

FLORIDA EQUITY REPORT

Enrollment, Gender Equity in Athletics, and Employment

Report Year: 2019

Data Reporting Years: 2017-2018



Approved by University Board of Trustees (or designee)

Signature

Date

Approved by University President

Signature

Date

Submitted by:
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PART I

EXECUTIVE SUMMARY

Florida Agricultural and Mechanical University
Florida Equity Report
Part I - Executive Summary

Data Year 2017-2018

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.

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 2018 was 1,373. The number for Fall 2017 was 1,655.
2. Full Time Florida Community College Transfers for Fall 2018 was 684. The number for Fall 2017 was 722.
3. Retention of full time FTIC students entering Fall 2017 and continuing after one year was 79.04% (Fall 2018).
4. Graduation rate of full time FTICs entering Fall 2012 and continuing into Fall after six years was 50.87% (Fall 2018). The percent retained were 57.34%
5. Bachelors Degrees Awarded
1,258 in 2017-2018
1,555 in 2016-2017
6. Master's Degrees Awarded
303 in 2017-2018
252 in 2016-2017
7. Doctoral Degrees Awarded
25 in 2017-2018
22 in 2016-2017

8. First Professional Degrees Awarded

315 in 2017-2018

305 in 2016-2017

(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 1st and 2nd 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 2017-18 academic year, the Department was not cited for any non-compliance or irregularities as it relates to Title IX and Gender Equity. However, the Department would like to see improvements in several of the areas reviewed. 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 2017-2018, 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 2017-2018 are as follows:

1. Tenured faculty increased from 290 to 307 between Fall 2017 and Fall 2018. This was an increase of 5.86%.
2. Tenure-earning faculty decreased from 118 to 114 between Fall 2017 and Fall 2018. This was a drop of -3.39%.
3. Non-tenure earning faculty increased from 144 to 161 between Fall 2017 and Fall 2018. This was an increase of 11.81%.
4. Employees in the Executive/Administrative/Managerial classes decreased from 290 to 277 between Fall 2017 and Fall 2018. This was a drop of -4.48%.

(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 2017-2018, and the composition of tenure committees by colleges and schools. In 2017-2018, 20 males (10 African Americans, six whites, and four Others) applied for tenure and 16 were nominated for tenure by the University. In the same academic year, 25 females

(12 African Americans, five whites, one Asian and seven Others) applied for tenure and 21 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
2017-2018
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.



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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*	UNK	TOTAL
Men	2	405	0	7	40	0	14	14	0	482
Women	0	791	0	4	47	0	15	34	0	891
Total Fall 2018	2	1196	0	11	87	0	29	48	0	1373
Category % of Total Fall 2018	0.15%	87.11%	0.00%	0.80%	6.34%	0.00%	2.11%	3.50%	0.00%	100.00%
Total FALL 2017	12	1474	1	4	76	0	37	51	0	1655
Category % of Total FALL 2017	0.73%	89.06%	0.06%	0.24%	4.59%	0.00%	2.24%	3.08%	0.00%	100.00%
Total FTIC Fall 2013	4	1198	2	11	12	0	46	0	0	1273
Category % of Total Fall 2013	0.31%	94.11%	0.16%	0.86%	0.94%	0.00%	3.61%	0.00%	0.00%	100.00%
Percentage Change in number from Fall 2013 to Fall 2018	-50.00%	-0.17%	-100.00%	0.00%	625.00%	0.00%	-36.96%	0.00%	0.00%	7.86%

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	A/AN	A	H	NH/OPI*	W	≥ TWO*	UNK	FEMALE	MALE	TOTAL
Total Fall 2018	3	581	0	5	16	0	63	16	0	440	244	684
Category % of Total Fall 2018	0.44%	84.94%	0.00%	0.73%	2.34%	0.00%	9.21%	2.34%	0.00%	64.33%	35.67%	100.00%
Total FALL 2017	2	622	0	7	15	0	63	13	0	472	250	722
Category % of Total FALL 2017	0.28%	86.15%	0.00%	0.97%	2.08%	0.00%	8.73%	1.80%	0.00%	65.37%	34.63%	100.00%
Total Fall 2013	5	410	3	9	10	0	57	0	0	306	188	494
Category % of Total Fall 2013	1.01%	83.00%	0.61%	1.82%	2.02%	0.00%	11.54%	0.00%	0.00%	61.94%	38.06%	100.00%
Category % Change from 2013 to 2018	-40.00%	41.71%	-100.00%	-44.44%	60.00%	0.00%	10.53%	0.00%	0.00%	43.79%	29.79%	38.46%

