

Key Performance Indicators Update

2020-2021

Aspects of Performance

Stakeholder: Students

- Admissions & Enrollment
- First-Year Retention
- Completion
- Further Inquiry on Student Diversity and Income Status

Stakeholder: Faculty

- Quality of Instruction
- Further Inquiry on Faculty Diversity

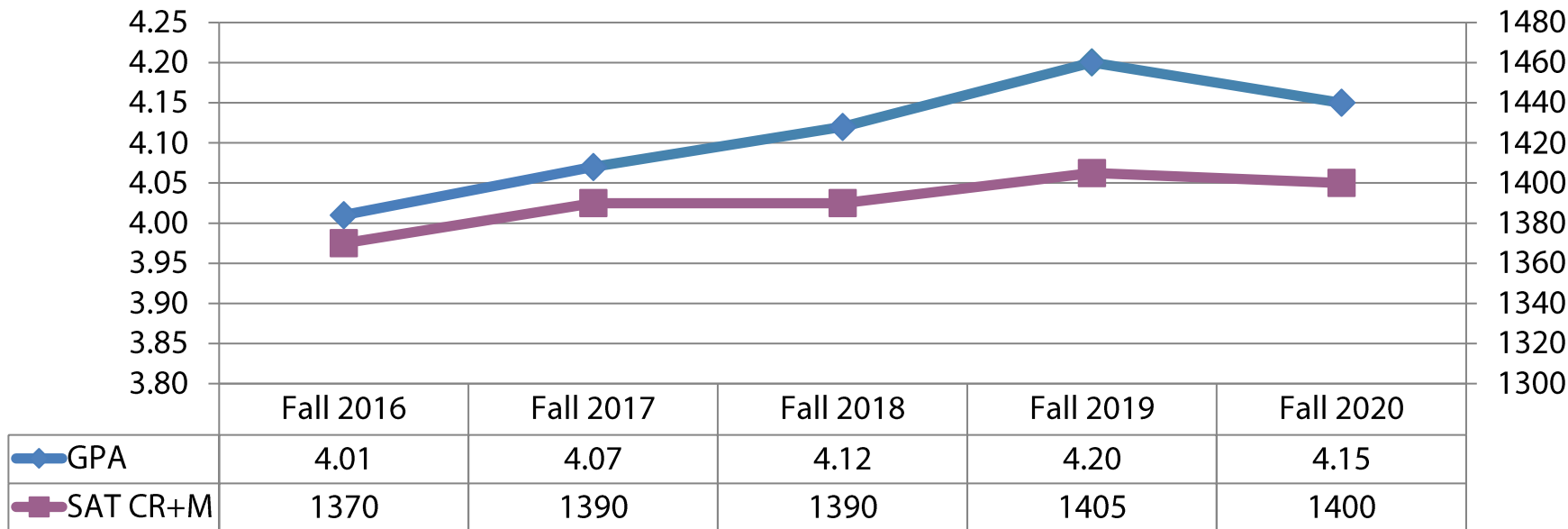
Stakeholder: Staff

- New Inquiry on Staff Diversity

Stakeholder: Students

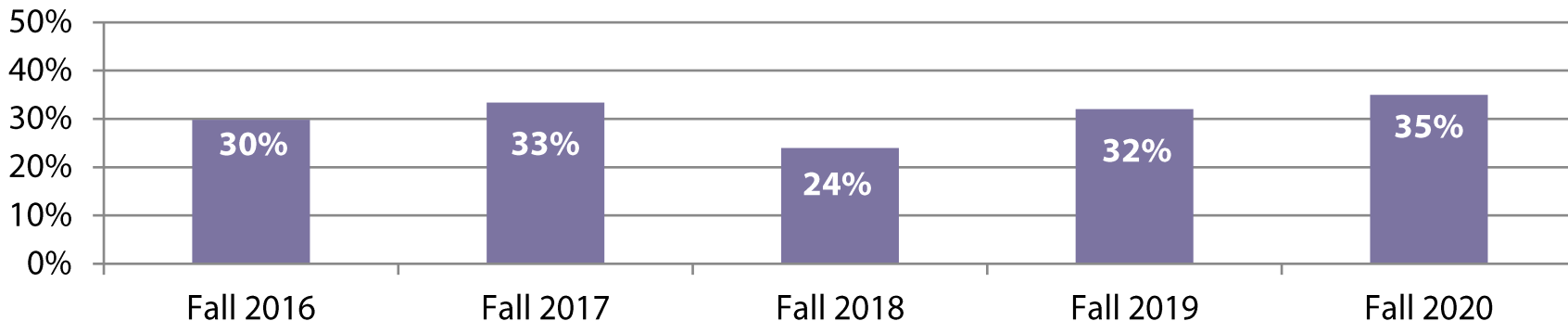
- Admissions & Enrollment
- First-Year Retention
- Completion
- New for 2020-2021: Further Inquiry on Student Diversity and Income Status

Selectivity of First-Year Classes: Median SAT and Average High School GPA, Fall 2016 – Fall 2020

