



GENDER AND RACE DEMOGRAPHICS AT UCF SPRING 2016

The purpose of this preliminary report is to provide data illuminating gender and race demographics for the University of Central Florida (UCF) faculty, staff and students. This data is a snapshot of facts and figures for UCF diversity, but only provides data related to federally-reported demographics. It cannot provide insight into diversity across other identities and expressions, nor the inclusiveness of the campus. We anticipate this report will serve as one tool in UCF's pursuit of diversity and inclusion. We hope this report will contribute to our overall goal of creating a respectful and safe campus environment.

EXECUTIVE SUMMARY

In 1992, President Hitt established five key goals to provide a roadmap for UCF goals and achievements. Recognizing the fourth goal to become more inclusive and diverse, the Office of Diversity and Inclusion (ODI) set out to better understand trends and status of campus demographic representation in fall 2015. This report collects much of this data in a singular document.

STUDENTS

UCF boasts the largest student enrollment rate of public universities across the nation. Over the past five years, there has been a general increase in male and student enrollment. Most UCF students identify as female (55.1%), but those identified as Asian and non-resident alien males outnumber females.

More than half of the student body is comprised of white students (52.8%). Large minority groups include

- Hispanic/Latino (22.5%)
- Black/African American (10.9%) and
- Asian (5.8%) students.

The number of American Indian/Alaskan Native students, not-specified and white students have been decreasing whereas the number of Asian, black/African American, Hispanic/Latino, multiracial students and Native Hawaiian/Other Pacific Islander students have been increasing.

A per-college analysis shows engineering and computer science with the highest male student enrollment followed by business administration and science. Most racial and ethnic minority males are enrolled in engineering and computer science with the exception of American Indian/Alaskan Native male students who are mostly enrolled in business administration. The highest female enrollment is found in science, health and public affairs, and arts and humanities. Per ethnicity,

- Most Hispanic/Latino, multiracial and white female students are enrolled in science,
- Most Asian, black/African American, American Indian/Alaskan Native and Native Hawaiian/Other Pacific Islander female students are enrolled in health and public affairs,
- Most non-resident alien female students are enrolled in engineering and computer science and
- Most race-not-specified female students are enrolled in education and human performance.

As of fall 2015, there are 14,023 first-generation undergraduate students and 27,797 undergraduate transfer students enrolled at UCF. Of the first-generation students, 61% are transfer students. Of the transfer students, 31% are first-generation students. In 2010, UCF developed a list of 22 national peer institutions to assist in strategic planning.

Compared to national selected peer institutions, UCF ranked:

- 10th in undergraduate graduation (58.87%)
- 10th in racial and ethnic minority graduation (34.16%)
- 4th in racial and ethnic minority graduation rates (64.19%)
- 4th in racial and ethnic minority female graduation rates (69.99%)

EXECUTIVE SUMMARY

FACULTY

As of fall 2015, UCF employs 11,764 employees, including educators, staff, research associates and graduate assistants. Of the nearly 12,000 employees, less than 1,000 are tenured or tenure-earning faculty. Most instructional faculty were non-tenure-earning (47%), tenured (39%) and tenure-earning (14%). There are more male than female faculty. In reference to female instructional staff, UCF ranked 8th when compared to selected peers (836 total).

UCF employs more white faculty than the combination of all other ethnicities. There are three times more white employees than Hispanic/Latino employees, the second highest employed group. There are more than five times as many white employees than Asian employees, the third largest group.

In reference to racial and ethnic minority faculty, UCF ranked 9th when compared to peers (388). As of fall 2015, there were four times as many white tenured professors than Asian tenured professors, the second largest tenured ethnic group. For tenure-earning professors, the dominant ethnic group is white (150); this group is more than double the amount of the following group, Asian (67). For non-tenure-earning professors, there are eleven times as many white employees (662) than the second most common group, Hispanic/Latino (59).

STAFF

As of fall 2015, there are more than 10,000 non-teaching staff members. The largest staff group is comprised of undergraduates (32.71%), and the second largest group is comprised of graduate students (18.51%). Majority of employees were white with the exception of post-doctoral associates, which is mostly comprised of Asian employees. Contrastingly, the smallest minority group for A&P, USPS and OPS undergraduate employees were individuals who chose to not specify their ethnicity.

The data described in this report represents a snapshot of diversity and inclusion on UCF campus. ODI does not wish to minimize diverse variables that warrant inclusion in a thorough analysis of the diversity and inclusion status on campus, including, but not limited to experiences and identities, such as sexual orientation, faith and non-faith perspectives. This project represents a first step in a continuing process to more thoroughly explore campus climate and support action for UCF's diverse students, staff and faculty.

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UCF STUDENTS

As of fall 2015, there are 63,002 students enrolled at UCF. This total exhibits a 3.59% increase from fall 2014. Compared to other universities, UCF ranks highest in reference to total enrollment (Figure 1). As seen in Figure 2, a majority of the student body is comprised of undergraduate students (86.5%), graduate students (12.7%) and medical students (0.7%). A majority of the students are Florida residents (93.3%) and are enrolled full-time (66.6%).

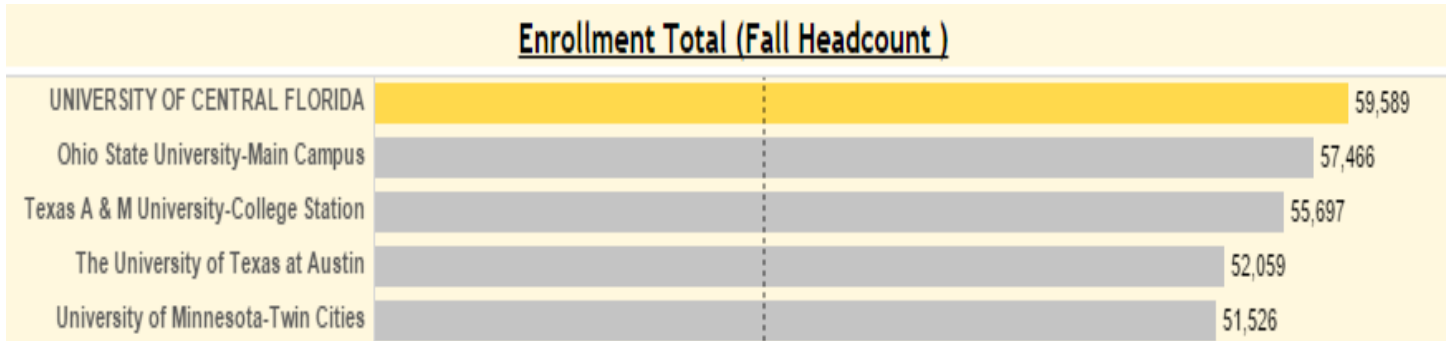


FIGURE 1: UCF ENROLLMENT COMPARISON AS OF 2013

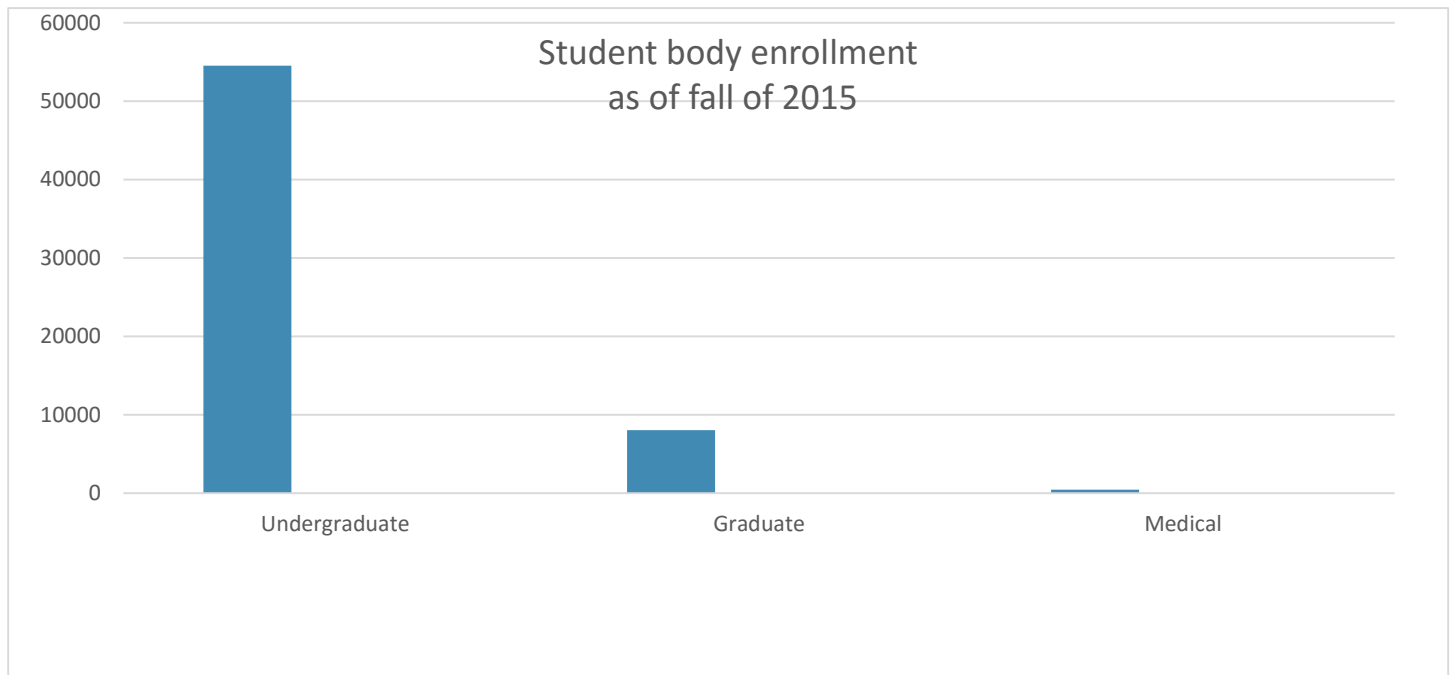


FIGURE 2: STUDENT BODY ENROLLMENT AS OF FALL 2015

UCF STUDENTS

TABLE 1: STUDENT HEADCOUNT BY ETHNICITY AND GENDER AS OF FALL 2015

ASIAN	Male	1841	2.9%
	Female	1818	2.9%
BLACK/AFRICAN AMERICAN	Male	2570	4.1%
	Female	4296	6.8%
HISPANIC/LATINO	Male	6211	9.9%
	Female	7958	12.6%
AMERICAN INDIAN/ALASKAN NATIVE	Male	51	0.1%
	Female	70	0.1%
MULTIRACIAL	Male	871	1.4%
	Female	1195	1.9%
NON-RESIDENT ALIEN	Male	1073	1.7%
	Female	694	1.1%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	53	0.1%
	Female	77	0.1%
WHITE	Male	15224	24.2%
	Female	18047	28.6%
NOT-SPECIFIED	Male	414	0.7%
	Female	539	0.9%
TOTAL	Male	28308	44.9%
	Female	34694	55.1%



UCF STUDENTS

GENDER

Females make up 55.1% of the student population whereas males make up 44.9%. This data does not account for gender variance. Over the past five years, there has been an increase in male and student enrollment. An exception to the gradual increase of female enrollment occurred between 2012 and 2013 (-0.21%). There was a 3.56% increase in female enrollment between 2014 and 2015, the largest percent increase of enrolled female students since the 3.91% increase between 2010 and 2011. From 2014 to 2015, there was a 3.61% increase in male students, the largest percent increase since the 4.54% increase between 2010 and 2011. According to 2013 data, Missouri University of Science and Technology had the highest gender enrollment ratio (3.29), and Texas Woman's University had the lowest ratio (.12). UCF ranks 12th in reference to the gender enrollment ratio (.830) when compared to peer universities. In the peer group, North Carolina State University at Raleigh had the highest ratio (1.28), and Kent State University had the lowest (.71).

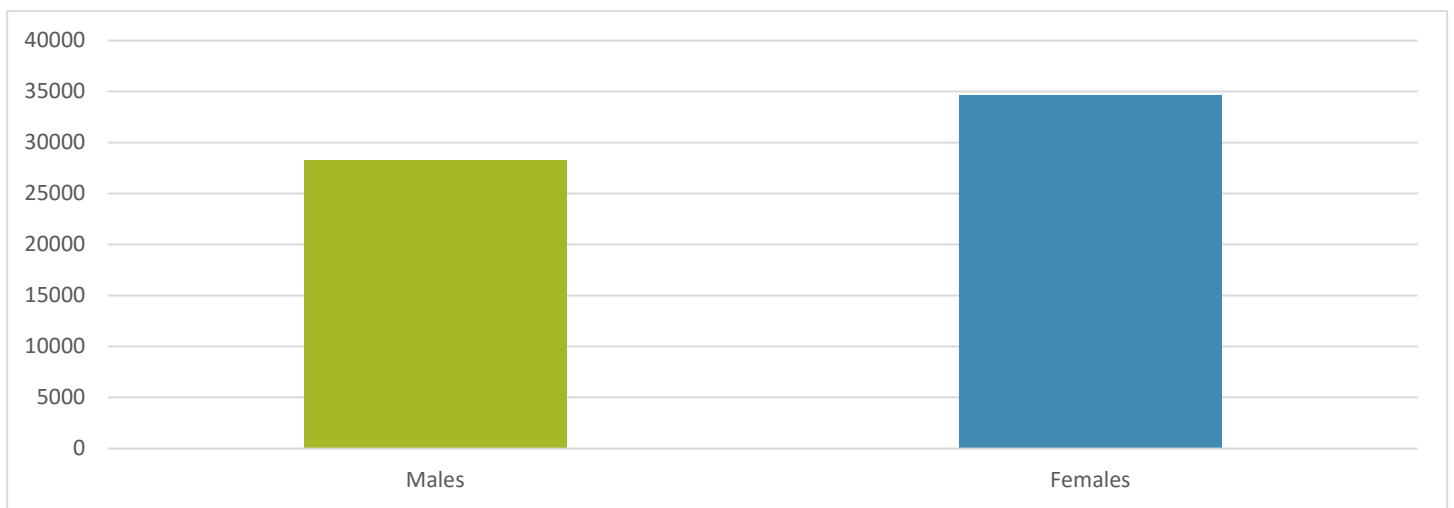


FIGURE 3: STUDENT BODY ENROLLMENT BY GENDER AS OF FALL 2015

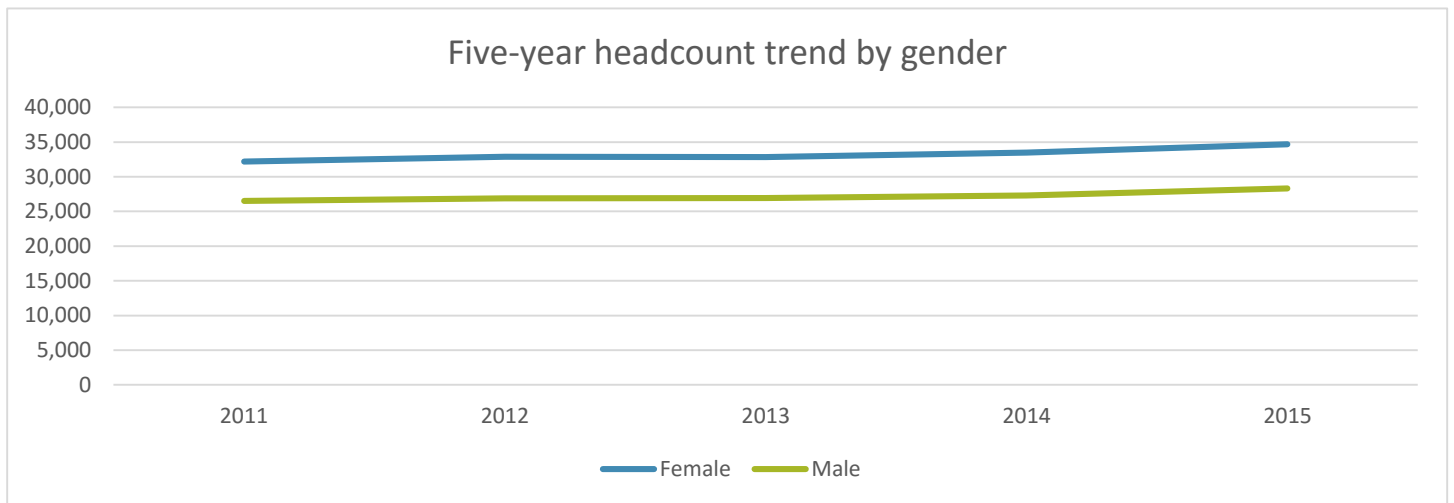


FIGURE 4: FIVE-YEAR HEADCOUNT TREND BY GENDER AS OF FALL 2015

UCF STUDENTS

In reference to the enrollment gender ratio, UCF ranked 13th (.83) when compared to peers (Please see Appendix A for peer list). The lowest was Florida Agricultural and Mechanical University (.63), and the highest was Florida International University (79.49%). In the overall population, Missouri University of Science and Technology ranked the lowest (3.29), and North Carolina State University at Raleigh ranked the highest (1.28).

