

# WAYNE STATE UNIVERSITY



**2014**

## **AFFIRMATIVE ACTION STATUS REPORT**

Presented to the

**Wayne State University  
Board of Governors**

Louis Lessem, Vice President and General Counsel  
Christopher Jones, Director, Office of Equal Opportunity

## TABLE OF CONTENTS

PREFACE, M. Roy Wilson, President.....	3
EXECUTIVE SUMMARY.....	4
INTRODUCTION.....	5
REPORTING REQUIREMENTS .....	5
I. UNIVERSITY EMPLOYMENT.....	6
A. FULL TIME ACADEMIC AND NON-ACADEMIC EMPLOYMENT.....	7
B. FACULTY EMPLOYMENT .....	9
C. UNIVERSITY NON-ACADEMIC EMPLOYEES (STAFF).....	16
D. TEMPORARY POSITIONS .....	17
E. COMPARISON WITH OTHER UNIVERSITIES.....	18
II. UNIVERSITY COMPLAINTS OF DISCRIMINATION AND HARASSMENT.....	35
III. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM.....	38
A. TOTAL SPEND - 2014 .....	39
B. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION .....	39
C. GENERAL PURCHASING (non- Construction Goods and Services).....	40
D. OUTSIDE COUNSEL FEES.....	41
E. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES .....	42
IV. HIGHLIGHTS OF OFFICE OF EQUAL OPPORTUNITY ACTIVITIES.....	43
<b><u>APPENDICES</u></b>	
I. Definition of EEO Job Categories.....	45
II. Definition of Standard Occupational Classification (SOC) System.....	46
III. OEO Responsibilities .....	47
IV. Definition of Terms.....	48
V. Academic Classifications.....	48
VI. Other Employee Definitions.....	48
VII. 2013 Data Tables.....	50
VIII. Five Year Comparison Graphs – 2009-2013 .....	51
IX. Summary of Tables and Charts.....	57
SUMMARY OF TABLES .....	57
SUMMARY OF CHARTS .....	58

**MEMORANDUM**

**TO:** Members of the Wayne State University Community  
**FROM:** M. Roy Wilson, President  
**SUBJECT:** 2014 Affirmative Action Status Report to the Board of Governors  
**DATE:** June 26, 2015

Wayne State University has a strong tradition of support for the principles of equal opportunity, non-discrimination and affirmative action. As a university of opportunity, we pride ourselves on providing educational opportunities for a diverse student body that varies widely in terms of age, race, ethnicity and economic status.

Diversity among our faculty, students and staff is a major source of our intellectual vitality and innovative spirit. We believe that a broad spectrum of informed perspectives enhances the educational and work experience on campus, and prepares our graduates to succeed in an increasingly interdependent and multicultural world.

Wayne State University strives to be a place where people from varied walks of life can reach their full potential. Our commitment to the core values of diversity and inclusion are essential to the fulfillment of our mission as a model urban research institution.

The report that follows presents the status of our affirmative action efforts for 2014, summarizing our achievements and providing direction for our future.

## EXECUTIVE SUMMARY

The Affirmative Action Status Report (AASR) serves as the principal report on the state of equal opportunity and equity at Wayne State University. The AASR provides the collection of data regarding employment of academic and non-academic staff, discrimination and harassment complaint processing, and the University's efforts at supplier diversity. This summary is based on the data presented in this report.

### EMPLOYMENT

Overall, minorities comprise 41% of Wayne's workforce and are represented in 90% of Wayne State University's 254 departments and in 99% of the departments that employ 10 or more people. Women represent nearly 52% of Wayne's full-time workforce, and are represented in 94% of all departments and 99% of all departments that employ 10 or more people. Minorities make up 31% of tenured and tenure-track faculty at Wayne and women comprise 32.5% of faculty in this classification. Among non-academic staff, 46% are minorities and 58% are women.

### COMPLAINTS

The Office of Equal Opportunity is responsible for investigating complaints that arise under the University's internal policies prohibiting discrimination and sexual harassment. The OEO also serves as the point of contact for complaints that are filed with external agencies, such as the Equal Employment Opportunity Commission and the Michigan Department of Civil Rights. Whether arising from an internal claim or an external agency, these complaints are classified as *formal complaints*. During 2014, there were 25 formal complaints. The most frequent subject areas involved claims of discrimination or harassment on the basis of race, disability, or sex.

### SUPPLIER DIVERSITY

Minority and women-owned businesses participate in various contracting opportunities through the Supplier Diversity Program.

Overall supplier/vendor expenditures for 2014 decreased by 2.9% compared to 2013 expenditures, while awards to minority and women-owned businesses increased by 28.2%.

In 2014, awards to minority and women-owned businesses represented 11.7% of total supplier/vendor expenditures, up from 8.9% in 2013. Minority-owned business awards in 2014 were 6.72% of overall 2014 expenditures (up from 5.5% in 2013) and women-owned business awards in 2014 were 5% of overall expenditures (up from 3.4% in 2013).

## INTRODUCTION

Wayne State University is a national leader in providing equity, access, and employment opportunities to women and minorities. This report highlights the efforts of our schools, colleges and divisions in providing equal opportunity in employment and in enhancing diversity throughout Wayne State University. Despite economic conditions, we have achieved many successes.

Wayne State University has the most diverse employment of public universities in the State of Michigan. The 2014 Affirmative Action Status Report (“AASR”) to the Wayne State University Board of Governors demonstrates that Wayne State University continues to lead in ensuring equal opportunity throughout the university community. Our continued commitment to diversity is a significant strength in the educational experience we provide to our students. This report presents a comprehensive, cross-divisional view of Wayne State University’s performance in this important area.

## REPORTING REQUIREMENTS

This report is prepared pursuant to Board of Governors statute (WSUCA) 2.28.01.070 - 120), which requires that annually, a report be made to the Board on Wayne State University’s affirmative action efforts. In many respects, the report is derived from data compiled pursuant to federal reporting requirements. The Office of Federal Contract Compliance Programs (“OFCCP”) in the U.S. Department of Labor, which regulates federal grant expenditures, requires that federal contractors with 50 or more employees who receive \$50,000 or more in federal funds have an Affirmative Action Plan (“AAP”) and prepare an annual report to the contractor’s governing board and executives.

This report includes information from four major areas of University activity, with national and/or regional comparisons where available. These areas are (I) overall University employment, including detailed information on full-time academic and non-academic staff and supplemental information on part-time and temporary employees, and also including a comparison of Wayne and other universities in the state and around the country; (II) internal and external discrimination and harassment complaints; (III) the Wayne State University Supplier Diversity Program; and (IV) highlights of campus affirmative action and equal opportunity activities.

This report was compiled by the Office of Equal Opportunity (“OEO”) with input from and the collaborative efforts of many units, including the Office of the General Counsel, Office of the Provost, the Office of Budget, Planning and Analysis, and the Division of Finance and Business Operations.

Information regarding staffing levels and discrimination complaint data contained in this report are based on personnel actions reported on a calendar year basis from January 1, 2014 to December 31, 2014.<sup>1</sup> Data related to supplier diversity and external financial management is reported on a fiscal year basis beginning on October 1, 2013 and ending September 30, 2014. The report includes additional headcount data tables for the previous

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<sup>1</sup> Employee data is classified by EEO Job Categories and data taken from the Integrated Postsecondary Education Data System (IPEDS), which uses the Standard Occupational Classification (SOC) system to classify job categories. Each employee classification system is defined in Appendix I and II, respectively.

twelve month period (January 1, 2013 – December 31, 2013) at Appendix VII. Graphs of five-year comparisons on staffing levels have been provided in Appendix VIII.

Finally, the report also includes charts that represent the status of our efforts in our schools, colleges, and divisions. The first is a breakdown of Minority and Women Faculty by School/College/Division in Section IB at Tables 8 and 9, respectively. The second is a breakdown by School/College/Division of formal complaints filed in the past three years (Section IIB, Table 29).

## **I. UNIVERSITY EMPLOYMENT**

Wayne State University is a major hiring force in southeastern Michigan. As of December 31, 2014, Wayne employed 7,655 persons, both full and part time, including temporary employees. While the report's focus is on full time employees in permanent positions with the University, the report includes a snapshot of temporary employees as well.

Wayne employed 4,985 persons in full time positions. Wayne recruits approximately 60% of its workforce from a four-county statistical area consisting of Macomb, Oakland, Washtenaw and Wayne counties.

Wayne recruits its faculty from a national labor pool that is specific to individuals who hold doctoral and specialty degrees (Ph.D., M.F.A, etc.). Executive and some management-category positions also are recruited from a national labor employment pool. For the most part, other staff is recruited from a local labor pool.

Wayne also has a large number of student employees. Wayne employs undergraduate students as student assistants through college work-study and other programs. Graduate students frequently are employed as graduate assistants and sometimes as part-time faculty. In addition, temporary employees are employed at Wayne throughout the year. The majority of these employees work in professional or research classifications.

Minorities and women are represented throughout all levels of the workforce at Wayne. Nearly 26% of executive and managerial positions are occupied by minorities; women are represented in nearly 50% of these positions. In addition, minorities hold 41% of those professional jobs that require a college degree and 60% of these positions are held by women.

The workforce at Wayne equals or exceeds regional availability in the percentage of employed women, Black and Asian. Among full-time employees, 52% of Wayne's employees are female, compared to the regional average of 35.3%. Of full-time Wayne employees, 22.7% are Black, compared to 22.8% regional availability; nearly 15% are Asian, which is five times the regional availability of 2.9%. Wayne has been less successful in recruiting Hispanic and American Indian/Alaskan Native employees, and lags behind regional availability with regard to both of these groups.

## Minority Representation Compared to Regional Availability<sup>2</sup>

As of 12/31/14 (Table 1)

Race/Ethnicity/Gender	2014 Full-time Employee Headcount	Percent of WSU Workforce	Regional Availability [1]	Variance
Black	1,130	22.7%	22.8%	-0.1%
Asian	738	14.8%	2.9%	11.9%
Hispanic or Latino	135	2.7%	3.1%	-0.4%
White, Non-Hispanic	2,869	57.6%	69.6%	-12%
Native Hawaiian/Pacific Islander	7	0.14%	0%	0.14%
American Indian/Alaskan Native	15	0.3%	3.0%	-2.7%
Two or more Races	31	0.6%	1.3%	-0.7%
Not Identified	60	1.2%	N/A	N/A
<b>Women</b>	<b>2,586</b>	<b>51.9%</b>	<b>35.3%</b>	<b>16.6%</b>

The classifications utilized in this report are drawn from federally-established terminology utilized for EEO reporting purposes. (For purposes of this report the term “minority” includes Blacks, Asians, Hispanics, and American Indians/Alaskan Natives, Native Hawaiians/Other Pacific Islanders.). Overall, minorities comprise nearly 48% of Wayne’s workforce and are represented in 90 percent of Wayne State University’s 254 departments and in 99% of the departments that employ 10 or more people. Women represent nearly 52% of Wayne’s full-time workforce, and are represented in 94% of all departments, and 99% of all departments that employ 10 or more people. These results reflect the diversity that Wayne State University has been able to achieve in its workforce.

### A. FULL TIME ACADEMIC AND NON-ACADEMIC EMPLOYMENT

In 2014, Wayne State University employed 4,985 individuals in full-time, academic (1,728) and non-academic (3,257) positions. Of these 4,985 full-time employees, 2,586 were women and 2,056 were minorities.

### 2014 Full Time Women and Minority Employment

As of 12/31/14 (Table 2)

Year	Women	Percent of Total Headcount	Minority	Percent of total Headcount
2014	2,586	51.9%	2,056	41.2%
2013	2,585	51.5%	2,040	40.6%
2012	2,665	52.2%	2,101	41.2%
2011	2,554	51.1%	2,063	41.3%
2010	2,705	52.1%	2,150	41.4%

<sup>2</sup> Source for “regional availability”: Michigan Department of Labor & Economic Growth Bureau of Labor Market Information and Strategic Initiatives Labor Market Information for Affirmative Action Programs, 2005, which is the most recent data available. Southeast Michigan is defined as a four-county regional statistical area (Macomb, Oakland, Washtenaw and Wayne Counties). “Minority” and “Women” are distinct classifications. “Women” includes both minority and non-minority women.

Most full-time employees are employed as “Faculty” (1,728 employees) or “Other Professionals” (2,177 employees).

### 2014 Total Full Time Academic and Non Academic Employee Headcount

As of 12/31/14 (Table 3)

Category	2014 Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Faculty	1,728	116 6.7%	382 22.1%	42 2.4%	4 0.2%	4 0.2%	5 0.3%	553 32%	19 1.1%	692 40.0%
Exec/Admin/ Managerial	271	52 19.2%	11 4.1%	5 1.8%	1 0.4%	0	1 0.4%	70 25.8%	0	135 49.8%
Other Professionals	2,177	470 21.6%	337 15.5%	68 3.1%	8 0.4%	3 0.1%	19 0.9%	905 41.6%	39 1.8%	1,313 60.3%
Technical/ Paraprofessional	69	14 20.3%	1 1.4%	3 4.3%	0	0	0	18 26.1%	0	27 39.1%
Clerical/ Secretarial	345	225 65.2%	4 1.2%	7 2%	1 0.3%	0	5 1.4%	242 70.1%	1 0.3%	302 87.6%
Skilled Crafts	105	34 32.4%	2 1.9%	1 1.0%	0	0	0	37 35.2%	1 1.0%	5 4.8%
Service/ Maintenance	290	219 75.5%	1 0.3%	9 3.1%	1 0.3%	0	1 0.3%	231 79.7%	0	112 38.6%
<b>TOTALS</b>	<b>4,985</b>	<b>1,130 22.7%</b>	<b>738 14.8%</b>	<b>135 2.7%</b>	<b>15 0.3%</b>	<b>7 0.1%</b>	<b>31 0.6%</b>	<b>2,056 41.2%</b>	<b>60 1.2%</b>	<b>2,586 51.9%</b>

More than three of four women employed at Wayne on a full-time basis are Faculty or Other Professionals.

### 2014 Total Full-Time Women Employee Headcount

As of 12/31/14 (Table 4)

Category	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	White	Unknown	2014 Totals
Faculty	67 9.7%	114 16.5%	19 2.7%	3 0.4%	4 0.6%	5 0.7%	471 68.1%	9 1.3%	692 26.8%
Executive/ Admin and Managerial	33 24.4%	7 5.2%	1 0.7%	1 0.7%	0	0	93 68.9%	0	135 5.2%
Other Professionals	356 27.1%	153 11.7%	45 3.4%	6 0.5%	0	10 0.8%	723 55.1%	20 1.5%	1,313 50.8%
Technical and Paraprofessional	3 11.1%	0	2 7.4%	0	0	0	22 81.5%	0	27 1%
Clerical and Secretarial	201 66.6%	3 1%	6 2%	0	0	3 1%	88 29.1%	1 0.3%	302 11.7%
Skilled Crafts	2 40%	0	0	0	0	0	3 60%	0	5 0.2%
Service/ Maintenance	95 84.8%	0	1 0.9%	1 0.9%	0	1 0.9%	14 12.5%	0	112 4.3%
<b>TOTALS</b>	<b>757 29.3%</b>	<b>277 10.7%</b>	<b>74 2.9%</b>	<b>11 0.4%</b>	<b>4 0.2%</b>	<b>19 0.7%</b>	<b>1,414 54.7%</b>	<b>30 1.2%</b>	<b>2,586 100%</b>



## B. FACULTY EMPLOYMENT

Wayne State University continues to promote diversity within its faculty through an efficient and user-friendly hiring process that helps draw a broad group of qualified candidates. The University's Online Hiring System provides applicants with global access to employment opportunities 365 days of the year, 24 hours a day. As shown in Table 5 below, the recruitment of women and minority faculty at Wayne State University has been successful in producing diversity within the faculty, despite difficult economic pressures and a highly competitive environment.

The OEO is a resource for departments conducting academic searches. Academic departments complete hiring plans to assist in identifying staffing needs and the OEO publishes information to educate departments in the "Guide for Successful Searches." The OEO also provides resources for publicizing employment opportunities and training in the faculty hiring process to create more diverse pools of candidates for faculty positions.

### a. Full Time Faculty – Tenure/Tenure-Track and Non-Tenured

In 2014, Wayne employed 1728 full-time faculty, consisting of 1017 tenured or tenure-track faculty and 711 non-tenured faculty. Slightly more than 32% of tenure/tenure-track faculty (331) are women. Minorities hold 314, or 30.9%, of all tenure/tenure-track faculty positions.

Women held 361 or just over one-half of the non-tenured positions. Minorities filled 239 or just over one-third of the non-tenured faculty positions.