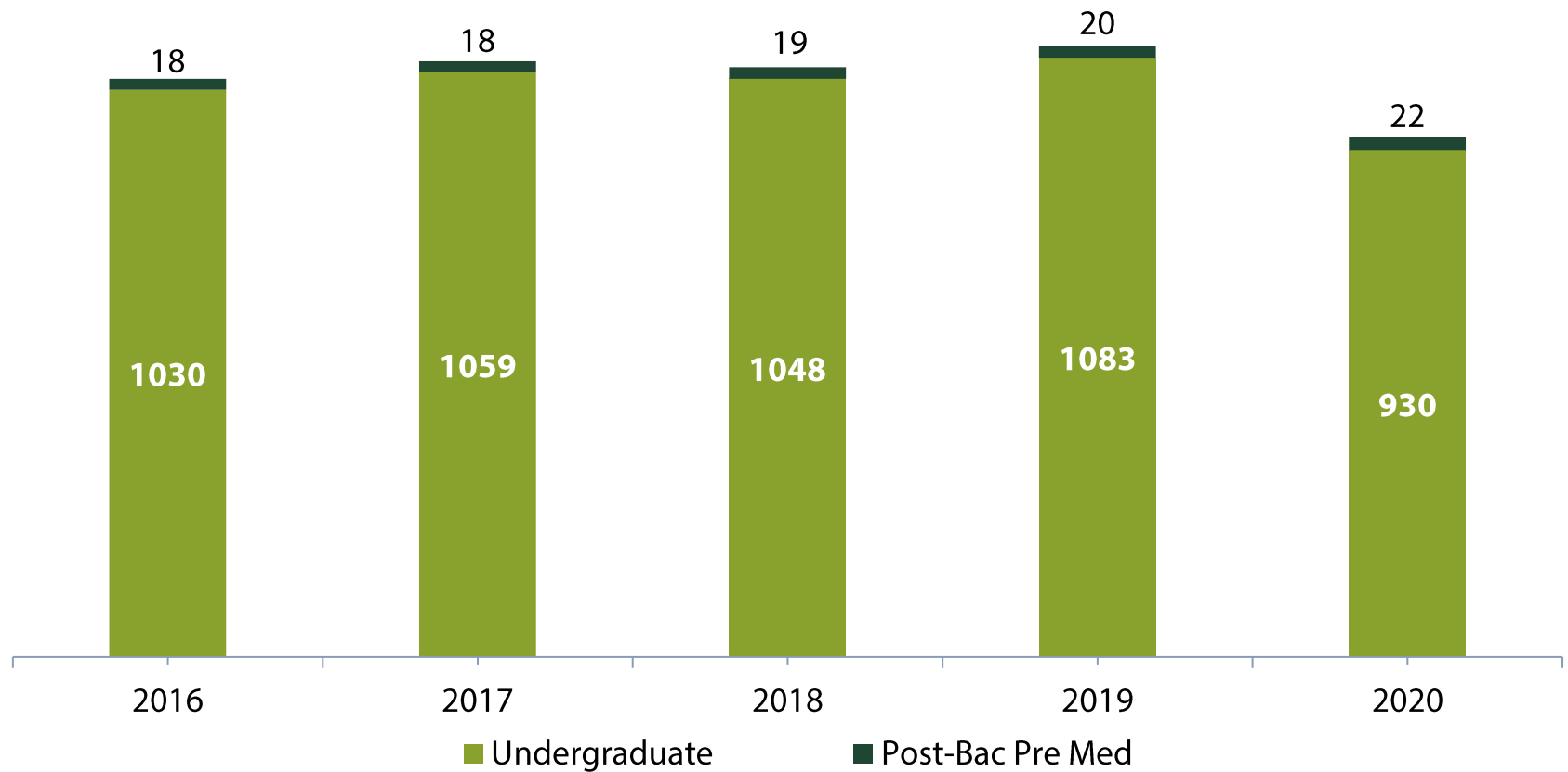


NOTE: Scripps College has implemented a test-optional policy for students entering in Fall 2021.

Percent Admitted

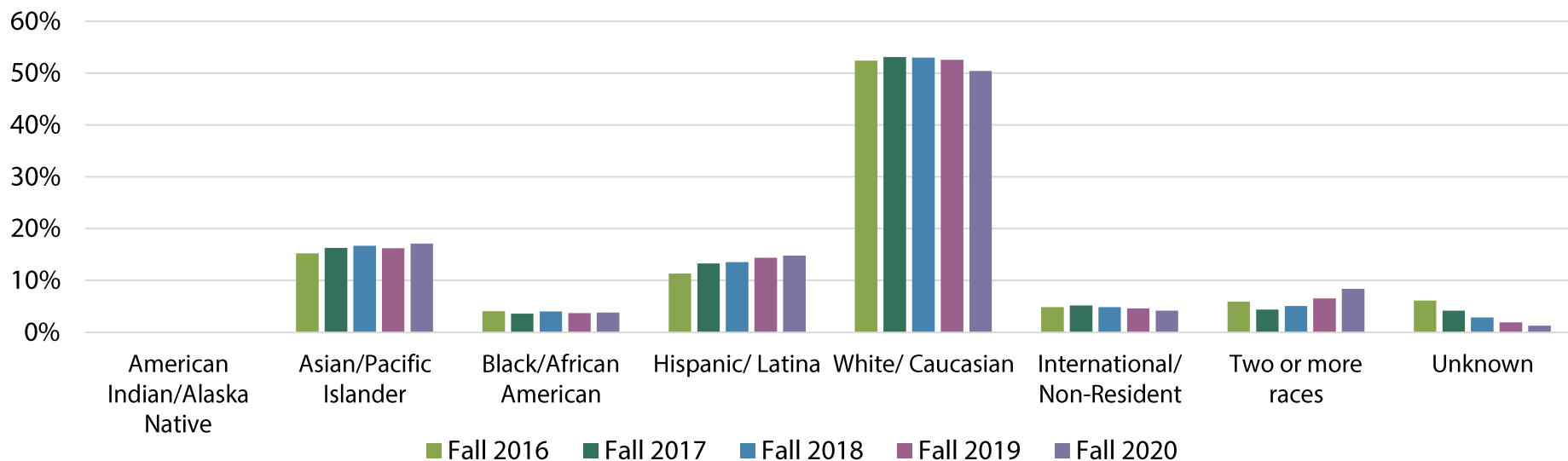


Degree-Seeking Student Enrollment Fall 2016 – Fall 2020



Degree-Seeking Undergraduate Enrollment by Race/Ethnicity

Fall 2016 – Fall 2020



Race/Ethnicity	Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2020	
	#	%	#	%	#	%	#	%	#	%
American Indian/Alaska Native	0	0%	0	0%	0	0%	0	0%	0	0%
Asian/Pacific Islander	157	15%	172	16%	175	17%	176	16%	159	17%
Black/African American	42	4%	38	4%	42	4%	40	4%	35	4%
Hispanic/Latina	117	11%	141	13%	142	14%	156	14%	138	15%
White/Caucasian	540	52%	562	53%	555	53%	569	53%	469	50%
International/Non-Resident	50	5%	55	5%	51	5%	50	5%	39	4%
Two or more races	61	6%	47	4%	53	5%	71	7%	78	8%
Unknown	63	6%	44	4%	30	3%	21	2%	12	1%
Total	1030	100%	1059	100%	1048	100%	1083	100%	930	100%

