



UNIVERSITY *of* CALIFORNIA



Graduate Diversity at the University of California

George Blumenthal

Chair, Work Team on Graduate and Professional Student Diversity
UC Regents' Study Group on University Diversity
and Chancellor, UC Santa Cruz

Council of Graduate Deans

Oakland ~ February 5, 2007

UC Regents' Study Group on University Diversity

Report to the Regents, September 2007

Four Work Team Reports

Undergraduate Diversity

- Chair, Michael Brown, Systemwide Academic Senate Chair

Graduate and Professional School Student Diversity

- Chair, George Blumenthal, Chancellor, UCSC

Faculty Diversity

- Chair, Gibor Basri, Vice Chancellor Equity, UCB

Campus Climate

- Chair, Student Regent Maria Ledesma

Graduate Diversity at the University of California

- Key Findings
- Recommendations
- Discussion: How to Move Forward

Work Team on Graduate and Professional School Student Diversity

<http://www.ucop.edu/acadadv/grad-diversity/>

Committee Members

- **George R. Blumenthal**, Work Team Chair; Acting Chancellor and Professor of Astronomy and Astrophysics, UC Santa Cruz
- **Benjamin Allen**, UC Student Regent and UC Berkeley Law Student
- **Eleanor V. Brewer**, UC Alumni Regent
- **Na'Shaun L. Neal**, UC Los Angeles Law Student
- **John B. Oakley**, Chair, UC Academic Senate, Professor of Law, UC Davis
- **Lawrence H. Pitts**, Professor of Neurosurgery, UC San Francisco
- **Peter Preuss**, UC Regent

Primary Staff Support

- **Susanne Kauer**, Coordinator, Graduate Diversity, UCOP
- **Patti Hiramoto**, Director, Equal Employment Opportunity and Affirmative Action, UC Santa Cruz

What Do We Mean By Diversity?

UC Academic Senate Diversity Statement

<http://www.ucop.edu/ucophome/coordrev/policy/PP063006DiversityStatement.pdf>

- Adopted by the Assembly of the Academic Senate, May 2006
- Endorsed by the President, June 2006
- Adopted by The Regents as University Policy, September 2007

What Do We Mean By Diversity?

*“....The University particularly acknowledges the **acute need to remove barriers** to the recruitment, retention, and advancement of talented students, faculty and staff **from historically excluded populations who are currently underrepresented....”***

-- Excerpt from the UC Academic Senate Diversity Statement

Why is Graduate Diversity Important?

WORK TEAM PHILOSOPHY

Diversity is a core component of excellence.
A careful assessment of excellence will yield a diverse population.

ACADEMIC MISSION: An academic community that reflects a diverse range of interests, abilities, life experiences and worldviews will enhance the academic mission of UC.

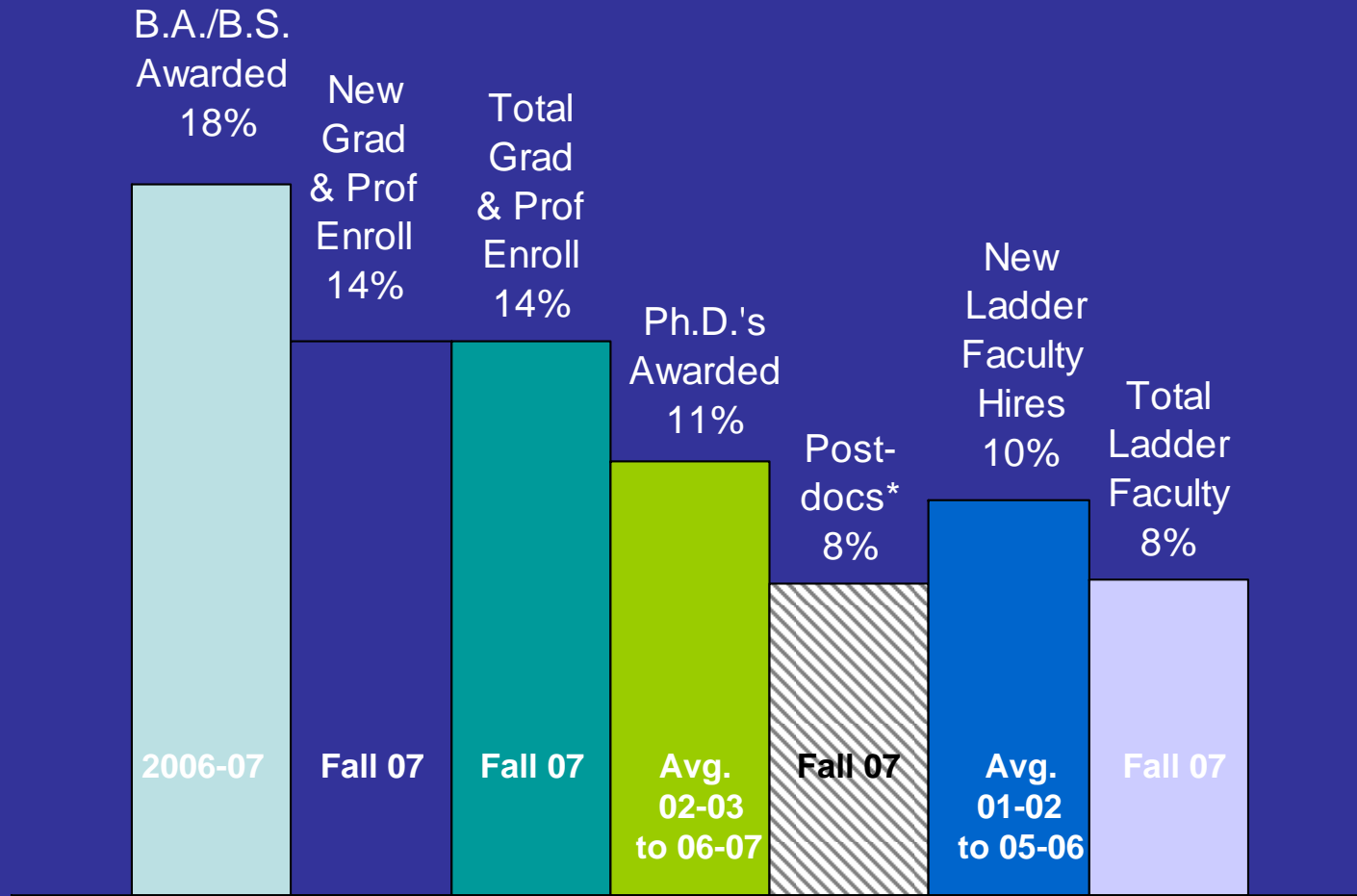
PUBLIC MISSION: UC best serves the State and nation by fully utilizing the intellectual resources inherent in the increasingly diverse society.

What About Proposition 209?

- Proposition 209 supports the University's commitment to eliminate discrimination and provide equal opportunity for all faculty and students.
- The University must take steps to address the barriers that prevent full participation of women and racial minorities in academia.

