

Florida Equity Report	
Report Year: 2023	
Institution	University of Central Florida
Data Year	July 2021 - June 2022
Report submitted by (name, title, contact information)	Nancy Fitzpatrick Myers, Director, University of Central Florida Office of Institutional Equity, 12701 Scholarship Drive, Suite 101, Orlando, FL 32816-0030, (407) 823-1336, nancy.myers@ucf.edu
Report approved by the university's board of trustees or its designee (name, title, contact information, and date approved)	University of Central Florida Board of Trustees; Date Approved: September 28, 2023
Complete each tab, as applicable.	
Due	September 30, 2023

Non-Discrimination Policy
Provide the web citation of the university's non-discrimination policy adopted by the university board of trustees.
University Non-Discrimination and Affirmative Action Programs Regulation University Regulation on Grievances Alleging Discrimination

Strategic Initiatives & Performance
Describe the institution's progress in implementing strategic initiatives & performance related to equity & access as they pertain to academic services, programs, & student enrollment; equity in athletics; & employment.

UCF aspires to be a destination of choice for the most talented people, a best place to learn and work, and a partner of choice in our community. We continue to foster a culture of innovation, inclusion, public service, and collaboration and will be a model for civil discourse, consistent with the Florida Board of Governors' Statement of Free Expression. UCF offers significant resources, services and programs to ensure that all individuals have access to educational and employment opportunities at UCF. Below is a summary of progress for strategic initiatives and performance as it relates to academic services, programs, and student enrollment; equity in athletics; and employment.

UCF continues to have more than 240 degree programs in 13 colleges with demonstrated excellence. Specifically, (1) UCF achieved a new school record of \$212.9 million in research funding for 2021; (2) Washington Monthly, Kiplinger and Forbes ranked a UCF education among the nation's best values; (3) U.S. News & World Report ranked UCF among the nation's most innovative universities; it also ranked 30 UCF graduate programs among the best in the nation; (4) Rosen College of Hospitality Management was ranked No. 1 in the nation and No. 2 in the world for hospitality and tourism programs in the Shanghai Rankings listing of 500 of the world's top universities; (5) UCF's School of Visual Arts and Design was ranked No. 21 among the nation's top public animation schools and colleges, and No. 3 in the state of Florida in 2021 by Animation Career Review; (6) UCF was ranked No. 8 in the United States and No. 39 in the world for transportation science and technology, according to Shanghai Ranking's Global Ranking of Academic Subjects in 2021; and, (7) UCF ranked 27th among public universities in the nation for producing patents and 60th in the world, according to the National Academy of Inventors and the Intellectual Property Owners Association.

UCF's College of Nursing received a major gift to support the college's new building at Lake Nona. In November 2022, Dr. Phillips Charities announced that this gift will lead to UCF graduating more nurses and help combat the nation's critical nursing shortage while fostering more innovation and collaboration in Lake Nona's Medical City.

In 2022, UCF was named by Forbes as one of America's Best-in-State Employers and was ranked No. 20 in the State of Florida, making it the only university to place in the top 20, which includes influential national organizations such as NASA, Google, and Lockheed Martin. UCF also was recognized by the Orlando Business Journal as an Outstanding Diverse Organization in the large business category.

