



UC's Shrinking Pipeline: A Look at Underrepresented Minorities in the UC Pipeline

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UCOP Academic Advancement

Graduate Dean's Meeting 3/3/06



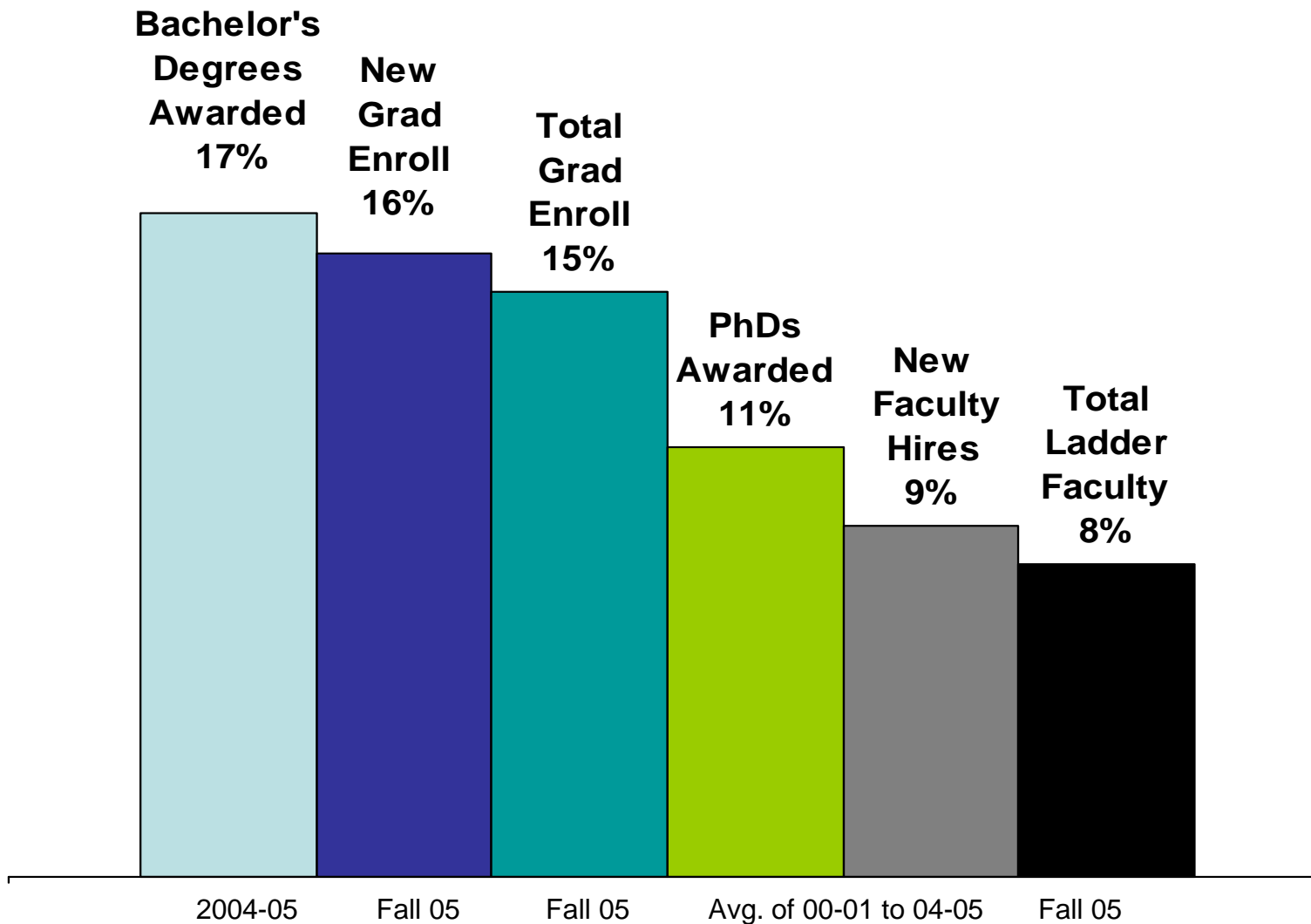
Definitions

- Student URM: Native American, African American, Chicano/Latino, Filipino
- New & Total Grad Enrollments: Master's, PhD's, Professional School students. Not including credential students.
- Doctorates: Academic PhD's only (no JD, MD, DDS, etc.)
- PhD's & New Faculty Hires: avg. over 5 years
- Except for Slide #4, URMs percentages are calculated in the context of the domestic student population.
- Domestic students: US citizens and permanent residents.
- Primary sources: UC Corporate Student System and Personnel System, spring 2006.

