



**2022 Equal Opportunity Status Report**  
*to the*  
**BOARD OF GOVERNORS**

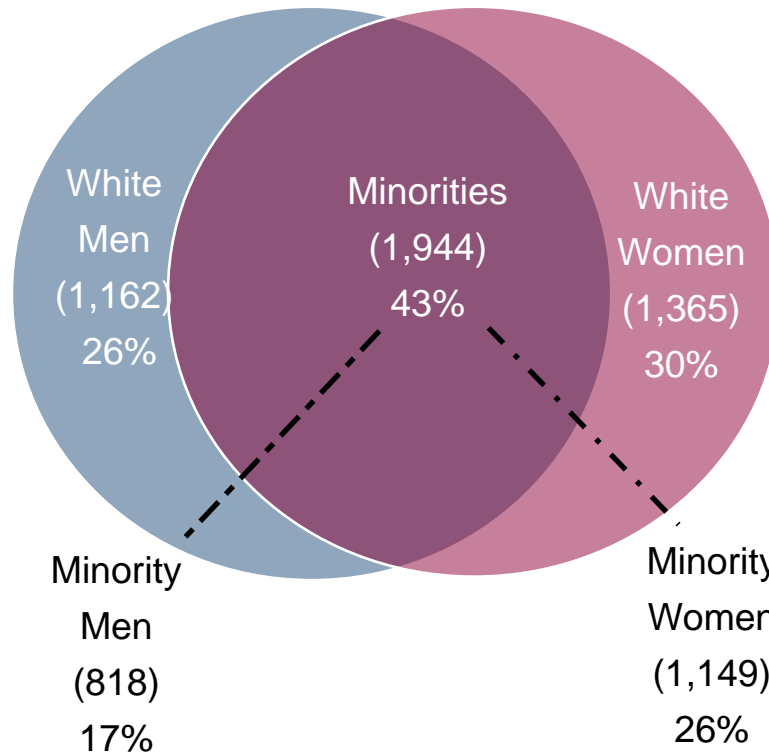
Presented by

**Amy Stirling Lammers, Associate Vice President,  
Office of Equal Opportunity**

# Full-time Employees

Decrease of 51 from 2021

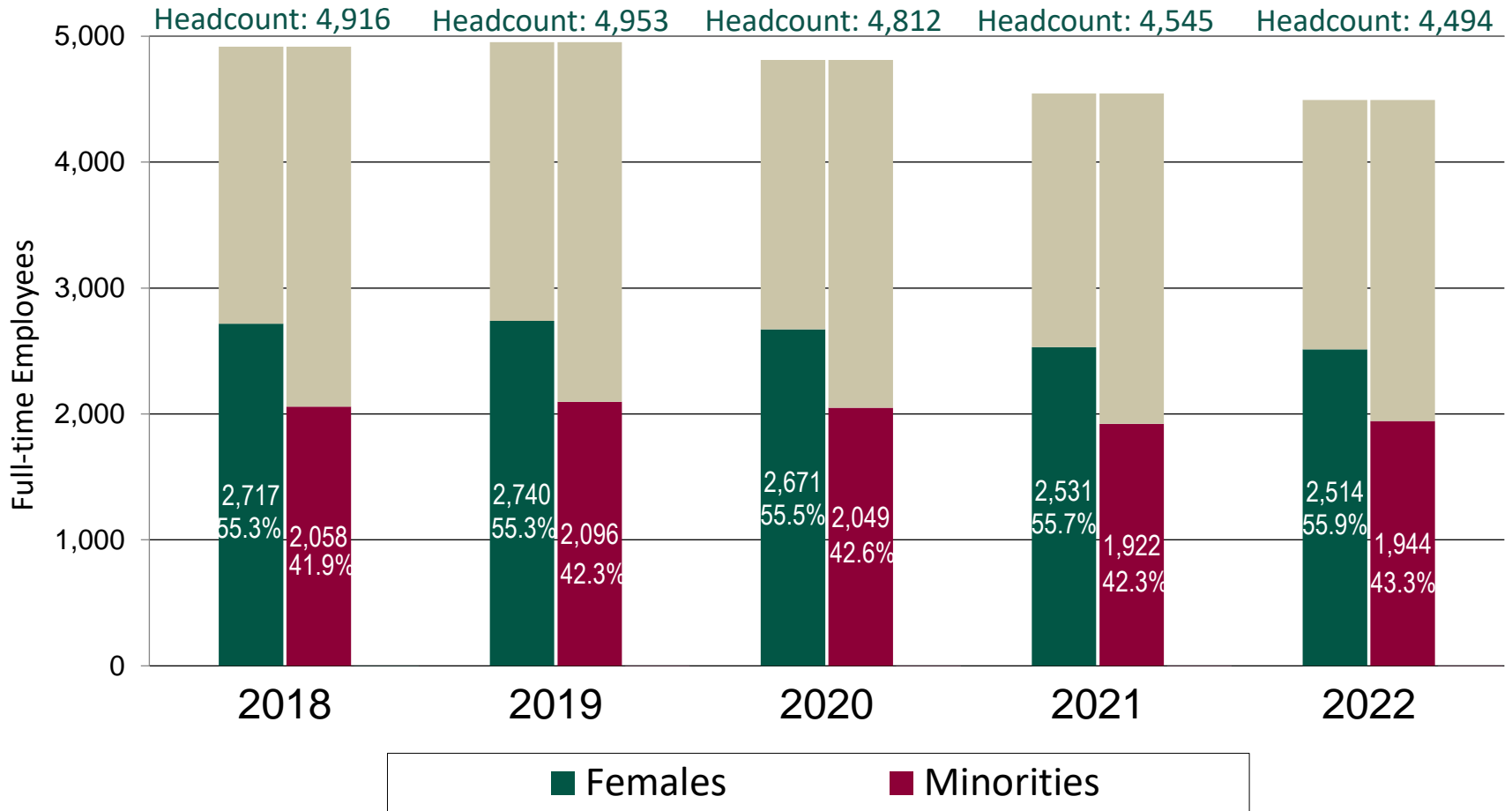
4,494 Full-time Employees



\*1% race unknown

## Women and Minority Employment – Five-year Comparison

### Full-time Employees



# 2022 Employment

Category	2022 Total	Black	Asian	Hispanic	Other Minorities	Unknown	Total Minorities	Women
Faculty	1,448	126 8.6%	330 22.8%	44 3.0%	11 0.8%	2 1.1%	<b>510</b> <b>35%</b>	<b>642</b> <b>44.0%</b>
Exec/Admin/ Managerial	290	60 20.7%	13 4.5%	6 2.1%	7 2.4%	1 0.34%	<b>86</b> <b>29.7%</b>	<b>167</b> <b>58.0%</b>
Other Professionals	2,150	518 24.1%	301 14.0%	83 3.9%	46 2.1%	17 0.8%	<b>948</b> <b>44.1%</b>	<b>1,372</b> <b>64.0%</b>
Technical/ Paraprofessional	80	20 25.0%	2 2.5%	4 5.0%	4 5.0%	0	30 37.5%	40 50.0%
Clerical/ Secretarial	232	144 62.1%	6 2.6%	8 3.0%	4 1.7%	0	162 69.8%	189 81%
Skilled Crafts	77	30 39.0%	1 1.3%	2 2.6%	1 1.3%	0	34 44.2%	7 9.0%
Service/ Maintenance	217	168 77.4%	0	3 1.4%	3 1.4%	1 0.5%	174 80.2%	97 45.0%
<b>TOTALS</b>	<b>4,494</b>	<b>1,065</b> <b>23.7%</b>	<b>653</b> <b>14.5%</b>	<b>150</b> <b>3.3%</b>	<b>76</b> <b>1.7%</b>	<b>21</b> <b>0.5%</b>	<b>1,944</b> <b>43.3%</b>	<b>2,514</b> <b>55.9%</b>

**Michigan Public Universities**  
**2021 Full Time Minority Employees**

Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
Wayne State University	4,545	1,922	42.29%	1
University of Michigan-Dearborn	816	218	26.72%	2
University of Michigan-Ann Arbor	21,860	5,214	23.85%	3
Oakland University	1,776	412	23.20%	4
Eastern Michigan University	1,473	327	22.20%	5
Michigan State University	11,849	2,297	19.39%	6
Western Michigan University	2,090	405	19.38%	7
University of Michigan-Flint	722	133	18.42%	8
Grand Valley State University	2,395	383	15.99%	9
Saginaw Valley State University	718	108	15.04%	10
Central Michigan University	2,014	240	11.92%	11
Lake Superior State University	281	28	9.96%	12
Michigan Technological University	1,293	119	9.20%	13
Ferris State University	1,220	104	8.52%	14
Northern Michigan University	897	59	6.58%	15

In 2021, WSU had 1,922 full-time, minority employees, 42.3% of the total employee population

## Michigan Public Universities 2021 Full Time Women Employees

Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Michigan-Flint	722	420	58.17%	1
Oakland University	1,776	996	56.08%	2
<b>Wayne State University</b>	<b>4,545</b>	<b>2,531</b>	<b>55.69%</b>	<b>3</b>
University of Michigan-Ann Arbor	21,860	12,140	55.54%	4
Grand Valley State University	2,395	1,327	55.41%	5
Michigan State University	11,849	6,425	54.22%	6
Central Michigan University	2,014	1,092	54.22%	7
Ferris State University	1,220	660	54.10%	8
University of Michigan-Dearborn	816	427	52.33%	9
Eastern Michigan University	1,473	769	52.21%	10
Western Michigan University	2,090	1,084	51.87%	11
Saginaw Valley State University	718	357	49.72%	12
Northern Michigan University	897	446	49.72%	13
Lake Superior State University	281	134	47.69%	14
Michigan Technological University	1,293	558	43.16%	15

In 2021, WSU employed 2,531 women full-time, 55.7% of the total employee population

**Michigan Public Universities**  
**2021 Full Time Women Employees in Management Occupations**

Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Women Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Michigan-Ann Arbor	1,723	1,057	61.35%	1
University of Michigan-Flint	82	50	60.98%	2
Grand Valley State University	132	78	59.09%	3
<b>Wayne State University</b>	<b>283</b>	<b>165</b>	<b>58.30%</b>	<b>4</b>
Michigan State University	1,557	906	58.19%	5
Ferris State University	127	70	55.12%	6
Oakland University	71	38	53.52%	7
Eastern Michigan University	219	116	52.97%	8
University of Michigan-Dearborn	102	54	52.94%	9
Saginaw Valley State University	108	55	50.93%	10
Western Michigan University	74	34	45.95%	11
Central Michigan University	143	63	44.06%	12
Northern Michigan University	78	33	42.31%	13
Michigan Technological University	64	27	42.19%	14
Lake Superior State University	24	10	41.67%	15

WSU employed 165 women in management occupations, 58.3% of employees in that group

## Michigan Public Universities

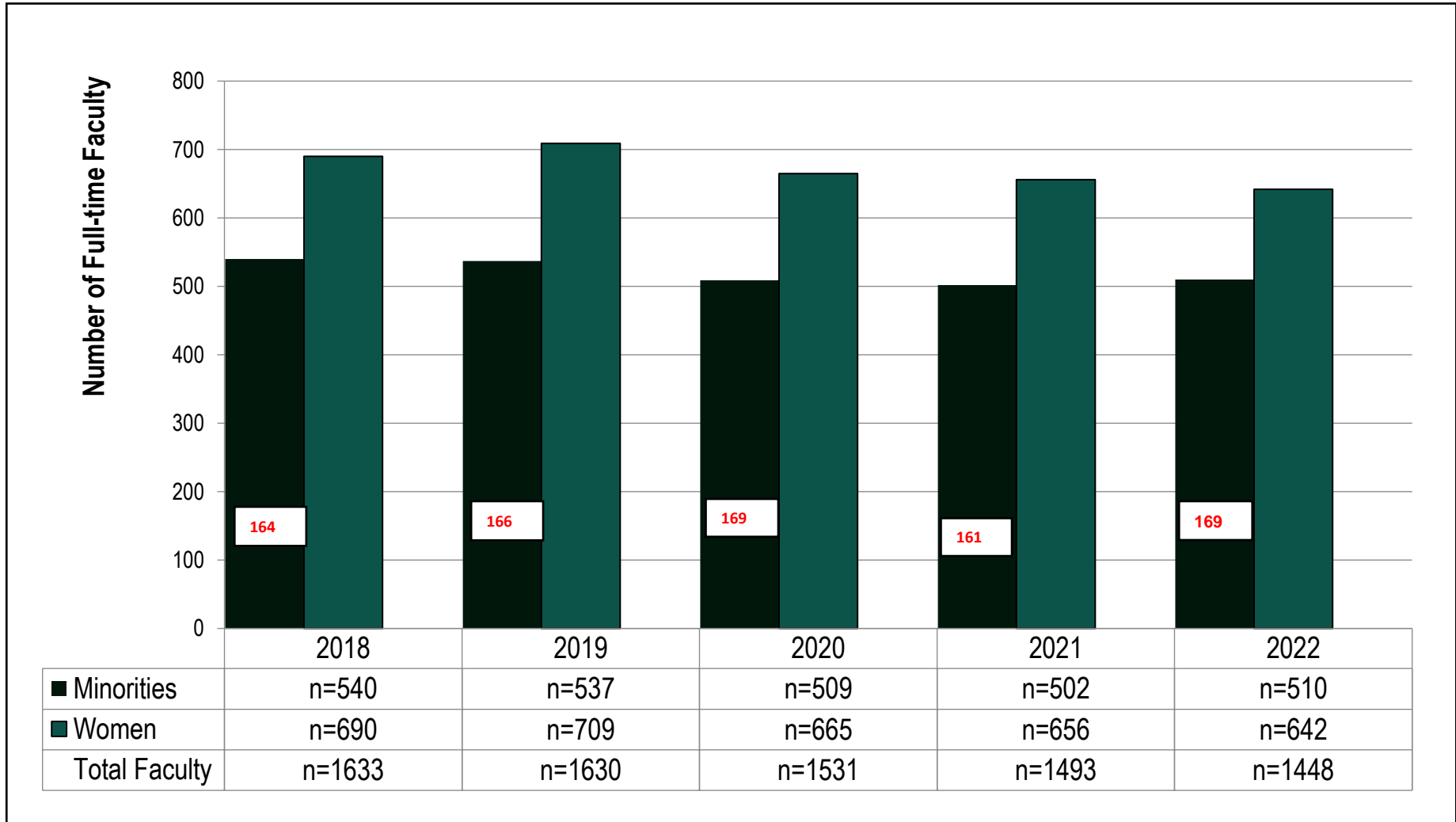
## 2021 Full Time Minority Employees in Management Occupations

Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Minority Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
Wayne State University	283	83	29.33%	1
Eastern Michigan University	219	47	21.46%	2
University of Michigan-Dearborn	102	21	20.59%	3
University of Michigan-Ann Arbor	1,723	318	18.46%	4
Oakland University	71	13	18.31%	5
Michigan State University	1,557	242	15.54%	6
Grand Valley State University	132	20	15.15%	7
Western Michigan University	74	11	14.86%	8
University of Michigan-Flint	82	12	14.63%	9
Saginaw Valley State University	108	14	12.96%	10
Lake Superior State University	24	3	12.50%	11
Ferris State University	127	14	11.02%	12
Michigan Technological University	64	6	9.38%	13
Central Michigan University	143	13	9.09%	14
Northern Michigan University	78	5	6.41%	15

In 2021, WSU employed 83 minority employees in management occupations, 29.3% of that group

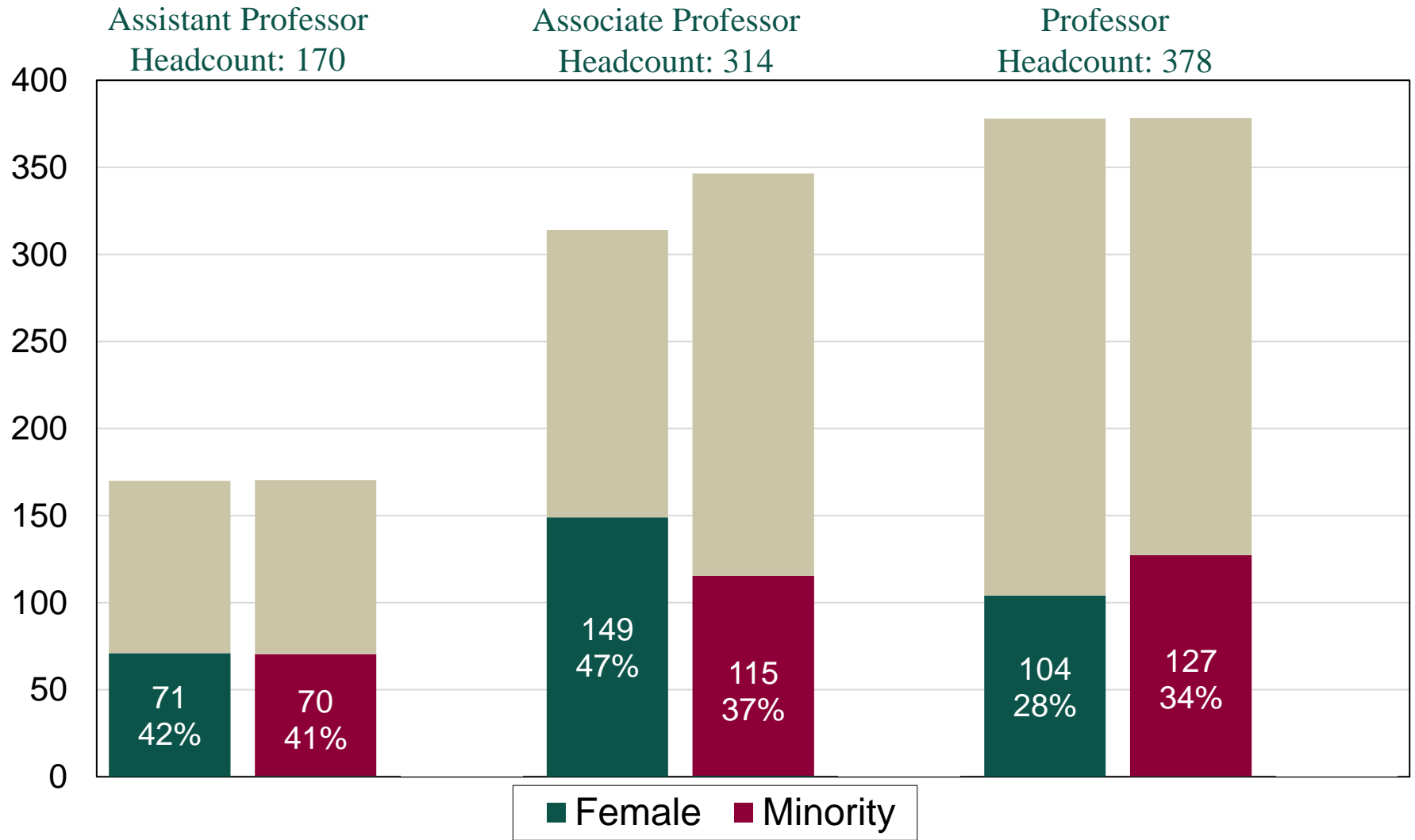


### Women and Minority Faculty 5-year Comparison



\* The number of Black and Hispanic faculty is in red in the black bar representing total minority faculty

## 2022 Tenure Track Faculty By Rank



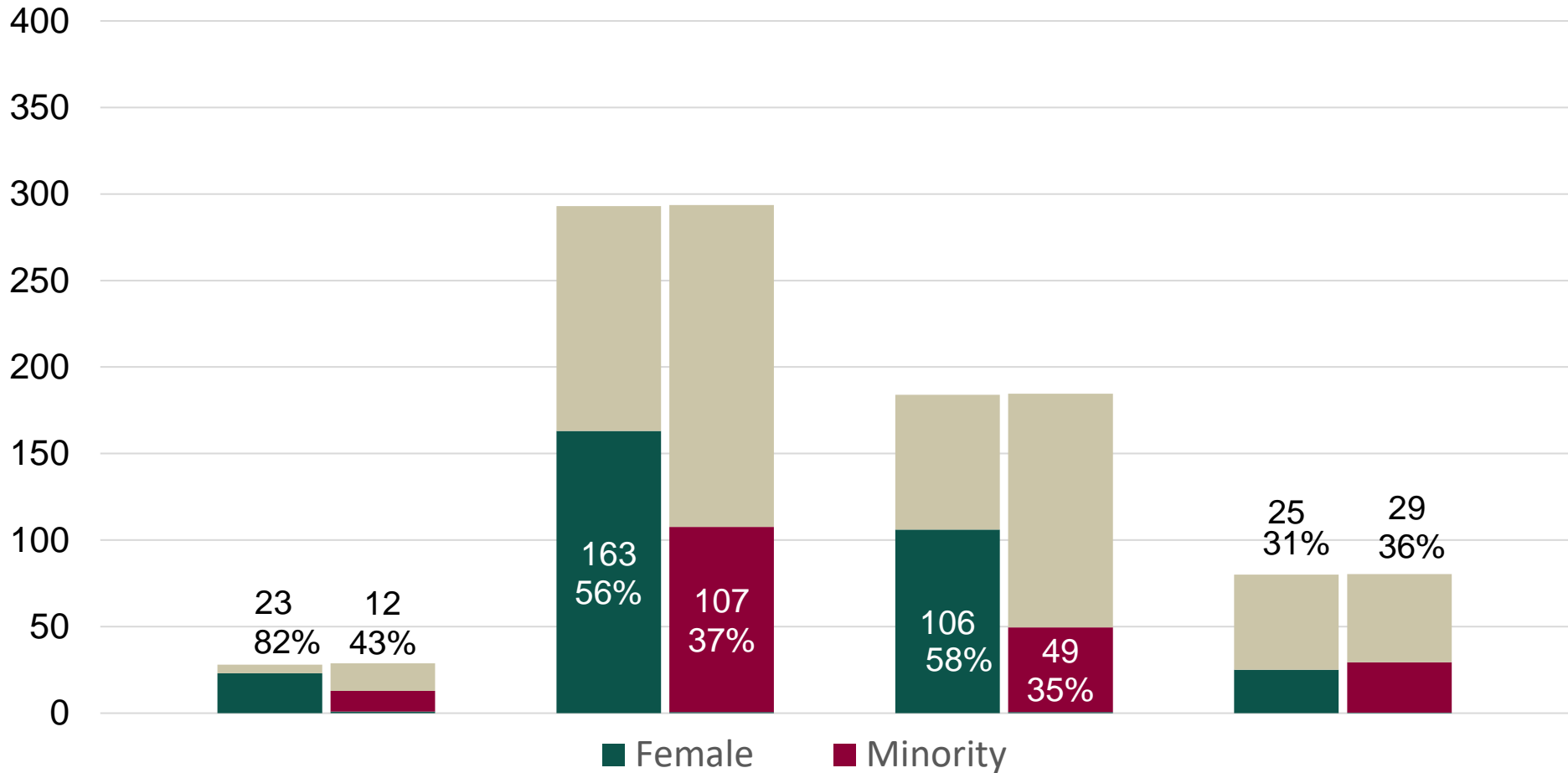
## 2022 Non-Tenure Track Faculty By Rank

