

WAYNE STATE UNIVERSITY



2013

AFFIRMATIVE ACTION STATUS REPORT

Presented to the
Wayne State University Board of Governors

Louis Lessem, Vice President and General Counsel
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MEMORANDUM

TO: Members of the Wayne State University Community

FROM: M. Roy Wilson, President

SUBJECT: 2013 Affirmative Action Status Report to the Board of Governors

DATE: **May 2, 2014**

Wayne State University has a strong tradition of support for the principles of equal opportunity, non-discrimination and affirmative action. As a university of opportunity, we pride ourselves on providing educational opportunities for a diverse student body that varies widely in terms of age, race, ethnicity and economic status.

Diversity among our faculty, students and staff is a major source of our intellectual vitality and innovative spirit. We believe that a broad spectrum of informed perspectives enhances the educational and work experience on campus, and prepares our graduates to succeed in an increasingly interdependent and multicultural world.

Wayne State University strives to be a place where people from varied walks of life can reach their full potential. Our commitment to the core values of diversity and inclusion are essential to the fulfillment of our mission as a model urban research institution.

The report that follows presents the status of our affirmative action efforts for 2013, summarizing our achievements and providing direction for our future.

EXECUTIVE SUMMARY

The Affirmative Action Status Report (AASR) serves as the foremost report on the state of diversity and inclusion at Wayne State University. The AASR provides the collection of data regarding employment of academic and non-academic staff, discrimination and harassment complaint processing, and the University's efforts at supplier diversity. This summary is based on the data presented in this report.

EMPLOYMENT

Overall, minorities comprise slightly over 40% of Wayne's workforce and are represented in 90 percent of Wayne State University's 254 departments and in 99% of the departments that employ 10 or more people. Women represent nearly 52% of Wayne's full-time workforce, and are represented in 94% of all departments and 99% of all departments that employ 10 or more people. Minorities make up 31% of tenured faculty at Wayne and women comprise over 39% of tenured faculty. Among non-academic staff, nearly 46% are minorities and 58% are women.

COMPLAINTS

The Office of Equal Opportunity is responsible for investigating complaints that arise under the University's internal policies of prohibiting discrimination and sexual harassment. The OEO also serves as the point of contact for complaints that are filed with external agencies, such as the Equal Employment Opportunity Commission or the Michigan Department of Civil Rights. Whether arising from an internal claim or an external agency, these charges are classified as formal complaints. During 2013, there were a total of 18 formal complaints. The top three subject areas of claims were race, disability, and sex.

SUPPLIER DIVERSITY

Minority and women-owned businesses participate in various contracting opportunities through the Supplier Diversity Program. During fiscal year 2013, overall expenditures increased by 31%. Minority-owned businesses were awarded 5% of overall expenditures and women-owned businesses were awarded nearly 4% of overall expenditures.

INTRODUCTION

Wayne State University is a national leader in providing equal access and employment opportunities to women and minorities. This report highlights the efforts of our schools, colleges and divisions in providing equal opportunity in employment and in enhancing diversity throughout Wayne State University. Despite economic conditions, we have achieved many successes.

Wayne State University is the most diverse public university in the State of Michigan. The 2013 Affirmative Action Status Report (“AASR”) to the Wayne State University Board of Governors demonstrates that Wayne State University continues to lead in ensuring equal opportunity throughout the university community. 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 State University’s performance in this important area.

REPORTING REQUIREMENTS

This report is prepared pursuant to Board of Governors statute (WSUCA) 2.28.01.070 - 120), which requires that annually, a report be made to the Board on Wayne State University’s affirmative action efforts. In many respects, the report is derived from data compiled pursuant to federal reporting requirements. The Office of Federal Contract Compliance Programs (“OFCCP”) in the U.S. Department of Labor, which regulates federal grant expenditures, requires that federal contractors with 50 or more employees who receive \$50,000 or more in federal funds have an Affirmative Action Plan (“AAP”) and prepare an annual report to the contractor’s governing board and executives.

This report includes information from four major areas of University activity, with national and/or regional comparisons where available. These areas are (I) overall University employment, including detailed information on full-time, academic and non-academic staff and supplemental information on part-time and temporary employees, and also including a comparison of Wayne and other universities in the state and around the country; (II) internal and external discrimination and harassment complaints; (III) the Wayne State University Supplier Diversity Program; and (IV) highlights of campus affirmative action and equal opportunity activities.

This report was compiled by the Office of Equal Opportunity (“OEO”) with input from and the collaborative efforts of many units, including the Office of the General Counsel, Office of the Provost, the Office of Budget, Planning and Analysis, and the Division of Finance and Business Operations.

Information regarding staffing levels and discrimination complaint data contained in this report are based on personnel actions reported on a calendar year basis from January 1, 2013 to December 31, 2013. Data related to supplier diversity and external financial management is reported on a fiscal year basis beginning on October 1, 2012 and ending September 30, 2013. The report includes additional headcount data tables for the previous twelve month period (January 1, 2012 – December 31, 2012) at Appendix VI. Graphs of five-year comparisons on staffing levels have been provided in Appendix VII.

Finally, the report also includes charts to represent the status of our efforts in our schools, colleges, and divisions. The first is a breakdown of Minority and Women Faculty by School/College/Division in Section IB at Tables 8 and 9, respectively. The second is a breakdown by School/College/Division of formal complaints filed in the past three years in Section IIB at Table 29.

I. UNIVERSITY EMPLOYMENT

Wayne State University is a major hiring force in southeastern Michigan. As of December 31, 2013, Wayne employed 7,709 persons, both full and part time, including temporary employees. While the report's focus is on full time employees in permanent positions with the University, the report includes a snapshot of temporary employees as well.

Wayne employed 5,019 persons in full time positions. Wayne recruits approximately 60% of its workforce from a four-county statistical area consisting of Macomb, Oakland, Washtenaw and Wayne counties.

Wayne recruits its faculty from a national labor pool that is specific to individuals who hold doctoral and specialty degrees (Ph.D., M.F.A, etc.). Executive and some management-category positions also are recruited from a national labor employment pool. For the most part, other staff is recruited from a local labor pool.

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

Minorities and women are represented throughout all levels of the workforce at Wayne. Over 26% of executive and managerial positions are occupied by minorities and women are represented by 53% of these positions. In addition, minorities hold 41% of those professional jobs that require a college degree and 60% of these positions are held by women.

The workforce at Wayne exceeds the regional availability in the percentage of women, Black and Asian/Pacific Islanders. Among total full-time employees, 52% of Wayne's employees are female, compared to the regional average of just below 47%. Just over 22% of Wayne's full-time employees are Black, compared to 20.4% regional availability, and nearly 15% are Asian/Pacific Islanders, which is over four times the regional availability. Wayne has been less successful in recruiting Hispanic and American Indian/Alaskan Native employees, and lags behind regional availability with regard to both of these minority groups.

Minority Representation Compared to Regional Availability¹

As of 12/31/13 (Table 1)

| Race/Ethnicity/Gender | 2013 Full Time Employee Headcount | % of WSU Workforce | Regional Availability | % Difference |
|--|-----------------------------------|--------------------|-----------------------|--------------|
| Black | 1,121 | 22.30% | 20.40% | 1.90% |
| Asian | 731 | 14.60% | 2.80% | 11.80% |
| Hispanic | 142 | 2.80% | 2.70% | 0.10% |
| White, Non-Hispanic | 2,922 | 58.20% | N/A | N/A |
| Native Hawaiian/ Pacific Islander | 7 | 0.10% | N/A | N/A |
| American Indian/Alaskan Native | 16 | 0.30% | 0.30% | 0.00% |
| 2 or more Races | 23 | 0.50% | N/A | N/A |
| Not Identified | 57 | 1.10% | N/A | N/A |
| Women | 2,585 | 51.50% | 46.80% | 4.70% |

The classifications utilized in this report are drawn from federally-established terminology utilized for EEO reporting purposes. (For purposes of this report the term “minority” includes Blacks, Asian, Hispanics, and American Indian/Alaskan Native, Native Hawaiian and Other Pacific Islander.) Overall, minorities comprise 41% of Wayne’s workforce and are represented in 90 percent of Wayne State University’s 254 departments and in 99% of the departments that employ 10 or more people. Women represent just over 51% of Wayne’s full-time workforce, and are represented in 94% of all departments, and 99% of all departments that employ 10 or more people. These results reflect the diversity that Wayne State University has been able to achieve in its workforce.

A. FULL TIME ACADEMIC AND NON-ACADEMIC EMPLOYMENT

In 2013, Wayne State University employed 5,019, persons in both academic (1,755) and non-academic (3,264) full time positions. Of the 5,019, full time employees, 2,585 were women employees and 2,040 were minority employees.

2013 Full Time Women and Minority Employment

As of 12/31/13 (Table 2)

| Year | Women | % of total Headcount | Minority | % of total Headcount |
|-------------|--------------|----------------------|--------------|----------------------|
| 2013 | 2,585 | 51.50% | 2,040 | 40.60% |
| 2012 | 2,665 | 52.20% | 2,101 | 41.20% |
| 2011 | 2,554 | 51.10% | 2,063 | 41.30% |
| 2010 | 2,705 | 52.10% | 2,150 | 41.41% |
| 2009 | 2,665 | 51.70% | 2,145 | 41.61% |

Most full-time employees are employed as “Faculty” (1,755 employees) or “Other Professionals” (2,173 employees).

¹ This “regional availability” is based on the 2000 Michigan Department of Career Development’s Labor Market Report, the most recent data available. 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.

