Racial and Ethnic Admission Preferences at the University of Michigan Law School

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Executive Summary

The University of Michigan Law School awarded a very large degree of preference to blacks over whites and Asians with the same credentials and background for every year analyzed.

In every year:

- Black admittees had lower LSAT scores and undergraduate GPAs than did the admittees of the other three ethnic groups.
- The range of Hispanic admittees' LSAT scores and GPAs fell between those for blacks and those for Asians and whites.
- Asian admittees' LSAT scores were roughly the same as their white counterparts, but their undergraduate GPAs were lower.

During the four years for which we received data, 4,415 Hispanic, Asian, and white students who earned higher undergraduate GPAs and scored higher on their LSATs than the median black admittee were nonetheless rejected.

Odds Ratios. Odds ratios favoring black over white candidates in admission--controlling for test scores, grades, Michigan residency, sex, and alumni connections--were very large.

- In 1999, the odds favoring blacks over whites with the same background and credentials were 36 to 1.
- While the black-white odds ratios were lower in subsequent years, they were still very high (18 to 1 in 2005).

The law school awarded much less preference to Hispanics over whites than to blacks. The odds ratios for all years are substantially smaller than those for blacks.

- In 1999, odds favoring Hispanics over whites were almost 4 to 1.
- They dropped in 2003 to 2 to 1, then rose to more than 3 to 1 in 2004 and 2005.

Odds ratios showed whites being somewhat favored over Asians with the same credentials and background for every year except 2005 (for which there was no statistically significant difference).

Probabilities of Admission. These disparities can also be expressed in terms of probabilities of admission. The probabilities of admission in 1999 of an in-state male candidate, with no parents having attended the law school and with an LSAT score and a GPA equal to the black admittee median of that year, would be as follows:

- a 79 percent chance of admission if black;
- a 28 percent chance if Hispanic;
- a 4 percent chance if Asian; and
- a 9 percent chance if white.

In 2005, the same candidate would have the following chances of admission:

- 68 percent if black;
- 28 percent if Hispanic;
- 8 percent if Asian; and
- 10 percent if white.

Acknowledgments

On behalf of the Center for Equal Opportunity, I would like to thank the Michigan Association of Scholars and its president, Howard Schwartz, for submitting the original freedom-of-information letter along with CEO to obtain the data from the University of Michigan.

I would also like to thank Linda Chavez and the staff at the Center for Equal Opportunity for giving me the chance to work on another major study of racial and ethnic preferences in university admissions. I especially would like to thank Rudy Gersten, who handled the administrative aspects of obtaining the data, and Roger Clegg, who provided useful suggestions on the manuscripts.

Introduction

For many years, the question of whether or not colleges and universities should use racial preferences in admissions has been a highly controversial issue. The matter came to a head in 2003, when the U.S. Supreme Court ruled in two major cases on the legality of racial preferences in higher education admission. In the first case, *Gratz v. Bollinger*, the Court found that a point-system of preferences was unconstitutional; in the second case, *Grutter v. Bollinger*, the Court upheld a system of preferences it found to be less mechanical.

The *Gratz* and *Grutter* decisions make it appropriate to monitor universities' use of racial and ethnic preferences for at least three reasons. First, as the split holdings demonstrate, if race is weighed too heavily or too mechanically, the law is violated. Second, since racial preferences are only allowed but not required under current law, the question remains whether universities *should* use them, even when they are allowed to. This policy question cannot be answered if the decision-makers – particularly those outside the university admissions office, including, in the case of public universities, the general public – do not have all the facts. Third, at the conclusion of her majority opinion in *Grutter*, Justice Sandra Day O'Connor wrote, "We expect that 25 years from now, the use of racial preferences will no longer be necessary." Accordingly, one would expect to see the use of preferences and the weight afforded them to decline over time (one-eighth of the grace period Justice O'Connor allowed has now lapsed).

This study of the University of Michigan's law school is the first CEO study since the *Grutter* decision. It builds on previous work on undergraduate, law, and medical school admissions done for CEO.[1] As with CEO's report on three Virginia public law schools, CEO sought the data on individual applicants' admission status, matriculation status, racial/ethnic group membership, sex, in-state or out-of-state residency, LSAT scores, undergraduate GPAs, and whether one or both parents were alumni/ae of the law school.

Data were obtained from the law school for 1999, 2003, 2004, and 2005 (an earlier year for comparison, and then the three most recent years available). Omitted from the data analyses are those cases for which race or ethnicity is listed as "Other," missing, or unknown. American Indians and Native Hawaiians were also omitted because of their small numbers in this context. Lastly, cases with missing academic data were dropped. In cases where the information could potentially lead to the identification of an individual student, the law school (quite properly) exempted the data from disclosure.

[1] The studies are found on CEO's website, www.ceousa.org.

CEO also requested follow-up academic performance data for those applicants who eventually enrolled in UM Law School. But UM's Freedom of Information Office informed CEO that the law school does not include race with its GPA data. It was therefore not possible to see whether racial admission preferences are reflected in subsequent grades obtained at UM Law School.[2]

[2] *But cf.* Richard H. Sander, "A Systemic Analysis of Affirmative Action in American Law Schools," 57 *Stanford Law Review* 367 (2004) (finding that recipients of racial admission preferences had poorer law-school records).

Applicants, Admittees, and Enrollees: 1999, 2003, 2004, and 2005

Racial/Ethnic Composition of the Pool

Table 1 displays the racial composition of the law school's pool of applicants, admittees, and enrollees in 1999, 2003, 2004, and 2005.

