



UNIVERSITY *of* CALIFORNIA



Study Group on University Diversity
**Report of the Graduate and Professional School
Diversity Work Team**

March 20, 2008

Presented to the Committee on Educational Policy

George Blumenthal - Chancellor, UC Santa Cruz

Study Group on University Diversity

Graduate and Professional School Student Diversity Work Team

Committee Members

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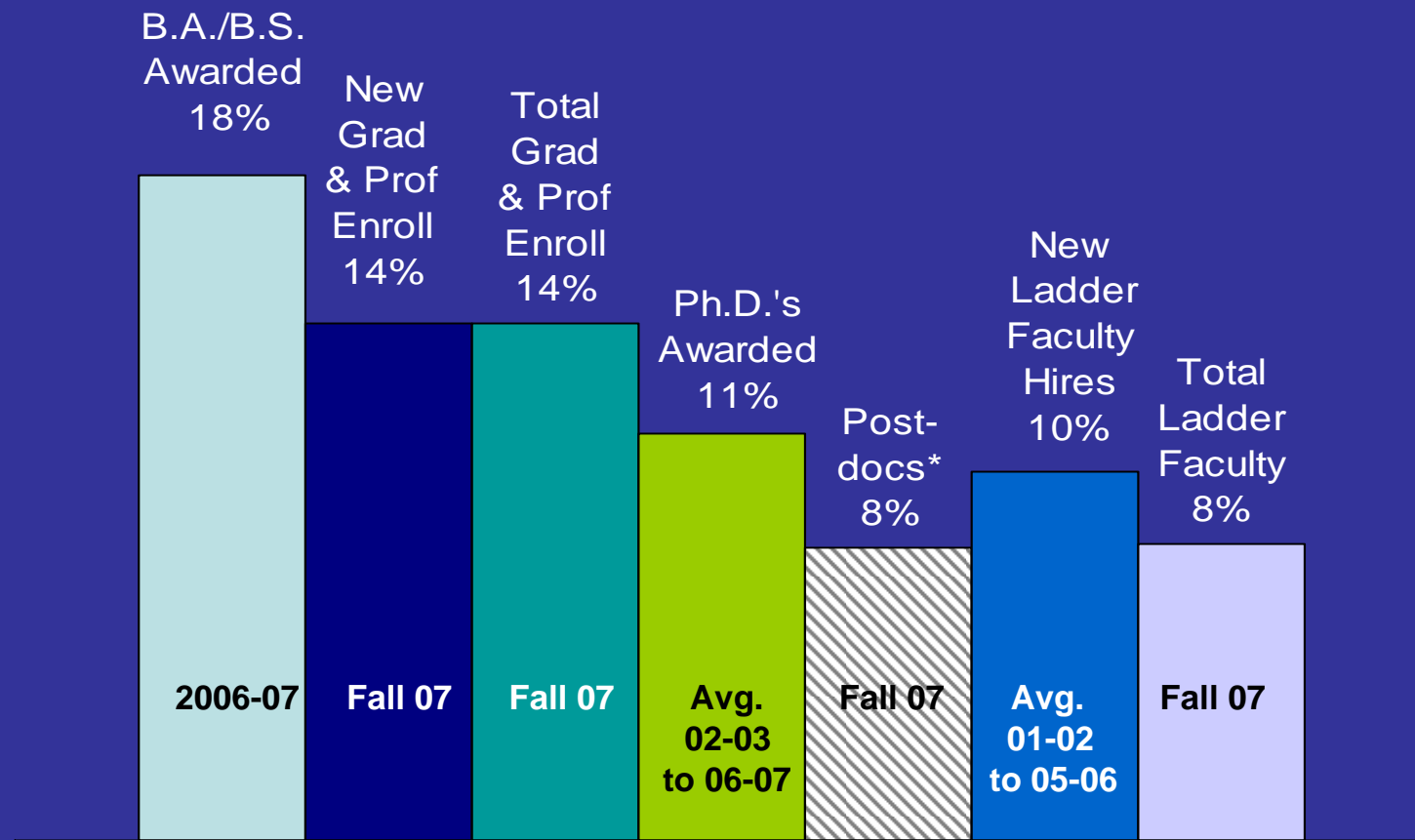
Primary Staff Support

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Key Finding: The proportion of Underrepresented Minorities (URMs) at UC decreases at each stage of the academic community.

Percent of URMs in UC's Academic Community
(US Citizens and Permanent Residents Only)

