


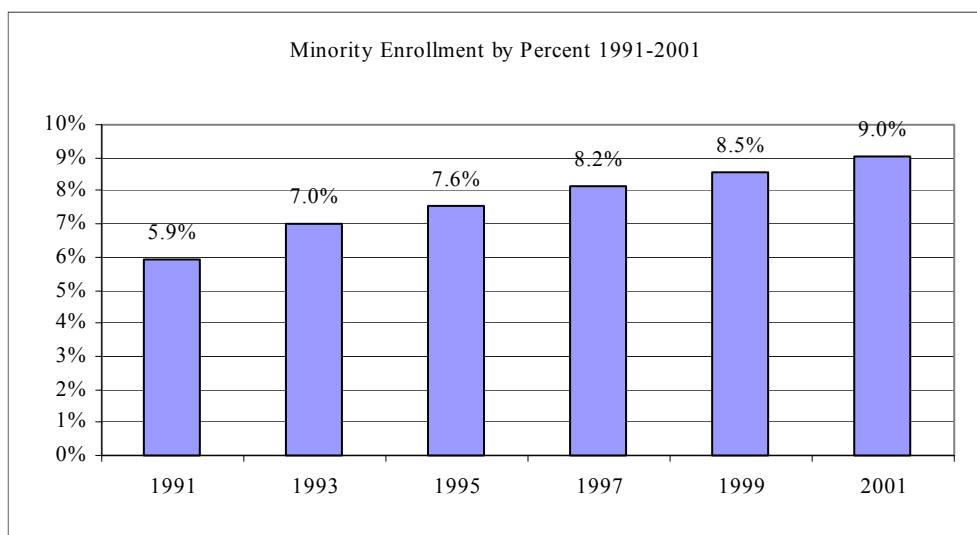


# Race & Ethnicity: Total Headcount Enrollment

<i>2001 Fast Facts</i>	
	Minority students comprised 9.0% of all enrollments at Nebraska public and independent colleges and universities in Fall 2001.
	Enrollments by minority students grew 58.1% between 1991 and 2001. Minority student enrollments equaled 5,846 in 1991 and 10,132 in 2001.
	Enrollments by Asian and Hispanic students experienced the greatest percentage growth between 1991 and 2001, with Asian enrollments increasing by 106.7% and Hispanic enrollments growing 72.4%.
	For more information on total degrees awarded, please refer to :  TABLE A10

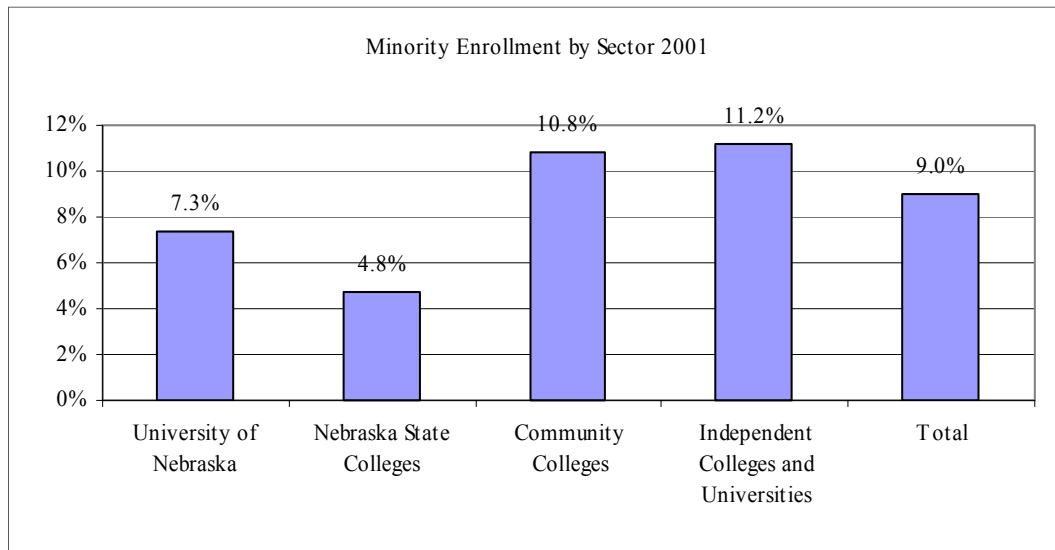


- Minority student enrollment at Nebraska public and independent higher education institutions increased from 6,408 students in 1991 to 10,132 students in 2001.
- Minority student enrollment rose to 9.0% of total Nebraska enrollment for the year 2001 compared to 5.9% of total student enrollment in 1991. If non-resident alien students and students of unknown race/ethnicity are excluded from the computation, minority student enrollment rose from 6.3% in 1991 to 9.6% in 2001.
- The total number of minority students enrolled at Nebraska public and independent institutions increased 58.1% between 1991 and 2001. Enrollment by non-resident alien students increased 53.4%. Overall, enrollment at Nebraska public and independent higher education institutions increased 4.0% between 1991 and 2001.
- The total number of Asian students enrolled at Nebraska public and independent higher education institutions grew by 106.7% from 1991-2001, with 1,277 Asian students enrolled in 1991 and 2,639 Asian students enrolled in 2001. Enrollments by Hispanic students increased 72.4% during the same period, from 1,591 students in 1991 to 2,743 students in 2001. Similar increases in growth were also seen in enrollments by Black students, whose enrollments expanded from 2,798 in 1991 to 3,839 in 2001 for an overall increase of 37.2% during the ten-year period. Enrollments by Native American students at Nebraska's higher education institutions increased by almost 16% from 1991-2001, totaling 742 students in 1991 and 911 students in 2001.

Year	White	Black	Hispanic	Asian	Native American	Non-Resident Alien	Unknown	Minority Percent	Adjusted Minority Percent*
1991	87.8%	2.6%	1.5%	1.2%	0.7%	2.1%	4.1%	5.9%	6.3%
1993	87.9%	2.9%	1.9%	1.4%	0.8%	2.5%	2.6%	7.0%	7.4%
1995	86.7%	2.9%	2.0%	1.9%	0.8%	2.4%	3.4%	7.6%	8.0%
1997	86.0%	3.2%	2.1%	2.2%	0.8%	2.6%	3.2%	8.2%	8.7%
1999	85.5%	3.3%	2.2%	2.3%	0.7%	2.7%	3.3%	8.5%	9.1%
2001	84.7%	3.4%	2.4%	2.4%	0.8%	3.1%	3.2%	9.0%	9.6%

\* Adjusted minority percent column excludes non-resident alien students and students of unknown race/ethnicity from calculations.

# Race & Ethnicity: Race/Ethnicity by Sector

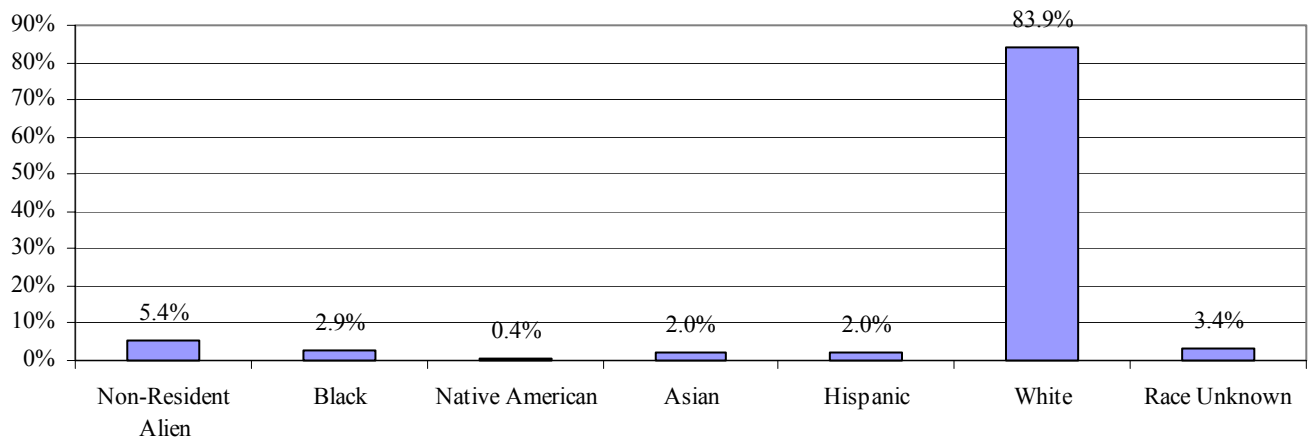


- Independent colleges and universities recorded the highest percentages of minority enrollment in 2001: 11.2%. Little Priest Tribal College had the highest rate of minority enrollment at 89.7%, followed by Nebraska Indian Community College (84.8%) Creighton University (16.8%), Dana College (11.7%) and Bellevue University (11.5%).
- Community colleges reported the second highest total percentage of minority enrollment in 2001: 10.8%. Metropolitan Community College's enrollment for Fall 2001 included 21.4% minority students, while Western Community College reported 11.7% minority students.
- The University of Nebraska at Omaha reported the highest percentage of minority enrollments among University of Nebraska institutions with 10.8% minority enrollment for Fall 2001.
- In Fall 2001, the University of Nebraska-Omaha enrolled the largest *number* of Black students (485) of all colleges. Community colleges had the highest percentage (4.6%) of enrollments by Black students during Fall 2001, followed by independent colleges and universities with 3.4%. Black students accounted for 11.7% of Metropolitan Community College's Fall 2001 enrollment. Black students also comprised 6.6% of the total enrollment at Bellevue University and 5.8% of the total enrollment at Nebraska Methodist College for Fall 2001.
- Community and independent colleges also reported the highest percentages of Hispanic enrollments for Fall 2001. In Fall 2001 8.7% of students at Western Community College were Hispanic as well as 4.6% of Metropolitan Community College students. Metropolitan Community College also had the greatest number of enrollments by Hispanic students in Fall 2001 with 533. Union College ranked first among independent colleges and universities in percentage of Hispanic enrollments with 4.2%.
- In Fall 2001, Asian students comprised 3.7% of enrollment and Nebraska independent colleges and universities. Creighton University had the highest percentage of Asian students with 10.2% and also enrolled the greatest number of Asian students (640). Metropolitan Community College (507) and the University of Nebraska-Lincoln (476) enrolled the next greatest numbers of Asian students in 2001.
- Independent colleges and universities reported the highest overall percentages of Native American student enrollments for Fall 2001 with 1.9%. Little Priest Tribal College (89.7%) and Nebraska Indian Community College (82.7%) had the greatest proportion of Native American enrollments, followed by the Nebraska College of Technical Agriculture with 2.1%, Western Nebraska Community College (1.8%) and Chadron State College (1.4%). Nebraska Indian Community College enrolled the greatest number of Native American students (158), followed by Little Priest Tribal College with an enrollment of 139 Native American students.