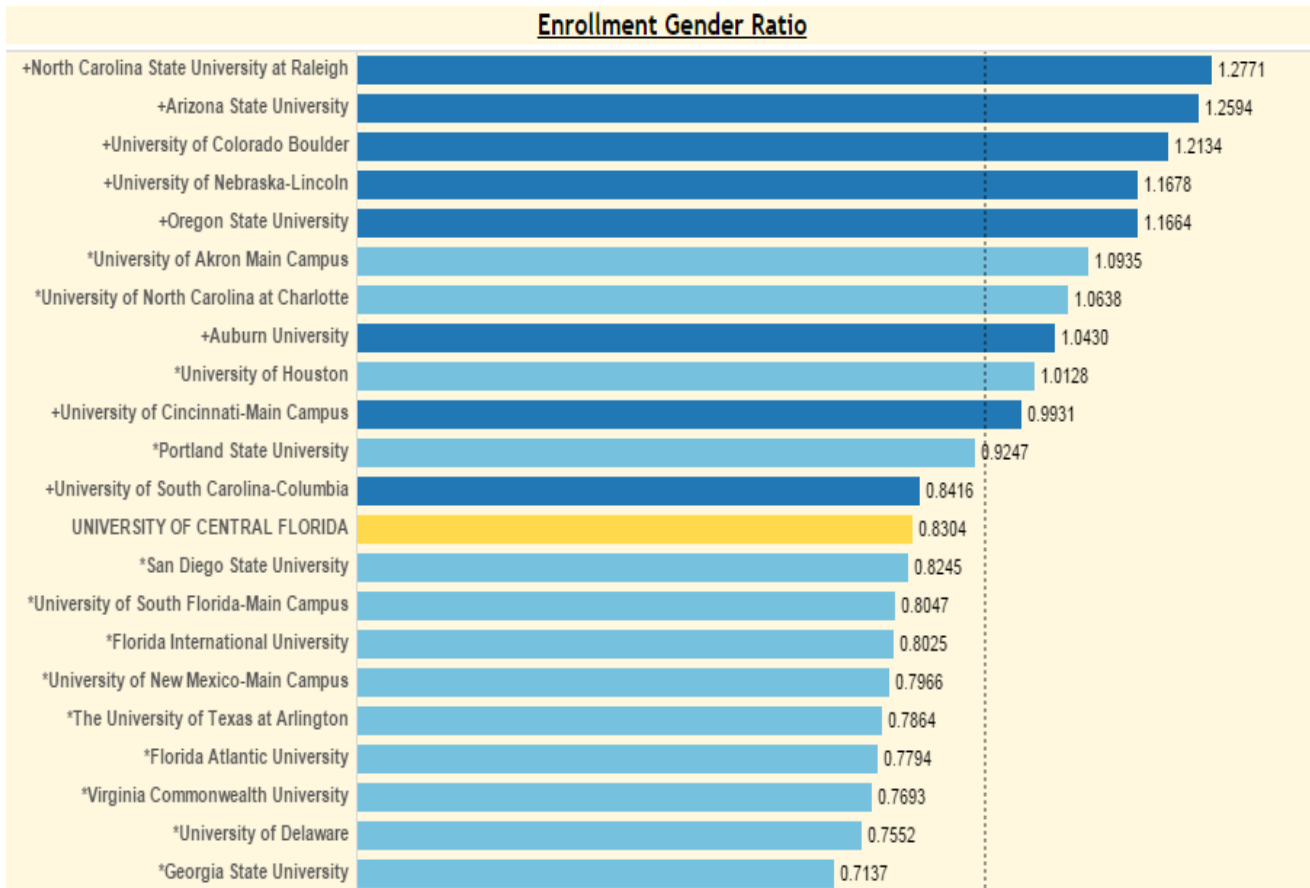


FIGURE 5: UCF GENDER ENROLLMENT RATIO COMPARED TO PEER UNIVERSITIES IN 2013



UCF STUDENTS

ETHNICITY

More than half of the student body is comprised of white students (52.8%). Hispanic/Latino students make up 22.5% of student population followed by black/African American (10.9%), Asian (5.8%), multiracial (3.3%), non-resident alien (2.8%), American Indian/Alaskan Native (0.2%) and Native Hawaiian/Pacific Islander (0.2%). A small percentage of students chose to not specify their ethnicity (1.5%).

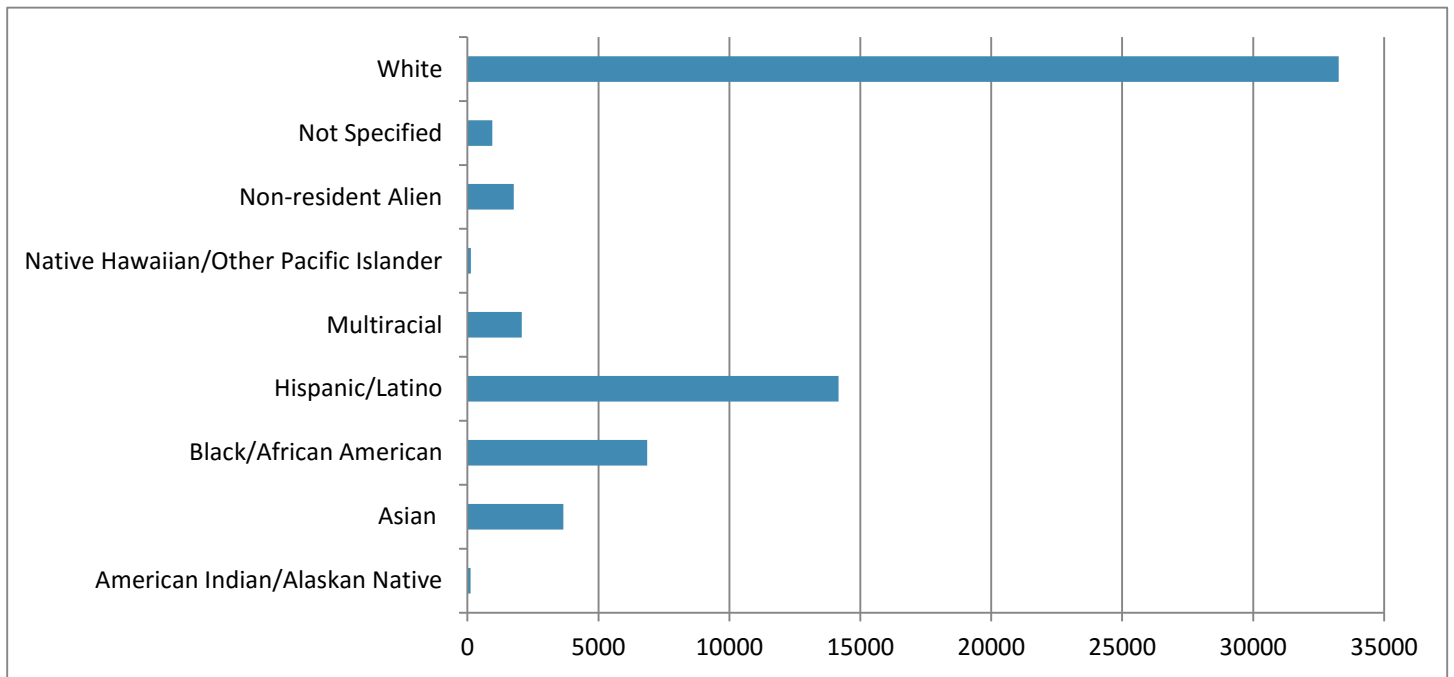


FIGURE 6: UCF STUDENTS BY ETHNICITY AS OF FALL 2015

The number of American Indian/Alaskan Native students, not-specified and white students have been decreasing since 2011, but at inconsistent rates. The biggest difference of American Indian/Alaskan Native students was between 2011 and 2012 when enrollment decreased by over 20%. Although the enrollment of non-resident alien students appears to double annually in percentage from 2013 to 2015, enrollment did decrease from 2011 to 2013.

The number of Asian, black/African American, Hispanic/Latino, multiracial and Native Hawaiian/Other Pacific Islander students have been increasing since 2011. The biggest increase of Asian students was almost ten percent occurring between 2014 and 2015. Enrollment of black/African American students has been increasing since 2011 and had increased over 7% since 2014. The number of Hispanic/Latino students has also been consistently increasing with the exception of 2011 in which a spike of over 17% was seen from the previous year. This sharp increase may be attributed to labeling and calculation methods changing for this demographic.

The number of multiracial and Native Hawaiian/Other Pacific Islander students have been increasing annually, but at a decreasing rate. For multiracial students, there was almost a 96% increase from 2010 to 2011, compared to the 12.1% increase from 2014 to 2015. For Native Hawaiian/Other Pacific Islander students, there was more than a 55% increase from 2014 to 2010 to 2011 compared to the less than two percent increase from 2014 to 2015. Between 2013 and 2014, there was a slight decrease in Native Hawaiian/Other Pacific Islander student enrollment.

UCF STUDENTS

TABLE 2: STUDENT ENROLLMENT TRENDS BY ETHNICITY AS OF FALL 2015

ETHNICITY	YEAR	HEADCOUNT	DIFFERENCE FROM PREVIOUS YEAR
American Indian/Alaska Native	2011	190	-2.56%
American Indian/Alaska Native	2012	149	-21.58%
American Indian/Alaska Native	2013	132	-11.41%
American Indian/Alaska Native	2014	122	-7.58%
American Indian/Alaska Native	2015	121	-0.82%
Asian	2011	3,156	4.09%
Asian	2012	3,210	1.71%
Asian	2013	3,283	2.27%
Asian	2014	3,350	2.04%
Asian	2015	3,659	9.22%
Black/African American	2011	5,771	6.75%
Black/African American	2012	5,969	3.43%
Black/African American	2013	6,150	3.03%
Black/African American	2014	6,408	4.20%
Black/African American	2015	6,866	7.15%
Hispanic/Latino	2011	10,358	17.08%
Hispanic/Latino	2012	11,315	9.24%
Hispanic/Latino	2013	12,082	6.78%
Hispanic/Latino	2014	13,127	8.65%
Hispanic/Latino	2015	14,169	7.94%
Multiracial	2011	893	95.83%
Multiracial	2012	1,355	51.74%
Multiracial	2013	1,635	20.66%
Multiracial	2014	1,843	12.72%
Multiracial	2015	2,066	12.10%
Native Hawaiian/Other Pacific Islander	2011	104	55.22%
Native Hawaiian/Other Pacific Islander	2012	124	19.23%
Native Hawaiian/Other Pacific Islander	2013	140	12.90%
Native Hawaiian/Other Pacific Islander	2014	128	-8.57%
Native Hawaiian/Other Pacific Islander	2015	130	1.56%
Non-resident alien	2011	1,410	1.29%

UCF STUDENTS

Non-resident alien	2012	1,396	-0.99%
Non-resident alien	2013	1,362	-2.44%
Non-resident alien	2014	1,494	9.69%
Non-resident alien	2015	1,767	18.27%
Not-specified	2011	1,157	-0.52%
Not-specified	2012	1,121	-3.11%
Not-specified	2013	1,032	-7.94%
Not-specified	2014	998	-3.29%
Not-specified	2015	953	-4.51%
White	2011	35,659	-0.34%
White	2012	35,146	-1.44%
White	2013	33,954	-3.39%
White	2014	33,351	-1.78%
White	2015	33,271	-0.24%

According to 2013 data, Michigan Technological University had the highest minority enrollment ratio (13.51), and University of Puerto Rico-Mayaguez had the lowest ratio (.00). UCF ranks 15th in reference to the minority enrollment ratio (1.44). In the peer group, University of Nebraska-Lincoln had the highest ratio (7.32), and Florida International University had the lowest (.20).

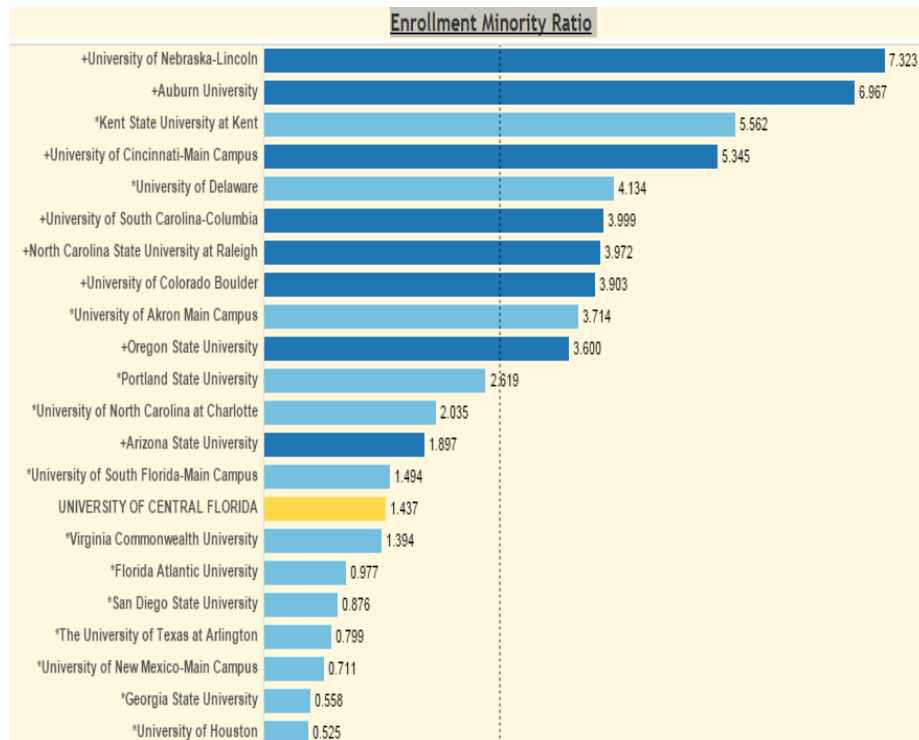


FIGURE 7: UCF MINORITY ENROLLMENT RATIO WHEN COMPARED TO PEER UNIVERSITIES IN 2013

UCF STUDENTS

A closer look at student gender and ethnicity data by career

The least amount of white (39), multiracial (3) and Asian (2) male students are enrolled in graduate studies. The least amount of black/African American (4) and not-specified (2) male students are enrolled in optics and photonics. The least amount of non-resident alien (1) male students is enrolled in nursing. There are no American Indian/Alaskan Native male students enrolled in graduate studies, nursing and optics and photonics. There are no Native Hawaiian/Other Pacific Islander male students enrolled in graduate studies.

TABLE 3: HIGHEST AND LOWEST ENROLLMENT OF MALES BY CAREER

	Lowest					Highest						
	AH	BA	EHP	ECS	GS	HPA	M	N	OP	S	RHM	
Asian	69	275	56	586	2	269	240	43	5	212	26	
Black/African American	189	450	230	567	7	430	137	25	4	364	51	
Hispanic/Latino	607	1160	289	1741	10	669	363	69	18	881	138	
American Indian/Alaskan Native	8	13	4	12	0	4	2	0	0	5	2	
Multiracial	93	152	29	255	3	95	53	16	5	112	23	
Non-resident alien	29	91	15	576	7	22	20	1	60	103	14	
Native Hawaiian/Other Pacific Islander	1	8	5	15	0	9	3	2	1	8	1	
White	1559	3115	868	4112	39	1425	624	222	75	2057	460	
Not-specified	32	72	39	88	5	34	52	6	2	40	9	
Total	2790	5336	1535	7952	72	2957	1494	2352	170	3782	724	

TABLE 4: HIGHEST AND LOWEST ENROLLMENT OF FEMALES BY CAREER

	Lowest					Highest						
	AH	BA	EHP	ECS	GS	HPA	M	N	OP	S	RHM	
Asian	103	225	95	127	2	405	268	136	0	324	62	
Black/African American	222	390	442	144	2	1331	209	285	0	941	152	
Hispanic/Latino	620	889	818	407	7	1702	494	414	6	1877	421	
American Indian/Alaskan Native	2	7	12	4	0	17	2	7	0	11	3	
Multiracial	121	108	107	70	0	231	98	65	2	273	71	
Non-resident alien	34	80	57	158	6	40	43	12	11	117	39	
Native Hawaiian/Other Pacific Islander	4	12	7	2	0	18	4	9	0	13	4	
White	1648	1926	2554	691	19	3066	761	1388	16	3662	1443	
Not-specified	36	45	130	18	1	125	49	36	0	53	15	
Total	5377	3682	4222	1621	37	6936	1928	2736	35	7271	2210	

The highest number of males and females are enrolled in the College of Engineering and Computer Science. In the colleges of education and human performance, engineering and computer science, health and public affairs, medicine, nursing, sciences and optics and photonics, the smallest minority of males are American Indian/Alaskan Native. In the Rosen College of Hospitality Management, College of Arts and Humanities and College of Business Administration, the smallest minority of males are Native Hawaiian/Other Pacific Islander. For graduate studies, there are currently no American Indian/Alaskan Native or Native Hawaiian/Other Pacific Islander male students enrolled.

