DIVERSITY DATA REPORT

Submitted to the Florida Atlantic University

College of Education Executive Committee

Patricia E. Heydet-Kirsch, Ed.D.

Director of Assessment and Program Evaluation

Laura Snellgrove, M.S.ED

Assessment Assistant

2014-15

Introduction

This report is a response to a request of the Florida Atlantic University College of Education Executive Committee, and the College of Education Diversity Committee. The purpose of this report is to present student and faculty diversity data regarding: Florida Atlantic University (FAU), the FAU College of Education, other Florida universities and colleges of education, and the school districts and communities in the FAU College of Education service region. The data are presented in three major categories: 1) Student Data; 2) Faculty Data; and 3) School District and Community Data.

Student Data[1]

Florida Atlantic University

Overall, FAU enrollment increased from 2008 to 2014, with a decrease in 2012 (Table 1). Over the last ten years, the percentage of white students steadily declined (-9.0%). The percentage of Black students fluctuated with an overall increase of 1.2% over the ten year period. The percentage of Hispanic students steadily increased, showing a +7.9% change. There is a decline in the percentage of International students enrolled over the same ten year period (-2.2%). Table 2 summarizes student diversity trend data.

Table 1: FAU Annual Headcount Enrollment Trends

	2008	2009	2010	2011	2012	2013	2014
Unduplicated Enrollment	35,179	35,609	36,160	36,830	30,038	37,560	37,558

Source: Institutional Effectiveness & Analysis (IEA)/Student Data Course File

Table 2: FAU Ethnicity Enrollment Trend Data

Year	%Asian	%Black	%Hispanic	%Native Am.	%Native Hawaiian or Pc Isld	% Two or more races	%White	% Unknown	%Inter-national
2005	4.5	17.1	15.2	.2			58.1		4.4
2006	4.6	17.7	16.1	.3			57.4		3.7
2007	4.6	16.9	17.5	.3			56.7		3.6
2008	4.6	17.5	17.6	.3			55.6		3.7
2009	4.7	17.7	18.5	.3			54.6		3.4
2010	5.0	18.0	19.7	.4			52.4		3.2
2011	4.5	18.1	21.1	.2			51.2		2.2
2012	4.3	17.6	22.3	.2	.1	2.4	49.9	1.2	2.1
2013	4.3	18.3	22.3	.1	.1	2.4	49.9	1.2	2.1
2014	4.3	18.3	23.1	.1	.1	2.8	48.1	1.2	2.2

Source: Institutional Effectiveness & Analysis (IEA)/Student Data Course File
Note: Totals might not equal 100 due to rounding. New categories are included beginning with data reported after 2010.

In the academic year 2013-2014, the total student enrollment for FAU was 37,558. Female enrollment was 58% of the total enrollment and male enrollment was 42%. From 2005 to 2014, the percentages of gender enrollment varied slightly. In 2007, a slight decrease was seen in female enrollment (-1%), with a corresponding slight increase in male enrollment (+1%) for the first time in six years. This decrease of female enrollment has continued.

---

[1] All student data were gathered from each institution's department for institutional research. These departments are responsible for submitting unduplicated headcount enrollment data to the State of Florida. Headcount enrollment includes only students with a declared major. If the data were Fall Headcount Enrollment, then the data represents students with a declared major that were enrolled in the Fall term. If the data is Annual Headcount Enrollment, then the data represents students with a declared major that were enrolled in either the Summer, Spring, or Fall term.

Table 3: FAU Gender Enrollment Trend Data

Year	%Female	%Male
2005	61	39
2006	61	39
2007	60	40
2008	59	41
2009	59	41
2010	58	42
2011	58	42
2012	58	42
2013	58	42
2014	58	42

Source: Institutional Effectiveness & Analysis (IEA)/Student Data Course File

Comparison to universities in the Florida State University System (SUS)

For percentage of female enrollment in 2012-13, FAU ranked fifth highest in the SUS with 60%. For total percentage of minority enrollment, FAU ranked third with 38%. Table 4 summarizes the SUS female and minority enrollment for 2010- 2014. Table 5 provides a detailed summary of ethnicity enrollments at some SUS institutions.[2]

Table 4: Comparison of SUS Female and Minority Enrollment

Institution	%Female					%Minority				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Florida A&M (FAMU)	60	60	63	62	62	94	95	91	90	90
Florida Atlantic University (FAU)	**58**	**58**	**63**	**60**	**58**	**42**	**43**	**37**	**38**	**43**
Florida Gulf Coast Univ. (FGCU)	56	57	61	61	56	23	23	16	21	26
Florida International Univ. (FIU)	56	56	59	59	56	77	75	68	69	76
Florida State University (FSU)	55	55	55	57	60	26	23	21	21	24
University of Central Florida (UCF)	55	55	58	58	55	25	29	23	26	32
University of Florida (UF)	53	54	53	53	54	23	22	20	19	23
University of North Florida (UNF)	56	56	59	59	56	17	18	15	16	19
University of South Florida (USF)	58	58	61	60	56	25	26	23	24	30
University of West Florida (UWF)	59	60	64	62	59	22	18	15	14	20
New College (NC)	60	61	69	63	59	12	15	15	13	18

Source: FLDOE Board of Governors: http://www.flbog.org/resources/factbooks/ and http://www.flbog.org/resources/iud/enrollment_results.php
http://www.ir.ufl.edu/factbook/enroll.htm
Based on Fall 2011 Headcount Enrollment, where provided.
*Note: 30% of students did not report ethnicity for 2010-11.

---

[2] SUS peer institutions are identified as those most closely related to enrollment/diversity/population data of a university. Within the state of Florida, Florida Atlantic University (FAU) is considered a peer institution of Florida International University (FIU), University of Central Florida (UCF), and University of South Florida (USF). In tables presented, peer institutions are reported with some other university data as available.