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
Fall 2017 Cohort	11	1395	0	4	68	0	37	50	0	1017	548	1565
Category % of Total	0.70%	89.14%	0.00%	0.26%	4.35%	0.00%	2.36%	3.19%	0.00%	64.98%	35.02%	100.00%
Enrolled Fall 2018	7	1113	0	3	52	0	25	37	0	827	410	1237
Retention Rate	63.64%	79.78%	0.00%	75.00%	76.47%	0.00%	67.57%	74.00%	0.00%	81.32%	74.82%	79.04%

Source: Student Instruction File. FTICs who matriculated in Fall 2017, plus those FTICs who matriculated in Summer 2017 and continued into in Fall 2018

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
2012-18 Cohort	9	1391	2	7	27	0	54	8	0	946	552	1498
Category % of Total	0.60%	92.86%	0.13%	0.47%	1.80%	0.00%	3.60%	0.53%	0.00%	63.15%	36.85%	100.00%
After 6 Years												
Number of Graduates	4	713	1	4	11	0	24	5	0	522	240	762
Percent Graduated	44.44%	51.26%	50.00%	57.14%	40.74%	0.00%	44.44%	62.50%	0.00%	55.18%	43.48%	50.87%
Category % Graduated	0.52%	93.57%	0.13%	0.52%	1.44%	0.00%	3.15%	0.66%	0.00%	68.50%	31.50%	100.00%
Number Retained	4	807	1	4	13	0	24	6	0	581	278	859
Percent Retained	44.44%	58.02%	50.00%	57.14%	48.15%	0.00%	44.44%	75.00%	0.00%	61.42%	50.36%	57.34%

Note: FTIC includes Beginners and Early Admits.

Table 5. Bachelor's Degrees Awarded by Race

	NRA	B	A/AN	A	H	NH/PI	W	≥ TWO	UNK	TOTAL
AY 2017-18										
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	1.03%	93.16%	0.24%	0.32%	1.19%	0.00%	3.26%	0.79%	0.00%	100.00%
AY 2016-17										
Male	2	501	1	3	10	0	15	3	0	535
Female	9	970	0	1	15	0	20	5	0	1020
Total	11	1471	1	4	25	0	35	8	0	1555
Category % of Total	0.71%	94.60%	0.06%	0.26%	1.61%	0.00%	2.25%	0.51%	0.00%	100.00%
AY 2012-13										
Male	12	531	1	5	8	0	16	0	0	573
Female	11	867	0	7	6	0	17	1	0	909
Total	23	1398	1	12	14	0	33	1	0	1482
Category % of Total	1.55%	94.33%	0.07%	0.81%	0.94%	0.00%	2.23%	0.07%	0.00%	100.00%

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
AY 2017-18										
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	1.32%	89.77%	0.00%	0.99%	2.97%	0.00%	3.63%	1.32%	0.00%	100.00%
AY 2016-17										
Male	4	66	0	0	2	0	1	2	0	75
Female	4	161	0	1	2	0	9	0	0	177
Total	8	227	0	1	4	0	10	2	0	252
Category % of Total	3.17%	90.08%	0.00%	0.40%	1.59%	0.00%	3.97%	0.79%	0.00%	100.00%
AY 2012-13										
Male	3	81	0	1	0	0	3	0	0	88
Female	5	175	1	0	2	0	3	0	0	186
Total	8	256	1	1	2	0	6	0	0	274
Category % of Total	2.92%	93.43%	0.36%	0.36%	0.73%	0.00%	2.19%	0.00%	0.00%	100.00%

