

LOYOLA
UNIVERSITY CHICAGO



2016-17

Annual Report on Diversity
Loyola University Chicago

Prepared by

Office of Institutional Research

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2016-17 Executive Summary: Diversity Tables and Graphs

Changes in diversity from one year to the next are more often small, but hopefully, incremental. Faculty and staff diversity are most affected by new hires, turnover, and retirement, whereas student diversity is affected by new enrollments, attrition/retention, and graduation rates. Given the respective proportionate size of these populations and rate of annual change, the rate of change in diversity will be more significant among students—since nearly one-fourth to one-third of all students each year are new and thousands of students graduated the previous year.

In this year's 2016-17 diversity report, the forty tables of associated data shown in this report support the conclusion that Loyola is a very diverse university in terms of minorities and women—near or exceeding most peer benchmark comparisons. Although there are certain areas identified in this report as needing progress, the most significant change in this year's report was the positive incremental change, in terms of both number and percentage, of minorities and women in all areas—faculty, students, and staff. Unlike previous years, instead of a few big changes, the changes from last year to this year represents a steady, progressive movement towards greater diversity. This rate of progress is shown to be greater than the rate of progress for our peer institutions. However, this year's report also suggests we need to continue to keep a watchful eye on the slow progress of African American and Hispanic (the minority group having the greatest impact on demographic changes in the U.S. population) faculty, staff, and students.

Faculty Diversity

Table 1 shows the total (Tenured/Tenure-Track and Non-Tenure-Track—combined part and full-time) Loyola faculty (from 2010 to 2016) and associated (2015) peer benchmarks by race/ethnicity and gender. This table combines both part- and full-time faculty so that we can get a sense of diversity from the student's perspective. Typically, students do not often know nor care a great deal about whether a faculty member is part- or full-time.

Table 1 shows that the percentage of minority faculty has increased from 13.9% in 2010 to 17.0% in 2016. In absolute numbers, the number of minority faculty increased from 203 to 266 (an increase of 31%). This year's 17.0% was an increase over last year's 15.9%, but lower than the peer comparison benchmark of 19.2%. However, if we excluded Asian faculty, Loyola's total minority percentage would be about the same as the peer comparison. This is, in part, due to the higher peer Asian faculty benchmark comparison of 8.2% compared with Loyola's Asian faculty percentage of 6.3%.

Specifically within Loyola's minority faculty increase, the largest gain was among African American faculty. From 2010 to 2016, African American faculty increased from 57 to 88, an increase of 54.4%. Compared with the peer benchmark of 4.6%, Loyola (5.6%) exceeds the African American peer

benchmark by 1 percentage point. On the other hand, Loyola's Hispanic faculty has remained relatively flat. This year's 4.2% Hispanic faculty was a very slight increase over last year's 4.1% and below the peer benchmark comparison of 5.0%.

When we look at only the full-time faculty shown in Table 2, we see a much different pattern. Although full-time minority faculty (all groups) showed an increase from 2015 to 2016, the increases were small for each minority group and resulted in little change. This was also true for Loyola's trend from 2010 to 2016—reflecting slow, but steady, progress. In comparison with the full-time faculty peer benchmarks, Loyola was close, but below in every race/ethnicity category.

The part-time faculty shown in Table 3 shows a very similar pattern, but with one exception. Hispanic part-time faculty decreased from 4.2% in 2010 to 3.6% in both 2015 and 2016. In addition, the Loyola's Hispanic part-time faculty percentage of 3.6 was below the peer part-time faculty benchmark comparison of 4.6. Excluding Hispanics, Loyola's part-time faculty, was near or exceeded peer benchmarks in every other race/ethnicity category.

Tables 4-8 break down the full-time faculty by rank and tenure status. Table 4 shows that the number and percentage of minorities at the professor rank changed very little from 2015-2016 and overall very little from 2010 to 2016. It is important to note, however, that Loyola's percentage of Hispanic professors (5.5%) did exceed the peer comparison benchmark of 3.8%. Overall, since the professor rank reflects mostly promotion results rather than hiring into rank, the pipeline to the professor rank is very important.

Table 5 shows a similar picture for associate professors. From 2010 to 2016 the percentage of minority associate professors increased from 12.8% to 17.4%. However, from 2015 to 2016, there was nearly no change in either percentages or numbers of minorities. The percentage of Loyola's minority associate professors in 2016 (17.4%) was below the peer comparison minority benchmark of 22.6%. Specifically, Loyola's associate professor percentages for both Asian and Hispanic associate professors was below their associated comparison peer benchmark. This would suggest that the pipeline to the professor rank may yield very little impact on next year's diversity at the professor rank. Nonetheless, this makes the diversity of the assistant professors all that more important.

Table 6 shows the number and percentage of faculty at the assistant professor rank. The minority numbers and percentages are much more positive at the assistant professor rank. The percentage of African American assistant professors increased from 6.1% in 2015 to 6.6% in 2016. Also, the 2016 percentage exceeded the peer comparison benchmark of 4.8% for African American assistant professors. Although Hispanic assistant professors also increased from 3.8% in 2014 to 4.1% in 2016, the 2016 percentage was below the peer comparison Hispanic benchmark of 5.1%. Overall, Loyola's percentage of minority assistant professors of 24.0% in 2015 was near the peer minority comparison percentage of 24.2%. But, it is important to note here that special attention is needed with respect to Hispanic faculty in the tenure-track pipeline.

Table 7 shows the tenured/tenure-track totals by combining all ranks. Table 7 reflects mostly the same patterns found at the professor and associate professor ranks. It was important to show separately by rank in Tables 5-6 so that we could identify the strength of Loyola's tenured/tenure-track pipeline and get some idea about the expected rate of change.

Table 8 shows the minority number and percentages of Full-Time Non-Tenure-Track (Contract) faculty. Loyola's minority percentage of contract faculty increased from 15.8 % in 2010 to 16.6% in 2016. This was also an increase from the minority percentage in 2015 (14.5%), but below the comparative peer minority benchmark of 17.9%. However, 2015 to 2016, Asians increased from 4.0% to 4.5%, Hispanics increased from 4.6% to 4.8%, and African Americans increased from 5.0% to 6.4%. All these Loyola minority groups were above their associated peer comparative benchmarks.

Women Faculty

Tables 9-12 are derived from Tables 1-8 and show the percentage of women faculty by rank and tenure status. Table 9 shows that in 2016, nearly half of the total Loyola total faculty were women, compared with the peer benchmark for faculty women of 43.8%. For full-time faculty (all ranks and tenure status), in 2016 48.3% of Loyola's faculty were women compared with the peer women percentage benchmark of 43.8%. For part-time Loyola faculty, the percentage in 2016 was 51.6% compared with the part-time peer percentage of 48.6% women faculty. Thus, Loyola's total, part-, and full-time percentage of women faculty exceeded all peer comparative percentage of women faculty benchmarks.

Table 10 shows the percentage of tenured/tenure-track women faculty at Loyola by rank. At the professor level 31.0% were women in 2016. This compares with the peer percentage of women professors of 29.4%. At Loyola's associate professor level, in 2016 48.3% were women compared to the peer percentage of women associate professors of 43.4%. At the assistant professor level, the percentage of women for Loyola in 2016 was 47.4% compared with the peer benchmark for assistant women professors of 51.0%.

Table 11 shows that for all Loyola tenured/tenure-track faculty, the percentage of women in 2016 was 40.9% compare with the associated peer benchmark of 41.8%. Although nearly identical, it is important to note that Loyola exceeds the peer comparative women faculty benchmarks at the professor and associate professor ranks. Differences found between assistant and associate professor levels may be differences resulting from promotions, not simply hiring.

For Loyola contract faculty, in 2016 61.8% were women. This compares with the peer percentage comparative benchmark of 56.5%--nearly five percentage points higher. Thus, one can conclude that Loyola faculty, in terms of percentage of women, exceeds peer comparative benchmarks more so at the non-tenure level than at the tenured/tenure-track ranks. Loyola's faculty are in position for reaching a 50/50 composition of women and men faculty at all levels in the near future.

Loyola Staff

Tables 12-14 show that Loyola's staff is highly diverse. The percentage of total women staff in 2016 was 60.0% compared to 53.9% for Loyola's peer group. Nearly one-third of Loyola's staff is a member of a minority group. Table 13 shows that the percentage of minority full-time staff increased from 28.6% in 2010 to 31.2% in 2016. In addition, nearly every minority group exceeded peer benchmark comparisons.

In 2016, the percentage of full-time staff minorities shown in Table 13 was 30.5% compared to the peer comparison benchmark of 28.6%. In Table 14 we see that the percentage of part-time staff minorities was 35.2% in 2016 compared to the peer benchmark of part-time minorities of 19.5%. Thus, in terms of staff benchmark comparisons, both Loyola's part- and full-time staff percentages of women and minorities

exceeds nearly all peer benchmark comparisons, including nearly all (excluding full-time Asian) minority groups.

In prior years it was noted that the broad category of ‘staff’ does not speak to the diversity among the various categories of staff positions. An attempt was made in the 2014 report that included an examination of the diversity within the different classifications of staff such as administrative, information technology, business operations, maintenance, office support, etc. Using the newly created IPEDS staff classification categories proved useful for ‘general’ benchmark comparisons, but yielded little value with respect to understanding diversity within the staff structure familiar to Loyola staff. The IPEDS new classification categories has become too general for making any meaningful sense of diversity among Loyola’s various staff positions. Next year’s report will attempt to develop a more useful internal classification of Loyola’s staff positions that is relevant to Loyola staff.

Student Diversity

Tables 15-20 show the number and percentage of minorities from 2010 to 2016. From 2010 to 2016, the percentage of total student minorities (Table 15) increased from 27.8% to 37.7%--undergraduate minorities (see Table 16) increased from 30.5% to 40.0%, and graduate and professional minorities (see Table 17) increased from 23.3% to 32.8%. These minority percentages are also reflected for every minority group from 2015 to 2016. Importantly, all minority groups were near or exceeded respective peer benchmark comparisons, except African American undergraduates. The percentage of African American undergraduates increased from 4.6% in 2014 to 5.7% in 2016. Although this is a positive change, the peer comparison benchmark of 7.3% shows more progress is needed.

At the graduate/professional level (see Tables 17-20) the pattern of diversity is somewhat different from that of the undergraduate level. From 2010 to 2016, the percentage of African American master’s and doctoral students show trends of steady increase (see Tables 18 & 19). This was also true for African American professional (Law & Medicine) level students. The trend for African American students has been one of increases each year since 2010 for masters, doctoral, and professional students, and one of little increase at the undergraduate level, but an upward trend in the last three years.

New Undergraduate Diversity

In 2016 the percentage of new minority freshmen and transfers was 37.6% and 42.2% respectively. These percentage of new freshmen minorities was a little higher than the peer comparison of 35.3% and the new transfer minority percentage was slightly lower than the peer comparisons of 43.6%. For each minority group of the new transfers, the peer comparisons were also nearly the same, except lower for African American students. However, the minority percentage for each minority group of new freshmen was higher than the peer comparisons, but lower for African American students. However, from 2015 to 2016, the percentage of African American new freshmen students increased from 4.9% to 5.1% (see Table 22). In terms of number, this reflects an increase from 101 to 128 in 2016—a significant change in both number and percentage increase. If sustained over the next few years, Loyola’s undergraduate percentage of African American students will approximate or exceed the respective peer benchmark percentage.

Student Outcomes: Attrition/Retention

An important factor for diversifying undergraduate enrollment is the retention and graduation of new freshmen. Table 26 shows that the one-year attrition rate for new freshmen was 14.9% in 2010 and 17.7% in 2016. For the most part, the one-year attrition rate had been declining from 2009 to 2012, and increasing for the past four years. For Hispanics the one-year attrition rate was 20.9% in 2009 and 22.5% in 2016. In 2013, African Americans declined to 18.4%, and in 2015 to 12.9%--the lowest attrition rates for many years. The 2016 attrition rate for new African American students, however, was 20.8%--higher than the overall average of 17.7% (see Table 26) and somewhat higher than 22.5% attrition rate for Hispanics. For Asians, the one-year attrition rate was 7.3% in 2010 and 13.8% in 2016. Thus, in 2016 the one-year attrition rate sharply increased for all new freshmen, but more so for minority new students.

Student Outcomes: Graduation Rates

Tables 27-33 show the four and six-year graduation rates by race/ethnicity (the year reported is for the 2006-2012 entering cohorts). In Table 29 we see that the four-year graduation rate has increased from 59.8% in 2010 to 66.7% in 2016. Not only does Loyola's overall four-year graduation rate exceed the respective overall peer comparison percentage of 63.6%, but also exceeds all peer comparison benchmarks for nearly every minority group. The Hispanic four-year graduation rate increased from 43.9% in 2010 to 60.9% in 2015, but dropped to 51.7% in 2016. The African American four-year graduation rate increased from 35.5% in 2010 to 55.1% in 2016.

The six-year graduation rate is the official graduation rate collected by the National Center for Education Statistics/IPEDS. It's the official graduation rate collected for each U.S. colleges and university. Tables 30-32 show that the six-year graduation rate for new freshmen was 67.2% in 2010 and 74.9% in 2016. The six-year peer comparison benchmark rate was 75.5%. The six-year graduation rate for African Americans was the lowest at 46.8%, well below the peer benchmark comparison of 57.7%. Table 32 shows that in 2016, Loyola's six-year graduation rates for each minority group differs very little from the respective peer comparisons, with the exception of Loyola's African American graduation rate of 46.8% compared with the respective peer comparison benchmark of 57.7%. Loyola's African American six-year attrition rate for the past five years had been increasing. It appears that more progress is needed to continue the previous trend of retaining African American students through graduation.

Student Outcomes: Degrees Awarded

An important outcome measure for diversity is degrees awarded (see Tables 33-38). In 2016 30.9% of all undergraduate degrees were awarded to minorities. This was near the peer comparison of 30.2% (see Table 33). Despite the nearness to the peer comparison, the 3.6% for African Americans was lower than the peer comparison of 5.8% and showed nearly no change from 2015 to 2016. The 11.7% for Hispanics in 2016 was nearly the same (11.4%) as in 2015 and nearly the same as the peer benchmark comparison of 11.9%. Thus, the composition of minorities in the degrees awarded reflects a gap between the compositions of the minorities enrolled and the diversity in the degrees awarded. However, previous tables concerning new students and attrition/retention show evidence that this gap may be closing.

At the graduate/professional level (see Tables 34-38), the degrees awarded to minorities increased from 18.5% in 2010 to 24.9% in 2016—near equal to the peer comparison of 24.2% (see Table 34). Much like

graduate/professional enrollment, the percentage for each minority group was near or exceeded peer comparisons, with an exception for Asians. However, in Tables 35-36, we see that this pattern does not hold true at the master's and doctoral level for Hispanic and African American graduates. At the master's level in 2016, the percentage of degrees awarded to Hispanic students was only 9.6% compared with the peer benchmark of 11.8%. At the doctoral level in 2016, degrees awarded to all minority groups (31.1%) was much higher than the peer benchmark of 23.0%.

Although patterns involving low numbers of degrees awarded tend to make interpretations difficult. In 2011 the percentage of doctoral degrees awarded to minorities was 28.2%. In contrast, in 2016 the percentage was 31.1%. The actual difference in the number of degrees awarded to minorities was only 23. Since each graduating year combines various cohorts from different entry years, it would be more understandable to look at diversity in terms of cohort diversity. This is planned for the next annual diversity report.

Loyola Community Diversity

Tables 39-40 combines Loyola faculty, staff and students to get an overall metric of diversity at the overall campus level. In 2016, slightly more than a third (35.4%) of Loyola's overall community were minorities and nearly two-thirds (64.6%) were women--compared with respective peer benchmarks of 31.6% for minorities and 54.6% for women. In terms of specific minority groups, all Loyola minority groups were near or exceeded peer benchmark comparisons. This was also true for the combined faculty and staff (shown in Table 40), although the combined faculty and staff minority percentage was near one-fourth (24.4%) whereas compared with the more than one-third (in Table 15) total student minorities of 37.7%.

Fall 2016 Provost Office Diversity Programming Summary

Executive Overview prepared by:

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Associate Professor and Assistant Provost on Academic Diversity

In the Fall of 2016 the Provost's office executed several activities related primarily to diversifying the faculty, diversity-related faculty professional development and providing more diverse course offerings. These activities included:

- A new workshop on diversity issues in the classroom for new faculty orientation
- Two modules in the Search Committee Chairs workshop on creating a diverse hiring plan
- A new workshop on implicit bias in the faculty hiring process for hiring committees
- Diversification in the university core with the inclusion of HIST 103: American Pluralism, HIST: 104 Global History, and WSGS: Introduction to Women's Studies and Gender Studies

In response to student requests for increased cultural competency in the classroom, the Provost's office executed a new workshop on diversity issues in the classroom for new faculty orientation in the fall of 2016. The workshop was composed of two modules, a didactic and an interactive portion. The didactic portion began with a powerful testimonial video of a recent Loyola graduate describing some of his experiences as a student of color at Loyola. Following this video, university experts explored some of the most current issues facing Loyola's underrepresented minority students. Next came the interactive section in which new faculty broke into work-groups and reviewed case studies of difficult diversity related classroom scenarios. The faculty reconvened and discussed their proposed tactics with a panel of veteran professors from across Loyola's academic units and staff members from student development. This was a lively, engaging and thought-provoking conversation.

To improve faculty hiring, the Provost's office added two 45-minute modules to the search committee chairs workshops on how to execute a diverse hiring plan. The modules reviewed the Loyola's commitment to diversifying its faculty, provided a data-driven rationale for diversification efforts, and offered a range of strategies for creating searches more likely to yield diverse candidates. Building on this

work, the Provost's office followed-up with professional development around the hiring process for the unit level with a workshop designed to prevent implicit bias in the faculty hiring process. Intended for the mid- to latter stages of the hiring process, this workshop demonstrates how implicit bias operates, and uses a series of case studies to teach participants to how to identify bias and how to create processes that prevent bias from distorting a search.

Two significant movements occurred in the area of curriculum development. Over the fall semester an interdisciplinary committee of faculty developed a unified syllabus for a new one credit hour course, UNIV 102: Understanding Bias. The Provost's Office facilitated the development of this course to address student preparedness to be a part of Loyola's diverse environment. Along similar lines, in the Fall of 2015 students asked for more diverse course offerings in the university core. Former Core Programs Director, David Slavsky, along with members of the Provost's staff, JoBeth D'aGostino and Christopher Manning, and student leader Ukochukwu Okere met with multiple university departments and programs to discuss how to add more diversity to their university core offerings, resulting in the addition of three diverse new classes to Tier 1 of the university core.¹ Talks with other academic departments and programs are ongoing and are sure to yield richer offering of diverse courses for our undergraduate students.

¹ Those courses are HIST 103: American Pluralism and HIST 104: Global History. In addition, Women's Studies and Gender Studies program, created a new course for the university core: WSGS 101: Introduction to Women's Studies and Gender Studies

TERMS AND DEFINITIONS

Definition of Diversity

The term "diversity" can be defined to encompass many differences based on culture, race, ethnicity, national origin, color, gender, sexual orientation, gender identity, age, political and religious affiliations, socioeconomic status, etc. For this report, however, diversity is simply defined in terms of women and minorities. This limited definition was used for two reasons: First, the only systematic collection of diversity data available for students, staff, and faculty at Loyola was by race/ethnicity and gender status. Secondly, since this was also true for our peer institutions, it allows us to benchmark diversity with our peers using National Center for Educational Statistics (NCES) data collected through the Integrated Post-Secondary Data System (IPEDS).

All U.S. institutions are mandated to collect women and minority data using NCES/IPEDS formal definitions. The race/ethnicity categories are:

Hispanic or Latino

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.

American Indian or Alaska Native

A person having origins in any of the original peoples of North and South America (including Central America) who maintains cultural identification through tribal affiliation or community attachment.

Asian

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American

A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Nonresident alien

A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. *Note: Nonresident aliens are to be reported separately in the places provided, rather than in any of the racial/ethnic categories described above.*

Resident alien (and other eligible non-citizens)

A person who is not a citizen or national of the United States but who has been admitted as a legal immigrant for the purpose of obtaining permanent resident alien status (and who holds either an alien registration card (Form I-551 or I-151), a Temporary Resident Card (Form I-688), or an Arrival-Departure Record (Form I-94) with a notation that conveys legal immigrant status such as Section 207 Refugee, Section 208 Asylee, Conditional Entrant Parolee or Cuban-Haitian). *Note: Resident aliens are to be reported in the appropriate racial/ethnic categories along with United States citizens.*

Race/ethnicity unknown

Definition of Minority

Any person of a non-white race/ethnicity category who is a U.S. Citizen or permanent resident. International persons are NOT included in minority counts.

Peer Group

This report uses peer comparisons with Loyola's official peer group. Loyola's Peer institutions are all private urban universities with similar structural characteristics. Thus, peer comparisons are expected to be similar. Comparisons with small privates, large publics, national averages, etc. should yield different results. In many cases, Loyola exceeds national benchmarks while comparing similar to peer benchmarks.

The next page lists the members of Loyola's peer group.

LOYOLA PEER INSTITUTIONS

Institution	Location	Religious Affiliation	Carnegie Classification
American University	Washington, DC	Protestant	Doctoral Research Universities
Catholic Univ. of America	Washington, DC	Catholic	Research Universities (High Research Activity)
Creighton	Omaha, NE	Catholic-Jesuit	Master's Colleges and Universities (Larger Programs)
DePaul	Chicago, IL	Catholic	Doctoral Research Universities
Duquesne	Pittsburgh, PA	Catholic	Research Universities (High Research Activity)
Fordham	Bronx, NY	Catholic-Jesuit	Research Universities (High Research Activity)
Illinois Institute of Tech.	Chicago, IL	Non-Religious	Research Universities (High Research Activity)
John Carroll	Cleveland, OH	Catholic-Jesuit	Master's Colleges and Universities (Larger Programs)
Loyola Marymount	Los Angeles, CA	Catholic-Jesuit	Master's Colleges and Universities (Larger Programs)
Marquette	Milwaukee, WI	Catholic-Jesuit	Doctoral Research Universities
Saint Louis University	Saint Louis, MO	Catholic-Jesuit	Research Universities (High Research Activity)
Santa Clara University	Santa Clara, CA	Catholic-Jesuit	Master's Colleges and Universities (Larger Programs)
St. John's University	Jamaica, Queens, NY	Catholic	Doctoral Research Universities
Tulane	New Orleans, LA	Non-Religious	Research Universities (Very High Research Activity)
University of Denver	Denver, CO	Non-Religious	Research Universities (High Research Activity)
University of San Diego	San Diego, CA	Catholic	Doctoral Research Universities
University of San Francisco	San Francisco, CA	Catholic-Jesuit	Doctoral Research Universities
Villanova	Villanova, PA	Catholic	Master's Colleges and Universities (Larger Programs)
Xavier	Cincinnati, OH	Catholic-Jesuit	Master's Colleges and Universities (Larger Programs)

REPORT METHODOLOGY

Federal Reporting Changes

In 2011, NCES changed its reporting requirements. All institutions are now required to collect and record multiple responses to race for each person. Persons responding with more than one race are to be coded as “2 or more races”. However, persons reporting “hispanic” are classified as Hispanic regardless of race. In the same way, International persons are recorded as international regardless of race.

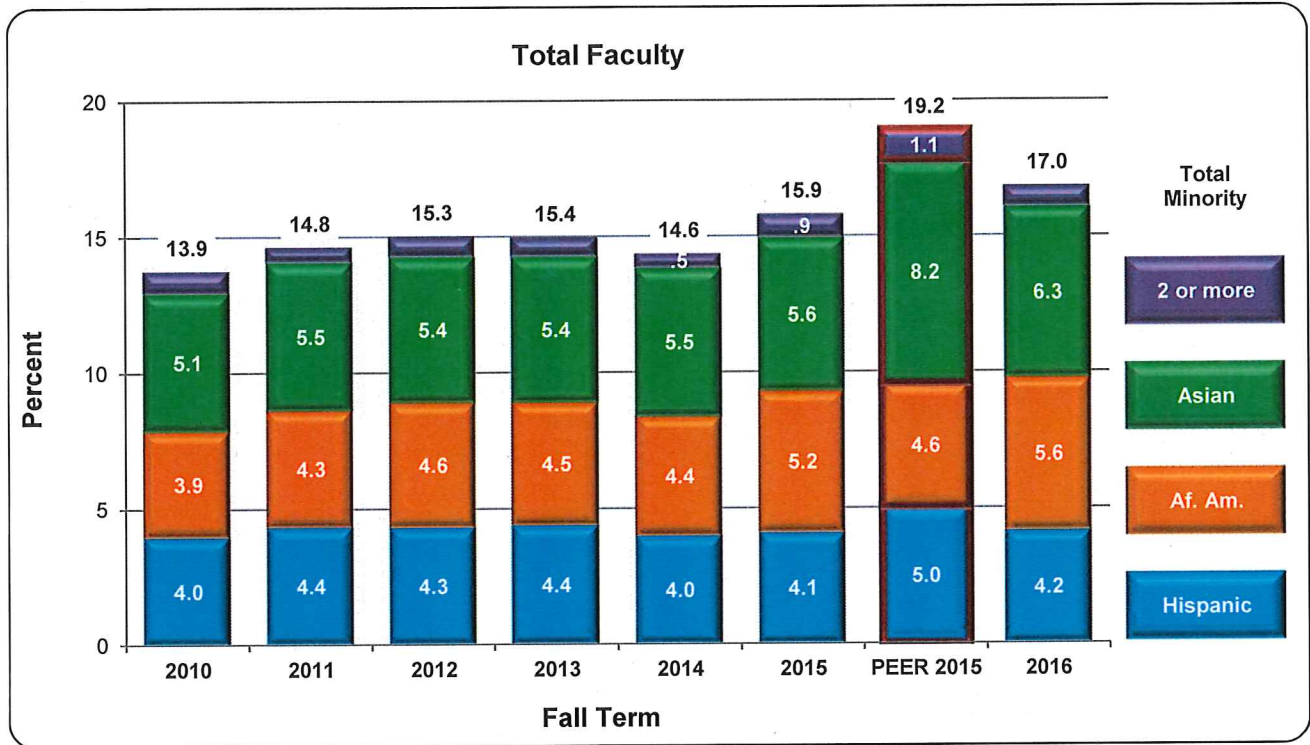
Percent Minority

The percent minority, and for each minority group, is calculated by dividing the minority total by the total of all U.S citizens and Permanent residents. In addition, missing data are excluded from the total. The assumption is that non-respondents would be similarly distributed across categories if they had responded. This may not be true in some cases, but the low numbers of missing responses would not profoundly affect the distribution in terms of percentages.