Table 1. Racial Composition of Applicants, Admittees, and Enrollees[3]

		Applicants	*Admittees*	*Enrollees*
1999	Black	9%	8%	10%
	Hispanic	6%	5%	6%
	Asian	13%	9%	8%
	White	72%	78%	76%
2003	Black	10%	9%	7%
	Hispanic	9%	8%	9%
	Asian	19%	16%	14%
	White	63%	67%	70%
2004	Black	11%	11%	8%
	Hispanic	8%	8%	7%
	Asian	19%	15%	14%
	White	62%	66%	71%
2005	Black	11%	12%	9%
	Hispanic	8%	8%	8%
	Asian	19%	16%	17%
	White	63%	64%	66%

[3] "No Response," "American Indian," "Native Hawaiian," "Alaskan Native," and "Other" were dropped from the analysis. In cases where the information could potentially lead to the identification of an individual student, the law school excluded the data from disclosure. The total numbers are below.

Year	Applicants	Admittees	Enrollees
1999	2615	1002	282
2003	4437	1032	365
2004	4379	917	321
2005	4488	933	297

Applicants

The racial composition of the applicant pool changed for all groups from 1999 to 2005. The black percentage rose from 9 percent in 1999 to 11 percent in 2005. The percentage made up of Hispanic applicants increased from 6 percent of all applicants in 1999 to 9 percent in 2003, and 8 percent in 2004 and 2005.

The percentage made up of Asians increased significantly. Asian applicants made up 13 percent of applicants in 1999, rising to 19 percent in 2003, 2004, and 2005.

The percentage of white applicants, on the other hand, declined. In 1999, whites made up 72 percent of applicants. It dropped by nine percentage points by 2003 to 63 percent of applicants and stayed relatively the same in subsequent years.

Admittees

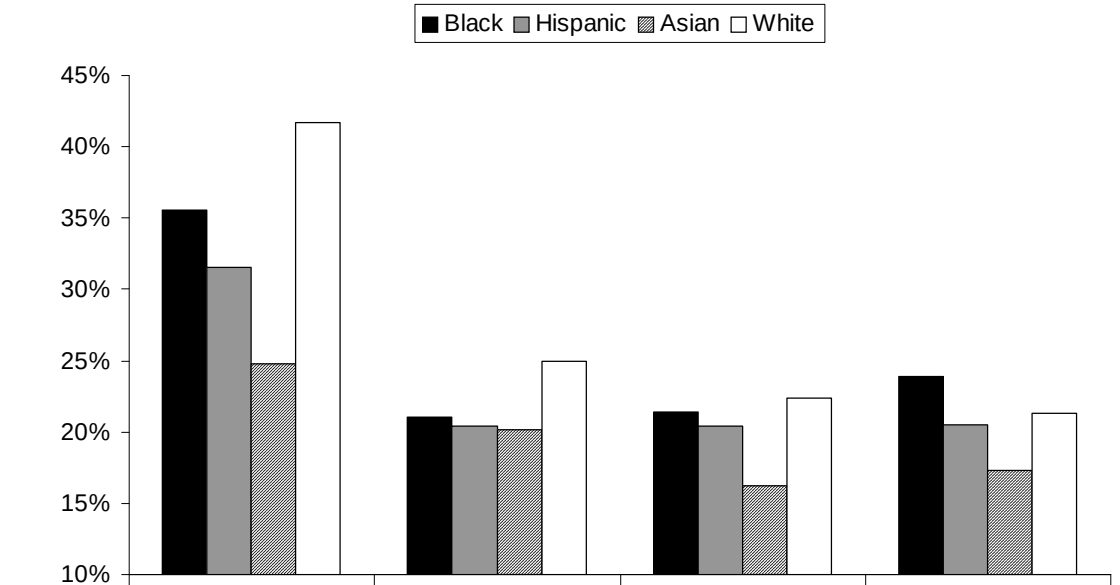
The racial composition of admittees changed significantly from 1999 to 2005. The percentage of black admittees rose four percentage points during that time, from 8 percent of admittees in 1999 to 12 percent by 2005. The percentage made up of Hispanics rose three percentage points, from 5 percent in 1999 to 8 percent in 2003, 2004, and 2005. The Asian percentage rose even more, from 9 percent in 1999 to 16 percent in 2003, 15 percent in 2004, and 16 percent in 2005. The proportion of whites among those admitted declined significantly, however, from 78 percent in 1999 to 64 percent in 2005 − that is, by 14 percentage points.

Enrollees

The racial composition of matriculating students also changed. The percentages for blacks and whites declined (whites more sharply), but the percentages for Hispanics and Asians rose from 1999 to 2005. In 1999, black students made up 10 percent of enrollees, dropping to 7 percent in 2003, and then rising to 8 percent in 2004 and 9 percent in 2005. Whites made up 76 percent of enrollees in 1999; by 2005, whites had dropped by ten percentage points, to make up 66 percent of the matriculating class. The percentage for Hispanics rose from 6 percent in 1999 to 8 percent in 2005. The percentage for Asians rose six percentage points from 1999 to 2003 and 2004, and then another three percentage points in 2005.

Admission Rates

Figure 1. University of Michigan Law School Admission Rates



	1999	2003	2004	2005
Black	36%	21%	21%	24%
Hispanic	32%	20%	20%	21%
Asian	25%	20%	16%	17%
White	42%	25%	22%	21%

Admission rates dropped substantially for all groups from 1999 to 2005. In 1999, 36 percent of black applicants were admitted, as were 32 percent of Hispanic applicants, 25 percent of Asian applicants, and 42 percent of white applicants. By 2005, the black admission rate had dropped by 12 percentage points, to 24 percent; and the Hispanic admission rate had dropped by 11 percentage points, to 21 percent. The Asian admission rate dropped from 25 percent in 1999 to 17 percent in 2005. The white admission rate was cut in half, decreasing from 42 percent to 21 percent; this was the largest drop of all groups, in both percentage and absolute terms.