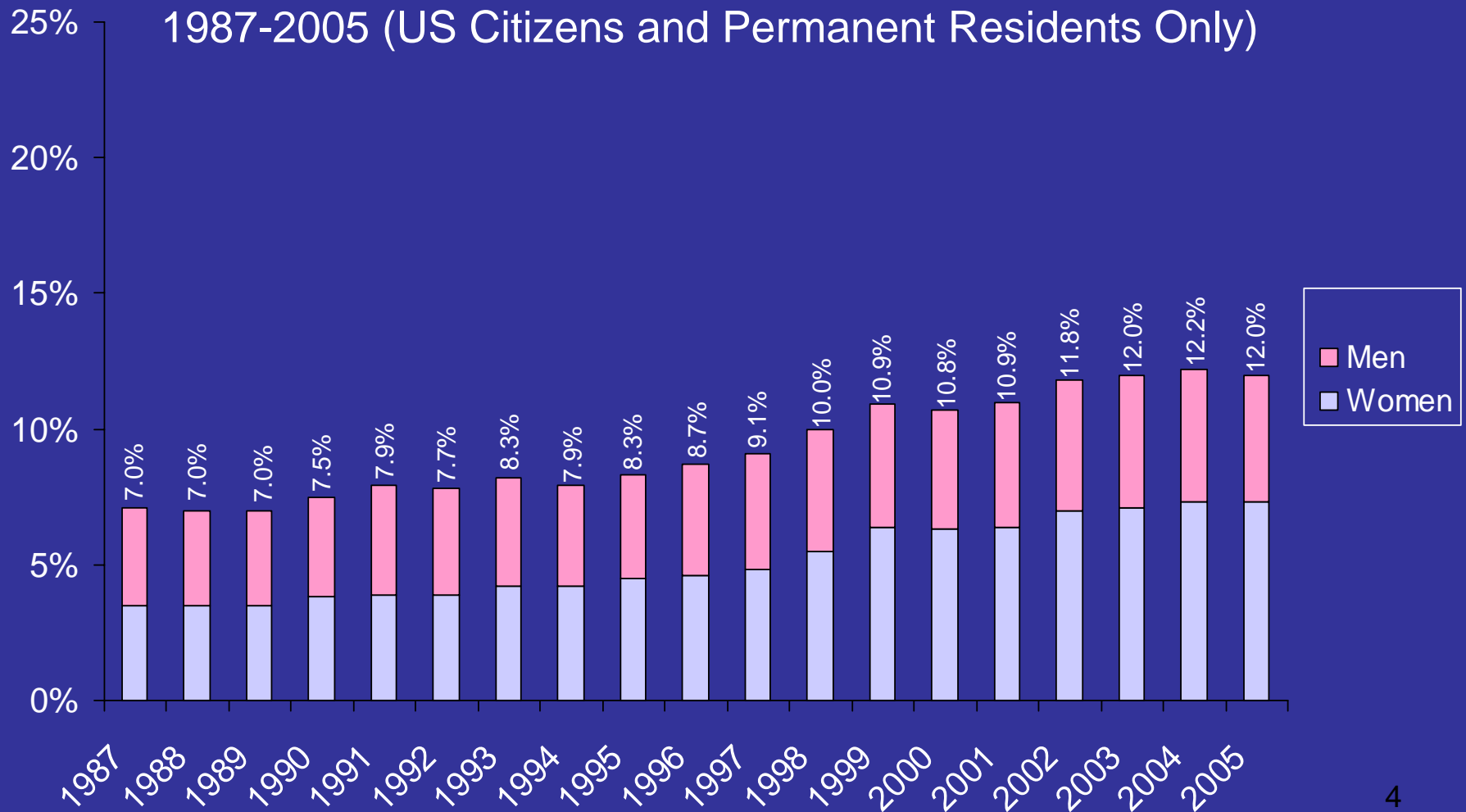


*Most postdocs are in science and engineering fields where percentages of URMs are especially low. Unlike students and faculty, a large proportion (~50%) of postdocs are international. Includes postdocs in medicine.

URMs include African American/Blacks, Chicano/Latinos and Native Americans.

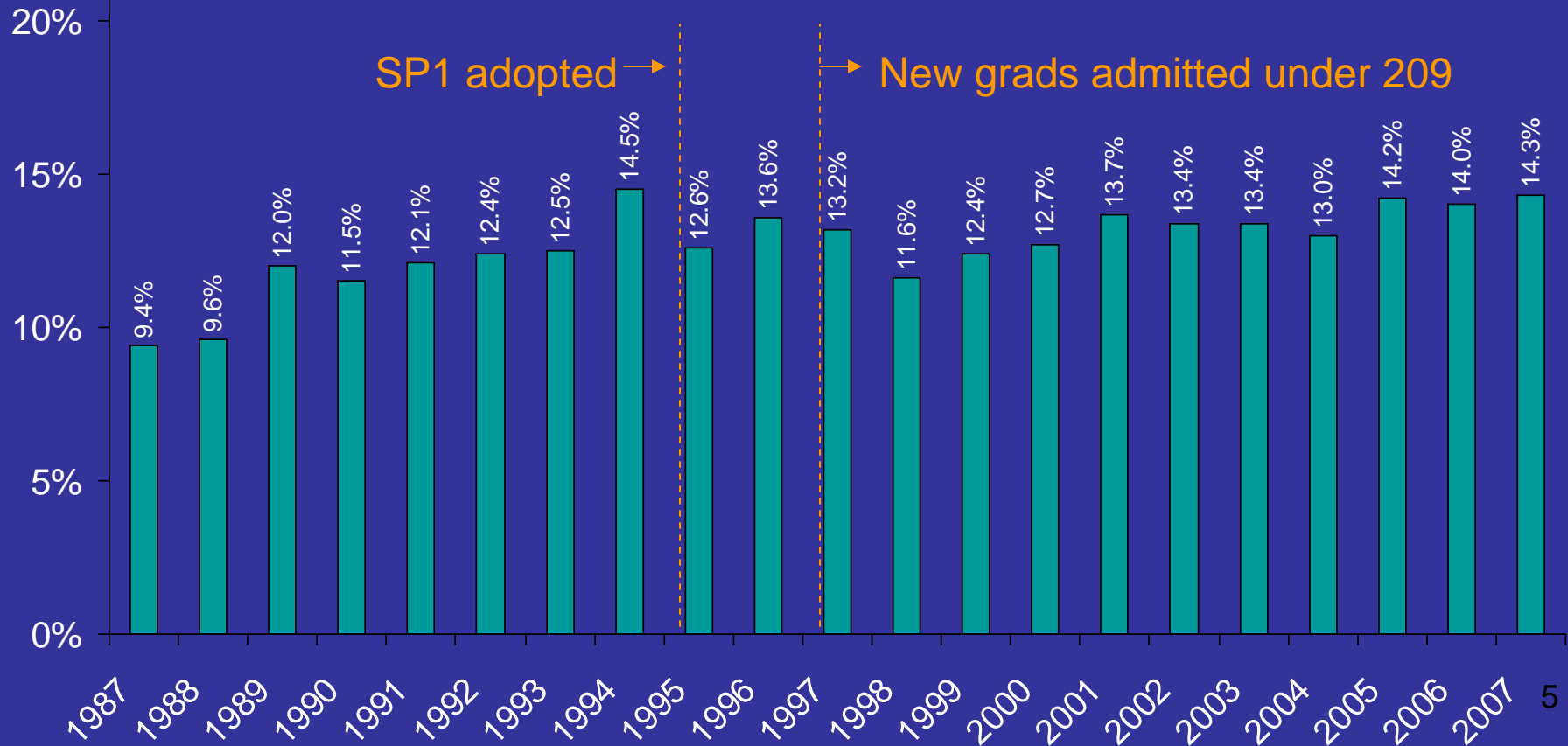
Key Finding: Nationally, domestic PhD recipients from US universities are growing more diverse.

