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January 14, 2025

**VIA ELECTRONIC MAIL ONLY: [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov)**

Chicago Office  
Office for Civil Rights  
U.S. Department of Education  
John C. Kluczynski Federal Building  
230 S. Dearborn Street, 37<sup>th</sup> Floor  
Chicago, IL 60604

**Re: Title VI Complaint Against the University of Wisconsin-Madison**

Dear Sirs or Madams:

We represent Young America’s Foundation (“YAF”), a nationwide student membership organization that seeks to educate students, provide educational and social opportunities, and promote traditional conservative values. YAF has an active chapter on the Universities of Wisconsin (“UW”)’s Madison campus, Young Americans for Freedom at UW-Madison (“YAF UW-Madison”), which is also represented in this complaint.

Today, we write to inform you of several racially discriminatory scholarship programs that the University of Wisconsin-Madison (“UW-Madison”) is currently offering to students. As you are aware, offering and awarding opportunities based on race is unconstitutional, and illegal under Title VI of the Civil Rights Act of 1964. Consequently, on behalf of YAF and YAF UW-Madison, please consider this letter a formal complaint against UW-Madison under Title VI.

**I. UW-Madison’s Race-Based Scholarships Violate Title VI**

On June 29, 2023, the United States Supreme Court declared, in no uncertain terms, that “racial discrimination in public education is unconstitutional.”<sup>1</sup> Accordingly, “[n]o State has any authority under the equal-protection clause of the Fourteenth Amendment to use race as a factor in affording educational opportunities among its citizens.”<sup>2</sup> Title VI of the Civil Rights Act of 1964 embodies the same

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<sup>1</sup> *Students for Fair Admissions, Inc. (SFFA) v. President & Fellows of Harvard Coll.*, 600 U.S. 181, 204 (2023) (quoting *Brown v. Board of Education*, 349 U.S. 294, 298 (1955)).

<sup>2</sup> *Id.* (quoting an oral argument transcript in *Brown v. Board of Education*, 347 U.S. 483 (1954)).

principles as the United States Constitution, and therefore, this ruling means publicly-funded universities that engage in racial discrimination violate both the U.S. Constitution and Title VI.

In response to the Court’s historic decision, many colleges and universities implemented fundamental changes not only to their admissions policies, but also to their financial aid programs. According to one study, approximately 50 colleges and universities “have halted or terminated their race-conscious scholarships” as of October 30, 2024.<sup>3</sup> State Attorneys General, such as Missouri’s Andrew Bailey and Ohio’s Dave Yost, have also issued legal opinions explaining why race-based scholarships violate federal law.<sup>4</sup>

In Wisconsin, following public pressure from the Wisconsin Institute for Law & Liberty (“WILL”), the Universities of Wisconsin abandoned over 160 race-based scholarships.<sup>5</sup> And for the most part, the Universities of Wisconsin seems to be following the U.S. Supreme Court’s mandate that all students are treated in a race-neutral manner.<sup>6</sup>

This was a laudable step, with one glaring exception: UW’s flagship campus, UW-Madison, refused to publicly acknowledge and confirm that it would eliminate its racially discriminatory scholarship programs.

To clarify the status of UW-Madison’s race-based scholarships and ensure their discontinuation, on March 4, 2024, pursuant to Wisconsin’s public records law, WILL submitted a public records request to UW-Madison for a “list of each scholarship, fellowship, or award available at UW Madison for the current school year in which the race of the recipient is a factor.”<sup>7</sup> But after many emails back and forth with UW-Madison’s public records officials, it became clear that UW-Madison officials had no idea how many race-based scholarships they had.<sup>8</sup>

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<sup>3</sup> See Logan Johnson, Ph.D., *How the Supreme Court’s Ruling on Affirmative Action is Impacting Race-Conscious Scholarships*, AccessLex Institute (Oct. 30, 2024), available [here](#).

<sup>4</sup> See Letter, Missouri Attorney General Andrew Bailey (June 29, 2023), available [here](#) (see also Appendix at App 0062–0064); Sarah Donaldson, *Race-based scholarships under review at Ohio public colleges after affirmative action reversal*, Statehouse News Bureau (Feb. 26, 2024), available [here](#).

<sup>5</sup> See Chris Rickert, *Conservative law firm challenges UW race-based programs after Supreme Court ruling*, Wisconsin State Journal (Mar. 1, 2024), available [here](#); Daniel Douglas-Gabriel, *Many universities are abandoning race-conscious scholarships worth millions*, Washington Post (July 9, 2024), available [here](#); Letter, Daniel Lenington to the Universities of Wisconsin (Feb. 28, 2024), available [here](#).

<sup>6</sup> However, in 2025, the UW Board of Regents will award up to three, \$7,500 “diversity awards” to individuals who have shown a commitment to helping certain racial groups, but not others. This Title VI complaint should *also* be construed as a complaint against that program, which can be found [here](#).

<sup>7</sup> See Appendix at App 0031–0033.

<sup>8</sup> *Id.* at App 0022–0031.

Following months of delay, and after charging WILL \$200 in “location costs,”<sup>9</sup> UW-Madison finally provided a spreadsheet detailing all scholarships it made available to students for the 2024-25 academic year in the Wisconsin Scholarship Hub (WiSH), along with the eligibility requirements of each.<sup>10</sup> Notably, UW-Madison officials admitted that “although the majority of scholarships are entered into WiSH, there are a number of scholarships that would not be captured by this search.”<sup>11</sup> In other words, UW-Madison officials *still* do not know how many scholarships they offer and whether they contain racial criteria.

Upon reviewing this spreadsheet, as well as other responsive public records, WILL discovered that UW-Madison currently offers at least 60 scholarships that use race as a factor. These scholarships are identified in the attached, condensed spreadsheet<sup>12</sup> and are likely worth millions of dollars in total.

For most scholarships, UW-Madison indicates that race is an eligibility factor with various phrases such as “URSOC must contain Y.”<sup>13</sup> The acronym URSOC means “Underrepresented Student of Color.”<sup>14</sup> Other scholarship criteria have more explicit statements such as “Ethnicity must contain BLACK,” while one states “Ethnicity must contain WHITE.”<sup>15</sup> Many others simply *list out* the racial groups that are eligible, such as the “Advanced Opportunity Fellowship” scholarship at the “School of Veterinary Medicine,” which is only for students who are “a) African American or Black; b) American Indian or Alaskan Native; c) Hispanic/Latino; d) Cambodian, Vietnamese, Laotian, or Hmong; e) Native Hawaiian or Other Pacific Islander; f) Asian.”<sup>16</sup> In addition, several more scholarships are identified as race-based either because their websites indicate the presence of racial criteria (such as that the scholarship targets “underrepresented groups”) or because the scholarship *name* indicates that the scholarship is only for “minorities” (and an example is the “School of Education Minority Scholarship”).<sup>17</sup>

Based on this evidence, it is clear that UW-Madison continues to offer and promote race-based scholarship awards in violation of Title VI of the Civil Rights Act of 1964, as explained in more detail below.

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<sup>9</sup> *Id.* at App 0016–0024.

<sup>10</sup> This document is available, in native format, upon request.

<sup>11</sup> See Appendix at App 0016; see also App 0017–0018; 0023.

<sup>12</sup> *Id.* at App 0001–0015.

<sup>13</sup> See e.g. *Id.* at App 0001.

<sup>14</sup> See University of Wisconsin-Madison, *Graduate School annual report 2023–2024* at 6, available [here](#); See also Appendix at App 0041.

<sup>15</sup> See Appendix at App 0001, 0005–0010, 0014.

<sup>16</sup> *Id.* at App 0012.

<sup>17</sup> *Id.*

## II. The Title VI Violation

As a recipient of federal funding from the U.S. Department of Education,<sup>18</sup> UW-Madison, in its entirety,<sup>19</sup> is subject to Title VI of the Civil Rights Act of 1964, which prohibits discrimination “on the grounds of race, color, or national origin.”<sup>20</sup> This means that, among other things, UW-Madison cannot, “on ground of race, color, or national origin.”<sup>21</sup>

- (i) “Deny an individual any service, financial aid, or other benefit provided under the program;
- (ii) Provide any service, financial aid, or other benefit to an individual which is different, or is provided in a different manner, from that provided to others under the program;
- (iii) Subject an individual to segregation or separate treatment in any matter related to his receipt of any service, financial aid, or other benefit under the program;
- (iv) Restrict an individual in any way in the enjoyment of any advantage or privilege enjoyed by others receiving any service, financial aid, or other benefit under the program;
- (v) Treat an individual differently from others in determining whether he satisfies any admission, enrollment, quote, eligibility, membership or other requirement or condition which individuals must meet in order to be provided any service, financial aid, or other benefit provided under the program;
- (vi) Deny an individual an opportunity to participate in the program through the provision of services or otherwise or afford him an opportunity to do so which is different from that afforded others under the program (including the opportunity to participate in the program as an employee but only to the extent set forth in paragraph (c) of this section).

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<sup>18</sup> See, e.g., University of Wisconsin-Madison Office of Student Financial Aid, *Grants*, available [here](#) (Last accessed January 9, 2025); See also University of Wisconsin Madison Office of Congressional Affairs and Agency Engagement, *U.S. Department of Education*, available [here](#) (Last accessed January 9, 2025); see also Appendix at App 0060.

<sup>19</sup> See 42 U.S.C. § 2000d-4a(2)(A); 34 C.F.R. § 100.13(g)(2)(i)

<sup>20</sup> 42 U.S.C. § 2000d; see also 34 C.F.R. §§ 100.1; 100.2; 100.3, 100.13 (implementing regulations)

<sup>21</sup> 34 C.F.R. § 100.3(b)(1)

- (vii) Deny a person the opportunity to participate as a member of a planning or advisory body which is an integral part of the program.”<sup>22</sup>

Moreover, it is no defense for UW-Madison to claim that the scholarships at issue in this complaint are privately offered and funded, such that the university itself is not subject to liability under Title VI. This is because both Title VI and the U.S. Department of Education’s implementing regulations state that “[t]he term **‘program or activity’** and the term **‘program’** mean *all of* the operations of ... a college, university, or other postsecondary institution, or a public system of higher education.”<sup>23 24</sup> (emphasis added). Accordingly, UW-Madison is subject to (and in violation of) Title VI by, *at minimum*, promoting, facilitating, and administering these racially discriminatory scholarships through WiSH and various university departments, in addition to advertising many of them on the university’s website.<sup>25 26</sup>

“One of the principal reasons [that] race is treated as a forbidden classification is that it *demeans* the dignity and worth of a person to be judged by ancestry instead of by his or her own merit and essential qualities.” *SFFA*, 600 U.S. at 220 (quoting *Rice v. Cayetano*, 528 U.S. 495, 517 (2000) (emphasis added)). And because race says nothing about a person’s inherent worth as an individual, race-based scholarship criteria “can only ‘cause continued hurt and injury.’” *Id.* at 221 (quoting *Edmonson v. Leesville Concrete Co.*, 500 U.S. 614, 631 (1991)).

Consequently, we ask that you open a formal investigation into the 60 race-based scholarships identified in the attached spreadsheet, determine whether more exist in view of UW-Madison’s admission that it has not identified all of its racially discriminatory scholarships, and require UW-Madison to take appropriate remedial action that ensures all scholarships offered, awarded, promoted, and/or otherwise facilitated by the university are race neutral.

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<sup>22</sup> *Id.*

<sup>23</sup> 42 U.S.C. § 2000d-4a(2)(A); 34 C.F.R. § 100.13(g)(2)(i)

<sup>24</sup> See also U.S. Department of Justice Civil Rights Division, *Title VI Legal Manual, Section V*, at 23, available [here](#) (explaining, and citing cases indicating, that Title VI applies to “the entire institution and not just the part of the institution that receives federal financial assistance. 42 U.S.C. § 2000d-4a. Moreover, the part of the program or activity that receives assistance can be, and often is, distinct from the part that engages in the allegedly discriminatory conduct.”).

<sup>25</sup> The U.S. Department of Education previously acknowledged that “[s]ince a college’s award of privately donated financial aid is within the operations of the college, the college must comply with the requirements of Title VI in awarding those funds.” See U.S. Department of Education Final Policy Guidance; Nondiscrimination in Federally Assisted Programs; Title VI of the Civil Rights Act of 1964, *Legal Analysis, Principle 5*, Fed. Reg. Vol. 59, No. 36, Document No. 94-4010 (February 23, 1994), available [here](#) and [here](#). While this guidance is currently “[under review](#)” and was developed when affirmative action was still considered permissible, it is cited to illustrate that UW-Madison must comply with Title VI when promoting and awarding scholarships—even if those scholarships are privately funded.

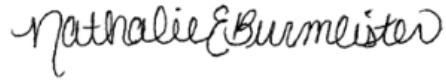
<sup>26</sup> Beyond Title VI, UW-Madison may also incur liability under 42 U.S.C. §§ 1983 and 1985 for promoting and awarding race-based scholarships.

Sincerely,

WISCONSIN INSTITUTE FOR LAW & LIBERTY, INC.



Daniel P. Lennington  
Deputy Counsel



Nathalie E. Burmeister  
Associate Counsel

## **APPENDIX**

## Race-Based Scholarships Offered at UW-Madison

|    | Name & Website (if available)   | UW-Madison School or Sponsoring Office     | UW Description in Public Record Spreadsheet   | Racial Criteria or Goal  |
|----|---|--|---|--|
| 1. | <a href="#">Advancing Diversity and Equity in Predoctoral Trainees (ADEPT)</a>  | School of Medicine & Public Health         | “Academic Level (Year in School) must contain Graduate”   | From scholarship program website: <b>“Individuals from a disadvantaged background as defined by NIH”</b> |
| 2. | <a href="#">Anthony Sinkula Dean's Scholarship for American Indian Students</a> | School of Pharmacy                         | “Major must contain Pharmacy DPH - DPH 756   <b>Ethnicity must contain AMIND</b> ” <sup>1</sup>   | Must be <b>“American Indian”</b>   |
| 3. | <a href="#">Bay Area Badgers Chapter Scholarship</a>                            | Wisconsin Alumni Association               | “Admissions Admit Status - Detailed must contain UGRD:ADMT, UGRD:DEIN, UGRD:MATR   Admit Term must contain UGRD:1252,UGRD:1246   Admit Type must contain UGRD:FYR   Career must contain UGRD   Home Address County must contain Alameda, Contra Costa, Lake, Marin, Mendocino, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma   Home Address State must contain CA   <b>URSOC must contain Y</b> ” | Must be <b>“underrepresented student of color”</b> <sup>2</sup>  |
| 4. | <a href="#">Business Emerging Leaders (BEL) Program</a>                         | Wisconsin School of Business - BBA Program | “Student Groups - All must contain BEL”   | From scholarship program website: <b>“a demonstrated involvement and/or leadership in diversity,</b>     |

<sup>1</sup> See Appendix at App 0034 (below); The definition is also available [here](#), see “Data Dictionary” tab. This definition of “AMIND” is applied every time “AMIND” is listed in this spreadsheet.

<sup>2</sup> See University of Wisconsin-Madison, *Graduate School annual report 2023–2024* at 6, available [here](#); See also Appendix at App 0041 (below). This definition of “URSOC” is applied every time “URSOC” is listed in this spreadsheet.



|    | Name & Website (if available)   | UW-Madison School or Sponsoring Office    | UW Description in Public Record Spreadsheet   | Racial Criteria or Goal                            |
|----|---|---|---|--|
|    |   |   |   | equity, or inclusion-related activities”           |
| 5. | <a href="#">Cargill Diversity Scholarship</a>                                     | College of Agricultural and Life Sciences | “FA - FAFSA Received Date [2025] must be present   College Code must contain UGRD:ALS   Career must contain UGRD   <b>URSOC must contain Y</b> ”  | Must be <b>“underrepresented student of color”</b> |
| 6. | <a href="#">Carlton L. Highsmith Great People Scholarship Fund</a>                | Office of Student Financial Aid           | “Student Groups - All must contain FARL   FA - Gift Aid [2025] must be greater than 0   <b>URSOC must contain Y</b>   Career must contain UGRD   Financial Aid Promise Program must contain BNR, BPP”                                       | Must be <b>“underrepresented student of color”</b> |
| 7. | Caroline B. Neupert Scholarship Fund  | Office of Student Financial Aid           | “ <b>URSOC must contain Y</b>   Student Groups - All must contain FARL   FA - Gift Aid [2025] must be greater than 0   Career must contain UGRD   Financial Aid Promise Program must contain BNR,BPP”                                       | Must be <b>“underrepresented student of color”</b> |
| 8. | <a href="#">Catherine V. And Virginia E. Tenuta Scholarship Minority Services</a> | School of Education                       | “College Code must contain UGRD:EDU   FA - Aid Year [2025] must contain 2023”   | From scholarship name: <b>targets “minorities”</b> |
| 9. | Crowded Table Scholarship Fund  | Office of Student Financial Aid           | “Career must contain UGRD   FA - Gift Aid [2025] must be greater than 0   Student Groups - All must contain FARL   College Code must contain UGRD: BUS   <b>URSOC must contain Y</b>   Financial Aid Promise Program must contain BNR, BPP” | Must be <b>“underrepresented student of color”</b> |

|     | Name & Website (if available)   | UW-Madison School or Sponsoring Office                                 | UW Description in Public Record Spreadsheet  | Racial Criteria or Goal   |
|-----|---|--|--|---|
| 10. | <a href="#">DDEEA Global Scholars Scholarship</a>   | Posse Program   PEOPLE Program   International Academic Programs (IAP) | “Will you be back on the UW-Madison campus for at least one semester following the conclusion of your study or intern abroad program? must contain Yes   Are you a UW-Madison student participating in a <b>DDEEA</b> (Division of Diversity, Equity & Educational Achievement) affiliated program? must contain Yes   Select the duration of your study or intern abroad program. Please choose carefully, this selection will determine which opportunities you are eligible for. If you choose "Not Listed" and do not update it later for an appropriate duration, you may not be matched to your eligible opportunities...” | “The Division of Diversity, Equity & Educational Achievement’s priority is to: <b>increase access for underrepresented minorities in STEM; eliminate the achievement gap between majority and underrepresented students; recruit and retain a more diverse faculty and staff...</b> ” <sup>3</sup><br><br><b>Scholarship requires participation in programs with racial preferences</b> , such as Mercile J. Lee Scholars (Chancellor’s & Powers Knapp Scholarship Program), DDEEA Interns, McNair Scholars, and Indigenous Student Services Scholars. <sup>4</sup> |
| 11. | Delicia Randle-Izard MD, <a href="#">Pipeline to Practice: Increasing American Descendants of Slavery</a> | School of Medicine & Public Health                                     | None   | Scholarship name and description indicates the program <b>is targeted to</b>  |

<sup>3</sup> See University of Wisconsin-Madison, *Inclusive Excellence Creating a Community at UW-Madison: About*, available [here](#). (Last accessed January 9, 2025).

