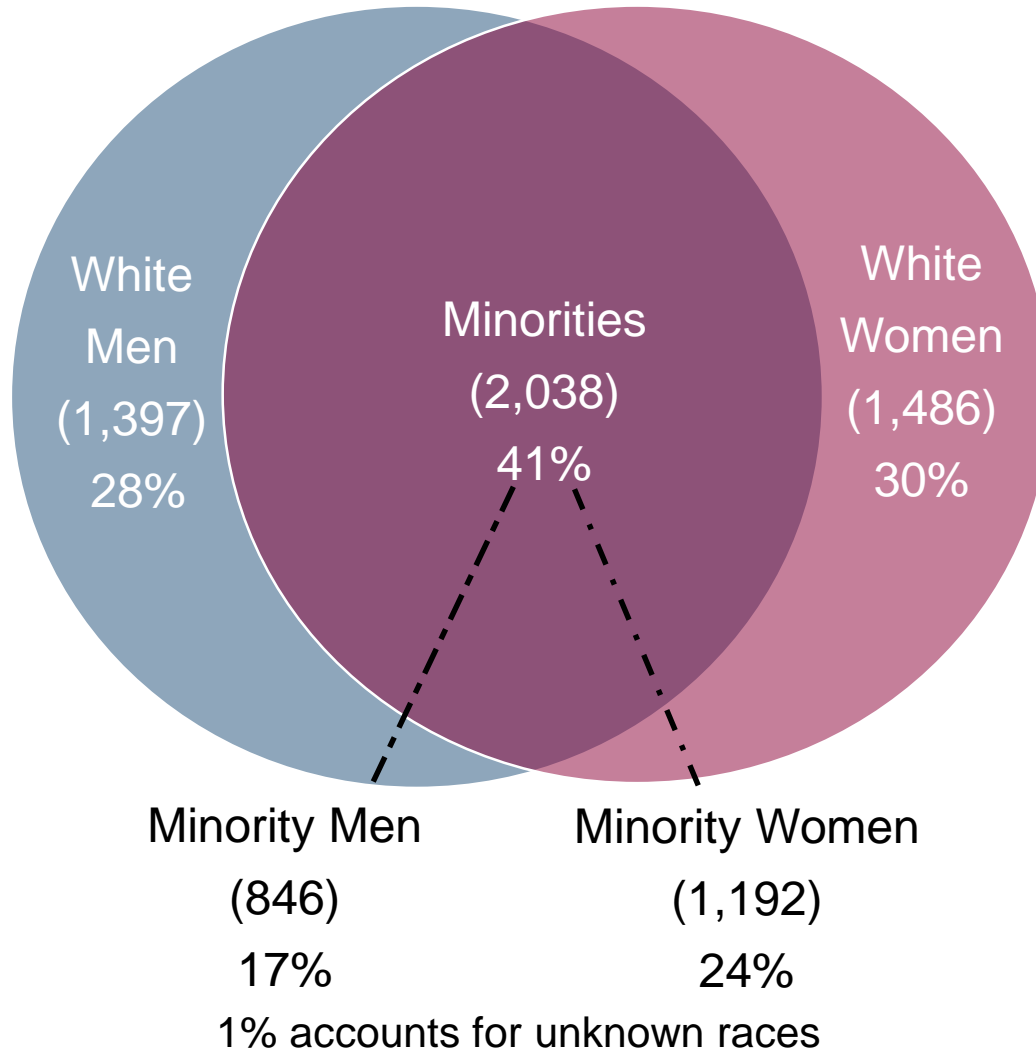




2017 Affirmative Action Status Report
to the
BOARD OF GOVERNORS

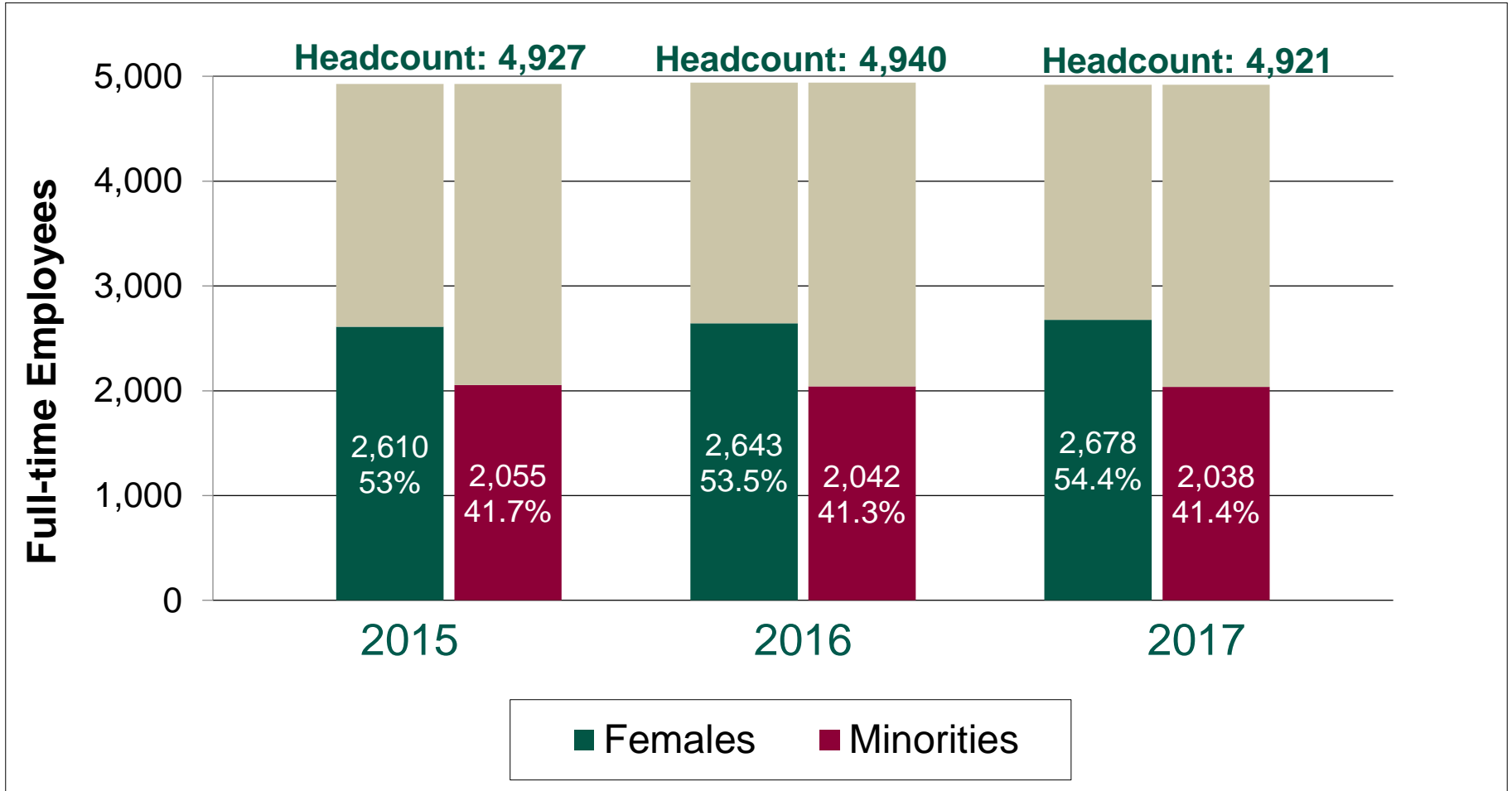
Presented by
Nikki Wright, Director
Office of Equal Opportunity

Full-time Employees



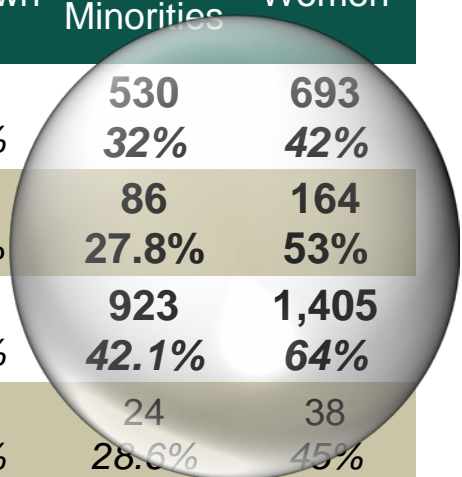
Women and Minority Employment Three-year Comparison

