



















# **William & Mary Diversity Dashboard**

Office of Institutional Research

September, 2019

William & Mary Diversity: Enrollment Trend									
Fall Enrollment (N)	5-yr. Sparkline Graph	9 years ago (2010- 11)	2014-15	2015-16	2016-17	2017-18	2018-19	VA Public Universities- Median.	Top 100 Universities- Median.
<b>FT Undergraduate Students</b>		5,842	6,214	6,217	6,209	6,199	6,300		
Men		2,646	2,712	2,699	2,631	2,618	2,663		
Women		3,196	3,502	3,518	3,578	3,581	3,637		
Undergraduate Students of Color		1,446	1,800	1,798	1,798	1,809	1,844		
American Indian/Alaska Native		37	10	9	10	10	10		
Asian		425	486	504	488	479	471		
Black or African American		402	455	460	440	451	450		
Hispanic/Latinx		441	569	549	568	580	592		
Native Hawaiian/Pacific Islander		8	3	0	1	3	4		
Two or more races		133	277	276	291	286	317		
<b>Graduate Students</b>		2,102	2,138	2,183	2,341	2,455	2,440		
Men		1,019	982	1,049	1,182	1,210	1,162		
Women		1,083	1,156	1,134	1,159	1,245	1,278		
Graduate Students of Color		292	307	359	422	489	490		
American Indian/Alaska Native		3	9	1	8	6	6		
Asian		56	56	69	74	89	86		
Black or African American		161	140	146	168	191	202		
Hispanic/Latinx		45	58	93	112	128	125		
Native Hawaiian/Pacific Islander		4	1	0	2	2	2		
Two or more races		23	43	50	58	73	69		




















William & Mary Diversity: Enrollment Trend									
Fall Enrollment (%)	5-yr. Sparkline Graph	9 years ago (2010-11)	2014-15	2015-16	2016-17	2017-18	2018-19	VA Public Universities- Median.	Top 100 Universities- Median.
<b>Undergraduate Students</b>									
Men		45%	44%	43%	42%	42%	42%	<b>43%</b>	<b>49%</b>
Women		55%	56%	57%	58%	58%	58%	<b>57%</b>	<b>51%</b>
Undergraduate Students of Color		25%	31%	31%	31%	31%	31%	27%	37%
American Indian/Alaska Native		1%	0%	0%	0%	0%	0%	0%	0%
Asian		7%	8%	9%	8%	8%	8%	4%	15%
Black or African American		7%	8%	8%	8%	8%	8%	11%	5%
Hispanic		8%	10%	9%	10%	10%	10%	7%	12%
Native Hawaiian/Pacific Islander		0%	0%	0%	0%	0%	0%	0%	0%
Two or more races		2%	5%	5%	5%	5%	5%	5%	5%
<b>Graduate Students</b>									
Men		48%	46%	48%	50%	49%	48%	<b>38%</b>	<b>49%</b>
Women		52%	54%	52%	50%	51%	52%	<b>62%</b>	<b>51%</b>
Graduate Students of Color		16%	17%	19%	21%	23%	23%	20%	29%
American Indian/Alaska Native		0%	0%	0%	0%	0%	0%	0%	0%
Asian		3%	3%	4%	4%	4%	4%	3%	10%
Black or African American		9%	8%	8%	8%	9%	10%	10%	6%
Hispanic		2%	3%	5%	6%	6%	6%	4%	9%
Native Hawaiian/Pacific Islander		0%	0%	0%	0%	0%	0%	0%	0%
Two or more races		1%	2%	3%	3%	3%	3%	3%	4%