Academic Services, Programs, and Student Enrollment

UCF is built on providing access to educational programs for all students and is focused on student success. Through this focus, UCF will become the #1 provider of diverse talent, with a focus on student achievement, a commitment to the development of an educated citizenry, attention to the talent needs in our region and state and integration of high-impact practices that prepare students for the workforce of the future. Throughout the years, UCF has established practices and programs to recruit, support and retain all students. UCF's Division of Student Success and Well-Being reported having provided 746 activities and programs directed at student success during 2021-22, which included more than 86,844 students' and employees' participation in the programming (up from 61,288 students and employees for the 2020-21 period due to the continued transition to on-campus operations for this reporting period). The Registrar's Office continued to administer the Knights Graduation and Grant Initiative, which provides financial resources or guidance to students to assist them with overcoming financial obstacles and completing their degree programs. For the 2021 Fall semester, UCF continued its commitment of access for Florida's diverse population with 49.1% of our students identifying as minorities with the highest high school GPA for a freshman class (4.25). UCF ranks second among Florida's state universities with 357 National Merit Scholars. With regard to retention rates for full-time FTIC's after one year, the data was consistent with the last three report years in that Asian students were retained at a higher rate (95.9%) than the overall retention rate (92.9%). For Fall 2022, Black students and White students also were retained at a higher rate than the overall retention rate (94.3%, and 93%, respectively). UCF continued to have strong female representation with female FTIC enrollment at 53%, and female students' retention rate increasing from 92.7% to 93.8%. Male students' retention rate also increased from 90.7% to 91.9%. Female students continued to obtain a higher percentage of Bachelor's degrees (59.2%), Master's degrees (64.4%), and First Professional degrees (65.5%), and experienced an increase from 43.8% to 46% for Doctoral degrees. As to graduation rates, the data demonstrated that the overall graduation rate within six years increased from 74.9% to 75.45%, including an increase in the female students' rate (79.1% to 79.9%) and male students' rate (70% to 70.28%).

For 2021-22, 346 students participated in the ACCESS Program, which is a six-week summer academic on-campus program and an academic enhancement component that spans the Fall and Spring semesters for FTIC students. The program assists students with making a smooth transition from high school to college.

For 2021-22, 1,003 students participated in the First Generation Program, which provides first generation college students with a structured approach to develop meaningful experiences at UCF. This program eases students with their transition to college and assists them with navigating through the university landscape.

EQUITY IN INTERCOLLEGIATE ATHLETICS

UCF's Athletics provides 16 programs and more than 450 student-athletes with the opportunity to compete. UCF Athletics evaluated the eleven elements of equity requested, and did not identify any areas needing improvement with the exception of scholarship funding. Specifically, UCF's student athletes' participation was proportionate to UCF's student undergraduate enrollment in that 55% of enrolled students identified as female and 56% of student athletes identified as female. Also, the provision of facilities, coaches and other support for athletes was found to be equitable. However, UCF's scholarship allocation for 2021-22 exceeded a 1% variance and was identified as an area needing improvment. In response, procedures to ensure regular roster and scholarship monitoring is being implemented.

EMPLOYMENT REPRESENTATION

UCF is one of the most innovative universities in the country, inspired by boundless optimism — unencumbered by legacy structures, systems, and beliefs that constrain the true potential of people and institutions. We believe strongly that potential exists in every individual. We are dedicated to ensuring our employees have the tools, resources, and training necessary to excel in their roles. We also know that to meet the needs of our student body and to provide for a robust academic experience, we need to recruit and hire individuals with different life experiences and perspectives. To support this effort we provide education on inclusive search and hiring practices to our faculty and staff. In a very competitive employment market, inclusive efforts are considered from the beginning to attract a wide array of applicants with differing life experiences and backgrounds. Our goal is to attract and retain the very best talent.

Compared to the prior year, UCF added 8 tenured faculty positions (1% increase). UCF experienced a 3% increase in the number of tenured female faculty members (244 to 251), and the overall percentage of tenured female faculty members increased to 34.1% from 33.5%. There was an increase in the number of tenured faculty who identified as Asian (143 to 150; 19.6% to 20.4%). Four categories remained the same – namely, Native Hawaiian/Other Pacific Islander at 0%, Black at 4.1% (30), Hispanic at 6% (44), and Non-Resident Alien faculty at 1% (7).

Tenure-Track Faculty:

Tenure-track female faculty as a percentage increased from 40.9% to 41.3%. During 2021-22, the overall diversity for tenure-track faculty increased from 38.3% to 42.2%.

Non-Tenure-Earning Faculty:

Compared to the prior year, the overall number of non-tenure-earning faculty increased from 554 to 608 with the number of UCF female faculty increasing from 324 to 344. For 2022, approximately 56.6% of non-tenure-earning faculty members identified as female. The following five categories increased in number: Black (22 to 30), Asian (35 to 37), Hispanic (63 to 69), Two or more races (4 to 8), and White (419 to 450). The following racial categories remained the same: American Indian/Alaska Native and Native Hawaiian/Other Pacific Islander. Compared to 2021, UCF experienced an increase in the overall diversity percentage (from 22.4% to 23.7%).