Full-time Employees

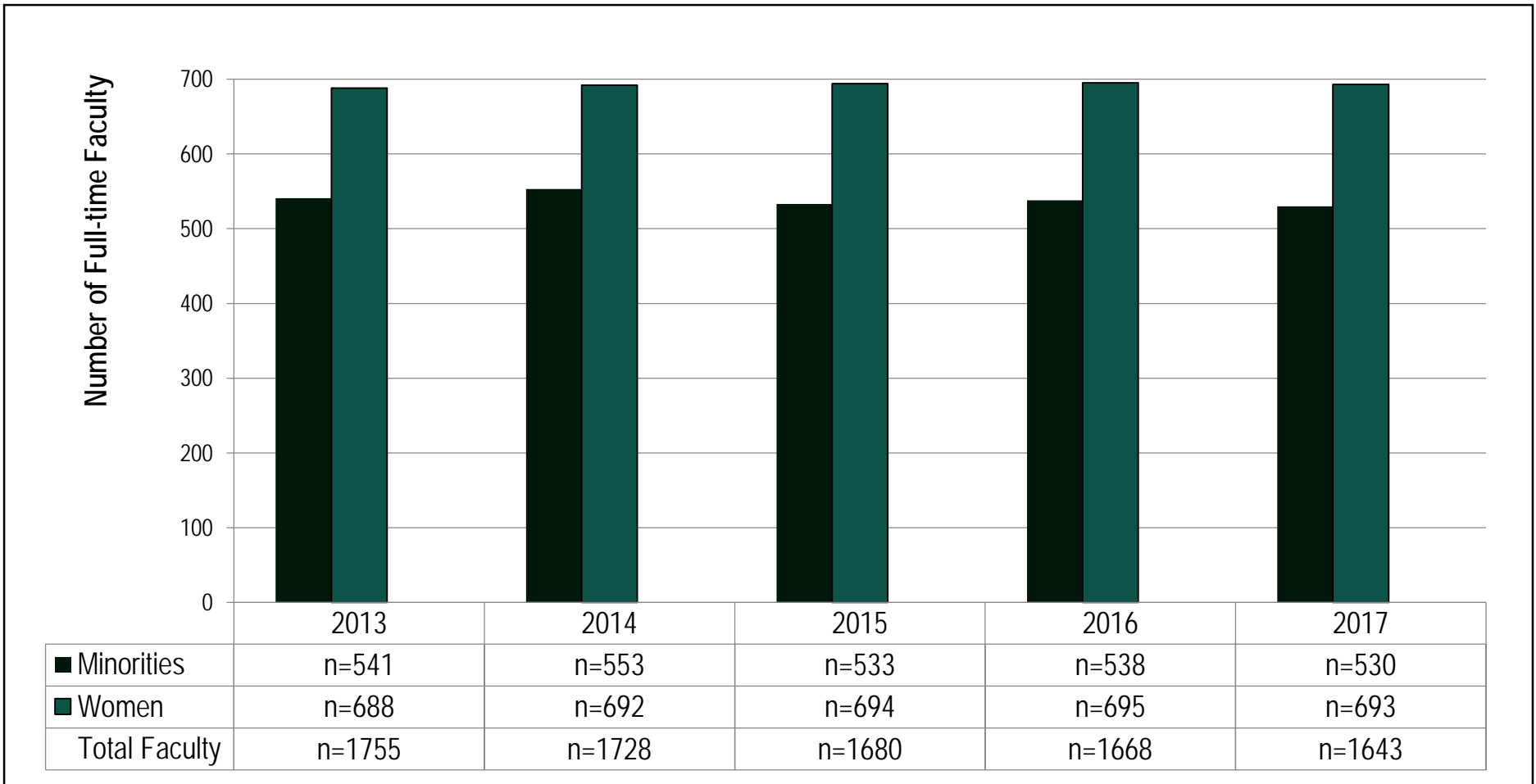


2017 Employment

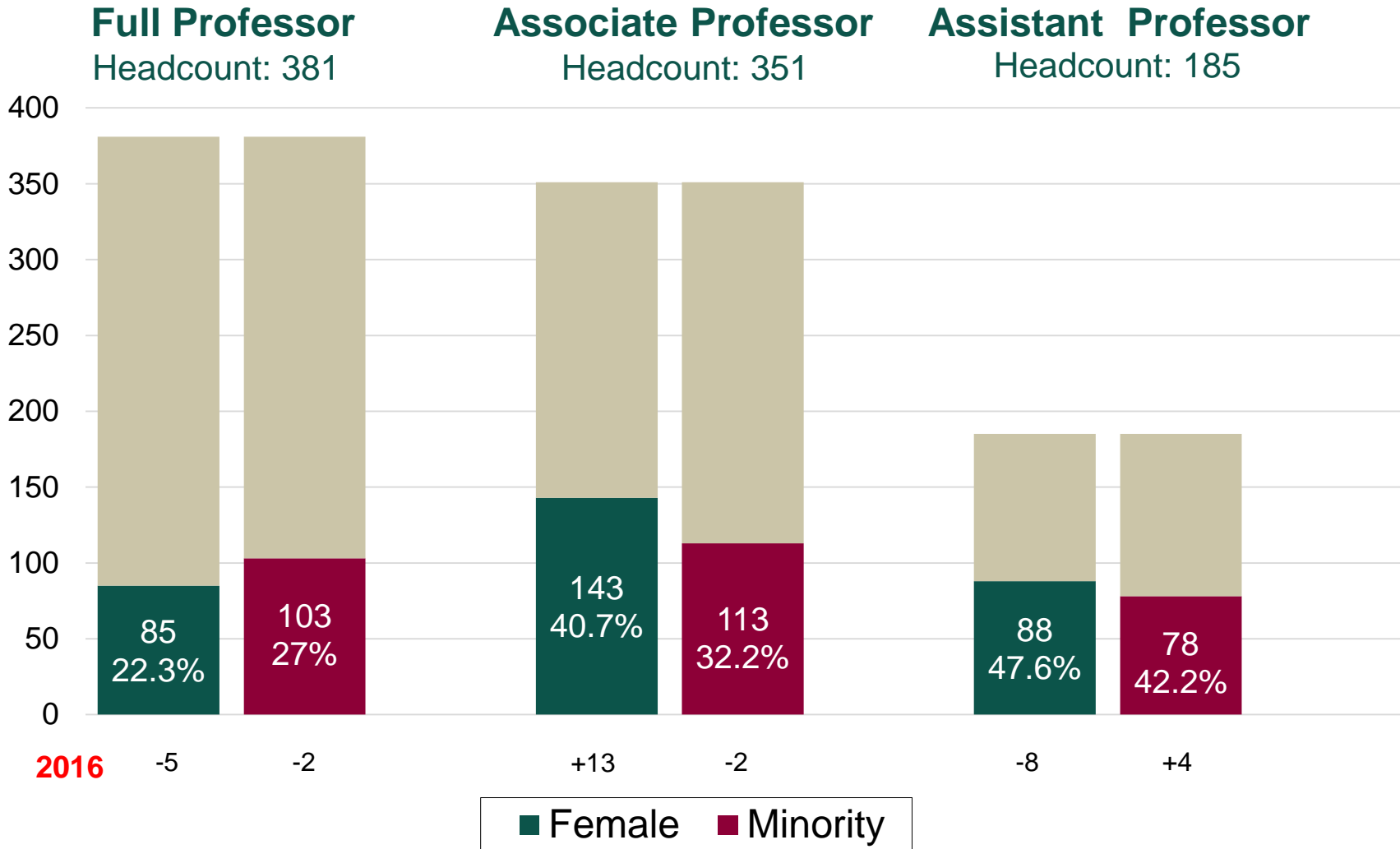
Category	2017 Total	Black	Asian	Hispanic	Other Minorities	Unknown	Total Minorities	Women
Faculty	1,643	127 7.7%	354 21.5%	37 2.3%	12 0.7%	16 1.0%	530 32%	693 42%
Exec/Admin/ Managerial	309	58 18.8%	13 4.2%	9 2.9%	6 1.9%	1 0.3%	86 27.8%	164 53%
Other Professionals	2,193	503 22.9%	313 14.3%	66 3.0%	41 1.9%	19 0.9%	923 42.1%	1,405 64%
