

RIT New Faculty Orientation

Division of Diversity & Inclusion

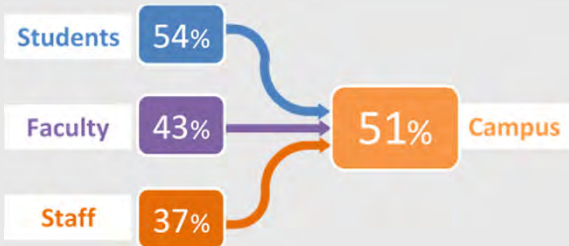
Keith B. Jenkins, VP and Associate Provost

August 14, 2024

Agenda

- **Dr. Jenkin's video is available as a separate document.**
- **RIT Diversity Progress through the years**
- **Division of Diversity & Inclusion**
- **Some diversity highlights to consider through the year**

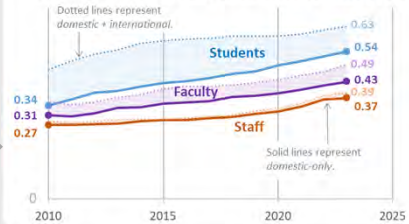
What is the chance that two people chosen at random are of *different* race/ethnicity?



The above data reflects RIT's Domestic Diversity, which is further enhanced by inclusion of our international students, faculty, and staff.

Not captured here are differences based on gender identity, religion, sexual orientation, neurodiversity, first-generation, socioeconomic, disability, and veteran status, among others, which contribute to the richness of RIT's overall campus diversity.

The Diversity Index has increased across all groups within the RIT main campus community since 2010.

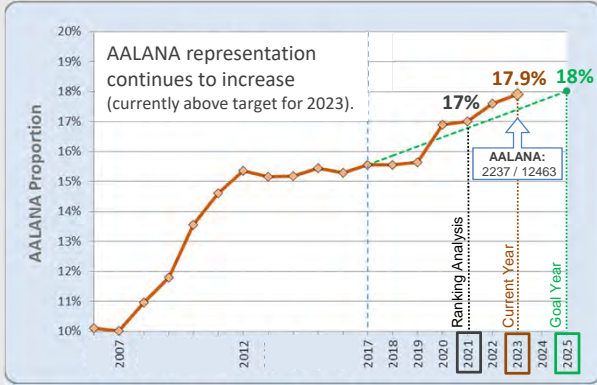


Includes PT and FT undergraduate and graduate students, 7/TT and NTT full-time faculty, and Exempt and Non-Exempt full-time staff.

Students

AALANA Students

Historical Context



Undergraduate (PT + FT) students, excluding race/ethnicity unknown, international students, and international campuses.

Benchmark Ranking (2021)

Institution	AALANA Undergraduate Students		
	AALANA/Total	%	Rank
Illinois Inst of Technology	731/2421	30.2%	1
Northeastern University	2972/13127	22.6%	2 ↑
RPI	992/4561	21.7%	3 ↓
Case Western	1028/4951	20.8%	4
Stevens Inst of Technology	687/3505	19.6%	5 ↑↑
Drexel University	2415/12829	18.8%	6
Lehigh University	911/4850	18.8%	7 ↓↓
Rochester Inst of Technology	2096/12327	17.0%	8
WPI	668/4638	14.4%	9
University of Dayton	1147/8246	13.9%	10
Purdue University - Main	4019/33129	12.1%	11
Clarkson University	327/2740	11.9%	12

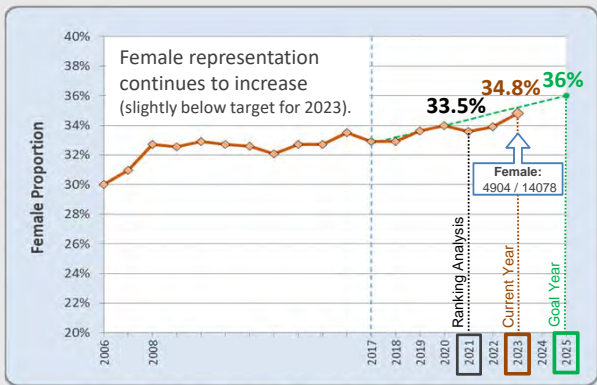
UPPER: Illinois Inst of Technology, Northeastern University, RPI, Case Western, Stevens Inst of Technology, Drexel University, Lehigh University
LOWER: WPI, University of Dayton, Purdue University - Main, Clarkson University

- In 2021 RIT ranked 8th (out of 12).
- By 2025 a goal of 18% would keep us in 8th (assuming no other movement).

