

# FLORIDA EQUITY REPORT

## 2019 - 2020



**Florida Equity Report**  
**Enrollment, Gender Equity in Athletics, and Employment**  
Report Year: 2020  
Data Year: 2019-2020

Approved by:

  
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9-28-20  
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## Part I - Executive Summary

### **Introduction**

The annual Florida Equity Report encompasses enrollment, gender equity in athletics, and employment as required by statute. Each university equity officer is responsible for preparing the report for approval by its board of trustees and the university president, and submitting the report to the Florida Board of Governors annually.

### **Description of Plan Development**

University of Florida Human Resources coordinates with Institutional Planning and Research and the Office of the Chief Diversity Officer to compile the Florida Equity Report with several university departments also contributing. The President of the University of Florida reviewed and approved the institution's report prior to submittal to the University's Board of Trustees for final approval pursuant to Florida Board of Governor's Regulation.

### **Summary of Institutional Progress**

The University of Florida policies for non-discrimination and compliance with Title IX were reviewed in 2019-2020. Technical revisions were made as a result of guidance from the Federal Department of Education and current best practices.

The percentage of Hispanic, Asian and Nonresident alien First-Time-In-College (FTIC) have all increased over the past five years, but Black/African American FTIC enrollment has slightly decreased since 2014 (1%). The Two or more race category, which includes students who choose more than one race/ethnicity has increased by 1% since 2014. Black and Hispanic FTIC total enrollment exceeded that of our peer institutions (Association of American Universities (AAU) public institutions). Black enrollment is 2.5% higher and Hispanic is 9% higher over the prior year. Nearly 60% of the FTIC entering class were females.

First year retention is 96% for both females and males and has remained relatively stable over the past five years among the different race/ethnicity categories with Hispanic FTICs showing a 1% increase from the 2014 cohort to the 2018 cohort.

Female six-year graduation rates for the 2013 cohort exceeds that of the overall graduation rate. Female graduation rate is 91% compared to males at 85% and UF's overall graduation rate of 88%. Both female and male graduation rates have improved over the past five years. UF ranks 4th in female graduation rates among the AAU public institutions, 3rd in Hispanic student graduation rate at 89%, 7th among Black/African American students and 8th in Asian student graduation rates.

Over the past two years, the number of bachelor's degrees has increased by nearly 10%. Hispanic and Asian bachelor's degrees have increased, but there was a slight decrease in the number of Black/African American bachelor's degrees. Among AAU public institutions, UF ranks 4th in female bachelor's degrees, and 9th among minority students. Over the past several years, UF has decreased in the number of master's degrees, but Black/African American percentage of degrees has remained the same while Asian and Hispanic master's degree output has slightly increased. The number of doctoral degrees has also slightly decreased over the past year with both Black/African American and Asian doctoral degrees decreasing by 1%; however, the numbers of Black/African American and Hispanic first professional degrees have both increased over the prior year. Overall, UF ranks 7<sup>th</sup> in the number of minority degrees awarded among AAU public institutions.

The number of Asian, Black/African American, and Hispanic tenured instructional faculty at UF has increased from 2018 to 2019 and has continued to increase over the past five years. UF exceeds AAU public institutions in the number of Hispanic and Black/African American instructional faculty for reporting year 2018.

Tenure-track instructional faculty positions at UF have increased over the prior year for Asian, Black/African American, and Hispanic tenure-track instructional faculty. Both Asian and Hispanic tenure-track faculty increased by 10% with Black/African American tenure-track faculty increasing by 9%. Black/African American and Hispanic faculty have more than doubled over the past five years and Asian faculty members have increased by nearly 25%. International tenure-track faculty members (nonresident alien) have significantly increased over the past five years employing 24 in 2014 to nearly 100 in 2019. UF continues to exceed AAU public institutions for Hispanic tenure-track faculty and, as of the 2018 reporting year, now exceeds in Asian tenure-track faculty. UF has also increased in the percentage of Black/African American tenure-track faculty as compared to AAU public institutions that experienced an overall decrease from 2017 to 2018.

Female tenured-track instructional faculty has increased by 17% from 2018 to 2019 and is up overall from 2014 by 66%; however, male instructional tenure-track faculty is still significantly higher at 60% compared to female tenured-track instructional employed at 40%. UF trails AAU public institutions in the percentage of female instructional faculty tenured status positions as well as tenured-track positions by just over 3%

Both Hispanic and Black/African American figures increased over the prior year in the Executive/Administrative/Managerial category (now called Management Occupations in IPEDS HR). Black/African American figures have increased 40% over the last five year. Over the past five years, total females increased 36%. Female management occupations at UF exceed AAU public institutions as do Black/African American and Hispanics, but Asian and Non-Resident Alien are slightly under.

The University Athletic Association (UAA) and the UAA Title IX Committee fully complied with the Gender Equity in Athletics section. The UAA Title IX Committee conducted a survey and interviews to help assess equity in athletics.

- The 2019-2020 female undergraduate enrollment was approximately 57%, and the female athletics participation ratio was approximately 46%.
- The UAA provides for equitable use of all resources--such as private aircraft, commercial airlines, housing, and other aspects of travel--during competitive events. A review of expenditures confirms travel is provided in a fair and equitable manner. All teams are provided with per diem amounts allowed by Florida Statute 112.061. The UAA Team Travel Handbook outlines policy relative to travel for competition, and these policies apply equally to all sports teams. Policies deal with modes of transportation, housing, lengths of stay, dining arrangements, and per diems. The policies are designed to ensure the health and safety of student-athletes and to maximize the student-athlete experience.
- The UAA provides the maximum number of scholarships the NCAA allows for each of the men's and women's sports sponsored.
- Resources allocated for women's sports programs are comparable to their male counterparts. Both men's and women's programs are provided with all the necessary resources to be competitive nationally.

## **Budget**

The University has increased resources that support equity goals, including increased budgets for the chief diversity office and Americans with Disabilities (ADA) and Title IX compliance office. In Fall 2019, UF celebrated the opening of the Institute of Black Culture (IBC) and the Institute of Hispanic-Latino Cultures (La Casita), a \$9.9 million project that helps meet the needs of today's students while continuing to preserve the cultural histories that each of the facilities represent. Additionally, UF continues to invest in the Bernie and Chris Machen Florida Opportunity Scholars (MFOS) Program. In 2018-2019, 1,120 students participated in the MFOS program, and \$9,032,503 in MFOS scholarships were disbursed.

## Part II – Review of Policies and Procedures

University of Florida Rules and Policies are available at <http://www.regulations.ufl.edu>.

UF-1.006	Non-Discrimination Policy
UF-1.0061	Affirmative Action Plan for Equal Employment Opportunity and Administrative Organization for the Affirmative Action Program
UF-1.0063	Affirmative Action; Complaints and Appeal Procedures for Academic Personnel (AP), Technical, Executive, Administrative and Managerial Support (TEAMS) Staff Members & University Support Personnel System (USPS) Employees
UF-1.008	Disruptive Behavior
UF-1.100	General Personnel Policy
UF-1.300	Direct Support Organizations
UF-3.020	Purchasing
UF-3.025	Lease of Space
UF-3.051	University Grievance Procedures for Technical, Executive, Administrative, and Managerial Support Staff: General Information, Resort to Other Procedures, Time Limits, Procedures, and Arbitration Appeal
UF-3.061	Personnel Policy for Technical, Executive, Administrative, and Managerial Support Staff; Recruitment and Selection
UF-3.062	General Personnel Policy for Technical, Executive, Administrative, and Managerial Support and University Support Personnel System Employees
UF-4.012	Student Affairs: Grievance Procedure
UF-6.009	Promotion, Tenure, and Permanent Status
UF-6.013	Florida 4-H Youth Development Programs and Participation
UF-7.004	Faculty and Appointments: Screening and Selection, Notice of Initial Appointments, Renewal of Appointments, and Delegation of Authority
UF-7.036	Complaints Against Faculty Members
UF-7.041	Methods for Review and Resolution of Faculty Grievances
UF.7.042	University Grievance Procedures for Faculty: Definitions, General Information and Procedures

Other policies and procedures to support equity are:

[Student Code of Conduct](#)

[Sex Discrimination and Sexual Harassment Policy](#)

[HIV/AIDS Policy](#)

[Americans with Disabilities Compliance](#)

<https://titleix.ufl.edu/>



## Part III – Academic Program Reviews

Part III –Sections A, B, C, D

### Section A - Tables

Table 1. First-Time-In-College Enrollment (Full-time)

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	UNK	TOTAL
Men	143	120	4	337	625	2	1,556	102	46	2,935
Women	108	223	3	469	922	4	2,231	203	97	4,260
Total Fall 2019	251	343	7	806	1,547	6	3,787	305	143	7,195
Category % of Total Fall 2019	3%	5%	0%	11%	22%	0%	53%	4%	2%	100%
Total FTIC Fall 2014	63	360	6	601	1,305	8	3,765	205	170	6,483
Category % of Total Fall 2014	1%	6%	0%	9%	20%	0%	58%	3%	3%	100%
Percentage Change in number from Fall 2014 to Fall 2019	298%	-5%	17%	34%	19%	-25%	1%	49%	-16%	11%

Source: IPEDS Part A, Fall enrollment by race, ethnicity, and gender. Full-time, First-time students. Includes UF Main and UF Online.

Table 2. Florida Community College A.A. Transfers (Full-time)

	NRA	B	AI/AN	A	H	NH/OPI*	W	≥ TWO*	UNK	FEMALE	MALE	TOTAL
Total Fall 2019	58	88	7	100	596	2	949	67	53	1,022	898	1,920
Category % of Total Fall 2019	3%	5%	0%	5%	31%	0%	49%	3%	3%	53%	47%	100%
Total Fall 2014	51	105	20	73	388	8	890	25	71	814	817	1,631
Category % of Total Fall 2014	3%	6%	1%	4%	24%	0%	55%	2%	4%	50%	50%	100%
Category % Change from 2014 to 2019	14%	-16%	-65%	37%	54%	-75%	7%	168%	-25%	26%	10%	18%

Source: Student Instruction File. Full-time students. Includes UF Main and UF Online.

Table 3. Retention of Full-Time FTICs After One Year

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	UNK	FEMALE	MALE	TOTAL
Fall 2018 Cohort	182	470	5	700	1,563	7	3,711	344	246	4,366	2,862	7,228
Category % of Total	3%	7%	0%	10%	22%	0%	51%	5%	3%	60%	40%	100%
Enrolled Fall 2019	170	445	5	677	1,509	6	3,586	332	239	4,209	2,760	6,969
Retention Rate	93%	95%	100%	97%	97%	86%	97%	97%	97%	96%	96%	96%

Source: SIF, FTICs who matriculated in Fall 2018, plus those FTICs who matriculated in Summer 2018 and enrolled in Fall 2019. Includes UF Main and UF Online.

Table 4. Graduation Rate of Full-Time FTICs by Race/Ethnicity

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	UNK	Female	Male	Total
<b>2013-19 Cohort</b>	41	390	5	504	1,210	46	3,688	230	146	3,662	2,598	6,260
<b>Category % of Total</b>	1%	6%	0%	8%	19%	1%	59%	4%	2%	58%	42%	100%
<b>Number of Graduates within 6 yrs from cohort</b>	35	302	3	451	1,101	46	3,270	198	130	3,333	2,203	5,536
<b>Percent Graduated</b>	85%	77%	60%	89%	91%	100%	89%	86%	89%	91%	85%	88%
<b>Category % Graduated</b>	1%	5%	0%	8%	20%	1%	59%	4%	2%	60%	40%	100%
<b>Number Still Enrolled in 6th Year from cohort</b>	0	9	0	3	11	0	26	1	3	20	33	53
<b>Percent Retained</b>	0%	2%	0%	1%	1%	0%	1%	0%	2%	1%	1%	1%

Note: FTIC includes Beginners and Early Admits. Adjusted cohort.

Source: IPEDS Graduation Rates 2019-20 Report (2013 cohort), by race/ethnicity, and gender. Includes full-time, first-time undergraduate students.

Table 5. Bachelor's Degrees Awarded by Race

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
<b>AY 2018-19</b>										
<b>Male</b>	91	195	12	343	877	22	2,385	134	131	4,190
<b>Female</b>	77	386	14	361	1,274	62	3,256	195	148	5,773
<b>Total</b>	168	581	26	704	2,151	84	5,641	329	279	9,963
<b>Category % of Total</b>	2%	6%	0%	7%	22%	1%	57%	3%	3%	100%
<b>AY 2017-18</b>										
<b>Male</b>	70	202	8	284	762	31	2,240	90	126	3,813
<b>Female</b>	86	316	14	356	1,180	44	3,007	132	169	5,304
<b>Total</b>	156	518	22	640	1,942	75	5,247	222	295	9,117
<b>Category % of Total</b>	2%	6%	0%	7%	21%	1%	58%	2%	3%	100%
<b>AY 2013-14</b>										
<b>Male</b>	44	209	13	281	635	36	2,266	75	127	3,686
<b>Female</b>	37	448	21	303	920	67	2,763	135	135	4,829
<b>Total</b>	81	657	34	584	1,555	103	5,029	210	262	8,515
<b>Category % of Total</b>	1%	8%	0%	7%	18%	1%	59%	2%	3%	100%

Source: IPEDS Completions 2019-20, 2018-19, and 2014-15 reports (degrees awarded AY 2018-19, AY 2017-18, and AY 2013-14), GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees. Table 99.0000, all disciplines. Includes UF Main and UF Online.

Table 6. Master's Degrees Awarded by Race

	NRA	B	AI/AN	A	H	NH/OPI	W	≥Two	UNK	TOTAL
<b>AY 2018-19</b>										
Male	556	64	2	92	183	0	884	23	46	1,850
Female	374	99	5	99	281	2	997	28	58	1,943
Total	930	163	7	191	464	2	1,881	51	104	3,793
Category % of Total	25%	4%	0%	5%	12%	0%	50%	1%	3%	100%
<b>AY 2017-18</b>										
Male	901	53	12	104	183	2	919	13	72	2,259
Female	459	99	8	86	235	5	1,047	38	69	2,046
Total	1,360	152	20	190	418	7	1,966	51	141	4,305
Category % of Total	32%	4%	0%	4%	10%	0%	46%	1%	3%	100%
<b>AY 2013-14</b>										
Male	774	62	3	98	161	2	939	19	86	2,144
Female	467	112	6	86	185	3	1,087	18	65	2,029
Total	1,241	174	9	184	346	5	2,026	37	151	4,173
Category % of Total	30%	4%	0%	4%	8%	0%	49%	1%	4%	100%

Source: IPEDS Completions 2019-20, 2018-19, and 2014-15 reports (degrees awarded AY 2018-19, AY 2017-18, and AY 2013-14), GRAND TOTAL BY FIRST MAJOR, Master's degrees. Table 99.0000, all disciplines. Includes UF Main and UF Online.

Table 7. Doctoral Degrees Awarded by Race

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
<b>AY 2018-19</b>										
Male	190	11	0	12	17	0	150	5	11	396
Female	135	21	1	7	22	1	148	3	16	354
Total	325	32	1	19	39	1	298	8	27	750
Category % of Total	43%	4%	0%	3%	5%	0%	40%	1%	4%	100%
<b>AY 2017-18</b>										
Male	192	14	1	14	14	0	157	3	23	418
Female	133	21	1	18	25	0	143	2	11	354
Total	325	35	2	32	39	0	300	5	34	772
Category % of Total	42%	5%	0%	4%	5%	0%	39%	1%	4%	100%
<b>AY 2013-14</b>										
Male	196	7	0	13	24	1	188	1	12	442
Female	110	16	2	16	28	1	172	1	8	354
Total	306	23	2	29	52	2	360	2	20	796
Category % of Total	38%	3%	0%	4%	7%	0%	45%	0%	3%	100%

Source: IPEDS Completions 2019-20, 2018-19, and 2014-15 reports (degrees awarded AY 2018-19, AY 2017-18, and AY 2013-14), GRAND TOTAL BY FIRST MAJOR, Doctoral degrees (research). Table 99.0000, all disciplines. Includes UF Main and UF Online.

Table 8. First Professional Degrees Awarded by Race

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
<b>AY 2018-19</b>										
Male	10	30	1	44	78	3	247	3	16	432
Female	18	69	0	94	116	8	448	12	18	783
Total	28	99	1	138	194	11	695	15	34	1,215
Category % of Total	2%	8%	0%	11%	16%	1%	57%	1%	3%	100%
<b>AY 2017-18</b>										
Male	6	35	2	47	56	2	281	10	23	462
Female	22	54	4	89	90	10	445	14	21	749
Total	28	89	6	136	146	12	726	24	44	1,211
Category % of Total	2%	7%	0%	11%	12%	1%	60%	2%	4%	100%
<b>AY 2013-14</b>										
Male	13	30	3	56	57	0	289	10	25	483
Female	28	46	7	94	62	0	441	5	32	715
Total	41	76	10	150	119	0	730	15	57	1,198
Category % of Total	3%	6%	1%	13%	10%	0%	61%	1%	5%	100%

Source: IPEDS Completions 2019-20, 2018-19, and 2014-15 reports (degrees awarded AY 2018-19, AY 2017-18, and AY 2013-14), GRAND TOTAL BY FIRST MAJOR, First Professional degrees. Table 99.0000, all disciplines. Includes UF Main and UF Online.

## Section B - Analysis

Institutional Planning and Research (IPR) provided data and quantitative tables to illustrate the University's status in enrollment, retention/graduation rates and completions. IPEDS data from public member institutions of the Association of American (AAU) Universities were used to measure comparative national standards where appropriate (Part III-Analysis, Exhibits 1-4).