UC's Shrinking Pipeline

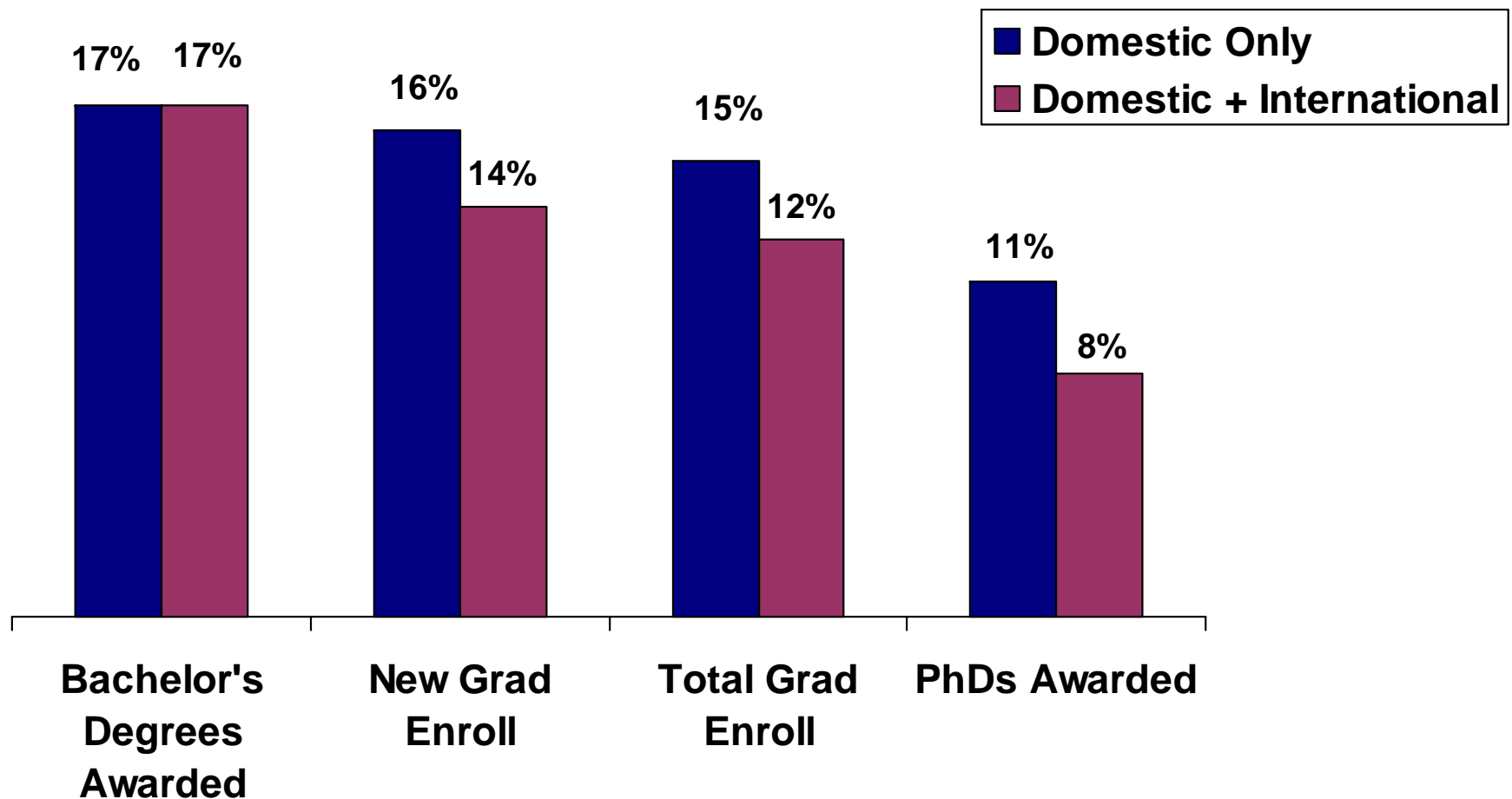
Percentage of Underrepresented Minorities in UC's Pipeline, by Level

Domestic Students Only



Pipeline Including International Students

Percentage of Underrepresented Minorities in UC's Pipeline, by Level
Including International Students

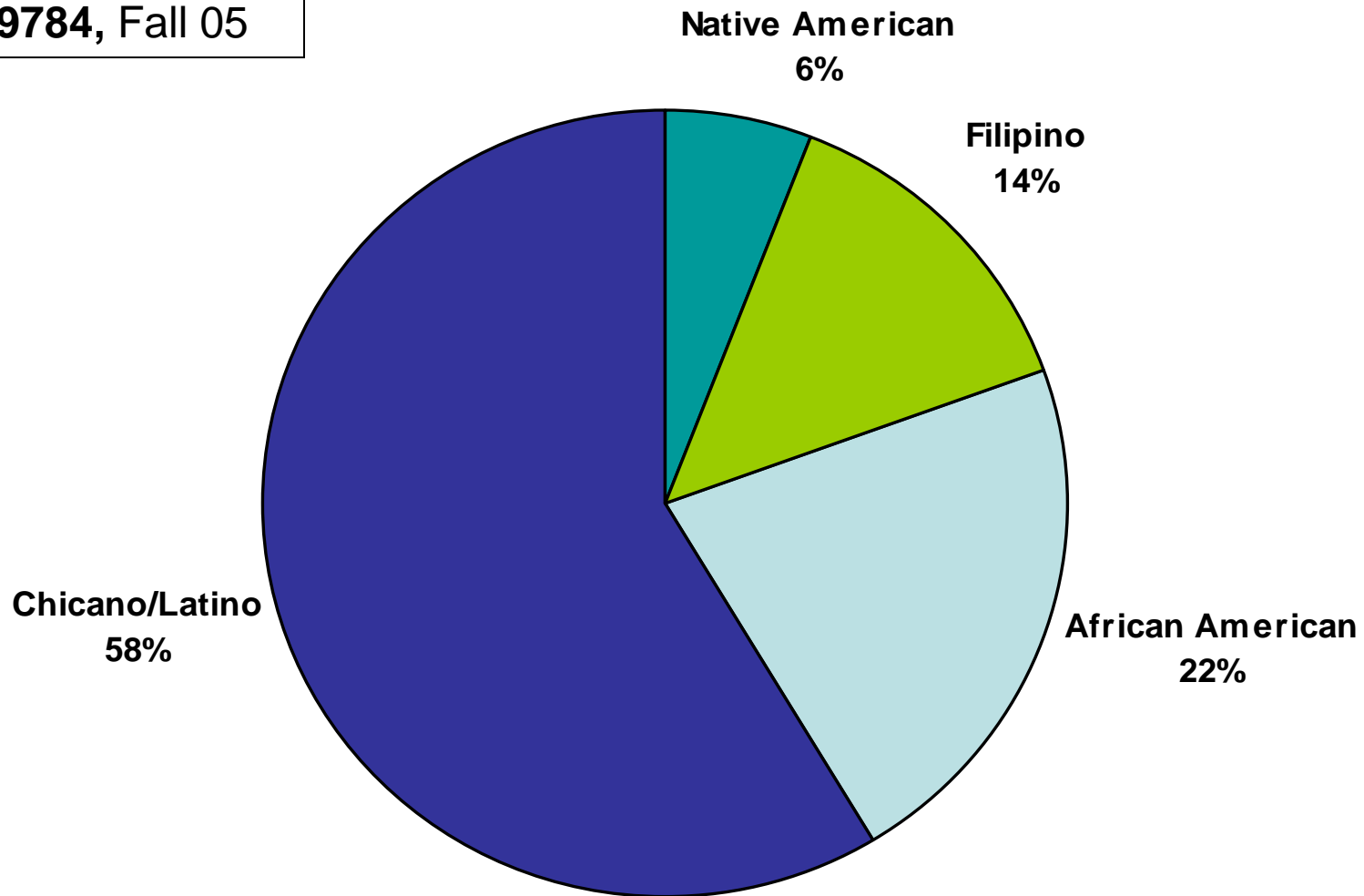




What is the ethnic breakdown of UC's URMs at the graduate level?