Non-Academic  
Headcount: 28

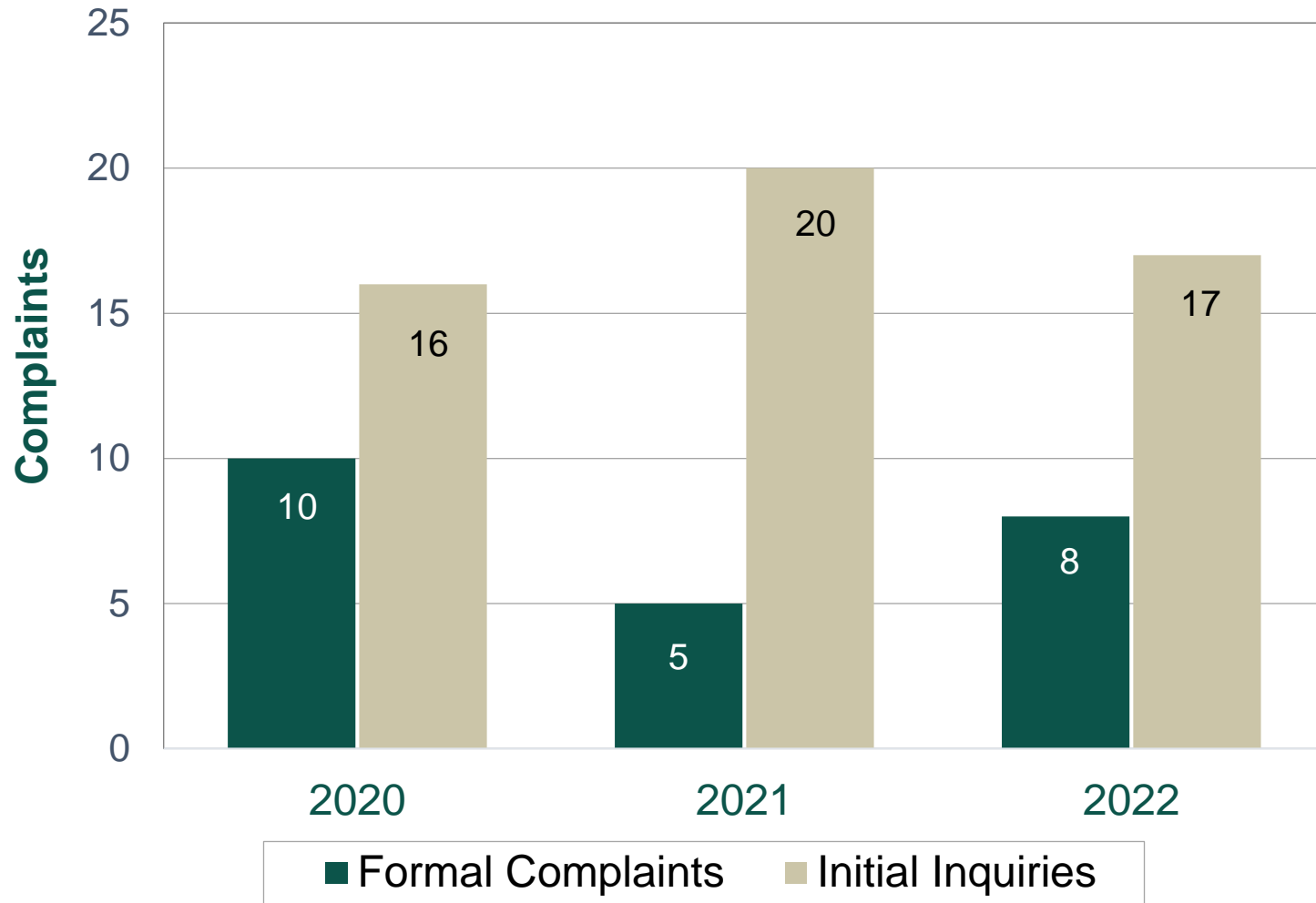
Assistant Professor  
Headcount: 293

Associate Professor  
Headcount: 184

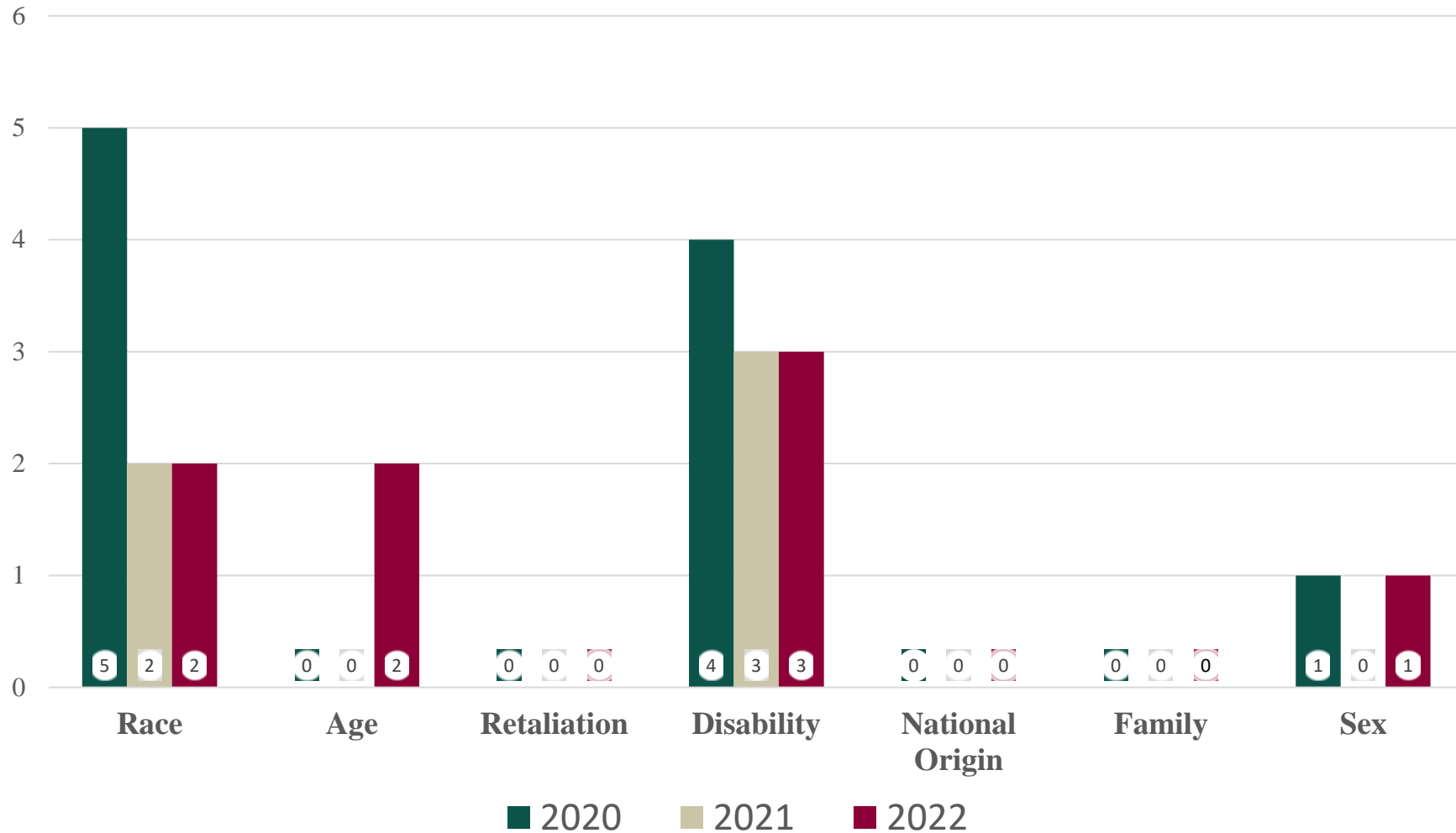
Full Professor  
Headcount: 80



### 2020 -2022 OEO Complaint Summary - 3 Year Comparison



## Complaints 3-Year Comparison By Category



## 2022 Complaints by Claim and Investigating Unit

Claim Type	Allegations	Investigating Unit	Year of Filing	2022 - Determination/Outcome/Status
Disability	Housing/emotional support animal	EXTERNAL AGENCY	2022	Open Case
Disability	Housing/ Elevators - AWD	EXTERNAL AGENCY	2022	Open Case
Disability	Accessibility / Elevators - OM	EXTERNAL AGENCY	2022	Open Case
Race	Failure to promote	EXTERNAL AGENCY	2022	Closed: No Cause Finding
Race	Performance criticized at internship	EXTERNAL AGENCY	2022	Open Case
Age	Term appointment not renewed	INTERNAL INVESTIGATION	2022	Closed: No Cause Finding
Age	Failure to promote	EXTERNAL AGENCY	2022	Open Case
Sex	Administrator contract not renewed	EXTERNAL AGENCY	2022	Open Case

## Office of Equal Opportunity

Please visit us on the web at [www.oeo.wayne.edu](http://www.oeo.wayne.edu)

Or contact us anytime at [oeo@wayne.edu](mailto:oeo@wayne.edu)  
or (313) 577-2280

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Faculty Administration Building  
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# WAYNE STATE UNIVERSITY



2022

## EQUAL OPPORTUNITY STATUS REPORT

Presented to the

**Wayne State University  
Board of Governors**

Mike Poterala, Vice President and General Counsel  
Amy Stirling Lammers, Associate Vice President



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## MEMORANDUM

**TO:** Members of the Wayne State University Community

**FROM:** M. Roy Wilson, President

**SUBJECT:** 2022 Equal Opportunity Status Report to the Board of Governors

**DATE:** **April 28, 2023**

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 2022, summarizing our achievements and providing direction for our future.

## **EXECUTIVE SUMMARY**

The Equal Opportunity Status Report (“EOSR”) serves as the principal report on the state of equal opportunity and employee diversity at Wayne State University. The EOSR provides a compilation and analysis of data regarding employment of academic and non-academic staff, discrimination and harassment complaints, and the University’s efforts in supplier diversity.

### **EMPLOYMENT**

Overall, employees who identify as racial and ethnic minorities comprise over 43% 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 55% of Wayne’s full-time workforce and are represented in 94% of all departments and in 99% of all departments that employ ten (10) or more people. Minorities make up 36.3% of tenured and tenure-track faculty at Wayne and women comprise 37.7% of faculty in this classification. Among non-academic staff, 35% are minorities and 44% 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, including the Equal Employment Opportunity Commission, the U.S. Department of Education Office for Civil Rights, 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 2022, there were a total of eight (8) formal complaints. The most frequent subject areas involved claims of discrimination or harassment on the basis of disability.

### **SUPPLIER DIVERSITY**

Minority and women-owned businesses continue to participate in various contracting opportunities through the University’s Supplier Diversity Program.

Overall supplier/vendor expenditures recorded on purchase orders for 2022 was 71.5% more than 2021 expenditures, largely due to the issuance of the \$60 million State Hall construction contract and the \$10 million Art Building HVAC Improvements project. Unfortunately, awards to minority and women-owned businesses decreased from \$17 million in 2021 down to \$6.6 million in 2022. This is partially explained by the 2021 single \$6.1 million award to woman owned JS Vig Construction Company for the Scott Hall Vivarium project and the 2021 \$1.7 million awards to Professional Audio Design for AV equipment for the Hilberry Gateway project.

In 2022, Purchase Orders issued to minority and women-owned businesses represented \$6.6 million or 2.9% of total supplier/vendor Purchase Order expenditures, down significantly from \$17 million or 12.8% in 2021. Minority-owned business were 1.99% and women-owned business were 0.91% of overall 2022 Purchase Order expenditures.

## INTRODUCTION

Wayne State University is committed to a policy of non-discrimination and equal opportunity in all of its operations, employment opportunities, educational programs and related activities. WSUCA 2.28.01.010. The University Non-Discrimination / Affirmative Action Policy embraces all persons regardless of race, color, sex, gender identity, national origin, religion, age, sexual orientation, familial status, marital status, height, weight, disability, or veteran status. The policy expressly forbids sexual harassment and discrimination in employment, training and treatment of students, extracurricular activities, and the use of University services. WSUCA 2.28.01.020.

The University, as an equal opportunity/affirmative action employer, complies with all applicable federal and state laws regarding non-discrimination and affirmative action. In furtherance of this policy, the University is also committed to institutional diversity to achieve full equity in all areas of University life and service. Affirmative action procedures, measures, and programs may be used to the extent permitted by law to establish, monitor and implement affirmative action plans and measures which are designed to achieve full equity for minorities and women. WSUCA 2.28.01.030.

Our continued commitment to diversity is a significant strength in the educational experience we provide to our students. Wayne State University continues to employ the most diverse faculty and staff of any public university in the State of Michigan. This report presents a comprehensive, cross-divisional view of Wayne's demographic composition, and highlights the efforts of our schools, colleges and divisions in providing equal opportunity in employment and promoting diversity across the University. Despite challenging economic conditions and recovering from the effects of a global pandemic, we have achieved many successes in 2022, and Wayne State University remains a leader in providing equity and employment opportunities to women and minorities.

## REPORTING REQUIREMENTS

Board of Governors statute 2.28.01.120 requires that an annual report regarding the University's affirmative action efforts be presented to the Board of Governors. The report is derived in part from data compiled pursuant to federal reporting requirements. The Office of Federal Contract Compliance Programs ("OFCCP") of 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. The Office of Equal Opportunity prepares these reports annually and certifies the University's compliance with the OFCCP. This report was prepared by the Office of Equal Opportunity ("OEO"), with significant effort by Associate Director Tommy Martin, with input from and with the collaborative efforts of many units, including the Office of the General Counsel, Institutional Research and Data Analytics, Purchasing and Human Resources.

This report includes information from four major areas of University activity: (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 a comparison of Wayne to comparable universities in the state and nation; (II) the number and types of internal and external discrimination and harassment complaints received in the past year; (III) highlights of campus affirmative action and equal opportunity activities; and (IV) the Wayne State University Supplier Diversity Program.

Information regarding staffing levels and discrimination complaint data contained in this report are based on personnel actions reported as of January 1, 2022 to December 31, 2022.<sup>1</sup> Data related to

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<sup>1</sup> This report is based on University data captured as of November 22, 2022. There may be minor changes from the data included in this report that occurred between November 22, 2022 and December 31, 2022. In addition, employee data is classified by EEO Job

supplier diversity and external financial management is reported on a fiscal year basis beginning on October 1, 2021 and ending September 30, 2022. The report includes additional headcount data tables for the previous twelve-month period 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 state of our diversity efforts in our schools, colleges, and divisions. The first is a breakdown of minority and women Faculty by School/College/Division. See section I.B., *infra* at Tables 8 and 9. The second is a breakdown by School/College/Division of formal complaints filed in the past three years. See section II.A., *infra*, Table 31).

## I. UNIVERSITY EMPLOYMENT

Wayne State University, one of the largest employers in southeast Michigan, employed 6,805 persons in both full and part-time positions as of November 22, 2022. While the focus of this report is on full-time employees in permanent positions with the University, the report also includes a snapshot of temporary employees.

In 2022, Wayne employed 4,494 persons in full-time positions, 51 fewer than in 2021. Wayne recruits approximately 68% of its workforce from a four-county area including Macomb, Oakland, Washtenaw and Wayne counties. Wayne recruits its faculty from a national labor pool that is specific to individuals who hold doctoral and other professional and specialty degrees (e.g., Ph.D., J.D., M.F.A.). Executive, administrative and some management-level positions are likewise recruited from a national labor employment pool. Most other staff are recruited from the local labor pool.

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

Minorities and women are represented throughout all levels of the workforce at Wayne. The racial and ethnic classifications used in this report reflect the federally-established categories utilized for all EEO data-reporting purposes.<sup>2</sup> For purposes of this report the term “minority” includes individuals who identify as Black, Asian, Hispanic, American Indian/Alaskan Native, Native Hawaiian/Other Pacific Islanders and as two or more races. Overall, minorities comprise just over 43% of Wayne’s workforce and are represented in 90% of Wayne State University’s 254 departments and in 99% of the departments that employ ten (10) or more people. Women represent 55.9% of Wayne’s full-time workforce, and are represented in 94% of all departments, and 99% of all departments that employ ten (10) or more people.

Just under 30% of executive and managerial positions at Wayne are held by minorities. Women represent 58% of these positions. In addition, minorities hold 44% of those professional jobs that require a college degree and 64% of these positions are held by women.

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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.

<sup>2</sup> These categories have remained the same since 1997 and do not reflect some current and preferred racial, ethnic and gender identities. For example, the EEO categories continue to provide only binary gender classifications. A new proposal in January 2023 would update some categories, including adding a Middle Eastern and North African classification and more options for Hispanic people to self-identify.

Among full-time employees, 55.9% of Wayne’s employees are female, compared to the regional average of 46.7%. Of full-time Wayne employees, 23.7% are Black, compared to 18.2% regional availability; 14.5% are Asian, which is almost three times the regional availability of five-point-three percent (5.3%). Wayne has been less successful in recruiting Hispanic, Native Hawaiian/Pacific Islander, and American Indian/Alaskan Native employees, and lags behind regional availability with regard to these groups.

### Minority Representation Compared to Regional Availability<sup>3</sup>

As of 12/31/2022 (Table 1)

Race/Ethnicity/Gender	2022 Full-time Employee Headcount	Percent of WSU Workforce	Regional Availability	Variance
Black	1,065	23.7%	18.2%	5.5%
Asian	653	14.5%	5.3%	9.2%
Hispanic or Latino	150	3.3%	4.9%	-1.6%
White, Non-Hispanic	2,527	56.2%	73.9%	-18%
Native Hawaiian/ Pacific Islander	6	0.1%	0.1%	0%
American Indian/Alaskan Native	9	0.2%	0.4%	-0.2%
Two or more Races	61	1.4%	2.1%	-0.7%
Not Identified	23	0.5%	N/A	N/A
Women	2,514	55.9%	46.7%	9.2%

This data indicates that Wayne has achieved overall diversity of its workforce, with minorities and women represented in almost every department.

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

In 2022, Wayne State University employed 4,494 individuals in full-time, academic (1,448) and non-academic (3,046) positions, which included 2,514 women and 1,944 minorities. Most full-time employees are employed as “Faculty” (1,448) or “Other Professionals” (2,150). More than three out of four women employed full time at Wayne are Faculty or Other Professionals.

### 2022 Full-time Women and Minority Employment

As of 12/31/2022 (Table 2)

Year	Women	Percent of Total Headcount	Minority	Percent of total Headcount
2022	2,514	55.9%	1,944	43.3%
2021	2,531	55.7%	1,922	42.3%
2020	2,671	55.5%	2,049	42.6%
2019	2,740	55.3%	2,096	42.3%
2018	2,717	55.3%	2,058	41.9%

<sup>3</sup> Source for “regional availability”: U.S. Department of Commerce Economics and Statistics Administration 2021, Quarter 4 data, which is the most recent data available. U.S. Census Bureau, *Census.gov*. 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.

## 2022 Total Full-time Academic and Non-Academic Employee Headcount

As of 12/31/2022 (Table 3)

Category	2022 Total	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Faculty	1,448	125 8.6%	330 22.8%	44 3.0%	2 0.1%	1 0.1%	8 0.6%	510 35%	2 0.1%	642 44%
Exec/Admin/Managerial	290	60 20.7%	13 4.5%	6 2.1%	1 0.3%	0	6 2.1%	86 29.7%	1 0.34%	167 58%
Other Professionals	2,150	518 24.1%	301 14.0%	83 3.9%	6 0.3%	4 0.2%	36 1.7%	948 44.1%	17 0.8%	1,372 64%
Technical/Paraprofessional	80	20 25.0%	2 2.5%	4 5.0%	0	0	4 5.0%	30 37.5%	0	40 50%
Clerical/ Secretarial	232	144 62.1%	6 2.6%	8 3%	0	0	4 1.7%	162 69.8%	0	189 81%
Skilled Crafts	77	30 39.0%	1 1.3%	2 2.6%	0	1 1.3%	0	34 44.2%	0	7 9%
Service/ Maintenance	217	168 77.4%	0	3 1.4%	0	0	3 1.4%	174 80.2%	1 0.5%	97 45%
<b>TOTALS</b>	<b>4,494</b>	<b>1,065 23.7%</b>	<b>653 14.5%</b>	<b>150 3.3%</b>	<b>9 0.2%</b>	<b>6 0.1%</b>	<b>61 1.4%</b>	<b>1,944 43.3%</b>	<b>21 0.5%</b>	<b>2,514 55.9%</b>

## 2022 Total Full-Time Women Employee Headcount

As of 12/31/2022 (Table 4)

Category	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	White	Unknown	2022 Totals
Faculty	69 10.7%	110 17.1%	21 3.3%	0	0	6 0.9%	436 67.9%	0	<b>642</b> 25.5%
Executive/ Admin and Managerial	43 25.7%	9 5.4%	2 1.2%	1 0.6%	0	3 1.8%	108 64.7%	1 0.6%	<b>167</b> 6.6%
Other Professionals	403 29.4%	147 10.7%	52 3.8%	2 0.1%	0	23 1.7%	733 53.4%	12 0.9%	<b>1,372</b> 54.6%
Technical and Paraprofessional	8 20.0%	0	3 7.5%	0	0	1 2.5%	28 70.0%	0	<b>40</b> 1.6%
Clerical and Secretarial	125 66.1%	4 2%	5 3%	0	0	3 2%	52 27.5%	0	<b>189</b> 7.5%
Skilled Crafts	6 85.7%	0	0	0	0	0	1 14%	0	<b>7</b> 0.3%
Service/ Maintenance	86 88.7%	0	1 1.0%	0	0	2 2.1%	7 7.2%	1 1.0%	<b>97</b> 3.9%
<b>Totals</b>	<b>740 29.4%</b>	<b>270 10.7%</b>	<b>84 3.3%</b>	<b>3 0.1%</b>	<b>0</b>	<b>38 1.5%</b>	<b>1,365 54.3%</b>	<b>14 0.6%</b>	<b>2,514 100.0%</b>

## B. FACULTY EMPLOYMENT

Wayne State University continues to promote diversity within its faculty through an efficient and user-friendly hiring process that promotes the identification of diverse qualified candidates. The Wayne Talent Career Site 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 a more diverse and inclusive faculty, despite difficult economic pressures and a highly competitive environment.