<sup>4</sup> See Wisconsin Scholarship Hub (WISH), DDEEA Global Scholars Scholarship, available [here](#). (Last accessed January 9, 2025).

|     | Name & Website (if available)   | UW-Madison School or Sponsoring Office   | UW Description in Public Record Spreadsheet   | Racial Criteria or Goal  |
|-----|---|--|---|--|
|     | <a href="#">Physicians</a> – Summer 2024 Renewal<br>&<br>Tito Izard MD, Pipeline to Practice: Increasing American Descendants of Slavery Physicians [ ] WMAA – Summer 2024 Renewal <sup>5</sup> |  |   | “American Descendants of Slavery” (ADOS)   |
| 12. | <a href="#">Deloitte Foundation Scholarship for Diversity, Equity and Inclusion</a>   | College of Letters and Science   School of Computer, Data & Information Sciences | “Admit Term must not contain UGRD:1242,UGRD:1244,UGRD:1252, UGRD:1246   Academic Level (Year in School) must not contain Freshman   First Generation must contain y   Major must contain [Computer Science]  Cumulative GPA must be greater than or equal to 3.0” | From scholarship program website: <b>targets “underrepresented ... students”</b>         |
| 13. | <a href="#">Demeter Diversity Scholarship</a>   | College of Agricultural and Life Sciences  | “College Code must contain UGRD:ALS   <b>URSOC must contain Y</b>   Career must contain UGRD   Continuing or New Student must contain UGRD:New”   | Must be <b>“underrepresented student of color”</b>                                       |
| 14. | <a href="#">Department of Bacteriology Underrepresented Minority Undergraduate Student Scholarship</a>  | Department of Bacteriology   College of Agricultural and Life Sciences           | “Apply-To Completed 2023-24 must contain Department of Bacteriology Undergraduate Application   Major must contain Microbiology BS-ALS - ALS 677   Career must contain UGRD”  | From scholarship title and program website: <b>targets “underrepresented minorities”</b> |

<sup>5</sup> See also P2P-ADOS, *Collaborating Organizations*, available [here](#). (Last accessed January 9, 2025).

|     | Name & Website (if available)   | UW-Madison School or Sponsoring Office     | UW Description in Public Record Spreadsheet  | Racial Criteria or Goal                                 |
|-----|---|--|--|---|
| 15. | <a href="#">Diermeier Family Foundation Great People Scholarship Fund</a>           | Office of Student Financial Aid            | “ <b>URSOC must contain Y</b>   Student Groups - All must contain FEARL   FA - Gift Aid [2025] must be greater than 0   Career must contain UGRD   Financial Aid Promise Program must contain BNR,BPP”   | Must be “ <b>underrepresented student of color</b> ”    |
| 16. | Diversity, Equity, and Inclusion Program Support Fund                               | Wisconsin School of Business - BBA Program | None.  | Name indicates that the fund <b>targets “diversity”</b> |
| 17. | Drs. Muhammad, Jaleh, and Daughters Esmaili Scholarship Fund                        | Office of Student Financial Aid            | “FA - Gift Aid [2025] must be greater than 0   Student Groups - All must contain FEARL   <b>Ethnicity must contain BLACK</b>   Last High School - City must contain Milwaukee   Admit Term must contain UGRD:1242   Career must contain UGRD   Financial Aid Promise Program must contain BPP” | Must be “ <b>black</b> ”                                |
| 18. | <a href="#">Felice Michaels Levin Scholarship Fund for Mathematics</a> <sup>6</sup> | Department of Mathematics                  | “Apply-To Completed 2023-24 must contain Department of Mathematics General Scholarship Application   <b>URSOC must contain Y</b> ”   | Must be “ <b>underrepresented student of color</b> ”    |
| 19. | <a href="#">Franklin D. Wilson Great People Scholarship Fund</a>                    | Office of Student Financial Aid            | “Financial Aid Promise Program must contain BNR,BPP   FA - Gift Aid [2025] must be greater than 0   <b>Ethnicity must contain BLACK</b>   Student Groups - All must contain FEARL   Career must contain UGRD”  | Must be “ <b>black</b> ”                                |
| 20. | <a href="#">Hamilton, Phillip R. III – Memorial Scholarship</a>                     | School of Medicine & Public Health         | “SMPH_Review must not contain 3   Please describe your financial need for a scholarship. Feel free to share economic, educational, social, or other  | Must be “ <b>black</b> ”                                |

<sup>6</sup> Archived description is available in Appendix at App. 0061 (below).

|     | Name & Website (if available)   | UW-Madison School or Sponsoring Office                                 | UW Description in Public Record Spreadsheet  | Racial Criteria or Goal  |
|-----|---|--|--|--|
|     |   |  | impactful experiences. Your answer will be kept confidential and is asked in order to adhere to donor requests. must be present   SMPH Designation must not contain MSTP   Academic Level (Year in School) must contain Professional Year 3   College Code must contain MEDS:MED   Career must contain MEDS   Major must contain Medicine MD - MED 666   <b>Ethnicity must contain BLACK</b> |  |
| 21. | <a href="#">Hank Aaron Chasing the Dream Foundation 4 for 4 Scholarship Fund to Honor Bud Selig</a> | Office of Student Financial Aid  | “Career must contain UGRD   FA - Gift Aid [2025] must be greater than 0   Home Address City must contain Milwaukee”  | From scholarship website description: <b>targets “underrepresented” students</b>   |
| 22. | <a href="#">Jake Leinenkugel Diversity in Brewing Award</a>   | Department of Food Science   College of Agricultural and Life Sciences | “Career must contain UGRD   College Code must contain UGRD: ALS   Major must contain Food Science BS - ALS 436”  | From scholarship website description: <b>“open to students who identify as Latino, Black/African American, American Indian, Asian, Pacific Islander, and/or LGBTQ+.”</b> |
| 23. | <a href="#">James L. Baughman Scholarship Fund for Journalism</a>                                   | Office of Student Financial Aid  | “Financial Aid Promise Program must contain BNR, BPP   Major must contain Journalism BA - JBA 585, Journalism BS - JBS 585   <b>URSOC must contain Y</b>   Career must contain UGRD   FA - Gift Aid [2025] must be greater than 0   Student Groups - All must contain FARL”  | Must be <b>“underrepresented student of color”</b>   |

|     | Name & Website (if available)  | UW-Madison School or Sponsoring Office                                     | UW Description in Public Record Spreadsheet   | Racial Criteria or Goal   |
|-----|--|--|---|---|
| 24. | Jeffrey Scott Newman Fund  | Office of Student Financial Aid  | “Student Groups - All must contain FARL   Cumulative GPA must be greater than or equal to 3.0   <b>Ethnicity must contain BLACK</b>   Career must contain UGRD   Financial Aid Promise Program must contain BNR,BPP...” | Must be <b>“black”</b>  |
| 25. | John Hendrickson Native American Scholarship Fund                                  | Office of Student Financial Aid  | “Student Groups - All must contain FARL   <b>Ethnicity must contain AMIND</b>   FA - Gift Aid [2025] must be greater than 0   Career must contain UGRD   Financial Aid Promise Program must contain BNR,BPP”            | Must be <b>“American Indian”</b>  |
| 26. | Joyce F. and William J. Wartmann Scholarship Fund                                  | Office of Student Financial Aid  | “ <b>URSOC must contain Y</b>   Student Groups - All must contain FARL   Career must contain UGRD   FA - Gift Aid [2025] must be greater than 0   Financial Aid Promise Program must contain BNR,BPP”                   | Must be <b>“underrepresented student of color”</b>                        |
| 27. | <a href="#">Karen A. Falk Diversity in Teacher Education Scholarship</a>           | School of Education  | “College Code must contain UGRD:EDU   FA - Aid Year [2025] must contain 2023”   | From scholarship website: <b>targets “more diversity in [ ] teachers”</b> |
| 28. | Lawton Undergraduate Minority Retention Grant (L&S)                                | Center for Academic Excellence   College of Letters and Science            | “Admit Type must contain UGRD:TRF   Admit Term must contain UGRD:1252,UGRD:1246   College Code must contain UGRD:L&S   Residency must contain UGRD:Wisconsin State Resident   <b>URSOC must contain Y</b> ”             | Must be <b>“underrepresented student of color”</b>                        |
| 29. | <a href="#">Leaders in Engineering Excellence and Diversity (LEED) Scholarship</a> | College of Engineering   College of Engineering - Diversity Affairs Office | “Admit Term must contain UGRD:1252, UGRD:1246   Finalist Status 2023-24 must contain LEED/STAR 24-25 EA, LEED/STAR  | Scholarship name indicates the <b>program targets more “diversity”</b>    |

|     | Name & Website (if available)                     | UW-Madison School or Sponsoring Office                                     | UW Description in Public Record Spreadsheet  | Racial Criteria or Goal                            |
|-----|---|--|--|--|
|     |   |  | 24-25 RD   College Code must contain UGRD: EGR”  |  |
| 30. | LEED/STAR Scholarship Review                      | College of Engineering   College of Engineering - Diversity Affairs Office | “Admissions Application Materials must be present   Admissions Category - WI Idea and Impact must contain REDACTED   Admit Term must contain UGRD:1252, UGRD:1246   Admit Type must contain UGRD: FYR   Citizenship Status (U.S.A.) must contain Alien Permanent, Native, Naturalized, Refugee   College Code must contain UGRD: EGR   <b>URSOC must contain Y</b>   Admissions Admit Status - Detailed must contain UGRD: ADMT, UGRD: DEIN” | Must be <b>“underrepresented student of color”</b> |
| 31. | Louis and Molly Hinshaw Student Support Fund      | Office of Student Financial Aid  | “...   FA - Gift Aid [2025] must be greater than 0   Student Groups - All must contain FARL   Career must contain UGRD   <b>URSOC must contain Y</b>   Academic Level (Year in School) must contain Junior   Financial Aid Promise Program must contain BNR,BPP”   | Must be <b>“underrepresented student of color”</b> |
| 32. | <a href="#">Martin (Kunu) H. Lowe Scholarship</a> | College of Agricultural and Life Sciences                                  | “FA - FAFSA Received Date [2025] must be present   Field of Study must contain UGRD:BIO   Cumulative GPA must be greater than or equal to 2.0   <b>Ethnicity must contain [Native American]</b>   Major must contain Biochemistry BS-ALS - ALS 103,Biology BS-ALS - ALS 112,Genetics & Genomics BS - ALS 459,Microbiology BS-ALS - ALS 677   | Must be <b>Native American</b>                     |

|     | Name & Website (if available)  | UW-Madison School or Sponsoring Office | UW Description in Public Record Spreadsheet   | Racial Criteria or Goal                                   |
|-----|--|--|---|---|
|     |  |  | College Code must contain UGRD:ALS   Career must contain UGRD”  |   |
| 33. | Martin and Lynn Preizler Scholarship Fund  | Office of Student Financial Aid        | “Student Groups - All must contain FARL   FA - Gift Aid [2025] must be greater than 0   College Code must contain UGRD:L&S   Career must contain UGRD   Admit Term must contain UGRD:1236,UGRD:1242   Admit Type must contain UGRD:FYR   Last High School - State must contain WI   <b>URSOC must contain Y</b>   Financial Aid Promise Program must contain BPP” | Must be <b>“underrepresented student of color”</b>        |
| 34. | Michael J. Pederson Scholarship Fund for Engineering   | Office of Student Financial Aid        | “Career must contain UGRD   FA - Gift Aid [2025] must be greater than 0   Student Groups - All must contain FARL   College Code must contain UGRD:EGR   <b>URSOC must contain Y</b>   Financial Aid Promise Program must contain BNR,BPP”   | Must be <b>“underrepresented student of color”</b>        |
| 35. | <a href="#">Michael R Splinter Engineering Diversity STAR Scholarship</a>  | College of Engineering                 | None  | Scholarship name indicates a <b>target of “diversity”</b> |
| 36. | <a href="#">Native American Center for Health Professions (NACHP) Scholarship for Advancing Health Equity Fund</a> | School of Medicine & Public Health     | “Academic Level (Year in School) must contain Professional Year 3   Major must contain Medicine MD - MED 666   College Code must contain MEDS:MED   SMPH_Review must not contain __, 3   Career must contain MEDS   <b>Ethnicity must contain AMIND</b> ”   | Must be <b>“American Indian”</b>                          |



|     | Name & Website (if available)  | UW-Madison School or Sponsoring Office                                     | UW Description in Public Record Spreadsheet   | Racial Criteria or Goal   |
|-----|--|--|---|---|
| 37. | <a href="#">Occom, Samson Legacy Award Fund</a>                        | School of Medicine & Public Health   | “Career must contain MEDS   College Code must contain MEDS:MED   Major must contain Medicine MD - MED 666   <b>Ethnicity must contain AMIND</b>   SMPH_Review must contain 1,2”                                       | Must be <b>“American Indian”</b>  |
| 38. | <a href="#">Olsen, Dr. Ralph N. Award</a>                              | School of Medicine & Public Health   | “SMPH Review must not contain __,3   <b>Ethnicity must contain AMIND</b>   Career must contain MEDS   Major must contain Medicine MD - MED 666”   | Must be <b>“American Indian”</b>  |
| 39. | <a href="#">Peter Young Renewable Student Assistance Grant</a>         | College of Agricultural and Life Sciences                                  | “ <b>URSOC must contain Y</b>   College Code must contain UGRD: ALS   Career must contain UGRD”   | Must be <b>“underrepresented student of color”</b>  |
| 40. | <a href="#">PPG Fellowship Application</a>                             | College of Engineering   College of Engineering - Diversity Affairs Office | Various criteria, such as: “College Code must contain GRAD:EGR   Major must contain Materials Science and Engr MIN - GMIN670, Materials Science and Engr MS - MS 671EGR, Materials Science and Engr PHD - PHD 671EGR” | Scholarship website indicates <b>targets of “equity” and “diversity”</b>  |
| 41. | <a href="#">Purina Diversity, Equity, and Inclusion Scholarship</a>    | School of Veterinary Medicine  | “Career must contain VMED”  | Scholarship website description states <b>the program has: “specific focus on underrepresented communities” including the “Black community”</b> |
| 42. | <a href="#">Ronald E. McNair Postbaccalaureate Achievement Program</a> | Office of Financial Aid  | “Career must contain UGRD   Citizenship Country must contain USA: Alien Permanent, USA:Native ,USA:Naturalized   Academic Level (Year in School) must contain Junior, Senior, Sophomore   Total Cumulative            | Racial criteria are not listed in UW-Madison’s spreadsheet. However, the program website states that the program supports: <b>“under-</b>       |

|     | Name & Website (if available)                       | UW-Madison School or Sponsoring Office     | UW Description in Public Record Spreadsheet  | Racial Criteria or Goal   |
|-----|---|--|--|---|
|     |   |  | Units Taken must be greater than or equal to 45”   | <b>represented racial and ethnic backgrounds in science, technology, engineering and math majors.”</b>  |
| 43. | <a href="#">Rothschild Study Abroad Scholarship</a> | International Academic Programs (IAP)      | “Are you a current recipient of one of the WAA Chicago Chapter Scholarships? If so, please select: must contain Chicago Scholarship Trust #132817530, Andrew Schneider Scholarship #132997390, Multicultural Diversity Trust Scholarship #132990992, Alice Cox Scholarship #132997055, Matching Dollar Scholarship #112901756   Home Address County must contain Cook, Dupage, Kane, Lake, Mchenry, Will   Career must contain UGRD   Select the duration of your study or intern abroad program. Please choose carefully, this selection will determine which opportunities you are eligible for. If you choose "Not Listed" and do not update it later for an appropriate duration, you may not be matched to your eligible opportunities. [M]ust contain Winter Intersession 2023-24, Spring Semester 2024, Calendar Year 2024 (studying abroad in BOTH Spring 2024 and Fall 2024)” | Scholarship website states: <b>“Additional consideration for the awards will be given to students who are current” recipients of the “WAA Chicago Chapter ... Multicultural Diversity Trust Scholarship,”</b> among others. |
| 44. | Schauer Minority Scholarship in Business            | Wisconsin School of Business - BBA Program | “Career must contain UGRD”   | From scholarship name: <b>targets “minorities”</b>  |

|     | Name & Website (if available)   | UW-Madison School or Sponsoring Office | UW Description in Public Record Spreadsheet   | Racial Criteria or Goal  |
|-----|---|--|---|--|
| 45. | <a href="#">School of Education Minority Scholarship</a>                                    | School of Education                    | “College Code must contain UGRD:EDU   FA - Aid Year [2025] must contain 2023”   | From scholarship website: <b>“Undergraduate students from underrepresented groups”</b>   |
| 46. | <a href="#">School of Veterinary Medicine - Advanced Opportunity Fellowship Application</a> | School of Veterinary Medicine          | “Please share if you meet any one or more of the following criteria: must contain Student from the following racial/ethnic groups: <b>a) African American or Black; b) American Indian or Alaskan Native; c) Hispanic/Latino; d. Cambodian, Vietnamese, Laotian, or Hmong; e) Native Hawaiian or Other Pacific Islander; f) Asian</b> , Family received some form of public assistance, including eligibility (not necessarily acceptance) for the school lunch program; this demonstrates long standing and extreme financial need (from childhood to the present), First generation college students who have participated in special services for disadvantaged students, such as Upward Bound, Trio, Talent Search, Educational Opportunity Centers, Student Support Services, or PEOPLE Program graduate   Career must contain VMED” | The following racial/ethnic groups are eligible:<br><b>“a) African American or Black; b) American Indian or Alaskan Native; c) Hispanic/Latino; d. Cambodian, Vietnamese, Laotian, or Hmong; e) Native Hawaiian or Other Pacific Islander; f) Asian”</b> |
| 47. | Sharada Agarwal Scholarship Fund  | Office of Student Financial Aid        | “Gender must contain F   <b>URSOC must contain Y</b>   FA - Gift Aid [2025] must be greater than 0   Career must contain UGRD   Student Groups - All  | Must be <b>“underrepresented student of color”</b>   |

|     | Name & Website (if available)  | UW-Madison School or Sponsoring Office | UW Description in Public Record Spreadsheet   | Racial Criteria or Goal  |
|-----|--|--|---|--|
|     |  |  | must contain FEARL   Major must contain Computer Engineering BS - CMPE226, Electrical Engineering BS - EE 382   Financial Aid Promise Program must contain BNR,BPP”                                   |  |
| 48. | <a href="#">Simons Family Diversity in Science Research Fellowship</a>               | Department of Integrative Biology      | “Cumulative GPA must be greater than or equal to 3.0   Admit Term must contain UGRD:1226, UGRD:1232,UGRD:1234,UGRD:1236, UGRD:1242,UGRD:1244”   | From scholarship website: goal is to “ <b>foster diversity in the biological sciences...</b> ” |
| 49. | Sylvia Berenbaum Scholarship Fund  | Office of Student Financial Aid        | “Student Groups - All must contain FEARL   FA - Gift Aid [2025] must be greater than 0   <b>URSOC must contain Y</b>   Career must contain UGRD   Financial Aid Promise Program must contain BNR,BPP” | Must be “ <b>underrepresented student of color</b> ”   |
| 50. | Szatrowski Endowment Fund  | Office of Student Financial Aid        | “ <b>URSOC must contain Y</b>   Student Groups - All must contain FEARL   FA - Gift Need [2025] must be greater than 0   Service Indicators must contain BNR,FTC   Career must contain UGRD”          | Must be “ <b>underrepresented student of color</b> ”   |
| 51. | <a href="#">Terry Millar Memorial Fund</a> <sup>7</sup>                              | Department of Mathematics              | “Apply-To Completed 2023-24 must contain Department of Mathematics General Scholarship Application   <b>URSOC must contain Y</b>   FA - Gift Need must be greater than 0”                             | Must be “ <b>underrepresented student of color</b> ”   |
| 52. | <a href="#">Theodora Herfurth Kubly Minority Fellowship in Counseling Psychology</a> | School of Education                    | “Major must contain Counseling MS - MS 239EDU,Counseling Psychology PHD - PHD 237EDU   Academic Program must contain Counseling Psychology   Career must contain GRAD”                                | From scholarship website: targets “ <b>graduate students from underrepresented groups</b> ”    |

