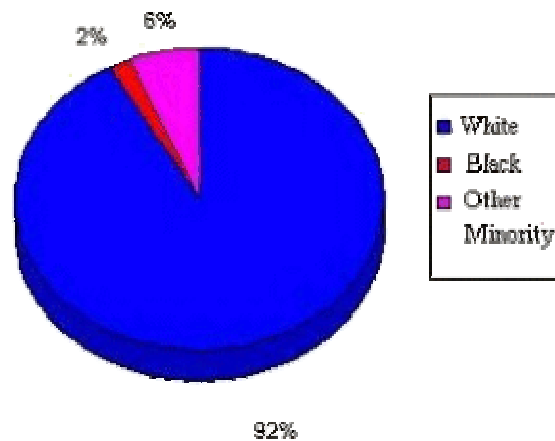


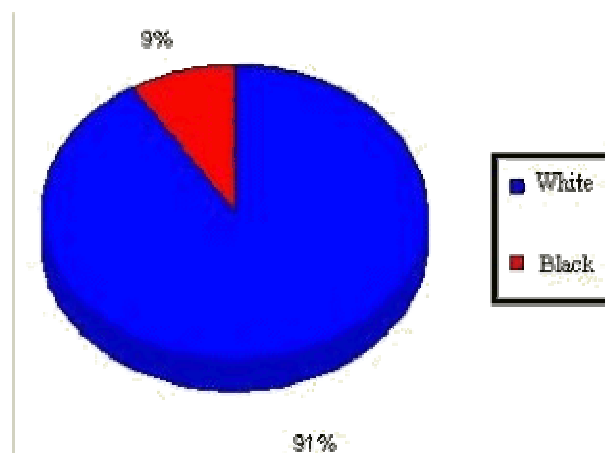
Ethnicity at SLU: How Diverse are Faculty and Staff?

What is the ethnicity of SLU's faculty and administrative staff?



Ethnicity of SLU Faculty, n=436.
Source: 1995-96 EEO Commission Report

- Only a very small percentage of SLU's faculty are minority. Approximately 92% (401 of 436) of faculty are white, while only 2% (9 of 436) are black, and only 6% (26 of 436) are other minorities such as Hispanic, Asian, or Native American.
- Minority faculty at SLU hold a variety of ranks and are distributed throughout the Colleges



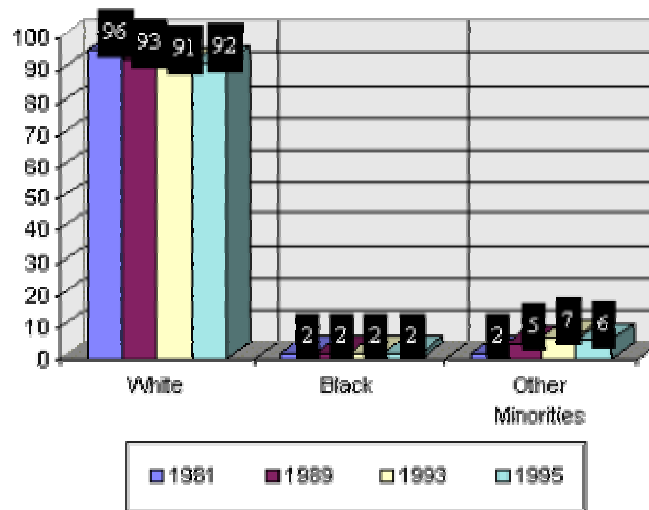
Ethnicity of SLU Executive/Administrative/Managerial Positions, n = 76.
Source: 1995-96 EEO Commission Report.

- Of the 76 positions classified as Executive, Administrative, or Managerial, based on EEO classifications, only 7 (approximately 9%) are held by minorities. Executive, Administrative, and

Managerial positions include Vice-Presidents, Deans, Directors, and other administrative professionals.

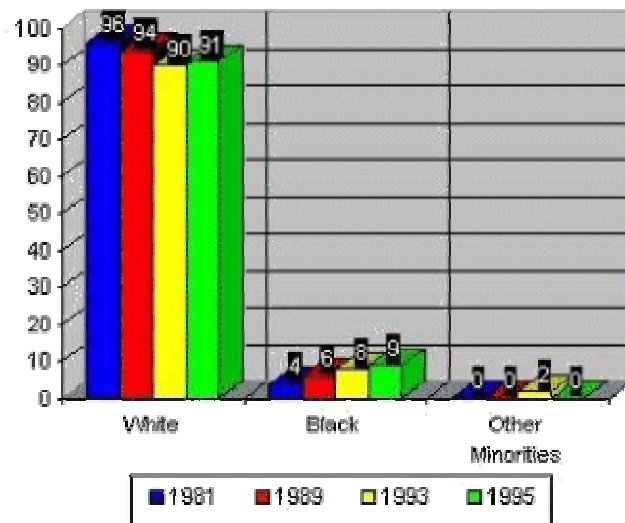
- The diversity of staff in leadership positions is more limited than that of faculty. All of the positions held by minorities are held by blacks; none are held by other minorities such as Hispanics, Asians, or Native Americans.

How has the ethnicity of SLU's faculty and administrative staff changed over the years?



**Ethnicity of SLU Faculty, expressed as percentages
(n=231, 1981; n=274, 1989; n=389, 1993; n=436, 1995)
Source: 1981, 1989, 1993, 1995 EEO Commission Reports.**

- The percentage of minority faculty at Southeastern Louisiana University has increased since the early 1980's. The proportion of minority faculty has grown from approximately 4% (2% black and 2% other minorities, n=9 of 231) to approximately 8% (2% black and 6% other minorities, n=35 of 436). However, the relative proportion of black faculty has not changed in the last 15 years, staying at 2%.
- The percentage of minority executives, administrators, and managers at SLU has increased since the early 1980's. The proportion of administrators has grown from approximately 4% (n=2 of 50) to approximately 9% (n=7 of 76). However, almost all of the minority administrators have been black, other minority administrators having made on gains in the last 15 years.



Ethnicity of SLU Executive/Administrative/Managerial Positions, expressed as percentages
 (n=50, 1981; n=70, 1989; n=59*, 1993; n=76, 1995)
 Source: 1981, 1989, 1993, 1995 EEO Commission Reports.
 (* decrease in positions reflects re-classification based on EEO guidelines)

- The percentage of minority faculty and administrative staff at all levels has increased since 1981, but has not kept pace with minority growth in the student body, nor is it reflective of the population in general. Currently about 13% of the student body is minority, while the general population is approximately 40% minority. Clearly, SLU still has much to do in increasing the ethnic diversity of faculty and key administrative leaders.

This Policy Brief presents issues addressed in Goal 3 of the University's Strategic Plan: *To recruit and retain a culturally diverse faculty, staff, and student body.* For more information about Southeastern Louisiana University, check the web site of the Office of Institutional Research & Assessment at <http://www.selu.edu/Administration/Inst-Research/>.