



The Status of the Faculty: Fall 2018

Provost's Report to Faculty Senate

December 2018

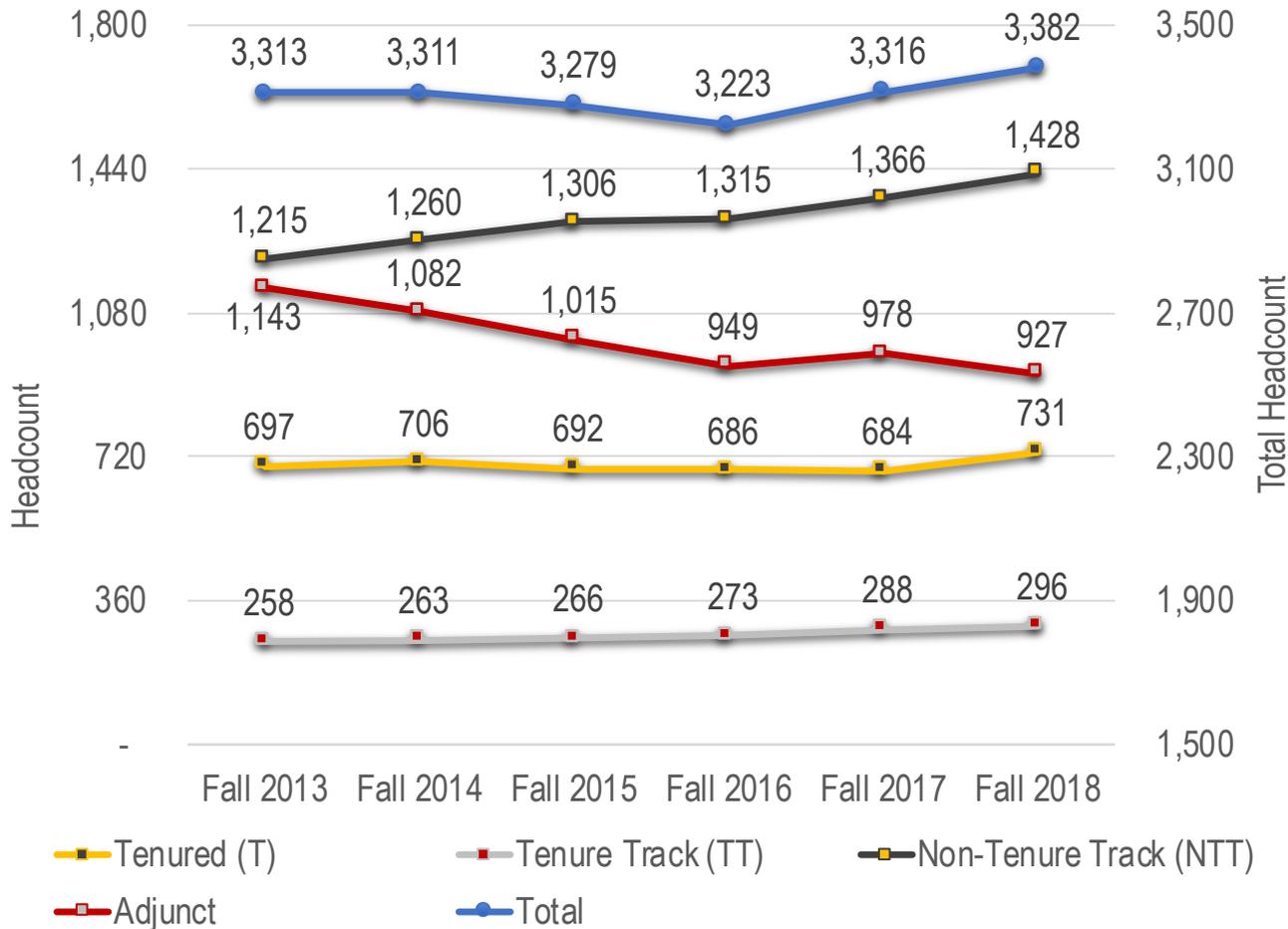


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Source: Institutional Research and Decision Support, October 2018.
Based on Fall Census data, HRIS extract.

Faculty Composition – Fall 2013 to 2018

Headcount



One-Year Difference

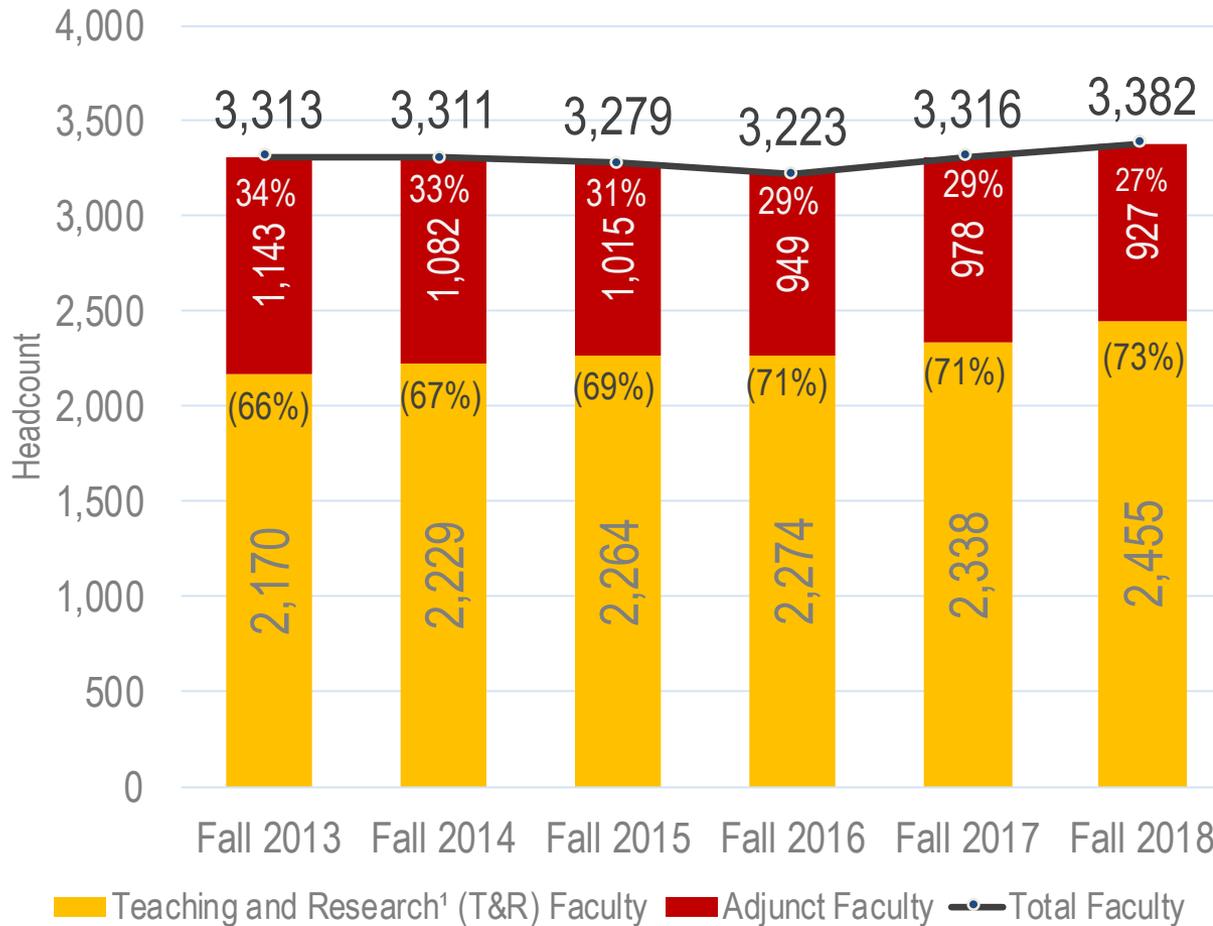
Total:	+2.0%
Tenured:	+6.9%
Tenure Track:	+2.8%
Term Faculty :	+4.5%
Adjunct:	-5.2%

Five-Years Difference

Total:	+2.0%
Tenured:	+4.9%
Tenure Track:	+14.7%
Term Faculty:	+17.5%
Adjunct:	-18.9%

