

**College of Engineering**

**Diversity and Inclusion**

**Demographic Data Update**

**Fall 2019**

**Ken Bright, Academic Analyst**  
**College of Engineering**  
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## Summary assessment of progress towards five-year goals

The five-year goals for 2017-2022 defined in the College of Engineering Strategic Plan for Diversity and Inclusion are shown, followed by a summary assessment of the current status after one year. Green shading indicates a target goal has been met. Appendix A defines the department and program acronyms.

FIVE-YEAR GOALS			
	Demographics for each department and for the College as a whole	Disparities (racial, gender) for the College as a whole	Climate
Faculty	25% women 10% URGs	<ul style="list-style-type: none"> <li>• No disparities in retention rates</li> <li>• Continuous improvement towards no disparities in T/TT vs. CT, and in distribution across ranks</li> </ul>	Inclusive, supportive
Graduate students	Among incoming students: 33% women 25% URGs (among domestic)	No disparities in retention rates	Inclusive, supportive
Undergraduate students	Among incoming students: 30% women 15% URGs	No disparities in 6-year graduation rates (70% for all)	Inclusive, supportive
Staff	30% women on technical staff 20% URGs on all staff 20% men on administrative staff	Continuous improvement towards no disparities in managerial vs. non-managerial	Inclusive, supportive

\*T/TT = Tenured/tenure-track. CT=Continuing track. URG=From underrepresented group (i.e., non-White, non-Asian)

### Faculty

	Target	COE	BMEG	CHEG	CIEG	CISC	ELEG	MSEG	MEEG
Women	25%	24%	46%	21%	26%	33%	14%	27%	14%
URG	10%	7%	0%	11%	10%	0%	7%	14%	3%

### Graduate students (incoming)

	Target	COE	BMEG	CHEG	CIEG	CISC	ELEG	MSEG	MEEG
Women	33%	20%	43%	20%	19%	12%	15%	32%	11%
URG (domestic)	25%	18%	8%	7%	33%	14%	24%	0%	27%

### Undergraduate students (incoming)

	Target	COE	Biomed	Chem	Civil	Comp Eng	Comp Sci	Const	Elec	Env	Mat Sci	Mech	Undecl
Women	30%	25%	61%	31%	27%	6%	15%	29%	10%	52%	30%	16%	25%
URG	15%	14%	8%	9%	16%	30%	13%	14%	18%	9%	20%	13%	12%

### Staff

	Target	COE
Women on technical staff	30%	9%
Men on administrative staff	20%	11%
URG on all staff	20%	10%

## Highlights

### Faculty

#### Gender

- College is just short of target at 24%, up from 22% one year earlier. (Fig. 3)
- 4 of 7 departments are meeting the 25% target (Fig. 4)
- The College is in the top 30<sup>th</sup> percentile of all U.S. colleges of engineering in terms of percentage of women T/TT faculty, down slightly from a year earlier (Table 1)
- Two departments (BMEG and CISC) are in the top 20<sup>th</sup> percentile of all U.S. colleges of engineering in terms of percentage of women T/TT faculty (Table 1).
- All departments have at least one women full professor (Fig. 5)
- All departments have at least four women faculty (Fig. 6)

#### URG

- The College is at 7% URG faculty, unchanged from prior year. (Fig. 3)
- 3 of 7 departments met the 10% target (CHEG, CIEG, MSEG). (Fig. 7)
- BMEG and CISC have no URG faculty. (Fig. 8)
- The College is in the top 23<sup>rd</sup> percentile of all U.S. colleges of engineering in terms of percentage of URG TT/T faculty (Table 2).
- Four departments (CHEG, CIEG, ELEG and MSEG) are in the Top 26<sup>th</sup> percentile of all U.S. colleges of engineering in terms of percentage of URG TT/T faculty. (Table 2)
- All but one URG faculty in the College are tenured or tenure-track. (Fig. 8).

### Staff

- No change in percentage of men in administrative support (11% vs. 20% target) or percentage of URG on College staff (10% vs. 20% target) from prior year (Fig.10,11)
- The percentage of women on the College staff is trending downward (Fig. 10)

### Graduate students

#### Gender

- The percentage of all graduate students who are women has remained relatively flat since 2010 (Fig. 15)
- Percentage of incoming women graduate students fell 7 points (27% to 20%) from last year (Fig. 16)
- Just 1 of 7 departments (almost 2) met 33% target for incoming students (BMEG, MSEG) (Fig. 16).
- The College is in the 66<sup>th</sup> percentile of all U.S. colleges of engineering in terms of percentage of women graduate students, up slightly from prior year (Table 3).
- CIEG and CISC are in the top quarter percentile of all U.S. colleges of engineering in terms of percentage of women graduate students (Table 3).

### Graduate students (cont.)

## URG

- The % of URG domestic graduate students in the College dipped slightly from last year (Fig. 15).
- The % of incoming URG domestic graduate students for the College for Fall 2019 (18%) is somewhat lagging the 25% target (Fig. 19)
- 2 of 7 departments (almost 3) met 25% URG target for incoming domestic students (CIEG, ELEG, MEEG) (Fig. 19).
- The College is in the middle of the pack of all U.S. engineering colleges in terms of % of URG domestic graduate students (Table 4)

## Undergraduate students

### Gender

- Although trending positively since 2010, the % of women undergraduate students in the College has remained flat over the last four years (Fig. 23)
- For the College, the % of incoming students who are women fell from 30% in 2018 to 25% in 2019 (Fig. 24)
- 4 of 11 programs (Biomedical, Chemical, Environmental and Materials) met 30% target for incoming women students (Fig. 24)
- The College is in the top 20<sup>th</sup> percentile of all U.S. colleges of engineering in terms of percentage of women undergraduates (Table 5)
- Biomedical, Computer Science, and Mechanical are in the top quarter percentile of all U.S. colleges of engineering in terms of percentage of women undergraduate students (Table 5)
- Chemical is in the bottom 10<sup>th</sup> percentile of all U.S. colleges of engineering in terms of percentage of women undergraduate students (Table 5)
- The most recent six-year graduation rate within original major for women in the College is 52%, compared to 55% for majority students (Fig. 30)

## URG

- The percentage of undergraduate URG students in the College has remained unchanged at 13% over the last three years (Fig. 23)
- The College (14%) fell just short of the 15% target for incoming undergraduate URG students in 2019 (Fig. 27)
- 4 of 11 programs met the 15% target for incoming undergraduate URG students (Civil, Computer Eng., Electrical and Materials) while 3 other programs (Computer Science, Construction Mgmt. and Mechanical) had at least 13% incoming undergraduate URG students (Fig.27).
- The College and every department are below the median among all U.S. colleges of engineering in terms of percentage of undergraduate URG students (Table 6).
- The most recent six-year graduation rate within original major for undergraduate URG students in the College is 43%, compared to 55% for majority students (Fig. 30)

## 1. Introduction

During 2017, an initiative was undertaken by groups of COE stakeholders to define quantifiable demographic targets for the COE in order to achieve inclusive excellence across four constituent groups—faculty, staff, graduate students, and undergraduate students. Five-year goals were identified and presented in the resulting *College of Engineering Strategic Plan for Diversity and Inclusion* available at <https://www.engr.edu/initiatives/diversity-inclusion> (Figure 1).

<b>FIVE-YEAR GOALS</b>			
	Demographics for each department and for the College as a whole	Disparities (racial, gender) for the College as a whole	Climate
Faculty	25% women 10% URGs	<ul style="list-style-type: none"> <li>• No disparities in retention rates</li> <li>• Continuous improvement towards no disparities in T/TT vs. CT, and in distribution across ranks</li> </ul>	Inclusive, supportive
Graduate students	Among incoming students: 33% women 25% URGs (among domestic)	No disparities in retention rates	Inclusive, supportive
Undergraduate students	Among incoming students: 30% women 15% URGs	No disparities in 6-year graduation rates (70% for all)	Inclusive, supportive
Staff	30% women on technical staff 20% URGs on all staff 20% men on administrative staff	Continuous improvement towards no disparities in managerial vs. non-managerial	Inclusive, supportive

\*T/TT = Tenured/tenure-track. CT=Continuing track. URG=From underrepresented group (i.e., non-White, non-Asian)

Figure 1. Five-year goals for College diversity and inclusion

In conjunction with the Strategic Plan, an addendum report of summarized metrics was prepared in September 2017 to measure the current state of the COE with respect to those five-year goals and provide historical context. This report is the second in a series of annual updates to those September 2017 figures, which ongoing will be produced each Fall to assess progress and provide insights on this initiative.

The report is comprised of both current measures for the College of Engineering, and historical comparative data for the COE and other U.S. Engineering schools. For each of the constituent groups, current data as of Fall 2019 was derived from UD internal sources. For the faculty and student populations, the historical comparative measures were based on data from the American Society for Engineering Education (ASEE). For staff, comparative statistics were drawn from the U.S. Census Bureau. Similar to the Sept 2017 report, although the College values and seeks diversity in all respects, metrics here focus on diversity with respect to women and underrepresented groups (defined in engineering as non-White, non-Asian).

Owing to limitations in the ASEE data, comparative measures for faculty only consider tenured/tenure-track (T/TT) faculty, not continuing track (CT) faculty. Comparative metrics include comparisons to all institutions in the ASEE database, as well as the 25-school comparative set defined by the University (Appendix A).

## 2. Faculty Data

### 2.1 Overview

Notes for faculty data:

- Only faculty with primary appointments with COE are considered.
- Includes faculty with administrative appointments in their home departments, except the Dean who is not included as faculty (consistent with UD records).
- Does not include non-COE faculty with secondary appointments with COE, Non-Tenure Temporary Faculty (i.e., Research Faculty), or faculty on non-paid leave of absence.
- URG status (non-white, non-Asian) was determined from the faculty member's Primary Ethnicity
- In the comparison with other universities, for college-level data over time, for each school, we sum only students in the same departments/programs we have in UD COE.
- Department acronyms are defined in Appendix A.

Figure 2 presents the number of women, URG and total (T/TT and CT) faculty for the College of Engineering over the last 5 years.

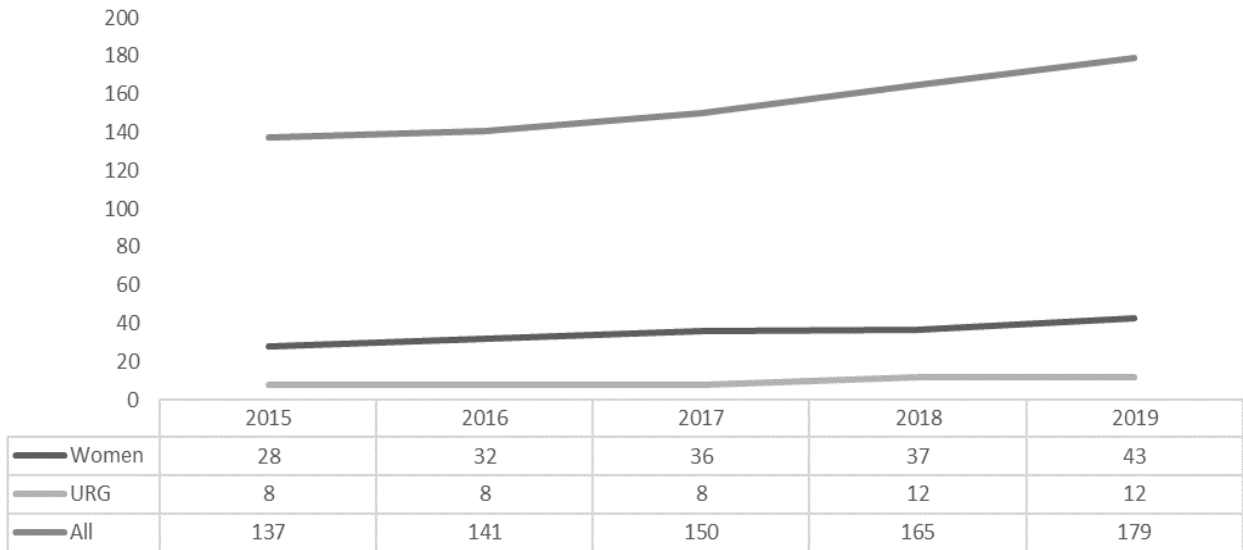


Figure 2. No. of Women, URG and All Faculty, T/TT and CT, COE, prior 5 years (2015-2019)

Figure 3 presents the percentage of women and URG faculty for the College of Engineering over the last 5 years.

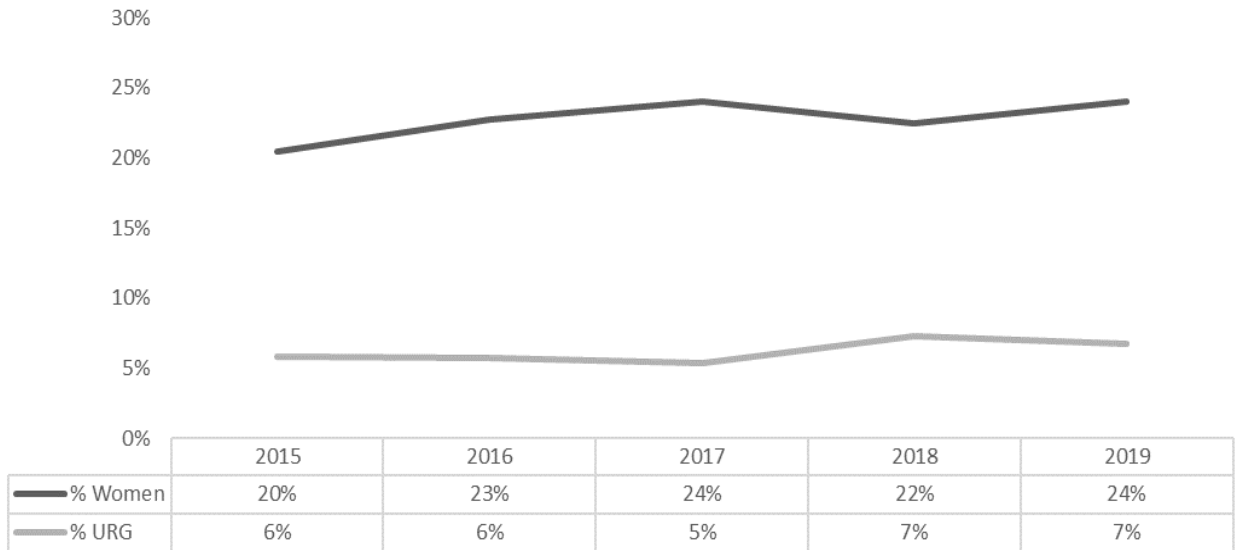


Figure 3. % Women and URG faculty, COE, prior 5 years (2015-2019)

## 2.2 Gender

Figure 4 summarizes the percentage of women faculty in the College of Engineering as of Fall 2019 by job rank and title. Figure 5 presents the actual number of women faculty by job rank and title at the department level. In both cases T/TT and CT faculty are included, as this data is available within UD sources.

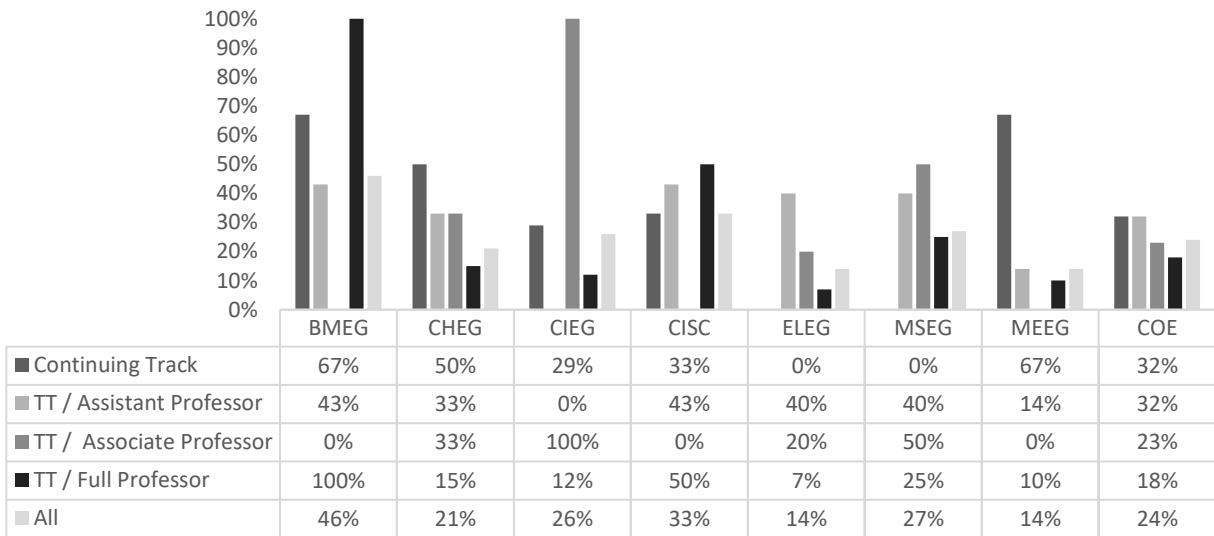


Figure 4. % Women T/TT and CT faculty by department and for the COE, by job rank and type, Fall 2019



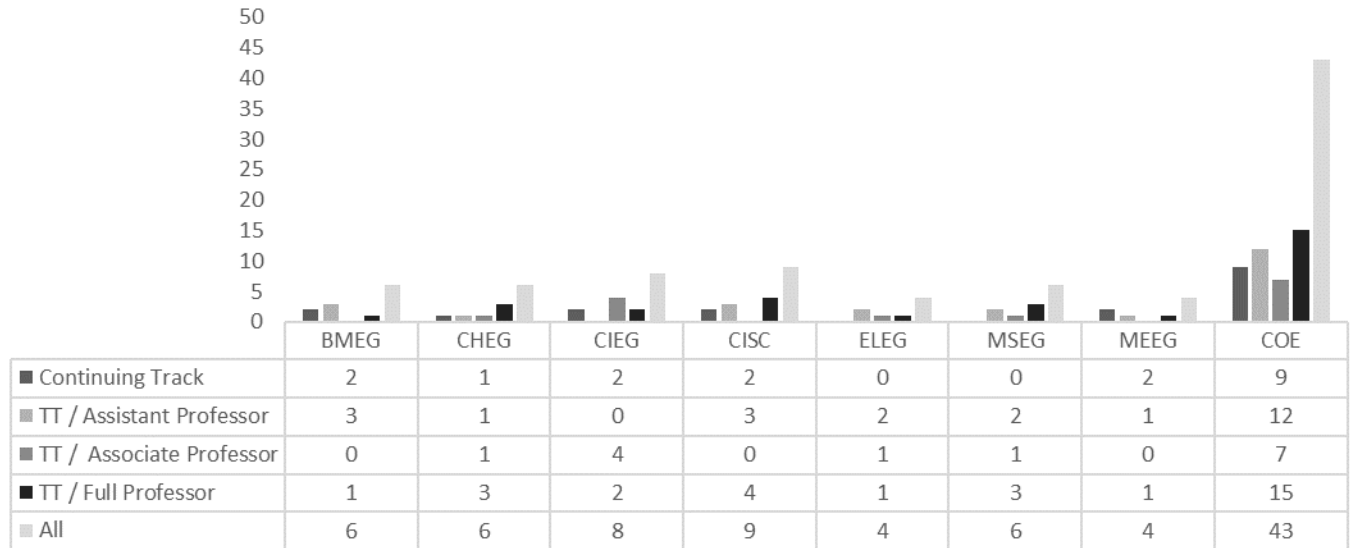


Figure 5. No. of Women T/TT and CT faculty by department and for the COE, by job rank and type, Fall 2019

Figure 6 illustrates the change by department in the number of TT/T and CT women faculty at the College of Engineering over the last 5 years.

