



PEOPLE

2022-23 ANNUAL REPORT



A MESSAGE FROM OUR DIRECTOR

Dear esteemed stakeholders and UW-Madison community members,

It is my pleasure to present this year's annual report. In the next few pages, we will share our successes, opportunity areas, and lessons learned from the 2022-2023 academic year.

The Precollege Enrichment Opportunity Program for Learning Excellence, also known as PEOPLE, is designed to serve low-income and potential first generation college students. The program accepts precollege students in grade 8 (Madison) and grade 9 (Milwaukee). Once admitted into UW-Madison, we support our college scholars through degree completion. As I pen this message to you, we prepare to embark upon 25 years of service to the Milwaukee and Madison communities.

During the 2022-2023 programming year, PEOPLE continued to partner with students, families and program stakeholders to advance college access and success. In our ever evolving and uncertain world, I have the honor of leading a group of professionals and scholars who are committed to sustainability, innovation, and success of our program. Some highlights from this year includes increases in the participation of precollege's PEOPLE Summer University residential program (up 6.9 percentage points), attendance at our Academic Center for Enrichment (ACE) sites (up 7.4 percentage points), precollege students completing at least 8.5 credits of advanced rigor classes (up 1.3 percentage points), the number of precollege students achieving a 3.0 GPA or higher (up 2.1 percentage points), number of college scholars achieving a 3.0 GPA or higher in spring 23 (up 5.3 percentage points), number of college scholars receiving honors in Spring 23 (up 4.3 percentage points), and 119 college degrees conferred,

Thank you for being a part of our PEOPLE family!

A handwritten signature in black ink that reads "Kia Hunter".

Kia Hunter

PROGRAM OVERVIEW

WHAT IS PEOPLE?

The University of Wisconsin-Madison's Precollege Enrichment Opportunity Program for Learning Excellence, also known as PEOPLE, is housed within the university's Division of Diversity, Equity and Educational Achievement (DDEEA). The program was created in 1999 with 66 high school students from Milwaukee. Today, we prepare Wisconsin students to succeed in the Universities of Wisconsin institutions, 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. We have partnerships with the largest school districts in Wisconsin — Madison Metropolitan School District and Milwaukee Public Schools. Each year the program admits approximately 200 new precollege students into our pipeline and once admitted into UW-Madison, support our program participants through undergraduate degree completion. PEOPLE has grown to over 1,000 students in the pipeline. Together, our vision is to be the premier college access program for student success.

PRECOLLEGE — GRADES 8-12

Precollege scholars are admitted in grade eight and assigned a precollege advisor to support them through high school matriculation. The services our precollege scholars receives 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 program
- Four advising sessions with their Precollege Advisor
- ACT and academic assessments prep
- FAFSA workshop and completion
- College application prep
- College Visits

Precollege scholars who are admitted to the University of Wisconsin-Madison and enroll within five years of their graduation date 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 2022-23

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



636 active
precollege students

76.6%
Low Income

62.9%
First Generation

37.9%
Assigned Gender:
Male

62.1%
Assigned Gender:
Female

Race & Ethnicity Data

Black or African American 32.1%; Asian 19.0%; Hispanic or Latino/a 41.4%;
Native American 2.4%; White (non-Hispanic) 6.6%; 2 or more races 9.7%.

PEOPLE MADISON SERVICE AREA



337 active
precollege students

78.9%
Low Income

73.0%
First Generation

36.2%
Assigned Gender:
Male

63.8%
Assigned Gender:
Female

Race & Ethnicity Data

Black or African American 24.6%; Asian 21.7%; Hispanic or Latino/a 48.1%;
Native American 3.9%; White (non-Hispanic) 3.9%; 2 or more races 12.2%.

