



AFFIRMATIVE ACTION STATUS REPORT TO THE BOARD OF GOVERNORS

Presented by
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Office of Equal Opportunity

OVERVIEW

WSU is a national leader in providing equal opportunity to women and minorities

- The MMBDC awarded WSU the Corporation of the Year-Education Sector Award for the eighth time.
- Excluding HBCUs, WSU is in the top 10 of minority enrollment.
- During 2008, WSU was represented on the Editorial Board of the Affirmative Action Register, a national equal opportunity publication at the forefront of diversity recruiting.

Topic Areas:

- University Employment
- Complaint Processing
- University Purchasing and Supplier Diversity

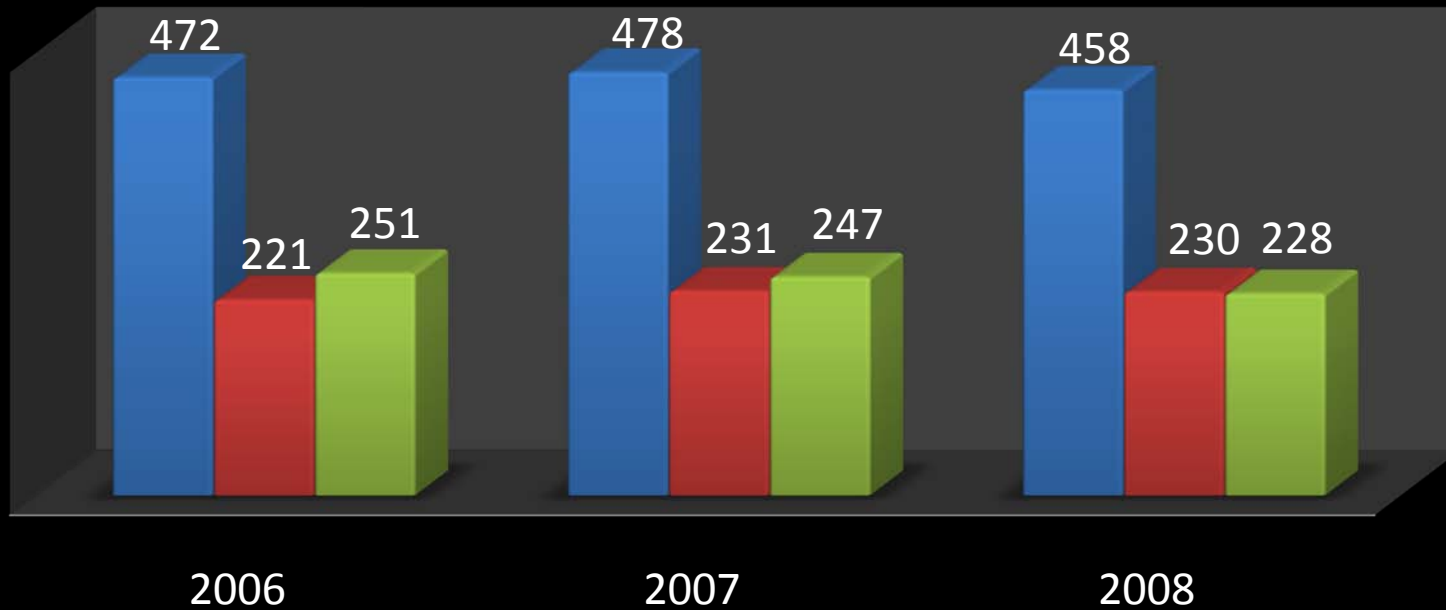
2008 Academic and Non-Academic Employee Headcount

<u>Category</u>	<u>2008 Total</u>	<u>Black</u>	<u>Asian / Pacific Islander</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>
Executive / Administrative / Managerial	458	104	9	9	0	122
		22.7%	2.0%	2.0%	0.0%	26.6%
Faculty	2,793	270	447	57	6	780
		9.7%	16.0%	2.0%	0.2%	27.9%
Graduate Assistant	988	44	412	19	4	479
		4.5%	41.7%	1.9%	0.4%	48.5%
Other Professionals	2,572	657	420	49	5	1131
		25.5%	16.3%	1.9%	0.2%	44.0%
Clerical / Secretarial	708	452	17	12	4	485
		63.8%	2.4%	1.7%	0.6%	68.5%
Technical / Paraprofessional	73	17	0	0	0	17
		23.3%	0.0%	0.0%	0.0%	23.3%
Skilled Crafts	142	56	2	4	0	62
		39.4%	1.4%	2.8%	0.0%	43.7%
Service / Maintenance	310	239	2	7	2	250
		77.1%	0.6%	2.3%	0.6%	80.6%
Total	8,044	1,839	1309	157	21	3,326
		22.9%	16.3%	2.0%	0.3%	41.3%

