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2015

VCU's Faculty Status Report - November 2015

VCU Office of Faculty Recruitment and Retention

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The Status of the Faculty: Fall 2015

Presentation to VCU Faculty Senate

November 3, 2015

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.



- *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*

Over the last five years, T&R faculty numbers have increased 13.8%, from 1,990 to 2,264; during this same period, A&P faculty have grown by 38.9%.

Total Full-time Faculty Headcount ¹

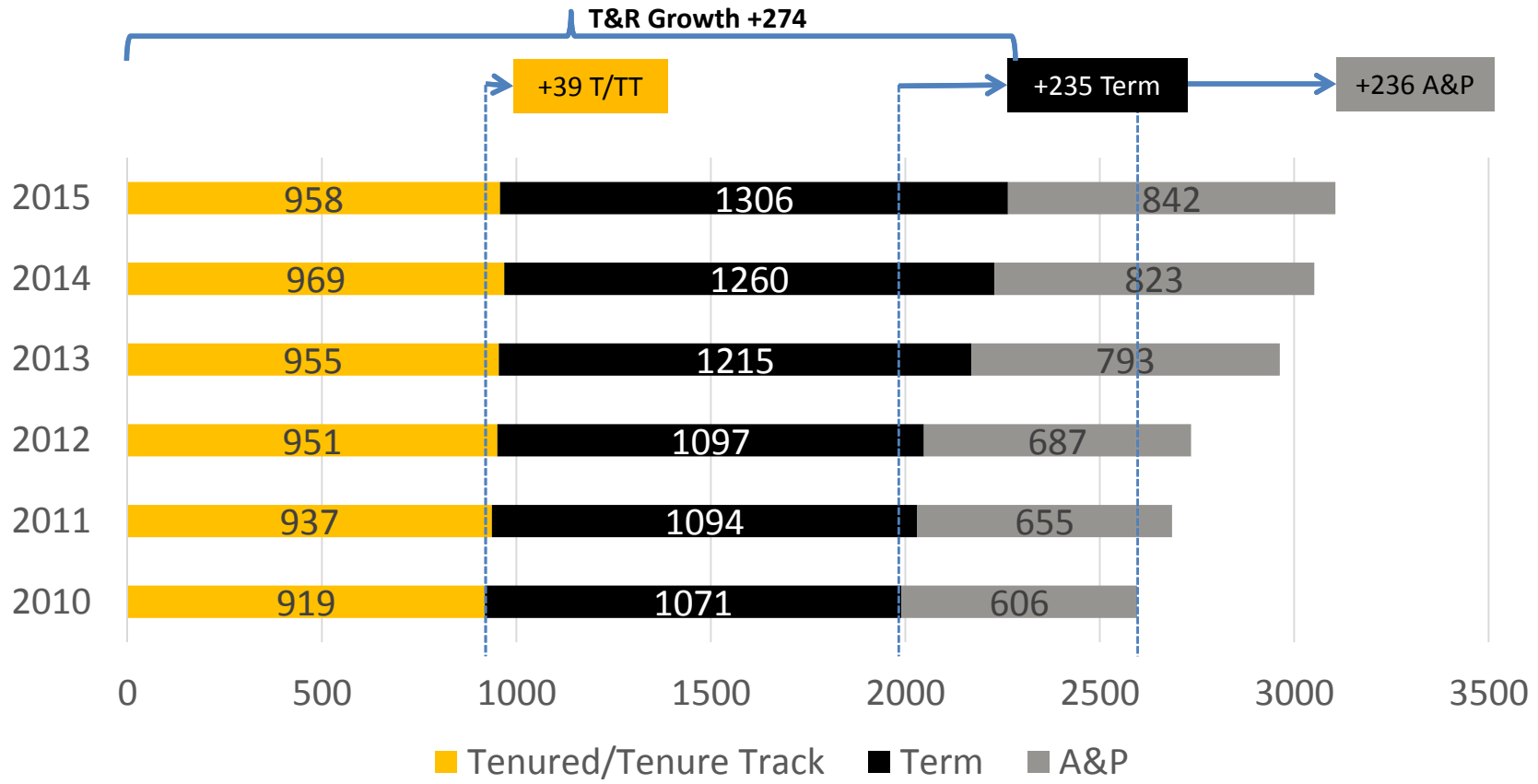
Fall 2010 to Fall 2015

| Fall | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 5-year Change | |
|------------------|-------|-------|-------|-------|-------|-------|---------------|-------|
| | | | | | | | # | % |
| T&R ¹ | 1,990 | 2,031 | 2,048 | 2,170 | 2,229 | 2,264 | 274 | 13.8% |
| A&P | 606 | 655 | 687 | 793 | 823 | 842 | 236 | 38.9% |
| Total | 2,596 | 2,686 | 2,735 | 2,963 | 3,052 | 3,106 | 510 | 19.6% |



¹ Teaching and Research faculty include Tenured, Tenure-Track and Term faculty.
 Source: Office of Planning and Decision Support, October 2015. 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 2015. Based on Fall, Census II data, HRIS extract.

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Tenure-eligible faculty accounted for 9% of new and replacement hires between August 2014 & August 2015, while term faculty accounted for 44%.

Faculty Recruitment by Campus and Category

August 17, 2014 to August 16, 2015

| Faculty Hired | | Number | Percentage |
|-----------------------------|-----------------|------------|-------------|
| Monroe Park Campus | Administrative | 14 | 4% |
| | Term | 72 | 21% |
| | Professional | 122 | 36% |
| | Tenure eligible | 27 | 8% |
| Sub-Total MP Campus | | 235 | 69% |
| Medical Campus | Administrative | 3 | < 1% |
| | Term | 80 | 23% |
| | Professional | 14 | 4% |
| | Tenure eligible | 4 | 1% |
| Sub-Total MCV Campus | | 101 | 29% |
| Qatar Campus | Term | 7 | 2% |
| Total VCU | | 343 | 100% |



¹ The remaining 1% of faculty hired are from the VCU Qatar Campus (5 Term; 1 Administrative).
 Source: Office of Faculty Recruitment & Retention, "Faculty Hires at a Glance"; Banner HRIS, Fall Census II, Oct. 2014 and Oct. 2015.

Hires using Excellence Funds reflect VCU's commitment to diversity, with females representing 46% of new hires and under-represented minorities¹ 12%.

Excellence Fund Hires

Fall 2010 to Fall 2015 ¹

| Hiring Period | Monroe Park Campus | Medical Campus | Total Hires | Tenure-Eligible | Term | A&P |
|---|--------------------|----------------|-------------|-----------------|-----------|-----------|
| Aug. 16, 2010 – Aug. 15, 2012 (2 years) | 63 | 19 | 82 | 64 | 16 | 2 |
| Aug. 16, 2012 – Oct. 14, 2013 | 42 | 7 | 49 | 30 | 14 | 5 |
| Oct. 15, 2013 – Oct. 14, 2014 | 16 | 2 | 18 | 13 | 2 | 3 |
| Oct. 15, 2014 – Oct. 14, 2015 | 12 | 0 | 12 | 4 | 8 | 0 |
| Total # of Excellence Hires | 133 | 28 | 161 | 111 | 40 | 10 |

Excellence Fund Hires

Fall 2010 to Fall 2015 ¹

| | Male | Female | Asian | Black/African American | Hispanic/Latino | Two or More Races | Unknown | White |
|-------------------|-------|--------|-------|------------------------|-----------------|-------------------|---------|-------|
| Total | 87 | 74 | 38 | 10 | 7 | 2 | 2 | 102 |
| Percentage | 54.0% | 45.9% | 23.6% | 6.2% | 4.3% | 1.2% | 1.2% | 63.3% |



¹ Includes Black/African-American, Hispanic/Latino, American Indian/Alaskan, Hawaiian/Pacific Islander, and Two or more races.

Source: Office of Faculty Recruitment and Retention, August 2015; Banner HRIS extract.

T&R faculty numbers have grown 13.8% since Fall 2010, with the percentage growth in under-represented minorities greater than growth in white faculty.

**Teaching & Research Faculty
Under-Represented Minorities ¹**

Fall 2010 to Fall 2015

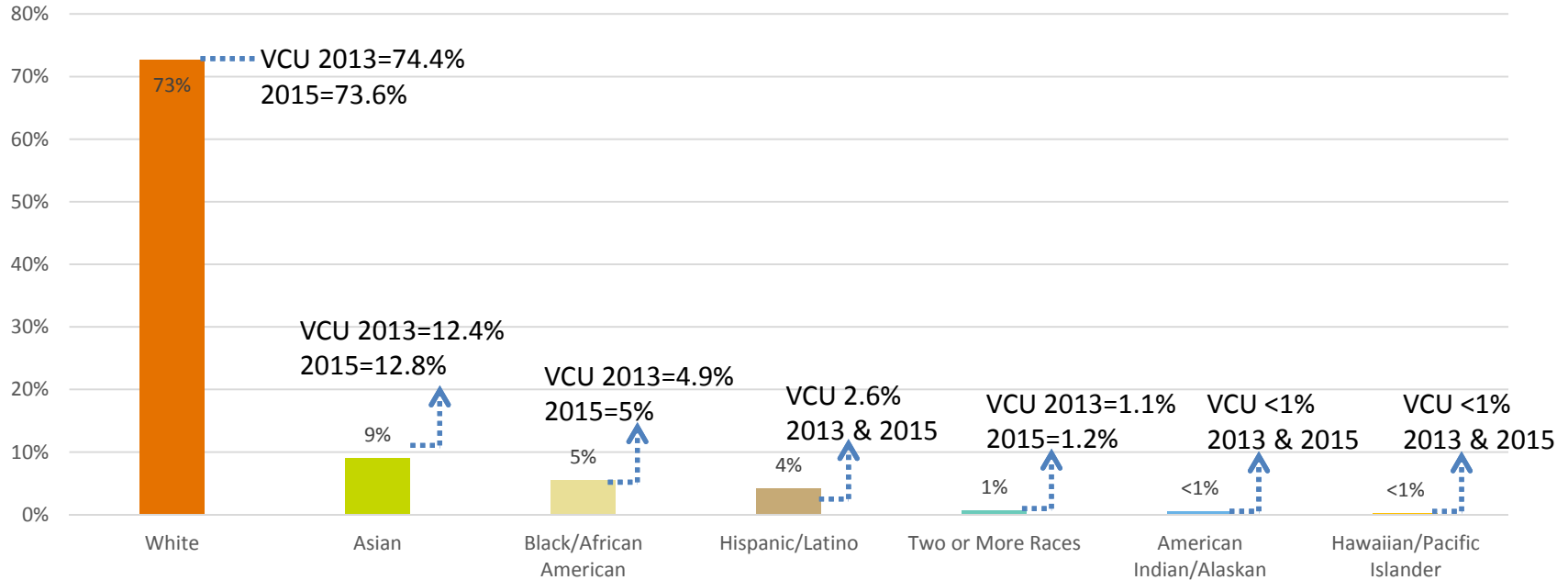
| Race/Ethnicity | Fall 2010 | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | % of Total 2015 Faculty | 2010-2015 Difference | 2010-2015 % Change |
|------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------------------------|-----------------------------|---------------------------|
| American Indian/Alaskan | 5 | 4 | 5 | 4 | 5 | 5 | 0.2% | -- | -- |
| Black/African American | 101 | 101 | 96 | 107 | 105 | 113 | 5.0% | 12 | 11.9% |
| Hispanic/Latino | 52 | 55 | 55 | 56 | 57 | 58 | 2.6% | 6 | 11.5% |
| Hawaiian/Pacific Islanders | 1 | 1 | 1 | 1 | 1 | 1 | -- | -- | -- |
| Two or More Races | 19 | 21 | 22 | 24 | 27 | 26 | 1.1% | 7 | 36.8% |
| Total URM Faculty | 178 | 182 | 179 | 192 | 195 | 203 | 9.0% | 25 | 14.0% |
| Total White Faculty | 1,528 | 1,545 | 1,548 | 1,615 | 1,653 | 1,667 | 73.6% | 139 | 9.1% |
| Total T&R Faculty | 1,990 | 2,031 | 2,048 | 2,170 | 2,229 | 2,264 | -- | 274 | 13.8% |



