

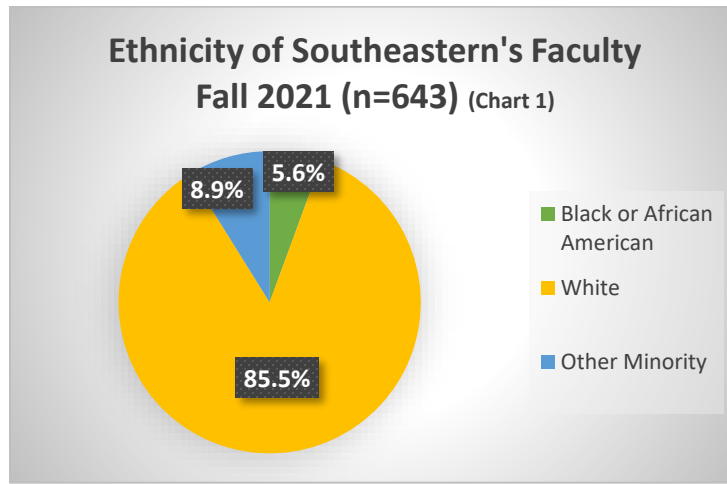
Office of Institutional Research

Ethnicity at Southeastern: How Diverse are Faculty & Staff? Fall 1996 – Fall 2021

Research Brief #38

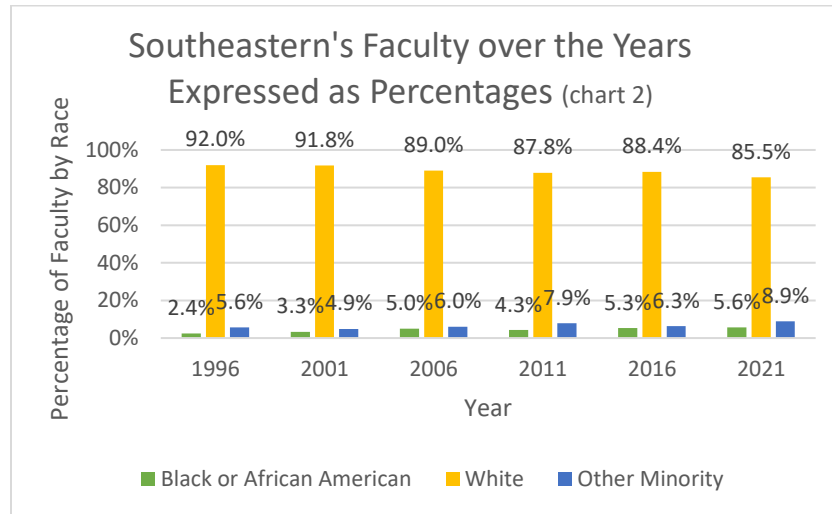
Spring 2022

Ethnicity of Southeastern's Faculty Members as of Fall 2021:



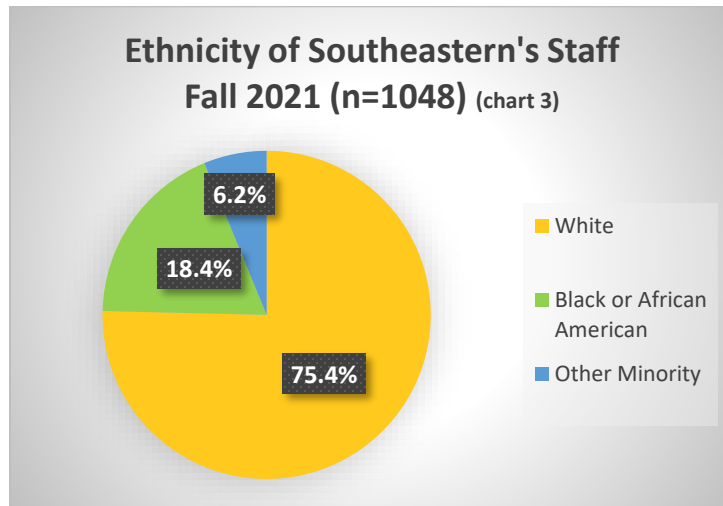
- ❖ Minorities represent a small percentage of Southeastern's faculty members. As shown Chart 1; 5.6% of faculty members are Black or African American while 8.9% of faculty members represent other minority groups such as Hispanic, Asian, Native American, Native Hawaiian/other Pacific Islander, and multiple races.
- ❖ The majority of Southeastern's faculty are White and they represent the remaining 85.5% (Chart 1).
- ❖ In Fall of 2021, male faculty who were considered minority represented approximately 14% of all male faculty (n=39/272) and female faculty who were minority represented approximately 15% of all female faculty (n=54/371). A noticeable increase from Fall of 1996 where minority male faculty represented approximately 9% of all male faculty (n=26/301) and minority female faculty represented approximately 7% of all female faculty (n=23/314).

How has the ethnicity of Southeastern's faculty changed over the years?



