



Florida Equity Report:

Enrollment, Sex Equity in Athletics, and Employment

Report Year: 2022

Florida Agricultural and Mechanical University

Data Year: July, 2020 – June, 2021

Approved by University Board of Trustees (or designee): (date)

Approved by University President: (signature and date)

Submitted by:

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Florida Equity Reports
Florida Agricultural and Mechanical University
REPORT YEAR: 2022
PART II: Policies and Procedures in Support of Equity



Florida Agricultural and Mechanical University

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OFFICE OF THE PRESIDENT

President's Statement

The Florida A&M University (FAMU or University) is committed, as evident in our policies, principles and practices, to an educational environment and equal opportunity workplace wherein each member of the University community is free from any form of harassment and discrimination. Therefore, the University prohibits discrimination on the basis of race, religion, color, age, disability, sex, sexual harassment, sexual orientation, gender identity, gender expression, marital status, national origin, genetic information, and veteran status, or any other legally protected group status (including Title IX of the Education Amendments of 1972), in accordance with state and federal laws. Discriminatory conduct in the form of sexual misconduct, including sexual harassment, sexual assault, domestic and dating violence, and stalking, is also prohibited.

This commitment applies to all areas affecting students, employees, applicants for admission and employment, and to volunteers and guests doing business with or affiliating with the University or any of its employees, organizations, components, campuses, facilities, or events. It is also relevant to the University's selection of contractors and suppliers of goods and services.

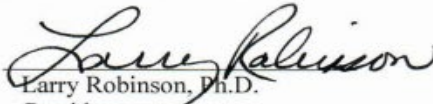
FAMU also acknowledges its responsibility to cultivate a community in which diversity and inclusion is valued and opportunity is balanced. The following non-exclusive University regulations – University Regulation 10.103 Non-Discrimination Policy and Discrimination and Harassment Complaint Procedures, and University Regulation University Regulation 1.022 Title IX Sex Discrimination and Sexual Misconduct Prohibition, and Formal Hearing Process, as well as Regulation 1.019, University Code of Conduct, communicate principles of workplace and educational equity, expectations of collegiality and respect, and the grievance process for behaviors that may be in violation of these regulations.

Latrecha K. Scott, Ph.D., Director of Equal Opportunity Programs/University Title IX Office is appointed to facilitate University-wide compliance and address complaints concerning these matters. Questions regarding the aforementioned should be directed to Dr. Scott at the address listed below.

Office of Equal Opportunity Programs

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Signed:


Larry Robinson, Ph.D.
President


Date

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

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	UNK	TOTAL
Men	0	302	0	2	20	0	13	4	0	341
Women	1	737	0	2	33	0	15	10	0	798
Total Fall 2021	1	1,039	0	4	53	0	28	14	0	1,139
Category % of Total Fall 2021	0%	91%	0%	0%	5%	0%	2%	1%	0%	100%
Total FTIC Fall 2016	13	1,141	0	6	52	0	33	48	0	1,293
Category % of Total Fall 2016	1%	88%	0%	0%	4%	0%	3%	4%	0%	100%
Percentage Change in number from Fall 2016 to Fall 2021	-0.9%	3.0%	0.0%	-0.1%	0.6%	0.0%	-0.1%	-2.5%	0.0%	0%

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

FAMU continues to enroll a diverse first-time in-college student population. Analysis indicated the institution's overall enrollment for full-time first-time in-college student population declined, 11.9%, from 1,293 to 1,139 when compared to five years ago. In addition to the population decline, the diversity student proportion shifted slightly. The proportion of Black and Hispanic students increased slightly. Black and Hispanic students make up a slightly larger share of the student population increasing from 88% to 91% and 4% to 5%, respectively. In contrast, the share of Whites, Two or More Races and Asians declined between one and three percent. The decline in the full-time first-time in-college follows the national trend of undergraduate enrollment decline. According to the National University Student Clearinghouse, many students continue to sit out as institutions navigate another year of COVID-19. The institution continues its commitment to enrolling a diverse student population.

