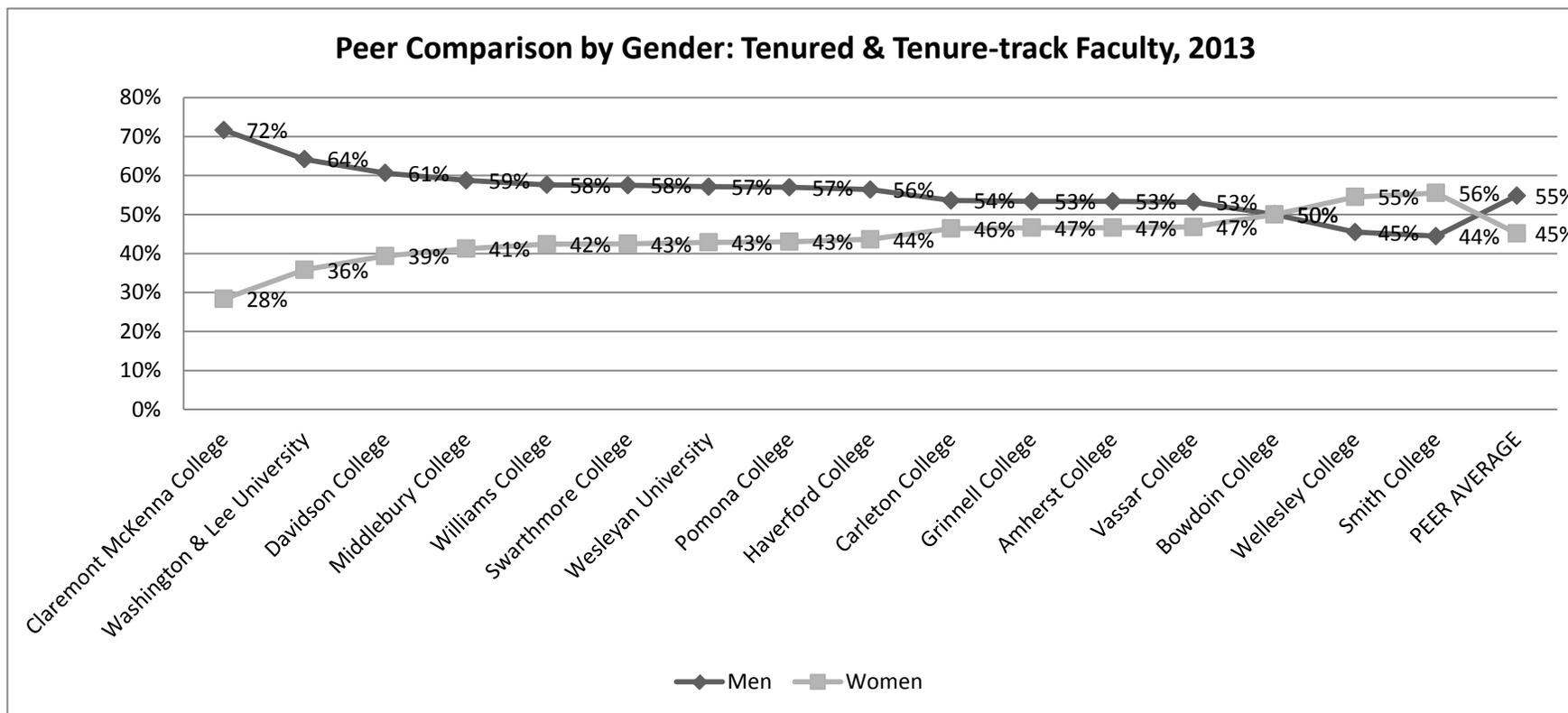


Faculty and Student Diversity/Campus Climate Data

Faculty Composition: Peer Comparisons and Over Time



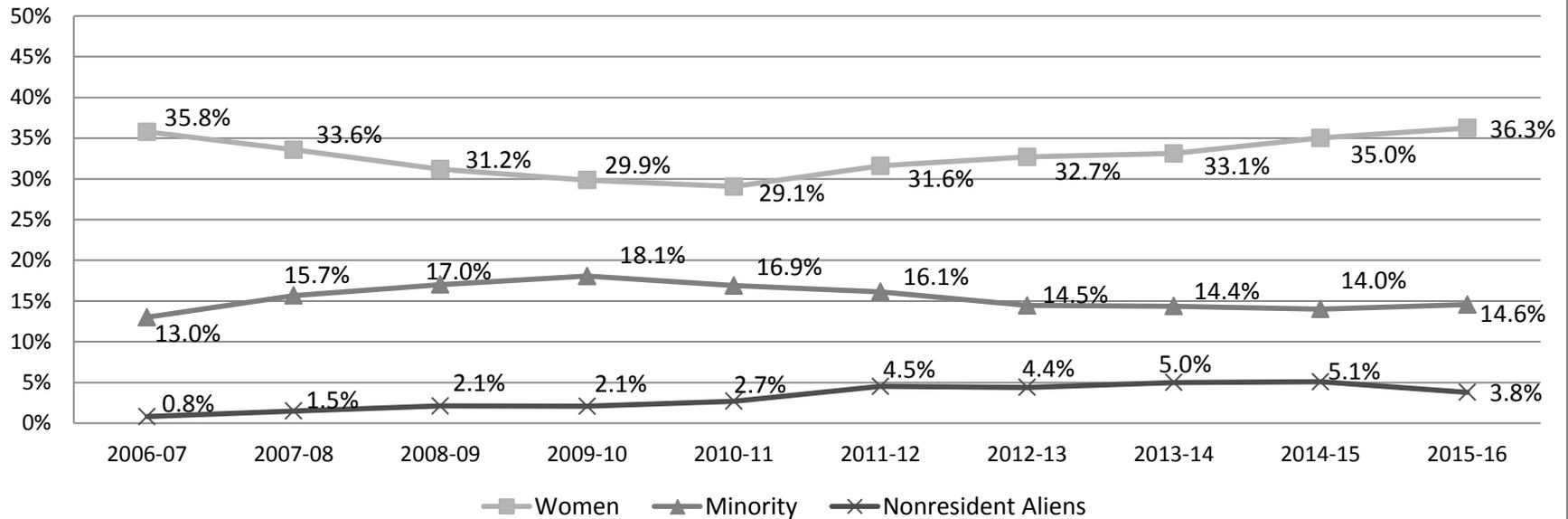
Source: IPEDS Human Resources Survey
 Keck Science faculty reported based on assignments

| Tenured & Tenure-track Faculty by Race and Ethnicity, 2013 | Asian | Black or African American | Hispanic or Latino | White | Two or more races | Race/ethnicity unknown | Nonresident alien |
|---|--------------|--|-------------------------------|--------------|------------------------------|-----------------------------------|------------------------------|
| Washington & Lee | 5% | 3% | 2% | 85% | 0% | 4% | 0% |
| Davidson College | 6% | 3% | 6% | 82% | 1% | 3% | 0% |
| Smith College | 7% | 6% | 4% | 81% | 0% | 0% | 1% |
| Bowdoin College | 4% | 3% | 6% | 80% | 1% | 3% | 2% |
| CMC | 8% | 2% | 3% | 79% | 1% | 2% | 6% |
| Haverford College | 11% | 6% | 4% | 79% | 0% | 0% | 0% |
| Grinnell College | 9% | 6% | 7% | 78% | 0% | 1% | 0% |
| Swarthmore College | 8% | 6% | 4% | 78% | 0% | 0% | 4% |
| Williams College | 9% | 5% | 6% | 77% | 1% | 0% | 2% |
| Wesleyan University | 6% | 4% | 4% | 75% | 2% | 2% | 8% |
| Amherst College | 9% | 4% | 3% | 74% | 2% | 6% | 2% |
| Carleton College | 12% | 6% | 8% | 74% | 1% | 0% | 1% |
| Vassar College | 10% | 6% | 6% | 74% | 2% | 1% | 1% |
| Wellesley College | 10% | 4% | 5% | 70% | 3% | 2% | 6% |
| Middlebury College | 4% | 1% | 4% | 63% | 1% | 12% | 13% |
| Pomona College | 12% | 2% | 11% | 58% | 3% | 13% | 1% |
| PEER AVERAGE (w/out CMC) | 8% | 4% | 5% | 75% | 1% | 3% | 3% |

Groups removed due to percentages less than or equal to 1: American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander

Source: IPEDS Human Resources Survey
Keck Science faculty reported based on assignments

