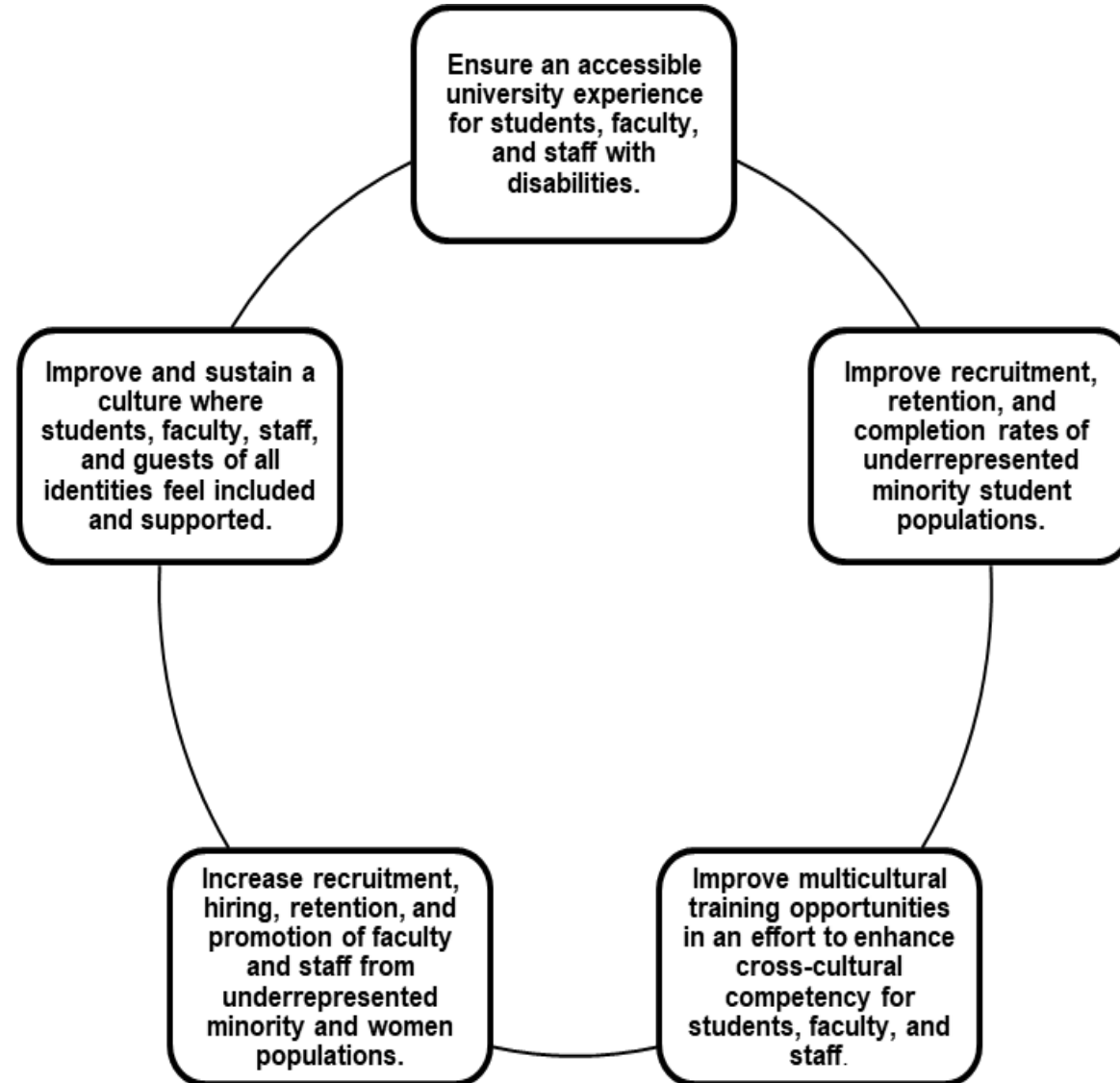# Diversity, Equity and Inclusion Status Report
August 2022

Oakland University Diversity Statement

At Oakland University (OU), we advance Diversity, Equity and Inclusion (DEI) in an environment of mutual trust and respect at all levels of the institution and facilitate opportunities and success for all community members.

The OU Collaborative Model

- DEI is a collaborative undertaking
- More than 30 members of DEI Council
- Involves every organizational unit

Ensure an accessible university experience for students, faculty, and staff with disabilities.

Improve recruitment, retention, and completion rates of underrepresented minority student populations.

Improve multicultural training opportunities in an effort to enhance cross-cultural competency for students, faculty, and staff.

Increase recruitment, hiring, retention, and promotion of faculty and staff from underrepresented minority and women populations.

Improve and sustain a culture where students, faculty, staff, and guests of all identities feel included and supported.

Strategic Plan Summary

Oakland University Strategic Goal #4: Diversity

Goal Statement
Advance diversity, equity and inclusion in an environment of mutual trust and respect at all levels of the institution and facilitate opportunities and success for all community members.

Goal Strategic Priorities

4.1   Establish policies and practices that support and promote diversity and inclusion

4.2   Become a campus of choice for students, administrators, faculty and staff for underrepresented minorities and underrepresented groups.

Key Performance Indicators - Student

New Student Profile:
- Percentage of First Time In Any College (FTIAC) Underrepresented Minority (URM)
- Percentage of Transfer URM

Current Student Profile:

Retention
- Percentage of FTIAC URM Retention (1st to 2nd year)
- Percentage of FTIAC URM Retention (1st to 3rd year)

Graduation Rate
- FTIAC URM Undergraduate Rate (6-year graduation rate)
- Transfer URM Undergraduate Rate (6-year graduation rate)

Key Performance Indicators – Faculty/Staff

Faculty & Employee/Staff Profile:

- Percentage of Faculty who identify as URM
- Percentage of Female faculty
- Percentage of Staff who identify as URM
- Percentage of Female staff

Key Performance Indicators – Other

Building an Inclusive Campus Environment:

- Number of students accommodate for disability
- Number of veterans and dependents benefits certified
- Percentage of employees who have completed education and training opportunities
- Number of curricular offerings related to diversity, equity and inclusion
- Faculty learning initiatives in DEI educational methodologies

Community Engagement:

- Number of community engagement collaborations and partnerships that advance diversity, equity and inclusion
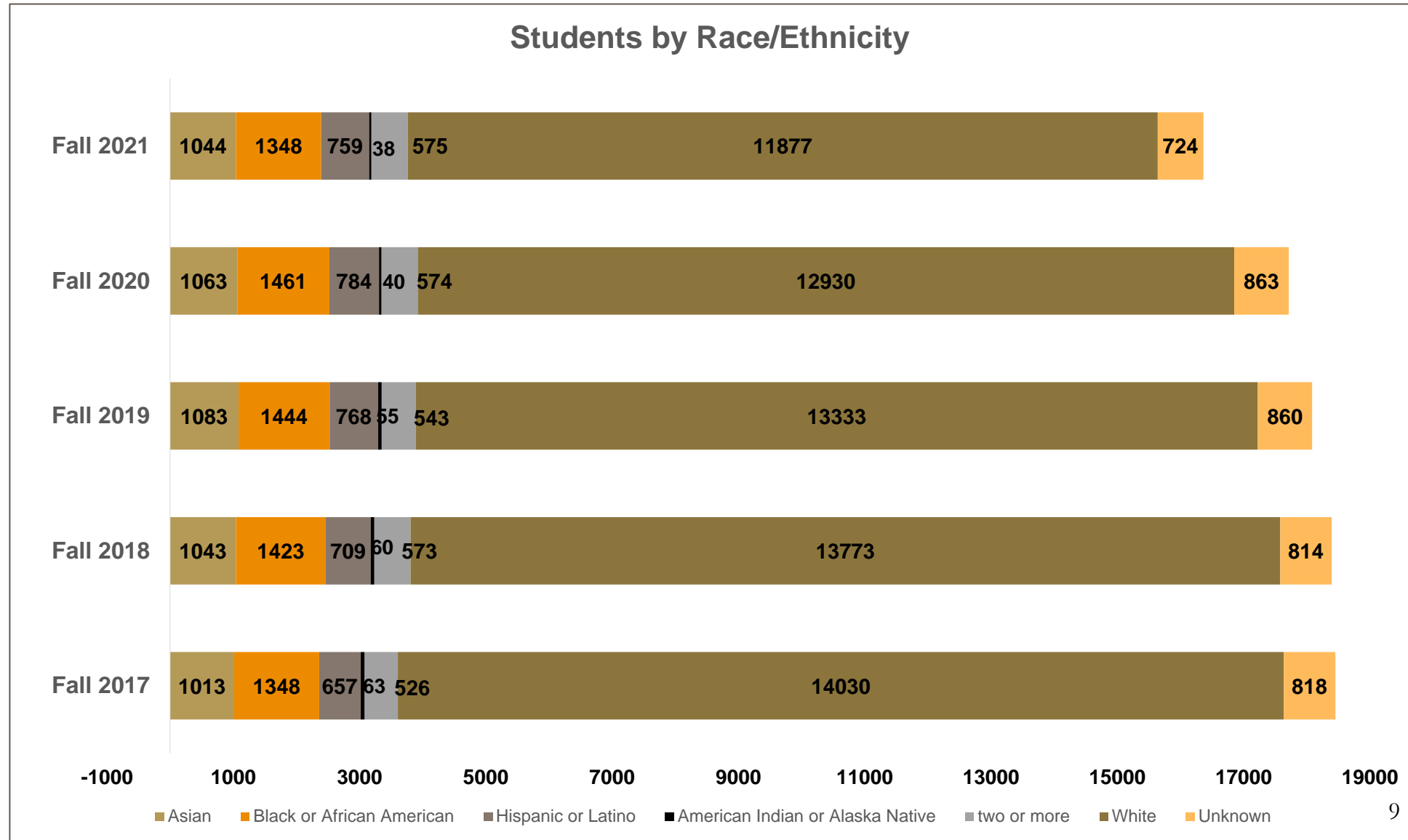
Oakland University

Diversity Data Report
August 2022
Student Data

Even though overall enrollment dropped significantly from Fall 2017 to Fall 2021:

- Percent of Black or African American students increased from **7%** to **7.9%**
- Percent of Latinx students increased the most, from **3.4%** to **4.4%**
- Similarly, percent of Asian students also increased from **5.2%** to **6.1%**

Source: OIRA Official Count Census File

Students by Race/Ethnicity

Fall 2021 — Asian: 1044, Black or African American: 1348, Hispanic or Latino: 759, American Indian or Alaska Native: 38, two or more: 575, White: 11877, Unknown: 724

Fall 2020 — Asian: 1063, Black or African American: 1461, Hispanic or Latino: 784, American Indian or Alaska Native: 40, two or more: 574, White: 12930, Unknown: 863

Fall 2019 — Asian: 1083, Black or African American: 1444, Hispanic or Latino: 768, American Indian or Alaska Native: 55, two or more: 543, White: 13333, Unknown: 860

Fall 2018 — Asian: 1043, Black or African American: 1423, Hispanic or Latino: 709, American Indian or Alaska Native: 60, two or more: 573, White: 13773, Unknown: 814

Fall 2017 — Asian: 1013, Black or African American: 1348, Hispanic or Latino: 657, American Indian or Alaska Native: 63, two or more: 526, White: 14030, Unknown: 818

Legend: Asian | Black or African American | Hispanic or Latino | American Indian or Alaska Native | two or more | White | Unknown
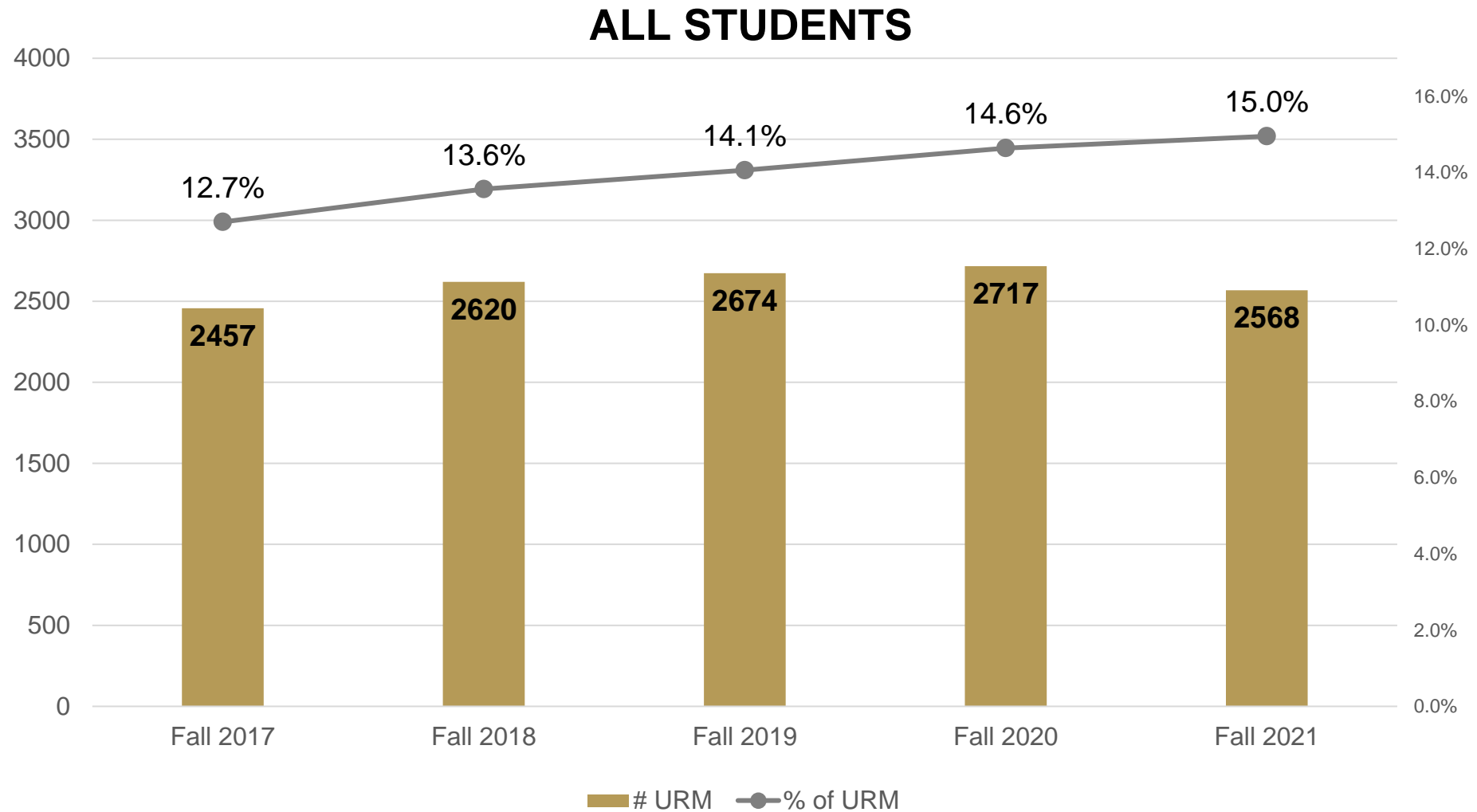
9

Who is Defined as Underrepresented Minority (URM) Students?

