



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

Presented by  
**Nikki Wright, Director**  
**Office of Equal Opportunity**

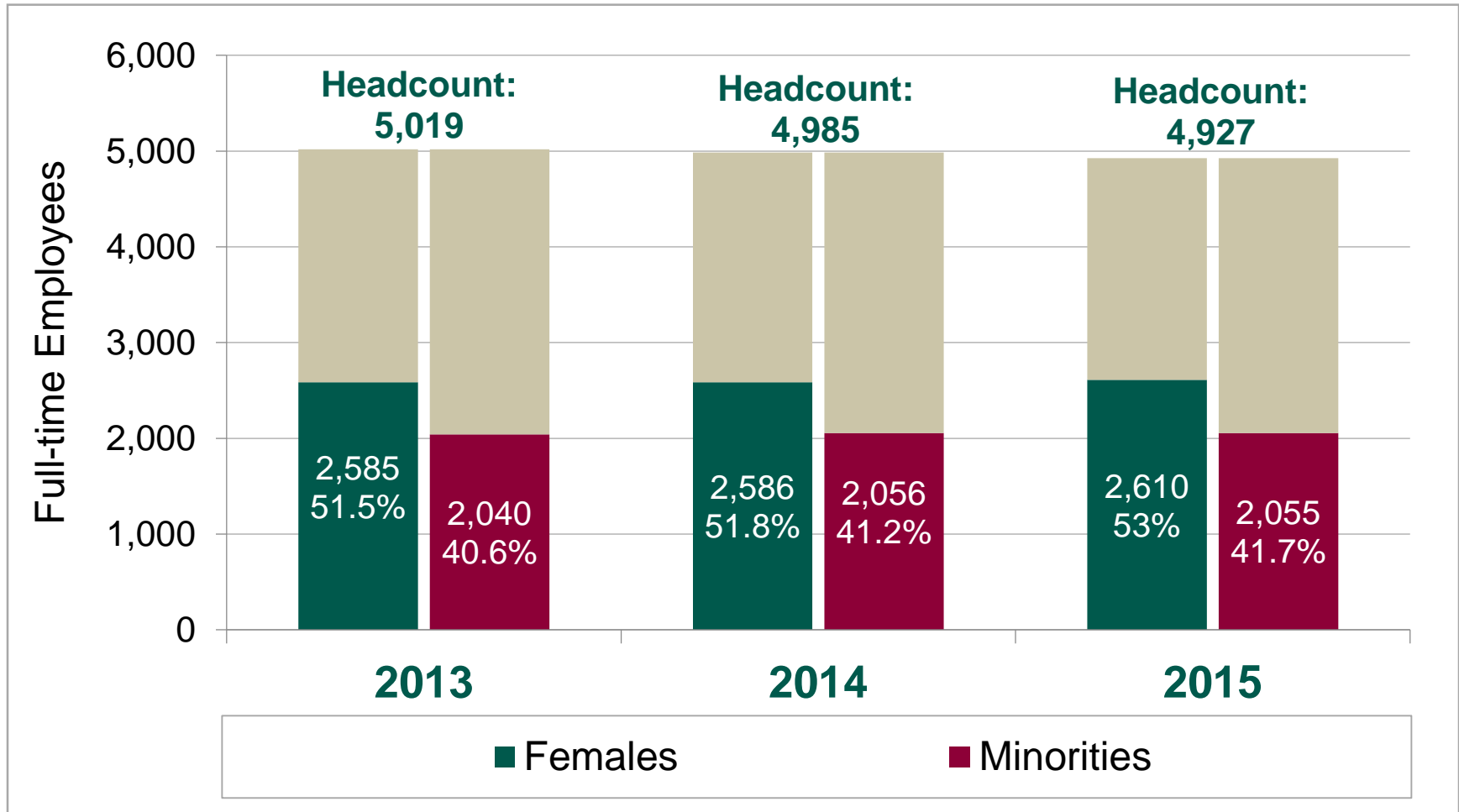
# Overview

- Wayne State University continues to be a leader in providing equal opportunity to women and minorities
  - The majority of WSU employees are women, including 51% of higher-level positions.
  - Minorities make up over 42% of our workforce, including 31% of tenure/tenure-track faculty.

