

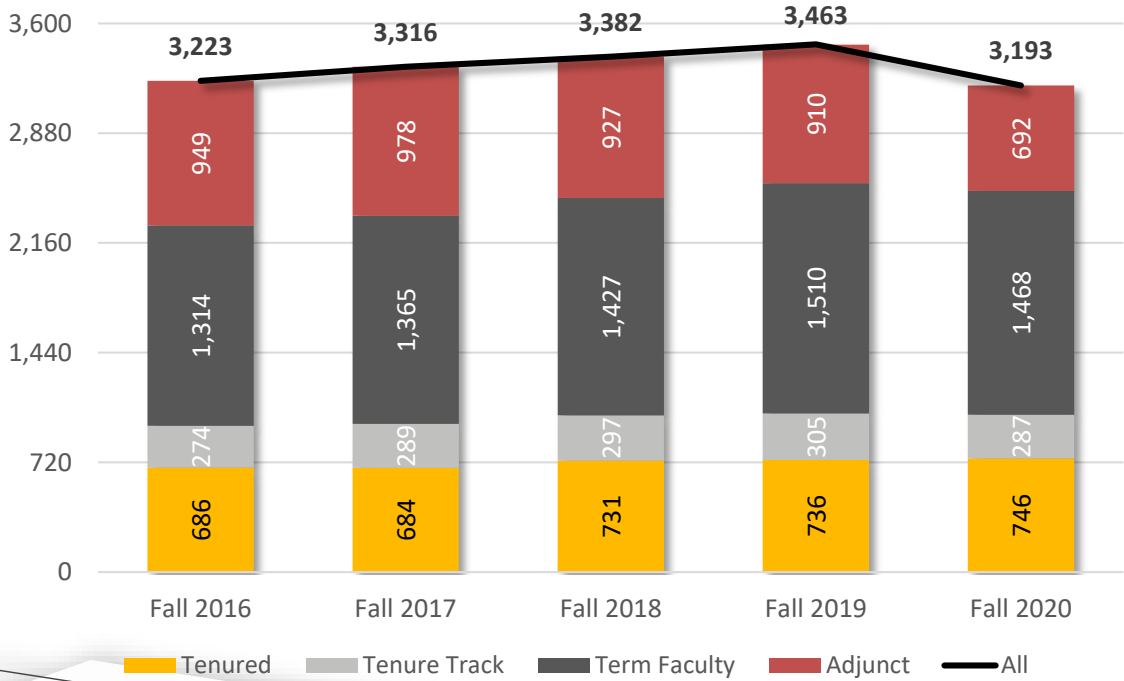


# Faculty Report: Fall 2020



# VCU

# Overview of faculty groups



### One Year Change

- Overall:** -7.8%
- Tenured Faculty: +1.4%
- Tenure Track Faculty: -5.9%
- Term Faculty: -2.8%
- Adjunct Faculty: -24.0%

### Five Year Change

- Overall:** -0.9%
- Tenured Faculty: +8.7%
- Tenure Track Faculty: +4.7%
- Term Faculty: +11.7%
- Adjunct Faculty: -27.1%

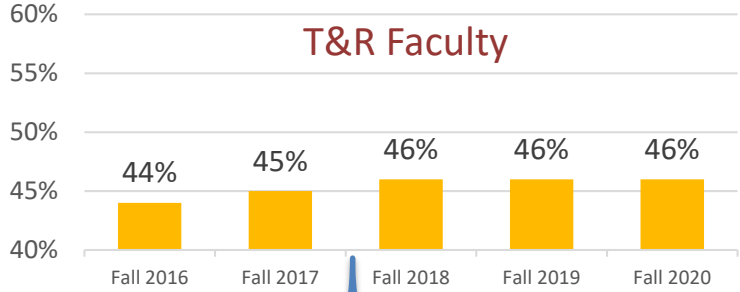


Source: VCU Census 2 (October 2020)