Faculty Composition – Fall 2013 to 2018

Percentage



One Year Difference

Overall: +2.0%
 T&R Faculty: +5.0%
 Adjunct Faculty: -5.2%

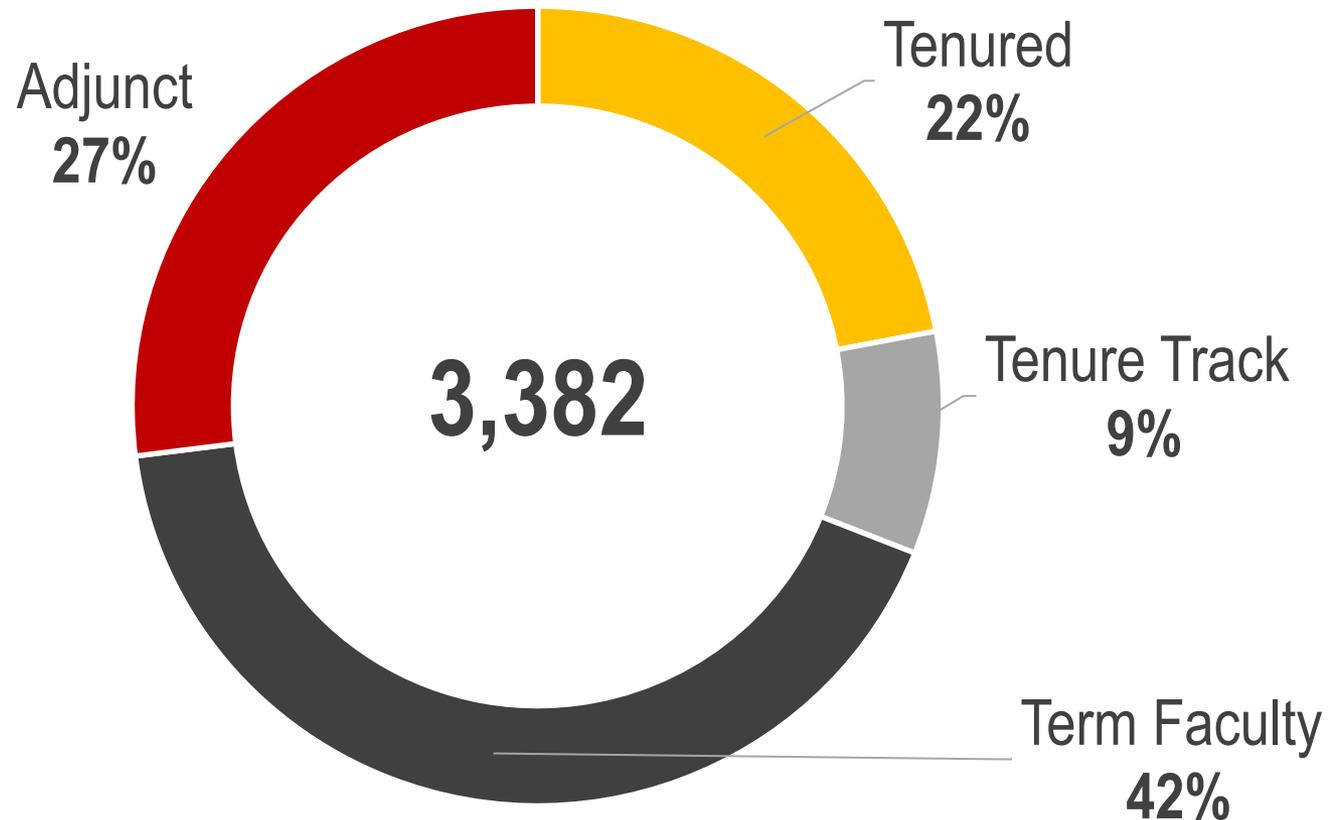
Five Years Difference

Overall: +2.0%
 T&R Faculty: +13.1%
 Adjunct Faculty: -18.9%

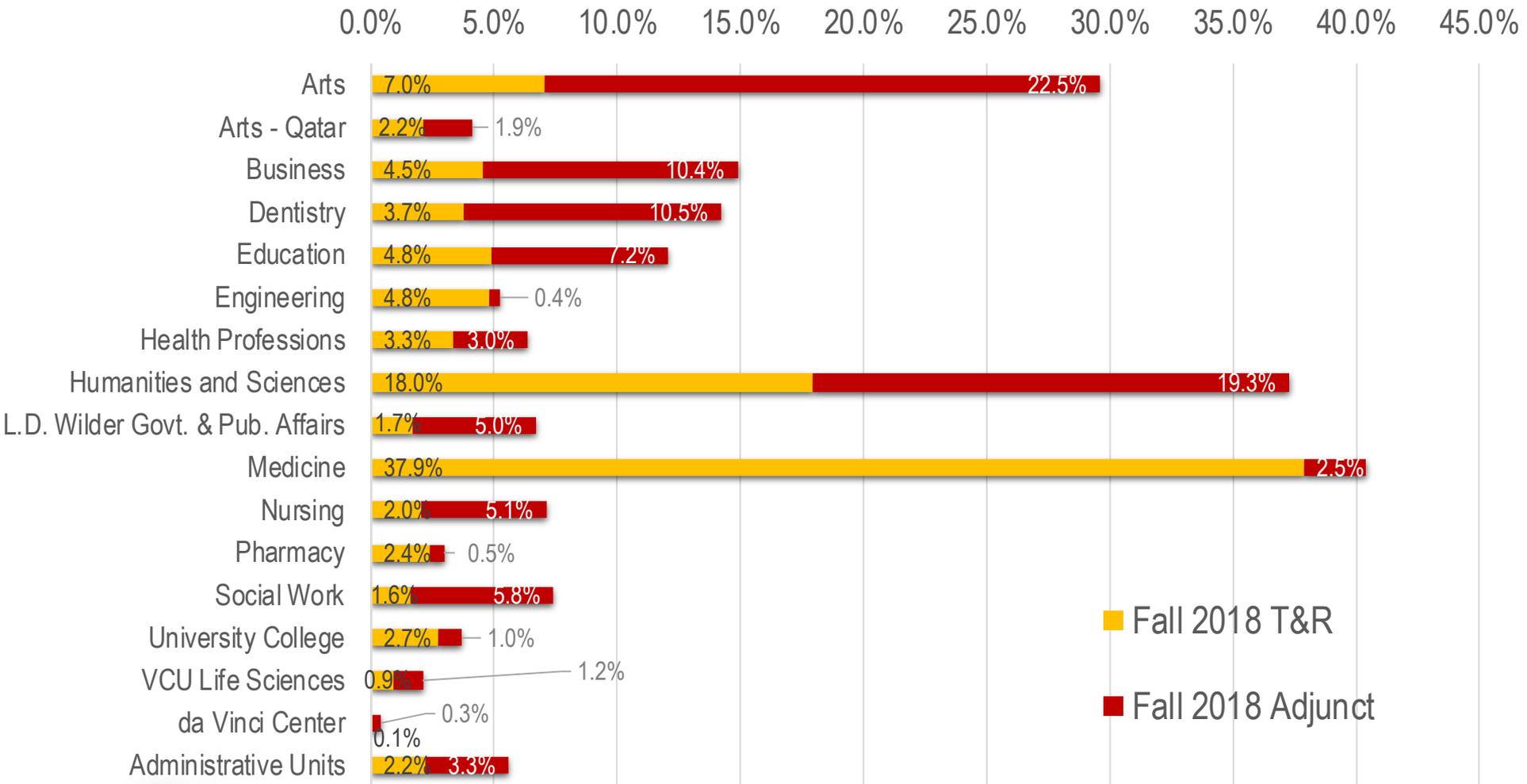
1 Teaching and Research (T&R) faculty consists of faculty whose primary roles are in instruction, research or public service. T&R faculty includes Tenured (T), Tenure-Track (TT) and Non-Tenure Track (NTT) faculty..

Where are we today?

Faculty Composition - Fall 2018



Faculty Composition - 2018 by Academic Unit



Faculty Instructional Load 2017-2018 Academic Year

	Faculty Count	Section Count	Section Enrollment	Student Credit Hours
T&R	1,682	9,355	210,966	603,888
Adjunct	983	2,526	57,730	166,921
Other Faculty ¹	236	742	14,632	50,870
Total	2,901	12,623	283,328	821,679

¹ Other faculty includes faculty without T&R or Adjunct Designation and / or faculty that are primarily in an administrative role but do teach occasionally throughout the year.



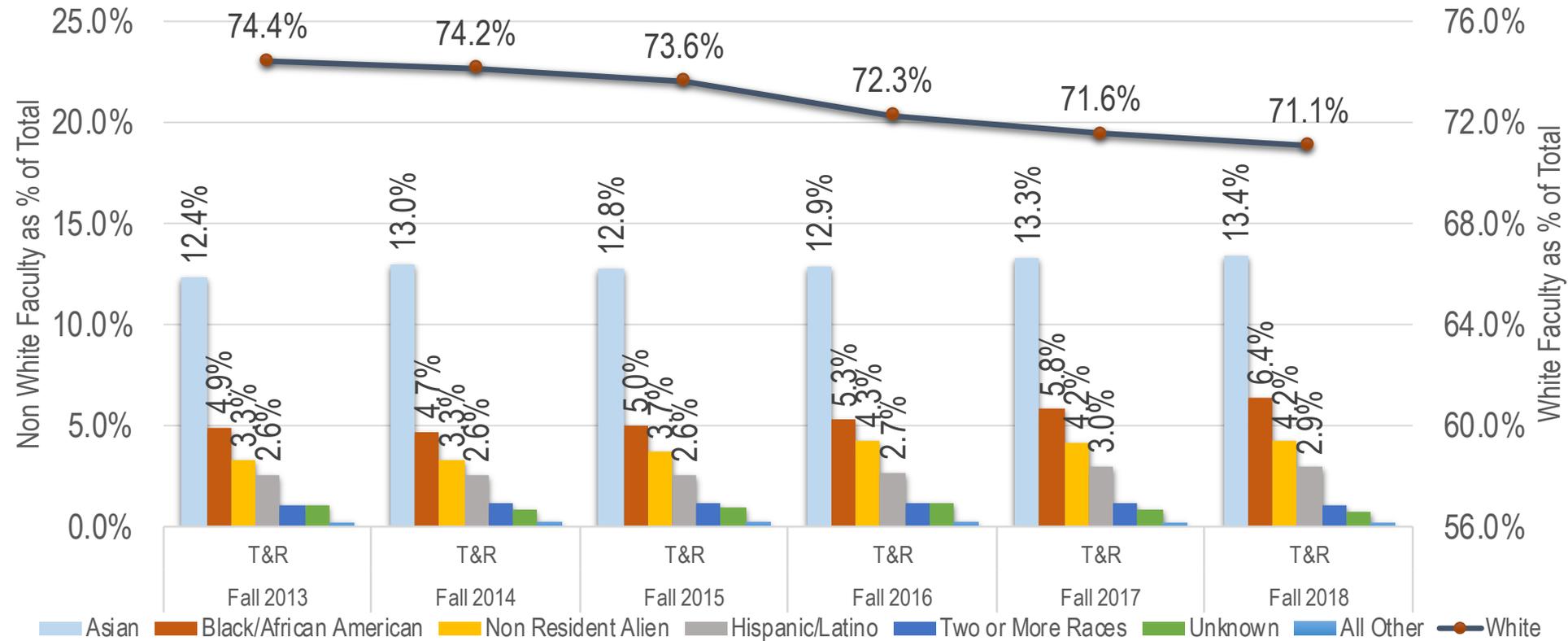
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By Demographics

T&R Faculty by Race / Ethnicity

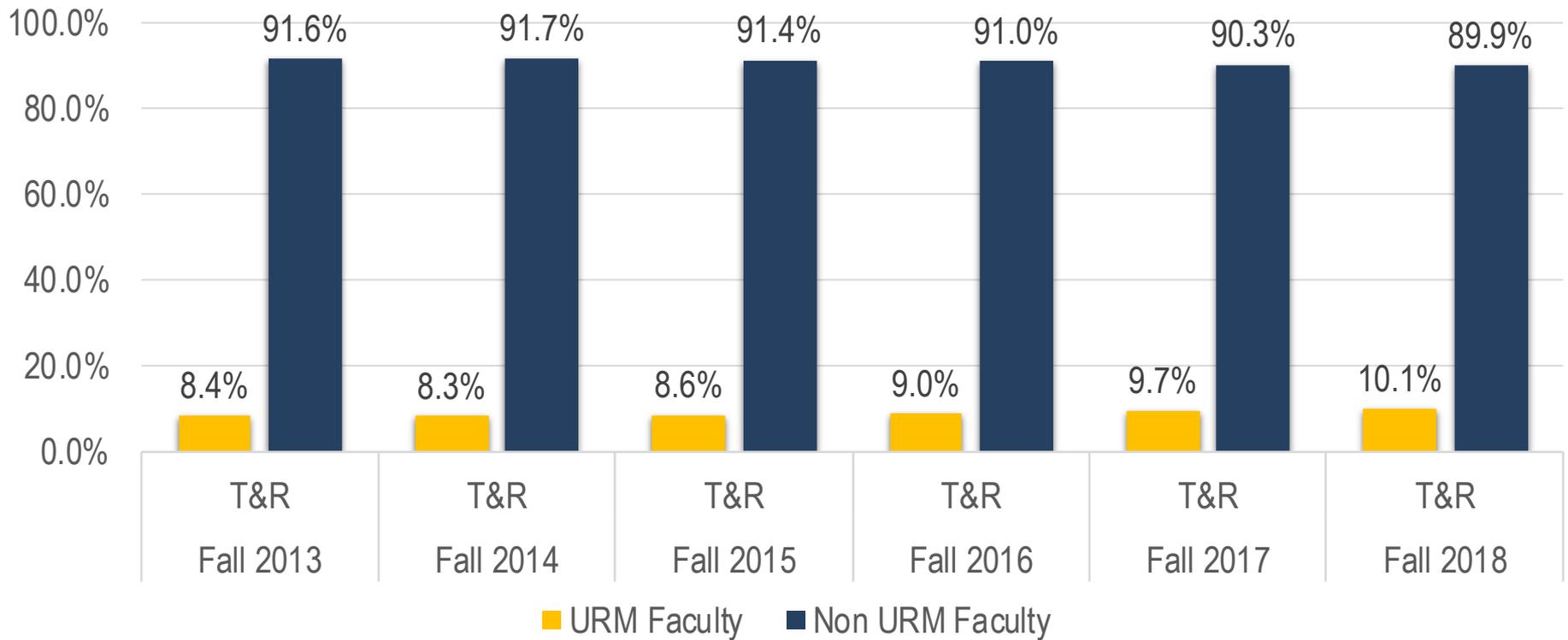
Fall 2013 to 2018

Race / Ethnicity	5 YR Change	Indicator
White	-3.6 pp	Red Arrow Down
Black/ African Am	1.5 pp	Green Arrow Up
Asian	1 pp	Green Arrow Up



Source: Office of Planning and Decision Support, October 2018. Based on Fall Census data, HRIS extract.

T&R Faculty Underrepresented Minority¹ Fall 2013 to Fall 2018



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.