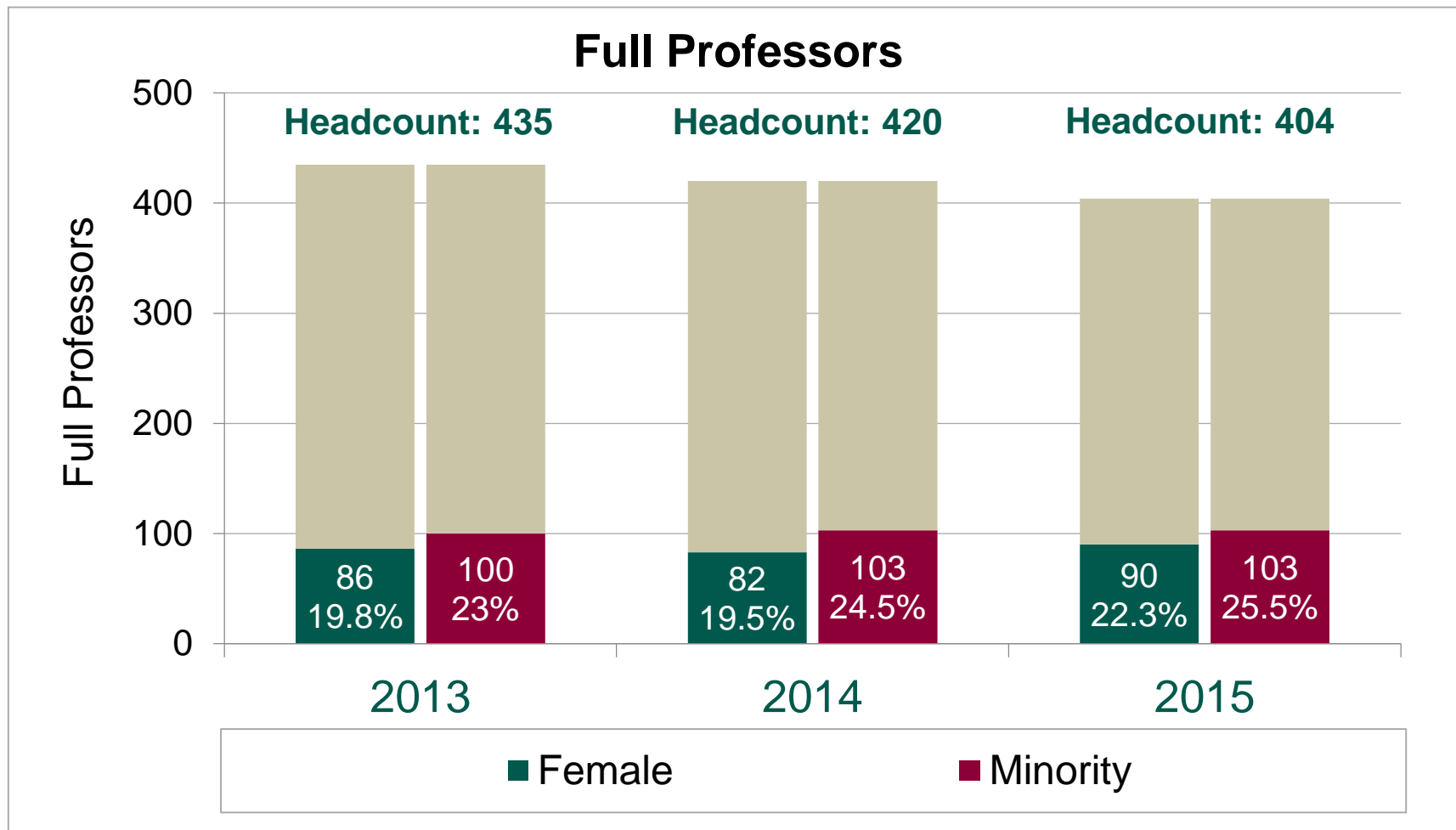
# 2015 Employment

Category	2015 Total	Black	Asian	Hispanic	Other Minorities	Unknown	Total Minorities	Women
Faculty	1,680	112 6.7%	371 22.1%	39 2.3%	11 .7%	18 1.1%	533 32%	694 41%
Executive/Admin Managerial	284	51 18.0%	11 3.9%	7 2.5%	2 .7%	0	71 25.0%	146 51%
Other Professionals	2,174	493 22.7%	350 16.1%	65 3.0%	34 1.7%	21 1.0%	942 43.3%	1,344 62%
Technical/ Paraprofessional	80	16 20.0%	2 2.5%	3 3.8%	1 1.3%	0	22 27.5%	35 44%
Clerical/Secretarial	312	207 66.3%	3 1.0%	6 2%	6 1.9%	1 0.3%	222 71.2%	273 88%
Skilled Crafts	107	36 33.6%	2 1.9%	2 1.9%	—	1 0.9%	40 37.4%	6 6%
Service/Maintenance	290	215 74.1%	1 0.3%	8 2.8%	1 .3%	0	225 77.6%	112 39%
<b>TOTALS</b>	<b>4,927</b>	<b>1,130 22.9%</b>	<b>740 15.0%</b>	<b>130 2.6%</b>	<b>53 1.1%</b>	<b>41 0.8%</b>	<b>2,055 41.7%</b>	<b>2,610 53.0%</b>

