

2010-2011 – College of Education Diversity Report

The college's goal is to continue to focus on recruiting and retaining a more diverse faculty (as funds become available) and student body, which is in line with the University's Strategic Work Plan objectives for faculty and student diversity.

Goal (3) Develop and implement a systematic strategy to improve the racial and gender aspects of broad faculty diversity that the University of Florida needs to achieve its educational mission.

Goal (12) Increase the cultural, ethnic, racial, gender, and socioeconomic diversity of the student body to achieve the broad student diversity needed to achieve the University of Florida's educational mission.

During the academic year, 2010-2011, the college continued its commitment to diversity through the ongoing appointment of a diversity committee as a function of the Faculty Policy Council, whose commitment is not only to improve student and faculty diversity but to have this diversity illustrated in the curriculum and service of the programs, degrees, and certificates produced in the College of Education. They are also committed to the enhancement of cultural competence of all members of the College of Education community.

Committee Members –

- Maria Coady, CHAIR, Associate Professor, School of Teaching and Learning
- Edil Torres Rivera, Professor of Counselor Education – School of Human Development and Organizational Studies in Education
- Michael Bowie – Ex-Officio - Director, Recruitment, Retention and Multicultural Affairs
- Erica McCray, Assistant Professor, Special Education
- Eileen Oliver, Professor, School of Teaching and Learning
- Elayne Colon, Director of Assessment and Accountability and Assistant Scholar, School of Special Education, School Psychology and Early Childhood Studies
- Bernard Oliver, Professor, Educational Leadership, FACULTY POLICY COUNCIL REPRESENTATIVE, School of Human Development and Organizational Studies in Education
- Theresa Vernetson – Ex-Officio, Assistant Dean for Student Affairs

Committee members met during the 2010-2011 academic year to implement the mission/vision statement for the Diversity Committee developed in 2009-2010, and to explore multiple avenues for increasing faculty, staff, and student attention to diversity issues in the college. The Diversity Committee completed the following initiatives.

- Development, implementation, and analysis of a diversity survey for students in the college. A pdf copy is appended to this report.
- Development and implementation of a diversity video series sponsored by the Diversity Committee and led by both College and UF faculty. The College's Lastinger Center for Learning participated as a sponsor for each of the video series and provided an opportunity for graduate students enrolled in the Lastinger Schools and Teacher Leadership for School Improvement programs to participate at a distance asynchronously. Each of the diversity video series showings

occurred twice so that students, faculty, staff and others would have an opportunity to participate.

- **Inside Islam**, moderated by Dr. Gwendolyn Zohara Simmons from the religion department.
- **Bullied**, moderated by Drs. Mary Ann Clark and Sondra Smith from the College's Human Development and Organizational Studies in Education School.
- **Black Is, Black Ain't**, moderated by Dr. Edil Torres Rivera from the School of Human Development and Organizational Studies in Education.

In addition to the video series, the Diversity Committee has begun work on a "Diversity Facts" project where posters and other media will be posted around the college to highlight diversity facts about our College, UF, and the community, using the survey data and other pertinent information.

The diversity of our faculty has increased during the last year from 16 percent to 19 percent according to the Office of Institutional Planning and Research (OIPR) official Fall semester 2009 and Fall semester 2010 figures – see tables below.

The diversity of our student body has increased from 2009 to 2010, see tables beginning on page 11.

- Our undergraduate minority enrollment decreased from 22 percent to 21 percent;
- our graduate enrollment from 24 percent to 26 percent; and
- Overall, minority enrollment increased from 23 percent to 25 percent.

The UF Alliance program continues to enhance the diversity of the overall university student body by enrolling first generation underrepresented students in UF each year. The Alliance is the only university-wide initiative that consistently enhances diversity on a yearly basis. The Alliance's Career Explorations in Teaching project also brings minority students to campus each year to explore careers in teaching.

The Office of Recruitment, Retention and Multicultural Affairs assists all departments within the college to attract minority graduate students by recruiting at graduate recruitment fairs, by follow-up activities with potential students, and by hosting campus visits for minority students interested in graduate programs in the College.