Adjunct Faculty by Race / Ethnicity

Fall 2013 to 2018

Black/African Am

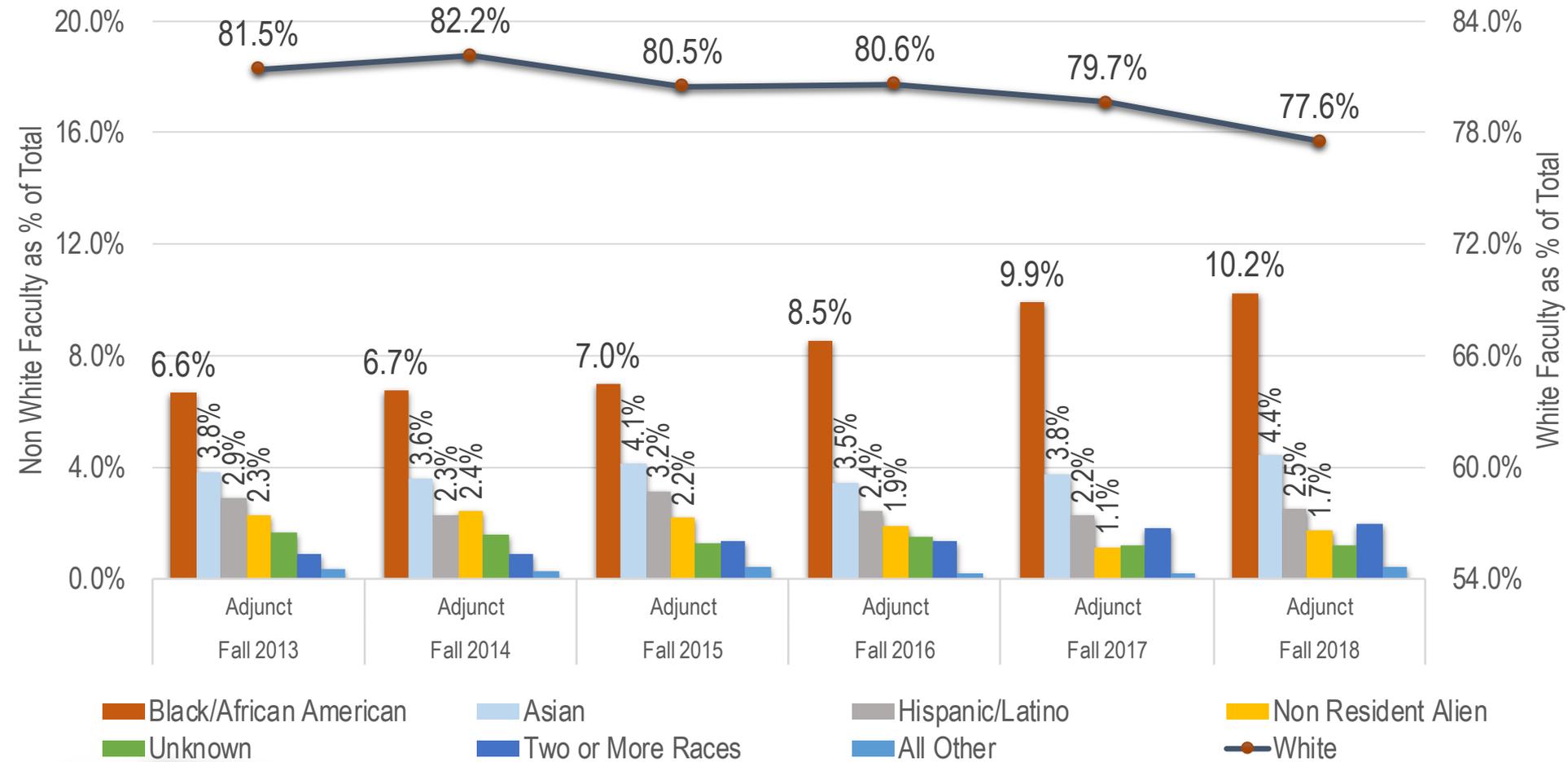
5 YR
Change

3.6 pp

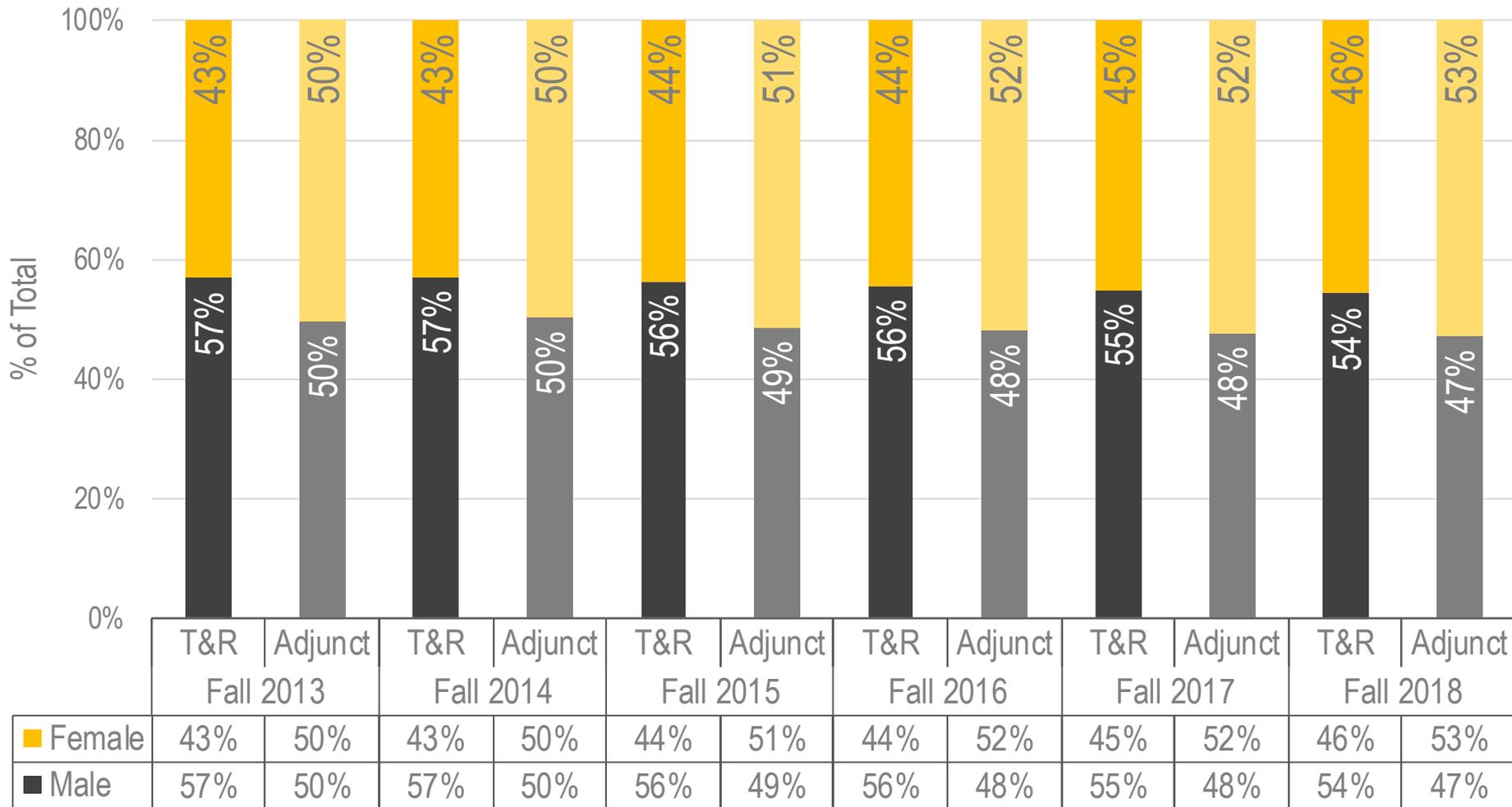


White

3.9 pp

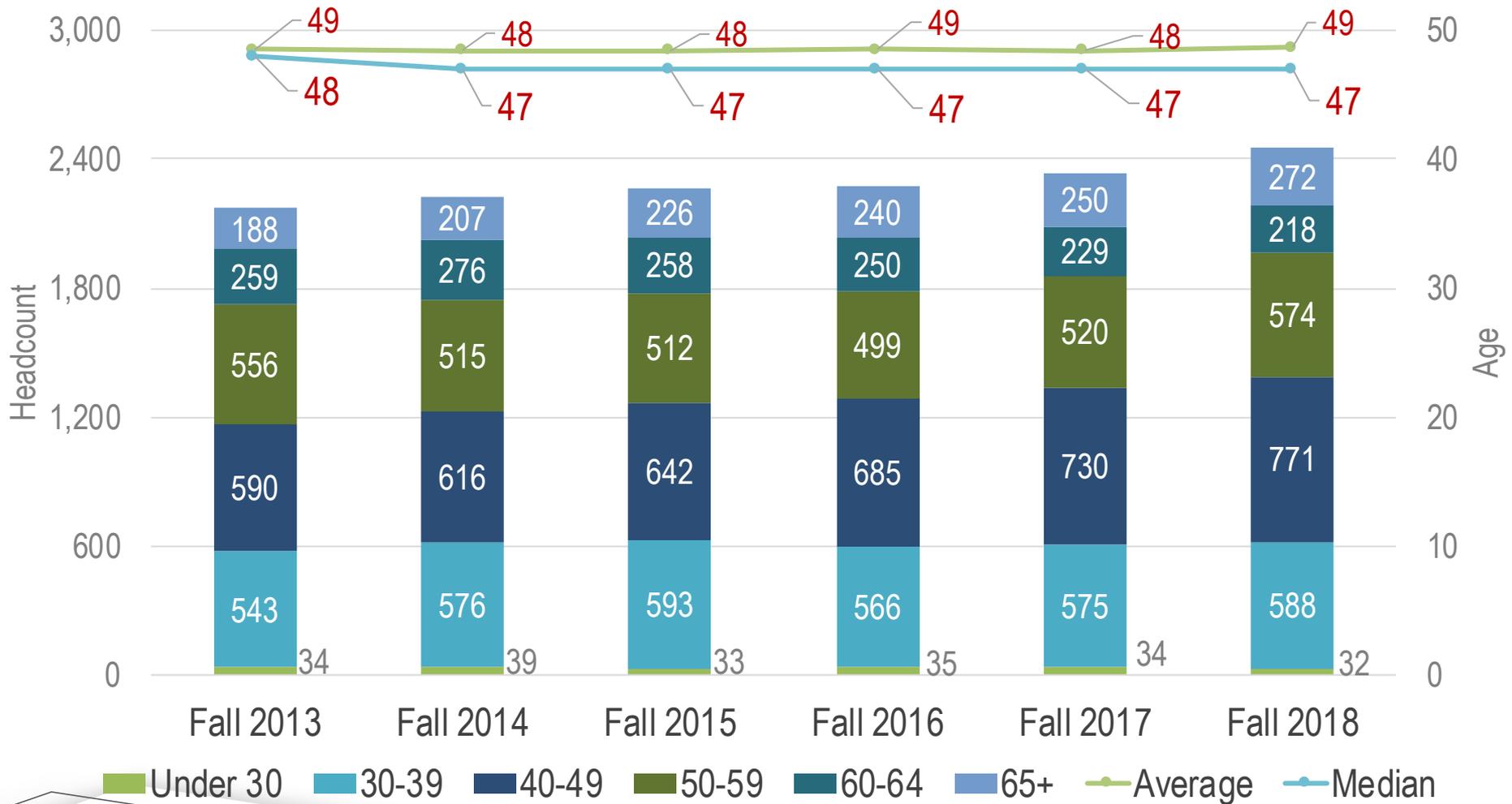


Faculty by Gender Fall 2013 to 2018



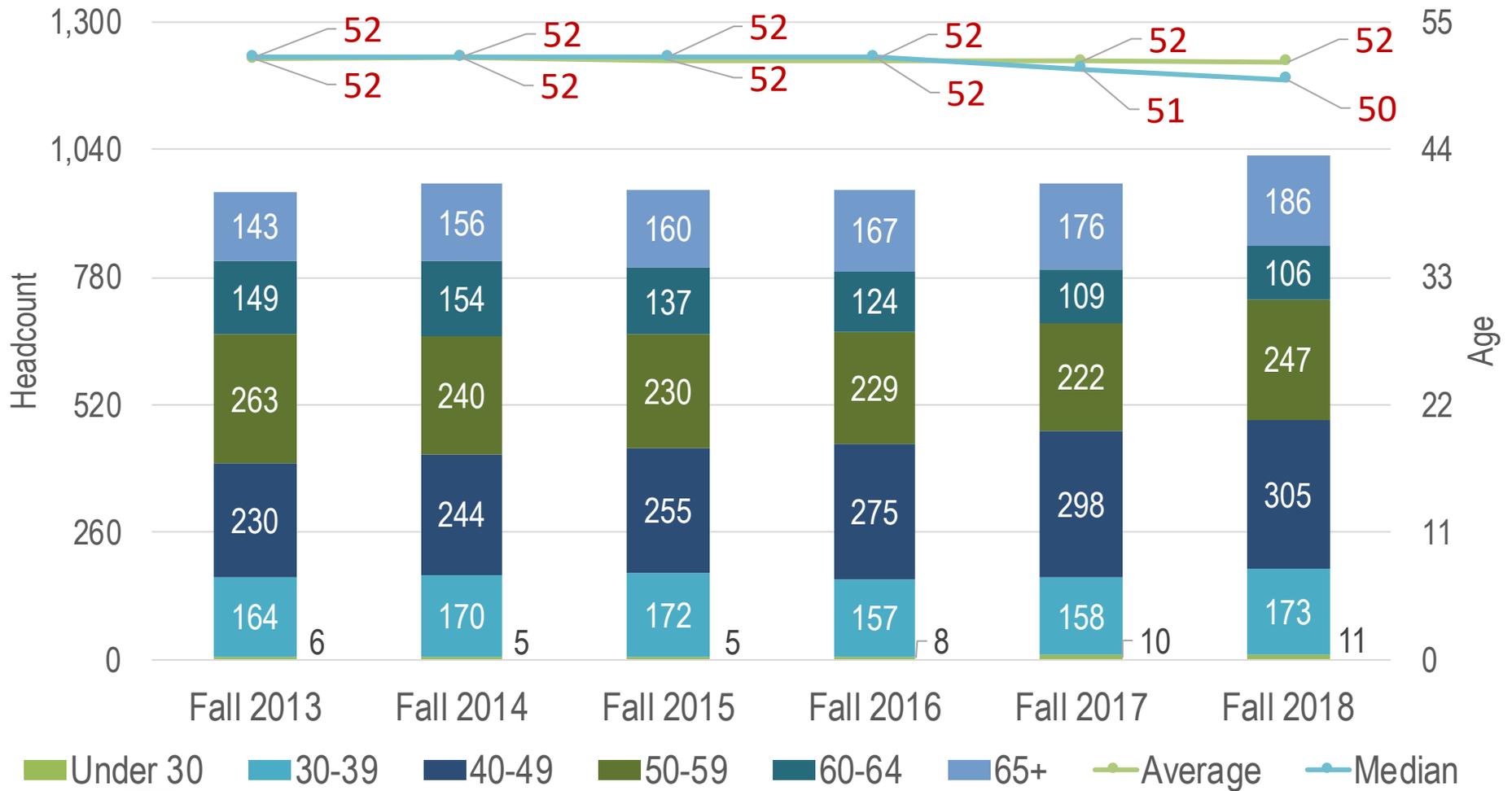
T&R Faculty – Fall 2013 to 2018

