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Office of Institutional Research

November, 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
FT Undergraduate Students		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		
Non-resident Alien		160	342	353	374	389	382		
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		0					
Two or more races		133	277	276	291	286	317		
Graduate Students		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		
Non-resident Alien		232	320	311	318	326	329		
Students of Color		292	307	359	422	489	490		
American Indian/Alaska Native			9		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				0					
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.
Undergraduate Students									
Men		45%	44%	43%	42%	42%	42%	43%	49%
Women		55%	56%	57%	58%	58%	58%	57%	51%
Non-resident Alien		3%	6%	6%	6%	6%	6%	2%	10%
Students of Color ¹		25%	31%	31%	31%	31%	31%	27%	37%
American Indian/Alaska Native		1%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
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		< 0.5%	< 0.5%		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
Two or more races		2%	5%	5%	5%	5%	5%	5%	5%
Graduate Students									
Men		48%	46%	48%	50%	49%	48%	38%	49%
Women		52%	54%	52%	50%	51%	52%	62%	51%
Non-resident Alien		11%	15%	14%	14%	13%	13%	2%	29%
Students of Color ¹		16%	17%	19%	21%	23%	23%	20%	29%
American Indian/Alaska Native		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
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		< 0.5%	< 0.5%		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
Two or more races		1%	2%	3%	3%	3%	3%	3%	4%

1. Non-resident Aliens are excluded from the denominator in the percentage calculation.

William & Mary Diversity: Full-time Instructional Faculty Trend									
MEASURES	5-yr. Sparkline Graph	6 years ago (2013-14) ¹	2014-15	2015-16	2016-17	2017-18	2018-19	VA Public Universities- Median	Top 100 Universities- Median
FT Instructional Faculty (N)		632	657	668	684	703	702		
Men		386	400	407	406	410	410		
Women		246	257	261	278	293	292		
Non-resident Alien		23	20	25	35	36	39		
Faculty of Color		78	81	80	88	95	97		
American Indian/Alaska Native									
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) ¹	2014-15	2015-16	2016-17	2017-18	2018-19	VA Public Universities- Median	Top 100 Universities- Median
FT Instructional Faculty (%)									
Men		61%	61%	61%	59%	58%	58%	54%	59%
Women		39%	39%	39%	41%	42%	42%	46%	41%
Non-resident Alien		4%	3%	4%	5%	5%	6%	3%	5%
Faculty of Color ²		12%	13%	12%	14%	14%	15%	18%	22%
American Indian/Alaska Native		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
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								< 0.5%	< 0.5%
Two or more races		1%	1%	1%	1%	1%	1%	1%	1%

1. IPEDS started to collect instructional faculty only data since 2013-14

2. Non-resident Aliens are excluded from the denominator in the percentage calculation.

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
FT Non-Instructional Staff (n)		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		
Non-resident Alien		21	22	24	33	27	29		
Persons of Color		378	393	420	416	417	419		
American Indian/Alaska Native						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				0					
Two or more races		6	6	11	14	22	26		
FT Non-Instructional Staff (%)									
Men		41%	40%	40%	39%	39%	39%	42%	43%
Women		59%	60%	60%	61%	61%	61%	58%	57%
Non-resident Alien		1%	1%	1%	2%	2%	2%	0%	4%
Persons of Color ¹		26%	26%	26%	26%	25%	25%	17%	22%
American Indian/Alaska Native		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
Asian		2%	3%	3%	2%	2%	2%	2%	6%
Black or African American		21%	20%	19%	19%	18%	18%	12%	9%
Hispanic/Latinx		2%	2%	3%	3%	3%	3%	2%	6%
Native Hawaiian/Pacific Islander		< 0.5%	< 0.5%		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
Two or more races		< 0.5%	< 0.5%	1%	1%	1%	2%	1%	1%