Data Tables

College of Education Full Time Faculty by Rank, Gender and Ethnicity, 2002-2010

College of Education Student Enrollment 2002-2010

College of Education Full Time Faculty by Rank, Gender and Ethnicity 2002-2010

Fall 2010	Total	Male	Female	White	African American	Hispanic	Asian	Amer Ind/Alaskan	Pacific Islander Hawaiian	Multiple Races	Total Minority
Professor	31	13	18	26	2	1	2	1	0	0	6
Associate Professor	33	5	28	27	3	2	0	0	0	0	5
Assistant Professor	18	6	12	11	3	2	0	0	0	1	6
Lecturer	6	1	5	6	0	0	0	0	0	0	0
Sr Lecturer	1	0	1	1	0	0	0	0	0	0	0
Total	89	25	64	71	8	5	2	1	0	1	17
% Minority											19%

Fall 2009	Total	Male	Female	White	African American	Hispanic	Asian	Native American	Pacific Islander Hawaiian	Minority
Professor	30	16	14	24	2	1	2	1	0	6
Associate Professor	34	6	28	30	3	1	0	0	0	4
Assistant Professor	17	6	11	12	2	3	0	0	0	5
Lecturer	8	2	6	8	0	0	0	0	0	0
Sr Lecturer	2	0	2	2	0	0	0	0	0	0
Total	91	30	61	76	7	5	2	1	0	15
% Minority										16%

Fall 2008	Total	Male	Female	White	African American	Hispanic	Asian	Native American	Pacific Islander Hawaiian	Minority
Professor	31	17	14	25	2	1	2	1	0	6
Associate Professor	32	6	26	29	2	1	0	0	0	3
Assistant Professor	28	8	20	19	5	4	0	0	0	9
Lecturer	7	2	5	7	0	0	0	0	0	0
Sr Lecturer	2	0	2	2	0	0	0	0	0	0
Total	100	33	67	82	9	6	2	1	0	18
% Minority										18%

Fall 2007	Total	Male	Female	White	African American	Hispanic	Asian	Native American	Pacific Islander Hawaiian	Minority
Professor	34	18	16	31	1	1	1	0	0	3
Associate Professor	35	8	27	28	4	1	1	1	0	7
Assistant Professor	28	6	22	21	5	2	0	0	0	7
Lecturer	9	2	7	9	0	0	0	0	0	0
Total	106	34	72	89	10	4	2	1	0	17
% Minority										16%

Fall 2006	Total	Male	Female	White	African American	Hispanic	Asian	Native American	Pacific Islander Hawaiian	Minority
Distinguished Professor	1	1	0	1	0	0	0	0	0	0
Distinguished Svc/Res Prof	0	0	0	0	0	0	0	0	0	0
Professor	33	19	14	31	1	0	1	0	0	2
Associate Professor	33	8	25	26	3	2	1	1	0	7
Assistant Professor	24	6	18	20	2	2	0	0	0	4
Lecturer	8	1	7	7	1	0	0	0	0	1
Total	99	35	64	85	7	4	2	1	0	14
% Minority										14%

Fall 2005	Total	Male	Female	White	African American	Hispanic	Asian	Native American	Pacific Islander Hawaiian	Minority
Distinguished Professor	1	1	0	1	0	0	0	0	0	0
Distinguished Svc/Res Prof	0	0	0	0	0	0	0	0	0	0
Professor	32	18	14	29	1	1	1	0	0	3
Associate Professor	29	8	21	24	2	2	1	0	0	5
Assistant Professor	26	7	19	22	3	1	0	0	0	4
Lecturer	13	2	11	11	1	1	0	0	0	2
Total	101	36	65	87	7	5	2	0	0	14
% Minority										14%

Fall 2004	Total	Male	Female	White	African American	Hispanic	Asian	Native American	Pacific Islander Hawaiian	Minority
Distinguished Professor	2	2	0	2	0	0	0	0	0	0
Distinguished Svc Prof	0	0	0	0	0	0	0	0	0	0
Professor	34	22	12	32	1	1	0	0	0	2
Associate Professor	24	7	17	19	2	1	2	0	0	5
Assistant Professor	26	4	22	23	3	0	0	0	0	3
Lecturer	13	1	12	11	1	1	0	0	0	2
Total	99	36	63	87	7	3	2	0	0	12
% Minority										12%