CMC Tenured & Tenure-track Faculty Diversity Over Time: 2006 - 2016

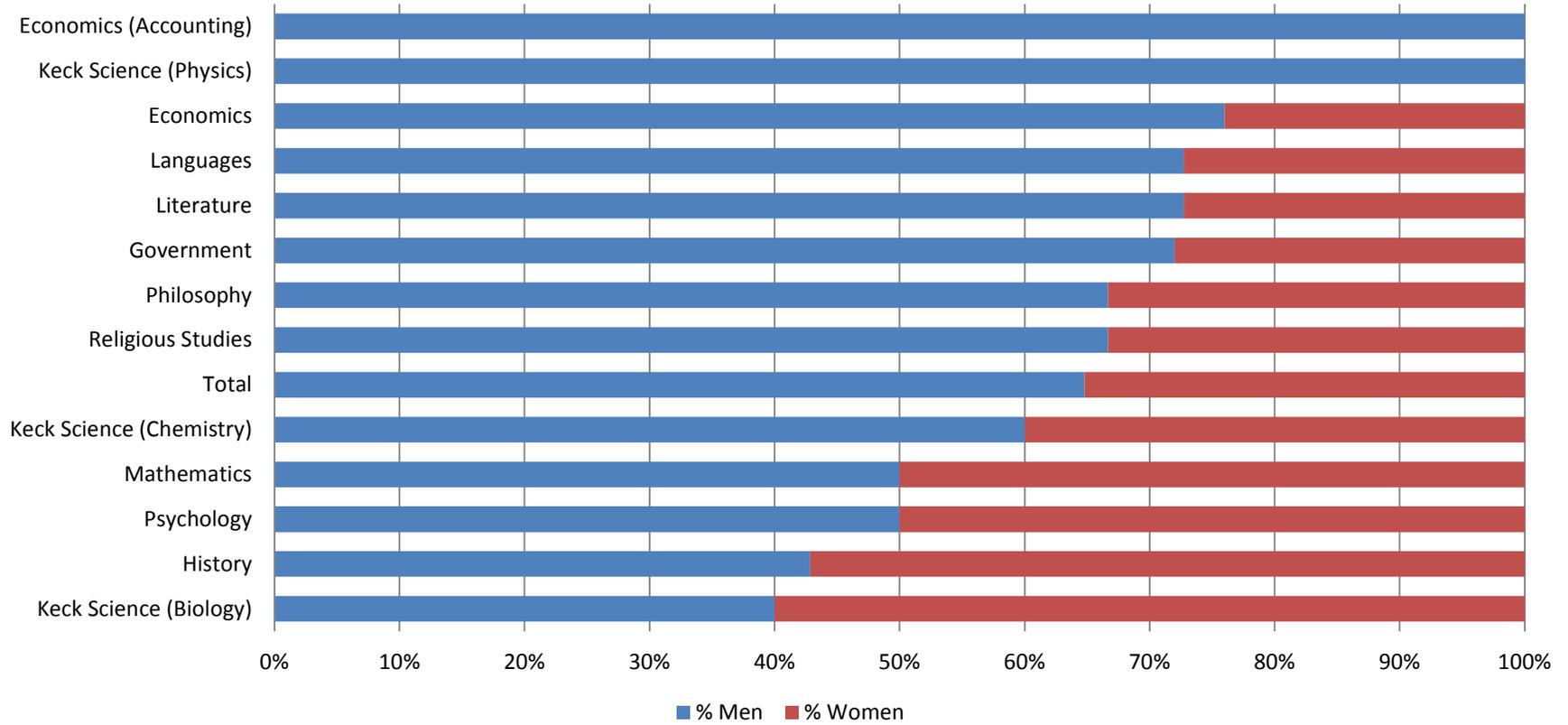


CMC's average percentages of women, minority, and international tenured and tenure-track faculty have remained fairly constant at 33%, 15%, and 3%. According to 2013-14 NSF data, over 50% of the PhD recipients in both the Humanities and Social Sciences are female.

Minority faculty race/ethnicities: Hispanic, American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and Two or More Races.

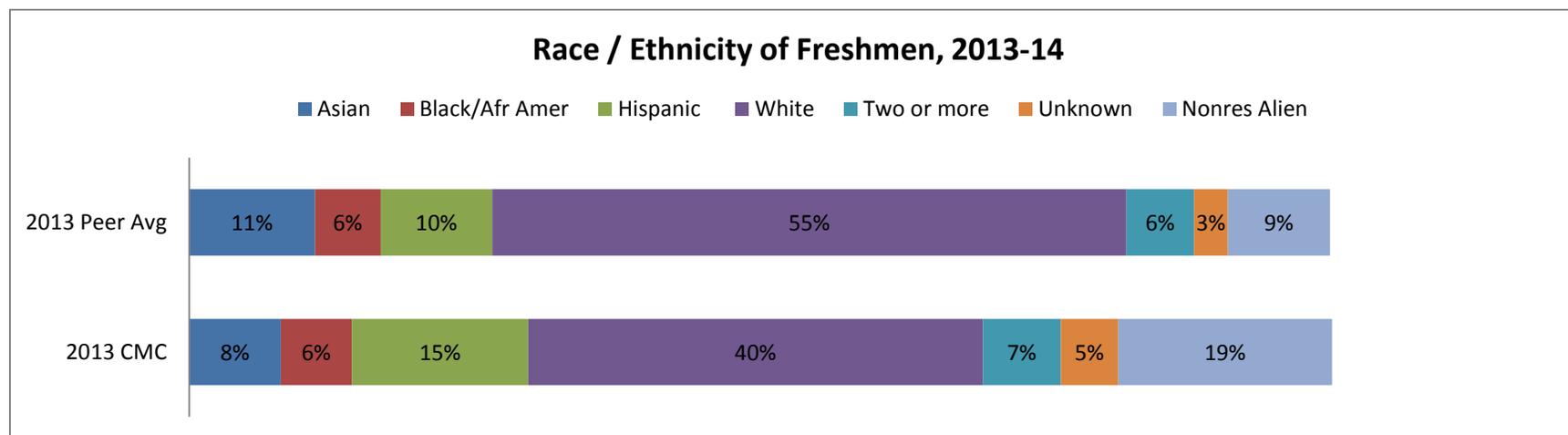
Includes all of Keck Science

Tenured & Tenure-track Faculty by Department & Gender, 2015-16



Includes all of Keck Science

Undergraduate Student Body Demographics



Note on race/ethnicity of nonresident aliens – over the last five years, the vast majority (about 70%) self-identify as Asian. The rest are mostly unknown followed by white, with a few multi-racial students (mostly Asian and White).

Source: IPEDS Fall Enrollment Survey

American Indian or Alaska Native and Native Hawaiian or other Pacific Islander not listed (both were <0.5% for CMC and peers for all years)

| 2013 Undergraduate Students | Asian | Black or African American | Hispanic | White | Two or more races | Race/ethnicity unknown | Nonresident alien |
|----------------------------------|------------|---------------------------|------------|------------|-------------------|------------------------|-------------------|
| Amherst College | 13% | 12% | 13% | 42% | 6% | 6% | 10% |
| Bowdoin College | 7% | 5% | 12% | 64% | 6% | 1% | 5% |
| Carleton College | 9% | 4% | 6% | 66% | 4% | 2% | 9% |
| Claremont McKenna College | 11% | 4% | 11% | 44% | 8% | 8% | 14% |
| Davidson College | 5% | 7% | 6% | 69% | 4% | 3% | 5% |
| Grinnell College | 8% | 6% | 8% | 58% | 4% | 3% | 13% |
| Haverford College | 7% | 6% | 8% | 66% | 7% | 0% | 6% |

| | | | | | | | |
|-------------------------------|------------|-----------|------------|------------|-----------|-----------|-----------|
| Middlebury College | 6% | 3% | 7% | 66% | 4% | 3% | 10% |
| Pomona College | 12% | 6% | 15% | 45% | 7% | 8% | 7% |
| Smith College | 13% | 5% | 10% | 46% | 5% | 9% | 13% |
| Swarthmore College | 15% | 6% | 14% | 43% | 8% | 5% | 9% |
| Vassar College | 10% | 6% | 11% | 61% | 6% | 0% | 6% |
| Washington and Lee University | 4% | 2% | 3% | 83% | 2% | 2% | 3% |
| Wellesley College | 23% | 6% | 10% | 42% | 6% | 3% | 11% |
| Wesleyan University | 8% | 7% | 10% | 53% | 6% | 8% | 8% |
| Williams College | 11% | 8% | 12% | 57% | 6% | 0% | 7% |
| Peer Average w/out CMC | 10% | 6% | 10% | 57% | 5% | 4% | 8% |

Source: IPEDS Fall Enrollment Survey

American Indian or Alaska Native and Native Hawaiian or other Pacific Islander not listed (both <0.5%)

| 6-year Graduation Rates | Black or African | | | | Race/ethnicity | Nonresident | Total |
|-----------------------------|------------------|----------|----------|-------|----------------|-------------|-------|
| | Asian | American | Hispanic | White | unknown | alien | |
| 2013 CMC | 96.4% | 76.9% | 85.2% | 94.9% | 89.6% | 100.0% | 92.5% |
| 2013 Peer Average w/out CMC | 92.6% | 87.8% | 87.6% | 92.9% | 89.6% | 92.8% | 92.0% |
| Difference (Peer - CMC) | -3.9% | 10.9% | 2.4% | -1.9% | 0.0% | -7.2% | -0.5% |

Source: IPEDS Graduation Rate Survey

Peer Average excludes CMC

| Longitudinal CMC 6-year Graduation Rates | Black or African | | | | Race/ethnicity | Nonresident | All Students |
|--|------------------|----------|----------|-------|----------------|-------------|--------------|
| | Asian | American | Hispanic | White | unknown | alien | |
| 2005 Entering Freshmen | 96% | 100% | 85% | 92% | 94% | 78% | 91% |
| 2006 Entering Freshmen | 100% | 90% | 93% | 89% | 94% | 100% | 92% |
| 2007 Entering Freshmen | 96% | 77% | 85% | 95% | 90% | 100% | 93% |
| 2008 Entering Freshmen | 97% | 83% | 76% | 88% | 96% | 94% | 90% |
| 2009 Entering Freshmen | 100% | 83% | 100% | 91% | 91% | 95% | 92% |
| 5-year Average | 98% | 87% | 88% | 91% | 93% | 93% | 92% |

Source: CMC Factbook

Attrition

The tables below include students who are not enrolled at CMC due to suspension/dismissal, leave of absence, or withdrawal at the current time.

