

**Accountability Sub-Report  
on Diversity**

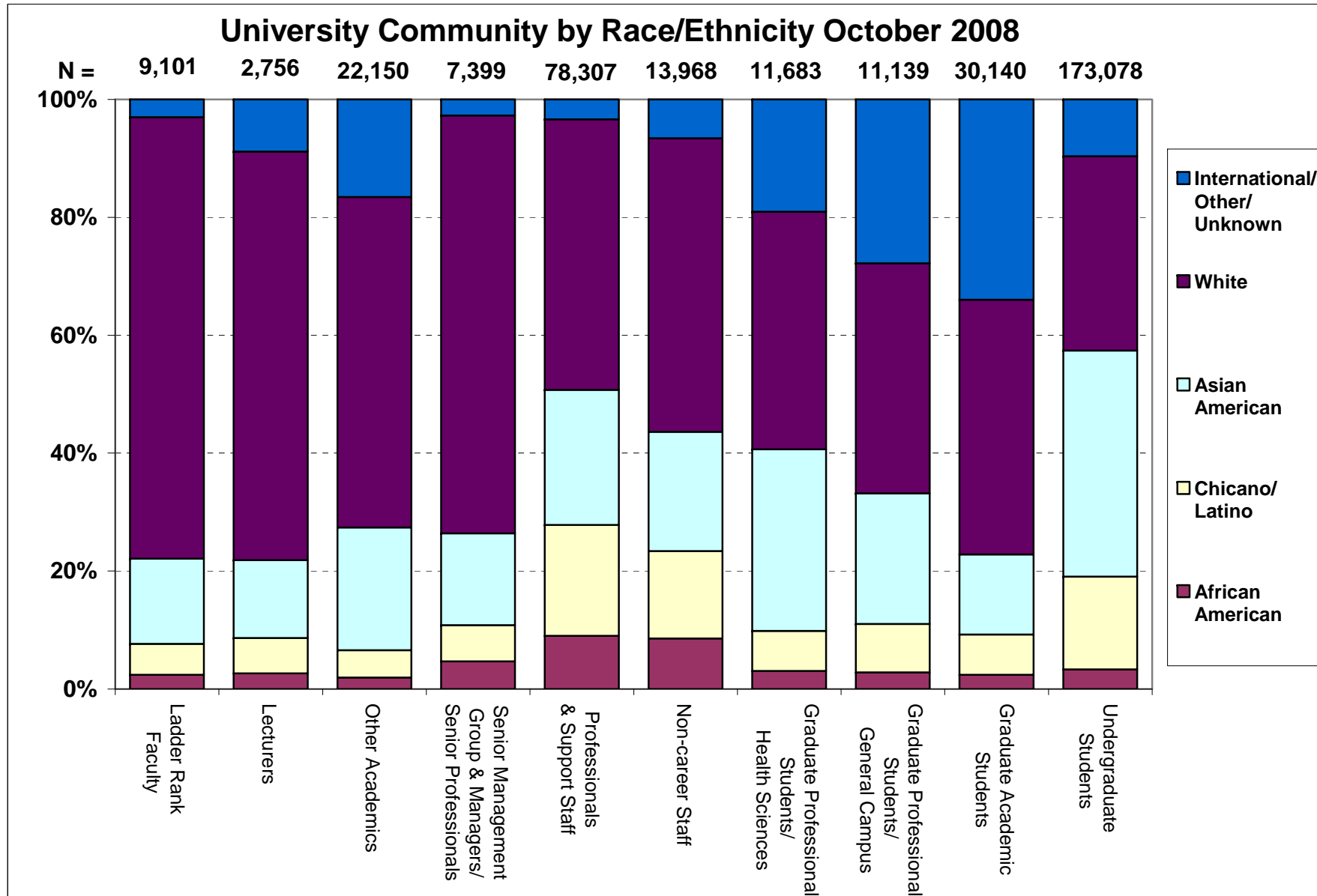
***Figures***

**September 2009**

## List of Figures

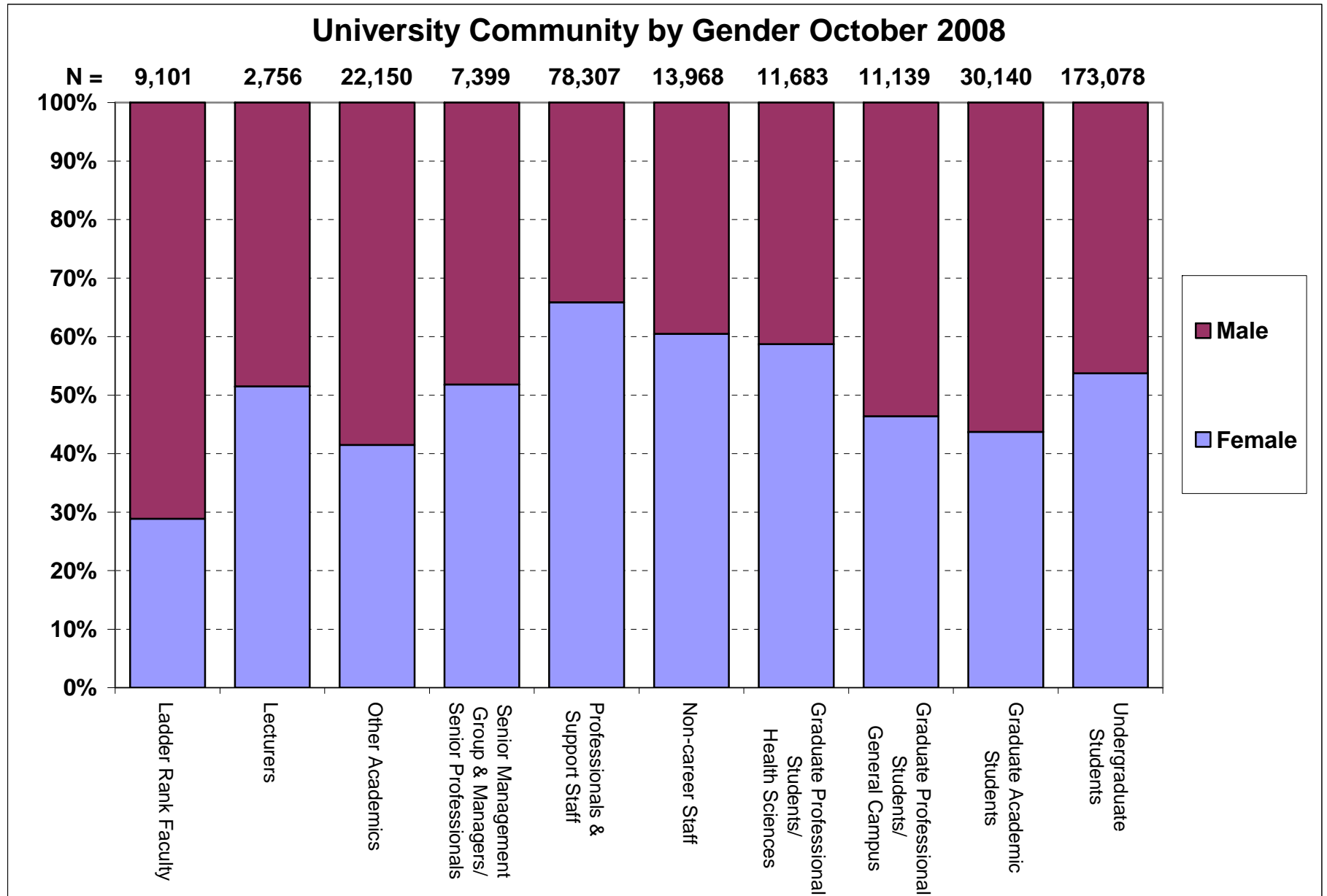
- FIGURE 1: University Community by Race/Ethnicity and Detailed Member Type, October 2008
- FIGURE 2: University Community by Gender and Detailed Member Type, October 2008
- FIGURE 3: Race/Ethnicity at UC, California and the Nation, 2008
- FIGURE 4: Undergraduate Student Diversity Index from USNWR, August 2009 Rankings
- FIGURE 5: Race/Ethnicity Diversity Index at UC, in California and in the Nation, 2008
- FIGURE 6: Race/Ethnicity Diversity Index by Member Type, October 2008
- FIGURE 7: Race/Ethnicity Diversity Index by Campus, October 2008
- FIGURE 8: Career Staff by Race/Ethnicity and Personnel Program, October 1996 to 2008
- FIGURE 9: Career Staff by Gender and Personnel Program, October 1996 to 2008
- FIGURE 10: Career Staff by Race/Ethnicity, Gender and Personnel Program, October 2008
- FIGURE 11: All Staff by Race/Ethnicity and Campus, October 2008
- FIGURE 12: All Staff by Gender and Campus, October 2008
- FIGURE 13: Full-Time Ladder Rank Faculty by Race/Ethnicity – UC and Comparison Institutions, Fall 2007
- FIGURE 14: Full-Time Ladder Rank Faculty by Gender – UC and Comparison Institutions, Fall 2007
- FIGURE 15: Full-Time Ladder Rank Faculty by Race/Ethnicity and Discipline, Fall 2007
- FIGURE 16: Full-Time Ladder Rank Faculty by Gender and Discipline, Fall 2007
- FIGURE 17: Ladder Rank Hiring by Race/Ethnicity and Discipline, Assistant Professors, 2004-05 to 2007-08
- FIGURE 18: Ladder Rank Hiring by Race/Ethnicity and Discipline, Associate and Full Professors, 2004-05 to 2007-08
- FIGURE 19: Ladder Rank Hiring by Gender and Discipline, Assistant Professors, 2004-05 to 2007-08
- FIGURE 20: Ladder Rank Hiring by Gender and Discipline, Associate & Full Professors, 2004-05 to 2007-08
- FIGURE 21: Graduate Academic Enrollment by Race/Ethnicity and Gender, Fall 2008
- FIGURE 22: PhDs Awarded by Race/Ethnicity, Gender and Discipline, 2006-07
- FIGURE 23: Graduate Professional Enrollment by Race/Ethnicity and Gender, Fall 2008
- FIGURE 24: Graduate Professional Degrees Awarded by Race/Ethnicity, Gender and Discipline, 2006-07
- FIGURE 25: Undergraduate Enrollment by Race/Ethnicity – UC and Comparison Institutions, Fall 2007
- FIGURE 26: Undergraduate Enrollment by Gender – UC and Comparison Institutions, Fall 2007
- FIGURE 27: Undergraduate Freshmen Enrollment by Race/Ethnicity and Gender, Fall 2008
- FIGURE 26: Undergraduate Transfer Enrollment from California Community Colleges by Race/Ethnicity and Gender, Fall 2008
- FIGURE 29: The Gap Between California High School Graduates and New UC Freshmen for Underrepresented Minorities, Fall 1989 to 2009
- FIGURE 30: The Gap Between California High School Graduates and New UC Freshmen African American Students, Fall 1989 to 2009
- FIGURE 31: The Gap Between California High School Graduates and New UC Freshmen Chicano/Latino Students, Fall 1989 to 2009
- FIGURE 32: Six-Year Graduation Rates for Entering Freshmen by Race/Ethnicity and Gender, Fall 2002
- FIGURE 33: Four-Year Graduation Rates - Entering Upper Division California Community College Transfer Students by Race/Ethnicity and Gender, Fall 2004
- FIGURE 34: Undergraduate Degrees Awarded by Race/Ethnicity, Gender and Discipline, 2006-07
- FIGURE 35: Students of my race/ethnicity are respected on this campus. Percent responding “Somewhat Agree,” “Agree,” or “Strongly Agree,” UCUES 2008
- FIGURE 36: Tolerance/Intolerance of Diversity, Average Rating by Ethnicity and Gender, UCUES 2008

**FIGURE 1: University Community by Race/Ethnicity and Detailed Member Type, October 2008**

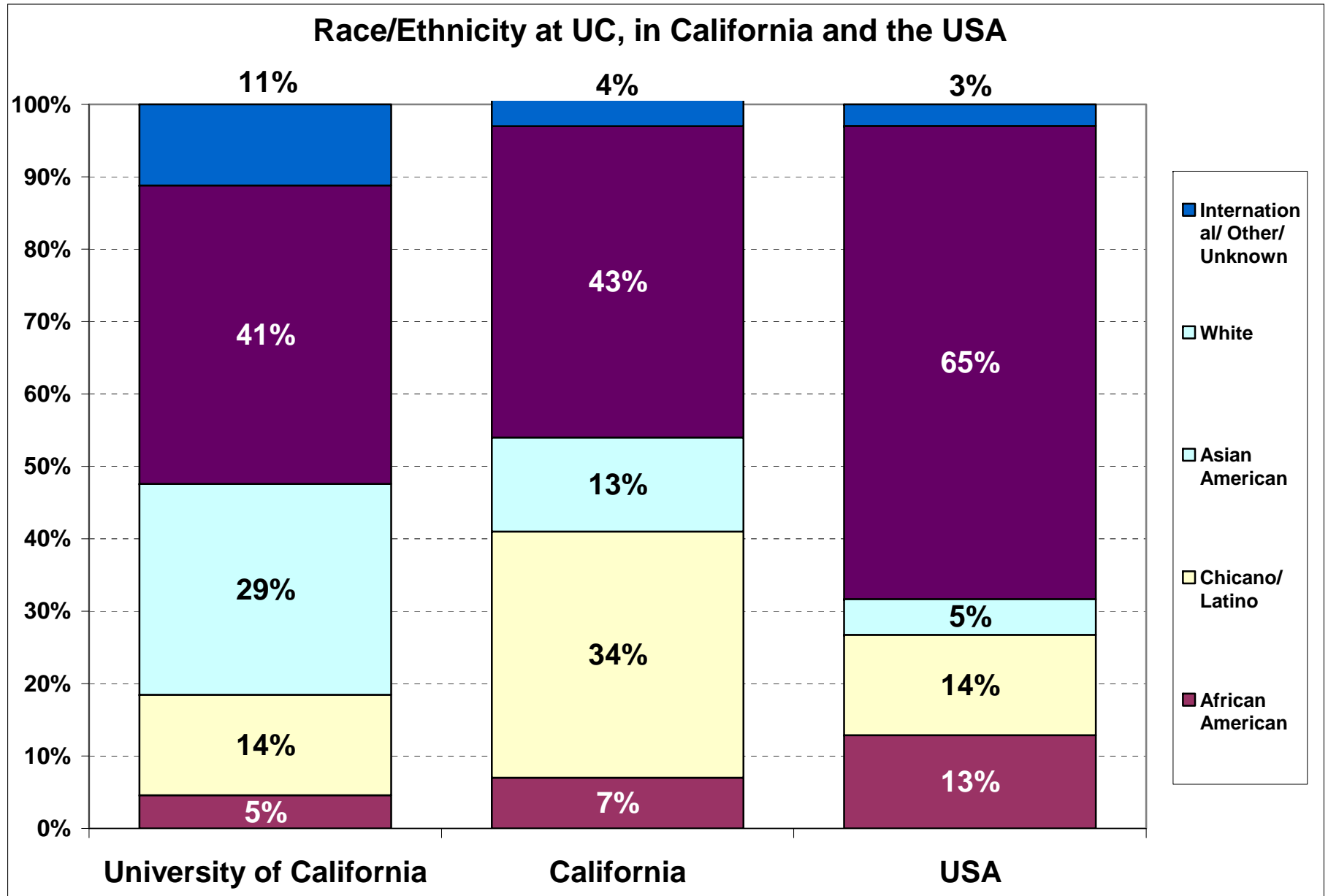


Note: "Other Academics" includes many faculty titles in the Health Sciences and elsewhere that are not in the "Ladder Ranks."

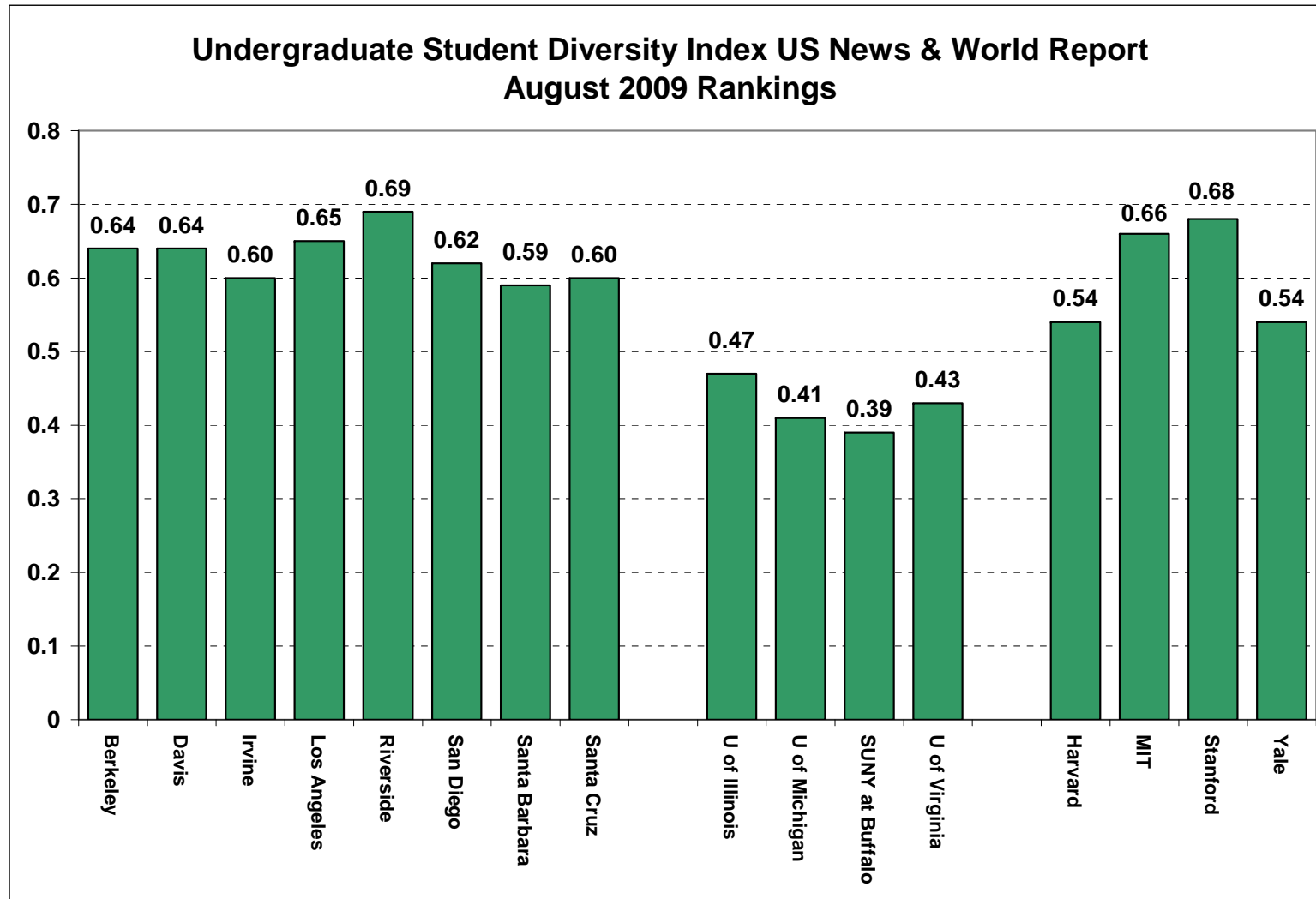
**FIGURE 2: University Community by Gender and Detailed Member Type, October 2008**



**FIGURE 3: Race/Ethnicity at UC, in California and the Nation, 2008**

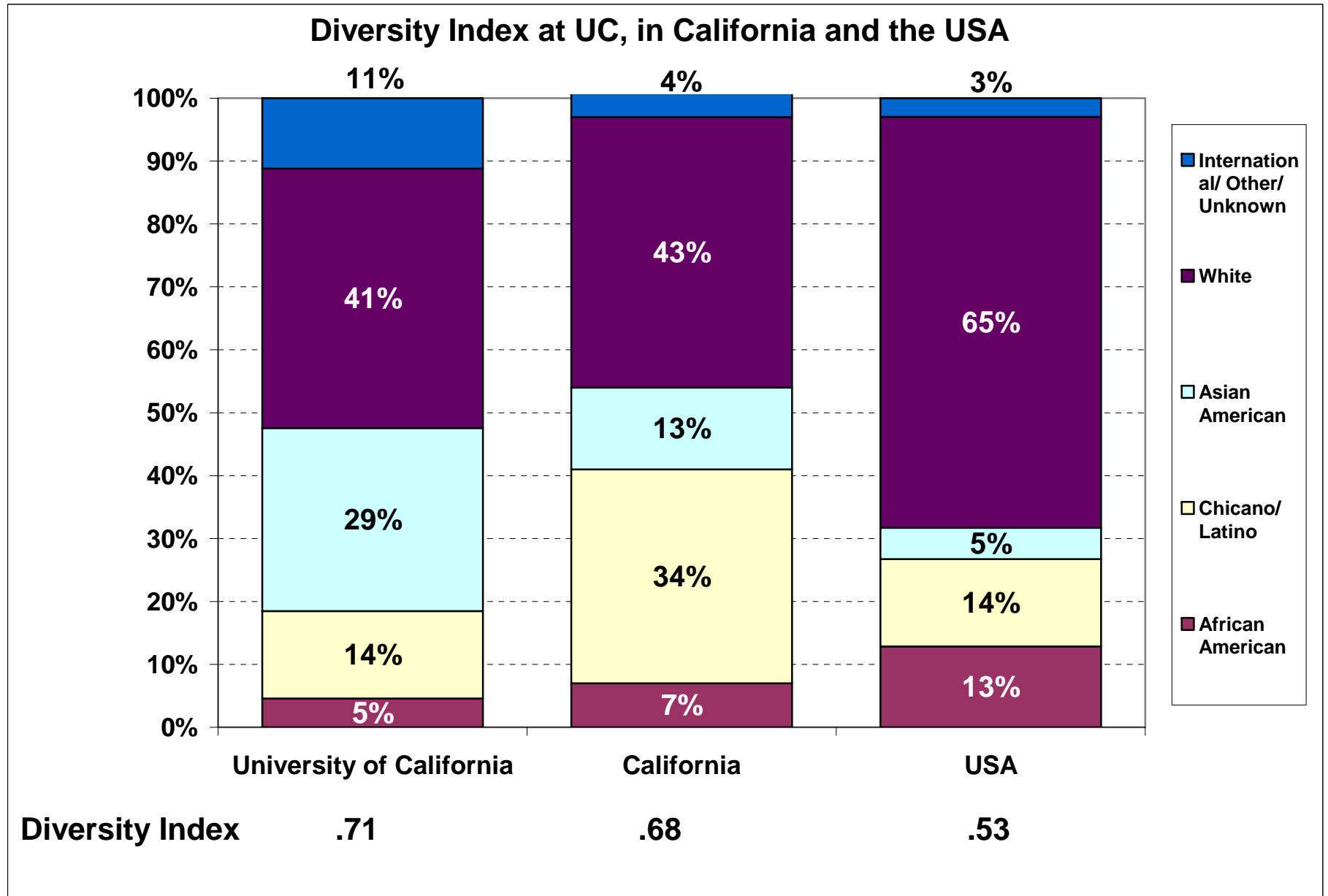


**FIGURE 4: Undergraduate Student Diversity Index from USNWR, August 2009 Rankings**



NOTE: the first step in applying the formula is to calculate the probability that the two randomly chosen persons will be members of the same race:  $P_R = (A^2 + B^2 + C^2 + D^2)$  where A, B, C, D are the proportions in the population of each of the four racial groups. The probability that the two persons are of the same national origin is calculated in the same manner:  $P_N = (H^2 + N^2)$  where H and N are the proportions of Hispanics and non-Hispanics respectively. The probability that the two random persons are of both the same race and national origin is calculated by multiplying their separate probabilities:  $P_R * P_N$ . Subtracting that figure from 1 yields the probability that the two are different on at least one of the two dimensions. Thus the diversity index is defined as:  $1 - (P_R * P_N)$ .