2013 Total Full Time Academic and Non Academic Employee Headcount

As of 12/31/13 (Table 3)

| Category | 2013 Total | Black | Asian | Hispanic | American Indian/ Alaskan Native | Native Hawaiian/ Pacific Islander | 2 or More Races | Total Minorities | Women |
|---|------------|-------|-------|----------|---------------------------------|-----------------------------------|-----------------|------------------|-------|
| Faculty | 1,755 | 116 | 372 | 39 | 5 | 3 | 6 | 541 | 688 |
| | | 6.6% | 21.2% | 2.2% | 0.3% | 0.2% | 0.3% | 30.8% | 39.2% |
| Executive / Administrative / Managerial | 261 | 49 | 12 | 5 | 1 | 0 | 1 | 68 | 137 |
| | | 18.8% | 4.6% | 1.9% | 0.4% | 0.0% | 0.4% | 26.1% | 52.5% |
| Other Professionals | 2,173 | 460 | 339 | 76 | 8 | 4 | 12 | 899 | 1,295 |
| | | 21.2% | 15.6% | 3.5% | 0.4% | 0.2% | 0.6% | 41.4% | 59.6% |
| Technical / Paraprofessional | 65 | 10 | 1 | 4 | 0 | 0 | 0 | 15 | 29 |
| | | 15.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 23.1% | 44.6% |
| Clerical / Secretarial | 361 | 236 | 3 | 8 | 1 | 0 | 3 | 251 | 320 |
| | | 65.4% | 0.8% | 2.2% | 0.3% | 0.0% | 0.8% | 69.5% | 88.6% |
| Skilled Crafts | 106 | 30 | 2 | 1 | 0 | 0 | 0 | 33 | 5 |
| | | 28.3% | 1.9% | 0.9% | 0.0% | 0.0% | 0.0% | 31.1% | 4.7% |
| Service / Maintenance | 298 | 220 | 2 | 9 | 1 | 0 | 1 | 233 | 111 |
| | | 73.8% | 0.7% | 3.0% | 0.3% | 0.0% | 0.3% | 78.2% | 37.2% |
| Total | 5,019 | 1,121 | 731 | 142 | 16 | 7 | 23 | 2,040 | 2,585 |
| | | 22.3% | 14.6% | 2.8% | 0.3% | 0.1% | 0.5% | 40.6% | 51.5% |

Almost half of all women employed at Wayne are concentrated in the Other Professionals category, and approximately 26% are faculty. These categories are followed by the Clerical/Secretarial category, Executive/Administrative/Managerial category, and the Service/Maintenance category.

2013 Total Full-Time Women Employee Headcount

As of 12/31/13 (Table 4)

| Category | Black | Asian / Pacific Islander | Hispanic | American Indian/ Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or more Races | White | Unknown Race/ Ethnicity | 2013 Total |
|---|--------|--------------------------|----------|---------------------------------|--|-----------------|--------|-------------------------|------------|
| Faculty | 66 | 111 | 17 | 2 | 3 | 6 | 475 | 8 | 688 |
| | 9.59% | 16.13% | 2.47% | 0.29% | 0.44% | 0.87% | 69.04% | 1.16% | |
| Executive / Administrative / Managerial | 32 | 7 | 1 | 1 | 0 | 0 | 96 | 0 | 137 |
| | 23.36% | 5.11% | 0.73% | 0.29% | 0.00% | 0.00% | 70.07% | 0.00% | |
| Other Professionals | 344 | 148 | 44 | 6 | 0 | 7 | 729 | 17 | 1,295 |
| | 26.56% | 11.43% | 3.40% | 0.29% | 0.00% | 0.54% | 56.29% | 1.31% | |
| Technical and Paraprofessional | 3 | 0 | 2 | 0 | 0 | 0 | 24 | 0 | 29 |
| | 10.34% | 0.00% | 6.90% | 0.29% | 0.00% | 0.00% | 82.76% | 0.00% | |
| Clerical / Secretarial | 212 | 2 | 7 | 0 | 0 | 3 | 95 | 1 | 320 |
| | 66.25% | 1% | 2% | 0% | 0% | 1% | 29.69% | 0% | |
| Skilled Crafts | 2 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 5 |
| | 40.00% | 0% | 0% | 0% | 0% | 0% | 60.00% | 0.00% | |
| Service / Maintenance | 94 | 0 | 1 | 1 | 0 | 1 | 13 | 1 | 111 |
| | 84.68% | 0% | 0.90% | 0.29% | 0.00% | 0.90% | 11.71% | 0.90% | |
| Total | 753 | 268 | 72 | 10 | 3 | 17 | 1,435 | 27 | 2,585 |
| | 29.13% | 10.37% | 2.79% | 0.29% | 0.12% | 0.66% | 55.51% | 1.04% | |

B. FACULTY EMPLOYMENT

Wayne State University continues to promote diversity within its faculty through an efficient and user-friendly faculty hiring process that contributes to a broad group of qualified candidates. The University's Online Hiring System provides applicants with global access to employment opportunities 365 days of the year, 24 hours a day. As shown in Table 5 below, the recruitment of women and minority faculty at Wayne State University has been successful in producing diversity within the faculty, despite difficult economic pressures and a highly competitive environment.

Additionally, the OEO is a resource for departments conducting academic searches. Academic departments complete hiring plans to assist in identifying staffing needs and the OEO publishes information to educate departments in the "Guide for Successful Searches." The OEO also provides resources for publicizing employment opportunities and training in the faculty hiring process to create more diverse pools of candidates for faculty positions.

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

In 2013, Wayne employed 1,755 full time faculty. Tenure/tenure-track faculty made up 1,042 of the total faculty. Slightly more than 32% of tenure/tenure-track faculty (341) are women. Minorities hold 306, or 29.4%, of all tenure/tenure-track faculty positions.

In 2013, Wayne employed 713 non-tenured faculty. Women held 347, or just under one-half of the total non-tenured positions. Minorities filled 235, or just under one-third of the non-tenured faculty positions.

2013 Full Time Faculty - Tenure and Non-Tenure System

As of 12/31/13 (Table 5)

| Rank | 2013 Faculty Total | Black | Asian | Hispanic | American/ Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or more Races | Total Minority | Women |
|--------------------------|--------------------|--------------------|---------------------|-------------------|--------------------------------|--|-----------------------|---------------------|---------------------|
| Tenure System | 1,042 | 47 4.5% | 225 21.6% | 28 2.7% | 1 0.1% | 1 0.1% | 4 0.4% | 306 29.4% | 341 32.7% |
| Non-Tenure System | 713 | 69 9.7% | 147 20.6% | 11 1.5% | 4 0.6% | 2 0.3% | 2 0.3% | 235 33.0% | 347 48.7% |
| Total | 1,755 | 116 6.6% | 372 21.2% | 39 2.2% | 5 0.3% | 3 0.2% | 6 0.3% | 541 30.8% | 688 39.2% |

2013 Full Time Faculty – Minority Representation

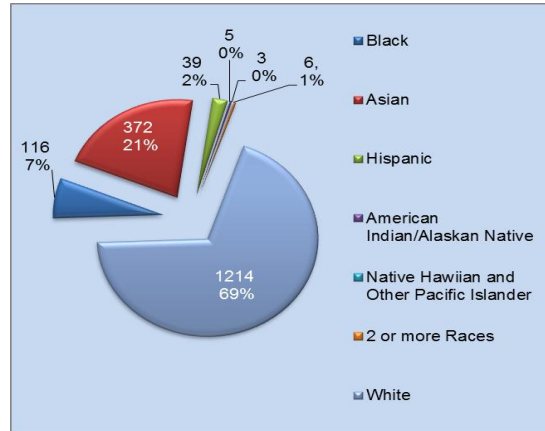


Chart 1

2013 Full Time Faculty – Gender Representation

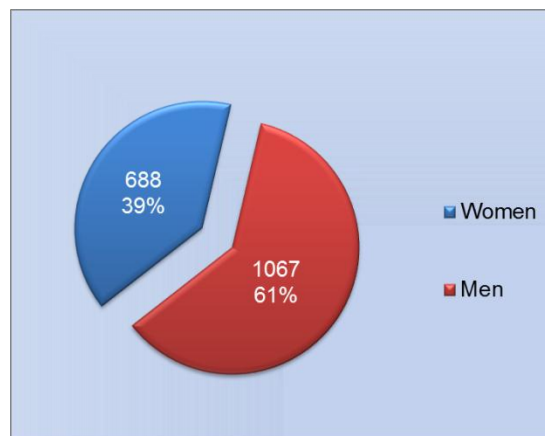


Chart 2

b. Tenure-System Faculty by Rank²

Forty two percent (42%) of the 1,042 tenure/tenure-track faculty hold the rank of professor. In 2013, Wayne employed 435 professors, of which 86 were women and 100 were minorities. The majority of women and minorities are concentrated in the ranks of associate professor and assistant professor. Of the 353 associate professors employed in 2013, 131 were women and 108 were minorities. Of the 254 assistant professors employed in 2013, 124 were women and 98 were minorities.

Wayne State University promoted 49 tenure/tenure-track faculty during 2013, 13 more than in 2012. The 49 promotions included an increase in the number of women faculty who were promoted (20, an increase of 8 from the previous year). Twelve minority faculty received promotions, a decrease of 1 from 2012.

² 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).