# Female Faculty

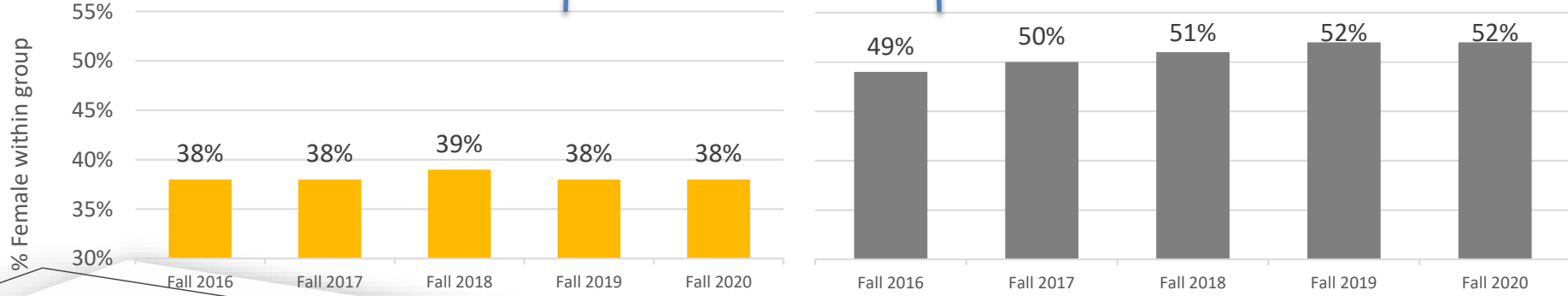
# Female TR faculty

Percent of female among T&R categories



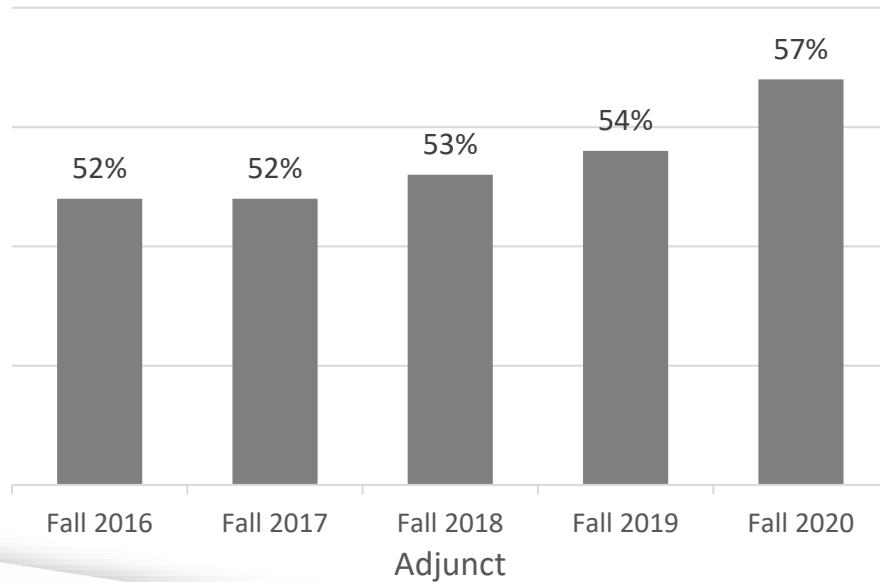
Tenure and Tenure Track

Term Faculty



# Female Adjunct faculty

## Percent of Female among all Adjunct faculty

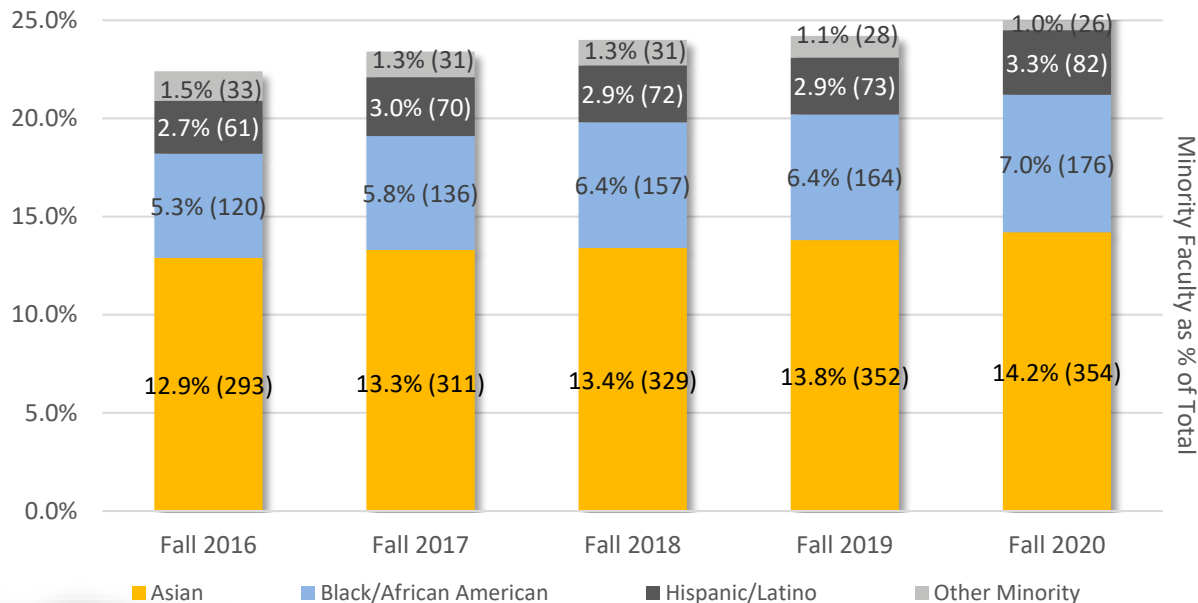


# Minority Faculty

# Minority - T&R Faculty

Largest growth among minority is in Black/African American, Hispanic/Latino

## Minority T&R Faculty



### One Year Change

Black/African American: **+7.3%**  
 Hispanic/Latino: **+12.3%**  
 Asian: **+0.6%**

### Five Year Change

Black/African American: **+46.7%**  
 Hispanic/Latino: **+34.4%**  
 Asian: **+20.8%**

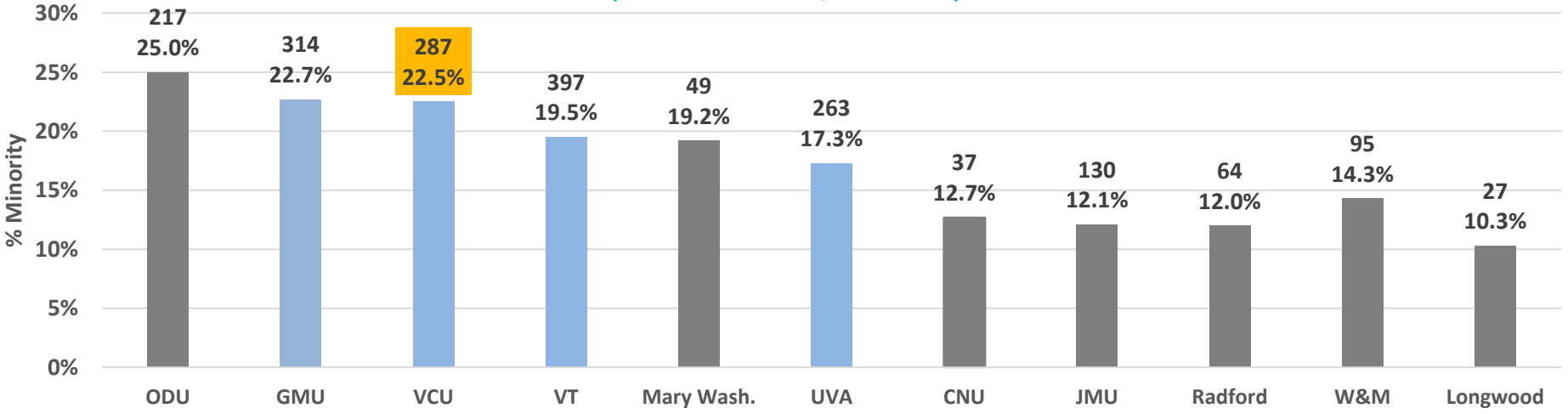
Source: VCU Census 2 (October 2020)