Percent of URM's in UC's Academic Community

(US Citizens and Permanent Residents Only)



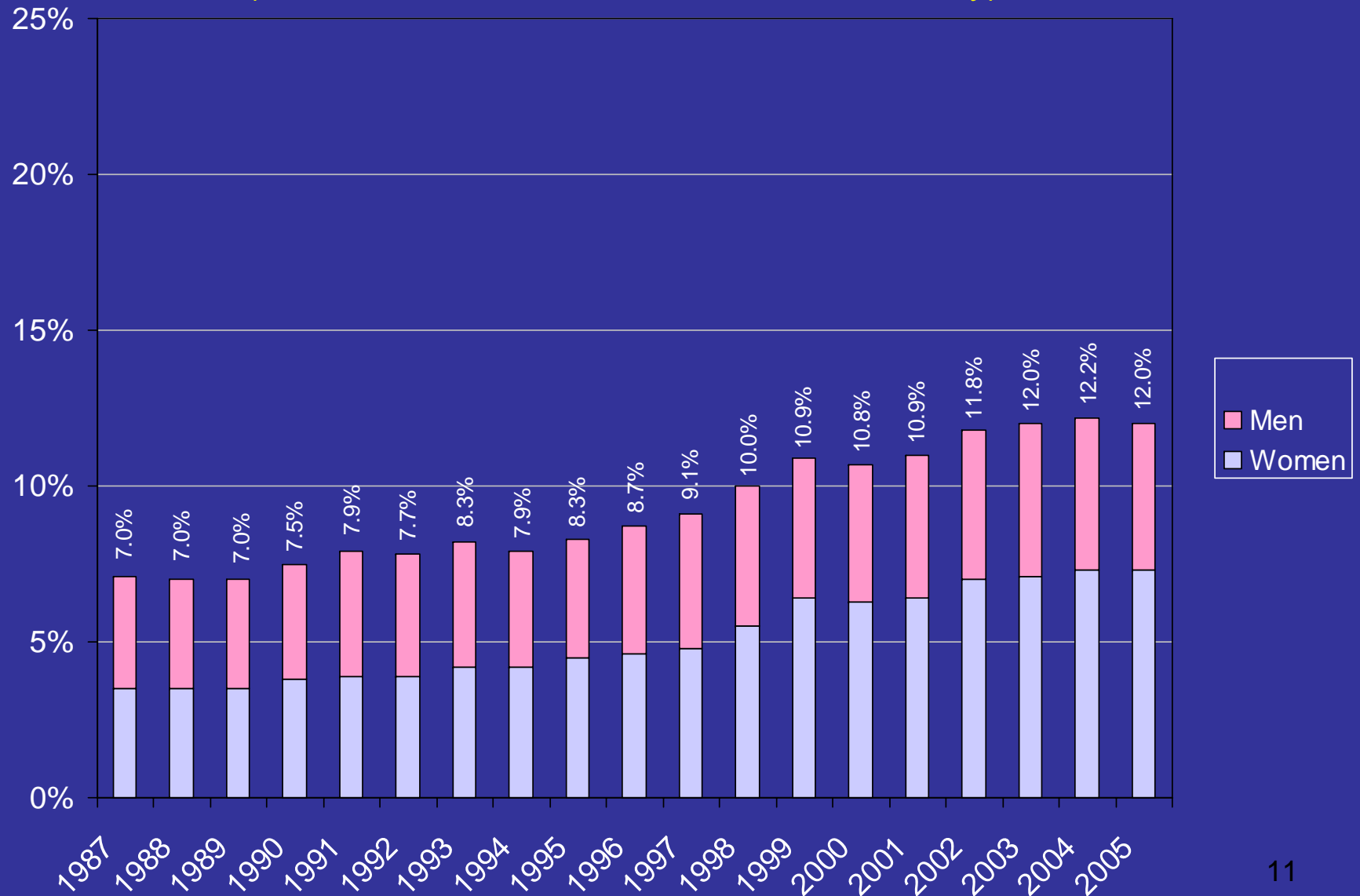
*Most postdocs are in science and engineering fields where percentages of URM's are especially low. Unlike students and faculty, a large proportion (~50%) of postdocs are international. Includes postdocs in medicine.

Key Finding

- The proportion of underrepresented minorities (URMs) at UC decreases at each stage of the academic community.

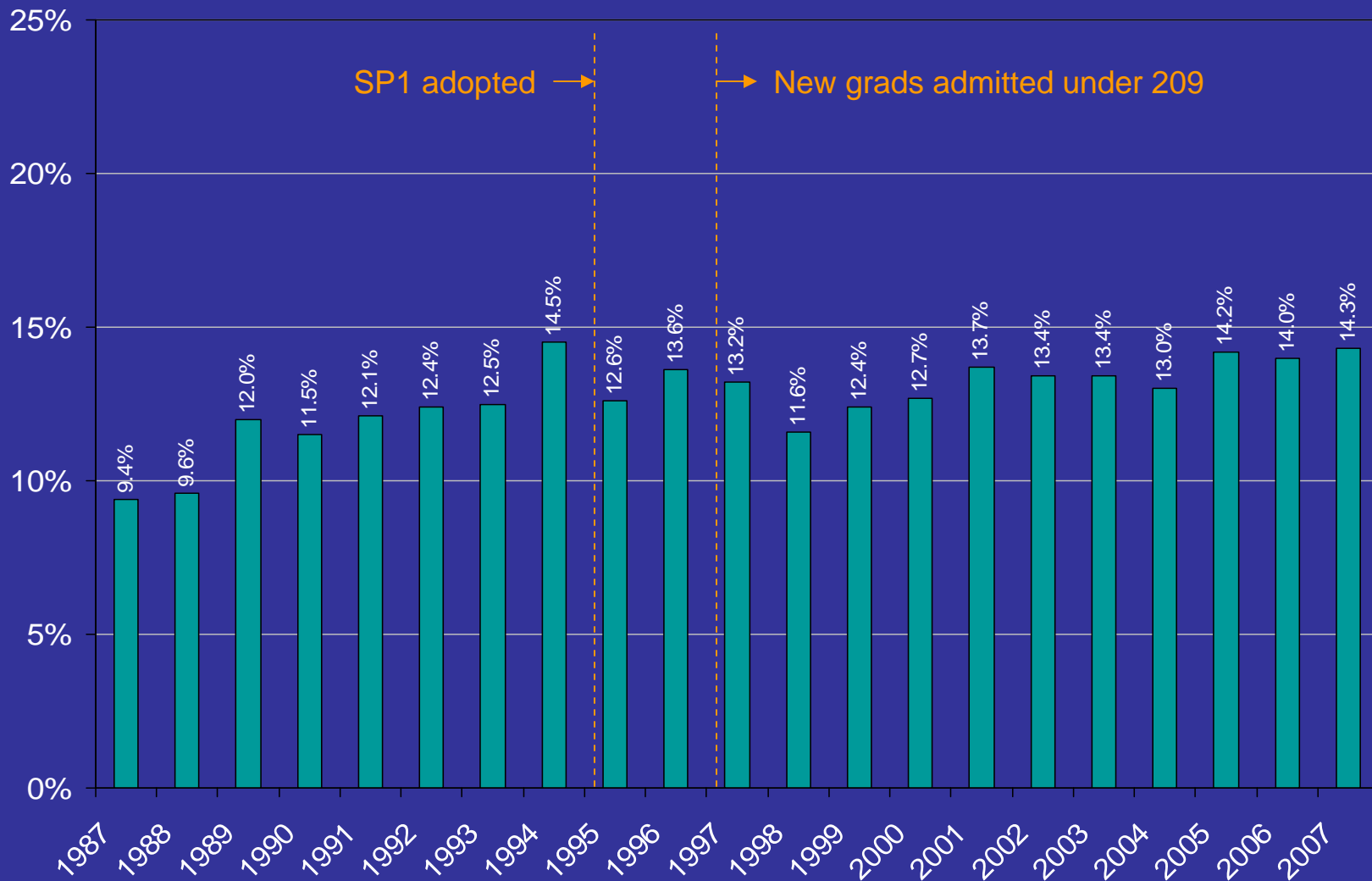
Percent of URM PhD Recipients from U.S. Universities, 1987-2005