Executive/Administrative/Managerial Employees by Gender

3 Year Comparison

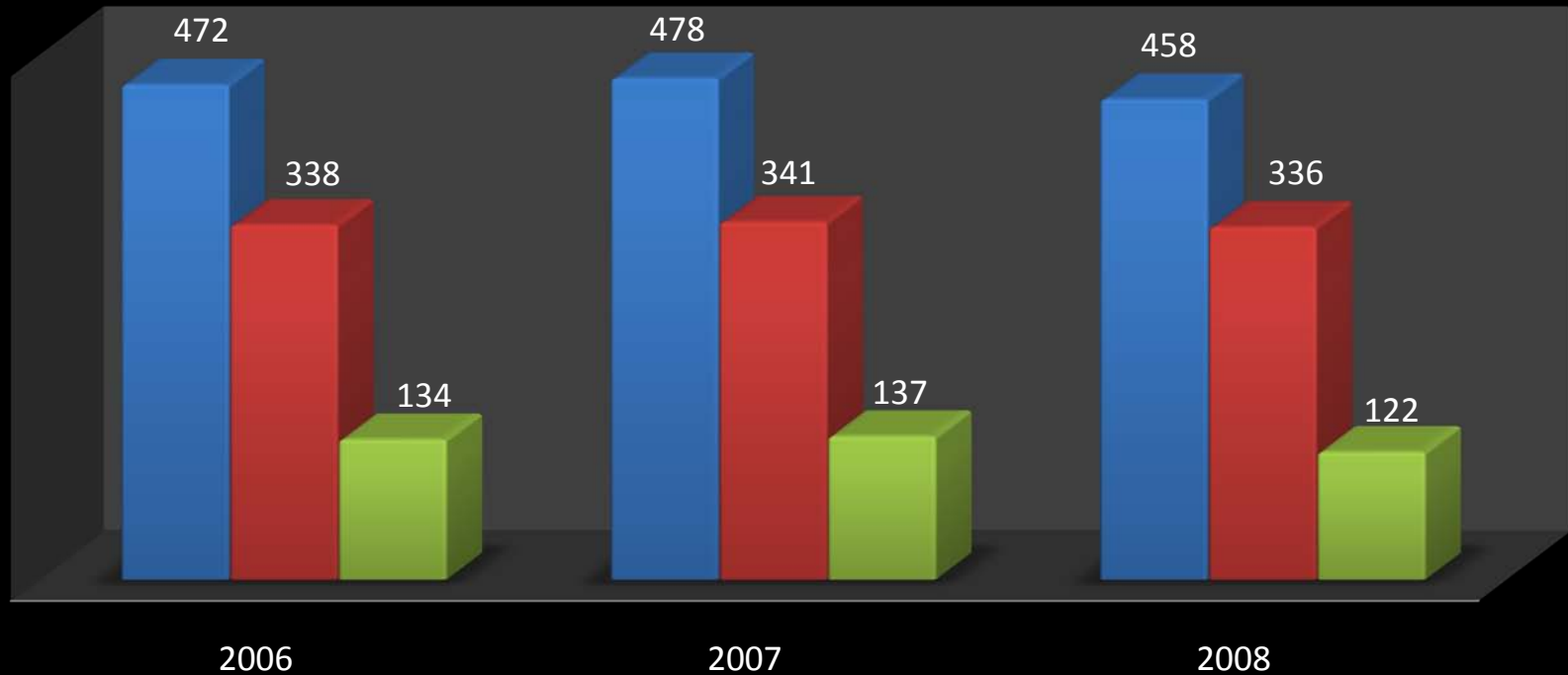
■ Total ■ Men ■ Women



Executive/Administrative/Managerial Employees by Race

3 Year Comparison

■ Total ■ Non-Minorities ■ Minorities



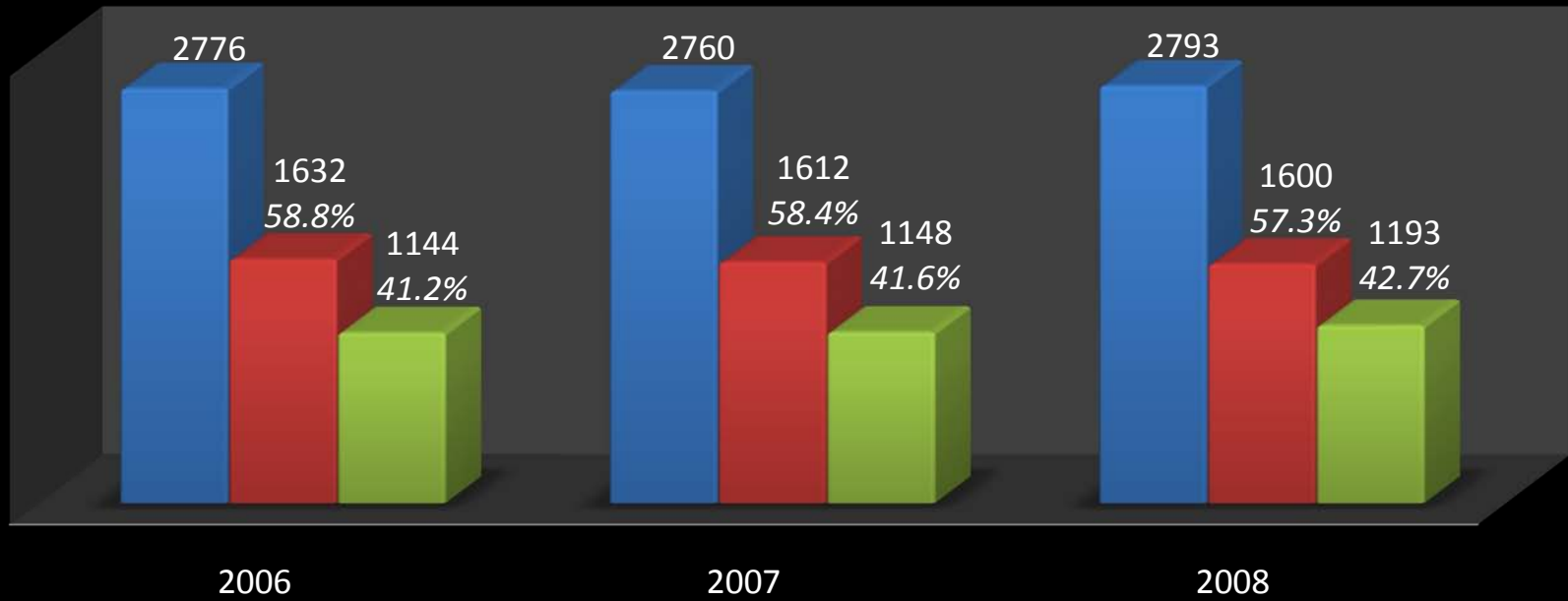
2008 Total Full-Time Women Employee Headcount

