DIVERSITY DATA REPORT

Submitted to the Florida Atlantic University

College of Education Executive Committee

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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 2006 to 2011, then decreased in 2012 (Table 1). Over the last ten years, the percentage of white students steadily declined (-9.6%). The percentage of Black students fluctuated with an overall increase of 1.1% over the ten year period. The percentage of Hispanic students steadily increased, showing a +8.8% change. There is a decline in the percentage of International students enrolled over the same ten year period (-4.5%). Table 2 summarizes student diversity trend data.

Table 1: FAU Annual Headcount Enrollment Trends

	2007	2008	2009	2010	2011	2012
Unduplicated Enrollment	34,872	35,179	35,609	36,160	36,830	30,038

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
2003	4.4	16.5	13.5	.3			59.5		5.8
2004	4.5	17.2	14.3	.3			58.9		4.4
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	.1	1.8	51.2	.9	2.2
2012	4.3	17.6	22.3	.2	.1	2.4	49.9	1.2	2.1

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 2011-2012, the total student enrollment for FAU was 36,830. Female enrollment was 58% of the total enrollment and male enrollment was 42%. From 2000 to 2010, 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.

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[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 was 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
2000	61	39
2001	62	38
2002	61	39
2003	61	39
2004	61	39
2005	61	39
2006	61	39
2007	60	40
2008	59	41
2009	59	41
2010	58	42
2011	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 2011-12, FAU ranked fourth highest in the SUS with 58%. For total percentage of minority enrollment, FAU ranked third with 43%. The trend of increased minority enrollments continued at FAU. Table 4 summarizes the SUS female and minority enrollment for 2007-2011. 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				
	2007	2008	2009	2010	2011	2007	2008	2009	2010	2011
Florida A&M (FAMU)	59	59	59	60	60	93	92	93	94	95
Florida Atlantic University (FAU)	**60**	**59**	**59**	**58**	**58**	**39**	**40**	**41**	**42**	**43**
Florida Gulf Coast Univ. (FGCU)	61	59	58	56	57	15	18	20	23	23
Florida International Univ. (FIU)	57	57	57	56	56	76	79	77	77	75
Florida State University (FSU)	53	56	55	55	55	23	24	25	26	23
University of Central Florida (UCF)	55	55	55	55	55	26	28	29	25	29
University of Florida (UF)	54	53	54	53	54	20	20	21	23	22
University of North Florida (UNF)	55	58	57	56	56	23	22	23	17	18
University of South Florida (USF)	60	59	59	58	58	29	30	30	25	26
University of West Florida (UWF)	61	61	60	59	59	20	20	21	22	18
New College (NC)	61	62	62	60	61	14	15	16	12*	15

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.

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[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				
	2007	2008	2009	2010	2011	2007	2008	2009	2010	2011	2007	2008	2009	2010	2011
FAMU	5	5	5	5	5	90	90	91	92	92	2	2	2	2	2
FAU	**57**	**56**	**55**	**53**	**52**	**17**	**17**	**17**	**17**	**17**	**18**	**18**	**19**	**20**	**21**
FGCU	77	77	76	74	72	5	4	5	5	6	11	12	13	15	16
FIU	17	17	16	14	13	13	12	12	13	13	59	60	60	60	61
FSU	71	71	69	68	67	11	10	10	10	9	10	11	11	12	13
UCF	67	66	65	64	61	8	9	9	10	10	13	14	14	16	18
UF	63	61	59	58	57	8	8	8	8	7	12	12	13	14	14
USF	66	65	65	63	61	12	12	11	11	10	12	13	13	14	15

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 2003 and 2012, the College of Education's overall fall headcount enrollment has varied, ranging from 3,205 in 2004 to a high of 3,931 in 2011. Enrollment in the college for the fall of 2012 shows a decrease of 23 students from 2011, for a total of 3,908 enrolled. 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 (-11.5% over ten years) while the percentage of Black and Hispanic enrollment has increased over the same ten years (+2.5% and +6.1%, 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
2003	3,327	2.0	14.9	12.0	.3	69.7	1.1	
2004	3,205	2.0	15.1	12.4	.3	68.8	.9	
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*

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	**58.2**	**17.4**	**18.1**
Florida International University	14.2	17.6	60.8
Florida State University	69.5	8.3	8.5
University of Central Florida	67.1	9.5	14.8
University of Florida	69.9	8.8	11.2
University of North Florida	77.8	10.2	6.2
University of South Florida	67.2	10.5	13.8

Source: Each institution's department for institutional data/analysis reported Fall 2012 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. Three of the other colleges, Education, Arts & Letters, 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
2008			
Education	64.4	15.9	15.9
A & L	61.9	14.1	17.8
Business	54.4	16.4	19.3
Nursing	47.2	31.9	12.6
2009			
Education	63.1	16.6	15.6
A & L	60.7	13.9	19.2
Business	53.2	16.6	19.9
Nursing	48.8	29.7	13.3
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

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

Based on Fall 2012 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.

