Diversity at Texas A&M University

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My Professional Journey and Experiences

- Jamaican-American
- Tenured Full Professor
- Associate Dean of Faculties (2003-2006)
- Executive Associate Dean of the College of Education (2006-2009)
- Director/Associate Director of a Teaching and Learning Center
- Former President of a National Organization
- National and International Editorial Boards
- Member of a National Commission
Who are we? Let’s See Who is Here…

- Tenured faculty
- Tenure-track faculty
- Non tenure-track faculty
- Administrators (deans, department heads, directors, etc.)
Office of the Vice President and Associate Provost for Diversity: Mission

To facilitate, coordinate, advance, amplify, inform, and monitor the University and its many units as we develop our strength in—and evidence of—respect for diversity.
How Diverse is Aggieland?

Studies indicate that individuals who have been historically marginalized or underrepresented in society, as well as the academic environment, fall in or among several of the following identity groups (Hurtado, Dey, Gurin, & Gurin, 2003; Stanley, 2006; Takaki, 1993; Tierney, 1987):

- Age
- Cultural identity
- Gender identity or expression
- Nationality
- Physical and mental ability
- Political and ideological perspectives
- Racial and ethnic identity
- Religious and spiritual identity
- Sexual orientation
- Social and economic status
Ethnicity (Fall 2014): Faculty & Staff

Overall (9,627)
- Asian: 10%
- Black Or African American: 6%
- White: 72%
- Hispanic: 10%
- Other: 2%

Staff (6,102)
- Asian: 7%
- Black Or African American: 8%
- White: 70%
- Hispanic: 12%
- Other: 3%

Faculty (3,525)
- Asian: 14%
- Black Or African American: 3%
- White: 74%
- Hispanic: 6%
- Other: 2%

Data: 09/30/14 from TAMU System Data Warehouse for College Station, Law, HSC, Galveston & Qatar campuses
Faculty: Professor, Associate Professor, Assistant Professor; Instructor, Lecturer
Other: American Indian/Alaskan Native; Native Hawaiian/Pacific Islander; Two or more races; Not specified
Gender (Fall 2014): Faculty & Staff

- **Overall (9,627)**: 50% Female, 50% Male
- **Staff (6,102)**: 59% Female, 41% Male
- **Faculty (3,525)**: 34% Female, 66% Male

Data: 09/30/14 from TAMU System Data Warehouse for College Station, Law, HSC, Galveston & Qatar campuses

Faculty: Professor, Associate Professor, Assistant Professor; Instructor, Lecturer
### Student Ethnicity (Fall 2014): Degree Objective

**Overall (61,800):**
- Asian: 6%
- Black only + 2 or more/1 Black: 3%
- Hispanic/Latino: 18%
- International: 9%
- White: 60%
- Other: 3%

**Post-doc (220):**
- Asian: 8%
- Black only + 2 or more/1 Black: 11%
- Hispanic/Latino: 12%
- International: 2%
- White: 62%
- Other: 5%

**Doctoral (7,650):**
- Asian: 9%
- Black only + 2 or more/1 Black: 5%
- Hispanic/Latino: 11%
- International: 31%
- White: 43%
- Other: 3%

**Masters (6,458):**
- Asian: 4%
- Black only + 2 or more/1 Black: 3%
- Hispanic/Latino: 10%
- International: 34%
- White: 45%
- Other: 3%

**Bachelors (47,472):**
- Asian: 5%
- Black only + 2 or more/1 Black: 3%
- Hispanic/Latino: 21%
- International: 2%
- White: 65%
- Other: 3%

**Data:** Retrieved on 08/18/15 from Cognos for College Station, Law, HSC, Galveston & Qatar campuses

**Other:** American Indian/Alaskan Native; Native Hawaiian/Pacific Islander; Two or more races; Unknown

**Doctoral** includes: DVM, MD, Ed.D., Ph.D., Dental Surgery, Pharmacy, Engineering, and Law
Student Gender (Fall 2014): Degree Objective

Data: Retrieved on 08/18/15 from Cognos for College Station, Law, HSC, Galveston & Qatar campuses

Doctoral includes: DVM, MD, Ed.D., Ph.D., Dental Surgery, Pharmacy, Engineering, and Law
Faculty & Staff Diversity (Fall 2009-Summer 2014)

- Texas A&M employed and or hosted approximately 767 international faculty, scholars and professional staff from 70 countries.