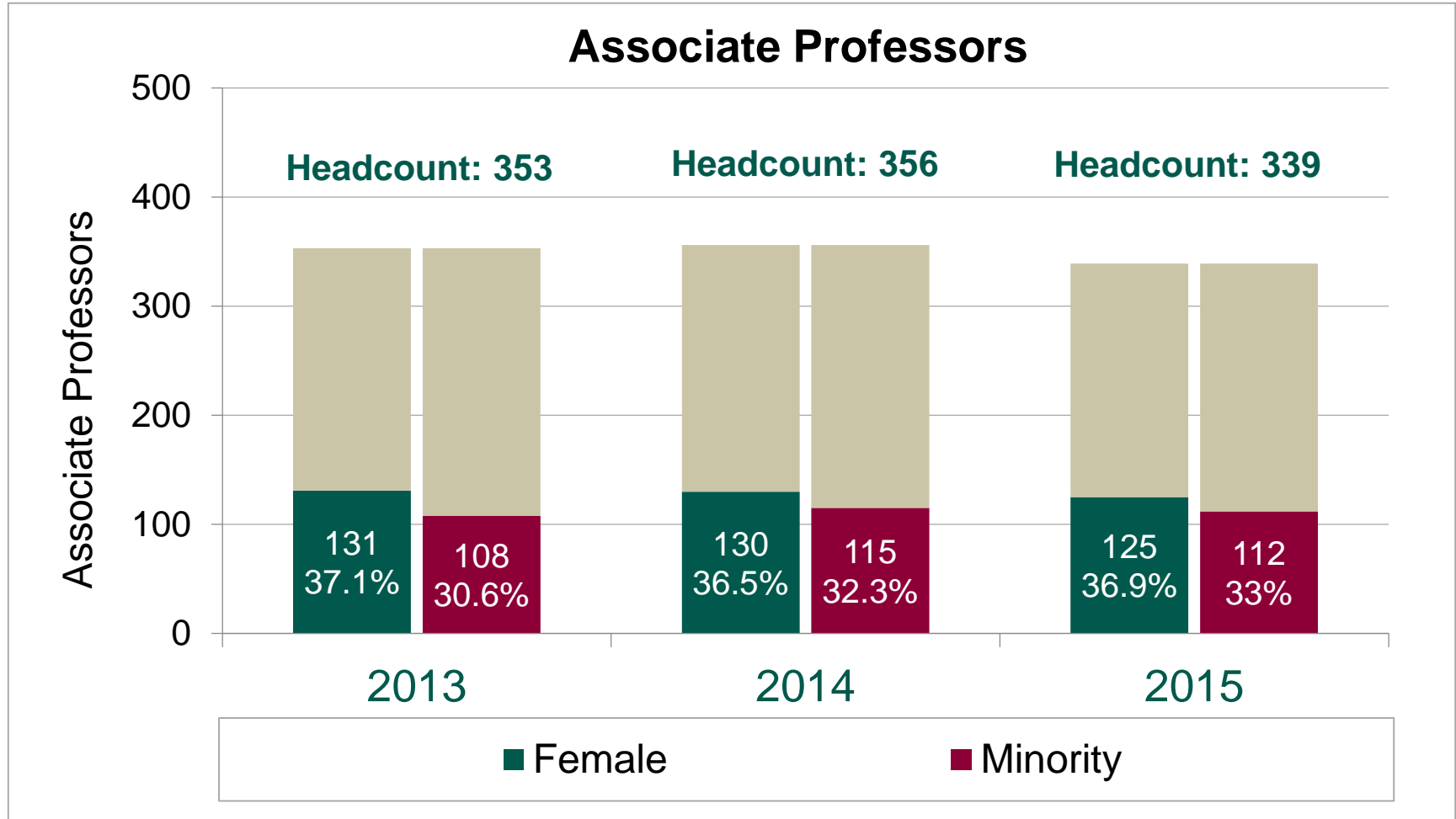
# Women and Minority Employment Three-year Comparison



