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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: Michael J. Falbo, Interim President, UW System

DATE: April 15, 2022

RE: 2020-21 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 institutions 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 2020-21, an average of \$11,860 in aid was disbursed to 117,846 UW System student financial aid recipients. This report will also illustrate that underrepresented minority students, on average, had greater financial need than other students (81% compared to 59%). 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 Deej Lundgren, Director for State Relations, at dlundgren@uwsa.edu.

Enclosure

CC: Board of Regents
Chancellors
Provosts
Senior Student Affairs Officers



MINORITY AND
DISADVANTAGED STUDENT
REPORT (2020-21)

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. Current information on UW System's work in diversity and inclusion can be found at <https://www.wisconsin.edu/diversity-inclusion/>.

NEED PROFILE BY RACE/ETHNICITY

Financial aid is critical to the successful recruitment, retention, and graduation of multicultural and economically disadvantaged students. In 2020-21, an average of \$11,860 in aid was disbursed to 117,846 UW System student financial aid recipients. The total number of financial aid recipients increased by 165 since 2019-20. In the UW System, 19,795 underrepresented minority students received financial aid, representing an increase of 281 recipients since 2019-20. During the most recent year, 81% of underrepresented minority student aid recipients had demonstrated financial need, based on the Federal Needs analysis methodology, while 59% of white recipients had demonstrated financial need.

Underrepresented minority students on average had greater financial need (\$19,264), than non-underrepresented minority students (\$16,458). Of the aid awarded to underrepresented racial/ethnic minority students, 35% was in the form of loans and 54% was in the form of grants, with the remaining consisting of work and remission aid. In contrast, 55% of aid was in the form of loans and 37% was in the form of grants for white students.

Table 2 shows UW System students of color and disadvantaged students financial aid programs for 2020-21. Appendix A shows financial aid given to undergraduate students in 2020-21 by ethnicity and race. Appendix B shows financial aid given to graduate and professional students in 2020-21 by ethnicity and race.

Table 1: UW System Financial Aid Recipients' Need Profile by Race/Ethnicity (2020-21)

	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	4,503	3,866	\$20,088	\$16,692	53%	36%
Hispanic/Latino(a)	9,133	6,999	\$19,715	\$14,631	52%	35%
American Indian	501	402	\$16,619	\$14,029	65%	28%
Southeast Asian	2,827	2,567	\$18,148	\$14,666	65%	30%
Two or More Races	2,831	2,197	\$18,275	\$14,727	54%	38%
TotalURM	19,795	16,031	\$19,264	\$15,103	54%	35%
Hawaiian/Pacific Islander	96	69	\$18,559	\$14,760	30%	59%
Other Asian	2,987	1,925	\$24,995	\$15,362	50%	36%
White	88,711	52,418	\$15,964	\$10,801	37%	55%
Unknown	4,914	726	\$27,368	\$15,587	29%	16%
Two or more races	1,343	794	\$18,722	\$12,325	44%	44%
TotalNon-URM	98,051	55,932	\$16,458	\$11,205	37%	51%
Total	117,846	71,693	\$17,175	\$11,860	41%	48%

*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 (2020-21)

	Lawton Retention Grant (LUMRG)		Advanced Opportunity Program (AOP)	
	Number of Recipients	Average Award	Number of Recipients	Average Award
African American	632	\$2,372	127	\$8,218
Hispanic/Latino(a)	1,073	\$2,456	128	\$10,477
American Indian	26	\$2,083	14	\$7,863
Southeast Asian	672	\$2,484	61	\$6,951
Two or More Races	351	\$2,373	49	\$7,853
TotalURM	2,754	\$2,429	379	\$8,717
Hawaiian/Pacific Islander	1	\$3,500	3	\$11,920
Other Asian	17	\$2,476	15	\$6,961
White	4	\$3,063	96	\$6,906
Unknown	9	\$2,733	3	\$13,500
Two or more races	5	\$2,008	8	\$5,246
TotalNon-URM	36	\$2,569	125	\$7,085
Total	2,790	\$2,431	504	\$8,312

Appendix A: Financial Aid - Undergraduate Students (2020-21)

