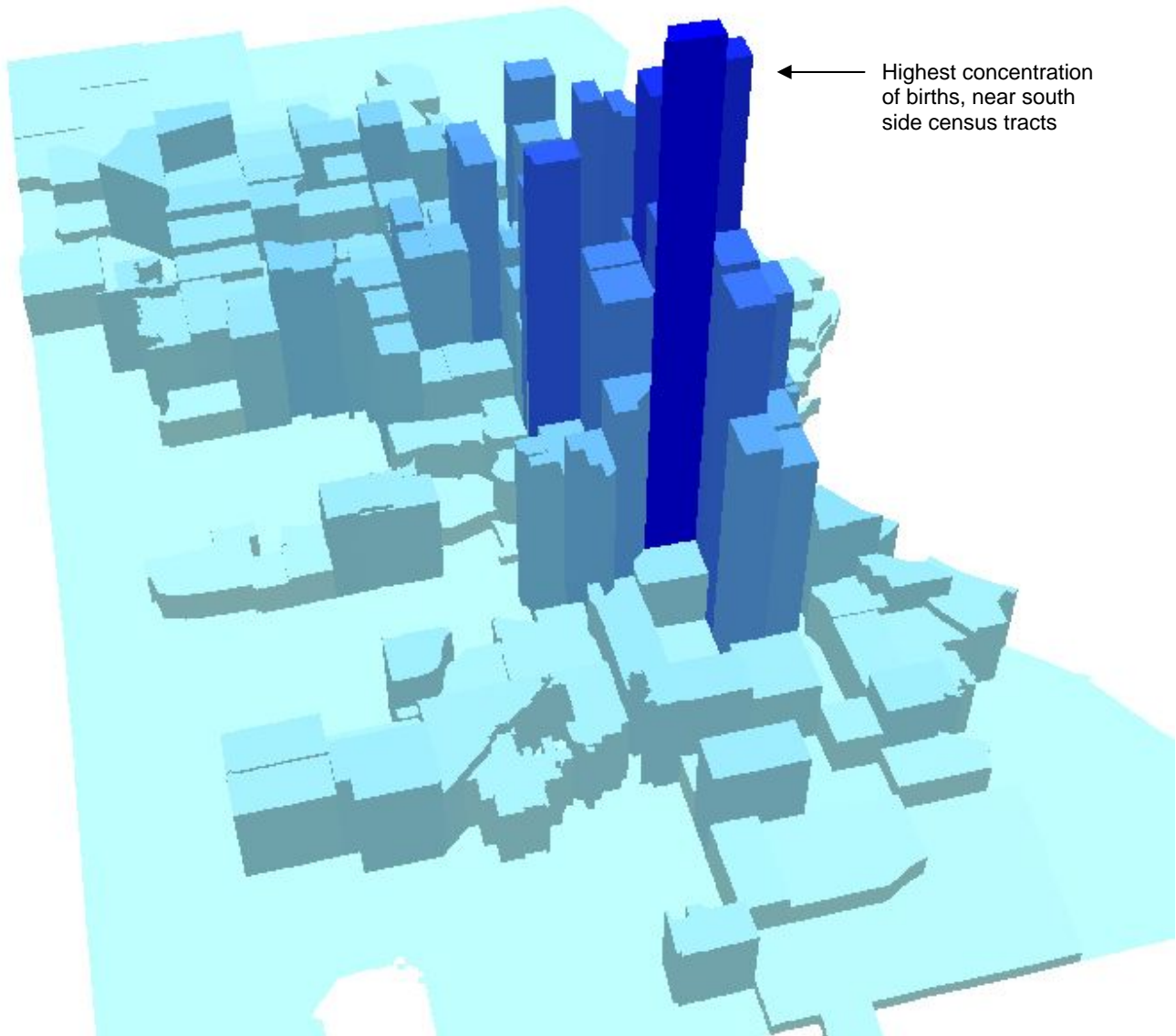


# Analysis of Milwaukee Births: Diversity and Concentration

Density of Births by Census Tract: 2008



*Report based on data analysis by John Pawasarat and Lois M. Quinn, Employment & Training Institute, University of Wisconsin-Milwaukee for Milwaukee Public Schools and the Milwaukee Area Workforce Investment Board, 2011.*

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## I. City of Milwaukee Births: 1999-2008

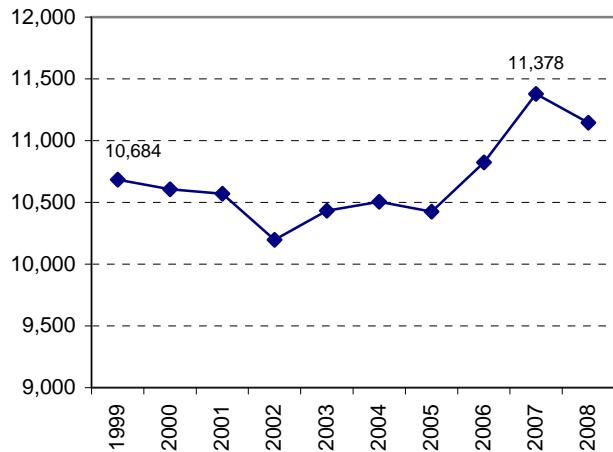
A total of 106,767 children were born to mothers living in the city of Milwaukee over the ten-year period from 1999 through 2008. Milwaukee showed a stable number of annual births (around 10,500) in the first half of the ten-year period, followed by increases beginning in 2006. The birth population of the city continues to diversify.

*Birth statistics collected by the city health department are revised by the state, and their release typically lags by 2 years. A small number of births were removed with census tracts or ZIP codes outside the city. For each birth, the following fields were provided by the Milwaukee health department: date of birth, gender, race/ethnicity of the mother (white, African American, Hispanic, Native American, Hmong, other), and the census tract and ZIP code of the mother's residence. All race/ethnicity data refer to the mother's identity.*

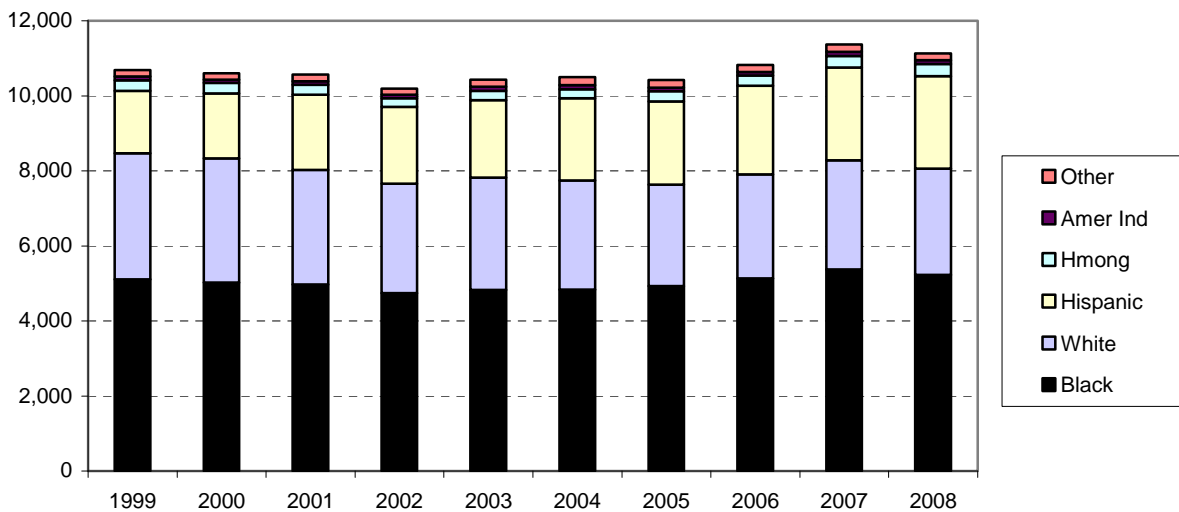
Annual births to city of Milwaukee residents remained stable at around the 10,500 level from 1999 through 2005, and then increased to 11,372 in 2007 and 11,131 in 2008.

Milwaukee births reflect a highly diverse city. A 16% decline in the number of white births over the 10-year period has been more than offset by a 49% increase in Hispanic births. African Americans showed a modest increase (2.4%) in births in 2008 compared to 1999 – after a drop in the middle years. Hmong births showed a 6.5% increase.