<u>Category</u>	<u>2008 Total Women</u>	<u>Black</u>	<u>Asian / Pacific Islander</u>	<u>Hispanic</u>	<u>Native American</u>	<u>Total Minorities</u>
Executive / Administrative / Managerial	228	61	3	5	0	69
		26.8%	1.3%	2.2%	0.0%	30.3%
Faculty	1,193	162	157	28	5	352
		13.6%	13.2%	2.3%	0.4%	29.5%
Graduate Assistant	473	24	164	11	2	201
		5.1%	34.7%	2.3%	0.4%	42.5%
Other Professionals	1,648	491	208	32	4	735
		29.8%	12.6%	1.9%	0.2%	44.6%
Clerical / Secretarial	599	395	11	10	1	417
		65.9%	1.8%	1.7%	0.2%	69.6%
Technical / Paraprofessional	34	7	0	0	0	7
		20.6%	0.0%	0.0%	0.0%	20.6%
Skilled Crafts	16	11	0	1	0	12
		68.8%	0.0%	6.3%	0.0%	75.0%
Service / Maintenance	120	98	0	1	2	101
		81.7%	0.0%	0.8%	1.7%	84.2%
Total	4,311	1,249	543	88	14	1,894
		29.0%	12.6%	2.0%	0.3%	43.9%

