

# FLORIDA EQUITY REPORT

Report Year: 2020

Data Years: 2018-2019



Approved by University Board of Trustees (or designee)

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Signature

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Date

Approved by University President

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Signature

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Date

Submitted by:  
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# PART I

## EXECUTIVE SUMMARY

# **Florida Equity Report**

## **Florida Agricultural and Mechanical University Part I - Executive Summary**

**Data Year 2018-2019**

### **Introduction**

The Florida Equity Report (FER), often referred to as the Equity Accountability Plan, must be submitted annually to the Florida Board of Governors, pursuant to BOG Regulation 2.003. This report encompasses information relating to equity policies, academic reviews, student services assessment, gender equity in Athletics, employment and tenure. The academic charts (Part III) and the employment charts (Part V) of this report do not include adjunct and OPS employees.

The Florida A&M University Office of Diversity and Inclusion (or Rattler Diversity), newly established, conducted a campus climate survey given to FAMU students in spring 2018. This survey was administered to the entire student body and assessed their behaviors and attitudes concerning social justice, equity, and inclusion. Since the survey's release, Rattler Diversity has implemented programming topics related to LGBTQ and diversity related matters.

We established a University-wide Diversity and Inclusion Council with representatives from faculty, staff, students and other key stakeholders with a goal of supporting inclusion in our six strategic priorities: Exceptional Student Experience; Excellent and Renowned Faculty; High Impact Research, Commercialization, Outreach, and Extension Services; Transformative Alumni, Community and Business Engagement; First-Class Business Infrastructure; and Outstanding Customer Experiences. It is our vision to be recognized as a premier land grant, doctoral-research university that produces globally competitive graduates of all races. Diversity, Equity and Inclusion are not new to our approach to education, research and service as we consider all as critical success factors and enablers for accomplishing our mission, vision and Strategic Plan – “FAMU Rising”.

### **Equity Policies**

Included in this section are the regulations that relate to equity in the workplace and the University's Non-Discrimination Policy Statement, which is signed by the University's President.

### **Academic Reviews**

The academic review consisted of the following areas:

1. Full Time First-Time In College (FTIC) Enrollment for Fall 2019 was 1318. The number for Fall 2018 was 1373.

2. Full Time Florida Community College Transfers for Fall 2019 was 716. The number for Fall 2018 was 684.
3. Retention of full time FTIC students entering Fall 2018 and continuing after one year was 80.00% (Fall 2019).
4. Graduation rate of full time FTICs entering Fall 2013 and continuing into Fall after six years was 53.57% (Fall 2019). The percent retained were 59.00%
5. Bachelors Degrees Awarded
  - 1444 in 2018-2019
  - 1258 in 2017-2018
6. Master's Degrees Awarded
  - 311 in 2018-2019
  - 303 in 2017-2018
7. Doctoral Degrees Awarded
  - 20 in 2018-2019
  - 25 in 2017-2018
8. First Professional Degrees Awarded
  - 299 in 2018-2019
  - 315 in 2017-2018

*(Sources: IPEDS Part A, Student Instruction File, FTIC Beginners and Early Admits, IPEDS Completions)*

In order to enhance degrees awarded, graduation and retention rates, and overall enrollment numbers; FAMU developed the following strategy:

\*Exceptional Student Experience – the University will increase student success and improve the overall student experience by enhancing academic support services, strengthening our academic degree programs, enhancing our living-learning environment, and promoting innovative co-curricular activities.

The above-referenced strategy included increasing student retention and graduation rates through enhanced student success initiatives; creating strategic partnerships with community colleges to facilitate a seamless transition of AA transfers to the University; enrolling more college-ready and honors students in high-demand degree programs at the undergraduate level; increasing the availability of online course offerings; developing international partnerships and MOUs to create additional opportunities for international students to enroll in our undergraduate, graduate and professional programs; and increasing financial support and expanding professional development opportunities for students enrolled in graduate and professional programs. Other strategies to increase productivity include the following: increase student participation in 1<sup>st</sup> and 2<sup>nd</sup> Year Experience programs; enhance faculty/advisor development and utilization of technology to assist

in monitoring students' progress; establish a mandatory freshman course (SLS), curriculum specific colloquium, and Freshman Seminar Series.