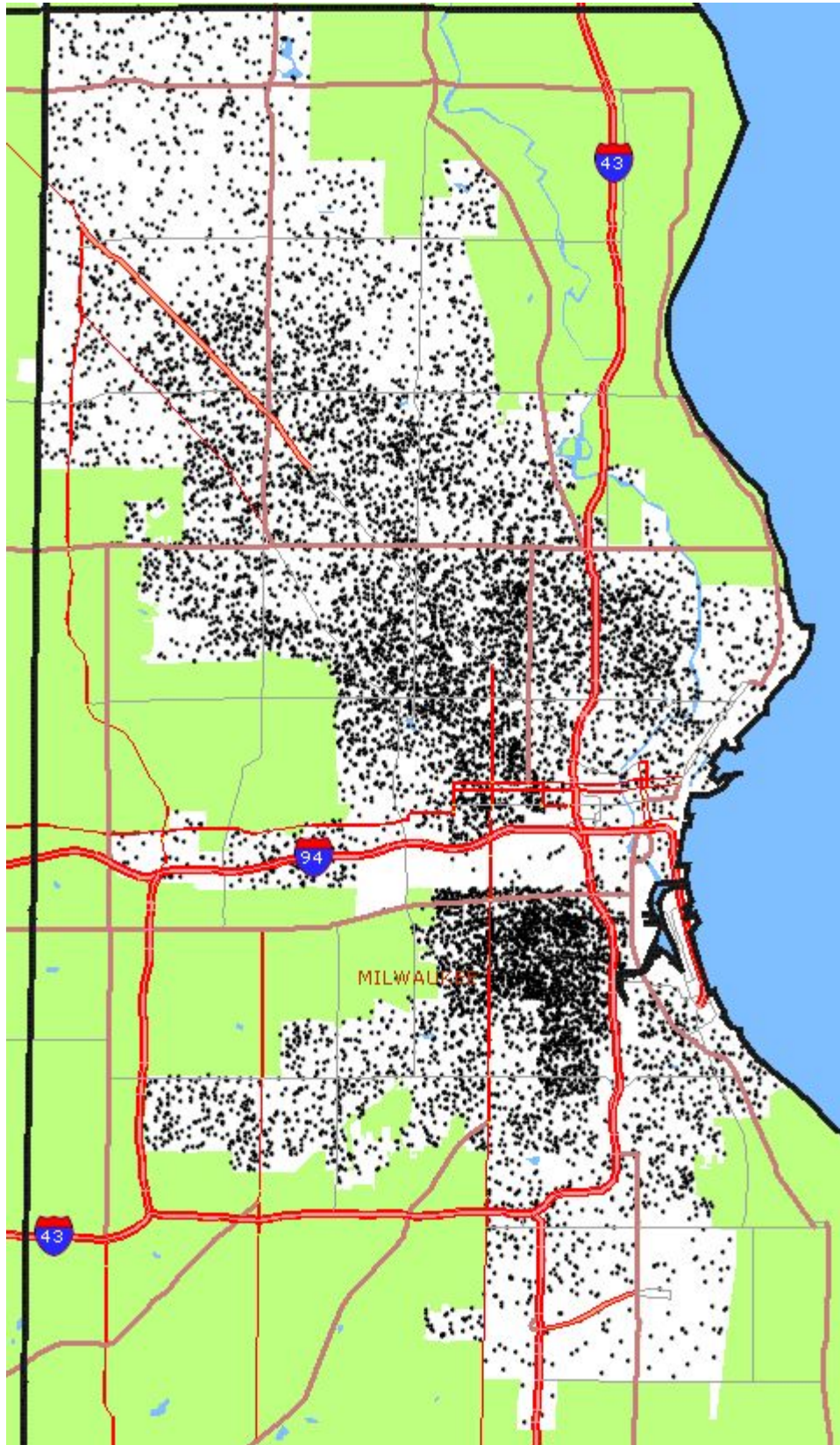
**Milwaukee Births**



**MILWAUKEE BIRTHS: 1999-2008**



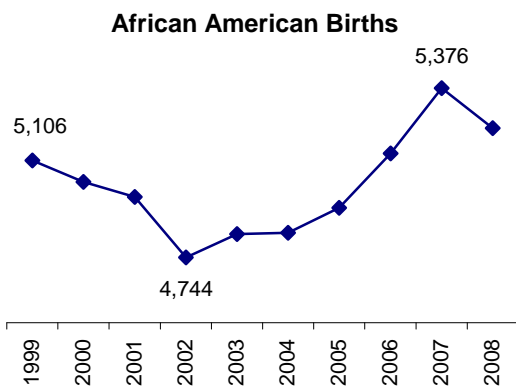
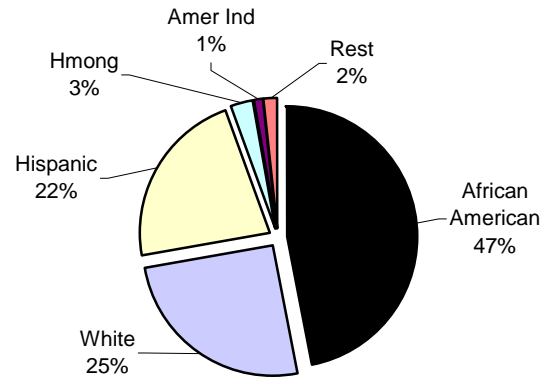
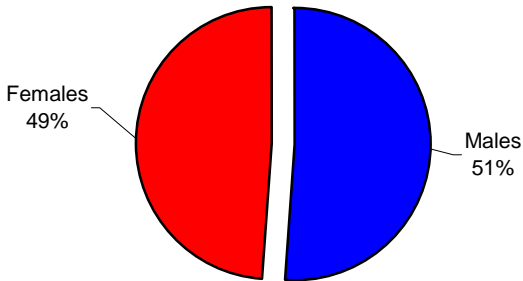
Births in the City of Milwaukee: 2008



*Dots are distributed randomly within census tracts.*

## 2008 Milwaukee Births

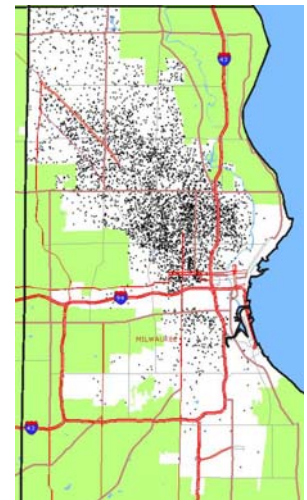
Each year the city has recorded a slightly higher number of births of boys than girls, with 51% of the births males and 49% females.



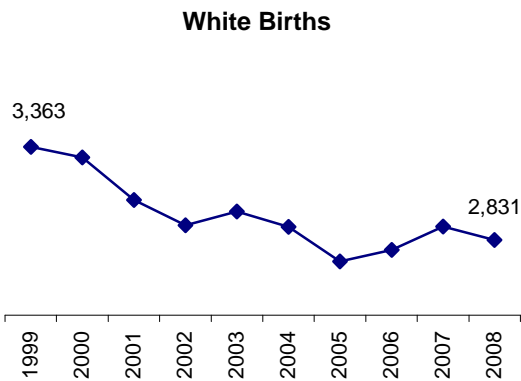
**African Americans** have the largest number of births each year in Milwaukee, with 47% of all births over the 10-year period.

After a drop to 4,744 in 2002, African American births have totaled over 5,000 annually from 2006-2008.

African American births are highest in the north side zipcodes 53206 (N=650), 53218 (N=641), and 53209 (n=619), followed by 53216 (N=488), 53210 (N=481), and 53212 (N=369).



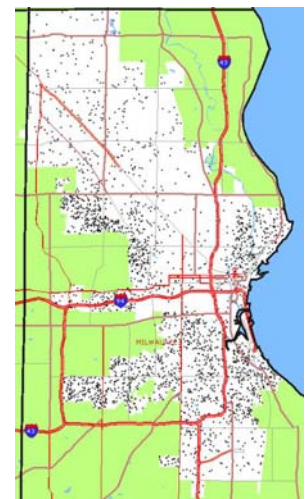
2008 African American Births



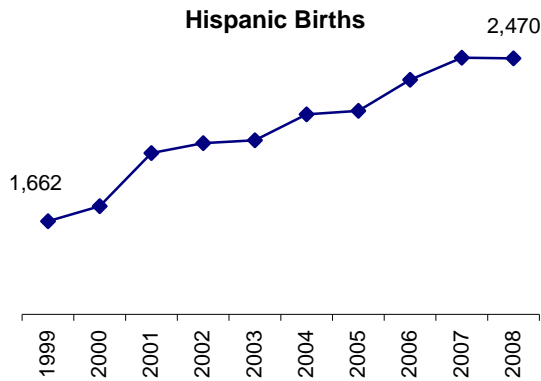
**Whites** made up 25% of all city births in 2008, down from 31% ten years earlier.

White births declined steadily from 2,363 in 1999 to a low of 2,708 in 2005, rising to 2,773 in 2006; 2,908 in 2007; and 2,831 in 2008.

In 2008 births to whites were highest on the southeast side of Milwaukee in 53207 (N=363) and 53215 (N=251), followed by 53222 (N=237) on the west and 53221 (N=236) on the south side.



2008 White Births



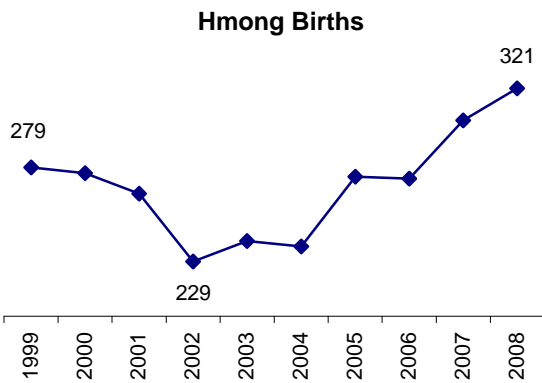
The largest birth increases have been seen among **Hispanics**, where births rose from 1,662 in 1999 to 2,470 in 2008.

Hispanics' share of total city births rose from 16% in 1999 to 22% in 2008.

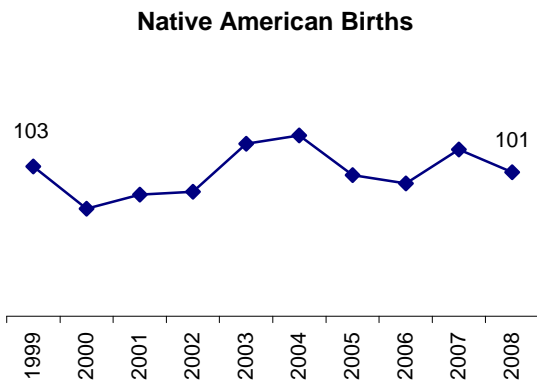
Hispanic births were most heavily concentrated in the near south side zipcodes 53215 (N=980) and 53204 (N=774) in 2008.



2008 Hispanic births



The number of **Hmong** births has been on the increase since 2002. In 2008 the most Hmong births were in the northwest side zipcode 53218 (N=87) and west side 53208 (N=73).



**Native Americans** have had about 100 births a year over the past decade. In 2008 the most Native American births were in the near south side zipcodes of 53215 (N=21) and 53204 (N=12).

