Florida Equity Reports

Enrollment, Gender Equity in Athletics, and Employment

U*niversity of North Florida*

Data year: July – June, 2006-07

Approved by University Board of Trustees: *(date)*

Approved by University President: *(signature and date)*

Submitted by:

Malvelina Monell, Director Office of Equal Opportunity Programs
4567 St. Johns Bluff Rd. South Jacksonville, FL 32224

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Table 2: Policies and procedures in support of equity

Reference: I. A., Florida Equity Report Guidelines

A. Statement on Equal Opportunity and Diversity Regulation
www.unf.edu/dept/equalop/eop_statement.htm

B. Equal Opportunity and Diversity Regulation
http://www.unf.edu/unfinfo/policies-regs/chapters/organization_general/1_0040R.html

C. Sexual Harassment Regulation
http://www.unf.edu/unfinfo/policies-regs/chapters/organization_general/1_0050R.html

D. EOP Complaint and Investigation Procedures
www.unf.edu/dept/equalop/regulationsprocedures/EOP_Complaint_And_Investigation_Procedures.pdf

E. Search and Screen Procedures for Support Staff
www.unf.edu/dept/equalop/uspsguidelines.pdf

F. Search and Screen Procedures for A& P Staff
www.unf.edu/dept/equalop/a&pguidelines.pdf

G. Search and Screen Procedures for Faculty
www.unf.edu/dept/equalop/facguidelines.pdf

H. Diversity Statement
www.unf.edu/unfinfo/policies-regs/chapters/human_resources/4_0020P.html

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Table 3: Academic Program Reviews (charts I.E.1.a-I.E.1.h)

I.E.1.a. First-Time-In-College enrollment, Fall 2006 and Summer Continuing into Fall								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Male	9	72	7	66	82	764	0	1000
Female	5	136	7	70	91	985	0	1294
Total	14	208	14	136	173	1749	0	2294
Category % of Total	0.6%	9.1%	0.6%	5.9%	7.5%	76.2%	0.0%	

Source: IPEDS Part A, Fall enrollment by race, ethnicity, and gender. Column 1, First time students.

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I.E.1.b. Florida Community College A.A. Transfers, Fall 2006 and Summer Continuing into Fall

Fall 2006	NRA	B	AI/AN	A/PA	H	W	Unk	Female	Male	Total
Total	4	40	2	16	23	282	2	216	153	369
Category % of 2006 Total	1.1%	10.8%	0.5%	4.3%	6.2%	76.4%	0.5%	58.5%	41.5%	
Fall 2005										
Total	6	42	1	23	18	314	7	245	166	411
Category % of 2005 Total	1.5%	10.2%	0.2%	5.6%	4.4%	76.4%	1.7%	59.6%	40.4%	
Category % change from 2005 to 2006	-33.3%	-4.8%	100.0%	-30.4%	27.8%	-10.2%	-71.4%	-11.8%	-7.8%	-10.2%

Source: Student Data Course File. Fall 2006 enrollment by race, ethinicity, and gender.

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I.E.1.c. Retention of Full-Time FTICs (Beginners and Early Admits) Entering Fall 2005 or Summer 2005 and continuing into Fall, After One Year										
	NRA	B	AI/AN	A/PA	H	W	Unk	Female	Male	Total
Cohort	11	228	9	131	162	1741	5	1292	995	2287
Category % of Total	0.5%	10.0%	0.4%	5.7%	7.1%	76.1%	0.2%	56.5%	43.5%	
After 1 year	7	168	5	113	132	1387	5	1022	795	1817
Retention Rate	63.6%	73.7%	55.6%	86.3%	81.5%	79.7%	100.0%	79.1%	79.9%	79.4%

Source: Student Data Course File. FTICs Who Matriculated Fall 2005, plus those FTICs Who Matriculated In Summer 2005 And Enrolled in 200508. Second year retention data includes students enrolled between (inclusively) 200608 and 200705.

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I.E.1.d. Graduation Rate of Full-Time FTICs (Beginners and Early Admits) Entering Fall 2000 or Summer 2000 and continuing into Fall, After Six Years										
	NRA	B	AI/AN	A/PA	H	W	Unk	Female	Male	Total
Cohort	5	135	6	95	75	1321	27	963	701	1664
Category % of Total	0.3%	8.1%	0.4%	5.7%	4.5%	79.4%	1.6%	57.9%	42.1%	
After 6 years										
Number of Graduates	0	59	4	44	30	596	13	474	272	746
Percent Graduated	0.0%	43.7%	66.7%	46.3%	40.0%	45.1%	48.1%	49.2%	38.8%	44.8%
Category % Graduated	0.0%	7.9%	0.5%	5.9%	4.0%	79.9%	1.7%	63.5%	36.5%	
Number Retained	1	72	5	51	39	678	17	523	340	863
Percent Retained	20.0%	53.3%	83.3%	53.7%	52.0%	51.3%	63.0%	54.3%	48.5%	51.9%
Category % Retained	0.1%	8.3%	0.6%	5.9%	4.5%	78.6%	2.0%	60.6%	39.4%	