Fall 2003	Total	Male	Female	White	African American	Hispanic	Asian	Native American	Pacific Islander Hawaiian	Minority
Distinguished Professor	2	2	0	2	0	0	0	0	0	0
Distinguished Svc Prof	0	0	0	0	0	0	0	0	0	0
Professor	37	26	11	34	2	1	0	0	0	3
Associate Professor	23	7	16	19	1	1	2	0	0	4
Assistant Professor	25	4	21	21	3	1	0	0	0	4
Lecturer	10	1	9	9	0	0	1	0	0	1
Total	97	40	57	85	6	3	3	0	0	12
% Minority										12%

Fall 2002	Total	Male	Female	White	African American	Hispanic	Asian	Native American	Pacific Islander Hawaiian	Minority
Distinguished Professor	1	1	0	1	0	0	0	0	0	0
Distinguished Svc Prof	1	1	0	1	0	0	0	0	0	0
Professor	37	27	10	35	1	1	0	0	0	2
Associate Professor	23	6	17	19	1	1	2	0	0	4
Assistant Professor	29	5	24	25	3	1	0	0	0	4
Instructor	7	1	6	7	0	0	0	0	0	0
Total	98	41	57	88	5	3	2	0	0	10
% Minority										10%
Data Source: UF OIPR data table III-2										

College of Education Undergraduate Enrollment by Ethnicity

Fall Term	College Total	Underg	%	White	%	AA	%	Hisp	%	Other	%
2002	1,810	680	38%	565	31%	35	2%	64	4%	16	1%
2003	1,749	720	41%	602	34%	26	1%	76	4%	16	1%
2004	1,912	776	41%	653	34%	30	2%	72	4%	21	1%
2005	1,898	827	44%	680	36%	42	2%	76	4%	29	2%
2006	1,914	748	39%	599	31%	47	2%	70	4%	32	2%
2007	1,946	651	33%	507	26%	46	2%	63	3%	35	2%
2008	1,940	625	32%	479	25%	41	2%	69	4%	36	2%

Data Source: UF OIPR Data Tables

College of Education Graduate Enrollment by Ethnicity

Fall Term	College Total	Grad	%	White	%	AA	%	Hisp	%	Other	%
2002	1,810	1,041	58%	789	44%	76	4%	87	5%	89	5%
2003	1,749	956	55%	729	42%	62	4%	82	5%	83	5%
2004	1,912	1,034	54%	782	41%	63	3%	104	5%	85	4%
2005	1,898	986	52%	750	40%	71	4%	71	4%	94	5%
2006	1,914	1,067	56%	792	41%	70	4%	95	5%	110	6%
2007	1,946	1,130	58%	811	42%	82	4%	108	6%	129	7%
2008	1,940	1,163	60%	833	43%	89	5%	104	5%	137	7%

Data Source: UF OIPR Data Tables

College of Education Post-Baccalaureate Enrollment by Ethnicity

Fall Term	College Total	Post-Bac	%	White	%	AA	%	Hisp	%	Other	%
2002	1,810	37	2%	27	1%	5	0%	3	0%	2	0%
2003	1,749	33	2%	26	1%	5	0%	0	0%	2	0%
2004	1,912	45	2%	34	2%	7	0%	1	0%	3	0%
2005	1,898	42	2%	32	2%	6	0%	0	0%	4	0%
2006	1,914	60	3%	42	2%	11	1%	3	0%	4	0%
2007	1,946	92	5%	66	3%	17	1%	7	0%	2	0%
2008	1,940	98	5%	70	4%	15	1%	7	0%	6	0%

Data Source: UF OIPR Data Tables

College of Education Non-Degree Enrollment by Ethnicity

Fall Term	College Total	Non-Degree	%	White	%	AA	%	Hisp	%	Other	%
2002	1,810	52	3%	38	2%	8	0%	1	0%	5	0%
2003	1,749	40	2%	28	2%	4	0%	5	0%	3	0%
2004	1,912	57	3%	25	1%	1	0%	1	0%	30	2%
2005	1,898	43	2%	22	1%	2	0%	3	0%	16	1%
2006	1,914	39	2%	27	1%	4	0%	1	0%	7	0%
2007	1,946	74	4%	47	2%	2	0%	6	0%	19	1%
2008	1,940	54	3%	35	2%	4	0%	3	0%	12	1%