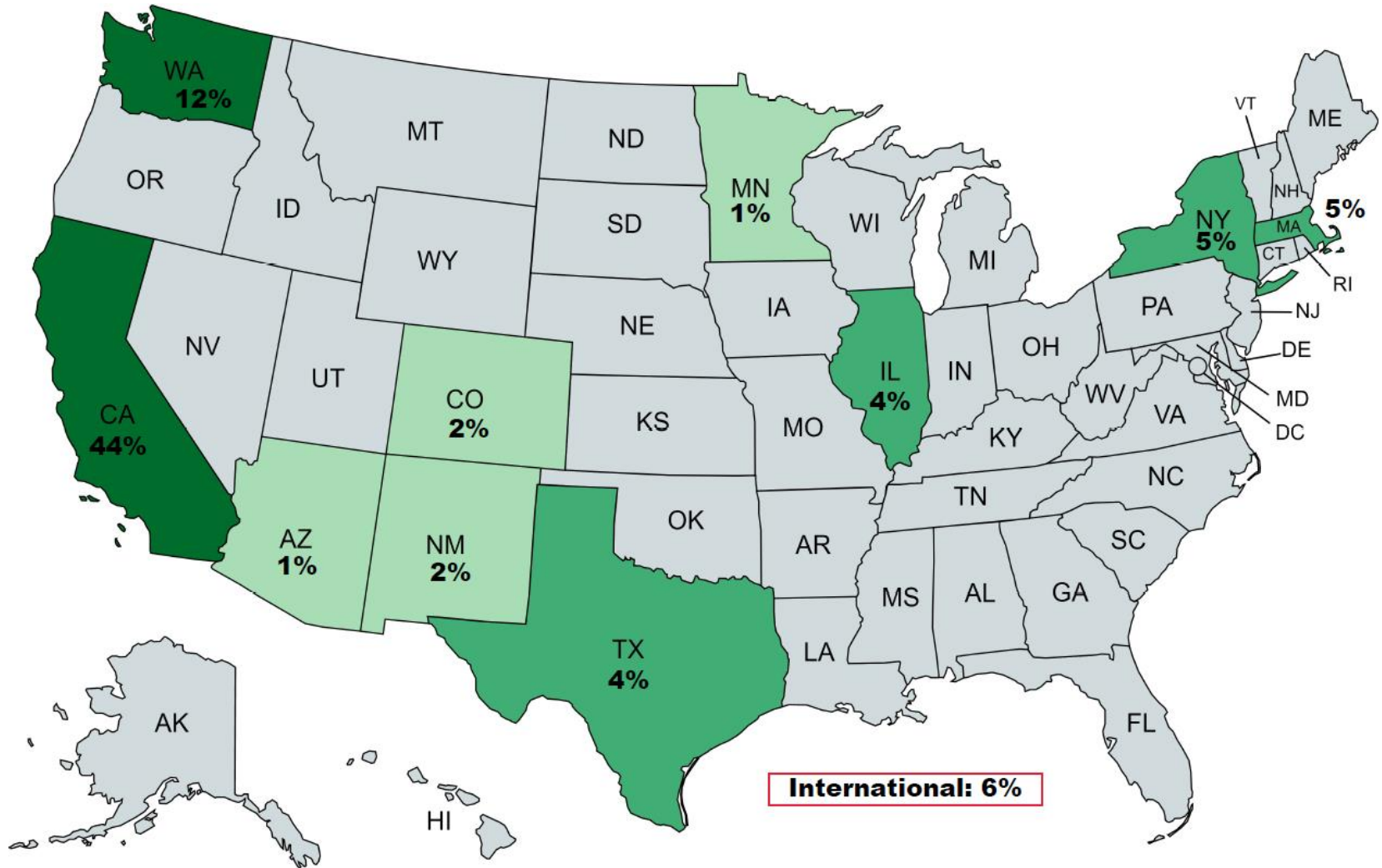
Data Source: CDS

International and Two or more races breakdown, Fall 2016 – Fall 2020

Enrollment Breakdown of Two or more races and International Students (Fall 2016-Fall 2020)					
Race/Ethnicity	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Two or more races, non-Hispanic	61	47	53	71	78
<i>American Indian or Alaska Native, non-Hispanic</i>	6	5	5	6	4
<i>Asian or Asian American, non-Hispanic</i>	41	38	39	51	58
<i>Black or African American, non-Hispanic</i>	16	12	14	18	21
<i>Native Hawaiian or other Pacific Islander, non-Hispanic</i>	15	7	7	5	3
<i>White, non-Hispanic</i>	57	42	47	67	73
<i>Unknown</i>	2	1	1	0	0
International (Non-U.S. Citizens)	50	55	51	50	39
<i>American Indian or Alaska Native, non-Hispanic</i>	0	0	0	0	0
<i>Asian or Asian American, non-Hispanic</i>	17	8	47	42	35
<i>Black or African American, non-Hispanic</i>	4	1	0	1	1
<i>Native Hawaiian or other Pacific Islander, non-Hispanic</i>	0	0	0	0	0
<i>White, non-Hispanic</i>	2	2	2	4	2
<i>Unknown</i>	36	48	9	12	3

NOTE: The race/ethnicity breakdown groups above are not mutually exclusive. Students are counted in multiple categories and category counts will not sum to the totals bolded.

First-Year Undergraduate Enrollment by State (Including International Students), Fall 2020



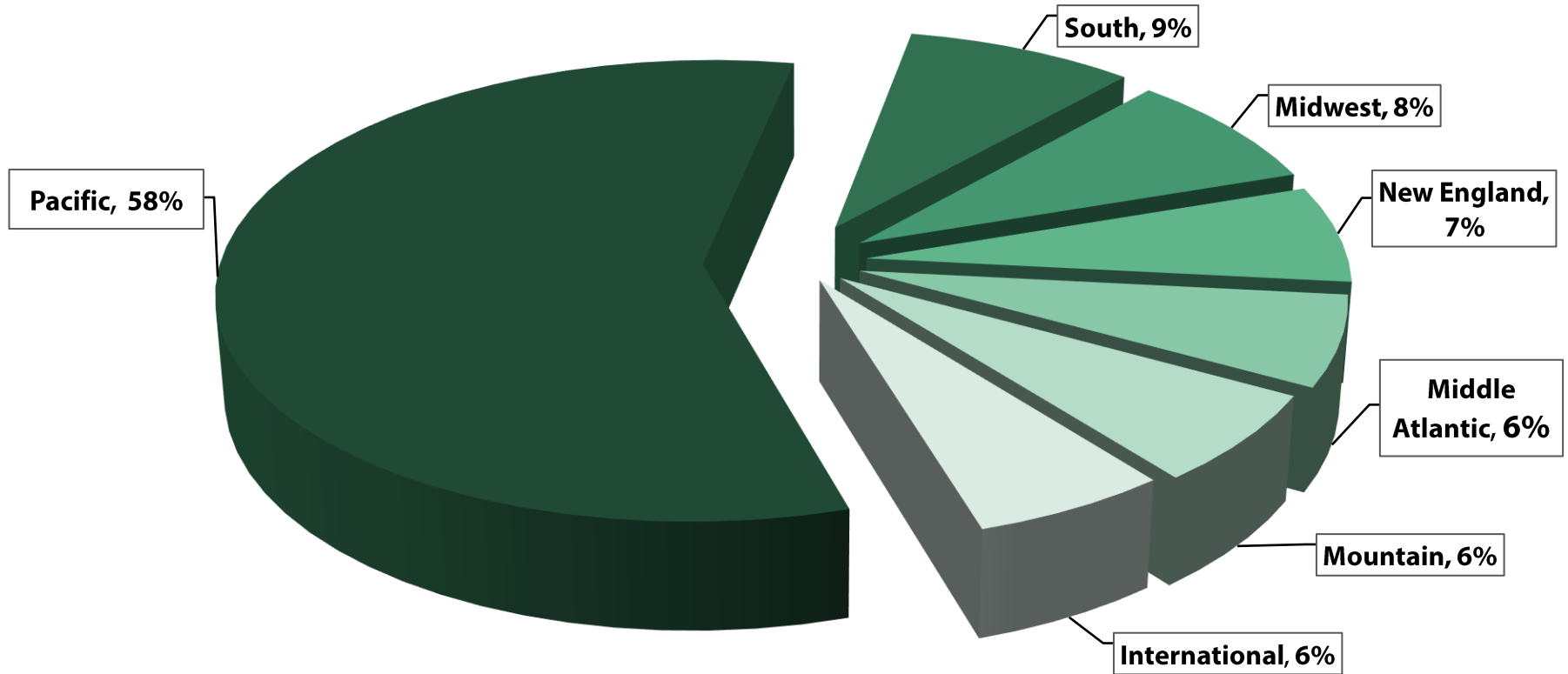
NOTE: The states reported in the chart above include all states where more than three first-year students enrolled from.

FY Enrollment by State (Excluding International Students) Fall 2016 – Fall 2020

% FY UG Enrollment by Most Popular States (Excluding International Students) Fall 2016-Fall 2020									
Fall 2016		Fall 2017		Fall 2018		Fall 2019		Fall 2020	
State	% UG Enrollment	State	% UG Enrollment	State	% UG Enrollment	State	% UG Enrollment	State	% UG Enrollment
CA	40%	CA	41%	CA	37%	CA	40%	CA	47%
WA	7%	WA	9%	WA	7%	WA	8%	WA	13%
NY	6%	NY	6%	IL	5%	NY	6%	NY	5%
TX	4%	OR	5%	MA	4%	OR	4%	MA	5%
CT	3%	TX	4%	NY	4%	IL	3%	TX	4%
IL	3%	IL	3%	MN	3%	MA	3%	IL	4%
MA	3%	MA	3%	OR	3%	MN	3%	NM	2%
OR	3%	MN	2%	TX	3%	TX	2%	CO	2%
AZ	2%	CO	2%	MD	3%	MD	2%	AZ	1%
CO	2%	HI	2%	NM	2%	NJ	2%	MN	1%