# Race & Ethnicity: Headcount Enrollment by Sector

## University of Nebraska

University of Nebraska Student Enrollment by Race/Ethnicity 2001



Minority Enrollment Percentage by Institution 2001

	2001 Minority Enrollment	2001 Minority Percent	2001 Adjusted Minority Percent*
<b>SECTOR TOTAL</b>	3,392	7.3%	8.0%
<b>NCTA</b>	8	3.4%	3.4%
<b>UNK</b>	188	2.9%	3.2%
<b>UNL</b>	1,472	6.5%	7.2%
<b>UNMC</b>	199	7.3%	7.7%
<b>UNO</b>	1,525	10.8%	11.7%

## Trends in Minority Enrollment

Percent Change in Minority Enrollment	
<b>1991-1996</b>	27.9%
<b>1996-2001</b>	2.3%
<b>1991-2001</b>	30.8%

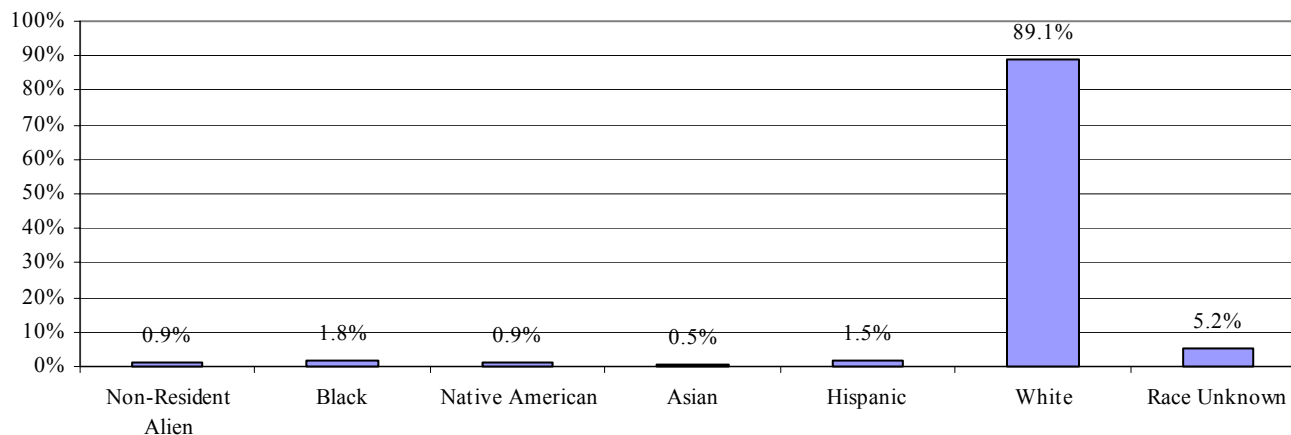
	Minority Enrollment	Minority Percent	Adjusted Minority Percent*
<b>1991</b>	2,593	5.0%	5.5%
<b>1996</b>	3,316	6.8%	7.3%
<b>2001</b>	3,392	7.3%	8.0%

\* Adjusted minority percent column excludes non-resident alien students and students of unknown race/ethnicity from calculations.

# Race & Ethnicity: Headcount Enrollment by Sector

## Nebraska State Colleges

Nebraska State Colleges Student Enrollment by Race/Ethnicity 2001



Minority Enrollment Percentage by Institution 2001

	2001 Minority Enrollment	2001 Minority Percent	2001 Adjusted Minority Percent*
<b>SECTOR TOTAL</b>	368	4.8%	5.1%
<b>CHADRON</b>	123	4.4%	4.6%
<b>PERU</b>	79	4.8%	5.5%
<b>WAYNE</b>	166	5.0%	5.2%

## Trends in Minority Enrollment

Percent Change in Minority Enrollment	
<b>1991-1996</b>	76.8%
<b>1996-2001</b>	-22.0%
<b>1991-2001</b>	37.8%

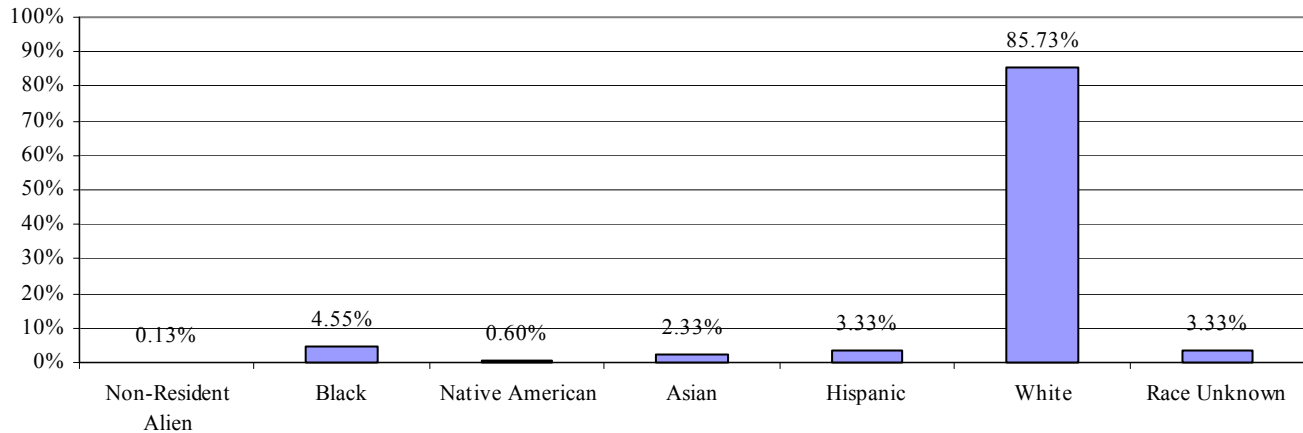
	Minority Enrollment	Minority Percent	Adjusted Minority Percent*
<b>1991</b>	267	3.0%	3.2%
<b>1996</b>	472	5.5%	5.8%
<b>2001</b>	368	4.8%	5.1%

\* Adjusted minority percent column excludes non-resident alien students and students of unknown race/ethnicity from calculations.

# Race & Ethnicity: Headcount Enrollment by Sector

## Community Colleges

Nebraska Community Colleges Student Enrollment by Race/Ethnicity 2001



Minority Enrollment Percentage by Institution 2001

	2001 Minority Enrollment	2001 Minority Percent	2001 Adjusted Minority Percent*
<b>SECTOR TOTAL</b>	3,848	10.8%	11.2%
<b>CENTRAL</b>	358	5.6%	5.8%
<b>METRO</b>	2,509	21.4%	21.9%
<b>MID-PLAINS</b>	101	3.6%	4.0%
<b>NORTHEAST</b>	94	2.0%	2.0%
<b>SOUTHEAST</b>	535	6.7%	6.9%
<b>WESTERN</b>	251	11.7%	14.0%

## Trends in Minority Enrollment

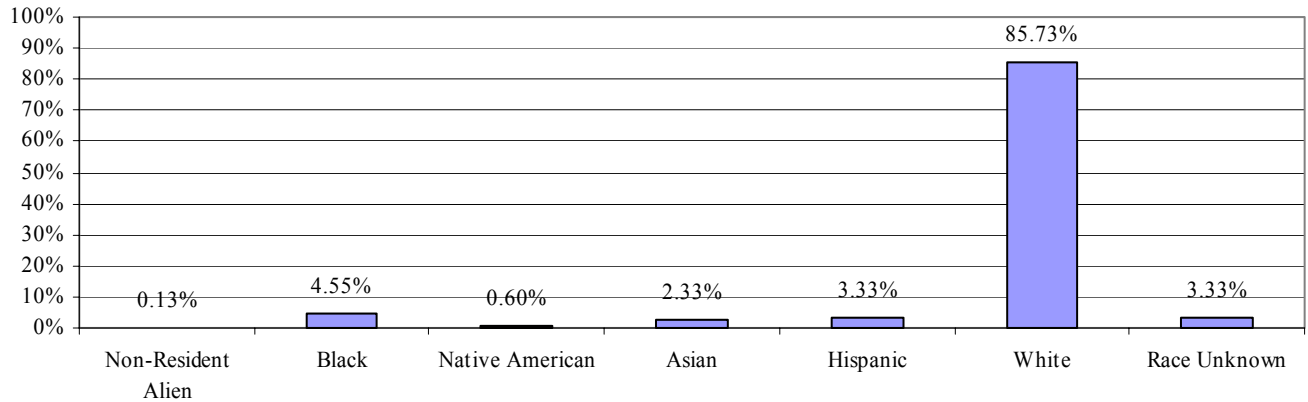
Percent Change in Minority Enrollment		Minority Enrollment	Minority Percent	Adjusted Minority Percent*	
<b>1991-1996</b>	138.9%	<b>1991</b>	1,249	5.2%	5.4%
<b>1996-2001</b>	29.0%	<b>1996</b>	2,984	9.0%	9.2%
<b>1991-2001</b>	208.1%	<b>2001</b>	3,848	10.8%	11.2%

\* Adjusted minority percent column excludes non-resident alien students and students of unknown race/ethnicity from calculations.