Data Source: UF OIPR Data Tables

College of Education Total Enrollment by Ethnicity

Fall Term	College Total			White	%	AA	%	Hisp	%	Other	%
2002	1,810			1,419	78%	124	7%	155	9%	112	6%
2003	1,749			1,385	79%	97	6%	163	9%	104	6%
2004	1,912			1,494	78%	101	5%	178	9%	139	7%
2005	1,898			1,484	78%	121	6%	150	8%	143	8%
2006	1,914			1,460	76%	132	7%	169	9%	153	8%
2007	1,946			1,430	73%	147	8%	184	9%	185	10%
2008	1,940			1,417	73%	149	8%	183	9%	191	10%

Data Source: UF OIPR Data Tables

College of Education Undergraduate Enrollment by Ethnicity and Gender

Fall Term	Enrollment		White		Black		Hispanic		Asian		Nat. Amr.		Foreign		Not Rptd		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
2009																	
Total Undergrad	19	556	11	429	3	26	3	61	2	26	0	5	0	1	0	8	
	575 (30%)		440 (77%)		29 (5%)		64 (11%)		28 (5%)		5 (0.8%)		1 (0%)		8 (1%)		
% Undergrad	3%	10%	58%	77%	16%	5%	16%	11%	11%	5%	0%	1%	0%	0%	0%	1%	
Total College	248	1671															
	1919		440 (23%)		29 (1.5%)		64 (3%)		28 (1.5%)		5 (0.2%)		1 (0%)		8 (0.4%)		
% College	8%	33%	4%	26%	1%	2%	1%	4%	1%	2%	0%	0%	0%	0%	0%	0%	

College of Education Graduate Enrollment by Ethnicity and Gender

Fall Term	Enrollment		White		Black		Hispanic		Asian		Nat. Amr.		Foreign		Not Rptd		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
2009																	
Total Grad	212	1011	147	675	13	83	17	131	8	32	1	3	16	54	10	33	
	1223 (64%)		822 (67%)		96 (8%)		148 (12%)		40 (3%)		4 (0.3%)		70 (6%)		43 (3.5%)		
% Grad	17%	83%	69%	67%	6%	8%	8%	13%	4%	3%	0%	0%	8%	5%	5%	3%	
Total College	248	1671															
	1919		822 (43%)		96 (5%)		148 (8%)		40 (2%)		4 (0.2%)		70 (4%)		43 (2%)		
% College	85%	61%	59%	40%	5%	5%	7%	8%	3%	2%	0%	0%	6%	3%	4%	2%	

College of Education Post-Bac Enrollment by Ethnicity and Gender

Fall Term	Enrollment		White		Black		Hispanic		Asian		Nat. Amr.		Foreign		Not Rptd		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
2009																	
Total Post-Bac	4	61	3	43	1	10	0	3	0	2	0	0	0	0	0	3	
	65 (3%)		47 (72%)		11 (17%)		3 (5%)		2 (3%)		0 (0.0%)		0 (0.0%)		3 (5%)		
% Post-Bac	6%	94%	75%	70%	25%	16%	0%	5%	0%	3%	0%	0%	0%	0%	0%	5%	
Total College	248	1671															
	1919		47 (2%)		11 (0.5%)		3 (0.1%)		2 (3%)		0 (0%)		0 (0%)		3 (0.1%)		
% College	2%	4%	1%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	

College of Education Non-Degree Enrollment by Ethnicity and Gender

Fall Term	Enrollment		White		Black		Hispanic		Asian		Nat. Amr.		Foreign		Not Rptd		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
2009																	
Total Non-Degree	13	43	8	29	0	2	2	0	1	1	0	0	0	0	2	11	
	56 (3%)		62% 67%		0% 5%		15% 0%		8% 2%		0% 0%		0% 0%		15% 26%		
% Non-Degree	23%	77%	37 (66%)		2 (4%)		2 (4%)		2 (4%)		0 (0%)		0 (0%)		13 (0.7%)		
Total College	248	1671															
	1919		37 (2%)		2 (0.1%)		2 (0.1%)		2 (0.1%)		0 (0.0%)		0 (0.0%)		13 (0.7%)		
% College	5%	3%	3%	2%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%	1%	

