Goal:

B. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of African-American and Hispanic/Latino faculty and the curriculum will reflect a multicultural perspective.

Measures and data

Source of data

Measure #1: Annually Texas State will demonstrate an increase in African-American and Hispanic/Latino faculty hires, with a special emphasis on matching or exceeding the percentage of African-American and Hispanic/Latino faculty in each college/department as reflected in the availability of appropriately trained African-American and Hispanics/Latinos within the discipline.

1. Minority full time faculty at Texas State compared to the top 10 largest public universities in Texas [Source: IR]
   - Minority tenured and tenure-track faculty FTE for those with teaching responsibilities at Texas State compared to the top 10 largest public universities in Texas [Source: THECB]
     - Texas State ranks 3rd [9th in 2002] in percentage of African-American faculty
     - Texas State ranks 4th [4th in 2002] in percentage of Hispanic faculty

2. Percentage and number of minority tenure track faculty who started or were hired at Texas State for Fall 2007 and since September 2005 [Source: Office of the Provost, Faculty Records]
   - For Fall 2007:
     - 38 percent of all tenure-track faculty hired for fall 2007 [53 total] are of an ethnic minority, totaling 20 new hires.
     - 11 percent are Hispanic, totaling 6 new hires.
     - 11 percent are African American, totaling 6 new hires.
     - 47 percent are female, totaling 25 new hires.

During the last three years, 171 new tenure track faculty have joined Texas State.

- 40 percent of all tenure-track faculty hired in the past three years of an ethnic minority, totaling 69 new hires.
- 16 percent are Hispanic, totaling 28 new hires.
- 10 percent are African American, totaling 17 new hires.
- 44 percent are female, totaling 76 new hires.
3. Faculty profile: 4.1% Black [2.2% in 2005; 2.3% in 2004], 10.5% Hispanic [9.6% in 2005; 8.5% in 2004] [Source: Ethnic Diversity of Full-time Tenured and Tenure-Track Faculty at Texas State University-San Marcos, Compared to U.S. Doctoral Recipients in FY 2004, FY 2005, FY 2006, IR, “Doctorates” tab in unified spreadsheet]

☐ Analysis: [Including Initiatives/Strategies Implemented]

- Clearly, much progress was made again, for the third year in a row, in terms of increasing minority tenured/tenure-track faculty members at Texas State, when comparisons are made between the hires and the existing demographic profile.
- A recruitment and hiring partnership continued between the Office of Equity and Access and the Office of the Provost in an effort to enhance recruitment and hiring strategies.
- The Office of the Provost funded 7 Target of Opportunity faculty hires for Fall 2005, 8 for Fall 2006, and 7 for Fall 2007.
- The Office of the Provost continued to distribute availability statistics [Ethnic Diversity of Full-time Tenured and Tenure-Track Faculty at Texas State University-San Marcos, Compared to U.S. Doctoral Recipients in FY 2005 and FY 2006] to academic departments, in an effort to maximize minority faculty recruitment and hiring.
- With the help of an anonymous donor, Texas State has implemented a “Grow Your Own” program in which two doctoral students at Texas State (one Hispanic and one African American) are completing their doctoral studies and upon completion will teach full-time at Texas State.
- Texas State expanded a summer fellowship for minority doctoral students from other universities to come to Texas State and collaborate with our faculty on research projects. The Graduate College, Equity and Access Committee, Office of the Provost and academic units partnered to engender this initiative. Through this experience, doctoral students become acquainted with Texas State and our faculty. Hopefully, some will wish to return to Texas State upon completion of their doctoral degrees. We brought six fellows to campus in 2007, after hosting three fellows in 2006.
- The university provides extensive orienting and mentoring activities for new minority faculty that total in excess of thirty hours of seminars across the first year at Texas State.