Percent of URM PhD Recipients from U.S. Universities, 1987-2005 (US Citizens and Permanent Residents Only)



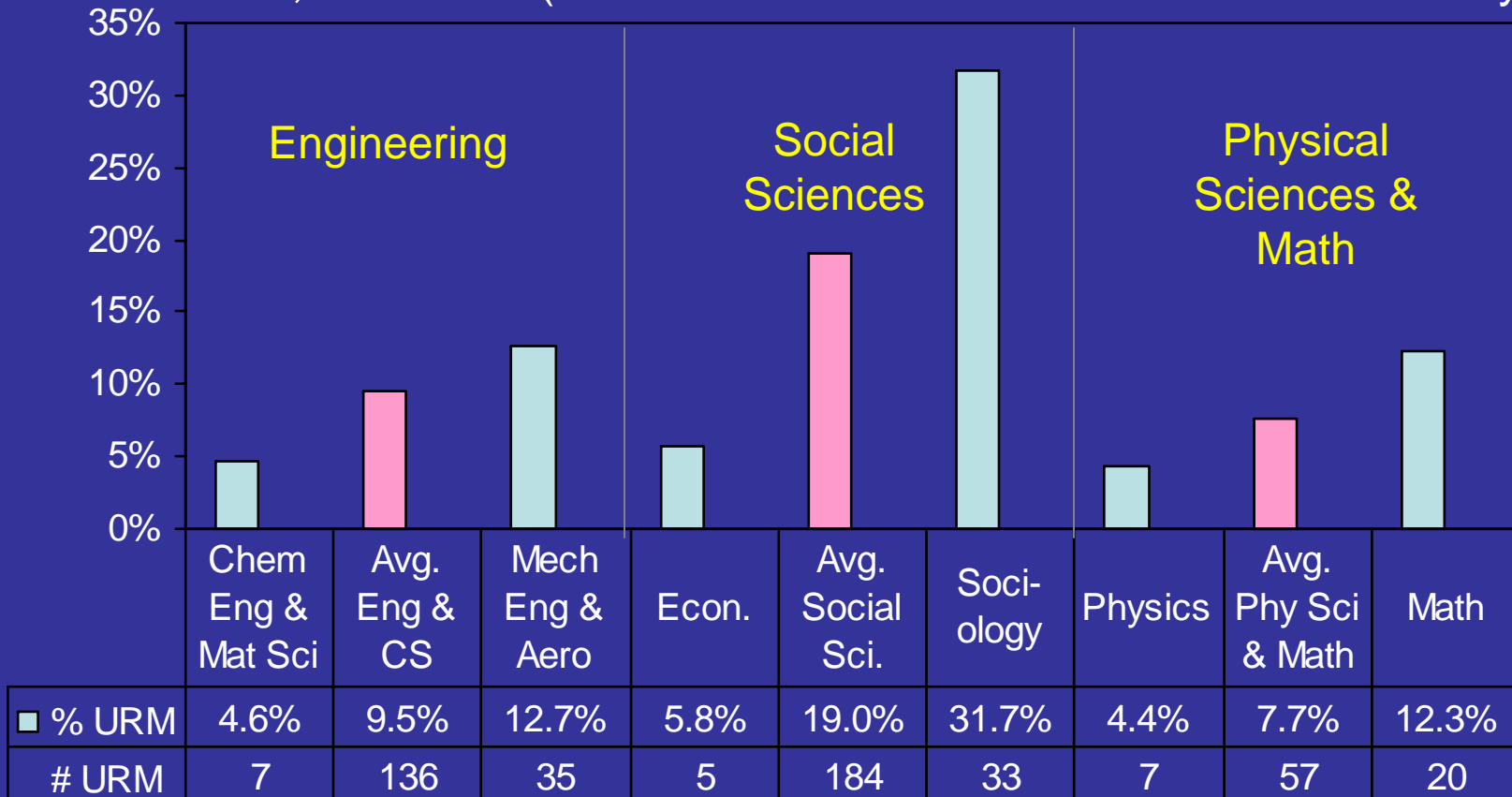
Key Finding: Despite overall enrollment growth, proportions of URMs enrolled in UC's graduate academic degree programs have not increased in last decade.

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

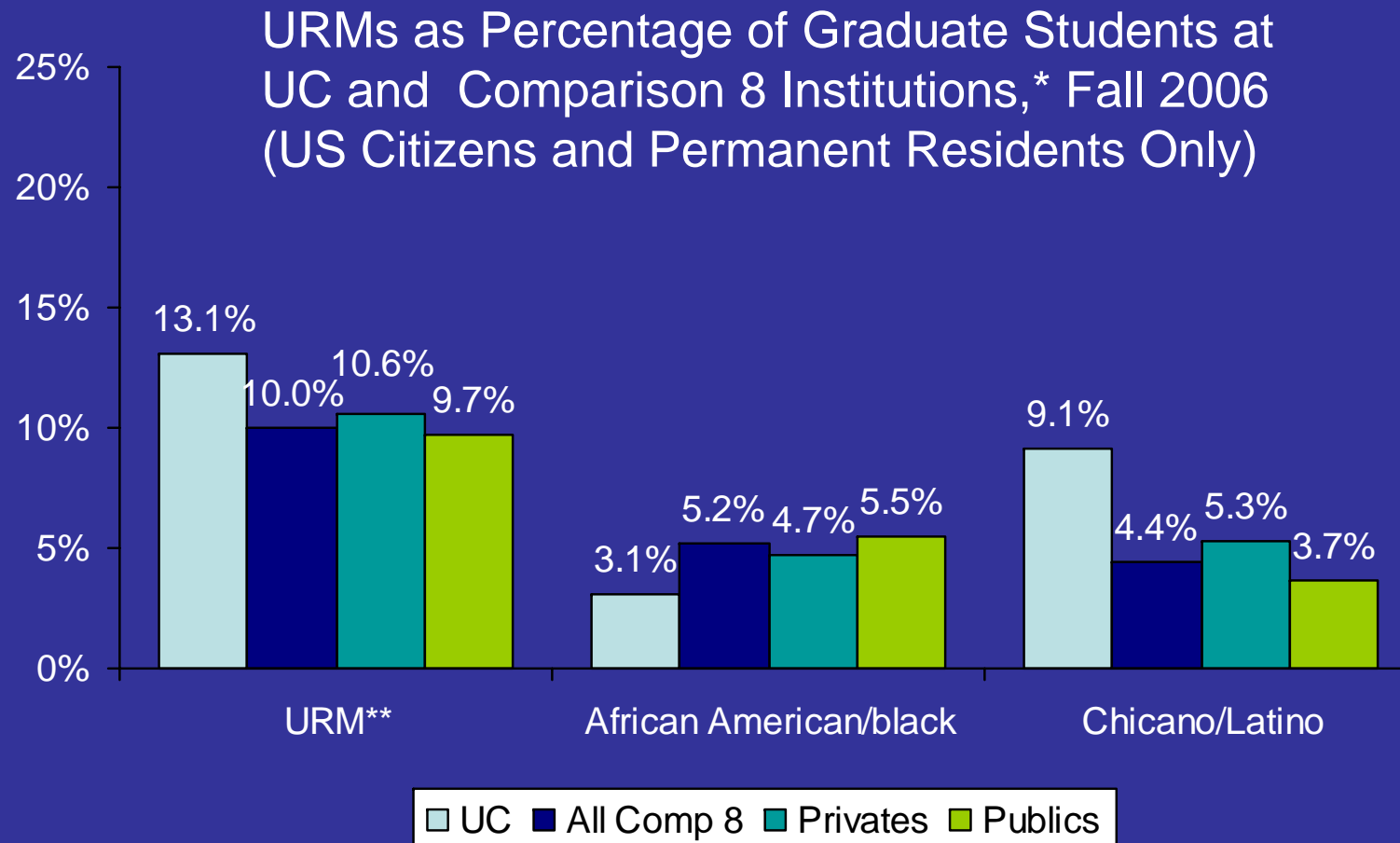


Key Findings: Within UC's graduate academic disciplines, proportions of URMs vary. URMs are especially underrepresented in Science, Technology, Engineering and Math (STEM) fields.