UCF STUDENTS

In the colleges of arts and humanities, business administration, health and public affairs, medicine, nursing and sciences along with Rosen College of Hospitality Management, the smallest minority of females are American Indian/Alaskan Native. In the College of Education and Human Performance and College of Engineering and Computer Science, the smallest minority of females are Native Hawaiian/Other Pacific Islander. There are no American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander, or multiracial female students enrolled in graduate studies, and there are no Asian, black/African American, American Indian/Alaskan Native, or Native Hawaiian/Other Pacific Islander female students enrolled in optics and photonics.

TABLE 5: HIGHEST AND LOWEST ENROLLMENT OF MALES BY ETHNICITY

	Lowest					Highest					
	AH	BA	EHP	ECS	GS	HPA	M	N	OP	S	RHM
Asian	69	275	56	586	2	269	240	43	5	212	26
Black/African American	189	450	230	567	7	430	137	25	4	364	51
Hispanic/Latino	607	1160	289	1741	10	669	363	69	18	881	138
American Indian/Alaskan Native	8	13	4	12	0	4	2	0	0	5	2
Multiracial	93	152	29	255	3	95	53	16	5	112	23
Non-resident alien	29	91	15	576	7	22	20	1	60	103	14
Native Hawaiian/Other Pacific Islander	1	8	5	15	0	9	3	2	1	8	1
White	1559	3115	868	4112	39	1425	624	222	75	2057	460
Not-specified	32	72	39	88	5	34	52	6	2	40	9
Total	2790	5336	1535	7952	72	2957	1494	2352	170	3782	724

TABLE 6: HIGHEST AND LOWEST ENROLLMENT OF FEMALES BY ETHNICITY

	Lowest					Highest					
	AH	BA	EHP	ECS	GS	HPA	M	N	OP	S	RHM
Asian	103	225	95	127	2	405	268	136	0	324	62
Black/African American	222	390	442	144	2	1331	209	285	0	941	152
Hispanic/Latino	620	889	818	407	7	1702	494	414	6	1877	421
American Indian/Alaskan Native	2	7	12	4	0	17	2	7	0	11	3
Multiracial	121	108	107	70	0	231	98	65	2	273	71
Non-resident alien	34	80	57	158	6	40	43	12	11	117	39
Native Hawaiian/Other Pacific Islander	4	12	7	2	0	18	4	9	0	13	4
White	1648	1926	2554	691	19	3066	761	1388	16	3662	1443
Not-specified	36	45	130	18	1	125	49	36	0	53	15
Total	5377	3682	4222	1621	37	6936	1928	2736	35	7271	2210

For males, the College of Engineering and Computer Science enrolls the most students per ethnicity with the exception of American Indian/Alaskan Native students. The College of Business Administration's largest ethnic group consists of American Indian/Alaskan Native male students. The least amount of white (39), multiracial (3) and Asian (2) male students are enrolled in graduate studies. The least amount of black/African American (4) and not-specified (2) male students are enrolled in optics and photonics. The least amount of non-resident alien (1) male students is enrolled in nursing. There are no American Indian/Alaskan Native male students enrolled in graduate studies, nursing and optics and photonics. There are no Native Hawaiian/Other Pacific Islander male students enrolled in graduate studies.

UCF STUDENTS

For females, the College of Health and Public Affairs enrolls the most black/African American (1331), Asian (405), Native Hawaiian/Other Pacific Islander (18) and American Indian/Alaskan Native (17) students. The College of Sciences enrolls the most white (3662), Hispanic/Latino (1877) and multiracial (273) students. The largest ethnic group in the College of Engineering and Computer Science is non-resident alien (158), and the largest ethnic group in the College of Education and Human Performance is not-specified individuals (130). The smallest number of female white (16) students is enrolled in optics and phonics. The smallest number of female non-resident alien (6) students is enrolled in graduate studies, and the smallest number of female Hispanic/Latino (6) students is enrolled in optics and photonics. There are no American Indian/Alaskan Native, multiracial or Native Hawaiian/Other Pacific Islander female students enrolled in graduate studies. There are no Asian, black/African American, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander or not-specified female students enrolled in optics and photonics.

**For additional data per college please refer to the Appendices.*

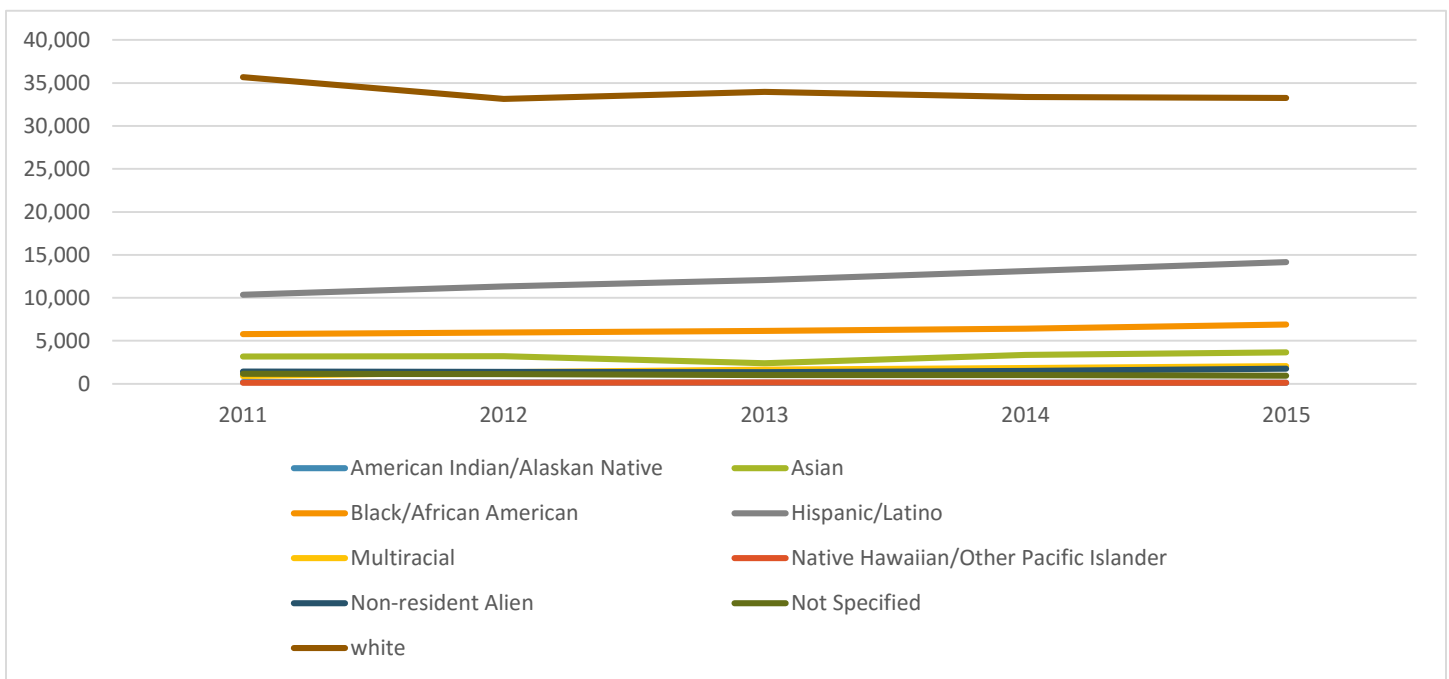


FIGURE 8: FIVE-YEAR HEADCOUNT TREND BY ETHNICITY



UCF STUDENTS

FIRST-GENERATION AND TRANSFER STATUS

As of fall 2015, there are 14,023 first-generation undergraduate students enrolled at UCF. Of this amount, 61% are transfer students. There are more female (59%) than male (41%) first-generation students.

There are 27,797 undergraduate transfer students enrolled at UCF. Of this amount, 31% are first-generation students. There are more female (56%) than male (44%) transfer students and more female transfer students (59.8%) as compared to males (40.2%). There are more female first-generation students than transfer students (59.8%) as compared to males (40.2%).

Graduation rates

In reference to the percentage of women's undergraduate degrees, UCF ranked 10th when compared to peers (58.87%). The lowest was North Carolina State at Raleigh (45.37%), and the highest was Kent State University (63.00%). In the overall population, New Jersey Institute of Technology ranked the lowest (22.15%), and Texas Women's University ranked the highest (92.16%).

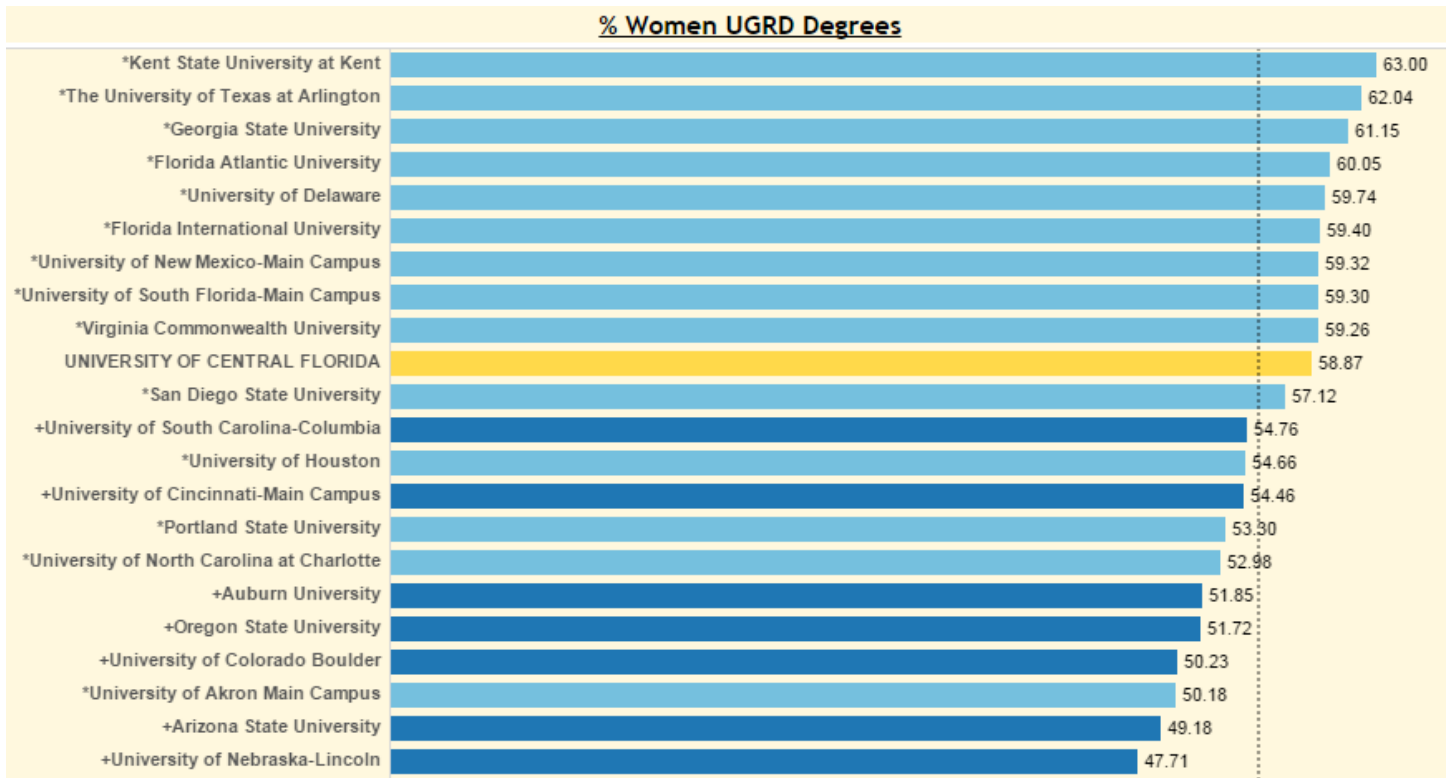


FIGURE 9: PERCENTAGE OF WOMEN UNDERGRADUATE DEGREES COMPARED TO PEERS

In reference to the percentage of minority undergraduate degrees, UCF ranked 10th when compared to peers (34.16%). The lowest was University of Nebraska Lincoln (8.91%), and the highest was Florida International University (79.49%). In the overall population, Michigan Technological University ranked the lowest (4.62%), and University of Puerto Rico Mayaguez ranked the highest (99.88%).

UCF STUDENTS

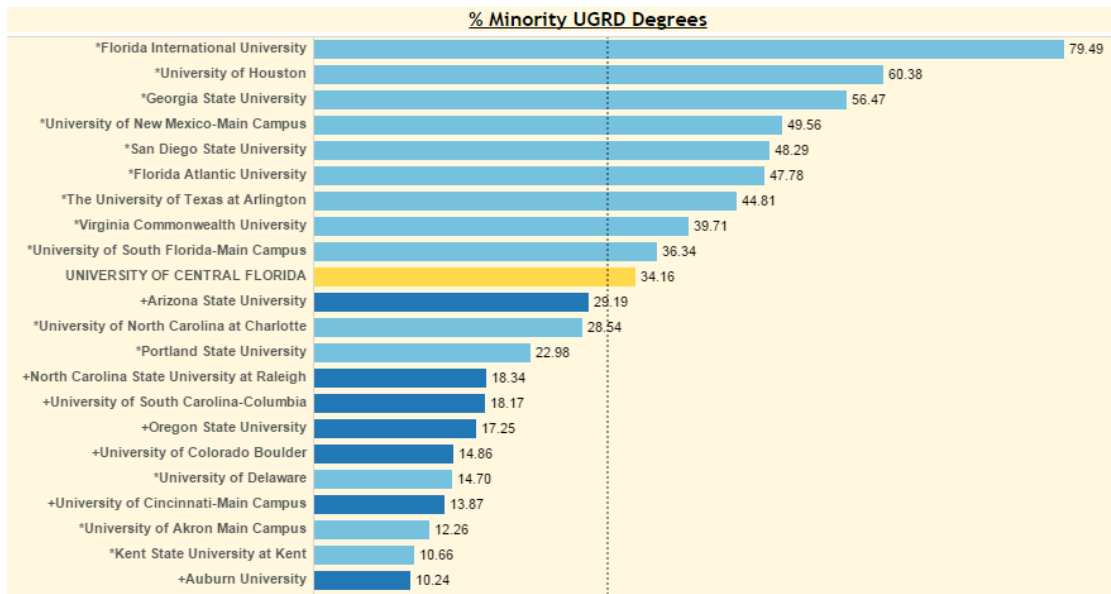


FIGURE 10: PERCENTAGE OF MINORITY UNDERGRADUATE DEGREES COMPARED TO PEERS

Compared to peer universities, UCF ranks 6th in terms of female graduation rates at 71.90%. Within the peer group, University of Delaware was the highest (82.47%), and the lowest was University of Akron (42.91%). In the overall population, University of Virginia was the highest (93.83%), and the lowest was Texas Southern University (18.21%).

