

Report on Diversity

The College of Humanities and Social Sciences continues to be committed to increasing the diversity within its student body, its faculty and its administrative staff as well as creating an inclusive climate in which individuals, regardless of their differences, are welcomed, respected and celebrated. CHASS has one of the most diverse student populations at NCSU. In the past 5 years, the percentage of undergraduate and graduate students from under-represented groups has steadily increased. From 2006 (fall) to 2010 (fall), the percentage of undergraduate students from underrepresented groups jumped from comprising 17.9% to 21.1% of the total undergraduate student population in CHASS. There were notable and yearly increases among Asian and Hispanic/Latino students. Yet, it must be also noted that the percentage of African-American undergraduates declined over the same 5 year period.

Similarly, CHASS's graduate programs have made commendable gains in increasing the diversity among graduate students. Between 2006 and 2010, the percentage of graduate students from underrepresented groups rose by approximately 5%. Specifically, these students comprised 18.5% of CHASS graduate students in 2006 and 23.5% according to 2010 enrollment data. The Directors of Graduate Programs and faculty have made notable and consistent progress in recruiting African-Americans, Asians and Hispanic/Latino students to their graduate programs. The percentage of African-Americans graduate student went from 10.3% in 2006 to 12.2% in 2010; the percentage of Asian graduate students went from 1.4% in 2006 to 2.3% in 2010; and the percentage of Hispanic/Latino students went from 2.6% in 2006 to 3.6% in 2010.

The budget difficulties during the past several years must be considered when assessing whether gains or retrenchments have occurred within the faculty and administrative staff. The fiscal climate resulted in severe restrictions on hiring, hiring freezes and, unfortunately, reductions in personnel. However, CHASS still has one of the most diverse faculties and administrative staffs at NCSU. Yet, the trend line for African-Americans among the faculty is noteworthy. In 2006, 6.1% of the CHASS faculty was African-American. The percentage of African-American faculty members dropped to 5.0% in 2007, and their percentages have flatlined over the past 3 years (2008 (5.2%), 2009 (5.1%), 2010 (5.3%)). The budgetary constraints stalled the momentum that was underway in diversifying the faculty and administrative staff, but the decline in the African-American faculty was particularly striking.

A commitment to diversity involves more than counting. It involves a multi-facet approach that recognizes that, in an academic environment, "diversity" must be a part of our scholarly inquiry, discussed from different disciplinary perspectives and analyzed using a variety of methodologies. The College has sponsored several events in which CHASS faculty and other scholars have drawn upon their research to discuss topics that have arisen in our diverse and pluralist society or that celebrate the cultural pluralism that characterizes NCSU and its surrounding communities.

*All of the figures cited here were taken from NCSU's University Planning and Analysis website.

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