

Not an "Either-Or" Dilemma:

***Preparing A Great University
for Demographic Change and
for World Class Excellence***

U.S. Population Distribution

Year	Total	White / Non-Latino	Latino	African American	American Indian	Asian- American
1995	262,820	193,566	26,936	31,598	1,931	8,788
2000	281,422	194,553	35,306	34,658	2,476	10,243
2020 E	324,926	207,145	55,156	44,735	3,207	19,589
2050 E	403,686	212,990	98,228	59,239	4,405	37,589

Source: U.S. 2000 Census & U.S. Census Bureau Population Division, Population Projections of the U.S., Total Population by Race, Hispanic Origin, & Nativity

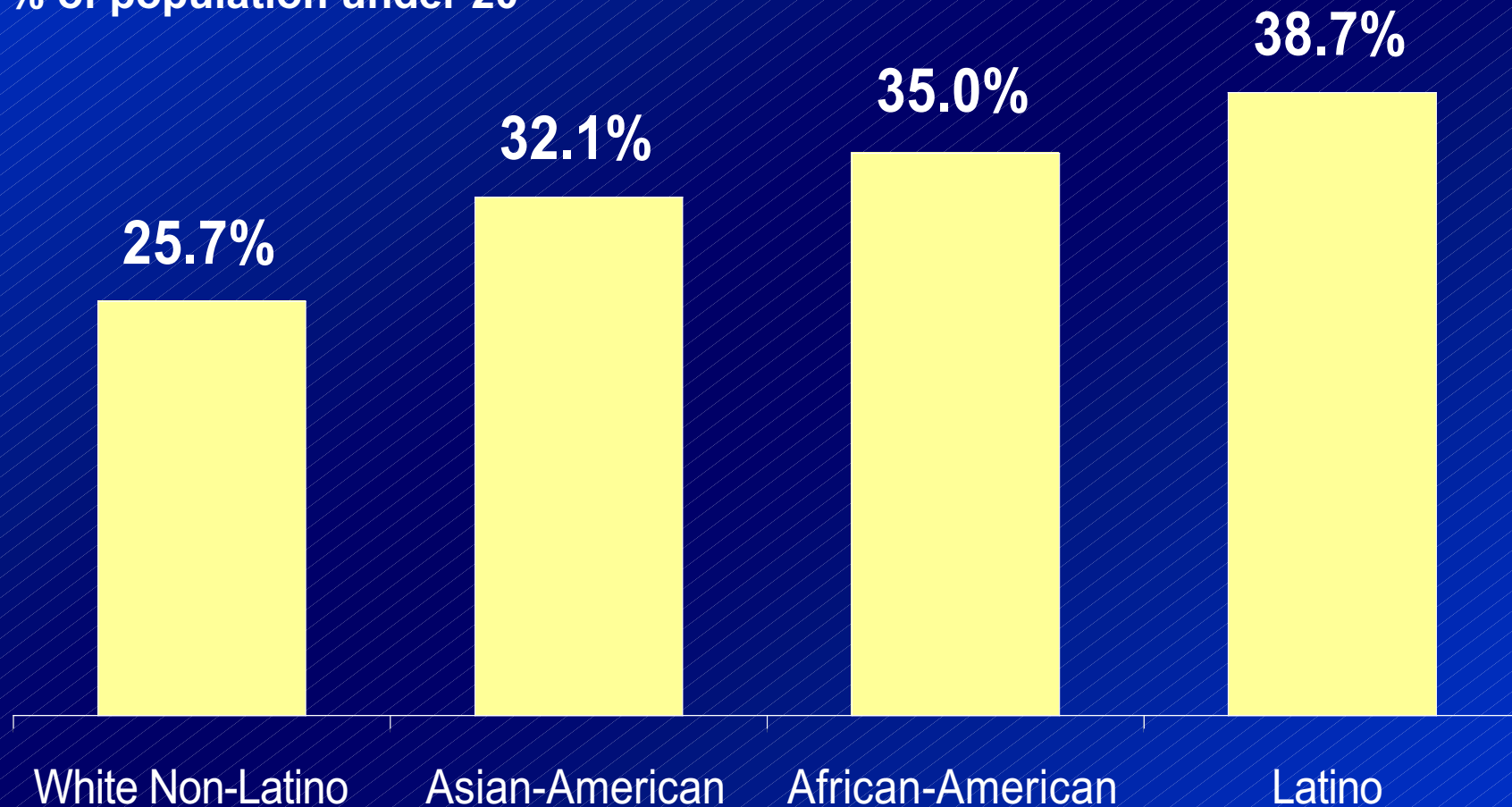
Population Projection for Texas 2010-2040

**Assuming Rates of Net Migration
Equal to One-Half of 1990-2000**

<u>Year</u>	<u>Anglo</u>	<u>African American</u>	<u>Hispanic</u>	<u>Other</u>	<u>Total</u>
2010	11,494,673	2,730,659	8,999,827	953,348	24,178,507
2020	11,735,043	3,004,173	11,742,820	1,256,342	27,738,378
2030	11,701,065	3,191,230	14,900,692	1,596,578	31,389,565
2040	11,382,992	3,283,413	18,391,333	1,954,592	35,012,330