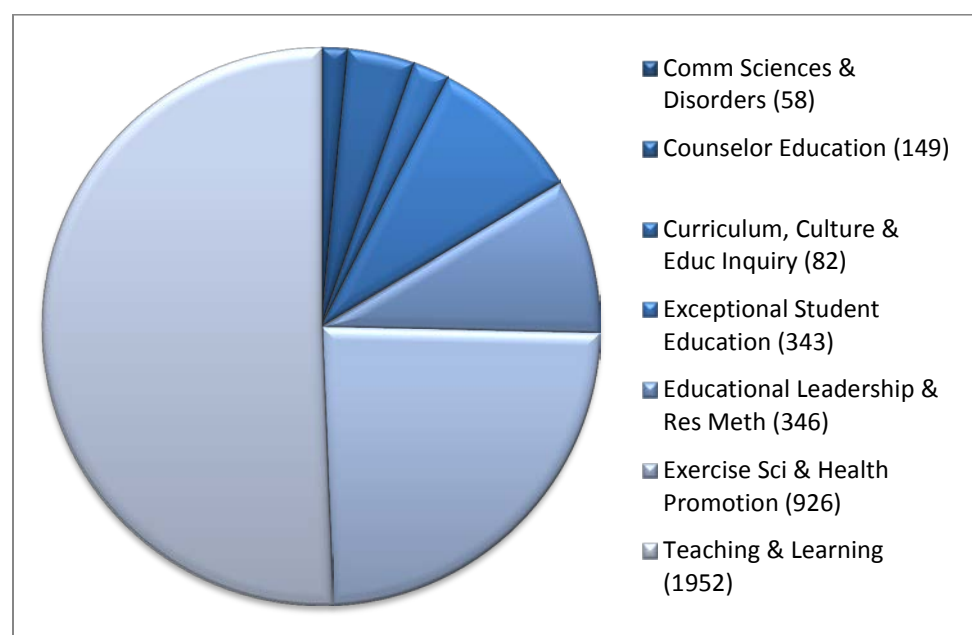Table 9: Comparisons of Colleges of Education Gender Enrollment

Institution	%Female	%Male
Florida A&M	65	35
Florida Atlantic University	75	25
Florida International University	84	16
Florida State University	67	33
University of Central Florida	75	25
University of Florida	84	16
University of South Florida	74	26

Source: Individual SUS reported Fall 2012 enrollment data, http://www.flbog.org/resources/iud/enrollment_results.php

Student Ethnicity and Gender within FAU College of Education.

Based on the Fall 2012 Annual Headcount Enrollment, the Teaching and Learning department is the largest department, representing 50.6% of the total enrollment in the college. Conversely, the department of Communication Sciences Disorders represents 1.5% of the total college enrollment. Graphic 1 represents headcount enrollments in the college.

Graphic 1: College of Education Enrollments by Department

- Comm Sciences & Disorders (58)
- Counselor Education (149)
- Curriculum, Culture & Educ Inquiry (82)
- Exceptional Student Education (343)
- Educational Leadership & Res Meth (346)
- Exercise Sci & Health Promotion (926)
- Teaching & Learning (1952)

Source: Institutional Effectiveness & Analysis (IEA)/Student Data Course File, Fall 2012 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 2008 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 2012.

Table 10: Ethnicity within FAU College of Education

Department	%White			%Black			%Hispanic			%Female		
	2008	2010	2012	2008	2010	2012	2008	2010	2012	2008	2010	2012
Communication Sciences & Disorders	80.0	80.8	81.0	0	1.9	3.4	16.0	11.5	10.3	100	98	93
Counselor Education	63.4	70.0	67.6	11.5	14.0	15.5	20.5	12.1	13.5	86	82	83
Curriculum,Culture&Educational Inquiry	74.8	69.6	72.2	13.9	10.8	8.4	7.4	12.7	10.8	83	84	80
Educational Leadership & Res. Meth.	65.2	63.2	59.8	19.8	19.4	23.0	10.8	11.7	12.4	70	70	69
Exceptional Student Education	56.4	53.0	54.9	21.8	21.2	21.1	16.8	18.1	18.6	86	92	95
Exercise Science/Health Promotion	65.5	60.4	55.5	15.5	17.7	17.4	15.1	16.8	19.7	49	54	50
Teaching and Learning	63.8	62.2	58.2	15.4	17.4	17.2	17.3	16.1	19.1	89	85	83
Overall College of Education	**64.4**	**63.7**	**58.3**	**15.9**	**17.5**	**17.6**	**15.9**	**16.0**	**18.2**	**83**	**79**	**75**

Source: Institutional Effectiveness & Analysis (IEA)/Student Data Course File Fall 2012
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.