**Milwaukee Births: 1999-2008**

| Year     | African Americans | Whites | Hispanics | Hmongs | American Indians | Other# | TOTAL   |
|----------|-------------------|--------|-----------|--------|------------------|--------|---------|
| 1999     | 5,106             | 3,363  | 1,662     | 279    | 103              | 170    | 10,684  |
| 2000     | 5,026             | 3,303  | 1,737     | 276    | 88               | 174    | 10,606  |
| 2001     | 4,969             | 3,059  | 2,000     | 265    | 93               | 183    | 10,569  |
| 2002     | 4,744             | 2,914  | 2,049     | 229    | 94               | 167    | 10,197  |
| 2003     | 4,831             | 2,994  | 2,063     | 240    | 111              | 193    | 10,432  |
| 2004     | 4,836             | 2,906  | 2,192     | 237    | 114              | 219    | 10,504  |
| 2005     | 4,929             | 2,708  | 2,210     | 274    | 100              | 205    | 10,426  |
| 2006     | 5,132             | 2,773  | 2,363     | 273    | 97               | 185    | 10,823  |
| 2007     | 5,376             | 2,908  | 2,473     | 304    | 109              | 206    | 11,378  |
| 2008     | 5,227             | 2,831  | 2,470     | 321    | 101              | 205    | 11,145  |
| 10 Years | 50,176            | 29,759 | 21,219    | 2,698  | 1,010            | 1,897  | 106,764 |

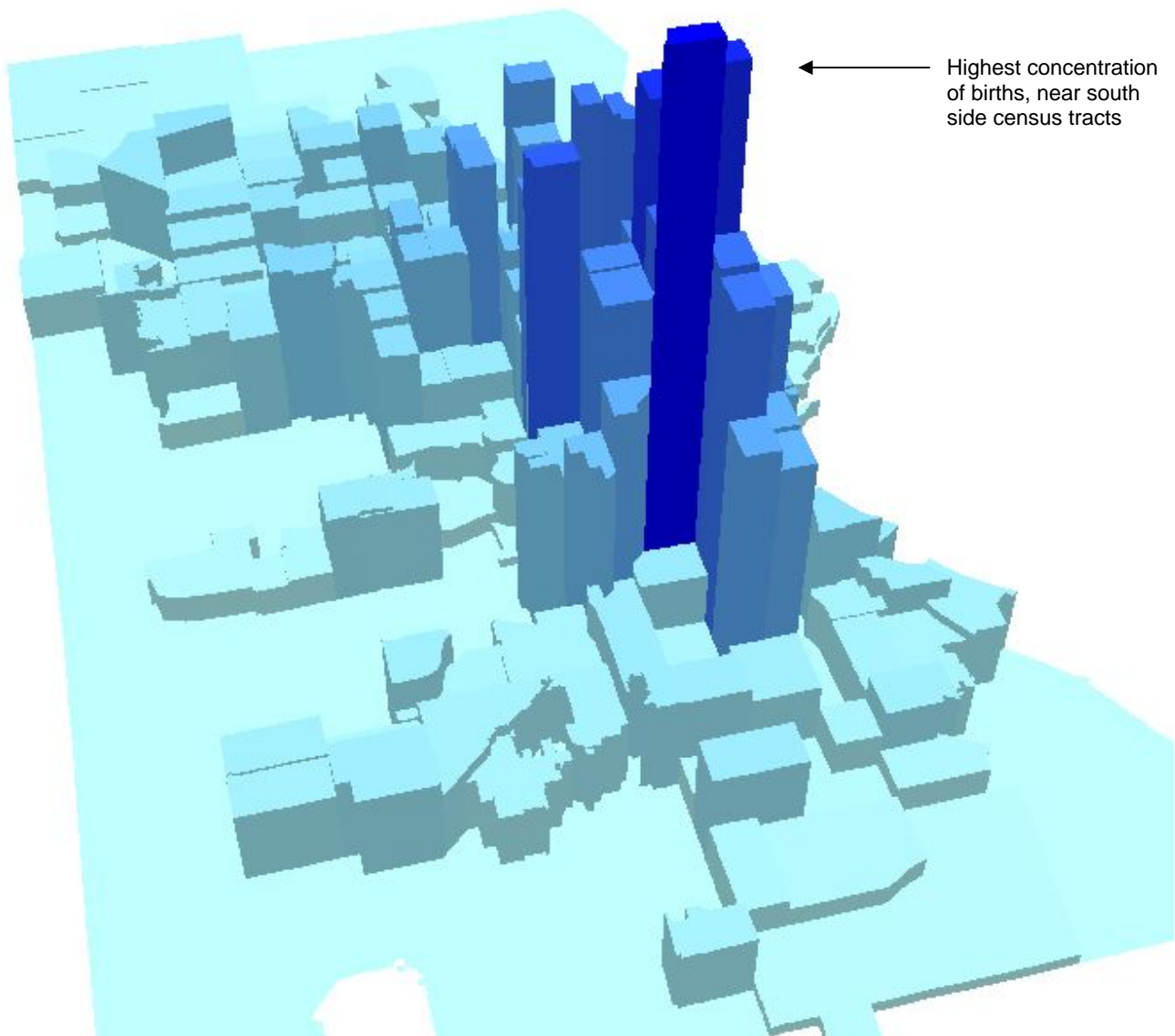
# Includes 30 births with missing race/ethnicity data.

## Concentrations of the City Birth Populations

Over the ten year period the highest numbers of births were seen in 2 south side zipcodes: 53215 (12,244 births) and 53204 (10,686). On the north side zipcodes 53218, 53208, 53206 and 53209 all had over 6,000 births during the 10-year period.

The map below shows concentrations of 2008 births per square mile by census tract. The highest birth density was seen in census tract 174 around S. 16<sup>th</sup> Street and Lincoln Avenue (with 792 births per square mile) and census tracts 163 and 164 around S. Cesar E. Chavez Drive and W. Mitchell Street (with 711 and 691 births per square mile, respectively). On the north side the highest birth density was seen in census tract 90 around N. 35<sup>th</sup> Street and North Avenue (with 600 births per square mile).

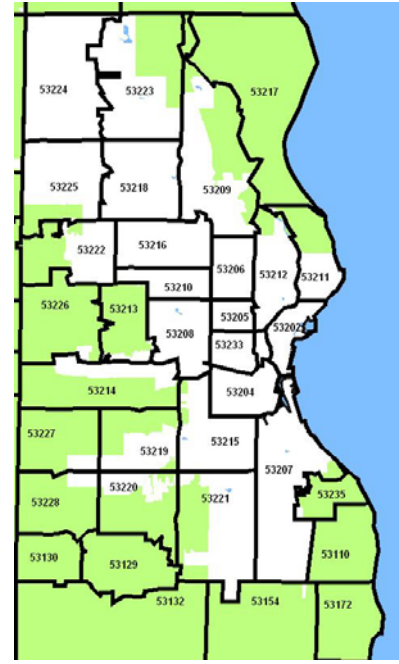
**Density of Births by Census Tract: 2008**



## Growth/Decline by Neighborhoods

When births in the most recent 3 years of the study period (2006-2008) were compared to births in the first 3 years (1999-2001), 9 zipcodes showed sizeable percent **increases**, with the highest increases seen in south side 53215 (up 24%), west side 53222 (up 22%), and south side 53221 (up 20%).

Six zipcodes showed sizeable **decreases** in births, with the largest percentage decreases on the east side in zipcode 53211 (a 30% decrease) and the west side zipcode 53214 (a 29% decrease).