URM (Underrepresented Minority) is an aggregation of students who self identified as Black or African American, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander,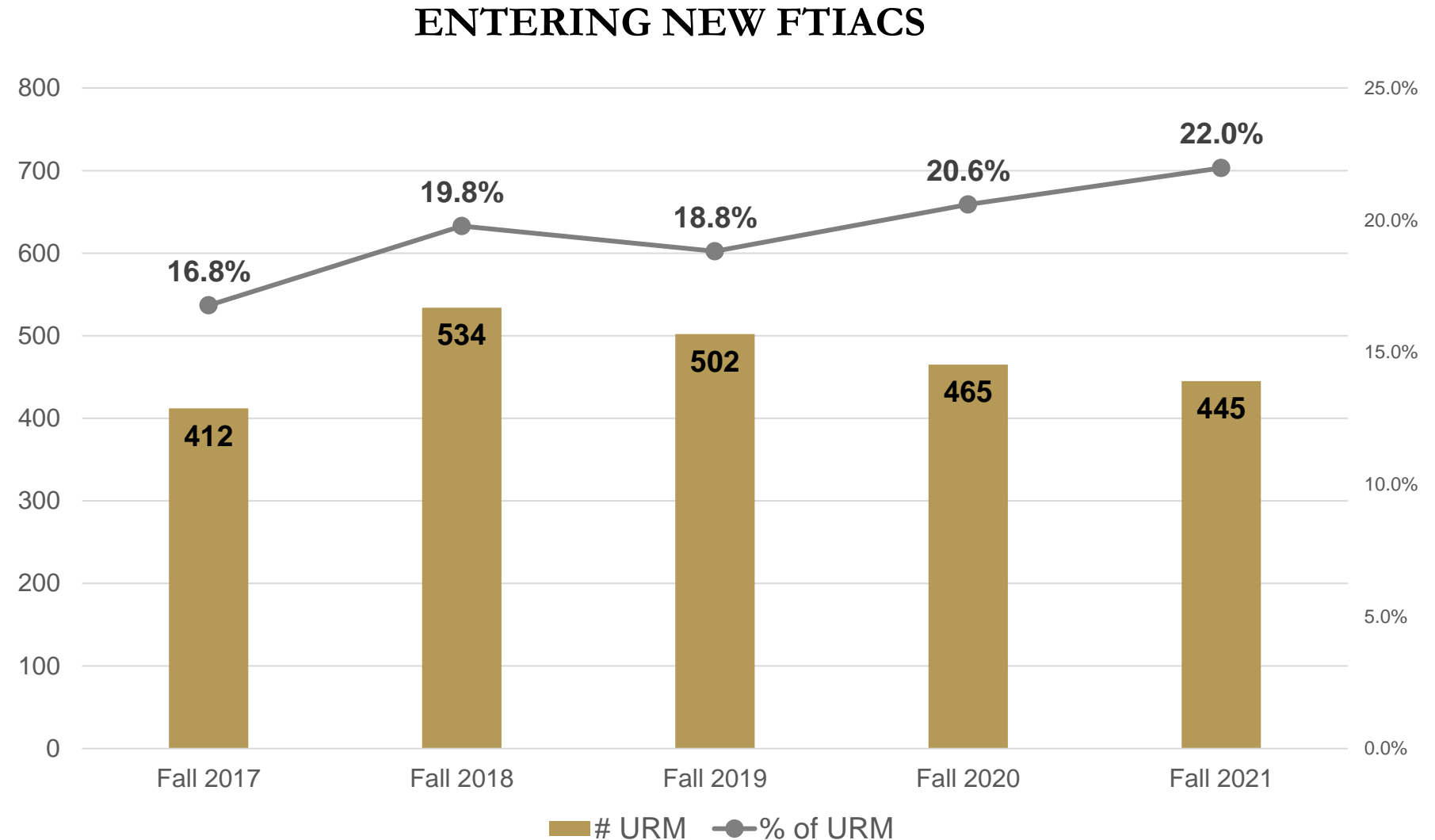 and Hispanic or Latino. It also includes students who identified two or more races if one of those races includes Black or African American, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, or Hispanic or Latino. It includes only US citizens and legal residents.

Underrepresented Minority (URM) Students
5 Year Trend

- Percentage of URM student has been increasing over the past several years, from **12.7%** (Fall 2017) to **15.0**% (Fall 2021)
- Our student body is more diversified

ALL STUDENTS

Fall	# URM	% of URM
Fall 2017	2457	12.7%
Fall 2018	2620	13.6%
Fall 2019	2674	14.1%
Fall 2020	2717	14.6%
Fall 2021	2568	15.0%

Legend: ▬ # URM ●— % of URM

Underrepresented Minority (URM) New FTIACs
5 Year Trend

- New Entering FTIACs is also more diversified
- **22%** of Fall 2021 new FTIACs are self-reported as URM students

ENTERING NEW FTIACS

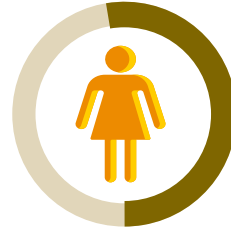Bar chart (# URM) with line overlay (% of URM):

	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
# URM	412	534	502	465	445
% of URM	16.8%	19.8%	18.8%	20.6%	22.0%

Students 5 Year Trend By Gender

- For overall students, there are more female students than male
- The gap has been increasing slightly each year
- For Fall 2021, there are **15.4%** more female than male
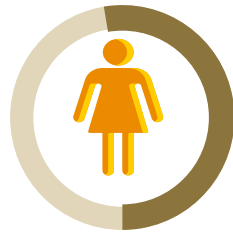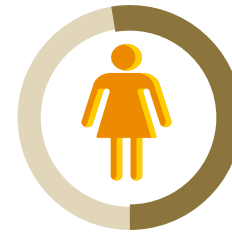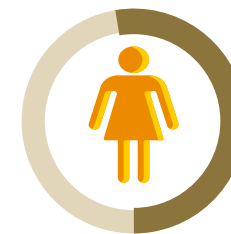
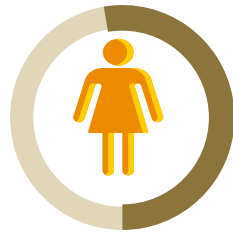| Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Female 56.0%	Female 56.3%	Female 56.7%	Female 57.0%	Female 57.7%
Male 44.0%	Male 43.7%	Male 43.3%	Male 43.0%	Male 42.3%

URM Students By Sex

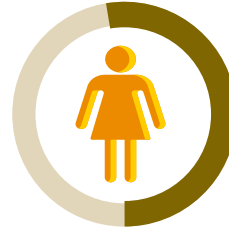- Within URM group, it has been consistent that approximately 2/3 are female students
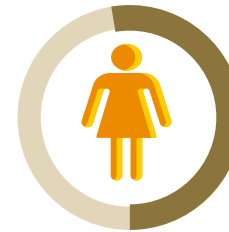
Fall 2017

Fall 2018

Fall 2019

Fall 2020

Fall 2021

Female
62.5%

Female
63.2%

Female
63.6%
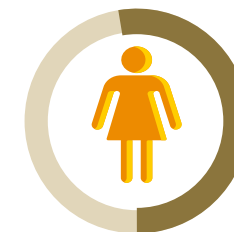
Female
63.7%

Female
62.9%

Male
37.5%

Male
36.8%

Male
36.4%

Male
36.3%

Male
37.1%

URM Students Top Three Counties

- Most URM students come to OU from Oakland County.
- Roughly equivalent proportions of URM students are from Wayne and Macomb counties.

	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Oakland	914	952	993	974	945
Wayne	425	498	483	518	468
Macomb	441	448	464	486	456

	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Oakland	43%	42%	43%	41%	43%
Wayne	20%	22%	21%	22%	21%
Macomb	21%	20%	20%	21%	21%

First-time Full-time Profiles
URM vs Non-URM

- URM students on average have lower High School Grade Point Average (GPA) and Scholastic Aptitude Test (SAT) scores than Non-URM students
- Additional academic support is needed for URM students success

Average HS GPA

FTIACs Average High School GPA URM vs Non-URM

	Non URM	URM
Fall 2021	3.59	3.25
Fall 2020	3.59	3.28
Fall 2019	3.60	3.37
Fall 2018	3.59	3.29
Fall 2017	3.51	3.26

Average SAT

FTIACs Average SAT Scores URM vs Non-URM

	Non URM	URM
Fall 2021	1124	1009
Fall 2020	1129	994
Fall 2019	1145	1049
Fall 2018	1153	1030

16
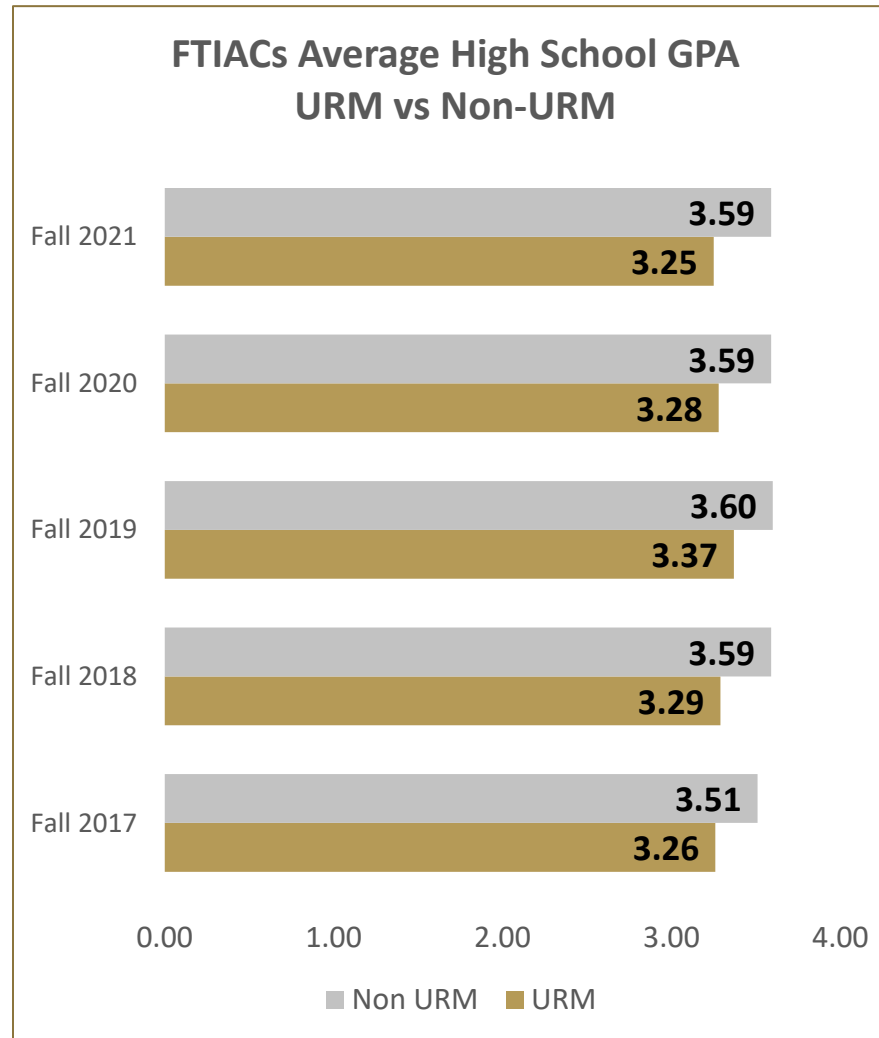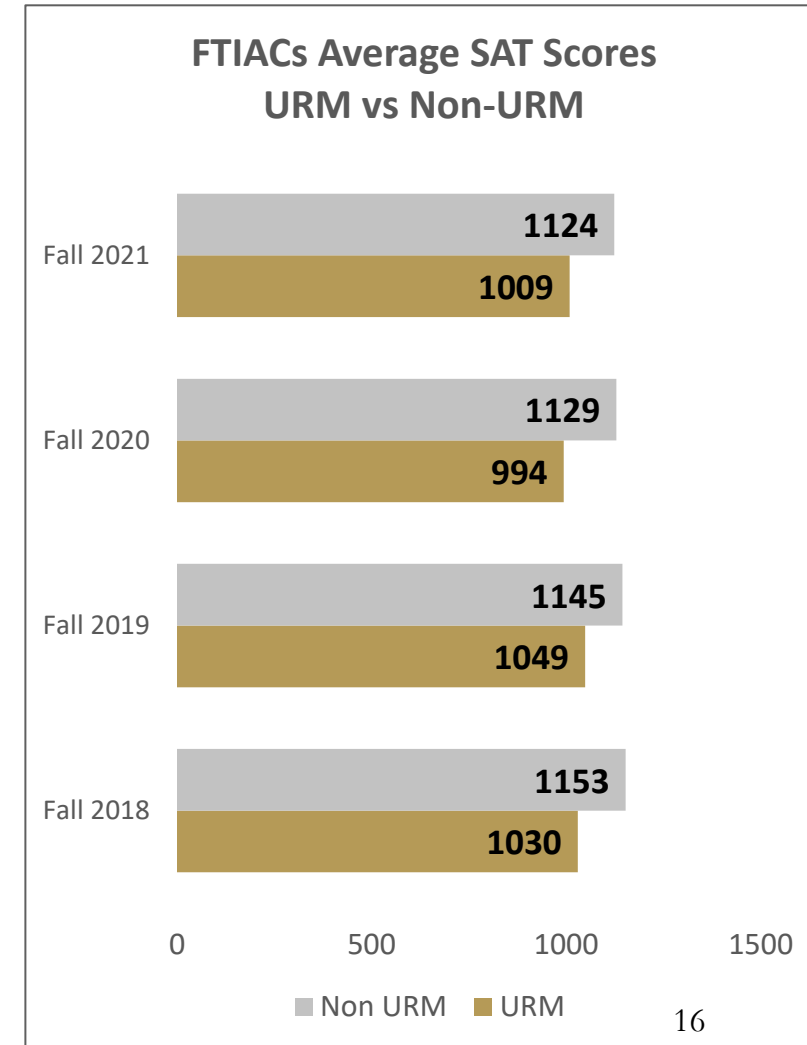
First-time Full-time Retention Rates
URM vs Non-URM

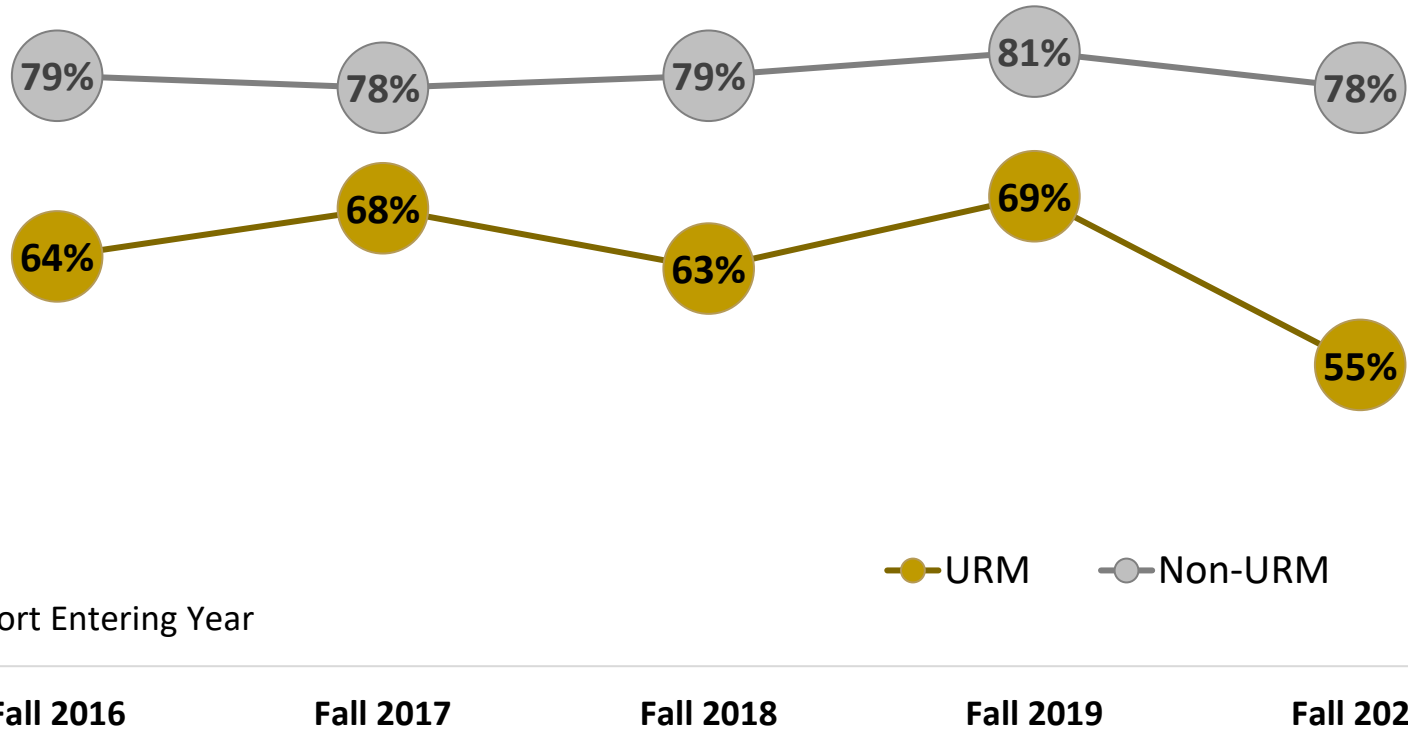- FTIAC retention rates dropped last year for both groups
- However, URM experienced the largest drop (only 55% URM returned to Fall 21 from Fall 20)
- The gap between URM and Non-URM is increased to 23% last year

First-time Full-time One Year Retention Rates by URM Status

Cohort Entering Year	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020
Non-URM	79%	78%	79%	81%	78%
URM	64%	68%	63%	69%	55%

URM — Non-URM

First-time Full-time 6-Year Graduation Rates URM vs Non-URM

- FTIAC 6-Year graduation rates maintained stable in the last several years.
- However, the gap between URM vs Non-URM is 23%.