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

	NRA	B	AI/AN	A	H	NH/OPI*	W	≥ TWO*	UNK	FEMALE	MALE	TOTAL
Total Fall 2021	0	571	1	4	20	0	50	9	0	425	230	655
Category % of Total Fall 2021	0%	87%	0%	1%	3%	0%	8%	1%	0%	65%	35%	100%
Total Fall 2016	3	514	1	5	17	0	59	8	0	383	224	607
Category % of Total Fall 2016	0%	85%	0%	1%	3%	0%	10%	1%	0%	63%	37%	100%
Category % Change from 2016 to 2021	-0.5%	2.5%	0.0%	-0.2%	0.3%	0.0%	-2.1%	0.1%	0.0%	1.8%	-1.8%	0%

Source: Student Instruction File. Full-time students.

FAMU continues to enroll a diverse Florida Community College A.A. Full-Time Transfer student population. The majority of students, 98%, are Black, White or Hispanic. The number of Florida Community College A.A. Full-Time Transfer students continues to increase. Florida Community College A.A Full-Time Transfer student enrollment has increased 7.9% compared to six years ago, from 607 to 655. Almost two-thirds of Florida Community College A.A Full-Time Transfer student are female. The transfer student population increased by 11.0% from 383 to 425 and 2.7% from 224 to 230 for females and males, respectively. The institution is committed to the success of Florida Community College A.A. Full-Time Transfer student degree production.

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 2020 Cohort	0	886	1	2	63	0	15	33	0	670	330	1,000
Category % of Total	0%	89%	0%	0%	6%	0%	2%	3%	0%	67%	33%	100%
Enrolled Fall 2021	0	791	0	2	56	0	9	32	0	603	287	890
Retention Rate	N/A	89%	0%	100%	89%	N/A	60%	97%	N/A	90%	87%	89%

FAMU continues to retain full-time first-time in college students from diverse groups from their freshmen to sophomore years in college. The retention rate of full-time first-time in-college continues to trend up, increasing from 85.80% to 89.00%. Male and female retention rates have also increased during this time from 85.65% to 87.00%, and 85.87% to 90.00%, respectively. The retention of full-time first-time in-college by ethnicity has increase in a majority of categories as well. Black retention rates increased from 86.64% to 89.28%; Asian retention rates held steady at 100.0%; Hispanic retention rates increased from 77.50% to 88.89%; and Two or More races increased from 85.37% to 97.00%. White retention rates decreased from 81.82% to 60.00%. The institution will continue to implement initiatives increase the retention rates of a diverse student population.

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
2015-21 Cohort	6	1,372	0	4	38	0	35	160	0	1,079	536	1,615
Category % of Total	0%	85%	0%	0%	2%	0%	2%	10%	0%	67%	33%	100%
Number of Graduates within 6 yrs from cohort	2	748	0	4	19	0	14	94	0	641	240	881
Percent Graduated	33.33%	54.52%	N/A	100.00%	50.00%	N/A	40.00%	58.75%	N/A	59.41%	44.78%	54.55%
Number Still Enrolled in 6th Year from cohort	0	207	0	2	6	0	4	26	0	161	84	245
Percent Retained	0%	15%	N/A	50%	16%	N/A	11%	16%	N/A	15%	16%	15%

Note: FTIC includes Beginners and Early Admits.

FAMU continues to graduate students and make progress in the execution of its graduation improvement plan. The six-year graduation rate of full-time first-time in-college was 54.55%. The graduation rate by gender was 59.41% for females and 44.78% for males. The six-year graduation rates by race/ethnicity showed more of a fluctuation when compared to last year's graduation rate. The graduation rates for Blacks decreased from 56.25% to 54.52% and Whites decreased from 52.27% to 40.00%. In contrast, the graduation rates for Hispanic increased from 22.22% to 50.00% and Two or More Races increased from 37.5% to 58.75%. Asian students maintained a graduation rate of 100%. The institution continues to graduate a diverse population of full-time first-time in college within six years and will continue to implement the Graduation Improvement Plan to increase the diversity of graduates.

Table 5. Bachelor's Degrees Awarded by Race

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
AY 2020-21										
Male	2	412	0	5	17	0	21	14	0	471
Female	4	898	0	3	36	0	27	27	0	995
Total	6	1,310	0	8	53	0	48	41	0	1,466
Category % of Total	0%	89%	0%	1%	4%	0%	3%	3%	0%	100%
AY 2015-16										
Male	6	559	0	5	12	0	23	4	0	609
Female	9	1,030	3	4	8	0	12	1	0	1,067
Total	15	1,589	3	9	20	0	35	5	0	1,676
Category % of Total	1%	95%	0%	1%	1%	0%	2%	0%	0%	100%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees. Table for 99.0000, all disciplines.

