

URGE Demographic Data for  
**University of Wisconsin – Milwaukee**  
**University of Wisconsin - Parkside**

This is what was found by the Panther Pod at University of Wisconsin – Milwaukee and University of Wisconsin - Parkside on demographic data (public and internal facing) as well as stated goals for representation, and/or proposals to collect and report demographic data.

The following was approved by all present on 03/10/2021. (*Not present*: Mikayla Walker)

- What demographic data are collected at your institution?
  - **UW-Milwaukee:** Gender, ethnicity, geography, citizenship, first-generation college. Collected by:
    - College, program, degree
    - Applicants, admissions, enrollments, retentions
  - **UW-Parkside:** Generally, it's only collected according to major categories used by federal funding agencies focused on defining URM percentage. URM is defined as Black/African American, Hispanic/Latinx, American Indian/Alaska Native, and Southeast Asian or URM/non-URM. Some more specific data on race is kept and publicly available for the overall population, but departmental or college requests for demographic data result in the broader categories.
  
- What do the numbers tell you?
  - **UW-Milwaukee**
    - At undergraduate level (Geosciences): Geosciences has made significant progress in the number of majors in targeted<sup>1</sup> student categories. Targeted students have increased from 7.9% of majors in 2011 to 25.7% in Fall 2020. This is higher than the national average and slightly higher than the UWM-wide average of ~24%. Growth has been primarily in students identifying as Latina/Latino and as multi-ethnic. Geosciences still lags significantly behind the UWM population in the proportion of Black/African-American students (2.7% vs 6.5%).
    - At graduate level (for all UWM): a steady increase in targeted student enrollment from 10% in 2006 to 15% in 2018 (growth mostly in students identifying as multi-ethnic). Within Geosciences, we still struggle to attract these students.

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<sup>1</sup> UWM identifies targeted underrepresented students to include Black/African-American, Latina/Latino, American Indian/Alaska Native, Southeast Asian, and multi-ethnic. Excludes international students.

- Are data public? If not, who has access? If the data are kept private, what reason is given?
  - **UW-Milwaukee:**
    - High-level, university-wide data on enrolled students are public: See [UWM Fact Book](#)
    - Data broken out by school/college are public: <https://uwm.edu/institutional-research/semester-enrollment/>
    - Data on graduate applications, admissions, and enrollments are public, but not necessarily easy to put in a usable format: <https://uwm.edu/graduateschool/graduate-school-program-data/dynamic-student-body-reports/>
    - Other detailed reports are produced (or can be generated upon request), but not all are public: <https://uwm.edu/datahub/>
    - Non-public reports can be accessed by university personnel upon request.
  - **UW-Parkside:**
    - Aggregated information is available to the public: <https://www.uwp.edu/explore/offices/institutional-research/fast-facts.cfm>
    - There's supposedly a dashboard for information available to people at the university, but it hasn't been working for a few years. We have a form (<https://www.uwp.edu/explore/offices/institutional-research/datarequest.cfm>) that we can use to request data, but I and others have found the data we receive fairly difficult to work with.
- Are there stated and measurable goals for representation in your organization?
  - **UW-Milwaukee:**
    - The [2019-2021 DEI Strategic Directions Compact](#) outlines a number of goals and processes.
    - A DEI Framework is due to be published soon: <https://uwm.edu/chancellor/strategic-directions/diversity-equity-and-inclusion/>
    - The Panther Geosciences pod has identified a 5-year goal achieving URM major enrollments in *all* targeted groups on par with UWM-wide URM enrollments. Longer term goals are to reflect the population of the Milwaukee metro area and southeast Wisconsin.
  - **UW-Parkside:** Parkside is currently trying to achieve Hispanic Serving Institution status, which would mean that 25% or more of our full-time undergraduate population would be Hispanic/Latino students. Parkside also talks about having our demographics match the local population, since we're a very regional university.
  - **Both UW-Milwaukee and UW-Parkside** are founding members of the southeastern Wisconsin *Moon Shot for Equity* initiative (<https://uwm.edu/moon->

[shot/](#)) . One of the stated goals of this initiative is data transparency and to use metrics and data to measure progress.

**Action items: UW-Milwaukee**

- Put in place a better system for tracking our majors into and out of the program. When and how are they coming into the program? When and why do they leave the program before graduating? This includes tracking within specific targeted groups.