
			Still Retained	Graduated	GPA>=2	GPA<2	No GPA
All students	Total	2,938	8.1	40.4	27.6	20.9	2.9
	Always FT	1,959	3.3	44.0	29.0	20.3	3.4
	Some PT	979	17.8	33.3	24.9	22.0	2.0
	% PT	33.3	72.8	27.4	30.0	35.1	23.3
African American	Total	249	10.4	18.1	22.5	40.2	8.8
	Always FT	114	2.6	19.3	20.2	45.6	12.3
	Some PT	135	17.0	17.0	24.4	35.6	5.9
	% PT	54.2	88.5	51.1	58.9	48.0	36.4
Latina/o	Total	125	8.8	29.6	26.4	28.0	7.2
	Always FT	69	1.4	36.2	17.4	34.8	10.1
	Some PT	56	17.9	21.4	37.5	19.6	3.6
	% PT	44.8	90.9	32.4	63.6	31.4	22.2
American Indian	Total	20	20.0	35.0	25.0	20.0	0.0
	Always FT	14	14.3	35.7	28.6	21.4	0.0
	Some PT	6	33.3	33.3	16.7	16.7	0.0
	% PT	30.0	50.0	28.6	20.0	25.0	0.0
Southeast Asian	Total	76	10.5	36.8	18.4	30.3	3.9
	Always FT	44	6.8	47.7	9.1	31.8	4.5
	Some PT	32	15.6	21.9	31.3	28.1	3.1
	% PT	42.1	62.5	25.0	71.4	39.1	33.3

Racial/Ethnic Group	Enrollment Status	Entering Students (n)	Retained/Graduated (%)		Not Retained (%)		
			Still Retained	Graduated	GPA \geq 2	GPA $<$ 2	No GPA
Other Asian	Total	53	11.3	49.1	18.9	18.9	1.9
	Always FT	30	0.0	60.0	20.0	16.7	3.3
	Some PT	23	26.1	34.8	17.4	21.7	0.0
	% PT	43.4	100.0	30.8	40.0	50.0	0.0
White	Total	2,398	7.7	43.4	28.6	18.3	2.1
	Always FT	1,676	3.3	45.8	30.5	17.8	2.5
	Some PT	722	17.7	37.7	24.0	19.4	1.2
	% PT	30.1	69.6	26.2	25.3	32.0	17.6
International	Total	17	0.0	29.4	52.9	17.6	0.0
	Always FT	12	0.0	25.0	58.3	16.7	0.0
	Some PT	5	0.0	40.0	40.0	20.0	0.0
	% PT	29.4	0.0	40.0	22.2	33.3	0.0

Note: FT = Full time; PT = Part time.
 % Retained/Graduated + % Not Retained = 100% (entering cohort)

Excellence Perspective

Among the factors examined by the team related to excellence at UWM were ACT scores, achievement at graduation including GPAs and honors earned, participation in UWM's Honors college, study abroad and post baccalaureate study intentions and attendance. The data below summarizes our findings.

A broad range of ACT scores for incoming freshmen demonstrates the pattern of a high-access university. There is not a great deal of variation by racial group in the minimum or maximum ACTs, but the averages differ. For example, the average ACT ranges from 18.6 for Southeast Asian students to 24 for white students.

Cohort: Fall 2006 New Freshmen	Total	African American	Latino/a	American Indian	SE Asian	Asian American	White	Inter-national	N/A
All New Freshmen	4,043	261	144	35	117	87	3,320	18	61
All New Freshmen Submitting ACT Scores	3,949	250	141	33	115	82	3,273	2	53
ACT Score Max	35	30	29	28	26	32	35	22	33
ACT Score Avg	21.7	20.1	20.5	21.3	18.6	22.8	24	19	24
ACT Score Median	21.6	20	20.5	21.5	18.5	22.5	24	19	24
ACT Score Min	11	11	12	13	12	14	13	16	16

Cumulative GPAs earned by students who succeed in graduating with baccalaureate degrees within six years differ by race. While the overall share of White students who graduate is 88.%, their share of students graduating with a GPA of 3.5-4.0 is 92.7%, and 90.6% with a GPA of 3.0-3.49. On the other hand, African American students represent 3.1% of the graduates but only 1.2% of those graduating within the highest GPA cluster and only 2.2% in the next highest. That pattern of fewer students graduating in the highest GPA brackets than their overall share can also be seen for Latino/as, American Indians and Southeast Asians.

Fall 1999 Full-Time New Freshmen Graduating within 6 Years		Total	African American	Latino(a)	American Indian	SE Asian	Asian American	White	Inter- national	N/A	
All	#	1819	56	57	11	35	30	1609	21	0	
	%	100.0%	3.1%	3.1%	0.6%	1.9%	1.6%	88.5%	1.2%	0.0%	
By GPA	3.5 to 4.0	#	425	5	9	1	4	4	394	8	
		%	100.0%	1.2%	2.1%	0.2%	0.9%	0.9%	92.7%	1.9%	0.0%
	3.0 to 3.49	#	765	17	22	4	8	12	693	9	
		%	100.0%	2.2%	2.9%	0.5%	1.0%	1.6%	90.6%	1.2%	0.0%
	2.5 to 2.99	#	487	26	21	4	18	11	405	2	
		%	100.0%	5.3%	4.3%	0.8%	3.7%	2.3%	83.2%	0.4%	0.0%
	2.0 to 2.49	#	104	8	3	2	4	2	84	1	
		%	100.0%	7.7%	2.9%	1.9%	3.8%	1.9%	80.8%	1.0%	0.0%
	2.0 & below	#	0								
		%									
	Unknown	#	38	0	2	0	1	1	33	1	0
		%	100.0%	0.0%	5.3%	0.0%	2.6%	2.6%	86.8%	2.6%	0.0%

Relatively few students of color participate in UWM's Honors College. For example, African American students represented 6.8% of the total degree candidates enrolled in Fall 2006. However, they represented only 1.3% of those enrolled in the Honors College. This disparity can be seen with Latino/as, American Indians and Southeast Asians as well. White students represented 90.2% of the degree candidates in the Honors College but only 81.8% of all degree candidates.

Fall 06 Undergraduate Degree Candidates in Honors College		Total	African Am		Latino/a		Am Indian		SE Asian		Asian Am		White		Intl		N/A	
		N	N	share	N	share	N	share	N	share	N	share	N	share	N	share	N	share
Total	Honors College	447	6	1.3%	7	1.6%	2	0.4%	2	0.4%	11	2.5%	403	90.2%	1	0.2%	15	3.4%
	All Students	22,116	1,500	6.8%	864	3.9%	171	0.8%	501	2.3%	494	2.2%	18,095	81.8%	130	0.6%	361	1.6%
New Freshmen	Honors College	143	2	1.4%	2	1.4%					4	2.8%	131	91.6%			4	2.8%
	All Students	4,043	261	6.5%	144	3.6%	35	0.9%	117	2.9%	87	2.2%	3,320	82.1%	18	0.4%	61	1.5%
Other Freshmen	Honors College	11			2	18.2%							8	72.7%			1	9.1%
	All Students	1,828	275	15.0%	102	5.6%	22	1.2%	71	3.9%	37	2.0%	1,274	69.7%	15	0.8%	32	1.8%
Sophomores	Honors College	112	2	1.8%	1	0.9%	1	0.9%			2	1.8%	101	90.2%	1	0.9%	4	3.6%
	All Students	5,530	357	6.5%	200	3.6%	40	0.7%	125	2.3%	120	2.2%	4,582	82.9%	22	0.4%	84	1.5%
Juniors	Honors College	91	2	2.2%	1	1.1%	1	1.1%	2	2.2%	1	1.1%	82	90.1%			2	2.2%
	All Students	4,662	264	5.7%	193	4.1%	39	0.8%	85	1.8%	511	2.5%	3,864	82.9%	21	0.5%	81	1.7%
Seniors	Honors College	90			1	1.1%					4	4.4%	81	90.0%			4	4.4%
	All Students	6,053	343	5.7%	225	3.7%	35	0.6%	103	1.7%	135	2.2%	5,055	83.5%	54	0.9%	103	1.7%

(See Undergraduate Degree Candidates in Honors College by School/College in the appendix for more detailed information.)