Data since December 2010 (last 5 years)

| Enrollment Status | Asian/Asian-American | Black/African American | Hispanic/Latino | Multi-Racial | Non-Citizen | Unknown/Other | White | Total |
|--------------------------|-----------------------------|-------------------------------|------------------------|---------------------|--------------------|----------------------|--------------|--------------|
| Suspended/dismitted | 6% | 10% | 14% | 2% | 24% | 6% | 37% | 100% |
| On leave of absence | 4% | 0% | 4% | 17% | 33% | 4% | 38% | 100% |
| Withdrawn | 3% | 9% | 10% | 7% | 19% | 6% | 47% | 100% |

Data since SP15 census (last 12 months)

| Enrollment Status by Race/Ethnicity | Asian/Asian-American | Black/African American | Hispanic/Latino | Multi-Racial | Non-Citizen | Unknown/Other | White | Total |
|--|-----------------------------|-------------------------------|------------------------|---------------------|--------------------|----------------------|--------------|--------------|
| Suspended/dismitted | 7% | 0% | 20% | 0% | 40% | 0% | 33% | 100% |
| On leave of absence | 4% | 0% | 4% | 17% | 30% | 4% | 39% | 100% |
| Withdrawn | 5% | 10% | 5% | 5% | 19% | 5% | 52% | 100% |

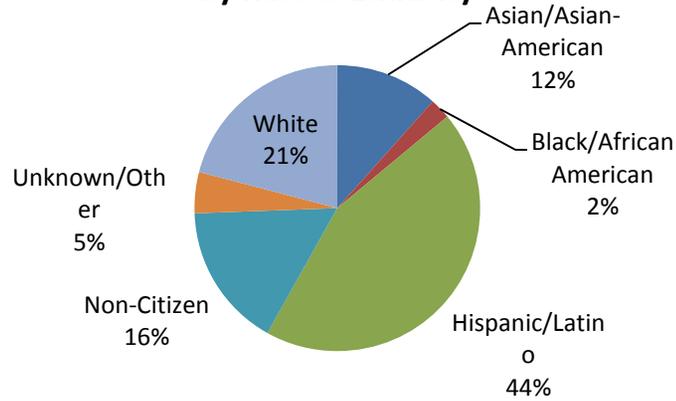
First Generation

First Generation By Entering Cohort (FFFT)

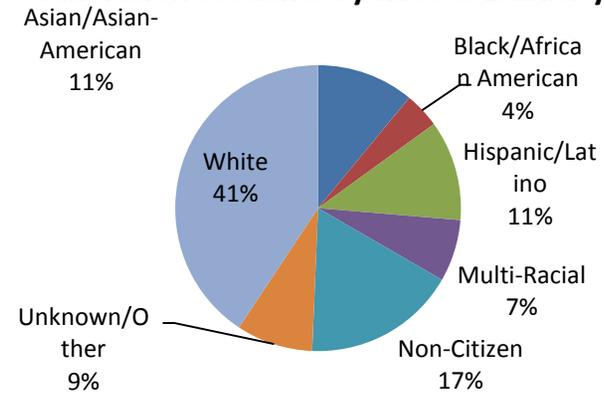
From the Common Application, based on parents' education (neither having a bachelor's degree).

| First Generation By Entering Cohort (FFFT) | First-Gen | |
|--|-----------|-------|
| | # | % |
| 2013 | 36 | 10.7% |
| 2014 | 28 | 8.6% |
| 2015 | 43 | 12.5% |

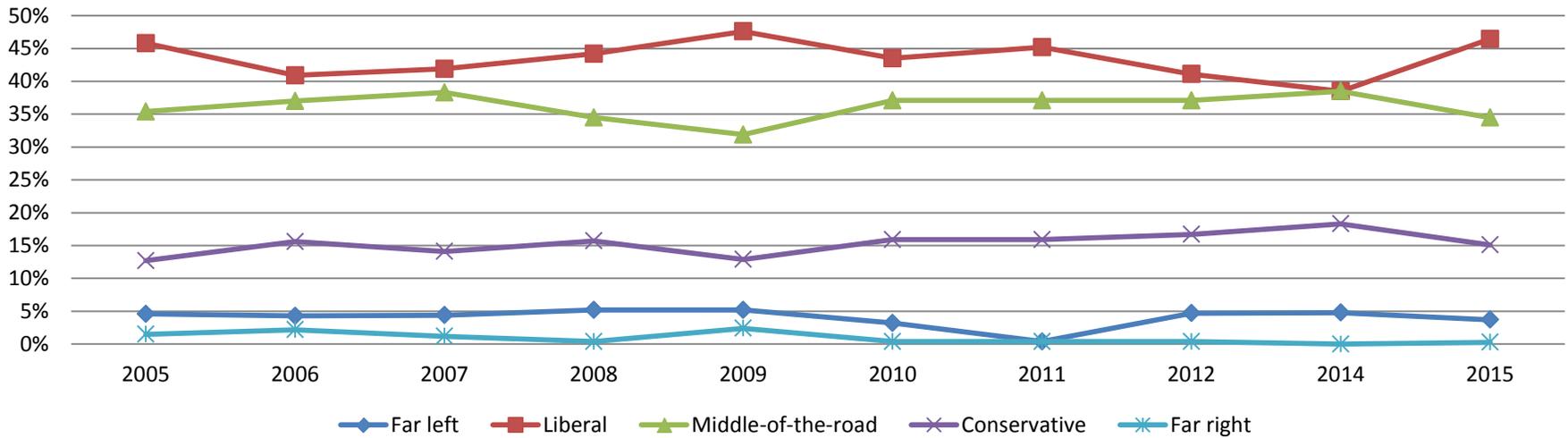
2015 Entering Cohort - First Generation Students by Race & Ethnicity



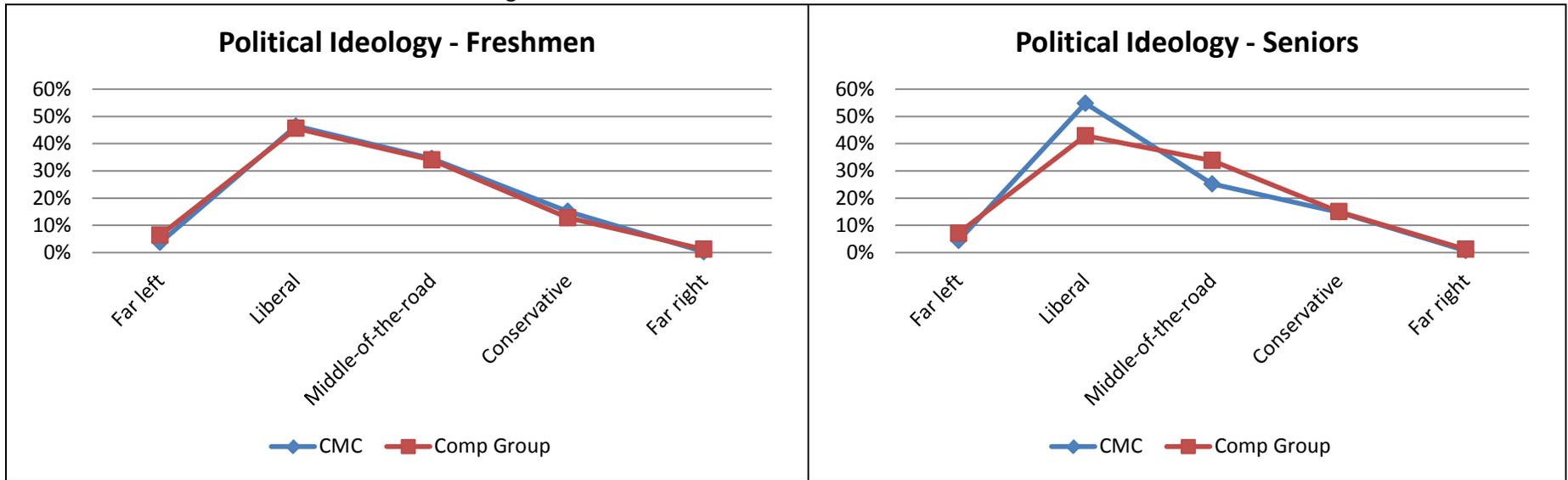
2015 Entering Cohort: Non-First Generation Students by Race & Ethnicity