¹ Composition of under-represented minorities (URM) reflects federal definition established in 2010. Source: Office of Planning and Decision Support, October 2015. 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 2-year old benchmark for VCU.

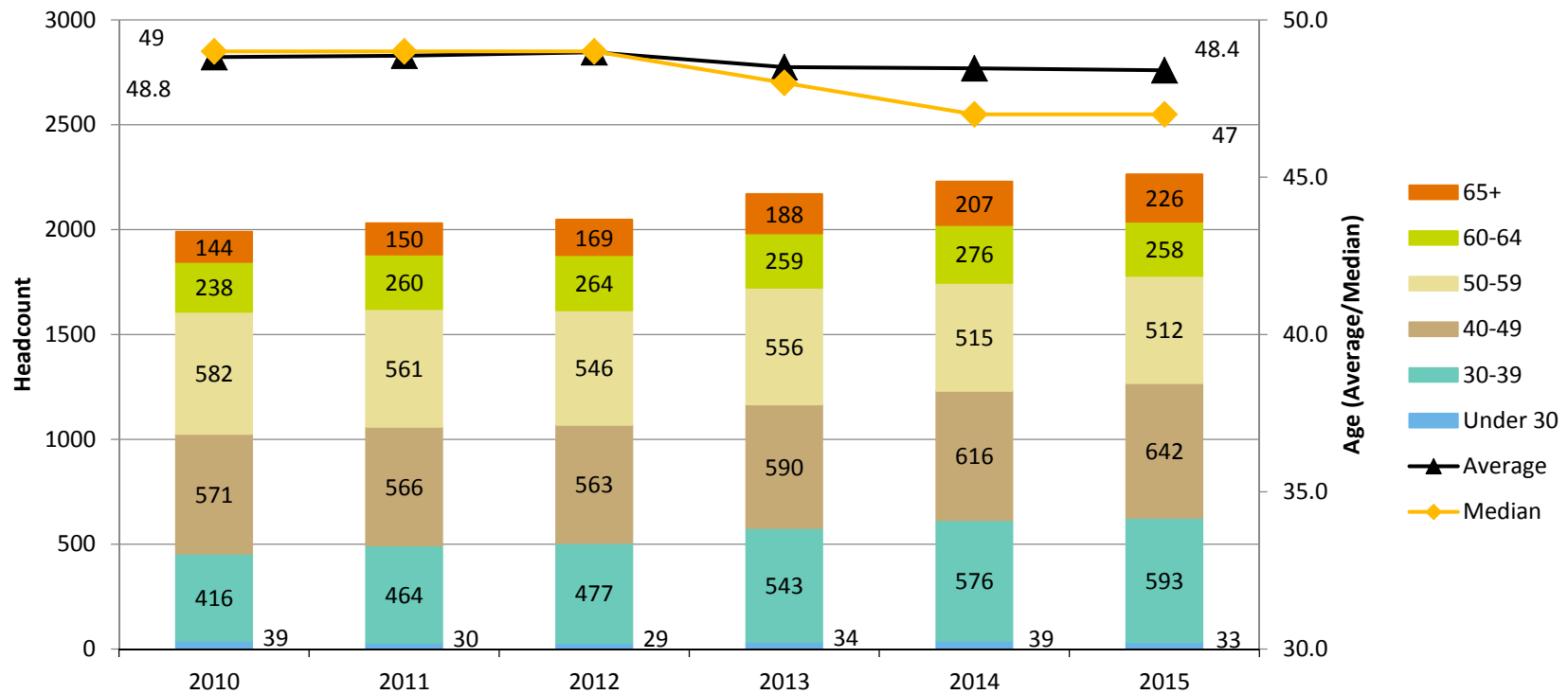
Faculty in Degree-granting Institutions
By Race / Ethnicity¹
Fall 2013



¹ 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 2015, IPEDS data, Fall 2013; VCU Office of Planning & Decision Support, Banner HRIS, Fall Census II 2013, 2015.

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 2010 to Fall 2015



Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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Tenured / Tenure-Track Faculty

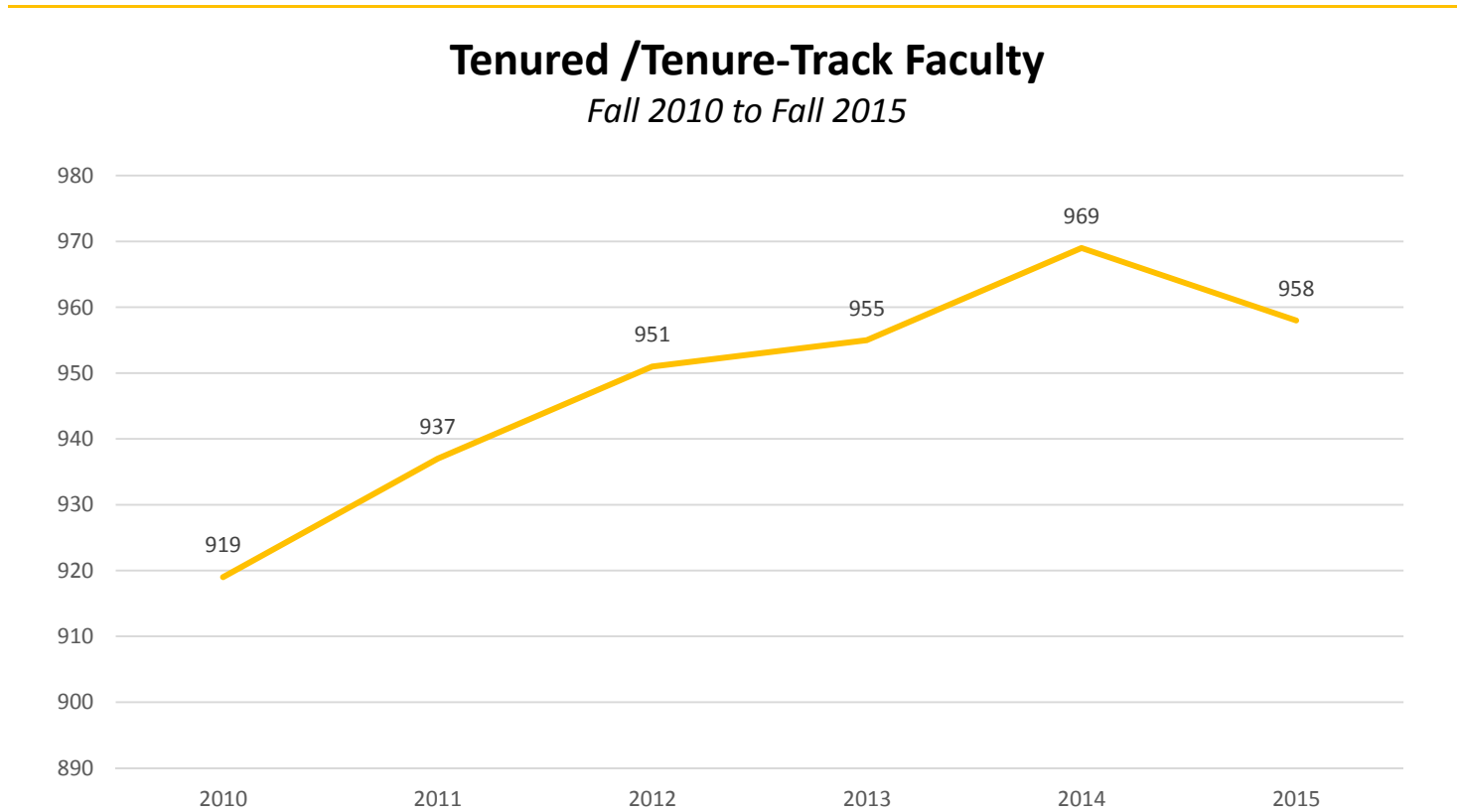


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The ranks of Tenured and Tenure-Track faculty have grown by 4.2% since 2010, but fell slightly between 2014 and 2015.



Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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VCU has 42.3% of its T&R faculty in Tenured or Tenure-Track lines in Fall 2015 (MPC=52.3%, MCV=32.6%). This percentage is below similar ratios among “very high research” institutions.

- Carnegie research universities identified as having very high research activity averaged 63.3% of their full-time, traditional¹ faculty in the Tenured/Tenure-Track ranks as of Fall 2013 (excluding medical = 69.9%, medical only = 36.9%).²
- The majority of term (contingent/collateral) faculty nation-wide are teaching only or teaching intensive³



¹ Traditional faculty includes primarily instructional, research, and public service faculty.