Table 5: Comparisons of SUS Ethnicity Enrollment

Institution	%White					%Black					%Hispanic				
	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013	2009	2010	2011	2012	2013
FAMU	5	5	5	5	6	91	92	92	89	88	2	2	2	2	1
FAU	**55**	**53**	**52**	**52**	**51**	**17**	**17**	**17**	**17**	**17**	**19**	**20**	**21**	**19**	**21**
FGCU	76	74	72	78	72	5	5	6	4	5	13	15	16	11	15
FIU	14	14	13	15	14	12	13	13	12	11	60	60	61	56	57
FSU	68	68	67	69	67	10	10	9	9	9	11	12	13	11	12
UCF	64	64	61	65	62	9	10	10	8	9	14	16	18	14	16
UF	58	58	57	57	57	8	8	7	7	6	13	14	14	13	13
USF	63	63	61	64	62	11	11	10	9	9	13	14	15	14	14

Source: Each institution's department for institutional data/analysis. Based on most recently reported Headcount
   Enrollment. http://www.flbog.org/resources/iud/enrollment_results.php
Note: Total percent's do not equal 100 because only three categories are presented.

FAU College of Education

In the decade between 2005 and 2014, the College of Education's overall fall headcount enrollment has varied, ranging from 3,273 in 2005 to a high of 3,936 in 2013. Trend analysis shows that, while the total enrollment has varied, diversity within the college has increased. The percentage of White student enrollment has steadily declined (-15% over ten years) while the percentage of Black and Hispanic enrollment has increased over the same ten years (+5% and +6.9%, respectively). Table 6 summarizes the student ethnicity trend data.

Table 6: FAU College of Education Ethnicity Enrollment Trends

Year	COE Fall Enrollment	%Asian	%Black	%Hispanic	%Native Am.	%White	%Inter-national	%Two or more races
2005	3,273	2.0	14.6	14.2	.2	67.5	1.0	
2006	3,253	2.1	15.5	14.5	.2	66.3	1.0	
2007	3,510	2.4	15.3	15.7	.2	64.9	1.1	
2008	3,602	2.1	15.9	15.9	.4	64.4	1.1	
2009	3,838	2.9	16.6	15.6	.3	63.1	.9	
2010	3,884	3.1	17.0	15.7	.3	62.2	1.1	
2011	3,931	2.3	17.0	16.9	.2	60.2	.8	
2012	3,908	2.2	17.4	18.1	.3	58.2	.9	1.9
2013	3,936	2.0	18.2	20.0	.1	55.2	.9	2.3*
2014	3,728	2.0	19.6	21.1	.1	52.5	1.1	2.7

Source: Institutional Effectiveness & Analysis (IEA)/Student Data Course File
Note: Totals might not equal 100 due to rounding.
*The category "Two or more races" was first used in the Fall 2012 demographic report.

Comparison to other Colleges of Education in the SUS.

Based on the most recent Fall Headcount Enrollment data, FAU College of Education is more ethnically diverse than FSU, UCF, UF, UNF and USF. The percentage of White student enrollment at FAU is less than the percentage at these other colleges. Also, the percentage of Black and Hispanic enrollment is larger than these other colleges. Table 7 compares the ethnicity enrollment data of these colleges.

Table 7: Comparisons of Colleges of Education Ethnicity Enrollment

Institution	%White	%Black	%Hispanic
Florida Atlantic University	**52.5**	**19.7**	**21.1**
Florida International University	11.7	12.8	62.7
Florida State University	64.8	8.3	15
University of Central Florida	56.8	10.2	20.2
University of Florida	55.7	6.6	15.6
University of North Florida	69.9	9.8	8.8
University of South Florida	57	9.9	16.6

Source: Each institution's department for institutional data/analysis reported Fall 2014 Headcount Enrollment.
Note: Total percents do not equal 100 because only three categories are presented.

Comparison to other FAU Colleges.

Though not as diverse as some other FAU colleges, the College of Education trend ethnicity enrollment data is similar to other colleges at FAU. All colleges, Education, Arts & Letters, Business and Nursing, had a decline in White student enrollment. Table 8 compares ethnicity trends, over a five year period, using enrollment data from these four colleges.

Table 8: Comparison of Student Ethnicity Enrollment Trends

Year & College	%White	%Black	%Hispanic
2010			
Education	62.2	17.0	15.7
A & L	58.5	13.7	21.1
Business	49.5	16.9	21.8
Nursing	47.0	29.6	16.2
2011			
Education	60.3	17.0	16.9
A & L	56.2	14.3	22.8
Business	47.4	16.8	22.4
Nursing	45.6	29.1	17.0
2012			
Education	58.2	17.4	18.1
A & L	54.6	14.0	24.1
Business	47.9	17.9	25.3
Nursing	43.9	29.3	16.3
2013			
Education	55.2	18.3	20.1
A & L	51.1	15.3	25.8
Business	47.9	16.8	24.4
Nursing	44.3	28.9	17.0
2014			
Education	52.5	19.7	21.1
A & L	51.1	15.4	26.1
Business	46.3	18.1	25.2
Nursing	41.3	31.0	17.1

Source: **Institutional Effectiveness & Analysis (IEA)**/Student Data Course File
Note: Totals might not equal 100 due to rounding

Based on Fall 2014 Headcount Enrollment data, FAU College of Education is not as diverse regarding gender, compared to some other SUS colleges of education. The percentage of male enrollment in the College of Education at FAU is less than the percentage at some other colleges. Table 9 compares the gender enrollment data of these colleges.

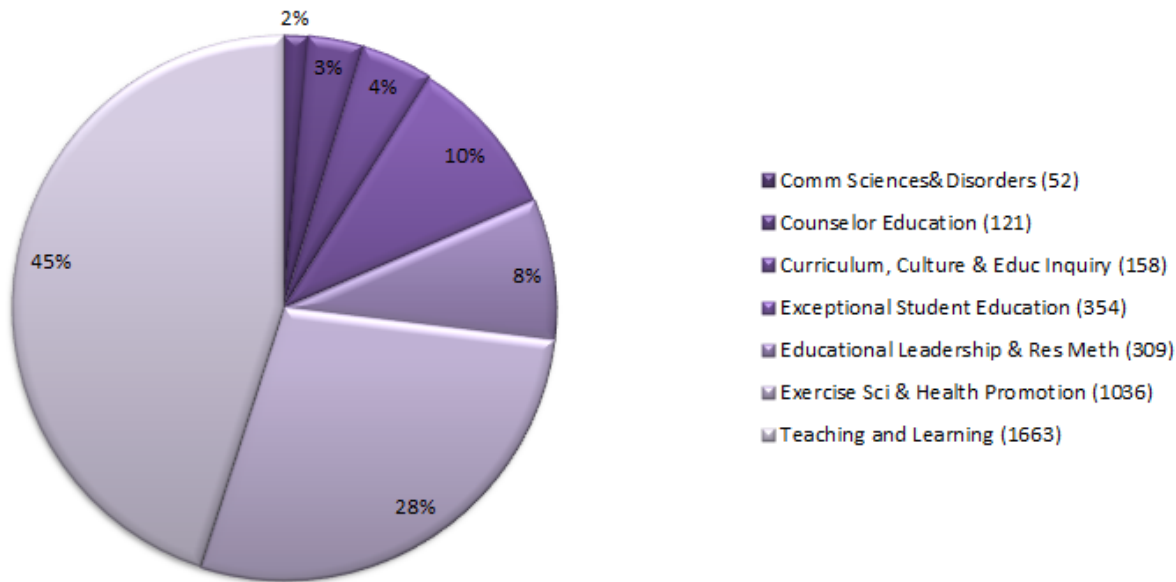Table 9: Comparisons of Colleges of Education Gender Enrollment

