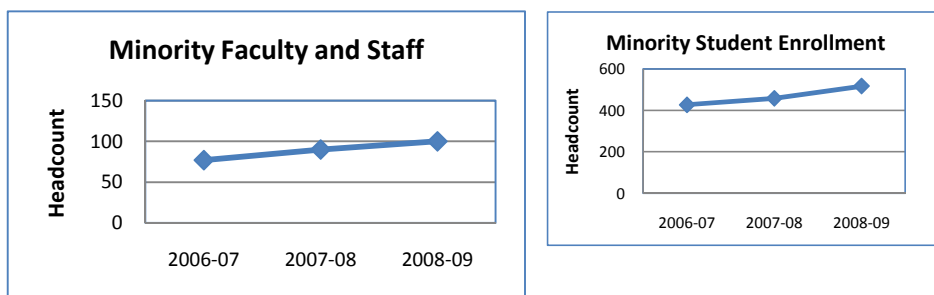


## DIVERSITY FACTS AND FIGURES 2009

### MAJOR FINDINGS

#### 1. Stout has seen significant growth in the number and percentage of minority students and faculty/staff.



- There has been a steady upward trend in underrepresented undergraduate enrollment between 2001 and 2007. American Indians and Southeast Asians have grown and African Americans and Asian Americans have seen little growth.

#### 2. Stout has nearly closed the retention gap between minority and non-minority students – yet the gap in graduation rates remains.

**2<sup>nd</sup> Year Retention Rate**

	2004	2005	2006	2007
Students of Color	59%	60%	65%	71%
White	75%	72%	70%	72%

**6 Year Graduation Rate**

	1999	2000	2001	2002
Students of Color	46%	17%	39%	40%
White	58%	60%	60%	57%

- There are differences in retention/graduation rates when broken down by race- highest for Asian American and Southeast Asian

#### 3. Stout students report consistently lower satisfaction ratings on diversity-related survey questions than desired, but some ratings increased in 2008.

- Ratings on *racial harmony, diverse perspectives, conversations with students of a different race or different in other ways, encouraging contact among diverse groups, understanding people of different races* are consistently lower than comparative groups.
- Goals that were set for diversity questions on Plan 2008 were not met.
- However, four out of the five diversity-related questions on the NSSE increased for freshmen in 2008

#### 4. Stout minority faculty/staff report less satisfaction than non-minority faculty staff.

- According to exit interview data from minority faculty/staff that resign from UW-Stout:
  - They leave for higher salaries (8%)
  - Are more dissatisfied with their job (33%)
- Exit Surveys reveal:
  - Minorities consistently more dissatisfied than white
  - Minorities consistently experience more discrimination
  - Minorities feel harassed more because of race or national origin
- Faculty/Staff Satisfaction Surveys reveal:
  - African, Hispanic and American Indian report lower ratings on supervisor satisfaction than other groups
  - African, Hispanic, Asian and American Indian report lower ratings on : 1) belief that campus enhances cultural relations, and 2) campus leaders efforts, compared with other groups
  - African, Hispanic, Asian and American Indian less likely to recommend campus to others as a racially sensitive place