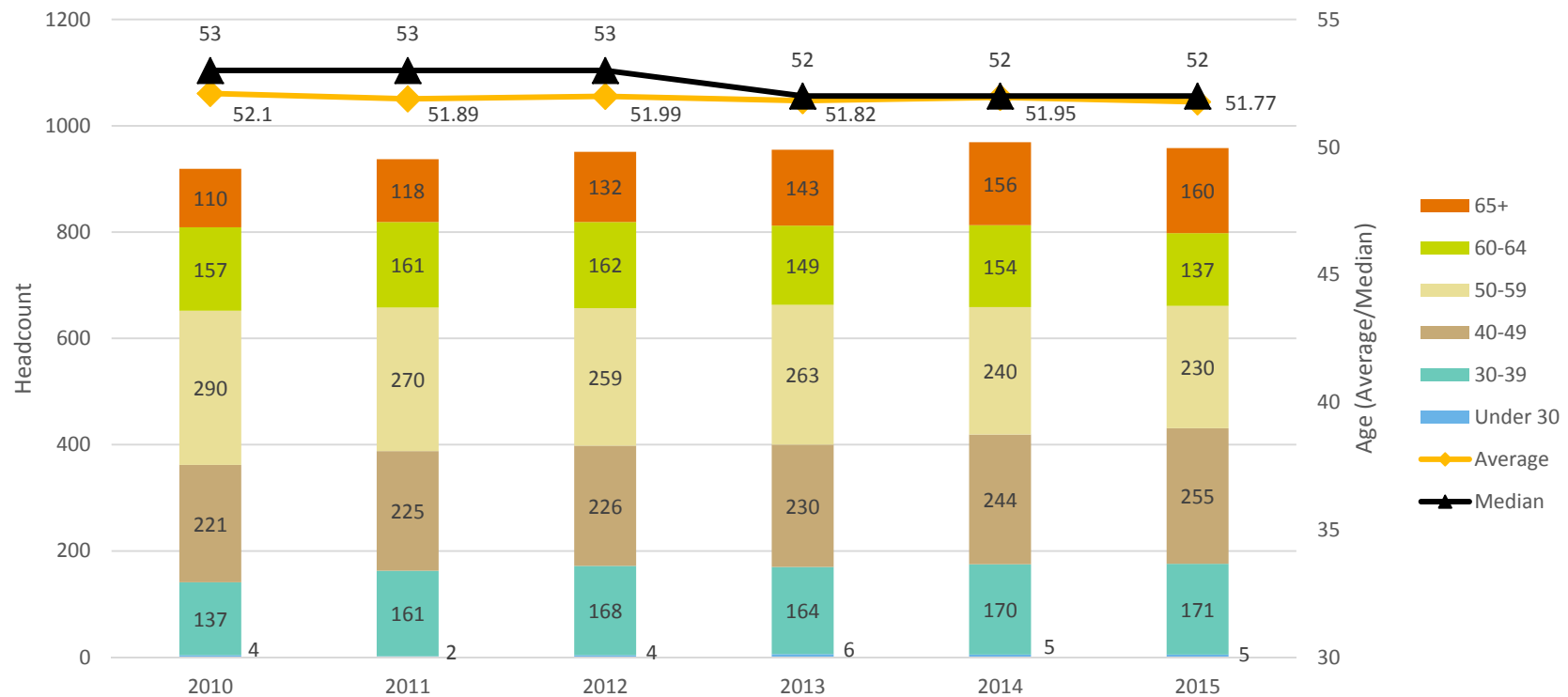
² US Department of Education, National Center for Education Statistics, IPEDS Data Center, HR, Fall 2013.

³ American Association of University Professors, Tenure and Teaching-Intensive Appointments, 2010 Report by the Committee on Contingent Faculty and the Profession.

Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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 2010 to Fall 2015



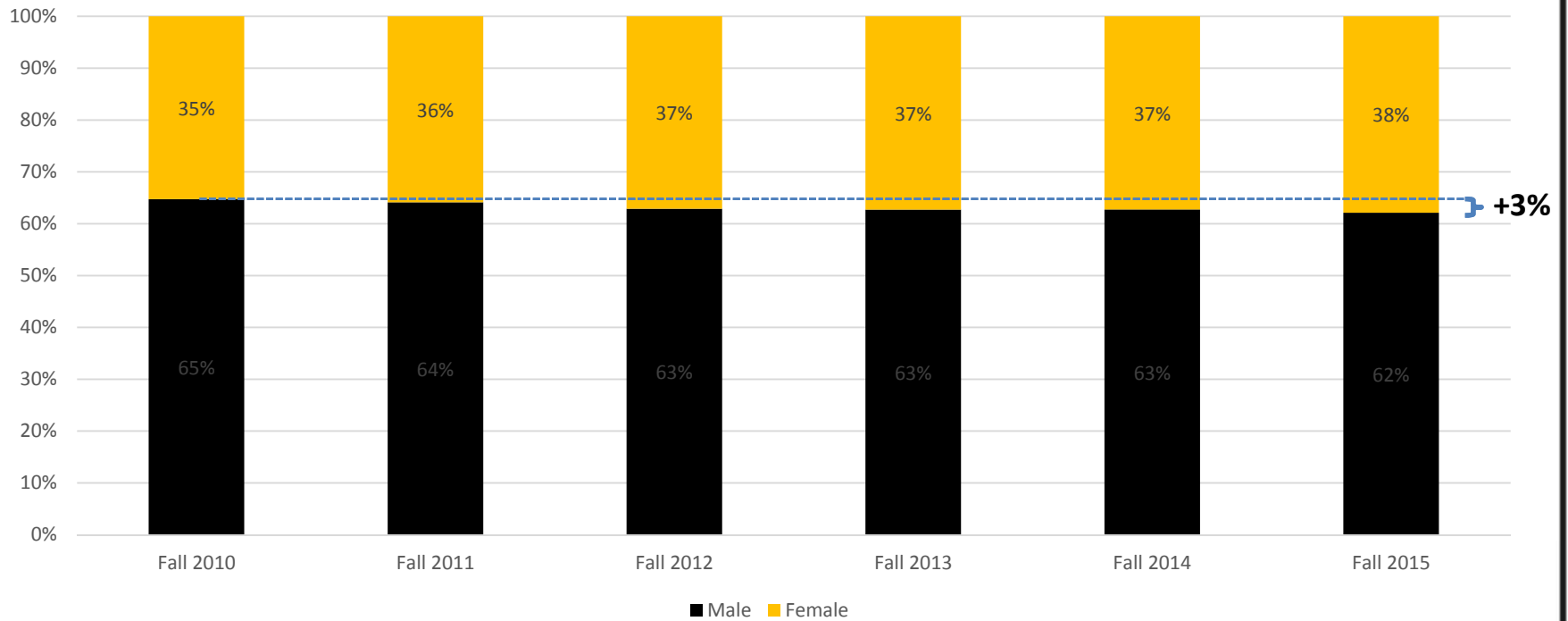
Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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Gender diversity is slowly expanding, with female T/TT faculty now representing 37% of total T/TT faculty.

Tenured/Tenure-Track Faculty by Gender
Fall 2010 to Fall 2015



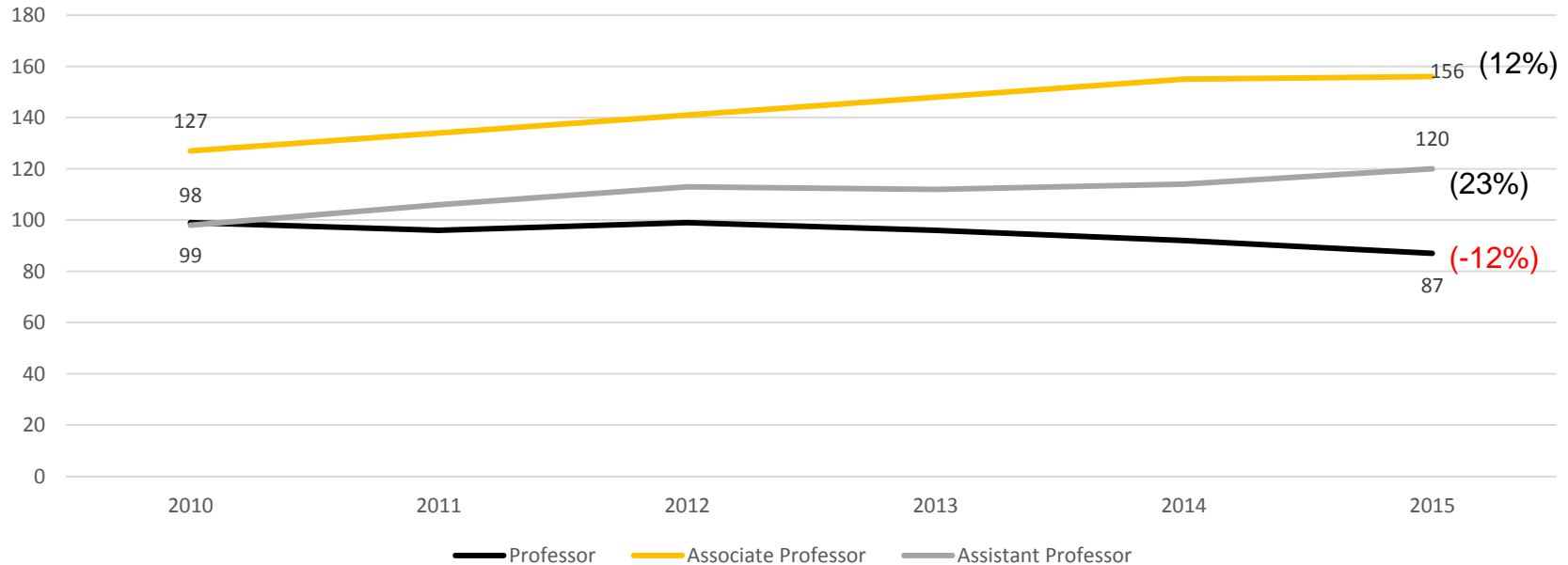
Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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Since Fall 2012, female faculty at the Associate and Assistant Professor ranks have grown by 12% and 23% respectively, while headcount among female Professors decreased 12%.