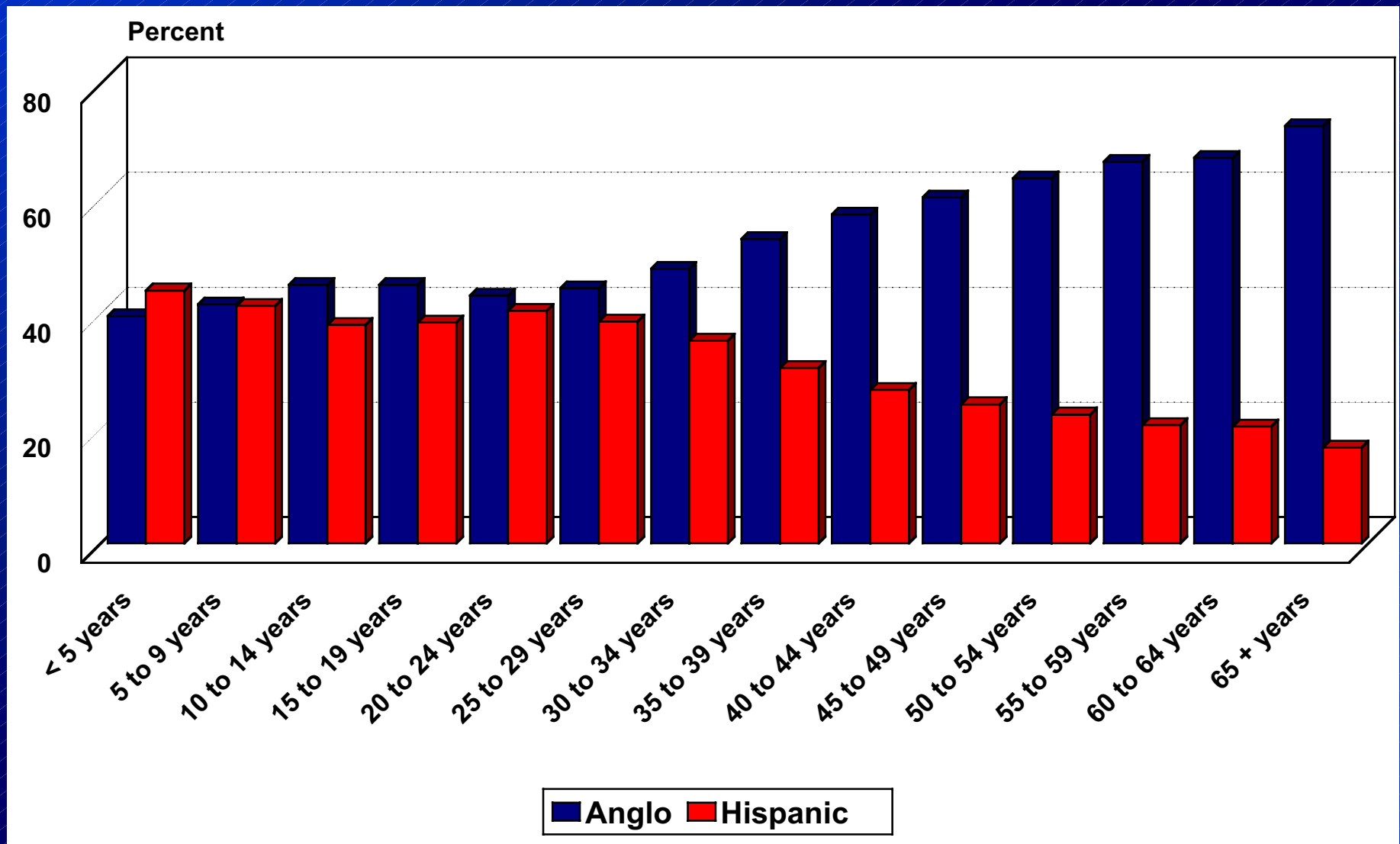
Minority Populations Are Young

% of population under 20



Source: Market Segment Research; Population Report, Middle Series, 1996

Percent of Texas Population By Age Group and Ethnicity, 2000