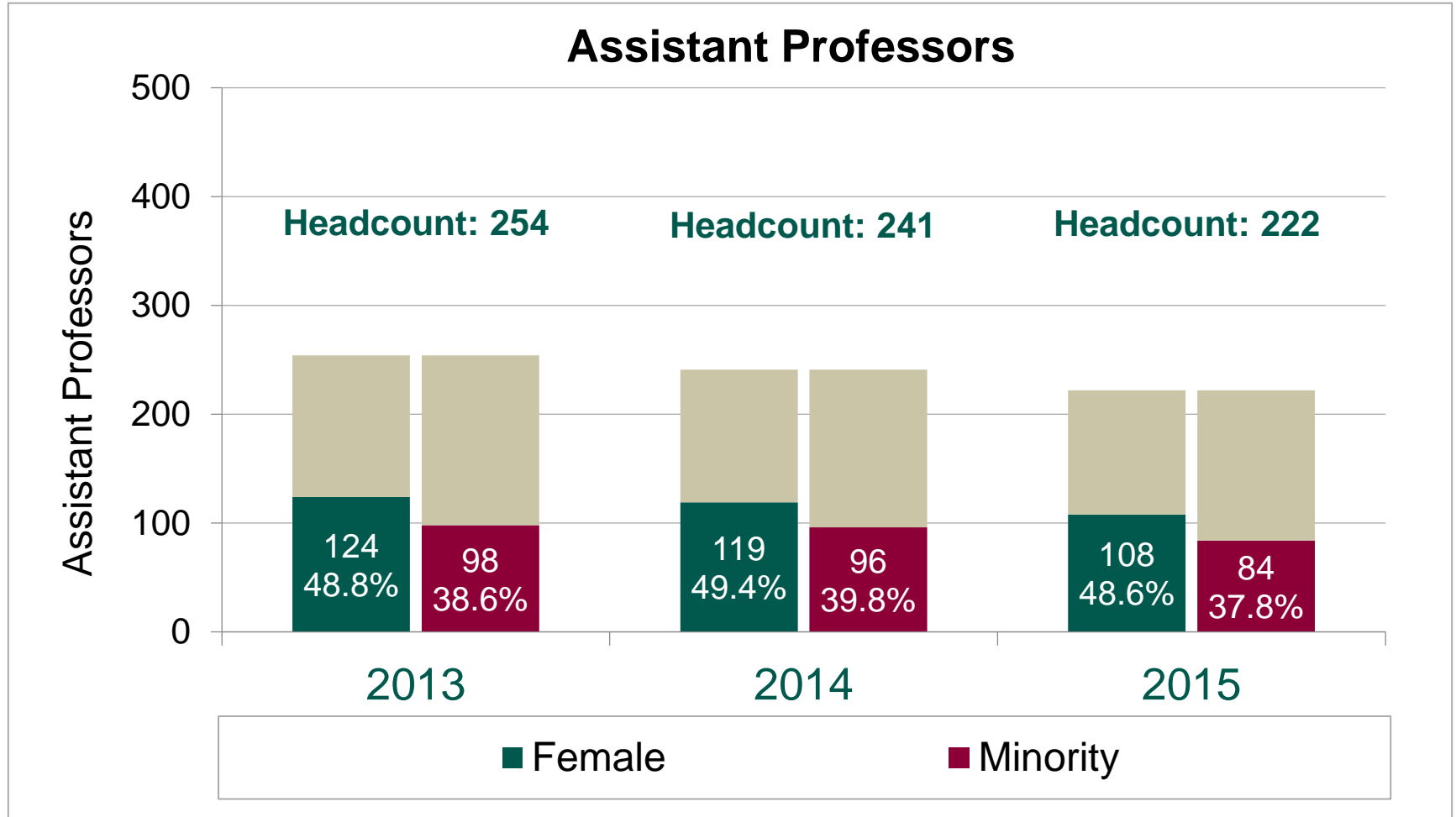
# Faculty By Rank Three-year Comparison



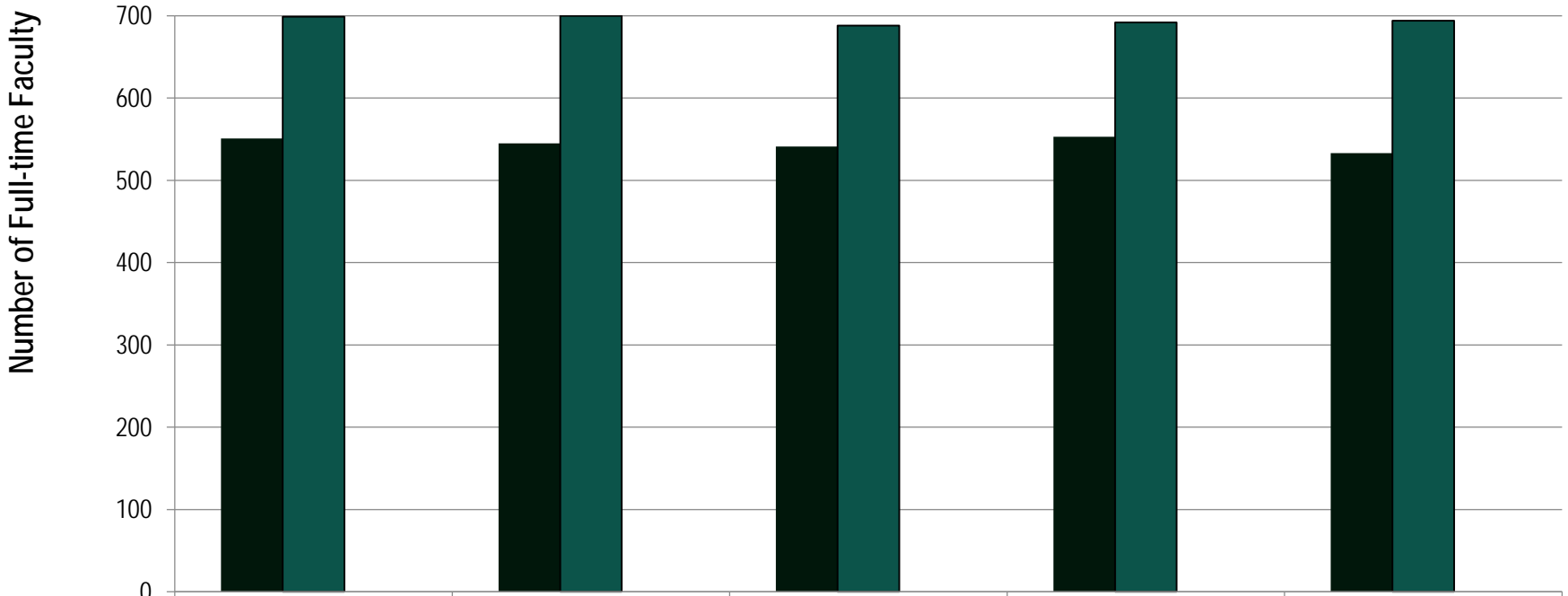
# Faculty By Rank Three-year Comparison



# Faculty By Rank Three-year Comparison



# Women and Minority Faculty Employment Five-year Comparison



	2011	2012	2013	2014	2015
■ Minorities	n=551	n=545	n=541	n=553	n=533
■ Women	n=699	n=700	n=688	n=692	n=694
Total Faculty	n=1806	n=1783	n=1755	n=1728	n=1680



# 2014 - 2015 Comparative Analysis Minority Employment

## National Peer Institutions

### 2014 - 2015 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	10,116	5,105	50.46%	1
University of Houston	5,065	2,474	48.85%	2
University of New Mexico-Main Campus	6,701	2,806	41.87%	3
Wayne State University (2015)	4,927	2,055	41.71%	4
University of Alabama at Birmingham	7,667	2,627	34.26%	5
Temple University	6,279	2,045	32.57%	6
Virginia Commonwealth University	5,830	1,596	27.38%	7
Indiana University-Purdue University-Indianapolis	7,042	1,851	26.29%	8
University of Louisville	6,031	1,302	21.59%	9
University of Cincinnati-Main Campus	5,371	1,084	20.18%	10
University of Colorado Denver	8,847	1,722	19.46%	11
University of Pittsburgh-Pittsburgh Campus	11,099	1,998	18.00%	12
Michigan State University	11,030	1,943	17.62%	13
University of Minnesota-Twin Cities	15,152	2,502	16.51%	14
University at Buffalo	4,409	674	15.29%	15
University of Utah	10,142	1,435	14.15%	16

## 2014 - 2015 Comparative Analysis Women Employment

### National Peer Institutions

#### 2014 - 2015 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	10,116	6,289	62.17%	1
University of Colorado Denver	8,847	5,244	59.27%	2
University of New Mexico-Main Campus	6,701	3,933	58.69%	3
