Overview of Presentation

• Our undergraduate student demographic changes in recent years
  – Campus trends over time
  – UCI compared with peer institutions

• Student Success trends
  – Campus trends
  – Comparative trends
Overview of Presentation

• Our graduate student demographic changes in recent years
  – UCI compared with peer institutions over time

• Faculty and Staff demographic trends
  – Faculty Comparative trends over time
  – Non-instructional Staff
Office of Institutional Research

Who we are

We perform research, analysis, and reporting that supports campus academic planning, strategic decision-making, enrollment management, and program assessment. Our office collects, analyzes, and interprets a wide variety of data about UC Irvine and its external environment for the purposes of assessing institutional outcomes, measuring institutional performance against strategic planning goals, comparative analysis with peer institutions, and reporting to campus constituencies and external agencies.

http://www.oir.uci.edu
Or in summary:
Undergraduate Student Trends: Our undergraduate enrollments have grown…

Undergraduate Enrollment Trends
1998-99 to 2017-18

Source: OIR's tbl3rdWeekStudents, various years.
But our plans are for the Undergraduate enrollment to decrease after peaking over the next couple of years...
Our growth has come at a time when our student characteristics are changing…

Undergraduate Enrollment by Ethnicity
1998-99 to 2017-18

Source: OIR’s tbl3rdWeekStudents, various years.
Better seen as percentages of our total undergraduate enrollment…

Undergraduate Enrollment by Ethnicity
1998-99 to 2017-18

Source: OIR's tbl3rdWeekStudents, various years.
We can expect continued growth in our Hispanic enrollments in particular…
Especially given our local top 5 feeder counties…

Race and Ethnicity Percentages of recent 5 Top Feeder Counties by Age and Year

Counties: Los Angeles, Orange, Riverside, San Bernardino and San Diego.

Year: 2010 2015 2020 2025 2030 2035 2040 2045 2050 2055 2060

Using the most recently available data, UCI is 3rd of AAUs in terms of Under-represented minority enrollments.

Under-represented Minority Undergraduate Enrollments as a Percentage of Undergraduate Total Enrollments at AAU Institutions

Academic Year: 2016-2017

Source: IPEDS Fall Enrollment data, AAUDE Data Warehouse queried on 09/10/18.
Which is a significant change for us from just a few years before, we were about 15th…

Under-represented Minority Undergraduate Enrollments as a Percentage of Undergraduate Total Enrollments at AAU Institutions
Academic Year: 2010-2011

Source: IPEDS Fall Enrollment data, AAUDE Data Warehouse queried on 09/17/17.

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And as we look to the future, UCI is a leader in terms of Under-represented New Freshman % among AAUs.

Under-represented Minority First-time, Full-time Freshman Enrollments as a Percentage of Total First-time, Full-time Freshman Enrollments at AAU Institutions

Academic Year: 2016-2017

Source: IPEDS Fall Enrollment data-Student Type: Full-time, first-time, first-year, degree-seeking undergraduates, AAUDE Data Warehouse queried on 09/10/18.
And if we think about the percentage of total minority undergraduate enrollments... well, we are #1
A Review and Exploration of Success Trends

And we have been for years...

UCI's Percentage of Undergraduate Minority Enrollments from 2000-01 to 2016-17 and rank among AAU Institutions

Source: IPEDS Fall Enrollment data, AAUDE Data Warehouse queried on 09/10/18.

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Not only are our undergraduates made up of a high percentage of ethnic minorities, but also other ‘At Risk’ groups – Low income…

**Percentage of Undergraduates Receiving Pell Grants**
Percentage type: Percent of undergraduate students receiving Pell grants, Year: 2013-2014

Source: IPEDS Financial Aid data, AAUDE Data Warehouse queried on 09/10/18.
Not only are our undergraduates made up of a high percentage of ethnic minorities, but also other ‘At Risk’ groups – Low income…

Source: IPEDS Financial Aid data, AAUDE Data Warehouse queried on 09/10/18.
Why is this important? Well, there are often Achievement gaps for under-represented students, whether ethnic, economic, or other characteristics with various student success measures. For URM for instance:

### UCI Achievement Gaps by Measure and Under-Represented Minority Status

<table>
<thead>
<tr>
<th>2nd Year Retention</th>
<th>4 Year Graduation</th>
<th>6 Year Graduation</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1    6.6    3.2  2.4  6.3  7.4  7.8  5.1  4.8  4.8  4.6</td>
<td>12.9 18.5 14.7 10.5 14.5 20.7 17.1 14.6</td>
<td>8.3 9.1 6.3 5.7 8.5 11.1</td>
</tr>
</tbody>
</table>