Other Minority includes American Indian/Alaskan, Hawaiian/Pacific Islander, Two or More Races.

Non-minority includes International, Unknown, White

# Minority Faculty – Percent of minority among VA institutions

Percent of Minority full-time Instructional Faculty  
(Common Data Set, 2019-2020)



VA Public Institutions with Graduate Programs

Carnegie Class: Doctoral Very High Research

Carnegie Class: (all others)

Source: Common Data Set (2019-2020)

Instructional Faculty is defined as those members of the instructional-research staff whose major regular assignment is instruction, including those with released time for research.

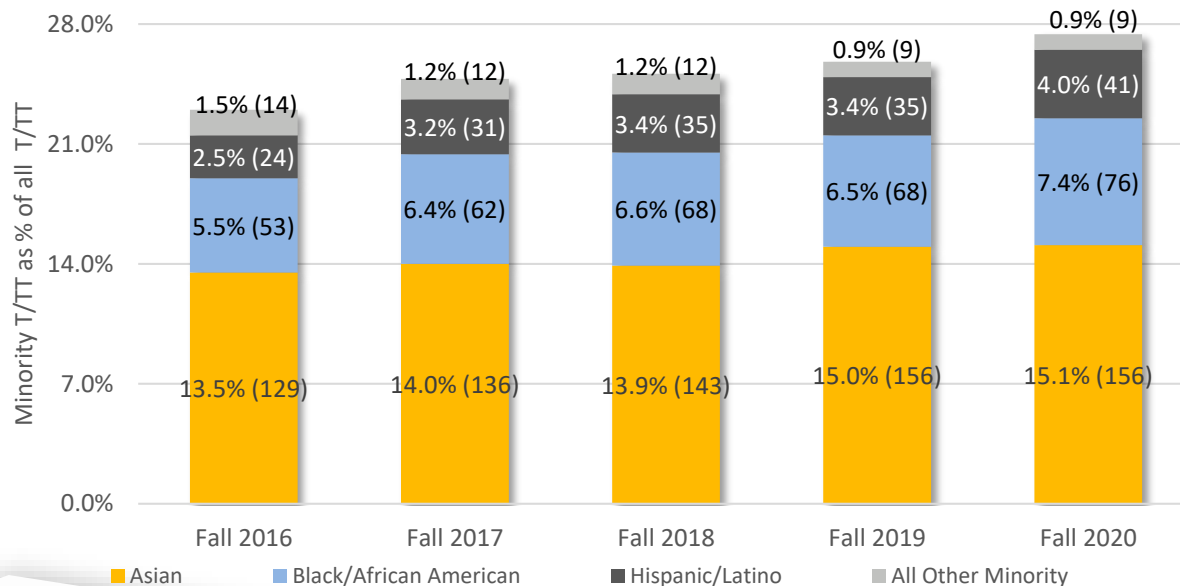