# Race & Ethnicity: Headcount Enrollment by Sector

## Independent Colleges and Universities

Nebraska Community Colleges Student Enrollment by Race/Ethnicity 2001



Minority Enrollment Percentage by Institution 2001

	2001 Minority Enrollment	2001 Minority Percent	2001 Adjusted Minority Percent*
SECTOR TOTAL	2,524	11.2%	11.9%
BELLEVUE	453	11.5%	12.9%
BRYAN	4	2.6%	2.6%
CLARKSON	35	8.4%	8.8%
COLL. ST. MARY	83	8.9%	9.0%
CONCORDIA	34	2.5%	2.8%
CREIGHTON	1,056	16.8%	17.6%
DANA	66	11.7%	11.8%
DOANE	124	5.7%	6.1%
GRACE	35	5.9%	6.0%

Minority Enrollment Percentage by Institution 2001

	2001 Minority Enrollment	2001 Minority Percent	2001 Adjusted Minority Percent*
HASTINGS	49	4.4%	4.5%
LITTLE PRIEST	139	89.7%	89.7%
MID. LUTHERAN	66	6.7%	6.7%
NEBR. CHRISTIAN	5	3.4%	3.5%
NEBR. INDIAN CC	162	84.8%	85.7%
NEBR. METHODIST	33	8.7%	8.7%
NEBR. WESLEYAN	68	4.0%	4.0%
PLATTE VALLEY	3	5.6%	5.6%
UNION	84	9.5%	12.4%
YORK	25	5.5%	5.7%

### Trends in Minority Enrollment

Percent Change in Minority Enrollment		Minority Enrollment	Minority Percent	Adjusted Minority Percent*
1991-1996	20.3%	1,622	8.6%	8.9%
1996-2001	29.3%	1,952	9.8%	10.2%
1991-2001	55.6%	2,524	11.2%	11.9%

\* Adjusted minority percent column excludes non-resident alien students and students of unknown race/ethnicity from calculations.

# Race & Ethnicity: Degree Awards

## 2001 Fast Facts



Minority students were awarded 7.3% of all degrees and certificates given by Nebraska public and independent colleges and universities in 2000-2001.



Black non-Hispanic students received 2.7% of all degrees awarded in 2000-2001 while Asian students received 2.1%, Hispanic students 1.8% and American Indian students .6%

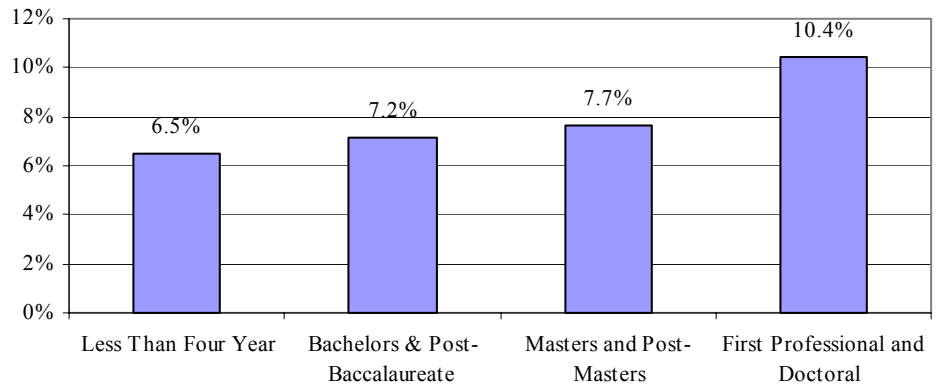


Minority students were awarded 10.4% of all doctoral and first professional degrees conferred by Nebraska public and independent postsecondary institutions in 2000-2001.

For more information on total degrees awarded, please refer to :

TABLE B1A-B2B

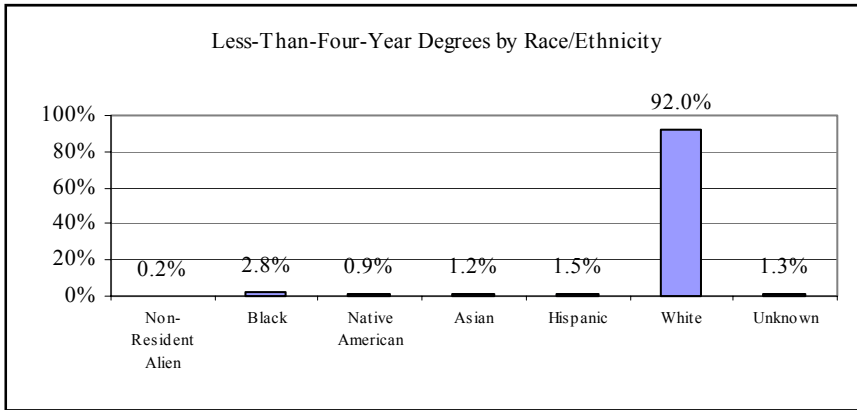
Percent Minority Recipients by Degree Level 2000-2001



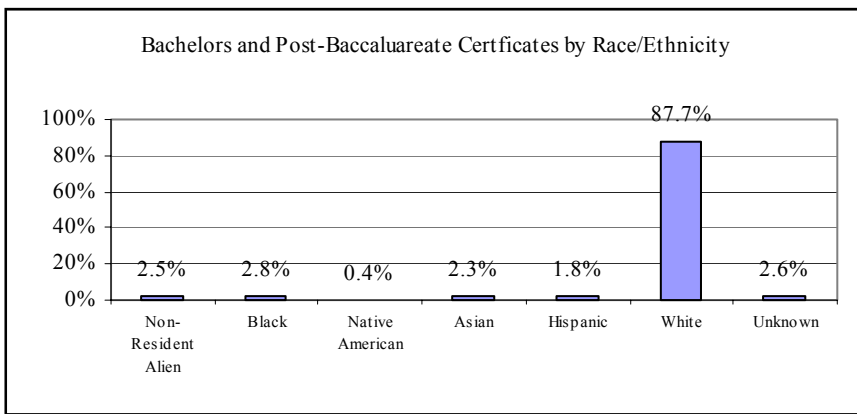
- Minority students received 7.3% of all degrees awarded by public and independent colleges and universities in 2000-2001. Black non-Hispanic students received 2.7% of all degrees awarded in 2000-2001 while Asian students received 2.1%, Hispanic students 1.8% and American Indian students .6%. White non-Hispanic students received 87.7% of all degrees awarded at all Nebraska institutions in 2000-2001.
- The percentage of all degrees received by minority students remained constant at 7.3% in both 1999-2000 and 2000-2001. Minority students received 1,476 degrees in 2000-2001 and 1,459 degrees in 1999-2000.
- Minority students were awarded 6.5% of all less than four-year degrees awarded by public and independent colleges and universities in 2000-2001, 7.2% of bachelors and post-baccalaureate degrees, 7.7% of masters degrees and post-masters degrees and 10.4% of doctoral and first professional degrees.
- By sector, minority students received 6.4% of all degrees awarded in the University of Nebraska system in 2000-2001, 4.0% of all State College degrees awarded, 6.4% of all community colleges degrees and 10.3% of all degrees awarded by independent colleges and universities.
- Patterns of degree awards vary by race/ethnicity. A smaller proportion of Asian students received associates degrees than Black, American Indian, Hispanic or White students. In contrast, a greater proportion of Asian students received doctoral or first professional degrees than students from other race or ethnicity groups.

Number and Percent of All Minority Degree Recipients by Sector 2000-2001	Percent of Minority Recipients	
	Number	Percent
University of Nebraska	562	38%
State Colleges	55	4%
Community Colleges	294	20%
Independent Colleges	565	38%
<b>Total Public and Independent Colleges and Universities</b>	<b>1,476</b>	<b>100%</b>

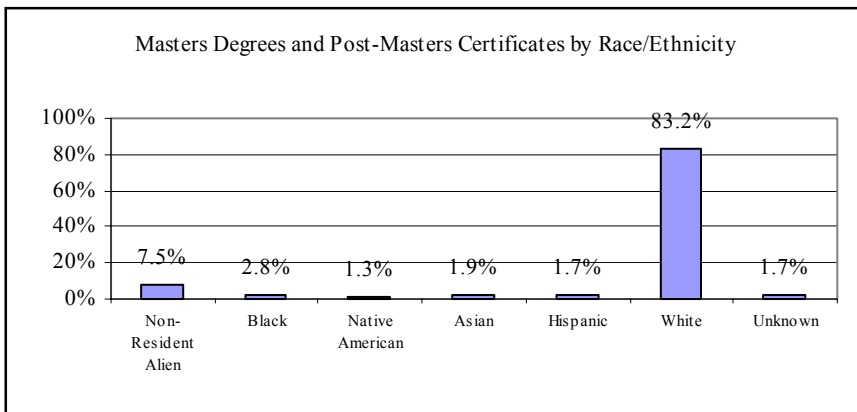
# Percent Distribution of Race/Ethnicity Categories within Degree Level 2000-2001



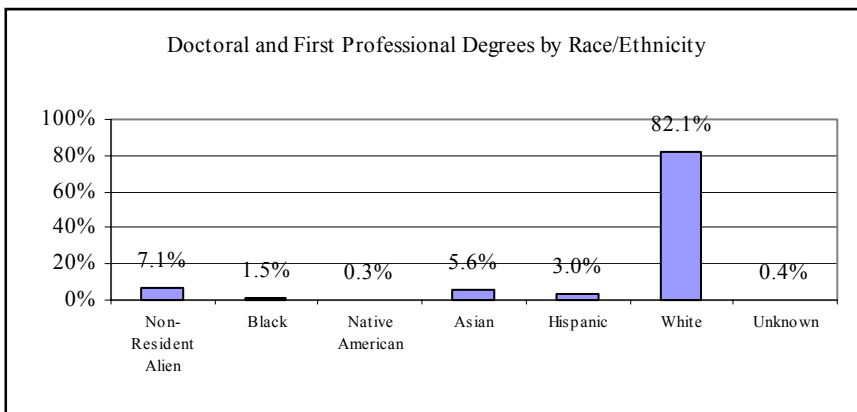
<b>2000-2001 Less-Than-Four-Year Degrees</b>	
<b>Minority Number</b>	330
<b>Total Number</b>	5,114