(US Citizens and Permanent Residents Only)



Source: WebCASPAR, NSF Survey of Earned Doctorates

Percent of URM New Enrollments in UC Graduate Academic Programs, 1987-2007 (US Citizens and Permanent Residents Only)

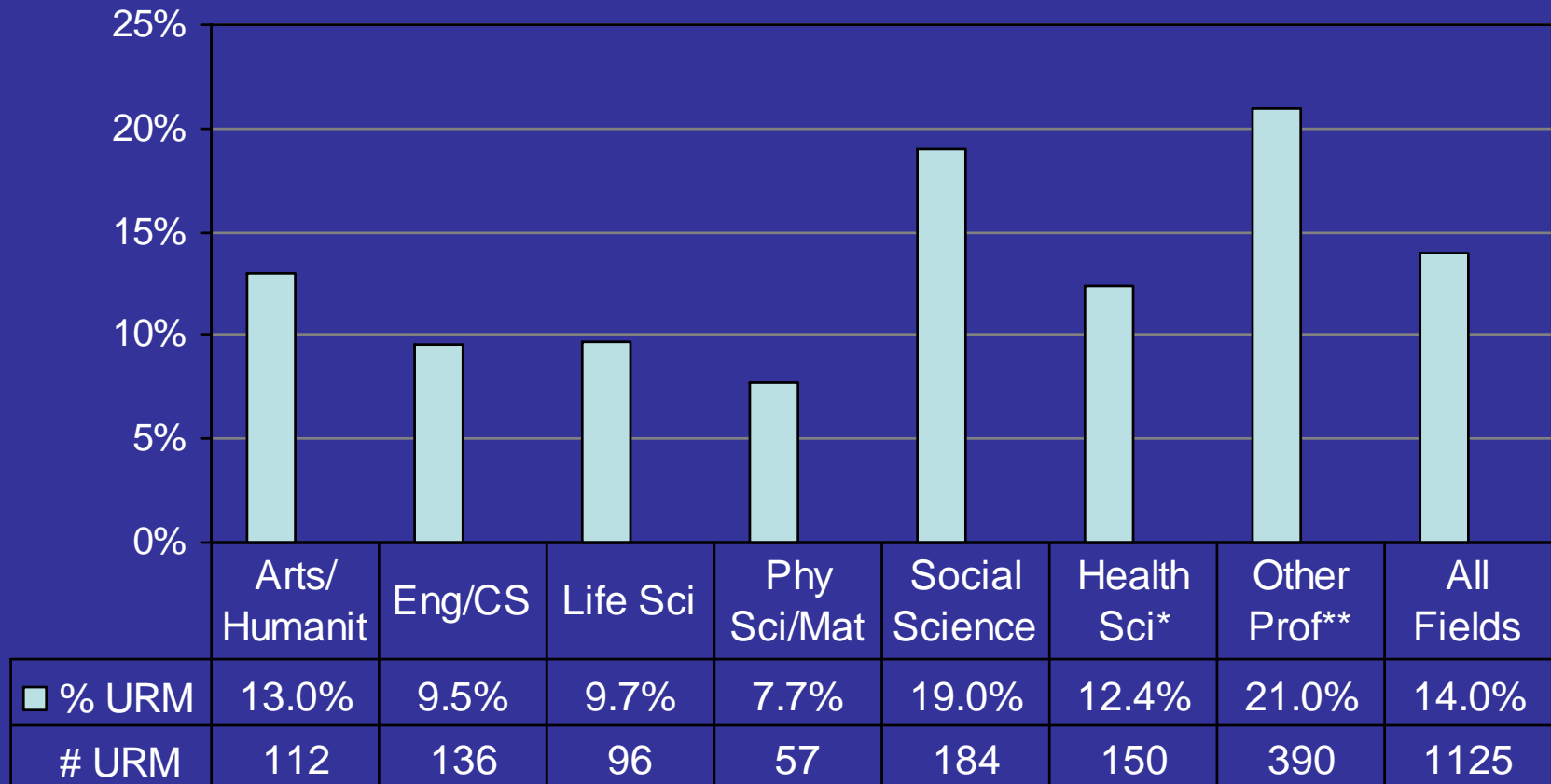


Key Finding

- Despite overall enrollment growth, proportions of URMs enrolled in UC's **graduate academic** degree programs have not increased in last decade.

Percent of New UC URM Graduate Enrollments by Discipline, Fall 2007

(US Citizens and Permanent Residents Only)