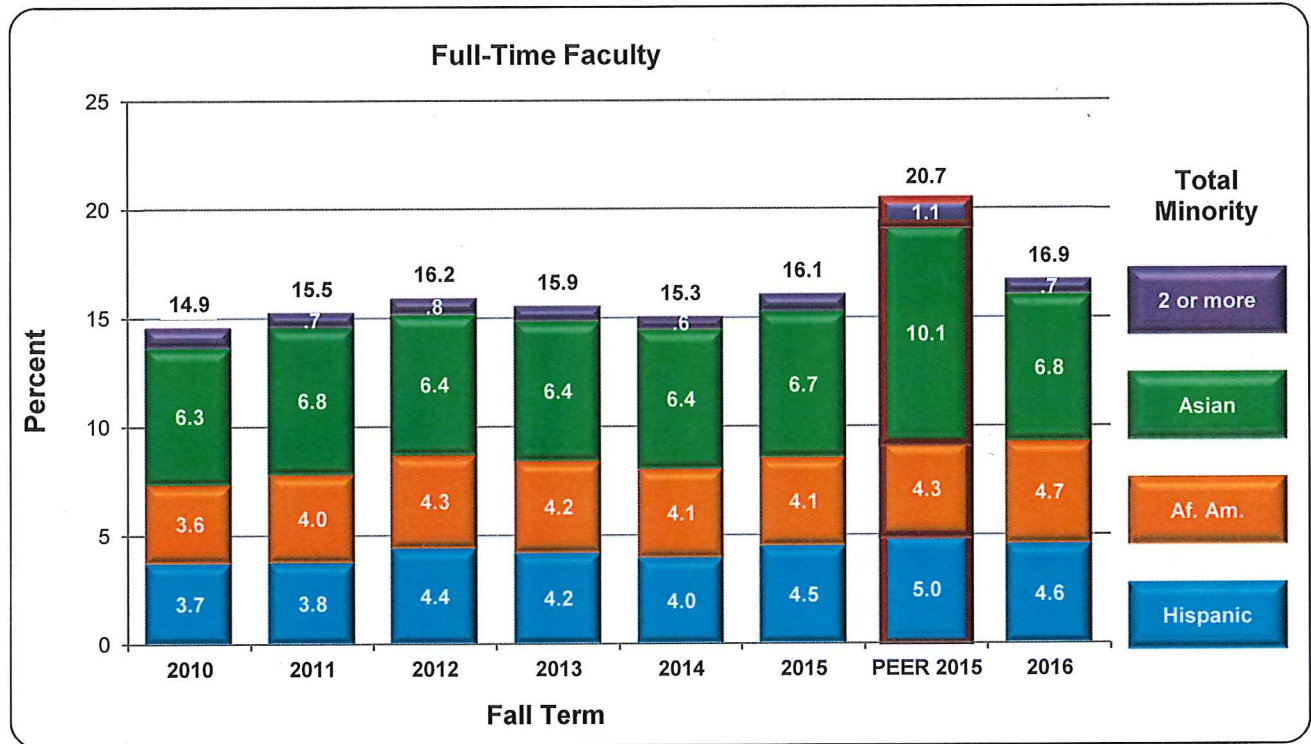


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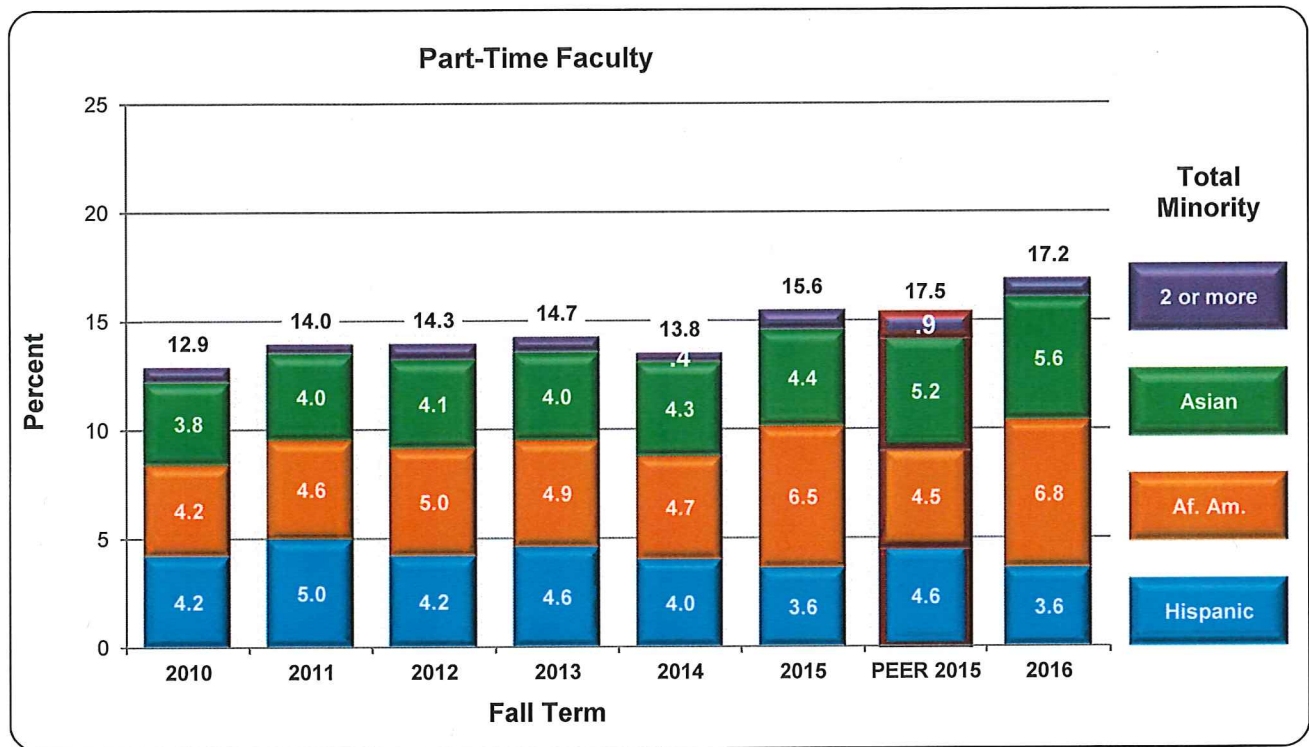
Faculty Diversity



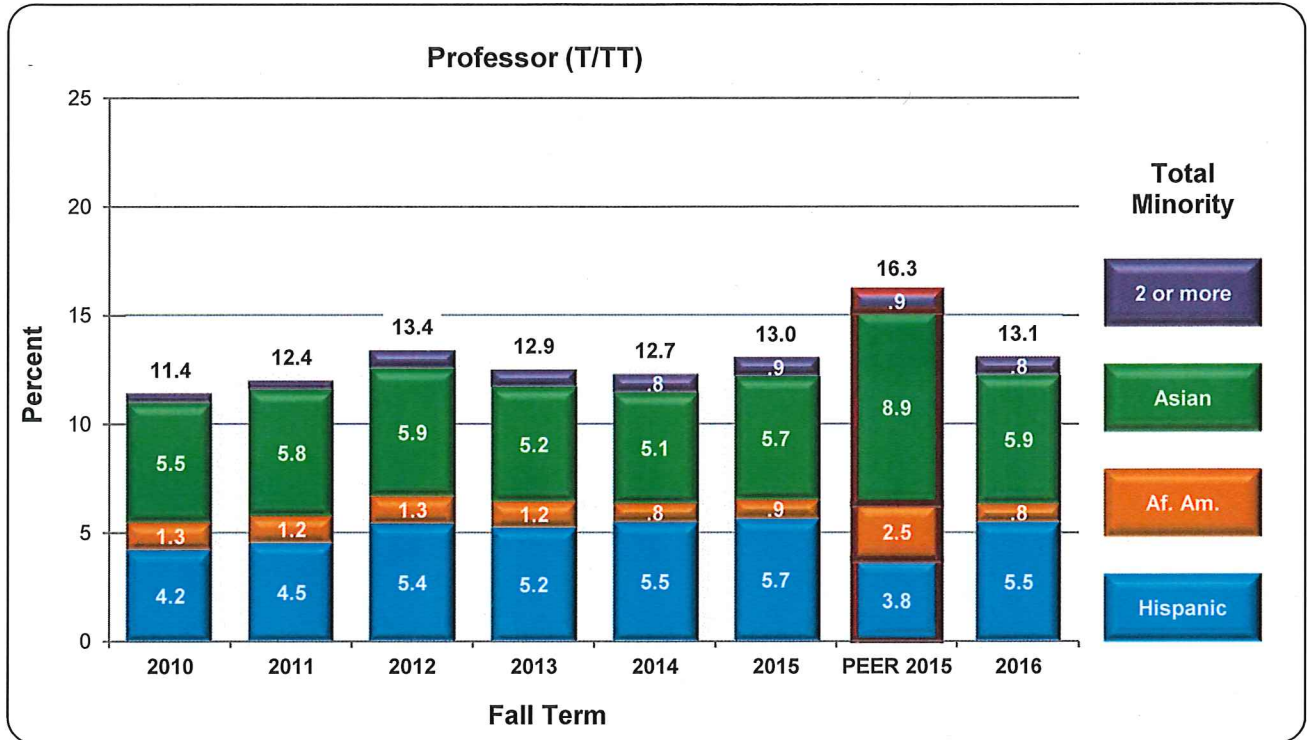
Total Faculty									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	1,257	1,234	1,234	1,311	1,325	1,374	15,863	1,298	3.3%
(%)	86.1	85.2	84.7	84.6	85.4	84.1	80.8	83.0	-3.1
Native American	1	1	1	1	1	0	51	0	-100.0%
(%)	.1	.1	.1	.1	.1	.0	.3	.0	-.1
Asian	74	79	78	83	85	92	1,611	98	32.4%
(%)	5.1	5.5	5.4	5.4	5.5	5.6	8.2	6.3	1.2
Af. American	57	62	67	70	68	85	894	88	54.4%
(%)	3.9	4.3	4.6	4.5	4.4	5.2	4.6	5.6	1.7
Hispanic	58	63	63	68	62	67	985	65	12.1%
(%)	4.0	4.4	4.3	4.4	4.0	4.1	5.0	4.2	.2
Nat. Haw/Pac.Isl.	1	1	3	5	3	1	18	3	200.0%
(%)	.1	.1	.2	.3	.2	.1	.1	.2	.1
Two or More Races	12	8	11	11	8	14	218	12	0.0%
(%)	.8	.6	.8	.7	.5	.9	1.1	.8	-.1
Total Minority	203	214	223	238	227	259	3,777	266	31.0%
(%)	13.9	14.8	15.3	15.4	14.6	15.9	19.2	17.0	3.1
Total U.S./Perm Res.	1,460	1,448	1,457	1,549	1,552	1,633	19,640	1,564	7.1%
Not Reported	6	9	8	7	41	68	1,216	30	400.0%
(%)	.4	.6	.5	.4	2.5	3.9	5.7	1.8	1.4
International	29	28	36	37	23	28	640	31	6.9%
(%)	1.9	1.9	2.4	2.3	1.4	1.6	3.0	1.9	.0
Total	1,495	1,485	1,501	1,593	1,616	1,729	21,496	1,625	8.7%
Number of Women	694	703	730	822	808	865	9,417	809	16.6%
Percent Women	46.4	47.3	48.6	51.6	50.0	50.0	43.8	49.8	3.4



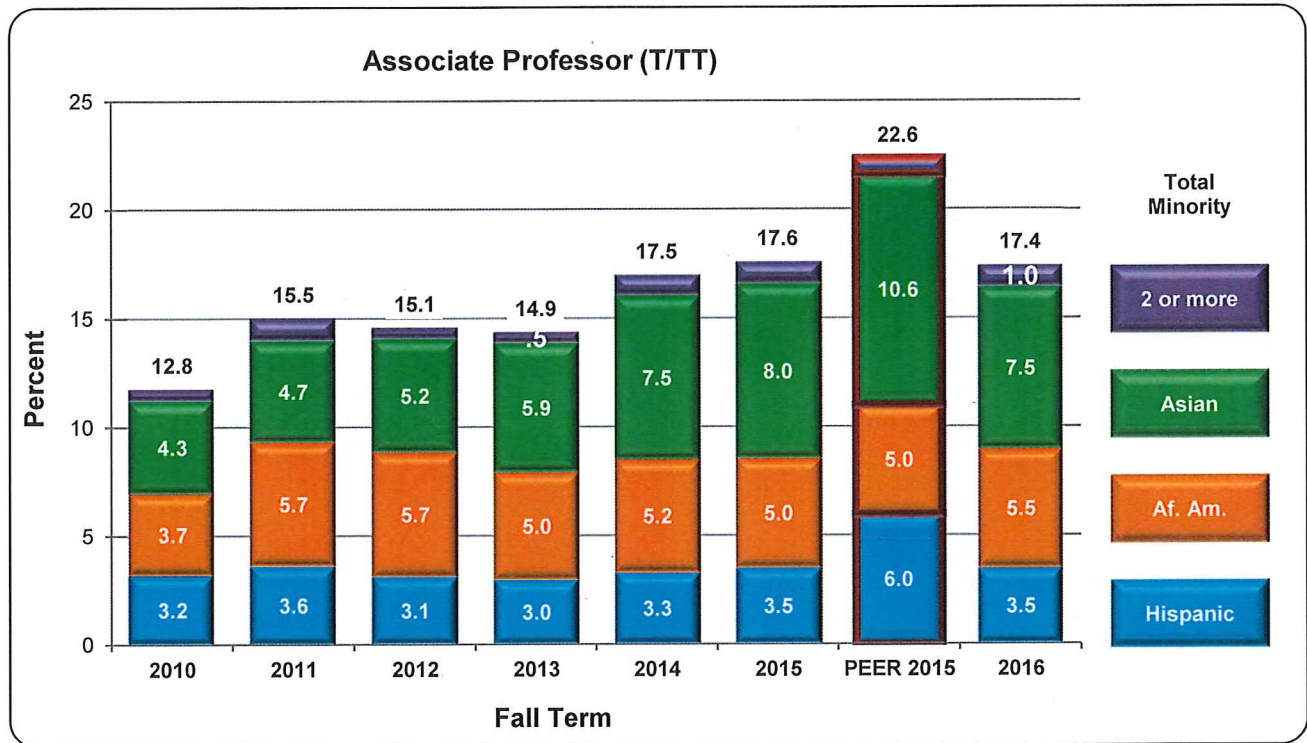
Full-Time Faculty									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	636	648	663	719	726	725	8,621	725	14.0%
(%)	85.1	84.5	83.8	84.1	84.7	83.9	79.3	83.1	-2.0
Native American	1	1	1	1	1	0	24	0	-100.0%
(%)	.1	.1	.1	.1	.1	.0	.2	.0	-.1
Asian	47	52	51	55	55	58	1,092	59	25.5%
(%)	6.3	6.8	6.4	6.4	6.4	6.7	10.1	6.8	.5
Af. American	27	31	34	36	35	35	462	41	51.9%
(%)	3.6	4.0	4.3	4.2	4.1	4.1	4.3	4.7	1.1
Hispanic	28	29	35	36	34	39	540	40	42.9%
(%)	3.7	3.8	4.4	4.2	4.0	4.5	5.0	4.6	.8
Nat. Haw/Pac.Isl.	1	1	1	2	1	0	6	1	0.0%
(%)		.1	.1	.2	.1	.0	.1	.1	.1
Two or More Races	7	5	6	6	5	7	120	6	-14.3%
(%)	.9	.7	.8	.7	.6	.8	1.1	.7	-.2
Total Minority	111	119	128	136	131	139	2,244	147	32.4%
(%)	14.9	15.5	16.2	15.9	15.3	16.1	20.7	16.9	2.0
Total U.S./Perm Res.	747	767	791	855	857	864	10,865	872	16.7%
Not Reported	2	0	2	2	2	4	402	7	250.0%
(%)	.3	.0	.2	.2	.2	.5	3.4	.8	.5
International	18	19	20	19	16	16	507	19	5.6%
(%)	2.3	2.4	2.5	2.2	1.8	1.8	4.3	2.1	-.2
Total	767	786	813	876	875	884	11,774	898	17.1%
Number of Women	333	346	361	404	413	420	4,623	434	30.3%
Percent Women	43.4	44.0	44.4	46.1	47.2	47.5	39.3	48.3	4.9



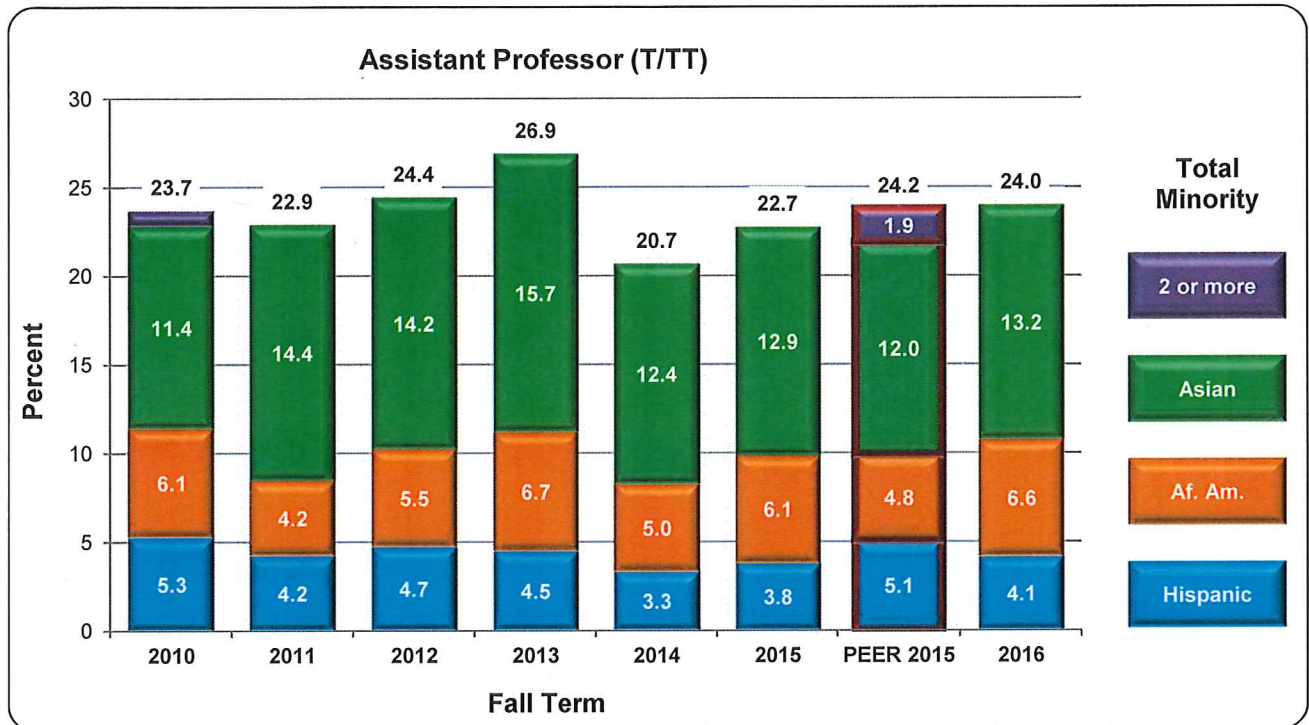
Part-Time Faculty									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	621	586	571	592	599	649	7,242	573	-7.7%
(%)	87.1	86.0	85.7	85.3	86.2	84.4	84.3	82.8	-4.3
Native American	0	0	0	0	0	0	27	0	---
(%)	.0	.0	.0	.0	.0	.0	.2	.0	.0
Asian	27	27	27	28	30	34	519	39	44.4%
(%)	3.8	4.0	4.1	4.0	4.3	4.4	5.2	5.6	1.8
Af. American	30	31	33	34	33	50	432	47	56.7%
(%)	4.2	4.6	5.0	4.9	4.7	6.5	4.5	6.8	2.6
Hispanic	30	34	28	32	28	28	445	25	-16.7%
(%)	4.2	5.0	4.2	4.6	4.0	3.6	4.6	3.6	-.6
Nat. Haw/Pac.Isl.	0	0	2	3	2	1	12	2	---
(%)	.0	.0	.3	.4	.3	.1	.3	.3	.3
Two or More Races	5	3	5	5	3	7	98	6	20.0%
(%)	.7	.4	.8	.7	.4	.9	.9	.9	.2
Total Minority	92	95	95	102	96	120	1,533	119	29.3%
(%)	12.9	14.0	14.3	14.7	13.8	15.6	17.5	17.2	4.3
Total U.S./Perm Res.	713	681	666	694	695	769	8,775	692	-2.9%
Not Reported	4	9	6	5	39	64	814	23	475.0%
(%)	.5	1.3	.9	.7	5.3	7.6	10.1	3.2	2.6
International	11	9	16	18	7	12	133	12	9.1%
(%)	1.5	1.3	2.3	2.5	.9	1.4	1.2	1.7	.1
Total	728	699	688	717	741	845	9,722	727	-0.1%
Number of Women	361	357	369	418	395	445	4,794	375	3.9%
Percent Women	49.6	51.1	53.6	58.3	53.3	52.7	48.6	51.6	2.0



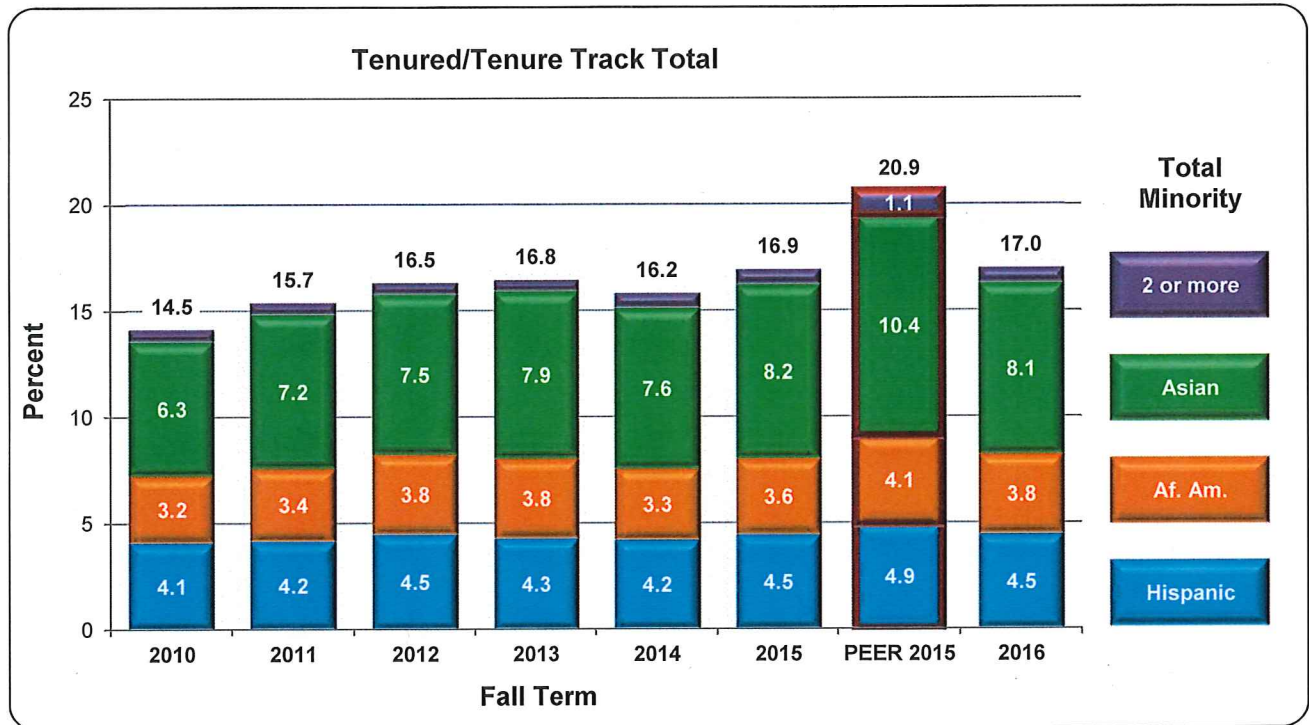
Professor (T/TT)									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	210	212	207	216	206	200	2,693	206	-1.9%
(%)	88.6	87.6	86.6	87.1	87.3	87.0	83.7	86.9	-1.7
Native American	0	0	0	0	0	0	6	0	---
(%)	.0	.0	.0	.0	.0	.0	0	.0	.0
Asian	13	14	14	13	12	13	286	14	7.7%
(%)	5.5	5.8	5.9	5.2	5.1	5.7	8.9	5.9	.4
Af. American	3	3	3	3	2	2	82	2	-33.3%
(%)	1.3	1.2	1.3	1.2	.8	.9	2.5	.8	-.4
Hispanic	10	11	13	13	13	13	121	13	30.0%
(%)	4.2	4.5	5.4	5.2	5.5	5.7	3.8	5.5	1.3
Nat. Haw/Pac.Isl.	0	1	0	1	1	0	1	0	#DIV/0!
(%)	.0	.4	.0	.4	.4	.0	.0	.0	.0
Two or More Races	1	1	2	2	2	2	28	2	100.0%
(%)	.4	.4	.8	.8	.8	.9	.9	.8	.4
Total Minority	27	30	32	32	30	30	524	31	14.8%
(%)	11.4	12.4	13.4	12.9	12.7	13.0	16.3	13.1	1.7
Total U.S./Perm Res.	237	242	239	248	236	230	3,217	237	0.0%
Not Reported	0	0	1	1	1	1	89	1	---
(%)	.0	.0	.4	.4	.4	.4	2.7	.4	.4
International	1	1	1	0	0	1	42	1	0.0%
(%)	.4	.4	.4	.0	.0	.4	1.3	.4	.0
Total	238	243	241	249	237	232	3,348	239	0.4%
Number of Women	64	67	69	75	74	75	985	74	15.6%
Percent Women	26.9	27.6	28.6	30.1	31.2	32.3	29.4	31.0	4.1



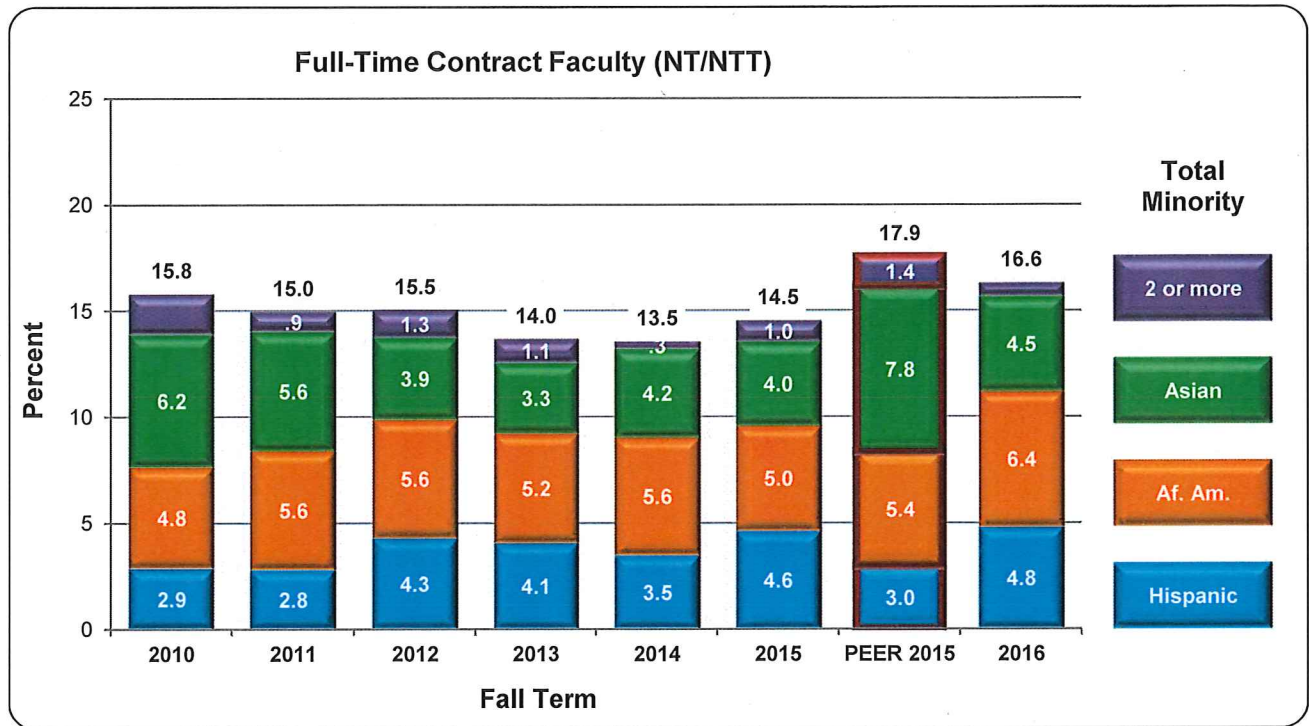
Associate Professor (T/TT)									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	163	163	163	172	175	164	2,650	166	1.8%
(%)	87.2	84.5	84.9	85.1	82.5	82.4	77.4	82.6	-4.6
Native American	1	1	1	1	1	0	6	0	-100.0%
(%)	.5	.5	.5	.5	.5	.0	.2	.0	-.5
Asian	8	9	10	12	16	16	364	15	87.5%
(%)	4.3	4.7	5.2	5.9	7.5	8.0	10.6	7.5	3.2
Af. American	7	11	11	10	11	10	172	11	57.1%
(%)	3.7	5.7	5.7	5.0	5.2	5.0	5.0	5.5	1.7
Hispanic	6	7	6	6	7	7	204	7	16.7%
(%)	3.2	3.6	3.1	3.0	3.3	3.5	6.0	3.5	.3
Nat. Haw/Pac. Isl.	1	0	0	0	0	0	3	0	-100.0%
(%)	.5	.0	.0	.0	.0	.0	.1	.0	-.5
Two or More Races	1	2	1	1	2	2	24	2	100.0%
(%)	.5	1.0	.5	.5	.9	1.0	.7	1.0	.5
Total Minority	24	30	29	30	37	35	773	35	45.8%
(%)	12.8	15.5	15.1	14.9	17.5	17.6	22.6	17.4	4.6
Total U.S./Perm Res.	187	193	192	202	212	199	3,423	201	7.5%
Not Reported	0	0	1	1	1	1	102	1	---
(%)	.0	.0	.5	.5	.5	.5	2.8	.5	.5
International	1	2	2	1	1	0	130	1	0.0%
(%)	.5	1.0	1.0	.5	.5	.0	3.6	.5	.0
Total	188	195	195	204	214	200	3,655	203	8.0%
Number of Women	87	89	83	91	103	95	1,647	98	12.6%
Percent Women	46.3	45.6	42.6	44.6	48.1	47.5	43.4	48.3	2.0