Female Tenured/Tenure-Track Faculty by Rank
Fall 2010 to Fall 2015



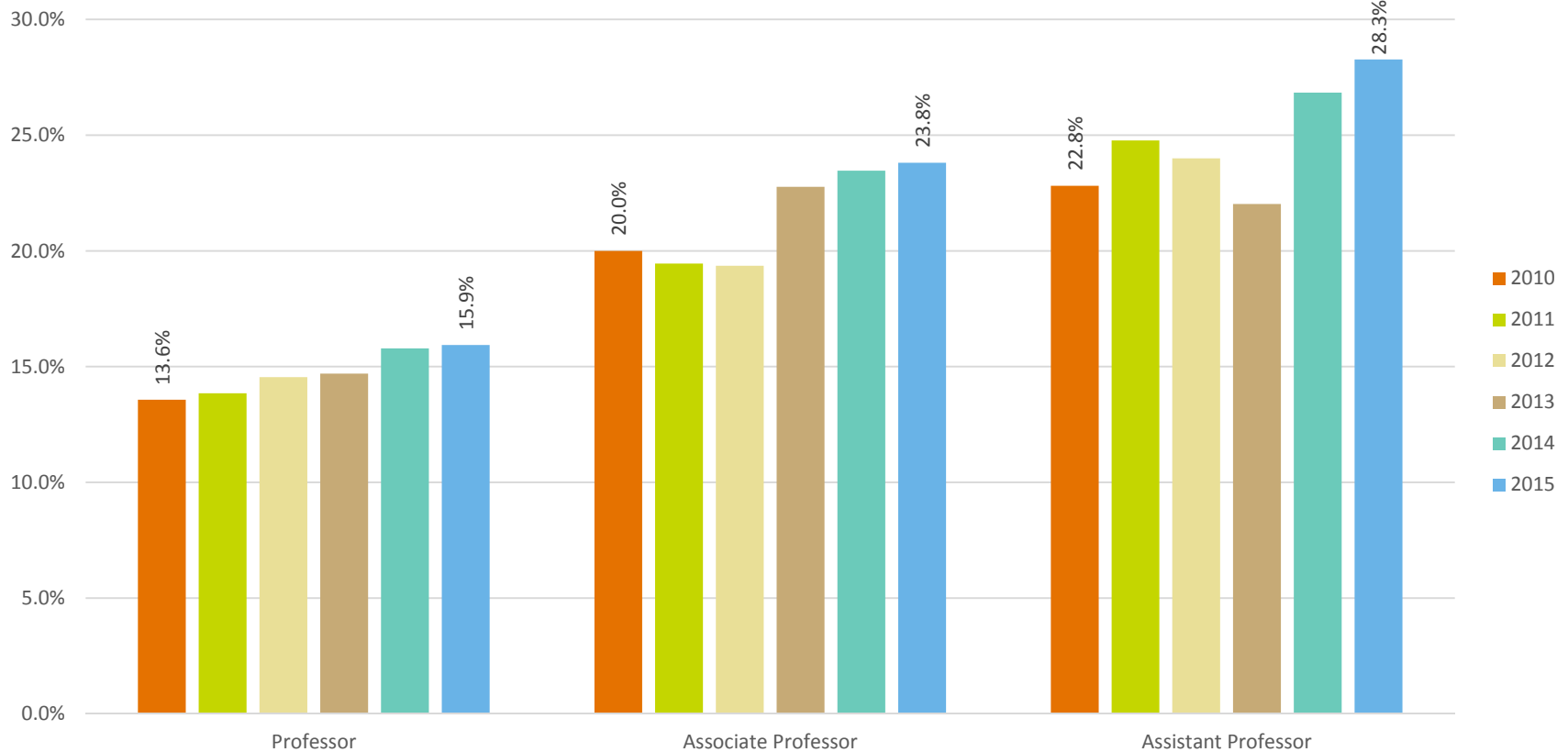
Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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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 Total¹
Fall 2010 to Fall 2015



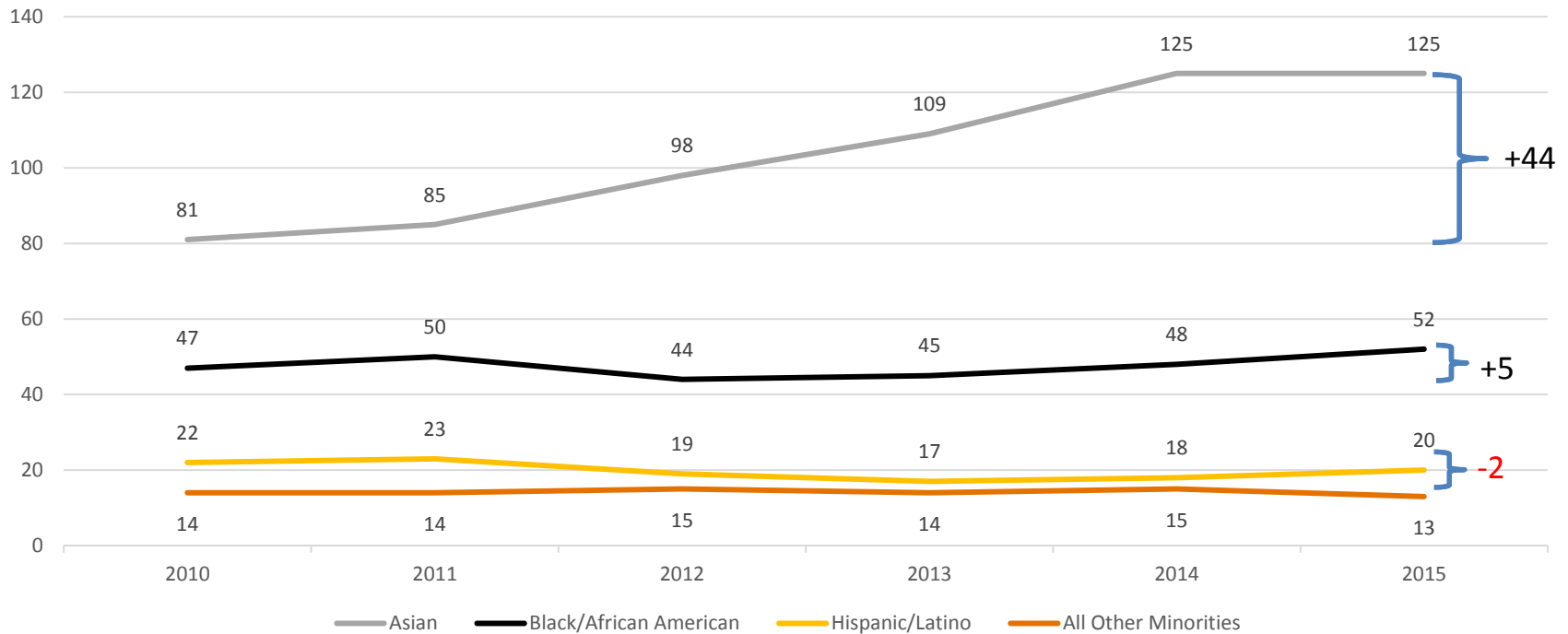
¹ Federal definition of minority includes Black/African American, Hispanic/Latino, Asian, Pacific Islander, American Indian/Alaskan, and 2 or More Races; Department of Education.

Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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...yet this growth has come primarily from Asian minorities, while T/TT faculty numbers have seen little change in other minority groups.

Race/Ethnicity among Tenured / Tenure-Track Faculty
Fall 2010 to Fall 2015



Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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Under-represented minorities overall have decreased slightly as a % of Tenured/Tenure-Track faculty since fall 2010, while African-American faculty have increased. These numbers are improving after a dip in 2012 and 2013.

**Tenured/Tenure-Track Faculty
Under-Represented Minorities ¹**
Fall 2010 to Fall 2015

| Race/Ethnicity | Fall 2010 | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | 2010-2015 Difference | 2010-2015 % Change |
|---|------------------|------------------|------------------|------------------|------------------|------------------|---------------------------------|-------------------------------|
| American Indian/Alaskan | 2 | 2 | 2 | 1 | 1 | 1 | -1 | -50.0% |
| Black/African American | 47 | 50 | 44 | 45 | 48 | 52 | 5 | 10.6% |
| Hispanic/Latino | 22 | 23 | 19 | 17 | 18 | 20 | -2 | -9.1% |
| Total URM T/TT | 83 | 87 | 78 | 76 | 81 | 85 | 2 | 2.4% |
| Total White T/TT | 721 | 726 | 739 | 726 | 723 | 712 | -9 | -1.3% |
| Total T/TT Faculty | 919 | 937 | 951 | 955 | 969 | 958 | 39 | 4.2% |
| URM T/TT As % of Total T/TT | 9.0% | 9.3% | 8.2% | 8.0% | 8.4% | 8.9% | | -0.2% |
| African American T/TT As % of Total T/TT | 5.1% | 5.3% | 4.6% | 4.7% | 5.0% | 5.4% | | 0.3% |



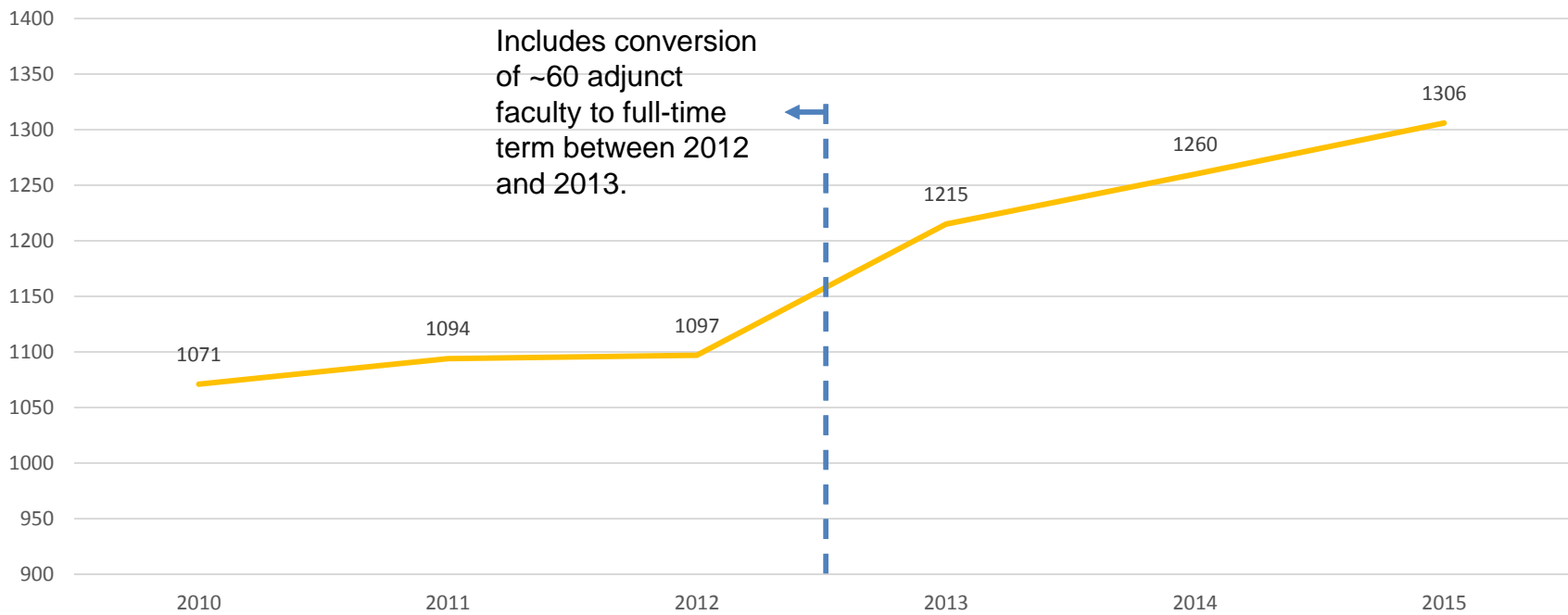
¹ URM also includes Hawaiian/Pacific Islanders and Two or More Races.
Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

Term Faculty



Term faculty represent the fastest growing category within T&R faculty, up 21.9% since 2010. Growth after 2012 was driven in part by the 2013 conversion of adjunct faculty to term.

