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2016

# VCU's Faculty Status Report - November 2016

VCU Office of Faculty Recruitment and Retention

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# The Status of the Faculty: Fall 2016

## Provost's Report to Faculty Senate

November 29, 2016

**A key goal of VCU's strategic plan is a commitment to the recruitment, retention, and support of talented and diverse faculty, who represent the core of the university's vision.**

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- *Refocused Quest for Distinction, Theme 1, Goal 2. states:*
  - *Recruit and retain progressive and diverse faculty, staff and senior leadership with the skills and talents to advance quality teaching and learning, along with high impact research, scholarship and creative expression*



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Source:

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**Over the last five years, T&R faculty numbers have increased 12%, from 2,034 to 2,275; during this same period, A&P faculty have grown by 31.8%, driven by growth in professional faculty.**

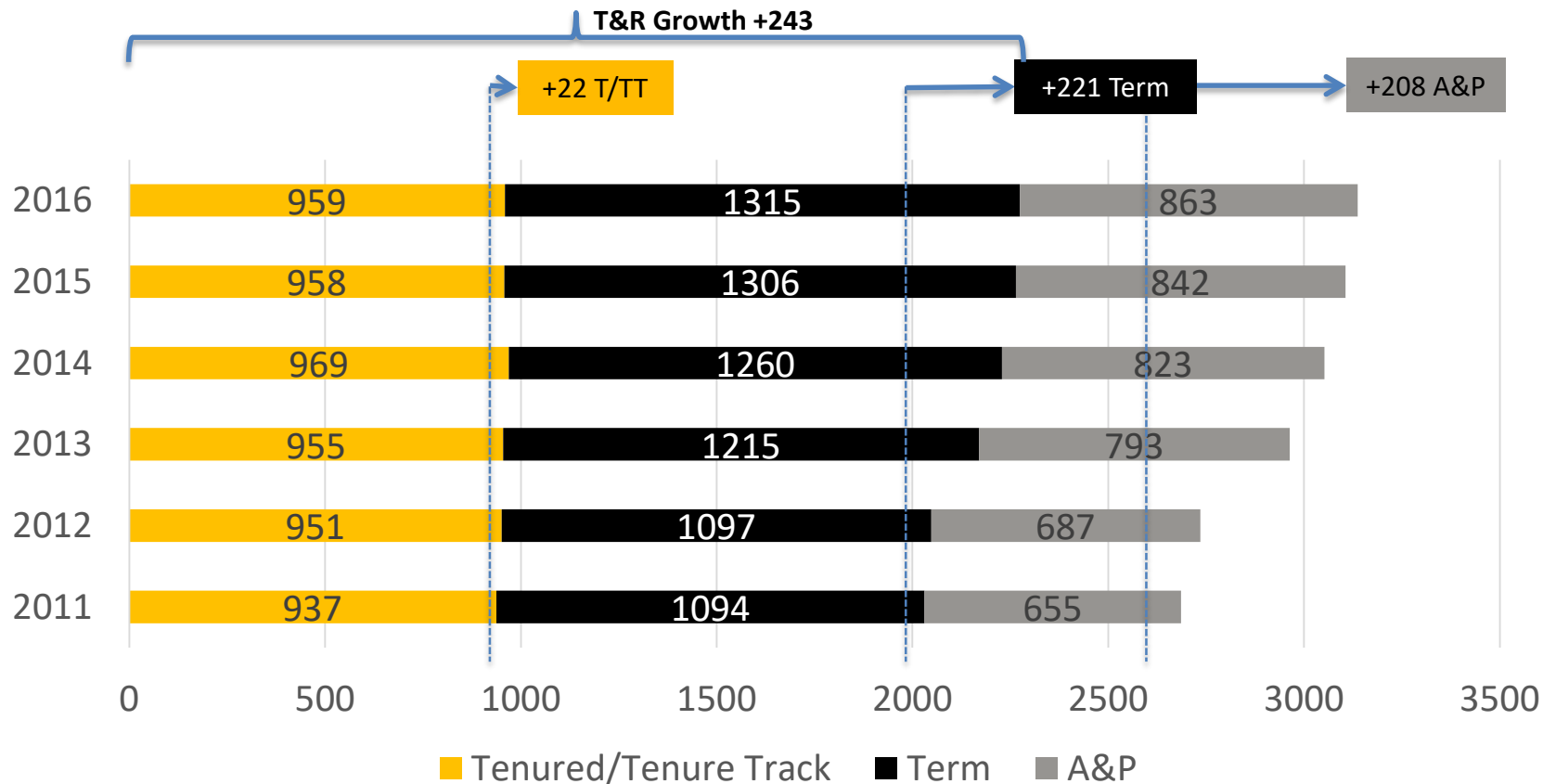
**Total Full-time Faculty Headcount <sup>1</sup>**  
*Fall 2011 to Fall 2016*

Fall	2011	2012	2013	2014	2015	2016	5-year Change	
							#	%
T&R <sup>1</sup>	2031	2048	2170	2229	2264	<b>2275</b>	244	12.0%
A&P	655	687	793	823	842	<b>863</b>	208	31.8%
Total	2686	2735	2963	3052	3106	<b>3138</b>	452	16.8%



<sup>1</sup> Teaching and Research faculty include Tenured, Tenure-Track and Term faculty.  
 Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

# Most of the growth within T&R faculty ranks has been among Term rather than Tenured/Tenure-Track faculty.



Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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**Tenure-eligible faculty accounted for 16% and term faculty 42% of new and replacement hires between August 2015 and 2016.**

## Faculty Recruitment by Campus and Category

*August 17, 2015 to August 16, 2016*

Faculty Hired		Number	Percentage
Monroe Park Campus	Administrative	16	4%
	Term	47	23%
	Professional	134	37%
	Tenure eligible	42	12%
<b>Sub-Total MP Campus</b>		<b>239</b>	<b>66%</b>
Medical Campus	Administrative	4	2%
	Term	77	21%
	Professional	20	5%
	Tenure eligible	16	4%
<b>Sub-Total MCV Campus</b>		<b>117</b>	<b>32%</b>
Qatar Campus	Term	3	1%
	Professional	5	1%
<b>Total VCU</b>		<b>364</b>	<b>100%</b>



Source: Office of Faculty Recruitment & Retention, "Faculty Hiring Data: Requests to Offer 2015-2016 at a Glance"; provisional report as of 6/20/2016.

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**T&R faculty numbers have grown 12% since Fall 2011, with the percentage growth in under-represented minorities greater than growth in white faculty.**

**Teaching & Research Faculty  
Under-Represented Minorities <sup>1</sup>**  
*Fall 2011 to Fall 2016*

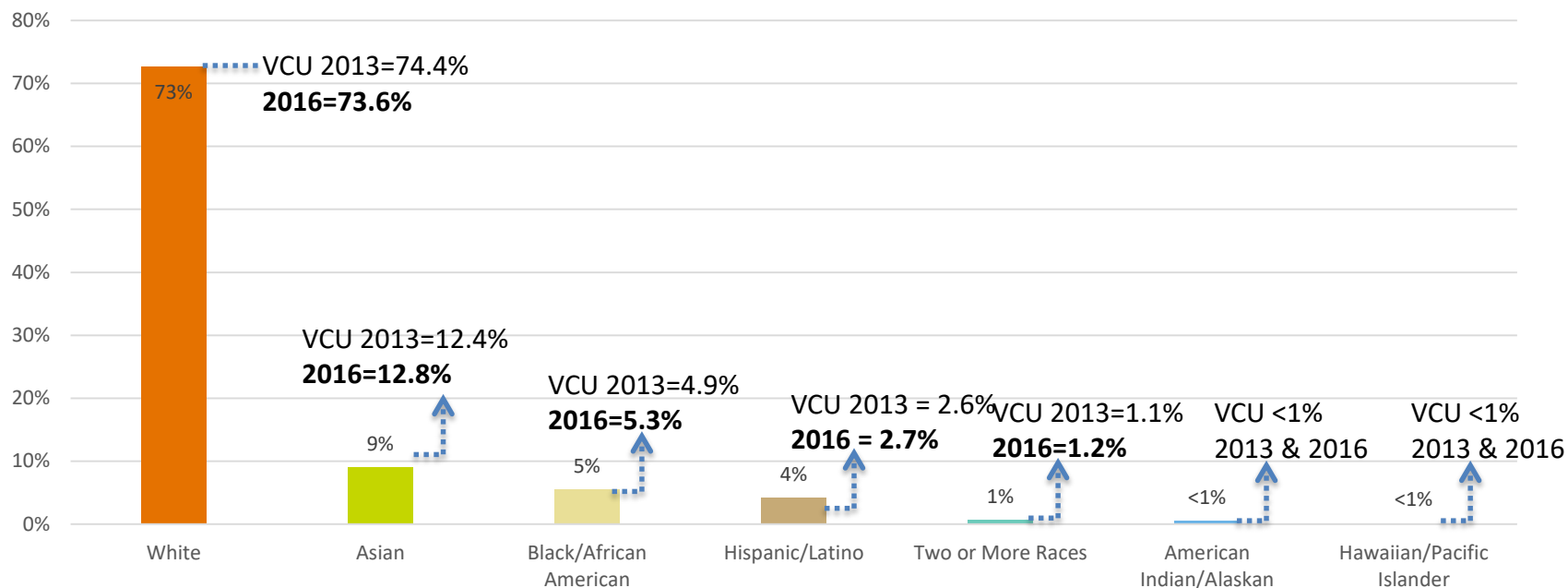
<b>Race/Ethnicity</b>	<b>Fall 2011</b>	<b>Fall 2012</b>	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>% of Total 2016 Faculty</b>	<b>2011-2016 Difference</b>	<b>2011-2016 % Change</b>
American Indian/Alaskan	4	5	4	5	5	5	0.2%	1	25%
Black/African American	101	96	107	105	113	120	5.3%	19	18.8%
Hispanic/Latino	55	55	56	57	58	61	2.7%	6	10.9%
Hawaiian/Pacific Islanders	1	1	1	1	1	1	--	--	--
Two or More Races	21	22	24	27	26	27	1.2%	6	28.6%
<b>Total URM Faculty</b>	<b>178</b>	<b>179</b>	<b>192</b>	<b>195</b>	<b>203</b>	<b>214</b>	<b>9.4%</b>	<b>36</b>	<b>20.2%</b>
<b>Total White Faculty</b>	<b>1,545</b>	<b>1,548</b>	<b>1,615</b>	<b>1,653</b>	<b>1,667</b>	<b>1,644</b>	<b>72.3%</b>	<b>99</b>	<b>6.4%</b>
<b>Total T&amp;R Faculty</b>	<b>2,031</b>	<b>2,048</b>	<b>2,170</b>	<b>2,229</b>	<b>2,264</b>	<b>2,275</b>	<b>100.0%</b>	<b>244</b>	<b>12.0%</b>



<sup>1</sup> Composition of under-represented minorities (URM) reflects federal definition established in 2010.  
Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

# The most recent national statistics on the composition of full-time faculty at U.S. degree-granting institutions provides a 3-year old benchmark for VCU.