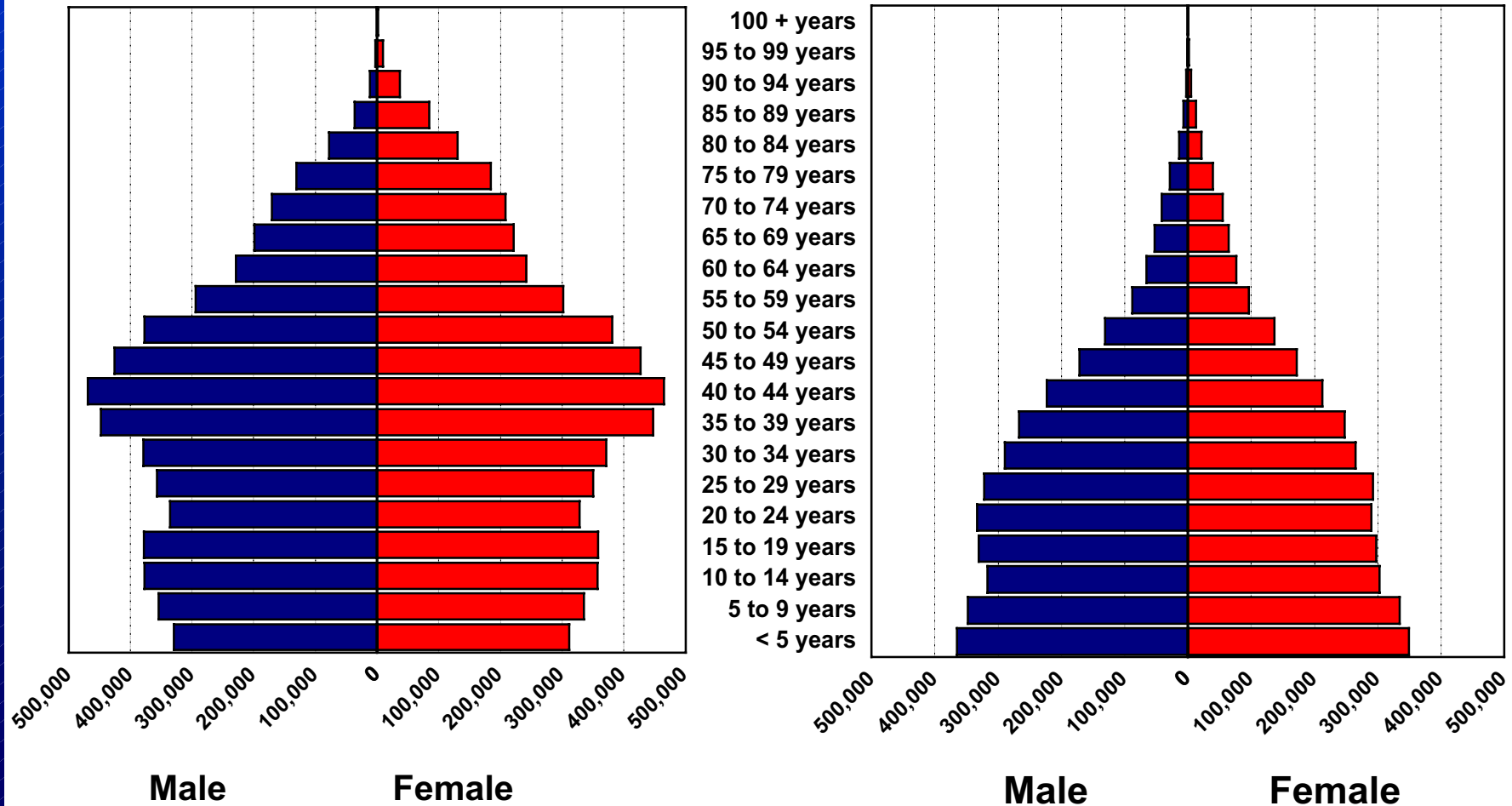
Minority Households Are Larger

	Whites	Blacks	Hispanics
Household Size	2.58	2.75	3.54

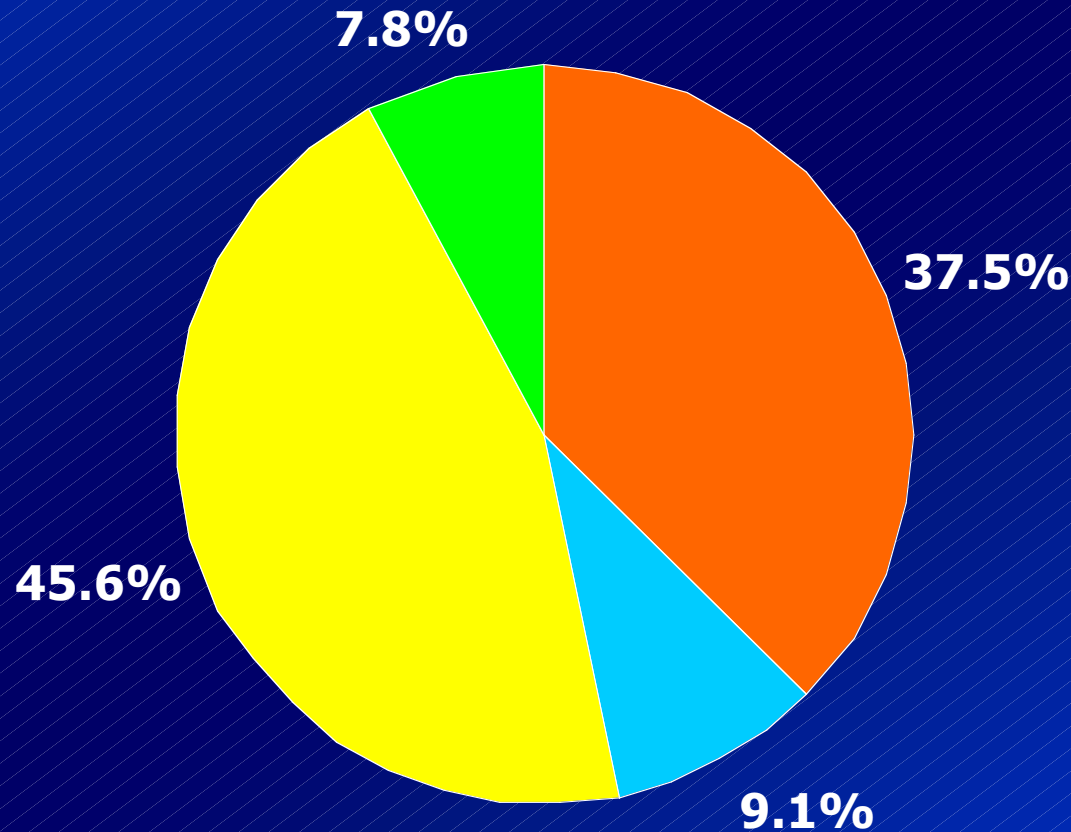
Population Pyramids for Anglo and Hispanic Ethnic Groups in Texas, 2000

