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TO: The Honorable Tony Evers, Governor
Michael J. Queensland, Chief Clerk, Wisconsin Senate
Edward A. Blazel, Chief Clerk, Wisconsin Assembly

FROM: Tommy G. Thompson, Interim President, UW System

DATE: April 22, 2021

RE: 2019-20 Minority and Disadvantaged Student Annual Report

A handwritten signature in black ink, appearing to read 'Tommy G. Thompson', written over the 'FROM:' line of the email header.

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 2019-20, an average of \$12,343 in aid was disbursed to 117,681 UW System student financial aid recipients. This report will also illustrate that underrepresented minority students, on average, had greater financial need than other students (83% compared to 64%). 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 Ben Passmore, Associate Vice President for Policy Analysis and Research, at bpassmore@uwsa.edu.

Enclosure

cc: Board of Regents
Chancellors
Provosts



MINORITY AND
DISADVANTAGED REPORT
(2019-20)

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 2019-20, an average of \$12,343 in aid was disbursed to 117,681 UW System student financial aid recipients. The total number of financial aid recipients increased by 5,513 since 2018-19. In the UW System, 19,514 underrepresented minority students received financial aid, representing an increase of 652 recipients since 2018-19. During the most recent year, 83% of underrepresented minority student aid recipients had demonstrated financial need, based on the Federal Needs analysis methodology, while 64% of white recipients had demonstrated financial need.

Underrepresented minority students on average had greater financial need (\$19,079), than non-underrepresented minority students (\$16,377). Of the aid awarded to underrepresented racial/ethnic minority students, 38% was in the form of loans and 60% was in the form of grants, with the remaining consisting of work aid. In contrast, 59% of aid was in the form of loans and 39% was in the form of grants for white students.

Table 2 shows UW System students of color and disadvantaged students financial aid programs for 2019-20. Appendix A shows financial aid given to undergraduate students in 2019-20 by ethnicity and race. Appendix B shows financial aid given to graduate and professional students in 2019-20 by ethnicity and race.

Table 1: UW System Financial Aid Recipients' Need Profile by Race/Ethnicity (2019-20)

	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	4,556	4,007	\$20,006	\$17,008	59%	39%
Hispanic/Latino(a)	8,677	6,860	\$19,337	\$14,978	59%	38%
American Indian	529	447	\$16,939	\$15,518	68%	30%
Southeast Asian	2,845	2,639	\$18,176	\$14,556	64%	33%
Two or More Races	2,907	2,299	\$18,171	\$14,944	57%	40%
TotalURM	19,514	16,252	\$19,079	\$15,400	60%	38%
Hawaiian/Pacific Islander	112	80	\$17,823	\$15,362	48%	51%
Other Asian	2,737	1,860	\$24,239	\$15,805	56%	40%
White	87,970	55,905	\$15,997	\$11,443	39%	59%
Unknown	6,044	648	\$23,000	\$13,909	85%	9%
Two or more races	1,304	820	\$18,965	\$12,535	51%	46%
TotalNon-URM	98,167	59,313	\$16,377	\$11,735	44%	54%
Total	117,681	75,565	\$17,052	\$12,343	47%	51%

*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 and remission aid comprised the remaining percentage of financial aid.

Table 2: UW System Students of Color and Disadvantaged Student Financial Aid Programs (2019-20)

	Lawton Retention Grant (LUMRG)		Advanced Opportunity Program (AOP)	
	Number of Recipients	Average Award	Number of Recipients	Average Award
African American	648	\$2,400	109	\$8,217
Hispanic/Latino(a)	1,063	\$2,393	129	\$10,884
American Indian	38	\$2,137	17	\$10,152
Southeast Asian	643	\$2,440	55	\$8,133
Two or More Races	332	\$2,310	39	\$10,011
TotalURM	2,724	\$2,392	349	\$9,484
Hawaiian/Pacific Islander	2	\$3,600	2	\$13,625
Other Asian	15	\$2,463	14	\$7,434
White	0	\$0	108	\$7,439
Unknown	8	\$2,626	4	\$11,550
Two or more races	2	\$2,660	5	\$6,230
TotalNon-URM	27	\$2,610	133	\$7,609
Total	2,751	\$2,394	482	\$8,967

Appendix A: Financial Aid - Undergraduate Students (2019-20)