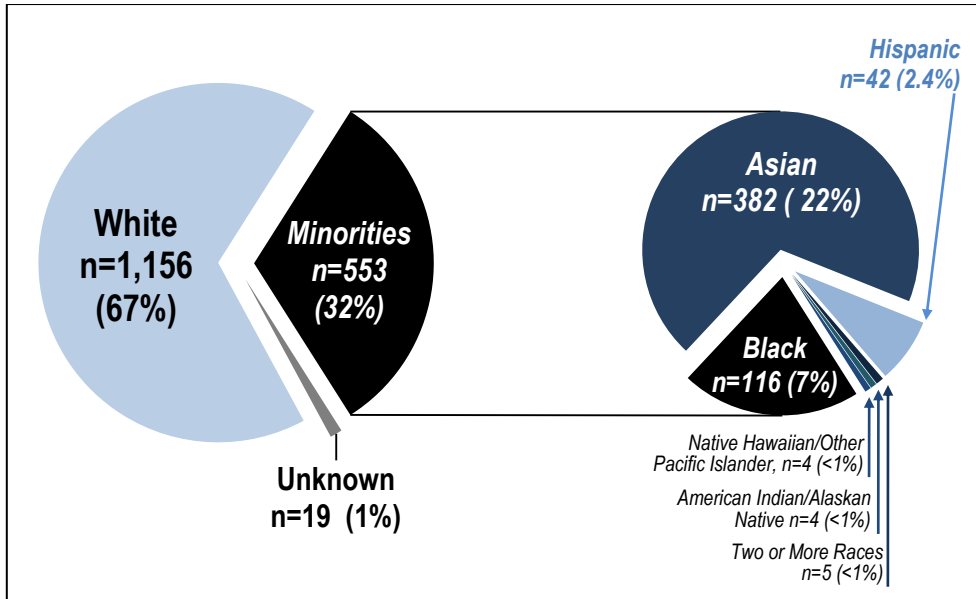
### 2014 Full Time Faculty - Tenure and Non-Tenure System

As of 12/31/14 (Table 5)

Minority Group/Gender	Tenure System		Non-tenure System		Totals	
	Number	Percent	Number	Percent	Number	Percent
<b>Faculty Totals: 2014</b>	<b>1,017</b>	<b>58.85%</b>	<b>711</b>	<b>41.1%</b>	<b>1,728</b>	<b>100%</b>
Black	48	4.7%	68	9.6%	116	6.7%
Asian	228	22.4%	154	21.7%	382	22.1%
Hispanic	32	3.1%	10	1.4%	42	2.4%
American Indian/ Alaskan Native	1	0.1%	3	0.4%	4	0.2%
Native Hawaiian/Other Pacific Islander	1	0.1%	3	0.4%	4	0.2%
Two or More Races	4	0.4%	1	0.1%	5	0.3%
<b>Total Minorities</b>	<b>314</b>	<b>30.9%</b>	<b>239</b>	<b>33.6%</b>	<b>553</b>	<b>32%</b>
Unknown	8	0.8%	11	1.5%	19	1.1%
<b>Women</b>	<b>331</b>	<b>32.5%</b>	<b>361</b>	<b>50.8%</b>	<b>692</b>	<b>40%</b>

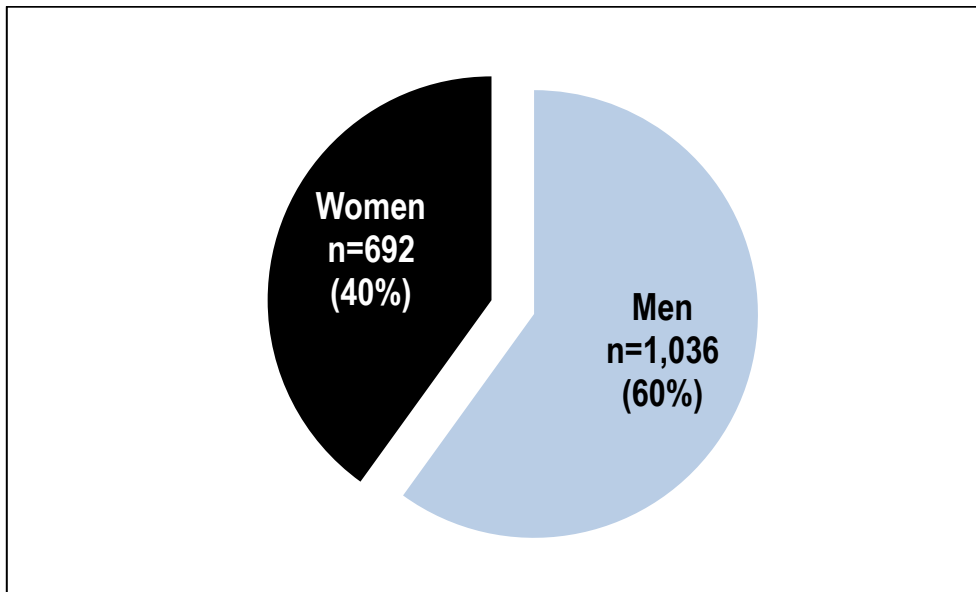
## 2014 Full Time Faculty – Minority Representation

Chart 1



## 2014 Full Time Faculty – Gender Representation

Chart 2



## b. Tenure-System Faculty by Rank<sup>3</sup>

The majority of women and minority faculty are concentrated in the ranks of associate professor and assistant professor. Essentially, the number of women and minority faculty has remained static over the past five years.

Full professors comprise 420 or 41.3% of tenure/tenure-track faculty; of these 420 full professors, 82 (19.5%) were women and 103 (24.5%) were minorities. Of the 356 associate professors employed in 2014, 130 (36.5%) were women and 115 (32.3%) were minorities. Of the 241 assistant professors employed in 2014, 119 (49.4%) were women and 96 (39.8%) were minorities.

Wayne State University promoted 30 faculty from the rank of assistant professor to associate professor and 9 from associate professor to full professor, overall 10 fewer than the previous year. The number of women faculty who were promoted decreased by 6 in 2014, while the number of minority faculty who were promoted increased by 6.

### 2014 Tenure System Faculty by Rank<sup>4</sup>

As of 12/31/14 (Table 6)

Academic Rank	2014 Total	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Professor	420 41.3%	13 3.1%	81 19.3%	9 2.1%	0	0	0	103 24.5%	0	82 19.5%
Associate Professor	356 35%	25 7%	77 21.6%	12 3.4%	0	1 0.3%	0	115 32.3%	3 0.8%	130 36.5%
Assistant Professor	241 23.7%	10 4.1%	70 29%	11 4.6%	1 0.4%	0	4 1.7%	96 39.8%	5 2.1%	119 49.4%
<b>TOTALS</b>	<b>1,017</b>	<b>48 4.7%</b>	<b>228 22.4%</b>	<b>32 3.1%</b>	<b>1 0.1%</b>	<b>1 0.1%</b>	<b>4 0.4%</b>	<b>314 30.9%</b>	<b>8 0.8%</b>	<b>331 32.5%</b>

### 2014 Full Time Faculty Promotions - Tenure and Tenure Track System

As of 12/31/14 (Table 7)

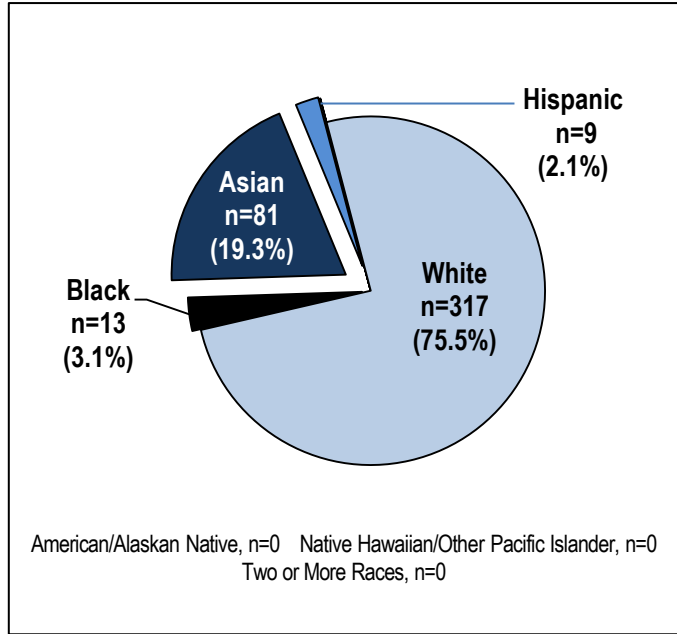
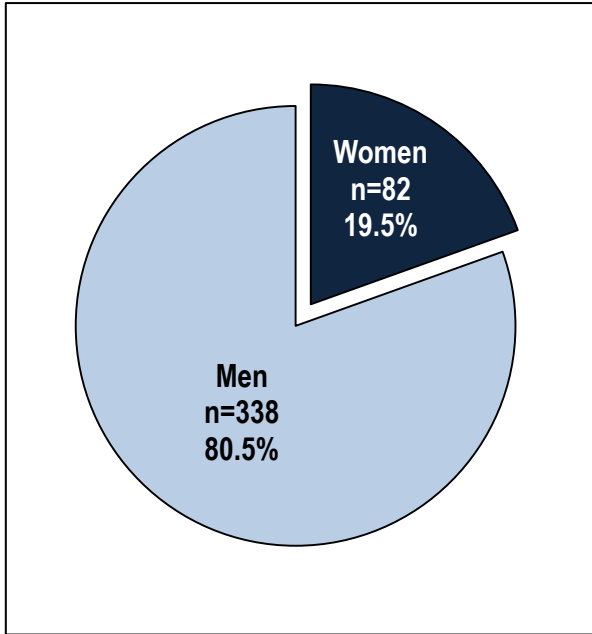
Academic Rank	2014 Faculty Promotions	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minority Faculty	Total Women Faculty
Professor	9	1 11.1%	2 22.2%	1 11.1%	0	0	0	4 44.4%	4 44.4%
Associate Professor	30	3 10%	10 33%	1 3.3%	0	0	0	14 46.7%	10 33%
<b>Totals</b>	<b>39</b>	<b>4 10.3%</b>	<b>12 30.8%</b>	<b>2 5.1%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>18 46.2%</b>	<b>14 35.9%</b>

<sup>3</sup> The number of faculty includes those department chairs whose primary responsibility is "Instructional" as defined by federal law (See EEO Categories at Appendix 1 of this report).

<sup>4</sup> This total includes those department chairs whose primary responsibility is Instructional as defined by the federal definition (See EEO Categories at Appendix 1 of this report). Table 4 reflects net changes, and thus, does not correspond precisely to the preceding text.

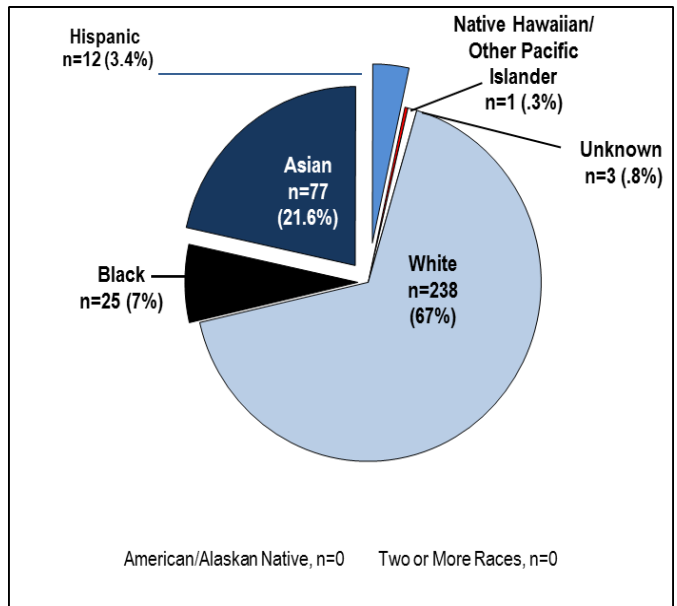
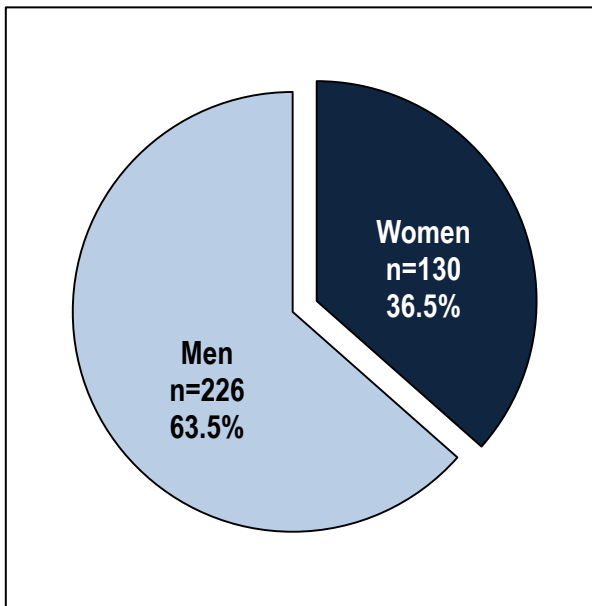
## Full Professors - Women and Minority Representation

Charts 3 and 4



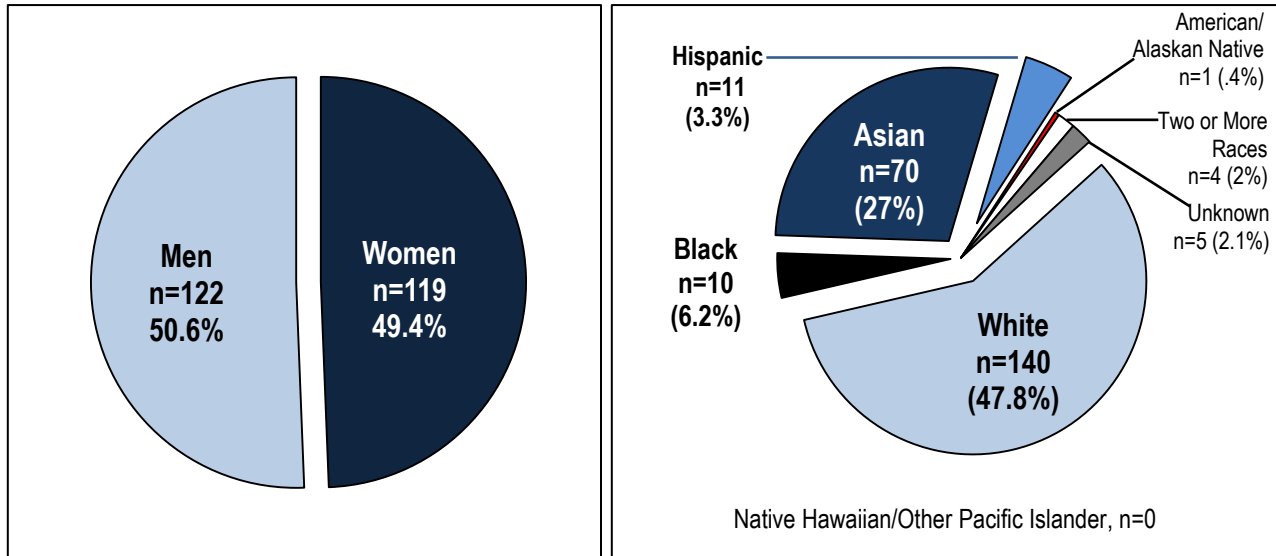
## Associate Professors - Women and Minority Representation

Charts 5 and 6



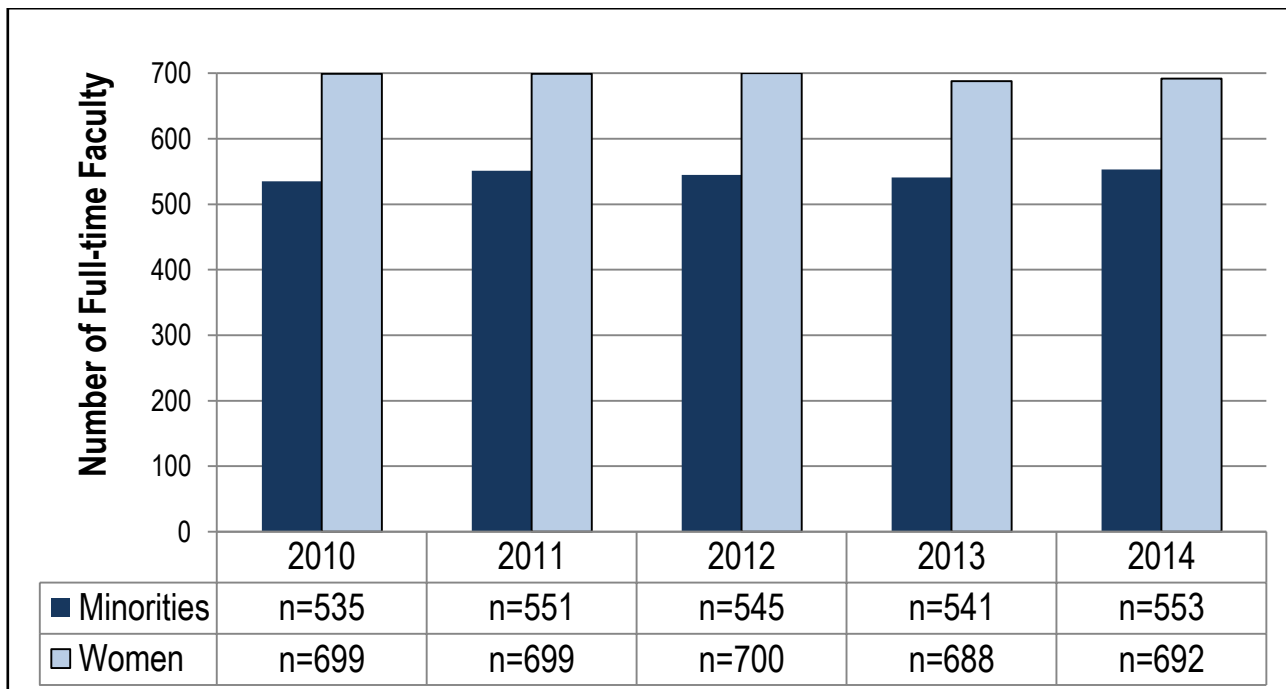
## Assistant Professors - Women and Minority Representation

Charts 7 and 8



## Full Time Women and Minority Faculty Five Year Trend

Chart 9



Minority and female faculty are distributed throughout the schools, colleges, and divisions, with the majority being within the College of Liberal Arts and Science and the School of Medicine.

## 2014 Tenure/Tenure-Track Faculty by School/College/Division – Minorities

As of 12/31/14 (Table 8)

School/ College/ Division	2014 Faculty Totals	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
School of Business Administration	39	3 7.7%	14 35.9%	0	0	0	0	17 43.6%	0	6 15.4%
College of Education	53	4 7.5%	8 15.1%	3 5.7%	1	0	0	16 30.2%	0	33 62.3%
College of Engineering	111	5 4.5%	58 52.3%	1 0.9%	0	0	1 0.9%	65 58.6%	0	12 10.8%
College of Fine & Performing Arts	76	6 7.9%	5 6.6%	4 5.3%	0	0	0	15 19.7%	0	33 43.4%
Law School	30	2 6.7%	1 3.3%	0	0	0	1 3.3%	4 13.3%	0	12 40%
College of Liberal Arts & Science	334	14 4.2%	54 16.2%	15 4.5%	0	0	1 0.3%	84 25.1%	5 1.5%	121 36.2%
School of Library & Information Science	11	1 9.1%	1 9.1%	0	0	0	0	2 18.2%	1 9.1%	7 63.6%
School of Medicine	277	7 2.5%	73 26.4%	8 2.9%	0	0	0	88 31.8%	0	60 21.7%
College of Nursing	19	1 5.3%	0	0	0	1 5.3%	0	2 10.5%	0	17 89.5%
College of Pharmacy & Health Science	31	1 3.2%	8 25.8%	0	0	0	0	9 29%	1 3.2%	8 25.8%
School of Social Work	19	3 15.8%	2 10.5%	1 5.3%	0	0	1 5.3%	7 36.8%	1 5.3%	14 73.7%
Division of Research	16	0	4 25%	0	0	0	0	4 25%	0	8 50%
Provost & VP for Academic Affairs	1	1 100%	0	0	0	0	0	1 100%	0	0
<b>TOTALS</b>	<b>1,017</b>	<b>48 4.6%</b>	<b>228 22.4%</b>	<b>32 3.1%</b>	<b>1 0.1%</b>	<b>1 0.1%</b>	<b>4 0.4%</b>	<b>314 30.9%</b>	<b>8 0.8%</b>	<b>331 32.5%</b>

## 2014 Tenure/Tenure-Track Faculty by School/College/Division – Women

As of 12/31/14 (Table 9)

School/ College/ Division	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities (Women)	White	Unknown	Total Faculty (Women)
School of Business Administration	0	3 60%	0	0	0	0	3 60%	3 40%	0	6
College of Education	4 9.7%	6 19.4%	3 9.7%	1 3.2%	0	0	14 41.9%	19 58.1%	0	33
College of Engineering	0	5 36.4%	0	0	0	1 9.1%	6 45.5%	6 54.5%	0	12
College of Fine & Performing Arts	4 12.9%	2 6.5%	0	0	0	0	6 19.4%	27 80.6%	0	33
Law School	2 16.7%	1 8.3%	0	0	0	1 8.3%	4 33.3%	8 66.7%	0	12
College of Liberal Arts & Science	5 3.6%	16 13.5%	7 5.4%	0	0	1 0.9%	29 23.4%	89 74.8%	3 1.8%	121
School of Library & Information Science	1 14.3%	0	0	0	0	0	1 14.3%	5 71.4%	1 14.3%	7
School of Medicine	4 7.5%	14 24.5%	2 3.8%	0	0	0	20 35.8%	40 64.2%	0	60
College of Nursing	1 6.3%	0	0	0	1 6.3%	0	2 12.5%	15 87.5%	0	17
College of Pharmacy & Health Sciences	0	1 12.5%	0	0	0	0	1 12.5%	7 87.5%	0	8
School of Social Work	3 21.4%	1 7.1%	0	0	0	1 7.1%	5 35.7%	9 64.3%	0	14
Division of Research	0	1 12.5%	0	0	0	0	1 12.5%	7 87.5%	0	8
<b>TOTALS</b>	<b>24</b> <b>7.3%</b>	<b>50</b> <b>15.1%</b>	<b>12</b> <b>3.6%</b>	<b>1</b> <b>0.3%</b>	<b>1</b> <b>0.3%</b>	<b>4</b> <b>1.2%</b>	<b>92</b> <b>28%</b>	<b>235</b> <b>71%</b>	<b>4</b> <b>1.2%</b>	<b>331</b>

### C. UNIVERSITY NON-ACADEMIC EMPLOYEES (STAFF)

The non-academic staff at Wayne State University is diverse in its representation of women and minorities. Of the 3,257 non-academic staff at Wayne State University in 2014, women totaled 1,894 (58.2%) and minorities totaled 1,503 (46.1%). Blacks are the largest minority group with 1,014 employees (31.1%), followed by Asians with 356 employees (10.9%).