Anglo

Hispanic



Ethnic Diversity of the Labor Force in 2030



Anglo African American Hispanic Other

“Failure to integrate these groups into the broader business culture would sharply limit economic growth.”

***"Economic growth spurts
have been triggered by waves
of entrepreneurial innovation,
which in turn have been triggered
by demographic shifts."***

- Westward movement of mid-19th Century
- Western European immigration of late 19th Century
- Southern and Eastern European immigration of the early 20th Century
- The current immigration wave

Negative Possibilities

- **Inadequacy of public services**
- **Immigration resentments**
- **Divisive politics**
- **Social alienation**
- **Income differentials**
- **Wealth gaps**

Negative Possibilities

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- **Wealth gaps**

Upside Possibilities

- **Creative energies**
- **Small business growth**
- **Shared leadership**
- **Political maturation**
- **Large, productive labor force**
- **International bridge**
- **Cultural vibrancy**

Negative Possibilities

- Inadequacy of public services
- Immigration resentments
- Divisive politics
- Social alienation
- Income differentials
- Wealth gaps

Upside Possibilities

- Creative energies
- Small business growth
- Shared leadership
- Political maturation
- Large, productive labor force
- International bridge
- Cultural vibrancy

Deciding Factors

- Population growth rates
- Entrepreneurial development
- Access to capital
- Homeownership
- Intermarriage
- Educational attainment

***Key:
Human and
Financial Capital***

Economic Mobility Through Skills:

***"Social progress now
more than ever depends on
gains in economic mobility
through skills acquisition and
individual enterprise."***

