

DIVERSITY SNAPSHOT



DIVERSITY AT BERKELEY

The University of California, Berkeley is deeply committed to issues of equity and inclusion, and has long worked to fulfill its mission of supporting full access and success for California's diverse population. The campus has made important progress over the past 10 years in the areas of increasing undergraduate, graduate, and faculty diversity, narrowing achievement gaps, and institutionalizing work to improve equity, inclusion, and diversity. At the same time, the University is mindful that there is still more work to do, and

is continuing to expand its efforts, particularly on pressing concerns related to undergraduate access, undergraduate graduation, faculty diversity, and campus climate.

This data profile provides a snapshot of diversity at Berkeley, showcasing the campus' strengths and ongoing needs. More detailed data and analyses are available at diversity.berkeley.edu and calanswers.berkeley.edu (campus users only).

Fast Facts

These facts answer some of the most frequently asked questions about the diversity of Berkeley students, faculty, and staff.

UNDERGRADUATE STUDENTS	GRADUATE STUDENTS	FACULTY	STAFF
25,181 enrolled undergraduate students	9,610 enrolled graduate students	1,510 ladder-rank faculty	8,477 staff
53% are women	46% are women	30% are women	57% are women
17% are from underrepresented groups*	12% are from underrepresented groups*	8% are from underrepresented groups*	25% are from underrepresented groups*
32% are Pell Grant recipients	57% are doctoral students	87% are tenured	38% are union represented
10% are international	20% are international		

*Underrepresented groups are African American, Chicano/Latino, and Native American/Alaska Native.

Source: UC Berkeley Cal Answers, Spring 2013

UNDERGRADUATE STUDENTS

Berkeley provides vital access to higher education for many underserved California populations, but is still less diverse than the state as a whole.

Berkeley serves California well in providing access to higher education and social mobility: 28% of undergraduates are first-generation college goers,ⁱ 32% are Pell Grant recipients,ⁱⁱ and 67% are first or second generation immigrants.ⁱⁱⁱ Berkeley ranked in the top five in the nation for Pell Grant representation among 37 public flagship universities in 2011-12.^{iv} The campus also serves roughly the same number of Pell Grant recipients as all Ivy League institutions combined, with a proportional representation of Pell Grant students two to three times the Ivy League average (37% Pell Grant recipients vs. 17% in 2011-12).^v Berkeley's undergraduate demographics have changed little over the past decade: 53% are women, 17% are from historically underrepresented racial/ethnic groups (African American, Chicano/Latino, and Native American/Alaska Native), 40% are Asian, and 29% are White. International students make up 10% of the undergraduate population (Table 1).

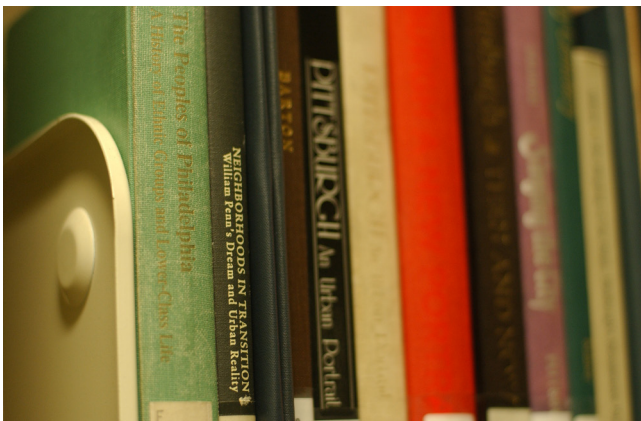


TABLE 1

UNDERGRADUATE STUDENTS, SPRING 2013

TOTAL	25,181	100%
Freshmen Entry	19,883	79%
Transfer Entry	5,222	21%
Women	13,299	53%
Men	11,880	47%
African American	843	3%
Asian	9,990	40%
Chicano/Latino	3,192	13%
Native American/ Alaska Native	186	1%
Pacific Islander	65	<1%
White	7,243	29%
Other/Decline to State	1,137	5%
International	2,525	10%
Pell Grant Recipient	7,978	32%
California Resident	20,173	80%