#### 2014 Total Full-Time Non-Academic Employee Headcount

As of 12/31/14 (Table 10)

Category	2014 Total	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Women
Executive/Administrative/Managerial	271	52 19.2%	11 4.1%	5 1.8%	1 0.4%	0	1 0.4%	70 25.8%	135 49.8%
Other Professionals	2,177	470 21.6%	337 15.5%	68 3.1%	8 0.4%	3 0.1%	19 0.9%	905 41.6%	1,313 60.3%
Technical/Paraprofessional	69	14 20.3%	1 1.4%	3 4.3%	0	0	0	18 26.1%	27 39.1%
Clerical/Secretarial	345	225 65.2%	4 1.2%	7 2.0%	1 0.3%	0	5 1.4%	242 70.1%	302 87.5%
Skilled Crafts	105	34 32.4%	2 1.9%	1 1.0%	0	0	0	37 35.2%	5 4.8%
Service/Maintenance	290	219 75.5%	1 0.3%	9 3.1%	1 0.3%	0	1 0.3%	231 79.7%	112 38.6%
<b>TOTALS</b>	<b>3,257</b>	<b>1,014 31.1%</b>	<b>356 10.9%</b>	<b>93 2.9%</b>	<b>11 0.3%</b>	<b>3 0.1%</b>	<b>26 0.8%</b>	<b>1,503 46.1%</b>	<b>1,894 58.2%</b>

With more than 46% minority and 58% female representation in the non-academic employee group, Wayne State continues to retain and employ a diverse workforce.



## Higher Level Positions

Minorities and women are represented in significant numbers throughout all levels of job categories at Wayne State University, including managerial-level positions. In 2014, 271 employees were classified in the “Executive/Administrative/Managerial” category. This category corresponds, more or less, to non-academic employees holding the rank of Director or above. Minorities represent nearly 26% of this high-level category, or 70 of 271 employees. Women represented nearly half of this category, or 135 employees.

Full-time employees in the “Other Professional” category include academic support personnel as well as those job assignments that require a college degree. The population of the “Other Professional” category fluctuates with funding trends. Of the 2,177 employees in this category, slightly over 60% (1,313) were women and slightly more than 40% (905) were minorities. Blacks were more heavily represented than any other minority, at 470, followed by Asians at 337. Hispanics in this category totaled 68. Employees who self-identify as American Indian/Alaskan Native, Native Hawaiian and Other Pacific Islanders, and as having two or more races were not significantly represented.

### D. TEMPORARY POSITIONS

This group of employees often fluctuates over the course of a given year, as the positions are based on a unit’s specific needs or projects. University policy limits temporary employees to a total of 1,000 hours employment in a fiscal year. With this limitation in mind, the following data provides a snapshot of active temporary positions on the payroll as of November 2014.<sup>5</sup>

#### Temporary Employees by Position Classification and Gender

(Table 11)

Category	Female	Male	Total
Other Professional	330 61.7%	205 38.3%	535
Clerical and Secretarial	55 66.3%	28 33.7%	83
Skilled Crafts	14 58.3%	10 41.7%	24
Service/ Maintenance	6 50.0%	6 50.0%	12
<b>TOTALS</b>	407 62.7%	250 37.3%	654 100%

<sup>5</sup> Wayne prepares two different reports regarding temporary employees: a report listing those individuals who are classified as “temporary employee” or “TE”, and a report listing the number of temporary employees who work in a specific pay period. The snapshot in this section is the number of individuals classified TE.

## Temporary Employees by Position Classification and Race

(Table 12)

Category	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	White	Unknown Race/Ethnicity	Total
Other Professional	178 33.3%	37 6.9%	14 2.6%	0	0	2 0.4%	298 55.7%	6 1.1%	535
Clerical and Secretarial	45 54.2%	4 4.8%	3 3.6%	0	0	0	30 36.1%	1 1.2%	83
Skilled Crafts	23 95.8%	0	0	0	0	0	1 4.2%	0	24
Service/Maintenance	10 83.3%	0	0	0	0	0	2 16.7%	0	12
<b>TOTALS</b>	<b>256</b>	<b>41</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>331</b>	<b>7</b>	<b>654</b>
<b>Percent of Total</b>	<b>39.1%</b>	<b>6.3%</b>	<b>2.6%</b>	<b>0</b>	<b>0</b>	<b>0.3%</b>	<b>50.6%</b>	<b>1.1%</b>	<b>100%</b>

Generally, the temporary employee population reflects the University at large in its distribution of women and minorities. Minorities comprise nearly half of this employment group. Blacks represent 37% of the group. Asians represent slightly fewer than 6% of the group. Hispanic representation at just under 2% and American Indian/Alaskan Native under 1% - levels that are not significant but are consistent with the overall full-time University employee population.

### E. COMPARISON WITH OTHER UNIVERSITIES

In this section, we compare Wayne's performance in the representation of women and minorities to other educational institutions.<sup>6</sup> The first subsection compares Wayne with other Michigan Public Universities. The second subsection compares Wayne with fifteen peer institutions.

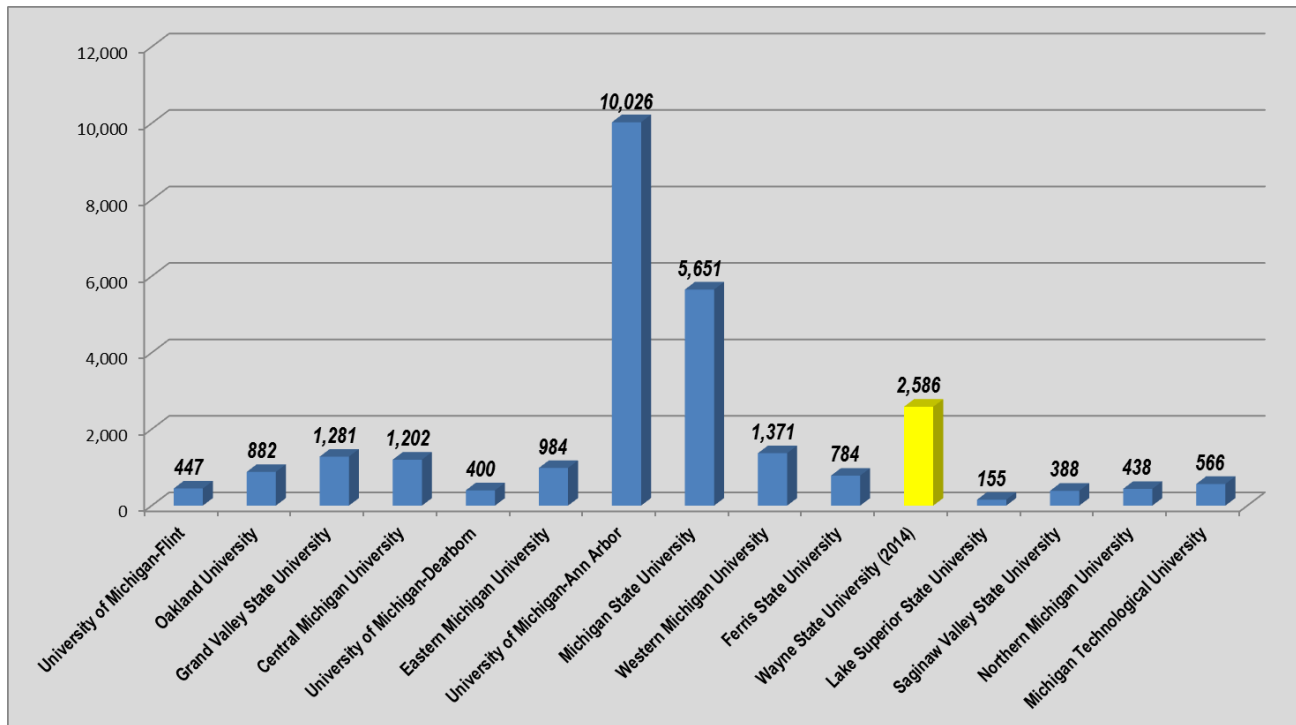
#### 1) Michigan Public Universities

##### Comparative Analysis – Women Employment

In 2014, Wayne State University employed 2,586 women in Full Time positions. The total number of women employed in full time positions at Wayne is third behind University of Michigan-Ann Arbor (10,026) and Michigan State University (5,651). Among the public universities, as a percentage of total employees, Wayne ranks 11<sup>th</sup> with 51.88% of its employees being women.

<sup>6</sup> The methodology used for this analysis was to compare Wayne in accordance with employment data submitted to IPEDS for the most recent year available (2013). IPEDS is a common university reporting data set. While this comparison may be imperfect, as there may be variance in the ways individual institutions may arrive at the numbers they report in IPEDS, this method provides the best available data to provide a solid picture of where Wayne stands in relation to our colleagues.

Michigan Public Universities				
2013-2014 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Michigan-Flint	760	447	58.82%	1
Oakland University	1,564	882	56.39%	2
Grand Valley State University	2,361	1,281	54.26%	3
Central Michigan University	2,236	1,202	53.76%	4
University of Michigan-Dearborn	746	400	53.62%	5
Eastern Michigan University	1,855	984	53.05%	6
University of Michigan-Ann Arbor	18,902	10,026	53.04%	7
Michigan State University	10,738	5,651	52.63%	8
Western Michigan University	2,620	1,371	52.33%	9
Ferris State University	1,499	784	52.30%	10
Wayne State University (2014)	4,985	2,586	51.88%	11
Lake Superior State University	309	155	50.16%	12
Saginaw Valley State University	795	388	48.81%	13
Northern Michigan University	947	438	46.25%	14
Michigan Technological University	1,321	566	42.85%	15

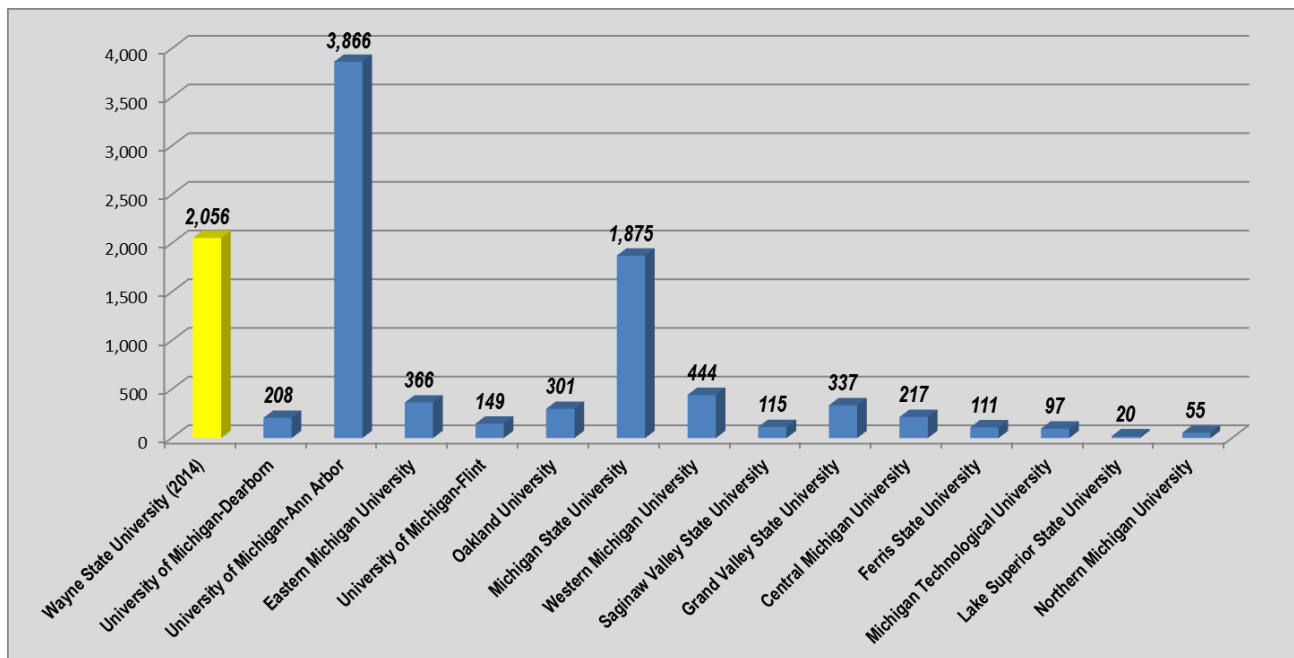


## Comparative Analysis – Minority Employment

In 2014, Wayne State University employed 2,056 minorities in Full Time positions, second only to the University of Michigan--Ann Arbor (3,866). As a percentage of total employees, Wayne (41.24%) ranks 1<sup>st</sup> among the public universities.

As of 12/31/14 (Table 14)

Michigan Public Universities				
2013 - 2014 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
Wayne State University (2014)	4,985	2,056	41.24%	1
University of Michigan-Dearborn	746	208	27.88%	2
University of Michigan-Ann Arbor	18,902	3,866	20.45%	3
Eastern Michigan University	1,855	366	19.73%	4
University of Michigan-Flint	760	149	19.61%	5
Oakland University	1,564	301	19.25%	6
Michigan State University	10,738	1,875	17.46%	7
Western Michigan University	2,620	444	16.95%	8
Saginaw Valley State University	795	115	14.47%	9
Grand Valley State University	2,361	337	14.27%	10
Central Michigan University	2,236	217	9.70%	11
Ferris State University	1,499	111	7.40%	12
Michigan Technological University	1,321	97	7.34%	13
Lake Superior State University	309	20	6.47%	14
Northern Michigan University	947	55	5.81%	15



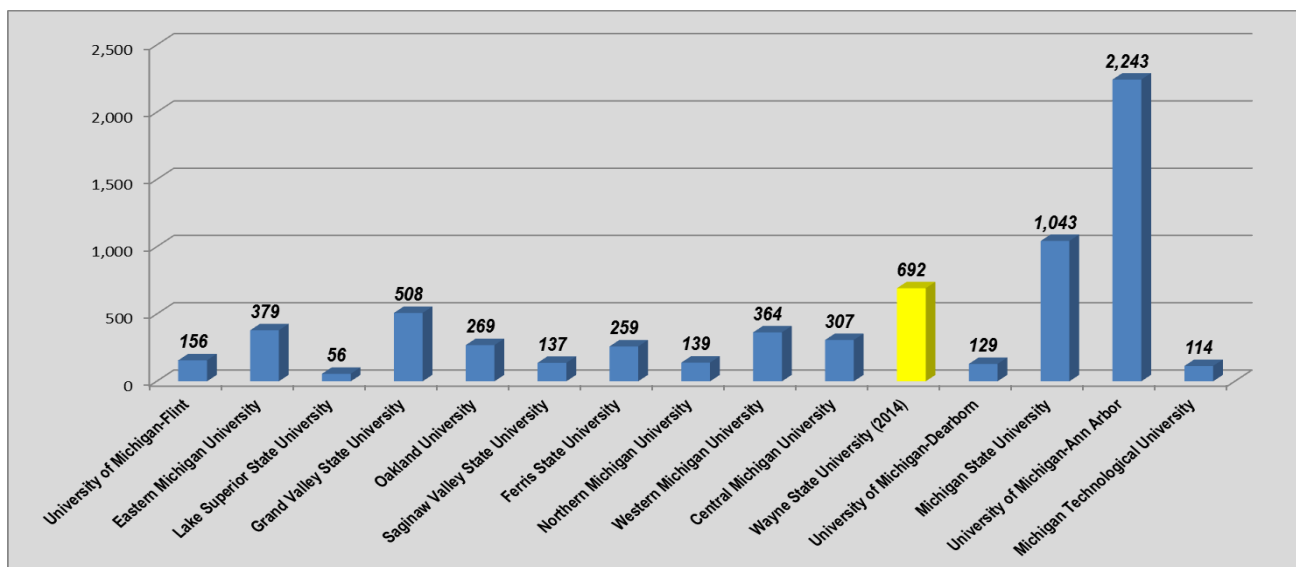
## Comparative Analysis – Faculty Employment

### Women Faculty

In 2014, Wayne State University employed 692 women in Full Time Faculty positions.<sup>7</sup> This result remains third behind the University of Michigan – Ann Arbor (2,243) and Michigan State University (1,043). As a percentage of total faculty employees, Wayne ranks 11<sup>th</sup> among the Michigan Public Universities with 40.05% of its full time faculty employees being women.