PEOPLE MILWAUKEE SERVICE AREA



298 active
precollege students

74.2%
Low Income

51.7%
First Generation

39.9%
Assigned Gender:
Male

60.1%
Assigned Gender:
Female

Race & Ethnicity Data

Black or African American 40.6%; Asian 16.1%; Hispanic or Latino/a 33.6%;
Native American 0.7%; White (non-Hispanic) 9.7%; 2 or more races 7.0%.

PRECOLLEGE OUTCOMES ACADEMIC YEAR 2022-23

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



636 active precollege students

82.4%
of students grades 9-12 have a GPA of ≥ 3.0

55.0%
Grade 12: +8.5 credits advanced rigor classes

20.6
ACT average for Cohort 2023

COGNITIVE SKILLS & STRATEGIES

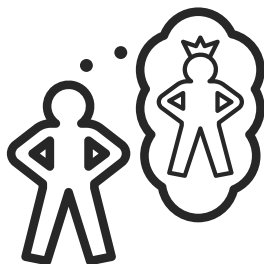
94.7%
attended 2023 PEOPLE Summer University

82.3%
participation in ACT & UW Placement Tests program

4.2
ACT scale point improvement



SELF-MANAGEMENT SKILLS



70.7%
Precollege advising completion rate

95.4%
reporting at least 1 official ACT score for admissions

90.2%
ACE afterschool attendance

EXPERIENTIAL LEARNING

84.7%
students visiting at least 2 UW schools

63.4%
participated in financial aid workshop

96.9%
rising high school seniors completed a summer internship



PRECOLLEGE OUTCOMES ACADEMIC YEAR 2022-23

Post-COVID national results for ACT exam outcomes are at their lowest point in 30 years. Despite this, **PEOPLE Cohort 2023 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

≥ 21

considered ready for
Year One coursework

18-20

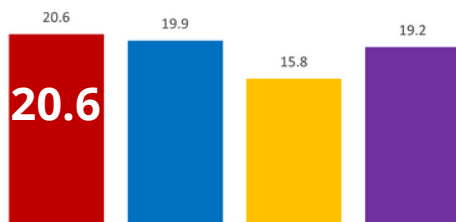
may benefit from first-
year programming

≤ 17

readiness risk for
Year One coursework

ACT: All Students

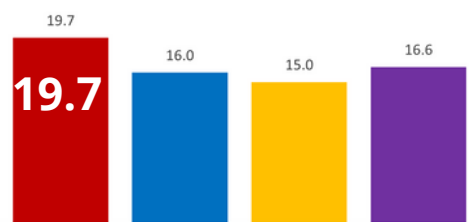
PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



All Students

ACT: Economically Disadv.

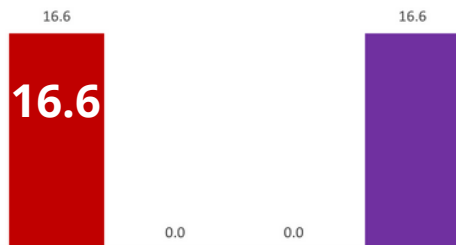
PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



Economically Disadv.

ACT: American Indian

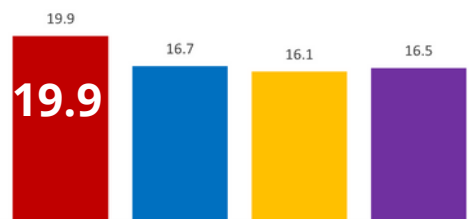
PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



American Indian

ACT: Hispanic

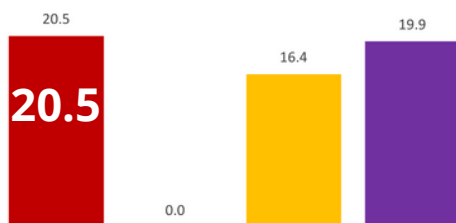
PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