A comparative look from five years ago reflects a 12.5% decrease in the number of bachelor degrees awarded from 1,676 to 1,466. The institution continues to graduate students from a diverse background. This is reflected in the dispersion of degrees awarded based on the category percentage of the total. Hispanic, White, and Two or more races all reflected category percentage increases in degrees awarded ranging from 1% to 3% increases. From a comparative view, the number of bachelor degrees awarded to Hispanic, White, and Two or More Races increased by 165.00%, 37.14%, 720.00%, respectively. The number of female graduates has declined slightly by 6.75% from 1,067 to 995 and males declined by 22.66% to from 609 to 471. The institution will continue to implement the Graduation Improvement Plan to increase the diversity of graduates.

Table 6. Master's Degrees Awarded by Race

	NRA	B	AI/AN	A	H	NH/OPI	W	≥Two	UNK	TOTAL
AY 2020-21										
Male	3	82	0	1	3	1	5	4	0	99
Female	3	158	0	5	6	0	18	14	0	204
Total	6	240	0	6	9	1	23	18	0	303
Category % of Total	2%	79%	0%	2%	3%	0%	8%	6%	0%	100%
AY 2015-16										
Male	9	80	0	1	0	0	5	0	0	95
Female	8	162	0	0	2	0	4	0	0	176
Total	17	242	0	1	2	0	9	0	0	271
Category % of Total	6%	89%	0%	0%	1%	0%	3%	0%	0%	100%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, Master's degrees. Table for 99.0000, all disciplines.

FAMU continues to offer advanced training in various academic disciplines, the number of master's degrees awarded compared to six years ago increased by 11.81% from 271 to 303. During this same time, the graduates became more diverse. The proportion of master's degrees awarded have increased by gender and race. Additionally, master's degrees earned by males and females increased by 4.21% from 95 to 99 and 15.91% from 176 to 204, respectively. All races followed this same trend with the exception of Blacks, the number of master's degrees earned by Blacks declined less than one percent from 242 to 240. The number of master's earned by Asians, Hispanics, and Whites increased by 500.00%, 350.0%, 155.56%, respectively. The institution will continue to increase the degree production of diverse students at the graduate level.

Table 7. Doctoral Degrees Awarded by Race

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
AY 2020-21										
Male	0	5	0	1	0	0	1	0	0	7
Female	0	17	0	2	0	0	2	0	0	21
Total	0	22	0	3	0	0	3	0	0	28
Category % of Total	0%	79%	0%	11%	0%	0%	11%	0%	0%	100%
AY 2015-16										
Male	1	5	0	0	0	0	0	0	0	6
Female	2	12	0	0	0	0	0	0	0	14
Total	3	17	0	0	0	0	0	0	0	20
Category % of Total	15%	85%	0%	0%	0%	0%	0%	0%	0%	100%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, Doctoral degrees. Chart for 99.0000, all disciplines.

FAMU continues to offer advanced training in various academic disciplines, the number of doctoral degrees awarded compared to five years ago increased by 40.00% from 20 to 28. During this same time, the graduates became more diverse. The proportion of master's degrees awarded have increased by gender and race. Additionally, doctoral degrees earned by males and females increased by 16.67% from 6 to 7 and 50.00% from 14 to 21, respectively. Some races followed this same trend, with Asian and White increasing from zero. The institution will increase the degree production of diverse students at the graduate level.

Table 8. First Professional Degrees Awarded by Race

	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO	UNK	TOTAL
AY 2020-21										
Male	0	42	0	1	17	1	33	6	0	100
Female	0	113	0	3	23	0	30	7	0	176
Total	0	155	0	4	40	1	63	13	0	276
Category % of Total	0%	56%	0%	1%	14%	0%	23%	5%	0%	100%
AY 2015-16										
Male	1	48	4	2	12	0	35	1	0	103
Female	1	137	2	8	22	0	32	1	0	203
Total	2	185	6	10	34	0	67	2	0	306
Category % of Total	1%	60%	2%	3%	11%	0%	22%	1%	0%	100%

Source: IPEDS Completions, GRAND TOTAL BY FIRST MAJOR, First Professional degrees. Chart for 99.0000, all disciplines.