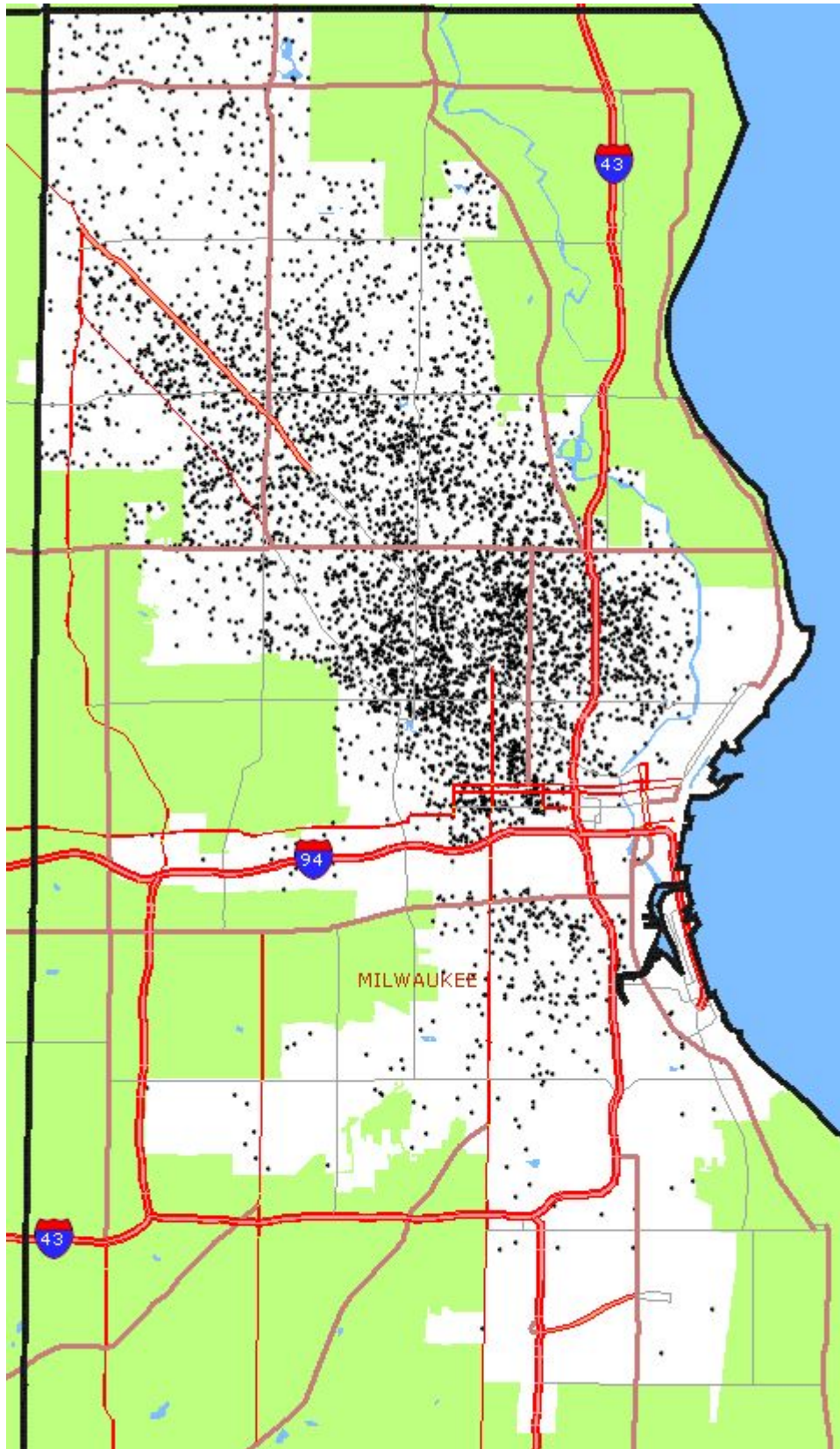


## Milwaukee Births by ZIP Code

| ZIP Code   | 10-Year Total Births | Births in Earliest 3 Years (1999-2001) | Births in Most Recent 3 Years (2006-2008) | Growth/Decline in Births | Change                   |
|------------|----------------------|--|---|--------------------------|--------------------------|
| 53215      | 12,244               | 3,290                                  | 4,065                                     | 775                      | Very high growth (+24%)  |
| 53204      | 10,686               | 3,174                                  | 3,216                                     | 42                       | Stable (+1%)             |
| 53218      | 7,677                | 2,196                                  | 2,508                                     | 312                      | High growth (+14%)       |
| 53208      | 7,257                | 2,389                                  | 2,047                                     | -342                     | High decline (-14%)      |
| 53206      | 6,974                | 2,288                                  | 2,055                                     | -233                     | High decline (-10%)      |
| 53209      | 6,908                | 2,082                                  | 2,116                                     | 34                       | Stable (+2%)             |
| 53210      | 6,285                | 1,957                                  | 1,927                                     | -30                      | Near stable (-2%)        |
| 53212      | 5,898                | 1,927                                  | 1,706                                     | -221                     | High decline (-11%)      |
| 53216      | 5,682                | 1,696                                  | 1,718                                     | 22                       | Stable (+1%)             |
| 53207      | 5,017                | 1,513                                  | 1,544                                     | 31                       | Stable (+2%)             |
| 53225      | 4,681                | 1,354                                  | 1,524                                     | 170                      | High growth (+13%)       |
| 53221      | 3,695                | 1,006                                  | 1,208                                     | 202                      | Very high growth (+20%)  |
| 53224      | 3,626                | 1,034                                  | 1,182                                     | 148                      | High growth (+14%)       |
| 53222      | 3,335                | 910                                    | 1,111                                     | 201                      | Very high growth (+22%)  |
| 53223      | 2,754                | 756                                    | 888                                       | 132                      | High growth (+17%)       |
| 53205      | 2,393                | 776                                    | 730                                       | -46                      | Decline (-6%)            |
| 53219      | 2,247                | 617                                    | 718                                       | 101                      | High growth (+16%)       |
| 53233      | 1,582                | 502                                    | 465                                       | -37                      | Decline (-7%)            |
| 53220      | 1,392                | 393                                    | 453                                       | 60                       | High growth (+15%)       |
| 53214      | 1,383                | 501                                    | 354                                       | -147                     | Very high decline (-29%) |
| 53211      | 1,220                | 440                                    | 309                                       | -131                     | Very high decline (-30%) |
| 53202      | 1,185                | 341                                    | 368                                       | 27                       | Growth (+8%)             |
| 53213      | 608                  | 184                                    | 184                                       | 0                        | Stable (0% change)       |
| 53227      | 508                  | 156                                    | 168                                       | 12                       | Growth (+8%)             |
| 53228      | 480                  | 165                                    | 140                                       | -25                      | High decline (-15%)      |
| 53226      | 234                  | 74                                     | 75  | 1                        | Stable (1%)              |
| CITY TOTAL | 106,767              | 31,860                                 | 33,346                                    | 1,486                    | Growth (+5%)             |