Hispanic

ACT: Asian

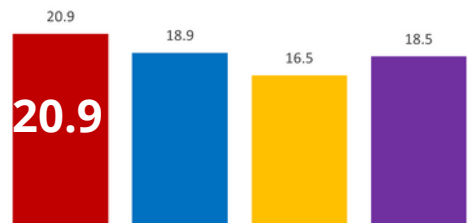
PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



Asian

ACT: Two or More Races

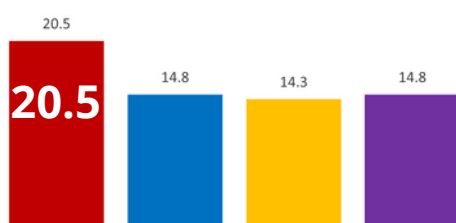
PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



Two or More Races

ACT: Black / African American

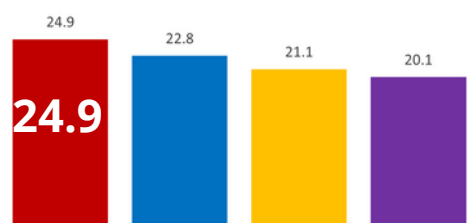
PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



Black

ACT: White (non-Hispanic)

PEOPLE Madison Metro. Schools Milwaukee Public Schools Statewide



White (non-Hispanic)

PRECOLLEGE OUTCOMES ACADEMIC YEAR 2022-23

Overall unweighted grade point average (GPA) of 3.45 for all PEOPLE students indicates graduates are well-prepared for colleges with a selective admissions process.

AY 2022-23: GRADE POINT AVERAGE

3.50-4.00

75th percentile*;
attractive for
selective admissions

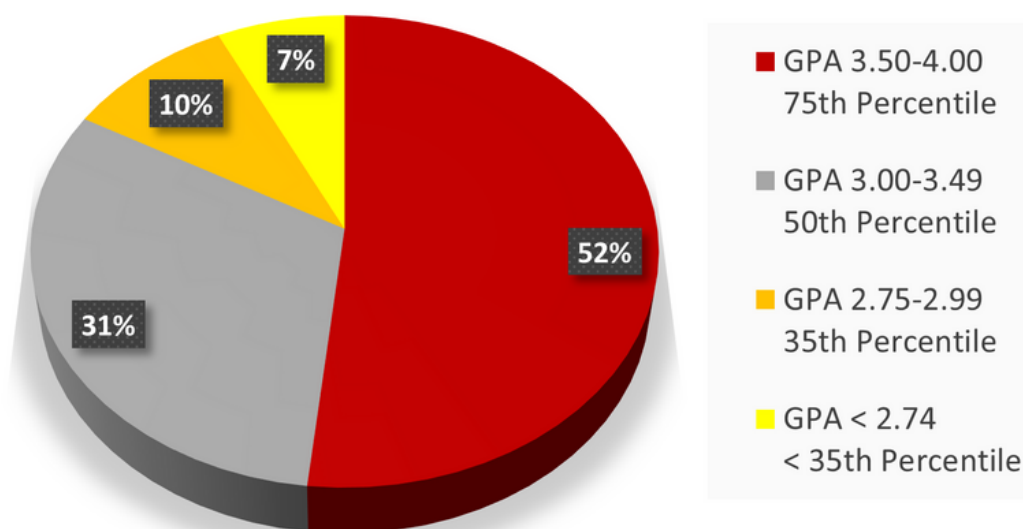
3.00-3.49

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	3.45	51.7%	31.4%	9.6%	7.2%
Economically Disadv.	3.40	46.6%	33.9%	11.3%	8.2%
American Indian	3.28	33.3%	40.0%	13.3%	13.3%
Asian	3.58	70.2%	16.5%	8.3%	5.0%
Black	3.36	39.7%	38.7%	14.2%	7.4%
Hispanic	3.43	47.9%	34.2%	8.4%	9.5%
White (non-Hispanic)	3.55	61.9%	23.8%	4.8%	9.5%
Two or More Races	3.53	58.1%	32.3%	0.0%	9.7%