The large decline in admission rates for all groups is a function of the increase in the size of the applicant pool for all groups, with the aggregate number admitted remaining relatively constant. The applicant pool increased from approximately 2600 black, Hispanic, Asian, and white applicants in 1999, to roughly 4400 by 2003 through 2005.[4]

[4] See previous footnote for total numbers.

Overall Group Comparisons of Admittees' Test Scores and Grades

Methodology

Just as high school seniors seeking college admission take the SAT or the ACT, prospective law school students must take the Law School Admission Test (LSAT). The LSAT is a standardized multiple-choice test consisting of questions that aim to measure analytical reasoning, logical reasoning, and reading comprehension skills. Law school admission offices usually look carefully at the undergraduate grades and LSAT scores of their applicants. LSAT scores range from 120 to 180. The mean score for LSAT test takers is 150. An LSAT score of 160 is at the 84th percentile of all test takers, while a score of 140 is at the 36th percentile. An LSAT score of 170 is at the 98th percentile.

In the following section, we report group medians and related percentiles for LSAT scores and undergraduate GPAs of those admitted to the law school rather than reporting group means. Using group means places greater weight on extreme values than is warranted. That is, a few unusually high or low scores can have a substantial effect on the value of the mean.

The median and related statistics, however, are far less affected by the values of extreme cases. For example, the median LSAT score (i.e., the score at the 50th percentile) is that score where half the group scored above that number and half scored below it. Similarly, the median undergraduate GPA is that grade-point average where half of those in a particular group had GPAs above it and half below it.

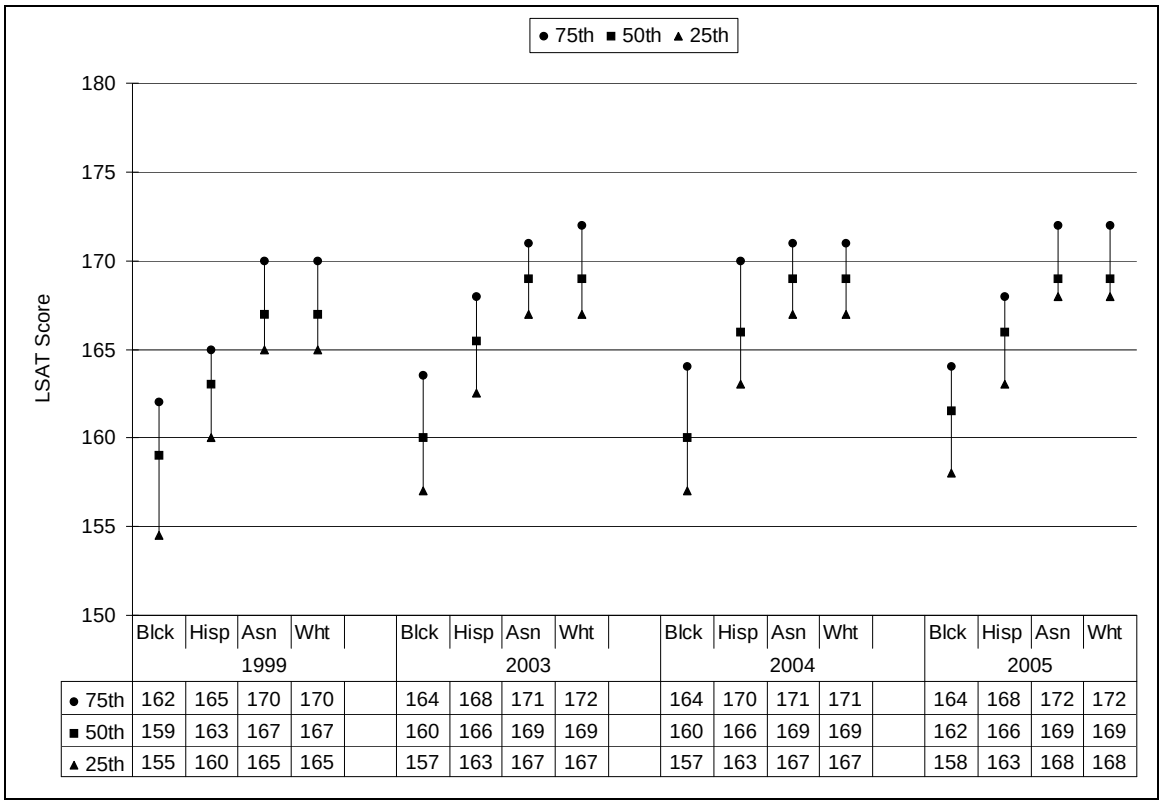
We also report scores at the 25th and 75th percentiles, again to deal with the problem of extreme cases. While the median represents the middle of the distribution of scores, the 25th and 75th percentile scores taken together represent the actual spread of scores. For example, a GPA of 3.2 at the 25th percentile means that 25 percent of GPAs were below 3.2, while 75 percent of scores were above it. A GPA of 3.9 at the 75th percentile means that 75 percent of scores were below 3.9, while 25 percent were above it.

The next section compares the LSAT scores and undergraduate GPAs of admittees by racial and ethnic group. That is, these are the test scores and grades of those admitted to the law school at the 25th, 50th, and 75th percentiles. Each year (1999, 2003, 2004, and 2005) is grouped separately.