Technical/ Paraprofessional	84	16 19.0%	1 1.2%	5 6.0%	2 2.4%	1 1.2%	24 28.6%	38 45%
Clerical/ Secretarial	320	213 66.6%	4 1.3%	6 2%	5 1.6%	0	228 71.3%	270 84%
Skilled Crafts	97	32 33.0%	2 2.1%	1 1.0%	0 0.0%	2 2.1%	35 36.1%	6 6%
Service/ Maintenance	275	201 73.1%	0	6 2.2%	5 1.8%	0	212 77.1%	102 37%
TOTALS	4,921	1,150 23.4%	687 14.0%	130 2.6%	71 1.4%	39 0.8%	2,038 42.9%	2,678 54.4%



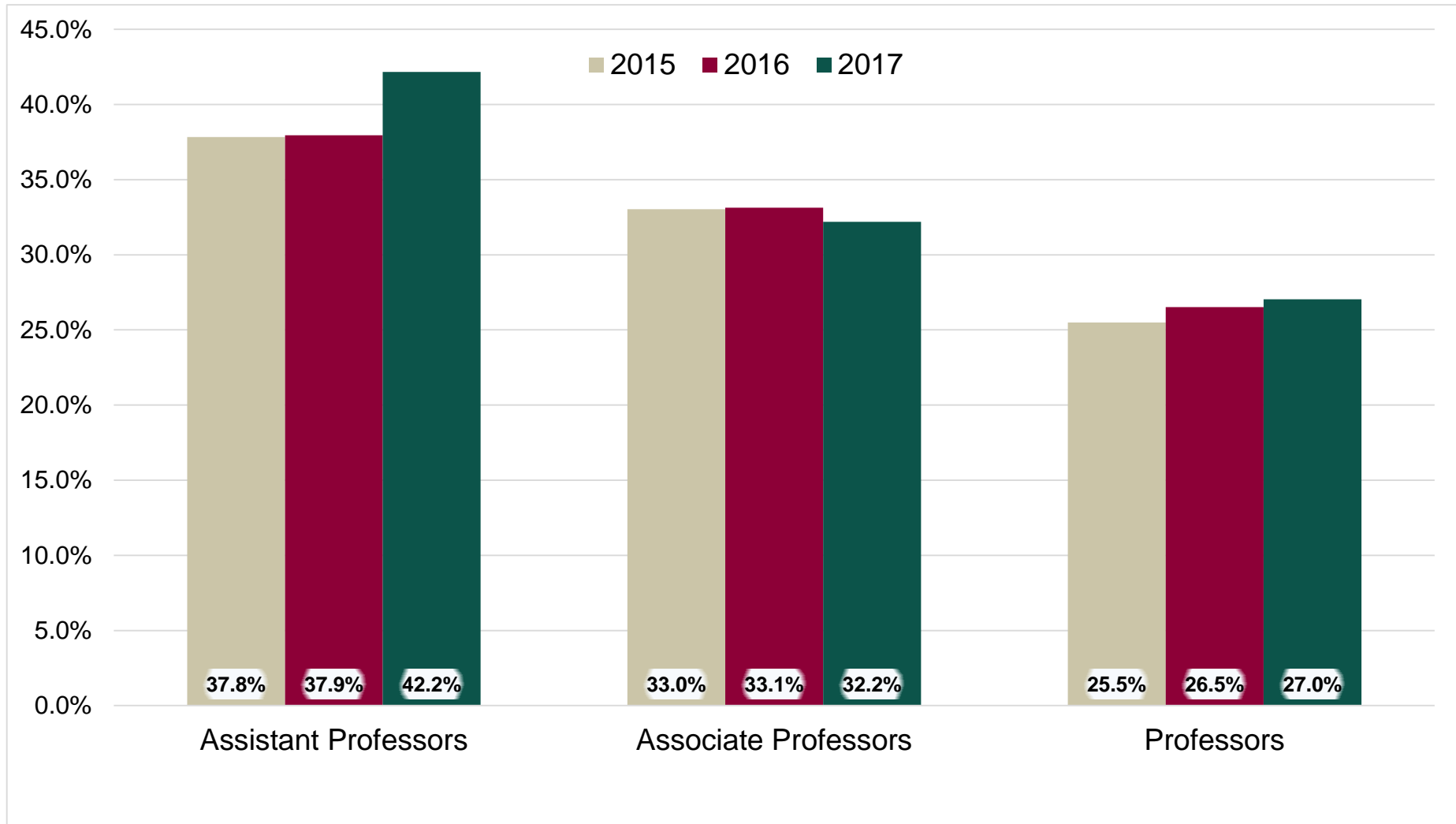
Women and Minority Faculty Employment Five-year Comparison