- Nearly 60% of the entering First-Time-In-College (FTIC) class were females. The AAU public institutions' FTIC female enrollment is just over 50%. The percentage of Hispanic, Asian and Nonresident alien FTIC have all increased over the past five years, but Black/African American FTIC enrollment has decreased by 1% since 2014, but the Two or more race category has increased by 1%. Black and Hispanic FTIC total enrollment exceeded that of the AAU public institutions. Black enrollment is 2.5% higher and Hispanic is 9% higher.
- First year retention is 96% for both females and males and has remained relatively stable over the past five years among the different race/ethnicity categories with Hispanic FTICs showing a 1% increase from the 2014 cohort to the 2018 cohort. Retention by race/ethnicity is not reported to IPEDS, just overall first year retention rates.

- Female six-year graduation rates for the 2013 cohort exceeds that of the overall graduation rate. Female graduation rate is 91% compared to males at 85% and UF's overall graduation rate of 88%. Both female and male graduation rates have improved over the past five years. UF ranks 4<sup>th</sup> in female graduation rates, 4<sup>th</sup> amongst the AAU public institutions, 3<sup>rd</sup> in Hispanic student graduation rate, 7<sup>th</sup> among Black/African American students and 8<sup>th</sup> in Asian student graduation rates.
- Over the past two years, the number of bachelor's degrees has increased by nearly 10%. Hispanic and Asian bachelor's degrees have increased, but there was a slight decrease in the number of Black/African American bachelor's degrees. Among AAU public institutions, UF ranks 4<sup>th</sup> in female bachelor's degrees and 9<sup>th</sup> among minority students. Over the past several years, UF has decreased in the number of master's degrees, but Black/African American percentage of degrees has remained the same while Asian and Hispanic master's degree output has slightly increased. The number of doctoral degrees has also slightly decreased over the past year with both Black/African American and Asian doctoral degrees decreasing by 1%; however, the numbers of Black/African American and Hispanic first professional degrees have both increased over the prior year. Overall, UF ranks 7<sup>th</sup> in the number of minority degrees awarded among AAU public institutions.

### **Section C – Areas for Improvement**

In order to recruit, retain, and increase the number of underrepresented FTIC enrolled minority students, the University will continue targeted recruitment efforts, specifically targeting an increase in Asian FTIC students.

Additionally, UF will increase the number of underrepresented minority transfer students by streamlining common prerequisites in the College of Agriculture and Life Sciences and implementing statewide agreements with the Florida College System.

We also will seek to increase master's degrees awarded to Black/African American students by 3% over the next three years.

### **Section D - Student Services**

Academic Advising

<https://www.advising.ufl.edu/>

The University of Florida is committed to providing high-quality academic advising services to all students. The mission of the Academic Advising Center is to provide academic advising that recognizes and appreciates the individual differences of students, empowers and informs students so they may explore options, encourages students to make well-intentioned and

strategic decisions, and maximizes personal outcomes and successes in the student's undergraduate experience. In 2019, a UF advisor was the recipient of the National Academic Advising Association (NACADA) Outstanding Advising Award and another received a Certificate of Merit. Additionally, a UF Advisor received a University of Florida Superior Accomplishment Award. Also in 2019, one of our advisors was elected as Chair of the Undergraduate Advising Council.

The Academic Advising Center has specific advising responsibilities for the AIM program that serves at-risk undergraduates on campus. About 70% of the AIM population is Black/African American, 20% are Hispanic American, and the rest are predominantly Asian American or White.

The PROMISE Program is part of the University of Florida's Office for Academic Support (OAS). The PROMISE Program offers a variety of services to support first-year students in their academic transition from high school to college. These services include the coordination of the PROMISE students' Preview experience, implementation of an academic learning plan, guidance in major and course selection, and overall assistance navigating UF policies and resources. Program participants, carefully selected by UF's Office of Admissions, are offered the benefit of smaller classes developed to enhance existing mathematics and communication skills. OAS provides PROMISE students with valuable enrichment services and activities including peer mentors and life skills workshops.

Leadership Advancement Program – 2<sup>nd</sup> Year (LAP-2) is a year-long enrichment program designed to help 2nd-year Pell-eligible students find their Identity, Purpose, and Assignment. By participating in equipping sessions, career shadowing, service-learning, and other hands-on experiences, LAP-2 students will hone their leadership skills in order to fulfill their purpose. Ultimately, LAP-2 empowers students to develop as people, grow as leaders, and find success in their future endeavors.

UF also launched a new initiative to help students graduate in a timely manner. The goals are to assist students in achieving their academic goals, help students save money, and start a career or graduate school sooner. Freshman can join PUSH4it and become part of the 4-year initiative that spans their undergraduate UF career.

Admissions to Academic Program

<https://admissions.ufl.edu/>, <https://admissions.ufl.edu/apply/graduate/>

The Office of Admissions performs periodic reviews of application procedures, decision-making processes and hiring practices to assure compliance. Equity issues are discussed openly to balance representation in the student applicant pool, admitted students and staffing. The full-

time staff in the Office of Admissions is 49% minority and 66% female. Looking to the future of the profession, the staffing for student assistants within the office is 54% minority and 77% female.

The Office of Admissions' commitment to diversity and equity is clearly evident in the profile of the freshman class. The University is proud of the accomplishments in the area of representation. For the 2019 admissions cycle, 53.6% of undergraduate applicants were from historically underrepresented populations, 20% were from low income households and 25% were first-generation college students. The gender split of applicants was 42.6% male and 57.4% female. Of the applicants offered admission, 49.4% were from historically underrepresented populations, 17.1% were from low-income households and 18.9% were from first-generation college students. The gender split for admitted applicants was 40% male and 60% female.

#### Health Services

<https://shcc.ufl.edu/>

The mission of the Student Health Care Center is to help every student achieve optimal health in the pursuit of personal and academic success. All activities and programs of the Student Health Care Center operate to assure a non-judgmental environment and sensitivity to individuals with disabilities and those representing diverse cultural, racial, religious, gender or sexual orientation groups. The following is a list of some of these programs:

- Sexual Assault Nurse Examiners (SANE) – The Student Health Care Center has two trained nurses available. These individuals have completed specialized education and clinical preparation in the medical forensic care of a patient who has experienced sexual assault or abuse, and they work closely with the University Police Department and the Office of Victim Services to assist survivors. These services are provided at no cost to patients.
- Get Yourself Tested Clinic (partnership with Alachua County Health Department) – The Clinic at the Student Health Care Center serves UF students seeking low-cost sexually transmitted infection (STI) screenings, seeing approximately 60 asymptomatic patients each week.
- U Matter, We Care (part of the Dean of Students Office) – The Student Health Care Center is an active member of the University's U Matter, We Care committee, which is comprised of health and wellness departments from across campus. The U Matter, We Care program serves as an umbrella for care-related programs and resources for students and employees. The initiative includes a program to train people to recognize the signs of distress and to provide help. It also includes a website of care related

resources (<http://umatter.ufl.edu>), as well as centralized phone number (294-CARE) and email address for those seeking help or wanting to help others.

The Student Health Care Center recently initiated sponsorships with programs committed to equity and diversity, including: Pride Student Union's Pride Awareness Month; Eta Sigma Gamma's "Sex in the Swamp", a sexual health education event; and UF Arts in Medicine's "Ashley's Consent," an interactive performance created to further educate campus about sexual assault.

#### Club and Intramural Athletics

<http://recsports.ufl.edu/>

The Department of Recreational Sports' (RecSports) mission is to offer experiences that enrich the lives of University of Florida students through excellence in facilities, fitness, sport, adventure and play. RecSports strives to be inclusive and provide a variety of accommodations for equal access to our programs and facilities.

Over the past year, RecSports has implemented a number of initiatives to promote sex equality in club and intermural athletics. RecSports offered "WOW: Women's Only Workout", focused on serving women, who for religious, cultural or personal beliefs, are not able to be active in front of male counterparts. This program provides a "safe space" with controlled access and covered windows for women to move, socialize and remove their hijab. RecSports was also an early adopter in the field of Collegiate Recreation in developing and implementing a gender identity statement for participation in the Intramural Sports program.

#### Student Financial Assistance

<http://www.sfa.ufl.edu/>

The Office for Student Financial Affairs (SFA) operates a "race-blind" financial aid awarding policy. There are a limited number of preferential scholarships, notably the National Achievement and Presidential scholarships, which were approved through the University's agreement with the U.S. Office of Civil Rights.

SFA provides training and materials to the Office of Admissions to help recruit students from diverse backgrounds to attend UF. Our "Gator Financial Aid" brochure educates students on the importance of applying for aid early, UF's cost of attendance, and average aid packages. This information assists the Office of Admissions as they travel throughout the southeast, focusing on underserved areas.



The distribution of financial aid is provided in detail in the [SFA Fact Book](#), which is produced annually. This publication provides a breakdown of the various financial aid programs offered, as well as the demographic breakdown of financial aid recipients.

During 2018-2019, the average scholarship award for Black students is \$10,880 and the average scholarship award for White students is \$8,535.

In 2018-2019, SFA entered its 13th year of the Bernie and Chris Machen Florida Opportunity Scholars (MFOS) Program. During this year, 1,120 students are participated in the MFOS program, and \$9,032,503 in MFOS scholarships were disbursed.

## Housing

<https://www.housing.ufl.edu/>

The Department of Housing and Residence Education provides a number of transition and inclusivity training, programs, and events to support the diverse student population it serves. The Department of Housing and Resident Education staff work closely with the Americans with Disabilities Act (ADA) coordinator and staff in the Disability Resource Center to ensure housing needs are met for residents with disabilities.

During the contract process, residents are prompted to notify Disability Resource Center (DRC) staff if assignment accommodations are requested based on medical reasons. A staff member in the DRC works with the student to determine the needs of the student and provides the physical accommodation information to housing staff. A housing staff member works directly with the student to find an assignment that meets the medial needs of the student. Approximately 300 residence hall spaces have physical features intended to accommodate students with disabilities. A budget line exists to address new or unforeseen ADA accommodations or to address specific residents' needs if the requested accommodations do not already exist. Accommodations are also made for students requiring personal care attendants, service animals and/or emotional support animals.

There are more women than men living in University of Florida residence halls to align residence hall availability with university enrollment. The racial demographics of students living in residence halls are similar to the diversity that exists within most categories of the university student population. Approximately 1,300 international students and families live in graduate and family housing.

UF Housing provides Living Learning Communities, where Residents experience on-campus life with fellow students who share their academic and personal interests, which supports many diverse positive outcomes for the students. LLCs at UF range from narrow and academic to

broad and interdisciplinary. These communities are run with special input from student leaders, include targeted classes, resources, and other exclusive opportunities, and have dedicated staff members committed to their success. LLC's include Black Cultural, International House, and Global and Social Justice.

#### Career Connections Center

<https://career.ufl.edu/>

The University of Florida's Career Connections Center (C3) is a centralized, comprehensive unit serving more than 54,000 students and alumni. The C3 provides a diverse range of services, including helping connect job seekers with employers and offering students individualized career education and guidance to enrich their collegiate experience and prepare them for life after graduation. 59% of undergraduates were employed or had a job offer at graduation and the median starting salary was \$50,000. 68% of undergraduates were employed in Florida, 30% out-of-state and 2% internationally. Of those students immediately choosing graduate school, 76% had been accepted at the time of their undergraduate graduation.

#### Student Employment

<https://hr.ufl.edu/>, <https://ir.aa.ufl.edu/uffacts/workforce/>

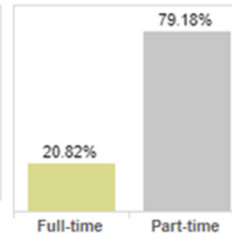
Undergraduate student employees comprise 21% of our workforce. The following section details the trends of student employment for Fall 2018 and 2019. These data were obtained from UF Human Resources and IPR.

#### Student Employee Snapshot 2018

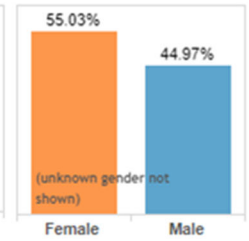
### Workforce Headcount



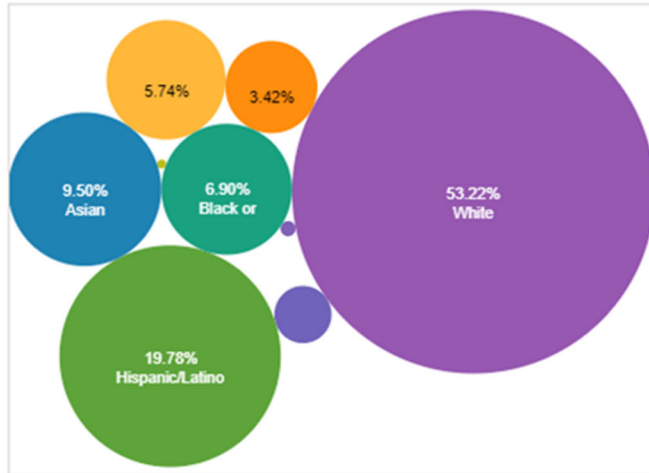
### Full-time/Part-time



### Gender



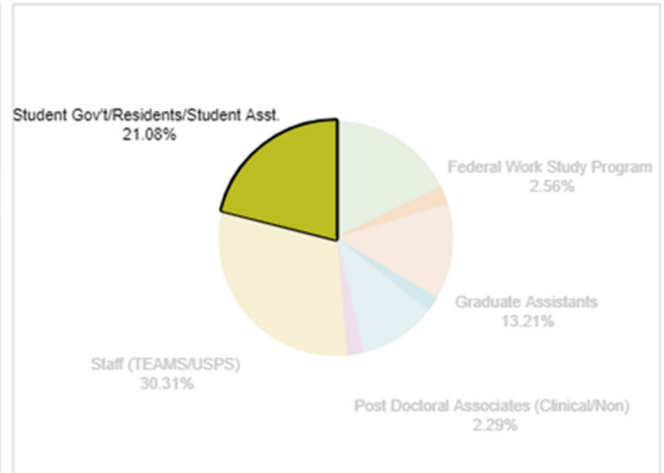
### Race/Ethnicity



#### Race/Ethnicity



### Groups

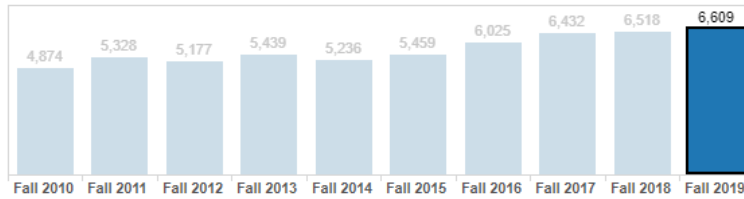


#### Groups

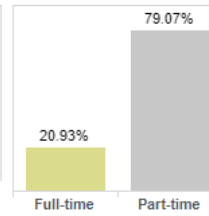


## Student Employment Snapshot 2019

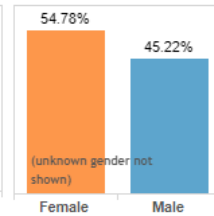
### Workforce Headcount



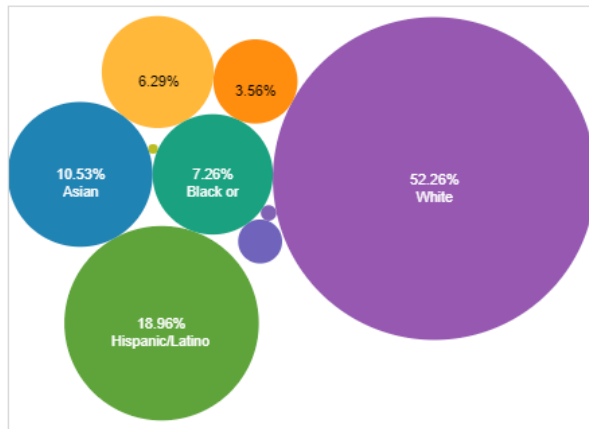
### Full-time/Part-time



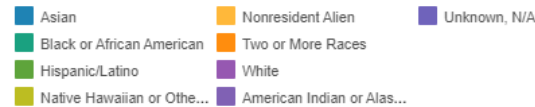
### Gender



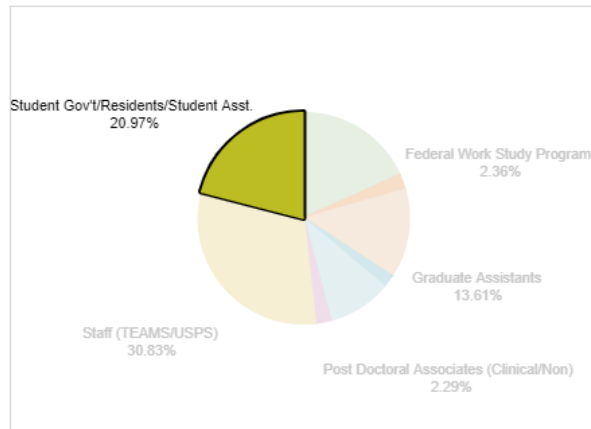
### Race/Ethnicity



#### Race/Ethnicity



### Groups



#### Groups



## Educational and Work Environment

<https://hr.ufl.edu/>, <http://president.ufl.edu/initiatives/inclusion-engagement/uf-faculty-and-staff-climate-survey/>

The University of Florida conducted a Climate Survey by an outside firm to help determine how well the university fosters an overall sense of belonging for its faculty and staff while leveraging the uniqueness of the people who work here. Creating an inclusive climate allows all of us to do our best work and together shape a better UF. Survey results included:

High levels of comfort at UF

- 73 percent - comfortable or very comfortable with the climate at UF
- 70 percent - comfortable or very comfortable with the climate in their departments/work units
- 62 percent - comfortable or very comfortable with the climate in their classes/learning environments

Positively, 70 percent to 73 percent of respondents were comfortable with the overall climate and department/work unit climate at UF. The majority of respondents expressed positive perceptions of the workplace climate and felt valued and that their work was valued at UF. The

campus climate findings at UF were consistent with those found in higher education institutions, with the national average between 70 percent and 80 percent. Ninety percent of staff respondents believed that UF is supportive of taking extended leave and 85 percent believed UF provides training and professional development opportunities.