Graduating students earning professional degrees is a priority for FAMU. The number of first professional degrees awarded has declined by 9.80%, compared to five years ago from 306 to 276. First professional degrees awarded by gender followed this same trend, males declined 2.91% from 103 to 100 and females declined 13.30% from 203 to 176. Hispanic and Two or More Races first professional degrees awarded increased by 17.65% from 34 to 40 and 550.00% from 2 to 13, respectively. While Black, American Indian, Asian, and White first professional degrees awarded declined. The institution continues to increase diversity in first professional degree programs as reflected in the proportion of graduates (category % of total) by gender and race.

Table 1. Sex Equity in Athletics Update

Element	Assessment	Area for improvement? (check if yes, and describe on form below)
1. Sports offerings	The University had 14 sports offerings in 2020-21: Men's sports: baseball, basketball, football, golf, and track (indoor & outdoor). Women's sports: basketball, bowling, cross-country, softball, tennis, track (indoor & outdoor), and volleyball.	Yes
2. Participation rates, male and female, compared with full-time undergraduate enrollment	Participation rates: 65% male; 35% female: Undergraduate enrollment: 34% male; 66% female based on 2021 Fall enrollment.	Yes
3. Availability of facilities, defined as locker room, practice, and competitive facilities	We renovated our Olympic sports weight room and upgraded our baseball field with artificial turf.	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	\$6,503,485	Yes
b) administration	\$3,295,803; full time employees	Yes
c) travel and per diem allowances	\$380,742	Yes
d) recruitment	\$18,675	Yes
e) comparable coaching	A female was head coach of seven (7) of 14 sports.	Yes
f) publicity and promotion	We have a team of individuals that used social media outlets to promote all of our teams	No
g) other support costs	N/A	N/A
6. Provision of equipment and supplies	New equipment and supplies were supplied 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.	Yes
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 continues to be assessed.	Yes
10. Medical and training services	The Athletic Department continues to work with the School of Allied Health Sciences to provide all sports with training and rehab needs.	Yes
11. Housing and dining facilities and services	Housing and dining facilities were comparable for all sports.	No

Table 2. Sex Equity in Athletics - Areas for Improvement

Areas for improvement	Program for improvement	Timetable
Sports offerings	The University initiated a sustainability study to increase the number of female sports offerings.	6/30/2023
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. Additionally, men's cross-country and tennis have been discontinued. The department has initiated a sustainability study on adding women's golf, women's beach volleyball, and women's soccer.	6/30/2023
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. In addition to replacing the floor in Gaither gymnasium and adding a weight room for all Olympic sports.	6/30/2023
Funds for the athletic program as a whole	Increase season and general ticket sales, charge for admittance to more sports, and garner additional sponsors. Implemented ticket sales for baseball and softball.	6/30/2023
Administration	The department will make an assessment and devise strategies to ensure salaries are comparable.	6/30/2023
Travel and Per Diem Allowances	The department is attempting to ensure modes of transportation to away competitions are comparable; per diem is state-regulated.	6/30/2023
Recruitment	The department will provide equitable recruitment dollars to comparable sports.	6/30/2023
Comparable Coaching	The goal of the department is to employ an equitable number of assistant coaches for similar sports.	6/30/2023
Provision of Equipment and supplies	To increase donations by alumni groups for major equipment purchases.	6/30/2023
Opportunities to receive tutoring	Provide tutoring for upper-level and STEM courses.	6/30/2023
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.	6/30/2023
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.	6/30/2023

Table 3. Student Athletes by Gender, 2020-21

	Male	Female	Total
Number	235	128	363
Percent of Total	65%	35%	100%

Table 1. Category Representation – Tenured Faculty

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2021	22	190	0	14	8	0	49	6	0	111	178	289
Number, Fall 2020	21	195	0	15	8	0	49	4	0	113	179	292
1YR Percentage Change	5%	-3%	N/A	-7%	0%	N/A	0%	50%	N/A	-2%	-1%	-1%
Number, Fall 2016	16	198	0	17	9	0	54	5	0	116	183	299
5YR Percentage Change	38%	-4%	N/A	-18%	-11%	N/A	-9%	20%	N/A	-4%	-3%	-3%
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.

In Fall 2020, the institution entered into a MOU with the United Faculty of Florida (UFF) FAMU Chapter, which included a clause affording faculty a one-year extension to apply for tenure. Approximately 26 faculty took advantage of the one-year extension due to consequences associated with the pandemic resulting in a reduction of the number of applicants.

See Attachment S.

