

Faculty Diversity by Rank

Florida

College Faculty Are Less Diverse at Higher Ranks

While faculty diversity has seen small improvements over the past few decades, there is still a considerable gap in demographic representation between faculty members and students they serve. Additionally, there are differences in faculty diversity based upon faculty rank.

Typically, only professors who progress to higher ranks — associate professor and full professor — are awarded tenure by their institution. Higher education faculty often work toward tenure, which allows for the free exchange of ideas, promotes career stability and strengthens the pursuit of research.

Black and Hispanic scholars remain largely underrepresented at the faculty level. Asian faculty demographics are not listed below because they are not historically underrepresented in the faculty context.

Faculty Types in Florida, by Race/Ethnicity

At Florida's higher education institutions, Black faculty are more likely than their white peers to have more junior roles, such as assistant professor, instructor or lecturer. When looking at the race and ethnicity of tenured faculty, typically associate or full, a disproportionate number of white faculty have received tenured status compared to their Black and Hispanic peers. Across all institution types listed below, as the academic rank goes up, the representation of white faculty disproportionately rises compared to their Black and Hispanic counterparts.

| Public 2-Year and Technical Colleges | SREB Region | | | Florida | | |
|--|----------------|----------------|-----------------|-------------|--------------|--------------|
| | Black | Hispanic | White | Black | Hispanic | White |
| Full Professor | 319 8.12% | 254 6.46% | 2,994 76.2% | 3 6.98% | 5 11.63% | 34 79.07% |
| Associate Professor | 414 11.3% | 168 4.59% | 2,836 77.42% | 2 4.17% | 2 4.17% | 41 85.42% |
| Assistant Professor | 419 11.75% | 264 7.4% | 2,626 73.66% | 9 8.57% | 12 11.43% | 77 73.33% |
| Instructors, Lecturers and Faculty with No Academic Rank | 3129 13.84% | 1,075 4.76% | 17,227 76.2% | 14 12.5% | 5 4.46% | 84 75% |

(IPEDS, 2021)

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| Public 4-Year Institutions | SREB Region | | | Florida | | |
|--|----------------|----------------|------------------|--------------|---------------|-----------------|
| | Black | Hispanic | White | Black | Hispanic | White |
| Full Professor | 2,352 5.85% | 1,881 4.68% | 29,070 72.29% | 267 6.22% | 347 8.08% | 2,972 69.25% |
| Associate Professor | 3,022 8.17% | 2,174 5.88% | 24,670 66.72% | 392 10.1% | 408 10.52% | 2,402 61.91% |
| Assistant Professor | 3,777 9.64% | 2,361 6.03% | 22,438 57.28% | 363 10.1% | 366 10.18% | 1,920 53.41% |
| Instructors, Lecturers and Faculty with No Academic Rank | 3,392 9.38% | 3,055 8.45% | 18,004 69.49% | 644 9.82% | 654 9.97% | 4,586 69.92% |

(IPEDS, 2021)

| Private Not-for-Profit 4-Year Institutions | SREB Region | | | Florida | | |
|--|-----------------|----------------|------------------|---------------|---------------|-----------------|
| | Black | Hispanic | White | Black | Hispanic | White |
| Full Professor | 822 5.28% | 578 3.71% | 12,357 79.38% | 65 3.74% | 171 9.84% | 1,269 73.06% |
| Associate Professor | 1,281 8.86% | 719 4.97% | 10,356 71.59% | 138 7.85% | 164 9.32% | 1,205 68.5% |
| Assistant Professor | 2,143 11.42% | 1,011 5.39% | 11,829 63.04% | 200 9.92% | 257 12.75% | 1,219 60.47% |
| Instructors, Lecturers and Faculty with No Academic Rank | 1,094 11.5% | 739 7.77% | 6,428 67.59% | 266 11.79% | 354 15.69% | 1,444 64.01% |

(IPEDS, 2021)

Sources

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