2013 Tenure System Faculty by Rank³

As of 12/31/13 (Table 6)

| Rank | 2013 Faculty Total | Black | Asian | Hispanic | American/Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or more Races | Total Minority | Women |
|----------------------|--------------------|-------------------|---------------------|-------------------|-------------------------|--|------------------|---------------------|---------------------|
| Professor | 435 | 12 2.8% | 80 18.4% | 8 1.8% | 0 0.0% | 0 0.0% | 0 0.0% | 100 23.0% | 86 19.8% |
| Associate Professor | 353 | 24 6.8% | 71 20.1% | 12 3.4% | 0 0.0% | 1 0.3% | 0 0.0% | 108 30.6% | 131 37.1% |
| Assistant Professor | 254 | 11 6.2% | 74 29.1% | 8 3.1% | 1 0.4% | 0 0.0% | 4 1.6% | 98 38.6% | 124 48.8% |
| Total Total % | 1,042 | 47 4.5% | 225 21.6% | 28 2.7% | 1 0.1% | 1 0.1% | 4 0.4% | 306 29.4% | 341 32.7% |

2013 Full Time Faculty Promotions - Tenure and Tenure Track System

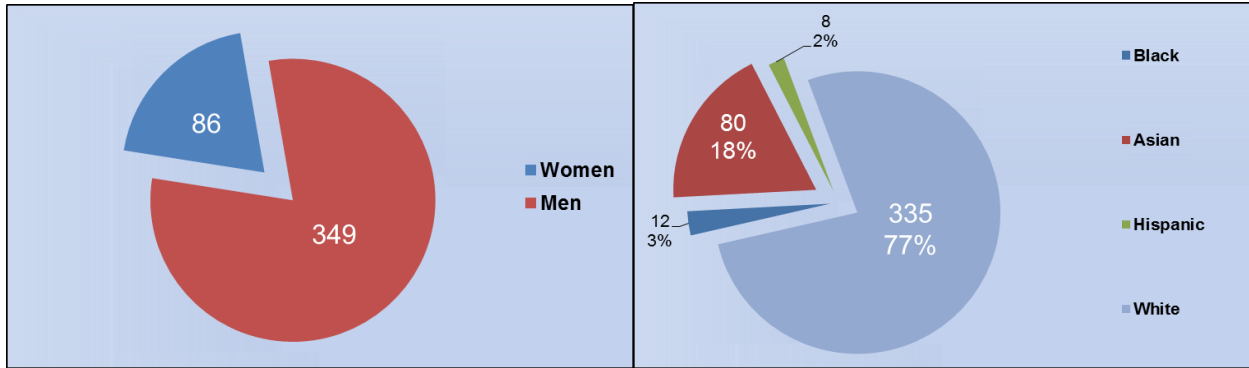
As of 12/31/13 (Table 7)

| Rank | 2013 Faculty Total | Black | Asian | Hispanic | American Indian/Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or more Races | Total Minority | Women |
|----------------------|--------------------|------------------|-------------------|------------------|--------------------------------|--|------------------|--------------------|--------------------|
| Professor | 17 | 0 0 | 4 23.5% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 4 23.5% | 7 41.2% |
| Associate Professor | 32 | 2 6.3% | 5 15.6% | 1 3.1% | 0 0.0% | 0 0.0% | 0 0.0% | 8 25.0% | 13 40.6% |
| Assistant Professor | 0 | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% |
| Total Total % | 49 | 2 4.1% | 9 18.4% | 1 2.0% | 0 0.0% | 0 0.0% | 0 0.0% | 12 24.5% | 20 40.8% |

³ This total includes those department chairs whose primary responsibility is Instructional as defined by the federal definition (See EEO Categories at Appendix 1 of this report). Table 4 reflects net changes, and so does not correspond precisely to the preceding text.

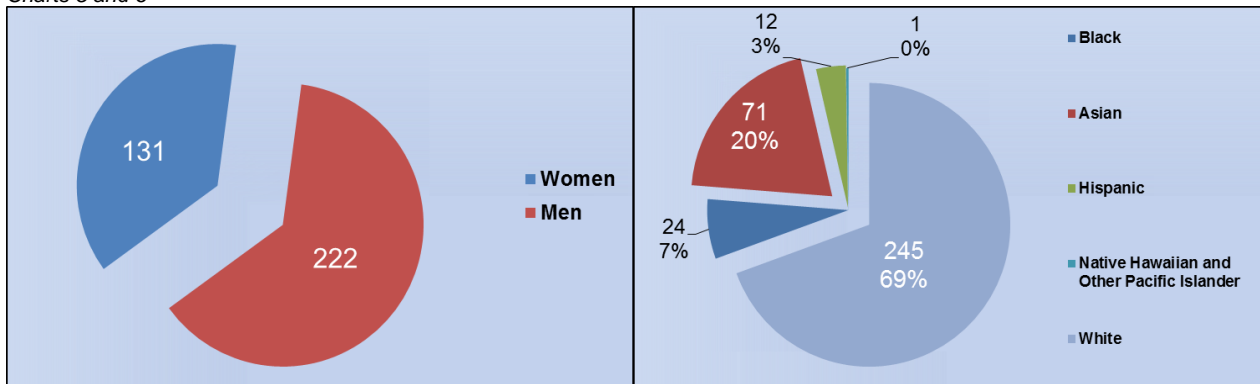
Full Professors – Women and minority representation

Charts 3 and 4



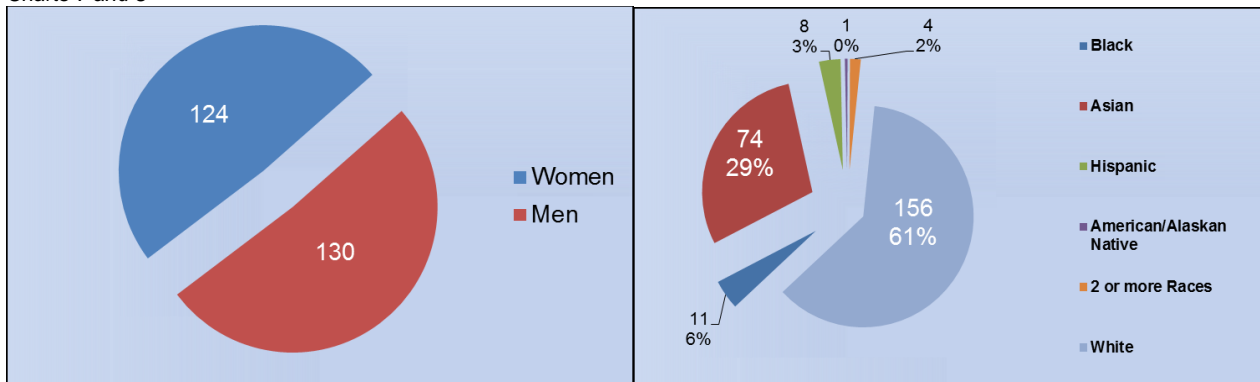
Associate Professors - Women and minority representation

Charts 5 and 6



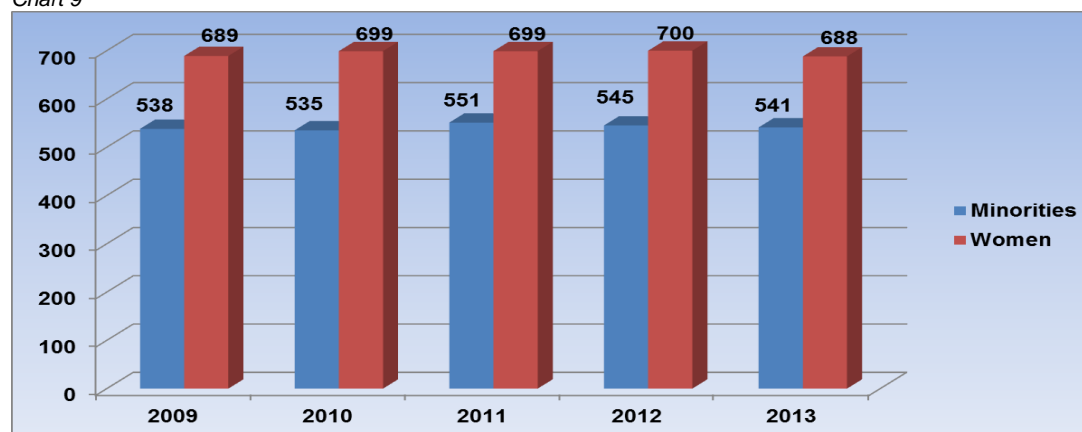
Assistant Professors - Women and minority representation

Charts 7 and 8



Full Time Women and Minority Faculty Five Year Trend

Chart 9



As seen in Tables 8 and 9, minority and female faculty are distributed throughout the schools, colleges, and divisions, with the majority being within the College of Liberal Arts and Science and the School of Medicine.

2013 Tenure/Tenure-Track Faculty by School/College/Division – Minorities

As of 12/31/13 (Table 8)

| School/College/Division | Black | Asian/Pacific Islander | Hispanic | American Indian/Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or more Races | Total Minorities | White | Unknown | Women | Total |
|---|-------------------|------------------------|-------------------|--------------------------------|--|------------------|---------------------|---------------------|------------------|---------------------|-------------|
| School of Business Administration | 4 9.1% | 16 36.4% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 20 45.5% | 24 54.5% | 0 0.0% | 8 18.2% | 44 |
| College of Education | 5 8.3% | 8 13.3% | 3 5.0% | 1 1.7% | 0 0.0% | 0 0.0% | 17 28.3% | 43 71.7% | 0 0.0% | 38 63.3% | 60 |
| College of Engineering | 5 4.5% | 57 50.9% | 1 0.9% | 0 0.0% | 0 0.0% | 1 0.9% | 64 57.1% | 48 42.9% | 0 0.0% | 11 9.8% | 112 |
| College of Fine & Performing Arts | 4 5.6% | 5 7.0% | 3 4.2% | 0 0.0% | 0 0.0% | 0 0.0% | 12 16.9% | 59 83.1% | 0 0.0% | 30 42.3% | 71 |
| Law School | 2 6.7% | 1 3.3% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 3 10.0% | 27 90.0% | 0 0.0% | 11 36.7% | 30 |
| College of Liberal Arts & Science | 14 4.1% | 52 15.3% | 13 3.8% | 0 0.0% | 0 0.0% | 1 0.3% | 80 23.6% | 254 74.9% | 5 1.5% | 121 35.7% | 339 |
| School of Library & Information Science | 1 9.1% | 1 9.1% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 2 18.2% | 8 72.7% | 1 9.1% | 7 63.6% | 11 |
| School of Medicine | 7 2.4% | 73 25.2% | 7 2.4% | 0 0.0% | 0 0.0% | 1 0.3% | 88 30.3% | 202 69.7% | 0 0.0% | 66 22.8% | 290 |
| College of Nursing | 1 4.5% | 1 4.5% | 0 0.0% | 0 0.0% | 1 4.5% | 0 0.0% | 3 13.6% | 19 86.4% | 0 0.0% | 20 90.9% | 22 |
| College of Pharmacy & Health Science | 1 3.2% | 6 19.4% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 7 22.6% | 23 74.2% | 1 3.2% | 8 25.8% | 31 |
| School of Social Work | 3 16.7% | 2 11.1% | 1 5.6% | 0 0.0% | 0 0.0% | 1 5.6% | 7 38.9% | 11 61.1% | 0 0.0% | 14 77.8% | 18 |
| Division of Research | 0 0.0% | 3 21.4% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 3 21.4% | 11 78.6% | 0 0.0% | 7 50.0% | 14 |
| Grand Totals: | 47 4.5% | 225 21.6% | 28 2.7% | 1 0.1% | 1 0.1% | 4 0.4% | 306 29.4% | 729 70.0% | 7 0.7% | 341 32.7% | 1042 |

