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

Tom Nelson Laird
Allison BrickLorenz
Samantha Silberstein

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

What do you mean “inclusive”? For faculty:

For faculty:
1. Including inclusive practices in coursework
2. Structuring courses with inclusive learning and development in mind
3. Valuing reflective and integrative learning activities
4. Providing opportunities for students to engage in discussions with people who are different from them

For institutions:
1. Coursework that emphasizes inclusive practices
2. Perceiving institutional support for inclusion and students’ overall wellbeing and sense of belonging
3. Perceiving gains in personal and social development
4. Participating in reflective and integrative learning activities
5. Having opportunities to engage in discussions with diverse others
6. Having high-quality interactions with others on campus

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
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

<table>
<thead>
<tr>
<th>Percent</th>
<th>Representative?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>66 +11%</td>
</tr>
<tr>
<td>Men</td>
<td>34 -11%</td>
</tr>
</tbody>
</table>

Faculty of the Future

<table>
<thead>
<tr>
<th>Percent</th>
<th>Representative?</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaskan Native</td>
<td>1 +1%</td>
</tr>
<tr>
<td>Asian</td>
<td>7 +1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>13 +3%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>10 +2%</td>
</tr>
<tr>
<td>Native Hawaiian or other Pacific Islander</td>
<td>&lt; 1 =</td>
</tr>
<tr>
<td>White</td>
<td>60 -8%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>2 +1%</td>
</tr>
</tbody>
</table>

Faculty of the Future

<table>
<thead>
<tr>
<th>Percent</th>
<th>Representative?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>50 -8%</td>
</tr>
<tr>
<td>Full Professor</td>
<td>25 -3%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>22 -2%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>25 -2%</td>
</tr>
<tr>
<td>Lecturer/Instructor</td>
<td>19 +3%</td>
</tr>
<tr>
<td>Other</td>
<td>2 -3%</td>
</tr>
<tr>
<td>Part-time</td>
<td>50 +8%</td>
</tr>
</tbody>
</table>

Arts & Humanities | 1%
Social Sciences | 2%
Business | 3%
Ed, Comm., Media, & Pr | 3%
Social Service Prof | 3%
Health Prof | 3%
Bio Sci, Agric, & Nat Res | 3%
Phys Sci, Math, & CS | 3%
Engineering | 3%
Health Prof | 3%
Social Science | 3%
Business | 3%
Commu Media | 3%
Math, Eng, & Comp Sci | 3%
Education | 3%
Health Prof | 3%
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)

Most Inclusive Institutions

Less Inclusive Institutions

Average “Inclusiveness” Score

Faculty at Inclusive Institutions

Percent Representative?

Women 57 +2%
Men 43 -2%

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%

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)

<table>
<thead>
<tr>
<th>Most Inclusive Faculty</th>
<th>Less Inclusive Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average “Inclusiveness” Score</td>
<td>203.65</td>
</tr>
</tbody>
</table>

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 | -9% |
| 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 | +13% |
| Other | 7 | +2% |
| Part-time | 24 | +18% |

Inclusive Faculty Percent Representative?

| Social Sciences | 7% |
| Arts & Humanities | 6% |
| Education | 6% |
| Health Professions | 2% |
| Social Service Prof | 2% |
| Business | 1% |
| Engineering | 1% |
| Info Tech, & CS | 1% |
| Physical Sci, Math, & CS | 1% |
| Health Professions | 1% |

Inclusive Faculty Percent Representative?

| Arts & Humanities | 6% |
| Social Sciences | 7% |
| Education | 6% |
| Music, Media, & Phil | 1% |
| Social Service Prof | 2% |
| Business | 1% |
| Engineering | 1% |
| Info Tech, & CS | 1% |
| Physical Sci, Math, & CS | 1% |
| Health Professions | 1% |
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!

Thomas F. Nelson Laird
tflaird@indiana.edu

Allison BrckaLorenz
ablckalo@indiana.edu

nsse.iub.edu

fsse.iub.edu