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

Source: VCU Census 2 (October 2020)
Female Adjunct faculty

Percent of Female among all Adjunct faculty

Source: VCU Census 2 (October 2020)
Minority Faculty
Minority - T&R Faculty

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

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%

Minority T&R Faculty

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)*

<table>
<thead>
<tr>
<th>Institution</th>
<th>Minority %</th>
</tr>
</thead>
<tbody>
<tr>
<td>ODU</td>
<td>25.0%</td>
</tr>
<tr>
<td>GMU</td>
<td>22.7%</td>
</tr>
<tr>
<td>VCU</td>
<td>22.5%</td>
</tr>
<tr>
<td>VT</td>
<td>19.5%</td>
</tr>
<tr>
<td>Mary Wash.</td>
<td>19.2%</td>
</tr>
<tr>
<td>UVA</td>
<td>17.3%</td>
</tr>
<tr>
<td>CNU</td>
<td>12.7%</td>
</tr>
<tr>
<td>JMU</td>
<td>12.1%</td>
</tr>
<tr>
<td>Radford</td>
<td>12.0%</td>
</tr>
<tr>
<td>W&amp;M</td>
<td>14.3%</td>
</tr>
<tr>
<td>Longwood</td>
<td>10.3%</td>
</tr>
</tbody>
</table>

### 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

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%

Source: VCU Census 2 (October 2020)
Minority Tenure and Tenure Track – Comparing to the nation’s R1

VCU is above the national percentage, and increasing the gap

Source: IPEDS; Full-time Instructional Staff with Faculty & Tenure Status
Minority - Term Faculty

Growth among Black/African American

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%

Source: VCU Census 2 (October 2020)
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.

Source: VCU Census 2 (October 2020)
URM - Tenure and Tenure Track Faculty

Similar steady growth

Percent of URM T/TT faculty

Fall 2016: 9.1% (87)
Fall 2017: 10.5% (102)
Fall 2018: 10.9% (112)
Fall 2019: 10.7% (111)
Fall 2020: 12.1% (125)

1 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.

Source: VCU Census 2 (October 2020)
Recruitment & Retention
Success in Filling positions
Over the past three years

<table>
<thead>
<tr>
<th>2017 to 2020</th>
<th>Unfilled</th>
<th>Filled</th>
<th>% Filled</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct</td>
<td>66</td>
<td>223</td>
<td>63.5%</td>
</tr>
<tr>
<td>T&amp;R</td>
<td>65</td>
<td>277</td>
<td>66.6%</td>
</tr>
</tbody>
</table>

Source: VCU eJobs (10/15/2017 to 10/15/2020)
% Filled includes cancelled postings
Faculty Retention – T&R

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Retention (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015</td>
<td>89.2%</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>91.6%</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>89.2%</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>89.8%</td>
</tr>
<tr>
<td>Fall 2019</td>
<td>91.5%</td>
</tr>
</tbody>
</table>

¹ 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.

Source: VCU Census 2 (October 2020)
Faculty Retention – Tenure and Tenure Track

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

Retention (%)

Fall 2015  Fall 2016  Fall 2017  Fall 2018  Fall 2019

Retained 1yr

Retained 2yr

Retained 3yr

1 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.

Source: VCU Census 2 (October 2020)
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

Source: VCU Census 2 (October 2020)
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)