### **Student Services Assessment**

The Division of Student Affairs consists of the Admissions Office, Campus Security, Center for Disability Access and Resources (CeDAR), Counseling and Assessment, Housing, Veteran Affairs, Student Conduct and Conflict Resolution, New Beginnings Child Development Center, Ombudsman, Presidential Scholars, Student Activities, Student Health Services, Student Orientation, Student Recreation, and University Recruitment. All departments within the Division operate in an equitable manner without regard to race, religion, color, age, disability, sex, marital status, national origin, military veteran status, sexual harassment, sexual orientation, gender identity and gender expression.

### **Gender Equity in Athletics**

The review of Athletics included the following areas:

- \*sports offerings
- \*participation rates of athletics
- \*availability of facilities
- \*scholarship offerings
- \*funds allocated to overall program
- \*equipment and supplies
- \*scheduling of games and practices
- \*tutoring opportunities
- \*compensation of coaches
- \*medical and training services
- \*housing and dining facilities.

The University's Athletic Department offers 16 intercollegiate sport programs. During the 2018-19 academic year, the Department continued to implement the strategies to improve previously identified problem areas. In the area of facilities, the golf and bowling teams currently practice off-campus; and the baseball and bowling squads do not have team locker rooms. The department would like to rectify these concerns in the future. Currently, athletics generate revenue in the amounts of seven to eight million dollars. However, athletic expenses range between 10 and 11 million dollars, which hinder improvements to the entire athletic department. The department would also like to hire additional certified trainers. The primary focus in the department at this time is to increase revenue or, at least, close the gap between expenditures and revenue. The athletic administration is devising a plan to increase revenues by enhancing the University's licensing profits. It should be noted that the majority of many major athletic departments across the country that offer intercollegiate football do not make a profit.

### **Employment**

One of the University's priorities is to enhance our work environment. In order to create a more productive environment for our employees, the University will attract and retain world-class

faculty, improve faculty incentives and invest in critical research facilities. The University, during 2018-2019, also developed priorities relating to high-impact research, commercialization, outreach and extension services. The goal is to refine our research priorities, expand our research productivity and commercialization footprint, and build upon our contributions in outreach and extension, as we continue to grow the University's reputation as a doctoral-research university. During this time, it was also a priority to recruit, develop and retain diverse and excellent staff. All of the above-referenced priorities and goals currently remain in effect. The employment numbers for academic year 2018-2019 are as follows:

1. Tenured faculty decreased from 307 to 301 between Fall 2018 and Fall 2019. A difference of -2.00%.
2. Tenure-earning faculty decreased from 114 to 113 between Fall 2018 and Fall 2019. A difference of -1.00%.
3. Non-tenure earning faculty increased from 160 to 257 between Fall 2018 and Fall 2019. A difference of 61.00%.
4. Employees in the Executive/Administrative/Managerial classes increased from 230 to 299 between Fall 2018 and Fall 2019. A difference of 30.00%.

*(Sources: IPEDS Fall Staff, IPEDS Human Resources Data,*

### **Tenure**

Also included in this report are charts showing the racial and gender composition of the persons that applied for tenure in 2018-2019, and the composition of tenure committees by colleges and schools. In 2018-2019, nine males (five African Americans, two whites, one Hispanic and one Other) applied for tenure and seven were nominated for tenure by the University. In the same academic year, 11 females (nine African Americans and two whites) applied for tenure and eight were nominated. All faculty nominated for tenure were granted tenure by the University Board of Trustees.

### **Conclusion**

Florida A&M University continues to secure millions in grants for our research projects, professors are being recognized for their academic achievements, students are interning and receiving prominent job offers, students are pursuing graduate degrees, athletic teams are winning on the courts and student athletes are thriving in the classroom. The University remains committed to equity in all arenas of the campus and is maintaining high standards in spite of certain budgetary restraints.

