UNIQUENESS OF HBCUS

- Created as institutions of education for African Americans following emancipation
- Serve as “islands of hope” where students learn without fear of being retaliated against because of race, class or gender
- Trains the largest number of STEM majors from the African-American student population
- Preparation for a global experience through learning opportunities from a diverse faculty
2004 CONFERENCE OUTCOMES: CONCERNS, NEEDS AND ISSUES

- Networking Opportunities
- Demanding Teaching Loads/Course Release
- Demand for Research Productivity
- Institutional Policies
  - Recruitment
  - Retention
  - Promotion & Tenure
- Adequate Start Up Packages
- Mentoring
RESULTS: ACADEMIC CLIMATE SURVEY, DEMOGRAPHICS

N=77

- Ethnicity
  - African American 52.2%
  - European American 32.8%
  - Asian American 7.5%
- Age: between 30-59 82.4%
- Marital Status: married 68.2%
- US Citizens: 92.4%
SURVEY RESULTS: ACADEMIC STATUS

- **Rank**
  - Full Professor 8.6%
  - Associate Professor 41.4%
  - Assistant Professor 30.0%
  - Instructor 15.7%

- **Tenure**
  - 45.6% YES
  - 54.4% NO
    - Tenure Clock
      - Reset/Extend 50.0% did not know
      - Did Not Extend 90.0%
SURVEY RESULTS: RESEARCH PRODUCTIVITY

- Currently PI on grant: 56.1%
  - Previously: 43.2%
- Currently Co-PI on grant: 48.0%
  - Previously: 41.9%
- Research Technicians (1): 11.4%
- Refereed Publications (1-3): 69.4%
- Other Publications: 7.6 - 13.6%
Survey Results: Academic Influence and Satisfaction

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<thead>
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<th>Category</th>
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<tr>
<td>Hiring</td>
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<tr>
<td>Tenure</td>
<td>17.4%</td>
<td>82.6%</td>
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<td>Curriculum</td>
<td>82.6%</td>
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<td>Department/Edu.</td>
<td>84.3%</td>
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<tr>
<td>Office Space</td>
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<tr>
<td>Lab Resources</td>
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<tr>
<td>Course Release Time</td>
<td>46.6%</td>
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SURVEY RESULTS: TEACHING

- **Undergraduate**
  - Lecture Classes: 91.4% (1-4)/Acad. Yr.
  - Lab Classes: 79.7% (1-3)/Acad. Yr.
  - Advisees: 10-30

- **Graduate**
  - 25.5% 1-2 courses/Academic Year
  - 33.9% Advise 1-3 students
SURVEY RESULTS: ACADEMIC ADVANCEMENT

- Administration: Currently Serving
  - Chair: 14.0%
  - Dean: 2.3%
  - Center Director: 9.1%

- Administration: Previously Served
  - Chair: 12.2%
  - Dean: 2.6%
  - Center Director: 5.4%
## SURVEY RESULTS: ACADEMIC CLIMATE ISSUES, MENTORING

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<th>External</th>
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<td>YES</td>
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<tr>
<td>Role Model</td>
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<td>16.3</td>
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<tr>
<td>Other</td>
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<td>87.5</td>
<td>12.5</td>
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</tbody>
</table>
SURVEY RESULTS: WORK - LIFE BALANCE

- Spousal Support: Most Important 78.2%
- Child Care: Most Important 48.0% Important 34.0%
- Extended Family: Most Important 24.1% Important 29.6%
- Reduction of Leisure:
  - Neither to Least Important 54.1%
  - Important and Most Important 45.8%
- Reduction of Discretionary Obligations:
  - Neither to Least Important 50.0%
  - Important to Most Important 50.0%
- Time Management: Most Important: 35.5% Important 59.7%
Discrimination & Diversity Issues

- Sexual Harassment: Yes 17.2%  No 82.8%
- Stereotyping
  - Gender: Yes 51.5%  No 48.5%
  - Racial: Yes 44.8%  No 55.2%
  - Ethnic: Yes 24.6%  No 75.4%
  - Religious: Yes 14.1%  No 85.9%
- Discrimination - Any Apparent
  - Gender: 52.4%
  - Ethnic: 42.8%
- Departmental
  - Diversity Commitment: 58.1% Favorable
  - Tolerant Environment: 87.4% Favorable
SURVEY RESULTS: ACADEMIC CLIMATE ISSUES

- Job Satisfaction: 74.3% Satisfied
- Considered Leaving: 62.3%
- High Committee Service (3-5): 78.3%
- Promotion Challenging: 87.4%
- Tenure Challenging: 56.4%
- Retention Challenging: 75.8%
BOOK CHAPTER

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