<b>2000-2001 Bachelors Degrees and Post-Baccalaureate Certificates</b>	
<b>Minority Number</b>	780
<b>Total Number</b>	10,846

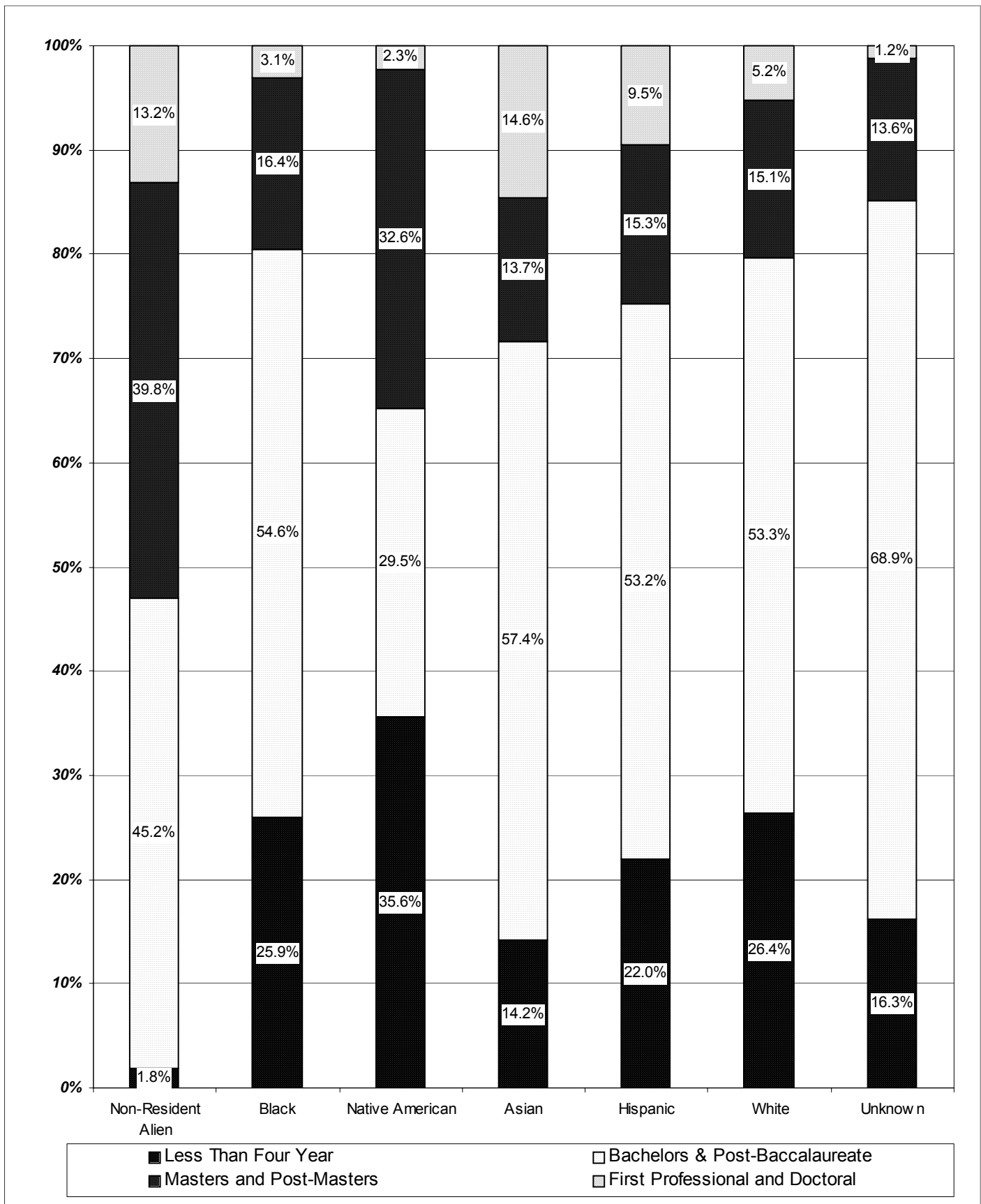


<b>2000-2001 Masters Degrees and Post-Masters Certificates</b>	
<b>Minority Number</b>	248
<b>Total Number</b>	3,241



<b>2000-2001 Doctoral and First Professional Degrees</b>	
<b>Minority Number</b>	118
<b>Total Number</b>	1,133

# Percent Distribution of Degree Types within Race/Ethnicity Categories 2000-2001



# Race & Ethnicity: Faculty Diversity

## 2001 Fast Facts



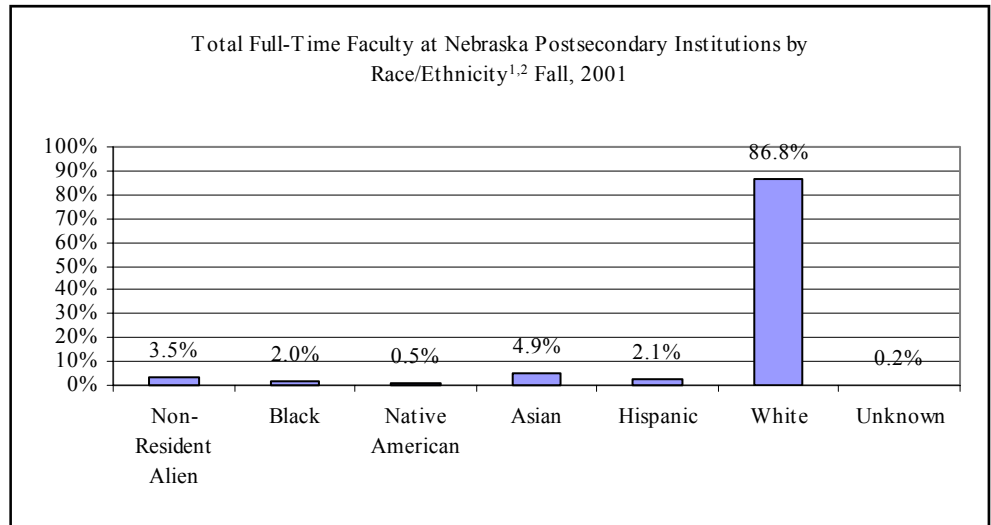
Minority faculty accounted for 9.6% of all full-time faculty at Nebraska public and independent institutions in Fall 2001.



Eleven percent of faculty at the University of Nebraska were minority faculty in 2001, compared to 3.3% at Nebraska State Colleges, 4.8% at community colleges and 10.3% at independent colleges and universities.



Minority faculty represented a smaller percentage of tenured faculty than tenure-track faculty across all sectors in 2001.



- Minority faculty accounted for 9.6% of all full-time faculty at Nebraska public and independent institutions in Fall 2001.

### University of Nebraska:

- 11.0% of full-time faculty in Fall 2001 were minority faculty.
- By status, minority faculty represented 18.1% of tenure-track faculty, 9.0% of tenured faculty and 8.0% of non-tenure-track faculty.

### Nebraska State Colleges:

- 3.3% of full-time faculty in Fall 2001 were minority faculty.
- By employment status, minority faculty represented 5.6% of tenure-track faculty, 2.0% of tenured faculty and 3.6% of non-tenure-track faculty.

### Community Colleges:

- 4.8% of full-time faculty in Fall 2001 were minority faculty.
- By employment status, minority faculty represented 3.3% of tenured faculty and 5.2% of non-tenure-track faculty.

### Independent Colleges and Universities:

- 10.3% of full-time faculty in Fall 2001 were minority faculty.
- By employment status, minority faculty represented 11.3% of tenure-track faculty, 7.3% of tenured faculty and 13.8% of non-tenure-track faculty.

	1995 Minority Percent <sup>2</sup>	1997 Minority Percent <sup>2</sup>	1999 Minority Percent <sup>2</sup>	2001 Minority Percent <sup>2</sup>
University of Nebraska	8.3%	8.8%	9.8%	11.0%
State Colleges	4.0%	4.4%	3.6%	3.3%
Community Colleges	3.5%	4.8%	4.5%	4.8%
Independent Colleges	8.2%	7.5%	8.1%	10.3%
Total Public and Independent Colleges and Universities	7.4%	7.7%	8.2%	9.5%

<sup>1</sup>Full-time faculty includes instructional, research and public service faculty <sup>2</sup>Percentage value listed includes Non-Resident Alien and Race/Ethnicity Unknown faculty in calculation.

# Race & Ethnicity: Faculty Diversity by Status By Sector 2001

University of Nebraska	Non-Resident Alien	Black	Native American	Asian	Hispanic	White	Unknown	Minority Percent*	Adjusted Minority Percent*
<b>Tenured</b>	0.0%	1.4%	0.2%	5.5%	1.9%	91.0%	0.0%	9.0%	9.0%
<b>Tenure Track</b>	6.9%	4.8%	1.3%	8.2%	3.8%	75.0%	0.0%	18.1%	19.5%
<b>Non-Tenure Track</b>	15.8%	1.9%	0.4%	4.3%	1.4%	76.3%	0.0%	7.9%	9.4%
<b>Total</b>	6.2%	2.4%	0.5%	5.8%	2.3%	82.8%	0.0%	11.0%	11.8%
State Colleges	Non-Resident Alien	Black	Native American	Asian	Hispanic	White	Unknown	Minority Percent	Adjusted Minority Percent*
<b>Tenured</b>	0.0%	0.0%	0.0%	1.3%	0.6%	94.8%	3.2%	1.9%	2.0%
<b>Tenure Track</b>	2.2%	0.0%	1.1%	2.2%	2.2%	90.0%	2.2%	5.6%	5.8%
<b>Non-Tenure Track</b>	0.0%	0.0%	3.6%	0.0%	0.0%	96.4%	0.0%	3.6%	3.6%
<b>Total</b>	0.7%	0.0%	0.7%	1.5%	1.1%	93.4%	2.6%	3.3%	3.4%
Community Colleges	Non-Resident Alien	Black	Native American	Asian	Hispanic	White	Unknown	Minority Percent	Adjusted Minority Percent*
<b>Tenured</b>	0.0%	0.8%	0.0%	0.8%	1.7%	96.7%	0.0%	3.3%	3.3%
<b>Tenure Track</b>	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%
<b>Non-Tenure Track</b>	0.0%	1.5%	0.7%	1.6%	1.3%	94.6%	0.3%	5.2%	5.2%
<b>Total</b>	0.0%	1.4%	0.6%	1.5%	1.4%	94.9%	0.2%	4.8%	4.9%
Independent Colleges and Universities	Non-Resident Alien	Black	Native American	Asian	Hispanic	White	Unknown	Minority Percent	Adjusted Minority Percent*
<b>Tenured</b>	0.0%	1.4%	0.0%	5.0%	0.9%	92.7%	0.0%	7.3%	7.3%
<b>Tenure Track</b>	0.5%	2.5%	0.3%	6.5%	2.0%	88.2%	0.0%	11.3%	11.3%
<b>Non-Tenure Track</b>	0.0%	1.4%	1.1%	6.0%	5.4%	86.2%	0.0%	13.8%	13.8%
<b>Total</b>	0.2%	1.7%	0.4%	5.7%	2.5%	89.5%	0.0%	10.3%	10.3%

\*Non-resident alien faculty and faculty with unknown race/ethnicity are included in percentage calculations for the “Minority Percent” column and excluded from calculations in the “Adjusted Minority Percent” column.

