



Recruitment & Retention of Diverse Faculty

Wendy Fink

May 17, 2022

Thank you to the planning team

- Alfred Parks, Prairie View A&M University
- Elizabeth Parker, Texas A&M University
- Scott Willard, Mississippi State University

Databases Used in Creating This Presentation

- Food and Agriculture Education Information System (FAEIS) Faculty Profile Data – 2021 Data and a few older data sets where necessary
- Integrated Post Secondary Education Data System (IPEDS) – Degrees Completed in 2018/19
- Census Bureau – 2019 Data

What States Are Examined?

- Alabama
- Arkansas
- Florida
- Georgia
- Kentucky
- Louisiana
- Mississippi
- North Carolina
- Oklahoma
- South Carolina
- Tennessee
- Texas
- Virginia

Degree Programs – Agriculture (CIP 01)

- Agricultural Business
- Agricultural Mechanization
- Agricultural Production Operations
- Agricultural and Food Products Processing
- Agricultural and Domestic Animal Services
- Agricultural Horticultural Business Services
- International Agriculture
- Agricultural Public Services
- Animal Sciences
- Food Science and Technology
- Plant Sciences
- Soil Sciences

Degree Programs – Natural Resources (CIP 03)

- Natural Resources Conservation and Research
- Natural Resources Management and Policy
- Fishing and Fisheries Sciences and Management
- Forestry
- Wildlife and Wildlands Science and Management

Degree Programs – Family and Consumer Sciences (CIP 19)

- Work and Family Studies
- FCS/Human Sciences, General
- FCS/Human Sciences Business Services
- Family and Consumer Economics and Related Studies
- Foods, Nutrition, and Related Services
- Housing and Human Environments
- Human Development, Family Studies, and Related Services
- Apparel and Textiles



Faculty Data Profile

Faculty Data Profile

- Gender
 - By program area
 - By tenure status
 - By tenure status and age
- Citizenship
 - By race/ethnicity
- Race and Ethnicity
 - By region overall
 - Within institution type
 - By tenure status compared with comparably-aged Southern population

Institutions Submitting Data

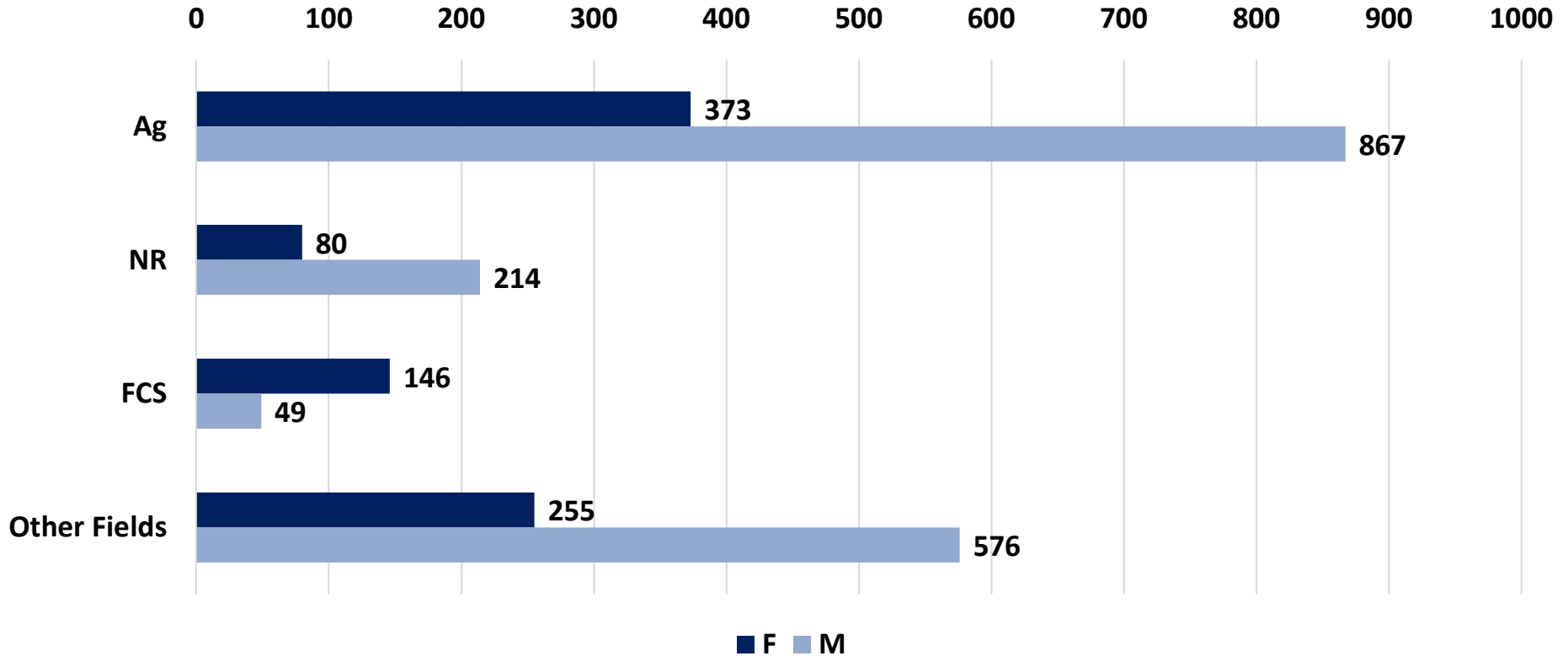
Data Available

- Alcorn - 2021
- Auburn - 2021
- Clemson - 2021
- FAMU - 2015
- KSU - 2015
- Langston - 2020
- MSU - 2021
- NCAT - 2021
- OSU - 2021
- PVAMU - 2021
- SCSU - 2021
- SUAM - 2021
- TSU - 2018
- UArk – 2021
- UFL - 2021
- UKY - 2021
- UTK - 2021
- VT - 2021

