

### Diversity Update

Miami University

Prepared by the University Multicultural Council  
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The Multicultural Council reports here an update on efforts across the University to make Miami a more diverse community. Included are:

- The gender and racial profiles of recent faculty hires;
- Trends in the racial composition of Miami's undergraduate and graduate students;
- Comparative graduation rates of Euro-American and Multicultural students;
- Staff racial and gender composition of the divisions of the University;
- The racial composition of Miami's athletic teams.

#### Faculty Diversity

The percentage of women faculty hired last year declined as did the percent of faculty of color. The number of total tenure-track and tenured faculty remained the same.

**Table 1**

New Faculty Hires—Tenure-Track & Tenured

<u>Year</u>	<u>Female</u>	<u>Male</u>	<u>Total</u>	<u>Female</u>	<u>Multicultural</u>
1999	14	9	23	61%	
2000	23	25	48	48%	
2001	22	31	53	42%	23%
2002	18	25	43	42%	37%
2003	26	29	55	47%	25%
2004	20	38	58	34%	21%

**Table 2**

Multicultural Faculty Hires—2001-2004

	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>
African-American	5	4	1	3
Alaskan/Native American			1	
Asian/Pacific Islander	6	7	10	6
Hispanic	1	5	2	3
Total	12/53	16/43	14/55	12/58

**Table 3**

Tenured/Tenure-Eligible Faculty by Ethnicity - Oxford Campus

	<u>1997</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>
Total T/TE-faculty	648	640	648	654	661
African-American	23 3.5%	28 4.4%	32 4.9%	37 5.7%	36 5.4%
Asian-American	25 3.9%	32 5%	37 5.7%	40 6.1%	42 6.4%
Hispanic	11 1.7%	13 2.0%	16 2.5%	18 2.8%	17 2.6%
Native American	2 0.3%	2 0.3%	2 0.3%	2 0.3%	2 0.3%
Total multicultural	61 9.4%	75 11.6%	87 13.4%	97 14.8%	97 14.7%

### Student Diversity

The percentage of multicultural students in Miami's first-year class is the highest it has ever been. The gains in the number of Asian-American and Latino/a students are substantial. The number of African-American students increased somewhat, but has not returned to 2002 levels.

**Table 4**  
Multicultural Student Enrollment in First-Year Class—1995-2004

Year	Applicants	Enrolled	%Multicultural Enrollment
1995	777	260	8.01%
1996	870	278	8.20%
1997	824	263	7.71%
1998	895	268	7.95%
1999	888	264	7.30%
2000	1137	306	9.12%
2001	1066	329	9.57%
2002	1019	338	9.38%
2003	1221	231	6.67%
2004	1547	355	10.0%

**Table 5**  
Composition of the first-year class by race/ethnicity

	2001	2002	2003	2004
Asian American	124	118	76	127
American Indian/Alaskan Native	21	20	16	20
African American	133	141	101	117
Hispanic	61	67	43	83
Native Hawaiian/Pacific Island	9	6	3	3
Unknown	92	97	190	232

The number of undergraduates of color in the total student body has remained generally constant for the past three years.

**Table 6**

	Undergraduates by Ethnicity - Oxford Campus				
	2000	2001	2002	2003	2004*
Total undergrads	14957	15065	15384	15150	15129
African-American	570 3.8%	570 3.8%	559 3.6%	545 3.6%	521 3.4%
Asian-American	241 1.6%	298 2.0%	346 2.2%	355 2.3%	418 2.8%
Pacific Islander	4 0.0%	15 0.1%	18 0.1%	19 0.1%	22 0.1%
Hispanic	260 1.7%	261 1.7%	268 1.7%	241 1.6%	253 1.7%
Native American	69 0.5%	79 0.5%	81 0.5%	81 0.5%	79 0.5%
Total multicultural	1144 7.6%	1223 8.1%	1272 8.3%	1241 8.2%	1293 8.5%
Unknown	357	380	390	495	647
International <sup>+</sup>	106	85	120	95	102
Asian	11	15	28	30	40
Black	1	6	6	8	1
Hispanic	3	7	9	9	8

\* Preliminary data  
+ Non-resident aliens

### Graduation Rates of Majority and Minority Students

When comparing the graduation rates of majority and minority students, in the most recent year for which five-year graduation rates were available, 12.5% separated the groups (as compared to 20.7% for the previous year). Table 7 summarizes the five-year results for the most recent years for which these data are available. The first year to second year retention rates for both Euro-American and students of color are very high.