# Race & Ethnicity: The *USA Today* Diversity Index

## The *USA Today* Diversity Index

The *USA Today* Diversity Index was developed by Phil Meyer and Shawn McIntosh to measure the racial and ethnic diversity of Census populations. Scores on the index range from 0 to 100 and represent the probability that two people chosen at random from a population will differ in race and/or ethnicity. Low scores (0) on the index represent a population where every person is of the same race and ethnicity, while high (100) scores on the measure indicate a population where every person is different from every other person. Meyer and McIntosh's article detailing the development of the index can be found in the *International Journal of Public Opinion Research*, Volume 4, Number 1, Spring 1992, pp. 56 to 58.

## Why Use the Diversity Index?

Expressing diversity as a simple headcount number or as a percentage of a total can provide little useful information about the diversity in a given population. Consider the following examples:

### Example 1: High Minority Enrollment Does Not Necessarily Equal Diversity

Discussions about institutional diversity are frequently focused on the number or percentage of minority faculty or students at an institution, with institutions having higher percentages of minority students or faculty thought of as being "more diverse." However, an institution which has more minority students or faculty may not necessarily be more diverse if diversity is expressed in terms of the opportunity for students or faculty to interact with individuals who are of a different race or ethnicity than they are. When diversity is viewed from this perspective, any institution with an enrollment drawn predominantly from one race or ethnicity, no matter what that race or ethnicity may be, is less likely to provide opportunities for diverse interactions. For example, a student who attends an institution with enrollment that is 90% Native American and 10% white has no greater chance of meeting someone of a different race or ethnicity than a student who attends an institution that is 90% white and 10% Native American. Using the *USA Today* Diversity Index in place of traditional percent of minority enrollment figures provides a more accurate analysis of the diversity of potential interactions at an institution or within a sector.

### Example 2: Breadth of Diversity Matters

School A has a faculty that is 85% white and 15% African-American. School B has a faculty that is 85% white, 5% African-American, 5% Asian or Pacific Islander, 3% Hispanic and 2% Native American.

In this example, minority faculty account for 15% of all faculty at both schools, yet School B arguably has a greater breadth of diversity than School A. Schools such as our hypothetical School B that have a greater breadth of diversity would have a higher diversity index score than a school such as School A, despite the facts that both have an equal percentage of minority faculty or students.

## A Quick Guide to Interpreting *USA Today* Diversity Index Scores

The diversity scores displayed on the following pages provide a very basic answer to the following question: *How likely am I to meet someone who is racially or ethnically different than myself as a student or faculty member at a Nebraska institution?* Higher scores indicate a greater likelihood of meeting someone different. Conversely, lower scores mean a student or faculty member would be less likely to encounter someone of a different race or ethnicity than themselves.

# Race & Ethnicity: The *USA Today* Diversity Index and Student Enrollment

<i>USA Today</i> Diversity Index by Institution	2001 Diversity Index	2001 Adjusted Minority Percent*
Metropolitan Community College	37	21.86%
Creighton University	31	17.56%
Nebraska Indian Community College	28	85.71%
Western Community College	25	14.01%
Bellevue University	24	12.95%
Union College	23	12.43%
Dana College	22	11.79%
University of Nebraska at Omaha	22	11.68%
Little Priest Tribal College	19	89.68%
College of St. Mary	17	8.97%
Clarkson College	16	8.79%
Nebraska Methodist	16	8.71%
University of Nebraska Medical Center	14	7.65%
University of Nebraska-Lincoln	14	7.17%
Southeast Community College	13	6.88%
Midland Lutheran College	13	6.71%
Doane College	12	6.07%
Grace University	11	5.95%
Central Community College	11	5.77%
York College	11	5.66%
Platte Valley Bible College	11	5.56%
Peru State College	11	5.46%
Wayne State College	10	5.24%
Chadron State College	9	4.64%
Hastings College	9	4.52%
Nebraska Wesleyan College	8	4.00%
Mid-Plains Community College	8	3.98%
Nebraska Christian College	7	3.47%
NCTA-Curtis	7	3.42%
University of Nebraska at Kearney	6	3.23%
Concordia University	5	2.81%
Bryan School of Nursing	5	2.65%
Northeast Community College	4	2.05%

<i>USA Today</i> Diversity Index by Sector	2001 Diversity Index	2001 Adjusted Minority Percent*
University of Nebraska	15	8.03%
Nebraska State Colleges	10	5.06%
Community Colleges	21	11.19%
Independent Colleges	22	11.91%
Nebraska Public & Independent Colleges and Univ.	18	9.64%

## *2001 Fast Facts*

- The tables to the left display *USA Today* diversity scores based on student enrollment at Nebraska public and independent colleges and universities. Diversity scores were calculated based on total headcount enrollment. Scores range from 0 to 100. High diversity scores indicate that an institution is more diverse, while low scores indicate less diverse institutions.
- Nebraska public and independent colleges and universities had an overall *USA Today* student enrollment diversity score of 18.
- Independent colleges and universities had the highest diversity score (22) among Nebraska's public and independent sectors followed by the community college sector with a score of 21.
- Metropolitan Community College received the highest diversity score of all Nebraska public and independent institutions with a score of 37, followed by Creighton University with a score of 31. Nebraska Indian Community College had the third highest score (28).
- Eight Nebraska public and independent colleges and universities had a diversity score of 20 or above.
- Eleven Nebraska public and independent colleges and universities had a diversity score of 10 or below.

\*Non-resident alien students and students of unknown race/ethnicity are not included in these calculations.

# Race & Ethnicity: The *USA Today* Diversity Index and Faculty by Status and Rank

## 2001 Fast Facts on Faculty Diversity

Nebraska public and independent colleges and universities had an overall *USA Today* full-time faculty diversity score of 18. Full-time faculty were most diverse at the University of Nebraska (with a diversity index score of 22) and least diverse at the Nebraska State Colleges (with a diversity score of 7).

Tenure-track faculty at the University of Nebraska and the Nebraska State Colleges tended to be more diverse than faculty who were tenured or non-tenure track. In contrast, non-tenure-track faculty at independent colleges and universities were more diverse than tenured faculty or tenure-track faculty.

The right hand side of Table 1 displays diversity scores by sector for selected combinations of faculty status and rank. In each sector, diversity scores decline with increasing rank and status: tenured professors in all sectors were less diverse than either tenured associate professors or tenure-track assistant professors.

Table 2 provides information about diversity scores by employment classification. For all sectors, full-time faculty members tended to be more diverse than individuals employed in executive and administrative job classifications, but less diverse than those employed in service and maintenance positions.

*USA Today* Diversity Scores by Sector

<b>Table 1</b>	<b>All Full-Time Faculty</b>	<b>Tenured Faculty</b>	<b>Tenure Track Faculty</b>	<b>Non-Tenure-Track Faculty</b>	<b>Tenured Professors</b>	<b>Tenured Associate Professors</b>	<b>Tenure-Track Assistant Professors</b>
<b>University of Nebraska</b>	22	17	34	18	15	18	35
<b>Nebraska State Colleges</b>	7	4	11	7	7	0	14
<b>Community Colleges</b>	10	6	0	10	NA	NA	NA
<b>Independent Colleges</b>	19	14	21	27	14	16	21
<b>Total</b>	18	15	28	16	14	17	29

*USA Today* Diversity Scores by Employment Classification

<b>Table 2</b>	<b>Full-Time Faculty</b>	<b>Executive and Administrative</b>	<b>Service and Maintenance</b>	<b>Clerical</b>	<b>Technical and Paraprofessional</b>
<b>University of Nebraska</b>	22	10	30	16	18
<b>Nebraska State Colleges</b>	7	3	8	1	0
<b>Community Colleges</b>	10	5	18	18	10
<b>Independent Colleges</b>	19	12	39	18	33
<b>Total</b>	18	10	29	16	24

# Race & Ethnicity: Underrepresented Minorities

## 2001 Fast Facts



Hispanic and Asian populations in Nebraska experienced the greatest percentage growth from 1990 to 2000.



Nebraska community colleges had the highest percentage of underrepresented minority enrollment in 2001 with 8.5%, followed by independent colleges and universities with 7.5%. Underrepresented minorities include Black, Hispanic and Native American students.