College of Education Total Enrollment by Ethnicity and Gender

Fall Term	College Total		White		Black		Hispanic		Asian		Nat. Amr.		Foreign		Not Rptd	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2009																
Total College	248	1671	169	1176	17	121	22	195	11	61	1	8	16	55	12	55
Total	1919		1345 (70%)		138 (7%)		217 (11%)		77 (4%)		9 (0.5%)		71 (4%)		67 (3%)	
% College	13%	87%	68%	70%	7%	7%	9%	12%	4%	4%	0.4%	0.5%	6%	3%	5%	3%

Data Source for Enrollment: UF OIPR Data Table I-1b

College of Education Undergraduate Enrollment by Ethnicity and Gender

Fall Term	Enrollment		White		Black		Hispanic		Asian		Nat. Amr.		Non Resident Alien		Not Rptd	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2010																
Total Undergrad	10	479	2	373	1	18	5	58	1	18	0	4	1	1	0	7
	489 (26%)		375 (77%)		19 (4%)		63 (13%)		19 (4%)		4 (0.8%)		2 (0.4%)		7 (1%)	
% Undergrad	2%	98%	20%	78%	10%	38%	50%	12%	10%	38%	0%	1%	10%	0%	0%	1%
Total College	263	1623														
	1886		375 (20%)		19 (1%)		63 (3%)		19 (1%)		4 (2%)		2 (1%)		7 (4%)	
% College	4%	30%	1%	23%	0.3%	1%	2%	36%	0.3%	1%	0.0%	0.2%	0.3%	0.0%	0.0%	0.4%

College of Education Graduate Enrollment by Ethnicity and Gender

Fall Term	Enrollment		White		Black		Hispanic		Asian		Nat. Amr.		Non Resident Alien		Not Rptd	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2010																
Total Grad	235	1067	166	694	17	98	21	148	8	36	0	5	16	52	7	34
	1302 (69%)		860 (66%)		115 (8.8%)		169 (13%)		44 (3%)		5 (0.3%)		68 (5%)		41 (3%)	
% Grad	18%	82%	71%	65%	7%	9%	9%	14%	3%	34%	0%	0.4%	7%	5%	3%	3%
Total College	263	1623														
	1886		860 (46%)		115 (6%)		169 (9%)		44 (2%)		5 (0.2%)		68 (4%)		41 (2%)	
% College	12%	57%	63%	43%	6%	6%	8%	9%	3%	2%	0%	0.3%	6%	3%	3%	2%

College of Education Non-Degree Enrollment by Ethnicity and Gender

Fall Term	Enrollment		White		Black		Hispanic		Asian		Nat. Amr.		Non Resident Alien		Not Rptd	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2010																
Total Non-Degree	18	77	11	52	2	9	2	8	2	4	0	0	0	1	1	3
	95		63 (66%)		11 (12%)		10 (11%)		6 (6%)		0 (0%)		1 (1%)		4 (4%)	
% Non-Degree	19%	81%	61%	68%	1%	12%	1%	10%	1%	5%	0%	0%	0%	1%	5%	4%
Total College	263	1623														
	1886		63 (3%)		11 (0.5%)		10 (0.5%)		6 (0.3%)		0 (0%)		1 (0.05%)		4 (0.2%)	
% College	7%	4%	4%	3%	.7%	.7%	.7%	.4%	.7%	.2%	0%	0%	0%	.06%	.3%	.1%

College of Education Total Enrollment by Ethnicity and Gender

Fall Term	College Total		White		Black		Hispanic		Asian		Nat. Amr.		Non Resident Alien		Not Rptd	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2010																
Total College	263	1623	179	1119	20	125	28	214	11	58	0	9	17	54	8	44
Total	1886		1298 (69%)		145 (8%)		242 (13%)		69 (4%)		9 (0.4%)		71 (4%)		52 (3%)	
% College	14%	86%	68%	69%	8%	8%	11%	13%	4%	4%	0%	0.5%	6%	3%	3%	3%

Data Source: UF OIPR Data Tables