Percent of URM New Graduate Enrollments in Selected Fields at UC, Fall 2007 (US Citizens and Permanent Residents Only)



Key Findings: Overall, UC has slightly higher URM graduate academic enrollments than its comparison institutions. However, African American/black graduate students at UC are underrepresented relative to national numbers.

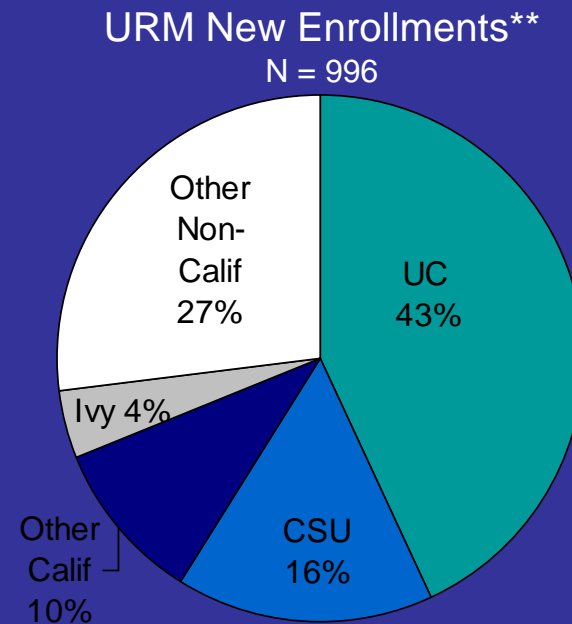
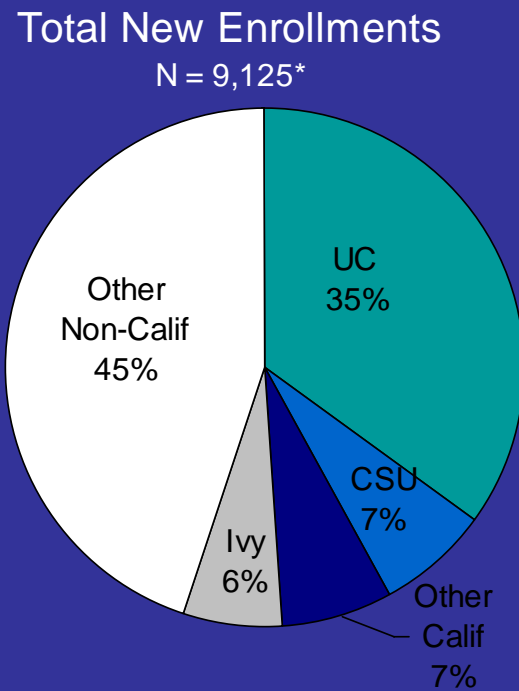


*Comparison institutions include: Privates - Harvard, Massachusetts Institute of Technology, Stanford, Yale; Publics - SUNY Buffalo, University of Illinois, University of Michigan and University of Virginia.

Key Findings: UC draws a large proportion of URM from California.

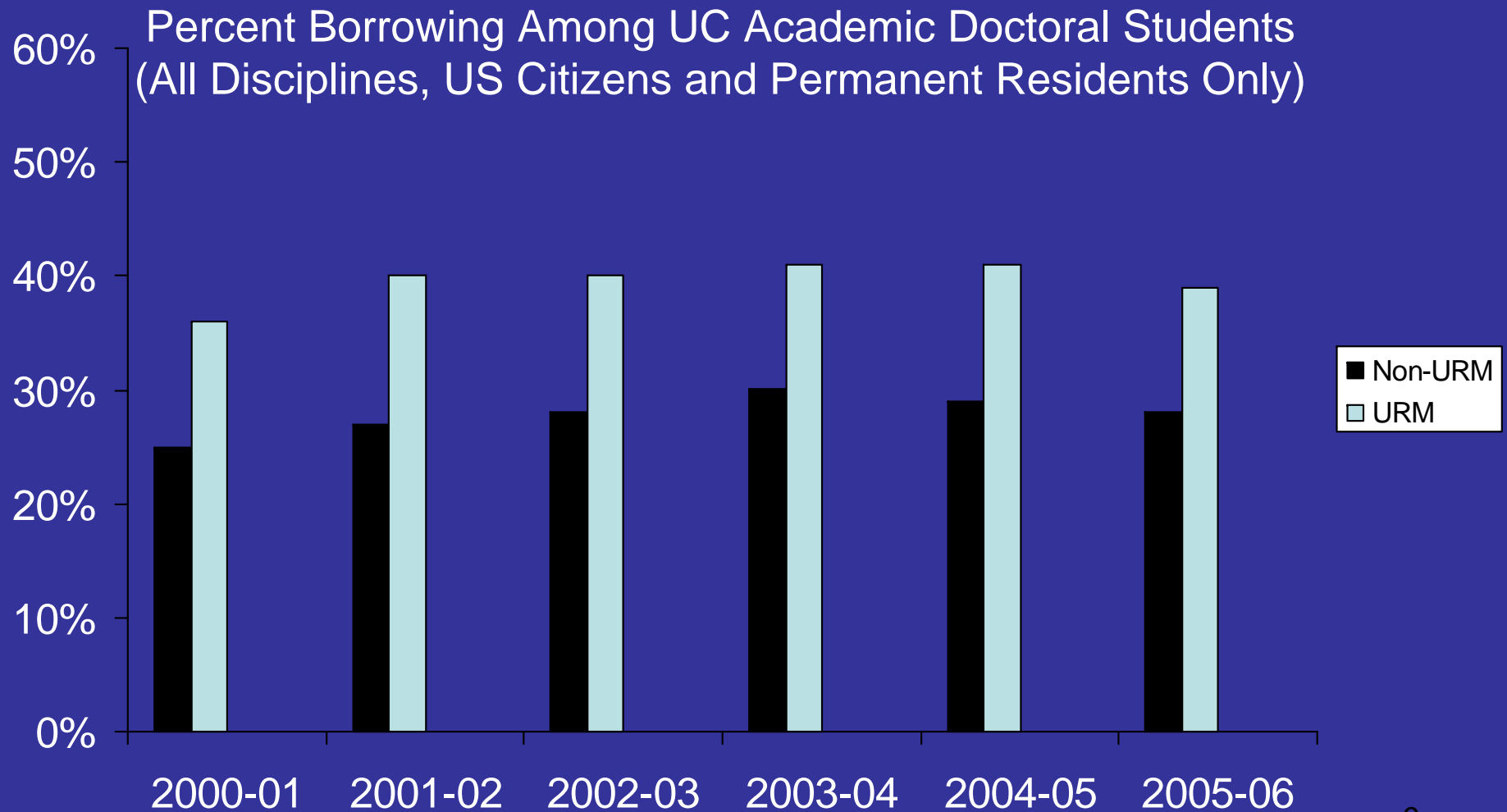
California may be an even more important source of URM graduate students than other graduate students.

