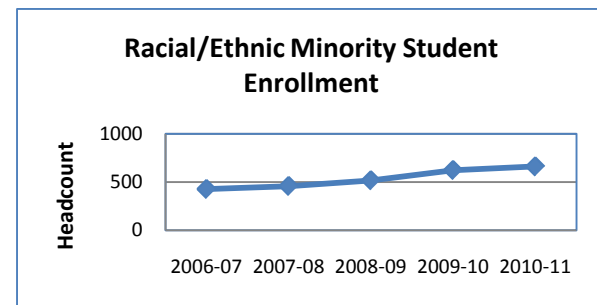
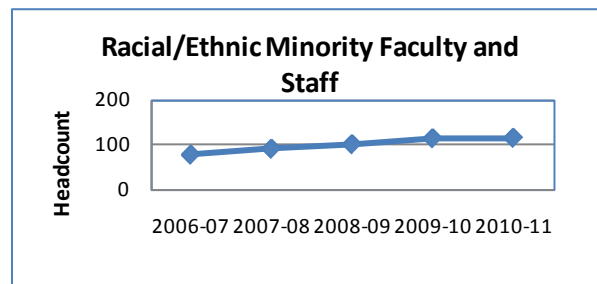


Develop knowledge, respect and validation of differing values, cultures and beliefs in students, faculty and staff

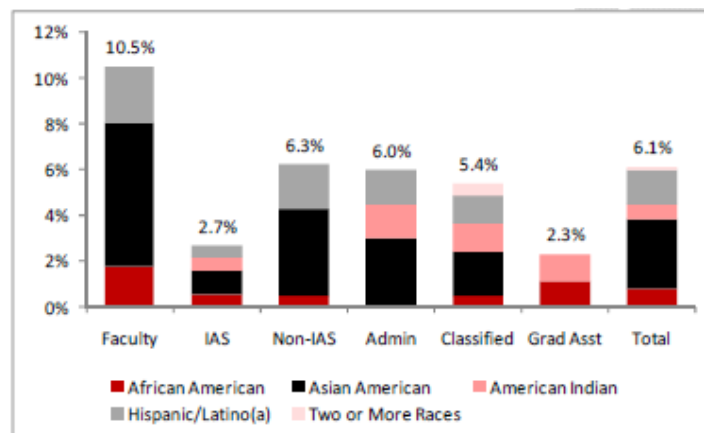
Minority applications for freshmen and transfers continue to increase.

UNDERGRADUATE APPLICATION FOR ADMISSION SUMMARY							
		09/07/10	09/08/09	+ / -	%		03/28/11
Minority Apps (FR & TR)		551	421	130	30.88%		535
Admitted		209	141	68	48.23%		297
Academic Denied		67	51	16	31.37%		70
Withdrawal Incomplete		129	100	29	29.00%		2
Incomplete		0	0	0	0.00%		140
Pending		0	0	0	0.00%		0
Complete		0	0	0	0.00%		5
Wait List*		0	0	0	0.00%		3
Withdrawal		146	129	17	13.18%		18
Admit & Withdrawal		355	270	85	31.48%		315

There have been increases in minority students, faculty and staff.



UW-Stout Faculty and Staff of Color, Fall 2010



Stout has nearly closed the retention gap between minority and non-minority students – yet the gap in graduation rates remains. There are some retention gaps between URM and the overall population when segmented by program.

2nd Year Retention Rate					
	2005	2006	2007	2008	2009
Students of Color	60%	65%	71%	67%	73%
URM	57%	65%	69%	67%	72%
Pell Recipient	61%	65%	72%	67%	70%
White	72%	70%	72%	71%	75%

6 Year Graduation Rate (Any UW)					
	2000	2001	2002	2003	2004
Students of Color	20%	41%	48%	33%	43%
URM	17%	32%	49%	26%	40%
Pell Recipient	55%	53%	51%	53%	50%
White	60%	61%	60%	63%	62%