The OEO is a resource for departments conducting searches for new faculty. Academic departments are required to complete hiring plans through the OEO Electronic Tenure/Tenure Track Faculty Hiring Plan System. The system assists departments in identifying diverse staffing needs and documents the hiring process. The OEO publishes this information in the “Guide for Successful Searches” and provides resources for advertising employment opportunities and training in the faculty hiring process to create more diverse pools of qualified candidates for faculty positions.

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

In 2022, Wayne employed 1,448 full-time faculty, consisting of 893 tenured or tenure-track faculty and 587 non-tenured faculty. Just under thirty-eight percent of tenure/tenure-track faculty (325) are women. Minorities held 313, or 36.3%, of all tenure/tenure-track faculty positions. Women held 317 or just over one-half of the non-tenured positions. Minorities filled 197 or just over one-third of the non-tenured faculty positions.

#### 2022 Full-Time Faculty - Tenure and Non-Tenure System

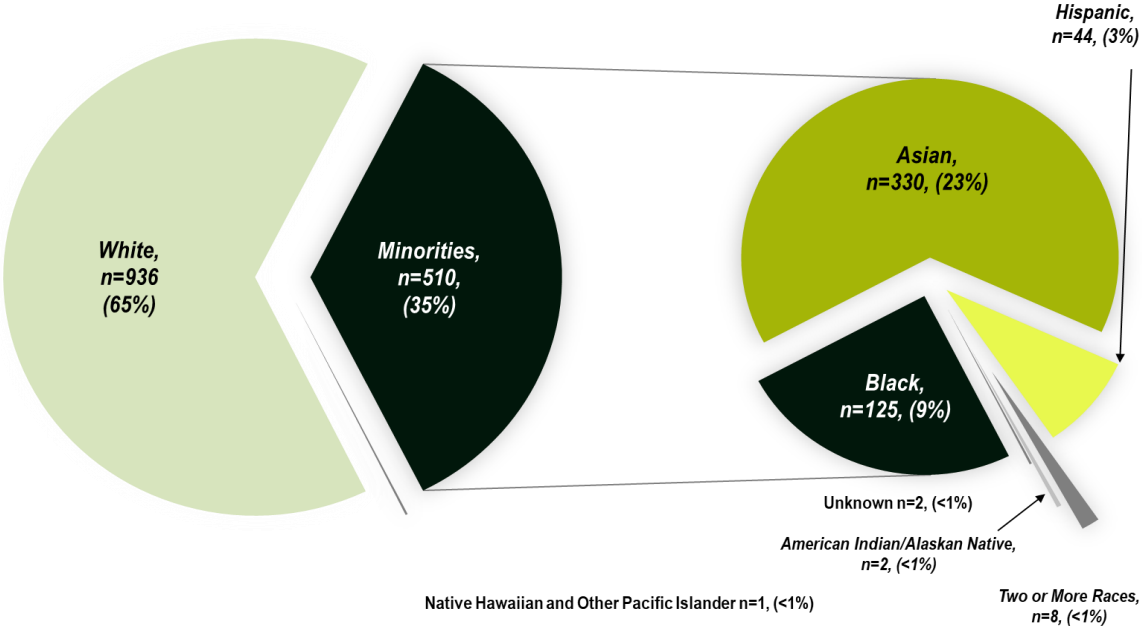
As of 12/31/2022 (Table 5)

Minority Group/Gender	Tenure System		Non-tenure System		Totals	
	Number	Percent	Number	Percent	Number	Percent
Faculty Total: 2022	863	59.60%	587	40.5%	1,448	100%
Black	45	5.2%	80	13.6%	125	8.6%
Asian	233	27.0%	97	16.5%	330	22.8%
Hispanic	28	3.2%	16	2.7%	44	3.0%
American/Alaskan Native	2	0.2%	0	0.0%	2	0.1%
Native Hawaiian/Other Pacific Islander	1	0.1%	0	0.0%	1	0.1%
Two or More Races	4	0.5%	4	0.7%	8	0.6%
Total Minorities	313	36.3%	197	33.6%	510	35%
Unknown	0	0.0%	2	0.3%	2	0.1%
Women	325	37.7%	317	54.0%	642	44.3%



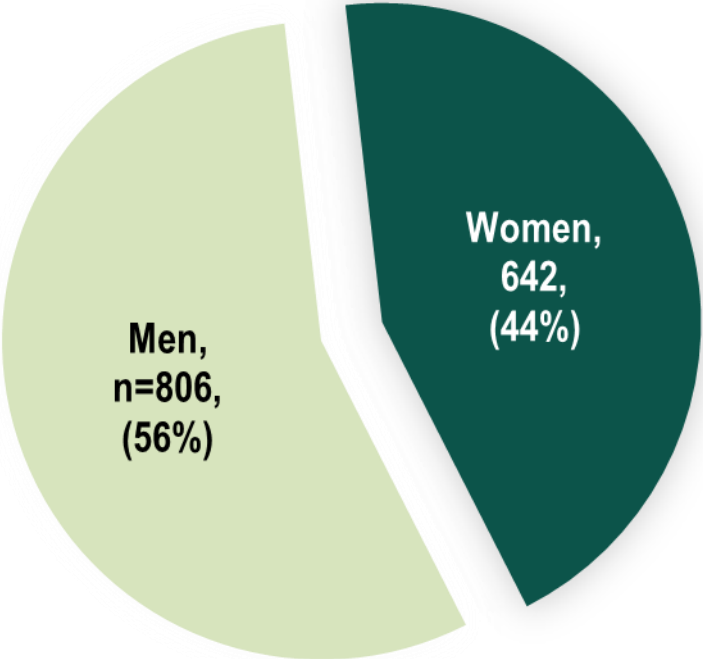
## 2022 Full-time Faculty – Minority Representation

Chart 1



## 2022 Full-Time Faculty – Gender Representation

Chart 2



### **b. Tenure-System Faculty by Rank<sup>4</sup>**

The majority of women and minority faculty are concentrated in the ranks of Associate Professor and full Professor, however, are represented at a higher proportion of the Assistant Professor rank. Full Professors comprise 378 or 43.8% of tenure/tenure-track faculty; of these 378 Professors, 104 (27.5%) were women and 127 (33.6%) were minorities. Out of the 314 Associate Professors employed in 2022, 149 (47.5%) were women and 115 (36.6%) were minorities. The 170 Assistant Professors employed in 2022 included 71 (41.8%) women and 70 (41.2%) minorities.

Wayne State University promoted 14 faculty from the rank of Assistant Professor to Associate Professor and 22 from Associate Professor to Professor, ten (10) fewer than the previous year. Specifically, the University promoted eight (8) women from Assistant to Associate Professor and seven (7) women to Full Professor in 2022. The University also promoted five (5) minority faculty from Assistant to Associate and six (6) minority faculty to Full Professor in 2022. Since 2021, the total number of women faculty who were promoted decreased by four (4) and the total number of minority faculty who were promoted decreased by ten (10).

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<sup>4</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).

## 2022 Tenure System Faculty by Rank<sup>5</sup>

As of 12/31/2022 (Table 6)

Academic Rank	2022 Faculty Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women	White
Professor	378 43.8%	16 4.2%	105 27.8%	6 1.6%	0	0	0	127 33.6%	0	104 27.5%	251 66.4%
Associate Professor	314 36.4%	15 5%	83 26.4%	14 4.5%	1 0.3%	0	2 0.6%	115 36.6%	0	149 47.5%	199 63.4%
Assistant Professor	170 19.7%	14 8.2%	44 26%	8 4.7%	1 0.6%	1 0.6%	2 1.2%	70 41.2%	0	71 41.8%	100 58.8%
Non-Academic Rank	1 0.1%	0	1 0.4%	0	0	0	0	1 100.0%	0	1 100.0%	0
<b>Totals</b>	<b>863</b>	<b>45 5.2%</b>	<b>233 27.0%</b>	<b>28 3.2%</b>	<b>2 0.2%</b>	<b>1 0.1%</b>	<b>4 0.5%</b>	<b>313 36.3%</b>	<b>0</b>	<b>325 37.7%</b>	<b>550 63.7%</b>

## 2022 Full-Time Faculty Promotions - Tenure and Tenure Track System

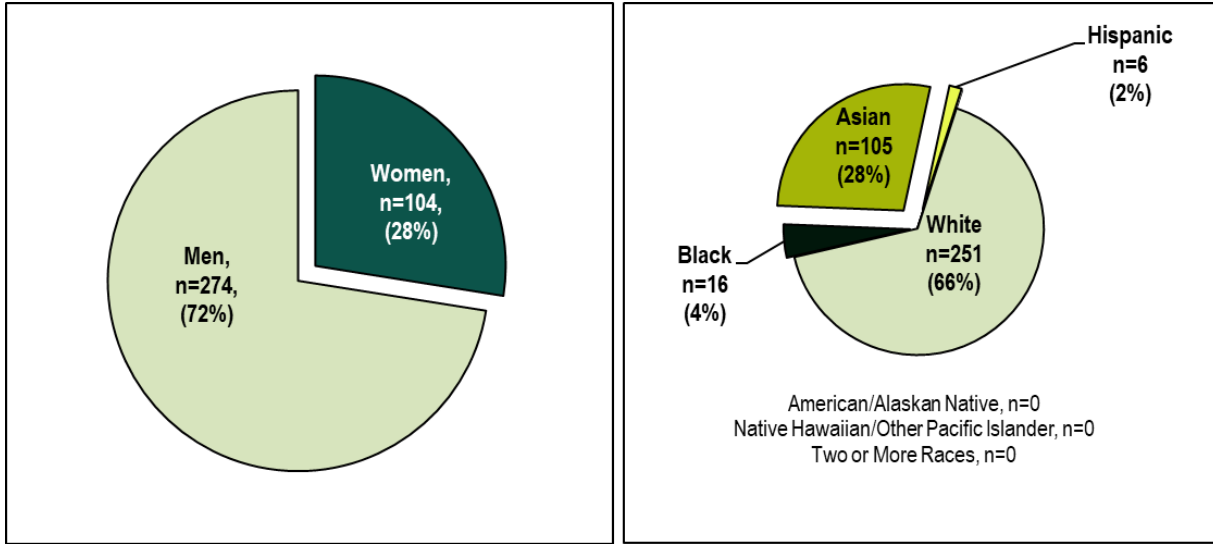
As of 12/31/2022 (Table 7)

Academic Rank	2022 Faculty Promotions	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minority Faculty	Total Women Faculty
Professor	22	1 4.5%	5 22.7%	0	0	0	0	6 27.3%	7 31.8%
Associate Professor	14	0	4 29%	1 7%	0	0	0	5 35.7%	8 57.1%
<b>Totals</b>	<b>36</b>	<b>1 2.8%</b>	<b>9 25.0%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11 30.6%</b>	<b>15 41.7%</b>

<sup>5</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.

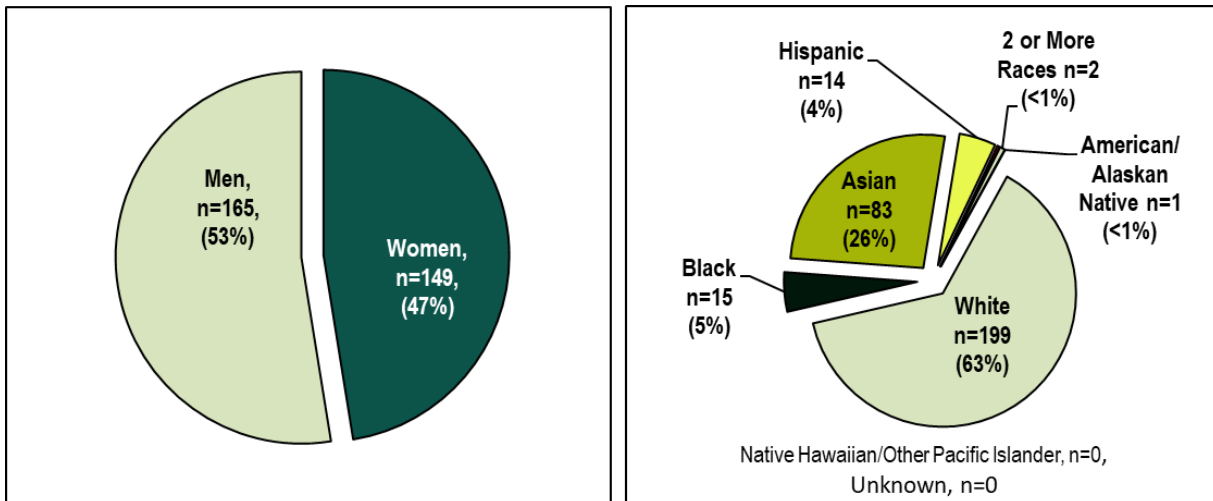
## Full Professors - Women and Minority Representation

Charts 3 and 4



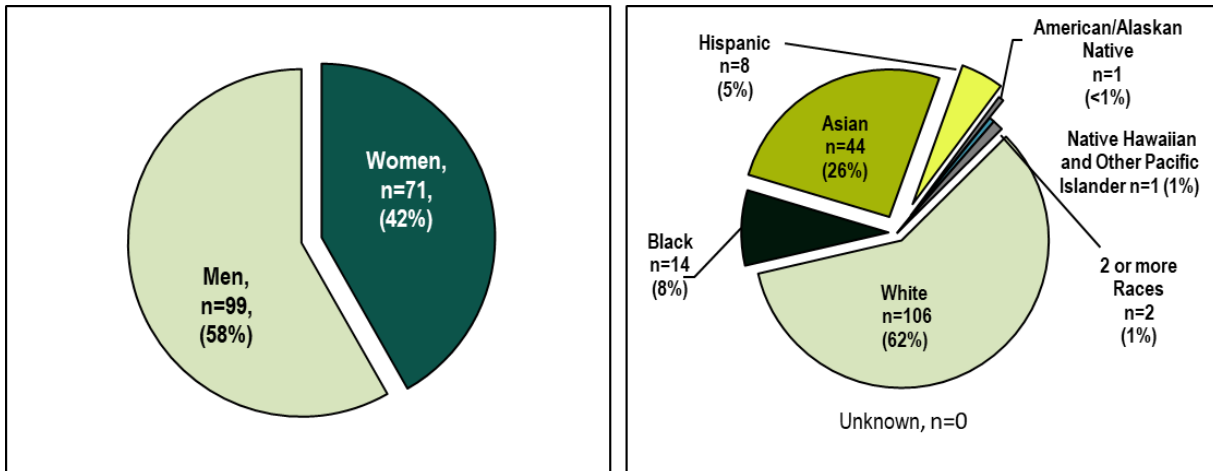
## Associate Professors - Women and Minority Representation

Charts 5 and 6



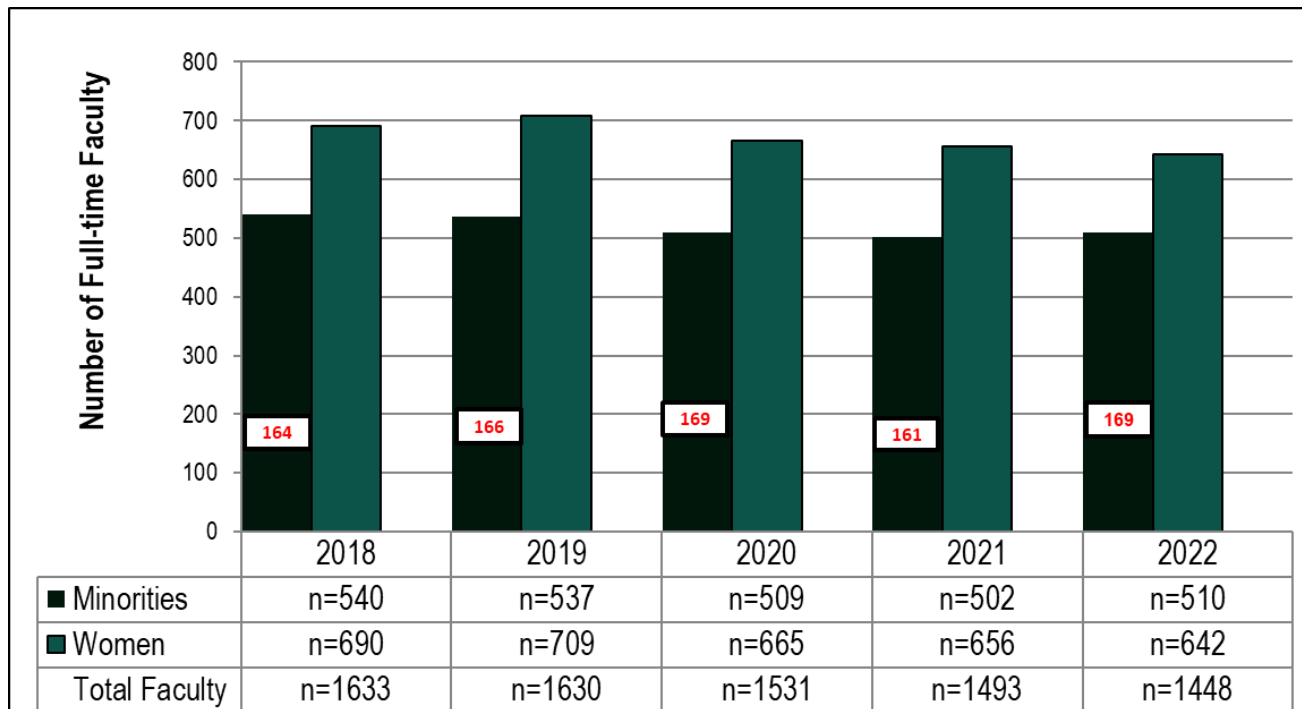
## Assistant Professors - Women and Minority Representation

Charts 7 and 8



## Full-Time Women and Minority Faculty Five Year Trend

Chart 9



\* The numbers in red indicate the number of Black and Hispanic faculty.

The five-year trend shows that the total faculty have decreased by 215 from 1,633 to 1,448 since 2018 and Wayne State has decreased minority faculty by 30 and decreased women faculty by 48. Despite a decrease in total faculty, the number of Black and Hispanic faculty increased by one (1) overall in the five-year period. 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.

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## 2022 Tenure/Tenure-Track Faculty by School/College/Division – Minorities

As of 12/31/2022 (Table 8)

School/ College/ Division	2022 Faculty	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Women
School of Business Administration	42	4 9.5%	19 45.2%	0	0	0	0	23 54.8%	9 21.4%
College of Education	47	4 8.5%	10 21.3%	2 4.3%	0	0	0	16 34.0%	37 78.7%
College of Engineering	107	4 3.7%	56 52.3%	1 0.9%	1 0.9%	0	1 0.9%	63 58.9%	19 17.8%
College of Fine & Performing Arts	65	9 13.8%	5 7.7%	3 4.6%	0	0	0	17 26.2%	32 49.2%
Law School	26	1 3.8%	1 3.8%	0	0	0	0	2 7.7%	7 26.9%
College of Liberal Arts & Science	284	15 5.3%	58 20.4%	12 4.2%	0	0	2 0.7%	87 30.6%	120 42.3%
School of Library & Information Science	10	1 10.0%	1 10.0%	1 10.0%	0	0	0	3 30.0%	6 60.0%
School of Medicine	205	4 2.0%	66 32.2%	7 3.4%	0	0	0	77 37.6%	55 26.8%
College of Nursing	9	0	2 22.2%	0	0	1 11.1%	0	3 33.3%	7 77.8%
College of Pharmacy & Health Science	27	0	9 33.3%	0	0	0	0	9 33.3%	9 33.3%
School of Social Work	21	1 4.8%	3 14.3%	0	1 4.8%	0	1 4.8%	6 28.6%	14 66.7%
Division of Research	20	2 10.0%	3 15.0%	2 10.0%	0	0	0	7 35.0%	10 50.0%
<b>Grand Totals:</b>	<b>863</b>	<b>45 5.2%</b>	<b>233 27.0%</b>	<b>28 3.2%</b>	<b>2 0.2%</b>	<b>1 0.1%</b>	<b>4 0.5%</b>	<b>313 36.3%</b>	<b>325 37.7%</b>

## 2022 Tenure/Tenure-Track Faculty by School/College/Division – Women

As of 12/31/2022 (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	Total Faculty (Women)
School of Business Administration	1 11%	5 56%	0	0	0	0	6 67%	3 33%	9
College of Education	3 8.1%	7 18.9%	2 5.4%	0	0	0	12 32.4%	25 67.6%	37
College of Engineering	0	6 31.6%	1 5.3%	0	0	1 5.3%	8 42.1%	11 57.9%	19
College of Fine & Performing Arts	7 21.9%	2 6.3%	0	0	0	0	9 28.1%	23 71.9%	32
Law School	1 14.3%	1 14.3%	0	0	0	0	2 28.6%	5 71.4%	7
College of Liberal Arts & Science	8 6.7%	22 18.3%	5 4.2%	0	0	1 0.8%	36 30.0%	84 70.0%	120
School of Library & Information Science	1 16.7%	0	0	0	0	0	1 16.7%	5 83.3%	6
School of Medicine	1 1.8%	17 30.9%	2 3.6%	0	0	0	20 36.4%	35 63.6%	55
College of Nursing	0	2 28.6%	0	0	0	0	2 28.6%	5 71.4%	7
College of Pharmacy & Health Science	0	2 22.2%	0	0	0	0	2 22.2%	7 77.8%	9
School of Social Work	0	2 14.3%	0	0	0	1 7.1%	3 21.4%	11 78.6%	14
Division of Research	2 20.0%	0	1 10.0%	0	0	0	3 30.0%	7 70.0%	10
<b>TOTALS</b>	<b>24</b> 7.4%	<b>66</b> 20.3%	<b>11</b> 3.4%	<b>0</b> 0.0%	<b>0</b> 0.0%	<b>3</b> 0.9%	<b>104</b> 32%	<b>221</b> 68%	<b>325</b>

### c. Non-Tenure System Faculty by Rank

This year, the report includes a breakdown of faculty in the non-tenure track system by rank, with a breakdown of minorities and women represented in each category. There are a total of 585 faculty in the non-tenure system. Overall, 33.7% of the non-tenure system faculty identify as minorities, which is comparable to the tenure-track system, and 52% as women, which is a 15% improvement over the tenure-track faculty. The majority of women and minority faculty are concentrated at the rank of Assistant Professor. The Assistant Professor group includes 107 minority faculty, or 36.5%, and 163 women, or 55.6%. However, minorities and women are also represented at each rank in the non-tenure faculty group. There are 80 full Professors, 36.3% of whom identify as a minority and 31.3% as women. The rank of Associate Professor has fewer minority faculty, at just 26.6%, but is above-average in the representation of women at 57.6%.