<sup>7</sup> Archived description is available in Appendix at App. 0061 (below).

|   | Name & Website (if available)   | UW-Madison School or Sponsoring Office                    | UW Description in Public Record Spreadsheet  | Racial Criteria or Goal  |
|---|---|---|--|--|
| 53.   | <a href="#">Thomas J. Falk Diversity Scholarship Fund</a>   | Wisconsin School of Business - BBA Program                | None   | Website description explains <b>this program targets “underrepresented groups”</b>   |
| 54.   | William H. Kipp Scholarship   | Office of Student Financial Aid                           | “Home Address County must contain Grant, Green, Green Lake, Iowa, Milwaukee   FA - Gift Aid [2025] must be greater than 0   Student Groups - All must contain FEARL   <b>Ethnicity must contain WHITE</b>   Career must contain UGRD   High School WI Rural Designation (WI Public Schools Only) must not contain __   Residency must contain UGRD: Wisconsin State Resident   Financial Aid Promise Program must contain BPP” | Must be <b>“white”</b>   |
| 55.   | <a href="#">Wisconsin School of Business Diversity, Equity, and Inclusion Renewable Scholarship</a> | Wisconsin School of Business - BBA Program                | None   | Website explains it <b>targets “underrepresented populations”</b>  |
| <b>Race-Based Scholarships that were not included in UW-Madison’s Public Records Response Spreadsheet</b> |   |   |  |  |
| 56.   | <a href="#">Advanced Opportunity Fellowships</a>  | Letters & Science Community of Graduate Research Scholars | UW-Madison’s spreadsheet likely does not include all scholarships offered through this program   | From website: <b>“students from the following racial/ethnic groups: a. African American or Black b. American Indian or Alaskan Native c. Hispanic/Latino d. Cambodian, Vietnamese,</b> |

|     | Name & Website (if available)                         | UW-Madison School or Sponsoring Office | UW Description in Public Record Spreadsheet                     | Racial Criteria or Goal   |
|-----|---|--|---|---|
|     |   |  |   | <b>Laotian, or Hmong e. Native Hawaiian or Other Pacific Islander”</b>  |
| 57. | <a href="#">Graduate Research Scholar Fellowships</a> | Graduate School                        | Not included by UW-Madison in public record of all scholarships | From website: <b>“Students from the following racial/ethnic groups: a) African American or Black; b) American Indian or Alaskan Native; c) Hispanic/Latino; d) Cambodian, Vietnamese, Laotian, or Hmong; e) Native Hawaiian or Other Pacific Islander.”</b> |
| 58. | <a href="#">Kemper-Knapp Fellowship</a>               | Graduate School                        | Not included by UW-Madison in public record of all scholarships | From website: <b>eligibility includes “underrepresented students, such as students of color...”</b>   |
| 59. | <a href="#">Marion McCammond Award</a>                | Wisconsin Union                        | Not included by UW-Madison in public record of all scholarships | From website: <b>eligibility includes “outstanding student of color”</b>  |
| 60. | <a href="#">Nellie McKay Fellowship</a>               | Office of the Provost                  | Not included by UW-Madison in public record of all scholarships | From website: <b>targets “underrepresented undergraduate or graduate students”</b>  |

## Message History (24)

← On 12/16/2024 3:09:04 PM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[universityofwisconsin@mycusthelp.net]  
CC: "Daniel Lennington"[Dan@will-law.org]

I have a question about this response. I was provided with an excel spreadsheet with dozens of acronyms. Is there some sort of key that explains what these mean?

From: UW - Madison Public Records

Sent: Monday, October 28, 2024 9:27 AM

To: Daniel Lennington

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 11/11/2024 8:55:07 AM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024

Reference # P003479-030424

Dear Requester,

I am writing in response to your public records request of March 4, 2024, in which you requested the following:

Please provide a list of each scholarship, fellowship, or award available at UW Madison for the current school year in which the race of the recipient is a factor. If you do not have a list, please provide a record for each such scholarship, fellowship, or award that describes eligibility requirements or criteria.

After the university provided you with an initial cost estimate for location costs on April 19, 2024, you updated your request to be for the following:

Records describing the eligibility requirement for ALL scholarships available for the 2024-2025 school year.

The university provided you with a revised cost estimate on June 10, 2024, where it stated its intent to fulfill your request by searching for the eligibility requirements of all scholarships that have been entered into the Wisconsin Scholarship Hub (WiSH) and that were awarded or could be awarded for the 2024-25 academic year. It also noted that although the majority of scholarships are entered into WiSH, there are a number of scholarships that would not be captured by this search. It further clarified for you on June 12, 2024, that the

search would include scholarships funded by a multitude of resources, including private donors, institutional resources, federal/state funding, etc.

Please note that each qualification in a Qualification Group (separated by |) acts as an AND statement. For example, if a Qualification Group reads "Career must contain UGRD | Cumulative GPA must be greater than or equal to 3.0," then a student must meet both of those qualifications to be eligible. However, as seen by the columns separating each Qualification Group, the groups act as OR statements against one another. For example, if a scholarship has three Qualification Groups with different qualifications, a student is eligible if they meet all the qualifications within any one of those Qualification Groups.

Please also note that if all qualifications groups are blank, that may mean that qualifications for the scholarship are held outside of WiSH.

[Access the Public Records Center to download the responsive records.](#)

The university has redacted rating categories for the following reasons:

**Trade secrets and competitive advantage.** The university has redacted limited portions of the record that provide information about the university's evaluation of first-year applications and constitute trade secrets as defined in Wis. Stat. § 134.90(1)(c). Trade secrets are exempt from public disclosure pursuant to Wis. Stat. § 19.36(5).

To the extent that these portions of the record do not comprise a trade secret, we have redacted these portions of the record pursuant to the public policy balancing test of the Wisconsin public records law. The university has made the specific determination that the strong public interest in disclosure of the redacted information is outweighed by the public interest favoring non-disclosure in this case. All information redacted from these records was also redacted from the records provided to you in response to the request you submitted for the Freshman Admissions Policy on September 8, 2023. If the university were to release information about its evaluation of first-year applications here that it previously redacted, it would undermine its efforts to protect that information, which was also redacted as a trade secret and for the reasons that follow.

Releasing these records, unredacted, would put the university at a competitive disadvantage—vis a vis its peer institutions—when recruiting and evaluating students. The public policy supporting protection and encouragement of the competitive position of the university is evidenced by Wis. Stat. § 19.85(1)(e), which allows publicly held meetings to be closed for competitive reasons.

Releasing this information is also not in the public's interest because it would have a deleterious effect on the public's interest in maintaining a fair and equitable application review process. If this information were publicly released, it would likely have an effect of harming those applicants who did not or could not access such information, which would place those applicants at a significant disadvantage when applying to UW-Madison. Creating a system in which some applicants are at such a significant advantage, given that they know the exact criteria by which they will be evaluated, will substantially damage the fairness of the applicant review process.

In addition to the reasons above, the university also made the determination that releasing this information is not in the public's interest because it may impact potential applicants' decisions on whether to apply to the university. If this information were publicly released, it may prompt more individuals to make their own



assessments of a potential applicant's likelihood of admission, which in turn could prevent the university from receiving and assessing the applications of individuals that it may offer admission. The university and state derive benefit from having a significant applicant pool for university enrollment, which could be harmed by the release of the redacted information.

The university is required to inform you that to the extent this amounts to a denial of your request it is subject to review by mandamus under Wis. Stat. § 19.37(1)(a) or by application to the attorney general or district attorney pursuant to Wis. Stat. § 19.37(1)(b).

The university has responded to your request and it is now closed.

Sincerely,

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison

✉ On 10/28/2024 9:27:03 AM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024

Reference # P003479-030424

Good morning,

Thank you again for your email and your patience.

I am hoping to have a final response to you by this week or next week.

Sincerely,

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison

← On 10/28/2024 9:09:01 AM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[universityofwisconsin@mycusthelp.net], [julie.laundrie@wisc.edu]  
CC: "Daniel Lennington"[Dan@will-law.org]

I'm looking for an update on this request from March.

P003479-030424

On September 9, the response indicated it was almost done.

From: UW - Madison Public Records

Sent: Monday, September 9, 2024 10:14 AM

To: Daniel Lennington

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 9/9/2024 10:14:04 AM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024

Reference # P003479-030424

Good morning,

Thank you for your patience on this request. We are in the final stages of review of the responsive records. I am hoping to have something to you in the next few weeks.

Sincerely,

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison

← On 9/9/2024 10:00:05 AM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[universityofwisconsin@mycusthelp.net]  
CC: [elizabeth.wilkerson@wisc.edu]

Thank you – is there any update? This has been pending for quite a while.

From: UW - Madison Public Records

Sent: Tuesday, September 3, 2024 10:34 AM

To: Daniel Lennington

Cc: elizabeth.wilkerson@wisc.edu

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 9/3/2024 10:34:01 AM, UW - Madison Public Records wrote:

CC: elizabeth.wilkerson@wisc.edu

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

Hi Dan,

Replying to the message you sent that I have pasted below, for our records.

This request is in process. Thanks for checking in. I have copied Elizabeth as she is point on the request.

Best,

Julie Laundrie

Public Records Custodian

Office of Compliance

University of Wisconsin Madison

Hello Julie –

Do you have any update on P003479-030424? We paid an invoice several weeks ago.

Thank you,

Dan Lennington

Deputy Counsel

Equality Under the Law Project

Wisconsin Institute for Law & Liberty

*Cell: 608-572-5358*

*Email: [dan@will-law.org](mailto:dan@will-law.org)*

*Website: [www.DefendEquality.org](http://www.DefendEquality.org)*

*X: [@danlennington](https://twitter.com/danlennington)*

↩ On 6/12/2024 3:54:01 PM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[[universityofwisconsin@mycusthelp.net](mailto:universityofwisconsin@mycusthelp.net)]

Thank you. Check is on its way.

From: UW - Madison Public Records

Sent: Wednesday, June 12, 2024 3:27 PM

To: Daniel Lennington

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 6/12/2024 3:27:05 PM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024

Reference # P003479-030424

Good afternoon,

The search will include scholarships awarded by UW-Madison. They could be funded by a multitude of resources, including private donors, institutional resources, federal/state funding, etc.

Hopefully that is helpful.

Thanks,

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison

↩ On 6/12/2024 1:18:02 PM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[[universityofwisconsin@mycusthelp.net](mailto:universityofwisconsin@mycusthelp.net)]

Thank you. We will send a check. Just to clarify, will this include scholarships funded by UW-Madison? I'm looking for both scholarships offered by UW-Madison to students (which may be privately funded), and those funded directly by UW-Madison.

From: UW - Madison Public Records

Sent: Monday, June 10, 2024 12:42 PM

To: Daniel Lennington

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 6/10/2024 12:42:06 PM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024

Reference # P003479-030424

Dear Requester,

I am writing in response to your public records request of March 4, 2024, in which you requested the following:

A list of each scholarship, fellowship, or award available at UW Madison for the current school year in which the race of the recipient is a factor. If you do not have a list, please provide a record for each such scholarship, fellowship, or award that describes eligibility requirements or criteria.

On April 30, 2024, you updated your request to instead be for the following:

Records describing the eligibility requirement for ALL scholarships available for the 2024-2025 school year.

The university has calculated an estimated search time cost and requires prepayment before continuing to process your request.

The Wisconsin Public Records Law allows the university to charge a requester the actual, necessary, and direct cost to locate responsive records. Wis. Stat. § 19.35(3)(c). In addition, the university may require prepayment of any fees if the total amount exceeds \$5.00. Wis. Stat. § 19.35(3)(f).

The university has calculated a good faith estimate of the cost to search for records responsive to your request, which is between 8-12 hours. To initiate the search for responsive records, the university requires that you pay the cost associated with the minimum number of hours in the university's estimated time range. That cost is \$200.00. Location fees are calculated at the hourly salary rate for the lowest-paid employee capable of performing the task. Please note that payment of the fee does not guarantee that records will be located or that you will receive all information requested.

Please note that the university intends to fulfill your request by searching for the eligibility requirements of all scholarships that have been entered into the Wisconsin Scholarship Hub (WiSH) and that were awarded or will be awarded for the 2024-25 academic year. Although the majority of scholarships are entered into WiSH, there are a number of scholarships that would not be captured by this search. Eligibility criteria for scholarships that are not entered into WiSH are not housed in one central location. Therefore, searching for these records would require a potentially significant amount of additional time for the university to reach out to individual schools, colleges, divisions, and departments. To the extent that you would also like the eligibility requirements for this smaller subset of scholarships, the university would need to provide you with a separate cost estimate.

This amount was calculated using the rate for actual, necessary, and direct charges for staff time and does not include the additional time necessary to review potentially responsive records for possible redaction or removal of confidential information, which are separate processes for which a requester may not be charged. We require prepayment of these location costs before conducting the search for responsive records.

Until we receive this prepayment, the university will not process your request. Once payment is received, we will process your request and determine the exact cost of searching for any records responsive to your request. If the cost is greater than \$200.00, we will require payment of any overage. If the cost is less, we will refund the balance to you. If we do not receive payment within 10 business days of today, that is, by June 24, 2024, we

will close this request and consider it withdrawn.

Please make your check or money order payable to "UW-Madison," (we cannot accept credit cards) and send it to:

UW-Madison, Office of Compliance

Public Records, Room 361

Bascom Hall

500 Lincoln Drive

Madison WI 53706

Sincerely,

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison

↩ On 4/30/2024 3:51:03 PM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[universityofwisconsin@mycusthelp.net]

Thank you. I really appreciate your response and don't mean to be difficult. I would like a cost estimate for the final option you presented below. Since the \$750 was a location cost to determine which scholarships contain race-based eligibility requirements,

I imagine that just providing the underlying documents and letting me do the search would be a significant reduction in statutorily authorized location costs. From: UW - Madison Public Records

Sent: Tuesday, April 30, 2024 1:57 PM

To: Daniel Lennington

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 4/30/2024 1:57:06 PM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024

Reference # P003479-030424

Dear Requester,

Thank you for your questions and your patience.

What would be most helpful in determining next steps is to confirm what you are requesting.

If your request is for a “list of each scholarship, fellowship, or award available at UW Madison for the current school year in which the race of the recipient is a factor. If you do not have a list, please provide a record for each such scholarship, fellowship, or award that describes eligibility requirements or criteria,” the estimate provided to you on April 19, 2024, for \$750.00 is still accurate.

If your request is for “A list of each scholarship, fellowship, or award available at UW Madison for the 2024-2025 school year in which the race of the recipient is a factor. If you do not have a list, please provide a record for each such scholarship, fellowship, or award that describes eligibility requirements or criteria,” it has been identified that the cost estimate would be within the same 30–50-hour range, so there would be no initial change to your cost estimate.

If you are requesting “records describing the eligibility requirement for ALL scholarships available for the 2024-2025 school year,” as identified in your April 23, 2024, email, I will have to work with staff to determine a new cost estimate for you.

Which request would you like the university to proceed with processing?

Please provide this information by Monday, May 6.

Sincerely,

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison



← On 4/25/2024 11:12:05 AM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[universityofwisconsin@mycusthelp.net]

Great - thank you. No rushFrom: UW - Madison Public Records

Sent: Thursday, April 25, 2024 11:11 AM

To: Daniel Lennington

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 4/25/2024 11:11:10 AM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024

Reference # P003479-030424

Good morning,

I am working with staff on determining answers to your questions. I will be back in touch with you within the next few days.

Thank you for your patience.

Sincerely,

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison

← On 4/23/2024 1:33:03 PM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[universityofwisconsin@mycusthelp.net]

Thank you - so the list does not exist, and you would be creating it in response to my request? I just wanted to clarify.

If that is the case, what if I just asked for records describing the eligibility requirement for ALL scholarships available for the 2024-2025 school year, and then you guys could just give me a large zip file with all of those files and I could search them for racial criteria?

I assume what the 30-50 hours is going through all of the scholarships. I can just do that on my own if you provide me with all the documents in one response. From: UW - Madison Public Records

Sent: Tuesday, April 23, 2024 1:27 PM

To: Daniel Lennington

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 4/23/2024 1:27:06 PM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024

Reference # P003479-030424

Dear Requester,

Thank you for your email. What would be provided to you is a list, responsive to your request.

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison

← On 4/23/2024 1:12:04 PM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[universityofwisconsin@mycusthelp.net]

Sorry, I had one other question. My request asked for either a (1) list, or (2) records from each race-based scholarship.

I assume from your response that there is no list?From: UW - Madison Public Records

Sent: Monday, April 22, 2024 1:02 PM

To: Daniel Lennington

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

← On 4/22/2024 1:09:02 PM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[universityofwisconsin@mycusthelp.net]

Okay thanks. I will get back to you.

Just to clarify any misunderstanding, the reason UW System did not charge me is because UW System's spokesman publicly stated that no UW System school would have race-based criteria for scholarships starting in 2024-2025, unless those criteria were mandated by state or federal law. Those statutory mandated scholarships are few in number (TRIO and Lawton, for example).

It appears from your response that UW Madison will continue with all of its scholarships with race-based criteria into the 2024-2025 school year, and that this position is different from UW System. (Otherwise, your location costs would not need to be 30-50 hours since there are relatively few mandated by law.)

I will respond on the prepayment issue soon. From: UW - Madison Public Records

Sent: Monday, April 22, 2024 1:02 PM

To: Daniel Lennington

Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 4/22/2024 1:02:07 PM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024

Reference # P003479-030424

Dear Requester,

Thank you for your email. I've been in contact with staff who would run this search and have determined that the search cost would fall into the same time estimate as your original request of 30-50 hours.

Let me know how you would like to proceed by May 3, or your request will be considered withdrawn and closed.

Sincerely,

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison

← On 4/22/2024 8:39:02 AM, Dan Lennington wrote:

TO: "UW - Madison Public Records"[universityofwisconsin@mycusthelp.net]

Hello - I am trying to decide whether we will pay this. I have sent very similar requests to UW System and they have noted in response that most of these race-based criteria are changing, and so I focused my request on the upcoming school year. I am most interested to know whether these programs will remain the same for next year 2024-2025.

So if I amend my request as follows, please let me know what are the costs for location: "A list of each scholarship, fellowship, or award available at UW Madison for the 2024-2025 school year in which the race of the recipient is a factor. If you do not have a list, please provide a record for each such scholarship, fellowship, or award that describes eligibility requirements or criteria."

What would be the costs for that request?

thank you,  
Dan

From: UW - Madison Public Records  
Sent: Friday, April 19, 2024 1:30 PM  
To: Daniel Lennington  
Subject: Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

✉ On 4/19/2024 1:30:47 PM, UW - Madison Public Records wrote:

**Subject:** Dan Lennington Wisconsin Institute for Law and Liberty Public Records Request :: P003479-030424

**Body:**

RE: PUBLIC RECORDS REQUEST of March 04, 2024  
Reference # P003479-030424

Dear Requester,

I am writing in response to your public records request of March 4, 2024, in which you requested the following:

A list of each scholarship, fellowship, or award available at UW Madison for the current school year in which the race of the recipient is a factor. If you do not have a list, please provide a record for each such scholarship, fellowship, or award that describes eligibility requirements or criteria.

The university has calculated an estimated search time cost and requires prepayment before continuing to process your request.

The Wisconsin Public Records Law allows the university to charge a requester the actual, necessary, and direct

cost to locate responsive records. Wis. Stat. § 19.35(3)(c). In addition, the university may require prepayment of any fees if the total amount exceeds \$5.00. Wis. Stat. § 19.35(3)(f).