**FIGURE 5: Race/Ethnicity Diversity Index at UC, in California and in the Nation, 2008**



**FIGURE 6: Race/Ethnicity Diversity Index by Member Type, October 2008**

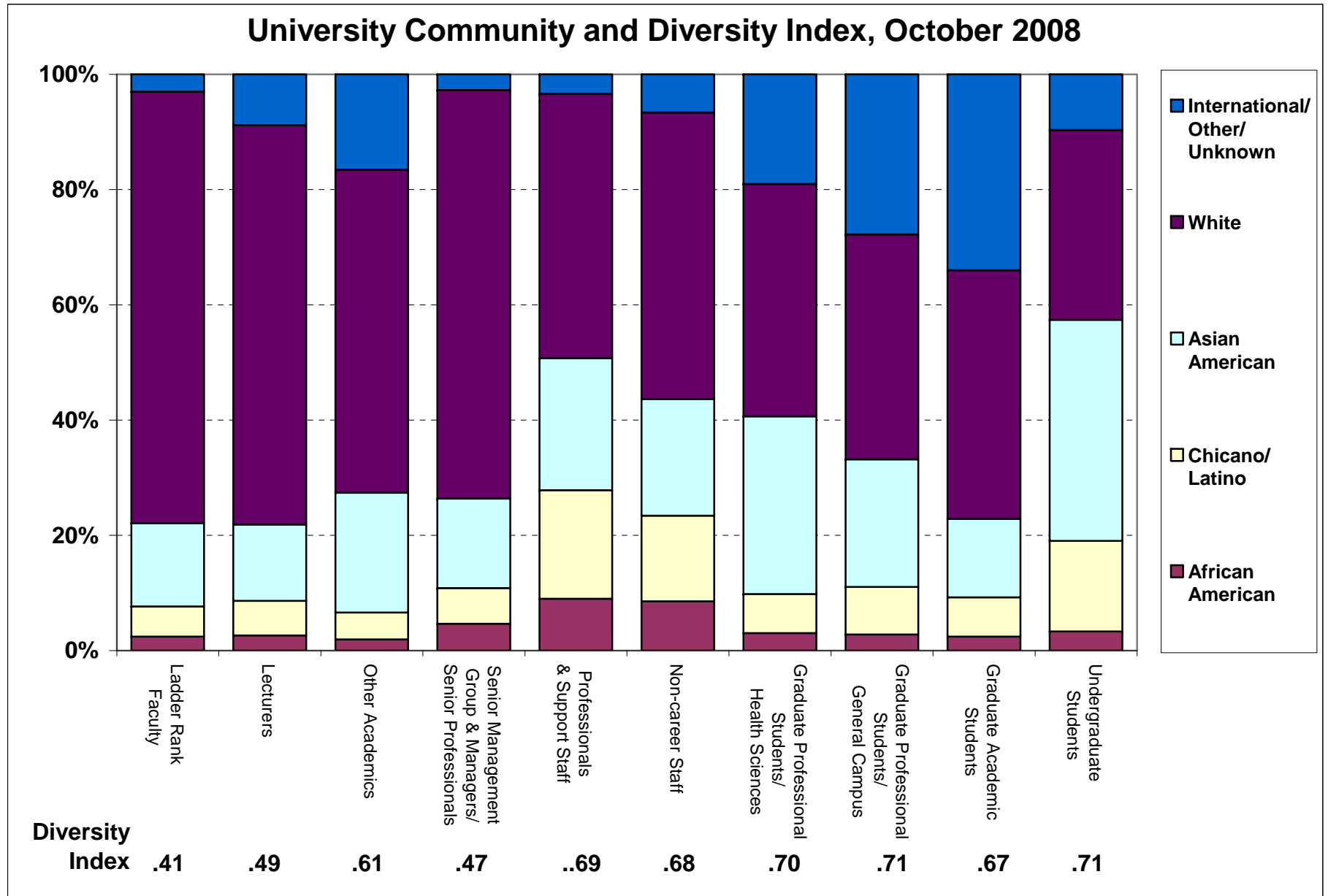
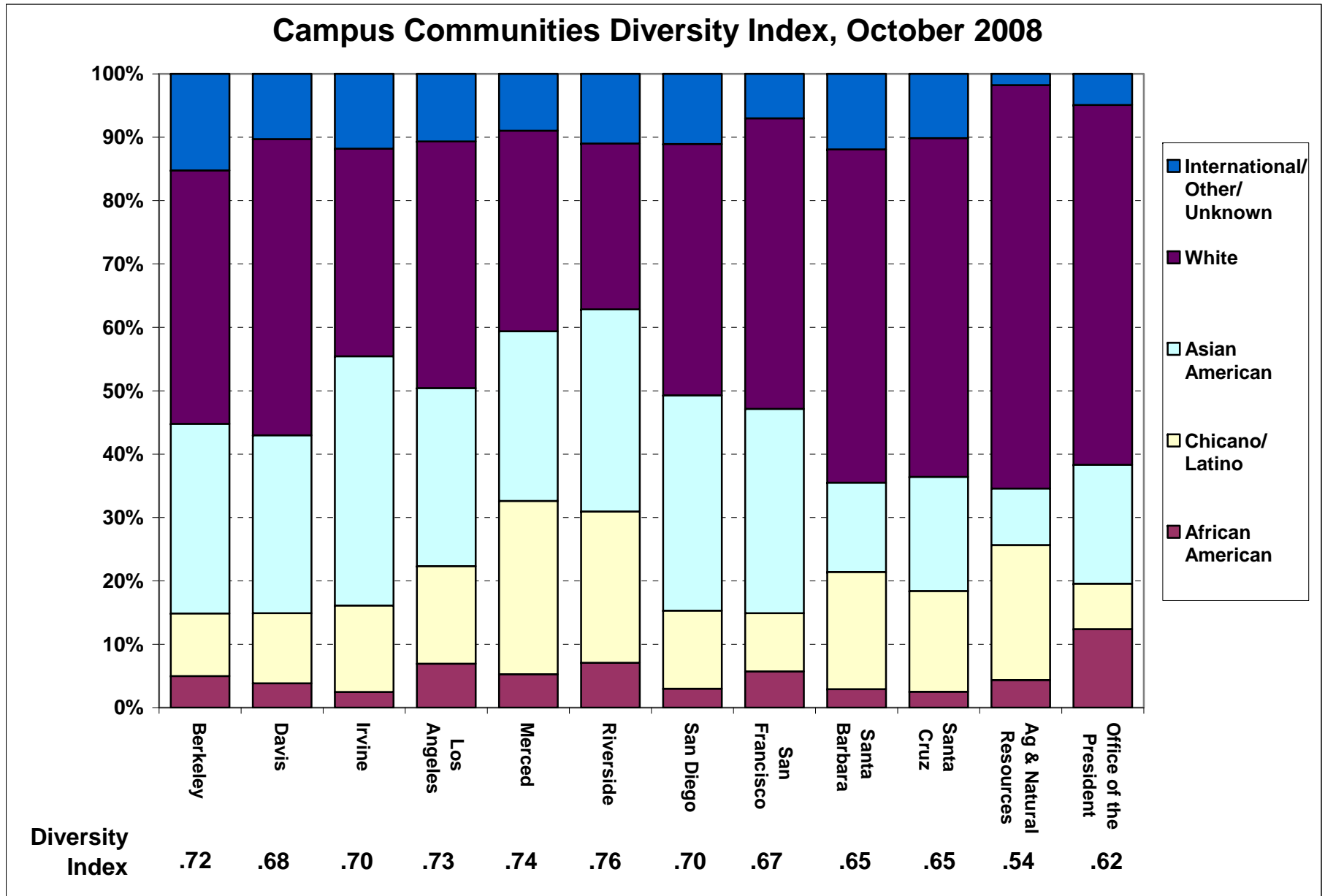
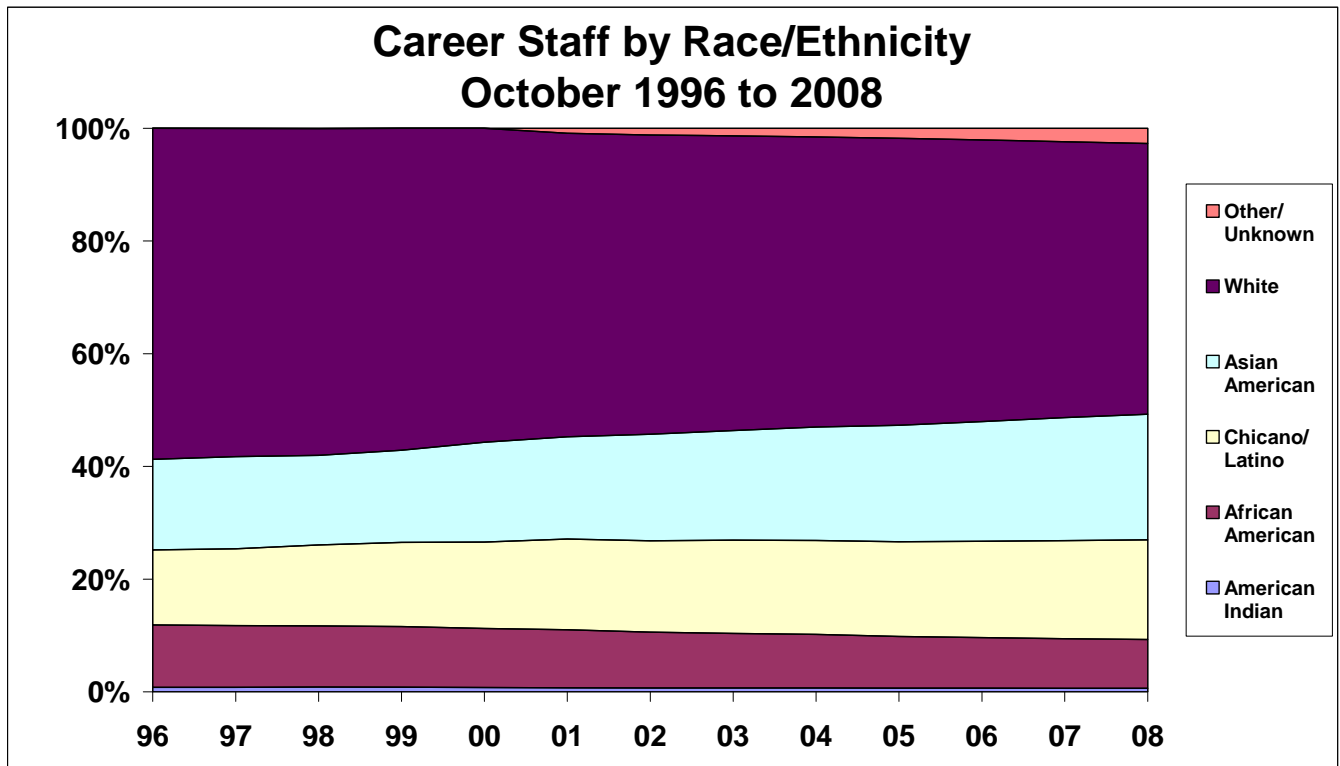


FIGURE 7: Race/Ethnicity Diversity Index by Campus, October 2008



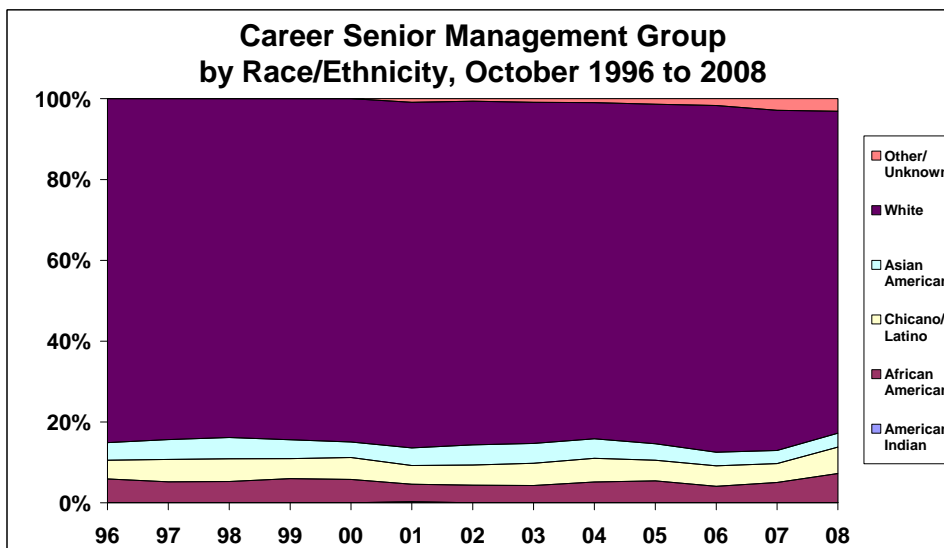
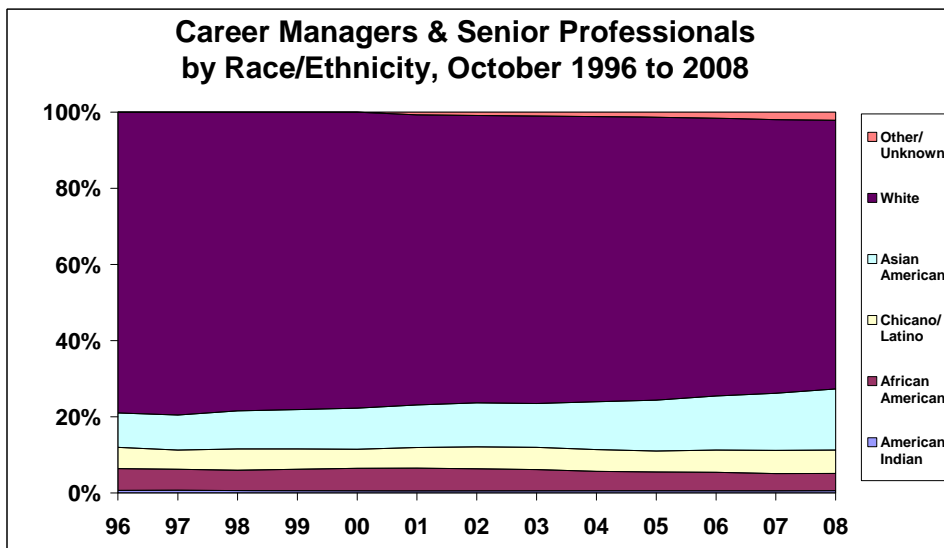
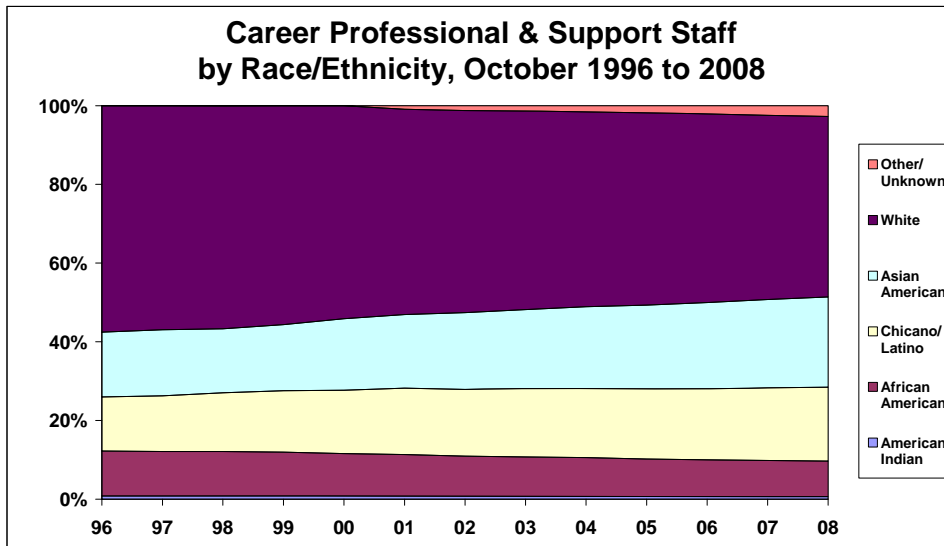
**FIGURE 8: Career Staff by Race/Ethnicity and Personnel Program, October 1996 to 2008**



May 2009 Accountability Report Indicator 8.3

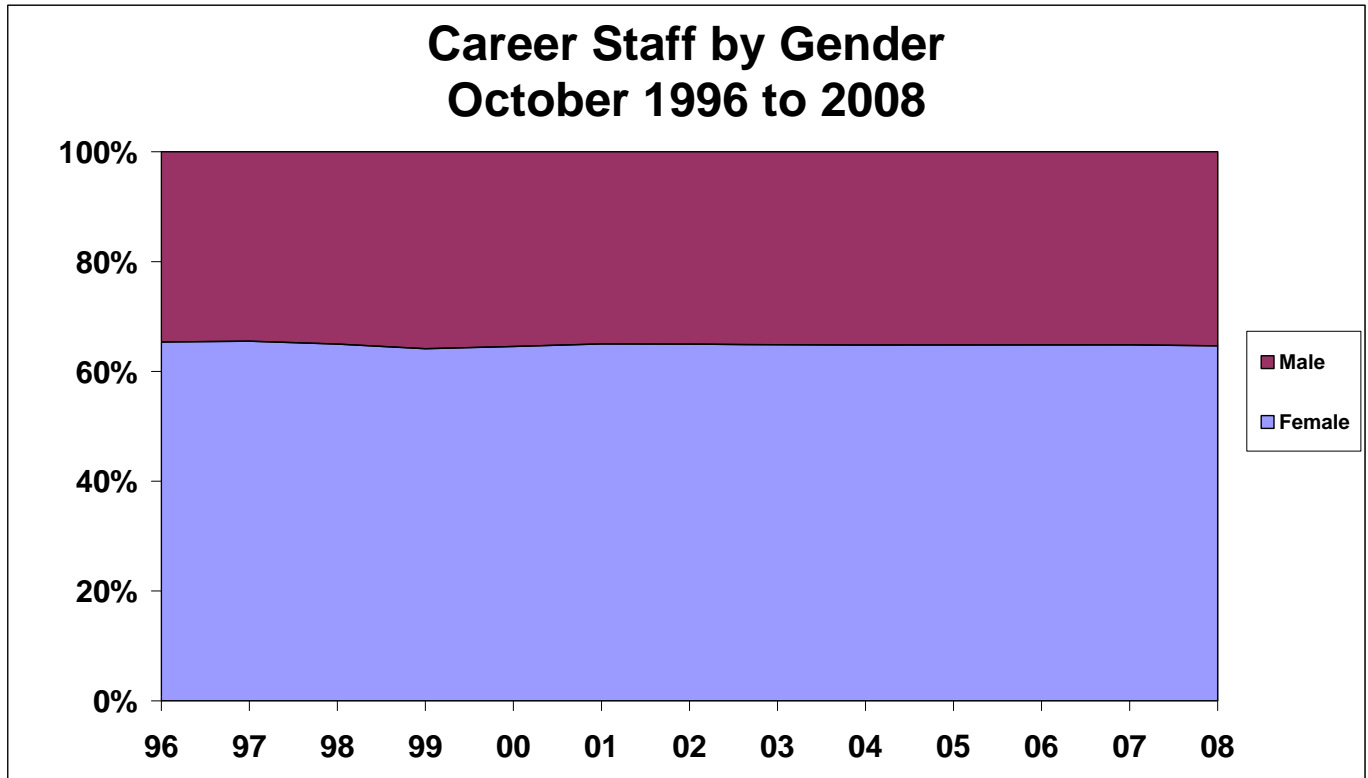
Note: The charts include all levels of career staff at the ten campuses, five medical centers, Agriculture and Natural Resources and the Office of the President. They do not include the career workforce at the Lawrence Berkeley National Laboratory.