Faculty Data

All faculty data were gathered from each institution's department for institutional research, or the Florida Board of Governors interactive website. The most recent data available were used.

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 2008-09 and 2011-2012 in regard to university faculty ethnic data. Table 12 compares ethnicity of the university faculty by rank.

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
	%	%	%	%	%	%	%	%	%	%	%	%
2008-2009	5.3	5.4	70.3	37.0	5.7	7.2	79.4	61.0	3.2	8.3	85.3	51.0
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

Source: Institutional Effectiveness & Analysis (IEA)/HRS System Banner HR, 2012
Note: Percents are rounded

Table 12: Percentage of FAU Faculty by Rank and Ethnicity

Rank	n	% of Total faculty	Asian	Black	Hispanic	Native American	White	International	Female
			%	%	%	%	%	%	%
Professor	262	24.3	16.0	4.6	4.9	.4	73.3	0	28.6
Associate Professor	275	25.5	13.1	7.3	6.2	0	71.3	2.2	39.6
Assistant Professor	158	14.7	8.2	3.8	13.3	0	60.8	13.3	51.3
Instructor	200	18.6	3.0	6.0	10.5	0	77.0	.5	59.0
Lecturer	1	.1	0	0	0	0	100	0	100
Other	182	16.9	3.3	2.7	6.0	0	79.7	6.0	64.9
Total	1078	100	9.6	5.1	7.7	.1	72.8	4.5	46.6

Source: Institutional Effectiveness & Analysis (IEA)/HRS System, 2012
Note: Totals might not equal 100 due to rounding.

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 13 summarizes the data.

Table 13: 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	730	496	22.9	47.9	66.9
FIU	1012	929	41.1	45.5	68.0
FSU	1248	376	15.3	40.6	91.9
UCF	1307	527	22.2	44.2	65.2
UF	3472	239	23.1	34.9	76.6
USF	1310	115	26.7	44.1	80.0

Source: FL BOG/ SUS database Common Data Set 2012. 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 (84%). The largest minority groups within the faculty are Black and Hispanic (8% and 10% respectively), with 6% of the adjunct faculty represented by Black, and 6% 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).The faculty changes are similar to FAU student demographic changes with respect to a decreasing trend seen in the white student population. Table 14 summarizes the College of Education faculty ethnic data.
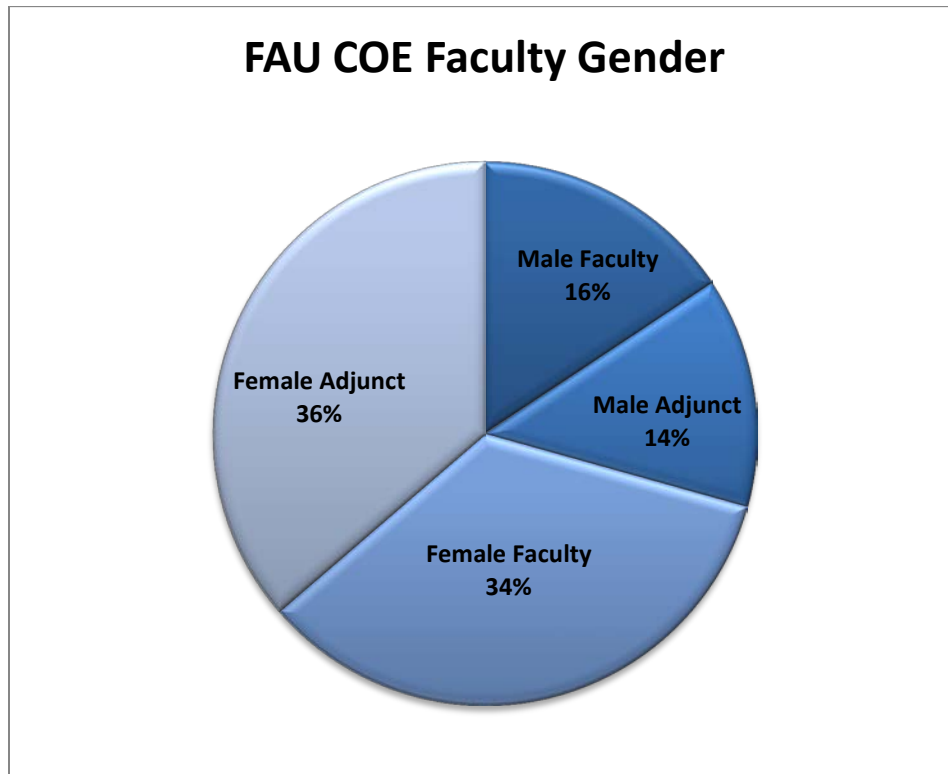
Table 14: College of Education Faculty Ethnicity