The university has calculated a good faith estimate of the cost to locate for records responsive to your request, which is between 30 to 50 hours. To initiate the search for responsive records, the university requires that you pay the cost associated with the minimum number of hours in the university's estimated time range. That cost is \$750.00. Location fees are calculated at the hourly salary rate for the lowest-paid employee capable of performing the task. Please note that payment of the fee does not guarantee that records will be located or that you will receive all information requested.

This amount was calculated using the rate for actual, necessary, and direct charges for staff time and does not include the additional time necessary to review potentially responsive records for possible redaction or removal of confidential information, which are separate processes for which a requester may not be charged. We require prepayment of these location costs before conducting the search for responsive records.

Until we receive this prepayment, the university will not process your request. Once payment is received, we will process your request and determine the exact cost of searching for any records responsive to your request. If the cost is greater than 30 hours, or \$750.00, we will require payment of any overage. If the cost is less, we will refund the balance to you. If we do not receive payment within 10 business days of today, that is, by May 3, 2024, we will close this request and consider it withdrawn.

Please make your check or money order payable to "UW-Madison," (we cannot accept credit cards) and send it to:

UW Madison, Office of Compliance  
Public Records, Room 361  
Bascom Hall  
500 Lincoln Drive  
Madison, WI 53706  
Sincerely,

Elizabeth Wilkerson  
Assistant Public Records Custodian  
Office of Compliance  
University of Wisconsin-Madison

✉ On 3/4/2024 5:34:52 PM, UW - Madison Public Records wrote:

**The University of Wisconsin-Madison receives a high volume of public records requests. Your request has been placed in queue and we will process it as soon as possible. Thank you for your patience.**

Dear Requester:

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We have received your public records request and the university will respond as required by the Wisconsin public records law, Wis. Stat. §§ 19.31-19.39

Your request was received on March 04, 2024 and given the reference number P003479-030424 for tracking purposes.

Records requested:

Request: Please provide a list of each scholarship, fellowship, or award available at UW Madison for the current school year in which the race of the recipient is a factor. If you do not have a list, please provide a record for each such scholarship, fellowship, or award that describes eligibility requirements or criteria.

You can monitor the progress of your request [at this link](#) and then by selecting "View My Requests."

You'll receive an email when your request has been completed.

Again, thank you for using the Public Records Center.

Sincerely,

UW-Madison Records Custodian


608-265-6018

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Track the issue status and respond at:

[https://universityofwisconsin.mycusthelp.com/WEBAPP/\\_rs/RequestEdit.aspx?rid=3721](https://universityofwisconsin.mycusthelp.com/WEBAPP/_rs/RequestEdit.aspx?rid=3721)

 On 3/4/2024 5:34:51 PM, Dan Lennington wrote:

Request Created on Public Portal



**University of Wisconsin  
HRS EPM Data Dictionary**

x

| Data View          |                 |        |                   |             |           | UW HRS System (PeopleSoft Oracle HCM Tables)  |                  |                |                       |  |              |
|--------------------|-----------------|--------|-------------------|-------------|-----------|---|------------------|----------------|-----------------------|--|--------------|
| View Name          | Functional Area | Column | Field Name        | Field Type  | Key Field | Field Description   | HRS Record Name  | HRS Field Name | HRS Field Description | HRS Navigation/Page  | Label        |
| PS_UW_COMB_PERS_VW | HR              | 18     | UW_ETHNIC_GRP_CD1 | VARCHAR2(8) |           | Ethnic Group<br>Identifies if one of the person's ethnicity codes indicates "White".<br>WHITE = White                     | PS_DIVERS_ETHNIC | ETHNIC_GRP_CD  | Ethnic Group          | Workforce Administration > Personal Information > Add a Person (Modify a Person) > Regional Page | Ethnic Group |
| PS_UW_COMB_PERS_VW | HR              | 19     | UW_ETHNIC_GRP_CD2 | VARCHAR2(8) |           | Ethnic Group<br>Identifies if one of the person's ethnicity codes indicates "Black".<br>BLACK = Black, African-American   | PS_DIVERS_ETHNIC | ETHNIC_GRP_CD  | Ethnic Group          | Workforce Administration > Personal Information > Add a Person (Modify a Person) > Regional Page | Ethnic Group |
| PS_UW_COMB_PERS_VW | HR              | 20     | UW_ETHNIC_GRP_CD3 | VARCHAR2(8) |           | Ethnic Group<br>Identifies if one of the person's ethnicity codes indicates "Hispanic".<br>HISPA = Hispanic               | PS_DIVERS_ETHNIC | ETHNIC_GRP_CD  | Ethnic Group          | Workforce Administration > Personal Information > Add a Person (Modify a Person) > Regional Page | Ethnic Group |
| PS_UW_COMB_PERS_VW | HR              | 21     | UW_ETHNIC_GRP_CD4 | VARCHAR2(8) |           | Ethnic Group<br>Identifies if one of the person's ethnicity codes indicates "Asian".<br>ASIAN = Asian                     | PS_DIVERS_ETHNIC | ETHNIC_GRP_CD  | Ethnic Group          | Workforce Administration > Personal Information > Add a Person (Modify a Person) > Regional Page | Ethnic Group |
| PS_UW_COMB_PERS_VW | HR              | 22     | UW_ETHNIC_GRP_CD5 | VARCHAR2(8) |           | Ethnic Group<br>Identifies if one of the person's ethnicity codes indicates "American Indian".<br>AMIND = American Indian | PS_DIVERS_ETHNIC | ETHNIC_GRP_CD  | Ethnic Group          | Workforce Administration > Personal Information > Add a Person (Modify a Person) > Regional Page | Ethnic Group |
| PS_UW_COMB_PERS_VW | HR              | 23     | UW_ETHNIC_GRP_CD6 | VARCHAR2(8) |           | Ethnic Group<br>Identifies if one of the person's ethnicity codes indicates "Pacific".<br>PACIF = Pacific, Hawaiian       | PS_DIVERS_ETHNIC | ETHNIC_GRP_CD  | Ethnic Group          | Workforce Administration > Personal Information > Add a Person (Modify a Person) > Regional Page | Ethnic Group |



UNIVERSITY of WISCONSIN-MADISON

# GRADUATE SCHOOL

annual report 2023-2024



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# Letter from the Dean

Dear Colleagues,

As I reflect on the past year, which was our first with the collaboratively developed strategic plan for graduate education at UW–Madison (2023–2028), I am proud of the number of accomplishments that the Graduate School has achieved within the priority areas of our mission. Not only have we continued to promote excellence across campus with much of our ongoing work, but we have also embarked on new initiatives that will positively impact graduate students and alumni many years into the future. The Graduate School moving administrative homes this year, from the Office of the Vice Chancellor for Research to the Office of the Provost, will be another factor in achieving the academic goals in our strategic plan.

While we have long encouraged graduate programs to use a holistic perspective for graduate admissions – ensuring that no single factor is used to accept or reject any applicant – we have now launched a toolkit that provides resources and guidance to help admissions committees implement best practices in holistic admissions. The resources in the holistic admissions toolkit will continue to grow, helping graduate programs recruit and retain a talented, diverse student body.

Once students arrive on campus, we also seek to support their success, wellbeing, and feelings of belonging. This spring, we established the Wisconsin Sloan Center for Systemic Change with a grant from the Alfred P. Sloan Foundation. The center will bring together faculty and staff across departments in the College of Letters and Science and the College of Engineering to foster best practices in community-building, mentorship training, and other areas that help graduate students thrive and feel a sense of belonging. This initiative truly leverages the depth and breadth of expertise at UW–Madison – including nationally-recognized leadership in bias reduction, mentorship, and equitable and inclusive practices – to bolster success for all students.

No conversation about graduate student support is complete without discussing graduate student funding. We announced this year a stipend forecasting plan committing to increases in the minimum stipend for graduate student teaching, research, and project assistants in each of the next four years. This plan sets competitive stipend levels that, in combination with our strong benefits package, are designed to help graduate students defray their cost of attendance so they can focus on their advanced studies. It also allows faculty and staff to budget for these stipend increases several years into the future.

An exciting development in our academic offerings this year is the approval of a new Graduate/Professional Certificate in Higher Education Teaching and Learning, which prepares students to be confident instructors and mentors at the college level and helps them be competitive for faculty positions and other academic roles that advance teaching and learning. We know that many of our alumni go on to teaching, mentoring, and leadership roles in higher education across the nation and the world, broadening the impact of the training we provide on this campus to generations of students to come.

The following report will provide a more detailed look at what the Graduate School has accomplished over the year, organized by the strategic priorities that connect everything we do as a supporting unit on campus. It is still early in the timeframe of our strategic plan for graduate education, and I look forward to continuing to develop the cross-campus collaborations that will support these strategic priorities and further strengthen graduate education at UW–Madison.



William J. Karpus

Dean of the Graduate School  
Professor of Pathology and Laboratory Medicine  
University of Wisconsin–Madison



# GRADUATE SCHOOL ANNUAL REPORT 2023-2024

## EXECUTIVE SUMMARY

### STRATEGIC PRIORITY A

pages 3-5

#### **Advance innovative graduate education, career development, and professional success**

UW–Madison’s top-ranked graduate programs continue to excel with award-winning initiatives providing new pathways for students. The Graduate School enhances program quality through its academic planning efforts and the Graduate Faculty Executive Committee’s focus on program review, and by offering resources like the Graduate Student Tracking System that help graduate programs support student success. Thousands of students benefit from professional development tools like DiscoverPD, while the Graduate School celebrates achievements and expands career pathways through programs like the Graduate School Industry Internship.

### STRATEGIC PRIORITY B

pages 6-8

#### **Recruit and retain a talented and diverse graduate student body**

The Graduate School has seen a steady increase in applications, with a notable rise in international applicants. The school implemented a Holistic Admissions Toolkit and led workshops on holistic admissions practices. It continues to attract prospective students through initiatives like Graduate School Day and Resource Fair and the GRADx program. Retention initiatives involved engaging graduate students through events aimed at community building, professional development, and celebrating student achievements.

### STRATEGIC PRIORITY C

pages 9-10

#### **Establish and support university-wide expectations for consistent and high-quality graduate student mentorship**

The Graduate School expanded Research Mentor Training for graduate students and postdocs, increasing participation and targeting social sciences. New partnerships supported graduate students mentoring undergraduates, while a community of practice for facilitators enhanced RMT facilitation campus-wide. For faculty, the stipend forecasting plan emphasized effective mentorship of graduate students. Additionally, the school launched a Graduate/Professional Certificate in Higher Education Teaching and Learning and awarded Campus-Wide Teaching Assistant Awards.

### STRATEGIC PRIORITY D

pages 11-12

#### **Strengthen collaboration among campus partners to support graduate student success, wellbeing, and belonging**

The Graduate School launched the new Slate admissions system, began training program managers and coordinators, and overhauled the Admissions KnowledgeBase. The data team collaborated with various campus units to align application data with the Student Information System. The Graduate Student Specialist position in the Office of Student Assistance and Support aided 392 students with mental health and academic concerns, as well as referred many students to programs to address food insecurity and financial crises.

### STRATEGIC PRIORITY E

pages 13-14

#### **Facilitate graduate students’ access to funding, resources, and opportunities**

The school allocated approximately \$15.8M in funding to graduate students through the Advanced Opportunity Fellowship and Graduate Student Support Competition. It launched a new Funding Landscape Dashboard that analyzes graduate assistantships salaries and a stipend forecasting plan that established graduate assistantship stipend increases over the next four years. The school allocated 390 grants to facilitate research and conference travel and led programming like the Humanities Grant Writing Camp.

### STRATEGIC PRIORITY F

page 15

#### **Sustain the Graduate School as a high performing organization**

Initiatives within the Graduate School focused on equity and accessibility, as well as increasing transparency across goals, processes, and budgets. These efforts included analyzing staff climate survey data and implementing ongoing improvements to workplace climate.

### APPENDICES

|  |             |
|--|-------------|
| 1 Strategic Plan for Graduate Education  | page 16     |
| 2 Organizational Chart                   | page 17     |
| 3 Application, admission, new enrollment | page 18     |
| 4 Enrollment and demographics            | page 19     |
| 5 Funding allocation by division         | page 20     |
| 6 Degrees awarded                        | page 21     |
| 7 Student satisfaction                   | page 22     |
| 8 - 9 Career outcomes                    | pages 23-24 |



Graduate students, family members, faculty, and staff queue for the annual Graduate School Dash & Bash to celebrate the start of the academic year.

## STRATEGIC PRIORITY A

# Advance innovative graduate education, career development, and professional success

### **Initiative A. 1. Offer high-quality graduate programs that enhance student academic and professional success**

Graduate programs at UW–Madison once again ranked highly in U.S. News & World Report’s list of “Best Graduate Schools”, including the first-ranked School of Education in the country. It was the 11th straight year the School of Education ranked in the top five, and the first year it took the top spot on the list.

The Midwestern Association of Graduate Schools (MAGS) recognized UW–Madison’s Bridge to the Chemistry Doctorate Program with the [2024 Excellence and Innovation in Graduate Education Award](#). The Bridge Program provides opportunities for students who may not otherwise be accepted into a chemistry PhD program to earn a master’s degree while also gaining research experience and mentorship that prepares them to continue on to a PhD program in the field. To the Bridge Program’s pride, the vast majority of its participants decide to stay at UW–Madison for the chemistry PhD program.

The Graduate School’s academic planning efforts are a key factor that contributes to high-quality graduate programs. Approximately 630 Lumen Program Proposals were administratively approved for the Fall 2024 *Guide*, including proposals presented to the Graduate Faculty Executive Committee (GFEC) and administrative proposals to update tuition status. Graduate School staff reviewed every graduate credential for edits and approval for *Guide* to ensure full transparency and understanding of program admissions requirements, curricular requirements, and

***“We offer our students research opportunities and experiences that prepare them to be thought leaders in a wide range of disciplines. We are always pleased to have the work and expertise of our faculty and staff recognized.”***

*–William J. Karpus  
Dean of UW–Madison’s  
Graduate School*



2023-2024

### DEGREE PROGRAMS

161 Master’s and specialist degree programs offered

110 Research and clinical doctoral degree programs offered

2,626 Master’s and specialist degrees awarded

920 Research and clinical doctoral degrees awarded

## Graduate Faculty Executive Committee (GFEC) and New Program Proposals

The GFEC sustained its commitment to high academic standards for graduate study at UW–Madison. The committee’s actions from the past year include:

- Established new awards: 1 degree, 2 named options, 4 graduate/professional certificates, 1 capstone certificate, and 2 doctoral minors
- Approved 7 proposals to plan new degrees
- Substantially redirected 2 master’s degrees and 2 named options, including changes to admitting status and credit requirements
- Renamed 1 PhD degree, 1 master’s degree, 2 named options, and 1 graduate/professional certificate
- Changed academic homes for 2 PhD degrees, 5 master’s degrees, 1 graduate/professional certificate, and 1 capstone certificate
- Suspended admissions for 1 named option, 1 graduate/professional certificate, 1 capstone certificate, and 3 doctoral minors
- Discontinued 3 named options, 1 graduate/professional certificate, 1 capstone certificate, and 3 doctoral minors
- Approved:
  - » 17 program reviews, 9 program review responses, and 21 three-year check-ins
  - » extension of active graduate faculty status for 6 professors emeriti
  - » changes to 3 Graduate School policies



policies. These updates will also lead to more accurate configuration of Graduate Student Tracking System (GSTS) reports.

### ***Initiative A. 2. Utilize and enhance data resources within the Graduate School to support graduate program quality and student success***

With GSTS being fully implemented and all graduate programs onboarded during the previous academic year, the Graduate School focused on continuous improvement and outreach, including coordinator trainings. Staff conducted seven meetings with programs to orient and answer questions about program-specific report configuration, presented at four campus events to educate programs on the GSTS Advisement Report, including transfer credits, and developed a new data resource (IDE) for GSTS Program Milestones. The school expanded the Doctoral Minors Awarded IDE to include Historical Doctoral Minor Enrollment.

### ***Initiative A. 3. Sustain resources to help master’s and doctoral students develop academic and professional skills, as well as explore and prepare for diverse career pathways***

The Graduate School takes on a leading and coordinating role to ensure that graduate students have access to a wealth of academic and professional skill building opportunities. In 2023-2024 nearly 5,000 individuals attended events hosted by the Graduate School, with engagement specifically in its professional development courses, workshops, and programs totaling 9,486 contact hours by students across 210 academic programs.

The Graduate School also coordinates and promotes professional development programming from campus partners, which include 18 units offering skill development tailored to master’s and doctoral students in areas like academic writing, career exploration, software training,

### PROFESSIONAL AND CAREER DEVELOPMENT SUMMARY

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#### PROGRAMMING

|       |  |
|-------|--|
| 4,714 | Attendees at events hosted by the Graduate School                        |
| 570   | Programs and classes hosted by the Graduate School and campus partners   |
| 9,486 | Student contact hours at prof. dev. events hosted by the Graduate School |
| 210   | Graduate programs represented by attendees at prof. dev. events          |

---

#### ONLINE SERVICES

|       |                                   |
|-------|-----------------------------------|
| 2,880 | DiscoverPD users                  |
| 641   | DiscoverPD self-assessments taken |
| 196   | CIRTL participants                |
| 1,753 | Beyond the Professoriate users    |
| 1,036 | Beyond Graduate School users      |



leadership, project management, and much more. This year the school promoted 570 events, programs, and classes to graduate students through the Graduate School events calendar and DiscoverPD.

DiscoverPD is an online planning tool that helps graduate students identify their professional development needs and find resources to meet them. Behind it is a curated database of professional activities and resources. Users can take a self-assessment and receive customized recommendations, “favorite” activities, or search the database for resources. In 2023-2024 2,880 users accessed DiscoverPD with 641 skills self-assessments taken.

As part of Graduate Student Welcome Week, the Graduate School hosts New Graduate Student Welcome (NGSW) for newly enrolled graduate students. In Fall 2023 866 individuals attended all or part of the day’s events. NGSW goals are to provide new students with the opportunity to socialize and network with others from across campus and across disciplines, learn about a broad array of campus-wide and community resources, hear how current graduate students navigated their own transitions, and feel a sense of belonging to the larger university community.

UW-Madison is a member of the national Center for the Integration of Research, Teaching, and Learning (CIRTL) Network, whose mission is implemented locally through the Delta Program in the Graduate School. In addition to this local programming, the Network offers online professional development courses and workshops to enhance teaching skills for graduate students as future faculty. Last year, 196 UW-Madison community members participated in CIRTL Network workshops and courses.

The Graduate School funds memberships for two e-learning career development platforms: Beyond the Professoriate for doctoral students and Beyond Graduate School for master’s students. All members of UW-Madison can use the membership. In the reporting timeframe provided (May 2023-April 2024) Beyond the Professoriate

had 1,117 unique platform users, 4,901 pageviews, and 34,135 event counts (clicks, downloads, etc.). In the same period Beyond Graduate School saw 733 users, 2,764 pageviews, and 19,321 event counts.

Sponsored by a coalition of scientific groups including the American Association for the Advancement of Science (AAAS), the Catalyzing Advocacy in Science and Engineering workshop was an opportunity for students to learn from science policy and advocacy experts about the role of science in the federal policy-making process. The Graduate School selected and sponsored two students, [Seth Anderson](#), PhD Candidate in Chemical Engineering and [Samantha Helle](#), PhD Candidate in Environment and Resources, to represent UW-Madison at the workshop, which empowers participants to become a voice for basic research throughout their careers.