Executive/Administrative/Managerial:

Compared to the prior year, the number of management occupations held by female employees slightly increased (291 to 294). Management that identified as White, Black, Asian, or Native Hawaiian/Other Pacific Islander increased (385 to 392; 50 to 53; 24 to 29, and 0 to 1, respectively). Management that identified as American Indian/Alaska Native or Two or more races remained unchanged (0 and 9, respectively). The overall diversity for management occupations increased from approximately 28.4% to 28.8%.

Areas of Improvement Pertaining to Academic Services, Programs, & Student Enrollment (Identified This Year)	Achievement Report for Areas of Improvement Pertaining to Academic Services, Programs, & Student Enrollment (Identified Last Year)
Increase access and opportunity for underrepresented students to obtain Doctoral and First Professional degrees.	The university continues to be committed to its value of providing access to Florida's diverse population. Last year, the university focused on maintaining or increasing underrepresented member degrees at all levels, and increasing underrepresented members obtaining Master's Degree. The university attained its goals for Bachelor's degrees and Master's degrees. Specifically, the university experienced an increase in the percentage of degrees awarded to underrepresented members for Bachelor's degrees (from 49.1% to 49.8%) and Master's degrees (from 39.7% to 40.5%).
Areas of Improvement Pertaining to Sex Equity in Athletics (Identified This Year)	Achievement Report for Areas of Improvement Pertaining to Gender Equity in Athletics (Identified Last Year)
Ensure that scholarship allocation has less than a 1% variance.	UCF's Athletics provides 16 programs and more than 450 student-athletes with the opportunity to compete. UCF Athletics evaluated the eleven elements of equity requested, and did not identify any areas needing improvement.
Areas for Improvement Pertaining to Employment (Identified This Year)	Achievement Report for Areas of Improvement Pertaining to Employment (Identified Last Year)
In a very competitive employment market and to meet the needs of Florida's diverse population, continue efforts to attract a diverse workforce with a wide array of life experiences and backgrounds through inclusive hiring practices. Our goal is to attract and retain the very best talent.	The university focused on inclusive hiring practices to acquire the best talent. Through these efforts, the university increased tenured faculty that identified as female. The university increased the overall diversity percentage from 38.3% to 42.2% for tenure-track faculty and female representation for this group increased from 40.9% to 41.3%. For non-tenure-earning faculty, the overall diversity percentage increased from 22.4% to 23.7% and increased the number of individuals identifying as Asian (35 to 37). For executive/administrative/managerial positions, the university increased the overall diversity percentage from 28.4% to 28.8% and increased the number of managers that identify as female (291 to 294), Black (50 to 53), Asian (24 to 29), and Native Hawaiian/Other Pacific Islander (0 to 1).

Provide a detailed budget plan to support attainment of the university’s goals as outlined in its equity plan in accordance with state & federal law. In addition to funded totals, list detailed line items/expenditures & any unmet need(s) that exist.

The University of Central Florida continues to budget for three positions to support compliance with Executive Order No. 11246, as amended (30 Fed. Reg. 12,319 (Sept. 24, 1965)); the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended (38 U.S.C. sec. 4212); Section 503 of the Rehabilitation Act of 1973, as amended (29 U.S.C. sec. 793); related federal regulations (41 C.F.R. Chapter 60); Directives of the Office of Federal Contractor Compliance Programs (OFCCP); Fla. Stat. sec. 1000.05 (Florida Educational Equity Act); and, the Florida Board of Governor's Regulation 2.003 (Equity and Access). Budgeted funding for these three positions from July 2021 through June 2022 totaled \$279,290.