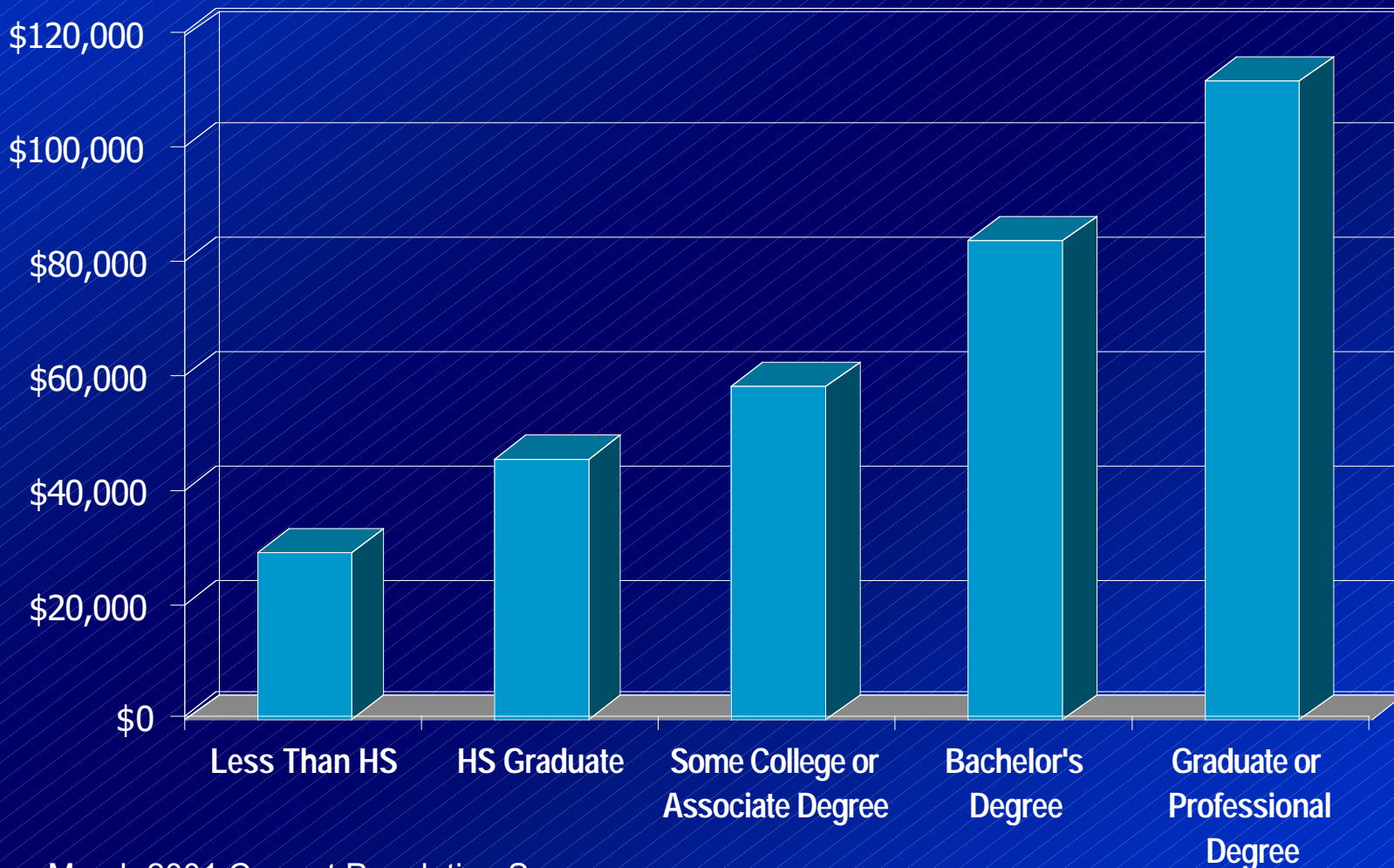
***High Skills /
High Wages***



***Low Skills /
Low Wages***

Average Annual Household Income in the United States by Educational Attainment in 2000

Average Income



*From March 2001 Current Population Survey

Top 50 Undergraduate Schools

Rank / School (State)

1. Princeton University (NJ)
2. Harvard University (MA)
Yale University (CT)
4. California Institute of Technology
Duke University (NC)
Massachusetts Inst. of Tech.
Stanford University (CA)
University of Pennsylvania
9. Dartmouth College (NH)
10. Columbia University (NY)
Northwestern University (IL)
12. University of Chicago
Washington Univ. in St. Louis
14. Cornell University (NY)
15. Johns Hopkins University (MD)
Rice University (TX)
17. Brown University (RI)
18. Emory University (GA)
University of Notre Dame (IN)
20. University of California-Berkeley*
21. Carnegie Mellon University (PA)
Vanderbilt University (TN)
23. University of Virginia*
24. Georgetown University (DC)
25. Univ. of California-Los Angeles*
Univ. of Michigan-Ann Arbor*
Wake Forest University (NC)

Rank / School (State)

28. Tufts University (MA)
Univ. of N. Carolina-Chapel Hill*
30. College of Wm. and Mary (VA)*
31. Brandeis University (MA)
Univ. of California-San Diego*
Univ. of Southern California
Univ. of Wisconsin-Madison*
35. New York University
36. University of Rochester (NY)
37. Case Western Res. Univ. (OH)
38. Georgia Institute of Technology*
Univ. of IL-Urbana-Champaign*
40. Boston College
Lehigh University (PA)
Yeshiva University (NY)
43. Tulane University (LA)
University of California-Davis*
45. Pennsylvania State Univ.-Univ. Park*
University of California-Irvine*
- 47. Pepperdine University (CA)**
Rensselaer Polytechnic Inst. (NY)
Univ. of California-Santa Barbara*
University of Texas-Austin*
University of Washington*

Categories Ranked

- Overall score
- Peer assessment score
- Graduation and retention
- Average freshman retention
- 2001 graduation rate (predicted & actual)
- Over-/Under-performance
- Faculty resources
- % of class under 21 ('01)
- % of classes of 50 or more ('01)
- Student/faculty ratio ('01)
- % of faculty who are full time ('01)
- Selectivity rank
- SAT/ACT 25th-75th percentile ('01)
- Freshmen in top 10% of HS class ('01)
- Acceptance rate ('01)
- Financial resources rank
- Alumni giving rank
- Average alumni giving rate

Top Public Universities

1. University of California-Berkeley
2. University of Virginia
3. Univ. of California-Los Angeles
University of Michigan-Ann Arbor
5. U. of North Carolina-Chapel Hill
6. College of William and Mary (VA)
7. Univ. of California-San Diego
Univ. of Wisconsin-Madison
9. Georgia Institute of Technology
U. of Illinois-Urbana-Champaign
11. University of California-Davis
12. Pennsylvania State U.-University Park
University of California-Irvine
14. Univ. of California-Santa Barbara
University of Texas-Austin
University of Washington

Percentage of Undergraduate Class by Ethnicity

<u>School</u>	<u>Hispanic</u>	<u>African American</u>	<u>Asian</u>	<u>Total</u>
University of California-Irvine	12%	2%	52%	66%
University of California-Los Angeles	14%	4%	37%	55%
University of California-Berkeley	9%	4%	41%	54%
University of California-Davis	10%	3%	36%	49%
University of California-San Diego	10%	1%	35%	46%
University of Texas-Austin	14%	4%	16%	34%
University of California-Santa Barbara	15%	3%	14%	32%
University of Illinois-Urbana-Champaign	6%	7%	13%	26%
Georgia Institute of Technology	3%	8%	14%	25%
University of Michigan-Ann Arbor	4%	8%	12%	24%
University of Virginia	3%	9%	11%	23%
University of North Carolina-Chapel Hill	2%	11%	5%	18%
College of William & Mary	3%	5%	7%	15%
Penn State University-University Park	3%	4%	5%	12%
University of Wisconsin-Madison	2%	2%	4%	8%