For the first time, the popular “Finishing your PhD” workshop for doctoral students was offered virtually which resulted in positive feedback and more students being able to attend. It was recorded so students who did not attend could still receive the information.

#### ***Initiative A. 4. Create opportunities for and celebrate student achievements in living the Wisconsin Idea***

Doctoral students gained applied experience at various employers in Wisconsin and beyond through the Graduate School Industry Internship program in its second pilot year. The focus on experiential learning expands the school’s professional development portfolio to include in-depth learning in industry settings. Benefits to student interns include developing new skills for dynamic job markets, gaining practical experience for informed career decisions, enhancing professional networks, and receiving a summer stipend and fringe benefits funded by the Graduate School.

The Graduate School partnered with Thermo Fisher Scientific, the Office of Postdoctoral Studies, and WARF to offer, “Careers in Industry: The Different Roles PhDs Can Play in a Company,” a panel discussion and networking lunch. The nearly 90 graduate students and postdocs who attended learned about jobs available in industry and how to make a successful transition from academia to industry.

The Graduate School continued to use its website and social media platforms to highlight and celebrate students whose graduate work is impacting the state, nation, and world. One such example is the story of recent graduate [Ha Nguyen](#), whose plasma physics research has led to a pending patent that will positively impact the biomedical field of protein therapeutics. Other social media highlights focused on students who are partnering with local communities through the UniverCity Year program, students whose lab work is leading to novel discoveries to advance technology and healthcare, and students who have had a positive impact on others in their communities through outreach and mentorship.



Five UW–Madison graduate students joined the Bouchet Graduate Honor Society. Pictured from left to right are Catherine Chan, assistant vice provost for high-impact practices in the Division of Diversity, Equity, and Educational Achievement; doctoral candidates CJ Greer, Mayra Betancourt Ponce, Jimena González, Ashley Scott, and Jairo Villalona; and William J. Karpus, dean of the Graduate School.

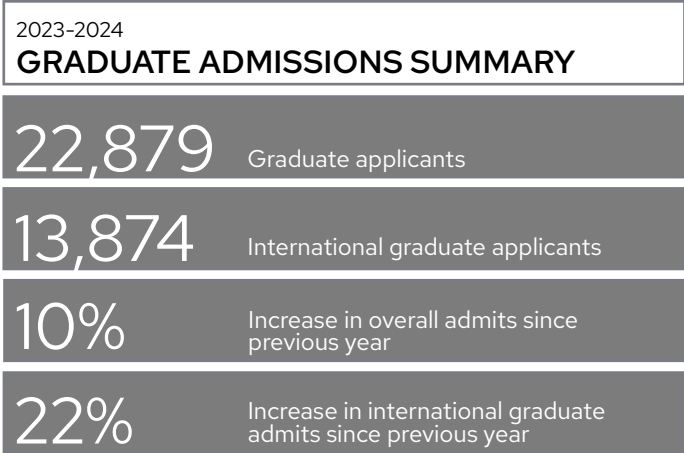
## STRATEGIC PRIORITY B

# Recruit and retain a talented and diverse graduate student body

Consistent with national trends, the number of graduate applicants to UW–Madison has been steadily increasing since its plateau between 2017–2018 and 2019–2020. This past year, applicants increased 8% compared to last year, from 21,199 to 22,879. The change was due to the increase in international applicants, whereas the number of domestic applicants decreased by 3% in the same period. The decrease in domestic applications was reflected at both the doctoral and master’s levels, with a slightly larger decrease to doctoral programs (4%) compared to master’s (2%). While the number of Advanced Opportunity Fellowship (AOF) eligible applicants from underrepresented backgrounds decreased by approximately the same amount (3%) as overall domestic applicants, the decrease was only in PhD applications (6%) while there was a slight increase in masters applications (1%).

Once graduate programs review applications and make admission recommendations, the Graduate School processes applicants’ official documents and admits them. The number of admits has been steadily growing over the last ten years and increased almost 10% this year compared to last year, from 7,183 to 7,880. The number of international admits increased 22% from the previous year, from 3,031 to 3,707. International students admitted to master’s degrees increased by 24% and for doctoral programs by 17%.

While the number of domestic admits stayed approximately the same last year compared to the previous year (4,152 in 2022–2023, 4,173 in 2023–2024), there was a change in the types of programs they were admitted to: a 5% increase for master’s degree programs and a 6% decrease for doctoral programs. This is similarly reflected in AOF eligible underrepresented students of color (URSOC) admits, with a 6% decrease in admits to doctoral programs and a 6% increase for master’s programs.



The total number of newly enrolled students increased 9.5% compared to last year, with 3,591 in 2023–2024 compared to 3,279 in 2022–2023. However, the number of international students increased 22% compared with last year (from 1,099 to 1,341) while the number of domestic students enrolling increased 3% (from 2,180 to 2,250). The increase in international student enrollment was approximately the same in both PhD and master’s programs.

The increase in domestic student enrollment was only for master’s programs, with an increase of 6% while PhD programs had a decrease of 4%. The number of AOF eligible URSOC who enrolled increased 12%, with most of that increase in master’s programs (4% PhD, 17% master’s).





**Initiative B. 1. Implement tools and resources to help train admission committees to recruit and evaluate applicants using a holistic perspective**

A working group of admissions leaders from across the Big Ten Academic Alliance, including UW–Madison’s associate director of graduate admissions, recently created a [Holistic Admissions Toolkit](#) that was adapted by the Graduate School for use at UW–Madison in October 2023. The toolkit has been viewed 2,370 times since publication.

The Graduate School offered “Holistic Graduate Admissions Amidst a Changing Legal Landscape” and “Workshop on Holistic Graduate Admission Practices” during fall 2023, and graduate faculty and staff who attended evaluated the event as being highly successful with useful information and high-quality presenters. These high satisfaction rates indicate the effectiveness and relevance of the offerings in addressing the challenges and opportunities within the evolving graduate admissions landscape.

The data team of the Graduate School adapted Enrollment Management Admissions queries to more specifically track Advanced Opportunity Fellowship–eligible applicants as they progress through the admissions funnel during the first admissions cycle after the Supreme Court decision restricting affirmative action in admissions. Staff also participated in the National Center for Education Statistics Data Institute, collaborating with other institutional research professionals and graduate students across the country to investigate what types of debt-to-earnings ratios students from lower Expected Family Contribution backgrounds are experiencing.

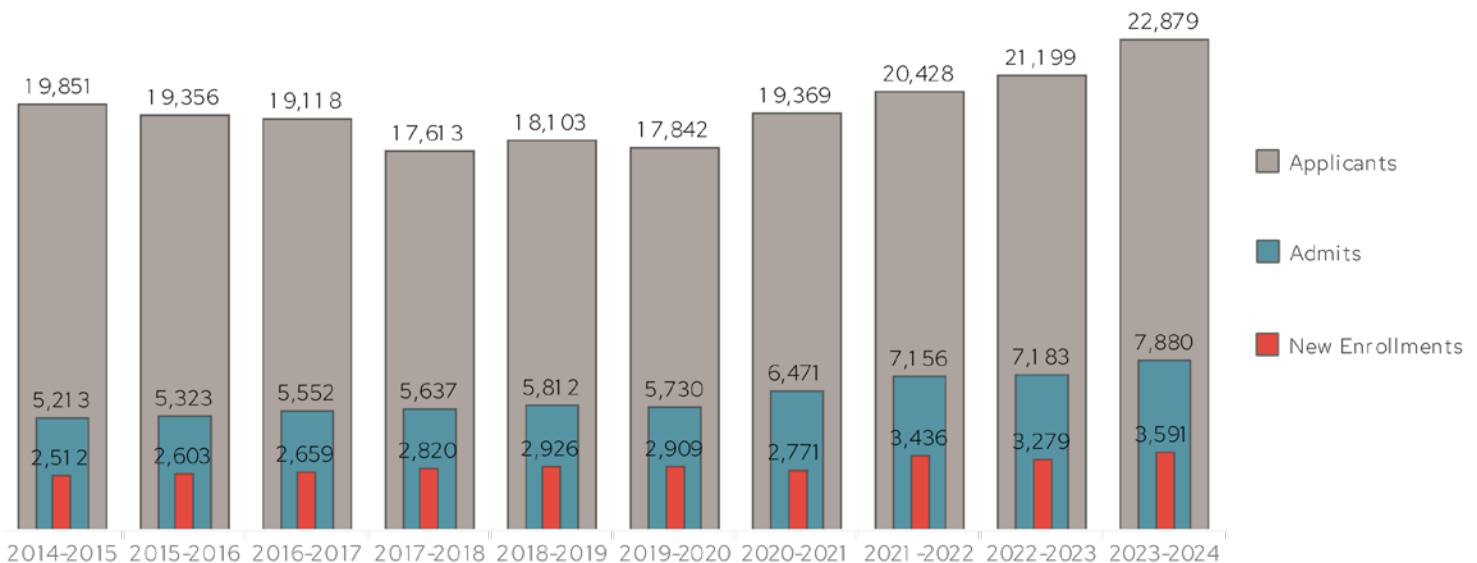
**Graduate student recruitment (overarching concept of Priority B)**

The Graduate School deployed a survey to Directors of Graduate Studies asking them to identify their peer competitor programs/institutions, peer competitor stipends, and data priorities regarding peer competitors. Aggregated results from the survey and tiers of the top peer competitors at the institutional level were shared with campus leadership and the Directors of Graduate Studies. The Graduate School administered a follow-up survey after the Council of Graduate Schools April 15 Resolution decision deadline to gauge how programs fared in comparison to these institutional peers during the most recent fall application cycle.

The second annual Graduate School Day and Resource Fair, held in July 2023, provided a comprehensive introduction to UW–Madison and its graduate programs for prospective students from diverse backgrounds. Attended by McNair Scholars Program undergraduates from across the country and UW–Madison SROP participants, the event showcased over 50 graduate programs and resources, drawing participation from 225 students.

Undergraduate students from small liberal arts colleges visited UW–Madison in September to learn about graduate school and the university, as part of the [Graduate School Exploration \(GRADx\)](#) program, a collaborative venture between the Big Ten Academic Alliance (BTAA), the Associated Colleges of the Midwest (ACM), and host institutions from the Big Ten. GRADx is designed for underrepresented students and students with nontraditional

**GRADUATE STUDENT APPLICATIONS, ADMISSIONS, AND NEW ENROLLMENT**





Visiting undergraduates interested in graduate degrees in the arts, humanities, and humanistic social sciences met with UW-Madison faculty and staff, and current graduate students during the Graduate School Exploration (GRADx) program.

paths to college who are interested in pursuing graduate degrees in the arts, humanities, and humanistic social sciences.

The Summer Research Opportunities Program (SROP) provides research preparation to outstanding undergraduate students and supports their recruitment into graduate programs at UW-Madison. The Graduate School received 1,289 applications across 15 SROP programs, with 154 students selected for the 10-week on-campus program.

Prospective domestic graduate applicants who participated in recognized research pipeline initiatives or who were from low-income backgrounds are eligible for grants to cover their graduate school application fee, reducing barriers to access. In the 2023-2024 academic year, 919 prospective students utilized application fee grants of \$75 each.

The Graduate School also aids graduate programs in identifying highly qualified candidates from diverse backgrounds in a number of ways. For example, the school is a member of the Institute for the Recruitment of Teachers, the National GEM Consortium, the National Name Exchange, and the Council of Graduate Schools, through which it receives lists of seniors in the Ronald E. McNair Postbaccalaureate Achievement Program.

### **Retention initiatives (overarching concept of Priority B)**

Over 1,000 graduate students engaged at 25+ Graduate School retention and celebration events, including:

- BIPOC Graduate Student Welcome
- Office of Diversity, Inclusion, and Funding Kickoff Event
- Professional Development Luncheons
- Networking Events
- Heritage Month Sessions

- Wellness and Creative Activities
- Study Jams and Writing Sessions
- Social and Community Building Activities

Through the [Peer Mentor Awards](#) and the [Student Commitment to Engagement and Activism Awards](#), the Graduate School recognizes phenomenal mentorship of students from underrepresented or marginalized backgrounds and social justice and engagement within the department and the larger UW-Madison community. There were six awardees named at the Bucky Awards Ceremony, three for each category, which was held spring in 2024.

The [Edward Alexander Bouchet Graduate Honor Society](#) is a prestigious national organization established to prepare dissertators, postdoctoral researchers, and early career faculty for careers in the professoriate through recognition, networking, and mentorship. Each chapter selects up to five inductees each year who exemplify character, leadership, advocacy, service, and scholarship. The five UW-Madison inductees for 2024 were recognized at a reception, honored among friends and family, and given a plaque to recognize their induction. All inductees presented at the Annual Bouchet Conference on Diversity and Graduate Education at Yale University in April.

Graduate School staff presented at the national meeting of the Association for Institutional Research on how graduate students of color experienced inclusion and intolerance. The presentation was based on analysis of qualitative responses from the UW-Madison Doctoral Student Experience Surveys and Master's Exit Surveys.



Jules Whitaker, Research Mentor Training Specialist, pictured far left, engages graduate student and postdoc participants in a Research Mentor Learning Community.

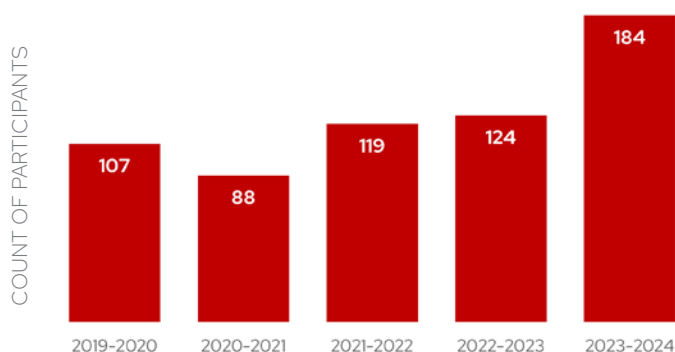
## STRATEGIC PRIORITY C

# Establish and support university-wide expectations for consistent and high-quality graduate student mentorship

### **Initiative C. 1. Promote use of evidence-based mentorship best practices**

The Graduate School, through the Delta Program, offers Research Mentor Training (RMT) for graduate students and postdocs to build skills as effective and inclusive mentors. A total of 184 graduate students and postdocs completed RMT in 2023-2024 – a significant increase from previous years. The number of social science participants grew due to targeted promotion, sections designed exclusively for behavioral and social science participants, and recruitment of facilitators from these disciplinary areas.

### GRAD STUDENT AND POSTDOC PARTICIPATION IN RESEARCH MENTOR TRAINING



The Graduate School, through the Delta Program, developed new partnerships to support graduate student mentors of undergraduate researchers. For example, graduate student mentors of SROP mentees in the department of Atmospheric and Oceanic Sciences participated in a summer RMT seminar while they mentored SROP undergraduates. The Graduate School partnered with the School of Human Ecology on a pilot initiative beginning to support graduate students with a stipend and RMT, as they incorporate undergraduate mentees into their research team. Finally, the school developed a new relationship with the NIH graduate training programs to provide mentorship professional development to a cohort of trainees that began in spring of 2024.

The Graduate School deepened partnerships across campus to expand and improve facilitation of RMT. To create facilitation capacity for an expanding RMT program for graduate students and postdocs, the school co-led a facilitator training with WISCIENCE and initiated a community of practice for facilitators from across campus to network and share adaptations to curriculum, advice, resources, and strategies. Delta will share the leadership of this group with WISCIENCE and the Center for Teaching, Learning, and Mentoring to strengthen the work of RMT facilitators across campus.



The Graduate School's social media platforms regularly share resources and reminders about evidence-based [mentorship best practices and the resources on the Graduate School's website](#) that can help students learn more and implement these strategies. In one instance, a single X (Twitter) post saw 58 engagements of students, faculty, and staff exploring those mentorship resources.

**Initiative C. 2. Advocate for expanded participation in mentorship training for faculty and directors of graduate study**

The stipend forecasting plan announced this year emphasized the importance of effective faculty mentorship of graduate students as well as assisting graduate students to develop mentor and mentee skills. These priorities were included as part of the stipend forecasting plan and are slated to be implemented across campus by the end of 2027-2028.

**Initiative C. 3. Offer training for graduate students to work effectively with faculty mentors**

The Graduate School ran a pilot program to explore mentee-focused training, including a six-week, in-person course titled "Navigating Mentorship." The goals of the pilot included providing participants a learning community where they could learn and practice proactive strategies for working effectively with faculty mentors.

Staff also facilitated training for grad students to work with faculty mentors, including presentations to graduate classes on the topic of hostile and intimidating behavior (HIB) and grievance processes, in addition to ongoing promotion of the interactive, self-paced micro-course "[A Graduate Student Guide to Working with Faculty Advisors.](#)"

**Initiative C. 4. Ensure graduate students have access to teaching- and mentoring-related professional development**

The new [Graduate/Professional Certificate in Higher Education Teaching and Learning](#) is designed to prepare students for careers as future educators in higher education. The certificate builds upon a long history of professional development programming offered by the Delta Program. Students pursuing the certificate will develop foundational knowledge and practical skills in inclusive, evidence-based teaching and learning across disciplinary areas. The certificate can be used to satisfy the breadth requirement for the PhD degree. Cross-campus collaborations will continue to inform the provision of the certificate. The certificate will be directed and overseen by faculty and instructional staff across schools and colleges. The Graduate School will administer the certificate.

***"My Delta Courses have been my favorite class every semester of my PhD. They are always the space that I wanted to show up to authentically, absorb both deep and simple ideas, and challenge my assumptions... The Delta experience has been one of the most transformative experiences I've had at UW-Madison."***

***-Graduate Student  
and Delta Intern***



*GradConnections*, the Graduate School's email newsletter, shares a variety of professional development, academic, and funding information with students. Among its top priorities are sharing information about teaching- and mentoring-related professional development from the Graduate School, along with campus opportunities from partners like the Center for Teaching, Learning, and Mentoring (CTLM) and WISCIENCE.

The Delta Internship program is designed to support graduate students and postdocs in becoming reflective practitioners of teaching: developing skills to be effective and efficient course instructors in their future careers. Interns work with a faculty partner to develop and implement an intervention that addresses a teaching and learning challenge within their course, and then collect data on student outcomes. Internship projects focused on student outcomes related to conceptual learning, sense of belonging, motivation and engagement, and self-efficacy. Delta Interns develop and implement their scholarly teaching projects and present their results in poster format. This year, 21 interns completed projects in courses that ranged in size from 20 to 240 undergraduates, as well as outreach projects that engaged high school students.

To recognize graduate students with exceptional commitment to the craft of teaching, the Graduate School partnered with the College of Letters and Science to award [Campus-Wide Teaching Assistant Awards](#). Awards focused on the four categories of early excellence, advanced achievement, capstone teaching, and community-based learning.



Rudy Dieudonne, PhD student in Design Studies, pictured on the stage above, won First Place and the People’s Choice award for his 3MT talk titled “Lighting, Noise & Behaviors.”

## STRATEGIC PRIORITY D

# Strengthen collaboration among campus partners to support graduate student success, wellbeing, and belonging

### ***Initiative D. 1. Strengthen processes and resources to train and support graduate coordinators***

Slate, the new admissions application system, was launched in January 2024 to admit students into spring 2025. The Graduate School started training graduate program managers and coordinators in fall 2023 and continued throughout spring 2024. Staff overhauled the Admissions KnowledgeBase. To improve the user experience, a landing page was created to display KB docs sorted by topic. New KB docs were created on subjects that were frequently asked about and old docs were revamped to improve the quality of information. A separate KB section was created to house Slate process documents in one easy-to-find location.

