

WAYNE STATE UNIVERSITY



2023

EQUAL OPPORTUNITY STATUS REPORT

Presented to the

**Wayne State University
Board of Governors**

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

TABLE OF CONTENTS

PREFACE, Kimberly Andrews Espy, President	3
EXECUTIVE SUMMARY	4
INTRODUCTION	4
REPORTING REQUIREMENTS	5
I. UNIVERSITY EMPLOYMENT	6
A. FULL-TIME ACADEMIC AND NON-ACADEMIC EMPLOYMENT	8
B. FACULTY EMPLOYMENT	9
C. UNIVERSITY NON-ACADEMIC EMPLOYEES (STAFF)	19
D. TEMPORARY POSITIONS	20
E. COMPARISON WITH OTHER UNIVERSITIES	21
II. UNIVERSITY COMPLAINTS OF DISCRIMINATION AND HARASSMENT	38
III. HIGHLIGHTS OF OFFICE OF EQUAL OPPORTUNITY ACTIVITIES	42
IV. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM	44
A. TOTAL SPEND - 2023	44
B. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION	45
C. GENERAL PURCHASING (non-construction goods and services)	45
D. OUTSIDE COUNSEL FEES	46
E. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES	47
APPENDICES	
I. Definition of EEO Job Categories	49
II. Definition of Standard Occupational Classification (SOC) System	51
III. OEO Responsibilities	52
IV. Definition of Terms	52
V. Academic Classifications	53
VI. Other Employee Definitions	53
VII. 2022 Data Tables	54
VIII. Five Year Comparison Graphs – 2018-2022	55
IX. Summary of Tables and Charts	62
SUMMARY OF TABLES	62
SUMMARY OF CHARTS	63



Dr. Kimberly Andrews Espy

President

MEMORANDUM

TO: Members of the Wayne State University Community

FROM: Kimberly Andrews Espy, President

SUBJECT: 2023 Equal Opportunity Status Report to the Board of Governors

DATE: **April 26, 2024**

Wayne State University has a deep, long-standing impact as a *University of Opportunity* both for students and employees. One of the University's core values is diversity and inclusion, and we pride ourselves on providing educational and employment opportunities for diverse groups of students and employees who differ uniquely in their individual backgrounds. We value all people and understand that their unique experiences, talents and perspectives make us a stronger and more innovative organization that betters our community every day.

The mosaic of perspectives and backgrounds among our pluralistic faculty, students and staff is a major source of our intellectual vitality and creative innovation at Wayne State University. We believe that the full 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 an institution where people from all backgrounds can reach their full potential. Our commitment to advancing opportunity for all is essential to the fulfillment of our mission as an urban public research institution.

The report that follows presents the status of our equal opportunity employment efforts for 2023, 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 self-identify as racial and ethnic minorities comprise over 44% 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 56% of Wayne’s full-time workforce and are represented in 94% of all departments and in 99% of all departments that employ 10 or more people. Historically underrepresented minorities make up 37.5% of tenured and tenure-track faculty at Wayne and women comprise 38% of faculty in this classification. Among non-academic staff, 48% are minorities and 61.6% are women.

COMPLAINT PROCESS

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 investigates and responds to complaints filed with external governmental agencies, including the Equal Employment Opportunity Commission, the U.S. Department of Education Office for Civil Rights, and the Michigan Department of Civil Rights. During 2023, the OEO investigated a total of ten (10) formal complaints.

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 2023 was 28.6% less than 2022 expenditures, largely due to the 2022 issuance of the \$60 million State Hall construction contract and the \$10 million Art Building HVAC Improvements project.

In 2023, Purchase Orders issued to minority and women-owned businesses represented \$7.7 million or 4.7% of total supplier/vendor Purchase Order expenditures, up somewhat from \$6.6 million or 2.9% in 2022. Minority-owned business accounted 2.74%, and women-owned business were 1.99% of overall 2023 diversity 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 activities. WSUCA 2.28.01.010. The University Non-Discrimination 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 employer, complies with all applicable federal and state laws regarding non-discrimination and affirmative action.¹ In furtherance of this policy, the University is committed to achieve institutional diversity 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 historically disadvantaged and underrepresented minorities and women. WSUCA 2.28.01.030.

Wayne State University continues to employ the most diverse faculty and staff of any public university in the State of Michigan. Among all Michigan public colleges and universities, Wayne ranks number one in employment of underrepresented minority employees, and a close second in employment of women employees. Wayne is ranked first in the employment of underrepresented minority faculty among Michigan public Universities. We are also first in the state in the employment of minority employees in management occupations. Our continued commitment to diversity is a significant strength in the educational experience we provide to our students. This report presents a comprehensive, cross-divisional view of Wayne'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 resulting from a global pandemic in 2020-2022, we achieved many successes in 2023, and Wayne State University remains a leader in Michigan in providing employment opportunities to women and minority faculty and staff.

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 is the agency charged with enforcing and ensuring that federal contractors are in compliance with Executive Order 11246, which requires certain government contractors to engage in affirmative action and not discriminate based on race, sex, or national origin. The Order further 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 ("OEO"), primarily Amy Stirling Lammers with the invaluable assistance of Human Resources and its Analytics and Reporting Department, prepares these reports annually and certifies the University's compliance with the OFCCP.

The present EOSR report was prepared by the OEO, with significant effort by Associate Director Tommy Martin, with input from and collaborative efforts of many units, including the Office of the General Counsel, the Office of the Provost, Institutional Research and Data Analytics, Procurement & Strategic Sourcing and Human Resources.

This report includes information regarding four major areas of University activity: (I) statistics for overall University employment, with breakdowns by 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

¹ While affirmative action was banned in Michigan by Constitutional amendment in 2006, as a government contractor, Wayne State University is required by Executive Order 11246 to engage in affirmative action efforts in employment. See: next section entitled *Reporting Requirements, infra*.

discrimination and harassment complaints received in the past year; (III) highlights of OEO campus 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, 2023, to December 31, 2023.² Data related to supplier diversity and external financial management is reported on a fiscal year basis beginning on October 1, 2022 and ending September 30, 2023. 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 each of 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*, at Table 31.

I. UNIVERSITY EMPLOYMENT

Wayne State University, Detroit's seventh-largest employer and one of the largest employers in southeast Michigan, employed 6,964 persons in both full and part-time positions as of November 22, 2023. 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 2023, Wayne employed 4,649 persons in full-time positions, 155 more than in 2022. Wayne recruits approximately 68% of its workforce from the surrounding 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 four-county labor pool.

Wayne also has a large number of part-time and student employees. There are part-time faculty, research personnel, undergraduate and graduate student assistants through college work-study and other programs. Graduate students are also employed as graduate teaching assistants and research assistants. 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 State. The racial and ethnic classifications used in this report reflect the federally-established categories utilized for all EEO data-reporting purposes.³ For purposes of this report the term "minority" means an historically-underrepresented racial or ethnic group, and includes individuals who identify as Black, Asian, Hispanic, American Indian/Alaskan Native, Native Hawaiian/Pacific Islanders and as two or more races. Overall, minorities comprise just over 44% of Wayne's workforce and are represented in

² This data for this report is captured on November 22, 2023 and there may be minor changes in the data between November 22, 2023 and December 31, 2023. In addition, employee data is classified by EEO Job Categories and data taken from the Integrated Postsecondary Education Data System (IPEDS), which uses the Standard Occupational Classification (SOC) system to classify job categories. Each employee classification system is defined in Appendix I and II, respectively.

³ These categories have remained unchanged since 1997 and do not reflect some of the more 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 included Middle Eastern and North African classifications and more options for Hispanic people to self-identify, however, there has been no movement on the proposal to date.

90% of Wayne State University's 254 departments and in 99% of the departments that employ ten (10) or more people. Women represent 56.2% 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 over 31% of executive and managerial positions at Wayne are held by underrepresented minority employees. Women represent 59% of these positions. In addition, minority employees hold 45.3% of those professional jobs that require a college degree and 64% of these positions are held by women.

Among full-time employees, 56.2% of Wayne’s employees are women, compared to the regional average of 46.7%. Of full-time Wayne employees, 24.7% are Black, compared to 18.2% regional availability; 14.7% are Asian, which is almost three times the regional availability of 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 Availability⁴

As of 12/31/2023 (Table 1)

Race/Ethnicity/Gender	2023 Full-time Employee Headcount	Percent of WSU Workforce	Regional Availability	Variance
Black	1,146	24.7%	18.2%	6.5%
Asian	683	14.7%	5.3%	9.4%
Hispanic or Latino	148	3.2%	4.9%	-1.7%
White, Non-Hispanic	2,578	55.5%	73.9%	-18%
Native Hawaiian/ Pacific Islander	4	0.1%	0.1%	0%
American Indian/Alaskan Native	10	0.2%	0.4%	-0.2%
Two or more Races	69	1.5%	2.1%	-0.6%
Not Identified	11	0.2%	N/A	N/A
Women	2,613	56.2%	46.7%	9.5%

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

⁴ 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.

A. FULL-TIME ACADEMIC AND NON-ACADEMIC EMPLOYMENT

In 2023, Wayne State University employed 4,649 individuals in full-time, academic (1,472) and non-academic (3,177) positions, which included 2,613 women and 2,060 persons who identify as underrepresented minorities. Most full-time employees are employed as “Faculty” (1,472) or “Other Professionals” (2,283).

2023 Full-time Women and Minority Employment

As of 12/31/2023 (Table 2)

Year	Women	Percent of Total Headcount	Minority	Percent of total Headcount
2023	2,613	56.2%	2,060	44.3%
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%

2023 Total Full-time Academic and Non-Academic Employee Headcount

As of 12/31/2023 (Table 3)

Category	2023 Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Faculty	1,472	136 9.2%	335 22.8%	40 2.7%	4 0.3%	2 0.1%	9 0.6%	526 36%	1 0.1%	656 45%
Exec/Admin/ Managerial	301	67 22.3%	12 4.0%	7 2.3%	1 0.3%	0	7 2.3%	94 31.2%	0	179 59%
Other Professionals	2,283	575 25.2%	326 14.3%	85 3.7%	5 0.2%	2 0.1%	42 1.8%	1,035 45.3%	8 0.4%	1,452 64%
Technical/ Paraprofessional	75	24 32.0%	2 2.7%	2 2.7%	0	0	5 6.7%	33 44.0%	0	39 52%
Clerical/ Secretarial	234	145 62.0%	7 3.0%	8 3%	0	0	4 1.7%	164 70.1%	2 0.9%	185 79%
Skilled Crafts	72	32 44.4%	1 1.4%	2 2.8%	0	0	0	35 48.6%	0	8 11%
Service/ Maintenance	212	167 78.8%	0	4 1.9%	0	0	2 0.9%	173 81.6%	0	94 44%
TOTALS	4,649	1,146 24.7%	683 14.7%	148 3.2%	10 0.2%	4 0.1%	69 1.5%	2,060 44.3%	11 0.2%	2,613 56.2%

2023 Total Full-Time Women Employee Headcount

As of 12/31/2023 (Table 4)

Category	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	White	Unknown	2023 Totals
Faculty	74 11.3%	115 17.5%	19 2.9%	1 0.2%	0	6 0.9%	441 67.2%	0	656 25.1%
Executive/ Admin and Managerial	49 27.4%	8 4.5%	3 1.7%	1 0.6%	0	4 2.2%	114 63.7%	0	179 6.9%
Other Professionals	429 29.5%	171 11.8%	55 3.8%	2 0.1%	0	25 1.7%	766 52.8%	4 0.3%	1,452 55.6%
Technical and Paraprofessional	12 30.8%	0	2 5.1%	0	0	2 5.1%	23 59.0%	0	39 1.5%
Clerical and Secretarial	125 67.6%	4 2%	4 2%	0	0	3 2%	48 25.9%	1 0.5%	185 7.1%
Skilled Crafts	6 75.0%	0	0	0	0	0	2 25%	0	8 0.3%
Service/ Maintenance	85 90.4%	0	1 1.1%	0	0	2 2.1%	6 6.4%	0	94 3.6%
Totals	780 29.9%	298 11.4%	84 3.2%	4 0.2%	0	42 1.6%	1,400 53.6%	5 0.2%	2,613 100.0%

B. FACULTY EMPLOYMENT

The Office of Equal Opportunity serves as a resource for departments conducting searches for new faculty. OEO supports the hiring of diverse faculty through the electronic tenure/tenure track faculty hiring plan system that requires implicit bias training, diverse hiring committees, and ensures that a diverse pool of qualified candidates is identified. Academic departments are required to complete hiring plans and assists departments in identifying specific staffing needs based on their faculty's composition and documents the hiring process. The OEO publishes this information in the "Guide for Successful Searches" and provides resources for advertising employment opportunities to reach underrepresented candidates. The Wayne Talent Career Site provides prospective faculty applicants with global access to employment opportunities 365 days of the year, 24 hours a day. As shown in Table 5 below, Wayne has been successful in its recruitment of women and minority faculty, despite a highly competitive environment.

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

In 2023, Wayne employed 1,472 full-time faculty, consisting of 882 tenured or tenure-track faculty and 590 non-tenured faculty. Thirty-eight percent of tenure/tenure-track faculty (335) are women.⁵ Faculty identifying as underrepresented minorities held 331, or 37.5%, of all tenure/tenure-track faculty positions.⁶ Women held 321 or just over 54.4% of the non-tenured positions. Minority faculty filled 195 or just over one-third of the non-tenured faculty positions.

⁵ This number includes one (1) Voluntary Faculty, two (2) Instructors, and one (1) Non-standard Academic Ranking.

⁶ This number includes one (1) Voluntary Faculty, and two (2) Instructors.

2023 Full-Time Faculty - Tenure and Non-Tenure System

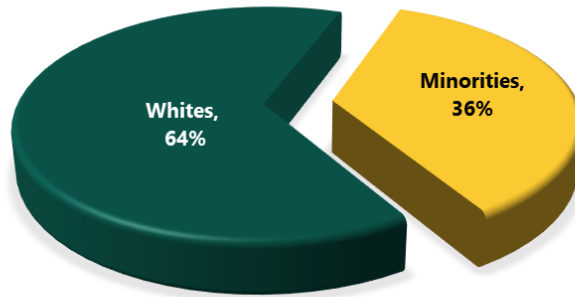
As of 12/31/2023 (Table 5)

Minority Group/Gender	Tenure System		Non-tenure System		Totals			
	Number	Percent	Number	Percent	Number	Percent		
Faculty Total: 2023	882	59.92%	590	40.1%	1,472	100%		
Black	57	6.46%	79	13.4%	136	9.2%		
Asian	239	27.10%	96	16.3%	335	22.8%		
Hispanic	28	3.17%	12	2.0%	40	2.7%		
American/Alaskan Native	2	0.23%	2	0.3%	4	0.3%		
Native Hawaiian/Other Pacific Islander	1	0.11%	1	0.2%	2	0.1%		
Two or More Races	4	0.45%	5	0.8%	9	0.6%		
Unknown	0	0.00%	1	0.2%	1	0.1%		
Total Minorities	331	37.53%	0	195	33.1%	0	526	35.7%
Women	335	38.0%	321	54.4%	656	44.6%		

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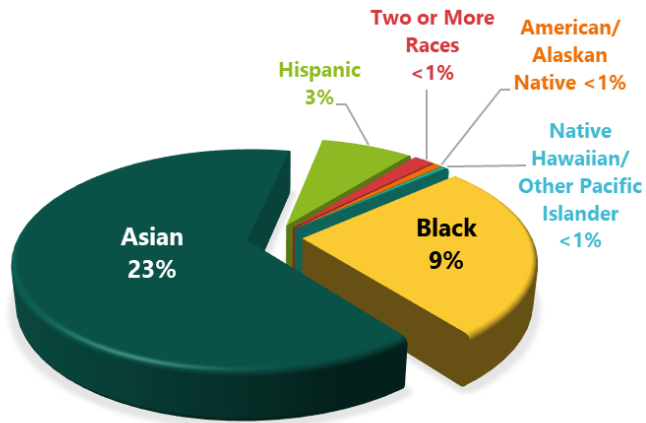
2023 Full-time Faculty – Minority Representation

Chart 1



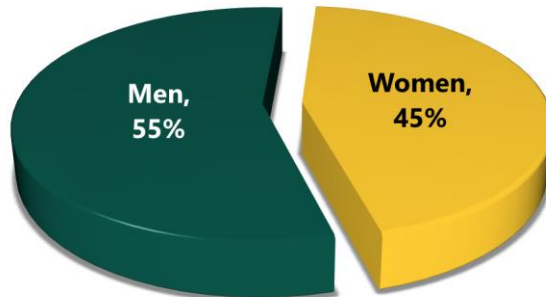
2023 Full-time Faculty – Minority Only

Chart 2



2023 Full-Time Faculty – Gender Representation

Chart 3



b. Tenure-System Faculty by Rank⁷

The majority of women and minority faculty are concentrated in the ranks of Associate Professor and full Professor. However, women and underrepresented minority faculty represent a higher proportion of the Assistant Professor rank. Full Professors comprise 408 or 46.4% of tenure/tenure-track faculty. Of these 408 Professors, 117 (28.7%) were women and 145 (35.5%) identify as underrepresented minorities. Out of the 297 Associate Professors employed in 2023, 135 (45.5%) were women and 110 (37%) were underrepresented minorities. The 172 Assistant Professors employed in 2023 included 79 (45.9%) women and 73 (42.4%) underrepresented minorities. See: Table 6, *infra*, p. 13.