**Full-time Faculty in U.S. Degree-granting Institutions  
By Race / Ethnicity<sup>1</sup>**  
*Fall 2013*



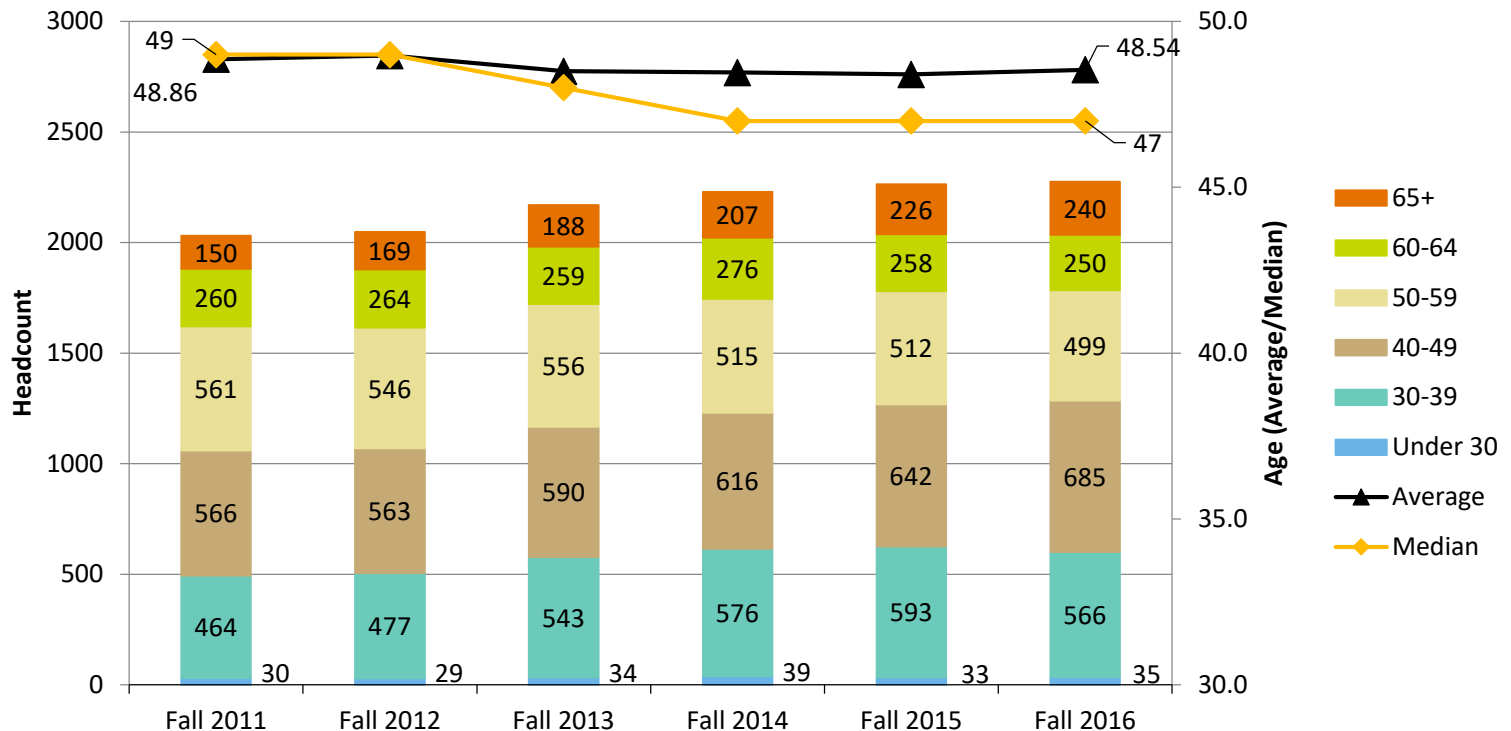
<sup>1</sup> Represents percentage of full-time T&R faculty whose race/ethnicity was known. May not total to 100%.  
Source: U.S. Department of Education, National Center for Education Statistics. The Condition of Education 2016, IPEDS data, Fall 2013; VCU Office of Planning & Decision Support, Banner HRIS, Fall Census II 2013, 2016.



**Age distribution among T&R faculty has seen growth primarily in the 30 – 39, 40 – 49, and 65+ ranges. Average and median ages decreased slightly.**

### T&R Faculty by Age Groups

Fall 2011 to Fall 2016



Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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# Tenured / Tenure-Track Faculty



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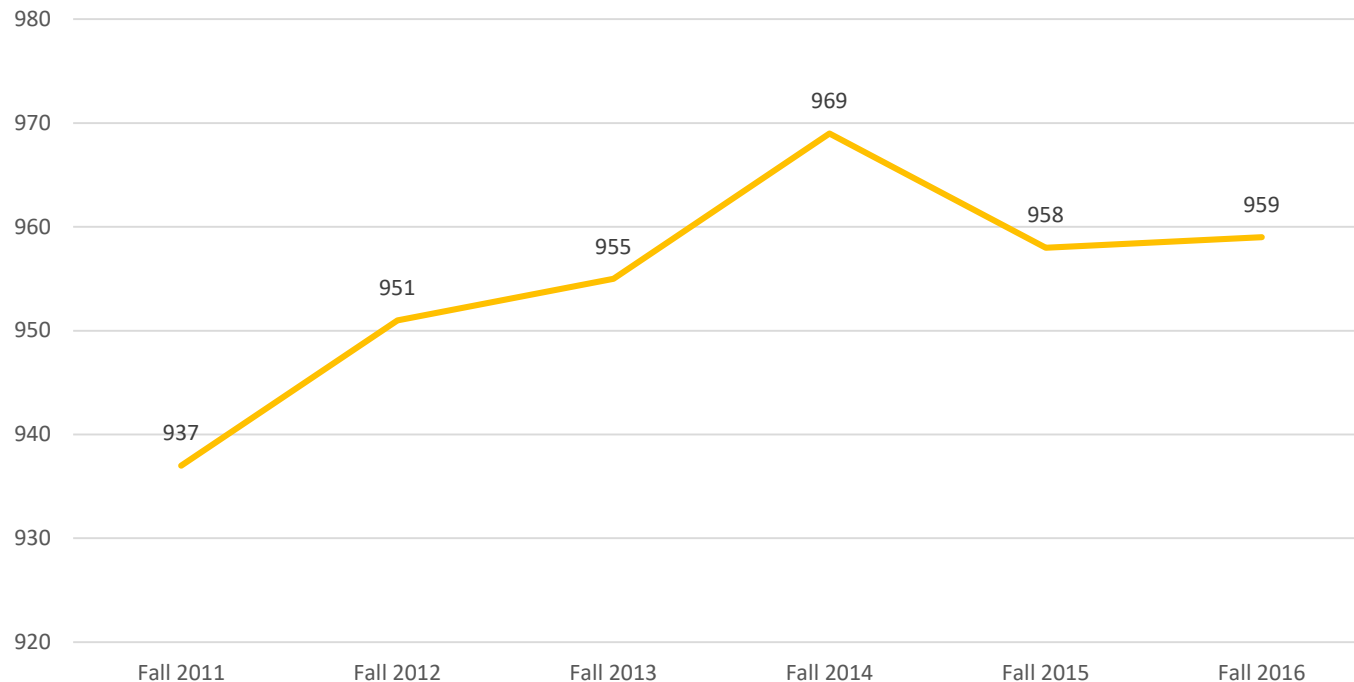
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**While the ranks of tenure-eligible faculty have grown by 2.3% since 2011, they remain short of the 2014 high.**

### Tenured /Tenure-Track Faculty

*Fall 2011 to Fall 2016*



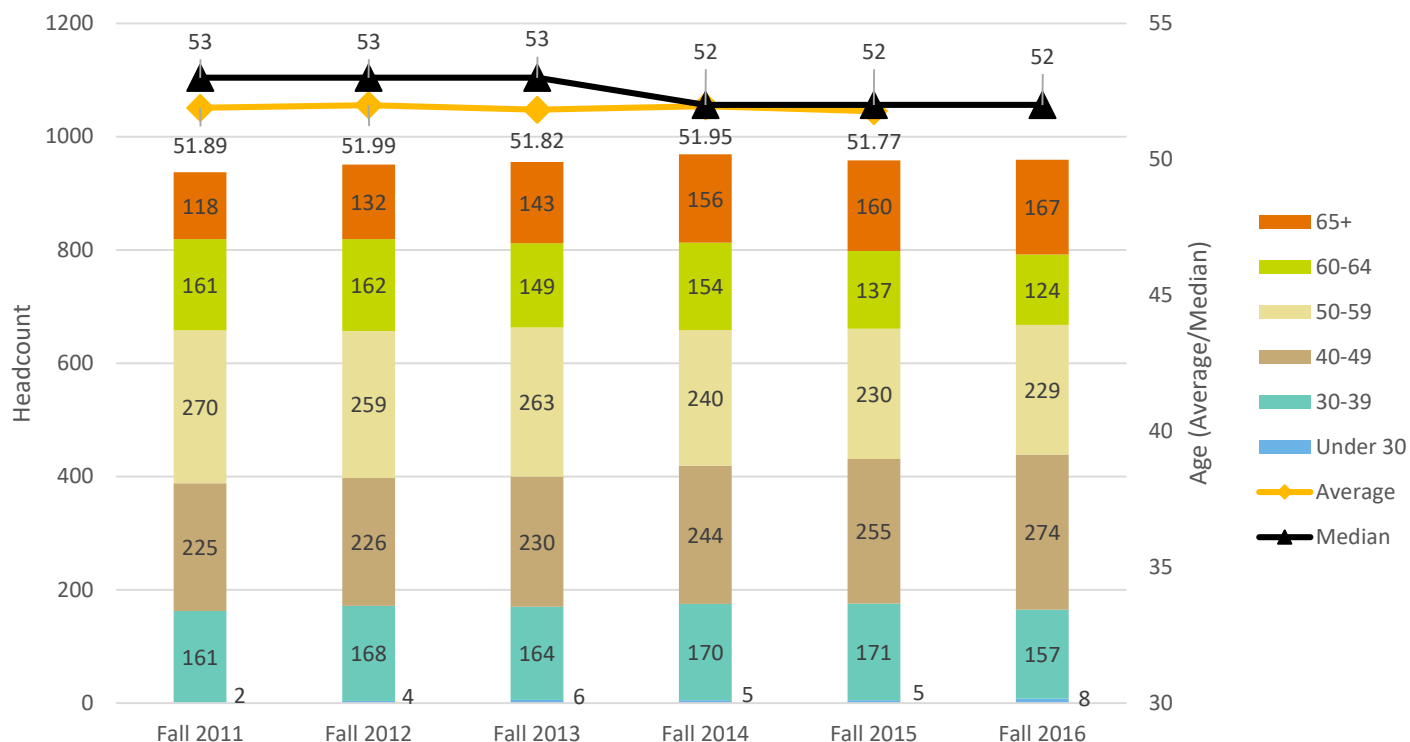
Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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# Average and median age of Tenured/Tenure-Track T&R Faculty decreased slightly over the five-year period, despite an increase in faculty 65 and older.