The Graduate School’s data team served as a key contributor on the project team for the Slate implementation, helping to align application data with the Student Information System and Data Warehouse. They organized joint admissions meetings with the Office of Admissions and Recruitment; the Office of the Registrar; Data, Academic Planning, and Institutional Research; the Wisconsin School of Business; the Division of Continuing Studies; and other units to help align practices, language, and processes in the new graduate application system and

the downstream effects to and in the Student Information System and Data Warehouse.

Graduate program staff play a crucial role in students’ success from admission to career. To recognize their contributions, the Graduate School selected two staff members for the [Award for Excellence in Graduate Student Support](#), Ana Garić from the Neuroscience Training Program and Sara Hladilek from Mechanical Engineering/NEEP/MD+I. The award honors individuals who enhance the academic, research, and scholarly success of master’s and doctoral students while fostering a welcoming and inclusive environment at UW–Madison.

### ***Initiative D. 2. Grow current partnership with Dean of Students Office to focus on assistance and support for graduate students***

In 2023–2024 the Graduate School continued to support the Graduate Student Specialist position in the Office of Student Assistance and Support (formerly Dean of Students Office). Their office served 392 graduate students, maintaining similar numbers to the previous year. Key support areas include mental health, general information seeking, student concerns, and academic process and policy inquiries.



Additionally, 234 graduate students sought assistance for food insecurity and were provided with Badger Fare grants; 23 graduate students received crisis loans totaling \$11,500, and another \$12,000 in crisis grants were provided to 24 graduate students.

The Graduate Student Specialist and their colleagues in the Office of Student Assistance and Support provided essential support to students affected by global events and campus protests, offering resources and assistance to help them navigate these challenging situations.

The Graduate School Dean's Advisory Board helped enhance the inclusivity and effectiveness of the organization. It brought together a diverse group of graduate students with varied backgrounds, perspectives, career stages, and degree goals. Student board members engaged in discussions with the Chancellor, Provost, and Dean of Students and offered ideas and feedback on various topics including paid parental leave, enhancing exit surveys, creating a graduate student medical leave policy, the university's hate and bias reporting process, and research mentor training.

***Initiative D. 3. Ensure that all graduate students have access to career services***

The school produced a summary data report for graduate student career services based on results from exit surveys to help inform campus-wide advising and career services, and organized a career training series for graduate program coordinators and managers for the 10th consecutive year, with the goal of increasing graduate students' access to career expertise at the program level by building basic career development knowledge and referral skills in graduate staff.

***Initiative D. 4. Support and offer programming that promotes a sense of belonging among grad students***

With leadership from the Graduate School and from colleagues across campus, UW-Madison established the [Wisconsin Sloan Center for Systemic Change](#), or WiSC2, to transform graduate education in science, technology, engineering, and math (STEM). WiSC2 will foster best practices in equitable and inclusive community-building, mentorship training, graduate student recruitment and other areas that help graduate students thrive on campus and achieve positive career outcomes. Seed-grant funding from the Alfred P. Sloan Foundation will help WiSC2 initiate collaboration within and across campus departments to enhance graduate students' sense of inclusion, wellbeing, satisfaction, belonging, and empowerment.

The Graduate School continues to support graduate student use of Individual Development Plans (IDPs) through a collection of resources for mentees and PIs, broad communication, and workshops about how create an IDP and share it with mentors. In 2023-2024 the school partnered with 12 graduate programs to offer specialized workshops for their students. These efforts not only support graduate student career planning and engagement but also institutional and PI compliance with mandates for IDP use by the National Institutes of Health and the National Science Foundation.

The [Three Minute Thesis](#) (3MT) competition organized by the Graduate School helped build essential communication and career skills among graduate students. The 3MT winner, pictured on page 11, represented UW-Madison at the regional competition hosted by the Midwest Association of Graduate Schools (MAGS). Not only did the event embody the Wisconsin Idea, it also emphasized the university's commitment to student engagement, belonging, and innovation. 3MT competitors showcased the breadth of research excellence present at UW-Madison, and the planning process for the event exemplified effective cross-campus collaboration, as the committee included ten members of graduate program staff and students representing all four disciplinary divisions across campus.

Additional examples of programming to support belonging include events like "Coffee, Bagels, and Confidence: Building a Network of Mentors," "Dissertation Writing Camps," "Flourishing in Graduate School: How to Manage Stress and Maintain Your Mental Health," "Prelim Prep Accountability Group," and "Power of Inclusive Teams."



UW-Madison students awarded National Academy of Education/Spencer Foundation Dissertation Fellowships, pictured left to right, include: Yaa Oparebea Ampofo, Ariel Borns, Anshu Jain, Jonathan Marino and Alexandra Pasqualone

## STRATEGIC PRIORITY E

# Facilitate graduate students' access to funding, resources, and opportunities

In 2023–2024 the Graduate School continued the annual Student Research Grants Competition and allocated 390 awards totalling \$511,500 from Vilas Trust. Through this popular competition, graduate students receive funding for travel expenses to present research at a conference or complete research for a thesis or final exhibition.

The [Graduate Research Scholars](#) (GRS) fellowship initiative supported 176 GRS fellows through \$6.3 million in funding in 2023–2024. The Graduate School supplements Advanced Opportunity Fellowship state funding with Wisconsin Alumni Research Foundation funding, allocated to the school/college GRS communities. These two-year fellowships support outstanding prospective students from underrepresented backgrounds and/or select pipeline programs.

Staff developed a Funding Landscape Dashboard to inform discussions around graduate assistantships, stipends, and the breakdown of how graduate students are funded. An ancillary dashboard to analyze salaries for postdoctoral fellows was also developed.

### **Initiative E. 1. Incentivize and increase extramural graduate funding**

Graduate students pursuing degrees in the humanities and humanistic social sciences participated in the [Humanities Grant Writing Camp](#), the second year of a Graduate School pilot program in partnership with the Writing Center. The four-day event provided participants with a structured introduction to the nuts and bolts of writing funding

In the past year, UW–Madison graduate students have succeeded in securing prestigious, highly competitive external fellowships, for example:

- PhD student Ryan Martinez and Assistant Professor Jake Brunkard received the Gilliam Fellowship from the Howard Hughes Medical Institute (HHMI) to support their research and leadership as scientists and mentors.
- In spring, 19 UW–Madison graduate students and another five undergraduates were offered the Graduate Research Fellowship from the National Science Foundation.
- Four doctoral students in the humanities and humanistic social sciences earned Dissertation Innovation Fellowships from the Mellon Foundation and American Council of Learned Societies to support their creative dissertation research.
- Two PhD students received the Department of Energy's Office of Science Graduate Student Research Award to conduct research at national laboratories that builds on their work at UW–Madison.
- Five PhD students in the Educational Policy Studies department, pictured above, received fellowships from the National Academy of Education and Spencer Foundation that will support their dissertation completion.





proposals to support a wide range of humanities work, from research travel and dissertation writing to public humanities projects.

**Initiative E. 2. Set competitive stipend levels that take into consideration student needs and cost of attendance**

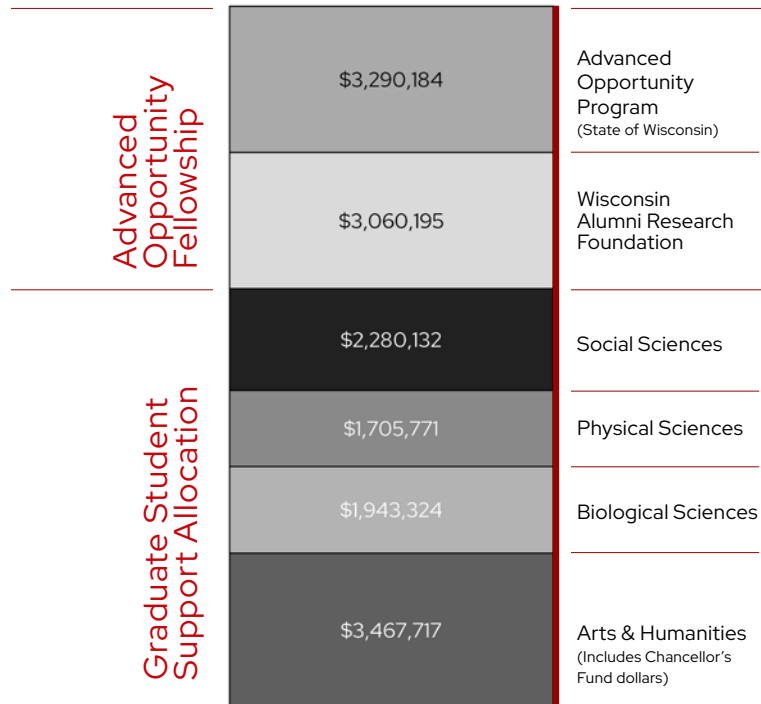
In March 2024, the Graduate School announced a [stipend forecasting plan](#) that demonstrates the university’s commitment to investing in graduate student teaching, research, and project assistants. The plan includes increases to the minimum stipend for graduate assistants in each of the next four years. Compared to setting minimum rates year-to-year, this new approach gives students, faculty, and staff the ability to budget for these stipend increases several years into the future.

Along with the comprehensive benefits package offered to graduate assistants, these planned increases in the minimum stipend are designed to help graduate students defray their cost of attendance. The total compensation for graduate assistants includes stipend, tuition remission, health

insurance at a reduced out-of-pocket premium, and other benefits such as paid time off – including the new paid parental leave benefit.

The first of the four planned increases is a \$4,008 increase in the minimum stipends for graduate assistants for the 2024-2025 academic year, with many individual graduate programs already paying stipend rates above the minimum to respond to competitive factors within the discipline. Those minimum rates will reflect a 79% increase in the minimum stipend for teaching assistants (TAs), a 52% increase in the minimum stipend for annual research assistants (RAs), and a 76% increase in the minimum stipend for annual project assistants (PAs) compared to 10 years prior. The plan also includes an additional \$3,240 increase to minimum stipend rates for the 2025-2026 academic year, a \$1,781 increase in 2026-2027, and a \$1,871 increase in 2027-2028. Individual graduate programs may continue to pay stipend rates above the minimum to address competitive factors.

Allocation Total  
**\$15,747,323**



FY24





## STRATEGIC PRIORITY F

# Sustain the Graduate School as a high performing organization

### ***Initiatives F. 1. Use equity and accessibility as a lens for all activities that Graduate School touches; F. 2. Increase transparency regarding goals, processes, and budgets***

In fall 2023 the Graduate School Engagement, Equity, and Diversity Committee (EEDC) analyzed UW–Madison Staff Climate Survey data, comparing Graduate School employee responses with comparable units, then obtained leadership support to engage staff members in a collective climate improvement process. The EEDC facilitated participatory meetings with non-leadership team staff members about the key findings in the memo to generate recommendations to improve climate in the Graduate School, then drafted priorities and recommendations, outlining staff-generated ideas for improving the workplace climate, which the group shared with leadership.

The dean addressed these recommendations in an all staff meeting and met with the EEDC to further discuss how to move forward with viable recommendations. Some recommended actions have been implemented, some are in progress, and others have yet to be addressed. Six months after initial recommendations were made, the EEDC surveyed staff members and reported back to them and leadership to celebrate the positive changes made, acknowledge the efforts of all involved, and build momentum for future positive change.

To share the process as a model for other units across campus, the EEDC led a Showcase breakout session “Fostering Positive Workplace Change: A Collective Approach to Climate Issues,” a panel discussion that featured Graduate School staff members and leadership.

### ***Initiative F. 4. Prioritize the professional and personal development of staff with a focus on equity***

The EEDC prompted creation and facilitation of Unit-Led Community Building events for the Graduate School, which included a variety of social and networking events to build rapport among staff. In addition to its major climate improvement efforts, the EEDC organized a Go Big Read book discussion and presentation by the McBurney Disability Resource Center.

### ***Initiative F. 3. Embrace continuous process improvement and invest strategically in technology and infrastructure***

The Graduate School participated in several enterprise projects, including as an evaluator for the Universities of Wisconsin Enterprise Document Management System vendor selection and as a tester for the Blackthorn events management system. The school updated its data reports to align with UW–Madison’s most recent guidelines for Legal Sex and Gender clarification, continued improvements to the Grad Portal to increase efficiency and functionality, and expanded and improved the auditing of enrollment and academic requirements.

# Appendix 1

## GRADUATE SCHOOL STRATEGIC PLAN FOR GRADUATE EDUCATION AT UW-MADISON 2023-2028

### PRIORITIES & INITIATIVES

#### (A) Advance innovative graduate education, career development, and professional success

1. Offer high-quality graduate programs that enhance student academic and professional success
2. Utilize and enhance data resources within the Graduate School to support graduate program quality and student success
3. Sustain resources to help master's and doctoral students develop academic and professional skills, as well as explore and prepare for diverse career pathways
4. Create opportunities for and celebrate student achievements in living the Wisconsin Idea

#### (B) Recruit and retain a talented and diverse student body

1. Implement tools and resources to help train admission committees to recruit and evaluate applicants using a holistic perspective
2. Develop coordinated and collaborative pipeline programs for recruitment
3. Offer students inclusive mechanisms to bring forth concerns related to equity and inclusion
4. Prepare graduate students to foster environments of diversity, equity, and inclusion (DEI)

#### (C) Establish and support university-wide expectations for consistent and high-quality graduate student mentorship

1. Promote use of evidence-based mentorship best practices, such as compacts and goal setting
2. Advocate for expanded participation in mentorship training for faculty and directors of graduate study
3. Offer training for graduate students to work effectively with faculty mentors
4. Ensure graduate students have access to teaching- and mentoring-related professional development

#### (D) Strengthen collaboration among campus partners to support the success, wellbeing, and belonging of graduate students

1. Strengthen processes and resources to train and support graduate coordinators
2. Grow current partnership with Dean of Students Office to focus on assistance and support for graduate students
3. Ensure that all graduate students have access to career services
4. Support and offer programming that promotes a sense of belonging among graduate students

#### (E) Facilitate access to funding, resources, and opportunities

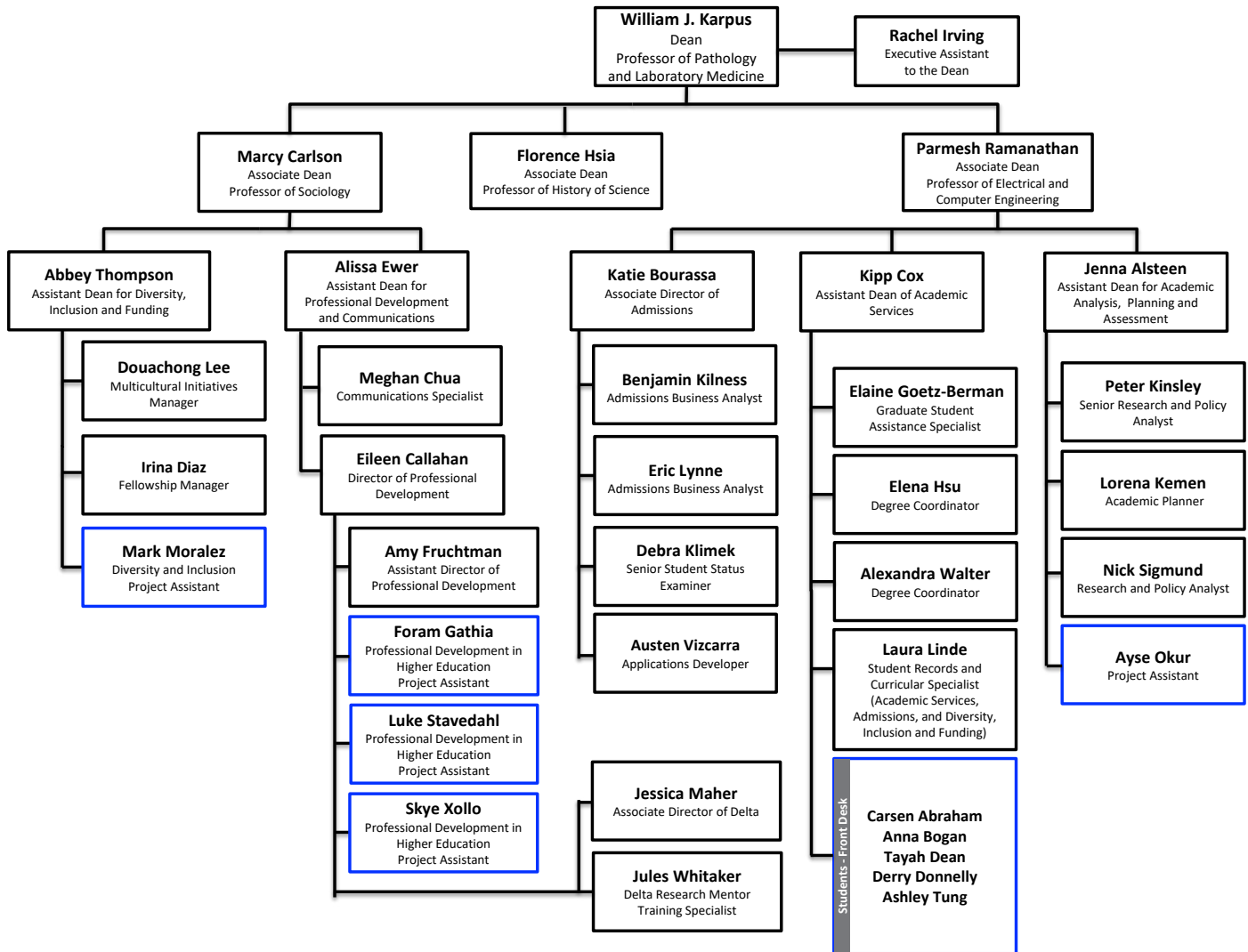
1. Incentivize and increase extramural graduate funding, such as creating and maintaining a repository of extramural funding sources and providing workshops about pursuing external funding
2. Set competitive stipend levels that take into consideration student needs and cost of attendance
3. Collaborate with programs to offer multi-year funding guarantees and address gaps in student funding as needs arise
4. Advocate with campus partners to promote attention to providing opportunities such as conference funding and professional development
5. Cultivate philanthropic partners to increase grants and opportunities

#### (F) Sustain the Graduate School as a high performing organization

1. Use equity and accessibility as a lens for all activities that Graduate School touches, e.g., recruiting, admissions, funding, advising, career development.
2. Increase transparency regarding goals, processes, and budgets
3. Embrace continuous process improvement and invest strategically in technology and infrastructure
4. Prioritize the professional and personal development of staff with a focus on equity