**PART II**

**POLICIES**

## **Florida Equity Report**

### **Florida A&M University Part II Policies**

Florida Agricultural and Mechanical University's regulations are available at the website listed below:

<http://www.famu.edu/index.cfm?regulations&UniversityRegulationsTableofContents>

The University's regulations cover the following areas:

- Student Affairs,
- Organization and Function,
- Administration,
- Academic Affairs,
- Miscellaneous Provisions,
- Purchasing,
- Leased Programs,
- Motor Pool,
- Surplus Property,
- Personnel, and
- Direct Support Organizations.

It is the policy of the University that each member of the University community is permitted to work and attend class in an environment free from any form of discrimination and harassment.





# Florida Agricultural and Mechanical University

TALLAHASSEE, FLORIDA 32307

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EQUAL OPPORTUNITY PROGRAMS

## FLORIDA A&M UNIVERSITY NON-DISCRIMINATION POLICY STATEMENT

It is the policy of Florida A & M University that each member of the University community is permitted to work or attend class in an environment free from any form of discrimination including race, religion, color, age, disability, sex, sexual harassment, sexual orientation, gender identity, gender expression, marital status, national origin, and veteran status as prohibited by state and federal statutes. This commitment applies to all areas affecting students, employees, applicants for admission and applicants for employment. It is also relevant to the University's selection of contractors, suppliers of goods and services, and any employment conditions and practices.

Questions concerning this policy and procedures for filing complaints under the policy should be directed to Mrs. Carrie Gavin (EOP Director/University Title IX Coordinator), located in the Office of Equal Opportunity Programs. Please also see University Regulation 10.103 Non-Discrimination Policy and Discrimination and Harassment Complaint Procedures, and University Regulation 10.112 Consensual Relationships.

All Affirmative Action Plans/Programs are available for review at the Office of Equal Opportunity Programs by anyone, upon request, during regular business hours (Monday through Friday, 8 a.m. – 5 p.m.). Please contact the following office regarding any information listed in this statement:

Office of Equal Opportunity Programs

674 Gamble Street

Tallahassee, FL 32307

(850) 599-3076; TDD (850) 561-2998

Copies of the affirmative action plans will be provided pursuant to Chapter 119 of the Florida Statutes.

Signed:

Larry Robinson, Ph.D.  
Florida A&M University

Revised August 11, 2017

# PART III

## ACADEMIC CHARTS

### TABLES 1 -8

**Table 1. First-Time-In-College Enrollment (Full-time)**

	NRA	B	AI/AN	A	H	NH/PI	W	≥ TWO <sup>+</sup>	UNK	TOTAL
Men	2	368	0	0	23	0	10	13	0	416
Women	1	802	0	2	57	0	13	27	0	902
<b>Total</b> Fall 2019	<b>3</b>	<b>1170</b>	<b>0</b>	<b>2</b>	<b>80</b>	<b>0</b>	<b>23</b>	<b>40</b>	<b>0</b>	<b>1318</b>
Category % of Total Fall 2019	0%	89%	0%	0%	6%	0%	2%	3%	0%	100%
<b>Total FTIC</b> Fall 2014	<b>0</b>	<b>479</b>	<b>0</b>	<b>4</b>	<b>10</b>	<b>0</b>	<b>22</b>	<b>2</b>	<b>0</b>	<b>517</b>
Category % of Total Fall 2014	0%	93%	0%	1%	2%	0%	4%	0%	0%	100%
Percentage Change in number from Fall 2014 to Fall 2019	0%	4%	0%	1%	-4%	0%	3%	-3%	0%	0%

Source: IPEDS Part A, Fall enrollment by race, ethnicity, and gender. Full-time, First-time students.

**Table 2. Florida Community College A.A. Transfers (Full-time)**

	NRA	B	AI/AN	A	H	NH/PI*	W	≥ TWO*	UNK	FEMALE	MALE	TOTAL
Total Fall 2019	1	605	1	9	23	0	59	18	0	470	246	716
Category % of Total Fall 2019	0%	84%	0%	1%	3%	0%	8%	3%	0%	66%	34%	100%
Total Fall 2014	3	438	2	8	10	0	52	0	0	327	186	513
Category % of Total Fall 2014	1%	85%	0%	2%	2%	0%	10%	0%	0%	64%	36%	100%
Category % Change from 2014 to 2019	0%	1%	0%	0%	-1%	0%	2%	-3%	0%	-2%	2%	0%

Source: Student Instruction File. Full-time students.