Wayne State University promoted 17 faculty from the rank of Assistant Professor to Associate Professor and 31 from Associate Professor to Professor, nine (9) more than the previous year. Specifically, the University promoted six (6) women from Assistant to Associate Professor and fifteen (15) women to Full Professor in 2023. The University also promoted seven (7) minority faculty from Assistant to Associate and fifteen (15) minority faculty to Full Professor in 2023. Since 2022, the total number of women faculty who were promoted increased by six (6) and the total number of minority faculty who were promoted increased by eleven (11). See: Table 7, *infra*, p. 13.

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⁷ 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).

2023 Tenure System Faculty by Rank⁸

As of 12/31/2023 (Table 6)

Academic Rank	2023 Faculty Total	Black	Asian	Hispanic	American/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women	White
Professor	408 46.4%	24 5.9%	116 28.4%	5 1.2%	0	0	0	145 35.5%	0	117 28.7%	263 64.5%
Associate Professor	297 33.8%	15 5%	76 25.6%	16 5.4%	1 0.3%	0	2 0.7%	110 37.0%	0	135 45.5%	187 63.0%
Assistant Professor	172 19.6%	18 10.5%	44 26%	7 4.1%	1 0.6%	1 0.6%	2 1.2%	73 42.4%	0	79 45.9%	99 57.6%
Non-Academic Rank	2 0.2%	0	2 0.8%	0	0	0	0	2 100.0%	0	2 100.0%	0
Totals	879	57 6.5%	238 27.1%	28 3.2%	2 0.2%	1 0.1%	4 0.5%	330 37.5%	0	333 37.9%	549 62.5%

2023 Full-Time Faculty Promotions - Tenure and Tenure Track System

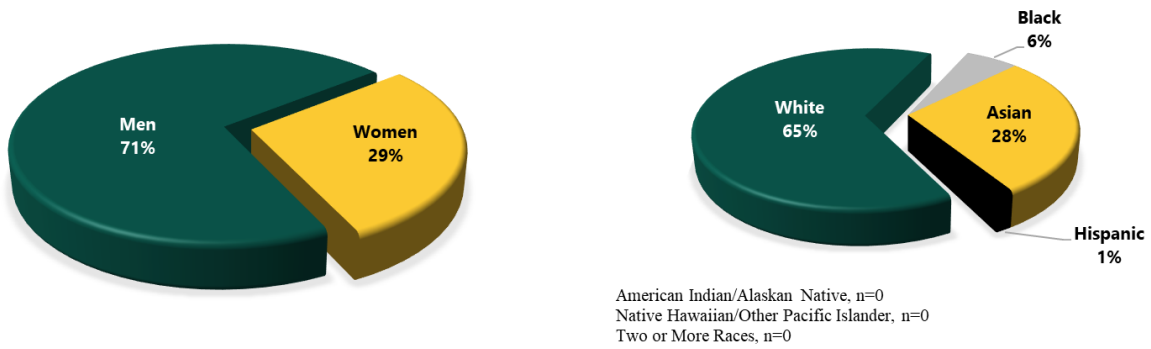
As of 12/31/2023 (Table 7)

Academic Rank	2023 Faculty Promotions	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minority Faculty	Total Women Faculty
Professor	31	3 9.7%	12 38.7%	0	0	0	0	15 48.4%	15 48.4%
Associate Professor	17	0	6 35%	1 6%	0	0	0	7 41.2%	6 35.3%
Totals	48	3 6.3%	18 37.5%	1 2.1%	0	0	0	22 45.8%	21 43.8%

⁸ 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 6 reflects net changes, and thus, does not correspond precisely to the preceding text.

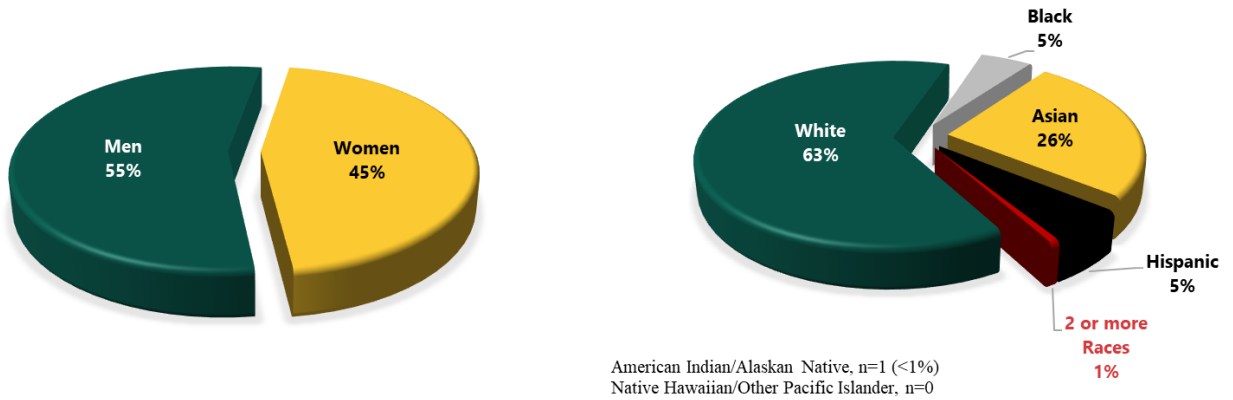
Full Professors - Women and Minority Representation

Charts 4 and 5



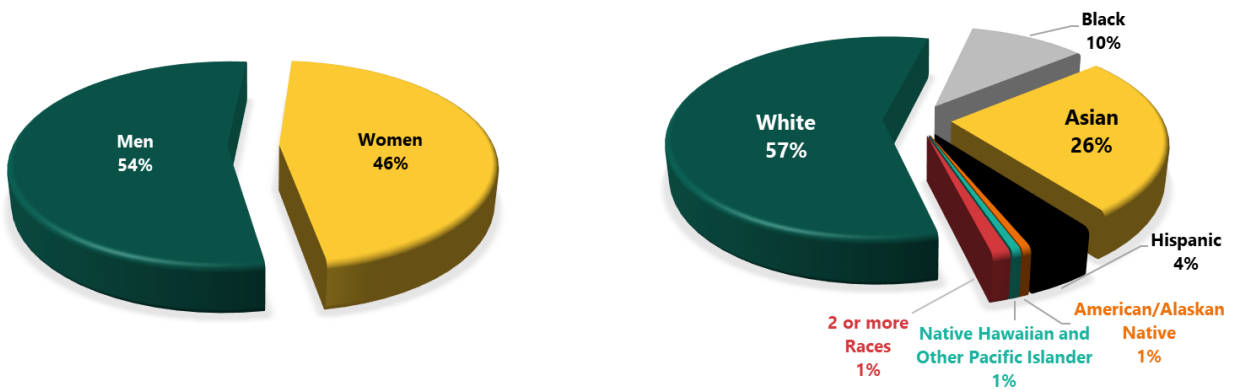
Associate Professors - Women and Minority Representation

Charts 6 and 7



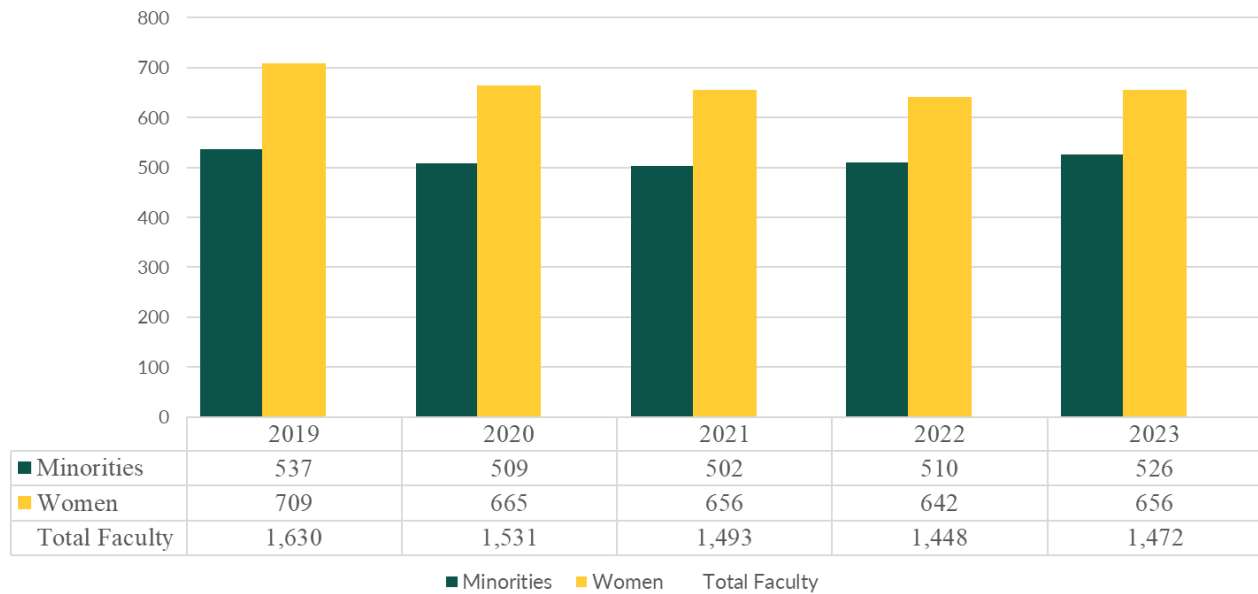
Assistant Professors - Women and Minority Representation

Charts 8 and 9



Full-Time Women and Minority Faculty Five Year Trend

Chart 10



Wayne State’s five-year trend for faculty employment shows that that total faculty have decreased by 158 from 2019 to 2022. However in 2023, faculty numbers have increased overall for the first time in four years, and the number of underrepresented minority faculty increased by 16 and women faculty increased by 14. While this is only one year and not enough to show a trend, it was certainly a positive year for diverse faculty hiring.

Underrepresented minority faculty overall decreased by eleven (11) in the last five years, however, the proportionate representation of minority faculty increased from just under 33% in 2019 to almost 36% in 2023, which is the highest representation among Michigan public universities. See Section E.1. p. 23, *infra*, table 15. Wayne has increased its representation of minority faculty by 3% in the last five (5) years.

The number of women faculty has decreased by 53 since 2019. However, women represent a higher proportion of Wayne’s faculty today at 45% than at 43% in 2019. While the increases have been modest each year of one percent or less, the number of women faculty has been trending steadily upward for the last five (5) years, with an overall 2% increase in representation of women faculty. While these numbers are positive, Wayne is ranked 11th in the state in the employment of women faculty, 9.47% behind first-ranked University of Michigan-Flint. See Section E.1. p. 24, *infra*, table 16.

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

2023 Tenure/Tenure-Track Faculty by School/College/Division – Minority faculty

As of 12/31/2023 (Table 8)

School/ College/ Division	2023 Faculty	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Women
School of Business Administration	46	6 13.0%	19 41.3%	0	0	0	0	25 54.3%	11 23.9%
College of Education	49	5 10.2%	11 22.4%	2 4.1%	0	0	0	18 36.7%	39 79.6%
College of Engineering	110	4 3.6%	56 50.9%	0	1 0.9%	0	1 0.9%	62 56.4%	22 20.0%
College of Fine & Performing Arts	61	9 14.8%	5 8.2%	3 4.9%	0	0	0	17 27.9%	28 45.9%
Law School	31	3 9.7%	1 3.2%	0	0	0	0	4 12.9%	9 29.0%
College of Liberal Arts & Science	283	19 6.7%	61 21.6%	11 3.9%	0	0	2 0.7%	93 32.9%	118 41.7%
School of Library & Information Science	8	1 12.5%	1 12.5%	1 12.5%	0	0	0	3 37.5%	6 75.0%
School of Medicine	214	7 3.3%	68 31.8%	8 3.7%	0	0	0	83 38.8%	60 28.0%
College of Nursing	11	0	2 18.2%	1 9.1%	0	1 9.1%	0	4 36.4%	8 72.7%
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	21	2 9.5%	3 14.3%	2 9.5%	0	0	0	7 33.3%	11 52.4%
Grand Totals:	882	57 6.5%	239 27.1%	28 3.2%	2 0.2%	1 0.1%	4 0.5%	331 37.5%	335 38.0%

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2023 Tenure/Tenure-Track Faculty by School/College/Division – Women

As of 12/31/2023 (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	2 18%	6 55%	0	0	0	0	8 73%	3 27%	11
College of Education	4 10.3%	8 20.5%	2 5.1%	0	0	0	14 35.9%	25 64.1%	39
College of Engineering	0	8 36.4%	0	0	0	1 4.5%	9 40.9%	13 59.1%	22
College of Fine & Performing Arts	5 17.9%	2 7.1%	0	0	0	0	7 25.0%	21 75.0%	28
Law School	2 22.2%	1 11.1%	0	0	0	0	3 33.3%	6 66.7%	9
College of Liberal Arts & Science	10 8.5%	24 20.3%	5 4.2%	0	0	1 0.8%	40 33.9%	78 66.1%	118
School of Library & Information Science	1 16.7%	0	0	0	0	0	1 16.7%	5 83.3%	6
School of Medicine	4 6.7%	16 26.7%	3 5.0%	0	0	0	23 38.3%	37 61.7%	60
College of Nursing	0	2 25.0%	1 12.5%	0	0	0	3 37.5%	5 62.5%	8
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 18.2%	0	1 9.1%	0	0	0	3 27.3%	8 72.7%	11
TOTALS	30 8.8%	71 20.0%	12 3.3%	0 0.0%	0 0.0%	3 0.9%	116 33%	13 67%	335

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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 is a total of 590 faculty in the non-tenure system. Overall, 33.1% of the non-tenure system faculty identify as underrepresented minorities, which is comparable to the tenure-track system, and 54.4% as women, which is 16.5% higher than the tenure-track faculty. The majority of women and minority faculty are concentrated at the rank of Assistant Professor. The Assistant Professor group includes 106 minority faculty, or 34.4%, and 178 women, or 57.8%. There are 79 full Professors, 39.2% of whom identify as a minority and 35.4% as women. The rank of Associate Professor has fewer minority faculty, at just 26.8%, but has an above-average representation of women of 54.7%.

2023 Non-Tenure Faculty by Rank

As of 12/31/2023 (Table 10)

Academic Rank	2023 Faculty Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women	White
Professor	79 13.4%	9 11.4%	21 26.6%	0	0	0	1 1.3%	31 39.2%	0	28 35.4%	48 60.8%
Associate Professor	179 30.3%	17 9%	25 14.0%	4 2.2%	0	0	2 1.1%	48 26.8%	0	98 54.7%	131 73.2%
Assistant Professor	308 52.2%	46 14.9%	47 15%	8 2.6%	2 0.6%	1 0.3%	2 0.6%	106 34.4%	1 0.3%	178 57.8%	201 65.3%
Non-Academic Rank	24 4.1%	7 8.9%	3 3.1%	0	0	0	0	10 41.7%	0	17 70.8%	14 58.3%
Totals	590	79 13.4%	96 16.3%	12 2.0%	2 0.3%	1 0.2%	5 0.8%	195 33.1%	1 0.2%	321 54.4%	394 66.8%

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C. UNIVERSITY NON-ACADEMIC EMPLOYEES (STAFF)

Women and underrepresented minorities are well-represented in the non-academic staff at Wayne State University. There was a total of 3,177 non-academic staff at Wayne State University in 2023, 1,957 (61.6%) of whom were women and 1,534 (48.3%) identify as underrepresented minorities. Black employees are the largest underrepresented group with 1010 employees (31.8%), followed by Asian employees with 348 (11%). With 48.3% minority employees and 61.6% women representation in the non-academic employee group, Wayne State demonstrates its continued commitment to retain and employ a diverse workforce.