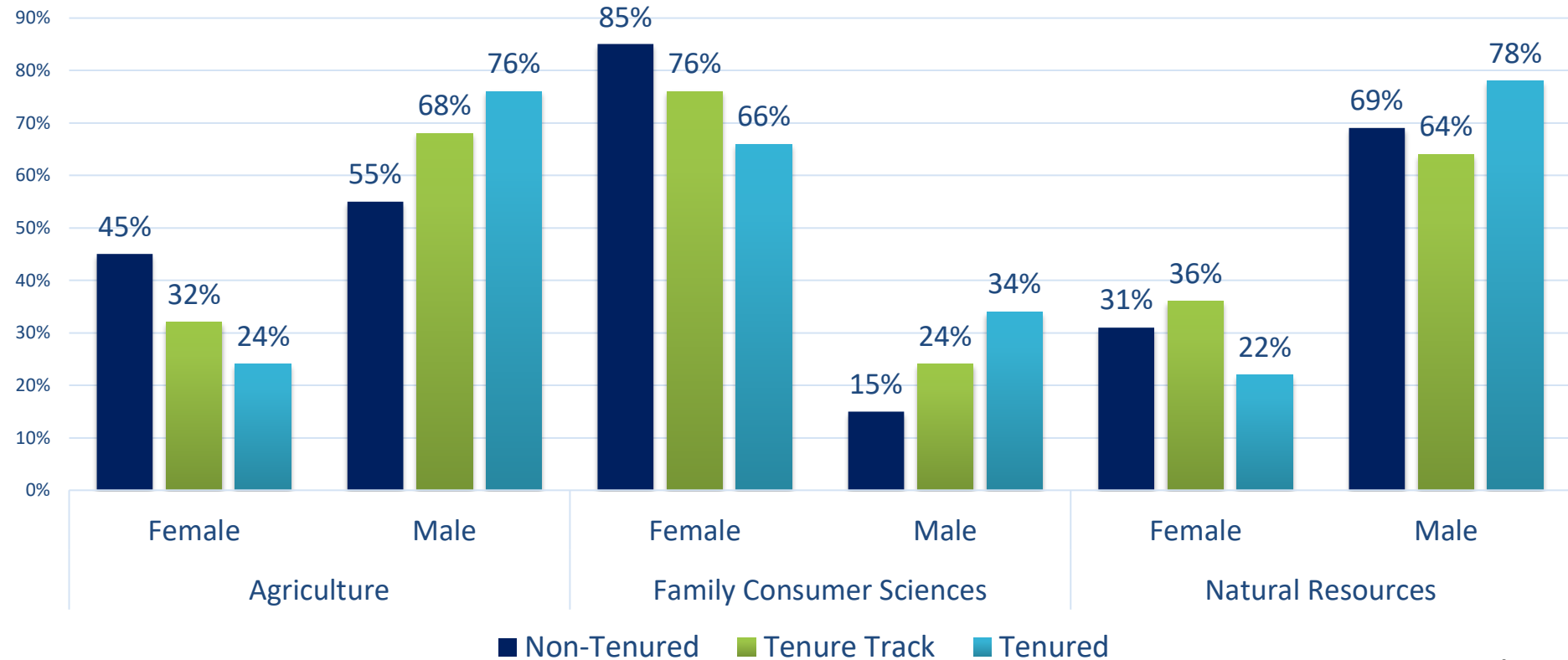
Data Not Available

- AAMU
- FVSU
- LSU
- NCSU
- TAMU
- Tuskegee
- UAPB
- UGA
- VSU

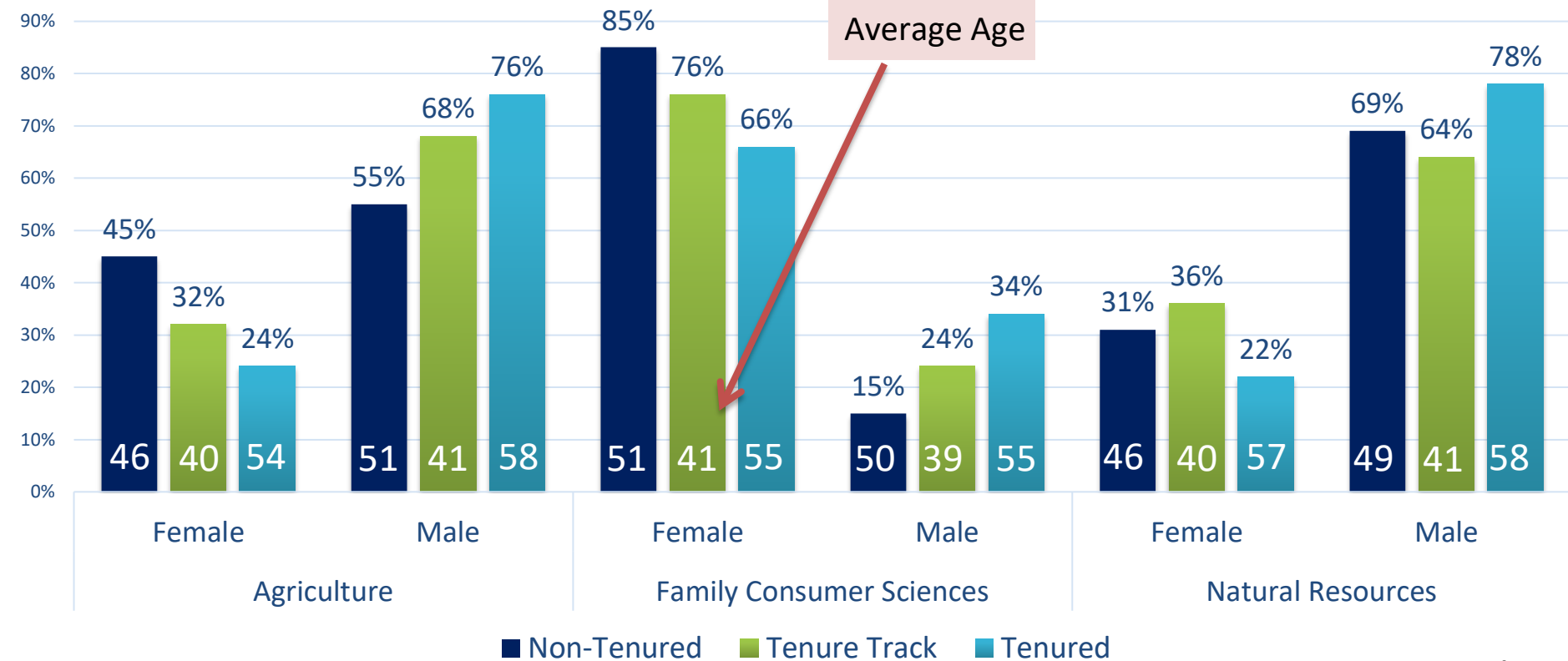
Gender of Faculty by Program Area at 18 Selected Southern LGUs



Gender of Faculty in Ag, NR, FCS Fields by Tenure Status at 18 Selected Southern LGUs