Source: Executive Diversity Dashboard, Integrated Postsecondary Education Data System (IPEDS).

Female Students

Historical Context



*Undergrad (PT + FT) students, excluding international campuses and gender unknown.

Benchmark Ranking (2021)

Institution	Female Undergrad Students		
	# Female	%	Rank
Northeastern University	8526/15747	54.1%	1
Drexel University	7038/14413	48.8%	2 ↑
University of Dayton	4116/8637	47.7%	3 ↓
Case Western	2750/5792	47.5%	4 ↑
Lehigh University	2510/5451	46.0%	5 ↓
Purdue University - Main	15953/37806	42.2%	6
WPI	2072/5224	39.7%	7
Rochester Inst of Technology	4696/14000	33.5%	8
Illinois Inst of Technology	973/2998	32.5%	9
RPI	1740/5614	31.0%	10
Clarkson University	876/2852	30.7%	11
Stevens Inst of Technology	1223/4064	30.1%	12

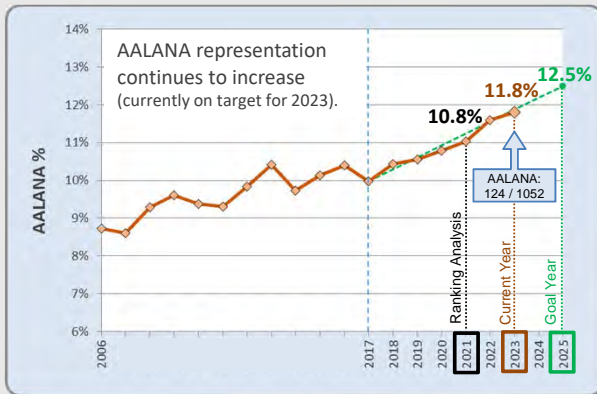
UPPER: Northeastern University, Drexel University, University of Dayton, Case Western, Lehigh University
LOWER: Purdue University - Main, WPI, Rochester Inst of Technology, Illinois Inst of Technology, RPI, Clarkson University, Stevens Inst of Technology

- In 2021 RIT ranked 8th out of 12 (top of lower tier).
- By 2025 a goal of 36% would keep us in 8th (assuming no other movement).

Source: Executive Diversity Dashboard, Integrated Postsecondary Education Data System (IPEDS).

Faculty

Historical Context



Benchmark Ranking (2021)

Institution	AALANA Faculty (T/TT + NTT)			
	# AALANA	%	Rank	
Rochester Institute of Technology	104/961	10.8%	1	UPPER
Northeastern University	128/1294	9.9%	2	
University of Dayton	62/644	9.6%	3	
Drexel University	100/1082	9.2%	4	MIDDLE
Illinois Institute of Technology	28/318	8.8%	5	
WPI	29/346	8.4%	6	LOWER
RPI	32/397	8.1%	7	
Lehigh University	32/452	7.1%	8	
Clarkson University	13/198	6.6%	9	
Stevens Institute of Technology	7/223	3.1%	10	

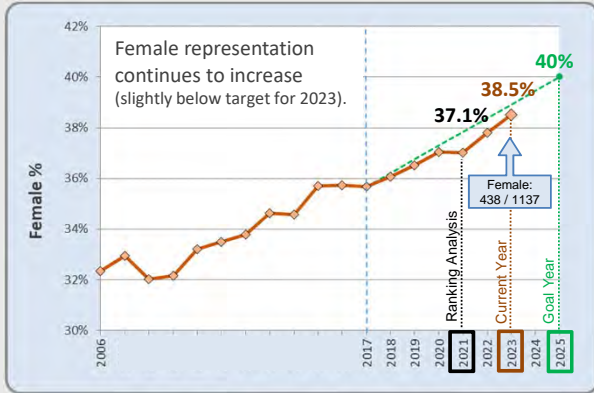
- In 2021 RIT ranked **1st** (out of 10).
- By 2025 a goal of **12.5%** would keep us in **1st** at the top of the highest tier (assuming no other movement).

Excludes race/ethnicity unknown, US Nonresidents, and international campuses.
Includes T/TT + NTT faculty.

Source: Executive Diversity Dashboard, Integrated Postsecondary Education Data System (IPEDS).