Among faculty respondents, 75 percent felt criteria for tenure are clear and 74 percent felt that opportunities for substantive committee involvement are available. Seventy-six percent of all faculty felt that they have job security, 75 percent believed their health insurance benefits are competitive, and 74 percent believed their colleagues are helpful to their careers. Eighty-three percent had colleagues/co-workers who offered them job/career advice or guidance when needed and 83 percent felt that their supervisors provided adequate support for them to manage work-life balance.

Positive attitudes about work-life issues.

- 84 percent felt they were given a reasonable time frame to complete assigned responsibilities
- 72 percent felt UF and their supervisors provided resources to pursue training/development
- 73 percent felt UF was supportive of flexible work schedules

Personnel

<https://hr.ufl.edu/>, <https://hr.ufl.edu/manager-resources/employee-relations/>, <https://titleix.ufl.edu/>, <http://www.ehs.ufl.edu/programs/ada/>, <https://accessibility.ufl.edu/>  
Personnel, regardless of employee classification, are handled in a manner consistent with UF's Non-Discrimination Regulation. The UFHR, ADA and Title IX Compliance and Employee Relations websites have recently been updated to ensure ease of use and readily available information. The assistant vice president for ADA and Title IX Compliance is responsible for monitoring, supervising and overseeing all compliance with the ADA and Title IX for the university, including all UF direct support organizations and affiliates as well as coordinating all campus-based programs related to the ADA and Title IX for the university.

## **Section E - Effectiveness in Enrollment**

The University of Florida fosters a community that values and respects diversity. An inclusive definition of diversity recognizes the variety of personal and social experiences that make individuals and communities different from one another. These differences include race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, size, marital status, national origin, political opinions or affiliations, genetic information, veteran status, and the many other ways one might identify. Dr. Fuchs is committed to inclusion and diversity and to advance equity, diversity and inclusion, and establish a new standard of

inclusive excellence. Over the last five years, we have increased minority applications, admits, and enrollments.

**ACCOLADES:**

- UF tied for #6 among U.S. public universities in U.S. News & World Report ranking
- Ranked #3 in Forbes's Best College Value
- 97% freshman retention rate
- 64% graduate with no student loan debt
- 48,545 scholarships awarded
- 34,531 grants awarded
- UF committed to reducing the student to faculty ratio and reduced it to 17:1 from 20:1 over a two year period
- UF Innovate | Sid Martin Biotech was awarded the Randall M. Whaley Incubator of the Year—the International Business Innovation Association (InBIA) highest honor.
- UF is the first U.S. university to acquire cutting-edge NVIDIA DGX A100 system, advancing its artificial intelligence initiative
- Total research spending 900.7 million
- UF School of Music professor José Valentino Ruiz won the 2019 Latin Grammy Award for Best Christian Album

## Part IV – Gender in Intercollegiate Athletics

Element	Assessment
<b>1. Sports offerings</b>	Currently, the University sponsors every men's and all but one women's sport that is sponsored by the Southeastern Conference. In addition, the University Athletic Association added Women's Lacrosse in the 2009-2010 academic year. This assessment is equitable.
<b>2. Participation rates, male and female, compared with full-time undergraduate enrollment</b>	The female student-athlete participation ratio is below that of female students generally. The 2019-2020 female undergraduate enrollment ratio was approximately 57% and the female athletics participation ratio was approximately 46%.
<b>3. Availability of facilities, <i>defined as locker room, practice, and competitive facilities</i></b>	<p>The Renovation of Katie Seashole Pressly Stadium has been completed. The \$14 Million dollar renovation included the following amenities for our student athletes: new locker room space, lounge areas with nutrition space, media room, pitching lab, coaches offices and training room to create an all in one facility saving the student athlete valuable time in their day. The renovation also created many gameday fan amenities including expanded capacity, chairback seating, and shading, new concessions areas, as-well as a 360 concourse to engage fans as they watch our athletes compete.</p> <p>Construction of a new ballpark for the baseball team has also been completed. The project consisted of the following amenities for our student athletes: regulation competitive playing field, a practice in-field, pitching and batting tunnels, new locker room, lounge areas with nutrition space, media room, training room, coaches office and support spaces, once again creating an all in one facility for easy access to everything for the student athlete. The new facility also created fan amenities including full chairback seating with shading, berm seating, club lounge, suites, drink rails, concessions, and a 360 concourse all to support our student athletes during competition.</p> <p>Over the next two years, approximately \$92 million dollars will go towards building a new football training facility, including a new all student-athlete dining hall, interior and exterior all athlete lounge spaces. Women's Soccer will also receive new team space constructed as an addition to the existing women's Lacrosse team building. This project will benefit both the Lacrosse and Soccer programs.</p>

<b>4. Scholarship offerings for athletes</b>	The University Athletic Association provides the maximum number of scholarships the NCAA allows for each of the men’s and women’s sports sponsored. This assessment is equitable.
<b>5. Funds allocated for:</b>	
<b>a) the athletic program as a whole</b>	Resources allocated for women’s sports programs are comparable to that of their male counterparts. Both men’s and women’s programs are provided with all the necessary resources to be competitive nationally. This assessment is equitable.
<b>b) administration</b>	Funds for administrative efforts are allocated evenly across men’s and women’s sports programs. This assessment is equitable.
<b>c) travel and per diem allowances</b>	The University Athletic Association provides for equitable use of all resources such as private aircraft, commercial airlines, housing, and other aspects of travel during competitive events. A review of expenditures confirms travel is provided in a fair and equitable manner. All teams are provided with per diem amounts allowed by Florida Statute 112.061. The University Athletic Association Team Travel Handbook outlines policy relative to travel for competition and these policies apply equally to all sports teams. Policies deal with modes of transportation, housing, length of stay, dining arrangements, and per diem. The policies are designed to ensure the health and safety of student-athletes and to maximize the student-athlete experience. This assessment is equitable.
<b>d) recruitment</b>	Resources allocated for the recruitment of female student-athletes are comparable to that of their male counterparts. As evidenced by the recruiting budgets and the current rosters of the women’s teams, coaches are provided the resources necessary to recruit players globally. This assessment is equitable.
<b>e) comparable coaching</b>	Coaches of women’s sports teams are compensated equitably when compared to their Southeastern Conference and national counterparts. Differences in pay between coaches of male sports teams and women’s sports teams exist due to the fair market considerations for the particular sport and the experience of the coach. This assessment is equitable.



<p><b>f) publicity and promotion</b></p>	<p>A review of the expenditures confirms publicity and other promotional devices are provided in a fair and equitable manner. An overview of the marketing and promotions items demonstrates the quality and quantity are comparable to that of men’s teams. Every sport is assigned a Communications contact and Marketing contact and provided a poster, schedule card, releases, press opportunities, dedicated pages on FloridaGators.com, a social media presence, a marketing &amp; promotions plan and communications/PR plan specific to their sport. The University Athletic Association has directed efforts to increase exposure and promotions of women’s sports through television, radio, and online broadcasts. The SEC Network, a collaboration between the Southeastern Conference and ESPN, provides unprecedented live television and streaming video coverage for SEC women’s sports. The network includes live coverage of women’s basketball, softball, gymnastics, soccer, volleyball, swimming &amp; diving and track &amp; field on the ESPN family of networks, and provides coverage of SEC Championships and tournaments for women’s basketball, softball, gymnastics, soccer, swimming &amp; diving, track &amp; field, tennis and golf. Lacrosse is a member of the BIG EAST, appearing on their digital outlets, with video and audio of all home games streamed online as well. Live radio broadcasts are available for every women’s basketball, softball, soccer and volleyball event (home and away). A new program, Eye on the Gators, debuted in 2015-16 on the television network FOX Sports Sun, with 30-minute episodes dedicated to the volleyball, women’s basketball, gymnastics, lacrosse, and softball programs. The GatorVision video department provides regular coverage of every women’s sport on multiple media platforms as well. The UAA Communications and Marketing Departments have significantly expanded its reach through the utilization of social media sites such as Facebook, Twitter, Instagram, and YouTube. The Gators’ Facebook and Twitter pages are one of the most followed among the nation’s collegiate athletic programs, with more than 1.5 million “likes” on Facebook and 313 thousand followers on Twitter. This assessment is equitable.</p>
<p><b>g) other support costs</b></p>	<p>There is consistent sentiment among coaches and staff that administrative, secretarial, clerical and office space support are excellent and equal to that provided to the men’s sports. This assessment is equitable.</p>

<p><b>6. Provision of equipment and supplies</b></p>	<p>The University Athletic Association is committed to providing top quality state-of-the-art equipment and all supplies necessary to equitably accommodate all sports. A review of expenditures confirms equipment and supplies are provided in a fair and equitable manner. Information to this effect was also reported by coaches and student-athletes in Mid-Year Evaluations, Exit Interview surveys, and in-person interviews conducted by the Title IX Committee. There were no reports of inequitable treatment or unmet needs in the area of equipment and supplies noted in any of these surveys or interviews. This assessment is equitable.</p>
<p><b>7. Scheduling of games and practice times</b></p>	<p>The construction of sport-specific facilities to accommodate each women’s sport has eliminated practice time conflicts. Women’s programs have unlimited access to these practice venues. Athletes also have access to facilities independent of the team program to accommodate individual practices. Track and swimming teams share facilities with corresponding men’s programs. With these sport-specific dedicated facilities, few conflicts exist relative to game times as well. This assessment is equitable.</p>
<p><b>8. Opportunities to receive tutoring</b></p>	<p>As demonstrated by Mid-Year and Exit-Interview survey results, student-athletes are very satisfied with the support services provided by the Otis Hawkins Center for Academic and Personal Excellence. The consensus is tutors are made available when needed and academic advisors work closely with each student-athlete to ensure success in addressing academic responsibilities. These responses reflected an increase in satisfaction over time. Additionally, tutors are not assigned to a particular team nor employed by a particular sport, but are all selected, trained, and assigned by the Otis Hawkins Center for Academic and Personal Excellence to ensure skilled tutors are available to all student-athletes equitably. The renovation of the Otis Hawkins Center has also provided more rooms which allows for more tutoring sessions to occur. This assessment is equitable.</p>

<p><b>9. Compensation of coaches and tutors</b></p>	<p>Compensation packages for coaches of women’s sports are competitive when compared to their Southeastern Conference counterparts and national counterparts. They are also equitable within the University Athletic Association. Disparities in coaching contract terms exist because of fair market value considerations for the particular sport and experience of the coach. This assessment is equitable. Tutor pay rates are based on level of education and teaching/tutoring experience. The only reason a tutor pay rate would change is if he/she reached a different bracket for level of education (i.e. bachelor's to master's) and if their expertise is in a specialized field. Some tutors are much harder to find in specific areas of study. The University Athletic Association does not give merit base increases for tutors. It is against policy since tutors are classified under OPS. This assessment is equitable.</p>
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<p><b>10. Medical and training services</b></p>	<p>The University Athletic Association employs 25 full-time nationally certified and state licensed athletic trainers. 14 full-time athletic trainers and 7 intern athletic trainers provide medical care for the student-athletes. Each sport is assigned an athletic trainer, and men’s and women’s teams have equal access to certified athletic trainers. In addition, five primary care sports medicine physicians, two primary care sports medicine fellows and two orthopedic surgeons provide care to all student-athletes and teams. In addition to athletic trainers and physicians, the University Athletic Association employs four licensed registered dieticians and one sports nutrition intern. All sports have equal access to nutrition services. The University Athletic Association has the part time usage of four full-time licensed mental health counselors. Lastly, the University Athletic Association has four primary athletic training facility to ensure all student-athletes have timely access to medical services provided by athletic trainers and physicians. Each athletic training facility accommodates both male and female student-athletes. Satellite athletic training facilities are also available at practice and/or competition locations for softball, women’s soccer, women’s gymnastics, men’s and women’s swimming &amp; diving, football, men’s and women’s basketball, women’s volleyball, men’s and women’s tennis and women’s lacrosse for use during practice and/or competition. This assessment is equitable.</p>
<p><b>11. Housing and dining facilities and services</b></p>	<p>The University Housing and Residence Education and the University Food Service provide housing and dining facility accommodations for all student-athletes. The University Athletic Association funds a training table meal four nights each week for student-athletes on athletic scholarship. Training table meals are provided for all eligible student-athletes, regardless of team affiliation or gender. All athletes on scholarship have access to any assistance and available space in residence halls. The University Housing and Residence Education decide resident hall allotments. While all resident hall assignments are decided by the Otis Hawkins Center for Academic and Personal Excellence staff and coaching staff to ensure student-athlete integration into the general student population, as well as interaction with student-athletes from other teams. This assessment is equitable.</p>

## Part V – Employment Representation

Table 1. Category Representation – Tenured Faculty

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2019	3	49	0	207	85	0	1,162	17	2	433	1,092	1,525
Number, Fall 2018	4	45	0	199	83	0	1,173	18	0	422	1,100	1,522
1YR Percentage Change	-25%	9%	NA	4%	2%	NA	-1%	-6%	NA	3%	-1%	0%
Number, Fall 2014	0	48	1	191	83	0	1,220	15	1	398	1,161	1,559
5YR Percentage Change	NA	2%	-100%	8%	2%	NA	-5%	13%	100%	9%	-6%	-2%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Human Resources 2014, 2018, and 2019 Fall Staff (Instructional Faculty). Includes UF Main and UF Online. IPEDS Human Resource, instructional faculty only. Does not include Research or Public Service only faculty.

Table 2. Category Representation – Tenure-Track Faculty

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2019	93	24	2	90	56	0	354	12	22	257	396	653
Number, Fall 2018	67	22	2	82	51	0	306	8	5	219	324	543
1YR Percentage Change	39%	9%	0%	10%	10%	NA	16%	50%	340%	17%	22%	20%
Number, Fall 2014	24	11	0	74	25	1	255	9	2	155	246	401
5YR Percentage Change	288%	118%	NA	22%	124%	-100%	39%	33%	1000%	66%	61%	63%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Human Resources 2014, 2018, and 2019 Fall Staff (Instructional Faculty). Includes UF Main and UF Online. IPEDS Human Resource instructional faculty only. Does not include Research or Public Service only faculty.

Table 3. Category Representation – Non-Tenure-Earning Faculty or Faculty at Non-Tenure Granting Universities

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2019	39	47	2	41	62	1	534	10	2	436	302	738
Number, Fall 2018	30	42	1	38	56	1	498	10	2	377	292	678
1YR Percentage Change	30%	12%	100%	8%	11%	0%	7%	0%	0%	16%	3%	9%
Number, Fall 2014	21	24	2	43	25	0	393	3	5	291	225	516
5YR Percentage Change	86%	96%	0%	-5%	148%	NA	36%	233%	-60%	50%	34%	43%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Human Resources 2014, 2018, and 2019 Fall Staff (Instructional Faculty). Includes UF Main and UF Online. IPEDS Human Resource instructional faculty only. Does not include Research or Public Service only faculty

Table 4. Category Representation – Executive/Administrative/Managerial

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2019	1	87	3	27	75	1	858	13	4	603	466	1,069
Number, Fall 2018	1	76	1	28	58	1	847	13	2	576	451	1,027
1YR Percentage Change	0%	14%	200%	-4%	29%	0%	1%	0%	100%	5%	3%	4%
Number, Fall 2014	0	62	2	23	31	0	734	11	3	442	424	866
5YR Percentage Change	NA	40%	50%	17%	142%	NA	17%	18%	33%	36%	10%	23%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Human Resources 2014, 2018, and 2019 Fall Staff - Full-Time Management Occupations (11-0000). Includes UF Main and UF Online.

## Employment Representation

Institutional Planning and Research (IPR) provided data and quantitative tables to illustrate the University’s status in faculty/staff comparisons (Part V). IPEDS data from public member institutions of The Association of American Universities’ (AAU) were used to measure comparative national standards where appropriate (Exhibit 4).

- Reporting in Part V includes instructional faculty by tenure status, gender, and race/ethnicity as reported to IPEDS.

- The numbers of Asian, Black/African American, and Hispanic tenured instructional faculty at UF have increased from 2018 to 2019 and have continued to increase over the past five years. UF exceeds AAU public institutions in the number of Hispanic, Black/African American instructional faculty for reporting year 2018.
- Tenure-track instructional faculty positions at UF have increased over the prior year for Asian, Black/African American, and Hispanic tenure-track instructional faculty. Both Asian and Hispanic tenure-track faculty increased by 10% with Black/African American tenure-track faculty increasing by 9%. Black/African American and Hispanic faculty have more than doubled over the past five years and Asian faculty has increased by nearly 25%. International tenure-track faculty (nonresident alien) have significantly increased over the past five year employing 24 in 2014 to nearly 100 in 2019. UF continues to exceed AAU public institutions for Hispanic tenure-track faculty and as of the 2018 reporting year, now exceeds in Asian tenure-track faculty. UF has also increased in the percentage of Black/African American tenure-track faculty as compared to AAU public institutions that experienced an overall decrease from 2017 to 2018.
- Female tenured-track instructional faculty has increased by 17% from 2018 to 2019 and is up overall from 2014 by 66%; however, male instructional tenure-track faculty is still significantly higher at 60% compared to female tenured-track instructional employed at 40%. UF trails AAU public institutions in the percentage of female instructional faculty tenured status positions as well as tenured-track positions by just over 3%.
- Both Hispanic and Black/African American employees increased over the prior year in the Executive/Administrative/Managerial category (now called Management Occupations in IPEDS HR). Black/African Americans have increased 40% over the last five year. Over the past five years, total females increased 36%. Female management occupations at UF exceed AAU public institutions as are Black/African American and Hispanics, but Asian and Non-Resident Alien are slightly under.