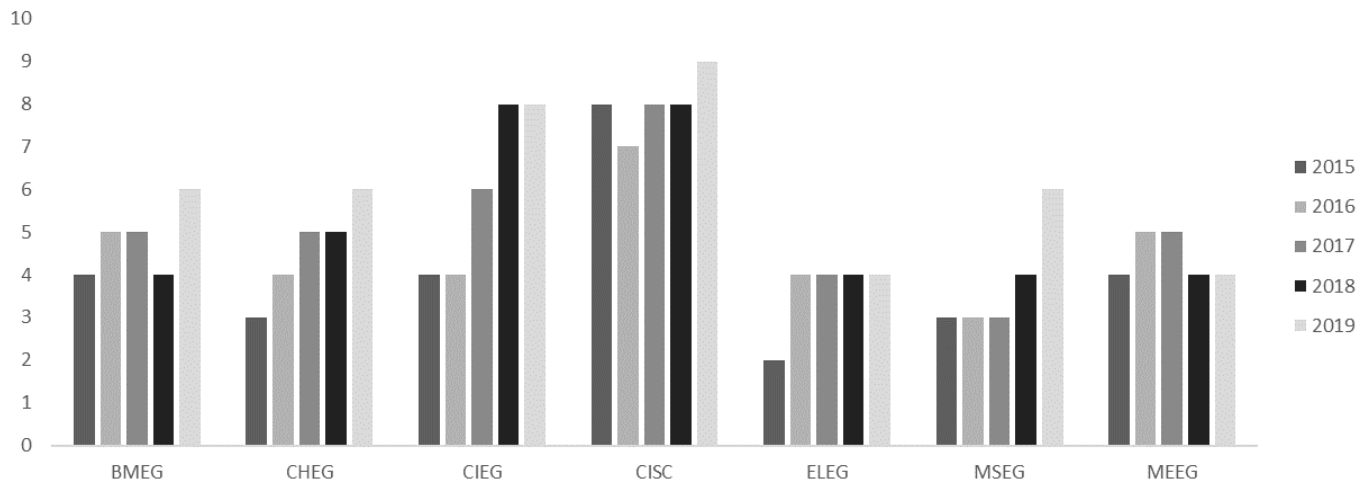


Figure 6. No. of Women TT/T and CT faculty, by COE department, prior 5 years (2015-2019)

Comparative data for women faculty over the last 10 years for the COE and other ASEE-tracked institutions can be found in Table 1. Faculty data in this case only includes T/TT faculty. Data is presented for both comparative sets, and detail on rankings including percentile have been provided.

Table 1. % Women faculty for the COE, by department, T/TT only, prior 10 years (2009-2018)

	Year									
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>College of Engineering</b>	Percentage Female, all ranks									
University of Delaware	14%	15%	18%	17%	16%	17%	19%	20%	20%	20%
Average of all schools	13%	13%	14%	14%	14%	15%	16%	16%	17%	17%
UD Rank / # of Institutions	123/299	100/301	67/306	65/307	97/309	112/306	68/313	70/313	77/288	84/288
Percentile	59th	67th	78th	79th	69th	63rd	78th	78th	73rd	70th
Average of comparators	12%	12%	13%	14%	14%	15%	16%	16%	17%	17%
UD Rank / # of Institutions	9/25	4/25	2/25	2/25	7/25	8/25	4/25	3/25	2/25	3/25
Percentile	64th	84th	92nd	92nd	72nd	68th	84th	88th	92nd	88th
<b>Biomedical Engineering</b>	Percentage Female, all ranks									
University of Delaware	-	-	-	33%	67%	33%	33%	33%	33%	33%
Average of all schools	19%	19%	20%	20%	21%	21%	22%	22%	23%	23%
UD Rank / # of Institutions	-	-	-	17/106	3/107	19/109	17/114	20/120	23/117	25/124
Percentile	-	-	-	84th	97th	83rd	85th	83rd	80th	80th
Average of comparators	17%	18%	19%	21%	21%	20%	20%	19%	19%	19%
UD Rank / # of Institutions	-	-	-	3/21	1/21	2/21	2/21	3/22	2/22	4/23
Percentile	-	-	-	86th	95th	90th	90th	86th	91st	83rd
<b>Chemical Engineering</b>	Percentage Female, all ranks									
University of Delaware	14%	16%	18%	15%	9%	13%	14%	14%	18%	15%
Average of all schools	14%	15%	16%	16%	18%	18%	19%	19%	19%	20%
UD Rank / # of Institutions	67/149	65/154	67/150	79/150	123/150	105/151	101/149	99/149	78/149	92/141
Percentile	55th	58th	55th	47th	18th	30th	32nd	34th	47th	35th
Average of comparators	16%	15%	17%	16%	17%	17%	17%	17%	18%	19%
UD Rank / # of Institutions	12/23	9/23	10/23	12/23	20/22	14/21	14/21	15/21	10/21	14/21
Percentile	48th	61st	57th	48th	9th	33rd	33rd	29th	52nd	33rd
<b>Civil &amp; Environmental Engineering</b>	Percentage Female, all ranks									
University of Delaware	13%	13%	17%	17%	16%	17%	19%	20%	18%	24%
Average of all schools	14%	15%	16%	16%	16%	17%	18%	19%	20%	21%
UD Rank / # of Institutions	118/224	122/227	90/232	91/236	111/233	109/232	98/236	100/237	125/225	71/215
Percentile	47th	46th	61st	61st	52nd	53rd	58th	58th	44th	67th
Average of comparators	14%	15%	16%	16%	16%	17%	18%	19%	20%	23%
UD Rank / # of Institutions	17/23	16/22	12/22	12/22	15/22	17/22	16/23	15/24	20/24	10/21
Percentile	26th	27th	45th	45th	32nd	23rd	30th	38th	17th	55th
<b>Computer Science</b>	Percentage Female, all ranks									
University of Delaware	23%	22%	27%	26%	26%	27%	35%	32%	33%	29%
Average of all schools	14%	15%	15%	16%	16%	16%	17%	17%	17%	18%
UD Rank / # of Institutions	33/176	45/181	35/188	34/191	32/193	33/192	19/198	22/195	12/187	35/191
Percentile	81st	75th	81st	82nd	83rd	83rd	90th	89th	94th	82nd
Average of comparators	13%	13%	14%	14%	14%	15%	17%	16%	17%	18%
UD Rank / # of Institutions	2/21	1/21	1/21	1/21	1/20	1/21	1/20	1/20	1/20	2/21
Percentile	90th	95th	95th	95th	95th	95th	95th	95th	95th	90th
<b>Electrical &amp; Computer Engineering</b>	Percentage Female, all ranks									
University of Delaware	4%	12%	13%	13%	10%	10%	10%	20%	19%	17%
Average of all schools	11%	11%	12%	12%	12%	12%	13%	13%	14%	14%
UD Rank / # of Institutions	217/276	124/280	103/283	105/284	168/288	170/284	166/288	54/287	73/270	86/264
Percentile	21st	56th	64th	63rd	42nd	40th	42nd	81st	73rd	67th
Average of comparators	9%	10%	10%	10%	10%	11%	12%	11%	13%	13%
UD Rank / # of Institutions	24/24	8/24	5/24	6/24	14/24	14/24	15/24	3/24	3/24	3/24
Percentile	0	67th	79th	75th	42nd	42nd	38th	88th	88th	88th
<b>Materials Science Engineering</b>	Percentage Female, all ranks									
University of Delaware	15%	15%	15%	15%	15%	15%	21%	15%	14%	24%
Average of all schools	13%	14%	15%	14%	15%	16%	17%	17%	19%	20%
UD Rank / # of Institutions	19/54	21/55	21/55	22/56	20/57	24/58	19/64	34/64	38/63	23/64
Percentile	65th	62nd	62nd	61st	65th	59th	70th	47th	40th	64th
Average of comparators	13%	13%	13%	14%	16%	16%	18%	18%	19%	19%
UD Rank / # of Institutions	5/18	7/18	6/18	9/18	7/19	9/19	7/20	13/20	14/20	7/20
Percentile	72nd	61st	67th	50th	63rd	53rd	65th	35th	30th	65th
<b>Mechanical Engineering</b>	Percentage Female, all ranks									
University of Delaware	15%	13%	14%	14%	15%	11%	10%	9%	9%	8%
Average of all schools	10%	10%	11%	11%	11%	12%	12%	13%	13%	14%
UD Rank / # of Institutions	64/258	89/262	66/267	71/265	76/267	149/269	152/272	165/275	167/262	177/248
Percentile	75th	66th	75th	73rd	72nd	45th	44rd	40th	36th	29th
Average of comparators	10%	10%	12%	11%	12%	13%	14%	14%	15%	16%
UD Rank / # of Institutions	5/22	7/22	6/22	5/22	4/22	16/22	18/22	18/23	20/23	22/23
Percentile	77th	68th	73rd	77th	82nd	27th	18th	22nd	13th	4th

## 2.3 Underrepresented Status

Figure 7 summarizes the percentage of faculty from underrepresented groups (URG) in the College of Engineering as of Fall 2019 by job rank and title. Figure 8 presents the actual number of URG faculty by job rank and title at the department level. In both cases T/TT and CT faculty are included.

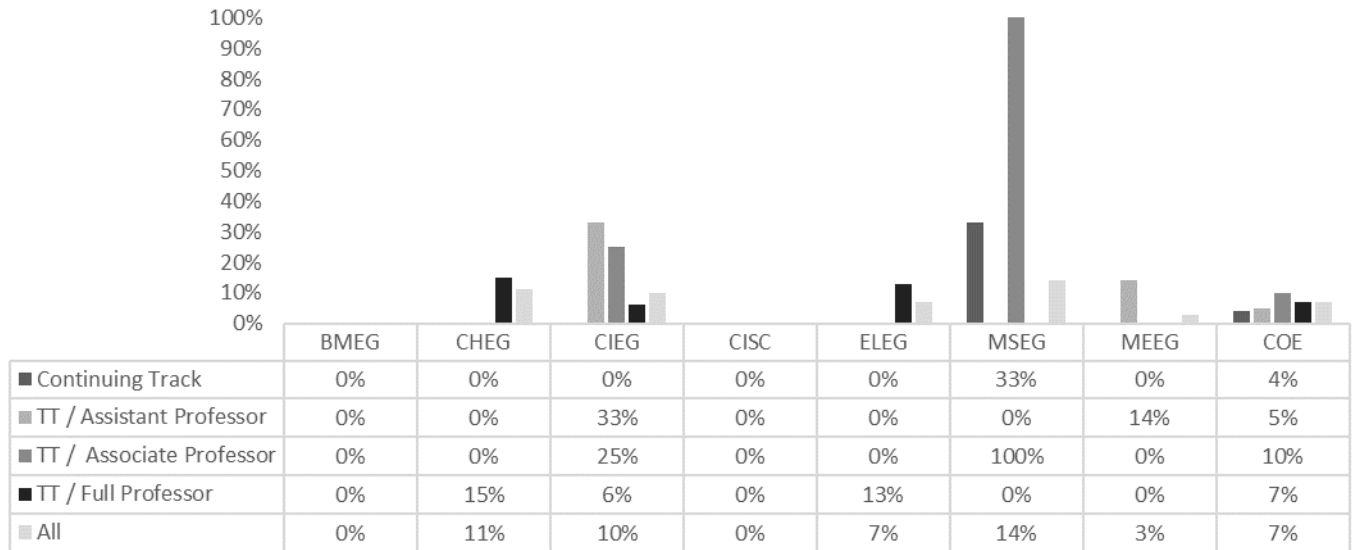


Figure 7. % URG T/TT and CT faculty by department and for the COE, by job rank and type, Fall 2019

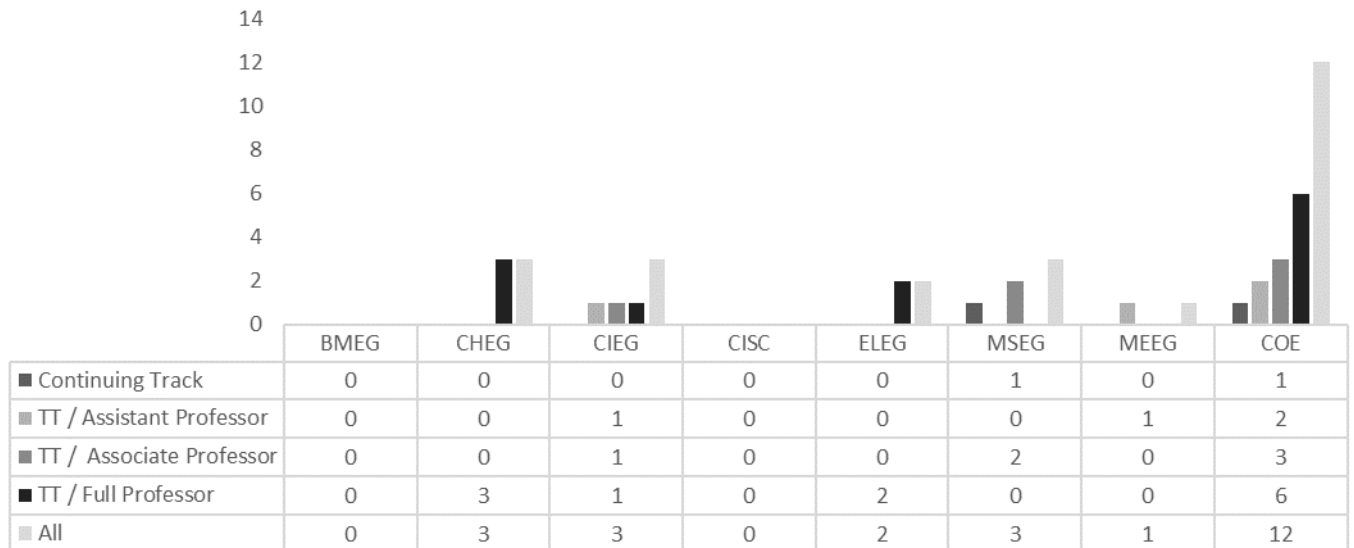


Figure 8. No. of URG T/TT and CT faculty by department and for the COE, by job rank and type, Fall 2019

Figure 9 illustrates the change by department in the number of URG TT/T and CT faculty at the College of Engineering over the last 5 years.

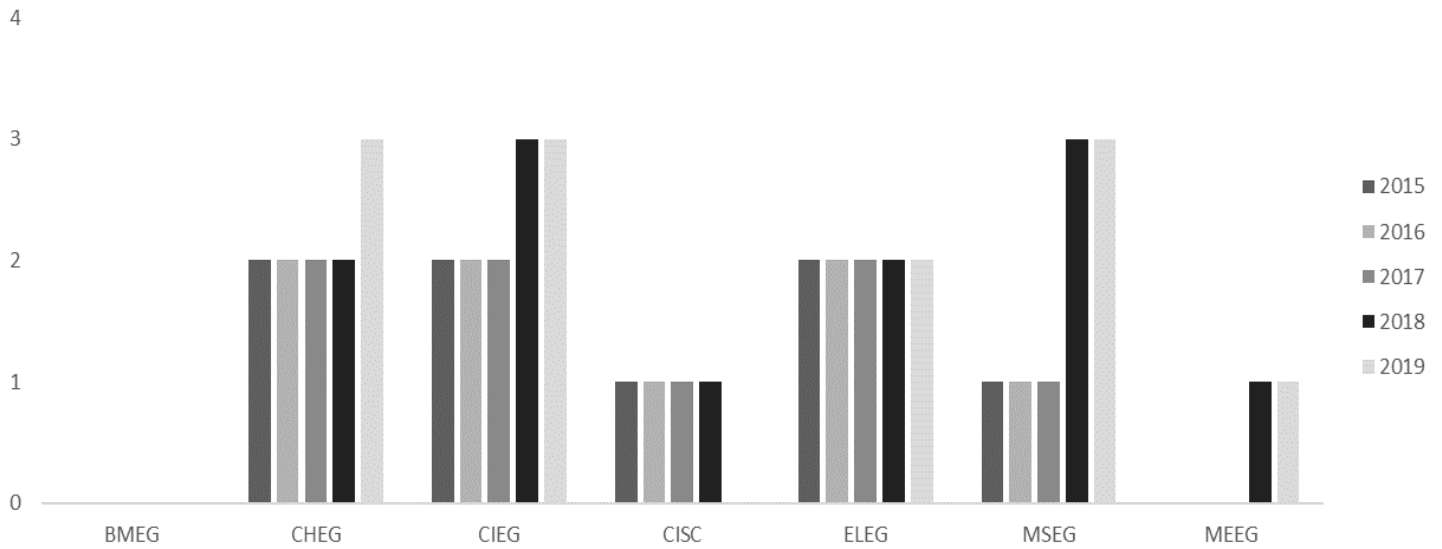


Figure 9. No. of URG TT/T and CT faculty, by COE department, prior 5 years (2014-2019)

Comparative URG faculty data over the last 10 years for the COE and other ASEE-tracked institutions can be found in Table 2. Faculty data in this case only includes T/TT faculty. Data is presented for both comparative sets, and detail on rankings including percentile have been provided.

Table 2. % URG faculty for the COE, by department, T/TT only, over last 10 years (2009-2018)

	Year									
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>College of Engineering</b>	Percentage URG, all ranks									
University of Delaware	6%	6%	5%	5%	5%	6%	9%	6%	6%	8%
Average of all schools	6%	6%	7%	7%	7%	6%	7%	7%	6%	7%
UD Rank / # of Institutions	81/294	101/301	131/306	131/307	102/309	131/306	75/313	112/313	112/288	64/282
Percentile	73rd	66th	57th	57th	67th	57th	76th	64th	61st	77th
Average of comparators	5%	5%	5%	6%	5%	5%	5%	5%	6%	6%
UD Rank / # of Institutions	5/25	7/25	11/25	13/25	7/25	12/25	2/25	6/25	10/25	2/24
Percentile	80th	72nd	56th	48th	72nd	52nd	92nd	76th	60th	92nd
<b>Biomedical Engineering</b>	Percentage URG, all ranks									
University of Delaware	-	-	-	0%	33%	0%	0%	0%	0%	0%
Average of all schools	4%	5%	5%	6%	5%	6%	6%	6%	6%	6%
UD Rank / # of Institutions	-	-	-	46/106	1/107	55/109	60/114	60/120	57/117	66/124
Percentile	-	-	-	57th	99th	50th	47th	50th	51st	47th
Average of comparators	5%	5%	4%	6%	6%	5%	6%	6%	6%	6%
UD Rank / # of Institutions	-	-	-	14/20	1/21	14/21	16/21	17/22	16/22	17/23
Percentile	-	-	-	33rd	95th	33rd	24th	23rd	27th	26th
<b>Chemical Engineering</b>	Percentage URG, all ranks									
University of Delaware	14%	12%	11%	12%	9%	8%	9%	9%	9%	15%
Average of all schools	8%	8%	9%	8%	8%	8%	9%	8%	8%	8%
UD Rank / # of Institutions	21/149	40/154	46/150	44/150	56/150	55/151	56/149	57/149	56/148	22/141
Percentile	86th	74th	69th	71st	63rd	64th	62nd	62nd	62nd	84th
Average of comparators	7%	7%	7%	6%	7%	7%	8%	7%	8%	8%
UD Rank / # of Institutions	2/23	4/23	4/23	2/23	7/22	7/21	7/21	6/21	8/21	2/21
Percentile	91st	83rd	83rd	91st	68th	67th	67th	71st	62nd	90th
<b>Civil &amp; Environmental Engineering</b>	Percentage URG, all ranks									
University of Delaware	4%	4%	4%	4%	8%	9%	10%	10%	9%	12%
Average of all schools	9%	9%	10%	10%	9%	9%	9%	9%	9%	9%
UD Rank / # of Institutions	104/224	110/227	122/232	122/236	90/233	87/232	83/236	75/237	83/225	55/215
Percentile	54th	52nd	47th	48th	61st	63rd	65th	68th	63rd	74th
Average of comparators	8%	8%	8%	8%	8%	7%	6%	6%	7%	7%
UD Rank / # of Institutions	16/22	16/22	16/22	14/22	8/22	8/22	6/23	5/24	7/24	5/22
Percentile	27th	27th	27th	36th	64th	64th	74th	79th	71st	77th
<b>Computer Science</b>	Percentage URG, all ranks									
University of Delaware	5%	4%	5%	4%	4%	5%	4%	5%	5%	5%
Average of all schools	4%	3%	4%	5%	4%	4%	4%	4%	4%	4%
UD Rank / # of Institutions	46/176	45/181	55/188	59/191	62/193	54/192	63/198	65/195	60/187	60/186
Percentile	74th	75th	71st	69th	68th	72nd	68th	67th	68th	68th
Average of comparators	2%	3%	3%	4%	3%	3%	4%	4%	4%	4%
UD Rank / # of Institutions	5/21	5/21	5/21	6/21	5/20	4/21	9/20	7/20	9/20	8/21
Percentile	76th	76th	75th	71st	75th	81st	55th	65th	55th	62nd
<b>Electrical &amp; Computer Engineering</b>	Percentage URG, all ranks									
University of Delaware	12%	12%	9%	9%	10%	10%	10%	10%	10%	9%
Average of all schools	6%	7%	7%	7%	7%	7%	7%	6%	6%	6%
UD Rank / # of Institutions	40/276	43/280	74/283	79/284	63/288	51/284	58/288	56/287	54/270	60/264
Percentile	86th	85th	74th	72nd	78th	82nd	80th	80th	80th	77th
Average of comparators	5%	5%	5%	6%	4%	5%	4%	5%	5%	5%
UD Rank / # of Institutions	2/24	2/24	3/24	5/24	1/24	2/24	1/24	1/24	2/24	3/24
Percentile	92nd	92nd	88th	79th	96th	92nd	96th	96th	92nd	88th
<b>Materials Science Engineering</b>	Percentage URG, all ranks									
University of Delaware	0%	0%	0%	0%	0%	0%	7%	8%	7%	12%
Average of all schools	5%	6%	6%	5%	6%	6%	7%	6%	6%	7%
UD Rank / # of Institutions	26/54	31/55	33/55	32/56	35/57	39/58	22/64	21/64	25/63	14/64
Percentile	52nd	44th	40th	43rd	39th	33rd	66th	67th	60th	78th
Average of comparators	5%	7%	6%	6%	6%	6%	6%	6%	5%	6%
UD Rank / # of Institutions	11/18	12/18	14/18	13/18	14/19	15/19	8/20	7/20	8/20	4/20
Percentile	39th	33rd	22nd	28th	26th	21st	60th	65th	60th	80th
<b>Mechanical Engineering</b>	Percentage URG, all ranks									
University of Delaware	0%	0%	0%	0%	0%	0%	15%	0%	0%	0%
Average of all schools	6%	6%	6%	6%	6%	6%	7%	6%	6%	6%
UD Rank / # of Institutions	132/258	138/262	141/267	141/265	149/267	145/269	33/272	156/275	157/262	149/248
Percentile	49th	47th	47th	47th	44th	46th	88th	43rd	40th	40th
Average of comparators	4%	4%	6%	5%	5%	5%	6%	6%	6%	7%
UD Rank / # of Institutions	17/22	16/22	17/22	18/22	18/22	19/23	1/23	19/23	19/23	19/23
Percentile	23rd	27th	23rd	18th	18th	17th	96th	17th	17th	17th

