



## About the Faculty Diversity Dashboard

### **Abstract**

The aim of the Diversity Dashboard Series is to: (1) provide centralized access to institutional data on equity, access, and climate indicators for faculty; and (2) support comparative capability to examine variations in equity, access, and climate indicators by demographic characteristics (race/ethnicity, gender), university context (home department, unit), faculty rank, tenure status (tenure track, non-tenure-track); employment status (part-time, full-time); and select indicators of student success.

The Diversity Dashboard (Faculty) has a variety of interactive capabilities to explore multiple cross-tabulations. A quick view of racial/ethnic and gender equity (and their intersection) in faculty ranks is also available as are drill downs for racial/ethnic and gender diversity. For user flexibility, an intersectional analysis tool is provided that allows for user-determined cross-tabulations with multiple levels.

There are seven separate tabs in the overall dashboard:

1. Diversity Dashboard, 2. Faculty Diversity: Race/Ethnicity and Gender by Academic Unit, Employment/Tenure Status, Rank, & Salary, 3. Faculty: Underrepresented Race/Ethnic Groups, 4. Faculty: Women, 5. Race/Ethnicity & Gender Equity by Faculty Rank, 6. Intersectional Analysis Tool, and 7. About this Dashboard.

### **Navigation**

**Filters** are provided on tabs 1. Diversity Dashboard, 2. Faculty Diversity: Race/Ethnicity and Gender by Academic Unit, Employment/Tenure Status, Rank, & Salary, 3. Faculty: Underrepresented Race/Ethnic Groups, 4. Faculty: Women, and 6. Intersectional Analysis Tool to provide the user with a way to view different cuts or segments of the data. Filters are dropdown lists that allow for selection of multiple values. For some fields (for example Home Department) multiple values may need to be selected due to renaming or other changes that occur from one year to the next. Each page has a filter reset button that will revert the dashboard back to standard.

### **Definitions**

IPEDS: Integrated Postsecondary Education Data System

Faculty: IPEDS instructional staff only. Does not include positions that are 100% research or 100% public service

Average Salary: includes all category members regardless of Emeriti or Distinguished designations. Categories with less than 10 members will not show salary information for confidentiality purposes. A value of "0" is reported in red font to indicate this exclusion.

Academic Rank: includes both Tenure/Tenure Track (TT) and Non Tenure Track (NTT) faculty. NTT faculty may be found across all Academic Ranks. User may filter on Tenure to focus their analysis on one particular segment should they so desire.

Underrepresented Racial/Ethnic Groups (UREG): includes the following IPEDS categories - Black or African American, Hispanic, American Indian or Alaska Native, Native Hawaiian or other Pacific Islander, Asian, and two or more races.

### **Note**

Data provided in this dashboard are specific to the period in question. When looking across multiple periods (for example Fall 2018 and Fall 2019) to have a complete view of the data for a particular department or unit the user may have to select multiple values in select fields.

### **Data Source**

Data for this dashboard is sourced from the UNC System Office HR Datamart.