## Part VI – Areas of Improvement/Achievement

<b>Areas of Improvement Pertaining to Academic Services, Programs, and Student Enrollment (This Year)</b>	<b>Areas of Improvement Pertaining to Academic Services, Programs, and Student Enrollment (Identified in Last Year)</b>
Increase Graduate School enrollment of minority students.	The number of enrolled minority graduate students increased by 3%.
Increase the female student athlete participation.	The participation rate for woman increased by 2%.
Broaden diversity with preeminence hires.	From 2017 to 2018, UF increased minority faculty in each race/ethnicity category.

<b>2018 Areas of Improvement Pertaining to Academic Services, Programs, Student Enrollment, and Employment Representation</b>	<b>Associated Metrics</b>
UF students, faculty and staff with increasingly diverse demographic and geographic characteristics.	<ul style="list-style-type: none"> <li>• Geographic diversity, including out of state and international students, faculty, and staff.</li> <li>• Racial/ethnic, cultural, and socioeconomic diversity.</li> <li>• Diversity across other demographic characteristics (e.g. gender, disabilities).</li> </ul>
A university climate that is inclusive, supportive and respectful to all.	<ul style="list-style-type: none"> <li>• Number and scope of activities and programs that promote diversity.</li> <li>• Opportunities for interactions among people having a diversity of experiences and backgrounds.</li> <li>• Annual reports from UPD and student affairs regarding discriminatory activity.</li> </ul>
Diverse, robust educational and interdisciplinary areas of excellence.	<ul style="list-style-type: none"> <li>• Breadth and balance of educational programs offered on and off campus and online.</li> <li>• Percent of students and faculty engaged in interdisciplinary collaboration.</li> </ul>
Increased globalization to enhance our effectiveness as world citizens.	<ul style="list-style-type: none"> <li>• Percentage of students participating in study abroad experiences.</li> <li>• Percentage of faculty and graduate students participating in international conferences as participants, speakers, and leaders.</li> </ul>



	<ul style="list-style-type: none"><li>• Number of international collaborative agreements in educational programs and research.</li><li>• Percent of graduate and undergraduate international students at UF.</li><li>• Percent of courses, activities, and organizations that promote globalization.</li></ul>
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## Part VII – Protected Class Representation in the Tenure Process

**Table 1. Protected-Class Representation in the Tenure Process, 2017-18**

Sex, Race/Ethnicity	Applied	Withdrawn	Denied	Deferred	Nominated
<b>MALES</b>					
American Indian or Alaskan Native	0	0	0	0	0
Asian	27	3	0	0	24
Black or African American	6	0	1	0	5
Hispanic	15	1	0	0	15
Native Hawaiian/Other Pacific	0	0	0	0	0
Two or More Races	2	0	0	0	2
White	84	10	2	0	72
Other, Not Reported	3	0	0	0	3
<b>Total Male (Include Other, Not Reported)</b>	<b>137</b>	<b>14</b>	<b>3</b>	<b>0</b>	<b>120</b>
<b>FEMALES</b>					
American Indian or Alaskan Native	1	0	0	0	1
Asian	10	3	0	0	7
Black or African American	5	1	0	0	4
Hispanic	9	0	0	0	9
Native Hawaiian/Other Pacific	0	0	0	0	0
Two or More Races	1	0	0	0	1
White	96	7	2	0	63
Other, Not Reported	0	0	0	0	0
<b>Total Female (Number and Percent)</b>	<b>122</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>109</b>
	<b>47.1%</b>	<b>44.0%</b>	<b>40.0%</b>	<b>0%</b>	<b>47.59%</b>
<b>GRAND TOTAL</b>	<b>259</b>	<b>25</b>	<b>5</b>	<b>0</b>	<b>229</b>

**LEGEND:**

**APPLIED:** Faculty whose names have been submitted for tenure review. Sum of Withdrawn, Denied, and Nominated (or provide explanation).

**WITHDRAWN:** Faculty who withdrew from tenure consideration after applying for review.

**DENIED:** Faculty for whom tenure was denied during the review process.

**NOMINATED:** Faculty for whom tenure is being recommended by the University

**Table 1: Promotion and Tenure Committee Composition, AY 2018-2019**

Type of Committee	Black or African American		American Indian/Alaskan Native		Asian		Native Hawaiian or Other Pacific Islander		Hispanic		Two or More Races		White		Other, Not Reported		Total including Other, Not Reported		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
<b>College of Agricultural &amp; Life Sciences</b>																			
Ag-Ag Ed And Communication	0	0	0	0	0	0	0	0	0	1	0	0	6	4	0	0	6	5	
Ag-Agricul / Biological Eng	0	0	0	0	5	2	0	0	1	0	0	0	10	2	0	0	16	4	
Ag-Agronomy	0	0	0	0	1	1	0	0	0	0	0	0	6	1	0	0	7	2	
Ag-Animal Sciences	0	1	0	0	1	0	0	0	0	0	0	0	9	5	1	0	11	6	
Ag-Center-Aqua / Invas Plnts	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	0	
Ag-County Operations	3	3	0	0	1	1	0	0	3	4	0	0	48	90	0	0	55	98	
Ag-Crec-Lake Alfred	0	0	0	0	1	0	0	0	0	0	0	0	7	2	0	1	8	3	
Ag-Ctr Landscp Conserv Ecology	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Ag-Dean For Research	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	2	1	
Ag-Dean For Academic Programs	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	2	
Ag-Entomology And Nematology	1	0	0	0	0	0	0	0	0	0	0	0	10	3	0	0	11	3	
Ag-Environmental Horticulture	0	0	0	0	0	0	0	0	1	0	0	0	6	4	0	0	7	4	
Ag-Erec-Belle Glade	1	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0	4	1	
Ag-Expanded Nutrition Program	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Ag-Extension Administration	0	0	0	0	1	0	0	0	0	0	0	0	3	0	0	0	4	0	
Ag-Fam Youth / Comm Sci	0	0	0	0	1	1	0	0	0	1	0	0	6	6	0	0	7	8	
Ag-Flrec-Ft Lauderdale	0	0	0	0	1	0	0	0	0	0	0	0	5	2	0	0	6	2	
Ag-Fmel-Vero Beach	0	1	0	0	0	0	0	0	1	0	0	0	1	1	0	0	2	2	
Ag-Food / Resources Economics	0	0	0	0	1	0	0	0	0	0	0	0	6	4	0	0	7	4	
Ag-Food Science / Human Nutr	0	0	0	0	1	0	0	0	0	0	0	0	7	8	0	0	8	8	
Ag-Grec - Balm	0	0	0	0	2	0	0	0	0	1	0	0	6	0	0	0	8	1	
Ag-Global Food Systems	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Ag-Hastings Demonstration Unit	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Ag-Hillsborough Cc-Plant City	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Ag-Horticultural Sciences	0	1	0	0	2	1	0	0	3	0	0	0	11	3	0	0	16	5	
Ag-Irrec-Ft. Pierce	0	0	0	0	1	0	0	0	0	0	0	0	4	0	0	0	5	0	
Ag-Livestock Innovation Lab	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	
Ag-Microbiology / Cell Sci	2	0	0	0	1	0	0	0	1	1	0	0	8	5	0	0	12	6	
Ag-Mrec-Apopka	0	0	0	0	1	0	0	0	0	0	0	0	5	0	0	0	6	0	
Ag-Nature Coast Biological Sta	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Ag-Nfrec-Quincy	0	0	0	0	1	0	0	0	2	0	0	0	7	3	0	0	10	3	
Ag-Pesticide Info Office	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Ag-Plant Pathology	0	0	0	0	1	0	0	0	0	0	0	0	7	5	0	0	8	5	
Ag-Public Issues Education Ctr	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Ag-Rcrec-Ona	0	0	0	0	0	0	0	0	0	1	0	0	2	0	0	0	2	1	
Ag-Schl-Forest Res / Conserv	0	0	0	0	1	0	0	0	2	0	0	0	21	4	0	0	24	4	
Ag-Snre-Academic Programs	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Ag-Soil And Water Science	0	0	0	0	2	1	0	0	0	0	0	0	6	1	0	0	8	2	
Ag-Swfrec-Immokalee	0	0	0	0	1	0	0	0	0	0	0	0	1	1	0	0	2	1	
Ag-Trec-Homestead	1	0	0	0	2	0	0	0	1	0	0	0	2	1	0	0	6	1	
Ag-Vp-Agriculture / Nat Res	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Ag-Wfrec-Jay	0	0	0	0	0	0	0	0	0	0	0	0	3	1	0	0	3	1	
Ag-Wildlife Ecology / Conserv	0	0	0	0	1	0	0	0	0	0	0	0	11	6	0	0	12	6	
Ag-Youth,families& Communities	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
<b>College of Agricultural &amp; Life Sciences Total</b>	<b>9</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>30</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>242</b>	<b>168</b>	<b>1</b>	<b>1</b>	<b>297</b>	<b>191</b>	

**Table 1: Promotion and Tenure Committee Composition, AY 2018-2019**

Type of Committee	Black or African American		American Indian/Alaskan Native		Asian		Native Hawaiian or Other Pacific Islander		Hispanic		Two or More Races		White		Other, Not Reported		Total including Other, Not Reported	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>College of Business Administration (Warrington)</b>																		
Ba-Finance	0	0	0	0	1	0	0	0	1	0	0	0	9	0	0	0	0	0
Ba-Fisher School Of Accounting	1	0	0	0	0	1	0	0	0	0	0	0	5	0	0	0	6	1
Ba-Info Sys & Operations Mgt	0	0	0	0	8	1	0	0	0	0	0	0	1	1	0	0	9	2
Ba-Management	1	0	0	0	1	1	0	0	0	0	0	0	4	2	0	0	6	3
Ba-Marketing	0	0	0	0	1	1	0	0	0	0	0	0	7	0	0	0	8	1
Ba-Office Of The Dean	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	0
<b>College of Business Administration (Warrington) Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>28</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>42</b>	<b>7</b>
<b>College of Dentistry</b>																		
Dn-Community Based Programs	0	0	0	0	0	0	0	0	0	0	0	0	4	1	0	0	4	1
Dn-Dean's Office	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	2	1
Dn-Endodontics	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Dn-Oral Biology	0	0	0	0	1	0	0	0	0	0	0	0	2	3	0	0	3	3
Dn-Oral Diagnostic Sciences	0	0	0	0	1	1	0	0	0	0	0	0	2	0	0	0	3	1
Dn-Orthodontics	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	4	0
Dn-Osds	0	0	0	0	0	0	0	0	1	0	0	0	4	0	0	0	5	0
Dn-Pediatric Dentistry	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	2	0
Dn-Periodontics	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2	0
Dn-Restorative Dental Sciences	0	0	0	0	0	0	0	0	0	2	0	0	3	1	0	0	3	3
<b>College of Dentistry Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>28</b>	<b>10</b>
<b>College of Design, Construction &amp; Planning</b>																		
Dcp-Dean's Office	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	2	1
Dcp-Interior Design	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	1	1
Dcp-Landscape Architecture	0	0	0	0	0	0	0	0	0	1	0	0	2	0	0	0	2	1
Dcp-Rinker Sch Of Constr Mgmt	0	0	0	0	2	0	0	0	1	0	0	0	6	1	0	0	9	1
Dcp-School Of Architecture	1	0	0	0	1	1	0	0	1	1	1	1	8	3	0	0	12	5
Dcp-Urban Regional / Planning	0	0	0	0	1	0	0	0	0	0	0	0	2	3	0	0	3	3
<b>College of Design, Construction &amp; Planning Total</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>20</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>29</b>	<b>12</b>
<b>College of Education</b>																		
Ed-Dn Office	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	2	0
Ed-Office Of Evaluation / Res	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Ed-Pk Yonge Dev Research Schl	1	0	0	0	0	0	0	0	0	1	0	0	7	12	0	0	8	13
Ed-Shdose-Schl Of Hum Dev&org	0	0	0	0	0	1	0	0	1	0	0	0	3	3	0	0	4	4
Ed-Sped Special Education	0	1	0	0	0	0	0	0	0	0	1	0	5	9	0	0	6	10
Ed-Stl Schl-Teach / Learn	0	1	0	0	1	1	0	0	0	0	1	0	3	8	0	0	5	10
Ed-Student Services	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
<b>College of Education Total</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>20</b>	<b>33</b>	<b>0</b>	<b>0</b>	<b>25</b>	<b>39</b>
<b>College of Engineering</b>																		
Eg-Academic Activity	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0
Eg-Biomedical Engineering	0	1	0	0	2	0	0	0	0	0	0	0	9	3	0	0	11	4
Eg-Chemical Engineering	0	0	0	0	5	0	0	0	2	0	0	0	9	1	0	0	16	1
Eg-Computer / Info Sci & Eng	1	0	0	0	11	3	0	0	0	0	1	0	13	3	0	0	26	6
Eg-Electrical / Computer Eng	1	1	0	0	11	1	0	0	2	1	0	0	21	2	0	0	35	5
Eg-Eng Sch Sustain Infrst Env	3	0	0	0	4	3	0	0	2	1	0	0	16	1	0	0	25	5
Eg-Engineering Administration	1	0	0	0	1	0	0	0	0	0	0	0	1	1	0	0	3	1
Eg-Industrial / Systems Eng	0	0	0	0	1	0	0	0	0	0	0	0	3	1	0	0	4	1
Eg-Materials Sci Engineering	0	2	0	0	4	0	0	0	1	0	0	0	10	3	0	0	15	5
Eg-Mechanical / Aerospace Eng	1	0	0	0	14	3	0	0	0	0	0	0	17	2	0	0	32	5
<b>College of Engineering Total</b>	<b>7</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>53</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>100</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>168</b>	<b>33</b>

**Table 1: Promotion and Tenure Committee Composition, AY 2018-2019**

Type of Committee	Black or African American		American Indian/Alaskan Native		Asian		Native Hawaiian or Other Pacific Islander		Hispanic		Two or More Races		White		Other, Not Reported		Total including Other, Not Reported	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>College of Health &amp; Human Performance</b>																	0	0
Hh-Applied Physio/Kinesiology	0	0	0	0	0	0	0	0	1	0	0	0	6	3	0	0	7	3
Hh-Health Education Behavior	0	1	0	0	0	0	0	0	0	1	0	0	1	2	0	0	1	4
Hh-Hhp Dean's Office	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	4	0
Hh-Sport Management	0	0	0	0	1	0	0	0	1	0	0	0	0	1	0	0	2	1
Hh-Tourism/Hosp/Evt Mgt (Them)	0	0	0	0	1	0	0	0	0	0	0	0	1	3	0	0	2	3
<b>College of Health &amp; Human Performance Total</b>	0	1	0	0	2	0	0	0	2	1	0	0	12	9	0	0	16	11
<b>College of Journalism &amp; Communications</b>																	0	0
Cjc-Advertising	0	1	0	0	0	1	0	0	0	0	0	0	1	4	0	0	1	6
Cjc-Journalism	0	1	0	0	1	0	0	0	0	0	0	0	7	2	0	0	8	3
Cjc-Journalism/Communica-Dean	0	0	0	0	0	0	0	0	0	0	0	0	2	1	1	0	3	1
Cjc-Public Relations	0	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0	0	4
Cjc-Telecommunications	0	1	0	0	0	1	0	0	1	0	1	0	4	1	0	0	6	3
<b>College of Journalism &amp; Communications Total</b>	0	3	0	0	1	4	0	0	1	0	1	0	14	10	1	0	18	17
<b>College of Law</b>																	0	0
Lw-Deans Office	3	2	0	0	2	0	0	0	2	1	0	1	18	12	0	0	25	16
Lw-Legal Information Ctr	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0
<b>College of Law Total</b>	3	2	0	0	2	0	0	0	2	1	0	1	19	12	0	0	26	16
<b>College of Liberal Art &amp; Sciences</b>																	0	0
Center-Latin Amer Studies	0	1	0	0	0	0	0	0	4	2	0	0	2	3	0	0	6	6
Ls-African American Studies	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Ls-African Studies Program	1	0	0	0	0	0	0	0	0	0	1	0	0	2	0	0	2	2
Ls-Anthropology	0	0	0	0	1	0	0	0	1	0	1	0	11	4	0	0	14	4
Ls-Astronomy	0	0	0	0	1	0	0	0	3	0	0	0	1	1	0	0	5	1
Ls-Bebr Main Bureau	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0
Ls-Biology	0	1	0	0	3	0	0	0	1	0	1	0	17	5	0	0	22	6
Ls-Chemistry	0	0	0	0	3	0	0	0	1	2	1	0	20	5	0	0	25	7
Ls-Cla/S Academic Advising	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0
Ls-Classics	0	1	0	0	0	0	0	0	0	1	0	0	2	1	0	0	2	3
Ls-Deans Office	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	2	1
Ls-Economics	0	0	0	0	1	0	0	0	0	0	0	0	7	0	0	0	8	0
Ls-English	2	1	0	0	0	1	0	0	1	0	0	0	11	12	1	0	15	14
Ls-European Studies	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1
Ls-Geography	0	0	0	0	1	0	0	0	0	0	0	0	6	5	0	0	7	5
Ls-Geology	0	0	0	0	0	0	0	0	0	0	0	0	12	2	0	0	12	2
Ls-Graham Center	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0
Ls-History	0	0	0	0	0	0	0	0	1	2	0	0	11	7	0	0	12	9
Ls-Humanities-Public Sphere	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
Ls-Jewish Studies	0	0	0	0	1	0	0	0	0	0	0	0	4	0	0	0	5	0
Ls-Language Literature&culture	1	0	0	0	1	2	0	0	0	0	0	0	7	12	0	0	9	14
Ls-Linguistics	0	0	0	0	0	1	0	0	0	0	0	0	2	5	0	0	2	6
Ls-Mathematics	0	0	0	0	5	1	0	0	1	0	0	0	26	1	0	0	32	2
Ls-Philosophy	0	0	0	0	0	0	0	0	0	0	0	0	7	1	0	0	7	1
Ls-Physics	0	0	0	0	5	1	0	0	1	0	0	0	26	2	0	0	32	3
Ls-Political Science	0	1	0	0	0	0	0	0	0	0	0	1	16	4	0	0	16	6
Ls-Psychology	0	0	0	0	1	0	0	0	1	0	0	0	10	8	0	0	12	8
Ls-Religion	0	0	0	0	0	1	0	0	0	0	0	0	6	1	0	0	6	2
Ls-Sociology/Criminology&law	0	0	0	0	0	0	0	0	1	0	0	0	8	8	0	0	9	8
Ls-Spanish&portuguese Studies	0	0	0	0	0	0	0	0	2	0	0	1	0	4	0	0	2	5
Ls-Statistics	0	0	0	0	2	0	0	0	0	1	0	0	4	0	0	0	6	1
Ls-Womens Studies	0	1	0	0	0	1	0	0	0	0	0	0	0	5	0	0	0	7
<b>College of Liberal Art &amp; Sciences Total</b>	5	6	0	0	25	8	0	0	18	8	4	2	222	101	1	0	275	125

