

**Minority Presence Report**

**Council on University Community**

**July 30, 2007**

## Introduction

The University of North Carolina at Charlotte is committed to providing an inclusive environment that respects and represents a diversity of backgrounds and ideas. As North Carolina and the Charlotte region undergo dramatic demographic changes, higher education must provide diverse learning opportunities for its students and prepare these citizens to function adeptly and successfully in an increasingly multicultural and global society. To this end, UNC Charlotte endeavors to recruit, retain and graduate a diverse student body; and recruit and retain a diverse faculty, administration, and staff.

The University recognizes the range of factors which contribute to campus diversity, including, but not limited to ability/disability, age, culture, ethnicity, gender, language, race, religion, sexual orientation, and socio-economic status. The work of the Council on University Community will support all underrepresented groups and advance the multiple facets of diversity. As an initial step, this report focuses on the presence of people from underrepresented racial and ethnic groups at UNC Charlotte and documents the progress at the University of creating a diverse faculty, staff, and student body. While there have been successes toward this goal in recent years, challenges remain and there are many opportunities for improvement. Sustained efforts must be made to ensure the establishment of a campus with a genuine and significant minority presence.

The data presented in this report was compiled with the assistance of Marsha Burris and Wayne Stone of the UNC Charlotte Office of Institutional Research.

## Enrollment Trends

UNC Charlotte offered undergraduate admission to 1,367 students from underrepresented racial and ethnic groups in Fall 2006. Of those admitted, 561 racial and ethnic minority students (41%) enrolled. The enrollment rate for white students the same year is comparable, 40.5%. Fewer minority students were accepted in 2006 than in 1998, reflecting a decline in the share of minority students as a proportion of all accepted applicants. For more than a decade, African American applicants have had the lowest acceptance rates of all applicants to UNC Charlotte. Less than half of African American applicants are accepted. The acceptance rate for white applicants is greater than 75%.

Over the last ten years, UNC Charlotte has progressively enrolled greater numbers of minority students. When examined as a percentage of the total enrollment, minority student enrollment has not followed the same steady increase. Since 1997 the share of minority students enrolled at UNCC has fluctuated between 21.5% and 23.5%. Across all institutions in the University of North Carolina System, the minority enrollment percentage has increased steadily from 25% to 29.5% over the last decade.

Currently, 4,678 students from underrepresented racial and ethnic groups comprise nearly 22% of the total student enrollment at UNC Charlotte, an increase from 3,542 minority students in 1997. More minority students are going to college in North Carolina. Racial/ethnic minority students are now 29.5% of the total enrollment at all institutions in the UNC system.

UNC Charlotte is one of the most diverse institutions in the UNC system. With the exclusion of the historically black and American Indian institutions, UNC Charlotte is second to UNC Greensboro in the proportion of students from underrepresented racial and ethnic groups. In recent years, other UNC universities have made more substantial gains in percentages of minority student enrollment.

### University of North Carolina Institutions Minority Enrollment Ranking<sup>1</sup>

Institution	Total Enrollment	% Minority (African American, American Indian, Asian, and Hispanic)
UNC-Greensboro	16,872	24.1%
<b>UNC-Charlotte</b>	<b>21,519</b>	<b>21.7%</b>
UNC-Chapel Hill	27,717	20.3%
East Carolina	24,351	20.1%
N.C. State	31,130	16.3%
HWI Total	162,149	17.1%

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<sup>1</sup> Table ranks the five Historically White Institutions in the University of North Carolina with the largest percentages of minority enrollment. Fall 2006 Headcount Enrollment numbers are used to compute the minority enrollment as a percentage of the total enrollment.

## University of North Carolina Institutions

### Minority Enrollment Growth<sup>2</sup>

Institution	%Minority Fall 1997	% Minority Fall 2006
UNC-Greensboro	17.7%	24.1%
<b>UNC-Charlotte</b>	<b>21.4%</b>	<b>21.7%</b>
UNC-Chapel Hill	16.6%	20.3%
East Carolina	15.3%	20.1%
N.C. State	16.1%	16.3%
HWI Total	14.6%	17.1%

UNCC has made more progress in diversifying the graduate student enrollment than the undergraduate student population. The proportion of minority graduate students advanced from 14.6% in 1997 to 17.2% in 2006. Gains in Hispanic presence are also seen at the Graduate School, where the number of Hispanic students has increased from 23 in 1997 to 83 in 2006.

While African Americans remain the largest racial minority group at UNC Charlotte, the percentage of African American students has declined during the last decade. At 14% of the total enrollment, African Americans are underrepresented at UNCC, relative to the African American presence in the UNC system (23%). UNC Charlotte has a history of success in recruiting African American students compared to most historically, predominantly white institutions in the University of North Carolina. As African American student enrollment has decreased at UNCC, universities such as UNC Greensboro and East Carolina have experienced substantial growth in African American student presence.

Among racial and ethnic minority groups, the Hispanic student population has experienced the most dramatic growth in the last decade. The number of Hispanic students has risen from 243 to 627, reflecting an increase from 1.5% to 2.9% of the total student enrollment. The growing presence of Hispanic students at UNC Charlotte follows a trend in the UNC system. Currently, UNC Charlotte has a greater percentage of Hispanic students than does the UNC system.

Native American students make up less than one percent of the total student enrollment. This enrollment rate has been consistent for many years. North Carolina's Asian population grew rapidly in the 1990s. The steadily increasing numbers of Asian students at UNC Charlotte peaked in 2005 at 955 students. UNC Charlotte now has a higher percentage of Asian students than are represented in the UNC system.

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<sup>2</sup> Table ranks the five Historically White Institutions in the University of North Carolina with the largest percentages of minority enrollment. Fall 1997 and Fall 2006 Headcount Enrollment numbers are used to compute the minority enrollment as a percentage of the total enrollment.

## Retention and Graduation

UNC Charlotte has experienced success in early retention of African American students. African American freshmen at UNCC have consistently higher retention rates than white freshmen. From 1996 to 2005, the ten-year average retention rates for African American freshman and for Asian freshman is comparable, 81%. In comparison, the ten-year retention rate for white freshmen is 75.2%. Consequently, the retention rates for African American and Asian freshman students surpass those of the freshman class. The ten-year average retention rate for Hispanic students at UNCC is 73.6%. Hispanic students have historically been present in smaller numbers, relative to other groups, and fluctuations occur in the retention trends of these students. While UNC Charlotte has successfully retained African American and Asian students, relative to other ethnic groups, the University lags the UNC system in student retention for all ethnic groups.