Political Ideology of Incoming Freshmen, 2005-2015



Notes: 2005-2014 data are reproduced from UCLA HERI report
 Comparison group: Private/Nonsectarian 4yr Colleges-very high selectivity
 2015 data are aggregated from internal CMC survey
 Question was not administered to 2013 entering class



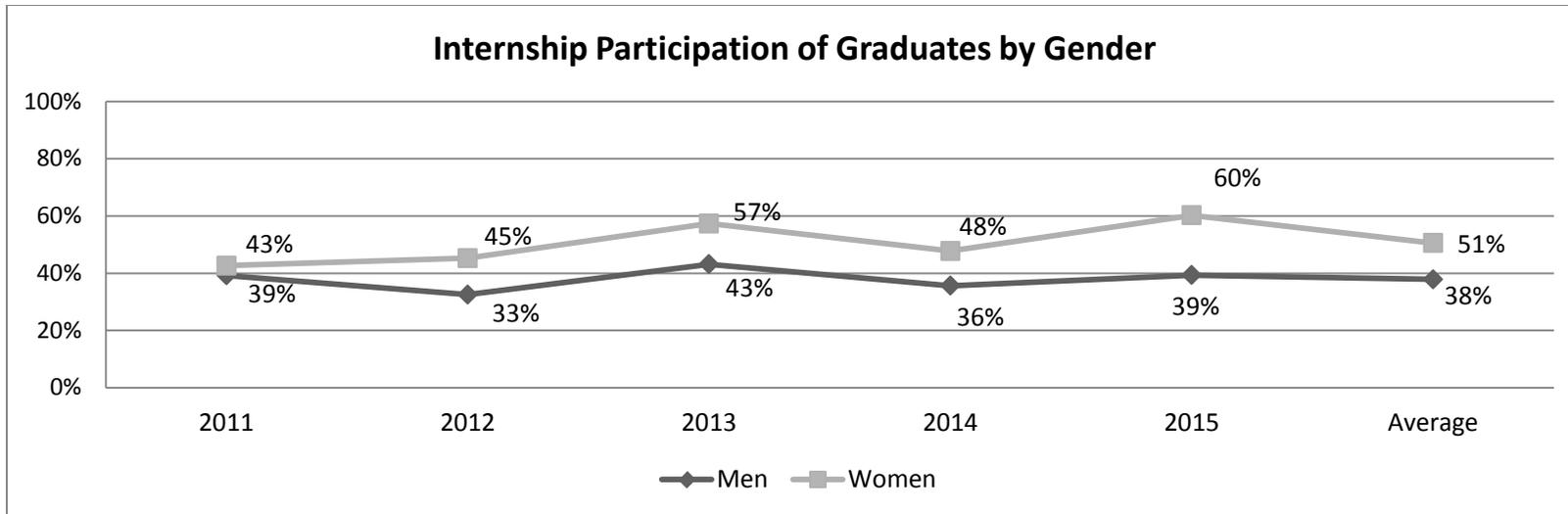
Comparison group: Private/Nonsectarian 4yr Colleges-very high selectivity

Student Participation in Internships & Study Abroad

Internship Participation (for academic credit) of Graduates

| Race/Ethnicity | 2011 | 2012 | 2013 | 2014 | 2015 | Total |
|------------------------|------|------|------|------|------|-------|
| Asian/Asian-American | 46% | 44% | 56% | 37% | 54% | 46% |
| Black/African American | 14% | 31% | 57% | 38% | 38% | 35% |
| Hispanic/Latino | 35% | 30% | 57% | 37% | 45% | 39% |
| Multi-Racial | | 33% | 75% | 43% | 50% | 48% |
| Non-Citizen | 57% | 60% | 65% | 66% | 55% | 60% |
| Unknown/Other | 39% | 36% | 45% | 48% | 49% | 42% |
| White | 41% | 44% | 50% | 42% | 50% | 45% |
| All | 41% | 38% | 50% | 42% | 49% | 44% |

American Indian or Alaska Native and Native Hawaiian or other Pacific Islander not listed due to small sizes



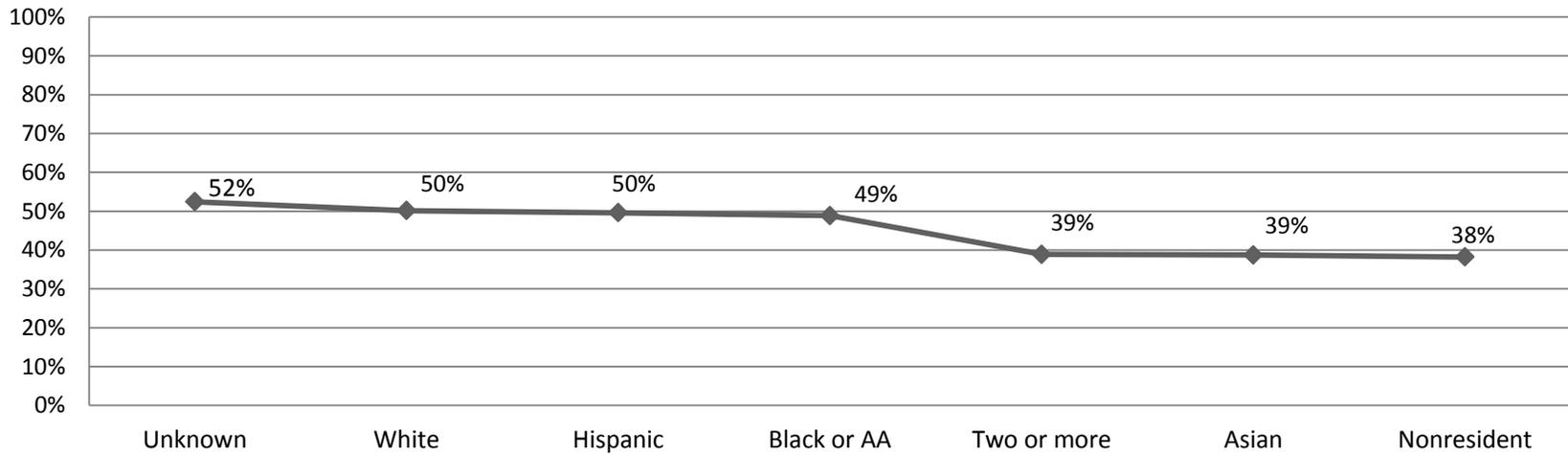
Off-Campus Study participation includes Washington DC and Silicon Valley, in addition to study abroad.

Off-Campus Study Participation of Graduates

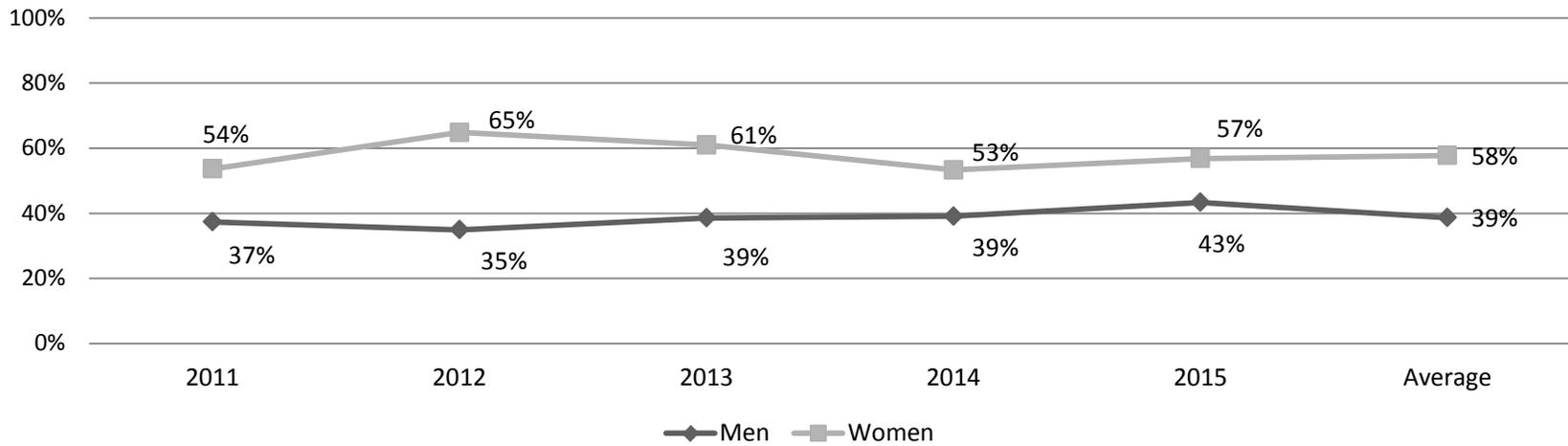
| Race/Ethnicity | 2011 | 2012 | 2013 | 2014 | 2015 | Average |
|----------------|------|------|------|------|------|---------|
| Asian | 46% | 34% | 32% | 43% | 36% | 39% |
| Black or AA | 29% | 38% | 71% | 88% | 25% | 49% |
| Hispanic | 23% | 70% | 43% | 57% | 52% | 50% |
| Two or more | | 0% | 25% | 43% | 42% | 39% |
| Nonresident | 30% | 40% | 35% | 28% | 49% | 38% |
| Unknown | 54% | 58% | 51% | 45% | 49% | 52% |
| White | 48% | 48% | 53% | 47% | 56% | 50% |
| All | 45% | 49% | 49% | 46% | 50% | 48% |