Indiana University-Purdue University-Indianapolis	7,042	4,055	57.58%	4
University of Alabama at Birmingham	7,667	4,351	56.75%	5
Virginia Commonwealth University	5,830	3,194	54.79%	6
University of Louisville	6,031	3,209	53.21%	7
Wayne State University (2015)	4,927	2,610	52.97%	8
Temple University	6,279	3,320	52.87%	9
University of Minnesota-Twin Cities	15,152	7,993	52.75%	10
Michigan State University	11,030	5,807	52.65%	11
University of Utah	10,142	5,339	52.64%	12
University of Pittsburgh-Pittsburgh Campus	11,099	5,788	52.15%	13
University of Houston	5,065	2,625	51.83%	14
University of Cincinnati-Main Campus	5,371	2,612	48.63%	15
University at Buffalo	4,409	2,030	46.04%	16

## 2014 - 2015 Comparative Analysis Minority Faculty

National Peer Institutions				
2014 - 2015 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
Wayne State University (2015)	1,680	533	31.73%	1
University of Illinois at Chicago	1,917	574	29.94%	2
University of Houston	1,333	378	28.36%	3
University of New Mexico-Main Campus	1,703	441	25.90%	4
Indiana University-Purdue University-Indianapolis	2,154	520	24.14%	5
University of Alabama at Birmingham	2,210	528	23.89%	6
University of Louisville	1,739	388	22.31%	7
University of Pittsburgh-Pittsburgh Campus	4,035	900	22.30%	8
Michigan State University	2,747	595	21.66%	9
Virginia Commonwealth University	2,167	467	21.55%	10
University at Buffalo	1,565	325	20.77%	11
University of Minnesota-Twin Cities	3,388	641	18.92%	12
Temple University	2,085	363	17.41%	13
University of Cincinnati-Main Campus	1,743	288	16.52%	14
University of Colorado Denver	3,288	472	14.36%	15
University of Utah	1,649	235	14.25%	16

