

National Data for the ESCOP Diversity in Leadership Task Force (10/15)

The five Executive Directors of the regional research associations (NCRA, NERA, WAAESD, SAAESD all 1862 institutions; ARD all 1890 institutions) had preliminary discussions prior to proposing an effort with ESCOP. As a result of this discussion, it was determined that some initial 'snapshot' data would be useful to help inform our status across ESS/SAES/ARD (hereafter ESCOP) institutions and allied organizations. This information was collected by the Executive Directors entirely from the web with occasional follow up calls for local verification. We collectively recognize that there are caveats with the information, yet we have some traditional diversity counts from across the United States. A summary of this data was provided with an Agenda Brief to ESCOP which led to the formation of a Task Force effort

We captured the gender and race data from the core "College of Agriculture" units, acknowledging the many different structures, and did not concern ourselves with matching the exact academic unit title (e.g. College of Agriculture, Agriculture and Life Sciences, Agriculture and Natural Resources) or the unit administrator title at the College level (e.g. Dean, Vice President, Executive Dean) or the base academic department level (e.g. head, chair). Only the core department units to a College of Agriculture were captured recognizing that ESCOP resources may be allocated to non-College of Agriculture units. Within the dean grouping, we selected one administrative head, one top CES administrator, one top academic administrator, and all research administrators (dean, associate dean, assistant dean). Within the department grouping we selected only the head/chair, so associate heads/chairs were not counted. We counted acting/interim administrators in either grouping. No centers or institutes that were not degree granting units were included in this database.

The first Table provides the count data by region for the dean, department and dean+department groupings. These data were used to calculate, as percentages, two perspectives of diversity: by region and within region. Within the 'Diversity by Region' for each individual category will sum to 100% across the five regions (Association of Research Directors, North Central, Northeast, South, West) in the administrative groups. Within the 'Diversity by Region' for combination of categories (Total F+Total M, White F+Minority F+White M+Minority M, Total Minority+Total White) will sum to 100% within each region in administrative groups. The graphs depict the same subsets of information in a graphical presentation. In addition, there is a table that includes the Dean and Department groups with and without the ARD

Summary of Diversity Data Across Research Association Regions with Dean and Department Groupings

UNIT	Count by Region					National Total	% of Total	Diversity by Region*					Diversity Within Region**				
	ARD	NC	NE	S	W			ARD	NC	NE	S	W	ARD	NC	NE	S	W
Dean***																	
Total F	14	12	13	12	22	73	23%	19%	16%	18%	16%	30%	26%	22%	26%	16%	26%
Total M	40	42	37	62	64	245	77%	16%	17%	15%	25%	26%	74%	78%	74%	84%	74%
White F	1	12	11	10	19	53	17%	2%	23%	21%	19%	36%	2%	22%	22%	14%	22%
Minority F	13	0	2	2	3	20	6%	65%	0%	10%	10%	15%	24%	0%	4%	3%	3%
White M	3	40	33	57	54	187	59%	2%	21%	18%	30%	29%	6%	74%	66%	77%	63%
Minority M	37	2	4	5	10	58	18%	64%	3%	7%	9%	17%	69%	4%	8%	7%	12%
Total Minorities	50	2	6	7	13	78	25%	64%	3%	8%	9%	17%	93%	4%	12%	9%	15%
Total White	4	52	44	67	73	240	75%	2%	22%	18%	28%	30%	7%	96%	88%	91%	85%
TOTAL	54	54	50	74	86	318											
Dept****																	
Total F	13	28	26	20	38	125	23%	10%	22%	21%	16%	30%	52%	20%	23%	14%	29%
Total M	12	115	87	121	91	426	77%	3%	27%	20%	28%	21%	48%	80%	77%	86%	71%
White F	2	25	21	18	32	98	18%	2%	26%	21%	18%	33%	8%	17%	19%	13%	25%
Minority F	13	3	5	2	6	29	5%	45%	10%	17%	7%	21%	52%	2%	4%	1%	5%
White M	3	102	76	107	85	373	68%	1%	27%	20%	29%	23%	12%	71%	67%	76%	66%
Minority M	7	13	11	14	6	51	9%	14%	25%	22%	27%	12%	28%	9%	10%	10%	5%
Total Minorities	20	16	16	16	12	80	15%	25%	20%	20%	20%	15%	80%	11%	14%	11%	9%
Total White	5	127	97	125	117	471	85%	1%	27%	21%	27%	25%	20%	89%	86%	89%	91%
TOTAL	25	143	113	141	129	551											
Dean & Dept																	
Total F	27	40	39	32	60	198	23%	14%	20%	20%	16%	30%	34%	20%	24%	15%	28%
Total M	52	157	126	183	155	673	77%	8%	23%	19%	27%	23%	66%	80%	76%	85%	72%
White F	3	37	32	28	51	151	17%	2%	25%	21%	19%	34%	4%	19%	19%	13%	24%
Minority F	26	3	7	4	9	49	6%	53%	6%	14%	8%	18%	33%	2%	4%	2%	4%
White M	6	142	109	164	139	560	64%	1%	25%	19%	29%	25%	8%	72%	66%	76%	65%
Minority M	44	15	15	19	16	109	13%	40%	14%	14%	17%	15%	56%	8%	9%	9%	7%
Total Minorities	70	18	22	23	25	158	18%	44%	11%	14%	15%	16%	89%	9%	13%	11%	12%
Total White	9	179	141	192	190	711	82%	1%	25%	20%	27%	27%	11%	91%	85%	89%	88%
GRAND TOTAL	79	197	165	215	215	871											