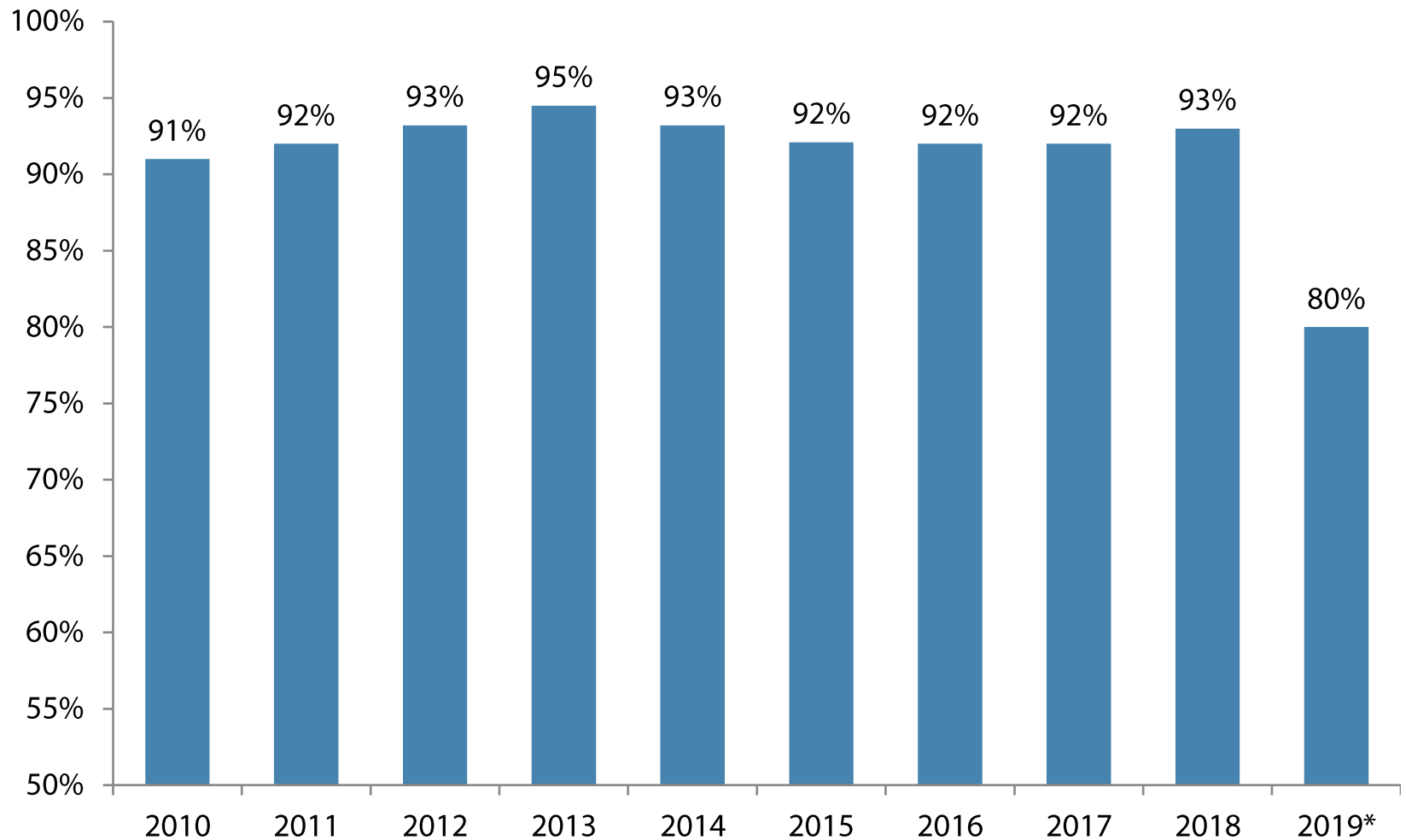
NOTE: The states listed under each term subheader include the ten most popular states that students enrolled from for each respective term. States are listed in the order of most enrollment to least enrollment out of the top ten most popular states for that term. These percentages do not include international students.

First-Year Undergraduate Enrollment by Region, Fall 2020



First to Second Year Retention Rates

Entering First-Year Cohorts Fall 2010 – Fall 2019

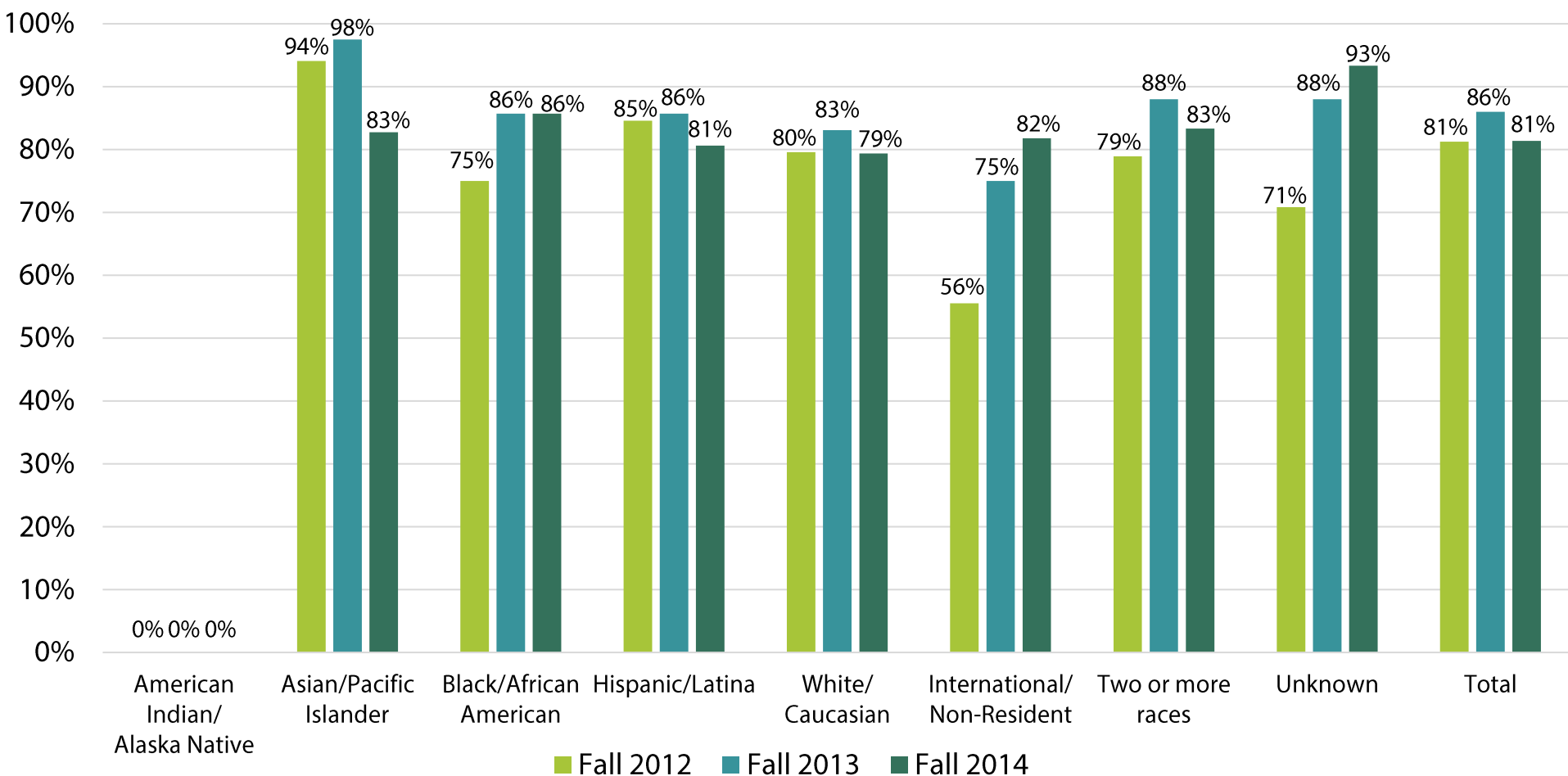


**The entering class of 2019 transitioned to an online learning environment in the spring of their first college year due to COVID-19 and restrictions put in place by L.A. County.*