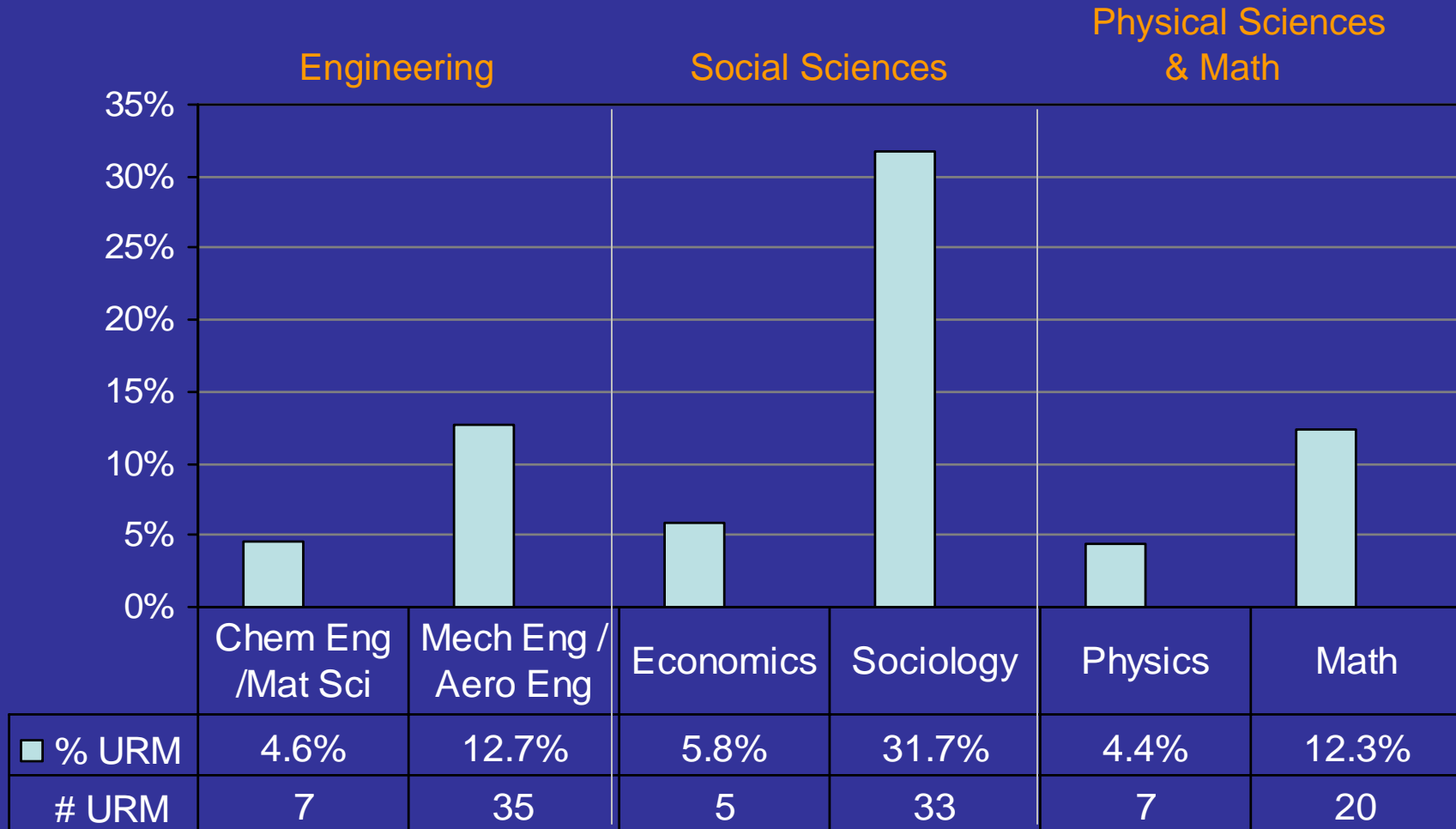


*Health Sci: veterinary medicine, dental sciences, nursing, pharmacy, public health, optometry, health professions.

**Other Prof: architecture, communications, education, interdisciplinary studies, library studies, public administration, and social welfare.

Percent of New UC URM Graduate Enrollments in Selected Fields, Fall 2007

(US Citizens and Permanent Residents Only)



Key Finding

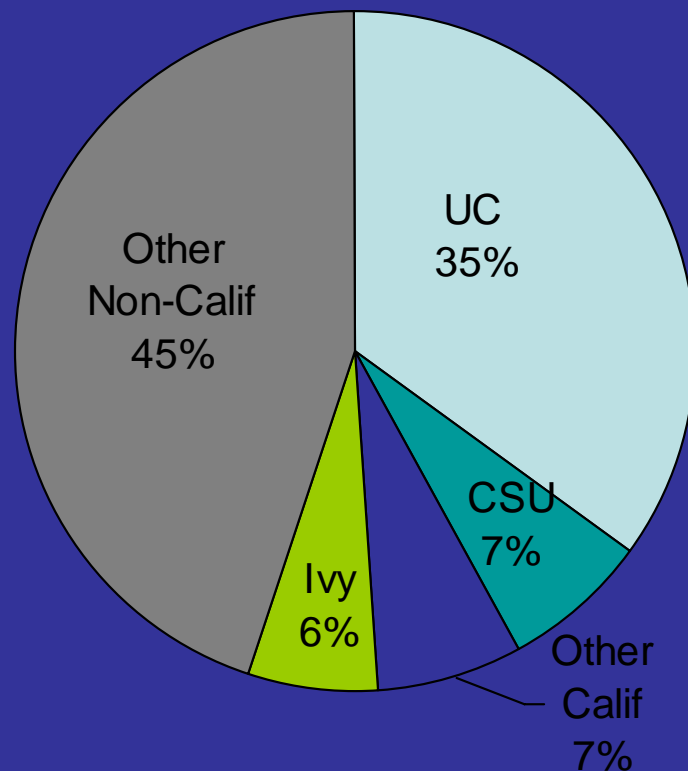
- Within UC's graduate academic disciplines **proportions of URMs vary**; aggregated numbers mask disparities in representation.

UC New Graduate & Professional Enrollments by Undergrad Institution Attended, Fall 2005

(US Citizens and Permanent Residents Only)