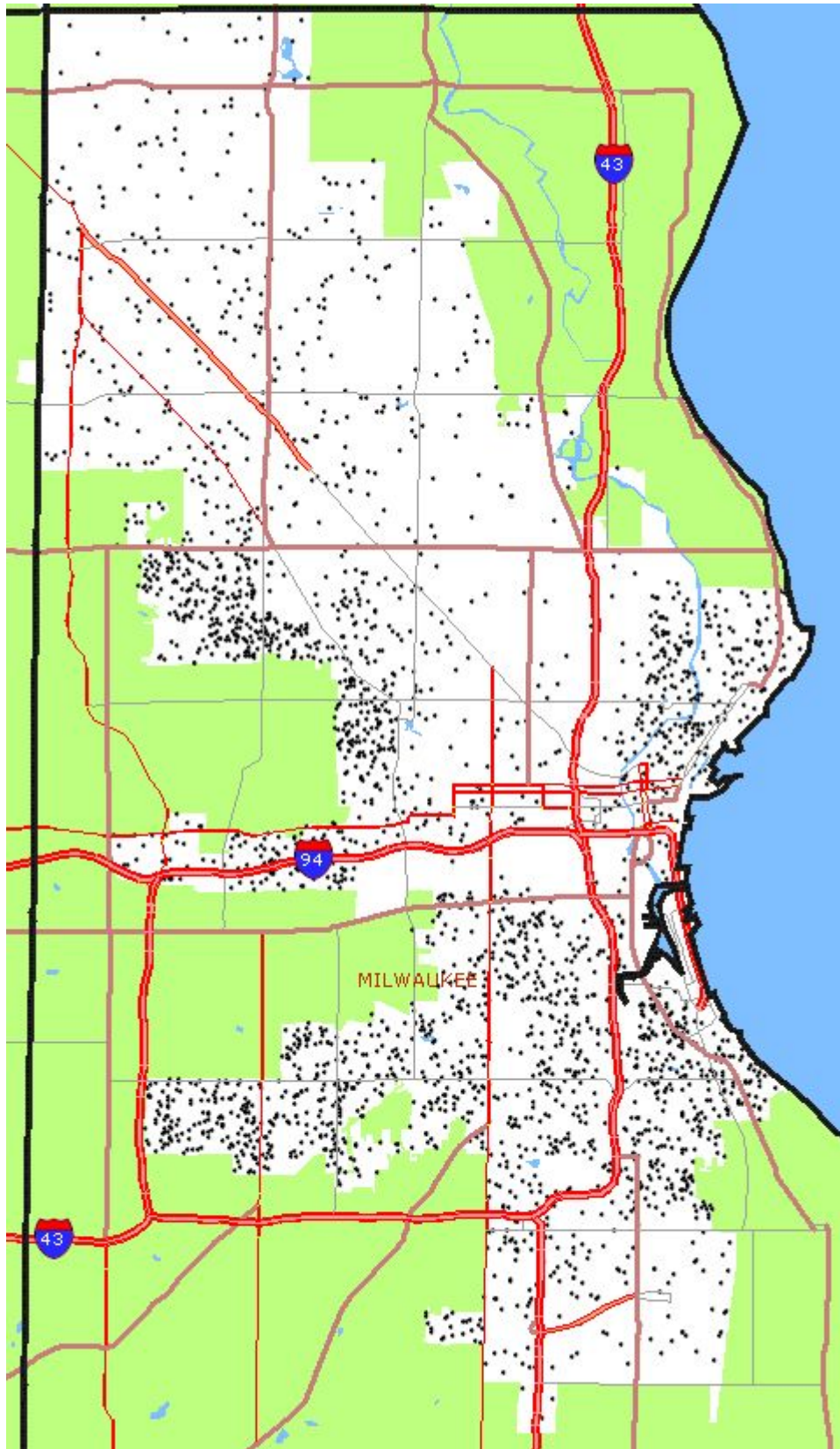


African American Births in the City of Milwaukee: 2008



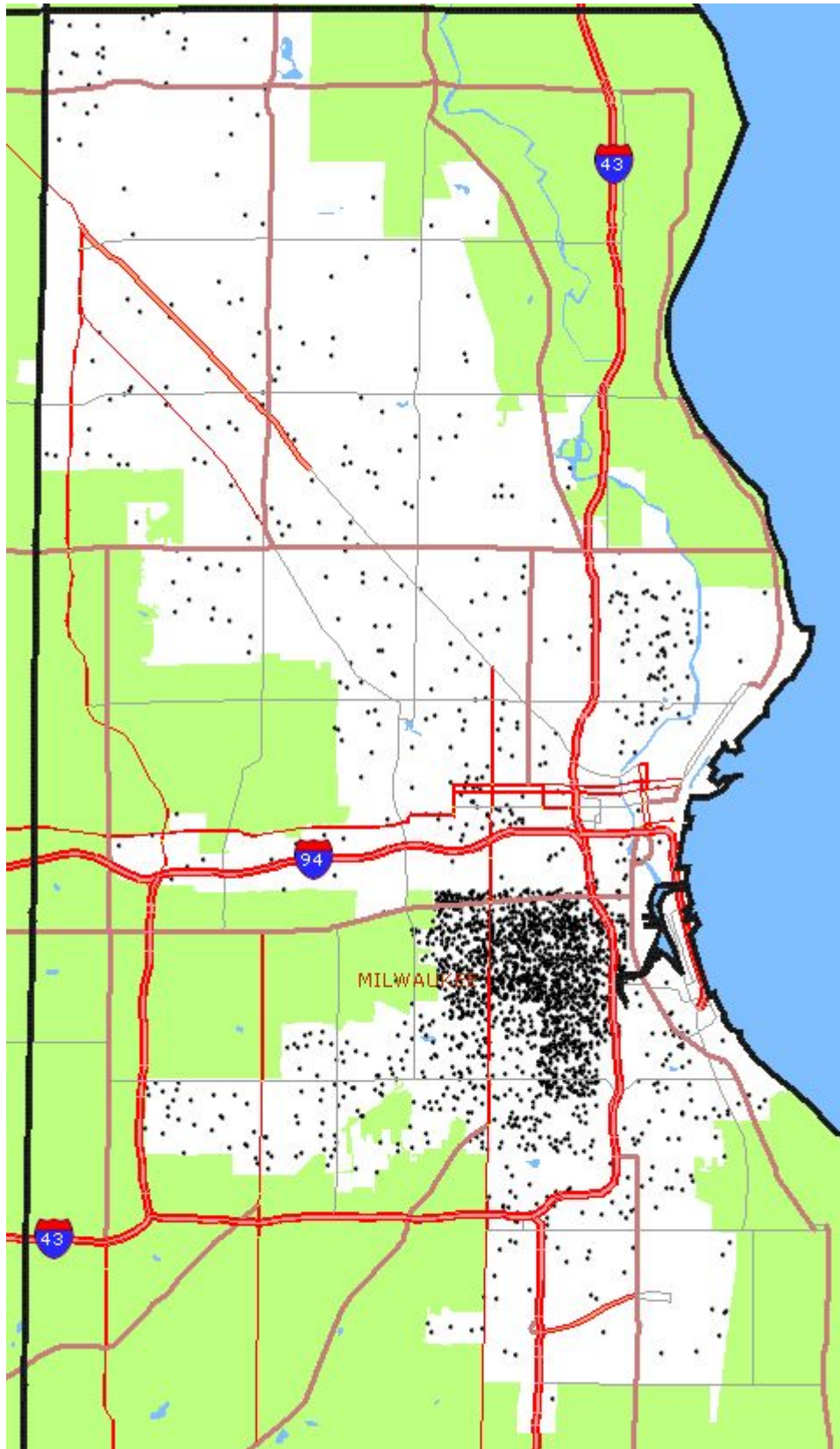
*Dots are distributed randomly within census tracts.*

### White Births in the City of Milwaukee: 2008



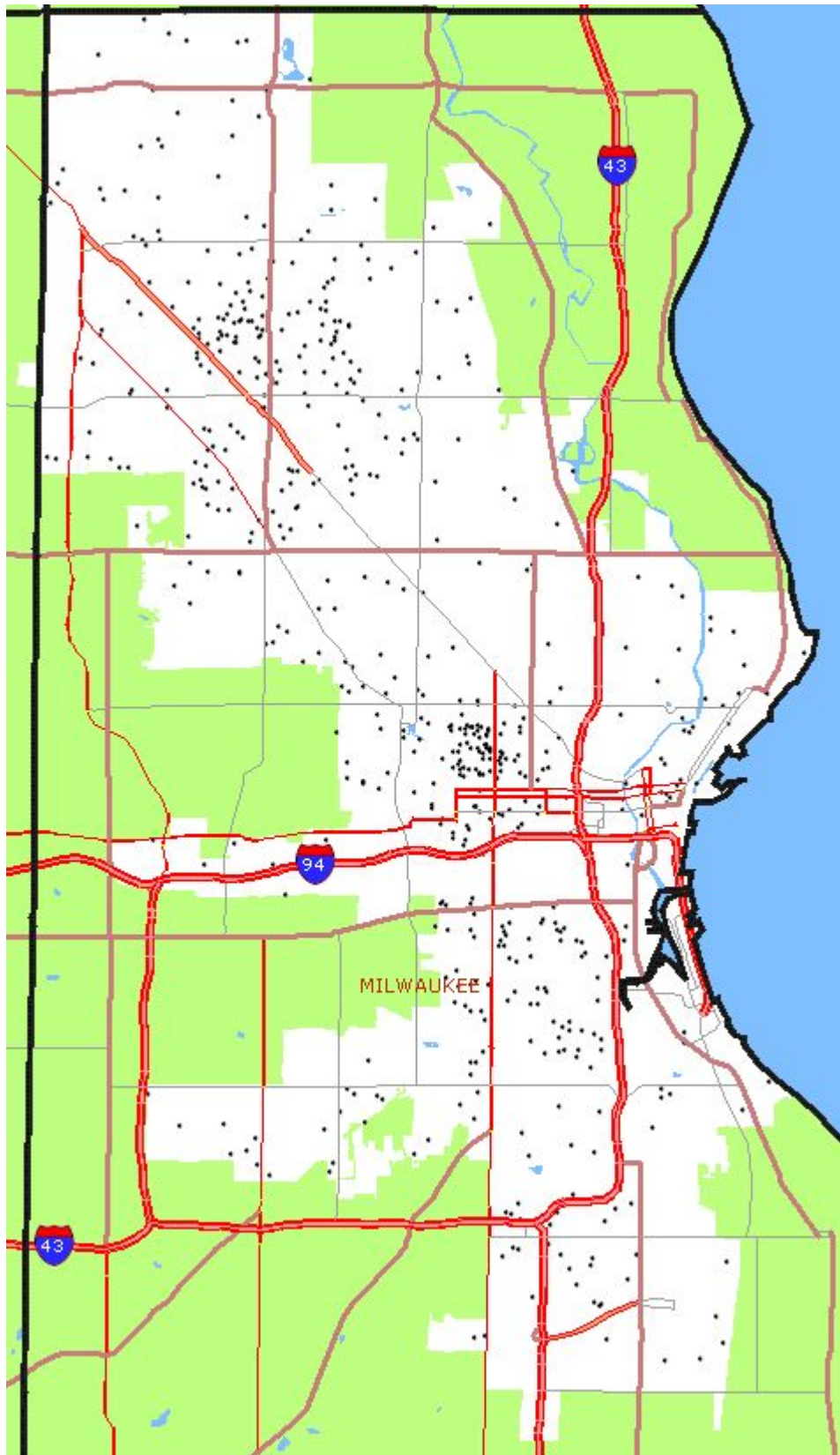
*Dots are distributed randomly within census tracts.*

### Hispanic Births in the City of Milwaukee: 2008



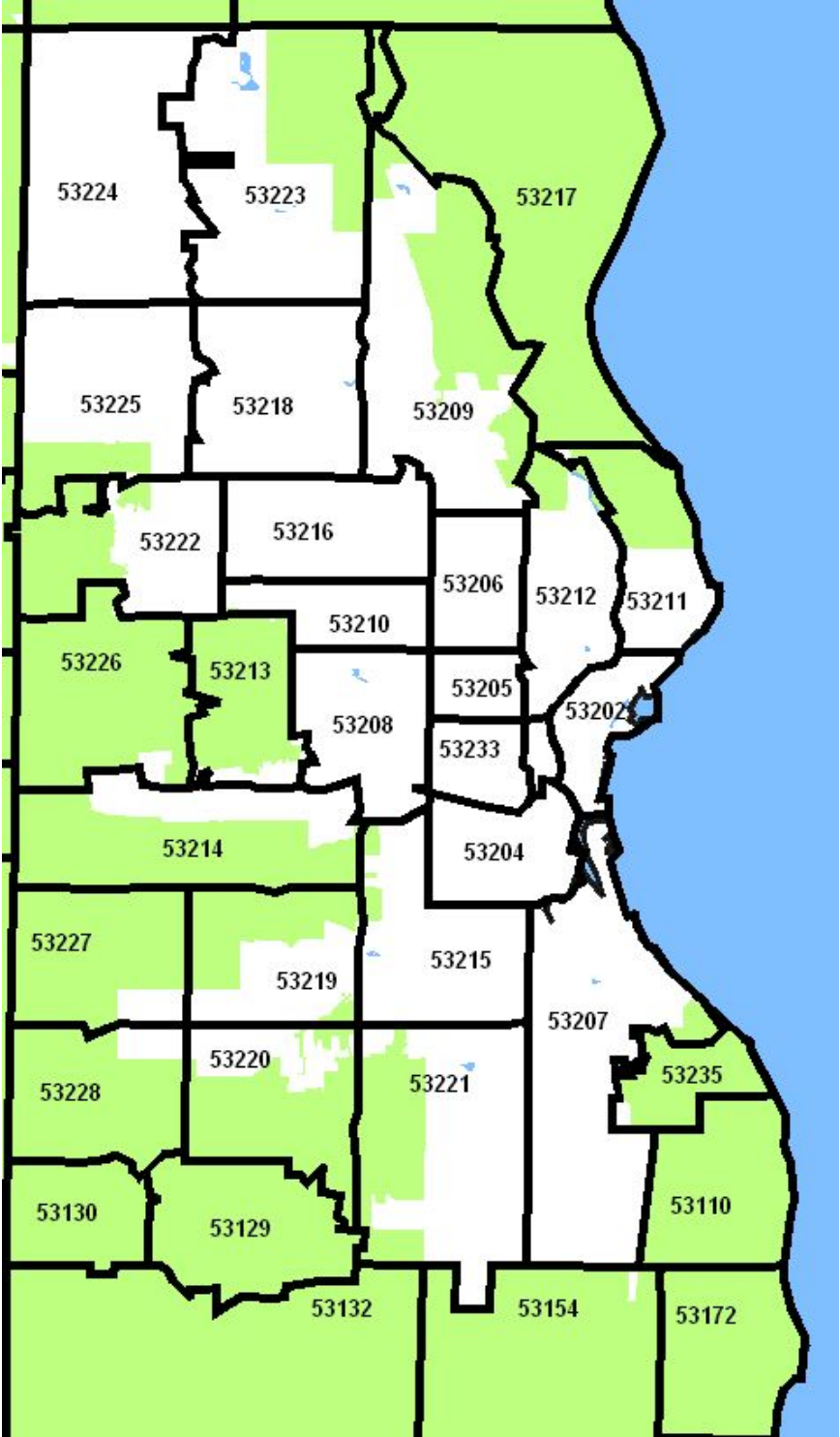
*Dots are distributed randomly within census tracts.*

**Other Births in the City of Milwaukee: 2008**  
(Excluding the African American, White, and Hispanic Births Mapped Above)



*Dots are distributed randomly within census tracts.*

ZIP Codes in Milwaukee (white) and Milwaukee County Suburbs (shaded)



## II. Diversity of Children under Age 5 by Milwaukee County and Second Tier Suburban Communities

The newly released 2010 U.S. Census data for children under age 5 show that Milwaukee continues to be far more diverse than any other community in the area. As with the birth patterns, African Americans comprise the largest group of city young children, followed by Hispanics and whites.