2023 Total Full-Time Non-Academic Employee Headcount

As of 12/31/2023 (Table 11)

Category	2023 Total	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Women
Executive/Administrative / Managerial	301	67 22.3%	12 4.0%	7 2.3%	1 0.3%	0	7 2.3%	94 31.2%	179 59.5%
Other Professionals	2,283	575 25.2%	326 14.3%	85 3.7%	5 0.2%	2 0.1%	42 1.8%	1,035 45.3%	1,452 63.6%
Technical/Paraprofessional	75	24 32.0%	2 2.7%	2 2.7%	0	0	5 6.7%	33 44.0%	39 52.0%
Clerical/Secretarial	234	145 62.0%	7 3.0%	8 3.4%	0	0	4 1.7%	164 70.1%	185 79.1%
Skilled Crafts	72	32 44.4%	1 1.4%	2 2.8%	0	0	0	35 48.6%	8 11.1%
Service/Maintenance	212	167 78.8%	0	4 1.9%	0	0	2 0.9%	173 81.6%	94 44.3%
TOTALS	3,177	1,010 31.8%	348 11.0%	108 3.4%	6 0.2%	2 0.1%	60 1.9%	1,534 48.3%	1,957 61.6%

1. Executive - Professional-Level Positions

Racial and ethnic minorities and women are significantly represented in all job categories at Wayne State University, including executive and management-level positions. In 2023, 301 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. Underrepresented minority employees represent 31.2% of this Executive/Administrative category, or 94 of the 301 employees. While it may seem as if this is an area where Wayne could improve, as will be seen in Table 24, page 32, *infra*, Wayne ranks first among Michigan public universities for underrepresented minority employees in management occupations. Women represented well over half of this category, or 179 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 2023, the total 2,283 employees in this

category, included 63.6% (1,452) women and 45.3% (1,035) minorities. Black employees were more heavily represented than any other minority, at 575, followed by Asian employees at 326. Hispanic employees in this category totaled 85. Employees who 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 2023.⁹

Temporary Employees by Position Classification and Gender

(Table 12)

Category	Women	Male	Total
Other Professional	172 61.0%	110 39.0%	282
Clerical and Secretarial	19 51.4%	18 48.6%	37
Service/Maintenance	1 100.0%	0	1
TOTALS	192 60.0%	128 40.0%	320

Temporary Employees by Position Classification and Race

(Table 13)

Category	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific	2 or More Races	Total Minorities	White	Total
Other Professional	121 42.9%	16 5.7%	11 3.9%	1 0.4%	0	2 0.7%	151 53.5%	131 46.5%	282
Clerical and Secretarial	23 62.2%	3 8.1%	1 2.7%	0	0	0	27 73.0%	10 27.0%	37
Service/Maintenance	1 50.0%	0	0	0	0	0	1 50.0%	1	2
Totals:	145	19	12	1	0	2	179	142	321
Percent of Total	45.2%	5.9%	3.7%	0.3%		0.6%	55.8%	44.2%	

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

⁹ 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 as TE.

45.2% of the group. Asians represent five-point-nine percent (5.9%) of the group. Hispanics represent just three-point-seven percent (3.7%). Employees who identify as two or more races represent less than one percent (0.6%) of the group. Although American Indian/Alaskan Native and Native Hawaiian/Other Pacific Islander were not significantly represented, these groups were consistent with the overall full-time University employee population.

E. COMPARISON OF WSU WITH OTHER UNIVERSITIES

In this section, we compare Wayne’s performance in the representation of women and minorities to that of other educational institutions.¹⁰ 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 2023, Wayne State University employed 2,613 women in full-time positions. Among the Michigan public universities, as a percentage of total employees, Wayne ranks 2nd with 56.2% 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 (12,722) and Michigan State University (6,534).

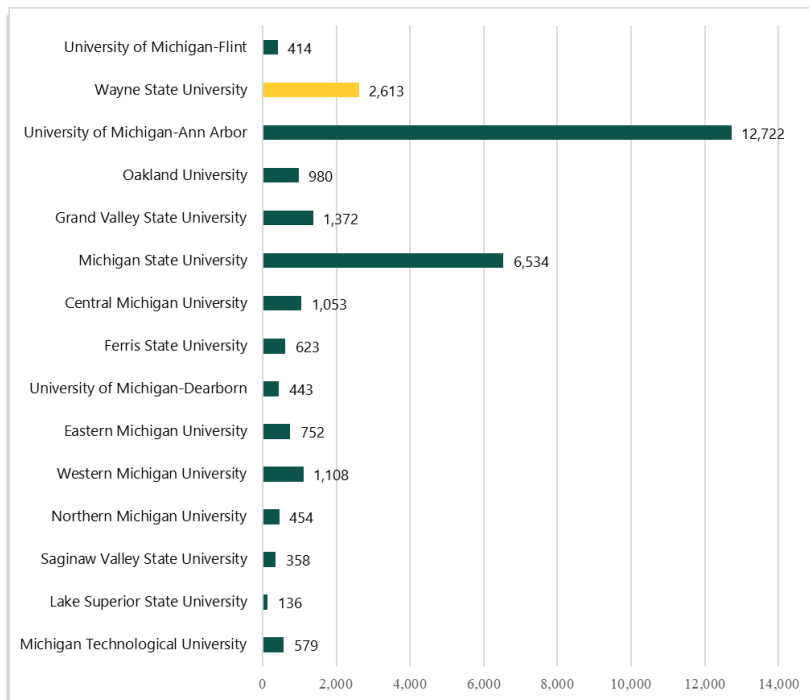
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¹⁰ The methodology used for this analysis is to compare Wayne in accordance with employment data submitted to IPEDS for the most recent year available, 2022. IPEDS is a common university reporting data set. There may be variance in the ways individual 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 12/31/2023 (Table 14)

Michigan Public Universities 2023 Full-time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Michigan-Flint	717	414	57.7%	1
Wayne State University	4,649	2,613	56.2%	2
University of Michigan-Ann Arbor	22,718	12,722	56.0%	3
Oakland University	1,752	980	55.9%	4
Grand Valley State University	2,490	1,372	55.1%	5
Michigan State University	12,046	6,534	54.2%	6
Central Michigan University	1,943	1,053	54.2%	7
Ferris State University	1,170	623	53.2%	8
University of Michigan-Dearborn	833	443	53.2%	9
Eastern Michigan University	1,423	752	52.8%	10
Western Michigan University	2,133	1,108	51.9%	11
Northern Michigan University	914	454	49.7%	12
Saginaw Valley State University	735	358	48.7%	13
Lake Superior State University	290	136	46.9%	14
Michigan Technological University	1,337	579	43.3%	15

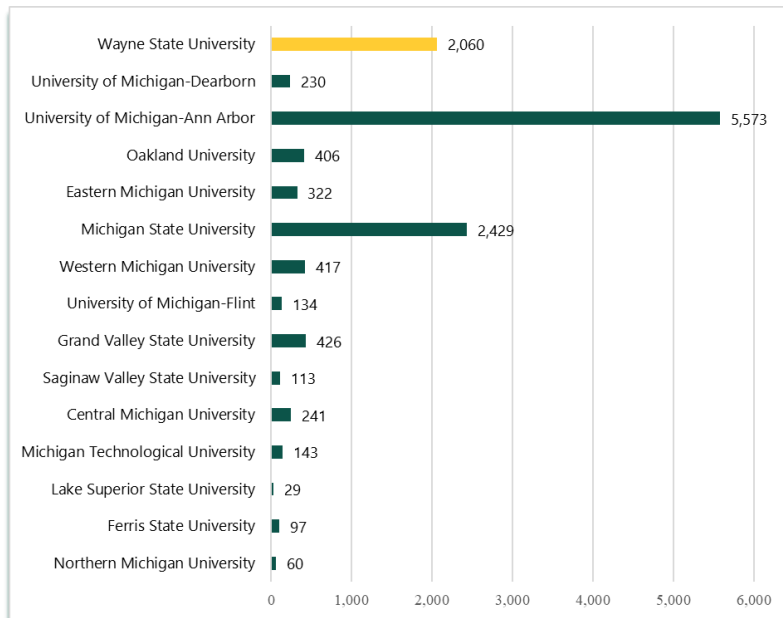


Comparative Analysis – Minority Employment

In 2023, Wayne State ranked first among the public universities with 44.3% full time minority employees. The institution ranked second has 16.7% fewer minority employees. Wayne employed 2,060 minorities in full-time positions, ranked third only to the University of Michigan-Ann Arbor (5,573) and Michigan State University (2,429), however, these are considerably larger institutions.

As of 12/31/2023 (Table 15)

Michigan Public Universities 2023 Full-time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
Wayne State University	4,649	2,060	44.3%	1
University of Michigan-Dearborn	833	230	27.6%	2
University of Michigan-Ann Arbor	22,718	5,573	24.5%	3
Oakland University	1,752	406	23.2%	4
Eastern Michigan University	1,423	322	22.6%	5
Michigan State University	12,046	2,429	20.2%	6
Western Michigan University	2,133	417	19.5%	7
University of Michigan-Flint	717	134	18.7%	8
Grand Valley State University	2,490	426	17.1%	9
Saginaw Valley State University	735	113	15.4%	10
Central Michigan University	1,943	241	12.4%	11
Michigan Technological University	1,337	143	10.7%	12
Lake Superior State University	290	29	10.0%	13
Ferris State University	1,170	97	8.3%	14
Northern Michigan University	914	60	6.6%	15



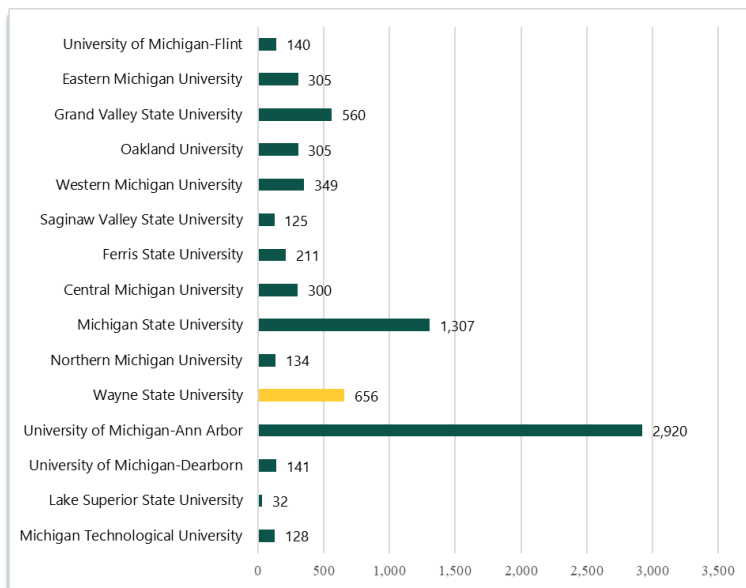
Comparative Analysis – Faculty Employment

Women Faculty

In 2023, Wayne State University employed 656 women in full-time Faculty positions.¹¹ Wayne remained third behind the University of Michigan – Ann Arbor (2,920) and Michigan State University (1,307). As a percentage of total faculty employees, Wayne ranks 11th among the Michigan Public Universities with 43.4% of its full-time faculty employees being women.

As of 12/31/2023 (Table 16)

Michigan Public Universities 2023 Full-time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Michigan-Flint	260	140	53.8%	1
Eastern Michigan University	606	305	50.3%	2
Grand Valley State University	1,119	560	50.0%	3
Oakland University	633	305	48.2%	4
Western Michigan University	737	349	47.4%	5
Saginaw Valley State University	265	125	47.2%	6
Ferris State University	462	211	45.7%	7
Central Michigan University	660	300	45.5%	8
Michigan State University	2,926	1,307	44.7%	9
Northern Michigan University	300	134	44.7%	10
Wayne State University	1,478	656	44.4%	11
University of Michigan-Ann Arbor	6,789	2,920	43.0%	12
University of Michigan-Dearborn	340	141	41.5%	13
Lake Superior State University	89	32	36.0%	14
Michigan Technological University	393	128	32.6%	15



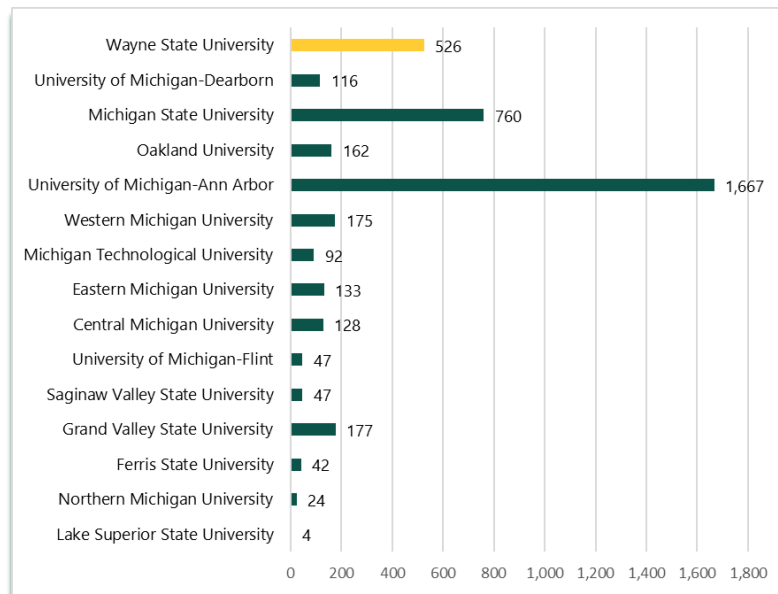
¹¹ Faculty numbers reference both 2023 tenure/tenure-track (335) and non-tenured (321) employees.

Minority Faculty

In 2023, Wayne State University employed 526 (35.6%) minorities in full-time Faculty positions, first by a small margin only to the University of Michigan – Dearborn at 34.1%.¹²

As of 12/31/2023 (Table 17)

Michigan Public Universities 2023 Full-Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
Wayne State University	1,478	526	35.6%	1
University of Michigan-Dearborn	340	116	34.1%	2
Michigan State University	2,926	760	26.0%	3
Oakland University	633	162	25.6%	4
University of Michigan-Ann Arbor	6,789	1,667	24.6%	5
Western Michigan University	737	175	23.7%	6
Michigan Technological University	393	92	23.4%	7
Eastern Michigan University	606	133	21.9%	8
Central Michigan University	660	128	19.4%	9
University of Michigan-Flint	260	47	18.1%	10
Saginaw Valley State University	265	47	17.7%	11
Grand Valley State University	1,119	177	15.8%	12
Ferris State University	462	42	9.1%	13
Northern Michigan University	300	24	8.0%	14
Lake Superior State University	89	4	4.5%	15



¹² Faculty numbers reference both 2023 tenure/tenure-track (331) and non-tenured (195) employees.

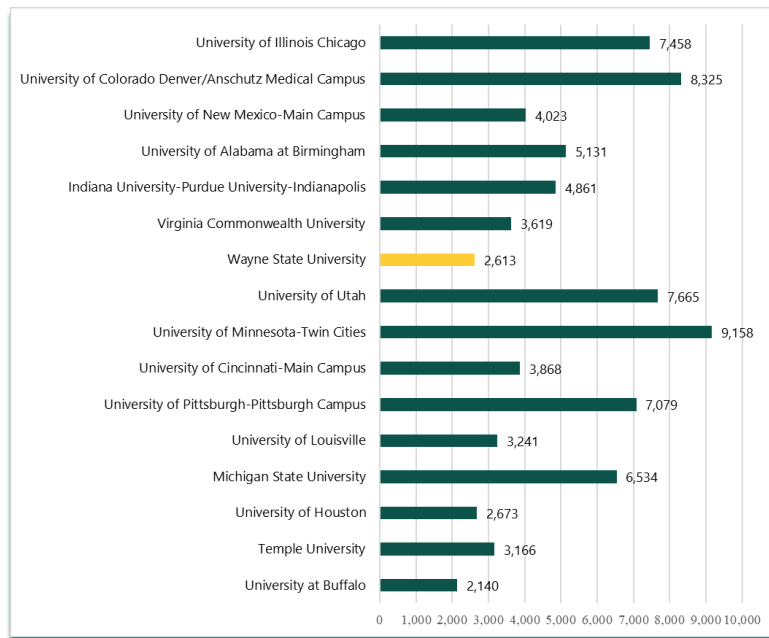
2. National Peer Institutions¹³

Comparative Analysis – Women Employment

In 2023, Wayne State University employed 2,613 women in full-time positions. Wayne ranks seventh among its national peer institutions in percentage of total women employed.

