

Faculty Diversity by Rank

Virginia

College Faculty Are Less Diverse at Higher Ranks

While faculty diversity has seen small improvements over the past few decades, there is still a considerable gap in demographic representation between faculty members and students they serve. Additionally, there are differences in faculty diversity based upon faculty rank.

Typically, only professors who progress to higher ranks — associate professor and full professor — are awarded tenure by their institution. Higher education faculty often work toward tenure, which allows for the free exchange of ideas, promotes career stability and strengthens the pursuit of research.

Black and Hispanic scholars remain largely underrepresented at the faculty level. Asian faculty demographics are not listed below because they are not historically underrepresented in the faculty context.

Faculty Types in Virginia, by Race/Ethnicity

At Virginia's higher education institutions, Black faculty are more likely than their white peers to have more junior roles, such as assistant professor, instructor or lecturer. When looking at the race and ethnicity of tenured faculty, typically associate or full, a disproportionate number of white faculty have received tenured status compared to their Black and Hispanic peers. Across all institution types listed below, as the academic rank goes up, the representation of white faculty disproportionately rises compared to their Black and Hispanic counterparts.

Public 2-Year and Technical Colleges	SREB Region			Virginia		
	Black	Hispanic	White	Black	Hispanic	White
Full Professor	319 8.12%	254 6.46%	2,994 76.2%	54 10.15%	12 2.26%	404 75.94%
Associate Professor	414 11.3%	168 4.59%	2,836 77.42%	74 12.76%	8 1.38%	458 78.97%
Assistant Professor	419 11.75%	264 7.4%	2,626 73.66%	59 11.32%	15 2.88%	415 79.65%
Instructors, Lecturers and Faculty with No Academic Rank	3129 13.84%	1,075 4.76%	17,227 76.2%	43 9.43%	7 1.54%	378 82.89%

(IPEDS, 2021)

Prepared by Andrea Kiely, program specialist. Please contact andrea.kiely@sreb.org with any questions.

Public 4-Year Institutions	SREB Region			Virginia		
	Black	Hispanic	White	Black	Hispanic	White
Full Professor	2,352 5.85%	1,881 4.68%	29,070 72.29%	195 5.08%	94 2.45%	2,954 76.97%
Associate Professor	3,022 8.17%	2,174 5.88%	24,670 66.72%	252 6.61%	122 3.2%	2,756 72.28%
Assistant Professor	3,777 9.64%	2,361 6.03%	22,438 57.28%	357 9.23%	157 4.06%	2,370 61.26%
Instructors, Lecturers and Faculty with No Academic Rank	3,392 9.38%	3,055 8.45%	18,004 69.49%	99 6.63%	66 4.42%	1,104 73.95%

(IPEDS, 2021)

Private Not-for-Profit 4-Year Institutions	SREB Region			Virginia		
	Black	Hispanic	White	Black	Hispanic	White
Full Professor	822 5.28%	578 3.71%	12,357 79.38%	59 5.73%	24 2.33%	892 86.6%
Associate Professor	1,281 8.86%	719 4.97%	10,356 71.59%	89 7.63%	36 3.08%	942 80.72%
Assistant Professor	2,143 11.42%	1,011 5.39%	11,829 63.04%	217 11.89%	60 3.29%	1,323 72.49%
Instructors, Lecturers and Faculty with No Academic Rank	1,094 11.5%	739 7.77%	6,428 67.59%	61 12.55%	13 2.67%	367 75.51%

(IPEDS, 2021)

Sources

American Council on Education. (2019). (rep.). *Race and Ethnicity in Higher Education: A Status Report*.

Retrieved from <https://www.equityinhighered.org/wp-content/uploads/2019/02/REHE-Chapter-10-SA.pdf>

Leveling the playing field: Improved tenure and promotion practices lead to a more diverse faculty. Neuronline. (2015).

<https://neuronline.sfn.org/diversity/leveling-the-playing-field-improved-tenure-and-promotion-practices-lead-to-a-more-diverse-faculty>

Redoubling our efforts: How institutions can affect faculty diversity. *Race and Ethnicity in Higher Education*. (2023).

<https://www.equityinhighered.org/resources/ideas-and-insights/redoubling-our-efforts-how-institutions-can-affect-faculty-diversity/>

Taking the measure of faculty diversity. TIAA Institute. (2017). <https://www.tiaa.org/content/dam/tiaa/institute/pdf/full-report/2017-02/taking-the-measure-of-faculty-diversity.pdf>

U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), [2021], [Trend Generator]. <https://nces.ed.gov/ipeds/TrendGenerator/app/build-table/5/51?f=6%3D54%3B1%3D2&rid=164&cid=162>