American Indian or Alaska Native and Native Hawaiian or other Pacific Islander not listed due to small sizes

5 Cohort Average Off-Campus Study Participation by Race/Ethnicity



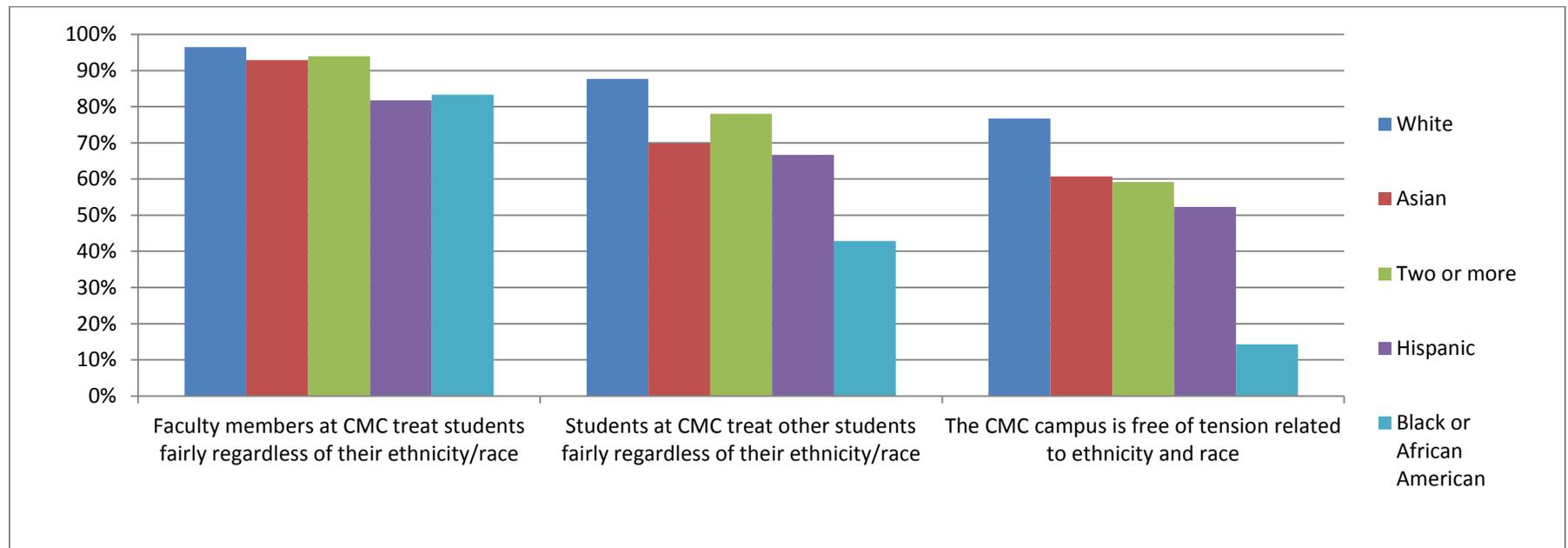
Off-Campus Study Participation of Graduates by Gender

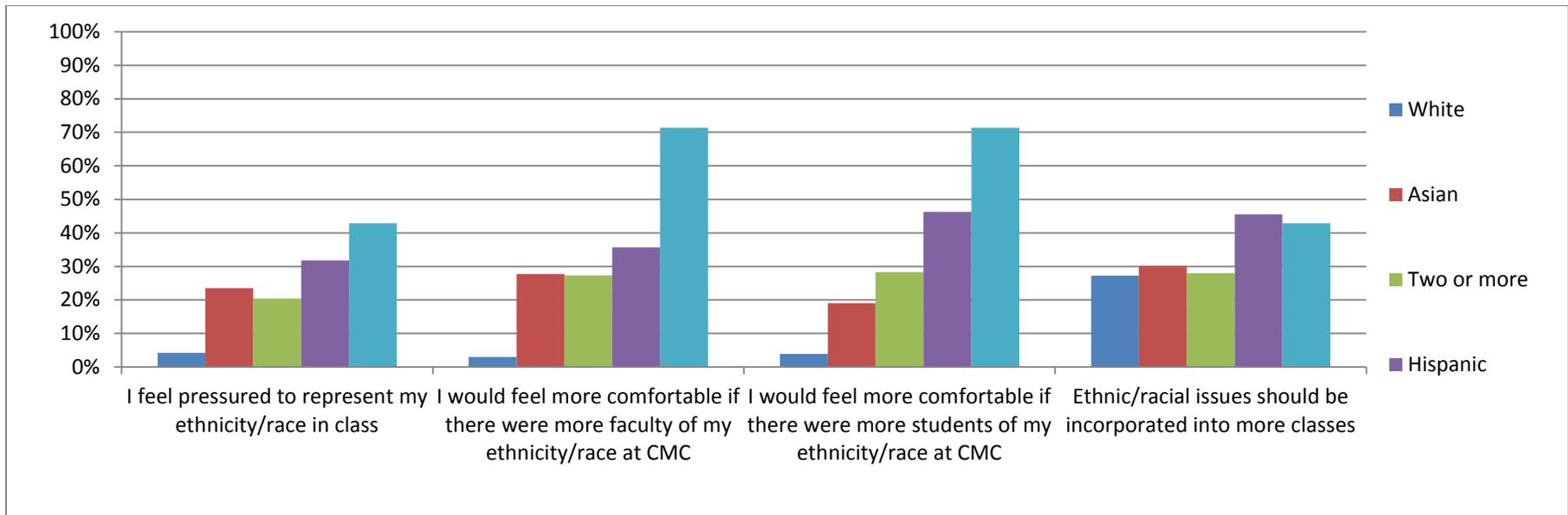
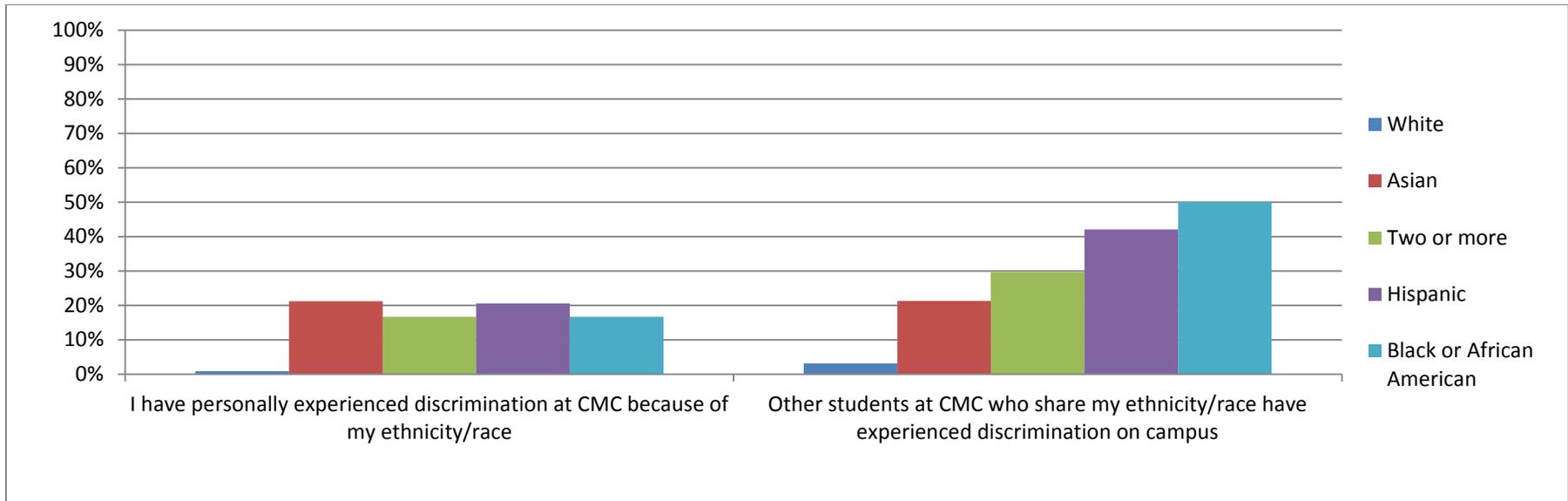