UC's Newly Enrolled Graduate URM's, by Ethnicity

N = 9784, Fall 05



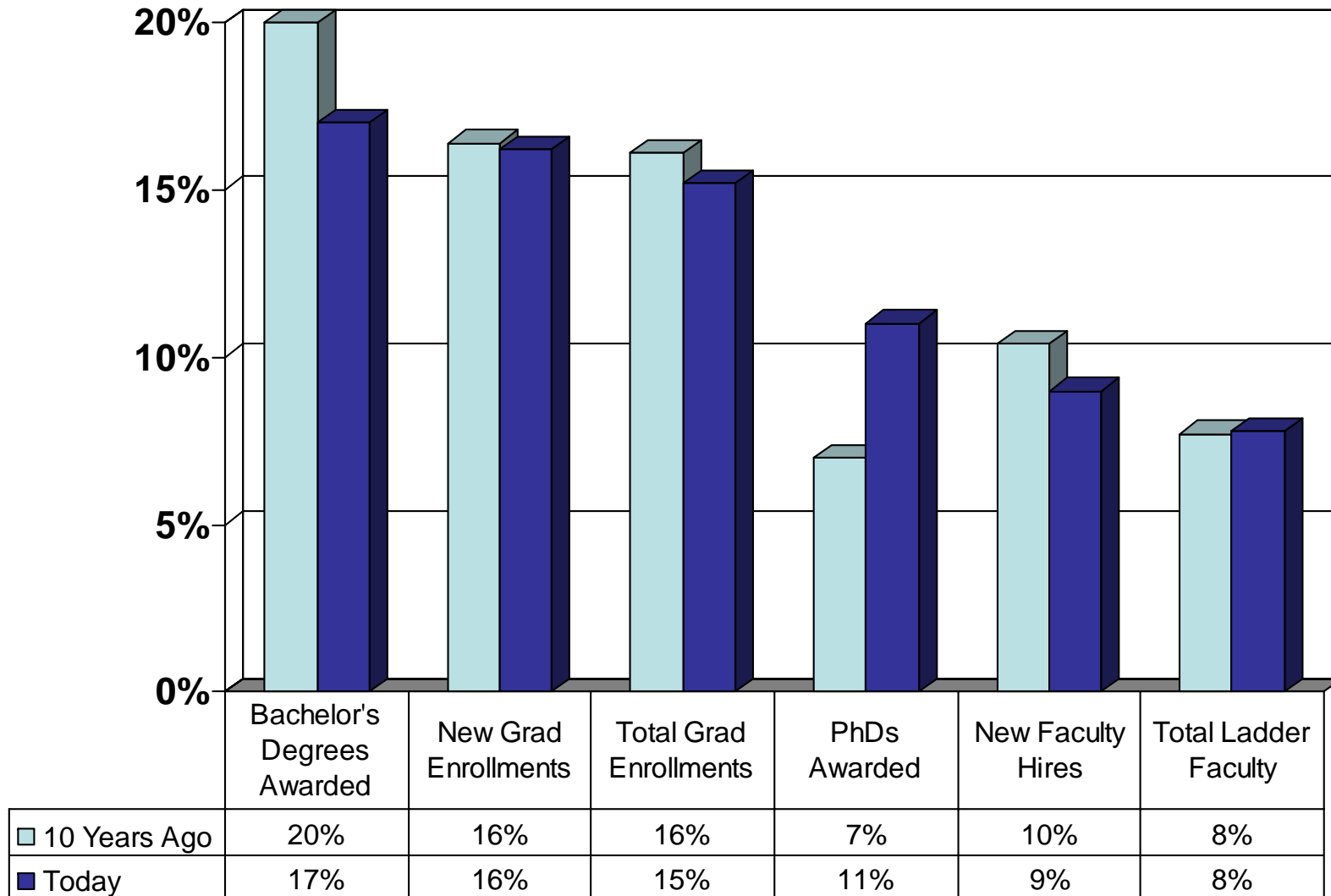


What did UC's pipeline look like
10 years ago?

Percentage of URMs in UC's Pipeline

10 Years Ago Compared to Today, by Level

Domestic Students

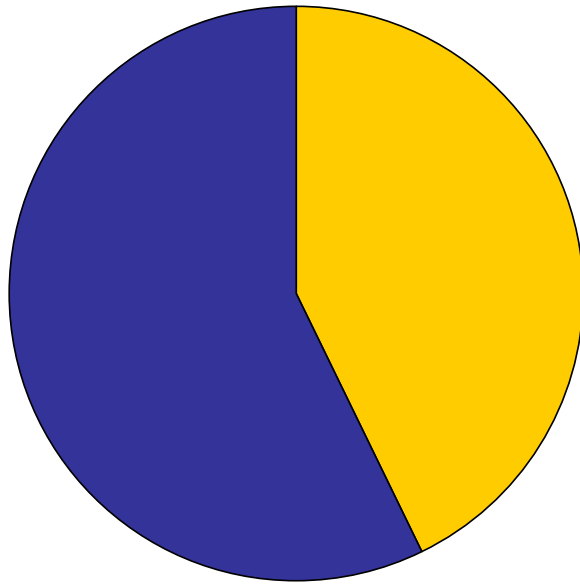




How diverse is UC in the context of statewide and national diversity?

