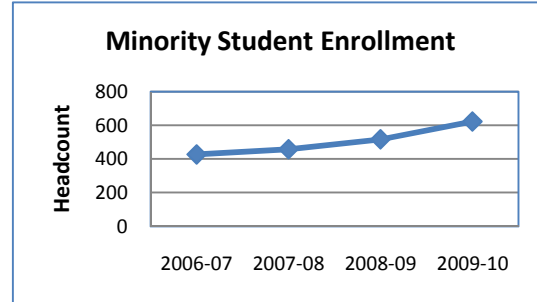
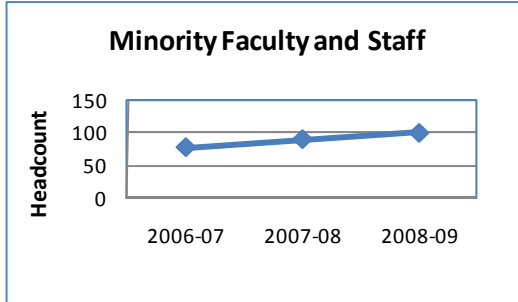


**Develop knowledge, respect and validation of differing values, cultures and beliefs in students, faculty and staff**

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



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

	2004	2005	2006	2007	2008
Students of Color	59%	60%	65%	71%	67%
White	75%	72%	70%	72%	71%

	1999	2000	2001	2002	2003
Students of Color	46%	17%	39%	40%	30%
White	58%	60%	60%	57%	57%

**Equity scorecard – key findings**

1. There is a geographic/demographic gap between growing minority populations and enrollment.
2. There is a gap between application and show rate for all minority students, particularly African American and Hispanic/Latino.
3. Southeast Asian, American Indian and Asian Americans have the lowest graduate enrollment.
4. The number of Hispanic/Latino and Southeast Asian college-age students is increasing dramatically in the region.
5. There are wide gaps in retention between the different racial/ethnic groups. The retention gap between whites and minorities as a group has been closing. This is largely due to the improvement in Southeast Asian retention.
6. Minority students are twice as likely to need remedial education.
7. There is low graduate school matriculation for all race/ethnic groups.
8. Two sources of information, Exit Surveys and the Quality of Worklife/Job Engagement study, offer compelling data for a pattern of behavior towards minority faculty/staff that contributes towards a climate that is not conducive for their retention.
9. NSSE data suggests that minority students report lower ratings than white students.
10. Although 15% of the faculty is minority; representation of Southeast Asians, African Americans, American Indians and Hispanic/Latinos is poor.

11. There is a large gap between application and application completion for all minority students.

12. There are gaps in Pell grant and scholarship distribution by race/ethnic groups.

2007-08 Scholarships				
Race/Ethnicity	# of Students	# of Awards	% of Population Receiving at Least One Scholarship	Total Scholarships
African American	10	31	12%	\$18,846
American Indian	26	55	43%	\$80,027
Southeast Asian	32	110	27%	\$68,175
Asian American	14	39	18%	\$35,114
Hispanic/Latino	11	26	17%	\$19,450
International	12	26	14%	\$56,355
Total Minority/Int	105	287	21%	\$277,967
White	1,125	1,766	16%	\$1,859,050
Total	1,230	2,053	16%	\$2,137,017

Source: UW-Stout Financial Aid Office

13. A small percentage of African American, American Indian, and Hispanic/Latino students receive honors compared to white, Asian and Asian American.

14. There is low participation by all race/ethnic groups in honors program.

Participation in Honors Program Fall 2008							
Currently participating in Honors program	African American	American Indian	Southeast Asian	Asian American	Hispanic / Latino(a)	white	Total
Number	2	0	1	2	1	128	134
%	1.4	0	< 1	1.4	<1	95.5	100

15. Of those who report, minority faculty/staff resign, are non-renewed or are dismissed at nearly twice the rate as white faculty/staff.

EO/AA Exit Interview Survey: Reasons for Leaving UW-Stout from fiscal years 2002-2003 to 2007-2008		
Reason (yes/no questions)	Number Of Times Chosen	
	Minority* (N=19)	White (N=216)
Resignation	11	79
Retirement	4	105
Non-renewed	2	9
Position eliminated	1	7
Dismissal	1	0
End of appointment term	1	6
Transfer to another UW-System University	0	20
Lay off	0	0
Found a job with higher salary	6	53
Found a job with better fringe benefits	4	18
Pursuit of additional education/degree	4	16
Recruited by another employer	2	23
Relocation of spouse/partner	2	11
No work for spouse/partner in this area	1	4
Family/Personal matters	1	23
Illness in family	0	6
Care for parent or child	0	5
Dissatisfaction with department or unit	9	34
Non-supportive environment	7	28
Inadequate professional development opportunities	5	8
Inadequate research support and/or facilities	5	8
Workload issues	4	18
Poor relationships with university employees	4	8
Geographic location	0	31
Retirement window	0	25