First-time Full-time 6 Year Graduation Rates by URM Status

Non-URM: 50%, 58%, 60%, 60%, 60%
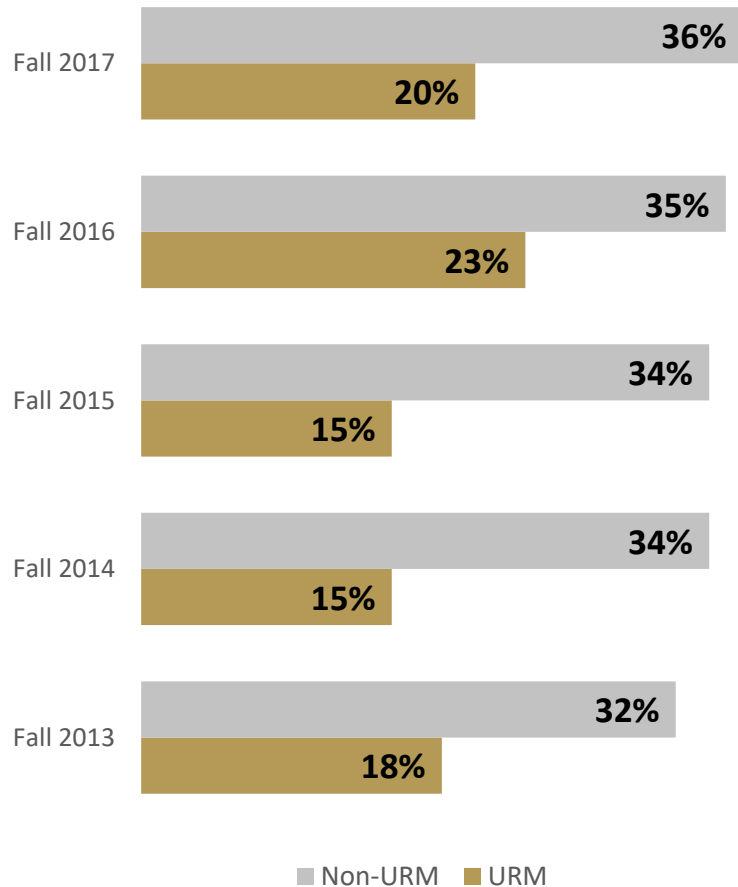
URM: 27%, 38%, 39%, 37%, 37%

Legend: — URM   — Non-URM

Cohort Entering Year

| FALL 2011 | FALL 2012 | FALL 2013 | FALL 2014 | FALL 2015 |
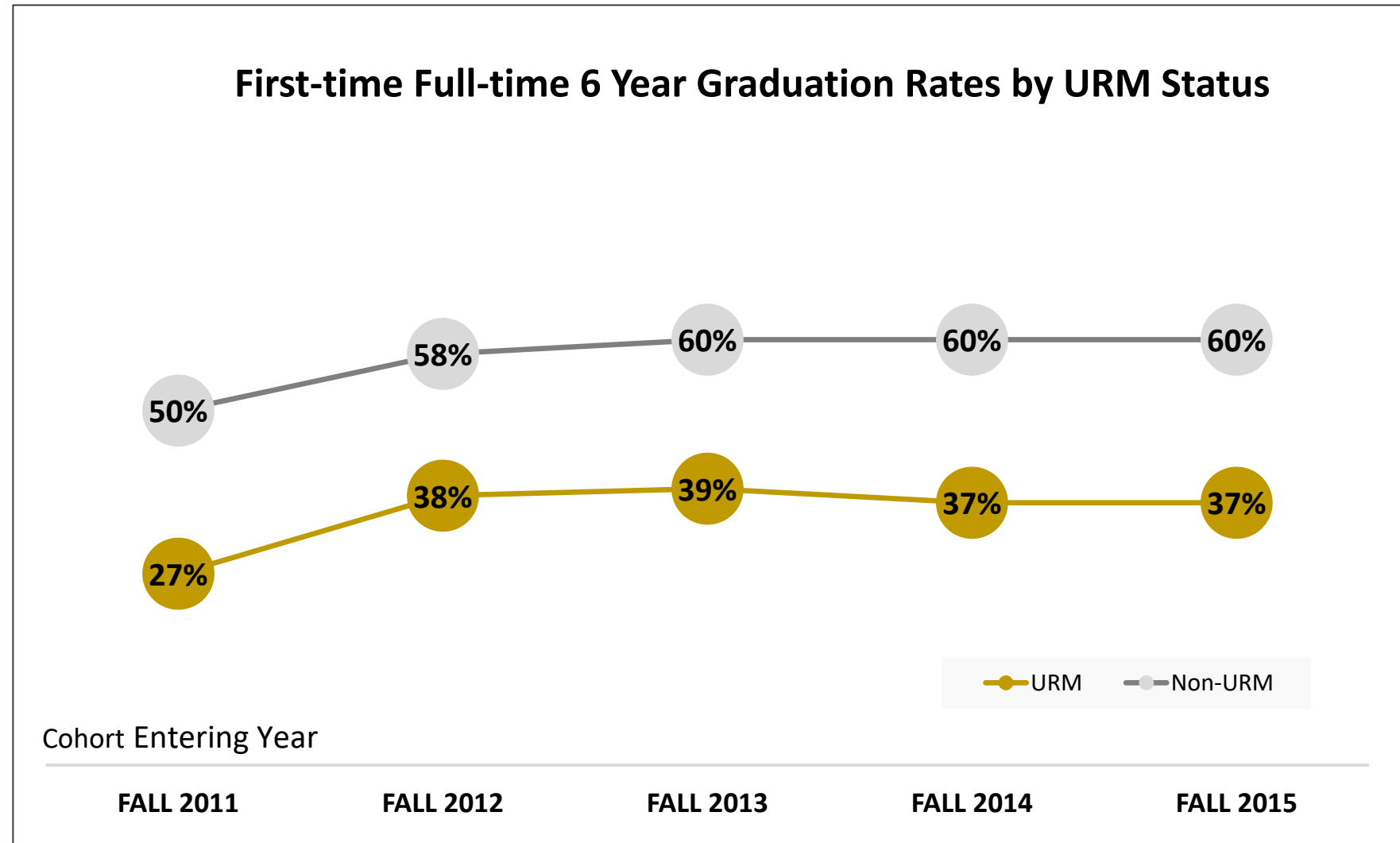
First-time Full-time Graduation Rates URM vs Non-URM

4-Year Graduation Rates

4-Year Graduation Rates URM vs Non-URM

	Non-URM	URM
Fall 2017	36%	20%
Fall 2016	35%	23%
Fall 2015	34%	15%
Fall 2014	34%	15%
Fall 2013	32%	18%

5-Year Graduation Rates

5-Year Graduation Rates URM vs Non-URM

	Non-URM	URM
Fall 2016	55%	35%
Fall 2015	55%	31%
Fall 2014	54%	31%
Fall 2013	53%	32%
Fall 2012	50%	32%
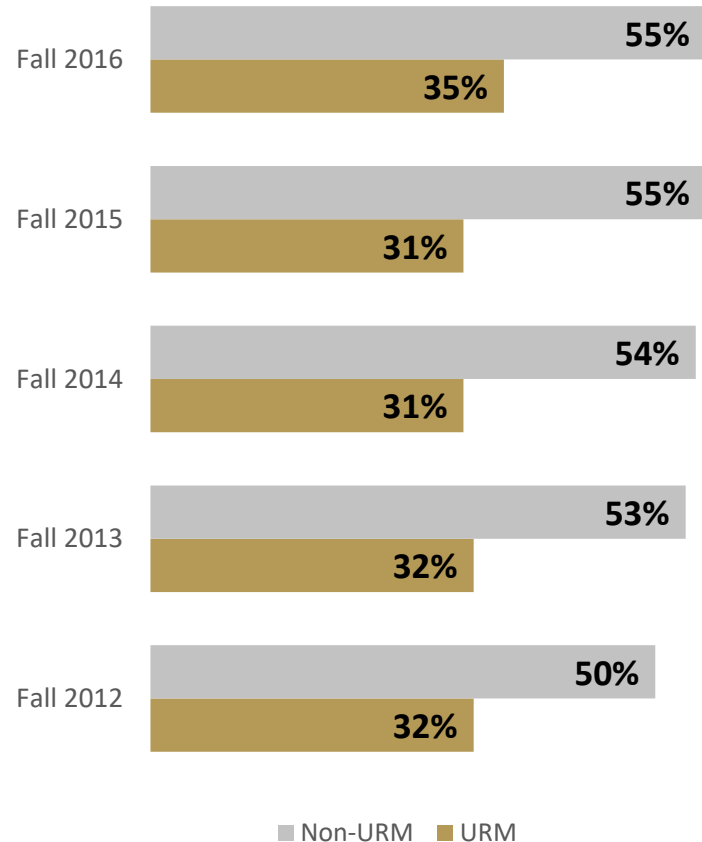
6-Year Graduation Rates

6-Year Graduation Rates URM vs Non-URM

	Non-URM	URM
Fall 2015	60%	37%
Fall 2014	60%	37%
Fall 2013	60%	39%
Fall 2012	58%	38%
Fall 2011	50%	27%
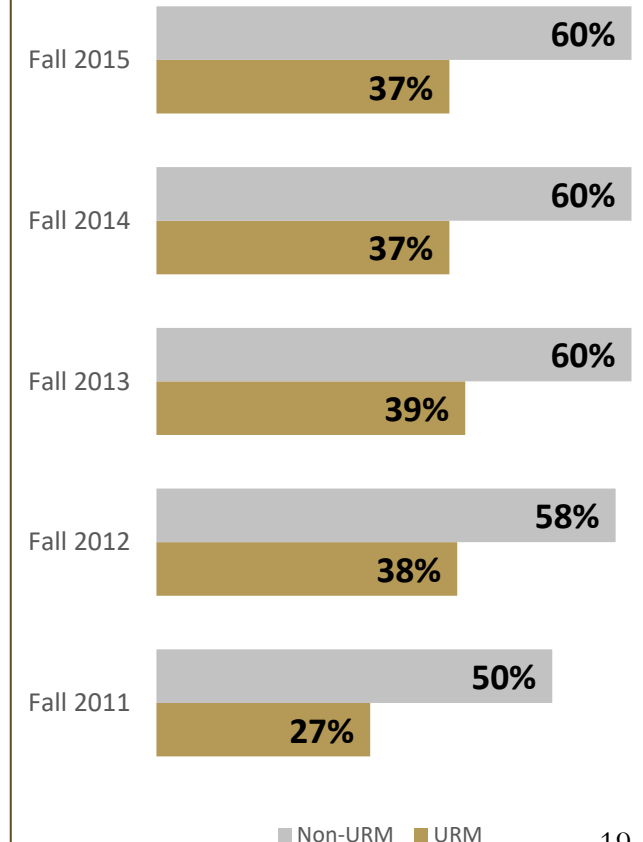
Students by Race/Ethnicity
Michigan Public University Comparison – Fall 21 IPEDS
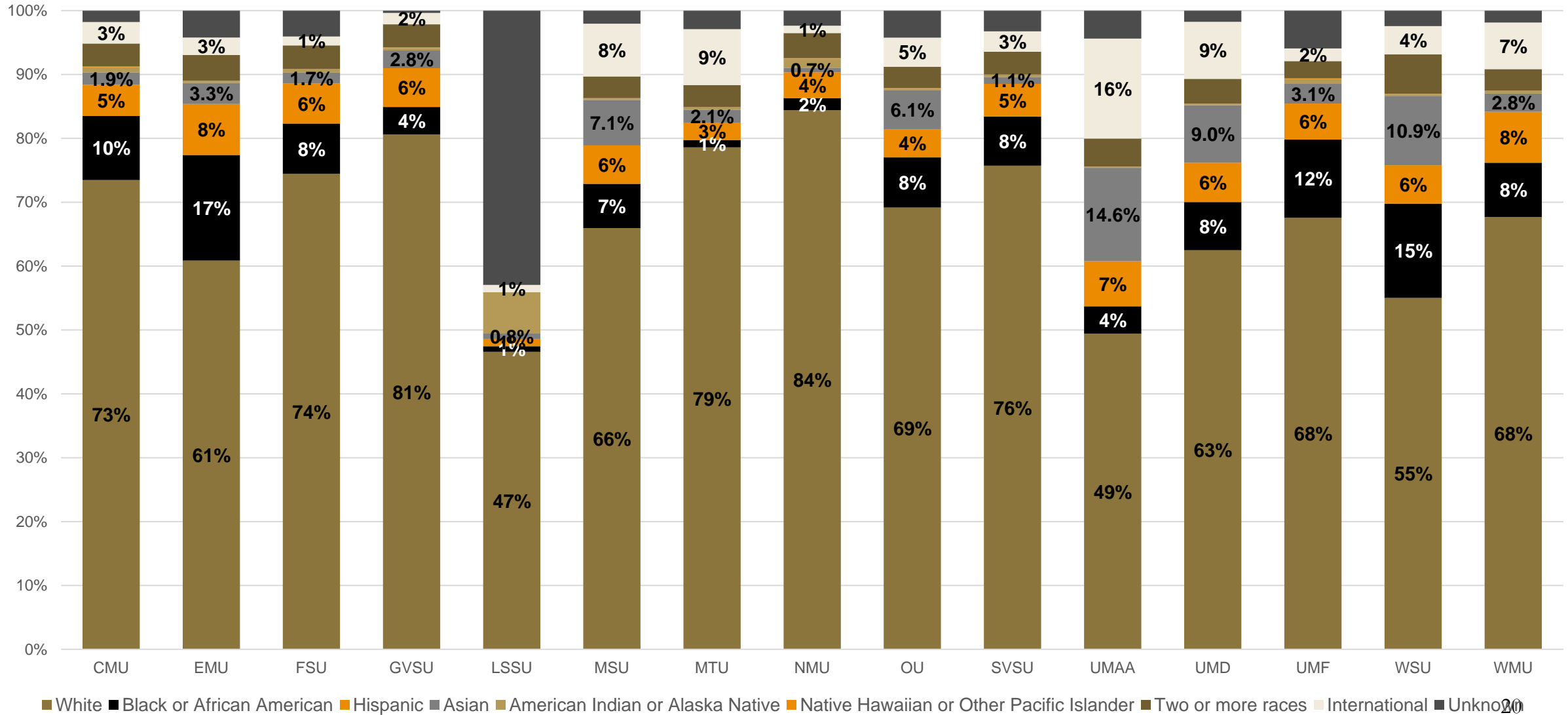
Fall 2021, Race/Ethnicity Distribution

All Students

Race/Ethnicity, Fall 2021

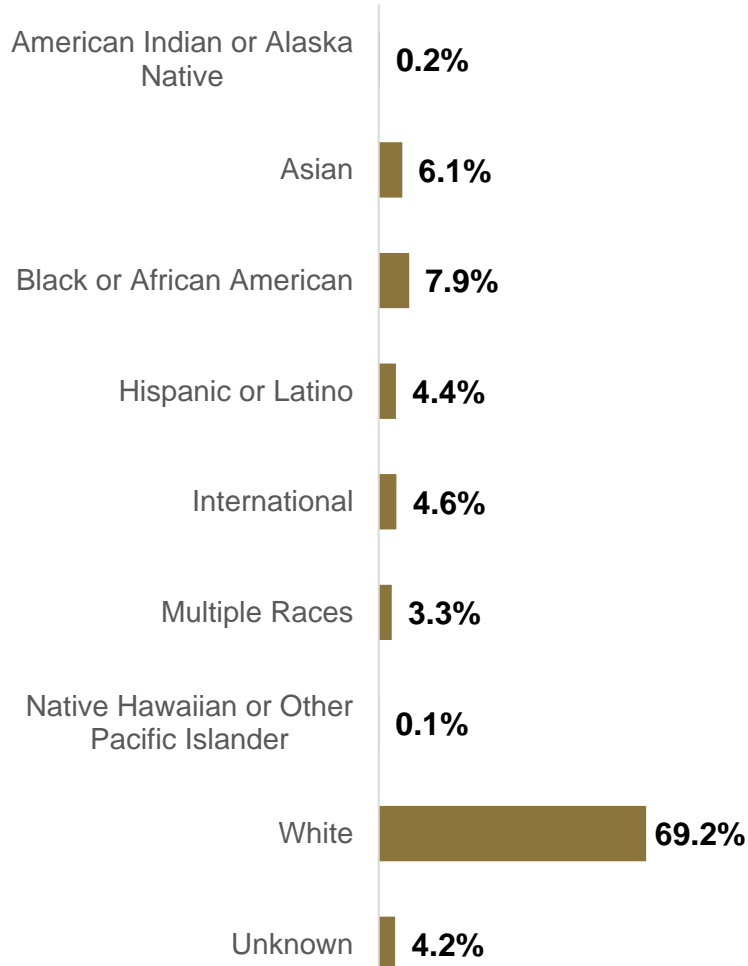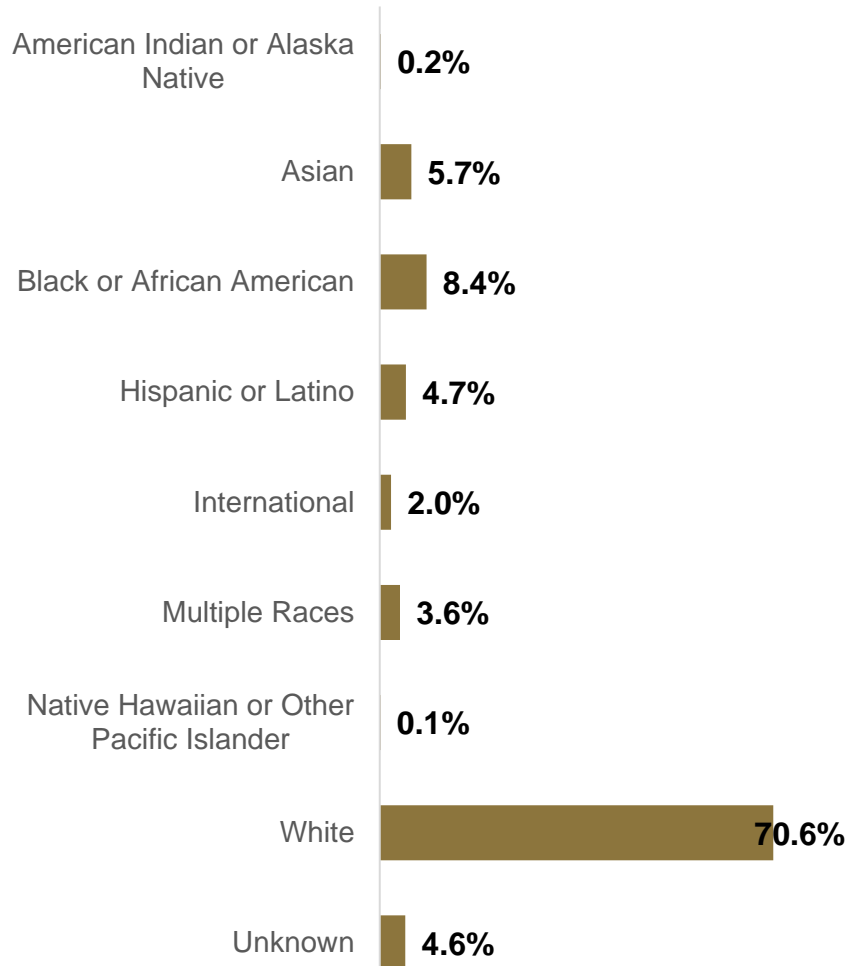| Race/Ethnicity	Percentage
American Indian or Alaska Native	0.2%
Asian	6.1%
Black or African American	7.9%
Hispanic or Latino	4.4%
International	4.6%
Multiple Races	3.3%
Native Hawaiian or Other Pacific Islander	0.1%
White	69.2%
Unknown	4.2%