By Age



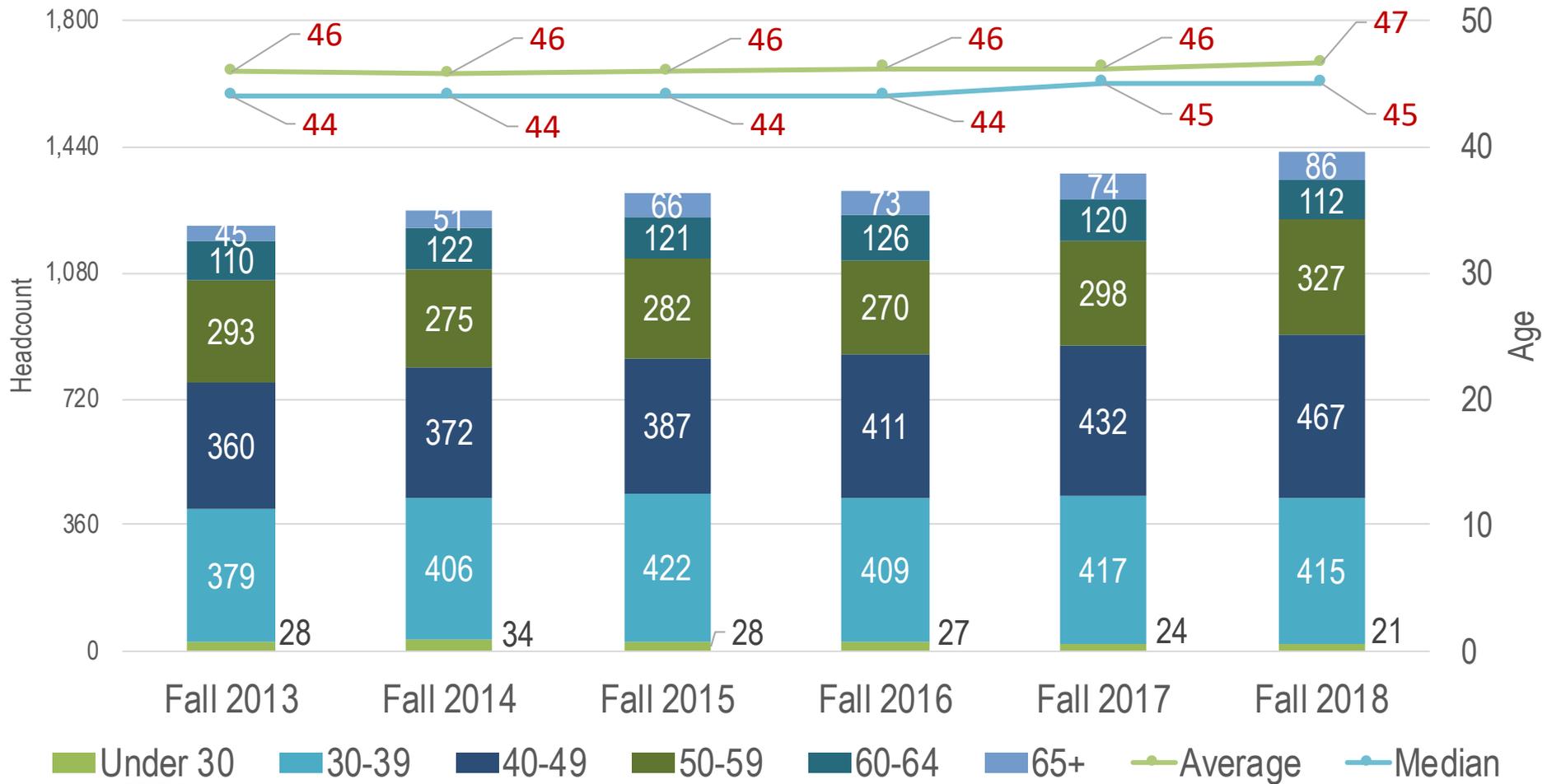
T/TT T&R Faculty – Fall 2013 to 2018

By Age



Term Faculty – Fall 2013 to 2018

By Age





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By Rank

T&R Faculty by Rank

Fall 2013 to 2018

Professor

5 YR
Change

0 pp



Assoc. Prof.

3 pp



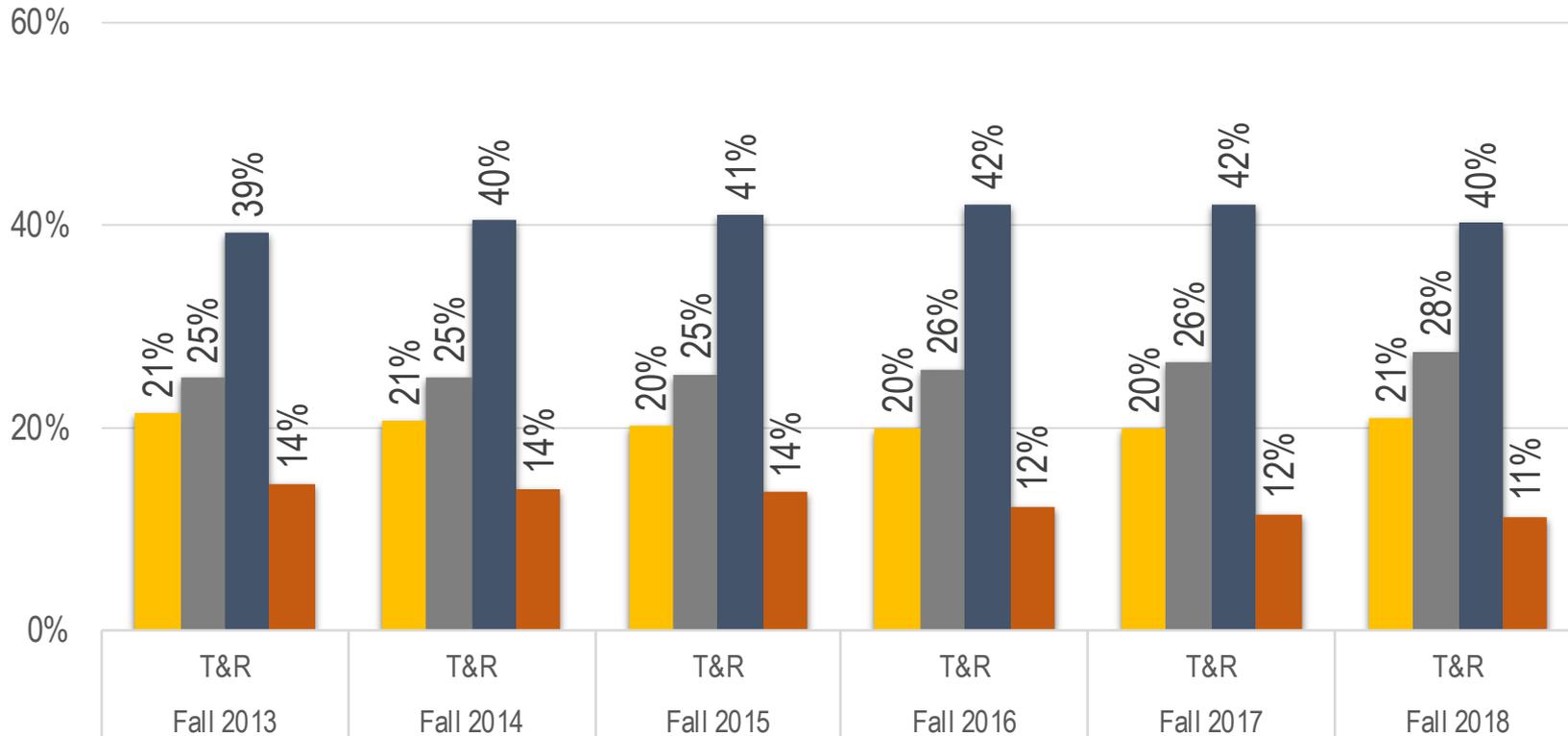
Assist. Prof.