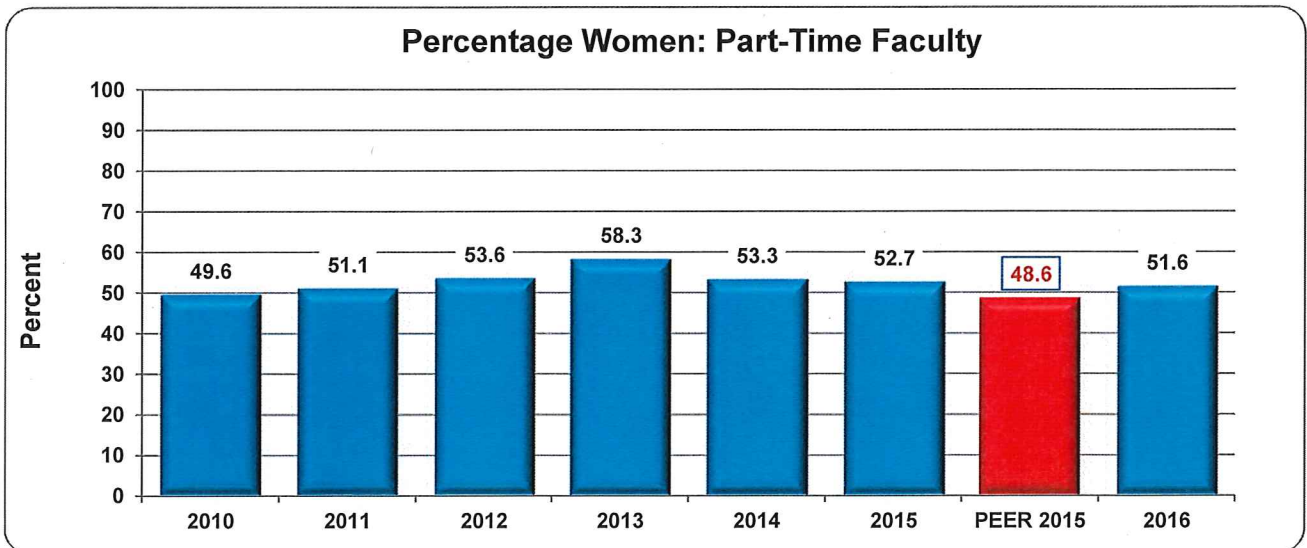
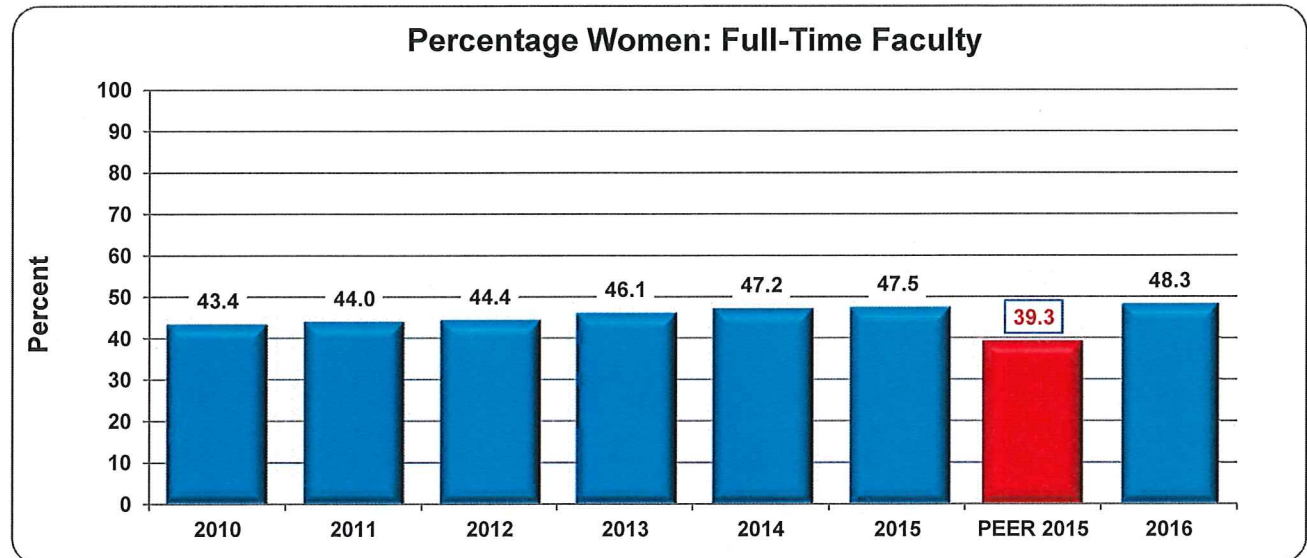
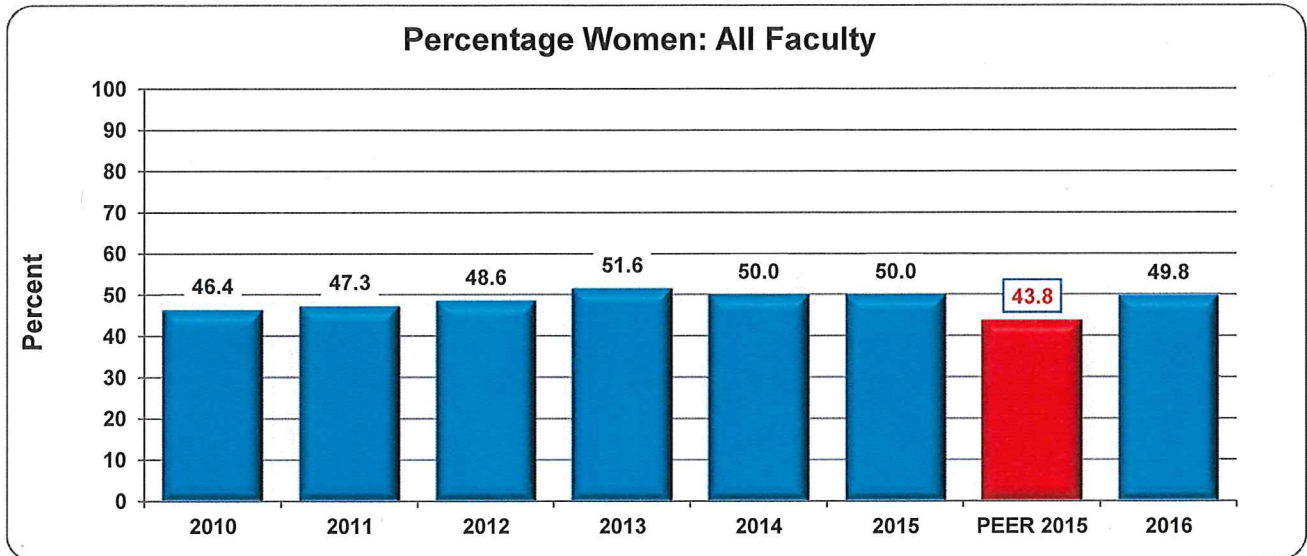
Assistant Professor (T/TT)									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	87	91	96	98	96	102	2,085	92	5.7%
(%)	76.3	77.1	75.6	73.1	79.3	77.3	75.8	76.0	-.3
Native American	0	0	0	0	0	0	9	0	---
(%)	.0	.0	.0	.0	.0	.0	.3	.0	.0
Asian	13	17	18	21	15	17	330	16	23.1%
(%)	11.4	14.4	14.2	15.7	12.4	12.9	12.0	13.2	1.8
Af. American	7	5	7	9	6	8	133	8	14.3%
(%)	6.1	4.2	5.5	6.7	5.0	6.1	4.8	6.6	.5
Hispanic	6	5	6	6	4	5	139	5	-16.7%
(%)	5.3	4.2	4.7	4.5	3.3	3.8	5.1	4.1	-1.1
Nat. Haw/Pac.Isl.	0	0	0	0	0	0	2	0	---
(%)	.0	.0	.0	.0	.0	.0	.1	.0	.0
Two or More Races	1	0	0	0	0	0	51	0	-100.0%
(%)	.9	.0	.0	.0	.0	.0	1.9	.0	-.9
Total Minority	27	27	31	36	25	30	664	29	7.4%
(%)	23.7	22.9	24.4	26.9	20.7	22.7	24.2	24.0	.3
Total U.S./Perm Res.	114	118	127	134	121	132	2,749	121	6.1%
Not Reported	1	0	0	0	0	1	152	3	200.0%
(%)	.8	.0	.0	.0	.0	.7	4.7	2.2	1.4
International	12	10	9	9	10	10	316	13	8.3%
(%)	9.4	7.8	6.6	6.3	7.6	7.0	9.8	9.5	.0
Total	127	128	136	143	131	143	3,217	137	7.9%
Number of Women	62	61	67	72	64	67	1,641	65	4.8%
Percent Women	48.8	47.7	49.3	50.3	48.9	46.9	51.0	47.4	-1.4

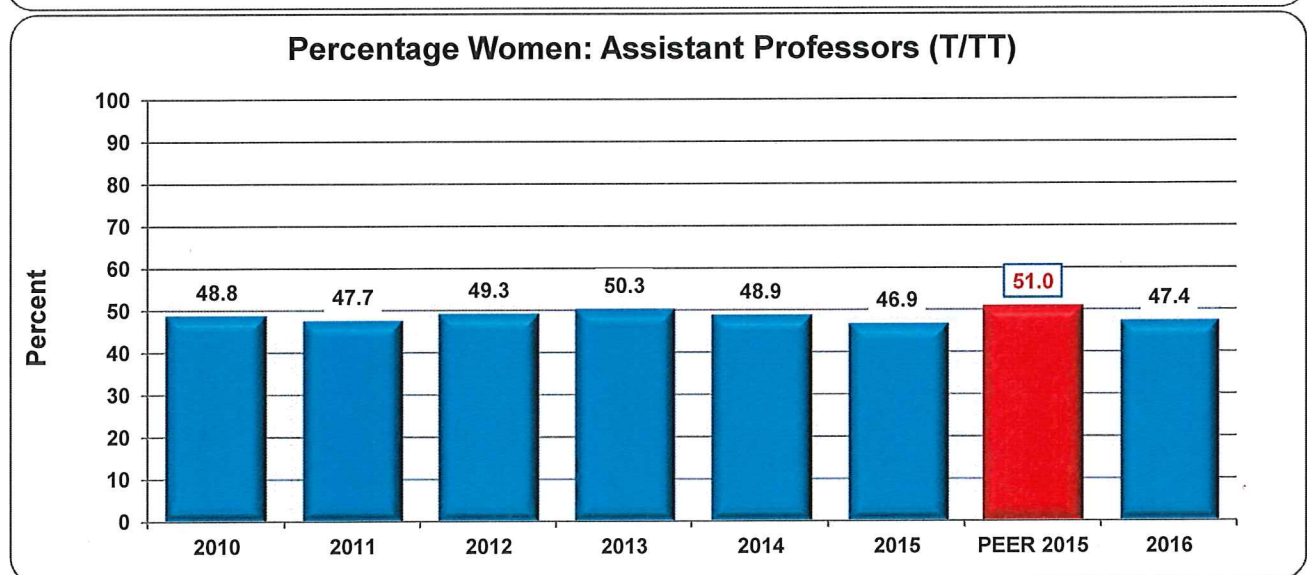
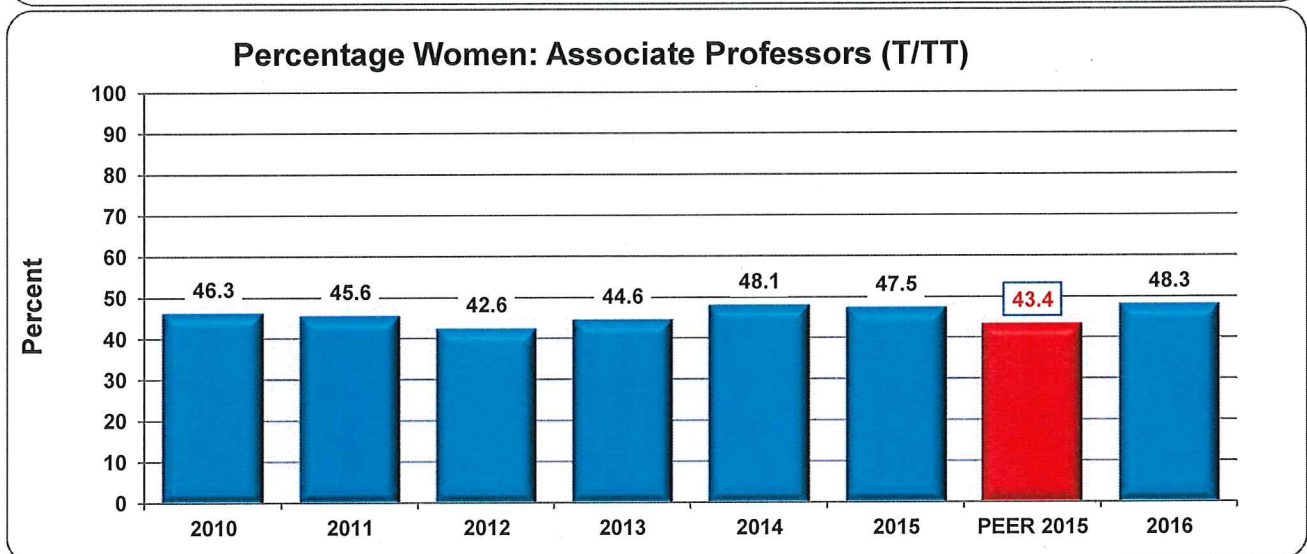
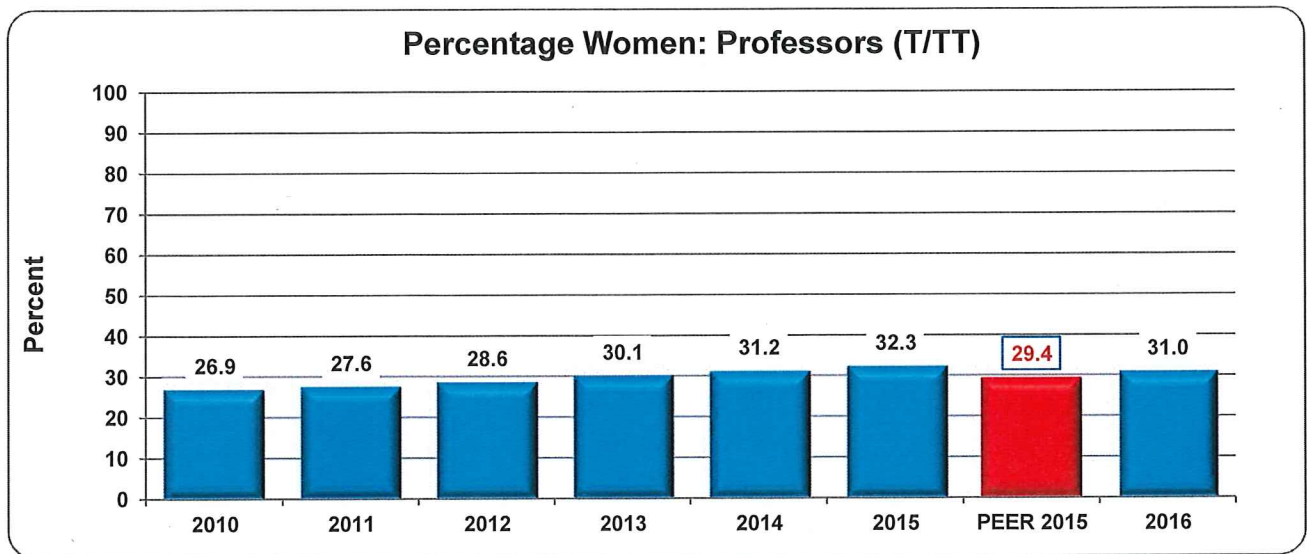


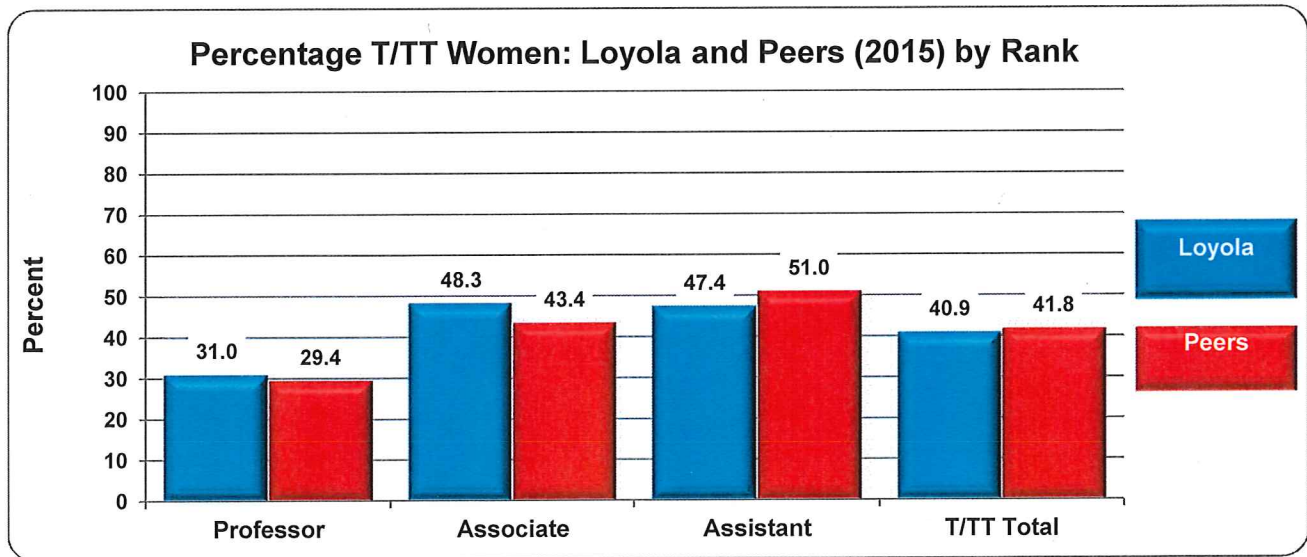
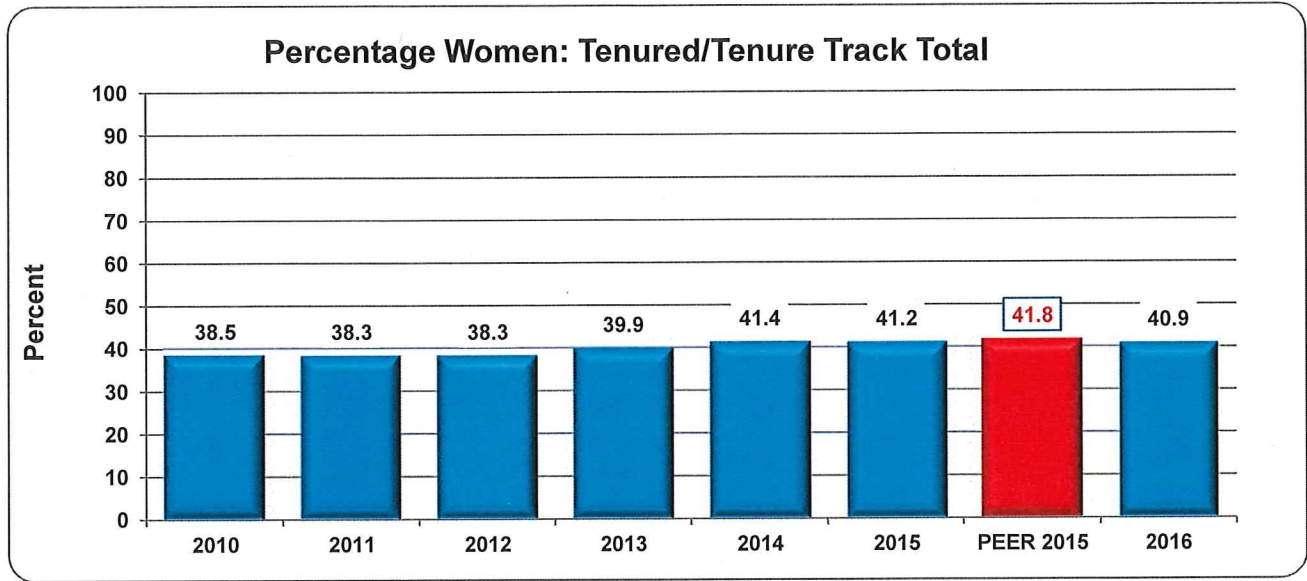
Tenured/Tenure Track Total									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	460	466	466	486	477	466	7,428	464	0.9%
(%)	85.5	84.3	83.5	83.2	83.8	83.1	79.1	83.0	-2.5
Native American	1	1	1	1	1	0	21	0	-100.0%
(%)	.2	.2	.2	.2	.2	.0	.2	.0	-.2
Asian	34	40	42	46	43	46	980	45	32.4%
(%)	6.3	7.2	7.5	7.9	7.6	8.2	10.4	8.1	1.7
Af. American	17	19	21	22	19	20	387	21	23.5%
(%)	3.2	3.4	3.8	3.8	3.3	3.6	4.1	3.8	.6
Hispanic	22	23	25	25	24	25	464	25	13.6%
(%)	4.1	4.2	4.5	4.3	4.2	4.5	4.9	4.5	.4
Nat. Haw/Pac.Isl.	1	1	0	1	1	0	6	0	-100.0%
(%)	.2	.2	.0	.2	.2	.0	.1	.0	-.2
Two or More Races	3	3	3	3	4	4	103	4	33.3%
(%)	.6	.5	.5	.5	.7	.7	1.1	.7	.2
Total Minority	78	87	92	98	92	95	1,961	95	21.8%
(%)	14.5	15.7	16.5	16.8	16.2	16.9	20.9	17.0	2.5
Total U.S./Perm Res.	538	553	558	584	569	561	9,389	559	3.9%
Not Reported	1	0	2	2	2	3	343	5	400.0%
(%)	.2	.0	.3	.3	.3	.5	3.4	.9	.7
International	14	13	12	10	11	11	488	15	7.1%
(%)	2.5	2.3	2.1	1.7	1.9	1.9	4.8	2.6	.1
Total	553	566	572	596	582	575	10,220	579	4.7%
Number of Women	213	217	219	238	241	237	4,273	237	11.3%
Percent Women	38.5	38.3	38.3	39.9	41.4	41.2	41.8	40.9	2.4



Full-Time Contract Faculty (NT/NTT)									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	176	182	197	233	249	259	473	261	48.3%
(%)	84.2	85.0	84.5	86.0	86.5	85.5	82.1	83.4	-.8
Native American	0	0	0	0	0	0	2	0	---
(%)	.0	.0	.0	.0	.0	.0	.3	.0	.0
Asian	13	12	9	9	12	12	45	14	7.7%
(%)	6.2	5.6	3.9	3.3	4.2	4.0	7.8	4.5	-1.7
Af. American	10	12	13	14	16	15	31	20	100.0%
(%)	4.8	5.6	5.6	5.2	5.6	5.0	5.4	6.4	1.6
Hispanic	6	6	10	11	10	14	17	15	150.0%
(%)	2.9	2.8	4.3	4.1	3.5	4.6	3.0	4.8	1.9
Nat. Haw/Pac. Isl.	0	0	1	1	0	0	0	1	---
(%)	.0	.0	.4	.4	.0	.0	.0	.3	.3
Two or More Races	4	2	3	3	1	3	8	2	-50.0%
(%)	1.9	.9	1.3	1.1	.3	1.0	1.4	.6	-1.3
Total Minority	33	32	36	38	39	44	103	52	57.6%
(%)	15.8	15.0	15.5	14.0	13.5	14.5	17.9	16.6	.8
Total U.S./Perm Res.	209	214	233	271	288	303	576	313	49.8%
Not Reported	1	0	0	0	0	1	25	2	100.0%
(%)	.5	.0	.0	.0	.0	.3	4.0	.6	.2
International	4	6	8	9	5	5	19	4	0.0%
(%)	1.9	2.7	3.3	3.2	1.7	1.6	3.1	1.3	-.6
Total	214	220	241	280	293	309	620	319	49.1%
Number of Women	120	129	142	166	172	183	350	197	64.2%
Percent Women	56.1	58.6	58.9	59.3	58.7	59.2	56.5	61.8	5.7



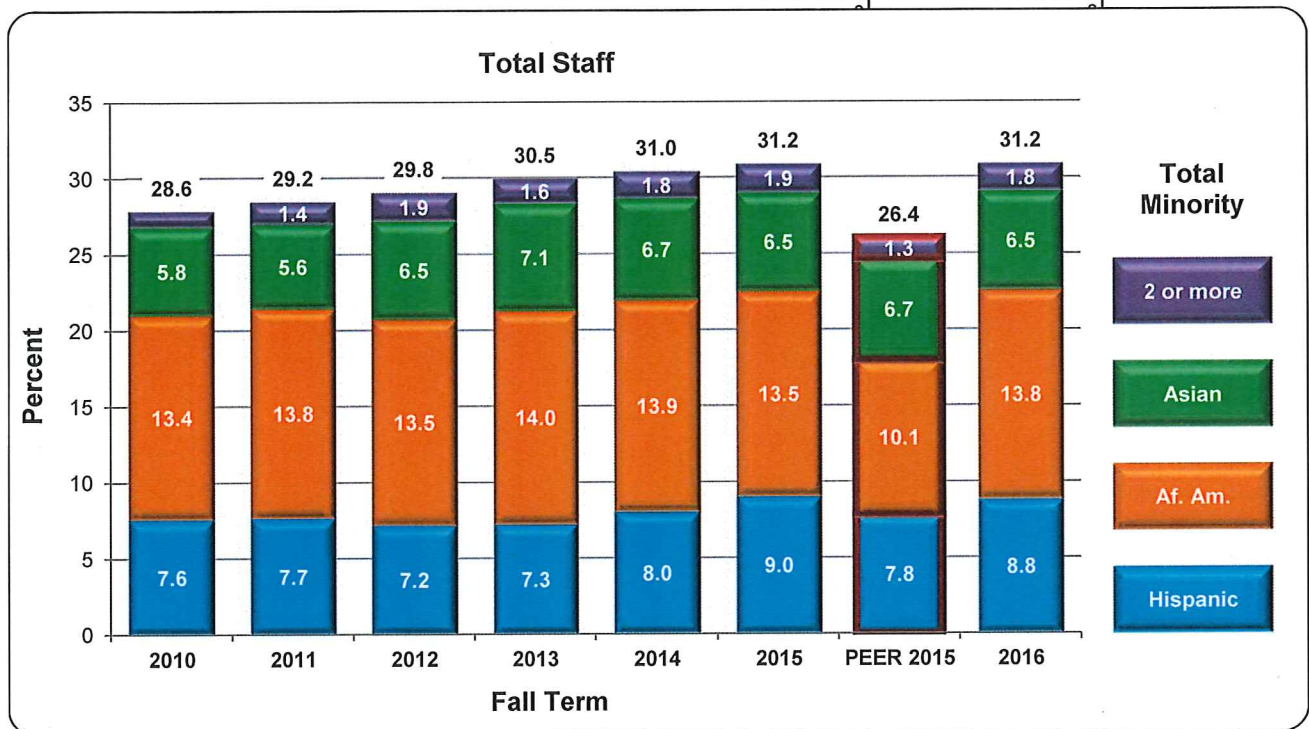




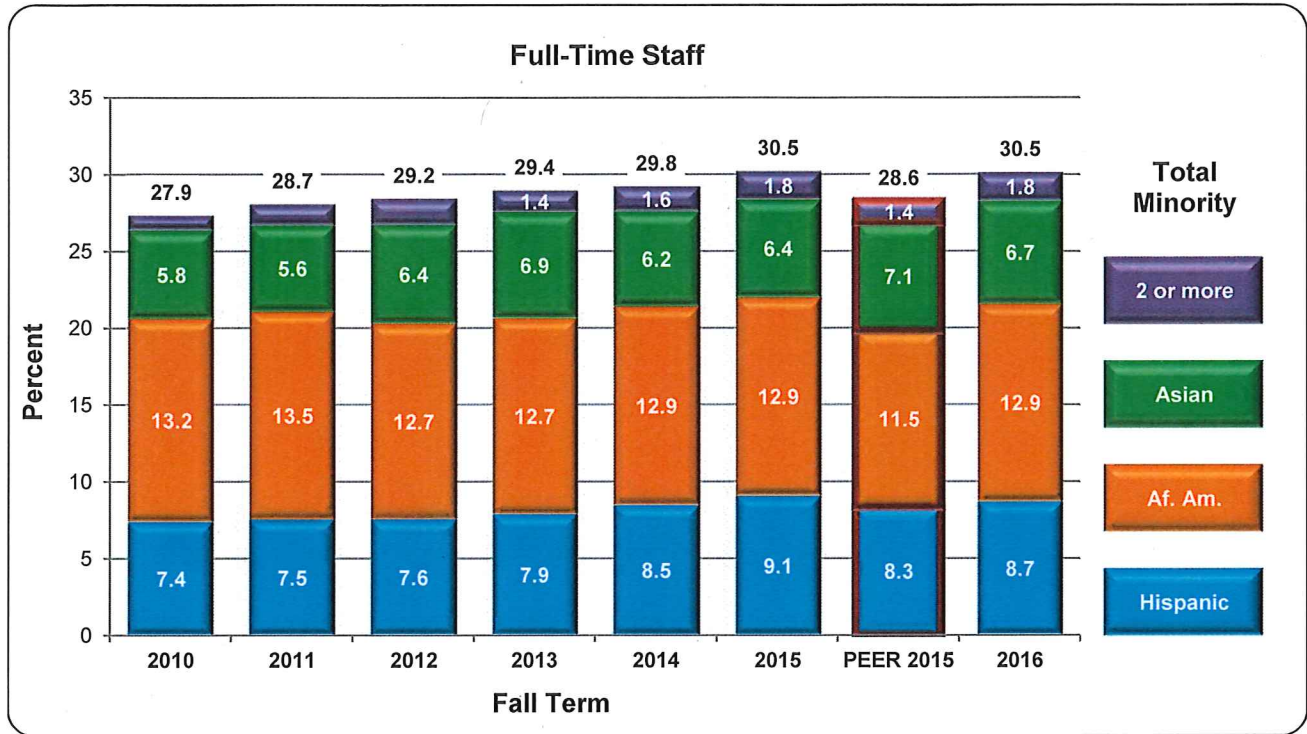


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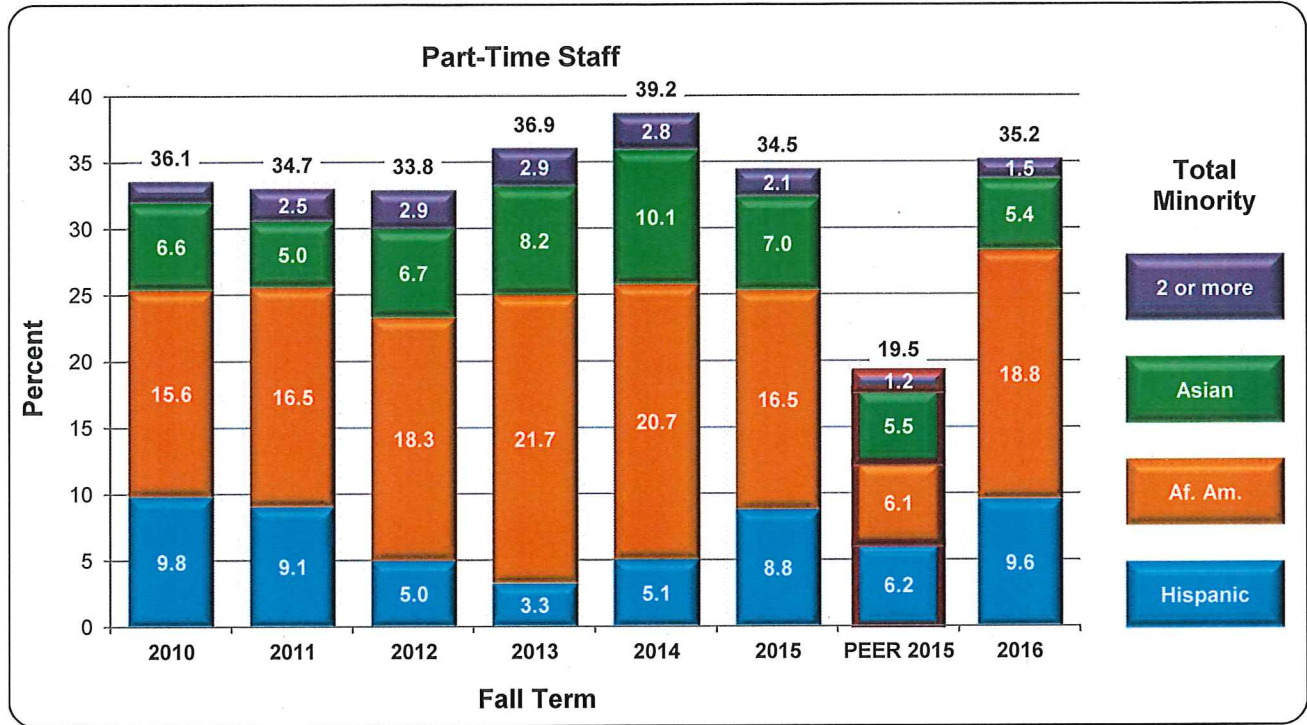
Staff Diversity