#### 2022 Non-Tenure Faculty by Rank

As of 12/31/2022 (Table 10)

Academic Rank	2022 Faculty Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women	White
Professor	80 13.7%	8 10.0%	21 26.3%	0	0	0	0	29 36.3%	0	25 31.3%	51 63.8%
Associate Professor	184 31.5%	19 10%	23 12.5%	5 2.7%	0	0	2 1.1%	49 26.6%	0	106 57.6%	135 73.4%
Assistant Professor	293 50.1%	46 15.7%	49 17%	11 3.8%	0	0	1 0.3%	107 36.5%	2	163 55.6%	184 62.8%
Other <sup>6</sup>	28 4.8%	7 8.8%	4 4.1%	0	0	0	1 3.6%	12 42.9%	0	23 82.1%	16 57.1%
<b>Totals</b>	<b>585</b>	<b>80</b> 13.7%	<b>97</b> 16.6%	<b>16</b> 2.7%	<b>0</b>	<b>0</b>	<b>4</b> 0.7%	<b>197</b> 33.7%	<b>2</b> 0.3%	<b>317</b> 54.2%	<b>386</b> 66.0%

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<sup>6</sup> This group includes the Banner classifications of Voluntary Faculty, Non-standard academic rank and “not applicable.” This category also includes the rank of Lecturer, which were reclassified as faculty (teaching) in the 2021 collective bargaining agreement between the University and the American Association of University Professors. In 2022, there were only two Lecturer positions remaining and the former Lecturers migrated to the ranks of Assistant and Associate Professor. The number of Assistant Professors increased from 389 in 2021 to 463 (an increase of 74) and Associate Professors increased from 431 to 498 (net increase of 67).



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

Women and minorities are well-represented in the non-academic staff at Wayne State University. There was a total of 3,046 non-academic staff at Wayne State University in 2022, 1,872 (61.5%) of whom were women and 1,434 (47.1%) were minorities. Blacks are the largest minority group with 940 employees (30.9%), followed by Asians with 323 employees (10.6%). With 47.1% minority and 61.5% female representation in the non-academic employee group, Wayne State demonstrates its continued commitment to retain and employ a diverse workforce.

#### 2022 Total Full-Time Non-Academic Employee Headcount

As of 12/31/2022 (Table 11)

Category	2022 Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Women
Executive/Administrative/ Managerial	290	60 20.7%	13 4.5%	6 2.1%	1 0.3%	0	6 2.1%	86 29.7%	167 57.6%
Other Professionals	2,150	518 24.1%	301 14.0%	83 3.9%	6 0.3%	4 0.2%	36 1.7%	948 44.1%	1,372 63.8%
Technical/ Paraprofessional	80	20 25.0%	2 2.5%	4 5.0%	0	0	4 5.0%	30 37.5%	40 50.0%
Clerical/Secretarial	232	144 62.1%	6 2.6%	8 3.4%	0	0	4 1.7%	162 69.8%	189 81.5%
Skilled Crafts	77	30 39.0%	1 1.3%	2 2.6%	0	1 1.3%	0	34 44.2%	7 9.1%
Service/Maintenance	217	168 77.4%	0	3 1.4%	0	0	3 1.4%	174 80.2%	97 44.7%
<b>TOTALS</b>	<b>3,046</b>	<b>940 30.9%</b>	<b>323 10.6%</b>	<b>106 3.5%</b>	<b>7 0.2%</b>	<b>5 0.2%</b>	<b>53 1.7%</b>	<b>1,434 47.1%</b>	<b>1,872 61.5%</b>

#### Higher Level Positions

Minorities and women are significantly represented in all job categories at Wayne State University, including management-level positions. In 2022, 290 employees were classified as “Executive/Administrative/Managerial”. This category mostly includes non-academic employees holding the rank of Director or higher, including Senior Director, Vice President, Assistant and Associate Vice President. Minorities represent 29.7% of this Executive/Administrative category, or 86 of the 290 employees. Women represented well over half of this category, or 167 employees.

Full-time employees in the “Other Professional” category include academic support personnel as well as other positions that require at least a college degree. The population of the “Other Professional” category fluctuates with funding trends. In 2022, the total 2,150 employees in this category, included 63.8% (1,372) women and 44.1% (948) minorities. Blacks were more heavily represented than any other minority, at 518, followed by Asians at 301. Hispanics in this category

totaled 83. 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 special projects. University policy limits temporary employees to a total of 1,000 hours employment in a fiscal year. The following data provides a snapshot of active temporary positions on the payroll as of November 2022.<sup>7</sup>

#### Temporary Employees by Position Classification and Gender

(Table 12)

Category	Female	Male	Total
Other Professional	217 59.5%	148 40.5%	365
Clerical and Secretarial	35 63.6%	20 36.4%	55
Service/Maintenance	0	1 100.0%	1
<b>TOTALS</b>	<b>252</b> <b>59.9%</b>	<b>169</b> <b>40.1%</b>	<b>421</b> <b>100%</b>

#### Temporary Employees by Position Classification and Race

(Table 13)

Category	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	2 or More Races	Total Minorities	White	Unknown Race/Ethnicity	Total
Other Professional	158 43.3%	26 7.1%	12 3.3%	0	0	5 1.4%	201 55.1%	160 43.8%	4 1.1%	365
Clerical and Secretarial	33 60.0%	4 7.3%	0	0	0	0	37 67.3%	17 30.9%	1 1.8%	55
Service/Maintenance	0	0	0	0	0	0	0	1 100.0%	0	1
<b>Totals:</b>	<b>191</b>	<b>30</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>238</b>	<b>178</b>	<b>5</b>	<b>421</b>
<b>Percent of Total</b>	<b>45.4%</b>	<b>7.1%</b>	<b>2.9%</b>			<b>1.2%</b>	<b>56.5%</b>	<b>42.3%</b>	<b>1.2%</b>	<b>100%</b>

The temporary employee population generally reflects the University at large in its distribution of women and minorities. Minorities comprise over half of this employment group. Blacks represent 45.4% of the group. Asians represent seventy-point-one percent (7.1%) of the group. Hispanics represent just two-point-nine percent (2.9%). Employees who identify as two or more races represent this one-point-two percent (1.2%). Although American Indian/Alaskan Native and Native

<sup>7</sup> Wayne prepares two 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. Not all those classified TE are working in a given pay period. The snapshot in this section is the number of individuals classified TE.

Hawaiian/Other Pacific Islander were not significantly represented, these groups were 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 that of other educational institutions.<sup>8</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 – Employment of Women**

In 2021, Wayne State University employed 2,531 women in full-time positions. Among the Michigan public universities, as a percentage of total employees, Wayne ranks 3<sup>rd</sup> with 55.69% of its employees being women. The total number of women employed in full-time positions at Wayne is third behind University of Michigan-Ann Arbor (12,140) and Michigan State University (6,425).

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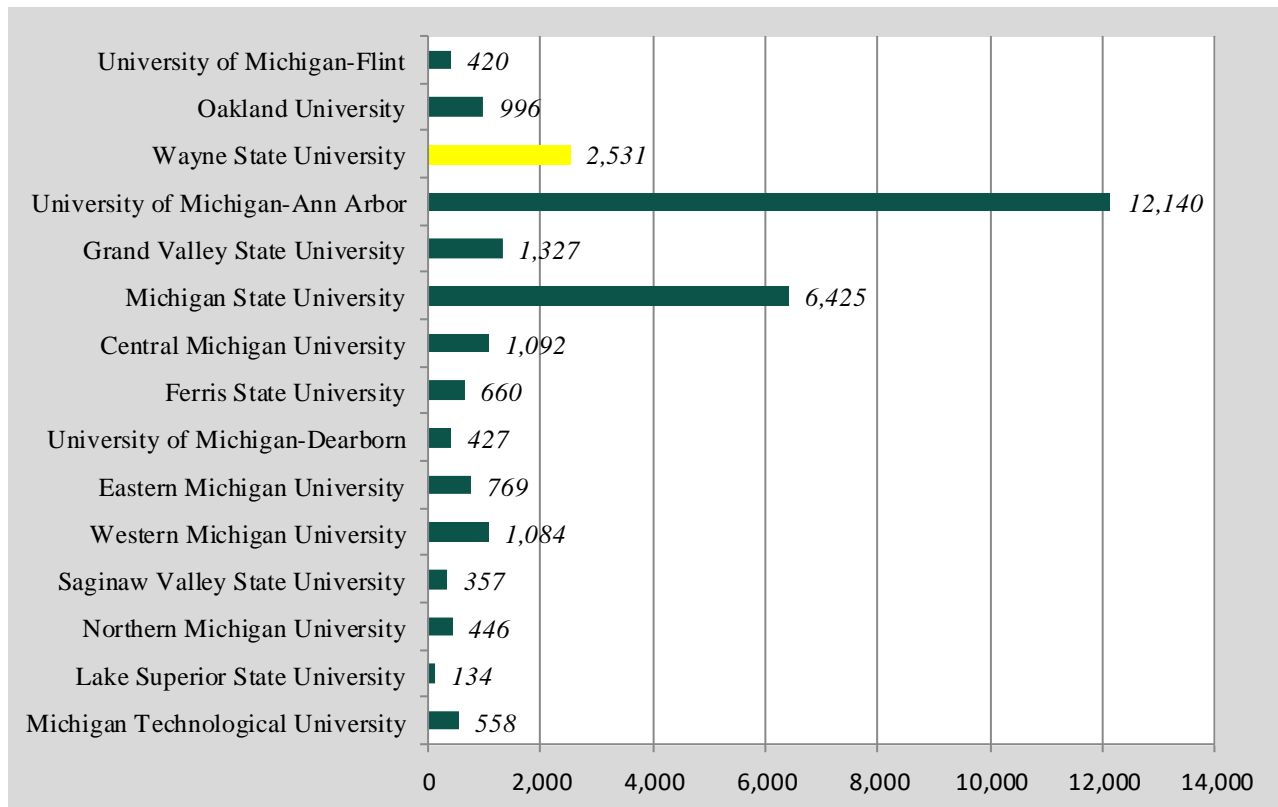
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<sup>8</sup> The methodology used for this analysis is to compare Wayne in accordance with employment data submitted to IPEDS for the most recent year available, 2021. IPEDS is a common university reporting data set. There may be variance in the ways individual institutions may arrive at the data they report in IPEDS, this is the best available method to provide a solid picture of where Wayne stands in relation to comparable institutions.

## Full Time Women Employed by Michigan Public Universities

As of 12/31/2022 (Table 14)

Michigan Public Universities				
2021 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Michigan-Flint	722	420	58.17%	1
Oakland University	1,776	996	56.08%	2
<b>Wayne State University</b>	<b>4,545</b>	<b>2,531</b>	<b>55.69%</b>	<b>3</b>
University of Michigan-Ann Arbor	21,860	12,140	55.54%	4
Grand Valley State University	2,395	1,327	55.41%	5
Michigan State University	11,849	6,425	54.22%	6
Central Michigan University	2,014	1,092	54.22%	7
Ferris State University	1,220	660	54.10%	8
University of Michigan-Dearborn	816	427	52.33%	9
Eastern Michigan University	1,473	769	52.21%	10
Western Michigan University	2,090	1,084	51.87%	11
Saginaw Valley State University	718	357	49.72%	12
Northern Michigan University	897	446	49.72%	13
Lake Superior State University	281	134	47.69%	14
Michigan Technological University	1,293	558	43.16%	15

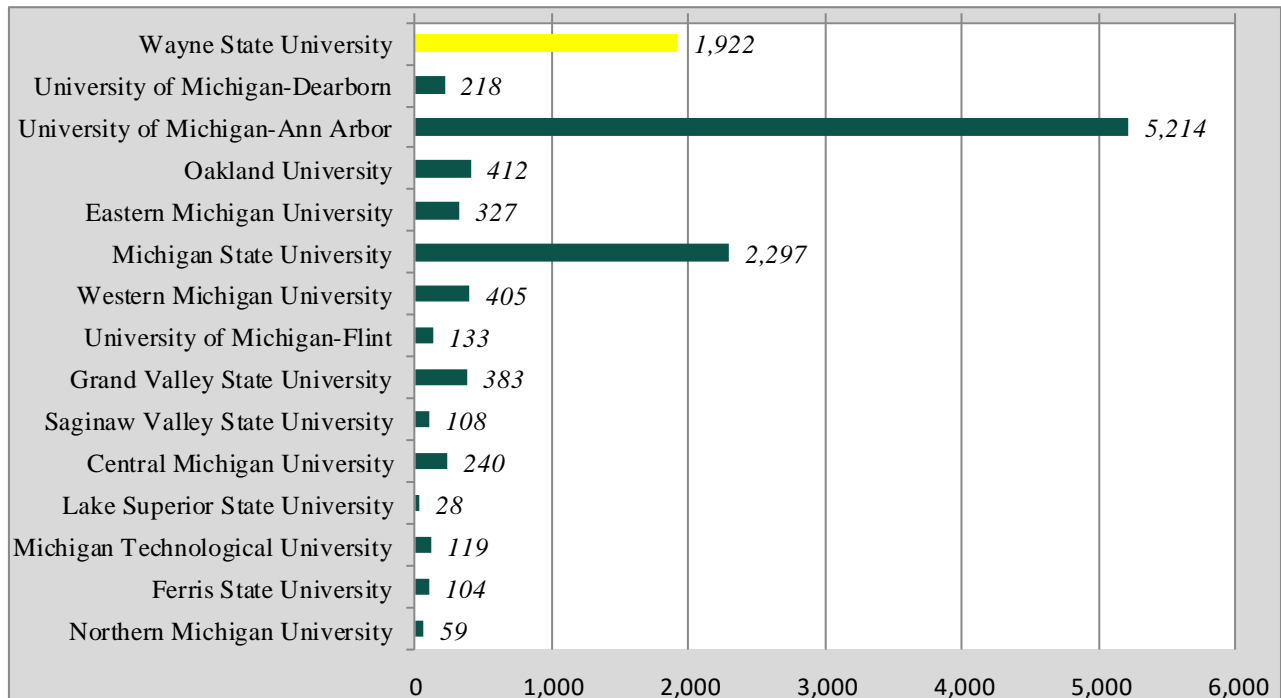


## Comparative Analysis – Minority Employment

In 2021, Wayne State ranked first among the public universities with 42.29% full time minority employees. The institution ranked second has 15.57% fewer minority employees. Wayne employed 1,922 minorities in full-time positions, ranked third only to the University of Michigan-Ann Arbor (5,214) and Michigan State University (2,297), however, these are considerably larger institutions.

As of 12/31/2022 (Table 15)

Michigan Public Universities				
2021 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
Wayne State University	4,545	1,922	42.29%	1
University of Michigan-Dearborn	816	218	26.72%	2
University of Michigan-Ann Arbor	21,860	5,214	23.85%	3
Oakland University	1,776	412	23.20%	4
Eastern Michigan University	1,473	327	22.20%	5
Michigan State University	11,849	2,297	19.39%	6
Western Michigan University	2,090	405	19.38%	7
University of Michigan-Flint	722	133	18.42%	8
Grand Valley State University	2,395	383	15.99%	9
Saginaw Valley State University	718	108	15.04%	10
Central Michigan University	2,014	240	11.92%	11
Lake Superior State University	281	28	9.96%	12
Michigan Technological University	1,293	119	9.20%	13
Ferris State University	1,220	104	8.52%	14
Northern Michigan University	897	59	6.58%	15



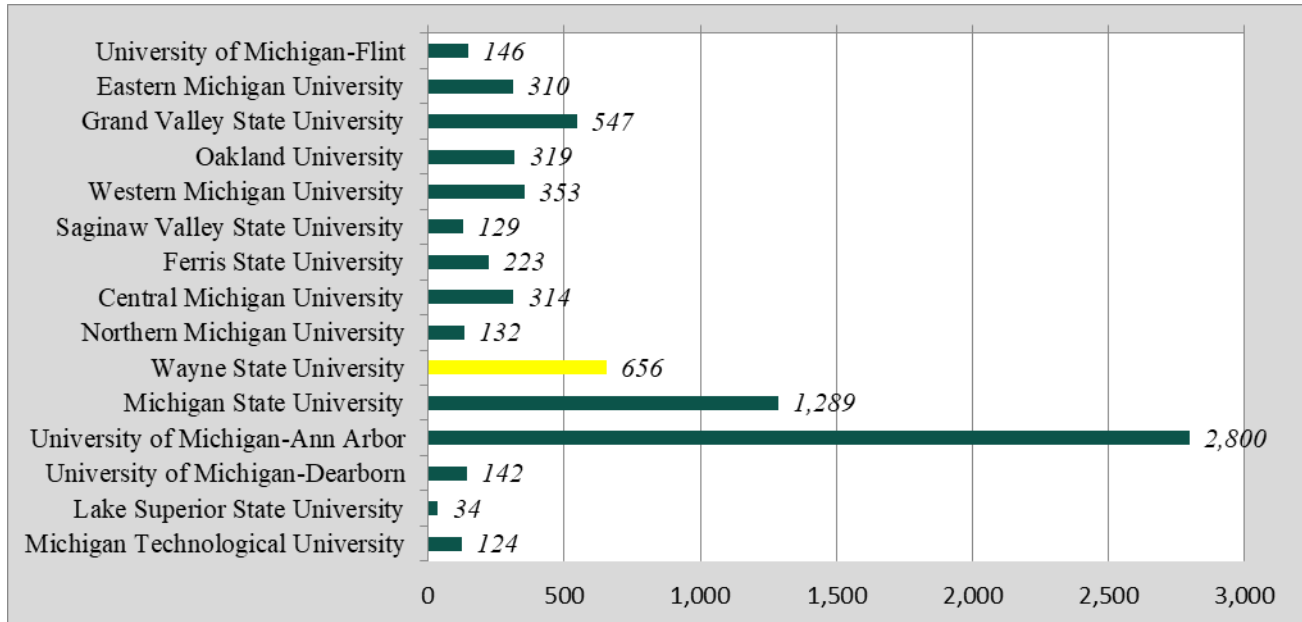
## Comparative Analysis – Faculty Employment

### Women Faculty

In 2021, Wayne State University employed 656 women in full-time Faculty positions.<sup>9</sup> Wayne remained third behind the University of Michigan – Ann Arbor (2,800) and Michigan State University (1,301). As a percentage of total faculty employees, Wayne ranks 10<sup>th</sup> among the Michigan Public Universities with 43.94% of its full-time faculty employees being women.

As of 12/31/2022 (Table 16)

Michigan Public Universities				
2021 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Michigan-Flint	259	146	56.37%	1
Eastern Michigan University	616	310	50.32%	2
Grand Valley State University	1,094	547	50.00%	3
Oakland University	652	319	48.93%	4
Western Michigan University	736	353	47.96%	5
Saginaw Valley State University	273	129	47.25%	6
Ferris State University	480	223	46.46%	7
Central Michigan University	681	314	46.11%	8
Northern Michigan University	293	132	45.05%	9
<b>Wayne State University</b>	<b>1,493</b>	<b>656</b>	<b>43.94%</b>	<b>10</b>
Michigan State University	2,942	1,301	43.81%	11
University of Michigan-Ann Arbor	6,655	2,800	42.07%	12
University of Michigan-Dearborn	345	142	41.16%	13
Lake Superior State University	93	34	36.56%	14
Michigan Technological University	390	124	31.79%	15



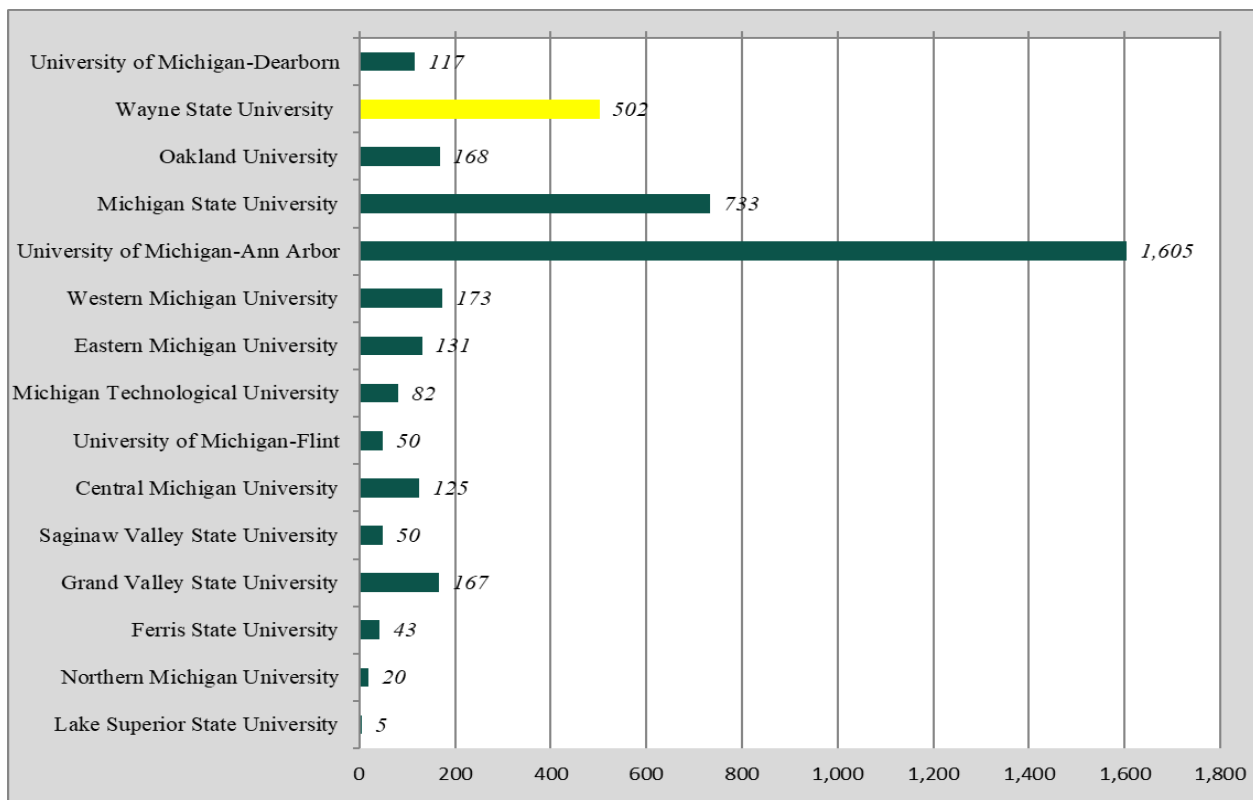
<sup>9</sup> Faculty numbers reference both 2021 tenure/tenure-track (336) and non-tenured (320) employees.

