



Racial/Ethnic Representation of Students and Faculty

The tables below show racial/ethnic representation in Ventura County (per U.S. Census data in [2010](#) and [2022](#)) in comparison to CI students and faculty (per [student and faculty dashboards](#) from 2015, an imperfect but rough comparison to 2010 Census data, and from 2022). Green cells in the last three columns (also in bold print to aid those with color-blindness) identify where faculty representation exceeds County and student representations, and orange cells (without bold print) indicate the reverse. Note that comparisons to demographics of the county in which our campus exists are not meant to imply that mirroring regional demographics is our goal. If that were the case we would be unlikely to succeed in growing CSUCI's Black student population, if we were satisfied with matching the very low share of Ventura County's population that is Black (which we have already done in the tenure track, though not in lecturer ranks). Rather, regional comparisons are provided only to add context to the racial/ethnic diversity of our students and faculty.

Race/Ethnicity	Ventura County 2010 census	CI Students 2015 Head Count	CI Tenure Track Faculty 2015	CI Lecturer Faculty 2015	All CI Faculty 2015
Asian/Pacific Isl	6.9%	5.8%	8.6%	7.5%	7.6%
Black	1.8%	2.3%	2.6%	1.5%	1.8%
Hispanic/Latinx	40.3%	48.1%	21.6%	12.1%	15.0%
Native American	1.0%	0.4%	Not indicated	Not indicated	Not indicated
Two or More	4.5%	5.0%	Not indicated	Not indicated	Not indicated
White	48.7%	32.1%	57.8%	70.6%	66.8%
Unknown	Not indicated	6.1%	9.5%	8.3%	8.7%

Race/Ethnicity	Ventura County 2022	CI Students 2022 Head Count	CI Tenure Track Faculty 2022	CI Lecturer Faculty 2022	All CI Faculty 2022
Asian/Pacific Isl	8.5%	6.5%	10.7%	9.2%	9.8%
Black	2.5%	2.0%	4.2%	0.8%	2.2%
Hispanic/Latinx	44.5%	60.3%	23.8%	16.0%	19.1%
Native American	1.9%	0.2%	Not indicated	Not indicated	Not indicated
Two or More	3.8%	3.7%	Not indicated	Not indicated	Not indicated
White	43%	23.0%	53.6%	66.4%	61.2%
Unknown	Not indicated	3.3%	7.7%	7.6%	7.7%

Note the differences in representation between tenure track and lecturer faculty. These data show that we were doing better in 2015 and 2022 at attracting and hiring Black and Hispanic/Latinx tenure track faculty than Black and Hispanic/Latinx lecturer faculty. Additionally, while white faculty were over-represented in comparison to both Ventura County and CSUCI student demographics, this imbalance is more pronounced in the lecturer ranks than the tenure track. A relevant point to note here is that only tenure track faculty positions require a search

committee which, since 2021-22, must include an Equity Advocate as a member. We need to do better to ensure diversity in our lecturer ranks, which we will have opportunity to do when enrollment rebounds and we are again able to hire adjunct faculty.

Though the overall proportion of Hispanic/Latinx faculty at CSUCI does not meet that of our Hispanic/Latinx student population, it increased from 15% in 2015 to 19.1% in 2022.

Coincidentally, [19.1% reflects the exact proportion of the U.S. population in 2022 that identified as Hispanic/Latinx.](#)

While we have continuing room to improve in diversifying our faculty, it is heartening to see that we compare very favorably to the U.S. average in the realm of attracting and hiring Hispanic/Latinx full-time faculty. According to the [National Center for Educational Statistics](#), in Fall 2021 6% of full-time faculty (i.e., interpreted from context to mean faculty on the tenure-track) in U.S. universities were Hispanic, which is 17.8 percentage points less than CSUCI's proportion of Hispanic/Latinx tenure-track faculty in Fall 2022. Additionally, 73% of tenure-track university faculty were white (19.4 pp. more than CSUCI in Fall 2022); 12% were Asian (1.3 pp. more than CSUCI in Fall 2022); 6% were Black (1.8 pp. more than CSUCI in Fall 2022), and <0.5% were American Indian/Alaska Native (with CSUCI in Fall 2022 coming in even lower than that, with no percentage registered – a data point that our imminent development of Native American & Indigenous Studies curricula intends to change).

Estimates from the 2021 American Community Survey indicate that of all graduate degree holders, [7.6% are Hispanic nationally and 12.0% are Hispanic in California.](#) We have attracted a very favorable proportion of this population, with [19.1% of our faculty identifying as Hispanic](#) – 23.8% of the tenure track and 16% of lecturers. This is a significant measure of impact regarding our concerted efforts to diversify our faculty dating back to 2011.