Total Staff									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	1,043	1,080	1,171	1,207	1,175	1,219	34,597	1,185	13.6%
(%)	71.4	70.8	70.2	69.5	69.0	68.8	73.6	68.8	-2.6
Native American	7	5	4	4	4	3	115	3	-57.1%
(%)	.5	.3	.2	.2	.2	.2	.2	.2	-.3
Asian	85	85	108	123	114	115	3,151	112	31.8%
(%)	5.8	5.6	6.5	7.1	6.7	6.5	6.7	6.5	.7
Af. American	196	210	226	243	237	239	4,760	237	20.9%
(%)	13.4	13.8	13.5	14.0	13.9	13.5	10.1	13.8	.3
Hispanic	111	117	120	126	137	160	3,677	152	36.9%
(%)	7.6	7.7	7.2	7.3	8.0	9.0	7.8	8.8	1.2
Nat. Haw/Pac.Isl.	4	6	9	5	6	2	54	2	-50.0%
(%)	.3	.4	.5	.3	.4	.1	.1	.1	-.2
Two or More Races	15	22	31	28	30	33	623	31	106.7%
(%)	1.0	1.4	1.9	1.6	1.8	1.9	1.3	1.8	.8
Total Minority	418	445	498	529	528	552	12,380	537	28.5%
(%)	28.6	29.2	29.8	30.5	31.0	31.2	26.4	31.2	2.6
Total U.S./Perm Res.	1,461	1,525	1,669	1,736	1,703	1,771	46,977	1,722	17.9%
(%)	.2	.2	.9	1.2	1.7	.6	4.9	.6	.4
Not Reported	3	3	15	22	31	11	2,486	11	266.7%
(%)	.2	.2	.9	1.2	1.7	.6	4.9	.6	.4
International	52	57	63	70	61	43	1,426	47	-9.6%
(%)	3.4	3.6	3.6	3.8	3.4	2.4	2.8	2.6	-.8
Total	1,516	1,585	1,747	1,828	1,795	1,825	50,889	1,780	17.4%
Number of Women	925	986	1,058	1,134	1,121	1,126	27,443	1,068	15.5%
Percent Women	61.0	62.2	60.6	62.0	62.5	61.7	53.9	60.0	-1.0



Full-Time Staff									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	965	1,001	1,012	1,053	1,043	1,033	25,298	1,016	5.3%
(%)	72.1	71.3	70.8	70.6	70.2	69.5	71.4	69.5	-2.5
Native American	4	3	3	3	3	3	83	3	-25.0%
(%)	.3	.2	.2	.2	.2	.2	.2	.2	-.1
Asian	77	79	92	103	92	95	2,512	98	27.3%
(%)	5.8	5.6	6.4	6.9	6.2	6.4	7.1	6.7	1.0
Af. American	177	190	182	190	192	192	4,058	188	6.2%
(%)	13.2	13.5	12.7	12.7	12.9	12.9	11.5	12.9	-.4
Hispanic	99	106	108	118	126	135	2,956	127	28.3%
(%)	7.4	7.5	7.6	7.9	8.5	9.1	8.3	8.7	1.3
Nat. Haw/Pac. Isl.	4	6	8	4	6	2	32	2	-50.0%
(%)	.3	.4	.6	.3	.4	.1	.1	.1	-.2
Two or More Races	13	19	24	21	24	27	480	27	107.7%
(%)	1.0	1.4	1.7	1.4	1.6	1.8	1.4	1.8	.9
Total Minority	374	403	417	439	443	454	10,121	445	19.0%
(%)	27.9	28.7	29.2	29.4	29.8	30.5	28.6	30.5	2.5
Total U.S./Perm Res.	1,339	1,404	1,429	1,492	1,486	1,487	35,419	1,461	9.1%
Not Reported	3	3	11	20	28	10	1,131	7	133.3%
(%)	.2	.2	.7	2.8	3.9	1.4	3.0	1.0	.7
International	49	54	55	66	56	37	1,252	44	-10.2%
(%)	3.5	3.7	3.7	9.2	7.7	5.1	3.3	6.1	2.5
Total	1,391	1,461	1,495	1,578	1,570	1,534	37,802	1,512	8.7%
Number of Women	834	893	891	962	964	934	20,517	900	7.9%
Percent Women	60.0	61.1	59.6	61.0	61.4	60.9	54.3	59.5	-.4

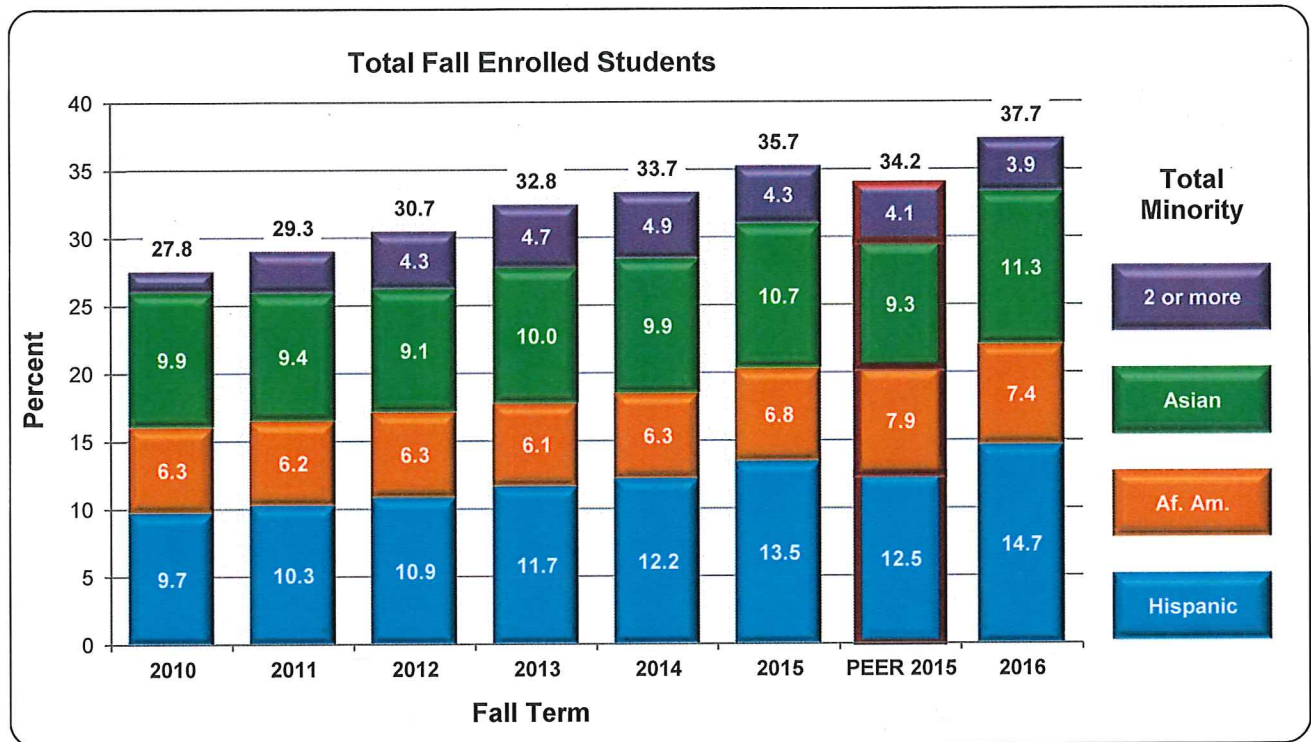


Part-Time Staff									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	78	79	159	154	132	186	9,299	169	116.7%
(%)	63.9	65.3	66.3	63.1	60.8	65.5	80.5	64.8	.8
Native American	3	2	1	1	1	0	32	0	-100.0%
(%)	2.5	1.7	.4	.4	.5	.0	.3	.0	-2.5
Asian	8	6	16	20	22	20	639	14	75.0%
(%)	6.6	5.0	6.7	8.2	10.1	7.0	5.5	5.4	-1.2
Af. American	19	20	44	53	45	47	702	49	157.9%
(%)	15.6	16.5	18.3	21.7	20.7	16.5	6.1	18.8	3.2
Hispanic	12	11	12	8	11	25	721	25	108.3%
(%)	9.8	9.1	5.0	3.3	5.1	8.8	6.2	9.6	-.3
Nat. Haw/Pac.Isl.	0	0	1	1	0	0	22	0	---
(%)	.0	.0	.4	.4	.0	.0	.2	.0	.0
Two or More Races	2	3	7	7	6	6	143	4	100.0%
(%)	1.6	2.5	2.9	2.9	2.8	2.1	1.2	1.5	-.1
Total Minority	44	42	81	90	85	98	2,259	92	109.1%
(%)	36.1	34.7	33.8	36.9	39.2	34.5	19.5	35.2	-.8
Total U.S./Perm Res.	122	121	240	244	217	284	11,558	261	113.9%
(%)	.0	.0	1.6	.8	1.3	.3	10.4	1.5	1.5
International	3	3	8	4	5	6	174	3	0.0%
(%)	2.4	2.4	3.2	1.6	2.2	2.1	1.3	1.1	-1.3
Total	125	124	252	250	225	291	13,087	268	114.4%
Number of Women	91	93	167	172	157	192	6,926	168	84.6%
Percent Women	72.8	75.0	66.3	68.8	69.8	66.0	52.9	62.7	-10.1

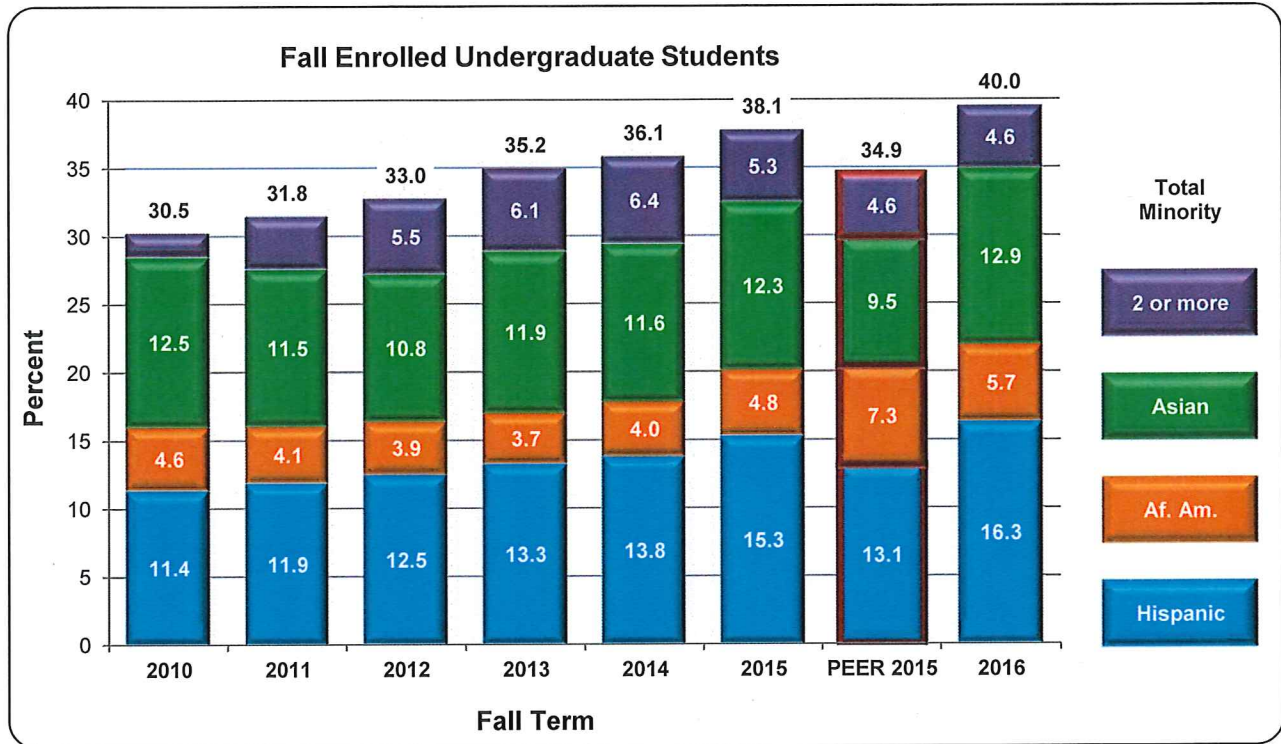


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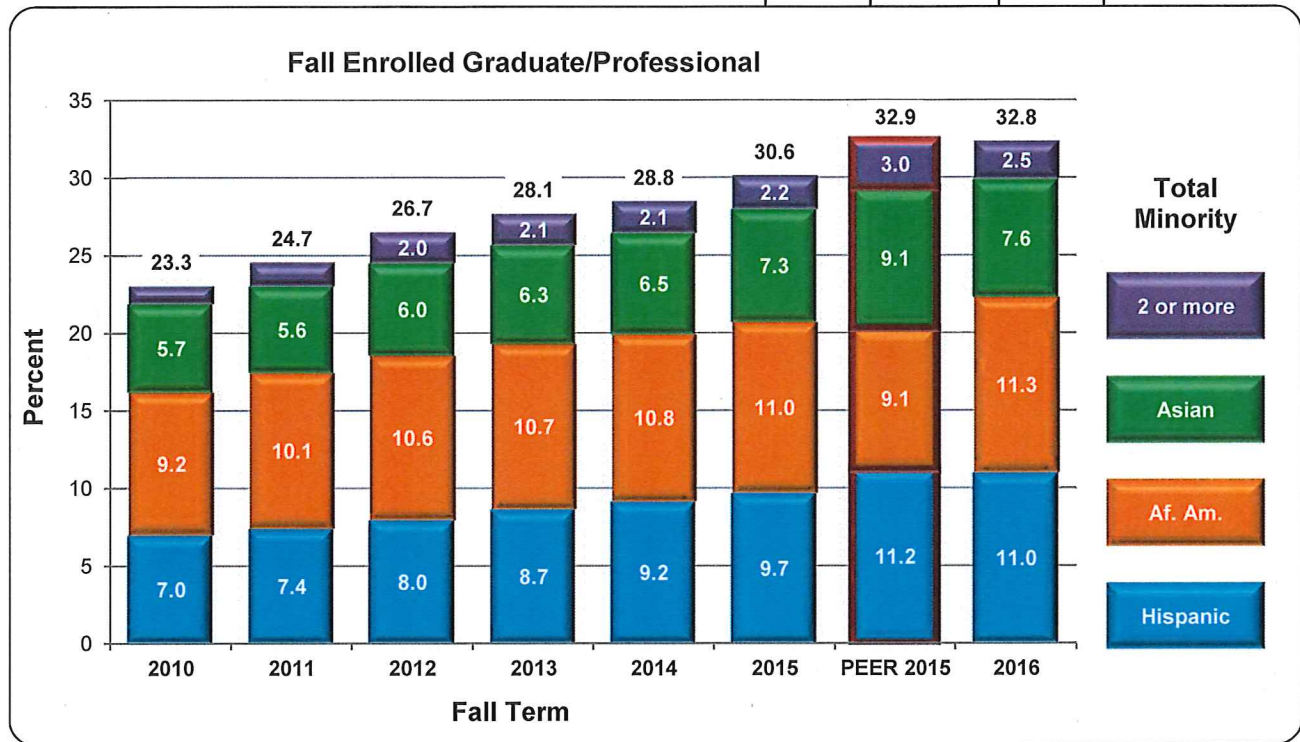
Student Diversity



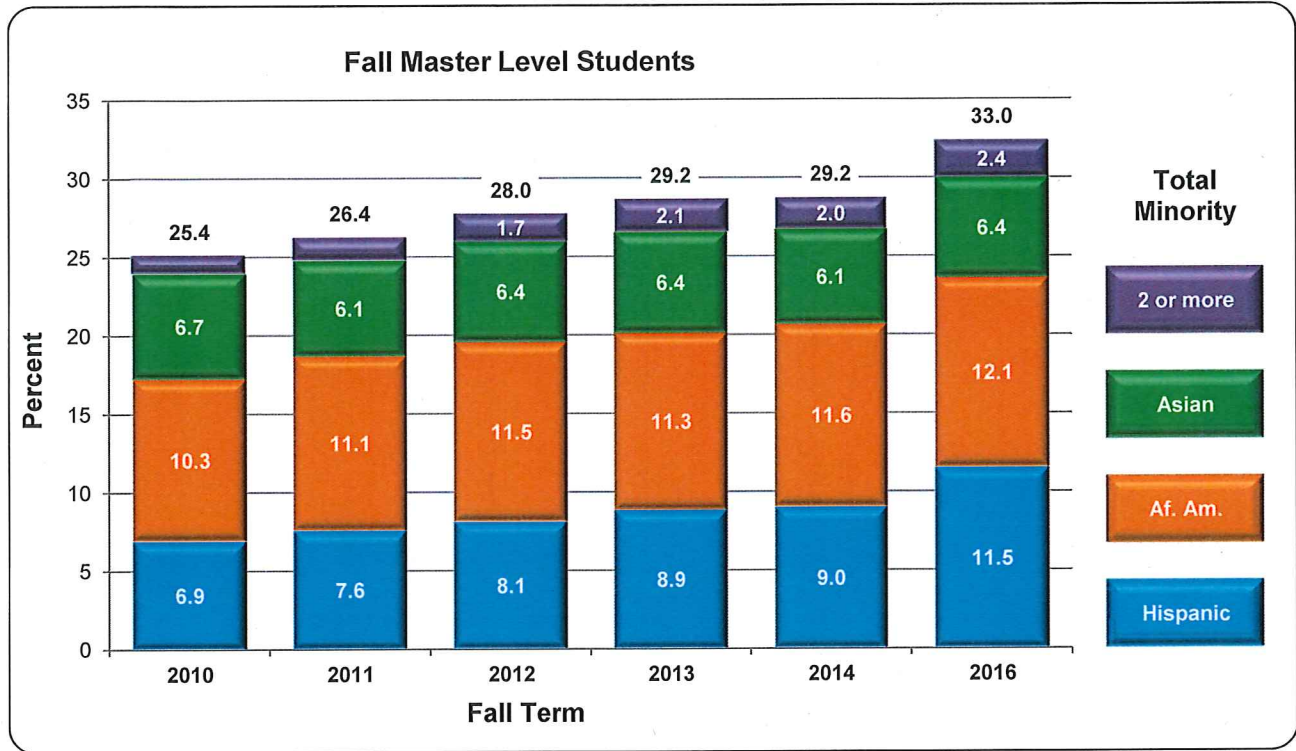
Total Fall Enrolled Students									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	10,251	9,940	9,894	9,860	9,706	9,420	121,420	9,409	-8.2%
(%)	72.2	70.7	69.3	67.2	66.3	64.3	65.8	62.3	-9.9
Native American	26	22	19	18	15	18	419	25	-3.8%
(%)	.2	.2	.1	.1	.1	.1	.2	.2	.0
Asian	1412	1323	1294	1461	1449	1566	17,254	1702	20.5%
(%)	9.9	9.4	9.1	10.0	9.9	10.7	9.3	11.3	1.3
Af. American	902	878	901	897	920	1000	14,520	1121	24.3%
(%)	6.3	6.2	6.3	6.1	6.3	6.8	7.9	7.4	1.1
Hispanic	1382	1448	1553	1714	1793	1980	23,071	2218	60.5%
(%)	9.7	10.3	10.9	11.7	12.2	13.5	12.5	14.7	4.9
Nat. Haw/Pac.Isl.	15	12	17	26	33	44	358	46	206.7%
(%)	.1	.1	.1	.2	.2	.3	.2	.3	.2
Two or More Races	218	429	608	687	721	628	7,585	593	172.0%
(%)	1.5	3.1	4.3	4.7	4.9	4.3	4.1	3.9	2.4
Total Minority	3,955	4,112	4,392	4,803	4,931	5,236	63,207	5,705	44.2%
(%)	27.8	29.3	30.7	32.8	33.7	35.7	34.2	37.7	9.9
Total U.S./Perm Res.	14,206	14,052	14,286	14,663	14,637	14,656	184,627	15,114	6.4%
(%)	8.4	8.9	5.0	3.3	2.8	4.6	4.9	2.1	-6.2
Not Reported	1332	1435	782	528	439	751	10,521	346	-74.0%
(%)	8.4	8.9	5.0	3.3	2.8	4.6	4.9	2.1	-6.2
International	413	553	652	766	826	1030	20,625	962	132.9%
(%)	2.6	3.4	4.1	4.8	5.2	6.3	9.6	5.9	3.3
Total	15,951	16,040	15,720	15,957	15,902	16,437	215,773	16,422	3.0%
Number of Women	10,139	10,160	9,993	10,186	10,215	10,612	120,565	10,835	6.9%
Percent Women	63.6	63.3	63.6	63.8	64.2	64.6	55.9	66.0	2.4



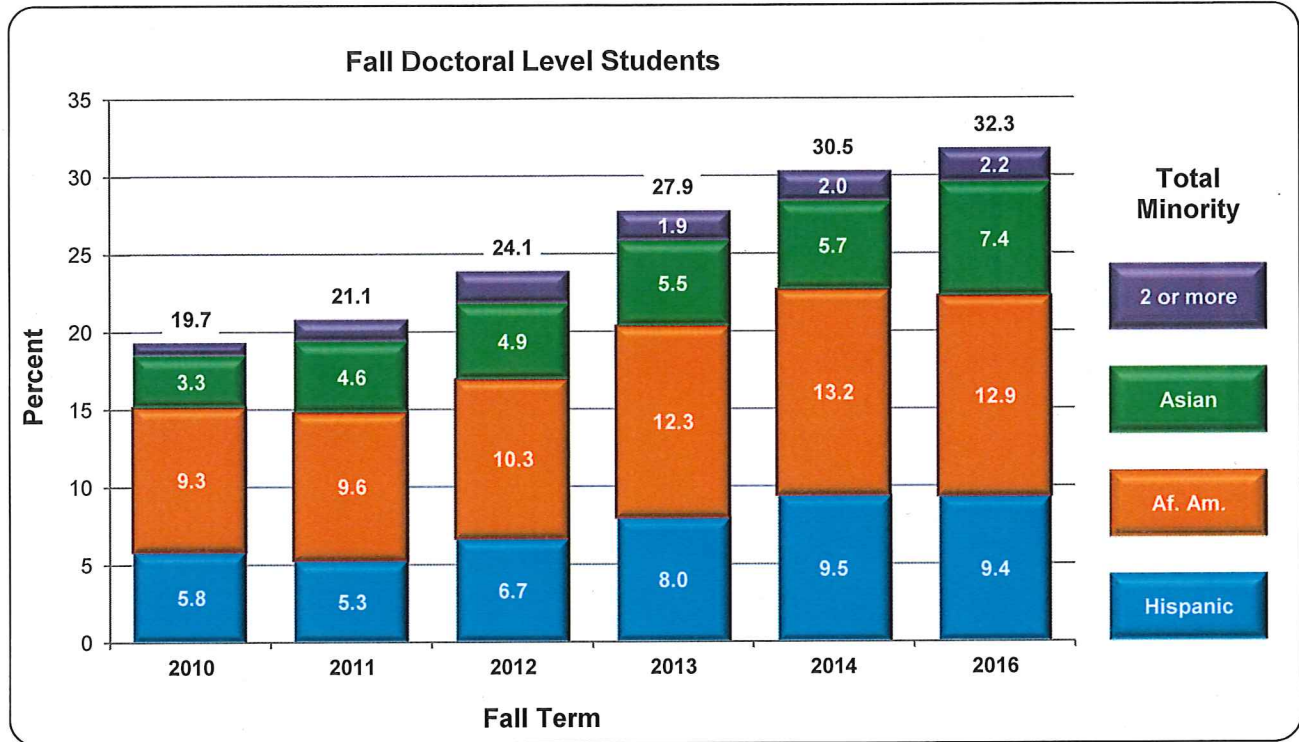
Fall Enrolled Undergraduate Students									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	6,162	6,174	6,101	6,220	6,207	6,152	81,593	6,236	1.2%
(%)	69.5	68.2	67.0	64.8	63.9	61.9	65.1	60.0	-9.4
Native American	16	18	14	10	10	6	236	14	-12.5%
(%)	.2	.2	.2	.1	.1	.1	.2	.1	.0
Asian	1108	1045	985	1140	1128	1223	11,863	1342	21.1%
(%)	12.5	11.5	10.8	11.9	11.6	12.3	9.5	12.9	.4
Af. American	411	375	353	358	391	482	9,136	588	43.1%
(%)	4.6	4.1	3.9	3.7	4.0	4.8	7.3	5.7	1.0
Hispanic	1009	1077	1141	1276	1343	1523	16,415	1698	68.3%
(%)	11.4	11.9	12.5	13.3	13.8	15.3	13.1	16.3	5.0
Nat. Haw/Pac. Isl.	10	8	12	15	22	33	233	34	240.0%
(%)	.1	.1	.1	.2	.2	.3	.2	.3	.2
Two or More Races	156	351	504	583	620	526	5,796	477	205.8%
(%)	1.8	3.9	5.5	6.1	6.4	5.3	4.6	4.6	2.8
Total Minority	2,710	2,874	3,009	3,382	3,514	3,793	43,679	4,153	53.2%
(%)	30.5	31.8	33.0	35.2	36.1	38.1	34.9	40.0	9.4
Total U.S./Perm Res.	8,872	9,048	9,110	9,602	9,721	9,945	125,272	10,389	17.1%
Not Reported	741	618	360	220	211	555	5,122	189	-74.5%
(%)	7.6	6.3	3.7	2.2	2.0	5.0	3.7	1.7	-5.9
International	131	188	253	346	390	579	8,352	551	320.6%
(%)	1.3	1.9	2.6	3.4	3.8	5.2	6.0	5.0	3.6
Total	9,744	9,854	9,723	10,168	10,322	11,079	138,746	11,129	14.2%
Number of Women	6,191	6,212	6,143	6,480	6,657	7,190	76,801	7,365	19.0%
Percent Women	63.5	63.0	63.2	63.7	64.5	64.9	55.4	66.2	2.6



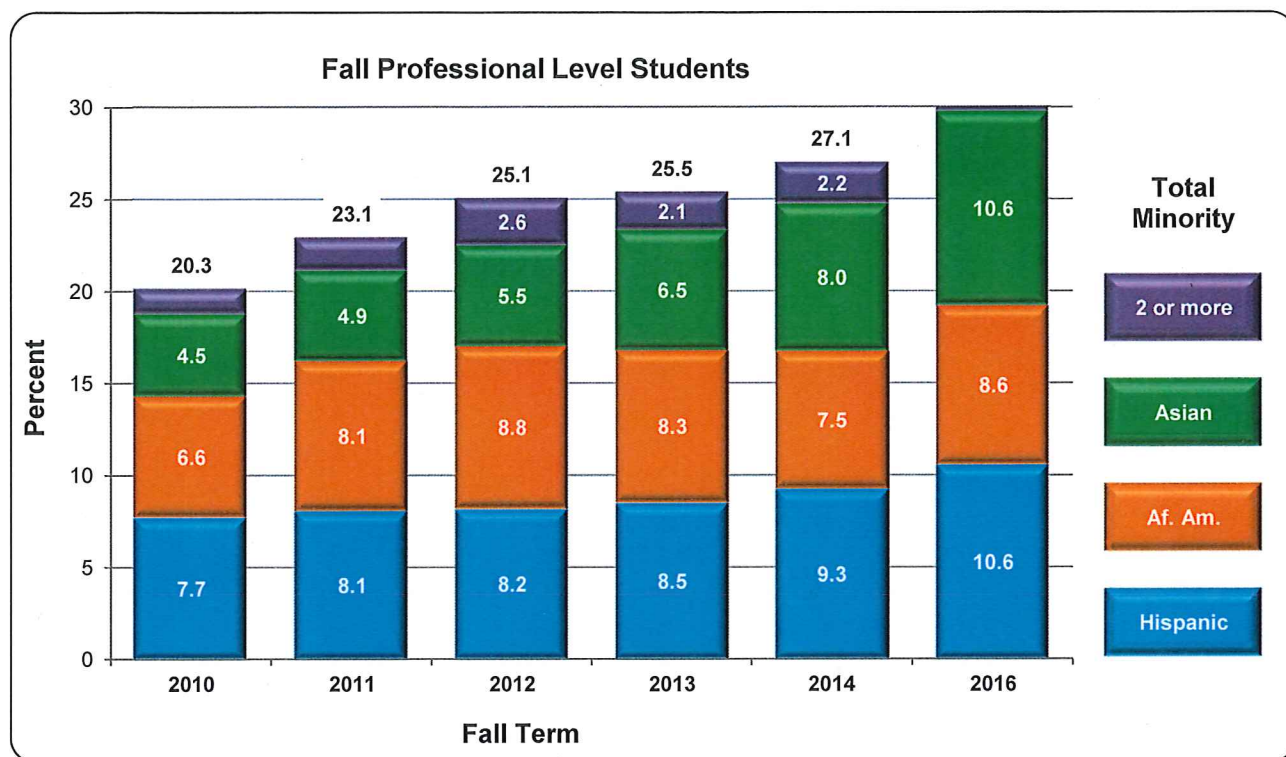
Fall Enrolled Graduate/Professional									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	4,089	3,766	3,793	3,640	3,499	3,268	39,827	3,173	-22.4%
(%)	76.7	75.3	73.3	71.9	71.2	69.4	67.1	67.2	-9.5
Native American	10	4	5	8	5	12	183	11	10.0%
(%)	.2	.1	.1	.2	.1	.3	.3	.2	.0
Asian	304	278	309	321	321	343	5,391	360	18.4%
(%)	5.7	5.6	6.0	6.3	6.5	7.3	9.1	7.6	1.9
Af. American	491	503	548	539	529	518	5,384	533	8.6%
(%)	9.2	10.1	10.6	10.7	10.8	11.0	9.1	11.3	2.1
Hispanic	373	371	412	438	450	457	6,656	520	39.4%
(%)	7.0	7.4	8.0	8.7	9.2	9.7	11.2	11.0	4.0
Nat. Haw/Pac.Isl.	5	4	5	11	11	11	125	12	140.0%
(%)	.1	.1	.1	.2	.2	.2	.2	.3	.2
Two or More Races	62	78	104	104	101	102	1,789	116	87.1%
(%)	1.2	1.6	2.0	2.1	2.1	2.2	3.0	2.5	1.3
Total Minority	1,245	1,238	1,383	1,421	1,417	1,443	19,528	1,552	24.7%
(%)	23.3	24.7	26.7	28.1	28.8	30.6	32.9	32.8	9.5
Total U.S./Perm Res.	5,334	5,004	5,176	5,061	4,916	4,711	59,355	4,725	-11.4%
(%)	9.5	13.2	7.0	5.3	4.1	3.7	7.0	3.0	-6.6
Not Reported	591	817	422	308	228	196	5,399	157	-73.4%
(%)	4.5	5.9	6.7	7.3	7.8	8.4	15.9	7.8	3.2
International	282	365	399	420	436	451	12,273	411	45.7%
(%)	4.5	5.9	6.7	7.3	7.8	8.4	15.9	7.8	3.2
Total	6,207	6,186	5,997	5,789	5,580	5,358	77,027	5,293	-14.7%
Number of Women	3,948	3,948	3,850	3,706	3,558	3,422	43,764	3,470	-12.1%
Percent Women	63.6	63.8	64.2	64.0	63.8	63.9	56.8	65.6	2.0