Results

LSAT Scores

Figure 2. LSAT Scores for Admittees



	Blck	Hisp	Asn	Wht		Blck	Hisp	Asn	Wht		Blck	Hisp	Asn	Wht		Blck	Hisp	Asn	Wht
	1999					2003					2004					2005			
● 75th	162	165	170	170		164	168	171	172		164	170	171	171		164	168	172	172
■ 50th	159	163	167	167		160	166	169	169		160	166	169	169		162	166	169	169
▲ 25th	155	160	165	165		157	163	167	167		157	163	167	167		158	163	168	168

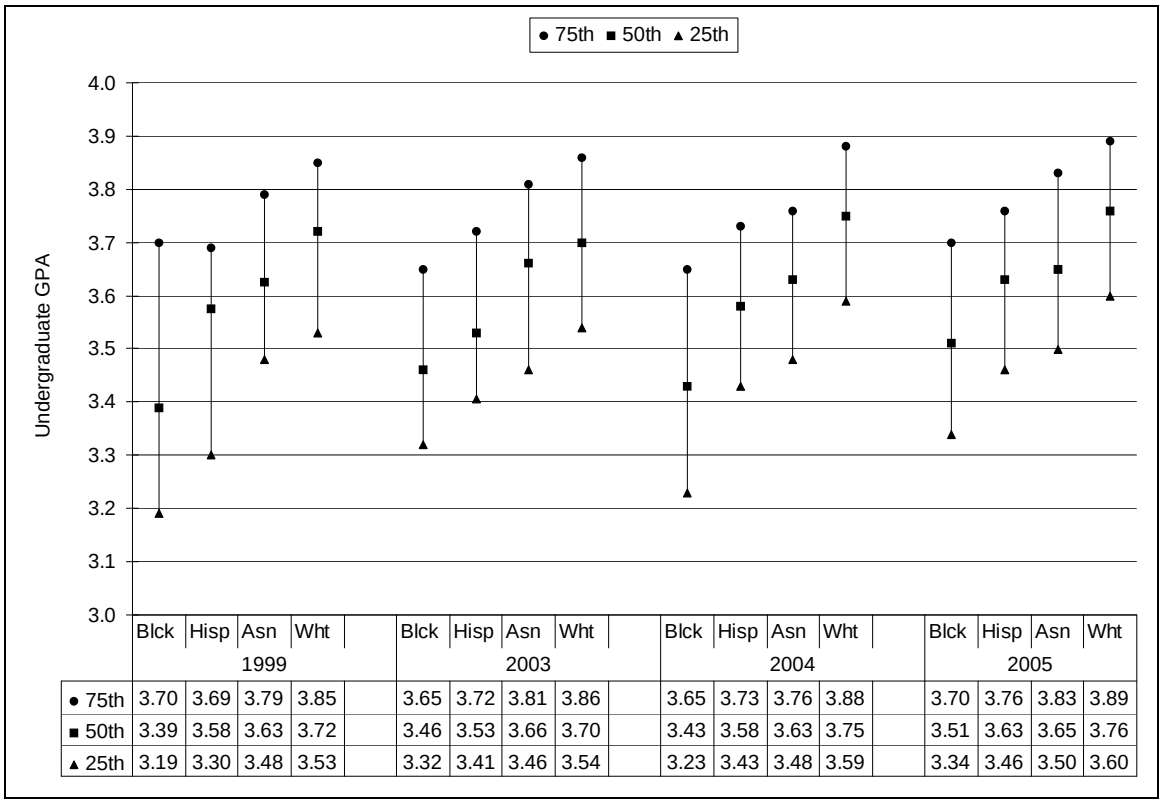
Figure 2 displays the spread of LSAT scores, for those admitted to the law school for each year of this study, by ethnic group membership. In every year, black admittees had lower median LSAT scores than did the other three groups. Moreover, LSAT scores for black admittees at the 75th percentile were lower than the Hispanic median and lower than Asian and white scores at the 25th percentile. This means, for every year, 75 percent of blacks admitted to the law school had lower scores than at least half the Hispanic admittees and at least 75 percent of whites and Asians.

The range of LSAT scores for Hispanic admittees falls between the scores for black admittees and those for Asians and whites. Median scores for Hispanic admittees were lower than those for Asians and whites at the 25th percentile for every year. This means that half the Hispanic admittees had lower scores than at least 75 percent of Asians and whites who were admitted in every year.

Asian and white LSAT scores among those admitted to UM were roughly the same for every year.

Undergraduate GPAs

Figure 3. Undergraduate GPAs for Admittees



	1999				2003				2004				2005			
	Blck	Hisp	Asn	Wht	Blck	Hisp	Asn	Wht	Blck	Hisp	Asn	Wht	Blck	Hisp	Asn	Wht
● 75th	3.70	3.69	3.79	3.85	3.65	3.72	3.81	3.86	3.65	3.73	3.76	3.88	3.70	3.76	3.83	3.89
■ 50th	3.39	3.58	3.63	3.72	3.46	3.53	3.66	3.70	3.43	3.58	3.63	3.75	3.51	3.63	3.65	3.76
▲ 25th	3.19	3.30	3.48	3.53	3.32	3.41	3.46	3.54	3.23	3.43	3.48	3.59	3.34	3.46	3.50	3.60