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	A/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
AY 2017-18										
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	4.00%	92.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.00%	0.00%	100.00%
AY 2016-17										
Male	1	7	0	0	0	0	0	0	0	8
Female	1	13	0	0	0	0	0	0	0	14
Total	2	20	0	0	0	0	0	0	0	22
Category % of Total	9.09%	90.91%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
AY 2011-12										
Male	0	7	0	0	0	0	1	0	0	8
Female	0	15	0	0	0	0	0	0	0	15
Total	0	22	0	0	0	0	1	0	0	23
Category % of Total	0.00%	95.65%	0.00%	0.00%	0.00%	0.00%	4.35%	0.00%	0.00%	100.00%

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	A/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
AY 2017-18										
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	0.00%	66.03%	0.00%	3.49%	9.52%	0.00%	19.68%	0.63%	0.63%	100.00%
AY 2016-17										
Male	0	66	0	9	10	0	22	1	0	108
Female	1	134	3	15	20	0	24	0	0	197
Total	1	200	3	24	30	0	46	1	0	305
Category % of Total	0.33%	65.57%	0.98%	7.87%	9.84%	0.00%	15.08%	0.33%	0.00%	100.00%
AY 2012-13										
Male	0	76	1	5	9	0	52	0	0	143
Female	2	165	1	9	14	0	43	0	0	234
Total	2	241	2	14	23	0	95	0	0	377
Category % of Total	0.53%	63.93%	0.53%	3.71%	6.10%	0.00%	25.20%	0.00%	0.00%	100.00%

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

TABLE 1. Sex Equity in Athletics Update (2017-2018)

Element	Assessment	Area for Improvement?
1. Sports Offerings	The University's sport offerings (16) met the needs of our students in AY 2017-18.	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.	Yes
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	No

	volleyball. Although the three sports share facilities, the athletic department scheduled practices and competitions without overlaps.	
8. Opportunities to receive tutoring	The Division of Academic Affairs continued to support FAMU Athletics in its efforts to strengthen academics, including tutoring.	Yes
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 2017-18	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	Ongoing

	underrepresented coaches as money becomes available.	
Medical and Training Services	Athletics is exploring opportunities to provide consistent strengthening and conditioning services as well as training and medical support to all sports.	Ongoing

Table 3. Student Athletes by Gender, 2017-2018

	Male	Female	Total
Number	228	143	371
Percent of Total	61%	39%	100%

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 2018	20	208	0	18	9	0	51	1	0	120	187	307
Number, Fall 2017	17	192	0	17	10	0	53	1	0	111	179	290
1YR Percentage Change	17.65%	8.33%	0.00%	5.88%	-10.00%	0.00%	-3.77%	0.00%	0.00%	8.11%	4.47%	5.86%
Number, Fall 2013	7	175	0	15	6	0	48	2	0	88	165	253
5YR Percentage Change	185.71%	18.86%	0.00%	20.00%	50.00%	0.00%	6.25%	-50.00%	0.00%	36.36%	13.33%	21.34%
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 2018	13	71	0	7	6	0	17	0	0	59	55	114
Number, Fall 2017	13	78	0	7	5	0	15	0	0	63	55	118
1YR Percentage Change	0.00%	-8.97%	0.00%	0.00%	20.00%	0.00%	13.33%	0.00%	0.00%	-6.35%	0.00%	-3.39%
Number, Fall 2013	15	84	0	5	3	0	25	3	0	79	56	135
5YR Percentage Change	-13.33%	-15.48%	0.00%	40.00%	100.00%	0.00%	-32.00%	-100.00%	0.00%	-25.32%	-1.79%	-15.56%
Area for improvement, compared with national standards? (Check if yes)												Y

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	AV/AN	A	H	NH/OP	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2018	19	109	2	4	3	0	24	0	0	91	69	161
Number, Fall 2017	11	107	0	2	3	0	20	1	0	92	52	144
1 YR Percentage Change	72.73%	1.87%	0.00%	100.00%	0.00%	0.00%	20.00%	-100.00%	0.00%	-1.09%	32.69%	11.81%
Number, Fall 2013	8	120	0	5	3	0	21	5	0	86	76	162
5YR Percentage Change	137.50%	-9.17%	0.00%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	5.81%	-9.21%	-0.62%
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 2018	5	242	0	6	0	0	23	1	0	163	114	277
Number, Fall 2017	1	250	0	7	2	0	24	6	0	174	116	290
1YR Percentage Change	400.00%	-3.20%	0.00%	-14.29%	-100.00%	0.00%	-4.17%	-83.33%	0.00%	-6.32%	-1.72%	-4.48%
Number, Fall 2013	2	267	0	6	2	1	20	3	0	179	122	301
5YR Percentage Change	150.00%	-9.36%	0.00%	0.00%	-100.00%	-100.00%	15.00%	-66.67%	0.00%	-8.94%	-6.56%	-7.97%
Area for improvement, compared with national standards? (Check if yes)												Y