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

Source: Institutional Effectiveness & Analysis (IEA)/HRS System Banner HR
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 2012). 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: College of Education Faculty Gender

FAU COE Faculty Gender

Source: Institutional Effectiveness & Analysis (IEA)/HRS System Banner HR

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, 2011-12. Table 15 describes the College of Education Faculty by department, gender and ethnicity.

Table 15: FAU College of Education Faculty by Department, Gender and Ethnicity

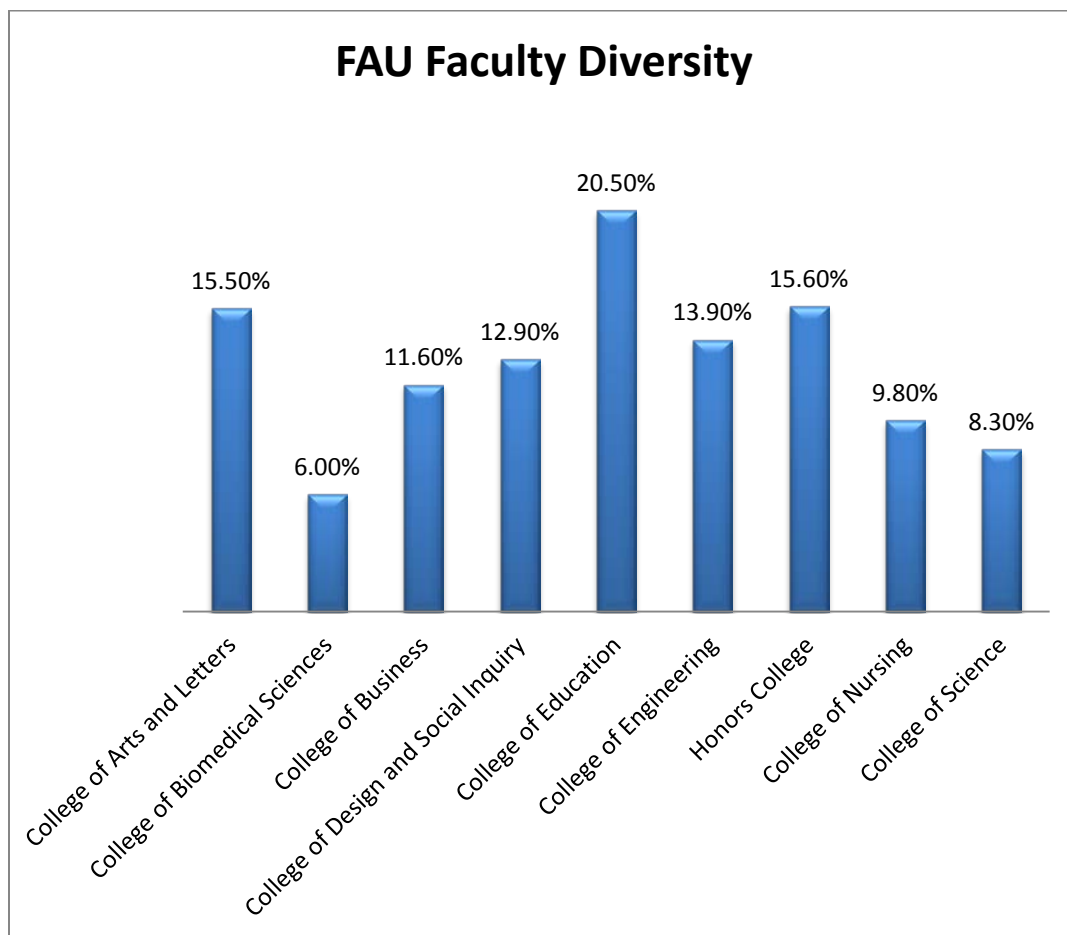| Instructional Faculty (Tenured, tenure-earning, & non-tenure-earning)		CCEI 2011-12	COUN 2011-12	CSD 2011-12	EDLRM 2011-12	ESE 2011-12	EXHP 2011-12	T&L 2011-12	College Total 2011-12	University Total 2011-12
American Indian/Alaskan Native	Male									1
	Total									1
Asian or Pacific Islander	Female	3	1						4	30
	Male	1			1	1	2	1	6	82
	Total	4	1		1	1	2	1	10	112
Black (Not of Hispanic Origin)	Female	2	2		1	2		1	9	34
	Male					1			1	19
	Total	2	2		1	3		1	10	53
Hispanic	Female		1		1	1		3	6	37
	Male	1			2				3	27
	Total	1	1		3	1		3	9	64
White (Not of Hispanic Origin)	Female	7	2	4	9	5	6	22	58	306
	Male	2	5	2	8	5	4	6	32	394
	Total	9	7	6	17	10	10	28	90	702
Total	Female	12	6	4	11	8	6	26	77	407
	Male	4	5	2	11	7	6	7	42	523
	Total	16	11	6	22	15	12	33	119	930