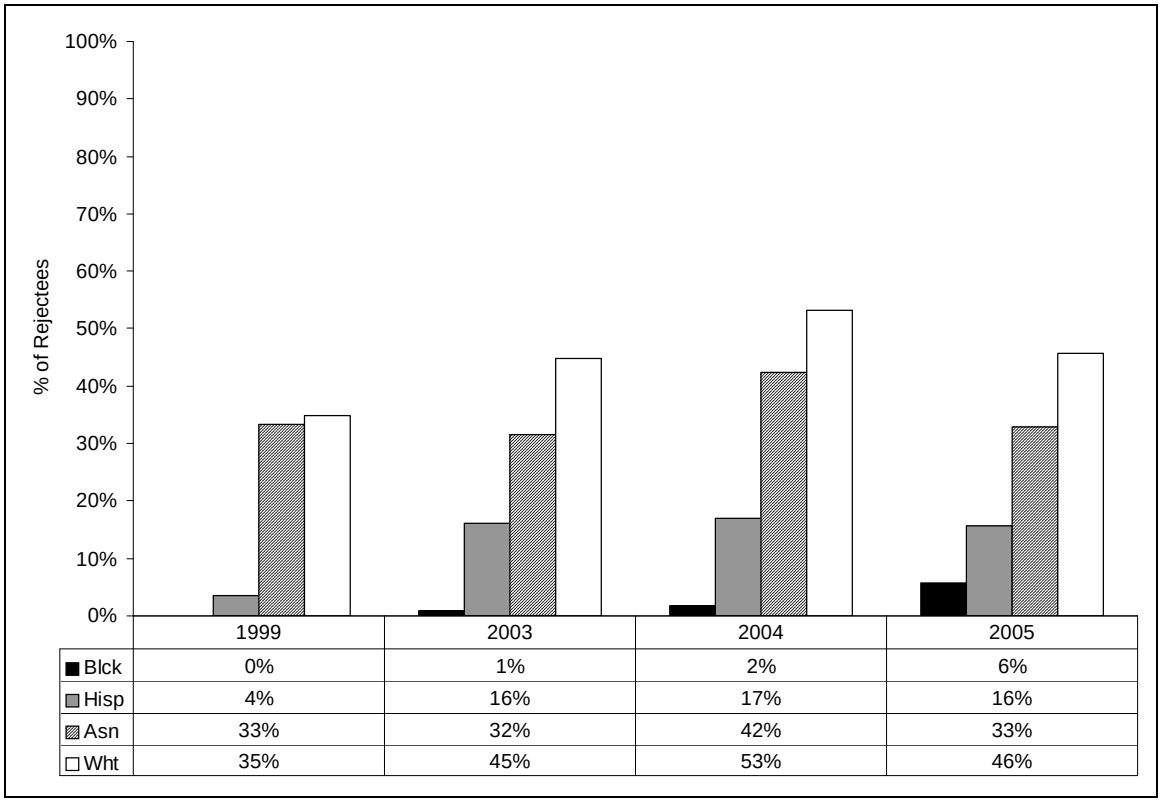
The law school also admits blacks with lower undergraduate GPAs compared to their Hispanic, Asian, and white counterparts, for every year. The median GPA for black admittees was equal to or lower than the GPAs of other groups at the 25th percentile in every year. This means that 50 percent of blacks admitted had lower GPAs than at least 75 percent of Asians and whites for every year.

The range of Hispanic GPAs fell between those for blacks and those for Asians and whites. Median Hispanic GPAs fell between the 25th and 50th percentiles for whites and Asians for every year, except in 2003 and 2004, when they were lower than the 25th percentile for whites (but not Asians).

The GPAs of Asian admittees, in turn, fell between those for Hispanics and whites for every year. Median GPAs for Asians fell between the 25th and 50th percentiles for white admittees for every year.

Rejectees versus Admittees

Figure 4. Rejectees with LSAT Scores and GPAs Higher than Black Admittee Medians



	1999	2003	2004	2005
Blck	0%	1%	2%	6%
Hisp	4%	16%	17%	16%
Asn	33%	32%	42%	33%
Wht	35%	45%	53%	46%

Next we compare the test scores and undergraduate GPAs of nonblacks rejected by the law school with the median test scores and GPAs of black admittees.That is, we are looking at applicants who were rejected despite having higher LSAT scores *and* GPAs than the median black admittee.

UM rejected only a handful of black applicants with test scores and grades higher than the median for black admittees, for every year except 2005.[5] For Hispanic rejectees, however, 4 percent with higher test scores and grades were rejected in 1999, rising to roughly 16 to 17 percent in the later years. For Asians, one in three were rejected despite higher test scores and grades in 1999; the figure rose to 42 percent in 2004, and went

[5] The number of rejectees with higher test scores and grades are as follows.

	1999	2003	2004	2005
Black	0	3	7	21
Hispanic	4	50	50	43
Asian	87	208	291	229
White	381	939	1120	1013

back to 33 percent the following year. For white rejectees, 35 percent in 1999 had higher test scores and grades compared to the black admittee median, rising to 45 percent in 2003, 53 percent in 2004, and 46 percent in 2005.

In sum, 4,415 Hispanic, Asian, and white students who had higher GPAs and LSATs than the median black admittee were rejected during the four years for which we received data.

Logistic Regression Analysis and Odds Ratios

Methodology

Admitting students based on racial and ethnic preferences results in schools accepting preferred minorities with lower test scores and grades than those of nonpreferred minorities and white students at the same school. Admission officers essentially reach down into the applicant pool and pull up certain students, a practice that necessarily results in at least some whites with better credentials than preferred minority admittees being rejected from the same schools, despite their superior qualifications.