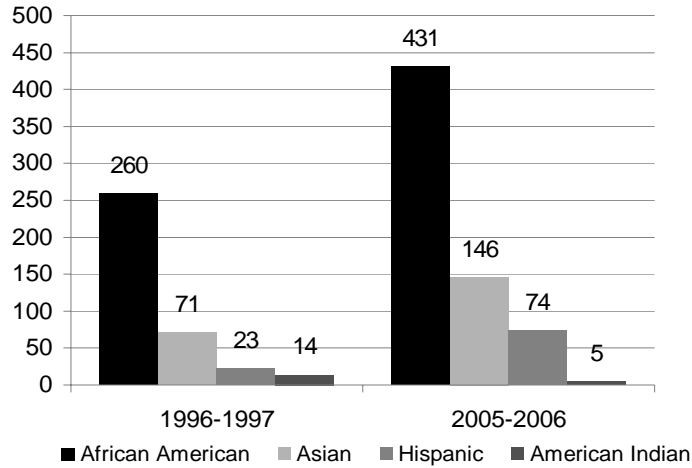
The six year graduation rates across all groups at UNCC are lower than those of the total UNC system. Consistent with the trends at other universities, African American students at UNCC have early retention success, but generally lower graduation rates, relative to white students. There has been improvement in African American graduation rates in recent years. For the 1999 and 2000 cohorts, African American retention rates were slightly higher than those for white students. Larger fluctuations are apparent in the graduation rates of Hispanic, Asian, and American Indian students.

UNC Charlotte Six Year Graduation Rates by Ethnicity, 1991-2000

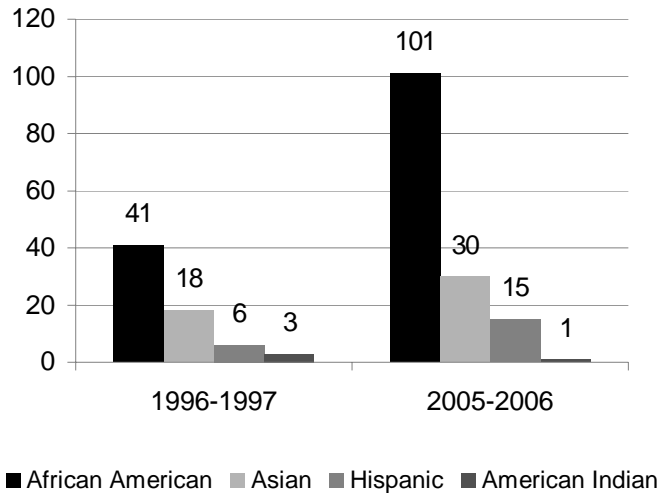
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000
Asian	40.6%	32.5%	56.9%	51.8%	55.8%	42.3%	39.5%	48.1%	46.7%	56.7%
African American	39.8%	34.3%	42.2%	44.8%	52.2%	39.4%	44.8%	43.3%	49.0%	51.1%
American Indian	14.3%	30.0%	38.5%	50.0%	20.0%	27.3%	44.4%	25.0%	58.3%	80.0%
Hispanic	75.0%	33.3%	39.3%	47.1%	38.9%	56.0%	50.0%	30.2%	56.4%	50.0%
White	53.9%	55.7%	50.7%	52.1%	50.4%	46.6%	51.0%	47.8%	48.1%	49.1%
All Students	51.0%	50.9%	48.7%	50.4%	50.8%	45.4%	49.2%	46.6%	48.7%	49.8%

UNC Charlotte has made progress in graduating students from underrepresented groups. The proportion of degree recipients who are ethnic minorities has risen over the past ten years. The percentage of baccalaureate degrees conferred to students from racial and ethnic minority groups in 1996-1997 was 15%. This percentage has progressively increased, and in 2005-2006, the proportion of minority baccalaureate graduates was 22%. UNC Charlotte awarded 147 graduate degrees to minority students in 2006, 16% of the total number graduate degrees awarded. This marks a substantial increase from 1997 when 68 degrees, 11% of the total number awarded, went to underrepresented students. Notably, the number of degrees granted to African Americans over the last decade increased by 65% at the undergraduate level and by 146% in the Graduate School.

## Undergraduate Degrees Conferred to Minority Students at UNCC



## Graduate Degrees Awarded to Minority Students at UNCC



Overall, the progress of minority student presence has been modest during recent years. The percentage of underrepresented students has not changed dramatically over the last decade. There are clear trends of greater minority enrollment at UNC Charlotte. UNCC must continue its efforts to sustain this growth and better this population. Continued recruitment of minority students is needed, as are strategies to ensure the long-term academic success of these students. Retention is a concern for all groups of students. While there has been some success with early retention of underrepresented students relative to white students, the graduation rates of many minority students are less encouraging. The University needs a deeper understanding of the reasons minority students fail to matriculate.

## Minority Recruitment Initiatives

Based on grade point averages and standardized test scores, minority college-bound students in North Carolina tend to be less academically prepared, relative to white students. For example, African American, Native American and Hispanic students score lower on the SAT than other racial/ethnic groups<sup>3</sup>. This poses a recruitment challenge for UNC Charlotte. Continued recruitment at high schools with greater populations of racial and ethnic minority students provides the opportunity to present UNC Charlotte as a desirable choice for qualified college-bound students.

College enrollment among minority high school graduates in North Carolina continues to increase, and Enrollment Management has several strategies for targeted recruitment of underrepresented students. For example, Admissions has implemented new initiatives in response to the growing population of Hispanic college-bound students in the region. Translation of the Admissions website and written materials into Spanish, and offering Campus Tours in Spanish are promising strategies for engaging and recruiting more Hispanic students and their families.

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<sup>3</sup> The North Carolina 2006 SAT Report.

## Appendix A

### UNC Charlotte Total Fall Enrollment, 1997-2007

#### UNC-Charlotte Fall Enrollment

Year	African American	% African American	White	% White	American Indian	% American Indian	Asian	% Asian	Hispanic	% Hispanic	Non-Resident/Unknown	% Non-Resident/Unknown	Total Enrollment	% Minority
1997	2,606	15.9%	12,348	75.4%	85	0.5%	589	3.6%	243	1.5%	499	3.0%	16,370	21.5%
1998	2,791	16.7%	12,393	74.3%	83	0.5%	676	4.1%	270	1.6%	457	2.7%	16,670	22.9%
1999	2,851	16.9%	12,364	73.4%	74	0.4%	734	4.4%	292	1.7%	529	4.0%	16,844	23.5%
2000	2,805	16.5%	12,384	72.9%	64	0.4%	779	4.6%	282	1.7%	681	4.0%	16,995	23.1%
2001	2,941	16.1%	13,369	73.0%	77	0.4%	838	4.6%	326	1.8%	757	4.1%	18,308	22.8%
2002	2,966	15.7%	13,873	73.3%	75	0.4%	889	4.7%	385	2.0%	728	3.8%	18,916	22.8%
2003	3,008	15.3%	14,444	73.7%	81	0.4%	921	4.7%	430	2.2%	721	3.7%	19,605	22.6%
2004	2,908	14.7%	14,838	74.8%	67	0.3%	933	4.7%	460	2.3%	640	3.2%	19,846	22.0%
2005	2,961	14.3%	15,566	74.9%	76	0.4%	955	4.6%	541	2.6%	673	3.2%	20,772	21.8%
2006	3,021	14.0%	15,897	73.9%	93	0.4%	937	4.4%	627	2.9%	944	4.4%	21,519	21.7%