Source: UC Berkeley Cal Answers

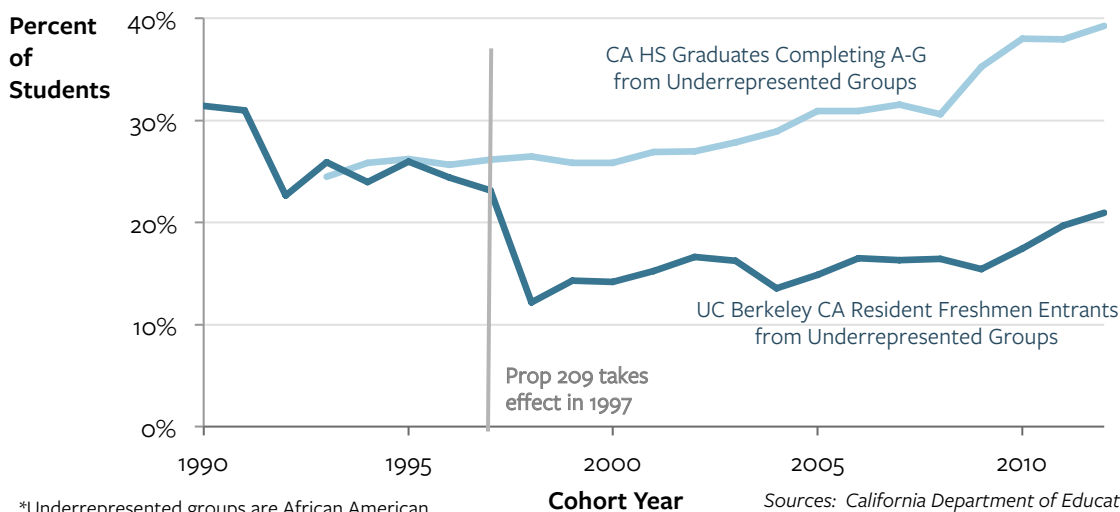
The university is still less diverse than the state as a whole – and much less diverse than California’s public high schools. For example, students from underrepresented groups (African American, Chicano/Latino, and Native American/Alaska Native students) make up 39% of those who complete A-G course eligibility requirements statewide, but they make up only 20% of the entering freshman class at Berkeley (Figure 1). These gaps are due in part to Proposition 209^{vi} and broader societal factors. After Proposition 209 took effect, the number of African American, Chicano/Latino, and Native American/Alaska Native undergraduate students at UC Berkeley dropped by half. While the numbers of Chicano/Latino and Native American/Alaska Native undergraduate students have returned to pre-Proposition 209 levels, there is still a significant gap in the representation of Chicano/Latino students compared to the Chicano/Latino population statewide.



Photo by Peg Skorpinski

FIGURE 1

HIGH SCHOOL GRADUATES COMPLETING A-G REQUIREMENTS COMPARED TO NEW BERKELEY FRESHMEN FOR CALIFORNIA RESIDENTS FROM UNDERREPRESENTED GROUPS*, 1990 TO 2012



*Underrepresented groups are African American, Chicano/Latino, and Native American/Alaska Native.

Sources: California Department of Education, UC Berkeley Cal Answers

Overall, Berkeley has very high undergraduate graduation rates: 91% of students who enter as freshmen graduate in 6 years (Figure 2), with similar rates for transfer students (90% in 4 years). Although graduation rates for all ethnic groups have increased over-time, the 6-year graduation rates for students from underrepresented groups (African American, Chicano/Latino, and Native American/Alaska Native students) are notably lower (by 10-15%) than those of the campus as a whole.^{vii}



MORE FACTS ABOUT UC BERKELEY

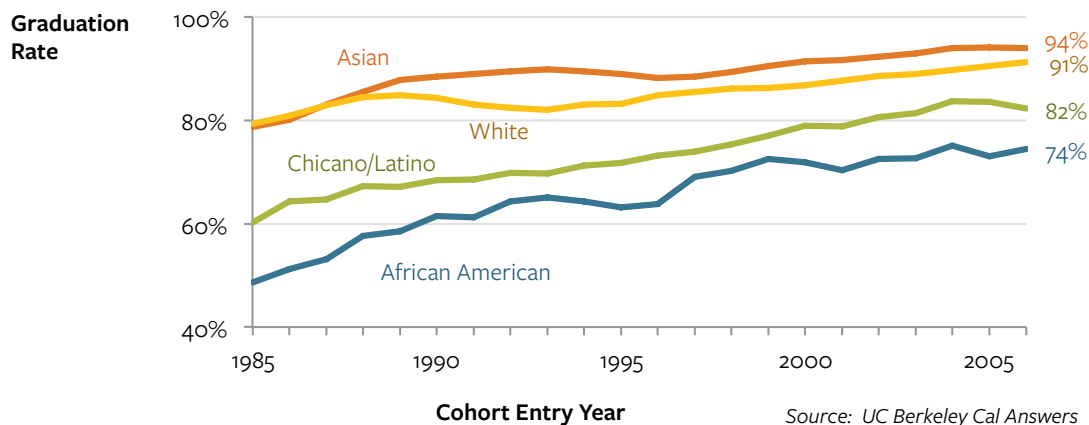
Undergraduate Students

- 3% of undergraduate students identify as gay or lesbian, 3% identify as bisexual, and 3% identify as queer, questioning/unsure, or other.
- 21% of domestic students were born outside of the United States and 62% have at least one parent born outside of the U.S.
- 40% speak English as a second language.
- 12% identify as from low-income or poor backgrounds, 21% from working class backgrounds.
- 28% of students are first-generation college students with neither parent having earned a four-year degree.
- Over 1,200 students with disabilities receive services.