1 pp



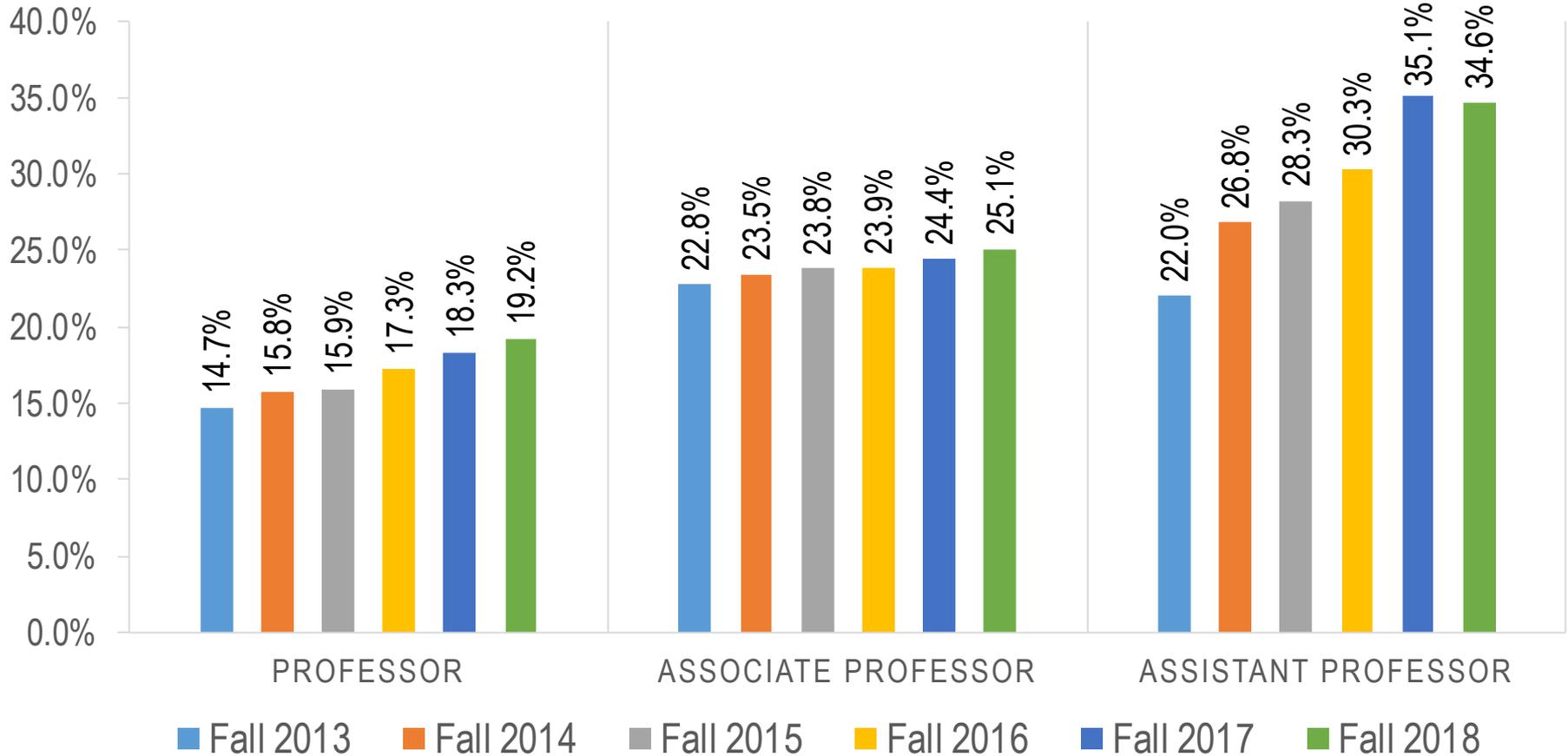
Instructor

-3 pp



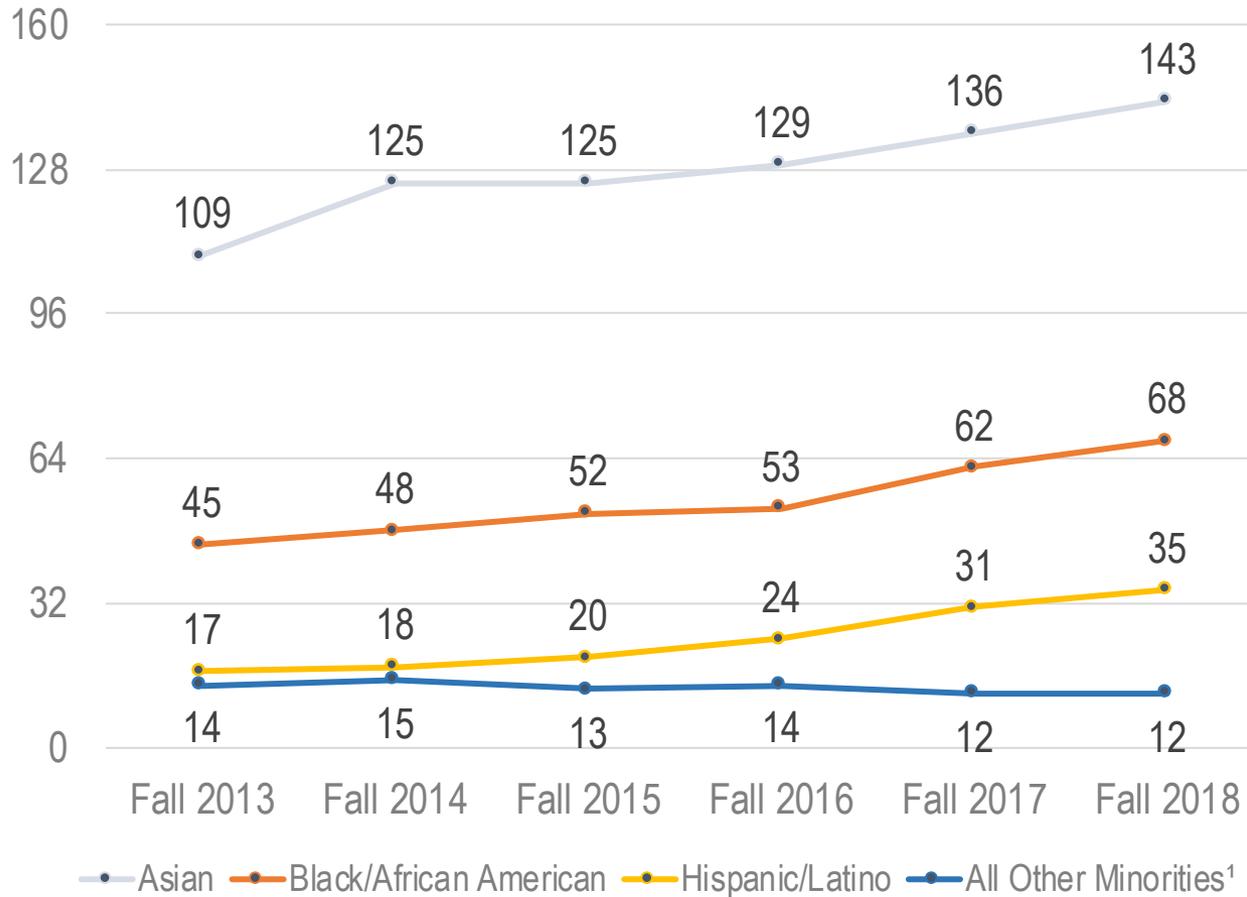
■ Professor
 ■ Associate Professor
 ■ Assistant Professor
 ■ Instructor

T/TT T&R Minority¹ Faculty Fall 2013 to Fall 2018



¹ Minorities include American Indian/Alaskan Native, Asian, Black/African American, Hawaiian/Pacific Islander, Hispanic/Latino, and 2 or More Races.

T/TT T&R Minority Faculty by Race / Ethnicity Fall 2013 to 2018



One Year Difference

Asian:	+10%
Black/African American:	+10%
Hispanic/Latino:	+13%
All Other Minorities ¹ :	0.0%

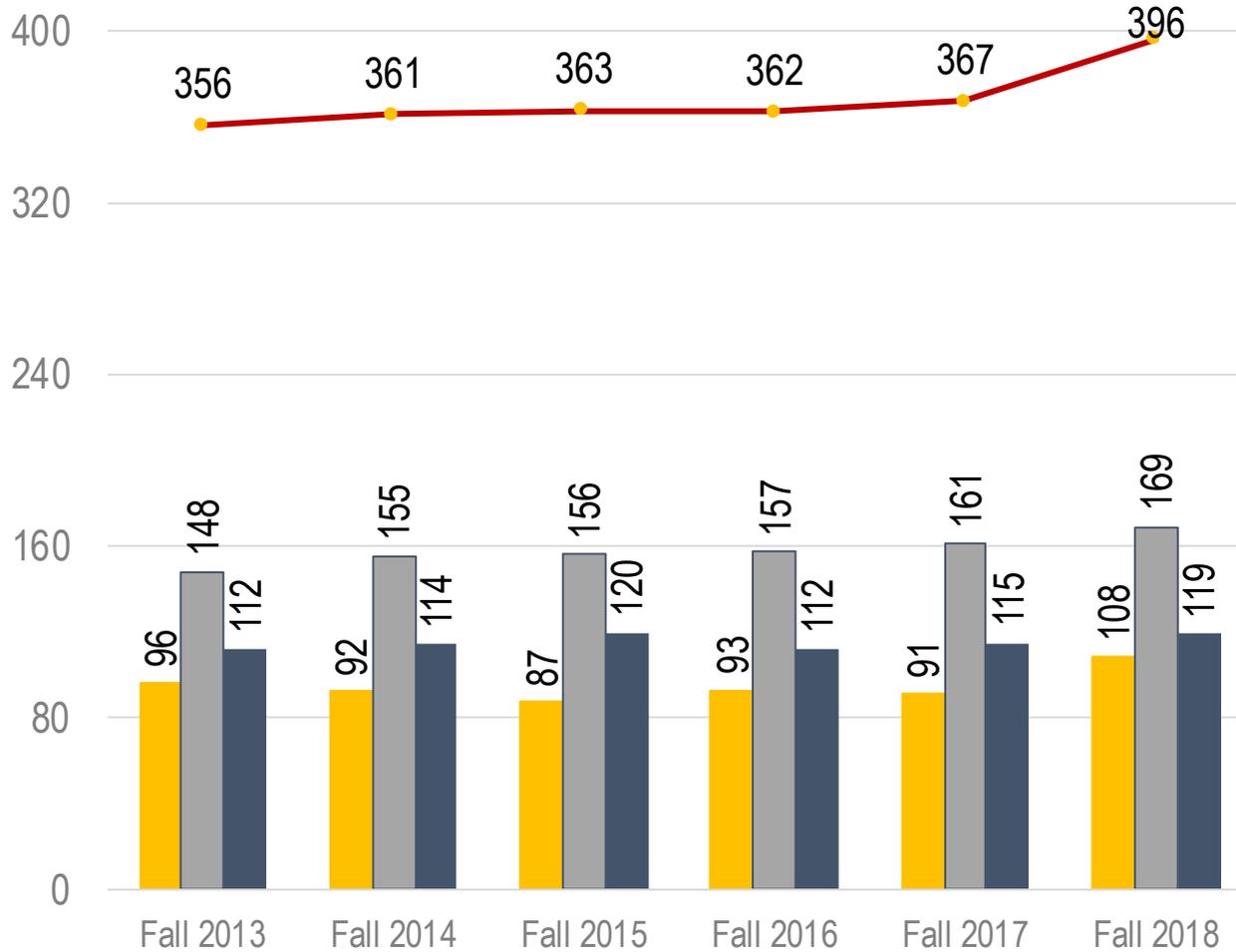
Five Years Difference

Asian:	+31%
Black/African American:	+51%
Hispanic/Latino:	+106%
All Other Minorities ¹ :	-14%

¹ All Other Minorities include American Indian / Alaskan Native, Hawaiian / Pacific Islander, and Two or More Races.

T/TT T&R Female Faculty by Rank

Fall 2013 to 2018



One Year Difference

Professor:	+18.6%
Assoc. Professor:	+4.9%
Assist. Professor:	+3.5%

Five Years Difference

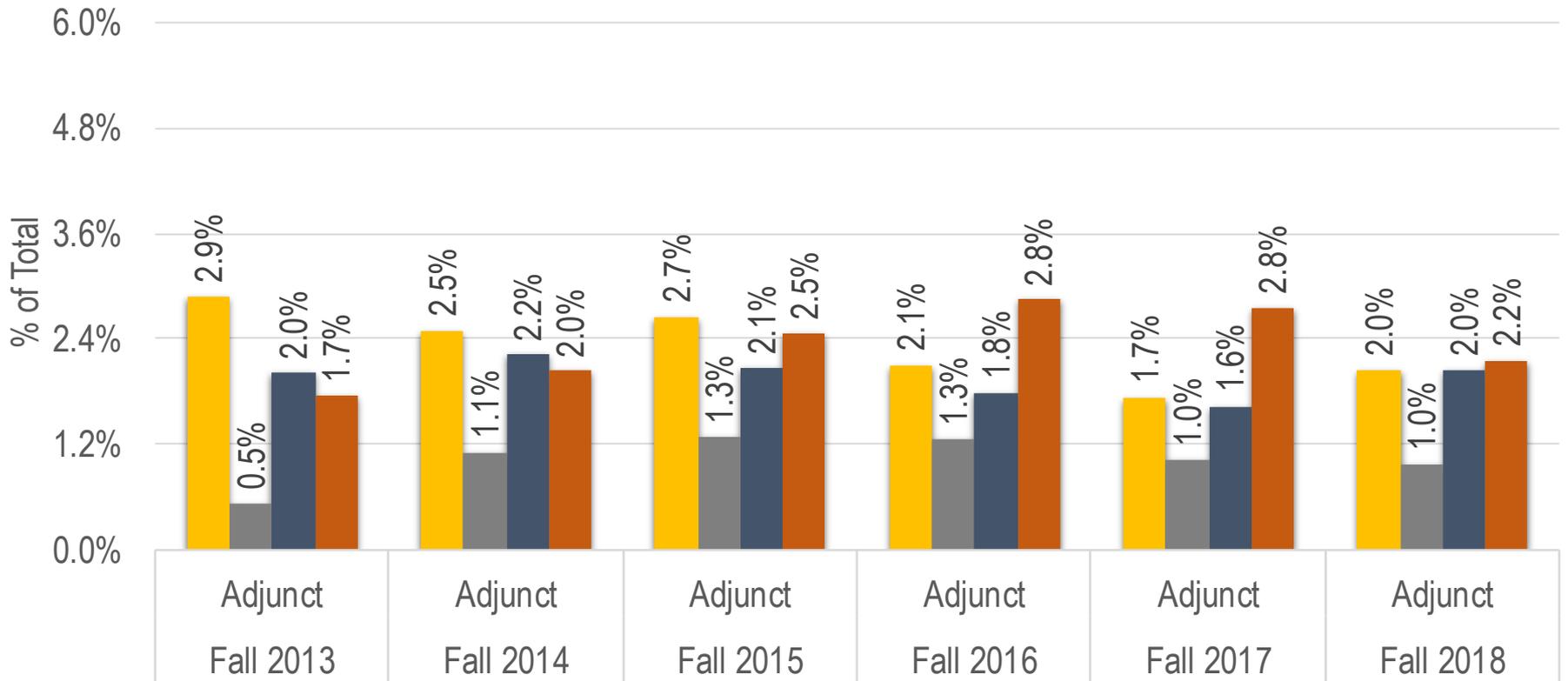
Professor:	+12.5%
Assoc. Professor:	+14.1%
Assist. Professor:	+6.3%

