Greetings UW-Madison Community Members and Friends,

The Precollege Enrichment Opportunity Program for Learning Excellence also known as PEOPLE is designed to serve most UW-Madison targeted minority groups including low-income and potential first generation college students. The program accepts precollege students in grade 8 and supports UW-Madison PEOPLE College scholars through degree completion. 2022 marked twenty three years of service to the Milwaukee community and twenty two years of service to the Madison community.

During the 2021-2022 programming year, PEOPLE continued to partner with students, families and program stakeholders to advance college access and success. The staff and students displayed a tremendous amount of dedication and persistence to finish the year successfully. 77% of precollege seniors who applied to UW-Madison were offered admission, the second highest percentage of admits in program history behind last year’s record percentage. The PEOPLE College Scholars Program conferred 74 degrees in the 2020-2021 academic year. This achievement was possible with the support of the institutions administrators, our dedicated program staff in the Madison and Milwaukee offices, and the commitment and fortitude of our students and their families.

Read on to learn more about the 2021-2022 year.

In Service,

Gail Ford
ABOUT THE PROGRAM

WHAT IS PEOPLE?

The University of Wisconsin-Madison’s Precollege Enrichment Opportunity Program for Learning Excellence, also known as PEOPLE, started in 1999 with 66 high school students from Milwaukee. PEOPLE has grown to over 1,000 students in the pipeline ranging from eighth-graders to college seniors. We prepare Wisconsin students to succeed in the UW-System with an emphasis on enrollment at UW-Madison. The program has two separate units — one for precollege high school students and one for college students. Together, our vision is to be the premier college access program for student success.

PEOPLE has partnerships with the largest school districts in Wisconsin — Madison Metropolitan School District and Milwaukee Public Schools. Each year the program admits approximately 200 new students at the eighth grade level and supports program participants through undergraduate degree completion.

PRECOLLEGE — GRADES 8-12

Precollege scholars are admitted in grade eight and assigned a precollege advisor to support them through college admission. Services focus on four competencies; build and master academic knowledge, build cognitive strategies, build self-management skills, and build knowledge about college life through experiential learning. Precollege scholars receive year-round college prep services. A typical year of services include*:

- Nine months of afterschool tutorial services at PEOPLE's Academic Centers for Enrichment (ACE) sites
- PEOPLE Summer University — residential summer camp
- Advising sessions with precollege advisor
- ACT and academic assessments Prep
- FAFSA workshop and completion
- College application prep

Precollege scholars who are admitted to the University of Wisconsin-Madison may be eligible for a four-year tuition scholarship and are automatically enrolled in our College Scholar Program. Online degrees are not eligible for the PEOPLE Scholarship.

*Some PEOPLE services were modified or virtual due to the COVID-19 pandemic.
PEOPLE partners with the largest school districts in Wisconsin Madison Metropolitan School District and Milwaukee Public Schools Each year PEOPLE admits approximately 200 new students

**PEOPLE PRECOLLEGE STATEWIDE DATA**

- **Low Income**: 75.3%
- **First Generation**: 63.6%
- **Assigned Gender: Male**: 35.9%
- **Assigned Gender: Female**: 64.1%

**Race & Ethnicity Data**
Black or African American 31.7%; Asian 17.0%; Hispanic or Latino/a 41.4%; Native American 2.5%; White (non-Hispanic) 7.0%; 2 or more races 7.3.

**PEOPLE MADISON SERVICE AREA**

- **Low Income**: 77.9%
- **First Generation**: 71.0%
- **Assigned Gender: Male**: 34.9%
- **Assigned Gender: Female**: 65.1%

**Race & Ethnicity Data**
Black or African American 22.7%; Asian 19.0%; Hispanic or Latino/a 48.6%; Native American 4.7%; White (non-Hispanic) 5.9%; 2 or more races 8.4.

**PEOPLE MILWAUKEE SERVICE AREA**

- **Low Income**: 72.7%
- **First Generation**: 55.6%
- **Assigned Gender: Male**: 37.2%
- **Assigned Gender: Female**: 62.8%

**Race & Ethnicity Data**
Black or African American 43.7%; Asian 15.7%; Hispanic or Latino/a 32.4%; Native American 0.3%; White (non-Hispanic) ?%; 2 or more races 7.8.