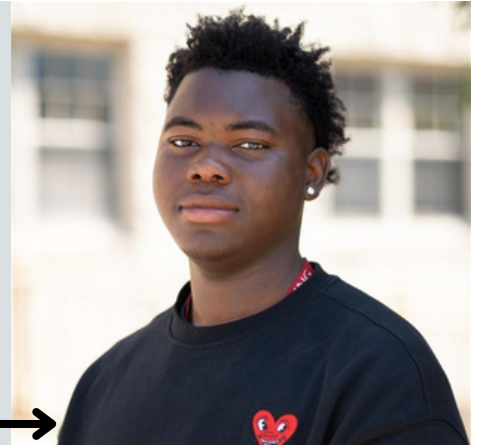
*GPA percentile rankings based on published research.

PEOPLE PRECOLLEGE REFLECTIONS

Mekhi Murphy

Riverside University High School
Milwaukee, WI
Cohort 2024

"This program has played a huge role in my future aspirations and goals through mentorship opportunities, guidance lessons, exposure to many professional fields and valuable insight on the steps needed to achieve my dreams."

**Sofia Ruffin**

MacDowell Montessori High School
Milwaukee, WI
Cohort 2024

"PEOPLE has impacted me by ensuring my future would be replete with opportunities resulting in success. The program is making my biggest dreams come to life."

**Avery Chedda**

Rufus King IB High School
Milwaukee, WI
Cohort 2024

"PEOPLE has made a huge impact on my life, teaching me to value my education and strive for more in life. I've also had the chance to foster relationships with academic experts and my peers alike."

**Maryangeliz Acosta Mass**

East High School
Madison, WI
Cohort 2024

"It has given me the opportunity to experience different colleges, which helped me make my decision to attend UW-Madison. Thanks to PEOPLE, I often find myself ahead compared to other students in my school due to all the support I received."

**Sabah Khondaker**

La Follette High School
Madison, WI
Cohort 2024

"PEOPLE has many great tutors, academic leads, and an amazing PCA that would help me with my homework assignments, or just be a buddy to talk to. PEOPLE Program had many positive effects on me and I am thankful for everyone who has supported me during my high school career."



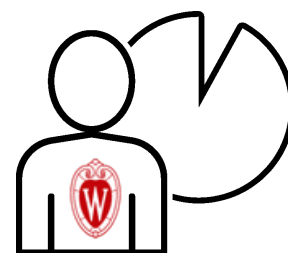
COLLEGE SCHOLARS UW-MADISON UNDERGRADUATES

College scholars start with our college unit the summer before freshman year at UW-Madison. Scholars attend a six-week bridge program — Summer Collegiate Experience (SCE) — to help them transition to college and gain early college credits. In addition to advising and the tuition scholarship, PEOPLE 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 serves 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.
- **Empower PEOPLE:** The student leadership team that advises program administration, provides mentorship, and creates programming for their peers that align with our guiding principles.



70% of precollege scholars who applied to UW-Madison
in 2023 were offered admission.

COLLEGE ADMISSIONS & RETENTION

HISTORICAL ADMISSIONS: PEOPLE COHORTS 2017 TO 2023

PEOPLE Cohort 2023 had an admit percentage of 70% despite UW-Madison only admitting only 44% of all applicants - it's most selective cohort in a decade.**

Category	Cohort 2018	Cohort 2019	Cohort 2020	Cohort 2021	Cohort 2022	Cohort 2023
PEOPLE Students	135	119	152	146	120	131
PEOPLE Applications	133	112	148	130	113	125
PEOPLE Admit Offers	79	71	111	109	87	87
PEOPLE Admit Offers % (of applicants)	59.4%	63.4%	75.0%	83.8%	77.0%	69.6%
PEOPLE Matriculate	69	58	92	95	80	77
PEOPLE Matriculate Yield %	87.3%	81.7%	82.9%	87.2%	92.0%	88.5%
PEOPLE Deny	41	34	29	20	12	22
PEOPLE Deny % (of applicants)	30.8%	30.4%	19.6%	15.4%	10.6%	17.6%

Data as of Aug. 10, 2023, compiled PEOPLE Precollege and College.