**Table 1: Promotion and Tenure Committee Composition, AY 2018-2019**

Type of Committee	Black or African American		American Indian/Alaskan Native		Asian		Native Hawaiian or Other Pacific Islander		Hispanic		Two or More Races		White		Other, Not Reported		Total including Other, Not Reported		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
<b>College of Medicine</b>																			
Md-Aging / Geriatric Research	0	0	0	0	1	0	0	0	1	0	0	0	4	1	0	0	0	0	
Md-Anatomy	0	0	0	0	3	0	0	0	0	0	0	0	5	2	0	0	0	0	
Md-Anesthesiology	0	0	0	0	1	0	0	0	0	0	0	0	8	3	0	0	0	0	
Md-Biochem / Molecular Biol	0	1	0	0	2	0	0	0	0	0	0	0	10	3	0	0	0	0	
Md-Com Dean's Office	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	
Md-Community Hlth / Family Med	0	0	0	0	1	0	0	0	0	0	0	0	5	0	0	0	0	0	
Md-Dermatology	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	
Md-Health Outcomes & Bmi	0	0	0	0	1	0	0	0	0	0	0	0	4	2	0	0	0	0	
Md-Medicine	0	0	0	0	4	0	0	0	4	0	0	0	31	7	0	0	0	0	
Md-Molecular Gents / Microbio	0	0	0	0	3	1	0	0	0	0	1	1	12	3	0	0	0	0	
Md-Neurological Surgery	1	0	0	0	3	0	0	0	0	0	0	0	5	0	0	0	0	0	
Md-Neurology	0	0	0	0	2	0	0	0	0	0	0	0	3	1	1	0	0	0	
Md-Neuroscience	0	0	0	0	0	1	0	0	1	1	0	0	10	6	0	0	0	0	
Md-Obstetrics / Gynecology	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	
Md-Ophthalmology	0	0	0	0	0	1	0	0	0	0	0	0	3	1	0	0	0	0	
Md-Orthopaedics / Rehab	0	0	0	0	0	0	0	0	0	0	0	0	8	2	0	0	0	0	
Md-Otolaryngology	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
Md-Pathology	0	0	0	0	2	1	0	0	0	0	0	0	11	2	0	0	0	0	
Md-Pediatrics	0	0	0	0	2	0	0	0	1	0	0	0	13	4	0	0	0	0	
Md-Pharmacology / Therapeutics	0	0	0	0	0	0	0	0	0	0	0	0	7	0	0	0	0	0	
Md-Physiology Functional Genom	0	0	0	0	0	1	0	0	1	0	0	0	4	1	0	0	0	0	
Md-Psychiatry	0	0	0	0	0	0	0	0	0	0	0	0	4	3	0	0	0	0	
Md-Radiation Oncology	0	0	0	0	1	0	0	0	0	0	0	0	6	2	0	0	0	0	
Md-Radiology	0	0	0	0	0	0	0	0	0	1	0	0	5	1	0	0	0	0	
Md-Surgery	0	0	0	0	0	0	0	0	1	0	0	0	12	1	0	0	0	0	
Md-Urology	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	
<b>College of Medicine Total</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>176</b>	<b>45</b>	<b>1</b>	<b>0</b>	<b>216</b>	<b>54</b>	
<b>College of Medicine - Jacksonville</b>																			
Jx-Dean-Jacksonville	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
Jx-Emergency Medicine-Jax	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	1	
Jx-Medicine At Jax	0	0	0	0	0	0	0	0	0	0	0	0	7	1	0	0	7	1	
Jx-Neurology-Jacksonville	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Jx-Neurosurgery-Jacksonville	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	
Jx-Ob/Gyn-Jacksonville	1	0	0	0	0	0	0	0	1	0	0	0	2	0	0	0	4	0	
Jx-Oral And Maxillofacial Srgy	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
Jx-Pathology-Jacksonville	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	
Jx-Pediatrics-Jacksonville	1	0	0	0	2	1	0	0	0	0	0	0	2	0	0	0	5	1	
Jx-Surgery-Jacksonville	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	
<b>College of Medicine - Jacksonville Total</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>4</b>	
<b>College of Nursing</b>																			
Nr-Bns-Biobehavioral Nur Sci	0	0	0	0	0	1	0	0	0	0	0	0	0	4	0	0	0	0	
Nr-Fch-Family Comm Hlth Sys Sci	0	0	0	0	0	0	0	0	0	1	0	0	0	2	0	0	0	0	
Nr-Office Of The Dean	0	1	0	0	0	0	0	0	0	0	0	0	1	2	0	0	1	3	
<b>College of Nursing Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>11</b>	
<b>College of Pharmacy</b>																			
Ph-Medicinal Chemistry	0	0	0	0	2	0	0	0	0	0	0	0	2	2	0	0	4	2	
Ph-Office Of The Dean	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	2	2	
Ph-Pharm Outcomes & Policy	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2	
Ph-Pharmaceutics	0	0	0	0	1	0	0	0	0	0	1	0	2	0	0	0	4	0	
Ph-Pharmacodynamics	0	0	0	0	2	0	0	0	0	0	1	0	3	1	0	0	6	1	
Ph-Pharmtherapy Trnsl Rsch	0	1	0	0	0	1	0	0	0	0	0	0	3	2	1	0	4	4	
<b>College of Pharmacy Total</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>12</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>20</b>	<b>11</b>	

**Table 1: Promotion and Tenure Committee Composition, AY 2018-2019**

Type of Committee	Black or African American		American Indian/Alaskan Native		Asian		Native Hawaiian or Other Pacific Islander		Hispanic		Two or More Races		White		Other, Not Reported		Total including Other, Not Reported	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>College of Public Health &amp; Health Professions</b>																		
Hp-Clinical / Hlth Psychology	0	0	0	0	0	0	0	0	0	0	1	0	9	3	0	0	0	0
Hp-Environmental Global Hlth	0	0	0	0	1	0	0	0	0	0	0	0	2	1	0	0	0	0
Hp-Health Services Admin	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Hp-Occupational Therapy	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0
Hp-Office Of The Dean	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Hp-Physical Therapy	0	0	0	0	0	0	0	0	0	0	0	0	4	1	1	0	0	0
Hp-Slp Lang & Hearing Sci	0	0	0	0	0	0	0	0	0	0	0	0	1	3	0	0	0	0
Phhp-Com Biostatistics	0	0	0	0	5	1	0	0	0	0	0	0	1	1	0	0	0	0
Phhp-Com Epidemiology	0	0	0	0	1	1	0	0	0	0	0	0	4	1	0	0	0	0
<b>College of Public Health &amp; Health Professions Total</b>	0	0	0	0	7	2	0	0	0	0	1	0	23	13	1	0	0	0
<b>College of the Arts</b>																		
Cota-Art	0	0	0	0	1	0	0	0	1	1	0	0	7	9	0	0	0	0
Cota-Dean's Office	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Cota-Music	1	0	0	0	0	0	0	0	2	0	0	0	16	6	0	0	0	0
Cota-Theatre	1	0	0	0	0	1	0	0	1	0	0	0	7	2	0	0	0	0
Dw-Digital World	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0
<b>College of the Arts Total</b>	2	1	0	0	1	1	0	0	4	1	0	0	32	18	0	0	0	0
<b>College of Veterinary Medicine</b>																		
Vm-Comp, Diag & Pop Medicine	0	0	0	0	0	0	0	0	0	0	0	0	4	2	0	0	0	0
Vm-Dean's Office	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Vm-Infect Disease & Immunology	1	0	0	0	2	1	0	0	1	0	1	0	5	2	0	0	0	0
Vm-Lacs	0	0	0	0	0	0	0	0	4	1	0	0	4	2	0	0	0	0
Vm-Phy Sci	0	0	0	0	0	0	0	0	0	0	0	0	7	2	0	0	0	0
Vm-Sacs	0	0	0	0	1	0	0	0	0	1	0	0	4	4	0	0	0	0
<b>College of Veterinary Medicine Total</b>	1	0	0	0	3	1	0	0	5	2	1	0	25	12	0	0	0	0
<b>Florida Museum of Natural History</b>																		
Nh-Director's Office	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Nh-Natural History	0	0	0	0	1	0	0	0	0	0	0	0	18	4	0	0	0	0
<b>Florida Museum of Natural History Total</b>	0	0	0	0	1	0	0	0	0	0	0	0	19	4	0	0	0	0
<b>George A. Smathers Libraries</b>																		
Lb-Access Services Department	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Lb-Acquisitions / Licensing	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Lb-Digital Library Center	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Lb-Digital Partner & Strategy	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Lb-Director Of Libraries	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
Lb-Government Documents	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
Lb-Hsc Library	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	1	0	0
Lb-Humanities / Social Sci	0	0	0	0	0	0	0	0	0	0	0	0	2	5	0	0	0	0
Lb-Marston Science Library	0	1	0	0	0	0	0	0	0	0	0	0	1	5	0	0	0	0
Lb-Spec / Area Studies Collect	0	0	0	0	0	0	0	0	0	1	0	0	5	3	0	0	0	0
<b>George A. Smathers Libraries Total</b>	0	1	0	0	0	0	0	0	0	1	0	0	11	22	0	1	0	0
<b>Health Science Center</b>																		
Ha-Administration	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
<b>Health Science Center Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
<b>Office of the President</b>																		
Pr-President's Office	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0
<b>Office of the President Total</b>	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0

**Table 1: Promotion and Tenure Committee Composition, AY 2018-2019**

Type of Committee	Black or African American		American Indian/Alaskan Native		Asian		Native Hawaiian or Other Pacific Islander		Hispanic		Two or More Races		White		Other, Not Reported		Total including Other, Not Reported	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>Office of the Provost</b>																		
Gr-Grad School Operations	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Ip-International Center-Gen	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Pv-Honors Office	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Pv-Undergraduate Studies	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0
Pv-Vice President's Office	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0	0	0	0
Whitney Labs	0	0	0	0	1	0	0	0	0	0	0	0	5	2	0	0	0	0
<b>Office of the Provost Total</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>3</b>
<b>VP-Division of Business Affairs</b>																		
Ehs-Envr / Hlth / Safety-Admin	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
<b>VP-Division of Business Affairs Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>UF RESEARCH</b>																		
Re-Emerging Pathogens	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Re-Genetics Institute	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Re-Informatics Institute	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Re-Vp For Research	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0
Re-Water Institute	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0
<b>UF RESEARCH Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1</b>
<b>Grand Total</b>	<b>37</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>179</b>	<b>51</b>	<b>0</b>	<b>0</b>	<b>74</b>	<b>34</b>	<b>13</b>	<b>4</b>	<b>1,038</b>	<b>504</b>	<b>6</b>	<b>2</b>	<b>1,347</b>	<b>625</b>

Note: Committee composition can vary by department, but typically includes tenured faculty. The figures shown are the tenured/permanent faculty by college/unit and department.



## Part IX – Other Requirements

### Budget Plan

Program	Goals/Strategies	2019-2020 Allocation
Chief Diversity Office	Expand Inclusion, Diversity, Equity and Access (IDEA)	\$630,000
ADA and Title IX Office	Training, prevention, and compliance	\$551,000
Target of Opportunity	Increase the number of diverse faculty through spousal/partner hires	\$1,000,000
Bridge to Doctorate Program	Recruit post- baccalaureate underrepresented minorities to pursue Ph.D. degrees in STEM	\$534,000
Delores Auzenne Dissertation Award	Competitively awarded funding aimed at underrepresented minority Ph.D. candidates	\$120,000
FAMU Feeder Fellowships	Matches qualified FAMU graduates interested in pursuing a graduate degree with one of the admission/financial aid packages reserved for them at over 40 graduate degree-granting institutions across the nation. UF annually funds up to 5 newly enrolled FAMU feeder students interested in pursuing PhD or MFA degrees.	\$130,000
Graduate Diversity Enhancement Top-ups	Designed to promote the diversity of the graduate student body by providing financial supplements of up to \$5,000 per year for up to four years to aid academic units in recruiting highly competitive underrepresented minority Ph.D. applicants to enroll at UF.	\$80,000
McKnight Doctoral Fellowship	Designed to address the underrepresentation of African American and Hispanic faculty at colleges and universities in the state of Florida by increasing the pool of qualified citizens with Ph.D. degrees to	\$1,300,000

	teach at the college and university levels.	
Bernie and Chris Machen Florida Opportunity Scholars (MFOS) Program	High school graduates from families earning less than \$40,000 a year and neither parent holds a college degree can qualify for the MFOS program. Demographic breakdown of MFOS students during 2017-2018 reflect 28% Black, 40% Hispanic, 13% Asian, and 18% White. 64% of recipients are female, and 36% are male.	\$10,500,000
Racial Justice Research Fund	Fund to support research and scholarship that will inform understanding of the Black experience, racial justice, diversity, equity and inclusion on campus and beyond	\$400,000
UF/Santa Fe College Faculty Development Project	Partnership between the University of Florida and local Santa Fe College that aims to increase faculty diversity at Santa Fe College while providing doctoral students at UF with valuable teaching experience	\$180,000

**President’s Evaluation**

The Board of Trustees evaluates the president’s performance annually, including progress towards equity and diversity goals. It was determined by the BOT that the President met his goals at the 100% level. The evaluation was discussed with President Fuchs and the Chairman of the Board of Governors per BOG procedures.

**Top Administrators’ Evaluation**

Top administrators have diversity and equity accomplishments evaluated in their annual evaluations. The President completes annual performance reviews for the Senior Vice President for Health Affairs, the Senior Vice President for Agriculture and Natural Resources, the Senior Vice President and Provost, and the Senior Vice President and Chief Operating Officer and all have sustained performance.

**Florida Equity Reports**  
**University of Florida**  
**2019-2020**

**PART III: Academic Program Reviews -Analysis**

**Table 1. First-Time-In-College Enrollment Fall 2018**

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Total	Women			
											UF %	AAU %	AAU 80%	Meets 80%?
Men	83	148	1	301	578	2	1,516	127	106	2,862				
Women	99	322	4	399	985	5	2,195	217	140	4,366	60.4%	51.8%	41.5%	Yes
<b>Total</b>	<b>182</b>	<b>470</b>	<b>5</b>	<b>700</b>	<b>1,563</b>	<b>7</b>	<b>3,711</b>	<b>344</b>	<b>246</b>	<b>7,228</b>				
Category % of Total	2.5%	6.5%	0.1%	9.7%	21.6%	0.1%	51.3%	4.8%	3.4%	100.0%				
% of Race AAU Public Fall 2018 (Total race)	8.6%	4.0%	0.2%	16.3%	12.6%	0.1%	51.3%	4.8%	2.0%					
80% of AAU Public	6.8%	3.2%	0.1%	13.1%	10.1%	0.1%	41.1%	3.8%	1.6%					
Meets 80% Rule? AAU Public	No	Yes	No	No	Yes	Yes	Yes	Yes	Yes					

Source: IPEDS 2018-19 Part A, Fall enrollment by race, ethnicity, and sex. Column 1, First time students. Includes UF Main and UF Online.  
 Note: In Part III Table 1 the 2019 year enrollment figures are shown, but for comparison with AAU Publics, the latest comparable is the 2018 year.

**Table 2. Florida Community College A.A. Transfers, Fall 2018 (and Summer Continuing into Fall)**

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Female	Male	Total	Women			
													UF %	AAU %	AAU 80%	Meets 80%?
Total Fall 2018	67	108	4	98	609	2	941	52	79	1,058	902	1,960				
Category % of Total	3.4%	5.5%	0.2%	5.0%	31.1%	0.1%	48.0%	2.7%	4.0%	54.0%	46.0%	100.0%	54.0%	48.9%	39.1%	Yes
% of Race AAU Public Fall 2018 (Total race)	12.6%	4.7%	0.3%	12.8%	16.3%	0.2%	46.7%	4.7%	1.8%	48.5%	51.5%					
80% of AAU Public	10.1%	3.7%	0.2%	10.3%	13.0%	0.1%	37.4%	3.8%	1.4%	38.8%	41.2%					
Meets 80% Rule? AAU Public	No	Yes	No	No	Yes	No	Yes	No	Yes	Yes	Yes					

Source: IPEDS 2018-19 Part A, Fall enrollment by race, ethnicity, and sex. Column 2, Transfer-In. Includes UF Main and UF Online.  
 Note: In Part III Table 2 the 2019 year transfers figures are shown, but for comparison with AAU Publics, the latest comparable is the 2018 year.

