



**Affirmative Action Status Report**  
*to the*  
**BOARD OF GOVERNORS**

Presented by  
**Christopher Jones, Director**  
**Office of Equal Opportunity**

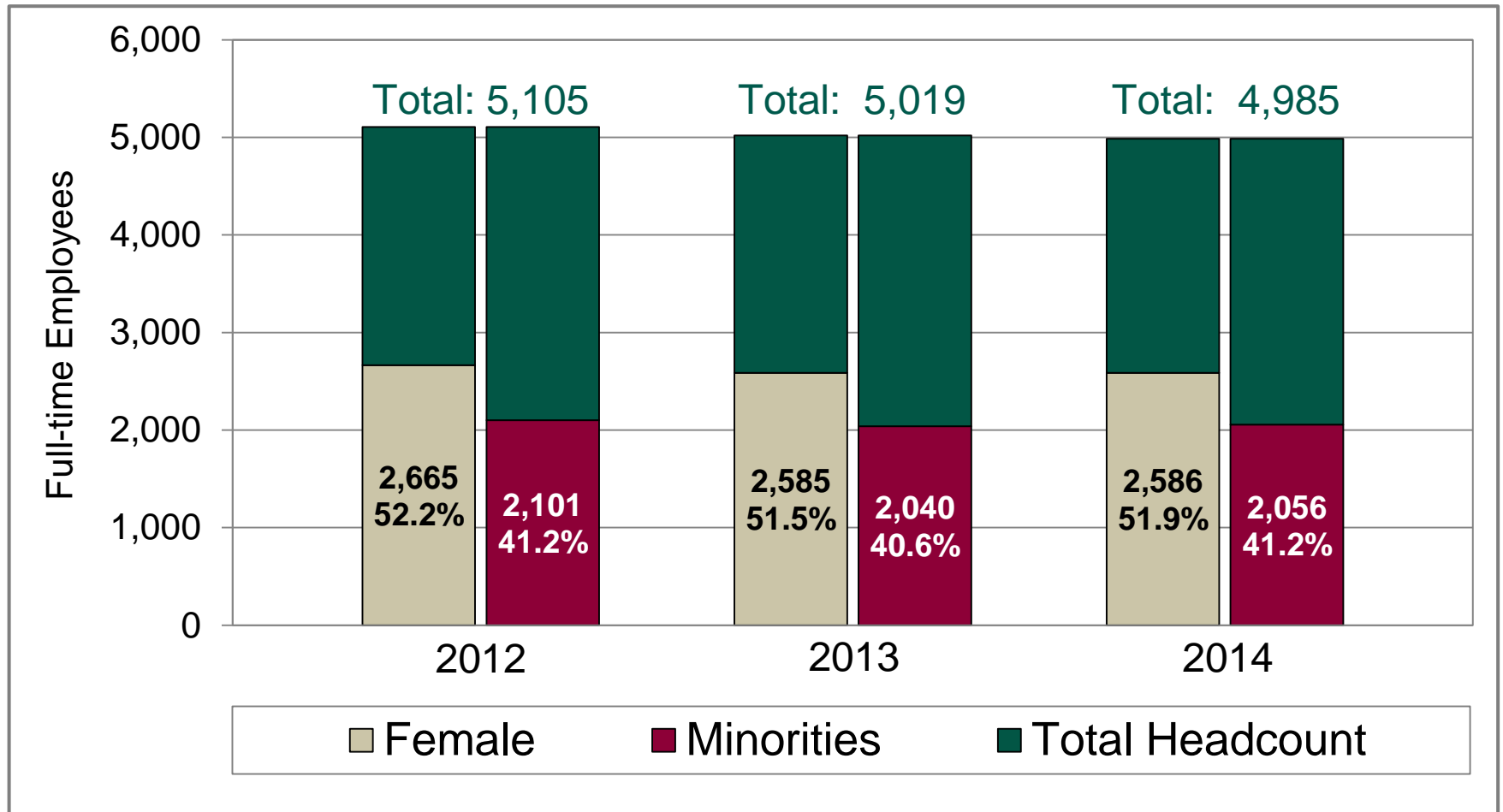
# Overview

- Wayne State University continues to be a leader in providing equal opportunity to women and minorities
  - The majority of WSU employees are women, including 50% of higher-level positions.
  - Minorities make up over 40% of our workforce, including 31% of tenure/tenure-track faculty.