Student Survey Data: Student Life & Campus Climate Survey, Spring 2013 Results

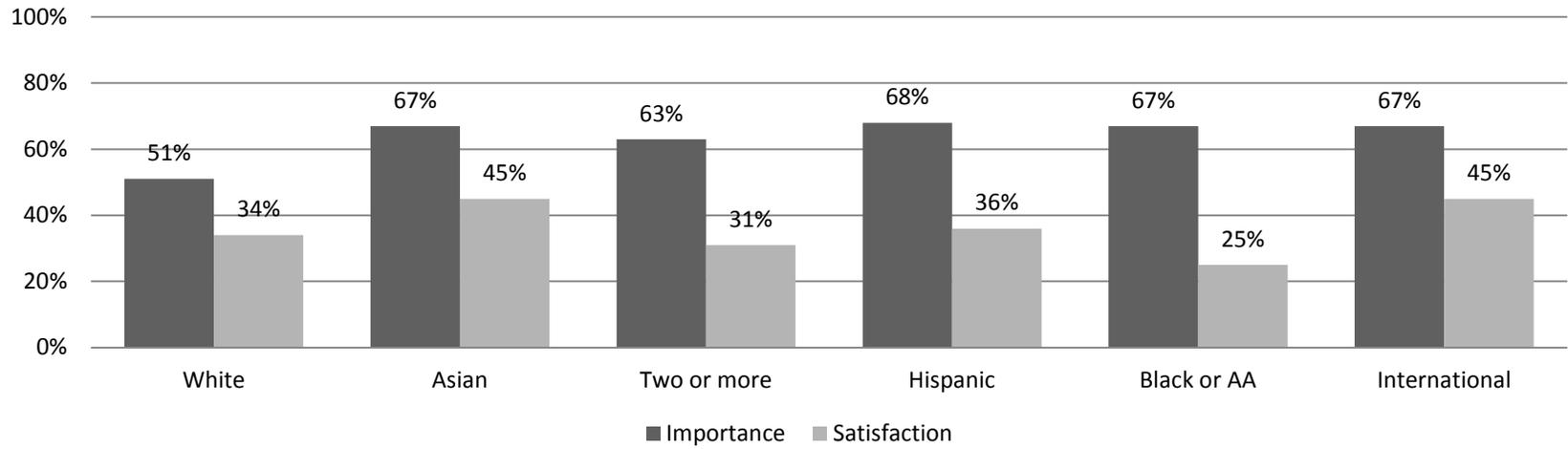
The following charts represent importance and satisfaction / agreement rates (depending on the question format) from the spring 2013 administration of the CMC Student Life and Campus Climate Survey. 51% (628) of students completed the survey, which is comparable to response rates over the last several survey administrations (30-50%). Response rate across class year (freshmen to senior) were distributed roughly even. 91% of the sample entered CMC as a first-time freshman and 14% identified as an international student. 91% of the sample identified as heterosexual.

Note: International status was a separate question from race and ethnicity. Most international students identify Asian, which is why those responses track closely in the preceding charts.

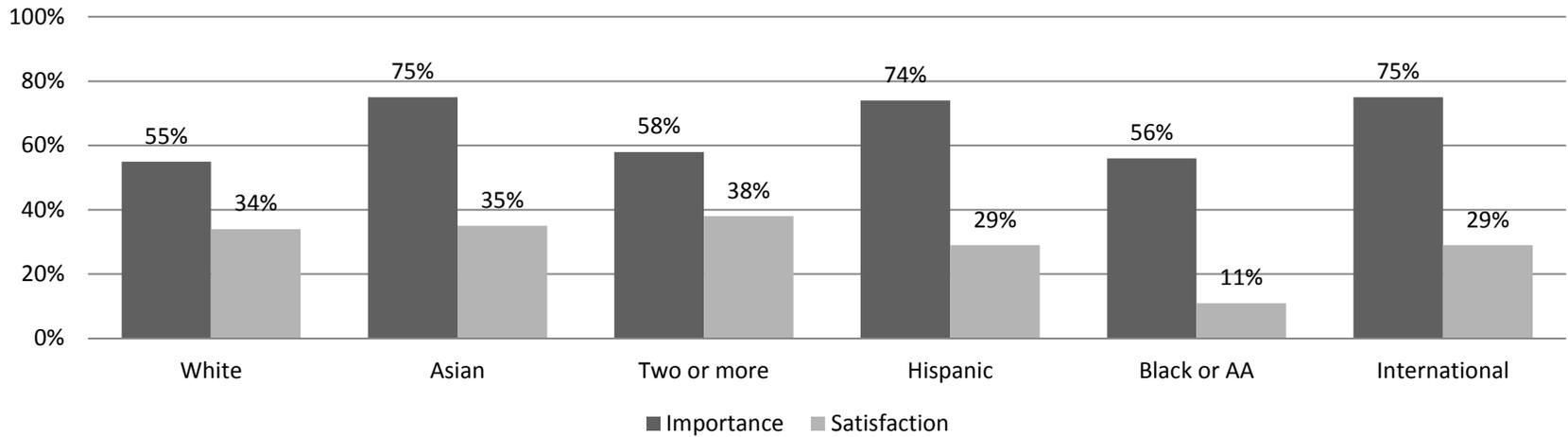




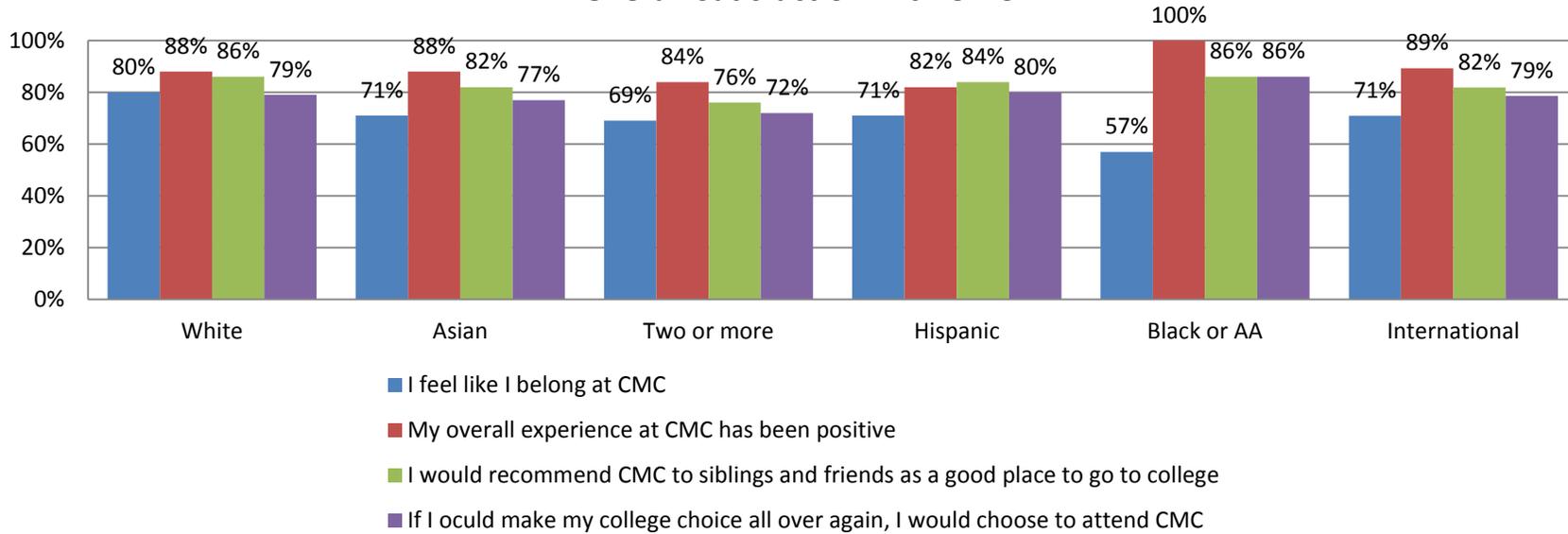
Cultural Events on Campus



Events/Programs without alcohol



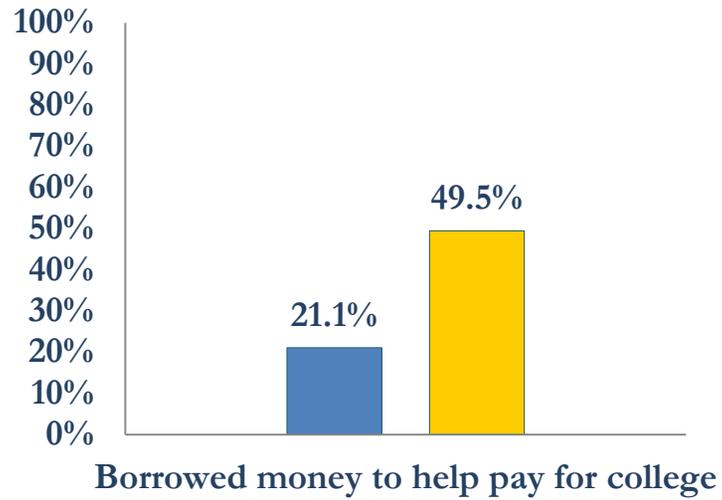
Overall Satisfaction with CMC



UCLA HERI CIRP Senior Survey, 2015 – The senior survey collects data about student experiences during their undergraduate education, as well as information about future plans. Response rates: CMC N=166; Comparison group, Nonsectarian 4 year colleges N=5,430

CMC is in blue and comparison group is yellow. Note response rates by race/ethnicity too small to provide disaggregated analysis.