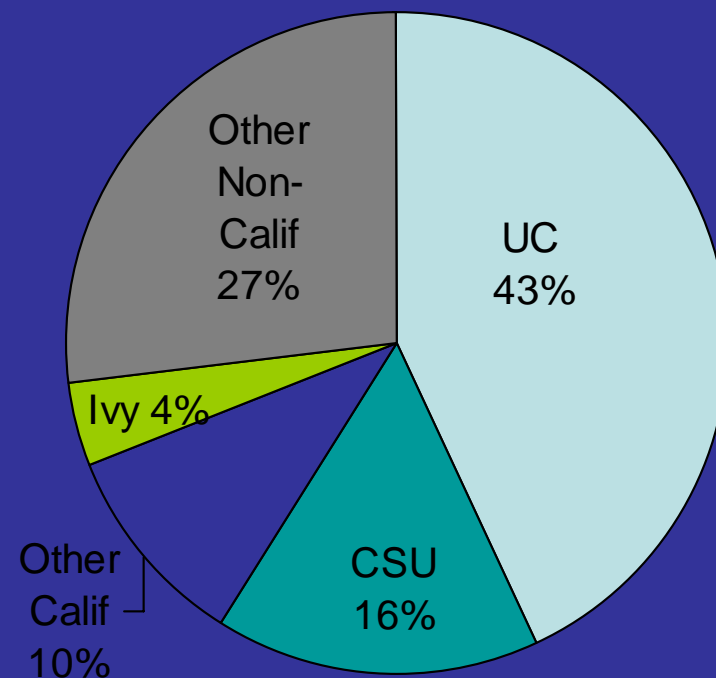
All New Enrollments

N = 9,125*



All URM Enrollments**

N = 996



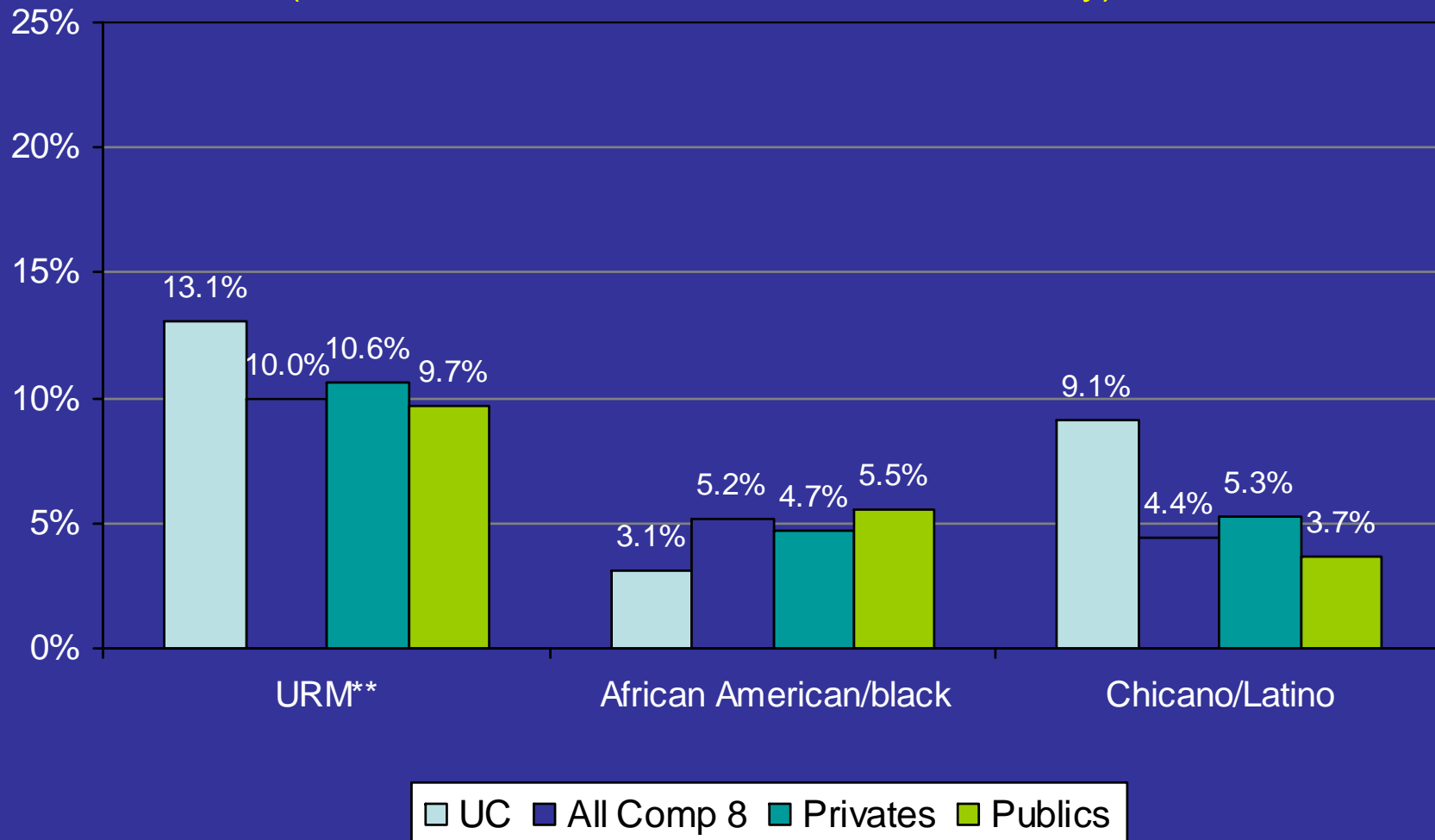
*Undergraduate institution was reported for 84% of new graduate and professional enrollees; numbers and percentages are based on reported totals.

Key Finding

- UC draws a large proportion of URMs from California. **California** may be an **even more important source** of URM graduate students than other graduate students.

URMs as Percentage of Graduate Students at UC and Comparison 8 Institutions,* Fall 2006

(US Citizens and Permanent Residents Only)

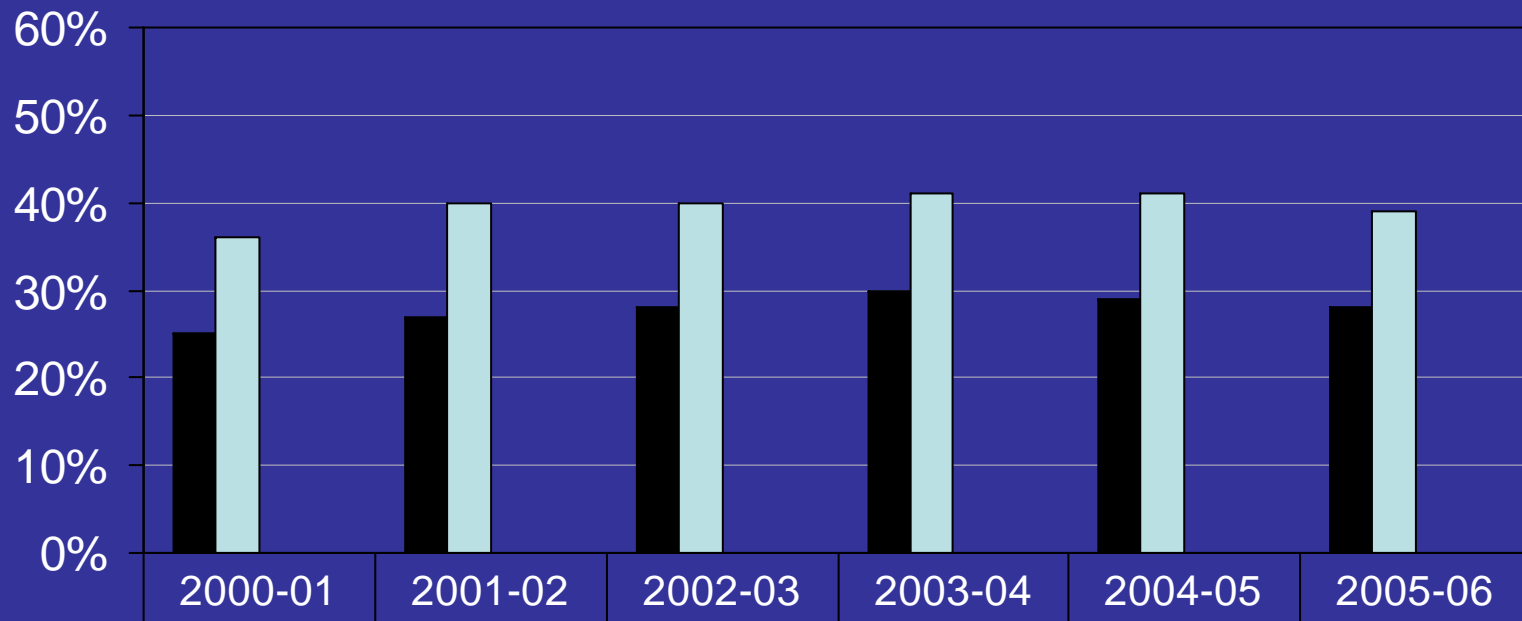


*Comparison institutions include: Privates - Harvard, Massachusetts Institute of Technology, Stanford, Yale; Publics – SUNY Buffalo, University of Illinois, University of Michigan and University of Virginia.

