STATUS OF BLACK FACULTY AT VCU AS OF FALL 2014

Policies and practices at VCU have systemically resulted in very large disparities for Black faculty despite VCU being seen as a diverse university. This is especially problematic given VCU’s distinction as an urban university located in a city that is over 50% Black and a state that is 20% Black. These are the statistics.¹

Black faculty are very scarce at VCU.

Black teaching and research faculty comprise only 4.7% of VCU faculty (compared to 74.2% of White faculty, 13.0% of Asian faculty, and 2.6% of Latino faculty).

The percentage of Black faculty have declined at VCU.

Black faculty have declined by 22% over the past 7 years. In 2007, Black teaching and research faculty comprised 6% of faculty while today Black faculty comprise 4.7% of faculty.

Black faculty are likely to be employed in positions without tenure and job security.

The majority of the Black teaching and research faculty are term faculty (n=57). There are only 48 Black tenure/tenure track faculty at VCU. In terms of faculty rank 18 are full professors, 30 are associate professors, 45 are assistant professors, and 12 are instructors.

A larger percentage of Black faculty are in administrative and professional positions but large disparities still remain.

Black A&P Faculty comprise 13.3% of faculty at VCU. A&P faculty for other racial/ethnic groups are: White faculty, 79.6%; Asian faculty, 2.7%; and Latino faculty 1.6%).

Most Black students will not be taught by a Black professor during their tenure at VCU.

The ratio of Black students to Black faculty is 45.7:1 and this ratio is substantially larger than for any other racial/ethnic group. Racial/ethnic ratio of students for faculty is lower for other faculty groups (e.g., Latino faculty, 35.12: 1; Asian faculty, 12.55:1; and White faculty, 9.74:1.

How can you help?

If you find this situation unacceptable, email your comments to bea@vcu.edu.

¹ Statistics Compiled from VCU’s Office of Planning and Decision Support (OPDS)