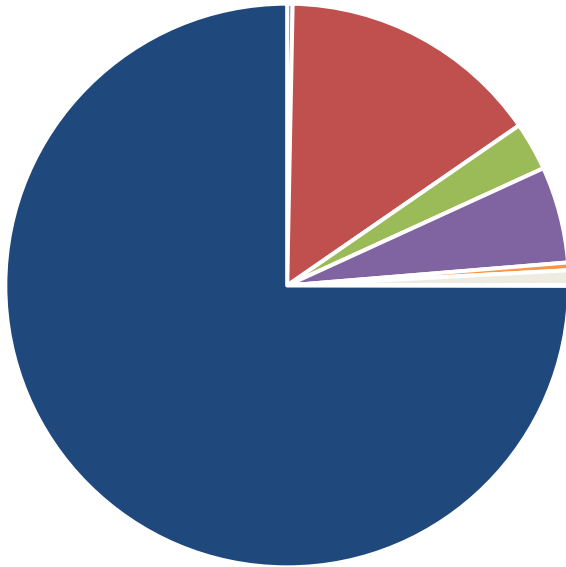


Gender & Avg. Age of Faculty in Ag, NR, FCS Fields by Tenure Status

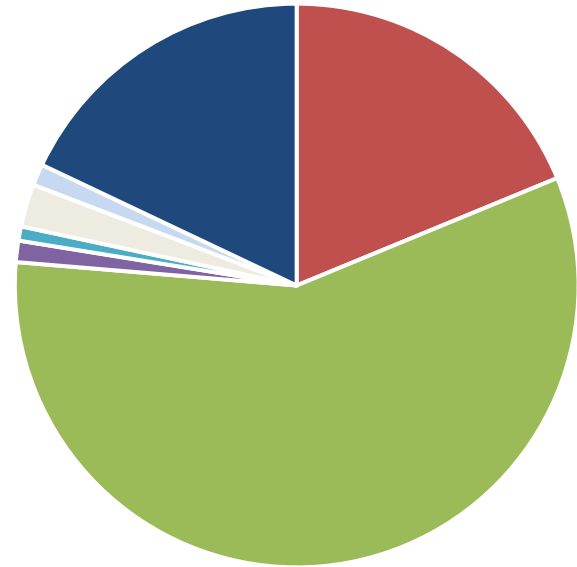


Faculty in Colleges of Ag, NR, and FCS at 18 Southern LGUs by Race or Ethnicity

1862 – 2,262 Faculty



1890 – 245 Faculty



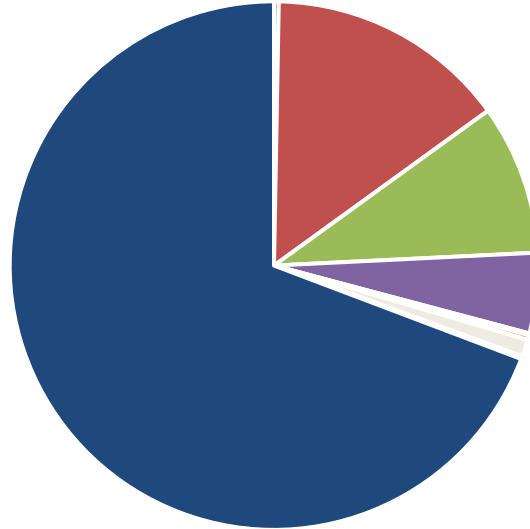
■ American Indian or Alaskan Native
■ Hispanic
■ Unknown Ethnicity

■ Asian
■ Native Hawaiian or other Pacific Islander
■ Unspecified Minority

■ Black or African-American
■ Two or More Races
■ White

Faculty in Colleges of Ag, NR, or FCS at 18 Southern LGUs by Race or Ethnicity

White – 69%
Asian – 15%
Black – 9%
Hispanic – 5%
American Indian or Alaska Native – 1%
Unknown Ethnicity – 1%



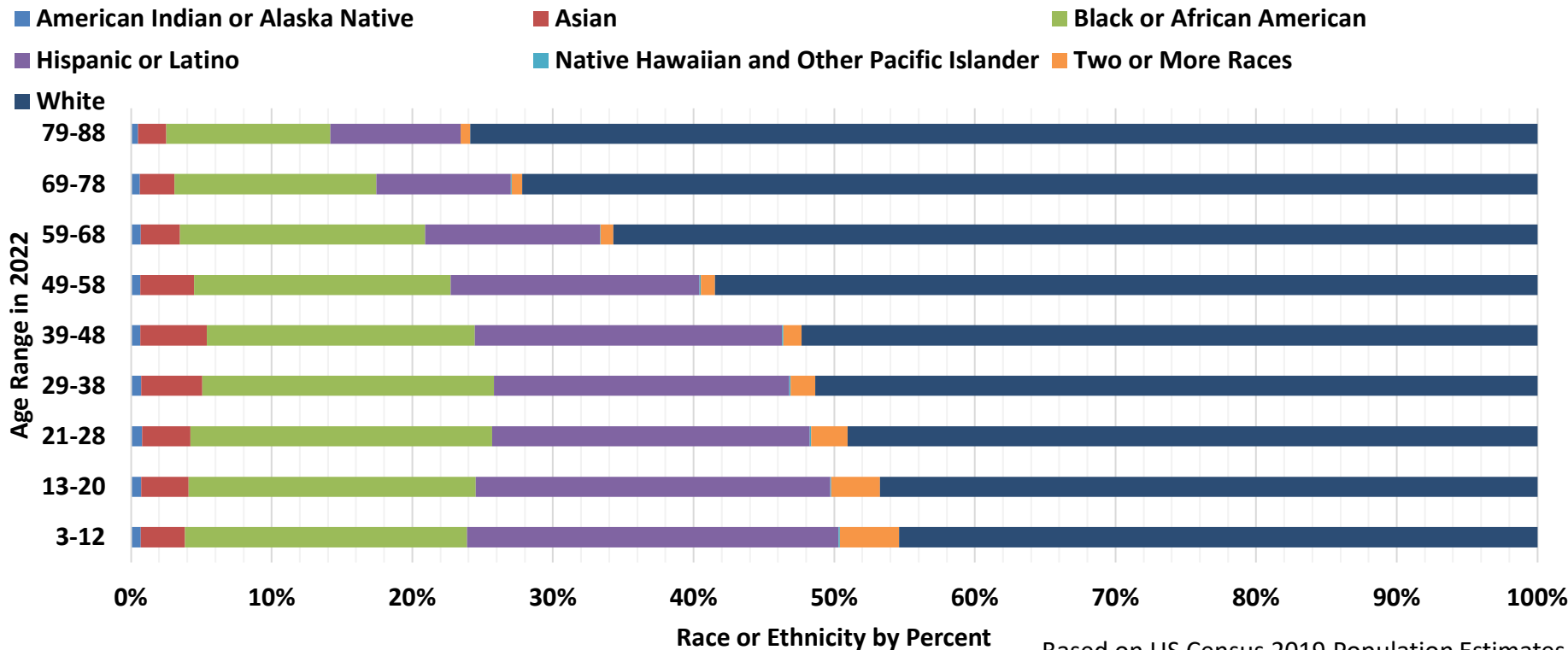
Less than 1% for the following:
Native Hawaiian or Other Pacific Islander
Two or More Races
Unspecified Minority

■ American Indian or Alaskan Native
■ Hispanic
■ Unknown Ethnicity

■ Asian
■ Native Hawaiian or other Pacific Islander
■ Unspecified Minority

■ Black or African-American
■ Two or More Races
■ White

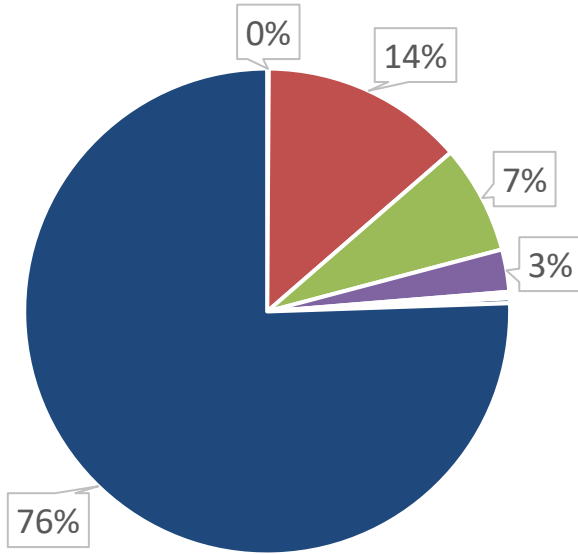
Race or Ethnicity by Age Range for Southern Region