**Table 3. Retention of Full-Time FTICs Entering Fall 2018, or Summer 2018 and Continuing into Fall, After One Year**

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Female	Male	Total
Cohort	182	470	5	700	1,563	7	3,711	344	246	4,366	2,862	7,228
Category % of Total	2.5%	6.5%	0.1%	9.7%	21.6%	0.1%	51.3%	4.8%	3.4%	60.4%	39.6%	100.0%
After 1 year	170	445	5	677	1,509	6	3,586	332	239	4,209	2,760	6,969
Retention Rate	93.4%	94.7%	100.0%	96.7%	96.5%	85.7%	96.6%	96.5%	97.2%	96.4%	96.4%	96.4%
Meets 80% Rule of Overall Retention?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	77.1%
Meets 80% Rule of Majority Population (W) Retention Rate?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	77.3%

Source: Local File - for analysis, IPEDS does not have a report by institution for retention by race/gender

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Female	Male	Total
Cohort	44	424	9	490	1,141	66	3,651	184	147	3,588	2,568	6,156
Category % of Total	0.7%	6.9%	0.1%	8.0%	18.5%	1.1%	59.3%	3.0%	2.4%	58.3%	41.7%	100.0%
<b>After 6 years</b>												
Number of Graduates	34	336	7	445	1,020	59	3,340	150	139	3,306	2,224	5,530
Percent Graduated	77.3%	79.2%	77.8%	90.8%	89.4%	89.4%	91.5%	81.5%	94.6%	92.1%	86.6%	89.8%
Top AAU Public Inst. (Exhibit 1)	91%	89%	100%	96%	96%	100%	95%	93%	100%	96%	92%	94%
80% of Top Ranked AAU Public Inst in Race/Gender Category	73%	71%	80%	77%	77%	80%	76%	74%	80%	77%	74%	75%
Meets 80% Rule of Top AAU Public Inst.?	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Category % Graduated	0.6%	6.1%	0.1%	8.0%	18.4%	1.1%	60.4%	2.7%	2.5%	59.8%	40.2%	100.0%

Source: IPEDS Graduation Rates 2018-19 Report (2012 cohort), by race/ethnicity, and gender. Includes full-time, first-time undergraduate students.  
Note: In Part III Table 4 the 2013 cohort figures are shown, but for comparison with AAU Publics, the latest comparable is the 2012 cohort.

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Total	Women			
											UF %	AAU %	AAU 80%	Meets 80%?
Men	91	195	12	343	879	22	2,382	134	133	4,191				
Women	77	386	14	361	1,274	62	3,250	195	149	5,768	57.9%	51.3%	41.1%	Yes
Total	168	581	26	704	2,153	84	5,632	329	282	9,959				
Category % of Total	1.7%	5.8%	0.3%	7.1%	21.6%	0.8%	56.6%	3.3%	2.8%	100.0%				
AAU Percents	10.1%	3.9%	0.2%	14.7%	11.6%	0.1%	53.5%	4.0%	1.9%					
80% of AAU	8.1%	3.1%	0.2%	11.7%	9.3%	0.1%	42.8%	3.2%	1.5%					
Meets 80% Rule of AAU Public Inst.?	No	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes					

Source: IPEDS Completions 2019-20 report (degrees awarded AY 2018-19), GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees. Chart for 99,0000, all disciplines.

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Total	Women			
											UF %	AAU %	AAU 80%	Meets 80%?
Men	556	64	2	91	181	0	883	23	46	1,846				
Women	374	99	5	99	281	2	995	28	58	1,941	51.3%	50.3%	40.2%	Yes
Total	930	163	7	190	462	2	1,878	51	104	3,787				
Category % of Total	24.6%	4.3%	0.2%	5.0%	12.2%	0.1%	49.6%	1.3%	2.7%	100.0%				
AAU Percents	28.3%	3.9%	0.2%	8.1%	6.6%	0.1%	47.1%	2.5%	3.3%					
80% of AAU	22.6%	3.2%	0.2%	6.5%	5.3%	0.1%	37.6%	2.0%	2.6%					
Meets 80% Rule of AAU Public Inst.?	Yes	Yes	No	No	Yes	No	Yes	No	Yes					

Source: IPEDS Completions 2019-20 report (degrees awarded AY 2018-19), GRAND TOTAL BY FIRST MAJOR, Master's degrees. Chart for 99,0000, all disciplines.

**Table 7. Doctoral Degrees Awarded, AY 2018-2019**

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Total	Women			
Men	190	11	0	12	17	0	150	5	11	396	UF %	AAU %	AAU 80%	Meets 80%?
Women	135	21	1	7	22	1	148	3	16	354	47.2%	44.5%	35.6%	Yes
<b>Total</b>	<b>325</b>	<b>32</b>	<b>1</b>	<b>19</b>	<b>39</b>	<b>1</b>	<b>298</b>	<b>8</b>	<b>27</b>	<b>750</b>				
Category % of Total	43.3%	4.3%	0.1%	2.5%	5.2%	0.1%	39.7%	1.1%	3.6%	100.0%				
AAU Percents	35.5%	2.9%	0.3%	6.3%	5.0%	0.1%	43.9%	1.9%	4.1%					
80% of AAU	28.4%	2.3%	0.2%	5.0%	4.0%	0.1%	35.1%	1.6%	3.3%					
Meets 80% Rule of AAU Public Inst.?	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes					

Source: IPEDS Completions 2019-20 report (degrees awarded AY 2018-19), GRAND TOTAL BY FIRST MAJOR, Doctoral degrees. Chart for 99.0000, all disciplines.

**Table 8. First Professional Degrees Awarded, AY 2018-2019**

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	Unk	Total	Women			
Men	10	30	1	44	78	3	247	3	16	432	UF %	AAU %	AAU 80%	Meets 80%?
Women	18	69	0	94	116	8	448	12	18	783	64.4%	56.4%	45.1%	Yes
<b>Total</b>	<b>28</b>	<b>99</b>	<b>1</b>	<b>138</b>	<b>194</b>	<b>11</b>	<b>695</b>	<b>15</b>	<b>34</b>	<b>1,215</b>				
Category % of Total	2.3%	8.1%	0.1%	11.4%	16.0%	0.9%	57.2%	1.2%	2.8%	100.0%				
AAU Percents	2.7%	3.9%	0.4%	14.7%	7.1%	0.1%	61.9%	3.5%	5.7%					
80% of AAU	2.2%	3.1%	0.3%	%	5.7%	0.1%	49.5%	2.8%	4.6%					
Meets 80% Rule of AAU Public Inst.?	Yes	Yes	No	No	Yes	Yes	Yes	No	No					

Source: IPEDS Completions 2019-20 report (degrees awarded AY 2018-19), GRAND TOTAL BY FIRST MAJOR, First professional degrees. Chart for 99.0000, all disciplines.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	Total Population	Percent
1	University of Virginia-Main Campus	94%
2	University of Michigan-Ann Arbor	92%
3	University of California-Berkeley	91%
3	University of California-Los Angeles	91%
<b>5</b>	<b>University of Florida</b>	<b>89%</b>
5	University of North Carolina at Chapel Hill	89%
7	Georgia Institute of Technology-Main Campus	87%
7	University of Wisconsin-Madison	87%
9	University of California-Davis	86%
9	University of California-San Diego	86%
9	University of Maryland-College Park	86%
12	Pennsylvania State University-Main Campus	85%
13	Ohio State University-Main Campus	84%
13	University of Illinois at Urbana-Champaign	84%
13	University of Washington-Seattle Campus	84%
16	The University of Texas at Austin	83%
16	University of California-Irvine	83%
16	University of Pittsburgh-Pittsburgh Campus	83%
19	Texas A & M University-College Station	82%
19	University of California-Santa Barbara	82%
21	Purdue University-Main Campus	81%
22	Michigan State University	80%
22	Rutgers University-New Brunswick	80%
22	University of Minnesota-Twin Cities	80%
25	Indiana University-Bloomington	78%
26	University at Buffalo	76%
27	Iowa State University	75%
28	Stony Brook University	74%
28	University of California-Santa Cruz	74%
30	University of Iowa	73%
30	University of Oregon	73%
32	University of Colorado Boulder	71%
33	University of Utah	70%
34	University of Missouri-Columbia	69%
35	University of Kansas	65%
36	University of Arizona	64%

**AAU Public Mean**

**80.86%**

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	Black or African American/Black non-Hispanic Total	Percent
1	University of California-San Diego	89%
2	University of Virginia-Main Campus	87%
3	University of North Carolina at Chapel Hill	82%
4	University of California-Los Angeles	81%
4	University of Michigan-Ann Arbor	81%
4	University of Wisconsin-Madison	81%
<b>7</b>	<b>University of Florida</b>	<b>79%</b>
8	University of Maryland-College Park	78%
9	University of California-Berkeley	77%
9	University of California-Santa Barbara	77%
9	University of Pittsburgh-Pittsburgh Campus	77%
12	Georgia Institute of Technology-Main Campus	76%
13	University of California-Davis	75%
14	The University of Texas at Austin	74%
14	University of Washington-Seattle Campus	74%
16	Ohio State University-Main Campus	73%
16	Pennsylvania State University-Main Campus	73%
16	Rutgers University-New Brunswick	73%
16	Stony Brook University	73%
16	University at Buffalo	73%
16	University of Minnesota-Twin Cities	73%
22	University of Illinois at Urbana-Champaign	69%
23	Purdue University-Main Campus	68%
24	University of California-Irvine	67%
25	Michigan State University	66%
26	Indiana University-Bloomington	61%
26	Texas A & M University-College Station	61%
28	University of California-Santa Cruz	60%
29	University of Colorado Boulder	57%
30	University of Iowa	56%
30	University of Utah	56%
32	Iowa State University	55%
32	University of Oregon	55%
34	University of Missouri-Columbia	53%
35	University of Arizona	51%
36	University of Kansas	39%
	<b>AAU Public Mean</b>	<b>69.44%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	Hispanic or Latino/Hispanic Total	Percent
1	University of Virginia-Main Campus	96%
2	University of North Carolina at Chapel Hill	90%
<b>3</b>	<b>University of Florida</b>	<b>89%</b>
4	University of Michigan-Ann Arbor	87%
5	University of California-Los Angeles	86%
6	Georgia Institute of Technology-Main Car	85%
6	University of California-Berkeley	85%
6	University of Wisconsin-Madison	85%
9	University of Minnesota-Twin Cities	82%
10	University of Illinois at Urbana-Champaign	81%
11	University of California-Davis	80%
11	University of Maryland-College Park	80%
13	Indiana University-Bloomington	79%
13	University of Washington-Seattle Campus	79%
15	Pennsylvania State University-Main Camp	78%
15	University of California-Santa Barbara	78%
17	Texas A & M University-College Station	76%
17	University of California-Irvine	76%
17	University of California-San Diego	76%
17	University of Pittsburgh-Pittsburgh Campu	76%
21	Ohio State University-Main Campus	74%
21	Purdue University-Main Campus	74%
21	Rutgers University-New Brunswick	74%
21	The University of Texas at Austin	74%
25	University of Oregon	72%
26	Stony Brook University	71%
27	University of California-Santa Cruz	70%
27	University of Iowa	70%
29	University at Buffalo	68%
30	Iowa State University	66%
31	Michigan State University	65%
31	University of Missouri-Columbia	65%
33	University of Colorado Boulder	63%
34	University of Arizona	60%
35	University of Utah	57%
36	University of Kansas	51%

**AAU Public Mean**

**75.50%**

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.



## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	American Indian or Alaska Native Total	Percent
1	Rutgers University-New Brunswick	100%
1	University of California-Los Angeles	100%
1	University of Illinois at Urbana-Champaign	100%
1	University of Pittsburgh-Pittsburgh Campus	100%
5	The University of Texas at Austin	86%
5	University of California-San Diego	86%
7	University of North Carolina at Chapel Hill	83%
7	University of Virginia-Main Campus	83%
9	Stony Brook University	80%
9	University of Kansas	80%
9	University of Maryland-College Park	80%
12	Texas A & M University-College Station	79%
12	University of Michigan-Ann Arbor	79%
<b>14</b>	<b>University of Florida</b>	<b>78%</b>
15	University of California-Berkeley	75%
15	University of California-Santa Barbara	75%
17	Iowa State University	71%
17	Michigan State University	71%
17	University of Wisconsin-Madison	71%
20	University of Colorado Boulder	69%
20	University of Minnesota-Twin Cities	69%
22	Pennsylvania State University-Main Campus	67%
22	Purdue University-Main Campus	67%
24	Indiana University-Bloomington	64%
24	University of Oregon	64%
26	University of California-Davis	57%
27	Ohio State University-Main Campus	50%
27	University at Buffalo	50%
27	University of California-Irvine	50%
30	University of Washington-Seattle Campus	46%
31	University of Arizona	45%
32	University of Missouri-Columbia	36%
33	University of Utah	33%
34	University of California-Santa Cruz	25%
35	University of Iowa	11%
36	Georgia Institute of Technology-Main Campus	0%
	<b>AAU Public Mean</b>	<b>66.11%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	Asian Total	Percent
1	University of Virginia-Main Campus	96%
2	University of California-Berkeley	95%
2	University of California-Los Angeles	95%
4	University of Michigan-Ann Arbor	93%
5	University of California-San Diego	92%
5	University of Maryland-College Park	92%
5	University of North Carolina at Chapel Hill	92%
8	Georgia Institute of Technology-Main Car	91%
8	University of California-Davis	91%
8	University of California-Irvine	91%
<b>8</b>	<b>University of Florida</b>	<b>91%</b>
12	University of Illinois at Urbana-Champaign	89%
13	The University of Texas at Austin	88%
14	University of Washington-Seattle Campus	87%
15	Rutgers University-New Brunswick	86%
15	University of Wisconsin-Madison	86%
17	Michigan State University	84%
17	Ohio State University-Main Campus	84%
19	University at Buffalo	83%
20	University of California-Santa Barbara	82%
20	University of Utah	82%
22	Indiana University-Bloomington	81%
22	Pennsylvania State University-Main Camp	81%
22	Texas A & M University-College Station	81%
25	University of California-Santa Cruz	80%
25	University of Pittsburgh-Pittsburgh Campu	80%
27	Purdue University-Main Campus	79%
27	Stony Brook University	79%
27	University of Minnesota-Twin Cities	79%
27	University of Oregon	79%
31	University of Iowa	74%
32	University of Colorado Boulder	73%
33	University of Arizona	71%
34	Iowa State University	70%
35	University of Missouri-Columbia	66%
36	University of Kansas	65%
	<b>AAU Public Mean</b>	<b>83.56%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	Native Hawaiian or Other Pacific Islander Total	Percent
1	Georgia Institute of Technology-Main Car	100%
1	Purdue University-Main Campus	100%
1	Stony Brook University	100%
1	University at Buffalo	100%
1	University of California-Los Angeles	100%
1	University of Kansas	100%
1	University of North Carolina at Chapel Hill	100%
1	University of Pittsburgh-Pittsburgh Camp	100%
9	University of California-Berkeley	92%
10	Ohio State University-Main Campus	91%
10	University of California-Santa Barbara	91%
12	University of California-Davis	90%
<b>13</b>	<b>University of Florida</b>	<b>89%</b>
14	University of California-Irvine	84%
15	University of Missouri-Columbia	80%
15	University of Wisconsin-Madison	80%
17	University of Washington-Seattle Campus	78%
18	Michigan State University	75%
18	Pennsylvania State University-Main Camp	75%
18	The University of Texas at Austin	75%
18	University of Michigan-Ann Arbor	75%
22	University of Illinois at Urbana-Champaig	73%
23	Iowa State University	67%
24	Rutgers University-New Brunswick	64%
25	Texas A & M University-College Station	63%
25	University of Oregon	63%
27	University of Arizona	56%
27	University of California-San Diego	56%
29	University of California-Santa Cruz	50%
29	University of Colorado Boulder	50%
29	University of Minnesota-Twin Cities	50%
32	University of Iowa	33%
33	University of Utah	26%
34	Indiana University-Bloomington	25%
35	University of Maryland-College Park	0%
35	University of Virginia-Main Campus	0%
	<b>AAU Public Mean</b>	<b>70.86%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	White/White non-Hispanic Total	Percent
1	University of Virginia-Main Campus	95%
2	University of Michigan-Ann Arbor	93%
<b>3</b>	<b>University of Florida</b>	<b>92%</b>
4	University of California-Berkeley	91%
4	University of California-Los Angeles	91%
6	University of North Carolina at Chapel Hill	90%
7	Georgia Institute of Technology-Main Car	88%
7	University of Maryland-College Park	88%
7	University of Wisconsin-Madison	88%
10	Pennsylvania State University-Main Camp	87%
10	University of California-Davis	87%
12	The University of Texas at Austin	86%
12	University of Illinois at Urbana-Champaig	86%
14	Ohio State University-Main Campus	85%
14	Texas A & M University-College Station	85%
14	University of California-San Diego	85%
17	University of California-Santa Barbara	84%
17	University of Pittsburgh-Pittsburgh Campu	84%
17	University of Washington-Seattle Campus	84%
20	Michigan State University	82%
20	Rutgers University-New Brunswick	82%
22	Purdue University-Main Campus	81%
23	University of California-Irvine	80%
23	University of Minnesota-Twin Cities	80%
25	Indiana University-Bloomington	79%
26	University of California-Santa Cruz	77%
27	Iowa State University	76%
28	University of Iowa	75%
29	University of Oregon	74%
30	University at Buffalo	73%
31	Stony Brook University	72%
31	University of Colorado Boulder	72%
31	University of Missouri-Columbia	72%
34	University of Utah	70%
35	University of Kansas	68%
36	University of Arizona	67%