UWM confers honors at graduation in a number of ways. Regardless of how the honors designation is assessed, white students consistently represented over 90% of those graduating with honors while representing 86.7% of the all degree recipients. An interesting observation is that Southeast Asian graduates awarded honors did not demonstrate high ACT scores and/or high school percentiles when they matriculated as freshmen at UWM.

2005-06 Bachelor's Degrees		Total	African American	Latino/a	American Indian	SE Asian	Asian American	White	Inter-national	N/A
All	#	3,154	147	82	19	51	61	2,733	26	35
	Share	100.0%	4.7%	2.6%	0.6%	1.6%	1.9%	86.7%	0.8%	1.1%
	Average Degree GPA	3.181	2.850	3.048	3.047	3.018	3.070	3.207	3.149	3.325
	# w/ ACT Score	2,167	82	53	12	39	43	1,925	1	12
	Avg ACT	22.5	18.3	20.9	19.8	18.5	21.1	22.8	19.0	25.0
	# w/ HS %ile	2,522	114	59	15	42	42	2,233	1	16
Average HS %ile	62	56	54	55	74	65	62	28	70	
Graduating in Top 10 Percent of Cohort GPA	#	320	2	3	1	2	4	296	6	6
	Share	100.0%	0.6%	0.9%	0.3%	0.6%	1.3%	92.5%	1.9%	1.9%
	Average Degree GPA	3.872	3.824	3.827	3.960	3.844	3.871	3.874	3.837	3.855
	# w/ ACT Score	163	1	1	1	1	2	156	0	1
	Avg ACT	25.2	30.0	19.0	24.0	21.0	26.5	25.2		28.0
	# w/ HS %ile	222	2	1	1	1	2	213	0	2
Average HS %ile	80	89	95	97	99	74	79		82	
3.5 and above GPA (Gold Cord)	#	824	11	12	3	5	12	761	9	11
	Share	100.0%	1.3%	1.5%	0.4%	0.6%	1.5%	92.4%	1.1%	1.3%
	Average Degree GPA	3.719	3.668	3.676	3.685	3.752	3.729	3.720	3.755	3.746
	# w/ ACT Score	487	6	6	1	3	8	460	0	3
	Avg ACT	24.4	23.7	23.0	24.0	19.3	25.4	24.4		27.7
	# w/ HS %ile	602	9	7	2	4	7	570	0	3
Average HS %ile	74	65	85	88	78	78	74		83	
Received Honors	#	1,171	25	17	3	15	17	1,068	10	16
	Share	100.0%	2.1%	1.5%	0.3%	1.3%	1.5%	91.2%	0.9%	1.4%
	Average Degree GPA	3.592	3.434	3.521	3.551	3.517	3.543	3.597	3.708	3.629
	# w/ ACT Score	774	15	9	3	10	12	721	0	4
	Avg ACT	23.6	21.1	22.0	22.0	18.4	24.5	23.7		28.3
	# w/ HS %ile	901	18	12	2	12	13	839	0	5
Average HS %ile	71	71	69	87	68	75	71		80	

The shares of students of color participating in study abroad vary by ethnicity. African American and Southeast Asian students do not study abroad in proportion to their overall share in the student body. On the other hand, the proportion of Latino/as students studying abroad exceeds their overall share, as do white students. American Indian participation in study abroad is consistent with their overall share.

Study Abroad Participation		Total	African American	Latino/a	American Indian	SE Asian	Asian American	White	Inter-national	N/A
Some Study Abroad	#	1,196	38	58	10	9	21	1,041	2	17
	Share	100%	3.2%	4.8%	0.8%	0.8%	1.8%	87%	0.2%	1.4%
No Study Abroad	#	69,469	5,886	2,798	596	1,647	1,439	55,701	529	873
	Share	100%	8.5%	4.0%	0.9%	2.4%	2.1%	80.2%	0.8%	1.3%
Total	#	70,665	5,924	2,856	606	1,656	1,460	56,742	531	890
	Share	100%	8.4%	4.0%	0.9%	2.3%	2.1%	80.3%	0.8%	1.3%

Includes students enrolled from Summer 2002 through Spring 2007.

Approaching graduation, students of color report plans for graduate or professional school at greater rates than white student. For example, 70.4% of African American seniors report plans for graduate study compared to only 47.5% for white seniors. Indeed, fewer white students report plans for graduate study than any other ethnicity.

2006 Graduating Seniors Indicating Plans to Attend Graduate or Professional School	Total	African American	Latino/a	Native American	SE Asian	Asian	White	N/A
	49.3%	70.4%	63.2%	58.3%	57.1%	51.6%	47.5%	52.0%

Further, higher percentages of students of color who graduate from UWM attend graduate school either at UWM or within the UW-System than do white students. For example, 12% of white students graduating from UWM enrolled in graduate school anywhere within the UW-System compared with 21% of African American graduates, 21% of American Indian graduates, 19% of Latino/a graduates, and 14% of Southeast Asian graduates. For each of these groups, all but 1-2% enrolled in UWM graduate programs. Programs with the greatest diversity (such as Education and Social Work) in their undergraduate programs also demonstrated the highest enrollment in their graduate programs of their baccalaureate degree earners.

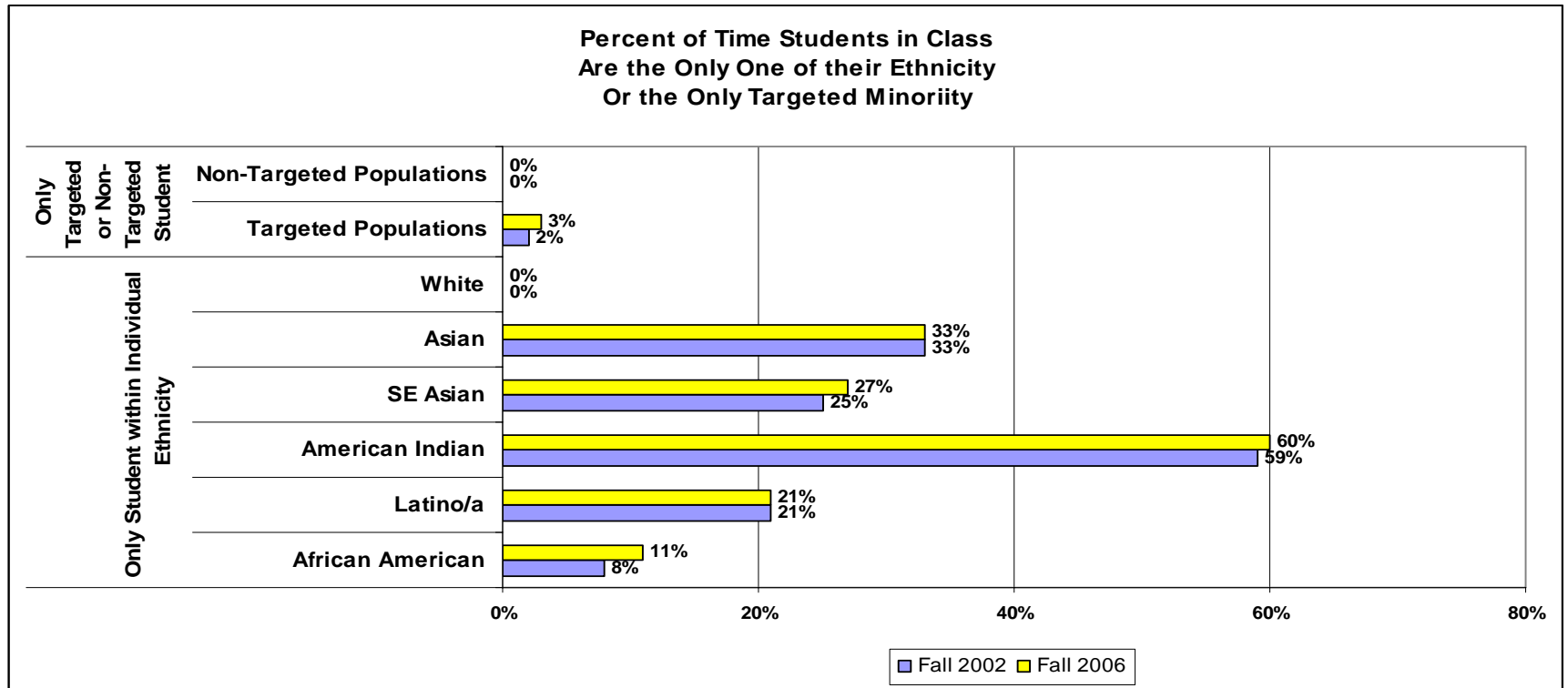
UWM Bachelor Degree Recipients 1998/99-2002/03 Enrolling as Graduate Students in the UW System w/in 3 Years of Graduation	Total		African American		Latino/a		American Indian		SE Asian		Asian American		White		International		N/A		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
All Bachelor Degree Recipients	12,614	100%	787	100%	385	100%	90	100%	183	100%	280	100%	10,587	100%	263	100%	39	100%	
Enrolled as Graduate Student	UWM	1,440	11%	154	20%	64	17%	1	1%	24	13%	34	12%	1,118	11%	26	10%	3	8%
	Other UW	167	1%	12	2%	8	2%	2	2%	2	1%	3	1%	137	1%	2	1%	1	3%
	Total	1,607	13%	166	21%	72	19%	19	21%	26	14%	37	13%	1,255	12%	28	11%	4	10%