Undergraduate Students

Race/Ethnicity, Fall 2021

Race/Ethnicity	Percentage
American Indian or Alaska Native	0.2%
Asian	5.7%
Black or African American	8.4%
Hispanic or Latino	4.7%
International	2.0%
Multiple Races	3.6%
Native Hawaiian or Other Pacific Islander	0.1%
White	70.6%
Unknown	4.6%

Graduate Students

Race/Ethnicity, Fall 2021

Race/Ethnicity	Percentage
American Indian or Alaska Native	0.3%
Asian	7.8%
Black or African American	5.6%
Hispanic or Latino	3.3%
International	14.9%
Multiple Races	2.2%
Native Hawaiian or Other Pacific Islander	0.0%
White	63.2%
Unknown	2.7%

21

Fall 2021, Underrepresented Minority (URM)

15.0%
URM

All Students

16.1%
URM

Undergraduate

10.4%
URM

Graduate

22.0%
URM

New FTIAC

16.8%
URM

New Transfer

10.5%
URM

New Graduate

Fall 2021, Gender Distribution

All Students

Female
57.7%

Male
42.3%

Undergraduate Students
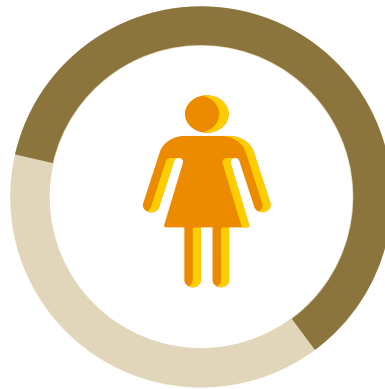
Female
57.9%

Male
42.1%

Graduate Students

Female
56.8%

Male
43.2%

23

Fall 2021, Student Age Distribution

Age Distribution by Student Level

Age	UG	Grad
15-16	0.1%	0.0%
17-22	73.2%	5.4%
23-24	11.1%	19.3%
25-34	12.4%	51.3%
35-44	2.3%	14.6%
45-54	1.0%	7.4%
55 and over	0.4%	1.9%

■ UG ■ Grad
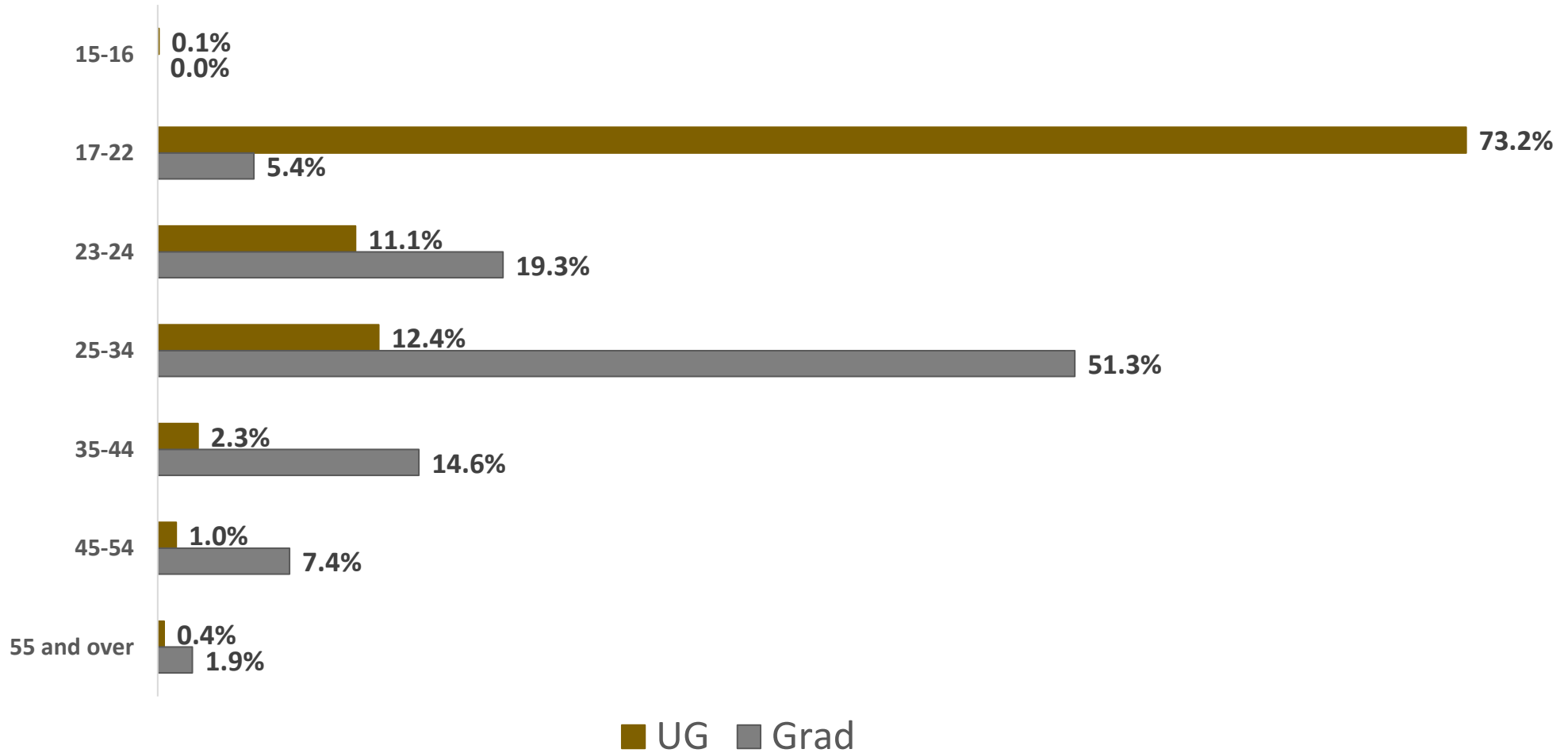
Six Year Graduation Rates – Cohort 2015

6 Year Graduation by Race/Ethnicity

Category	Rate
American Indian or Alaska Native (n=9)	55.6%
Asian (n=126)	62.7%
Black or African American (n=254)	29.1%
Hispanic or Latino (n=90)	51.1%
Native Hawaiian or Other Pacific Islander (n=2)	100.0%
International (n=30)	73.3%
Multiple Races (n=103)	44.7%
White (n=1911)	59.2%
Unknown (n=60)	71.7%
Total (n=2585)	56.0%

6 Year Graduation by URM Status
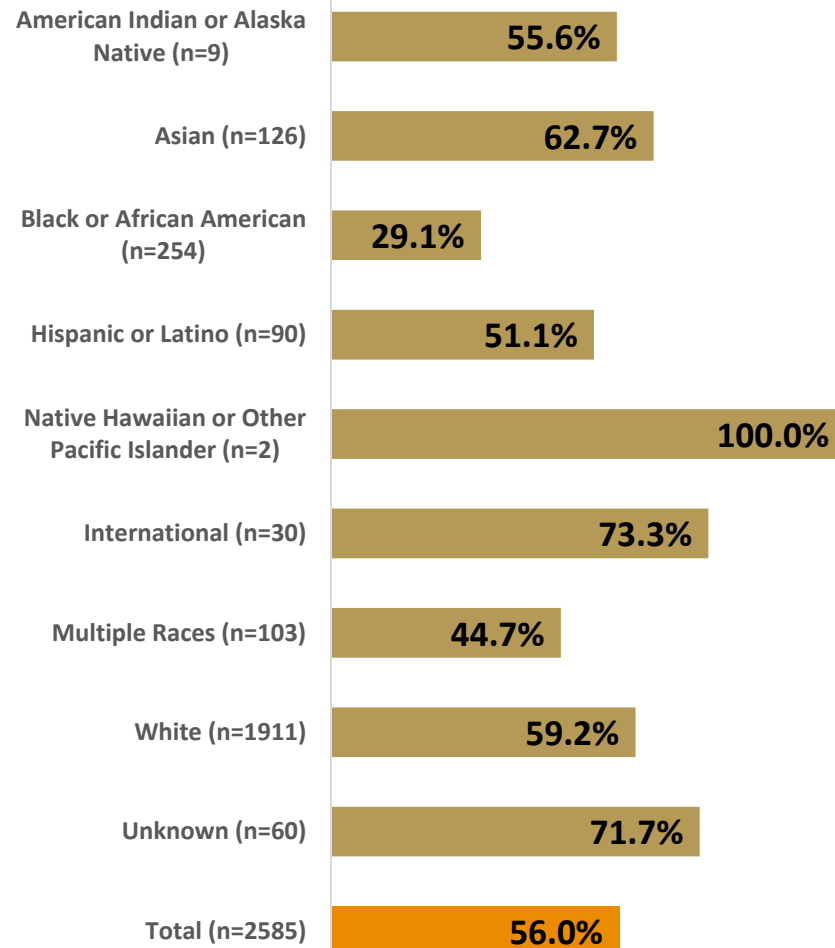
**URM
6 Year Graduation Rates:
37%**

**Non URM
6 Year Graduation Rates:
60%**

6 Year Graduation by Sex

Female
59.7%

Male
51.3%
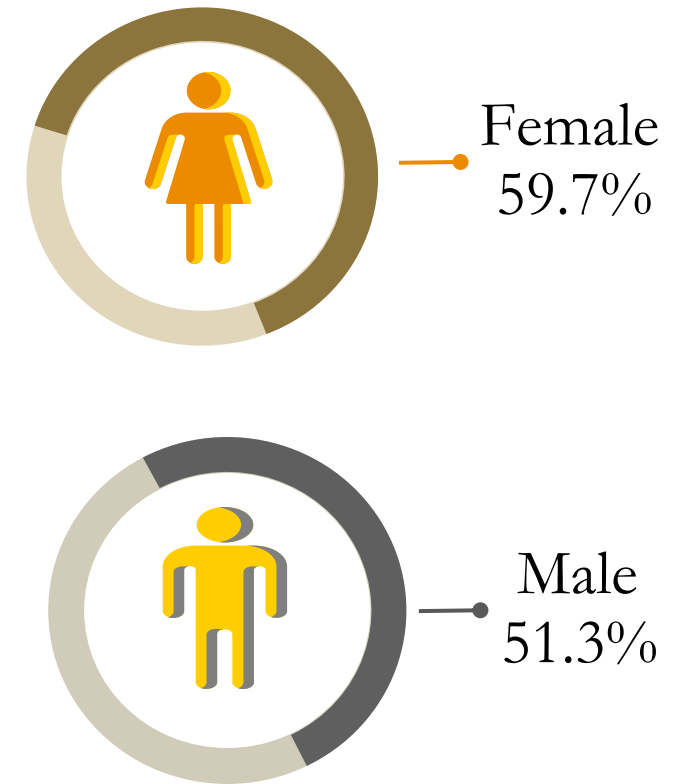
Strategies for Increasing URM Student Success

Existing

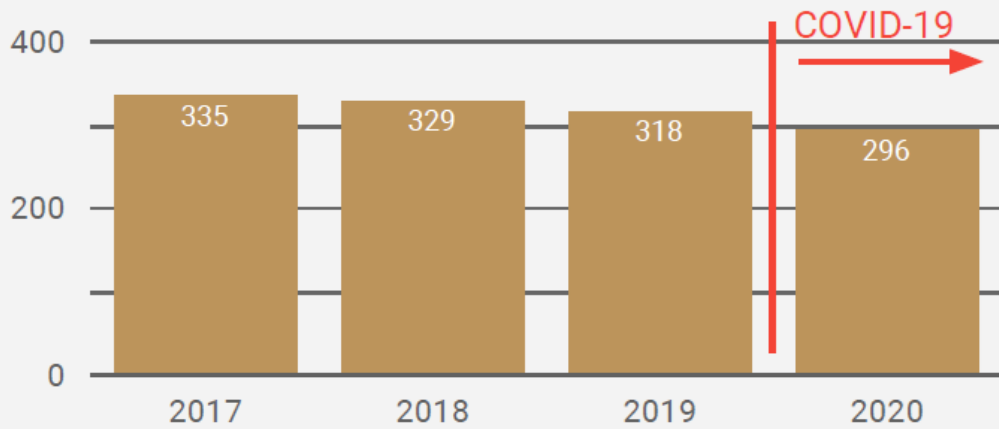- Close gap in majority/URM first-time, full-time FTIAC retention rate
- Expand high-performing support programs, such as OUTAS and CORE
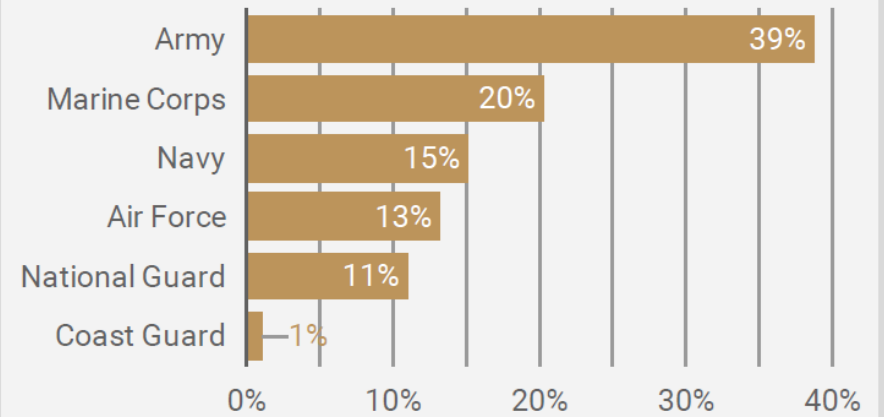
New Initiatives

- Increase success rates in gateway course (defined as high enrollment foundational courses that are high risk), through course development and redesign
- Increase 6 year graduation rates of URM students through improved curriculum and scheduling

Veteran Support Services

Total Veterans and Dependents Over Time

COVID-19

Year	Value
2017	335
2018	329
2019	318
2020	296

Veterans by Branch

Branch	Percent
Army	39%
Marine Corps	20%
Navy	15%
Air Force	13%
National Guard	11%
Coast Guard	1%

Demographics

	AGE	GPA	SEX
Veterans	27	3.09	30% F / 70% M
All UG	22	3.20	

● M   ● F

Veterans by College

College	Percent
CAS	34%
SECS	20%
SBA	16%
SHS	11%
SEHS	9%
SON	6%
Other	3%

27
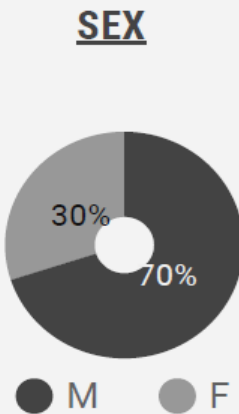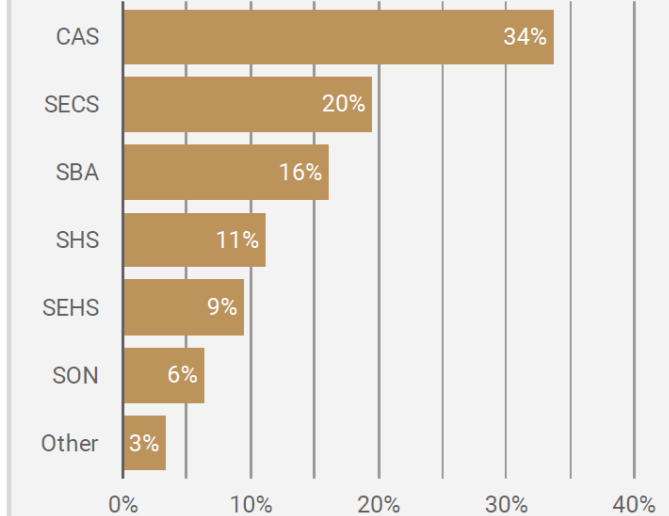
Disability Support Services