**Table 7**

#### Comparative Five-Year Graduation Rates

<u>Year</u>	<u>Majority</u>	<u>Minority</u>	<u>Difference</u>
1995	79.1%	63.5%	15.6%
1996	79.7%	65.4%	14.3%
1997	83.3%	62.6%	20.7%
1998	79.3%	66.8%	12.5%

**Table 8**

#### Retention Rate—First-Year to Second-Year

<u>Year</u>	<u>Majority</u>	<u>Minority</u>	<u>Difference</u>
1999	90.0%	87.7%	2.3%
2000	89.8%	88.1%	1.7%
2001	90.6%	87.6%	3.0%
2002	89.8%	87.4%	2.4%

The percentage of graduate students of color remained the same this year.

**Table 9**

#### Graduate Students by Ethnicity - Oxford Campus

	<u>2000</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004*</u>
Total Graduate	1800	1246	1346	1713	1300
African-American	79 4.4%	73 5.9%	87 6.5%	106 6.2%	83 6.4%
Asian-American	24 1.3%	27 2.2%	20 1.5%	40 2.3%	20 1.5%
Pacific Islander	1 0.1%	1 0.1%	- 0.0%	1 0.1%	2 0.2%
Hispanic	11 0.6%	14 1.1%	16 1.2%	19 1.1%	21 1.6%
Native American	10 0.6%	5 0.4%	3 0.2%	6 0.4%	4 0.3%
Total multicultural	125 6.9%	120 9.6%	126 9.4%	172 10.0%	130 10.0%
Unknown	23	22	15	30	27
International <sup>+</sup>	164	157	190	161	177
Asian	57	79	96	88	107
Black	14	16	30	30	34
Hispanic	5	6	9	5	4

\* Preliminary data

<sup>+</sup> Non-resident aliens

**Faculty/Staff Diversity by Division**

Overall 10.6% of University staff are persons of color, as compared to 9% last year. The percentage of staff of color increased in all of the University divisions.

**Table 10**  
Multicultural Faculty and Staff by Division

Division	Number Minority		Percent Minority	
	2003	2004	2003	2004
Academic Affairs				
Faculty*	179	195	12.4%	12.4%
Staff†	88	94	10.5%	11.0%
Finance and Business	52	68	3.9%	4.6%
IT Services	6	16	5.6%	11.1%
President	14	21	8.6%	10.9%
Student Affairs	26	28	19.9%	20.4%
University Relations	4	6	6.1%	7.7%
All University	369	428	9.0%	10.6%

**Table 11**  
Gender of Staff by Division--2004

Division	Number Women	Percent Women
Academic Affairs		
Faculty*	716	45.7%
Staff†	582	67.8%
Finance and Business	764	51.8%
IT Services	66	45.8%
President	84	43.8%
Student Affairs	100	73.0%
University Relations	57	73.1%
All University	2369	52.1%

\* Includes all part-time and full-time faculty on all three campuses.

† Includes all part-time and full-time classified and unclassified staff on all three campuses.

**Racial Composition of Miami Student Athletes—2003-04**

Nearly 15 percent of student athletes are students of color. Five teams have greater than 18 percent athletes of color.

Men's Basketball	53.3%
Football	33.0%
Women's Track	29.0%
Women's Basketball	28.6%
Softball	18.7%

The following are the ethnic/racial composition of the remaining teams.

Baseball	5.7%
Field Hockey	0.0%
Men's Golf	0.0%
Ice Hockey	3.6%
Men's Swimming	3.3%
Men's Track	13.3%
Women's Soccer	3.0%
Skating	1.9%
Women's Volleyball	5.5%
Women's Swimming	3.8%
Women's Tennis	7.7%

Overall, 77 of 528 Miami athletes (14.6%) are students of color.