President’s Report to the Board of Trustees

March 20, 2015
Examining Six Major Issues

- Access and Affordability
- Economic Development and Student Career Success
- Student Engagement/Engaged Scholarship
- Diversity and Demographics
- Technology and Curriculum Delivery
- Excellence

Source: Comm269
Why Diversity and Demographics?

- Moral imperative as a public university
- Environmental richness imperative
- Business model imperative
Projected Diversity 2020 (U.S. Census)
High School Graduates by Race/Ethnicity, 1996–97 to 2010–11; Projection through 2026–27

Important Trends

• Birth rates declining in most PA counties (Avg. -4.3%)
• Birth rates increasing in the U.S. (Avg. +7.3%)
• Increases are in urban areas in PA and nationally
• Births to white mothers declining in U.S. and PA (PA: 80% of births in 2002; 70% of births in 2012)
• Greatest increases to Hispanic mothers
• PA future dependent on migration into state (economic development)

The Bottom Line:

• Source of students--increasingly diverse population
• Either out-of-state students importance continues to grow or Penn State has greater effort to recruit and yield PA students
• College-age cohort in PA projected to grow again by 2040
• Migration into state potential source of growth
Examine Projections by US, PA and by Catchment Area

- Bar graphs of averages
- Population projections 2020 in PA are color coded (%) by catchment
- Within circles are the current percentage of students, faculty and staff
Black or African American Faculty/Students at Penn State (Fall 2014)

US 2020 Census Projections (13%)
PA 2020 Census Projections (12%)

Source: Penn State Fact Book, University Budget Office, 2014
Fall 2014 Percentage of Black or African American Undergraduates by Recruitment Area

US 2020 Census Projections 13%; PA 2020 Census Projections 12%

Sources: State and County 2020 Population Census Projections by Age, Pennsylvania State Data Center, 2014; Penn State Fact Book, University Budget Office, 2014
Fall 2014 Black or African-American Full-Time Faculty as a Percentage of Full-Time Faculty by Recruitment Area

US 2020 Census Projections 13%; PA 2020 Census Projections 12%

Sources: State and County 2020 Population Census Projections by Age, Pennsylvania State Data Center, 2014; Penn State Fact Book, University Budget Office, 2014
Fall 2014 **Black or African-American Full-Time Admin/Staff** as a Percentage of Total Full-Time Admin/Staff by Recruitment Area

US 2020 Census Projections 13%; PA 2020 Census Projections 12%

Sources: State and County 2020 Population Census Projections by Age, Pennsylvania State Data Center, 2014; Penn State Fact Book, University Budget Office, 2014
Hispanic Faculty/Students at Penn State (Fall 2014)

Source: Penn State Fact Book, University Budget Office, 2014
Fall 2014 Percentage of Hispanic Undergraduates by Recruitment Area

US 2020 Census Projections 19%; PA 2020 Census Projections 8%

Sources: State and County 2020 Population Census Projections by Age, Pennsylvania State Data Center, 2014; Penn State Fact Book, University Budget Office, 2014
Fall 2014 Hispanic **Full-Time Faculty** as a Percentage of Total Full-Time Faculty by Recruitment Area

US 2020 Census Projections 19%; PA 2020 Census Projections 8%

Sources: State and County 2020 Population Census Projections by Age, Pennsylvania State Data Center, 2014; Penn State Fact Book, University Budget Office, 2014
Fall 2014 Hispanic Full-Time Admin/Staff as a Percentage of Total Full-Time Admin/Staff by Recruitment Area

US 2020 Census Projections 19%; PA 2020 Census Projections 8%

Sources: State and County 2020 Population Census Projections by Age, Pennsylvania State Data Center, 2014; Penn State Fact Book, University Budget Office, 2014
Asian Faculty/Students at Penn State (Fall 2014)

Source: Penn State Fact Book, University Budget Office, 2014
Fall 2014 Percentage of Asian Undergraduates by Recruitment Area

US 2020 Census Projections 6%; PA 2020 Census Projections 4%

Sources: State and County 2020 Population Census Projections by Age, Pennsylvania State Data Center, 2014; Penn State Fact Book, University Budget Office, 2014
Fall 2014 Asian Full-Time Faculty as a Percentage of Total Full-Time Faculty by Recruitment Area

US 2020 Census Projections 6%; PA 2020 Census Projections 4%

Sources: State and County 2020 Population Census Projections by Age, Pennsylvania State Data Center, 2014; Penn State Fact Book, University Budget Office, 2014
Fall 2014 Asian **Full-Time Admin/Staff** as a Percentage of Total Full-Time Admin/Staff by Recruitment Area

US 2020 Census Projections 6%; PA 2020 Census Projections 4%

Sources: State and County 2020 Population Census Projections by Age, Pennsylvania State Data Center, 2014; Penn State Fact Book, University Budget Office, 2014
Race/Ethnic Distribution by Academic Rank

Race/Ethnic Distribution Trends – Full Time Faculty

**International, Two or More Races, and Hawaiian/Pacific Islander were not options before 2010**

Figure 1: Race/Ethnicity Profile of Undergraduate Students at Penn State (University-wide)
Figure 2: Race/Ethnicity Profile of Undergraduate Students at Penn State (University Park)
Figure 3: Race/Ethnicity Profile of Undergraduate Students at Penn State (Commonwealth Campuses)
Summary of Data

• Student population **does** reflect catchment areas
• UP is an exception (broad catchment)
• Student diversity growth has been **a long-term process**
• Faculty and staff (except Asian faculty) lag population growth and student growth
• Faculty diversity reflects rank (larger numbers in junior ranks – **an evolving process**)
• Growth in faculty diversity largely Asian and international
Summary of Data

• University stats combined with population projections (declining PA population with increasing diversity, growing US population with increasing diversity, importance of migration into the state) highlight the need for recruitment, retention and the creation of an inclusive environment – for business model, moral imperative and environmental richness
Penn State “A Framework to Foster Diversity”

- 3rd five-year plan from each of the Colleges and Campuses just submitted – under review
- Intentional focus on unit focus and participation
- Opportunity to assess our preparation for the coming decade and beyond
Is it time for a new approach to diversity and inclusion?

• Greater sharing and implementation of best practices
• Focus on accountability
• Greater focus on environment and inclusion
• Greater emphasis on diversity as a strategic initiative
Questions?