# Minority - Tenure and Tenure Track Faculty

## Growth in minority groups

### Minority T/TT Faculty



### One Year Change

Black/African American: **+11.8%**  
Hispanic/Latino: **+17.1%**  
Asian: **0%**

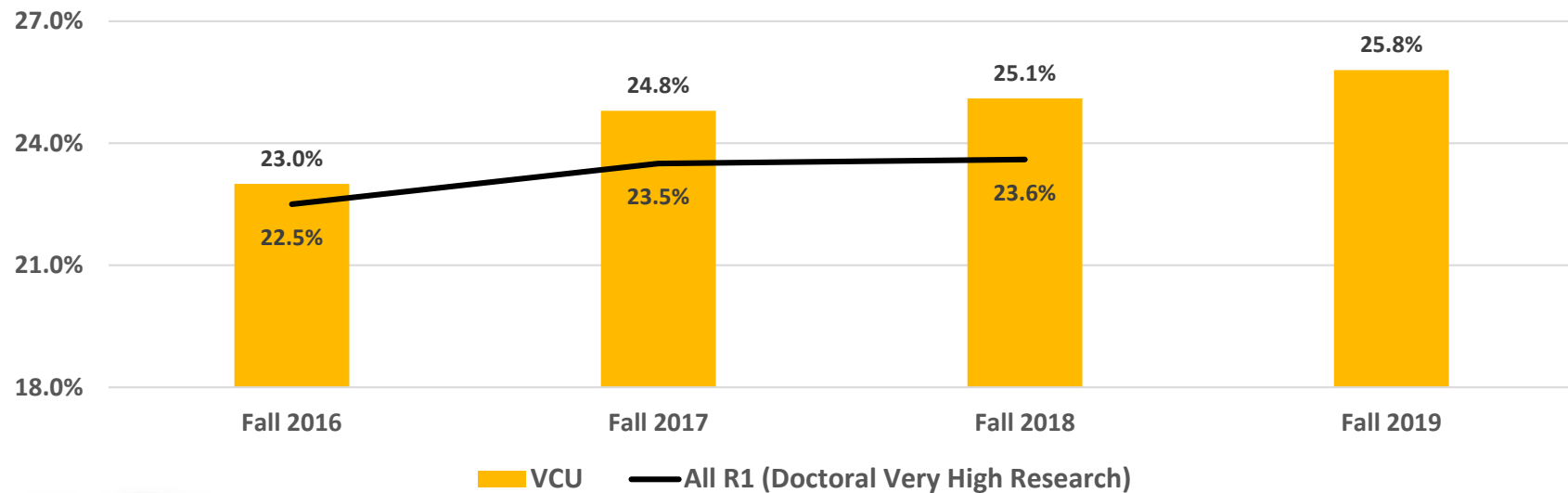
### Five Year Change

Black/African American: **+43.4%**  
Hispanic/Latino: **+70.8%**  
Asian: **+20.9%**

# Minority Tenure and Tenure Track – Comparing to the nation's R1

VCU is above the national percentage, and increasing the gap

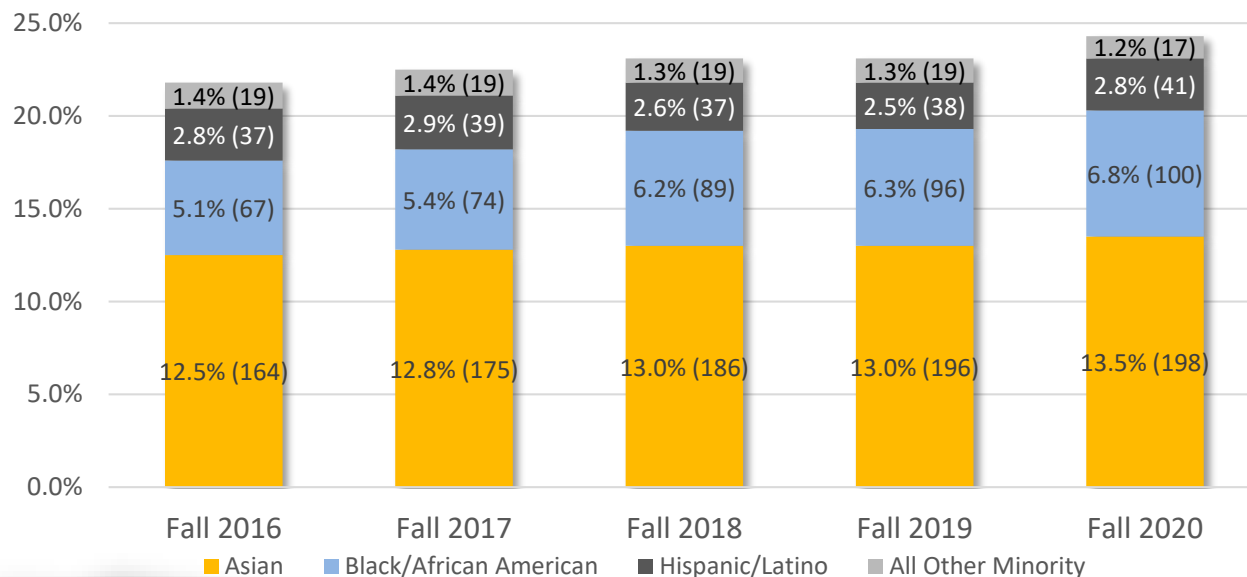
Percent of minority Tenure/Tenure Track Faculty  
(IPEDS)



# Minority - Term Faculty

## Growth among Black/African American

### Minority Term faculty



### One Year Change

Black/African American: **+4.2%**  
Hispanic/Latino: **+7.9%**  
Asian: **+1.0%**