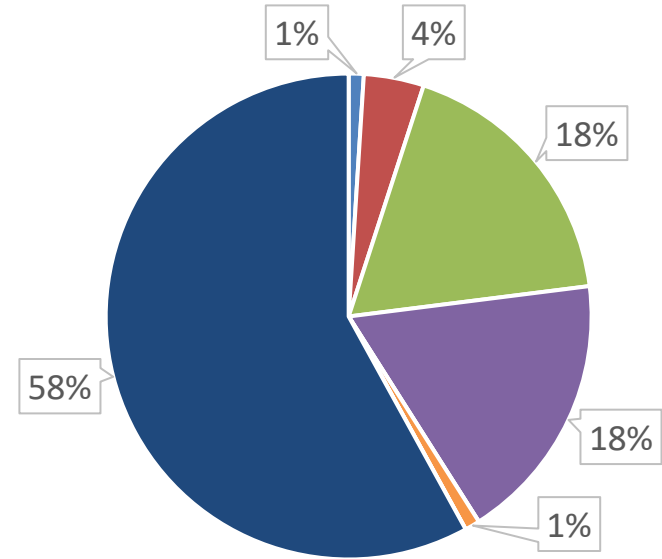
Based on US Census 2019 Population Estimates

Tenured Faculty in Ag, NR, and FCS at 18 Southern LGUs by Race or Ethnicity Compared to Southern Population by Age Range 49-58

Tenured Faculty



Southern Population Age 49-58



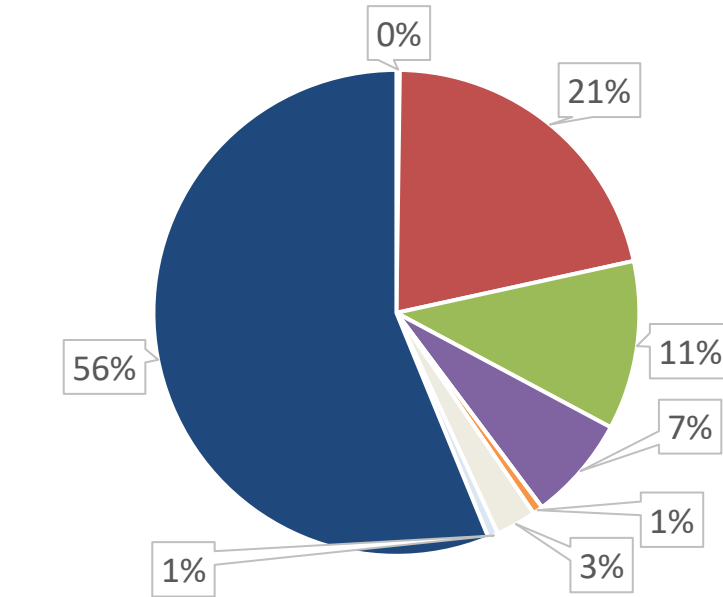
■ American Indian or Alaskan Native
■ Hispanic
■ Unknown Ethnicity

■ Asian
■ Native Hawaiian or other Pacific Islander
■ Unspecified Minority

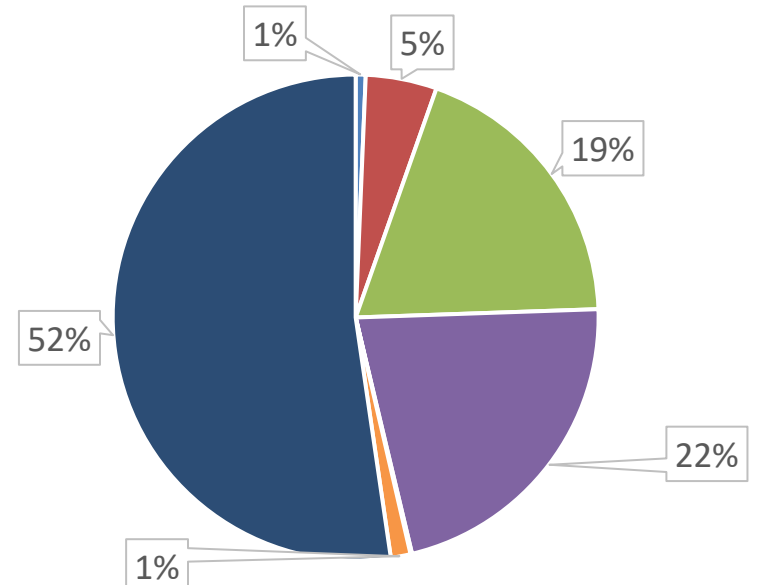
■ Black
■ Two or More Races
■ White

Tenure Track Faculty in Ag, NR and FCS at 18 Southern LGUs by Race or Ethnicity Compared to Southern Population by Age Range 39-48

Tenure Track Faculty



Southern Population Age 39-48



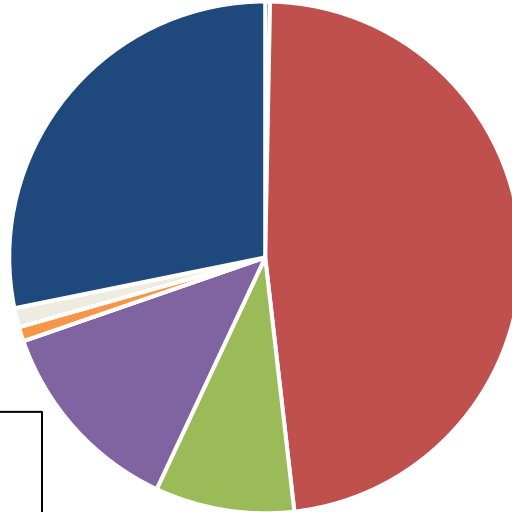
- American Indian or Alaskan Native
- Hispanic
- Unknown Ethnicity

- Asian
- Native Hawaiian or other Pacific Islander
- Unspecified Minority

- Black
- Two or More Races
- White

Race or Ethnicity of Non-U.S. Citizen Faculty at 18 Southern LGUs in Ag, NR, and FCS

Asian – 48%
White – 28%
Hispanic – 13%
Black – 9%
Two or More Races – 1%
Unknown Ethnicity – 1%