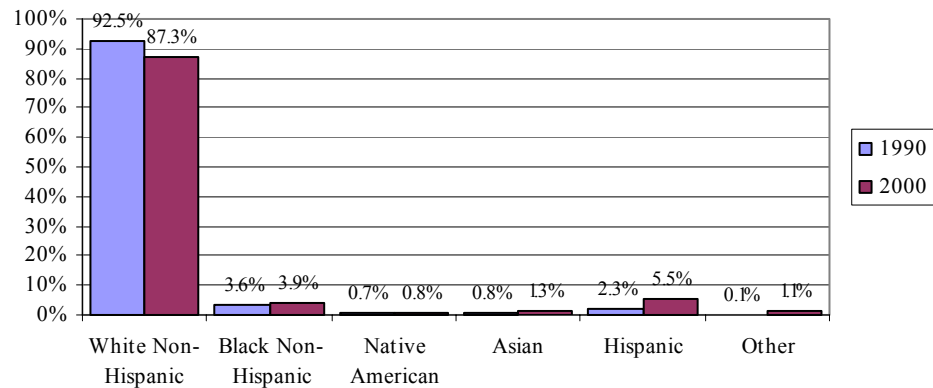


Underrepresented minorities received 5.4% of all degrees awarded by Nebraska postsecondary institutions in 2000-2001 although accounting for 10.7% of Nebraska's overall population in 2000.

For more information on underrepresented minorities, please refer to :

TABLES A10  
TABLES B1A-B2B

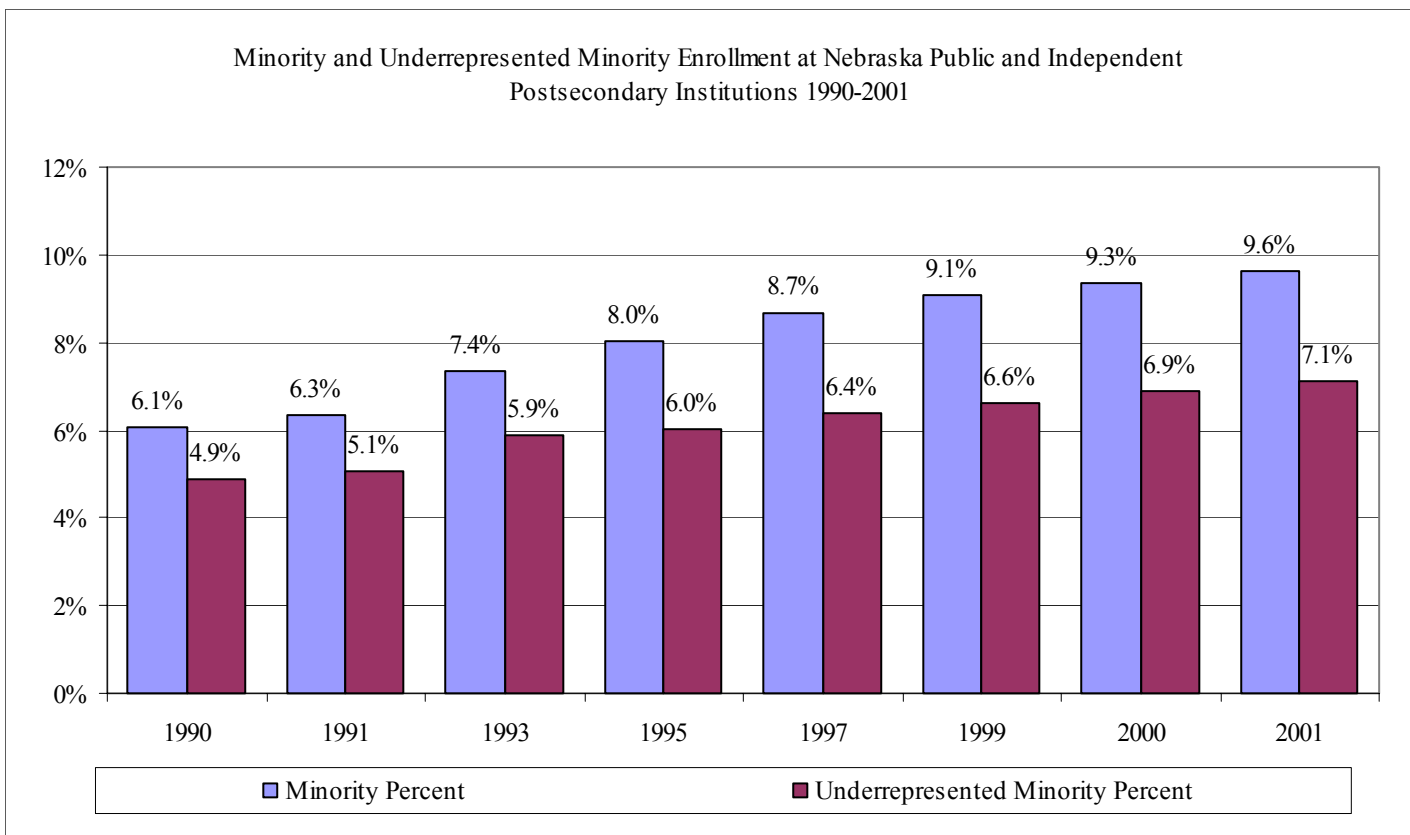
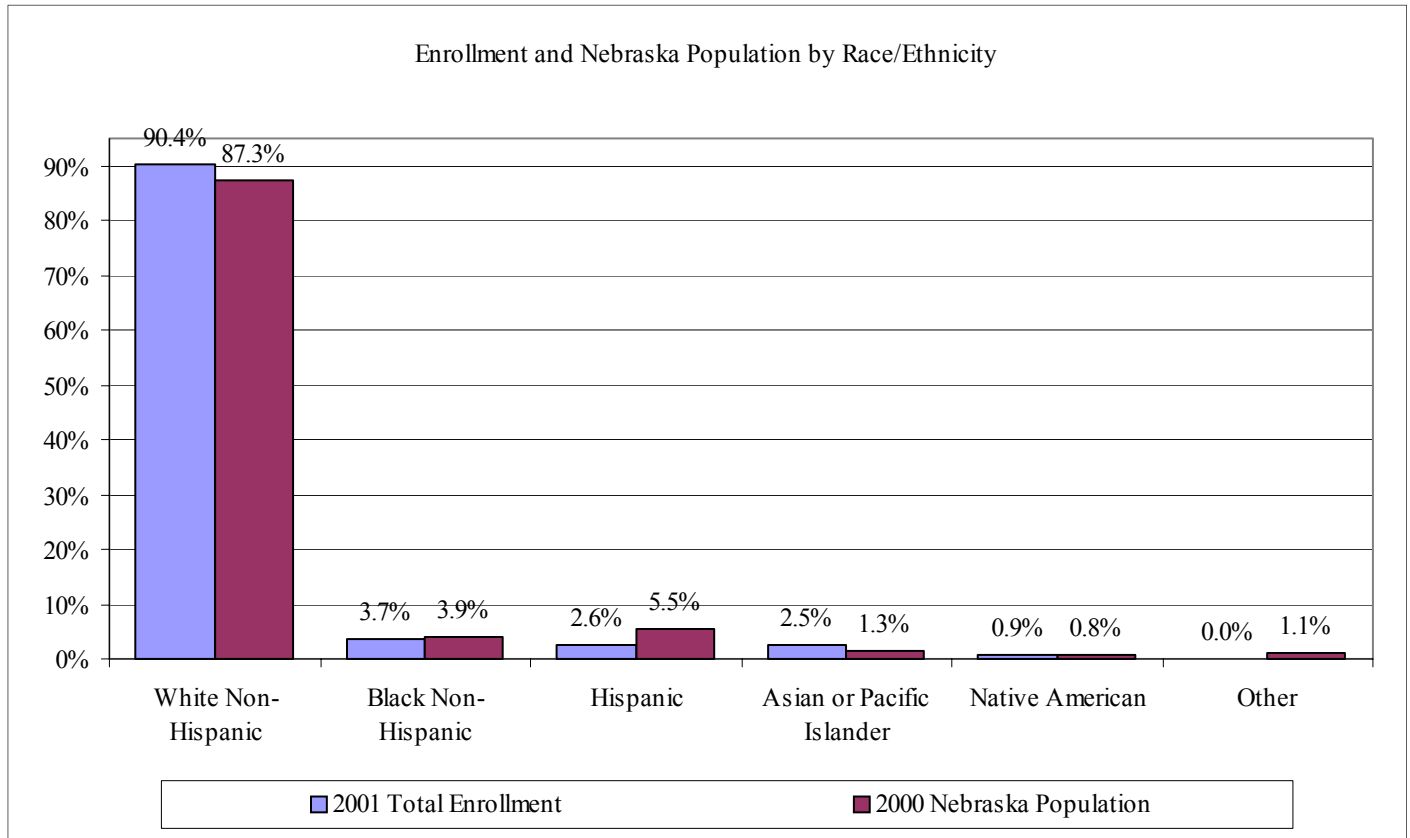
Nebraska Population by Race/Ethnicity 1990 and 2000



- Data from the United States Census indicates that Blacks, Hispanics and Native Americans are less likely to participate in higher education than Whites and Asians. In Fall, 2000 43.2% of all recent high school graduates aged 16-24 were enrolled in college. Slightly over 44% of White Non-Hispanic recent graduates were enrolled in college compared to 39.4% of Black graduates, 61.6% of Asian graduates and 35.9% of Hispanic graduates.<sup>1</sup> No data was available from the Census for Native American students, although data from the National Science Foundation indicates that Native Americans are similarly underrepresented in higher education.<sup>2</sup> The following pages provide information about the enrollment, completion and faculty rates for underrepresented minorities in Nebraska higher education. For the purpose of the following tables, underrepresented minorities include Blacks, Hispanics and Native Americans.
- Nebraska's population increased by 8.4% between 1990 and 2000. Hispanic and Asian populations experienced the greatest percentage of growth during this period, with the Hispanic population of Nebraska increasing by 155.4% and the Asian population increasing by 85.6%.
- Comparisons of 2000 Census data and 2001 Nebraska enrollment statistics indicate that Asian and American Indian students' representation at Nebraska higher education institutions was equal to or greater than their representation in the 2000 Nebraska population. Asian students comprised 2.5% of all enrollments at Nebraska postsecondary institutions, while 1.3% of Nebraska's 2000 population was Asian. In contrast, the 2000 enrollment percentages of Black and Hispanic students were smaller than their rate of representation in the 2000 state population. Hispanic Nebraskans accounted for 5.5% of the state's population in 2000, while accounting for only 2.6% of higher education enrollments in 2001.
- Underrepresented minorities received 5.4% of all degrees awarded by Nebraska postsecondary institutions in 2000-2001 although accounting for 10.7% of Nebraska's overall population in 2000.
- Black, Hispanic and Native American faculty at Nebraska public and independent institutions were similarly underrepresented when compared with the overall Nebraska population. Hispanics comprised 5.5% of Nebraska's population in 2000 and 2.4% of faculty in 2001. Black faculty accounted for 2.6% of all faculty at Nebraska institution while amounting for 3.9% of Nebraska's population. In contrast, 6.2% of faculty at Nebraska institutions were Asian, while Asians comprised 1.3% of Nebraska's total population.