#### UNC Total Fall Enrollment

Year	African American	% African American	White	% White	American Indian	% American Indian	Asian	% Asian	Hispanic	% Hispanic	Non-Resident/Unknown	% Non-Resident/Unknown	Total Enrollment	% Minority
1997	31,783	20.0%	115,571	72.7%	1,707	1.1%	4,224	2.7%	2,045	1.3%	3,710	2.3%	159,040	25.0%
1998	32,115	20.2%	114,884	72.3%	1,661	1.0%	4,372	2.8%	2,108	1.3%	3,818	2.4%	158,958	25.3%
1999	32,980	20.5%	115,095	71.5%	1,658	1.0%	4,554	2.8%	2,218	1.4%	4,482	2.8%	160,987	25.7%
2000	33,300	20.5%	115,525	71.0%	1,747	1.1%	4,710	2.9%	2,377	1.5%	5,102	3.1%	162,761	25.9%
2001	35,358	20.8%	119,029	70.1%	1,882	1.1%	4,973	2.9%	2,629	1.5%	5,921	3.5%	169,792	26.4%
2002	37,836	21.4%	122,493	69.2%	2,005	1.1%	5,404	3.1%	2,844	1.6%	6,385	3.6%	176,967	27.2%
2003	40,597	22.1%	124,775	68.1%	2,063	1.1%	5,701	3.1%	3,165	1.7%	7,046	3.8%	183,347	28.1%
2004	42,703	22.5%	127,519	67.3%	2,202	1.2%	5,844	3.1%	3,607	1.9%	7,740	4.1%	189,615	28.7%
2005	45,404	23.1%	129,766	66.1%	2,384	1.2%	5,873	3.0%	4,015	2.0%	8,806	4.5%	196,248	29.4%
2006	46,651	23.1%	132,206	65.3%	2,355	1.2%	6,054	3.0%	4,595	2.3%	10,520	5.2%	202,381	29.5%