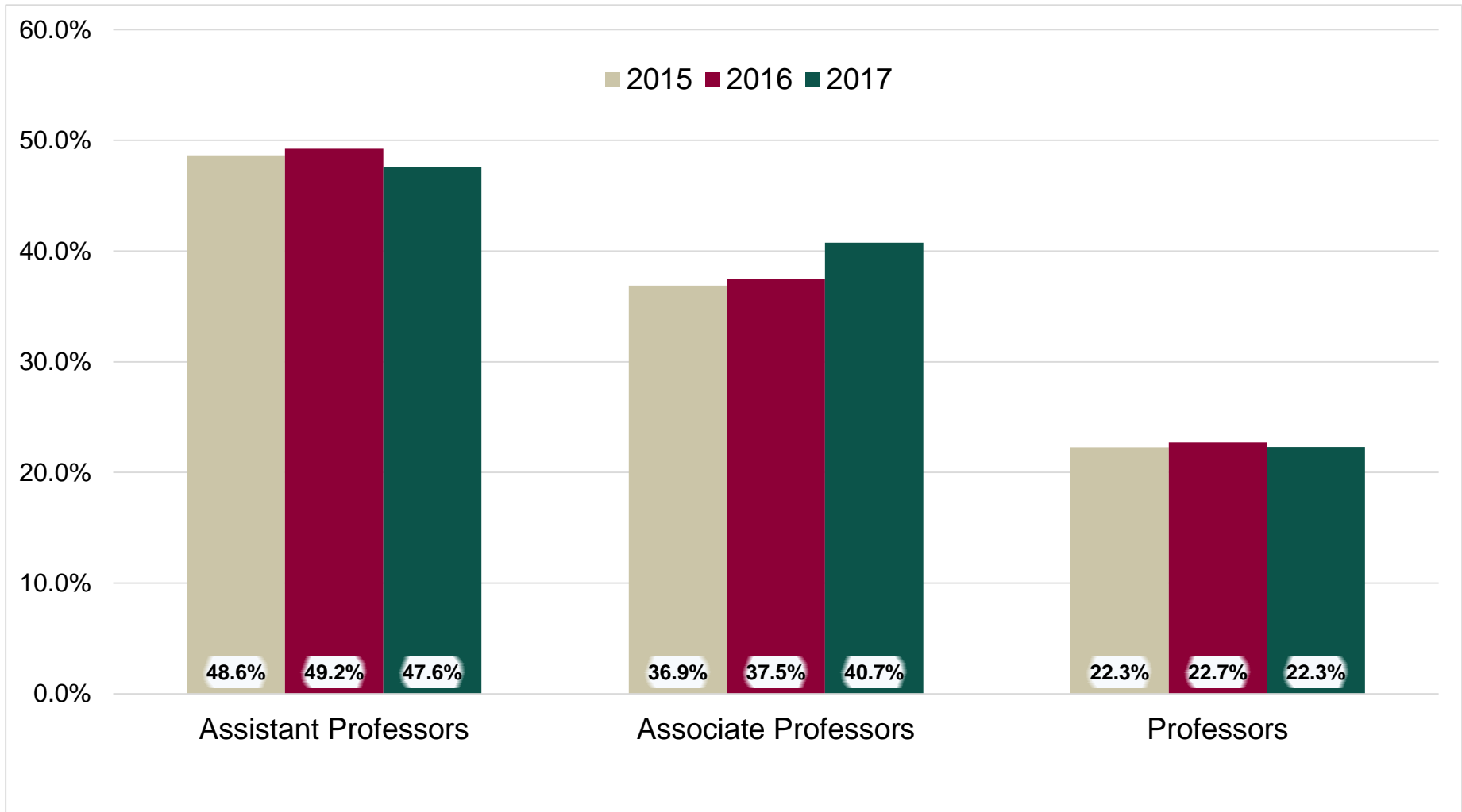
2017 Faculty by Rank



Minority Tenure/Tenure Track Faculty: 2015 - 2017



Female Tenure/Tenure Track Faculty: 2015 - 2017



2016 - 2017 Comparative Analysis Minority Faculty

National Peer Institutions				
2016 - 2017 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
Wayne State University (2017)	1,643	530	32.26%	1
University of Illinois at Chicago	1,986	639	32.18%	2
University of Houston	1,418	434	30.61%	3
University of New Mexico-Main Campus	1,729	468	27.07%	4
University of Alabama at Birmingham	2,274	575	25.29%	5
Indiana University-Purdue University-Indianapolis	2,272	554	24.38%	6
