

**ASJMC Faculty Diversity Survey
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N=32 programs

Total faculty 825

- Permanent 522 (63.3%) (either with tenure, in a position that could lead to tenure or a position considered full-time)
- Temporary 303 (36.7%) (not tenured or on a tenure track, regular non-full-time faculty)

Males still outnumber females, but not by as much

- 477 male (57.8%)
- 348 female (42.2%)
- About the same male/female ratio for permanent and temporary faculty

Faculty is still largely white

- 671 white (81.3%)
- 154 nonwhite (18.7%)

And when we look at gender and race together, male faculty more likely to be white than their female counterparts

- 83.2% of all male faculty are white, 78.7% of female faculty are white
- of permanent male faculty, 82.4% are white, and 84.7% of temporary male faculty are white
- of permanent female faculty, 76.3% are white, and 82.7% of temporary female faculty are white

When we look at rank, generally the higher the rank, the more likely it is that faculty are male and white. The exception is at the rank of Instructor, which is commonly a rank used for temporary faculty more than for full-time.

Instructor

10 non-white (14.3%)	male 48.3%
60 white (85.7)	female 51.7%

Assistant Professor

55 non-white (30.7%)	male 51.7%
124 white (69.3%)	female 48.3%

Associate Professor

29 non-white (20.9%)	male 55.9%
110 white (79.1%)	female 44.1%

Professor

11 non-white (8.9%)	male 73.0%
113 white (91.1%)	female 27.0%

So let's look at the faculty who are non-white. Looking at permanent and temporary faculty together, African-Americans account for the largest percentage. But Asia-Pacific faculty account for the largest percentage of permanent male faculty, while African-Americans account for the largest number and percentage of temporary faculty. Among female faculty, African-Americans account for the largest number and percentage of both permanent and temporary faculty.

Male faculty total

- African-American 35.0%
- Hispanic 20%
- Asia-Pacific 25%
- Native American 6.3%
- Other international 12.5%

Permanent male faculty

- African-American 29.6%
- Hispanic 14.8%
- Asia-Pacific 33.3%
- Native American 5.6%
- Other international 16.7%

Temporary male faculty

- African-American 46.2%
- Hispanic 30.8%
- Asia-Pacific 7.7%
- Native American 7.7%
- Other international 7.7%

Female faculty total

- African-American 40.5%
- Hispanic 13.5%
- Asia-Pacific 24.3%
- Native American 8.1%
- Other international 13.5%

Permanent female faculty

- African-American 35.5%
- Hispanic 11.8%
- Asia-Pacific 29.4%
- Native American 11.8%
- Other international 11.8%

Temporary female faculty

- African-American 52.2%
- Hispanic 17.4%
- Asia-Pacific 13.0%
- Native American 0
- Other international 17.4%

What about these “other international” faculty?

- 51 of 825 were born and reared in a country other than the USA
- Korea, China and India were the only countries in double-digit percentages: together they accounted for 19 of the 51 (37.3%)

What constitutes diversity to these 32 respondents?

- Race 100%
- Ethnicity 93.8%
- Gender 90.6%
- International origin 62.5%
- Sexual orientation 34.4%
- Marital status 3.1%

A very small number of the 32 responding programs said they were affected by a state ban on affirmative action:

- 93.5% not affected by a ban
- 6.5% affected