UC New Graduate & Professional Enrollments by Undergrad Institution Attended, Fall 2005 (US Citizens and Permanent Residents Only)



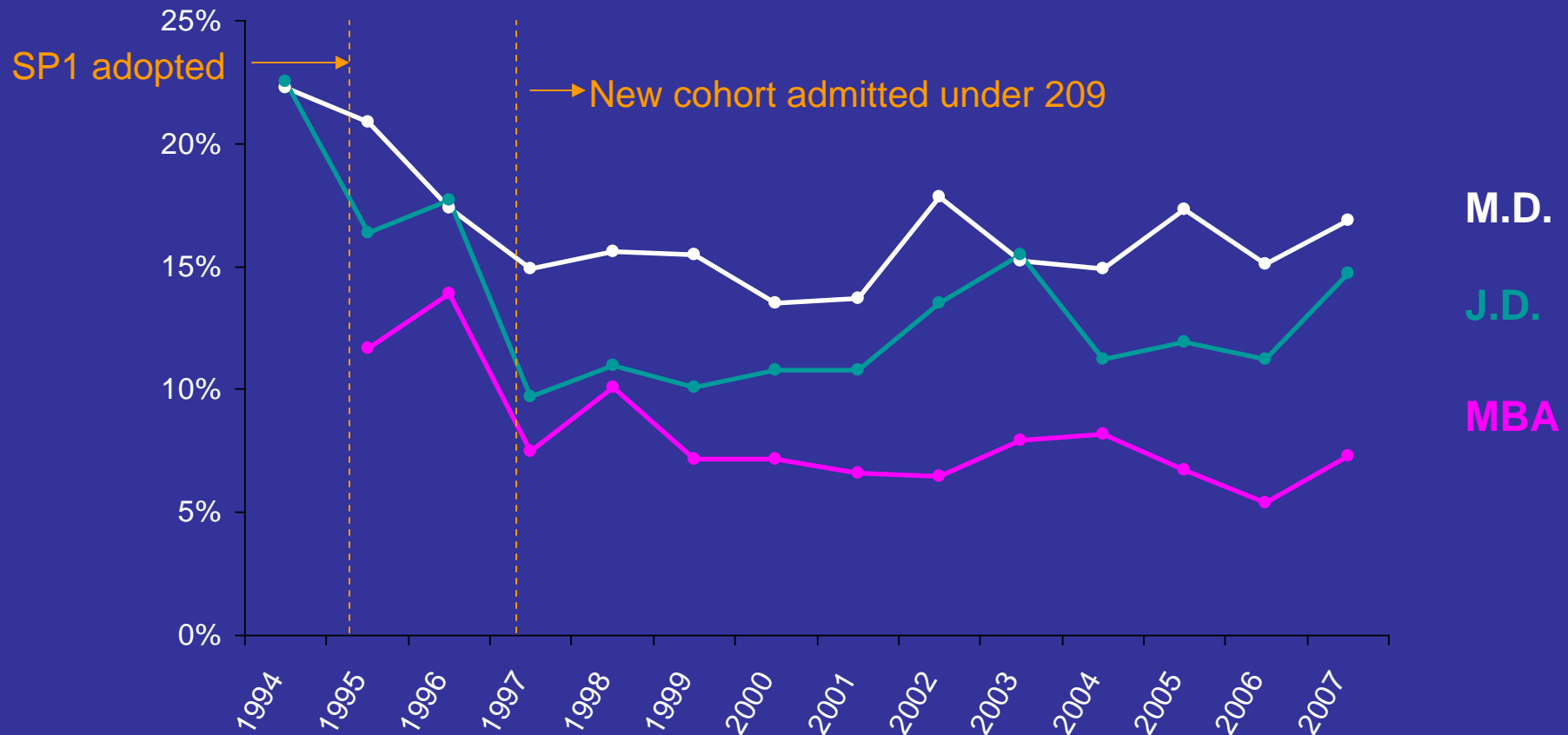
*Undergraduate institution was reported for 84% of new graduate and professional enrollees; numbers and percentages are based on reported totals.

Key Findings: URM graduate students are more financially needy. They have a higher frequency of borrowing and borrow slightly higher amounts.



Key Findings: Enrollments of URM in UC Professional School programs substantially declined following SP-1 and Proposition 209 and have not recovered.