Term Faculty
Fall 2010 to Fall 2015



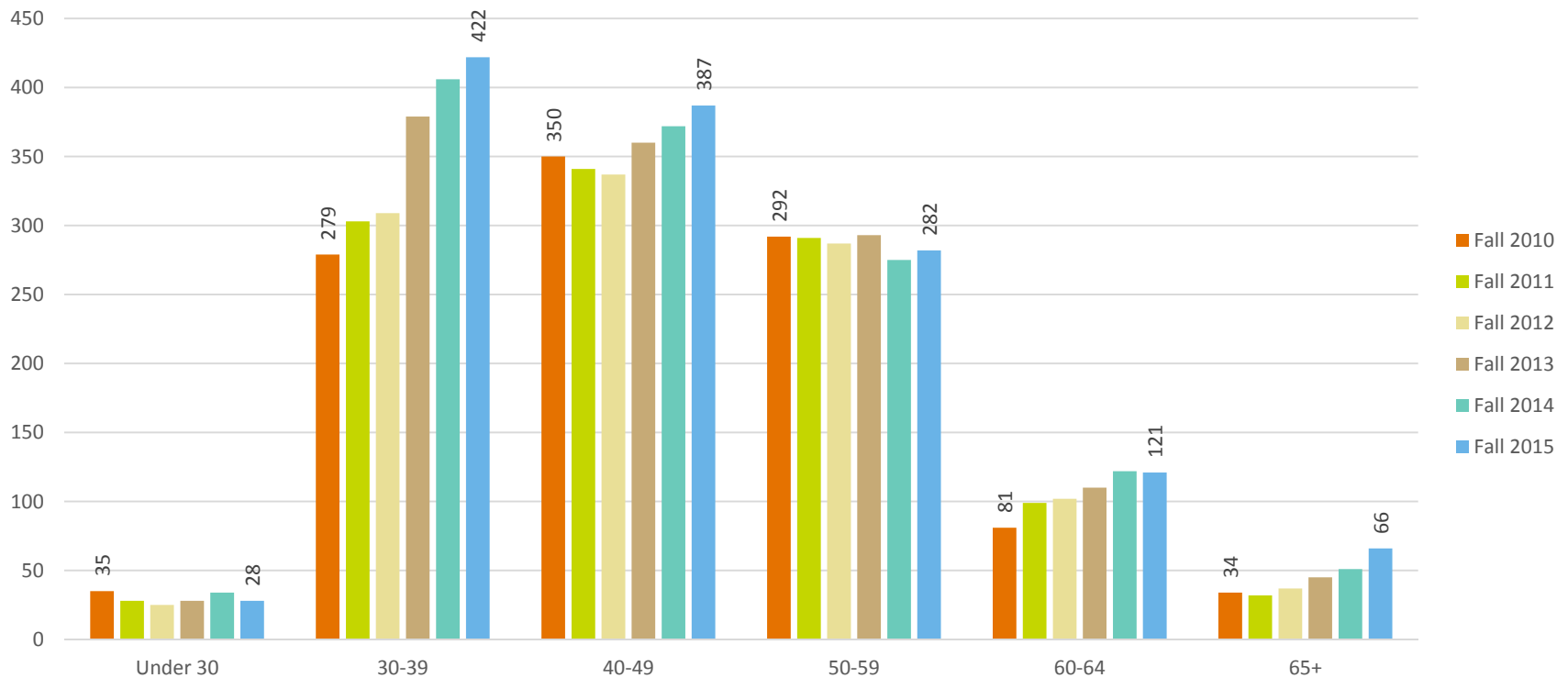
Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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Term faculty growth continues in all age categories except those age <30 and 50-59.

Term Faculty by Age Groups
Fall 2010 to Fall 2015



Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

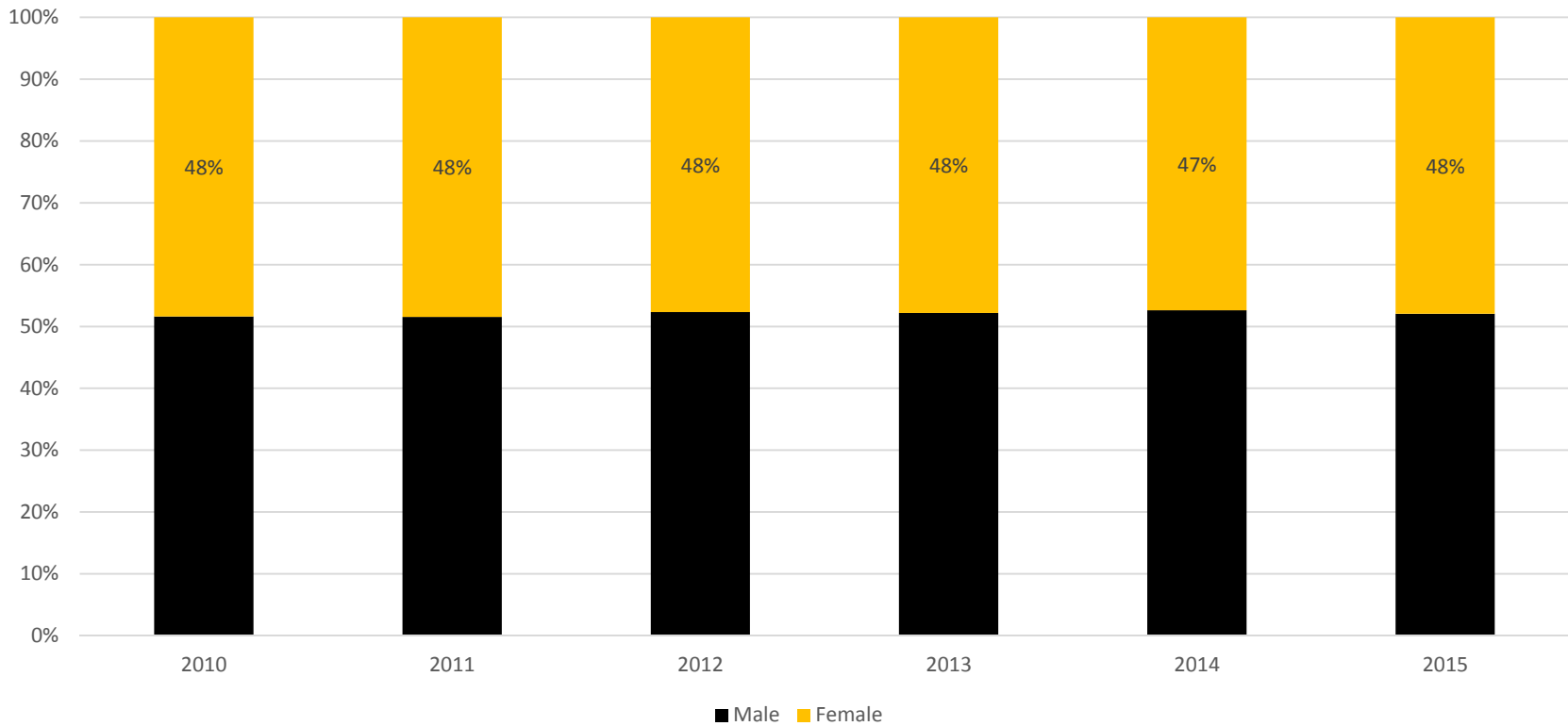
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Female faculty represent nearly half of all term faculty, and this ratio has remained stable since 2010.

Term Faculty by Gender

Fall 2010 to Fall 2015



Source: Office of Planning and Decision Support, October 2015. 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 2010, with Hispanic/Latino faculty experiencing the greatest 3-year change.

**Term Faculty
Under-Represented Minorities¹**
Fall 2010 to Fall 2015

| Race/Ethnicity | Fall 2010 | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | % of Total 2015 Faculty | 2010-2015 Difference | 2010-2015 % Change |
|-----------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------------------------|-----------------------------|---------------------------|
| American Indian/Alaskan | 3 | 2 | 3 | 3 | 4 | 4 | 0.31% | 1 | 33.3% |
| Black/African American | 54 | 51 | 52 | 62 | 57 | 61 | 4.67% | 7 | 13.0% |
| Hispanic/Latino | 30 | 32 | 36 | 39 | 39 | 38 | 2.91% | 8 | 26.7% |
| Hawaiian/Pacific Islanders | 1 | 1 | 1 | 1 | 1 | 1 | 0.08% | - | - |
| Two or More Races | 7 | 9 | 9 | 11 | 13 | 14 | 1.07% | 7 | 100.0% |
| Total URM Term¹ | 95 | 95 | 101 | 116 | 114 | 118 | 9.04% | 23 | 24.2% |
| Total White Term | 807 | 819 | 809 | 889 | 930 | 955 | 73.12% | 148 | 18.3% |
| Total Term Faculty | 1071 | 1094 | 1097 | 1215 | 1260 | 1306 | - | 235 | 22% |



¹ URM also includes Two or More Races.