**FIGURE 8 (continued): Career Staff by Race/Ethnicity and Personnel Program, October 1996 to 2008**



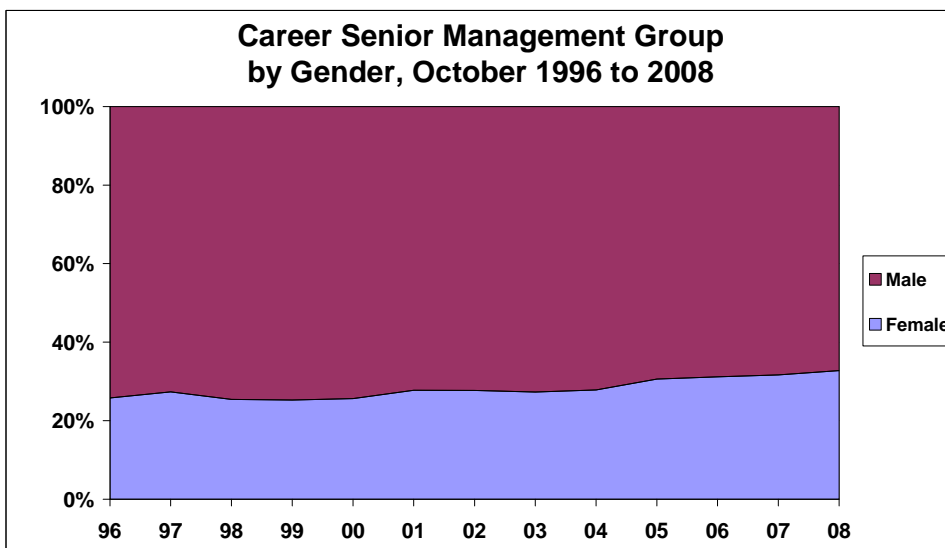
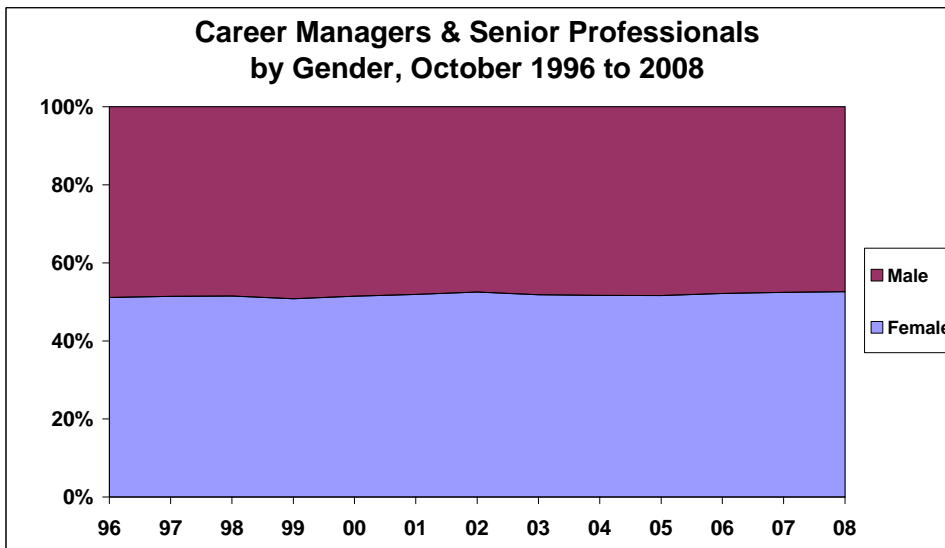
May 2009 Accountability Report Indicator 8.3

**FIGURE 9: Career Staff by Gender and Personnel Program, October 1996 to 2008**



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**FIGURE 9 (continued): Career Staff by Gender and Personnel Program, October 1996 to 2008**



May 2009 Accountability Report Indicator 8.4

**FIGURE 10: Career Staff by Race/Ethnicity, Gender and Personnel Program, October 2008**

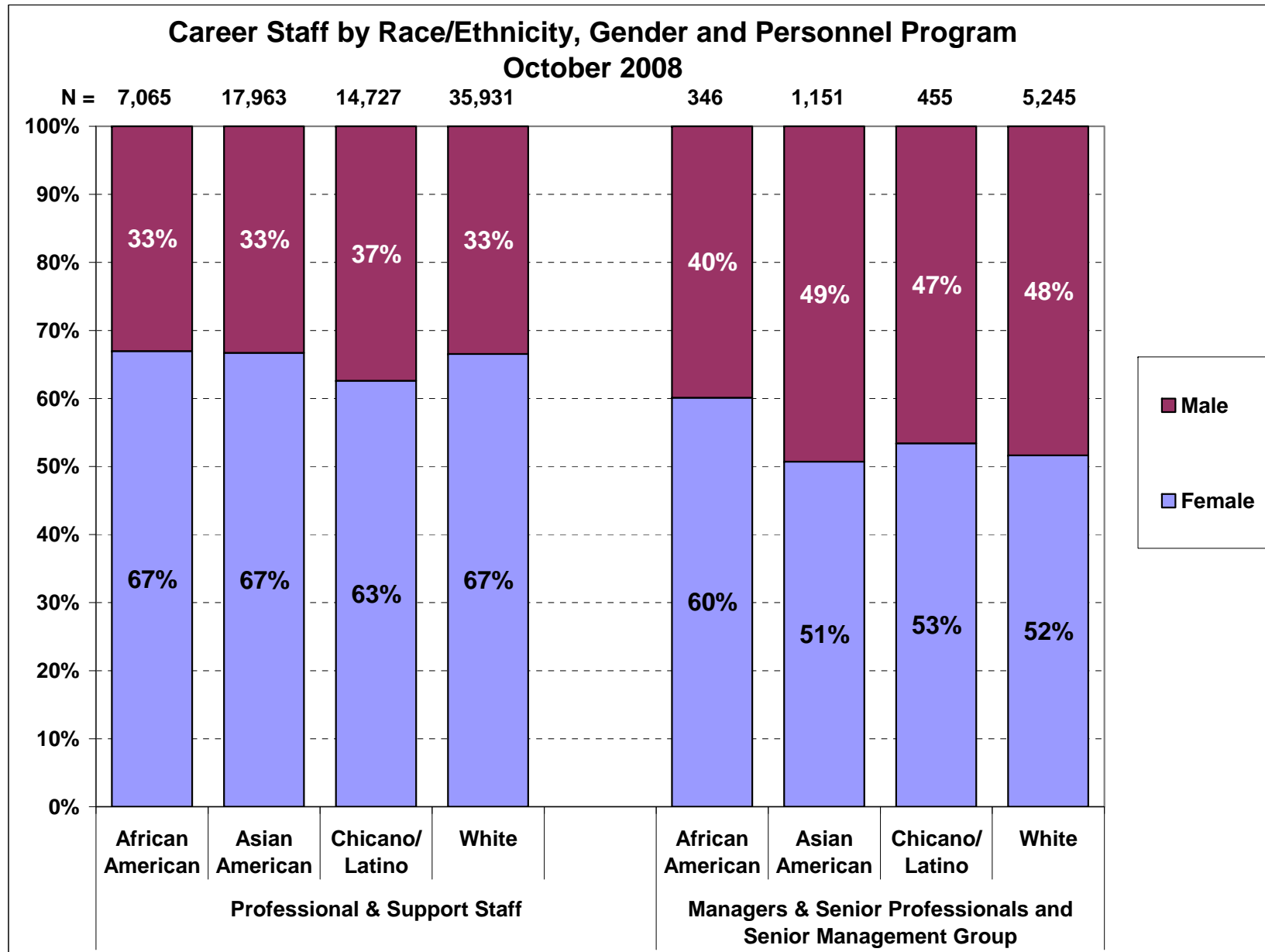
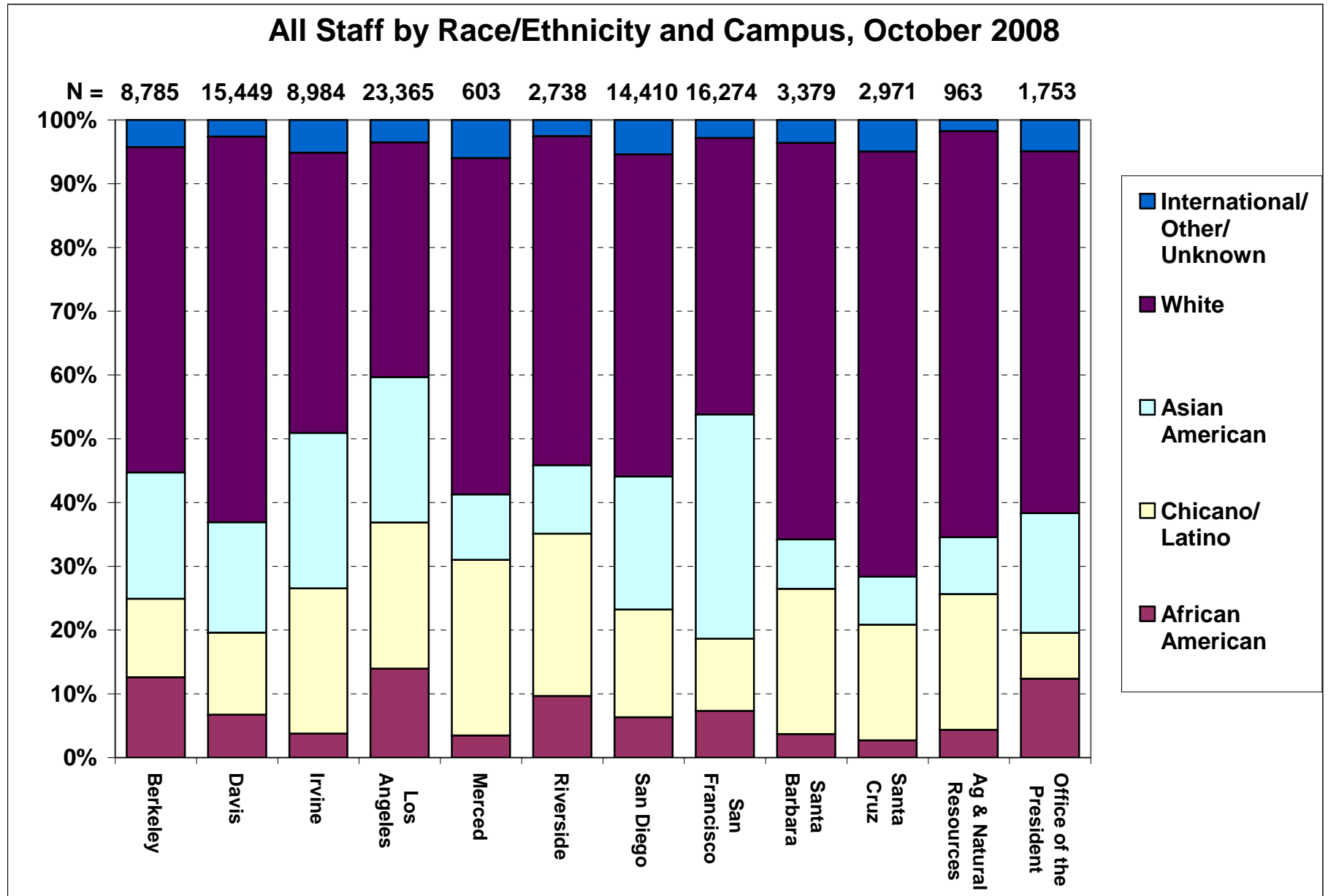
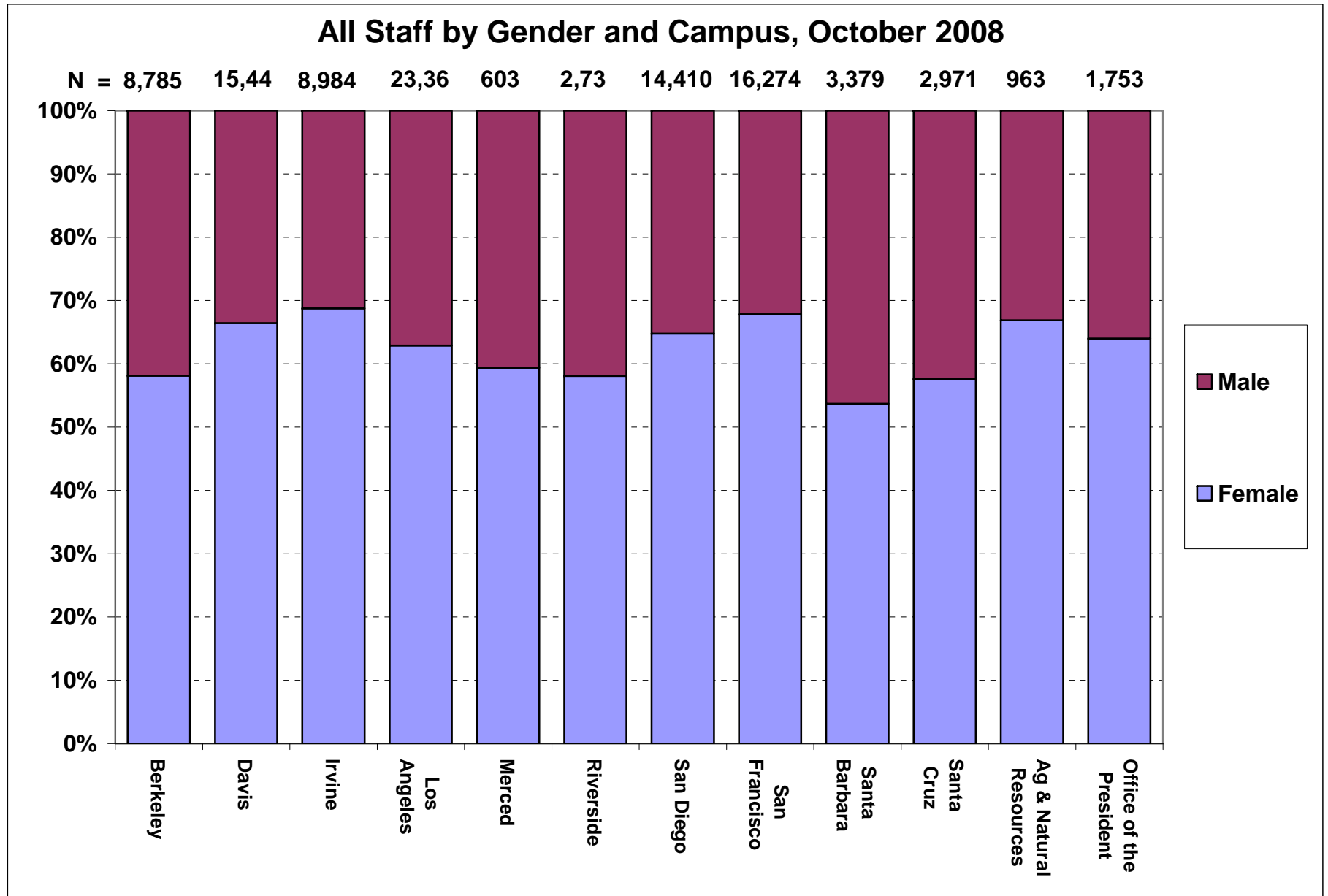


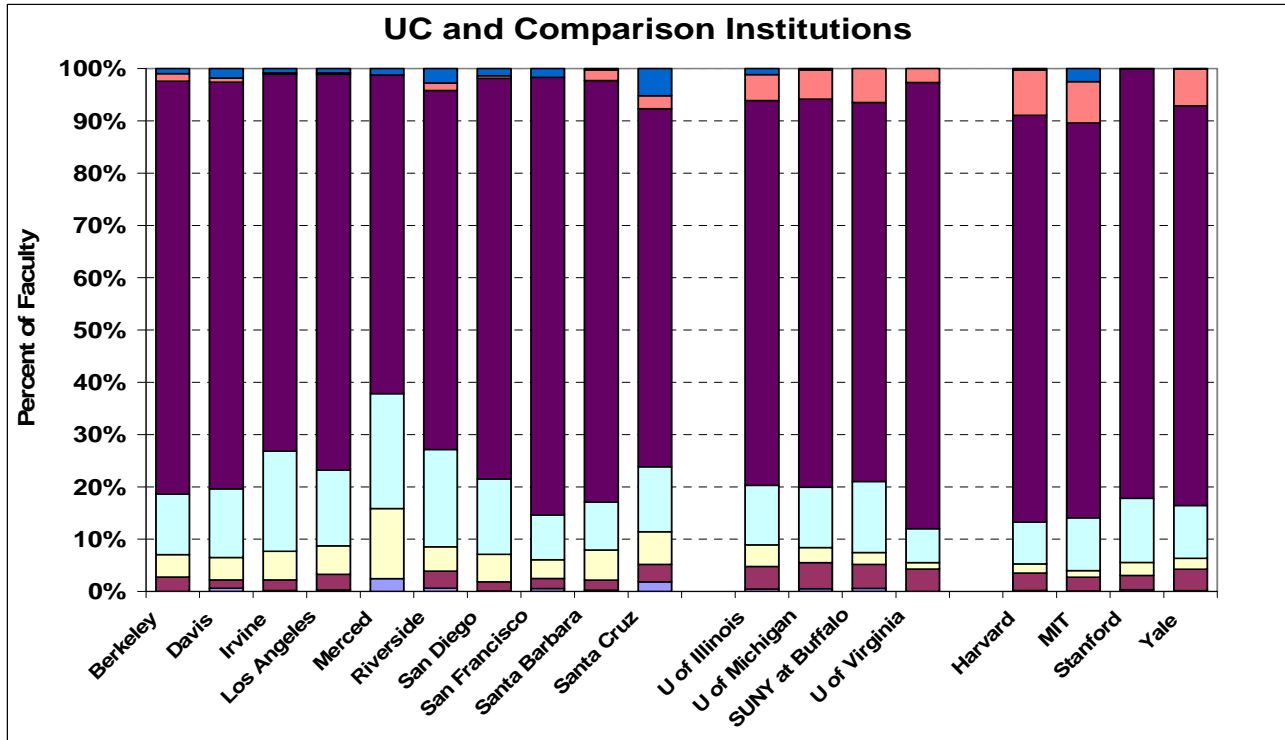
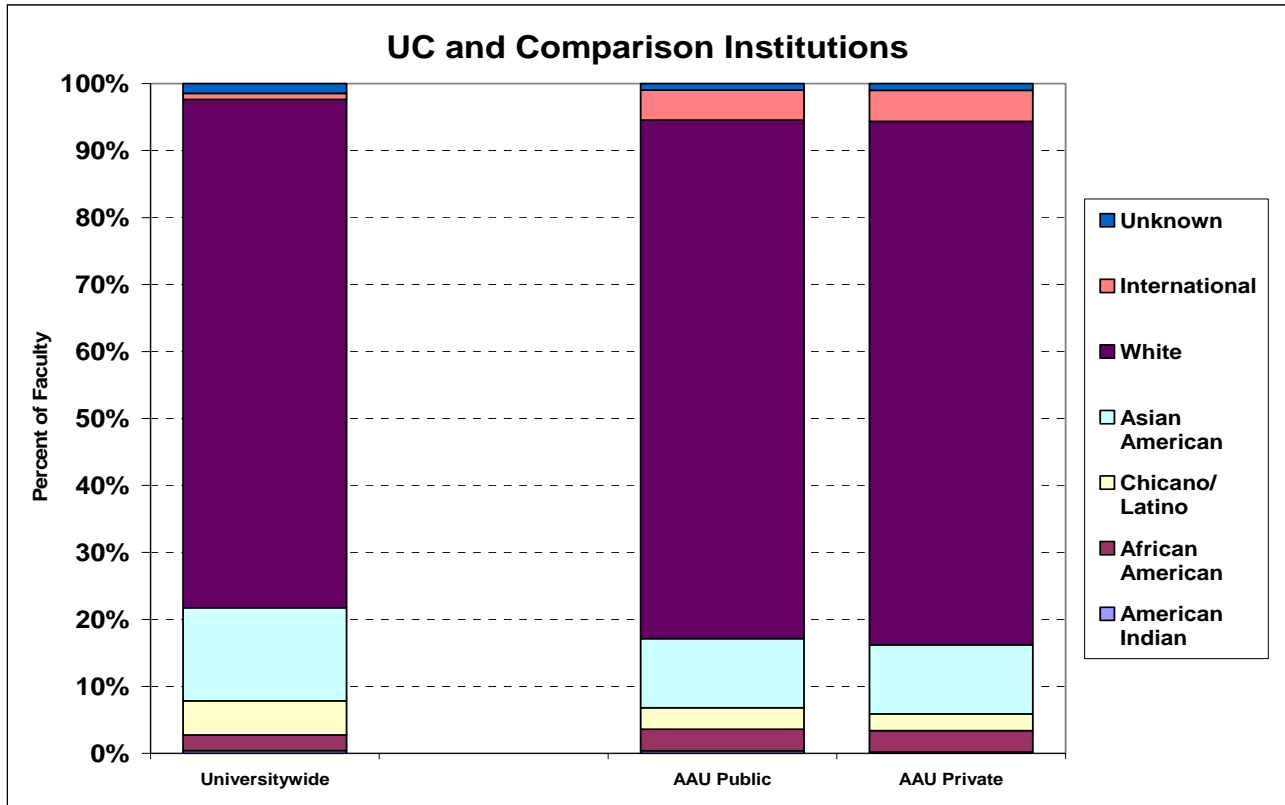
FIGURE 11: All Staff by Race/Ethnicity and Campus, October 2008