As of 12/31/14 (Table 15)

Michigan Public Universities				
2013 - 2014 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Michigan-Flint	300	156	52.00%	1
Eastern Michigan University	751	379	50.47%	2
Lake Superior State University	112	56	50.00%	3
Grand Valley State University	1,069	508	47.52%	4
Oakland University	579	269	46.46%	5
Saginaw Valley State University	301	137	45.51%	6
Ferris State University	599	259	43.24%	7
Northern Michigan University	332	139	41.87%	8
Western Michigan University	877	364	41.51%	9
Central Michigan University	756	307	40.61%	10
Wayne State University (2014)	1,728	692	40.05%	11
University of Michigan-Dearborn	325	129	39.69%	12
Michigan State University	2,709	1,043	38.50%	13
University of Michigan-Ann Arbor	5,971	2,243	37.56%	14
Michigan Technological University	402	114	28.36%	15



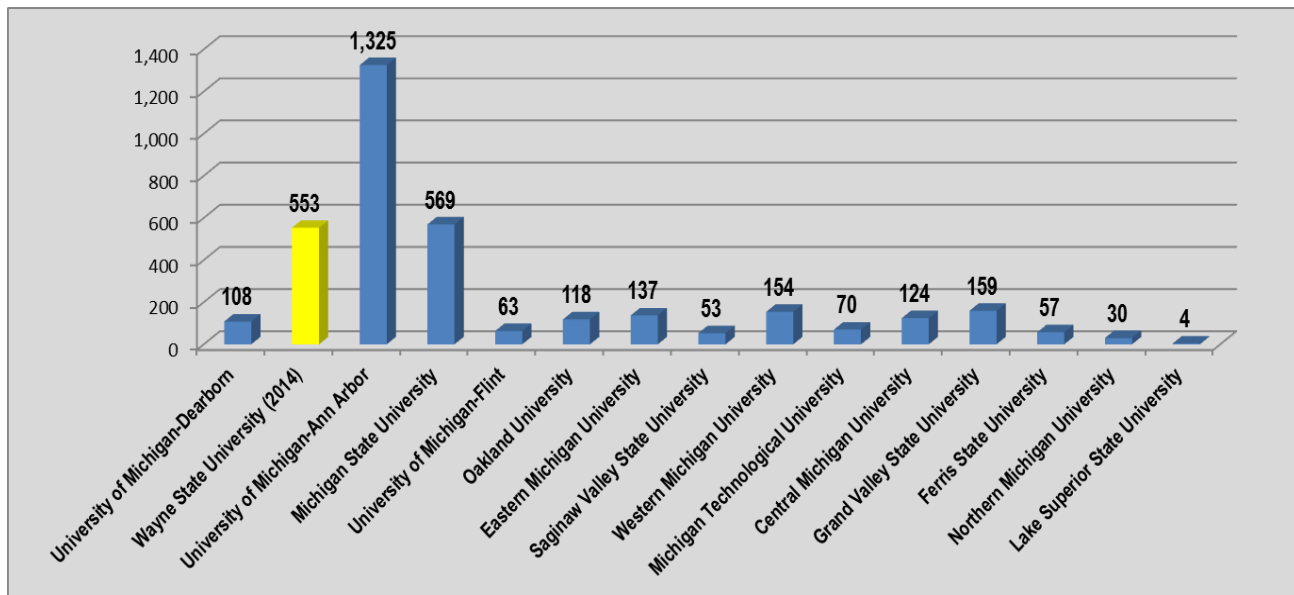
<sup>7</sup> Faculty numbers reference both Tenure/Tenure-Track (331) and Non-Tenured (361) employees.

## Minority Faculty

In 2014, Wayne State University employed 553 minorities in Full Time Faculty positions, third behind the University of Michigan – Ann Arbor (1,325) and Michigan State University (569).<sup>8</sup> As a percentage of total full time faculty employees, Wayne (32%) ranks 2<sup>nd</sup> among the Michigan Public Universities.

As of 12/31/14 (Table 16)

Michigan Public Universities				
2013 - 2014 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
University of Michigan-Dearborn	325	108	33.23%	1
Wayne State University (2014)	1,728	553	32.00%	2
University of Michigan-Ann Arbor	5,971	1,325	22.19%	3
Michigan State University	2,709	569	21.00%	4
University of Michigan-Flint	300	63	21.00%	5
Oakland University	579	118	20.38%	6
Eastern Michigan University	751	137	18.24%	7
Saginaw Valley State University	301	53	17.61%	8
Western Michigan University	877	154	17.56%	9
Michigan Technological University	402	70	17.41%	10
Central Michigan University	756	124	16.40%	11
Grand Valley State University	1,069	159	14.87%	12
Ferris State University	599	57	9.52%	13
Northern Michigan University	332	30	9.04%	14
Lake Superior State University	112	4	3.57%	15



<sup>8</sup> Faculty numbers reference both Tenure/Tenure-Track (314) and Non-Tenured (239) employees.

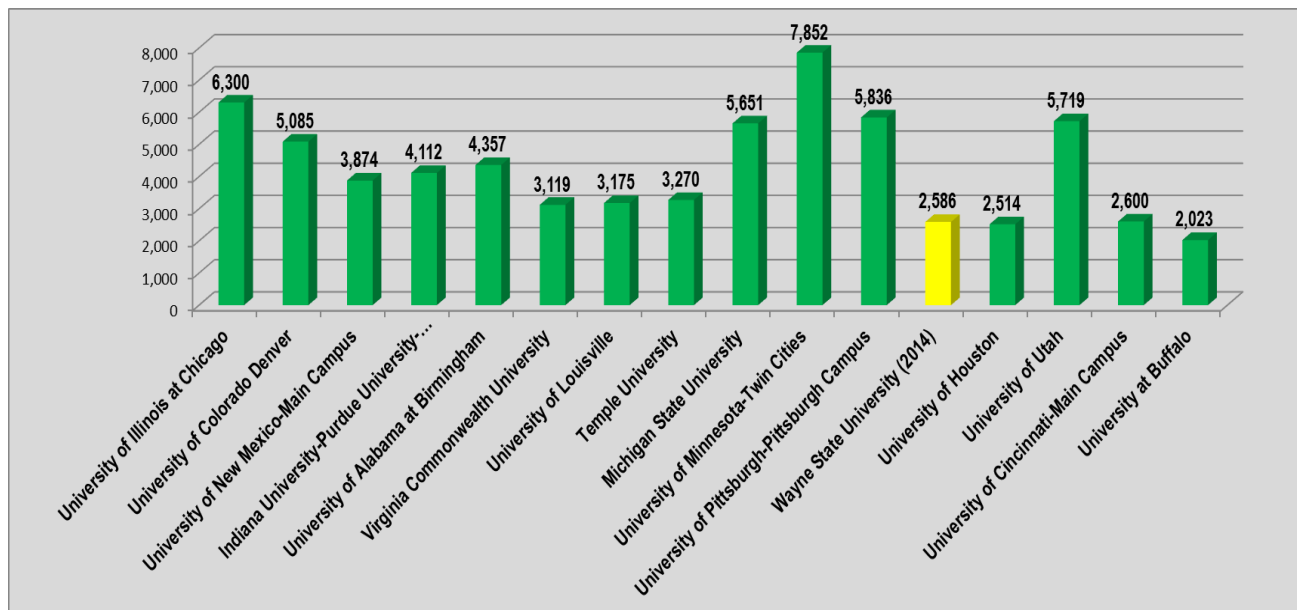
## 2) National Peer Institutions<sup>9</sup>

### Comparative Analysis – Women Employment

In 2014, Wayne State University employed 2,586 women in Full Time positions. Wayne ranks 12<sup>th</sup> among its national peer institutions in percentage of total women employed.

As of 12/31/14 (Table 17)

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



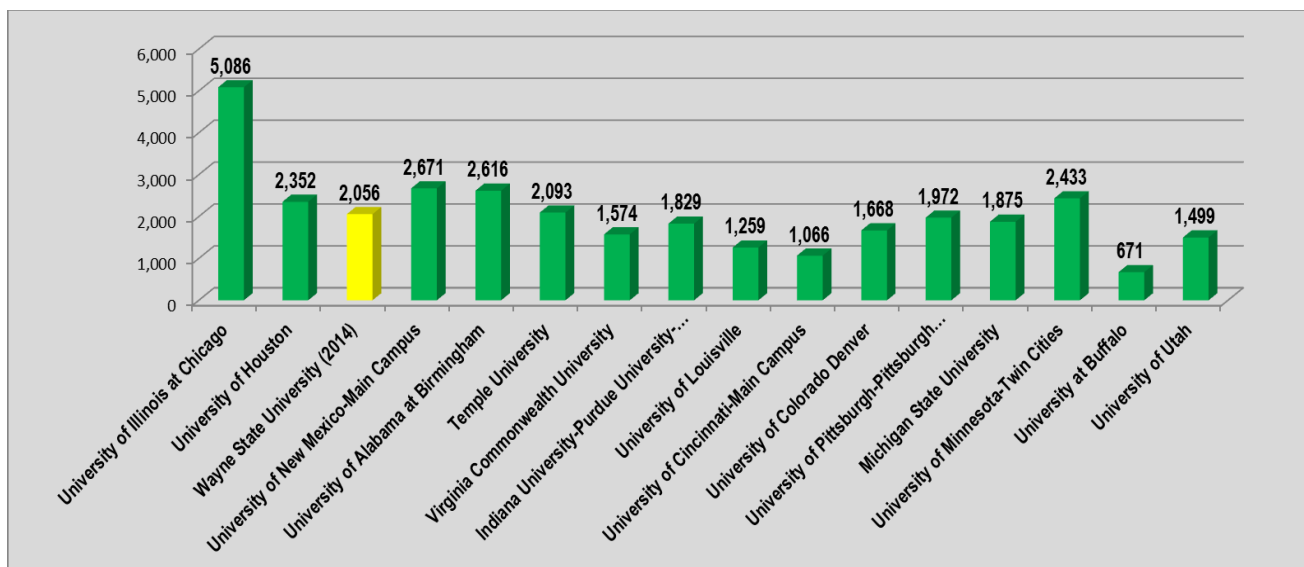
<sup>9</sup> The Board of Governors has identified fifteen (15) universities as National Peer Institutions. These universities are listed for the most recent reporting year available (2013).

## Comparative Analysis – Minority Employment

In 2014, Wayne State University employed 2,056 minorities in Full Time positions. Wayne ranks 3<sup>rd</sup> among its national peer institutions in total minorities employed with 41.24% of its employee population being minority.

As of 12/31/14 (Table 18)

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





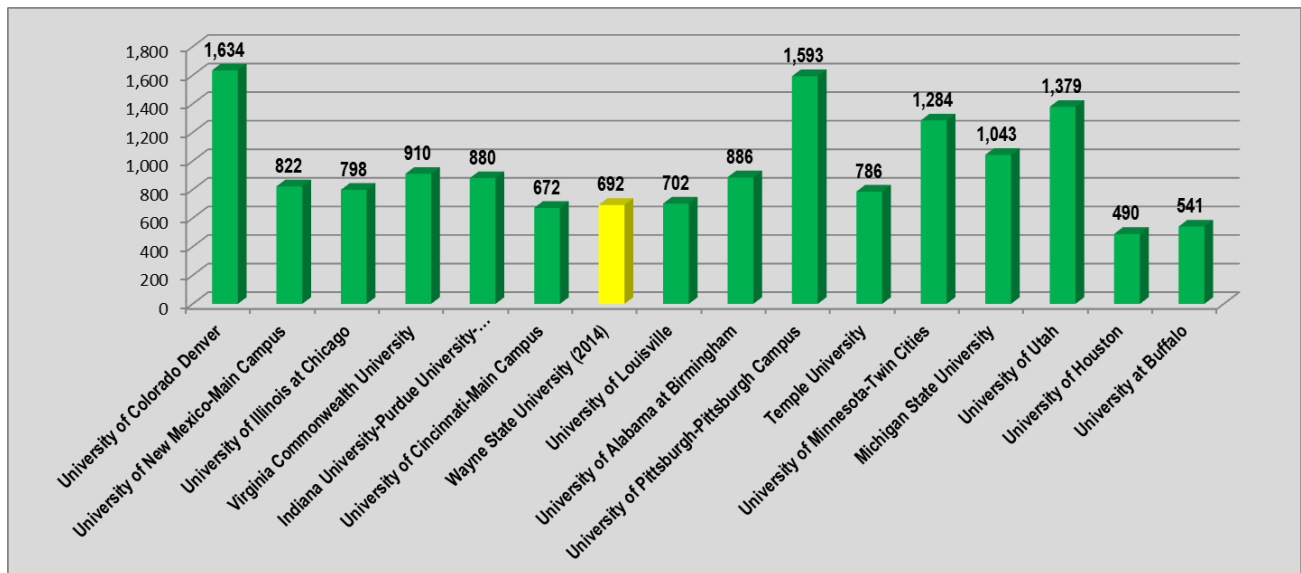
## Comparative Analysis – Faculty Employment

### Women Faculty

In 2014, Wayne State University employed 692 women in Full Time Faculty positions.<sup>10</sup> Wayne ranks 7<sup>th</sup> among its national peer institutions in total women faculty.

As of 12/31/14 (Table 19)

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
<b>Wayne State University (2014)</b>	<b>1,728</b>	<b>692</b>	<b>40.05%</b>	<b>7</b>
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



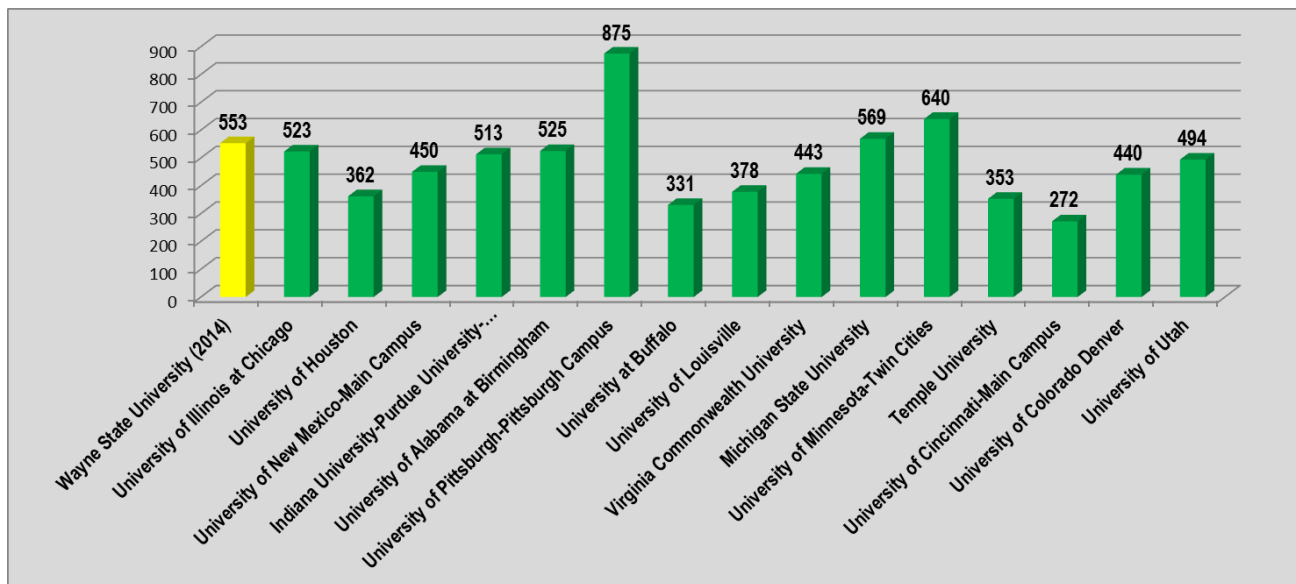
<sup>10</sup> Faculty numbers reference both Tenure/Tenure-Track (331) and Non-Tenured (361) employees.

## Minority Faculty

In 2014, Wayne State University employed 553 minorities in Full Time Faculty positions.<sup>11</sup> Wayne ranks 1st among its national peer institutions in total minority faculty.

As of 12/31/14 (Table 20)

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



<sup>11</sup> Faculty numbers reference both Tenure/Tenure-Track (314) and Non-Tenured (239) employees.

### c. Analysis of Leadership Positions (Management Occupations)

In this section, we provide a series of charts to present Wayne’s performance in a specific occupational category: Management Occupations. This category is based on the major group in the 2010 Standard Occupational Classification (SOC) Manual. As in the sections above, these charts include both a comparison of the Michigan Public Universities and the National Peer Institutions. The beginning charts present a comparison of women employees in total, along with a breakdown of women employees by race and ethnicity. The concluding charts present a comparison of minority employees in total, along with a breakdown of employees by racial/ethnic groups.