Source: Institutional Research File(IEA)/ 2011-12 DDI (latest available)
Note: Instructional Faculty includes tenured, tenure-earning and non-tenure-earning faculty who taught a course during the year

Comparison of FAU College of Education to Florida Atlantic University.

Across selected colleges, percentages of underrepresented (Black and Hispanic) faculty range from 6.0% in Biomedical Sciences to 20.5% in Education. Graphic 3 summarizes data across other colleges.
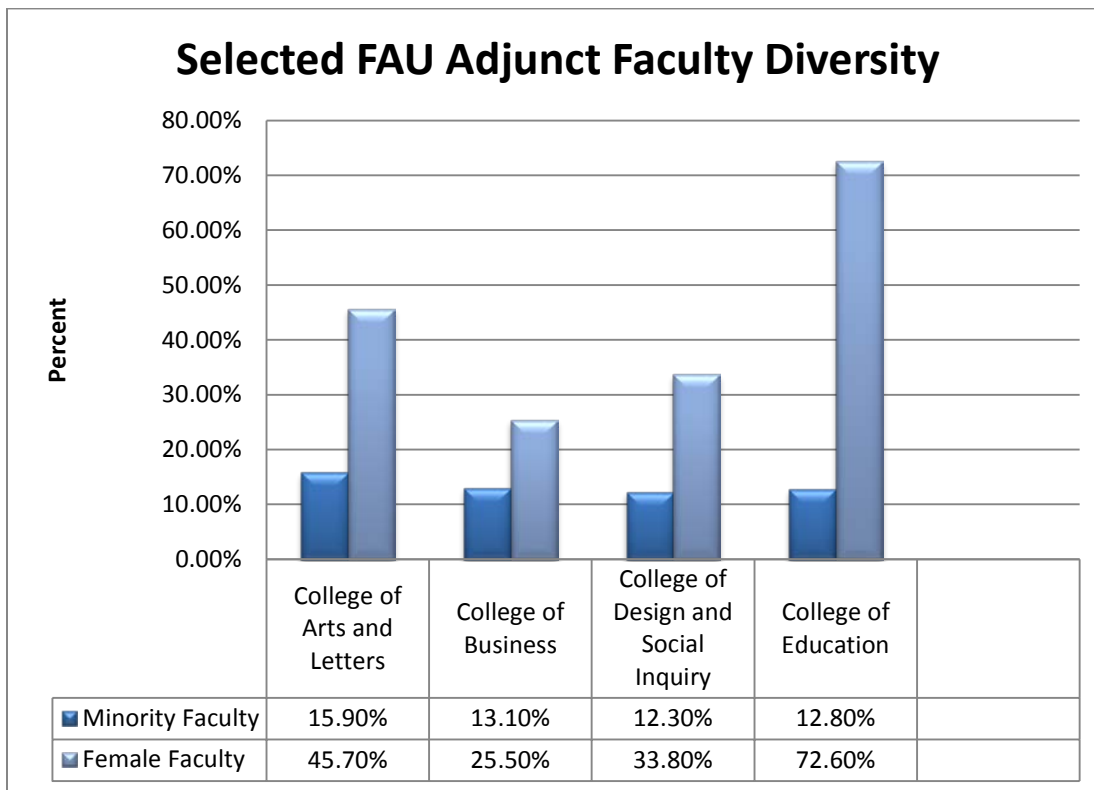
Graphic 3: Faculty Ethnicity

FAU Faculty Diversity

College	Percentage
College of Arts and Letters	15.50%
College of Biomedical Sciences	6.00%
College of Business	11.60%
College of Design and Social Inquiry	12.90%
College of Education	20.50%
College of Engineering	13.90%
Honors College	15.60%
College of Nursing	9.80%
College of Science	8.30%

Source: Institutional Effectiveness & Analysis (IEA)/HRS System Banner HR 2012
Note: Pay Plan Groups: Faculty (Instructional, Administrative and Research only)

Female faculty are overrepresented in Nursing (86.3%) and in Education (63.0%). Female faculty are underrepresented in the College of Engineering and Computer Science (13.9%).