University of Pittsburgh-Pittsburgh Campus	3,968	946	23.84%	7
Temple University	2,205	515	23.36%	8
University of Louisville	1,842	422	22.91%	9
Virginia Commonwealth University	2,096	480	22.90%	10
Michigan State University	2,860	639	22.34%	11
University at Buffalo	1,602	352	21.97%	12
University of Minnesota-Twin Cities	3,445	677	19.65%	13
University of Cincinnati-Main Campus	2,090	410	19.62%	14
University of Utah	1,697	255	15.03%	15
University of Colorado Denver/Anschutz Medical Campus	3,835	530	13.82%	16

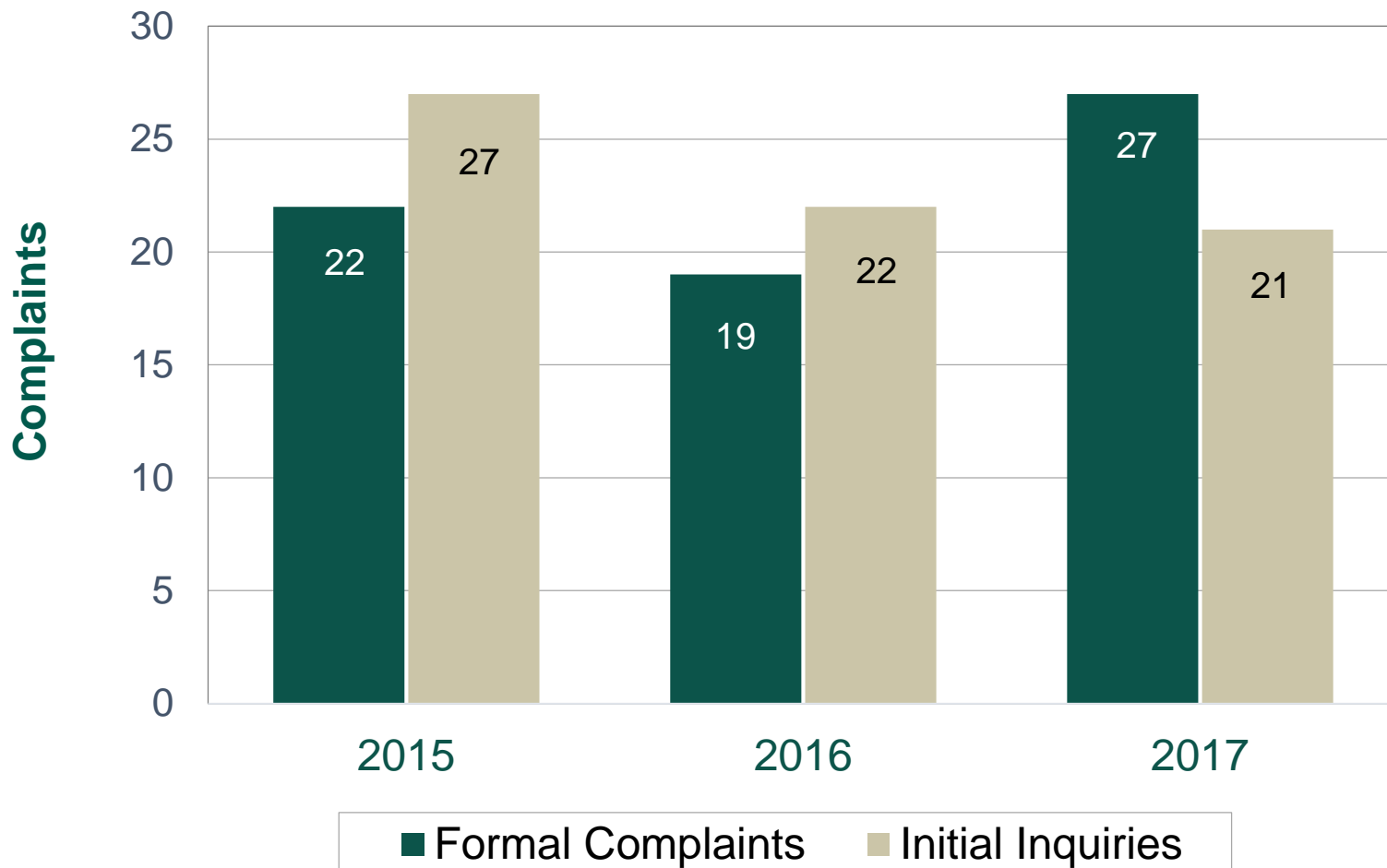
2016 - 2017 Comparative Analysis Women Faculty