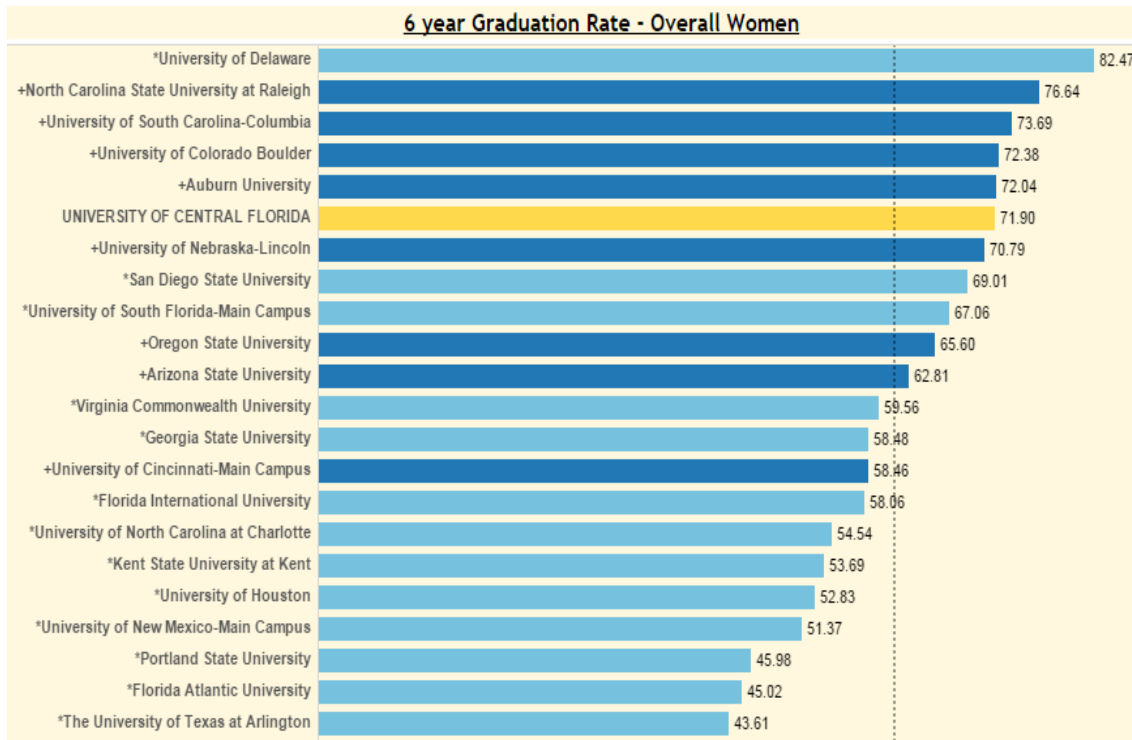


FIGURE 11: WOMEN'S SIX-YEAR GRADUATION RATES COMPARED TO PEERS

UCF STUDENTS

Compared to peer universities, UCF ranks 4th in terms of minority graduation rates at 64.19%. Within the peer group, University of Delaware was the highest (72.39%), and lowest was the University of Akron (23.79%). In the overall population, University of California Berkeley was the highest (91.65%), and the lowest was Texas Southern University (15.28%).

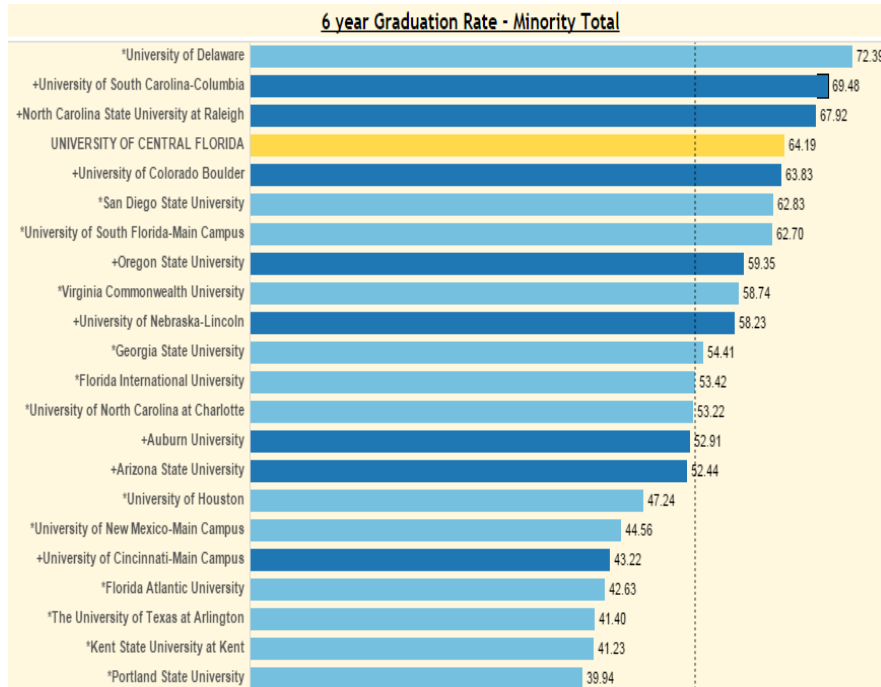


FIGURE 12: MINORITY SIX-YEAR GRADUATION RATES COMPARED TO PEERS

When considering both variables, UCF ranks 4th in terms of minority female graduation rates at 69.99%. Within the peer group, University of Delaware was the highest (75.00%), and the lowest was University of Akron (24.49%). In the overall population, College of William and Mary was the highest (93.89%), and the lowest was Texas Southern University (16.92%).

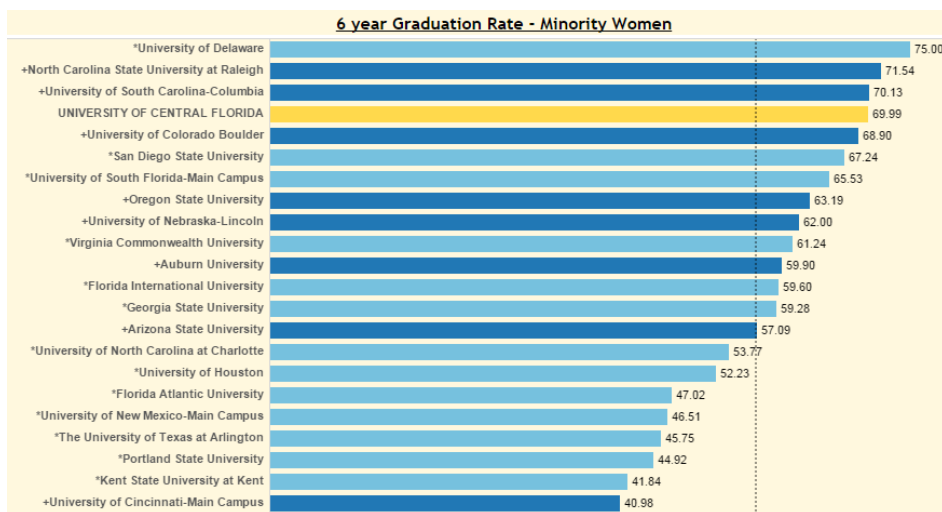


FIGURE 13: MINORITY WOMEN SIX-YEAR GRADUATION RATES COMPARED TO PEERS

UCF FACULTY AND STAFF



FIGURE 14: FACULTY AND STAFF AS OF FALL 2014

As of fall 2015, UCF employs 11,764 employees, such as educators, staff, research associates and graduate assistants. According to 2015 data, most instructional faculty were non-tenure-earning (47%), tenured (39%) and tenure-earning (14%). In reference to number of full-time staff, UCF ranked 13th when compared to peers (6,103). The lowest was Portland State University (3,049), and the highest was North Carolina State at Raleigh (9,922). In the overall population, New College of Florida ranked the lowest (326), and Ohio State University ranked the highest (29,199).

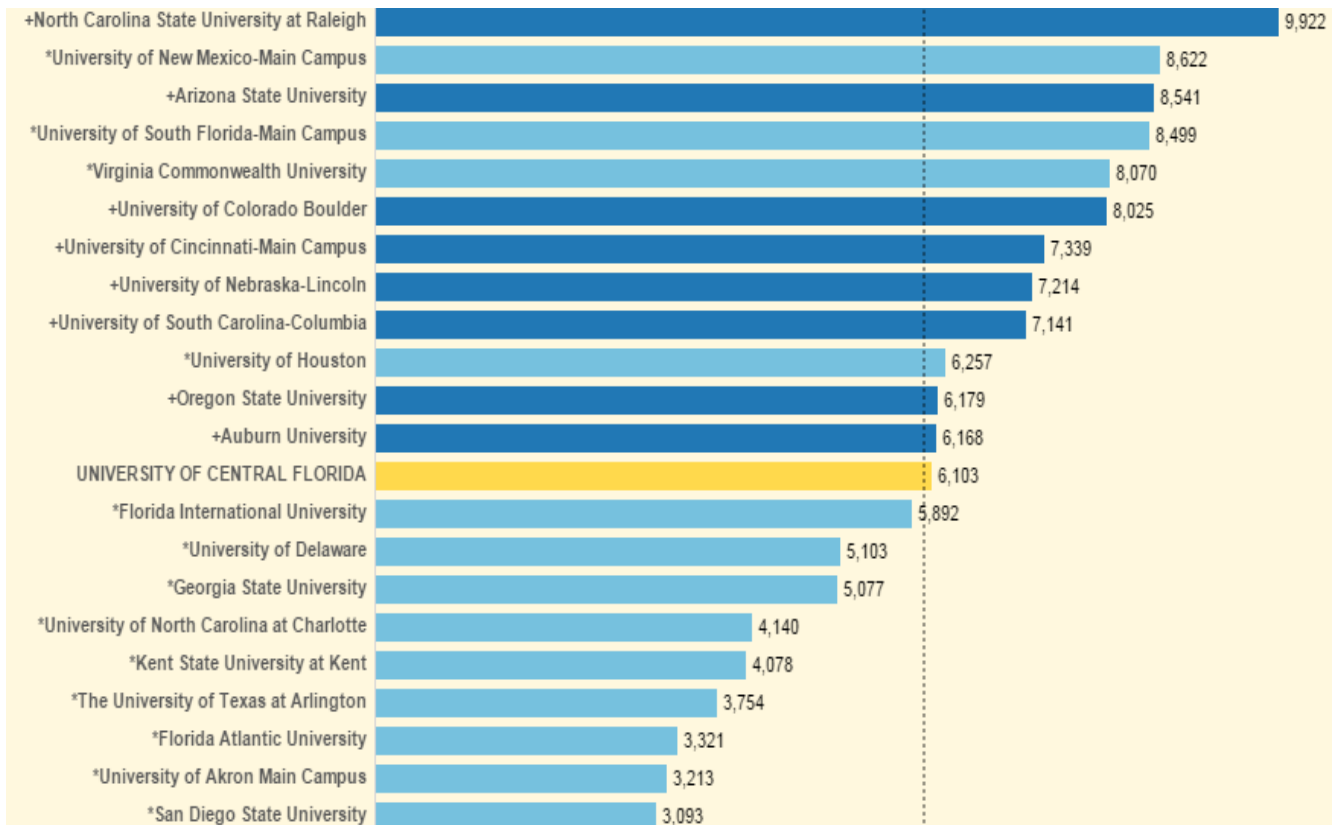


FIGURE 15: NUMBER OF FULL-TIME STAFF COMPARED TO PEERS

UCF FACULTY AND STAFF

In reference to the number of tenure and tenure-earning faculty, UCF ranked 14th when compared to peers (750). The lowest was Portland State University (535), and the highest was Arizona State University (1,267). In the overall population, Florida Gulf Coast University ranked the lowest (7), and University of Michigan Ann Harbor ranked the highest (2,682).

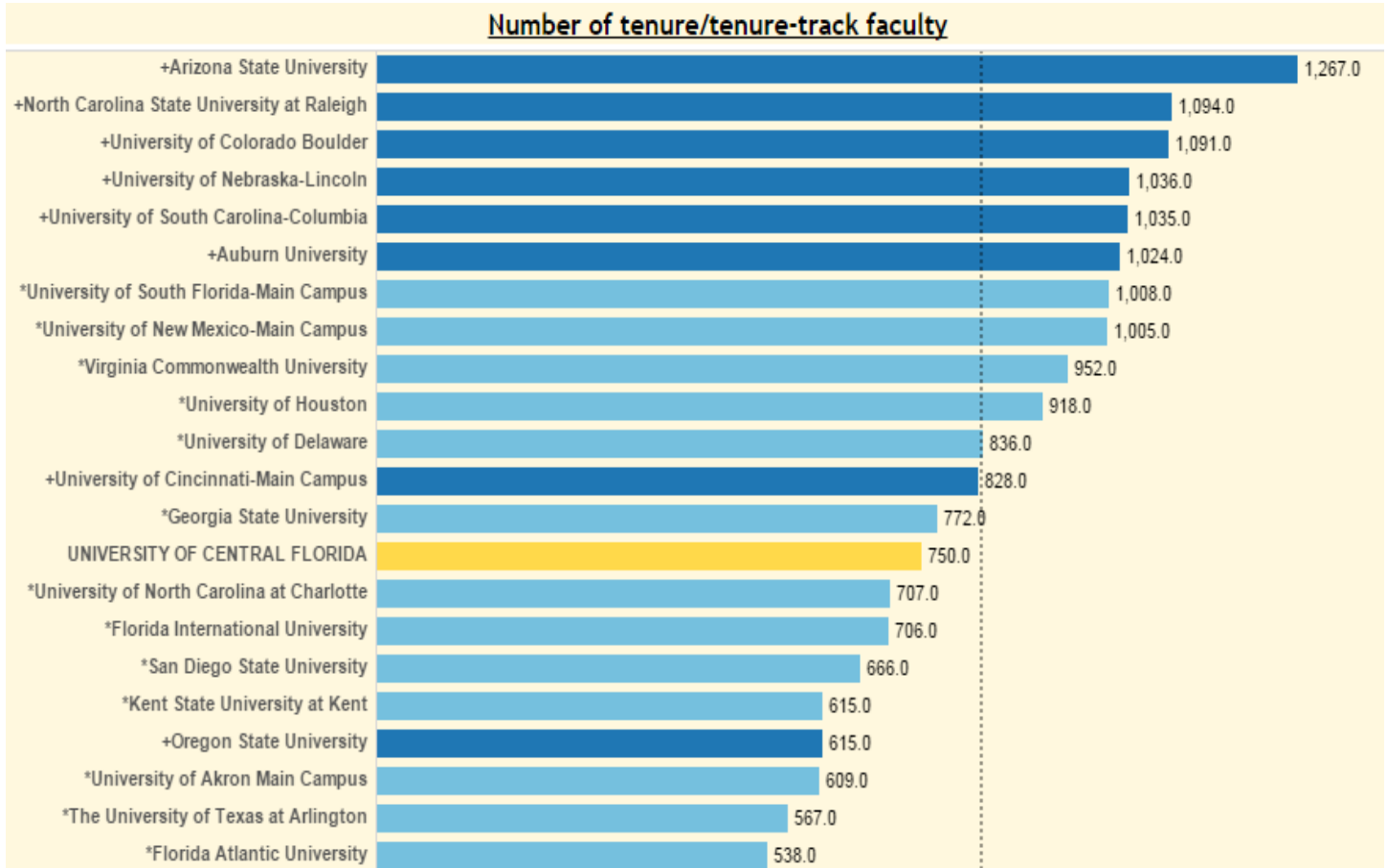
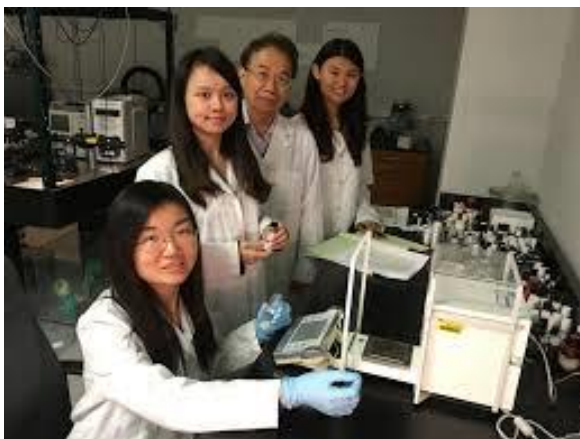


FIGURE 16: NUMBER OF TENURE/TENURE-TRACK FACULTY COMPARED TO PEERS



UCF FACULTY AND STAFF

GENDER

UCF is comprised of almost 12,000 employees. There are more female (6194) than male (5570) employees, and there are more male than female faculty.

As of fall 2015, there are more non-tenure-earning female faculty (53.63%) than males. However, there are less female tenure-earning faculty (45.2%), and significantly, less tenured female faculty (41.48%).