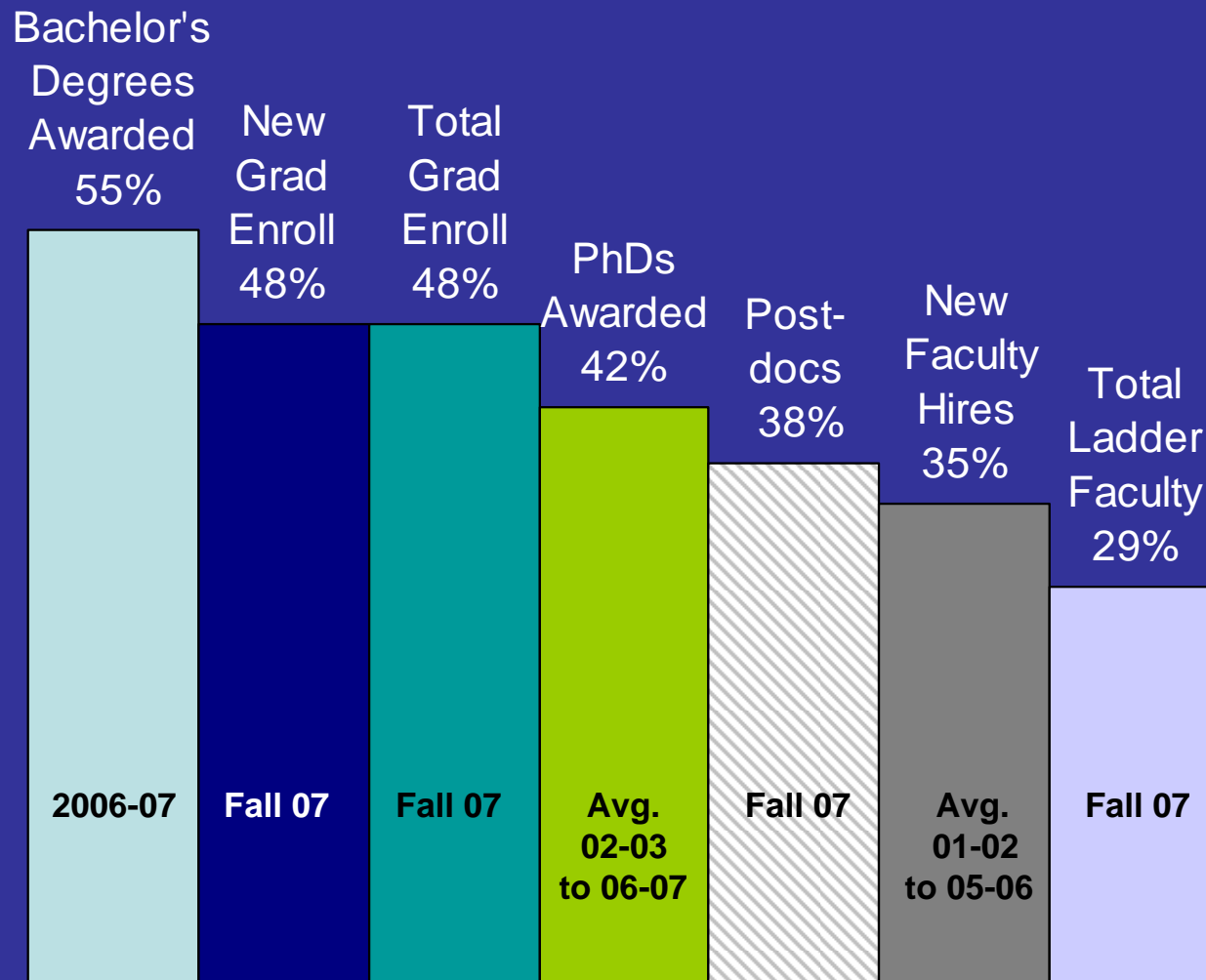
URMs as a Percentage of New Enrollments in UC's Three Largest Professional Programs (US Citizens and Permanent Residents Only)



*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 % URM increases (between 1-4% over 15 years).
 MBA metrics do not include Executive MBA and Fully-Employed MBA programs. If included, the % URM 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.

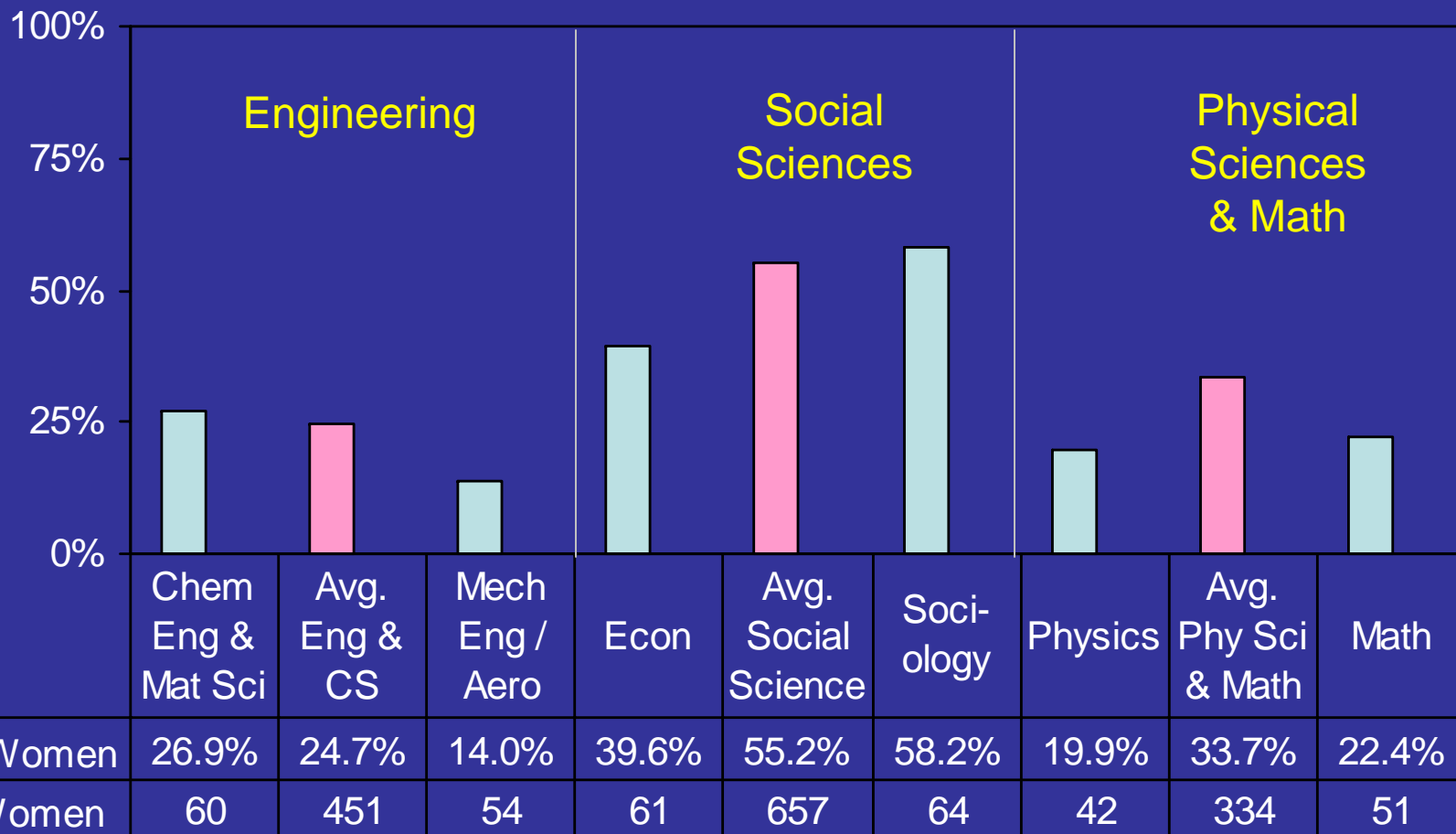
Key Findings: Women are represented in decreasing proportions at each stage of UC's academic community.

Percentage of Women in UC's Academic Community
(US Citizens, Permanent Residents and International Students)



Key Finding: Enrollments of women are particularly low in the STEM fields.