## 2014 - 2015 Comparative Analysis Women Faculty

### National Peer Institutions

#### 2014 - 2015 Full Time Women Faculty

Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Colorado Denver	3,288	1,758	53.47%	1
University of New Mexico-Main Campus	1,703	813	47.74%	2
University of Illinois at Chicago	1,917	909	47.42%	3
Virginia Commonwealth University	2,167	930	42.92%	4
Indiana University-Purdue University-Indianapolis	2,154	893	41.46%	5
Wayne State University (2015)	1,680	694	41.31%	6
University of Cincinnati-Main Campus	1,743	713	40.91%	7
University of Louisville	1,739	700	40.25%	8
University of Alabama at Birmingham	2,210	879	39.77%	9
University of Minnesota-Twin Cities	3,388	1,345	39.70%	10
University of Pittsburgh-Pittsburgh Campus	4,035	1,598	39.60%	11
Michigan State University	2,747	1,070	38.95%	12
University of Utah	1,649	639	38.75%	13
Temple University	2,085	806	38.66%	14
University of Houston	1,333	508	38.11%	15
University at Buffalo	1,565	553	35.34%	16

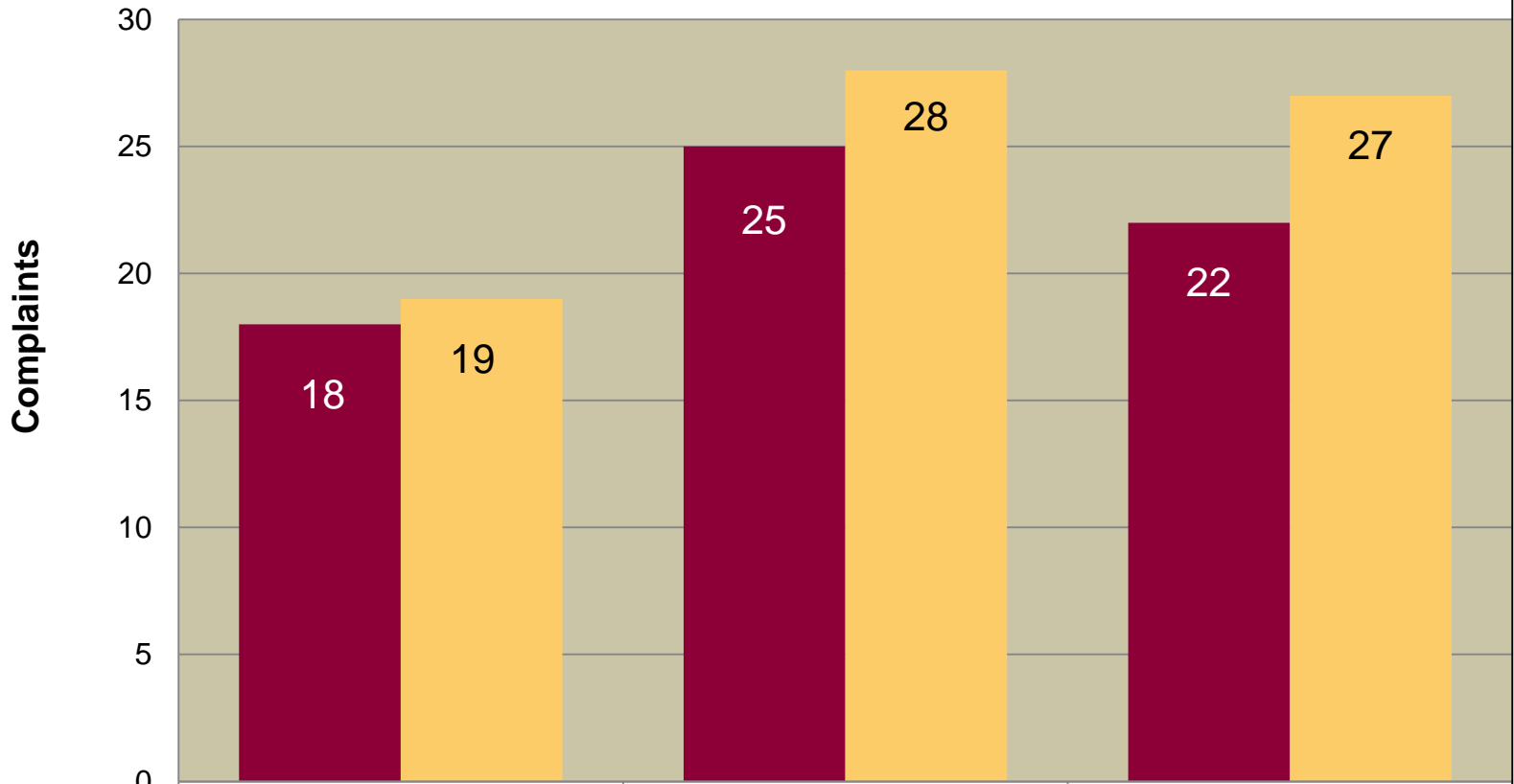
## 2014 - 2015 Comparative Analysis Full Time Minority Employees in Management Occupations