As of 12/31/2023 (Table 18)

National Peer Institutions 2023 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Illinois Chicago	11,595	7,458	64.3%	1
University of Colorado Denver/Anschutz Medical Campus	13,031	8,325	63.9%	2
University of New Mexico-Main Campus	6,664	4,023	60.4%	3
University of Alabama at Birmingham	8,836	5,131	58.1%	4
Indiana University-Purdue University-Indianapolis	8,495	4,861	57.2%	5
Virginia Commonwealth University	6,413	3,619	56.4%	6
Wayne State University	4,649	2,613	56.2%	7
University of Utah	13,677	7,665	56.0%	8
University of Minnesota-Twin Cities	16,360	9,158	56.0%	9
University of Cincinnati-Main Campus	6,994	3,868	55.3%	10
University of Pittsburgh-Pittsburgh Campus	12,962	7,079	54.6%	11
University of Louisville	5,944	3,241	54.5%	12
Michigan State University	12,046	6,534	54.2%	13
University of Houston	5,066	2,673	52.8%	14
Temple University	6,073	3,166	52.1%	15
University at Buffalo	4,469	2,140	47.9%	16



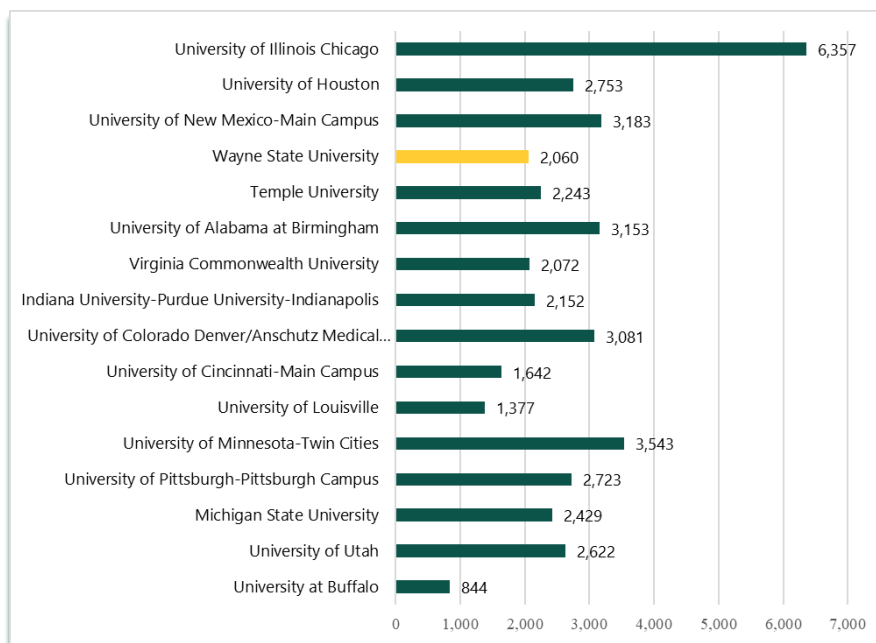
¹³ The Board of Governors has identified fifteen (15) universities as National Peer Institutions. These universities are listed for the most recent reporting year available (2021).

Comparative Analysis – Minority Employment

In 2023, Wayne State University employed 2,060 minorities in full-time positions. Wayne ranks fourth among its national peer institutions in total minorities employed with 44.3% of its employee population.

As of 12/31/2023 (Table 19)

National Peer Institutions 2023 Full-time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
University of Illinois Chicago	11,595	6,357	54.8%	1
University of Houston	5,066	2,753	54.3%	2
University of New Mexico-Main Campus	6,664	3,183	47.8%	3
Wayne State University	4,649	2,060	44.3%	4
Temple University	6,073	2,243	36.9%	5
University of Alabama at Birmingham	8,836	3,153	35.7%	6
Virginia Commonwealth University	6,413	2,072	32.3%	7
Indiana University-Purdue University-Indianapolis	8,495	2,152	25.3%	8
University of Colorado Denver/Anschutz Medical Campus	13,031	3,081	23.6%	9
University of Cincinnati-Main Campus	6,994	1,642	23.5%	10
University of Louisville	5,944	1,377	23.2%	11
University of Minnesota-Twin Cities	16,360	3,543	21.7%	12
University of Pittsburgh-Pittsburgh Campus	12,962	2,723	21.0%	13
Michigan State University	12,046	2,429	20.2%	14
University of Utah	13,677	2,622	19.2%	15
University at Buffalo	4,469	844	18.9%	16



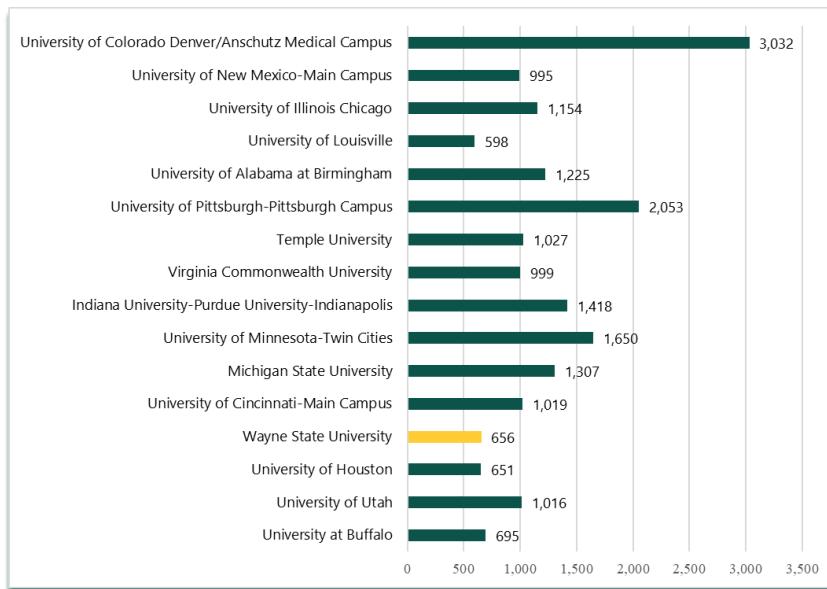
Comparative Analysis – Faculty Employment

Women Faculty

In 2023, Wayne State University employed 656 women in full-time Faculty positions.¹⁴ Wayne ranks 13th among its national peer institutions in total women faculty.

As of 12/31/2023 (Table 20)

National Peer Institutions 2023 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	4,980	3,032	60.9%	1
University of New Mexico-Main Campus	1,937	995	51.4%	2
University of Illinois Chicago	2,293	1,154	50.3%	3
University of Louisville	1,211	598	49.4%	4
University of Alabama at Birmingham	2,671	1,225	45.9%	5
University of Pittsburgh-Pittsburgh Campus	4,491	2,053	45.7%	6
Temple University	2,247	1,027	45.7%	7
Virginia Commonwealth University	2,201	999	45.4%	8
Indiana University-Purdue University-Indianapolis	3,138	1,418	45.2%	9
University of Minnesota-Twin Cities	3,691	1,650	44.7%	10
Michigan State University	2,926	1,307	44.7%	11
University of Cincinnati-Main Campus	2,287	1,019	44.6%	12
Wayne State University	1,478	656	44.4%	13
University of Houston	1,529	651	42.6%	14
University of Utah	2,417	1,016	42.0%	15
University at Buffalo	1,719	695	40.4%	16



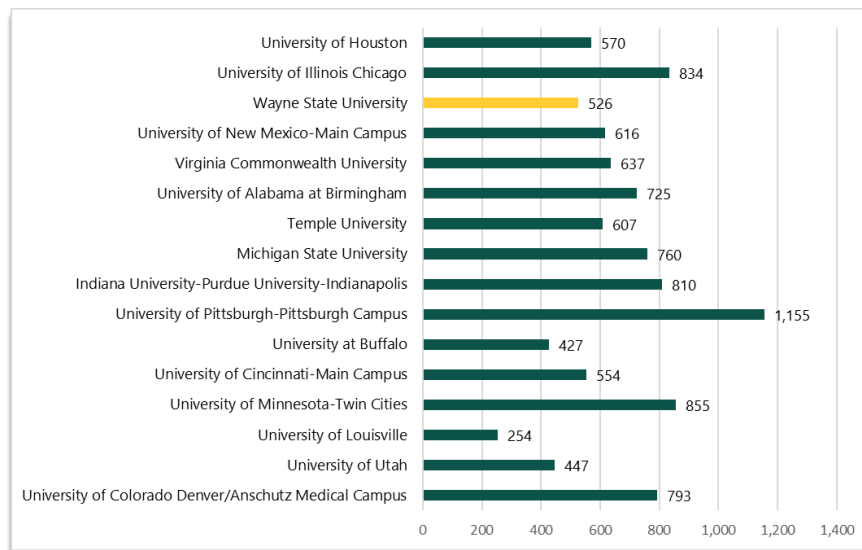
¹⁴ Faculty numbers reference both 2023 tenure/tenure-track (335) and non-tenured (321) employees.

Minority Faculty

In 2023, Wayne State University employed 526 full-time faculty who identify as underrepresented minorities.¹⁵ Wayne ranks third by a mere .78% behind second place among its national peer institutions in total minority faculty.

As of 12/31/2023 (Table 21)

National Peer Institutions 2023 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
University of Houston	1,529	570	37.3%	1
University of Illinois Chicago	2,293	834	36.4%	2
Wayne State University	1,478	526	35.6%	3
University of New Mexico-Main Campus	1,937	616	31.8%	4
Virginia Commonwealth University	2,201	637	28.9%	5
University of Alabama at Birmingham	2,671	725	27.1%	6
Temple University	2,247	607	27.0%	7
Michigan State University	2,926	760	26.0%	8
Indiana University-Purdue University-Indianapolis	3,138	810	25.8%	9
University of Pittsburgh-Pittsburgh Campus	4,491	1,155	25.7%	10
University at Buffalo	1,719	427	24.8%	11
University of Cincinnati-Main Campus	2,287	554	24.2%	12
University of Minnesota-Twin Cities	3,691	855	23.2%	13
University of Louisville	1,211	254	21.0%	14
University of Utah	2,417	447	18.5%	15
University of Colorado Denver/Anschutz Medical Campus	4,980	793	15.9%	16



¹⁵ Faculty numbers reference both 2023 tenure/tenure-track (331) and non-tenured (195) employees.

3. Analysis of Leadership Positions (Management Occupations)

This section includes a series of charts to represent Wayne’s ranking in a specific occupational category: Management Occupations. This category is based on the major group in the 2010 Standard Occupational Classification (SOC) Manual. As in the sections above, these charts include both a comparison of 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 12/31/2023 (Table 22)

Michigan Public Universities 2023 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-Flint	79	49	62.0%	1
University of Michigan-Ann Arbor	1,820	1,114	61.2%	2
Grand Valley State University	148	89	60.1%	3
Wayne State University	301	179	59.5%	4
Michigan State University	1,656	978	59.1%	5
University of Michigan-Dearborn	103	59	57.3%	6
Ferris State University	124	71	57.3%	7
Eastern Michigan University	233	129	55.4%	8
Oakland University	72	38	52.8%	9
Western Michigan University	78	37	47.4%	10
Central Michigan University	142	66	46.5%	11
Saginaw Valley State University	98	42	42.9%	12
Lake Superior State University	27	11	40.7%	13
Northern Michigan University	75	30	40.0%	14
Michigan Technological University	65	25	38.5%	15

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

As of 12/31/2023 (Table 23)

Michigan Public Universities								
2023 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	2	52	97	34	1	26	212	1,114
Michigan State University	3	35	69	43	0	6	156	978
Wayne State University	1	8	49	3	0	4	65	179
Ferris State University	0	2	4	0	0	1	55	71
Eastern Michigan University	0	4	21	4	0	2	31	129
Grand Valley State University	1	2	7	3	0	2	15	89
University of Michigan-Dearborn	0	2	7	3	0	2	14	59
University of Michigan-Flint	0	1	7	2	0	0	10	49
Oakland University	0	4	5	0	0	0	9	38
Western Michigan University	0	1	6	2	0	0	9	37
Central Michigan University	1	2	5	0	0	0	8	66
Saginaw Valley State University	0	1	2	0	0	1	4	42
Lake Superior State University	1	0	0	0	0	0	1	11
Northern Michigan University	1	0	0	0	0	0	1	30
Michigan Technological University	0	0	0	0	0	0	0	25

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Michigan Public Universities – Minority Employees in Management Occupations

As of 12/31/2023 (Table 24)

Michigan Public Universities 2023 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	301	94	31.2%	1
Eastern Michigan University	233	50	21.5%	2
Oakland University	72	15	20.8%	3
University of Michigan-Dearborn	103	20	19.4%	4
Grand Valley State University	148	28	18.9%	5
University of Michigan-Ann Arbor	1,820	342	18.8%	6
Western Michigan University	78	14	17.9%	7
University of Michigan-Flint	79	14	17.7%	8
Michigan State University	1,656	276	16.7%	9
Lake Superior State University	27	4	14.8%	10
Saginaw Valley State University	98	11	11.2%	11
Michigan Technological University	65	7	10.8%	12
Ferris State University	124	12	9.7%	13
Central Michigan University	142	12	8.5%	14
Northern Michigan University	75	3	4.0%	15

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

As of 12/31/2023 (Table 25)

Michigan Public Universities							
2023 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	5	87	155	53	1	41	342
Michigan State University	7	55	132	71	0	11	276
Wayne State University	1	12	67	7	0	7	94
Eastern Michigan University	0	9	33	6	0	2	50
Grand Valley State University	1	4	13	8	0	2	28
University of Michigan-Dearborn	0	4	9	5	0	2	20
Oakland University	0	6	9	0	0	0	15
University of Michigan-Flint	0	3	8	2	0	1	14
Western Michigan University	0	3	9	2	0	0	14
Central Michigan University	1	3	6	2	0	0	12
Ferris State University	0	3	6	1	0	2	12
Saginaw Valley State University	0	3	6	1	0	1	11
Michigan Technological University	0	5	1	1	0	0	7
Lake Superior State University	2	0	2	0	0	0	4
Northern Michigan University	1	0	1	0	0	1	3

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National Peer Universities – Women Employees in Management Occupations

As of 12/31/2023 (Table 26)

National Peer Institutions 2023 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	1,381	941	68.1%	1
University of Illinois Chicago	1,366	909	66.5%	2
University of Pittsburgh-Pittsburgh Campus	1,385	916	66.1%	3
University of Louisville	533	345	64.7%	4
University of Cincinnati-Main Campus	1,044	659	63.1%	5
University of New Mexico-Main Campus	408	257	63.0%	6
Temple University	1,120	679	60.6%	7
Virginia Commonwealth University	499	302	60.5%	8
University of Utah	1,577	946	60.0%	9
Wayne State University	301	179	59.5%	10
Michigan State University	1,656	978	59.1%	11
University of Houston	1,027	593	57.7%	12
University of Minnesota-Twin Cities	1,184	682	57.6%	13
University at Buffalo	362	208	57.5%	14
University of Alabama at Birmingham	467	254	54.4%	15
Indiana University-Purdue University-Indianapolis	167	81	48.5%	16

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

As of 12/31/2023 (Table 27)

National Peer Institutions								
2023 Full Time Women Employees in Management Occupations by Primary Ethnicity								
Institution Name	American Indian or Alaska Native	Asian	Black or African American/ Black Non-Hispanic	Hispanic or Latino/ Hispanic	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Women by Ethnicity	Total Women
University of Illinois Chicago	0	83	192	133	0	5	413	909
University of Houston	1	56	161	132	0	6	356	593
University of Colorado Denver/Anschutz Medical Campus	2	60	43	99	1	14	219	941
Temple University	3	35	128	35	1	9	211	679
University of Utah	4	46	15	71	6	15	157	946
Michigan State University	3	35	69	43	0	6	156	978
University of Cincinnati-Main Campus	0	13	90	22	0	8	133	659
University of New Mexico-Main Campus	3	9	10	107	0	2	131	257
University of Pittsburgh-Pittsburgh Campus	0	20	77	18	0	15	130	916
University of Minnesota-Twin Cities	4	32	34	16	0	8	94	682
Virginia Commonwealth University	1	8	68	5	0	4	86	302
University of Alabama at Birmingham	0	4	68	4	0	4	80	254
Wayne State University	1	8	49	3	0	4	65	179
University of Louisville	1	16	34	5	1	3	60	345
University at Buffalo	0	5	12	3	1	1	22	208
Indiana University-Purdue University-Indianapolis	0	2	11	2	0	1	16	81

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National Peer Universities – Minority Employees in Management Occupations

As of 12/31/2023 (Table 28)

National Peer Institutions				
2023 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	1,027	551	53.7%	1
University of New Mexico-Main Campus	408	191	46.8%	2
University of Illinois Chicago	1,366	583	42.7%	3
Wayne State University	301	94	31.2%	4
Temple University	1,120	345	30.8%	5
Virginia Commonwealth University	499	134	26.9%	6
University of Alabama at Birmingham	467	123	26.3%	7
Indiana University-Purdue University-Indianapolis	167	41	24.6%	8
University of Colorado Denver/Anschutz Medical Campus	1,381	328	23.8%	9
University of Cincinnati-Main Campus	1,044	197	18.9%	10
University of Louisville	533	95	17.8%	11
Michigan State University	1,656	276	16.7%	12
University of Utah	1,577	248	15.7%	13
University at Buffalo	362	52	14.4%	14
University of Minnesota-Twin Cities	1,184	169	14.3%	15
University of Pittsburgh-Pittsburgh Campus	1,385	188	13.6%	16

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

As of 12/31/2023 (Table 29)

National Peer Institutions							
2023 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	1	122	267	184	0	9	583
University of Houston	1	107	222	209	1	11	551
Temple University	6	66	204	53	2	14	345
University of Colorado Denver/Anschutz Medical Campus	2	89	66	146	1	24	328
Michigan State University	7	55	132	71	0	11	276
University of Utah	6	72	29	104	9	28	248
University of Cincinnati-Main Campus	0	25	121	40	0	11	197
University of New Mexico-Main Campus	5	16	14	149	1	6	191
University of Pittsburgh-Pittsburgh Campus	0	29	108	30	0	21	188
University of Minnesota-Twin Cities	6	56	64	28	0	15	169
Virginia Commonwealth University	1	15	95	15	0	8	134
University of Alabama at Birmingham	0	10	101	5	2	5	123
University of Louisville	1	28	50	10	1	5	95
Wayne State University	1	12	67	7	0	7	94
University at Buffalo	1	16	24	6	1	4	52
Indiana University-Purdue University-Indianapolis	0	13	18	6	0	4	41

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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 Policy which prohibits discrimination and harassment on the bases of protected classifications and retaliation for engaging in civil rights activities.¹⁶ 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 determines that the allegations, if sustained, would be reasonably likely to result in the need for prompt remedial measures potentially involving disciplinary action, a formal complaint will be initiated, a *formal complaint* is initiated and a full investigation is conducted. All 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 listed as "formal complaints."

a) Initial Inquiries

During the 2023 calendar year, the OEO opened seven (7) initial inquiries. Six of the seven inquiries were closed without opening a formal complaint investigation in 2023.¹⁷

b) Complaints

During the 2023 calendar year, the OEO investigated a total of ten (10) formal complaints. Two (2) complaints were opened internally by the OEO. Eight (8) complaints were received from external agencies. Two of the ten external complaints were closed without a cause finding. Six (6) formal complaints from external agencies remain open.