### Minority Faculty

In 2021, Wayne State University employed 502 (33.62%) minorities in full-time Faculty positions, second by a small margin only to the University of Michigan – Dearborn at 33.91%.<sup>10</sup>

As of 12/31/2022 (Table 17)

Michigan Public Universities				
2021 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
University of Michigan-Dearborn	345	117	33.91%	1
Wayne State University	1,493	502	33.62%	2
Oakland University	652	168	25.77%	3
Michigan State University	2,942	733	24.92%	4
University of Michigan-Ann Arbor	6,655	1,605	24.12%	5
Western Michigan University	736	173	23.51%	6
Eastern Michigan University	616	131	21.27%	7
Michigan Technological University	390	82	21.03%	8
University of Michigan-Flint	259	50	19.31%	9
Central Michigan University	681	125	18.36%	10
Saginaw Valley State University	273	50	18.32%	11
Grand Valley State University	1,094	167	15.27%	12
Ferris State University	480	43	8.96%	13
Northern Michigan University	293	20	6.83%	14
Lake Superior State University	93	5	5.38%	15



<sup>10</sup> Faculty numbers reference both 2021 tenure/tenure-track (308) and non-tenured (194) employees.

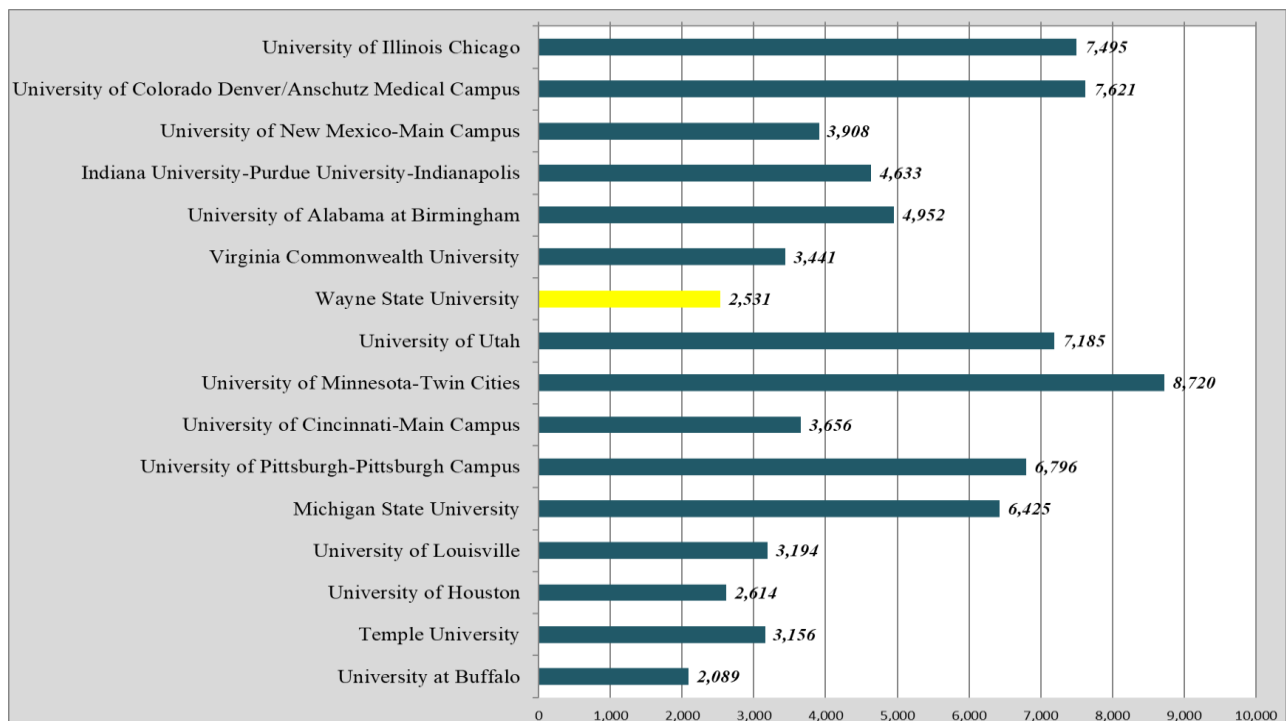
## 2) National Peer Institutions<sup>11</sup>

### Comparative Analysis – Women Employment

In 2021, Wayne State University employed 2,531 women in full-time positions. Wayne ranks seventh among its national peer institutions in percentage of total women employed.

As of 12/31/2022 (Table 18)

National Peer Institutions				
2021 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Illinois Chicago	11,699	7,495	64.07%	1
University of Colorado Denver/Anschutz Medical Campus	12,110	7,621	62.93%	2
University of New Mexico-Main Campus	6,504	3,908	60.09%	3
Indiana University-Purdue University-Indianapolis	8,016	4,633	57.80%	4
University of Alabama at Birmingham	8,638	4,952	57.33%	5
Virginia Commonwealth University	6,164	3,441	55.82%	6
<b>Wayne State University</b>	<b>4,545</b>	<b>2,531</b>	<b>55.69%</b>	<b>7</b>
University of Utah	13,022	7,185	55.18%	8
University of Minnesota-Twin Cities	15,880	8,720	54.91%	9
University of Cincinnati-Main Campus	6,683	3,656	54.71%	10
University of Pittsburgh-Pittsburgh Campus	12,475	6,796	54.48%	11
Michigan State University	11,849	6,425	54.22%	12
University of Louisville	5,919	3,194	53.96%	13
University of Houston	5,000	2,614	52.28%	14
Temple University	6,082	3,156	51.89%	15
University at Buffalo	4,403	2,089	47.44%	16



<sup>11</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 (2021).

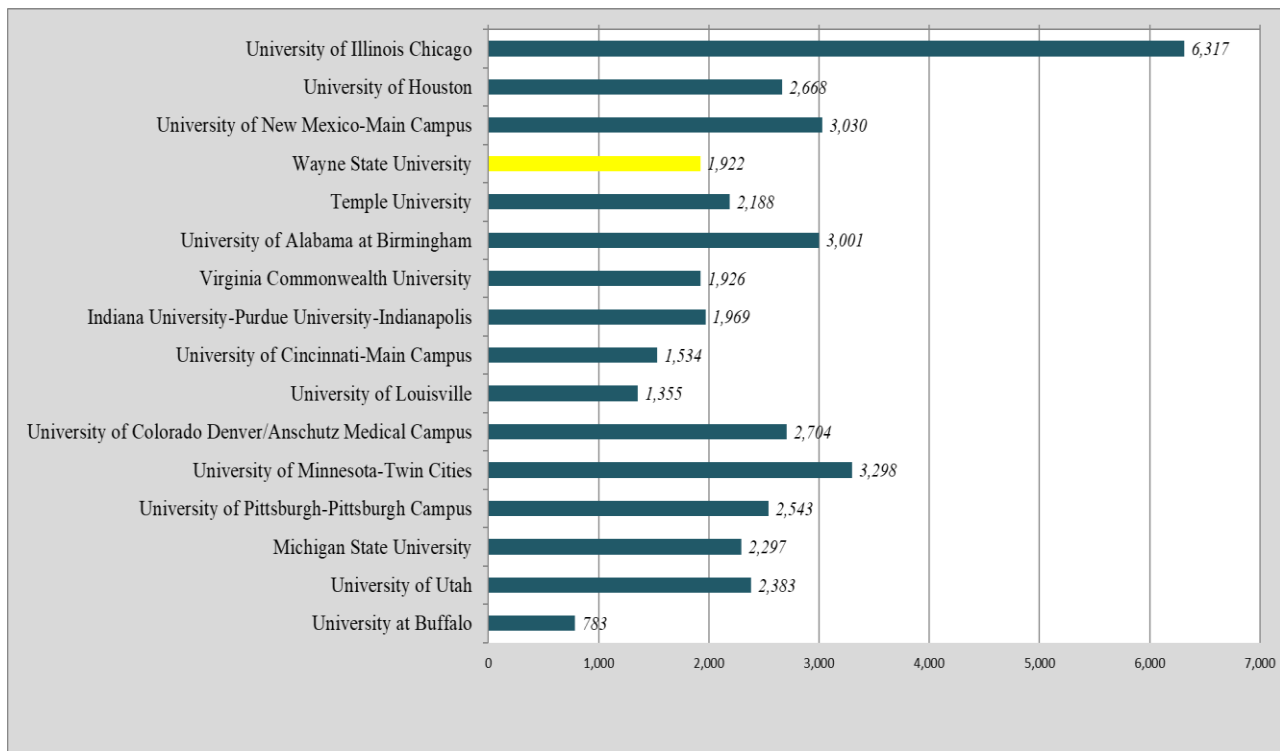


## Comparative Analysis – Minority Employment

In 2021, Wayne State University employed 1,922 minorities in full-time positions. Wayne ranks fourth among its national peer institutions in total minorities employed with 42.29% of its employee population.

As of 12/31/2022 (Table 19)

National Peer Institutions 2021 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
University of Illinois Chicago	11,699	6,317	54.00%	1
University of Houston	5,000	2,668	53.36%	2
University of New Mexico-Main Campus	6,504	3,030	46.59%	3
<b>Wayne State University</b>	<b>4,545</b>	<b>1,922</b>	<b>42.29%</b>	<b>4</b>
Temple University	6,082	2,188	35.98%	5
University of Alabama at Birmingham	8,638	3,001	34.74%	6
Virginia Commonwealth University	6,164	1,926	31.25%	7
Indiana University-Purdue University-Indianapolis	8,016	1,969	24.56%	8
University of Cincinnati-Main Campus	6,683	1,534	22.95%	9
University of Louisville	5,919	1,355	22.89%	10
University of Colorado Denver/Anschutz Medical Campus	12,110	2,704	22.33%	11
University of Minnesota-Twin Cities	15,880	3,298	20.77%	12
University of Pittsburgh-Pittsburgh Campus	12,475	2,543	20.38%	13
Michigan State University	11,849	2,297	19.39%	14
University of Utah	13,022	2,383	18.30%	15
University at Buffalo	4,403	783	17.78%	16



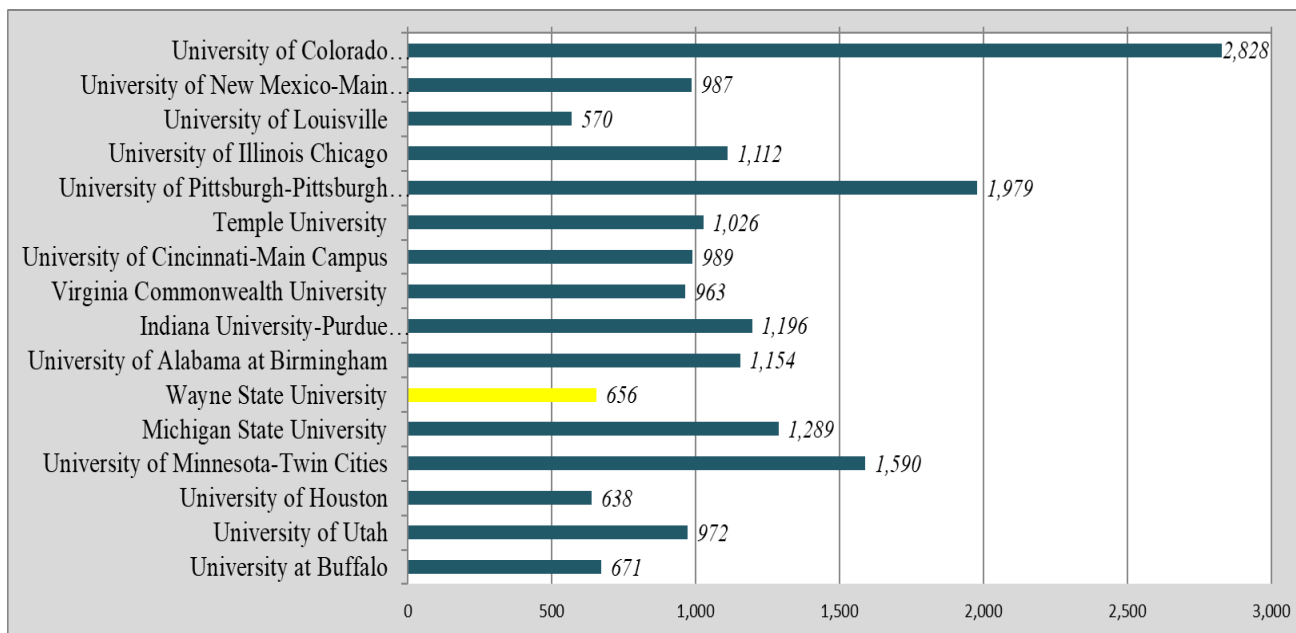
## Comparative Analysis – Faculty Employment

### Women Faculty

In 2021, Wayne State University employed 656 women in full-time Faculty positions.<sup>12</sup> Wayne ranks 11<sup>th</sup> among its national peer institutions in total women faculty.

As of 12/31/2022 (Table 20)

National Peer Institutions				
2021 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	4,710	2,828	60.04%	1
University of New Mexico-Main Campus	1,933	987	51.06%	2
University of Louisville	1,151	570	49.52%	3
University of Illinois Chicago	2,261	1,112	49.18%	4
University of Pittsburgh-Pittsburgh Campus	4,378	1,979	45.20%	5
Temple University	2,286	1,026	44.88%	6
University of Cincinnati-Main Campus	2,211	989	44.73%	7
Virginia Commonwealth University	2,155	963	44.69%	8
Indiana University-Purdue University-Indianapolis	2,693	1,196	44.41%	9
University of Alabama at Birmingham	2,603	1,154	44.33%	10
<b>Wayne State University</b>	<b>1,493</b>	<b>656</b>	<b>43.94%</b>	<b>11</b>
Michigan State University	2,942	1,289	43.81%	12
University of Minnesota-Twin Cities	3,659	1,590	43.45%	13
University of Houston	1,535	638	41.56%	14
University of Utah	2,361	972	41.17%	15
University at Buffalo	1,683	671	39.87%	16



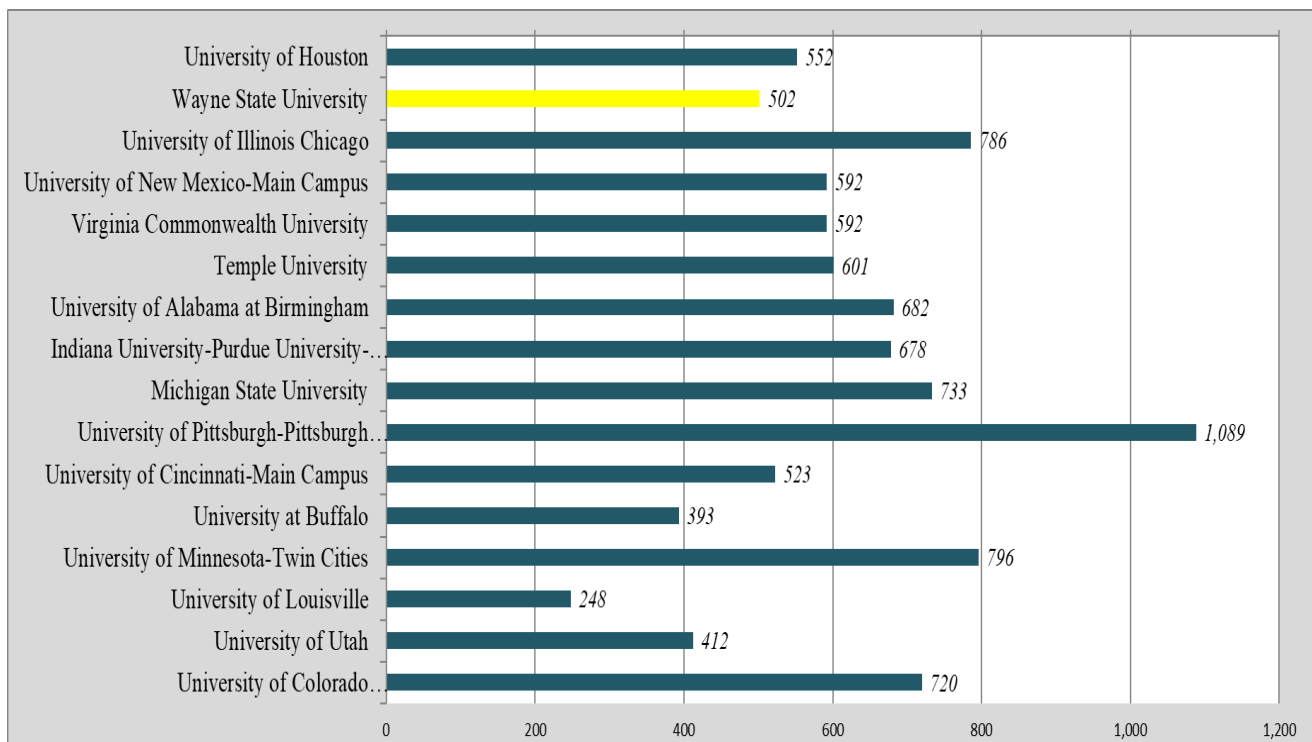
<sup>12</sup> Faculty numbers reference both 2021 tenure/tenure-track (336) and non-tenured (320) employees.

## Minority Faculty

In 2021, Wayne State University employed 502 minorities in full-time Faculty positions.<sup>13</sup> Wayne ranks second by a mere .34% among its national peer institutions in total minority faculty.

As of 12/31/2022 (Table 21)

National Peer Institutions				
2021 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
University of Houston	1,535	552	35.96%	1
Wayne State University	1,493	502	33.62%	2
University of Illinois Chicago	2,261	786	34.76%	3
University of New Mexico-Main Campus	1,933	592	30.63%	4
Virginia Commonwealth University	2,155	592	27.47%	5
Temple University	2,286	601	26.29%	6
University of Alabama at Birmingham	2,603	682	26.20%	7
Indiana University-Purdue University-Indianapolis	2,693	678	25.18%	8
Michigan State University	2,942	733	24.92%	9
University of Pittsburgh-Pittsburgh Campus	4,378	1,089	24.87%	10
University of Cincinnati-Main Campus	2,211	523	23.65%	11
University at Buffalo	1,683	393	23.35%	12
University of Minnesota-Twin Cities	3,659	796	21.75%	13
University of Louisville	1,151	248	21.55%	14
University of Utah	2,361	412	17.45%	15
University of Colorado Denver/Anschutz Medical Campus	4,710	720	15.29%	16



<sup>13</sup> Faculty numbers reference both 2021 tenure/tenure-track (308) and non-tenured (194) employees.

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

This section includes a series of charts to represent 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 Wayne with other Michigan Public Universities and the National Peer Institutions. The charts present a comparison of women and minority employees in total, along with a breakdown of women and minority employees by race and ethnicity.

#### Michigan Public Universities – Women Employees in Management Occupations

As of 12/31/2022 (Table 22)

Michigan Public Universities				
2021 Full Time Women Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Women Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Michigan-Ann Arbor	1,723	1,057	61.35%	1
University of Michigan-Flint	82	50	60.98%	2
Grand Valley State University	132	78	59.09%	3
Wayne State University	283	165	58.30%	4
Michigan State University	1,557	906	58.19%	5
Ferris State University	127	70	55.12%	6
Oakland University	71	38	53.52%	7
Eastern Michigan University	219	116	52.97%	8
University of Michigan-Dearborn	102	54	52.94%	9
Saginaw Valley State University	108	55	50.93%	10
Western Michigan University	74	34	45.95%	11
Central Michigan University	143	63	44.06%	12
Northern Michigan University	78	33	42.31%	13
Michigan Technological University	64	27	42.19%	14
Lake Superior State University	24	10	41.67%	15

## Michigan Public Universities – Women Employees in Management Occupations by Primary Ethnicity

As of 12/31/2022 (Table 23)

Michigan Public Universities								
2021 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	1	48	95	31	0	25	200	1,057
Michigan State University	3	29	67	38	0	5	142	906
Wayne State University	1	8	44	2	0	0	55	165
Eastern Michigan University	0	4	18	3	0	2	27	116
University of Michigan-Dearborn	0	2	7	2	0	3	14	54
Grand Valley State University	1	2	5	3	0	1	12	78
Central Michigan University	1	4	4	0	0	0	9	63
Ferris State University	0	4	3	1	0	1	9	70
Oakland University	0	4	4	0	0	0	8	38
Saginaw Valley State University	0	2	4	2	0	0	8	55
University of Michigan-Flint	0	0	6	1	0	0	7	50
Western Michigan University	0	1	5	1	0	0	7	34
Northern Michigan University	2	0	0	0	0	1	3	33
Lake Superior State University	0	0	0	0	0	0	0	10
Michigan Technological University	0	0	0	0	0	0	0	27

## Michigan Public Universities – Minority Employees in Management Occupations

As of 12/31/2022 (Table 24)

Michigan Public Universities				
2021 Full Time Minority Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Minority Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
Wayne State University	283	83	29.33%	1
Eastern Michigan University	219	47	21.46%	2
University of Michigan-Dearborn	102	21	20.59%	3
University of Michigan-Ann Arbor	1,723	318	18.46%	4
Oakland University	71	13	18.31%	5
Michigan State University	1,557	242	15.54%	6
Grand Valley State University	132	20	15.15%	7
Western Michigan University	74	11	14.86%	8
University of Michigan-Flint	82	12	14.63%	9
Saginaw Valley State University	108	14	12.96%	10
Lake Superior State University	24	3	12.50%	11
Ferris State University	127	14	11.02%	12
Michigan Technological University	64	6	9.38%	13
Central Michigan University	143	13	9.09%	14
Northern Michigan University	78	5	6.41%	15

## Michigan Public Universities – Minority Employees in Management Occupations by Primary Ethnicity

As of 12/31/2022 (Table 25)

Michigan Public Universities							
2021 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	3	81	149	46	0	39	318
Michigan State University	7	47	119	58	0	11	242
Wayne State University	0	13	61	5	0	4	83
Eastern Michigan University	0	10	29	6	0	2	47
University of Michigan-Dearborn	0	5	8	5	0	3	21
Grand Valley State University	1	2	9	7	0	1	20
Ferris State University	0	5	5	2	0	2	14
Saginaw Valley State University	0	3	8	3	0	0	14
Central Michigan University	1	5	5	2	0	0	13
Oakland University	0	5	8	0	0	0	13
University of Michigan-Flint	0	2	7	1	0	2	12
Western Michigan University	0	3	7	1	0	0	11
Michigan Technological University	0	4	1	1	0	0	6
Northern Michigan University	2	0	1	0	0	2	5
Lake Superior State University	1	0	2	0	0	0	3

## National Peer Universities – Women Employees in Management Occupations

As of 12/31/2022 (Table 26)