Institution	%Female	%Male
Florida A&M	62	37
Florida Atlantic University	60	39
Florida International University	59	40
Florida State University	57	42
University of Central Florida	58	41
University of Florida	53	46
University of South Florida	60	39

Source: Individual SUS reported Fall 2014 enrollment data, http://www.flbog.org/resources/iud/enrollment_results.php

Student Ethnicity and Gender within FAU College of Education.

Based on the Fall 2014 Annual Headcount Enrollment, the Teaching and Learning department is the largest department, representing 44.6% of the total enrollment in the college. Conversely, the department of Communication Sciences Disorders represents 1.4% of the total college enrollment. Graphic 1 represents headcount enrollments in the college.

Graphic 1: College of Education Enrollments by Department

Legend:
- Comm Sciences&Disorders (52)
- Counselor Education (121)
- Curriculum, Culture & Educ Inquiry (158)
- Exceptional Student Education (354)
- Educational Leadership & Res Meth (309)
- Exercise Sci & Health Promotion (1036)
- Teaching and Learning (1663)

Source: Institutional Effectiveness & Analysis (IEA)/Student Data Course File, Fall 2014 Annual Headcount Enrollments

Table 10 indicates that student ethnicity and gender diversity within the College of Education varies. White student enrollments decreased across most departments, and across the college as a whole. When compared to fall 2010 Headcount Enrollment by department, student diversity generally increased in the college overall. The majority of students in all departments are female, with the exception of the department of Exercise Science and Health Promotion where an equal number of male and female students enrolled in the Fall of 2014.

Table 10: Student Ethnicity within FAU College of Education

Department	%White			%Black			%Hispanic			%Female		
	2010	2012	2014	2010	2012	2014	2010	2012	2014	2010	2012	2014
Communication Sciences & Disorders	80.8	81.0	73.1	1.9	3.4	5.8	11.5	10.3	15.4	98	93	92.3
Counselor Education	70.0	67.6	66.1	14.0	15.5	19.0	12.1	13.5	8.3	82	83	80.2
Curriculum,Culture&Educational Inquiry	69.6	72.2	64.0	10.8	8.4	13.3	12.7	10.8	15.2	84	80	78.5
Educational Leadership & Res. Meth.	63.2	59.8	53.1	19.4	23.0	25.2	11.7	12.4	15.1	70	69	67.3
Exceptional Student Education	53.0	54.9	44.3	21.2	21.1	23.2	18.1	18.6	25.1	92	95	95
Exercise Science/Health Promotion	60.4	55.5	47.3	17.7	17.4	22.0	16.8	19.7	23.4	54	50	52
Teaching and Learning	62.2	58.2	55.1	17.4	17.2	16.8	16.1	19.1	18.1	85	83	84.4
Overall College of Education	**63.7**	**58.3**	**52.5**	**17.5**	**17.6**	**19.7**	**16.0**	**18.2**	**21.1**	**79**	**75**	**74.4**

Source: Institutional Effectiveness & Analysis (IEA)/Student Data Course File Fall 2014
Note: Totals might not equal 100 due to rounding and only three categories are presented.

The College of Education recognizes that student and faculty disability adds diversity. However, at this time, limited data regarding disability is available to include in this report. For the 2012-13 academic year the FAU Office of Students with Disabilities reports a total of 854 active students utilizing accommodations. Of these, 122 students (14.3%) were enrolled in programs in the College of Education, representing a change from 7.3% in 2009-10. No further information was reported.

Faculty Data

All faculty data were gathered from each institution's department for institutional research, or the Florida Board of Governor's interactive website. As of June 2014, the most recent data available includes 2012-13 faculty information.

Florida Atlantic University

Overall, the majority of FAU faculty members are White (72.8%). It appears that while White student enrollment is steadily decreasing (Table 2), the representation of White tenure and tenure-track faculty increased slightly. The FAU faculty averages 46.3% female across tenure and tenure track faculty, others on faculty pay plan, and adjunct lines. Table 11 summarizes the trend between academic years 2010-2011 and 2011-2012 in regard to university faculty ethnic data. Data from 2012-13 differs from previous data availability *.

Table 11: Diversity of FAU Faculty and Adjuncts by Ethnicity and Gender

Academic Year	Tenure & Tenure Track Faculty				Others on Faculty Pay Plan				Adjuncts			
	B	H	W	F	B	H	W	F	B	H	W	F
	%	%	%	%	%	%	%	%	%	%	%	%
2010-2011	5.2	6.4	70.0	36.1	6.1	7.9	77.3	56.2	3.8	7.1	84.9	51.4
2011-2012	5.3	6.6	70.2	36.8	5.1	10.1	74.9	56.9	6.1	7.4	82.0	50.8
	Instructional Faculty (Tenured, tenure earning and non-tenure earning)								Adjunct Faculty			
2012-2013*	5.5	6.6	75.4	42.0					7.8	3.3	84.9	57.4

Source: Institutional Effectiveness & Analysis (IEA) DDI Assessment Database 2014 Note: Percents are rounded
Note: * After 2012 IEA discontinued the interactive faculty database. The "Others on Faculty Pay Plan" is no longer available using DDI data.