2013 Tenure/Tenure-Track Faculty by School/College/Division – Women

As of 12/31/13 (Table 9)

| School/College/Division | Black | Asian/Pacific Islander | Hispanic | American Indian/Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or more Races | Unknown | White | Total Minorities (Women) | Total Faculty (Women) |
|---|-------------------|------------------------|-------------------|--------------------------------|--|------------------|------------------|---------------------|--------------------------|-----------------------|
| School of Business Administration | 0 0.0% | 4 50.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 4 50.0% | 4 50.0% | 8 |
| College of Education | 5 13.2% | 6 15.8% | 3 7.9% | 1 2.6% | 0 0.0% | 0 0.0% | 0 0.0% | 23 60.5% | 15 39.5% | 38 |
| College of Engineering | 0 0.0% | 4 36.4% | 0 0.0% | 0 0.0% | 0 0.0% | 1 9.1% | 0 0.0% | 6 54.5% | 5 36.4% | 11 |
| College of Fine & Performing Arts | 2 6.7% | 2 6.7% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 26 86.7% | 4 14.3% | 30 |
| Law School | 2 18.2% | 1 9.1% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 8 72.7% | 3 25.0% | 11 |
| College of Liberal Arts & Science | 5 4.1% | 14 11.6% | 6 5.0% | 0 0.0% | 0 0.0% | 1 0.8% | 3 2.5% | 92 76.0% | 26 22.3% | 121 |
| School of Library & Information Science | 1 14.3% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 1 14.3% | 5 71.4% | 1 14.3% | 7 |
| School of Medicine | 4 6.1% | 15 22.7% | 1 1.5% | 0 0.0% | 0 0.0% | 1 1.5% | 0 0.0% | 45 68.2% | 21 32.3% | 66 |
| College of Nursing | 1 5.0% | 1 5.0% | 0 0.0% | 0 0.0% | 1 5.0% | 0 0.0% | 0 0.0% | 17 85.0% | 3 18.2% | 20 |
| College of Pharmacy & Health Science | 0 0.0% | 1 12.5% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 7 87.5% | 1 12.5% | 8 |
| School of Social Work | 3 21.4% | 1 7.1% | 0 0.0% | 0 0.0% | 0 0.0% | 1 7.1% | 0 0.0% | 9 64.3% | 5 40.0% | 14 |
| Division of Research | 0 0.0% | 1 14.3% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 0 0.0% | 6 85.7% | 1 16.7% | 7 |
| Grand Totals: | 23 6.7% | 50 14.7% | 10 2.9% | 1 0.3% | 1 0.3% | 4 1.2% | 4 1.2% | 248 72.3% | 89 26.1% | 341 |

C. UNIVERSITY NON-ACADEMIC EMPLOYEES (STAFF)

The term “staff” refers to individuals in positions ranging from maintenance personnel to executive officers. The non-academic staff at Wayne State University is diverse in its representation of women and minorities. Of the 3,264 non-academic staff at Wayne State University in 2013, women totaled 1,897 (58%) and minorities totaled 1,499 (46%). Blacks are the largest minority group with 1,005 employees (31%), followed by Asians with 359 employees (11%).

Full-Time Non-Academic Employees by EEO Categories

The EEO categories in this report are based upon the Integrated Postsecondary Education Data System (IPEDS) Employee classifications, which are based on an employee’s primary job function. As shown in Table 10 below, Wayne State University’s non-academic employment population is comprised of six of these categories: Executive/Administrative/Managerial; Other Professionals; Technical/Paraprofessional; Clerical/Secretarial; Skilled Crafts; and Service/Maintenance.

2013 Total Full-Time Non-Academic Employee Headcount

As of 12/31/13 (Table 10)

| Category | 2013 Total | Black | Asian / Pacific Islander | Hispanic | American Indian/ Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or More Races | Total Minorities | Women |
|---|------------|-------|--------------------------|----------|---------------------------------|--|-----------------|------------------|--------|
| Executive / Administrative / Managerial | 261 | 49 | 12 | 5 | 1 | 0 | 1 | 68 | 137 |
| | | 18.8% | 4.6% | 1.9% | 0.4% | 0.0% | 0.4% | 26.1% | 52.5% |
| Other Professionals | 2,173 | 460 | 339 | 76 | 8 | 4 | 12 | 899 | 1,295 |
| | | 21.2% | 15.6% | 3.5% | 0.4% | 0.2% | 0.6% | 41.4% | 59.6% |
| Technical / Paraprofessional | 65 | 10 | 1 | 4 | 0 | 0 | 0 | 15 | 29 |
| | | 15.4% | 1.5% | 6.2% | 0.0% | 0.0% | 0.0% | 23.1% | 44.6% |
| Clerical / Secretarial | 361 | 236 | 3 | 8 | 1 | 0 | 3 | 251 | 320 |
| | | 65.4% | 0.8% | 2.2% | 0.3% | 0.0% | 0.8% | 69.5% | 88.6% |
| Skilled Crafts | 106 | 30 | 2 | 1 | 0 | 0 | 0 | 33 | 5 |
| | | 28.3% | 1.9% | 0.9% | 0.0% | 0.0% | 0.0% | 31.1% | 4.7% |
| Service / Maintenance | 298 | 220 | 2 | 9 | 1 | 0 | 1 | 233 | 111 |
| | | 73.8% | 0.7% | 3.0% | 0.3% | 0.0% | 0.3% | 78.2% | 37.2% |
| Total | 3,264 | 1,005 | 359 | 103 | 11 | 4 | 17 | 1,499 | 1,897 |
| | | 30.8% | 11.0% | 3.2% | 0.3% | 0.1% | 0.5% | 45.93% | 58.12% |

With nearly 46% minority and more than 58% female representation in the non-academic employee group, Wayne State continues to retain and employ a diverse workforce.

Higher Level Positions

It is significant that minorities and women are heavily represented throughout all levels of job categories at Wayne State University. In 2013, 261 employees were classified in the “Executive/Administrative/Managerial” category. This category corresponds, more or less, to non-academic employees holding the rank of Director or above. Minorities represent slightly over 26% of this high-level category, or 68 of 261 employees. Women represented nearly 53% of this category, or 137 employees.

Full-time employees in the “Other Professional” category include academic support personnel as well as those job assignments that require a college degree. The population of the “Other Professional” category fluctuates with enrollment and grant funding trends. Of the 2,173 employed in this category, 899 were minorities. Blacks were more heavily represented than any other minority, at 460, followed by Asians at 339. Hispanics in this category totaled 76. Employees who identify as American Indian/Alaskan Native and Native Hawaiian and Other Pacific Islanders totaled 8 and 4 respectively. Twelve (12) employees were identified as having two or more races and slightly under 60% (1,295) were women.

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 projects. University policy limits temporary employees to a total of 1000 hours employment in a fiscal year. With this limitation in mind, the following data provides a snapshot of active temporary positions on the payroll as of November 2013.⁴

Temporary employees by position classification and gender

As of 12/31/13 (Table 11)

| Type | Female | Male | Total |
|--------------------------|--------------|--------------|---------------|
| Other Professional | 264 | 153 | 417 |
| Clerical and Secretarial | 57 | 41 | 98 |
| Skilled Crafts | 10 | 13 | 23 |
| Service/Maintenance | 2 | 11 | 13 |
| Totals: | 333 | 218 | 551 |
| % of total: | 60.4% | 39.6% | 100.0% |

⁴ Wayne runs two different 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. The snapshot in this section is the number of individuals classified TE.

Temporary employees by position classification and race

As of 12/31/13 (Table 12)

| Type | Black | Asian / Pacific Islander | Hispanic | American Indian/Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or More Races | White | Unknown Race/Ethnicity | Total |
|----------------------|------------|--------------------------|-----------|--------------------------------|--|-----------------|------------|------------------------|------------|
| Other Professional | 131 | 29 | 8 | 1 | 0 | 4 | 239 | 5 | 417 |
| Clerical/Secretarial | 45 | 3 | 3 | 0 | 0 | 2 | 45 | 0 | 98 |
| Skilled Crafts | 19 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 23 |
| Service/Maintenance | 10 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 13 |
| Totals: | 205 | 32 | 11 | 1 | 0 | 6 | 289 | 7 | 551 |

As demonstrated by the data outlined above, generally, the temporary employee population reflects the University at large in its distribution of women and minorities. Minorities comprise nearly half of this employment group. Blacks represent 37% of the group. Asians represent slightly under 6% of the group. Finally, with Hispanic representation at just under 2% and American Indian/Alaskan Native under 1%, both groups fall at levels that are consistent with the full-time University employee population overall.

E. COMPARISON WITH OTHER UNIVERSITIES

In this section, we compare Wayne's performance in the representation of women and minorities to other educational institutions.⁵ The first subsection compares Wayne with other Michigan Public Universities. The second subsection compares Wayne with fifteen peer institutions.