As of Fall 2021, the number of tenured faculty decreased by 1.03% from 292 to 289, when compared to Fall 2020. Gender diversity follows this same trend, female tenured faculty decreased by 1.77% from 113 to 111 and male tenured faculty decreased by 0.56% from 179 to 178. Female tenured faculty made up 38.41% of the tenured faculty whereas male tenured faculty made up 61.59%. With regard to racial and ethnic diversity, there was a 4.76% increase in Non-Resident Alien tenured faculty from 21 to 22. A 50.00% increase was also seen in the number of faculty members who identify as having Two or more races from 4 to 6. Four categories remained the same - namely, American Indian/Alaskan Native had no reported faculty members, Hispanic at eight faculty members, Native Hawaiian/Other Pacific Islander had no reported faculty members, and White at 49 faculty members. Tenured faculty saw a decrease in faculty members who identify as Black and Asian. Over a five-year comparison, Non-Resident Alien tenured faculty saw the largest increase with a 37.50% change from 16 to 22.

Table 2. Category Representation – Tenure-Track Faculty

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTE D	FEMALE	MALE	TOTAL
Number, Fall 2021	18	48	0	13	1	0	17	2	0	46	53	99
Number, Fall 2020	17	53	0	9	2	0	19	2	0	49	53	102
1YR Percentage Change	6%	-9%	N/A	44%	-50%	N/A	-11%	0%	N/A	-6%	0%	-3%
Number, Fall 2016	12	84	0	6	6	0	18	2	0	67	61	128
5YR Percentage Change	50%	-43%	N/A	117%	-83%	N/A	-6%	0%	N/A	-31%	-13%	-23%
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.

As of Fall 2021, the number of tenure-track faculty decreased by 2.94% from 102 to 99, when compared to Fall 2020. With regard to gender diversity, female tenure-track faculty decreased by 6.12% from 49 to 46, while the male tenure-track faculty count stayed the same with 53 faculty members. Female tenure-track faculty made up 46.46% of the faculty whereas male tenure-track faculty made up 53.54%. With regard to racial and ethnic diversity, there was a 5.88% increase in Non-Resident Alien tenure-track faculty from 17 to 18. A 44.44% increase was also seen in the number of faculty members who identify as Asian from 9 to 13. Some categories remained the same - namely American Indian/Alaskan Native had no reported faculty members, Native Hawaiian/Other Pacific Islander had no reported faculty members, and Two or more races had 2 faculty members. Tenure-track faculty saw a decrease in faculty members who identify as Black, Hispanic, and White. Over a 5-year comparison, Non-Resident Alien tenure-track faculty saw the largest increase 50.00% from 12 to 18.

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

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTED	FEMALE	MALE	TOTAL
Number, Fall 2021	16	92	1	4	4	0	21	3	0	86	55	141
Number, Fall 2020	17	89	1	3	2	0	24	3	0	86	53	139
1YR Percentage Change	N/A	3.37%	0.00%	33.33%	100.00%	N/A	-12.50%	0.00%	N/A	0.00%	3.77%	1.44%
Number, Fall 2016	15	76	0	1	3	0	19	1	0	64	51	115
5YR Percentage Change	7%	21%	N/A	300%	33%	N/A	11%	200%	N/A	34%	8%	23%
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.

The number of Non-Tenure-Earning faculty increased by 1.44% from 139 to 141, when compared to Fall 2020. With regard to gender diversity, male Non-Tenure-Earning faculty increased by 3.77% from 53 to 55, while the female Non-Tenure-Earning faculty count stayed the same with 86 faculty members. Female Non-Tenure-Earning faculty made up 60.99% of the faculty whereas male Non-Tenure-Earning faculty made up 39.01%. With regard to racial and ethnic diversity, there was a 100.00% increase in Hispanic Non-Tenure-Earning faculty from 2 to 4. A 33.33% increase was also seen in the number of faculty members who identify as Asian from 3 to 4, and a 3.37% increase in Black Non-Tenure-Earning faculty from 89 to 92. Some categories remained the same - namely, American Indian/Alaskan Native one faculty member, Native Hawaiian/Other Pacific Islander had no reported faculty members, and Two or more races had three faculty members. Non-Tenure-Earning faculty saw a decrease in faculty members who identify as Non-Resident Alien and White. Over a five-year comparison, Asian Non-Tenure-Earning faculty saw the largest increase with a 300.00% increase from one to four.