## Tenured and Tenure-Track Faculty by Age Groups

Fall 2011 to Fall 2016

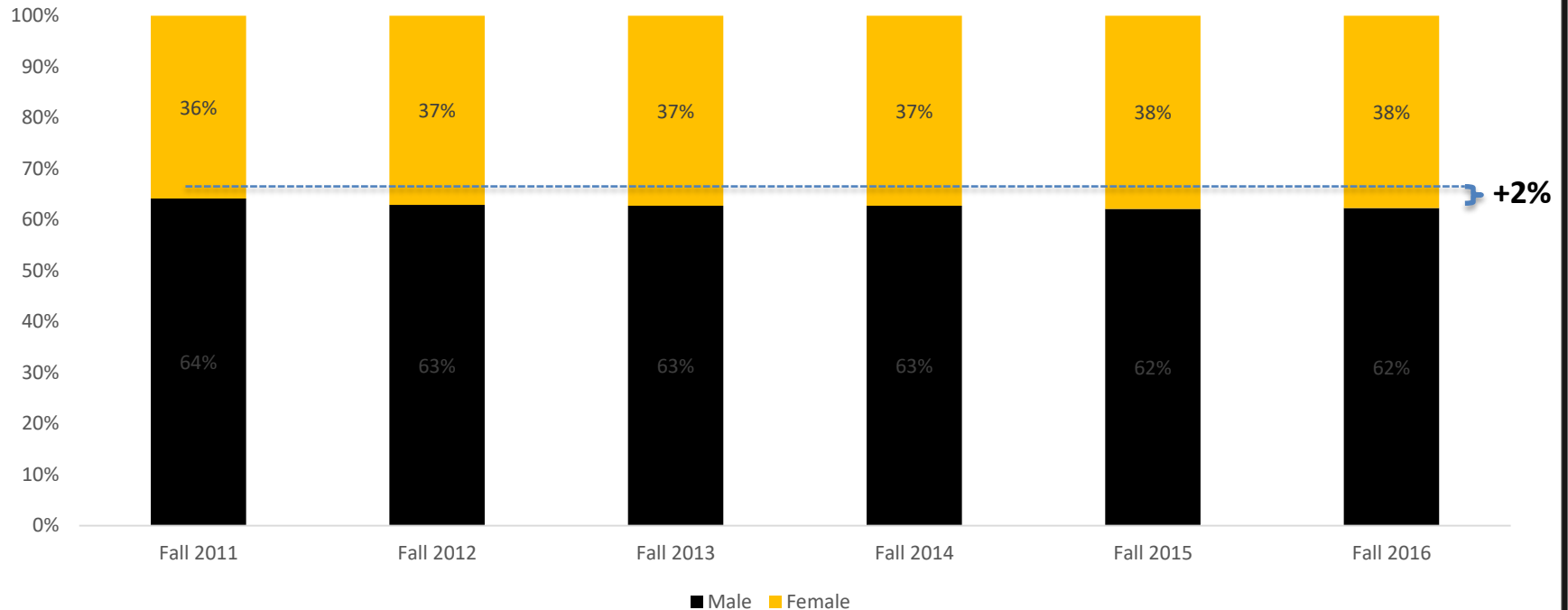


Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.



# Gender diversity remains relatively stable, with female T/TT faculty representing 38% of total T/TT faculty.

**Tenured/Tenure-Track Faculty by Gender**  
*Fall 2011 to Fall 2016*

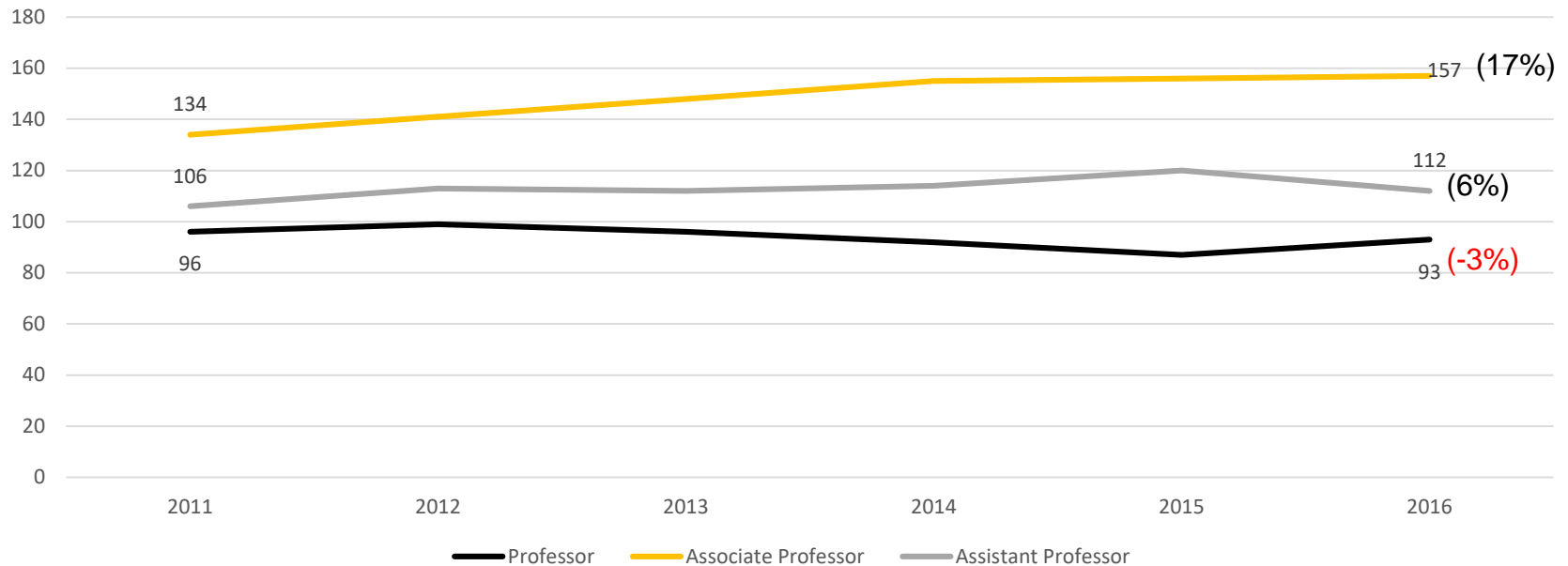


Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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Since Fall 2012, female faculty at the Associate and Assistant Professor ranks have grown by 17% and 6% respectively, while headcount among female Professors decreased 3%.

**Female Tenured/Tenure-Track Faculty by Rank**  
*Fall 2011 to Fall 2016*

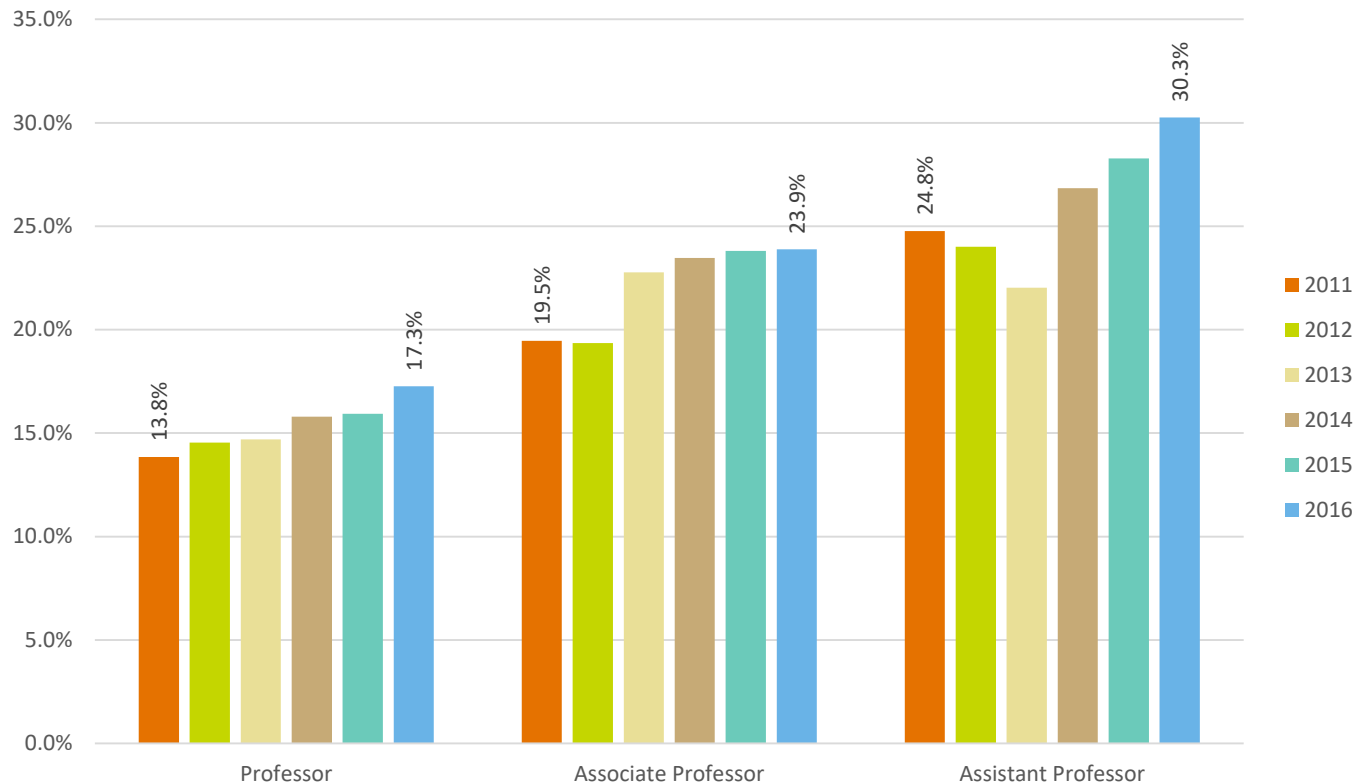


Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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# Minority faculty at VCU have grown as a percent of total Tenured and Tenure-Track faculty among all ranks...