1) Michigan Public Universities⁶

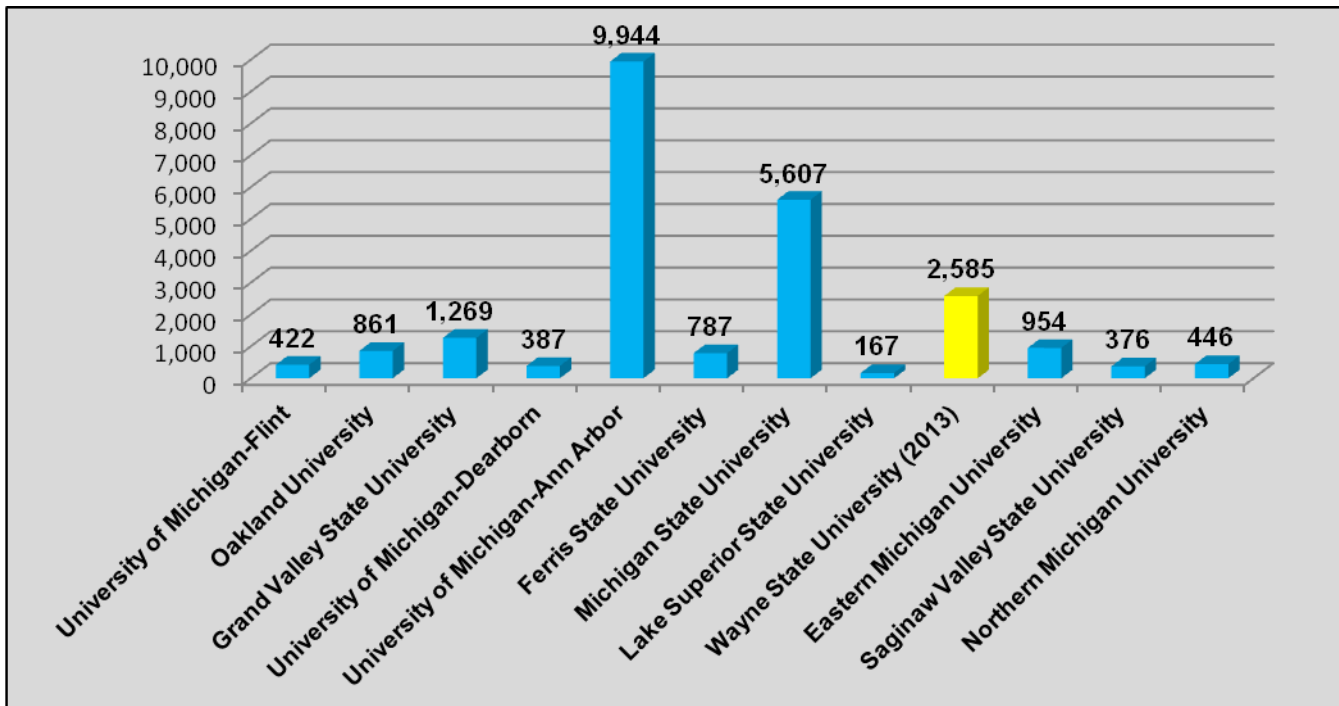
Comparative Analysis – Women Employment

In 2013, Wayne State University employed 2,585 women in full time positions. The total number of women employed in full time positions at Wayne is third behind University of Michigan-Ann Arbor (9,944) and Michigan State University (5,607), respectively. Among the public universities, as a percentage of total employees, Wayne ranks 9th with 51.50% of its employees being women.

⁵ The methodology used for this analysis was to compare Wayne in accordance with employment data submitted to IPEDS for the most recent year available (2012). IPEDS is a common university reporting data set. While this comparison may be imperfect, as there may be variance in the ways individual institutions may arrive at the numbers they report in IPEDS, this method provides the best available data to provide a solid picture of where Wayne stands in relation to our colleagues.

⁶ There are 15 Public Universities in the state of Michigan submitting data with Integrated Postsecondary Education Data System (IPEDS) voluntarily for the reporting year 2012. In the most recent year of available data, Central Michigan University, Michigan Technological University, and Western Michigan University were not among the reporting institutions.

| Michigan Public Universities | | | | |
|---------------------------------------|---------------------------|---------------------------------|-------------------------------|------|
| 2012 - 2013 Full Time Women Employees | | | | |
| Institution Name | Total Full Time Employees | Total Full Time Women Employees | Percentage of Total Employees | Rank |
| University of Michigan-Flint | 723 | 422 | 58.37% | 1 |
| Oakland University | 1,529 | 861 | 56.31% | 2 |
| Grand Valley State University | 2,339 | 1,269 | 54.25% | 3 |
| University of Michigan-Dearborn | 725 | 387 | 53.38% | 4 |
| University of Michigan-Ann Arbor | 18,660 | 9,944 | 53.29% | 5 |
| Ferris State University | 1,489 | 787 | 52.85% | 6 |
| Michigan State University | 10,647 | 5,607 | 52.66% | 7 |
| Lake Superior State University | 321 | 167 | 52.02% | 8 |
| Wayne State University (2013) | 5,019 | 2,585 | 51.50% | 9 |
| Eastern Michigan University | 1,855 | 954 | 51.43% | 10 |
| Saginaw Valley State University | 782 | 376 | 48.08% | 11 |
| Northern Michigan University | 939 | 446 | 47.50% | 12 |

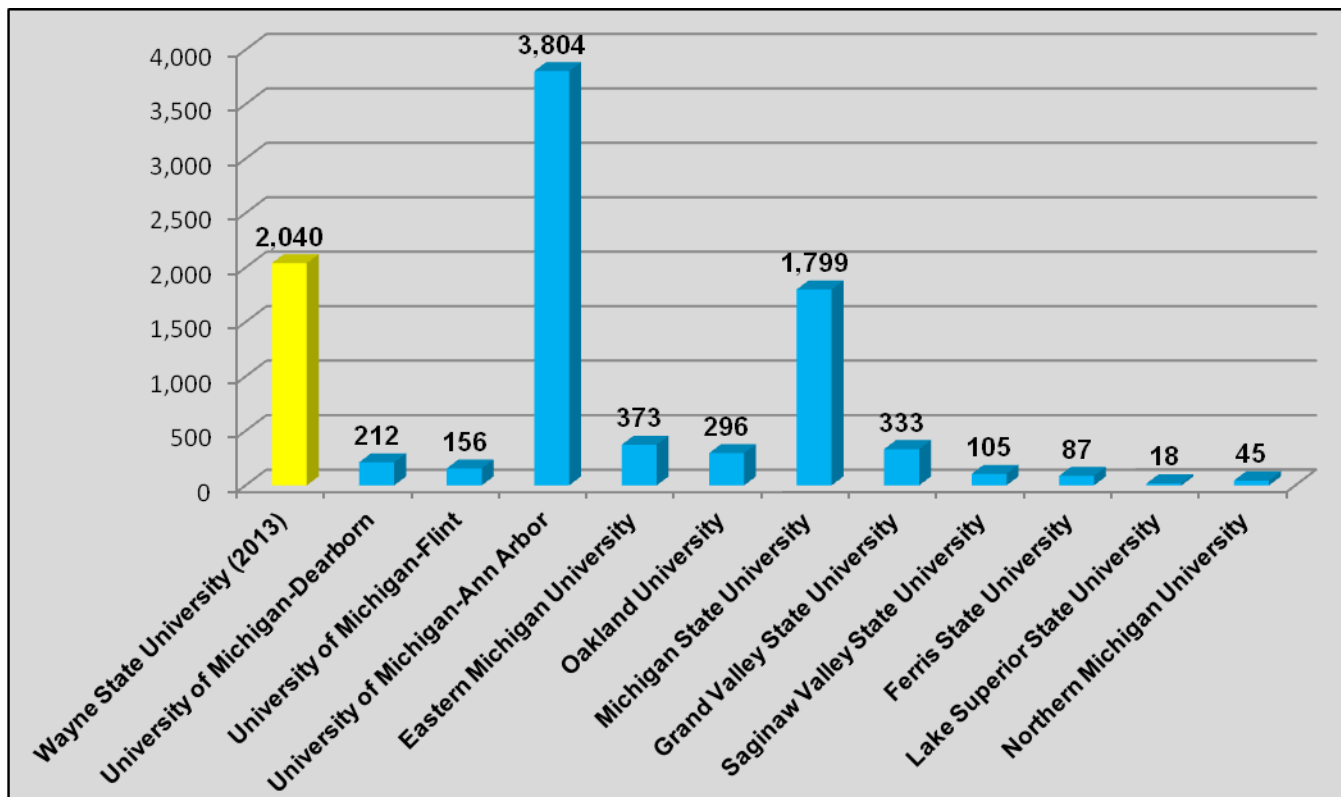


Comparative Analysis – Minority Employment

In 2013, Wayne State University employed 2,040 minorities in Full Time positions, second only to the University of Michigan--Ann Arbor (3,804). As a percentage of total employees, Wayne (40.65%) ranks 1st among the public universities.

As of 12/31/13 (Table 14)

| Michigan Public Universities | | | | |
|--|---------------------------|------------------------------------|-------------------------------|------|
| 2012 - 2013 Full Time Minority Employees | | | | |
| Institution Name | Total Full Time Employees | Total Full Time Minority Employees | Percentage of Total Employees | Rank |
| Wayne State University (2013) | 5,019 | 2,040 | 40.65% | 1 |
| University of Michigan-Dearborn | 725 | 212 | 29.24% | 2 |
| University of Michigan-Flint | 723 | 156 | 21.58% | 3 |
| University of Michigan-Ann Arbor | 18,660 | 3,804 | 20.39% | 4 |
| Eastern Michigan University | 1,855 | 373 | 20.11% | 5 |
| Oakland University | 1,529 | 296 | 19.36% | 6 |
| Michigan State University | 10,647 | 1,799 | 16.90% | 7 |
| Grand Valley State University | 2,339 | 333 | 14.24% | 8 |
| Saginaw Valley State University | 782 | 105 | 13.43% | 9 |
| Ferris State University | 1,489 | 87 | 5.84% | 10 |
| Lake Superior State University | 321 | 18 | 5.61% | 11 |
| Northern Michigan University | 939 | 45 | 4.79% | 12 |