Tenure & Non-Tenure System Faculty by Gender

3 Year Comparison

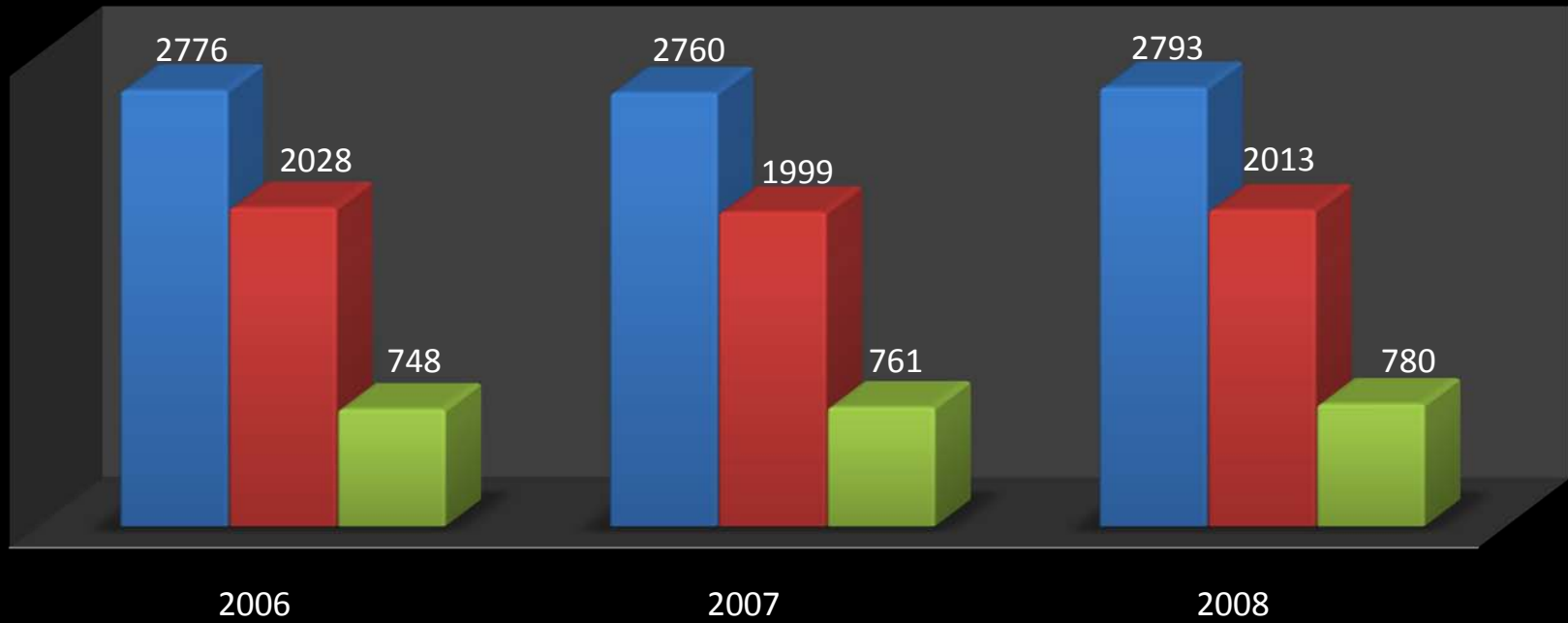
■ Total ■ Men ■ Women



Tenure & Non-Tenure System Faculty by Race

3 Year Comparison

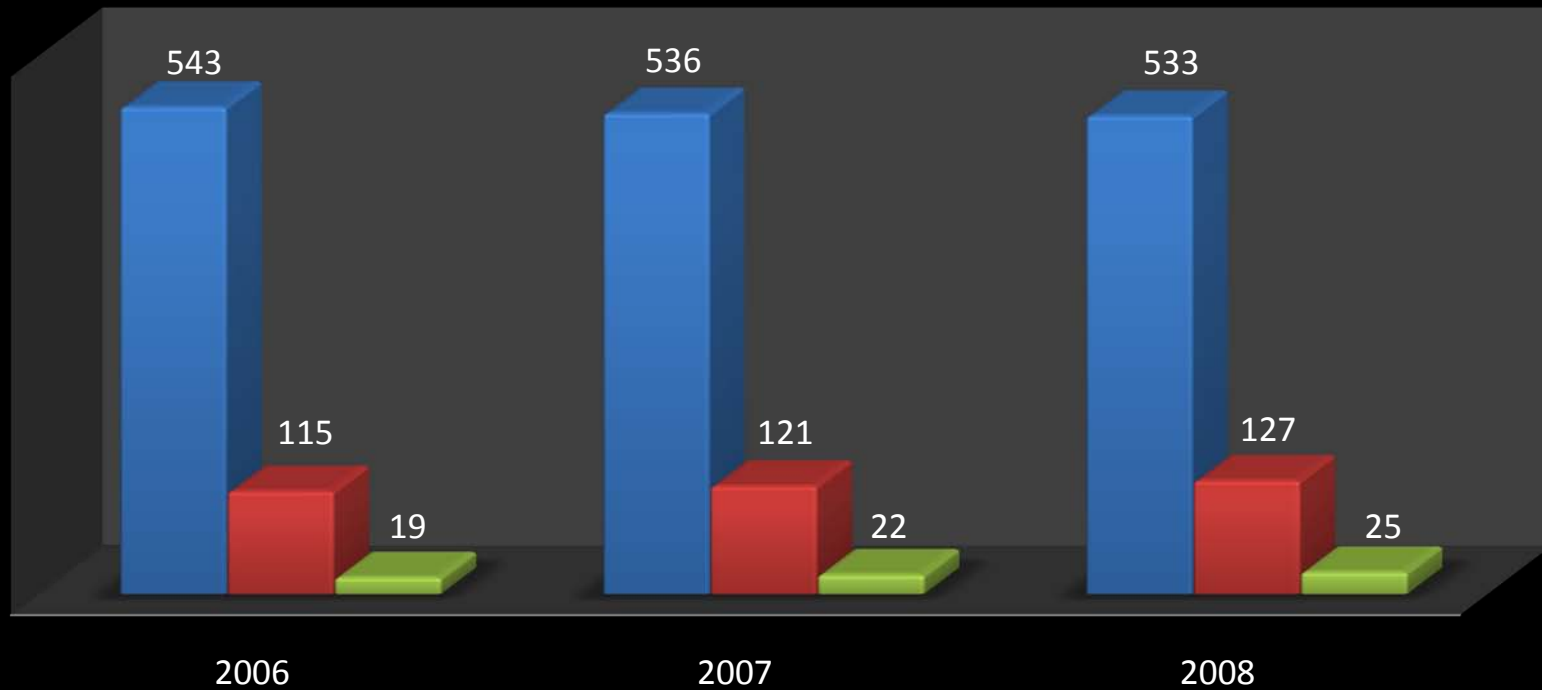
■ Total ■ Non-Minority ■ Minority



Faculty by Rank 3 Year Comparison

Professors

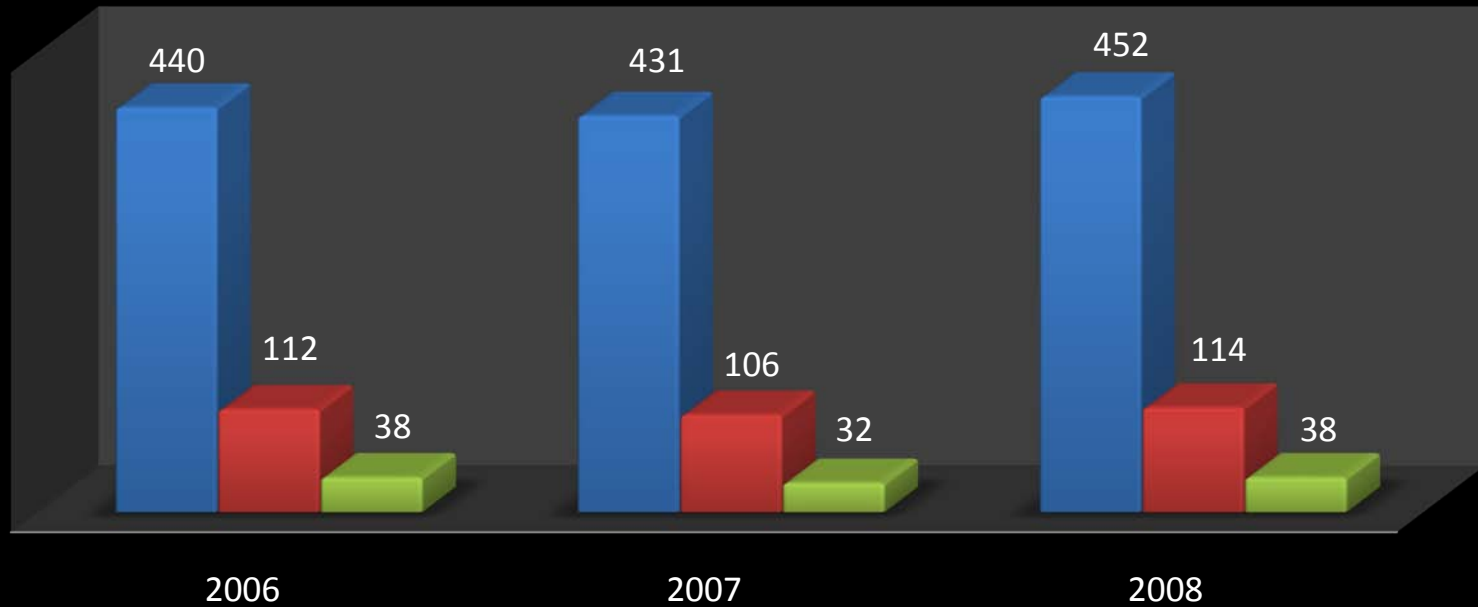
■ Total ■ Minorities ■ Women



Faculty by Rank 3 Year Comparison

Associate Professors

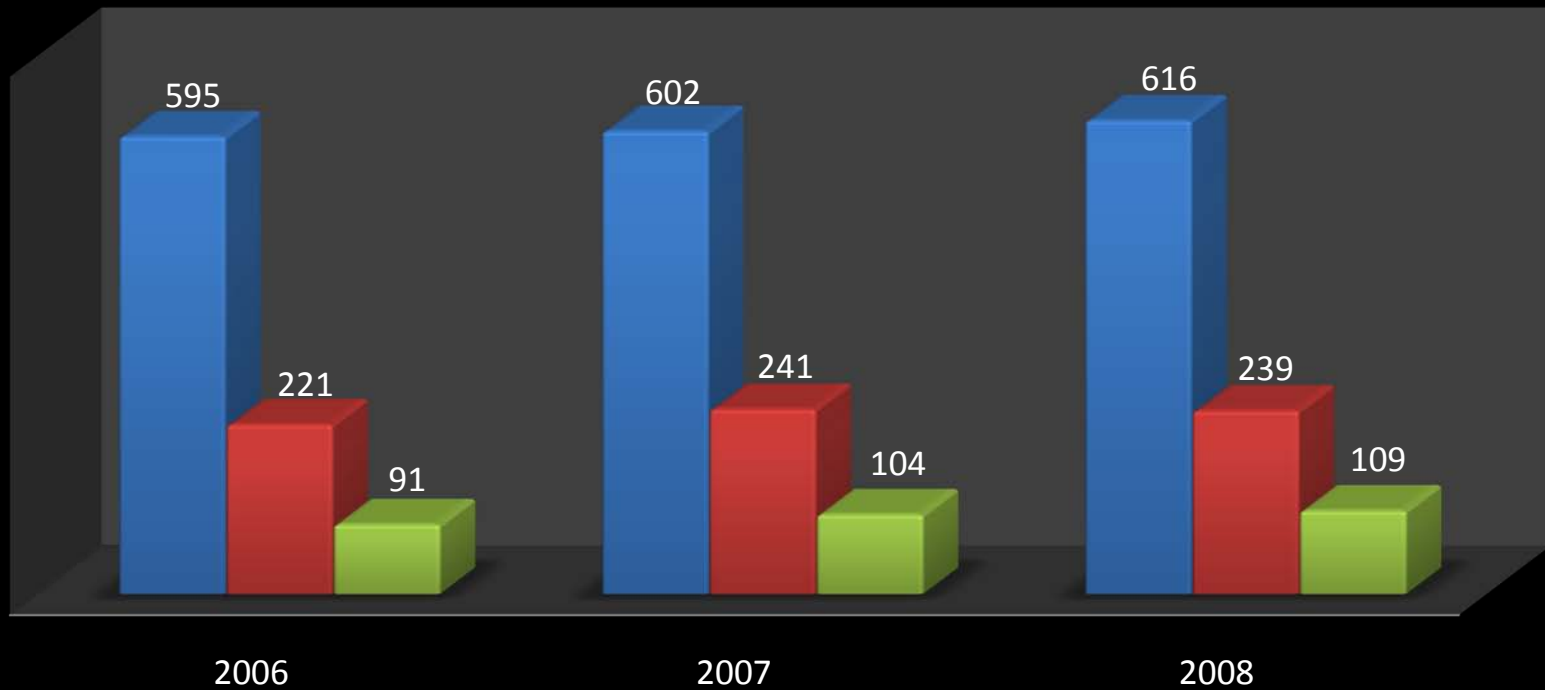
■ Total ■ Minorities ■ Women



Faculty by Rank 3 Year Comparison