# Appendix 2

## GRADUATE SCHOOL ORGANIZATIONAL CHART

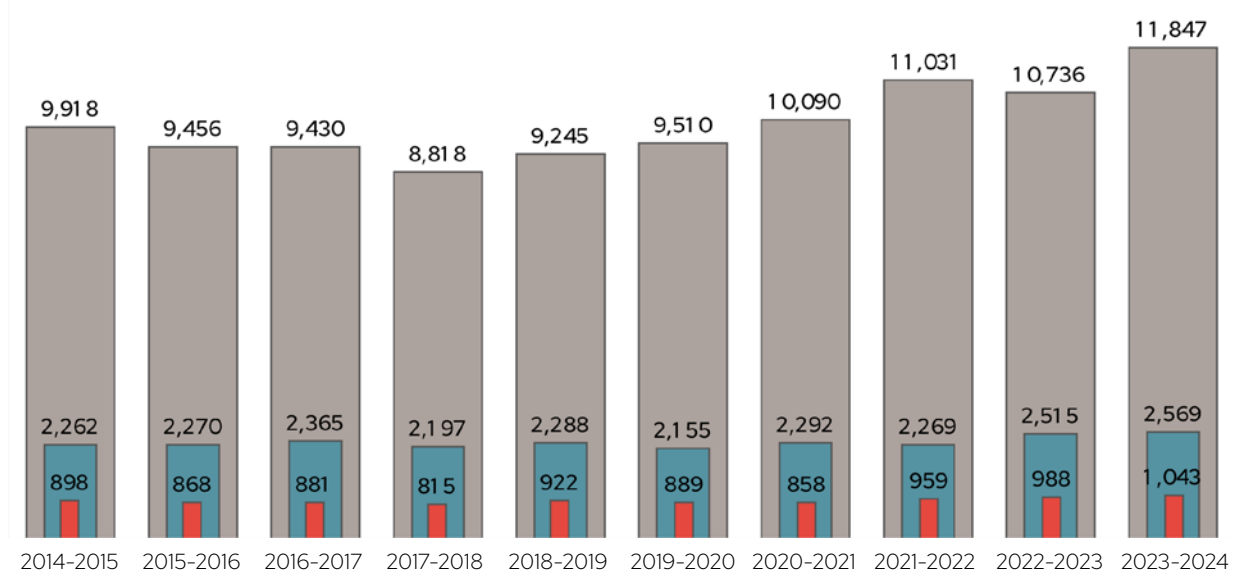


= student employees

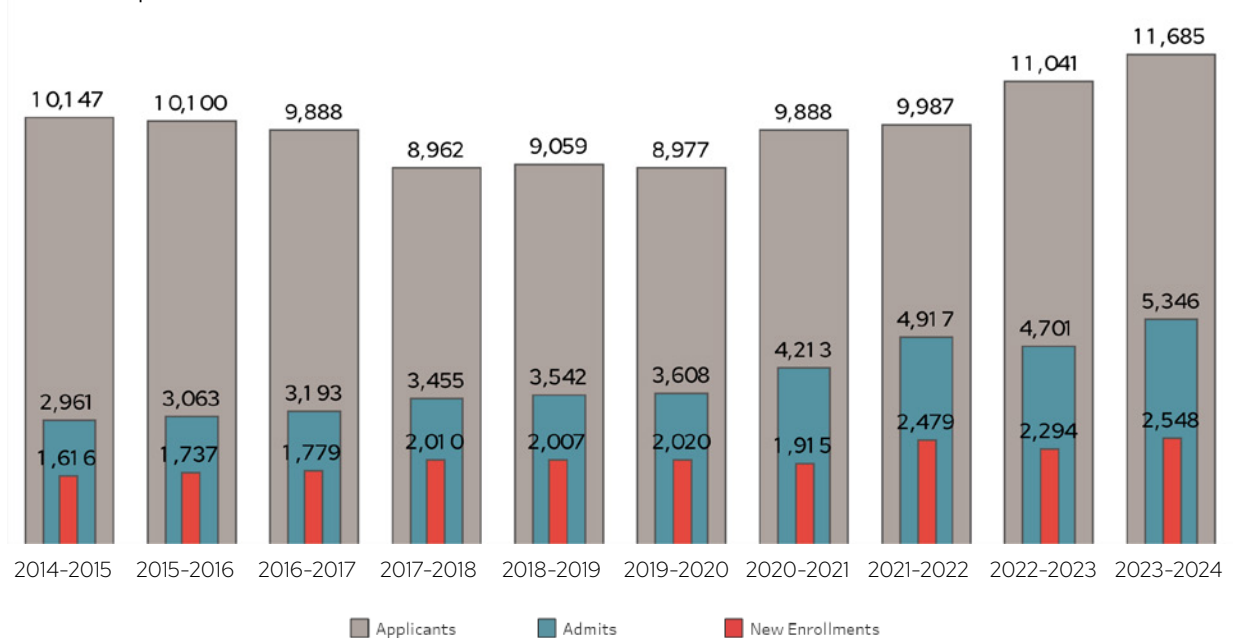
# Appendix 3

## APPLICATION, ADMISSION AND NEW ENROLLMENT

### Research and clinical doctorate



### Master's and specialist

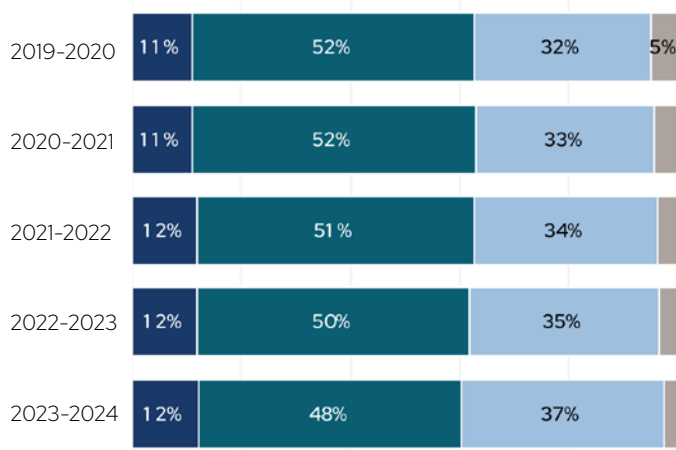


Data visualizations retrieved 6/24/24. See [grad.wisc.edu/data](http://grad.wisc.edu/data) for up-to-date data.

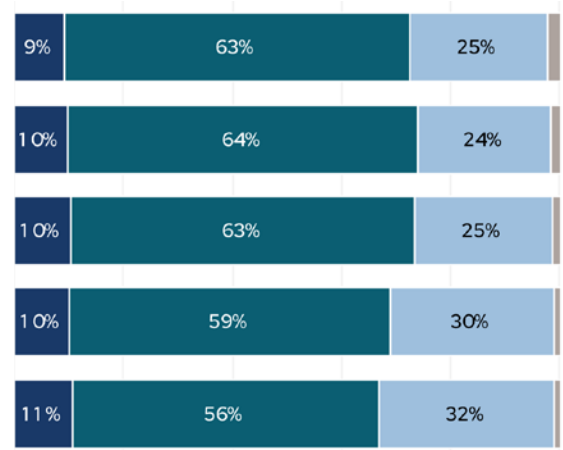
# Appendix 4

## ENROLLMENT AND DEMOGRAPHICS

Research and clinical doctorate Enrollment by demographic group

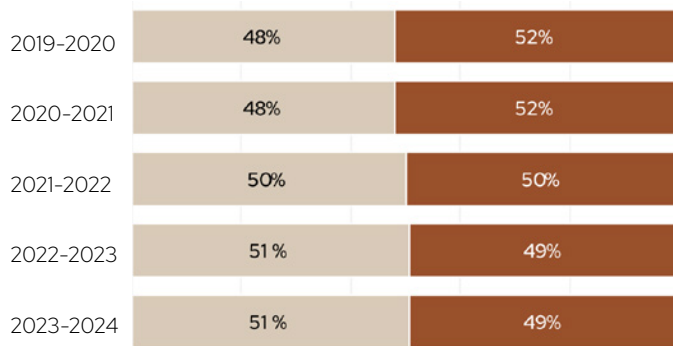


Master's and specialist Enrollment by demographic group

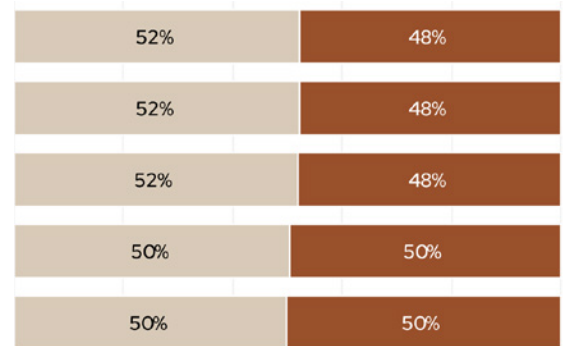


■ Underrep. Stud. of Color (Domestic)
 ■ Not Underrepresented (Domestic)
 ■ International
 ■ Unknown (Domestic)

Research and clinical doctorate Enrollment by gender



Master's and specialist Enrollment by gender



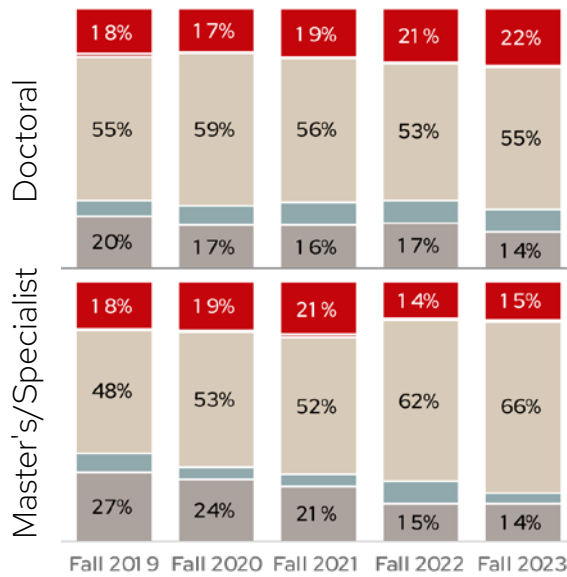
■ Female
 ■ Male

Data visualizations retrieved 6/26/24. See [grad.wisc.edu/data](http://grad.wisc.edu/data) for up-to-date data.

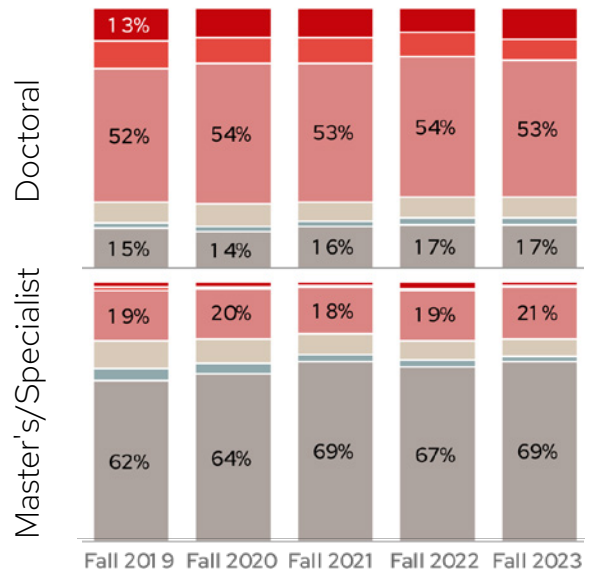
# Appendix 5

## STUDENT FUNDING BY DIVISION

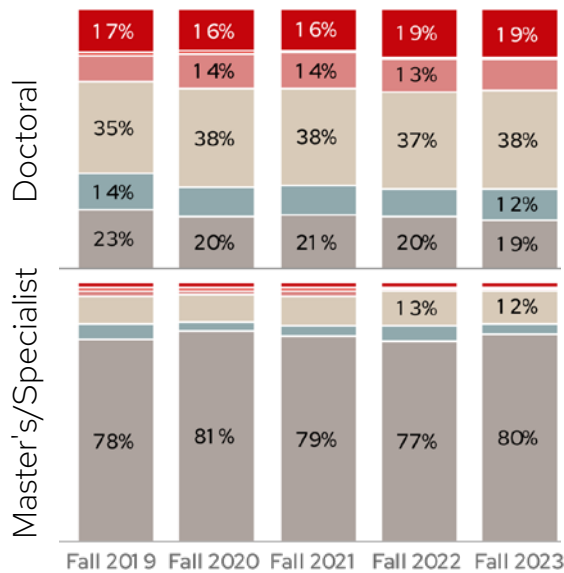
### Arts & Humanities



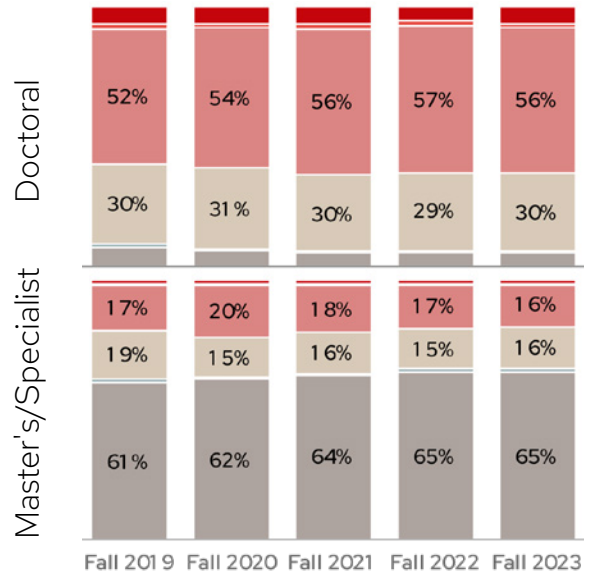
### Biological Sciences



### Social Sciences



### Physical Sciences

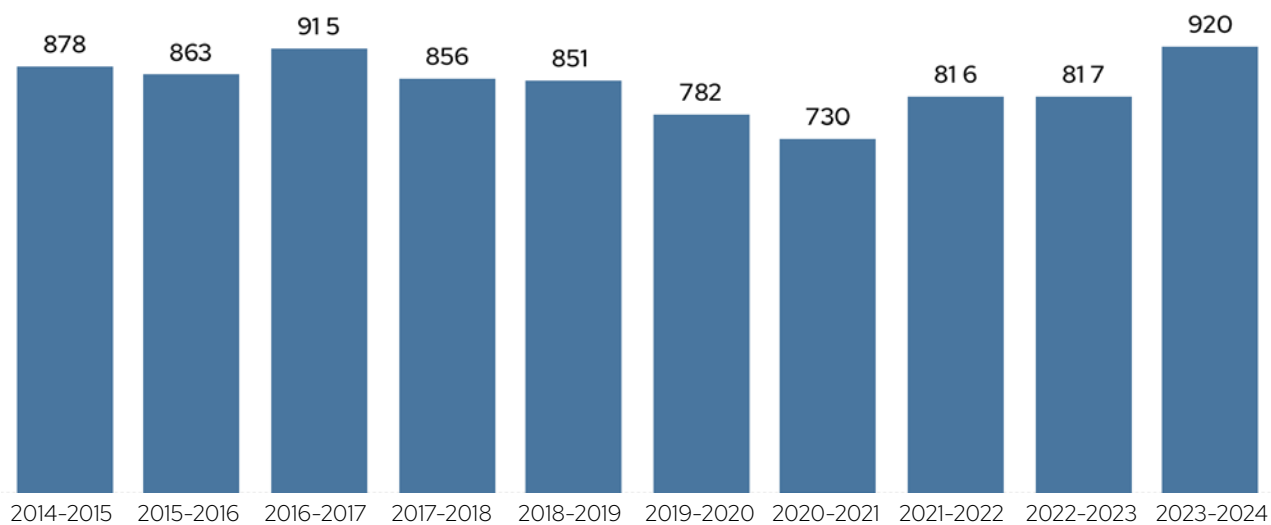


■ Fellows      ■ Research Assistants      ■ Project Assistants  
■ Trainees      ■ Teaching Assistants      ■ Other Funding

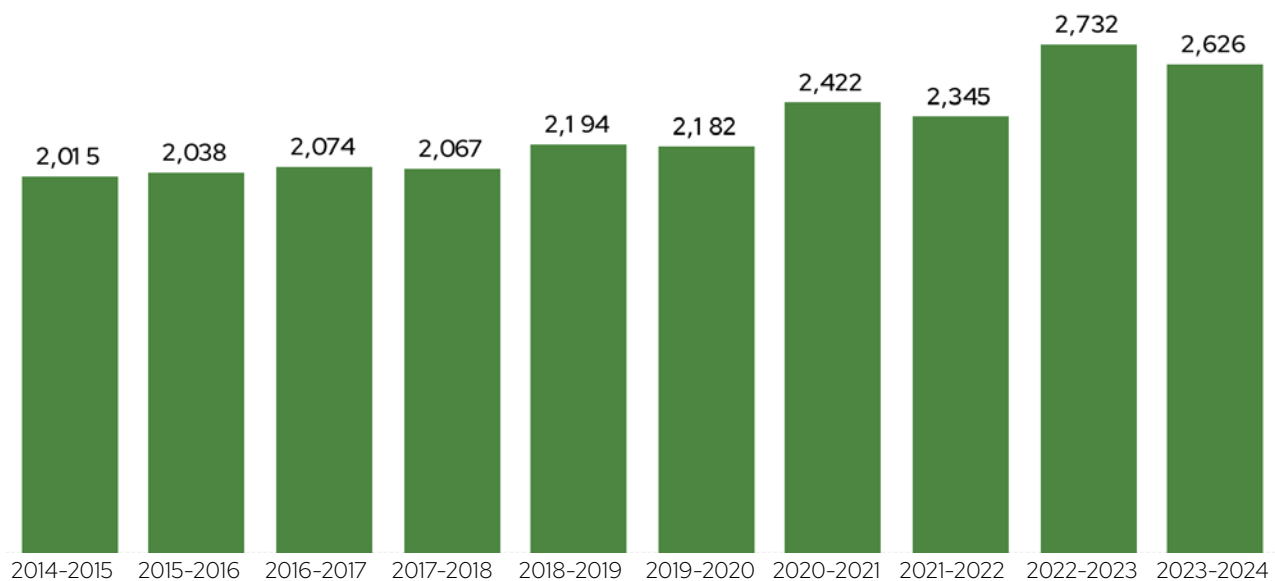
# Appendix 6

## DEGREES AWARDED

Doctoral Degrees by Graduation Year



Master's and Specialist Degrees by Graduation Year

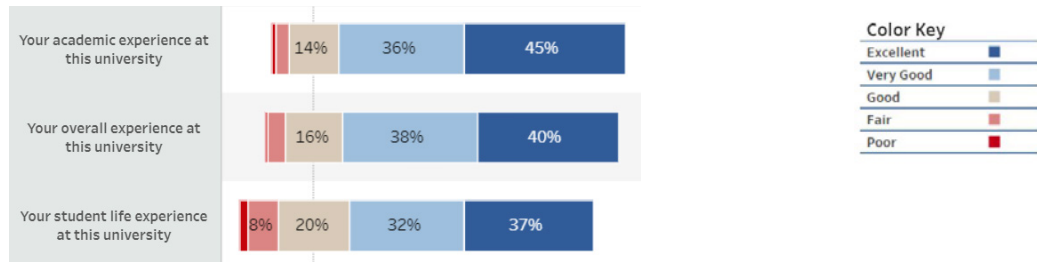


Data visualizations retrieved 6/30/24. See [grad.wisc.edu/data](http://grad.wisc.edu/data) for up-to-date data.