■ Professor
 ■ Associate Professor
 ■ Assistant Professor
 —●— Total

Adjunct Faculty by Rank

Fall 2013 to 2018

	5 YR Change	
Professor	-1 pp	
Assoc. Prof.	0.5 pp	
Assist. Prof.	0 pp	
Instructor	0 pp	



■ Professor
 ■ Associate Professor
 ■ Assistant Professor
 ■ Instructor

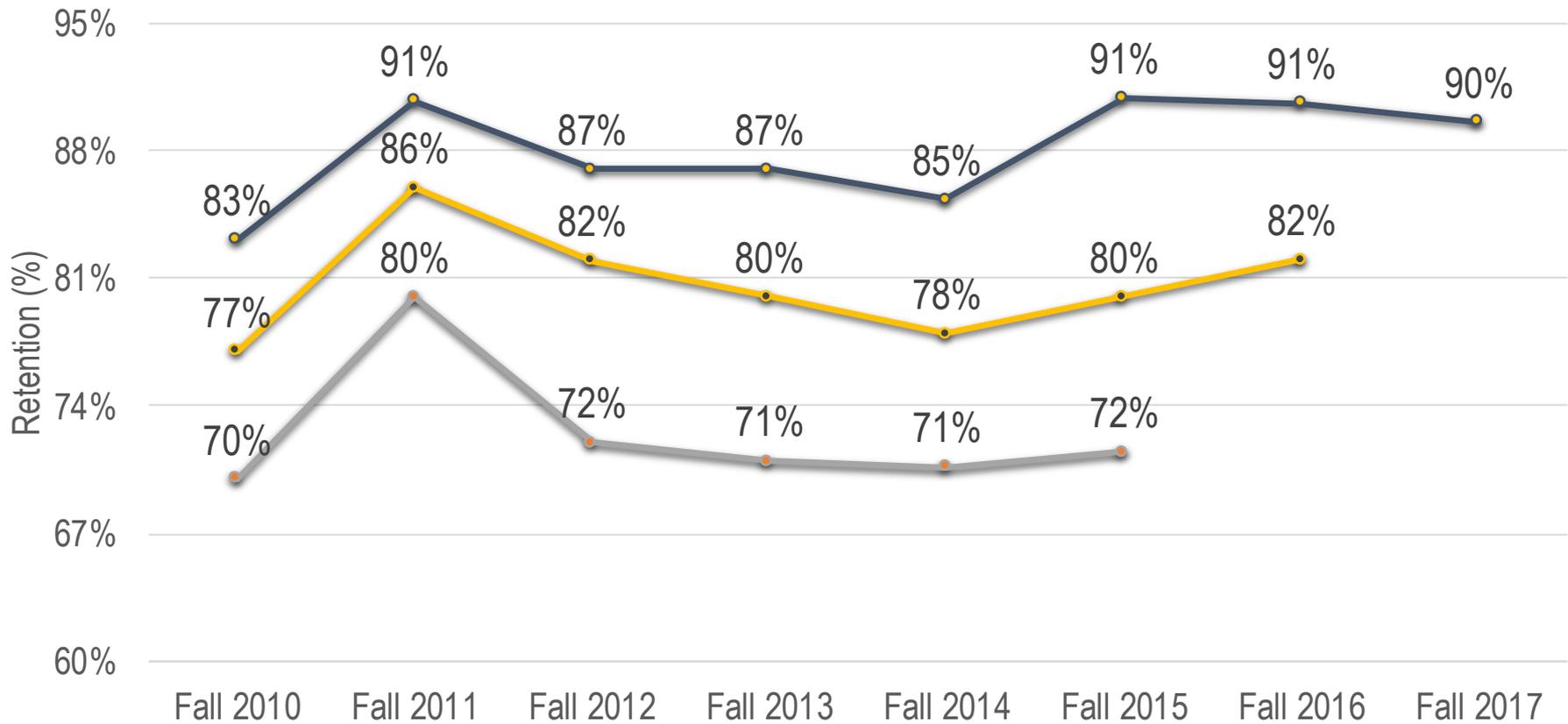


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T&R Retention and Turnover

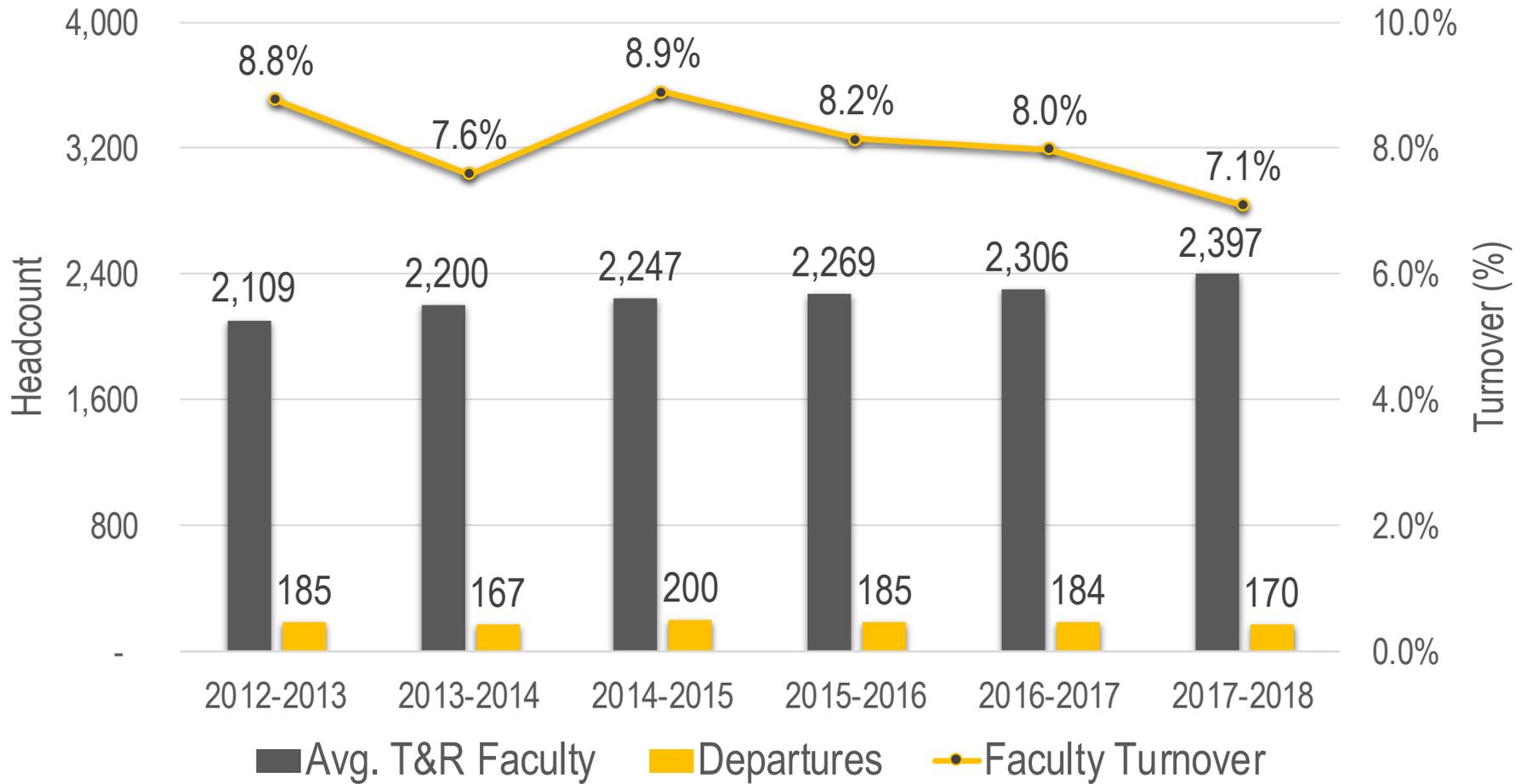
T&R Faculty Retention

New Faculty Fall Cohorts¹ 2010 to 2017



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 more than a year after departure are excluded from new faculty cohorts.