Key Finding

- In particular, **African American/black** graduate students at UC are underrepresented relative to national numbers.

Percent Borrowing Among UC Academic Doctoral Students (All Disciplines)



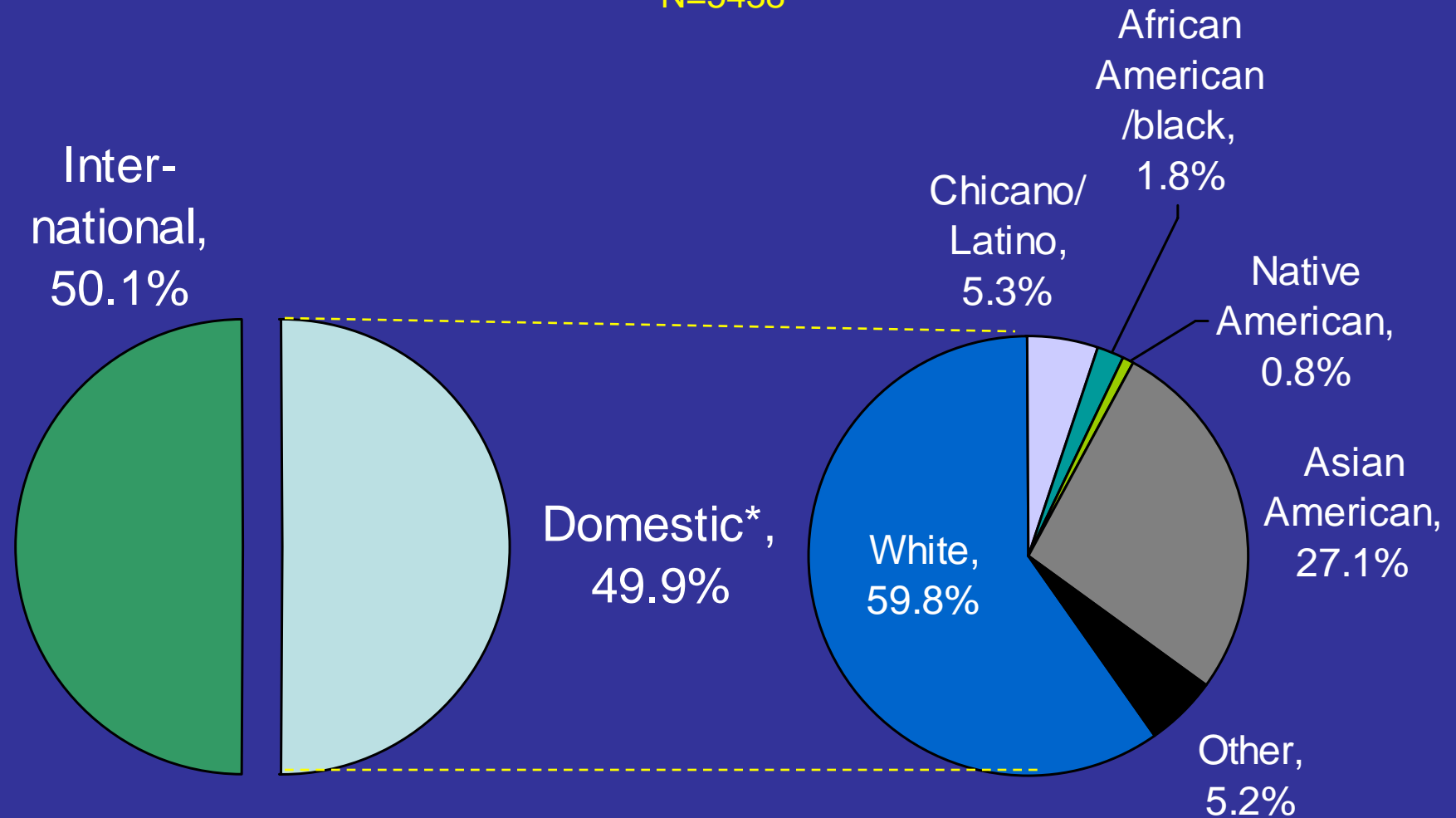
■ Non-URM	25%	27%	28%	30%	29%	28%
■ URM	36%	40%	40%	41%	41%	39%
# Non-URM	14,179	14,539	15,613	16,497	16,765	17,346
# URM	1,733	1,808	1,957	2,136	2,213	2,283

Key Finding

- URM graduate students are more **financially needy**. They have a higher frequency of borrowing and borrow slightly higher amounts.

