

EXECUTIVE SUMMARY

Strategic Direction: OUTSTANDING LEARNING ENVIRONMENT

UWM prepares students to live and work in the global 21st century, and in many ways exemplifies the best in 21st century education; our research standing is among the best in the world and we are emerging leaders in data science, connected systems, entrepreneurship, and experiential learning, even as we juggle the demands of research and access missions. But too many students at UWM do not succeed, and we must do more to help them confront the challenges that stand between them and their goal of graduation. To do so, we must commit the full energy of everyone at UWM to the creation of an Outstanding Learning Environment (OLE) for our students, and we must settle for nothing short of significant progress in these critical metrics:

	Current	Three-year goal	Six-year goal	10-year goal
Six-year graduation rates	44.1%	46%	48%	50%
Six-year graduation rates (Pell eligible)	34.5%	35-37%	37-39%	39-42%
Four-year graduation rates	18.2%	20-22%	22-24%	24-26%
Four-year graduation rates (Pell eligible)	10.7%	12-14%	14-16%	16-18%
Average credits to degree	135.5	135	133	128
% of students completing at least 30 credits in year one	48.4%	50%	53%	60%
% of students in at least one experiential opportunity	80%	100%	100%	100%
DFW rates (classes of 50-100; complete data below)	15.7%	10-13%	9-12%	8-11%
Retention rates, 1-5 (year one; complete data below)	72.8	74-77	77-79	79-80
Eliminating URM retention gaps	-2.8	<3	<3	<3
Eliminating URM six-year graduation gaps	-18.4	-15%	-13%	-10%

To achieve these goals, the strategic directions for OLE include four specific efforts, each with key action steps. Those efforts and actions are detailed thoroughly within the included plan. OLE efforts include:

- Providing an increased comprehensive institutional aid plan
- Developing comprehensive academic maps to guide students from enrollment through graduation
- Implementing an expanded student support model
- Cultivating campus engagement with student success efforts

Within the OLE, engagement within both campus and school/college/major high impact practices are critical. This action plan makes the OLE strategic direction a campus-wide retention and graduation plan. It is designed to drive enrollment via enhanced recruitment and retention efforts while guiding students toward timely graduation and sustainable careers.

Outstanding Learning Environment: Key Metrics

Graduation Rates

<i>Actuals/Goals in percentages</i>	UWM Actual				UWM Goal		
	2009	2010	2011	2012	3-year	6-year	10-year
Year of initial fall enrollment							
6-year graduation rate	40.3	39.4	41.2	44.1	46	48	50
6-year graduation rate (Pell)	31.9	31.7	32.2	34.5	33-35	34-36	35-40
4-year graduation rate	14.3	13.5	14.9	18.2	20-22	22-24	24-26
4-year graduation rate (Pell)	9.4	8.7	8.9	10.7	12-14	14-16	16-18

Narrative: The 6-year rates represent the percentage of new freshmen enrolled officially in fall who earned their first UWM bachelor's degree prior to their 7th fall term. The 4-year rates represent the percentage of new freshmen enrolled officially in fall who earned their first UWM bachelor's degree prior to their 5th fall term.

Average Credits to Degree

<i>Actuals/Goals in numbers</i>	UWM Actual				UWM Goal		
	2014-15	2015-16	2016-17	2017-18	3-year	6-year	10-year
Graduating cohorts							
New freshmen	136.3	135.4	135.5	135.5	135	133	130
Transfers	142.1	142.8	142.9	142	138	135	133

Narrative: These rates reflect students who earned their first UWM bachelor's degree and were officially enrolled in the past as new freshmen or new transfers. Credits can include UWM credits, test credit, and transfer credit (including any credits earned prior to their first fall term). Remedial and audit units are not included.

30 credits by 2nd Fall, New Freshmen

<i>Actuals/Goals in percentages</i>	UWM Actual				UWM Goal		
	2014	2015	2016	2017	3-year	6-year	10-year
Year of initial fall enrollment							
New freshmen	33.1	37.4	42.1	48.4	50	53	60

Narrative: These percentages represent the percentage of new freshmen enrolled officially in fall who earned 30 credits or more prior to their 2nd fall term (including any credits earned prior to their first fall term). Credits can include UWM credits, test credit, and transfer credit. Remedial and audit units are not included.

Experiential Learning

<i>Actuals/Goals in percentages</i>	UWM Actual				UWM Goal		
	2009	2010	2011	2012	3-year	6-year	10-year
Year of initial enrollment							
Student participation	80%	80%	80%	80%	100%	100%	100%

Narrative: Goal is 100% participation. Data collection and goal setting in progress

DFW Rates

<i>Actuals/Goals in percentages</i>	UWM Actual				UWM Goal		
	2015	2016	2017	2018	3-year	6-year	10-year
Year of Fall Term							
50-100 students	15.9	16.1	14.2	15.7	10-13	9-12	8-11
More than 100 students	18.7	18.9	18.4	17.8	15-17	14-16	13-15

Narrative: Course section sizes are based on official enrollment in grade-carrying course sections. These rates only reflect students enrolled officially in grade-carrying course sections who did not drop, did not receive an incomplete, did not audit, and received a standard grade or were withdrawn.

Retention

<i>Actuals/Goals in percentages</i>	UWM Actual				UWM Goal		
	2014	2015	2016	2017	3-year	6-year	10-year
Year of initial fall enrollment							
First Year All	71	72	73.9	72.8	74-77	77-79	79-80
Second Year All	59.6	61.3	61.2	TBD	62-65	65-57	67-70
Third Year All	53.9	55	TBD	TBD	54-57	57-59	59-60
Fourth Year All	31.4	TBD	TBD	TBD	TBD	TBD	TBD
Fifth Year All	TBD	TBD	TBD	TBD	TBD	TBD	TBD

Narrative: The one-year retention rate is the percentage of fall new freshmen who returned for their 2nd fall term. These rates are based on official enrollment data.

Achievement Gap in 1-Year Retention & 6-Year Graduation

<i>Actuals/Goals in percentages</i>	UWM Actual				UWM Goal		
	2014	2015	2016	2017	3-year	6-year	10-year
Year of initial fall enrollment							
First Year URM Reten.	65.1	67.7	68.6	70.8			
First Year Non-URM Reten.	73.6	73.5	76	73.6			
Diff. in retention (if any)	-8.5	-5.8	-7.4	-2.8	<3	<3	<3
<i>Actuals/Goals in percentages</i>	UWM Actual				UWM Goal		
	2009	2010	2011	2012	3-year	6-year	10-year
Year of initial fall enrollment							
6-Year URM Grad	24.8	27	25.9	30.1			
6-Year Non-URM Grad	43.6	43.1	45.9	48.5			
Diff. in 6-Year Grad (if any)	-18.8	-16.1	-20	-18.4			

Narrative: This achievement gap is the percentage-point difference in the one-year retention rates of non-underrepresented students and underrepresented students [African American, American Indian, Latino/a, and Southeast Asian American students (including those who are multi-ethnic)].