Assistant Professors

■ Total ■ Minorities ■ Women



2008 Temporary Employees by Position Classification and Race

Type	<u>Asian / Pacific Islander</u>	<u>Black</u>	<u>Hispanic</u>	<u>Native American</u>	<u>White</u>	<u>Total</u>
Clerical	12	95	3	1	59	170
Labor	0	23	4	0	2	29
Research	33	63	7	0	176	279
Professional	11	166	8	0	186	371
Service	0	13	0	0	7	20
Totals:	56	360	22	1	430	869
% of total:	6.44%	41.42%	2.53%	.12%	49.48%	

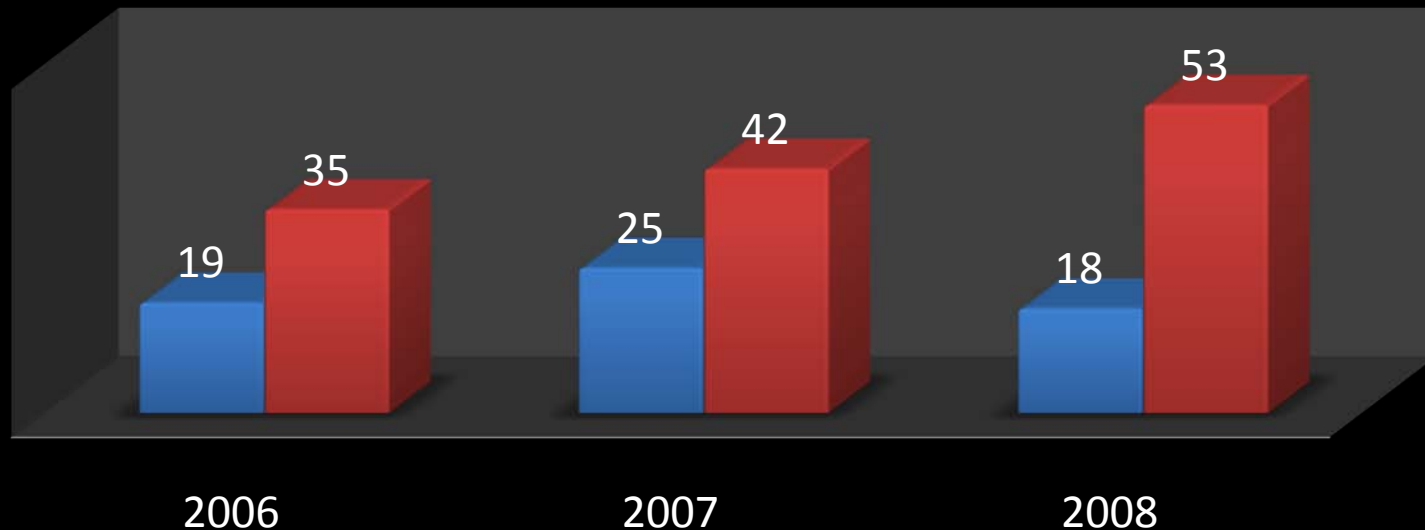
2008 Temporary Employees by Position Classification and Gender