		Financial Need		*Total Aid		Grants		Loans	
		#	\$	#	\$	#	\$	#	\$
African American	Dependent	2,386	\$52,275,653	2,588	\$44,500,031	2,332	\$29,755,112	1,914	\$14,129,797
	Independent	1,030	\$21,526,422	1,042	\$14,083,513	969	\$7,666,936	795	\$6,300,150
	Undetermined	0	\$0	153	\$1,945,030	142	\$1,796,916	14	\$139,091
	Total	3,416	\$73,802,075	3,783	\$60,528,574	3,443	\$39,218,964	2,723	\$20,569,038
Hispanic/Latino(a)	Dependent	4,891	\$95,602,675	5,763	\$83,698,885	4,722	\$51,718,619	3,789	\$30,804,643
	Independent	1,340	\$26,427,306	1,369	\$17,739,239	1,270	\$10,072,252	944	\$7,490,251
	Undetermined	0	\$0	485	\$4,097,146	436	\$3,256,073	57	\$816,696
	Total	6,231	\$122,029,981	7,617	\$105,535,270	6,428	\$65,046,944	4,790	\$39,111,590
American Indian	Dependent	165	\$2,711,847	198	\$2,956,513	180	\$2,196,293	108	\$736,788
	Independent	193	\$3,143,556	197	\$2,487,978	179	\$1,744,875	98	\$734,475
	Undetermined	0	\$0	20	\$111,481	19	\$103,481	1	\$8,000
	Total	358	\$5,855,403	415	\$5,555,972	378	\$4,044,649	207	\$1,479,263
Southeast Asian	Dependent	1,894	\$37,017,288	2,000	\$29,291,791	1,808	\$20,932,177	1,190	\$7,767,080
	Independent	536	\$10,172,928	542	\$6,495,285	484	\$3,680,733	381	\$2,757,631
	Undetermined	0	\$0	48	\$333,330	42	\$243,996	8	\$81,991
	Total	2,430	\$47,190,216	2,590	\$36,120,406	2,334	\$24,856,906	1,579	\$10,606,702
Two or More Races URM	Dependent	1,586	\$28,695,100	1,959	\$27,330,727	1,596	\$16,081,652	1,383	\$10,893,461
	Independent	490	\$9,716,703	503	\$6,874,944	468	\$4,057,601	359	\$2,743,558
	Undetermined	0	\$0	138	\$1,411,250	126	\$1,273,661	12	\$121,021
	Total	2,076	\$38,411,803	2,600	\$35,616,921	2,190	\$21,412,914	1,754	\$13,758,040
Hawaiian/Pacific Islander	Dependent	50	\$918,976	63	\$856,855	47	\$376,155	48	\$459,922
	Independent	17	\$297,789	17	\$211,582	17	\$132,071	12	\$77,988
	Undetermined	0	\$0	9	\$113,709	7	\$55,653	3	\$58,056
	Total	67	\$1,216,765	89	\$1,182,146	71	\$563,879	63	\$595,966
Other Asian	Dependent	1,291	\$30,082,645	1,641	\$24,125,398	1,295	\$15,143,152	894	\$8,476,476
	Independent	271	\$5,695,203	281	\$3,375,934	251	\$2,053,729	156	\$1,279,097
	Undetermined	0	\$0	233	\$1,244,965	222	\$1,017,085	14	\$209,851
	Total	1,562	\$35,777,848	2,155	\$28,746,297	1,768	\$18,213,966	1,064	\$9,965,424
White	Dependent	38,613	\$553,185,890	57,630	\$615,029,655	37,150	\$223,441,237	44,587	\$383,065,942
	Independent	10,009	\$176,068,539	10,391	\$123,488,423	8,905	\$60,695,222	7,545	\$61,651,480
	Undetermined	0	\$0	7,944	\$43,397,792	7,136	\$32,433,038	945	\$10,823,904
	Total	48,622	\$729,254,429	75,965	\$781,915,870	53,191	\$316,569,497	53,077	\$455,541,326
Unknown	Dependent	406	\$7,086,017	574	\$6,353,760	463	\$3,998,261	260	\$2,299,497
	Independent	103	\$1,772,048	104	\$1,021,894	83	\$545,602	67	\$466,563
	Undetermined	0	\$0	2,055	\$20,089,116	1,984	\$18,243,678	42	\$874,236
	Total	509	\$8,858,065	2,733	\$27,464,770	2,530	\$22,787,541	369	\$3,640,296
Two or More Races Non-URM	Dependent	597	\$10,343,508	831	\$9,627,850	569	\$4,624,470	575	\$4,848,820
	Independent	123	\$2,352,039	126	\$1,592,708	113	\$860,328	85	\$721,365
	Undetermined	0	\$0	139	\$806,013	130	\$654,912	11	\$150,101
	Total	720	\$12,695,547	1,096	\$12,026,571	812	\$6,139,710	671	\$5,720,286

* Total Aid comprises grants, loans, and work study and tuition remission.