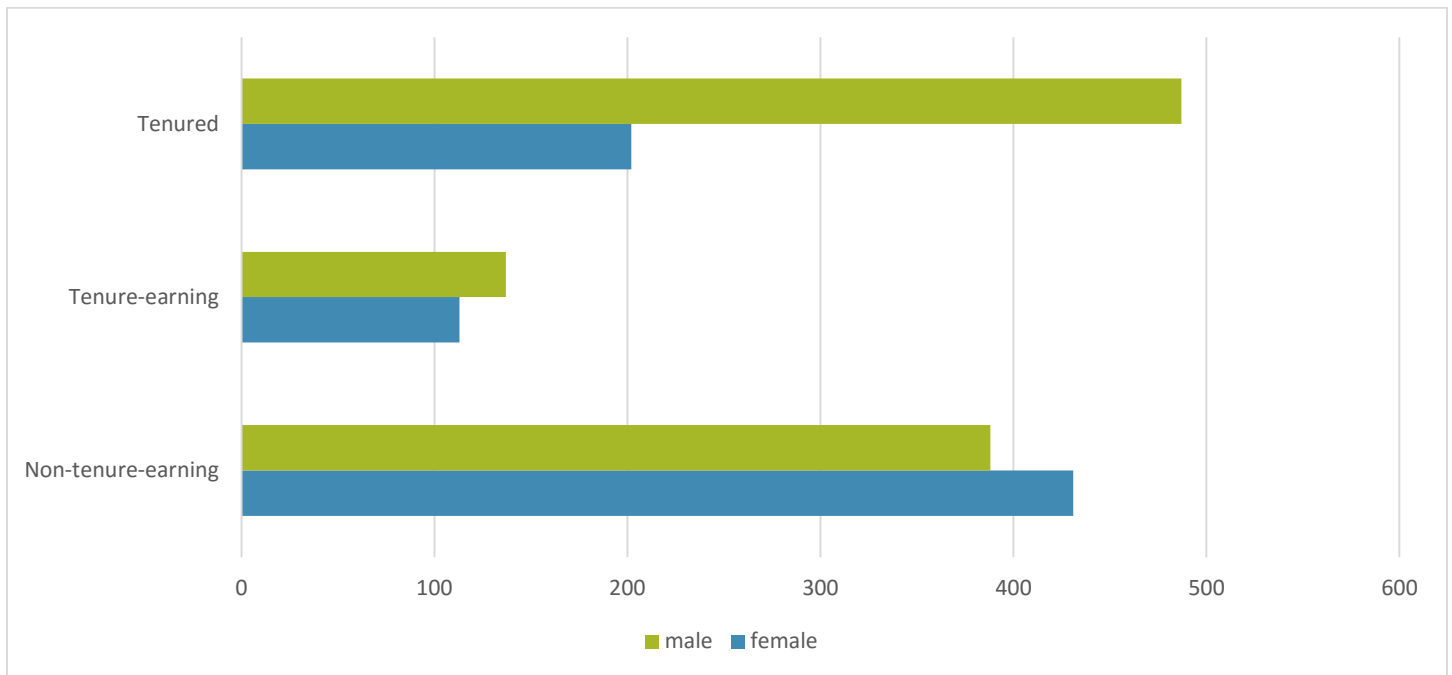


FIGURE 17: FACULTY BY GENDER AS OF FALL 2015



UCF FACULTY AND STAFF

There was a sharp increase in tenure in 2010; however, it has since lowered and remained consistent. The sharp decrease in tenure-earning trends in 2009 may relate to the sharp tenure increase in 2010. In 2011, there was a sharp increase in tenure-earning individuals followed by a sharp decrease in 2012, which it has since lowered and remained consistent. For male non-tenure-seeking instructors, there was a sharp increase in 2010. The rise continued in 2011, and it has since lowered and remained consistent. For female non-tenure-seeking instructors, there was a slight increased between 2009 and 2011, which it has since decreased and remained consistent.

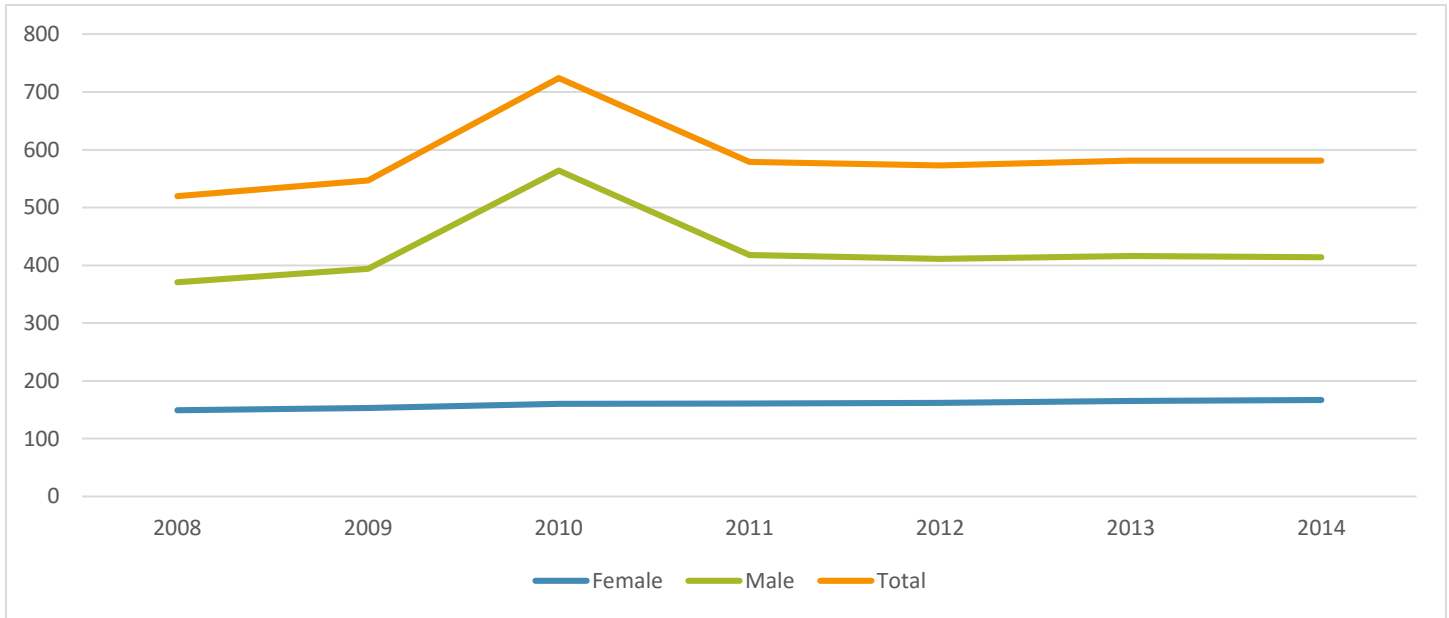


FIGURE 18: GENDER TENURED TRENDS 2008-2014

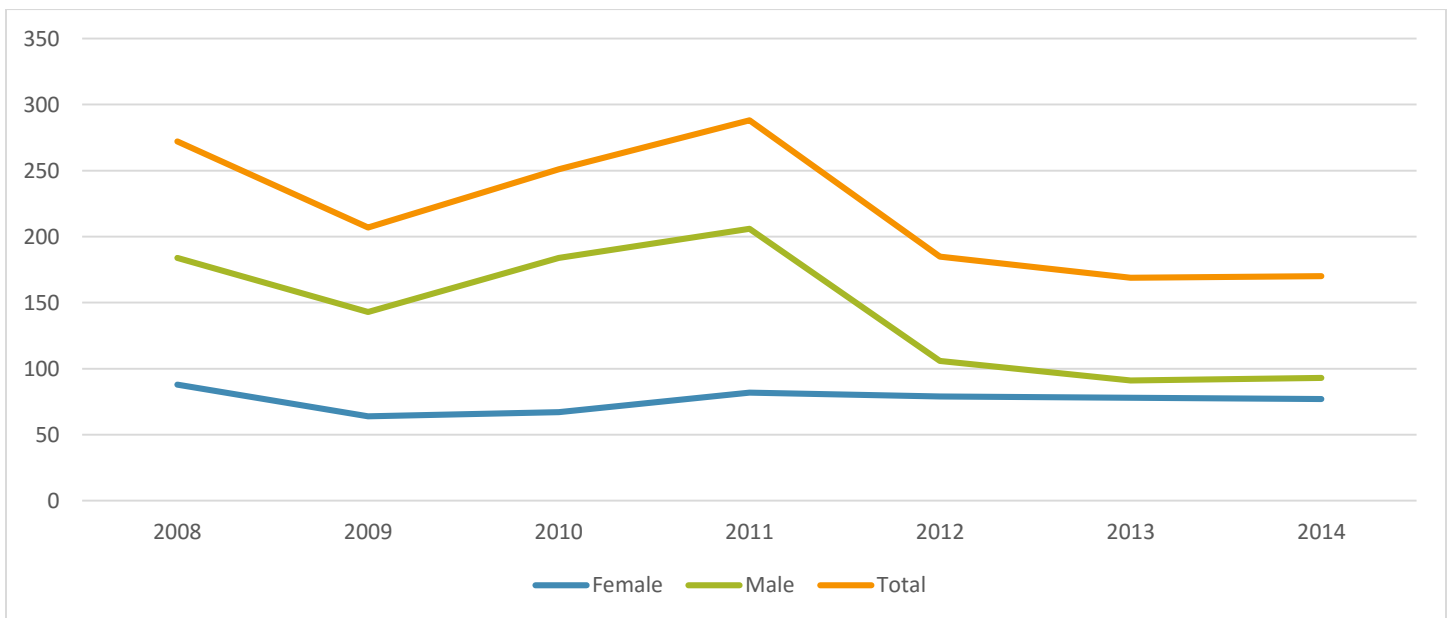


FIGURE 19: GENDER TENURE-EARNING TRENDS 2008-2014

UCF FACULTY AND STAFF

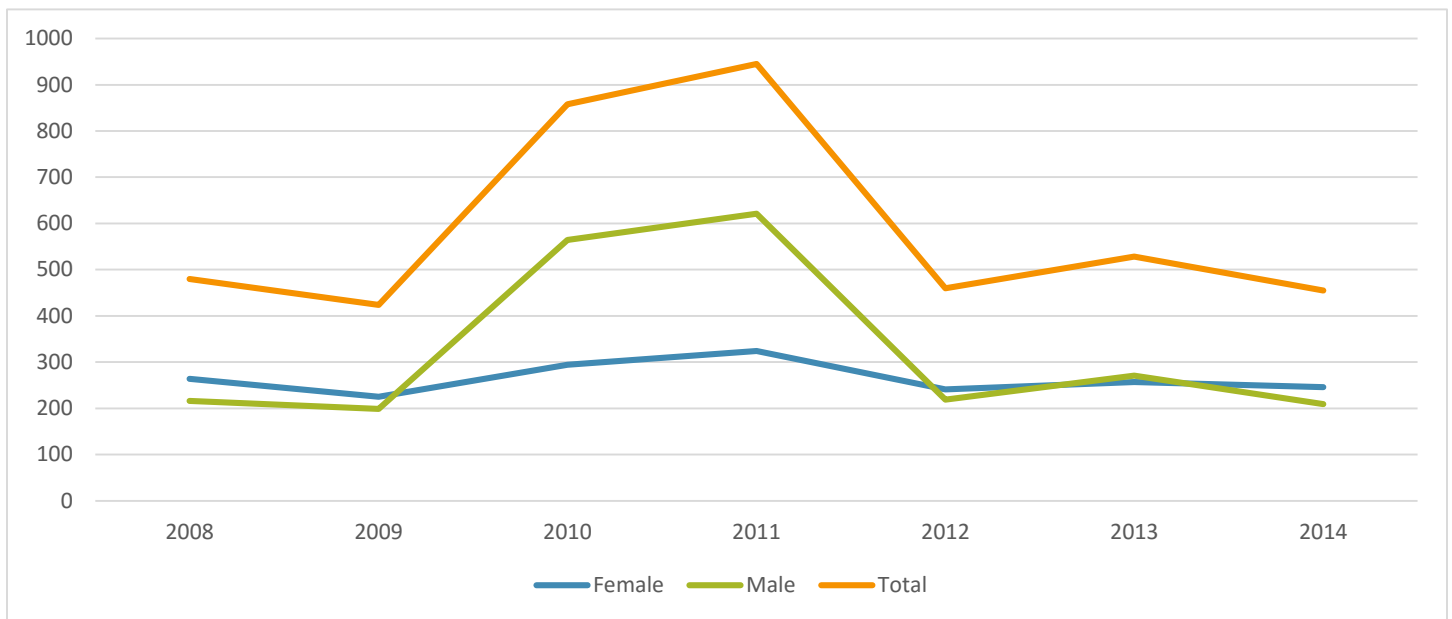


FIGURE 20: GENDER NON-TENURE-EARNING TRENDS 2008-2014

In reference to female instructional staff, UCF ranked 8th when compared to peers (836). The lowest was University of Nebraska at Lincoln (461), and the highest was University of Cincinnati (1,536). In the overall population, State University of New York College of Environmental Science and Forestry ranked the lowest (47), and University of Michigan Ann Harbor ranked the highest (2,963).



UCF FACULTY AND STAFF

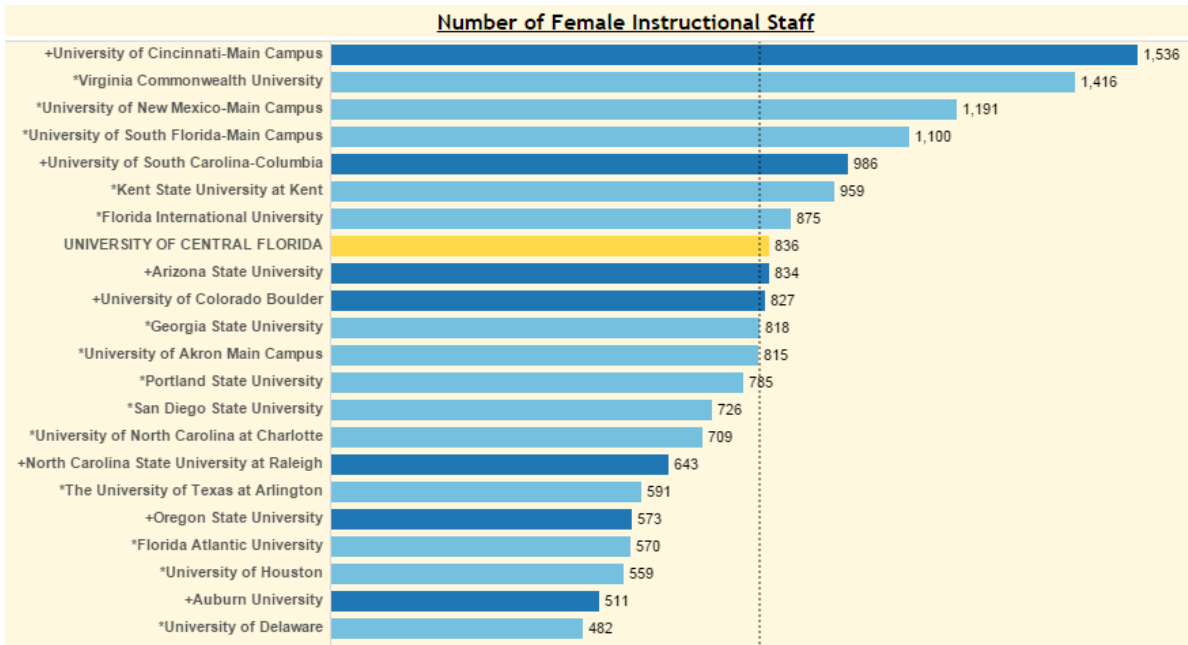


FIGURE 21: NUMBER OF FEMALE INSTRUCTIONAL STAFF COMPARED TO PEERS AS OF FALL 2013

In reference to staff, there are more female than male staff employees; however, there are more male graduate (1,023) than female (829) OPS employees. For staff trends, both male and female employees have been increasing at a consistent rate since 2010.