¹⁶ 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, which is handled by our Title IX office and reported to the Board in June each year. It is anticipated that the final rulemaking amending the Title IX regulations will be released this spring and our interim policy will be revised accordingly. See: <https://policies.wayne.edu/appm/10-13-interim-title-ix-sexual-misconduct>.

¹⁷ One of the seven (7) inquiries moved to a formal complaint in 2024.

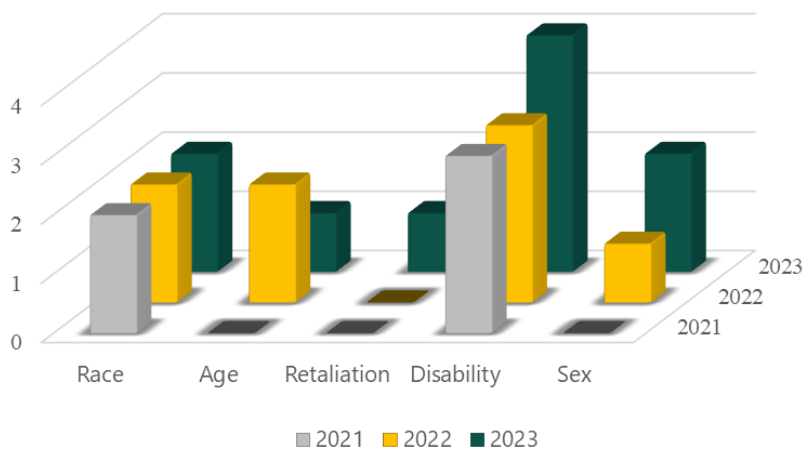
2023 Complaints by Claim and Investigating Unit

As of 12/1/2023 (Table 30)

Claim Type	Allegations	Investigating Unit	Year of Filing	Determination/Outcome/Status
Disability	Hostile Environment/Retaliation	EXTERNAL AGENCY	2023	Open Case
	Other Terms & Conditions	EXTERNAL AGENCY	2023	Open Case
	Failure to Accommodate	EXTERNAL AGENCY	2023	Open Case
	Failure to Accommodate	EXTERNAL AGENCY	2023	Closed: No Cause Finding
Race	Other Terms & Conditions	EXTERNAL AGENCY	2023	Open Case
	Other Terms & Conditions	INTERNAL INVESTIGATION	2023	Open Case
Sex	Other Terms & Conditions	EXTERNAL AGENCY	2023	Open Case
	Hostile environment/Retaliation	INTERNAL INVESTIGATION	2023	Open Case
Age	Failure to hire	EXTERNAL AGENCY	2023	Closed: No Cause Finding
Retaliation	Student conduct charge	EXTERNAL AGENCY	2023	Open Case

3 Year Complaint Comparison by Category

Chart 11



Compared to 2022, the number of inquiries decreased by ten (10) and the number of formal complaints increased by two (2). Complaints are categorized by the primary type of discrimination claim made by the Complainant. The ten (10) formal complaints opened in the year 2023 included

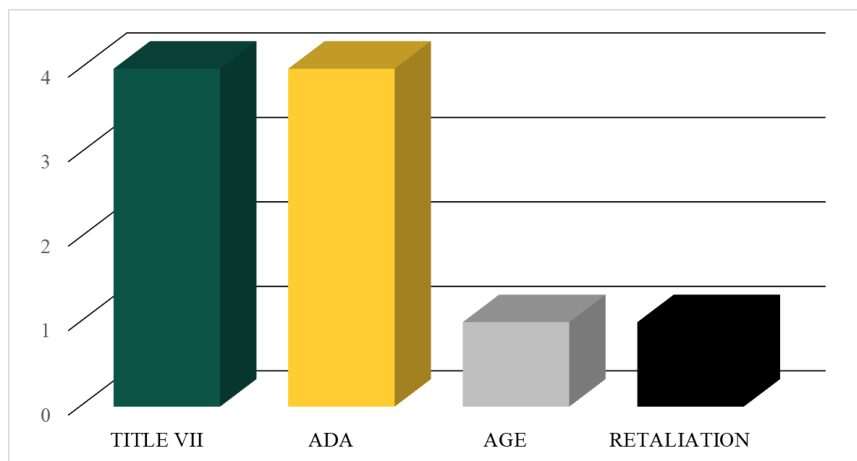
four (4) complaints based on disability, two (2) complaints based on race and sex respectively, one (1) complaint based on age and one (1) retaliation complaint. In comparison, the four most frequent bases for complaints filed during 2022 were disability three (3), race and age two (2) each, and one (1) case based on sex.

The OEO also categorizes complaints by the federal statute consistent with the protected categories as identified under university policy. In 2023, 40% of the complaints involved classifications protected by the Americans with Disabilities Act of 1990, 42 U.S.C. § 12101 et seq. (“ADA”), and 40% by Title VII of the Civil Rights Act of 1964 § 7, 42 U.S.C. § 2000e et seq. There was one (1) complaint filing alleging age discrimination as defined under the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621 et seq. (“ADEA”) and One complaint filed alleging retaliation as defined by 42 U.S.C. § 12203.

Total Complaint Activity by Type of Claim

Chart 12

CY 2023



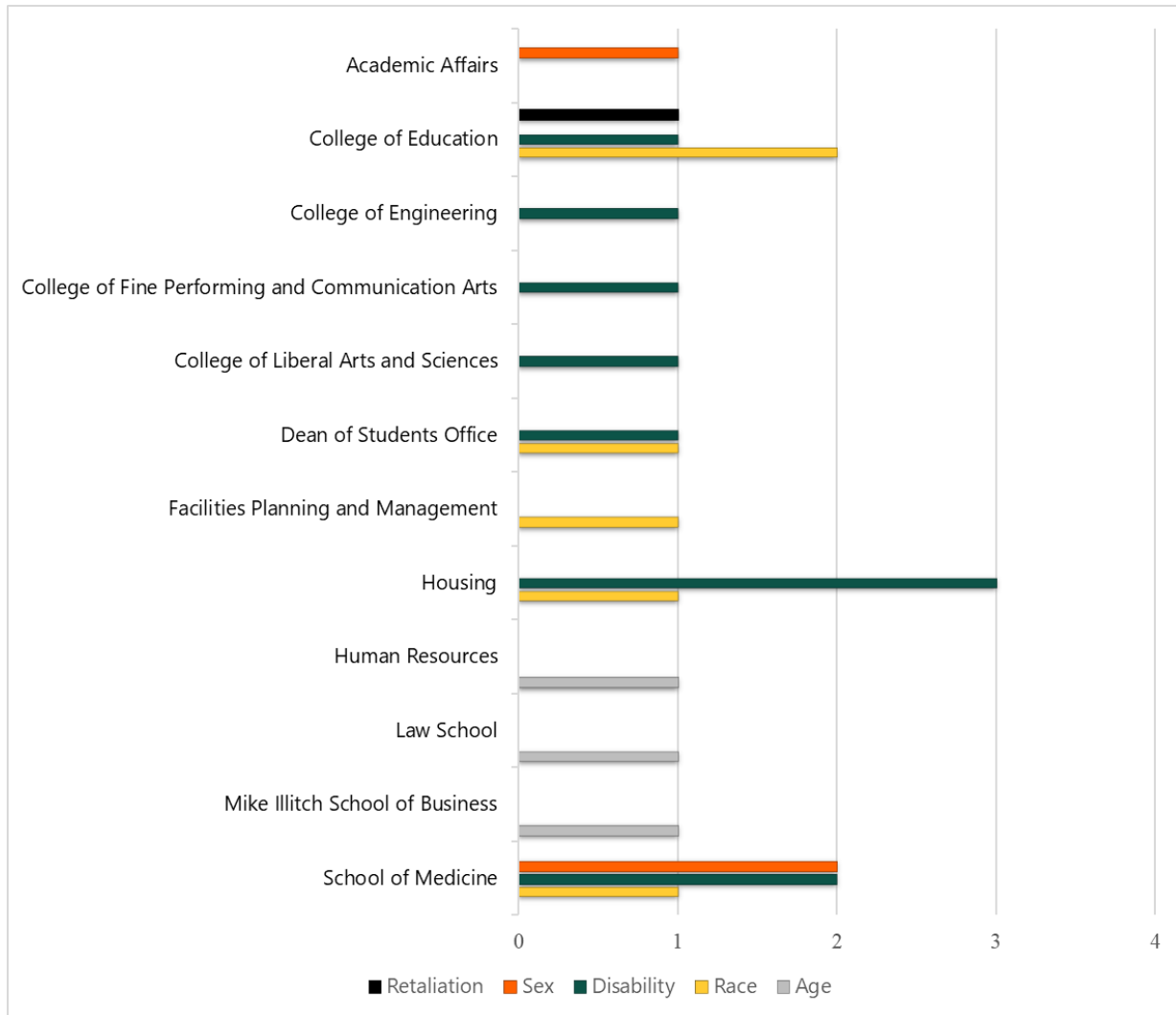
The OEO is proactive in matters of discrimination and harassment and works closely with the Office of the General Counsel, the Title IX Office, the Dean of Students and Human Resources and parties at the School, College and division levels in an effort to resolve complaints. The OEO collaborates with these offices to design and implement employee education programs on an as-needed basis tailored to their individual needs. In 2023, the OEO provided training, which was, for the most part, virtual by request to departments and units 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. Employees are told how to report harassment and encouraged to do so and advised that they are protected from retaliation by University policy.

Table 31 below shows the breakdown of formal complaints¹⁸ 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 (43.4%), which was similar in 2022 at 43.5%. The greatest number of complaints originated from the School of Medicine five (5), the College of Education four (4), and Housing also at four (4) complaints.

¹⁸ 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.

2021 – 2023 Complaints by School/College/Division and Protected Basis

Chart 13



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 in 2020 with the onset of the coronavirus pandemic and has continued through 2023, primarily due to conditions which cause an increased risk of contracting COVID-19 and the rise in flexible working arrangements and remote work that accommodates various medical issues.

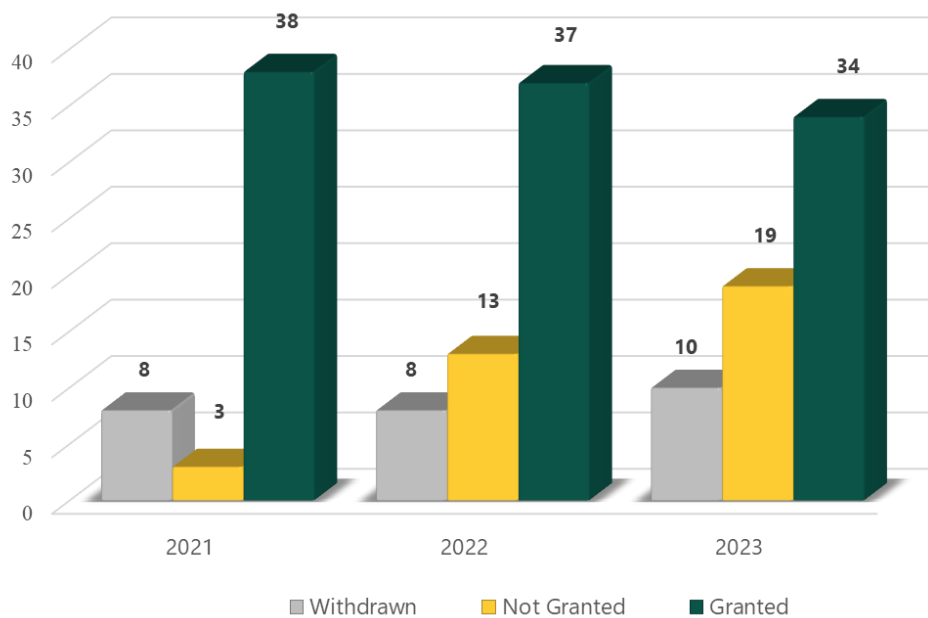
WSU is required to provide reasonable accommodations to all faculty and staff with documented disabilities and applicants for employment who seek accommodation in the job application process. A person with a disability is someone who has a physical or mental impairment that substantially limits one or 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 2023, the OEO received 63 requests for reasonable accommodations from WSU faculty and staff. Ten (10) of these were either withdrawn by the employee or requested information was not provided. The OEO engaged in the interactive process for 53 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, 34 requests for reasonable accommodations in 2023. Twenty 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.

2021 – 2023 Accommodation Requests – 3 Year Comparison

Chart 14



III. HIGHLIGHTS OF OFFICE OF EQUAL OPPORTUNITY ACTIVITIES

2023 was a year of welcome changes to Michigan law that provided new protections for Michigan workers. On June 8, 2023, the Michigan Legislature passed an amendment to the Elliott-Larsen Civil Rights Act called Creating a Respectful and Open World for Natural Hair or “CROWN” Act, which expands the definition of race discrimination to include discrimination based on hair and other traits associated with racial or ethnic identity. On the federal level, on June 27, 2023, new legislation was passed to protect pregnant and nursing employees under two statutes called the Pregnant Workers Fairness Act and the PUMP for Nursing Mothers Act. This statutory scheme provides pregnant employees with reasonable accommodations similar to employees with disabilities, and nursing mothers reasonable break times and lactation spaces to pump breast milk at work.

The Pregnant Workers Fairness Act in particular required OEO to get training and provide a new process for pregnant employee accommodations, which we have provided throughout 2023. We attended available trainings and seminars offered by the EEOC and National Association of College and University Attorneys on these and other new statutes and topics related to our work, including disability accommodations, discrimination in higher education and Title IX to remain well-informed regarding the legal issues and best practices in our field.

In 2023, the Office of Equal Opportunity continued to provide discrimination and harassment training to various departments across the 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 seventy-two (72) faculty and executive search committee members in 2023. 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. Ultimately, as noted above, this process helps to identify a diverse pool of candidates and eliminates implicit bias in the hiring process, thus contributing to the hiring of diverse faculty candidates.

The Office of Equal Opportunity continues to offer all of its services on a hybrid basis with flexible, in-person and virtual options to increase accessibility and convenience for the University community. All complaints, reports, and requests for disability and pregnancy accommodations can be filed online via the OEO website. Meetings and interviews related to inquiries, investigations and the accommodation interactive process are offered both virtually and in-person. The Office continued to see a large number of ADA accommodation requests and disability complaints. 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 launched in 2024.

Finally, the OEO became fully staffed in 2023 with the hire of an Equal Opportunity Specialist, Ryan Kelly, a 2020 graduate of Emory University School of Law. Two of our employees were recognized for many years of service at the 2023 Employee Recognition Ceremony: Tommy Martin, who was promoted to Associate Director of OEO in 2022, is a fifteen-year veteran of the OEO and 30-year WSU employee, and Brandy Banks, Director of the Title IX Office for 15 years of University service. Their wealth of institutional and subject-matter expertise are invaluable resources for OEO. Shay Cooper continues to grow in her role as Office of Equal Opportunity Coordinator and provides outstanding support for both OEO and the Title IX Offices. Amy Stirling Lammers, AVP of the Office of Equal Opportunity and Title IX, recently celebrated her 17-year anniversary with Wayne State, four years of which (with a 13-year break working as an Assistant General Counsel) have been in the Office of Equal Opportunity. Amy, Tommy, Brandy and Shay are all proud WSU alumni.

IV. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM¹⁹

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 suppliers and service providers, and leads to ongoing successful 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 IV.E.**, below.