**PEOPLE EXTENSION SERVICE AREA**

- **Low Income**: 76.0%
- **First Generation**: 60.0%
- **Assigned Gender: Male**: 32.0%
- **Assigned Gender: Female**: 68.0%

**Race & Ethnicity Data**
Black or African American 8.0%; Asian 8.0%; Hispanic or Latino/a 52.0%; Native American 0.0%; White (non-Hispanic) 12.0%; 2 or more races 8.0.
Unit Mission: To prepare Wisconsin students to succeed in the UW System with an emphasis on enrollment at UW-Madison. The precollege program focuses on four competencies; build and master academic knowledge, build cognitive strategies, build self-management skills, and learn about college through experiential learning.

### Academic Knowledge
- 640 active precollege students
- 80.3% of students grades 9-12 have a GPA of ≥3.0
- 53.7% Grade 12: +8.5 credits advanced rigor classes
- 20.5 ACT average for Cohort 2021

### Cognitive Skills & Strategies
- 87.8% attended 2022 PEOPLE Summer University
- 87.5% participation in ACT-Plus program
- 3.2 ACT scale point improvement

### Self-Management Skills
- 99.1% Precollege advising completion rate
- 71.1% reporting at least 1 official ACT score for admissions
- 82.8% ACE afterschool attendance

### Experiential Learning
- 76.9% students visiting at least 2 UW schools
- 98.2% participated in financial aid workshop
- 92.7% rising high school seniors completed a summer internship
National results for Cohort 2022 indicate ACT exam outcomes declined to its lowest point (19.8) in 30 years. Despite this, PEOPLE Cohort 2022 finished at or near college readiness levels and with scores equal to or higher than their school districts and state averages.
Overall unweighted grade point average (GPA) of 3.44 for all PEOPLE students indicates graduates are well-prepared for colleges with a selective admissions process.

**AY 2021-22: GRADE POINT AVERAGE**

- **3.50-4.00**: 75th percentile*, attractive for selective admissions
- **3.00-3.49**: 50th percentile*, well-qualified for college admissions
- **2.75-2.99**: 35th percentile*, general and open admission programs

**GPA Percentiles: All Students**

Comparisons between PEOPLE students and their school districts cannot be done because Wisconsin DPI does not collect GPA data.

<table>
<thead>
<tr>
<th>UNWEIGHTED GPA</th>
<th>Overall Average</th>
<th>GPA 3.50-4.00</th>
<th>GPA 3.00-3.49</th>
<th>GPA 2.75-2.99</th>
<th>GPA &lt; 2.74</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Students</td>
<td>3.44</td>
<td>53.6%</td>
<td>29.5%</td>
<td>7.2%</td>
<td>9.5%</td>
</tr>
<tr>
<td>Economically Disadv.</td>
<td>3.39</td>
<td>49.9%</td>
<td>30.6%</td>
<td>7.5%</td>
<td>11.6%</td>
</tr>
<tr>
<td>American Indian</td>
<td>3.35</td>
<td>37.5%</td>
<td>37.5%</td>
<td>18.8%</td>
<td>6.3%</td>
</tr>
<tr>
<td>Asian</td>
<td>3.61</td>
<td>73.4%</td>
<td>17.4%</td>
<td>3.7%</td>
<td>5.5%</td>
</tr>
<tr>
<td>Black</td>
<td>3.31</td>
<td>40.9%</td>
<td>35.5%</td>
<td>9.9%</td>
<td>13.8%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>3.41</td>
<td>50.9%</td>
<td>30.6%</td>
<td>7.5%</td>
<td>10.6%</td>
</tr>
<tr>
<td>White (non-Hispanic)</td>
<td>3.51</td>
<td>57.8%</td>
<td>57.8%</td>
<td>4.4%</td>
<td>6.7%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>3.61</td>
<td>68.1%</td>
<td>25.5%</td>
<td>2.1%</td>
<td>4.3%</td>
</tr>
</tbody>
</table>

*GPA percentile rankings based on published research.
Maya Dettwiler
East High School - Madison WI
UW Madison Admit - Fall 2022

"I started off as an ITA Scholar but transitioned into PEOPLE after graduation. Being in PEOPLE has helped me stay on top with my career goals and given me access to new opportunities on campus. Even though I am abroad currently, PEOPLE has still continued to help be no matter how far I am."

Lydia Seay
Golda Meir - Milwaukee, WI
UW Madison Admit - Fall 2022

"The PEOPLE Program truly provided me with the resources to get an education that will set me up for my future while also maintaining a healthy relationship with myself."

Emilio Fernandez
West High School - Madison, WI
UW Madison Admit - Fall 2022

"They helped me by giving me scenarios very similar to how freshman year in college has been. They did so since I was in middle school allowing me to be more prepared for college learning."

