

**An Inclusive dream runs through the faculty, but which faculty?** Program presented at the 2017 AAC&U National Conference, Washington, DC.  
 Thomas Nelson Laird, Allison BrckaLorenz, & Samantha Silberstein. fsse.iub.edu

	<b>Your institution NOW</b>	<b>Your institution IN 10 YEARS</b>	<b>Faculty Overall in 2016</b>	<b>Inclusive Faculty</b>	<b>Faculty at Inclusive Insts.</b>	<b>Faculty of the Future (2027)</b>	<b>Notes</b>
<b>Women</b>			55	60	57	66	
<b>Men</b>			45	34	43	34	
<b>Am Indian/AK Nat</b>			< 1	1	< 1	1	
<b>Asian</b>			6	7	4	7	
<b>Black/African Am</b>			10	4	7	13	
<b>Hispanic/Latino</b>			8	3	7	10	
<b>Native HI/P Islander</b>			0	< 1	< 1	< 1	
<b>White</b>			68	67	77	60	
<b>Multiracial</b>			1	5	1	2	
<b>PNR/Unknown</b>			4	10	2	5	
<b>Full-time</b>				76			
<b>Part-time</b>				24			
<b>Full professor</b>				21			
<b>Assoc professor</b>				19			
<b>Assist professor</b>				22			
<b>Inst or Lect</b>				28			
<b>Other</b>				10			
<b>Arts &amp; Humanities</b>			24	29	NA	25	
<b>Bio, Agric &amp; Nat Res</b>			7	4	NA	5	
<b>Phys Sci, Math, CS</b>			12	2	NA	10	
<b>Social Sciences</b>			11	18	NA	13	
<b>Business</b>			8	7	NA	7	
<b>Comm, Media, PR</b>			3	6	NA	3	
<b>Education</b>			6	10	NA	6	
<b>Engineering</b>			4	2	NA	3	
<b>Health Professions</b>			23	10	NA	26	
<b>Social Svc Profs</b>			4	6	NA	4	