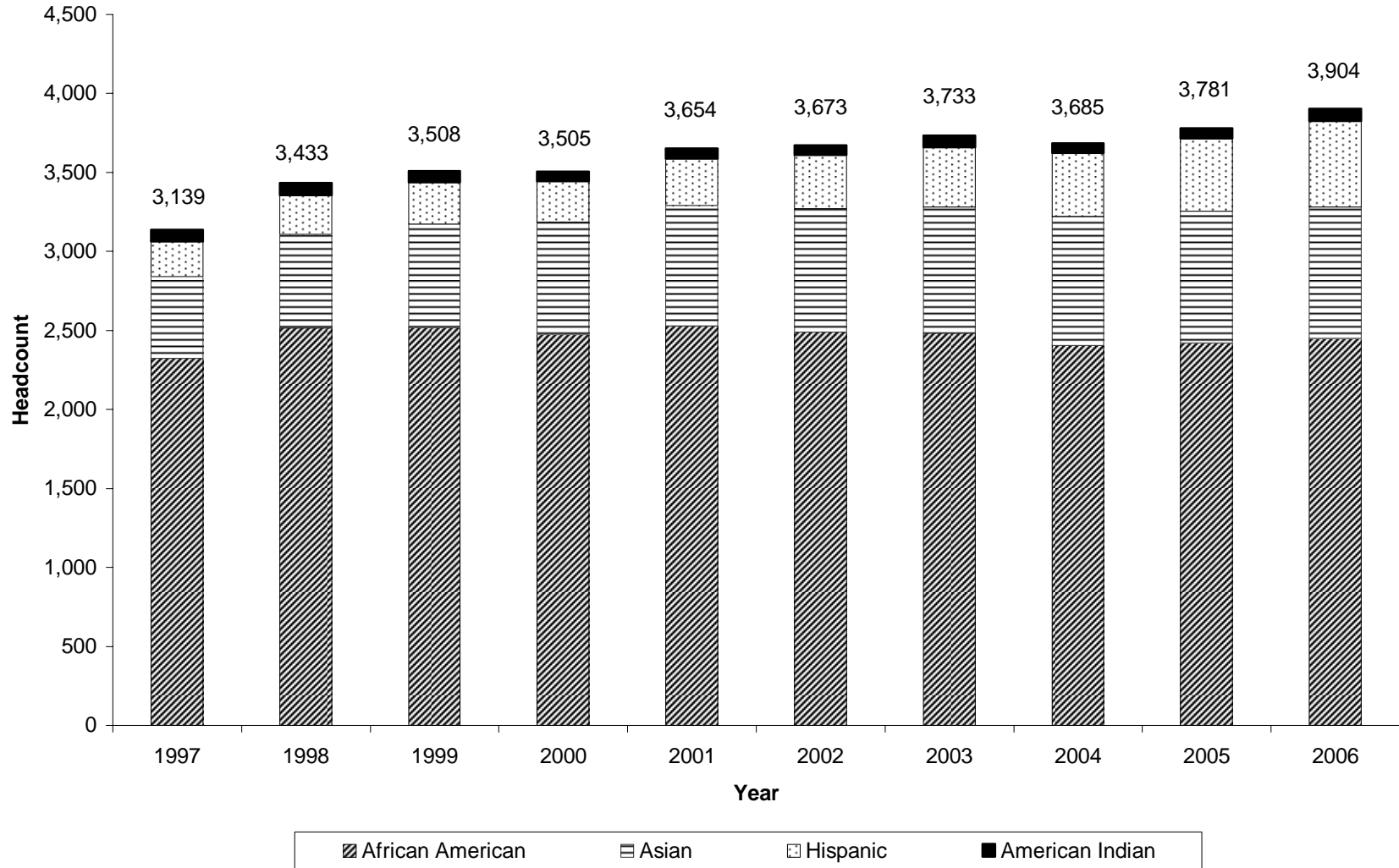
## Appendix B

### UNC Charlotte Fall Enrollment by Race/Ethnicity, 1997-2006

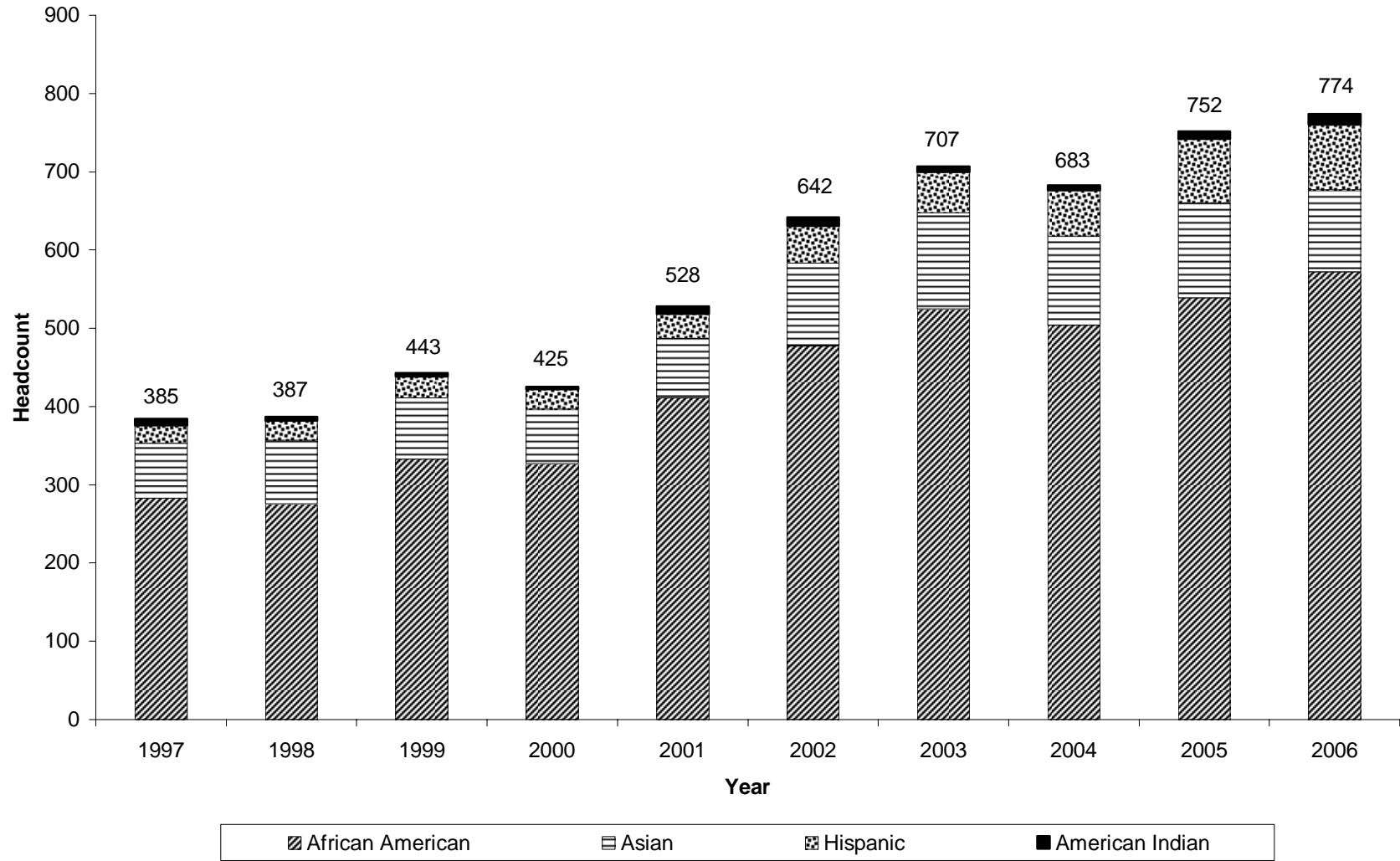
<b>Undergraduate Enrollment</b>															
Year	African American	% African American	American Indian	% American Indian	Asian	% Asian	Hispanic	% Hispanic	Minority	% Minority	Non-Res/Unknown	% Non-Res/Unknown	White	% White	Total Enrollment
1997	2,323	16.9%	77	0.6%	519	3.8%	220	1.6%	3,139	22.8%	297	2.2%	10,306	75.0%	13,742
1998	2,515	17.9%	78	0.6%	595	4.2%	245	1.7%	3,433	24.4%	286	2.0%	10,364	73.6%	14,083
1999	2,518	17.8%	69	0.5%	656	4.6%	265	1.9%	3,508	24.8%	317	2.2%	10,331	73.0%	14,156
2000	2,478	17.3%	61	0.4%	709	5.0%	257	1.8%	3,505	24.5%	363	2.5%	10,415	72.9%	14,283
2001	2,530	16.7%	67	0.4%	762	5.0%	295	1.9%	3,654	24.1%	383	2.5%	11,098	73.3%	15,135
2002	2,489	16.2%	64	0.4%	783	5.1%	337	2.2%	3,673	23.9%	353	2.3%	11,338	73.8%	15,364
2003	2,483	15.8%	74	0.5%	798	5.1%	378	2.4%	3,733	23.8%	320	2.0%	11,641	74.2%	15,694
2004	2,404	15.1%	60	0.4%	819	5.2%	402	2.5%	3,685	23.2%	268	1.7%	11,922	75.1%	15,875
2005	2,422	14.6%	66	0.4%	834	5.0%	459	2.8%	3,781	22.8%	226	1.4%	12,548	75.8%	16,555
2006	2,449	14.4%	79	0.5%	832	4.9%	544	3.2%	3,904	22.9%	364	2.1%	12,764	74.9%	17,032

<b>Graduate Enrollment</b>															
Year	African American	% African American	American Indian	% American Indian	Asian	% Asian	Hispanic	% Hispanic	Minority	% Minority	Non-Res/Unknown	% Non-Res/Unknown	White	% White	Total Enrollment
1997	283	10.8%	8	0.3%	70	2.7%	23	0.9%	384	14.6%	202	7.7%	2,042	77.7%	2,628
1998	276	10.7%	5	0.2%	81	3.1%	25	1.0%	387	15.0%	171	6.6%	2,029	78.4%	2,587
1999	333	12.4%	5	0.2%	78	2.9%	27	1.0%	443	16.5%	212	7.9%	2,033	75.6%	2,688
2000	327	12.1%	3	0.1%	70	2.6%	25	0.9%	425	15.7%	318	11.7%	1,969	72.6%	2,712
2001	411	13.0%	10	0.3%	76	2.4%	31	1.0%	528	16.6%	374	11.8%	2,271	71.6%	3,173
2002	477	13.4%	11	0.3%	106	3.0%	48	1.4%	642	18.1%	375	10.6%	2,535	71.4%	3,552
2003	525	13.4%	7	0.2%	123	3.1%	52	1.3%	707	18.1%	401	10.3%	2,803	71.7%	3,911
2004	504	12.7%	7	0.2%	114	2.9%	58	1.5%	683	17.2%	372	9.4%	2,916	73.4%	3,971
2005	539	12.8%	10	0.2%	121	2.9%	82	1.9%	752	17.8%	447	10.6%	3,018	71.6%	4,217
2006	572	12.7%	14	0.3%	105	2.3%	83	1.8%	774	17.2%	580	12.9%	3,133	69.8%	4,487