# 2014 Employment

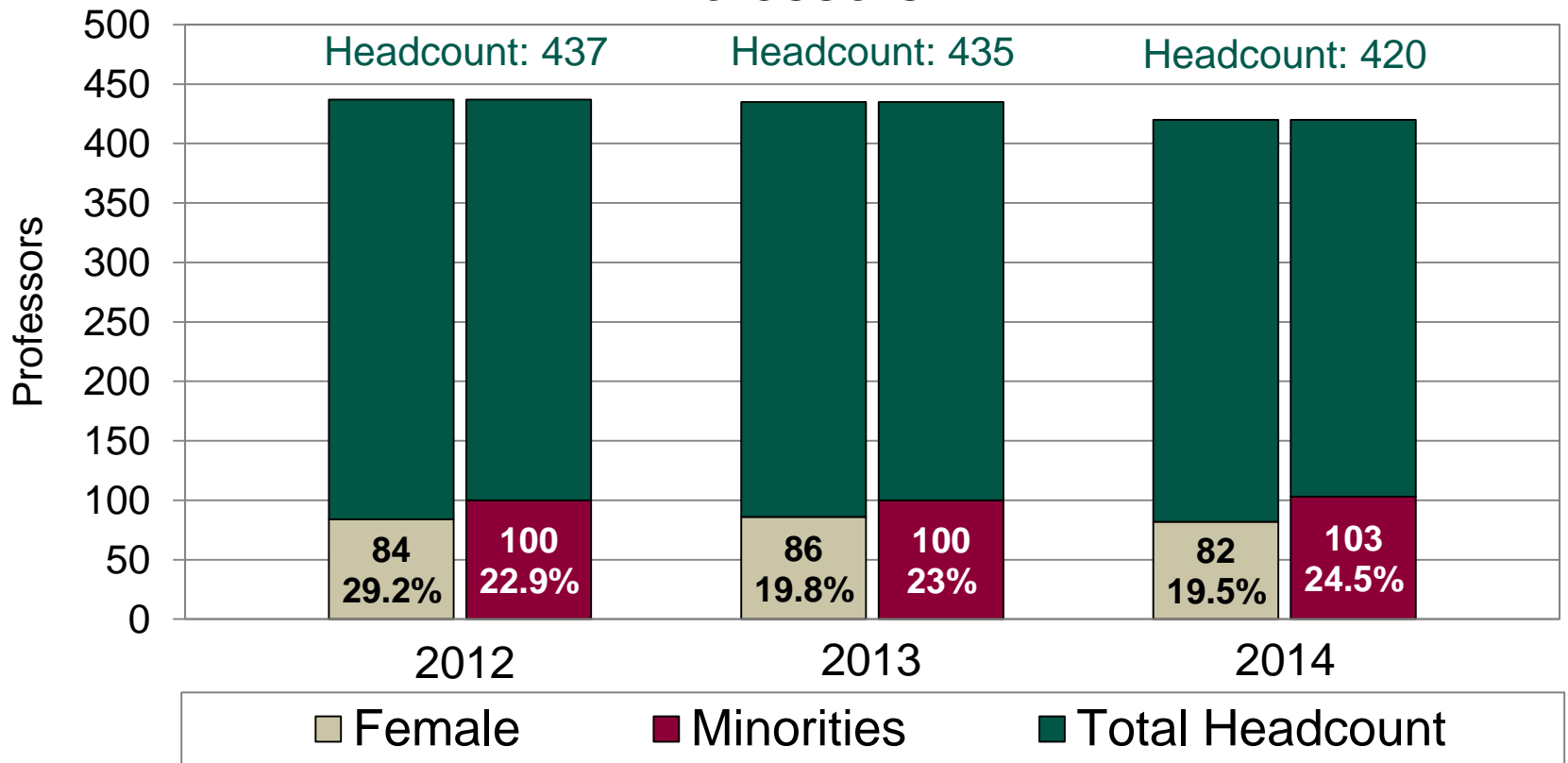
Category	2014 Total	Black	Asian	Hispanic	Other Minorities	Unknown	Total Minorities	Women
Faculty	1,728	116 6.7%	382 22.1%	42 2.4%	13 .8%	19 1.1%	553 32%	692 40%
Executive/Admin Managerial	271	52 19.2%	11 4.1%	5 1.8%	2 .7%	—	70 25.8%	135 50%
Other Professionals	2,177	470 21.6%	337 15.5%	68 3.1%	30 1.4%	39 1.8%	905 41.6%	1,313 60%
Technical/Paraprofessional	69	14 20.3%	1 1.4%	3 4.3%	—	—	18 26.1%	27 39%
Clerical/Secretarial	345	225 65.2%	4 1.2%	7 2%	6 1.7%	1 .3%	242 70.1%	302 88%
Skilled Crafts	105	34 32.4%	2 1.9%	1 1%	—	1 1%	37 35.2%	5 5%
Service/Maintenance	290	219 75.5%	1 .3%	9 3.1%	2 .7%	—	231 79.7%	112 39%
<b>TOTALS</b>	<b>4,985</b>	<b>1,130 22.7%</b>	<b>738 14.8%</b>	<b>135 2.7%</b>	<b>53 1.1%</b>	<b>60 1.2%</b>	<b>2,056 41.2%</b>	<b>2,586 51.9%</b>