Minority Tenured / Tenure-Track Faculty as a % of Total<sup>1</sup>  
Fall 2011 to Fall 2016

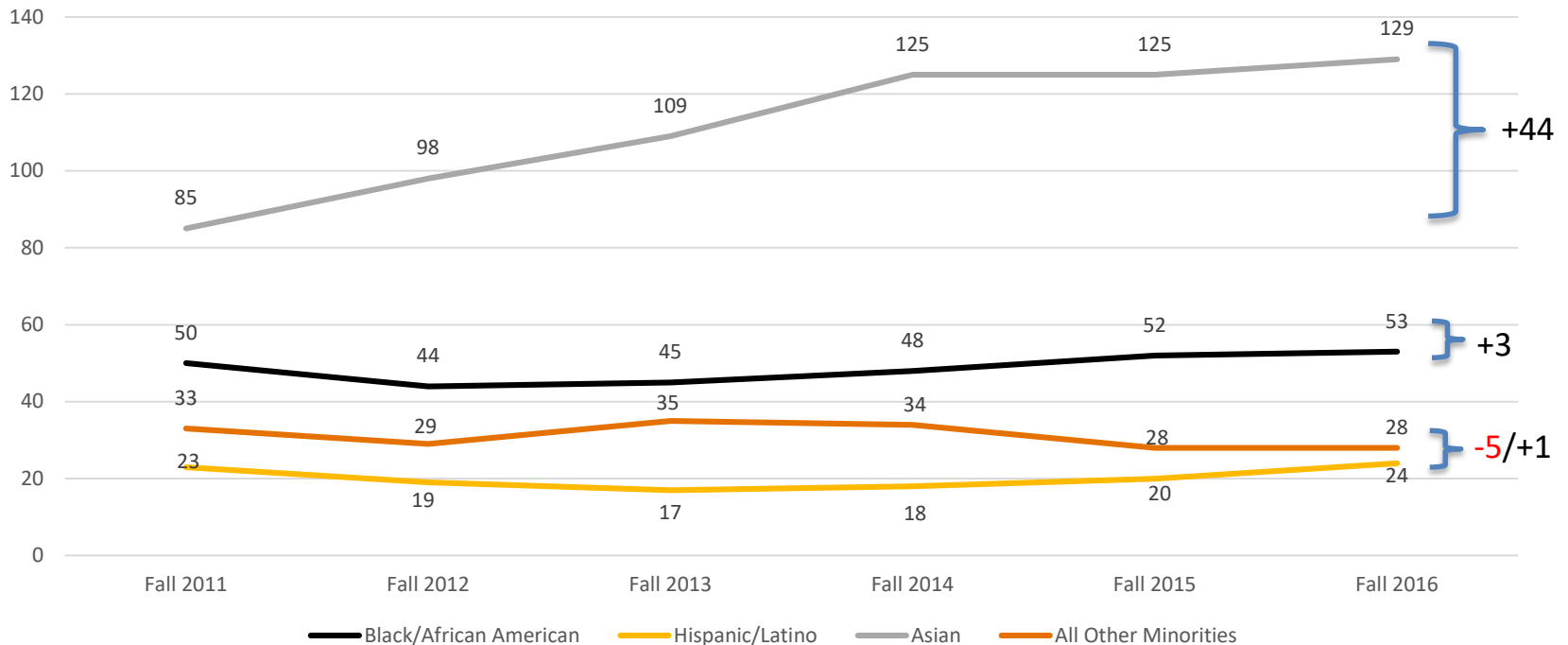


<sup>1</sup> Federal definition of minority includes Black/African American, Hispanic/Latino, Asian, Pacific Islander, American Indian/Alaskan, and 2 or More Races; Department of Education.  
Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

...yet this growth has come primarily from Asian minorities.

### Race/Ethnicity among Tenured / Tenure-Track Faculty

Fall 2011 to Fall 2016



Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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**After a 15% drop between 2011 and 2012, under-represented minority tenure-eligible faculty have seen modest year-over-year gains, overtaking Fall 2011 levels this year.**

**Tenured/Tenure-Track Faculty  
Under-Represented Minorities <sup>1</sup>**

<b>Race/Ethnicity</b>	<b>Fall 2011</b>	<b>Fall 2012</b>	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>2011-2016 Difference</b>	<b>2011-2016 % Change</b>
American Indian/Alaskan	2	2	2	1	1	1	-1	-50.0%
Black/African American	50	44	45	48	52	53	3	6.0%
Hispanic/Latino	23	19	17	18	20	24	1	4.4%
<b>Total URM T/TT</b>	<b>75</b>	<b>65</b>	<b>64</b>	<b>67</b>	<b>73</b>	<b>78</b>	<b>3</b>	<b>4.0%</b>
<b>Total White T/TT</b>	<b>726</b>	<b>739</b>	<b>726</b>	<b>723</b>	<b>712</b>	<b>700</b>	<b>-26</b>	<b>-3.6%</b>
<b>Total T/TT Faculty</b>	<b>937</b>	<b>951</b>	<b>955</b>	<b>969</b>	<b>958</b>	<b>959</b>	<b>22</b>	<b>2.4%</b>
<b>URM T/TT As % of Total Faculty</b>	<b>8.0%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>6.9%</b>	<b>7.6%</b>	<b>8.1%</b>		<b>0.1%</b>
<b>African American T/TT As % of Total Faculty</b>	<b>5.3%</b>	<b>4.6%</b>	<b>4.7%</b>	<b>5.0%</b>	<b>5.4%</b>	<b>5.5%</b>		<b>0.2%</b>

<sup>1</sup> URM also includes Hawaiian/Pacific Islanders and Two or More Races.

Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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# Term Faculty



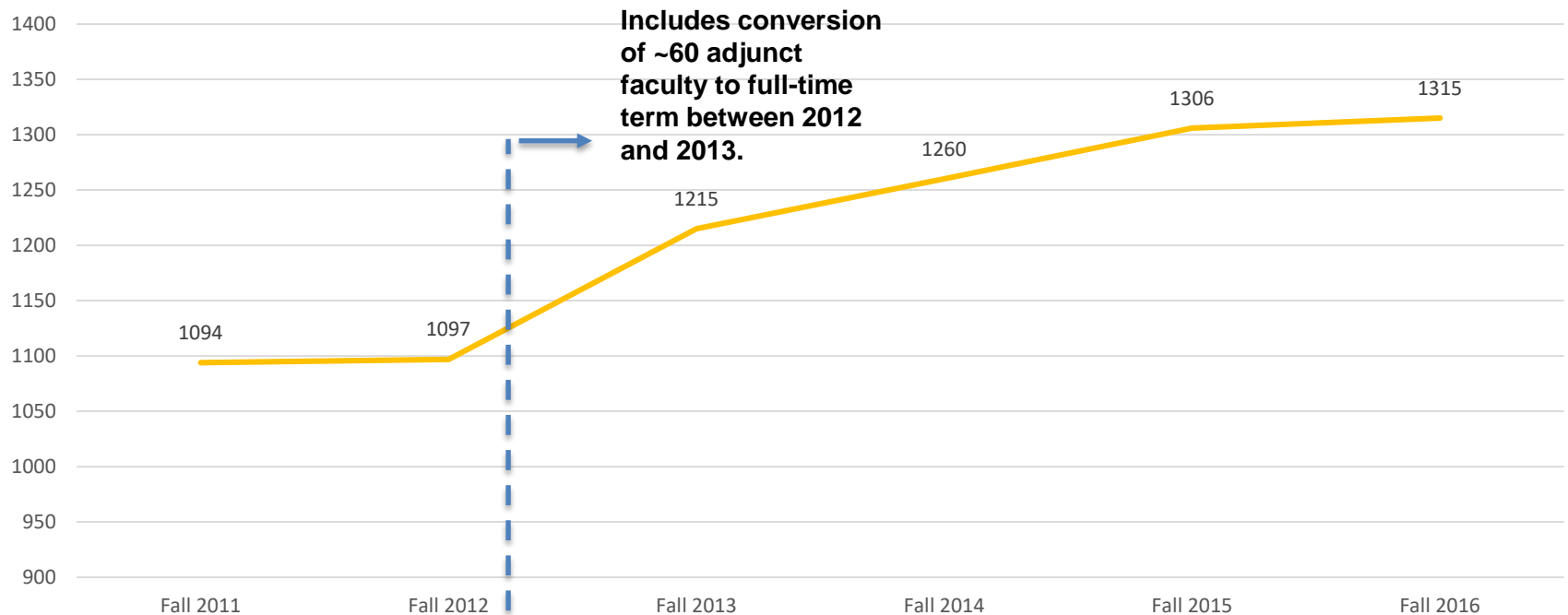
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**Term faculty represent the fastest growing category within T&R faculty, up 20.2% since 2011. Growth after 2012 was driven in part by the 2013 conversion of adjunct faculty to term.**