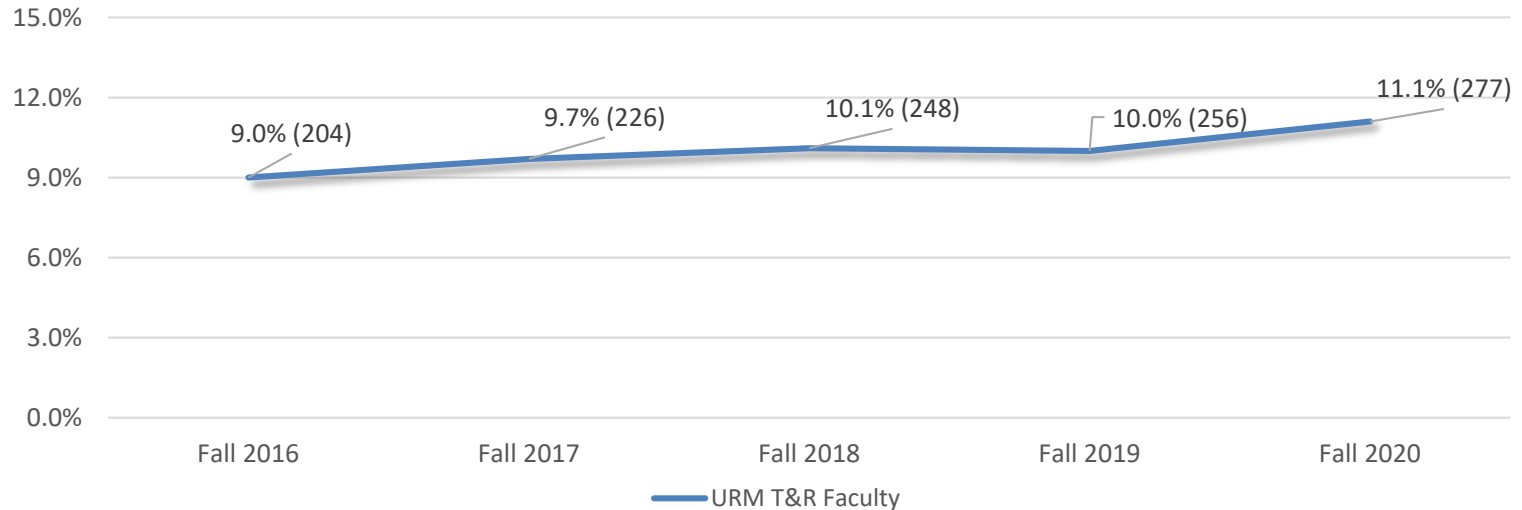
### Five Year Change

Black/African American: **+49.2%**  
Hispanic/Latino: **+10.8%**  
Asian: **+20.7%**

# URM - T&R Faculty

Steady growth

## Percent of URM T&R faculty

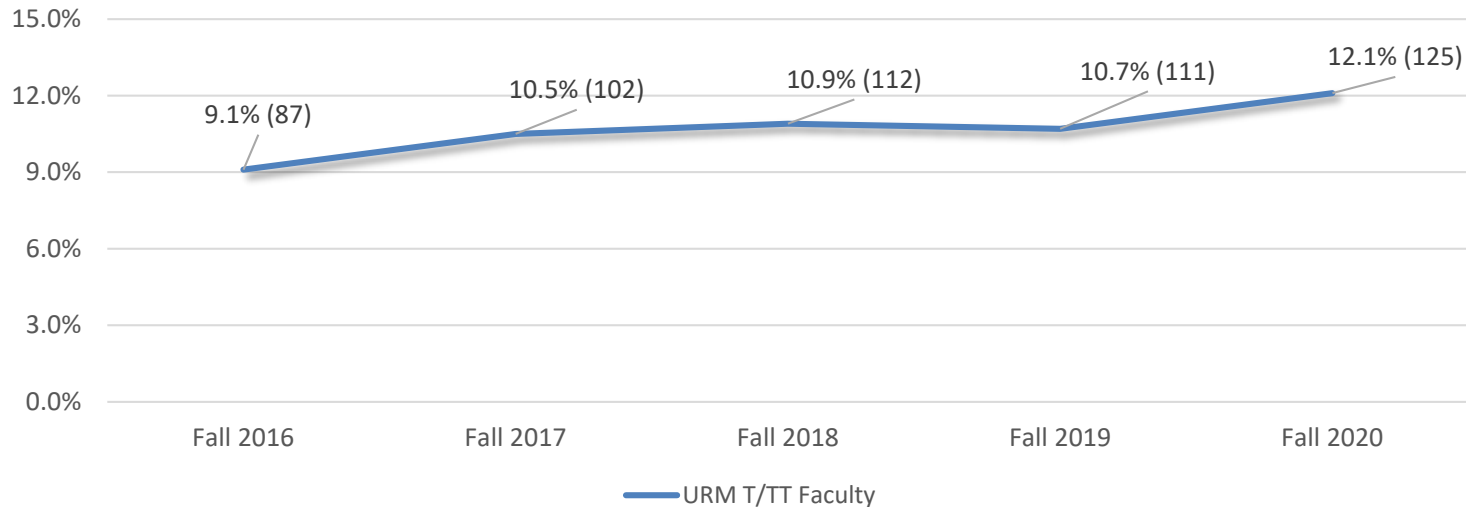


Underrepresented minorities include: American Indian / Alaska Native, Black / African American (not of Hispanic origin), Hispanic / Latino (including persons of Mexican, Puerto Rican, Cuban, and Central or South American origin), Hawaiian / Pacific Islander, or Two or more races (multi-racial) that consists at least one of the ethnic/racial groups mentioned above.

# URM - Tenure and Tenure Track Faculty

Similar steady growth

## Percent of URM T/TT faculty



<sup>1</sup> Underrepresented minorities include: American Indian / Alaska Native, Black / African American (not of Hispanic origin), Hispanic / Latino (including persons of Mexican, Puerto Rican, Cuban, and Central or South American origin), Hawaiian / Pacific Islander, or Two or more races (multi-racial) that consists at least one of the ethnic/racial groups mentioned above.