National Peer Institutions				
2021 Full Time Women Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Women Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Colorado Denver/Anschutz Medical Campus	1,137	769	67.63%	1
University of Illinois Chicago	1,296	855	65.97%	2
University of Pittsburgh-Pittsburgh Campus	1,214	788	64.91%	3
University of Cincinnati-Main Campus	946	588	62.16%	4
Temple University	1,053	644	61.16%	5
University of New Mexico-Main Campus	399	244	61.15%	6
University of Utah	1,403	822	58.59%	7
Wayne State University (2022)	283	165	58.30%	8
Michigan State University	1,557	906	58.19%	9
University of Houston	923	533	57.75%	10
University of Louisville	451	259	57.43%	11
Virginia Commonwealth University	407	232	57.00%	12
University of Minnesota-Twin Cities	1,189	673	56.60%	13
University at Buffalo	360	199	55.28%	14
University of Alabama at Birmingham	454	246	54.19%	15
Indiana University-Purdue University-Indianapolis	191	92	48.17%	16



## National Peer Universities – Women Employees in Management Occupations by Primary Ethnicity

As of 12/31/2022 (Table 27)

National Peer Institutions								
2021 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
Michigan State University	3	29	67	38	0	5	142	906
University of Illinois Chicago	0	78	178	114	0	8	378	855
University of Utah	5	37	12	54	5	17	130	822
University of Pittsburgh-Pittsburgh Campus	0	19	64	14	0	11	108	788
University of Colorado Denver/Anschutz Medical Campus	4	46	41	77	0	11	179	769
University of Minnesota-Twin Cities	3	28	32	11	1	11	86	673
Temple University	2	23	118	29	1	9	182	644
University of Cincinnati-Main Campus	0	10	83	14	0	6	113	588
University of Houston	2	53	141	115	0	11	322	533
University of Louisville	1	10	20	3	1	2	37	259
University of Alabama at Birmingham	0	5	59	3	0	4	71	246
University of New Mexico-Main Campus	4	9	7	101	0	3	124	244
Virginia Commonwealth University	0	4	49	6	0	2	61	232
University at Buffalo	0	8	12	2	1	0	23	199
Wayne State University	1	8	44	2	0	0	55	165
Indiana University-Purdue University-Indianapolis	0	3	13	4	0	2	22	92

## National Peer Universities – Minority Employees in Management Occupations

As of 12/31/2022 (Table 28)

National Peer Institutions				
2021 Full Time Minority Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Minority Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Houston	923	487	52.76%	1
University of New Mexico-Main Campus	399	183	45.86%	2
University of Illinois Chicago	1,296	533	41.13%	3
Wayne State University	283	83	29.33%	4
Temple University	1,053	304	28.87%	5
Virginia Commonwealth University	407	105	25.80%	6
Indiana University-Purdue University-Indianapolis	191	49	25.65%	7
University of Alabama at Birmingham	454	114	25.11%	8
University of Colorado Denver/Anschutz Medical Campus	1,137	269	23.66%	9
University of Cincinnati-Main Campus	946	171	18.08%	10
University of Louisville	451	76	16.85%	11
Michigan State University	1,557	242	15.54%	12
University of Utah	1,403	203	14.47%	13
University of Minnesota-Twin Cities	1,189	164	13.79%	14
University of Pittsburgh-Pittsburgh Campus	1,214	156	12.85%	15
University at Buffalo	360	46	12.78%	16

## National Peer Universities – Minority Employees in Management Occupations by Primary Ethnicity

As of 12/31/2022 (Table 29)

National Peer Institutions							
2021 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 Chicago	0	109	256	157	0	11	533
University of Houston	2	103	197	170	1	14	487
Temple University	5	48	186	48	2	15	304
University of Colorado Denver/Anschutz Medical Campus	4	70	63	112	0	20	269
Michigan State University	7	47	119	58	0	11	242
University of Utah	6	57	21	86	7	26	203
University of New Mexico-Main Campus	6	17	10	143	0	7	183
University of Cincinnati-Main Campus	0	22	112	27	0	10	171
University of Minnesota-Twin Cities	5	55	58	24	2	20	164
University of Pittsburgh-Pittsburgh Campus	0	27	90	24	0	15	156
University of Alabama at Birmingham	0	10	94	3	2	5	114
Virginia Commonwealth University	0	14	71	13	0	7	105
Wayne State University	0	13	61	5	0	4	83
University of Louisville	1	25	36	8	1	5	76
Indiana University-Purdue University-Indianapolis	0	15	21	9	0	4	49
University at Buffalo	1	15	22	5	1	2	46

## II. UNIVERSITY COMPLAINTS OF DISCRIMINATION AND HARASSMENT

### A. The Office of Equal Opportunity

The OEO is responsible for administering the Wayne State University Non-Discrimination/Affirmative Action Policy which prohibits discrimination, harassment and retaliation.<sup>14</sup> WSUCA 2.28.01, *et seq.* If the reported 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 inquiry 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 the Discrimination and Harassment Complaint Process, University Policy 2005-03.

The OEO also serves as the university point of contact for complaints of discrimination and harassment filed with 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 for 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 2022 calendar year, the OEO opened 17 initial inquiries. 13 of the 17 inquiries were closed without opening a formal complaint investigation.<sup>15</sup>

#### b) Complaints

During the 2022 calendar year, eight (8) formal complaints were opened. One (1) complaint was opened internally with the OEO. Seven (7) complaints were filed from external agencies. The internal complaint and one external complete were closed without a cause finding. Six (6) formal complaints from external agencies remain open.

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<sup>14</sup> There is a separate policy and reporting process for complaints arising under Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in its educational programs or activities.

<sup>15</sup> Three of the seventeen inquiries are still open. One of the inquiries moved to a formal complaint in 2023.

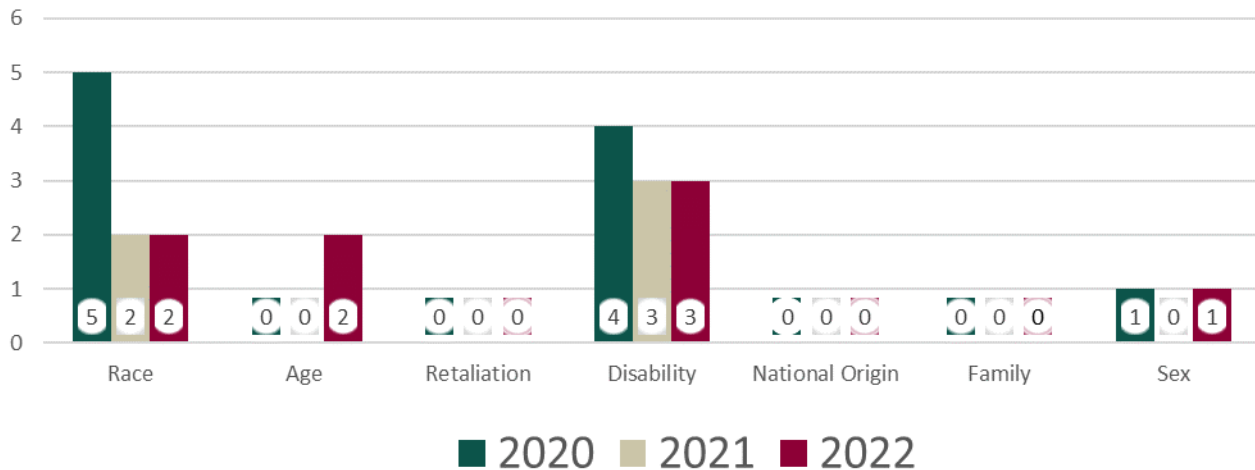
## 2022 Complaints by Claim and Investigating Unit

As of 12/1/2022 (Table 30)

Claim Type	Allegations	Investigating Unit	Year of Filing	2022 - Determination/Outcome/Status
Disability	Housing/emotional support animal	EXTERNAL AGENCY	2022	Open Case
Disability	Housing/ Elevators - AWD	EXTERNAL AGENCY	2022	Open Case
Disability	Accessibility / Elevators - OM	EXTERNAL AGENCY	2022	Open Case
Race	Failure to promote	EXTERNAL AGENCY	2022	Closed: No Cause Finding
Race	Performance criticized at internship	EXTERNAL AGENCY	2022	Open Case
Age	Term appointment not renewed	INTERNAL INVESTIGATION	2022	Closed: No Cause Finding
Age	Failure to promote	EXTERNAL AGENCY	2022	Open Case
Sex	Administrator contract not renewed	EXTERNAL AGENCY	2022	Open Case

## 3 Year Complaint Comparison by Category

As of 12/31/2022 (Chart 10)



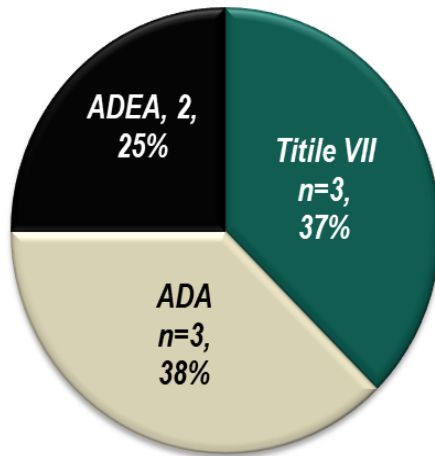
Compared to 2021, the number of inquiries decreased by three (3) and the number of formal complaints increased by three (3). Complaints are categorized by the primary type of discrimination claim made by the Complainant. The eight (8) complaints opened in the year 2022 included three (3) complaints based on disability and two (2) complaints based on race, and age respectively and one (1) complaint based on sex. In comparison, the four most frequent bases for complaints filed during 2021 were disability three (3) and race two (2).

The OEO also categorizes complaints by the federal statute consistent with the protected categories as identified under university policy. In 2022, 38% of the complaints involved classifications protected by the Americans with Disabilities Act of 1990, 42 U.S.C. § 12101 et seq. (“ADA”), and 37% by Title VII of the Civil Rights Act of 1964 § 7, 42 U.S.C. § 2000e et seq. There were two complaint filings alleging age discrimination as defined under the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621 et seq. (“ADEA”). There were no complaints filed alleging retaliation.

**Total Complaint Activity by Type of Claim**

*As of 12/31/2022 – (Chart 11)*

CY 2022 Total Formal Complaint Activity by Claim



The OEO is proactive in matters of discrimination and harassment and works closely with the Office of the General Counsel, the Title IX Office, the Dean of Students and Human Resources and the parties at the School, College and division levels in an effort to resolve complaints. The OEO collaborates with these offices to design and implement employee education programs on a University-wide basis. In 2022, the OEO provided training, which was, for the most part, virtual by request and due to the ongoing coronavirus pandemic, to departments and units upon request and as a remedial measure following a complaint. All training provided by the OEO emphasizes the duty of care owed by managers and supervisors and their role in taking proactive and preventative measures to ensure that the workplace is free from harassment and discrimination.

Table 30 below shows the breakdown of formal complaints<sup>16</sup> by Schools, Colleges, and divisions within the University during the past three years. During this period, a total of 23 formal complaints were filed in OEO. Claims of alleged disability discrimination formed the largest percentage of formal complaints (43.5 %), exceeding race from 2021 at 42.3%. The greatest number of complaints originated from the School of Medicine six (6), University Library System three (3), and Business Operations three (3).

<sup>16</sup> Complaints of sexual harassment and assault that are investigated by the Title IX Office are not included in these numbers and are reported separately in the annual report of the Title IX Office to the Board of Governors.

## 2019 – 2022 Complaints by School/College/Division and Protected Basis

As of 12/31/2022 (Table 31)

School/College/Division	Age	Race	Disability	Sex	Retaliation	Grand Total
<b>Provost &amp; VP Academic Affairs</b>						
College of Education		2				2
College of Nursing		1				1
College of Fine Performing and Communication Arts			1			1
School of Medicine		2	3	1		6
Law School	1					1
Mike Ilitch School of Business	1					1
College of Liberal Arts and Sciences			1			1
University Library System		3				3
<b>SubTotal</b>	<b>2</b>	<b>8</b>	<b>5</b>	<b>1</b>		<b>16</b>
<b>Finance and Business Operations</b>						
Business Operations			3			3
Facilities Planning and Management		1	1			2
<b>SubTotal</b>		<b>1</b>	<b>4</b>			<b>5</b>
<b>Office of the President</b>						
Commission on the Status of Women				1		1
<b>SubTotal</b>				<b>1</b>		<b>1</b>
<b>Research</b>						
Environmental Health & Safety			1			1
<b>SubTotal</b>			<b>1</b>			<b>1</b>
<b>Grand Total</b>	<b>2</b>	<b>9</b>	<b>10</b>	<b>2</b>		<b>23</b>

### c) Disability Accommodations

The OEO is responsible for reviewing all employee requests for reasonable accommodations under the ADA. Student accommodation requests are handled by Student Disability Services. While the OEO has historically provided this service, the demand for accommodations increased dramatically beginning in 2020 with the onset of the coronavirus pandemic and has continued through 2022, primarily due to conditions which cause an increased risk of contracting COVID-19.

WSU is required to provide reasonable accommodations to all faculty and staff with documented disabilities and applicants for employment who seek accommodation in the job application process due to a disability. A person with a disability is someone who has a physical or mental impairment that substantially limits one or more major life activities. A reasonable accommodation is any adjustment to a job, work environment, work policy or practice that would help a person perform the essential functions of their job and does not cause an undue hardship to the employer. The accommodation process allows people with disabilities to enjoy equal benefits and privileges of employment.

In 2022, the OEO received 58 requests for reasonable accommodations from WSU faculty and staff. Eight (8) of these were either withdrawn by the employee or requested information was not provided. The OEO engaged in the interactive process for 50 accommodation requests, which involves reviewing the applicant's requested accommodation(s), the job description and essential

functions of their position, requesting and evaluating medical documentation provided by the treating physician, conducting additional research as needed, and conducting interviews with the employee and their supervisor. The OEO then determines whether the employee has a qualifying disability that requires accommodation(s), and what reasonable accommodations are available to assist the employee to perform the essential functions of their position.

The OEO granted, either in whole or in part, 37 requests for reasonable accommodations in 2022. Thirteen requests were denied either because the medical documentation did not support a finding that the employee had a disability, or the requested accommodations were not reasonable or would not allow the employee to perform the essential functions of their job. For example, many employees have requested 100% remote work since returning from remote operations during the pandemic. However, many positions are front-facing and / or the essential functions require in-person engagement with students, supervisors and staff and therefore cannot be performed remotely.

### **III. HIGHLIGHTS OF OFFICE OF EQUAL OPPORTUNITY ACTIVITIES**

The Office of Equal Opportunity was actively engaged in responding to a scheduled audit by the Office of Federal Compliance Programs (“OFCCP”) of the Department of Labor in 2022, a process which began in 2021. An OFCCP audit is a review of Wayne’s equal employment policies and practices to ensure compliance with Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and Executive Order 13496. The audit includes a review of all aspects of the employment process, sourcing, hiring, compensation, promotions, transfers, and termination, and compliance with all data retention and reporting requirements. The University had not been audited since 2002, and required extensive data collection and analysis with the invaluable assistance of our partners in Human Resources. Associate Vice President Carolyn Hafner and the Human Resources Data and Technology unit she created were integral to the audit process. On May 3, 2022, the OFCCP notified the University that it found no apparent violations of the above-referenced laws.

In 2022, the Office of Equal Opportunity continued to provide discrimination and harassment training to various departments across WSU campus. As the University community continued to work and learn remotely at least on a hybrid basis, most training sessions were conducted virtually by request, either by live, online presentations or by asynchronous recorded training modules. Faculty search committee training was also conducted virtually, which has been required for all search committees for all tenure-track faculty positions since 2018. The Office of Equal Opportunity provided training to a total of ninety-three (93) faculty and executive search committee members. This training is designed to identify a qualified, diverse pool of applicants and to recognize and avoid implicit biases in the decision-making process. The OEO also continued training authorized users how to utilize the electronic Tenure/Tenure Track Faculty Hiring Plan system, which reviews each step of the hiring process to promote diverse faculty hiring initiatives. The Hiring Plan provides accountability for each step in the hiring process, from the formation of diverse hiring committees to the selection of finalists. The automated system also maintains important hiring data and provides real-time data compilation and reporting capabilities.

The Title IX Office likewise continued to provide training to students, academic units and staff on the duties, rights and responsibilities of members of the University community have with respect to gender equity and reporting sex harassment and assault. The Title IX Office provided in-person training as well as e-learning through the Voices for Change modules provided by Get Inclusive for students and staff. The e-learning system provides training regarding sexual assault awareness, prevention and reporting.



The Office of Equal Opportunity continued to offer its services on a hybrid basis with flexible, in-person and virtual options to increase accessibility and convenience. All complaints, Title IX reports, and requests for accommodations under the ADA can be filed online via the OEO website. Meetings and interviews related to inquiries, investigations and the ADA interactive process continued virtually and in-person as needed. The Office continued to see a large number of ADA accommodation requests related to coronavirus, which continues to date.

Due to the increased demand for disability services, the OEO is in the process of developing a formal policy and procedure for processing accommodation requests and providing an opportunity to file an appeal of the accommodation decision. We anticipate that the new policy will be approved and launched in 2023.

Finally, 2022 saw significant personnel changes in the OEO. The Office assumed new leadership by Amy Stirling Lammers, former Assistant General Counsel, who had previously served as an Equal Opportunity Specialist and Acting Director from 2007-2009. Tommy Martin, a fifteen-year veteran of the OEO and 30+-year WSU employee, was promoted to Associate Director. OEO also hired an OEO Coordinator, Shay Cooper, who previously worked in OEO for six years. A search is currently underway for a new Equal Opportunity Specialist to fully staff the office.

#### **IV. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM**

Through its Supplier Diversity Program, Wayne State strives to reach out each year to minority owned, woman owned and other diverse or disadvantaged business enterprises. Our program provides outreach and networking opportunities for diversity owned businesses, and leads to successful ongoing business relationships. We have several initiatives as part of our program, intended to encourage greater participation of diverse businesses in our sourcing efforts. These initiatives are described in Section III E below.

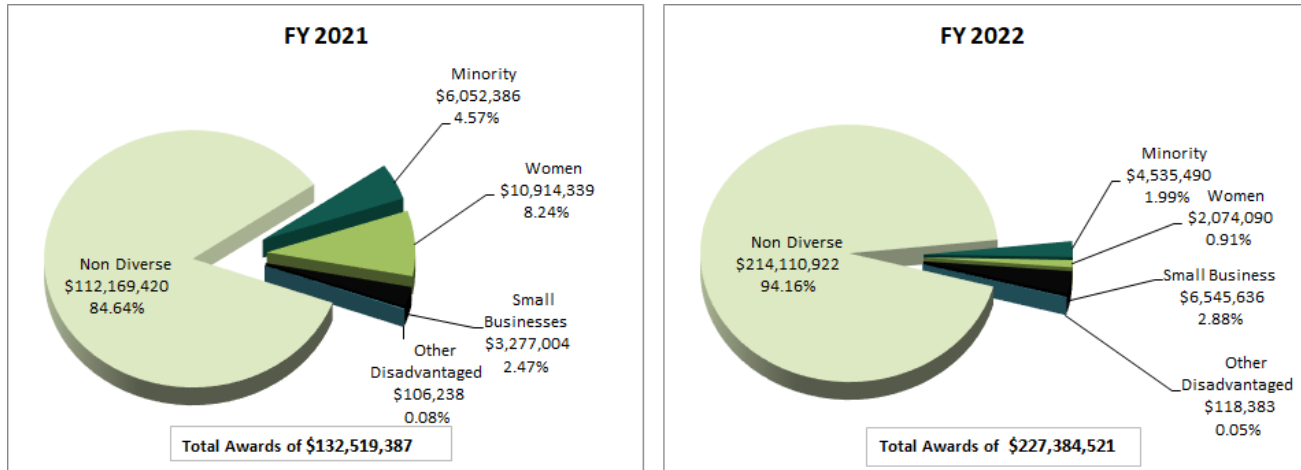
During fiscal year 2022, overall purchase orders (POs) issued increased from \$132.5 million to \$227.3 million, or 71.5%. Non-construction POs were up from \$117.5 million to 144.0 million, or 22.6%. New PO's for construction were up from \$15.0 million in 2021 to \$83.3 million in 2022. This is a result of the aforementioned \$60 million State Hall construction PO and the \$10 million Art Building HVAC PO. Other large construction projects for 2022 include \$2.9 million for the Stadium Structural Repairs, \$3.6 million for design services for State Hall, \$903k for the Harwell Field infield, \$950k for the Beecher House HVAC, and many other smaller projects.

##### **A. TOTAL SPEND - 2022**

Total dollars awarded for all purchased (construction and general services) amounted to \$227.4 Million in FY 2022, compared to \$132.5 million in FY 2021. Of those amounts, \$4.5 million was awarded to minority-owned businesses in FY 2022, compared to \$6.0 million in FY 2021. Women-owned businesses were awarded just \$2.1 million in FY 2022, compared to \$10.9 million in FY 2021. Diversity Spend in FY 2022 equals \$6.6 million or 2.9% of our total PO spend. Other disadvantaged groups or small businesses add an additional \$6.7 million or 2.9%, for a total diversity and disadvantaged groups spend of 5.8%

## Comparison of Total PO Activity - 2022

(Charts 12 and 13)

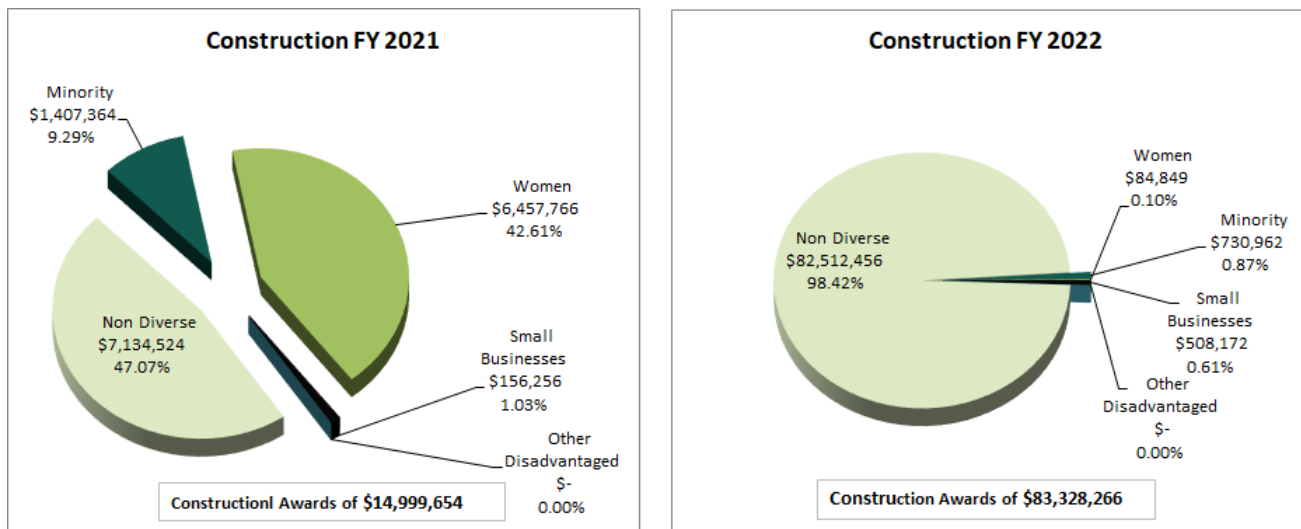


### B. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION

Total dollars awarded for all construction and architectural or engineering service contracts amounted to \$83.3 million in FY 2022, compared to \$15.0 million in FY 2021. Of this amount, 6 individual projects previously mentioned account for \$76 million. In FY 2022, \$750k was awarded to minority-owned construction businesses, compared to 1.4 million in FY 2021. Women-owned construction firms \$85k in FY 2022, compared to \$6.5 million in FY 2021.

