



Black Caucus of Virginia Tech

Mission

The mission of the Virginia Tech Black Faculty/Staff Caucus is “...to promote the wellbeing of Black faculty, staff and students of Virginia Tech; to assertively push for the recruitment of Black faculty, staff and students; to assist in the recruitment and retention of Black undergraduate and graduate students at Virginia Tech; to encourage equitable utilization of Black faculty, staff and students throughout the university community; to be a liaison between the Black faculty, staff and students and the university administration; and to organize and maintain a support network for Black faculty, staff and students at Virginia Tech.”

History

The Black Caucus is the oldest remaining caucus at Virginia Tech. Since 1981, the Virginia Tech Black Caucus has been an integral part of the Virginia Tech community. With its first President, Overton Johnson, the Black Caucus was chartered to be an active instrument of change at Virginia Tech. Through enacting its mission, the Black Caucus has experienced successes, yet continues to struggle with the challenges of helping to transform Virginia Tech to a 21st century institution of higher education. These challenges require a strong Black Caucus presence and active involvement in day-to-day operations of all units that influence the functioning of the administration, faculty, staff, and students. The Black Caucus has answered the call of the University through participation in and implementation of many activities with the goal of achieving diversity, and ultimately, inclusive excellence. We remain committed to the transformation of Virginia Tech, and thus, have organized and streamlined our activities to optimize efficiency and effectiveness.

2014-2015 Activities

The university’s InclusiveVT initiative was at the center of caucus activities for this academic year, and the Black Caucus was an advocate for re-establishing a vice president for diversity and inclusion position. Regarding InclusiveVT, we accomplished the following:

- Advocated for a senior-level position for diversity and inclusion. This position was advertised in spring, 2015, and candidates are currently being interviewed.

- Provided guidance in crafting the job description for the senior-level position
- Received representation on the senior advisor search committee
- Advocated for the retention of David Travis as Interim VP for Inclusion and Diversity.
- Attended all InclusiveVT open forums

In addition to our InclusiveVT activities, we also accomplished the following:

- Launched a campus teach-in program to provide an opportunity for black faculty, staff, and undergraduate and graduate students to have intellectual discussions outside the classroom and to promote a sense of community through shared intellectual experiences
- Represented the Black Caucus at a host of campus events as invited panelists or guest speakers
- Held a focus group to discuss recruitment and retention strategies
- Supported several student organization campus events with attendance and donations
- Attended several meetings with President Sands and other fellow caucuses to discuss VT’s campus climate

2015-2016 Priorities

- Our priorities for this academic year include:
- Increasing caucus membership
- Strengthening the caucus’ relationship with alumni
- Working with the new VPID to increase recruitment and retention efforts for black faculty, staff, and students