# Recruitment & Retention

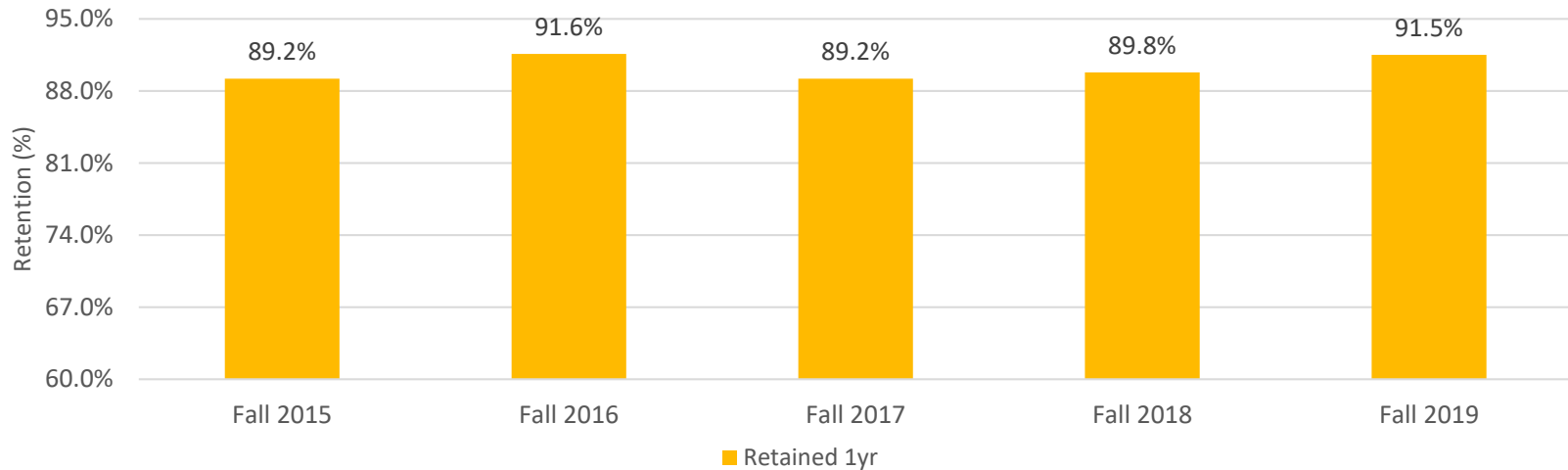
# Success in Filling positions

Over the past three years

2017 to 2020	Unfilled	Filled	% Filled
Adjunct	66	223	63.5%
T&R	65	277	66.6%

# Faculty Retention – T&R

## Percentage of new T&R faculty cohorts (either new to VCU or new to T&R) and remain T&R

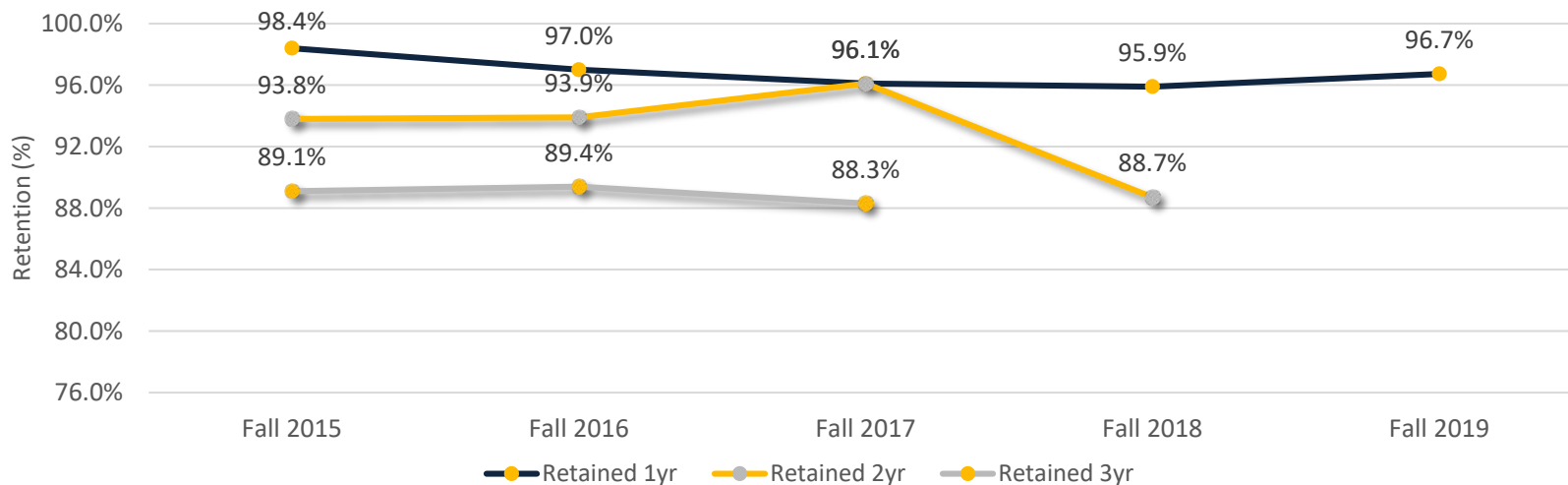


<sup>1</sup> Cohorts are established based on the employment date starting after prior years' fall census (usually October 16) until 1st fall census of employment. Faculty who previously worked at VCU, left and returned are excluded from new faculty cohorts.