Comparison to other SUS institutions.

Faculty ethnic and gender data were available from other SUS published data, using the common data set. In general, analysis revealed similar patterns across the SUS; the majority of tenured and tenure-track instructional faculty are white and male. Table 12 summarizes the data.

Table 12: Ethnicity and Gender Comparison

SUS	Total Instructional Faculty		Minority Groups	Female Gender	Total with Doctorate or Terminal Degree
	Full time	Part time			
	n	n	%	%	%
FAU	762	486	24.3	49.0	69.1
FIU	1179	973	43.1	47.2	64.1
FSU	1272	398	19.1	42	92.1
UCF	1330	493	22.4	45.3	67.5
UF	3468	285	25.1	36.3	80.1
USF	1369	115	26.7	44.7	80.0

Source: FL BOG/ SUS database Common Data Set 2014. http://www.flbog.edu/resources/factbooks/
Note: Minority groups were defined as underrepresented minorities.

FAU College of Education

The majority of faculty members within the College of Education are white (76%). Adjuncts are also dominantly white (86%). The largest minority groups within the faculty are Black and Hispanic (8%), with 8% of the adjunct faculty represented by Black, and 4% by Hispanic. These demographics represent a change from 2010-11 data, where 77% of the faculty were reported as white (-1%) and Black and Hispanic faculty were both reported as 9% (respectively, -1% Black change and -1% Hispanic change overall). Hispanic faculty and Hispanic adjunct faculty have decreased since 2010. The faculty changes are similar to FAU student demographic changes with respect to a decreasing trend seen in the white student population. Table 13 summarizes the College of Education faculty ethnic data.

Table 13: College of Education Faculty Ethnicity

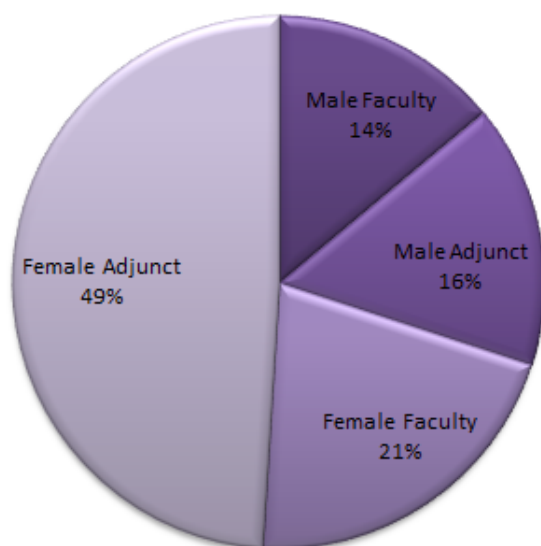| Ethnic Group	% of Faculty			% of Adjuncts		
	2010-11	2011-12	2012-13	2010-11	2011-12	2012-13
Black	9	8	8	6	6	8
Hispanic	9	10	8	6	6	4
White	77	76	76	86	84	86

Source: Institutional Effectiveness & Analysis (IEA)/HRS System Banner HR DDI Data files, 2014
Note: Faculty counts include instructional, administrative and research faculty. Percents are rounded.

Concerning gender, 70% of the College's faculty and adjuncts are female and 30% are male (IEA Database, Fall 2013). Graphic 2 depicts Faculty and Adjunct Faculty , by gender. This demographic is similar to both the university and College of Education student enrollment demographic. The College percentage of female faculty members differs from FAU's percentage.

Graphic 2:

FAU COE Faculty and Adjuncts, by Gender

Source: Institutional Research File(IEA)/ 2014DDI (latest available using 2013 data)

Using tables presented by the Office of Institutional Effectiveness and Analysis (IEA) as part of the annual Departmental Dashboard Indicator (DDI) review, each department in the college is compared to the college total and to the university total in regard to gender and ethnicity over one year, 2012-13. Table 14 describes the College of Education Faculty by department, gender and ethnicity.

Table 14: FAU College of Education Faculty by Department, Gender and Ethnicity

Instructional Faculty (Tenured, tenure-earning, & non-tenure-earning)		CCEI 2012-13	COUN 2012-13	CSD 2012-13	EDLRM 2012-13	ESE 2012-13	EXHP 2012-13	T&L 2012-13	College Total 2012-13	University Total 2012-13
American Indian/Alaskan Native	Male									1
	Total									1
Asian or Pacific Islander	Female	3							3	28
	Male	1			1	1	2	1	6	78
	Total	4			1	1	2	1	9	107
Black (Not of Hispanic Origin)	Female	2	1		1	2		1	7	30
	Male						1		1	18
	Total	2	1		1	3		1	8	49
Hispanic	Female		1		1	1		3	6	34
	Male	1			2				3	23
	Total	1	1		3	1		3	9	58
White (Not of Hispanic Origin)	Female	5	1	4	9	3	5	19	49	276
	Male	2	5	2	7	5	5	6	32	382
	Total	7	6	6	16	8	10	25	81	661
Total	Female	10	3	4	11	6	5	23	65	368
	Male	4	5	2	10	7	7	7	42	502
	Total	14	8	6	21	13	12	30	107	876

Source: Institutional Research File(IEA)/ 2014DDI (latest available using 2013 data)

School District and Community Data

School Districts
PK-12 Student Membership.

According to data published by the National Center for Education Statistics (NCES), Florida public elementary, middle and high schools have the highest average enrollment in the nation. Florida High schools average twice the national average. Within the state of Florida, 18 of 67 school districts report a minority enrollment of over 50%; three of these counties, Broward, Palm Beach and St. Lucie, are within the FAU service area[3]. Some changes were reported regarding exceptional student populations and limited English proficiency student populations.

Overall, Broward has the most diverse student population. Tables 15 and 17 summarize diversity data for Florida and each of these districts.