University Male & Female Undergraduate Enrollment Percentages & Athletic Participation			
Total Undergraduate Enrollment % Males	Total Undergraduate Enrollment % Females	Participating in Athletics % Males	Participating in Athletics % Females
45%	55%	44%	56%

Sex Equity in Intercollegiate Athletics			
Element	Assessment of Equity Plan	Area for Improvement	Plan for Improvement
Sports offerings	Men's Sports: Baseball, Basketball, Football, Golf, Soccer, Tennis Women's Sports: Softball, Basketball, Golf, Cross Country, Indoor Track, Outdoor Track, Rowing, Soccer, Tennis, Volleyball	No	N/A
Participation rates, male & female, compared with full-time undergraduate enrollment	Participation Rates: 44% male, 56% female; Undergraduate Enrollment: 45% male, 55% female	No	N/A
Availability of facilities	The facilities provided for each of UCF's athletics programs are equitable. While some locker rooms, and practice and competitive facilities are older than others, administration continues to monitor those facilities in need of updating and proceeds accordingly. Women's Track and Field/Cross Country had enhancements to their existing spaces. During the 2021 Fall semester, Softball had major enhancements to their lockerroom, coaches offices, training facility and field. During the 2022 Spring semester, locker room updates were made for volleyball, women's basketball and men's basketball.	No	Although the facilities provided to student athletes is equitable, all sport areas are on the "Master Facility Plan" for updates over the next 10 years. The golf facility is in the process of obtaining a new building as it was destroyed in the 2023 hurricane. Improvements also have been made to the Arena, which houses Men's and Women's Basketball and Volleyball (including upgrades to the practice courts, painting the entire facility, training room upgrades, and a new training room to give more space for Men's and Women's Tennis, Volleyball and Golf).
Scholarship offerings	We are fully funded per NCAA limits for all of our sponsored sports which includes the allowable NCAA miscellaneous dollars that can be provided through scholarship distribution.	No	N/A
Funds allocated for:	For the 2021-2022 fiscal year all sports were funded at the NCAA maximum limits per sport. The total allocated funds for scholarships was \$8,053,448.71, and the total number of unduplicated student athletes was 453. Women's Scholarships were funded at \$3,803,180 (47.22%). The total number of unduplicated female student athletes was 227 (50.11%). Men's scholarships were funded at: \$4,250,268 (52.78%). The total number of unduplicated male student-athletes was 226 (49.89%). Accordingly, the scholarship allocation exceeded the permissible 1% variance demonstrating proportionality (2.89% variance).	Yes	After review, it was determined that female participation had expanded without the ability to provide additional scholarships due to NCAA limits. Athletics will be implementing procedures to ensure that rosters are monitored regularly to maintain scholarship allocation within the 1% variance.
administration	\$26,800,372	No	N/A
recruitment	\$1,026,081	No	N/A
comparable coaching	1. The availability of coaching personnel remains equitable. 2. Coaches of Men's sports and Women's sports have similar years of collegiate coaching experience. 3. Coaching Salaries, Benefits and Bonuses equate to \$14,685,509.	No	N/A
publicity & promotion	The resources allocated to the marketing and promotion of all sports has improved from years past. Resources provided to all teams are equitable, and we continue to enhance the overall improvement.	No	N/A
other support costs	The resources allocated for other support costs include Student-Athlete Welfare and Development and Academic Support programming. UCF Athletics has added a Mental Health Psychologist for Student-Athletes and two Nutritionist. Additionally, UCF Athletics utilizes those resources to fund their sport performance programs, ticket operations, general administrative planning, IT, and other miscellaneous expenses. Those resources are available to all student-athletes and staff respectively.	No	N/A

Compliance			
Is the university in compliance with all applicable state laws in providing equal opportunity & access to students to participate in intercollegiate athletics, as well as in intramural, club, or recreational athletics?	Explain any areas of noncompliance with state laws.	Is the university in compliance with all applicable federal laws in providing equal opportunity & access to students to participate in intercollegiate athletics, as well as in intramural, club, or recreational athletics?	Explain any areas of noncompliance with federal laws.
No	Scholarship allocation exceeded permissible 1% variance	No	Scholarship allocation exceeded permissible 1% variance

President Evaluation				
Institution	Has the university Board of Trustees completed an annual evaluation of the university President on the extent to which the institution's sex equity goals in intercollegiate athletics have been achieved?	Date of Evaluation	Were the sex equity goals achieved?	If the sex equity goals were not achieved, explain a plan of action to achieve the sex equity goals.
University of Central Florida	Yes	11/17/2022	Yes	

