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ABSTRACT

A study of the ethnic identity of Education Personnel Development (EDP) faculty in American Association of Colleges for Teacher Education member institutions represents 14,493 faculty in 320 participating institutions. Data are presented in tabular form. Table 1 provides analysis in terms of institution type; Table 2 in terms of faculty degree status, rank, and sex. Analyses by institution type are presented in Tables 3 through 6 in terms of the proportions of faculty by ethnic group, professorial rank, and institution type. Analyses of sex distribution, using male/female ratios, appear in Tables 7 through 10. (Author/LH)

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MINFO MINIREPORT III
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ETHNICITY, SEX DISTRIBUTION AND PROFESSORIAL RANK
OF EDUCATION PERSONNEL DEVELOPMENT FACULTY IN
AACTE MEMBER INSTITUTIONS

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Service

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The AACTE Management Information (MINFO) Service is a new and developing program that was established in response to the increasing number of requests for current and relevant data on education personnel development.

The need for management information is critical. Legislators at federal and state levels are demanding specific and more sophisticated information regarding management practices. Taxpayers, professional organizations, consumer groups, and others require information that responds to their particular interests and concerns. At the present time, teacher education may well be unique among major professions in its lack of ability to respond precisely and quickly with current and reliable information. The AACTE intends to assist those responsible for administering education personnel development programs by providing ways of organizing management data across institutions on state, regional and national levels. As resources become more scarce, developing the ability to achieve and demonstrate cost-effectiveness becomes more important. AACTE is working to produce the necessary information support.

The original MINFO reporting plan, developed in early 1975, called for a single, massive annual summary report to be distributed to all those AACTE member institutions that participated in the 1975 MINFO survey. However, the present level of development of MINFO indicates that a number of narrowly focussed "minireports," each dealing with a selected portion of the data base, is more appropriate. We hope that as the usefulness of the Minireports is demonstrated, more AACTE member institutions will decide to participate in MINFO, thus expanding the size and comprehensiveness of the data base.

Minireports are designed to inform AACTE members, to encourage our Minireport readers to develop and share their own interpretations of the data, and to solicit reactions that will help to improve the Management Information Service. We need to know which additional analyses would be useful in planning and decision-making by administrators and faculty in AACTE member institutions.

Five MINFO Minireports have been produced so far. They are listed on page 12. As additional ones are generated, one copy will be distributed to each AACTE member institution, and additional copies will be available for sale.

Joost Yff
Director, Information Services

ETHNICITY, SEX DISTRIBUTION AND PROFESSORIAL RANK
OF EDUCATION PERSONNEL DEVELOPMENT FACULTY IN
AACTE MEMBER INSTITUTIONS

The focus of Minireport III is the ethnic or cultural identity of Education Personnel Development¹ (EPD) faculty in AACTE member institutions. The data available now represents 14,493 faculty in 320 participating institutions.² An analysis of these in terms of institution type appears in Table 1, and an analysis of degree status, rank and sex is given in Table 2.

Fewer institutions provided data about faculty ethnicity than about degree status, sex and professorial rank. The degree to which this is due to some institutions not having such data available, or some not wanting to share it, is unknown. However, the importance of creating a good national data base relative to minority faculty distribution may warrant a special followup survey among AACTE member institutions.

Analyses by institution type are presented in Tables 3 through 6 in terms of the proportions of faculty by ethnic group, professorial rank and institution type. Highlights from these tables appear on the page preceding Table 3.

Analyses of sex distribution, using female/male ratios, appear in Table 7 through 10. Some highlights precede Table 7.

¹"Education Personnel Development" includes all of the offerings both in a School of Education and all offerings outside of this unit which have a methodological component, or which are designed for the professional development of education personnel.

²MINFO Technical Report No. 1 (draft) compares MINFO participants with all AACTE members in terms of Institution Type, Region and Size. Additional analyses, using the Clark/Guba classification, are underway to determine the degree to which MINFO participants represent all AACTE members.