See “UWM Graduates Attending Graduate School at UWM” in the appendix for more detailed information.

Receptivity Perspective

Factors considered by the team regarding institutional receptivity included the classroom environment, staffing, and the reported experiences of students at UWM. While gains have been made in many areas and many students of color report more than satisfactory experiences, the data suggest many areas where improvements can be made.

The commonly held perception that a student of color at UWM will be the only student of color in a class is not borne out by campus data. In the Fall of 2006, only 3% of the time was a student of color the only student of color in a class. For African American students, approximately 90% of their classes will have enrollments of other African American students.



National Survey of Student Engagement responses from UWM do not reveal substantial differences by race between satisfaction rates for a variety of factors. Over the next several pages, results from the 2004 and 2006 NSSE are presented that cover a variety of factors including institutional climate indicators. Note that there are many instances where the share of the population reporting positive interactions or experiences is greater than the overall share participating in the survey.

2004 and 2006 NSSE Results				
	Included Diverse Perspectives in Class Discussions/Assignments		Discussed ideas with faculty outside of class	
	Often/Very Often			
	#	Share	#	Share
Black	72	5.74%	31	8.68%
Hispanic	48	3.82%	12	3.36%
Am. Indian	9	0.72%	5	1.40%
SE Asian	30	2.39%	7	1.96%
Asian	30	2.39%	6	1.68%
White	1042	83.03%	294	82.35%
International	6	0.48%	2	0.56%
N/A	18	1.43%	2	0.56%
Total	1255	100.00%	357	100.00%
	Total Responding			
	#	Share	#	Share
Black	109	5.01%	107	2.87%
Hispanic	68	3.13%	68	1.83%
Am. Indian	21	0.97%	20	0.54%
SE Asian	56	2.57%	56	1.50%
Asian	52	2.39%	51	1.37%
White	1827	84.00%	1781	47.85%
International	10	0.46%	9	0.24%
N/A	32	1.47%	30	0.81%
Total	2175	100.00%	3722	100.00%

2004 and 2006 NSSE Results

	Quality of relationships with					
	Other Students		Faculty		Administration	
	5 or higher on 7 point scale (1-unfriendly-7=friendly)					
	#	Share	#	Share	#	Share
Black	63	2.39%	63	2.48%	59	3.33%
Hispanic	44	1.67%	41	1.62%	39	2.20%
Am. Indian	12	0.45%	10	0.39%	8	0.45%
SE Asian	35	1.33%	34	1.34%	29	1.64%
Asian	38	1.44%	40	1.58%	24	1.36%
White	1244	47.14%	1202	47.40%	804	45.40%
International	7	0.27%	8	0.32%	5	0.28%
N/A	18	0.68%	20	0.79%	17	0.96%
Total	2639	100.00%	2536	100.00%	1771	100.00%
	Total Responding					
	#	Share	#	Share	#	Share
Black	101	2.79%	101	2.79%	101	2.79%
Hispanic	65	1.80%	65	1.80%	65	1.80%
Am. Indian	20	0.55%	20	0.55%	20	0.55%
SE Asian	50	1.38%	50	1.38%	50	1.38%
Asian	50	1.38%	50	1.38%	50	1.38%
White	1712	47.29%	1713	47.31%	1711	47.28%
International	8	0.22%	8	0.22%	8	0.22%
N/A	30	0.83%	30	0.83%	30	0.83%
Total	3620	100.00%	3621	100.00%	3619	100.00%

2004 and 2006 NSSE Results

The Extent to which UWM				
	Provided Support Needed to Succeed Academically		Encouraged Diverse Student Contact	
	Quite a bit or Very Much			
	#	Share	#	Share
Black	58	2.85%	38	2.89%
Hispanic	42	2.07%	20	1.52%
Am. Indian	11	0.54%	9	0.69%
SE Asian	32	1.57%	22	1.68%
Asian	29	1.43%	23	1.75%
White	991	48.75%	612	46.61%
International	6	0.30%	3	0.23%
N/A	20	0.98%	10	0.76%
Total	2033	100.00%	1313	100.00%
Total Responding				
	#	Share	#	Share
Black	100	2.78%	100	2.78%
Hispanic	64	1.78%	64	1.78%
Am. Indian	19	0.53%	19	0.53%
SE Asian	50	1.39%	50	1.39%
Asian	48	1.33%	48	1.34%
White	1682	46.75%	1681	46.77%
International	8	0.22%	8	0.22%
N/A	29	0.81%	29	0.81%
Total	3598	100.00%	3594	100.00%

2004 and 2006 NSSE Results

	Quality of Advising		Rate Entire Experience	
	Good or Excellent			
	#	Share	#	Share
Black	70	3.10%	75	2.66%
Hispanic	47	2.08%	51	1.81%
Am. Indian	9	0.40%	15	0.53%
SE Asian	35	1.55%	39	1.38%
Asian	37	1.64%	38	1.35%
White	1021	45.20%	1338	47.51%
International	6	0.27%	7	0.25%
N/A	19	0.84%	21	0.75%
Total	2259	100.00%	2816	100.00%
	Total Responding			
	#	Share	#	Share
	Black	99	2.73%	99
Hispanic	64	1.76%	64	1.78%
Am. Indian	18	0.50%	18	0.50%
SE Asian	50	1.38%	50	1.39%
Asian	48	1.32%	48	1.33%
White	1665	45.91%	1666	46.25%
International	8	0.22%	8	0.22%
N/A	29	0.80%	29	0.81%
Total	3627	100.00%	3602	100.00%

2004 and 2006 NSSE Results

If starting over, would you attend the same institution?

Probably Yes/Definitely Yes

	#	Share
Black	64	2.37%
Hispanic	56	2.07%
Am. Indian	18	0.67%
SE Asian	44	1.63%
Asian	38	1.40%
White	1273	47.04%
International	6	0.22%
N/A	17	0.63%
Total	2706	100.00%

Total Responding

	#	Share
Black	99	2.75%
Hispanic	64	1.78%
Am. Indian	18	0.50%
SE Asian	50	1.39%
Asian	48	1.33%
White	1664	46.22%
International	8	0.22%
N/A	29	0.81%
Total	3600	100.00%

The number of faculty of color grew from 34 African Americans in 1999 to 42 in 2006, and from 14 Latinos in 1999 to 27 in 2006. American Indian faculty dropped from 10 in 1999 to 9 in 2006, and the first Southeast Asian faculty member was hired in 2006-07. The total number of faculty also grew from 699 in 1999 to 786 in 2006. Consequently, while the number of faculty of color increased, the percentage of faculty of color did not. Overall percentages are very slightly less than the percentages of PhDs in the US population for African American and Latino faculty, and the same for American Indian faculty.