**Table 3. Retention of Full-Time FTICs After One Year**

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ Two	UNK	FEMALE	MALE	TOTAL
<b>Fall 2018 Cohort</b>	1	89	0	12	1237	0	29	49	0	925	492	1417
<b>Category % of Total</b>	0%	6%	0%	1%	87%	0%	2%	3%	0%	65%	35%	100%
<b>Enrolled Fall 2019</b>	1	67	0	9	992	0	23	38	0	746	384	1130
<b>Retention Rate</b>	100%	75%	0%	75%	80%	0%	79%	78%	0%	81%	78%	80%

**Table 4. Graduation Rate of Full-Time FTICs by Race/Ethnicity**

	NRA	B	AI/AN	A/PI	H	NH/OPI	W	≥ TWO*	UNK	Female	Male	Total
<b>2013-19 Cohort</b>	2	1,202	2	11	14	0	37	5	0	811	462	<b>1273</b>
<b>Category % of Total</b>	<b>0.16%</b>	<b>94.42%</b>	<b>0.16%</b>	<b>0.86%</b>	<b>1.10%</b>	<b>0.00%</b>	<b>2.91%</b>	<b>0.39%</b>	<b>0.00%</b>	<b>63.71%</b>	<b>36.29%</b>	<b>100%</b>
<b>Number of Graduates within 6 yrs from cohort</b>	0	647	2	8	7	0	15	3	0	487	195	<b>682</b>
<b>Percent Graduated</b>	0%	54%	100%	73%	50%	0%	41%	60%	0%	60%	42%	<b>53.57%</b>
<b>Category % Graduated</b>	0%	100%	187%	136%	93%	0%	76%	112%	0%	112%	79%	<b>100%</b>
<b>Number Still Enrolled in 6th Year from cohort</b>	0	713	2	10	9	0	16	3	0	523	230	<b>753</b>
<b>Percent Retained</b>	0%	59%	100%	91%	64%	0%	43%	60%	0%	64%	50%	<b>59%</b>

Note: FTIC includes Beginners and Early Admits.

**Table 5. Bachelor's Degrees Awarded by Race**

	NRA	B	AI/AN	A	H	NH/PI	W	≥ TWO	UNK	TOTAL
<b>AY 2018-19</b>										
Male	5	421	1	4	11	0	20	10	0	472
Female	9	880	0	2	15	0	23	43	0	972
Total	14	1301	1	6	26	0	43	53	0	1444
Category % of Total	1%	90%	0%	0%	2%	0%	3%	4%	0%	100%
<b>AY 2017-18</b>										
Male	5	346	1	2	7	0	18	3	0	382
Female	8	826	2	2	8	0	23	7	0	876
Total	13	1172	3	4	15	0	41	10	0	1258
Category % of Total	1%	93%	0%	0%	1%	0%	3%	1%	0%	100%
<b>AY 2013-14</b>										
Male	8	563	1	2	6	0	21	0	0	601
Female	9	912	0	3	8	0	26	1	0	959
Total	17	1475	1	5	14	0	47	1	0	1560
Category % of Total	1%	95%	0%	0%	1%	0%	3%	0%	0%	100%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees. Table for 99,0000, all disciplines.

**Table 6. Master's Degrees Awarded by Race**

	NRA	B	AI/AN	A	H	NH/OPI	W	≥two	UNK	TOTAL
<b>AY 2018-19</b>										
Male	2	97	1	3	6	0	5	3	0	117
Female	3	178	0	2	1	0	8	2	0	194
Total	5	275	1	5	7	0	13	5	0	311
Category % of Total	2%	88%	0%	2%	2%	0%	4%	2%	0%	100%
<b>AY 2017-18</b>										
Male	2	87	0	1	6	0	4	2	0	102
Female	2	185	0	2	3	0	7	2	0	201
Total	4	272	0	3	9	0	11	4	0	303
Category % of Total	1%	90%	0%	1%	3%	0%	4%	1%	0%	100%
<b>AY 2013-14</b>										
Male	4	84	1	0	1	0	2	0	0	92
Female	9	170	0	2	3	0	1	0	0	185
Total	13	254	1	2	4	0	3	0	0	277
Category % of Total	5%	92%	0%	1%	1%	0%	1%	0%	0%	100%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, Master's degrees. Table for 99,0000, all disciplines.