Type	Female	Male	Total
Clerical	127	43	170
Labor	11	18	29
Professional	228	143	371
Research	204	75	279
Service	9	11	20
Totals:	579	290	869
% of total:	66.62%	33.37%	

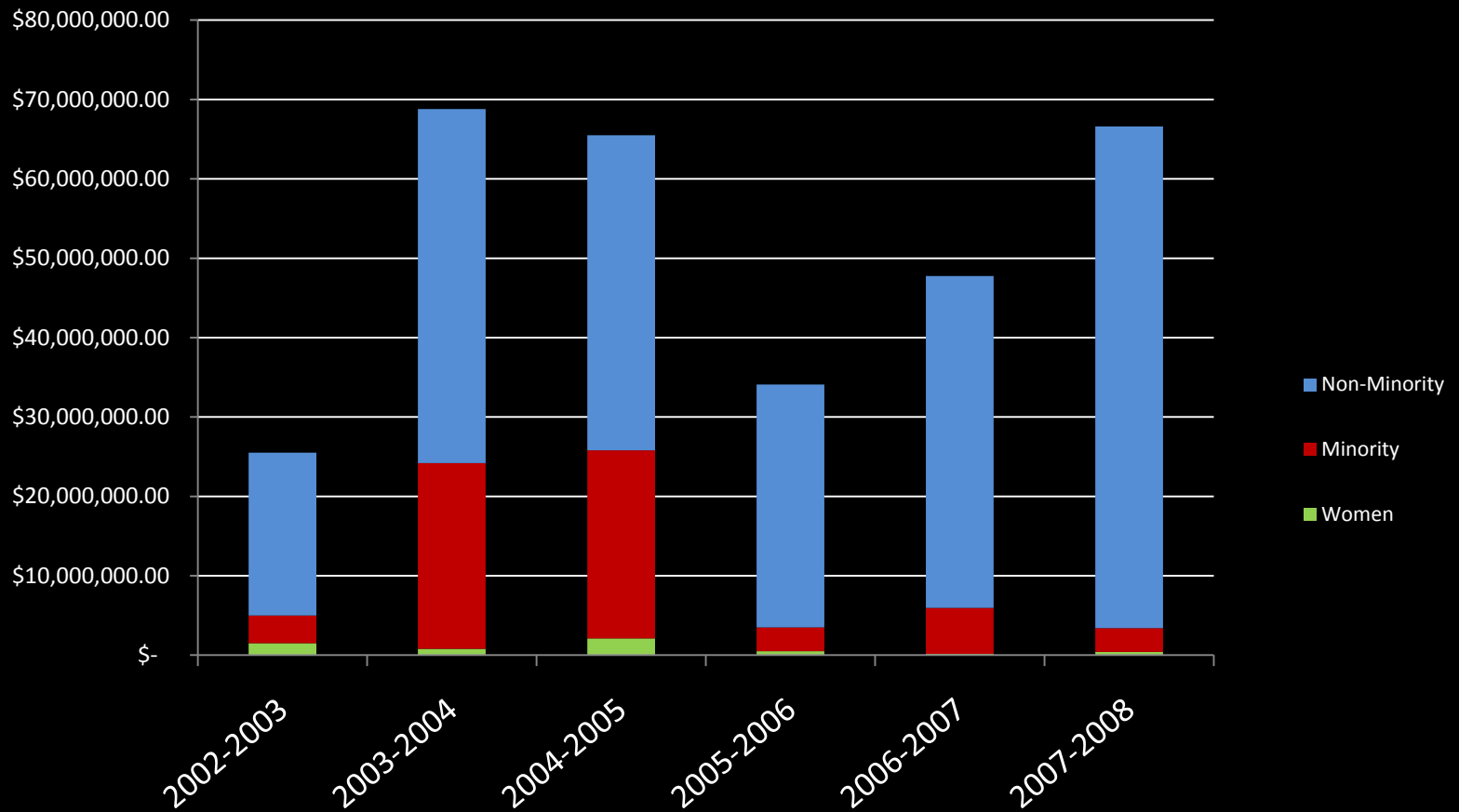
Complaint Comparison Summary