Sources: UC Berkeley Cal Answers, UCUES 2012, Disabled Students' Program

FIGURE 2

UC BERKELEY FRESHMEN ENTRANTS 6-YEAR GRADUATION RATES, 1985 TO 2006 (3-YEAR MOVING AVERAGE)



GRADUATE STUDENTS

Graduate student diversity largely mirrors availability pools and peer institutions. However, gaps still exist for historically underrepresented racial/ethnic groups, and for women in the STEM fields.

UC Berkeley has a relatively diverse graduate student population in relation to its peer institutions. Compared to all U.S. graduate students and to institutions with a “very high research” Carnegie classification, UC Berkeley has a higher percentage of Asian graduate students (18%), roughly the same percentage of Chicano/Latino (7%) and Native American/Alaska Native students (1%), and a lower

percentage of women (46%) and African American students (4%).^{viii} Overall, the campus has 5-10% more graduate students of color than both of these comparison groups^{ix} (Table 2).

Among United States citizens and permanent residents, Berkeley’s shares of graduate students mostly align with the demographics of the highly selective institutions from



TABLE 2

GRADUATE STUDENTS, SPRING 2013

TOTAL	9,610	100%
Doctoral	5,475	57%
Master's/Professional	4,129	43%
Women	4,414	46%
Men	5,196	54%
African American	343	4%
Asian	1,694	18%
Chicano/Latino	706	7%
Native American/ Alaska Native	114	1%
Pacific Islander	15	<1%
White	3,610	38%
Other/Decline to State	1,161	12%
International	1,967	20%

Source: UC Berkeley Cal Answers

which Berkeley graduate students typically come; 16% of this availability pool from highly selective institutions are either African American, Chicano/Latino, and/or Native American/Alaska Native, compared to 12% among UC Berkeley's graduate students.^x However, the pool of graduate students from highly selective institutions is less diverse than the national pool of baccalaureates, which is 20% African American, Chicano/Latino, and Native American/Alaska Native.^{xi}

While the overall balance of men and women is relatively even, there is a large gender gap in the STEM fields – with men outnumbering women by 2 to 1 (2,337 men to 1,188 women) among both doctoral and master's students.^{xii}

In the past 20 years, the number and percentage of doctoral degrees earned by students of color has doubled (Table 3). UC Berkeley is the leading producer of African American, Chicano/Latino, and Native American/Alaska Native doctorates in the United States, according to the National Science Foundation Survey of Earned Doctorates.^{xiii}

MORE FACTS ABOUT UC BERKELEY

Graduate Students

- 31% of doctoral students are from California; 55% of master's and professional students are from California.
- International graduate students come from 92 countries with China, India, South Korea, Canada, and Taiwan sending the most students.
- Among humanities and social science graduate students, 59% are supported by fellowships, 33% by teaching assistantships, and 6% by research assistantships.
- Among STEM graduate students, 42% are supported by research assistantships, 36% by fellowships, and 21% by teaching assistantships.

Source: UC Berkeley Graduate Division

TABLE 3

UC BERKELEY DOCTORAL DEGREES EARNED, 1992-2012

	1992-1997	1997-02	2002-07	2007-12
TOTAL	4,060	3,779	3,995	4,442
Women	1,393	1,498	1,630	1,879
Men	2,667	2,281	2,365	2,563
African American	76	100	91	134
Asian	299	412	465	548
Chicano/Latino	122	172	170	247
Native American/Alaska Native	11	13	24	44
White	2,504	2,200	2,033	2,098
Other/Decline to State	51	69	102	301

Source: UC Berkeley, Cal Answers

FACULTY

Berkeley's faculty is notably less diverse than other campus populations, though recent hiring trends are beginning to increase the proportion of women and historically underrepresented racial/ethnic groups.