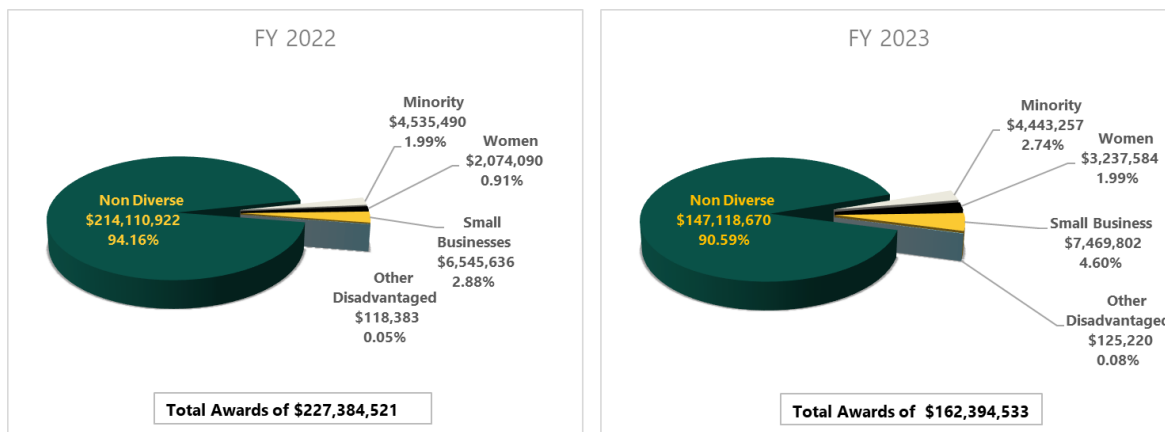
During fiscal year 2023, overall purchase order expenditures (POs) issued decreased from \$227.3 million to \$162.4 million, or by 28.6%. Non-construction POs were up from \$144.0 million to 152.4 million, or 5.8%. New PO’s for construction were down significantly, from \$83.3 million in 2022 to \$10.0 million in 2023. This is a result of the aforementioned 2022 \$60 million State Hall construction PO and the \$10 million Art Building HVAC PO. Significant construction projects POs for 2023 include \$1.3 million for Art Building Elevator Renovations, \$1.1 million for the Matthaei Tennis Court replacement project, \$485k for the Campus walkways renovation effort, and many other smaller projects.

A. TOTAL SPEND - 2023

Total dollars awarded for all purchased (construction and general services) amounted to \$162.4 Million in FY 2023, compared to \$227.4 million in FY 2022. Of those amounts, \$4.4 million was awarded to minority-owned businesses in FY 2023, compared to \$4.5 million in FY 2022. Women-owned businesses were awarded \$3.2 million in FY 2023, compared to \$2.1 million in FY 2022. Thus, Diversity Spend in FY 2023 equals \$7.7 million or 4.7% of our total PO spend. Other disadvantaged groups or small businesses add an additional \$7.6 million or 4.7%, for a total diversity and disadvantaged groups spend of 9.4%

Comparison of Total PO Activity - 2023

(Charts 15 and 16)



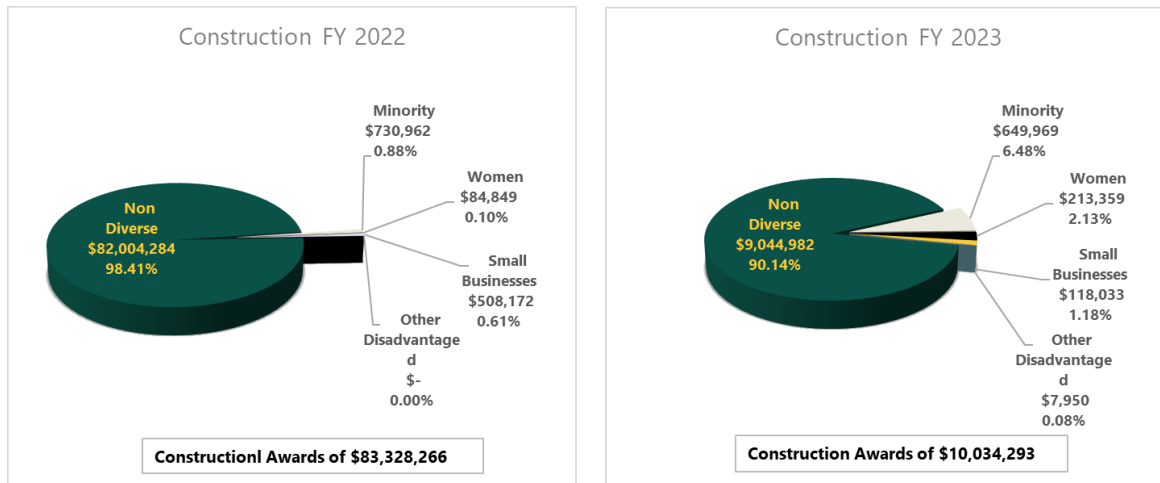
¹⁹ This section contributed by Kenneth Doherty, Associate Vice President for Procurement and Strategic Sourcing.

B. CONSTRUCTION AND PROFESSIONAL DESIGN SERVICE CONTRACTS RELATED TO CONSTRUCTION

Total dollars awarded for all construction and architectural or engineering service contracts amounted to \$10.0 million in FY 2023, compared to \$83.3 million in FY 2022. Of the 2022 amount, 6 individual projects account for \$76 million. In FY 2023, \$650k was awarded to minority-owned construction businesses, compared to 731k in FY 2022. Women-owned construction firms were awarded \$213k in FY 2023, compared to \$85k in FY 2022.

Comparison of Total Construction Contract Awards

(Charts 17 and 18)

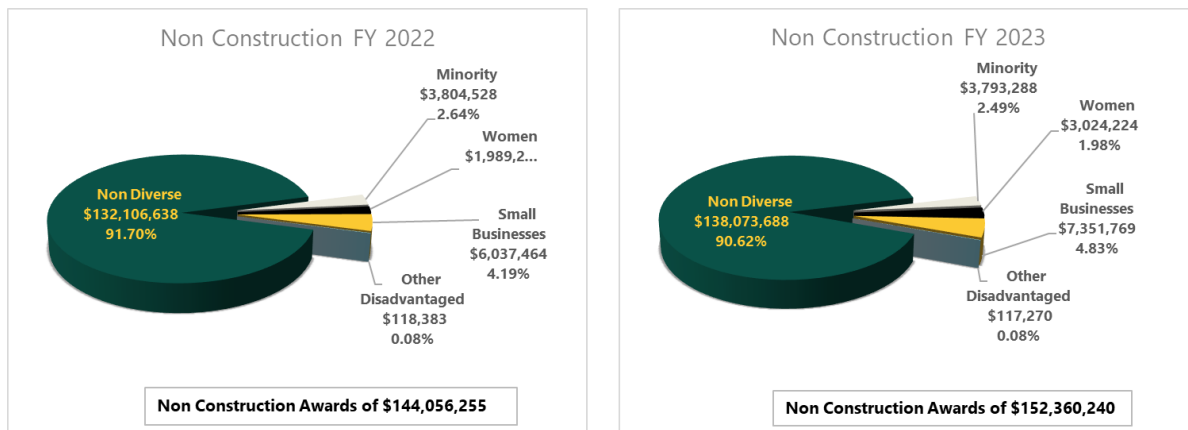


C. GENERAL PURCHASING (Non- Construction Goods and Services)

Funds expended on non-construction purchases of goods and services increased from \$144.1 million in FY2022 to \$152.4 million in FY2023. In FY 2023, \$3.8 million was awarded to minority-owned businesses, about the same amount as in FY 2022. Women-owned firms were awarded \$3.0 million in FY 2023, compared to \$2.0 million in FY 2022. Combined with small and other disadvantaged businesses, total diversity spend in non-construction spending comes to \$14.3 million or 9.3%.

Comparison of Total General Purchasing Awards

(Charts 19 and 20)



D. OUTSIDE COUNSEL FEES

In 2023, Wayne State University made direct payments in outside counsel fees in the gross amount of \$2,052,055.03 of, which \$1,036,442.79, supported patents, licenses and technology transfers and \$1,015,612.24 was for all other legal matters. In addition, OGC received reimbursements in the amount of \$288,549.19 for PEPPAP related matters from The School of Medicine. Wayne also authorized payments to outside counsel through the Michigan University Self-Insurance Corporation (MUSIC) in the amount of \$134,952.34.

Direct payments in the amount of \$53,101 and MUSIC payments in the amount of \$62,221 were made to women and minority-owned law firms. Overall, women-owned/partner firms were paid \$84,165.76 and minority-owned firms were paid \$63,179.33.

Minority Firms

Milton T. Means, and Albert T. Nelson 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 Foster, Swift, and Collins, P.C., provided investigatory services. The firm of Rebecca Veidlinger provides sexual misconduct and Title IX investigation and training.

2019-2023 Supplier Diversity – 5 Year Trend

As of 9/30/2023 – (Table 31)

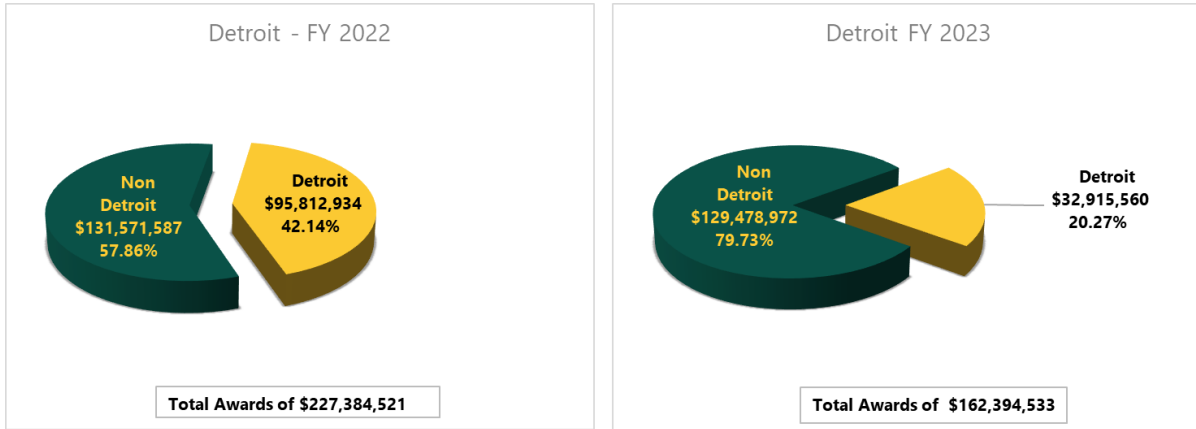
Year	Construction				General Purchasing				Legal Fees	
	Minority	Women	Small Bus	Other	Minority	Women	Small Bus	Other	Minority	Women
2019	0.4%	0.2%	0.0%	1.6%	3.0%	2.5%	0.0%	1.6%	3.0%	26.6%
2020	0.2%	1.4%	0.9%	0.0%	2.4%	2.1%	1.5%	0.1%	20.1%	3.5%
2021	0.6%	2.8%	0.1%	0.0%	3.5%	3.4%	2.4%	0.1%	0.9%	4.5%
2022	0.5%	0.1%	0.3%	0.0%	1.7%	0.9%	2.7%	0.1%	5.4%	8.5%
2023	0.4%	0.1%	0.1%	0.0%	2.3%	1.9%	4.5%	0.1%	3.1%	4.1%

E. DETROIT-BASED BUSINESS

In addition to Diverse business, Procurement monitors the level of spend with Detroit-based and Michigan-based businesses. These measurements are 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 \$32.9 million or 20.0% in 2023, as compared to \$95.8 million or 42.1% in 2022.

Comparison of Detroit-Based Business Awards

(Charts 21 and 22)

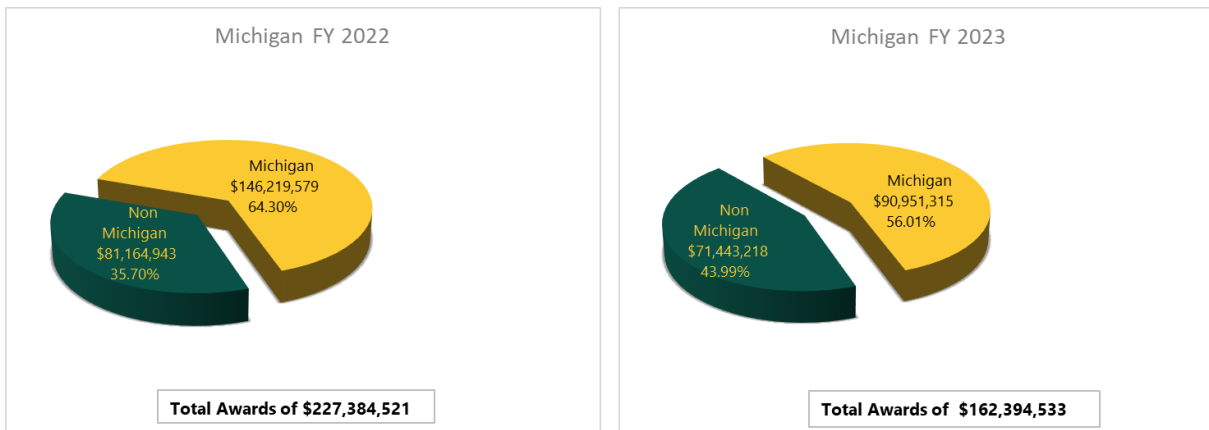


F. MICHIGAN-BASED BUSINESS

The level of spend with Michigan-based businesses, is at \$90.2 million or 56.0% in 2023, as compared to \$146.2 million or 64.3% in 2022.

Comparison of Michigan-Based Business Awards

(Charts 23 and 24)



G. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES

Michigan Minority Supplier Development Council (MMSDC)

Wayne State continues engage with the Michigan Minority Supplier Development Council, and has been a member for more than 35 years. This organization is the driving force behind supplier diversity in the State of 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. MMSDC is largely responsible for the annual Michigan Minority Procurement Conference (MMPC), held in Huntington Place each year.

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 potential minority and women-owned businesses.

Small & Diverse Business Workshops

As one of Detroit’s top 10 employers, 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, and will be attending the March 2024 event,
- The Michigan Minority Procurement Conference in August 2022 and May 2023, and will be attending the May 2024 conference at the Huntington Place,
- The Turner School of Construction Management for small and diverse contractors in September 2022 and October 2023,
- The Great Lakes Women’s Business Conference in September 2022 and September 2023,
- Michigan Hispanic Chamber of Commerce (MHCC) Annual Matchmaker Trade Fair in May 2019 and May 2023,
- The Macomb Community College APEX - Meet the Buyers event in August 2022 and August 2023, and will be attending the March 2024 event,

- The Schoolcraft College APEX (formerly PTAC) - Meet the Buyers event in June 2021 (virtual) and July 2023
- The Wayne State University APEX Meet the Buyers event in April 2019 and March 2023

PROPOSAL 2

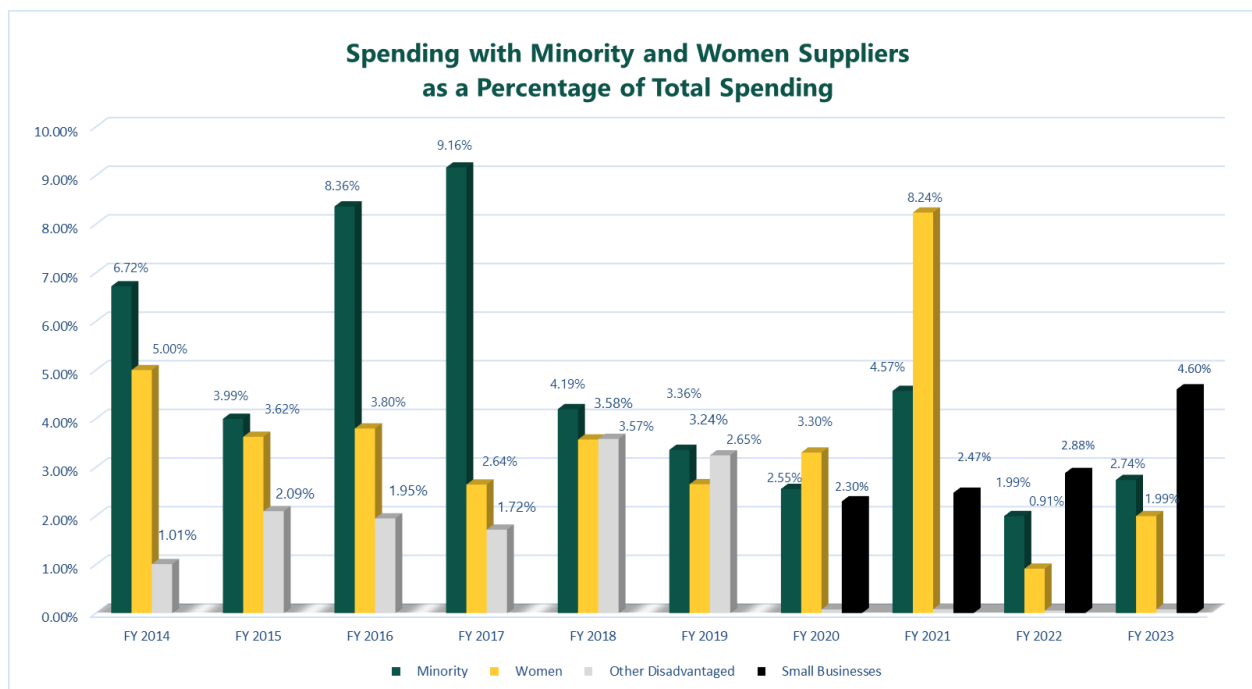
The “Michigan Civil Rights Initiative,” commonly known as “Proposal 2,” was a ballot initiative that became Michigan law on December 22, 2006. The ballot proposal amended the Michigan Constitution to become Article I, Section 26 to bar the use of “preferences” based on race, sex, color, ethnicity or 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 25



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) System²⁰ is used by Federal statistical agencies to classify workers and jobs into occupational categories for the purpose of collecting, calculating, analyzing, or disseminating data. The SOC is designed to reflect the current occupational structure of the United States; it classifies all occupations in which work is performed for pay or profit. The SOC covers all jobs in the national economy, including occupations in the public, private, and military sectors. All Federal agencies that publish occupational data for statistical purposes are required to use the SOC to increase data comparability across Federal programs.