Percentage of Undergraduate Class by Ethnicity

<u>School</u>	<u>Hispanic</u>	<u>African American</u>	<u>Total</u>
University of California-Santa Barbara	15%	3%	18%
University of California-Los Angeles	14%	4%	18%
University of Texas-Austin	14%	4%	18%
University of California-Irvine	12%	2%	14%
University of California-Davis	10%	3%	13%
University of California-Berkeley	9%	4%	13%
University of Illinois-Urbana-Champaign	6%	7%	13%
University of North Carolina-Chapel Hill	2%	11%	13%
University of Michigan-Ann Arbor	4%	8%	12%
University of Virginia	3%	9%	12%
University of California-San Diego	10%	1%	11%
Georgia Institute of Technology	3%	8%	11%
College of William & Mary	3%	5%	8%
Penn State University-University Park	3%	4%	7%
University of Wisconsin-Madison	2%	2%	4%

Source: *U.S. News & World Report: America's Best Colleges, 2003 Edition*

Texas Rank Among States on Selected Characteristics of Race/Ethnicity Groups

By Size in 2002

Group	Texas Value	Texas Rank	Comparison Areas
Anglo	10,291,680	3	California: 17.0 million
Black	2,421,653	2	New York: 12.5 million
Hispanic	6,669,666	2	California: 11.0 million
Other	685,785	4	California: 4.2 million New York: 1.2 million

Percentage of Undergraduate Class by Ethnicity, High School Class Rank, and Test Scores

<u>School</u>	<u>Total</u>	<u>% of Students in Top 10% of</u>	
		<u>H.S. Class</u>	<u>SAT Scores</u>
University of California-Santa Barbara	18%	99%	1070-1300
University of California-Los Angeles	18%	97%	1160-1400
University of Texas-Austin	18%	50%	1090-1330
University of California-Irvine	14%	95%	1070-1270
University of California-Berkeley	13%	99%	1170-1440
University of California-Davis	13%	95%	1060-1280
University of North Carolina-Chapel Hill	13%	64%	1150-1370
University of Illinois-Urbana-Champaign	13%	55%	(ACT) 25-30
University of Virginia	12%	82%	1210-1420
University of Michigan-Ann Arbor	12%	69%	(ACT) 26-30
University of California-San Diego	11%	99%	1170-1370
Georgia Institute of Technology	11%	60%	1250-1420
College of William & Mary	8%	83%	1230-1420
Penn State University-University Park	7%	42%	1090-1290
University of Wisconsin-Madison	4%	50%	(ACT) 25-30

Source: *U.S. News & World Report: America's Best Colleges, 2003 Edition*

Size of Undergraduate Class

<u>School</u>	<u>Size</u>
University of Texas-Austin	34,027
Penn State University-University Park	32,870
University of Illinois-Urbana-Champaign	27,624
University of Wisconsin-Madison	27,021
University of California-Los Angeles	24,108
University of Michigan-Ann Arbor	23,189
University of California-Berkeley	21,686
University of California-Davis	18,728
University of California-San Diego	17,255
University of California-Santa Barbara	16,990
University of California-Irvine	16,971
University of North Carolina-Chapel Hill	15,060
University of Virginia	12,796
Georgia Institute of Technology	10,163
College of William & Mary	5,527

Top Public Universities

1. University of California-Berkeley
2. University of Virginia
3. Univ. of California-Los Angeles
University of Michigan-Ann Arbor
5. U. of North Carolina-Chapel Hill
6. College of William and Mary (VA)
7. Univ. of California-San Diego
Univ. of Wisconsin-Madison (27,201)
9. Georgia Institute of Technology
U. of Illinois-Urbana-Champaign (27,624)
11. University of California-Davis
12. **Pennsylvania State U.-University Park (32,870)**
University of California-Irvine
14. Univ. of California-Santa Barbara
University of Texas-Austin (34,027)
University of Washington

Funding Allocations Matter

Law Schools

1. Yale University (CT)
2. Stanford University (CA)
3. Harvard University (MA)
4. Columbia University (NY)
5. New York University
6. University of Chicago
7. **Univ. of California-Berkeley**
Univ. of Michigan-Ann Arbor
University of Pennsylvania
University of Virginia
11. Northwestern University (IL)
12. Duke University (NC)
13. Cornell University (NY)
14. Georgetown University (DC)
15. **University of Texas-Austin**

Engineering Schools

1. Massachusetts Institute of Tech.
2. Stanford University (CA)
University of California-Berkeley
4. Georgia Institute of Technology
5. **Univ. of Illinois-Urbana-Champaign**
6. **University of Michigan-Ann Arbor**
7. California Institute of Technology
8. Cornell University (NY)
9. **University of Southern California**
10. Carnegie Mellon University (PA)
11. **University of Texas-Austin**