<b>National Peer Institutions</b>				
<b>2014-2015 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	776	330	42.53%	1
University of Illinois at Chicago	1,080	413	38.24%	2
University of New Mexico-Main Campus	573	177	30.89%	3
Temple University	908	228	25.11%	4
<b>Wayne State University (2015)</b>	<b>284</b>	<b>71</b>	<b>25.00%</b>	<b>5</b>
Virginia Commonwealth University	661	141	21.33%	6
Indiana University-Purdue University-Indianapolis	598	111	18.56%	7
University of Colorado Denver	625	108	17.28%	8
University of Cincinnati-Main Campus	1,020	168	16.47%	9
University of Alabama at Birmingham	326	52	15.95%	10
University of Louisville	694	97	13.98%	11
University at Buffalo	354	47	13.28%	12
Michigan State University	854	102	11.94%	13
University of Utah	297	32	10.77%	14
University of Minnesota-Twin Cities	724	71	9.81%	15
University of Pittsburgh-Pittsburgh Campus	959	79	8.24%	16

## 2014 - 2015 Comparative Analysis Full Time Women Employees in Management Occupations

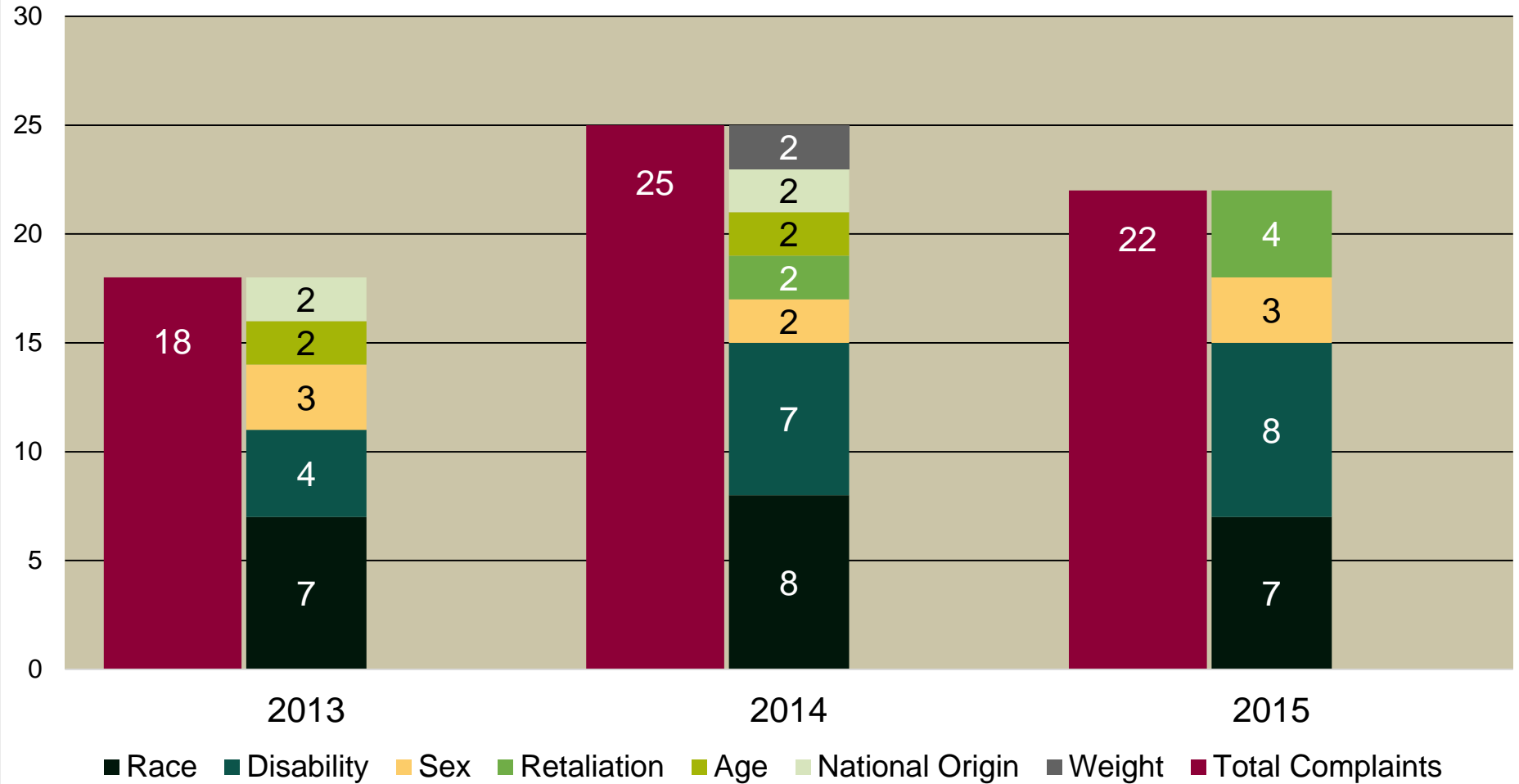
<b>National Peer Institutions</b>				
<b>2014-2015 Full Time Women Employees in Management Occupations</b>				
<b>Institution Name</b>	<b>Total Full Time Employees in Management Occupations</b>	<b>Total Full Time Women Employees in Management Occupations</b>	<b>Percentage of Total Employees in Management Occupations</b>	<b>Rank</b>
University of Louisville	694	459	66.14%	1
University of Pittsburgh-Pittsburgh Campus	959	632	65.90%	2
University of Cincinnati-Main Campus	1,020	650	63.73%	3
University of Colorado Denver	625	398	63.68%	4
Virginia Commonwealth University	661	413	62.48%	5
Indiana University-Purdue University-Indianapolis	598	368	61.54%	6
University of Illinois at Chicago	1,080	659	61.02%	7
Temple University	908	541	59.58%	8
University of Houston	776	435	56.06%	9
University of Minnesota-Twin Cities	724	391	54.01%	10
University of New Mexico-Main Campus	573	306	53.40%	11
University at Buffalo	354	188	53.11%	12
Michigan State University	854	446	52.22%	13
Wayne State University (2015)	284	146	51.41%	14
University of Utah	297	144	48.48%	15
University of Alabama at Birmingham	326	151	46.32%	16

