OUS Diversity Report 2005

Charting a Course for the Future

Yvette Webber-Davis
OUS Chancellor's Office
Total OUS Enrollment
Five-Year Comparison
by Selected Racial/Ethnic Group

Source: OUS Institutional Research Services, Fourth Week Enrollment
Total OUS Full-Time Ranked Instructional Faculty
Five-Year Comparison
by Selected Racial/Ethnic Group

Source: OUS Institutional Research Services, end-of-October payroll
Comparative
Six-Year Graduation Rates of First-Time Freshmen
1997-98 Cohort
(Students Completing at the Institution of Initial Enrollment)

AFRICAN AMERICAN/BLACK

- Oregon: 45.1%
- Washington: 48.5%
- California: 38.1%
- Idaho: 33.8%
- Nevada: 27.6%
- National: 36.3%

Source: Integrated Postsecondary Education Data System
Data reflect public 4-year institutions
Comparative
Six-Year Graduation Rates of First-Time Freshmen
1997-98 Cohort
(Students Completing at the Institution of Initial Enrollment)

<table>
<thead>
<tr>
<th>State</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oregon</td>
<td>39.5%</td>
</tr>
<tr>
<td>Washington</td>
<td>42.9%</td>
</tr>
<tr>
<td>California</td>
<td>49.3%</td>
</tr>
<tr>
<td>Idaho</td>
<td>18.7%</td>
</tr>
<tr>
<td>Nevada</td>
<td>19.4%</td>
</tr>
<tr>
<td>National</td>
<td>32.6%</td>
</tr>
</tbody>
</table>

Source: Integrated Postsecondary Education Data System

Data reflect public 4-year institutions
Comparative Six-Year Graduation Rates of First-Time Freshmen 1997-98 Cohort
(Students Completing at the Institution of Initial Enrollment)

ASIAN/PACIFIC AMERICAN

<table>
<thead>
<tr>
<th>State</th>
<th>Graduation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oregon</td>
<td>54.0%</td>
</tr>
<tr>
<td>Washington</td>
<td>66.1%</td>
</tr>
<tr>
<td>California</td>
<td>66.5%</td>
</tr>
<tr>
<td>Idaho</td>
<td>41.0%</td>
</tr>
<tr>
<td>Nevada</td>
<td>48.7%</td>
</tr>
<tr>
<td>National</td>
<td>60.9%</td>
</tr>
</tbody>
</table>

Source: Integrated Postsecondary Education Data System
Data reflect public 4-year institutions
Comparative Six-Year Graduation Rates of First-Time Freshmen 1997-98 Cohort
(Students Completing at the Institution of Initial Enrollment)

HISPANIC/LATINO

<table>
<thead>
<tr>
<th>State</th>
<th>Graduation Rate</th>
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</thead>
<tbody>
<tr>
<td>Oregon</td>
<td>45.1%</td>
</tr>
<tr>
<td>Washington</td>
<td>54.0%</td>
</tr>
<tr>
<td>California</td>
<td>47.8%</td>
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<tr>
<td>Idaho</td>
<td>31.0%</td>
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<tr>
<td>Nevada</td>
<td>35.4%</td>
</tr>
<tr>
<td>National</td>
<td>40.2%</td>
</tr>
</tbody>
</table>

Source: Integrated Postsecondary Education Data System
Data reflect public 4-year institutions

OUS Diversity Report 2005
6-Year Graduation and Retention First-Time Freshmen by Race/Ethnicity
1997-98 Cohort
(Includes Students Transferring within OUS after Initial Enrollment)

- African American/Black: 52.2%
- American Indian/Alaska Native: 53.7%
- Asian/Pacific American: 64.9%
- Hispanic/Latino: 59.2%
- Caucasian: 62.1%
- Unspecified: 56.7%
- International: 73.8%

Source: OUS Institutional Research Services
OUS Campus Diversity Initiatives

- Campus Wide Initiatives
- Student Outreach and Support
- Faculty Initiatives
OUS Campus Diversity Initiatives
An Array of Approaches

EASTERN OREGON UNIVERSITY

Supports the K-12 pipeline through the Native American Adolescent Mentorship program, a collaborative effort among the Confederated Tribes of Umatilla Indian Reservation, the Pendleton School District, and EOU.
OUS Campus Diversity Initiatives
An Array of Approaches

OREGON INSTITUTE OF TECHNOLOGY

- Women in Science and Engineering program
- Saturday Experience program
- I’m Going to College program
- Teen Women in Science and Technology program
The federally funded College Assistance Migrant Program (CAMP) supports completion of first-year studies for eligible students who are migratory or seasonal farm workers (or children of such workers).
OUS Campus Diversity Initiatives
An Array of Approaches

PORTLAND STATE UNIVERSITY

As part of the President’s Diversity Initiative, The Diversity Action Hiring and Retention Teams work with academic departments on hiring and retention issues.
OUS Campus Diversity Initiatives
An Array of Approaches

SOUTHERN OREGON UNIVERSITY

Collaborative campus efforts seek to raise awareness of disability-related issues. Workshops, displays, teleconferences, and other activities are sponsored by the Challenge Students Club, Disability Services for Students, and the ACCESS Center.
OUS Campus Diversity Initiatives
An Array of Approaches

UNIVERSITY OF OREGON

The Diversity Working Group is assembling the campus Diversity Action Plan with emphasis on five areas:

- Developing Cultural Competence
- Building Critical Mass
- Expanding and Filling the Pipeline
- Strengthening and Increasing Community Linkages
- Developing and Reinforcing a Diversity Infrastructure
OUS Campus Diversity Initiatives
An Array of Approaches

WESTERN OREGON UNIVERSITY

Curricular Initiatives:

- Modification of the general education curriculum to include the required completion of two courses emphasizing cultural diversity for students seeking a B.S. degree.
- An interdisciplinary minor in Chicano/a studies offers opportunities to study issues of race, culture, and ethnicity.
Key Considerations in Planning for the Future
Oregon Community College
Enrollment by Selected Race/Ethnicity, 2003-04

- African American/Black: 2.1% (1,744)
- American Indian/Alaska Native: 1.8% (1,533)
- Asian/Pacific American: 4.5% (3,755)
- Hispanic/Latino: 5.6% (4,712)

Source: Integrated Postsecondary Education Data System
Oregon Public K-12 School Enrollment by Race/Ethnicity
With Projections for 2010 and 2020

Source: Oregon Department of Education
Race/Ethnicity student projections were made using actual data from 1980 through 2003

- American Indian/Alaska Native
- African American/Black
- Asian/Pacific Islander
- Hispanic

Oregon University System
OUS Diversity Report 2005
Other Demographic Characteristics
Oregon K-12 Public School Students, 2003-04

Of Oregon’s K-12 students:

- More than 60,000 (11%) spoke at least one foreign language
  - Includes 138 languages other than English
- Nearly 71,000 (12.8%) were special education students
- About 222,900 (41%) were eligible for free or reduced lunch
Oregon Dropout Rates Grades 9-12 by Race/Ethnicity, 2002-03

African American/Black: 9.0% (412)
American Indian/Alaska Native: 6.3% (227)
Asian/Pacific American: 3.8% (273)
Hispanic/Latino: 9.1% (1,475)
Caucasian: 3.6% (4,860)
Unreported Ethnicity: 6.9% (192)

Source: Oregon Department of Education
Charting a Course For the Future
The Benefits of Diversity
Societal, Workforce, and Personal Benefits

- Institutional engagement
- Inclusion
- Representation

Benefits to students
Benefits to faculty & staff