Business

1. Stanford University (CA)
2. Harvard University (MA)
3. **University of Pennsylvania (Wharton)**
4. Massachusetts Inst. of Tech. (Sloan)
5. Northwestern University (Kellogg) (IL)
6. Duke University (Fuqua) (NC)
7. University of Chicago
8. Columbia University (NY)
9. Dartmouth College (Tuck) (NH)
10. **Univ. of California-Berkeley (Haas)**
University of Michigan-Ann Arbor
University of Virginia (Darden)
13. New York University (Stern)
Yale University (CT)
15. **Univ. of California-LA (Anderson)**
16. Cornell University (Johnson) (NY)
17. **Univ. of NC-Chapel Hill (Kenan-Flagler)**
18. Carnegie Mellon University (PA)
University of Texas-Austin

Law

1. Yale University (CT)
2. Stanford University (CA)
3. Harvard University (MA)
4. Columbia University (NY)
5. New York University
6. University of Chicago
7. **Univ. of California-Berkeley**
Univ. of Michigan-Ann Arbor
University of Pennsylvania
University of Virginia
11. Northwestern University (IL)
12. Duke University (NC)
13. Cornell University (NY)
14. Georgetown University (DC)
15. **University of Texas-Austin**

History

1. Princeton University (NJ) (NJ)
Yale University (CT)
3. Stanford University (CA)
University of California-Berkeley
5. Columbia University (NY)
University of Chicago
University of Michigan-Ann Arbor
8. Harvard University (MA)
9. **University of California-Los Angeles**
10. Cornell University (NY)
Johns Hopkins University (MD)
University of Wisconsin-Madison
13. **University of North Carolina-Chapel Hill**
University of Pennsylvania
15. Brown University (RI)
Duke University (NC)
Northwestern University (IL)
University of Virginia
19. **Indiana University-Bloomington**
Rutgers State Univ.-New Brunswick (NJ)
University of Minnesota-Twin Cities
22. **University of Illinois-Urbana-Champaign**
University of Texas-Austin

Engineering

1. Massachusetts Institute of Tech.
2. Stanford University (CA)
Univ. of California-Berkeley
4. Georgia Institute of Technology
5. **Univ. of Illinois-Urbana-Champaign**
6. **Univ. of Michigan-Ann Arbor**
7. California Institute of Technology
8. Cornell University (NY)
9. **Univ. of Southern California**
10. Carnegie Mellon University (PA)
11. **University of Texas-Austin**

Political Science

1. Harvard University (MA)
2. Stanford University (CA)
University of California-Berkeley
University of Michigan-Ann Arbor
5. Yale University (CT)
6. Princeton University (NJ)
7. **University of California-San Diego**
8. Duke University (NC)
University of California-Los Angeles
University of Chicago
11. Columbia University (NY)
Massachusetts Institute of Technology
University of Rochester (NY)
University of Wisconsin-Madison
15. **Ohio State University-Columbus**
University of Minnesota-Twin Cities
University of North Carolina-Chapel Hill
18. **Indiana University-Bloomington**
Washington University in St. Louis
20. Cornell University (NY)
Northwestern University (IL)
22. **Michigan State University**
23. **SUNY-Stony Brook**
University of Illinois-Urbana-Champaign
University of Washington
University of Texas-Austin

Business

1. Stanford University (CA)
2. Harvard University (MA)
3. **University of Pennsylvania (Wharton)**
4. Massachusetts Inst. of Tech. (Sloan)
5. Northwestern University (Kellogg) (IL)
6. Duke University (Fuqua) (NC)
7. University of Chicago
8. Columbia University (NY)
9. Dartmouth College (Tuck) (NH)
10. **Univ. of California-Berkeley (Haas)**
University of Michigan-Ann Arbor
University of Virginia (Darden)
13. New York University (Stern)
Yale University (CT)
15. **Univ. of California-LA (Anderson)**
16. Cornell University (Johnson) (NY)
17. **Univ. of NC-Chapel Hill (Kenan-Flagler)**
18. Carnegie Mellon University (PA)
University of Texas-Austin

English

1. Harvard University (MA)
Stanford University (CA)
University of California-Berkeley
Yale University (CT)
5. University of Chicago
6. Cornell University (NY)
Princeton University (NJ)
8. Columbia University (NY)
Johns Hopkins University (MD)
10. University of Pennsylvania
11. **University of California-Los Angeles**
University of Michigan-Ann Arbor
University of Virginia
14. Brown University (RI)
15. Duke University (NC)
University of California-Irvine
17. **University of Wisconsin-Madison**
18. Northwestern University (IL)
Rutgers State University-New Brunswick (NJ)
University of Illinois-Urbana-Champaign
University of North Carolina-Chapel Hill
University of Texas-Austin

Computer Science

1. Carnegie Mellon University (PA)
Massachusetts Institute of Technology
Stanford University (CA)
University of California-Berkeley
5. **University of Illinois-Urbana-Champaign**
6. Cornell University (NY)
7. **University of Texas-Austin**

Applied Math

1. Massachusetts Institute of Technology
New York University
3. California Institute of Technology
4. Stanford University (CA)
5. Brown University (RI)
Princeton University (NJ)
University of California-Berkeley
University of California-Los Angeles
9. **University of Minnesota-Twin Cities**
10. Cornell University (NY)
11. Carnegie Mellon University (PA)
University of Maryland-College Park
University of Texas-Austin