William & Mary Diversity: Full-time Instructional Faculty Trend									
MEASURES	5-yr. Sparkline Graph	6 years ago (2013-14)*	2014-15	2015-16	2016-17	2017-18	2018-19	VA Public Universities- Median.	Top 100 Universities- Median.
<b>FT Instructional Faculty (N)</b>		632	657	668	684	703	702		
Men		386	400	407	406	410	410		
Women		246	257	261	278	293	292		
Faculty of Color		78	81	80	88	95	97		
American Indian/Alaska Native		1	1	1	3	1	1		
Asian		35	35	35	36	39	41		
Black or African American		19	22	22	23	27	27		
Hispanic/Latinx		16	16	14	17	20	20		
Native Hawaiian/Pacific Islander		0	0	0	0	0	0		
Two or more races		7	7	8	9	8	8		
	5-yr. Sparkline Graph	6 years ago (2013-14)*	2014-15	2015-16	2016-17	2017-18	2018-19	VA Public Universities- Median.	Top 100 Universities- Median.
<b>FT Instructional Faculty (%)</b>									
Men		61%	61%	61%	59%	58%	58%	54%	59%
Women		39%	39%	39%	41%	42%	42%	46%	41%
Faculty of Color		12%	13%	12%	14%	14%	15%	18%	22%
American Indian/Alaska Native		0%	0%	0%	0%	0%	0%	0%	0%
Asian		6%	5%	5%	6%	6%	6%	10%	13%
Black or African American		3%	3%	3%	4%	4%	4%	5%	4%
Hispanic/Latinx		3%	3%	2%	3%	3%	3%	3%	4%
Native Hawaiian/Pacific Islander		0%	0%	0%	0%	0%	0%	0%	0%
Two or more races		1%	1%	1%	1%	1%	1%	1%	1%

\*William & Mary started to report Full-time Instructional Faculty by the current race/ethnicity categories since 2013-14

W&M Diversity: Full-time Non-Instructional Staff									
Employment (n)	5-yr. Sparkline Graph	6 years ago (2013- 14)*	2014-15	2015-16	2016-17	2017-18	2018-19	VA Public Universities- Median.	Top 100 Universities- Median.
<b>FT Non-Instructional Staff (n)</b>		1,498	1,554	1,638	1,664	1,676	1,712		
Men		612	618	660	654	652	668		
Women		886	936	978	1,010	1,024	1,044		
Persons of Color		378	393	420	416	417	419		
American Indian/Alaska Native		3	3	3	4	8	5		
Asian		34	39	42	38	37	36		
Black or African American		304	306	311	310	303	300		
Hispanic/Latinx		30	38	53	46	43	48		
Native Hawaiian/Pacific Islander		1	1	0	4	4	4		
Two or more races		6	6	11	14	22	26		
<b>FT Non-Instructional Staff (%)</b>									
Men		41%	40%	40%	39%	39%	39%	<b>42%</b>	<b>43%</b>
Women		59%	60%	60%	61%	61%	61%	<b>58%</b>	<b>57%</b>
Persons of Color		26%	26%	26%	26%	25%	25%	17%	22%
American Indian/Alaska Native		0%	0%	0%	0%	0%	0%	0%	0%
Asian		2%	3%	3%	2%	2%	2%	2%	6%
Black or African American		21%	20%	20%	19%	18%	18%	12%	9%
Hispanic/Latinx		2%	3%	3%	3%	3%	3%	2%	6%
Native Hawaiian/Pacific Islander		0%	0%	0%	0%	0%	0%	0%	0%
Two or more races		0%	0%	1%	1%	1%	2%	1%	1%

\*William & Mary started to report Full-time Non-Instructional Faculty by the current race/ethnicity categories since 2013-14

W&M Diversity: Management Occupations*									
Leadership Positions	5-yr. Sparkline Graph	9 years ago (2010-11)**	2014-15	2015-16	2016-17	2017-18	2018-19	VA Public Universities- Median.	Top 100 Universities- Median.
<b>Management Occupations (n)</b>		71	291	313	336	90	104		
Men		41	116	122	126	43	48		
Women		30	175	191	210	47	56		
Persons of Color			29	31	39	4	7		
American Indian/Alaska Native					1				
Asian			2	5	6				
Black or African American		5	19	20	23	3	6		
Hispanic/Latinx			7	6	9	1	1		
Native Hawaiian/Pacific Islander									
Two or more races			1						
<b>Management Occupations (%)</b>		291							
Men			40%	39%	38%	48%	46%	<b>43%</b>	<b>45%</b>
Women			60%	61%	63%	52%	54%	<b>57%</b>	<b>55%</b>
Persons of Color			10%	10%	12%	4%	7%	12%	15%
American Indian/Alaska Native					0%			0%	0%
Asian			1%	2%	2%			2%	4%
Black or African American		7.0%	7%	6%	7%	3%	6%	8%	7%
Hispanic/Latinx			2%	2%	3%	1%	1%	2%	3%
Native Hawaiian/Pacific Islander								0%	0%
Two or more races			0%					0%	1%