Complaint Summary 3 - Year Comparison

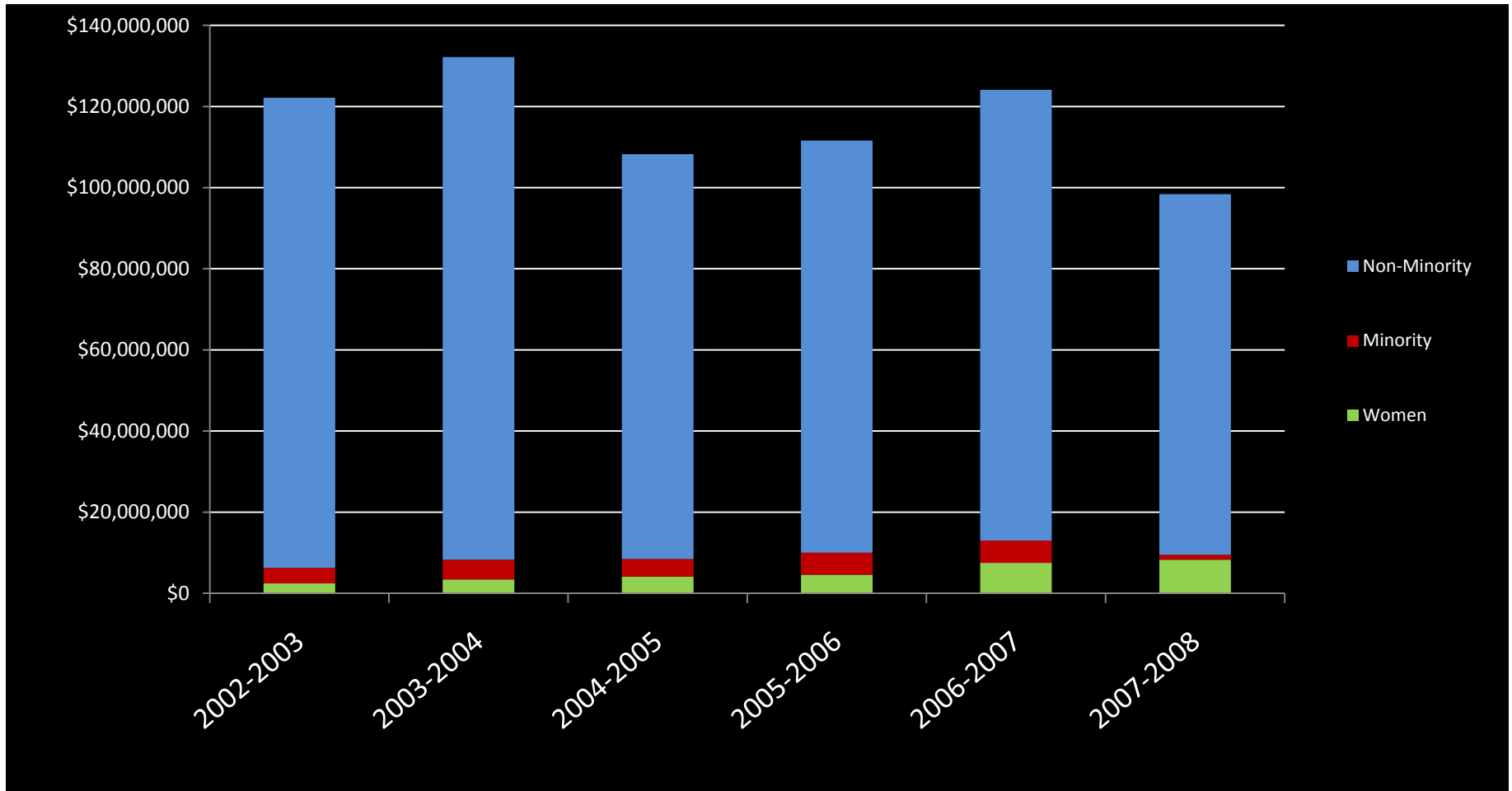
■ Formal Complaints ■ Initial Inquiries



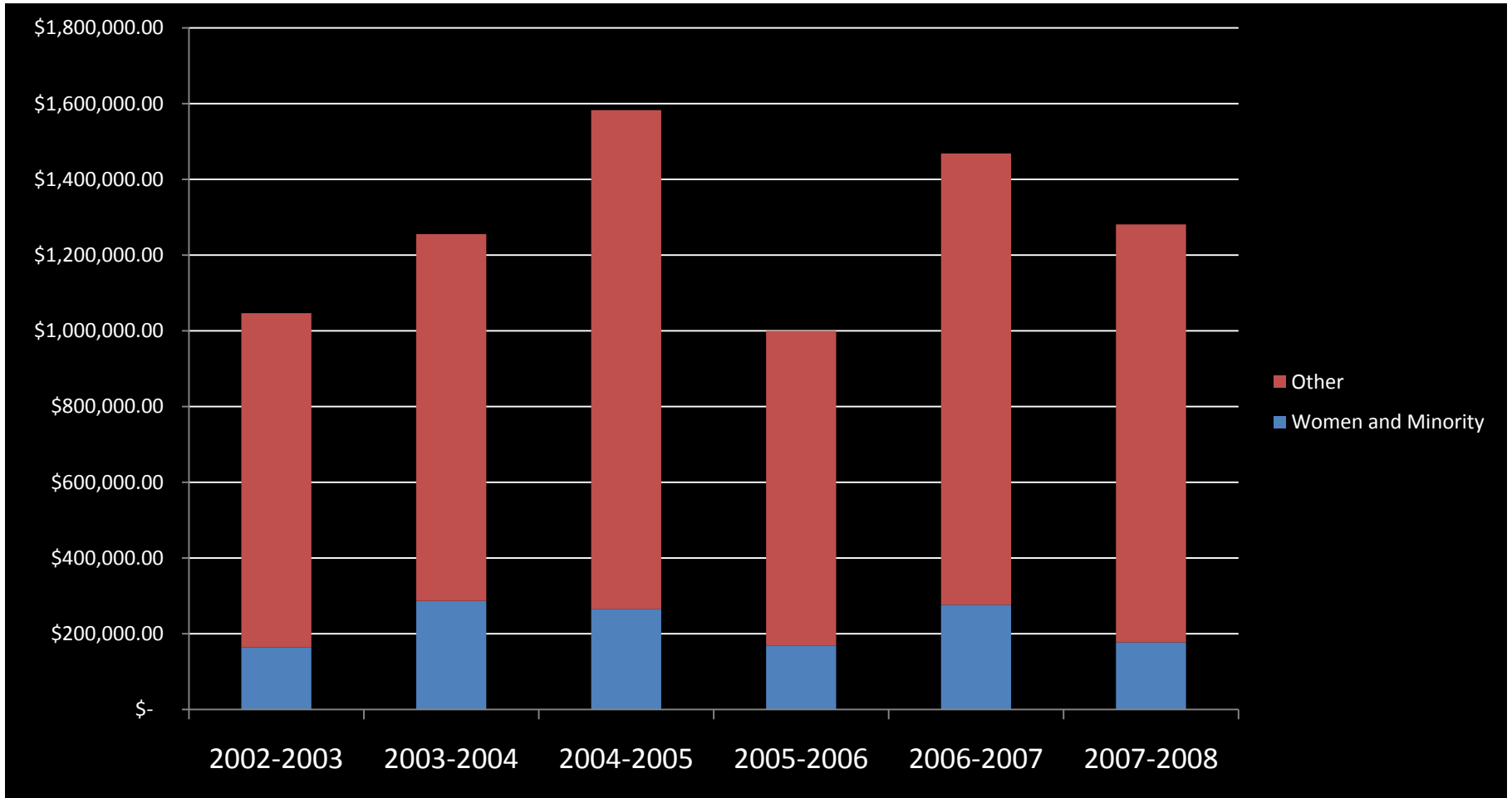
Supplier Diversity – Construction and Professional Service Contracts