Tenured and Tenure-Track Faculty by School/College and Ethnicity											
		African Am	Am. Indian	SE Asian	As Am	Latino(a)	White	Unknown	International	Total	
1999	Architecture	#	1	0		2	0	26		29	
		%	3.4%	0.0%	0.0%	6.9%	0.0%	89.7%	0.0%	0.0%	100.0%
	Health Sciences	#	1	1		4	0	30			36
		%	2.8%	2.8%	0.0%	11.1%	0.0%	83.3%	0.0%	0.0%	100.0%
	Arts	#	6	2		1	2	57			68
		%	8.8%	2.9%	0.0%	1.5%	2.9%	83.8%	0.0%	0.0%	100.0%
	Business	#	0	2		14	0	35			51
		%	0.0%	3.9%	0.0%	27.5%	0.0%	68.6%	0.0%	0.0%	100.0%
	Engineering	#	0	0		25	4	33			62
		%	0.0%	0.0%	0.0%	40.3%	6.5%	53.2%	0.0%	0.0%	100.0%
	Education	#	10	0		2	2	51			65
		%	15.4%	0.0%	0.0%	3.1%	3.1%	78.5%	0.0%	0.0%	100.0%
	Information Studies	#	1	0		3	0	6			10
		%	10.0%	0.0%	0.0%	30.0%	0.0%	60.0%	0.0%	0.0%	100.0%
	Letters & Science	#	10	4		20	5	281			320
		%	3.1%	1.3%	0.0%	6.3%	1.6%	87.8%	0.0%	0.0%	100.0%
	Nursing	#	2	0		3	0	29			34
		%	5.9%	0.0%	0.0%	8.8%	0.0%	85.3%	0.0%	0.0%	100.0%
Social Welfare	#	3	1		1	1	18			24	
	%	12.5%	4.2%	0.0%	4.2%	4.2%	75.0%	0.0%	0.0%	100.0%	

Tenured and Tenure-Track Faculty by School/College and Ethnicity											
2004			African Am	Am. Indian	SE Asian	As Am	Latino(a)	White	Unknown	International	Total
	Architecture	#	1	1			3	0	25		
%		3.3%	3.3%	0.0%		10.0%	0.0%	83.3%	0.0%	0.0%	100.0%
Health Sciences	#	3	0			3	0	35			41
	%	7.3%	0.0%	0.0%		7.3%	0.0%	85.4%	0.0%	0.0%	100.0%
Arts	#	5	2			1	4	60			72
	%	6.9%	2.8%	0.0%		1.4%	5.6%	83.3%	0.0%	0.0%	100.0%
Business	#	2	1			18	0	33			54
	%	3.7%	1.9%	0.0%		33.3%	0.0%	61.1%	0.0%	0.0%	100.0%
Engineering	#	0	0			27	3	27			57
	%	0.0%	0.0%	0.0%		47.4%	5.3%	47.4%	0.0%	0.0%	100.0%
Education	#	11	1			6	4	52			74
	%	14.9%	1.4%	0.0%		8.1%	5.4%	70.3%	0.0%	0.0%	100.0%
Information Studies	#	1	0			5	0	12			18
	%	5.6%	0.0%	0.0%		27.8%	0.0%	66.7%	0.0%	0.0%	100.0%
Letters & Science	#	14	5			41	12	318			390
	%	3.6%	1.3%	0.0%		10.5%	3.1%	81.5%	0.0%	0.0%	100.0%
Nursing	#	3	0			0	0	29			32
	%	1.0%	0.0%	0.0%		0.0%	0.0%	90.6%	0.0%	0.0%	100.0%
Social Welfare	#	1	1			1	2	15			20
	%	5.0%	5.0%	0.0%		5.0%	10.0%	75.0%	0.0%	0.0%	100.0%

Tenured and Tenure-Track Faculty by School/College and Ethnicity										
2006		African Am	Am. Indian	SE Asian	As Am	Latino(a)	White	Unknown	International	Total
	Architecture	#	1	1		5	0	25		
%		3.1%	3.1%	0.0%	15.6%	0.0%	78.1%	0.0%	0.0%	100.0%
Health Sciences	#	2	0		4	0	39			45
	%	4.4%	0.0%	0.0%	8.9%	0.0%	86.7%	0.0%	0.0%	100.0%
Arts	#	5	2		1	5	57			70
	%	7.1%	2.9%	0.0%	1.4%	7.1%	81.4%	0.0%	0.0%	100.0%
Business	#	2	1		17	1	31			52
	%	3.8%	1.9%	0.0%	32.7%	1.9%	59.6%	0.0%	0.0%	100.0%
Engineering	#	0	0		29	2	27			58
	%	0.0%	0.0%	0.0%	50.0%	3.4%	46.6%	0.0%	0.0%	100.0%
Education	#	11	0		5	5	52			73
	%	15.1%	0.0%	0.0%	6.8%	6.8%	71.2%	0.0%	0.0%	100.0%
Information Studies	#	2	0		5	0	11			18
	%	11.1%	0.0%	0.0%	27.8%	0.0%	61.1%	0.0%	0.0%	100.0%
Letters & Science	#	14	5		39	13	309			380
	%	3.7%	1.3%	0.0%	10.3%	3.4%	81.3%	0.0%	0.0%	100.0%
Nursing	#	3	0		1	0	30			34
	%	8.8%	0.0%	0.0%	2.9%	0.0%	88.2%	0.0%	0.0%	100.0%
Social Welfare	#	2	0		2	1	19			24
	%	8.3%	0.0%	0.0%	8.3%	4.2%	79.2%	0.0%	0.0%	100.0%

See “Number of US citizen doctorate recipients, by race/ethnicity and broad field of study” in the appendix for more detailed information regarding the national pool of doctorates.

The number of academic staff of color grew from 1,204 in 1999 to 1,273 in 2006. Overall shares of both African American and Latino/as increased by 1% during that same time period. Of particular note are the gains made within the ranks of academic advisors. Whereas only 24% and 8% of advisors were African American and Latino/as in 1999, those figures rose to 29% and 12% respectively in 2006. On the other hand, no gains have been made in the area of instructional academic staff.

Unclassified Academic Staff by Appointment Type and Ethnicity

		Staff Category	White		African Am		Asian		Latino/a		Am Indian		Unknown	
			#	%	#	%	#	%	#	%	#	%	#	%
1999	TOTALS	INSTRUCTIONAL ACAD STAFF	562	88%	34	5%	18	3%	22	3%	4	1%	0	0%
		LIMITED APPT	173	90%	13	7%	5	3%	1	1%	1	1%	0	0%
		NON TEACHING ACAD STAFF	433	85%	35	7%	20	4%	16	3%	5	1%	0	0%
		STUDENT SERVICE COORD	5	71%	1	14%	0	0%	1	14%	0	0%	0	0%
		ADVISOR	31	61%	12	24%	1	2%	4	8%	3	6%	0	0%
UNIVERSITY TOTAL			1204	86%	95	7%	44	3%	44	3%	13	1%	0	0%
2004	TOTALS	INSTRUCTIONAL ACAD STAFF	454	90%	20	4%	14	3%	16	3%	1	0%	0	0%
		LIMITED APPT	161	87%	14	8%	6	3%	3	2%	1	1%	0	0%
		NON TEACHING ACAD STAFF	543	86%	44	7%	22	3%	22	3%	2	0%	0	0%
		STUDENT SERVICE COORD	21	68%	7	23%	1	3%	2	6%	0	0%	0	0%
		ADVISOR	46	46%	31	31%	7	7%	11	11%	4	4%	0	0%
UNIVERSITY TOTAL			1225	84%	116	8%	50	3%	54	4%	8	1%	0	0%
2006	TOTALS	INSTRUCTIONAL ACAD STAFF	552	88%	32	5%	21	3%	17	3%	1	0%	4	1%
		LIMITED APPT	219	85%	24	9%	7	3%	6	2%	3	1%	0	0%
		NON TEACHING ACAD STAFF	433	86%	32	6%	18	4%	19	4%	1	0%	1	0%
		STUDENT SERVICE COORD	16	76%	3	14%	1	5%	1	5%	0	0%	0	0%
		ADVISOR	53	50%	31	29%	5	5%	13	12%	4	4%	0	0%
UNIVERSITY TOTAL			1273	84%	122	8%	52	3%	56	4%	9	1%	5	0%

The number of classified staff decreased between 1999 and 2006. Further, the percentage of classified staff of color overall decreased. However, people of color in supervisory position, notably African American and American Indian, increased between 1999 and 2006.

