

E. UW-Stout Diversity

Ratings on diversity-related questions:

- Faculty and staff ratings on “valuing differences among people” have remained fairly constant over the past 4 years. The mean rating in 2004 was 3.55 on a five-point scale.
- Student ratings on racial harmony at UW-Stout have dropped slightly over the past 3 years, and remain below ratings of comparative groups:

| ACT Student Opinion College Environment | UW- Stout 2004 | UW- Stout 2003 | UW- Stout 2002 | Public >5000 Colleges | Public Colleges | National Sample |
|--|----------------------|----------------------|----------------------|-----------------------------|--------------------|--------------------|
| Racial Harmony at this College | 3.55 | 3.61 | 3.63 | 3.67 | 3.72 | 3.74 |

- UW-Stout freshmen and senior ratings on diversity questions are consistently below the ratings of comparative groups. Most ratings stayed approximately the same or decreased slightly from 2003 to 2004.
- Stout first-year students scored significantly **lower** than the master’s and national samples for the past 3 years on the question “Had serious conversations with students of a different race or ethnicity than your own”

| NSSE Diversity Questions | Class | Stout 2004 | Stout 2003 | UW System 2004 | Master’s 2004 |
|---|-------|---------------|---------------|----------------------|------------------|
| Included diverse perspectives (different races, religions, genders, political beliefs, etc.) in class discussions or writing assignments | FY | 2.46 | 2.40 | 2.58 | 2.74 |
| | SR | 2.53 | 2.50 | 2.71 | 2.82 |
| Had serious conversations with students of a different race or ethnicity than your own | FY | 2.00 | 2.17 | 2.13 | 2.51 |
| | SR | 2.26 | 2.22 | 2.32 | 2.58 |
| Had serious conversations with students who are very different from you in terms of their religious beliefs, political opinions, or personal values | FY | 2.37 | 2.52 | 2.58 | 2.68 |
| | SR | 2.56 | 2.52 | 2.65 | 2.69 |
| Encouraging contact among students from different economic, social, and racial or ethnic backgrounds | FY | 2.23 | 2.25 | 2.44 | 2.57 |
| | SR | 2.22 | 2.22 | 2.25 | 2.40 |
| Understanding people of other racial and ethnic backgrounds | FY | 2.11 | 2.28 | 2.39 | 2.51 |
| | SR | 2.33 | 2.36 | 2.49 | 2.57 |

Continuing Opportunities for improvement are noted in blue

Diversity of UW-Stout faculty/staff:

- In the past year, the percentage of women employees at UW-Stout has increased by 1% and the percentage for minority employees has not changed.
- In each of the colleges/schools, the goal is for the workforce percentage for women and minorities to equal the availability percentage. In 2004-05, the workforce percentages for women are consistently less than the availability percentages for women in all of the colleges/schools. However, in the college of Human Development the workforce and availability percentages for minorities are the same.

Diversity of UW-Stout students

- The percentage of minority students at UW-Stout has increased from 3.7% to 4.6% over the past four years.
- One-year retention rates and six-year graduation rates for minority students at UW-Stout have fluctuated over the past several years, but have been consistently below the rates for all UW-Stout students.

| 2003 6-year Graduation Rate | All Students | Minority | Gap |
|------------------------------------|---------------------|-----------------|------------|
| UW-Stout | 45.5% | 26.7% | 18.8% |
| Peer 1 | 34.1% | 15.5% | 18.6% |
| Peer 2 | 64.6% | 49.2% | 15.4% |
| Peer 3 | 48.6% | 29.7% | 18.9% |