Table 15: PK-12 Student Membership Diversity

County	Year	Student Population	% Net Change	% Minority Students Enrolled	%ESE *	%ELL
Broward	2011	258,454		74.27	16.2	9.6
	2012	260,234	0.69	75.05	16.2	9.9
	2013	262, 680	0.94	69.40	17.1	10.2
Indian River	2011	17,962		40.66	17.6	6.3
	2012	18,011	0.27	42.12	17.1	6.2
	2013	18,059	0.27	37.77	17.4	6.1
Martin	2011	18,368		36.30	18.2	13.0
	2012	18,683	1.71	37.36	18.1	12.9
	2013	18,799	0.62	33.67	18.3	13.4
Okeechobee	2011	6,568		47.26	23.0	11.4
	2012	6,496	-1.10	48.74	22.8	13.1
	2013	6,395	-1.55	45.63	23.3	13.1
Palm Beach	2011	176,901		64.14	19.3	10.6
	2012	179,494	1.47	64.99	19.6	11.3
	2013	182,899	1.90	59.44	20.1	11.2
St. Lucie	2011	39,417		60.53	14.3	6.9
	2012	39,494	0.20	61.33	13.9	7.0
	2013	39,462	-0.08	56.57	14.1	7.4

Sources: EIAS Membership in Florida Public Schools, 2013-14, Membership in Programs for Exceptional Students, 2013-14, English Language Learners by School by Race and Gender, 2013-14, Data Report 2013, *Table 16 reports membership in exceptional student programs. Totals are rounded to the tenth of a percentage point

[3] Six main school districts are located within the FAU College of Education service region: Broward, Palm Beach, Martin, St. Lucie, Indian River, and Okeechobee.

Table 16 presents Florida Department of Education data regarding membership in K-12 programs for exceptional students. Overall, the total number of membership in Exceptional Student Programs decreased between 2009 and 2013 (2.1%). The classifications of Language Impaired, Deaf or Hard of Hearing, Visually Impaired, Gifted, Hospital Homebound, Dual Sensory Impaired, Autism Spectrum Disorder, Traumatic Brain Injured, Developmentally Delayed, Established Conditions increased over the four year period.

Table 16: Unduplicated Membership in Exceptional Student Programs

FLDOE Classification	2009	2011	2013
Orthopedically Impaired (OI)	3,678	3,419	3,109
Speech Impaired (SI)	54,295	50,617	47,230
Language Impaired (LI)	36,694	39,236	41,086
Deaf or Hard of Hearing	3,947	4,098	4,236
Visually Impaired (VI)	1,253	1,314	1,344
Emotional/Behavioral Disabilities (EBD)	25,425	20,717	17,869
Specific Learning Disabled (SLD)	157,803	138,941	133,323
Gifted (GIFTED)	137,127	145,148	156,720
Hospital/Homebound (HH)	2,388	2,522	2,594
Dual Sensory Impaired (DSI)	49	66	73
Autism Spectrum Disorder (ASD)	16,780	21,721	27,661
Traumatic Brain Injured (TBI)	567	585	577
Developmentally Delayed (DD)	16,131	17,870	17,897
Established Conditions (EC)	175	164	186
Other Health Impaired (OHI)	21,715	23,327	26,958
Intellectual Disabilities (ID)	29,811	27,480	26, 355
Total Disabled (All Exceptionalities - Gifted)	370,711	352,077	350,478
TOTAL	507,838	497,225	507, 198

Sources: http://www.fldoe.org/eias/eiaspubs/archives.asp, Fall 2009/11/13

Table 17: PK-12 Student Membership Ethnicity

County	Year	%Asian	%Black	%Hispanic	%Native Am	%White	%Multi
Broward	2011	3.50	39.10	28.64	0.35	25.73	2.61
	2012	3.52	39.49	29.02	0.33	24.95	2.6
	2013	3.53	39.69	29.71	0.31	24.09	2.57
Indian River	2011	1.43	16.10	19.81	0.37	59.34	2.85
	2012	1.41	16.36	20.78	0.37	57.88	3.11
	2013	1.36	16.49	21.27	0.30	57.18	3.31
Martin	2011	1.62	7.70	24.23	0.28	63.70	2.43
	2012	1.66	7.81	25.09	0.26	62.65	2.49
	2013	1.60	7.65	26.02	0.25	61.93	2.49
Okeechobee	2011	0.82	7.98	34.82	0.99	52.74	2.63
	2012	0.82	7.48	36.79	1.06	51.26	2.59
	2013	0.72	7.71	37.92	1.20	49.71	2.71
Palm Beach	2011	2.83	28.71	29.0	0.65	35.86	2.78
	2012	2.86	28.86	29.75	0.66	35.01	2.73
	2013	2.92	28.87	30.57	0.66	34.12	2.74
St. Lucie	2011	1.72	29.66	25.19	0.41	39.47	3.38
	2012	1.72	29.66	25.96	0.38	38.67	3.44
	2013	1.70	29.81	26.76	0.32	37.71	3.52
Florida	2011	**2.54**	**22.95**	**28.59**	**0.37**	**42.42**	**3.01**
	2012	**2.57**	**22.96**	**29.28**	**0.35**	**41.64**	**3.09**
	2013	**2.59**	**22.90**	**29.97**	**0.33**	**40.90**	**3.17**

Source: Florida Department of Education, http://www.fldoe.org/eias/eiaspubs/archives.asp
Membership in Florida Public Schools, 2013-2014.Data Report 2013
Totals are rounded to the tenth of a percentage point

Among the four State University System Lab Schools, FAU enrolls similar students, with the exception of FAMU. Minority enrollment at SUS Laboratory Schools is summarized in Table 18.

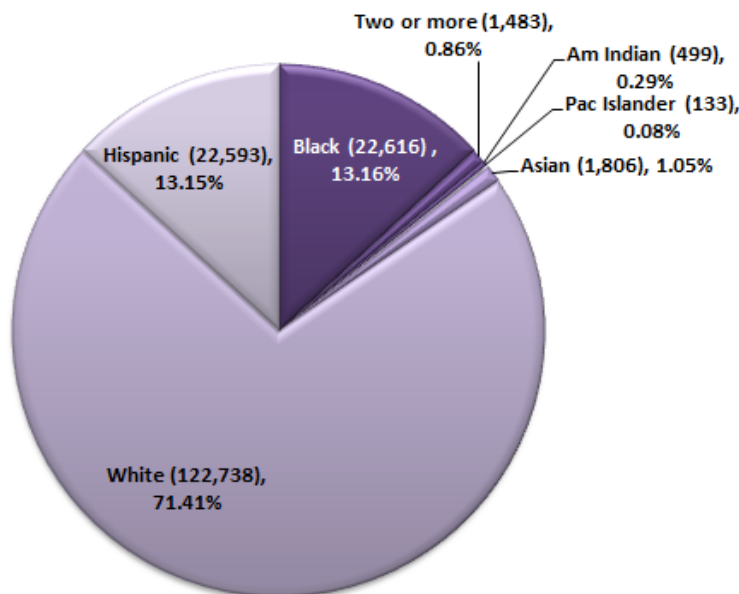Table 18: SUS Lab Schools Minority Enrollment