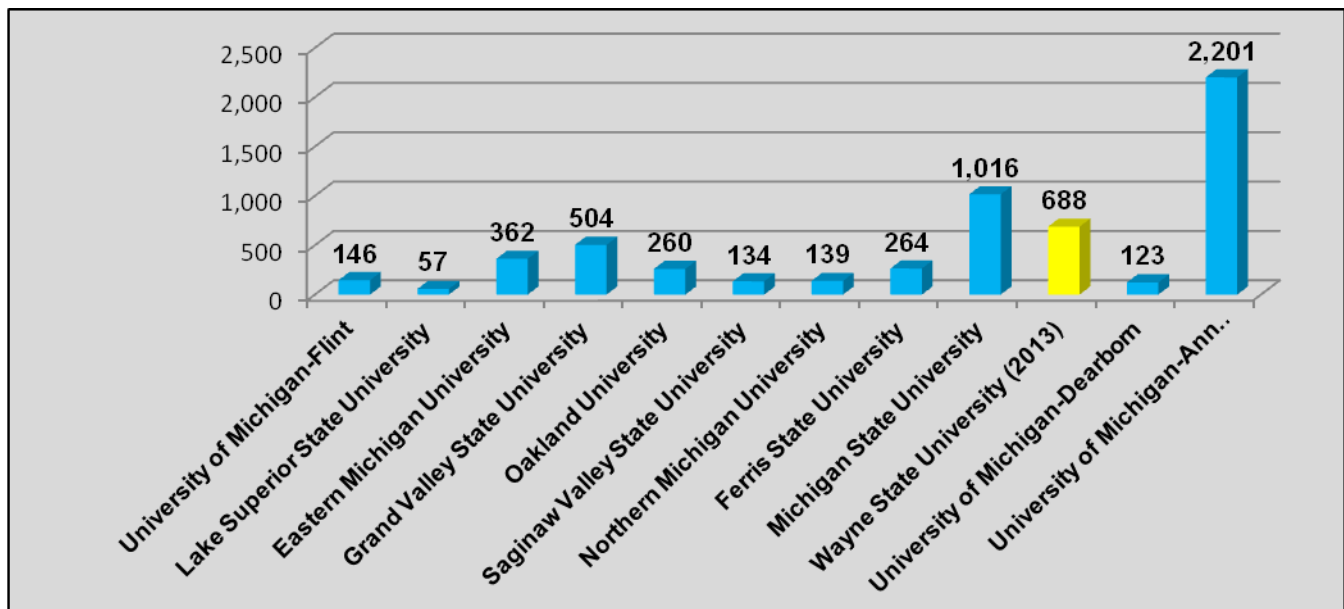
Comparative Analysis – Faculty Employment

Women Faculty

In 2013, Wayne State University employed 688 women in Full Time Faculty positions.⁷ This result remains third behind the University of Michigan – Ann Arbor (2,201) and Michigan State University (1,016), respectively. As a percentage of total faculty employees, Wayne ranks 10th among the Michigan Public Universities with 39.20% of its full time faculty employees being women.

As of 12/31/13 (Table 15)

| Michigan Public Universities | | | | |
|--------------------------------------|-------------------------|-------------------------------|-----------------------------|-----------|
| 2012 - 2013 Full Time Women Faculty | | | | |
| Institution Name | Total Full Time Faculty | Total Full Time Women Faculty | Percentage of Total Faculty | Rank |
| University of Michigan-Flint | 287 | 146 | 50.87% | 1 |
| Lake Superior State University | 118 | 57 | 48.31% | 2 |
| Eastern Michigan University | 759 | 362 | 47.69% | 3 |
| Grand Valley State University | 1,069 | 504 | 47.15% | 4 |
| Oakland University | 567 | 260 | 45.86% | 5 |
| Saginaw Valley State University | 300 | 134 | 44.67% | 6 |
| Northern Michigan University | 324 | 139 | 42.90% | 7 |
| Ferris State University | 616 | 264 | 42.86% | 8 |
| Michigan State University | 2,580 | 1,016 | 39.38% | 9 |
| Wayne State University (2013) | 1,755 | 688 | 39.20% | 10 |
| University of Michigan-Dearborn | 315 | 123 | 39.05% | 11 |
| University of Michigan-Ann Arbor | 5,947 | 2,201 | 37.01% | 12 |



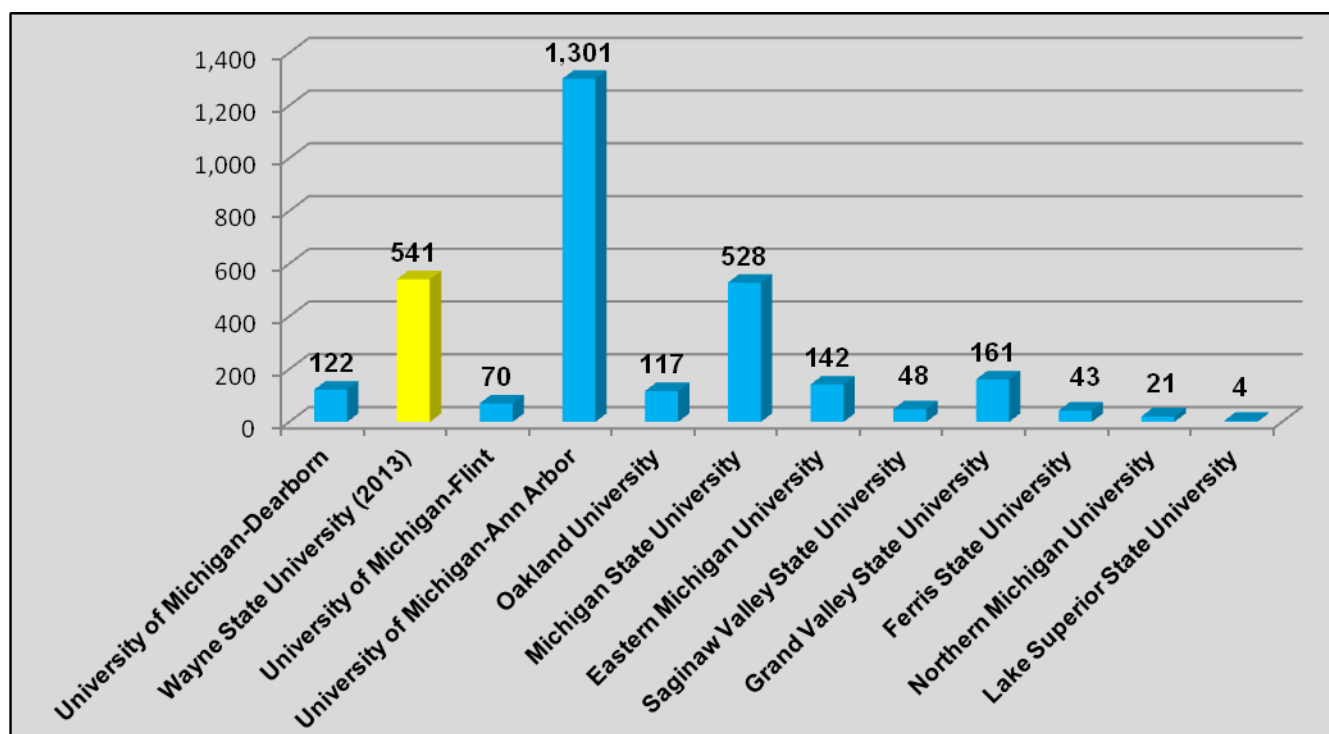
⁷ Faculty numbers reference both Tenure/Tenure-Track (341) and Non-Tenured (347) employees.

Minority Faculty

In 2013, Wayne State University employed 541 minorities in Full Time Faculty positions, second behind the University of Michigan – Ann Arbor (1,301).⁸ As a percentage of total full time faculty employees, Wayne (30.83%) ranks 2nd among the Michigan Public Universities.

As of 12/31/13 (Table 16)

| Michigan Public Universities | | | | |
|--|-------------------------|----------------------------------|-----------------------------|----------|
| 2012 - 2013 Full Time Minority Faculty | | | | |
| Institution Name | Total Full Time Faculty | Total Full Time Minority Faculty | Percentage of Total Faculty | Rank |
| University of Michigan-Dearborn | 315 | 122 | 38.73% | 1 |
| Wayne State University (2013) | 1,755 | 541 | 30.83% | 2 |
| University of Michigan-Flint | 287 | 70 | 24.39% | 3 |
| University of Michigan-Ann Arbor | 5,947 | 1,301 | 21.88% | 4 |
| Oakland University | 567 | 117 | 20.63% | 5 |
| Michigan State University | 2,580 | 528 | 20.47% | 6 |
| Eastern Michigan University | 759 | 142 | 18.71% | 7 |
| Saginaw Valley State University | 300 | 48 | 16.00% | 8 |
| Grand Valley State University | 1,069 | 161 | 15.06% | 9 |
| Ferris State University | 616 | 43 | 6.98% | 10 |
| Northern Michigan University | 324 | 21 | 6.48% | 11 |
| Lake Superior State University | 118 | 4 | 3.39% | 12 |



⁸ Faculty numbers reference both Tenure/Tenure-Track (306) and Non-Tenured (235) employees.

