



UF

# Faculty Senate



Dr. Sharon Austin  
Professor of Political Science  
October 15, 2020

# 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/>. 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

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



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Dr. David A. Canton  
Director, African American Studies Program  
October 15, 2020

## US News and World Report 2020 Top Public Schools/National Universities

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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

University/College	Dept/Program/ Institute	Degree/Certificate
University of Michigan	Department	UG Major Graduate Certificate
University of Virginia	Carter G. Woodson Institute	UG Major
University of North Carolina	Department	UG Major
University of Florida	Program	UG Major
Georgia Tech	None	UG Certificate
University of Georgia	Institute for African American Studies	UG Major Graduate Certificate

## MA Programs in African American Studies

20

- 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

19

- 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

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<b>USNWR</b>	<b>FTE's</b>
1. University of California--Los Angeles	10
13. University of Texas at Austin	26 15
17. Ohio State University	10
23. Pennsylvania State University	3 20
26. University of Massachusetts-Amherst	10
31. Indiana University Bloomington	11
87. University of Louisville	11

## African American Studies at University of Florida

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### **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