Since 2018, PEOPLE has a yield rate of 86.6% with admitted students enrolling fall semester. UW-Madison's rate for in-state residents during that same period is 64.1%.**

***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 eight 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						
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	74.0	8.3
2018	85	91.8	88.2	89.4	42.4	38.8	71.8	7.1	---	---
2019	80	93.8	85.0	83.8	38.8	40.0	---	---	---	---
2020	114	95.6	81.6	82.5	---	---	---	---	---	---
2021	122	84.4	78.7	---	---	---	---	---	---	---
2022	96	88.5	---	---	---	---	---	---	---	---

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 2022-23

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

STUDENT DEMOGRAPHICS

420
active college students
AY 2022-23

68.6%
Pell Grant Recipients

66.0%
First Generation
Students

HIGHLIGHTS & ACCOMPLISHMENTS

91.4%
of students persisted
through the academic
year

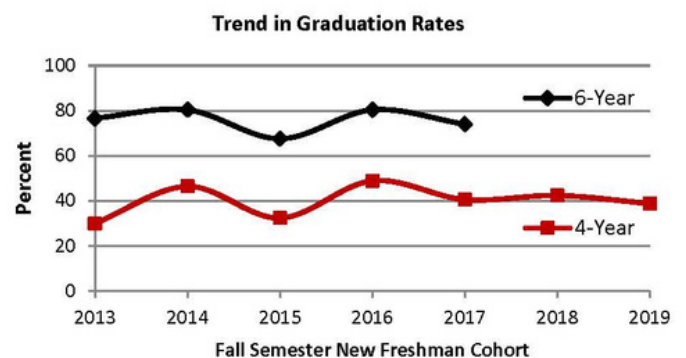
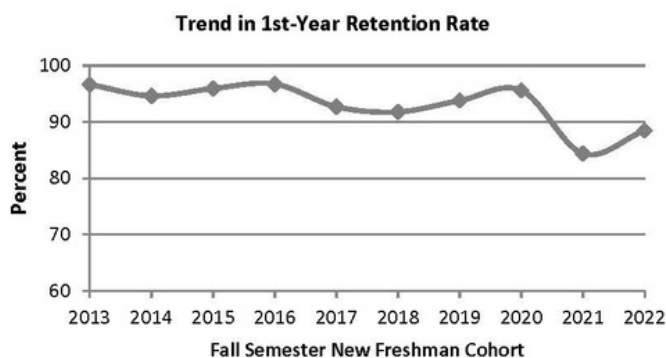
21.3%
received semester
honors for spring 2023

57.3%
finished Spring 2023 with
GPA ≥ 3.00

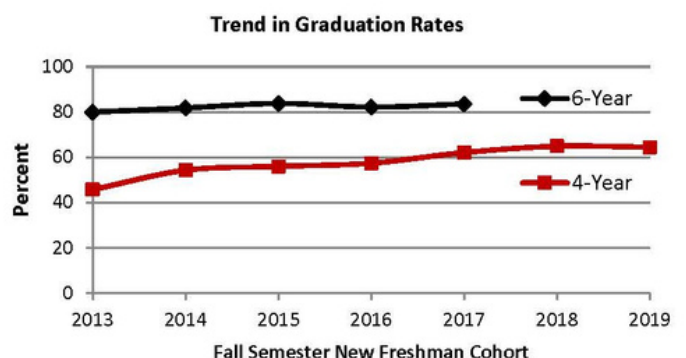
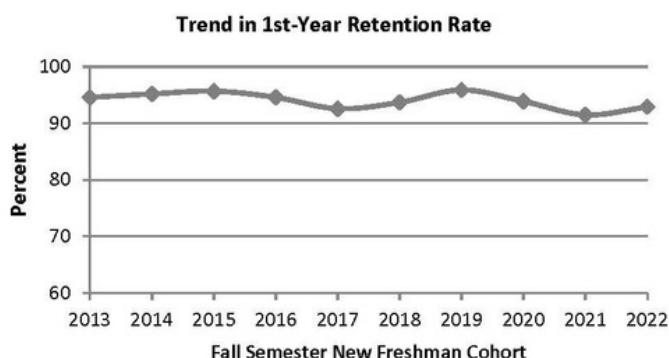
119
degrees conferred
during AY 2022-23