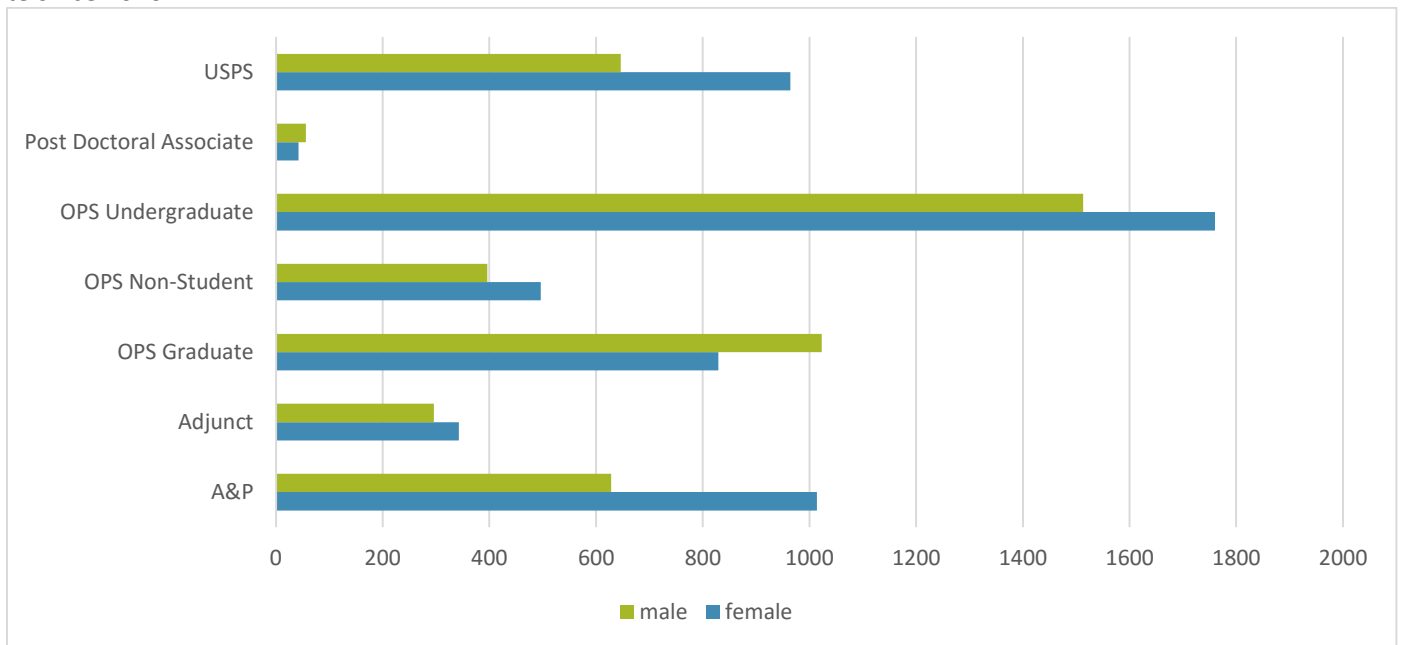


FIGURE 22: STAFF BY GENDER AS OF FALL 2015

UCF FACULTY AND STAFF

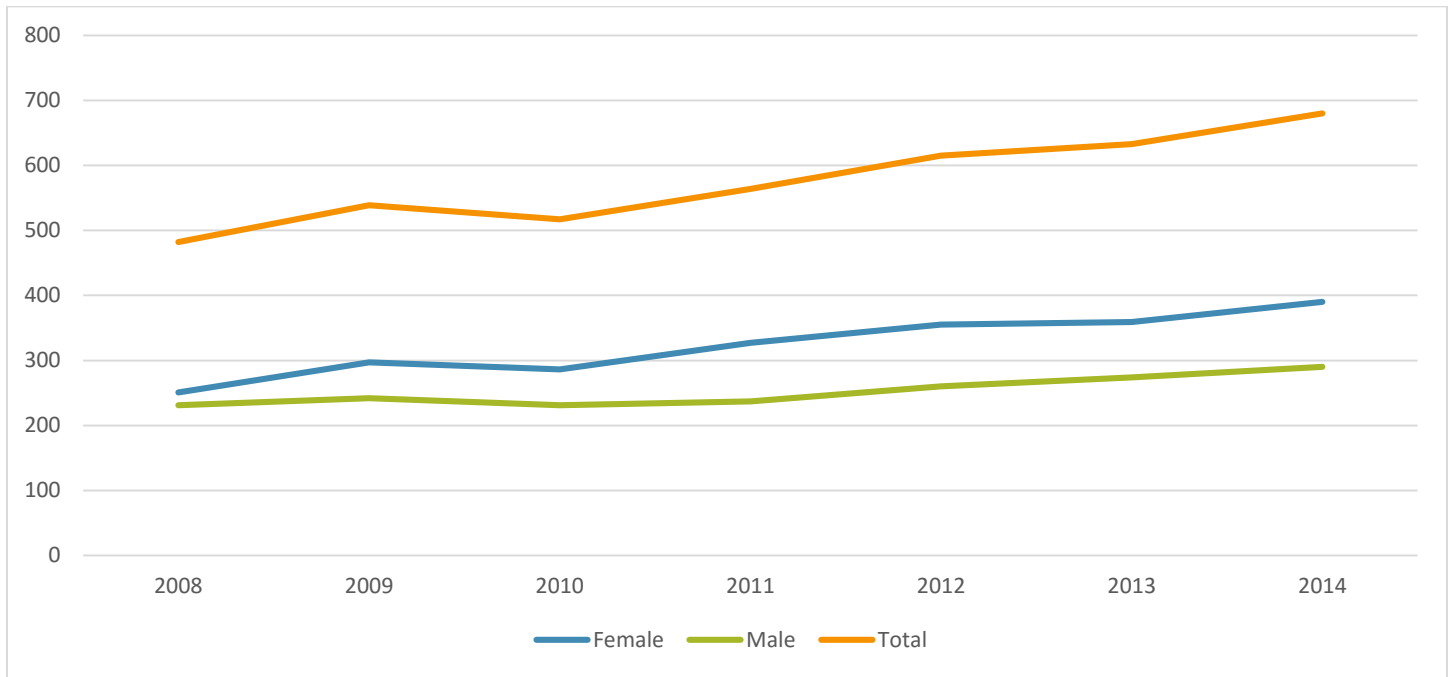


FIGURE 23: GENDER STAFF TRENDS 2008-2014



UCF FACULTY AND STAFF

ETHNICITY

UCF currently employs more white employees than the combination of all other ethnicities. There is three times more white employees than Hispanic/Latino employees, the second highest employed group. There are more than five times as many white employees than Asian employees, the third largest group. The subsequent employee groups, in order, include black/African American, non-resident alien, multiracial, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islander groups followed by individuals who did not specify their ethnicity.

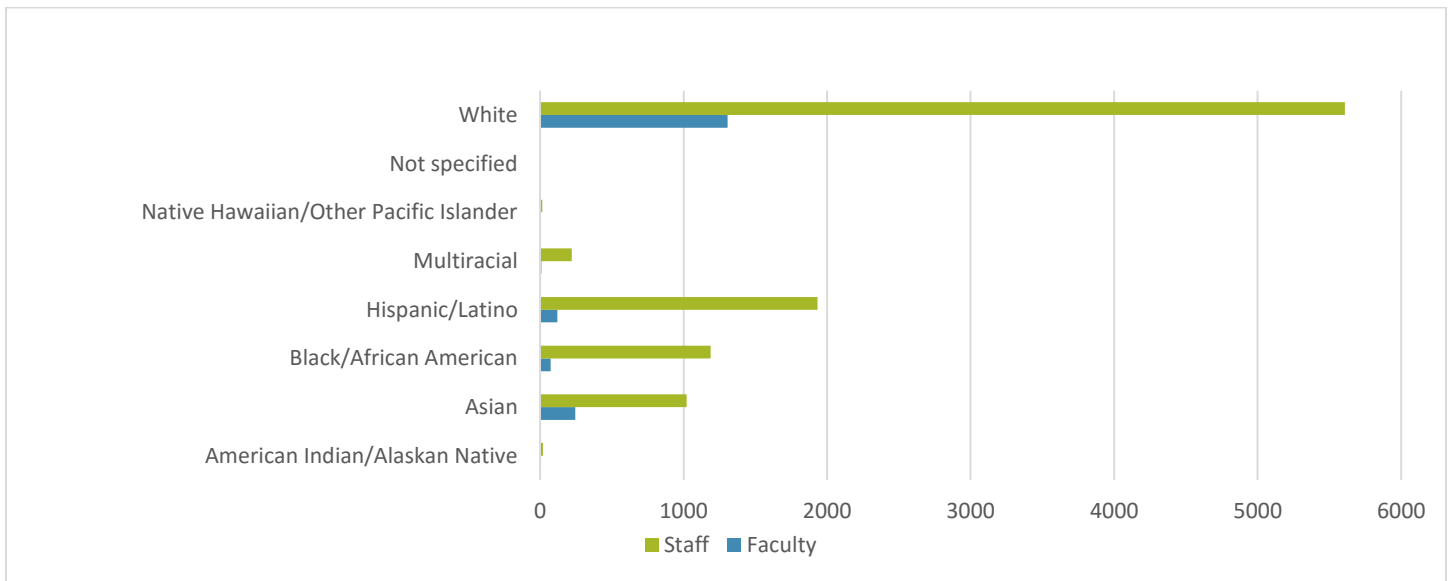


FIGURE 24: FACULTY AND STAFF ETHNICITY AS OF FALL 2015

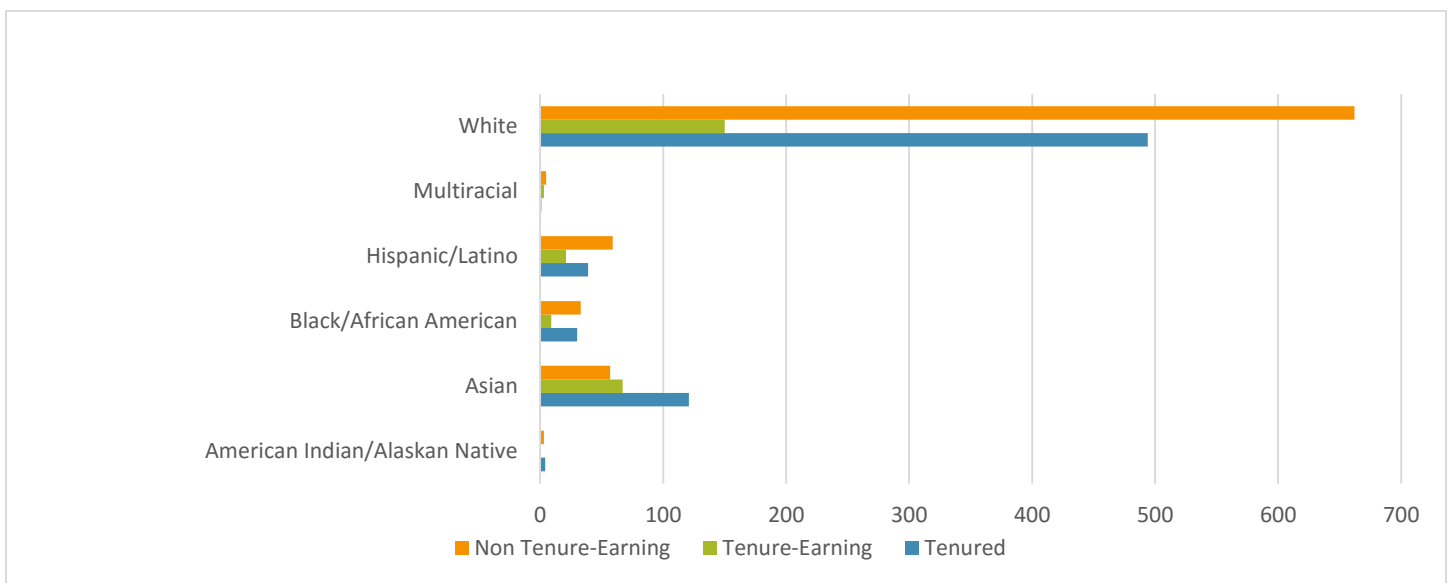


FIGURE 25: FACULTY ETHNICITY AS OF FALL 2015

UCF FACULTY AND STAFF

As of fall 2015, there were four times as many white tenured professors than Asian tenured professors, the second largest tenured ethnic group. There were about three times as many Asian tenured professors as Hispanic/Latino professors, the third largest tenured ethnic group. The fourth predominant ethnic group was black/African American (30). A drastic difference is noted for the subsequent minorities (American Indian/Alaskan Native, non-resident alien, multiracial). There were no Native Hawaiian/Other Pacific Islander tenured employees in 2015.

For tenure-earning professors, the dominant ethnic group is white (150); this group is more than double the amount of the following group, Asian (67). The subsequent groups are Hispanic/Latino (21), black/African American (9) and multiracial (3).

For non-tenure-earning professors, there are eleven times as many white employees (662) than the second most common group, Hispanic/Latino (59). The third most common ethnic group of non-tenure-earning professors is Asian (57) followed by black/African American (33), multiracial (5) and American Indian/Alaskan Native (3). There were no Native Hawaiian/Other Pacific Islander non-tenure-seeking employees in 2015.