Berkeley ladder-rank faculty are largely male (70%) and white (77%) (Table 4). However, recent trends in new faculty hiring have increased the proportion of women, African Americans, Chicanos/Latinos, and Native Americans/Alaska Natives by almost 40% since 2000 (Figure 3). In particular, among the ladder-rank faculty hired in the past five years (2008-2013), 37% are women (compared to an availability pool of 40%) and 10% are from underrepresented ethnic groups (compared to an availability pool of 13%). In STEM fields,

TABLE 4

UC BERKELEY LADDER-RANK FACULTY, SPRING 2013

TOTAL	1,510	100%
Women	450	30%
Men	1,060	70%
African American	46	3%
Asian	189	13%
Chicano/Latino	78	5%
Native American/ Alaska Native	3	<1%
White	1,159	77%
Other/Decline to State	35	2%
Full Professor	999	66%
Associate Professor	312	21%
Assistant Professor	199	13%

Source: UC Berkeley Cal Answers

only 21% of faculty are women (compared to 30% of all faculty) and 6% of faculty are African American, Chicano/Latino, and/or Native American/Alaska Native.^{xiv}

TABLE 5

UC BERKELEY LADDER-RANK FACULTY DEMOGRAPHIC SHARES BY RANK, SPRING 2013

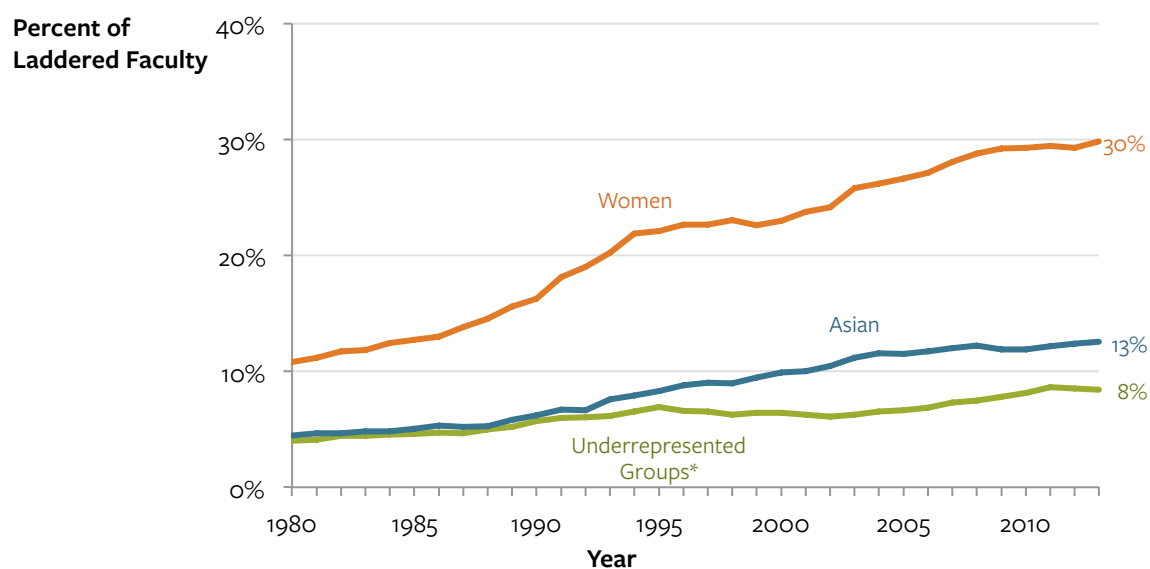
	WOMEN	MEN	UNDERREPRESENTED GROUPS*	ASIAN	WHITE/ OTHER
TOTAL	30%	70%	8%	13%	79%
Full Professor	24%	76%	7%	11%	83%
Associate Professor	41%	59%	12%	16%	72%
Assistant Professor	42%	58%	11%	16%	73%

*Underrepresented groups are African American, Chicano/Latino, and Native American/Alaska Native.

Source: UC Berkeley Cal Answers

FIGURE 3

UC BERKELEY FEMALE, ASIAN, AND UNDERREPRESENTED GROUPS* LADDER-RANK FACULTY TRENDS, 1980-2013



*Underrepresented groups are African American, Chicano/Latino, and Native American/Alaska Native.

Sources: UC Berkeley, Faculty Equity and Cal Answers



MORE FACTS ABOUT UC BERKELEY

Faculty

- 6% self-identify as gay, lesbian, or bisexual, with an additional 8% declining to state their sexual orientation. 87% percent identify as heterosexual.
- 3% self-identify as having some form of disability.
- 82% are U.S. citizens, 13% are permanent residents, and 3% are non U.S. residents.

Source: UC Berkeley Faculty Climate Survey, 2009

STAFF

Berkeley has a very diverse staff, and is still working toward full representation of all groups at management levels.