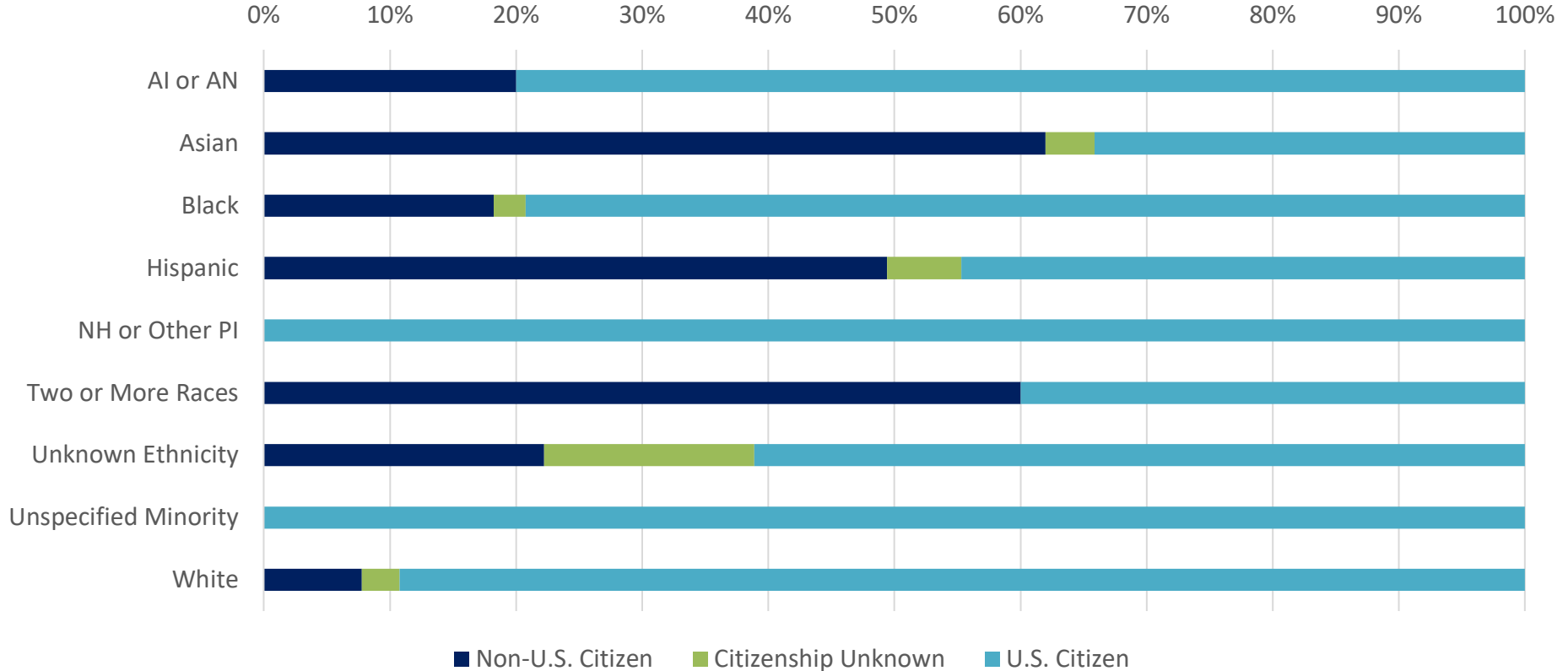


Less than 1% for the following:
American Indian or Alaska Native
Native Hawaiian or Other Pacific Islander
Unspecified Minority

19% of faculty at these 9 1890 LGUs are Non-U.S. Citizens.
19% of faculty at these 9 1862 LGUs are Non-U.S. Citizens.



U.S. or Non-U.S. Citizen Status of Faculty by Race or Ethnicity Categories



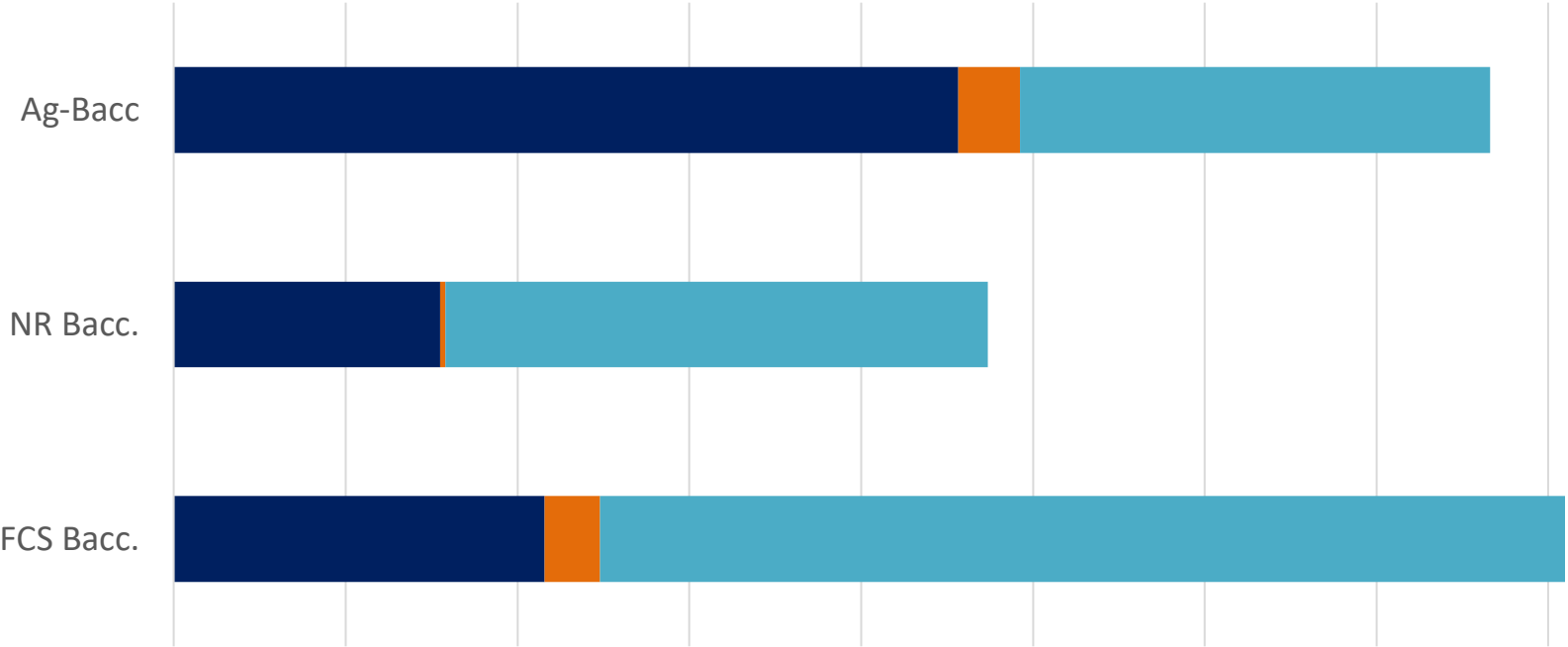


Graduate Data Profile



Number of Bacc. Degrees Completed in the South in 2019 by Type of Institution in Ag, NR, and FCS