\*William & Mary changed the definitions of management occupation from 2017-18

\*William & Mary started to report management positions by the current race/ethnicity categories since 2010-11

Diversity Trend: U.S. News Top 100 Universities Doctorates Awarded							
	5-yr. Sparkline Graph	9 years ago (2010- 11)**	2013-14	2014-15	2015-16	2016-17	2017-18
<b>Arts &amp; Humanities*</b>							
<b>Doctorates Awarded (n)</b>		3724	3968	3894	3831	3695	3688
Men		1704	1886	1861	1708	1757	1743
Women		2020	2082	2033	2123	1938	1945
Scholars of Color		471	522	527	552	544	540
American Indian/Alaska Native		10	15	7	14	16	6
Asian		163	172	172	147	152	159
Black or African American		103	101	97	129	89	104
Hispanic/Latinx		168	192	207	200	226	211
Native Hawaiian/Pacific Islander		1	1	0	3	1	1
Two or more races		26	41	44	59	60	59
<b>Doctorates Awarded (%)</b>							
Men		46%	48%	48%	45%	48%	47%
Women		54%	52%	52%	55%	52%	53%
Scholars of Color		16%	16%	17%	18%	18%	19%
American Indian/Alaska Native		0%	1%	0%	1%	1%	0%
Asian		6%	5%	6%	5%	5%	6%
Black or African American		4%	3%	3%	4%	3%	4%
Hispanic/Latinx		6%	6%	7%	7%	8%	7%
Native Hawaiian/Pacific Islander		0%	0%	0%	0%	0%	0%
Two or more races		1%	1%	1%	2%	2%	2%

\*Art & Humanities includes the following CIP codes: 16 Foreign Languages, 23 English, 24 Liberal Arts, 38.01 Philosophy, 50 Performing Arts and 54 History, according CGS-GRE definition.

\*\* Universities started to report the completion by current race/ethnicity categories since 2010-11.

Diversity Trend: U.S. News Top 100 Universities Doctorates Awarded							
Social Sciences*	5-yr. Sparkline Graph	9 years ago (2010- 11)**	2013-14	2014-15	2015-16	2016-17	2017-18
<b>Doctorates Awarded (n)</b>							
Men		4179	4429	4380	4347	4366	4278
Women		1796	1891	1938	1969	1944	1896
Scholars of Color		2383	2538	2442	2378	2422	2382
American Indian/Alaska Native		677	759	772	736	781	820
Asian		10	12	18	17	11	18
Black or African American		235	246	241	203	211	262
Hispanic/Latinx		211	207	224	208	231	209
Native Hawaiian/Pacific Islander		190	231	226	239	242	236
Two or more races		3	2	2	5	1	2
		28	61	61	64	85	93
<b>Doctorates Awarded (%)</b>							
Men		43%	43%	44%	45%	45%	44%
Women		57%	57%	56%	55%	55%	56%
Scholars of Color		22%	23%	23%	23%	24%	26%
American Indian/Alaska Native		0%	0%	1%	1%	0%	1%
Asian		8%	7%	7%	6%	7%	8%
Black or African American		7%	6%	7%	6%	7%	7%
Hispanic/Latinx		6%	7%	7%	7%	8%	8%
Native Hawaiian/Pacific Islander		0%	0%	0%	0%	0%	0%
Two or more races		1%	2%	2%	2%	3%	3%

\*Social Sciences includes the following CIP codes: 05 Area, Ethnic, Cultural, Gender, and Group Studies, 42 Psychology, and 45 Social Sciences, according to CGS-GRE definition.

