As a part of our larger study of the climate for diversity at Teachers College, we engaged in a systematic inventory of the demographic composition of the College. Individuals included within the demographic mapping were members of the board of trustees, executives (president, provost, and vice presidents), administrators, instructional staff, union employees (working in academic and non-academic offices), and students. Scholars (i.e. Gonzalez, 2002; Hurtado, Milem, Clayton-Pederson, & Allen, 1998) have argued that the structural diversity of an institution—the raw numbers of who is present—communicates messages of inclusion and exclusion. Additionally, we thought it important to identify demographic information as it relates to individuals’ status within the College. Knowing the demographic makeup of the College provides an understanding of the climate for diversity by revealing how patterns related to diversity present within society are reproduced and/or challenged within the institution. It is important to note that although we cannot assume relationships between the demographic makeup of the College and the ways in which people experience the climate for diversity, this information paired with interview data may help us to identify salient perspectives.

The methods for our study can be found in Appendix A.

Findings

At this stage of the project, we are sharing our preliminary findings presented at the institution-wide level. Individual unit-level data will be available at a later date.

Non-academic Units (not academic departments)

Individuals represented within non-academic offices included staff associated with the offices of: the Provost and Dean of the College; the Vice-President for Development and External Affairs; the Vice-President for Finance and Administration; and the Vice-President for Community and Diversity. Across this category, White employees represent a majority (38%) compared to other racial groups. More specifically, the majority of executive, management, and professional positions are occupied by White employees (see figure 1). Comparatively, the majority of union staff employees are people of color, particularly people identified as African American (47%).

Academic (comprises the academic departments)

As explained below (in the methods section) individuals located within academic offices include tenure-track and non-tenure track instructional positions, professional staff, union staff, and students. Similar to the finding within non-academic offices, White faculty, staff, and students constitute a majority (see figure 6 and figure 9). This pattern holds true across tenure-track faculty positions in particular. While White faculty comprise 72% of tenure track faculty, faculty of color comprise only 28%.

References

APPENDIX A

Methods

(A) We identified College administrators (Vice-presidents, Vice-provosts, directors) and department heads and interviewed them to gather demographic information for individuals assigned to offices reporting to them. For academic offices, this information included instructional staff and administrative staff (both professional and union). For non-academic offices, this information included professional and union staff. To maintain confidentiality for College employees, each person was given an identification number corresponding to the demographic information presented within individual units.

(B) We entered the demographic data into an Excel spreadsheet and organized individuals according to the units in which they work. Information recorded included individuals’ assigned ID number, status (executive, management, professional staff, union staff, professor, associate professor, assistant professor, lecturer, instructor, adjunct, visiting professor), department or office, race, ethnicity, and gender.

(C) We also obtained student demographic information from the Office of Institutional Studies. This information was based upon Fall 2009 enrollment data, was disaggregated by race/ethnicity, and reported according to academic department. Aggregate student demographic information was added into the academic unit data.

(D) A second spreadsheet was created that reported the aggregate data for individuals within academic departments and non-academic units. Individual academic department information was divided by faculty (disaggregated into rank), staff (disaggregated into professional staff and union staff) and students. We then determined the percentage distribution across status and race. A similar procedure was used to organize and report the demographic data for non-academic units.

(E) Bar graphs and pie charts were created to depict the demographic data visually. These graphs and charts are provided within the appendix.
APPENDIX B

Figure 1

Across Non-Academic Branches (n = 315)*+

<table>
<thead>
<tr>
<th></th>
<th>Asian-American</th>
<th>African-American</th>
<th>Latina/o</th>
<th>Two or More</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Union</td>
<td>4.20%</td>
<td>46.85%</td>
<td>33.57%</td>
<td>0.00%</td>
<td>15.38%</td>
</tr>
<tr>
<td>Professional</td>
<td>15.69%</td>
<td>21.57%</td>
<td>17.65%</td>
<td>3.92%</td>
<td>41.18%</td>
</tr>
<tr>
<td>Management</td>
<td>7.79%</td>
<td>6.49%</td>
<td>7.79%</td>
<td>1.30%</td>
<td>76.62%</td>
</tr>
<tr>
<td>Executive</td>
<td>2.33%</td>
<td>16.28%</td>
<td>2.33%</td>
<td>0.00%</td>
<td>79.07%</td>
</tr>
</tbody>
</table>