**FIGURE 12: All Staff by Gender and Campus, October 2008**



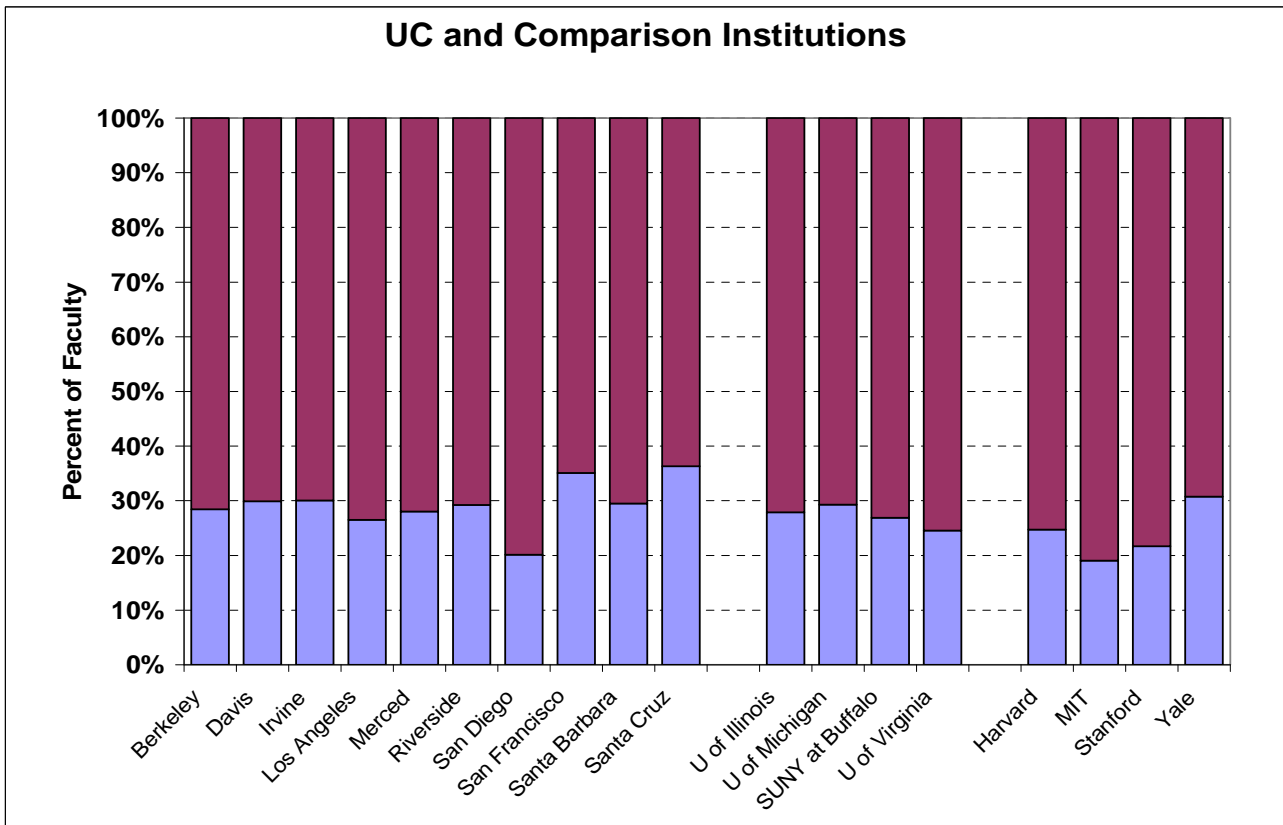
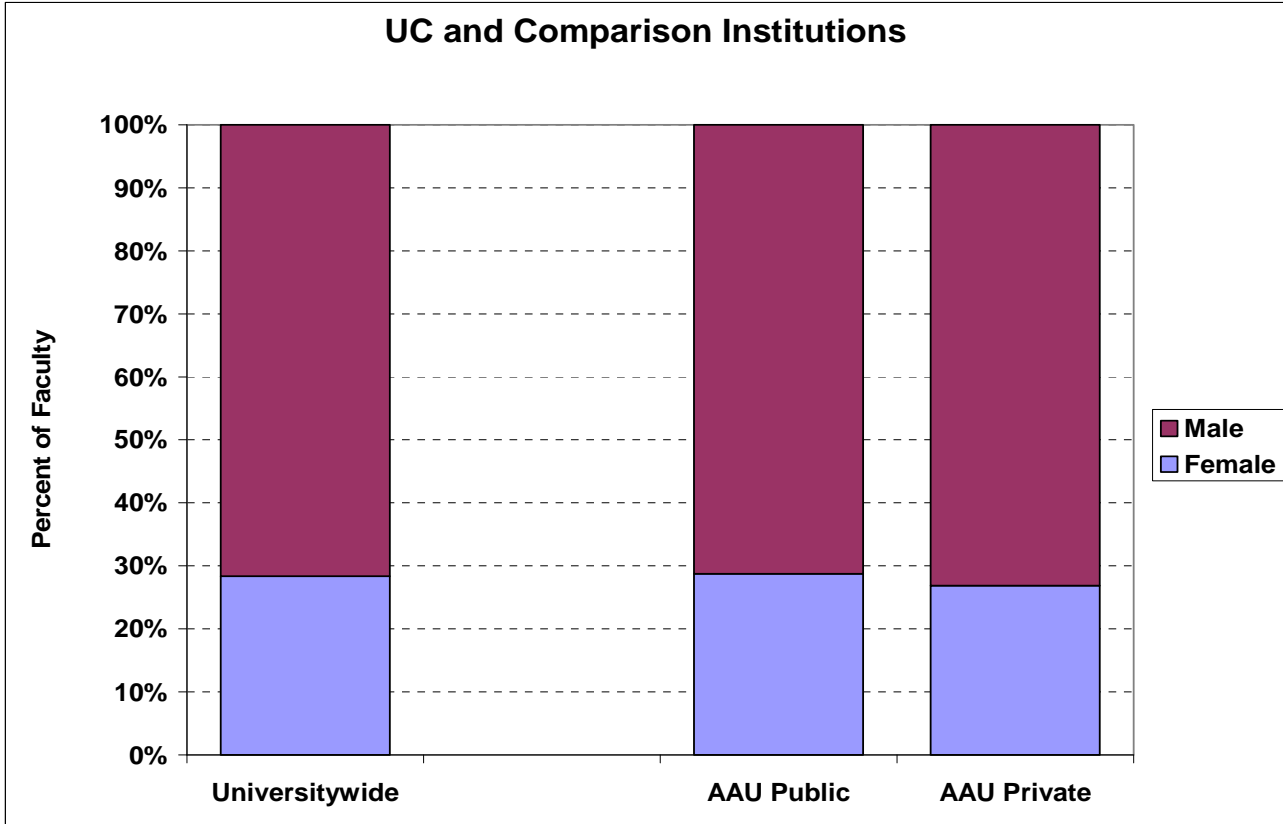
**FIGURE 13: Full-Time Ladder Rank Faculty by Race/Ethnicity – UC and Comparison Institutions, Fall 2007**



May 2009 Accountability Report Indicator 7.2

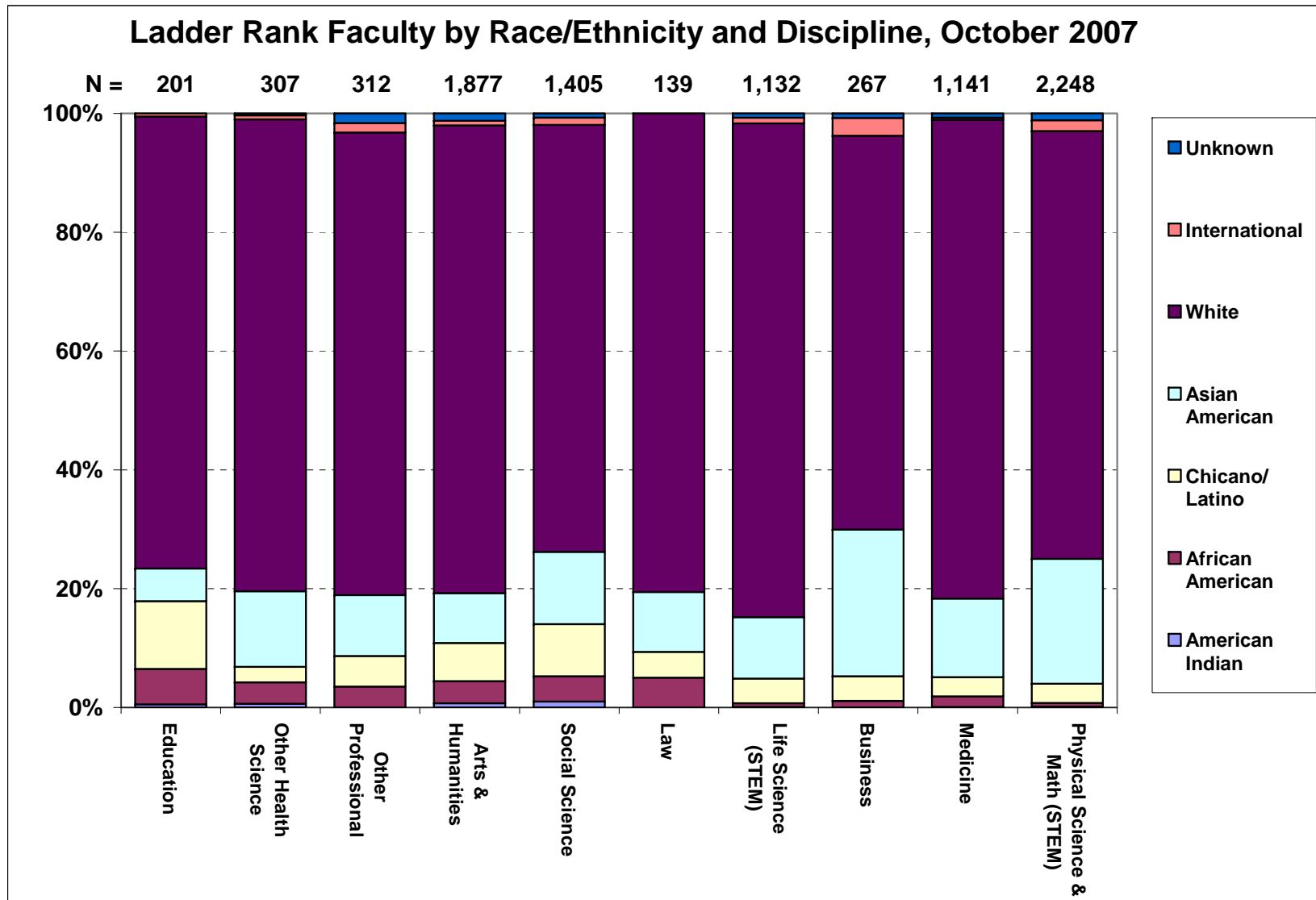
Note: The Association of American Universities (AAU) is a nonprofit association of 60 U.S. and two Canadian preeminent public and private research universities; six UC campuses are members (Berkeley, Davis, Irvine, Los Angeles, San Diego and Santa Barbara).

**FIGURE 14: Full-Time Ladder Rank Faculty by Gender – UC and Comparison Institutions, Fall 2007**



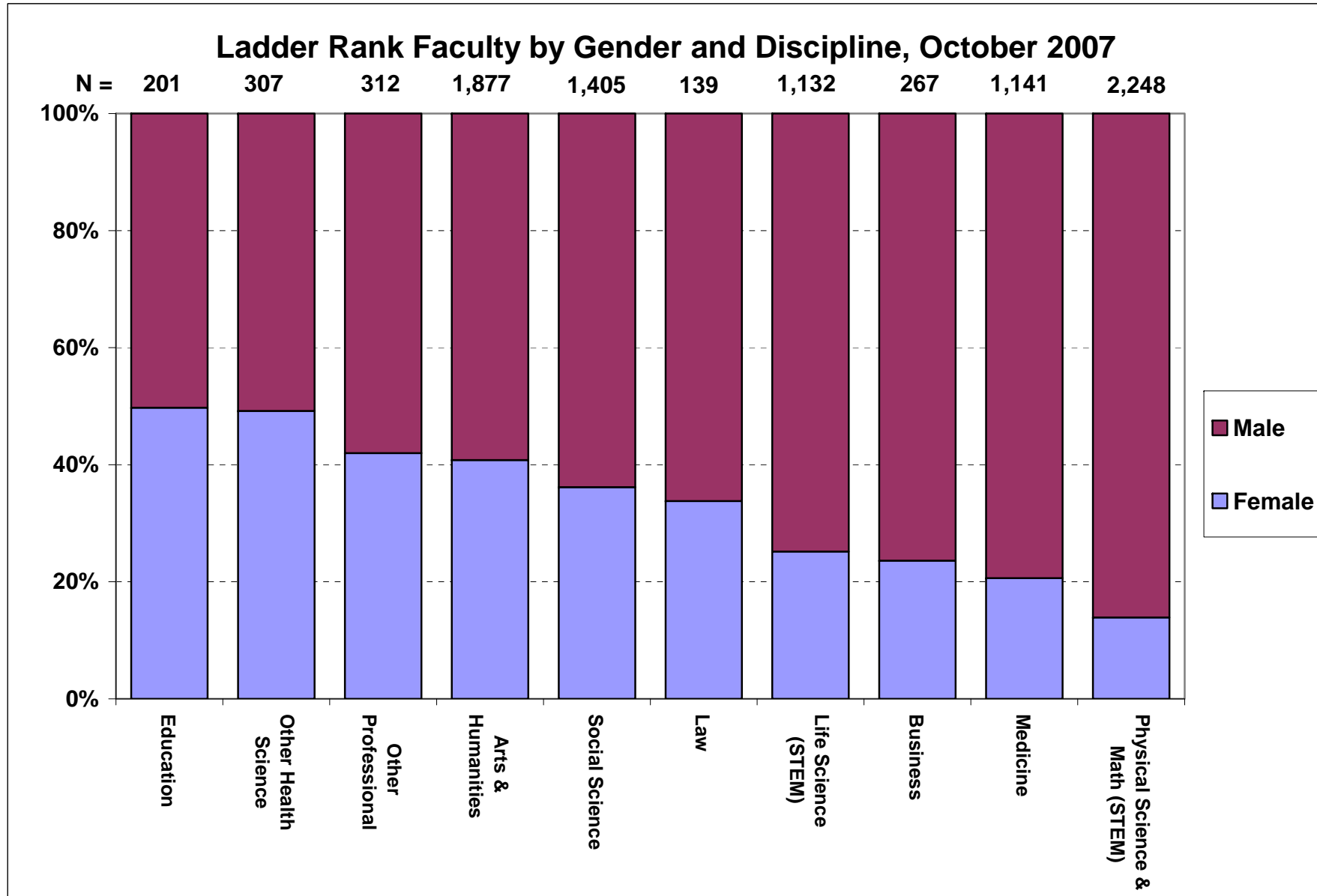
May 2009 Accountability Report Indicator 7.4

**FIGURE 15: Full-Time Ladder Rank Faculty by Race/Ethnicity and Discipline, Fall 2007**

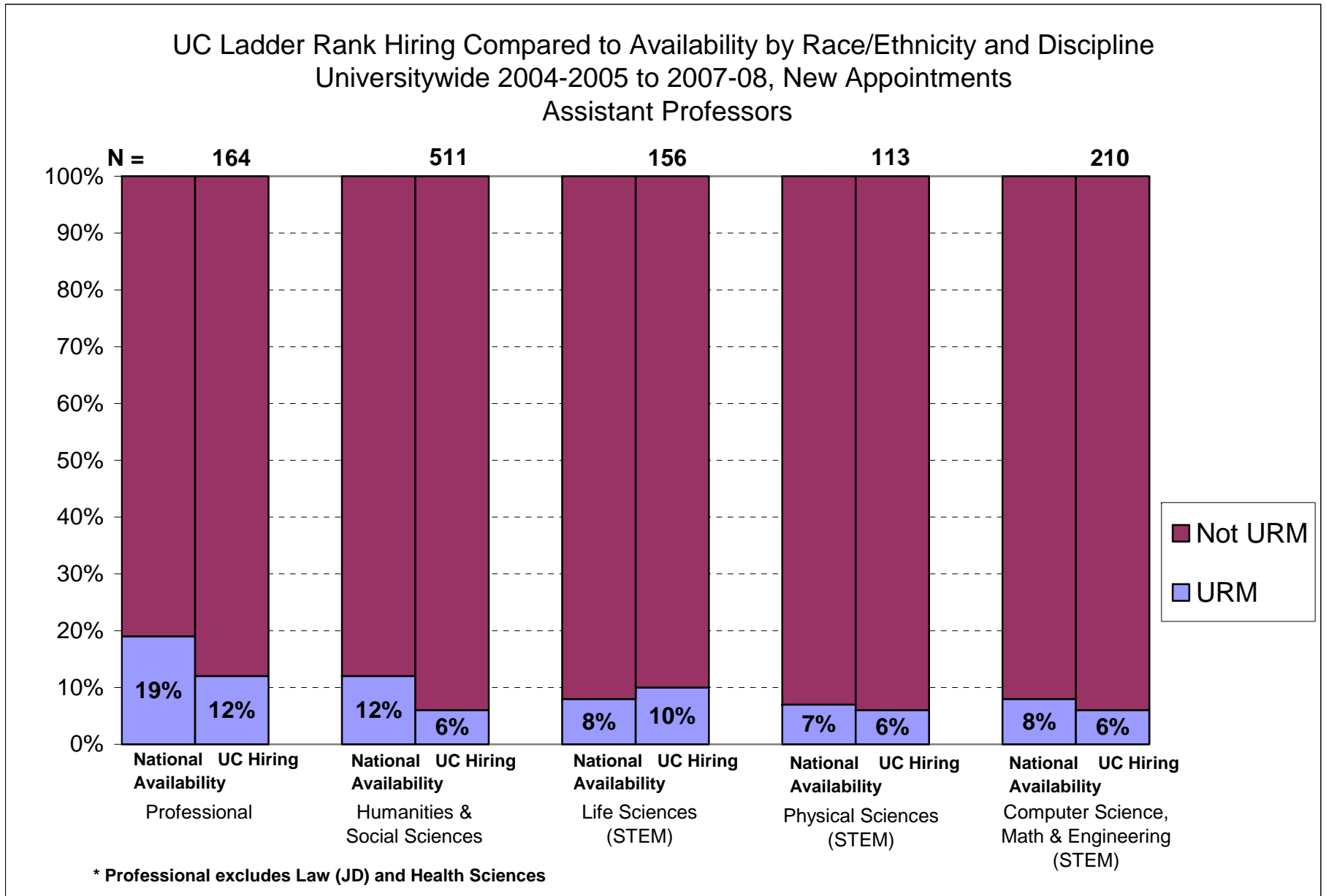


Note: “Other Health” includes all health science fields other than medicine, such as dentistry, nursing, optometry, pharmacy, public health and veterinary medicine. “Other Professional” includes interdisciplinary and multidisciplinary fields, as well as fields such as architecture, communications, divinity, library and information science, public policy and social welfare.

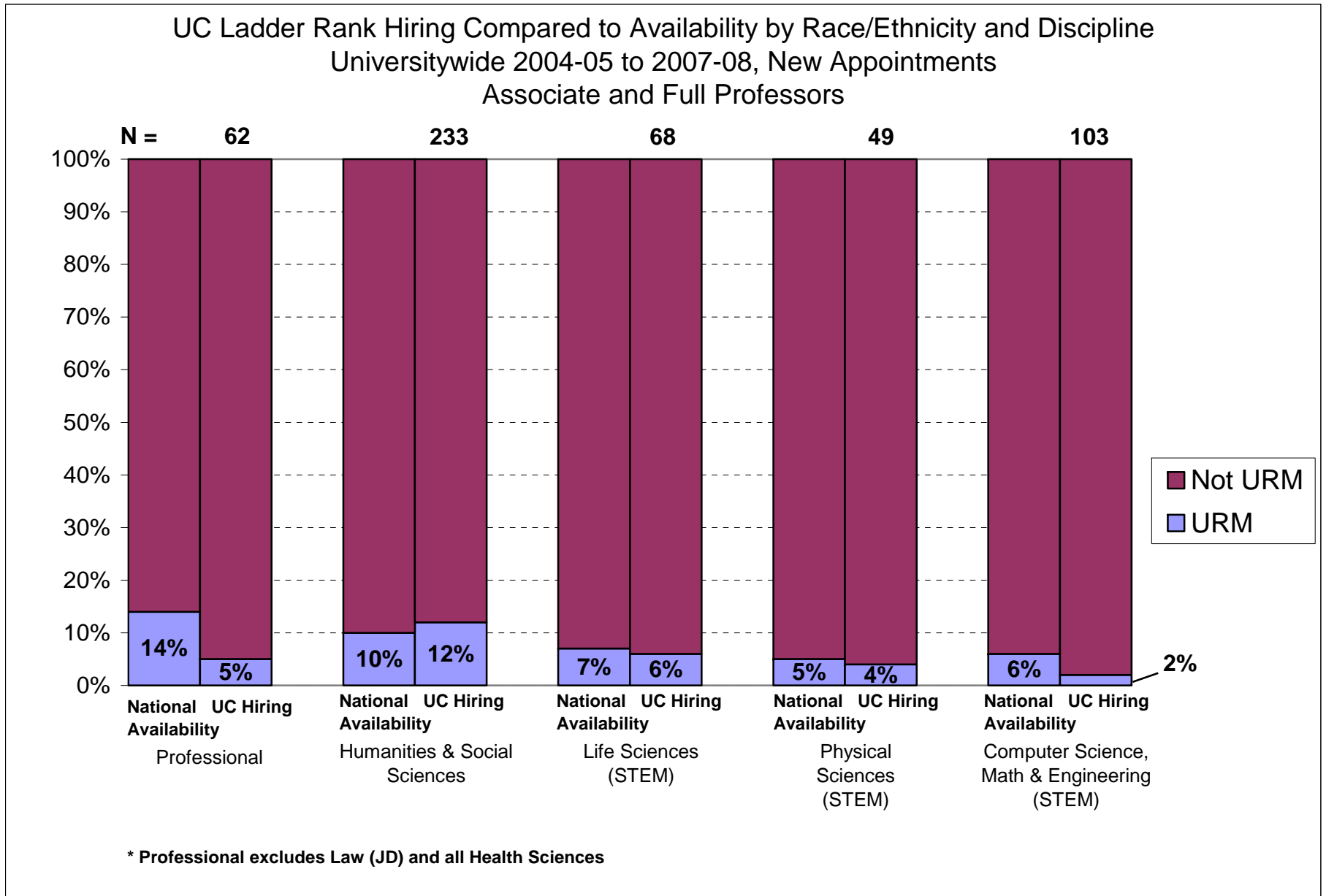
**FIGURE 16: Full-Time Ladder Rank Faculty by Gender and Discipline, Universitywide, Fall 2007**



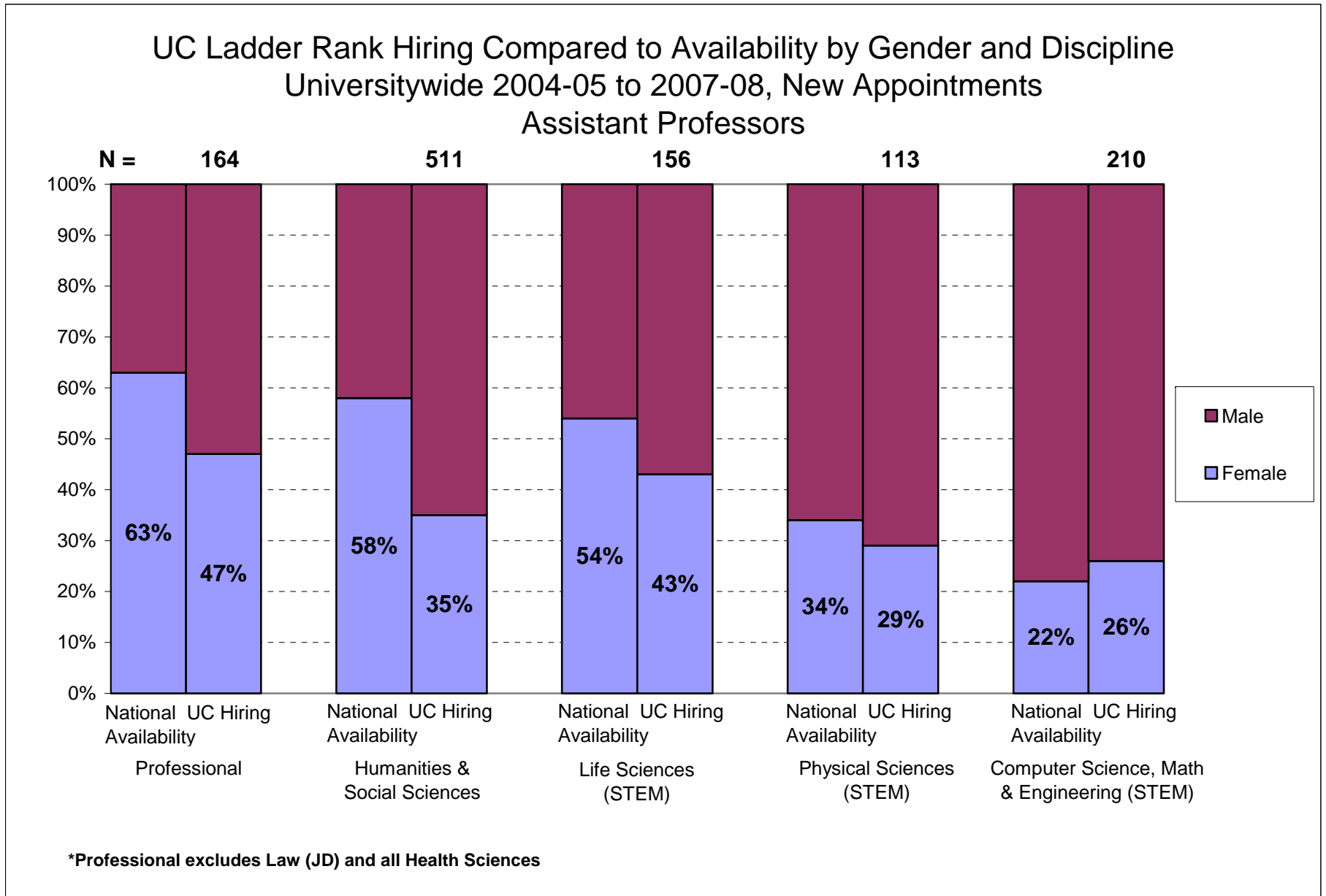
**FIGURE 17: Ladder Rank Hiring by Race/Ethnicity and Discipline, Assistant Professors, 2004-05 to 2007-08**