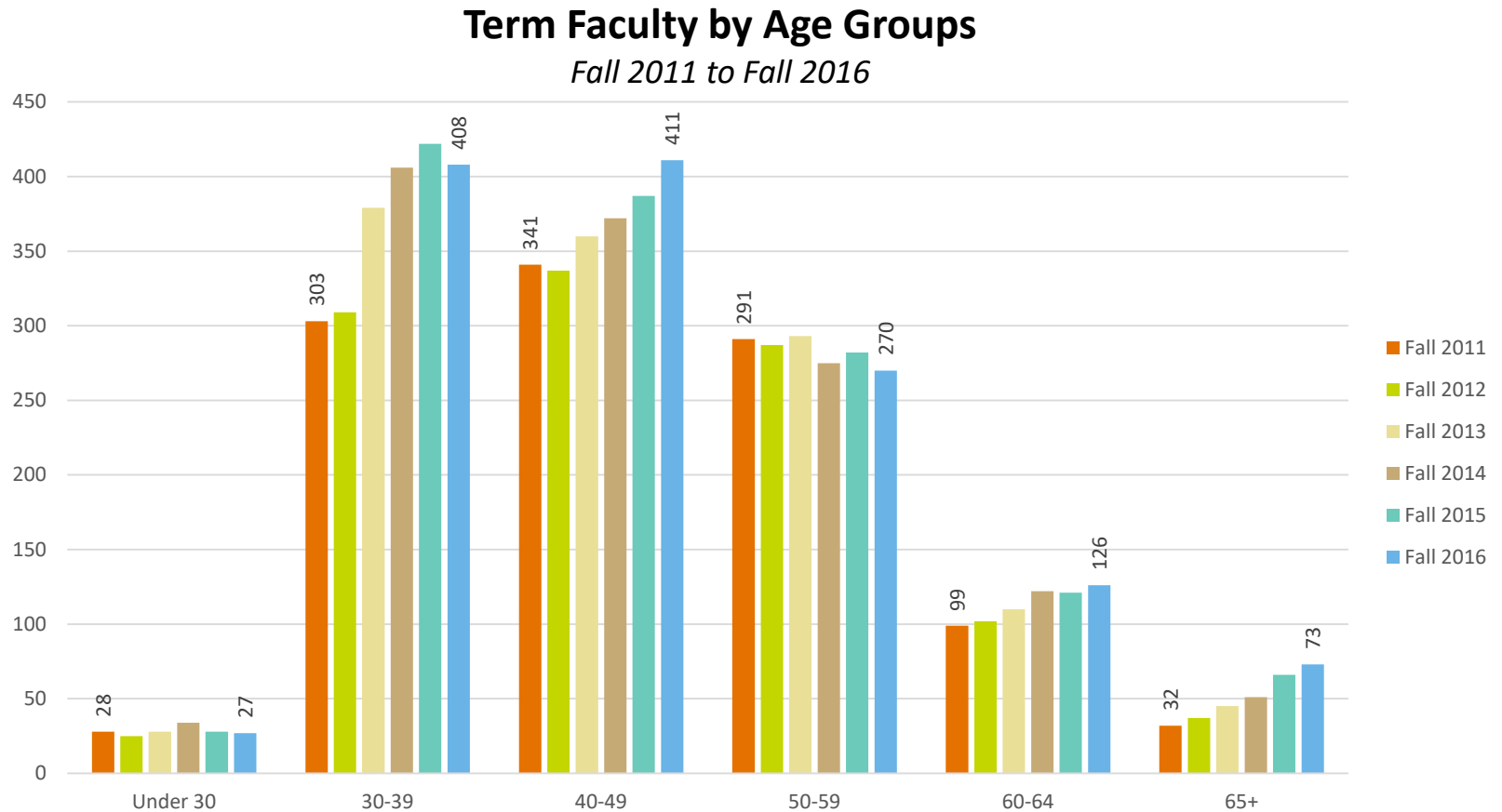
**Term Faculty**  
*Fall 2011 to Fall 2016*



Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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# Term faculty growth continues most age categories except those whose age is <40 or 50-59.

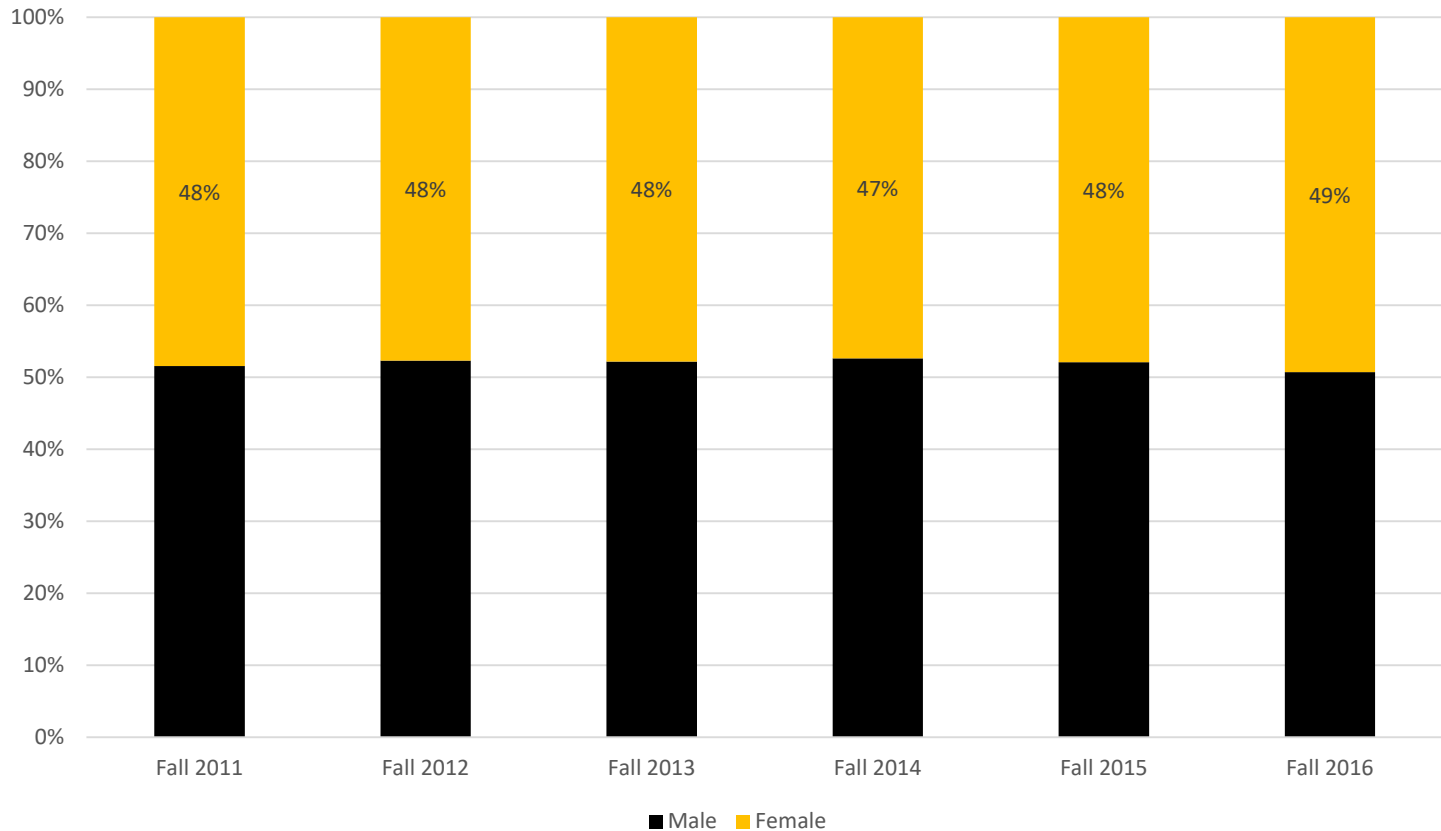


Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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# Female faculty represent nearly half of all term faculty, and this ratio has remained stable since 2011.

**Term Faculty by Gender**  
*Fall 2011 to Fall 2016*



Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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**Under-represented minorities represented a 24.2% growth rate in term faculty since 2011, with Black/African American faculty experiencing >31% 5-year change.**

**Term Faculty  
Under-Represented Minorities<sup>1</sup>**  
*Fall 2011 to Fall 2016*

<b>Race/Ethnicity</b>	<b>Fall 2011</b>	<b>Fall 2012</b>	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>Fall 2015</b>	<b>Fall 2016</b>	<b>% of Total 2016 Faculty</b>	<b>2011-2016 Difference</b>	<b>2011-2016 % Change</b>
American Indian/Alaskan	2	3	3	4	4	4	0.3%	2	100.0%
Black/African American	51	52	62	57	61	67	5.1%	16	31.4%
Hispanic/Latino	32	36	39	39	38	37	2.8%	5	15.6%
Hawaiian/Pacific Islanders	1	1	1	1	1	1	0.1%	-	-
<b>Total URM Term<sup>1</sup></b>	95	95	101	116	114	118	9.0%	23	24.2%
<b>Total White Term</b>	819	809	889	930	955	944	71.8%	125	15.3%
<b>All Other Faculty<sup>2</sup></b>	180	193	225	214	237	253	19.2%	73	40.6%
<b>Total Term Faculty</b>	1094	1097	1215	1260	1306	1315	-	221	20.2%



<sup>1</sup> URM includes American/Alaskan Indian, Black/African American, Hispanic/Latino, and Hawaiian/Pacific Islanders.

