



# PEOPLE

## 2021-22 ANNUAL REPORT



## A MESSAGE FROM OUR DIRECTOR

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.

# PRECOLLEGE PROGRAM DEMOGRAPHICS 2021-22

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

  
640 active  
precollege students

**75.3%**  
Low Income

**63.6%**  
First Generation

**35.9%**  
Assigned Gender:  
Male

**64.1%**  
Assigned Gender:  
Female

### 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

  
321 active  
precollege students

**77.9%**  
Low Income

**71.0%**  
First Generation

**34.9%**  
Assigned Gender:  
Male

**65.1%**  
Assigned Gender:  
Female

### 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

  
293 active  
precollege students

**72.7%**  
Low Income

**55.6%**  
First Generation

**37.2%**  
Assigned Gender:  
Male

**62.8%**  
Assigned Gender:  
Female

### 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) 7%; 2 or more races 7.8%.

## PEOPLE EXTENSION SERVICE AREA

  
25 active  
precollege students

**76.0%**  
Low Income

**60.0%**  
First Generation

**32.0%**  
Assigned Gender:  
Male

**68.0%**  
Assigned Gender:  
Female

### 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%.

# PRECOLLEGE OUTCOMES ACADEMIC YEAR 2021-22

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  $\geq 3.0$

**53.7%**  
Grade 12: +8.5 credits advanced rigor classes

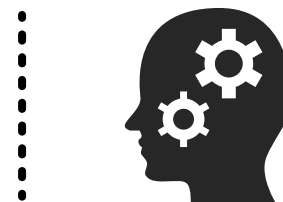
**20.5**  
ACT average for Cohort 2021

## COGNITIVE SKILLS & STRATEGIES

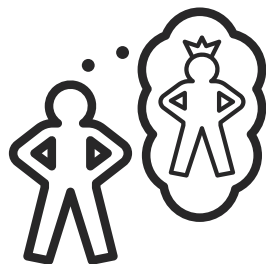
**87.8%**  
attended 2022 PEOPLE Summer University

**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



# PRECOLLEGE OUTCOMES ACADEMIC YEAR 2021-22

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.**

## COLLEGE READINESS (ACT) & STUDENT GROUPS

**$\geq 21$**

considered ready for  
Year One coursework

**18-20**

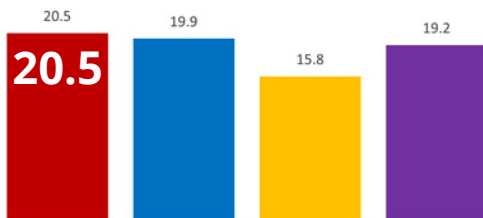
may benefit from first-  
year programming

**$\leq 17$**

readiness risk for  
Year One coursework

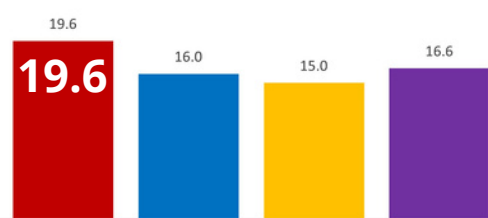
ACT: All Students

PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



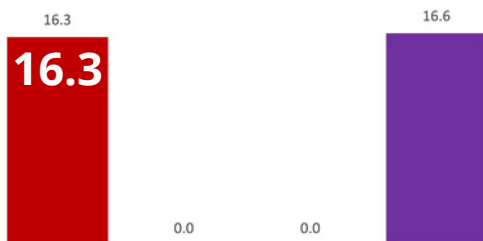
ACT: Economically Disadv.

PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



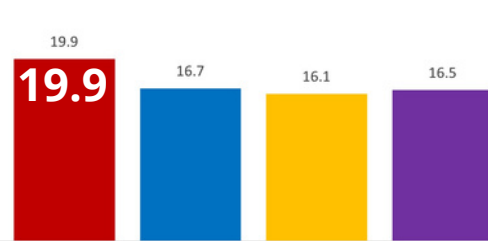
ACT: American Indian

PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



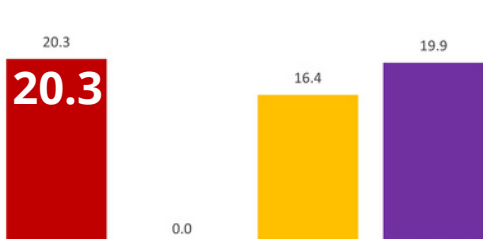
ACT: Hispanic

PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



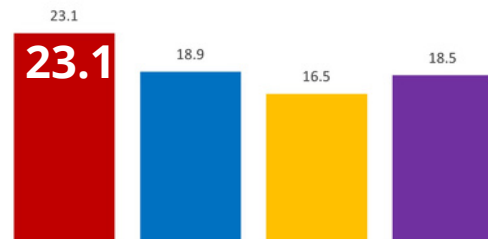
ACT: Asian

PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



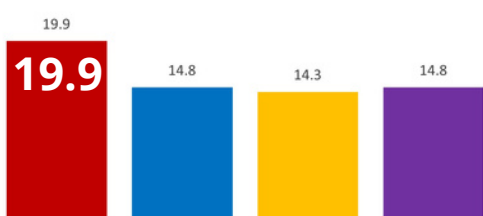
ACT: Two or More Races

PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



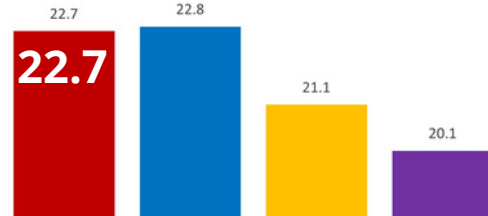
ACT: Black / African American

PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



ACT: White (non-Hispanic)

PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide





# PRECOLLEGE OUTCOMES ACADEMIC YEAR 2021-22

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

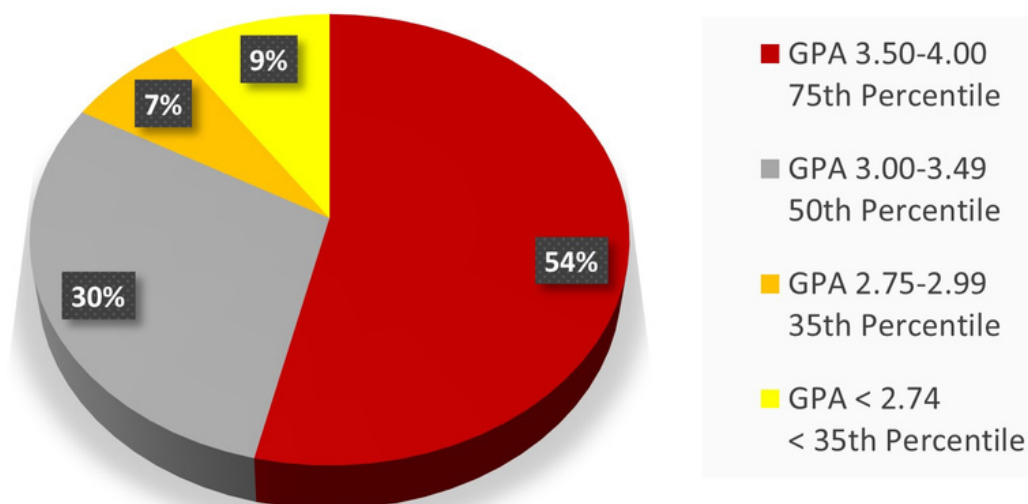
**3.00-3.49**

50th percentile\*;  
well-qualified for  
college admissions

**2.75-2.99**

35th percentile\*;  
general and open  
admission programs

### GPA Percentiles: All Students



## GPA & STUDENT GROUPS

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

UNWEIGHTED GPA	Overall Average	GPA 3.50-4.00 75th Percentile	GPA 3.00-3.49 50th Percentile	GPA 2.75-2.99 35th Percentile	GPA ≤ 2.74 < 35th Percentile
All Students	3.44	53.6%	29.5%	7.2%	9.5%
Economically Disadv.	3.39	49.9%	30.6%	7.5%	11.6%
American Indian	3.35	37.5%	37.5%	18.8%	6.3%
Asian	3.61	73.4%	17.4%	3.7%	5.5%
Black	3.31	40.9%	35.5%	9.9%	13.8%
Hispanic	3.41	50.9%	30.6%	7.5%	10.6%
White (non-Hispanic)	3.51	57.8%	57.8%	4.4%	6.7%
Two or More Races	3.61	68.1%	25.5%	2.1%	4.3%