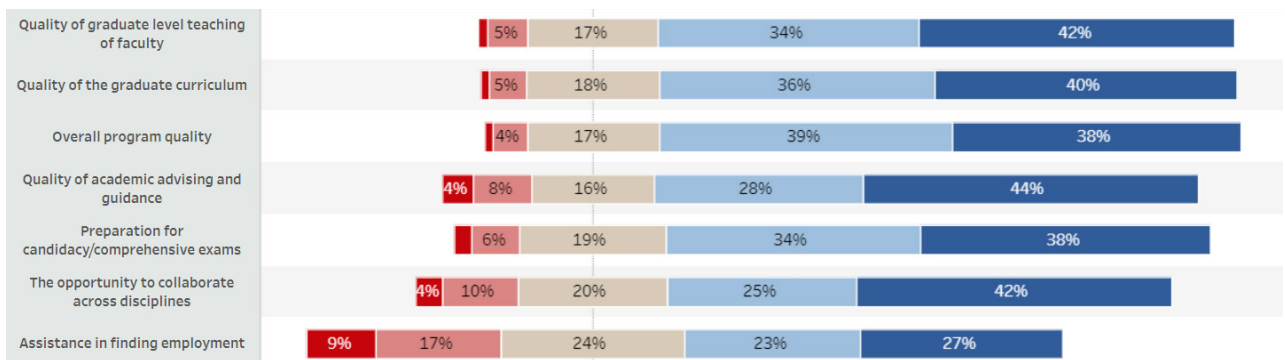
# Appendix 7

## STUDENT SATISFACTION

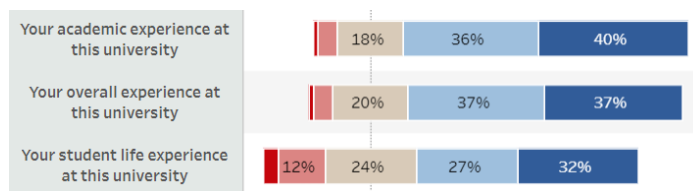
Doctoral Exit Survey  
Overall satisfaction:



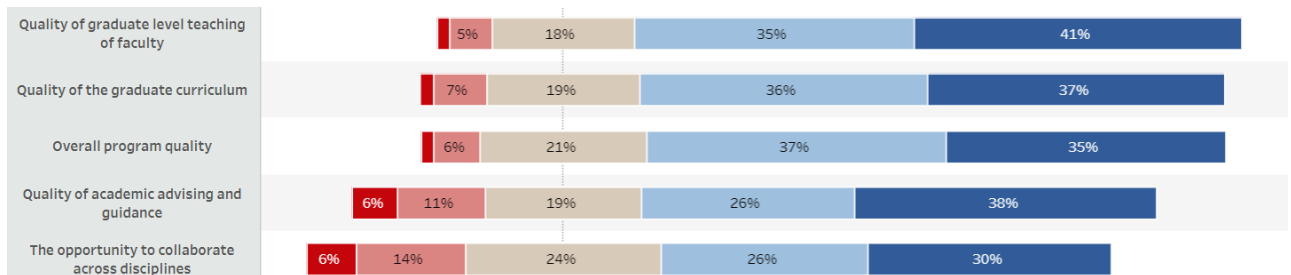
Aspects of doctoral program:



Master's Exit Survey  
Overall satisfaction:



Aspects of master's program:

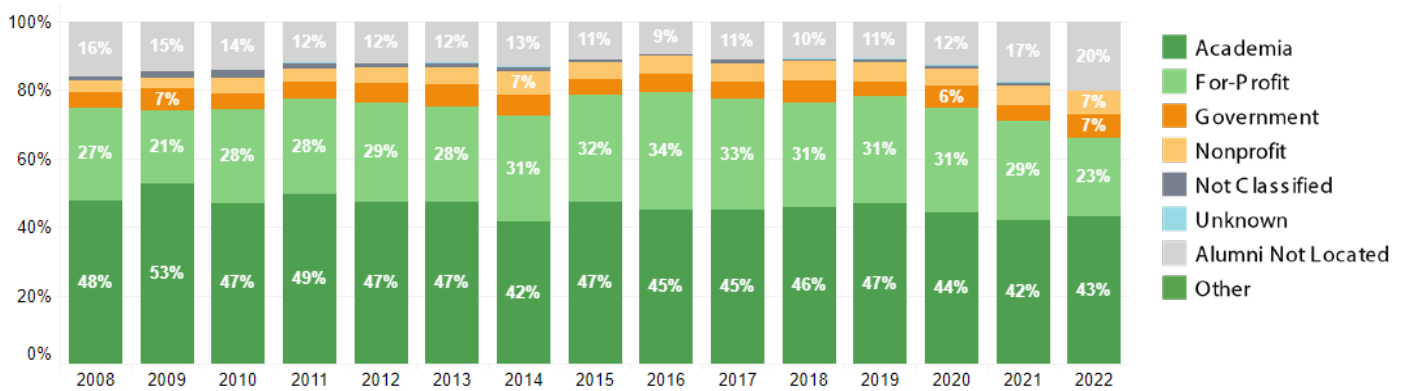




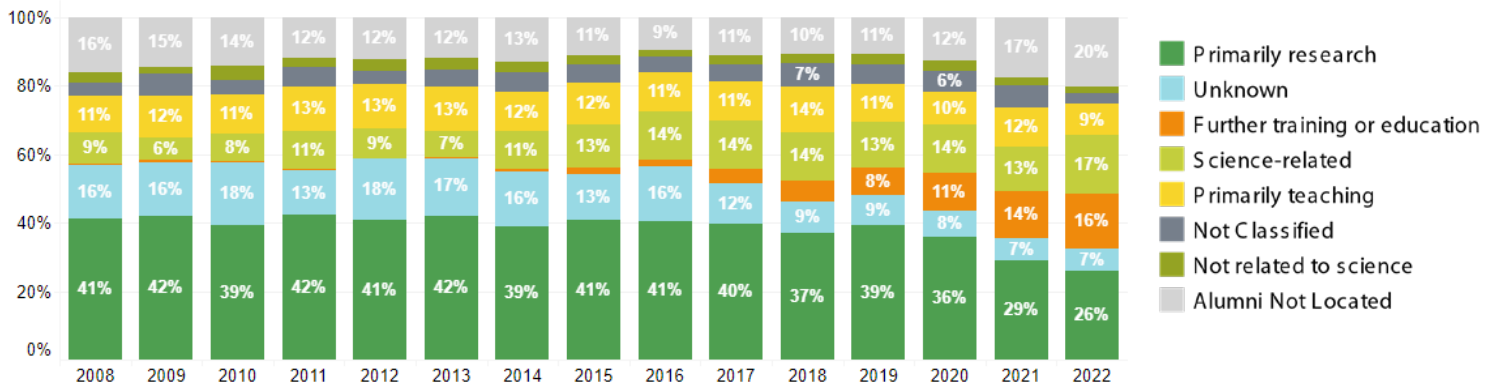
# Appendix 8

## CAREER OUTCOMES

Doctoral career outcomes - job sector  
Stratified by departure year



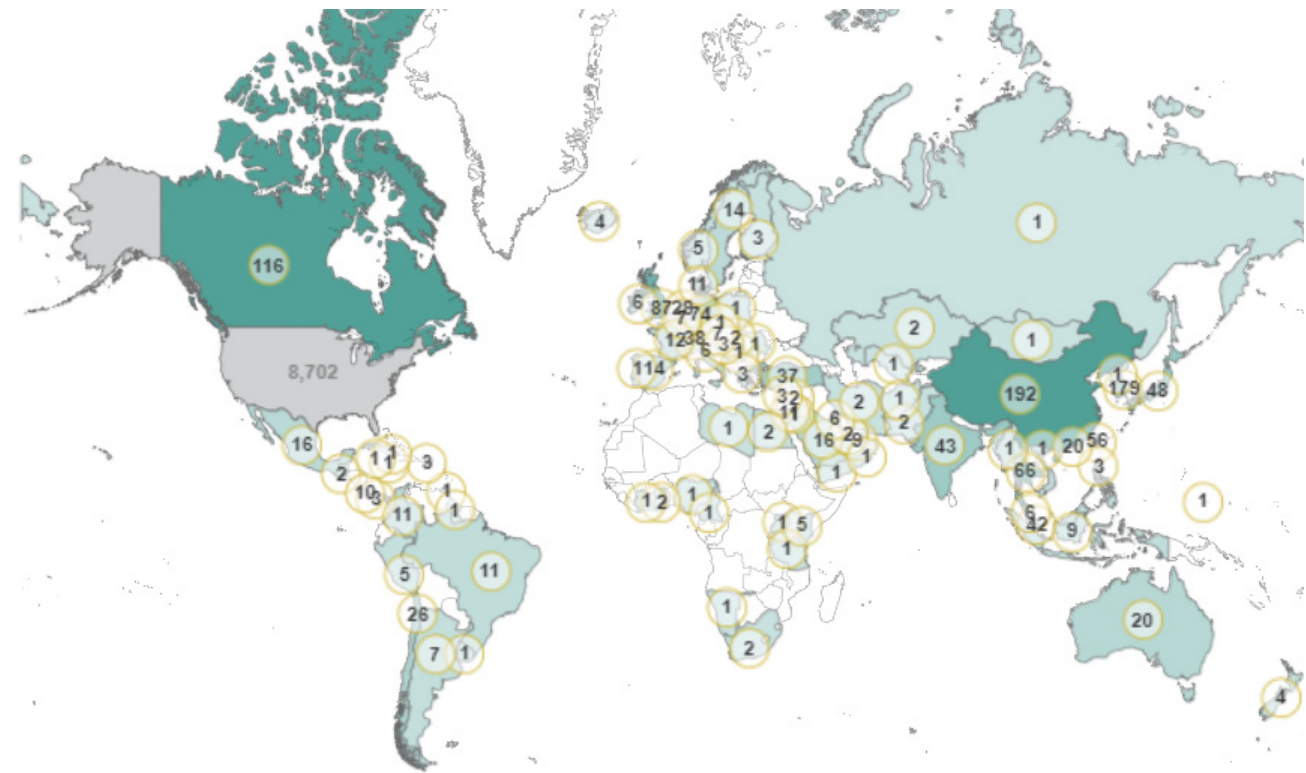
Doctoral career outcomes - job type  
Stratified by departure year



# Appendix 9

## CAREER OUTCOMES

Career destination of doctoral graduates, by country, 2008-2022



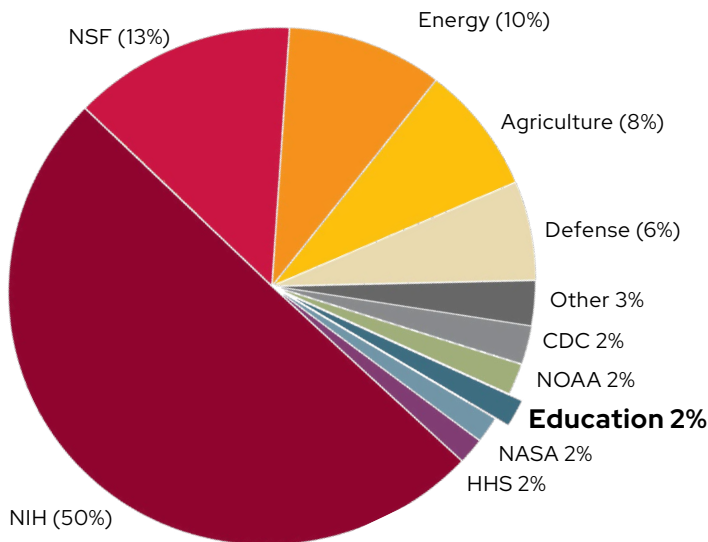


## U.S. DEPARTMENT OF EDUCATION

UW-MADISON: RANKED #8 NATIONALLY WITH \$1.52 BILLION IN ANNUAL RESEARCH EXPENDITURES

The U.S. Department of Education invests in UW-Madison research that fosters educational excellence and works toward equal access to education at every level.

TOTAL AGENCY FUNDING AT UW-MADISON



**\$16.3 million**

education research awards to UW-Madison in 2022-23

**\$952.4 million**

federal research awards to UW-Madison in 2022-23

### DEPARTMENT OF EDUCATION FUNDING IN ACTION AT UW-MADISON

#### Increasing & improving employment outcomes for individuals with disabilities

*Department of Rehabilitation Psychology and Special Education, School of Education*

The Vocational Rehabilitation Technical Assistance Center for Quality Employment (VRTAC-QE) aims to increase the knowledge and skills of state vocational rehabilitation agencies and community partners that help people with disabilities achieve quality employment and career advancement. In addition to providing a central hub for training and technical assistance, VRTAC-QE researchers conduct multi-level, comprehensive review studies to identify and disseminate best practices leading to quality employment for individuals with disabilities.

### WHY UNIVERSITY RESEARCH MATTERS

Research supported by the Department of Education at UW-Madison promotes student achievement and preparation for global competitiveness. Projects seek to advance best practices in education and training and break down barriers to education, ultimately leading to a more robust, well-educated workforce. UW-Madison researchers are driving innovation, measuring progress, and uncovering what works in education for policymakers and educators.



## Scholarships, Awards & Prizes

The Department of Mathematics offers a number of scholarships and awards to qualified math majors. Math majors can use the [Wisconsin Scholarship Hub \(WISH\)](#) to view and apply for open scholarship and award opportunities. Emails are sent to the math majors list each time opportunities open.

It is important to note that there are many different types of financial aid, and so accepting an award may result in a revision of your financial aid package. If you have questions about how accepting an award offer may affect your financial aid package, please reach out to the [Office of Student Financial Aid](#) with your inquiry. We also suggest reviewing the [Office of Student Financial Aid's](#) website more broadly.

### Spring Awards

Beginning in the 2023-2024 academic year, all math scholarships and awards will accept applications in the spring. Awards will then be applied in the following fall semester.

[Expand all](#) | [Collapse all](#)

+ Augusta Schurrer Undergraduate Student Support Fund

+ David L. Young Mathematics Scholarship Fund

- Felice Michaels Levin Scholarship Fund for Mathematics

The Felice Michaels Levin Scholarship Fund for Mathematics award is a one-time, merit-based scholarship award for undergraduate, underrepresented students of color majoring in mathematics. Multiple awards may be granted in any one year. Previous recipients are welcome to re-apply.

+ Frank D. Cady Scholarship

+ I. L. Newman Mathematics Fund

+ Linnaeus Wayland Dowling Scholarship

+ Mark H. Ingraham Math Scholarship Fund

+ Mary Ellen Rudin Mathematics Fund

+ R. Creighton Buck Prize Fund

- Terry Millar Memorial Fund

The Terry Millar Memorial Fund award is a one-time, need-based scholarship award for undergraduate, underrepresented students of color majoring in mathematics. Multiple awards may be granted in any one year. Previous recipients are welcome to re-apply.

+ Violet Higgitt Frank Scholarship

#### Undergraduate Education

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ATTORNEY GENERAL OF MISSOURI

ANDREW BAILEY

June 29, 2023

To Whom It May Concern:

I write to inform you that the United States Supreme Court has finally provided clarity about the practice—common among universities and some employers—of disfavoring certain applicants because of race. In recent years, the Supreme Court has created confusion by acknowledging that racial classifications are presumptively unconstitutional while simultaneously upholding so-called “affirmative action” college admission programs that systemically disfavor applicants because of race. Today’s Supreme Court decisions against Harvard and the University of North Carolina resolve this previous contradiction.

These rulings make clear that disfavoring some applicants because of race is not only deeply unpopular;<sup>1</sup> it is unconstitutional. As the Court put it today, “Eliminating racial discrimination means eliminating all of it.” “Many universities,” the Court held, “have concluded, wrongly, that the touchstone of an individual’s identity is not challenges bested, skills built, or lessons learned but the color of their skin. Our constitutional history does not tolerate that choice.”

Today’s decision finally affirms the promise the Court made 70 years ago: The Constitution requires that “education ... be made available to *all* on equal terms.” *Brown v. Bd. of Educ.*, 347 U.S. 483, 493 (1954) (emphasis added). That means institutions subject to the U.S. Constitution or Title VI must immediately cease their practice of using race-based standards to make decisions about things like admissions, scholarships, programs, and employment. As Chief Justice Roberts put it years ago, “The way to stop discrimination on the basis of race is to stop discriminating on the basis of

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<sup>1</sup> Far-left activists almost uniformly favor racial discrimination in college admissions, but their view is widely rejected by bipartisan majorities. Even in liberal states, their views have proven unpopular. The people of California, for example, have twice rejected race discrimination in college admissions—most recently in 2020 by 15 percentage points even though the Democrat Party establishment favored discrimination.

race.” *Parents Involved in Community Schools v. Seattle Sch. Dist. No. 1*, 551 U.S. 701, 748 (2007) (plurality op.).

These decisions also make clear that the Constitution prohibits more than just overt discrimination in application processes. Also unlawful is adopting a policy that is racially neutral on its face but has the purpose and effect of disfavoring applicants based on race. The students challenging Harvard’s unlawful admissions policy, for example, established that Harvard introduced “personality” scores to its admissions process and then systematically ranked Asian-American applicants as having poor personalities to make it harder for high-achieving Asian-American students to gain admission. The Court condemned that policy today, noting that the admissions policies at Harvard and UNC are founded on “offensive and demeaning assumption[s].”

Under the decisions handed down today, similar pretextual policies if implemented in Missouri are unlawful. For example, advocates of race discrimination in college admissions are currently urging schools to abandon reliance on standardized tests and GPAs. *See, e.g.*, James Naughton, *Testocracy: The Undemocratic System of Standardized Testing in the United States*, 31 Kan. J.L. & Pub. Pol’y 263, 292 (2022) (“[I]t is time to abolish the standardized testing regime that propagates and perpetuates racial, gender, economic, and other disparities in higher education and career trajectory choices.”); *see also* André J. Washington, *Race-Based Admissions are Meritocratic Admission*, 83 U. Pitt. L. Rev. Online, at 12 (2022) (suggesting that schools should abandon reliance on GPAs for racial reasons). They urge this to make it easier for schools to discriminate without detection. *See Coal. for TJ v. Fairfax Cnty. Sch. Bd.*, 68 F.4th 864 (4th Cir. 2023) (slip op., at 48) (Rushing, J., dissenting) (noting that schools “achieve discriminatory ends under cover of neutral means”). To the extent these policies are designed to evade the clear constitutional prohibition on disfavoring applicants because of race, these policies are unlawful. As the Supreme Court made clear today, “What cannot be done directly cannot be done indirectly. The Constitution deals with substance, not shadows.”

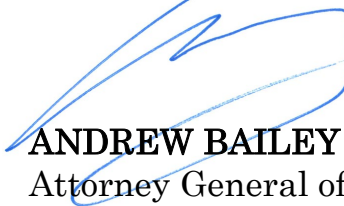
Institutions in Missouri must implement the Supreme Court’s decisions immediately. In today’s rulings, the Court held that there are no legitimate reliance interests created by past rulings that seemed to bless affirmative action. There is thus no justification for Missouri institutions to “grandfather” in existing programs that disfavor applicants based on race. All Missouri programs that make admitting decisions by disfavoring individuals based on race—not just college admissions, but also scholarships, employment, law reviews, etc.—must immediately adopt race-blind standards. All Missouri

programs must adhere to the promise of *Brown* that the Constitution guarantees that opportunities “be made available to all on equal terms.”

That is true not just for public institutions in Missouri, but also entities that are subject to Title VI of the Civil Rights Act because they accept federal funds. Harvard is not a public institution, but today the Supreme Court declared Harvard’s racial discrimination unlawful because Title VI incorporates the constitutional standard.

In light of today’s twin rulings by the Supreme Court, Missouri institutions must identify all policies that give preference to individuals on the basis of race and immediately halt the implementation of such policies. More than 300,000 individuals currently attend institutions of higher education in Missouri. In addition, countless Missourians are employed at or will seek employment at institutions that have adopted affirmative action employment policies. As the chief legal officer for the State of Missouri, I intend to ensure that the constitutional rights of all Missourians are protected, including those who would be harmed by race-based policies that are unlawful under the rulings issued today.

Respectfully,



**ANDREW BAILEY**  
Attorney General of Missouri