### 3. Staff Data

#### 3.1 Gender

Figure 10 reflects the % of female COE staff by job type over the last three years. Comparative data for New Castle County is as of July 2018. Figure 11 shows the % of female COE staff by managerial role, and does not include research staff. The categorical definitions for each job type (admin, research and tech) can be found in the Appendix A.

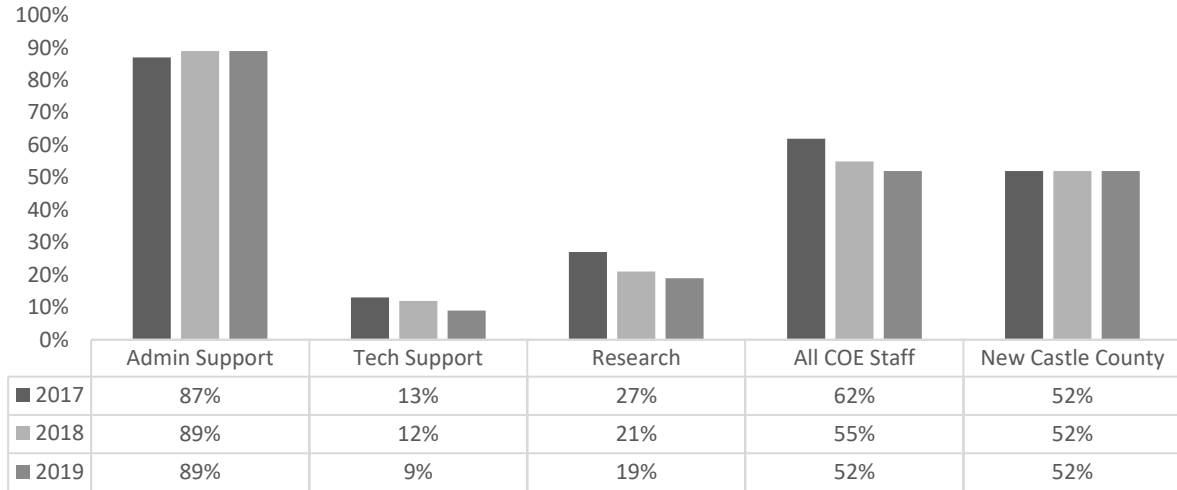


Figure 10. % Women College of Engineering administrative, technical and research support staff data by job type, Fall 2017 to Fall 2019

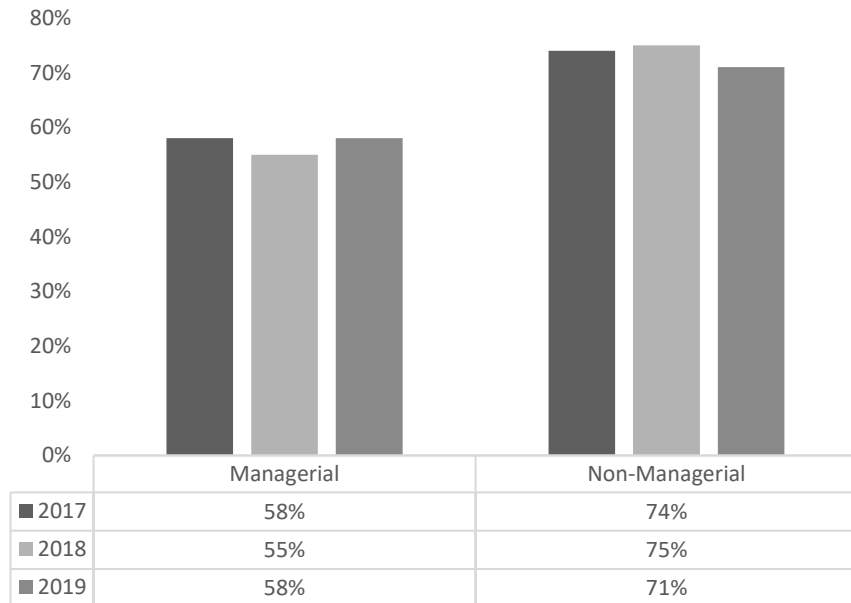


Figure 11. % Women College of Engineering administrative and technical support staff data by managerial role, Fall 2017 to Fall 2019

### 3.2 Underrepresented Status

Figure 12 reflects the breakdown of COE staff by job type and underrepresented status over the last three years. Comparative data for New Castle County is as of July 2018. Figure 13 shows the gender breakdown by managerial role, and does not include research staff. URG (non-white, non-Asian) status is determined from a staff member's Primary Ethnicity.

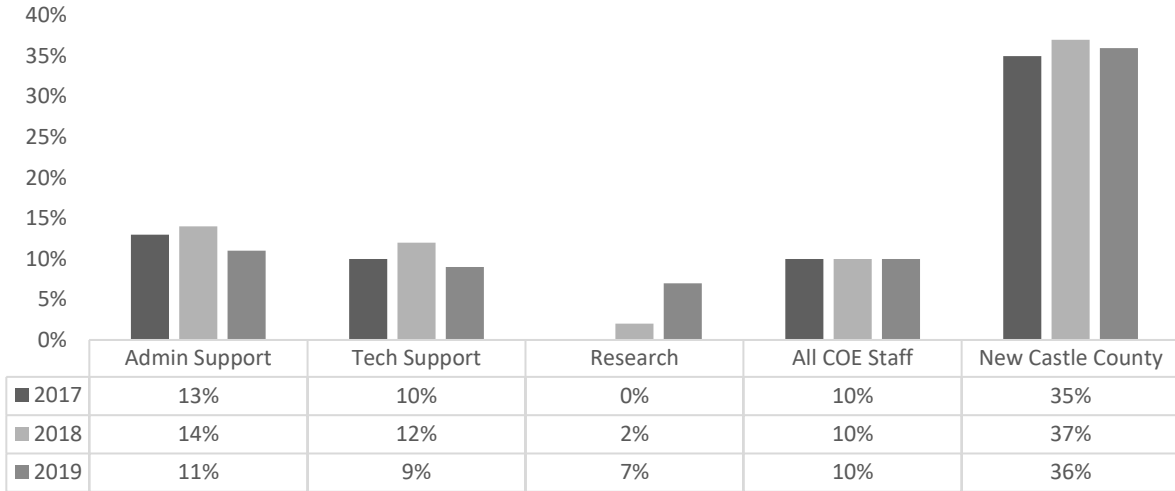


Figure 12. % URG College of Engineering administrative, technical and research support staff data by job type and URG status, Fall 2017 to Fall 2019

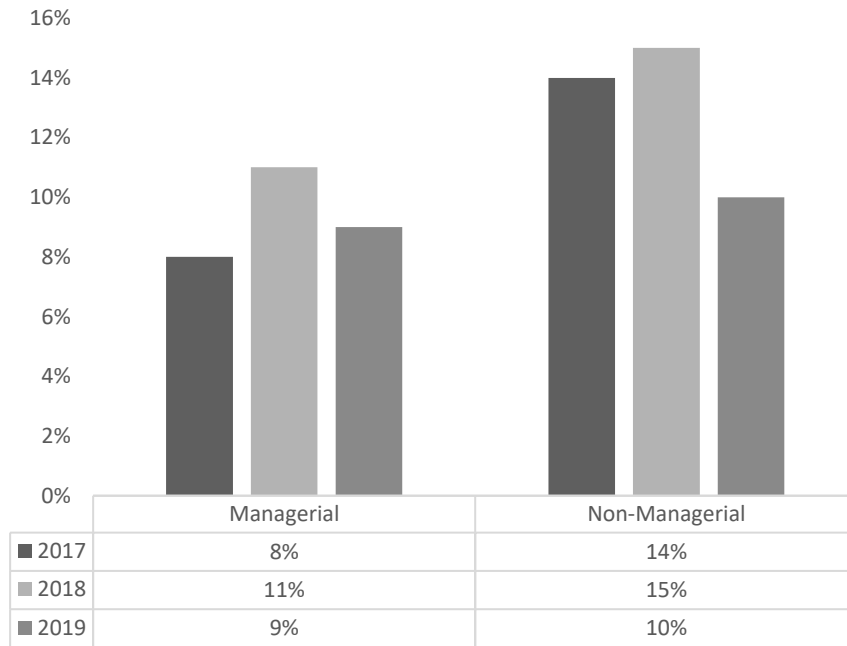


Figure 13. College of Engineering administrative and technical support staff data by managerial role and URG status, Fall 2017 to Fall 2019

## 4. Graduate Student Data

### 4.1 Overview

Notes for graduate student data:

- URG = all non-White, Non-Asian students + ½ of students indicating two or more races; determined from IPEDS Ethnicity
- % URG = Num. **domestic** URG / Num. **domestic** students
- In using ASEE data for other universities for comparison,
  - All students in civil, environmental, or civil/environmental were aggregated into CIEG.
  - All students in electrical, computer engineering, or electrical/computer engineering were aggregated into ELEG.
  - Students in Metallurgical and Materials Engineering were counted as MSEG.
  - All students in Computer Science, both inside and outside of engineering were aggregated as CISC.
  - For college-level data over time, for each school, we sum only students in the same departments/programs we have in UD COE.

Figure 14 presents the number of women, domestic URG and total Graduate students at the College of Engineering over the last 10 years

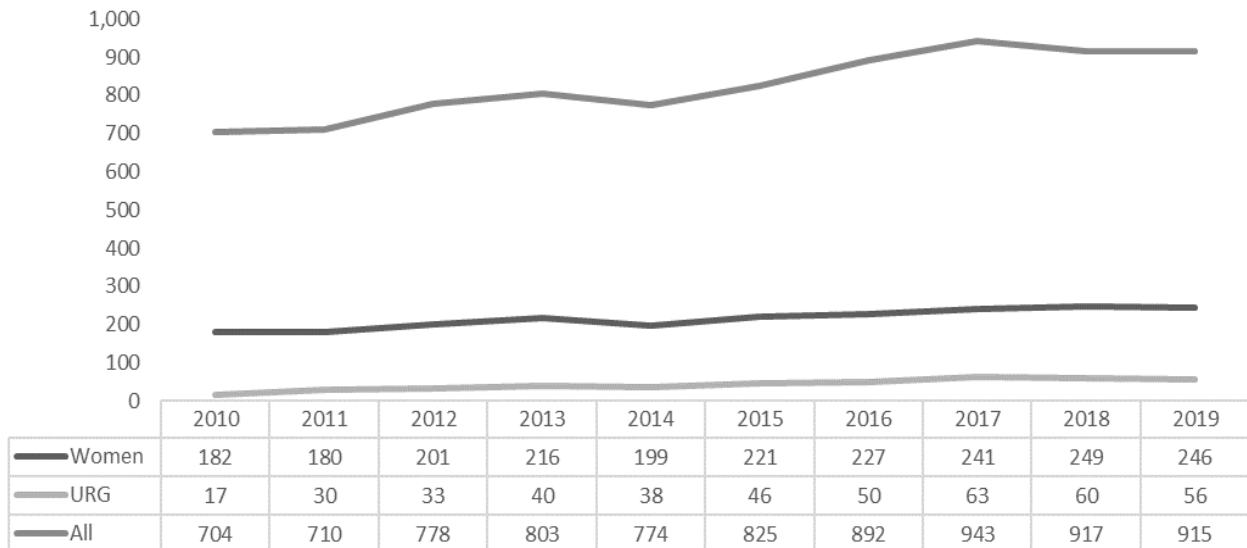


Figure 14. No. of Women, Domestic URG and All Graduate Students, COE, prior 10 years (2010-2019)



Figure 15 presents the percentage of women and domestic URG Graduate students at the College of Engineering over the last 10 years

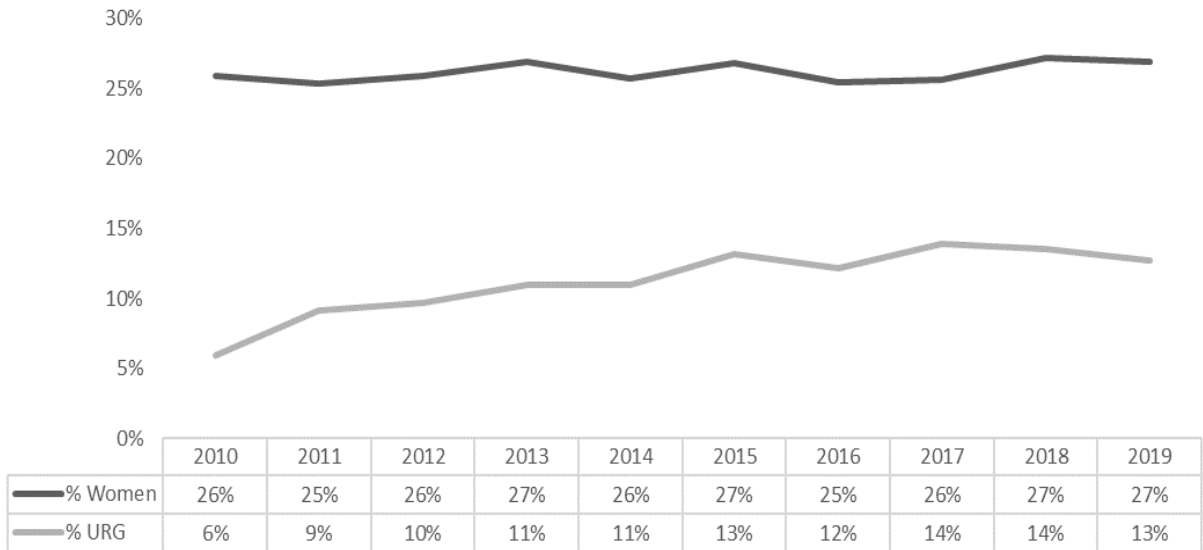


Figure 15. % Women and Domestic URG Graduate Students, COE, prior 10 years (2010-2019)

## 4.2 Gender

Figure 16 summarizes the percentage of women among all Graduate students and all incoming Graduate students as of Fall 2019 at the department level for the College of Engineering, and the % of graduating Women Graduate students for Academic Year 2018-19. Figure 17 shows the same data in absolute numbers.

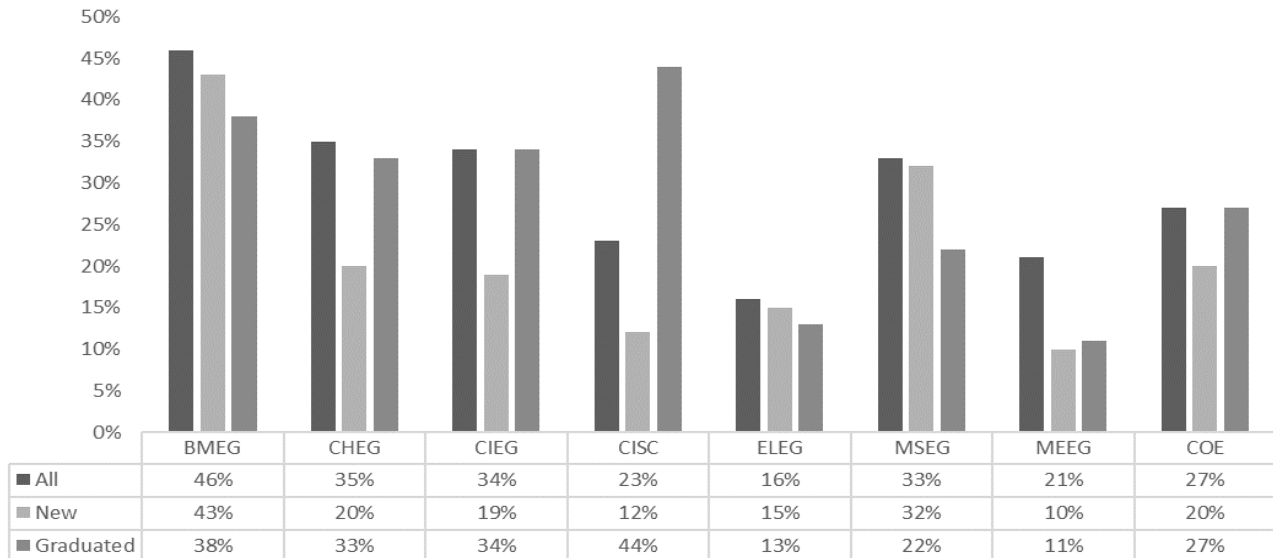


Figure 16. % of Women Graduate Students, All and New, by COE department, Fall 2019 and % of graduating Women Graduate Students by department, Academic Year 18-19

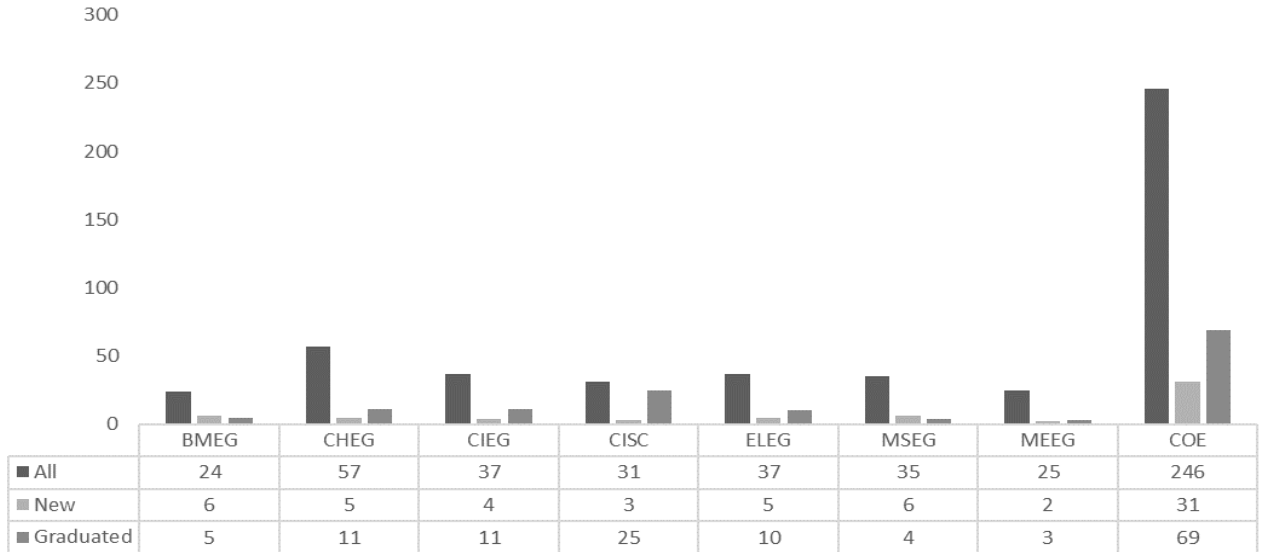


Figure 17. No. of Women Graduate Students, All and New, by COE department, Fall 2019 and No. of graduating Women Graduate Students by department, Academic Year 18-19

Figure 18 illustrates the change by department in the number of Women Graduate students at the College of Engineering over the last 10 years.