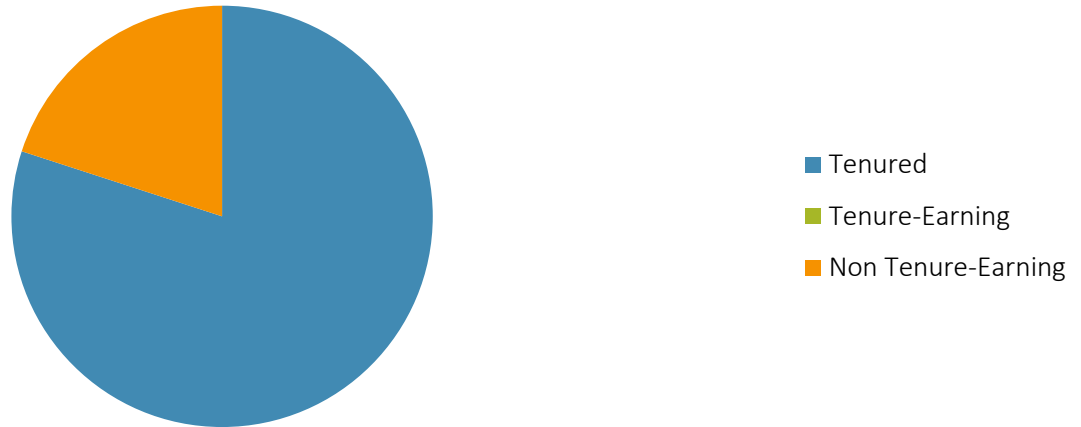


FIGURE 26: AMERICAN INDIAN/ALASKAN NATIVE FACULTY AS OF FALL 2015

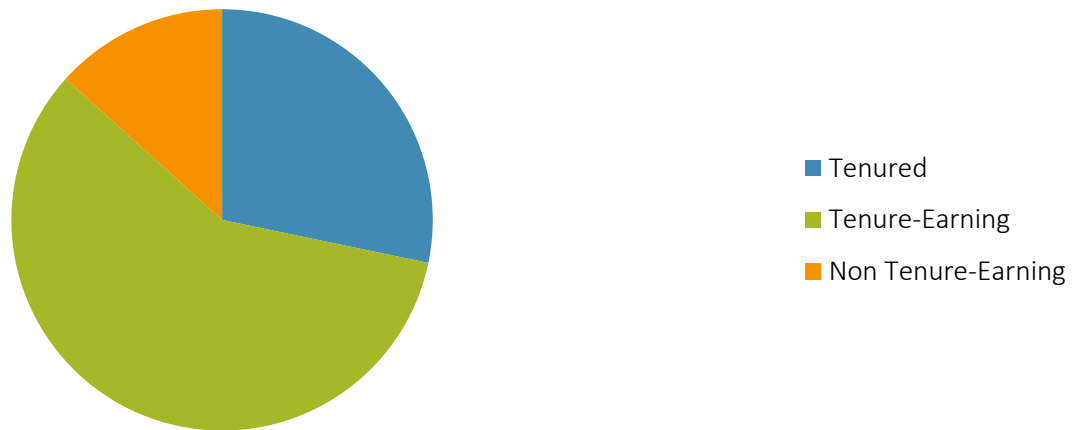


FIGURE 27: ASIAN FACULTY AS OF FALL 2015

UCF FACULTY AND STAFF

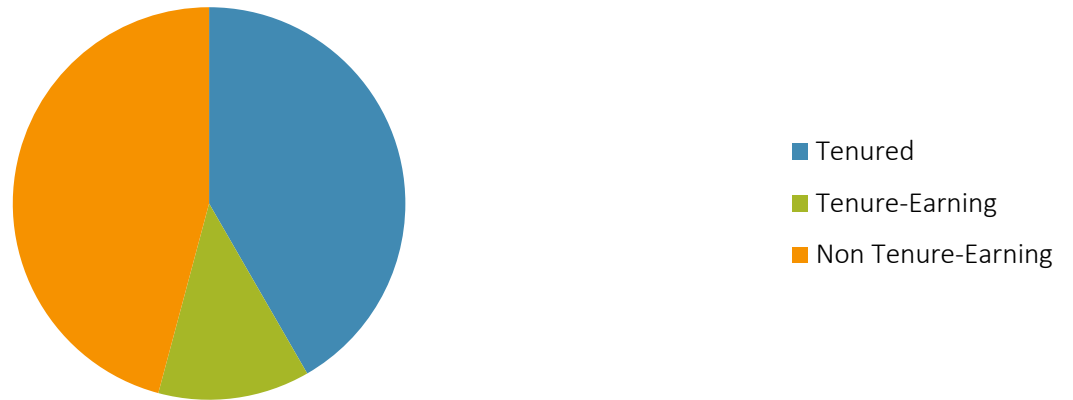


FIGURE 28: BLACK/AFRICAN AMERICAN FACULTY AS OF FALL 2015



FIGURE 29: HISPANIC/LATINO FACULTY AS OF FALL 2015



FIGURE 30: MULTIRACIAL FACULTY AS OF FALL 2015

UCF FACULTY AND STAFF



FIGURE 31: WHITE FACULTY AS OF FALL 2015

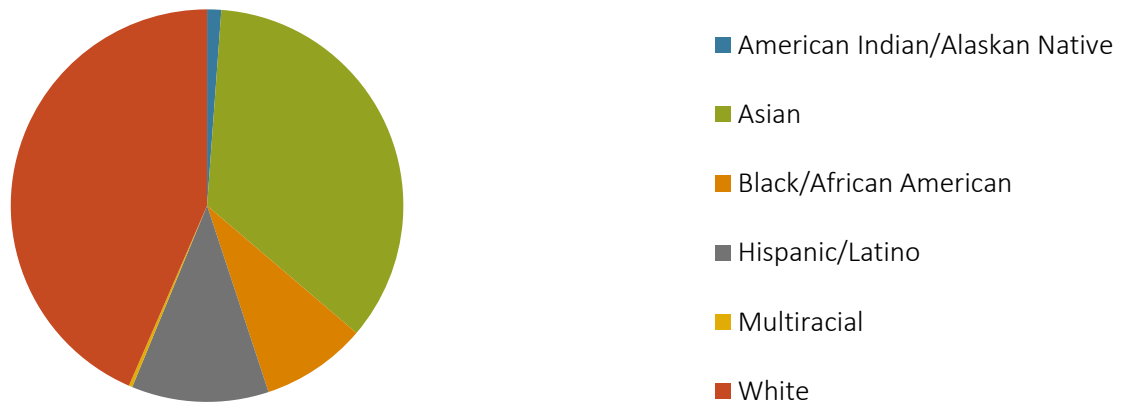


FIGURE 32: TENURED FACULTY BY ETHNICITY AS OF FALL 2015

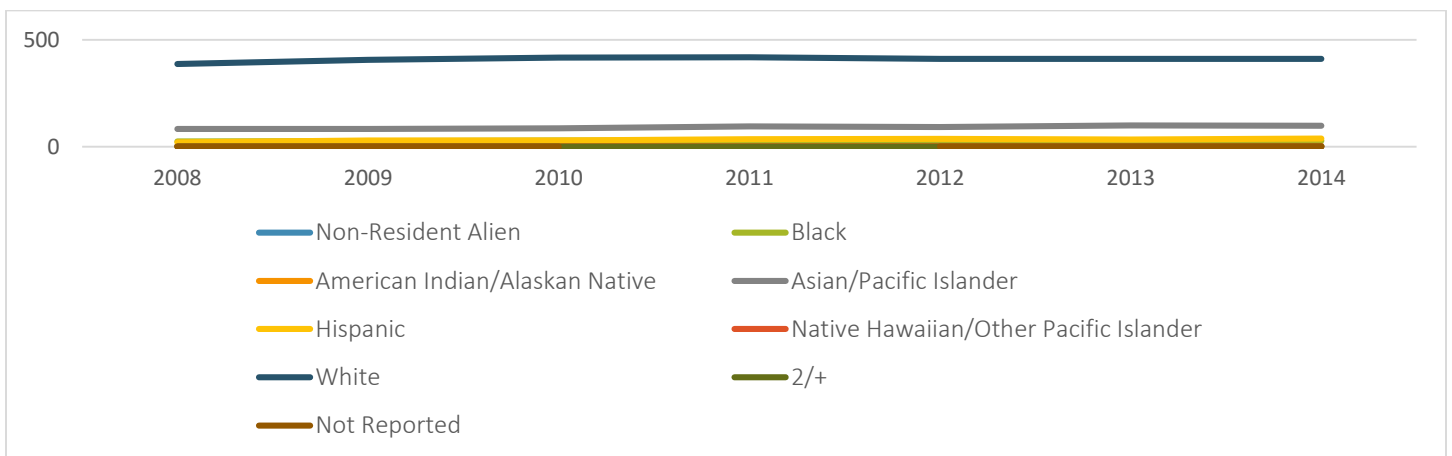


FIGURE 33: TENURED TRENDS BY ETHNICITY 2008-2014

UCF FACULTY AND STAFF

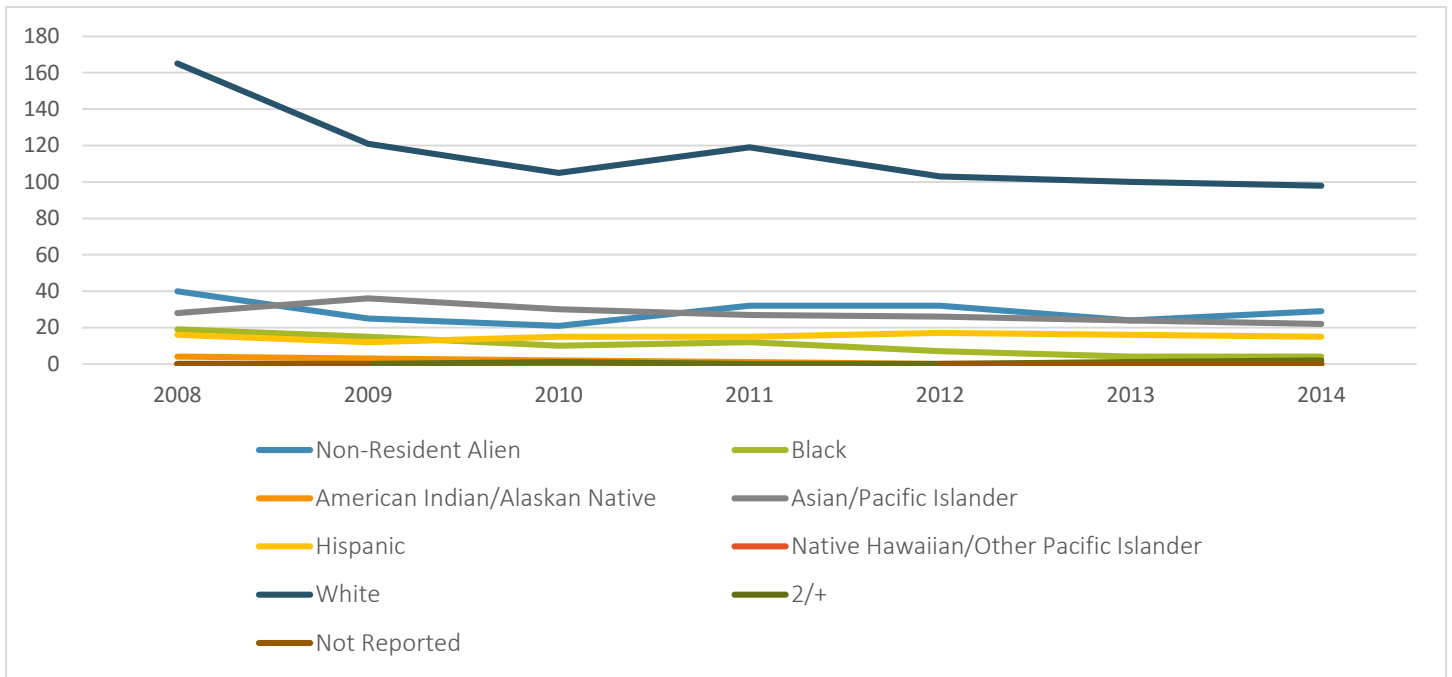


FIGURE 34: TENURE-EARNING TRENDS BY ETHNICITY 2008-2014

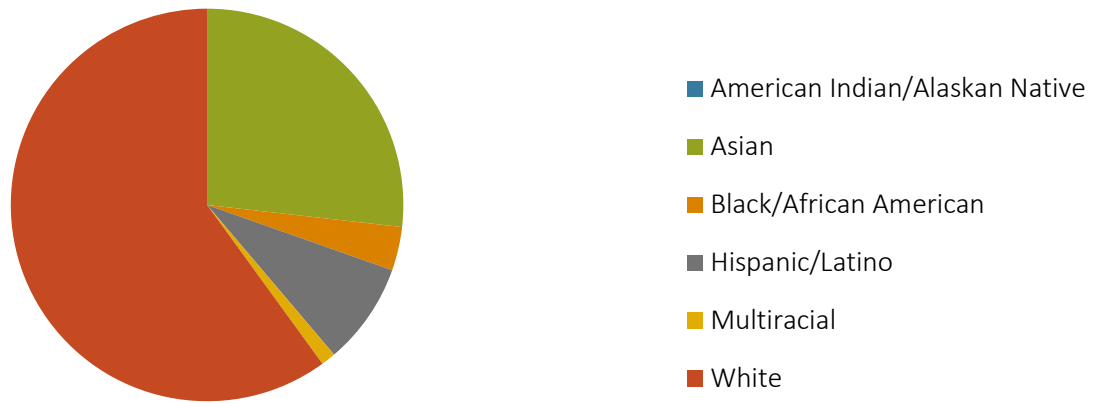


FIGURE 35: TENURE-EARNING FACULTY BY ETHNICITY AS OF FALL 2015

UCF FACULTY AND STAFF

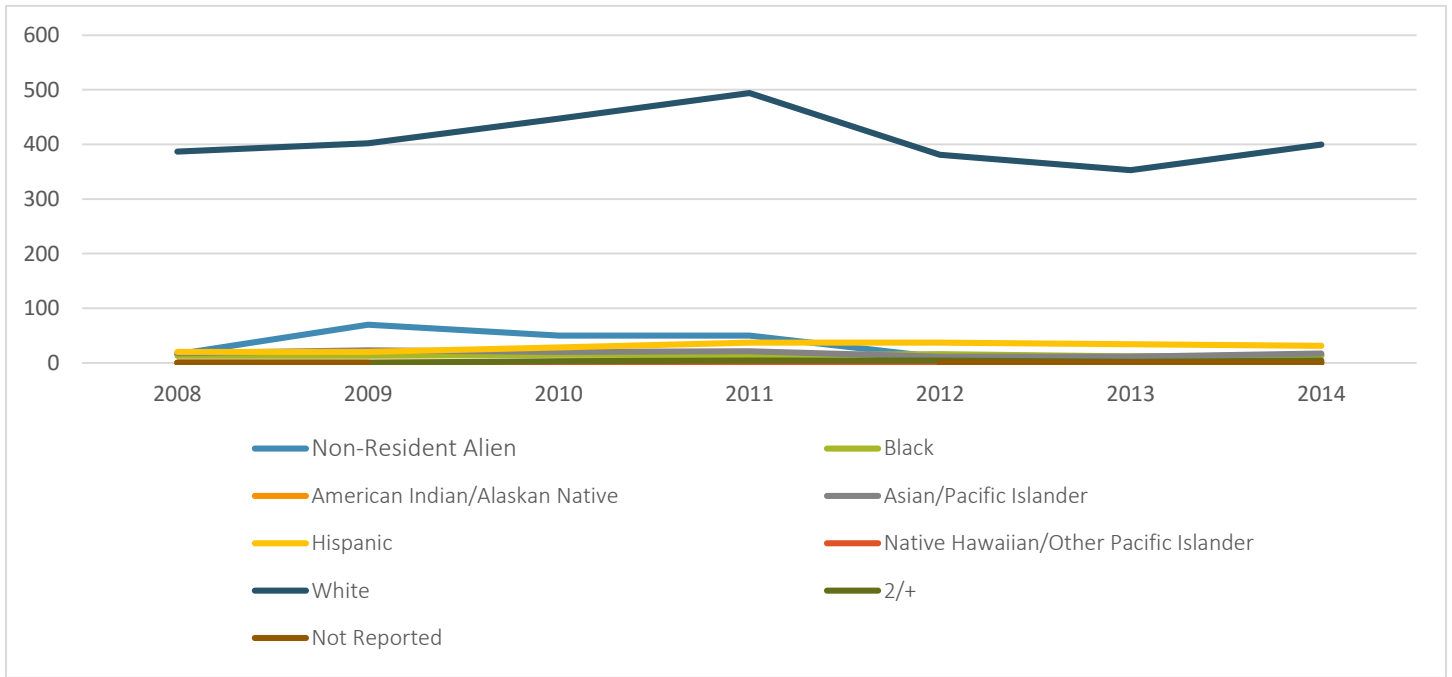


FIGURE 36: NON-TENURE-EARNING TRENDS BY ETHNICITY 2008-2014

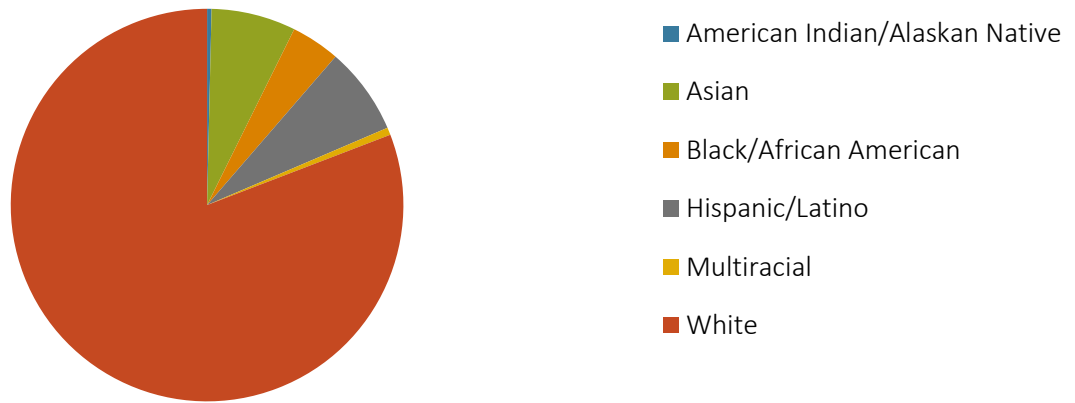


FIGURE 37: NON-TENURE-EARNING FACULTY BY ETHNICITY AS OF FALL 2015

UCF FACULTY AND STAFF

In reference to minority instructional staff, UCF ranked 9th when compared to peers (388). The lowest was Kent State University (148), and the highest was Florida International University (803). In the overall population, New College of Florida ranked the lowest (14), and University of Michigan Ann Harbor ranked the highest (1,590).

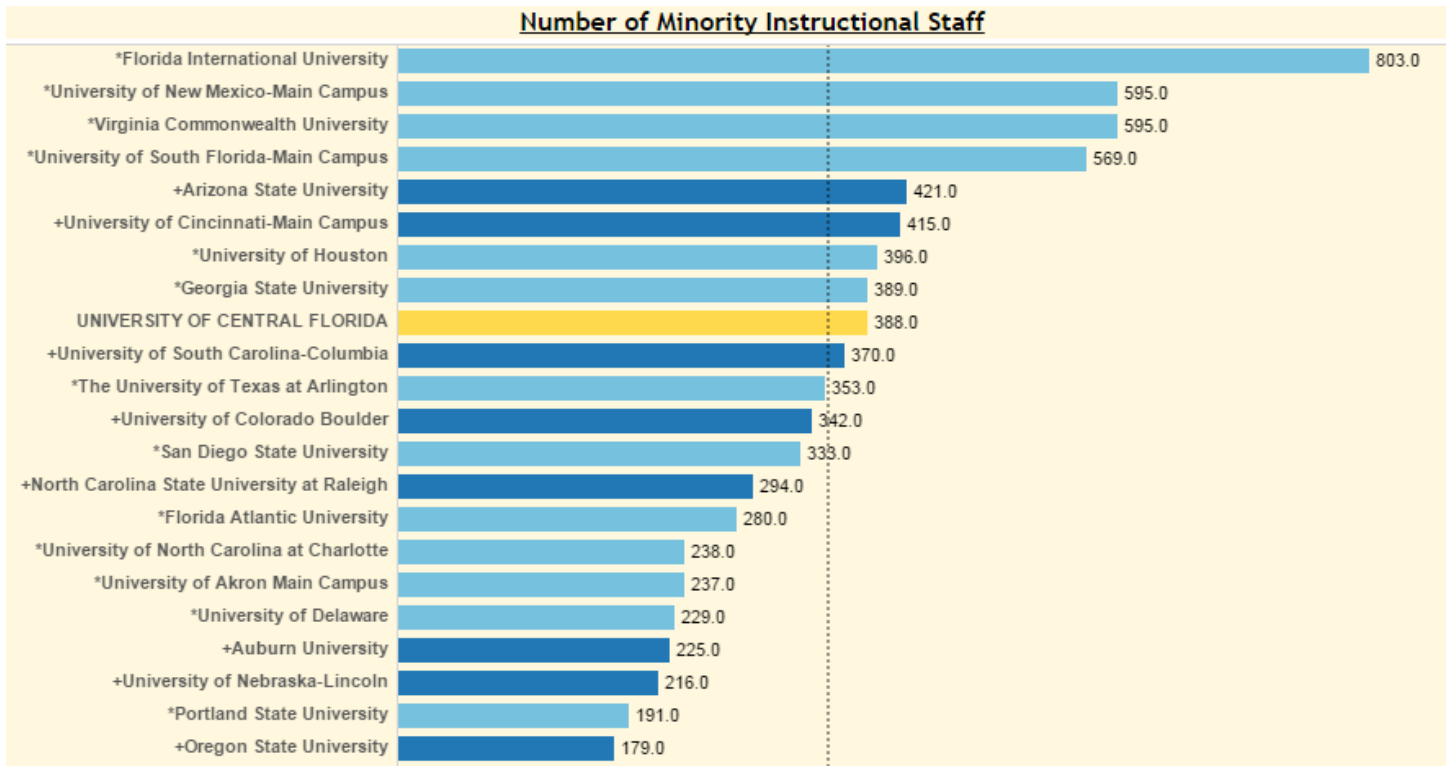


FIGURE 38: NUMBER OF MINORITY INSTRUCTIONAL STAFF COMPARED TO PEERS

For staff, there is almost three times as many white employees (5,609) than Hispanic/Latino (1,932), the second largest ethnic group. The third largest group are black/African American (1,188) staff followed by Asian (1,020), multiracial (220), American Indian/Alaskan Native (20), Hawaiian/Pacific Islander (14) and individuals who did not specify their ethnicity (3).