### UNC Charlotte Minority Undergraduate Student Enrollment , 1997-2006



### UNC Charlotte Minority Graduate Student Fall Enrollment, 1997-2006



## Appendix C

### Freshman Retention Rates by Ethnicity 1996-2007<sup>4</sup>

	Year of Entry									
	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
American Indian	100.0%	62.5%	83.3%	100.0%	100.0%	50.0%	77.8%	72.7%	84.6%	90.9%
Asian	78.8%	74.4%	80.9%	83.2%	80.8%	78.6%	87.8%	85.0%	85.4%	76.7%
Black	82.3%	82.1%	78.5%	76.9%	80.9%	82.0%	79.1%	82.5%	85.2%	82.5%
Hispanic	76.0%	71.9%	65.1%	69.2%	76.3%	66.7%	82.3%	74.1%	78.0%	75.9%
White	74.5%	78.1%	71.5%	71.4%	76.8%	75.3%	74.5%	75.9%	77.5%	76.6%
Non-Resident	75.3%	80.9%	79.8%	81.5%	79.7%	73.3%	75.6%	51.4%	66.4%	81.1%
<b>All Freshmen</b>	<b>76.1%</b>	<b>78.7%</b>	<b>73.4%</b>	<b>73.1%</b>	<b>77.7%</b>	<b>76.4%</b>	<b>75.7%</b>	<b>77.1%</b>	<b>78.7%</b>	<b>77.4%</b>

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<sup>4</sup> These percentages are one year retention rates for first-time, full-time freshmen at UNC Charlotte.

**Appendix D**

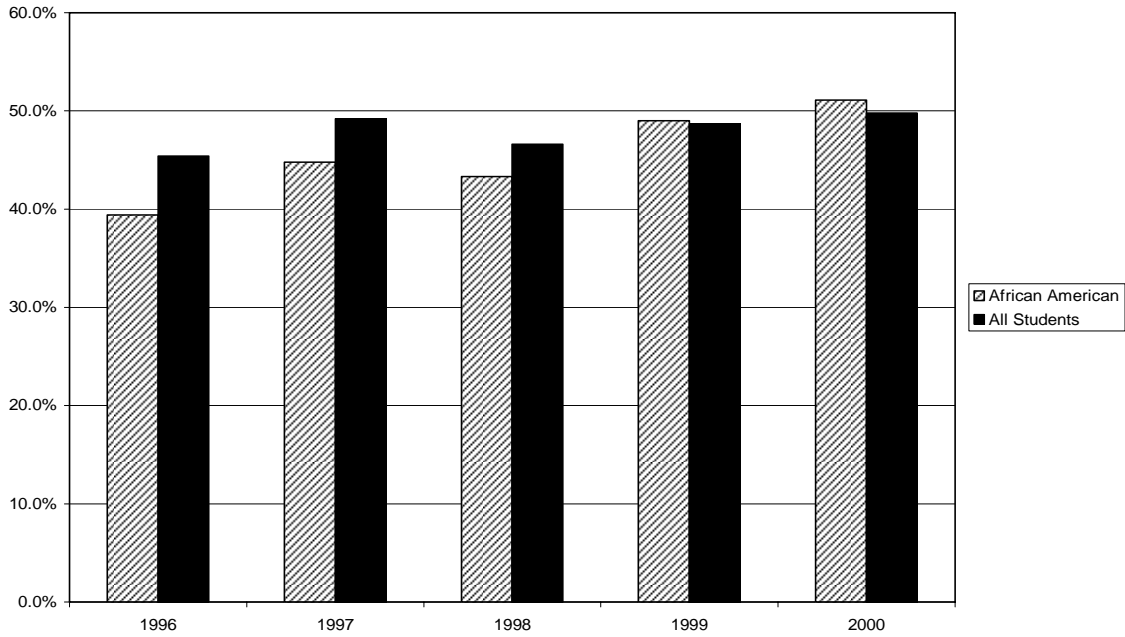
**UNC Charlotte Degrees Awarded by Ethnicity, 1997-2006**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Undergraduate Degrees Granted</b>										
American Indian	14	17	17	10	11	15	8	13	11	5
Asian	71	99	96	81	102	135	138	146	137	146
Black	260	305	302	372	305	336	440	399	389	431
Hispanic	23	30	31	46	29	47	44	58	65	74
<b>Total Degrees Awarded to Minority Students</b>	<b>368</b>	<b>451</b>	<b>446</b>	<b>509</b>	<b>447</b>	<b>533</b>	<b>630</b>	<b>616</b>	<b>602</b>	<b>656</b>
<b>Degrees to Minority Students as a % of Total Degrees Awarded</b>	<b>15.3%</b>	<b>18.0%</b>	<b>18.5%</b>	<b>22.0%</b>	<b>18.9%</b>	<b>21.4%</b>	<b>23.8%</b>	<b>22.2%</b>	<b>21.2%</b>	<b>22.3%</b>
White	1,966	1,977	1,885	1,753	1,861	1,873	1,937	2,055	2,161	2,217
Non-Resident Alien	69	82	75	66	58	78	80	108	80	72
Total Degrees Awarded	2,771	2,961	2,852	2,837	2,813	3,017	3,277	3,395	3,445	3,601
<b>Graduate Degrees Granted</b>										
American Indian	6	2	2	0	0	0	5	3	1	1
Asian	18	17	26	21	19	22	13	24	30	30
Black	41	47	51	63	63	55	93	83	84	101
Hispanic	3	5	5	7	5	5	5	8	8	15
<b>Total Degrees Awarded to Minority Students</b>	<b>68</b>	<b>71</b>	<b>84</b>	<b>91</b>	<b>87</b>	<b>82</b>	<b>116</b>	<b>118</b>	<b>123</b>	<b>147</b>
<b>Degrees to Minority Students as a % of Total Degrees Awarded</b>	<b>11.4%</b>	<b>11.7%</b>	<b>13.1%</b>	<b>12.9%</b>	<b>14.8%</b>	<b>12.2%</b>	<b>16.0%</b>	<b>13.5%</b>	<b>14.7%</b>	<b>16.4%</b>
White	460	459	480	558	418	496	501	594	584	608
Non-Resident Alien	69	75	78	57	84	95	108	161	132	139
Total Degrees Awarded	597	605	642	706	589	673	725	873	839	894