Four colleges employ more than fifty adjuncts, the Colleges of: Arts and Letters, Business, Design and Social Inquiry, and Education. Among those colleges representation of Black and Hispanic adjuncts range from 13.1 % in the College of Business to 15.9% in the College of Arts and Letters. The College of Education employs 12.8% of the total adjunct population from minority groups, and is 72.6% female. Graphic 4 details diversity data related to adjunct faculty from the four colleges employing at least fifty adjuncts.

Graphic 4: Adjunct Faculty Ethnicity

Selected FAU Adjunct Faculty Diversity

	College of Arts and Letters	College of Business	College of Design and Social Inquiry	College of Education	
■ Minority Faculty	15.90%	13.10%	12.30%	12.80%	
■ Female Faculty	45.70%	25.50%	33.80%	72.60%	

Source: Institutional Effectiveness & Analysis (IEA)/HRS System Banner HR 2012
Note: Adjunct Faculty from only those university areas with fifty or more adjunct employees

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 16 and 18 summarize diversity data for Florida and each of these districts.

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[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: 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
Indian River	2011	17,962		40.66	17.6	6.3
	2012	18,011	0.27	42.12	17.1	6.2
Martin	2011	18,368		36.30	18.2	13.0
	2012	18,683	1.71	37.36	18.1	12.9
Okeechobee	2011	6,568		47.26	23.0	11.4
	2012	6,496	-1.10	48.74	22.8	13.1
Palm Beach	2011	176,901		64.14	19.3	10.6
	2012	179,494	1.47	64.99	19.6	11.3
St. Lucie	2011	39,417		60.53	14.3	6.9
	2012	39,494	0.20	61.33	13.9	7.0

Sources: EIAS Membership in Florida Public Schools, 2012-13, Membership in Programs for Exceptional Students, 2012-13
Data Report 2012, *Table 16 reports membership in exceptional student programs.
Totals are rounded to the tenth of a percentage point

Table 17 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 2011 (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, and Developmentally Delayed increased over the two year period.

Table 17: Unduplicated Membership in Exceptional Student Programs

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

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

Table 18: PK-12 Student Membership Ethnicity

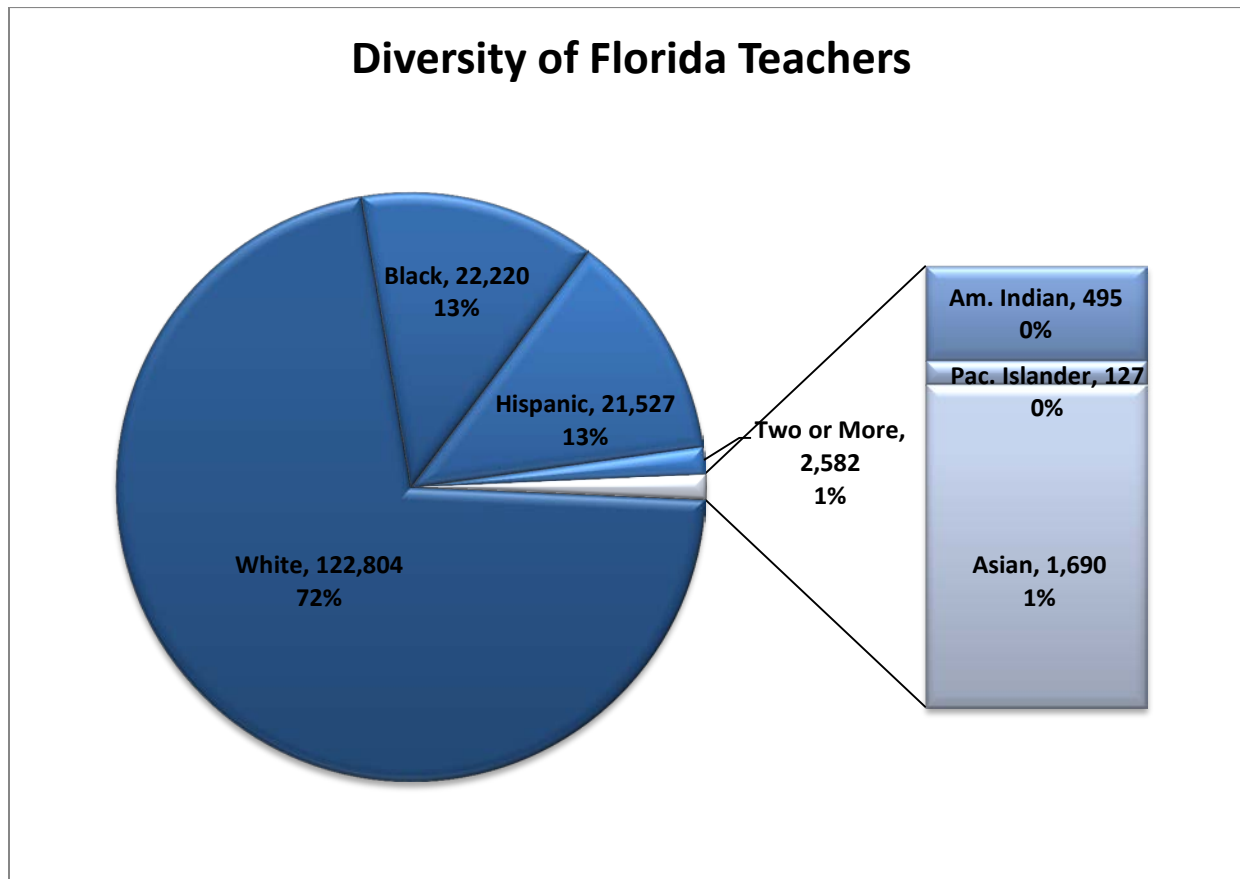| County	Year	%Asian	%Black	%Hispanic	%Native Am	%White	%Multi
Broward	2011	3.50	39.10	28.64	0.35	25.73	2.61
	2012	3.52	39.49	29.02	0.33	24.95	2.6
Indian River	2011	1.43	16.10	19.81	0.37	59.34	2.85
	2012	1.41	16.36	20.78	0.37	57.88	3.11
Martin	2011	1.62	7.70	24.23	0.28	63.70	2.43
	2012	1.66	7.81	25.09	0.26	62.65	2.49
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
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
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
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**