1. Non-resident Aliens are excluded from the denominator in the percentage calculation.

W&M Diversity: Management Occupations ¹						
	5-yr. Sparkline Graph	9 years ago (2010-11) ²	2017-18	2018-19	VA Public Universi- ties- Median.	Top 100 Universi- ties- Median.
Leadership Positions						
Management Occupations (n)		71	90	104		
Men		41	43	48		
Women		30	47	56		
Non-resident Alien		0	0	0		
Persons of Color		5		7		
American Indian/Alaska Native		0	0	0		
Asian		0	0	0		
Black or African American		5		6		
Hispanic/Latinx		0				
Native Hawaiian/Pacific Islander		0	0	0		
Two or more races		0	0	0		
Management Occupations (%)						
Men		58%	48%	46%	43%	45%
Women		42%	52%	54%	57%	55%
Non-resident Alien						< 0.5%
Persons of Color ³			4%	7%	12%	15%
American Indian/Alaska Native						< 0.5%
Asian					2%	4%
Black or African American		7%	3%	6%	8%	7%
Hispanic/Latinx			1%	1%	2%	3%
Native Hawaiian/Pacific Islander						
Two or more races						1%

1. Management Occupations data prior to 2017-18 are flawed due to the new Management SOC (standard occupational category) codes implementation since 2010-11, so the 2014-2017 data omitted here.

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

3. Non-resident Aliens are excluded from the denominator in the percentage calculation.

Diversity Trend: U.S. News Top 100 Universities Doctorates Awarded							
Arts & Humanities ¹	5-yr. Sparkline Graph	9 years ago (2010- 11) ²	2013-14	2014-15	2015-16	2016-17	2017-18
Doctorates Awarded (n)							
Men		1704	1886	1861	1708	1757	1743
Women		2020	2082	2033	2123	1938	1945
Non-resident Alien		798	769	759	751	747	833
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
Doctorates Awarded (%)							
Men		46%	48%	48%	45%	48%	47%
Women		54%	52%	52%	55%	52%	53%
Non-resident Alien		21%	19%	19%	20%	20%	23%
Scholars of Color ³		16%	16%	17%	18%	18%	19%
American Indian/Alaska Native		< 0.5%	1%	< 0.5%	1%	1%	< 0.5%
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		< 0.5%	< 0.5%		< 0.5%	< 0.5%	< 0.5%
Two or more races		1%	1%	1%	2%	2%	2%

1. 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.

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

3. Non-resident Aliens are excluded from the denominator in the percentage calculation.

Diversity Trend: U.S. News Top 100 Universities Doctorates Awarded							
Social Sciences ¹	5-yr. Sparkline Graph	9 years ago (2010- 11) ²	2013-14	2014-15	2015-16	2016-17	2017-18
Doctorates Awarded (n)							
Men		4179	4429	4380	4347	4366	4278
Women		1796	1891	1938	1969	1944	1896
Non-resident Alien		2383	2538	2442	2378	2422	2382
Scholars of Color		1061	1071	1052	1095	1146	1148
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
Doctorates Awarded (%)							
Men		43%	43%	44%	45%	45%	44%
Women		57%	57%	56%	55%	55%	56%
Non-resident Alien		25%	24%	24%	25%	26%	27%
Scholars of Color ³		22%	23%	23%	23%	24%	26%
American Indian/Alaska Native		< 0.5%	< 0.5%	1%	1%	< 0.5%	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		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
Two or more races		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
		1%	2%	2%	2%	3%	3%