TABLE 1

NUMBERS AND TYPES OF INSTITUTIONS AND NUMBERS OF FACULTY
INCLUDED IN THE ANALYSES OF MINIREPORT III

<u>INSTITUTION TYPE</u>	<u>NUMBER OF INSTITUTIONS</u>	<u>NUMBER OF FACULTY</u>
Private Nondenominational	44	1,109
Private Denominational	115	1,682
State/Municipal	130	8,650
Land-Grant	31	3,052
Totals	<u>320</u>	<u>14,493</u>

TABLE 2

DISTRIBUTION OF FACULTY BY ETHNICITY, PROFESSORIAL RANK AND SEX
INCLUDED IN THE ANALYSES OF MINIREPORT III

<u>RANK</u>	<u>ETHNICITY</u>									
	<u>BLACK AMERICAN</u>		<u>WHITE AMERICAN</u>		<u>SPANISH SURNAME AMERICAN</u>		<u>ORIENTAL AMERICAN</u>		<u>AMERICAN INDIAN</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
Instructor	77	73	673	985	19	10	2	8	4	6
Assistant Professor	137	128	2,727	1,625	28	9	17	11	5	3
Associate Professor	103	60	2,918	926	21	6	12	5	3	0
Full Professor	118	37	3,115	584	8	3	15	6	5	1

Highlights of Distributions of Education Personnel Development Faculty
by Ethnicity, Professorial Rank and Institution Type

Observations on data for ethnicity are tenuous because of the smallness of the proportions. Increasing the number of institutions and faculty in the data base will provide a firmer inferential base. Given this limitation, the data in Tables 3 through 6 suggest:

- o The overwhelming preponderance of faculty in all institution types and across all ranks are White Americans.
- o The highest proportion of minority faculty are Black Americans, who comprise from seven percent of the faculty in Private Nondenominational Institutions to four percent of the faculty in Land-Grant Colleges and Universities.
- o Most proportions in the tables are less than one percent, and additional data must be obtained.

TABLE 3

PROPORTIONS OF 1,109 EDUCATION PERSONNEL DEVELOPMENT FACULTY
IN 44 PRIVATE NONDENOMINATIONAL COLLEGES AND UNIVERSITIES
BY ETHNICITY AND PROFESSORIAL RANK

RANK	ETHNICITY					PROPORTION ACROSS GROUPS
	BLACK AMERICAN	WHITE AMERICAN	SPANISH SURNAME AMERICAN	ORIENTAL AMERICAN	AMERICAN INDIAN	
Instructor	.0171	.0784	.0018	--	--	.0974
Assistant Professor	.0379	.2894	.0036	.0018	--	.3327
Associate Professor	.0081	.2588	.0036	.0018	--	.2723
Full Professor	.0090	.2813	.0036	.0018	.0018	.2976
PROPORTION ACROSS RANKS	.0721	.9080	.0126	.0054	.0018	

TABLE 4

PROPORTIONS OF 1,682 EDUCATION PERSONNEL DEVELOPMENT FACULTY
IN 115 PRIVATE DENOMINATIONAL COLLEGES AND UNIVERSITIES
BY ETHNICITY AND PROFESSORIAL RANK

RANK	ETHNICITY					PROPORTION ACROSS GROUPS
	BLACK AMERICAN	WHITE AMERICAN	SPANISH SURNAME AMERICAN	ORIENTAL AMERICAN	AMERICAN INDIAN	
Instructor	.0137	.1284	.0012	.0006	.0000	.1439
Assistant Professor	.0196	.3484	.0006	.0024	.0006	.3716
Associate Professor	.0089	.2687	.0012	.0006	.0006	.2800
Full Professor	.0166	.1843	.0018	.0018	.0000	.2045
PROPORTION ACROSS RANKS	.0589	.9298	.0048	.0054	.0012	

TABLE 5

PROPORTIONS OF 8,650 EDUCATION PERSONNEL DEVELOPMENT FACULTY
IN 130 STATE COLLEGES AND UNIVERSITIES
BY ETHNICITY AND PROFESSORIAL RANK