**AAU Public Mean**

**81.92%**

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	Two or More Total	Percent
1	University of Michigan-Ann Arbor	93%
2	University of Virginia-Main Campus	91%
3	University of California-Berkeley	89%
4	University of California-Los Angeles	88%
5	Georgia Institute of Technology-Main Car	85%
5	University of California-Davis	85%
5	University of California-Santa Barbara	85%
5	University of North Carolina at Chapel Hil	85%
5	University of Washington-Seattle Campus	85%
5	University of Wisconsin-Madison	85%
11	Pennsylvania State University-Main Camp	84%
11	The University of Texas at Austin	84%
<b>13</b>	<b>University of Florida</b>	<b>82%</b>
14	Texas A & M University-College Station	81%
14	University of Illinois at Urbana-Champaigi	81%
16	Purdue University-Main Campus	80%
16	University of Pittsburgh-Pittsburgh Campu	80%
18	University of Maryland-College Park	78%
19	Ohio State University-Main Campus	77%
19	University of California-Irvine	77%
19	University of Minnesota-Twin Cities	77%
22	Michigan State University	76%
23	University of California-Santa Cruz	75%
24	Rutgers University-New Brunswick	73%
25	Iowa State University	72%
26	Indiana University-Bloomington	71%
26	University at Buffalo	71%
28	Stony Brook University	70%
28	University of Colorado Boulder	70%
30	University of Iowa	68%
30	University of Oregon	68%
32	University of Arizona	62%
32	University of Utah	62%
34	University of Kansas	59%
35	University of Missouri-Columbia	58%
	University of California-San Diego	
	<b>AAU Public Mean</b>	<b>77.34%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	Race/Ethnicity Unknown Total	Percent
1	University of California-Berkeley	100%
1	University of Utah	100%
3	University of Virginia-Main Campus	96%
<b>4</b>	<b>University of Florida</b>	<b>95%</b>
5	University of California-Los Angeles	93%
5	University of California-San Diego	93%
7	University of California-Davis	92%
7	University of Michigan-Ann Arbor	92%
9	University of California-Irvine	91%
10	University of Maryland-College Park	89%
10	University of North Carolina at Chapel Hill	89%
10	University of Pittsburgh-Pittsburgh Camp	89%
13	Pennsylvania State University-Main Camp	88%
14	Texas A & M University-College Station	86%
14	University of California-Santa Barbara	86%
16	Georgia Institute of Technology-Main Car	83%
16	University at Buffalo	83%
18	Ohio State University-Main Campus	82%
19	Rutgers University-New Brunswick	79%
19	The University of Texas at Austin	79%
19	University of Illinois at Urbana-Champaign	79%
22	Indiana University-Bloomington	78%
22	Iowa State University	78%
24	Purdue University-Main Campus	76%
24	University of Iowa	76%
26	University of California-Santa Cruz	74%
27	Stony Brook University	73%
28	University of Minnesota-Twin Cities	70%
29	University of Kansas	69%
29	University of Oregon	69%
31	University of Washington-Seattle Campus	67%
32	University of Missouri-Columbia	66%
33	University of Arizona	64%
34	Michigan State University	63%
34	University of Wisconsin-Madison	63%
36	University of Colorado Boulder	61%
	<b>AAU Public Mean</b>	<b>80.86%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	Nonresident alien Total	Percent
1	University of Michigan-Ann Arbor	91%
2	University of California-Los Angeles	90%
2	University of Virginia-Main Campus	90%
4	Georgia Institute of Technology-Main Car	88%
5	University of California-Berkeley	87%
6	Ohio State University-Main Campus	85%
6	University of Minnesota-Twin Cities	85%
6	University of Washington-Seattle Campus	85%
6	University of Wisconsin-Madison	85%
10	Purdue University-Main Campus	83%
10	University of Illinois at Urbana-Champaign	83%
12	Texas A & M University-College Station	82%
12	University of Maryland-College Park	82%
12	University of North Carolina at Chapel Hill	82%
12	University of Utah	82%
16	Pennsylvania State University-Main Camp	81%
16	The University of Texas at Austin	81%
18	University at Buffalo	80%
19	Michigan State University	79%
19	University of California-Davis	79%
19	University of California-Irvine	79%
19	University of Pittsburgh-Pittsburgh Campu	79%
23	Iowa State University	78%
24	Indiana University-Bloomington	77%
24	University of California-San Diego	77%
<b>24</b>	<b>University of Florida</b>	<b>77%</b>
27	University of California-Santa Barbara	76%
28	University of Arizona	72%
28	University of Iowa	72%
30	University of Oregon	71%
31	Rutgers University-New Brunswick	69%
32	Stony Brook University	68%
32	University of Kansas	68%
32	University of Missouri-Columbia	68%
35	University of Colorado Boulder	65%
36	University of California-Santa Cruz	63%
	<b>AAU Public Mean</b>	<b>78.86%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## Exhibit 1 Six-Year Graduation Rates Comparison

Rank	Women Total	Percent
1	University of Virginia-Main Campus	96%
2	University of California-Berkeley	93%
2	University of Michigan-Ann Arbor	93%
4	University of California-Los Angeles	92%
<b>4</b>	<b>University of Florida</b>	<b>92%</b>
6	Georgia Institute of Technology-Main Car	91%
6	University of North Carolina at Chapel Hill	91%
8	University of Illinois at Urbana-Champaign	89%
8	University of Maryland-College Park	89%
8	University of Wisconsin-Madison	89%
11	Ohio State University-Main Campus	88%
11	Pennsylvania State University-Main Camp	88%
11	University of California-Davis	88%
14	University of California-San Diego	87%
14	University of Washington-Seattle Campus	87%
16	Texas A & M University-College Station	86%
16	University of California-Irvine	86%
18	The University of Texas at Austin	85%
18	University of California-Santa Barbara	85%
18	University of Pittsburgh-Pittsburgh Campu	85%
21	Purdue University-Main Campus	84%
21	Rutgers University-New Brunswick	84%
23	Michigan State University	82%
23	University of Minnesota-Twin Cities	82%
25	Indiana University-Bloomington	80%
25	University at Buffalo	80%
27	Iowa State University	79%
28	Stony Brook University	78%
29	University of California-Santa Cruz	76%
29	University of Iowa	76%
31	University of Colorado Boulder	74%
31	University of Oregon	74%
33	University of Missouri-Columbia	73%
34	University of Arizona	68%
35	University of Kansas	67%
36	University of Utah	66%
	<b>AAU Public Mean</b>	<b>83.42%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.



## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	Total Population	Percent
1	<b>University of Florida</b>	<b>89%</b>
2	Florida State University	83%
3	University of Central Florida	73%
3	University of South Florida-Main Campus	73%
5	New College of Florida	60%
6	University of North Florida	59%
7	Florida International University	58%
8	Florida Atlantic University	52%
9	Florida Agricultural and Mechanical University	51%
10	Florida Gulf Coast University	48%
11	The University of West Florida	43%
	<b>SUS Mean</b>	<b>62.6%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	Black or African American/Black non-Hispanic Total	Percent
1	Florida State University	82%
<b>2</b>	<b>University of Florida</b>	<b>79%</b>
3	University of South Florida-Main Campus	73%
4	University of Central Florida	70%
5	New College of Florida	63%
6	Florida Atlantic University	54%
7	University of North Florida	53%
8	Florida Agricultural and Mechanical University	51%
8	Florida International University	51%
10	Florida Gulf Coast University	47%
11	The University of West Florida	37%
	<b>SUS Mean</b>	<b>60.0%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	Hispanic or Latino/Hispanic Total	Percent
1	<b>University of Florida</b>	<b>89%</b>
2	Florida State University	83%
3	University of South Florida-Main Campus	75%
4	University of Central Florida	72%
5	New College of Florida	66%
6	Florida International University	60%
7	University of North Florida	54%
8	Florida Atlantic University	53%
9	Florida Gulf Coast University	44%
10	Florida Agricultural and Mechanical Unive	41%
11	The University of West Florida	40%
	<b>SUS Mean</b>	<b>61.5%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	American Indian or Alaska Native Total	Percent
1	<b>University of Florida</b>	<b>78%</b>
2	Florida International University	75%
2	University of North Florida	75%
4	Florida State University	71%
4	University of Central Florida	71%
6	University of South Florida-Main Campus	67%
7	Florida Agricultural and Mechanical Unive	50%
8	Florida Gulf Coast University	40%
9	Florida Atlantic University	29%
10	The University of West Florida	25%
	New College of Florida	
	<b>SUS Mean</b>	<b>58.1%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	Asian Total	Percent
1	<b>University of Florida</b>	<b>91%</b>
2	Florida State University	86%
3	University of South Florida-Main Campus	81%
4	University of Central Florida	78%
5	Florida Atlantic University	70%
6	Florida International University	68%
7	New College of Florida	67%
8	University of North Florida	63%
9	The University of West Florida	60%
10	Florida Agricultural and Mechanical Unive	57%
11	Florida Gulf Coast University	45%
	<b>SUS Mean</b>	<b>69.6%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	Native Hawaiian or Other Pacific Islander Total	Percent
1	Florida Atlantic University	100%
<b>2</b>	<b>University of Florida</b>	<b>89%</b>
3	Florida Gulf Coast University	67%
3	Florida State University	67%
5	University of Central Florida	64%
6	University of South Florida-Main Campus	43%
7	The University of West Florida	40%
8	Florida International University	17%
	Florida Agricultural and Mechanical University	
	New College of Florida	
	University of North Florida	
	<b>SUS Mean</b>	<b>60.9%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	White/White non-Hispanic Total	Percent
1	<b>University of Florida</b>	<b>92%</b>
2	Florida State University	84%
3	University of Central Florida	73%
3	University of South Florida-Main Campus	73%
5	New College of Florida	60%
5	University of North Florida	60%
7	Florida Atlantic University	50%
8	Florida Gulf Coast University	49%
9	Florida International University	48%
10	The University of West Florida	45%
11	Florida Agricultural and Mechanical Unive	44%
	<b>SUS Mean</b>	<b>61.6%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	Two or More Total	Percent
1	<b>University of Florida</b>	<b>82%</b>
2	Florida State University	75%
3	University of Central Florida	70%
4	Florida Agricultural and Mechanical Unive	63%
4	University of South Florida-Main Campus	63%
6	Florida International University	56%
7	University of North Florida	55%
8	New College of Florida	50%
9	Florida Atlantic University	46%
10	Florida Gulf Coast University	40%
11	The University of West Florida	35%
	<b>SUS Mean</b>	<b>57.7%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.



## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	Race/Ethnicity Unknown Total	Percent
1	<b>University of Florida</b>	<b>95%</b>
2	University of South Florida-Main Campus	79%
3	University of Central Florida	75%
4	Florida State University	73%
5	Florida Atlantic University	55%
6	New College of Florida	50%
7	Florida International University	49%
8	Florida Gulf Coast University	46%
9	The University of West Florida	33%
10	Florida Agricultural and Mechanical Unive	0%
10	University of North Florida	0%
	<b>SUS Mean</b>	<b>50.5%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	Nonresident alien Total	Percent
1	University of South Florida-Main Campus	81%
<b>2</b>	<b>University of Florida</b>	<b>77%</b>
3	Florida State University	76%
4	Florida International University	71%
5	University of Central Florida	68%
6	The University of West Florida	60%
7	Florida Atlantic University	50%
8	Florida Agricultural and Mechanical Unive	44%
9	Florida Gulf Coast University	39%
9	University of North Florida	39%
11	New College of Florida	25%
	<b>SUS Mean</b>	<b>57.3%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

## 1.b

### Six-Year Graduation Rates Comparison Florida SUS Schools

Rank	Women Total	Percent
1	<b>University of Florida</b>	<b>92%</b>
2	Florida State University	85%
3	University of South Florida-Main Campus	78%
4	University of Central Florida	77%
5	Florida International University	65%
6	New College of Florida	63%
6	University of North Florida	63%
8	Florida Atlantic University	56%
9	Florida Agricultural and Mechanical Unive	55%
10	Florida Gulf Coast University	51%
11	The University of West Florida	45%
	<b>SUS Mean</b>	<b>66.4%</b>

Source: IPEDS Graduation Rates, 2012 cohort completed in 2018. Graduation rates are for UF Main only.

**Exhibit 2**  
**MINORITY - BACHELOR'S DEGREES AWARDED, 2018-19**  
**Public 4-Year Institutions**

<u>Rank</u>	<u>institution name</u>	<u>Minority</u>
1	Florida International University	8,853
2	California State University-Fullerton	6,101
3	University of Central Florida	6,058
4	California State University-Long Beach	5,695
5	California State University-Northridge	5,267
6	University of California-Irvine	5,136
7	University of Houston	4,951
8	The University of Texas at Austin	4,790
9	California State University-Los Angeles	4,614
10	The University of Texas at Arlington	4,586
11	San Jose State University	4,567
12	University of California-Los Angeles	4,474
13	University of California-Berkeley	4,420
14	Texas A & M University-College Station	4,182
15	University of California-Davis	4,152
16	California State University-Sacramento	4,013
17	Rutgers University-New Brunswick	3,954
18	San Diego State University	3,940
19	San Francisco State University	3,937
20	The University of Texas Rio Grande Valley	3,920
21	University of California-San Diego	3,919
22	The University of Texas at San Antonio	3,775
23	University of California-Riverside	3,502
<b>24</b>	<b>University of Florida</b>	<b>3,374</b>
25	Georgia State University	3,373
26	University of South Florida-Main Campus	3,357
27	Texas State University	3,353
28	California State Polytechnic University-Pomona	3,248
29	The University of Texas at El Paso	3,227
30	University of Maryland-College Park	3,105

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19 degrees awarded, Public 4-Year Institutions (N=720). Minority includes Asian, Black/African American, Hispanic, Native American, and Native Hawaiian or Other Pacific Islander. Degrees include UF Main only.

## Exhibit 2

### MINORITY - BACHELOR'S DEGREES AWARDED, 2018-19

#### Public AAU Institutions

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	University of California-Irvine	5,136
2	The University of Texas at Austin	4,790
3	University of California-Los Angeles	4,474
4	University of California-Berkeley	4,420
5	Texas A & M University-College Station	4,182
6	University of California-Davis	4,152
7	Rutgers University-New Brunswick	3,954
8	University of California-San Diego	3,919
<b>9</b>	<b>University of Florida</b>	<b>3,374</b>
10	University of Maryland-College Park	3,105
11	University of Washington-Seattle Campus	2,936
12	University of California-Santa Barbara	2,798
13	University of Illinois at Urbana-Champaign	2,687
14	University of Arizona	2,602
15	University of California-Santa Cruz	2,352
16	Stony Brook University	1,848
17	Pennsylvania State University-Main Campus	1,798
18	Ohio State University-Main Campus	1,709
19	University of Michigan-Ann Arbor	1,584
20	Michigan State University	1,391
21	University of Minnesota-Twin Cities	1,362
22	University at Buffalo	1,313
23	Georgia Institute of Technology-Main Campus	1,305
24	University of North Carolina at Chapel Hill	1,227
25	University of Colorado Boulder	1,133
26	Indiana University-Bloomington	1,131
27	University of Virginia-Main Campus	1,090
28	Purdue University-Main Campus	1,059
29	University of Utah	996
30	University of Oregon	907
31	University of Wisconsin-Madison	866
32	University of Missouri-Columbia	788
33	University of Pittsburgh-Pittsburgh Campus	756
34	University of Iowa	742
35	Iowa State University	665
36	University of Kansas	655

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19 degrees awarded, Public AAU Institutions (N=36). Minority includes Asian, Black/African American, Hispanic, Native American, and Native Hawaiian or Other Pacific Islander. Degrees include UF Main only.

**Exhibit 2**  
**FEMALE - BACHELOR'S DEGREES AWARDED, 2018-19**  
**Public 4-Year Institutions**

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	University of Central Florida	8,077
2	Florida International University	6,689
3	Texas A & M University-College Station	6,616
4	The University of Texas at Arlington	5,837
5	California State University-Fullerton	5,620
6	Ohio State University-Main Campus	5,562
7	The University of Texas at Austin	5,437
<b>8</b>	<b>University of Florida</b>	<b>5,416</b>
9	Pennsylvania State University-Main Campus	5,248
10	California State University-Northridge	5,093
11	University of South Florida-Main Campus	5,052
12	California State University-Long Beach	5,019
13	Florida State University	4,978
14	University of California-Los Angeles	4,956
15	University of California-Davis	4,808
16	Michigan State University	4,741
17	Arizona State University-Tempe	4,713
18	Ohio University-Main Campus	4,677
19	Rutgers University-New Brunswick	4,597
20	University of Washington-Seattle Campus	4,533
21	University of California-Berkeley	4,492
22	University of California-Irvine	4,468
23	San Diego State University	4,466
24	California State University-Sacramento	4,331
25	Texas State University	4,296
25	University of Minnesota-Twin Cities	4,296
27	University of Georgia	4,294
28	University of North Texas	4,114
29	University of Houston	4,080
30	University of Arizona	4,065

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19 degrees awarded, Public 4-Year Institutions (N=721). Degrees include UF Main only.

## Exhibit 2

### FEMALE - BACHELOR'S DEGREES AWARDED, 2018-19

#### Public AAU Institutions

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	Texas A & M University-College Station	6,616
2	Ohio State University-Main Campus	5,562
3	The University of Texas at Austin	5,437
<b>4</b>	<b>University of Florida</b>	<b>5,416</b>
5	Pennsylvania State University-Main Campus	5,248
6	University of California-Los Angeles	4,956
7	University of California-Davis	4,808
8	Michigan State University	4,741
9	Rutgers University-New Brunswick	4,597
10	University of Washington-Seattle Campus	4,533
11	University of California-Berkeley	4,492
12	University of California-Irvine	4,468
13	University of Minnesota-Twin Cities	4,296
14	University of Arizona	4,065
15	Indiana University-Bloomington	3,899
16	University of Illinois at Urbana-Champaign	3,855
17	University of California-San Diego	3,723
18	University of Wisconsin-Madison	3,711
19	University of Maryland-College Park	3,648
20	University of Michigan-Ann Arbor	3,541
21	University of Missouri-Columbia	3,409
22	University of California-Santa Barbara	3,179
23	Purdue University-Main Campus	3,102
24	Iowa State University	3,081
25	University of Colorado Boulder	2,975
26	University of Iowa	2,819
27	University of North Carolina at Chapel Hill	2,753
28	University of Utah	2,648
29	University of Oregon	2,598
30	University of Pittsburgh-Pittsburgh Campus	2,472
31	University of California-Santa Cruz	2,288
32	University at Buffalo	2,283
33	University of Virginia-Main Campus	2,279
34	University of Kansas	2,235
35	Stony Brook University	2,145
36	Georgia Institute of Technology-Main Campu	1,345

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19 degrees awarded, Public AAU Institutions (N=36). Degrees include UF Main only.