Top Accommodations by Category

Testing
Accommodation	Value
1.5x Extended Testing Time	450
Reduced Distraction Testing	226
2x Extended Testing Time	79

Classroom
Accommodation	Value
Note Taker	138
Recording Device in Class	81
Breaks in Class	74

Housing
Accommodation	Value
Single Room	42
Emotional Support Animal	37
No Community Bathroom	17

Other
Accommodation	Value
Alternative Textbook Format	83
Assistive Listening Devices	8
Reduced Course Load	7

Accommodation plans are determined on an individualized basis to meet the unique needs of each student. DSS is not limited to the accommodations listed on this document.
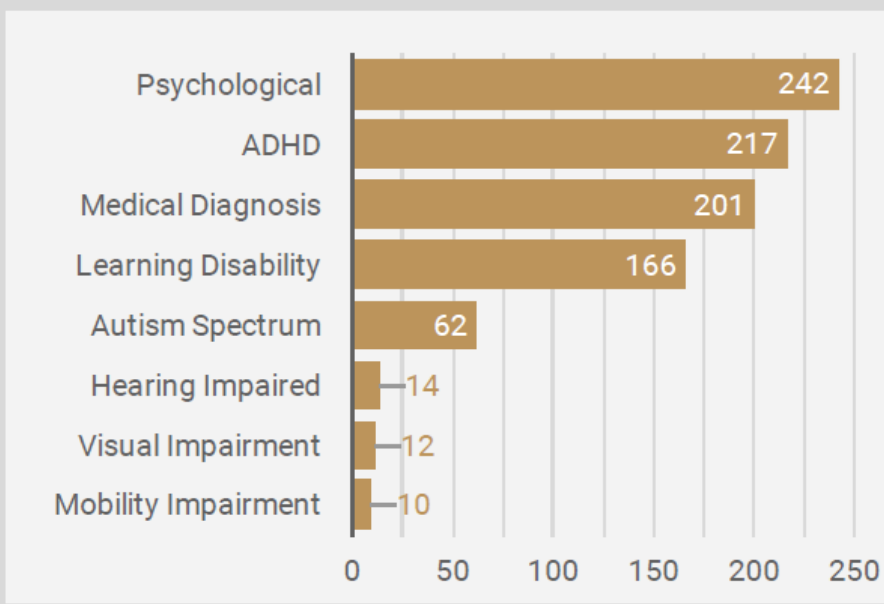
Enrolled Students Registered with DSS
Year	Value
2017	672
2018	755
2019	810
2020	722
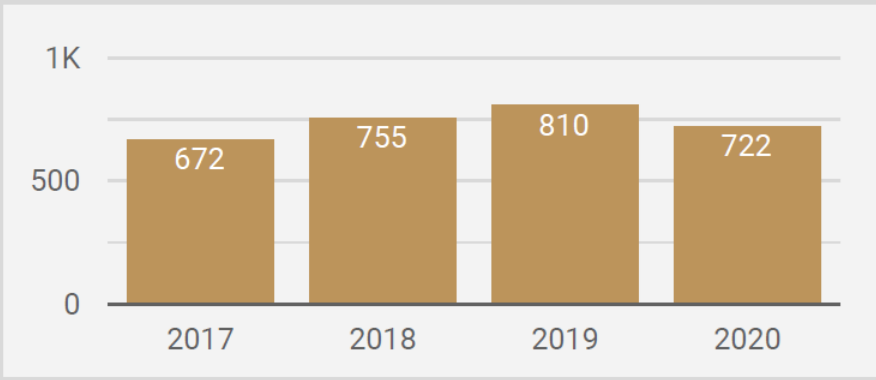
Enrolled Students by Disability
Disability	Value
Psychological	242
ADHD	217
Medical Diagnosis	201
Learning Disability	166
Autism Spectrum	62
Hearing Impaired	14
Visual Impairment	12
Mobility Impairment	10

Approved Accommodations for Enrolled Students
Year	Value
2017	1,615
2018	1,713
2019	1,806
2020	1,667
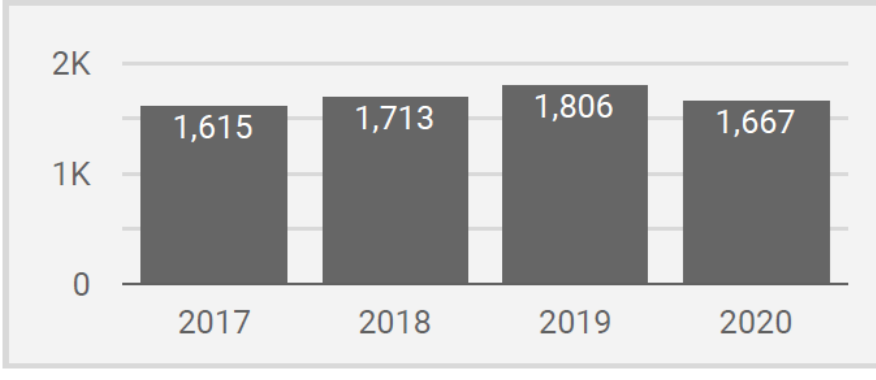
A Campus-Wide Partnership

Students Registered with DSS by Accommodation Provider
Provider	Value
Course Instructor	433
DSS	381
University Housing	127
Facilities Management	13
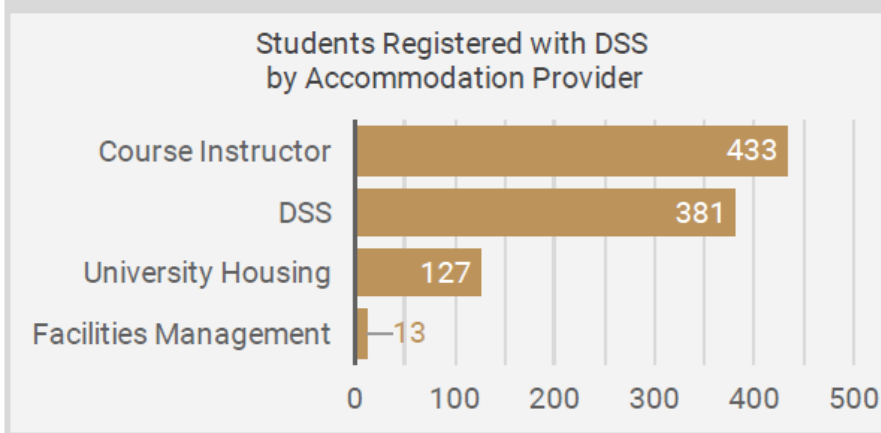
LGBTQ Support Services

Points of Pride

S.A.F.E. On Campus Training Participants

COVID-19 →

Year	Participants
2018	260
2019	347
2020	345
2021	339
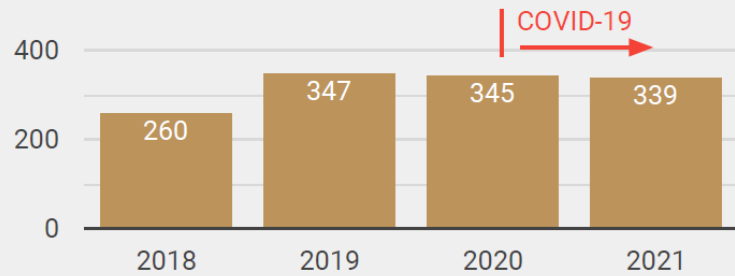
Library of Literature

Over
200

Titles of LGBTQIA books on topics ranging from biographies to historical and fiction works

Campus Pride Index →

★★★★☆

#3

most LGBTQ-inclusive campus In Michigan!

Top three Every year for the past ≤ years in a row!

Peer Mentoring

Average Mentee GPA: Fall

COVID-19 →

Year	GPA
2017	2.84
2018	3.13
2019	2.79
2020	3.70
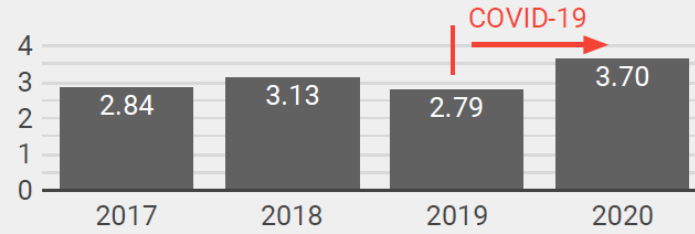
Average Mentee GPA: Winter

COVID-19 →

Year	GPA
2018	3.00
2019	3.32
2020	3.06
2021	3.98

Pride Month Attendees

COVID-19 →

Year	Attendees
2018	800
2019	1,000
2020	—
2021	400

2020 Pride Month cancelled due to COVID-19 Pandemic. 2021 was the first-ever all-virtual Pride Month.
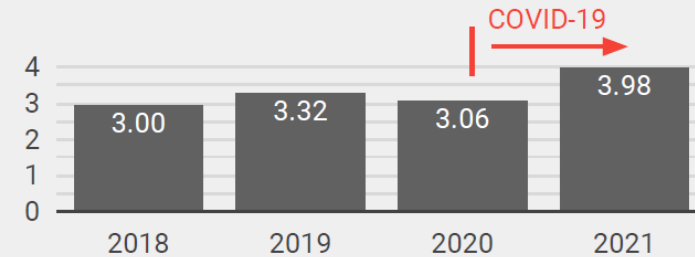
Coordinator One-on-One Meetings

One-on-One meetings with the coordinator

COVID-19 →

Year	Meetings
2018	243
2019	179
2020	201
2021	34
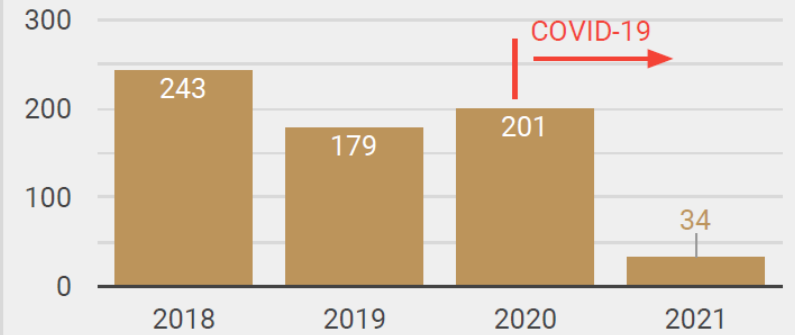
Meetings were held virtually throughout the COVID-19 Pandemic.

Office Visits

Total Student Visits to GSC

COVID-19 →

Year	Visits
2018	543
2019	737
2020	720
2021	0
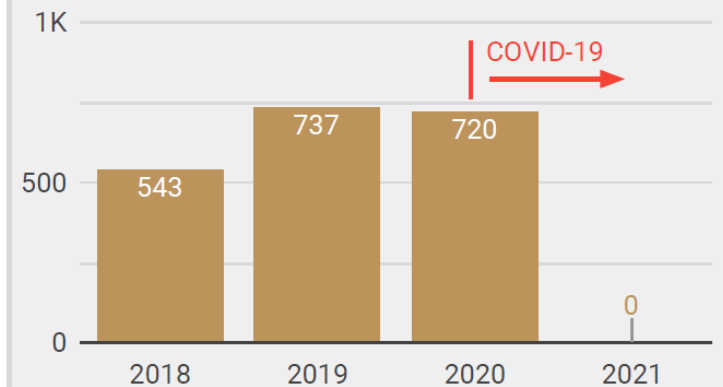
For the health and safety of students and the community, the Gender and Sexuality Center office was closed throughout the pandemic.

29

Oakland University

Diversity Data Report
August 2022
Faculty Data

Full-time Faculty 5 Year Growth

Full-time Faculty Increased by 5% over the last five years

Year	Value
Fall 2021	673
Fall 2020	658
Fall 2019	661
Fall 2018	649
Fall 2017	644

Full-time faculty include E-class FF, FM, VF; Source: OIRA Census File;

- Black or African American faculty increased from 22 to 32
- Hispanic faculty fluctuated from 24 to 21

FULL-TIME FACULTY RACE/ETHNICITY

	Asian	Black or African American	Hispanic or Latino	American Indian or Alaska Native	two or more	White	Unknown
Fall 2021	137	32	21	7	2	465	9
Fall 2020	132	29	23	6	2	458	8
Fall 2019	124	30	25	6	2	467	7
Fall 2018	123	28	23	6	2	454	13
Fall 2017	116	22	24	6	2	463	11

Legend: ■ Asian ■ Black or African American ■ Hispanic or Latino ■ American Indian or Alaska Native ■ two or more ■ White ■ Unknown
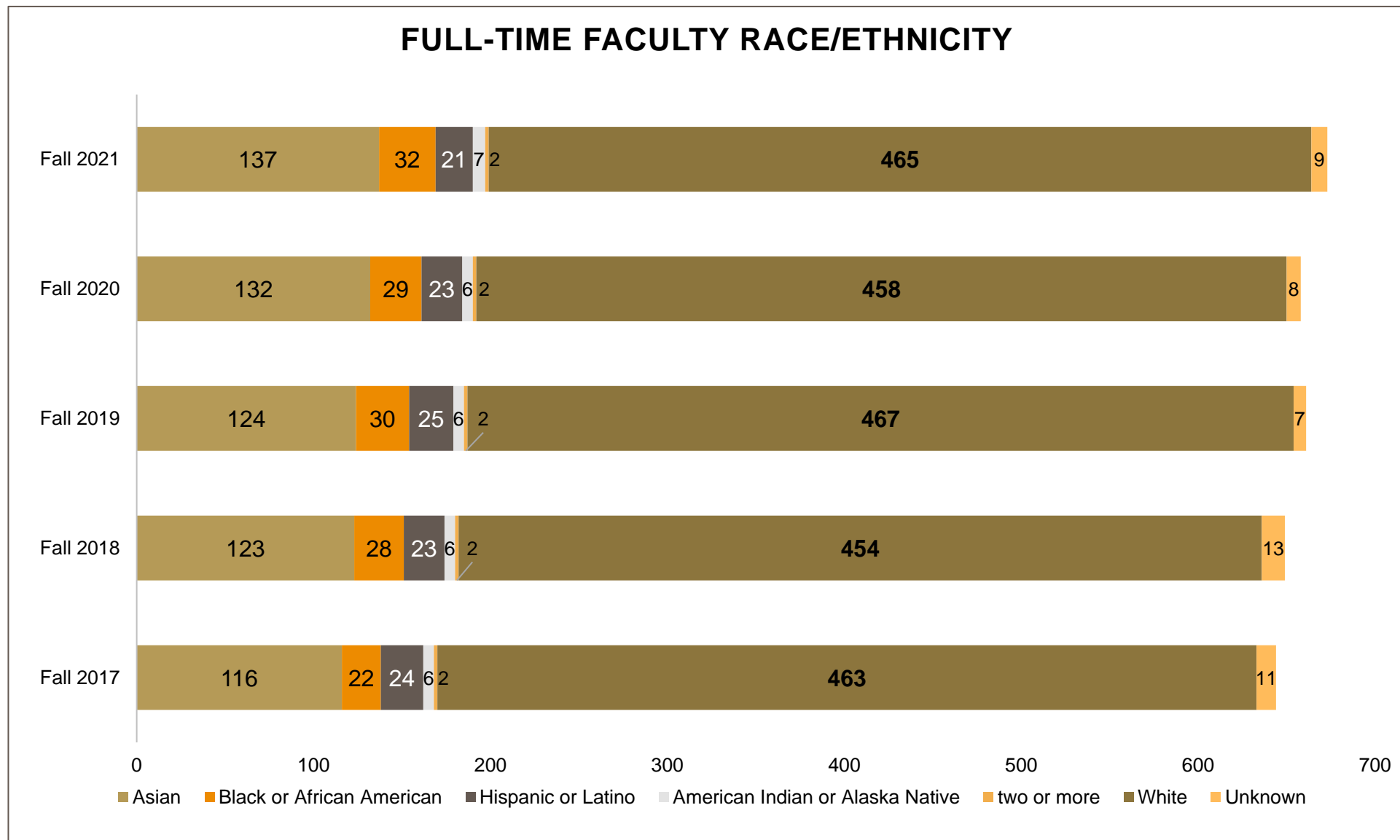
Full-time faculty include E-class FF, FM, VF; Source: OIRA Census File;

Full-time Faculty - Under-represented Minority (URM)

- Percentage of Full-time Faculty URM is relatively consistent over the past several years