Black Faculty and Staff Caucus, 2014-15

Black employees and students at Virginia Tech by the numbers

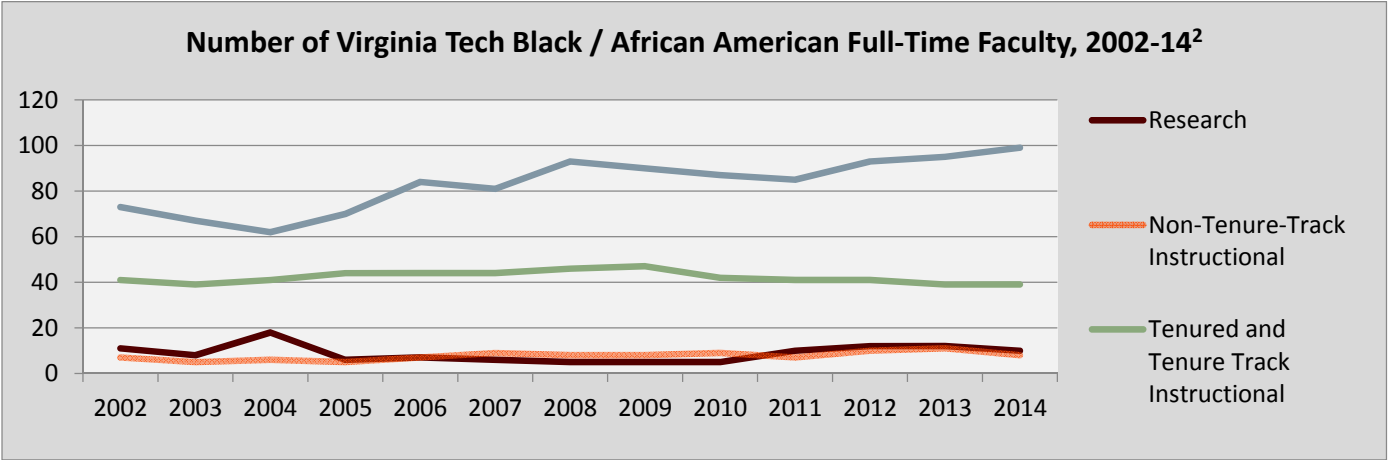
<p>In 2014-15, there were 3,860 full time faculty at Virginia Tech. Of these, 156 (4.0%) were Black/African American¹. The breakdown according to employment category is as follows:</p>		All races / ethnicities	Black / African American	
			#	Percent
	2014-15 Faculty and Staff			
	• Full professors (tenured)	573	13	2.3%
	• Associate professors (tenured and tenure track)	513 ²	18	3.5%
• Assistant professors	338	8	2.4%	
• Non tenure track instructional	341	8	2.3%	

¹ Virginia Tech Institutional Research and Effectiveness. (2014). Full-time Faculty by Ethnicity & Rank within Faculty Type. (Includes all full-time faculty, both regular & restricted appointments. Excludes faculty on leave without pay.) Retrieved from: http://www.ir.vt.edu/work_we_do/demo_enroll/facultyStaff_file_folder/faculty_diversity_ethnicity_09302014_ALL.xlsx.

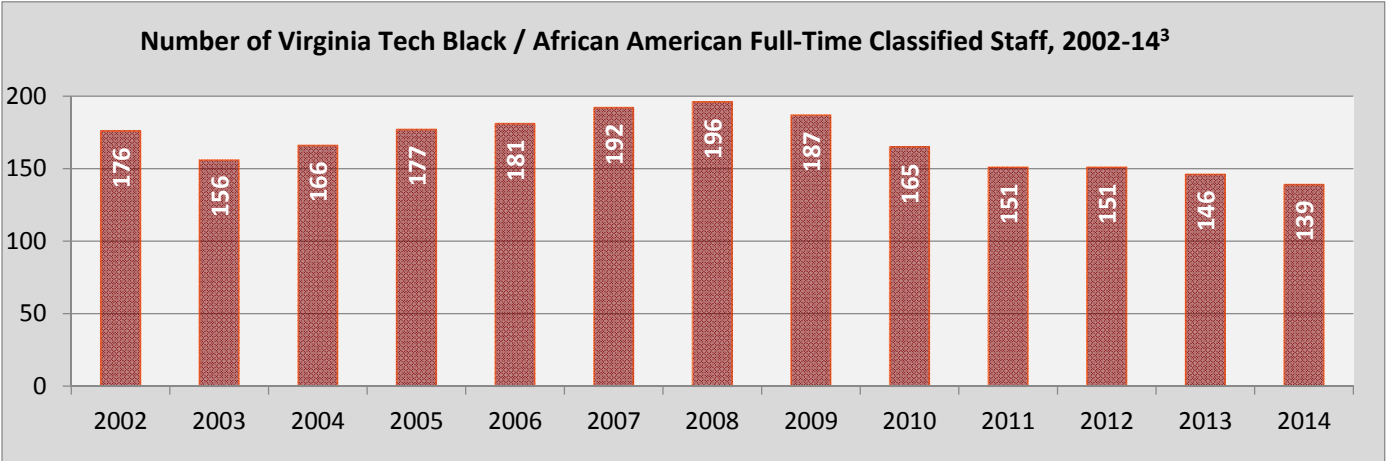
² Virginia Tech Institutional Research and Effectiveness. (2014). Black Caucus Report, 2000-2014. Report produced 10/28/14. For Associate Professors, the reported number includes 491 tenured Associate Professors and 22 untenured Associate Professors.