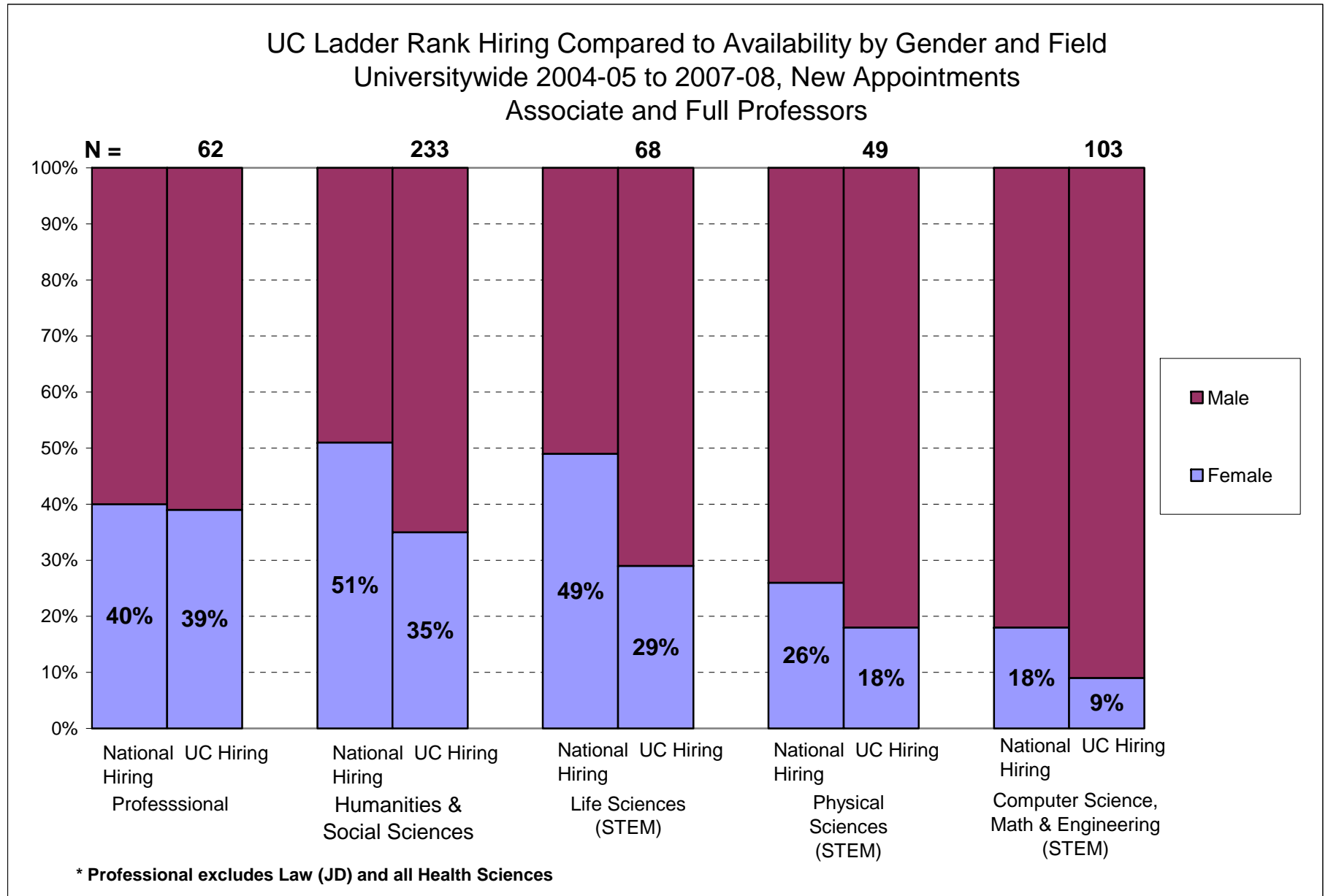
**FIGURE 18: Ladder Rank Hiring by Race/Ethnicity and Discipline, Associate and Full Professors, 2004-05 to 2007-08**



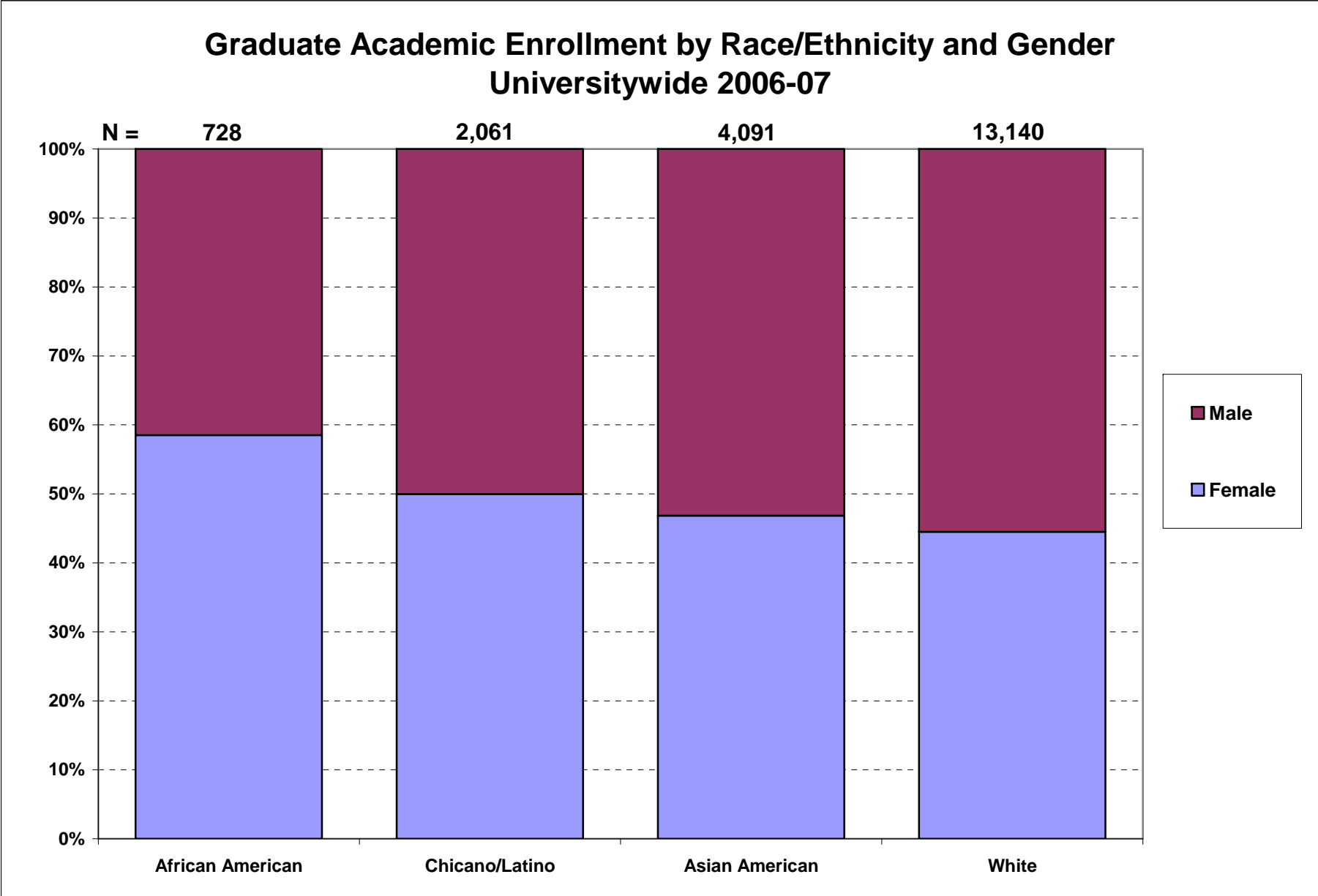
**FIGURE 19: Ladder Rank Hiring by Gender and Discipline, Assistant Professors, 2004-05 to 2007-08**



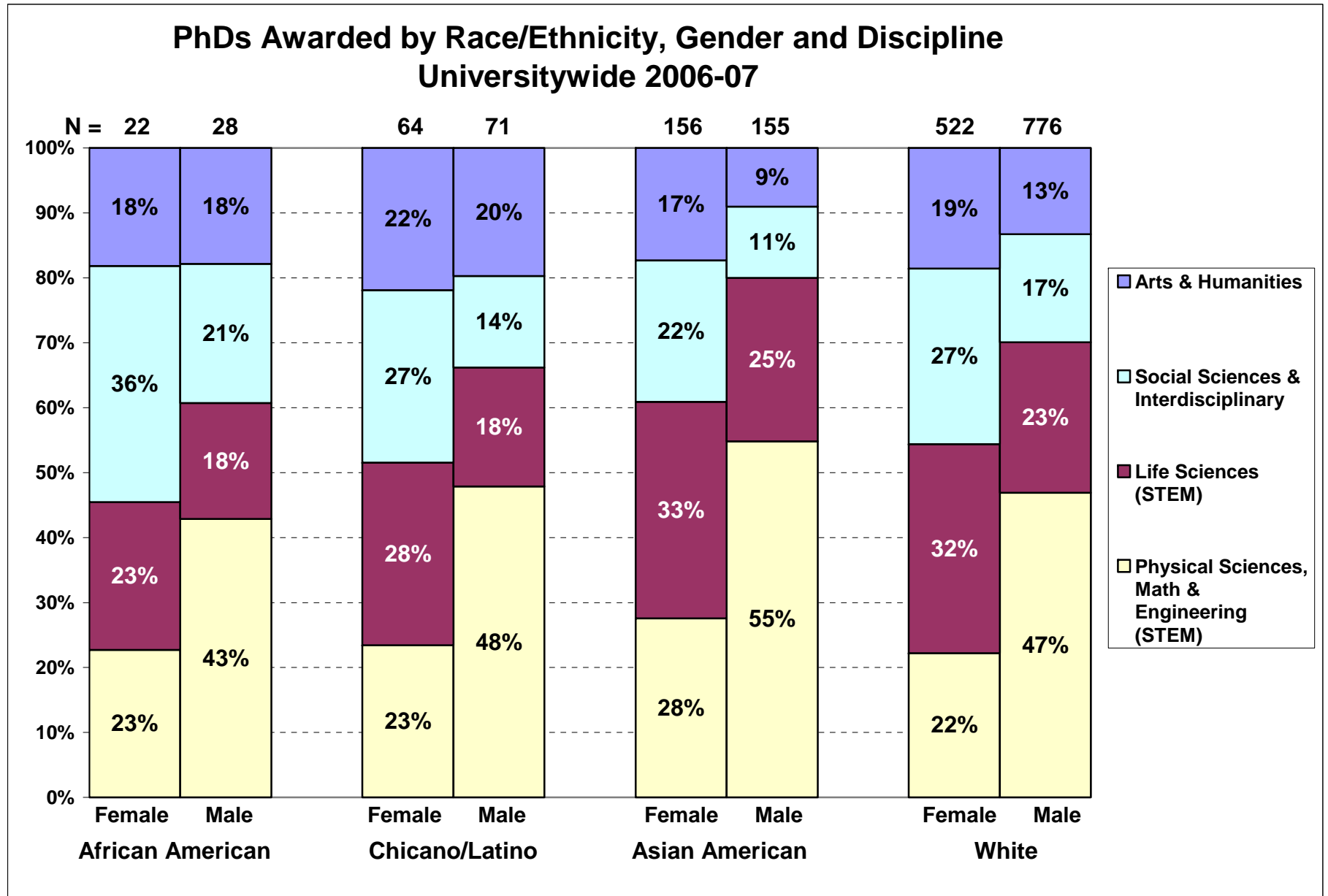
**FIGURE 20: Ladder Rank Hiring by Gender and Discipline, Associate & Full Professors, 2004-05 to 2007-08**



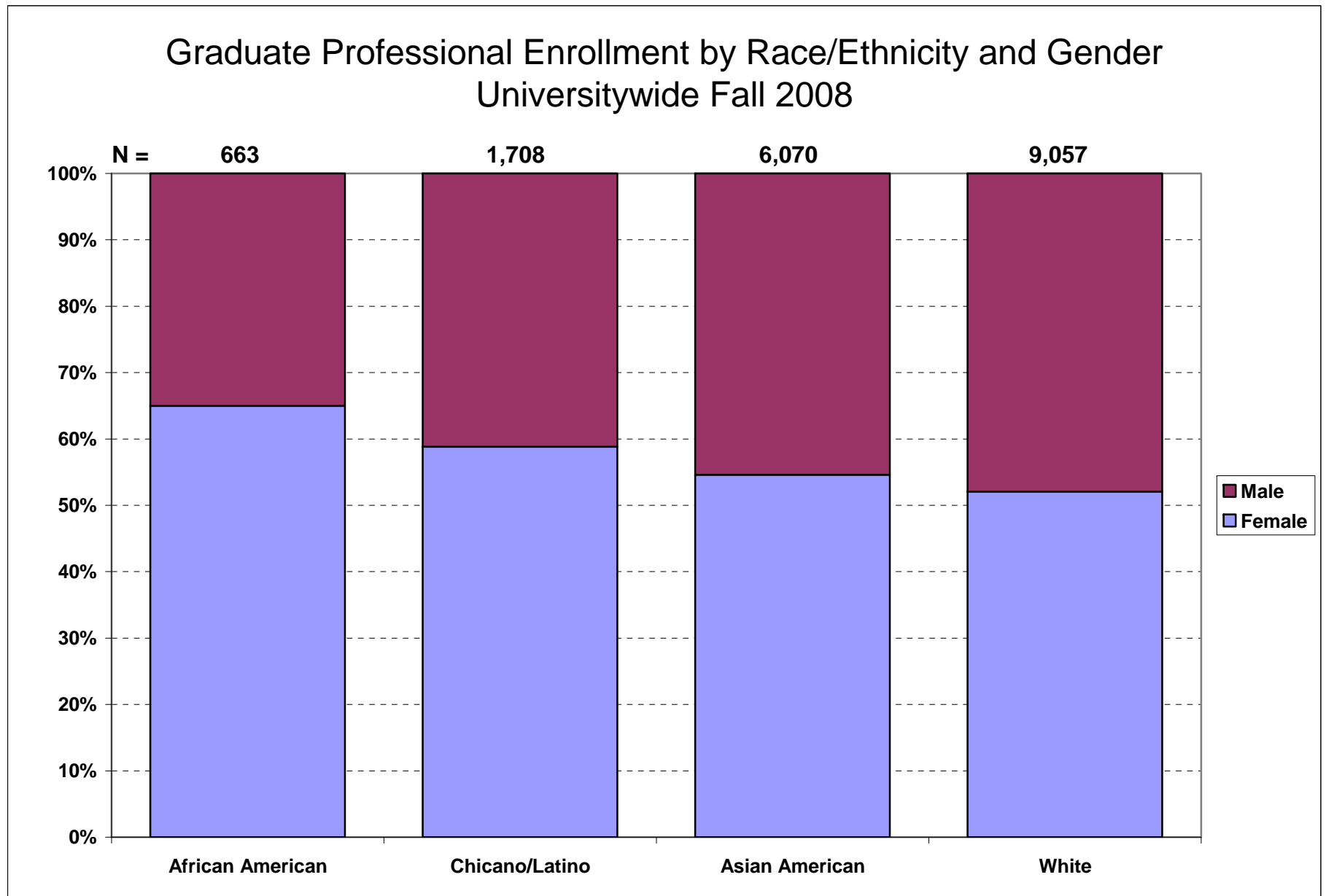
**FIGURE 21: Graduate Academic Enrollment by Race/Ethnicity and Gender, Fall 2008**



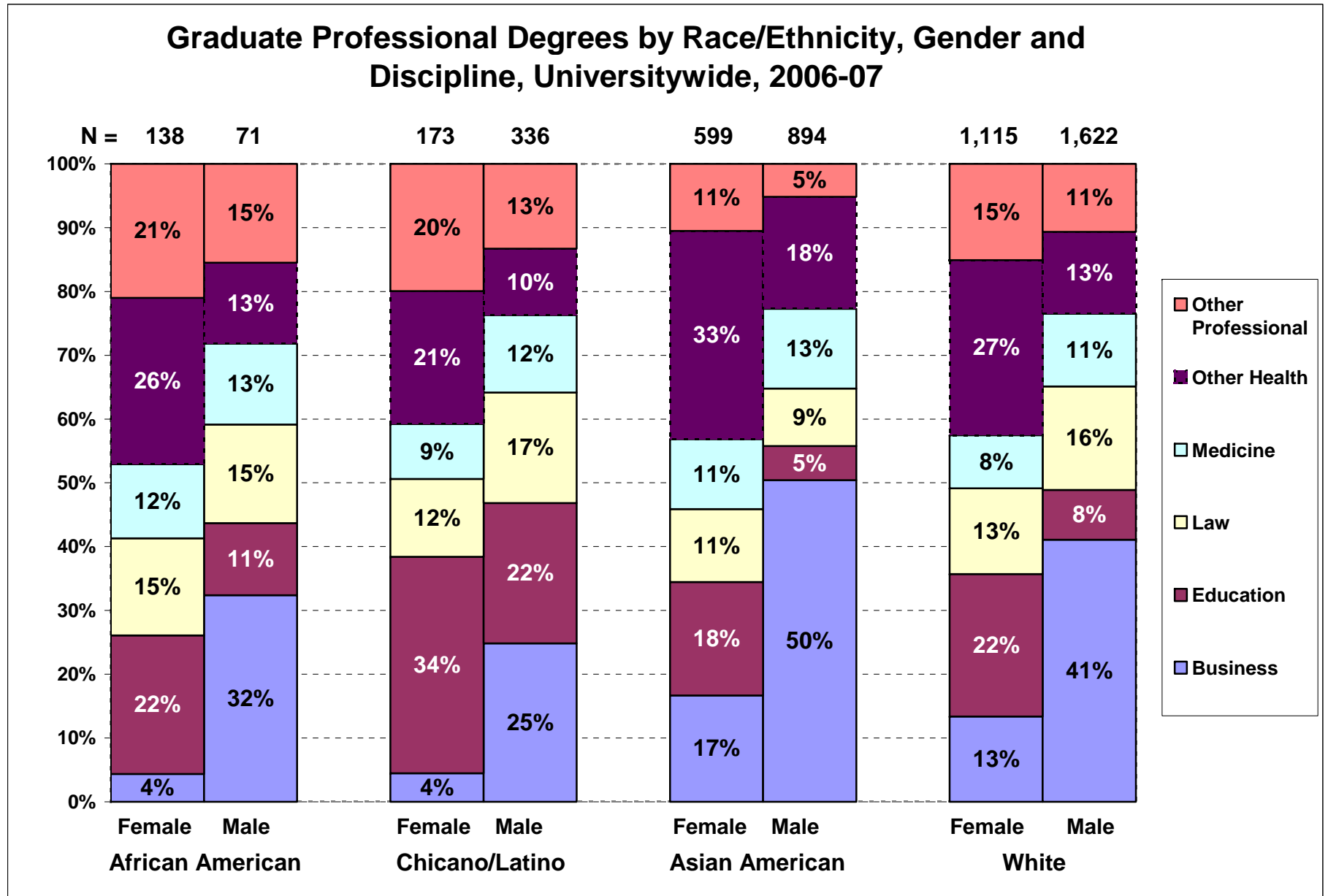
**FIGURE 22: PhDs Awarded by Race/Ethnicity, Gender and Discipline, 2006-07**



