

Criterion IX.B

Stated application, admission, and degree-granting requirements and regulations shall be applied equitably to individual applicants and students regardless of age, sex, race, disability, religion or national origin.

Expected Documentation

1. Description of policies, procedures and affirmative action plans to achieve a diverse student population.
2. Quantitative information on the demographic characteristics of the student body, including data on applicants and admissions.
3. Identification of measures by which the school may evaluate its success in achieving a demographically diverse student body, along with data regarding the school's performance against these measures over the last five years.
4. Assessment of the extent to which this criterion is met.

Criterion IX.B – Student Diversity

1. Policies and Programs Designed to Achieve a Diverse Student Body

The policy of the school and the university is to recruit and retain qualified students, as well as faculty and staff, in accordance with the nondiscrimination policy (see Appendix II.B.5). The school, however, cannot achieve its mission and goals without a diverse and well-qualified student body. Our strategic plan clearly identified the goal of graduating students who will have the greatest impact on public health. This, we feel, can be accomplished only by recruiting and retaining a diverse student body with strong credentials.

The UIC School of Public Health aims to assure that its student body is representative of several segments of the culturally diverse population of the state of Illinois. It seeks to admit a diverse student body because individuals from a broad range of economic, cultural and age groups bring different perspectives that expand the richness of educational experience for all students. As a result of this tenet, our students come from all the 50 states (and the District of Columbia) and over 20 countries on five continents.

The UIC School of Public Health reaffirms its commitment to diversity as a value that is central to the very concept of public health education in the United States. The UIC School of Public Health continues to explore and encourage avenues in which minorities can participate in public health careers. It therefore strongly reaffirms its support for the continuation of policies with the broad principles of equal opportunity and equal protection that take into account many factors and characteristics that impact on public health both in terms of delivering and consuming.

2. Student Demographic Characteristics

Table IX.B.2 presents demographic information on applicants, beginning students and total enrollments for the last five academic years.

Table IX.B.2
Student Demographic Data/Fall 94-Fall 98

Fall	Demographic Group	Applications				Beginning Students				Enrollments			
		M	F	Total	% Total	M	F	Total	% Total	M	F	Total	% Total
1994	White	51	125	176	38%	28	62	90	48%	97	182	279	52%
	Asian	34	40	74	16%	13	16	29	15%	22	32	54	10%
	African American	22	63	85	19%	13	25	38	20%	29	71	100	19%
	Latino	5	13	18	4%	3	6	9	5%	10	15	25	5%
	Native American	0	2	2	0%	0	2	2	1%	0	4	4	1%
	Race Unknown	6	12	18	4%	4	5	9	5%	9	10	19	4%
	Total US Citizenship	118	255	373		61	116	177		167	314	481	
	Foreign Nationals	<u>37</u>	<u>49</u>	<u>86</u>	19%	<u>4</u>	<u>8</u>	<u>12</u>	6%	<u>22</u>	<u>30</u>	<u>52</u>	10%
	Grand Total	155	304	459		65	124	189		189	344	533	
1995	White	66	122	188	42%	20	33	53	54%	80	156	236	52%
	Asian	25	41	66	15%	7	7	14	14%	18	24	42	9%
	African American	15	40	55	12%	4	2	6	6%	20	38	58	13%
	Latino	10	15	25	6%	6	6	12	12%	10	19	29	6%
	Native American	0	0	0	0%	0	0	0	0%	0	1	1	0%
	Race Unknown	5	10	15	3%	1	0	1	1%	17	26	43	9%
	Total US Citizenship	121	228	349		38	48	86		145	264	409	
	Foreign Nationals	<u>44</u>	<u>60</u>	<u>104</u>	23%	<u>4</u>	<u>9</u>	<u>13</u>	13%	<u>18</u>	<u>30</u>	<u>48</u>	11%
	Grand Total	165	288	453		42	57	99		163	294	457	
1996	White	62	146	208	36%	17	52	69	51%	68	164	232	53%
	Asian	40	69	109	19%	6	9	15	11%	15	28	43	10%
	African American	14	60	74	13%	4	17	21	16%	17	42	59	14%
	Latino	7	26	33	6%	2	10	12	9%	6	21	27	6%
	Native American	0	1	1	0%	0	0	0	0%	0	1	1	0%
	Race Unknown	10	11	21	4%	1	3	4	3%	8	13	21	5%
	Total US Citizenship	133	313	446		30	91	121		114	269	383	
	Foreign Nationals	<u>67</u>	<u>71</u>	<u>138</u>	24%	<u>7</u>	<u>7</u>	<u>14</u>	10%	<u>21</u>	<u>30</u>	<u>51</u>	12%
	Grand Total	200	384	584		37	98	135		135	299	434	
1997	White	64	151	215	35%	18	39	57	41%	63	149	212	49%
	Asian	31	96	127	20%	4	16	20	14%	16	35	51	12%
	African American	27	75	102	16%	9	16	25	18%	22	39	61	14%
	Latino	6	29	35	6%	1	11	12	9%	6	26	32	7%
	Native American	0	1	1	0%	0	0	0	0%	0	1	1	0%
	Race Unknown	7	21	28	5%	2	8	10	7%	4	15	19	4%
	Total US Citizenship	135	373	508		34	90	124		111	265	376	
	Foreign Nationals	<u>54</u>	<u>60</u>	<u>114</u>	18%	<u>9</u>	<u>6</u>	<u>15</u>	11%	<u>25</u>	<u>36</u>	<u>61</u>	14%
	Grand Total	189	433	622		43	96	139		136	301	437	
1998	White	61	156	217	41%	20	55	75	49%	64	159	223	50%
	Asian	33	59	92	17%	8	12	20	13%	15	40	55	12%
	African American	18	72	90	17%	12	16	28	18%	22	36	58	13%
	Latino	3	16	19	4%	3	9	12	8%	6	28	34	8%
	Native American	0	1	1	0%	0	1	1	1%	0	2	2	0%
	Race Unknown	8	11	19	4%	2	2	4	3%	5	15	20	5%
	Total US Citizenship	123	315	438		45	95	140		112	280	392	
	Foreign Nationals	<u>42</u>	<u>49</u>	<u>91</u>	17%	<u>7</u>	<u>6</u>	<u>13</u>	8%	<u>20</u>	<u>30</u>	<u>50</u>	11%
	Grand Total	165	364	529		52	101	153		132	310	442	