Source: Florida Department of Education, http://www.fldoe.org/eias/eiaspubs/archives.asp
Membership in Florida Public Schools, 2012-2013.Data Report 2012
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 19.

Table 19: 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
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
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
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

Source: Florida Department of Education, http://www.fldoe.org/eias/eiaspubs/archives.asp, www.fldoe.org/eias/eiaspubs/pdf/frplunch0910.pdf
Membership in Florida Public Schools, 2012-2013 Data Report 2012

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 2010, 71.63% of all teachers in Florida were White, a decrease of 3.37%. Graphic 4 summarizes the ethnic distribution of Florida teachers. Table 18 compares the ethnicity of teachers in several counties in the FAU service area.

Graphic 5: Ethnic Distribution of Florida Teachers. Fall 2010

Diversity of Florida Teachers

- Black, 22,220 — 13%
- Hispanic, 21,527 — 13%
- White, 122,804 — 72%
- Two or More, 2,582 — 1%
- Am. Indian, 495 — 0%
- Pac. Islander, 127 — 0%
- Asian, 1,690 — 1%

Total Teachers as of Fall 2010 = 171,445
Source: Florida Department of Education, Fall 2010 http://www.fldoe.org/eias/eiaspubs/archives.asp

Table 20: Teacher Diversity in FAU Service Area Districts

County (n)	%White	%Black	%Hisp	%Asian	%Native Am.	%Male	%Female
Broward (14,328)	58.5	24.0	14.5	1.3	0.2	19.9	80.1
Indian River (1,042)	87.5	6.04	5.08	0.4	0.0	21.8	78.2
Martin (1,182)	89.1	4.1	5.6	0.5	0.0	18.1	81.9
Okeechobee (417)	90.2	3.8	5.3	0.2	0.0	25.4	74.6
Palm Beach (11,548)	72.8	15.6	9.8	1.2	0.2	21.8	78.2
St. Lucie (2,458)	76.6	14.5	6.7	0.7	0.4	22.3	77.7
Florida (170,368)	71.6	12.8	12.8	1.0	0.3	20.7	79.3

Source: Florida Department of Education, http://www.fldoe.org/eias/eiaspubs/archives.asp
Teacher Demographics in Florida Schools, 2011-12
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 21: Total Minority Student Membership in Florida's Largest School Districts, Fall 2012

Total Students	District	Minority Students		% of State Total
		Number	%	
350,227	Dade	321,135	91.69	13.13
258,454	Broward	191,945	74.27	9.69
197,001	Hillsborough	121,094	61.47	7.38
179,989	Orange	123,576	68.66	6.75
176,901	Palm Beach	113,456	64.14	6.63
125,464	Duval	76,300	60.81	4.70
1,288,036	Subtotal	947,506	73.56	48.28
2,667,830	State Total	1,536,112	57.58	100.00

Source: Florida Department of Education, http://www.fldoe.org/eias/eiaspubs/archives.asp
Teacher Demographics in Florida Schools, 2012-13

Across the largest districts in the state of Florida, only Dade County reported more minority teachers (73.20%) than White teachers (Table 22), while Table 21 provides evidence that the student population in the same large districts reported more minority students than White students were enrolled.