Four-Year and Six-Year Graduation Rates Entering First-Year Cohorts Fall 2008 – Fall 2014

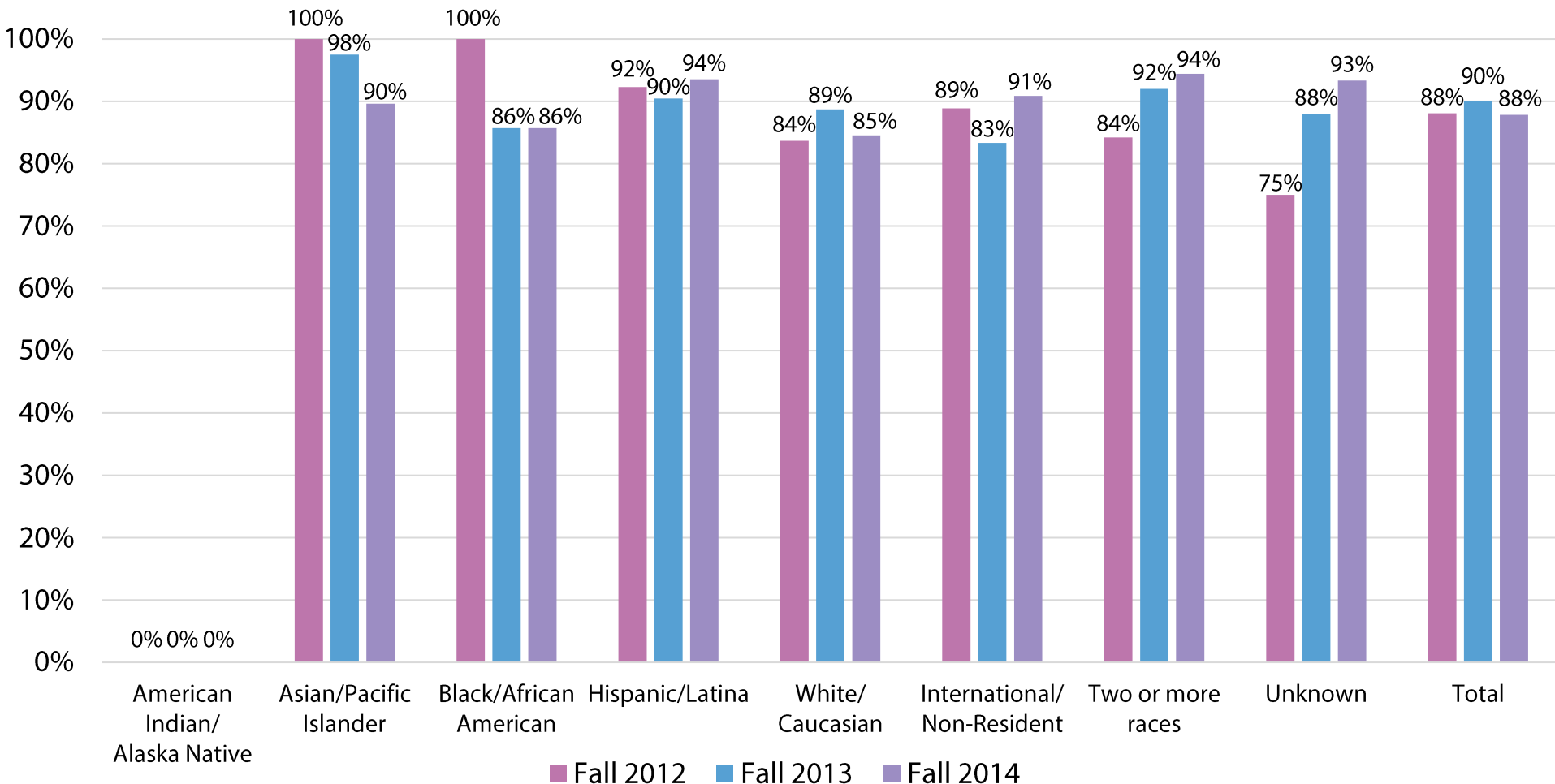


Four Year Graduation Rates by Race/Ethnicity Entering First-Year Cohorts Fall 2012-Fall 2014



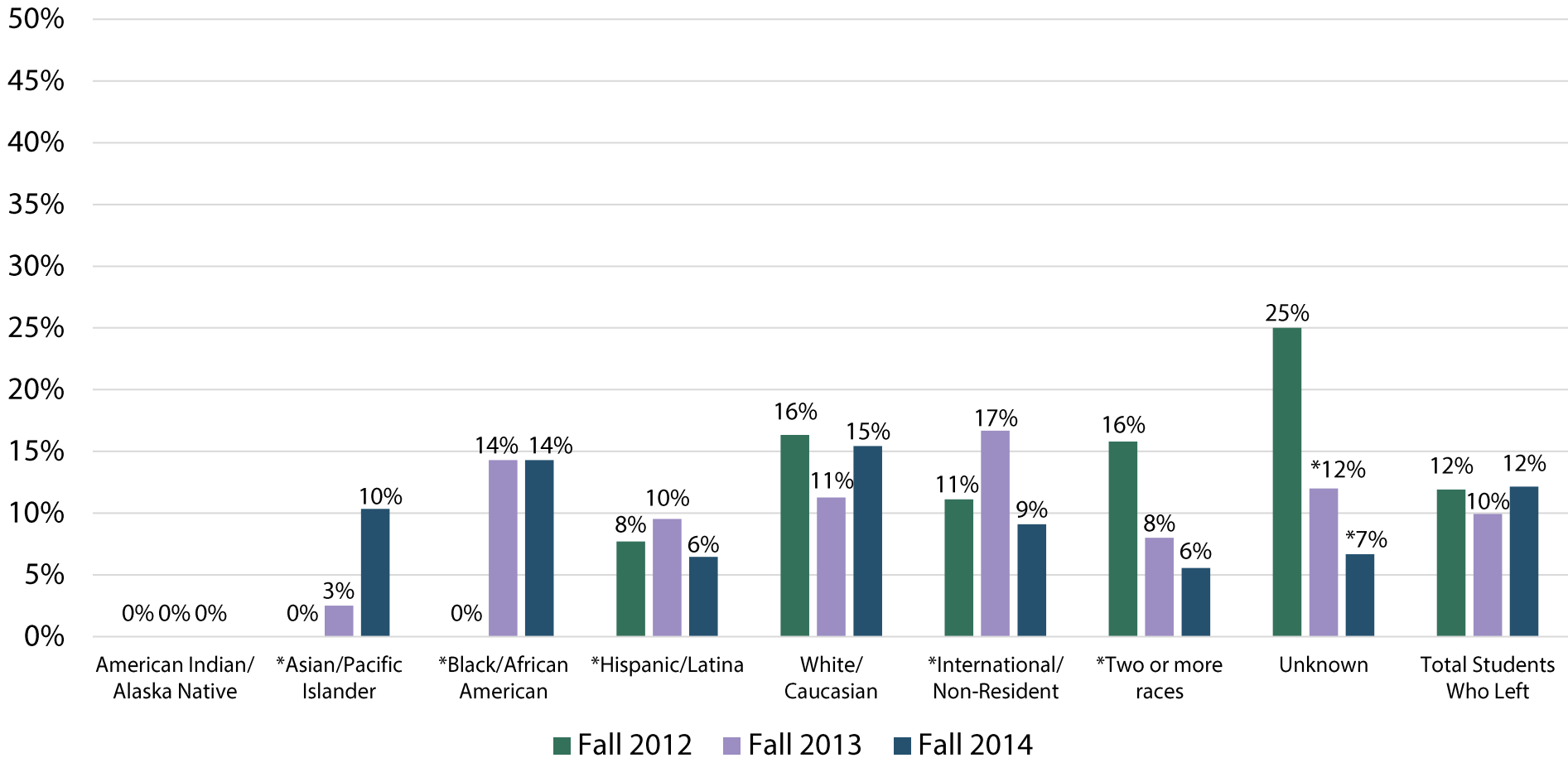
NOTE: There were no American Indian/Alaska Native students in the Fall 2012-2014 entering first-year cohorts.