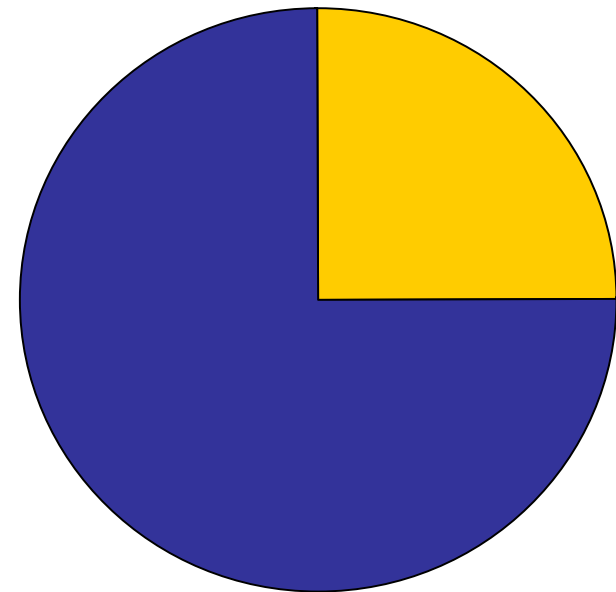
Statewide and National Diversity

In 1999-2000, URM's comprised



41% of California's

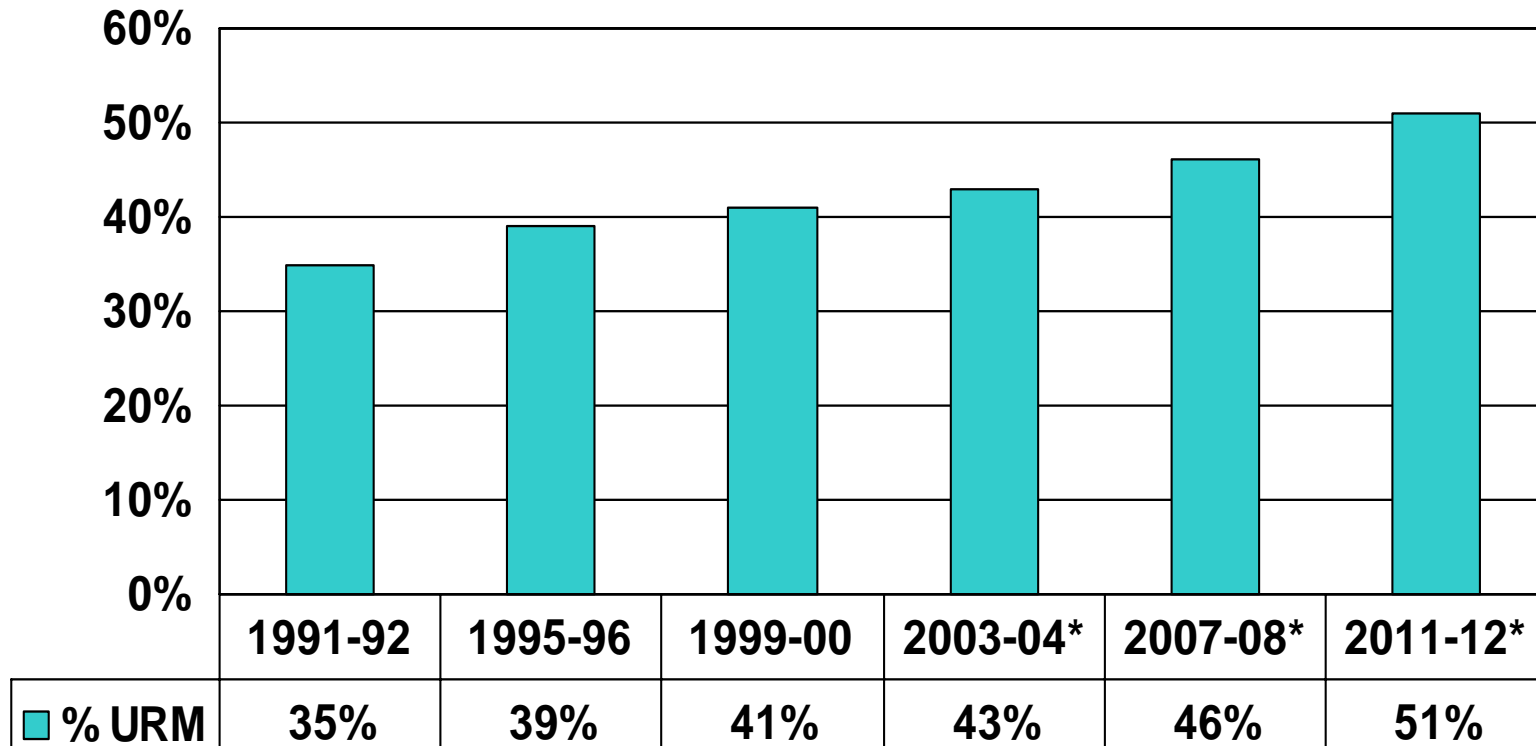
public High School Graduates



25% of the Nation's

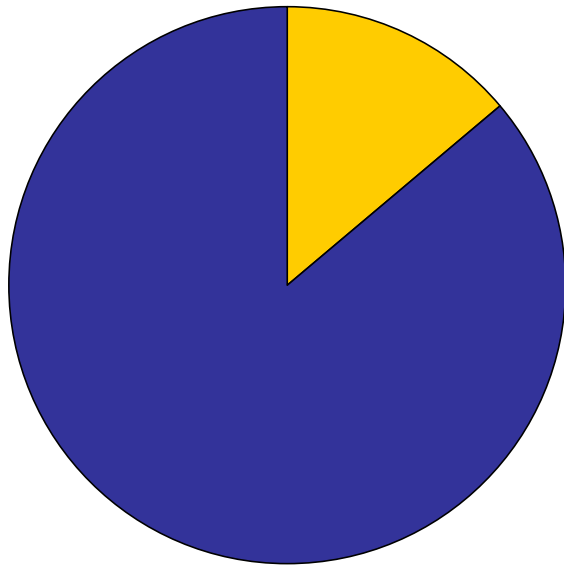
Diversity in CA and US is Increasing

URM's as % of CA Public High School Graduates

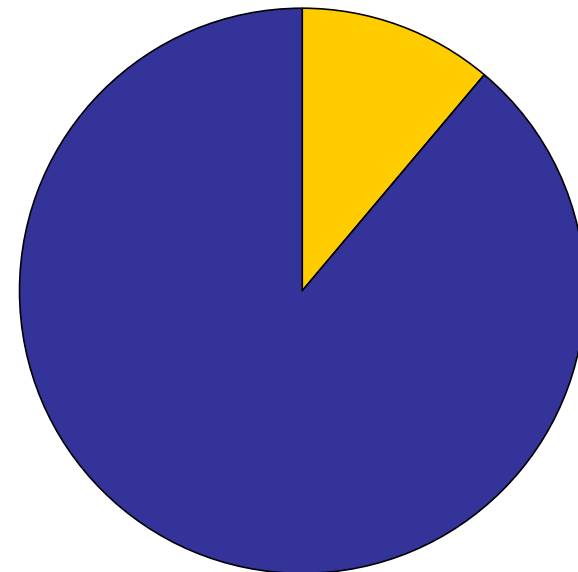


National & UC Doctorates

URMs comprise



14% of the Nation's