Table 4. Category Representation – Executive/Administrative/Managerial

INDICATOR	NRA	B	AI/AN	A	H	NH/OPI	W	≥ TWO*	NOT REPORTE D	FEMALE	MALE	TOTAL
Number, Fall 2021	5	223	0	6	2	0	23	7	0	157	109	266
Number, Fall 2020	5	212	0	8	0	0	20	6	0	148	103	251
1YR Percentage Change	0.00%	5.19%	N/A	-25.00%	N/A	N/A	15.00%	16.67%	N/A	6.08%	5.83%	5.98%
Number, Fall 2016	3	282	0	8	1	0	30	2	0	193	133	326
5YR Percentage Change	67%	-21%	N/A	-25%	100%	N/A	-23%	250%	N/A	-19%	-18%	-18%
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.

As of Fall 2021, the number of Administrators increased by 5.98% from 251 to 266, when compared to Fall 2020. Gender diversity followed this same trend, the number of female Administrators increased by 6.08% from 148 to 157, and the number of males increased by 5.83% from 103 to 109. Female Administrators made up 59.02% whereas male Administrators made up 40.98%. With regard to racial and ethnic diversity, three categories saw an increase in Administrators. Black, White, and Two or more races increases 5.19%, 15.00%, and 16.67%, respectively. Some categories remained the same - namely Non-resident alien with five administrators, American Indian/Alaskan Native had no reported administrators, and Native Hawaiian/Other Pacific Islander had no reported administrators. There was a 25.00% decline in Administrators who identify as Asian. Over a five-year comparison, Two or more races Administrators saw the largest increase at 250.00% from 2 to 7.

**Florida Equity Report
Florida A&M University**

Areas of Improvement Pertaining to Academic Services, Programs, and Student Enrollment (This Year)	Achievement Report for Areas of Improvement Pertaining to Academic Services, Programs, and Student Enrollment Identified (Identified Last Year)
<ul style="list-style-type: none"> * Retention of full time FTIC students entering Fall 2020 and continuing after one year was 89.00%. * Graduation Rate of full time FTIC students entering Fall 2016 after six years (2020) was 54.55%. * Bachelor's Degrees awarded in 2020-2021 were 1,466. * The number of Bachelors' degrees awarded to White students in 2020-2021 was 48. * The number of Bachelors' degrees awarded to Asians in 2020-2021 was eight (8). * Total number of Doctoral degrees awarded in 2020-2021 was 28. * Total number of Doctoral degrees awarded to Black students in 2020-2021 was 22. * Total number of Doctoral degrees awarded to White students in 2020-2021 was three (3). * The total number of First Professional Degrees awarded in 2020-2021 was 276. * The number of First Professional Degrees awarded to White students in 2020-2021 was 63. * The number of First Professional Degrees awarded to Hispanic males in 2020-2021 was 17. 	<ul style="list-style-type: none"> * Retention of full time FTIC students entering Fall 2019 and continuing after one year was 86.00%. * Graduation Rate of full time FTIC students entering Fall 2014 after six years (2020) was 55.83%. * Bachelor's Degrees awarded in 2019-2020 were 1,520. * The number of Bachelors' degrees awarded to White students in 2019-2020 was 53. * The number of Bachelors' degrees awarded to Asians in 2019-2020 was seven (7). * Total number of Doctoral degrees awarded in 2019-2020 was 26. * Total number of Doctoral degrees awarded to Black students in 2019-2020 was 24. * Total number of Doctoral degrees awarded to White students in 2019-2020 was one (1). * The total number of First Professional Degrees awarded in 2019-2020 was 305. * The number of First Professional Degrees awarded to White students in 2019-2020 was 92. * The number of First Professional Degrees awarded to Hispanic males in 2019-2020 was 12.
Areas of Improvement Pertaining to Gender Equity in Athletics (This Year)	Achievement Report for Areas of Improvement Pertaining to Gender Equity in Athletics (Identified Last Year)
<p>35% of student-athletes were female. There are ongoing improvements to women's athletic facilities.</p>	<p>32% of student-athletes were female. There are ongoing improvements to women's athletic facilities.</p>
Areas for Improvement Pertaining to Employment Identified (This Year)	Achievement Report for Areas of Improvement Pertaining to Employment (Identified Last Year)
<ul style="list-style-type: none"> * Total tenure earning Asian faculty was 13 in Fall 2021. * Total number of Native American non-tenured faculty in Fall 2021 was one (1). * Total non-tenured Asian faculty was four (4) in Fall 2021. * Total non-tenured White faculty was 21 in Fall 2021. * Total non-tenured female faculty was 86 in Fall 2021. * Total non-tenured male faculty was 55 in Fall 2021. * The total number of males in Executive/Administrative/Managerial (EAM) in Fall 2021 was 109. * The total number of females in EAM in Fall 2021 was 157. * The total number of Hispanics in EAM in Fall 2021 was zero (2). * The total number of White EAM in Fall 2021 was 23. * The total number of Asians in EAM in Fall 2020 was six (6). 	<ul style="list-style-type: none"> * Total tenure earning Asian faculty was 13 in Fall 2021. * Total number of Native American non-tenured faculty in Fall 2021 was one (1). * Total non-tenured Asian faculty was four (4) in Fall 2021. * Total non-tenured White faculty was 21 in Fall 2021. * Total non-tenured female faculty was 86 in Fall 2021. * Total non-tenured male faculty was 55 in Fall 2021. * The total number of males in Executive/Administrative/Managerial (EAM) in Fall 2021 was 109. * The total number of females in EAM in Fall 2021 was 157. * The total number of Hispanics in EAM in Fall 2021 was zero (2). * The total number of White EAM in Fall 2021 was 23. * The total number of Asians in EAM in Fall 2020 was six (6).