Six Year Graduation Rates by Race/Ethnicity Entering First-Year Cohorts Fall 2012-Fall 2014



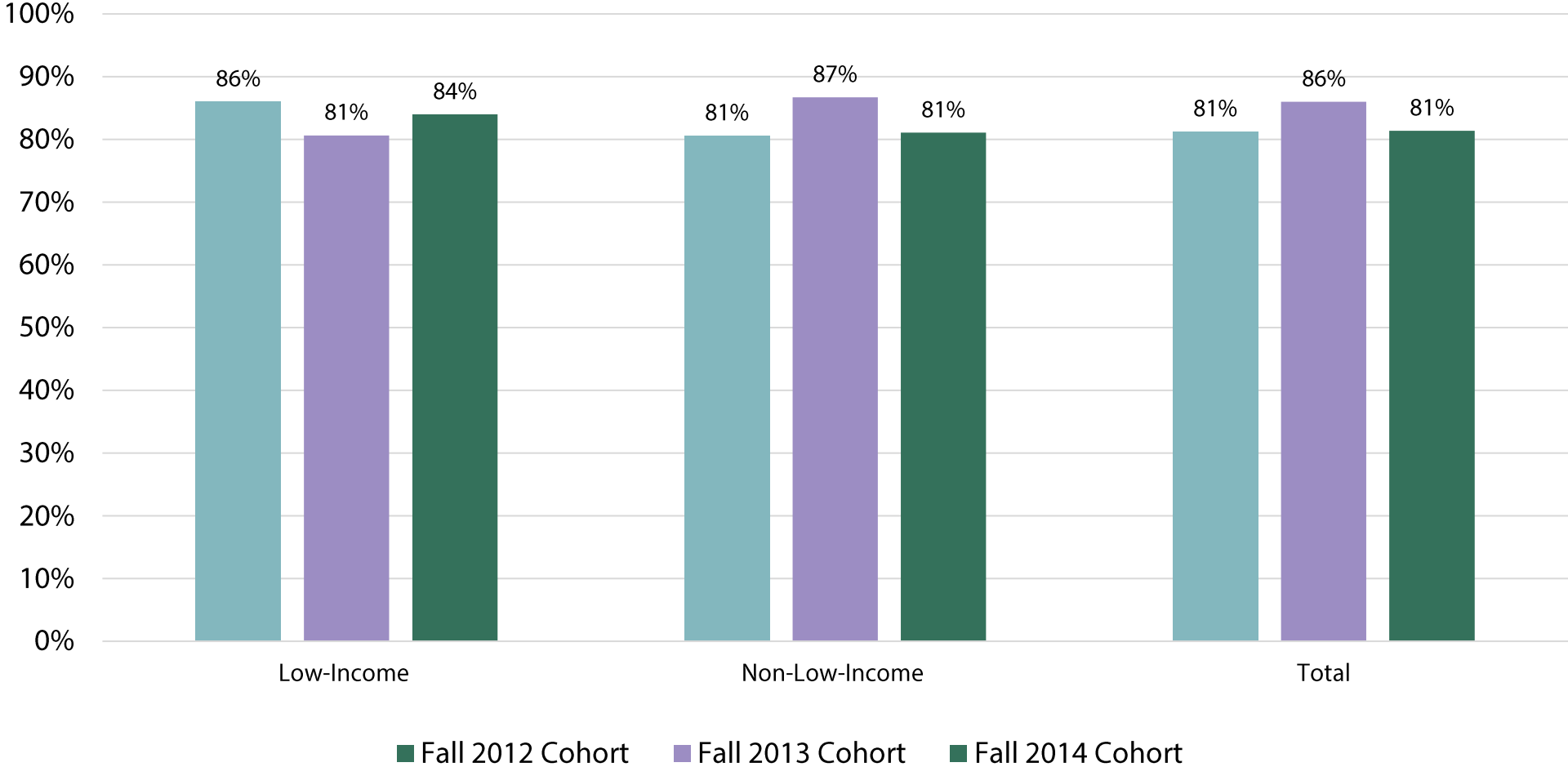
NOTE: There were no American Indian/Alaska Native students in the Fall 2012-2014 entering first-year cohorts.

Percent of Students Within Racial/Ethnic Group that Left Before Graduating Entering First-Year Cohorts Fall 2012-Fall 2014



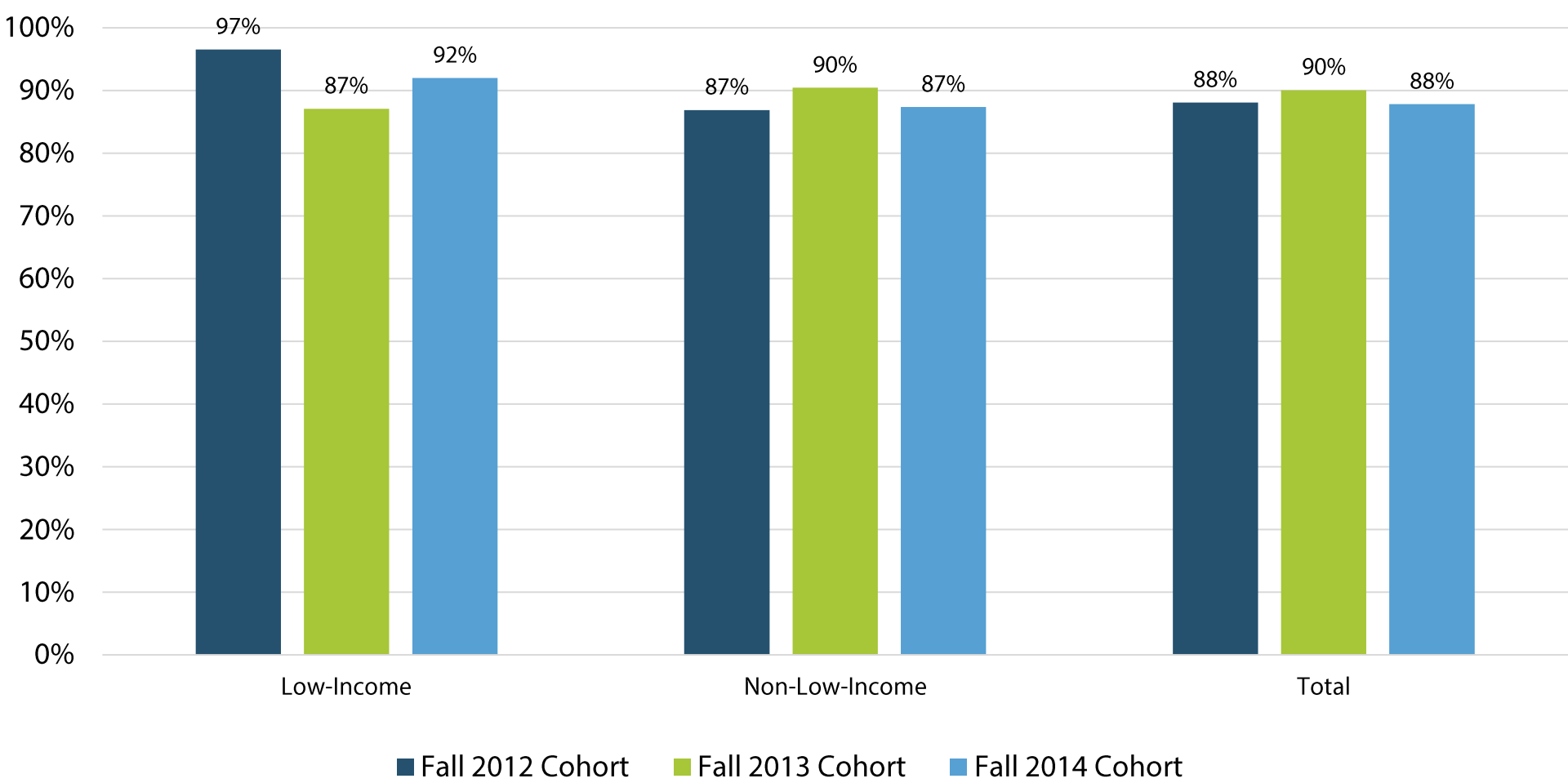
NOTE: Racial/ethnic groups or specific years marked with an asterisk () have student counts of <5. Percentages can be deceptive for the small numbers above and should be interpreted with care. There were no American Indian/Alaska Native students enrolled in the Fall 2012-2014 entering first-year cohorts. For the Fall 2012 cohort, there were no Asian/Pacific Islander or Black/African American students that left before graduating.*