STUDENT GROUPS: RETENTION & GRADUATION

PEOPLE Program Participants



Underrepresented New Freshmen of Color (UW System Definition)





Michael Gilpin

Major: BS in Environmental Sciences
Certificate: American Indian Studies

"The PEOPLE program is a great program and without it I would not have even considered coming to UW. PEOPLE gave me the opportunity to come to UW and receive a great education. Every step of the way PEOPLE has been there for me."



Bee Robbins

Major: BS in Community & Nonprofit Leadership

"I have absolutely loved being a part of the PEOPLE Program. I began this journey in 6th grade and have been enriched ever since. I've met wonderful people and have flourished. PEOPLE will always have a place in my heart. I am undeniably grateful for all the opportunities PEOPLE has provided."



Isaac Zaman

Major: BS in Horticulture
Certificate: Computer Science

"I had all the chances to get all the help and support I would need. ... I felt I could divulge things I normally wouldn't to other people on campus, and I felt like I wasn't restrained by the administration around me when I wanted to do things out of the ordinary."



Kayana Adams

Major: BS in Education Studies
Certificates: Afro-American Studies and Gender & Women's Studies

"PEOPLE was a phenomenal program that granted me the opportunity to pursue a higher education and have a chance at acquiring a different social class than the one I grew up in. It gave me friends, a support system, and a world wind of networking opportunities. I will always be grateful for PEOPLE!"

Selma Aly

Major: BS in Community & Environmental Sociology
Certificate: Public Policy

"As a non-traditional student coming back to school, the PEOPLE program invited me back in with open arms. I know that I will always be a part of this community no matter where I go in life."



PEOPLE
ALUMNI
REFLECTIONS



PEOPLE
Precollege Enrichment Opportunity
Program for Learning Excellence
UNIVERSITY OF WISCONSIN-MADISON

2022-23 PROGRAM STAFF

Kia Hunter – Director

Goodson Vue – Associate Director College

Luz Arroyo Calderon – Associate Director Precollege Madison

Simone Sease – Associate Director Precollege Milwaukee

Daniel Alurralde – Program Manager Madison Precollege

Monica White – Program Manager Milwaukee Precollege

Donnell Brice – Precollege Advisor

Brenda Florencio-Reyes – Precollege Advisor

Kristina Jackson – Precollege Advisor

Paul Ly Tong Pao – Precollege Advisor

Pilar Olvera – Precollege Advisor

Denasha Osborn – Precollege Advisor

Ana Ramos Contreras – Precollege Advisor

Carl Wesley – Precollege Advisor

Miriah Barger – College Advisor

Margarita Campos – College Advisor

Simon Ly – College Advisor

Dhool Siad – College Advisor

Kimberly Vue – College Advisor

J.J. Andrews – Assessment & Data Specialist

Bukky Leonard – Educational Content Specialist

Sandra Vega-Semorile – Educational Content Specialist

Matthew Zeller – Educational Content Specialist

Rickesha Jewell – Financial Specialist

Jazmine Zuniga-Paiz – Office Manager

Traviance Witherspoon- Office Administrator

Lina Martin – Native American Outreach Liaison

peopleprogram.wisc.edu



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