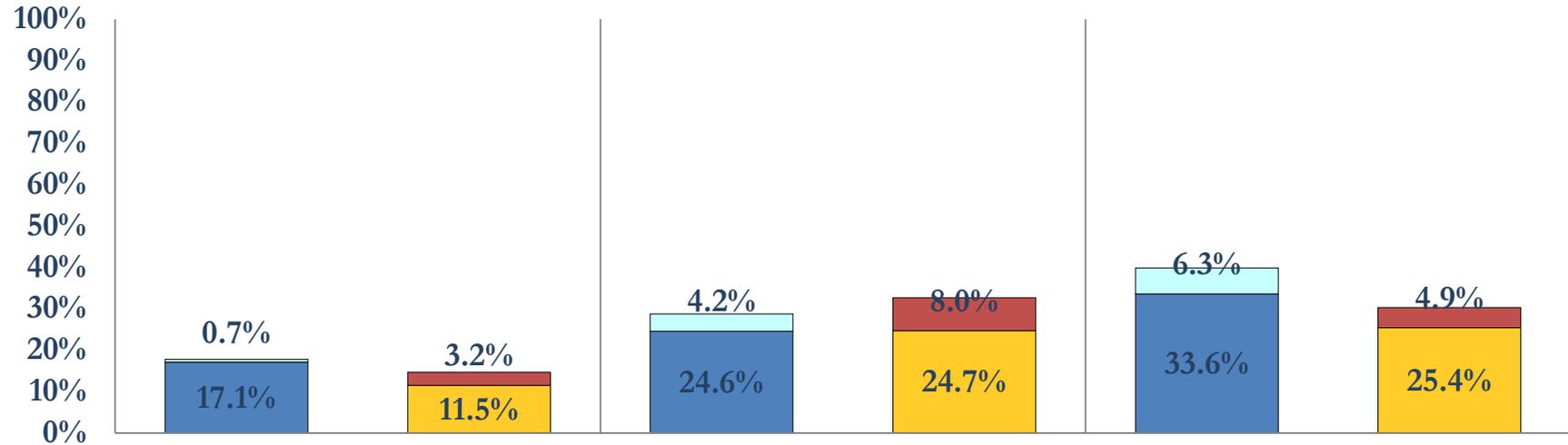
Finances for College:



| | |
|------------------|-------------|
| Your Institution | \$7,500.00 |
| Comparison Group | \$26,000.00 |

Campus Climate:

A diverse and inclusive campus environment strengthens students' learning experiences and prepares them to participate in an increasingly diverse society.



I have felt discriminated against at this institution because of my race/ethnicity, gender, sexual orientation, or religious affiliation

There is a lot of racial tension on this campus

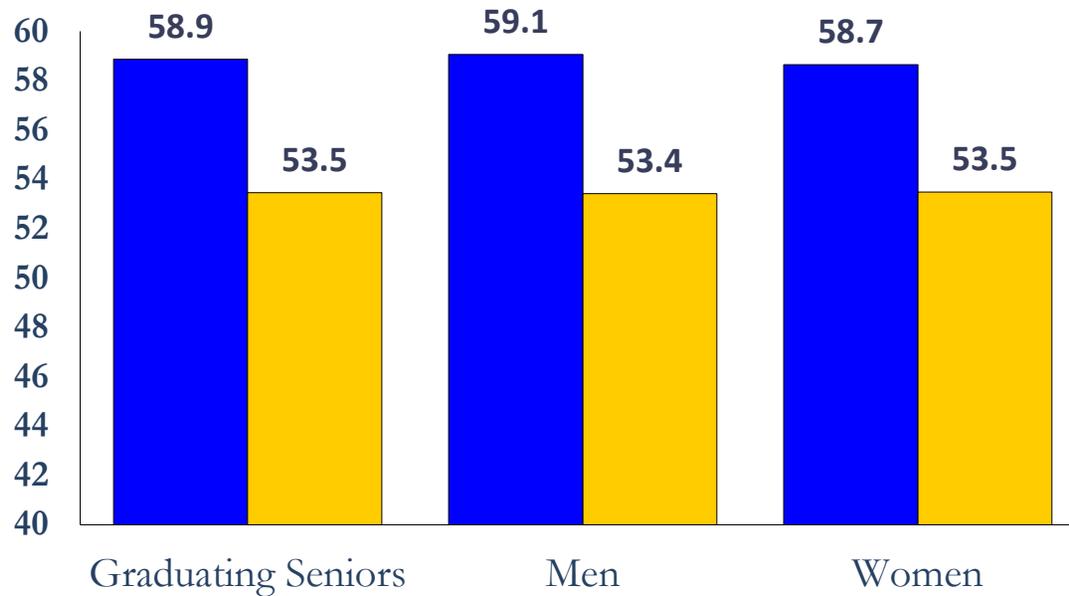
In class, I have heard faculty express stereotypes based on race/ethnicity, gender, sexual orientation, or religious affiliation

| | |
|-------------------------|-------------------------|
| Your Institution | Comparison Group |
| Strongly Agree | Strongly Agree |
| Agree | Agree |

Positive Cross-Racial Interaction: Contact with diverse peers allows students to gain valuable insights about themselves and others. Positive Cross-Racial Interaction is a unified measure of students' level of positive interaction with diverse peers.

Construct Items

- Had intellectual discussions outside of class
- Shared personal feelings and problems
- Dined or shared a meal
- Had meaningful and honest discussions about race/ethnic relations outside of class
- Studied or prepared for class
- Socialized or partied

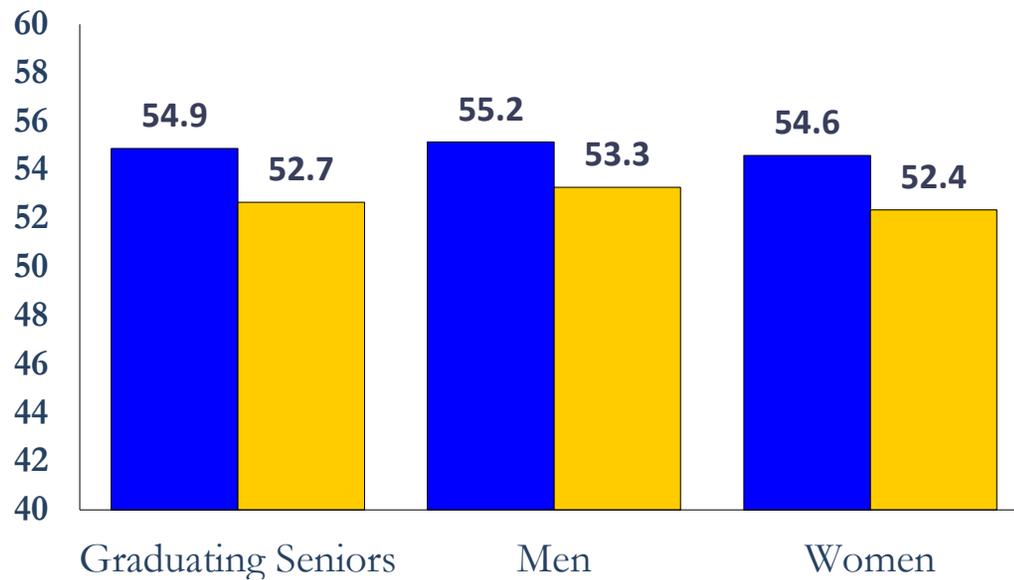


■ Your Institution ■ Comparison Group

Negative Cross-Racial Interaction: Contact with diverse peers allows students to gain valuable insights about themselves and others. *Negative Cross-Racial Interaction* is a unified measure of students' level of negative interaction with diverse peers.