**Table 7. Doctoral Degrees Awarded by Race**

	NRA	B	AI/AN	A	H	NH/PI	W	≥ TWO	UNK	TOTAL
<b>AY 2018-19</b>										
Male	1	7	0	0	0	1	0	0	0	9
Female	0	11	0	0	0	0	0	0	0	11
Total	1	18	0	0	0	1	0	0	0	20
Category % of Total	5%	90%	0%	0%	0%	5%	0%	0%	0%	100%
<b>AY 2017-18</b>										
Male	0	10	0	0	0	0	0	0	0	10
Female	1	13	0	0	0	0	0	1	0	15
Total	1	23	0	0	0	0	0	1	0	25
Category % of Total	4%	92%	0%	0%	0%	0%	0%	4%	0%	100%
<b>AY 2013-14</b>										
Male	2	7	0	1	1	0	1	0	0	12
Female	0	11	0	0	0	0	0	0	0	11
Total	2	18	0	1	1	0	1	0	0	23
Category % of Total	9%	78%	0%	4%	4%	0%	4%	0%	0%	100%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, Doctoral degrees. Chart for 99,0000, all disciplines.

**Table 8. First Professional Degrees Awarded by Race**

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
<b>AY 2018-19</b>										
Male	0	44	0	8	4	0	36	5	3	100
Female	0	126	0	11	25	0	35	2	0	199
Total	0	170	0	19	29	0	71	7	3	299
Category % of Total	0%	57%	0%	6%	10%	0%	24%	2%	1%	100%
<b>AY 2017-18</b>										
Male	0	67	0	5	8	0	30	1	0	111
Female	0	141	0	6	22	0	32	1	2	204
Total	0	208	0	11	30	0	62	2	2	315
Category % of Total	0%	66%	0%	3%	10%	0%	20%	1%	1%	100%
<b>AY 2013-14</b>										
Male	1	75	1	8	9	0	35	1	0	130
Female	0	125	0	5	15	0	35	2	0	182
Total	1	200	1	13	24	0	70	3	0	312
Category % of Total	0%	64%	0%	4%	8%	0%	22%	1%	0%	100%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, First Professional degrees. Chart for 99,000, all disciplines.

# PART IV

## SEX EQUITY IN ATHLETICS

TABLES 1 -3

**Florida Equity Report**  
**Florida A&M University**  
**Part IV Sex Equity in Athletics**

**TABLE 1. Sex Equity in Athletics Update (2018-2019)**

Element	Assessment	Area for Improvement?
1. Sports Offerings	The University's sport offerings (16) met the needs of our students in AY 2018-19.	No
2. Participation rates, male and female, compared with full-time undergraduate enrollment	The gender proportionality of student-athletes to the overall student body required improvement.	Yes
3. Availability of facilities, defined as locker room, practice, and competitive facilities	Locker room space for women's track, baseball, bowling and golf requires improvement.	Yes
4. Scholarship offerings for athletes	We fully funded scholarships in all sports. However, coaches had the flexibility of awarding partial scholarships.	No
5. Funds allocated for:		
a) The athletic program as a whole	The University continued to review and implement strategies to cut costs and improve fundraising goals.	Yes
b) Administration	The administration was diverse. However, competitive salaries required improvement.	Yes
c) Travel and per diem allowances	Per diem allowances in the department were equitable. However, the modes of transportation varied.	No
d) Recruitment	We need to increase the recruitment dollars for all sports.	Yes
e) Comparable coaching	A female was head coach of ten of our 16 sports. Two of the 10 female coaches headed multiple sports.	Yes
f) Publicity and promotion	There was a need to increase efforts to promote and market all sports.	Yes
6. Provision of equipment and supplies	New equipment and supplies were needed for all sports.	Yes