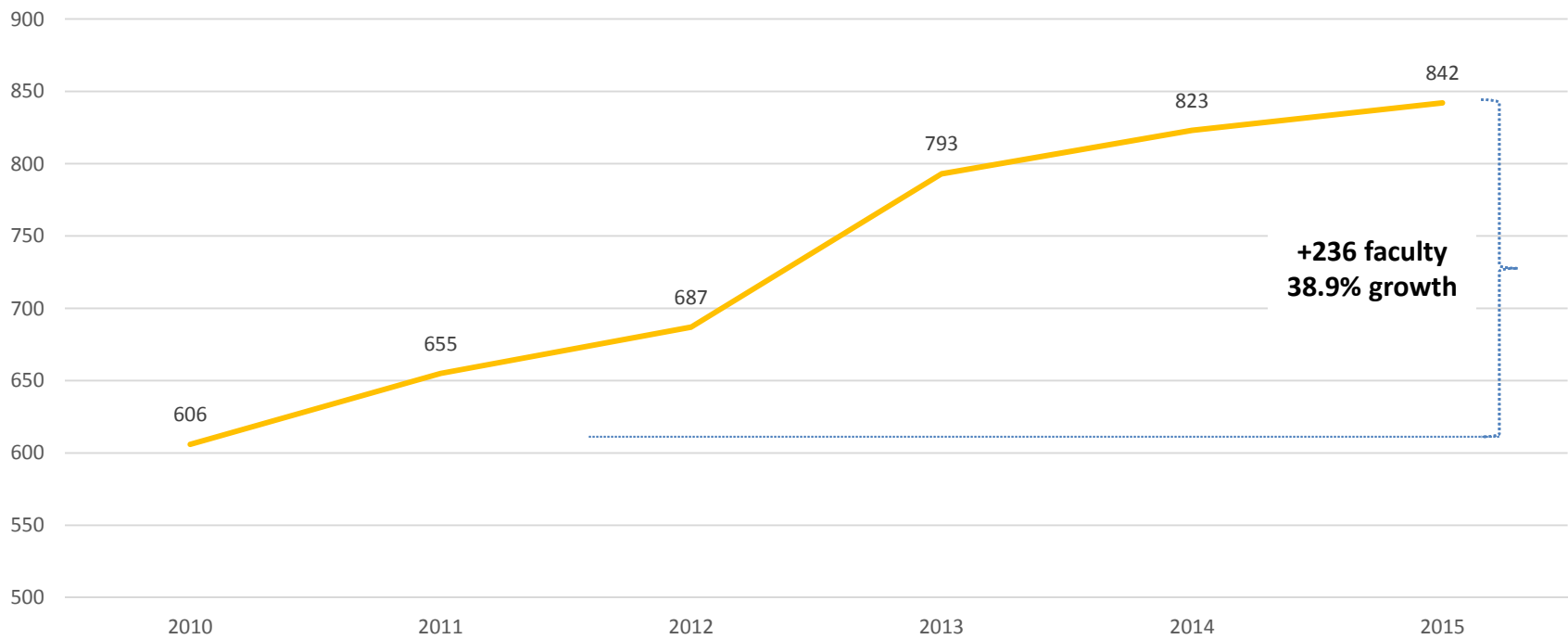
Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

Administrative & Professional Faculty



A&P faculty have seen the largest overall growth among any faculty category over the past five years, increasing 38.9% from 2010 to 2015.

Administrative & Professional Faculty
Fall 2010 to Fall 2015

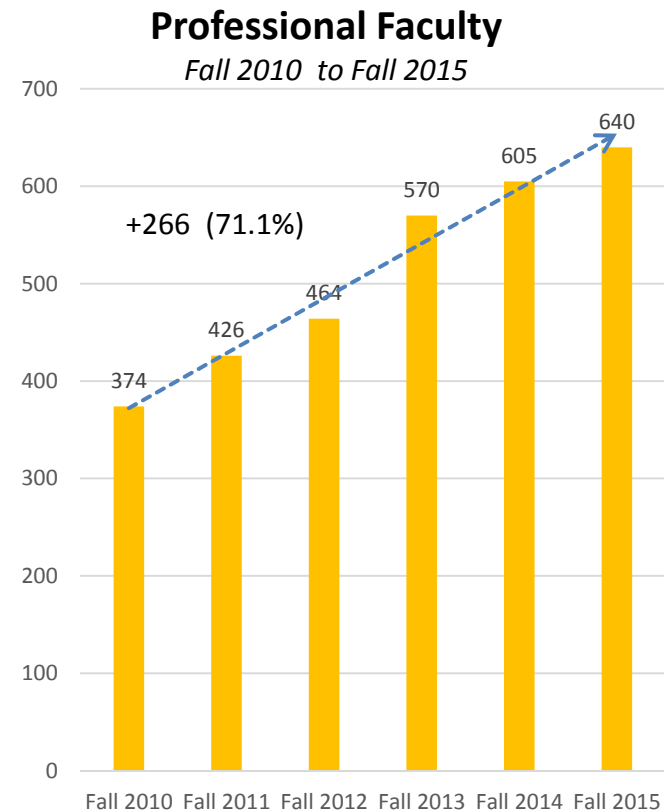
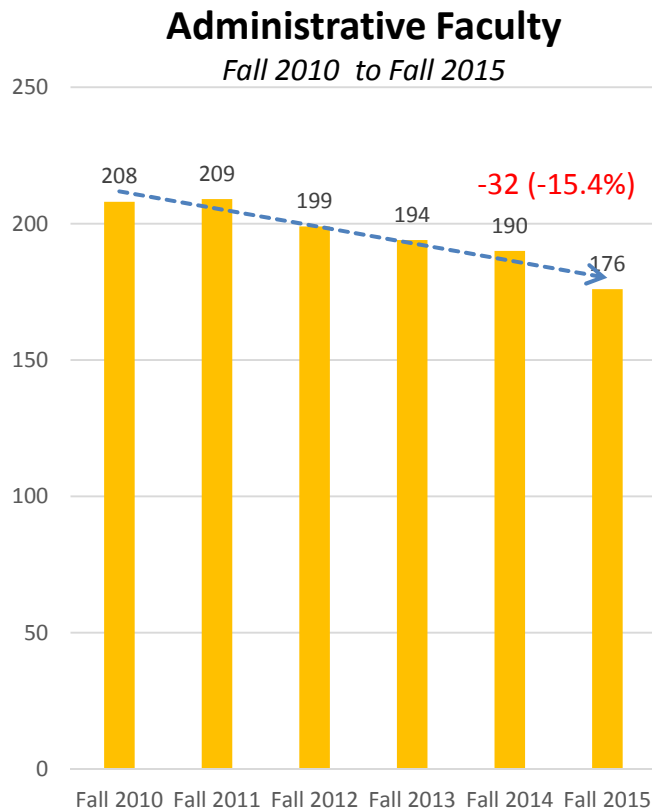


Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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The number of professional faculty has grown more than 71% since Fall 2010, while numbers of administrative faculty continue to fall.



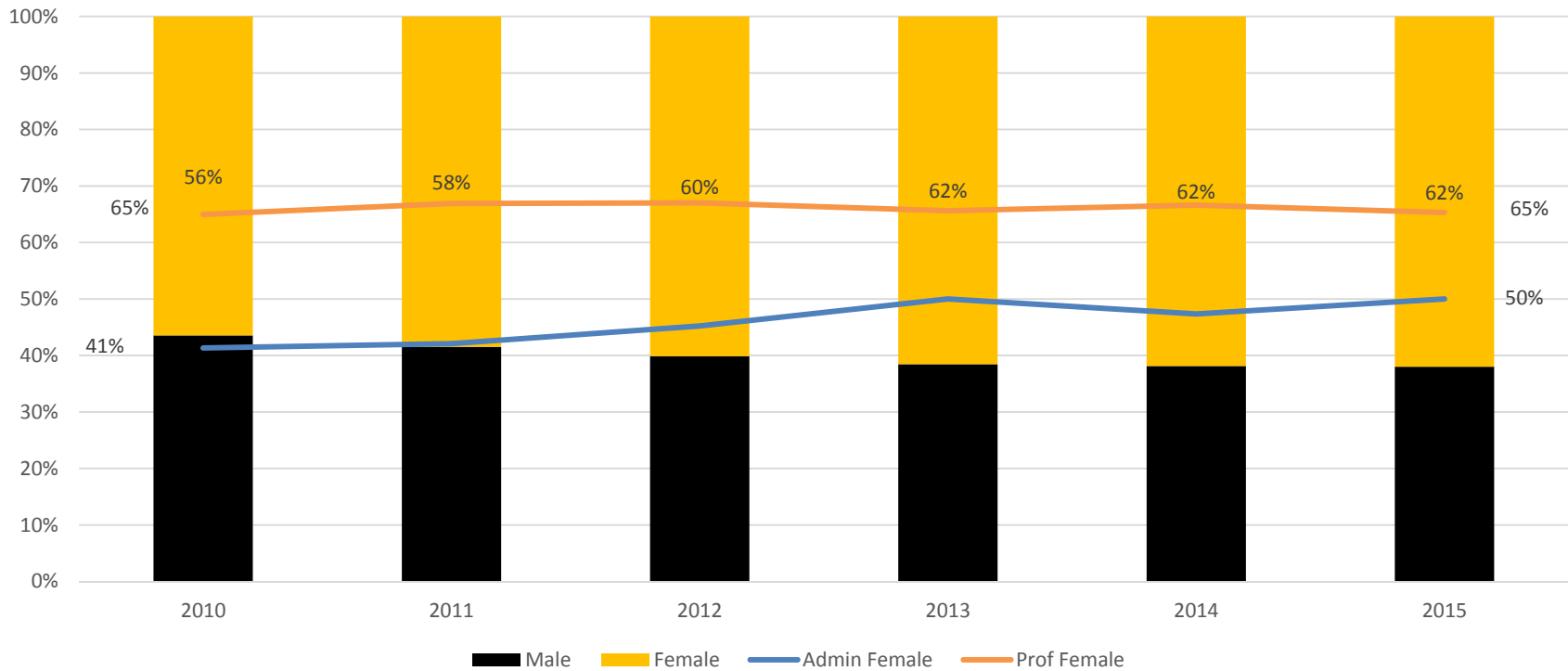
¹ Does not include VCU Qatar faculty, who are considered a “third classification” of A&P faculty and cannot be differentiated between Administrative or Professional.

Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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

A&P Faculty by Gender¹

Fall 2010 to Fall 2015



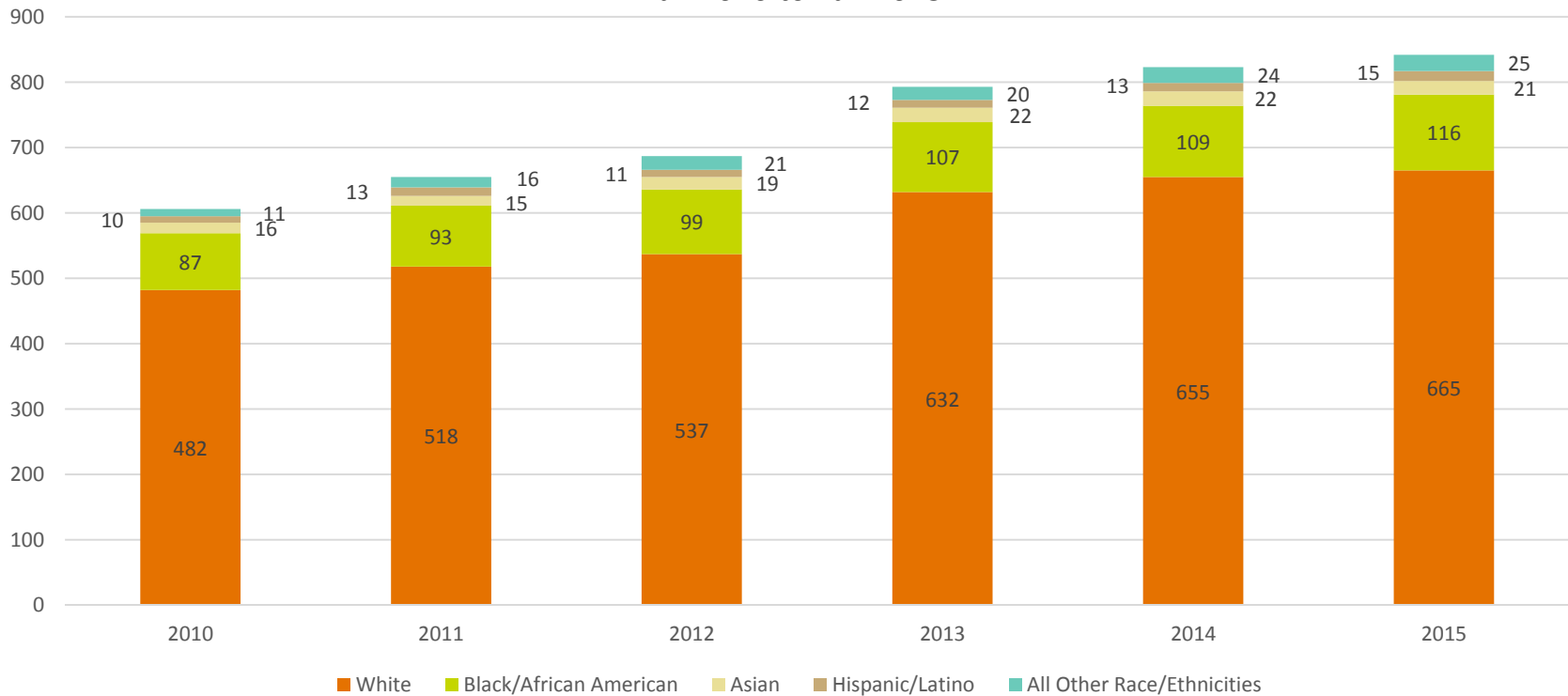
Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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Minority A&P faculty represent 19.4% of total A&P faculty. This ratio is similar to 2010 (19.5%) and has increased slightly since 2014 (18.7%).

Race/Ethnicity among A&P Faculty
Fall 2010 to Fall 2015



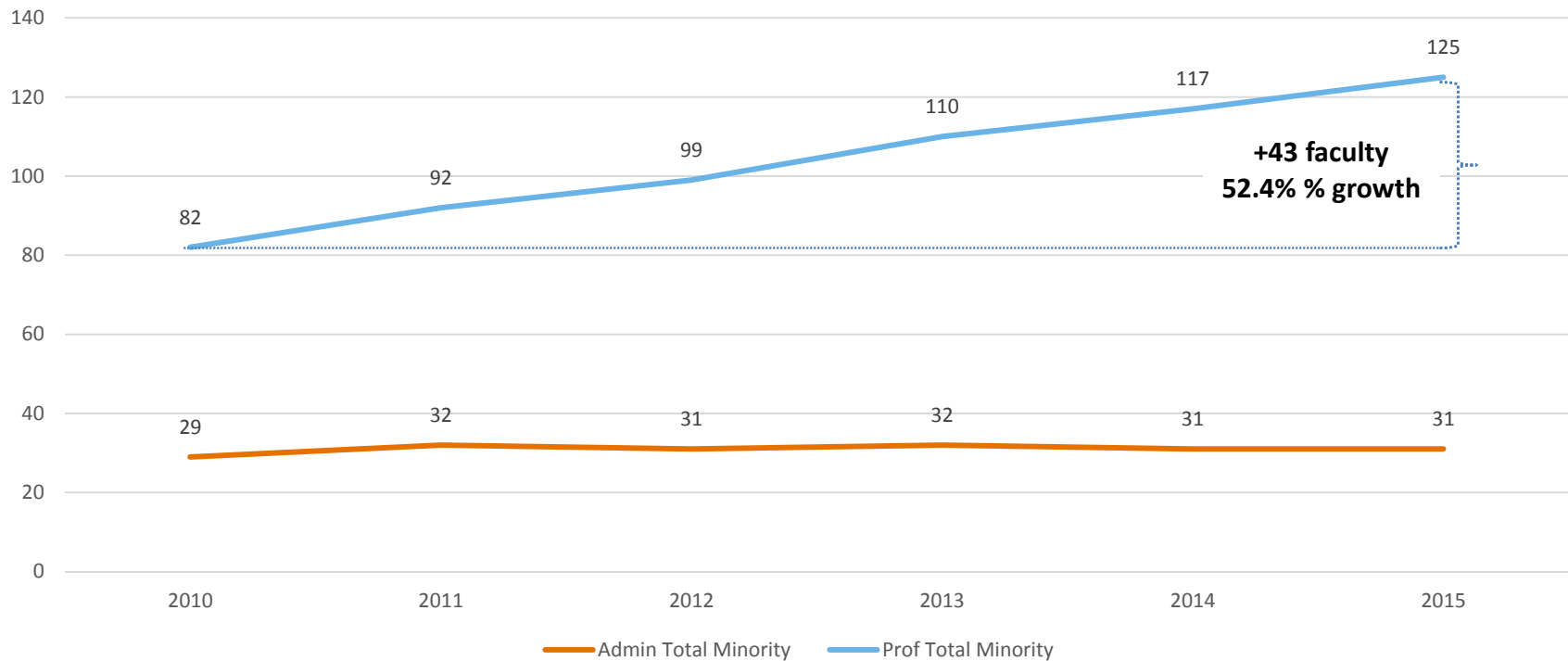
Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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The number of professional faculty who are minorities has increased since 2010, while the number of minority administrative faculty shows little change.

Minorities in A&P Faculty
Fall 2010 to Fall 2015



Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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In 2014, under-represented minorities comprise over 14% of all administrative faculty, but total count for this category has not changed much since Fall 2011.

**Administrative Faculty ¹
Under-Represented Minorities**
Fall 2010 to Fall 2015

| Race/Ethnicity | Fall 2010 | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | 2010-2015 Difference | 2010-2015 % Change |
|--|--------------|--------------|--------------|--------------|--------------|--------------|----------------------|--------------------|
| American Indian/Alaskan | - | 1 | 1 | 1 | - | - | - | - |
| Black/African American | 21 | 20 | 19 | 20 | 20 | 21 | - | - |
| Hawaiian/Pacific Islander | - | - | - | - | 1 | 1 | 1 | - |
| Hispanic/Latino | - | 2 | 2 | 2 | 3 | 2 | 2 | - |
| Total URM Administrative | 24 | 25 | 24 | 25 | 25 | 25 | 1 | 4.2% |
| Total White Administrative | 177 | 176 | 167 | 161 | 157 | 144 | -33 | -10.8% |
| Total Administrative Faculty | 208 | 209 | 199 | 194 | 190 | 176 | -32 | -9.1% |
| URM As % of Total Administrative Faculty | 11.5% | 12.0% | 12.1% | 12.9% | 13.2% | 14.2% | | 2.7% |
| African American As % of Total Administrative Faculty | 10.1% | 9.6% | 9.5% | 10.3% | 10.5% | 11.9% | | 1.8% |



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

² URM also includes Two or More Races.

Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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Within the professional faculty ranks, under-represented minorities comprise 18.7% of the total Fall 2015 professional faculty.

**Professional Faculty ¹
Under-Represented Minorities²**
Fall 2010 to Fall 2015

| Race/Ethnicity | Fall 2010 | Fall 2011 | Fall 2012 | Fall 2013 | Fall 2014 | Fall 2015 | 2010-2015 Difference | 2010-2015 % Change |
|--|------------------|------------------|------------------|------------------|------------------|------------------|---------------------------------|-------------------------------|
| American Indian/Alaskan | - | - | - | - | 2 | 1 | 1 | - |
| Black/African American | 62 | 70 | 77 | 85 | 87 | 92 | 30 | 48.4% |
| Hispanic/Latino | 9 | 10 | 8 | 9 | 9 | 9 | - | - |
| Total URM Professional² | 73 | 85 | 89 | 98 | 104 | 113 | 40 | 54.8% |
| Total White Professional | 288 | 327 | 352 | 448 | 476 | 476 | 188 | 65.3% |
| Total Professional Faculty | 374 | 426 | 464 | 570 | 605 | 605 | 231 | 61.8% |
| URM As % of Total Professional Faculty | 19.5% | 20.0% | 19.2% | 17.2% | 17.2% | 18.7% | | -0.8% |
| African American As % of Total Professional Faculty | 16.6% | 16.4% | 16.6% | 14.9% | 14.4% | 15.2% | | -1.4% |



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

² URM also includes Two or More Races.

Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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Adjunct Faculty

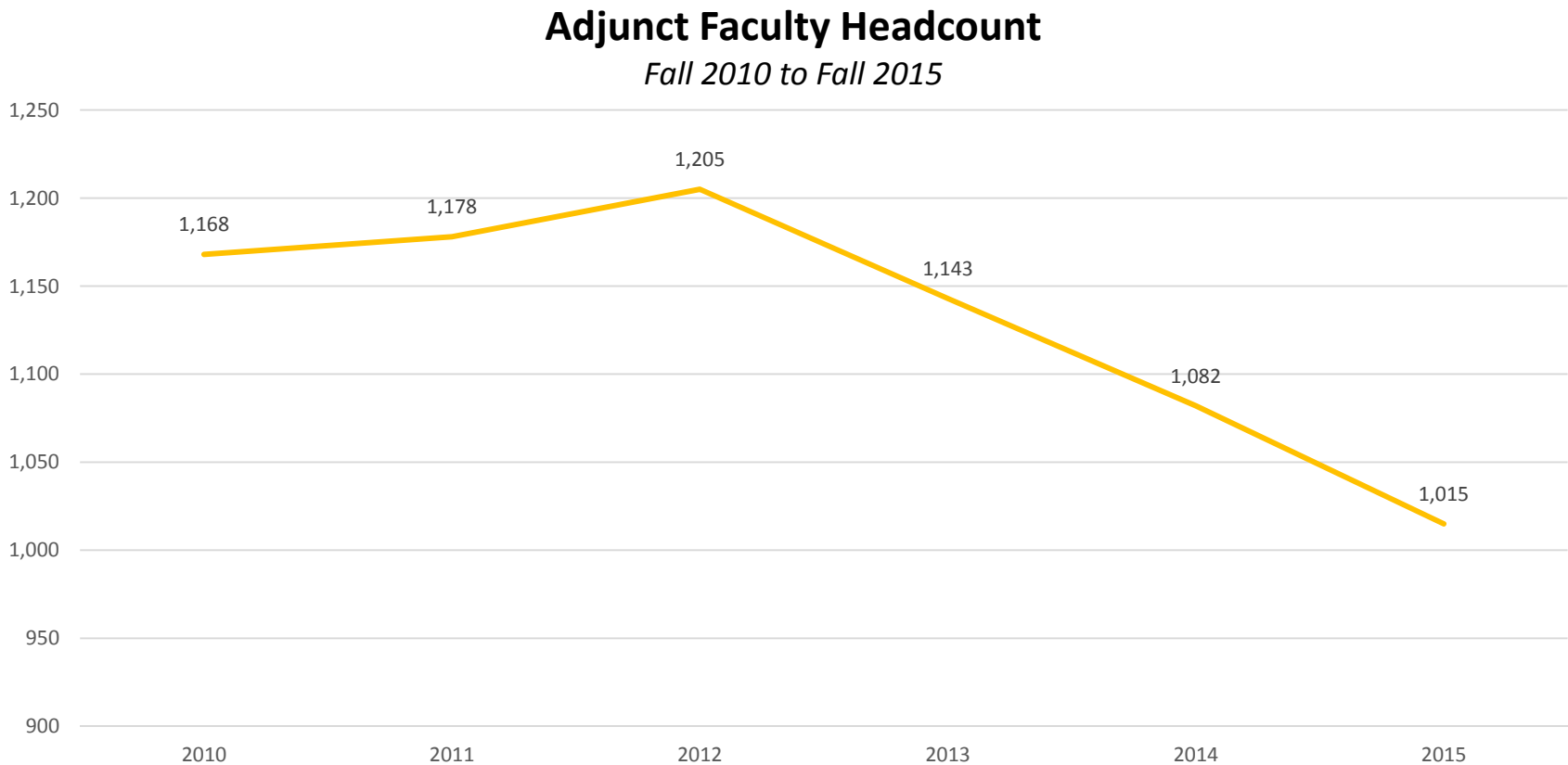


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Adjunct faculty headcount continues to fall, with 2014 numbers 13.1% lower than 2010.



Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

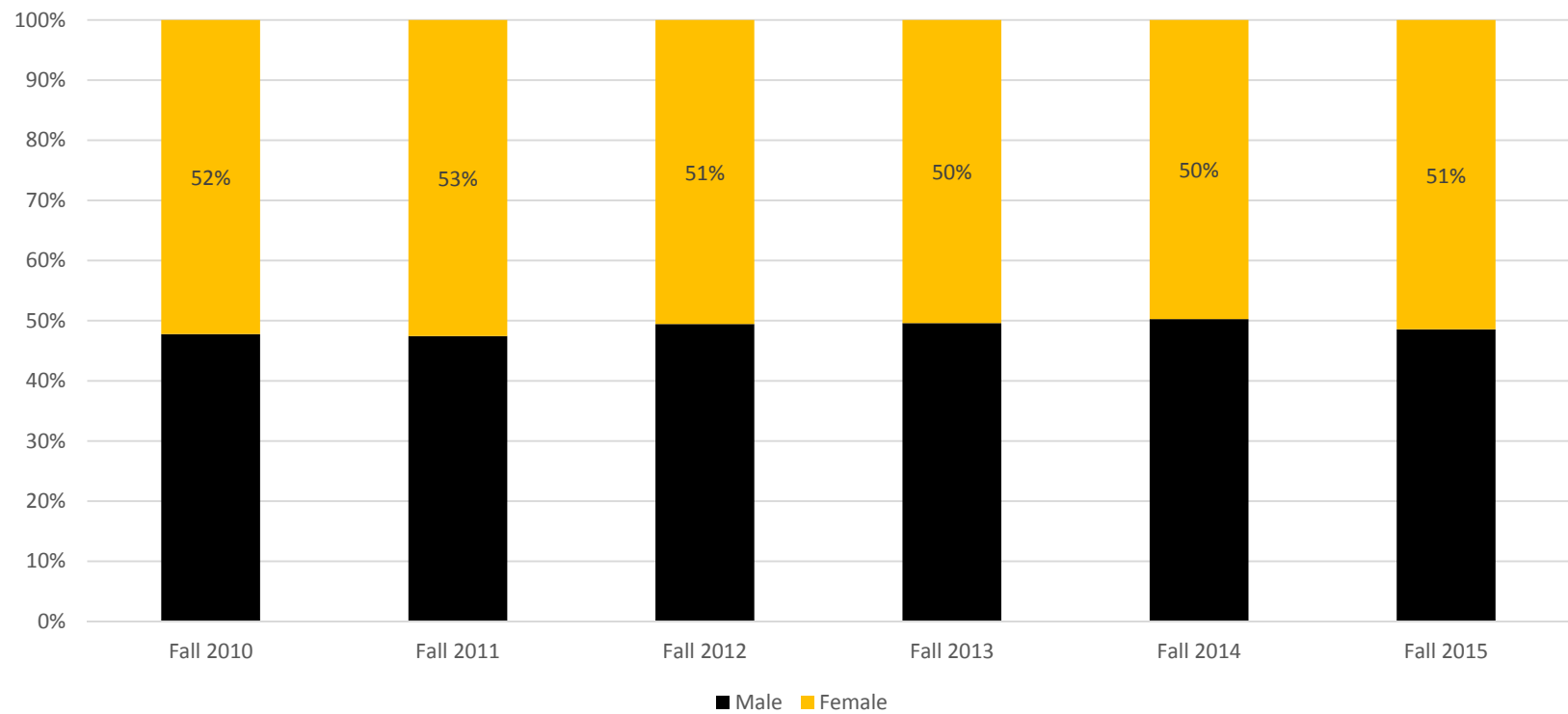
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Female and male faculty are equally represented among adjunct faculty headcount at VCU.

Adjunct Faculty Headcount by Gender

Fall 2010 to Fall 2015



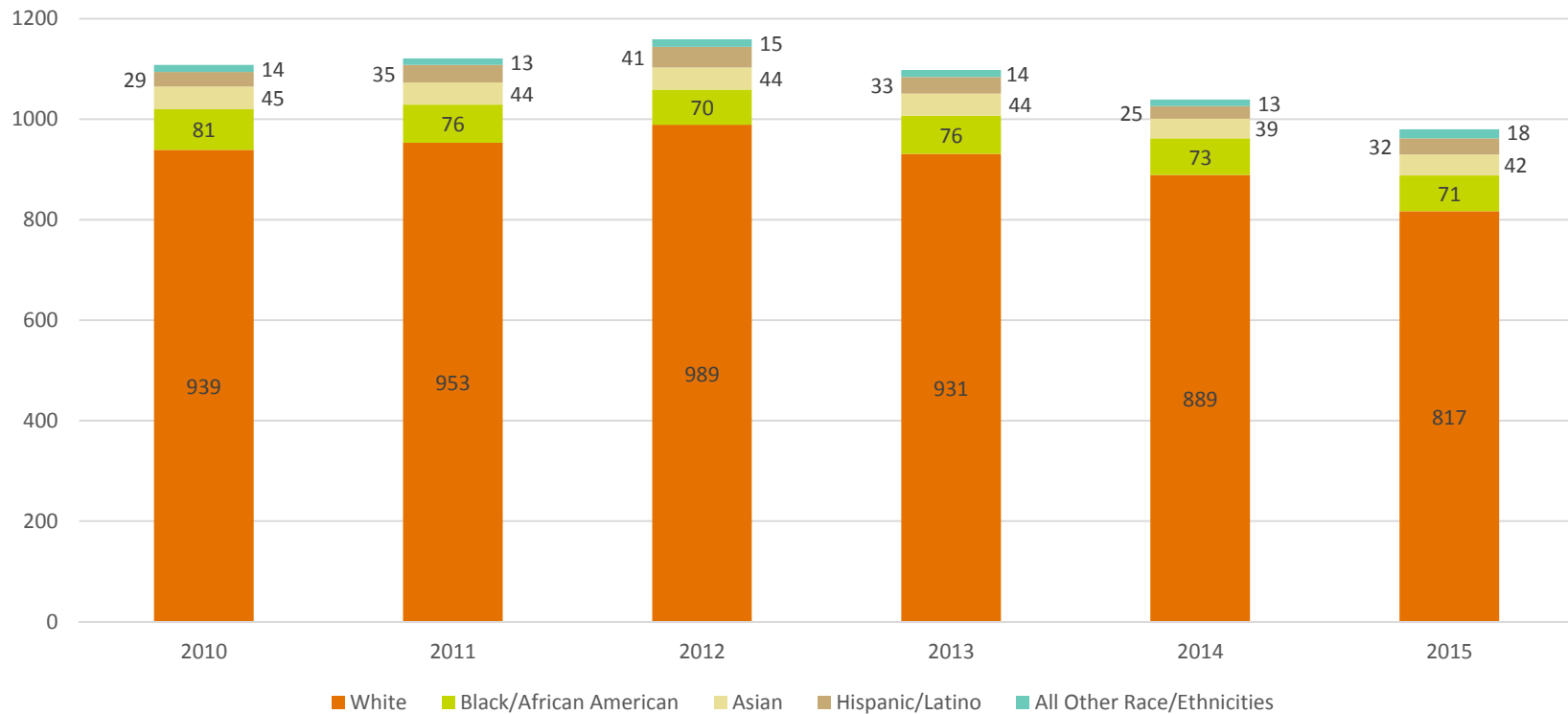
Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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The distribution of minority adjunct faculty has increased from 14.5% in fall 2010 to 16.1% in fall 2015.

Minority Race/Ethnicity among Adjunct Faculty
Fall 2010 to Fall 2015



Source: Office of Planning and Decision Support, October 2015. Based on Fall, Census II data, HRIS extract.

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