- The top five countries with the highest representation of international faculty, scholars, and professional staff are: **China (226), India (89), Brazil (72), South Korea (45), and Mexico (41).**
Student Diversity (Fall 2014)

- Texas A&M enrolled almost 5,770 international students from more than 120 countries and was ranked 25th nationally in international student enrollment from 2014-2015.

- The top five countries with the highest enrollment of international students are: China (1762), India (1109), South Korea (481), Mexico (427), and Iran (183).
Diversity at TAMU
Points of Entry

OFFICE OF THE VP
FOR DIVERSITY

STUDENTS

AMBASSADORS

FORMER STUDENTS

STAFF

CURRICULUM

FACULTY & ADMINISTRATORS

BRYAN/COLLEGE STATION COMMUNITY

PROSPECTIVE AGGIES
Philosophy

- Diversity is central to the teaching, research, and service mission of TAMU.
- Diversity is an indispensable component of academic excellence at TAMU.
- Diversity is everyone’s responsibility at TAMU.
- Diversity goals at TAMU are strengthened and realized when there is collaboration for a common purpose.
My Charge

• Assist the President and Provost in holding institutional units accountable for progress in achieving diversity goals and promoting a supportive climate for diversity

• Facilitate the assessment and monitoring of the efforts and progress in diversifying the faculty, staff, and student bodies with emphasis on recruitment, retention, and progression

• Facilitate the planning and implementation of programs to ensure diversity and equity among students, faculty, and staff by working with the Vice Presidents, Deans, Department Heads, and the leadership of the faculty, student, and staff governing bodies
University Diversity Plan
http://diversity.tamu.edu/

- Accountability
- Climate
- Equity
Accountability

- We are taking a deeper and broader look at structures, processes, and policies and holding all units accountable and rewarding units for demonstrating their current standing, and plans for diversity.

- We are monitoring our progress to create an environment where the diversity of individual ideas and identities are treated equitably in a climate that fosters success and achievement for all.
Accountability

- Leadership at the individual level, interpersonal level, group level, and institutional level

- Establish baseline comparisons in representation and climate (gender, race/ethnicity, national origin of students, staff, faculty, and administrators) with respect to peers and aspirant peers
As one aspect of accountability, the Vice President and Associate Provost for Diversity awards one-time funds to units that excel in areas of the Plan.

Each year $1 million dollars are disbursed to units making progress on their diversity goals.
Units Making Progress…

- Architecture
- Agriculture and Life Sciences
- Bush School of Government & Public Service
- Division of Finance and Administration
- Division of Student Affairs
- Dwight Look College of Engineering
- Education and Human Development
- Geosciences
- Liberal Arts
- Mays Business School
- Office of Information Technology
- Science
- University Libraries
- Veterinary Medicine and Biomedical Sciences
Climate

- We are integrating into the mission and goals for the university and units the assurance that students, staff, faculty, and administrators, regardless of identity, are all treated equitably at Texas A&M University.
Climate

- Looking at historical legacies (exclusion/inclusion), psychological climate (perceptions, beliefs, attitudes), behavioral climate (group interactions), and structural diversity (numerical and proportional representation)

- Climate assessment surveys (faculty, staff, and students)

- Job postings, auditing of media, hiring seminars, plans for program implementation, etc.
Equity

- Identifying aspects in the climate of individual units and the university which impede or foster a working and learning environment that fully recognizes, values, and integrates diversity in the pursuit of academic excellence.
Equity

• Studying retention, compensation, performance measures, and advancement in units.

• Identifying processes, policies, and procedures that contribute to inequities, which may prevent achievement for certain groups.
Council on Climate and Diversity (Charge)

- To *provide counsel* to the President and Provost on ways of attracting and retaining culturally diverse students, faculty, staff, and administrators to TAMU and to strengthen, sustain, and promote our diversify efforts in support of Vision 2020 goals.

- To *aid* the Vice President and Associate Provost for Diversity in planning appropriate assessment and evaluation of units.
My Expectations from the TAMU Campus Community

- Work together to achieve our diversity goals
- Resist the urge to pit groups against each other
- Respect
- Effective communication
- Be open to multiple perspectives
- Walk your talk
- Do your own work on diversity
My Commitment to the TAMU Campus Community

- Listen hard
- Ask challenging questions
- Hold all of us accountable
- Do the best job I can
- **LEAD** in Diversity!