RANK	ETHNICITY					PROPORTION ACROSS GROUPS
	BLACK AMERICAN	WHITE AMERICAN	SPANISH SURNAME AMERICAN	ORIENTAL AMERICAN	AMERICAN INDIAN	
Instructor	.0092	.1103	.0025	.0005	.0009	.1235
Assistant Professor	.0160	.3021	.0028	.0017	.0003	.3229
Associate Professor	.0129	.2672	.0020	.0013	.0001	.2835
Full Professor	.0116	.2565	.0003	.0014	.0003	.2702
PROPORTION ACROSS RANKS	.0497	.9361	.0076	.0049	.0017	

TABLE 6

PROPORTIONS OF 3,052 EDUCATION PERSONNEL DEVELOPMENT FACULTY
IN 31 LAND-GRANT COLLEGES AND UNIVERSITIES
BY ETHNICITY AND PROFESSORIAL RANK

RANK	ETHNICITY					PROPORTION ACROSS GROUPS
	BLACK AMERICAN	WHITE AMERICAN	SPANISH SURNAME AMERICAN	ORIENTAL AMERICAN	AMERICAN INDIAN	
Instructor	.0092	.1314	.0010	.0016	.0007	.1438
Assistant Professor	.0170	.2726	.0026	.0023	.0013	.2959
Associate Professor	.0088	.2602	.0013	.0010	.0003	.2716
Full Professor	.0056	.2844	.0003	.0013	.0003	.2887
PROPORTION ACROSS RANKS	.0406	.9452	.0052	.0062	.0026	

Highlights of Sex Distributions of Education Personnel Development Faculty
by Ethnicity, Professorial Rank and Institution Type

Tables 7 through 10 indicate that:

- o The number of women exceeds or equals the number of men in the following cells:
 - o among all but Black American full professors in Private Nondenominational Colleges and Universities;
 - o among White American instructors in all institution types;
 - o among assistant and associate professors who are Black Americans in Private Denominational Institutions, and among assistant professors who are Black Americans in Land-Grant Colleges and Universities;
 - o among American Indian instructors in public institutions;
 - o among Oriental American instructors in State Colleges and Universities, and Oriental American assistant professors in Private Denominational Institutions.

TABLE 7

RATIOS OF WOMEN TO MEN AMONG 1,109 EDUCATION PERSONNEL DEVELOPMENT
FACULTY IN 44 PRIVATE NONDENOMINATIONAL COLLEGES AND UNIVERSITIES
BY ETHNICITY AND PROFESSORIAL RANK

RANK	ETHNICITY					RATIO ACROSS GROUPS
	BLACK AMERICAN	WHITE AMERICAN	SPANISH SURNAME AMERICAN	ORIENTAL AMERICAN	AMERICAN INDIAN	
Instructor	1.375	1.636	0.000	--	--	1.512
Assistant Professor	1.100	.597	.333	1.000	--	.640
Associate Professor	1.250	.335	.333	0.000	--	.348
Full Professor	.667	.156	0.000	1.000	0.000	.166
RATIO ACROSS RANKS	1.105	.401	.167	.500	--	

TABLE 8

RATIOS OF WOMEN TO MEN AMONG 1,682 EDUCATION PERSONNEL DEVELOPMENT
FACULTY IN 115 PRIVATE DENOMINATIONAL COLLEGES AND UNIVERSITIES
BY ETHNICITY AND PROFESSORIAL RANK

RANK	ETHNICITY					RATIO ACROSS GROUPS
	BLACK AMERICAN	WHITE AMERICAN	SPANISH SURNAME AMERICAN	ORIENTAL AMERICAN	AMERICAN INDIAN	
Instructor	.917	2.429	0.000	--	--	2.103
Assistant Professor	1.200	.749	0.000	1.000	0.000	.756
Associate Professor	2.000	.477	0.000	0.000	0.000	.495
Full Professor	.217	.325	.500	.500	--	.318
RATIO ACROSS RANKS	.800	.667	.143	.800	0.000	

TABLE 9

RATIOS OF WOMEN TO MEN AMONG 8,650 EDUCATION PERSONNEL DEVELOPMENT
FACULTY IN 130 STATE COLLEGES AND UNIVERSITIES
BY ETHNICITY AND PROFESSORIAL RANK