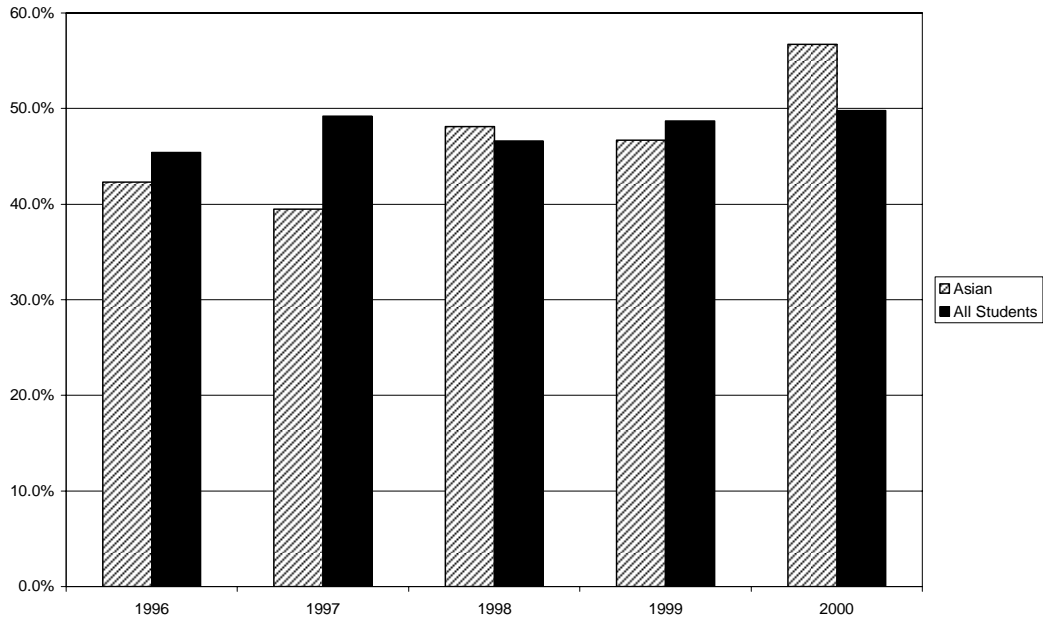
## Appendix E

### UNC Charlotte Graduation Rates by Ethnicity, 1996-2000

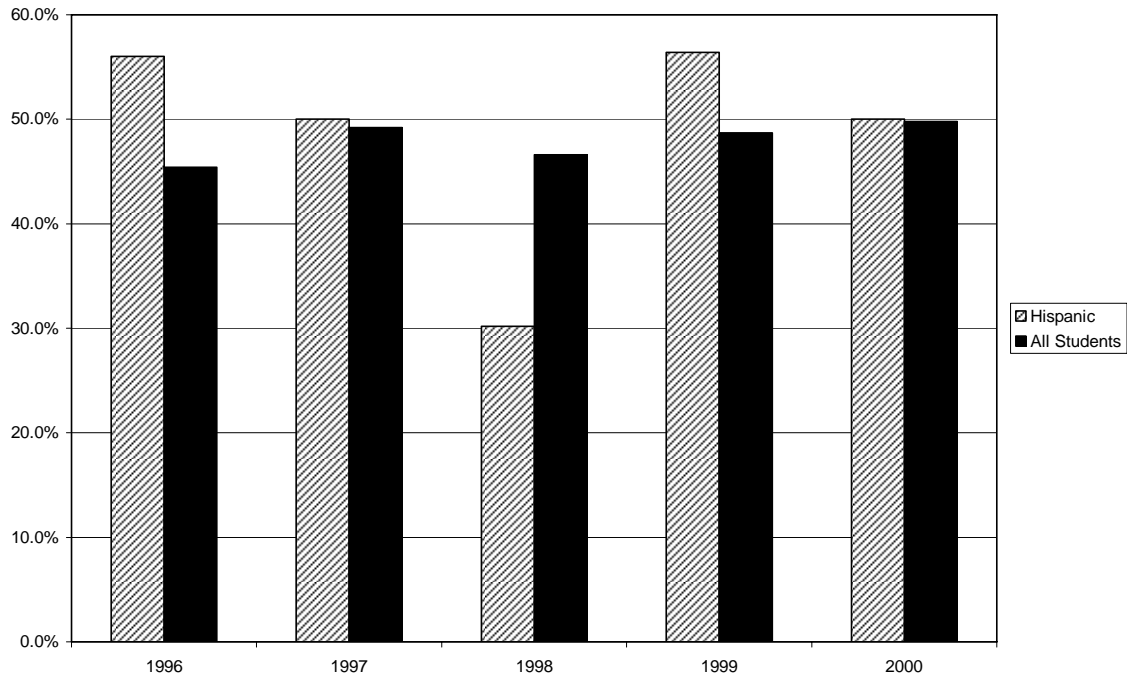
UNCC African American Graduation Rates, 1996-2000