11% of UC's

Domestic Doctoral recipients



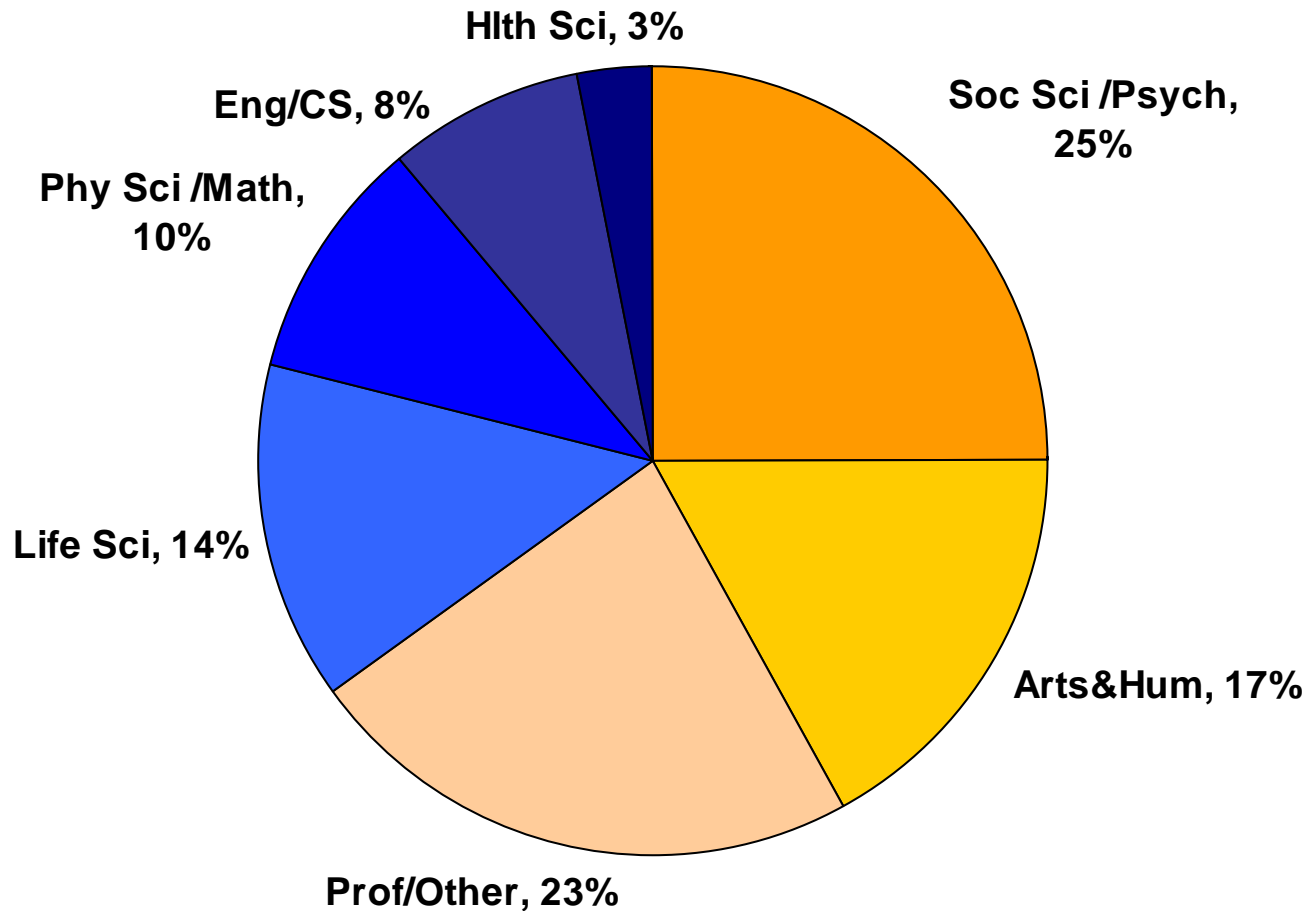
At the PhD level, in what fields
are UC's URMs found?

Representation by Discipline

UC PhD's Awarded to URM's Today, by Discipline

Domestic Students

N=1119 over 5 yrs



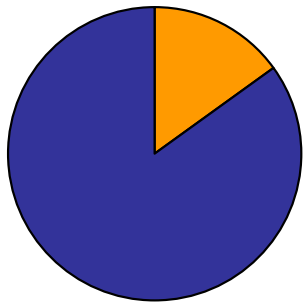
16% (n=178) of Prof is Education

URM Representation within Disciplines

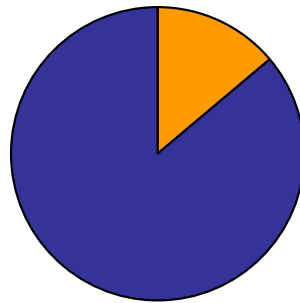
Percentage of UC Doctoral Degrees Awarded to URMs