7. Scheduling of games and practice times	The following three sports share practice and competitive facilities: men's basketball, women's basketball, and volleyball. Although the three sports share facilities, the athletic department scheduled practices and competitions without overlaps.	No
8. Opportunities to receive tutoring	The Division of Academic Affairs continued to support FAMU Athletics in its efforts to strengthen academics, including tutoring.	No
9. Compensation of coaches and tutors	Equitable compensation of coaches were being assessed.	Yes
10. Medical and training services	The Athletic Department was working with the School of Allied Health Sciences to provide all sports with conditioning/training needs.	Yes
11. Housing and dining facilities/services	Housing and dining facilities were comparable for all sports in AY 2018-19	No

**Table 2. Sex Equity in Athletics – Areas for Improvement**

Areas for Improvement	Program for Improvement	Timetable
Participation rates, male and female, compared with full-time undergraduate enrollment	To improve the participation gap, the University will focus on accommodating the interests and abilities of undergraduate females playing intramural sports that may lead to more intercollegiate female participation.	Ongoing
Availability of facilities, defined as locker room, practice and competitive facilities	The University identified space for possible locker rooms for bowling, golf, baseball and women’s track. However, the identified spaces must be remodeled and/or renovated.	Ongoing
Funds for the athletic program as a whole	Increase season and general ticket sales, charge for admittance to more sports, and garner additional sponsors.	Ongoing
Administration	The department will make an assessment and devise strategies to ensure salaries are comparable.	Ongoing
Travel and Per Diem Allowances	The department is attempting to ensure modes of transportation to away competitions are comparable.	Ongoing
Recruitment	The department will provide equitable recruitment dollars to comparable sports.	Ongoing
Comparable Coaching	The goal of the department is to employ an equitable number of assistant coaches for similar sports.	Ongoing
Publicity and Promotion	To employ staffers to handle publicity for all sports.	Ongoing
Provision of Equipment and supplies	To increase donations by alumni groups for major equipment purchases.	Ongoing
Opportunities to receive tutoring	Provide tutoring for upper-level and STEM courses.	Ongoing
Compensation of coaches and tutors	An assessment is ongoing of coaches’ salaries and increases have been made to the underrepresented coaches as money becomes available.	Ongoing
Medical and Training Services	Athletics is exploring opportunities to provide consistent strengthening and	Ongoing

	conditioning services as well as training and medical support to all sports.	
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**Table 3. Student Athletes by Gender, 2018-2019**

	Male	Female	Total
Number	221	112	333
Percent of Total	66%	34%	100%

Source: Equity in Athletics Disclosure Act (EADA) report

# PART V

## EMPLOYMENT CHARTS

TABLES 1 -4



**Table 1. Category Representation – Tenured Faculty**

INDICATOR	NRA	B	A/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2019	20	199	0	16	8	0	54	4	0	118	183	301
Number, Fall 2018	20	208	0	18	9	0	51	1	0	120	187	307
1YR Percentage Change	0%	-4%	0%	-11%	-11%	0%	6%	0%	0%	-2%	-2%	-2%
Number, Fall 2014	7	171	0	14	6	0	46	3	0	87	160	247
5YR Percentage Change	186%	16%	0%	14%	33%	0%	17%	33%	0%	36%	14%	22%
Area for improvement, compared with national standards? (Check if yes)												

**Source:** IPEDS Fall Staff, IPEDS Human Resources Data.

*IPEDS Human Resource, instructional faculty only. Does not include Research or Public Service only faculty.*

*IPEDS Human Resource aligned with 2010 Standard Occupational Category (SOC) System.*

**Table 2. Category Representation – Tenure-Track Faculty**

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2019	16	62	0	8	4	0	21	2	0	55	58	113
Number, Fall 2018	13	71	0	7	6	0	17	0	0	59	55	114
1YR Percentage Change	23%	-13%	0%	14%	-33%	0%	24%	0%	0%	-7%	5%	-1%
Number, Fall 2014	15	83	0	7	4	0	28	3	0	76	64	140
5YR Percentage Change	0%	-25%	0%	14%	0%	0%	-25%	0%	0%	-28%	-9%	-19%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

IPEDS Human Resource instructional faculty only. Does not include Research or Public Service only faculty.

IPEDS Human Resource aligned with 2010 Standard Occupational Category (SOC) System.