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

2010 SOC Major Groups

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

²⁰ http://www.bls.gov/soc/soc_2010_user_guide.pdf

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 women 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.

VII. 2022 Data Tables

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

As of 12/31/2022 – (Table 32)

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%
TOTALS	4,494	1,065 23.7%	653 14.5%	150 3.3%	9 0.2%	6 0.1%	61 1.4%	1,944 43.3%	21 0.5%	2,514 55.9%

2022 Full-time Faculty - Tenure and Non-Tenure System

As of 12/31/2022 – (Table 33)

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 Total Tenure System Faculty by Rank

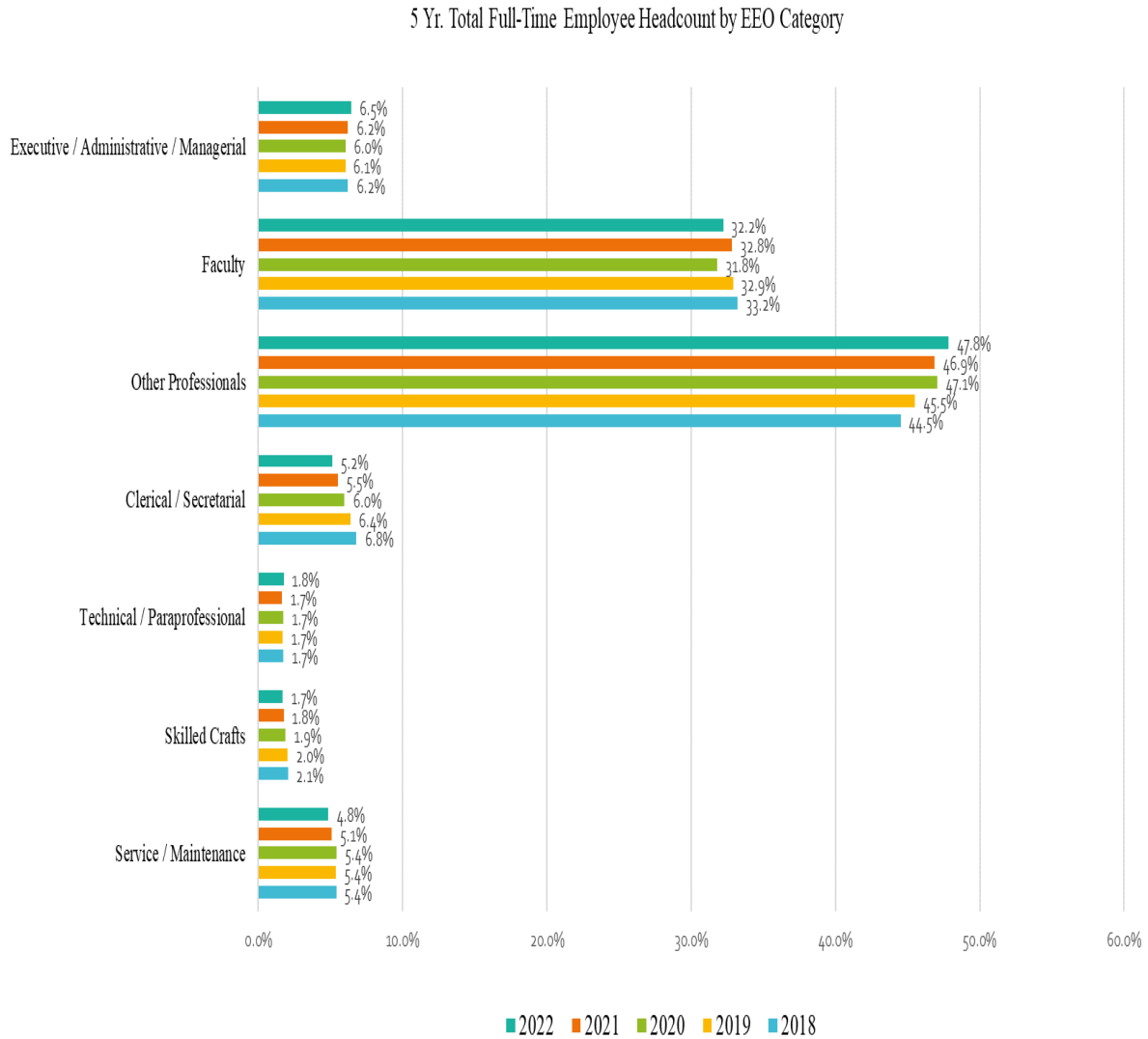
As of 12/31/2022 (Table 34)

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
Totals	863	45 5.2%	233 27.0%	28 3.2%	2 0.2%	1 0.1%	4 0.5%	313 36.3%	0	325 37.7%	550 63.7%

VIII. Five Year Comparison Graphs – 2018-2022

Total Employee Headcount by EEO Category – Academic and Non-Academic Full-time

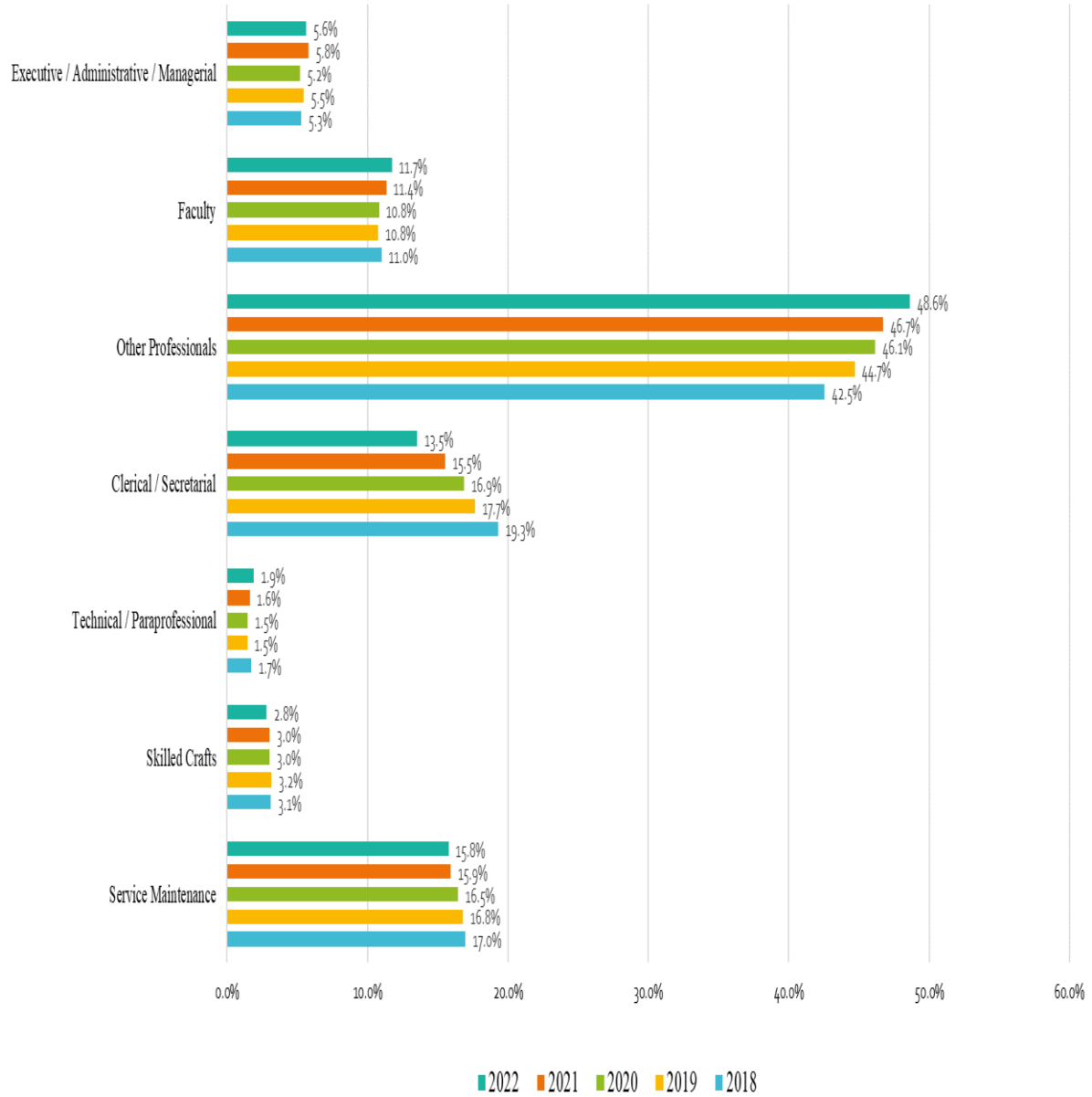
(Chart 26)



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

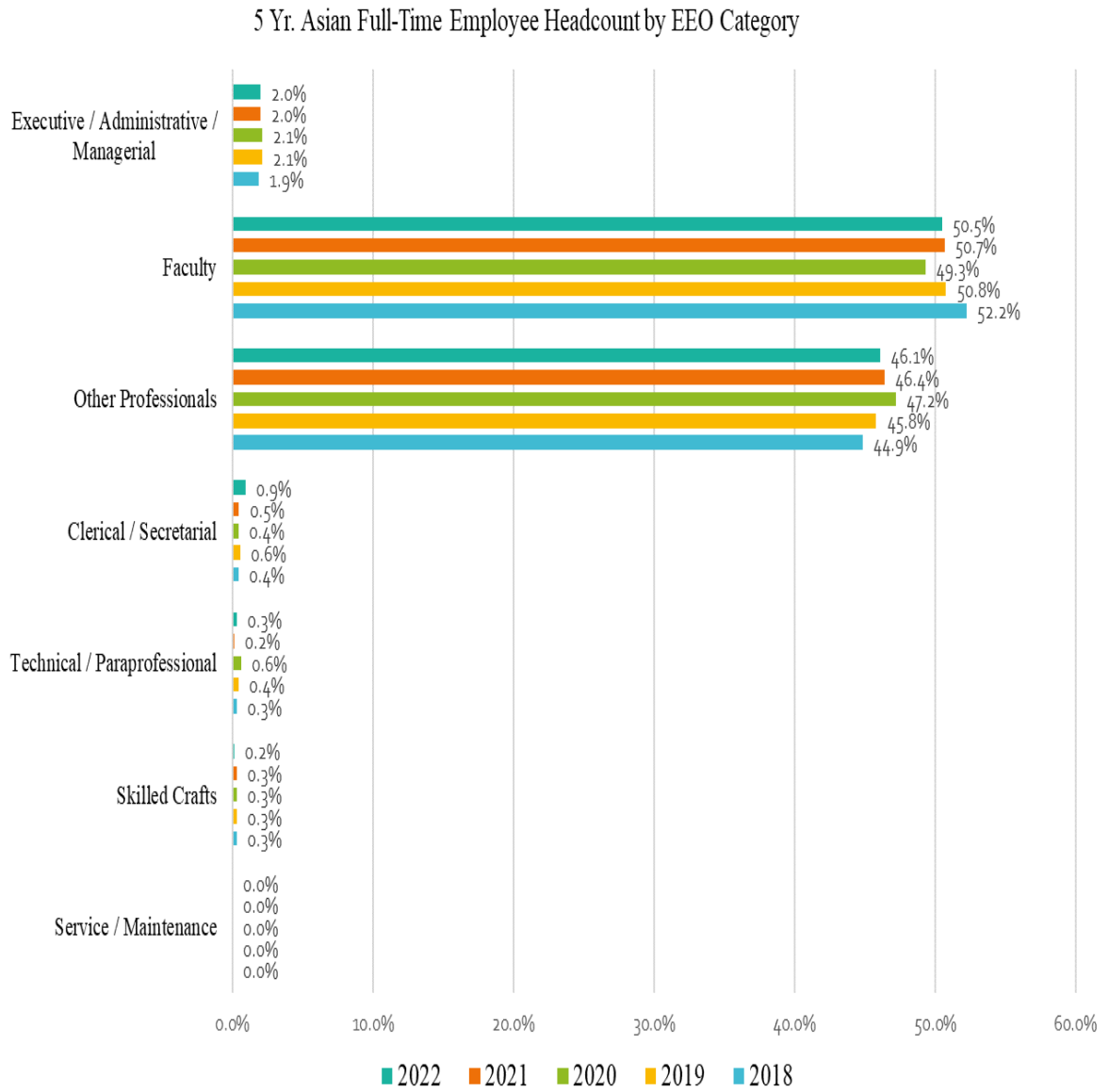
(Chart 27)

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



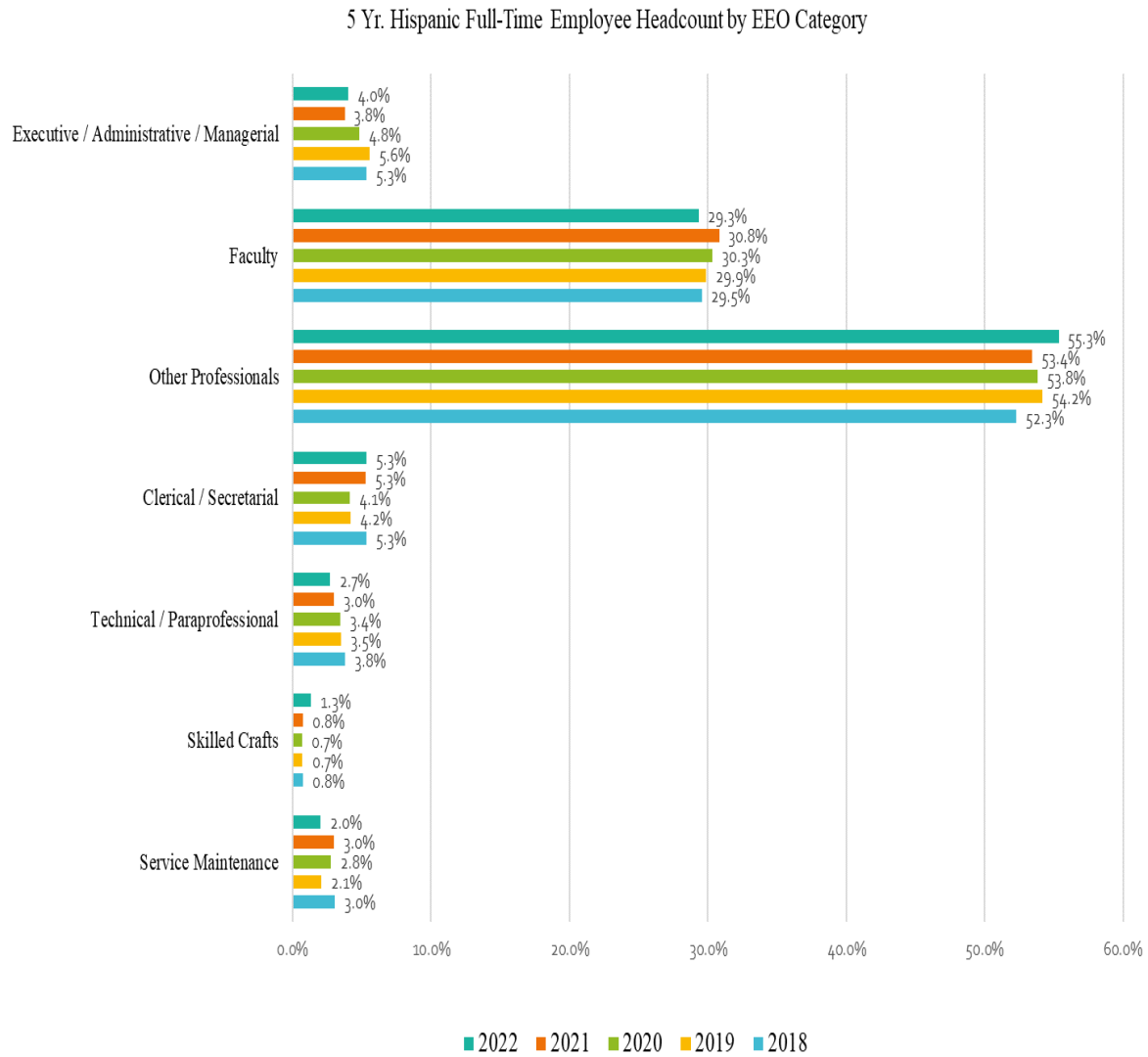
Asian Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 28)