### Comparison of Total Construction Contract Awards

(Charts 14 and 15)

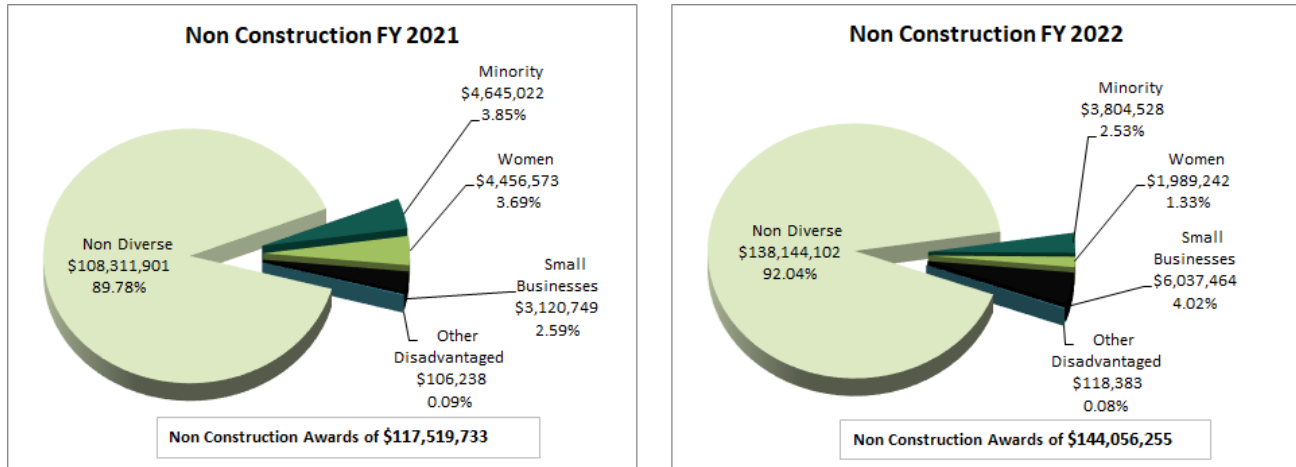


### C. GENERAL PURCHASING (Non- Construction Goods and Services)

Funds expended on non-construction purchases of goods and services increased from \$117.5 million in FY2021 to \$144.1 million in FY2022. In FY 2022, \$3.8 million was awarded to minority-owned businesses, compared to \$4.6 million in FY 2021. Women-owned firms were awarded \$2.0 million in FY 2022, compared to \$4.5 million in FY 2021. Combined with small and other disadvantaged businesses, total diversity spend in non-construction spending comes to \$5.9 million or 4.1%.

## Comparison of Total General Purchasing Awards

(Charts 16 and 17)



### D. OUTSIDE COUNSEL FEES

In 2022, Wayne State University made direct payments in outside counsel fees in the gross amount of \$2,231,376.05 of which \$984,861.49 supported patents, licenses and technology matters, and \$1,385,236.51 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 \$714,145.58.

Payments in the amount of \$310,278.31, including MUSIC payments in the amount of \$214,504.10, were made to women and minority-owned law firms. Overall, women-owned/partner firms were paid \$189,756.26, and minority-owned firms were paid \$120,522.05.

#### Minority Firms

Milton T. Means handled nearly all of Wayne’s personal injury work not done within this office, our landlord-tenant matters, and a few of our worker’s compensation cases. Lewis & Munday represent Wayne in litigation and complex real property transactions.

#### Women-owned Firms

Afaf Vicky Farah, a solo practitioner, handled almost all of the university’s immigration work. A female partner with Kienbaum Hardy Viviano Pelton & Forrest represented Wayne in litigation matters, and female partners in three firms: Dinsmore, Lee & Hayes and Mintz represent the university in patent matters. A female Senior Shareholder with Rutledge, Manion, Rabaut, Terry & Thomas, P.C., provided investigatory services. The firm of Rebecca Veidlinger provides sexual misconduct and Title IX investigation and training.

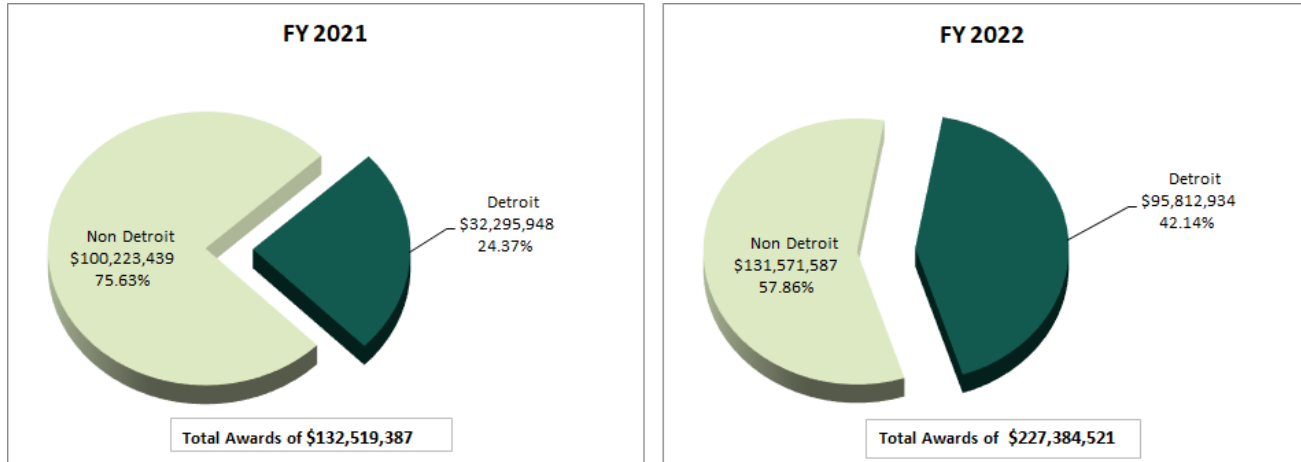
Year	Construction				General Purchasing				Legal Fees	
	Minority	Women	Small Bus.	Other	Minority	Women	Small Bus.	Other	Minority	Women
2018	0.2%	0.3%	N/A	1.1%	4.0%	3.3%	N/A	2.5%	23.3%	6.8%
2019	0.4%	0.2%	N/A	1.7%	3.0%	2.5%	N/A	1.6%	3.0%	26.6%
2020	0.2%	1.2%	0.8%	0.0%	2.4%	2.1%	1.5%	0.1%	20.1%	3.5%
2021	1.1%	4.9%	0.1%	0.0%	3.5%	3.4%	2.4%	0.1%	0.9%	4.5%
2022	0.3%	0.0%	0.2%	0.0%	1.7%	0.9%	2.7%	0.1%	5.4%	8.5%

## Detroit-Based Business

In addition to Diverse business, Procurement monitors the level of spend with Detroit-based businesses. This measurement is largely a result of our initiatives with the Midtown Anchors and the Detroit Economic Growth Corporation (DEGC). The level of spend with Detroit-based businesses, is at \$95.8 million or 42.1% in 2022, as compared to \$32.3 million or 24.4% in 2021.

### Comparison of Detroit-Based Business Awards

(Charts 18 and 19)



## E. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES

### Michigan Minority Supplier Development Council (MMSDC)

Wayne State continues with its membership in the Michigan Minority Supplier Development Council and has been a member for more than 30 years. The MMSDC continues to engage Wayne State as a leader in supplier diversity for actively seeking and extending business opportunities to the minority and women-owned business enterprise community. This organization is the driving force behind supplier diversity in Michigan, and remains the one of the largest of 23 affiliate regional councils of the National Minority Supplier Development Council. The University received several Corporation of the Year award from the MMSDC between 1999 and 2015.

### Council of Supplier Diversity Professionals (CSDP)

Wayne State is a member of the Council of Supplier Diversity Professionals, an exclusive organization established in 1998 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. Kenneth Doherty, AVP of Procurement & Strategic Sourcing, has been an active member since 2005 and was elected to the position of Treasurer of the organization in 2019. His second term ends in December 2025. Membership in this Council gives us additional access to vendor referrals, seminars & workshops, and an exchange of best practices, that expand and enhance the Wayne State supplier diversity program.

### Great Lakes Woman's Business Council (GL-WBC)

Wayne State is also a member of the Great Lakes Women's Business Council. Membership in this organization provides the University with access to the strongest and most active women business owners. Through their training and certification programs, they help strengthen the business of local WBEs. In 2016, the University received an Excellence in Supplier Diversity Award in the category of Emerging.

### **Other Diversity Councils**

Wayne State is also active in two additional local organizations

- **Asian Pacific American Chamber of Commerce (APACC)**
- **Michigan Hispanic Chamber of Commerce (MHCC)**

Our staff participate in “meet the buyers” workshops with both organizations, which complements our efforts with MMSDC and the Great Lakes Women’s Business Council to reach out to potential minority and women-owned businesses.

### **Small & Diverse Business Workshops**

The University has a strong presence in the business community. Our goal is to educate small and diverse business owners on business opportunities at Wayne State. The university is actively engaged in a wide variety of conferences and workshops, such as:

- The Asian Pacific American Chamber of Commerce (APACC) East-West Business Connect in March 2020 and 2023,
- The Michigan Minority Procurement Conference in May 2019 and August 2022, and will be attending the May 2023 conference at the Huntington Place,
- The Turner School of Construction Management for small and diverse contractors in May 2019 and September 2022,
- The Great Lakes Women’s Business Conference in September 2021 and September 2022,
- Michigan Hispanic Chamber of Commerce (MHCC) Annual Matchmaker Trade Fair in May 2019, and will be attending the May 2023 event in Pontiac (if held)
- The Macomb Community College PTAC - Meet the Buyers event in August 2021 (virtual) and August 2022
- The Schoolcraft College PTAC - Meet the Buyers event in June 2019 and 2021 (virtual)
- The Wayne State University PTAC Meet the Buyers event in April 2019 and March 2023

## **PROPOSAL 2**

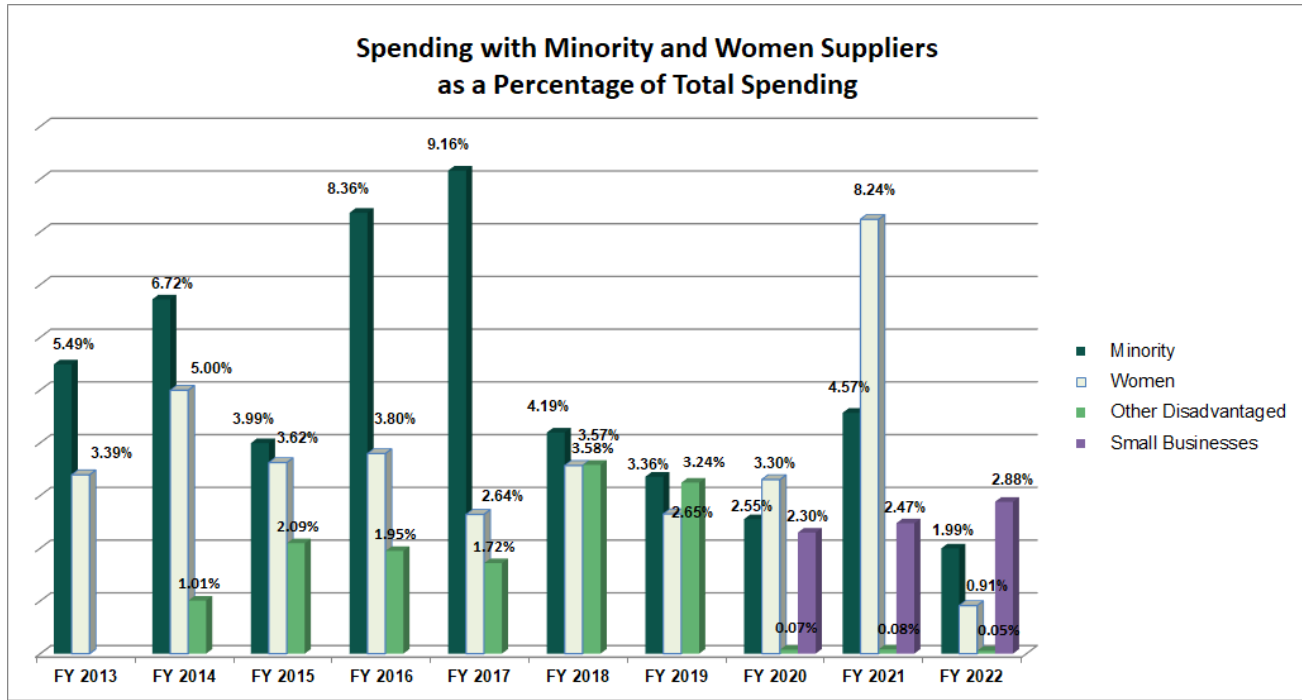
The “Michigan Civil Rights Initiative,” commonly known as “Proposal 2,” was a ballot initiative that became Michigan law on December 22, 2006. The ballot proposal amended the Michigan Constitution to become Article I, Section 26 to bar the use of “preferences” based on race, sex, color, ethnicity or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

Regardless of Proposal 2, Procurement puts forth at all times to create and enhance opportunity for diverse suppliers. In Chart 21, we see the trend on spending with women and minority vendors over the last 10 years.

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

(Chart 20)



**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>17</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.

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<sup>17</sup> [http://www.bls.gov/soc/soc\\_2010\\_user\\_guide.pdf](http://www.bls.gov/soc/soc_2010_user_guide.pdf)

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
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 with 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 - EEOC**

**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. 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.

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## 2021 Data Tables

### 2021 Total Full-time Academic and Non-Academic Employee Headcount

As of 12/31/2021 – (Table 33)

Category	2021 Total	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Faculty	1,493	120 8.0%	331 22.2%	41 2.7%	2 0.1%	0	8 0.5%	502 34%	0	656 44%
Exec/Admin/Managerial	283	61 21.6%	13 4.6%	5 1.8%	1 0.4%	0	4 1.4%	84 29.7%	1 0.35%	165 58%
Other Professionals	2,130	493 23.1%	303 14.2%	71 3.3%	7 0.3%	4 0.2%	42 2.0%	920 43.2%	17 0.8%	1,359 64%
Technical/Paraprofessional	75	17 22.7%	1 1.3%	4 5.3%	0	0	5 6.7%	27 36.0%	0	36 48%
Clerical/Secretarial	251	164 65.3%	3 1.2%	7 3%	0	0	4 1.6%	178 70.9%	0	212 84%
Skilled Crafts	81	32 39.5%	2 2.5%	1 1.2%	0	0	0	35 43.2%	0	6 7%
Service/Maintenance	232	168 72.4%	0	4 1.7%	0	0	4 1.7%	176 75.9%	1 0.4%	97 42%
<b>TOTALS</b>	<b>4,545</b>	<b>1,055 23.2%</b>	<b>653 14.4%</b>	<b>133 2.9%</b>	<b>10 0.2%</b>	<b>4 0.1%</b>	<b>67 1.5%</b>	<b>1,922 42.3%</b>	<b>19 0.4%</b>	<b>2,531 55.7%</b>

### 2021 Full-time Faculty - Tenure and Non-Tenure System

As of 12/31/2021 – (Table 34)

Minority Group/Gender	Tenure System		Non-tenure System		Totals	
	Number	Percent	Number	Percent	Number	Percent
Faculty Total: 2021	896	60.01%	597	40.0%	1,493	100%
Black	45	5.0%	75	12.6%	120	8.0%
Asian	231	25.8%	100	16.8%	331	22.2%
Hispanic	26	2.9%	15	2.5%	41	2.7%
American/Alaskan Native	2	0.2%	0	0.0%	2	0.1%
Native Hawaiian/Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More Races	4	0.4%	4	0.7%	8	0.5%
Total Minorities	308	34.4%	194	32.5%	502	34%
Unknown	0	0.0%	0	0.0%	0	0.0%
Women	336	37.5%	320	53.6%	656	43.9%

### 2021 Total Tenure System Faculty by Rank

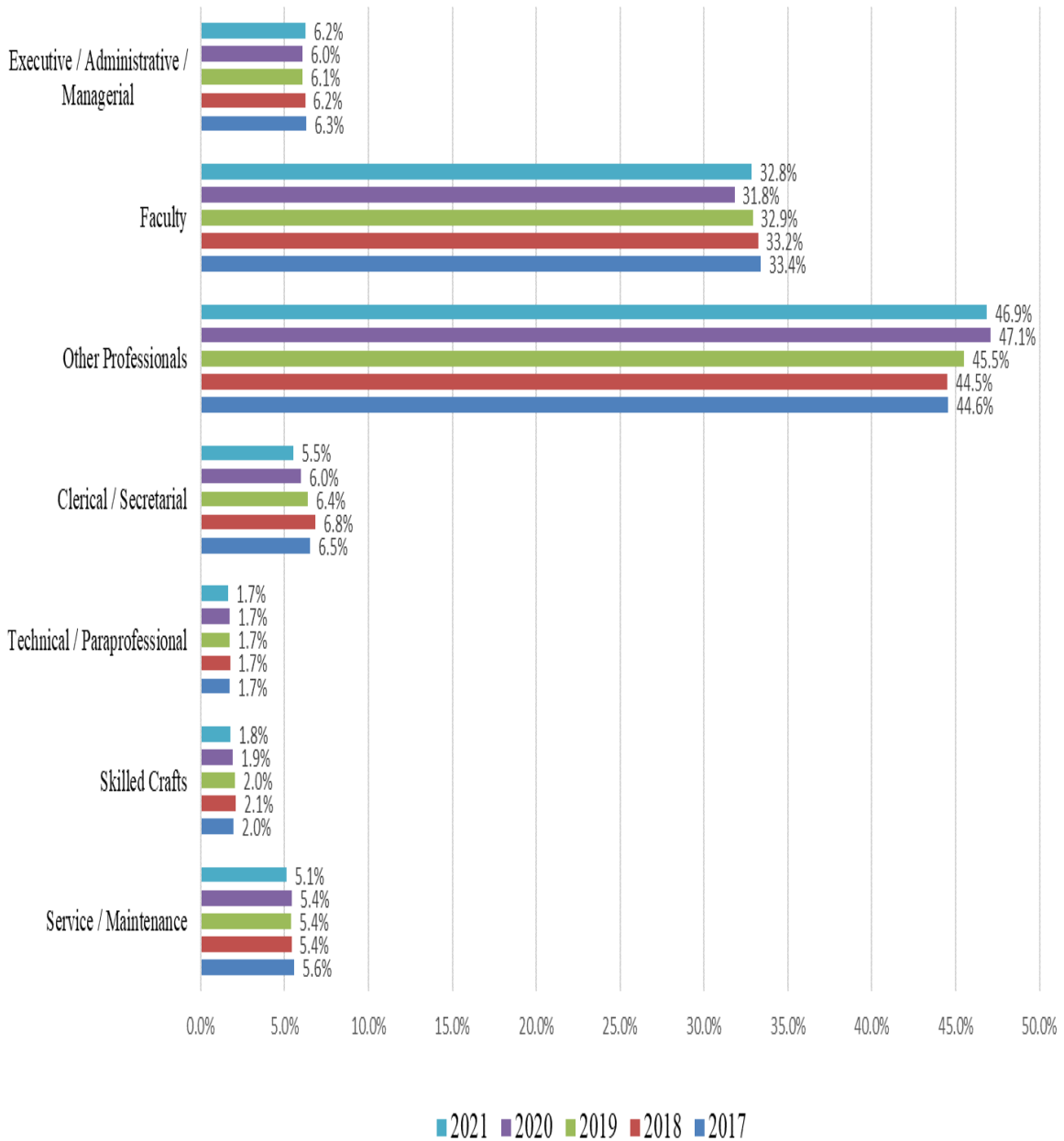
As of 12/31/2021 (Table 35)

Academic Rank	2021 Faculty Total	Black	Asian	Hispanic	American/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women	White
Professor	387 43.2%	14 3.6%	105 27.1%	6 1.6%	0	0	0	125 32.3%	0	104 26.9%	262 67.7%
Associate Professor	336 37.5%	16 5%	85 25.3%	13 3.9%	1 0.3%	0	2 0.6%	117 34.8%	0	157 46.7%	219 65.2%
Assistant Professor	172 19.2%	14 8.1%	41 24%	7 4.1%	1 0.6%	0	2 1.2%	65 37.8%	0	74 43.0%	107 62.2%
Non-Academic Rank	1 0.1%	1 100.0%	0	0	0	0	0	1 100.0%	0	1 100.0%	0
<b>Totals</b>	<b>896</b>	<b>45 5.0%</b>	<b>231 25.8%</b>	<b>26 2.9%</b>	<b>2 0.2%</b>	<b>0</b>	<b>4 0.4%</b>	<b>308 34.4%</b>	<b>0</b>	<b>336 37.5%</b>	<b>588 65.6%</b>