The Berkeley staff is the second largest constituency group on campus, numbering over 8,000.^{xv} The diversity of the Berkeley staff reflects the diversity of the local and regional employment pool in regard to gender and race/ethnicity, with 57% women, 20% Asian, 13% Chicano/Latino, and 11% African American (Table 6).

There is still significantly less gender and ethnic diversity in management than in non-management positions. Among senior management, Chicano/Latino and Asian staff are particularly underrepresented (Table 7).

TABLE 6

UC BERKELEY STAFF, SPRING 2013

TOTAL	8,477	100%
Women	4,817	57%
Men	3,660	43%
African American	925	11%
Asian	1,691	20%
Chicano/Latino	1,060	13%
Native American/ Alaska Native	55	1%
Pacific Islander	4	<1%
White	4,169	49%
Other/Decline to State	573	7%
Non-Represented	5,300	63%
Represented	3,177	38%

Source: UC Berkeley Human Resources

MORE FACTS ABOUT UC BERKELEY

Staff

- 12% identify as lesbian, gay, bi-sexual, or other non-heterosexual.
- 6% self-identify as having some form of disability.
- 30% are 55 years old or older.
- 54% have ten or more years of service at UC Berkeley.
- 31% attended UC Berkeley as students.

Source: UC Berkeley Staff Climate Survey, 2008

TABLE 7

UC BERKELEY STAFF DEMOGRAPHICS BY JOB HIERARCHY, SPRING 2013

GROUP	MANAGERS & SUPERVISORS	OPERATIONAL & TECHNICAL	PROFESSIONALS
Women	53%	52%	61%
Men	47%	48%	39%
African American	11%	15%	8%
Asian	15%	22%	20%
Chicano/Latino	9%	19%	9%
Native American/ Alaska Native	<1%	1%	1%
Pacific Islander	0%	<1%	<1%
White	61%	34%	57%
Other/ Decline to State	3%	9%	6%

Source: UC Berkeley Cal Answers

CAMPUS CLIMATE

Issues of campus diversity are closely connected to issues of campus climate. In 2013, UC Berkeley participated in an all-population (faculty, staff, student, and post-doc) Campus Climate Study across the UC system. The core survey was administered by the University of California Office of the President, and included both campus-specific and system-wide questions. More than 13,000 Berkeley respondents completed the survey. Results will be available in spring 2014 and will inform the campus' ongoing efforts to increase respect and inclusivity at all levels.

End Notes

Data drawn from the sources below represent the most recent data available.

- ⁱ UC Berkeley Cal Answers, Spring 2013
- ⁱⁱ *Ibid.*
- ⁱⁱⁱ UC Berkeley responses to University of California Undergraduate Experience Survey, 2012
- ^{iv} United States Department of Education's Distribution of Federal Pell Grant Program Funds by Institution, 2011-12
- ^v UC Berkeley Office of Planning & Analysis' 2011-12 Pell Grants, UCB vs Ivy League, May 2013
- ^{vi} Proposition 209 was a California Ballot Proposition in 1996 that banned the use of "race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting."
- ^{vii} Figure 2 does not show 6-year graduation rates for Native American/Alaska Native freshmen entrants as the cohort sizes are very small, making it difficult to display meaningful trendlines. For Fall 2006, the freshmen entrant Native American/Alaska Native cohort had a 6-year graduation rate of 71%.
- ^{viii} Peer comparison data are from the National Center for Education Statistics' Integrated Postsecondary Education System, 2007.
- ^{ix} *Ibid.*
- ^x UC Berkeley Cal Answers, Graduate Division, and data from National Center for Education Statistics' Integrated Postsecondary Education System
- ^{xi} 2009-10 data from National Center for Education Statistics' Integrated Postsecondary Education System
- ^{xii} UC Berkeley Cal Answers
- ^{xiii} 2006-2010 data from the National Science Foundation's Survey of Earned Doctorates SED Tabulation Engine
- ^{xiv} Spring 2012, UC Berkeley Human Resources
- ^{xv} UC Berkeley Human Resources defines "staff" as all administrators, career/permanent employees, and contract/limited/per-diem employees while excluding faculty, students (both graduate and undergraduate), academic employees (e.g., postdocs, librarians, researchers), and affiliates (e.g., volunteers, emeriti, visiting scholars, and contractors).



The Diversity Snapshot is a publication of the Office of the Vice Chancellor for Equity & Inclusion at UC Berkeley. For more information, contact equity_inclusion@berkeley.edu or 510-642-7294.



Division of Equity & Inclusion

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