*\*GPA percentile rankings based on published research.*

# PEOPLE PRECOLLEGE REFLECTIONS

## 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

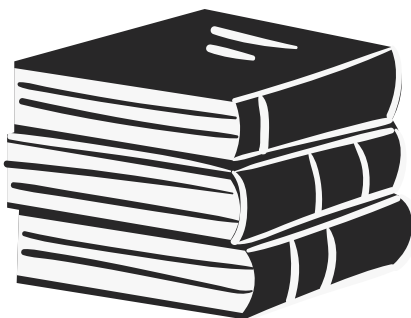
"The PEOPLE Program truly provided me with the resources to get an education that will set me up for my future while also maintaining a healthy relationship with myself. "



## 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 UW-MADISON UNDERGRADUATES

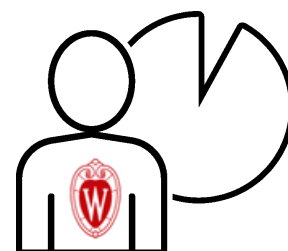
College scholars start with our college unit the summer before freshman year at UW-Madison. An eight-week bridge program helps them transition to college. In addition to advising and the tuition scholarship, the program builds student capacity in four areas:

- **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

# COLLEGE ADMISSIONS & RETENTION

## 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.

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

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**  
PEOPLE Program Participants

Cohort		Retention Rate After -			Cumulative Graduation/Retention Rates					
					After 4 Years		After 5 Years		After 6 Years	
					Graduated	Retained	Graduated	Retained	Graduated	Retained
Fall	Headcount	1 Year	2 Years	3 Years						
2012	49	95.9	91.8	89.8	44.9	38.8	83.7	0.0	83.7	0.0
2013	90	96.7	84.4	84.4	30.0	52.2	70.0	4.4	76.7	0.0
2014	56	94.6	87.5	85.7	46.4	41.1	71.4	10.7	80.4	1.8
2015	74	95.9	82.4	81.1	32.4	40.5	62.2	6.8	67.6	1.4
2016	92	96.7	92.4	90.2	48.9	39.1	77.2	8.7	80.4	6.5
2017	96	92.7	84.4	84.4	40.6	44.8	69.8	10.4	---	---
2018	85	91.8	88.2	89.4	43.5	38.8	---	---	---	---
2019	80	93.8	85.0	83.8	---	---	---	---	---	---
2020	114	95.6	81.6	---	---	---	---	---	---	---
2021	122	84.4	---	---	---	---	---	---	---	---

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, clh

# 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

**449**  
active college students  
AY 2021-22

**62.6%**  
Pell Grant Recipients

**69%**  
First Generation  
Students

## HIGHLIGHTS & ACCOMPLISHMENTS

**92%**  
of students persisted  
through the academic  
year

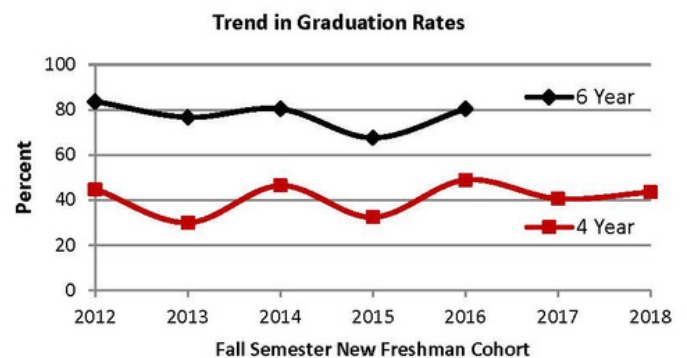
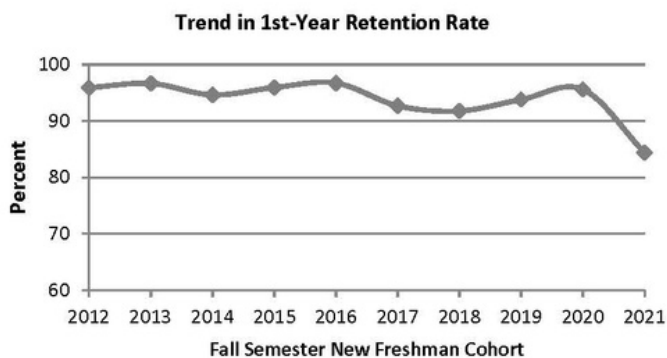
**17%**  
received semester  
honors for spring 2021