Table 22: Total Minority Teacher Membership in Florida's Largest School Districts, Fall 2011

Total Teachers	District	Minority Teachers		% of State Total
		Number	%	
20,909	Dade	15,306	73.20	12.27
14,328	Broward	5,941	41.46	8.41
13,842	Hillsborough	3,478	25.13	8.12
11,277	Orange	3,682	32.65	6.62
11,548	Palm Beach	3,135	27.15	6.78
7,577	Duval	2,855	37.68	4.45
79,481	Subtotal	34,397	43.28	46.65
170,368	State Total	48,342	28.38	100.00

Source: Florida Department of Education, http://www.fldoe.org/eias/eiaspubs/archives.asp
Teacher Demographics in Florida Schools, 2011-12

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 23 depicts the number of full-time teachers in the state by ethnic group.

Table 23: Number of full-time Teachers by Ethnic Group*

Ethnic Group	Fall 2010	Fall 2011	Change	
			Number	%
White	122,804	122,026	-778	-0.63
Black	22,220	21,846	-374	-1.68
Hispanic	21,527	21,736	209	0.97
Asian	1,690	1,702	12	0.71
Am. Indian	495	492	-3	-0.61
Native Hawaiian or Other Pacific	127	123	-4	-3.15
Two or More Races	2,582	2,443	-139	-5.38
Total	171,445	170,368	-1,077	2.29
Total Minority	48,641	48,342	-299	9.05

Source: EIAS Data Report, Membership in Florida's Public Schools, Fall 2011

*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 24 reflects this data.

Table 24: Diversity of Teachers by Instructional Category

	Elementary	Secondary	Exceptional Student Education (ESE)	Other	Total
White	72.22%	71.47%	73.37%	56.36%	71.62%
Black or African American	11.74%	13.92%	12.30%	17.40%	12.82%
Hispanic/Latino	13.52%	11.52%	11.59%	22.91%	12.76%
Asian	0.84%	1.20%	0.87%	1.44%	1.00%
American Indian or Alaska Native	0.23%	0.33%	0.37%	0.23%	0.29%
Native Hawaiian or Other Pacific Islander	0.07%	0.08%	0.05%	0.16%	0.07%
Two or More Races	1.38%	1.48%	1.45%	1.50%	1.43%
Female	90.45%	64.25%	85.96%	74.75%	79.32%
Male	9.55%	35.75%	14.04%	25.25%	20.68%

Source: EIAS Data Report, Membership in Florida's Public Schools, Fall 2011

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 25 and 26 summarize census data for counties, Florida, and United States.

Table 25: Census Data: Florida and United States

Census Statistic (Year)	Florida	United States
Population (2011)	19,057,542	311,591,917
% population change, 2001-2011	1.4	0.9
% with language other than English spoken in the home (2006-10)	26.1	19.7
% with Bachelors degree or higher (2006-10)	25.9	27.9
Persons with a disability (2011)	3,274,566	49,746,248
% below poverty (2012)	17.0	15.9

Source: U.S. Census Bureau, 2012, http://quickfacts.census.gov/qfd/states/12000.html

Table 26: Census Data: County, Florida

County (2010)	%White	%Black	%Hisp*	% Asian	Total Population 2010	Population Density Rank
Broward	66.7	27.4	25.8	3.5	1,780,172	2
Indian River	87.6	9.3	11.6	1.3	138,894	31
Martin	90.6	5.7	12.4	1.2	147,495	30
Okeechobee	87.9	8.6	24.5	0.9	40,140	43
Palm Beach	77.4	17.8	19.6	2.5	1,335,187	4
St. Lucie	76.2	19.5	16.8	1.8	280,379	21
Florida	78.5	16.5	22.9	2.6	19,057,542	10
United States	78.1	13.1	16.7	5	311,591,917	

Sources: U.S. Census Bureau 2010
Florida Department of Education   http://www.fldoe.org/eias/eiaspubs/archives.asp
Membership in Florida Public Schools, 2009-2010
* 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 30.0% Black and Hispanic in 2003 to 39.9% in 2012. 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 33% in 2000 to a combined average of over 68% in 2010. 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 52.8%. Within the state of Florida the PK-12 student membership of underrepresented minorities is 57.58%. The student membership data is more diverse than the average teacher membership of underrepresented minorities, which is 19.69% in the FAU service area and 26.61% statewide. The numbers of Hispanic and Asian teachers increased in the state of Florida, the number of employed teachers from all other ethnic groups decreased in 2011.

FAU Published Statements:

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*

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

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

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