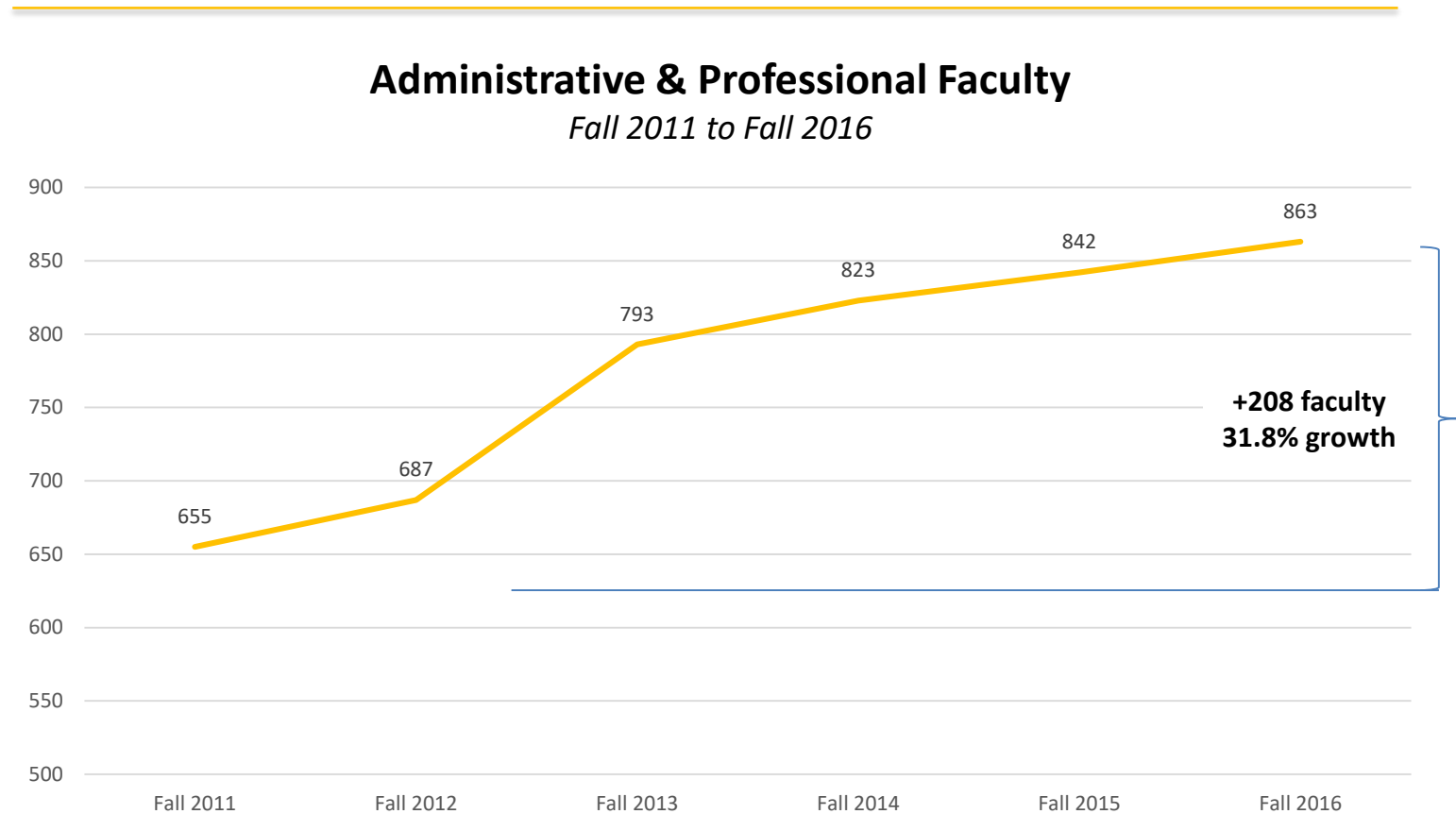
<sup>2</sup> All Other includes International and Unknown.

Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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# Administrative & Professional Faculty

**A&P faculty have seen the largest overall growth among any faculty category over the past five years, increasing 31.8% from 2011 to 2016.**



Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

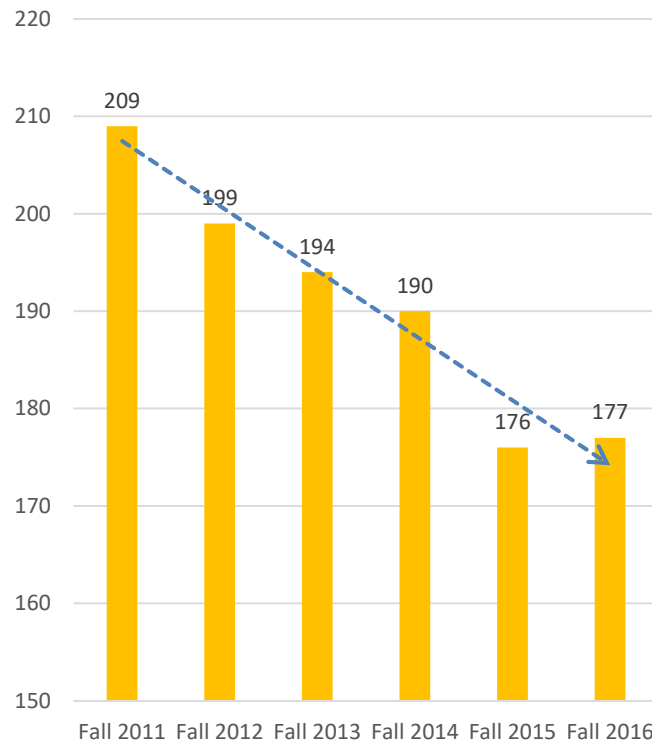
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The number of professional faculty has grown more than 55.9% since Fall 2011, while numbers of administrative faculty have dropped 15.3%.

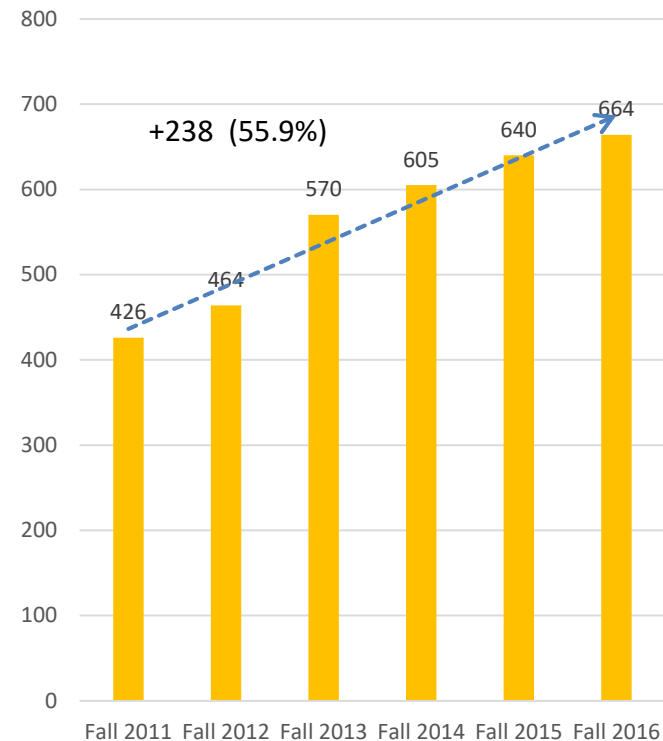
### Administrative Faculty

Fall 2011 to Fall 2016



### Professional Faculty

Fall 2011 to Fall 2016

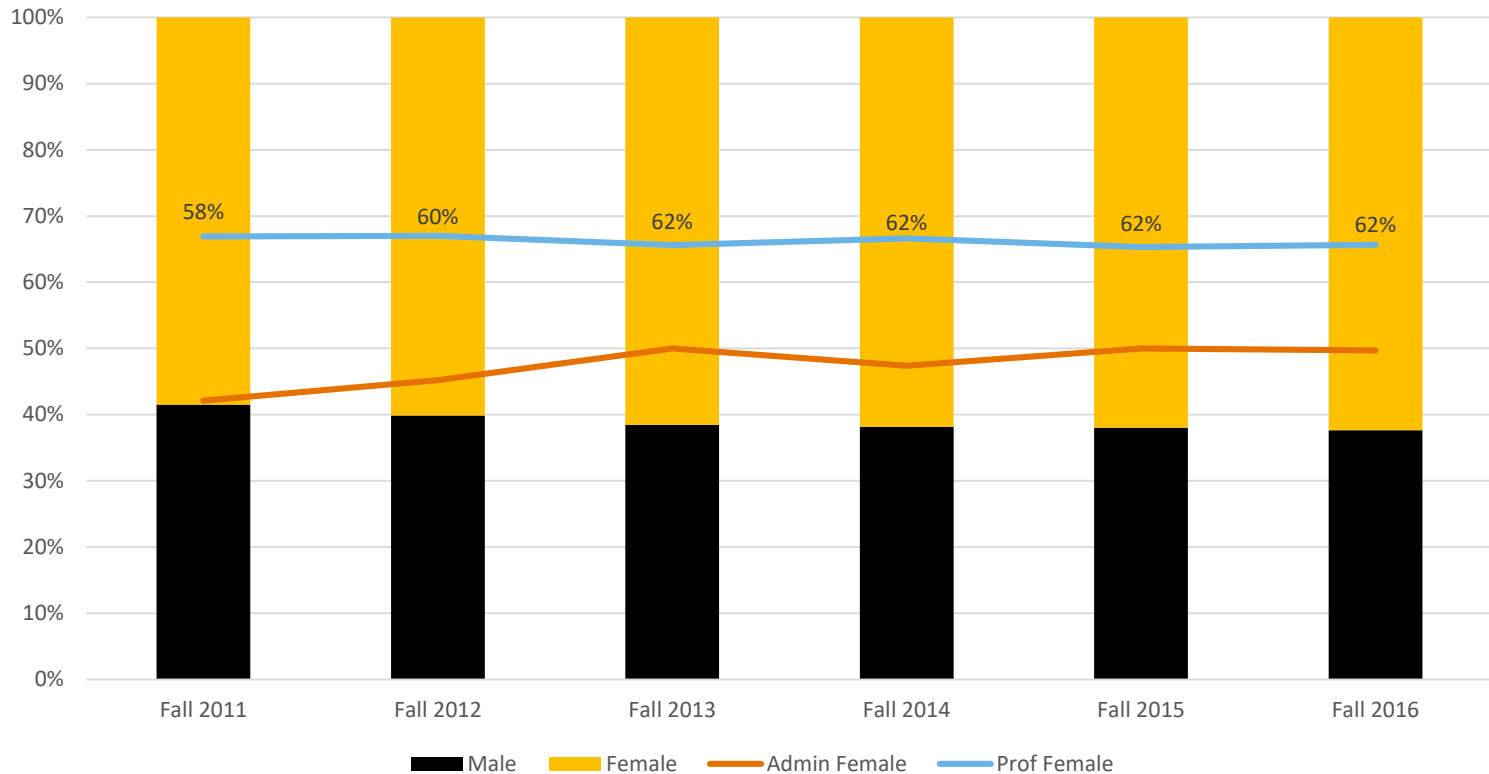


<sup>1</sup> Does not include VCU Qatar faculty, who are considered a “third classification” of A&P faculty and cannot be differentiated between Administrative or Professional.  
Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