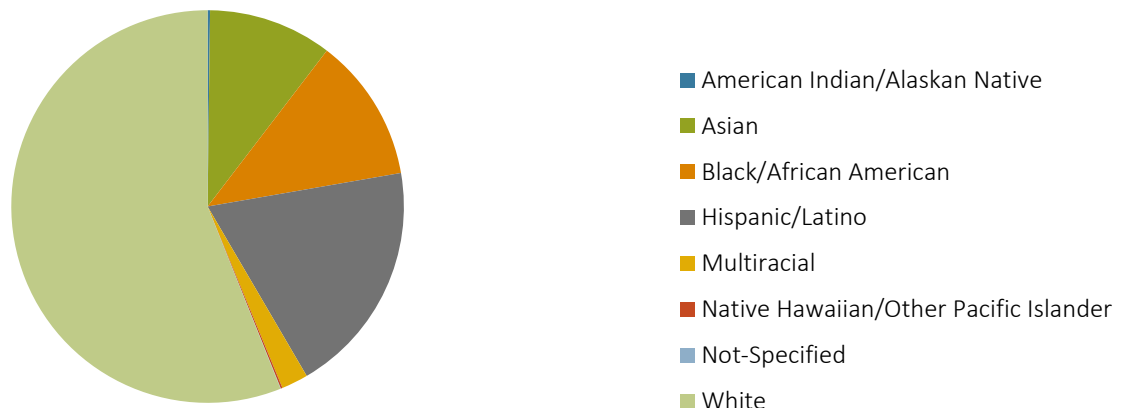


FIGURE 39: STAFF BY ETHNICITY AS OF FALL 2015

UCF FACULTY AND STAFF

Majority of the employees were white with the exception of post-doctoral associates in which the largest majority is comprised of Asian employees. The smallest minority group for A&P, USPS and OPS undergraduate employees were individuals who chose to not specify their ethnicity. The smallest minority for OPS non-student employees is tied (1). OPS graduate students had only one American Indian/Alaskan Native employee, one Hawaiian/Pacific Islander employee and one individual who chose to not specify. There were no American Hawaiian/Pacific Islander adjunct or post-doctoral associate employees.

The most black/African American, Hawaiian/Pacific Islander, Hispanic/Latino, white and multiracial employees were employed as OPS undergraduate. The least amount of black/African American, white and Hispanic/Latino employees were employed as post-doctoral associates. The most American Indian/Alaskan Native employees were employed as USPS, and the least were employed as adjunct or post-doctoral associates. The most Asian employees were employed as OPS graduate, and the least were employed as adjunct. For Native Hawaiian/Pacific Islander and multiracial employees, the least amount were equally low in post-doctoral associates and adjunct faculty.

TABLE 7: HIGH AND LOW ETHNICITY NUMBERS BY OCCUPATION AS OF FALL 2015

	American Indian/Alaskan Native	Asian	Black/African American	Native Hawaiian/Other Pacific Islander	Hispanic/Latino	Multiracial	Not-specified	White
A&P	3	105	190	1	227	28	0	1088
Adjunct	0	41	23	0	56	3	0	516
OPS graduate	1	487	109	1	178	43	1	1032
OPS non-student	2	70	82	1	163	12	1	561
OPS undergraduate	5	185	585	6	827	118	1	1546
Post-doctoral associate	0	41	4	0	14	3	0	36
USPS	9	91	195	5	467	13	0	830

UCF FACULTY AND STAFF

TABLE 8: HIGH AND LOW NUMBERS PER ETHNIC GROUP

	American Native	Indian/Alaskan	Asian	Black/African American	Native Pacific Islander	Hawaiian/Other	Hispanic/Latino	Multiracial	Not-specified	White
A&P	3		105	190	1		227	28	0	1088
Adjunct	0		41	23	0		56	3	0	516
OPS graduate	1		487	109	1		178	43	1	1032
OPS non-student	2		70	82	1		163	12	1	561
OPS undergraduate	5		185	585	6		827	118	1	1546
Post-doctoral associate	0		41	4	0		14	3	0	36
USPS	9		91	195	5		467	13	0	830

Considerations

- First-generation student data is based on FAFSA reports.
- Most recent data available per variable varies between 2013 and 2015.
- According to UCF Human Resources, staff abbreviations utilized in this report can be further clarified. A&P (Administrative & Professional) includes line, professional level exempt positions, USPS (University Support Personnel System) includes line, staff support positions that are either exempt or non-exempt from overtime and OPS includes hourly employees. Adjunct professors are hired by the university on a contractual, part-time basis.

APPENDIX A: LIST OF UNIVERSITY PEERS

COMPARISON PEERS	
Florida Atlantic University	Boca Raton, FL
Florida International University	Miami, FL
Georgia State University	Atlanta, GA
Kent State University	Kent, OH
Portland State University	Portland, OR
San Diego State University	San Diego, CA
University of Akron	Akron, OH
University of Delaware	Newark, DE
University of Houston	Houston, TX
University of New Mexico	Albuquerque, NM
University of Texas – Arlington	Arlington, TX
University of North Carolina – Charlotte	Charlotte, NC
University of South Florida	Tampa, FL
Virginia Commonwealth University	Richmond, VA
ASPIRATIONAL PEERS	
Arizona State University – Tempe	Tempe, AZ
Auburn University	Auburn, AL
North Carolina State University – Raleigh	Raleigh, NC
Oregon State University	Corvallis, OR
University of Cincinnati	Cincinnati, OH
University of Colorado – Boulder	Boulder, CO
University of Nebraska – Lincoln	Lincoln, NE
University of South Carolina – Columbia	Columbia, SC
OTHER STATE UNIVERSITY SYSTEM (SUS) INSTITUTIONS	
Florida A&M University	Tallahassee, FL
Florida Gulf Coast University	Fort Myers, FL
Florida Polytechnic University	Lakeland, FL
Florida State University	Tallahassee, FL
New College of Florida	Sarasota, FL
University of Florida	Gainesville, FL
University of North Florida	Jacksonville, FL
University of West Florida	Pensacola, FL

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF ARTS AND HUMANITIES

ASIAN	Male	69	3.0%
	Female	103	2.5%
BLACK/AFRICAN AMERICAN	Male	189	5.0%
	Female	222	4.3%
HISPANIC/LATINO	Male	607	12.9%
	Female	620	9.9%
AMERICAN INDIAN/ALASKAN NATIVE	Male	8	0.1%
	Female	2	0.1%
MULTIRACIAL	Male	93	1.7%
	Female	121	1.2%
NON-RESIDENT ALIEN	Male	29	1.0%
	Female	34	0.9%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	1	0.1%
	Female	4	0.1%
WHITE	Male	1559	34.5%
	Female	1648	21.4%
NOT-SPECIFIED	Male	32	0.8%
	Female	36	0.5%
TOTAL	Male	2587	59.2%
	Female	2790	40.8%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF BUSINESS ADMINISTRATION

ASIAN	Male	275	3.0%
	Female	225	2.5%
BLACK/AFRICAN AMERICAN	Male	450	5.0%
	Female	390	4.3%
HISPANIC/LATINO	Male	1160	12.9%
	Female	889	9.9%
AMERICAN INDIAN/ALASKAN NATIVE	Male	13	0.1%
	Female	7	0.1%
MULTIRACIAL	Male	152	1.7%
	Female	108	1.2%
NON-RESIDENT ALIEN	Male	91	1.0%
	Female	80	0.9%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	8	0.1%
	Female	12	0.1%
WHITE	Male	3115	34.5%
	Female	1926	21.4%
NOT-SPECIFIED	Male	72	0.8%
	Female	45	0.5%
TOTAL	Male	5336	59.2%
	Female	3682	40.8%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF EDUCATION AND HUMAN PERFORMANCE

ASIAN	Male	56	1.0%
	Female	95	1.7%
BLACK/AFRICAN AMERICAN	Male	230	4.0%
	Female	442	7.7%
HISPANIC/LATINO	Male	289	5.0%
	Female	818	14.2%
AMERICAN INDIAN/ALASKAN NATIVE	Male	4	0.1%
	Female	12	0.2%
MULTIRACIAL	Male	29	0.5%
	Female	107	1.9%
NON-RESIDENT ALIEN	Male	15	0.3%
	Female	57	1.0%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	5	0.1%
	Female	7	0.1%
WHITE	Male	868	15.1%
	Female	2554	44.4%
NOT-SPECIFIED	Male	39	0.7%
	Female	130	2.3%
TOTAL	Male	1535	26.7%
	Female	4222	73.3%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF ENGINEERING AND COMPUTER SCIENCE

ASIAN	Male	586	6.1%
	Female	127	1.3%
BLACK/AFRICAN AMERICAN	Male	567	5.9%
	Female	144	1.5%
HISPANIC/LATINO	Male	1741	18.2%
	Female	407	4.3%
AMERICAN INDIAN/ALASKAN NATIVE	Male	12	0.1%
	Female	4	0.0%
MULTIRACIAL	Male	255	2.7%
	Female	70	0.7%
NON-RESIDENT ALIEN	Male	576	6.0%
	Female	158	1.7%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	15	0.2%
	Female	2	0.0%
WHITE	Male	4112	43.0%
	Female	691	7.2%
NOT-SPECIFIED	Male	88	0.9%
	Female	18	0.2%
TOTAL	Male	7952	83.1%
	Female	1621	16.9%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF GRADUATE STUDIES

ASIAN	Male	1	0.9%
	Female	2	1.8%
BLACK/AFRICAN AMERICAN	Male	7	6.4%
	Female	2	1.8%
HISPANIC/LATINO	Male	10	9.2%
	Female	7	6.4%
AMERICAN INDIAN/ALASKAN NATIVE	Male	3	2.8%
	Female	7	6.4%
MULTIRACIAL	Male	6	5.5%
	Female	0	0.0%
NON-RESIDENT ALIEN	Male	7	6.4%
	Female	6	5.5%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	0	0.0%
	Female	0	0.0%
WHITE	Male	39	35.8%
	Female	19	17.4%
NOT-SPECIFIED	Male	5	4.6%
	Female	1	0.9%
TOTAL	Male	72	66.1%
	Female	37	33.9%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF HEALTH AND PUBLIC AFFAIRS

ASIAN	Male	12	1.6%
	Female	24	3.2%
BLACK/AFRICAN AMERICAN	Male	32	4.3%
	Female	117	15.8%
HISPANIC/LATINO	Male	29	3.9%
	Female	81	10.9%
AMERICAN INDIAN/ALASKAN NATIVE	Male	0	0.0%
	Female	1	0.1%
MULTIRACIAL	Male	1	0.1%
	Female	10	1.3%
NON-RESIDENT ALIEN	Male	1	0.1%
	Female	4	0.5%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	0	0.0%
	Female	0	0.0%
WHITE	Male	117	15.8%
	Female	259	35.0%
NOT-SPECIFIED	Male	12	1.6%
	Female	41	5.5%
TOTAL	Male	204	27.5%
	Female	537	72.5%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF MEDICINE

ASIAN	Male	240	7.0%
	Female	268	7.8%
BLACK/AFRICAN AMERICAN	Male	137	4.0%
	Female	209	6.1%
HISPANIC/LATINO	Male	363	10.6%
	Female	494	14.4%
AMERICAN INDIAN/ALASKAN NATIVE	Male	2	0.1%
	Female	2	0.1%
MULTIRACIAL	Male	53	1.5%
	Female	98	2.9%
NON-RESIDENT ALIEN	Male	20	0.6%
	Female	43	1.3%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	3	0.1%
	Female	4	0.1%
WHITE	Male	624	18.2%
	Female	761	22.2%
NOT-SPECIFIED	Male	52	1.5%
	Female	49	1.4%
TOTAL	Male	1494	43.7%
	Female	1928	56.3%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF NURSING

ASIAN	Male	43	1.6%
	Female	136	5.0%
BLACK/AFRICAN AMERICAN	Male	25	0.9%
	Female	285	10.4%
HISPANIC/LATINO	Male	69	2.5%
	Female	414	15.1%
AMERICAN INDIAN/ALASKAN NATIVE	Male	0	0.0%
	Female	7	0.3%
MULTIRACIAL	Male	16	0.6%
	Female	65	2.4%
NON-RESIDENT ALIEN	Male	1	0.0%
	Female	12	0.4%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	2	0.1%
	Female	9	0.3%
WHITE	Male	222	8.1%
	Female	1388	50.7%
NOT-SPECIFIED	Male	6	0.2%
	Female	36	1.3%
TOTAL	Male	384	14.0%
	Female	2352	86.0%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF OPTICS AND PHOTONICS

ASIAN	Male	5	2.4%
	Female	0	0.0%
BLACK/AFRICAN AMERICAN	Male	4	2.0%
	Female	0	0.0%
HISPANIC/LATINO	Male	18	8.8%
	Female	6	2.9%
AMERICAN INDIAN/ALASKAN NATIVE	Male	0	0.0%
	Female	0	0.0%
MULTIRACIAL	Male	5	2.4%
	Female	2	1.0%
NON-RESIDENT ALIEN	Male	60	29.3%
	Female	11	5.4%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	1	0.5%
	Female	0	0.0%
WHITE	Male	75	36.6%
	Female	16	7.8%
NOT-SPECIFIED	Male	2	1.0%
	Female	0	0.0%
TOTAL	Male	170	82.9%
	Female	35	17.1%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

COLLEGE OF SCIENCES

ASIAN	Male	212	1.9%
	Female	324	2.9%
BLACK/AFRICAN AMERICAN	Male	364	3.3%
	Female	941	8.5%
HISPANIC/LATINO	Male	881	8.0%
	Female	1877	17.0%
AMERICAN INDIAN/ALASKAN NATIVE	Male	5	0.0%
	Female	11	0.1%
MULTIRACIAL	Male	112	1.0%
	Female	273	2.5%
NON-RESIDENT ALIEN	Male	103	0.9%
	Female	117	1.1%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	8	0.1%
	Female	13	0.1%
WHITE	Male	2057	18.6%
	Female	3662	33.1%
NOT-SPECIFIED	Male	40	0.4%
	Female	53	0.5%
TOTAL	Male	3782	34.2%
	Female	7271	65.8%

APPENDIX B: STUDENT ENROLLMENT PER COLLEGE AS OF FALL 2015

ROSEN COLLEGE OF HOSPITALITY MANAGEMENT

ASIAN	Male	26	0.9%
	Female	62	2.1%
BLACK/AFRICAN AMERICAN	Male	51	1.7%
	Female	152	5.2%
HISPANIC/LATINO	Male	138	4.7%
	Female	421	14.3%
AMERICAN INDIAN/ALASKAN NATIVE	Male	2	0.1%
	Female	3	0.1%
MULTIRACIAL	Male	23	0.8%
	Female	71	2.4%
NON-RESIDENT ALIEN	Male	14	0.5%
	Female	39	1.3%
NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER	Male	1	0.0%
	Female	4	0.1%
WHITE	Male	460	15.7%
	Female	1443	49.2%
NOT-SPECIFIED	Male	9	0.3%
	Female	15	0.5%
TOTAL	Male	724	24.7%
	Female	2210	75.3%