Construct Items

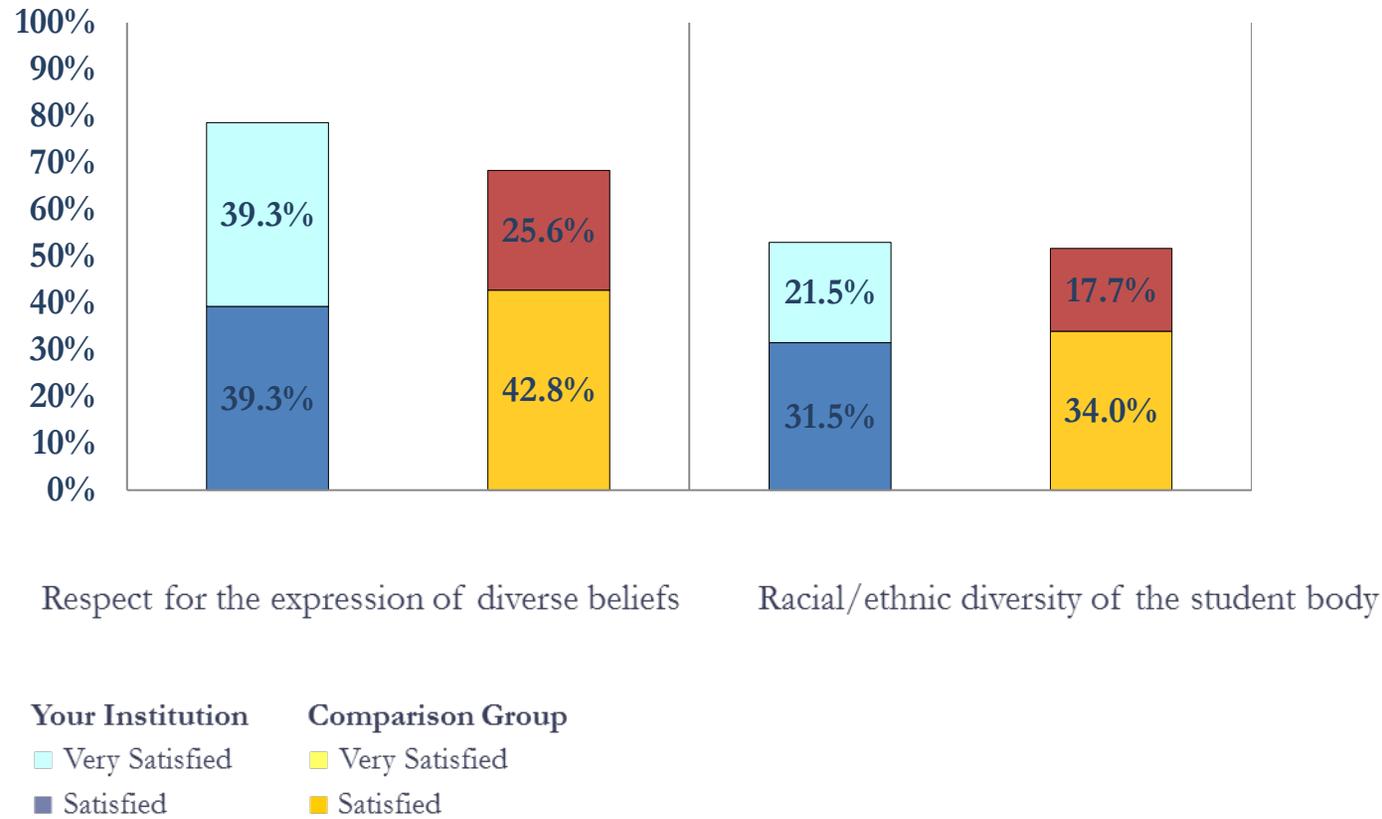
- Had tense, somewhat hostile interactions
- Felt insulted or threatened because of your race/ethnicity
- Had guarded, cautious interactions



■ Your Institution ■ Comparison Group

Satisfaction with Campus Diversity:

A diverse campus—including students, faculty, and ideas—has a powerful impact on the student experience. These items gauge satisfaction with the diversity of the student body, faculty, and beliefs.



Excerpts from recent article from the Journal of Blacks in Higher Education (JBHE)

<https://www.jbhe.com/2016/01/black-first-year-students-at-nations-leading-liberal-arts-colleges/>

For 22 years JBHE has collected Black student admissions data on the highest-ranked liberal arts colleges. Over this long period, there have been nine years when Amherst College in Massachusetts reported the highest percentage of Black first-year students. In fact, Amherst has led the rankings for the seven of the past eight years. On six occasions, Wesleyan University in Middletown, Connecticut, had enrolled the highest percentage of Black first-year students. Williams College has also been a consistent performer in attracting a large group of Black first-year students and has consistently been at or near the top of the rankings.

A Note on Methodology

Before we continue with the results, it is important to mention how the U.S. Department of Education collects data on the race of undergraduates. Before a change was made several years ago, students who reported more than one race (including African American) were included in the figures for Black students. This is no longer the case. Thus, students who self-identify as biracial or multiracial with some level of African heritage are no longer classified as Black by the Department of Education.

JBHE surveys have always asked respondents to include all students who self-identify as having African American or African heritage including those who are actually from Africa. JBHE has always maintained that biracial, multiracial, and Black students from Africa add to the diversity of a college campus. And including these students in our figures offers college-bound Black students a better idea of what they can expect at a given college or university. In order that we can compare our current data to past JBHE surveys we have continued to asked colleges and universities to include all students who identify themselves as having African American or African heritage.

Some of our responding liberal arts chose to report results that correspond with official Department of Education figures. They are indicated on the main table with an asterisk. It should be noted that if biracial, multiracial, and Black foreign students were included in the Black percentage of students in the first-year classes at these institutions, the overall percentage of Black students would undoubtedly be higher.

First-Year Enrollments of Black Students at High-Ranking Liberal Arts Colleges, Fall 2015

| Institution | All Applicants | Total Students Accepted | Overall Acceptance Rate | Black Applicants | Blacks Accepted | Black Acceptance Rate | Black Enrollees | Black Student Yield ⁺ | Black % of First-Year Class |
|--------------------------|----------------|-------------------------|-------------------------|------------------|-----------------|-----------------------|-----------------|----------------------------------|-----------------------------|
| Amherst College | 8,568 | 1,210 | 14.1 | 1,032 | ** | ** | 87 | ** | 18.2 % |
| Pomona College | 8,099 | 833 | 10.3 | 765 | 146 | 19.1 | 58 | 39.7 | 14.5 |
| Williams College | 6,883 | 1,212 | 17.6 | 738 | 208 | 28.2 | 72 | 34.6 | 13.1 |
| Harvey Mudd College | 4,119 | 534 | 13.0 | 167 | 59 | 35.3 | 28 | 47.5 | 13.0 |
| Wesleyan University | 9,905 | 2,181 | 22.0 | 1,285 | 220 | 17.1 | 85 | 38.6 | 11.2 |
| Smith College | 5,006 | 1,897 | 37.9 | 559 | 161 | 28.8 | 64 | 39.8 | 10.4 |
| Haverford College | 3,468 | 853 | 24.6 | 381 | 99 | 26.0 | 36 | 36.4 | 10.3 |
| Mount Holyoke College | 3,858 | 1,932 | 50.1 | 614 | 196 | 31.9 | 52 | 26.5 | 9.9 |
| Barnard College | 6,655 | 1,306 | 19.6 | 693 | 134 | 19.3 | 62 | 46.3 | 9.7 |
| Oberlin College | 7,484 | 1,982 | 26.5 | 1,131 | 183 | 16.2 | 67 | 36.6 | 9.7 |
| Colgate University | 8,724 | 2,387 | 27.4 | 934 | 218 | 23.3 | 68 | 31.2 | 8.8 |
| Trinity College | 7,570 | 2,530 | 33.4 | 634 | 156 | 24.6 | 48 | 30.8 | 8.5 |
| Davidson College | 5,382 | 1,191 | 22.1 | 643 | 105 | 16.3 | 43 | 41.0 | 8.4 |
| Swarthmore College | 7,818 | 976 | 12.5 | 979 | 159 | 16.2 | 33 | 20.8 | 8.1 |
| Wellesley College | 4,623 | 1,380 | 29.9 | 341 | 131 | 38.4 | 46 | 35.1 | 7.7 |
| Bates College | 5,636 | 1,216 | 21.6 | 659 | 133 | 20.2 | 38 | 28.6 | 7.6 |
| Lafayette College | 7,465 | 2,253 | 30.2 | 870 | 105 | 12.1 | 48 | 45.7 | 7.1 |
| Vassar College | 7,567 | 1,947 | 25.7 | 780 | 198 | 25.4 | 47 | 23.7 | 7.0 |
| Hamilton College | 5,434 | 1,348 | 24.8 | 389 | 78 | 20.1 | 29 | 37.2 | 6.1 |
| Grinnell College* | 6,414 | 1,598 | 24.9 | 457 | 73 | 16.0 | 26 | 35.6 | 5.9 |
| Bryn Mawr College | 2,890 | 1,113 | 38.5 | 253 | 56 | 22.1 | 19 | 33.9 | 4.9 |
| Bucknell University* | 10,967 | 2,718 | 24.8 | 606 | 132 | 21.8 | 40 | 30.3 | 4.3 |
| Washington and Lee Univ. | 5,373 | 1,280 | 23.8 | 480 | 78 | 16.3 | 19 | 24.4 | 4.2 |
| Claremont McKenna Coll. | 7,157 | 784 | 11.0 | 207 | 60 | 29.0 | 13 | 21.7 | 3.8 |
| Macalester College | 6,030 | 2,353 | 39.0 | 529 | 101 | 19.1 | 20 | 19.8 | 3.4 |

Colleges are ranked by the highest percentage of Black freshmen.

*Institutions supplying numbers in accordance with the Dept. of Ed. guidelines only. (No foreign students etc. See text for explanation.)

**Declined to provide information to JBHE's research department.

+Yield = percentage of accepted students who enroll

Source: Survey conducted by the JBHE RESEARCH DEPARTMENT.