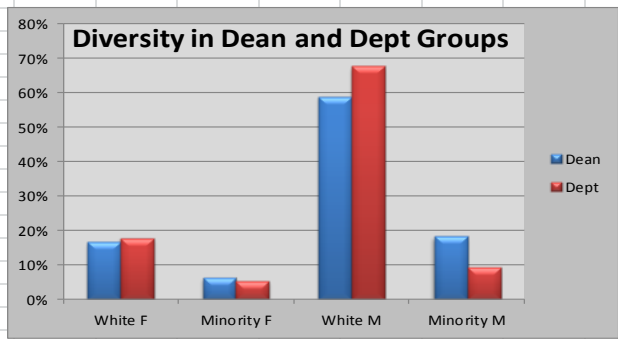
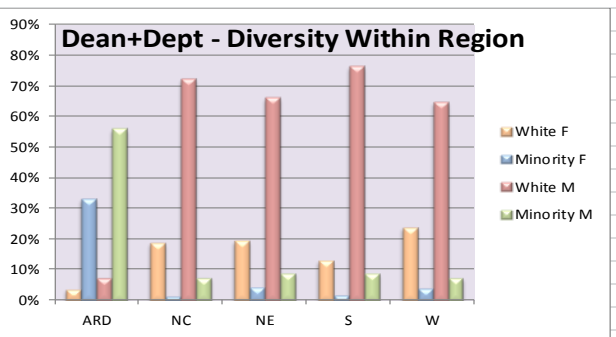
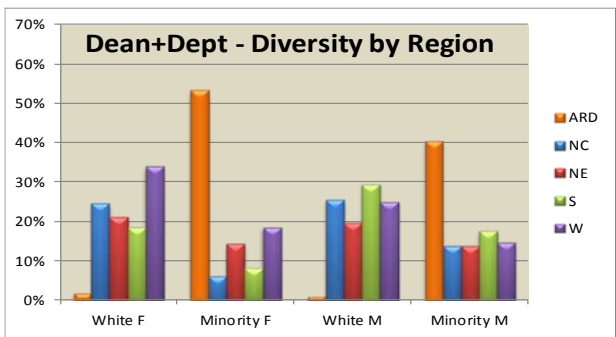
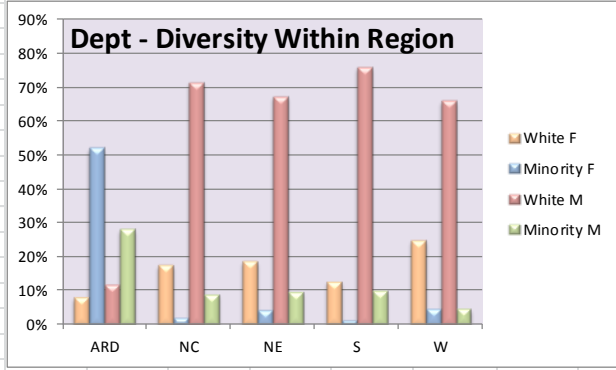
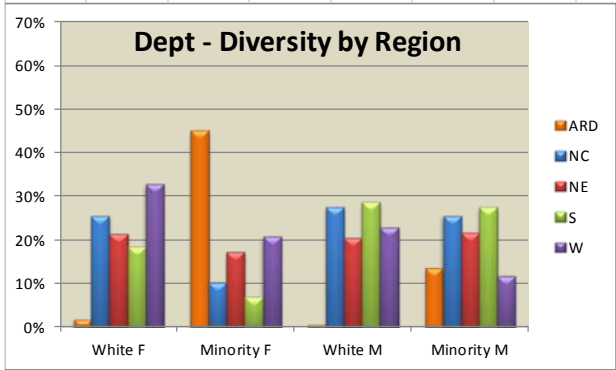
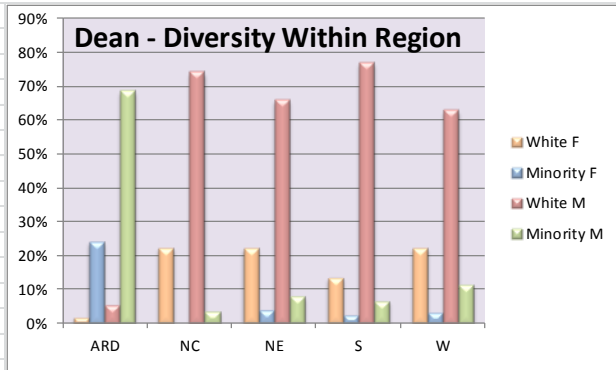
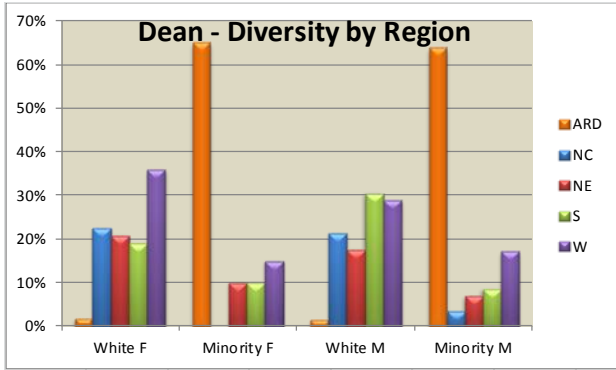
	Dean	Dept
White F	17%	18%
Minority F	6%	5%
White M	59%	68%
Minority M	18%	9%

* Within the Diversity by Region (columns 9-13), an individual category (row) will sum to 100% across the five regions in either the Dean, Dept or Dean+Dept groups.

** Within the Diversity Within Region (columns 14-18), combinations of categories (Total F+ Total M; White F+Minority F+White M+Minority M; Total Minorities+Total White) will sum to 100% within each region in either Dean, Dept, Dean+Dept groups.

*** Dean group includes all AES (research) administrators, top AHS, top CES and top AP, regardless of acting/interim status.

**** Department group includes all primary chairs/heads of degree granting units, regardless of acting/interim status.



Summary of Diversity Data with and without ARD data (Dean n=264, Department n=526)

<u>Unit</u>	<u>National Count w/o ARD</u>	<u>% Total w/o ARD</u>	<u>% Total with ARD</u>
<u>Dean</u>			
Total F	59	22	23
Total M	205	78	77
White F	52	20	17
Minority F	7	3	6
White M	184	70	59
Minority M	21	8	18
Total Minority	28	11	25
Total White	236	89	75
<u>Department</u>			
Total F	112	21	23
Total M	414	79	77
White F	96	18	18
Minority F	16	3	5
White M	370	70	67
Minority M	44	8	9
Total Minority	60	11	14
Total White	466	89	85
