

An inclusive dream runs through the faculty, but which faculty?

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Program presented at the AAC&U 2018 Annual Meeting, Washington, DC

The Dream of Inclusive Campuses



How Do Faculty Help Us Realize the Dream?

- Teaching
- Researching
- Serving
- Governing/ curriculum
- Being
- Connecting
- Changing
- Learning
- Questioning
- Helping

What We Recognize

- The dream is not yet realized
- Achieving the dream takes planning
- Our path forward is not always clear
- Data we've collected and have access to may give us a glimpse into our possible futures

3 Faculty Profiles

- 1. Faculty of the Future**
Projected faculty characteristics in ~10 years
- 2. Faculty at Inclusive Institutions**
Faculty at 50 highest score NSSE institutions
- 3. Inclusive Faculty**
1,000 highest scoring faculty on FSSE

What do you mean "inclusive"?

For faculty

- Including inclusive practices in coursework
- Structuring courses with inclusive learning and development in mind
- Valuing reflective and integrative learning activities
- Providing opportunities for students to engage in discussions with people who are different from them

For institutions

- Coursework that emphasizes inclusive practices
- Perceiving institutional support for inclusion and students' overall wellbeing and sense of belonging
- Perceiving gains in personal and social development
- Participating in reflective and integrative learning activities
- Having opportunities to engage in discussions with diverse others
- Having high-quality interactions with others on campus

Before We Present the Profiles...

1. Look at your handout
2. Estimate the profile of your institution's *current* faculty
3. Estimate what the profile of your institution's faculty will look like in *ten years*

Faculty of the Future

- Projections of the faculty profile for +10 years
- Data from the IPEDS Human Resources Survey and Bureau of Labor Statistics Occupational Employment Statistics
- Includes estimated descriptives of all faculty members at baccalaureate-granting institutions

Faculty of the Future

| | Percent | Representative? |
|-------|---------|-----------------|
| Women | 66 | +11% |
| Men | 34 | -11% |

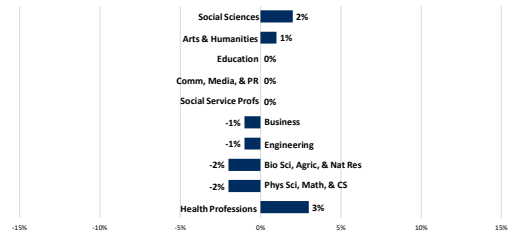
Faculty of the Future

| | Percent | Representative? |
|---|---------|-----------------|
| American Indian or Alaskan Native | 1 | +1% |
| Asian | 7 | +1% |
| Black or African American | 13 | +3% |
| Hispanic or Latino | 10 | +2% |
| Native Hawaiian or other Pacific Islander | < 1 | = |
| White | 60 | -8% |
| Multiracial | 2 | +1% |

Faculty of the Future

| | Percent | Representative? |
|---------------------|---------|-----------------|
| Full-time | 50 | -8% |
| Full Professor | 25 | -3% |
| Associate Professor | 22 | -2% |
| Assistant Professor | 25 | -2% |
| Lecturer/Instructor | 19 | +3% |
| Other | 2 | -3% |
| Part-time | 50 | +8% |

Faculty of the Future

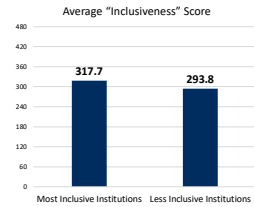


Faculty of the Future

- Talk to a neighbor
- What surprised you? Why?
- How is this profile similar/different to your institution's current and future profiles?

Faculty at Inclusive Institutions

- Demographics from 2016 IPEDS data
- 128 institutions from the 2017 NSSE administration that participated in the Inclusiveness and Engagement with Cultural Diversity Topical Module
- Most inclusive institutions includes 50 institutions with the highest combined score using a selection of scales and items (scores ranging from 0-480)



Faculty at Inclusive Institutions

| | Percent | Representative? |
|-------|---------|-----------------|
| Women | 57 | +2% |
| Men | 43 | -2% |

Faculty at Inclusive Institutions

| | Percent | Representative? |
|---|---------|-----------------|
| American Indian or Alaskan Native | <1 | = |
| Asian | 4 | -2% |
| Black or African American | 7 | -3% |
| Hispanic or Latino | 7 | -1% |
| Native Hawaiian or other Pacific Islander | <1 | = |
| White | 77 | +9% |
| Multiracial | 1 | = |

Faculty at Inclusive Institutions

| | Percent | Representative? |
|---------------------|---------|-----------------|
| Full-time | 55 | -3% |
| Full Professor | 25 | -9% |
| Associate Professor | 29 | +5% |
| Assistant Professor | 32 | +5% |
| Lecturer/Instructor | 12 | -4% |
| Other | 2 | -3% |
| Part-time | 45 | +3% |

Faculty at Inclusive Institutions

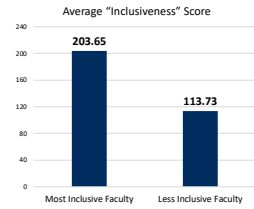
- What kinds of schools were the most inclusive?
 Compared to other institutions that participated in the NSSE ICD module, they were more likely to be
- Bachelor's-granting institutions with Arts & Sciences focus
 - Privately controlled
 - Smaller enrollment sizes
 - Less often located in New England
 - More often located in the Southeast

Faculty at Inclusive Institutions

- Talk to a neighbor
- What surprised you? Why?
- How is this profile similar/different to your institution's current and future profiles?

Inclusive Faculty

- Almost 5,000 faculty from the 2017 FSSE administration at institutions that participated in the Inclusiveness and Engagement with Cultural Diversity Topical Module
- Most inclusive faculty includes 1,000 faculty members with the highest combined score using a selection of scales and items (scores ranging from 0-240)



Inclusive Faculty

| | Percent | Representative? |
|-------|---------|-----------------|
| Women | 60 | +5% |
| Men | 34 | -11% |

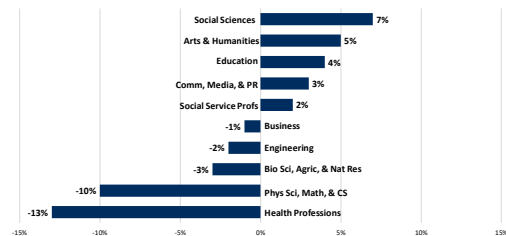
Inclusive Faculty

| | Percent | Representative? |
|---|---------|-----------------|
| American Indian or Alaskan Native | 1 | +1% |
| Asian | 7 | +1% |
| Black or African American | 4 | -6% |
| Hispanic or Latino | 3 | -5% |
| Native Hawaiian or other Pacific Islander | < 1 | = |
| White | 67 | -1% |
| Multiracial | 5 | +4% |

Inclusive Faculty

| | Percent | Representative? |
|---------------------|---------|-----------------|
| Full-time | 76 | +18% |
| Full Professor | 25 | -3% |
| Associate Professor | 24 | = |
| Assistant Professor | 27 | = |
| Lecturer/Instructor | 17 | +1% |
| Other | 7 | +2% |
| Part-time | 24 | -18% |

Inclusive Faculty






Inclusive Faculty

- Talk to a neighbor
- What surprised you? Why?
- How is this profile similar/different to your institution's current and future profiles?




Lessons and Questions

- What have you learned?
- What questions do you have for people on your campus?
- What questions do you have for us?



Thank you for joining us!



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