## Women and Minority Employment Three-year Comparison



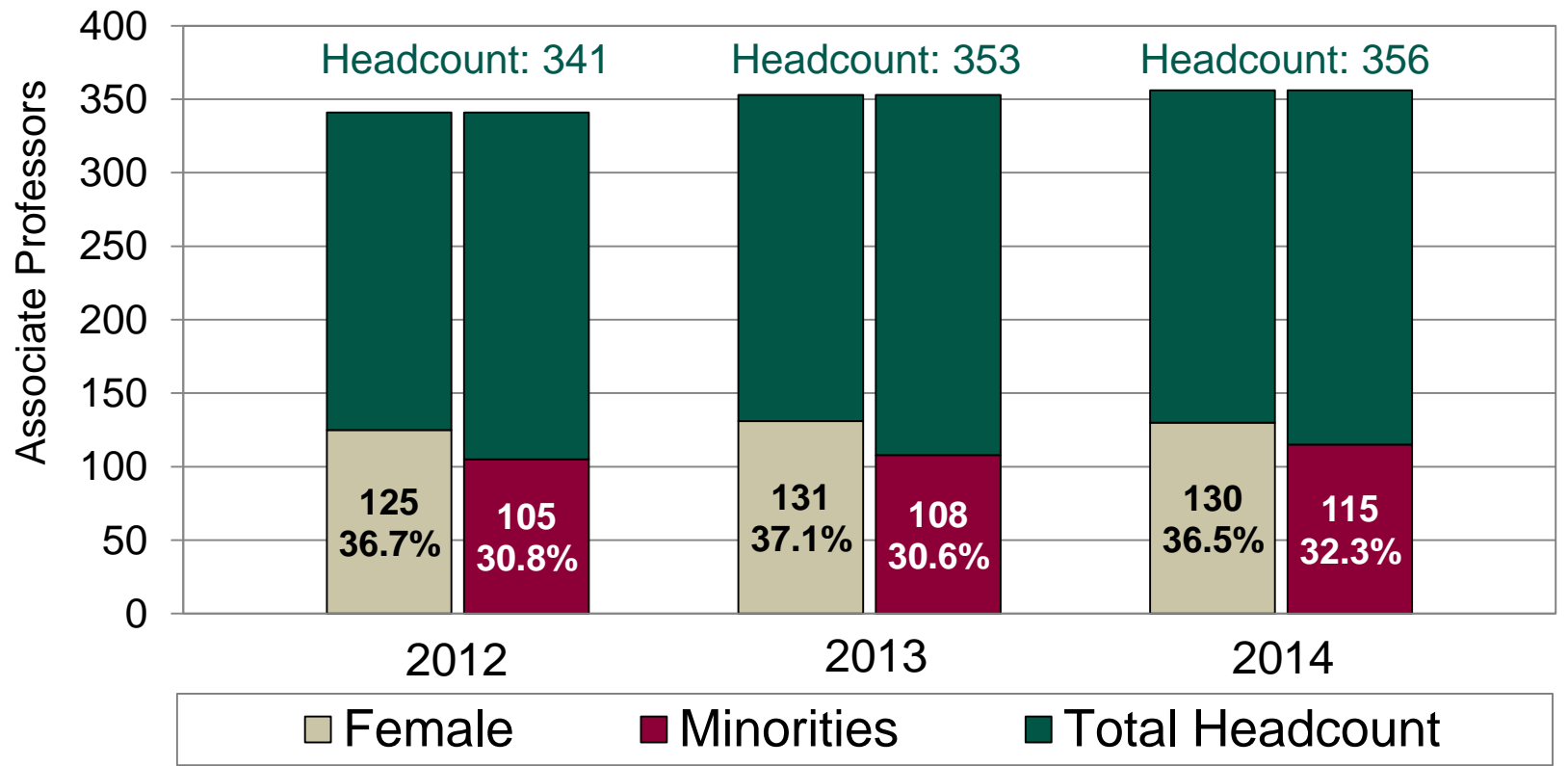
# Faculty By Rank Three-year Comparison

## Professors

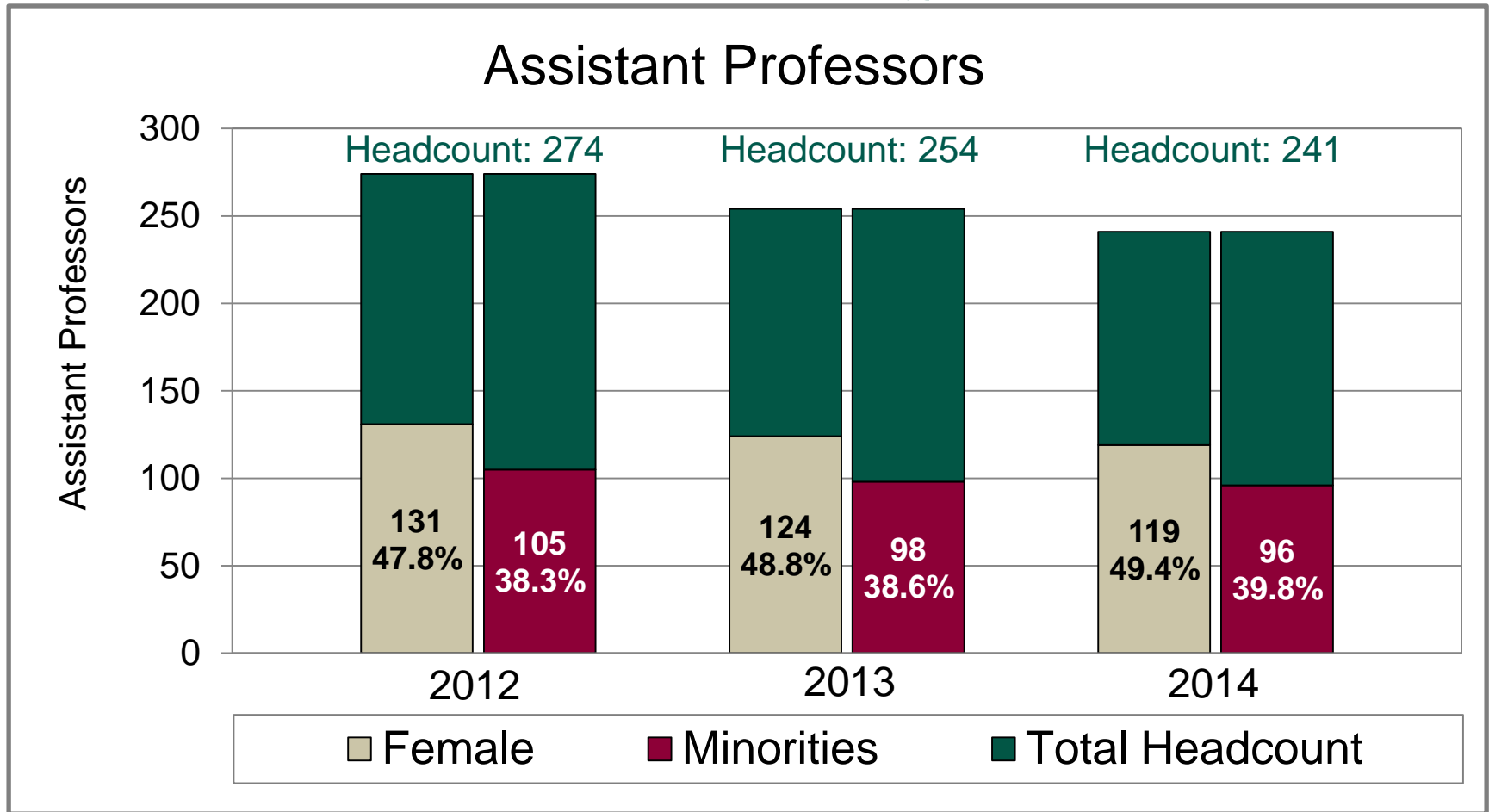


# Faculty By Rank Three-year Comparison

## Associate Professors



# Faculty By Rank Three-year Comparison

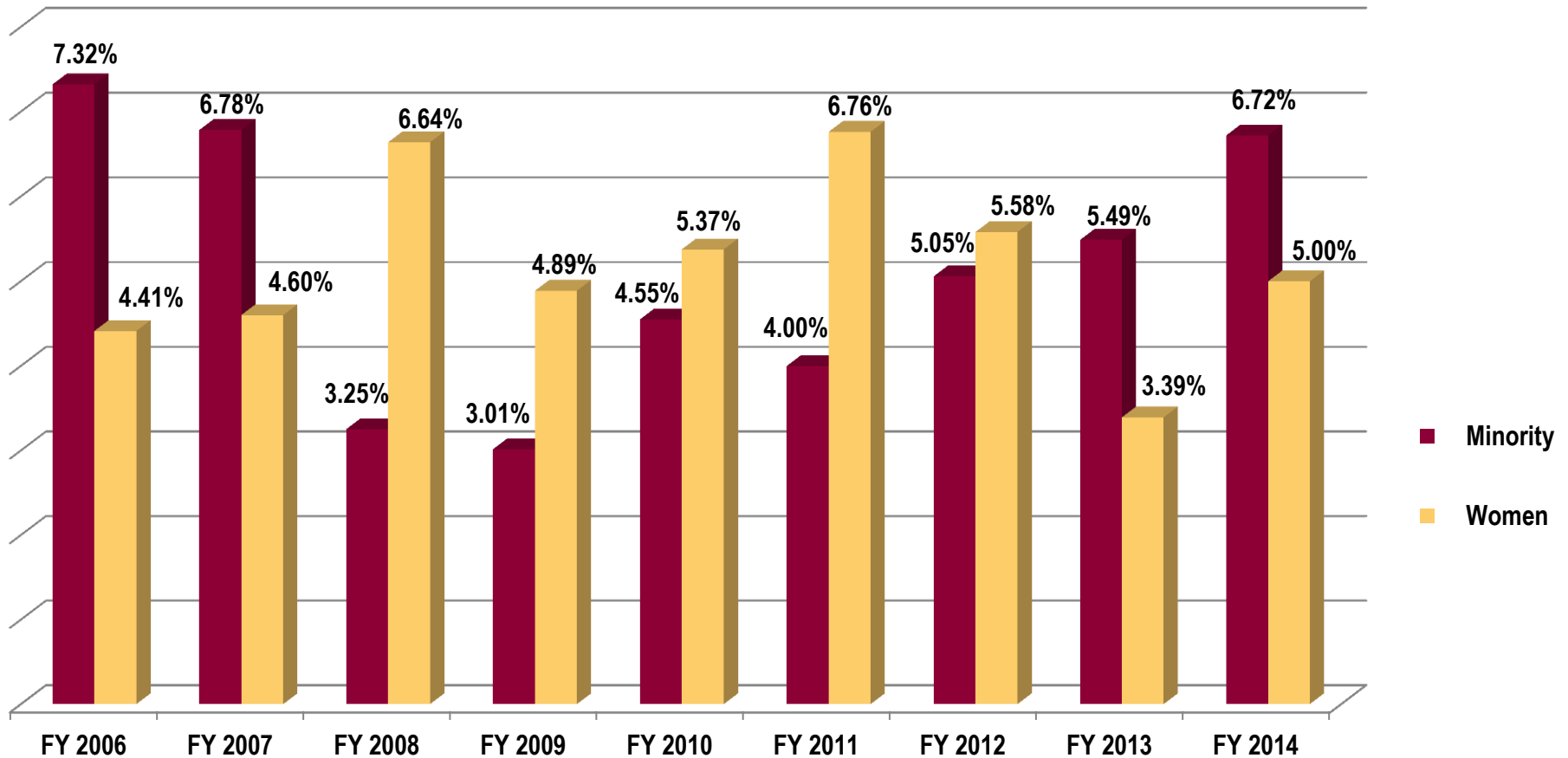


# Supplier Diversity

Year	Construction		General Purchasing		Legal Fees	
	<i>Minority</i>	<i>Women</i>	<i>Minority</i>	<i>Women</i>	<i>Minority</i>	<i>Women</i>
2012	3.2%	1.3%	1.9%	4.3%	7.7%	9.3%
2013	2.7%	1.1%	2.7%	2.3%	15.8%	27.7%
2014	4.8%	2.7%	1.9%	2.3%	16.8%	3.5%