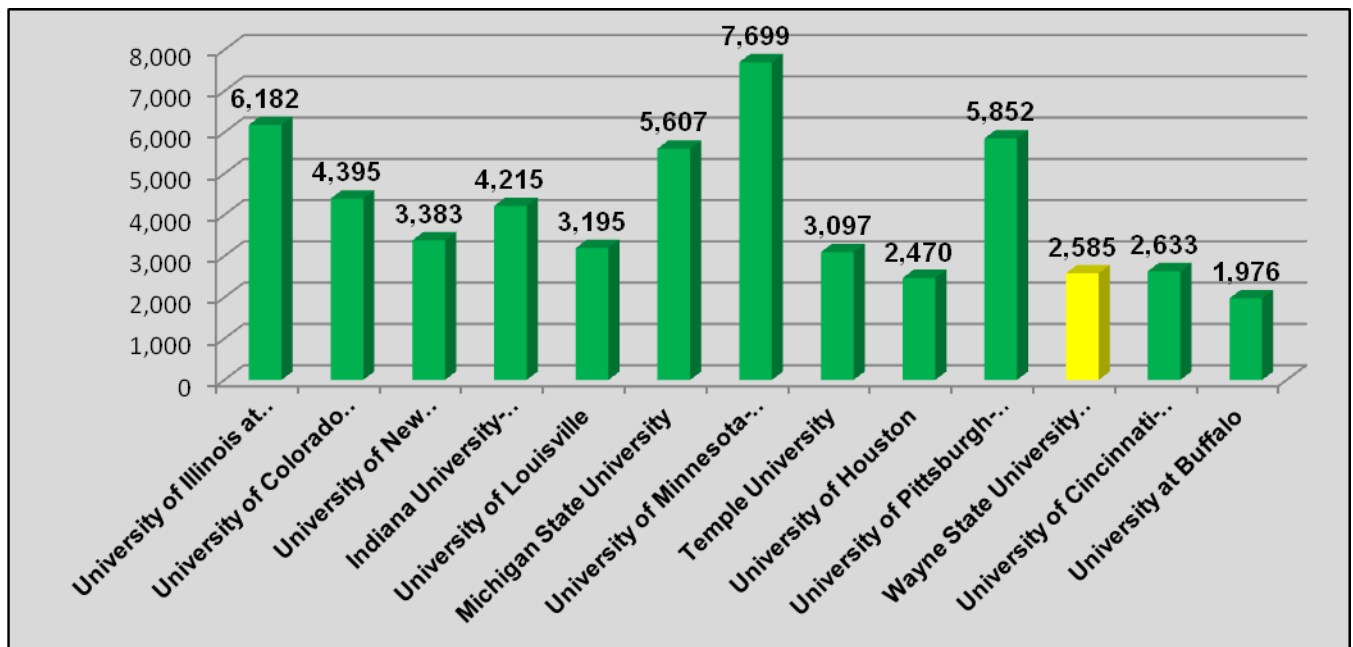
2) National Peer Institutions

Comparative Analysis – Women Employment

In 2013, Wayne State University employed 2,585 women in full time positions. Wayne ranks 11th among its national peer institutions in percentage of total women employed.⁹

As of 12/31/13 (Table 17)

| National Peer Institutions | | | | |
|---|---------------------------|---------------------------------|-------------------------------|-----------|
| 2012 - 2013 Full Time Women Employees | | | | |
| Institution Name | Total Full Time Employees | Total Full Time Women Employees | Percentage of Total Employees | Rank |
| University of Illinois at Chicago | 9,898 | 6,182 | 62.46% | 1 |
| University of Colorado Denver | 7,220 | 4,395 | 60.87% | 2 |
| University of New Mexico-Main Campus | 5,614 | 3,383 | 60.26% | 3 |
| Indiana University-Purdue University-Indianapolis | 7,215 | 4,215 | 58.42% | 4 |
| University of Louisville | 6,023 | 3,195 | 53.05% | 5 |
| Michigan State University | 10,647 | 5,607 | 52.66% | 6 |
| University of Minnesota-Twin Cities | 14,753 | 7,699 | 52.19% | 7 |
| Temple University | 5,966 | 3,097 | 51.91% | 8 |
| University of Houston | 4,759 | 2,470 | 51.90% | 9 |
| University of Pittsburgh-Pittsburgh Campus | 11,342 | 5,852 | 51.60% | 10 |
| Wayne State University (2013) | 5,019 | 2,585 | 51.50% | 11 |
| University of Cincinnati-Main Campus | 5,407 | 2,633 | 48.70% | 12 |
| University at Buffalo | 4,280 | 1,976 | 46.17% | 13 |



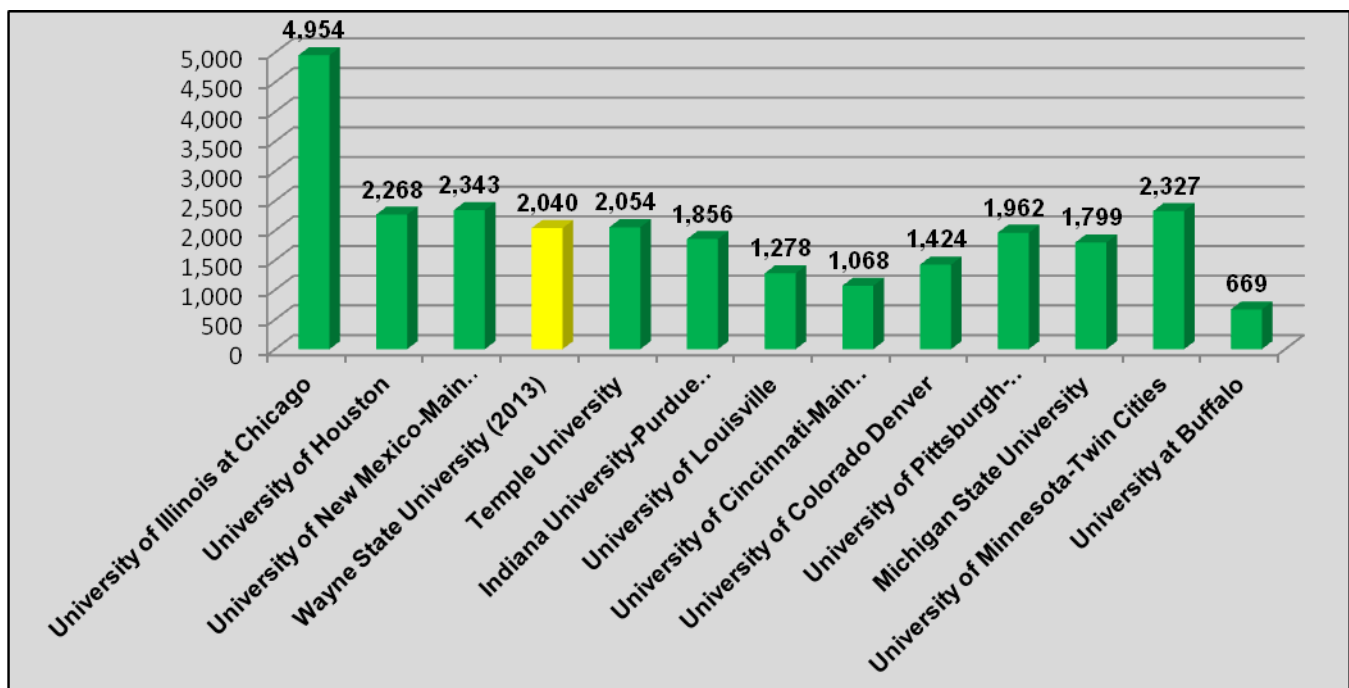
⁹ The Board of Governors has identified fifteen (15) universities as National Peer Institutions. In the most recent year of data available, the University of Alabama at Birmingham, the University of Utah, and Virginia Commonwealth University were not among the reporting institutions.

Comparative Analysis – Minority Employment

In 2013, Wayne State University employed 2,040 minorities in Full-time positions. Wayne ranks 4th among its national peer institutions in total minorities employed with 40.65% of its employee population being minority.

As of 12/31/13 (Table 18)

| National Peer Institutions | | | | |
|---|---------------------------|------------------------------------|-------------------------------|----------|
| 2012 - 2013 Full Time Minority Employees | | | | |
| Institution Name | Total Full Time Employees | Total Full Time Minority Employees | Percentage of Total Employees | Rank |
| University of Illinois at Chicago | 9,898 | 4,954 | 50.05% | 1 |
| University of Houston | 4,759 | 2,268 | 47.66% | 2 |
| University of New Mexico-Main Campus | 5,614 | 2,343 | 41.73% | 3 |
| Wayne State University (2013) | 5,019 | 2,040 | 40.65% | 4 |
| Temple University | 5,966 | 2,054 | 34.43% | 5 |
| Indiana University-Purdue University-Indianapolis | 7,215 | 1,856 | 25.72% | 6 |
| University of Louisville | 6,023 | 1,278 | 21.22% | 7 |
| University of Cincinnati-Main Campus | 5,407 | 1,068 | 19.75% | 8 |
| University of Colorado Denver | 7,220 | 1,424 | 19.72% | 9 |
| University of Pittsburgh-Pittsburgh Campus | 11,342 | 1,962 | 17.30% | 10 |
| Michigan State University | 10,647 | 1,799 | 16.90% | 11 |
| University of Minnesota-Twin Cities | 14,753 | 2,327 | 15.77% | 12 |
| University at Buffalo | 4,280 | 669 | 15.63% | 13 |



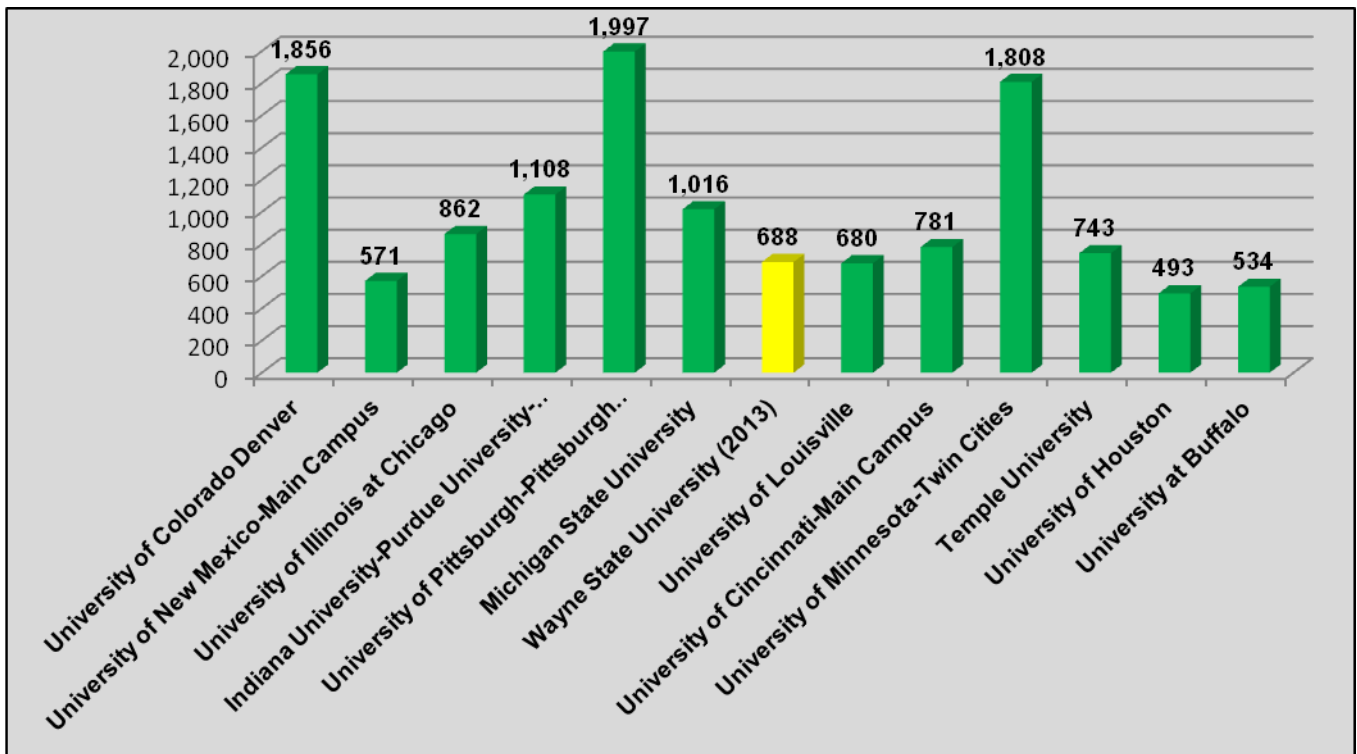
COMPARATIVE ANALYSIS – FACULTY EMPLOYMENT