Classified Staff By Appointment Type and Ethnicity

	Staff Category	White		African Am		Asian		Latino/a		Am Indian		Unknown		
		#	%	#	%	#	%	#	%	#	%	#	%	
1999	TOTALS	BLUE COLLAR	199	61%	112	34%	1	0%	12	4%	1	0%	0	0%
		CLERICAL	303	76%	82	20%	1	0%	8	2%	7	2%	0	0%
		LTE	147	58%	87	34%	7	3%	10	4%	3	1%	1	0%
		PROFESSIONAL	141	92%	3	2%	5	3%	3	2%	1	1%	0	0%
		SUPERVISORY	51	91%	4	7%	0	0%	1	2%	0	0%	0	0%
UNIVERSITY TOTAL		841	71%	288	24%	14	1%	34	3%	12	1%	1	0%	
2004	TOTALS	BLUE COLLAR	175	62%	92	33%	3	1%	11	4%	2	1%	0	0%
		CLERICAL	294	74%	82	21%	4	1%	14	4%	6	2%	0	0%
		LTE	130	68%	43	22%	8	4%	9	5%	1	1%	1	1%
		PROFESSIONAL	176	89%	7	4%	12	6%	1	1%	2	1%	0	0%
		SUPERVISORY	46	81%	8	14%	1	2%	1	2%	1	2%	0	0%
UNIVERSITY TOTAL		821	73%	232	21%	28	2%	36	3%	12	1%	1	0%	
2006	TOTALS	BLUE COLLAR	185	63%	92	31%	3	1%	13	4%	2	1%	0	0%
		CLERICAL	287	76%	68	18%	2	1%	11	3%	8	2%	0	0%
		LTE	118	73%	29	18%	6	4%	5	3%	0	0%	3	2%
		PROFESSIONAL	200	88%	11	5%	13	6%	3	1%	0	0%	0	0%
		SUPERVISORY	43	81%	5	9%	2	4%	2	4%	1	2%	0	0%
UNIVERSITY TOTAL		833	75%	205	18%	26	2%	34	3%	11	1%	3	0%	

Appendix

Undergraduate Degree Candidates in Honors College By School/College

			Total	African Am		Latino/a		American Indian		SE Asian		Asian American		White		Intl		N/A		
			N	N	share	N	share	N	share	N	share	N	share	N	share	N	share	N	share	
AOC	Total	Honors College	2			1	50.0%							1	50.0%					
		All Students	1,176	349	29.7%	111	9.4%	25	2.1%	87	7.4%	31	2.6%	564	48.0%	1	0.1%	8	0.7%	
	New Freshmen	Honors College																		
		All Students	443	102	23.0%	42	9.5%	7	1.6%	38	8.6%	13	2.9%	238	53.7%			3	0.7%	
	Other Freshmen	Honors College	1			1	100.0%													
		All Students	362	118	32.6%	38	10.5%	7	1.9%	17	4.7%	4	1.1%	176	48.6%	1	0.3%	1	0.3%	
	Sophomores	Honors College	1											1	100.0%					
		All Students	285	97	34.0%	23	8.1%	8	2.8%	22	7.7%	10	3.5%	122	42.8%			3	1.1%	
	Juniors	Honors College																		
		All Students	70	26	37.1%	7	10.0%	3	4.3%	7	10.0%	3	4.3%	23	32.9%			1	1.4%	
Seniors	Honors College																			
	All Students	16	6	37.5%	1	6.3%			3	18.8%	1	6.3%	5	31.3%						
CHS	Total	Honors College	11					1	9.1%					10	90.9%					
		All Students	1,366	76	5.6%	45	3.3%	5	0.4%	28	2.0%	23	1.7%	1,162	85.1%	6	0.4%	21	1.5%	
	New Freshmen	Honors College	7											7	100.0%					
		All Students	197	8	4.1%	1	0.5%			4	2.0%	1	0.5%	180	91.4%			3	1.5%	
	Other Freshmen	Honors College																		
		All Students	107	18	16.8%	4	3.7%	1	0.9%	6	5.6%	1	0.9%	75	70.1%			2	1.9%	
	Sophomores	Honors College	1											1	100.0%					
		All Students	371	13	3.5%	14	3.8%			9	2.4%	11	3.0%	317	85.4%	1	0.3%	6	1.6%	
	Juniors	Honors College	1						1	100.0%										
		All Students	280	13	4.6%	11	3.9%	1	0.4%	1	0.4%	4	1.4%	247	88.2%	1	0.4%	2	0.7%	
Seniors	Honors College	2											2	100.0%						
	All Students	411	24	5.8%	15	3.6%	3	0.7%	8	1.9%	6	1.5%	343	83.5%	4	1.0%	8	1.9%		

			Total	African Am		Latino/a		American Indian		SE Asian		Asian American		White		Intl		N/A		
			N	N	share	N	share	N	share	N	share	N	share	N	share	N	share	N	share	
L&S	Total	Honors College	224	3	1.3%	1	0.4%	1	0.4%			9	4.0%	204	91.1%	1	0.4%	5	2.2%	
		All Students	7,612	428	5.6%	255	3.3%	57	0.7%	145	1.9%	201	2.6%	6,356	83.5%	30	0.4%	140	1.8%	
	New Freshmen	Honors College	66										4	6.1%	61	92.4%			1	1.5%
		All Students	1,540	73	4.7%	46	3.0%	14	0.9%	42	2.7%	38	2.5%	1,295	84.1%	3	0.2%	29	1.9%	
	Other Freshmen	Honors College	4												4	100.0%				
		All Students	574	57	9.9%	21	3.7%	6	1.0%	26	4.5%	11	1.9%	439	76.5%	3	0.5%	11	1.9%	
	Sophomores	Honors College	63	2	3.2%								1	1.6%	56	88.9%	1	1.6%	2	3.2%
		All Students	1,951	110	5.6%	68	3.5%	14	0.7%	39	2.0%	43	2.2%	1,637	83.9%	6	0.3%	34	1.7%	
	Juniors	Honors College	46	1	2.2%								1	2.2%	42	91.3%			2	4.3%
		All Students	1,676	82	4.9%	64	3.8%	15	0.9%	20	1.2%	57	3.4%	1,400	83.5%	6	0.4%	32	1.9%	
Seniors	Honors College	45			1	2.2%						3	6.7%	41	91.1%					
	All Students	1,871	106	5.7%	56	3.0%	8	0.4%	18	1.0%	52	2.8%	1,585	84.7%	12	0.6%	34	1.8%		
NURS	Total	Honors College	2			1	50.0%							1	50.0%					
		All Students	1,036	56	5.4%	36	3.5%	7	0.7%	34	3.3%	23	2.2%	856	82.6%	8	0.8%	16	1.5%	
	New Freshmen	Honors College	1			1	100.0%													
		All Students	135	9	6.7%	7	5.2%	2	1.5%	5	3.7%	1	0.7%	108	80.0%	1	0.7%	2	1.5%	
	Other Freshmen	Honors College																		
		All Students	93	11	11.8%	6	6.5%	2	2.2%	5	5.4%	1	1.1%	67	72.0%			1	1.1%	
	Sophomores	Honors College																		
		All Students	178	9	5.1%	6	3.4%	2	1.1%	3	1.7%	3	1.7%	151	84.8%	1	0.6%	3	1.7%	
	Juniors	Honors College	1												1	100.0%				
		All Students	256	8	3.1%	7	2.7%			11	4.3%	6	2.3%	220	85.9%	1	0.4%	3	1.2%	
Seniors	Honors College																			
	All Students	374	19	5.1%	10	2.7%	1	0.3%	10	2.7%	12	3.2%	310	82.9%	5	1.3%	7	1.9%		

