

E. UW-Stout Diversity

Ratings on diversity-related questions:

- The EAC identified “Exposure to and interaction with students of different races, ethnicity, religions, genders, political belief” as one of three opportunities for improvement on the NSSE survey.
- Faculty and staff ratings on “valuing differences among people” have remained fairly constant prior to 2006 averaging about 3.54. However, the mean rating in 2006 dropped to 3.33 on a five-point scale.
- Stout faculty/staff felt racial and ethnic diversity should be more strongly reflected in the curriculum than the national averages but felt creating a diverse multi-cultural campus environment was not as high a priority for the institution as 4-year colleges and institutions.
- Student ratings on racial harmony at UW-Stout average about 3.61 over the past 4 years and remain below ratings of comparative groups:

ACT Student Opinion College Environment	UW- Stout 2005	UW- Stout 2004	UW- Stout 2003	UW- Stout 2002	Public >5000 Colleges	Public Colleges	National Sample
Racial Harmony at this College	3.64	3.55	3.61	3.63	3.69	3.72	3.75

- UW-Stout freshmen and senior ratings on diversity questions are consistently below the ratings of comparative groups. However, most ratings increased slightly from 2004 to 2005.
- Stout first-year students scored significantly lower than the Master’s and national samples for the past 4 years on the question “Had serious conversations with students of a different race or ethnicity than your own.”

NSSE Diversity Questions	Class	Stout	Stout	Stout	Peers	Master’s
		2005	2004	2003	2005	2005
Included diverse perspectives (different races, religions, genders, political beliefs, etc.) in class discussions or writing assignments	FY	2.52	2.46	2.40	2.68	2.76
	SR	2.64	2.53	2.50	2.67	2.83
Had serious conversations with students of a different race or ethnicity than your own	FY	2.12	2.00	2.17	2.49	2.53
	SR	2.28	2.26	2.22	2.58	2.60
Had serious conversations with students who are very different from you in terms of their religious beliefs, political opinions, or personal values	FY	2.55	2.37	2.52	2.70	2.70
	SR	2.59	2.56	2.52	2.69	2.71
Encouraging contact among students from	FY	2.37	2.23	2.25	2.45	2.58

different economic, social, and racial or ethnic backgrounds	SR	2.16	2.22	2.22	2.22	2.43
Understanding people of other racial and ethnic backgrounds	FY	2.34	2.11	2.28	2.48	2.59
	SR	2.51	2.33	2.36	2.43	2.61

Diversity of UW-Stout faculty/staff:

- In the past year, the percentage of both minority employee and women employees at UW-Stout changed by less than 1%.
- In each of the colleges/schools, the goal is for the workforce percentage for women and minorities to equal the availability percentage. In 2005-06, the workforce percentages for women are consistently less than the availability percentages for women in 2 of the colleges/school. The workforce percentages for minorities are less than the availability percentages in 3 of the colleges/school. Goals were set in the same colleges/school in the previous year and progress was made in 4 of the 5 colleges/school goal areas during that year.
- One of the goals for Plan 2008 is to have a significant presence of faculty/staff of color. Results indicate the following:

Faculty and Staff New Hires			
	02-03	03-04	04-05
Unclassified			
Total Hires	77	57	67
Total Minority Hires	6	3	5
% Minority Hires	7.8%	5.3%	7.5%
Classified			
Total Hires	16	7	12
Total Minority Hires	1	0	1
% Minority Hires	6.2%	0%	8.3%

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%