\*\* Universities started to report the completion by current race/ethnicity categories since 2010-11.









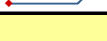











Diversity Trend: U.S. News Top 100 Universities Doctorates Awarded							
Natural & Computational Sciences*	5-yr. Sparkline Graph	9 years ago (2010-11)**	2013-14	2014-15	2015-16	2016-17	2017-18
<b>Doctorates Awarded (n)</b>		10385	11376	11093	11392	11322	11554
Men		6241	6813	6603	6919	6878	6903
Women		4144	4563	4490	4473	4444	4651
Scholars of Color		1319	1471	1554	1683	1778	1805
American Indian/Alaska Native		22	28	18	28	21	10
Asian		705	710	777	774	863	820
Black or African American		220	248	214	236	218	258
Hispanic/Latinx		305	347	401	446	453	500
Native Hawaiian/Pacific Islander		16	11	9	8	10	11
Two or more races		51	127	135	191	213	206
<b>Doctorates Awarded (%)</b>							
Men		60%	60%	60%	61%	61%	60%
Women		40%	40%	40%	39%	39%	40%
Scholars of Color		19%	21%	22%	23%	24%	24%
American Indian/Alaska Native		0%	0%	0%	0%	0%	0%
Asian		10%	10%	11%	11%	12%	11%
Black or African American		3%	3%	3%	3%	3%	4%
Hispanic/Latinx		5%	5%	6%	6%	6%	7%
Native Hawaiian/Pacific Islander		0%	0%	0%	0%	0%	0%
Two or more races		1%	2%	2%	3%	3%	3%

\*Natural & Computational Sciences includes the following CIP codes: 11 Computer Sciences, 26 Biological and Biomedical Sciences, 27 Mathematics and Statistics, and 40 Physical Sciences, according CGS-GRE definition.

\*\* Universities started to report the completion by current race/ethnicity categories since 2010-11.

### William & Mary Diversity: New Hire Trend

Newly Hired FT Instructional Faculty within the fiscal year	5-yr. Sparkline Graph	6 years ago (2013-14)*	2014-15	2015-16	2016-17	2017-18	2018-19	VA Public Universities-Median.	Top 100 Universities-Median.
<b>Newly Hired FT Instructional Faculty (%)</b>			47	41	62	63	44		
Men		60%	64%	56%	50%	52%	57%	50%	53%
Women		40%	36%	44%	50%	48%	43%	50%	47%
Faculty of Color		16%	14%	9%	18%	24%	13%	17%	26%
American Indian/Alaska Native		0%	0%	0%	0%	0%	0%	0%	0%
Asian		3%	10%	6%	4%	8%	6%	11%	14%
Black or African American		5%	5%	3%	7%	8%	0%	6%	6%
Hispanic/Latinx		8%	0%	0%	7%	8%	0%	0%	5%
Native Hawaiian/Pacific Islander		0%	0%	0%	0%	0%	0%	0%	0%
Two or more races		0%	0%	0%	0%	0%	6%	0%	1%
<b>Newly Hired FT T/TE Instructional Faculty within the fiscal year</b>									
<b>Newly Hired FT T/TE Instructional Faculty (%)</b>			20	18	27	27	14		
Men		77%	65%	67%	56%	52%	57%	54%	56%
Women		23%	35%	33%	44%	48%	43%	46%	44%
Faculty of Color		18%	21%	14%	27%	39%	25%	21%	28%
American Indian/Alaska Native		0%	0%	0%	0%	0%	0%	0%	0%
Asian		0%	16%	7%	9%	4%	13%	13%	17%
Black or African American		9%	5%	7%	9%	15%	0%	8%	7%
Hispanic/Latinx		9%	0%	0%	9%	20%	0%	0%	5%
Native Hawaiian/Pacific Islander		0%	0%	0%	0%	0%	0%	0%	0%
Two or more races		0%	0%	0%	0%	0%	13%	0%	0%

\*William & Mary started to report new Instructional Faculty by the current race/ethnicity categories since 2013-14