National Peer Institutions

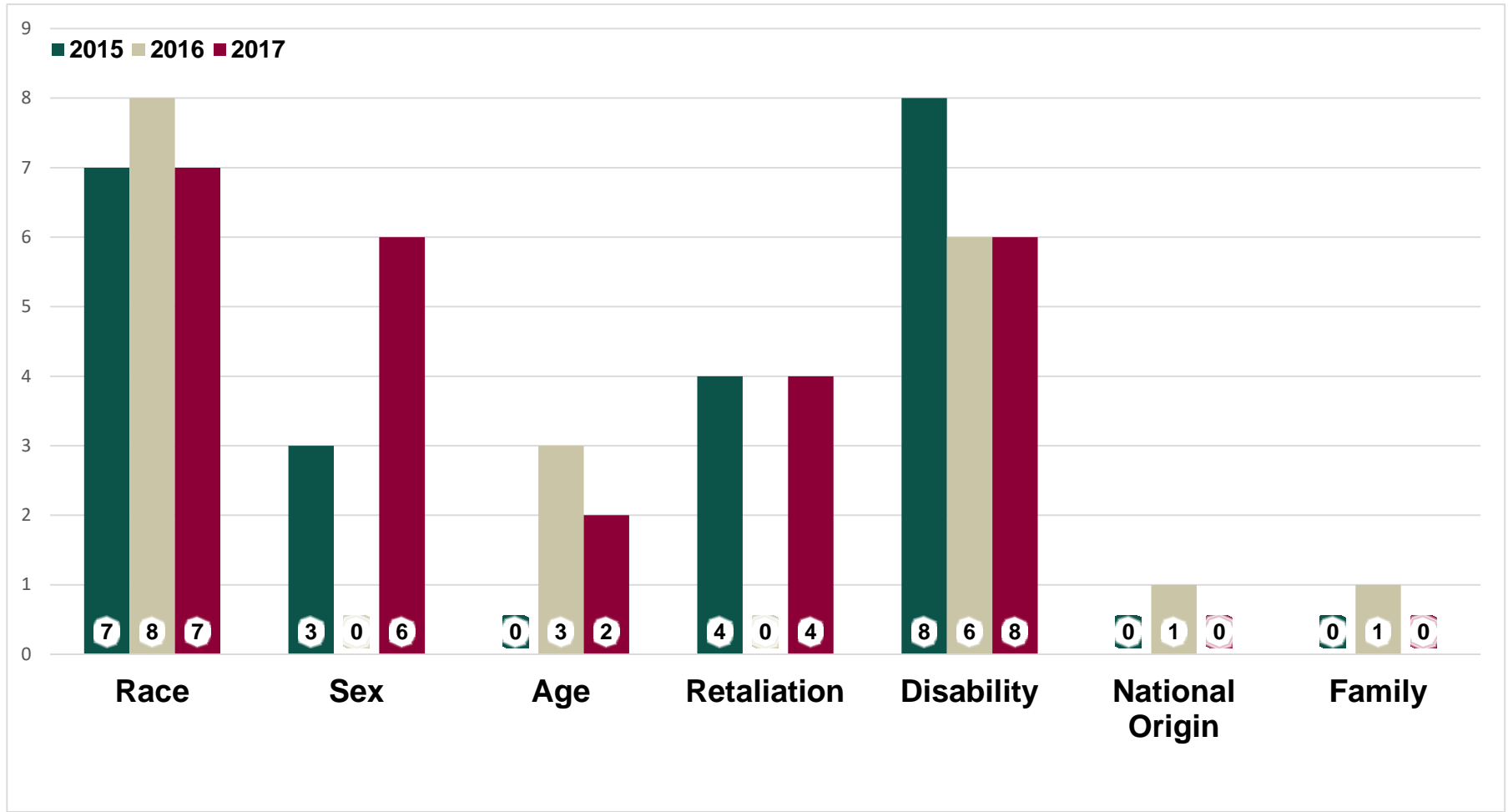
2016 - 2017 Full Time Women Faculty

Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Colorado Denver/Anschutz Medical Campus	3,835	2,120	55.28%	1
University of New Mexico-Main Campus	1,729	861	49.80%	2
University of Illinois at Chicago	1,986	947	47.68%	3
Virginia Commonwealth University	2,096	906	43.23%	4
Indiana University-Purdue University-Indianapolis	2,272	969	42.65%	5
University of Cincinnati-Main Campus	2,090	888	42.49%	6
Wayne State University (2017)	1,643	693	42.18%	7
University of Louisville	1,842	758	41.15%	8
University of Minnesota-Twin Cities	3,445	1,414	41.04%	9