		Financial Need		*Total Aid		Grants		Loans	
		#	\$	#	\$	#	\$	#	\$
African American	Dependent	2,274	\$48,293,185	2,492	\$42,869,479	2,337	\$27,031,137	1,648	\$11,539,055
	Independent	984	\$19,526,820	999	\$13,614,061	945	\$7,372,856	696	\$5,676,326
	Undetermined	0	\$0	207	\$2,490,379	162	\$1,857,663	15	\$163,033
	Total	3,258	\$67,820,005	3,698	\$58,973,919	3,444	\$36,261,656	2,359	\$17,378,414
Hispanic/Latino(a)	Dependent	4,901	\$94,987,838	5,886	\$85,993,996	5,220	\$49,892,943	3,406	\$26,730,791
	Independent	1,380	\$26,601,431	1,415	\$18,549,306	1,315	\$10,735,518	916	\$7,059,499
	Undetermined	0	\$0	657	\$4,730,967	482	\$2,713,633	65	\$765,854
	Total	6,281	\$121,589,269	7,958	\$109,274,269	7,017	\$63,342,094	4,387	\$34,556,144
American Indian	Dependent	166	\$2,661,683	204	\$2,818,930	195	\$2,092,059	92	\$608,253
	Independent	157	\$2,663,690	166	\$2,010,687	157	\$1,361,791	81	\$612,088
	Undetermined	0	\$0	24	\$127,975	17	\$106,834	1	\$2,495
	Total	323	\$5,325,373	394	\$4,957,592	369	\$3,560,684	174	\$1,222,836
Southeast Asian	Dependent	1,809	\$34,808,292	1,943	\$29,376,113	1,832	\$21,656,574	997	\$6,317,411
	Independent	538	\$9,851,361	551	\$6,592,747	513	\$3,801,298	370	\$2,679,924
	Undetermined	0	\$0	59	\$378,863	45	\$247,660	7	\$73,911
	Total	2,347	\$44,659,653	2,553	\$36,347,723	2,390	\$25,705,532	1,374	\$9,071,246
Two or More Races URM	Dependent	1,503	\$26,202,168	1,887	\$26,236,415	1,651	\$15,287,750	1,248	\$9,529,525
	Independent	460	\$8,957,583	470	\$6,687,190	439	\$3,873,112	332	\$2,582,822
	Undetermined	0	\$0	154	\$1,546,978	122	\$1,062,522	10	\$107,325
	Total	1,963	\$35,159,751	2,511	\$34,470,583	2,212	\$20,223,384	1,590	\$12,219,672
Hawaiian / Pacific Islander	Dependent	38	\$608,738	53	\$647,538	41	\$214,036	41	\$410,912
	Independent	14	\$322,220	14	\$217,949	13	\$121,776	11	\$87,469
	Undetermined	0	\$0	6	\$19,496	4	\$7,125	0	\$0
	Total	52	\$930,958	73	\$884,983	58	\$342,937	52	\$498,381
Other Asian	Dependent	1,372	\$32,881,990	1,804	\$28,232,596	1,535	\$17,869,968	874	\$8,078,490
	Independent	256	\$5,470,718	268	\$3,403,624	245	\$2,073,343	134	\$1,166,947
	Undetermined	0	\$0	330	\$1,294,889	298	\$894,704	15	\$216,718
	Total	1,628	\$38,352,708	2,402	\$32,931,109	2,078	\$20,838,015	1,023	\$9,462,155
White	Dependent	35,337	\$491,791,495	56,029	\$585,787,731	44,152	\$235,115,813	39,275	\$330,673,120
	Independent	9,606	\$165,961,841	10,049	\$119,066,766	9,080	\$61,536,618	6,764	\$53,886,278
	Undetermined	0	\$0	10,308	\$43,410,922	8,456	\$25,629,024	898	\$10,265,177
	Total	44,943	\$657,753,336	76,386	\$748,265,419	61,688	\$322,281,455	46,937	\$394,824,575
Unknown	Dependent	372	\$7,325,972	553	\$6,707,708	408	\$3,534,457	267	\$2,605,551
	Independent	110	\$1,754,355	115	\$1,180,854	99	\$617,685	63	\$504,055
	Undetermined	0	\$0	1,459	\$17,067,145	937	\$13,028,565	35	\$667,876
	Total	482	\$9,080,327	2,127	\$24,955,707	1,444	\$17,180,707	365	\$3,777,482
Two or More Races Non-URM	Dependent	568	\$9,467,794	818	\$9,848,612	680	\$4,968,622	487	\$4,387,200
	Independent	123	\$2,524,199	126	\$1,699,876	118	\$934,366	77	\$662,940
	Undetermined	0	\$0	178	\$896,917	148	\$518,973	11	\$230,646
	Total	691	\$11,991,993	1,122	\$12,445,405	946	\$6,421,961	575	\$5,280,786