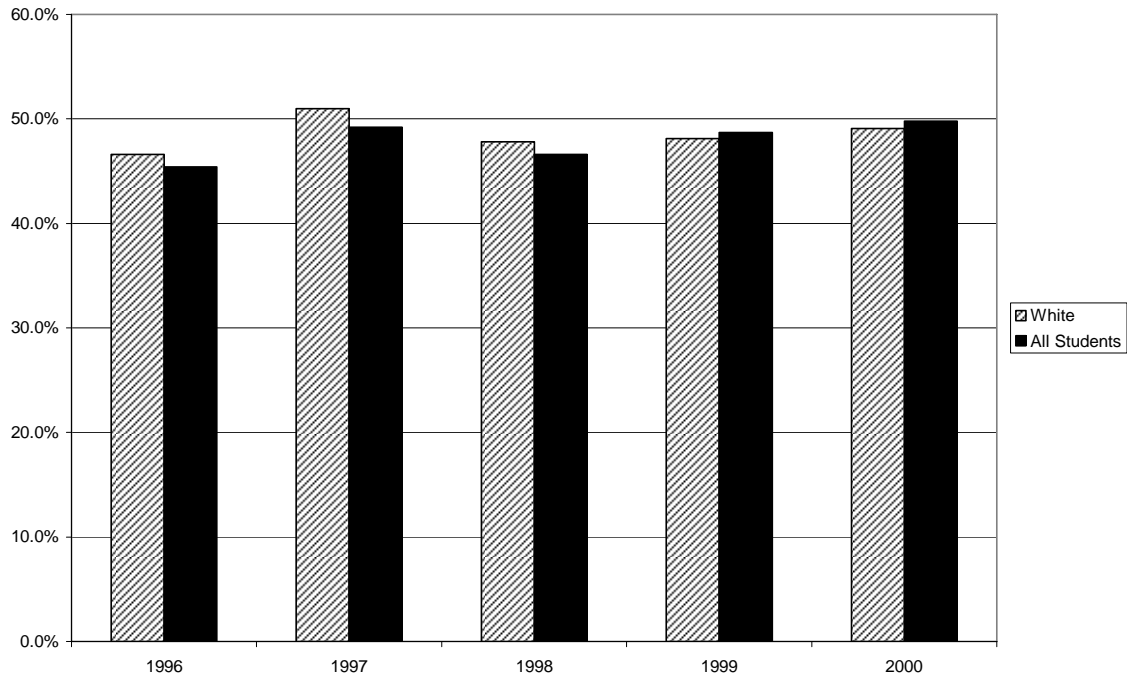
UNCC Asian Graduation Rates, 1996-2000



UNCC Hispanic Graduation Rates, 1996-2000



UNCC White Graduation Rates, 1996-2000



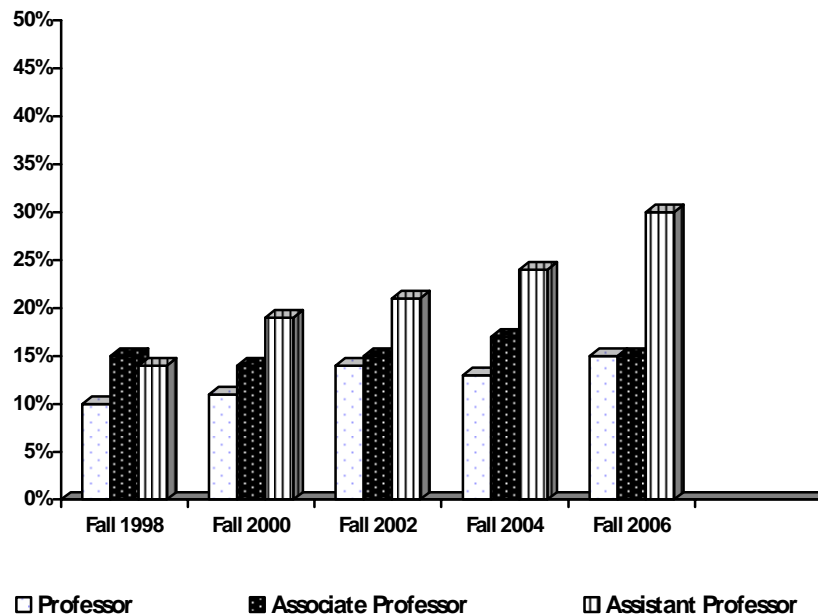
## Faculty and Staff Minority Presence

People from underrepresented racial and ethnic groups comprise 19% of the instructional faculty, up from previous years. This figure was 12.8% in 1997. This progress in the share of racial and ethnic minority faculty is largely attributable to the growing numbers of Asian American faculty. The proportion of Asian Americans on the faculty increased from 6.4% to 11.3% over the past decade, more than doubling in number. The University has also made progress in growing the Hispanic representation; twice as many Hispanics are on the faculty since 2000. The count of African Americans has steadily climbed to 45 faculty members in 2006, 5.3% of the total faculty. African Americans comprise 5% of the full-time teaching faculty and 23% of the staff (including non-teaching faculty). Over the past decade, the percentage of African American faculty has ranged from 4.7% to 5.6%. The percentage of Native American faculty members remains at less than one percent of the total faculty.

Currently, minority professors are most scarce at the highest faculty ranks. This is particularly evident for Hispanic and African American full professors. Asian professors are the largest group within faculty of color at all ranks.

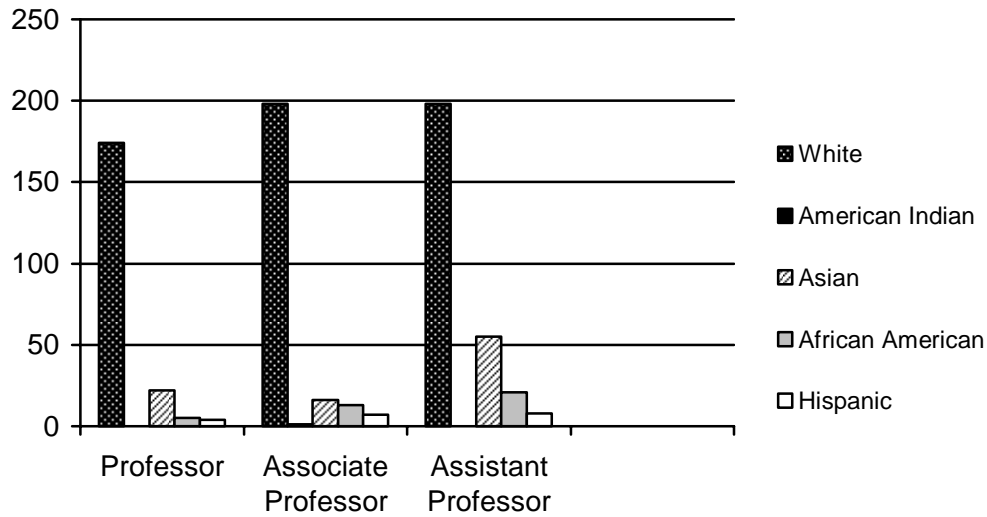
UNC Charlotte has made progress in recruiting and advancing more women in the faculty. There is more gender parity than racial diversity among the faculty. The percentage of assistant professors who are minority is nearly 30%. Women are better represented in these positions than are people of color, suggesting increases in the ranks of female associate and full professors in the future. 47% of assistant professors are women.

**Percent Minority Faculty**





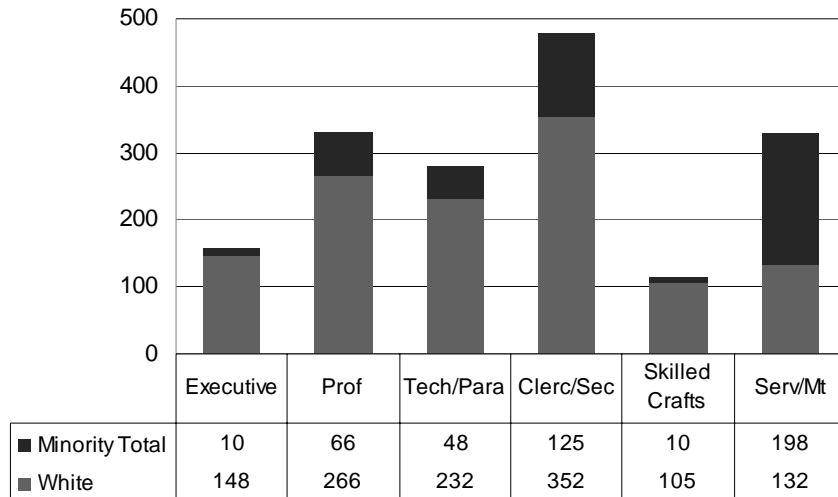
### Full-time Faculty by Rank and Ethnicity, Fall 2006



There is greater representation of racial/ethnic minorities among the University staff. People of color are 37% of the total number of staff. African Americans are the largest minority population among the staff and constitute nearly half of the entire staff. African Americans are heavily concentrated in clerical and secretarial positions and in service and maintenance jobs. Asian staff persons are primarily located in professional and technical jobs. Within the SPA staff positions, fewer minorities are present within the higher salary grades. African American men and women are concentrated within the lower grades (salary range is \$21,219 to \$29,999). These data are consistent with disparities found within the SPA banded positions and across the EPA staff.