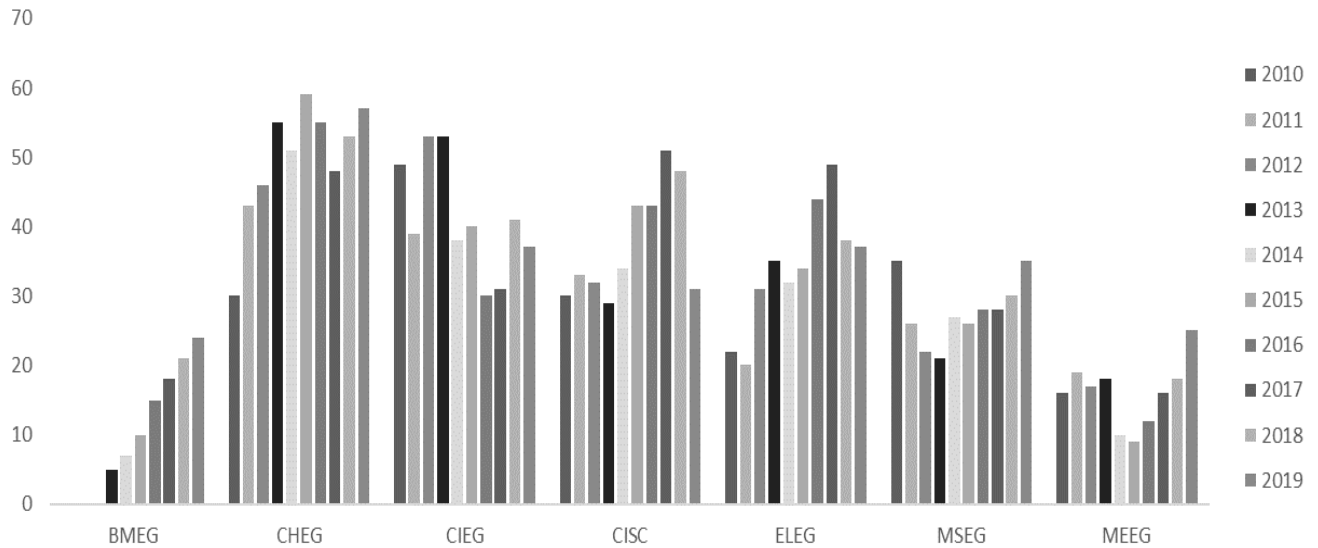


Figure 18. No. of Women Graduate students, by COE department, prior the last 10 years (2010-2019)

Comparative data for Women Graduate students over the last 10 years for the COE and other ASEE-tracked institutions can be found in Table 3

Table 3. % Women Graduate Students for the COE, by department, over last 10 years (2009-2018)

	Year									
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>College of Engineering</b>	Percentage Female, all Graduate students									
University of Delaware	27%	26%	25%	26%	27%	26%	27%	25%	26%	27%
Average of all schools	22%	22%	22%	23%	23%	24%	24%	24%	26%	26%
UD Rank / # of Institutions	33/247	46/250	58/252	58/255	56/255	67/250	59/253	92/245	90/235	80/233
Percentile	87th	82nd	77th	77th	78th	73rd	77th	62nd	62nd	66th
Average of comparators	21%	21%	21%	21%	22%	22%	22%	23%	26%	24%
UD Rank / # of Institutions	2/25	2/25	4/25	3/25	4/25	6/25	6/25	9/25	10/25	5/25
Percentile	92nd	92nd	84th	88th	84th	76th	76th	64th	60th	80th
<b>Biomedical Engineering</b>	Percentage Female, all Graduate students									
University of Delaware	-	-	-	0%	33%	39%	37%	39%	41%	47%
Average of all schools	37%	37%	38%	39%	40%	40%	40%	41%	42%	43%
UD Rank / # of Institutions	-	-	-	123/125	105/129	78/126	89/130	82/134	78/137	46/142
Percentile	-	-	-	2nd	19th	38th	32nd	39th	43rd	68th
Average of comparators	36%	35%	37%	36%	39%	39%	39%	41%	41%	42%
UD Rank / # of Institutions	-	-	-	20/20	19/21	13/21	16/21	14/22	14/22	6/23
Percentile	-	-	-	0	10th	38th	24th	36th	36th	74th
<b>Chemical Engineering</b>	Percentage Female, all Graduate students									
University of Delaware	31%	25%	30%	31%	37%	34%	37%	39%	33%	34%
Average of all schools	32%	32%	33%	32%	32%	32%	32%	32%	32%	32%
UD Rank / # of Institutions	78/141	104/142	83/142	77/144	33/143	53/142	38/142	24/138	62/138	51/134
Percentile	45th	27th	42nd	47th	77th	63rd	73rd	83rd	55th	62nd
Average of comparators	32%	31%	31%	31%	31%	31%	31%	32%	31%	32%
UD Rank / # of Institutions	13/22	20/22	13/22	10/22	4/22	9/22	6/22	2/23	9/23	7/23
Percentile	41st	9th	41st	55th	82nd	59th	73rd	91st	61st	70th
<b>Civil &amp; Environmental Engineering</b>	Percentage Female, all Graduate students									
University of Delaware	28%	31%	34%	35%	33%	32%	33%	27%	30%	37%
Average of all schools	28%	29%	29%	29%	29%	30%	30%	30%	31%	32%
UD Rank / # of Institutions	92/200	68/201	45/200	43/201	55/199	56/198	50/195	112/193	91/190	45/188
Percentile	54th	66th	78th	79th	72nd	72nd	74th	42nd	52nd	76th
Average of comparators	26%	27%	28%	28%	29%	29%	30%	31%	32%	31%
UD Rank / # of Institutions	9/23	9/23	5/23	5/23	6/23	8/23	9/23	18/24	14/24	5/24
Percentile	61st	61st	78th	78th	74th	65th	61st	25th	42nd	79th
<b>Computer Science</b>	Percentage Female, all Graduate students									
University of Delaware	28%	25%	25%	24%	21%	23%	28%	29%	31%	31%
Average of all schools	21%	20%	20%	21%	22%	23%	24%	25%	28%	27%
UD Rank / # of Institutions	27/173	38/175	47/185	59/184	102/183	83/177	52/185	47/176	32/174	40/176
Percentile	84th	78th	75th	68th	44th	53rd	72nd	73rd	82nd	77th
Average of comparators	18%	18%	18%	19%	20%	19%	19%	19%	30%	23%
UD Rank / # of Institutions	1/22	1/21	1/22	5/22	9/21	7/22	2/21	2/21	2/21	2/22
Percentile	95th	95th	95th	77th	57th	68th	90th	90th	90th	91st
<b>Electrical &amp; Computer Engineering</b>	Percentage Female, all Graduate students									
University of Delaware	16%	16%	14%	19%	21%	18%	16%	16%	16%	16%
Average of all schools	18%	18%	18%	19%	20%	21%	21%	21%	21%	22%
UD Rank / # of Institutions	150/229	141/233	159/232	83/234	82/234	129/229	173/231	166/223	153/216	156/215
Percentile	34th	39th	31st	65th	65th	44th	25th	26th	29th	27th
Average of comparators	16%	16%	16%	17%	18%	19%	19%	20%	20%	20%
UD Rank / # of Institutions	13/24	11/24	16/24	8/24	7/24	15/24	21/24	21/24	21/24	23/25
Percentile	46th	54th	33rd	67th	71st	38th	13th	13th	13th	8th
<b>Materials Science Engineering</b>	Percentage Female, all Graduate students									
University of Delaware	41%	43%	33%	28%	27%	34%	37%	33%	32%	30%
Average of all schools	27%	27%	27%	27%	28%	28%	28%	29%	29%	30%
UD Rank / # of Institutions	8/88	6/87	21/90	37/94	50/97	18/98	8/96	18/98	33/97	44/99
Percentile	91st	93rd	77th	61st	48th	82nd	92nd	82nd	66th	56th
Average of comparators	27%	27%	27%	27%	27%	26%	27%	29%	29%	30%
UD Rank / # of Institutions	2/20	1/19	5/20	8/20	11/22	4/22	2/23	4/23	7/23	13/23
Percentile	90th	95th	75th	60th	50th	82nd	91st	83rd	70th	43rd
<b>Mechanical Engineering</b>	Percentage Female, all Graduate students									
University of Delaware	29%	17%	18%	18%	19%	11%	12%	14%	15%	15%
Average of all schools	14%	14%	14%	14%	15%	15%	15%	15%	15%	16%
UD Rank / # of Institutions	7/218	56/220	42/222	51/223	45/224	140/219	143/220	98/211	83/209	113/209
Percentile	97th	75th	81st	77th	80th	36th	35th	54th	60th	46th
Average of comparators	14%	13%	14%	15%	14%	14%	15%	15%	16%	16%
UD Rank / # of Institutions	1/24	3/24	3/24	5/24	3/24	23/24	20/24	13/24	11/24	16/25
Percentile	96th	88th	88th	79th	88th	4th	17th	46th	54th	36th

### 4.3 Underrepresented Status

Figure 19 summarizes the percentage of URG students among all Graduate students and all incoming Graduate students as of Fall 2019 at the department level for the College of Engineering, and the % of graduating URG Graduate students for Academic Year 2018-19. Figure 20 shows the same data in absolute numbers.

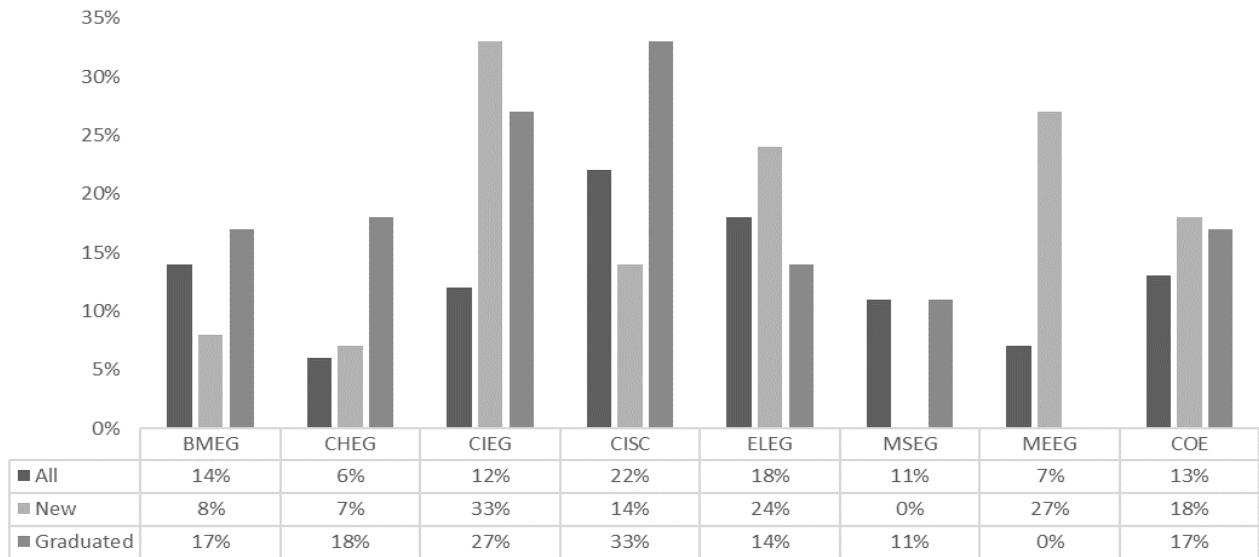


Figure 19. % of URG Graduate Students, All and New, by COE department, Fall 2019 and % of graduating URG Graduate Students by department, Academic Year 18-19

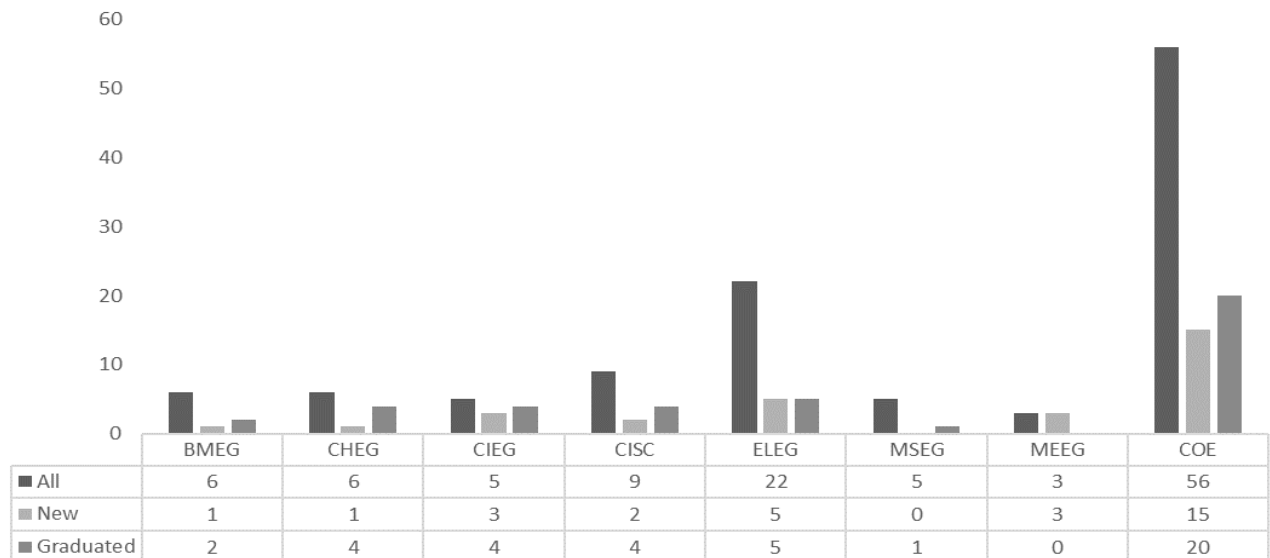


Figure 20. No. of URG Graduate Students, All and New, by COE department, Fall 2019 and No. of graduating URG Graduate Students by department, Academic Year 18-19

Figure 21 illustrates the change by department in the number of URG Graduate students at the College of Engineering over the last 10 years.

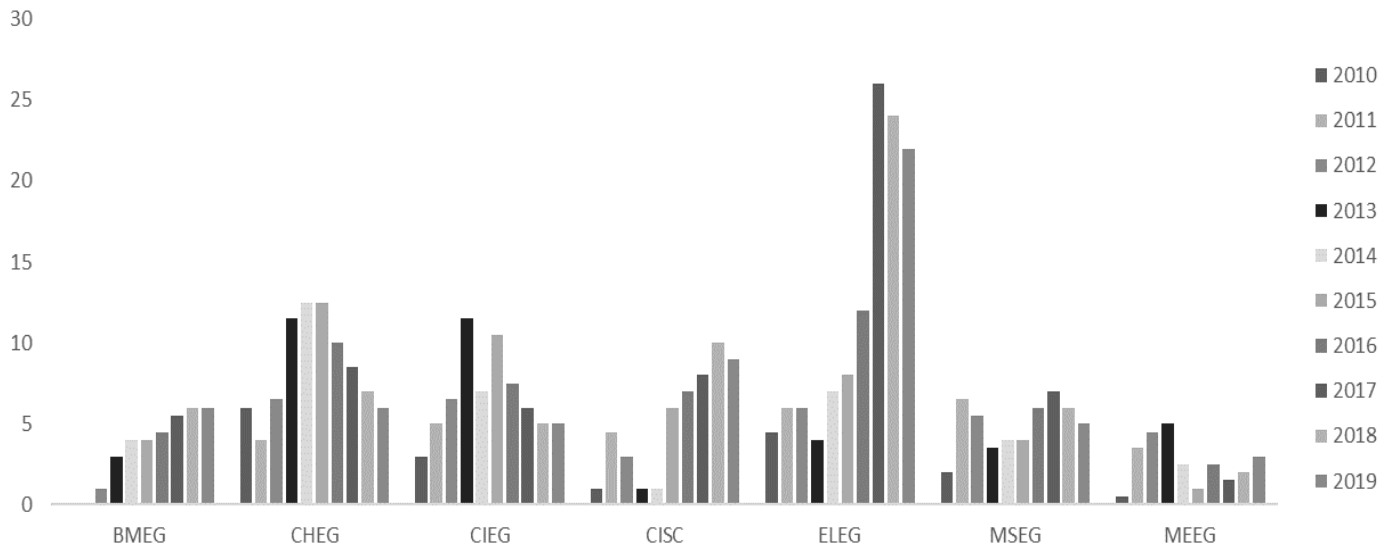


Figure 21. No. of URG Graduate students, by COE department, prior 10 years (2010-2019)

Comparative data for URG Graduate students over the last 10 years for the COE and other ASEE-tracked institutions can be found in Table 4.