Children under Age 5 in City of Milwaukee: 2010 Census

| <u>Race/Ethnicity</u>                      | <u>Children under Age 5</u> | <u>% of Total</u> |
|--|-----------------------------|-------------------|
| White (non-Hispanic)                       | 8,861                       | 18%               |
| African American                           | 22,861                      | 47%               |
| Hispanic                                   | 12,887                      | 27%               |
| Asian, Nat. Amer., Other, More than 1 race | <u>4,085</u>                | <u>8%</u>         |
| Total Milwaukee Children under Age 5       | 48,694                      | 100%              |

Two Milwaukee County suburbs now have minority populations that exceed 50 percent of their children under age 5. In West Milwaukee, nearly half of the youngest children are Latino and 9 percent are African American. In Brown Deer 30 percent of the youngest children is African American. Whites remain the majority population of young children in all of the other Milwaukee County suburbs.

Children under Age 5 in West Milwaukee and Brown Deer: 2010 Census

| <u>Children under Age 5</u>               | <u>West Milwaukee</u> |                   | <u>Brown Deer</u> |                   |
|---|-----------------------|-------------------|-------------------|-------------------|
|   | <u>Number</u>         | <u>% of Total</u> | <u>Number</u>     | <u>% of Total</u> |
| White, non-Hispanic                       | 103                   | 32%               | 312               | 48%               |
| African American                          | 31                    | 9%                | 200               | 30%               |
| Hispanic                                  | 156                   | 48%               | 44                | 7%                |
| Asian, Nat. Amer, Other, More than 1 race | <u>36</u>             | <u>11%</u>        | <u>100</u>        | <u>15%</u>        |
| Total                                     | 326                   | 100%              | 656               | 100%              |

**Distribution of Children under Age 5 by Race/Ethnicity and Community:  
Milwaukee County, 2010 U.S. Census**

**African American Children under Age 5:  
2010 U.S. Census**

| <u>Municipality</u> | <u>Number</u> | <u>% of Community's<br/>Children under Age 5</u> |
|---------------------|---------------|--|
| <b>Milwaukee</b>    | <b>22,861</b> | <b>47%</b>                                       |
| <b>18 Suburbs</b>   | <b>1,075</b>  | <b>5%</b>  |
| West Allis          | 208           | 5%   |
| Brown Deer          | 200           | 30%  |
| Wauwatosa           | 138           | 5%   |
| Glendale            | 77            | 13%  |
| Greenfield          | 77            | 4%   |
| Oak Creek           | 76            | 3%   |
| Cudahy              | 60            | 5%   |
| South Milwaukee     | 49            | 4%   |
| Franklin            | 47            | 3%   |
| West Milwaukee      | 31            | 10%  |
| Whitefish Bay       | 31            | 3%   |
| Shorewood           | 25            | 4%   |
| Greendale           | 18            | 3%   |
| St. Francis         | 16            | 3%   |
| Bayside             | 8             | 4%   |
| Fox Point           | 6             | 2%   |
| River Hills         | 4             | 8%   |
| Hales Corners       | 4             | 1%   |

**Latino Children under Age 5:  
2010 U.S. Census**

| <u>Municipality</u> | <u>Number</u> | <u>% of Community's<br/>Children under Age 5</u> |
|---------------------|---------------|--|
| <b>Milwaukee</b>    | <b>12,887</b> | <b>26%</b>                                       |
| <b>18 Suburbs</b>   | <b>2,904</b>  | <b>14%</b>                                       |
| West Allis          | 788           | 20%  |
| Greenfield          | 378           | 21%  |
| Oak Creek           | 299           | 13%  |
| Cudahy              | 244           | 20%  |
| South Milwaukee     | 237           | 20%  |
| Wauwatosa           | 183           | 6%   |
| West Milwaukee      | 156           | 48%  |
| Franklin            | 155           | 8%   |
| St. Francis         | 97            | 21%  |
| Greendale           | 93            | 13%  |
| Whitefish Bay       | 58            | 6%   |
| Glendale            | 51            | 9%   |
| Brown Deer          | 44            | 7%   |
| Shorewood           | 44            | 7%   |
| Hales Corners       | 39            | 10%  |
| Fox Point           | 21            | 6%   |
| Bayside             | 10            | 5%   |
| River Hills         | 7             | 14%  |

**White (Non-Hispanic) Children under Age 5:  
2010 U.S. Census**

| <u>Municipality</u> | <u>Number</u> | <u>% of Community's<br/>Children under Age 5</u> |
|---------------------|---------------|--|
| <b>Milwaukee</b>    | <b>8,861</b>  | <b>18%</b>                                       |
| <b>18 Suburbs</b>   | <b>14,509</b> | <b>70%</b>                                       |
| West Allis          | 2,542         | 65%  |
| Wauwatosa           | 2,345         | 80%  |
| Oak Creek           | 1,623         | 72%  |
| Franklin            | 1,394         | 75%  |
| Greenfield          | 1,142         | 62%  |
| Whitefish Bay       | 854           | 82%  |
| South Milwaukee     | 851           | 71%  |
| Cudahy              | 812           | 67%  |
| Greendale           | 525           | 76%  |
| Shorewood           | 482           | 73%  |
| Glendale            | 400           | 67%  |
| Brown Deer          | 312           | 48%  |
| St. Francis         | 307           | 65%  |
| Hales Corners       | 306           | 79%  |
| Fox Point           | 302           | 85%  |
| Bayside             | 176           | 81%  |
| West Milwaukee      | 103           | 32%  |
| River Hills         | 33            | 67%  |

**Other Minority Children\* under Age 5:  
2010 U.S. Census**

| <u>Municipality</u> | <u>Number</u> | <u>% of Community's<br/>Children under Age 5</u> |
|---------------------|---------------|--|
| <b>Milwaukee</b>    | <b>4,085</b>  | <b>8%</b>  |
| <b>18 Suburbs</b>   | <b>2,185</b>  | <b>11%</b>                                       |
| West Allis          | 389           | 10%  |
| Franklin            | 273           | 15%  |
| Wauwatosa           | 255           | 9%   |
| Oak Creek           | 251           | 11%  |
| Greenfield          | 245           | 13%  |
| Shorewood           | 107           | 16%  |
| Brown Deer          | 100           | 15%  |
| Cudahy              | 95            | 8%   |
| Whitefish Bay       | 93            | 9%   |
| Glendale            | 71            | 12%  |
| South Milwaukee     | 70            | 6%   |
| Greendale           | 59            | 8%   |
| St. Francis         | 49            | 10%  |
| Hales Corners       | 38            | 10%  |
| West Milwaukee      | 36            | 11%  |
| Fox Point           | 26            | 7%   |
| Bayside             | 23            | 11%  |
| River Hills         | 5             | 10%  |

\*Other minority children include Asians, Native Americans, other minorities, and children of more than one racial/ethnic group.

Nine municipalities in the second tier suburbs adjacent to Milwaukee County on the north and west have 7,936 children under age 5, according to the 2010 U.S. Census. Most of the children (84 percent) are white, with 2 percent African American, 5 percent Latino, and 9 percent other minorities (including Asians, Native Americans, and children of two or more racial/ethnic groups).

**Distribution of Children under Age 5 by Race/Ethnicity and Community:  
Second Tier Bordering Suburbs, 2010 U.S. Census**

**African American Children under Age 5:  
2010 U.S. Census**

| <u>Municipality</u> | <u>Number</u> | <u>% of Community's<br/>Children under Age 5</u> |
|---------------------|---------------|--|
| Menomonee Falls     | 79            | 4%   |
| Mequon              | 28            | 3%   |
| Brookfield, city    | 15            | 1%   |
| Sussex              | 11            | 1%   |
| Cedarburg, city     | 10            | 2%   |
| Muskego             | 5             | 0%   |
| Thiensville         | 3             | 2%   |
| Elm Grove           | 3             | 1%   |
| Butler              | 2             | 2%   |

**Latino Children under Age 5:  
2010 U.S. Census**

| <u>Municipality</u> | <u>Number</u> | <u>% of Community's<br/>Children under Age 5</u> |
|---------------------|---------------|--|
| Menomonee Falls     | 95            | 5%   |
| Brookfield, city    | 75            | 4%   |
| Muskego             | 65            | 5%   |
| Mequon              | 49            | 5%   |
| Sussex              | 45            | 6%   |
| Cedarburg, city     | 24            | 4%   |
| Elm Grove           | 13            | 5%   |
| Butler              | 12            | 13%  |
| Thiensville         | 8             | 5%   |

**White (Non-Hispanic) Children under Age 5:  
2010 U.S. Census**

| <u>Municipality</u> | <u>Number</u> | <u>% of Community's<br/>Children under Age 5</u> |
|---------------------|---------------|--|
| Menomonee Falls     | 1,641         | 81%  |
| Brookfield, city    | 1,347         | 79%  |
| Muskego             | 1,194         | 91%  |
| Mequon              | 837           | 85%  |
| Sussex              | 629           | 85%  |
| Cedarburg, city     | 563           | 91%  |
| Elm Grove           | 238           | 87%  |
| Thiensville         | 126           | 80%  |
| Butler              | 74            | 80%  |

**Other Minority Children\* under Age 5:  
2010 U.S. Census**

| <u>Municipality</u> | <u>Number</u> | <u>% of Community's<br/>Children under Age 5</u> |
|---------------------|---------------|--|
| Brookfield, city    | 270           | 16%  |
| Menomonee Falls     | 222           | 11%  |
| Mequon              | 75            | 8%   |
| Muskego             | 54            | 4%   |
| Sussex              | 53            | 7%   |
| Cedarburg, city     | 25            | 4%   |
| Thiensville         | 21            | 13%  |
| Elm Grove           | 21            | 8%   |
| Butler              | 4             | 4%   |

\*Other minority children include Asians, Native Americans, other minorities, and children of more than one racial/ethnic group.