Although the data presented thus far provide substantial evidence of the operation of racial and ethnic preferences in admissions at the University of Michigan Law School, it is possible to make the case even stronger and considerably more precise. The most powerful means of assessing the degree of racial and ethnic preference in admissions is to develop a statistical model that predicts the probability of admission at a school for members of the different ethnic and racial groups, holding constant their qualifications. Computing a multiple logistic regression equation that predicts admission decisions by race and ethnicity and that includes LSAT scores and undergraduate GPAs, among other things, as statistical control variables does this.

Multiple logistic regression analysis was used as the preferred statistical technique because of the nature of the data provided. One way of conventionally expressing a relationship between the independent and dependent variable is by using correlation coefficients. A negative correlation coefficient of -1.0 signifies a perfect negative relationship between the independent (predictor) variable and the dependent (or outcome) variable, whereby an increase in the value of the independent variable yields a decrease in the value of the dependent variable. A positive correlation coefficient of 1.0 signifies a perfect positive relationship between the two variables; as the independent variable increases, so does the dependent variable. Strictly speaking, however, one cannot use correlations to analyze admissions data because correlations and standard multiple regression analysis require a dependent variable that is non-binary in form. In the case of an applicant's admission status, the dependent variable (individual admission status) is a binary dependent variable—reject versus admit. To get around this binary-variable problem, we rely on multiple logistic regression equations and their corresponding odds ratios.

The odds ratio is somewhat like a correlation coefficient, except instead of varying from 1.0 to –1.0, it varies between zero and infinity. An odds ratio of 1.0 to 1 means that the odds of admissions for the two groups are equal. It is equivalent to a correlation of zero. An odds ratio greater than 1.0 to 1 means that the relative odds of members of Group A being admitted are greater than those for members of Group B, in precisely the amount calculated. An odds ratio of less than 1.0 to 1 means the members of Group A are less likely to be admitted than those in Group B. The former is similar to a positive correlation, the latter similar to a negative correlation.

The statistical technique of multiple logistic regression allows us to present admissions data in terms of the relative odds of those in Group A being admitted as compared to Group B while simultaneously controlling for a host of other possibly confounding variables. The value of the odds ratio is that it provides a relatively direct summary measure of the degree of racial or ethnic preference given in the admissions process for a given group at a particular school.

Logistic regression equations predicting the likelihood of admissions were computed for the 1999, 2003, 2004, and 2005 applicant pools, controlling for LSAT scores, undergraduate grade-point averages, alumni/ae connections, sex, and in-state residency. We were able to derive the odds of admission from these equations for each minority group relative to that of whites, while simultaneously controlling for the effects of these other variables.[6]

Logistic regression analysis also allows us to test for statistical significance. Statistical calculations always include what is called a *p*-value. When results are deemed to be statistically significant, this means that the calculated *p*-value is less than some pre-determined cutoff level of significance. The level of significance conventionally is reported in the form of "$p \leq .05$." This value means that, with these data, there is a probability equal to or less than 5 percent that the difference found between one group and another (e.g., blacks versus whites, Hispanics versus whites, or Asians versus whites, since minority groups are being compared to whites) is due to chance. It is a convention in statistical studies to use the 0.05 value. In more stringent analyses, 0.01 (one in 100) or occasionally 0.001 (one in 1,000) can be used as the cutoff. Any *p* value greater than 0.05 (or the more stringent 0.01) is rejected, and the results are said to be nonsignificant. A difference that is statistically significant has very little chance of being the result of chance—that is, a statistical fluke.

In the next section, we discuss odds ratios derived from comparing blacks to whites, Hispanics to whites, and Asians to whites in the University of Michigan Law School's admission process. Statistical significance is also noted. The size of the odds ratio reflects the strength of the association between race or ethnicity and admission status. Another way to state this is that the odds ratio measures the magnitude of the preference given

[6] For a discussion of logistic regression and a more complete discussion of odds ratios, see Alan Agresti, *Introduction to Categorical Data Analysis* (New York: John Wiley and Sons, 1996).

relative to the baseline group (here, whites). An odds ratio equal to or greater than 3.0 to 1 is commonly thought to reflect a strong association; an odds ratio less than 3.0 to 1 but greater than 1.5 to 1 reflects a moderate association, while a relative odds ratio of 1.5 or less to 1 indicates a weak association. Of course, an odds ratio of 1.0 to 1 indicates no relationship.[7] Note that a *very* strong association might be taken to be the rough equivalent of the relative odds of smokers versus nonsmokers dying from lung cancer, which in one well-known study is calculated as 14 to 1.[8]

Results: Relative Odds of Admission, Controlling for Other Factors

Table 2. Odds Ratios of Blacks, Hispanics, and Asians Being Admitted over White Applicants, Controlling for Other Factors

	Black to White	*Hispanic to White*	*Asian to White*[9]	*Inverted, White to Asian*
1999	36.096****	3.863****	0.4378****	2.284****
2003	24.312****	1.880**	0.766*	1.305*
2004	28.156****	3.452****	0.705*	1.418*
2005	18.459****	3.340****	0.778^{ns}	1.285^{ns}

**p<0.05, **p<0.01, ***p<0.001, ****p<0.0001, ^{ns}Not statistically significant.*

Table 2 displays the odds ratios of blacks, Hispanics, and Asians being admitted over white applicants with the same test scores and grades, also controlling for other factors. In every year analyzed, there was a very strong association favoring blacks over whites, controlling for other factors. The largest black-white odds ratio was in 1999 (roughly 36 to 1); it was still 18 to 1 in 2005.

Hispanic-white odds ratios favored Hispanics by roughly 4 to 1 in 1999 (a strong association) but only 2 to 1 in 2003 (a moderate association). In subsequent years, it rose to roughly three-and-a-half to one in 2004 and 2005, showing a strong association between being Hispanic and being admitted to the law school over identically qualified whites.