University of Pittsburgh-Pittsburgh Campus	3,968	1,596	40.22%	10
Michigan State University	2,860	1,150	40.21%	11
University of Alabama at Birmingham	2,274	914	40.19%	12
Temple University	2,205	883	40.05%	13
University of Houston	1,418	566	39.92%	14
University of Utah	1,697	659	38.83%	15
University at Buffalo	1,602	586	36.58%	16

OEO Complaint Summary 3 Year Comparison



OEO 3 Year Comparison By Category



Sex Discrimination - 2017

Quid Pro Quo

0 Cases

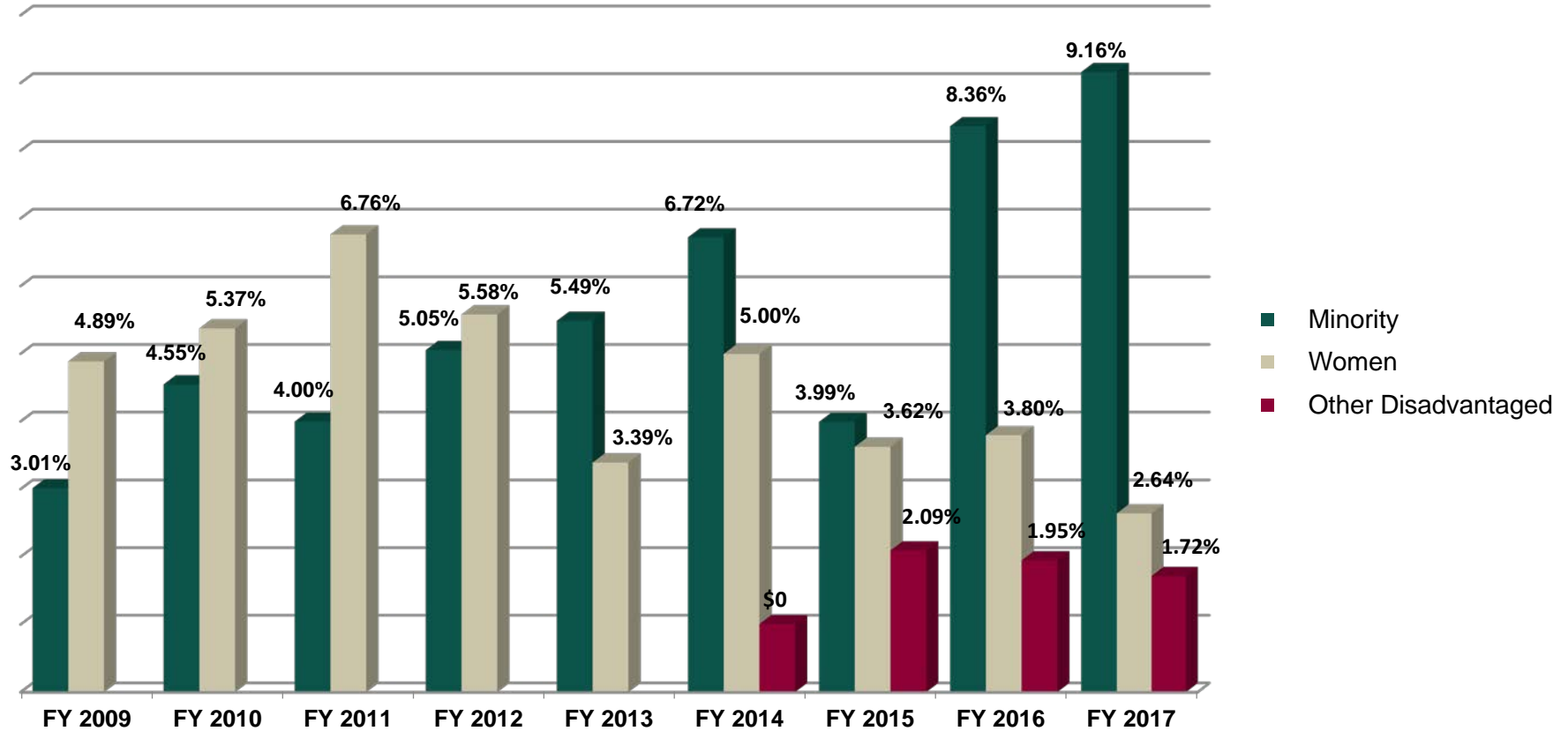
Hostile Work
Environment

2 Students Cases
2 Employee Cases

Gender

2 Employee Cases

Spending with Minority and Women Suppliers



QUESTIONS?