



Office of the President

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TO: The Honorable Tony Evers, Governor
Jeff Renk, Chief Clerk, Wisconsin Senate
Patrick E. Fuller, Chief Clerk, Wisconsin Assembly

FROM: Raymond W. Cross, President, UW System

A handwritten signature in black ink that reads 'Ray Cross'.

DATE: April 15, 2020

RE: 2018-19 Minority and Disadvantaged Student Annual Report

The UW System strives to foster greater diversity, equity, inclusion, academic excellence, and accountability at every level of university life. UW System comprehensive universities and its branch campuses integrate broad-based diversity and inclusion efforts into their mission, culture, decision-making processes, and daily operations to maximize student success.

Financial aid is critical to the successful recruitment, retention, and graduation of multicultural and economically disadvantaged students of all backgrounds. For 2018-19, an average of \$11,335 in aid was disbursed to 112,168 UW System student financial aid recipients. This report will also illustrate that underrepresented minority students, on average, had greater financial need than other students (87% compared to 69%). The UW System and Board of Regents have advocated strongly for financial support for all of our students.

Enclosed is our annual report on our precollege, recruitment, and retention plan for multicultural and economically disadvantaged students (sec. 36.25(14m) (c), Wis.Stats). The report includes:

- A brief overview of UW System strategic direction as defined by the principles outlined in the UW System's Framework for Inclusive Excellence, adopted by the Board of Regents in 2009; and
- Student financial assistance data.

If you have additional questions, please contact Carl Hampton, UW System Senior Diversity and Inclusion Officer at champton@uwsa.edu.

Enclosure

cc: Board of Regents
Chancellors
Provosts



MINORITY AND
DISADVANTAGED REPORT
(2018-19)

OVERVIEW

The University of Wisconsin System's strategic directions for precollege, recruitment, and the retention of its minority and disadvantaged students are defined by the principles outlined in the UW System's Framework for Inclusive Excellence. Inclusive Excellence is both a framework and a change process designed to help UW System institutions establish a comprehensive and well-coordinated set of data-informed systemic actions that focus specifically on fostering greater diversity, equity, inclusion, academic excellence, and accountability at every level of university life. The central premise of Inclusive Excellence holds that UW System colleges and universities need to intentionally integrate their efforts to achieve diversity and inclusion into the core mission, culture, decision-making processes and daily operations in order to maximize student success. Inclusive Excellence was adopted by the Board of Regents in 2009 as the theoretical framework and operating principles to guide and help define strategic directions for diversity, equity, inclusion and academic excellence across the UW System. Further information on Inclusive Excellence can be found at <https://www.wisconsin.edu/inclusive-excellence/>.

NEED PROFILE BY RACE/ETHNICITY

Financial aid is critical to the successful recruitment, retention, and graduation of multicultural and economically disadvantaged students. In 2018-19, an average of \$11,335 in aid was disbursed to 112,168 UW System student financial aid recipients. The total number of financial aid recipients declined by 3,173 since 2017-18. In the UW System, 18,862 underrepresented minority students received financial aid, representing an increase of 10 recipients since 2017-18. During the same period, 87% of underrepresented minority student aid recipients had demonstrated financial need, based on the Federal Needs analysis methodology, while 69% of white recipients had demonstrated financial need.

Underrepresented minority students on average had greater financial need (\$20,123), than non-underrepresented minority students (\$16,575). Of the aid awarded to underrepresented racial/ethnic minority students, 45% was in the form of loans and 54% was in the form of grants, with the remaining consisting of work aid. In contrast, 66% of aid was in the form of loans and 33% was in the form of grants for white students.

Table 2 shows UW System students of color and disadvantaged students financial aid programs for 2018-19. Appendix A shows financial aid given to undergraduate students in 2018-19 by ethnicity and race. Appendix B shows financial aid given to graduate and professional students in 2018-19 by ethnicity and race.

Table 1: UW System Financial Aid Recipients' Need Profile by Race/Ethnicity (2018-19)

	Number of Recipients	Recipients with Need	*Average Financial Aid Need	**Average Financial Aid Received	***Percent of Aid in Grants	***Percent of Aid in Loans
African American	4,648	4,259	\$21,918	\$15,300	52%	47%
Hispanic/Latino(a)	8,004	6,712	\$19,769	\$12,719	52%	47%
American Indian	534	462	\$19,078	\$14,180	68%	32%
Southeast Asian	2,886	2,723	\$19,314	\$13,244	63%	36%
Two or More Races	2,790	2,275	\$18,987	\$13,312	52%	47%
Total URM	18,862	16,431	\$20,123	\$13,565	54%	45%
Hawaiian/Pacific Island	96	78	\$20,888	\$14,116	37%	61%
Other Asian	2,444	1,808	\$25,461	\$13,694	47%	52%
White	87,494	60,216	\$16,199	\$10,754	33%	66%
Unknown	2,024	537	\$25,595	\$13,110	71%	29%
Two or more races	1,248	853	\$18,232	\$10,653	40%	59%
Total Non-URM	93,306	63,492	\$16,575	\$10,884	35%	64%
Total	112,168	79,923	\$17,305	\$11,335	39%	60%

*Average financial need is based on students with need (defined by federal methodology).