#### Michigan Public Universities – Women Employees

As of 12/31/14 (Table 21)

<b>Michigan Public Universities</b>				
<b>2013-2014 Full Time Women Employees in Management Occupations</b>				
<b>Institution Name</b>	<b>Total Full Time Employees in Management Occupations</b>	<b>Total Full Time Women Employees in Management Occupations</b>	<b>Percentage of Total Employees in Management Occupations</b>	<b>Rank</b>
Grand Valley State University	227	135	59.47%	1
University of Michigan-Dearborn	83	49	59.04%	2
University of Michigan-Flint	73	43	58.90%	3
University of Michigan-Ann Arbor	1,418	803	56.63%	4
<b>Wayne State University (2014)</b>	<b>461</b>	<b>252</b>	<b>54.66%</b>	<b>5</b>
Eastern Michigan University	268	145	54.10%	6
Ferris State University	245	129	52.65%	7
Central Michigan University	369	188	50.95%	8
Michigan State University	802	402	50.12%	9
Western Michigan University	87	40	45.98%	10
Saginaw Valley State University	98	43	43.88%	11
Oakland University	67	29	43.28%	12
Lake Superior State University	27	11	40.74%	13
Northern Michigan University	74	26	35.14%	14
Michigan Technological University	63	22	34.92%	15

## Michigan Public Universities – Women Employees by Primary Ethnicity

As of 12/31/14 (Table 22)

Michigan Public Universities								
2013-2014 Full Time Women Employees in Management Occupations by Primary Ethnicity								
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Women by Ethnicity	Total Women
University of Michigan-Ann Arbor	0	23	57	21	0	10	111	803
Wayne State University (2014)	2	9	69	5	0	0	85	252
Michigan State University	2	12	34	9	0	5	62	402
Eastern Michigan University	0	4	19	2	0	0	25	145
Grand Valley State University	1	2	12	4	0	2	21	135
Central Michigan University	2	2	11	1	1	0	17	188
University of Michigan-Dearborn	0	1	8	1	0	1	11	49
Ferris State University	0	1	4	1	0	1	7	129
Oakland University	0	2	4	0	0	0	6	29
University of Michigan-Flint	0	2	2	1	0	0	5	43
Western Michigan University	0	0	4	1	0	0	5	40
Saginaw Valley State University	0	2	1	1	0	0	4	43
Northern Michigan University	2	1	0	0	0	0	3	26
Michigan Technological University	1	0	0	0	0	0	1	22
Lake Superior State University	0	0	0	0	0	0	0	11

## Michigan Public Universities – Minority Employees

As of 12/31/14 (Table 23)

<b>Michigan Public Universities</b>				
<b>2013-2014 Full Time Minority Employees in Management Occupations</b>				
<b>Institution Name</b>	<b>Total Full Time Employees in Management Occupations</b>	<b>Total Full Time Minority Employees in Management Occupations</b>	<b>Percentage of Total Employees in Management Occupations</b>	<b>Rank</b>
<b>Wayne State University (2014)</b>	<b>461</b>	<b>135</b>	<b>29.28%</b>	<b>1</b>
<b>Eastern Michigan University</b>	<b>268</b>	<b>50</b>	<b>18.66%</b>	<b>2</b>
<b>University of Michigan-Dearborn</b>	<b>83</b>	<b>15</b>	<b>18.07%</b>	<b>3</b>
<b>Grand Valley State University</b>	<b>227</b>	<b>41</b>	<b>18.06%</b>	<b>4</b>
<b>University of Michigan-Flint</b>	<b>73</b>	<b>10</b>	<b>13.70%</b>	<b>5</b>
<b>Oakland University</b>	<b>67</b>	<b>9</b>	<b>13.43%</b>	<b>6</b>
<b>University of Michigan-Ann Arbor</b>	<b>1,418</b>	<b>189</b>	<b>13.33%</b>	<b>7</b>
<b>Michigan State University</b>	<b>802</b>	<b>100</b>	<b>12.47%</b>	<b>8</b>
<b>Saginaw Valley State University</b>	<b>98</b>	<b>12</b>	<b>12.24%</b>	<b>9</b>
<b>Western Michigan University</b>	<b>87</b>	<b>10</b>	<b>11.49%</b>	<b>10</b>
<b>Central Michigan University</b>	<b>369</b>	<b>30</b>	<b>8.13%</b>	<b>11</b>
<b>Ferris State University</b>	<b>245</b>	<b>18</b>	<b>7.35%</b>	<b>12</b>
<b>Michigan Technological University</b>	<b>63</b>	<b>4</b>	<b>6.35%</b>	<b>13</b>
<b>Northern Michigan University</b>	<b>74</b>	<b>4</b>	<b>5.41%</b>	<b>14</b>
<b>Lake Superior State University</b>	<b>27</b>	<b>1</b>	<b>3.70%</b>	<b>15</b>

## Michigan Public Universities – Minority Employees by Primary Ethnicity

As of 12/31/14 (Table 24)

Michigan Public Universities							
2013-2014 Full Time Minority Employees in Management Occupations by Primary Ethnicity							
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities
University of Michigan-Ann Arbor	2	44	96	31	1	15	189
Wayne State University (2014)	2	17	102	10	1	3	135
Michigan State University	3	22	51	19	0	5	100
Eastern Michigan University	0	10	35	5	0	0	50
Grand Valley State University	2	2	24	9	0	4	41
Central Michigan University	2	2	22	3	1	0	30
Ferris State University	0	2	11	4	0	1	18
University of Michigan-Dearborn	0	4	9	1	0	1	15
Saginaw Valley State University	0	2	6	4	0	0	12
University of Michigan-Flint	0	3	5	1	0	1	10
Western Michigan University	0	3	6	1	0	0	10
Oakland University	0	2	7	0	0	0	9
Michigan Technological University	1	3	0	0	0	0	4
Northern Michigan University	2	1	1	0	0	0	4
Lake Superior State University	0	1	0	0	0	0	1

## National Peer Universities – Women Employees

As of 12/31/14 (Table 25)

<b>National Peer Institutions</b>				
<b>2013-2014 Full Time Women Employees in Management Occupations</b>				
<b>Institution Name</b>	<b>Total Full Time Employees in Management Occupations</b>	<b>Total Full Time Women Employees in Management Occupations</b>	<b>Percentage of Total Employees in Management Occupations</b>	<b>Rank</b>
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
<b>Wayne State University (2014)</b>	<b>461</b>	<b>252</b>	<b>54.66%</b>	<b>10</b>
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

## National Peer Universities – Women Employees by Primary Ethnicity

As of 12/31/14 (Table 26)

National Peer Institutions								
2013-2014 Full Time Women Employees in Management Occupations by Primary Ethnicity								
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Women by Ethnicity	Total Women
University of Illinois at Chicago	1	52	140	82	1	7	283	652
University of Cincinnati-Main Campus	0	10	85	8	1	3	107	641
University of Pittsburgh-Pittsburgh Campus	1	15	30	3	0	5	54	621
Temple University	0	22	116	15	0	4	157	530
University of Louisville	0	11	38	3	1	8	61	439
University of Houston	0	44	86	57	0	6	193	417
University of Minnesota-Twin Cities	1	15	11	5	1	3	36	412
Michigan State University	2	12	34	9	0	5	62	402
Virginia Commonwealth University	2	7	66	2	0	5	82	392
University of Colorado Denver	2	19	9	30	0	2	62	375
Indiana University-Purdue University-Indianapolis	0	8	43	13	0	4	68	351
Wayne State University (2014)	2	9	69	5	0	0	85	252
University at Buffalo	1	5	12	1	0	0	19	196
University of Utah	0	9	2	5	2	2	20	133
University of Alabama at Birmingham	0	0	21	1	0	1	23	128
University of New Mexico-Main Campus	1	1	6	14	0	0	22	69



## National Peer Universities – Minority Employees

As of 12/31/14 (Table 27)

<b>National Peer Institutions</b>				
<b>2013-2014 Full Time Minority Employees in Management Occupations</b>				
<b>Institution Name</b>	<b>Total Full Time Employees in Management Occupations</b>	<b>Total Full Time Minority Employees in Management Occupations</b>	<b>Percentage of Total Employees in Management Occupations</b>	<b>Rank</b>
University of Houston	712	293	41.15%	1
University of Illinois at Chicago	1,061	402	37.89%	2
<b>Wayne State University (2014)</b>	<b>461</b>	<b>135</b>	<b>29.28%</b>	<b>3</b>
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

## National Peer Universities – Minority Employees by Primary Ethnicity

As of 12/31/14 (Table 28)

National Peer Institutions							
2013-2014 Full Time Minority Employees in Management Occupations by Primary Ethnicity							
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities
University of Illinois at Chicago	2	77	198	114	1	10	402
University of Houston	0	72	123	86	1	11	293
Temple University	1	45	158	23	0	10	237
University of Cincinnati-Main Campus	1	20	118	12	1	5	157
Wayne State University (2014)	2	17	102	10	1	3	135
Virginia Commonwealth University	2	18	94	7	0	8	129
Indiana University-Purdue University-Indianapolis	1	18	59	17	0	5	100
Michigan State University	3	22	51	19	0	5	100
University of Colorado Denver	3	27	21	44	0	5	100
University of Louisville	0	17	57	7	1	11	93
University of Pittsburgh-Pittsburgh Campus	1	19	46	4	0	5	75
University of Minnesota-Twin Cities	3	24	21	13	1	5	67
University of Alabama at Birmingham	0	4	43	3	0	1	51
University at Buffalo	3	12	25	4	0	0	44
University of New Mexico-Main Campus	2	3	8	28	0	0	41
University of Utah	3	11	4	10	2	4	34

## II. UNIVERSITY COMPLAINTS OF DISCRIMINATION AND HARASSMENT

The Office of Equal Opportunity (“OEO”) is responsible for investigating complaints arising under the University’s policies prohibiting discrimination or harassment, including the Non-Discrimination/Affirmative Action Policy and Sexual Harassment Statute. When contacted by a potential Complainant, the OEO assesses first whether the allegations fall within the scope of the Non-Discrimination or Sexual Harassment policies. If not, the OEO refers the Complainant to the proper forum to address the issue, such as Human Resources, Labor Relations, the Ombudsperson or the Dean of Students Office. If the allegations fall within OEO’s jurisdiction, the OEO conducts an *initial inquiry* into the complaint. Initial inquiries are used to determine if there is sufficient factual support for the allegations to warrant a full investigation. In some cases, the initial inquiry itself resolves the matter. If the initial inquiry presents a claim that, if true, would result in the need for immediate and appropriate corrective action, a *formal complaint* is initiated. Formal complaints filed with the OEO are investigated in accordance with the procedures set forth in University Policy 2005-03 (Discrimination and Harassment Complaint Process).

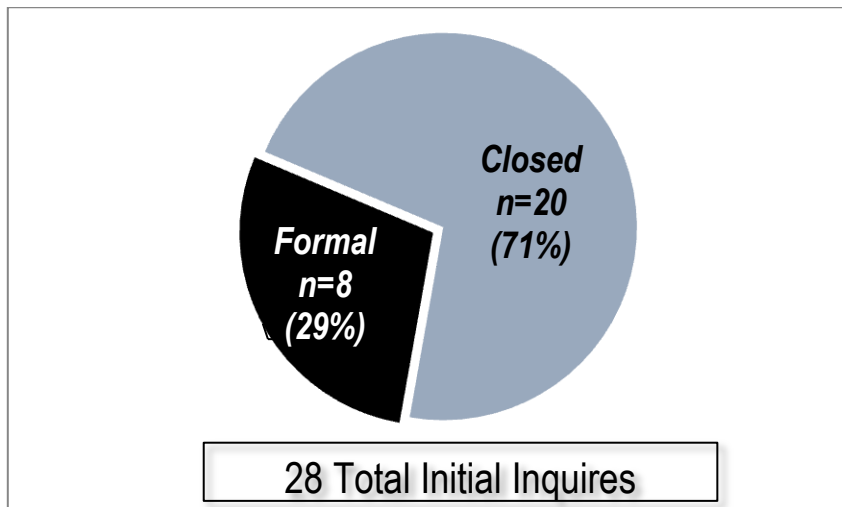
The OEO also serves as the university point of contact to complaints of discrimination and harassment brought by external agencies, such as the Michigan Department of Civil Rights (“MDCR”), the United States Equal Employment Opportunity Commission (“EEOC”), the United States Department of Education, Office of Civil Rights (“OCR”), and the Department of Labor, Office of Federal Contract Compliance Programs (“OFCCP”). For purposes of this report, such charges are included as “formal complaints.”

### A) Initial Inquiries

During the 2014 calendar year, the OEO opened 28 initial inquiries and 8 of these initial inquiries were found to have allegations that would support the filing of a formal complaint. 20 initial inquiries were closed without the filing of a formal complaint.

#### **Initial Inquiries**

*For calendar year 2014 – (Chart 10)*



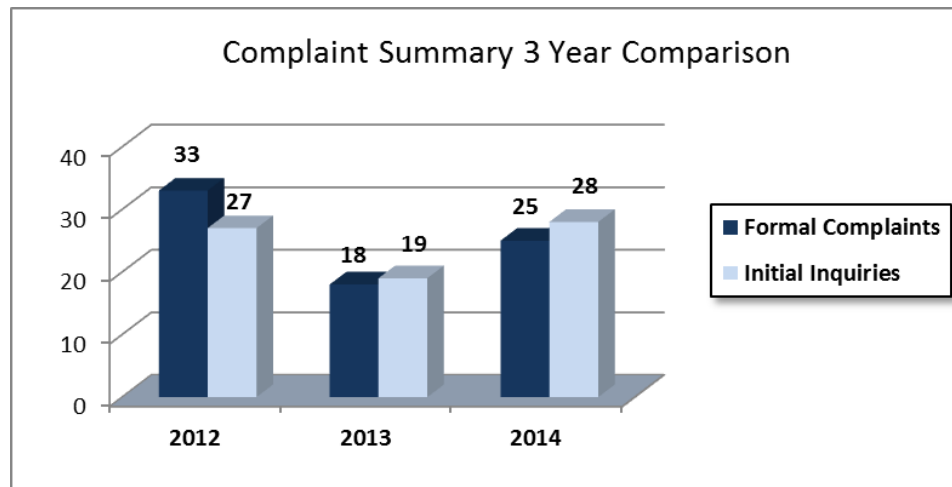
## B) Complaints

The number of formal complaints increased in 2014. During the 2014 calendar year, 25 formal complaints were opened and 17 were closed. Of those that were opened, 10 were internal complaints and 15 complaints were received from external agencies.

Of the 17 formal complaints that were closed in 2014, 16 were closed without a finding of a University policy or statutory violation. There was a finding of “cause”—meaning there was reason to believe a discriminatory act had occurred—in one internal complaint. In this complaint, alleging acts of sexual harassment by a male employee against a female co-worker, immediate and appropriate corrective action was taken and the male employee is no longer employed at Wayne.

### Initial Inquiry and Formal Complaint Activity Comparison

Calendar Years 2012 - 2014 – (Chart 11)



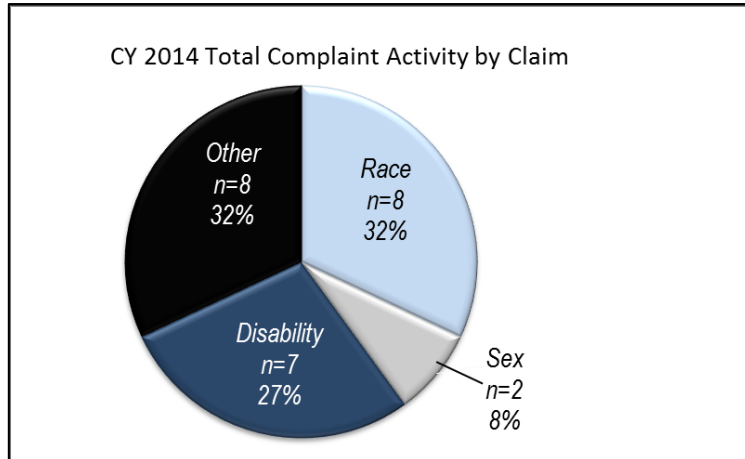
The 2014 data represents a 47% increase from 19 inquiries in 2013. As the number of inquiries increased, the number of formal complaints also increased from 18 to 25 in 2014, which reflects a 39% rise in the number of formal complaints.

Complaints are categorized by the primary type of discrimination claim made by the Complainant. Of the 25 total formal complaints received in the year 2014, 8 involved claims of discrimination based on race, 7 complaints were based on disability, and 2 complaints were based on each of sex, age, weight, retaliation, and national origin. In comparison, the three most frequent bases for complaints filed during 2013 were race (7), disability (4), and sex (3).

The OEO also categorizes complaints by the federal statute that is consistent with the protected categories as identified under university policy. In 2014, 64% of the complaints involved classifications protected by Title VII, 8% were protected under Age Discrimination in Employment Act (“ADEA”) and 28% by the Americans with Disabilities Act (“ADA”).

## Total Complaint Activity by Type of Claim

For calendar year 2014 – (Chart 12)



The OEO is proactive in matters of discrimination and harassment, working closely with the Office of the General Counsel, the Dean of Students, Human Resources and Labor Relations. The OEO collaborates with these offices to design and implement employee education programs on a University-wide basis. Specific on-line training about sexual harassment is offered, which emphasizes the duty of care owed by managers and supervisors and their role in taking proactive and preventative measures to ensure a workplace free from harassment and discrimination. OEO also continues to provide customized training to departments and units upon request and as a remedial measure following a complaint.

Table 29 below shows the formal complaints filed against the schools, colleges, and divisions within the University during the past three years. During this period, a total of 76 formal complaints were filed. Claims of alleged race discrimination form the largest percentage of formal complaints (38%), exceeding the next two, disability and sex, combined (35%). As may be expected the greatest number of complaints originated from the two largest academic units, the School of Medicine (10) and the College of Liberal Arts and Sciences (9).

## 2012 – 2014 Complaints by School/College/Division and Protected Basis

As of 12/31/14 (Table 29)

School/College/Division	Age	National Origin	Race	Disability	Gender ID	Retaliation	Sex Harassment	Weight	Grand Total
<b>Provost &amp; VP Academic Affairs</b>									
Budget Planning and Analysis		1							1
Business School	1						1		2
Center for Urban Studies			1						1
College of Education			3	1		1	1		6
College of Engineering				1		1	2		4
College of Liberal Arts and Sciences			3	2	1		3		9
College of Nursing			1						1
Division of Academic Affairs			1						1
EACPHS	1		1	1					3
Federal Trio				1					1
Fine Communication and Performing Arts			2				1		3
Law School			1						1
Macomb University Center			1			1			2
Oakland Center			1						1
School of Medicine	1	3	2	2		1	1		10
School of Social Work				1					1
Student Affairs			2	2					4
Student Disability Services				1					1
University Libraries							1		1
<b>SubTotal</b>	<b>3</b>	<b>4</b>	<b>19</b>	<b>12</b>	<b>1</b>	<b>4</b>	<b>10</b>		<b>53</b>
<b>Finance and Business Operations</b>									
AVP Human Resources			1						1
Business Operations	2	1	1	1			1		6
Facilities Planning and Management			2			1	1	2	6
Fiscal Operations			1	1					2
<b>SubTotal</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>2</b>		<b>1</b>	<b>2</b>	<b>2</b>	<b>15</b>
<b>President's Office</b>									
Department of Athletics			3			1			4
<b>SubTotal</b>			<b>3</b>			<b>1</b>			<b>4</b>
<b>Marketing and Communications</b>									
Department of Public Safety			1	1					2
WDET			1						1
<b>SubTotal</b>			<b>2</b>	<b>1</b>					<b>3</b>
<b>General Counsel</b>									
Office of Equal Opportunity	1								1
<b>SubTotal</b>	<b>1</b>								<b>1</b>
<b>Grand Total</b>	<b>6</b>	<b>5</b>	<b>29</b>	<b>15</b>	<b>1</b>	<b>6</b>	<b>12</b>	<b>2</b>	<b>76</b>

### III. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM

Through its Supplier Diversity Program, Wayne State University continues to reach out to minority-owned, woman-owned, and other recognized diverse businesses (M/W/DBEs). The program provides outreach, mentoring, and networking opportunities, and often leads to successful business relationships. We have several initiatives as part of our program, intended to encourage greater participation of the diverse business in our sourcing efforts. These initiatives are described in Section III E below.