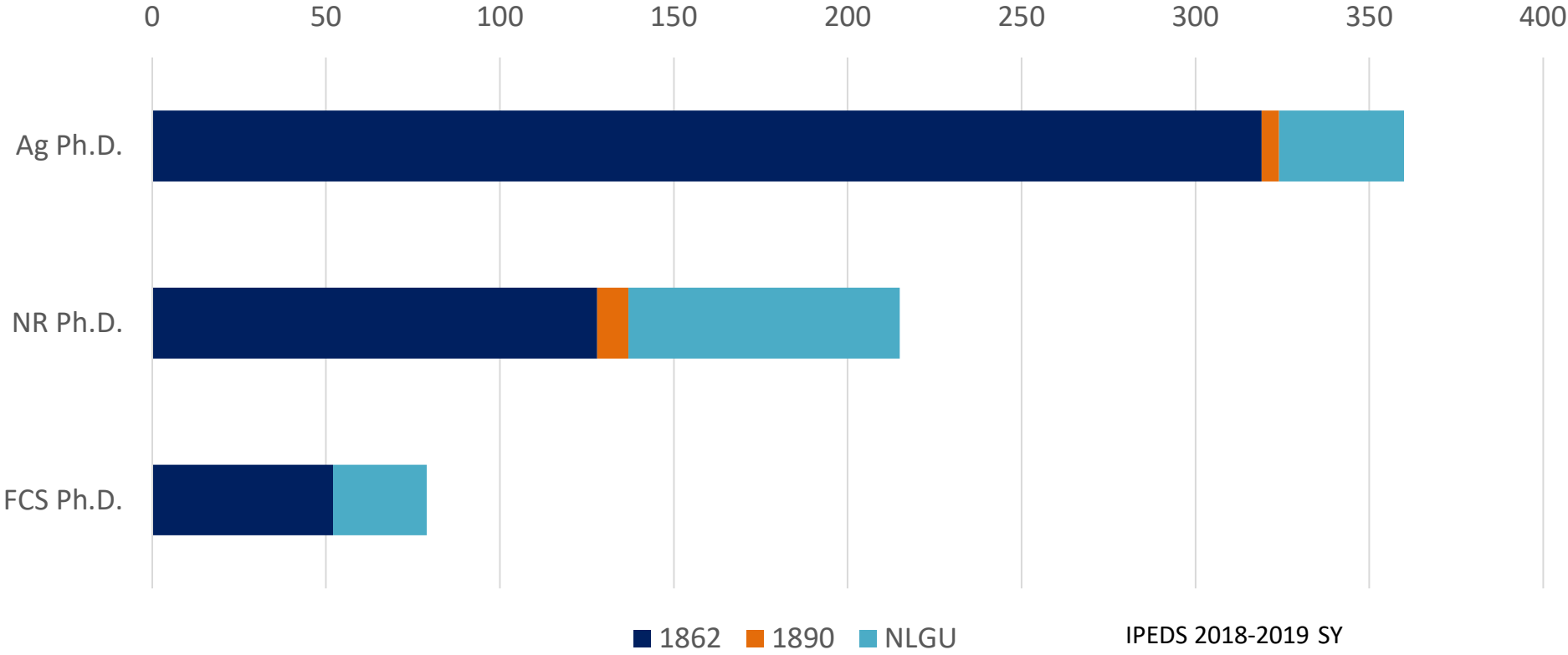
0 1000 2000 3000 4000 5000 6000 7000 8000 9000