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

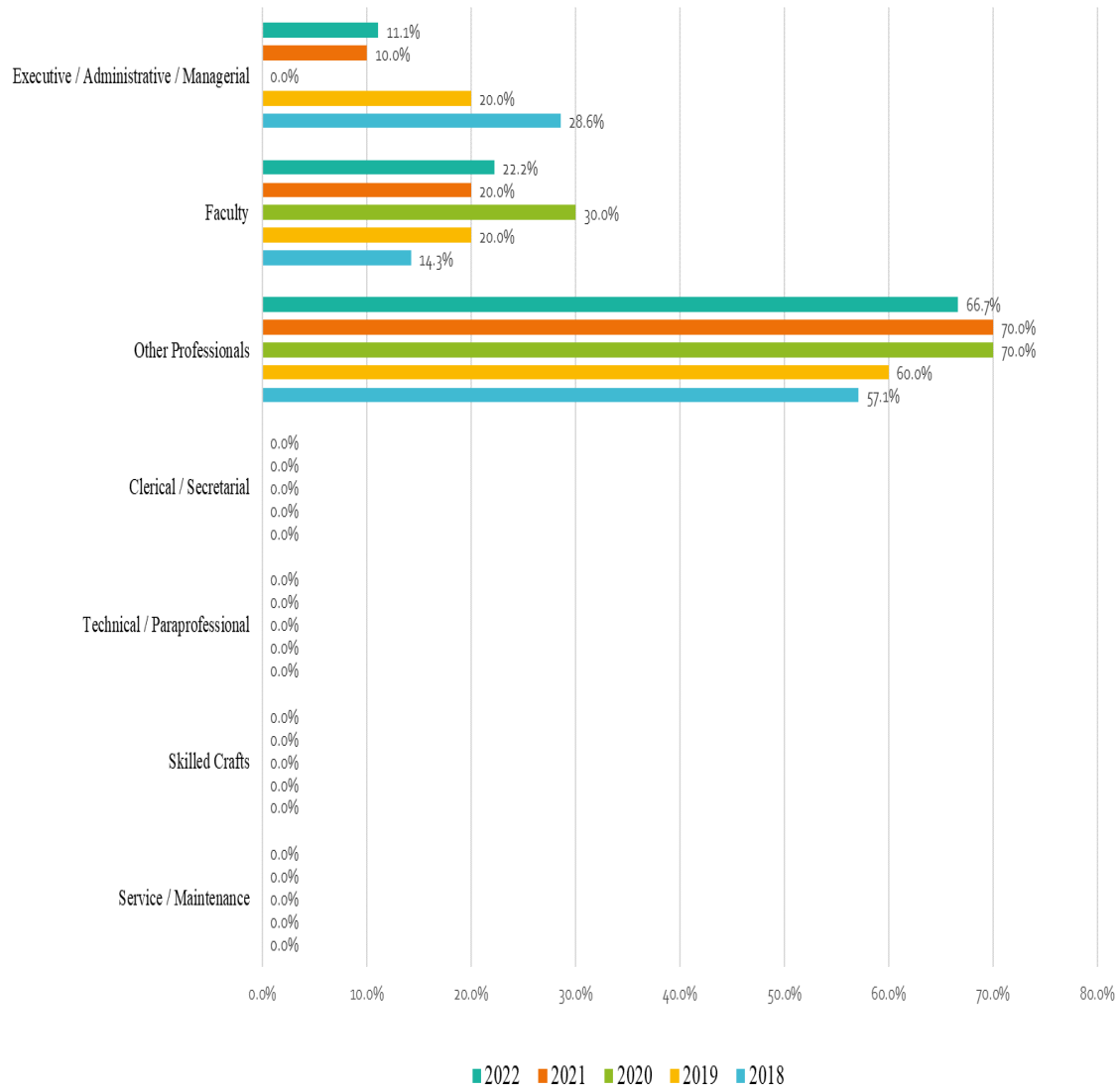
(Chart 29)



American Indian/Alaskan Native Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 30)

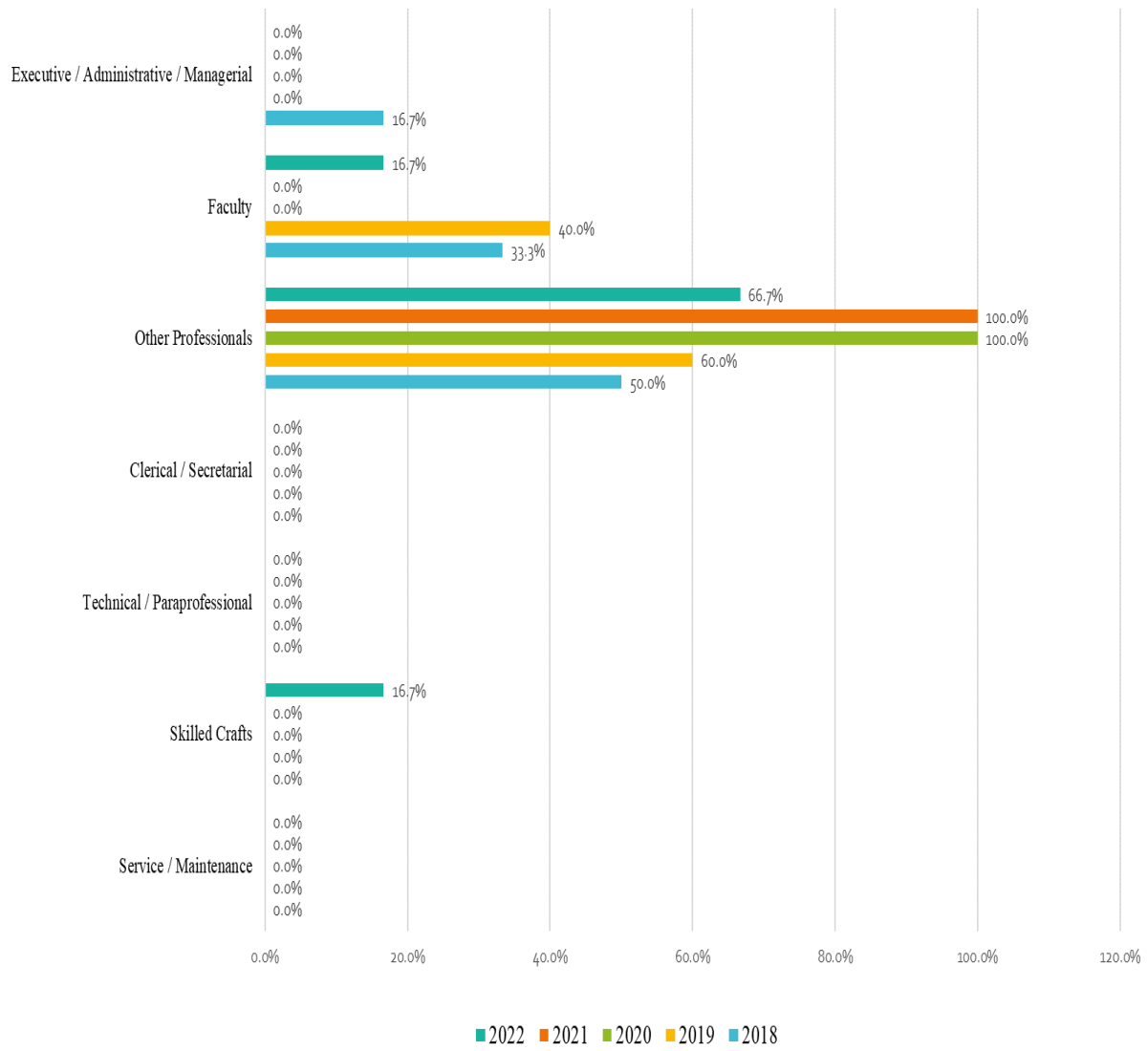
5 Yr. American Indian/Alaskan Native Full-Time Employee Headcount by EEO Category



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

(Chart 31)

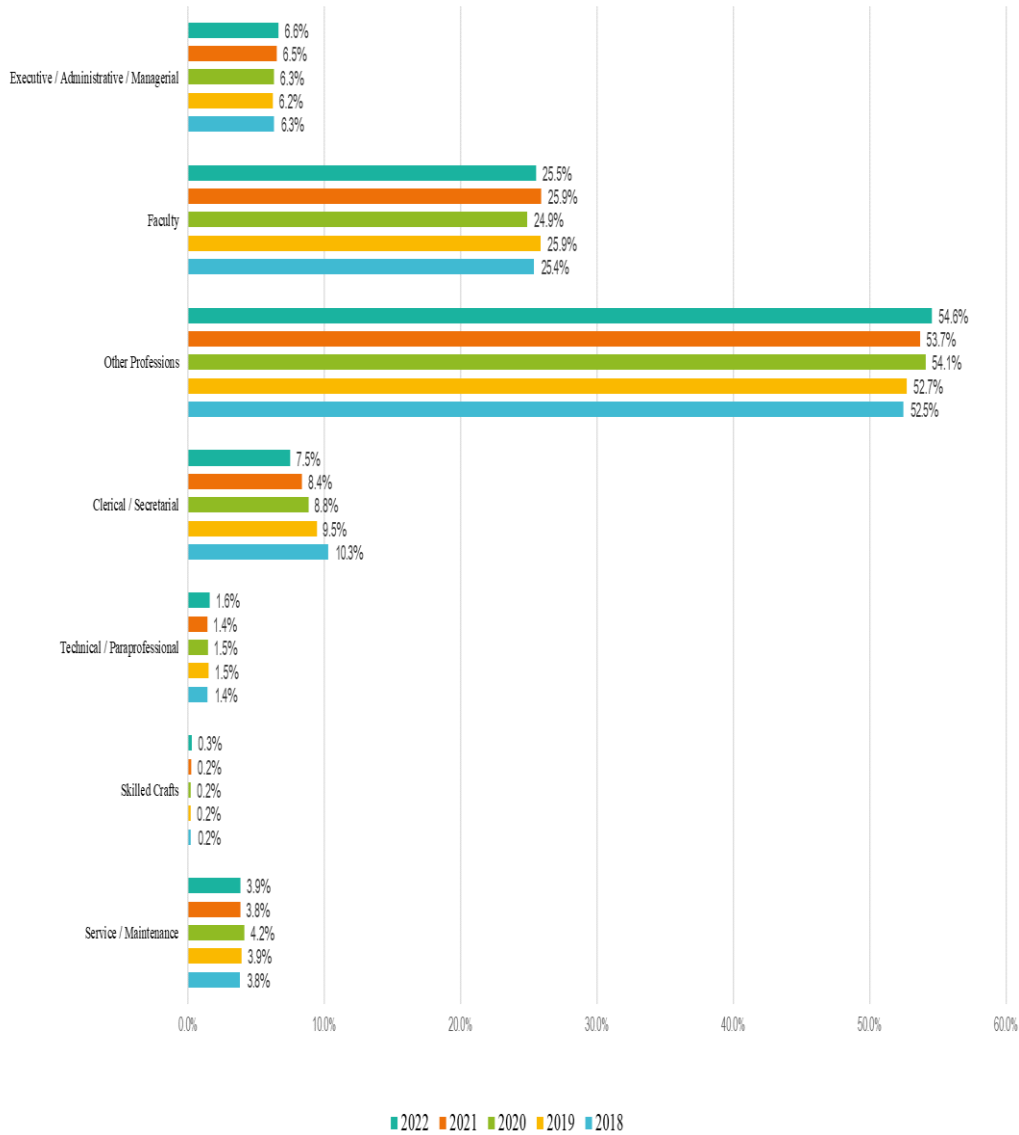
5 Yr. Native Hawaiian/ Other Pacific Islander Full-Time Employee Headcount by EEO Category



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

(Chart 32)

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



IX. Summary of Tables and Charts

SUMMARY OF TABLES

Table 1:	Minority Representation Compared to Regional Availability	7
Table 2:	2023 Full-time Women and Minority Employment.....	8
Table 3:	2023 Total Full-time Academic and Non Academic Employee Headcount.....	8
Table 4:	2023 Total Full-Time Women Employee Headcount.....	9
Table 5:	2023 Full-time Faculty - Tenure and Non-Tenure System	10
Table 6:	2023 Tenure System Faculty by Rank	13
Table 7:	2023 Full-time Faculty Promotions - Tenure and Tenure Track System.....	13
Table 8:	2023 Tenure/Tenure-Track Faculty by School/College/Division – Minorities	16
Table 9:	2023 Tenure/Tenure-Track Faculty by School/College/Division – Women	16
Table 10:	2023 Non-Tenure Faculty by Rank.....	16
Table 11:	2023 Total Full-Time Non-Academic Employee Headcount	19
Table 12:	Temporary Employees by Position Classification and Gender.....	20
Table 13:	Temporary Employees by Position Classification and Race	20
Table 14:	Comparative Analysis (MPU) – Women Employment	21
Table 15:	Comparative Analysis (MPU) – Minority Employment.....	23
Table 16:	Comparative Analysis (MPU) – Women Faculty Employment.....	24
Table 17:	Comparative Analysis (MPU) – Minority Faculty Employment	25
Table 18:	Comparative Analysis (NPI) – Women Employment.....	26
Table 19:	Comparative Analysis (NPI) – Minority Employment	26
Table 20:	Comparative Analysis (NPI) – Women Faculty Employment.....	28
Table 21:	Comparative Analysis (NPI) – Minority Faculty Employment	29
Table 22:	Michigan Public Universities – Women Employees in Management.....	30
Table 23:	Michigan Public Universities – Women Employees by Primary Ethnicity	31
Table 24:	Michigan Public Universities – Minority Employees in Management	32
Table 25:	Michigan Public Universities – Minority Employees by Primary Ethnicity	33
Table 26:	National Peer Universities – Women Employees In Management Occupations	33
Table 27:	National Peer Universities – Women Employees In Management by Primary Ethnicity.....	35
Table 28:	National Peer Universities – Minority Employees In Management Occupations.....	35
Table 29:	National Peer Universities – Minority Employees In Management by Primary Ethnicity	36
Table 30:	2023 Complaints by Claim and Investigating Unit	39
Table 31:	2019 – 2023 Supplier Diversity	46
Table 32:	2022 Total Full-time Academic and Non Academic Employee Headcount.....	54
Table 33:	2022 Full-time Faculty - Tenure and Non-Tenure System	54

Table 34: 2022 Total Tenure System Faculty by Rank..... 54

SUMMARY OF CHARTS

Chart 1: 2023 Full-time Faculty – Minority Representation..... 11

Chart 2: 2023 Full-time Faculty – Minority Only..... 11

Chart 3: 2023 Full-time Faculty – Gender Representation 11

Charts 4 & 5: Full Professors (n=408): Women and Minority Representation 14

Charts 6 & 7: Associate Professors (n=297): Women and Minority Representation 14

Charts 8 & 9: Assistant Professors (n=172): Women and Minority Representation..... 14

Chart 10: Full-time Women and Minority Faculty Five Year Trend..... 15

Chart 11: Three Year Complaint Comparison by Category..... 39

Chart 12: Total Complaint Activity by Type of Claim 40

Chart 13: 2021 - 2023 Comparison by S/C/D and Protected Basis 41

Chart 14: 2021 - 2023 Accommodation Request - 3 Year Comparison 42

Charts 15 & 16: Comparison of Total PO Activity - 2023..... 44

Charts 17 & 18: Comparison of Total Construction Contract Awards..... 45

Charts 19 & 20: Comparison of Total General Purchasing Awards..... 45

Charts 21 & 22: Comparison of Detroit Based Business Awards 47

Charts 23 & 24: Comparison of Michigan Based Business Awards 47

Chart 25: Spending with Minority and Women Suppliers as Percentage of Total Spending 49

Charts 26-32: Five-year Comparisons: Employee Headcounts by EEO Category: (Academic and Non-Academic) 55

Chart 26: Total Employee Headcount by EEO Category 55

Chart 27: Black Full-time Employee Headcount by EEO Category..... 56

Chart 28: Asian Full-time Employee Headcount by EEO Category..... 57

Chart 29: Hispanic Full-time Employee Headcount by EEO Category..... 58

Chart 30: American Indian/Alaskan Native Full-time Employee Headcount..... 59

Chart 31: Native American/Other Pacific Islanders Full-time Employee Headcount 60

Chart 32: Women Full-time Employee Headcount by EEO Category 61



Thank you to everyone who assisted with the preparation of this report, especially Tommy Martin