

## (Some) Historical and Current Data on Diversity within NTID: Challenges and Opportunities

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March 14, 2014

### Some Highlights on NTID Students:

- “Minority enrollment at NTID has increased steadily from 8 percent in FY 1988 to 33 percent in FY 2014, more than four times what it was 25 years ago” (NTID Annual Report, 2013, p. 117).
- “Until FY 2000 the number of international students was limited to 10 percent by a federally mandated cap. As a result of the reauthorization of the Education of the Deaf Act in 1998, the cap on international students was increased to 15 percent. However, a significant decrease in support from Vocational Rehabilitation in Canada and limited resources of students from other countries have had a negative impact on international enrollment” (NTID Annual Report, 2010, p. 125).
- SD2020 Goals: NTID currently has several student enrollment targets [Currently, the Enrollment Target Committee Report is confidential. Please contact Stephen Aldersley, Associate Vice President for Academic Affairs, ([sfance@rit.edu](mailto:sfance@rit.edu)) for specific information regarding the targets.]
  - The changing trend poses challenges for recruiting AALANA students who traditionally are under-prepared.
  - Recruitment of AALANA students into American Sign Language and Interpreter Education (ASLIE) and the Master of Science in Secondary Education (MSSE) programs is another area of focus, but to date enrollment numbers remain low.

### Some Highlights on NTID Faculty and Staff:

- N<5 are not reported, making it difficult to disaggregate the data into: types of hires or departures, job categories, or faculty ranks.
- Few professionals from these underrepresented groups have senior ranking faculty or staff positions.
- NTID uses RIT HR’s databases for the reporting of faculty and staff demographics. There may be overlap between categories (For example: deaf and Hispanic).
- AALANA Professionals:
  - The “Other minority” category includes “Asian,” “Pacific-Islander,” “Native Hawaiian,” etc.
  - The percentage of faculty and staff of color (African-American/Black and Hispanic) has been relatively flat (between 6% and 8%) over the last 11 years. Looking at the net gains and losses, however, we are losing more than faculty and staff of color than we are gaining on a year-to-year basis.
  - Presently NTID does not have targets for the recruitment and retention of faculty and staff of color.
- Deaf and Hard-of-Hearing Professionals:
  - The percentage of deaf or hard-of-hearing faculty and staff has been between 16% and 20% over the last 11 years.