T&R Faculty Turnover 2012-13 to 2017-18

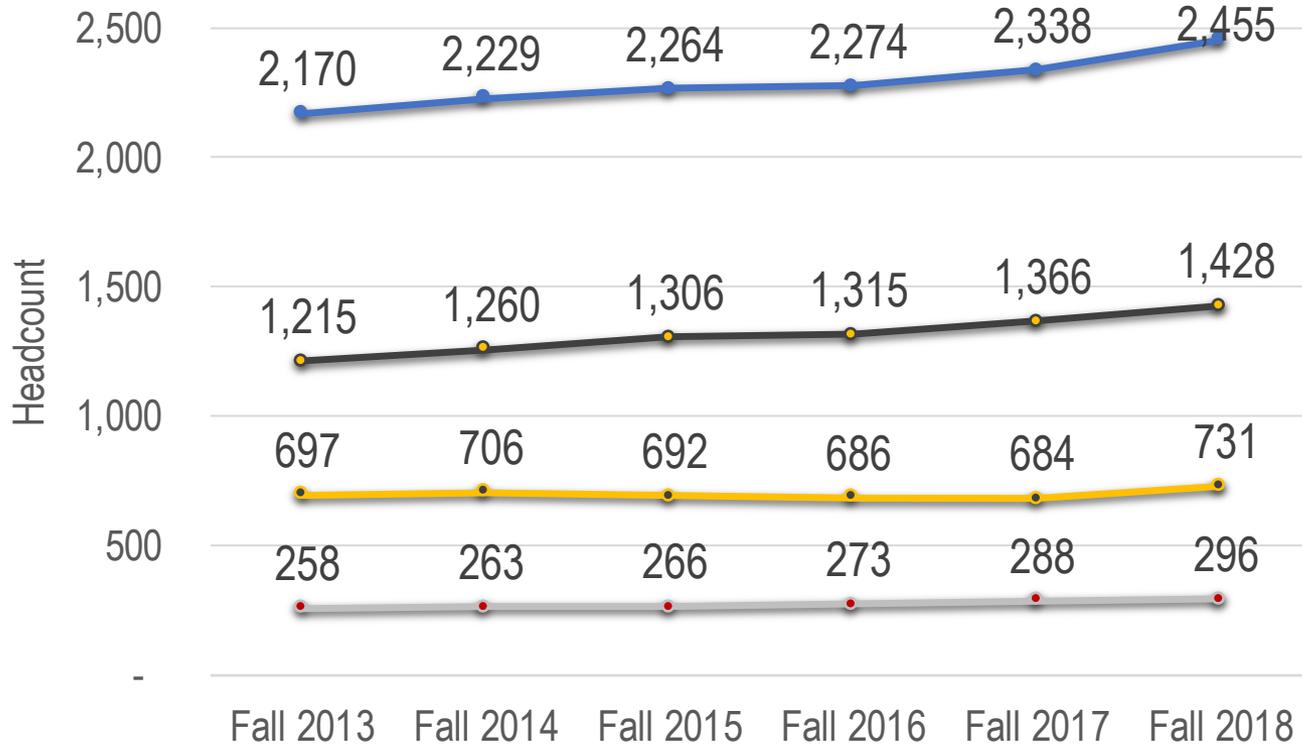




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T&R by Tenure Status

T&R Faculty by Tenure Status Fall 2013 to 2018



One-Year Difference

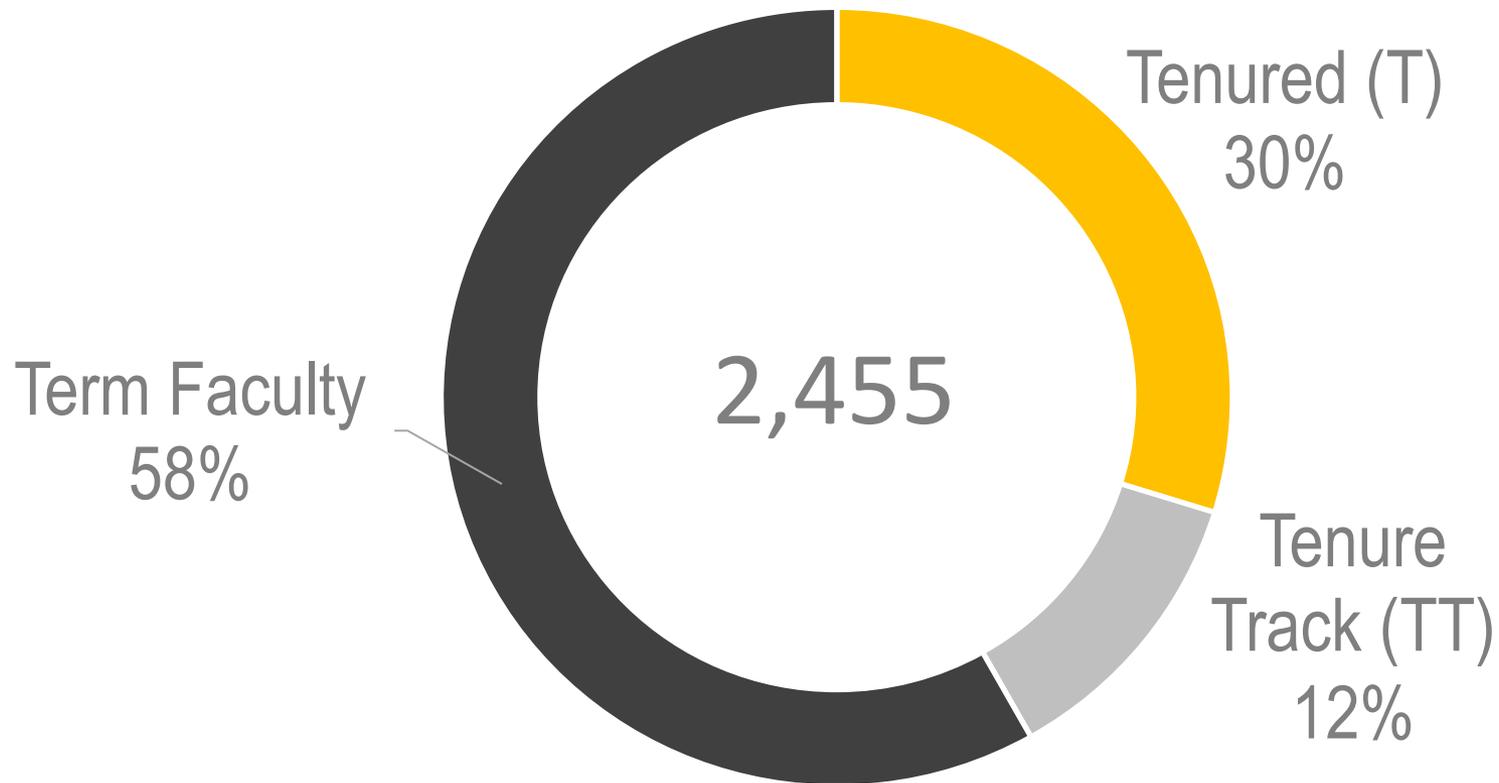
Total:	+5.1%
Tenured:	+6.9%
Tenure Track:	+2.8%
Term Faculty:	+4.5%

Five-Years Difference

Total:	+13.1%
Tenured:	+4.9%
Tenure Track:	+14.7%
Term Faculty:	+17.5%

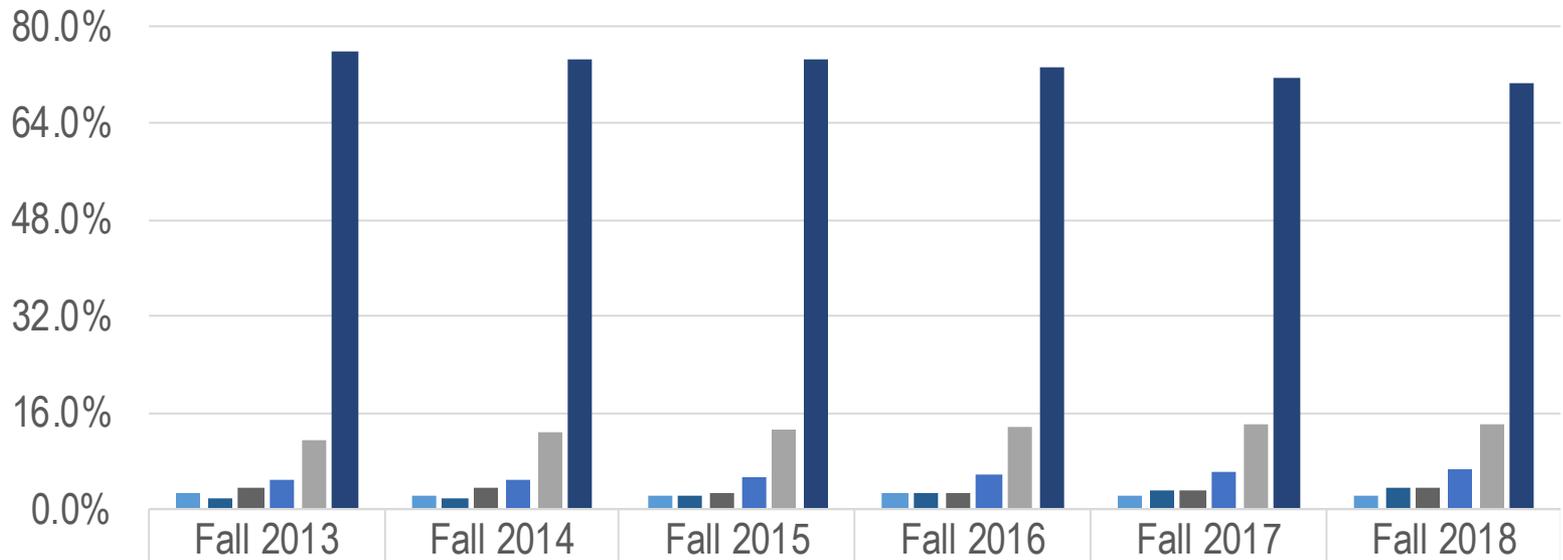
● Tenured (T)
 ● Tenure Track (TT)
 ● Non-Tenure Track (NTT)
 ● Total

Full-time T&R – Fall 2018 Percentage



T/TT T&R Faculty - Race / Ethnicity

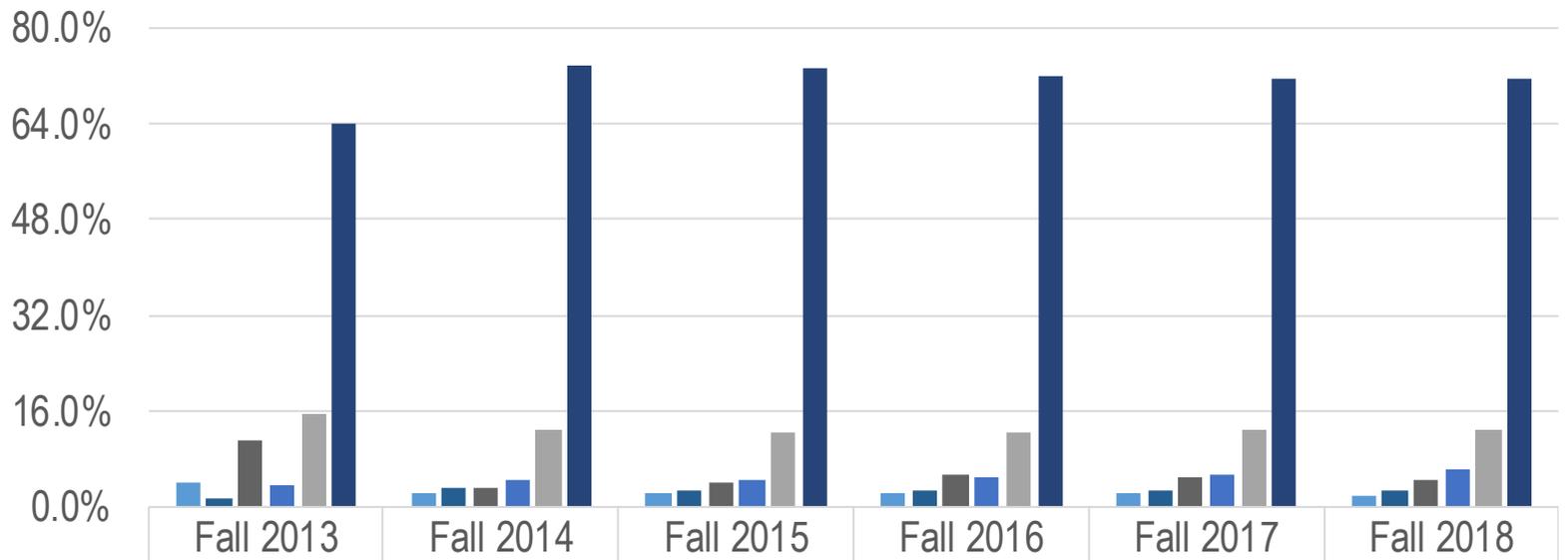
Fall 2013 to Fall 2018



	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018
All Other	2.5%	2.3%	2.3%	2.7%	2.2%	2.0%
Hispanic/Latino	1.8%	1.9%	2.1%	2.5%	3.2%	3.4%
International	3.6%	3.4%	2.8%	2.8%	2.9%	3.5%
Black/African American	4.7%	5.0%	5.4%	5.5%	6.4%	6.6%
Asian	11.4%	12.9%	13.0%	13.5%	14.0%	13.9%
White	76.0%	74.6%	74.3%	73.0%	71.4%	70.5%