 # URM *% of URM*
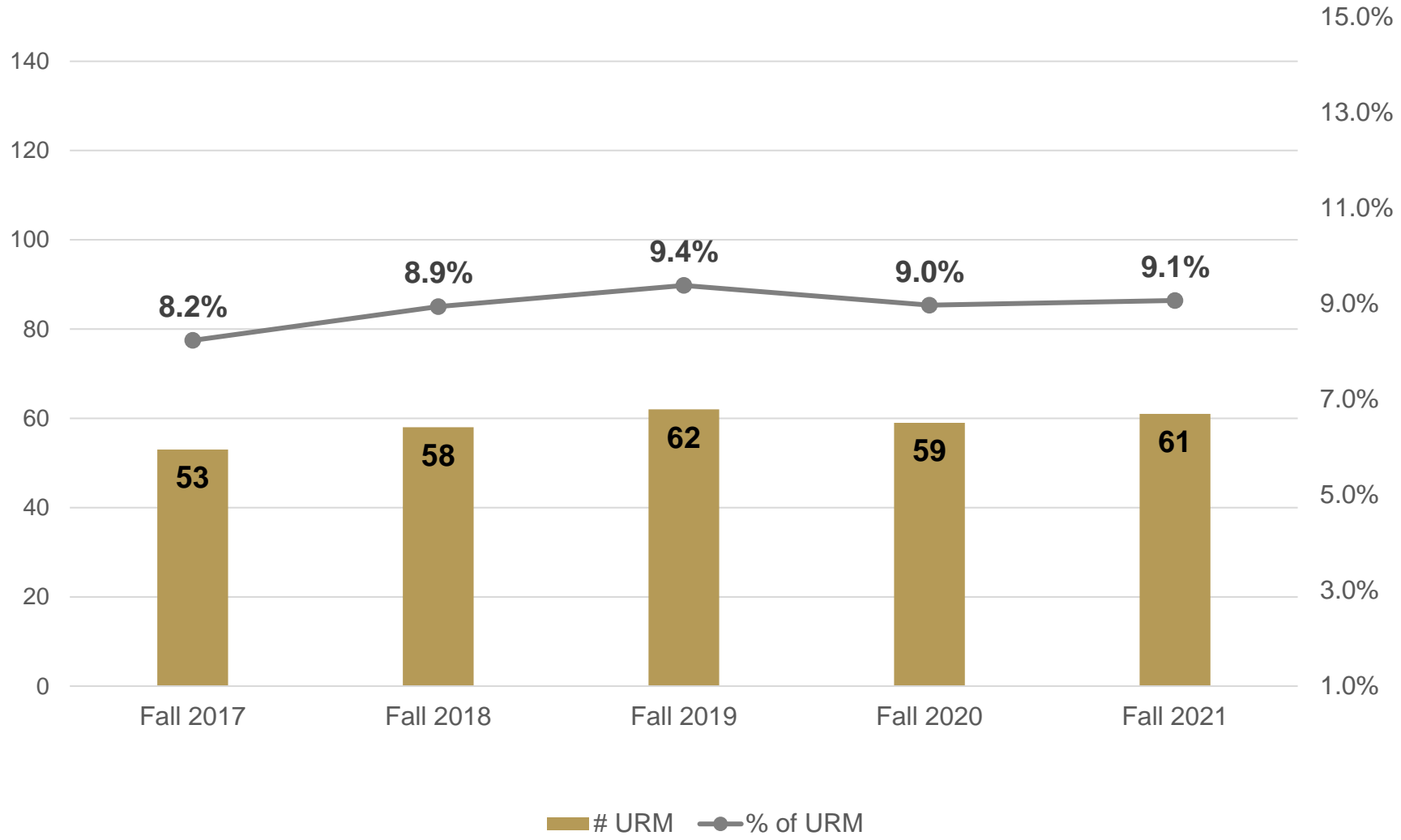
Full-time faculty include E-class FF, FM, VF; Source: OIRA Census File;

Fall 2021, Full-time Faculty by Rank

Professor (n=147)

Full-time Professor, Fall 2021

Race/Ethnicity	Count
Asian	36
Black	4
Hispanic	4
American Indian or Alaska Natvie	2
two or more	
White	100
Unknown	1

Associate Professor (n=269)

Full-time Associate Professor, Fall 2021

Race/Ethnicity	Count
Asian	52
Black	12
Hispanic	6
American Indian or Alaska Natvie	3
two or more	2
White	191
Unknown	3

Assistant Professor (n=182)

Assistant Professor, Fall 2021

Race/Ethnicity	Count
Asian	44
Black	12
Hispanic	6
American Indian or Alaska Natvie	1
two or more	
White	115
Unknown	4

Instructor/Special Instructor (n=75)

Instructors/Special Instructors, Fall 2021

Race/Ethnicity	Count
Asian	5
Black	4
Hispanic	5
American Indian or Alaska Natvie	1
two or more	
White	59
Unknown	1
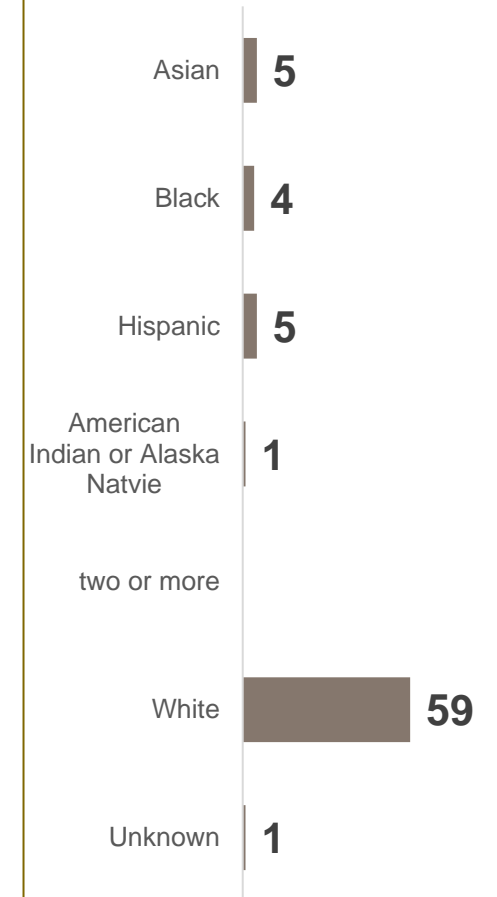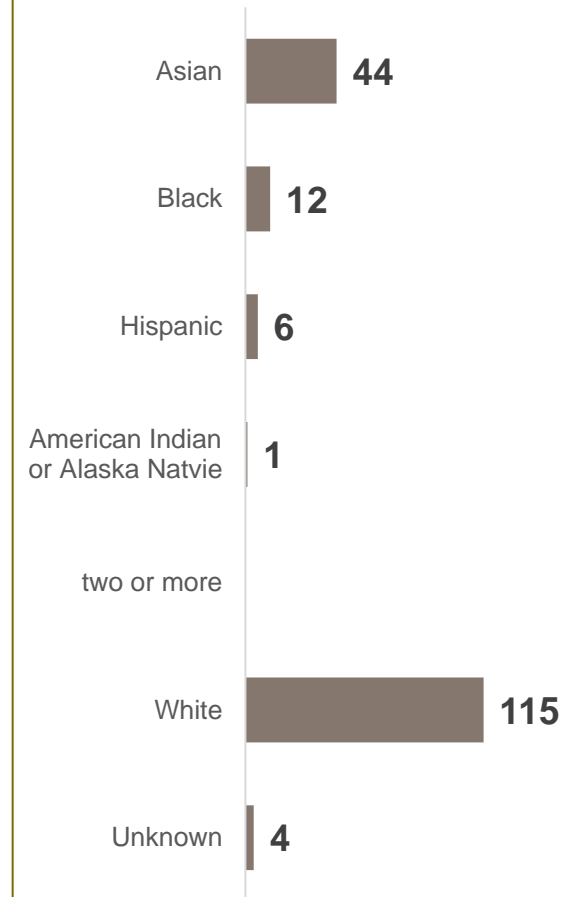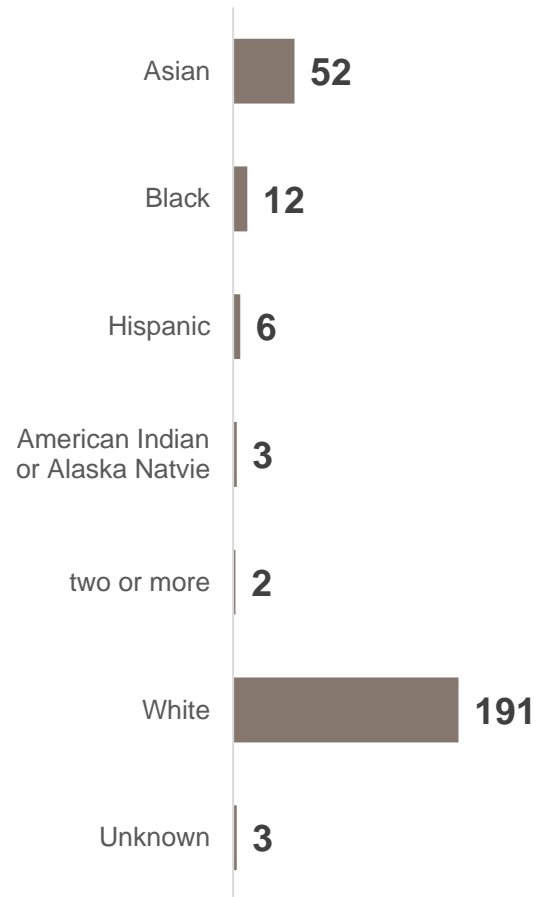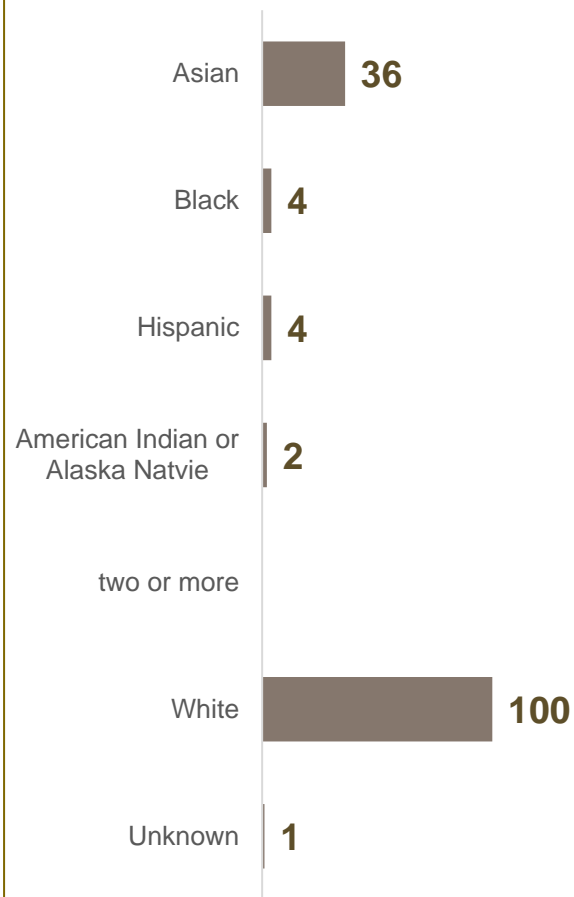
Full-time Faculty - By Sex

- Percentage of Full-time Faculty by sex is evenly split
- Relatively unchanged over time
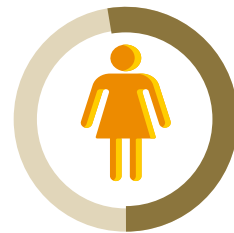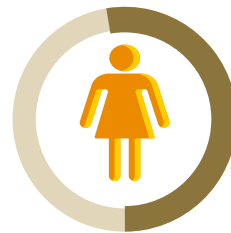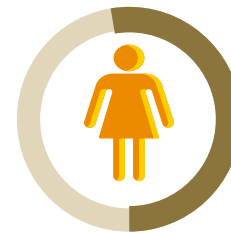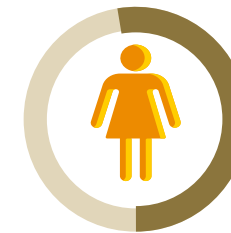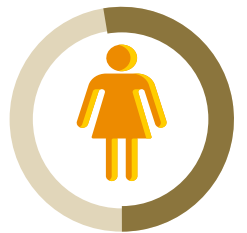
Female 48.9%   **Female 49.3%**   **Female 49.6%**   **Female 48.9%**   **Female 49.5%**

Male 51.1%   **Male 50.7%**   **Male 50.4%**   **Male 51.1%**   **Male 50.5%**

Full-time Faculty by Age Group

- Over 5 years age distribution of faculty has not changed significantly

Age Group

Legend: Aged 26-35, Aged 36-45, Aged 46-55, Aged 56-65, Aged 66-75, Aged 76 and above
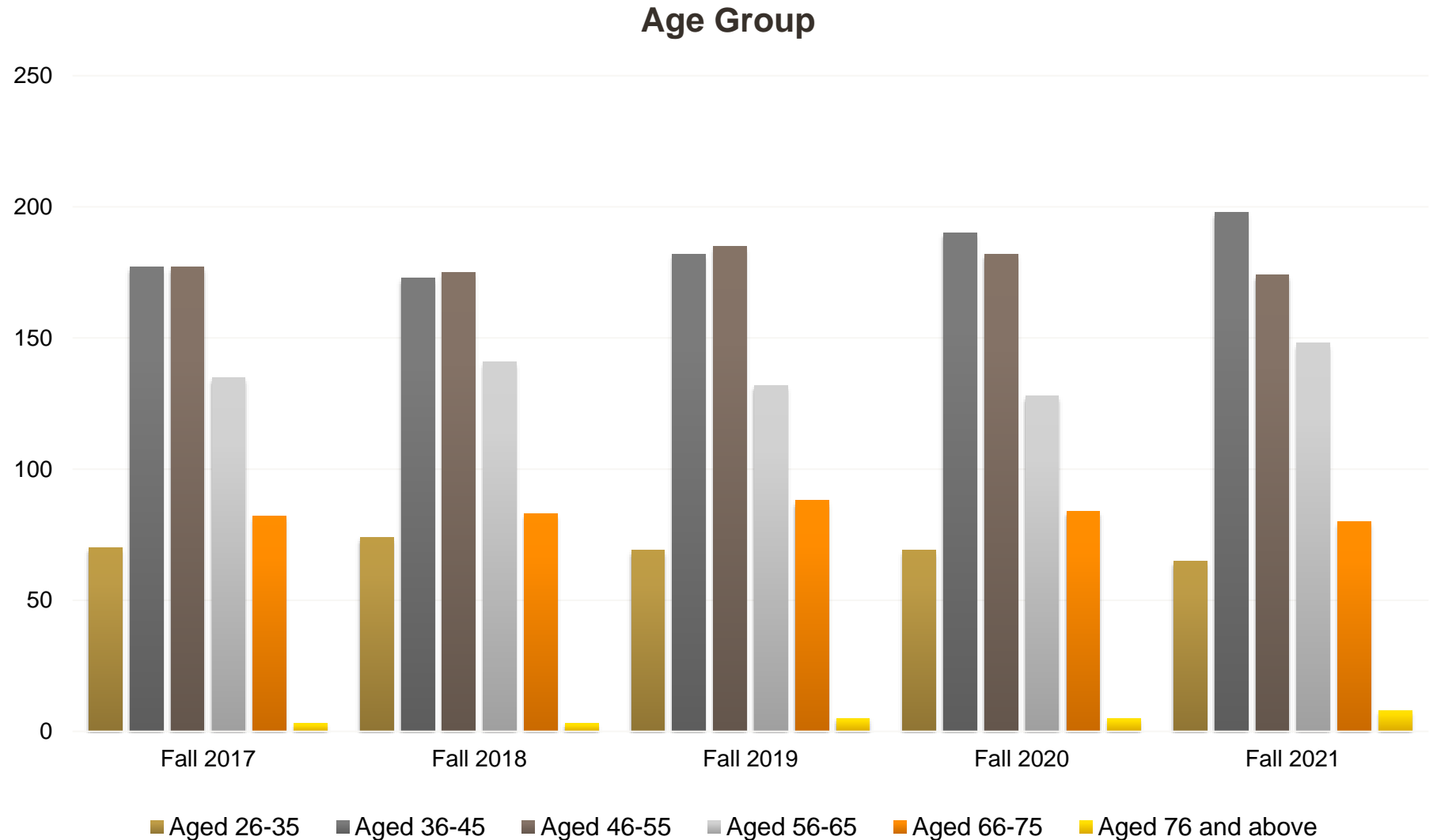
Full-time faculty include E-class FF, FM, VF; Source: OIRA Census File;

Faculty Hiring Efforts

Oakland actively recruits faculty from a host of universities – both nationally and internationally

Each year Oakland has between 30-35 full-time faculty positions to fill

Over the course of the last 5 years, 167 full-time faculty positions have been filled across units

Faculty Positions Filled

Of the **167** faculty positions filled

	2017	2018	2019	2020	2021
CAS/Kresge Library	12	13	14	11	7
Arts/Humanities	7	8	7	4	3
Social Science	5	2	1	1	1
STEM	0	3	6	4	3
SBA	7	7	2	4	2
SECS	3	8	4	7	4
SEHS	4	3	4	3	3
SHS	3	1	8	1	4
SON	4	1	2	1	3
SOM	0	1	1	2	5
TOTAL Filled	33	34	35	31	28
	2017	**2018**	**2019**	**2020**	**2021**
URM	3	5	1	5	3
Female	20	17	20	15	18
Tenure- Track	32	34	34	29	26
Tenured	0	0	1	2	2