			Total	African Am		Latino/a		American Indian		SE Asian		Asian American		White		Intl		N/A	
			N	N	share	N	share	N	share	N	share	N	share	N	share	N	share	N	share
CEAS	Total	Honors College	10											9	90.0%			1	10.0%
		All Students	1,496	47	3.1%	45	3.0%	6	0.4%	50	3.3%	48	3.2%	1,245	83.2%	34	2.3%	21	1.4%
	New Freshmen	Honors College	6											5	83.3%			1	16.7%
		All Students	272	7	2.6%	9	3.3%	1	0.4%	13	4.8%	9	3.3%	222	81.6%	8	2.9%	3	1.1%
	Other Freshmen	Honors College																	
		All Students	108	7	6.5%	8	7.4%			3	2.8%	3	2.8%	81	75.0%	5	4.6%	1	0.9%
	Sophomores	Honors College	1											1	100.0%				
		All Students	344	6	1.7%	10	2.9%	3	0.9%	11	3.2%	13	3.8%	288	83.7%	6	1.7%	7	2.0%
	Juniors	Honors College	3											3	100.0%				
		All Students	276	9	3.3%	4	1.4%			10	3.6%	9	3.3%	236	85.5%	4	1.4%	4	1.4%
Seniors	Honors College																		
	All Students	496	18	3.6%	14	2.8%	2	0.4%	13	2.6%	14	2.8%	418	84.3%	11	2.2%	6	1.2%	
GLOBAL STUDIES	Total	Honors College	5											5	100.0%				
		All Students	95	2	2.1%	6	6.3%	2	2.1%	1	1.1%	2	2.1%	79	83.2%			3	3.2%
	New Freshmen	Honors College	1											1	100.0%				
		All Students	19			1	5.3%					1	5.3%	15	78.9%			2	10.5%
	Other Freshmen	Honors College	1											1	100.0%				
		All Students	12											12	100.0%				
	Sophomores	Honors College	1											1	100.0%				
		All Students	35	1	2.9%	1	2.9%			1	2.9%	1	2.9%	30	85.7%			1	2.9%
	Juniors	Honors College	2											2	100.0%				
		All Students	18			3	16.7%	2	11.1%					13	72.2%				
Seniors	Honors College																		
	All Students	11	1	9.1%	1	9.1%							9	81.8%					

			Total	African Am		Latino/a		American Indian		SE Asian		Asian American		White		Intl		N/A	
			N	N	share	N	share	N	share	N	share	N	share	N	share	N	share	N	share
SW	Total	Honors College	6			1	16.7%							5	83.3%				
		All Students	967	98	10.1%	55	5.7%	11	1.1%	7	0.7%	10	1.0%	770	79.6%	2	0.2%	14	1.4%
	New Freshmen	Honors College	1											1	100.0%				
		All Students	99	11	11.1%	3	3.0%	2	2.0%					82	82.8%			1	1.0%
	Other Freshmen	Honors College	2			1	50.0%							1	50.0%				
		All Students	67	7	10.4%	7	10.4%	1	1.5%			1	1.5%	50	74.6%	1	1.5%		
	Sophomores	Honors College	1											1	100.0%				
		All Students	241	22	9.1%	10	4.1%	1	0.4%	1	0.4%	3	1.2%	200	83.0%			4	1.7%
	Juniors	Honors College	2											2	100.0%				
		All Students	250	28	11.2%	21	8.4%	2	0.8%	4	1.6%	2	0.8%	190	76.0%			3	1.2%
Seniors	Honors College																		
	All Students	310	30	9.7%	14	4.5%	5	1.6%	2	0.6%	4	1.3%	248	80.0%	1	0.3%	6	1.9%	
BUS	Total	Honors College	38							1	2.6%			36	94.7%			1	2.6%
		All Students	3,753	206	5.5%	133	3.5%	16	0.4%	89	2.4%	103	2.7%	3,120	83.1%	30	0.8%	56	1.5%
	New Freshmen	Honors College	16											16	100.0%				
		All Students	532	18	3.4%	17	3.2%	2	0.4%	7	1.3%	13	2.4%	466	87.6%	4	0.8%	5	0.9%
	Other Freshmen	Honors College																	
		All Students	234	36	15.4%	11	4.7%	1	0.4%	7	3.0%	11	4.7%	156	66.7%	4	1.7%	8	3.4%
	Sophomores	Honors College	7											7	100.0%				
		All Students	964	51	5.3%	33	3.4%	5	0.5%	25	2.6%	23	2.4%	814	84.4%	6	0.6%	7	0.7%
	Juniors	Honors College	9							1	11.1%			8	88.9%				
		All Students	921	45	4.9%	32	3.5%	3	0.3%	20	2.2%	23	2.5%	773	83.9%	7	0.8%	18	2.0%
	Seniors	Honors College	6											5	83.3%			1	16.7%
		All Students	1,102	56	5.1%	40	3.6%	5	0.5%	30	2.7%	33	3.0%	911	82.7%	9	0.8%	18	1.6%

			Total	African Am		Latino/a		American Indian		SE Asian		Asian American		White		Intl		N/A	
			N	N	share	N	share	N	share	N	share	N	share	N	share	N	share	N	share
ARTS	Total	Honors College	66	1	1.5%	3	4.5%					1	1.5%	54	81.8%			7	10.6%
		All Students	1,921	67	3.5%	61	3.2%	20	1.0%	17	0.9%	21	1.1%	1,679	87.4%	9	0.5%	47	2.4%
	New Freshmen	Honors College	20			1	5.0%							17	85.0%			2	10.0%
		All Students	398	13	3.3%	8	2.0%	4	1.0%	2	0.5%	5	1.3%	357	89.7%	1	0.3%	8	2.0%
	Other Freshmen	Honors College	2											1	50.0%			1	50.0%
		All Students	153	7	4.6%	5	3.3%	3	2.0%	3	2.0%	1	0.7%	128	83.7%			6	3.9%
	Sophomores	Honors College	14			1	7.1%							11	78.6%			2	14.3%
		All Students	490	16	3.3%	16	3.3%	4	0.8%	3	0.6%	5	1.0%	432	88.2%	1	0.2%	13	2.7%
	Juniors	Honors College	13	1	7.7%	1	7.7%							11	84.6%				
		All Students	337	15	4.5%	17	5.0%	6	1.8%	3	0.9%	5	1.5%	283	84.0%	1	0.3%	7	2.1%
Seniors	Honors College	17										1	5.9%	14	82.4%			2	11.8%
	All Students	543	16	2.9%	15	2.8%	3	0.6%	6	1.1%	5	0.9%	479	88.2%	6	1.1%	13	2.4%	
SARUP	Total	Honors College	56	2	3.6%					1	1.8%	1	1.8%	52	92.9%				
		All Students	652	15	2.3%	27	4.1%	3	0.5%	8	1.2%	11	1.7%	570	87.4%	7	1.1%	11	1.7%
	New Freshmen	Honors College	20	2	10.0%									18	90.0%				
		All Students	161	5	3.1%	3	1.9%	1	0.6%	1	0.6%	3	1.9%	146	90.7%	1	0.6%	1	0.6%
	Other Freshmen	Honors College																	
		All Students	19	2	10.5%									15	78.9%	1	5.3%	1	5.3%
	Sophomores	Honors College	18									1	5.6%	17	94.4%				
		All Students	185	4	2.2%	4	2.2%	2	1.1%	2	1.1%	6	3.2%	162	87.6%	1	0.5%	4	2.2%
	Juniors	Honors College	12							1	8.3%			11	91.7%				
		All Students	136	1	0.7%	6	4.4%			3	2.2%	2	1.5%	122	89.7%			2	1.5%
Seniors	Honors College	6											6	100.0%					
	All Students	151	3	2.0%	14	9.3%			2	1.3%			125	82.8%	4	2.6%	3	2.0%	