**Table 3. Category Representation – Non-Tenure-Earning Faculty or Faculty at Non-Tenure Granting Universities**

INDICATOR	NRA	B	A/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2019	30	164	0	15	5	0	36	7	0	156	101	257
Number, Fall 2018	18	109	2	4	3	0	24	0	0	91	69	160
1 YR Percentage Change	67%	50%	-100%	275%	67%	0%	50%	0%	0%	71%	46%	61%
Number, Fall 2014	7	124	0	5	4	0	18	3	0	90	71	161
5YR Percentage Change	329%	32%	0%	200%	25%	0%	100%	0%	0%	73%	42%	60%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

IPEDS Human Resource instructional faculty only. Does not include Research or Public Service only faculty.

IPEDS Human Resource aligned with 2010 Standard Occupational Category (SOC) System.

**Table 4. Category Representation – Executive/Administrative/Managerial**

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2019	8	257	0	5	1	0	22	6	0	190	109	299
Number, Fall 2018	3	193	0	6	2	0	26	0	0	124	106	230
1 YR Percentage Change	167%	33%	0%	-17%	-50%	0%	-15%	0%	0%	53%	3%	30%
Number, Fall 2014	0	187	0	8	1	0	22	0	0	126	92	218
5YR Percentage Change	700.00%	37.43%	0.00%	-37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	50.79%	18.48%	37.16%
Area for improvement, compared with national standards? (Check if yes)												

Source: IPEDS Fall Staff, IPEDS Human Resources Data.

IPEDS Human Resource instructional faculty only. Does not include Research or Public Service only faculty.

IPEDS Human Resource aligned with 2010 Standard Occupational Category (SOC) System.

# PART VI

# ACHIEVEMENTS

# FLORIDA EQUITY REPORT

## Florida A&M University

### Part VI Achievements

Areas of Improvement Pertaining to Academic Services, Programs and Student Enrollment (This Year)	Areas of Improvement Pertaining to Academic Services, Programs and Student Enrollment (Prior Year)
<p>Full Time Florida Community College Transfers for Fall 2019 were 716</p> <p>Retention of full time FTIC students entering Fall 2018 and continuing after one year was 80.00%</p> <p>Graduation Rate of full time FTIC students entering Fall 2013 after six years (2019) was 53.57%</p> <p>Bachelor's Degrees awarded in 2018-2019 were 1444</p> <p>Master's Degrees awarded in 2018-2019 were 311</p> <p>The number of Bachelors' degrees awarded to white students in 2018-2019 was 43</p> <p>The number of Bachelors' degrees awarded to Asians in 2018-2019 was six (6)</p> <p>The number of Master's degrees awarded to American Natives in 2018-2019 was one (1)</p> <p>The number of Master's degrees awarded to Asians in 2018-2019 was five (5)</p> <p>The number of First Professional Degrees awarded to white students in 2018-2019 was 71</p>	<p>Full Time Florida Community College Transfers for Fall 2018 were 684</p> <p>Retention of full time FTIC students entering Fall 2017 and continuing after one year was 79.04%</p> <p>Graduation Rate of full time FTIC students entering Fall 2012 after six years (2018) was 50.87%</p> <p>Bachelor's Degrees awarded in 2017-2018 were 1258</p> <p>Master's Degrees awarded in 2017-2018 were 303</p> <p>The number of Bachelors' degrees awarded to white students in 2017-2018 was 41</p> <p>The number of Bachelors' degrees awarded to Asians in 2017-2018 was four (4)</p> <p>The number of Master's degrees awarded to American Natives in 2017-2018 was zero</p> <p>The number of Master's degrees awarded to Asians in 2017-2018 was three (3)</p> <p>The number of First Professional Degrees awarded to white students in 2017-2018 was 62</p>

The number of First Professional Degrees awarded to Asians in 2018-2019 was 19	The number of First Professional Degrees awarded to Asians in 2017-2018 was 11
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Areas of Improvement Pertaining to Gender Equity in Athletics (This Year)	Areas of Improvement Pertaining to Gender Equity in Athletics (Prior Year)
A woman continues to serve as head coach for ten of the 16 sports	A woman is the head coach for ten of the 16 sports