Osiris Montoya-Garcia
Verona Area High School - Verona, WI
UW Madison Admit - Fall 2022

"PEOPLE Program not only paved the way to a college education, but it also held my hand, step by step, throughout the whole process. Hours of tutoring and receiving life advice from my PCA. They allowed me to pursue my dream of higher education, and I will forever be grateful."
College scholars start with our college unit the summer before freshman year at UW-Madison. An eight-week bridge program helps them transition to college. In addition to advising and the tuition scholarship, the program builds student capacity in four areas:

- **Academic Success**: Facilitate and help PEOPLE College Scholars progress toward graduation and ensure their college experiences enrich their lives intellectually, socially, personally, and professionally.
- **Bridging Community**: Create a sense of belonging by connecting students to campus resources and other support systems, as well as developing, implementing, and facilitating programming that directly serve the needs of PEOPLE Scholars.
- **Advocacy**: Empower students to be critical thinkers and voice their personal, academic, and social values to address key issues affecting communities.
- **Global Leadership**: Promote research, study abroad, and professional development opportunities to assist students in developing the skill sets and experiences needed to influence communities locally, nationally, and globally.

**Featured Programs & Highlighted Experiences**

- **First-Year Experience Course**: A one-credit course for all incoming PEOPLE freshman to help them persist through freshman year
- **Level-Up Conference**: Annual leadership conference for college scholars to develop leadership skills and build professional networks
- **Mentorship Program**: Freshman college scholars are paired with senior scholar mentors

**Empower PEOPLE**: Student led body that advises program administration and creates programming for their peers

84% of precollege scholars who applied to UW-Madison in 2021 were offered admission. A record high for the program
HISTORICAL ADMISSIONS: PEOPLE COHORTS 2017 TO 2022

Cohort 2022 included the second highest admit percentage (77.0%) among students who submitted a complete application for admissions.

<table>
<thead>
<tr>
<th>Category</th>
<th>Cohort 2017</th>
<th>Cohort 2018</th>
<th>Cohort 2019</th>
<th>Cohort 2020</th>
<th>Cohort 2021</th>
<th>Cohort 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>PEOPLE Students</td>
<td>151</td>
<td>135</td>
<td>119</td>
<td>152</td>
<td>146</td>
<td>120</td>
</tr>
<tr>
<td>PEOPLE Applications</td>
<td>142</td>
<td>133</td>
<td>112</td>
<td>148</td>
<td>130</td>
<td>113</td>
</tr>
<tr>
<td>PEOPLE Admit Offers</td>
<td>97</td>
<td>79</td>
<td>71</td>
<td>111</td>
<td>109</td>
<td>87</td>
</tr>
<tr>
<td>PEOPLE Admit Offers % (of applicants)</td>
<td>68.3%</td>
<td>59.4%</td>
<td>63.4%</td>
<td>75.0%</td>
<td>83.8%</td>
<td>77.0%</td>
</tr>
<tr>
<td>PEOPLE Matriculate</td>
<td>84</td>
<td>69</td>
<td>58</td>
<td>92</td>
<td>95</td>
<td>80</td>
</tr>
<tr>
<td>PEOPLE Matriculate Yield %</td>
<td>86.6%</td>
<td>87.3%</td>
<td>81.7%</td>
<td>82.9%</td>
<td>87.2%</td>
<td>92.0%</td>
</tr>
<tr>
<td>PEOPLE Deny</td>
<td>45</td>
<td>41</td>
<td>34</td>
<td>29</td>
<td>20</td>
<td>12</td>
</tr>
<tr>
<td>PEOPLE Deny % (of applicants)</td>
<td>31.7%</td>
<td>30.8%</td>
<td>30.4%</td>
<td>19.6%</td>
<td>15.4%</td>
<td>10.6%</td>
</tr>
</tbody>
</table>

Since 2017, PEOPLE has a yield rate of 85.1% with admitted students enrolling fall semester. UW-Madison's rate for in-state residents during that same period is 64%.**

**Academic Planning and Institutional Research

HISTORICAL RETENTION AND GRADUATION RATES

PEOPLE College Scholars has maintained a first-year retention rate of 92% or better in nine of the past 10 years.

