Diversity Data on Faculty Members and Full-Time Undergraduates

Fall 2019

When reporting campus population data to the federal government, institutions must use a set of categories that blend race, ethnicity, and citizenship. For example, non-U.S. citizens are reported as such, regardless of their race/ethnicity. The tables below show those figures as well as the ones that result when we count our non-U.S.-citizen students and faculty members by their race/ethnicities. These methods of counting yield two different measures of student and faculty diversity, neither of which is necessarily more accurate. For some purposes, we are interested in knowing our percentage of or U.S. students and faculty of color, and for other purposes, we want to know about people of color in general. (Note that students and faculty members counted as U.S. citizens include foreign-born, naturalized citizens; permanent residents; and dual citizens.)

### FALL 2019 FULL-TIME FACULTY MEMBERS

<table>
<thead>
<tr>
<th></th>
<th>ONLY U.S. CITIZENS COUNTED BY RACE/ETHNICITY</th>
<th>ALL FACULTY COUNTED BY RACE/ETHNICITY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>1</td>
<td>0.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>16</td>
<td>8.7%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>10</td>
<td>5.5%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>13</td>
<td>7.1%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
<td>124</td>
<td>67.8%</td>
</tr>
<tr>
<td>Race unreported</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Non-U.S. citizens</td>
<td>19</td>
<td>10.4%</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>183</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

% U.S. citizen faculty of color 21.9%

% faculty of color 27.9%

Source: Office of Institutional Research tallies using Common Data Set guidelines

### FALL 2019 FULL-TIME UNDERGRADUATES

<table>
<thead>
<tr>
<th></th>
<th>ONLY U.S. CITIZENS COUNTED BY RACE/ETHNICITY</th>
<th>ALL STUDENTS COUNTED BY RACE/ETHNICITY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>2</td>
<td>0.1%</td>
</tr>
<tr>
<td>Asian</td>
<td>74</td>
<td>4.1%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>69</td>
<td>3.8%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>180</td>
<td>9.9%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>1</td>
<td>0.1%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>68</td>
<td>3.7%</td>
</tr>
<tr>
<td>White</td>
<td>1,227</td>
<td>67.5%</td>
</tr>
<tr>
<td>Race unreported</td>
<td>35</td>
<td>1.9%</td>
</tr>
<tr>
<td>Non-U.S. citizens</td>
<td>163</td>
<td>9.0%</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td>1,819</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

% U.S. citizen students of color 21.7%

% students of color 28.1%

Source: Office of the Registrar, IPEDS Fall Enrollment Survey 2019

Prepared by John Nugent/Institutional Research 10/22/2019
Gender Composition of Connecticut College's Full-Time Faculty, 2004-05 to 2019-20

- % Females
- % Males

Year: 2004-05 to 2019-20
- 2004-05: 58%
- 2005-06: 59%
- 2006-07: 58%
- 2007-08: 55%
- 2008-09: 54%
- 2009-10: 54%
- 2010-11: 51%
- 2011-12: 52%
- 2012-13: 50%
- 2013-14: 50%
- 2014-15: 51%
- 2015-16: 52%
- 2016-17: 53%
- 2017-18: 52%
- 2018-19: 54%
- 2019-20: 54%
Fall 2019 Faculty and Students of Color

- % U.S.-citizen faculty of color: 21.9%
- % U.S.-citizen students of color: 21.7%
- % faculty of color: 27.9%
- % students of color: 28.1%
Fall 2019 Full-Time Faculty Members by Race/Ethnicity

Asian/Asian American: Females 16, Males 9
Black/African American: Females 9, Males 3
Hispanic: Females 8, Males 5
Native American: Females 1, Males 0
White: Females 64, Males 68
Fall 2019 Full-Time Faculty Members' and Students' Race/Ethnicity

Non-U.S.-citizen faculty members and students counted here by their race/ethnicity

- **American Indian or Alaska Native**: 0.5% Full-time faculty, 0.1% Full-time students
- **Asian**: 13.7% Full-time faculty, 8.6% Full-time students
- **Black or African American**: 6.6% Full-time faculty, 4.7% Full-time students
- **Hispanic or Latino**: 7.1% Full-time faculty, 10.7% Full-time students
- **Native Hawaiian or Other Pacific Islander**: 0.0% Full-time faculty, 0.1% Full-time students
- **Two or more races**: 0.0% Full-time faculty, 4.0% Full-time students
- **White**: 72.1% Full-time faculty, 69.2% Full-time students
- **Race unreported**: 0.0% Full-time faculty, 2.7% Full-time students
Percentage of Full-Time Faculty who are Persons of Color, Fall 2004 to Fall 2019

Prepared by John Nugent/Institutional Research 10/22/2019
# Faculty of Color by Gender, Fall 2004-Fall 2019

- Female Faculty of color: 27.9% of all full-time faculty
- Male Faculty of color: 15.8% of all full-time faculty
- All Faculty of color: 27.9% of all full-time faculty
Connecticut College Faculty of Color, AY 2004-05 to Present

- U.S. citizen faculty of color
- Non-U.S. citizen faculty of color

Prepared by John Nugent/Institutional Research 10/22/2019
Numbers of Full-Time Undergraduate U.S. Students of Color

- BLACK NON-HISPANIC
- NATIVE AMERICAN
- ASIAN/PACIFIC ISLANDER
- HISPANIC
- NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER
- TWO OR MORE RACES

Prepared by John Nugent/Institutional Research 10/22/2019
Connecticut College Full-Time Undergraduate Enrollments, Fall 1982 to Fall 2019

- NON-U.S. CITIZENS
- U.S. STUDENTS OF COLOR
- WHITE STUDENTS
- RACE UNREPORTED

Prepared by John Nugent/Institutional Research 10/22/2019
Historical Percentage of U.S. Students of Color, Fall 1982 to Fall 2019

SOURCE: Federal IPEDS Fall Enrollment surveys