Fall Master Level Students									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	2,409	2,137	2,231	2,175	2,091	1,954	N/A	1,929	-19.9%
(%)	74.6	73.6	72.0	70.8	70.8	68.2	N/A	67.0	-7.5
Native American	8	2	4	7	5	9	N/A	8	0.0%
(%)	.2	.1	.1	.2	.2	.3	N/A	.3	.0
Asian	218	177	199	198	179	201	N/A	184	-15.6%
(%)	6.7	6.1	6.4	6.4	6.1	7.0	N/A	6.4	-.4
Af. American	333	322	355	347	344	351	N/A	348	4.5%
(%)	10.3	11.1	11.5	11.3	11.6	12.2	N/A	12.1	1.8
Hispanic	224	221	252	272	267	286	N/A	332	48.2%
(%)	6.9	7.6	8.1	8.9	9.0	10.0	N/A	11.5	4.6
Nat. Haw/Pac.Isl.	2	2	4	10	9	8	N/A	9	350.0%
(%)	.1	.1	.1	.3	.3	.3	N/A	.3	.3
Two or More Races	37	43	54	64	59	58	N/A	68	83.8%
(%)	1.1	1.5	1.7	2.1	2.0	2.0	N/A	2.4	1.2
Total Minority	822	767	868	898	863	913	N/A	949	15.5%
(%)	25.4	26.4	28.0	29.2	29.2	31.8	N/A	33.0	7.5
Total U.S./Perm Res.	3,231	2,904	3,099	3,073	2,954	2,867	N/A	2,878	-10.9%
Not Reported	455	697	316	211	147	97	N/A	61	-86.6%
(%)	11.7	18.0	8.5	5.8	4.2	2.9	N/A	1.9	-9.9
International	189	276	324	355	364	361	N/A	343	81.5%
(%)	4.9	7.1	8.7	9.8	10.5	10.9	N/A	10.5	5.6
Total	3,875	3,877	3,739	3,639	3,465	3,325	N/A	3,282	-15.3%
Number of Women	2,665	2,677	2,610	2,520	2,412	2,337	N/A	2,340	-12.2%
Percent Women	68.8	69.0	69.8	69.2	69.6	70.3	N/A	71.3	2.5



Fall Doctoral Level Students									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	577	553	511	485	463	426	N/A	405	-29.8%
(%)	80.3	78.9	75.9	72.1	69.5	69.0	N/A	67.7	-12.5
Native American	1	1	0	0	0	1	N/A	1	0.0%
(%)	.1	.1	.0	.0	.0	.2	N/A	.2	.0
Asian	24	32	33	37	38	35	N/A	44	83.3%
(%)	3.3	4.6	4.9	5.5	5.7	5.7	N/A	7.4	4.0
Af. American	67	67	69	83	88	81	N/A	77	14.9%
(%)	9.3	9.6	10.3	12.3	13.2	13.1	N/A	12.9	3.6
Hispanic	42	37	45	54	63	59	N/A	56	33.3%
(%)	5.8	5.3	6.7	8.0	9.5	9.6	N/A	9.4	3.5
Nat. Haw/Pac.Isl.	2	1	1	1	1	2	N/A	2	0.0%
(%)	.3	.1	.1	.1	.2	.3	N/A	.3	.1
Two or More Races	6	10	14	13	13	13	N/A	13	116.7%
(%)	.8	1.4	2.1	1.9	2.0	2.1	N/A	2.2	1.3
Total Minority	142	148	162	188	203	191	N/A	193	35.9%
(%)	19.7	21.1	24.1	27.9	30.5	31.0	N/A	32.3	12.5
Total U.S./Perm Res.	719	701	673	673	666	617	N/A	598	-16.8%
Not Reported	94	77	68	60	50	49	N/A	35	-62.8%
(%)	10.5	9.0	8.5	7.6	6.5	6.7	N/A	5.1	-5.4
International	81	78	63	53	56	62	N/A	56	-30.9%
(%)	9.1	9.1	7.8	6.7	7.3	8.5	N/A	8.1	-.9
Total	894	856	804	786	772	728	N/A	689	-22.9%
Number of Women	553	526	502	491	477	451	N/A	446	-19.3%
Percent Women	61.9	61.4	62.4	62.5	61.8	62.0	N/A	64.7	2.9

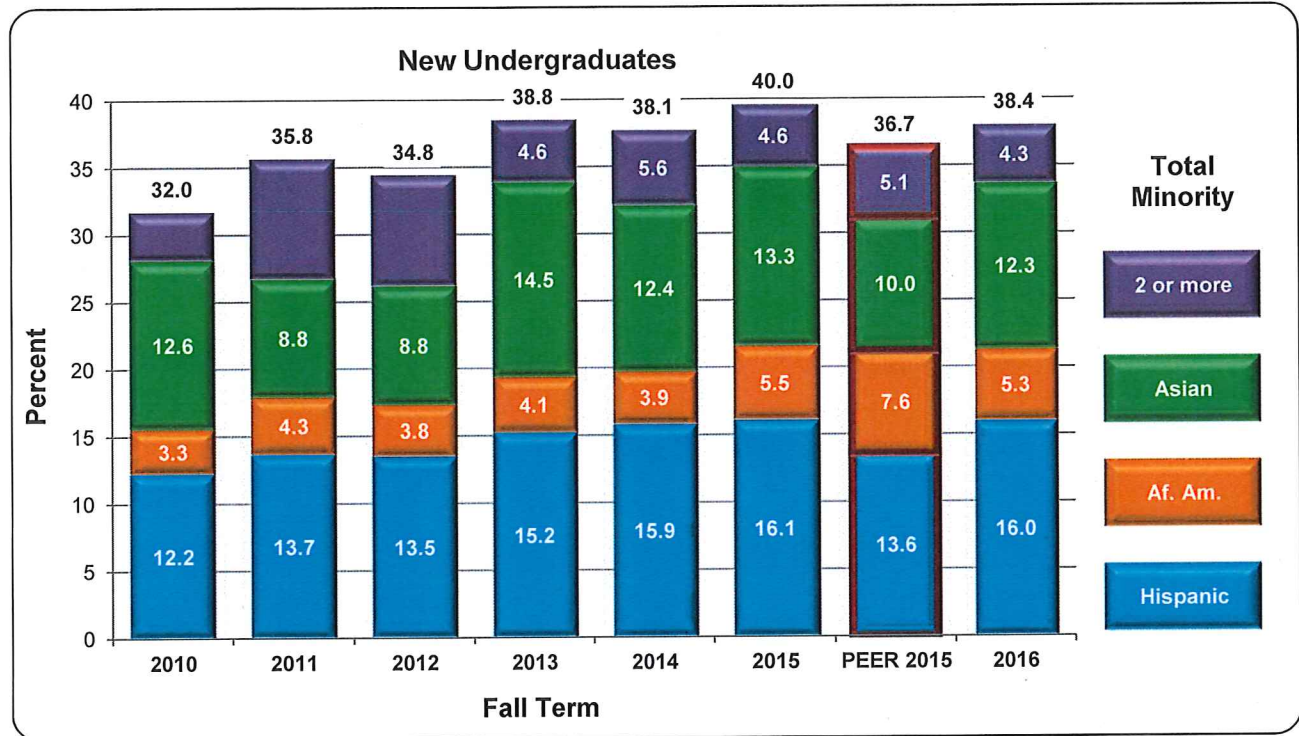


Fall Professional Level Students									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	1,103	1,076	1,051	980	945	888	N/A	839	-23.9%
(%)	79.7	76.9	74.9	74.5	72.9	72.4	N/A	67.2	-12.5
Native American	1	1	1	1	0	2	N/A	2	100.0%
(%)	.1	.1	.1	.1	.0	.2	N/A	.2	.1
Asian	62	69	77	86	104	107	N/A	132	112.9%
(%)	4.5	4.9	5.5	6.5	8.0	8.7	N/A	10.6	6.1
Af. American	91	114	124	109	97	86	N/A	108	18.7%
(%)	6.6	8.1	8.8	8.3	7.5	7.0	N/A	8.6	2.1
Hispanic	107	113	115	112	120	112	N/A	132	23.4%
(%)	7.7	8.1	8.2	8.5	9.3	9.1	N/A	10.6	2.8
Nat. Haw/Pac.Isl.	1	1	0	0	1	1	N/A	1	0.0%
(%)	.1	.1	.0	.0	.1	.1	N/A	.1	.0
Two or More Races	19	25	36	27	29	31	N/A	35	84.2%
(%)	1.4	1.8	2.6	2.1	2.2	2.5	N/A	2.8	1.4
Total Minority	281	323	353	335	351	339	N/A	410	45.9%
(%)	20.3	23.1	25.1	25.5	27.1	27.6	N/A	32.8	12.5
Total U.S./Perm Res.	1,384	1,399	1,404	1,315	1,296	1,227	N/A	1,249	-9.8%
Not Reported	42	43	38	37	31	50	N/A	61	45.2%
(%)	2.9	3.0	2.6	2.7	2.3	3.9	N/A	4.6	1.7
International	12	11	12	12	16	20	N/A	12	0.0%
(%)	.8	.8	.8	.9	1.2	1.5	N/A	.9	.1
Total	1,438	1,453	1,454	1,364	1,343	1,297	N/A	1,322	-8.1%
Number of Women	730	745	738	695	669	634	N/A	684	-6.3%
Percent Women	50.8	51.3	50.8	51.0	49.8	48.9	N/A	51.7	1.0

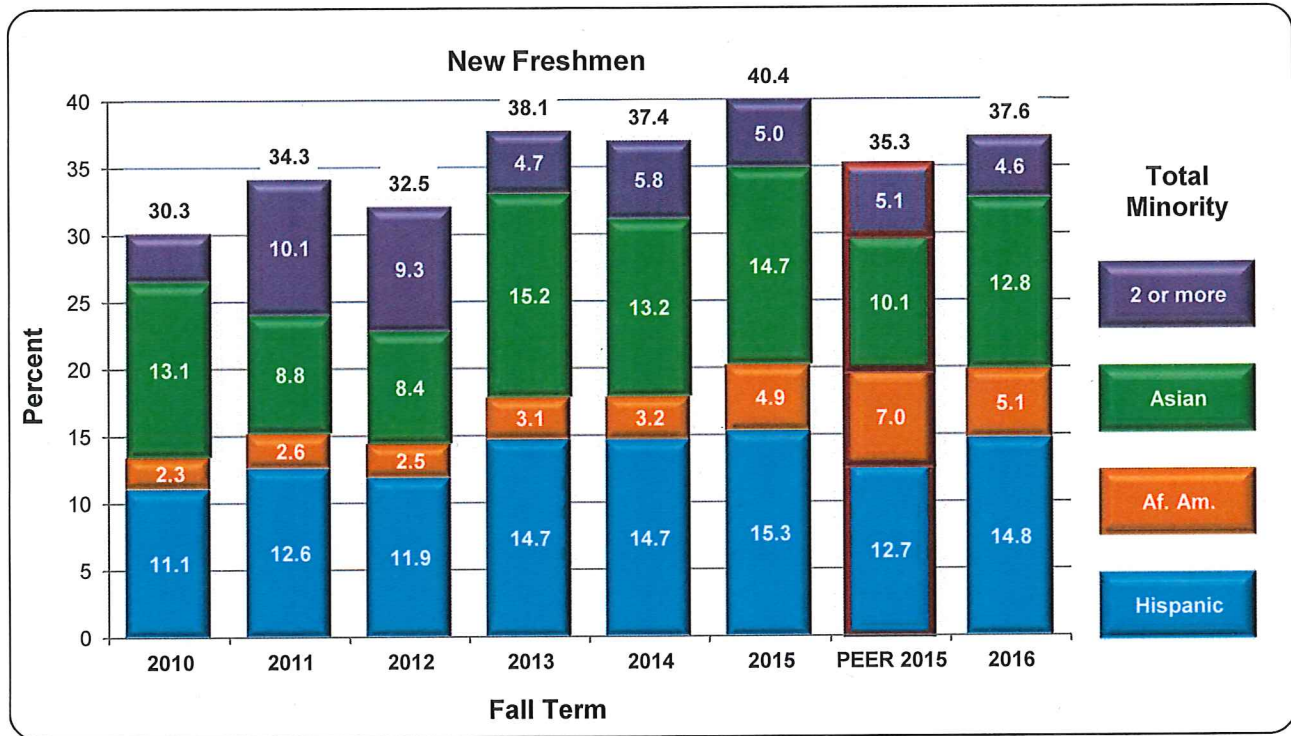


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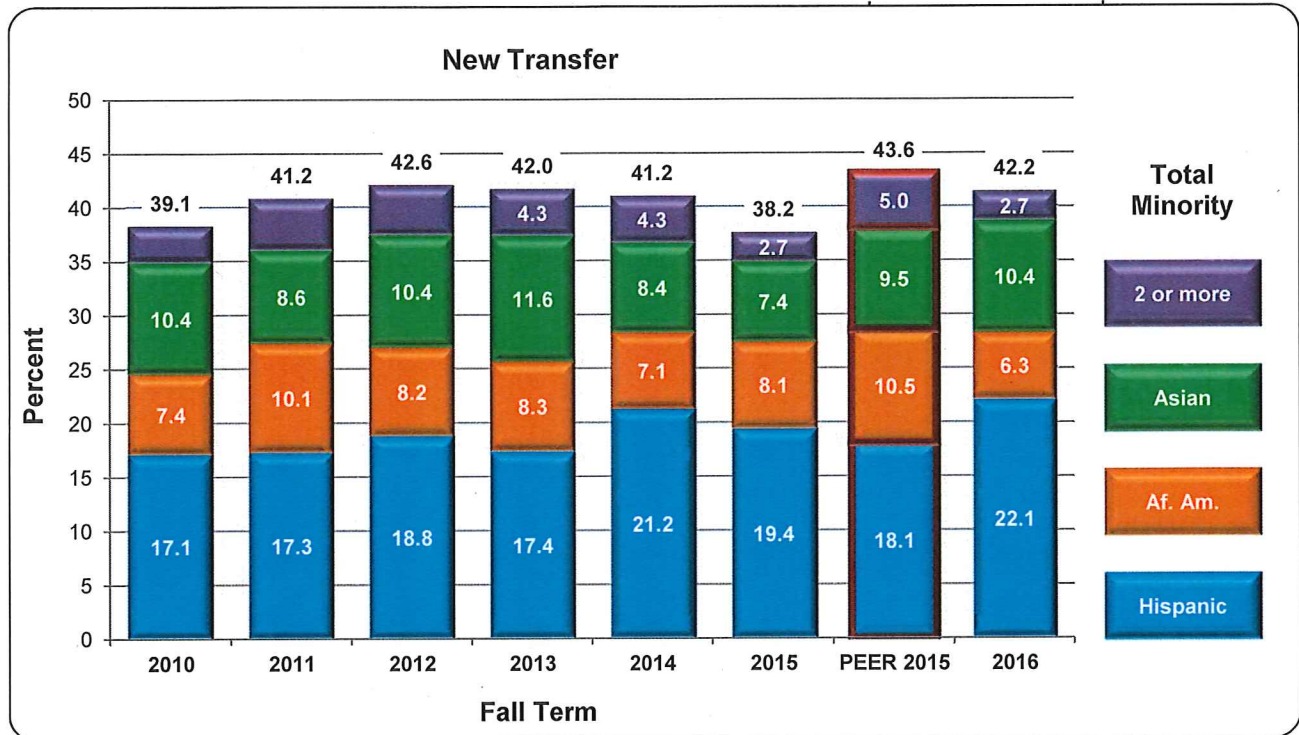
New Undergraduate Diversity



New Undergraduates									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	1,688	1,560	1,650	1,818	1,637	1,526	20,087	1,852	9.7%
(%)	68.0	64.2	65.2	61.2	61.9	60.0	63.3	61.6	-6.4
Native American	2	4	7	3	1	0	55	6	200.0%
(%)	.1	.2	.3	.1	.0	.0	.2	.2	.1
Asian	312	213	224	431	327	339	3,164	371	18.9%
(%)	12.6	8.8	8.8	14.5	12.4	13.3	10.0	12.3	-.2
Af. American	82	104	97	123	103	140	2,411	160	95.1%
(%)	3.3	4.3	3.8	4.1	3.9	5.5	7.6	5.3	2.0
Hispanic	304	332	342	453	419	410	4,316	481	58.2%
(%)	12.2	13.7	13.5	15.2	15.9	16.1	13.6	16.0	3.8
Nat. Haw/Pac.Isl.	6	0	4	8	9	12	58	7	16.7%
(%)	.2	.0	.2	.3	.3	.5	.2	.2	.0
Two or More Races	89	217	208	137	147	117	1,623	129	44.9%
(%)	3.6	8.9	8.2	4.6	5.6	4.6	5.1	4.3	.7
Total Minority	795	870	882	1,155	1,006	1,018	11,627	1,154	45.2%
(%)	32.0	35.8	34.8	38.8	38.1	40.0	36.7	38.4	6.4
Total U.S./Perm Res.	2,483	2,430	2,532	2,973	2,643	2,544	31,714	3,006	21.1%
Not Reported	72	22	37	35	40	29	1,136	33	-54.2%
(%)	2.8	.9	1.4	1.1	1.4	1.1	3.3	1.0	-1.7
International	34	66	25	101	97	140	2,006	132	288.2%
(%)	1.3	2.6	1.0	3.2	3.5	5.2	5.8	4.2	2.8
Total	2,589	2,518	2,594	3,109	2,780	2,713	34,856	3,171	22.5%
Number of Women	1,607	1,596	1,696	2,022	1,860	1,768	19,558	2,150	33.8%
Percent Women	62.1	63.4	65.4	65.0	66.9	65.2	56.1	67.8	5.7



New Freshmen									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	1,400	1,240	1,314	1,484	1,363	1,227	17,195	1,556	11.1%
(%)	69.7	65.7	67.5	61.9	62.6	59.6	64.7	62.4	-7.3
Native American	1	2	4	2	1	0	39	3	200.0%
(%)	.0	.1	.2	.1	.0	.0	.1	.1	.1
Asian	263	166	163	364	288	303	2,676	318	20.9%
(%)	13.1	8.8	8.4	15.2	13.2	14.7	10.1	12.8	-3
Af. American	47	49	49	75	70	101	1,874	128	172.3%
(%)	2.3	2.6	2.5	3.1	3.2	4.9	7.0	5.1	2.8
Hispanic	223	238	232	353	320	316	3,387	368	65.0%
(%)	11.1	12.6	11.9	14.7	14.7	15.3	12.7	14.8	3.7
Nat. Haw/Pac.Isl.	3	0	4	7	8	9	44	6	100.0%
(%)	.1	.0	.2	.3	.4	.4	.2	.2	.1
Two or More Races	73	191	181	112	127	104	1,367	115	57.5%
(%)	3.6	10.1	9.3	4.7	5.8	5.0	5.1	4.6	1.0
Total Minority	610	646	633	913	814	833	9,387	938	53.8%
(%)	30.3	34.3	32.5	38.1	37.4	40.4	35.3	37.6	7.3
Total U.S./Perm Res.	2,010	1,886	1,947	2,397	2,177	2,060	26,582	2,494	24.1%
Not Reported	36	11	3	28	38	26	908	29	-19.4%
(%)	1.7	.6	.2	1.1	1.7	1.2	3.1	1.1	-6
International	17	33	8	87	77	108	1,424	99	482.4%
(%)	.8	1.7	.4	3.5	3.4	4.9	4.9	3.8	3.0
Total	2,063	1,930	1,958	2,512	2,292	2,194	28,914	2,622	27.1%
Number of Women	1,315	1,258	1,303	1,651	1,557	1,470	16,572	1,803	37.1%
Percent Women	63.7	65.2	66.5	65.7	67.9	67.0	57.3	68.8	5.0

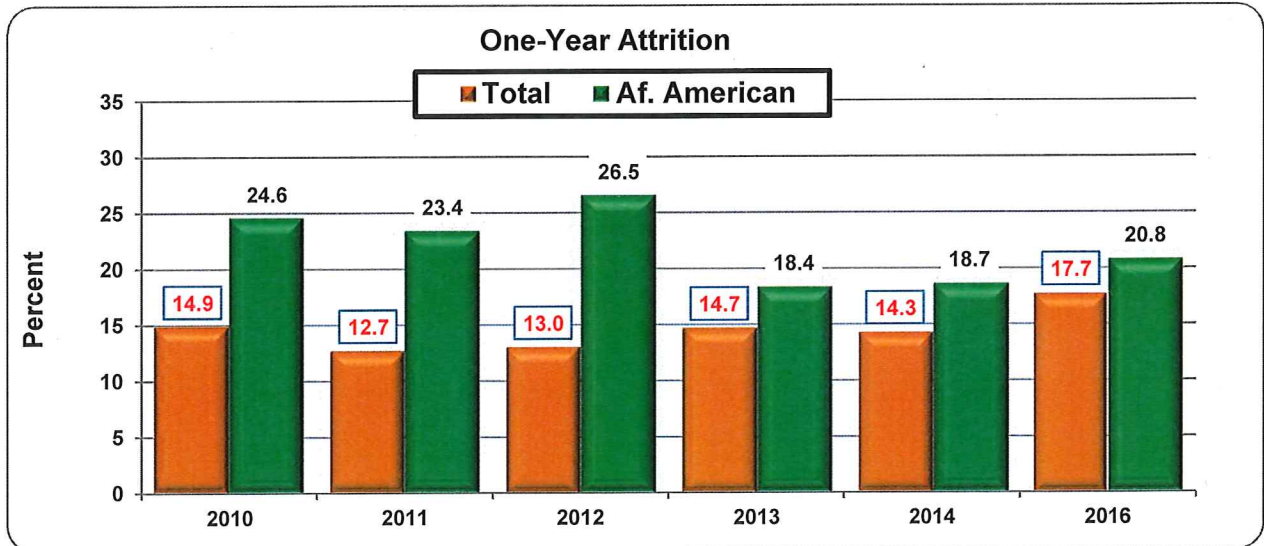
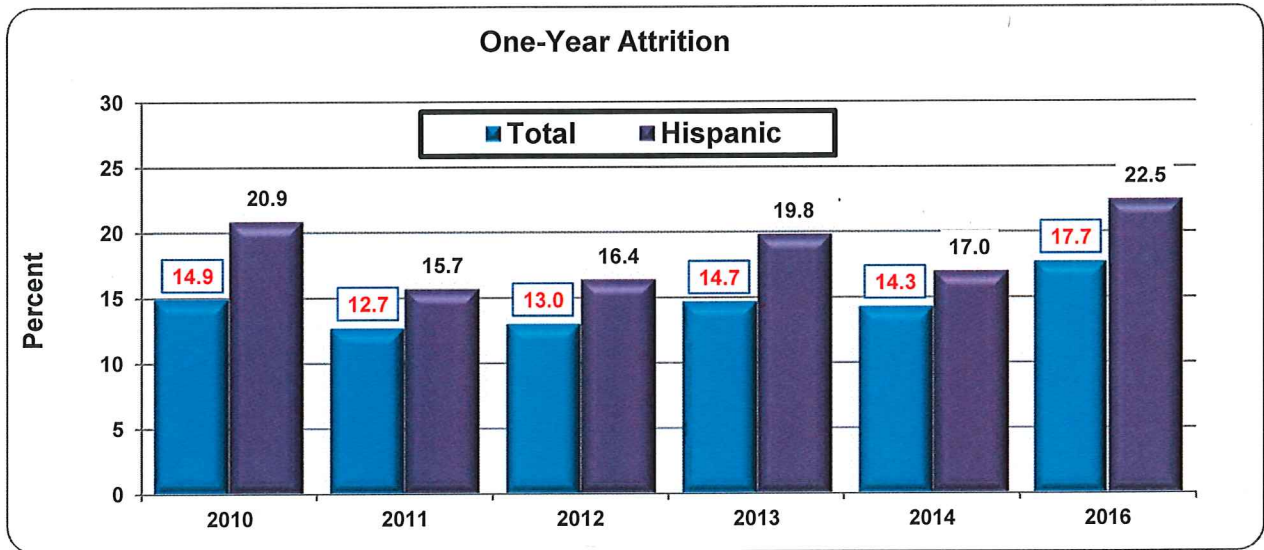
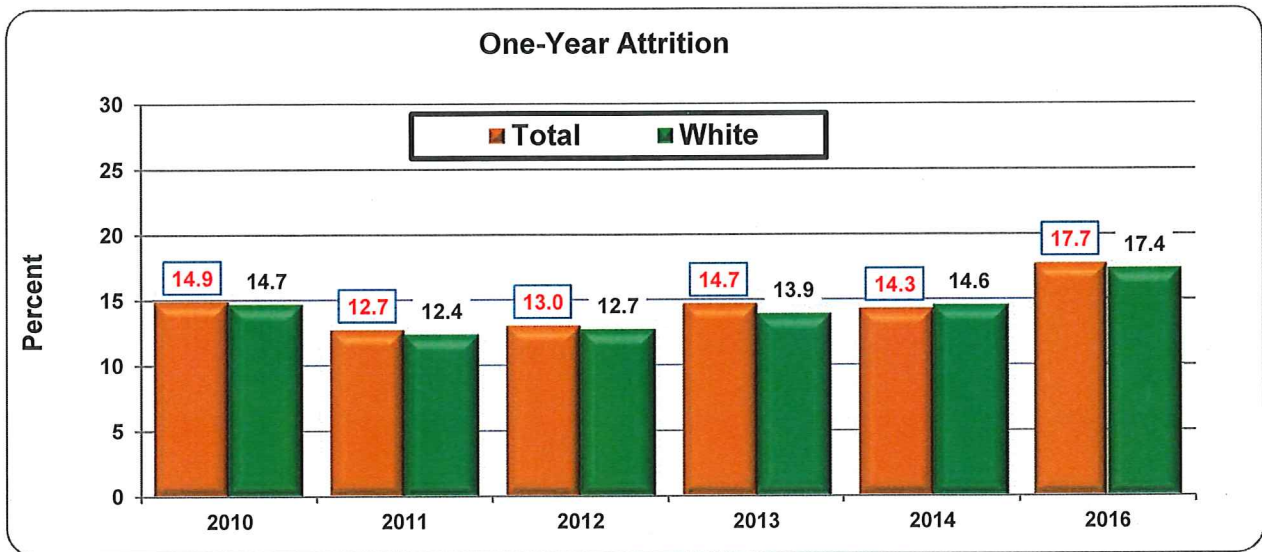