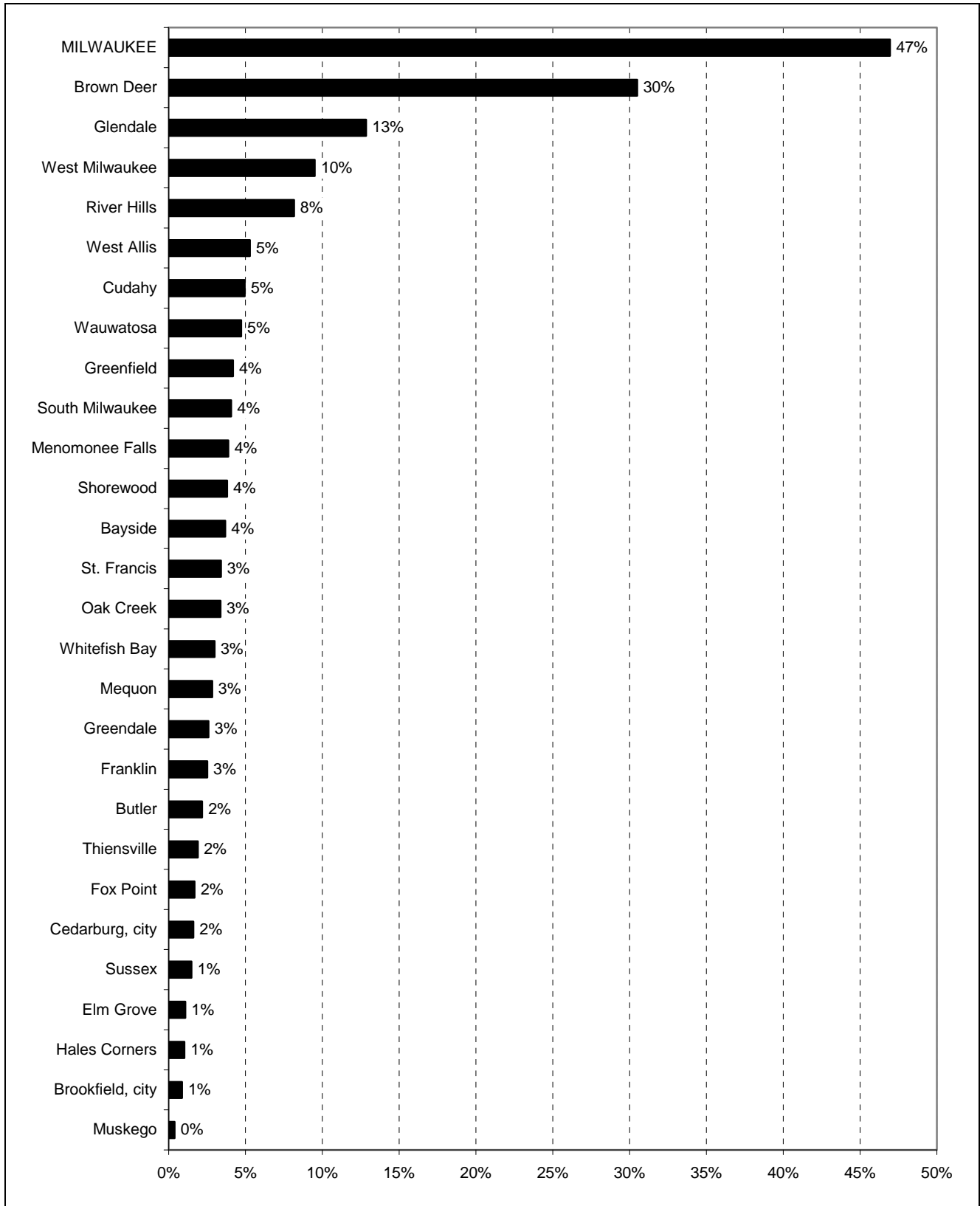


As a whole, the WOW counties are far less diverse than Milwaukee County. While the total young child population of the metro area is 50 percent white, 88 percent of the young children in Ozaukee and Washington counties are whites, and 81 percent of young children in Waukesha County are white.

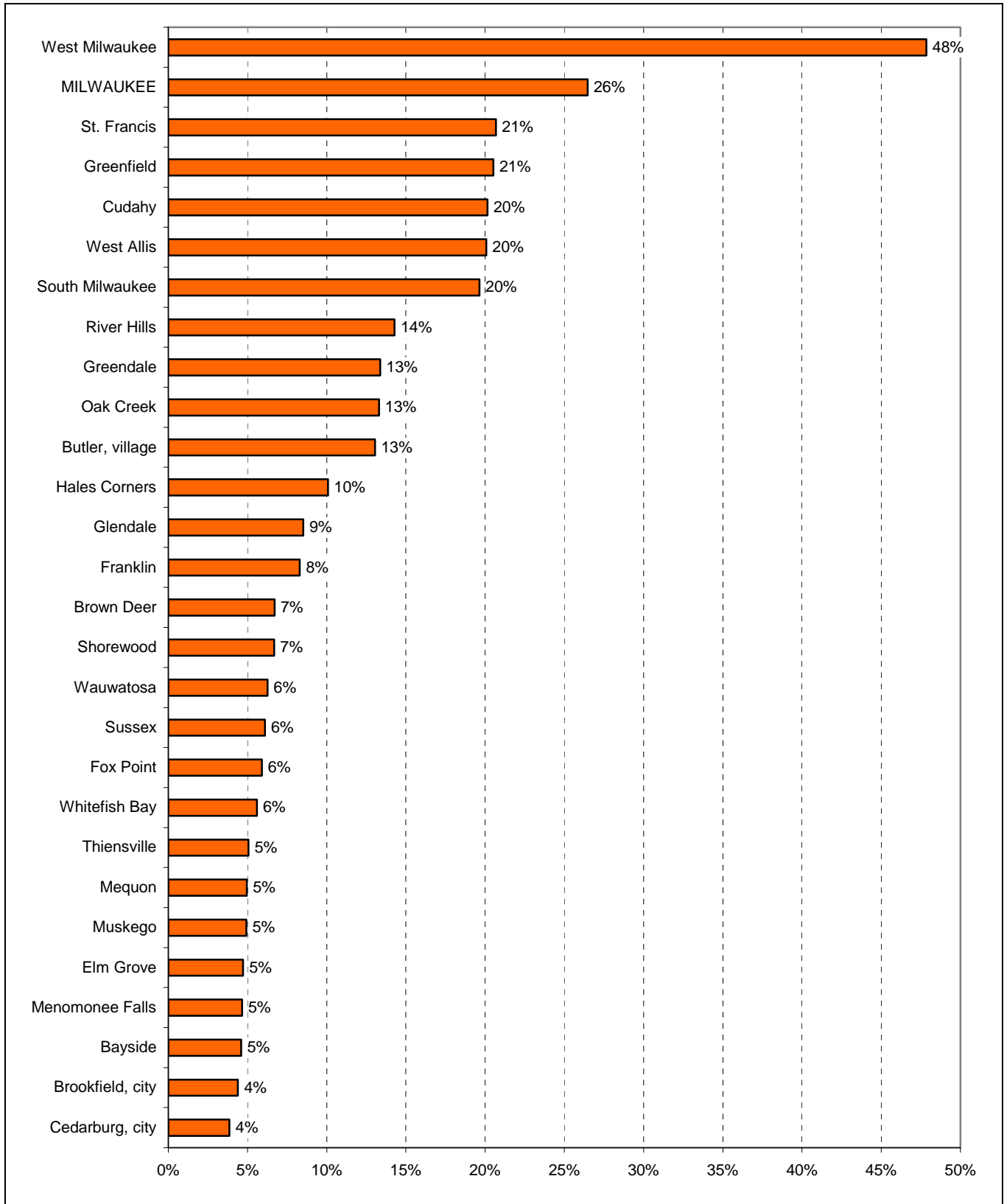
**Race/Ethnicity of Children under Age 5 in the 4-County Milwaukee Metro Area:  
2010 U.S. Census**

|                     | <u>Total</u>   | <u>Whites</u> | <u>African Americans</u> | <u>Hispanics</u> | <u>Other Minorities</u> |
|---------------------|----------------|---------------|--------------------------|------------------|-------------------------|
| City of Milwaukee   | 48,694         | 8,861         | 22,861                   | 12,887           | 4,085                   |
| Milw County suburbs | <u>20,673</u>  | <u>14,509</u> | <u>1,075</u>             | <u>2,904</u>     | <u>2,185</u>            |
| Milwaukee County    | 69,364         | 23,367        | 23,936                   | 15,791           | 6,270                   |
| Waukesha County     | 21,474         | 17,371        | 406                      | 1,892            | 1,805                   |
| Washington County   | 8,179          | 7,177         | 99                       | 498              | 405                     |
| Ozaukee County      | <u>4,548</u>   | <u>4,004</u>  | <u>82</u>                | <u>218</u>       | <u>244</u>              |
| <b>4-County MSA</b> | <b>103,565</b> | <b>51,919</b> | <b>24,523</b>            | <b>18,399</b>    | <b>8,724</b>            |
| City of Milwaukee   | 100%           | 18%           | 47%                      | 26%              | 8%                      |
| Milw County suburbs | 100%           | 70%           | 5%                       | 14%              | 11%                     |
| Milwaukee County    | 100%           | 34%           | 35%                      | 23%              | 9%                      |
| Waukesha County     | 100%           | 81%           | 2%                       | 9%               | 8%                      |
| Washington County   | 100%           | 88%           | 1%                       | 6%               | 5%                      |
| Ozaukee County      | 100%           | 88%           | 2%                       | 5%               | 5%                      |
| <b>4-County MSA</b> | <b>100%</b>    | <b>50%</b>    | <b>24%</b>               | <b>18%</b>       | <b>8%</b>               |