Table 4. % URG Graduate Students for the COE, by department, over last 10 years (2009-2018)

	Year									
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>College of Engineering</b>	Percentage URG, all Domestic Graduate students									
University of Delaware	5%	6%	9%	10%	11%	11%	13%	12%	14%	14%
Average of all schools	11%	12%	11%	14%	14%	15%	15%	15%	16%	16%
UD Rank / # of Institutions	187/246	192/249	134/251	143/254	123/251	130/248	108/250	130/245	98/234	110/233
Percentile	24th	23rd	47th	44th	51st	48th	57th	47th	58th	53rd
Average of comparators	9%	9%	9%	10%	11%	12%	12%	13%	12%	13%
UD Rank / # of Institutions	23/25	22/25	12/25	11/25	10/25	14/25	7/25	12/25	8/25	10/25
Percentile	8th	12th	52nd	56th	60th	44th	72nd	52nd	68th	60th
<b>Biomedical Engineering</b>	Percentage URG, all Domestic Graduate students									
University of Delaware	-	-	-	25%	25%	27%	18%	14%	14%	12%
Average of all schools	10%	10%	10%	11%	12%	13%	13%	14%	16%	16%
UD Rank / # of Institutions	-	-	-	12/124	22/128	13/125	34/129	74/134	71/137	94/141
Percentile	-	-	-	90th	83rd	90th	74th	45th	48th	33rd
Average of comparators	8%	9%	9%	10%	11%	12%	13%	14%	15%	15%
UD Rank / # of Institutions	-	-	-	1/21	1/21	1/21	4/21	14/21	14/21	17/23
Percentile	-	-	-	95th	95th	95th	81st	36th	36th	26th
<b>Chemical Engineering</b>	Percentage URG, all Domestic Graduate students									
University of Delaware	5%	7%	4%	6%	10%	11%	10%	9%	9%	8%
Average of all schools	11%	12%	11%	12%	13%	13%	13%	14%	14%	14%
UD Rank / # of Institutions	98/140	91/141	110/110	93/144	66/143	73/140	80/138	88/136	96/138	93/133
Percentile	30th	35th	21st	35th	54th	48th	42nd	35th	30th	30th
Average of comparators	10%	10%	8%	9%	11%	11%	12%	11%	12%	12%
UD Rank / # of Institutions	18/22	16/22	18/22	13/22	9/22	10/22	11/22	12/23	14/23	16/23
Percentile	18th	27th	18th	41st	59th	55th	50th	48th	39th	30th
<b>Civil &amp; Environmental Engineering</b>	Percentage URG, all Domestic Graduate students									
University of Delaware	4%	6%	9%	9%	17%	15%	21%	18%	15%	14%
Average of all schools	13%	15%	16%	17%	17%	17%	17%	17%	19%	20%
UD Rank / # of Institutions	150/199	143/201	112/199	117/200	65/199	75/197	53/194	62/192	84/189	104/187
Percentile	25th	29th	44th	42nd	67th	62nd	73rd	68th	56th	44th
Average of comparators	9%	9%	9%	11%	13%	13%	14%	14%	14%	15%
UD Rank / # of Institutions	20/23	17/23	12/23	11/23	4/23	8/23	4/23	5/24	10/24	12/24
Percentile	13th	26th	48th	52nd	83rd	65th	83rd	79th	58th	50th
<b>Computer Science</b>	Percentage URG, all Domestic Graduate students									
University of Delaware	7%	3%	11%	8%	3%	4%	18%	18%	20%	27%
Average of all schools	10%	12%	12%	12%	14%	15%	14%	15%	14%	16%
UD Rank / # of Institutions	91/173	143/175	68/185	95/184	143/182	144/175	38/184	46/175	49/174	24/175
Percentile	47th	18th	63rd	48th	21st	18th	79th	74th	72nd	86th
Average of comparators	8%	9%	8%	8%	9%	12%	13%	13%	10%	12%
UD Rank / # of Institutions	11/22	20/21	6/22	8/22	18/21	18/22	3/21	4/21	3/21	1/22
Percentile	50th	5th	73rd	64th	14th	18th	86th	81st	86th	95th
<b>Electrical &amp; Computer Engineering</b>	Percentage URG, all Domestic Graduate students									
University of Delaware	10%	8%	10%	10%	6%	10%	12%	10%	17%	19%
Average of all schools	12%	14%	14%	15%	15%	16%	16%	16%	16%	16%
UD Rank / # of Institutions	107/227	145/231	138/231	141/232	182/232	146/227	129/229	131/219	75/215	66/214
Percentile	53rd	37th	40th	39th	22nd	36th	44th	40th	65th	69th
Average of comparators	11%	11%	11%	12%	13%	10%	13%	13%	15%	14%
UD Rank / # of Institutions	10/24	17/24	13/24	12/24	21/24	17/24	11/24	14/24	10/24	6/25
Percentile	58th	29th	46th	50th	13th	29th	54th	42nd	58th	76th
<b>Materials Science Engineering</b>	Percentage URG, all Domestic Graduate students									
University of Delaware	3%	7%	21%	17%	12%	13%	14%	14%	15%	13%
Average of all schools	10%	10%	10%	12%	11%	12%	12%	13%	14%	15%
UD Rank / # of Institutions	53/86	46/87	14/90	18/94	36/96	35/98	38/95	40/96	40/96	52/98
Percentile	38th	47th	84th	81st	63rd	64th	60th	58th	58th	47th
Average of comparators	7%	7%	8%	10%	9%	10%	11%	12%	12%	14%
UD Rank / # of Institutions	15/20	8/19	1/20	2/20	6/22	4/22	7/23	8/23	8/23	11/23
Percentile	25th	58th	95th	90th	73rd	82nd	70th	65th	65th	52nd
<b>Mechanical Engineering</b>	Percentage URG, all Domestic Graduate students									
University of Delaware	4%	1%	11%	13%	12%	7%	3%	8%	4%	7%
Average of all schools	10%	11%	12%	13%	13%	13%	14%	15%	15%	16%
UD Rank / # of Institutions	155/217	190/219	94/221	87/221	98/222	151/217	184/219	140/210	183/209	163/209
Percentile	29th	13th	57th	61st	56th	30th	16th	33rd	12th	22nd
Average of comparators	8%	9%	9%	9%	9%	10%	11%	11%	11%	12%
UD Rank / # of Institutions	20/24	24/24	7/24	6/24	6/24	16/24	23/24	17/24	23/24	20/25
Percentile	17th	0	71st	75th	75th	33rd	4th	29th	4th	20th

## 5. Undergraduate Student Data

### 5.1 Overview

Notes on undergraduate student data

- URG = all non-White, Non-Asian students + ½ of students indicating two or more races; determined from IPEDS Ethnicity
- % URG = Num. URG / All students
- Data for student was computed for each engineering program, not department: biomedical engineering, chemical engineering, civil engineering, computer science, computer engineering, construction management, electrical engineering, environmental engineering, material sciences, mechanical engineering and engineering undeclared (see relationship between departments and programs in Appendix A).
- In using ASEE data for other universities for comparison,
  - For Computer Science, all BA and BS programs were aggregated.
  - For college-level data over time, for each school, we sum only students in the same departments/programs we have in UD COE.
  - Comparative metrics are not available for engineering undeclared programs. Figures are not shown for construction management and materials science programs owing to small numbers of students in these recently-added UD COE offerings.

Figure 22 presents the number of women, URG and total Undergraduate students at the College of Engineering over the last 10 years.



Figure 22. No. of Women, URG and All Undergraduate Students, COE, prior 10 years (2009-2018)

Figure 23 presents the number of women, URG and total Undergraduate students at the College of Engineering over the last 10 years.

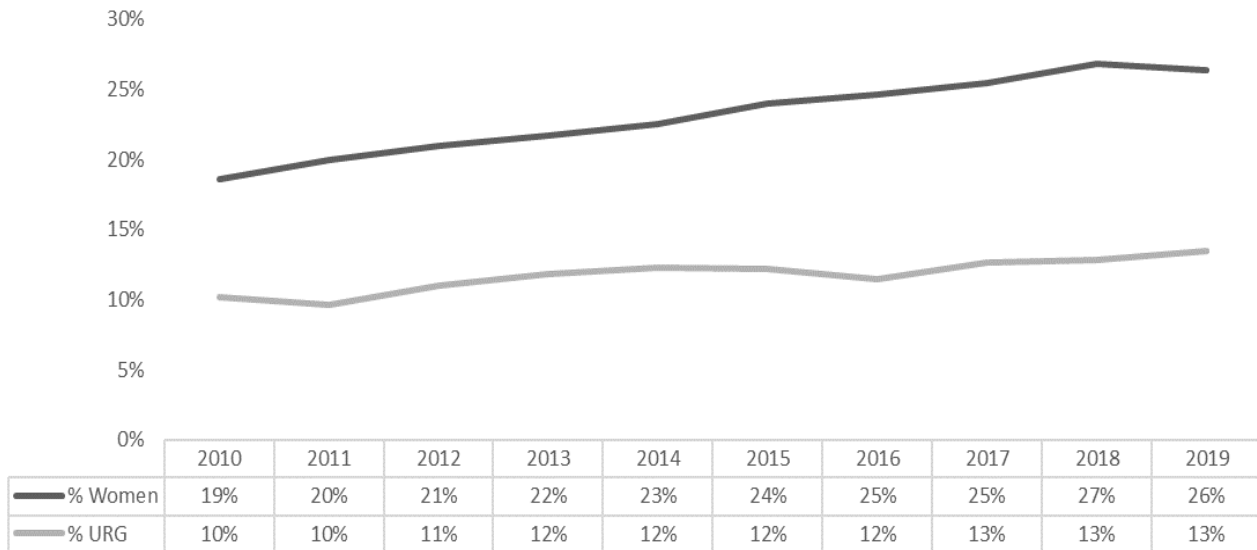


Figure 23. % of Women, and URG Undergraduate Students, COE, prior 10 years (2010-2019)

## 5.2 Gender

Figure 24 summarizes the percentage of women among all Undergraduate students and all incoming Undergraduate students as of Fall 2018 at the program level for the College of Engineering, and the % of graduating Women Undergraduate students for Academic Year 2018-19. Figure 25 shows the same data in absolute numbers. **Note** – Students cannot graduate from engineering undeclared program; construction management and materials science programs are less than 3 years old.

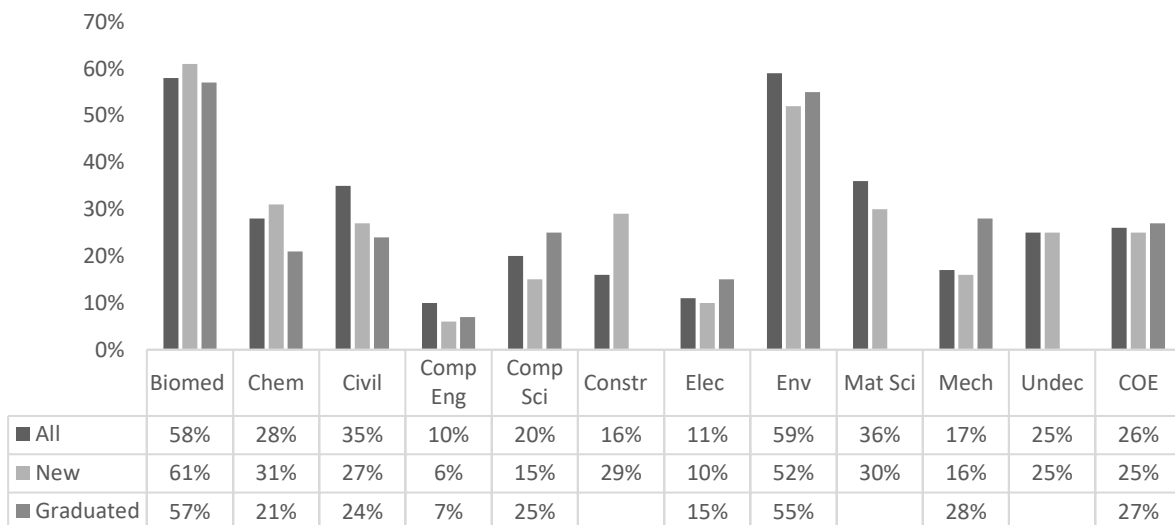


Figure 24. % of Women Undergraduate Students, All and New, by COE department, Fall 2019 and % of graduating Women Undergraduate Students by program, Academic Year 18-19



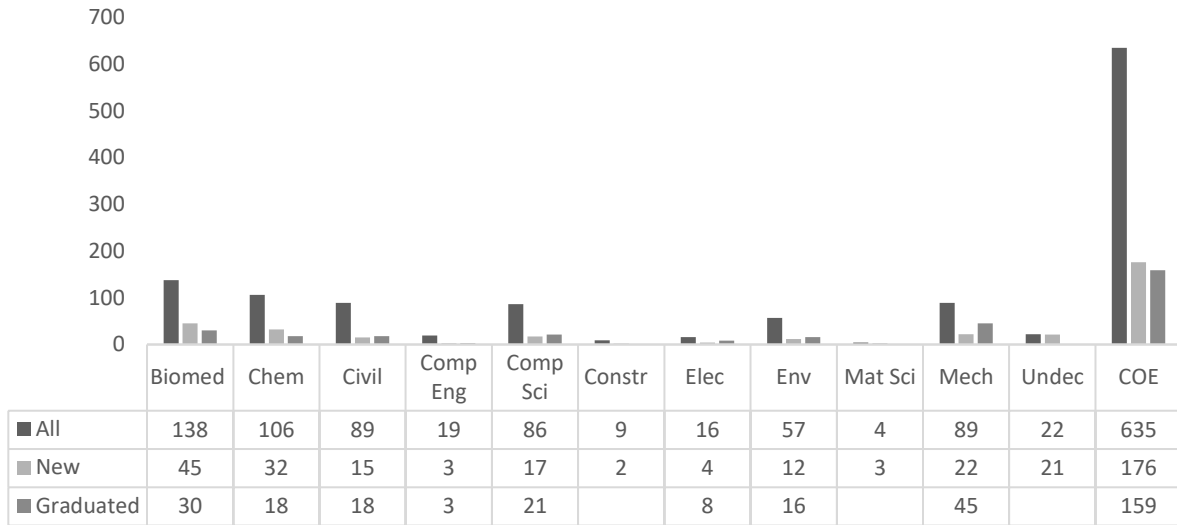


Figure 25. No. of Women Undergraduate Students, All and New, by COE department, Fall 2019 and No. of graduating Women Undergraduate Students by program, Academic Year 18-19

Figure 26 illustrates the change by program in the number of Women Undergraduate students at the College of Engineering over the last 10 years.

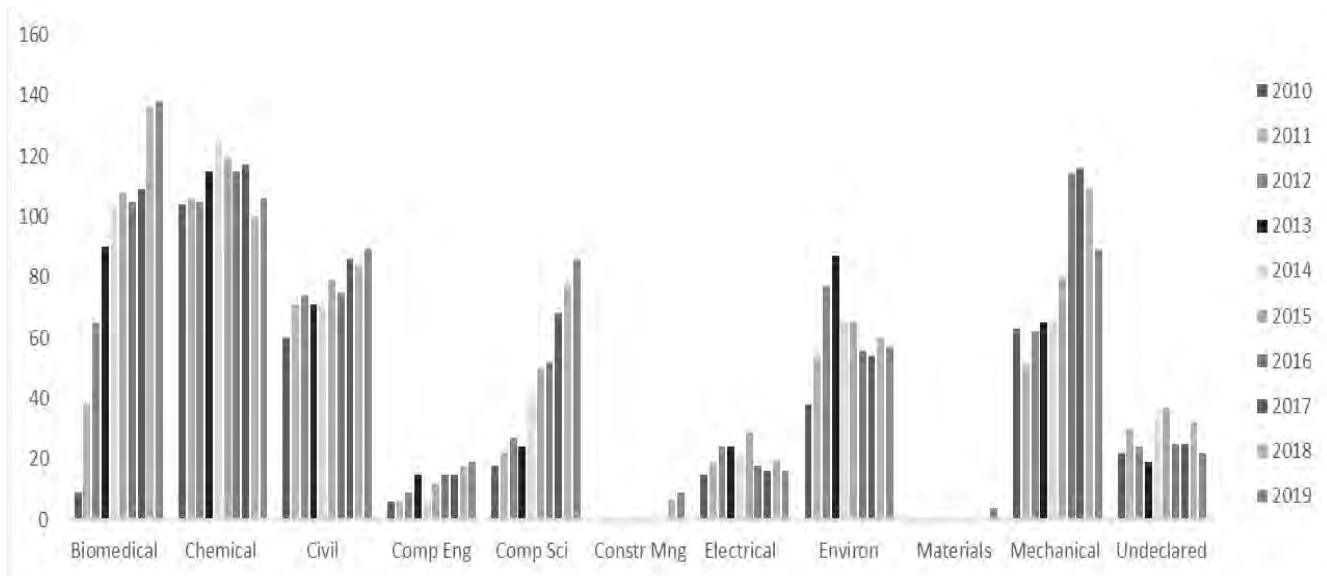


Figure 26. No. of Women Undergraduate students, by COE program, prior 10 years (2010-2019)

Comparative data for Women Undergraduate students over the last 10 years for the COE and other ASEE-tracked institutions can be found in Table 5.

Table 5. % Women Undergraduate Students for the COE, by program, over last 10 years (2009-2018)

	Year									
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>College of Engineering</b>	Percentage Female, all UGRAD Students									
University of Delaware	18%	18%	18%	21%	22%	22%	24%	24%	25%	27%
Average of all schools	17%	17%	17%	18%	18%	19%	20%	21%	21%	22%
UD Rank / # of Institutions	109/307	110/310	110/313	80/315	83/318	79/316	81/318	79/309	67/287	58/284
Percentile	64th	65th	65th	75th	74th	75th	75th	74th	77th	80th
Average of comparators	17%	18%	18%	19%	20%	20%	21%	22%	23%	24%
UD Rank / # of Institutions	8/24	9/24	12/27	7/24	9/24	8/24	7/24	7/24	7/24	5/23
Percentile	67th	63rd	50th	71st	63rd	67th	71st	71st	71st	80th
<b>Biomedical Engineering</b>	Percentage Female, all UGRAD Students									
University of Delaware	-	-	-	43%	44%	49%	49%	53%	53%	57%
Average of all schools	38%	39%	40%	40%	41%	43%	44%	47%	48%	50%
UD Rank / # of Institutions	-	-	-	33/118	41/115	23/120	31/125	26/130	33/132	18/135
Percentile	-	-	-	72nd	64th	81st	75th	80th	75th	87th
Average of comparators	38%	39%	39%	40%	42%	43%	45%	47%	49%	50%
UD Rank / # of Institutions	-	-	-	9/19	9/19	3/20	4/20	2/20	3/20	1/21
Percentile	-	-	-	53rd	53rd	85th	80th	90th	85th	95th
<b>Chemical Engineering</b>	Percentage Female, all UGRAD Students									
University of Delaware	28%	29%	27%	25%	26%	27%	28%	28%	27%	25%
Average of all schools	33%	32%	32%	32%	33%	33%	34%	35%	36%	37%
UD Rank / # of Institutions	108/160	104/161	119/161	137/161	139/161	133/161	130/157	132/157	141/157	143/152
Percentile	33rd	35th	26th	15th	14th	17th	17th	16th	10th	6th
Average of comparators	30%	29%	30%	30%	31%	31%	32%	33%	35%	36%
UD Rank / # of Institutions	17/23	14/23	17/23	18/23	20/23	19/23	18/23	21/23	23/23	23/23
Percentile	26th	39th	26th	22nd	13th	17th	22nd	9th	0	0
<b>Civil Engineering</b>	Percentage Female, all UGRAD Students									
University of Delaware	19%	18%	20%	19%	18%	19%	21%	24%	30%	31%
Average of all schools	20%	21%	21%	21%	22%	23%	24%	25%	25%	26%
UD Rank / # of Institutions	113/216	127/217	112/221	125/223	157/224	161/224	117/212	106/206	62/201	53/197
Percentile	48th	41st	49th	44th	30th	28th	45th	49th	69th	73rd
Average of comparators	20%	20%	20%	21%	23%	24%	25%	26%	27%	27%
UD Rank / # of Institutions	11/21	11/21	9/21	14/21	17/22	18/22	14/22	12/22	8/22	5/22
Percentile	48th	48th	57th	33rd	23rd	18th	36th	45th	64th	77th
<b>Computer Engineering</b>	Percentage Female, all UGRAD Students									
University of Delaware	9%	7%	7%	9%	12%	6%	9%	9%	8%	10%
Average of all schools	10%	10%	10%	11%	11%	12%	12%	13%	14%	14%
UD Rank / # of Institutions	102/177	124/179	139/181	110/183	73/188	160/183	137/187	130/181	158/184	133/186
Percentile	42nd	31st	23rd	40th	61st	13th	27th	28th	14th	28th
Average of comparators	8%	9%	9%	9%	10%	10%	12%	11%	12%	14%
UD Rank / # of Institutions	11/21	17/21	16/21	11/20	8/21	19/19	14/19	13/20	18/20	19/21
Percentile	48th	19th	24th	45th	62nd	0	26th	35th	10th	10th
<b>Computer Science</b>	Percentage Female, all UGRAD Students									
University of Delaware	9%	10%	10%	11%	10%	15%	18%	19%	22%	22%
Average of all schools	12%	13%	13%	14%	14%	15%	16%	17%	18%	19%
UD Rank / # of Institutions	147/215	133/213	150/224	140/221	169/222	73/219	62/224	66/224	53/218	53/216
Percentile	32nd	38th	33rd	37th	24th	67th	72nd	71st	76th	75th
Average of comparators	10%	10%	12%	12%	13%	14%	16%	17%	18%	19%
UD Rank / # of Institutions	14/23	10/22	18/23	14/22	21/22	9/23	6/22	5/23	5/23	5/24
Percentile	39th	55th	22nd	36th	5th	61st	73rd	78th	78th	79th
<b>Electrical Engineering</b>	Percentage Female, all UGRAD Students									
University of Delaware	10%	11%	12%	14%	14%	10%	13%	8%	8%	12%
Average of all schools	11%	12%	11%	12%	12%	12%	13%	14%	14%	14%
UD Rank / # of Institutions	131/250	130/252	110/257	67/261	74/262	158/257	102/247	224/243	215/234	164/233
Percentile	48th	48th	57th	74th	72nd	39th	59th	8th	8th	30th
Average of comparators	11%	11%	12%	12%	13%	13%	14%	14%	15%	16%
UD Rank / # of Institutions	13/22	11/22	11/22	5/22	9/22	18/22	13/21	21/21	20/21	18/22
Percentile	41st	50th	50th	77th	59th	18th	38th	0	5th	18th
<b>Environmental Engineering</b>	Percentage Female, all UGRAD Students									
University of Delaware	45%	41%	50%	46%	46%	46%	50%	47%	50%	56%
Average of all schools	42%	42%	44%	43%	44%	47%	47%	49%	51%	53%
UD Rank / # of Institutions	31/65	40/63	25/65	24/65	33/65	35/64	33/68	43/74	48/76	33/77
Percentile	52nd	37th	62nd	63rd	49th	45th	51st	42nd	37th	57th
Average of comparators	44%	41%	46%	45%	48%	49%	52%	47%	50%	52%
UD Rank / # of Institutions	3/6	3/6	2/7	2/7	5/8	5/8	5/9	7/12	7/12	5/12
Percentile	50th	50th	71st	71st	38th	38th	44th	43rd	42nd	58th
<b>Mechanical Engineering</b>	Percentage Female, all UGRAD Students									
University of Delaware	12%	12%	11%	13%	15%	15%	15%	21%	21%	20%
Average of all schools	11%	11%	12%	12%	13%	13%	14%	14%	15%	16%
UD Rank / # of Institutions	98/276	106/278	139/282	100/285	93/288	96/290	95/286	48/276	44/269	63/266
Percentile	64th	62nd	51st	65th	68th	67th	67th	83rd	80th	76th
Average of comparators	11%	11%	12%	13%	13%	14%	15%	16%	17%	17%
UD Rank / # of Institutions	8/24	9/24	14/24	13/24	8/24	7/24	11/24	6/24	5/24	7/25
Percentile	67th	63rd	42nd	46th	67th	71st	54th	75th	79th	72nd