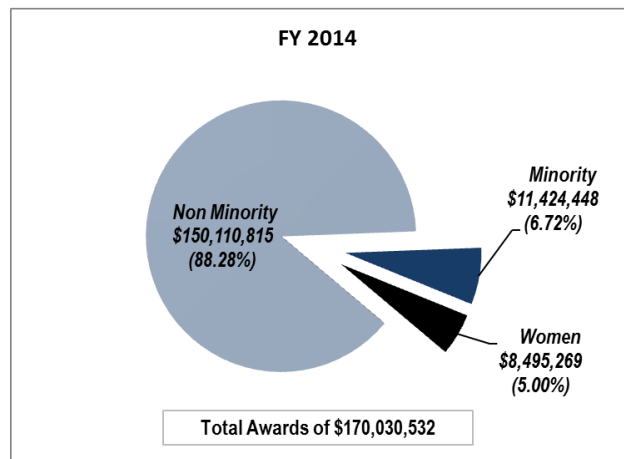
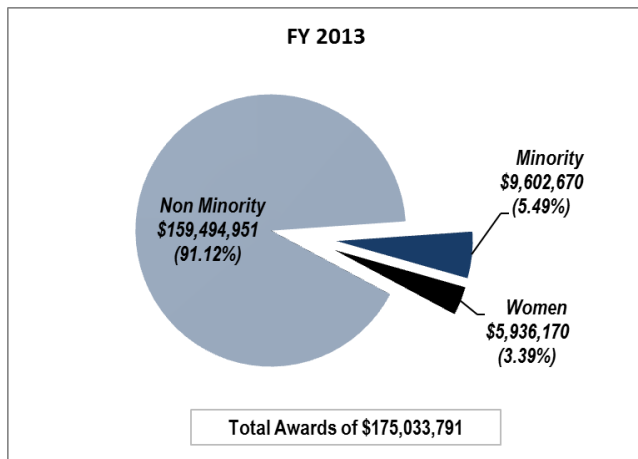
During fiscal year 2014, overall purchase order (PO) expenditures decreased by 2.9%. Construction spend is down by 18.6%, due largely to the reduction in subcontracts for the iBio (MBRB) Building. Other large construction projects included \$20 million to Turner Construction for the Student Center renovation, \$3.3 million to DeMaria Building Company for the renovation of the second floor of Manoogian Hall, and \$3.4 million to Ram Construction for renovations to Parking Structure #1. Purchases made for non-construction goods and services increased by 9.4% when compared to 2013; however, the amount is similar to spending for non-construction goods and services in years 2010 and 2011.

**A. TOTAL SPEND - 2014**

Total dollars awarded for all purchases (construction and general services) amounted to \$170 Million in FY 2014, compared to \$175 million in FY 2013. Of those amounts, \$11.4 million was awarded to minority-owned businesses in FY 2014, and \$9.6 million in FY 2013. Women-owned businesses were awarded \$8.5 million in FY 2014, compared to \$5.9 million in FY 2013. Diversity Spend in FY 2014 equals \$19.9 million or 11.7% of our total PO spend.

**Comparison of Total PO Activity - 2014**

*(Charts 13 and 14)*

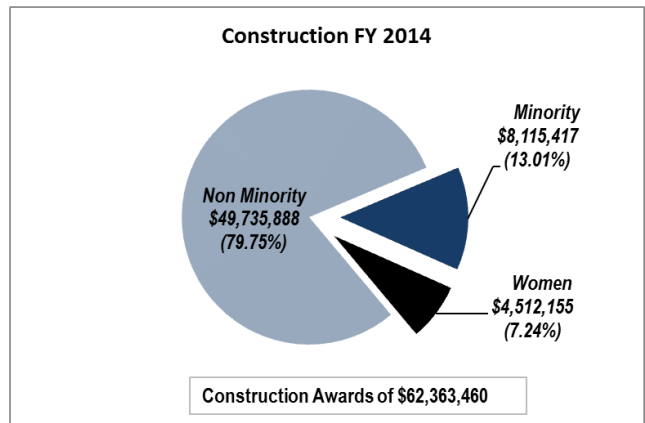
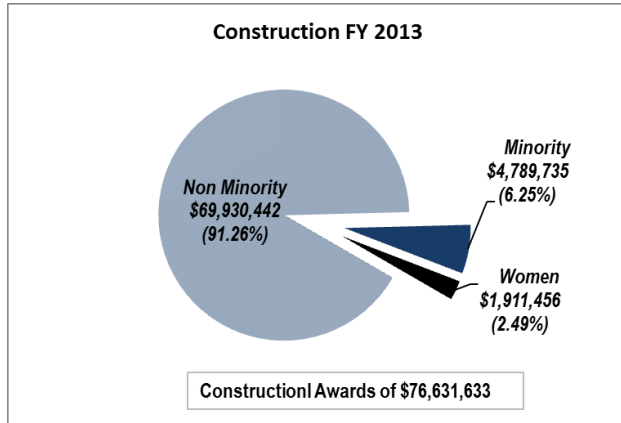


**B. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION**

Total dollars awarded for all construction and architectural or engineering service contracts (primary and subcontracts) was \$62.4 Million in FY 2014, compared to \$76.6 million in FY 2013. In FY 2014, \$8.1 million was awarded to minority-owned construction businesses, compared to \$4.8 million in FY 2013. Women-owned construction firms captured \$4.5 million in FY 2014, compared to \$1.9 million in FY 2013. The large increase in both categories is attributable, primarily, to \$10.5 million sub-awards issued to MBEs and WBEs by IBio construction manager Barton Malow. This represents 61% of IBio sub-awards issued in FY 2014.

## Comparison of Total Construction Contract Awards

(Charts 15 and 16)

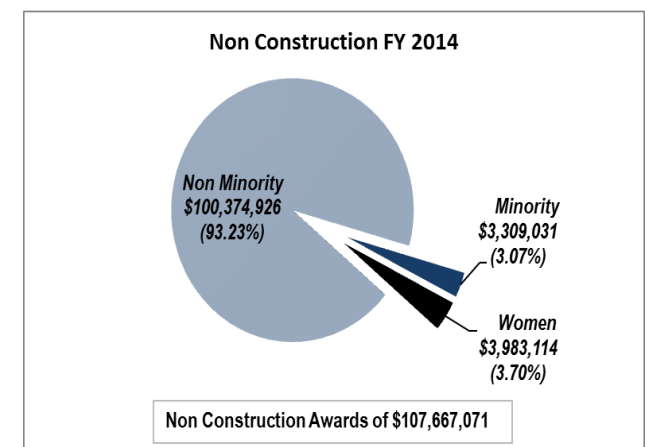
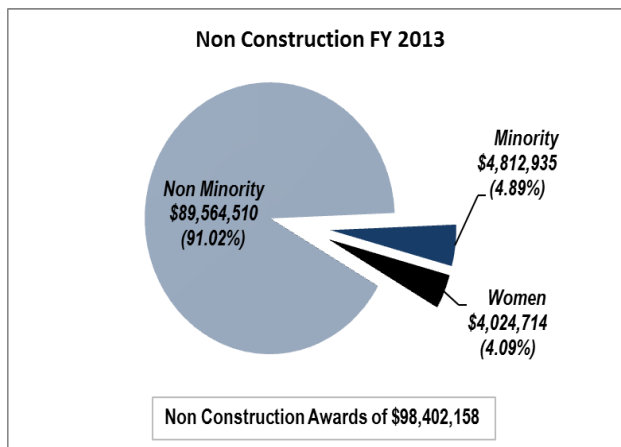


### C. GENERAL PURCHASING (non- Construction Goods and Services)

Funds expended on non-construction purchases of goods and services increased from \$98.4 million in FY2013 to \$107.7 million in FY2014. In FY 2014, \$3.3 million was awarded to minority-owned businesses, compared to \$4.8 million in FY 2013. Women-owned firms were awarded \$4.0 million in FY 2014, as well as in FY 2013.

## Comparison of Total General Purchasing Awards

(Charts 17 and 18)



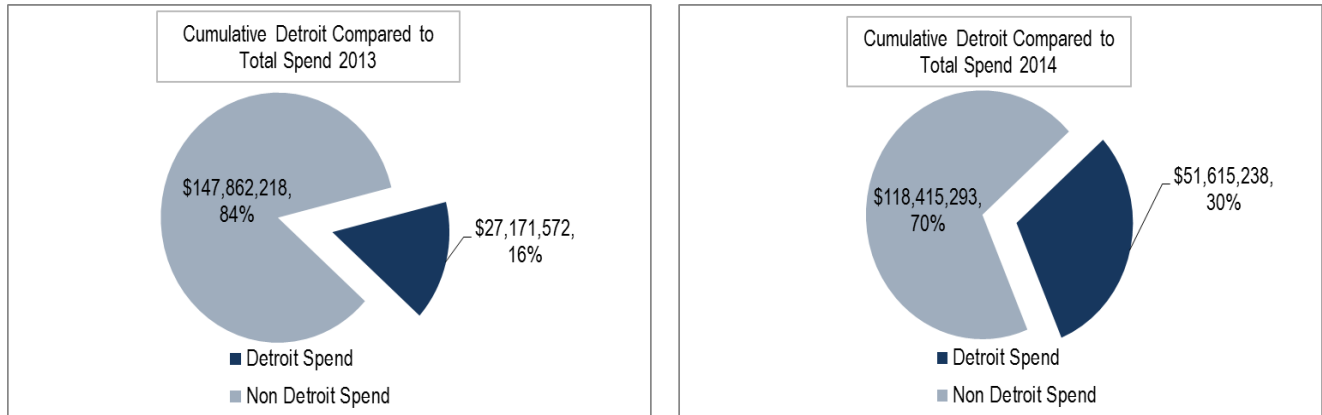
## DETROIT BASED BUSINESS

In the last few years, Procurement began monitoring the level of spend with Detroit-based businesses. This measurement is largely a result of our initiatives with the Mid-town Anchors and the D2D Council. The level of spend with Detroit-based businesses, including sub-awards with the IBio Building and through Aramark, are at \$51.6 million or 30% in 2014, as compared to 27.2 million or 16% in 2013.



## Comparison of Detroit Based Business Awards

(Charts 19 and 20)



### D. OUTSIDE COUNSEL FEES

Wayne State University made direct payments in outside counsel fees in the net amount of \$1,549,807 of which \$1,231,575, or 80%, supported patents, licenses and technology transfer and \$318,232 was for all other legal matters. Wayne also authorized payments to outside counsel through the Michigan University Self-Insurance Corporation (MUSIC) in the amount of \$1,217,046.

Approximately 11.7% of all direct payments (\$181,435) and 11% of all MUSIC payments (\$132,839) were made to women and minority-owned law firms.

### 2012-2014 Supplier Diversity

As of 12/31/2013 – (Table 30)

Year	Construction		General Purchasing		Legal Fees	
	Minority	Women	Minority	Women	Minority	Women
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%

## **E. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES**

### **Michigan Minority Supplier Development Council (MMSDC)**

The MMSDC continues to recognize Wayne State as a leader in government & higher education for actively engaging with and extending business opportunities to the minority and women-owned business enterprise community. In October 2014, Wayne State University again received the MMBDC Corporation of the Year – Education Sector Award. This is the twelfth time the University has been so honored in the last 15 years, the most of any participating corporation or institution.

The award was announced in Today@Wayne, and is on display in the offices of Procurement & Strategic Sourcing.

### **Project ONE Initiative**

Wayne State has agreed to partner with PNC Bank and others in the formation of a Project ONE team. The purpose of the team is to provide mentoring, guidance, referrals, and business support to the 5 or 6 minority firms on our team. The team is one of approximately 12 teams throughout southeast Michigan that operate under the direction of the MMSDC.

### **Annual Diversity and Detroit Based Business Conference**

On August 7, 2014, Wayne State welcomed more than 120 minority-owned, women-owned, and Detroit based business enterprises to our 26<sup>th</sup> annual procurement conference. We brought together representatives from across the campus to meet with potential vendors offering a wide variety of goods and services. Representatives from the Computing and Information Technology, Facilities Planning and Management, Housing, We were joined by the Detroit Medical Center, Henry Ford Health Systems, DTE Energy, Quicken Loans, and the Detroit Economic Growth Corporation (DEGC), which increased the potential value of participation for MBEs and WBEs. The event was held at Matthaei in the Multipurpose Indoor Facility.

### **Council of Supplier Diversity Professionals (CSDP)**

Wayne State is a member of the Council of Supplier Diversity Professionals, an organization established in 1988 for the purpose of sharing information, ideas, and best practices related to supplier diversity and to the growth and development of minority and women-owned businesses. Membership in this Council gives us additional access to vendor referrals, seminars, and workshops that expand and enhance our diversity program.

### **WBEC-GL and CEED**

Wayne State works with the Women's Business Enterprise Council - Great Lakes (WBEC-GL). This provides the University with access to the strongest and most active women business owner networking groups.

## Small & Diverse Business Workshops

The University has a strong presence in the business community. Our goal is to educate small business owners on our policies and procedures in order to work more effectively with the University. In addition to hosting the Annual Diversity and Detroit Based Business Conference (August 2014), Wayne is actively engaged in a wide variety of conferences and workshops sponsored, such as the Michigan Minority Procurement Conference in May 2014, the Michigan Business Leader's Summit in October 2014, the Schoolcraft Procurement Matchmaking Event in October 2014, the Dearborn Chamber of Commerce Meet the Purchaser's event in November 2014, and the MMSDC annual meeting in December 2014.

## IV. HIGHLIGHTS OF OFFICE OF EQUAL OPPORTUNITY ACTIVITIES

The Office of Equal Opportunity is led by a Director and staffed by two Equal Opportunity Specialists. The professional staff is supported by an Administrative Assistant and a student assistant. During 2014, OEO staff continued to participate in local organizations, including the Michigan Diversity Leadership Council, and national conferences.

In 2014, Wayne participated as a co-sponsor with Oakland University in holding the first Diversity, Equity, and Inclusion Conference. The conference brought together academia and industry for a one-day event of sessions focused on the conference theme: *Leveraging Diversity: Affirming and Empowering the Educated Community*. Director Jones opened the conference with his presentation *A Vision for Diversity*. Director Jones also made a presentation on the impact of Michigan's Proposal 2 and the Supreme Court's consideration of Schuette v. Coalition to Defend Affirmative Action during the State of the State Conference at Bowling Green University in March 2014. This annual conference, coordinated by institutions within the state of Ohio, is a venue for discussion of issues of equity, opportunity, and diversity among representatives from education, law, healthcare, business, and state and local government.

The OEO serves as a resource promoting access and equal opportunity within the University. The OEO serves as the ADA Title I Coordinator for Wayne. In this role, the OEO evaluates disability accommodation requests from employees, and serves as a resource regarding issues of accessibility on campus. The OEO Director also serves on the ADA Advisory Committee to address issues of accessibility at Wayne. In addition, the OEO Director is designated as the Title IX Coordinator for Wayne, providing coordination for those reports of sex discrimination protected under the federal law and investigation of incidents that allege violations of Wayne's non-discrimination and harassment policies. In 2014, the OEO joined with the Office of General Counsel and the Dean of Students Office to provide training to academic units and staff on the duties, responsibilities, and rights that members of the University community have with respect to Title IX and its protections.

Training and outreach efforts are emphasized to promote a diverse environment. The OEO continued to provide training sessions on Sexual Harassment Prevention to both management-level personnel and other staff, in addition to Diversity Training through the Organization and Employee Development Office. Furthermore, employees continue to utilize the WSU On-line Sexual Harassment Module, "Preventing Harassment on Campus,"

which allows employees to complete the training at a self-directed pace and provides broader access than previous training modes.

Through the use of Faculty Search Committee Training to schools and colleges, the OEO assists the Search Committees in preparing to search for qualified faculty from a diverse pool. The faculty hiring process provides schools and colleges with the ability to continually assess their efforts at diversifying their faculty, requiring each school and college to evaluate their full-time faculty data and national availability statistics to demonstrate their efforts to seek diversity in their academic staff. This training emphasizes the use of a variety of recruiting sources, in addition to the use of the On-line Hiring System in implementing an automated system to execute the hiring of academic staff.

## PROPOSAL 2

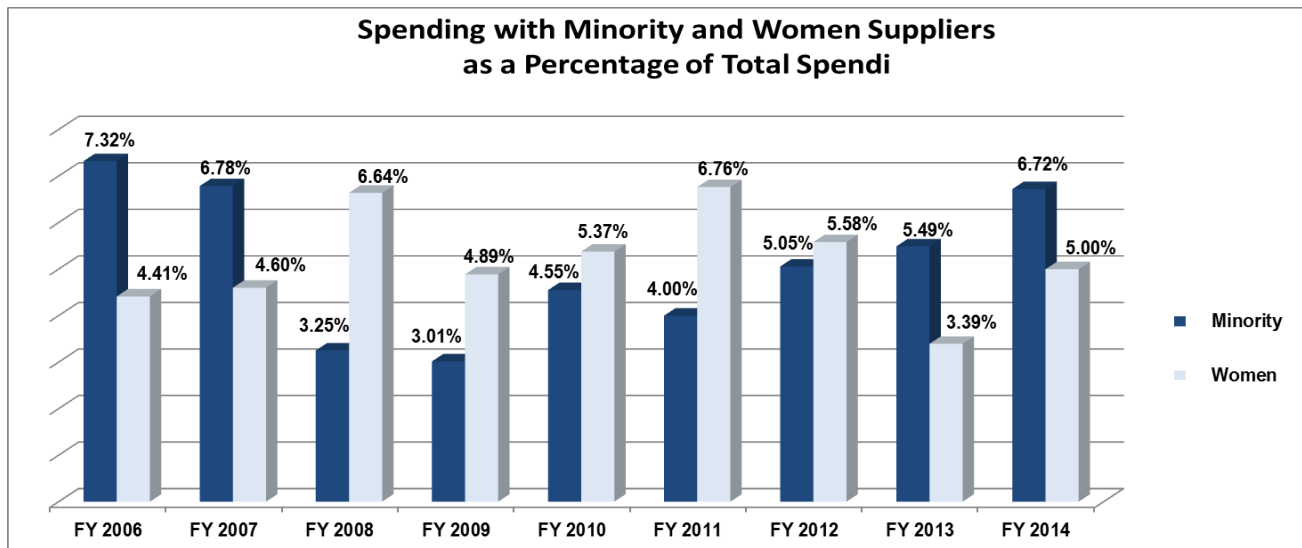
The “Michigan Civil Rights Initiative,” commonly known as “Proposal 2,” was a ballot initiative that became Michigan law on December 22, 2006. The ballot proposal amended the Michigan Constitution to become Article I, Section 26 to bar the use of “preferences” based on race, sex, color, ethnicity or national origin in public employment, contracting, or education.

Proposal 2 does not prohibit Federal contractors from “action that must be taken to establish or maintain eligibility.” As a federal contractor, Wayne must comply with the affirmative action efforts in hiring set forth in Executive Order 11246. It is worth noting that as used in Executive Order 11246; “affirmative action” is a term of art similar to “equal opportunity” and does not have the scope traditionally attached to the term.

Spending on minority suppliers dropped significantly in the years immediately after Proposal 2 took effect. While spending on minority suppliers has since made incremental gains, it has not yet reached pre-Proposal 2 levels. Spending with women vendors has fluctuated significantly. In Chart 21, we see the trend on spending with women and minority vendors since the enactment of Proposal 2.

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

(Chart 21)



## **APPENDICES**

### **I. Definition of EEO Job Categories**

- **Executive, Administrative and Managerial**

Persons whose assignments require *primary* and major responsibility for management of the institution, or a customarily recognized department or subdivision. Assignments require the performance of work directly related to management policies or general business operations of the institution department or subdivision, etc. Reported in this category are employees holding such positions as president, vice president, dean, director or the equivalent, as well as management employees such as associate and assistant deans, division and academic department heads (chairs), or the equivalent if their principal responsibilities are administrative in nature.