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

Appendix B: Financial Aid - Graduate and Professional Students (2020-21)

		Financial Need		*Total Aid		Grants		Loans	
		#	\$	#	\$	#	\$	#	\$
African American	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	608	\$16,440,172	636	\$14,290,678	449	\$3,055,709	533	\$9,749,760
	Undetermined	0	\$0	169	\$1,898,150	93	\$532,376	8	\$93,401
	Total	608	\$16,440,172	805	\$16,188,828	542	\$3,588,085	541	\$9,843,161
Hispanic/Latino(a)	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	718	\$22,835,871	743	\$18,958,899	489	\$4,418,132	557	\$11,574,270
	Undetermined	0	\$0	432	\$5,392,863	227	\$1,336,779	7	\$56,969
	Total	718	\$22,835,871	1,175	\$24,351,762	716	\$5,754,911	564	\$11,631,239
American Indian	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	79	\$2,011,442	87	\$1,850,639	75	\$872,908	51	\$722,790
	Undetermined	0	\$0	20	\$220,535	16	\$110,580	1	\$8,878
	Total	79	\$2,011,442	107	\$2,071,174	91	\$983,488	52	\$731,668
Southeast Asian	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	220	\$5,924,523	227	\$4,620,360	175	\$992,807	181	\$3,416,950
	Undetermined	0	\$0	47	\$493,245	21	\$123,822	0	\$0
	Total	220	\$5,924,523	274	\$5,113,605	196	\$1,116,629	181	\$3,416,950
Two or More Races URM	Dependent	1	\$14,997	1	\$9,900	1	\$9,800	0	\$0
	Independent	233	\$7,022,829	241	\$6,088,542	173	\$1,696,287	190	\$3,693,643
	Undetermined	0	\$0	78	\$1,123,041	44	\$411,149	2	\$39,520
	Total	234	\$7,037,826	320	\$7,221,483	218	\$2,117,236	192	\$3,733,163
Hawaiian / Pacific Islander	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	17	\$453,519	17	\$439,333	8	\$56,177	14	\$342,459
	Undetermined	0	\$0	6	\$92,613	6	\$29,562	0	\$0
	Total	17	\$453,519	23	\$531,946	14	\$85,739	14	\$342,459
Other Asian	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	297	\$12,178,370	320	\$9,416,073	210	\$1,495,374	249	\$7,009,255
	Undetermined	0	\$0	265	\$3,539,171	122	\$595,218	5	\$67,303
	Total	297	\$12,178,370	585	\$12,955,244	332	\$2,090,592	254	\$7,076,558
White	Dependent	13	\$62,336	19	\$156,198	16	\$33,266	10	\$99,691
	Independent	7,462	\$200,862,358	8,014	\$163,497,702	4,920	\$20,642,235	6,499	\$128,670,402
	Undetermined	0	\$0	4,292	\$46,276,917	2,291	\$10,850,571	105	\$1,136,639
	Total	7,475	\$200,924,694	12,325	\$209,930,817	7,227	\$31,526,072	6,614	\$129,906,732
Unknown	Dependent	0	\$0	0	\$0	0	\$0	0	\$0
	Independent	244	\$12,308,234	253	\$9,915,322	117	\$1,618,862	219	\$7,766,616
	Undetermined	0	\$0	2,534	\$41,724,777	651	\$3,569,676	31	\$455,507
	Total	244	\$12,308,234	2,787	\$55,761,455	768	\$5,188,538	250	\$8,222,123
Two or More Races Non-URM	Dependent	1	\$0	1	\$1,641	1	\$300	0	\$0
	Independent	102	\$3,645,697	108	\$2,707,112	77	\$620,888	82	\$1,913,117
	Undetermined	0	\$0	112	\$1,397,670	61	\$199,294	2	\$17,213
	Total	103	\$3,645,697	221	\$4,106,423	139	\$820,482	84	\$1,930,330

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