# Faculty Retention – Tenure and Tenure Track

## Percentage of new to T/TT faculty cohort and remain as T/TT



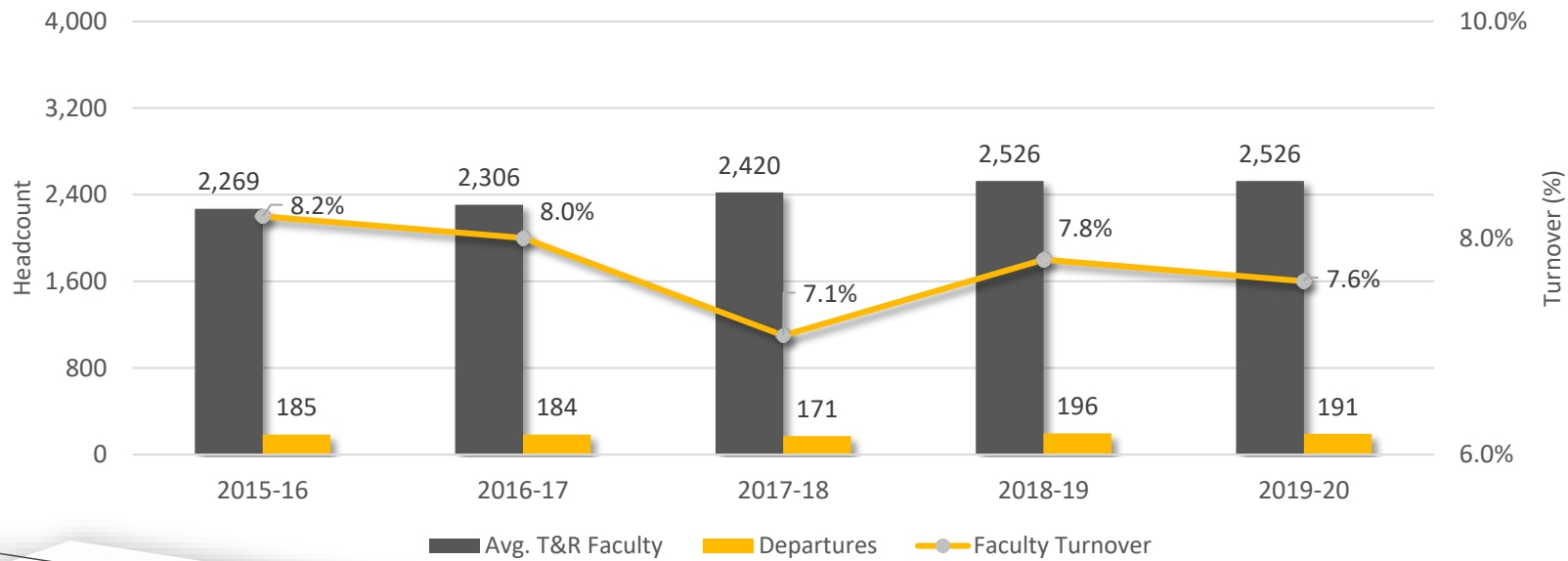
<sup>1</sup> Cohorts are established based on the employment date starting after prior years' fall census (usually October 16) until 1st fall census of employment. Faculty who previously worked at VCU, left and returned are excluded from new faculty cohorts.

# Faculty Turnover

# Faculty Turnover – All T&R Faculty

Rate of departure is decreasing

Percentage of T&R faculty departing from the university

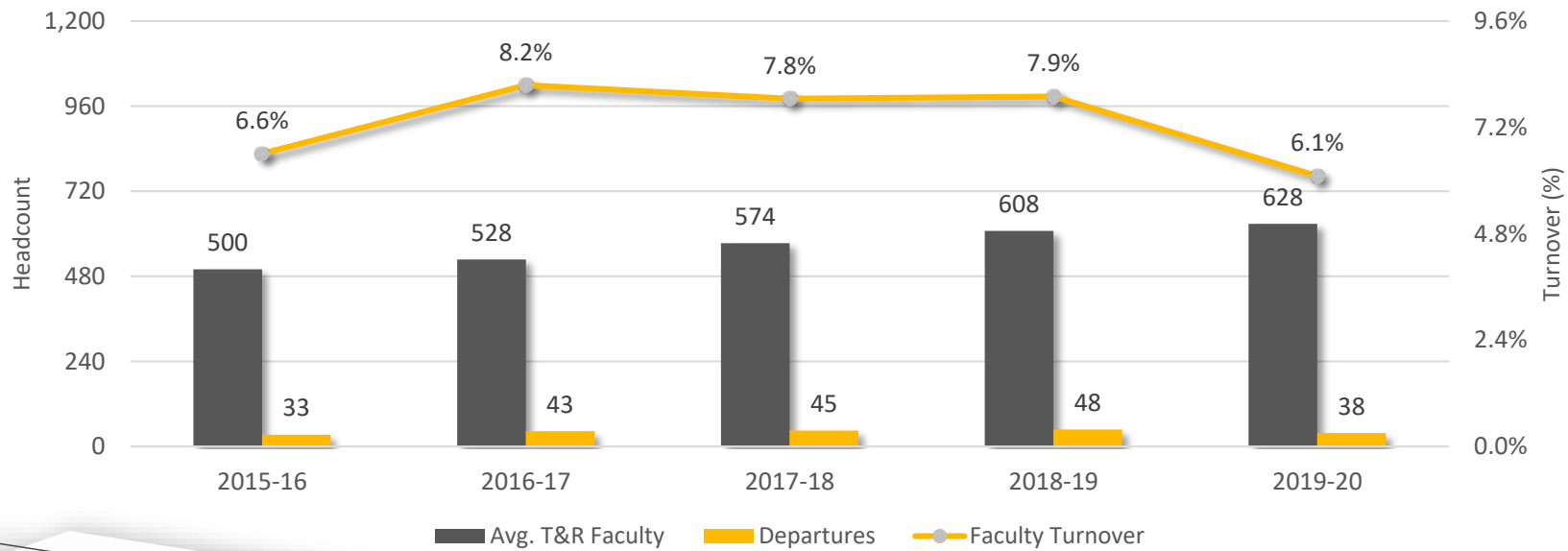


Source: VCU Census 2 (October 2020)