Four Year Graduation Rates by Low-Income Status Entering First-Year Cohorts Fall 2012-Fall 2014



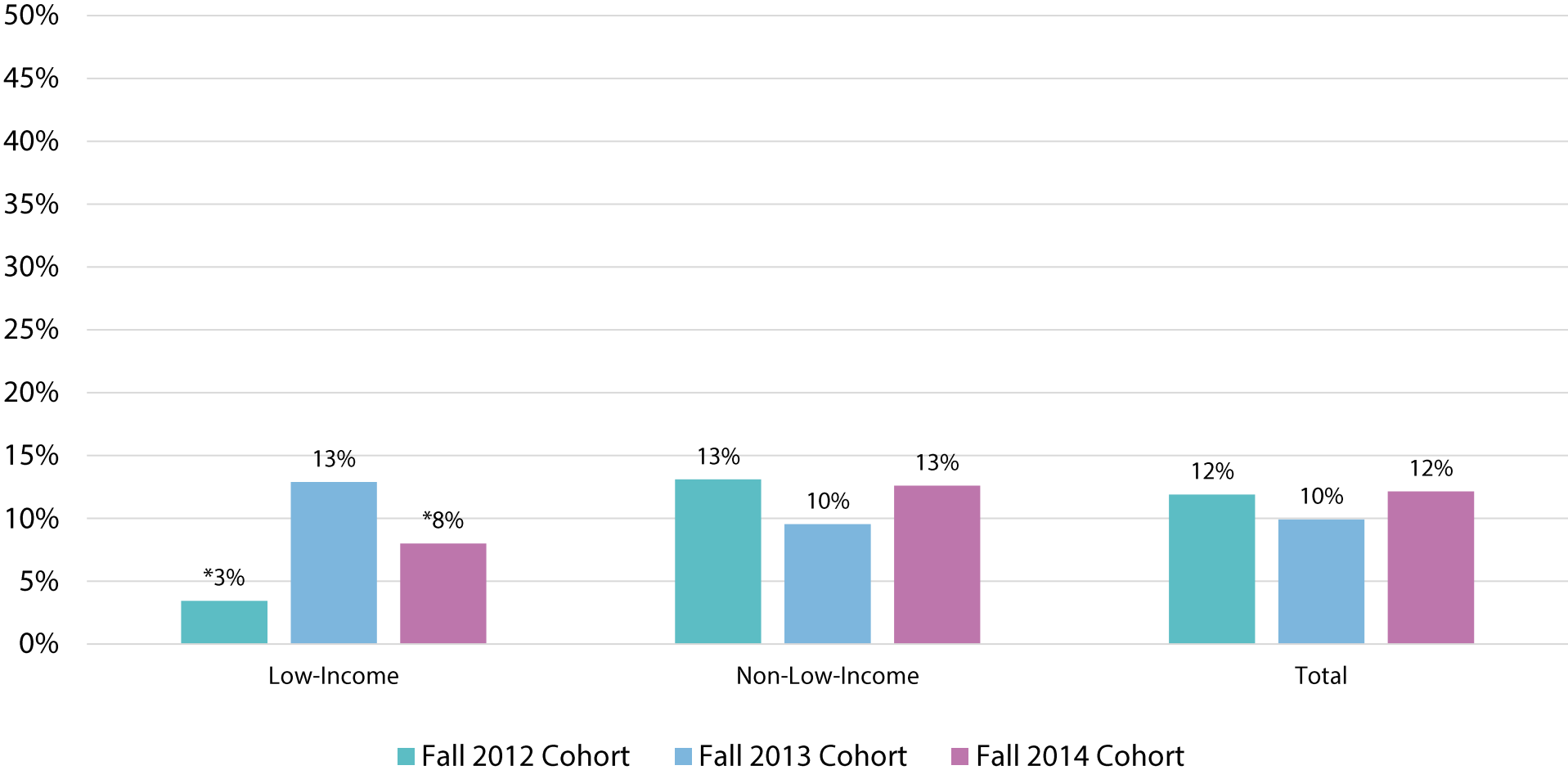
NOTE: Students who received a Federal Pell Grant are considered low-income. All other students who did not receive a Federal Pell Grant are considered non-low-income for this data.

Six Year Graduation Rates by Low-Income Status Entering First-Year Cohorts Fall 2012-Fall 2014



NOTE: Students who received a Federal Pell Grant are considered low-income. All other students who did not receive a Federal Pell Grant are considered non-low-income for this data.

Percent Within Low-Income Status Group that Left Before Graduating Entering First-Year Cohorts Fall 2012-Fall 2014



NOTE: Students who received a Federal Pell Grant are considered low-income. All other students who did not receive a Federal Pell Grant are considered non-low-income for this data. Income groups or specific years marked with an asterisk () have student counts of <5. Percentages can be deceptive for the small numbers above and should be interpreted with care.*