Faculty Hiring Challenges

- Number of earned research doctorate recipients increased slightly

- URM recipients also increased slightly

- Demands are high, especially for some fields

	2016	2017	2018	2019	2020
Research Doctorate Recipients	54,809	54,552	55,085	55,614	55,283

	2016	2017	2018	2019	2020	2020 (%)
Hispanic or Latino	3572	3566	3592	4000	4110	7.4%
American Indian or Alaska Native	136	111	116	124	100	0.2%
Black or African American	2866	2952	3050	3092	3095	5.6%
URM	6574	6629	6758	7216	7305	13.2%

URM accounts for only about <u>13%</u> of total recipients

Faculty Attrition

	Full-time faculty	Separation left university	URM left university
Fall 2017	644	19	3
Fall 2018	649	16	0
Fall 2019	661	17	1
Fall 2020	658	9	1

Benchmarking with Michigan Public Universities, Fall 21 IPEDS
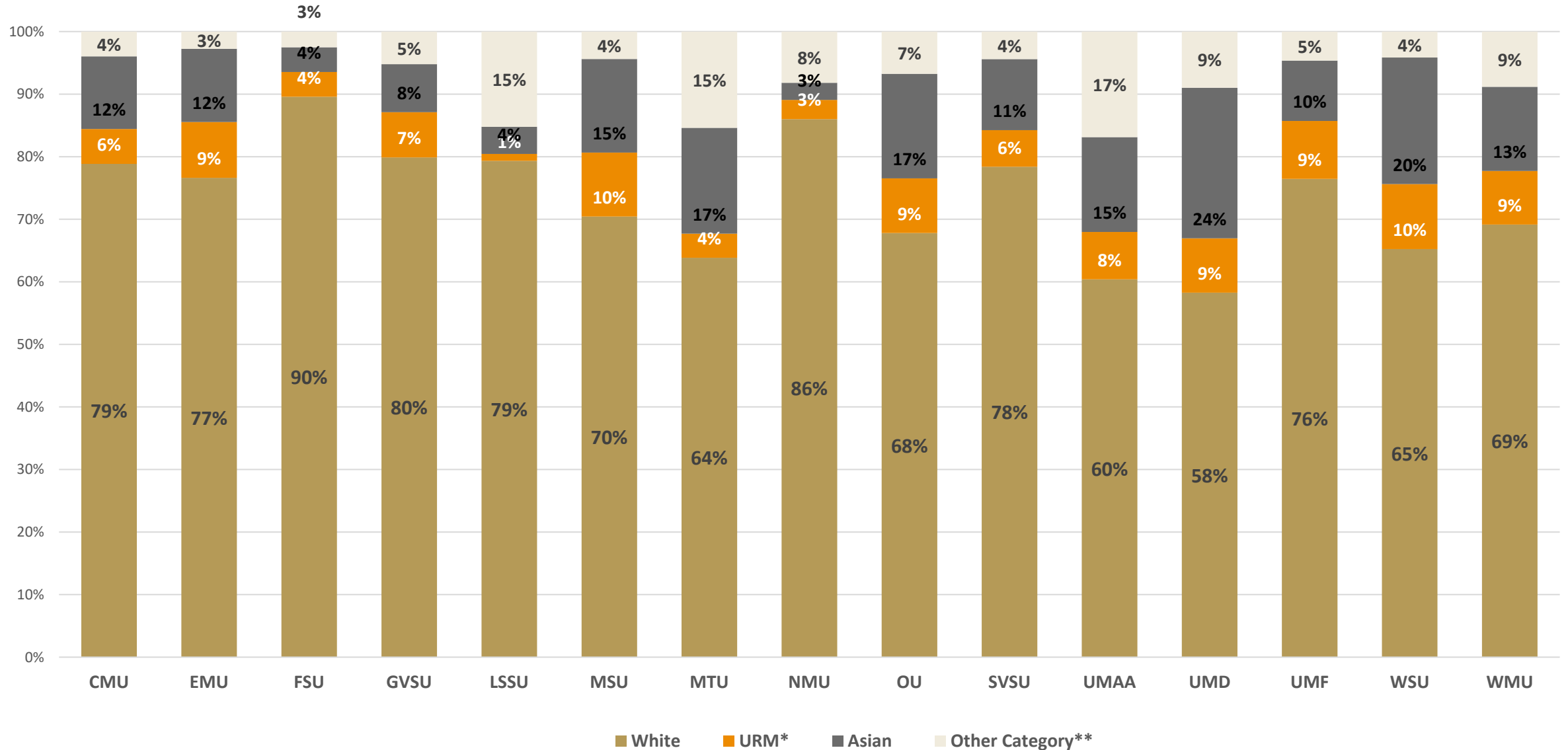
Legend: White, URM*, Asian, Other Category**

*URM includes American Indian or Alaska Native, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander
** Other category includes: Two or more races, Interntional, Unknown

Strategies Increasing Faculty Recruitment & Retention

Focus URM

Existing

- ➢ Diversity advocate training
- ➢ Provost Fellows focus on DEI
- ➢ University Senate - DEI Committee to foster shared governance
- ➢ Employee Resource Groups - AAPI, BFA, Latinx
- ➢ Targeted Recruitment
- ➢ Established the Rabbi Richard G. and Bella Hirsch Faculty Endowment for Racial and Social Justice

New

- ➢ Establish Dual Career Committee (Senate Committee) and Policy
- ➢ Deans goals setting to support strategic goals including DEI efforts (#4) - e.g., SECS
- ➢ Adding new Website tools such as: Audit tool, UCB resources
- ➢ Faculty training on Student Success and Equity Dashboard
- ➢ DEI series bringing renowned speakers 6x annually
- ➢ Implicit Bias Training
- ➢ Focus groups to explore belonging
- ➢ Establishment of the LFA
- ➢ Solidification of additional research /activities support for URM faculty

Changing Culture

➢ Establish a 6 times a year DEI series to bring renowned keynote speakers for faculty, staff, students, eg….
  ○ Ruth Zambrana, U Maryland "URM Faculty/Toxic Ivory Towers"
  ○ Carlos Ayala, President, Growing Inland Achievement"
  ○ Marvella Ford, MUSC "Increasing URM Student Research"
  ○ Joan Reede, Harvard Medical School
➢ Engage experts in the field to present and work with constituents on campus to facilitate DEI efforts.
➢ Establish a Provost Book Club that is focused on DEI as an annual campus read
  ○ Starting with AAC&Us "From Equity Talk to Equity Walk" by Tia Brown McNair, Estela Mara Bensimon & Lindsey Malcom-Piqueux
➢ Create positions that are interdisciplinary (ie, cluster hires) that appeal to URM faculty
➢ Explore resource support for the BFA, LFA, BERG, LERG, and other groups

Oakland University

Diversity Data Report
August 2022
Employee/Staff Data

Total Staff 5 Year Trend

Number of staff steadily grew for several years, then dropped in the fall of 2021 by about 3%

Year	Staff
Fall 2021	1,156
Fall 2020	1,187
Fall 2019	1,195
Fall 2018	1,167
Fall 2017	1,163
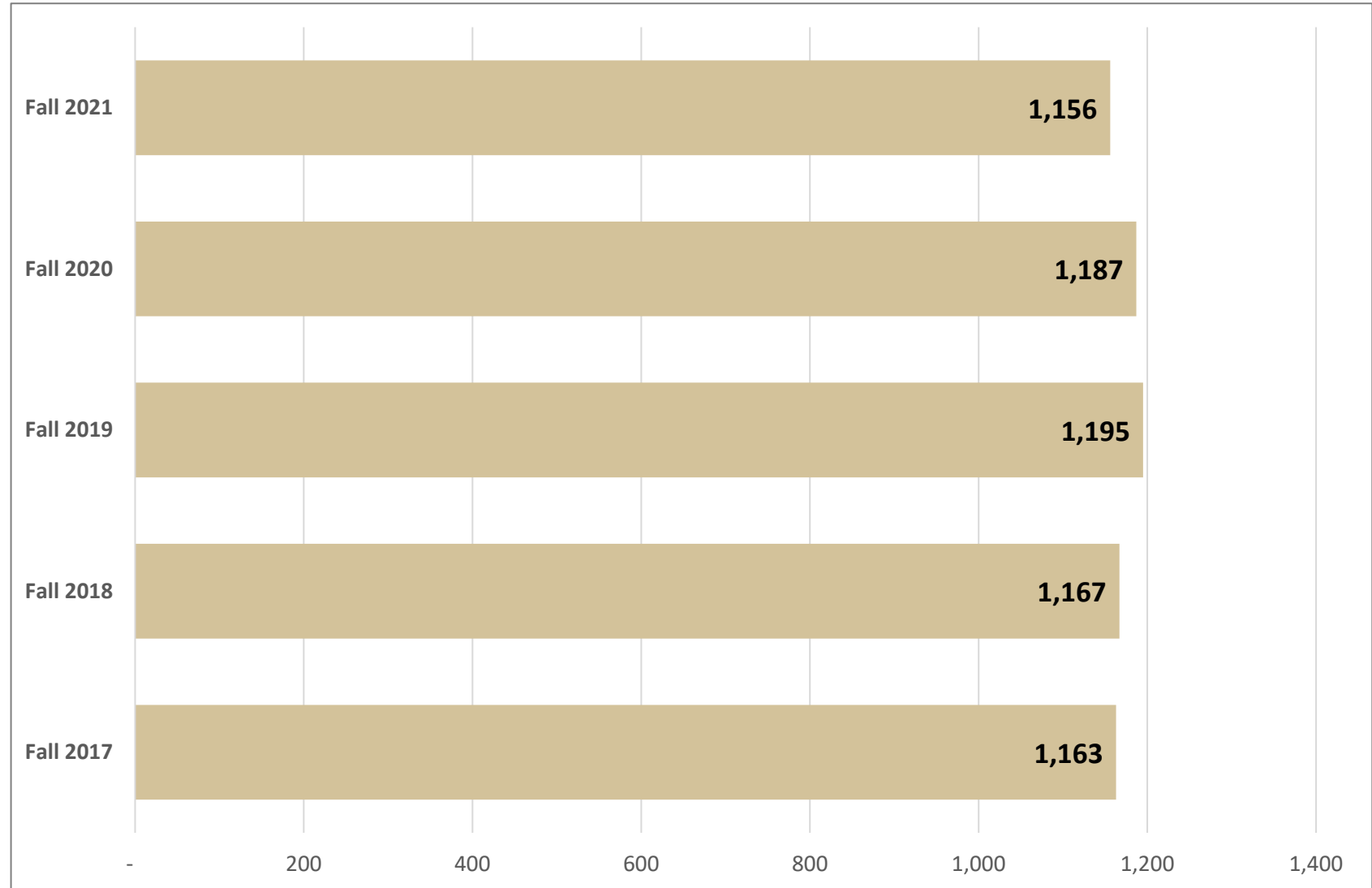
Source: OIRA Census File;

- Black or African American staff steadily increased from 2017 to 2020, then dropped in 2021
- Hispanic staff increased by 41% from 29 to 41 over the last 5 years

Staff by Race/Ethnicity

	Asian	Black or African American	Hispanic or Latino	American Indian or Alaska Native	Native Hawaiian or Pacific Islander	two or more	White	Unknown
Fall 2021	53	149	41			9	895	5
Fall 2020	45	160	37			10	924	6
Fall 2019	44	156	34			11	940	5
Fall 2018	48	150	29			15	916	5
Fall 2017	48	143	29			15	919	5

Source: OIRA Census File;

46
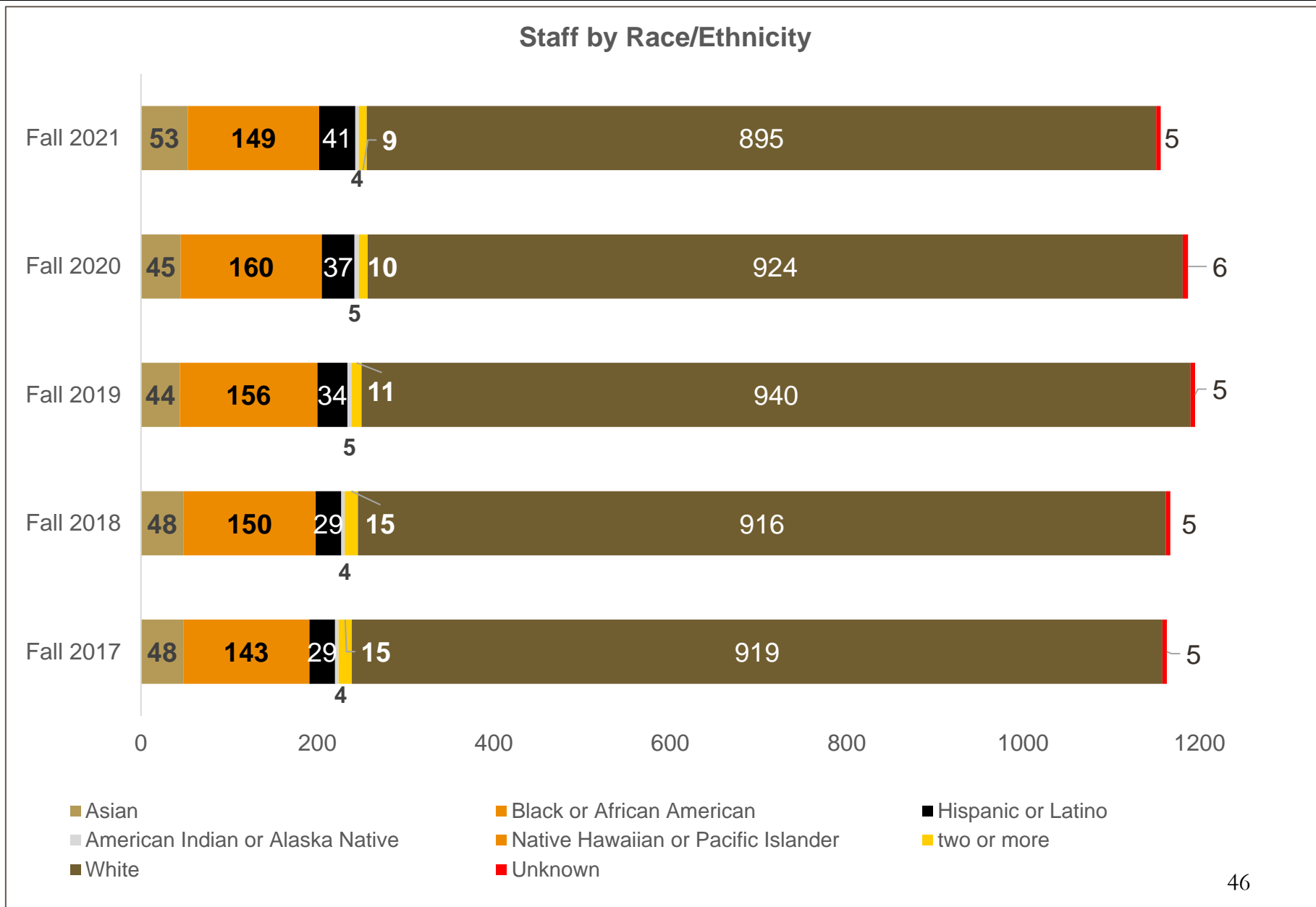
Staff Underrepresented Minority (URM)

- Percentage of staff URM is relatively consistent over the past several years

Legend: # URM — % of URM

URM by E-class

Admin Professional (PF & PP) by URM

	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
# URM	86	82	89	90	80
% of URM	13.5%	13.0%	13.3%	13.6%	12.6%

Clerical Tech (CF & CP) by URM

	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
# URM	43	48	51	50	51
% of URM	17.1%	18.8%	19.6%	19.8%	20.2%

Serice Maintenance (HF & HP) by URM

	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
# URM	38	40	41	42	39
% of URM	26.2%	26.5%	27.2%	28.0%	27.7%

*Source: OIRA Census File;

Academic Administrators

Gender	2017	2018	2019	2020	2021	2022
Female	9	11	13	12	12	10
Male	5	5	7	7	8	8
Totals	14	16	20	19	20	18

Race	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander	2	2	2	2	3	3
Black			1	1	3	3
White	12	14	17	16	14	12
No Reponse						
Totals	14	16	20	19	20	18

Gender & Race - Female	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander-Female	2	2	2	2	2	2
Black-Female			1	1	2	2
White-Female	7	9	10	9	8	6
No Reponse-Female						

Gender & Race - Male	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander-Male				1		1
Black				1		1
White	5	5	7	7	6	6
No Reponse						
Totals	14	16	20	19	20	18

Deans

Gender	2017	2018	2019	2020	2021	2022
Female	2	2	2	3	4	4
Male	8	8	8	7	6	6
Totals	10	10	10	10	10	10

Race	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander						
Black						
White	9	9	9	8	7	7
No Reponse	1	1	1	2	3	3
Totals	10	10	10	10	10	10

Gender & Race - Female	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander-Female						
Black-Female						
White-Female	2	2	2	2	2	2
No Reponse-Female			1	2	2	