Sources: BOG-IRM Retention/Progression Supplemental Report 1and IPEDS - Section II - Graduation Rate - Transfers/exclusions (subtracted exclusions from cohort) www.flbog.org/irm/mastfiles/PDF_Files/ret-print.pdf page 25 of 88.
The Retained will be at the end of the sixth year and not the beginning of the seventh as reported on the GRS.

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I.E.1.e. Bachelor's Degrees Awarded, AY 2005-06								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Male	16	54	5	44	42	707	20	888
Female	13	145	6	77	73	1133	19	1466
Total	29	199	11	121	115	1840	39	2354
Category % of Total	1.2%	8.5%	0.5%	5.1%	4.9%	78.2%	1.7%	

Source: IPEDS Completions 2006-07 report (degrees awarded AY 2005-06), GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees. Chart for 99.0000, all disciplines.

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I.E.1.f. Master's Degrees Awarded, AY 2005-06								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Male	12	13	0	11	12	107	3	158
Female	42	37	0	22	17	223	1	342
Total	54	50	0	33	29	330	4	500
Category % of Total	10.8%	10.0%	0.0%	6.6%	5.8%	66.0%	0.8%	

Source: IPEDS Completions 2006-07 report (degrees awarded AY 2005-06), GRAND TOTAL BY FIRST MAJOR, Master's degrees. Chart for 99.0000, all disciplines.

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I.E.1.g. Doctoral Degrees Awarded, AY 2005-06								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Male	0	1	0	0	0	0	0	1
Female	0	2	0	0	2	6	0	10
Total	0	3	0	0	2	6	0	11
Category % of Total	0.0%	27.3%	0.0%	0.0%	18.2%	54.5%	0.0%	

Source: IPEDS Completions 2006-07 report (degrees awarded AY 2005-06), GRAND TOTAL BY FIRST MAJOR, Doctor's degrees. Chart for 99.0000, all disciplines.

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I.E.1.h. First Professional Degrees Awarded, AY 2005-06								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Male	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0
Category % of Total	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

Source: IPEDS Completions 2006-07 report (degrees awarded AY 2005-06), GRAND TOTAL BY FIRST MAJOR, First professional degrees. Chart for 99.0000, all disciplines.

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Table 4: Gender Equity in Athletics

Reference: II.A., Florida Equity Reports Guidelines

Element	Assessment	Area for improvement? (check if yes, and describe on form below)
1. Sports offerings	Equitable	
2. Participation rates, male and female, compared with full-time undergraduate enrollment	Equitable	
3. Availability of facilities, *defined as locker room, practice, and competitive facilities*	Non-Compliant	X
4. Scholarship offerings for athletes	Equitable	
5. Funds allocated for:	Equitable	
a) the athletic program as a whole	Equitable	
b) administration	Equitable	
c) travel and per diem allowances	Equitable	
d) recruitment	Non-Compliant	X
e) comparable coaching	Equitable	
f) publicity and promotion	Equitable	
g) other support costs	Equitable	
6. Provision of equipment and supplies	Equitable	

7. Scheduling of games and practice times	Equitable	
8. Opportunities to receive tutoring	Equitable	
9. Compensation of coaches and tutors	Equitable	
10. Medical and training services	Equitable	
11. Housing and dining facilities and services	Equitable	

Areas for improvement	Program for improvement	Timetable
3. Availability of Facilities	Build, rennovate facilities for a private locker room for women's swimmng and diving. Listed as # 6 priority on athletic facilities development plan.	2011
5d. Recruitment	Increase recruitment funding for Women's Basketball up to $20,000	2007-2008

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Table 5: Employment Representation (charts III.A.1-8)

Reference: III.A., Florida Equity Report Guidelines

III.A.1. Category representation – Tenured Faculty									
Indicator	Non-res alien	Black	Am. Ind./ Alaska native	Asian/ Pacific Islander	Hispanic	White, non-Hispanic	Not Reported	Female	Total
Number, Fall 2006	2	11	0	13	4	160	0	62	190
Number, Fall 2005	6	9	0	9	4	156	0	55	184
Percentage Change From Fall 2005 to 2006	-66.7%	22.2%	0.0%	44.4%	0.0%	2.6%	0.0%	12.7%	3.3%
Number, Fall 2001	13	10	0	4	6	130	0	45	163
Percentage Change From Fall 2001 to 2006	-84.6%	10.0%	0.0%	225.0%	-33.3%	23.1%	0.0%	37.8%	16.6%
Area for improvement, compared with national standards? (Check if yes)					Yes				