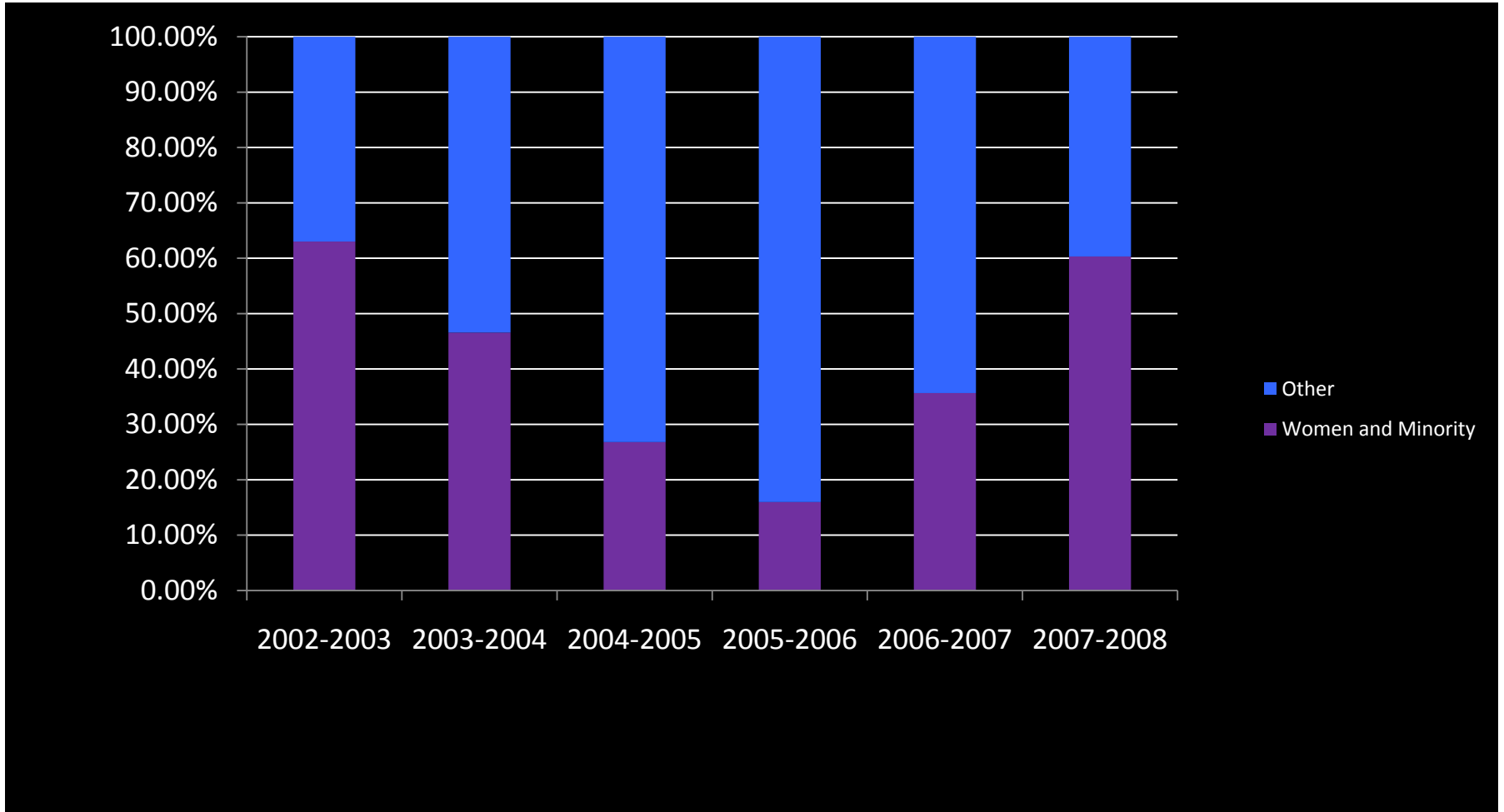
Supplier Diversity – Total General Purchasing Awards



Legal Counsel Fees Total Direct



MUSIC Insurance Expenditures



CONCLUSION