## Complaint Summary 3 Year Comparison



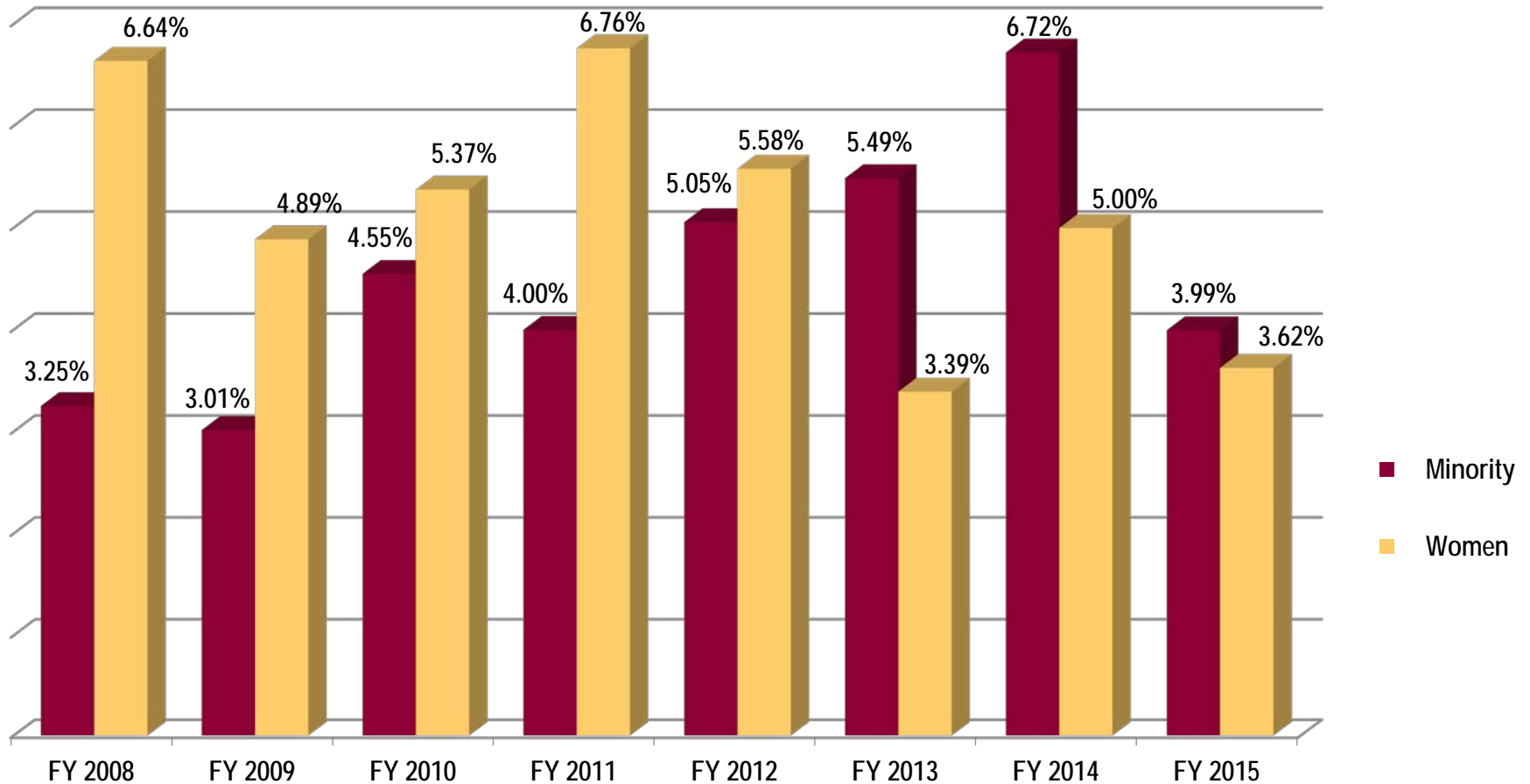
	2013	2014	2015
Formal Complaints	18	25	22
Initial Inquiries	19	28	27

## *Complaint Summary 3 Year Comparison by Protected Class*





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



**QUESTIONS?**