RANK	ETHNICITY					RATIO ACROSS GROUPS
	BLACK AMERICAN	WHITE AMERICAN	SPANISH SURNAME AMERICAN	ORIENTAL AMERICAN	AMERICAN INDIAN	
Instructor	.951	1.472	.692	1.000	1.667	1.400
Assistant Professor	.769	.590	.500	.667	.500	.598
Associate Professor	.514	.301	.308	.571	0.000	.311
Full Professor	.351	.209	2.000	.333	.500	.216
RATIO ACROSS RANKS	.610	.435	.535	.556	.875	

TABLE 10

RATIOS OF WOMEN TO MEN AMONG 3,052 EDUCATION PERSONNEL DEVELOPMENT
FACULTY IN 31 LAND-GRANT COLLEGES AND UNIVERSITIES
BY ETHNICITY AND PROFESSORIAL RANK

RANK	ETHNICITY					RATIO ACROSS GROUPS
	BLACK AMERICAN	WHITE AMERICAN	SPANISH SURNAME AMERICAN	ORIENTAL AMERICAN	AMERICAN INDIAN	
Instructor	.750	1.010	.500	--	1.000	1.090
Assistant Professor	1.167	.518	0.000	.400	1.000	.538
Associate Professor	.350	.279	.333	.500	0.000	.281
Full Professor	.133	.107	0.000	.333	0.000	.108
RATIO ACROSS RANKS	.653	.351	.143	.900	.600	

AACTE Policy Guidelines on Collection
Storage and Dissemination of Data

The American Association of Colleges for Teacher Education has established the following policy guidelines for the collection, storage and dissemination of data, and for the treatment of information derived from that data.

1. The Association's information systems activities are operated under the general control of the Board of Directors.
2. The Association strives to serve the information needs of all segments of the membership with equal interest and vigor.
3. The Association's computer-assisted information systems activities are treated with the same concern as are other existing data files.
4. The processes of data analysis and dissemination are conducted in such a way that records of individual institutions are not identifiable. Aggregates of data are reported on bases such as institution type, size, nature and type of programs, state, geographic region and nationally. An individual institution's data is made available only to that institution.
5. In the processes of data collection and dissemination, the primary link between the information system and an AACTE member institution is the position of AACTE Chief Institutional Representative.
6. The information system is primarily for the use of AACTE member institutions and of the Association. Access by other legitimate, interested agencies to system products and services is controlled by the Board of Directors so that such access is clearly in the interest of improving teacher education.

Adopted by the AACTE Board of Directors, 1975

Availability of MINFO Minireports

Copies of MINFO Minireports are available from the AACTE Management Information Service. The following titles are currently available at the listed prices.

<u>Title</u>	<u>Price</u>
"Degree Status, Professorial Rank and Sex Distribution of Education Personnel Development Faculty in AACTE Member Institutions" Minireport I	\$1.00
"Tenure Status, Professorial Rank and Sex Distribution of Education Personnel Development Faculty in AACTE Member Institutions" Minireport II	\$1.00
"Ethnicity, Sex Distribution and Professorial Rank of Education Personnel Development Faculty in AACTE Member Institutions" Minireport III	\$1.00
"Non-Faculty Staff Support Available to the Education Personnel Development Function in AACTE Member Institutions" Minireport IV	\$.75
"Levels of Compensation for Cooperating School Teachers in AACTE Member Institutions" Minireport V	\$.75

The Management Information Service is planning to release the following Minireports in coming months.

"Enrollments By Degree Level in 39 Teacher Education Sub-disciplines in AACTE Member Institutions" Minireport VI

"Degrees Conferred By Level in 39 Teacher Education Sub-disciplines in AACTE Member Institutions" Minireport VII

All requests for copies should be addressed to the attention of the AACTE Management Information Service, Suite #610, One Dupont Circle, Washington, D.C. 20036. An official purchase order or prepaid order is required. A discount of 10% is allowed on the purchase of five or more publications of any one title.