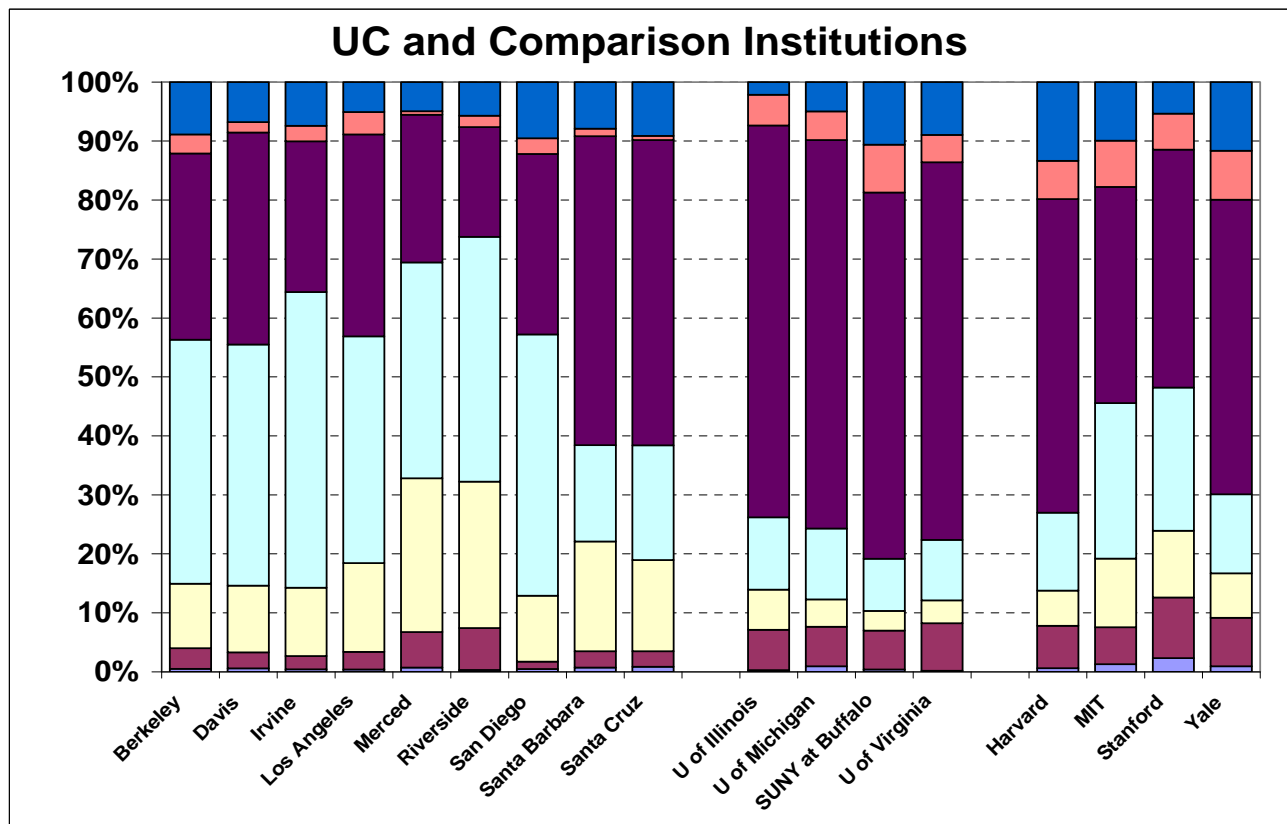
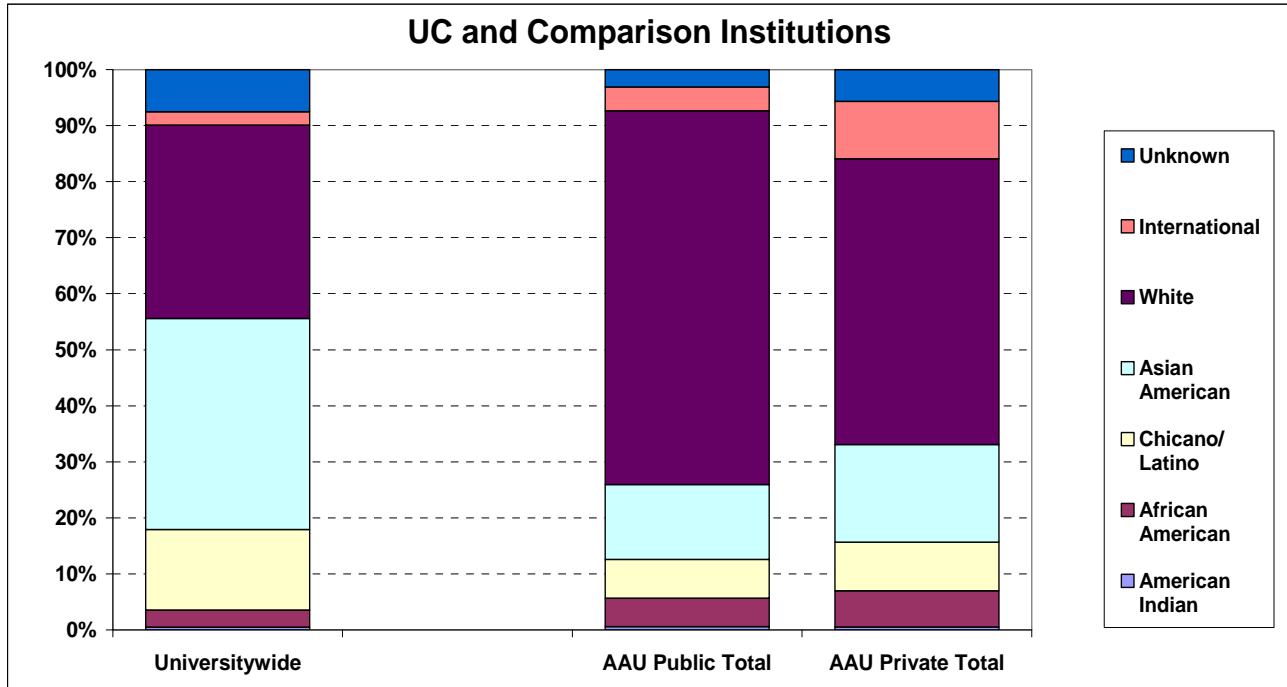
**FIGURE 23: Graduate Professional Enrollment by Race/Ethnicity and Gender, Fall 2008**



**FIGURE 24: Graduate Professional Degrees Awarded by Race/Ethnicity, Gender and Discipline, 2006-07**



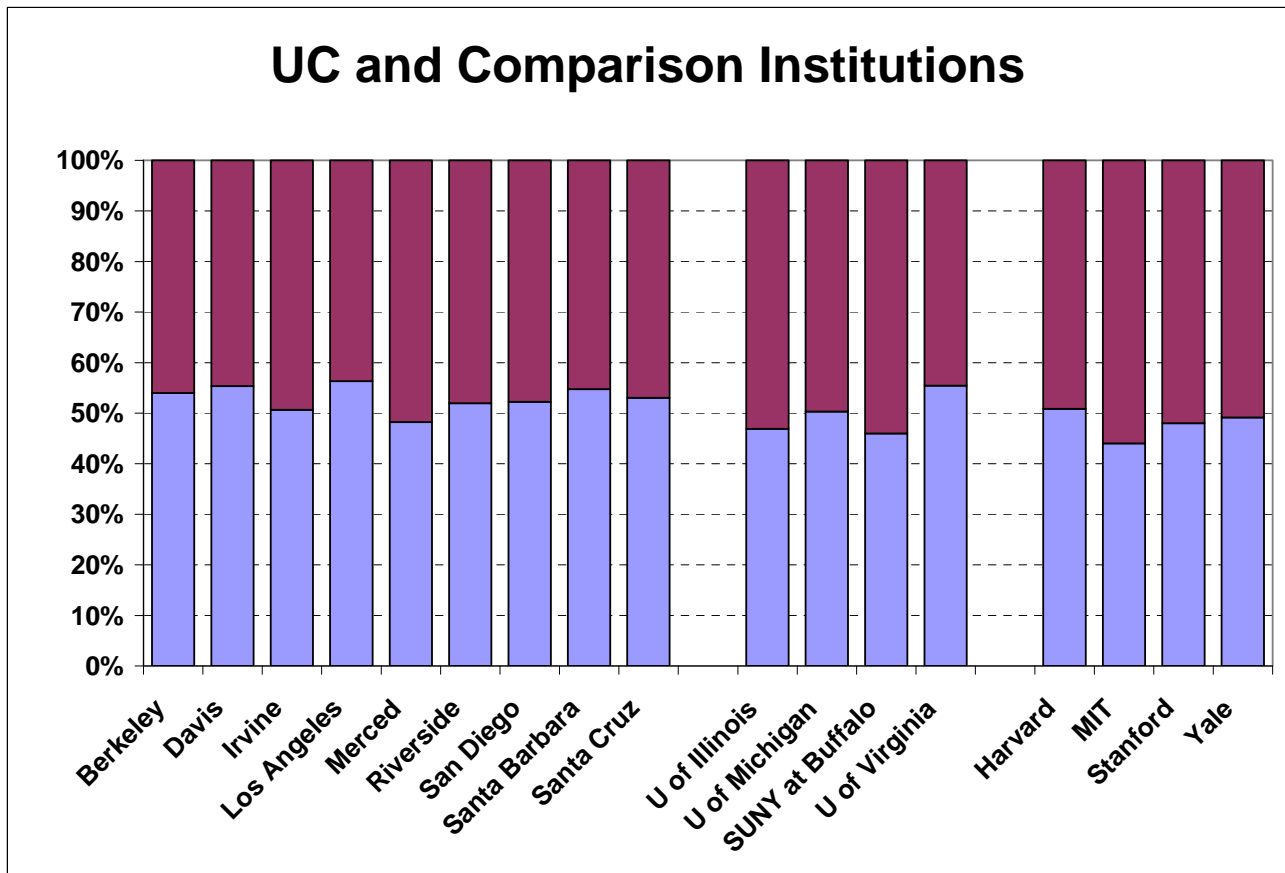
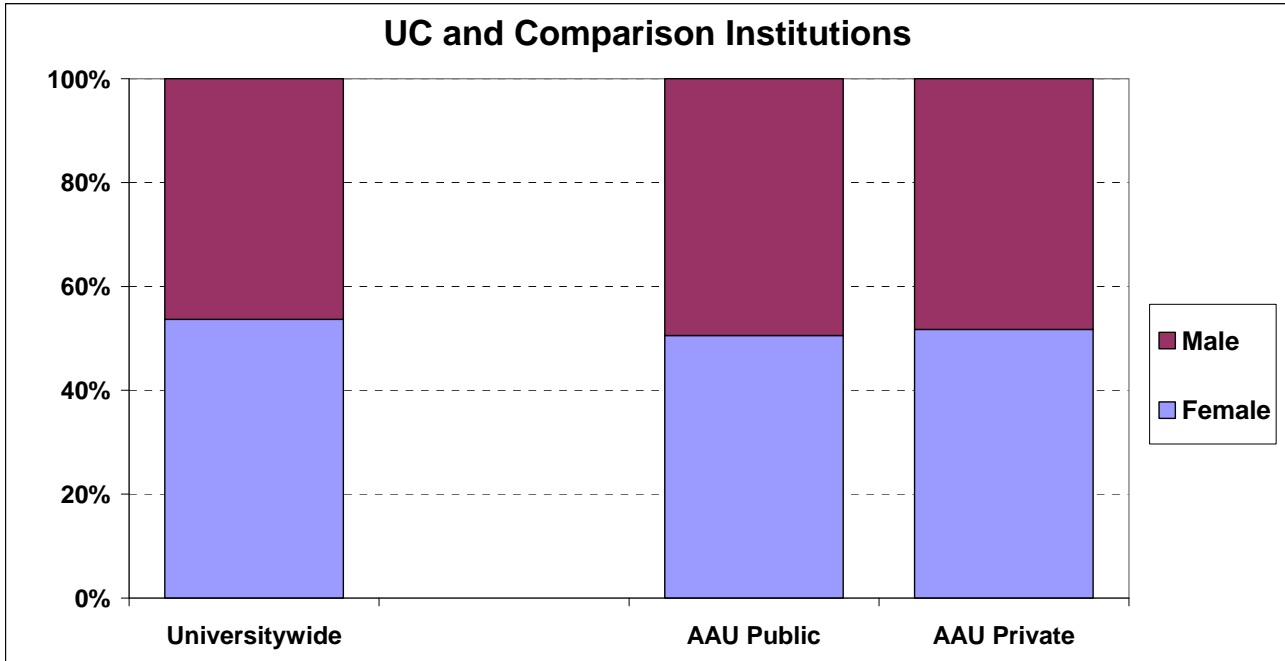
**FIGURE 25: Undergraduate Enrollment by Race/Ethnicity – UC and Comparison Institutions, Fall 2007**



May 2009 Accountability Report Indicator 4.3

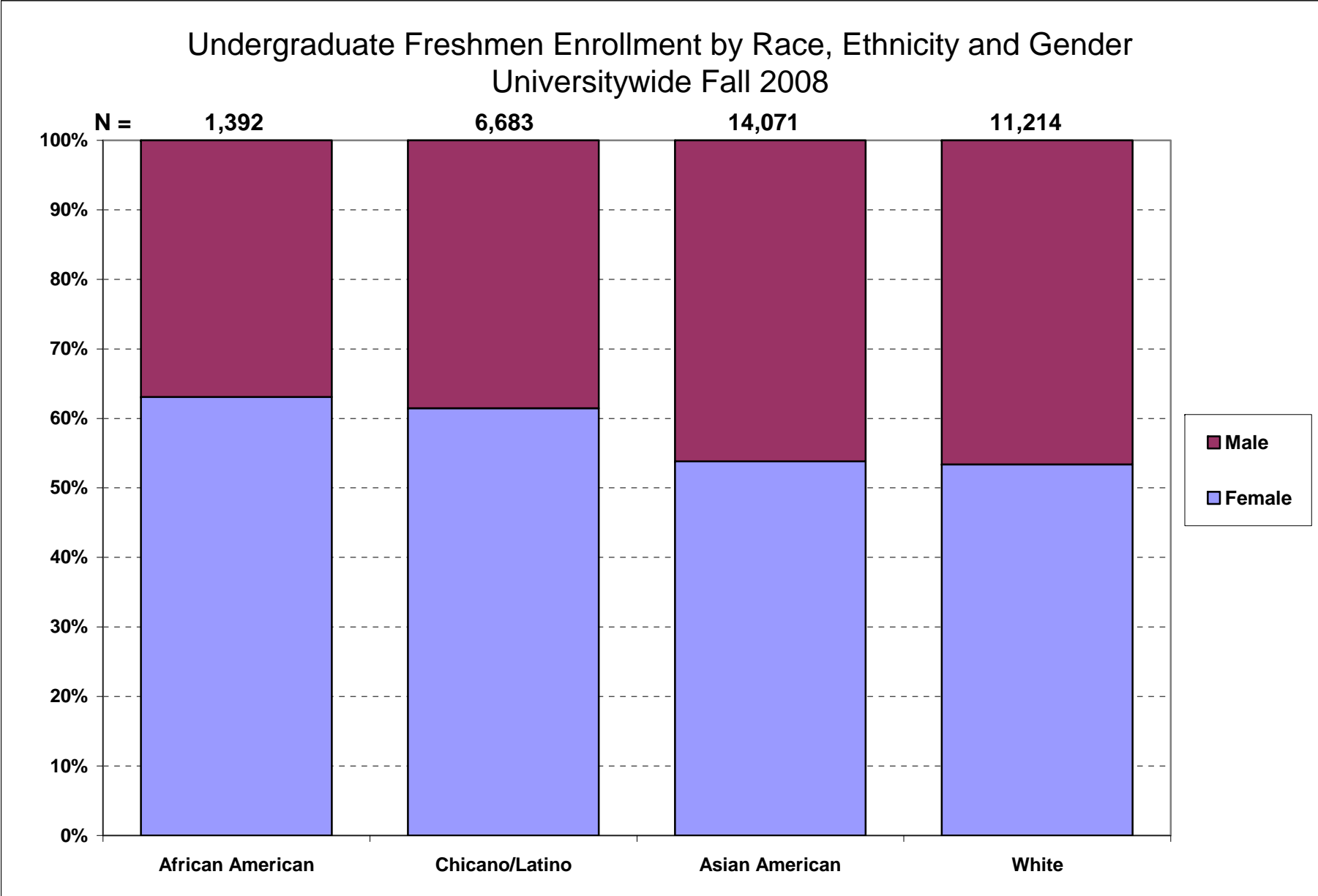
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**FIGURE 26: Undergraduate Enrollment by Gender – UC and Comparison Institutions, Fall 2007**

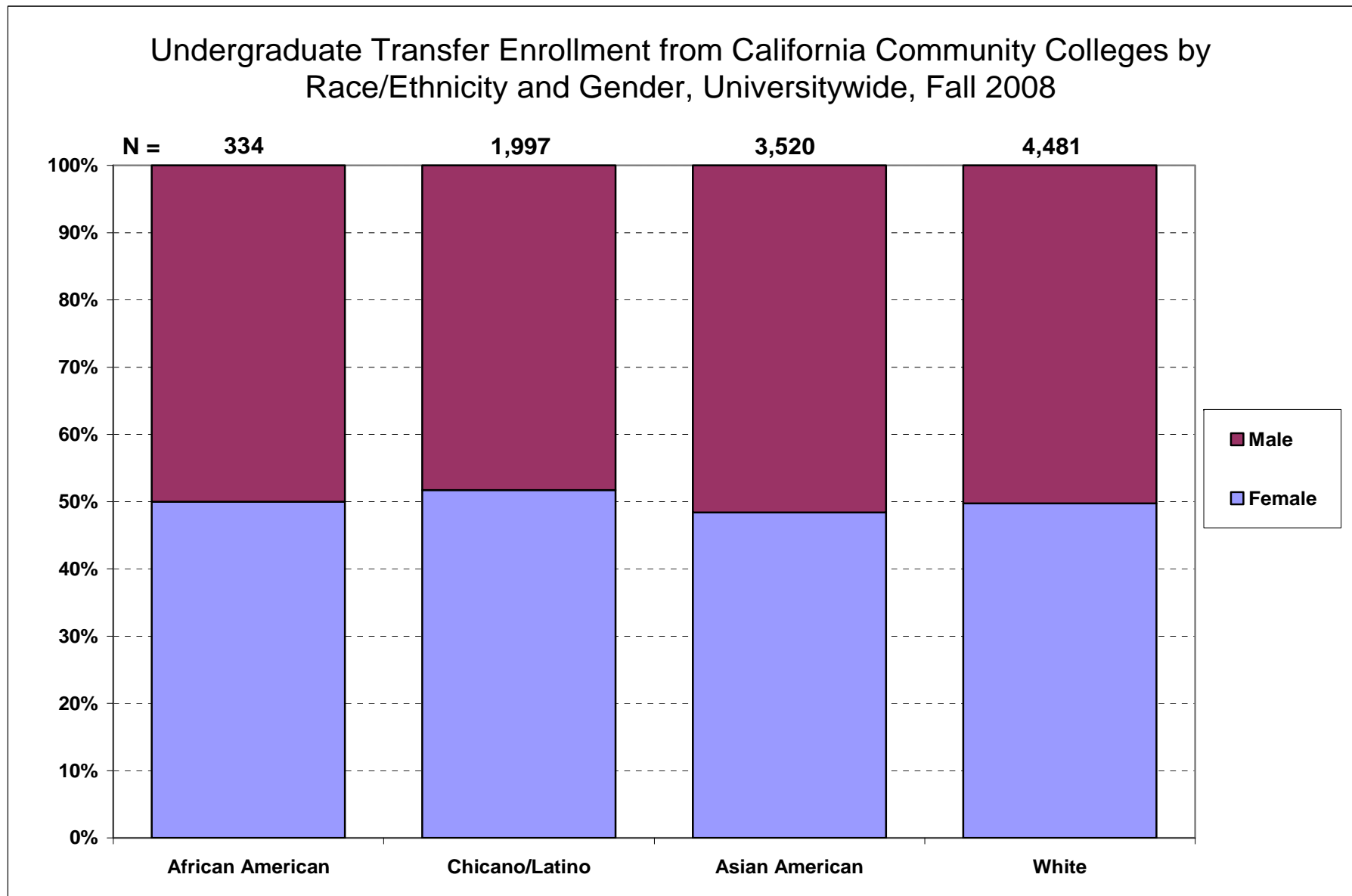


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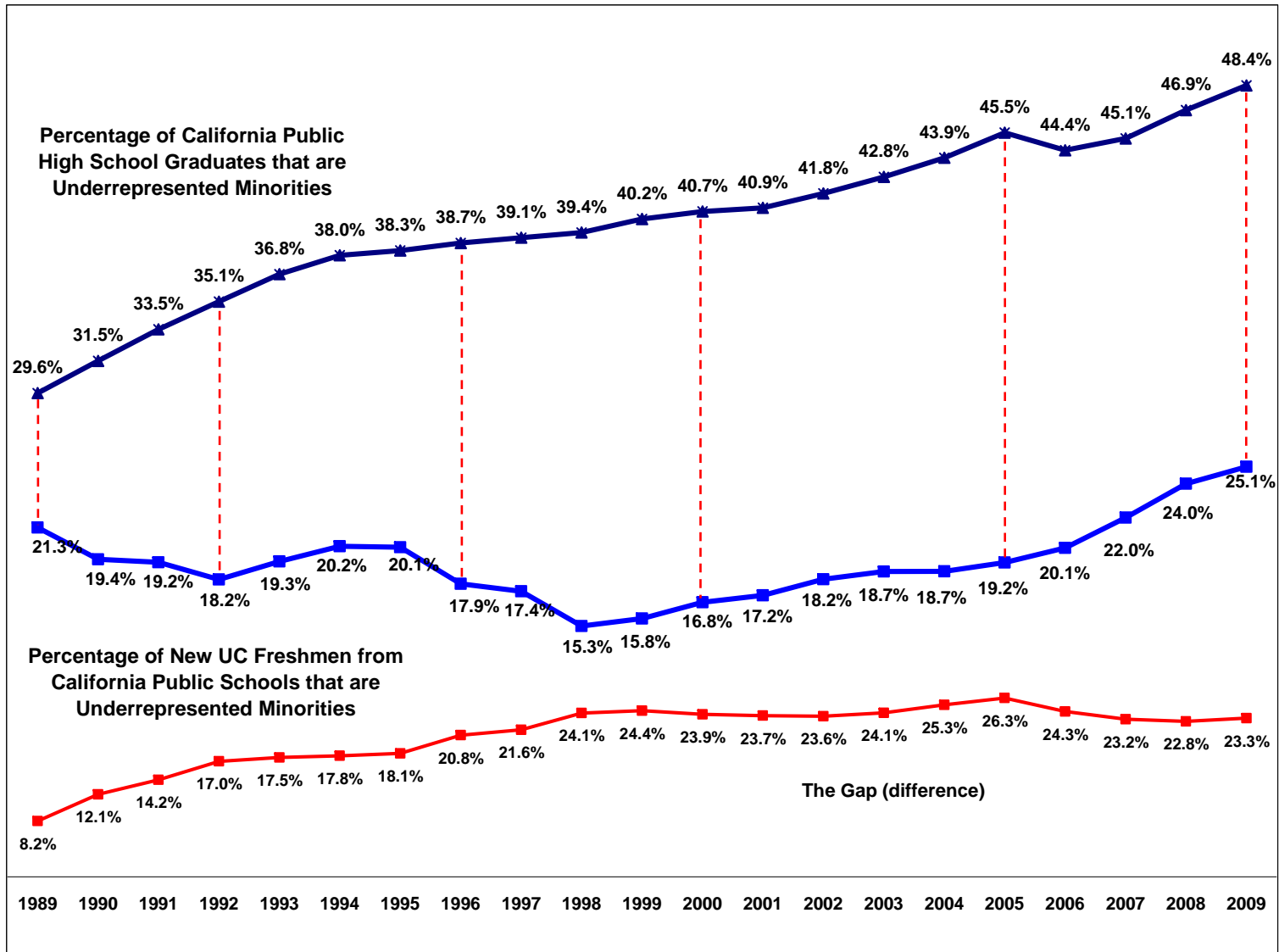
**FIGURE 27: Undergraduate Freshman Enrollment by Race/Ethnicity and Gender, Fall 2008**



**FIGURE 28: Undergraduate Transfer Enrollment from California Community Colleges by Race/Ethnicity and Gender, Fall 2008**