Table 1. Protected-Class Representation in the Tenure Process, 2020-2021

Sex, Race/Ethnicity	Applied	Withdrawn	Denied	Deferred	Nominated
MALES					
American Indian or Alaskan Native	0	0	0	0	0
Asian	1	0	0	0	1
Black or African American	2	0	0	0	2
Hispanic	0	0	0	0	0
Native Hawaiian/Other Pacific	0	0	0	0	0
Two or More Races	0	0	0	0	0
White	1	0	0	0	1
Other, Not Reported	1	0	1	0	0
Total Male (Include Other, Not Reported)	5	0	1	0	4
FEMALES					
American Indian or Alaskan Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	5	0	0	0	5
Hispanic	0	0	0	0	0
Native Hawaiian/Other Pacific	0	0	0	0	0
Two or More Races	0	0	0	0	0
White	1	0	0	0	1
Other, Not Reported	1	0	0	0	1
Total Female (Number and Percent) (Include Other, Not Reported)	7	0	0	0	7
GRAND TOTAL					

LEGEND:

APPLIED: Faculty whose names have been submitted for tenure review. Sum of Withdrawn, Denied, and Nominated (or provide explanation).

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.

In the AY 2020-21 promotion and tenure process, twelve faculty applied for tenure. The majority of applicants, 58.3%, were female and represent the following races, Black followed by White and Other, and Asian. The institution has made gains for female and underrepresented races earning tenure. Most applicants, 91.7%, were nominated for tenure. All female applicants (7) were nominated for tenure and the races of the tenure recipients were Black (7), White (2), Other (1) and Asian (1). One Other male was denied tenure. FAMU continues to diversity faculty as represented by the comparative success rate, the ratio of applicants to nominations by race and gender: Asian, 100.0%; White, 100.0%; Other, 50.0%; Black, 100.0%; females, 100.0%; and males, 80.0%.

Table 1: Promotion and Tenure Committee Composition, AY 2020-2021

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

For AY 2020-21, the University Promotion and Tenure Committee was comprised of 19 members. A little more than one half of faculty, 52.6%, were men. The racial diversity of the committee was 57.9% Black, 21.0% White, 10.5% Two or More Races, 5.3% Asian, and 5.3% did not report their race/ethnicity.

The thirteen college/school promotion and tenure committees were comprised of 100 members, there were 53.0% men and 47.0% women faculty. The Schools of the Environment and Allied Health had no female and male representation, respectively. The majority of faculty identified as African American 65.0% followed by White 22.0%, Asian 7.0%, Hispanic 3.0%, Two or More Races 2.0%, and Other/Not Reported 1.0%. There was no representation of American Indian/Alaskan Native and Native Hawaiian or Other Pacific Islander on any college/school promotion and tenure committee.

The racial/diversity distribution of faculty by individual college/school varies. African Americans were represented on all the thirteen college/school committees followed by Whites 76% (10 committees), Asian 46.1% (6 committees), Hispanics 15.4% (2 committees), Two or More Races 7.7% (1 committee) and Other/Not Reported 7.7% (1 committee).