			Total	African Am		Latino/a		American Indian		SE Asian		Asian American		White		Intl		N/A	
			N	N	share	N	share	N	share	N	share	N	share	N	share	N	share	N	share
EDUC	Total	Honors College	22											21	95.5%			1	4.5%
		All Students	1,869	141	7.5%	82	4.4%	19	1.0%	23	1.2%	17	0.9%	1,565	83.7%	1	0.1%	21	1.1%
	New Freshmen	Honors College	3											3	100.0%				
		All Students	241	14	5.8%	7	2.9%	2	0.8%	5	2.1%	3	1.2%	206	85.5%			4	1.7%
	Other Freshmen	Honors College	1											1	100.0%				
		All Students	91	11	12.1%	2	2.2%	1	1.1%	4	4.4%	4	4.4%	69	75.8%				
	Sophomores	Honors College	4											4	100.0%				
		All Students	460	26	5.7%	14	3.0%	1	0.2%	5	1.1%	2	0.4%	410	89.1%			2	0.4%
	Juniors	Honors College	2											2	100.0%				
		All Students	402	34	8.5%	19	4.7%	7	1.7%	6	1.5%	2	0.5%	327	81.3%			7	1.7%
Seniors	Honors College	12											11	91.7%			1	8.3%	
	All Students	675	56	8.3%	40	5.9%	8	1.2%	3	0.4%	6	0.9%	553	81.9%	1	0.1%	8	1.2%	
INFO STUDIES	Total	Honors College	5											5	100.0%				
		All Students	156	14	9.0%	8	5.1%			12	7.7%	3	1.9%	114	73.1%	2	1.3%	3	1.9%
	New Freshmen	Honors College	2											2	100.0%				
		All Students	6	1	16.7%									5	83.3%				
	Other Freshmen	Honors College																	
		All Students	8	1	12.5%									6	75.0%			1	12.5%
	Sophomores	Honors College	1											1	100.0%				
		All Students	26	2	7.7%	1	3.8%			4	15.4%			19	73.1%				
	Juniors	Honors College																	
		All Students	40	3	7.5%	2	5.0%					2	5.0%	30	75.0%	1	2.5%	2	5.0%
Seniors	Honors College	2											2	100.0%					
	All Students	76	7	9.2%	5	6.6%			8	10.5%	1	1.3%	54	71.1%	1	1.3%			
SPECIALS	Total	Honors College																	
		All Students	17	1	5.9%							1	5.9%	15	88.2%				
	Seniors	Honors College																	
		All Students	17	1	5.9%							1	5.9%	15	88.2%				

UWM Graduates Attending Graduate School at UWM												
Bachelor Degrees Conveyed Summer 2003 - Spring 2006												
Degree School	Attended Grad Sch	Attended Same Sch/Col		African Am	Latino/a	Native Am	SE Asian	Asian	White	Intl	N/A	Total
Total	Yes	Yes	N	39	24	6	8	15	628	14	4	738
			Share	5.30%	3.30%	0.80%	1.10%	2.00%	85.10%	1.90%	0.50%	100.00%
	No	No	N	20	11	1	3	5	178	1	3	222
			Share	9.00%	5.00%	0.50%	1.40%	2.30%	80.20%	0.50%	1.40%	100.00%
	Total	Total	N	450	281	52	149	165	7,222	82	65	8,466
			Share	5.30%	3.30%	0.60%	1.80%	1.90%	85.30%	1.00%	0.80%	100.00%
	Total	Total	N	509	316	59	160	185	8,028	97	72	9,426
			Share	5.40%	3.40%	0.60%	1.70%	2.00%	85.20%	1.00%	0.80%	100.00%
ARTS	Yes	Yes	N		1				11	2		14
			Share		7.10%				78.60%	14.30%		100.00%
	No	No	N						14			14
			Share						100.00%			100.00%
	Total	Total	N	21	26	4	5	14	643	9	3	725
			Share	2.90%	3.60%	0.60%	0.70%	1.90%	88.70%	1.20%	0.40%	100.00%
	Total	Total	N	21	27	4	5	14	668	11	3	753
			Share	2.80%	3.60%	0.50%	0.70%	1.90%	88.70%	1.50%	0.40%	100.00%
BUS	Yes	Yes	N	3	4		2	4	190	1		204
			Share	1.50%	2.00%		1.00%	2.00%	93.10%	0.50%		100.00%
	No	No	N	1	1				12			14
			Share	7.10%	7.10%				85.70%			100.00%
	Total	Total	N	92	46	8	70	54	1,543	21	15	1,849
			Share	5.00%	2.50%	0.40%	3.80%	2.90%	83.50%	1.10%	0.80%	100.00%
	Total	Total	N	96	51	8	72	58	1,745	22	15	2,067
			Share	4.60%	2.50%	0.40%	3.50%	2.80%	84.40%	1.10%	0.70%	100.00%

UWM Graduates Attending Graduate School at UWM													
Bachelor Degrees Conveyed Summer 2003 - Spring 2006													
Degree School	Attended Grad Sch	Attended Same Sch/Col		African Am	Latino/a	Native Am	SE Asian	Asian	White	Intl	N/A	Total	
CEAS	Yes	Yes	N		2			4	42	5		53	
			Share		3.80%			7.50%	79.20%	9.40%		100.00%	
	No	No	N		1				10	1	1	13	
			Share		7.70%				76.90%	7.70%	7.70%	100.00%	
	Total	Total	N	14	18		12	12	438	27	3		524
			Share	2.70%	3.40%		2.30%	2.30%	83.60%	5.20%	0.60%		100.00%
CHS	Yes	Yes	N		2			1	55	2		60	
			Share		3.30%			1.70%		91.70%	3.30%		100.00%
	No	No	N		1				1	2		4	
			Share		25.00%			25.00%	50.00%				100.00%
	Total	Total	N	12	11	1	5	7	317	3	3		359
			Share	3.30%	3.10%	0.30%	1.40%	1.90%	88.30%	0.80%	0.80%		100.00%
EDUC	Yes	Yes	N	16	4	3	2		44		1	70	
			Share	22.90%	5.70%	4.30%	2.90%		62.90%		1.40%		100.00%
	No	No	N	2	1				7			10	
			Share	20.00%	10.00%				70.00%				100.00%
	Total	Total	N	66	32	8	8	6	652		2		774
			Share	8.50%	4.10%	1.00%	1.00%	0.80%	84.20%		0.30%		100.00%
Total	Total	N	84	37	11	10	6	703		3		854	
		Share	9.80%	4.30%	1.30%	1.20%	0.70%	82.30%		0.40%		100.00%	

UWM Graduates Attending Graduate School at UWM													
Bachelor Degrees Conveyed Summer 2003 - Spring 2006													
Degree School	Attended Grad Sch	Attended Same Sch/Col		African Am	Latino/a	Native Am	SE Asian	Asian	White	Intl	N/A	Total	
L&S	Yes	Yes	N	5	6	3	2	4	153	4	2	179	
			Share	2.80%	3.40%	1.70%	1.10%	2.20%	85.50%	2.20%	1.10%	100.00%	
	No	No	N	14	6	1	2	2	117		2	144	
			Share	9.70%	4.20%	0.70%	1.40%	1.40%	81.30%		1.40%	100.00%	
	Total	Total	N	148	83	21	24	51	2,417		12	22	2,778
			Share	5.30%	3.00%	0.80%	0.90%	1.80%	87.00%		0.40%	0.80%	100.00%
NURS	Yes	Yes	N	3	3			1	41			48	
			Share	6.30%	6.30%			2.10%	85.40%			100.00%	
	No	No	N					1	5			6	
			Share					16.70%	83.30%			100.00%	
	Total	Total	N	24	16	3	7	13	555		3	13	634
			Share	3.80%	2.50%	0.50%	1.10%	2.10%	87.50%		0.50%	2.10%	100.00%
Total	Total	N	27	19	3	7	15	601		3	13	688	
		Share	3.90%	2.80%	0.40%	1.00%	2.20%	87.40%		0.40%	1.90%	100.00%	
SARUP	Yes	Yes	N		3		1	1	50			55	
			Share		5.50%		1.80%	1.80%	90.90%			100.00%	
	No	No	N						3			3	
			Share						100.00%			100.00%	
	Total	Total	N	2	22	2		2	214		6		248
			Share	0.80%	8.90%	0.80%		0.80%	86.30%		2.40%		100.00%
Total	Total	N	2	25	2	1	3	267		6		306	
		Share	0.70%	8.20%	0.70%	0.30%	1.00%	87.30%		2.00%		100.00%	