Gender & Race - Male	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander-Male						
Black						
White	7	7	7	6	5	5
No Reponse	1	1	1	1	1	1
Totals	10	10	10	10	10	10

Executives

Gender	2017	2018	2019	2020	2021	2022
Female	2	2	2	3	4	4
Male	3	4	4	4	6	6
Totals	5	6	6	7	10	10

Race	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander						
Black	2	2	2	2	2	2
White	3	4	4	5	8	8
No Reponse						
Totals	5	6	6	7	10	10

Gender & Race - Female	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander-Female						
Black-Female	1	1	1	1	1	1
White-Female	1	1	1	2	3	3
No Reponse-Female						

Gender & Race - Male	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander-Male						
Black	1	1	1	1	1	1
White	2	3	3	3	5	5
No Reponse						
Totals	5	6	6	7	10	10

Administrative Professionals (Band X)

Gender	2017	2018	2019	2020	2021	2022
Female	3	3	4	4	4	3
Male	2	2	2	4	3	3
Totals	5	5	6	8	7	6

Race	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander	1	1	1	1	2	2
Black					1	1
White	4	4	5	7	4	3
No Reponse						
Totals	5	5	6	8	7	6

Gender & Race - Female	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander-Female					1	1
Black-Female					1	1
White-Female	3	3	4	4	2	1
No Reponse-Female						

Gender & Race - Male	2017	2018	2019	2020	2021	2022
Asian/Pacific Islander-Male	1	1	1	1	1	1
Black						
White	1	1	1	3	2	2
No Reponse						
Totals	5	5	6	8	7	6

2022 represents current numbers

Staff By Sex

Staff by sex has remained relatively unchanged over time, with female staff representing over 61%

Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021
Female 61.5%	**Female 62.1%**	**Female 62.2%**	**Female 61.8%**	**Female 61.5%**
Male 38.5%	**Male 37.9%**	**Male 37.8%**	**Male 38.2%**	**Male 38.5%**
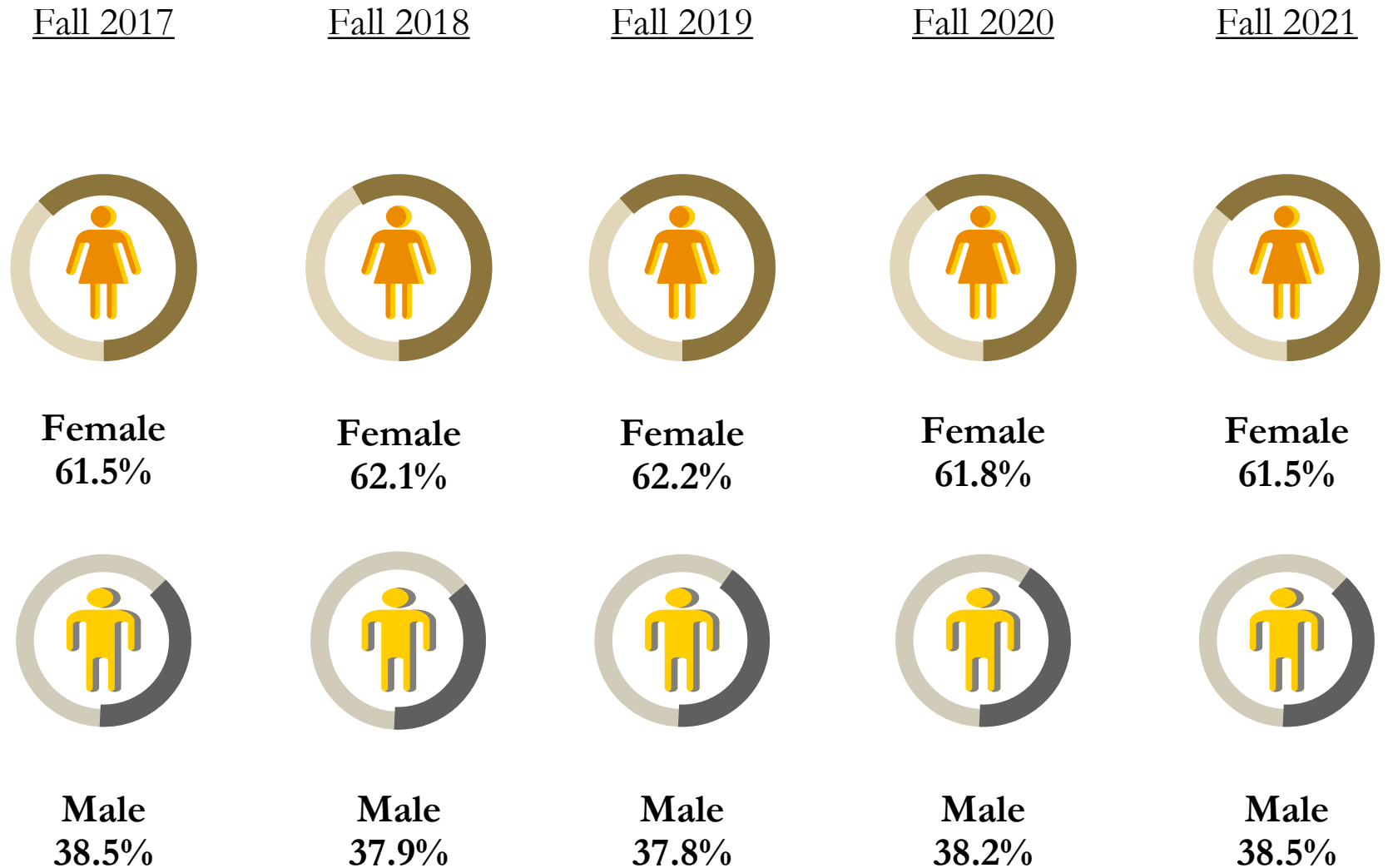
- Staff age distribution has not changed significantly over the past five years.

Staff by Age Group

Legend: Under age 26 | Aged 26-35 | Aged 36-45 | Aged 46-55 | Aged 56-65 | Aged 66 and above
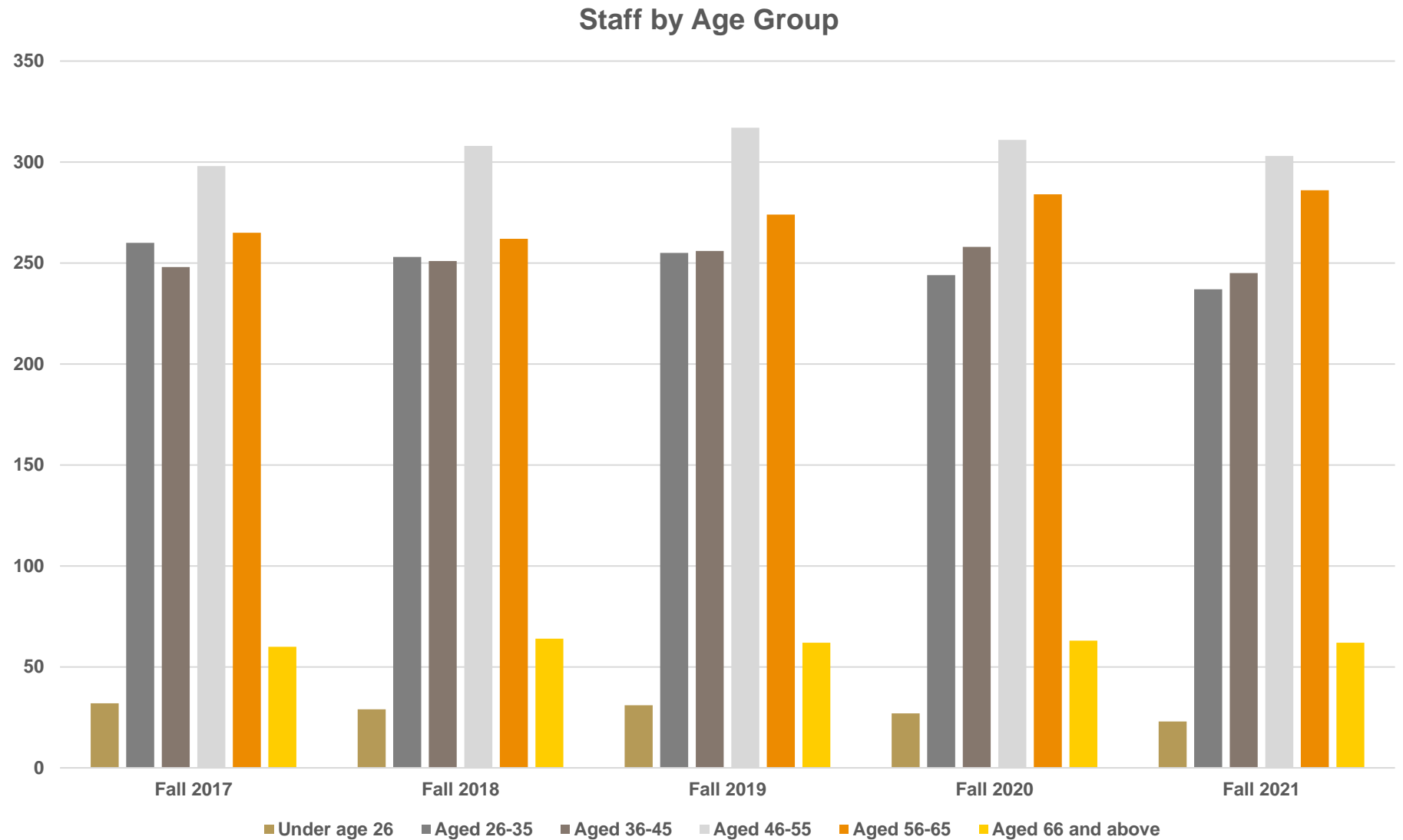
Source: OIRA Census File;

Staff Hiring Efforts

Over the last 5 years…

243 full time staff positions have been filled across units

	2017	2018	2019	2020	2021
URM	12	20	13	5	13
Female	26	36	32	15	28
	2017	**2018**	**2019**	**2020**	**2021**
AA-Academic Administrator	0	0	1	0	1
CF-Clerical Tech Full-Time	7	13	9	2	9
CX-Clerical Tech Excluded FT	0	0	0	0	1
DD-Academic Dean	0	0	0	2	0
EE-Executive	1	0	0	1	0
HF-Service Maintenance FT	3	9	2	0	3
IC-Individual Contract-Coaches	4	1	6	1	3
IF-Individual Contract FT	0	1	4	1	6
MC-Misc Child Care Ctr-Time	2	1	0	0	0
OF-Police Officer Full-time	0	1	1	0	0
PF-Admin Professional FT	30	33	30	14	30
YY-Academic Research	5	2	1	0	2
Total	52	61	54	21	55

Staff Hiring Efforts - URM

Over the last 5 years…

63 full time staff positions have been filled with URM candidates

	2017	2018	2019	2020	2021
URM	12	20	13	5	13

	2017	2018	2019	2020	2021
AA-WD-Academic Administrator	0	0	0	0	1
CF-WD-Clerical Tech Full-Time	1	6	3	1	1
HF-WD-Service Maintenance FT	1	4	1	0	1
IC-WD-Individual Contract-Coaches	3	1	2	0	0
IF-WD-Individual Contract FT	0	0	1	0	2
MC-WD-Misc Child Care Ctr-Time	0	1	0	0	0
OF-WD-Police Officer Full-time	0	1	0	0	0
PF-WD-Admin Professional FT	7	7	6	4	7
YY-WD-Academic Research	0	0	0	0	1

Staff Attrition

	Full-time Staff	# Not Retained	Separation due to retirement/term ends/others	Separation left university
Fall 2017	1117	113	58	55
Fall 2018	1120	97	30	67
Fall 2019	1140	79	42	37
Fall 2020	1123	134	35	99

Staff Attrition - URM

Full-time Staff		Separation left university	# of black or African American	# of Hispanic of Latino	# multiple races*	# of URM
Fall 2017	1117	55	7	2	1	10
Fall 2018	1120	67	9	2	2	13
Fall 2019	1140	37	4	1	0	5
Fall 2020	1123	99	20	5	2	27

Includes one URM race

Staff Benchmarking with Michigan Public Universities, Fall 2021 IPEDS
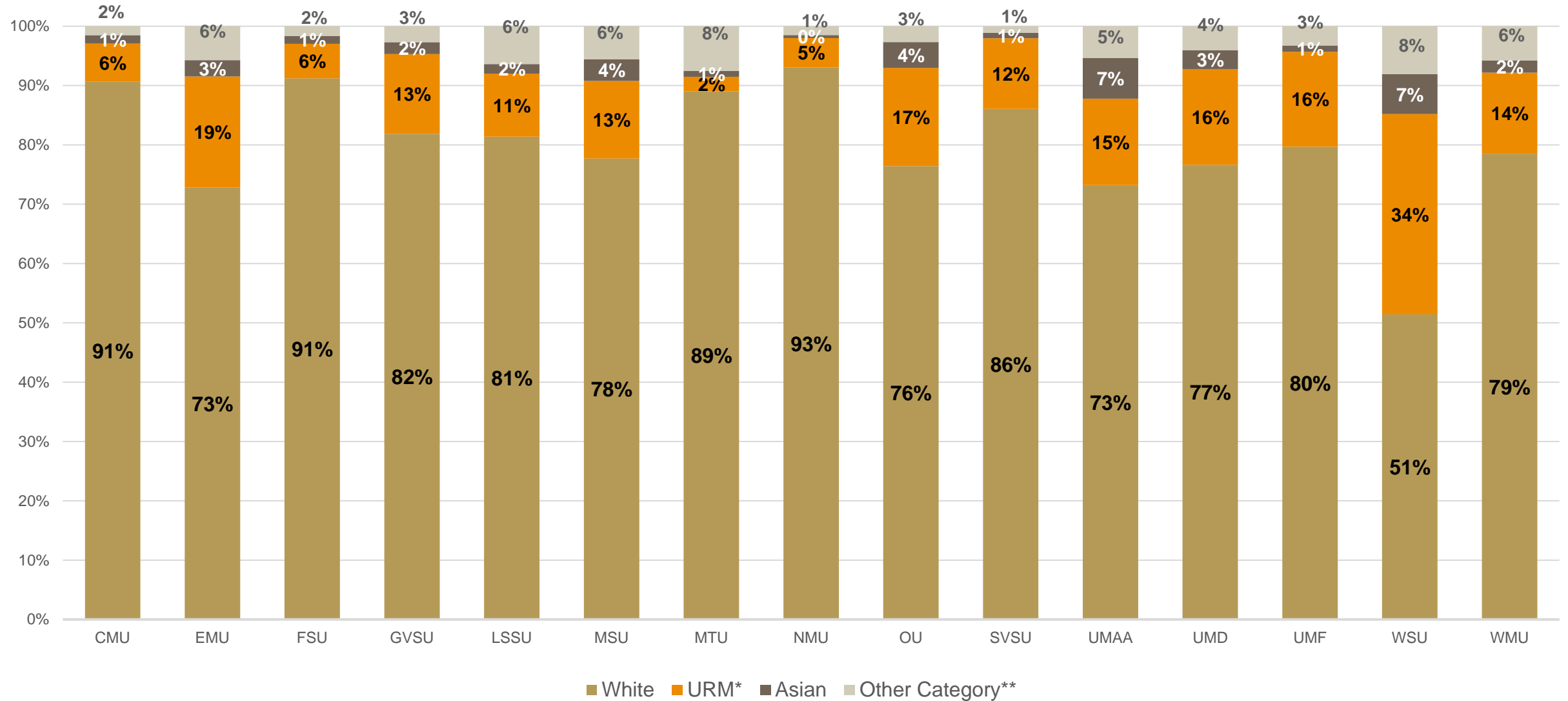
Legend: White, URM*, Asian, Other Category**

University	White	URM*	Asian	Other Category**
CMU	91%	6%	1%	2%
EMU	73%	19%	3%	6%
FSU	91%	6%	1%	2%
GVSU	82%	13%	2%	3%
LSSU	81%	11%	2%	6%
MSU	78%	13%	4%	6%
MTU	89%	2%	1%	8%
NMU	93%	5%	0%	1%
OU	76%	17%	4%	3%
SVSU	86%	12%	1%	1%
UMAA	73%	15%	7%	5%
UMD	77%	16%	3%	4%
UMF	80%	16%	1%	3%
WSU	51%	34%	7%	8%
WMU	79%	14%	2%	6%

*URM includes American Indian or Alaska Native, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander
** Other category includes: Two or more races, Interntional, Unknown

Strategies Recruiting and Retaining Diverse Staff

Existing

- Pilot Diversity Advocate training for Staff
- Educational Platforms- Diversity challenge, OUWB series, etc…
- Job Shadowing Opportunities
- Recognition of employee diversity contributions - e.g. Googasian & Monica Emerson awards
- Incorporate contributions toward advancing DEI, along with other strategic goals, into the annual performance review process.

New

- Diversity statement added to applications
- Creation of diversity hiring toolkit
- Pathways project to identify promotional opportunities for staff
- Retention/Stay Interviews
- Review of Compensation Guidelines (Progression within job bands)