# Spending with Minority and Women Suppliers as a Percentage of Total Spending



## 2013 - 2014 Comparative Analysis Minority Employment

National Peer Institutions				
2013 - 2014 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
University of Illinois at Chicago	10,100	5,086	50.36%	1
University of Houston	4,869	2,352	48.31%	2
Wayne State University (2014)	4,985	2,056	41.24%	3
University of New Mexico-Main Campus	6,582	2,671	40.58%	4
University of Alabama at Birmingham	7,670	2,616	34.11%	5
Temple University	6,208	2,093	33.71%	6
Virginia Commonwealth University	5,717	1,574	27.53%	7
Indiana University-Purdue University-Indianapolis	7,110	1,829	25.72%	8
University of Louisville	5,948	1,259	21.17%	9
University of Cincinnati-Main Campus	5,342	1,066	19.96%	10
University of Colorado Denver	8,602	1,668	19.39%	11
University of Pittsburgh-Pittsburgh Campus	11,232	1,972	17.56%	12
Michigan State University	10,738	1,875	17.46%	13
University of Minnesota-Twin Cities	14,973	2,433	16.25%	14
University at Buffalo	4,377	671	15.33%	15
University of Utah	11,223	1,499	13.36%	16

## 2013 - 2014 Comparative Analysis Women Employment

National Peer Institutions				
2013 - 2014 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Illinois at Chicago	10,100	6,300	62.38%	1
University of Colorado Denver	8,602	5,085	59.11%	2
University of New Mexico-Main Campus	6,582	3,874	58.86%	3
Indiana University-Purdue University-Indianapolis	7,110	4,112	57.83%	4
University of Alabama at Birmingham	7,670	4,357	56.81%	5
Virginia Commonwealth University	5,717	3,119	54.56%	6
University of Louisville	5,948	3,175	53.38%	7
Temple University	6,208	3,270	52.67%	8
Michigan State University	10,738	5,651	52.63%	9
University of Minnesota-Twin Cities	14,973	7,852	52.44%	10
University of Pittsburgh-Pittsburgh Campus	11,232	5,836	51.96%	11
Wayne State University (2014)	4,985	2,586	51.88%	12
University of Houston	4,869	2,514	51.63%	13
University of Utah	11,223	5,719	50.96%	14
University of Cincinnati-Main Campus	5,342	2,600	48.67%	15
University at Buffalo	4,377	2,023	46.22%	16