### 5.3 Underrepresented Status

Figure 27 summarizes the percentage of URG students among all Undergraduate students and all incoming Undergraduate students as of Fall 2019 at the program level for the College of Engineering, and the % of graduating URG Undergraduate students for Academic Year 2018-19. Figure 28 shows the same data in absolute numbers. **Note** – Students cannot graduate from engineering undeclared program; construction management and materials science programs are less than 3 years old.

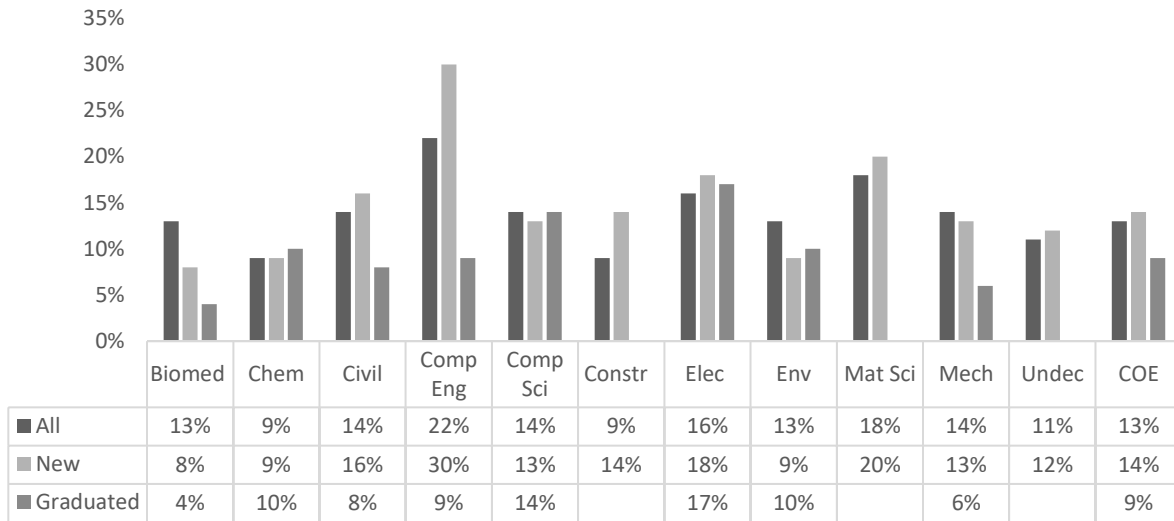


Figure 27. % of URG Undergraduate Students, All and New, by COE department, Fall 2019 and % of graduating URG Undergraduate Students by program, Academic Year 18-19

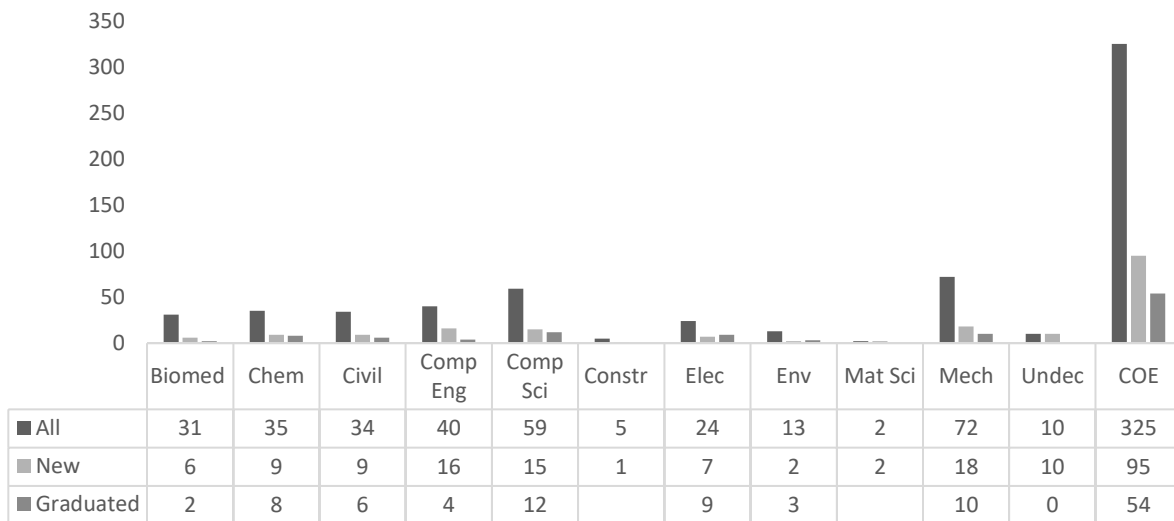


Figure 28. No. of URG Undergraduate Students, All and New, by COE department, Fall 2019 and No. of graduating URG Undergraduate Students by program, Academic Year 18-19

Figure 29 illustrates the change by program in the number of URG Undergraduate students at the College of Engineering over the last 10 years.

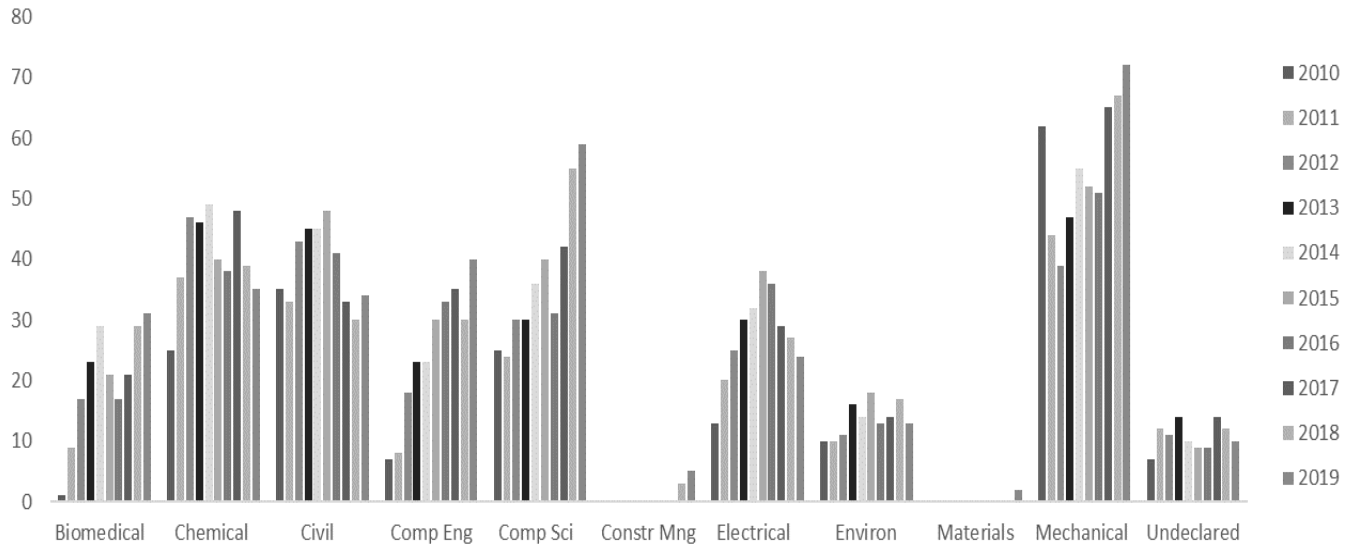


Figure 29. No. of URG Undergraduate students, by COE program, prior 10 years (2010-2019)

Comparative data for URG Undergraduate students over the last 10 years for the COE and other ASEE-tracked institutions can be found in Table 6.

Table 6. % URG Undergraduate Students for the COE, by program, over last 10 years (2009-2018)

	Year									
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
<b>College of Engineering</b>	Percentage URG, all UGRAD Students									
University of Delaware	9%	9%	8%	10%	11%	12%	12%	11%	12%	12%
Average of all schools	17%	18%	18%	18%	18%	19%	19%	19%	20%	20%
UD Rank / # of Institutions	165/307	182/310	224/313	187/315	176/318	169/316	178/318	192/309	179/287	180/284
Percentile	46th	41st	28th	41st	45th	47th	44th	38th	38th	37th
Average of comparators	9%	9%	10%	10%	11%	11%	11%	12%	12%	12%
UD Rank / # of Institutions	7/24	9/24	14/24	9/24	9/24	7/24	9/24	11/24	11/24	11/25
Percentile	71st	63rd	42nd	63rd	63rd	71st	63rd	54th	54th	56th
<b>Biomedical Engineering</b>	Percentage URG, all UGRAD Students									
University of Delaware	-	-	-	9%	9%	13%	9%	8%	9%	10%
Average of all schools	11%	12%	13%	14%	15%	15%	16%	17%	18%	18%
UD Rank / # of Institutions	-	-	-	80/116	87/115	62/120	103/126	113/130	109/132	111/139
Percentile	-	-	-	31st	24th	48th	18th	13th	17th	20th
Average of comparators	8%	9%	10%	10%	11%	11%	11%	12%	12%	13%
UD Rank / # of Institutions	-	-	-	11/20	11/20	7/20	15/20	19/20	15/20	15/21
Percentile	-	-	-	45th	45th	65th	25th	5th	25th	29th
<b>Chemical Engineering</b>	Percentage URG, all UGRAD Students									
University of Delaware	7%	6%	7%	10%	10%	10%	9%	9%	11%	10%
Average of all schools	14%	15%	15%	15%	15%	16%	15%	16%	17%	17%
UD Rank / # of Institutions	112/160	121/161	119/161	89/161	87/161	92/160	107/157	107/157	97/157	111/152
Percentile	30th	25th	26th	45th	46th	43rd	32nd	32nd	38th	27th
Average of comparators	8%	9%	10%	10%	10%	10%	10%	11%	12%	12%
UD Rank / # of Institutions	14/23	17/23	17/23	6/23	7/23	10/23	13/23	13/23	11/23	14/23
Percentile	39th	26th	26th	74th	70th	57th	43rd	43rd	52nd	39th
<b>Civil Engineering</b>	Percentage URG, all UGRAD Students									
University of Delaware	11%	9%	7%	11%	11%	12%	12%	13%	11%	11%
Average of all schools	20%	20%	21%	21%	22%	23%	22%	23%	24%	25%
UD Rank / # of Institutions	101/216	126/217	166/222	135/223	137/224	133/224	133/212	125/206	143/201	144/197
Percentile	53rd	42nd	25th	39th	38th	41st	37th	39th	29th	27th
Average of comparators	9%	9%	11%	11%	12%	13%	13%	14%	14%	15%
UD Rank / # of Institutions	5/21	6/21	14/21	6/21	9/22	9/22	10/22	12/22	14/22	16/22
Percentile	76th	71st	33rd	71st	59th	59th	55th	45th	36th	27th
<b>Computer Engineering</b>	Percentage URG, all UGRAD Students									
University of Delaware	7%	9%	8%	16%	16%	18%	22%	22%	19%	16%
Average of all schools	24%	25%	25%	26%	23%	23%	22%	22%	22%	22%
UD Rank / # of Institutions	131/177	132/179	139/181	92/183	88/188	74/183	63/187	56/181	71/184	99/186
Percentile	26th	26th	23rd	50th	53rd	60th	66th	69th	61st	47th
Average of comparators	10%	11%	11%	11%	10%	11%	11%	11%	11%	12%
UD Rank / # of Institutions	14/21	13/21	17/21	6/20	4/21	3/19	1/19	2/20	4/20	7/21
Percentile	33rd	38th	19th	70th	81st	84th	95th	90th	80th	67th
<b>Computer Science</b>	Percentage URG, all UGRAD Students									
University of Delaware	10%	12%	10%	12%	12%	14%	14%	12%	13%	14%
Average of all schools	15%	17%	18%	18%	18%	18%	19%	18%	19%	19%
UD Rank / # of Institutions	96/215	96/213	131/224	113/221	116/222	96/219	108/224	129/224	111/218	112/216
Percentile	55th	55th	42nd	49th	48th	56th	52nd	42nd	49th	48th
Average of comparators	9%	10%	10%	10%	10%	11%	11%	11%	11%	11%
UD Rank / # of Institutions	8/23	7/21	9/23	4/22	6/22	4/23	5/22	9/23	5/23	6/24
Percentile	65th	67th	61st	82nd	73rd	83rd	77th	61st	78th	75th
<b>Electrical Engineering</b>	Percentage URG, all UGRAD Students									
University of Delaware	8%	8%	10%	13%	17%	14%	16%	15%	14%	15%
Average of all schools	22%	22%	22%	22%	22%	22%	22%	22%	22%	23%
UD Rank / # of Institutions	155/250	176/252	155/257	130/261	109/262	132/257	112/247	123/243	125/234	129/233
Percentile	38th	30th	40th	50th	58th	49th	55th	49th	47th	45th
Average of comparators	11%	12%	12%	12%	12%	12%	12%	13%	12%	14%
UD Rank / # of Institutions	13/22	17/22	13/22	6/22	4/22	8/22	7/21	6/21	7/21	8/22
Percentile	41st	23rd	41st	73rd	82nd	64th	67th	71st	67th	64th
<b>Environmental Engineering</b>	Percentage URG, all UGRAD Students									
University of Delaware	11%	11%	9%	8%	10%	9%	12%	12%	12%	15%
Average of all schools	15%	16%	17%	18%	18%	18%	18%	21%	21%	19%
UD Rank / # of Institutions	25/65	27/63	42/65	43/65	41/65	46/64	40/68	45/74	50/76	41/77
Percentile	62nd	57th	35th	34th	37th	28th	41st	39th	34th	47th
Average of comparators	8%	8%	8%	8%	10%	10%	11%	10%	12%	12%
UD Rank / # of Institutions	2/6	2/6	3/7	3/7	5/8	6/8	4/9	6/12	6/12	5/12
Percentile	67th	67th	57th	57th	38th	25th	56th	50th	50th	58th
<b>Mechanical Engineering</b>	Percentage URG, all Domestic Grad Students									
University of Delaware	10%	11%	8%	8%	10%	11%	9%	9%	11%	12%
Average of all schools	14%	16%	16%	17%	17%	18%	18%	18%	19%	20%
UD Rank / # of Institutions	127/276	129/278	179/282	195/285	176/288	171/290	194/286	198/276	171/269	170/266
Percentile	54th	54th	37th	32nd	39th	41st	32nd	28th	36th	36th
Average of comparators	7%	8%	9%	9%	10%	10%	10%	11%	12%	12%
UD Rank / # of Institutions	7/24	5/24	13/24	12/24	9/24	8/24	11/24	15/24	10/24	12/25
Percentile	71st	79th	46th	50th	63rd	67th	54th	38th	58th	52nd

## 5.4 Retention

Figure 30 summarizes the 6-year graduation rates for Undergraduate students by program, for majority, minority and female populations, in the Fall 2013 cohort. Graduation rates shown are for students who graduate in their original COE program (or who graduate within COE for the COE columns).

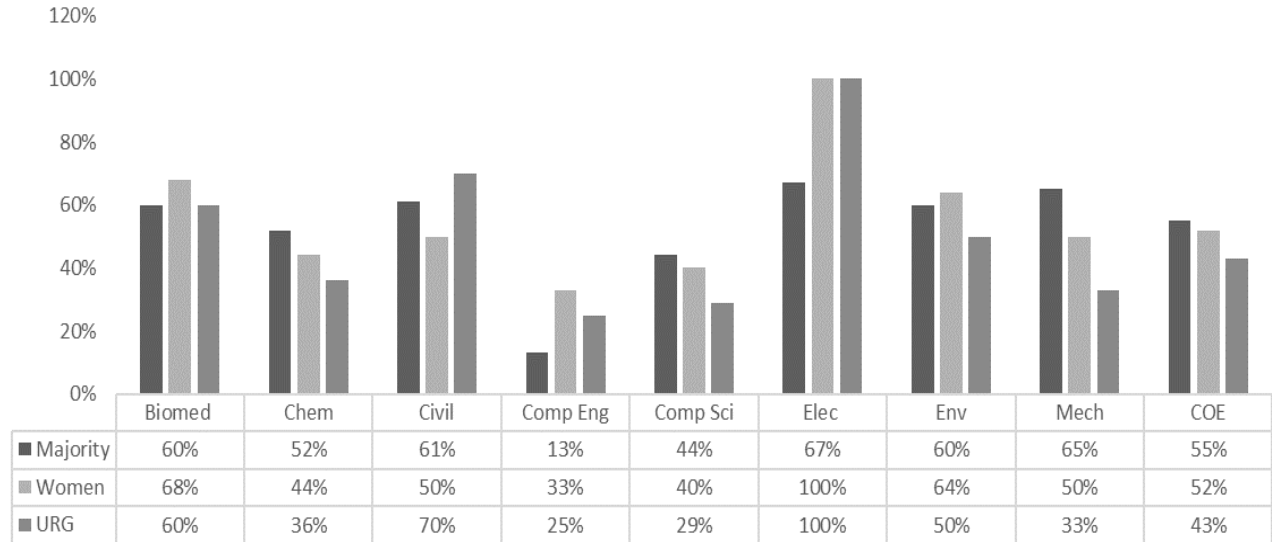


Figure 30. Retention rates, Fall 2013 cohort, quantified by 6-year graduation rates, for all COE undergraduate programs

## Appendix A - Definitions

### University of Delaware Comparator Institutions (as of September 2016)

1. Boston University
2. Case Western Reserve University
3. Georgia Institute of Technology – Main Campus
4. Indiana University – Bloomington
5. Iowa State University
6. Michigan State University
7. North Carolina State University at Raleigh
8. Ohio State University – Main Campus
9. Pennsylvania State University – Main Campus
10. Purdue University – Main Campus
11. Rutgers University – New Brunswick
12. Stony Brook University
13. Texas A&M University – College Station
14. University of Arizona
15. University of Connecticut
16. University of Illinois at Urbana-Champaign
17. University of Maryland – College Park
18. University of Massachusetts – Amherst
19. University of Michigan – Ann Arbor
20. University of Minnesota – Twin Cities
21. University of North Carolina at Chapel Hill
22. University of Pittsburgh
23. University of Utah
24. University of Virginia – Main Campus
25. Virginia Polytechnic Institute and State University

### Departments and undergraduate programs

COE = College of Engineering

	Department	Undergraduate program(s)
BMEG	Biomedical engineering	Biomedical engineering
CHEG	Chemical and biomolecular engineering	Chemical engineering
CIEG	Civil and environmental engineering	Civil engineering Construction engineering and management Environmental engineering
CISC	Computer science	Computer science Information systems
ELEG	Electrical and computer engineering	Computer engineering Electrical engineering
MSEG	Materials science and engineering	Materials science and engineering
MEEG	Mechanical engineering	Mechanical engineering

Figures for all undergraduate computer science programs (BA and BS) have been combined into one due to low numbers of students in two of the three programs.