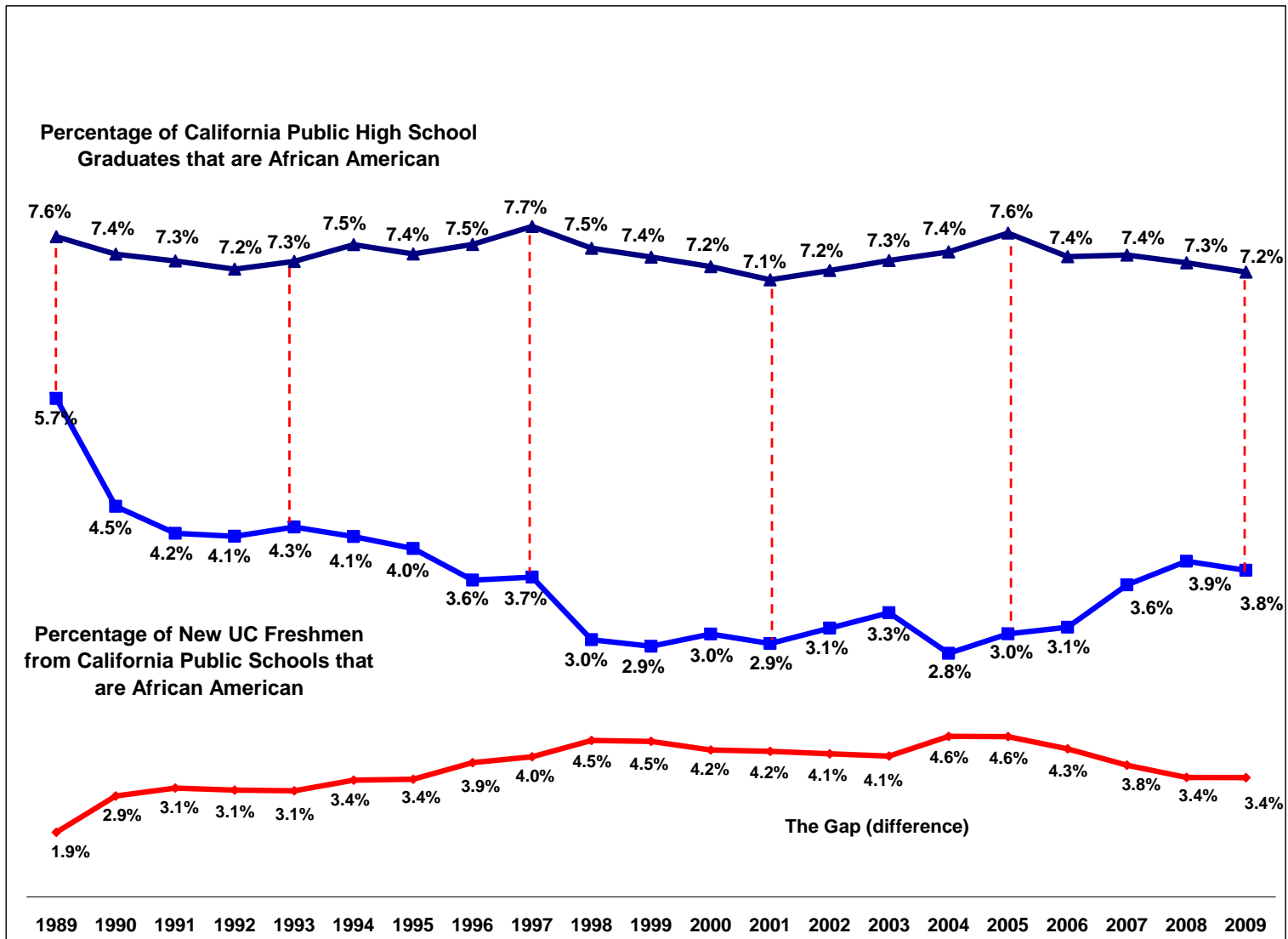


**FIGURE 29: The Gap Between California High School Graduates and New UC Freshmen for Underrepresented Minorities, Fall 1989 to 2009**

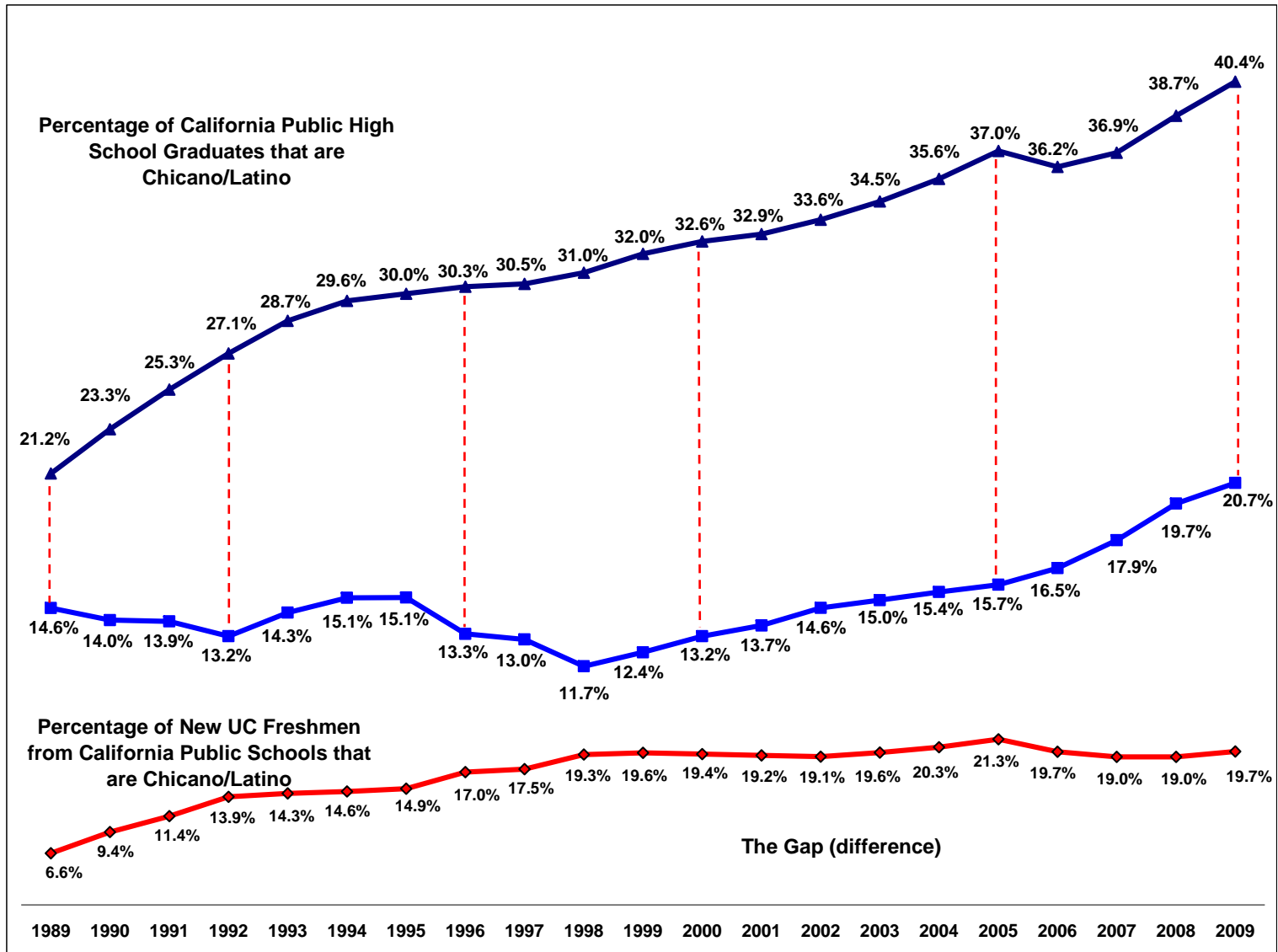


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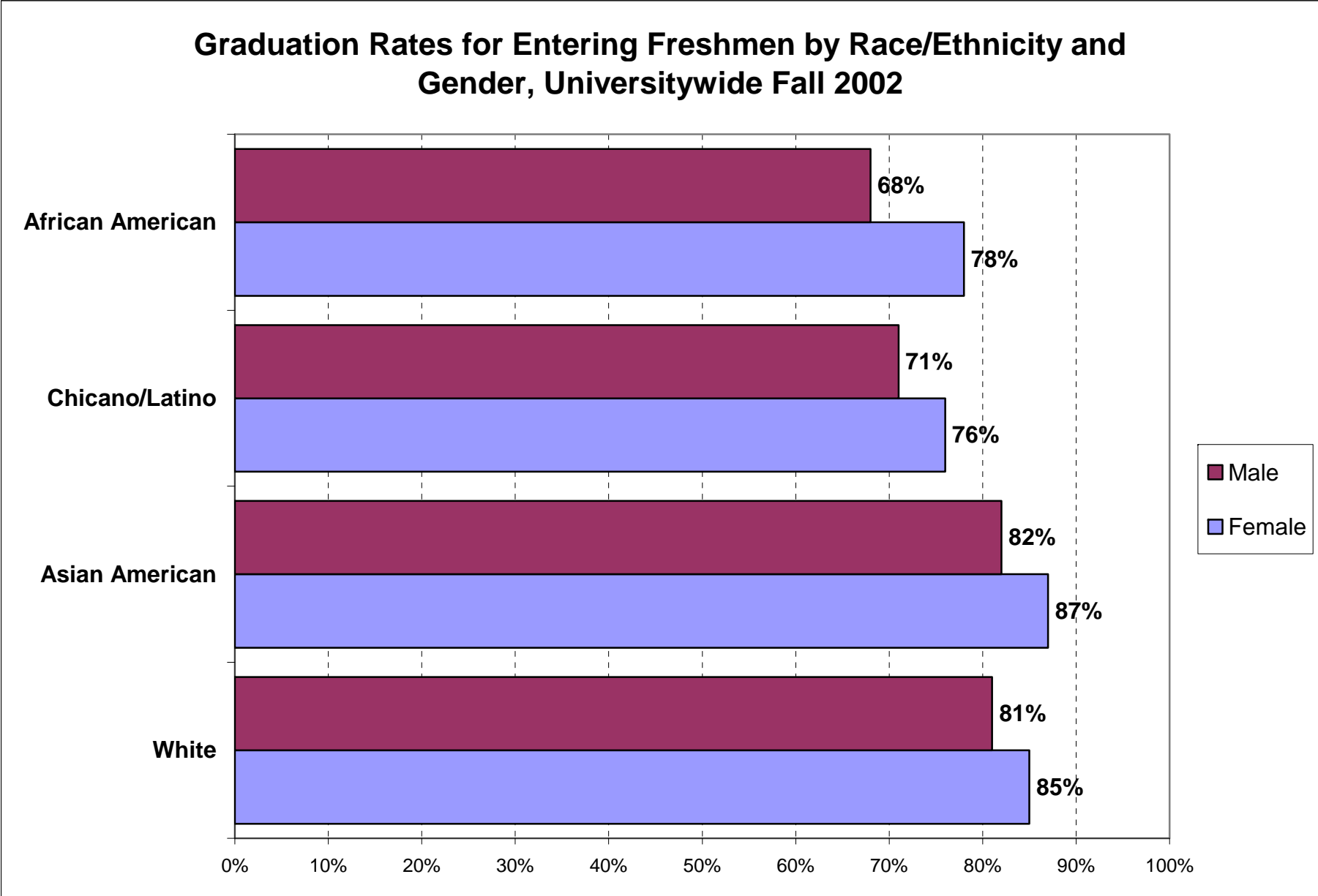
**FIGURE 30: The Gap Between California High School Graduates and New UC Freshmen African American Students, Fall 1989 to 2009**



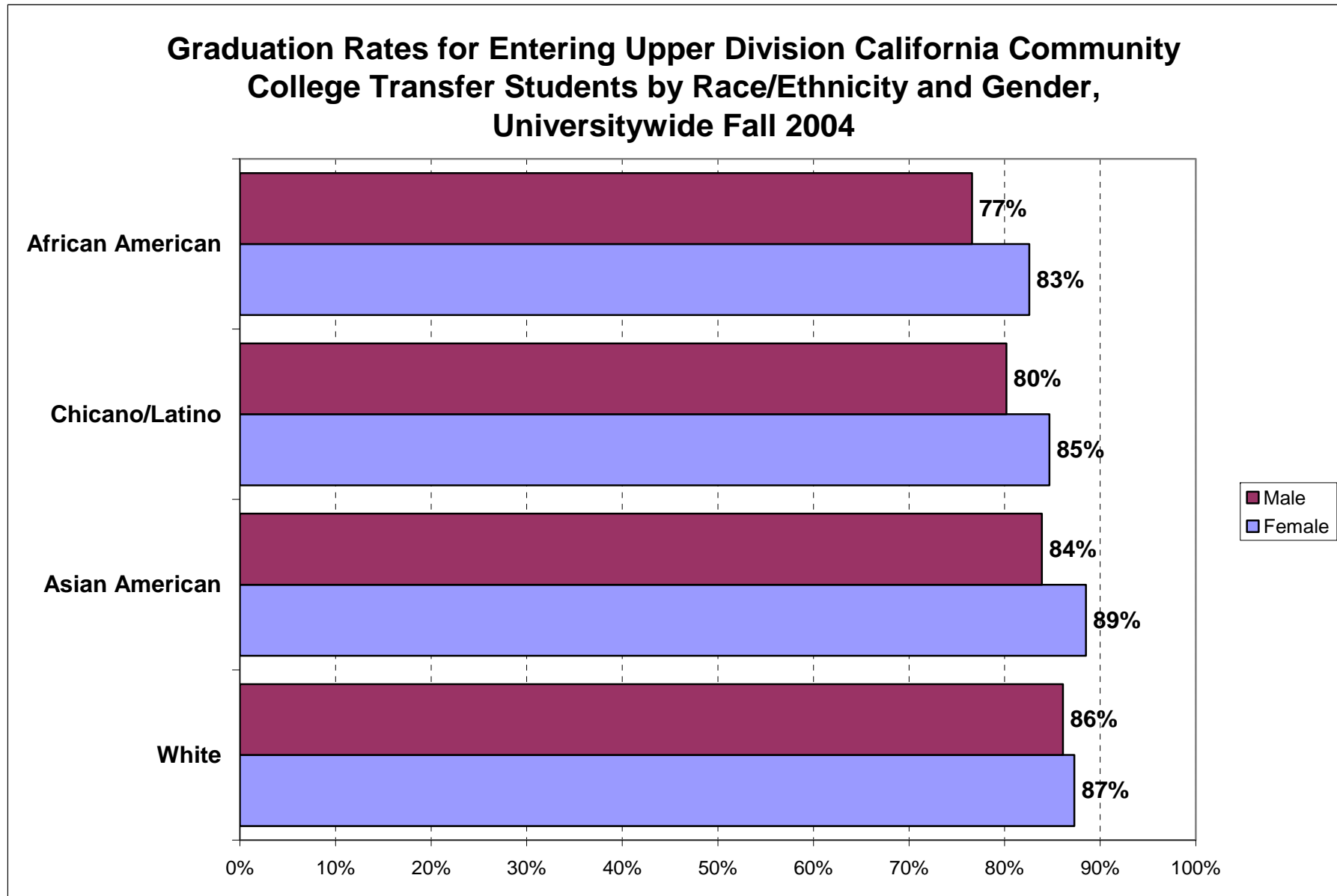
**FIGURE 31: The Gap Between California High School Graduates and New UC Freshmen Chicano/Latino Students, Fall 1989 to 2009**



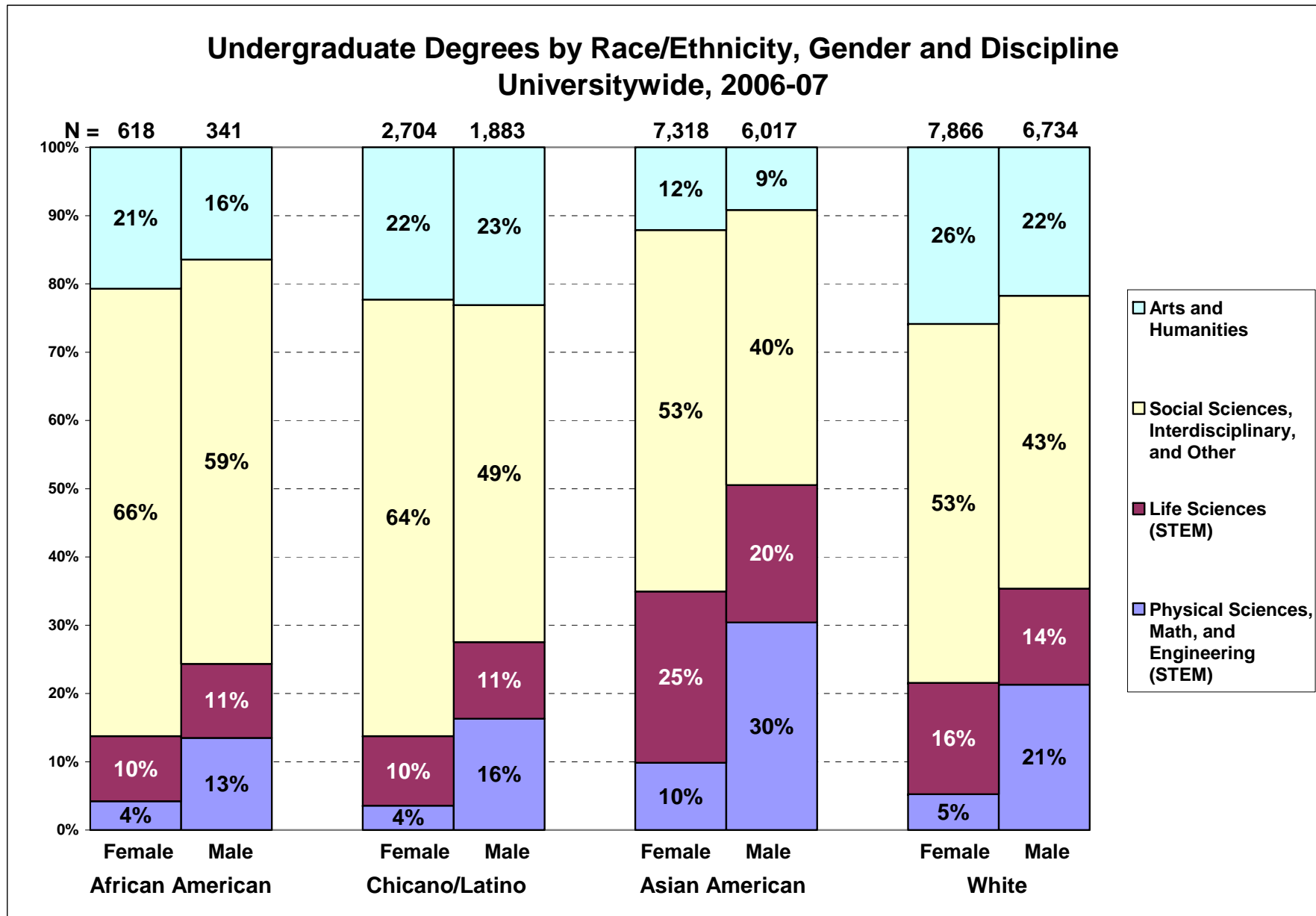
**FIGURE 32: Six-Year Graduation Rates for Entering Freshmen by Race/Ethnicity and Gender, Fall 2002**



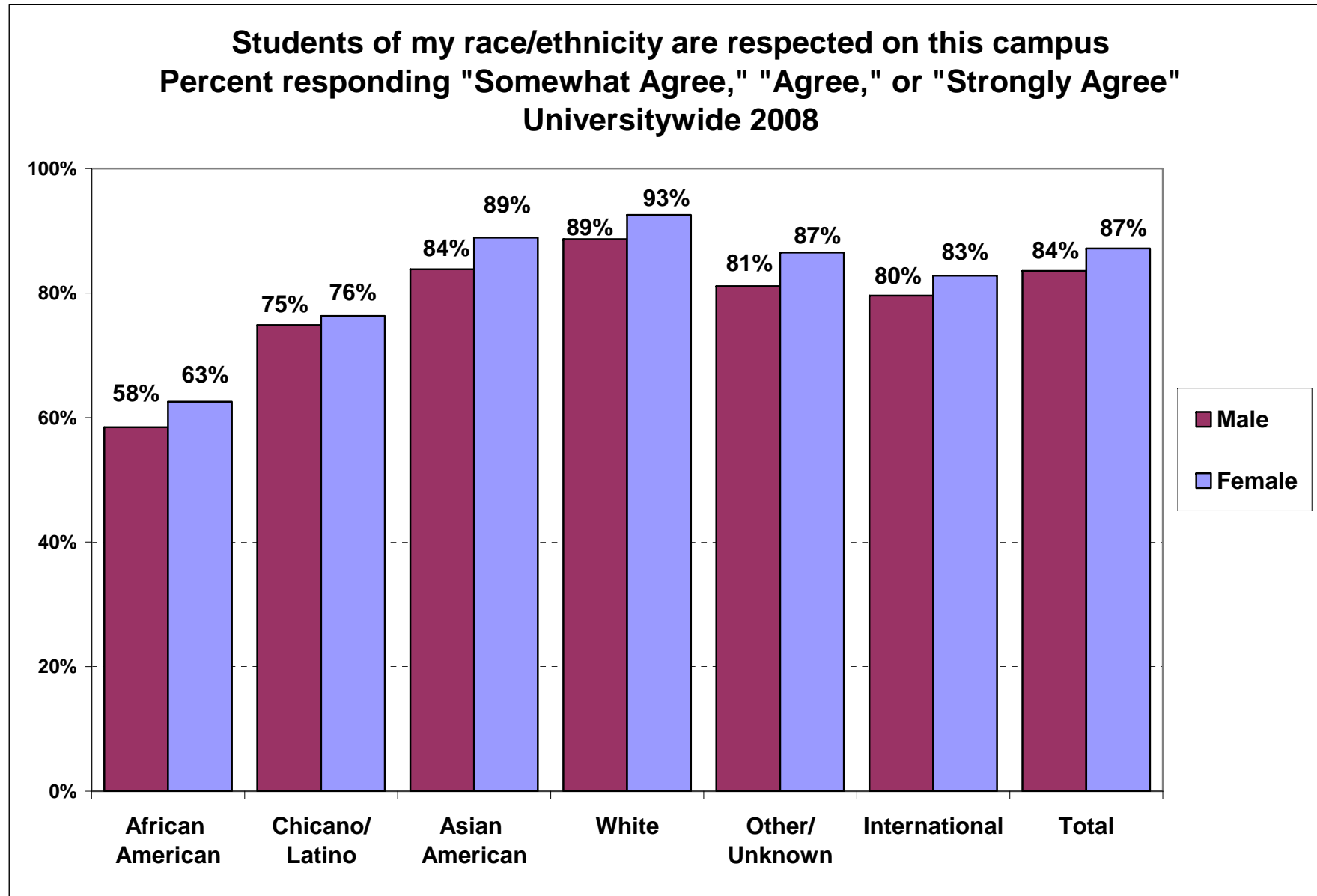
**FIGURE 33: Four-Year Graduation Rates - Entering Upper Division California Community College Transfer Students by Race/Ethnicity and Gender, Fall 2004**