# 2013 - 2014 Comparative Analysis Minority Faculty

## National Peer Institutions

### 2013 - 2014 Full Time Minority Faculty

Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
Wayne State University (2014)	1,728	553	32.00%	1
University of Illinois at Chicago	1,788	523	29.25%	2
University of Houston	1,298	362	27.89%	3
University of New Mexico-Main Campus	1,766	450	25.48%	4
Indiana University-Purdue University-Indianapolis	2,156	513	23.79%	5
University of Alabama at Birmingham	2,244	525	23.40%	6
University of Pittsburgh-Pittsburgh Campus	4,037	875	21.67%	7
University at Buffalo	1,537	331	21.54%	8
University of Louisville	1,774	378	21.31%	9
Virginia Commonwealth University	2,107	443	21.03%	10
Michigan State University	2,709	569	21.00%	11
University of Minnesota-Twin Cities	3,330	640	19.22%	12
Temple University	2,034	353	17.35%	13
University of Cincinnati-Main Campus	1,654	272	16.44%	14
University of Colorado Denver	3,121	440	14.10%	15
University of Utah	3,584	494	13.78%	16

# 2013 - 2014 Comparative Analysis Women Faculty

## National Peer Institutions

### 2013 - 2014 Full Time Women Faculty

Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Colorado Denver	3,121	1,634	52.36%	1
University of New Mexico-Main Campus	1,766	822	46.55%	2
University of Illinois at Chicago	1,788	798	44.63%	3
Virginia Commonwealth University	2,107	910	43.19%	4
Indiana University-Purdue University-Indianapolis	2,156	880	40.82%	5
University of Cincinnati-Main Campus	1,654	672	40.63%	6
Wayne State University (2014)	1,728	692	40.05%	7
University of Louisville	1,774	702	39.57%	8
University of Alabama at Birmingham	2,244	886	39.48%	9
University of Pittsburgh-Pittsburgh Campus	4,037	1,593	39.46%	10
Temple University	2,034	786	38.64%	11
University of Minnesota-Twin Cities	3,330	1,284	38.56%	12
Michigan State University	2,709	1,043	38.50%	13
University of Utah	3,584	1,379	38.48%	14
University of Houston	1,298	490	37.75%	15
University at Buffalo	1,537	541	35.20%	16

## 2013 - 2014 Comparative Analysis Full Time Minority Employees in Management Occupations

### National Peer Institutions

#### 2013-2014 Full Time Minority Employees in Management Occupations

Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Minority Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Houston	712	293	41.15%	1
University of Illinois at Chicago	1,061	402	37.89%	2
Wayne State University (2014)	461	135	29.28%	3
University of New Mexico-Main Campus	143	41	28.67%	4
Temple University	882	237	26.87%	5
Virginia Commonwealth University	632	129	20.41%	6
Indiana University-Purdue University-Indianapolis	582	100	17.18%	7
University of Colorado Denver	597	100	16.75%	8
University of Alabama at Birmingham	307	51	16.61%	9
University of Cincinnati-Main Campus	1,002	157	15.67%	10
University of Louisville	676	93	13.76%	11
Michigan State University	802	100	12.47%	12
University at Buffalo	363	44	12.12%	13
University of Utah	283	34	12.01%	14
University of Minnesota-Twin Cities	752	67	8.91%	15
University of Pittsburgh-Pittsburgh Campus	943	75	7.95%	16