## Staff Job Types

Table A1. Job titles included in each job type

<b>Job type</b>	<b>Jobs included</b>
Administrative support	Human resources staff, department support staff (administrative assistants, academic advisors, business administrators), sponsored research and procurement staff, outreach, Dean's support staff, financial services, academic affairs, communications
Technical support	Facilities, lab coordinators, core facilities (machine shops, electronics), information technology
Research staff	Lab and center researchers (Engineers), post-doctoral researchers, limited-term researchers



## Appendix B – Raw Data, Fall 2019, for Faculty, Staff & Students

Table B1. Fall 2019 Faculty by department, type/rank and gender

Dept	Continuing Track		TT/T Assistant Professor		TT/T Associate Professor		TT/T Full Professor		Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
BMEG	1	2	4	3	2	0	0	1	7	6	13
CHEG	1	1	2	1	2	1	17	3	22	6	28
CIEG	5	2	3	0	0	4	15	2	23	8	31
CISC	4	2	4	3	6	0	4	4	18	9	27
ELEG	4	0	3	2	4	1	14	1	25	4	29
MSEG	3	0	3	2	1	1	9	2	16	5	21
MEEG	1	2	6	1	9	0	9	2	25	5	30
Total	19	9	25	12	24	7	68	15	136	43	179

Table B2. Fall 2019 Faculty by department, type/rank and race

Dept	Continuing Track				TT/T Assistant Professor				TT/T Associate Professor				TT/T Full Professor				Total				
	White	Asian	Other	URG	White	Asian	Other	URG	White	Asian	Other	URG	White	Asian	Other	URG	White	Asian	Other	URG	Total
BMEG	1	1	1	0	6	0	1	0	2	0	0	0	1	0	0	0	10	1	2	0	13
CHEG	1	1	0	0	1	0	2	0	1	2	0	0	9	6	2	3	12	9	4	3	28
CIEG	5	0	2	0	1	0	1	1	2	1	0	1	10	6	0	1	18	7	3	3	31
CISC	6	0	0	0	1	2	4	0	5	1	0	0	3	5	0	0	15	8	4	0	27
ELEG	4	0	0	0	0	2	3	0	2	3	0	0	9	3	1	2	15	8	4	2	29
MSEG	1	1	0	1	2	0	3	0	0	0	0	2	9	2	0	0	12	3	3	3	21
MEEG	3	0	0	0	1	2	3	1	7	1	1	0	5	6	0	0	16	9	4	1	30
Total	21	3	3	1	12	6	17	2	19	8	1	3	46	28	3	6	98	45	24	12	179

Table B3. Fall 2019 COE Staff by job type, gender and race

		Asian	Black/African American	Hispanic/Latino	Multi Ethnic	Int'l	Not Specified	White	Grand Total
Admin Support	Total	3	10	0	0	0	1	74	88
	Female	2	9				1	66	78
	Male	1	1					8	10
Tech Support	Total	2	2	1	1	1	0	25	32
	Female				1			2	3
	Male	2	2	1		1		23	29
Research	Total	17	2	2	0	3	0	30	54
	Female	4						6	10
	Male	13	2	2		3		24	44
	Grand Total	22	14	3	1	4	1	129	174

Table B4. Fall 2019 COE administrative and technical staff (no research staff) by managerial role, gender and race

		Asian	Black/African American	Hispanic/Latino	Multi Ethnic	Int'l	Not Specified	White	Grand Total
Managerial	Total	2	3	0	0	1	0	27	33
	Female	1	1					17	19
	Male	1	2			1		10	14
Non managerial	Total	3	9	1	1	0	1	72	87
	Female	1	8		1		1	51	62
	Male	2	1	1				21	25
	Grand Total	5	12	1	1	1	1	99	120

Table B5. All Fall 2018 COE Graduate Students by department, gender and race

		Amer Ind/ Pacif Island	Asian	Black/African American	Hispanic/ Latino	Multi Ethnic	Int'l	Not Specified	White	Grand Total
BMEG	Total	0	3	0	4	2	8	1	34	52
	Female	0	2	0	2	1	1	0	18	24
	Male	0	1	0	2	1	7	1	16	28
	Unknown	0	0	0	0	0	0	0	0	0
CEEP	Total	0	0	0	0	1	2	0	2	5
	Female	0	0	0	0	0	2	0	0	2
	Male	0	0	0	0	1	0	0	2	3
	Unknown	0	0	0	0	0	0	0	0	0
CHEG	Total	1	20	2	3	3	65	2	66	162
	Female	0	8	0	1	1	23	1	23	57
	Male	1	12	2	2	2	42	1	43	105
	Unknown	0	0	0	0	0	0	0	0	0
CIEG	Total	0	3	1	4	0	67	0	35	110
	Female	0	0	0	1	0	24	0	12	37
	Male	0	3	1	3	0	43	0	23	73
	Unknown	0	0	0	0	0	0	0	0	0
CISC	Total	1	3	4	3	2	95	1	27	136
	Female	1	1	1	0	1	24	1	2	31
	Male	0	2	3	3	1	71	0	25	105
	Unknown	0	0	0	0	0	0	0	0	0
ELEG	Total	2	19	8	8	7	104	8	73	229
	Female	0	2	0	0	3	20	2	10	37
	Male	2	17	8	8	4	84	6	62	191
	Unknown	0	0	0	0	0	0	0	1	1
MEEG	Total	0	5	3	0	1	74	2	35	120
	Female	0	2	1	0	0	13	0	9	25
	Male	0	3	2	0	1	61	2	26	95
	Unknown	0	0	0	0	0	0	0	0	0
MSEG	Total	0	2	2	2	3	62	1	34	106
	Female	0	0	0	0	0	23	0	12	35
	Male	0	2	2	2	3	39	1	21	70
	Unknown	0	0	0	0	0	0	0	1	1
Grand Total		4	55	20	24	19	477	15	306	920

Table B6. New Fall 2019 COE Graduate Students by department, gender and race

		Amer Ind/ Pacif Island	Asian	Black/African American	Hispanic/ Latino	Multi Ethnic	Int'l	Not Specified	White	Grand Total
BMEG	Total	0	0	0	1	0	2	0	11	14
	Female	0	0	0	0	0	0	0	6	6
	Male	0	0	0	1	0	2	0	5	8
	Unknown	0	0	0	0	0	0	0	0	0
CEEP	Total	0	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0	0
	Male	0	0	0	0	0	0	0	0	0
	Unknown	0	0	0	0	0	0	0	0	0
CHEG	Total	1	4	0	0	1	11	0	8	25
	Female	0	0	0	0	0	4	0	1	5
	Male	1	4	0	0	1	7	0	7	20
	Unknown	0	0	0	0	0	0	0	0	0
CIEG	Total	0	0	0	3	0	12	0	6	21
	Female	0	0	0	1	0	1	0	2	4
	Male	0	0	0	2	0	11	0	4	17
	Unknown	0	0	0	0	0	0	0	0	0
CISC	Total	0	0	1	1	0	12	0	12	26
	Female	0	0	0	0	0	2	0	1	3
	Male	0	0	1	1	0	10	0	11	23
	Unknown	0	0	0	0	0	0	0	0	0
ELEG	Total	0	2	1	3	3	12	3	9	33
	Female	0	0	0	0	2	2	0	1	5
	Male	0	2	1	3	1	10	3	8	28
	Unknown	0	0	0	0	0	0	0	0	0
MEEG	Total	0	1	3	0	0	9	0	7	20
	Female	0	0	1	0	0	0	0	1	2
	Male	0	1	2	0	0	9	0	6	18
	Unknown	0	0	0	0	0	0	0	0	0
MSEG	Total	0	1	0	0	0	15	0	3	19
	Female	0	0	0	0	0	4	0	2	6
	Male	0	1	0	0	0	11	0	1	13
	Unknown	0	0	0	0	0	0	0	0	0
Grand Total		1	8	5	8	4	73	3	56	158

Table B7. AY 2018-19 graduating COE Graduate Students by department, gender and race

		Amer Ind/ Pacif Island	Asian	Black/African American	Hispanic/ Latino	Multi Ethnic	Int'l	Not Specified	White	Grand Total
BMEG	Total	0	3	1	0	1	1	0	7	13
	Female	0	1	1	0	0	0	0	3	5
	Male	0	2	0	0	1	1	0	4	8
	Unknown	0	0	0	0	0	0	0	0	0
CEEP	Total	0	0	0	0	0	4	0	1	5
	Female	0	0	0	0	0	2	0	0	2
	Male	0	0	0	0	0	2	0	1	3
	Unknown	0	0	0	0	0	0	0	0	0
CHEG	Total	0	5	1	2	1	11	1	12	33
	Female	0	3	1	0	1	1	0	5	11
	Male	0	2	0	2	0	10	1	7	22
	Unknown	0	0	0	0	0	0	0	0	0
CIEG	Total	0	0	3	1	0	14	0	10	28
	Female	0	0	0	0	0	7	0	4	11
	Male	0	0	3	1	0	7	0	6	17
	Unknown	0	0	0	0	0	0	0	0	0
CISC	Total	0	0	3	0	0	45	0	4	52
	Female	0	0	1	0	0	20	0	1	22
	Male	0	0	2	0	0	25	0	3	30
	Unknown	0	0	0	0	0	0	0	0	0
ELEG	Total	0	5	4	1	0	42	1	26	79
	Female	0	1	1	0	0	6	0	2	10
	Male	0	4	3	1	0	36	1	24	69
	Unknown	0	0	0	0	0	0	0	0	0
MEEG	Total	0	1	0	0	0	18	0	8	27
	Female	0	0	0	0	0	3	0	0	3
	Male	0	1	0	0	0	15	0	8	24
	Unknown	0	0	0	0	0	0	0	0	0
MSEG	Total	0	3	1	0	0	9	0	5	18
	Female	0	1	0	0	0	2	0	1	4
	Male	0	2	1	0	0	7	0	4	14
	Unknown	0	0	0	0	0	0	0	0	0
Grand Total		0	17	13	4	2	144	2	73	255

Table B8. All Fall 2019 COE Undergraduate Students by program, gender and race

		Amer Ind/ Pacif Island	Asian	Black/African American	Hispanic/ Latino	Multi Ethnic	Int'l	Not Specified	White	Grand Total
Biomedical	Total	2	28	12	9	8	9	7	164	239
	Female	2	11	7	5	3	7	4	99	138
	Male	0	17	5	4	5	2	3	65	101
	Unknown	0	0	0	0	0	0	0	0	0
Chemical	Total	0	53	5	25	13	52	11	226	385
	Female	0	10	4	6	6	16	1	63	106
	Male	0	43	1	19	7	36	10	163	279
	Unknown	0	0	0	0	0	0	0	0	0
Civil	Total	0	10	7	23	8	7	8	188	251
	Female	0	4	4	8	3	3	1	66	89
	Male	0	6	3	15	5	4	7	122	162
	Unknown	0	0	0	0	0	0	0	0	0
Computer Engineering	Total	0	18	11	22	9	9	8	106	183
	Female	0	1	1	2	2	2	1	10	19
	Male	0	17	10	20	7	7	7	96	164
	Unknown	0	0	0	0	0	0	0	0	0
Computer Science	Total	0	63	19	31	12	67	10	221	423
	Female	0	15	6	7	4	13	2	39	86
	Male	0	48	13	24	8	54	8	182	337
	Unknown	0	0	0	0	0	0	0	0	0
Construction Mgmt	Total	0	1	0	5	0	2	2	46	56
	Female	0	1	0	3	0	0	0	5	9
	Male	0	0	0	2	0	2	2	41	47
	Unknown	0	0	0	0	0	0	0	0	0
Electrical	Total	0	16	8	10	7	12	6	89	148
	Female	0	3	1	0	1	2	2	7	16
	Male	0	13	7	10	6	10	4	82	132
	Unknown	0	0	0	0	0	0	0	0	0
Engineering Undeclared	Total	0	3	2	7	3	4	3	65	87
	Female	0	1	1	3	0	2	0	15	22
	Male	0	2	1	4	3	2	3	50	65
	Unknown	0	0	0	0	0	0	0	0	0
Environmental	Total	0	6	2	8	5	6	4	66	97
	Female	0	3	1	8	3	2	2	38	57
	Male	0	3	1	0	2	4	2	28	40
	Unknown	0	0	0	0	0	0	0	0	0
Materials	Total	0	1	0	2	1	0	1	6	11
	Female	0	1	0	0	0	0	0	3	4
	Male	0	0	0	2	1	0	1	3	7
	Unknown	0	0	0	0	0	0	0	0	0
Mechanical	Total	0	30	17	49	10	18	20	386	530
	Female	0	5	5	8	1	0	3	67	89
	Male	0	25	12	41	9	18	17	318	440
	Unknown	0	0	0	0	0	0	0	1	1
	Grand Total	2	229	83	191	76	186	80	1,563	2,410

Table B9. New Fall 2019 COE Undergraduate Students by program, gender and race

		Amer Ind/ Pacif Island	Asian	Black/African American	Hispanic/ Latino	Multi Ethnic	Int'l	Not Specified	White	Grand Total
Biomedical	Total	0	8	4	1	3	0	2	54	72
	Female	0	6	2	1	2	0	0	34	45
	Male	0	2	2	0	1	0	2	20	27
	Unknown	0	0	0	0	0	0	0	0	0
Chemical	Total	0	15	1	8	4	7	3	65	103
	Female	0	4	1	2	2	2	0	20	31
	Male	0	11	0	6	2	5	3	45	72
	Unknown	0	0	0	0	0	0	0	0	0
Civil	Total	0	4	2	5	1	2	2	29	45
	Female	0	2	1	1	0	2	0	8	14
	Male	0	2	1	4	1	0	2	21	31
	Unknown	0	0	0	0	0	0	0	0	0
Computer Engineering	Total	0	5	3	9	3	2	2	26	50
	Female	0	0	0	0	0	1	0	2	3
	Male	0	5	3	9	3	1	2	24	47
	Unknown	0	0	0	0	0	0	0	0	0
Computer Science	Total	0	23	3	8	4	5	6	51	100
	Female	0	3	2	1	1	0	2	7	16
	Male	0	20	1	7	3	5	4	44	84
	Unknown	0	0	0	0	0	0	0	0	0
Construction Mgmt	Total	0	0	0	1	0	0	0	4	5
	Female	0	0	0	1	0	0	0	1	2
	Male	0	0	0	0	0	0	0	3	3
	Unknown	0	0	0	0	0	0	0	0	0
Electrical	Total	0	3	1	2	1	1	1	20	29
	Female	0	0	0	0	0	1	0	1	2
	Male	0	3	1	2	1	0	1	19	27
	Unknown	0	0	0	0	0	0	0	0	0
Engineering Undeclared	Total	0	3	2	7	2	3	3	63	83
	Female	0	1	1	3	0	2	0	14	21
	Male	0	2	1	4	2	1	3	49	62
	Unknown	0	0	0	0	0	0	0	0	0
Environmental	Total	0	2	0	1	2	0	0	16	21
	Female	0	1	0	1	1	0	0	9	12
	Male	0	1	0	0	1	0	0	7	9
	Unknown	0	0	0	0	0	0	0	0	0
Materials	Total	0	1	0	2	1	0	1	5	10
	Female	0	1	0	0	0	0	0	2	3
	Male	0	0	0	2	1	0	1	3	7
	Unknown	0	0	0	0	0	0	0	0	0
Mechanical	Total	0	7	3	13	2	1	6	98	130
	Female	0	3	0	2	0	0	2	12	19
	Male	0	4	3	11	2	1	4	86	111
	Unknown	0	0	0	0	0	0	0	0	0
Grand Total		0	71	19	57	23	21	26	431	648

Table B10. AY 2018-19 graduating COE Undergraduate Students by program, gender and race

		Amer Ind/ Pacif Island	Asian	Black/African American	Hispanic/ Latino	Multi Ethnic	Int'l	Not Specified	White	Grand Total
Biomedical	Total	0	7	1	1	0	1	0	43	53
	Female	0	6	0	0	0	0	0	24	30
	Male	0	1	1	1	0	1	0	19	23
	Unknown	0	0	0	0	0	0	0	0	0
Chemical	Total	0	2	3	5	5	5	0	64	84
	Female	0	1	2	0	1	3	0	11	18
	Male	0	1	1	5	4	2	0	53	66
	Unknown	0	0	0	0	0	0	0	0	0
Civil	Total	1	4	3	1	1	2	0	64	76
	Female	1	2	1	0	0	1	0	14	19
	Male	0	2	2	1	1	1	0	50	57
	Unknown	0	0	0	0	0	0	0	0	0
Comp Eng	Total	1	8	1	2	1	3	0	28	44
	Female	0	1	0	0	1	0	0	1	3
	Male	1	7	1	2	0	3	0	27	41
	Unknown	0	0	0	0	0	0	0	0	0
Comp Sci	Total	0	17	3	6	3	7	1	48	85
	Female	0	5	1	0	0	3	1	11	21
	Male	0	12	2	6	3	4	0	37	64
	Unknown	0	0	0	0	0	0	0	0	0
Electrical	Total	1	3	4	4	0	10	0	30	52
	Female	0	0	0	0	0	2	0	6	8
	Male	1	3	4	4	0	8	0	24	44
	Unknown	0	0	0	0	0	0	0	0	0
Environmental	Total	0	1	0	3	0	3	0	22	29
	Female	0	1	0	1	0	1	0	13	16
	Male	0	0	0	2	0	2	0	9	13
	Unknown	0	0	0	0	0	0	0	0	0
Mechanical	Total	0	14	4	4	2	14	1	120	159
	Female	0	3	3	1	1	5	0	32	45
	Male	0	11	1	3	1	9	1	88	114
	Unknown	0	0	0	0	0	0	0	0	0
Grand Total		3	56	19	26	12	45	2	419	582



## Appendix C – Raw Data, Historical, for Faculty, Staff & Students

Table C1. 10 Year (2010-2019) COE Undergraduate Students by program, gender and URG status