# Women represent nearly two-thirds of all A&P faculty.

## A&P Faculty by Gender<sup>1</sup>

Fall 2011 to Fall 2016



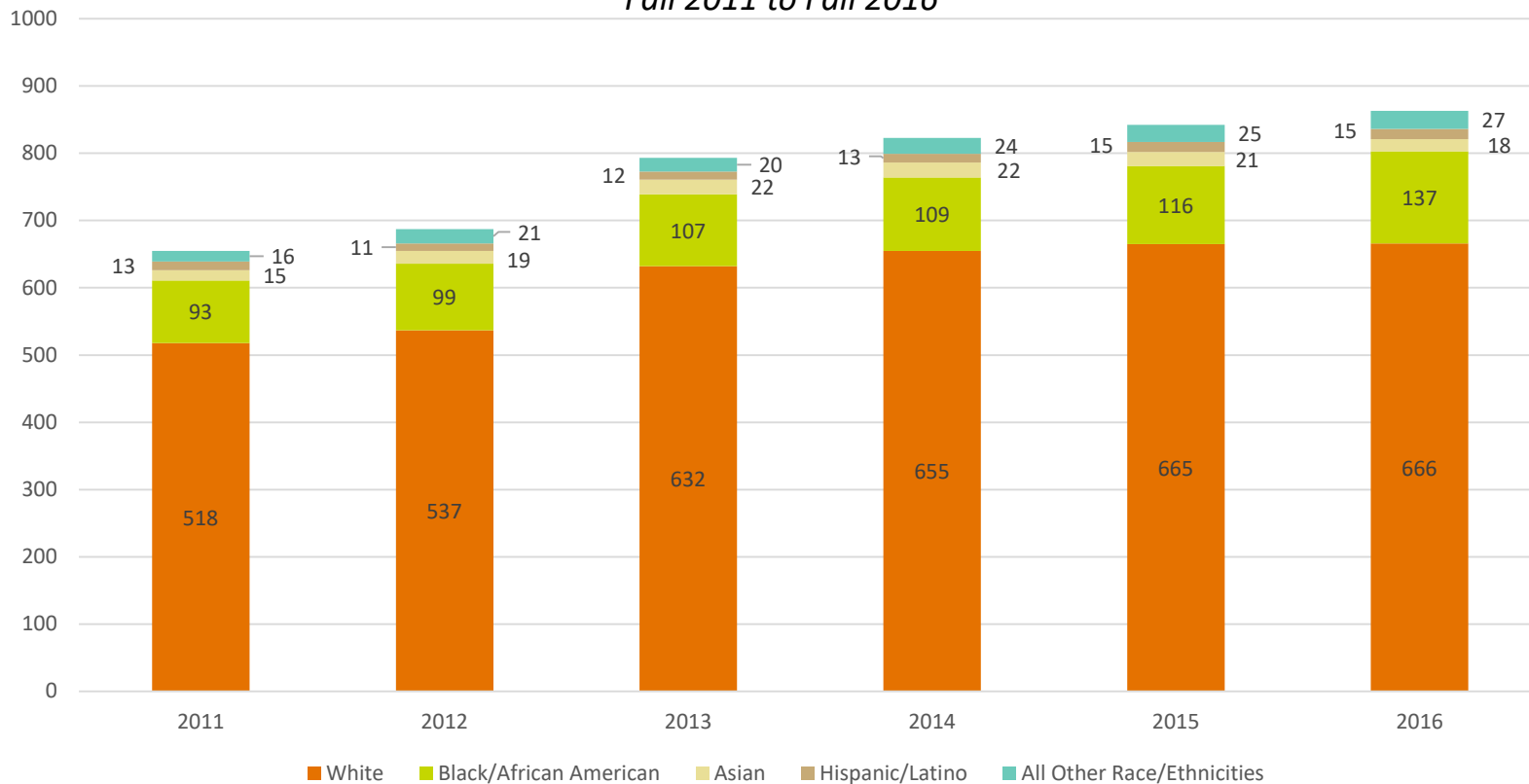
Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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**Minority A&P faculty represent 21.1% of total A&P faculty. This ratio is similar to 2011 (19.7%) and has increased slightly since 2014 (19.4%).**

### Race/Ethnicity among A&P Faculty

*Fall 2011 to Fall 2016*

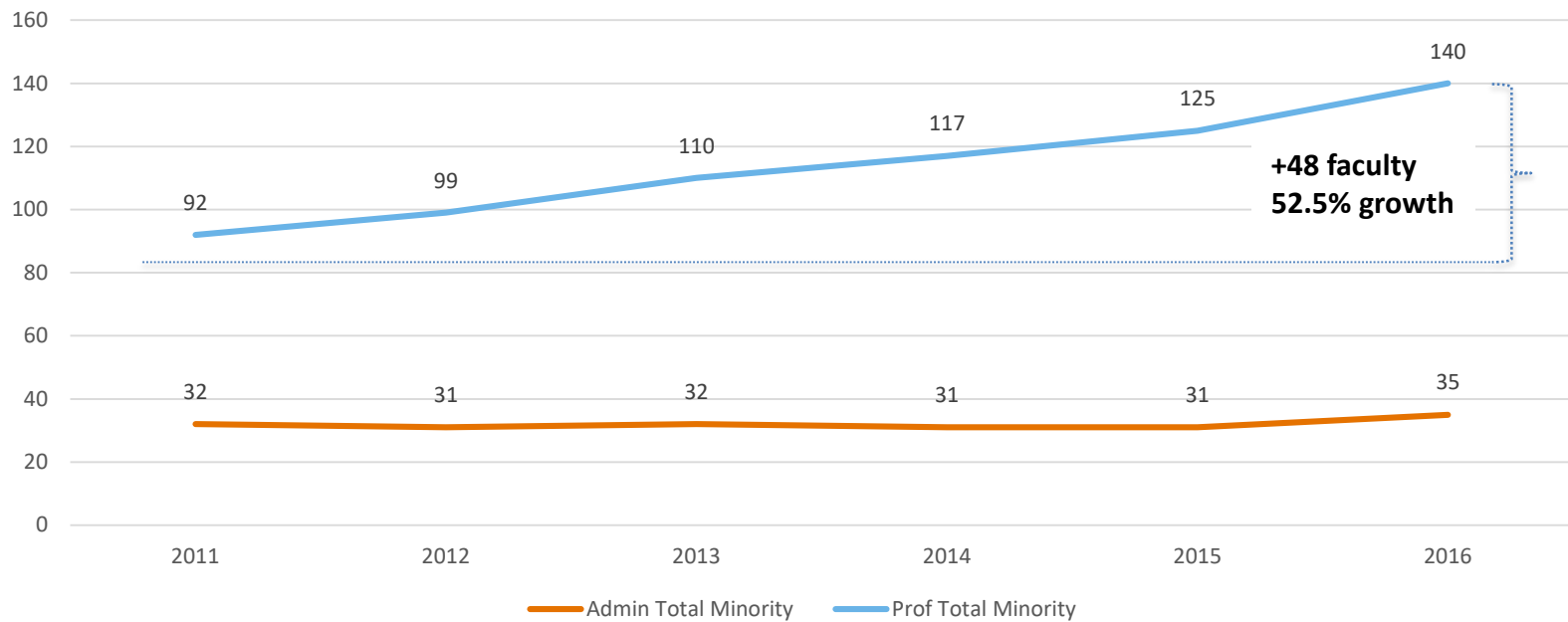


Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

The number of professional faculty who are minorities has increased since 2011, while the number of minority administrative faculty shows little change.

### Minorities in A&P Faculty

Fall 2011 to Fall 2016



Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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**As of Fall 2016, under-represented minorities comprise over 16.9% of all administrative faculty, with 20% more URM administrators than 5 years ago, nearly all African American.**

**Administrative Faculty <sup>1</sup>**  
**Under-Represented Minorities**  
*Fall 2011 to Fall 2016*

Race/Ethnicity	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	2011-2016 Difference	2011-2016 % Change
American Indian/Alaskan	1	1	1	-	-	-	-	-
Black/African American	20	19	20	20	21	25	5	25.0%
Hawaiian/Pacific Islander	-	-	-	-	1	1	1	-
Hispanic/Latino	2	2	2	3	2	3	1	50.0%
Total URM Administrative	25	24	25	25	25	30	5	20.0%
Total White Administrative	176	167	161	157	144	140	-36	-10.8%
Total Administrative Faculty	209	199	194	190	176	177	-32	-9.1%
URM As % of Total Administrative Faculty	12.0%	12.1%	12.9%	13.2%	14.2%	<b>16.9%</b>		40.8%
African American As % of Total Administrative Faculty	9.6%	9.5%	10.3%	10.5%	11.9%	14.1%		46.9%



<sup>1</sup> Does not include VCU Qatar faculty who also have A&P status, but cannot be differentiated by type.

<sup>2</sup> URM also includes Two or More Races.

Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

**Within the professional faculty ranks, under-represented minorities comprise 19.4% of the total Fall 2016 professional faculty.**

**Professional Faculty <sup>1</sup>**  
**Under-Represented Minorities<sup>2</sup>**  
*Fall 2011 to Fall 2016*

Race/Ethnicity	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	2011-2016 Difference	2011-2016 % Change
American Indian/Alaskan	-	-	-	2	1	2	2	-
Black/African American	70	77	85	87	92	108	38	54.3%
Hispanic/Latino	10	8	9	9	12	11	1	10.0%
<b>Total URM Professional<sup>2</sup></b>	80	85	94	98	105	121	41	51.3%
<b>Total White Professional</b>	327	352	448	476	503	512	185	56.6%
<b>All Other Professional Faculty<sup>3</sup></b>	19	27	28	31	32	31	12	63.2%
<b>Total Professional Faculty</b>	426	464	570	605	640	664	238	55.9%
<b>URM As % of Total Professional Faculty</b>	18.8%	18.3%	16.5%	16.2%	16.4%	18.2%		-0.3%
<b>African American As % of Total Professional Faculty</b>	16.4%	16.6%	14.9%	14.4%	14.4%	16.3%		-0.1%



<sup>1</sup> Does not include VCU Qatar faculty also identified as A&P, who cannot be differentiated by type.

<sup>2</sup> URM does not include Two or More Races.

Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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# Adjunct Faculty

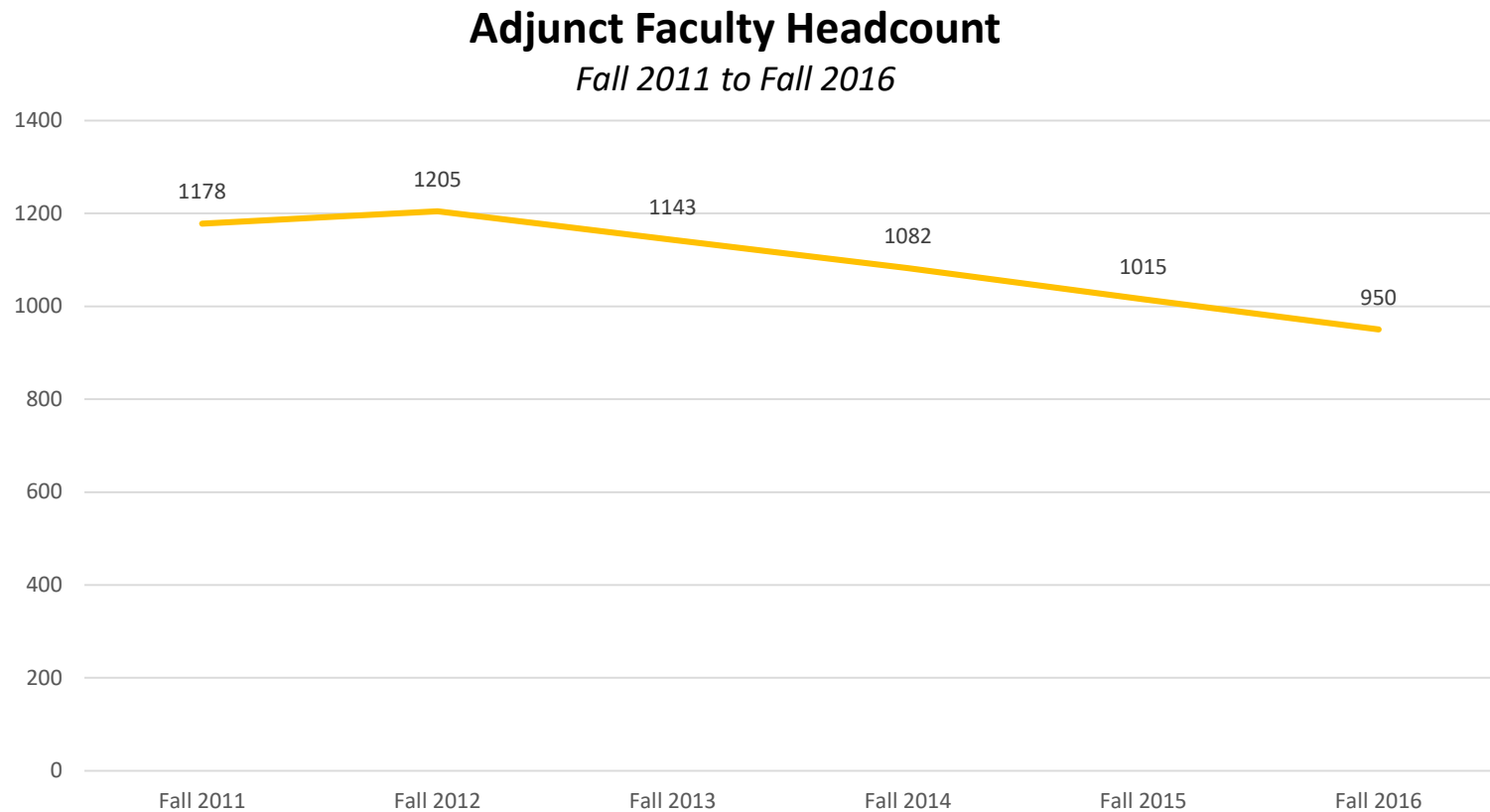


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# Adjunct faculty headcount continues to fall, with 2016 numbers 19.4% lower than 2011.



Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

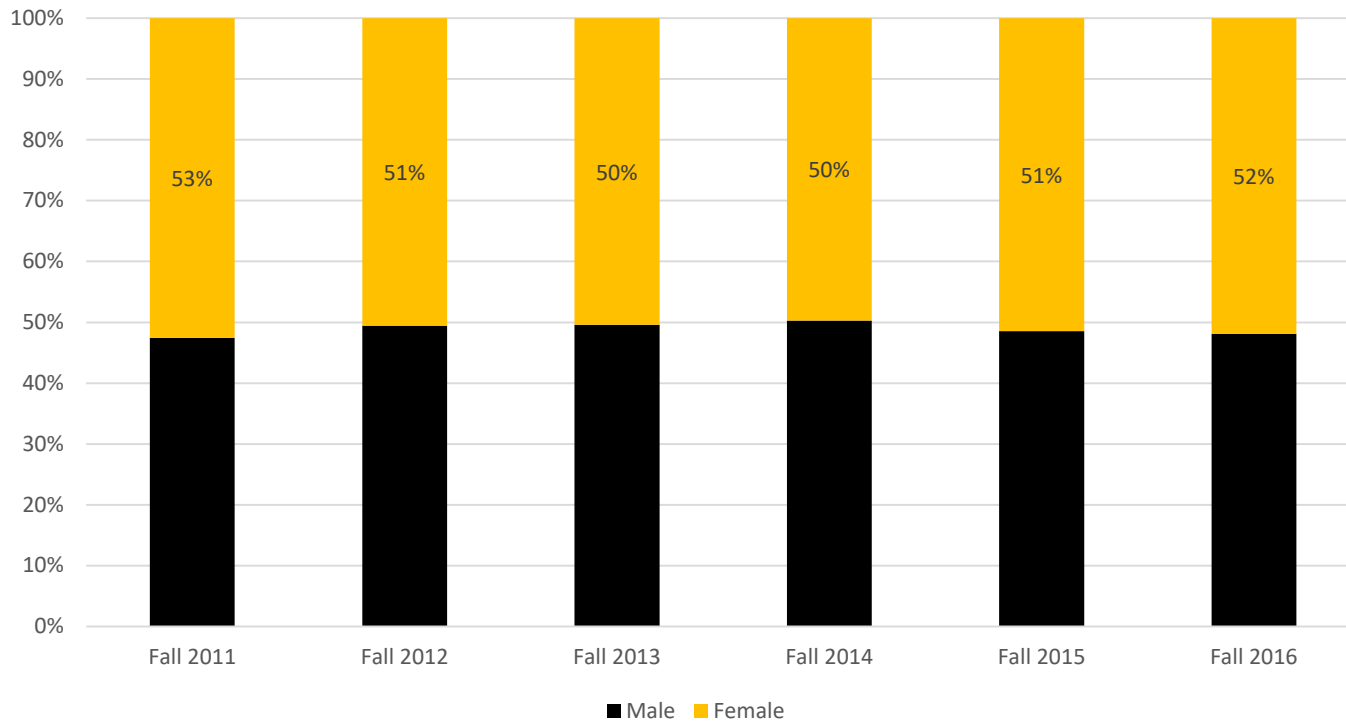
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# Female and male faculty are equally represented among adjunct faculty headcount at VCU.

## Adjunct Faculty Headcount by Gender

Fall 2011 to Fall 2016



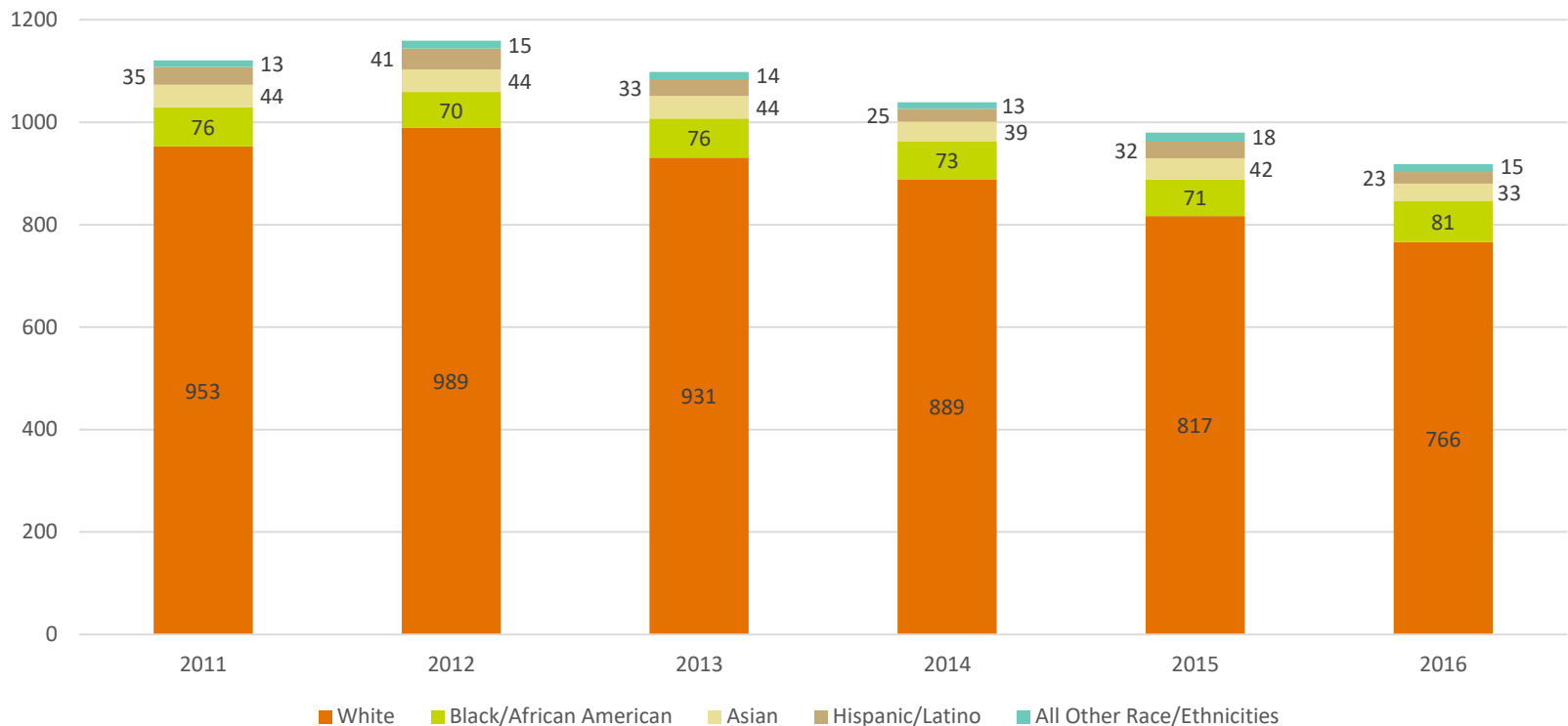
Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

Make it real.

**The distribution of minority adjunct faculty has increased from 14.3% in Fall 2011 to 16% in Fall 2016; African American faculty have grown from 6.5% to 8.5% of all adjuncts.**

### Minority Race/Ethnicity among Adjunct Faculty

*Fall 2011 to Fall 2016*



Source: Office of Planning and Decision Support, October 2016. Based on Fall, Census II data, HRIS extract.

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