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

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

3. Non-resident Aliens are excluded from the denominator in the percentage calculation.





















Diversity Trend: U.S. News Top 100 Universities Doctorates Awarded							
Natural & Computational Sciences ¹	5-yr. Sparkline Graph	9 years ago (2010-11) ²	2013-14	2014-15	2015-16	2016-17	2017-18
Doctorates Awarded (n)							
Men		10385	11376	11093	11392	11322	11554
Women		6241	6813	6603	6919	6878	6903
Non-resident Alien		4144	4563	4490	4473	4444	4651
Scholars of Color		3592	4176	3986	4058	3966	4138
American Indian/Alaska Native		1319	1471	1554	1683	1778	1805
Asian		22	28	18	28	21	10
Black or African American		705	710	777	774	863	820
Hispanic/Latinx		220	248	214	236	218	258
Native Hawaiian/Pacific Islander		305	347	401	446	453	500
Two or more races		16	11	9	8	10	11
Doctorates Awarded (%)							
Men		60%	60%	60%	61%	61%	60%
Women		40%	40%	40%	39%	39%	40%
Non-resident Alien		35%	37%	36%	36%	35%	36%
Scholars of Color ³		19%	21%	22%	23%	24%	24%
American Indian/Alaska Native		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
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		< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%	< 0.5%
Two or more races		1%	2%	2%	3%	3%	3%

1. 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.

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

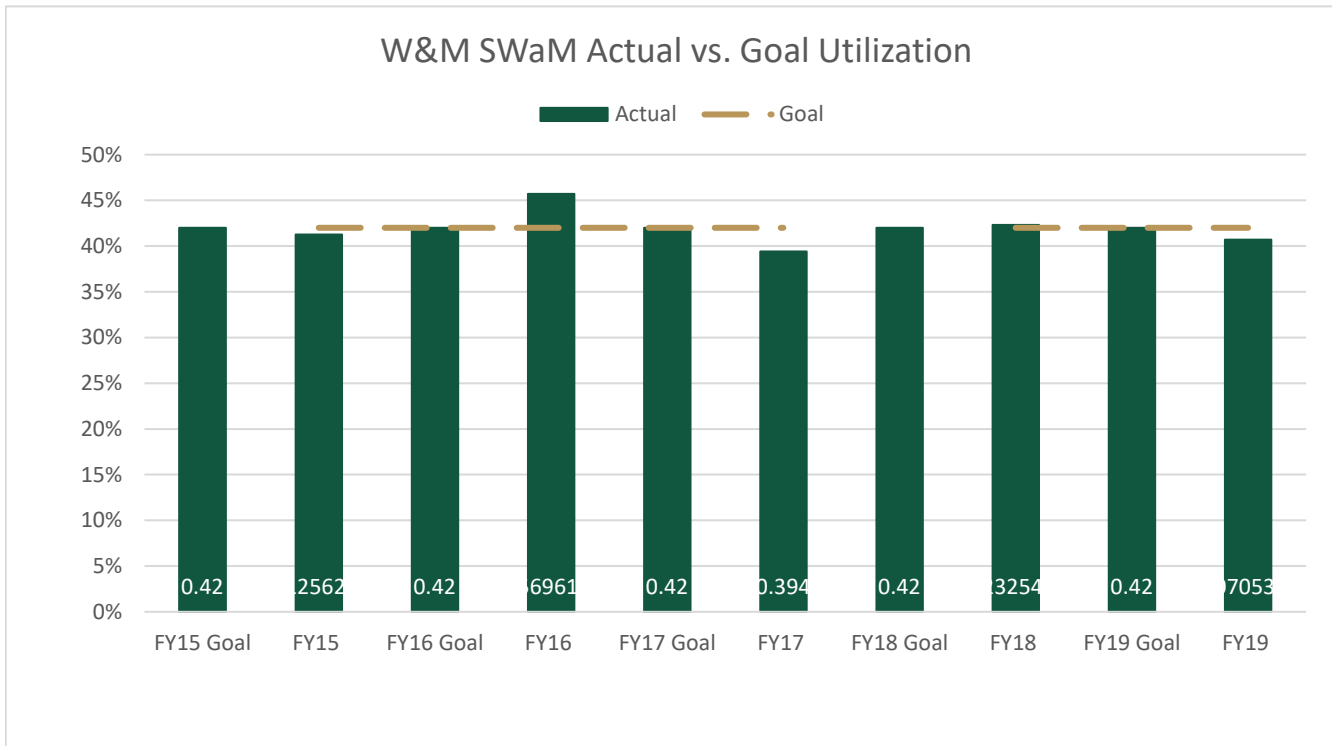
3. Non-resident Aliens are excluded from the denominator in the percentage calculation.

