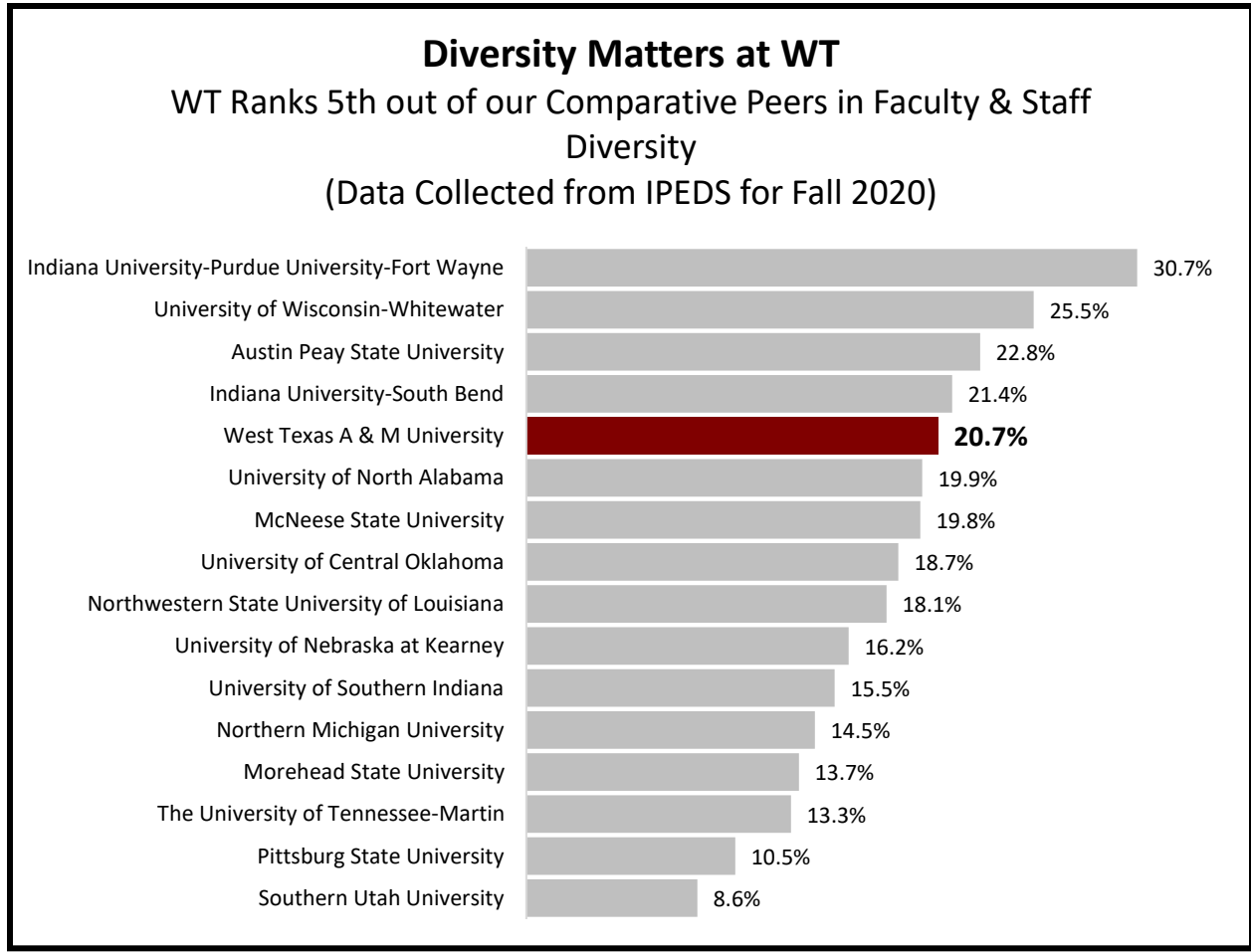


Data Bite #4 – Faculty Diversity at WT



WTAMU Growth in Diversity of Faculty

WT125 states that “WT will emphasize our support for diversity and boldly recruit faculty who are leaders in their respective disciplines”. (p 92). With these driving factors behind the recruitment and employment mission of WTAMU, it has been proven through the data that WT is on track to achieve these goals.

WTAMU has had significant growth in full-time faculty over the past 5 years. Increasing by 4.4 percentage points since 2016. During that time period, WTAMU has gained 20 new diverse faculty to help support the mission of the university in “creating a diverse and inclusive student-centered community of learners” (p. 67).

WTAMU defines diverse faculty and staff as individuals who have defined themselves as African American, Hispanic, Asian, Native American, Pacific Islander, International and Multiple Races.

Data Bite #4 – Faculty Diversity at WT

Table 5: WTAMU Growth in Diversity of Faculty

Semester	Instructional Staff FTE	# Full-time Instructional Diverse Staff Population	%
Fall 2021	378	84	22.2%
Fall 2020	376	72	20.7%
Fall 2019	372	66	19.6%
Fall 2018	365	61	18.3%
Fall 2017	368	61	18.2%
Fall 2016	358	52	16.3%

Growth in Diversity of Faculty – Comparative Peer Data – Fall 2020

WTAMU has improved internally on their mission to increase diverse full-time faculty. When looking at WTAMU's group of WT125 comparison peers in the Fall of 2020, WTAMU was ranked 5th in their faculty diversity percentage. WTAMU ranks favorably amongst its peers in the mission to provide an inclusive and diverse environment for student learning during their time at WTAMU.

Table 6: Comparative Peers, % Full-time Instructional Staff Diverse Staff Population Fall 2020
(Data pulled from IPEDS report)

Institution	Instructional Staff FTE	# Full-time Instructional Diverse Staff Population	%
Indiana University-Purdue University-Fort Wayne	408	101	30.7%
University of Wisconsin-Whitewater	508	120	25.5%
Austin Peay State University	491	89	22.8%
Indiana University-South Bend	293	50	21.4%
West Texas A & M University	376	72	20.7%
University of North Alabama	324	54	19.9%
McNeese State University	297	51	19.8%
University of Central Oklahoma	670	104	18.7%
Northwestern State University of Louisiana	397	58	18.1%
University of Nebraska at Kearney	362	51	16.2%
University of Southern Indiana	411	54	15.5%
Northern Michigan University	336	43	14.5%
Morehead State University	350	43	13.7%
The University of Tennessee-Martin	343	39	13.3%
Pittsburg State University	325	29	10.5%
Southern Utah University	375	29	8.6%

*Comparison Fall 2021 Data is not yet available from IPEDS