Source: CSRDE AAUDE data, AAUDE Data Warehouse queried on 09/10/18.
But even with our internal Achievement Gaps, our freshman cohorts usually perform better than our AAU Public Peers…

UCI and AAU Publics 2nd Year Retention Rates by Ethnicity from 2006 to 2015

Source: CSRDE AAUDE data, AAUDE Data Warehouse queried on 09/10/18.
But even with our internal Achievement Gaps, our freshman cohorts usually perform better than our AAU Public Peers...

UCI and AAU Publics 4 Year Graduation Rates by Ethnicity from 2004 to 2012

<table>
<thead>
<tr>
<th></th>
<th>URM</th>
<th>Non-URM</th>
<th>International</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gap:</td>
<td>13.5</td>
<td>12.5</td>
<td>7.1</td>
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<tr>
<td></td>
<td>12.1</td>
<td>11.6</td>
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<td>14.0</td>
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<td></td>
<td>11.0</td>
<td>12.9</td>
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<td>16.8</td>
<td>14.5</td>
<td>16.2</td>
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<td>12.6</td>
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<td>8.4</td>
<td>16.2</td>
<td>11.6</td>
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<td>16.2</td>
<td>6.5</td>
</tr>
</tbody>
</table>

4 Year Graduation Rates

Academic Year

Public

UCI

Source: CSRDE AAUDE data, AAUDE Data Warehouse queried on 09/10/18.
But even with our internal Achievement Gaps, our freshman cohorts usually perform better than our AAU Public Peers…

UCI and AAU Publics 6 Year Graduation Rates by Ethnicity from 2004 to 2010

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<tbody>
<tr>
<td>Gap:</td>
<td>10.8 9.5 8.3 11.2 12.4 9.9 5.9</td>
<td>7.7 7.6 8.5 8.6 9.5 8.9 7.8</td>
<td>2.0 0.4 3.5 -5.7 2.5 4.1 -2.6</td>
</tr>
</tbody>
</table>

6 Year Graduation Rates

Academic Year

Public

UCI

Source: CSRDE AAUDE data, AAUDE Data Warehouse queried on 09/10/18.
And the size of our Low Income or 1st Generation Enrollments and overall student success rates make us stand out from the pack…

AAU Institutions and their Percentage of Pell Undergraduates and 6 Year Graduation Rates

- Completion rate for first-time, full-time students at four-year institutions (150% of expected time to completion)
- Percentage of undergraduates who receive a Pell Grant

Size of bubble reflects number of Pell Undergraduates

Source: College Scorecard data, 2015-16 Academic Year, queried from AAUDE Data Warehouse on 09/10/2018.
4 Year Graduation Rates with Percentage of Pell Grants…

AAU Institutions and their Percentage of Pell Undergraduates and 4 Year Graduation Rates

Completion rate for first-time, full-time students at four-year institutions (100% of expected time to completion)

Percentage of undergraduates who receive a Pell Grant

- UCI
- AAU UCs
- Public AAUs
- Private AAUs
- AAU Median

Source: College Scorecard data, 2015-16 Academic Year, queried from AAUDE Data Warehouse on 09/10/2018.
6 Year Graduation Rates with Percentage of 1st Generation Enrollments…

AAU Institutions and their Percentage of 1st Generation Undergraduates and 6 Year Graduation Rates

Completion rate for first-time, full-time students at four-year institutions (150% of expected time to completion)

Percentage first-generation students

Size of bubble reflects number of 1st Generation Undergraduates

Source: College Scorecard data, 2015-16 Academic Year, queried from AAUDE Data Warehouse on 09/10/2018.
4 Year Graduation Rates with Percentage of 1st Generation Enrollments…

AAU Institutions and their Percentage of 1st Generation Undergraduates and 4 Year Graduation Rates

Size of bubble reflects number of 1st Generation Undergraduates

Completion rate for first-time, full-time students at four-year institutions (100% of expected time to completion)

Percentage first-generation students

Source: College Scorecard data, 2015-16 Academic Year, queried from AAUDE Data Warehouse on 09/10/2018.
Why we do better than our AAU Public Peers we are not sure, although there are several theories.