Female Faculty

Historical Context



Excludes Unknown gender and international campuses.
Includes T/TT + NTT faculty.

Benchmark Ranking (2021)

Institution	Female Faculty (T/TT + NTT)			
	# Female	%	Rank	
Drexel University	584/1199	48.7%	↑	1
University of Dayton	292/667	43.8%	↓	2
Northeastern University	658/1519	43.3%	↑	3
Clarkson University	96/256	37.5%	↑	4 ↑
Rochester Institute of Technology	383/1033	37.1%		5 ↓
Lehigh University	199/555	35.9%		6
WPI	127/419	30.3%		7
Illinois Institute of Technology	113/389	29.0%		8 ↑
Stevens Institute of Technology	88/308	28.6%		9 ↓
RPI	103/397	25.9%	↑	10

- In 2021 RIT ranked 5th (out of 10).
- By 2025 a goal of 40% would move us into 4th at the top of the middle tier (assuming no other movement).

Source: Executive Diversity Dashboard, Integrated Postsecondary Education Data System (IPEDS).

RIT

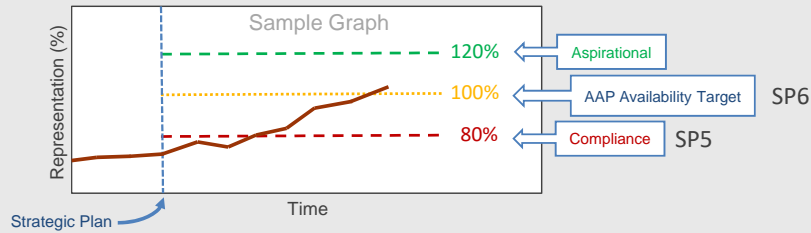
Staff

Diversity Highlights (Staff)

Job Categories (6 Areas of Focus)

- SP5 **MGT1** – President, VPs
- MGT2** – Assoc/Asst Provosts, AVPs, Deans
- MGT3** – All other Managers and Department Chairs
- SP6 **CES1** – IT related occupations
- COM1** – Interpreters
- COM3** – Community Service, Legal, Arts and Media related positions

In 2017, RIT identified six areas of focus based on category size and opportunity to close gaps with federal availability data (AAP).



Diversity Highlights (Staff)

2023:

MGT1 + MGT2 + MGT3:

- ALANA = 16.1% (SP5 Goal: 14%) ✓
- AALANA = 11.7% (SP5 Goal: 11.5%) ✓
- Female = 50.4% (SP5 Goal: 50%) ✓

All 2025 MGT goals have been achieved.

CES1 (IT Related):

- ALANA = 17.6% (SP6 Goal: 13.1%) ✓
- AALANA = 9.0% (SP6 Goal: 10%) ✓
- Female = 22.9% (SP6 Goal: 29.1%) ✓

COM1 (Interpreters):

- ALANA = 20.6% (SP6 Goal: 19%) ✓
- AALANA = 16.6% (SP6 Goal: 18%) ✓
- Female = 81% (No SP Goal)