Percent of URM New Graduate Enrollments in Selected Fields at UC, Fall 2007(US Citizens, Permanent Residents and International Students)



Work Team on Graduate Diversity Recommendations

30+ Recommendations Over 5 Key Areas

- Strong UC Leadership is crucial to increasing diversity.
- Adequate funding for pipeline programs and diversity fellowships is essential.
- UC must maximize “in-reach” recruitment efforts to UC and CSU undergraduates.
- Diversity must be factored into academic planning at all levels.
- Increased accountability at the campus, division and departmental levels is key to improving diversity.

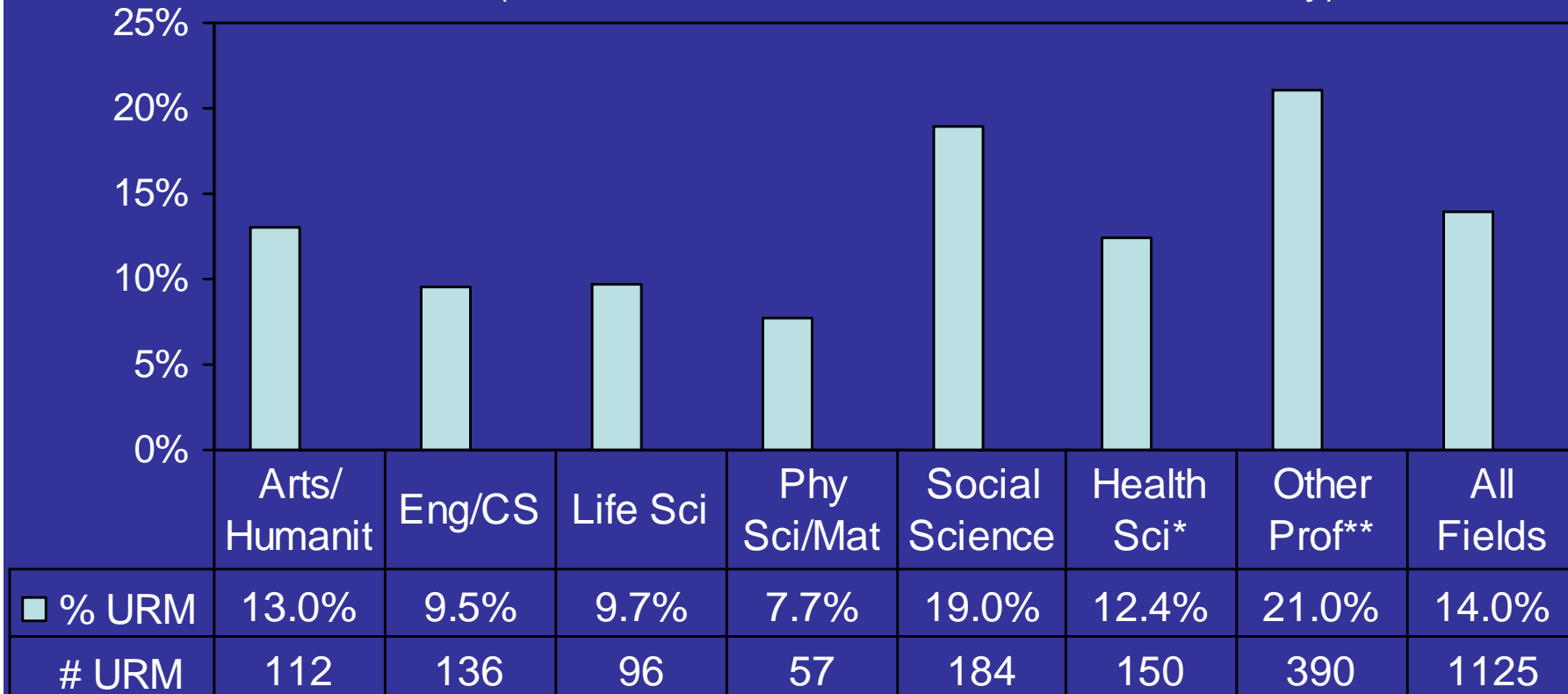
Study Group on University Diversity Graduate and Professional School Student Work Team

- Diversity is fundamental to UC's mission, quality, and service to the state of California.
- Change is needed to more effectively seek and support diversity at UC.
- Clear, consistent, and regularly produced data are necessary to hold University leaders accountable for progress in this area.

Extra Slides

Key Findings: Within UC's graduate academic disciplines proportions of URMs vary. URMs are especially underrepresented in STEM fields.

Percent of New URM Graduate Enrollments at UC by Discipline, Fall 2007
(US Citizens and Permanent Residents Only)