Domestic Students

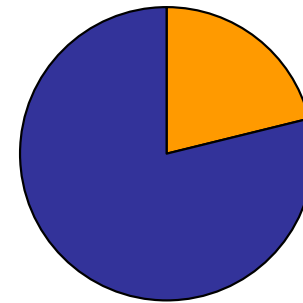
Arts & Humanities, 15%



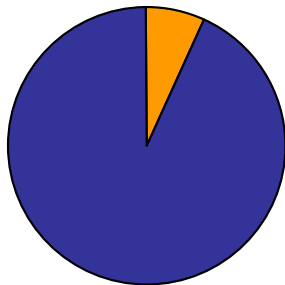
Social Sciences, 14%



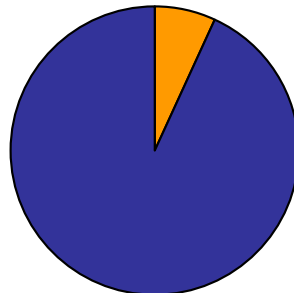
Prof/Other, 21%



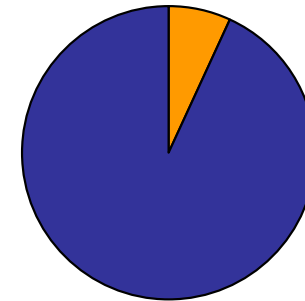
Phy Sciences & Math, 7%



Life Sciences, 7%




Engineering & CS, 7%





UC's URM growth in the last 10 years

- ...has been Strongest in the fields of Social Science, Arts & Humanities and Professional/ Other fields.
- ... has been slower in the fields of Science & Engineering.



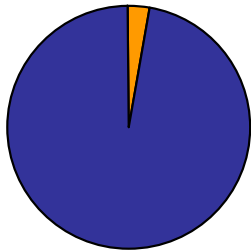
What kind of variation exists
within fields?

Variation within Fields

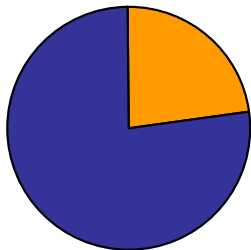
Percentage of UC Doctoral Degrees Awarded to URMs, **Domestic Students**

Humanities

Philosophy, 3%
n=93

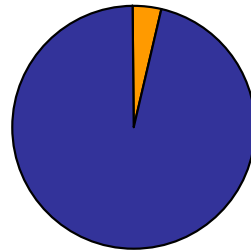


Literature, 23%
n=80

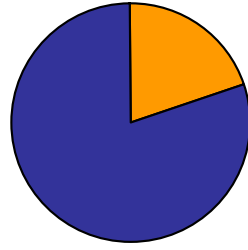


Soc Sci

Geography, 4%
n=108

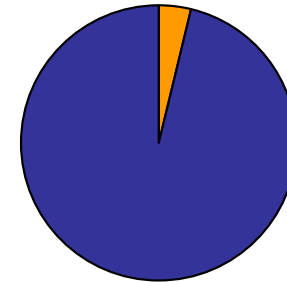


Sociology, 20%
n=237

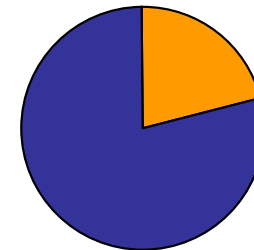


Sciences

Integrative Bio, 4%
n=85



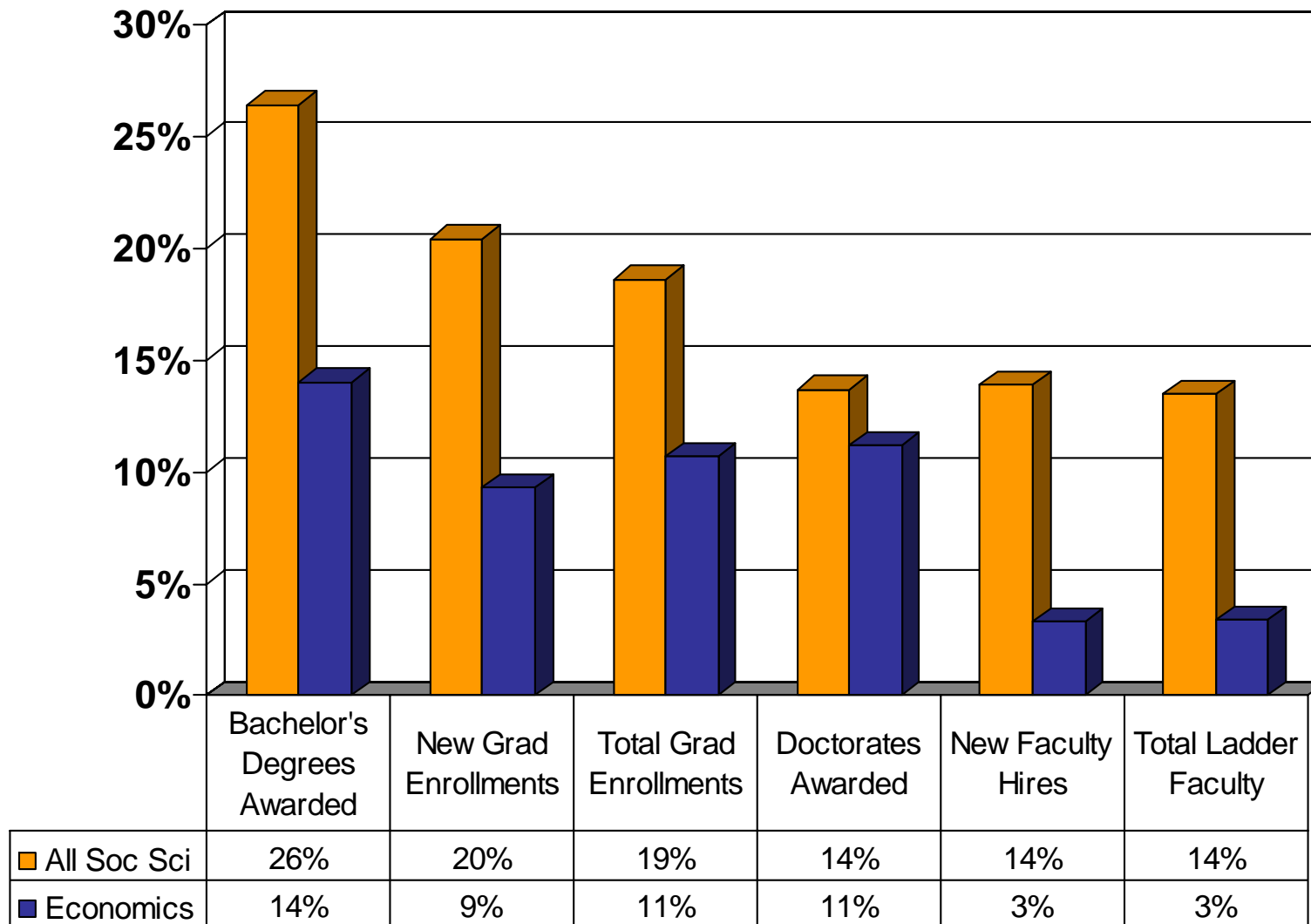
Public Health, 21%
n=61



Variation within Fields

Percentage of URMs in UC's Pipeline:

All Social Science Fields v. **Economics**, Domestic Students





UC PhD Completion Rates Vary by Ethnicity

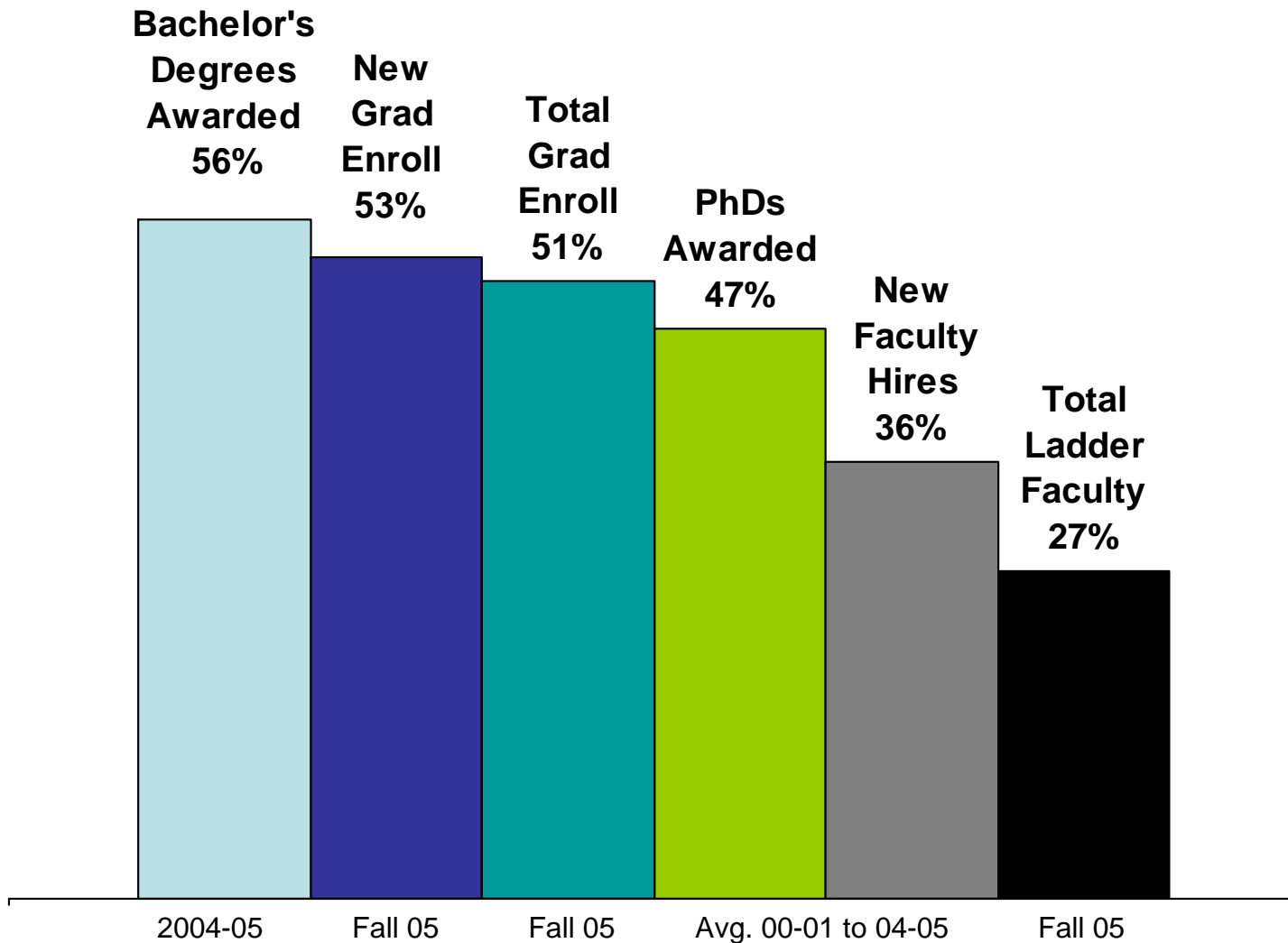
- Across UC disciplines, doctoral completion rates after 10 years are lower for URM's than for general population students.
- This is particularly true in the STEM fields.



How well are women
represented in the pipeline?