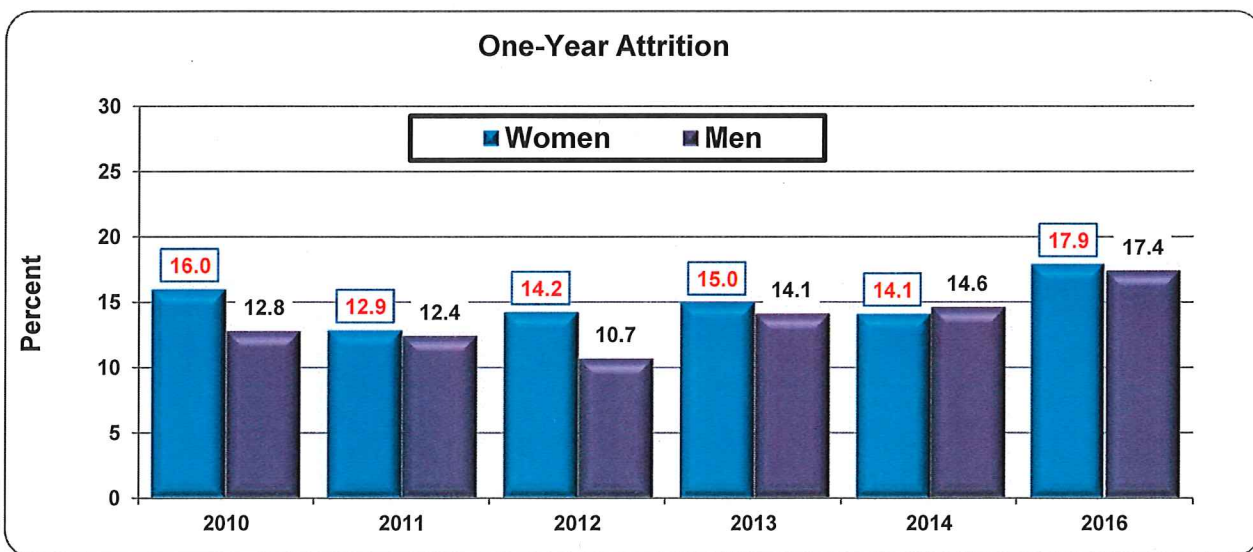
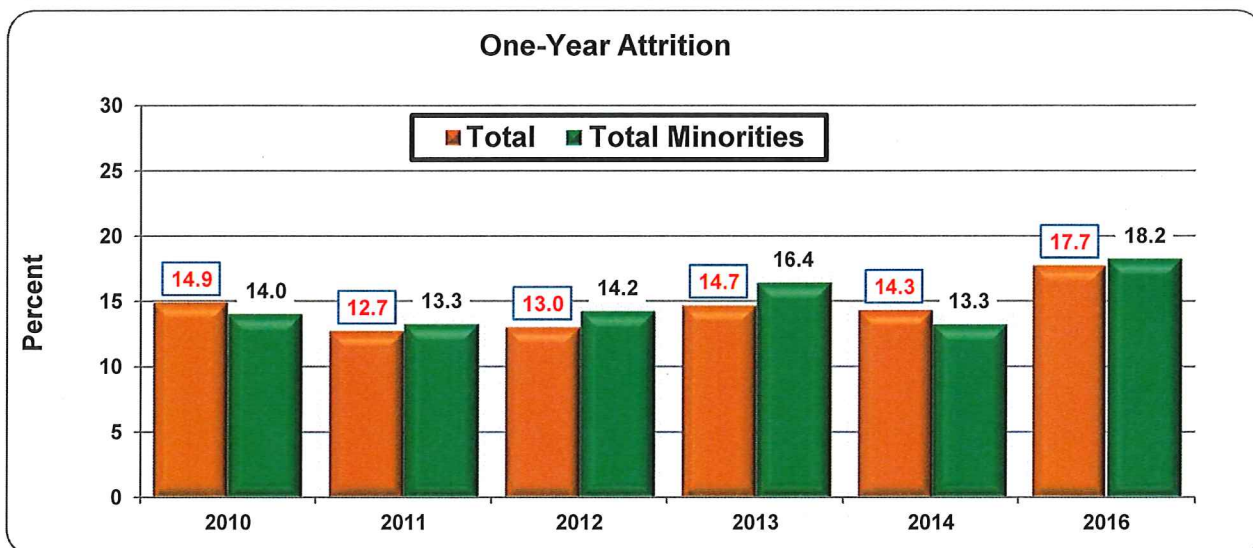
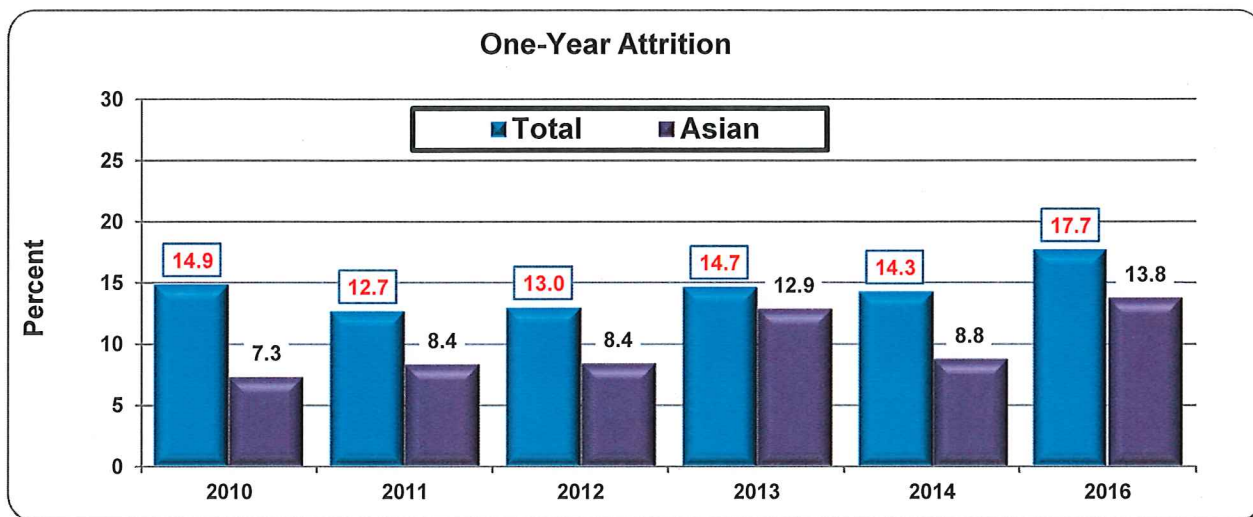
New Transfer									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	288	320	336	334	274	299	2,892	296	2.8%
(%)	60.9	58.8	57.4	58.0	58.8	61.8	56.4	57.8	-3.1
Native American	1	2	3	1	0	0	16	3	200.0%
(%)	.2	.4	.5	.2	.0	.0	.3	.6	.4
Asian	49	47	61	67	39	36	488	53	8.2%
(%)	10.4	8.6	10.4	11.6	8.4	7.4	9.5	10.4	.0
Af. American	35	55	48	48	33	39	537	32	-8.6%
(%)	7.4	10.1	8.2	8.3	7.1	8.1	10.5	6.3	-1.1
Hispanic	81	94	110	100	99	94	929	113	39.5%
(%)	17.1	17.3	18.8	17.4	21.2	19.4	18.1	22.1	4.9
Nat. Haw/Pac.Isl.	3	0	0	1	1	3	14	1	-66.7%
(%)	.6	.0	.0	.2	.2	.6	.3	.2	-.4
Two or More Races	16	26	27	25	20	13	256	14	-12.5%
(%)	3.4	4.8	4.6	4.3	4.3	2.7	5.0	2.7	-.6
Total Minority	185	224	249	242	192	185	2,240	216	16.8%
(%)	39.1	41.2	42.6	42.0	41.2	38.2	43.6	42.2	3.1
Total U.S./Perm Res.	473	544	585	576	466	484	5,132	512	8.2%
Not Reported	36	11	34	7	2	3	228	4	-88.9%
(%)	6.8	1.9	5.8	1.2	.4	.6	3.8	.8	-6.1
International	17	33	17	14	20	32	582	33	94.1%
(%)	3.2	5.6	2.9	2.4	4.3	6.6	9.8	6.4	3.2
Total	526	588	636	597	488	519	5,942	549	4.4%
Number of Women	292	338	393	371	303	298	2,986	347	18.8%
Percent Women	55.5	57.5	61.8	62.1	62.1	57.4	50.3	63.2	7.7



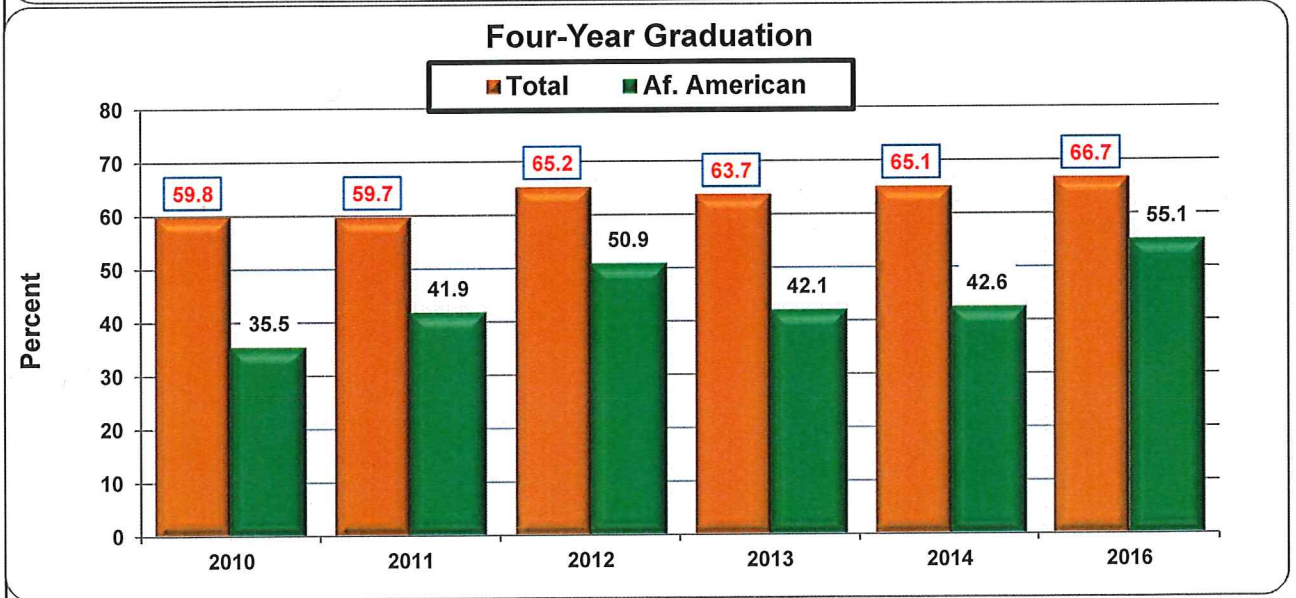
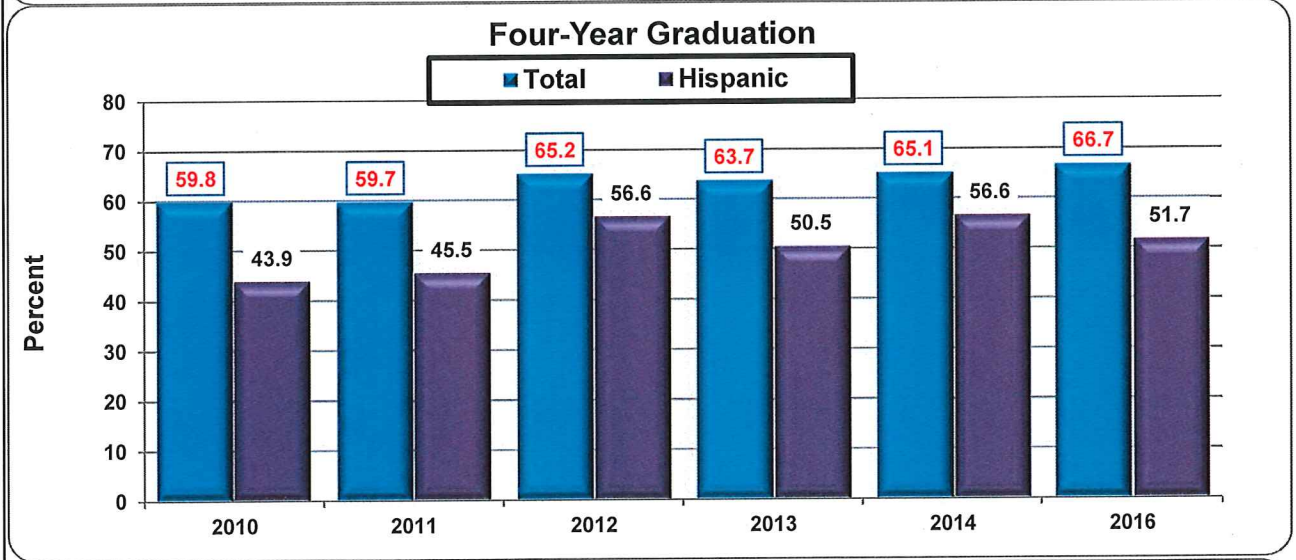
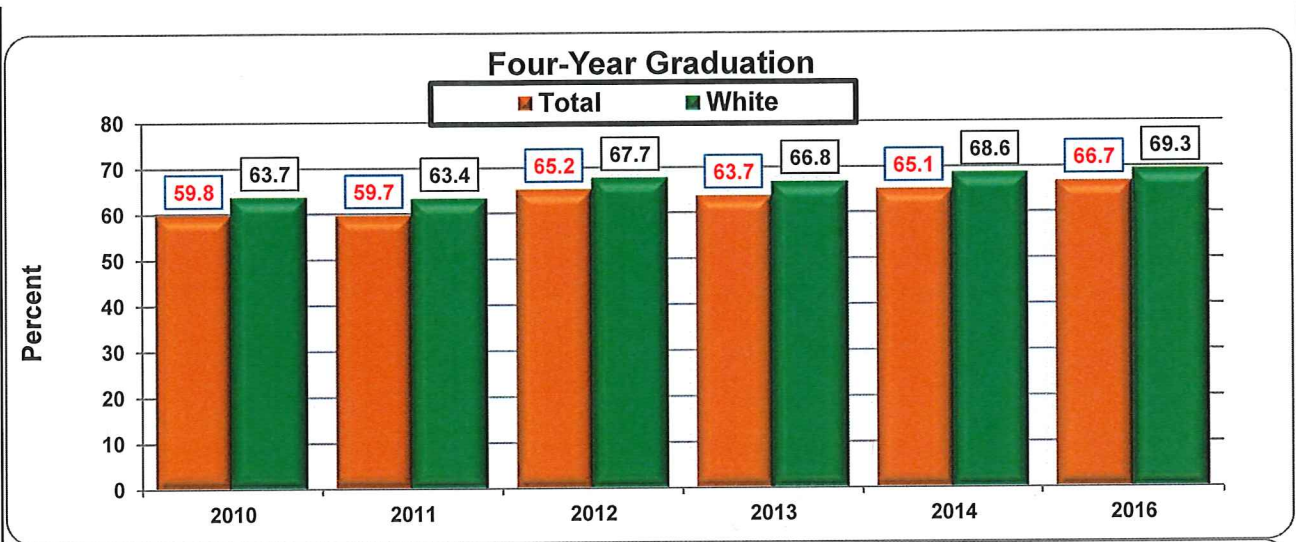
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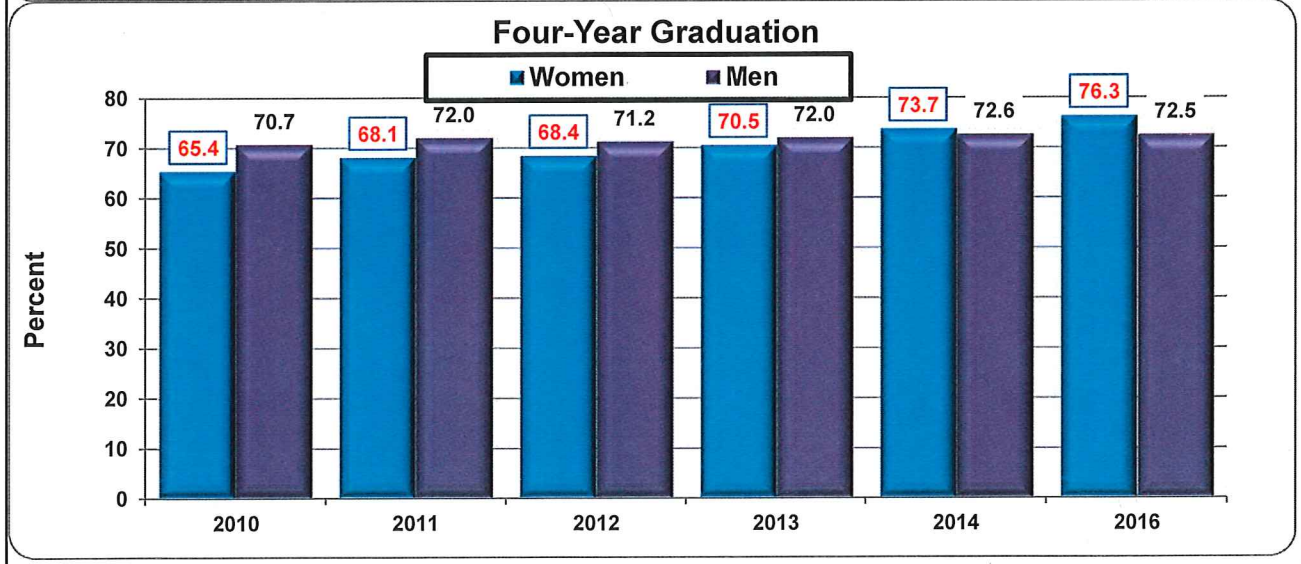
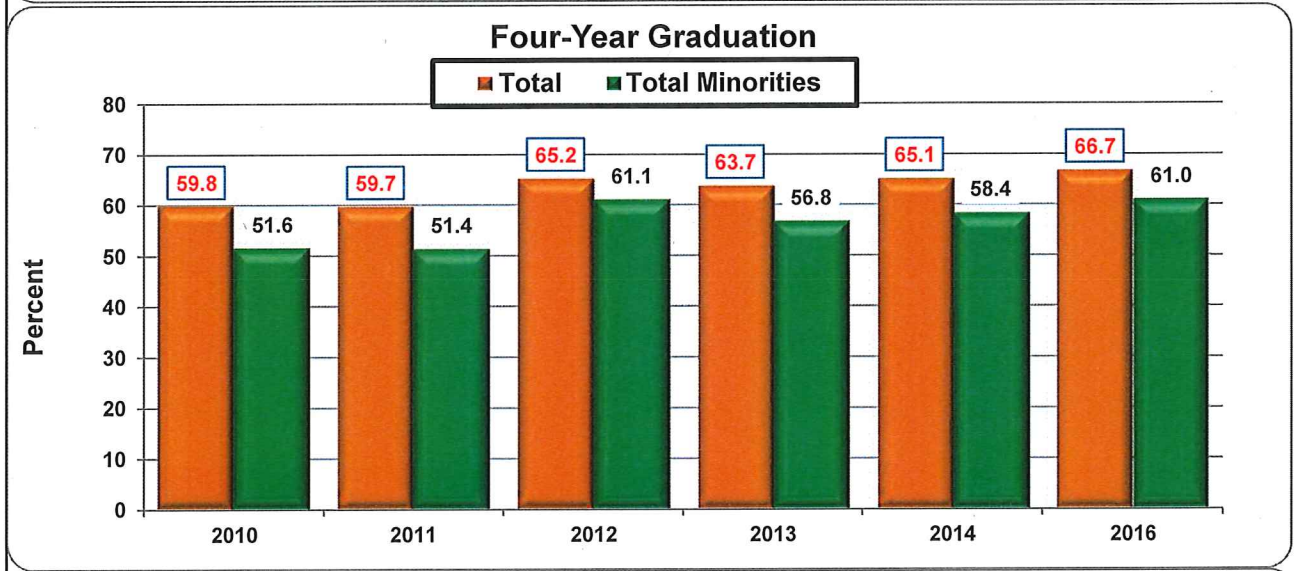
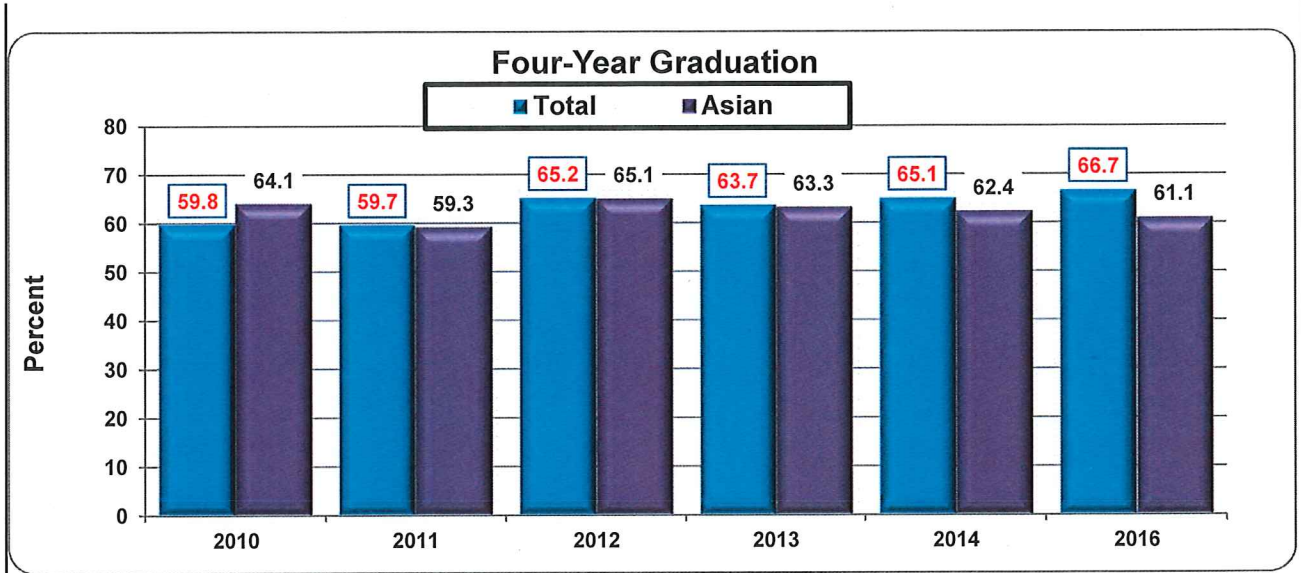
Diversity Outcomes



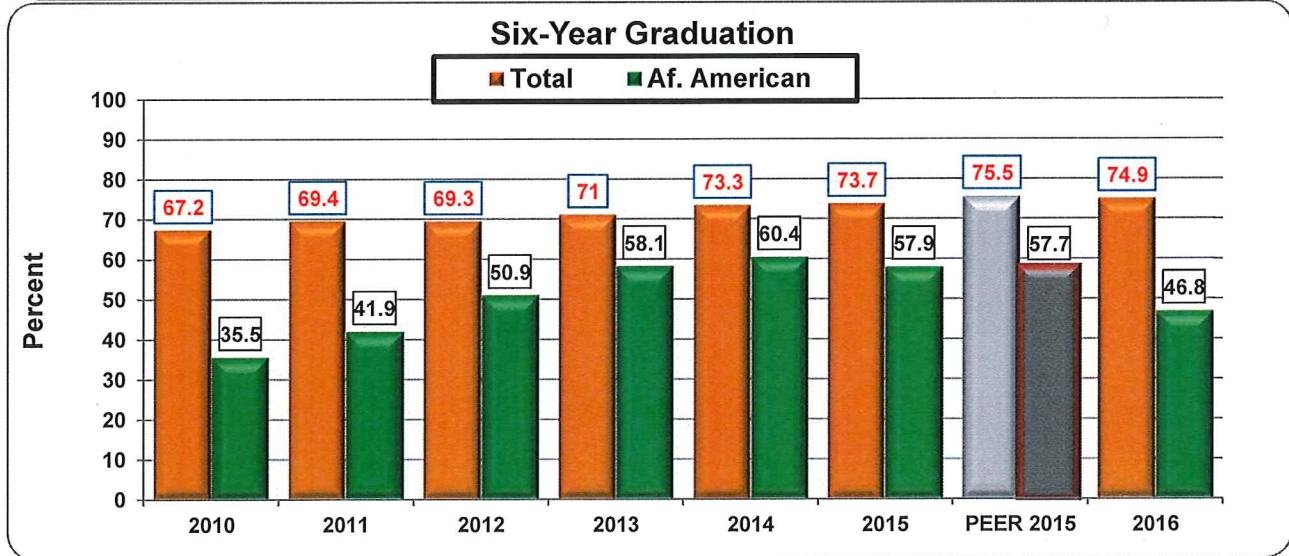
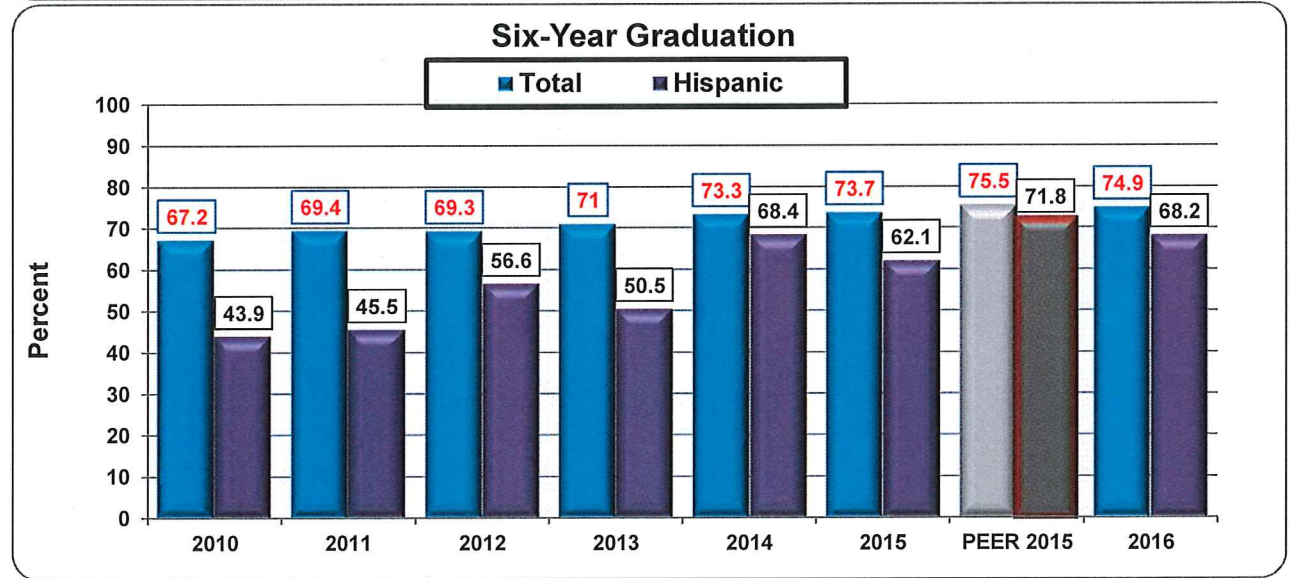
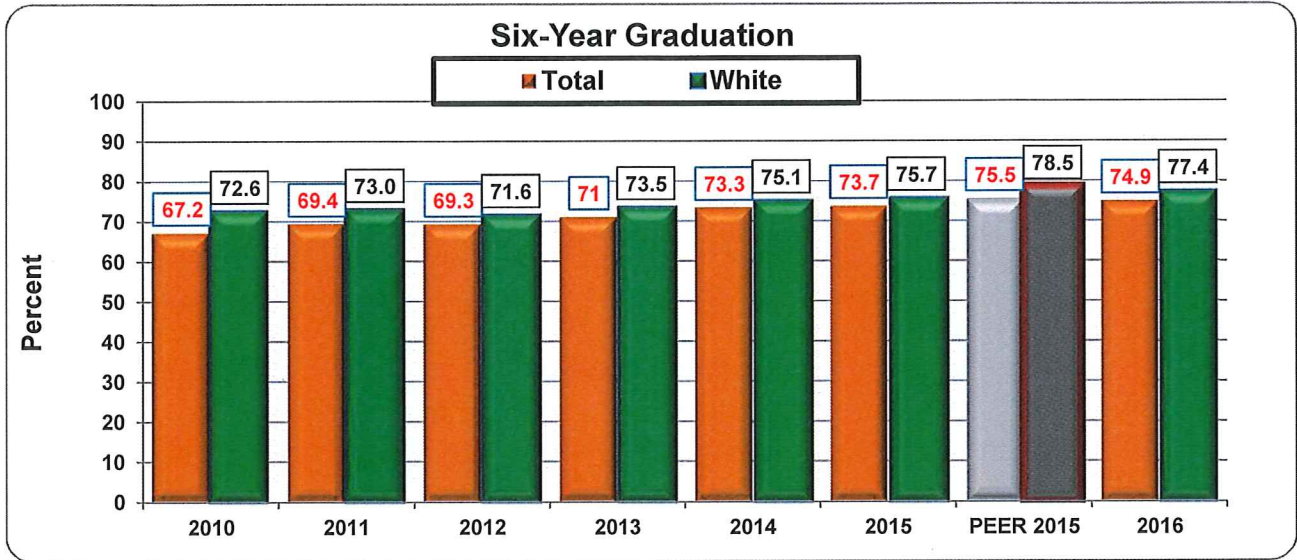