But we need to find out what is the “UCI magic” so we can improve it and make it work more widely across a spectrum of our at-risk student populations.
With our own data, we can see how combinations of these At-Risk factors have been increasing in our undergraduates...
And the impact of combinations of these At-Risk factors on Student Success rates: 2nd Year Retention...
And the impact of combinations of these At-Risk factors on Student Success rates: 4 Year Graduation rates…

At-Risk Student Population combinations and 4 Year Graduation Rates of New Freshman

Source: OIR's tblGraduation table, various years.
And the impact of combinations of these At-Risk factors on Student Success rates: 6 Year Graduation rates

At-Risk Student Population combinations and 6 Year Graduation Rates of New Freshman

Source: OIR's tblGraduation table, various years.
I had mentioned that our plans are for the Undergraduate enrollment to decrease in coming years, with our plan being that we will be increasing our Graduate enrollments in the coming years…
How do our Graduate Enrollments compare on diversity with other AAUs?
It is not at the level of our Undergraduate proportions, but it is improving

Under-represented Minority Graduate Enrollments as a Percentage of Graduate Total Enrollments at AAU Institutions
Academic Year: 2016-2017

Source: IPEDS Fall Enrollment data.
Over where it was a few years ago…

Under-represented Minority Graduate Enrollments
as a Percentage of Graduate Total Enrollments at AAU Institutions
Academic Year: 2010-2011

Source: IPEDS Fall Enrollment data.
And when you examine it with a view for all Minority groups, the relative picture stays the same, with UCI in the top 5 in the nation...

Graduate Minority Enrollments as a Percentage of Total Graduate Enrollments at AAU Institutions
Academic Year: 2016-2017

Source: IPEDS Fall Enrollment data.
When it comes to International Graduate enrollments, we are right in the middle of the AAUs…

International Graduate Enrollments
as a Percentage of Graduate Total Enrollments at AAU Institutions
Academic Year: 2016-2017

Source: IPEDS Fall Enrollment data.
And near the bottom quartile in terms of Women Graduate enrollments…
Let’s focus in on the Diversity of our Ph.D. students,

who will make up the pool of future faculty…
Numerically, UCI is above the median, but not by much. And few of the AAUs graduate more than a 100 Under-represented Minority PhDs...

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/11/18.
But when considered proportionately, UCI is in the top 5 among AAUs and leads the AAU UCs…

Under-represented Minority Ph.D. Degrees Awarded as a Percentage of Total Ph.D. Degrees Awarded at AAU Institutions
Academic Year: 2016-2017

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/11/18.
And is a substantial change from just a few years ago in terms of proportions…

Under-represented Minority Ph.D. Degrees Awarded as a Percentage of Total Ph.D. Degrees Awarded at AAU Institutions
Academic Year: 2011-2012

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/11/18.
As well as in number…

Number of Under-represented Minority Ph.D. Degrees Awarded
at AAU Institutions
Academic Year: 2011-2012

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/11/18.

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Disciplines where UCI produces a high proportion of URM PhDs include the Biological Sciences…

Under-represented Minority Ph.D. Degrees Awarded as a Percentage of Total Ph.D. Degrees Awarded at AAU Institutions in the Biological / Biomedical Sciences Disciplines

Academic Year: 2016-2017

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/11/18.
Which relates to the following actual number of Biological Sciences PhDs…

Number of Under-represented Minority Ph.D. Degrees Awarded at AAU Institutions in the Biological / Biomedical Sciences Disciplines
Academic Year: 2016-2017

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/11/18.
... the Physical Sciences

Under-represented Minority Ph.D. Degrees Awarded as a Percentage of Total Ph.D. Degrees Awarded at AAU Institutions in the Physical Sciences Disciplines
Academic Year: 2016-2017

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/11/18.
... and its number of PhDs

Number of Under-represented Minority Ph.D. Degrees Awarded at AAU Institutions in the Physical Sciences Disciplines Academic Year: 2016-2017

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/1/18.
...and the Social Sciences

Under-represented Minority Ph.D. Degrees Awarded as a Percentage of Total Ph.D. Degrees Awarded at AAU Institutions in the Social Sciences Disciplines
Academic Year: 2016-2017

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/11/18.
...and the number of PhDs in the Social Sciences

Number of Under-represented Minority Ph.D. Degrees Awarded at AAU Institutions in the Social Sciences Disciplines
Academic Year: 2016-2017

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/11/18.
In terms of Gender Diversity of our Ph.D. students,

UCI lags behind our peers…
Overall, we are in the bottom quartile on the percentage of Women PhD degrees.
Which when examined in terms of the number of PhD degrees granted to Women, it is a bit better.
And a Discipline where UCI is in the top 10 among AAUs in the granting of PhD degrees to Women is Business

Ph.D. Degrees Awarded to Women
as a Percentage of Total Ph.D. Degrees Awarded at AAU Institutions
in the Business Disciplines
Academic Year: 2016-2017

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/09/18.
Which equated to about 5 women earning PhDs in Business...