**Average financial aid received is computed across all students, not across categories.

***Work aid comprised the remaining percentage of financial aid.

Table 2: UW System Students of Color and Disadvantaged Student Financial Aid Programs (2018-19)

	Lawton Retention Grant (LUMRG)		Advanced Opportunity Program (AOP)	
	Number of Recipients	Average Award	Number of Recipients	Average Award
African American	678	\$2,310	97	\$8,693
Hispanic/Latino(a)	270	\$2,354	34	\$9,930
American Indian	49	\$2,398	13	\$8,247
SE Asian American	656	\$2,382	56	\$7,287
Two or More Races	1,024	\$2,394	116	\$9,307
Total URM	2,677	\$2,366	316	\$8,784
Hawaiian/Pacific Islander	0	\$0	0	\$0
Other Asian	17	\$2,696	21	\$7,481
Two or more races	1	\$4,000	7	\$9,957
Other or unknown	12	\$2,396	1	\$15,000
White	1	\$1,000	121	\$7,527
Total Non-URM	31	\$2,567	150	\$7,684
Total	2,708	\$2,368	466	\$8,430

Appendix A: Financial Aid - Undergraduate Students (2018-19)

		Financial Need		*Total Aid		Grants		Loans	
		#	\$	#	\$	#	#	#	\$
Southeast Asian American	Dependent	1,955	\$37,201,737	2,056	\$27,728,060	1,880	\$19,584,514	1,289	\$7,623,093
	Independent	574	\$10,221,057	583	\$6,461,048	523	\$3,422,984	427	\$2,985,413
	Undetermined	0	\$0	28	\$229,104	22	\$161,644	7	\$67,460
	Total	2,529	\$47,422,794	2,667	\$34,418,212	2,425	\$23,169,142	1,723	\$10,675,966
Other Asian American	Dependent	1,256	\$27,128,426	1,553	\$19,372,667	1,197	\$10,852,856	909	\$8,174,510
	Independent	266	\$5,812,395	273	\$3,237,423	244	\$1,792,936	175	\$1,422,587
	Undetermined	0	\$0	196	\$959,558	183	\$805,762	14	\$153,796
	Total	1,522	\$32,940,821	2,022	\$23,569,648	1,624	\$13,451,554	1,098	\$9,750,893
African American	Dependent	2,529	\$53,497,881	2,702	\$41,549,384	2,394	\$25,041,997	2,053	\$15,970,114
	Independent	1,166	\$24,225,306	1,177	\$15,607,907	1,089	\$7,899,481	932	\$7,602,920
	Undetermined	0	\$0	88	\$1,491,230	80	\$1,410,403	9	\$80,827
	Total	3,695	\$77,723,187	3,967	\$58,648,521	3,563	\$34,351,881	2,994	\$23,653,861
American Indian	Dependent	183	\$3,275,100	223	\$3,193,479	200	\$2,481,150	108	\$694,962
	Independent	198	\$3,388,707	206	\$2,558,866	192	\$1,741,542	117	\$814,854
	Undetermined	0	\$0	15	\$93,606	14	\$84,274	1	\$9,332
	Total	381	\$6,663,807	444	\$5,845,951	406	\$4,306,966	226	\$1,519,148
Hispanic/Latino(a)	Dependent	4,734	\$89,764,539	5,484	\$70,216,482	4,401	\$38,550,069	3,772	\$30,704,757
	Independent	1,432	\$26,921,813	1,450	\$17,535,347	1,318	\$9,387,789	1,046	\$8,039,767
	Undetermined	0	\$0	330	\$2,544,396	287	\$1,941,713	48	\$602,683
	Total	6,166	\$116,686,352	7,264	\$90,296,225	6,006	\$49,879,571	4,866	\$39,347,207
Hawaiian/Pacific Islander	Dependent	50	\$985,782	61	\$832,974	44	\$319,347	53	\$500,073
	Independent	18	\$321,876	18	\$234,004	16	\$131,592	14	\$100,704
	Undetermined	0	\$0	4	\$65,053	2	\$41,053	2	\$24,000
	Total	68	\$1,307,658	83	\$1,132,031	62	\$491,992	69	\$624,777
Two or More Races	Dependent	2,272	\$39,322,635	2,849	\$35,308,310	2,170	\$17,413,825	2,088	\$17,467,807
	Independent	589	\$11,622,595	601	\$7,932,598	551	\$4,317,904	443	\$3,575,678
	Undetermined	0	\$0	225	\$1,539,425	197	\$1,256,159	30	\$283,266
	Total	2,861	\$50,945,230	3,675	\$44,780,333	2,918	\$22,987,888	2,561	\$21,326,751
Unknown	Dependent	272	\$5,207,627	359	\$3,942,361	270	\$2,004,402	227	\$1,887,507
	Independent	125	\$2,160,600	131	\$1,178,741	106	\$592,403	80	\$579,563
	Undetermined	0	\$0	782	\$12,505,483	756	\$11,778,727	36	\$726,756
	Total	397	\$7,368,227	1,272	\$17,626,585	1,132	\$14,375,532	343	\$3,193,826
White	Dependent	42,114	\$582,662,063	60,000	\$615,971,880	37,412	\$204,293,153	47,797	\$404,362,592
	Independent	11,152	\$191,628,892	11,500	\$130,643,153	9,727	\$60,155,159	8,634	\$69,747,843
	Undetermined	0	\$0	6,547	\$36,632,703	5,648	\$24,891,898	1,017	\$11,740,805
	Total	53,266	\$774,290,955	78,047	\$783,247,736	52,787	\$289,340,210	57,448	\$485,851,240

