Resources for New Black Faculty

- Association for Black Faculty and Staff
  https://www.ufabfs.com/resources
- Office of the Chief Diversity Officer
  https://cdo.ufl.edu/resources/
- Diversity Committees:
  https://education.ufl.edu/committees/diversity/
  https://clas.ufl.edu/about/diversity-and-inclusion/
- African American Studies Program
  http://afam.clas.ufl.edu/faculty/
- Center for the Study of Race and Race Relations
  https://www.law.ufl.edu/areas-of-study/centers/csrrr
The Lack of Black Faculty and Students at UF

- In 2018, UF received the grade of F for its “racial representation” by a University of Southern California Race and Equity Center study because its Black undergraduate student enrollment failed to reflect the population of 18- to 24-year-old Black Florida residents.

- 8% of UF undergraduates and 4.3% of UF faculty are Black/African American. [https://ir.aa.ufl.edu/uffacts/workforce/](https://ir.aa.ufl.edu/uffacts/workforce/). Of the black faculty at UF, 32.6% are tenured, 13.2% are tenure-track, and 54% are non-tenured.

- The Black population in the state of Florida is 16.9%
## Comparison to Peer Institutions

<table>
<thead>
<tr>
<th>University</th>
<th>Black Faculty Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. UCLA</td>
<td>3.9%</td>
</tr>
<tr>
<td>2. UC Berkeley</td>
<td>10.0% (URM)</td>
</tr>
<tr>
<td>3. Michigan</td>
<td>2.6%</td>
</tr>
<tr>
<td>4. Virginia</td>
<td>4.0%</td>
</tr>
<tr>
<td>5. UNC-Chapel Hill</td>
<td>11.9% (URM)</td>
</tr>
<tr>
<td>6. UF</td>
<td>4.3%</td>
</tr>
</tbody>
</table>
Faculty Senate

Dr. David A. Canton
Director, African American Studies Program
October 15, 2020
US News and World Report
2020 Top Public Schools/National Universities

1. University of California Los Angeles
2. University of California Berkeley
3. University of Michigan
4. University of Virginia
5. University of North Carolina, Chapel Hill
6. University of Florida
7. University of California Santa Barbara
8. Georgia Institute of Technology
9. University of California Irvine
10. University of California San Diego
# African American Studies at our Peer Institutions

<table>
<thead>
<tr>
<th>University/College</th>
<th>Dept/Program/Institute</th>
<th>Degree/Certificate</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Michigan</td>
<td>Department</td>
<td>UG Major, Graduate Certificate</td>
</tr>
<tr>
<td>University of Virginia</td>
<td>Carter G. Woodson Institute</td>
<td>UG Major</td>
</tr>
<tr>
<td>University of North Carolina</td>
<td>Department</td>
<td>UG Major</td>
</tr>
<tr>
<td>University of Florida</td>
<td>Program</td>
<td>UG Major</td>
</tr>
<tr>
<td>Georgia Tech</td>
<td>None</td>
<td>UG Certificate</td>
</tr>
<tr>
<td>University of Georgia</td>
<td>Institute for African American Studies</td>
<td>UG Major, Graduate Certificate</td>
</tr>
</tbody>
</table>
**MA Programs in African American Studies**

- Clark Atlanta University
- Columbia University
- Eastern Michigan University
- Florida International University
- Georgia State University
- Indiana University Bloomington
- Michigan State University
- Morgan State University
- New York University
- Temple University
- The Ohio State University
- Pacific Oaks College
- Syracuse University
- University at Albany, State University of New York
- University of California, Los Angeles
- University of Iowa
- The University of Kansas
- University of Louisville
- University of Massachusetts-Amherst
- University of Wisconsin, Madison
Ph.D. Programs in African American Studies

- Brown University
- Cornell University
- Harvard University
- Indiana University Bloomington
- Michigan State University
- Northwestern University
- Pennsylvania State University
- Rutgers University
- Temple University
- The Ohio State University
- University of California-Berkeley
- University of Colorado Boulder
- University of Louisville
- University of Massachusetts-Amherst
- University of Pennsylvania
- University of Texas at Austin
- University of Wisconsin Milwaukee
- Virginia Tech
- Yale University
### African American Ph.D. Programs at National Public Universities

<table>
<thead>
<tr>
<th>USNWR</th>
<th>FTE’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. University of California--Los Angeles</td>
<td>10</td>
</tr>
<tr>
<td>13. University of Texas at Austin</td>
<td>26</td>
</tr>
<tr>
<td>17. Ohio State University</td>
<td>10</td>
</tr>
<tr>
<td>23. Pennsylvania State University</td>
<td>3</td>
</tr>
<tr>
<td>26. University of Massachusetts-Amherst</td>
<td>10</td>
</tr>
<tr>
<td>31. Indiana University Bloomington</td>
<td>11</td>
</tr>
<tr>
<td>87. University of Louisville</td>
<td>11</td>
</tr>
</tbody>
</table>
African American Studies at University of Florida

Program 2020-2021
Director, Joint Appointment, tenured associate professor
Senior Lecturer, Lecturer, Visiting Assistant Professor

2021 Cluster Hire 4 tenure track lines (3 Senior and 1 Junior Faculty) and Lecturer

2021-2022
5 FTE's, 1 Joint, three lecturers/Visiting Assistant Professor

2022-2023
Department Status

2023-2024
Second Cluster Hire 4 Tenure Track Lines Tenured in Department of African American Studies

2024
10 FTE's 1 Joint and 3 Lecturers

2025-2027
Graduate Program