<sup>1</sup>October 2000 Current Population Survey Table PPL-148. <sup>2</sup>National Science Foundation, Women, Minorities and Persons with Disabilities in Science and Engineering 1998. Available on the web at: <http://www.nsf.gov/sbe/srs/nsf99338/access/toc.htm>

# Race & Ethnicity: Underrepresented Minorities and Enrollment



Note: Non-resident alien students and students of unknown race/ethnicity are not included in these calculations.

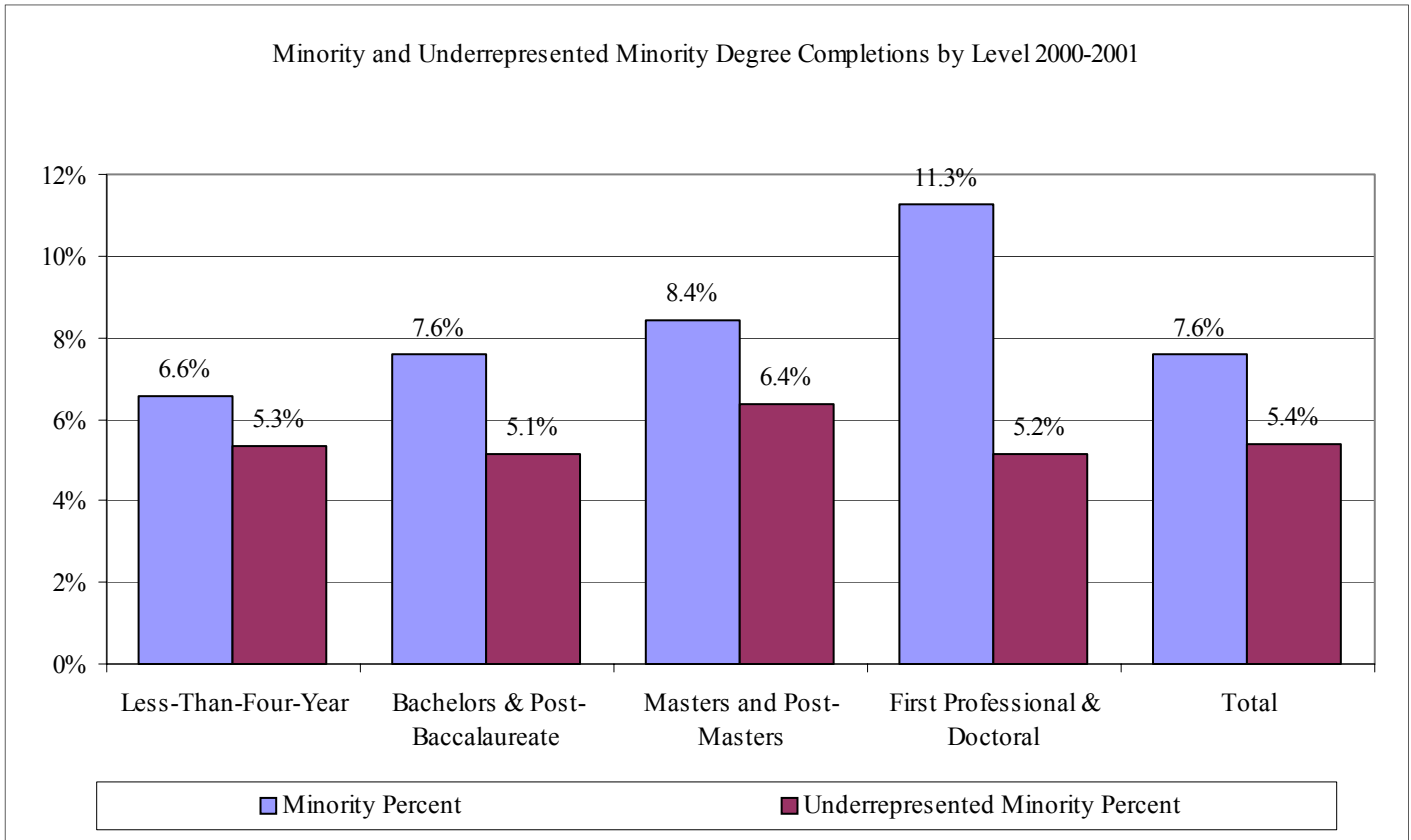
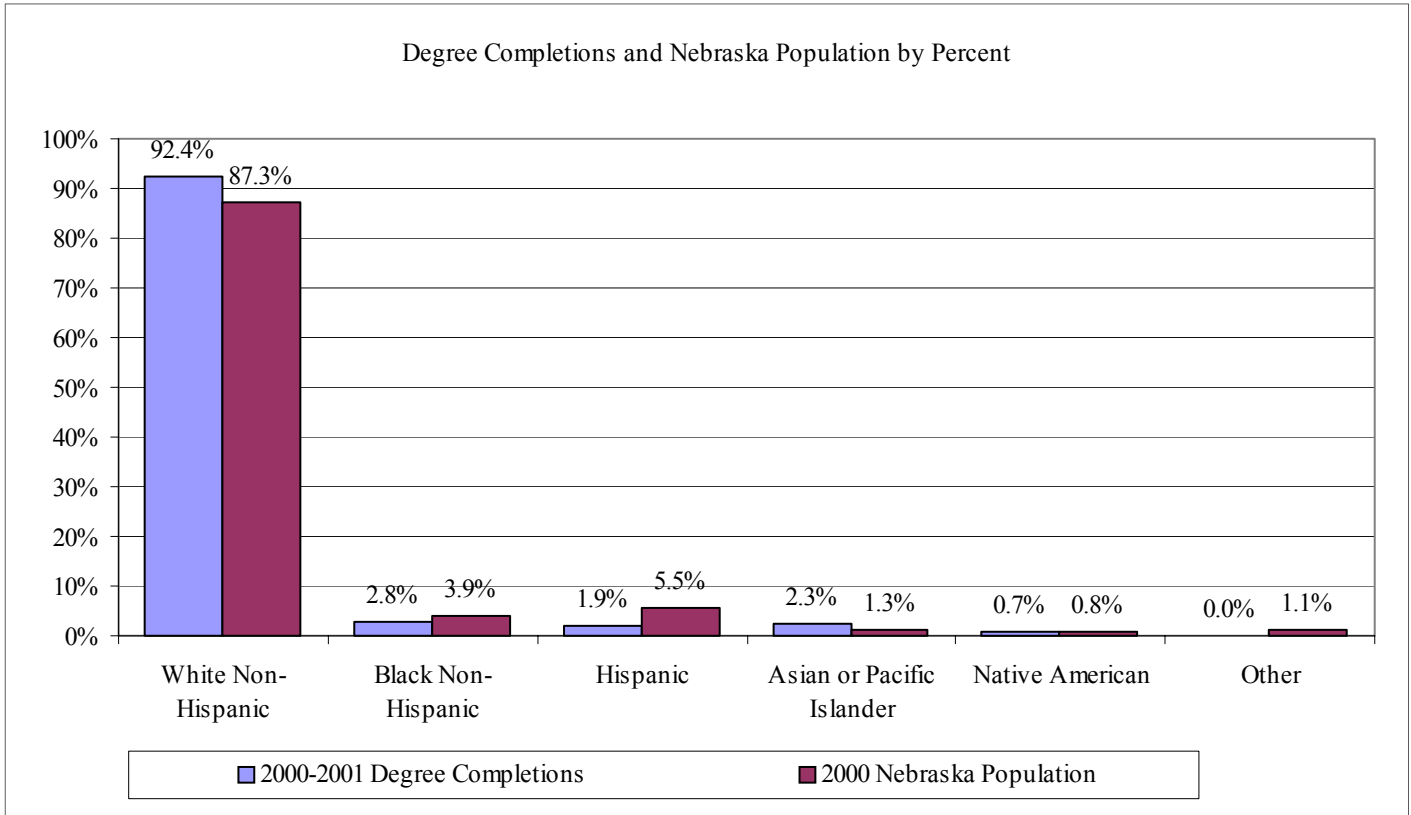
## Race & Ethnicity: Percentage Minority and Underrepresented Minority Enrollment by Institution 2001