**Exhibit 2**  
**TOTAL - BACHELOR'S DEGREES AWARDED, 2018-19**  
**Public 4-Year Institutions**

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	University of Central Florida	13,962
2	Texas A & M University-College Station	12,914
3	Ohio State University-Main Campus	11,107
4	Florida International University	10,960
5	Pennsylvania State University-Main Campus	10,893
6	Arizona State University-Tempe	10,381
7	The University of Texas at Austin	10,098
8	California State University-Fullerton	9,661
<b>9</b>	<b>University of Florida</b>	<b>9,364</b>
10	Michigan State University	8,997
11	The University of Texas at Arlington	8,906
12	California State University-Northridge	8,866
13	University of California-Berkeley	8,727
14	Rutgers University-New Brunswick	8,719
15	Florida State University	8,640
16	California State University-Long Beach	8,572
17	University of South Florida-Main Campus	8,566
18	University of California-Los Angeles	8,561
19	University of Illinois at Urbana-Champaign	8,341
20	University of Washington-Seattle Campus	8,329
21	University of California-Irvine	8,063
22	University of Minnesota-Twin Cities	8,030
23	University of California-Davis	7,993
24	San Diego State University	7,932
25	University of Maryland-College Park	7,791
26	Indiana University-Bloomington	7,752
27	University of Houston	7,631
28	University of California-San Diego	7,609
29	University of Arizona	7,606
30	University of North Texas	7,480

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19 degrees awarded, Public 4-Year Institutions (N=721). Degrees include UF Main only.

## Exhibit 2

### ALL - BACHELOR'S DEGREES AWARDED, 2018-19

#### Public AAU Institutions

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	Texas A & M University-College Station	12,914
2	Ohio State University-Main Campus	11,107
3	Pennsylvania State University-Main Campus	10,893
4	The University of Texas at Austin	10,098
<b>5</b>	<b>University of Florida</b>	<b>9,364</b>
6	Michigan State University	8,997
7	University of California-Berkeley	8,727
8	Rutgers University-New Brunswick	8,719
9	University of California-Los Angeles	8,561
10	University of Illinois at Urbana-Champaign	8,341
11	University of Washington-Seattle Campus	8,329
12	University of California-Irvine	8,063
13	University of Minnesota-Twin Cities	8,030
14	University of California-Davis	7,993
15	University of Maryland-College Park	7,791
16	Indiana University-Bloomington	7,752
17	University of California-San Diego	7,609
18	University of Arizona	7,606
19	Purdue University-Main Campus	7,277
20	University of Wisconsin-Madison	7,197
21	University of Michigan-Ann Arbor	7,076
22	Iowa State University	6,892
23	University of Colorado Boulder	6,320
24	University of Missouri-Columbia	6,314
25	University of California-Santa Barbara	5,882
26	University of Iowa	5,249
27	University of Utah	5,236
28	University at Buffalo	4,966
29	University of Pittsburgh-Pittsburgh Campus	4,713
30	University of Oregon	4,707
31	University of North Carolina at Chapel Hill	4,662
32	University of California-Santa Cruz	4,395
33	Stony Brook University	4,385
34	University of Kansas	4,269
35	University of Virginia-Main Campus	4,148
36	Georgia Institute of Technology-Main Campu	3,717

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19 degrees awarded, Public AAU Institutions (N=36). Degrees include UF Main only.

**Exhibit 3**  
**MINORITY - ALL DEGREES AWARDED, 2018-19**  
**Public 4-Year Institutions**

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	Florida International University	11,400
2	Miami Dade College	10,005
3	University of Central Florida	7,143
4	California State University-Fullerton	6,892
5	California State University-Long Beach	6,669
6	The University of Texas at Arlington	6,158
7	University of California-Los Angeles	6,086
8	California State University-Northridge	6,044
9	University of Houston	5,935
10	University of California-Irvine	5,865
11	The University of Texas at Austin	5,839
12	University of Maryland Global Campus	5,796
13	Rutgers University-New Brunswick	5,600
14	San Jose State University	5,559
15	University of California-Berkeley	5,480
16	California State University-Los Angeles	5,387
17	Texas A & M University-College Station	5,295
18	Broward College	4,873
19	The University of Texas Rio Grande Valley	4,866
<b>20</b>	<b>University of Florida</b>	<b>4,816</b>
21	University of California-Davis	4,759
22	Valencia College	4,639
23	University of California-San Diego	4,564
24	San Diego State University	4,543
25	The University of Texas at San Antonio	4,540
26	University of South Florida-Main Campus	4,507
27	California State University-Sacramento	4,350
27	San Francisco State University	4,350
29	South Texas College	4,246
30	Georgia State University	4,225

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19 degrees awarded, Public 4-Year Institutions (N=769). Minority includes Asian, Black/African American, Hispanic, Native American, and Native Hawaiian or Other Pacific Islander. Degrees include UF Main only.

**Exhibit 3**  
**MINORITY - ALL DEGREES AWARDED, 2018-19**  
**Public AAU Institutions**

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	University of California-Los Angeles	6,086
2	University of California-Irvine	5,865
3	The University of Texas at Austin	5,839
4	Rutgers University-New Brunswick	5,600
5	University of California-Berkeley	5,480
6	Texas A & M University-College Station	5,295
<b>7</b>	<b>University of Florida</b>	<b>4,816</b>
8	University of California-Davis	4,759
9	University of California-San Diego	4,564
10	University of Washington-Seattle Campus	4,144
11	University of Maryland-College Park	3,741
12	University of Illinois at Urbana-Champaign	3,479
13	University of Arizona	3,380
14	University of California-Santa Barbara	2,994
15	University of Michigan-Ann Arbor	2,721
16	Stony Brook University	2,606
17	University of California-Santa Cruz	2,478
18	Ohio State University-Main Campus	2,325
19	Pennsylvania State University-Main Campus	2,055
20	Georgia Institute of Technology-Main Campus	2,045
21	University of Minnesota-Twin Cities	1,993
22	University of North Carolina at Chapel Hill	1,940
23	Michigan State University	1,868
24	University at Buffalo	1,778
25	Indiana University-Bloomington	1,707
26	University of Virginia-Main Campus	1,580
27	Purdue University-Main Campus	1,453
28	University of Utah	1,406
29	University of Colorado Boulder	1,393
30	University of Wisconsin-Madison	1,303
31	University of Pittsburgh-Pittsburgh Campus	1,193
32	University of Oregon	1,121
33	University of Iowa	1,099
34	University of Missouri-Columbia	1,043
35	University of Kansas	1,024
36	Iowa State University	801

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19degrees awarded, Public AAU Institutions (N=36), Minority includes Asian, Black/African American, Hispanic, Native American, and Native Hawaiian or Other Pacific Islander. Degrees include UF Main only.

**Exhibit 3**  
**FEMALE - ALL DEGREES AWARDED, 2018-19**  
**Public 4-Year Institutions**

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	University of Central Florida	9,999
2	Florida International University	9,031
3	The University of Texas at Arlington	8,990
4	Texas A & M University-College Station	8,905
<b>5</b>	<b>University of Florida</b>	<b>8,617</b>
6	Ohio State University-Main Campus	8,059
7	University of South Florida-Main Campus	7,587
8	University of Washington-Seattle Campus	7,548
9	The University of Texas at Austin	7,514
10	Rutgers University-New Brunswick	7,406
11	University of California-Los Angeles	7,289
12	Miami Dade College	7,183
13	University of Minnesota-Twin Cities	7,161
14	California State University-Fullerton	6,759
15	Michigan State University	6,625
16	Florida State University	6,589
17	University of Michigan-Ann Arbor	6,581
18	University of California-Berkeley	6,537
19	University of Illinois at Urbana-Champaign	6,353
20	California State University-Northridge	6,247
21	Pennsylvania State University-Main Campus	6,246
22	California State University-Long Beach	6,210
23	University of California-Davis	6,109
24	University of Maryland Global Campus	6,057
25	Ohio University-Main Campus	6,021
26	University of Georgia	5,989
27	Arizona State University-Tempe	5,984
28	University of Arizona	5,716
29	University of Wisconsin-Madison	5,645
30	University of California-Irvine	5,587

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19 degrees awarded, Public 4-Year Institutions (N=769). Degrees include UF Main only.

**Exhibit 3**  
**FEMALE - ALL DEGREES AWARDED, 2018-19**  
**Public AAU Institutions**

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	Texas A & M University-College Station	8,905
<b>2</b>	<b>University of Florida</b>	<b>8,617</b>
3	Ohio State University-Main Campus	8,059
4	University of Washington-Seattle Campus	7,548
5	The University of Texas at Austin	7,514
6	Rutgers University-New Brunswick	7,406
7	University of California-Los Angeles	7,289
8	University of Minnesota-Twin Cities	7,161
9	Michigan State University	6,625
10	University of Michigan-Ann Arbor	6,581
11	University of California-Berkeley	6,537
12	University of Illinois at Urbana-Champaign	6,353
13	Pennsylvania State University-Main Campus	6,246
14	University of California-Davis	6,109
15	University of Arizona	5,716
16	University of Wisconsin-Madison	5,645
17	University of California-Irvine	5,587
18	Indiana University-Bloomington	5,455
19	University of Maryland-College Park	5,335
20	University of California-San Diego	4,804
21	University of Missouri-Columbia	4,733
22	Purdue University-Main Campus	4,683
23	University of North Carolina at Chapel Hill	4,676
24	University of Pittsburgh-Pittsburgh Campus	4,308
25	University of Utah	4,051
26	Stony Brook University	3,953
27	University of Iowa	3,944
28	University of Colorado Boulder	3,906
29	University at Buffalo	3,894
30	Iowa State University	3,790
31	University of Virginia-Main Campus	3,747
32	University of Kansas	3,718
33	University of California-Santa Barbara	3,591
34	University of Oregon	3,264
35	University of California-Santa Cruz	2,548
36	Georgia Institute of Technology-Main Campus	2,311

SOURCE: IPEDS Completions 2019-20report, AY 2018-19 degrees awarded, Public AAU Institutions (N=36). Degrees include UF Main only.

**Exhibit 3**  
**TOTAL - ALL DEGREES AWARDED, 2018-19**  
**Public 4-Year Institutions**

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	Texas A & M University-College Station	17,831
2	University of Central Florida	17,166
3	Ohio State University-Main Campus	15,548
<b>4</b>	<b>University of Florida</b>	<b>15,295</b>
5	Florida International University	14,812
6	The University of Texas at Austin	14,397
7	University of Washington-Seattle Campus	13,879
8	The University of Texas at Arlington	13,714
9	Arizona State University-Tempe	13,573
10	University of California-Los Angeles	13,402
10	University of Illinois at Urbana-Champaign	13,402
12	University of Michigan-Ann Arbor	13,360
13	Rutgers University-New Brunswick	13,322
14	University of California-Berkeley	13,286
15	University of Minnesota-Twin Cities	13,166
16	Pennsylvania State University-Main Campus	13,078
17	University of South Florida-Main Campus	12,946
18	University of Maryland Global Campus	12,567
<b>19</b>	Michigan State University	12,350
20	Miami Dade College	11,890
21	California State University-Fullerton	11,585
22	Florida State University	11,519
23	Indiana University-Bloomington	11,251
24	University of Maryland-College Park	11,220
25	University of Wisconsin-Madison	11,062
26	University of Arizona	10,670
27	California State University-Northridge	10,597
28	Purdue University-Main Campus	10,595
29	California State University-Long Beach	10,436
30	University of Houston	10,388

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19degrees awarded, Public 4-Year Institutions (N=769). Degrees include UF Main only.

**Exhibit 3**  
**TOTAL - ALL DEGREES AWARDED, 2018-19**  
**Public AAU Institutions**

<u>Rank</u>	<u>Institution Name</u>	<u>Total</u>
1	Texas A & M University-College Station	17,831
2	Ohio State University-Main Campus	15,548
<b>3</b>	<b>University of Florida</b>	<b>15,295</b>
4	The University of Texas at Austin	14,397
5	University of Washington-Seattle Campus	13,879
6	University of California-Los Angeles	13,402
6	University of Illinois at Urbana-Champaign	13,402
8	University of Michigan-Ann Arbor	13,360
9	Rutgers University-New Brunswick	13,322
10	University of California-Berkeley	13,286
11	University of Minnesota-Twin Cities	13,166
12	Pennsylvania State University-Main Campus	13,078
13	Michigan State University	12,350
14	Indiana University-Bloomington	11,251
15	University of Maryland-College Park	11,220
16	University of Wisconsin-Madison	11,062
17	University of Arizona	10,670
18	Purdue University-Main Campus	10,595
19	University of California-Irvine	10,338
20	University of California-San Diego	10,285
21	University of California-Davis	10,219
22	University of Missouri-Columbia	8,570
23	University of Colorado Boulder	8,489
24	Iowa State University	8,425
25	University of Utah	8,268
26	University at Buffalo	8,254
27	University of North Carolina at Chapel Hill	8,244
28	University of Pittsburgh-Pittsburgh Campus	7,877
29	Stony Brook University	7,573
30	Georgia Institute of Technology-Main Campus	7,481
31	University of Iowa	7,457
32	University of Virginia-Main Campus	7,007
33	University of Kansas	6,894
34	University of California-Santa Barbara	6,750
35	University of Oregon	5,960
36	University of California-Santa Cruz	5,017

SOURCE: IPEDS Completions 2019-20 report, AY 2018-19 degrees awarded, Public AAU Institutions (N=36). Degrees include Uf Main only.



**Exhibit 4  
IPEDS Human Resources Survey, 2018-19**

		Non Resident alien	Black non- Hispanic	American Indian or Alaska Native	Asian	Hispanic	Native Hawaiian or Other Pacific Islander	White non- Hispanic	Two or more	Unknown	Women
<b>Instructional Faculty Only (Reported on IPEDS)</b>											
<b>Tenured</b>											
University of Florida	N	4	45	0	199	83	0	1,173	18	0	422
University of Florida	%	0.3%	3.0%	0.0%	13.1%	5.5%	0.0%	77.1%	1.2%	0.0%	27.7%
AAU Public Institutions	Avg.	20	34	4	168	53	1	854	8	27	370
AAU Public Institutions	%	1.7%	2.9%	0.3%	14.4%	4.6%	0.0%	73.0%	0.7%	2.3%	31.6%
80% of AAU Public		1.4%	2.4%	0.3%	11.5%	3.6%	0.0%	58.4%	0.6%	1.8%	25.3%
Meets 80% Rule?		No	Yes	No	Yes	Yes	No	Yes	Yes	No	Yes
<b>Tenure Track</b>											
University of Florida	N	67	22	2	82	51	0	306	8	5	219
University of Florida	%	12.3%	4.1%	0.4%	15.1%	9.4%	0.0%	56.4%	1.5%	0.9%	40.3%
AAU Public Institutions	Avg.	53	16	1	54	20	0	192	6	26	161
AAU Public Institutions	%	14.4%	4.4%	0.3%	14.7%	5.4%	0.1%	52.1%	1.6%	7.1%	43.6%
80% of AAU Public		11.5%	3.5%	0.3%	11.7%	4.3%	0.09%	41.6%	1.3%	5.7%	34.9%
Meets 80% Rule?		Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes
<b>Non-tenure</b>											
University of Florida	N	30	42	1	38	56	1	498	10	2	384
University of Florida	%	4.4%	6.2%	0.1%	5.6%	8.3%	0.1%	73.5%	1.5%	0.3%	56.6%
AAU Public Institutions	Avg.	75	28	2	129	40	1	620	9	47	470
AAU Public Institutions	%	7.9%	2.9%	0.2%	13.6%	4.2%	0.1%	65.2%	0.9%	5.0%	49.5%
80% of AAU Public		6.3%	2.3%	0.2%	10.9%	3.4%	0.07%	52.2%	0.7%	4.0%	39.6%
Meets 80% Rule?		No	Yes	No	No	Yes	Yes	Yes	Yes	No	Yes
<b>Exec/Adm/Mang</b>											
University of Florida	N	1	76	1	28	58	1	847	13	2	576
University of Florida	%	0.1%	7.4%	0.1%	2.7%	5.6%	0.1%	82.5%	1.3%	0.2%	56.1%
AAU Public Institutions	Avg.	6	54	2	40	39	1	637	9	21	450
AAU Public Institutions	%	0.7%	6.7%	0.3%	5.0%	4.8%	0.1%	78.7%	1.1%	2.6%	55.6%
80% of AAU Public		0.6%	5.3%	0.2%	4.0%	3.8%	0.07%	63.0%	0.9%	2.1%	44.5%
Meets 80% Rule?		No	Yes	No	No	Yes	Yes	Yes	Yes	No	Yes

Source: IRR HR Snapshot, 2018,  
IPEDS Human Resources Survey 2018-19, Fall Staff: Full-time instructional staff, by faculty and tenure status, academic rank, race/ethnicity, and gender. Includes both UF Main and UFO.

Note: In Part V Tables 1-4 the 2019 year Fall Staff figures are shown, but for comparison with AAU Publics, the latest comparable is the Fall 2018 year.