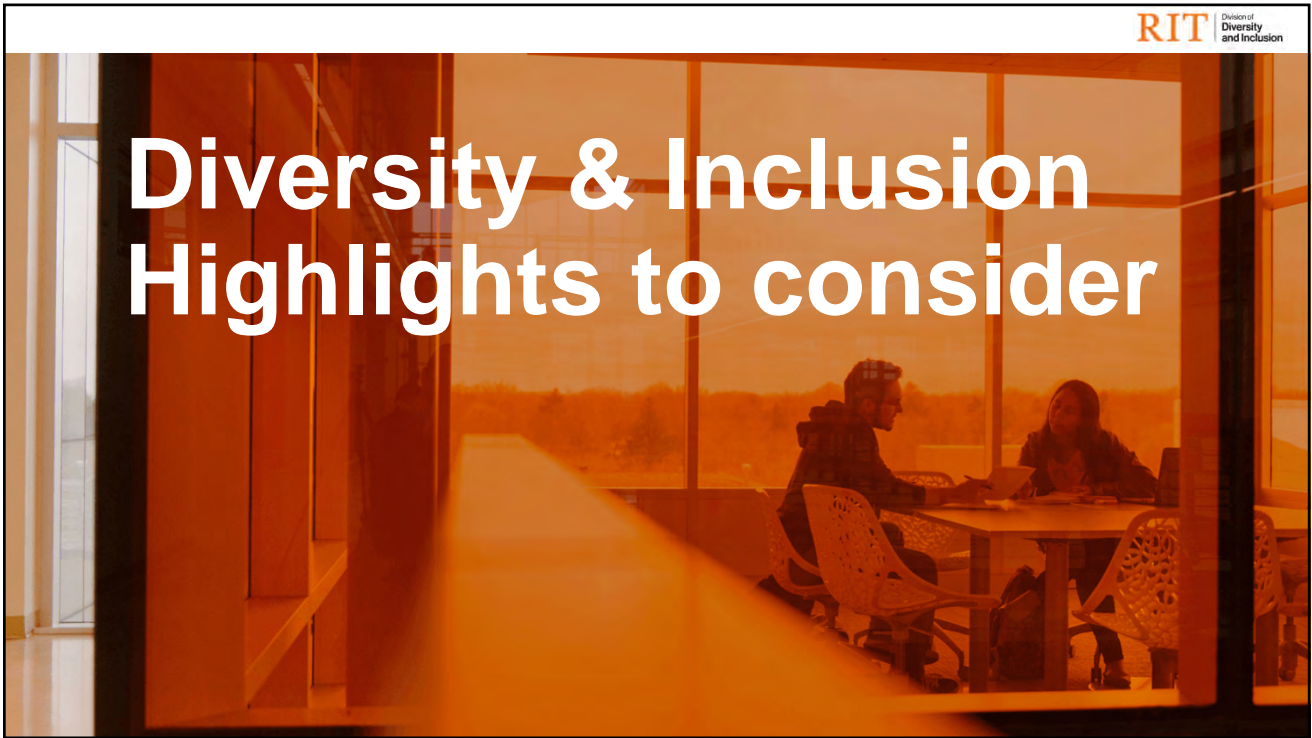
COM3 (Community Service, Legal, Arts, Media):

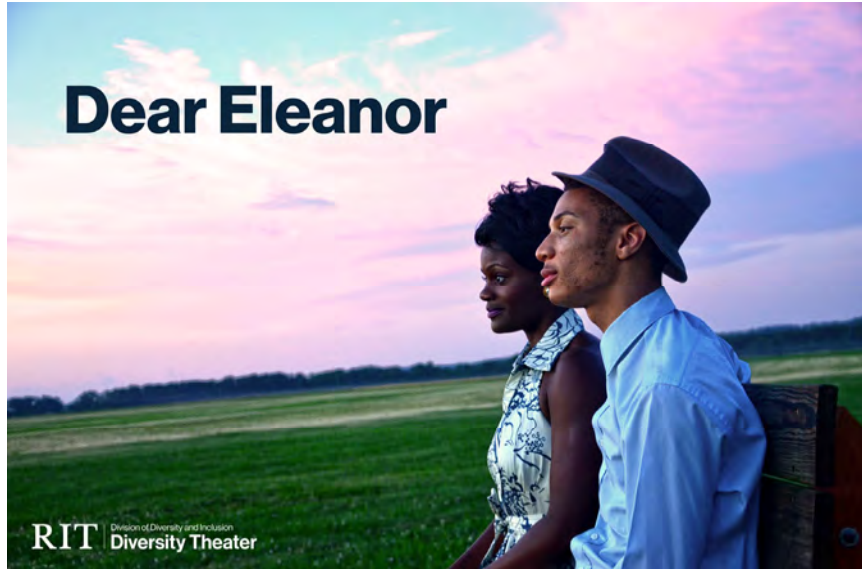
- ALANA = 21.4% (SP6 Goal: 20%) ✓
- AALANA = 17% (SP6 Goal: 17.3%) ✓
- Female = 40% (SP6 Goal: 62.2%) ✓

All 2025 ALANA Staff goals have been achieved.

Source: Executive Diversity Dashboard

Diversity & Inclusion Highlights to consider





Heritage Month Celebrations







Rochester Institute of Technology is renaming Nathaniel Rochester Hall after **Fredericka Douglass Sprague Perry**, granddaughter of Frederick Douglass and a former student of the Rochester Athenaeum and Mechanics Institute, which later became RIT.

A background image showing a group of students in a classroom or computer lab. They are sitting at desks with laptops, looking towards the front of the room. The image is partially obscured by an orange and white geometric shape on the left side.

Together RIT:
A Day of Dialogue



Questions & Answers