• Research	688	10	1.5%
• Administrative / Professional	1,407	99	7.0%

Since 2002, the number of Black/African American Administrative/Professional faculty has grown from 73 to 99 individuals, while other groups have overall remained the same/similar: Tenured/Tenure Track Instructional (2002:41; 2014:39); Non-Tenure Track Instructional (2002:7; 2014:8); and Research (2002:11; 2014:10).



There were 3,467 full time staff in 2014-15. Of these, 139 (4.0%) were Black/African American. Since 2002, this number ranged from a high of 196 (5.1% of total staff) in 2008 to its current low³.

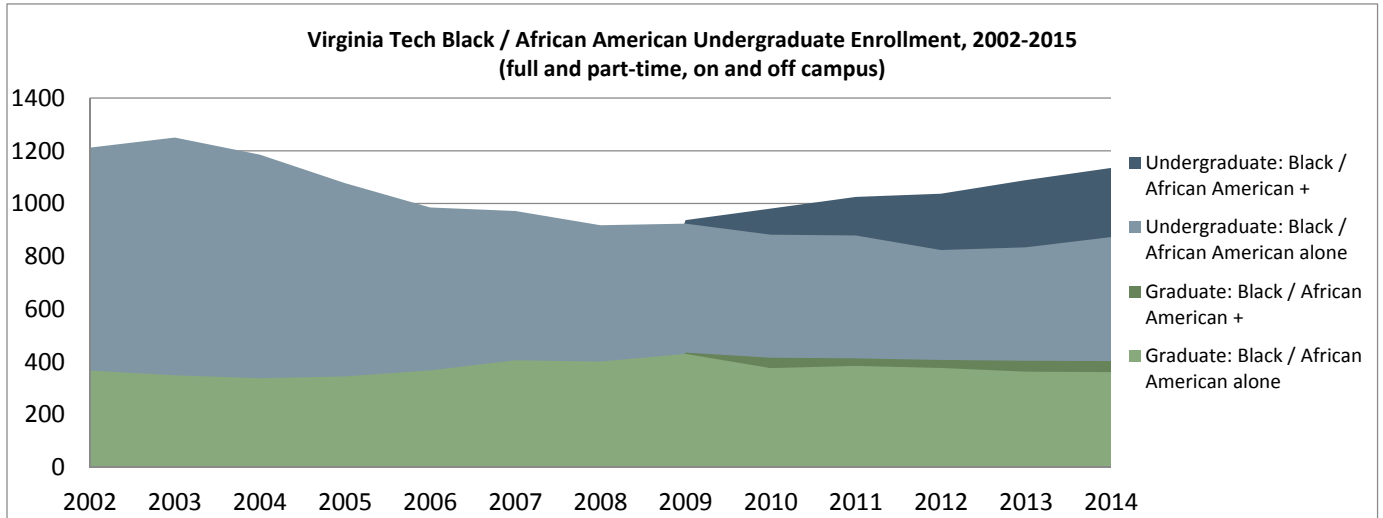


Unless otherwise noted, this report uses the **National Center for Education Statistics** definitions for race and ethnicity: The Black (NH) Variable combines the new race/ethnicity category Black or African American - A person having origins in any of the black racial groups of Africa - and the old race/ethnicity category Black non-Hispanic - A person having origins in any of the black racial groups of Africa (except those of Hispanic origin). Unless otherwise noted, all data sources utilize this definition for Black / African American.