For fall 1998, 83% of the applicants are U.S. citizens. In Fall 1994, 81% of the applicants were U.S. citizens, but during these 5 academic years, the percentage varied from a low of 76% to a high of 83%. Forty-one percent of the 1998 applicant pool are White, 17% are Asian, 17% are African-American, and 4% are Latino. Since 1994, there have been slight fluctuations in the percent of African-American, Asian and White applicants. The percent of applicants that are Latino has averaged around 4% during this time period. With respect to gender, 70% of all applicants in 1998 are female, comparable to 1997 and slightly higher than the other years.

For beginning students, in fall 1998, 91% are U.S. citizens. This figure has fluctuated slightly over the 5 year period. The percentage of new students who are White, Asian and African American has fluctuated slightly over this 5 year period. However, there has been a 6% increase in the number of Latino new students. This may reflect our recruiting efforts in Latino communities. With respect to gender, 66% of the 1998 new students are female, comparable to 1994 but somewhat less than other years.

Finally, for the total fall 1998 student body, 89% are U.S. citizens, 11% are foreign nationals, 50% are White, 12% are Asian, 13% are African-American, and 8% are Latino. Seventy percent of the fall 1998 student body is female. Evidence for a slight change in the ethnic diversity of the student body is present. An increase in the percentage of the student body that is female is also evident.

3. Outcome Measures

The outcome measures developed to evaluate success in achieving a diverse student body fall into three general areas: recruitment, enrollment and graduation. The measures were developed by the school in conjunction with the SPH Evaluation Committee. Under recruitment, the change in the number and percent of minority and female applicants was assessed. Under enrollment, the number and percent of minority, female, nontraditional students (older age), and part-time students was assessed. Finally, under graduation, the number and percent of minority and female graduates was assessed. Data for some of these outcome measures can be seen in Tables IX.B.2.

Recruitment

Recruitment policies and procedures are addressed in Criterion IX.A.1. Particular efforts targeting underrepresented minority undergraduates include conferences and workshops, sponsored jointly by HCOP and the Urban Health program.

- Minority Applicants: As addressed in the response to Criterion IX.B.2, there has been a slight decrease in African-American applicants and a slight increase in Asian applicants since 1994. The proportion of Latino applicants has remained constant.
- Female Applicants: The percentage of applicants that were female, already well over 50%, has increased since 1994.

Enrollment

- Minority Applicants: A slight decrease in African-American beginning students has occurred since 1994 (see Criterion IX.B.2), while there has been a 60% increase in the percentage of Latino beginning students. Total enrollment shows a diverse student body.
- Female Applicants: The percentage of beginning students that are female has remained at 66%, but total female enrollment has increased since 1994.
- Nontraditional Students: The mean age of the enrolled students has remained relatively constant at 33 years of age.
- Part-Time Status: As discussed in the response to Criterion IX.A.4, approximately 65% of degree students are enrolled part-time.

Graduation

- Minority Graduates: Over the last three academic years, approximately 20% of our graduates were from underrepresented minority groups. In 1995/96, 27% of the graduates were from minority groups. In 1996/97 this percentage dropped to 16% and in 1997/98 the percentage was up to 20%.
- Female Graduates: As is true of our applicants and new enrollees, a majority of our graduates are female. Since the 1993 graduation the percentage of female graduates has averaged 61%. Fifty-two percent was the lowest (in 1997) and 68% was the highest (1993). This past academic year, the percentage was 64%.

4. Assessment

This criterion is met.