SUS	Year	% Asian	% Black	%Hispanic	%Native Am.	%White	%Multi	%Total Minority	% Free / Reduced Lunch
FAU	2011	2.94	19.70	30.63	0.47	43.60	2.61	56.40	-
	2012	3.72	19.64	30.50	0.58	41.98	3.55	58.02	43.32
	2013	4.14	18.95	30.09	0.47	42.55	3.71	49.04	40.05
FSU	2011	3.35	28.96	8.11	1.53	52.44	5.61	47.56	-
	2012	3.65	29.48	20.79	0.38	41.29	4.28	58.71	25.86
	2013	4.51	28.57	20.93	#	41.52	4.5	49.49	27.55
FAMU	2011	0.00	99.08	0.00	0.00	0.00	0.92	100	-
	2012	0.00	98.60	0.20	0.40	0.40	0.40	99.60	67.91
	2013	0.00	98.77	#	#	#		98.98	63.33
UF	2011	2.55	24.14	16.94	0.26	49.60	6.50	50.40	-
	2012	3.58	22.77	18.50	0.79	47.64	6.54	52.36	20.45
	2013	4.02	23.25	17.05	#	48.43	6.38	40.30	22.16

Source: Florida Department of Education, http://www.fldoe.org/eias/eiaspubs/archives.asp, www.fldoe.org/eias/eiaspubs/pdf/frp**lunch**0910.pdf
Membership in Florida Public Schools, 2013-2014 Data Report 2013

Teacher Membership.

In the Fall of 2003, 50% of Florida public school students were members of an ethnic minority. At the same time, 75% of Florida's teachers were White (Florida Department of Education, March 2004). In the Fall of 2012, 71.41% of all teachers in Florida were White, a decrease of 3.59%. Graphic 3 summarizes the ethnic distribution of Florida teachers. Table 19 compares the ethnicity of teachers in several counties in the FAU service area.

Graphic 3: Ethnic Distribution of Florida Teachers. Fall 2012

Total Teachers as of Fall 2012 = 171,868

Source: Florida Department of Education, Teacher Demographics in Florida Schools, 2012-13
Fall 2011 http://www.fldoe.org/accountability/data-sys/edu-info-accountability-services/pk-12-public-school-data-pubs-reports/staff.stml

Table 19: Teacher Diversity in FAU Service Area Districts

County (n)	%White	%Black	%Hisp	%Asian	%Native Am.	%Male	%Female
Broward (14,690)	57.3	24.5	15.1	1.4	0.2	19.9	80.3
Indian River (990)	87.7	6.3	5.1	0.4	0.1	20.6	79.3
Martin (1,196)	88.4	4.3	6.2	0.6	0.0	18.1	82.4
Okeechobee (413)	89.1	4.1	7.0	0.2	0.0	26.0	74.1
Palm Beach (11,797)	72.3	16.1	10.1	1.3	0.2	22.1	78.4
St. Lucie (2,441)	77.1	14.4	7.1	0.7	0.3	22.3	78.1
Florida (171,868)	71.4	13.2	13.1	1.1	0.3	20.7	80.0

Source: Florida Department of Education, Teacher Demographics in Florida Schools, 2012-13
Fall 2011 http://www.fldoe.org/accountability/data-sys/edu-info-accountability-services/pk-12-public-school-data-pubs-reports/staff.stml
Totals are rounded to the tenth of a percentage point

Minority representation among teachers in the FAU service area (Table 20) and students in large districts within the state of Florida (Table 21) continued to increase.

Table 20: Total Minority Student Membership in Florida's Largest School Districts, Fall 2013

Total Students	District	Minority Students		% of State Total
		Number	%	
356,241	Dade	322,344	90.48	13.10
262,680	Broward	182,294	69.40	9.66
203,431	Hillsborough	112,529	55.32	7.51
187,092	Orange	117,776	62.95	6.88
182,899	Palm Beach	108,716	59.44	6.77
127,559	Duval	68,201	53.47	4.69
1,319,902	Subtotal	911,860	69.09	48.52
2,720,074	State Total	1,438,085	52.87	100.00

Source: Florida Department of Education, http://www.fldoe.org/eias/eiaspubs/archives.asp
Membership in Florida Public Schools, 2013-2014

Across the largest districts in the state of Florida, only Dade County reported more minority teachers (73.20%) than White teachers (Table 21), while Table 20 provides evidence that the student population in the same large districts reported more minority students than White students were enrolled.

Table 21: Total Minority Teacher Membership in Florida's Largest School Districts, Fall 2013

Total Teachers	District	Minority Teachers		% of State Total
		Number	%	
21,207	Dade	15,636	73.73	12.33
14,690	Broward	6,272	42.70%	8.55
13,634	Hillsborough	3,436	25.20%	8.13
11,412	Orange	3,807	33.36%	6.63
11,797	Palm Beach	3,270	27.72%	7.16
7,596	Duval	2,434	32.04%	4.42
80,336	**Subtotal**	34,855	43.39%	**46.74**
171,868	**State Total**	49,130	28.59%	**100.00**

Source: Florida Department of Education, Teacher Demographics in Florida Schools, 2012-13
Fall 2013 http://www.fldoe.org/accountability/data-sys/edu-info-accountability-services/pk-12-public-school-data-pubs-reports/staff.stml

One-year overall trends showed an overall increase in the number of teachers representing ethnic minorities of 9.05%. White teachers showed the greatest numerical decrease (-778), yet of the three underrepresented minority groups, Black teachers showed the greatest percentage decrease (-1.68%). There were increases in reported Hispanic and Asian Teachers. Table 22 depicts the number of full-time teachers in the state by ethnic group.