Areas of Improvement Pertaining to Employment (This Year)	Areas of Improvement Pertaining to Employment (Prior Year)
Total tenured white faculty was 54 in Fall 2019	Total tenured white faculty was 51 in Fall 2018
Total tenure earning Asian faculty was eight (8) in Fall 2019	Total tenure earning Asian faculty was seven (7) in Fall 2018
Total tenure earning white faculty was 21 in Fall 2019	Total tenure earning white faculty was 17 in Fall 2018
The total number of employees in Executive/Administrative/Managerial in Fall 2019 was 299	The total number of employees in Executive/Administrative/Managerial in Fall 2018 was 230
The number of females in Executive/Administrative/Managerial in Fall 2019 was 190	The number of females in Executive/Administrative/Managerial in Fall 2018 was 124

# PART VII

## PROTECTED-CLASS REPRESENTATION IN THE TENURE PROCESS 2018-2019



## Florida Equity Report

### Florida A&M University

### PART VII: Protected Class Representation 2018-2019

**Table 1. Protected –Class Representation in the Tenure Process, 2018-2019**

Sex, Race/Ethnicity	Applied	Withdrawn	Denied	Deferred	Nominated
<b>MALES</b>					
American Indian or Alaskan Native					
Asian					
Black or African American	5		2		3
Hispanic	1				1
Native Hawaiian/Other Pacific Islander					
Two or More Races					
White	2				2
Other, Not Reported	1				1
<b>TOTAL MALES</b>	<b>9</b>				<b>7</b>
<b>FEMALES</b>					
American Indian or Alaskan Native					
Asian					
Black or African American	9	2	1		6
Hispanic					
Native Hawaiian/Other Pacific Islander					
Two or More Races					
White	2				2
Other, Not Reported					
<b>Total Females</b>	<b>11</b>				<b>8</b>
<b>GRAND TOTAL</b>	<b>20</b>	<b>2</b>	<b>3</b>		<b>15</b>

**LEGEND:**

**APPLIED:** Faculty whose names have been submitted for tenure review.

**WITHDRAWN:** Faculty who withdrew from tenure consideration after applying for review.

**DENIED:** Faculty for whom tenure was denied during the review process.

**NOMINATED:** Faculty for whom tenure is being recommended by the University.

PART VIII

PROMOTION AND  
TENURE

COMMITTEES

2018-2019

**Florida Equity Report**  
**Florida A&M University**  
**PART VIII: Promotion and Tenure Committee for Colleges and Schools**  
**2018-2019**

**Promotion and Tenure Committee Composition, 2018-2019**

Type of Committee	African American or Black		American Indian or Alaskan Native		Asian		Native Hawaiian/Other Pacific Islander		Hispanic		White		Two or More Races		Other, Not Reported		TOTAL		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
University Committee	6	7	1	0	0	0	0	0	0	0	5	1	0	0	0	0	0	12	8
College of Agriculture and Food Sciences	2	0	0	0	1	0	0	0	0	0	3	1	0	0	0	0	0	6	1
College of Education	1	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2	3
College of Law	7	9	0	0	1	0	0	0	0	1	3	0	0	0	0	0	0	11	10
College of Pharmacy	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	1
College of Sciences and Technology	2	2	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	3	2
College of Social Sciences, Arts and Humanities	3	1	0	0	0	1	0	0	0	0	1	1	0	0	0	0	0	4	3
FAMU-FSU College of Engineering	1	0	0	0	0	1	0	0	0	1	4	0	0	0	0	0	0	6	1
School of Allied Health Sciences	0	6	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	8
School of Architecture and Eng. Tech.	4	2	0	0	1	0	0	0	2	1	5	1	0	0	1	1	1	13	5
School of Business and Industry	2	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	3	2
School of Journalism & Graphic Comm.	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
School of Nursing	1	6	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	7
School of the Environment	6	1	0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	9	1

Notes: For the School of Architecture, the numbers listed above reflected faculty on the T&P Committee at the start of the academic year. In October 2018, a male Hispanic faculty member resigned and in March 2019 two members passed away, one Hispanic and one male listed as Other, Not Reported.