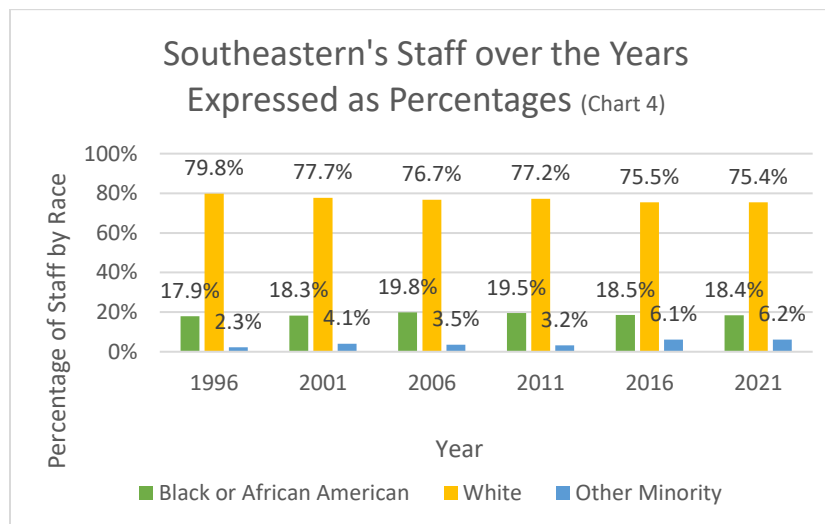
- ❖ The percentage of minority faculty at Southeastern has increased over the years since 1996 from approximately 8% (2.4% Black or African American and 5.6% other minority groups; n= 49 of 615 total faculty members) to approximately 15% (5.6% Black or African American and 8.9% other minority groups; n=93 of 643 total faculty members), (as shown in chart 2).
- ❖ The percentage of White faculty at Southeastern have decreased over the years comparatively from approximately 92% in 1996 (n= 566) to approximately 85.5% (n= 550) in 2021.
- ❖ Other minority groups has been increasing over the last five years due to the noticeable increase in Asian and Hispanic minority groups. (In a span of five years; the number of Asian faculty members increased from n=24 in 2016 to n=33 in 2021, and the number of Hispanic faculty members increased from n=11 in 2016 to n=21 in 2021).
- ❖ In a span of 25 years, Southeastern’s faculty became more diverse and the percentage of minority faculty has increased by approximately 7% from 1996 to 2021.

Ethnicity of Southeastern's Staff as of Fall 2021:



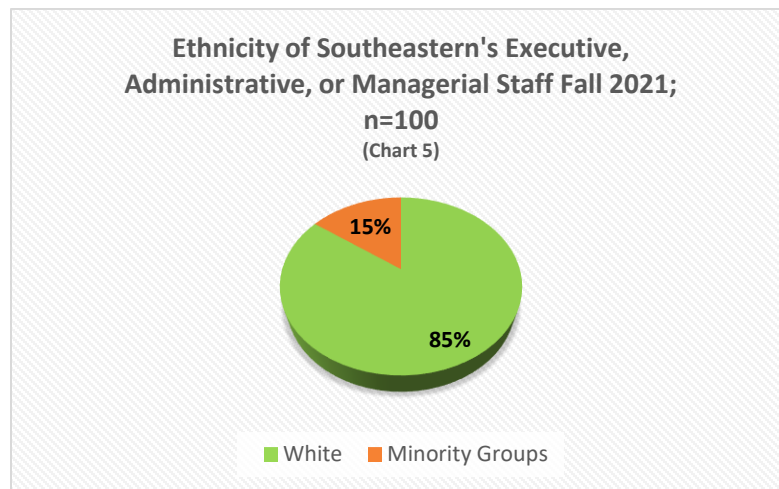
- ❖ Minorities represent a small percentage of Southeastern's staff members. As shown in Chart 3; 18.4% of staff members are Black or African American while 6.2% of staff members represent other minority groups such as Hispanic, Asian, Native American, Native Hawaiian/other Pacific Islander, and multiple races.
- ❖ The majority of Southeastern's staff are White and they represent the remaining 75.4%.

How has the ethnicity of Southeastern's staff changed over the years?



- ❖ The percentage of minority staff at Southeastern has increased over the years since 1996 from approximately 20.2% (17.9% Black or African American and 2.3% other minority groups; n= 202 of 1,000 total staff members) to approximately 24.6% (18.4% Black or African American and 6.2% other minority groups; n=258 of 1,048 total staff members).

- ❖ The percentage of White staff members at Southeastern have decreased over the years comparatively from approximately 79.8% in 1996 (n= 798) to approximately 75.4% (n= 790) in 2021.
- ❖ Other minority groups has been increasing over the last five years due to the noticeable increase in the Hispanic minority group. (In a span of five years; the number of Hispanic staff members increased from n=20 in 2016 to n=43 in 2021).
- ❖ In a span of 25 years, Southeastern’s staff became more diverse and the percentage of minority staff has increased by approximately 4.4% from 1996 to 2021.



- Of the hundred (100) positions classified as Executive, Administrative, or Managerial based on EEO-6 Classifications in Fall of 2021; (85%) are held by White staff members and (15%) are held by minority groups. The percentage of minorities in this category went up from (8%) in Fall of 1996.

Conclusion:

- The overall percentage of minority faculty as well as minority staff at all levels has increased since 1996 and it continues to increase; which aligns with one of Southeastern’s strategic priorities and its vision 2025 goal: “*The University will create an academic environment supported by well-qualified and diverse faculty and staff.*” It is evident that Southeastern continues to strive to achieve its goals to be more culturally and ethnically diverse.

Source: Institutional Research Office Personnel Extract Files Fall 1996-2021.