Source: IPEDS Fall Staff, 2006, 2005 and 2001

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III.A.2. Category representation – Tenure-Track Faculty									
Indicator	Non-res alien	Black	Am. Ind./ Alaska native	Asian/ Pacific Islander	Hispanic	White, non-Hispanic	Not Reported	Female	Total
Number, Fall 2006	22	9	0	7	7	107	0	63	152
Number, Fall 2005	17	8	0	7	4	96	0	59	132
Percentage Change From Fall 2005 to 2006	29.4%	12.5%	0.0%	0.0%	75.0%	11.5%	0.0%	6.8%	15.2%
Number, Fall 2001	6	8	1	1	4	81	1	46	102
Percentage Change From Fall 2001 to 2006	266.7%	12.5%	-100.0%	600.0%	75.0%	32.1%	-100.0%	37.0%	49.0%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff, 2006, 2005 and 2001

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Table 5: Employment Representation (charts III.A.1-8)

III.A.3. Category representation – Non-Tenure-Earning Faculty or faculty at non-tenure granting universities									
Indicator	Non-res alien	Black	Am. Ind./ Alaska native	Asian/ Pacific Islander	Hispanic	White, non-Hispanic	Not Reported	Female	Total
Number, Fall 2006	4	4	2	6	5	119	0	74	140
Number, Fall 2005	2	4	2	10	4	111	0	68	133
Percentage Change From Fall 2005 to 2006	100.0%	0.0%	0.0%	-40.0%	25.0%	7.2%	0.0%	8.8%	5.3%
Number, Fall 2001	3	6	1	2	5	103	0	51	120
Percentage Change From Fall 2001 to 2006	33.3%	-33.3%	100.0%	200.0%	0.0%	15.5%	0.0%	45.1%	16.7%
Area for improvement, compared with national standards? (Check if yes)		Yes							

Source: IPEDS Fall Staff, 2006, 2005 and 2001

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Table 5: Employment Representation (charts III.A.1-8)

III.A.4. Category representation – Executive/Administrative/Managerial									
Indicator	Non-res alien	Black	Am. Ind./ Alaska native	Asian/ Pacific Islander	Hispanic	White, non-Hispanic	Not Reported	Female	Total
Number, Fall 2006	1	22	1	4	13	184	0	118	225
Number, Fall 2005	1	20	1	4	12	191	0	123	229
Percentage Change From Fall 2005 to 2006	0.0%	10.0%	0.0%	0.0%	8.3%	-3.7%	0.0%	-4.1%	-1.7%
Number, Fall 2001	0	19	1	2	4	144	0	87	170
Percentage Change From Fall 2001 to 2006	0.0%	15.8%	0.0%	100.0%	225.0%	27.8%	0.0%	35.6%	32.4%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff, 2006, 2005 and 2001

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Table 5: Employment Representation (charts III.A.1-8)

III.A.5. New Hires FY 2005-06 – Tenured Faculty									
Indicator	Non-res alien	Black	Am. Ind./ Alaska native	Asian/ Pacific Islander	Hispanic	White, non-Hispanic	Not Reported	Female	Total
Fiscal Year 2005-06	0	0	0	0	0	3	0	1	3
Fiscal Year 2004-05	0	0	0	0	0	1	0	0	1
Percentage Change From FY 2005 to 2006	0.0%	0.0%	0.0%	0.0%	0.0%	200.0%	0.0%	0.0%	200.0%
Fiscal Year 2000-01	0	1	0	0	0	6	0	0	7
Percentage Change From FY 2001 to 2006	0.0%	-100.0%	0.0%	0.0%	0.0%	-50.0%	0.0%	0.0%	-57.1%
Area for improvement, compared with national standards? (Check if yes)									

Source: Board Employee Table - Fiscal Years 2006 (July 1, 2005 - June 30, 2006), 2005 (July 1, 2004 - June 30, 2005),

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III.A.6. New Hires FY 2005-06 – Tenure-Track Faculty									
Indicator	Non-res alien	Black	Am. Ind./ Alaska native	Asian/ Pacific Islander	Hispanic	White, non-Hispanic	Not Reported	Female	Total
Fiscal Year 2005-06	3	1	0	4	1	22	0	10	31
Fiscal Year 2004-05	1	1	0	5	1	18	0	13	26
Percentage Change From FY 2005 to 2006	200.0%	0.0%	0.0%	-20.0%	0.0%	22.2%	0.0%	-23.1%	19.2%
Fiscal Year 2000-01	2	1	0	0	0	16	0	10	19
Percentage Change From FY 2001 to 2006	50.0%	0.0%	0.0%	0.0%	0.0%	37.5%	0.0%	0.0%	63.2%
Area for improvement, compared with national									