# Faculty Turnover – Minority T&R Faculty

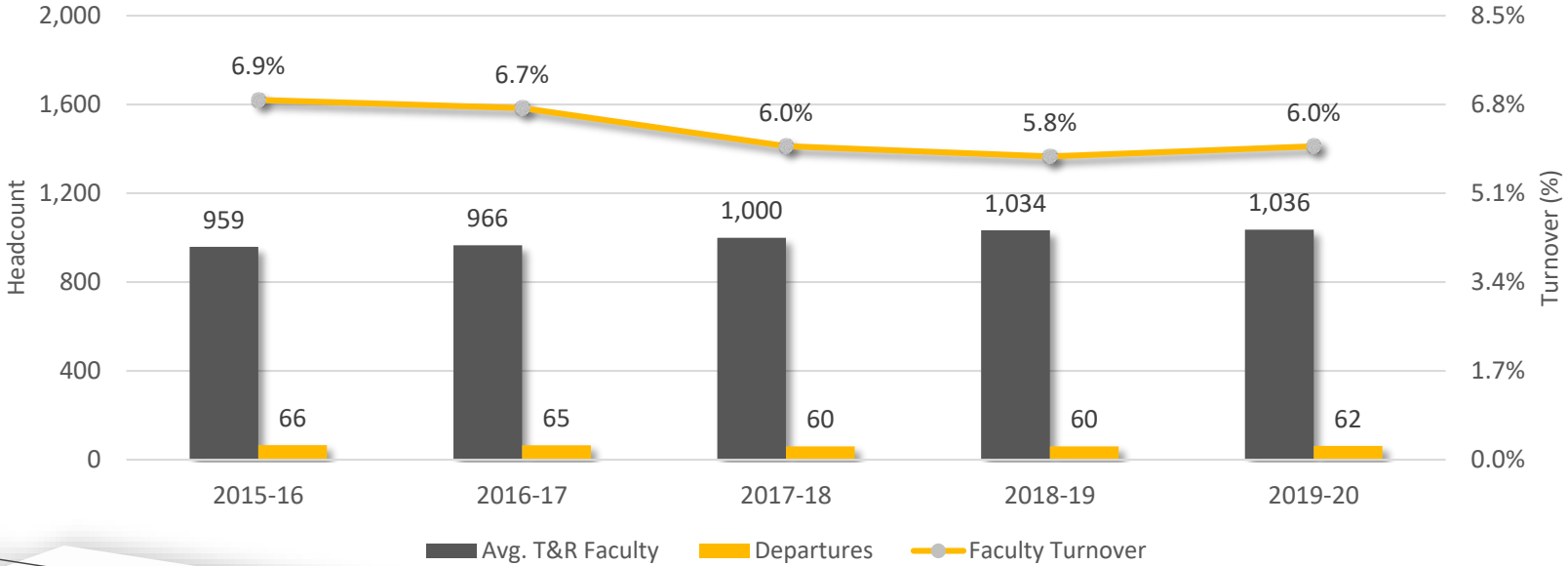
## Decreased rate of loss

Percentage of minority T&R faculty departing from the university



# Faculty Turnover – Tenure and Tenure Track Faculty

Percentage of T/TT faculty departing from the university

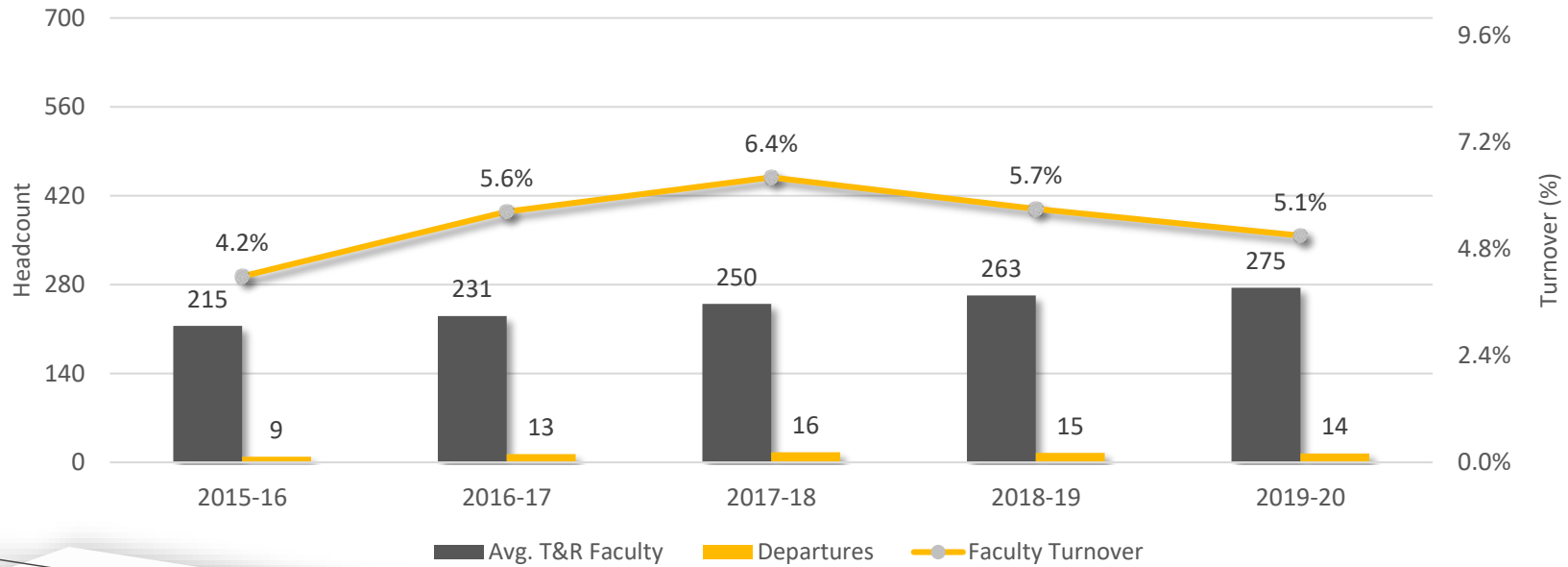


Source: VCU Census 2 (October 2020)

# Faculty Turnover – Minority Tenure and Tenure Track

## Decreased rates of loss

Percentage of minority T/TT faculty departing from the university



Source: VCU Census 2 (October 2020)