William & Mary Diversity: New Hire Trend

Newly Hired FT Instructional Faculty within the fiscal year	5-yr. Sparkline Graph	6 years ago (2013-14) ¹	2014-15	2015-16	2016-17	2017-18	2018-19 ³	VA Public Universities-Median	Top 100 Universities-Median
Newly Hired FT Instructional Faculty (%)			47	41	62	63	44		
Men		60%	64%	56%	50%	52%	57%	50%	53%
Women		40%	36%	44%	50%	48%	43%	50%	47%
Non-resident Alien		21%	11%	22%	27%	21%	30%	11%	16%
Faculty of Color ²		16%	14%	9%	18%	24%	13%	17%	26%
American Indian/Alaska Native		3%	10%	6%	4%	8%	6%	11%	14%
Asian		5%	5%	3%	7%	8%		6%	6%
Black or African American		8%			7%	8%			5%
Hispanic/Latinx							6%		
Native Hawaiian/Pacific Islander									1%
Two or more races							6%		
Newly Hired FT T/TE Instructional Faculty within the fiscal year	5-yr. Sparkline Graph	6 years ago (2013-14)¹	2014-15	2015-16	2016-17	2017-18	2018-19³	VA Public Universities-Median	Top 100 Universities-Median
Newly Hired FT T/TE Instructional Faculty (%)			20	18	27	27	14		
Men		77%	65%	67%	56%	52%	57%	54%	56%
Women		23%	35%	33%	44%	48%	43%	46%	44%
Non-resident Alien		17%	5%	22%	19%	26%	43%	14%	20%
Faculty of Color ²		18%	21%	14%	27%	39%	25%	21%	28%
American Indian/Alaska Native			16%	7%	9%	4%	13%	13%	17%
Asian		9%	5%	7%	9%	15%	^{3c}	8%	7%
Black or African American		9%			9%	20%	^{3c}		5%
Hispanic/Latinx							13%		
Native Hawaiian/Pacific Islander									
Two or more races							13%		

1. IPEDS started to collect instructional faculty only data since 2013-14.
2. Non-resident Aliens are excluded from the denominator in the percentage calculation.
3. More notes on 2018-19
 - a. Definition of New Hire changed in terms of hiring periods from 2016-17. Prior to 2016-17, IPEDS looked at new hired between 7/1-10/31 of the current reporting year (4 months). Since 2016-17, IPEDS looked at 11/1 of prior year – 10/31 of current year (12 months a full year). As most instructional faculties are hired in the fall which sits in the old 4-month period, we don't see big changes in the data before/after 2016-17.
 - b. IPEDS definition of New Hire specifies that employee must be New to the institution (hired for the first time) or after a break in service. So those who transferred from Part-time/NTE/Staff to FT/TTE/NTE faculty will not be captured AGAIN as New Hire by IPEDS definition.
 - c. Regarding to 2018-19 newly hired 44 FT faculty, there were two faculty of color who moved within university from NTE to TTE. However, because of IPEDS New Hire definition, they were not counted as New Hire at 2018-19 since they were counted as New Hire when they were first time hired to the university.

William & Mary Diversity: SWaM Vendor Utilization						
	FY2015	FY2016	FY2017	FY2018	FY2019	Goal
W&M SWaM Vendor Utilization	41%	46%	39%	42%	41%	42%
Small	26%	27%	28%	32%	32%	
Woman-owned	11%	12%	8%	6%	6%	
Minority-owned	4%	6%	3%	4%	3%	
Tier III Virginia Benchmark Universities (avg.)		36%	38%	35%	34%	
University of Virginia		39%	40%	33%	34%	
Virginia Commonwealth University		42%	48%	44%	43%	
Virginia Tech		28%	26%	27%	24%	



Tier III SWaM Utilization Comparison, FY2016 - FY2019