UC Postdoctoral Scholar Population by National Origin and Ethnicity, Fall 2005

N=5438



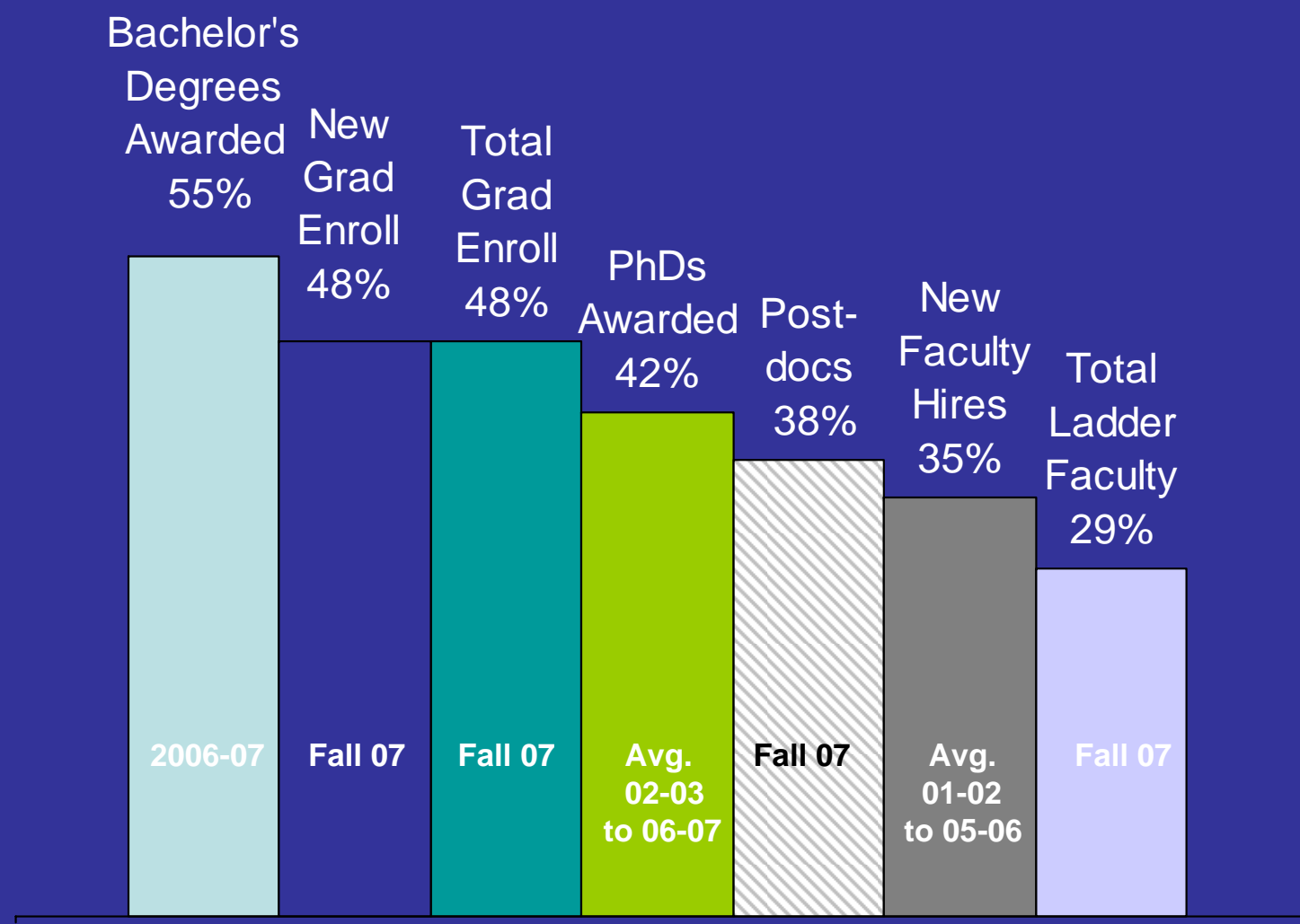
*Domestic: U.S. citizens and permanent residents.

Key Findings

- At the **postdoctoral level**, patterns of underrepresentation are similar to those in graduate programs, but underrepresentation is more acute.

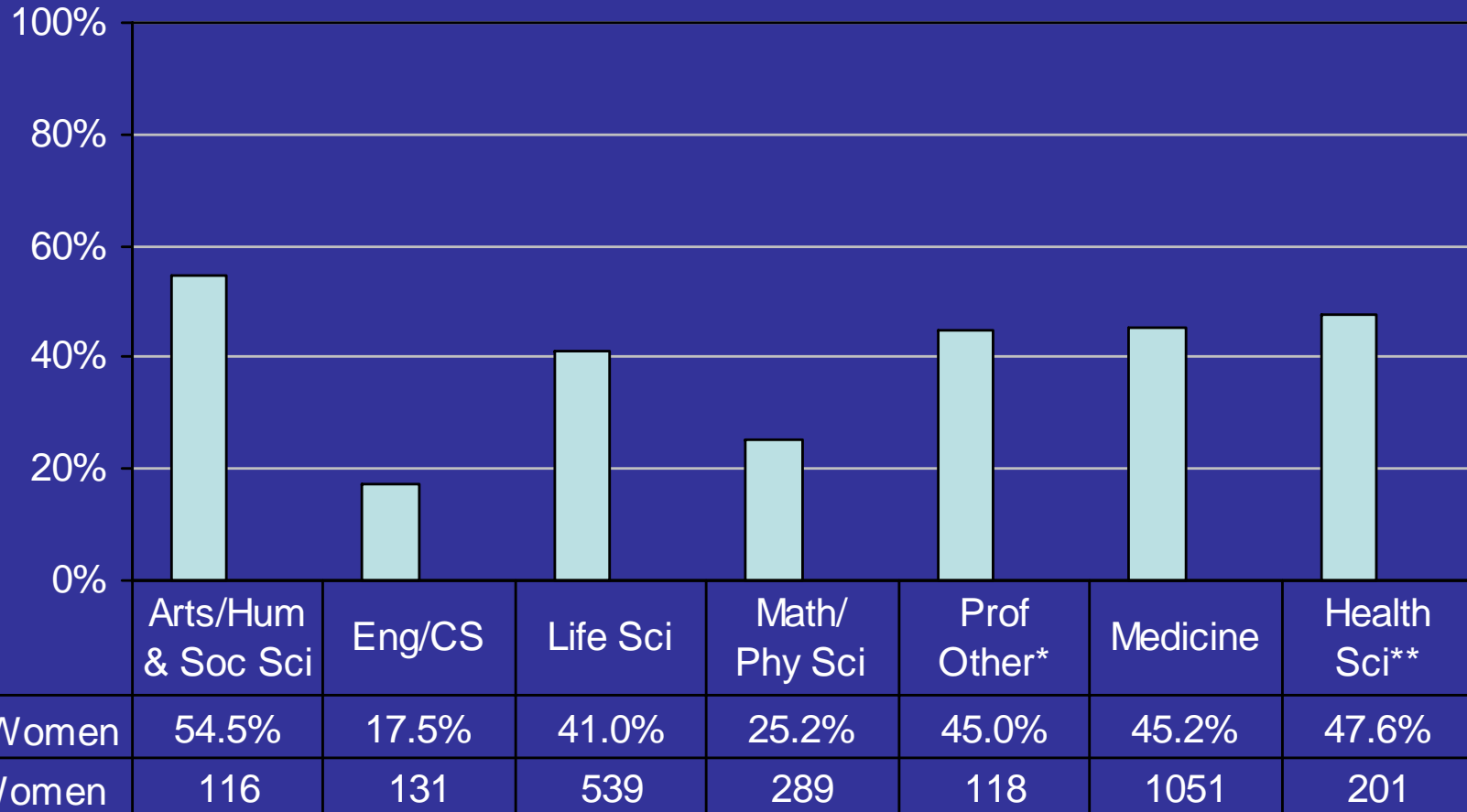
Percentage of Women in UC's Academic Community

(Domestic* and International Students)



*Domestic: U.S. citizens and permanent residents.

Percentage of Women Postdoctoral Scholars at UC by Discipline, Fall 2007 (Domestic and International Students)



*Health Sci: veterinary medicine, dental sciences, nursing, pharmacy, public health, optometry, health professions.