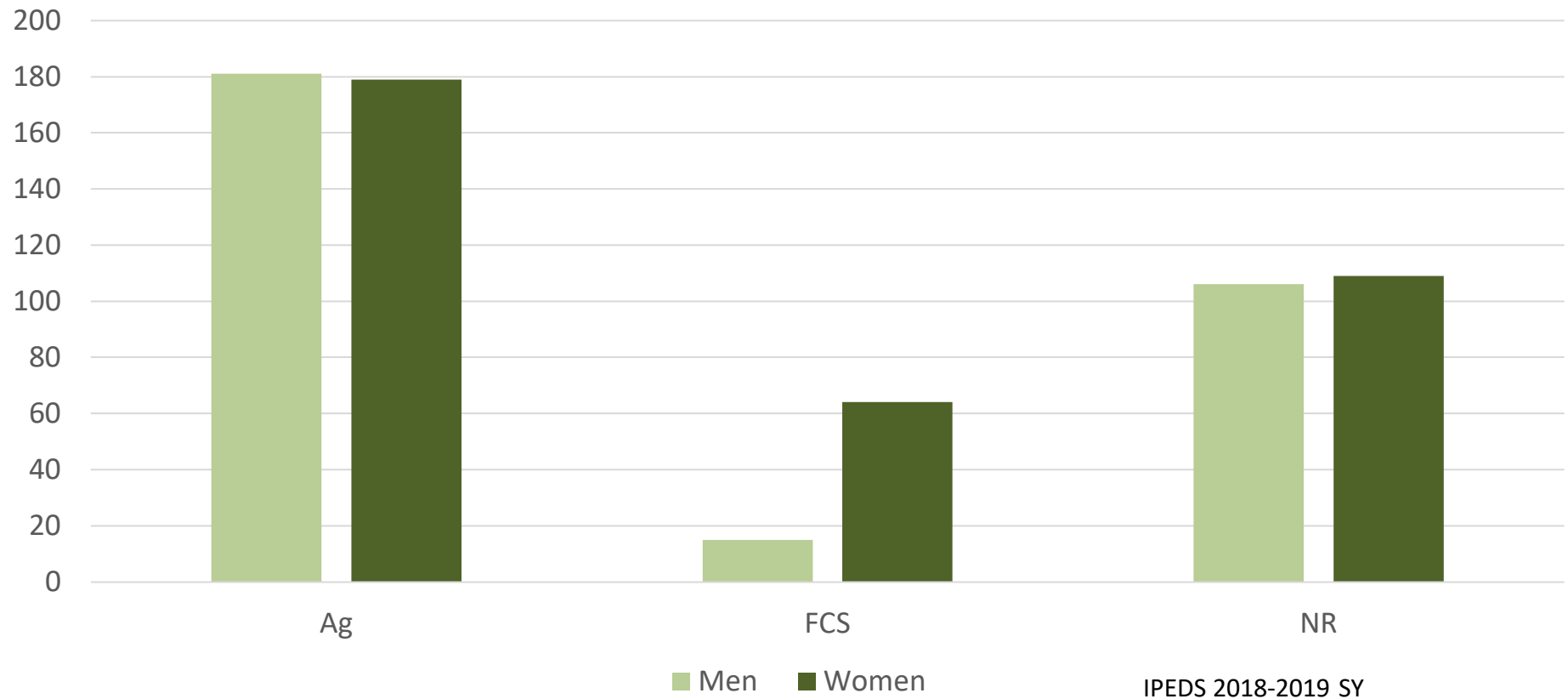
■ 1862 ■ 1890 ■ NLGU

IPEDS 2018-2019 SY

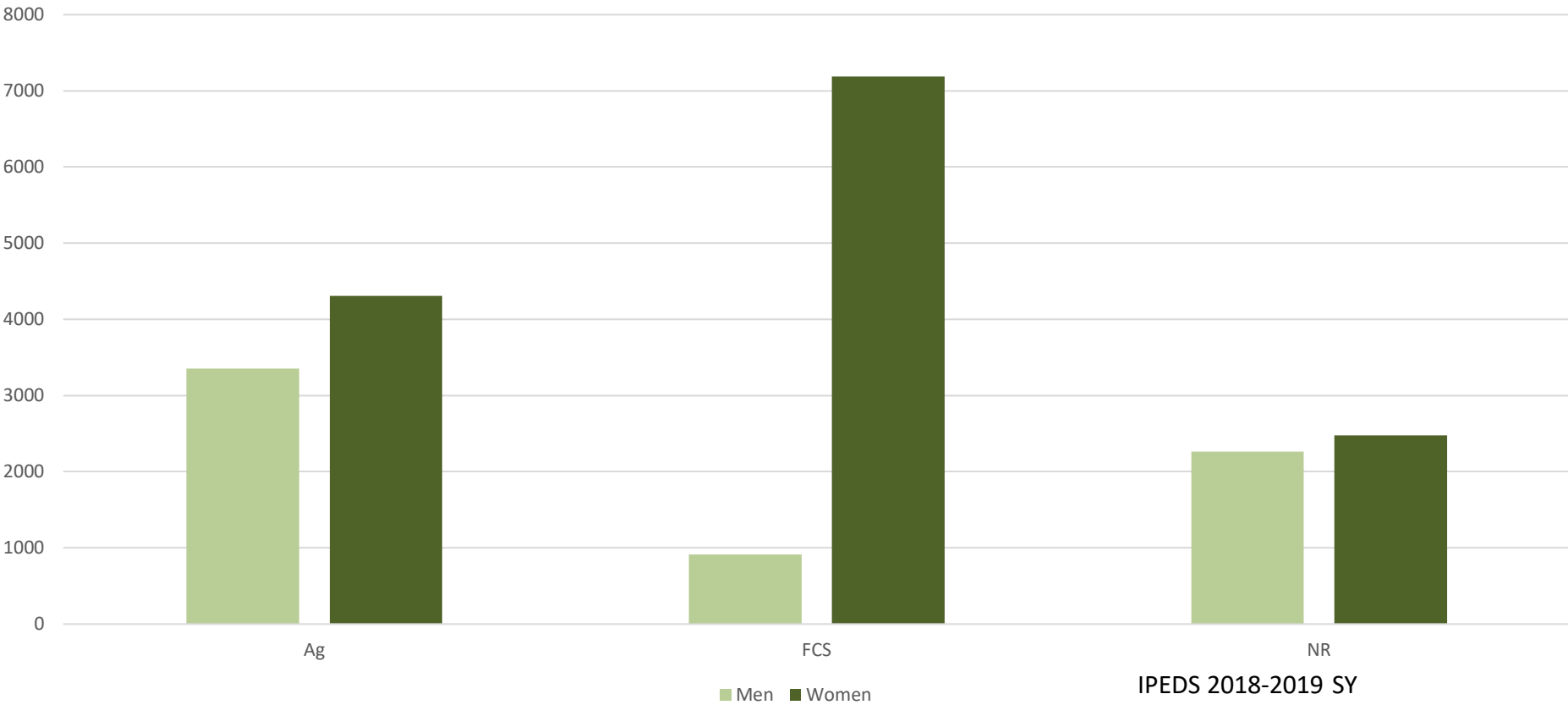
Number of Ph.D. Degrees Completed in the South in 2019 by Type of Institution in Ag, NR, and FCS



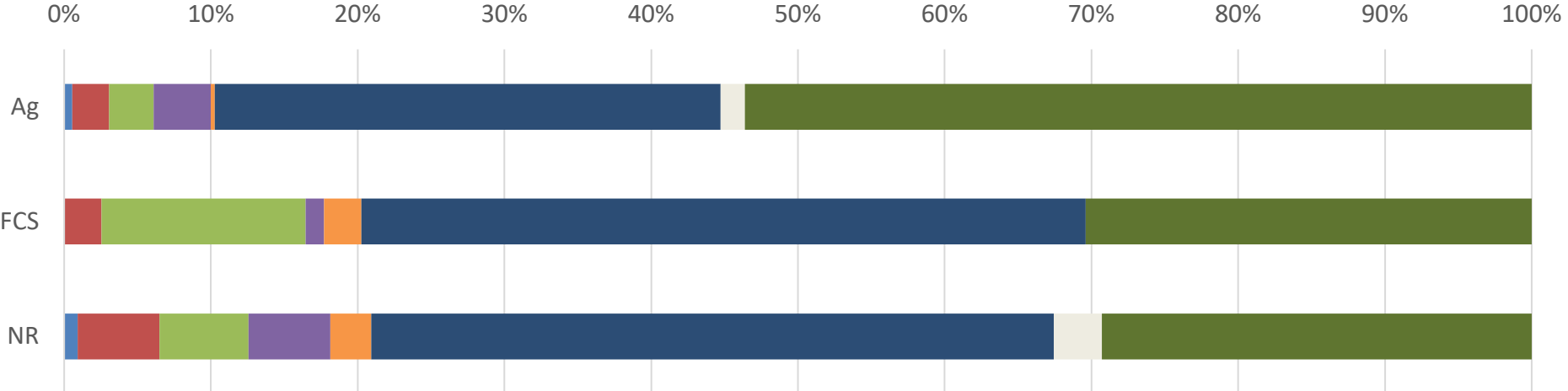
Number of Ph.D. Degrees Completed in the South in 2019 by Gender in Ag, NR, and FCS



Number of Bacc Degrees Completed in the South in 2019 by Gender in Ag, NR, and FCS

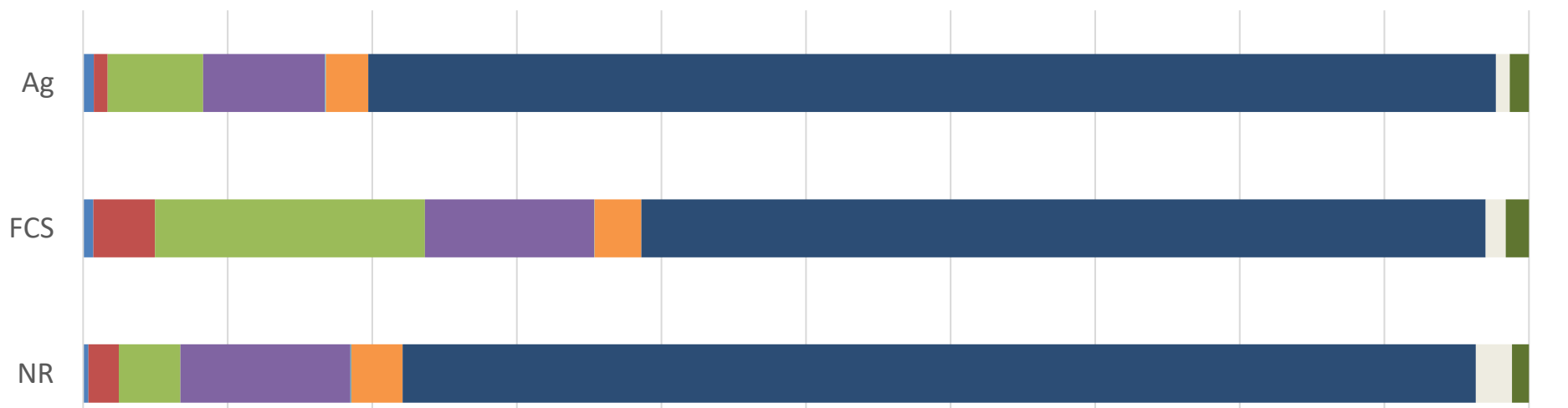
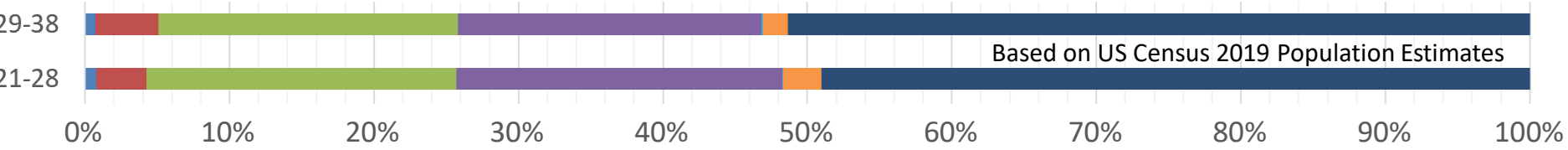