Senior-Level Administrative Positions - Executive/Administrative/Managerial													
Indicator	AI/AN	A	B	H	NH/OPI	W	≥ TWO	NRA	UNK	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2022	0	29	53	67	1	392	9	1	0	0	294	258	552
Number, Fall 2021	0	24	50	70	0	385	9	0	0	0	291	247	538
1YR Percentage Change	0%	21%	6%	-4%		2%	0%	0%	0%	0%	1%	4%	3%
Number, Fall 2017	3	34	93	109	0	595	6	3	0	1	495	349	844
5YR Percentage Change	0%	-15%	-43%	-39%		-34%	50%	-67%	0%	-100%	-41%	-26%	-35%
Area for improvement compared with national standards? (Yes/No)	✓										✓		

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

Terminology & Abbreviations for Race & Ethnicity	
American Indian or Alaskan Native only	AI/AN
Asian only	A
Black or African American only	B
Hispanic or Hispanic and any race category	H
Native Hawaiian or Other Pacific Islanders only	NH/OPI
White only	W
More than one race category	≥2
Non-Resident Alien	NRA
Unknown	UNK

Source: Integrated Postsecondary Education Data System

Tenured Faculty													
Indicator	AI/AN	A	B	H	NH/OPI	W	≥ TWO	NRA	UNK	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2022	4	150	30	44	0	495	3	7	3	0	251	485	736
Number, Fall 2021	4	143	30	44	0	495	5	7	0	0	244	484	728
1YR Percentage Change	0%	5%	0%	0%	0%	0%	-40%	0%	0%	0%	3%	0%	1%
Number, Fall 2017	2	111	26	35	0	425	1	8	0	0	195	413	608
5YR Percentage Change	100%	35%	15%	26%	0%	16%	200%	-13%		0%	29%	17%	21%
Area for improvement compared with national standards? (Yes/No)					✓		✓						

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

Terminology & Abbreviations for Race & Ethnicity	
American Indian or Alaskan Native only	AI/AN
Asian only	A
Black or African American only	B
Hispanic or Hispanic and any race category	H
Native Hawaiian or Other Pacific Islanders only	NH/OPI
White only	W
More than one race category	≥2
Non-Resident Alien	NRA
Unknown	UNK

Source: Integrated Postsecondary Education Data System

Tenure-Track Faculty													
Indicator	AI/AN	A	B	H	NH/OPI	W	≥ TWO	NRA	UNK	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2022	0	56	17	19	0	115	5	16	2	0	95	135	230
Number, Fall 2021	0	64	15	20	0	141	4	25	0	0	110	159	269
1YR Percentage Change	0%	-13%	13%	-5%	0%	-18%	25%	-36%	0%	0%	-14%	-15%	-14%
Number, Fall 2017	0	42	13	26	0	158	3	40	0	0	129	152	282
5YR Percentage Change	0%	33%	31%	-27%	0%	-27%	67%	-60%	200%	0%	-26%	-11%	
Area for improvement compared with national standards? (Yes/No)	✓										✓		

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

Terminology & Abbreviations for Race & Ethnicity	
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Asian only	A
Black or African American only	B
Hispanic or Hispanic and any race category	H
Native Hawaiian or Other Pacific Islanders only	NH/OPI
White only	W
More than one race category	≥2
Non-Resident Alien	NRA
Unknown	UNK

Source: Integrated Postsecondary Education Data System

Non-Tenure-Track Faculty or Faculty at Non-Tenure Granting Universities													
Indicator	AI/AN	A	B	H	NH/OPI	W	≥ TWO	NRA	UNK	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2022	0	37	30	69	0	450	8	10	4	0	344	264	608
Number, Fall 2021	0	35	22	63	0	419	4	11	0	0	324	230	554
1YR Percentage Change	0%	6%	36%	10%	0%	7%	100%	-9%	0%	0%	6%	15%	10%
Number, Fall 2017	1	30	21	47	0	432	6	9	0	0	307	239	546
5YR Percentage Change	-100%	23%	43%	47%	0%	4%	33%	11%	400%	0%	12%	10%	
Area for improvement compared with national standards? (Yes/No)	✓				✓								