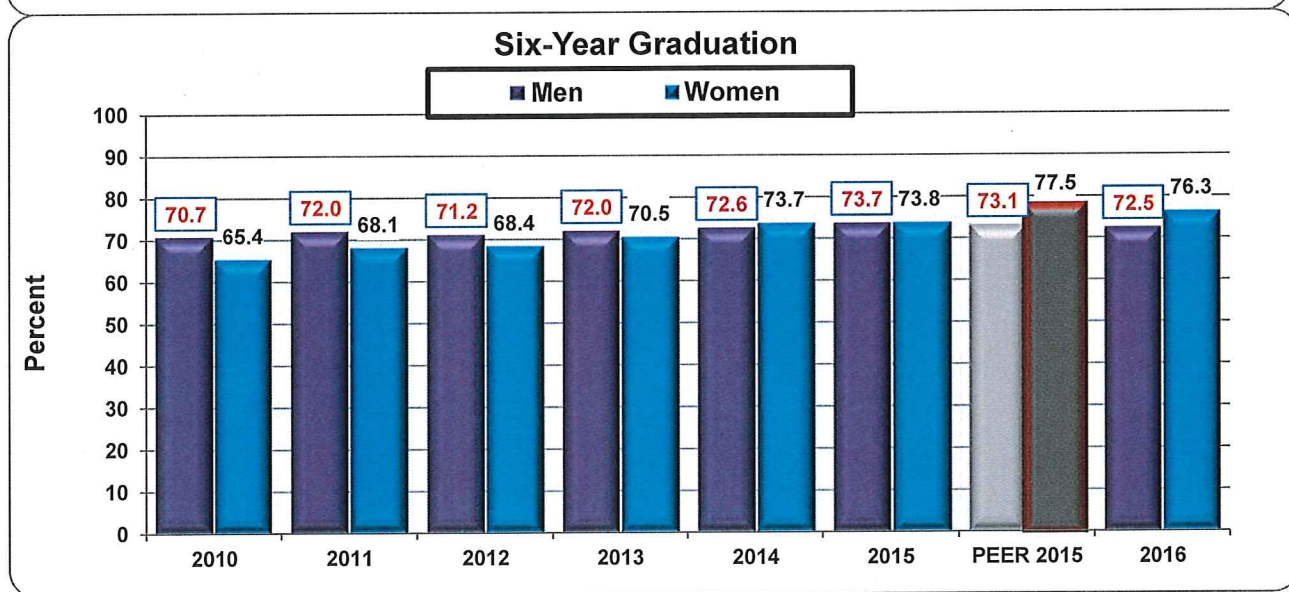
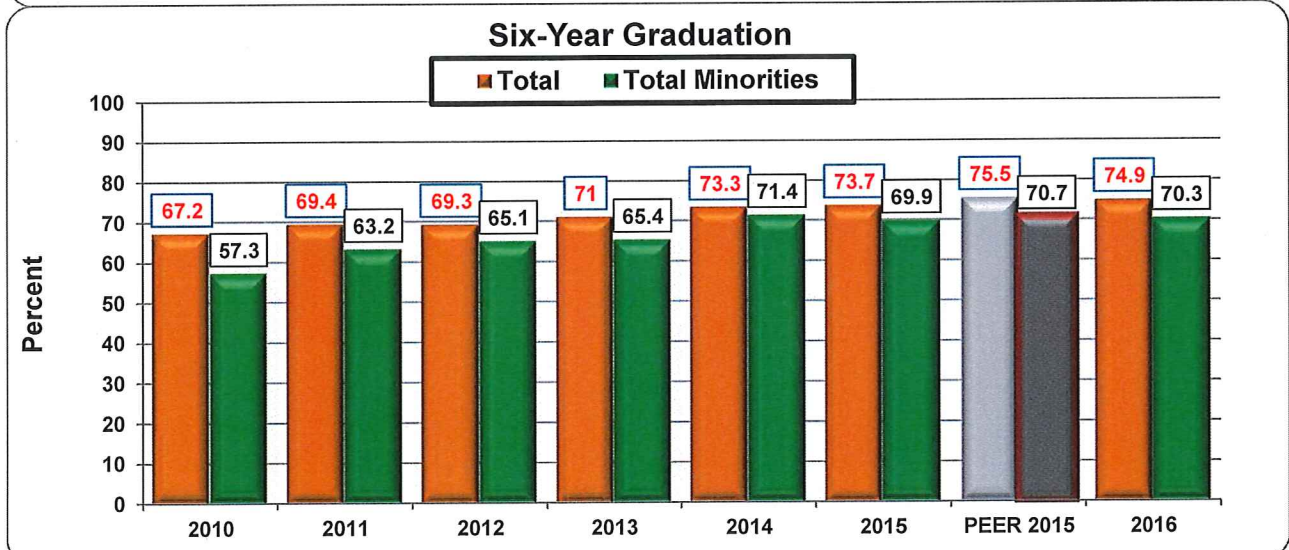
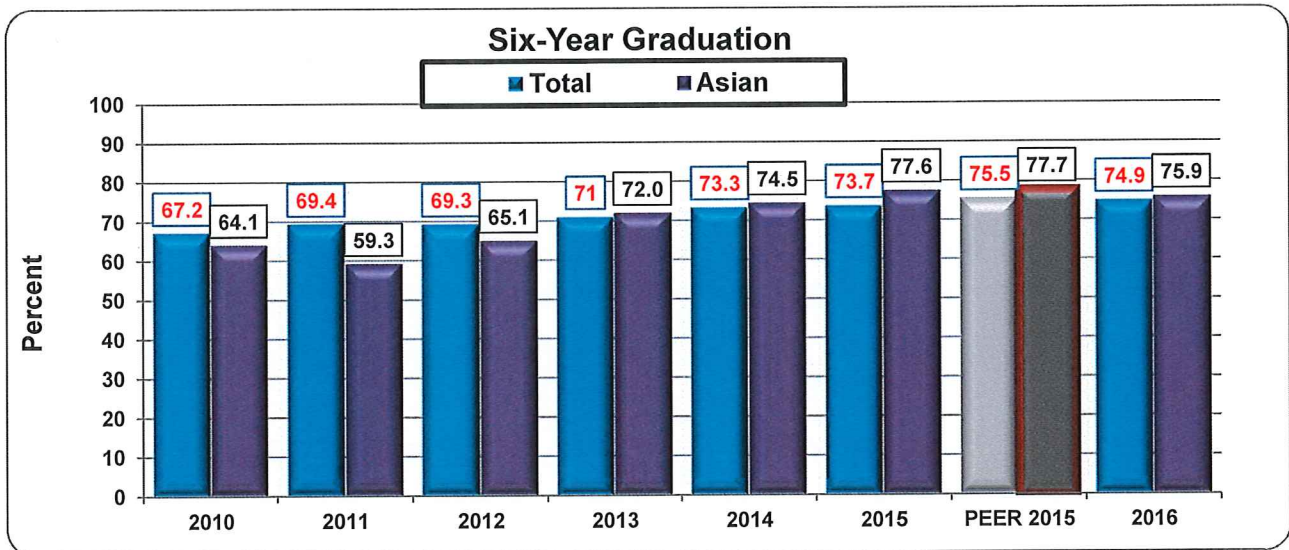
One-Year Attrition									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
Cohort	2,076	2,063	1,930	2,003	2,512	2,292	N/A	2,194	5.7%
Attrits	309	262	251	294	359	321	N/A	389	25.9%
Attrition Rate	14.9	12.7	13.0	14.7	14.3	14.0	N/A	17.7	2.8
White	1,410	1,400	1,240	1,314	1,484	1,363	N/A	1,227	-13.0%
Attrits	207	173	158	183	216	165	N/A	213	2.9%
Attrition Rate	14.7	12.4	12.7	13.9	14.6	12.1	N/A	17.4	2.7
Native American	4	1	2	4	2	1	N/A	0	-100.0%
Attrits	0	0	1	1	0	1	N/A	0	---
Attrition Rate	0.0	0.0	50.0	25.0	0.0	100.0	N/A	---	---
Asian	259	263	166	163	364	288	N/A	312	20.5%
Attrits	19	22	14	21	32	42	N/A	43	126.3%
Attrition Rate	7.3	8.4	8.4	12.9	8.8	14.6	N/A	13.8	6.4
Af. American	57	47	49	49	75	70	N/A	101	77.2%
Attrits	14	11	13	9	14	9	N/A	21	50.0%
Attrition Rate	24.6	23.4	26.5	18.4	18.7	12.9	N/A	20.8	-3.8
Hispanic	206	223	238	232	353	320	N/A	316	53.4%
Attrits	43	35	39	46	60	73	N/A	71	65.1%
Attrition Rate	20.9	15.7	16.4	19.8	17.0	22.8	N/A	22.5	1.6
Nat. Haw/Pac.Isl.	3	3	0	4	7	8	N/A	0	-100.0%
Attrits	0	0	0	0	2	1	N/A	0	---
Attrition Rate	0.0	0.0	0.0	0.0	28.6	12.5	N/A	---	---
Two or More Races	20	73	191	181	112	127	N/A	104	420.0%
Attrits	1	13	25	27	13	16	N/A	17	1600.0%
Attrition Rate	5.0	17.8	13.1	14.9	11.6	12.6	N/A	16.3	11.3
Total Minorities	549	610	646	633	913	814	N/A	833	51.7%
Attrits	77	81	92	104	121	142	N/A	152	97.4%
Attrition Rate	14.0	13.3	14.2	16.4	13.3	17.4	N/A	18.2	4.2
Not Reported	101	36	11	16	28	38	N/A	26	-74.3%
Attrits	23	6	0	3	6	5	N/A	8	-65.2%
Attrition Rate	22.8	16.7	0.0	18.8	21.4	13.2	N/A	30.8	8.0
International	16	17	33	40	87	77	N/A	108	575.0%
Attrits	2	2	1	4	16	10	N/A	16	700.0%
Attrition Rate	12.5	11.8	3.0	10.0	18.4	13.0	N/A	14.8	2.3
Women	1,358	1,315	1,258	1,303	1,651	1,557	N/A	1,470	8.2%
Attrits	217	169	179	195	233	208	N/A	263	21.2%
Attrition Rate	16.0	12.9	14.2	15.0	14.1	13.4	N/A	17.9	1.9
Men	718	748	672	700	861	735	N/A	724	0.8%
Attrits	92	93	72	99	126	113	N/A	126	37.0%
Attrition Rate	12.8	12.4	10.7	14.1	14.6	15.4	N/A	17.4	4.6



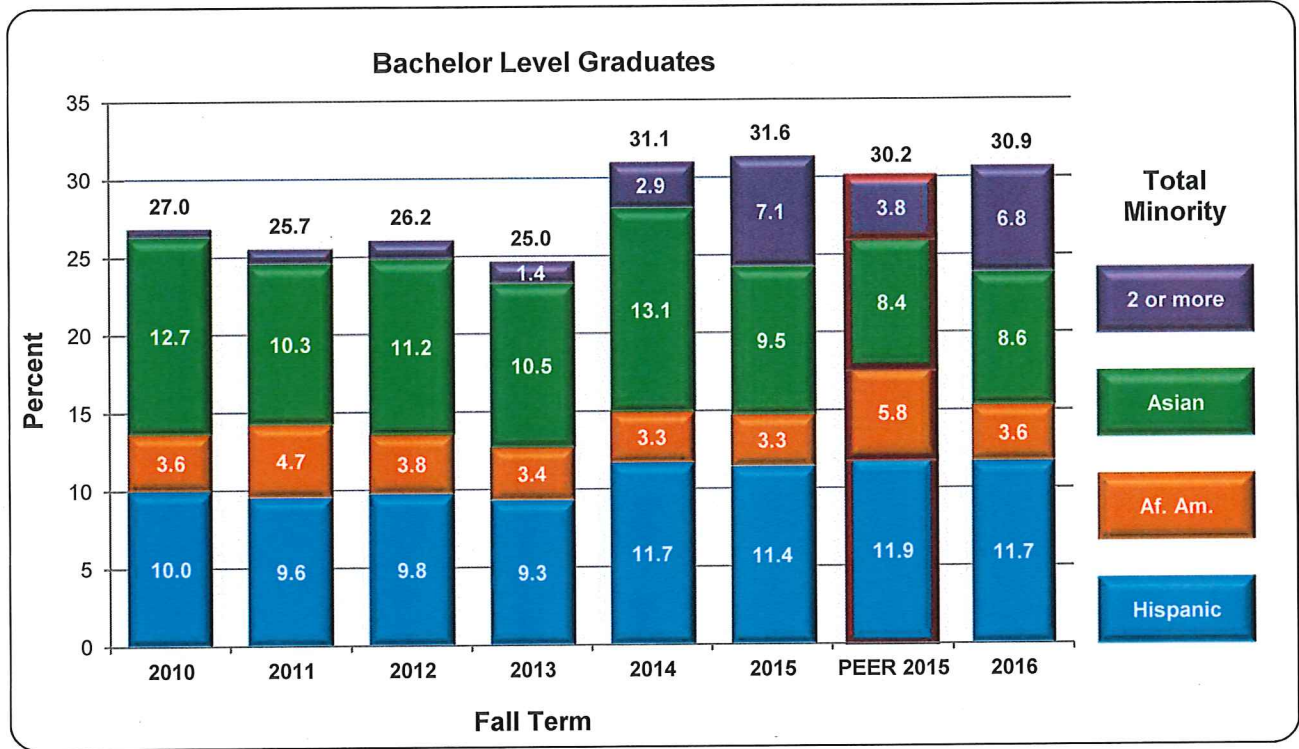


Four-Year Attrition/Graduation									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
Cohort	2,134	2,035	2,176	2,076	2,063	1,930	26,937	2,003	-6.1%
Enrolled %	11	12	9	10	10	8		8	-31.3%
Attrition Rate	28.9	28.7	25.5	26.5	24.7	22.8		25.6	-3.3
Graduation Rate	59.8	59.7	65.2	63.7	65.1	69.1	63.6	66.7	6.9
White	1,379	1,349	1,541	1,410	1,400	1,240	16,984	1,314	-4.7%
Enrolled %	9	11	8	9	9	7		7	-29.8%
Attrition Rate	26.9	26.2	23.9	24.7	22.3	21.4		24.0	-2.9
Graduation Rate	63.7	63.4	67.7	66.8	68.6	71.5	68.1	69.3	5.6
Native American	6	6	0	4	1	2	101	4	-33.3%
Enrolled %	67	17	0	0	0	0		0	-100.0%
Attrition Rate	33.3	83.3	0.0	0.0	0.0	100.0		25.0	-8.3
Graduation Rate	0	0	0	100	100	0	50.5	75	75
Asian	245	246	235	259	263	166	2,326	167	-31.8%
Enrolled %	8	12	11	13	14	8		12	53.8%
Attrition Rate	28.2	28.5	24.3	23.9	23.6	18.1		26.9	-1.3
Graduation Rate	64.1	59.3	65.1	63.3	62.4	74.1	60.1	61.1	-3
Af. American	76	86	53	57	47	49	1,711	49	-35.5%
Enrolled %	22	16	17	16	13	6		10	-54.5%
Attrition Rate	42.1	41.9	32.1	42.1	44.9	36.7		34.7	-7.4
Graduation Rate	35.5	41.9	50.9	42.1	42.6	57.1	41.6	55.1	19.6
Hispanic	221	198	196	206	223	238	2,845	232	5.0%
Enrolled %	21	16	12	13	13	12		12	-44.6%
Attrition Rate	34.8	38.9	31.6	36.9	30.9	27.3		27.3	-7.5
Graduation Rate	43.9	45.5	56.6	50.5	56.6	60.9	58.4	51.7	7.8
Nat. Haw/Pac.Isl.	1	2	0	3	3	0	43	0	-100.0%
Enrolled %	0	50	0	0	0	0		0	---
Attrition Rate	0.0	50.0	0.0	0.0	66.7	0.0		0.0	0.0
Graduation Rate	100	0	0	100	33.3	0	69.8	0	-100
Two or More Races	15	14	20	20	73	191	570	181	1106.7%
Enrolled %	27	7	15	15	7	7		7	-75.3%
Attrition Rate	13.3	7.1	0.0	20.0	32.9	26.7		24.3	11.0
Graduation Rate	60	85.7	85	65	60.3	66	66.7	69.1	9.1
Total Minorities	564	552	504	549	610	646	7,596	633	12.2%
Enrolled %	16	14	12	13	13	9		10	-37.3%
Attrition Rate	32.3	34.4	27.0	30.2	29.2	25.7		28.9	-3.4
Graduation Rate	51.6	51.4	61.1	56.8	58.4	65.3	55.7	61	9.4
Not Reported	168	128	117	101	36	11	1,451	16	-90.5%
Enrolled %	10	13	10	6	8	18		6	-37.6%
Attrition Rate	33.3	29.7	37.6	33.7	33.3	9.1		25.0	-8.3
Graduation Rate	56.5	57.8	52.1	60.4	58.3	72.7	61.7	68.8	12.3
International	23	6	14	16	17	33	906	40	73.9%
Enrolled %	13	17	7	31	29	24		8	-42.3%
Attrition Rate	34.8	50.0	42.9	18.8	41.2	24.2		25.0	-9.8
Graduation Rate	52.2	33.3	50	50	29.4	51.5	49.6	67.5	15.3
Women	1,426	1,377	1,460	1,358	1,315	1,258	14,957	1,303	-8.6%
Enrolled %	11	9	8	8	8	6		7	-39.4%
Attrition Rate	29.8	29.4	25.3	26.6	24.2	23.1		25.7	-4.1
Graduation Rate	59.3	61.3	66.5	65.5	68.3	71.2	67.5	67.7	8.4
Men	708	658	716	718	748	672	11,980	700	-1.1%
Enrolled %	12	16	12	13	14	13		10	-18.3%
Attrition Rate	27.1	27.2	25.8	26.5	26.9	22.3		25.4	-1.7
Graduation Rate	60.9	56.4	62.6	60.4	59.4	65.2	58.9	64.7	3.8

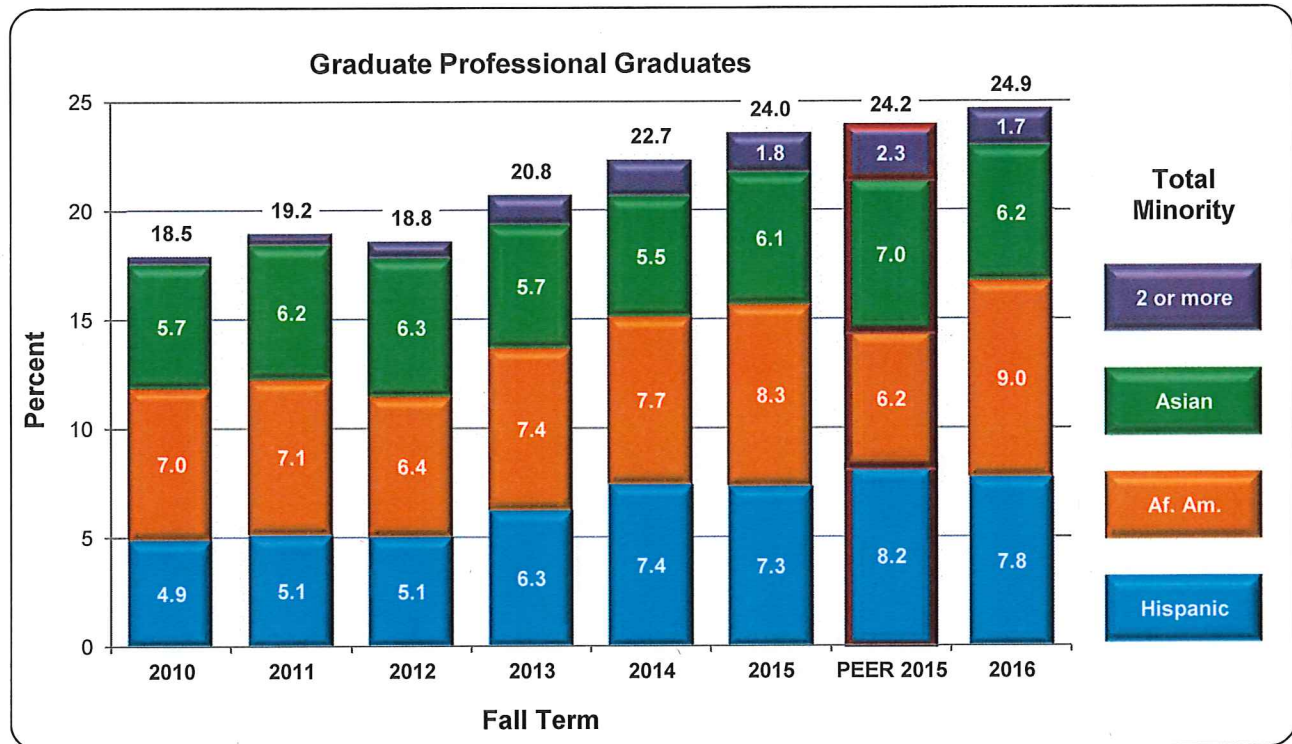




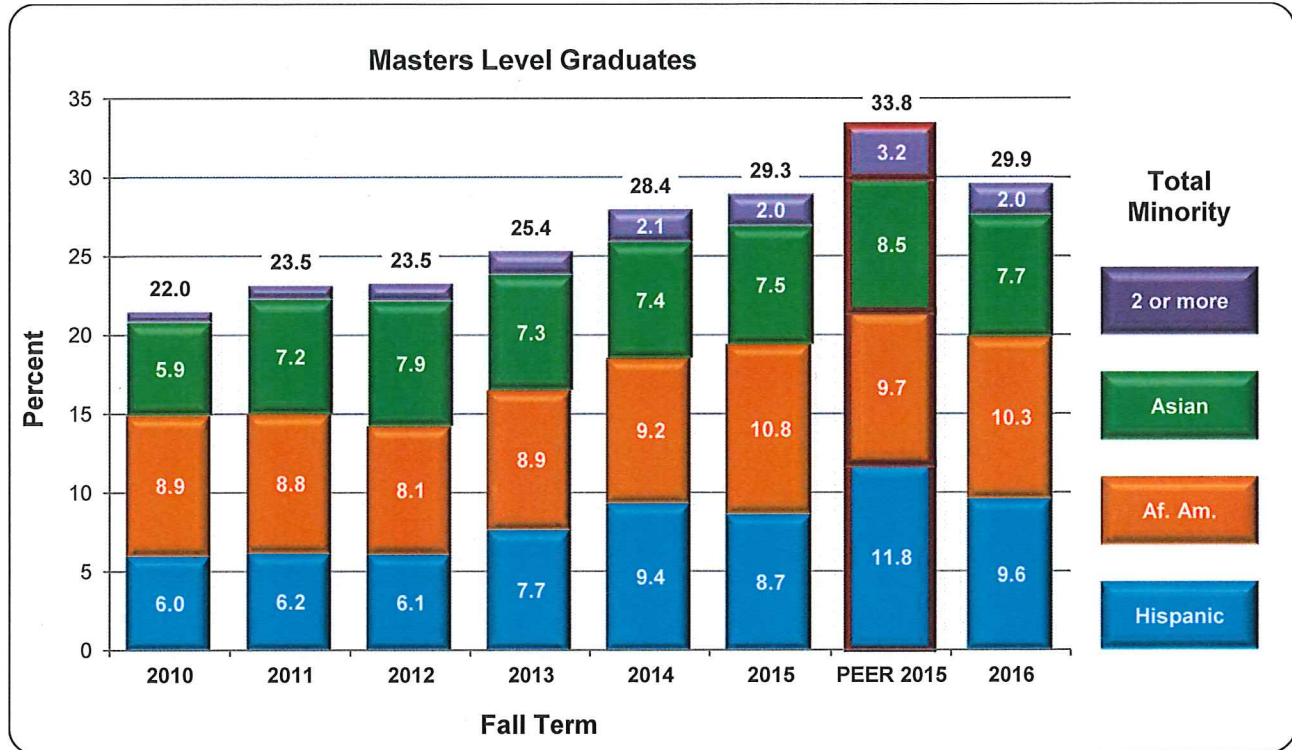
Six-Year Attrition/Graduation									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
Cohort	1,787	2,080	2,134	2,035	2,176	2,076	26,937	2,063	15.4%
Enrolled %	2	2	1	1	1	0	0.8	1	-62.5%
Attrition Rate	31.2	28.9	29.5	28.3	25.9	25.9	21.9	24.5	-6.7
Graduation Rate	67.2	69.4	69.3	71	73.3	73.7	75.5	74.9	7.7
White	1,098	1,316	1,379	1,349	1,541	1,410	16,984	1,400	27.5%
Enrolled %	1	1	1	1	0	0	0.6	0	-66.7%
Attrition Rate	26.2	25.7	27.3	26.0	25.5	24.0	19.4	22.1	-4.1
Graduation Rate	72.6	73	71.6	73.5	75.1	75.7	78.5	77.4	4.8
Native American	4	10	6	6	0	4	101	1	-75.0%
Enrolled %	0	10	17	0	0	0	2.0	0	---
Attrition Rate	25.0	50.0	33.3	83.3	0.0	0.0	33.7	0.0	-25.0
Graduation Rate	75	40	50	16.7	0	100	64.4	100	25
Asian	231	290	245	246	235	259	2,326	266	15.2%
Enrolled %	8	12	11	1	2	0	1.0	0	-100.0%
Attrition Rate	28.2	28.5	24.3	26.8	23.4	22.4	19.8	23.7	-4.5
Graduation Rate	64.1	59.3	65.1	72	74.5	77.6	77.7	75.9	11.8
Af. American	97	92	76	86	53	57	1,711	47	-51.5%
Enrolled %	22	16	17	1	2	0	1.1	0	-100.0%
Attrition Rate	42.1	41.9	32.1	40.7	37.7	42.1	39.2	53.2	11.1
Graduation Rate	35.5	41.9	50.9	58.1	60.4	57.9	57.7	46.8	11.3
Hispanic	170	238	221	198	196	206	2,845	223	31.2%
Enrolled %	21	16	12	13	1	1	1.5	1	-96.2%
Attrition Rate	34.8	38.9	31.6	36.9	31.1	37.4	24.7	30.9	-3.9
Graduation Rate	43.9	45.5	56.6	50.5	68.4	62.1	71.8	68.2	24.3
Nat. Haw/Pac.Isl.	0	0	1	2	0	3	43	0	---
Enrolled %	0	50	0	0	0	0	0.0	0	---
Attrition Rate	0.0	50.0	0.0	50.0	0.0	0.0	16.3	0.0	0.0
Graduation Rate	100	0	0	50.0	0	100	79.1	0	-100
Two or More Races	1	6	15	14	20	20	570	73	7200.0%
Enrolled %	100	0	0	0	0	0	1.4	0	-100.0%
Attrition Rate	0.0	0.0	13.3	7.1	5.0	25.0	18.8	28.8	28.8
Graduation Rate	0	100	86.7	92.9	95	75	76	71.2	71.2
Total Minorities	503	636	564	552	504	549	7,596	610	21.3%
Enrolled %	3	2	2	2	1	0	1.3	1	-82.1%
Attrition Rate	40.0	34.4	33.3	33.2	27.2	29.9	26.1	29.2	-10.8
Graduation Rate	57.3	63.2	65.1	65.4	71.4	69.9	70.7	70.3	13
Not Reported	167	110	168	128	117	101	1,451	36	-78.4%
Enrolled %	1	2	1	0	2	1	1.0	3	133.3%
Attrition Rate	37.1	32.7	33.3	29.7	36.8	31.7	26.1	30.6	-6.5
Graduation Rate	61.7	65.5	65.5	70.3	61.5	67.3	71.7	66.7	5
International	19	18	23	6	14	16	906	17	-10.5%
Enrolled %	0	0	4	0	7	6	1.7	12	---
Attrition Rate	31.6	50.0	34.8	50.0	42.9	18.8	30.7	41.1	9.5
Graduation Rate	68.4	50	60.9	50.0	50.0	75.0	67.3	47.1	-21.3
Women	1,176	1,365	1,426	1,377	1,460	1,358	14,957	1,315	11.8%
Enrolled %	2	2	1	1	1	0	0.6	0	-86.7%
Attrition Rate	33.1	30.4	30.6	28.7	25.6	25.9	20.0	23.5	-9.6
Graduation Rate	65.4	68.1	68.4	70.5	73.7	73.8	77.5	76.3	10.9
Men	611	715	708	658	716	718	11,980	748	22.4%
Enrolled %	2	2	2	1	1	0	1.1	1	-33.3%
Attrition Rate	27.5	26.2	27.3	27.2	26.5	25.9	24.2	26.3	-1.2
Graduation Rate	70.7	72.0	71.2	72	72.6	73.7	73.1	72.5	1.8