**VII. Five Year Comparison Graphs – 2016-2021**

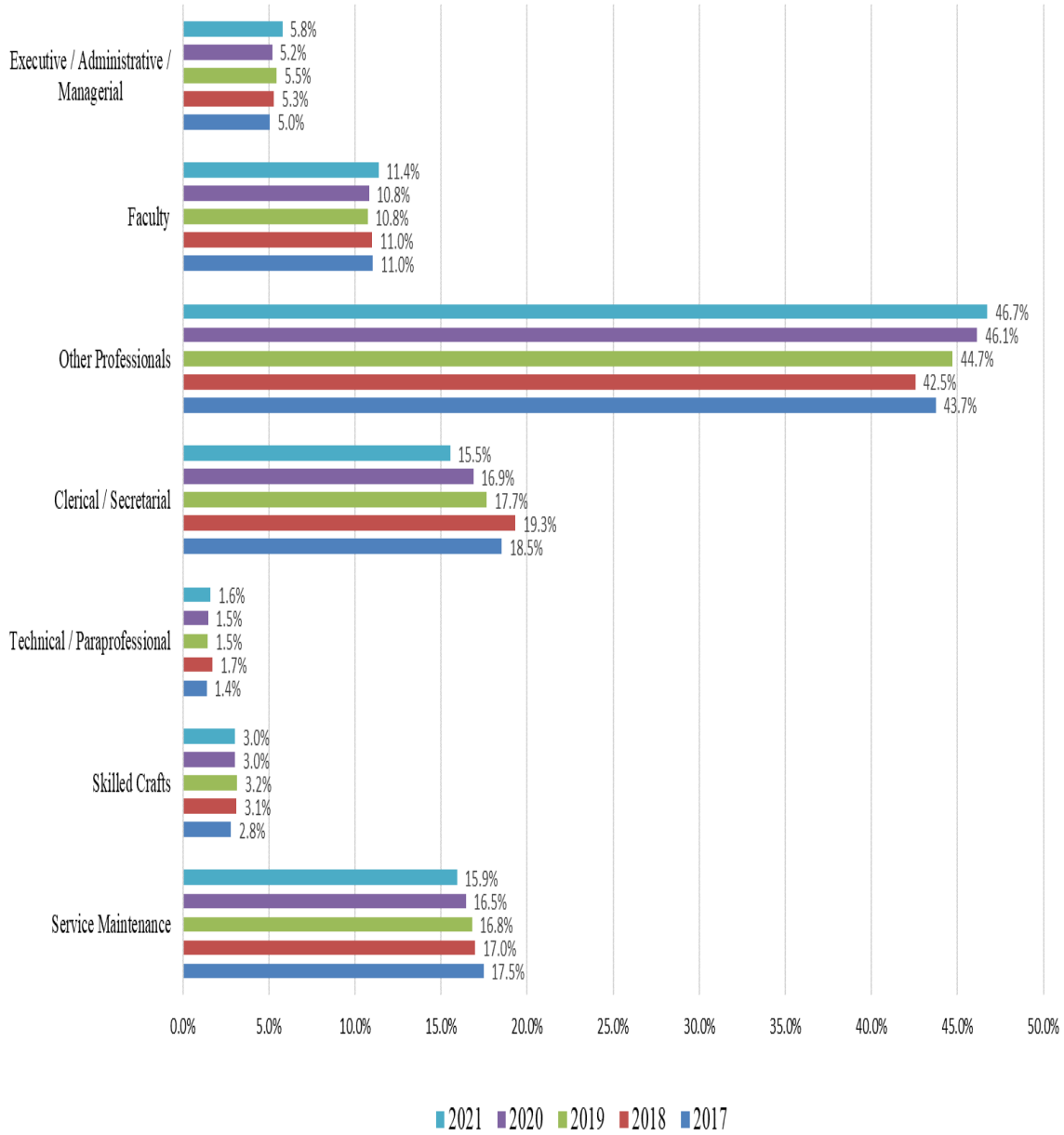
**Total Employee Headcount by EEO Category – Academic and Non-Academic Full-time**  
 (Chart 21)

5 Yr. Total Full-Time Employee Headcount by EEO Category



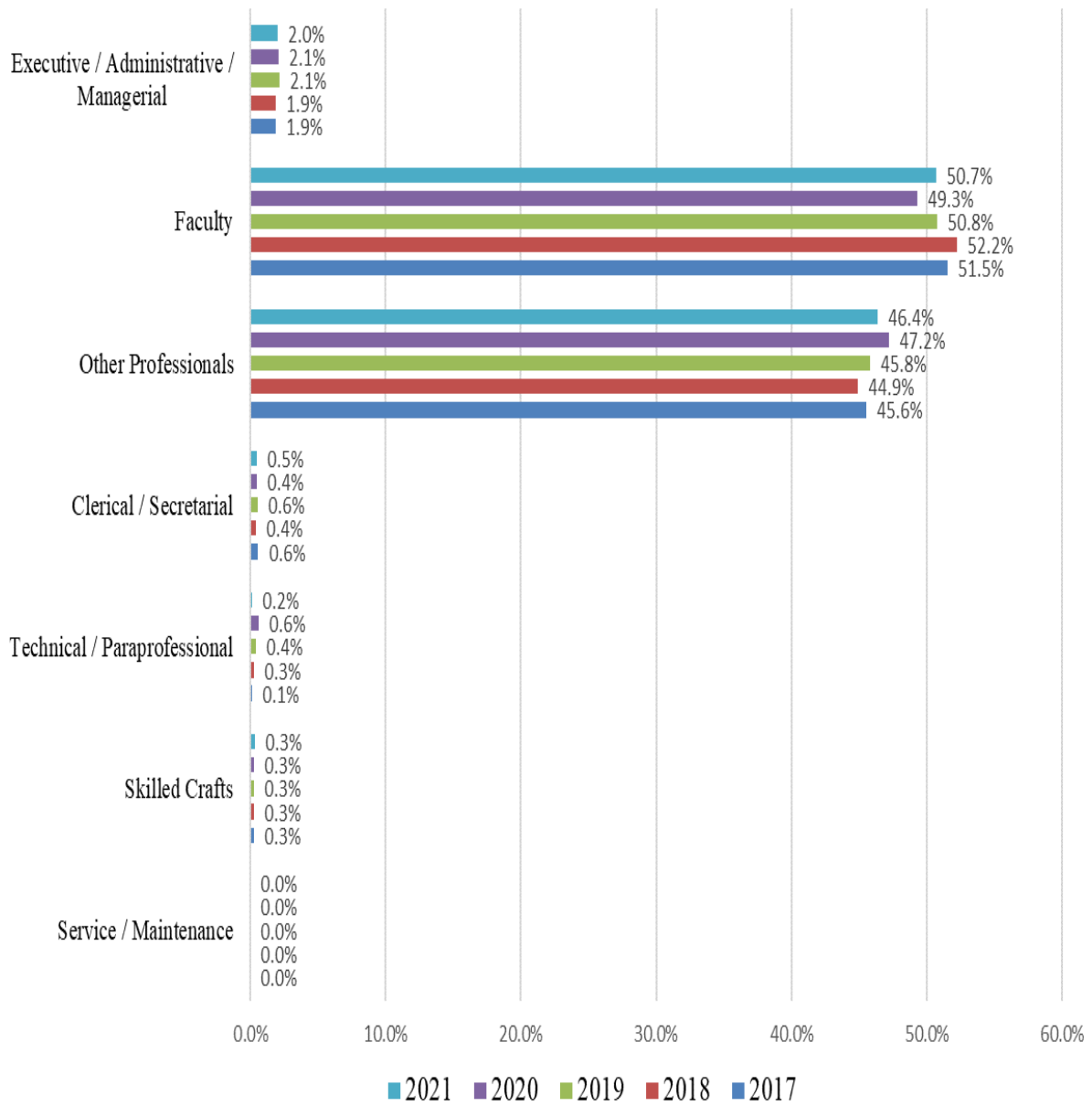
**Black Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time**  
 (Chart 22)

5 Yr. Black Full-Time Employee Headcount by EEO Category



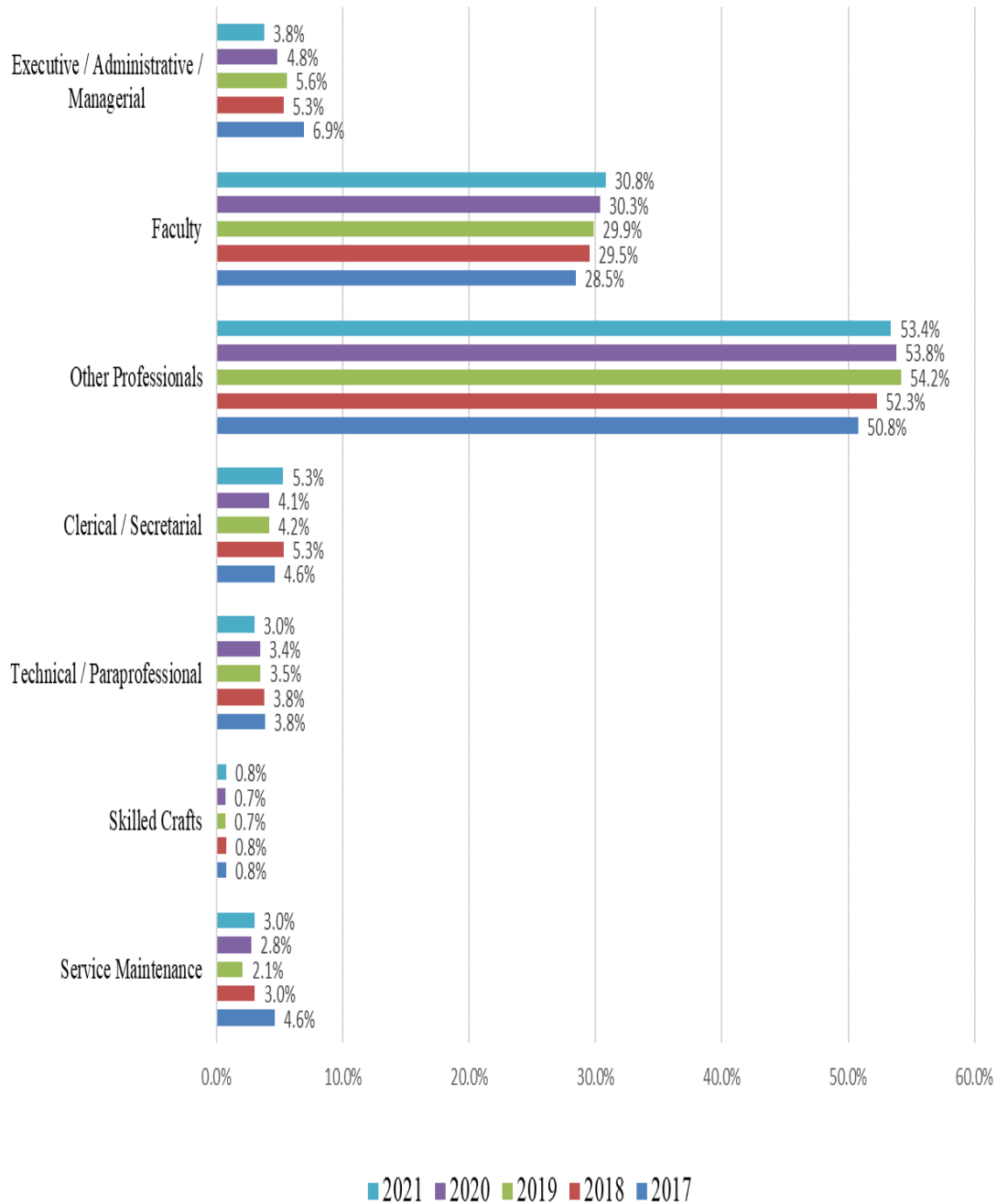
**Asian Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time**  
 (Chart 23)

5 Yr. Asian Full-Time Employee Headcount by EEO Category



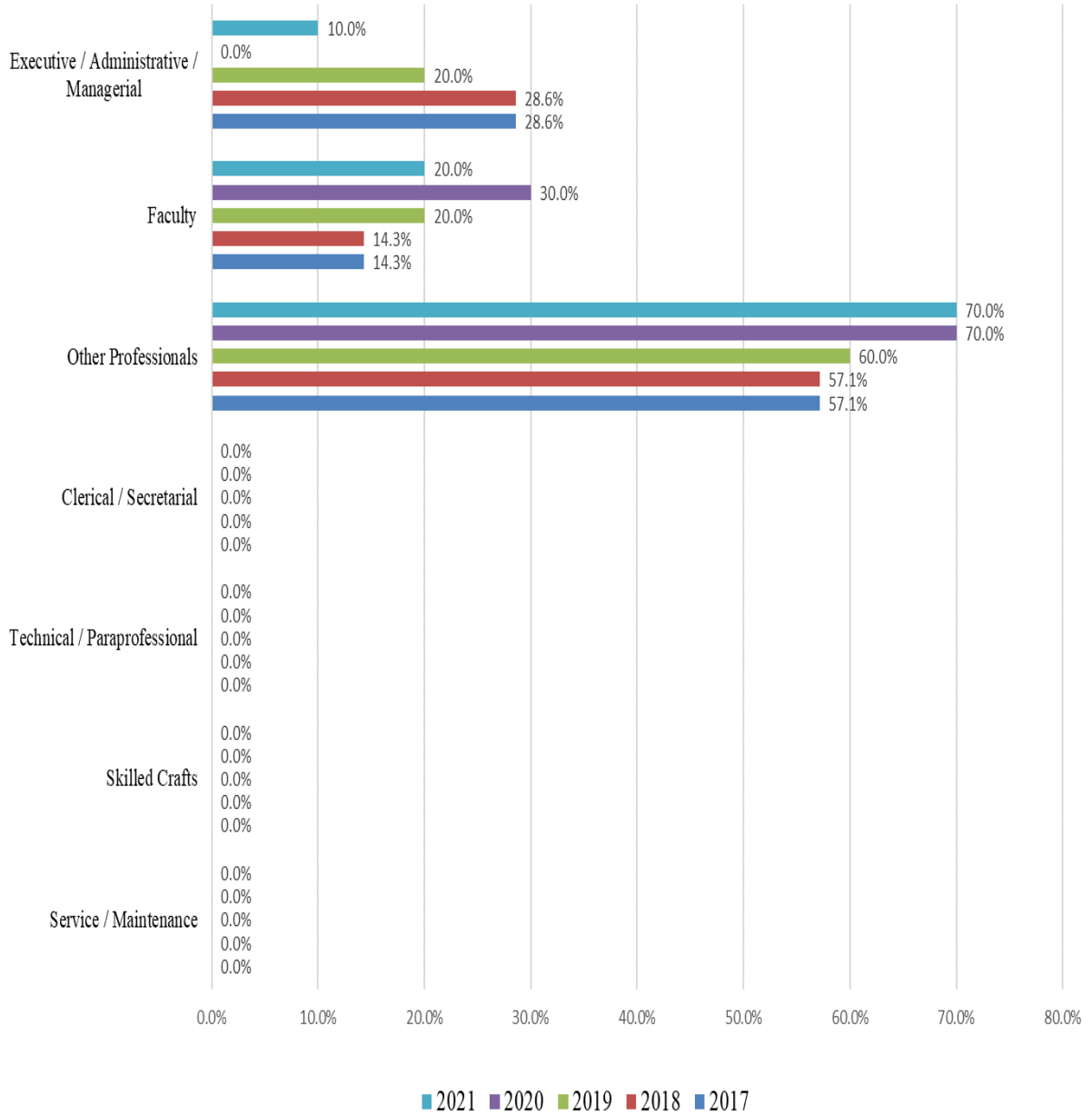
**Hispanic Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time**  
 (Chart 24)

5 Yr. Hispanic Full-Time Employee Headcount by EEO Category



**American Indian/Alaskan Native Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time**  
 (Chart 25)

5 Yr. American Indian/Alaskan Native Full-Time Employee Headcount by EEO Category

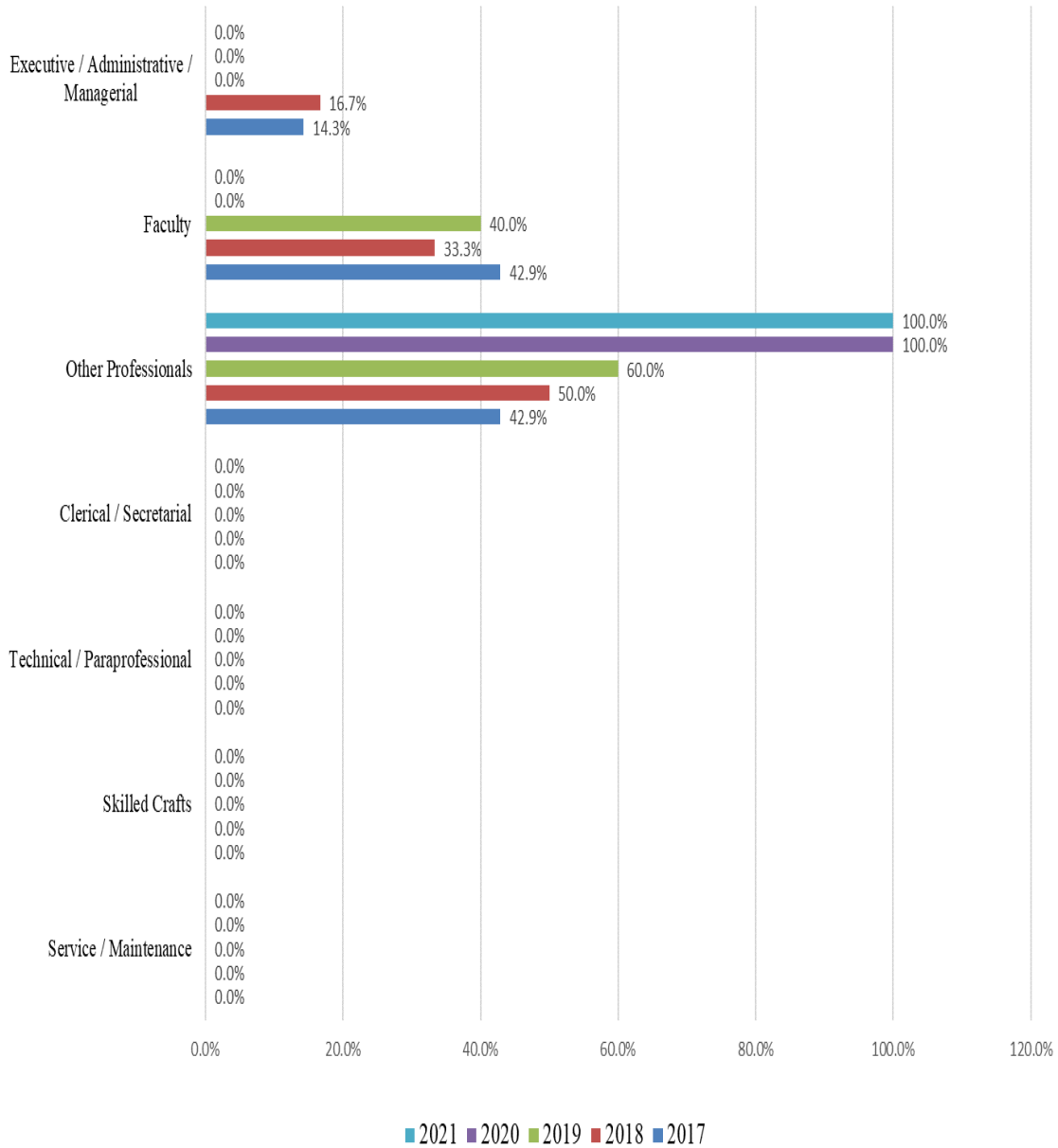




**Native Hawaiian/Other Pacific Islander Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time**

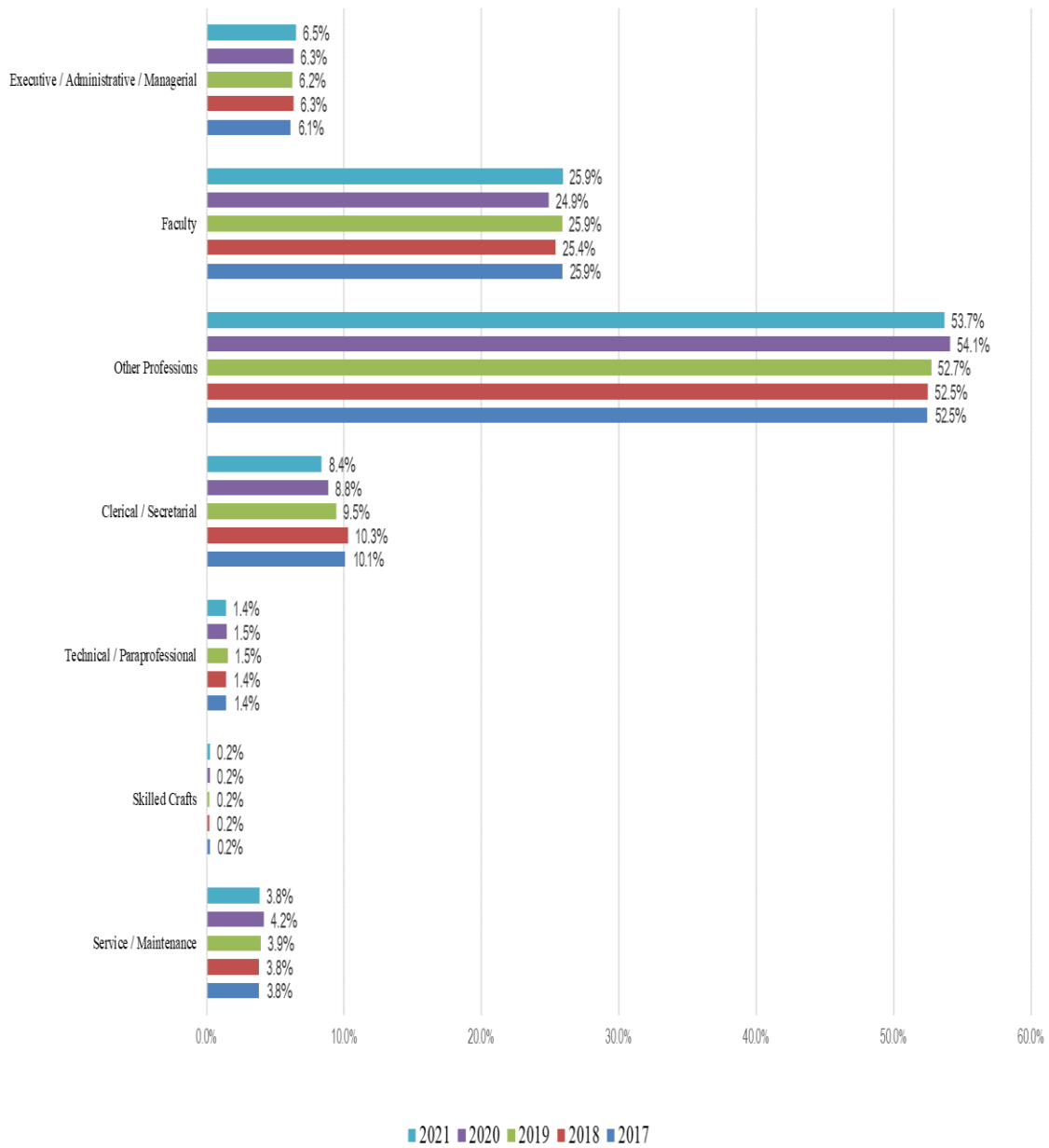
(Chart 26)

5 Yr. Native Hawaiian/ Other Pacific Islander Full-Time Employee Headcount by EEO Category



**Women Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time**  
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5 Yr. Women Full-Time Employee Headcount by EEO Category



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