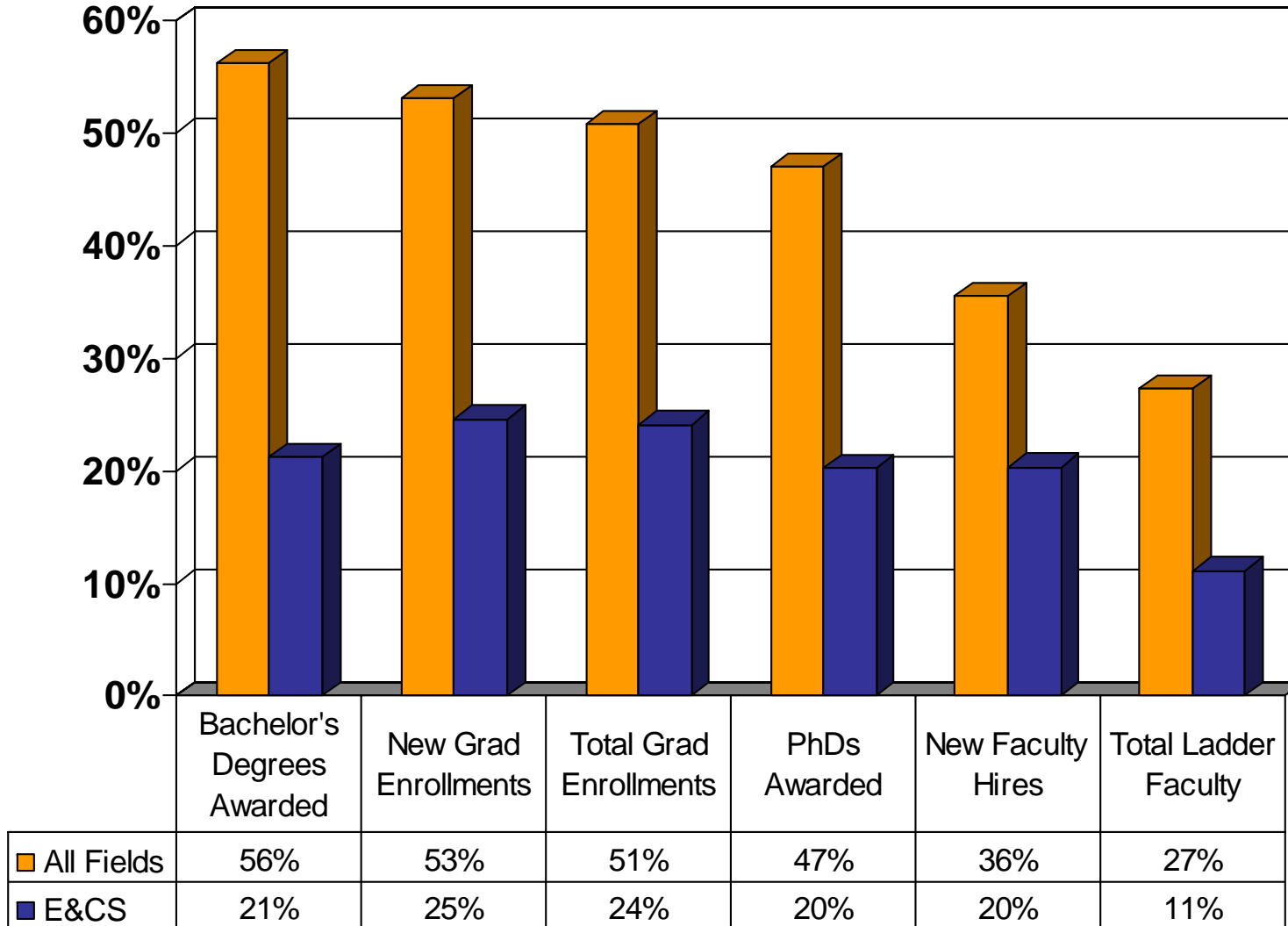
Percentage of Women in UC's Pipeline

Domestic Students



Variation within Fields

Percentage of Women in UC's Pipeline:
 All Fields v. Engineering & Computer Science
 Domestic Students



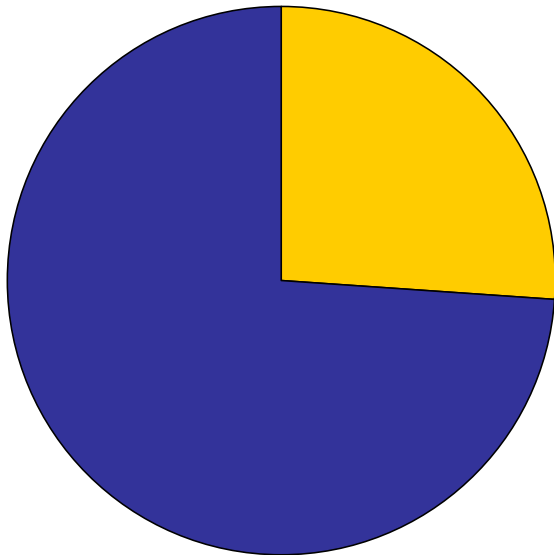


UC-Wide Graduate Diversity Efforts

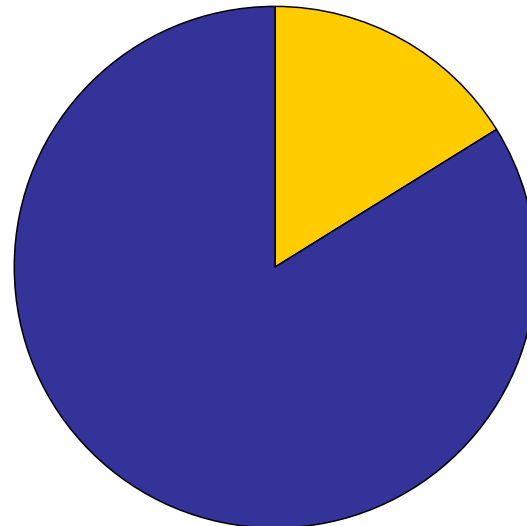
- Pre-Graduate Training Programs
 - Summer Research Programs
 - UC LEADS
 - California Pre-Doctoral Scholars Program
 - Alliance for Graduate Education & the Professoriate (AGEP)
- Fellowship & Mentorship Programs
 - Cota-Robles, Dissertation-Year, Graduate Research Mentorship, President's Postdoctoral
- CA Forum for Diversity in Higher Education

Success of Pre-Grad Programs

74% of UC LEADS



84% of UC Summer
Research Program



*participants have enrolled or are applying to
Graduate or Professional school*



In Summary

- In 10 years, little has changed
 - Staff & faculty have worked hard to offset Prop 209
 - Although URM PhD's rose, enrollments remain flat
- CA and US growing more diverse
- Overall numbers mask under-representation in key fields (e.g. STEM)
- ***How can we strengthen UC-Wide efforts?***



Resources

- UCOP Graduate Diversity Staff
 - Mark Westlye
 - Susanne Kauer
 - Sarah Dempsey
 - Kathleen Merchant
- UCOP Faculty Diversity Staff
 - Sheila O'Rourke
 - Kim Adkinson
- Campus Graduate & Faculty Diversity Staff
- Handouts on UC Pipeline Data
 - Including data from 10 years ago