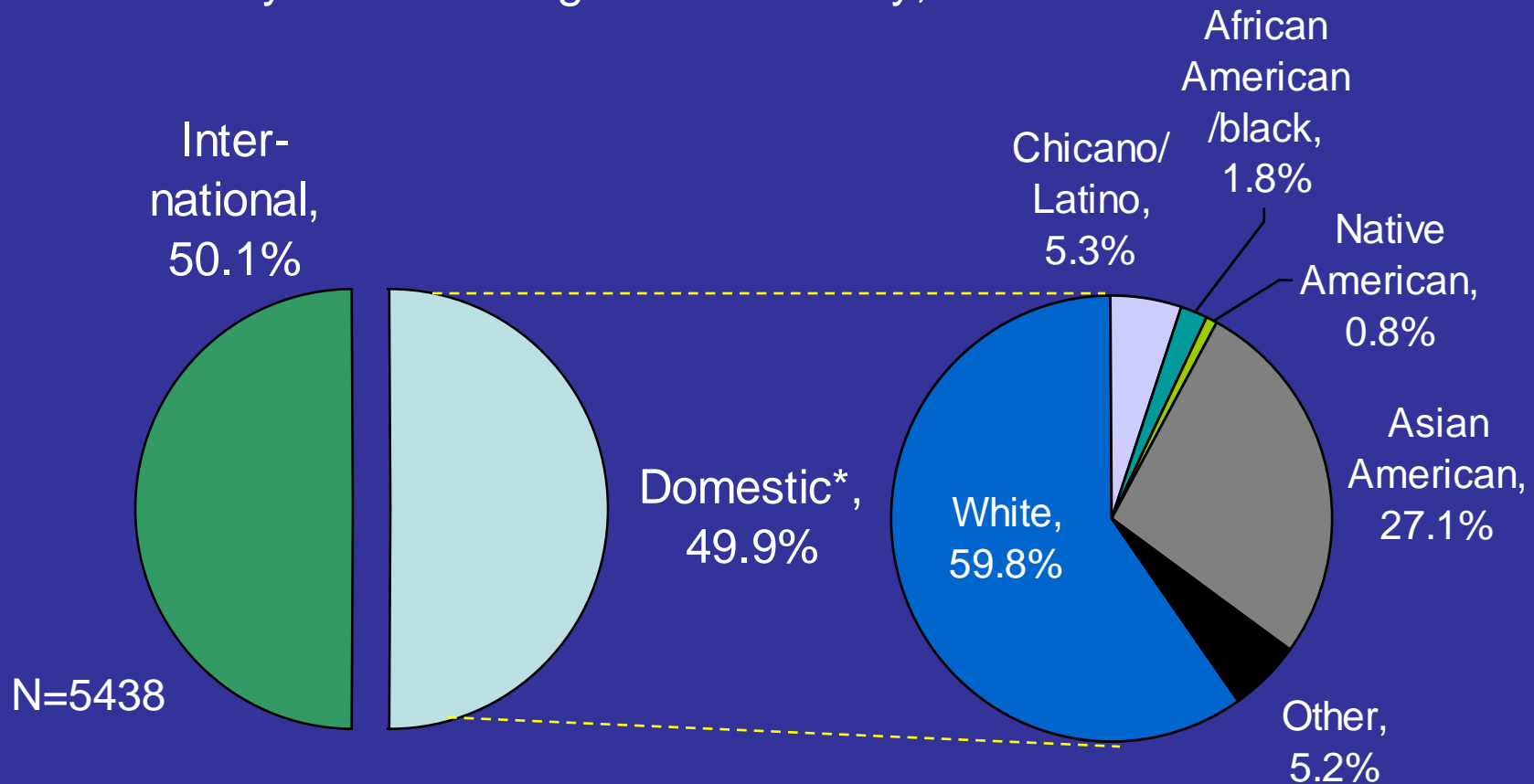


*Health Sci: veterinary medicine, dental sciences, nursing, pharmacy, public health, optometry, health professions.

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

Key Finding: One half of UC's postdoctoral scholars are international scholars. At the postdoctoral level, trends in underrepresentation are similar to that in graduate programs, but underrepresentation is more acute.

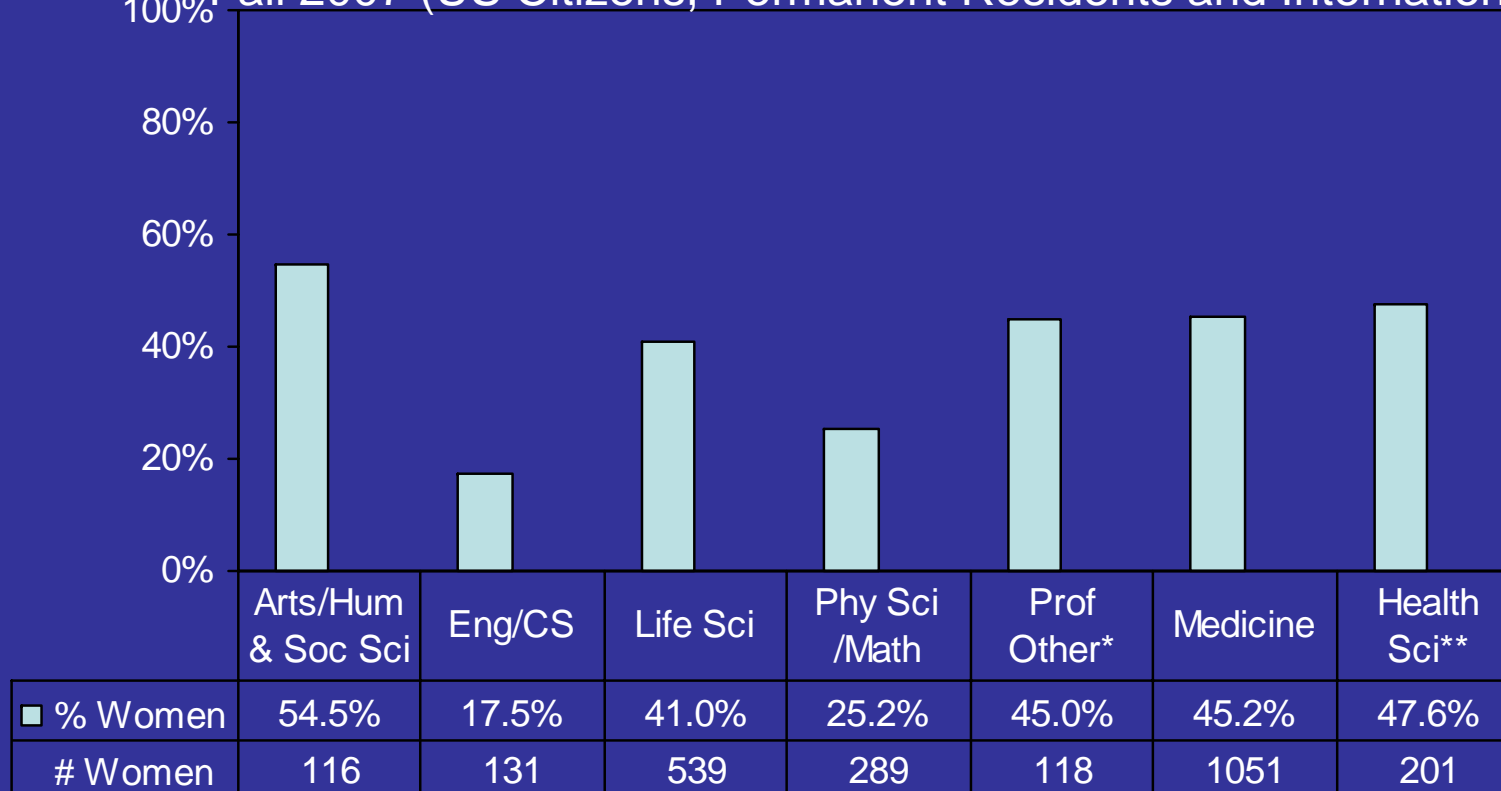
UC Postdoctoral Scholar Population
by National Origin and Ethnicity, Fall 2005



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

Key Findings: Enrollments of women are particularly low in science, technology, engineering and math (STEM) fields. At the postdoctoral level, trends in underrepresentation are more acute.

Percentage of Women Postdoctoral Scholars at UC by Discipline, Fall 2007 (US Citizens, Permanent Residents 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.

Selected Efforts to Improve Diversity in UC's Medical Schools

- Postbaccalaureate Programs
- PRIME Programs
- Systemwide Pipeline Programs
UC LEADS; AGEP; Summer Research Programs
- coordinated by UC's Graduate Divisions
- Community College, CSU & K-12 Outreach
- with Alumni and Student organizations