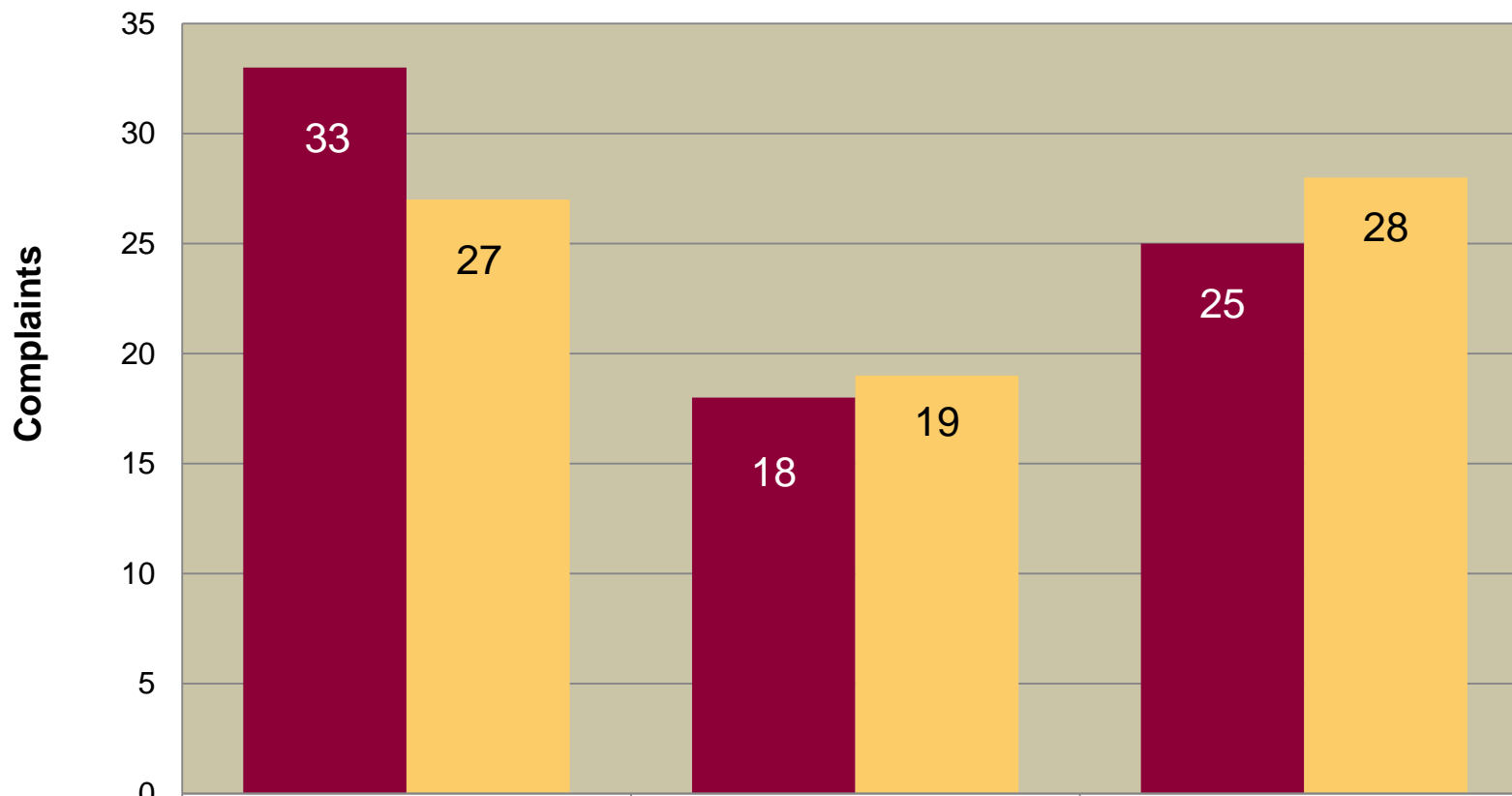
## 2013 - 2014 Comparative Analysis Full Time Women Employees in Management Occupations

### National Peer Institutions

#### 2013-2014 Full Time Women Employees in Management Occupations

Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Women Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Pittsburgh-Pittsburgh Campus	943	621	65.85%	1
University of Louisville	676	439	64.94%	2
University of Cincinnati-Main Campus	1,002	641	63.97%	3
University of Colorado Denver	597	375	62.81%	4
Virginia Commonwealth University	632	392	62.03%	5
University of Illinois at Chicago	1,061	652	61.45%	6
Indiana University-Purdue University-Indianapolis	582	351	60.31%	7
Temple University	882	530	60.09%	8
University of Houston	712	417	58.57%	9
University of Minnesota-Twin Cities	752	412	54.79%	11
Wayne State University (2014)	461	252	54.66%	10
University at Buffalo	363	196	53.99%	12
Michigan State University	802	402	50.12%	13
University of New Mexico-Main Campus	143	69	48.25%	14
University of Utah	283	133	47.00%	15
University of Alabama at Birmingham	307	128	41.69%	16

## Complaint Summary 3 Year Comparison



	2012	2013	2014
Formal Complaints	33	18	25
Initial Inquiries	27	19	28



# CONCLUSION