Number of Ph.D. Degrees Completed in the South in 2019 by Race or Ethnicity in Ag, NR, and FCS



- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian or Other Pacific Islander
- Two or more races
- White
- Race/ethnicity unknown
- Non-U.S. Citizens

Number of Bacc. Degrees Completed in the South in 2019 by Race or Ethnicity in Ag, NR, and FCS



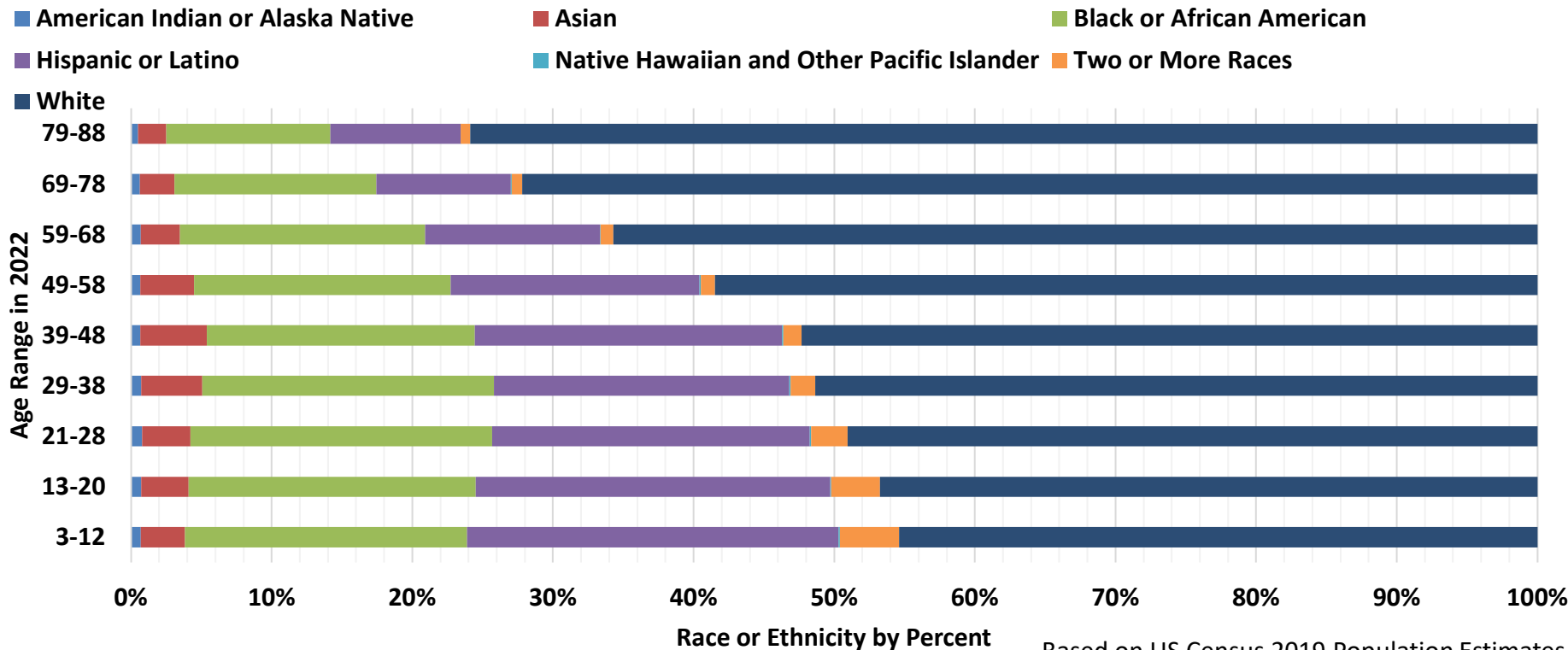
- American Indian or Alaska Native
 - Asian total
 - Black or African American
 - Hispanic or Latino
 - Native Hawaiian or Other Pacific Islander
 - Two or more races
 - White
 - Race/ethnicity unknown
 - Non-U.S. Citizens
- IPEDS 2018-2019 SY



Future Student Data
Profile

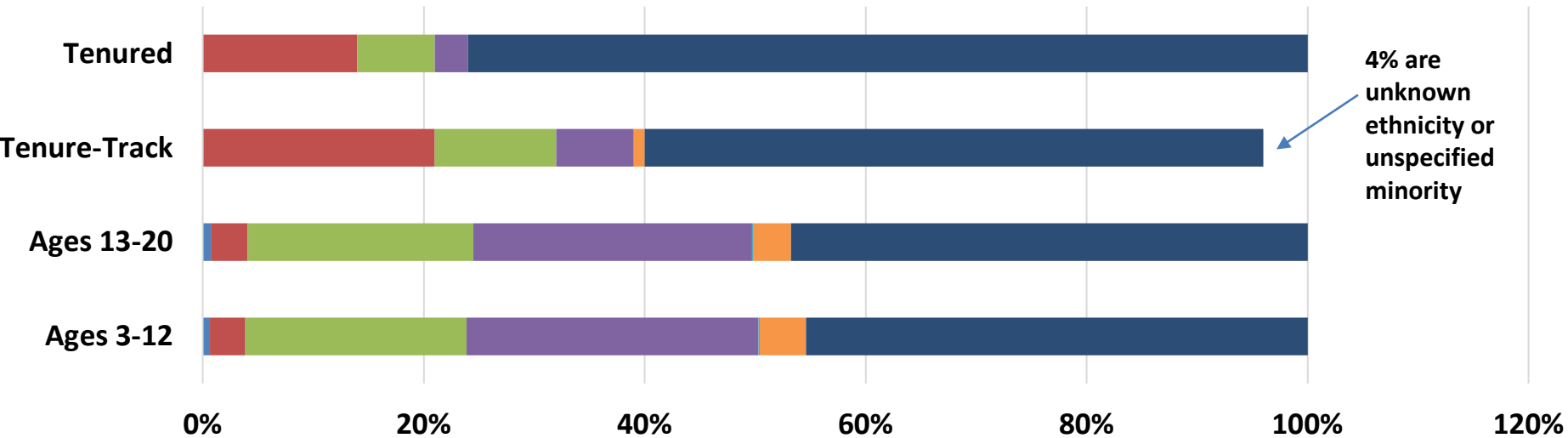


Race or Ethnicity by Age Range for Southern Region



Based on US Census 2019 Population Estimates

Race or Ethnicity for Youngest Age Ranges for Southern Region Compared with Tenured and Tenure-Track Faculty in Ag, NR, and FCS



4% are unknown ethnicity or unspecified minority

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Native Hawaiian and Other Pacific Islander
- Two or More Races
- White

Questions for Table Discussions

- What are you currently doing to attract and retain diverse faculty so that it better reflects the breadth of diversity found in the larger Southern population? What more could you be doing? What would you need to be able to do it?
- How do you create a culture of inclusion so that faculty of all backgrounds feel welcome?
- If your faculty profile varies a good deal from your enrolling student profile, how do you ensure your students feel they belong and can see themselves succeeding in their chosen field?
- As the region's population demographics change, how have you recalibrated your teaching, engagement and research offerings to reach everyone? Are there populations whose needs are not being met?