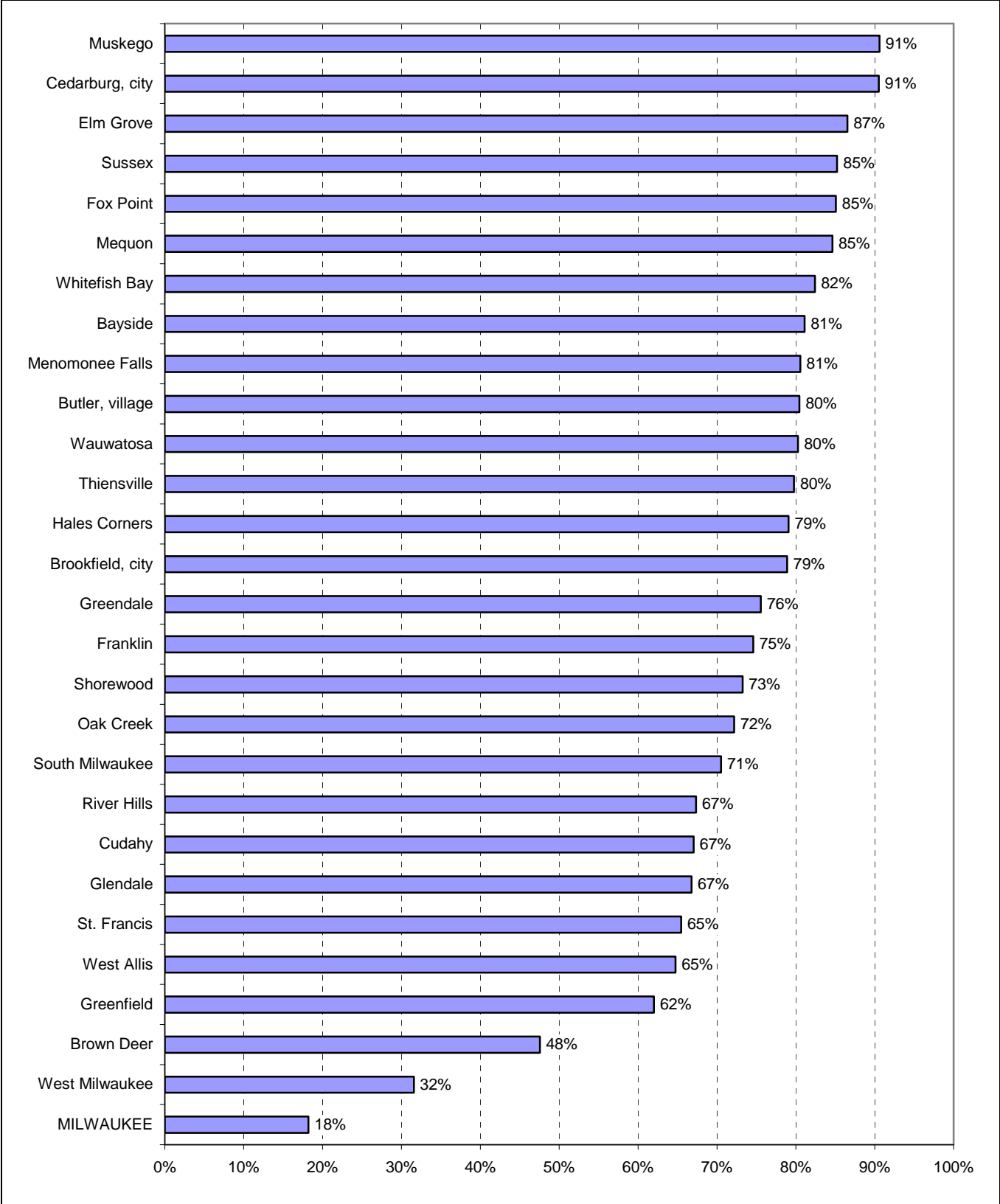
**Children under Age 5: Percent African American by Community**  
2010 U.S. Census



**Children under Age 5: Percent Latino by Community**  
2010 U.S. Census



**Children under Age 5: Percent White, Non-Hispanic by Community**  
 2010 U.S. Census

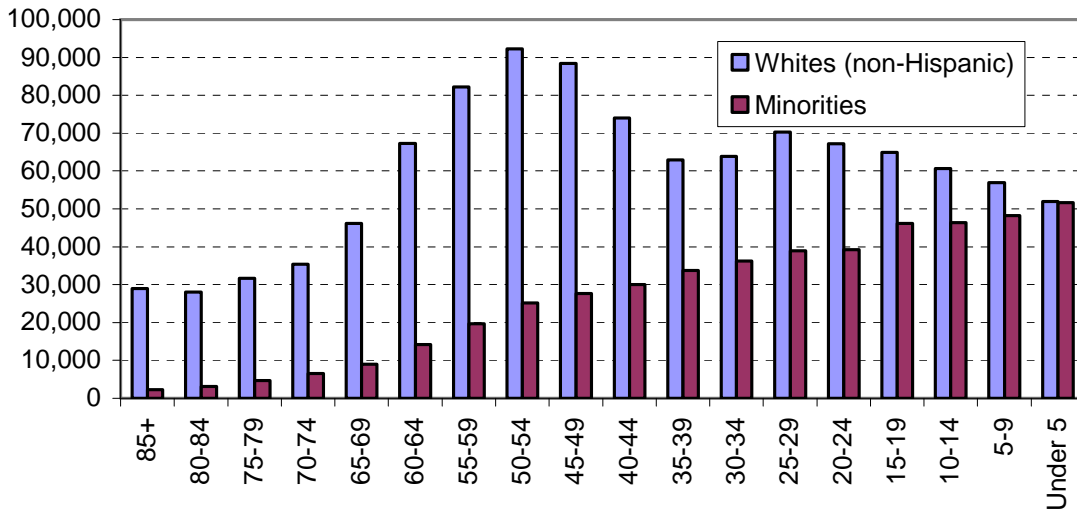


### III. Implications of Youth Population Trends on the Coming-of-Age Workforce

The 2010 Census data show minority populations in the Milwaukee metro area growing at a steady pace by age, with the youngest children reaching 50/50 (minorities to whites). Meanwhile the white populations are peaking in their fifties, with a modest baby boom echo among 20-year-olds.

**Engagement of African Americans, Hispanics, Asians, Native Americans and other non-whites will be key for the coming-of-age labor force in the metro area.**

**Growing Minority Population in Milwaukee MSA: Age in 2010 Census**



At the same time the 2010 Census data for youth under age 15 suggest that African American and Latino youth will remain highly concentrated in the city of Milwaukee for years to come. Currently, 83% of youth residing in Milwaukee are minorities. Although the 2010 Census showed increased diversity in the Milwaukee County suburbs (where 27% of the youth under age 15 are now minorities), only 11% of youth under age 15 are minorities in Ozaukee and Washington counties, and only 16% of youth under age 15 are minorities in Waukesha County.

## Continuing Racial Isolation of African American Youth

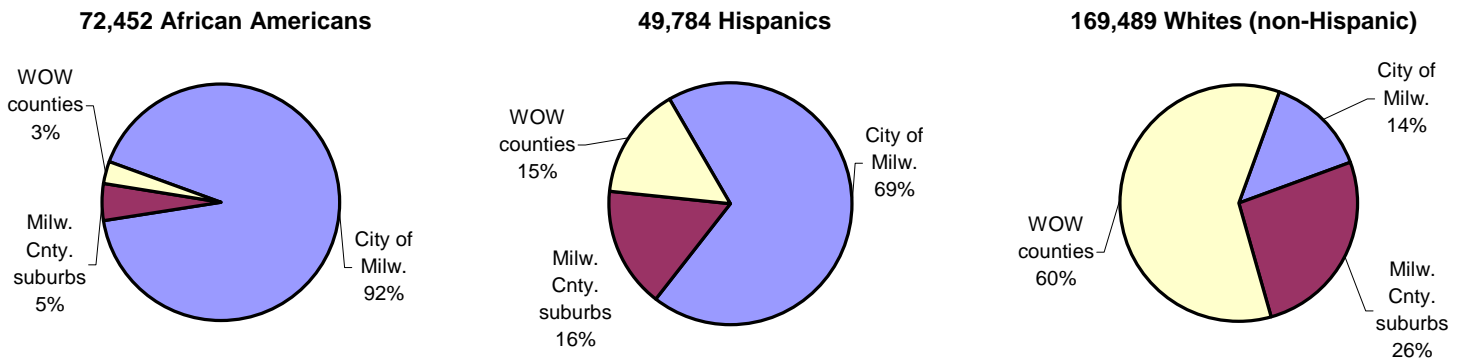
Racial isolation of **African American** youth is continuing, according to the 2010 Census. While the birth data are showing substantial movement of African Americans within the city of Milwaukee, the Census showed very limited movement of African Americans to communities outside of the city.

In the Milwaukee metropolitan area, 92% of the African American youth under age 15 live in the city of Milwaukee, while only 5% live in the Milwaukee County suburbs, and even fewer (3%) live in the three suburban (Waukesha, Ozaukee and Washington) counties.

For the **Hispanic** population, the 2010 Census reported 69% of the youth under age 15 living in the city of Milwaukee, 16% in the Milwaukee County suburbs, and 15% in the WOW counties.

Meanwhile, 60% of **white** youth under age 15 live in the WOW counties, 26% live in the Milwaukee County suburbs, and only 14% live in the city of Milwaukee.

Residence of Youth under Age 15: 4-County Milwaukee Metro Area, 2010 Census



*For more on Milwaukee neighborhood demographics and labor force concerns, see the University of Wisconsin-Milwaukee Employment and Training Institute website at [www.eti.uwm.edu](http://www.eti.uwm.edu).*