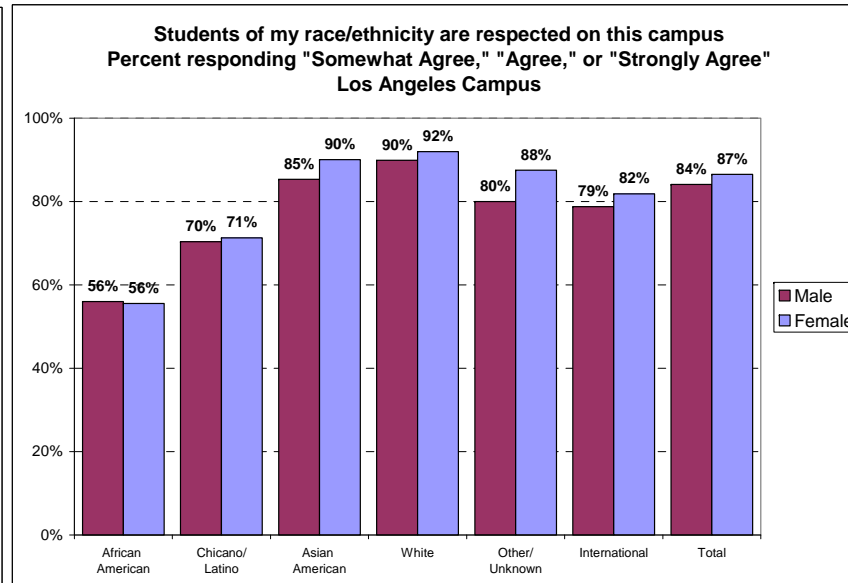
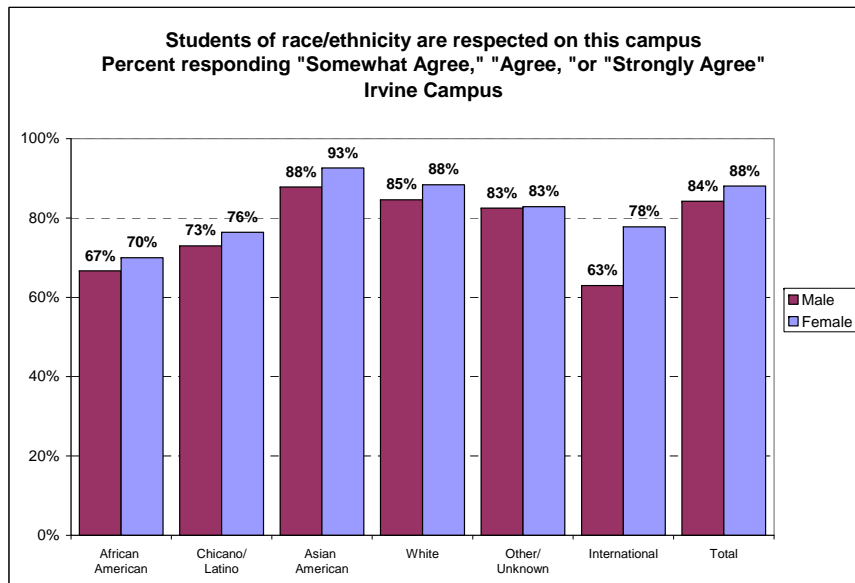
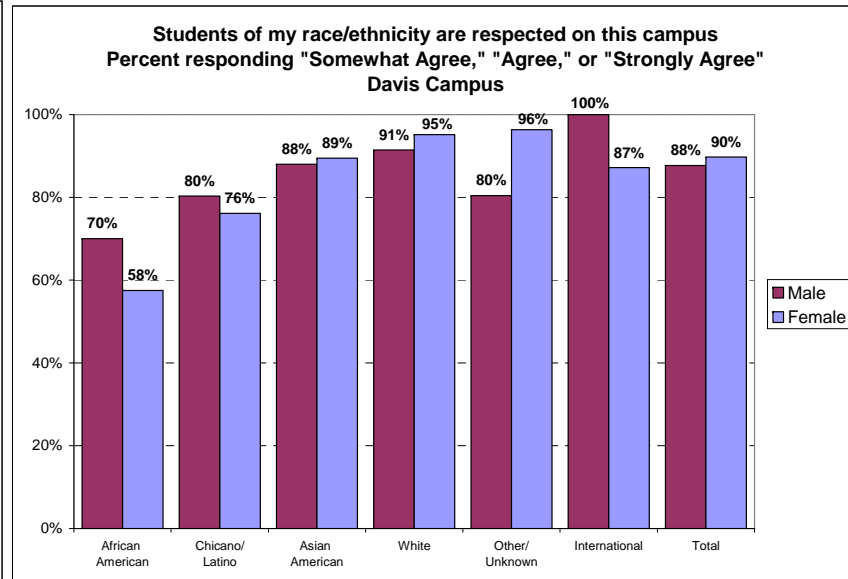
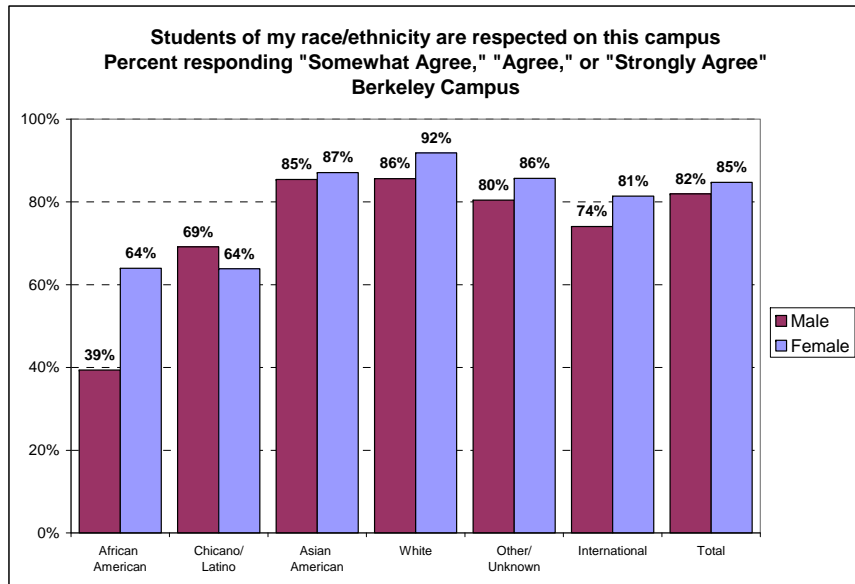
**FIGURE 34: Undergraduate Degrees Awarded by Race/Ethnicity, Gender and Discipline, Universitywide, 2006-07**



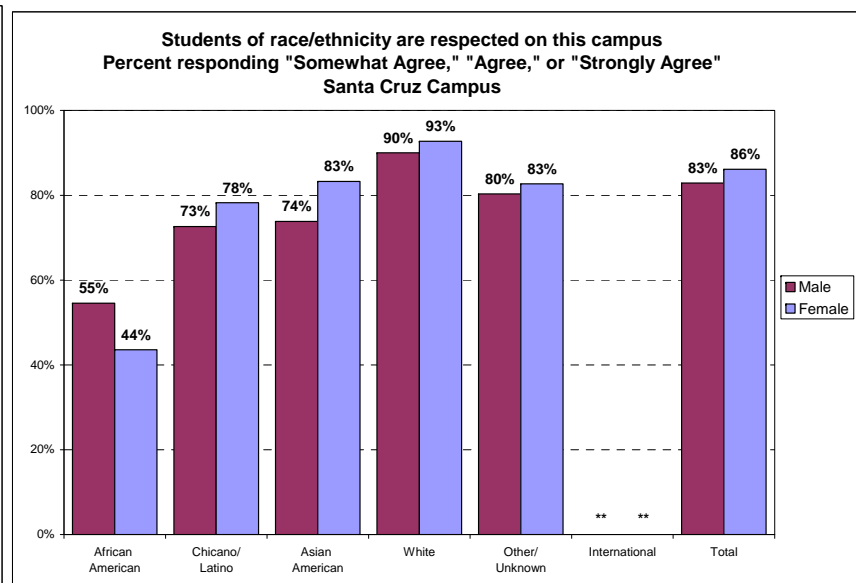
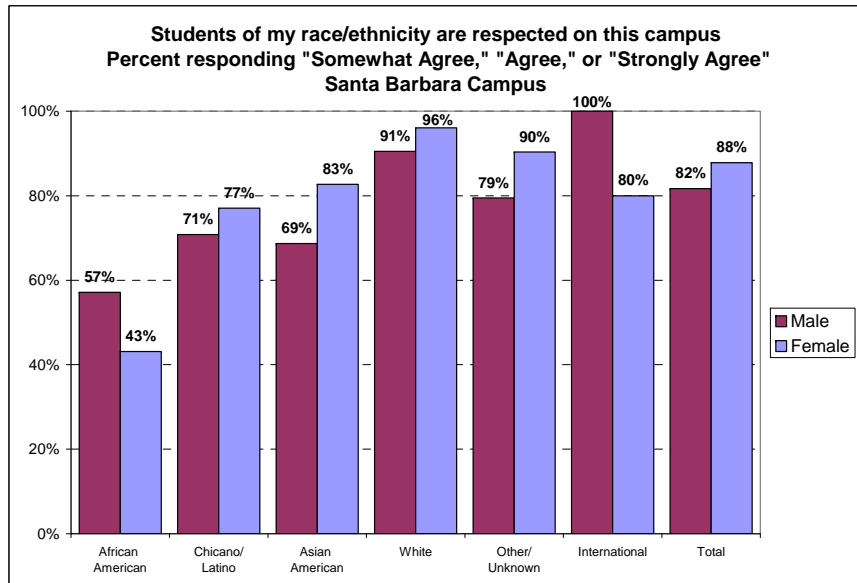
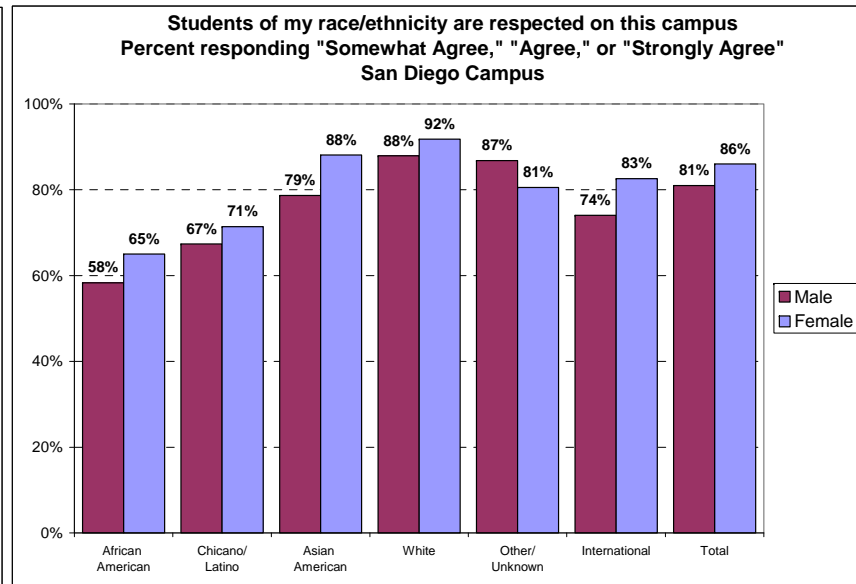
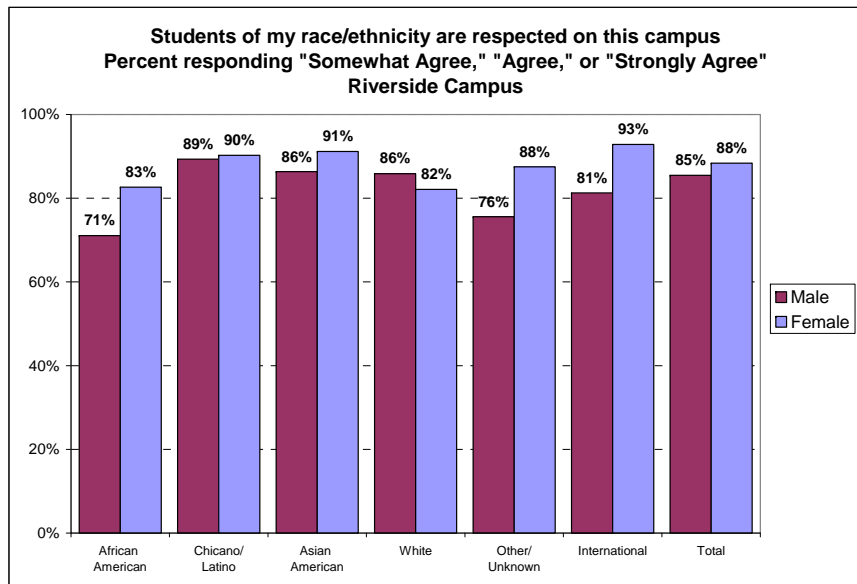
**FIGURE 35: Students of my race/ethnicity are respected on this campus, Percent responding “Somewhat Agree,” “Agree,” or “Strongly Agree,” UCUES 2008**



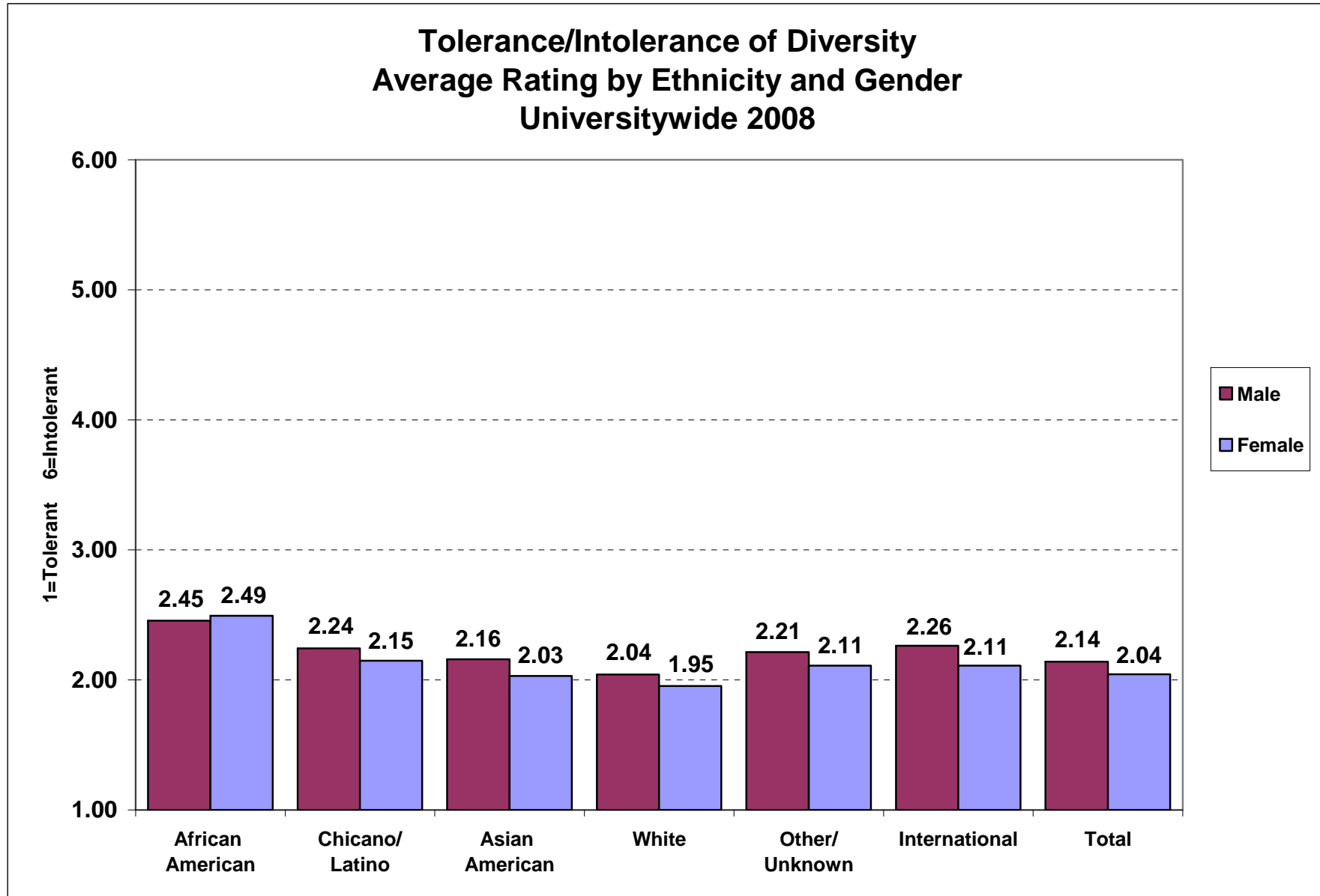
**FIGURE 35 (continued): Students of My Ethnicity are Respected on this Campus, Percentage Responding "Somewhat Agree," or "Strongly Agree," UCUES 2008**



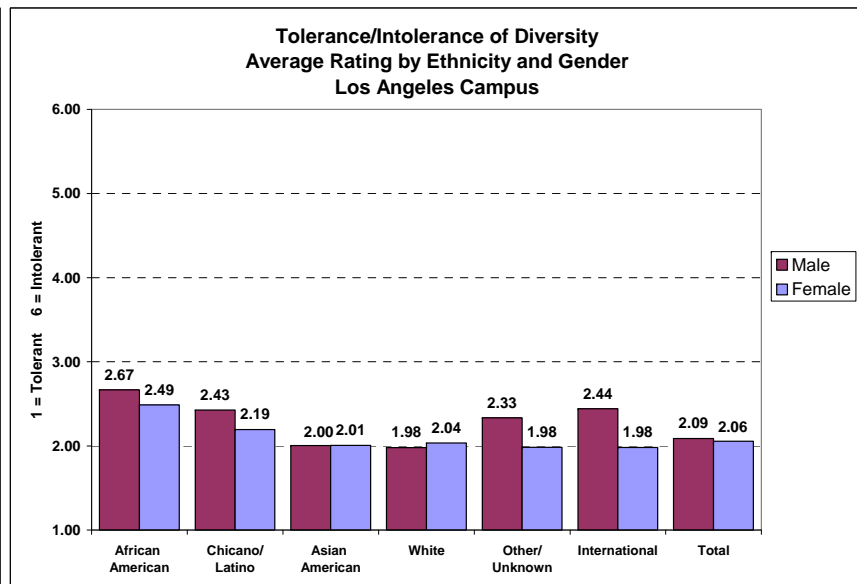
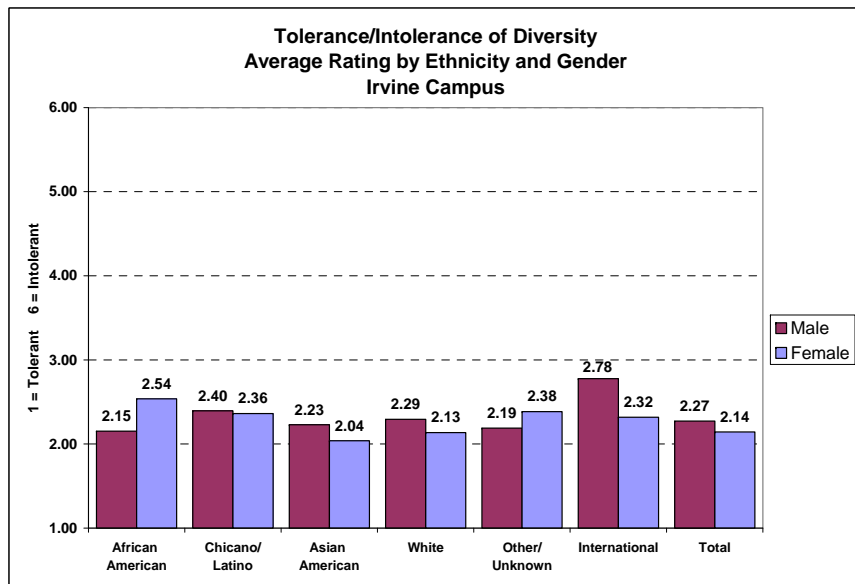
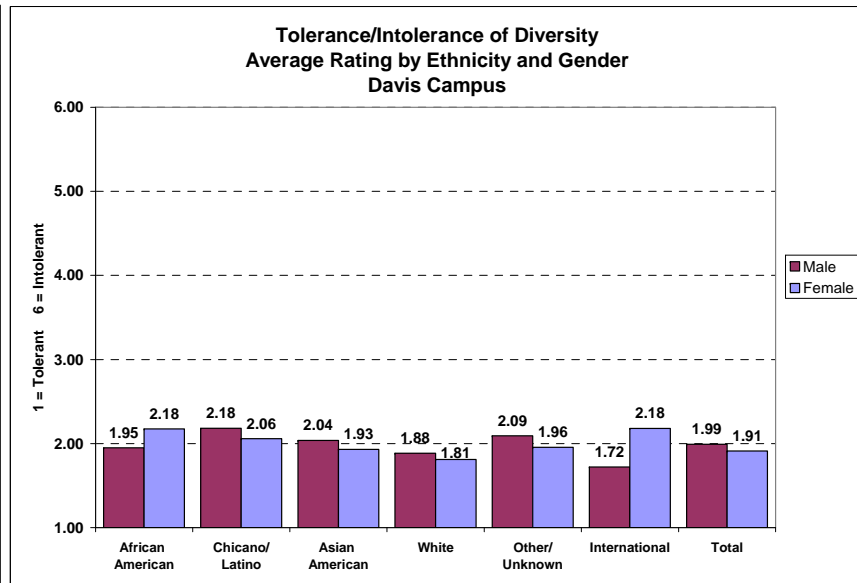
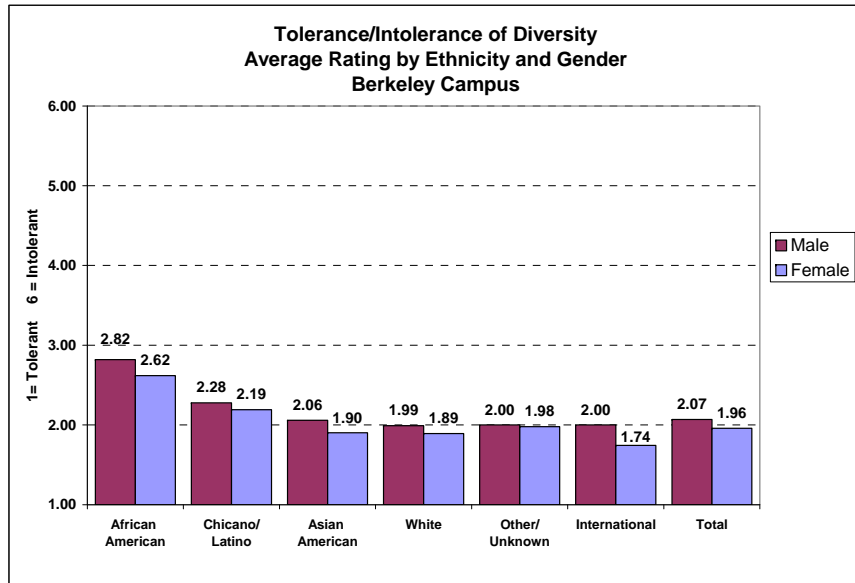
**FIGURE 35 (continued): Students of My Ethnicity are Respected on this Campus, Percentage Responding "Somewhat Agree," or "Strongly Agree," UCUES 2008**



**FIGURE 36: Tolerance/Intolerance of Diversity, Average Rating by Ethnicity and Gender, UCUES 2008**



**FIGURE 36 (continued): Tolerance/Intolerance of Diversity, Average Rating by Ethnicity and Gender, UCUES 2008**



**FIGURE 36 (continued): Tolerance/Intolerance of Diversity, Average Rating by Ethnicity and Gender, UCUES 2008**