Table 22: Number of full-time Teachers by Ethnic Group*

Ethnic Group	Fall 2011	Fall 2012	Change	
			Number	%
White	122,026	122,738	712	0.58
Black	21,846	22,616	770	3.52
Hispanic	21,736	22,593	857	3.94
Asian	1,702	1,806	104	6.11
Am. Indian	492	499	7	1.42
Native Hawaiian or Other Pacific	123	133	10	8.13
Two or More Races	2,443	1,483	-960	-39.30
Total	170,368	171,868	1,500	0.88
Total Minority	48,342	49,130	788	1.63

Source: Florida Department of Education, Teacher Demographics in Florida Schools, 2012-13
Fall 2011 http://www.fldoe.org/accountability/data-sys/edu-info-accountability-services/pk-12-public-school-data-pubs-reports/staff.stml

*Beginning with the 2010-11 school year, Florida implemented new data elements for collecting and reporting teacher demographic data in compliance with adjustments made by the U.S. Office of Management and Budget to Statistical Policy Directive No. 15. These revisions allow teachers to select more than one race and to report their ethnicities and races separately when reporting their demographic information. For ethnicity, teachers select whether they are of Hispanic or Latino origin. All teachers who indicated that they are Hispanic or Latino are included only
in the Hispanic/Latino counts in this report; they are not included in the racial categories they have selected. For race, teachers select one or more of the following: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, White.

Diversity among teachers in the state of Florida is similar to diversity within instructional categories. Table 23 reflects this data.

Table 23: Diversity of Teachers by Instructional Category

	Elementary	Secondary	Exceptional Student Education (ESE)	Other	Total
White	72.16%	70.97%	73.52%	55.26%	71.41%
Black or African American	11.99%	14.40%	12.53%	17.64%	13.16%
Hispanic/Latino	13.87%	11.97%	11.88%	24.18%	13.15%
Asian	0.89%	1.25%	0.93%	1.49%	1.05%
American Indian or Alaska Native	0.24%	0.32%	0.36%	0.30%	0.29%
Native Hawaiian or Other Pacific Islander	0.07%	0.09%	0.06%	0.08%	0.08%
Two or More Races	0.77%	1.00%	0.74%	1.05%	0.86%
Female	90.51%	64.23%	86.05%	75.26%	79.32%
Male	9.49%	35.77%	13.95%	24.74%	20.68%

Source: Florida Department of Education, Teacher Demographics in Florida Schools, 2012-13
Fall 2011 http://www.fldoe.org/accountability/data-sys/edu-info-accountability-services/pk-12-public-school-data-pubs-reports/staff.stml

Community Data

Census data also showed Broward County as the most diverse community, even more diverse than the state and national demographics. Martin and Indian River counties appear to be the least diverse communities within the FAU service area. Tables 24 and 25 summarize census data for counties, Florida, and United States.

Table 24: Census Data: Florida and United States

Census Statistic (Year)	Florida	United States
Population (2014)	19,893,297	318,857,056
% population change, 2010-2014)	5.8	3.3
% with language other than English spoken in the home (2009-2013)	27.4	20.7
% with Bachelor's degree or higher (2009-2013)	26.4%	28.8%
Persons with a disability (2011)	3,274,566	49,746,248
% below poverty (2009-2013)	16.3	15.4

Source: U.S. Census Bureau, 2015, http://quickfacts.census.gov/qfd/states/12000.html

Table 25: Census Data: County, Florida

County (2012)	%White	%Black	%Hisp*	% Asian	Total Population 2013	Population Density Rank
Broward	65.4	28.5	26.9	3.6	1,838,844	2
Indian River	87.4	9.3	11.7	1.4	141,994	31
Martin	90.3	5.9	13.0	1.2	151, 263	30
Okeechobee	87.3	8.9	24.7	1.0	39,330	44
Palm Beach	76.5	18.5	20.3	2.6	1,372,171	5
St. Lucie	75.4	20.0	17.2	1.8	286,832	21
Florida	78.1	16.7	23.6	2.7	19,893,297	10
United States	77.7	13.2	17.1	5.3	318,857,056	

Sources: U.S. Census Bureau 2015

* Hispanics may be of any race, so are also included in applicable race categories

Summary:

Diversity trends continue to appear similar across national, state, county, the SUS, and the Florida Atlantic University service area.

The student population at Florida Atlantic University is represented by a diverse population, increasing from 32.3% Black and Hispanic in 2005 to 41.4% in 2014. This reflects the changing population trends of the two largest counties (Broward and Palm Beach) within the local service area, which changed from an average diversity of 30% in 2000 to a combined average of 55.4% and 38.8% respectively in 2015. Across all six counties within the FAU service area, the diversity of the student population increased. The U.S. Census data reports the underrepresented minority population overall as 25% within the state of Florida, and 27.6% nation-wide, though these numbers may be skewed as the Census now allows the reporting of race and ethnicity to overlap.

In terms of both College of Education and Florida Atlantic University faculty, Blacks and Hispanics continue to be underrepresented, while Asian faculty, by rank, are overrepresented (9.6%) when compared to National (5.0%), state (2.6%), and FAU service area averages (2.77 %). When compared to other SUS peer institutions, the FAU faculty is dominantly white (77.1%) as are FSU, UCF, UF and USF. The College of Education employs dominantly white faculty members (76%), yet is in the top range when compared to other colleges within the University at 20.5% underrepresented (Black and Hispanic) minorities.

School district and Community data show a similar trend regarding the diversity of students. The average PK-12 student membership of minority students enrolled within the FAU service area is 53.9%. Within the state of Florida the PK-12 student membership of underrepresented minorities is 52.87%. The student membership data is more diverse than the average teacher membership of underrepresented minorities, which is 20.03% in the FAU service area and 26.3% statewide. The numbers all teachers in all ethnic groups increased in the state of Florida between 2011 and 2012.

FAU Published Statements:

A Message from President John W. Kelly

We take tremendous pride in the fact that Florida Atlantic University has long ranked as the most racially, ethnically and culturally diverse institution in Florida's State University System. This year, minority students make up 47 percent of our 30,000-member student body. *U.S. News & World Report* has ranked FAU the 27th most diverse university in the nation.