- **Faculty (Instruction / Research / Public Service)**

Persons whose principal responsibilities customarily are for the purpose of instruction, research or public service and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer or the equivalent. Reported in this category are deans, directors or the equivalent, as well as associate deans, assistant deans and executive officers of academic departments (chairs, heads, or the equivalent). This definition does not include student teaching or research assistants or medical interns or residents.

- **Other Professionals (Support / Service)**

Persons employed for the primary purpose of performing academic support, student service and institutional support activities, and whose assignments would require either college graduation or experience that would provide a comparable background. Includes positions such as librarians, accountants, personnel professionals, counselors, systems analysts, coaches and assistant general counsel.

- **Clerical / Secretarial**

Includes administrative support occupations, including all clerical-type work regardless of level of difficulty, where the activities are predominately non-manual, though some manual work not directly involved with altering or transporting the products is included.

- **Technical / Paraprofessional**

Persons whose assignments require special knowledge or skills that may be acquired through experience or academic work as offered in many two-year technical institutions and junior colleges, or through equivalent on-the-job training. Includes computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational-activity categories that are institutionally defined as technical assignments.

- **Skilled Trades / Crafts**

Persons whose assignments typically require special manual skills, and a thorough and comprehensive knowledge of the processes involved in the work, as acquired through on-the-job training and experience, or through apprenticeship or other formal training programs. Includes mechanical operators and repairers, electricians, stationary engineers, skilled machinists, carpenters, compositors and typesetters, and upholsterers.

- **Service / Maintenance**

Persons whose assignments require limited degrees of previously acquired skills and knowledge. Persons who perform duties that result in or contribute to the comfort, convenience and hygiene of personnel and students, or that contribute to the upkeep and care of buildings, facilities or grounds of the institution. Includes chauffeurs, laundry and dry-cleaning operators, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers and security personnel.

## **II. Definition of Standard Occupational Classification (SOC) System**

The 2010 Standard Occupational Classification (SOC) System<sup>12</sup> is used by Federal statistical agencies to classify workers and jobs into occupational categories for the purpose of collecting, calculating, analyzing, or disseminating data. The SOC is designed to reflect the current occupational structure of the United States; it classifies all occupations in which work is performed for pay or profit. The SOC covers all jobs in the national economy, including occupations in the public, private, and military sectors. All Federal agencies that publish occupational data for statistical purposes are required to use the SOC to increase data comparability across Federal programs.

The occupations in the SOC are classified at four levels of aggregation to suit the needs of various data users: major group, minor group, broad occupation, and detailed occupation. Each lower level of detail identifies a more specific group of occupations. The 23 major groups, listed below are divided into 97 minor groups, 461 broad occupations, and 840 detailed occupations.

### 2010 SOC Major Groups

<i>Code</i>	<i>Title</i>
11-0000	Management Occupations
13-0000	Business and Financial Operations Occupations
15-0000	Computer and Mathematical Occupations
17-0000	Architecture and Engineering Occupations
19-0000	Life, Physical, and Social Science Occupations
21-0000	Community and Social Service Occupations
23-0000	Legal Occupations
25-0000	Education, Training, and Library Occupations
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations
29-0000	Healthcare Practitioners and Technical Occupations
31-0000	Healthcare Support Occupations

<sup>12</sup> [http://www.bls.gov/soc/soc\\_2010\\_user\\_guide.pdf](http://www.bls.gov/soc/soc_2010_user_guide.pdf)

33-0000	Protective Service Occupations
35-0000	Food Preparation and Serving Related Occupations
37-0000	Building and Grounds Cleaning and Maintenance Occupations
39-0000	Personal Care and Service Occupations
41-0000	Sales and Related Occupations
43-0000	Office and Administrative Support Occupations
45-0000	Farming, Fishing, and Forestry Occupations
47-0000	Construction and Extraction Occupations
49-0000	Installation, Maintenance, and Repair Occupations
51-0000	Production Occupations
53-0000	Transportation and Material Moving Occupations
55-0000	Military Specific Occupations

### **III. OEO Responsibilities**

The Office of Equal Opportunity is responsible for the following:

- Developing policy statements, Affirmative Action Plan programs, methods, and internal and external communication techniques. Policies and procedures will continue to be developed to ensure an efficient and positive interaction between the Office of Equal Opportunity and managers charged with hiring staff.
- Assisting management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and equal employment opportunity (“EEO”) policies and procedures.
- Designing and implementing monitoring and reporting methods to measure the effectiveness of Wayne’s program; to indicate need for remedial action; and to determine the degree to which Wayne’s goals and objectives are being met.
- Providing management a working understanding of the goals and objectives in Wayne's Affirmative Action Plan.
- Meeting with managers, supervisors, and employees to assure that Wayne's EEO policies are being followed.
- Acting as a liaison between Wayne and enforcement agencies.
- Acting as a liaison between Wayne and appropriate minority and women's organizations and community action groups concerned with employment opportunities for minorities and women.
- Supporting contact between Wayne and predominately female and minority high schools, colleges, and technical schools in the area as needed.
- Keeping management informed of developments in the EEO and affirmative action field.
- Conducting a periodic audit to ensure that Wayne complies in the following ways:

- Making sure EEO posters are properly displayed.
- Making sure that all University employees have the opportunity and are encouraged to participate in University-sponsored educational, training, recreational and social activities.

#### **IV. Definition of Terms**

**American Indian or Alaskan Native (Not Hispanic or Latino):** A person having origins in any of the original peoples of North America, South America (including Central America), and who maintain tribal affiliation or community attachment.

**Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

**Black or African American:** A person having origins in any of the black racial groups of Africa, but not Hispanic.

**Caucasian or White:** A person who is not included in any of the four ethnic identifications listed above.

**Hispanic or Latino:** A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

**Native Hawaiian or Other Pacific Islander:** A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Disability:** Defined by both state and federal law. Generally, refers to a person who has a physical or mental impairment that substantially limits one or more major life activities, or has a record of such impairment, or is regarded as having such impairment.

#### **Americans with Disabilities Act:**

*In the first instance, disability status is self-identified by faculty, staff and students.*

#### **V. Academic Classifications**

**Professor:** Includes full professor, distinguished professor, visiting professor, university professor, and professor (clinical), professor (research).

**Associate Professor:** Includes visiting associate professor, associate professor (clinical), associate professor (research).

**Assistant Professor:** Includes visiting assistant professor, assistant professor (clinical), assistant professor (research).

#### **VI. Other Employee Definitions**

**Full-time Employee:** Academic staff and non-academic employees whose assignments add up to a full-time equivalency (“FTE”) of 1.0.



**Full-time Faculty:** Faculty whose assignments are tenure or non-tenure system with a FTE of .50 or above.

**Tenure-System Faculty:** Faculty appointed to the tenure-system or granted tenure by Board of Governors Statute. Faculty in the tenure-system may hold an academic rank of Professor, Associate Professor and Assistant Professor.

**Fractional-time Employee:** Academic and non-academic employees whose assignments add up to a FTE of 0.50 to 0.99.

**Casual or Part-time Employee:** Academic and non-academic employees whose assignments add up to 0.49 or less assignments add up to 0.49 or less.

## VII. 2013 Data Tables

### 2013 Total Full Time Academic and Non Academic Employee Headcount

As of 12/31/2013 – (Table 31)

Category	2013 Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Pacific Islander	2 or More Races	Total Minorities	Women
Faculty	1,755	116 6.6%	372 21.2%	39 2.2%	5 0.3%	3 0.2%	6 0.3%	541 30.8%	688 39.2%
Executive / Administrative / Managerial	261	49 18.8%	12 4.6%	5 1.9%	1 0.4%	0 0.0%	1 0.4%	68 26.1%	137 52.5%
Other Professionals	2,173	460 21.2%	339 15.6%	76 3.5%	8 0.4%	4 0.2%	12 0.6%	899 41.4%	1,295 59.6%
Technical / Paraprofessional	65	10 15.4%	1 0.0%	4 0.0%	0 0.0%	0 0.0%	0 0.0%	15 23.1%	29 44.6%
Clerical / Secretarial	361	236 65.4%	3 0.8%	8 2.2%	1 0.3%	0 0.0%	3 0.8%	251 69.5%	320 88.6%
Skilled Crafts	106	30 28.3%	2 1.9%	1 0.9%	0 0.0%	0 0.0%	0 0.0%	33 31.1%	5 4.7%
Service / Maintenance	298	220 73.8%	2 0.7%	9 3.0%	1 0.3%	0 0.0%	1 0.3%	233 78.2%	111 37.2%
<b>Total</b>	<b>5,019</b>	<b>1,121 22.3%</b>	<b>731 14.6%</b>	<b>142 2.8%</b>	<b>16 0.3%</b>	<b>7 0.1%</b>	<b>23 0.5%</b>	<b>2,040 40.6%</b>	<b>2,585 51.5%</b>

### 2013 Full Time Faculty - Tenure and Non-Tenure System

As of 12/31/2013 – (Table 32)

Rank	2013 Faculty Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	2 or more Races	Total Minority	Women
Tenure System	1,042	47 4.5%	225 21.6%	28 2.7%	1 0.1%	1 0.1%	4 0.4%	306 29.4%	341 32.7%
Non-Tenure System	713	69 9.7%	147 20.6%	11 1.5%	4 0.6%	2 0.3%	2 0.3%	235 33.0%	347 48.7%
<b>Total</b>	<b>1,755</b>	<b>116 6.6%</b>	<b>372 21.2%</b>	<b>39 2.2%</b>	<b>5 0.3%</b>	<b>3 0.2%</b>	<b>6 0.3%</b>	<b>541 30.8%</b>	<b>688 39.2%</b>

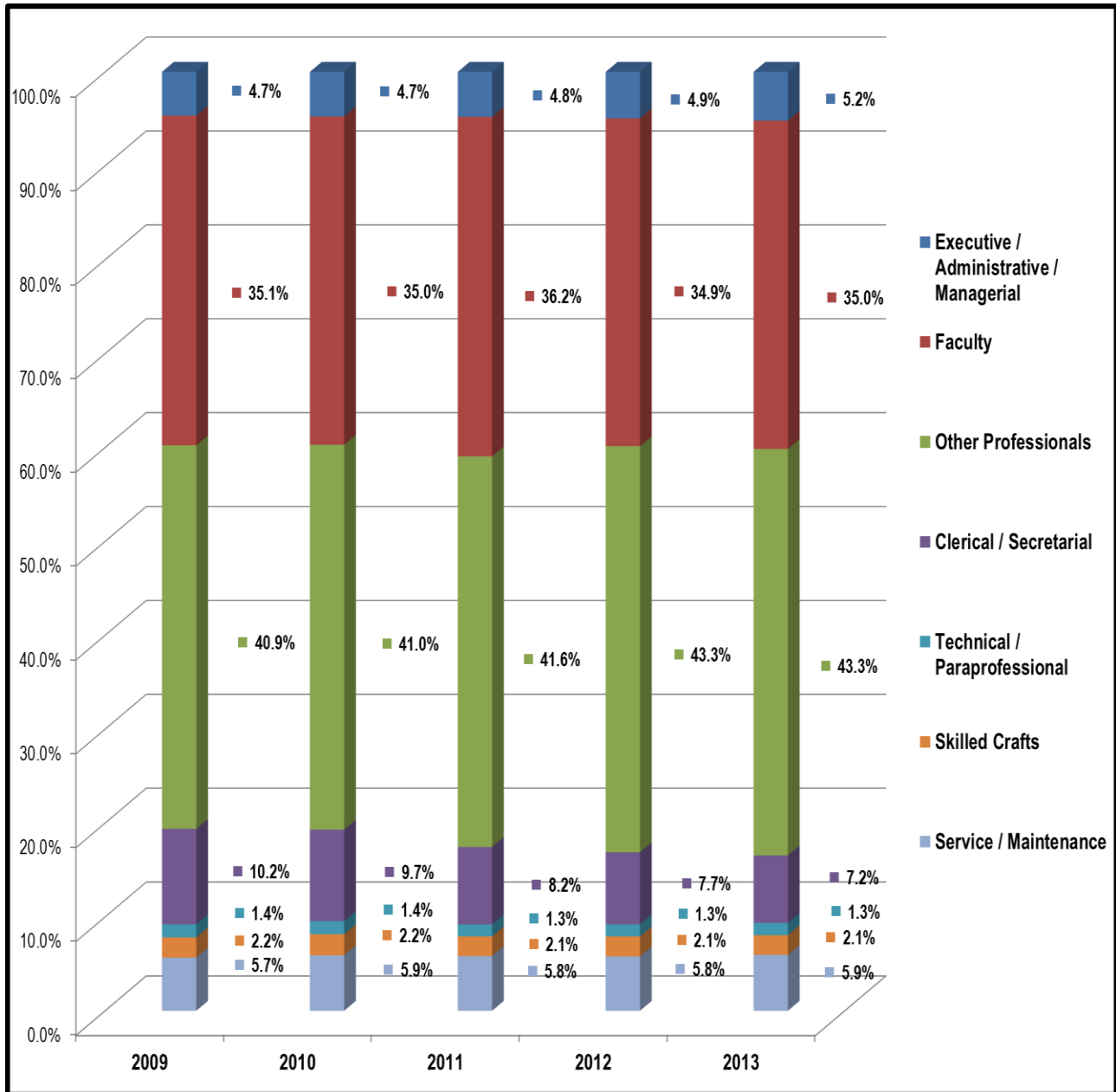
### 2013 Total Tenure System Faculty by Rank

As of 12/31/13 (Table 33)

Rank	2013 Faculty Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	2 or more Races	Total Minority	Women
Professor	435	12 2.8%	80 18.4%	8 1.8%	0 0.0%	0 0.0%	0 0.0%	100 23.0%	86 19.8%
Associate Professor	353	24 6.8%	71 20.1%	12 3.4%	0 0.0%	1 0.3%	0 0.0%	108 30.6%	131 37.1%
Assistant Professor	254	11 4.3%	74 29.1%	8 3.1%	1 0.4%	0 0.0%	4 1.6%	98 38.6%	124 48.8%
<b>Total Total %</b>	<b>1,042</b>	<b>47 4.5%</b>	<b>225 21.6%</b>	<b>28 2.7%</b>	<b>1 0.1%</b>	<b>1 0.1%</b>	<b>4 0.4%</b>	<b>306 29.4%</b>	<b>341 32.7%</b>

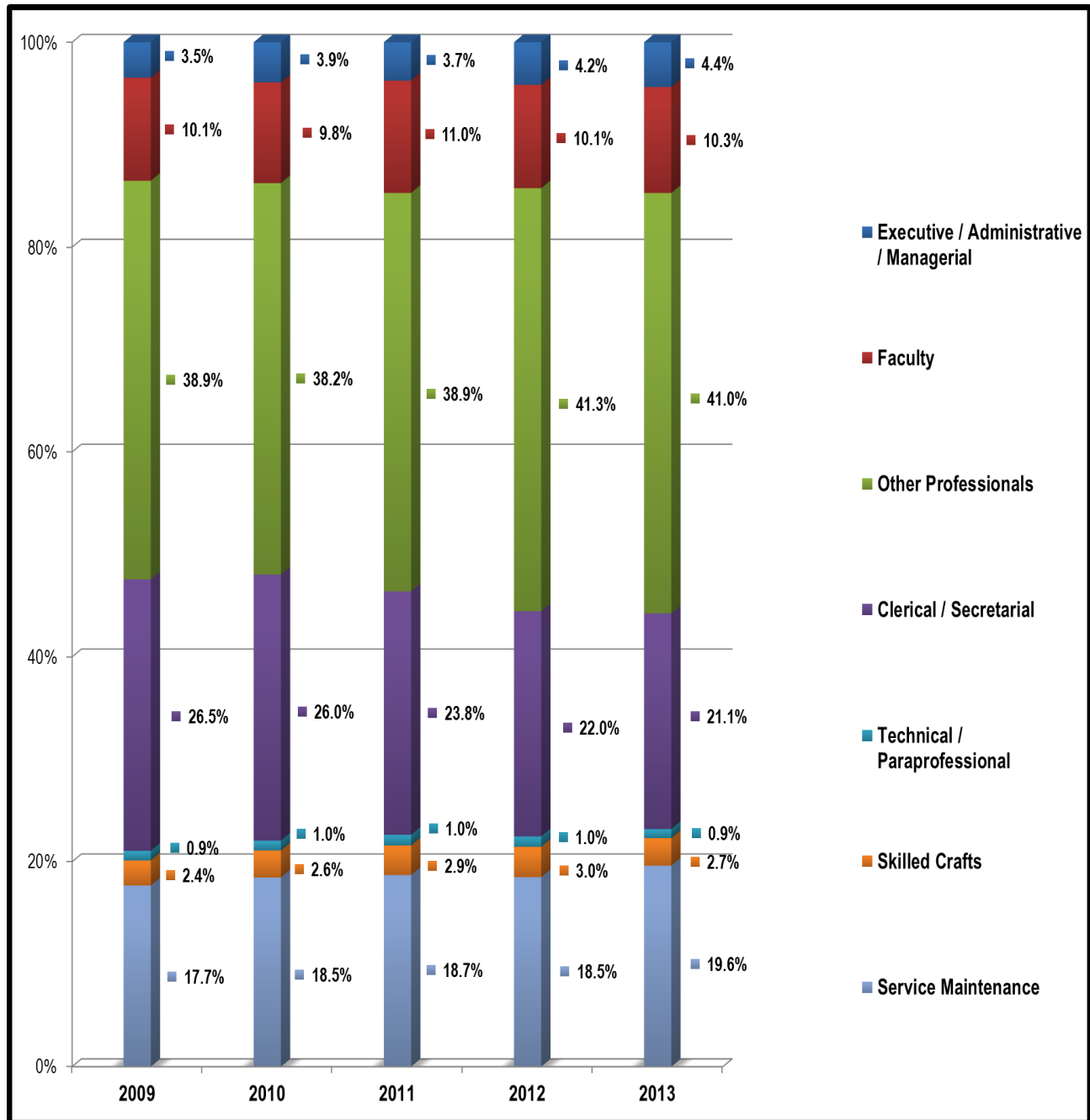
**VIII. Five Year Comparison Graphs – 2009-2013**