**52%**  
finished Spring 2022 with  
GPA  $\geq 3.00$

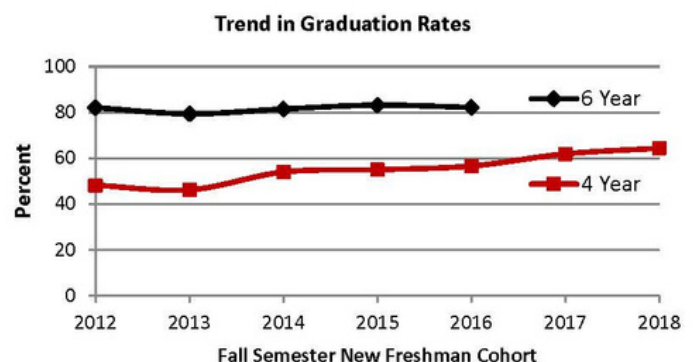
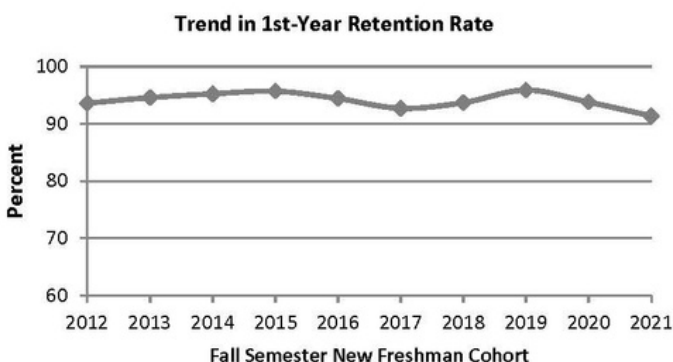
**74**  
degrees conferred  
during AY 2021-22

## STUDENT GROUPS: RETENTION & GRADUATION

PEOPLE Program Participants



Underrepresented New Freshmen of Color (UW System Definition)



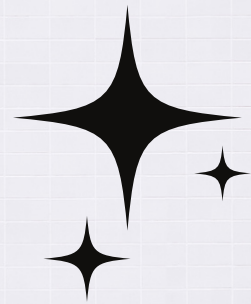




I have loved being apart of the PEOPLE Program. both as a high school student and in college. I met my best friends and made so many amazing relationships through the program, and I have some of the greatest mentors and role models. Without the support of PEOPLE I wouldn't have been able to graduate 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 palce of comfort where I can easily be myself and belong! I am a proud PEOPLE Scholar and I look forward 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 ALUMNI REFLECTIONS





**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  
Gail Ford - Director  
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  
Kat Muschlewski - Office Manager  
Dr. Karma Palzom-Pasha - Precollege Advisor  
Kia Hunter - Assistant Director Madison Precollege  
Kimberly Vue - College Advisor  
Matt Zeller - English Teaching Specialist  
Mariah Albouras- College Advisor  
Monica White - PEOPLE Milwaukee Coordinator  
Pao Thao - College Advisor  
Paul Ly Tong Pao - Precollege Advisor  
Sandra Vega-Semorile - Science Teaching Specialist  
Shanee McCoy - Assistant Director Milwaukee Precollege  
Simon Ly - Precollege Advisor  
Simone Momon - Precollege Advisor  
Tim Love - Precollege Advisor

**[peopleprogram.wisc.edu](http://peopleprogram.wisc.edu)**



DIVISION OF  
**Diversity, Equity &  
Educational Achievement**  
OFFICE OF THE VICE PROVOST  
UNIVERSITY OF WISCONSIN-MADISON