The racial composition within the faculty and staff at UNC Charlotte suggests that continued efforts are needed to advance faculty and staff of color and to diversify the leadership levels of the University. Further, recruitment and retention strategies must be implemented and sustained to ensure a diverse pipeline of faculty and staff in the organization.

**Full-Time Non-Instructional Faculty and Staff by Occupational Categories and Ethnicity,  
Fall 2006**



Minority Faculty/Staff	Executive	Professional	Tech/Para	Clerical/Sec	Skilled Crafts	Serv/Maint
African American	6	43	35	110	8	183
Asian	2	18	10	7	0	5
Hispanic	2	4	2	5	2	10
American Indian	0	1	1	3	0	0

**SPA Employee Count by Grade Levels and Race, June 2007**

	50-59	60-69	70-79	80-89
Black/Non-Hispanic	189	28	5	0
Hispanic	12	2	0	0
Asian or Pacific Islander	5	3	1	0
Caucasian/Non-Hispanic	91	208	72	6
Other	0	0	0	1
Not Specified	1	2	2	0
Total	298	243	80	7
Grand Total				628

**UNC Charlotte Full-Time Non-Instructional Faculty and Staff by Race/Ethnic  
Classification: Fall 1990 to Fall 2006 \*\*UPDATE\*\***

Year	African American		White		Native American		Asian American		Hispanic		Totals	
	N	%	N	%	N	%	N	%	N	%	N	%
1990	192	20.0	752	78.3	2	0.2	8	0.8	6	0.6	960	100.0
1991	171	17.9	767	80.4	3	0.3	7	0.7	6	0.6	954	100.0
1992	178	17.5	820	80.8	3	0.3	8	0.8	6	0.6	1015	100.0
1993	194	18.3	854	80.4	3	0.3	8	0.8	3	0.3	1062	100.0
1994	208	19.0	869	79.6	3	0.3	8	0.7	4	0.4	1092	100.0
1995	213	19.2	880	79.5	1	0.1	9	0.8	4	0.4	1107	100.0
1996	208	18.6	895	79.8	1	0.1	13	1.2	4	0.4	1121	100.0
1997	221	19.1	915	78.9	2	0.2	18	1.6	4	0.3	1160	100.0
1998	239	19.8	947	78.3	2	0.2	15	1.2	7	0.6	1210	100.0
1999	238	19.3	968	78.6	3	0.2	15	1.2	8	0.6	1232	100.0
2000	259	20.8	966	77.5	2	0.2	14	1.1	5	0.4	1246	100.0
2001	291	22.0	1005	76.0	2	0.2	18	1.4	6	0.5	1322	100.0
2002	297	22.0	1024	76.0	3	0.2	17	1.3	7	0.5	1348	100.0
2003	309	21.7	1073	75.4	5	0.4	23	1.6	13	0.9	1423	100.0
2004	314	21.6	1100	75.5	4	0.3	26	1.8	12	0.8	1456	100.0
2005	339	21.9	1164	75.0	4	0.3	27	1.7	17	1.1	1551	100.0
2006	385	22.8	1237	73.1	5	0.3	40	2.4	25	1.5	1692	100.0

SOURCE: Office of Institutional Research  
Personnel Data File

February 8, 2007

**UNC Charlotte Full-Time Instructional Faculty by Race/Ethnic \***  
**Classification: Fall 1990 to Fall 2006 \*\*UPDATE\*\***

Year	African American		White		Native American		Asian American		Hispanic		Totals	
	N	%	N	%	N	%	N	%	N	%	N	%
1990	27	4.6	528	89.3	0	0.0	32	5.4	4	0.7	591	100.0
1991	27	4.6	520	88.4	0	0.0	36	6.1	5	0.9	588	100.0
1992	25	4.0	550	88.7	0	0.0	38	6.1	7	1.1	620	100.0
1993	25	4.0	549	88.1	0	0.0	44	7.1	5	0.8	623	100.0
1994	28	4.5	542	87.8	0	0.0	43	7.0	4	0.6	617	100.0
1995	26	4.3	530	88.0	1	0.2	39	6.5	6	1.0	602	100.0
1996	29	4.7	539	87.2	2	0.3	41	6.6	7	1.1	618	100.0
1997	32	5.1	543	87.2	2	0.3	40	6.4	6	1.0	623	100.0
1998	31	5.0	542	86.9	2	0.3	42	6.7	7	1.1	624	100.0
1999	33	5.1	559	87.1	3	0.5	38	5.9	9	1.4	642	100.0
2000	36	5.6	558	86.1	2	0.3	42	6.5	10	1.5	648	100.0
2001	36	5.6	547	84.9	2	0.3	47	7.3	12	1.9	644	100.0
2002	33	4.7	591	84.8	2	0.3	55	7.9	16	2.3	697	100.0
2003	35	4.7	633	84.5	3	0.4	60	8.0	18	2.4	749	100.0
2004	38	5.0	631	83.4	2	0.3	68	9.0	18	2.4	757	100.0
2005	43	5.4	657	81.9	4	0.5	78	9.7	20	2.5	802	100.0
2006	45	5.3	684	81.0	0	0.0	95	11.3	20	2.4	844	100.0

SOURCE: Office of Institutional Research  
 Personnel Data File

February 8,  
 2007

\*Full-Time Instructional Faculty includes Full Professors, Associate Professors, Assistant Professors, and Lecturers.

## Minority Presence Report

### Addendum

September 25, 2007

UNC Charlotte's Fall 2007 enrollment data show a larger and more diverse freshman class than in 2006. The University exceeded its goal of 2,910, and the freshman class grew from 2,798 in 2006 to 2,957 in 2007 – an increase of 159 students (5.6 percent). The percentage of students from underrepresented racial and ethnic groups increased from 20% in 2006 to 22.5% in Fall 2007. Enrollment increased for all racial/ethnic minority groups. The number of African American freshmen increased from 334 to 382; Hispanic student enrollment increased from 107 to 124; Native Americans from 8 to 19. There was improvement in the academic qualifications of minority applicants. The SAT averages increased for all minority groups except Native Americans.

#### Freshman Enrollment Headcount

	Fall 2006		Fall 2007	
White	2,186	78.1%	2,255	76.3%
Black	334	11.9%	382	12.9%
American Indian	8	0.3%	19	0.6%
Asian	112	4.0%	143	4.8%
Hispanic	107	3.8%	124	4.2%
Other/Non-Resident Alien	51	1.8%	26	0.9%
Missing	0	0%	8	0.3%
Total	2,798	100%	2,957	100%