Source: Board Employee Table - Fiscal Years 2006 (July 1, 2005 - June 30, 2006), 2005 (July 1, 2004 - June 30, 2005), and 2001 (July 1, 2000 - June 30, 2001),

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III.A.7. New Hires FY 2005-06 – Non-Tenure-Earning Faculty or faculty at non-tenure granting universities									
Indicator	Non-res alien	Black	Am. Ind./ Alaska native	Asian/ Pacific Islander	Hispanic	White, non-Hispanic	Not Reported	Female	Total
Fiscal Year 2005-06	1	4	0	2	3	31	0	17	41
Fiscal Year 2004-05	1	0	1	3	4	33	0	19	42
Percentage Change From FY 2005 to 2006	0.0%	0.0%	-100.0%	-33.3%	-25.0%	-6.1%	0.0%	-10.5%	-2.4%
Fiscal Year 2000-01	2	3	1	1	2	31	0	21	40
Percentage Change From FY 2001 to 2006	-50.0%	33.3%	-100.0%	100.0%	50.0%	0.0%	0.0%	-19.0%	2.5%
Area for improvement, compared with national standards? (Check if yes)								YES	

Source: Board Employee Table - Fiscal Years 2006 (July 1, 2005 - June 30, 2006), 2005 (July 1, 2004 - June 30, 2005), and 2001 (July 1, 2000 - June 30, 2001),

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III.A.8. New Hires FY 2005-06 – Executive/Administrative/Managerial									
Indicator	Non-res	Black	Am. Ind./	Asian/	Hispanic	White, non-	Not	Female	Total
Fiscal Year 2005-06	2	11	0	5	8	64	0	60	90
Fiscal Year 2004-05	0	7	0	0	5	42	0	29	54
Percentage Change From Fall 2005 to 2006	0.0%	57.1%	0.0%	0.0%	60.0%	52.4%	0.0%	106.9%	66.7%
Fiscal Year 2000-01	0	7	1	2	4	37	0	32	51
Percentage Change From Fall 2001 to 2006	0.0%	57.1%	-100.0%	150.0%	100.0%	73.0%	0.0%	87.5%	76.5%
Area for improvement, compared with national									

Source: Board Employee Table - Fiscal Years 2006 (July 1, 2005 - June 30, 2006), 2005 (July 1, 2004 - June 30, 2005),

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Table 6: Areas of Improvement from 2007 report; Achievement of Improvement reported in 2008

Areas of improvement identified in June 2007 report	Achievement report, June 2008
Hispanic Tenured Faculty	
Black Non-Tenured Faculty	
Female New Hires/ Non-Tenure Track Faculty	

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Table 7: Protected-class Representation in the Tenure Process, 2005-06

Sex, Race/Ethnicity	*Eligible	Applied	Withdrawn	Denied	Deferred	Nominated
MALES						
American Indian or Alaskan Native						
Asian or Pacific Islander						
Black, Not Hispanic						
Hispanic	2	2				2
White, not Hispanic	13	13				13
Other, Not Reported						
Total Male	**15**	**15**	**0**	**0**	**0**	**15**
FEMALES						
American Indian or Alaskan Native						
Asian or Pacific Islander						
Black, not Hispanic	2	2		1		1
Hispanic						
White, not Hispanic	7	7		1		6
Other, Not Reported						
Total Female (Number and Percent)	**9** **37.5%**	**9** **37.5%**	**0** **0.0%**	**2** **100.0%**	**0** **0.0%**	**7** **31.8%**
GRAND TOTAL	**24**	**24**	**0**	**2**	**0**	**22**

*Eligible: Data collected only from departments with actual applicants. Does not include tenure nominations as a condition of employment.
ELIGIBLE FOR RECOMMENDATION: Faculty who have no more than six years credit toward tenure.
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.

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Table 8: Promotion and Tenure Committee Composition, AY 2005-06

Type of Committee	Black, not Hispanic		American Indian/ Alaskan Native		Asian or Pacific Islander		Hispanic		White, not Hispanic		Other, Not Reported		Total including Other, Not Reported	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
University Committee					1			1	4	5			5	6
													0	0
College of Arts and Sciences		1							17	4			17	5
College of Business							1		13	3			14	3
College of Computing Engineering and Construction					5				6				11	0
College of Education and Human Services		1							4	10			4	11
College of Health								2	4	12			4	14