		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>COE</b>	<b>Women</b>	339	412	467	510	549	586	576	606	644	635
	<b>Men</b>	1,481	1,648	1,759	1,838	1,877	1,855	1,763	1,778	1,761	1,774
	<b>URG</b>	186	199	244	278	297	298	269	301	309	325
	<b>Total</b>	1,820	2,060	2,226	2,348	2,434	2,443	2,339	2,384	2,405	2,410
<b>Biomedical</b>	<b>Women</b>	9	38	65	90	102	108	105	109	136	138
	<b>Men</b>	9	66	86	116	106	112	94	98	104	101
	<b>URG</b>	1	9	17	23	29	21	17	21	29	31
	<b>Total</b>	18	104	151	206	208	220	199	207	240	239
<b>Chemical</b>	<b>Women</b>	104	106	105	115	125	119	115	117	100	106
	<b>Men</b>	251	289	323	330	340	307	298	312	303	279
	<b>URG</b>	25	37	47	46	49	40	38	48	39	35
	<b>Total</b>	355	395	428	445	463	426	413	429	403	385
<b>Civil</b>	<b>Women</b>	60	71	74	71	71	79	75	86	84	89
	<b>Men</b>	274	285	316	333	312	290	237	200	179	162
	<b>URG</b>	35	33	43	45	45	48	41	33	30	34
	<b>Total</b>	334	356	390	404	383	370	312	286	263	251
<b>Computer Engineering</b>	<b>Women</b>	6	6	9	15	7	12	15	15	18	19
	<b>Men</b>	76	82	94	115	119	129	143	173	154	164
	<b>URG</b>	7	8	18	23	23	30	33	35	30	40
	<b>Total</b>	82	88	103	130	126	141	158	188	172	183
<b>Computer Science</b>	<b>Women</b>	18	22	27	24	40	50	52	68	78	86
	<b>Men</b>	161	201	218	227	229	226	221	245	280	337
	<b>URG</b>	25	24	30	30	36	40	31	42	55	59
	<b>Total</b>	179	223	245	251	279	276	273	313	358	423
<b>Construction Mgmt</b>	<b>Women</b>	0	0	0	0	0	0	0	0	7	9
	<b>Men</b>	0	0	0	0	0	0	0	0	25	47
	<b>URG</b>	0	0	0	0	0	0	0	0	3	5
	<b>Total</b>	0	0	0	0	0	0	0	0	32	56
<b>Electrical</b>	<b>Women</b>	15	19	24	24	21	29	18	16	20	16
	<b>Men</b>	124	144	145	150	184	189	215	182	152	132
	<b>URG</b>	13	20	25	30	32	38	36	29	27	24
	<b>Total</b>	139	163	169	174	205	219	233	198	172	148
<b>Energy &amp; Env Policy</b>	<b>Women</b>	4	14	16	17	15	6	1	0	0	0
	<b>Men</b>	7	14	21	19	18	9	4	0	0	0
	<b>URG</b>	1	2	3	3	4	1	0	0	0	0
	<b>Total</b>	11	28	37	36	33	15	5	0	0	0
<b>Engineering Undeclared</b>	<b>Women</b>	22	30	24	19	33	37	25	25	32	22
	<b>Men</b>	77	100	85	81	103	86	58	72	84	65
	<b>URG</b>	7	12	11	14	10	9	9	14	12	10
	<b>Total</b>	99	130	109	100	136	123	83	97	116	87
<b>Environmental Eng</b>	<b>Women</b>	38	54	60	66	63	65	56	54	60	57
	<b>Men</b>	54	55	69	79	76	66	63	55	47	40
	<b>URG</b>	10	10	11	16	14	18	13	14	17	13
	<b>Total</b>	92	109	129	145	139	131	119	109	107	97
<b>Environmental Science</b>	<b>Women</b>	0	1	1	4	6	1	0	0	0	0
	<b>Men</b>	1	3	0	6	6	2	1	0	0	0
	<b>URG</b>	0	0	0	1	0	1	0	0	0	0
	<b>Total</b>	1	4	1	10	12	3	1	0	0	0
<b>Materials Science</b>	<b>Women</b>	0	0	0	0	0	0	0	0	0	4
	<b>Men</b>	0	0	0	0	0	0	0	0	0	7
	<b>URG</b>	0	0	0	0	0	0	0	0	0	2
	<b>Total</b>	0	0	0	0	0	0	0	0	0	11
<b>Mechanical</b>	<b>Women</b>	63	51	62	65	66	80	114	116	109	89
	<b>Men</b>	447	409	402	382	384	439	429	441	433	440
	<b>URG</b>	62	44	39	47	55	52	51	65	67	72
	<b>Total</b>	510	460	464	447	450	519	543	557	542	530

Table C2. 10 Year (2010-2019) COE Graduate Students by department, gender and URG status

			2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	
COE	Domestic	Women	85	86	84	102	95	101	111	117	125	118	
		Men	278	317	332	329	318	285	327	348	321	323	
		URG	27	40	37	42	42	46	50	65	61	57	
	Int'l	Women	113	128	134	132	126	133	126	128	126	126	130
		Men	280	292	314	322	326	360	366	371	352	347	
		URG	27	32	36	33	36	33	33	36	36	33	43
	All	Women	198	214	218	234	221	234	237	245	245	251	248
		Men	558	609	646	651	644	645	693	719	673	670	
		Domestic	363	403	417	432	414	388	439	467	447	443	
		International	393	420	448	455	453	493	492	499	478	477	
		URG	54	72	73	75	78	79	83	101	94	100	
		Total	756	823	865	887	867	881	931	966	925	920	
	Biomedical	Domestic	Women			0	5	7	10	15	17	20	23
Men					4	7	8	12	18	21	19	21	
URG					1	3	4	4	4	5	6	6	
Int'l		Women			0	0	0	0	0	0	1	1	1
		Men			2	3	3	5	5	5	5	5	7
		URG			0	0	0	0	0	0	0	0	0
All		Women			0	5	7	10	15	18	21	24	
		Men			6	10	11	17	23	26	24	28	
		Domestic			4	12	15	22	33	38	39	44	
		International			2	3	3	5	5	6	6	8	
		URG			1	3	4	4	4	5	6	6	
		Total			6	15	18	27	38	44	45	52	
Chemical		Domestic	Women	25	28	28	39	39	43	45	39	41	34
	Men		59	73	75	71	76	78	63	63	61	63	
	URG		6	4	6	11	12	12	10	8	7	6	
	Int'l	Women	5	15	18	16	13	16	10	10	12	23	
		Men	29	26	26	21	26	23	24	35	39	42	
		URG	2	3	3	4	3	5	7	7	5	6	
	All	Women	30	43	46	55	52	59	55	49	53	57	
		Men	88	99	101	92	102	101	87	98	100	105	
		Domestic	84	101	103	110	115	121	108	102	102	97	
		International	34	41	44	37	39	39	34	45	51	65	
		URG	8	7	9	15	15	17	17	15	12	12	
		Total	118	142	147	147	154	160	142	147	153	162	
	Civil & Environ.	Domestic	Women	16	17	19	18	13	17	9	10	15	13
Men			34	38	39	35	28	32	32	29	31	30	
URG			2	6	5	9	7	9	7	6	5	5	
Int'l		Women	17	21	17	18	18	23	21	21	26	24	
		Men	38	37	41	46	45	47	49	42	37	43	
		URG	3	4	4	4	6	5	4	4	7	12	
All		Women	33	38	36	36	31	40	30	31	41	37	
		Men	72	75	80	81	73	79	81	71	68	73	
		Domestic	50	55	58	53	41	49	41	39	46	43	
		International	55	58	58	64	63	70	70	63	63	67	
		URG	5	10	9	13	13	14	11	10	12	17	
		Total	105	113	116	117	104	119	111	102	109	110	
Computer Science		Domestic	Women	4	7	5	5	5	8	11	16	15	7
	Men		27	34	32	30	28	25	27	25	26	34	
	URG		1	5	3	2	1	6	7	8	10	9	
	Int'l	Women	26	26	27	27	34	35	32	35	33	24	
		Men	60	66	74	82	86	83	78	87	81	71	
		URG	6	5	3	2	3	4	7	4	2	4	
	All	Women	30	33	32	32	39	43	43	51	48	31	
		Men	87	100	106	112	114	108	105	112	107	105	
		Domestic	31	41	37	35	33	33	38	41	41	41	
		International	86	92	101	109	120	118	110	122	114	95	
		URG	7	10	6	4	4	10	14	12	12	13	
		Total	117	133	138	144	153	151	148	163	155	136	

Table C2. 10 Year (2010-2019) COE Graduate Students by department, gender and URG status (cont.)

			2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>Electrical &amp; Computer</b>	<b>Domestic</b>	<b>Women</b>	5	4	5	7	7	6	9	18	16	17
		<b>Men</b>	48	59	56	61	66	60	106	132	109	107
		<b>URG</b>	4	6	6	4	6	7	11	27	24	22
	<b>Int'l</b>	<b>Women</b>	17	16	26	28	25	28	35	31	22	20
		<b>Men</b>	67	60	75	73	76	123	129	115	96	84
		<b>URG</b>	12	13	18	15	15	14	13	17	15	14
	<b>All</b>	<b>Women</b>	22	20	31	35	32	34	44	49	38	37
		<b>Men</b>	115	119	131	134	142	183	235	247	205	191
		<b>Domestic</b>	53	63	61	68	73	66	115	151	125	125
		<b>International</b>	84	76	101	101	101	151	164	146	118	104
		<b>URG</b>	16	19	24	19	21	21	24	44	39	36
		<b>Total</b>	137	139	162	169	174	217	279	297	243	229
<b>Energy &amp; Env Policy</b>	<b>Domestic</b>	<b>Women</b>	14	11	11	9	6	2	1	0	0	0
		<b>Men</b>	20	18	20	17	13	5	4	4	4	3
		<b>URG</b>	4	1	4	5	4	1	1	1	1	1
	<b>Int'l</b>	<b>Women</b>	10	12	14	16	11	6	3	3	2	2
		<b>Men</b>	11	16	13	17	17	11	6	3	1	0
		<b>URG</b>	2	0	3	4	3	3	1	2	0	0
	<b>All</b>	<b>Women</b>	24	23	25	25	17	8	4	3	2	2
		<b>Men</b>	31	34	33	34	30	16	10	7	5	3
		<b>Domestic</b>	34	29	31	26	19	7	5	4	4	3
		<b>International</b>	21	28	27	34	28	17	9	6	3	2
		<b>URG</b>	6	1	7	9	7	4	2	3	1	1
		<b>Total</b>	55	57	58	60	47	24	14	10	7	5
<b>Materials Science</b>	<b>Domestic</b>	<b>Women</b>	11	6	5	5	6	5	8	11	11	12
		<b>Men</b>	18	25	27	24	26	23	34	34	39	31
		<b>URG</b>	0	6	5	3	4	4	6	7	6	5
	<b>Int'l</b>	<b>Women</b>	24	20	17	16	21	21	20	17	19	23
		<b>Men</b>	28	27	29	33	26	21	21	24	33	39
		<b>URG</b>	0	3	3	2	2	2	1	1	2	3
	<b>All</b>	<b>Women</b>	35	26	22	21	27	26	28	28	30	35
		<b>Men</b>	46	52	56	57	52	44	55	58	72	70
		<b>Domestic</b>	29	31	32	29	32	29	43	46	51	44
		<b>International</b>	52	47	46	49	47	42	41	41	52	62
		<b>URG</b>	0	9	8	5	6	6	7	8	8	8
		<b>Total</b>	81	78	78	78	79	71	84	87	103	106
<b>Mechanical</b>	<b>Domestic</b>	<b>Women</b>	4	5	4	8	5	6	7	6	7	12
		<b>Men</b>	31	26	31	32	30	22	21	28	32	34
		<b>URG</b>	0	2	4	3	2	1	2	1	2	3
	<b>Int'l</b>	<b>Women</b>	10	12	13	9	4	3	5	10	11	13
		<b>Men</b>	46	58	49	45	43	46	51	59	59	61
		<b>URG</b>	1	2	2	1	2	0	0	1	2	4
	<b>All</b>	<b>Women</b>	14	17	17	17	9	9	12	16	18	25
		<b>Men</b>	77	84	80	77	73	68	72	87	91	95
		<b>Domestic</b>	35	31	35	40	35	28	28	34	39	46
		<b>International</b>	56	70	62	54	48	49	56	69	70	74
		<b>URG</b>	1	4	6	4	4	1	2	2	4	7
		<b>Total</b>	91	101	97	94	83	77	84	103	109	120
<b>Office of the Dean</b>	<b>Domestic</b>	<b>Women</b>	6	8	7	6	7	4	6	0	0	0
		<b>Men</b>	41	44	48	52	43	28	22	12	0	0
		<b>URG</b>	10	10	3	2	2	2	2	2	0	0
	<b>Int'l</b>	<b>Women</b>	4	6	2	2	0	1	0	0	0	0
		<b>Men</b>	1	2	5	2	4	1	3	1	1	0
		<b>URG</b>	1	2	0	1	2	0	0	0	0	0
	<b>All</b>	<b>Women</b>	10	14	9	8	7	5	6	0	0	0
		<b>Men</b>	42	46	53	54	47	29	25	13	1	0
		<b>Domestic</b>	47	52	56	59	51	33	28	12	0	0
		<b>International</b>	5	8	7	4	4	2	3	1	1	0
		<b>URG</b>	11	12	3	3	4	2	2	2	0	0
		<b>Total</b>	52	60	63	63	55	35	31	13	1	0

Table C3. 10 Year (2010-2019) COE Faculty by department, type, gender and URG status

			2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
COE	CT	Women					3	4	6	8	8	9
		Men					5	6	8	10	15	19
		URG					0	0	0	0	1	1
		Non-URG					8	10	14	18	22	27
	T/TT	Women	20	23	23	21	21	24	26	28	29	34
		Men	113	108	110	107	106	103	101	104	113	117
		URG	8	7	7	8	7	8	8	8	11	11
		Non-URG	125	124	126	120	120	119	119	124	131	140
	All	Women	20	23	23	21	24	28	32	36	37	43
		Men	113	108	110	107	111	109	109	114	128	136
		URG	8	7	7	8	7	8	8	8	12	12
		Non-URG	125	124	126	120	128	129	133	142	153	167
	Total	133	131	133	128	135	137	141	150	165	179	
Biomedical	CT	Women					1	2	2	2	1	2
		Men					0	0	0	0	0	1
		URG					0	0	0	0	0	0
		Non-URG					1	2	2	2	1	3
	T/TT	Women			1	2	2	2	3	3	3	4
		Men			2	1	4	5	6	6	6	6
		URG			0	1	0	0	0	0	0	0
		Non-URG			3	2	6	7	9	9	9	10
	All	Women			1	2	3	4	5	5	4	6
		Men			2	1	4	5	6	6	6	7
		URG			0	1	0	0	0	0	0	0
		Non-URG			3	2	7	9	11	11	10	13
	Total			3	3	7	9	11	11	10	13	
Chemical	CT	Women					0	0	1	1	1	1
		Men					0	1	1	1	1	1
		URG					0	0	0	0	0	0
		Non-URG					0	1	2	2	2	2
	T/TT	Women	4	5	4	2	3	3	3	4	4	5
		Men	21	23	22	21	21	19	19	18	19	21
		URG	3	3	3	2	2	2	2	2	2	3
		Non-URG	22	25	23	21	22	20	20	20	21	23
	All	Women	4	5	4	2	3	3	4	5	5	6
		Men	21	23	22	21	21	20	20	19	20	22
		URG	3	3	3	2	2	2	2	2	2	3
		Non-URG	22	25	23	21	22	21	22	22	23	25
	Total	25	28	26	23	24	23	24	24	25	28	
Civil & Environ.	CT	Women					0	0	0	1	2	2
		Men					1	1	2	3	4	5
		URG					0	0	0	0	0	0
		Non-URG					1	1	2	4	6	7
	T/TT	Women	3	4	4	4	4	4	4	5	6	6
		Men	21	20	20	21	19	17	16	18	19	18
		URG	1	1	1	2	2	2	2	2	3	3
		Non-URG	23	23	23	23	21	19	18	21	22	21
	All	Women	3	4	4	4	4	4	4	6	8	8
		Men	21	20	20	21	20	18	18	21	23	23
		URG	1	1	1	2	2	2	2	2	3	3
		Non-URG	23	23	23	23	22	20	20	25	28	28
	Total	24	24	24	25	24	22	22	27	31	31	

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Table C3. 10 Year (2010-2019) COE Faculty by department, type, gender and URG status (cont.)

			2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Computer Science	CT	Women					0	0	0	1	2	2
		Men					2	2	2	2	4	4
		URG					0	0	0	0	0	0
		Non-URG					2	2	2	3	6	6
	T/TT	Women	5	6	6	6	6	8	7	7	6	7
		Men	18	16	17	17	16	15	15	14	15	14
		URG	1	1	1	1	1	1	1	1	1	0
		Non-URG	22	21	22	22	21	22	21	20	20	21
	All	Women	5	6	6	6	6	8	7	7	6	7
		Men	18	16	17	17	18	17	17	16	19	18
		URG	1	1	1	1	1	1	1	1	1	0
		Non-URG	22	21	22	22	23	24	23	23	26	27
		Total	23	22	23	23	24	25	24	24	27	27
Electrical & Computer	CT	Women					0	0	0	0	0	0
		Men					1	1	2	3	3	4
		URG					0	0	0	0	0	0
		Non-URG					1	1	2	3	3	4
	T/TT	Women	3	3	3	2	2	2	4	4	4	4
		Men	22	20	20	19	18	18	16	16	19	21
		URG	3	2	2	2	2	2	2	2	2	2
		Non-URG	22	21	21	19	18	18	18	18	21	23
	All	Women	3	3	3	2	2	2	4	4	4	4
		Men	22	20	20	19	19	19	18	19	22	25
		URG	3	2	2	2	2	2	2	2	2	2
		Non-URG	22	21	21	19	19	19	20	21	24	27
		Total	25	23	23	21	21	21	22	23	26	29
Materials Science	CT	Women					0	0	0	0	0	0
		Men					1	1	1	1	2	3
		URG					0	0	0	0	1	1
		Non-URG					1	1	1	1	1	2
	T/TT	Women	2	2	2	2	2	3	3	3	4	5
		Men	11	11	11	11	11	11	11	12	13	13
		URG	0	0	0	0	0	1	1	1	2	2
		Non-URG	13	13	13	13	13	13	13	14	15	16
	All	Women	2	2	2	2	2	3	3	3	4	5
		Men	11	11	11	11	12	12	12	13	15	16
		URG	0	0	0	0	0	1	1	1	3	3
		Non-URG	13	13	13	13	14	14	14	15	16	18
		Total	13	13	13	13	14	15	15	16	19	21
Mechanical	CT	Women					2	2	3	3	2	0
		Men					0	0	0	0	1	3
		URG					0	0	0	0	0	0
		Non-URG					2	2	3	3	3	3
	T/TT	Women	3	3	3	3	2	2	2	2	2	3
		Men	20	18	18	17	17	18	18	20	22	24
		URG	0	0	0	0	0	0	0	0	1	1
		Non-URG	23	21	21	20	19	20	20	20	23	26
	All	Women	3	3	3	3	4	4	5	5	4	3
		Men	20	18	18	17	17	18	18	20	23	27
		URG	0	0	0	0	0	0	0	0	1	1
		Non-URG	23	21	21	20	21	22	23	25	26	29
		Total	23	21	21	20	21	22	23	25	27	30

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Table C4. 3 Year (2017-2019) COE Staff by job type, managerial role, gender and URG status

		<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>COE</b>	<b>Women</b>	93	99	91
	<b>Men</b>	57	81	83
	<b>URG</b>	15	18	17
	<b>Non-URG</b>	135	162	157
	<b>Total</b>	150	180	174
<b>Admin support</b>	<b>Women</b>	82	84	78
	<b>Men</b>	12	10	10
	<b>URG</b>	12	13	10
	<b>Non-URG</b>	82	81	78
	<b>Total</b>	94	94	88
<b>Tech support</b>	<b>Women</b>	4	4	3
	<b>Men</b>	26	29	29
	<b>URG</b>	3	4	3
	<b>Non-URG</b>	27	29	29
	<b>Total</b>	30	33	32
<b>Research</b>	<b>Women</b>	7	11	10
	<b>Men</b>	19	42	44
	<b>URG</b>	0	1	4
	<b>Non-URG</b>	26	52	50
	<b>Total</b>	26	53	54
<b>Managerial</b>	<b>Women</b>	21	21	19
	<b>Men</b>	15	17	14
	<b>URG</b>	3	4	3
	<b>Non-URG</b>	33	34	30
	<b>Total</b>	36	38	33
<b>Non-managerial</b>	<b>Women</b>	65	67	62
	<b>Men</b>	23	22	25
	<b>URG</b>	12	13	10
	<b>Non-URG</b>	76	76	77
	<b>Total</b>	88	89	87