³ Virginia Tech Institutional Research and Effectiveness. (2014). Full-time Classified Staff by Race/Ethnicity. (Includes all full-time classified & university staff. Excludes classified staff on leave without pay.) Retrieved from: http://www.ir.vt.edu/work_we_do/demo_enroll/facultyStaff_file_folder/staff_diversity_ethnicity_09302014_ALL.xlsx.

Students:

In 2013-14, 21.8% of all high school graduates and 15.9% (3,719) of all enrollees in four year public colleges and universities were Black/African American.⁴ Among Virginia's 15 four year public institutions, Virginia Tech enrolled 164 of these students and 46 out of state students. The institutions enrolling the largest numbers of in state Black/African American students are Old Dominion University (828), Virginia State (588), Virginia Commonwealth University (509), Norfolk State (374), and Radford University (299)⁵.



At Virginia Tech, Black/African Americans comprised 3.6% of undergraduate students and 5.2% of graduate students in 2014-15. While the number of students identifying as Black/African American has declined since 2002, the number of students identifying as Black/African American plus another race/ethnicity has grown. This identification only became an option at Virginia Tech in 2009.

Since 2002, the graduation rate of Virginia Tech's Black/African American students has grown from a lot of 63.8 to 75.2%⁶. The average for Virginia four year public colleges and universities is 62.0%⁷. Comparing available data from cohorts entering college in 2006, the University of Virginia had the highest 6 year graduation rate for Black African American students (85.7%), and Virginia Tech was 5th highest (70.7%)⁷.

4 Virginia Department of Education. (2014). State Fiscal Stabilization Fund Indicator ©(11) Report. Retrieved from https://p1pe.doe.virginia.gov/postsec_public/postsec.do?dowhat=LOAD_REPORT_C11.

5 State Council of Higher Education for Virginia. (2014). SCHEV Research Report E12R: Fall Headcount by Domicile/Race-Ethnicity of New Undergraduates, 2013-14. Retrieved from http://research.schev.edu/enrollment/E12R_Report.asp.

6 Virginia Tech Institutional Research and Effectiveness. (2014). Retention and Graduation Rates for First-Time, Full-Time Degree-Seeking Freshmen by Race / Ethnicity. Retrieved from:

http://www.irinfo.ir.vt.edu/VT_Stats/IR%20Customers%202/Students/Retention/Longitudinal%20Retention/University/UNIVERSITY_retention_ethnicity.html.

7 CollegeMeasures.org 4-Year College Data Tool, Virginia Public Colleges, Graduation Details. http://collegemeasures.org/4-year_colleges/state/VA/compare-colleges/graduation-rates/ (Note: data provided for freshman cohort entering in 2006).

Black / African American Continuation and Cumulative Graduation Percentages										
Cohort Year	Entering Full-Time Students	% Continued to 2nd Year	% Continued to 3rd Year	% Continued to 4th Year	% Graduated in 4 Years	% Continued to 5th Year	% Graduated in 5 Years	% Continued to 6th Year	% Graduated in 6 Years	% Continued to 7th Year
2002	344	79.1	82	76.7	35.5	37.2	60.2	11.3	66.6	2.6
2003	305	81.3	80.3	74.1	34.1	44.9	62.3	9.8	68.2	4.3
2004	174	79.3	78.7	75.3	38.5	32.8	59.8	9.2	63.8	2.3
2005	182	84.1	88.5	74.2	41.8	35.2	62.6	8.8	67	2.2
2006	174	91.4	82.2	75.3	45.4	30.5	64.4	10.3	70.7	1.7
2007	189	85.7	80.4	78.3	43.4	31.2	65.6	9	72	3.2
2008	222	86.5	85.1	79.7	50.9	26.6	71.6	5.4	75.2	2.7

Alumni: There are about 7,451 living African American and Black Virginia Tech alumni.