* Native Americans (n = 1) were omitted since they had less than 1% representation. 
+ Individuals (n = 73) whose racial or position information was not known were omitted.
Figure 2
Board of Trustees (n = 33)

- African-American: 18%
- Latina/o: 3%
- White: 79%
Figure 3
Offices that report to the Provost & Dean of the College (n = 66)*+

* Native Americans (n = 0) were omitted from table since they had less than 1% representation
+ Individuals whose racial information was not known (n = 6) were omitted.
Figure 4

Offices that report to the Vice President of Development & External Affairs (n = 29)*+

* Native Americans & Asian-Americans (n = 0) were omitted from table since they had less than 1% representation
+ No information on union employees was gathered at this point of the project.

<table>
<thead>
<tr>
<th></th>
<th>African-American</th>
<th>Latina/o</th>
<th>Two or More</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional</td>
<td>20.00%</td>
<td>40.00%</td>
<td>20.00%</td>
<td>20.00%</td>
</tr>
<tr>
<td>Management</td>
<td>4.35%</td>
<td>4.35%</td>
<td>4.35%</td>
<td>86.96%</td>
</tr>
<tr>
<td>Executive</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>100.00%</td>
</tr>
</tbody>
</table>
Figure 5

Offices that report to the Vice President of Finance & Administration (n = 179)*+ 

<table>
<thead>
<tr>
<th></th>
<th>Asian-American</th>
<th>African-American</th>
<th>Latina/o</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Union</strong></td>
<td>4.88%</td>
<td>41.46%</td>
<td>35.77%</td>
<td>17.89%</td>
</tr>
<tr>
<td><strong>Professional</strong></td>
<td>8.70%</td>
<td>13.04%</td>
<td>13.04%</td>
<td>65.22%</td>
</tr>
<tr>
<td><strong>Management</strong></td>
<td>6.25%</td>
<td>3.13%</td>
<td>12.50%</td>
<td>78.13%</td>
</tr>
<tr>
<td><strong>Executive</strong></td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

* Native Americans (n = 1) & individuals who identified having 2 or more races (n = 0) were omitted from table since they had less than 1% representation.
+ Individuals (n = 65) whose racial or position information was not known were omitted.
Figure 6
Across All Academic Branches (n = 559)*+

* Individuals in this pie include faculty and staff affiliated with academic departments.

+Note - Individuals whose racial information was unknown (n = 48) are not included in this graph. Native Americans (n = 1) and individuals as having 2 or more races (n = 1) were omitted since they had less than 1% representation.
Figure 7

Academic Branch – by instructional level (n = 489)*+ 

* Native Americans (n = 1) & individuals who identified having 2 or more races (n = 1) were omitted since they had less than 1% representation. 
+ Individuals (n = 47) whose racial information was unknown are not included in this graph.
Figure 8

Academic Branch – Staff (n = 70)+

<table>
<thead>
<tr>
<th></th>
<th>White</th>
<th>Asian-American</th>
<th>African-American</th>
<th>Latina/o</th>
</tr>
</thead>
<tbody>
<tr>
<td>Union Staff</td>
<td>27.59%</td>
<td>13.79%</td>
<td>44.83%</td>
<td>13.79%</td>
</tr>
<tr>
<td>Professional Staff</td>
<td>58.54%</td>
<td>9.76%</td>
<td>19.51%</td>
<td>12.20%</td>
</tr>
</tbody>
</table>

+ Individuals (n = 1) whose racial information was unknown are not included in this graph.
Figure 9

Academic Branch – Students (n = 4,101)*+

* Native Americans (n = 6) are not included in this graph since they had less than 1% representation.
+ Individuals whose racial information was not known (n = 729) were omitted from this graph.