The Asian-white odds ratios show that whites were favored slightly over Asians for every year except 2005, when there was no difference. The odds ratios in 2003 and 2004 were only weak, however, and for 2005 the relationship was statistically not significant.[10]

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[7] See David E. Lilienfeld and Paul D. Stolley, *Foundations of Epidemiology*, 3rd edition (New York: Oxford University Press, 1994): 200-202.

[8] Taken from a 20-year longitudinal study of British male physicians by R. Doll and R. Peto, as quoted in Agresti, *Introduction to Categorical Data Analysis*, p. 47.

[9] The white-to-Asian odds ratio is calculated by taking the reciprocal of the Asian-to-white odds ratio.

[10] The complete equations are given in Appendix 1.

Probabilities of Admission

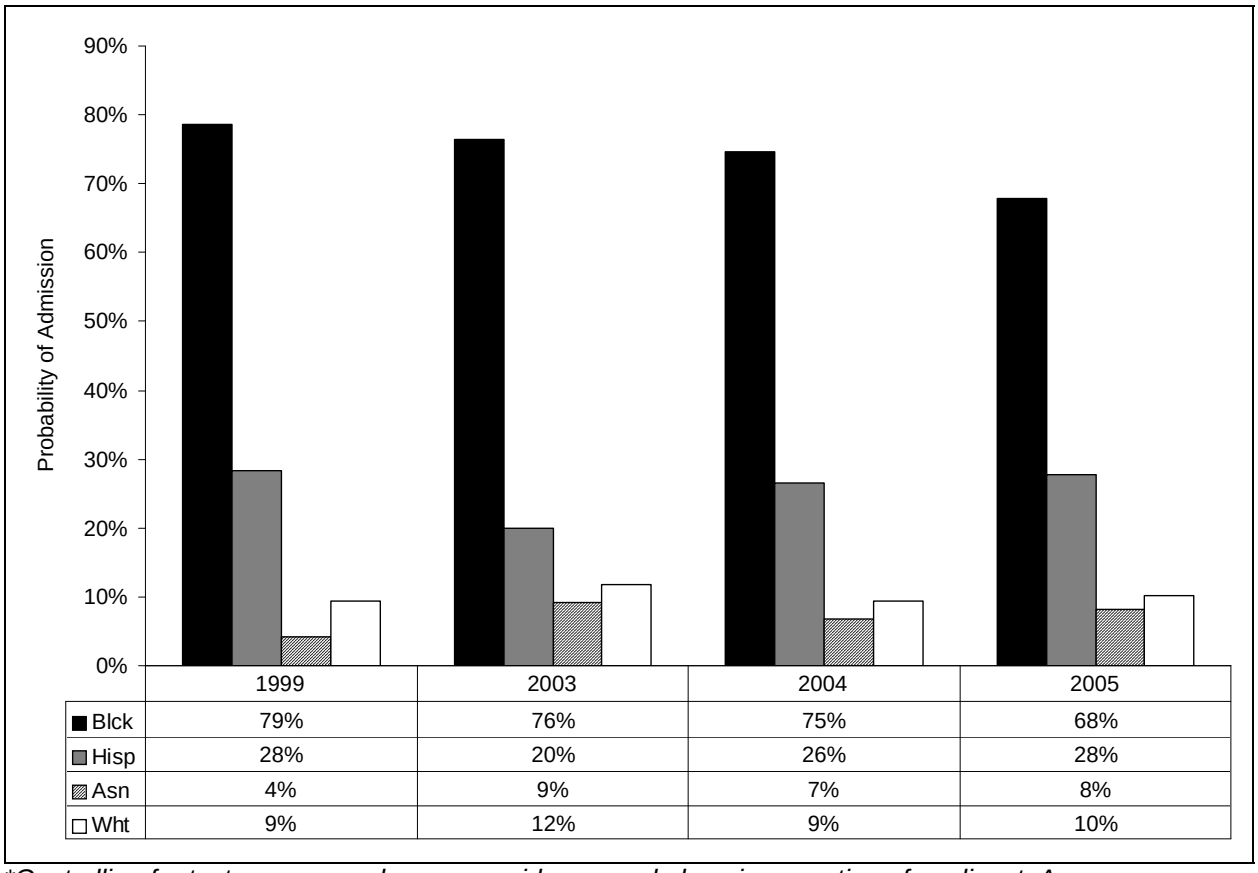
The meaning of logistic regression equations and their associated odds ratios may be difficult to grasp because the equations are complex and hard to explain without resorting to mathematical formulations. A more intuitive way to grasp the underlying dynamic of preferential admissions is to convert these logistic regression equations into estimates of the probabilities of admission for individuals with different racial/ethnic group membership, given the same LSAT scores and grades. In this section, we compare the probabilities of admission for individuals belonging to these different groups, using the logistic regression equation specific to each year. The probability calculations provide an estimate of the admission chances for members of each group, all with the same test scores and grades, alumni and residency status, and sex.

We chose to examine the probabilities for an in-state male applicant with no alumni connections to UM's law school, with the same LSAT score and undergraduate GPA as the median for black admittees of each year.[11] The same set of test scores and undergraduate GPAs is entered for blacks, whites, Hispanics, and Asians. Chances of admission were then calculated for a black applicant, a white applicant, a Hispanic applicant, and an Asian applicant with those academic qualifications. These calculations do not change the statistical results reported in the earlier section on odds ratios. They simply provide an easier-to-understand interpretation of their meaning.