Retention and Graduation Rates of New Freshmen by Fall Semester Entrance Cohort

<table>
<thead>
<tr>
<th>Cohort</th>
<th>Retention Rate After -</th>
<th>Cumulative Graduation/Retention Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1 Year</td>
<td>2 Years</td>
</tr>
<tr>
<td>Fall</td>
<td>Headcount</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>49</td>
<td>95.9</td>
</tr>
<tr>
<td>2013</td>
<td>90</td>
<td>96.7</td>
</tr>
<tr>
<td>2014</td>
<td>56</td>
<td>94.6</td>
</tr>
<tr>
<td>2015</td>
<td>74</td>
<td>95.9</td>
</tr>
<tr>
<td>2016</td>
<td>92</td>
<td>96.7</td>
</tr>
<tr>
<td>2017</td>
<td>96</td>
<td>92.7</td>
</tr>
<tr>
<td>2018</td>
<td>85</td>
<td>91.8</td>
</tr>
<tr>
<td>2019</td>
<td>80</td>
<td>93.8</td>
</tr>
<tr>
<td>2020</td>
<td>114</td>
<td>96.6</td>
</tr>
<tr>
<td>2021</td>
<td>122</td>
<td>84.4</td>
</tr>
</tbody>
</table>

Notes: Fall semester entrance cohorts include new freshmen who enrolled in the fall or in the immediately preceding summer term.

Academic Planning and Institutional Research, Office of the Provost, cll
COLLEGE SCHOLARS ACADEMIC YEAR 2021-22

Unit Mission: To support PEOPLE Scholars toward graduation and ensure their college experience enriches their lives intellectually, socially, personally, and professionally.

STUDENT DEMOGRAPHICS

<table>
<thead>
<tr>
<th>Count</th>
<th>Percentage</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>449</td>
<td>62.6%</td>
<td>69%</td>
<td></td>
</tr>
<tr>
<td>Active college students</td>
<td></td>
<td>Pell Grant Recipients</td>
<td></td>
</tr>
<tr>
<td>AY 2021-22</td>
<td></td>
<td>First Generation</td>
<td></td>
</tr>
<tr>
<td>Students</td>
<td></td>
<td>Students</td>
<td></td>
</tr>
</tbody>
</table>

HIGHLIGHTS & ACCOMPLISHMENTS

<table>
<thead>
<tr>
<th>Highlight</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>92% of students persisted through the academic year</td>
<td></td>
</tr>
<tr>
<td>17% received semester honors for spring 2021</td>
<td></td>
</tr>
<tr>
<td>52% finished Spring 2022 with GPA &gt; 3.00</td>
<td></td>
</tr>
<tr>
<td>74 degrees conferred during AY 2021-22</td>
<td></td>
</tr>
</tbody>
</table>

STUDENT GROUPS: RETENTION & GRADUATION

PEOPLE Program Participants

Trend in 1st-Year Retention Rate

Trend in Graduation Rates

Underrepresented New Freshmen of Color (UW System Definition)

Trend in 1st-Year Retention Rate

Trend in Graduation Rates

Academic Planning and Institutional Research, Office of the Provost, clh
I have loved being apart of the PEOPLE Program, both as a high school student and in college. I met my best friends and made so many amazing relationships through the program, and I have some of the greatest mentors and role models. Without the support of PEOPLE I wouldn't have been able to graduate college.

PEOPLE provided me with resources and a community to guide me through these past four years and beyond. Everything I have gained will help me as I transition into the Harvard Graduate School of Education this fall. I am so proud to be a life-long member of this program and wouldn't be where I am without it.

My undergraduate career would not be the same without PEOPLE. I am beyond thankful for what PEOPLE has given me as a student, whether it be through educational support or the wonderful PEOPLE community. A community that has always been a place of comfort where I can easily be myself and belong! I am a proud PEOPLE Scholar and I look foward to being a proud alumnae.

I am very grateful for the resources, opportunity, and everyone in this program that has helped me achieve my goal of graduating from the University of Wisconsin-Madison.
PEOPLE
Precollege Enrichment Opportunity Program for Learning Excellence
UNIVERSITY OF WISCONSIN—MADISON

2021-2022 PROGRAM STAFF

Bukky Leonard - Math Teaching Specialist
Daniel Allurade - PEOPLE Madison Coordinator
Denasha Osborn - Precollege Advisor
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Goodson Vue - Assistant Director College
Kristina Jackson - Precollege Advisor
Carl Wesley Jr. - Precollege Advisor
JJ Andrews - Assessment Specialist and Data Steward
Jonas Gomez Tijerino - Precollege Advisor
Jou Xiong - Precollege Advisor
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Simone Momon - Precollege Advisor
Tim Love - Precollege Advisor

peopleprogram.wisc.edu