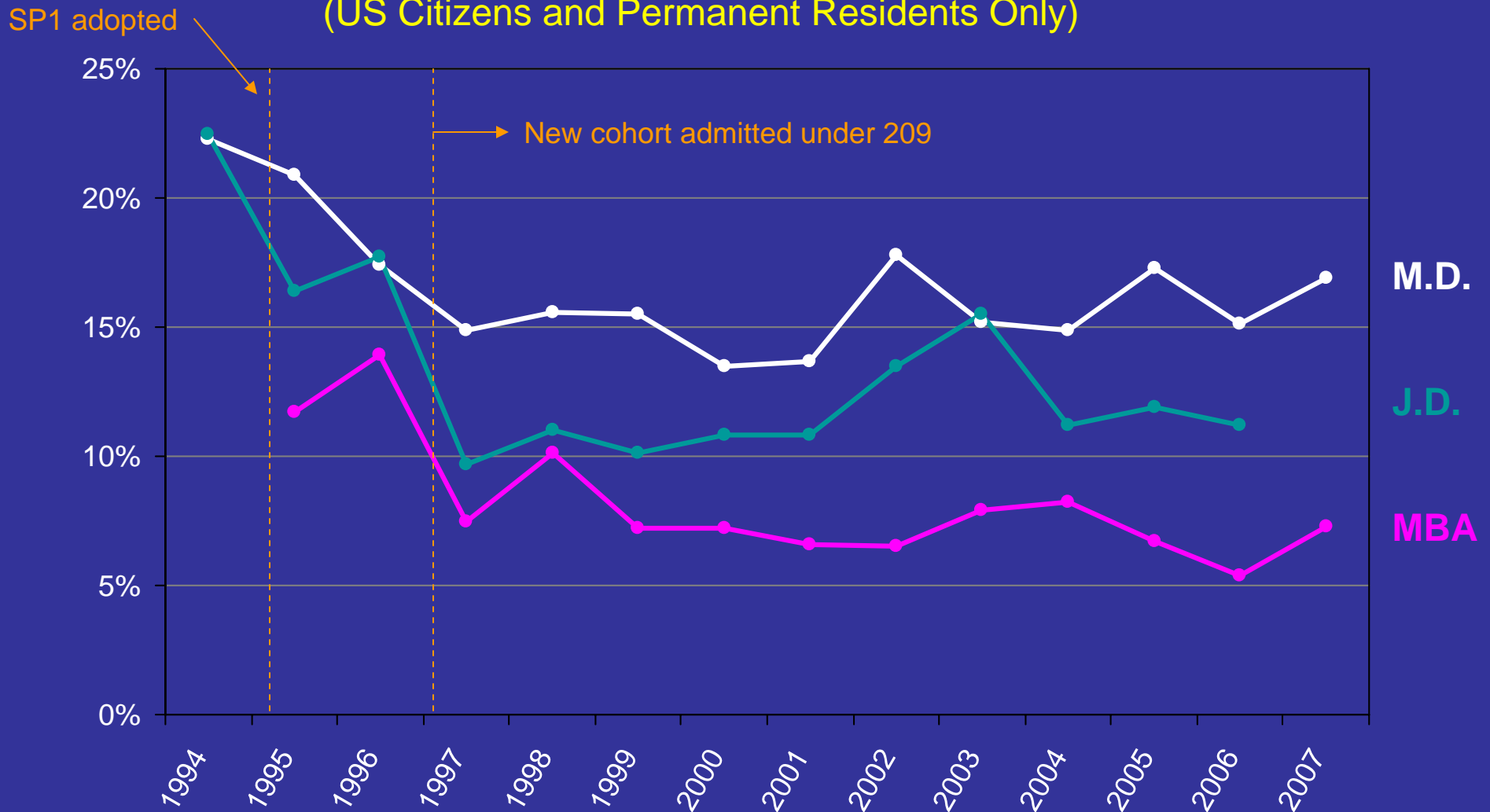
**Other Prof: architecture, communications, education, interdisciplinary studies, library studies, public administration, and social welfare.

Key Findings

- **Women** are represented in decreasing proportions at each stage of the academic community. Enrollments of women are particularly low in the STEM fields.

URMs as a Percentage of New Enrollments in UC's Three Largest Professional Programs

(US Citizens and Permanent Residents Only)



*M.D. metrics do not include partnership programs (e.g. UCLA-Drew University), which would raise figures 1-2%.
 J.D. metrics include UC Hastings. If Hastings is not included, the % URMs increases (between 1-4% over 15 years).
 MBA metrics do not include Executive MBA and Fully-Employed MBA programs. If included, the % URMs decreases by less than 1%.
 MBA data not available for 1994. JD data not yet available for 2007. All data is US Citizens and Permanent Residents only.
 Source: UCOP Academic Advancement from UCOP Corporate Student Data System UC Disc Codes (MBA), campus submission (JD), and AMA (MD).

Key Finding

- Enrollments of URM^s in UC **professional school programs** substantially declined following SP-1 and Proposition 209 and have not recovered.
- Enrollments of URM^s in UC **MBA programs** fell dramatically and remain low.

Selected UC Medical School Efforts to Improve Diversity

- Postbaccalaureate Programs
- PRIME Programs
- Summer Research Programs
- Community College, CSU & K-12 Outreach

Study Group on University Diversity

RECOMMENDATIONS UNANIMOUSLY APPROVED BY REGENTS

- Adopt as Regents Policy the University of California Diversity Statement
- Affirm that change is needed to achieve a level of diversity among students, faculty, and staff appropriate to our mission, as well as an open and inclusive climate on each of our campuses
- Require the President of the University to report annually to The Regents on the status of diversity at the University.

Study Group Next Steps

- Provost Hume charged with implementing Study Group and Work Team recommendations
- Work Team chairs to present reports at each 2008 Regents meeting
 - January: Faculty Diversity
 - March: Undergraduate Diversity
 - May: Graduate and Professional Student Diversity
 - July: Campus Climate and Staff Diversity
 - September: Annual Report

Work Team on Graduate Diversity

30 + Recommendations in 5 Key Areas

- Leadership
- Academic Planning
- Resource Allocation and Assessment
- Recruitment and Retention
- Accountability

Some Work Team Recommendations Relevant to Graduate Deans

- Establish and expand **academic preparation programs** that will attract URM.
- Develop and fund a **graduate version of UCUES.**
- Develop an **annual report from the president** assessing the diversity within all segments of our educational system.

Among the Recommendations, Graduate Divisions Can Provide Leadership in These Areas...

- Use a **broader definition of merit** in application selection and in awarding aid.
e.g., help departments understand how to use the application questions regarding diversity when reviewing applicants.
- Maximize **“in-reach” efforts** to UC undergraduates.
- Capitalize on the **diversity of students in the CSU.**
- Implement **recruitment and retention policies** that have a direct effect on diverse student populations.
e.g., childbirth accommodation policies
- Leverage organizations that **rank** university programs to include metrics on diversity.