☐ Challenges

- Competition for diversity candidates
- Faculty salaries at hiring
• Pipeline issues in many disciplines
• Obtaining and verifying data [ethnicity is self-reported, for example]

☐ Recommendations

• Promote and require diversity in search committee membership
• Continue newly implemented Pre-Doctoral Summer Fellowship Program [6 recipients in Summer 2007]
• Continue Target of Opportunity faculty hires

☐ Goal:

B. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of African-American and Hispanic/Latino-faculty and the curriculum will reflect a multicultural perspective.

☐ Measures and data
  ○ Source of data

Measure #2: Annually Texas State will demonstrate an increase in the retention rate in the African-American and Hispanic/Latino tenure track faculty.

In attachment, see: Attrition of Tenure-Track Faculty of the Last 5 Fall Semesters within Two Academic Years [“Attrition” tab in unified spreadsheet].

☐ Analysis: [Including Initiatives/Strategies Implemented]

• Hispanic and Black faculty members appear to have been retained at a slightly lower rate than White faculty over the past 5 years, although for some years Hispanic and Black faculty members were retained at higher rates than White faculty. The small number of non-White faculty, especially Black faculty, clearly resulted in a greater variation in the corresponding attrition rate, when even one more or one less faculty member was or was not retained for a particular counting cycle.

• When we look also at Minority full time faculty at Texas State compared to the top 10 largest public universities in Texas [Source: IR], we get another indirect assessment of our retention efforts, at least on a comparative basis:
1. Minority tenured and tenure-track faculty FTE for those with teaching responsibilities at Texas State compared to the top 10 largest public universities in Texas [Source: THECB]
   - Texas State ranks 3rd [9th in 2002] in percentage of African-American faculty
   - Texas State ranks 4th [4th in 2002] in percentage of Hispanic faculty

- Challenges
  - Competition for diversity candidates
  - Faculty salaries and supporting resources
  - Service workload burdens for minority faculty
  - Cultural differences in departments lacking significant ethnic and racial diversity

- Recommendations
  - Explore ways to improve faculty mentoring, especially to address this issue of faculty retention
  - Encourage and promote the use of exit interviews as a means to gain insight about faculty attrition
  - The Hispanic Policy Network and Coalition of Black Faculty and Staff should be supported and their value recognized, including their role in helping retain faculty

- Goal:

  C. In support of an increasingly diverse student body, Texas State will increase the recruitment and retention rates of African-American and Hispanic/Latino faculty and the curriculum will reflect a multicultural perspective.

- Measures and data
  - Source of data

  Measure #3: Annually two courses in each college will be newly developed or modified to reflect a multicultural perspective.

  Twelve courses were transformed during the 2007 Multicultural Curriculum Transformation Institute: [Applied Arts – 0; McCoy College of Business]
Administration – 1; Education – 1; Fine Arts and Communication – 3; Health Professions – 2; Liberal Arts – 3; Science – 0; University College – 2]. For the Fall 2007 course approval cycle, 36 new or modified courses received multicultural curriculum endorsements: [Applied Arts – 4; McCoy College of Business Administration – 2; Education – 4; Fine Arts and Communication – 5; Health Professions – 0; Liberal Arts – 19; Science – 2; University College – 0]. [Source: Multicultural Curriculum Transformation Institute, May 2007, Report, Attachment 1; Office of Curriculum Services].

- Analysis: [Including Initiatives/Strategies Implemented]
  - The campus has exceeded the expectations of this measure.
    - The Office of the Provost and the Equity and Access Committee provided funding for the Multicultural Curriculum Transformation workshop. The Center for Multicultural and Gender Studies sponsored the two week workshop with select number of Texas State faculty from the seven colleges. Guest scholars and Texas State faculty experts shared ideas and activities to stimulate curricula change. The workshop was designed to support the Strategic Plan goal of developing two multicultural classes per year. Multicultural content refers to international or United States diversity or a combination of both.
    - From the previous year’s recommendations: A standard for multicultural perspective was implemented and in 2006-07 faculty took advantage of the opportunity to have their courses characterized as multicultural.

- Challenges
  - Increasing faculty participation in curriculum transformation activities
  - Assessing standard for multicultural perspective

- Recommendations
  - Ensure multicultural perspective is captured in learning outcomes assessment