Term Faculty - Race / Ethnicity

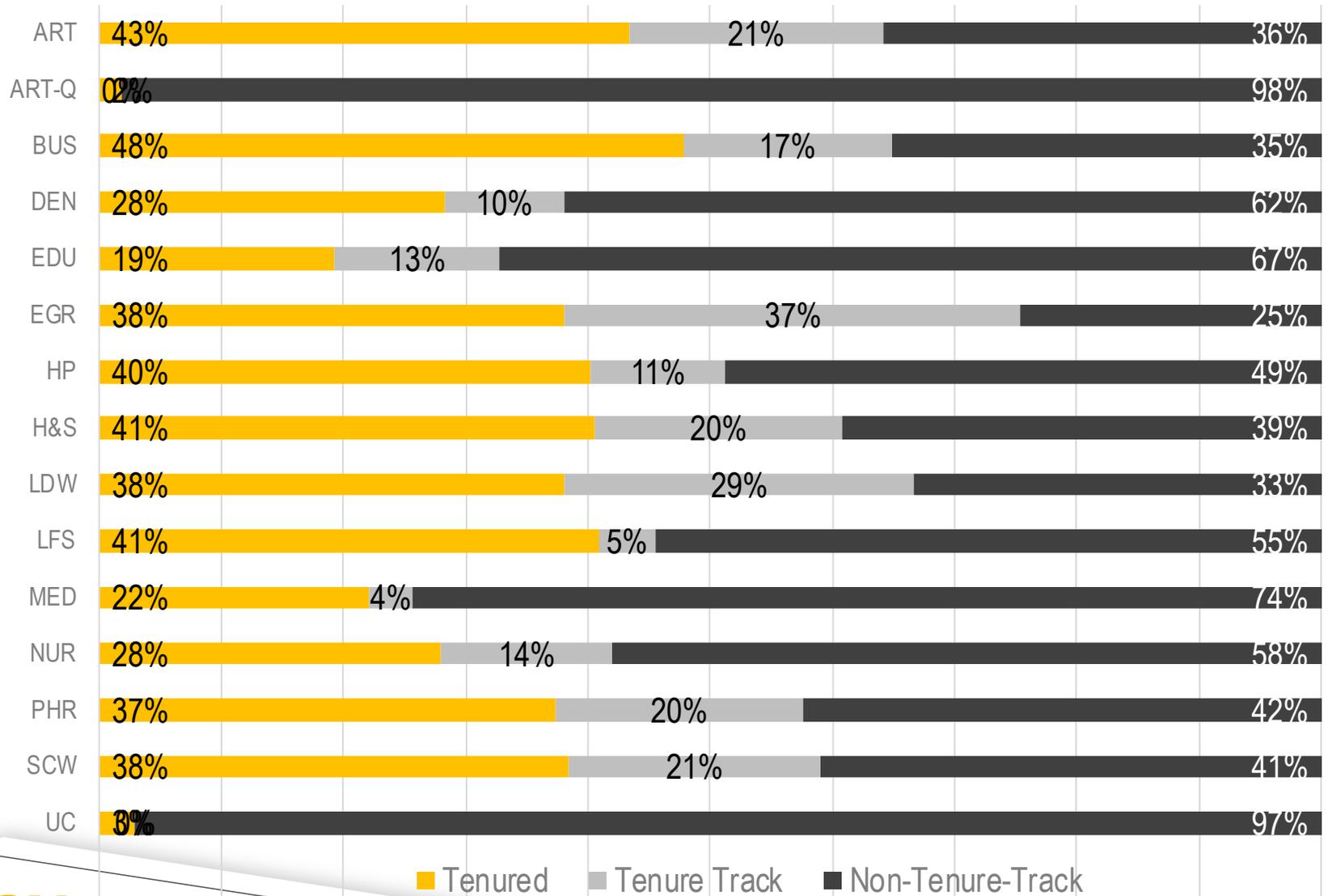
Fall 2013 to Fall 2018



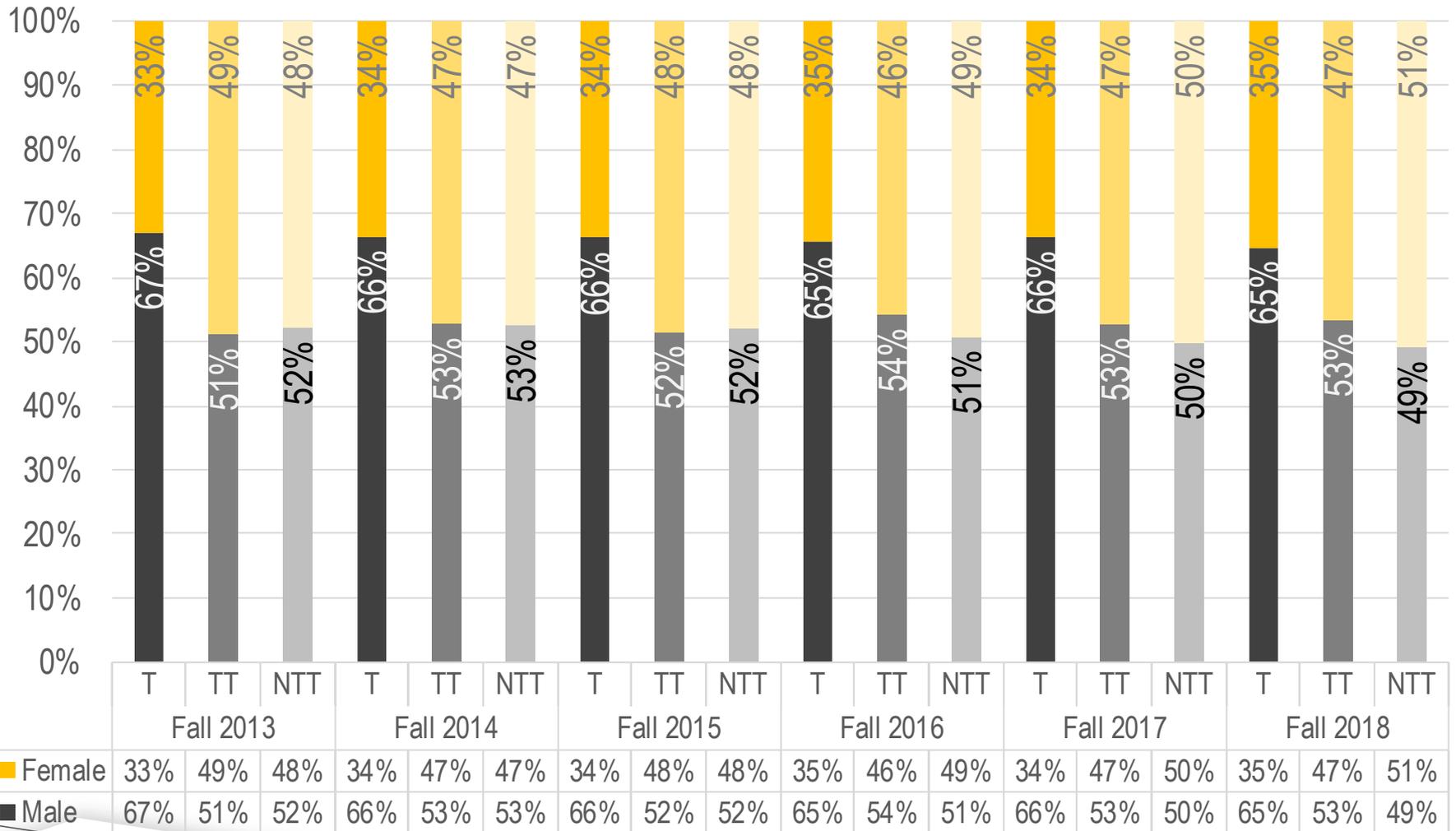
All Other	4.3%	2.4%	2.5%	2.5%	2.1%	2.0%
Hispanic/Latino	1.6%	3.1%	2.9%	2.8%	2.9%	2.6%
International	11.2%	3.2%	4.3%	5.3%	5.1%	4.7%
Black/African American	3.5%	4.5%	4.7%	5.1%	5.4%	6.2%
Asian	15.5%	13.0%	12.6%	12.5%	12.8%	13.0%
White	64.0%	73.8%	73.1%	71.8%	71.7%	71.5%

Full-time T&R - Fall 2018

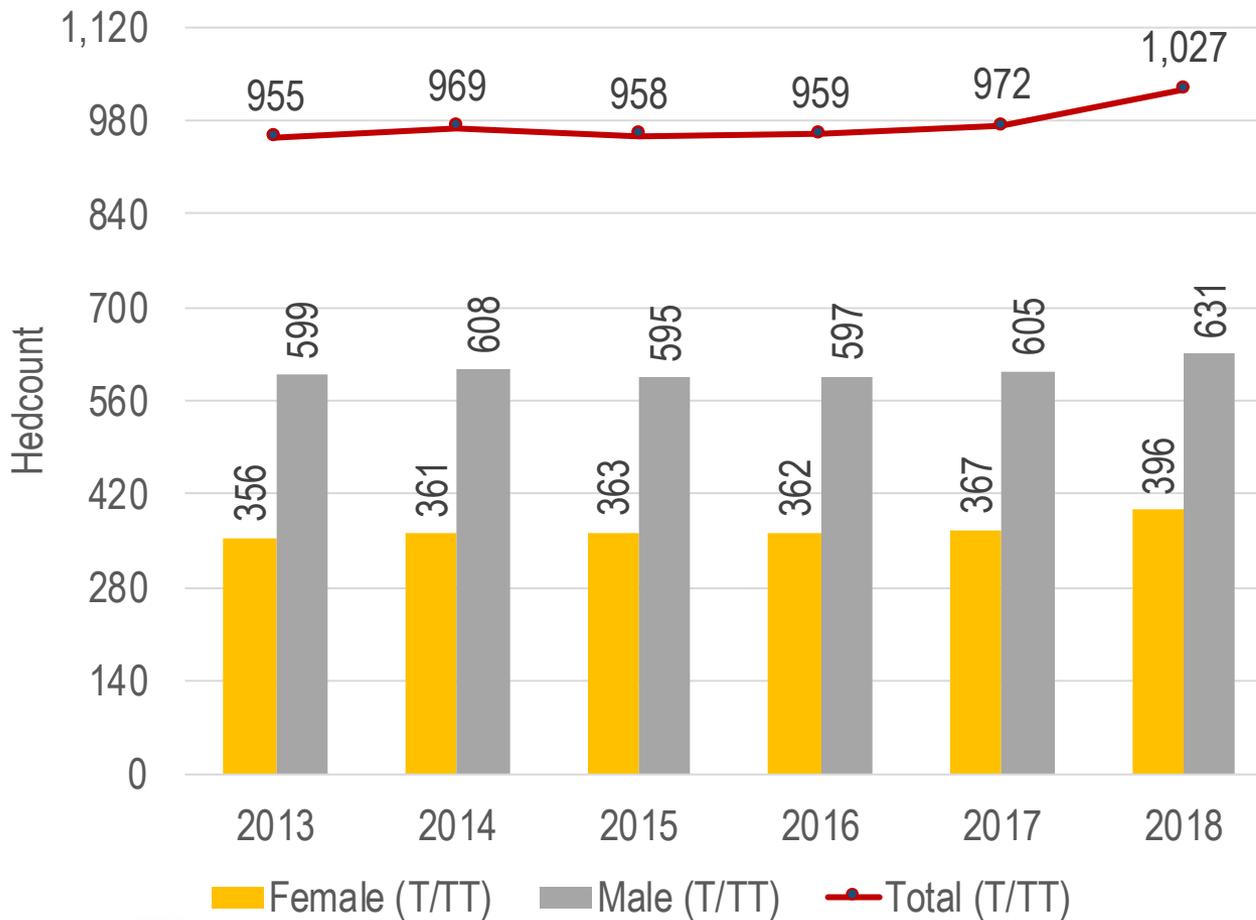
by Academic Unit



T&R Faculty by Gender & Tenure Status Fall 2013 to 2018



T/TT T&R Faculty by Gender Fall 2013 to Fall 2018



One Year Difference

Overall T/TT: **+5.7%**
 Female T/TT: **+7.9%**
 Male T/TT: **+4.3%**

Five Years Difference

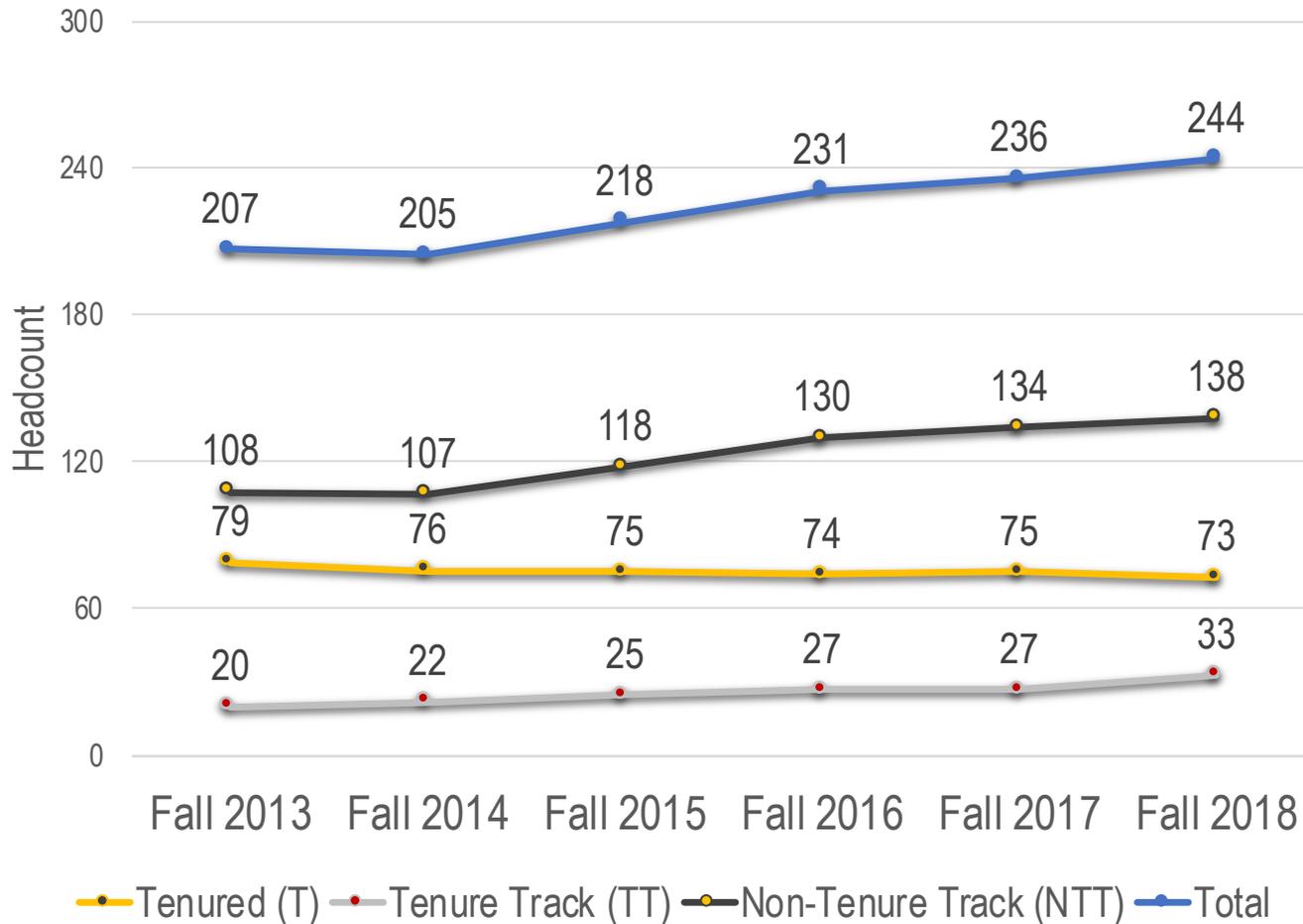
Overall: **+7.5%**
 Female T/TT: **+11.2%**
 Male T/TT: **+5.3%**



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STEM

T&R Female Faculty¹ in STEM Disciplines Fall 2013 to 2018



One-Year Difference

Overall:	+3.4%
Tenured:	-2.6%
Tenure Track:	+22.2%
Term Faculty:	+3.0%

Five-Years Difference

Overall:	+17.9%
Tenured:	-7.6%
Tenure Track:	+65%
Term Faculty :	+27.8%

¹ T&R Female Faculty in STEM fields excludes faculty who hold primarily administrative positions or reside in administrative units.