Students from 57 countries received degrees at the University's spring 2013 commencement ceremonies, demonstrating the extent to which FAU has become an international center of learning; in recent years, FAU has hosted students from more than 180 countries. This level of human interaction enriches our campus life beyond measure, but it also can produce the same kind of tensions that cause conflict in the outside world.

University campuses are microcosms of the world at large and provide an environment in which students can explore competing ideas, consider opposing points of view and formulate their own conclusions about political and social issues. The aim of a university education is to develop critical thinking skills in students. Equally important is the development of an attitude of tolerance, which is essential to the success of both personal and international relationships. At FAU, we are doing our best to help create a world in which people and nations can live in peace with one another.

Source: http://www.fau.edu/diversity/ *July 2, 2014*

The University takes special pride in the diversity of its student body, faculty and staff. At present, minority and international students make up more than 40 percent of our student body, and according to *U.S. News and World Report*, the University ranks 28th nationally in student-body diversity (out of more than 240 schools studied). Additionally, a review of U.S. Dept. of Education data in *Diverse: Issues in Higher Education*, ranks the University 32nd nationally in the number of bachelor's degrees conferred upon minorities. But diversity at FAU is reflected by more than numbers. We celebrate the rich tapestry of cultures, customs and heritage represented in the University community in a multitude of ways, from formal academic programs and lectures to clubs and social events.

At FAU, all people are respected. The University has a zero-tolerance policy for any kind of harassment and discrimination, whether or not it is expressly covered by law. The offices of Equal Opportunity Programs, Student Affairs, Human Resources, Academic Affairs and the University Ombudsman all play important roles in maintaining an environment of fairness and safety on FAU's seven campuses.

We will continue to value and promote diversity as the University grows in the years ahead. There can be no higher standard for an institution of higher learning to uphold than that which affirms the intrinsic worth and dignity of all human beings.
Source: FAU webpage 2013 http://www.fau.edu/president/diversity/ *, **Maria E. Santamarina , Diversity Officer***

The Office of Diversity and Multicultural Affairs: http://www.fau.edu/oma/

FAU was recognized as a model of diversity by Minority Access Inc., at its 2010 National Role Models Conference.

FAU ranks as the most racially, ethnically and culturally diverse institution in the State University system.
Source State University System of Florida Annual Accountability Report 2011-12

The University takes special pride in the diversity of its student body, faculty and staff. At present, minority and international students make up more than 40 percent of our student body, and according to U.S. News and World Report, the University

ranks 28th nationally in student-body diversity (out of more than 240 schools studied). Additionally, a review of U.S. Dept. of Education data in Diverse: Issues in Higher Education, ranks the University 32nd nationally in the number of bachelor's degrees conferred upon minorities. But diversity at FAU is reflected by more than numbers. We celebrate the rich tapestry of cultures, customs and heritage represented in the University community in a multitude of ways, from formal academic programs and lectures to clubs and social events.
Source: FAU webpage, June 2009

Florida Atlantic University continues to be listed among the most diverse universities in America. FAU was recently ranked as one of the top 50 four-year colleges in the nation for conferring bachelor's degrees on African-Americans, and as one of the top 100 for conferring master's degrees on African-Americans. The surveys were conducted by the bi-weekly magazine *Diverse Issues in Higher Education*, which monitors current educational trends and issues in the United States.

Other notable rankings for undergraduate minority students are:

- In the biological and biomedical sciences, FAU ranked 18th among 50 institutions in conferring bachelor's degrees on Hispanic students and 22nd for African American students.
- In business management, marketing and related support services, FAU ranked 12th for African-American students and 15th for Hispanic students.
- In the health professions and related clinical sciences, FAU ranked fourth out of 49 institutions for African-American students and 32nd for Hispanic students.
- In graduate programs, FAU ranked 10th out of 100 colleges surveyed in conferring master's degrees on Hispanic-American students, a 200 percent increase from 2004-05. The University ranked 24th for African-American students, a 300 percent increase from the previous academic year.

Other notable rankings for graduate minority students are:

- In computer and information sciences and support services, FAU ranked 21st in conferring master's degrees on Hispanic-American students and 40th for Asian-American students.
- In business management, marketing and related support services, FAU ranked 42nd in conferring master's degrees on African-American students.

Overall, FAU's student population of approximately 26,000 includes 58 percent Caucasian, 17 percent African-American, 16 percent Hispanic, five percent Asian and four percent international students.
Source: FAU webpage, January 2008

References

Broward County Schools, database retrieved from the DOE. Available:
        http://www.fldoe.org/eias/flmove/broward.asp

Florida A&M University, Office of Institutional Research. Available:
        http://www.famu.edu/index.cfm?a=oir

Florida Atlantic University, College of Education. (2010). *Faculty database.* [Microsoft Excel
        data file].

Florida Atlantic University, Office of Institutional Effectiveness and Analysis. Available:
        http://iea.fau.edu

Florida Board of Governors, http://www.flbog.org/resources/iud/enrollment_results.php

Florida Department of Education, Bureau of Education Information and Accountability Services.
        http://www.firn.edu/doe/eias/eiaspubs/pdf/minortch.pdf

Florida Department of Education, Bureau of Education Information and Accountability Services. (2011, January)   *Data
Report: Membership in Florida's Public Schools, Fall 2010.*

Florida Department of Education, Bureau of Education Information and Accountability Services.
        (2010, July). *Florida education and community data profiles.* http://www.flbog.org/about/strategicplan/resources.php

Florida Gulf Coast University, Institutional Research. Available
        http://www.fgcu.edu

The Florida State University, Office of Institutional Research. Available: http://www.ir.fsu.edu

University of Central Florida, Institutional Research. Available: http://www.iroffice.ucf.edu
http://www.iroffice.ucf.edu/enrollment/2012-13/index.html

University of Florida, Office of Institutional Research. Available: http://www.ir.ufl.edu

University of North Florida, Office of Institutional Research. Available:
        http://www.unf.edu/dept/inst-research; http://www.unf.edu/oira/inst-research/Interactive_Queries.aspx

University of South Florida, Budget & Policy Analysis. Available: http://isis.fastmail.usf.edu/bpa;
http://usfweb3.usf.edu/infocenter/Default.aspx

U.S. Census Bureau. (2010). *Factfinder.* Data files for U.S., Florida and Florida counties.   http://factfinder.census.gov