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

Part VI
FLORIDA EQUITY REPORT
Florida A&M University

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)
Graduation Rate of full time FTIC students entering Fall 2012 after six years (2018) was 50.87%	Graduation Rate of full time FTIC students entering Fall 2011 after six years (2017) was 47.61%
Master's Degrees awarded in 2017-2018 were 303	Master's Degrees awarded in 2016-2017 were 252
Doctoral Degrees awarded in 2017-2018 were 25	Doctoral Degrees awarded in 2016-2017 were 22
First Professional Degrees awarded in 2017-2018 were 315	First Professional degrees awarded in 2016-2017 were 305
Full Time FTIC Asian and Hispanic students totaled 98 in Fall 2018	Full Time FTIC Asian and Hispanic students totaled 80 in Fall 2017
The number of Bachelor's degrees awarded to white students in 2017-2018 was 41	The number of Bachelor's degrees awarded to white students in 2016-2017 was 35
The number of Bachelor's degrees awarded to Native Americans in 2017-2018 was three (3)	The number of Bachelor's degrees awarded to Native Americans was one (1)
The number of First Professional Degrees awarded to white students in 2017-2018 was 62	The number of First Professional Degrees awarded to white students in 2017-2018 was 46

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 faculty was 307 in Fall 2018	Total tenured faculty was 290 in Fall 2017
Total non-tenure earning faculty was 161 in Fall 2018	Total non-tenure earning faculty was 144 in Fall 2017
Total number of women nominated for tenure in 2017-2018 was 21	Total number of women nominated for tenure in 2016-2017 was seven (7)

PART VII

PROTECTED-CLASS REPRESENTATION IN THE TENURE PROCESS 2017-2018

Florida Equity Reports
 Florida A&M University
PART VII: Protected Class Representation
 2017-2018

Table 1. Protected –Class Representation in the Tenure Process, 2017-2018

Sex, Race/Ethnicity	Applied	Withdrawn	Denied	Deferred	Nominated
MALES					
American Indian or Alaskan Native					
Asian					
Black or African American	10		1		9
Hispanic					
Native Hawaiian/Other Pacific Islander					
Two or More Races					
White	6		1		5
Other, Not Reported	4		2		2
TOTAL MALES	20		4		16
FEMALES					
American Indian or Alaskan Native					
Asian	1				1
Black or African American	12	1	1		10
Hispanic					
Native Hawaiian/Other Pacific Islander					
Two or More Races					
White	5		1		4
Other, Not Reported	7		1		6
Total Females	25	1	3		21
GRAND TOTAL	45	1	7		37

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
2017-2018

Florida Equity Reports
Florida A&M University
PART VIII: Promotion and Tenure Committee for Colleges and Schools
2017-2018

Promotion and Tenure Committee Composition, 2017-2018

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	5	11	0	0	0	1	0	0	0	0	4	1	0	0	0	0	9	12
College of Agriculture and Food Sciences	2	0	0	0	1	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	1	1	0	0	0	0	0	2	3
College of Law	7	9	0	0	1	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	4	1
College Sciences and Technology	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	4	1
College of Social Sciences, Arts and Humanities	4	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	5	1
FAMU-FSU College of Engineering	2	0	0	0	2	0	0	0	1	0	2	0	0	0	0	0	7	0
School of Allied Health Sciences	0	6	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	8
School of Architecture and Eng. Tech.	6	3	0	0	3	0	0	2	1	5	1	0	0	0	0	0	16	7
School of Business and Industry	2	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	3	2
School of Journalism & Graphic Comm.	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
School of Nursing	1	6	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	7
School of the Environment	6	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	8	1