Appendix B: Financial Aid - Graduate and Professional Students (2019-20)

		Financial Need		*Total Aid		Grants		Loans	
		#	\$	#	\$	#	\$	#	\$
African American	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	591	\$16,284,043	607	\$14,576,474	335	\$4,296,896	533	\$9,785,805
	Undetermined	0	\$0	166	\$2,383,783	154	\$1,822,036	6	\$54,230
	Total	591	\$16,284,043	773	\$16,960,257	489	\$6,118,932	539	\$9,840,035
Hispanic/Latino(a)	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	629	\$20,227,314	644	\$17,393,489	405	\$6,098,854	512	\$10,129,104
	Undetermined	0	\$0	416	\$7,035,612	382	\$5,536,384	11	\$86,463
	Total	629	\$20,227,314	1,060	\$24,429,101	787	\$11,635,238	523	\$10,215,567
American Indian	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	89	\$2,425,209	94	\$2,409,728	81	\$1,347,519	57	\$1,001,414
	Undetermined	0	\$0	20	\$243,531	19	\$208,628	0	\$0
	Total	89	\$2,425,209	114	\$2,653,259	100	\$1,556,147	57	\$1,001,414
Southeast Asian	Dependent	0	\$0	0	\$0	0	\$0	1	\$11,350
	Independent	209	\$5,829,220	210	\$4,545,462	116	\$1,086,626	182	\$3,248,533
	Undetermined	0	\$0	45	\$746,527	42	\$564,107	0	\$0
	Total	209	\$5,829,220	255	\$5,291,989	158	\$1,650,733	183	\$3,259,883
Two or More Races URM	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	223	\$7,015,018	229	\$6,473,732	149	\$2,548,586	187	\$3,716,453
	Undetermined	0	\$0	78	\$1,351,774	70	\$978,396	5	\$97,832
	Total	223	\$7,015,018	307	\$7,825,506	219	\$3,526,982	192	\$3,814,285
Hawaiian/Pacific Islander	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	13	\$370,606	15	\$461,899	8	\$181,405	14	\$280,494
	Undetermined	0	\$0	8	\$76,535	8	\$76,535	0	\$0
	Total	13	\$370,606	23	\$538,434	16	\$257,940	14	\$280,494
Other Asian	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	298	\$13,174,192	312	\$10,016,340	195	\$2,382,845	247	\$7,291,539
	Undetermined	0	\$0	270	\$4,495,532	249	\$3,726,454	7	\$115,115
	Total	298	\$13,174,192	582	\$14,511,872	444	\$6,109,299	254	\$7,406,654
White	Dependent	6	\$54,736	9	\$116,643	6	\$76,196	5	\$47,947
	Independent	7,277	\$203,315,545	7,690	\$170,518,515	3,397	\$32,749,795	6,581	\$133,463,640
	Undetermined	0	\$0	4,306	\$54,086,362	4,042	\$47,068,993	115	\$1,096,302
	Total	7,283	\$203,370,281	12,005	\$224,721,520	7,445	\$79,894,984	6,701	\$134,607,889
Unknown	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	139	\$4,526,828	149	\$3,847,598	69	\$765,091	120	\$2,960,157
	Undetermined	0	\$0	3,162	\$52,752,983	3,007	\$47,969,195	32	\$546,855
	Total	139	\$4,526,828	3,311	\$56,600,581	3,076	\$48,734,286	152	\$3,507,012
Two or More Races Non-URM	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	100	\$3,412,443	102	\$2,657,837	63	\$773,514	81	\$1,821,361
	Undetermined	0	\$0	106	\$1,661,305	97	\$1,448,542	0	\$0
	Total	100	\$3,412,443	208	\$4,319,142	160	\$2,222,056	81	\$1,821,361

* Total Aid comprises grants, loans, and work study and tuition remission.