The differences in odds ratios illuminate large differences in the probability of admission based on an applicant's race. The probability of admission is presented in Figure 5. It shows the probability of admission for blacks, Hispanics, Asians, and whites, for the same test scores and grades in a particular year.

[11] One can compare probabilities of admission for any combination of alumni status, residency status, and sex. Equations for calculating probabilities for each year and each racial/ethnic group are provided in Appendix 2.

Figure 5. Probability of Admissions



	1999	2003	2004	2005
Blck	79%	76%	75%	68%
Hisp	28%	20%	26%	28%
Asn	4%	9%	7%	8%
Wht	9%	12%	9%	10%

**Controlling for test scores, grades, sex, residency, and alumni connection of applicant. Assumes applicant is male, a Michigan resident, with no parent who attended the institution, and has the same LSAT score and undergraduate GPA as the median for black admittees for that particular year.*

The probability of admission for black applicants is substantially higher compared to applicants from other groups with the same background and qualifications for every year. For every year, applicants were assumed to have an LSAT score equal to the LSAT score of black admittees at the 50th percentile and an undergraduate GPA equal to that of black admittees also at the 50th percentile.[12] In 1999, a black in-state male applicant with these test scores and grades had a 79 percent chance of admission. In 2003 and 2004, a black in-state male applicant with these credentials would have a probability of admission in the mid-70s, dropping somewhat to 68 percent in 2005.

The probabilities for Hispanic applicants being admitted with these same test scores and grades were roughly 40 to 50 percentage points lower than for black applicants, for all years. In 1999, a Hispanic applicant with the same test scores and grades as the typical black admittee had a 28 percent chance of admission, dropping to 20 percent in 2003. It rose in 2004 to 26 percent and to 28 percent in 2005.

[12] The black median LSAT score and undergraduate GPA in 1999 was 159 and 3.39, respectively; for 2003, it was 160 and 3.46; for 2004, 160 and 3.43; and for 2005, 162 and 3.51.

The probabilities of Asians with the identical qualifications as the average black admittees were roughly 60 or more percentage points lower than those for black applicants, for every year. In 1999, with the same background and qualifications, a black applicant had a 79 percent chance compared to 6 percent for an Asian applicant. The likelihood of admission hardly changes for Asian applicants in subsequent years − 9 percent in 2003, 7 percent in 2004, and 8 percent in 2005.

Probabilities for white applicants are also very low relative to black applicants, although not as low as for Asians. In 1999, a white applicant with grades and test scores equal to the average black admittee and with the same background would have a 9 percent chance of admission. In 2003, it was 12 percent, dropping to 9 percent in 2004 and 10 percent in 2005.

Appendices

Appendix 1. Logistic Regression Equations

Variables	Unstandardized Regression Coefficient	Odds Ratio	Unstandardized Regression Coefficient	Odds Ratio
	1999		2003	
LSAT	0.264873	1.30330****	0.278935	1.3217****
UGPA	3.846484	46.8281****	2.054492	7.8029****
Black	3.586186	36.0962****	3.190975	24.3121****
Asian	-0.82628	0.4377****	-0.267110	0.7656*
Hispanic	1.351508	3.8632****	0.631269	1.8800**
Sex	-0.02770	0.9727^{ns}	0.477587	1.6122****
Residency	-0.09389	0.9104^{ns}	1.344600	3.8367****
Alum	-0.44127	0.6432^{ns}	1.111562	3.0391*
Constant	-57.3399	0.0000****	-55.096900	0.0000****
	2004		2005	
LSAT	0.306610	1.3588****	0.296057	1.3445****
UGPA	1.684629	5.3905****	1.659836	5.2584****
Black	3.337772	28.1563****	2.915559	18.459****
Asian	-0.348880	0.7055*	-0.251630	0.7775^{ns}
Hispanic	1.238858	3.4517****	1.205995	3.3401****
Sex	0.450005	1.5683****	0.595265	1.8135****
Residency	1.586313	4.8857****	1.400900	4.0589****
Alum	0.783088	2.1882^{ns}	0.602945	1.8275^{ns}
Constant	-58.683400	0.0000****	-57.208400	0.0000****

**p<0.05, **p<0.01, ***p<0.001, ****p<0.0001, ^{ns}Not statistically significant.*

Appendix 2. Calculating the Probability of Admission

Probability of Admission to UM Law School = A/(1+A)

1999
A = EXP((0.264873*LSAT) + (3.846484*UGPA) + (3.586186*Black) + (-0.82628*Asian)
+ (1.351508*Hispanic) + (-0.0277*Sex) + (-0.09389*Residency)
+ (-0.44127*Alum) + (-57.3399)).

2003
A = EXP((0.278935*LSAT) + (2.054492*UGPA) + (3.190975*Black) + (-0.26711*Asian)
+ (0.631269*Hispanic) + (0.47758*7Sex) + (1.3446*Residency) + (1.111562*Alum) + -55.0969)).

2004
A = EXP((0.30661*LSAT) + (1.684629*UGPA) + (3.337772*Black) + (-0.34888*Asian)
+ (1.238858*Hispanic) + (0.450005*Sex) + (1.586313*Residency) + (0.783088*Alum)
+(-58.6834)).

2005
A = EXP((0.296057*LSAT)+(1.659836*UGPA)+(2.915559*Black) + (-.25163*Asian)
+(1.205995*Hispanic) + (0.595265*Sex) + (1.4009*Residency) + (0.602945*Alum)
+ (-57.2084)).

CENTER FOR EQUAL OPPORTUNITY

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Linda Chavez, Chairman