Physics

1. California Institute of Technology
Massachusetts Institute of Technology
3. Harvard University (MA)
Princeton University (NJ)
Stanford University (CA)
University of California-Berkeley
7. Cornell University (NY)
University of Chicago
9. **University of Illinois-Urbana-Champaign**
10. Columbia University (NY)
University of California-Santa Barbara
12. Yale University (CT)
13. **University of Maryland-College Park**
University of Michigan-Ann Arbor
University of Texas-Austin

Biological Sciences

1. Stanford University (CA)
2. Harvard University (MA)
Massachusetts Institute of Technology
University of California-Berkeley
5. California Institute of Technology
Johns Hopkins University (MD)
Univ. of California-San Francisco
8. Rockefeller University (NY)
9. Princeton University (NJ)
Scripps Research Institute (CA)
Yale University (CT)
12. Duke University (NC)
University of Wisconsin-Madison
14. Columbia University (NY)
Cornell University (NY)
University of California-San Diego
University of Michigan-Ann Arbor
Univ. of TX Southwestern Medical Center-Dallas
Washington University in St. Louis
20. **University of California-Los Angeles**
University of Chicago
University of Washington
23. University of Pennsylvania
24. Baylor College of Medicine (TX)
University of California-Davis
Univ. of Illinois-Urbana-Champaign
27. **University of Colorado-Boulder**
Univ. of North Carolina-Chapel Hill
29. Cornell University (Weill) (NY)
Emory University (GA)
Mayo Medical School (MN)
University of Minnesota-Twin Cities
University of Texas-Austin

Metropolitan Area Classifications

Biotechnology Centers

Boston
San Francisco – Oakland – San Jose
San Diego
Raleigh – Durham – Chapel Hill
Seattle – Tacoma
New York – Northern New Jersey
Philadelphia
Los Angeles – Riverside – Orange County
Washington – Baltimore

Research Centers

Chicago – Gary – Kenosha
Detroit – Ann Arbor – Flint
Houston – Galveston – Brazoria
St. Louis

Median Metropolitan Areas

Atlanta
Austin – San Marcos
Buffalo – Niagara Falls
Cincinnati – Hamilton
Cleveland
Columbus
Dallas – Fort Worth
Denver – Boulder
Greensboro – Winston-Salem
Hartford
Indianapolis
Kansas City
Memphis
Miami – Fort Lauderdale
Milwaukee
Minneapolis – St. Paul
Nashville
New Orleans
Oklahoma City
Pittsburgh
Portland
Providence
Richmond
Rochester
Sacramento
Salt Lake City
San Antonio
Tampa – St. Petersburg

Texas University Systems

University of Texas

- UT Austin
- UT Arlington
- UT Brownsville
- UT Dallas
- UT El Paso
- UT Pan American
- UT Permian Basin
- UT San Antonio
- UT Tyler
- UT Health Science Center – Houston
- UT Health Science Center – San Antonio
- MD Anderson Cancer Center
- Medical Branch
- Southwestern Medical Center at Dallas

Texas A&M

- Texas A&M – College Station
- Baylor College of Dentistry
- Commerce
- Corpus Christi
- Galveston
- Health Science Center
- Kingsville
- Prairie View
- Tarleton State University
- Texarkana
- Texas A&M International University – Laredo
- West Texas A&M University

Texas Tech

- Texas Tech University
- Health Science Center

Univ. of Houston

- Main Campus
- Clear Lake
- Downtown
- Fort Bend
- Victoria
- UH System at Cinco Ranch
- UH System at Sugar Land

University of North TX

- UNT – Denton
- UNT Health Science Center
- UNT – Dallas Campus

Texas State

- Angelo State University
- Lamar University
- Lamar Institute of Technology
- Lamar State College – Orange
- Lamar State College – Port Arthur
- Sam Houston State University
- SW Texas State University
- Sul Ross State University
- Sul Ross State University – Rio Grande College

Texas University Systems

University of Texas

- UT Austin
- UT Arlington
- UT Brownsville
- UT Dallas
- UT El Paso
- UT Pan American
- UT Permian Basin
- UT San Antonio
- UT Tyler
- UT Health Science Center – Houston
- UT Health Science Center – San Antonio
- MD Anderson Cancer Center
- Medical Branch

Texas A&M

- Texas A&M – College Station
- Baylor College of Dentistry
- Commerce
- Corpus Christi
- Galveston
- Health Science Center
- Kingsville
- Prairie View
- Tarleton State University
- Texarkana
- Texas A&M International University – Laredo
- West Texas A&M University

Texas Tech

- Texas Tech University
- Health Science Center

Univ. of Houston

- Main Campus
- Clear Lake
- Downtown
- Fort Bend
- Victoria
- UH System at Cinco Ranch
- UH System at Sugar Land

University of North

- UNT ~~Denton~~ TX
- UNT Health Science Center
- UNT – Dallas Campus

Texas State

- Angelo State University
- Lamar University
- Lamar Institute of Technology
- Lamar State College – Orange
- Lamar State College – Port Arthur
- Sam Houston State University
- SW Texas State University
- Sul Ross State University
- Sul Ross State University – Rio Grande College