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

Terminology & Abbreviations for Race & Ethnicity	
American Indian or Alaskan Native only	AI/AN
Asian only	A
Black or African American only	B
Hispanic or Hispanic and any race category	H
Native Hawaiian or Other Pacific Islanders only	NH/OPI
White only	W
More than one race category	≥2
Non-Resident Alien	NRA
Unknown	UNK

Source: Integrated Postsecondary Education Data System

Protected-Class Representation in the Tenure Process					
Males	Applied	Withdrawn	Denied	Deferred	Nominated
American Indian or Alaskan Native only	0	0	0	0	0
Asian only	11	0	1	0	10
Black or African American only	2	0	0	0	2
Hispanic or Hispanic and any race category	1	0	0	0	1
Native Hawaiian or Other Pacific Islanders only	0	0	0	0	0
White only	17	1	0	0	16
More than one race category	0	0	0	0	0
Non-Resident Alien	1	0	0	0	1
Unknown	0	0	0	0	0
Other	0	0	0	0	0
Not Reported	0	0	0	0	0
Total	32	1	1	0	30
Females	Applied	Withdrawn	Denied	Deferred	Nominated
American Indian or Alaskan Native only	0	0	0	0	0
Asian only	6	0	0	0	6
Black or African American only	0	0	0	0	0
Hispanic or Hispanic and any race category	1	0	0	0	1
Native Hawaiian or Other Pacific Islanders only	0	0	0	0	0
White only	11	0	0	0	11
More than one race category	0	0	0	0	0
Non-Resident Alien	0	0	0	0	0
Unknown	0	0	0	0	0
Other	0	0	0	0	0
Not Reported	0	0	0	0	0
Total	18	0	0	0	18

LEGEND:

Applied: Faculty whose names have been submitted for tenure review. Sum of Withdrawn, Denied, and Nominated (or provide explanation).

Withdrawn: Faculty who withdrew from tenure consideration after applying for review.

Denied: Faculty for whom tenure was denied during the review process.

Nominated: Faculty for whom tenure is being recommended by the University.

Annual Goals to Address Areas of Underutilization
For each year in which prior year goals were not achieved, provide a narrative explanation & a plan for achievement of equity.
<p>The university continues to be committed to its value of providing access to Florida's diverse population and will remain focused on providing access and opportunity for all students, Doctoral and First Professional degree program students, as well as employment of faculty members and managers. To assist with the university's efforts, the university will continue to actively recruit students of all backgrounds to its graduate programs. As to employment, the university will continue to encourage all colleges and departments to engage in active recruitment of applicants and to advertise national searches broadly and in diverse publications. In keeping with UCF's commitment to build strong recruitment efforts into the search process, a website was developed to support hiring officials and provide resources. Colleges and departments also are encouraged to advertise job postings in discipline specific boards and listservs, as well as to share job announcements with colleagues in their respective disciplines.</p> <p>These additional resources supplement those provided by Faculty Excellence (https://facultyexcellence.ucf.edu/), which is committed to supporting and strengthening faculty through recruitment, development, and retention of outstanding scholars and educators. Faculty Excellence promotes the growth of academic leaders through professional development opportunities and institutional policies designed to strengthen our collective faculty who advance UCF's mission of discovery, learning, and engagement. Faculty Excellence supports faculty across campus in creating a welcoming and inclusive learning environment for students, and endeavors to diversify our faculty through inclusive excellence.</p> <p>Furthermore, as noted in previous reports, the Office of Institutional Equity, the Department of Human Resources, and the Office of the Provost conducted an in-depth review of the university's search processes to assess whether the processes could be improved to increase efficiency, as well recruitment efforts to attract highly qualified individuals with different backgrounds, experiences, and perspectives. These offices will continue to partner on the development of improvements within the search process to ensure the university attracts the best talent.</p> <p>Lastly, UCF Athletics is implementing robust procedures to monitor rosters and scholarships within the 1% variance.</p>