Source: IPEDS Degrees Completion data, AAUDE Data Warehouse queried on 09/09/18.
How does UCI’s Faculty stack up with our AAU peers in terms of diversity?
Well, not too bad! We are the top when it comes to Minority Professors…
(Minority in this case includes the Asian ethnicities)

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/12/18.
And in the top 5 for Minority Assistant Professors…

Minority Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Assistant Professors
Academic Year: 2016-2017

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
In the top 10 for Minority Associate Professors…

Minority Tenured or Tenure-track Faculty by Rank
as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Associate Professors
Academic Year: 2016-2017

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
And at the top for Minority Full Professors...
Focusing on URM Faculty, we are just in the top 10 of AAUs for our ladder rank faculty…
With our Assistant Professors’ percentage, we are 6th among AAUs...
10th for Associate Professors…

Under-represented Minority Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Associate Professors
Academic Year: 2016-2017

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.

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And 12th for Full Professor ranks…

Under-represented Minority Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Professors
Academic Year: 2016-2017

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
We have improved slightly from where we were just a few years ago, when we ranked 13th among the AAUs...

Under-represented Minority Tenured or Tenure-track Faculty as a Percentage of Faculty in Rank at AAU Institutions
Academic Year: 2012-2013

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
And we have improved from where we were just a few years ago at the various ranks...
And we have improved from where we were just a few years ago at the various ranks...

Under-represented Minority Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Associate Professors
Academic Year: 2012-2013

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
But in the case of Full Professors, a few years ago with the same percentage we had a better rank among the AAUs.
In terms of Gender diversity, we are in the top 15 with our proportion of Ladder Rank Women Faculty at UCI...

Women Tenured or Tenure-track Faculty as a Percentage of Faculty in Rank at AAU Institutions
Academic Year: 2016-2017

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
And have better percentages in our lower ranks of Women Ladder Rank Faculty at UCI…

Women Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Assistant Professors
Academic Year: 2016-2017

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
And have better percentages in our lower ranks of Women Ladder Rank Faculty at UCI...

Women Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Associate Professors
Academic Year: 2016-2017
With Full Professor Women coming in at only 28%, which still places us 11th among the AAUs...

Women Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Professors
Academic Year: 2016-2017

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
Which is similar to where we were a few years ago, except in the case of Assistant Professor ranks…

Women Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Assistant Professors
Academic Year: 2012-2013

Source: IPEDS Fall Full-time Instructional Staff Survey, AADE Data Warehouse queried on 09/11/18.
Which is similar to where we were a few years ago, except in the case of Assistant Professor ranks…

Women Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Associate Professors
Academic Year: 2012-2013

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
Which is similar to where we were a few years ago, except in the case of Assistant Professor ranks…

Women Tenured or Tenure-track Faculty by Rank as a Percentage of Faculty in Rank at AAU Institutions
Faculty Rank: Professors
Academic Year: 2012-2013

Source: IPEDS Fall Full-time Instructional Staff Survey, AAUDE Data Warehouse queried on 09/11/18.
In terms of our International Faculty, our percentage falls about in the middle of AAUs...
Finally, how well does the full-time non-instructional staff line up with other AAU’s in terms of the percentage of under-represented minority employees?
It is a mixed picture for the various occupation classifications. In about half of the occupational categories UCI is at or above the 75th percentile relative to AAU peers...

Under-represented Minority Full-Time Non-Instructional Staff by Occupation as a Percentage of Total Full-Time Non-Instructional Staff at AAU Institutions

Academic Year: 2016-2017

Note: UCI’s URM percentage is the yellow dot on each of the box plots.

Source: IPEDS Fall Staff Survey for Non-instructional staff by occupational category, AAUDE Data Warehouse queried on 09/12/18.
In Summary, there are many places where we can be proud as an institution about our impact on the lives of students, particularly from under-represented backgrounds.

But it is also clear that we have room to improve on training the next generation of URM and Women faculty for the nation, as well as making sure our own faculty are representative of our student populations.
Thank you.

Questions?

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