**Total Employee Headcount by EEO Category – Academic and Non-Academic Full Time**  
 (Chart 22)



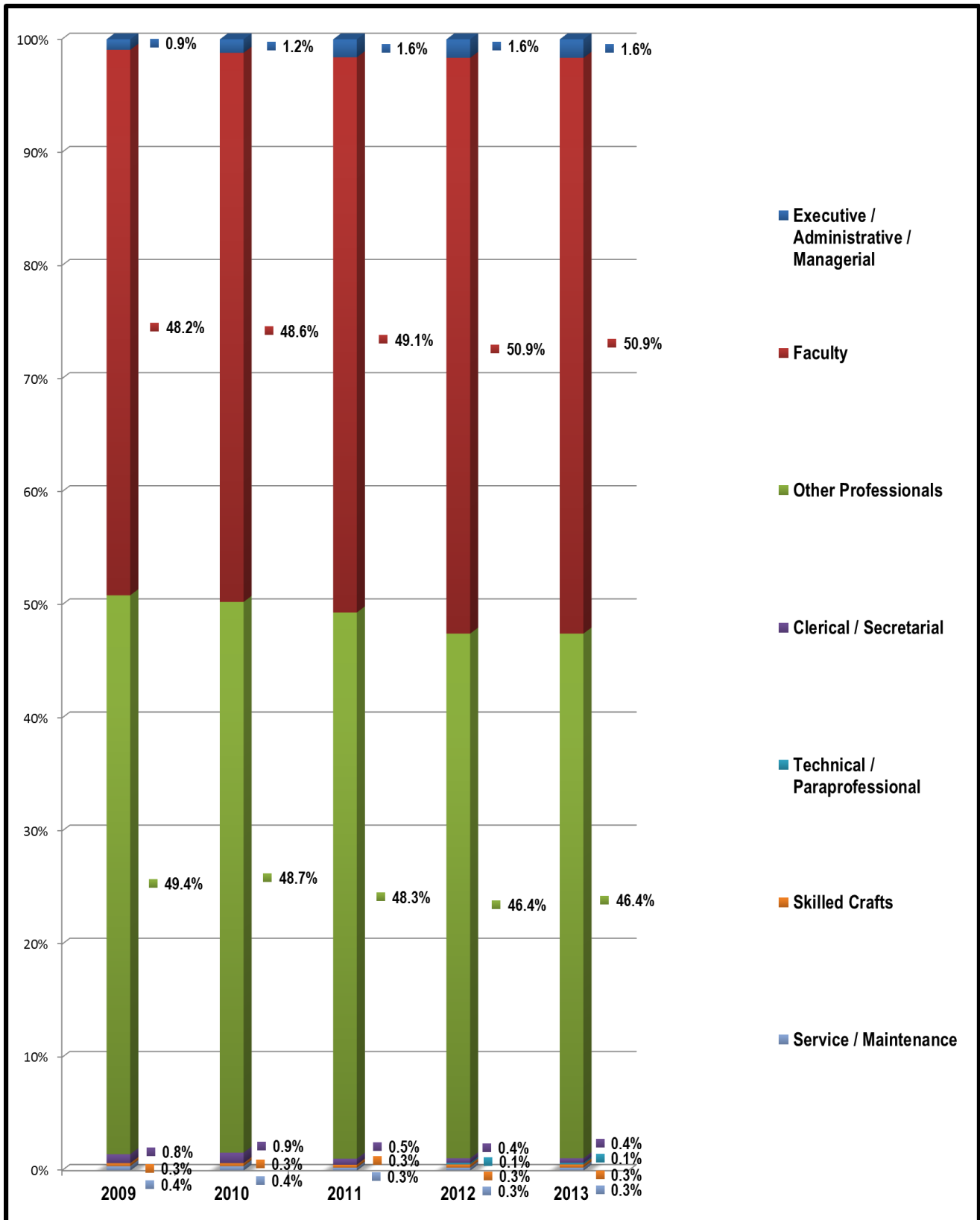
# Black Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time

(Chart 23)



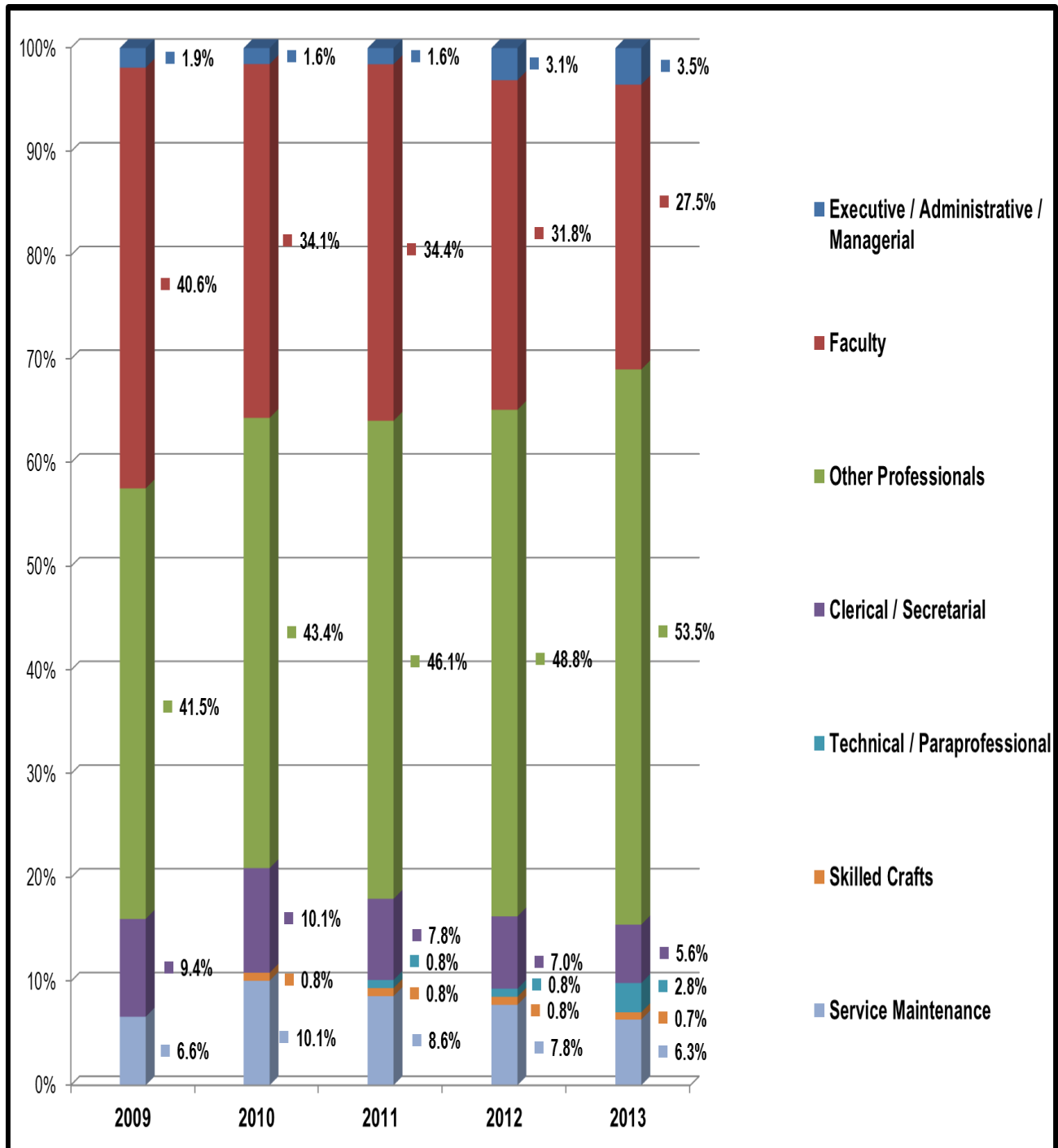
# Asian Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time

(Chart 24)



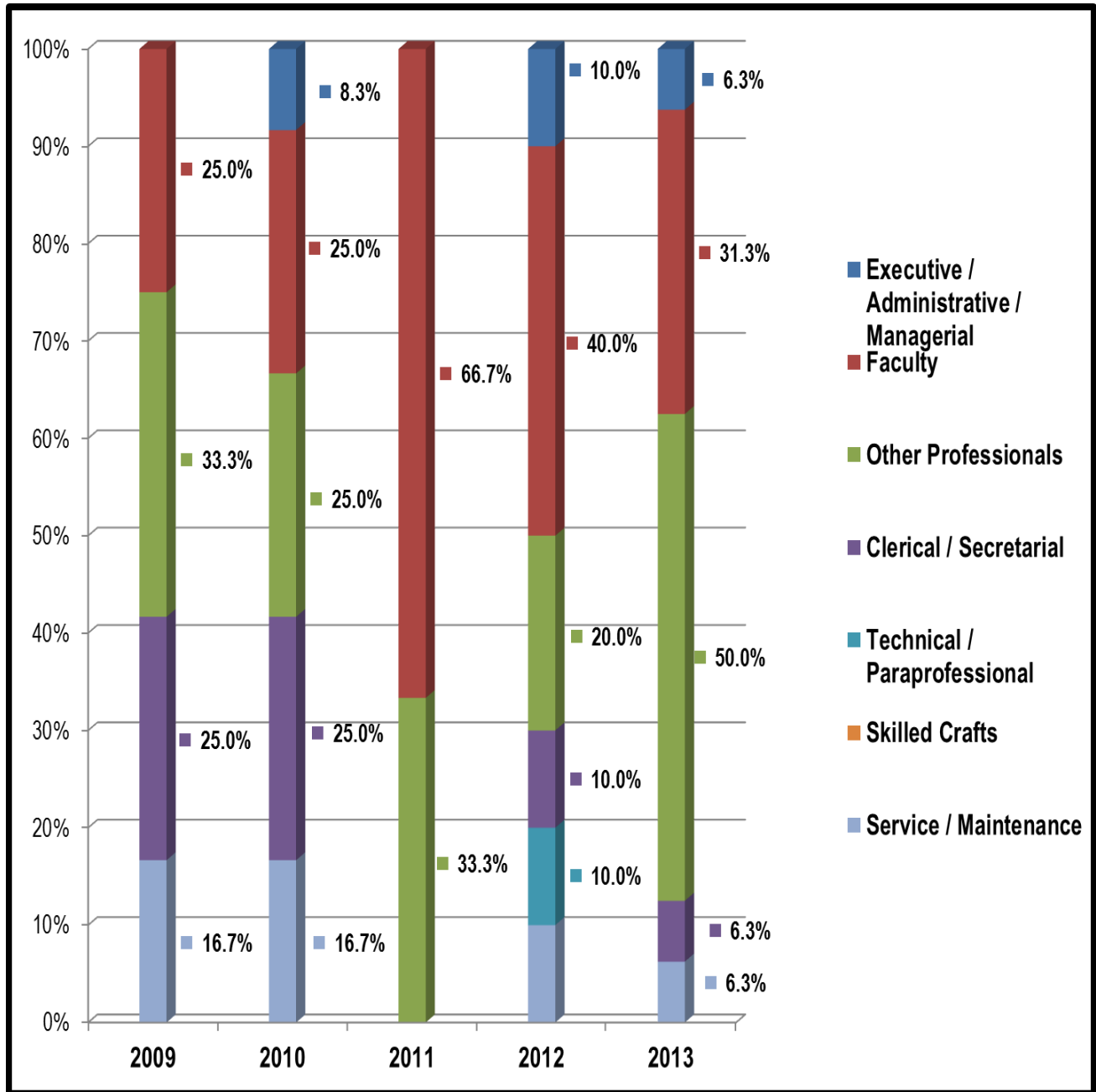
# Hispanic Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time

(Chart 25)



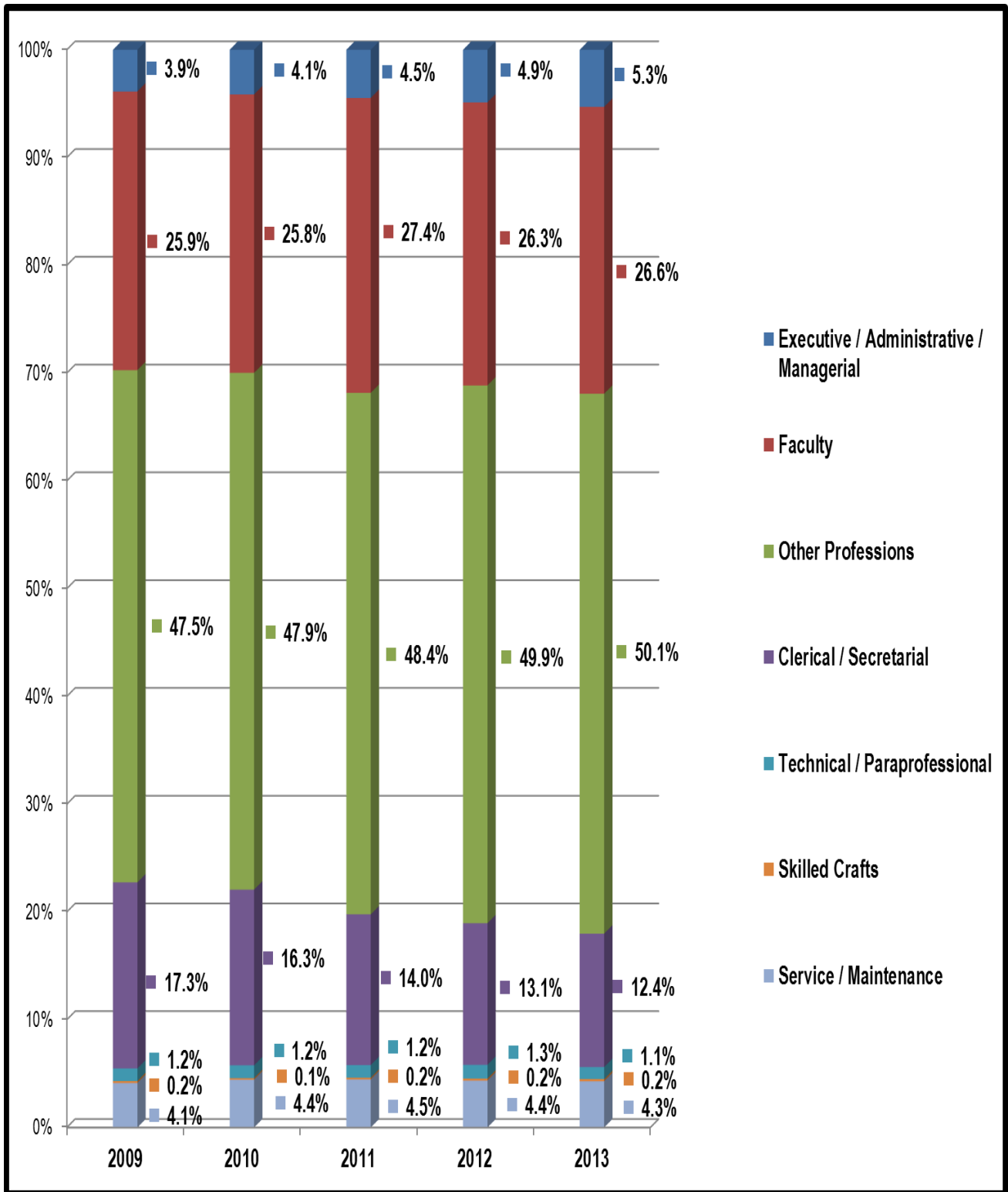
# Native American Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time

(Chart 26)



# Women Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time

(Chart 27)





## **IX. Summary of Tables and Charts**

### **SUMMARY OF TABLES**

Table 1:	Minority Representation Compared to Regional Availability .....	7
Table 2:	2014 Full Time Women and Minority Employment .....	7
Table 3:	2014 Total Full Time Academic and Non Academic Employee Headcount .....	8
Table 4:	2014 Total Full-Time Women Employee Headcount .....	8
Table 5:	2014 Full Time Faculty - Tenure and Non-Tenure System .....	9
Table 6:	2014 Tenure System Faculty by Rank .....	11
Table 7:	2014 Full Time Faculty Promotions - Tenure and Tenure Track System .....	11
Table 8:	2014 Tenure/Tenure-Track Faculty by School/College/Division – Minorities .....	14
Table 9:	2014 Tenure/Tenure-Track Faculty by School/College/Division – Women .....	15
Table 10:	2014 Total Full-Time Non-Academic Employee Headcount .....	16
Table 11:	Temporary Employees by Position Classification and Gender .....	17
Table 12:	Temporary Employees by Position Classification and Race .....	18
Table 13:	Comparative Analysis (MPU) – Women Employment.....	19
Table 14:	Comparative Analysis (MPU) – Minority Employment .....	20
Table 15:	Comparative Analysis (MPU) – Women Faculty Employment .....	21
Table 16:	Comparative Analysis (MPU) – Minority Faculty Employment .....	22
Table 17:	Comparative Analysis (NPI) – Women Employment.....	23
Table 18:	Comparative Analysis (NPI) – Minority Employment .....	24
Table 19:	Comparative Analysis (NPI) – Women Faculty Employment .....	25
Table 20:	Comparative Analysis (NPI) – Minority Faculty Employment.....	26
Table 21:	Michigan Public Universities – Women Employees .....	27
Table 22:	Michigan Public Universities – Women Employees by Primary Ethnicity .....	28
Table 23:	Michigan Public Universities – Minority Employees .....	29
Table 24:	Michigan Public Universities – Minority Employees by Primary Ethnicity .....	30
Table 25:	National Peer Universities – Women Employees .....	31
Table 26:	National Peer Universities – Women Employees by Primary Ethnicity .....	32
Table 27:	National Peer Universities – Minority Employees .....	33
Table 28:	National Peer Universities – Minority Employees by Primary Ethnicity .....	34
Table 29:	2012 – 2014 Complaints by School/College/Division and Protected Basis .....	38
Table 30:	2012 – 2014 Supplier Diversity .....	41
Table 31:	2013 Total Full Time Academic and Non Academic Employee Headcount .....	50
Table 32:	2013 Full Time Faculty - Tenure and Non-Tenure System .....	50
Table 33:	2013 Total Tenure System Faculty by Rank.....	50

## SUMMARY OF CHARTS

Chart 1:	2014 Full Time Faculty – Minority Representation.....	10
Chart 2:	2014 Full Time Faculty – Gender Representation .....	10
Charts 3 & 4:	Full Professors (n=420): Women and Minority Representation .....	12
Charts 5 & 6:	Associate Professors (n=356): Women and Minority Representation.....	12
Charts 7 & 8:	Assistant Professors (n=241): Women and Minority Representation.....	13
Chart 9:	Full Time Women and Minority Faculty Five Year Trend .....	13
Chart 10:	Complaints -- Initial Inquiries .....	35
Chart 11:	Initial Inquiry and Formal Complaint Activity Comparison .....	36
Chart 12:	Total Complaint Activity by Type of Claim .....	
Charts 13 & 14:	Comparison of Total PO Activity - 2014 .....	39
Charts 15 & 16:	Comparison of Total Construction Contract Awards.....	40
Charts 17 & 18:	Comparison of Total General Purchasing Awards.....	40
Charts 19 & 20:	Comparison of Detroit Based Business Awards .....	41
Chart 21:	Spending with Minority and Women Suppliers as Percentage of Total Spending .	44
Charts 22-27:	Five-year Comparisons: Employee Headcounts by EEO Category: (Academic and Non-Academic)	
Chart 22:	All Full Time Employees.....	51
Chart 23:	Black Full Time Employees .....	52
Chart 24:	Asian Full Time Employees.....	53
Chart 25:	Hispanic Full Time Employees .....	54
Chart 26:	Native American Full Time Employees.....	55
Chart 27:	Women Full Time Employees.....	56