	Minority Percent	Underrepresented Minority Percent <sup>1</sup>	Adjusted Minority Percent <sup>2</sup>	Adjusted Underrepresented Minority Percent <sup>1,2</sup>
<b>University of Nebraska</b>	<b>7.3%</b>	<b>5.3%</b>	<b>8.0%</b>	<b>5.8%</b>
Nebraska College of Technical Agriculture	3.4%	3.4%	3.4%	3.4%
University of Nebraska at Kearney	2.9%	2.6%	3.2%	2.9%
University of Nebraska at Omaha	6.5%	4.4%	7.2%	4.9%
University of Nebraska Medical Center	7.3%	3.5%	7.7%	3.6%
University of Nebraska-Lincoln	10.8%	8.4%	11.7%	9.1%
<b>Nebraska State Colleges</b>	<b>4.8%</b>	<b>4.2%</b>	<b>5.1%</b>	<b>4.5%</b>
Chadron State College	4.4%	4.0%	4.6%	4.2%
Peru State College	4.8%	4.0%	5.5%	4.5%
Wayne State College	5.0%	4.6%	5.2%	4.8%
<b>Nebraska Community Colleges</b>	<b>10.8%</b>	<b>8.5%</b>	<b>11.2%</b>	<b>8.8%</b>
Central Community College	5.6%	4.5%	5.8%	4.7%
Metropolitan Community College	21.4%	17.1%	21.9%	17.4%
Mid-Plains Community College	3.6%	3.1%	4.0%	3.4%
Northeast Community College	2.0%	1.8%	2.0%	1.8%
Southeast Community College	6.7%	4.0%	6.9%	4.1%
Western Nebraska Community College	11.7%	11.2%	14.0%	13.4%
<b>Nebraska Public Institutions</b>	<b>8.5%</b>	<b>6.5%</b>	<b>9.1%</b>	<b>6.9%</b>
<b>Nebraska Independent Colleges &amp; Universities</b>	<b>11.2%</b>	<b>7.5%</b>	<b>11.9%</b>	<b>8.0%</b>
Bellevue University	11.5%	9.9%	12.9%	11.1%
Bryan LGH College of Health Sciences	2.6%	1.3%	2.6%	1.3%
Clarkson College	8.4%	8.2%	8.8%	8.5%
College of Saint Mary	8.9%	8.2%	9.0%	8.2%
Concordia University	2.5%	2.2%	2.8%	2.5%
Creighton University	16.8%	6.6%	17.6%	6.9%
Dana College	11.7%	8.3%	11.8%	8.4%
Doane College	5.7%	4.8%	6.1%	5.1%
Grace University	5.9%	5.0%	6.0%	5.1%
Hastings College	4.4%	4.0%	4.5%	4.1%
Little Priest Tribal College	89.7%	89.7%	89.7%	89.7%
Midland Lutheran College	6.7%	5.1%	6.7%	5.2%
Nebraska Christian College	3.4%	2.7%	3.5%	2.8%
Nebraska Indian Community College	84.8%	84.3%	85.7%	85.2%
Nebraska Methodist College	8.7%	7.9%	8.7%	7.9%
Nebraska Wesleyan University	4.0%	2.4%	4.0%	2.5%
Platte Valley Bible College	5.6%	5.6%	5.6%	5.6%
Union College	9.5%	7.8%	12.4%	10.2%
York College	5.5%	4.0%	5.7%	4.1%
<b>Nebraska Public and Independent Colleges and Universities</b>	<b>9.0%</b>	<b>6.7%</b>	<b>9.6%</b>	<b>7.1%</b>

<sup>1</sup>Underrepresented minorities include African-American, Native American and Hispanic students.

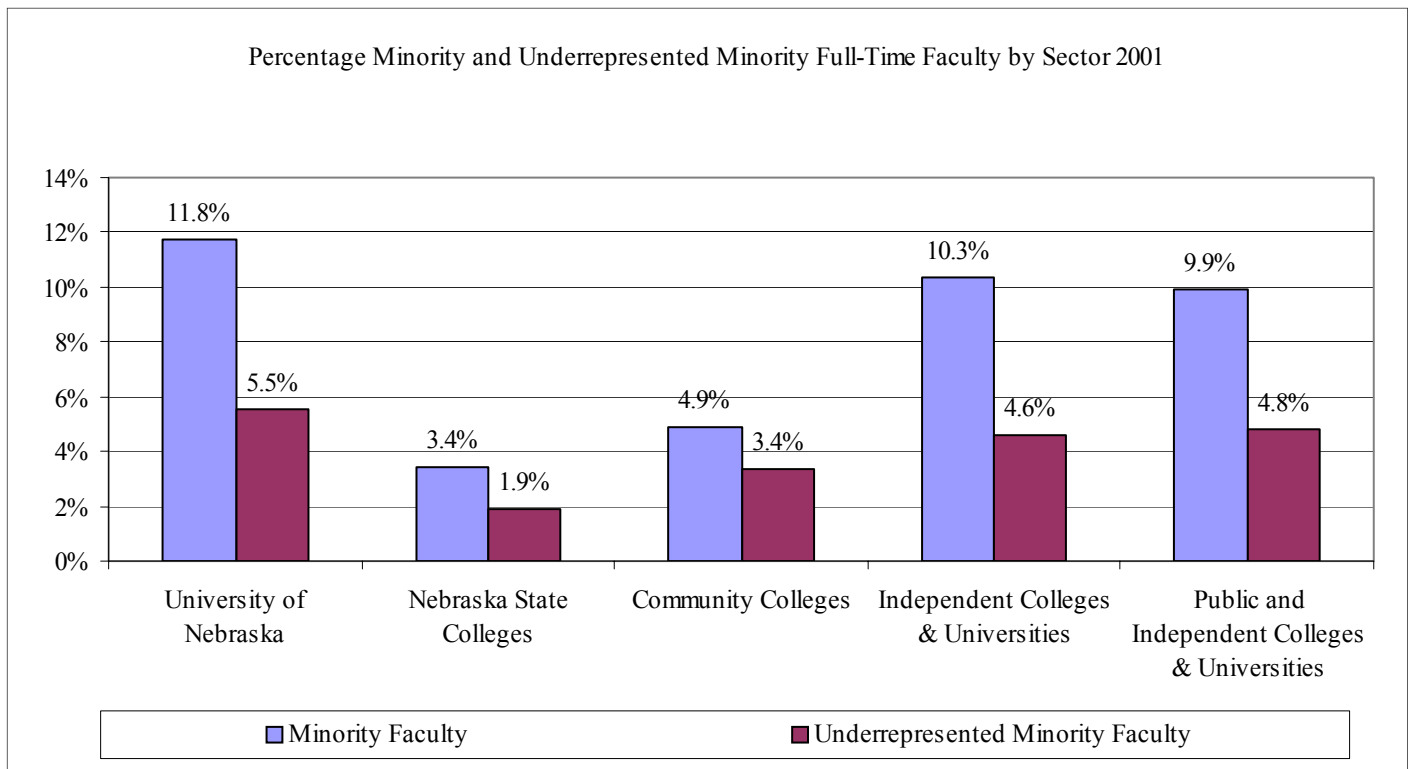
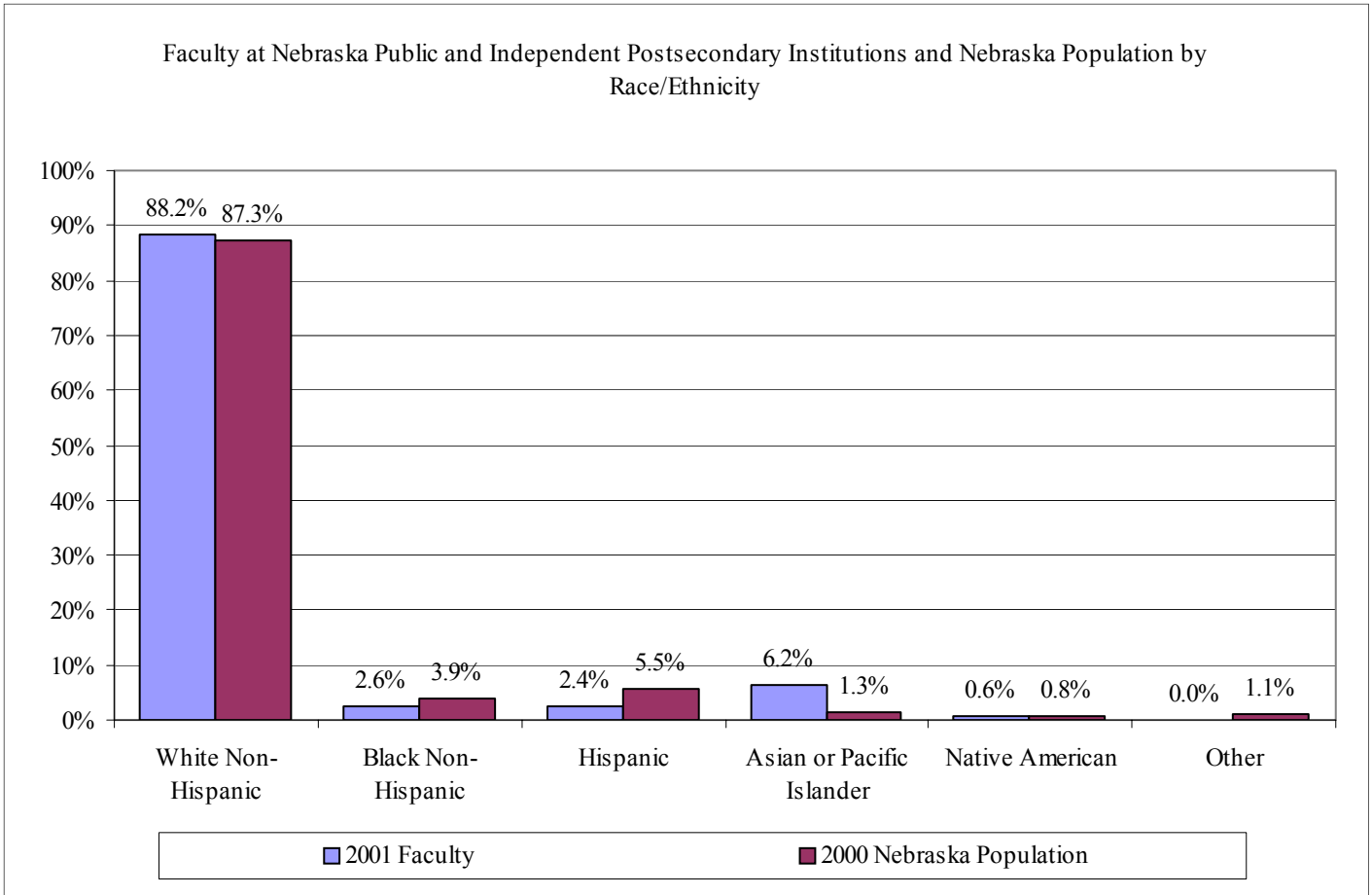
<sup>2</sup>Non-resident alien students and students of unknown race/ethnicity are not included in these calculations.

# Race & Ethnicity: Underrepresented Minorities and Degree Completions



Note: Non-resident alien students and students of unknown race/ethnicity are not included in these calculations.

# Race & Ethnicity: Underrepresented Minorities and Faculty



Note: Non-resident alien faculty and faculty of unknown race/ethnicity are not included in these calculations.