Stakeholder: Faculty

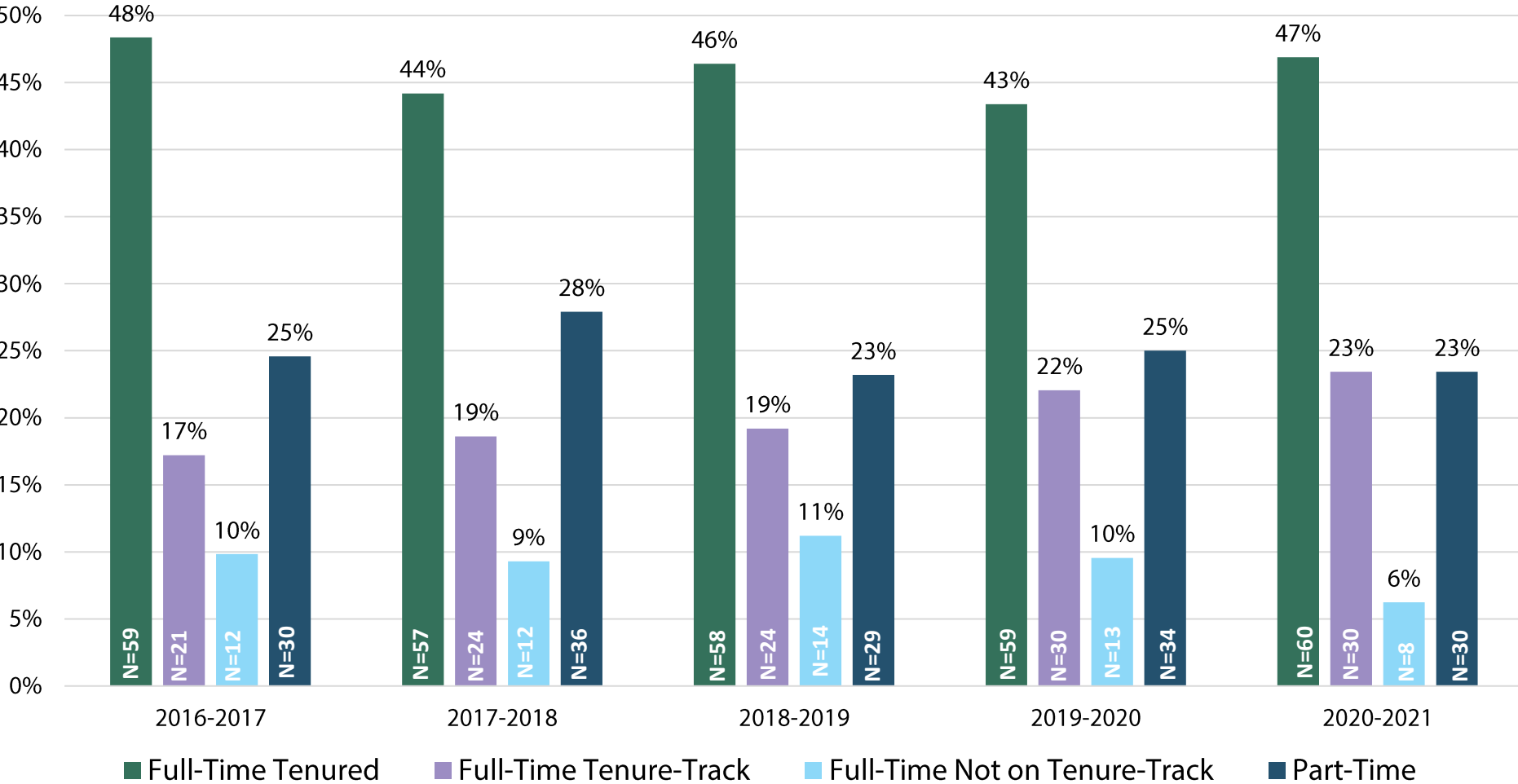
- Quality of Instruction
- New for 2020-2021: Further Inquiry on Faculty Diversity

Student-Faculty Ratio

Fall 2014 - 2020

College	2014	2015	2016	2017	2018	2019	2020
Scripps	10:1	10:1	11:1	10:1	10:1	10:1	9:1
Claremont McKenna	9:1	8:1	9:1	8:1	8:1	8:1	8:1
Harvey Mudd	8:1	8:1	8:1	8:1	8:1	8:1	8:1
Pitzer	10:1	10:1	11:1	11:1	12:1	10:1	9:1
Pomona	8:1	8:1	8:1	8:1	8:1	8:1	7:1

Percent of Faculty Within Tenure Status Group Per Academic Year 2016-2017 to 2020-2021



Faculty Tenure Status by Gender 2016-2017 to 2020-2021

Year	Full-Time Tenured			Full-Time Tenure-Track			Full-Time Not on Tenure-Track			Part-Time			Total Faculty		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
2016-2017	28	31	59	8	13	21	5	7	12	7	23	30	48	74	122
2017-2018	26	31	57	8	16	24	5	7	12	11	25	36	50	79	129
2018-2019	25	33	58	10	14	24	6	8	14	7	22	29	48	77	125
2019-2020	26	33	59	11	19	30	7	6	13	12	22	34	56	80	136
2020-2021	25	35	60	11	19	30	4	4	8	10	20	30	50	78	128

Data Source: AAUP, CUPA_HR, CDS

Faculty Tenure Status by Race/Ethnicity 2018-2019 to 2020-2021

Racial/ Ethnic Group	Full-Time Tenured			Full-Time Tenure-Track			Full-Time Not on Tenure-Track			Part-Time		
	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2020-2021	2018-2019	2019-2020	2020-2021
American Indian/ Alaska Native	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Asian/ Pacific Islander	19%	20%	18%	17%	17%	17%	29%	23%	25%	0%	3%	3%
Black/ African American	5%	5%	5%	0%	3%	3%	7%	0%	0%	10%	6%	3%
Hispanic/ Latino	12%	14%	12%	13%	7%	7%	0%	0%	0%	3%	9%	10%
White/ Caucasian	60%	59%	63%	46%	40%	37%	50%	69%	63%	79%	68%	70%
Two or more races	3%	2%	2%	0%	0%	3%	0%	0%	0%	0%	0%	0%
Unknown	0%	0%	0%	25%	33%	33%	14%	8%	13%	7%	15%	13%

Data Source: AAUP, CUPA_HR, CDS

Stakeholder:
Staff

- New for 2020-2021: New Inquiry on Staff Diversity

Staff by Job Classification and Race/Ethnicity, 2020-2021

Racial/ Ethnic Group	Senior Staff	Middle Management	Coordinator/ Individual Contributor
	%	%	%
American Indian/ Alaska Native	0.0%	0.0%	1.0%
Asian/Pacific Islander	0.0%	9.1%	6.8%
Black/African American	42.9%	9.1%	8.9%
Hispanic/Latino	14.3%	19.7%	40.3%
White/Caucasian	42.9%	60.6%	33.5%
Two or more races	0.0%	1.5%	2.1%
Unknown	0.0%	0.0%	7.3%

Data Source: HR Office 2020-2021 Divisional Spreadsheet

NOTE: The staff data on the current slide reflects the current process for how Scripps counts staff. This slide does not tally staff according to IPEDS HR staff reporting guidance. Additionally, the time periods for which staff were tallied varied between HR and IPEDS reporting periods.

Staff by Gender and Race/Ethnicity 2016-2017 to 2020-2021

Racial/ Ethnic Group	Males					Females				
	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
American Indian/ Alaska Native	0%	0%	0%	0%	1%	0%	0%	1%	1%	1%
Asian/Pacific Islander	8%	11%	8%	7%	9%	7%	7%	5%	4%	6%
Black/African American	10%	6%	7%	7%	10%	10%	10%	10%	10%	10%
Hispanic/Latino	44%	44%	42%	49%	40%	31%	33%	37%	35%	32%
White/Caucasian	33%	33%	35%	27%	38%	47%	44%	41%	40%	44%
Two or more races	3%	3%	3%	4%	0%	1%	2%	3%	4%	2%
Unknown	2%	3%	6%	4%	2%	4%	4%	2%	6%	6%

Data Source: IPEDS HR Survey

NOTE: The staff data on the current slide reflects IPEDS HR staff reporting guidance. This slide does not tally staff according to Scripps' current calculations. Additionally, the time periods for which staff were tallied varied between HR and IPEDS reporting periods.