UWM Graduates Attending Graduate School at UWM												
Bachelor Degrees Conveyed Summer 2003 - Spring 2006												
Degree School	Attended Grad Sch	Attended Same Sch/Col		African Am	Latino/a	Native Am	SE Asian	Asian	White	Intl	N/A	Total
SOIS	Yes	Yes	N	3					8			11
			Share	27.30%					72.70%			100.00%
	No	No	N	1			1	1	1			4
			Share	25.00%			25.00%	25.00%	25.00%			100.00%
	Total	Total	N	16	5	1	7	4	77	1	2	113
			Share	14.20%	4.40%	0.90%	6.20%	3.50%	68.10%	0.90%	1.80%	100.00%
	Total	Total	N	20	5	1	8	5	86	1	2	128
			Share	15.60%	3.90%	0.80%	6.30%	3.90%	67.20%	0.80%	1.60%	100.00%
SW	Yes	Yes	N	7	1			1	34		1	44
			Share	15.90%	2.30%			2.30%	77.30%		2.30%	100.00%
	No	No	N	2	1				7			10
			Share	20.00%	10.00%				70.00%			100.00%
	Total	Total	N	55	21	4	11	2	365		2	460
			Share	12.00%	4.60%	0.90%	2.40%	0.40%	79.30%		0.40%	100.00%
	Total	Total	N	64	23	4	11	3	406		3	514
			Share	12.50%	4.50%	0.80%	2.10%	0.60%	79.00%		0.60%	100.00%

Number of U.S. citizen doctorate recipients, by race/ethnicity and broad field of study

Field of study	Year	Total	Total Known Race/Ethnicity		Asian ^a		Black		Hispanic		American Indian ^b		White		Other ^c	
			#	%	#	% of Total Known	#	% of Total Known	#	% of Total Known	#	% of Total Known	#	% of Total Known	#	% of Total Known
All fields	1985	23,388	22,873	98%	516	2%	911	4%	563	2%	96	0%	20,778	91%	9	0%
	1990	24,913	24,540	99%	642	3%	899	4%	723	3%	96	0%	22,172	90%	8	0%
	1995	27,740	27,444	99%	1,129	4%	1,293	5%	922	3%	148	1%	23,888	87%	64	0%
	2000	27,986	27,431	98%	1,365	5%	1,631	6%	1,182	4%	169	1%	22,970	84%	114	0%
	2005	26,312	25,916	98%	1,493	6%	1,688	7%	1,294	5%	139	1%	20,845	80%	457	2%
Physical sciences ^d	1985	3,021	2,919	97%	99	3%	29	1%	41	1%	4	0%	2,745	94%	1	0%
	1990	3,369	3,288	98%	110	3%	27	1%	85	3%	4	0%	3,062	93%	0	0%
	1995	3,591	3,535	98%	219	6%	49	1%	84	2%	10	0%	3,167	90%	6	0%
	2000	3,222	3,150	98%	194	6%	82	3%	111	4%	16	1%	2,740	87%	7	0%
	2005	3,074	3,014	98%	241	8%	84	3%	116	4%	9	0%	2,508	83%	56	2%
Engineering	1985	1,279	1,224	96%	90	7%	19	2%	16	1%	1	0%	1,098	90%	0	0%
	1990	1,957	1,918	98%	157	8%	28	1%	39	2%	4	0%	1,690	88%	0	0%
	1995	2,386	2,337	98%	254	11%	53	2%	61	3%	9	0%	1,958	84%	2	0%
	2000	2,223	2,169	98%	241	11%	74	3%	69	3%	8	0%	1,765	81%	12	1%
	2005	1,999	1,963	98%	242	12%	85	4%	73	4%	8	0%	1,521	77%	34	2%
Life sciences	1985	4,499	4,410	98%	129	3%	71	2%	76	2%	19	0%	4,114	93%	1	0%
	1990	4,654	4,587	99%	156	3%	74	2%	105	2%	9	0%	4,243	93%	0	0%
	1995	5,063	5,012	99%	262	5%	159	3%	147	3%	27	1%	4,404	88%	13	0%
	2000	5,575	5,461	98%	391	7%	193	4%	212	4%	27	0%	4,610	84%	28	1%
	2005	5,911	5,842	99%	508	9%	269	5%	266	5%	19	0%	4,679	80%	101	2%
Social sciences	1985	4,581	4,475	98%	62	1%	173	4%	121	3%	18	0%	4,100	92%	1	0%
	1990	4,665	4,594	98%	86	2%	181	4%	171	4%	24	1%	4,127	90%	5	0%
	1995	5,052	5,010	99%	165	3%	236	5%	216	4%	30	1%	4,345	87%	18	0%
	2000	5,446	5,336	98%	213	4%	336	6%	277	5%	40	1%	4,445	83%	25	0%
	2005	4,807	4,720	98%	198	4%	296	6%	289	6%	32	1%	3,806	81%	99	2%

Humanities	1985	2,864	2,799	98%	44	2%	67	2%	97	3%	8	0%	2,580	92%	3	0%
	1990	3,093	3,047	99%	35	1%	72	2%	112	4%	8	0%	2,820	93%	0	0%
	1995	3,982	3,929	99%	90	2%	106	3%	131	3%	19	0%	3,571	91%	12	0%
	2000	4,434	4,336	98%	132	3%	157	4%	188	4%	21	0%	3,818	88%	20	0%
	2005	3,895	3,822	98%	140	4%	172	5%	194	5%	22	1%	3,217	84%	77	2%
Education	1985	5,781	5,705	99%	69	1%	477	8%	182	3%	40	1%	4,934	86%	3	0%
	1990	5,637	5,585	99%	67	1%	455	8%	180	3%	37	1%	4,843	87%	3	0%
	1995	5,775	5,743	99%	84	1%	579	10%	235	4%	41	1%	4,794	83%	10	0%
	2000	5,559	5,474	98%	125	2%	676	12%	275	5%	51	1%	4,329	79%	18	0%
	2005	5,136	5,088	99%	112	2%	661	13%	277	5%	43	1%	3,928	77%	67	1%
Other fields	1985	1,363	1,341	98%	23	2%	75	6%	30	2%	6	0%	1,207	90%	0	0%
	1990	1,538	1,521	99%	31	2%	62	4%	31	2%	10	1%	1,387	91%	0	0%
	1995	1,891	1,878	99%	55	3%	111	6%	48	3%	12	1%	1,649	88%	3	0%
	2000	1,527	1,505	99%	69	5%	113	8%	50	3%	6	0%	1,263	84%	4	0%
	2005	1,490	1,467	98%	52	4%	121	8%	79	5%	6	0%	1,186	81%	23	2%

^a Includes Native Hawaiians/other Pacific Islanders through 2000, but excludes them thereafter.

^b Includes Alaska Natives.

^c Includes 67 Native Hawaiians and other Pacific Islanders and 390 respondents choosing multiple races (excluding those selecting an Hispanic ethnicity) in 2005; prior to 2001, this category included only non-Hispanic respondents choosing multiple races.

^d Includes mathematics and computer sciences.

SOURCE: NSF/NIH/USED/NEH/USDA/NASA, 2005 Survey of Earned Doctorates.