Retention rate in any program for Fall 2009 Cohort		
Program name	URM	Overall
<i>College of Arts, Humanities & Social Sciences</i>		
Applied Social Science	NA	NA
Art	100.0%	84.7%
Prof. Comm. & Emerging Media	NA	100.0%
<i>College of Education, Health & Human Sciences</i>		
Art Education	100.0%	79.2%
Career, Tech Education & Training	NA	NA
Cognitive Science	NA	NA
Dietetics	100.0%	82.9%
Early Childhood Education	50.0%	73.0%
Family & Consumer Science Education	NA	70.0%
Food Systems & Technology	NA	66.7%
Human Development & Family Studies	100.0%	70.0%
Marketing & Business Education	NA	63.6%
Psychology	67.0%	66.2%
Science Education	NA	75.0%
Special Education	0.0%	71.0%
Technology Education	0.0%	76.2%
Technology & Science Education	NA	100.0%
Vocational Rehabilitation	0.0%	64.0%
<i>College of Management</i>		
Business Administration	86.0%	70.8%
Golf Enterprise Management	100.0%	96.0%
Hotel, Restaurant & Tourism Management	100.0%	75.9%
Management	NA	100.0%
Property Management	NA	100.0%
Retail, Merch & Management	71.0%	70.8%
Service Management	NA	100.0%
Supply Chain Management	NA	NA
Sustainable Management	NA	100.0%
<i>College of Science, Tech., Engineering & Math</i>		
Apparel Design & Development	67.0%	78.3%
Applied Math & Computer Science	0.0%	69.2%
Applied Science	67.0%	69.5%
Computer Engineering	50.0%	66.7%
Construction	50.0%	79.7%
Engineering Technology	100.0%	77.0%
Game Design & Development	NA	85.0%
Graphic Communications Management	100.0%	82.5%
Information & Communication Technologies	NA	NA
Information Technology Management	NA	75.0%
Manufacturing Engineering	NA	82.9%
Packaging	100.0%	76.1%
Plastics Engineering	100.0%	87.5%

Approximately 4% of the Honor's students were racial/ethnic minorities in 2010.

Participation in Honors Program										
Year	Currently in Honors program	African American	American Indian	Southeast Asian	Asian American	Hispanic / Latino(a)	2 or more races	White	No answer	Total
2008	Number	2	0	1	2	1	NA	128	NA	134
2008	%	1.4	0	< 1	1.4	<1	NA	95.5	NA	100
2010	Number	0	1	2	1	0	5	219	9	238
2010	%	0	<1	<1	<1	0	2	92	4	100

There are gender differences in enrollment by program.

	M	F
<i>Enrollment by Race/Ethnicity, fall 2010</i>		
<i>College of Arts, Humanities & Social Sciences</i>		
Applied Social Science	23	20
Art	330	571
Prof. Comm. & Emerging Media	17	36
<i>College of Education, Health & Human Sciences</i>		
Art Education	25	100
Career, Tech Education & Training	49	34
Cognitive Science	1	2
Dietetics	23	152
Early Childhood Education	36	304
Family & Consumer Science Education	4	46
Food Systems & Technology	19	35
Human Development & Family Studies	16	219
Marketing & Business Education	36	26
Psychology	89	207
Science Education	12	18
Special Education	31	62
Technology Education	120	11
Technology & Science Education	4	0
Vocational Rehabilitation	69	160
<i>College of Management</i>		
Business Administration	522	283
Golf Enterprise Management	167	20
Hotel, Restaurant & Tourism Management	215	328
Management	274	191
Property Management	21	3
Retail, Merch & Management	9	294
Service Management	18	12
Supply Chain Management	9	1
Sustainable Management	20	19
<i>College of Science, Tech., Engineering & Math</i>		
Apparel Design & Development	10	209
Applied Math & Computer Science	116	22
Applied Science	140	131
Computer Engineering	76	1
Construction	361	11
Engineering Technology	366	21
Game Design & Development	109	18
Graphic Communications Management	75	104
Information & Communication Technologies	100	18
Information Technology Management	102	3
Manufacturing Engineering	202	14
Packaging	174	41
Plastics Engineering	32	1
Other undergraduate	296	237
Undergraduate total	4,318	3,985

There no statistically significant differences in salaries for racial/ethnic minorities compared to all faculty and staff.

2010-11 Gender and Race/Ethnicity Results by Model						
	Faculty Model		Cat B Staff/Faculty Model		Category A Staff	
	Minority	Sig.	Minority	Sig.	Minority	Sig
Race/ Ethnicity	1,041	.272	621	.481	(845)	.587

Of those who report, minority faculty/staff resign, are non-renewed or are dismissed at much higher rates white faculty/staff.

EO/AA Exit Interview Survey: Reasons for Leaving UW-Stout from fiscal years 2005-2006 to 2010-2011		
Reason (yes/no questions)	Number Of Times Chosen	
	Minority (N=18)	White (N=202)
Resignation	10	76
Retirement	1	109
Non-renewed	2	5
Position eliminated	1	4
Dismissal	1	0
End of appointment term	2	6
Transfer to another UW-System University	1	16
Lay off	0	0
Found a job with higher salary	6	49
Found a job with better fringe benefits	4	17
Pursuit of additional education/degree	5	10
Recruited by another employer	2	21
Relocation of spouse/partner	1	8
No work for spouse/partner in this area	1	3
Family/Personal matters	1	23
Illness in family	0	6
Care for parent or child	0	6
Dissatisfaction with department or unit	6	26
Non-supportive environment	7	27
Inadequate professional development opportunities	7	7
Inadequate research support and/or facilities	3	3
Workload issues	3	11
Poor relationships with university employees	2	7
Geographic location	2	30
Retirement window	0	32