* Total Aid comprises Grants, Loans, and Work Study. Work Study is not included in this table.

Appendix B: Financial Aid - Graduate and Professional Students (2018-19)

		Financial Need		*Total Aid		Grants		Loans	
		#	\$	#	\$	#	\$	#	\$
		#	\$	#	\$	#	\$	#	\$
Southeast Asian American	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	194	\$5,168,870	195	\$3,655,255	96	\$654,065	170	\$2,995,437
	Undetermined	0	\$0	24	\$149,106	23	\$141,302	1	\$7,804
	Total	194	\$5,168,870	219	\$3,804,361	119	\$795,367	171	\$3,003,241
Other Asian American	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	286	\$13,093,391	296	\$9,021,545	144	\$1,482,507	252	\$7,522,512
	Undetermined	0	\$0	126	\$876,608	126	\$848,508	1	\$28,100
	Total	286	\$13,093,391	422	\$9,898,153	270	\$2,331,015	253	\$7,550,612
African American	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	564	\$15,624,378	588	\$12,039,830	244	\$2,184,158	545	\$9,843,576
	Undetermined	0	\$0	93	\$425,060	92	\$410,457	2	\$14,603
	Total	564	\$15,624,378	681	\$12,464,890	336	\$2,594,615	547	\$9,858,179
American Indian	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	81	\$2,150,056	84	\$1,695,044	67	\$815,343	58	\$876,201
	Undetermined	0	\$0	6	\$31,375	6	\$31,375	0	\$0
	Total	81	\$2,150,056	90	\$1,726,419	73	\$846,718	58	\$876,201
Hispanic/Latino(a)	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	546	\$16,004,422	564	\$10,650,091	264	\$2,146,859	475	\$8,478,965
	Undetermined	0	\$0	176	\$859,530	173	\$794,418	5	\$65,112
	Total	546	\$16,004,422	740	\$11,509,621	437	\$2,941,277	480	\$8,544,077
Hawaiian/Pacific Islander	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	10	\$321,644	11	\$217,561	3	\$8,590	11	\$207,326
	Undetermined	0	\$0	2	\$5,500	2	\$5,500	0	\$0
	Total	10	\$321,644	13	\$223,061	5	\$14,090	11	\$207,326
Two or More Races	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	267	\$7,801,607	279	\$5,354,404	137	\$1,236,398	239	\$4,090,422
	Undetermined	0	\$0	84	\$300,234	83	\$288,234	1	\$12,000
	Total	267	\$7,801,607	363	\$5,654,638	220	\$1,524,632	240	\$4,102,422
Unknown	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	140	\$6,376,259	144	\$4,910,045	65	\$862,154	128	\$4,040,791
	Undetermined	0	\$0	608	\$3,997,467	589	\$3,551,526	23	\$445,941
	Total	140	\$6,376,259	752	\$8,907,512	654	\$4,413,680	151	\$4,486,732
White	Dependent	2	\$15,213	4	\$17,195	2	\$1,500	3	\$15,695
	Independent	6,948	\$201,136,955	7,337	\$147,246,582	2,300	\$14,006,904	6,716	\$132,738,869
	Undetermined	0	\$0	2,106	\$10,413,906	2,004	\$9,268,197	113	\$1,145,709
	Total	6,950	\$201,152,168	9,447	\$157,677,683	4,306	\$23,276,601	6,832	\$133,900,273

* Total Aid comprises Grants, Loans, and Work Study. Work Study is not included in this table.