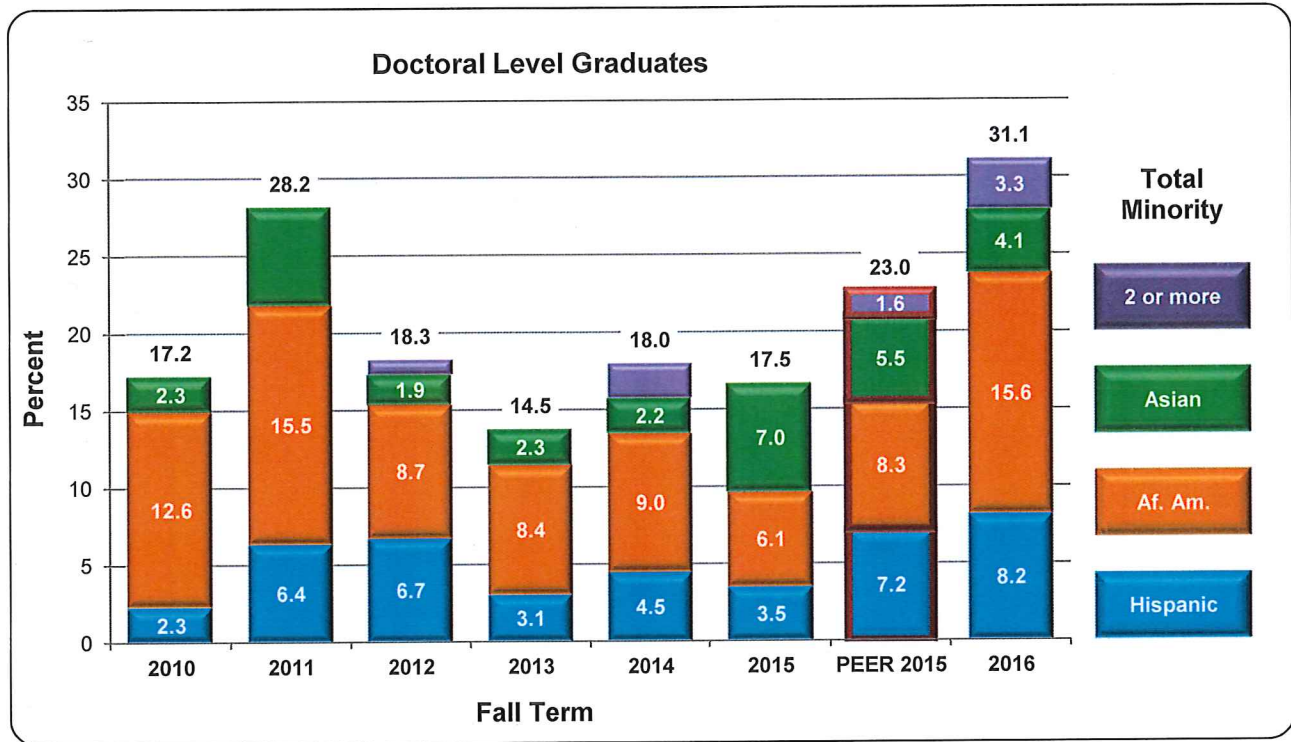
Bachelor Level Graduates									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	1,375	1,380	1,595	1,510	1,469	1,434	17,818	1,457	6.0%
(%)	61.1	63.6	66.2	68.0	64.5	64.8	60.2	65.0	3.9
Native American	1	4	5	4	1	4	44	3	200.0%
(%)	.0	.2	.2	.2	.0	.2	.1	.1	.1
Asian	285	224	271	234	298	210	2,481	192	-32.6%
(%)	12.7	10.3	11.2	10.5	13.1	9.5	8.4	8.6	-4.1
Af. American	82	101	92	75	74	73	1,713	80	-2.4%
(%)	3.6	4.7	3.8	3.4	3.3	3.3	5.8	3.6	-1
Hispanic	225	208	235	207	266	253	3,528	263	16.9%
(%)	10.0	9.6	9.8	9.3	11.7	11.4	11.9	11.7	1.7
Nat. Haw/Pac.Isl.	2	0	0	5	1	2	50	1	-50.0%
(%)	.1	.0	.0	.2	.0	.1	.2	.0	.0
Two or More Races	12	21	29	31	67	157	1,118	153	1175.0%
(%)	.5	1.0	1.2	1.4	2.9	7.1	3.8	6.8	6.3
Total Minority	607	558	632	556	707	699	8,934	692	14.0%
(%)	27.0	25.7	26.2	25.0	31.1	31.6	30.2	30.9	3.9
Total U.S./Perm Res.	1,982	1,938	2,227	2,066	2,176	2,133	26,752	2,149	8.4%
Not Reported	229	211	153	126	76	35	1,169	39	-83.0%
(%)	10.2	9.7	6.4	5.7	3.3	1.6	4.0	1.7	-8.4
International	41	21	29	28	24	44	1,673	55	34.1%
(%)	1.8	1.0	1.2	1.3	1.1	2.0	5.7	2.5	.6
Total	2,252	2,170	2,409	2,220	2,276	2,212	29,594	2,243	-0.4
Number of Women	1,470	1,453	1,558	1,427	1,484	1,449	16,422	1,443	-1.8%
Percent Women	65.3	67.0	64.7	64.3	65.2	65.5	55.5	64.3	-9



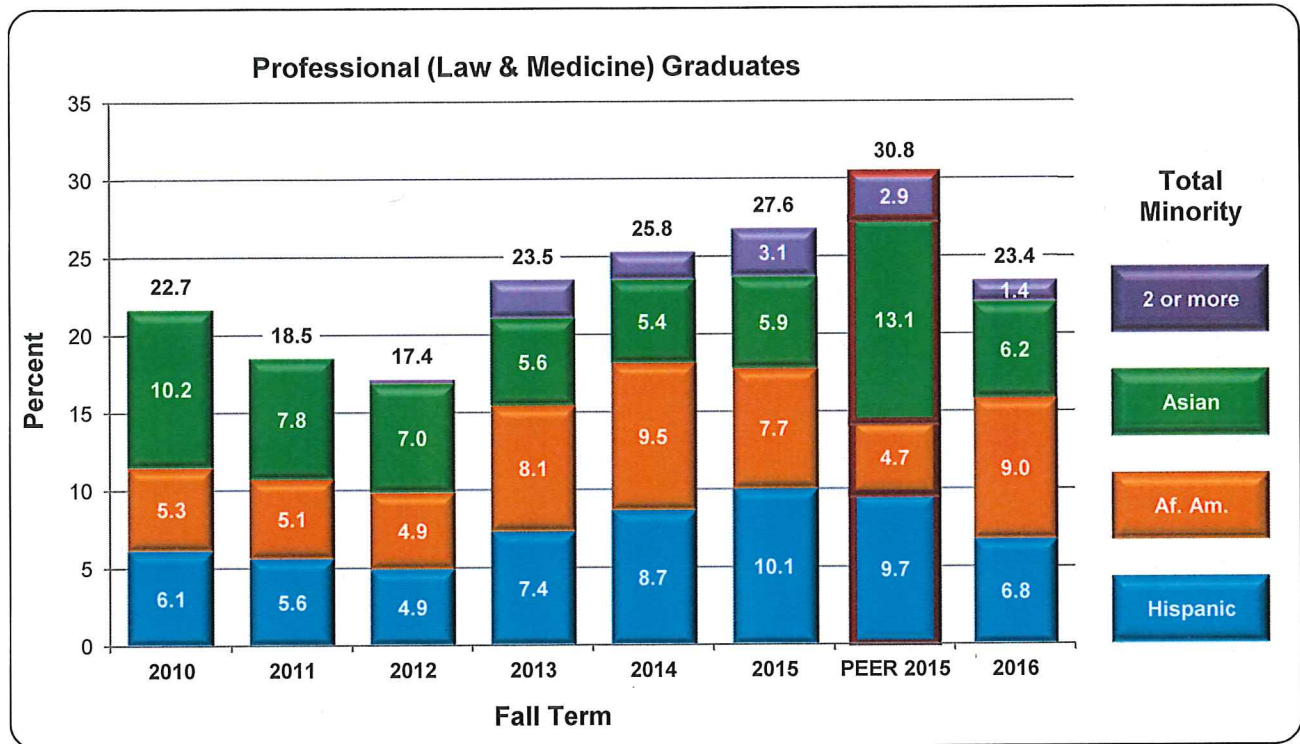
Graduate Professional Graduates									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	1,207	1,335	1,456	1,426	1,228	1,281	14,452	1,221	1.2%
(%)	65.7	65.2	66.9	65.1	60.5	61.1	50.0	61.9	-3.9
Native American	10	4	2	2	3	3	75	1	-90.0%
(%)	.5	.2	.1	.1	.1	.1	.3	.1	-.5
Asian	104	126	138	124	112	127	2,030	122	17.3%
(%)	5.7	6.2	6.3	5.7	5.5	6.1	7.0	6.2	.5
Af. American	128	146	140	163	156	175	1,799	178	39.1%
(%)	7.0	7.1	6.4	7.4	7.7	8.3	6.2	9.0	2.0
Hispanic	90	105	110	137	151	154	2,377	153	70.0%
(%)	4.9	5.1	5.1	6.3	7.4	7.3	8.2	7.8	2.8
Nat. Haw/Pac. Isl.	0	0	2	0	4	6	50	3	---
(%)	.0	.0	.1	.0	.2	.3	.2	.2	.2
Two or More Races	7	11	17	30	34	38	660	34	385.7%
(%)	.4	.5	.8	1.4	1.7	1.8	2.3	1.7	1.3
Total Minority	339	392	409	456	460	503	6,991	491	44.8%
(%)	18.5	19.2	18.8	20.8	22.7	24.0	24.2	24.9	6.4
Total U.S./Perm Res.	1,546	1,727	1,865	1,882	1,688	1,784	21,443	1,712	10.7%
Not Reported	184	201	211	155	135	103	2,034	71	-61.4%
(%)	10.0	9.8	9.7	7.1	6.7	4.9	7.0	3.6	-6.4
International	106	118	102	154	206	211	5,425	191	80.2%
(%)	5.8	5.8	4.7	7.0	10.2	10.1	18.8	9.7	3.9
Total	1,836	2,046	2,178	2,191	2,029	2,098	28,902	1,974	7.5
Number of Women	1,155	1,307	1,383	1,376	1,319	1,381	16,374	1,271	10.0%
Percent Women	62.9	63.9	63.5	62.8	65.0	65.8	56.7	64.4	1.5



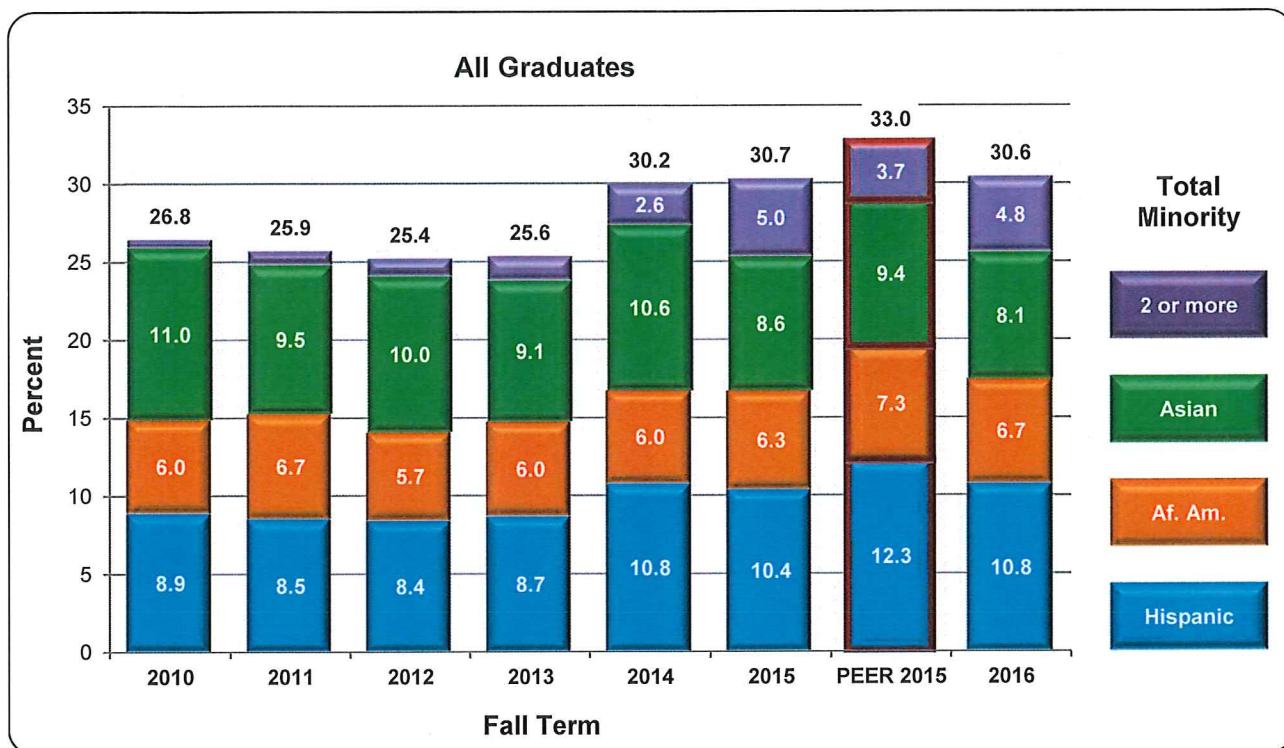
Masters Level Graduates									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	846	952	1,053	1,002	865	906	10,081	866	2.4%
(%)	78.0	76.5	76.5	74.6	71.6	70.7	66.2	70.1	-7.9
Native American	6	4	2	1	2	3	56	1	-83.3%
(%)	.6	.3	.1	.1	.2	.2	.4	.1	-.5
Asian	64	90	109	98	89	96	1,289	95	48.4%
(%)	5.9	7.2	7.9	7.3	7.4	7.5	8.5	7.7	1.8
Af. American	97	110	112	119	111	138	1,475	127	30.9%
(%)	8.9	8.8	8.1	8.9	9.2	10.8	9.7	10.3	1.3
Hispanic	65	77	84	103	113	111	1,800	119	83.1%
(%)	6.0	6.2	6.1	7.7	9.4	8.7	11.8	9.6	3.6
Nat. Haw/Pac.Isl.	0	0	1	0	3	2	36	3	---
(%)	.0	.0	.1	.0	.2	.2	.2	.2	.2
Two or More Races	7	11	15	20	25	26	494	25	257.1%
(%)	.6	.9	1.1	1.5	2.1	2.0	3.2	2.0	1.4
Total Minority	239	292	323	341	343	376	5,150	370	54.8%
(%)	22.0	23.5	23.5	25.4	28.4	29.3	33.8	29.9	7.9
Total U.S./Perm Res.	1,085	1,244	1,376	1,343	1,208	1,282	15,231	1,236	13.9%
(%)	11.3	11.3	10.9	8.2	7.4	5.1	7.1	4.0	-7.2
International	82	102	86	131	186	199	5,047	178	117.1%
(%)	6.2	6.7	5.2	8.2	12.4	12.7	23.1	12.1	5.8
Total	1,315	1,518	1,641	1,606	1,506	1,561	21,828	1,473	12.0
Number of Women	855	1,025	1,096	1,073	1,021	1,070	12,583	1,020	19.3%
Percent Women	65.0	67.5	66.8	66.8	67.8	68.5	57.6	69.2	4.2



Doctoral Level Graduates									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	72	79	85	112	73	94	730	84	16.7%
(%)	82.8	71.8	81.7	85.5	82.0	82.5	77.0	68.9	-13.9
Native American	0	0	0	1	0	0	2	0	---
(%)	.0	.0	.0	.8	.0	.0	.2	.0	.0
Asian	2	7	2	3	2	8	52	5	150.0%
(%)	2.3	6.4	1.9	2.3	2.2	7.0	5.5	4.1	1.8
Af. American	11	17	9	11	8	7	79	19	72.7%
(%)	12.6	15.5	8.7	8.4	9.0	6.1	8.3	15.6	2.9
Hispanic	2	7	7	4	4	4	68	10	400.0%
(%)	2.3	6.4	6.7	3.1	4.5	3.5	7.2	8.2	5.9
Nat. Haw/Pac.Isl.	0	0	0	0	0	1	2	0	---
(%)	.0	.0	.0	.0	.0	.9	.2	.0	.0
Two or More Races	0	0	1	0	2	0	15	4	---
(%)	.0	.0	1.0	.0	2.2	.0	1.6	3.3	3.3
Total Minority	15	31	19	19	16	20	218	38	153.3%
(%)	17.2	28.2	18.3	14.5	18.0	17.5	23.0	31.1	13.9
Total U.S./Perm Res.	87	110	104	131	89	114	948	122	40.2%
Not Reported	15	19	16	12	12	13	89	6	-60.0%
(%)	12.3	13.5	12.1	7.5	10.3	9.5	6.9	4.4	-7.9
International	20	12	12	17	15	10	249	7	-65.0%
(%)	16.4	8.5	9.1	10.6	12.9	7.3	19.4	5.2	-11.2
Total	122	141	132	160	116	137	1,286	135	10.7
Number of Women	72	79	88	92	79	95	742	85	18.1%
Percent Women	59.0	56.0	66.7	57.5	68.1	69.3	57.7	63.0	3.9



Professional (Law & Medicine) Graduates									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	289	304	318	312	290	281	3,641	271	-6.2%
(%)	77.3	81.5	82.6	76.5	74.2	72.4	69.2	76.6	-.7
Native American	4	0	0	0	1	0	17	0	-100.0%
(%)	1.1	.0	.0	.0	.3	.0	.3	.0	-1.1
Asian	38	29	27	23	21	23	689	22	-42.1%
(%)	10.2	7.8	7.0	5.6	5.4	5.9	13.1	6.2	-3.9
Af. American	20	19	19	33	37	30	245	32	60.0%
(%)	5.3	5.1	4.9	8.1	9.5	7.7	4.7	9.0	3.7
Hispanic	23	21	19	30	34	39	509	24	4.3%
(%)	6.1	5.6	4.9	7.4	8.7	10.1	9.7	6.8	.6
Nat. Haw/Pac.Isl.	0	0	1	0	1	3	12	0	---
(%)	.0	.0	.3	.0	.3	.8	.2	.0	.0
Two or More Races	0	0	1	10	7	12	151	5	---
(%)	.0	.0	.3	2.5	1.8	3.1	2.9	1.4	1.4
Total Minority	85	69	67	96	101	107	1,623	83	-2.4%
(%)	22.7	18.5	17.4	23.5	25.8	27.6	30.8	23.4	.7
Total U.S./Perm Res.	374	373	385	408	391	388	5,264	354	-5.3%
Not Reported	21	10	16	11	11	10	395	6	-71.4%
(%)	5.3	2.6	4.0	2.6	2.7	2.5	6.8	1.6	-3.6
International	4	4	4	6	5	2	129	6	50.0%
(%)	1.0	1.0	1.0	1.4	1.2	.5	2.2	1.6	.6
Total	399	387	405	425	407	400	5,788	366	-8.3
Number of Women	228	203	199	211	219	216	3,049	166	-27.2%
Percent Women	57.1	52.5	49.1	49.6	53.8	54.0	52.7	45.4	-11.8

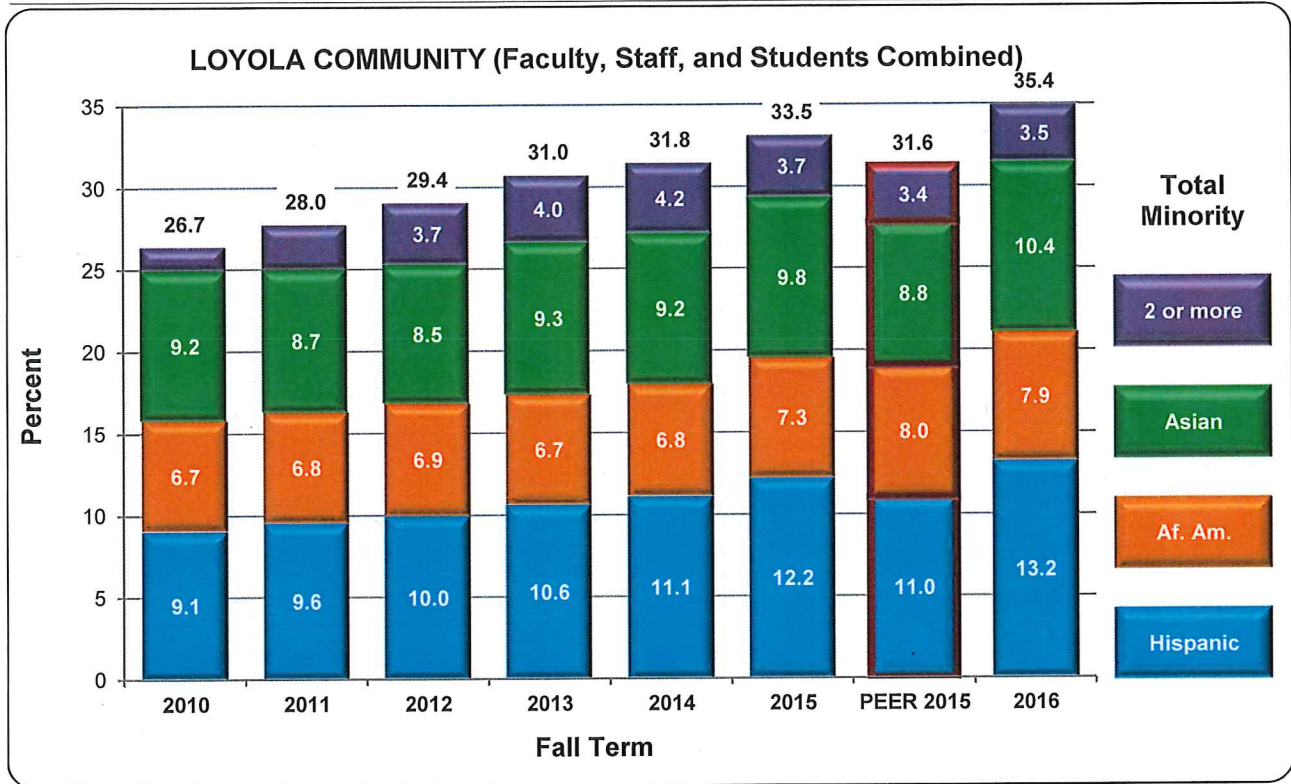


All Graduates									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	2,582	2,715	3,051	2,936	2,697	2,715	32,270	2,678	3.7%
(%)	73.2	74.1	74.6	74.4	69.8	69.3	67.0	69.4	-3.8
Native American	11	8	7	6	4	7	119	4	-63.6%
(%)	.3	.2	.2	.2	.1	.2	.2	.1	-.2
Asian	389	350	409	358	410	337	4,511	314	-19.3%
(%)	11.0	9.5	10.0	9.1	10.6	8.6	9.4	8.1	-2.9
Af. American	210	247	232	238	230	248	3,512	258	22.9%
(%)	6.0	6.7	5.7	6.0	6.0	6.3	7.3	6.7	.7
Hispanic	315	313	345	344	417	407	5,905	416	32.1%
(%)	8.9	8.5	8.4	8.7	10.8	10.4	12.3	10.8	1.8
Nat. Haw/Pac.Isl.	2	0	2	5	5	8	100	4	100.0%
(%)	.1	.0	.0	.1	.1	.2	.2	.1	.0
Two or More Races	19	32	46	61	101	195	1,778	187	884.2%
(%)	.5	.9	1.1	1.5	2.6	5.0	3.7	4.8	4.3
Total Minority	946	950	1,041	1,012	1,167	1,202	15,925	1,183	25.1%
(%)	26.8	25.9	25.4	25.6	30.2	30.7	33.0	30.6	3.8
Total U.S./Perm Res.	3,528	3,665	4,092	3,948	3,864	3,917	48,195	3,861	9.4%
(%)	10.1	9.8	7.9	6.4	4.9	3.2	5.5	2.6	-7.5
International	147	139	131	182	230	255	7,098	246	67.3%
(%)	3.6	3.3	2.9	4.1	5.3	5.9	12.1	5.8	2.2
Total	4,088	4,216	4,587	4,411	4,305	4,310	58,496	4,217	3.2
Number of Women	2,625	2,760	2,941	2,803	2,803	2,830	32,796	2,714	3.4%
Percent Women	64.2	65.5	64.1	63.5	65.1	65.7	56.1	64.4	.1

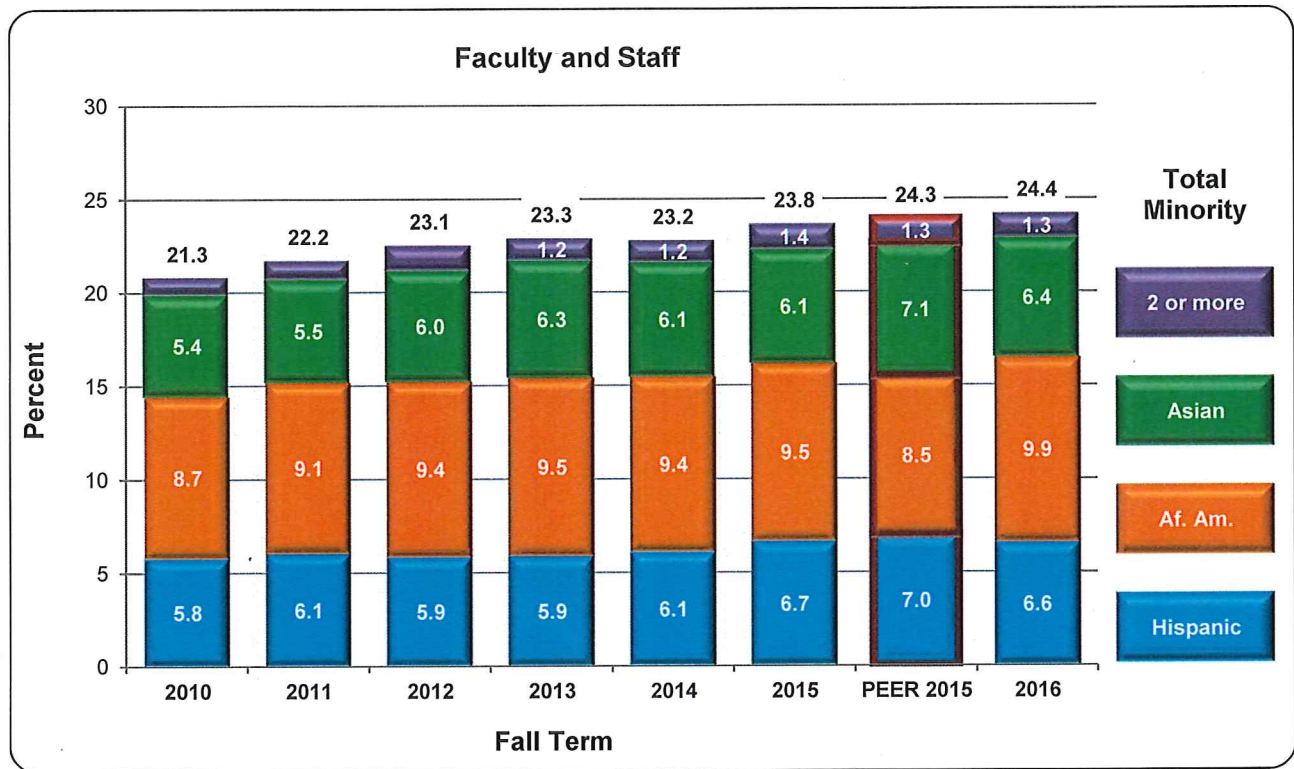


2016-17

Loyola Community Diversity



LOYOLA COMMUNITY (Faculty, Staff, and Students Combined)									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	12,551	12,254	12,299	12,378	12,206	12,013	171,880	11,892	-5.3%
(%)	73.3	72.0	70.6	69.0	68.2	66.5	68.4	64.6	-8.7
Native American	34	28	24	23	20	21	585	28	-17.6%
(%)	.2	.2	.1	.1	.1	.1	.2	.2	.0
Asian	1571	1487	1480	1667	1648	1773	22,016	1912	21.7%
(%)	9.2	8.7	8.5	9.3	9.2	9.8	8.8	10.4	1.2
Af. American	1155	1150	1194	1210	1225	1324	20,174	1446	25.2%
(%)	6.7	6.8	6.9	6.7	6.8	7.3	8.0	7.9	1.1
Hispanic	1551	1628	1736	1908	1992	2207	27,733	2435	57.0%
(%)	9.1	9.6	10.0	10.6	11.1	12.2	11.0	13.2	4.2
Nat. Haw/Pac.Isl.	20	19	29	36	42	47	430	51	155.0%
(%)	.1	.1	.2	.2	.2	.3	.2	.3	.2
Two or More Races	245	459	650	726	759	675	8,426	636	159.6%
(%)	1.4	2.7	3.7	4.0	4.2	3.7	3.4	3.5	2.0
Total Minority	4,576	4,771	5,113	5,570	5,686	6,047	79,364	6,508	42.2%
(%)	26.7	28.0	29.4	31.0	31.8	33.5	31.6	35.4	8.7
Total U.S./Perm Res.	17,127	17,025	17,412	17,948	17,892	18,060	251,244	18,400	7.4%
(%)	7.1	7.6	4.2	2.9	2.6	4.2	4.9	2.0	-5.1
Not Reported	1341	1447	805	557	511	830	14,223	387	-71.1%
(%)	7.1	7.6	4.2	2.9	2.6	4.2	4.9	2.0	-5.1
International	494	638	751	873	910	1101	22,691	1040	110.5%
(%)	2.6	3.3	4.0	4.5	4.7	5.5	7.9	5.2	2.6
Total	18,962	19,110	18,968	19,378	19,313	19,991	288,158	19,827	4.6
Number of Women	11,758	11,849	11,781	12,142	12,144	12,603	157,425	12,712	8.1%
Percent Women	62.0	62.0	62.1	62.7	62.9	63.0	54.6	64.1	2.1



Faculty and Staff									% Change 10-16
Race/Ethnicity	2010	2011	2012	2013	2014	2015	PEER 2015	2016	% Point Change
White	2,300	2,314	2,405	2,518	2,500	2,593	50,460	2,483	8.0%
(%)	78.7	77.8	76.9	76.7	76.8	76.2	75.7	75.6	-3.2
Native American	8	6	5	5	5	3	166	3	-62.5%
(%)	.3	.2	.2	.2	.2	.1	.2	.1	-.2
Asian	159	164	186	206	199	207	4,762	210	32.1%
(%)	5.4	5.5	6.0	6.3	6.1	6.1	7.1	6.4	.9
Af. American	253	272	293	313	305	324	5,654	325	28.5%
(%)	8.7	9.1	9.4	9.5	9.4	9.5	8.5	9.9	1.2
Hispanic	169	180	183	194	199	227	4,662	217	28.4%
(%)	5.8	6.1	5.9	5.9	6.1	6.7	7.0	6.6	.8
Nat. Haw/Pac.Isl.	5	7	12	10	9	3	72	5	0.0%
(%)	.2	.2	.4	.3	.3	.1	.1	.2	.0
Two or More Races	27	30	42	39	38	47	841	43	59.3%
(%)	.9	1.0	1.3	1.2	1.2	1.4	1.3	1.3	.4
Total Minority	621	659	721	767	755	811	16,157	803	29.3%
(%)	21.3	22.2	23.1	23.3	23.2	23.8	24.3	24.4	3.2
Total U.S./Perm Res.	2,921	2,973	3,126	3,285	3,255	3,404	66,617	3,286	12.5%
Not Reported	9	12	23	29	72	79	3,702	41	355.6%
(%)	.3	.4	.7	.8	2.1	2.2	5.1	1.2	.9
International	81	85	99	107	84	71	2,066	78	-3.7%
(%)	2.7	2.8	3.0	3.1	2.5	2.0	2.9	2.3	-.4
Total	3,011	3,070	3,248	3,421	3,411	3,554	72,385	3,405	13.1
Number of Women	1,619	1,689	1,788	1,956	1,929	1,991	36,860	1,877	15.9%
Percent Women	53.8	55.0	55.0	57.2	56.6	56.0	50.9	55.1	1.4