Women Faculty

In 2013, Wayne State University employed 688 women in Full-time Faculty positions.¹⁰ Wayne ranks 7th among its national peer institutions in total women faculty.

As of 12/31/13 (Table 19)

| National Peer Institutions | | | | |
|---|-------------------------|-------------------------------|-----------------------------|------|
| 2012 - 2013 Full Time Women Faculty | | | | |
| Institution Name | Total Full Time Faculty | Total Full Time Women Faculty | Percentage of Total Faculty | Rank |
| University of Colorado Denver | 3,568 | 1,856 | 52.02% | 1 |
| University of New Mexico-Main Campus | 1,291 | 571 | 44.23% | 2 |
| University of Illinois at Chicago | 1,960 | 862 | 43.98% | 3 |
| Indiana University-Purdue University-Indianapolis | 2,714 | 1,108 | 40.83% | 4 |
| University of Pittsburgh-Pittsburgh Campus | 4,985 | 1,997 | 40.06% | 5 |
| Michigan State University | 2,580 | 1,016 | 39.38% | 6 |
| Wayne State University (2013) | 1,755 | 688 | 39.20% | 7 |
| University of Louisville | 1,747 | 680 | 38.92% | 8 |
| University of Cincinnati-Main Campus | 2,007 | 781 | 38.91% | 9 |
| University of Minnesota-Twin Cities | 4,660 | 1,808 | 38.80% | 10 |
| Temple University | 1,998 | 743 | 37.19% | 11 |
| University of Houston | 1,351 | 493 | 36.49% | 12 |
| University at Buffalo | 1,537 | 534 | 34.74% | 13 |



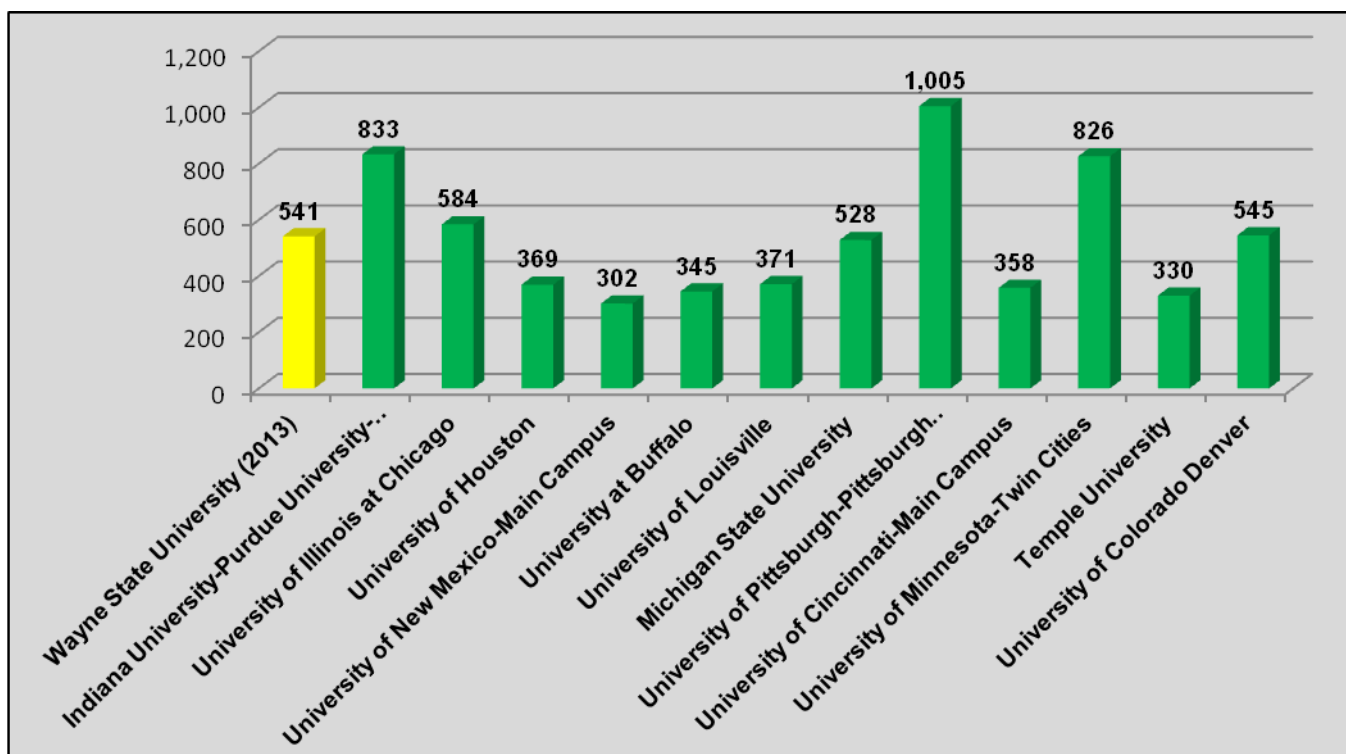
¹⁰ Faculty numbers reference both Tenure/Tenure-Track (341) and Non-Tenured (347) employees.

Minority Faculty

In 2013, Wayne State University employed 541 minorities in Full-time Faculty positions.¹¹ Wayne ranks first among its national peer institutions in total minority faculty.

As of 12/31/13 (Table 20)

| National Peer Institutions | | | | |
|---|-------------------------|----------------------------------|-----------------------------|------|
| 2012 - 2013 Full Time Minority Faculty | | | | |
| Institution Name | Total Full Time Faculty | Total Full Time Minority Faculty | Percentage of Total Faculty | Rank |
| Wayne State University (2013) | 1,755 | 541 | 30.83% | 1 |
| Indiana University-Purdue University-Indianapolis | 2,714 | 833 | 30.69% | 2 |
| University of Illinois at Chicago | 1,960 | 584 | 29.80% | 3 |
| University of Houston | 1,351 | 369 | 27.31% | 4 |
| University of New Mexico-Main Campus | 1,291 | 302 | 23.39% | 5 |
| University at Buffalo | 1,537 | 345 | 22.45% | 6 |
| University of Louisville | 1,747 | 371 | 21.24% | 7 |
| Michigan State University | 2,580 | 528 | 20.47% | 8 |
| University of Pittsburgh-Pittsburgh Campus | 4,985 | 1,005 | 20.16% | 9 |
| University of Cincinnati-Main Campus | 2,007 | 358 | 17.84% | 10 |
| University of Minnesota-Twin Cities | 4,660 | 826 | 17.73% | 11 |
| Temple University | 1,998 | 330 | 16.52% | 12 |
| University of Colorado Denver | 3,568 | 545 | 15.27% | 13 |



¹¹ Faculty numbers reference both Tenure/Tenure-Track (306) and Non-Tenured (235) employees.

c. Analysis of Leadership Positions (Executive/Administrative/Managerial Employees)

In this section, we provide a series of charts to present Wayne’s performance in a specific occupational category: Executive/Administrative/Managerial employees. As in the sections above, these charts include both a comparison of the Michigan Public Universities and the national peer institutions. The beginning charts present a comparison of women employees in total, along with a breakdown of women employees by race and ethnicity. The concluding charts present a comparison of minority employees in total, along with a breakdown of employees by racial/ethnic groups.

Michigan Public Universities – Women Employees

As of 12/31/13 (Table 21)

| Michigan Public Universities | | | | |
|--|--|--|--|-------------|
| 2012-2013 Full Time Executive/Administrative/Managerial Women Employees | | | | |
| Institution Name | Total Full Time Executive/Administrative/Managerial Employees | Total Full Time Women Executive/Administrative/Managerial Employees | Percentage of Total Executive/Administrative/Managerial Employees | Rank |
| Grand Valley State University | 253 | 151 | 59.68% | 1 |
| University of Michigan-Flint | 70 | 41 | 58.57% | 2 |
| University of Michigan-Dearborn | 80 | 46 | 57.50% | 3 |
| Lake Superior State University | 53 | 30 | 56.60% | 4 |
| University of Michigan-Ann Arbor | 1386 | 777 | 56.06% | 5 |
| Eastern Michigan University | 271 | 150 | 55.35% | 6 |
| Ferris State University | 240 | 126 | 52.50% | 7 |
| Wayne State University (2013) | 261 | 137 | 52.49% | 8 |
| Michigan State University | 915 | 427 | 46.67% | 9 |
| Oakland University | 71 | 31 | 43.66% | 10 |
| Saginaw Valley State University | 94 | 40 | 42.55% | 11 |
| Northern Michigan University | 72 | 24 | 33.33% | 12 |

Michigan Public Universities – Women Employees by Primary Ethnicity

As of 12/31/13 (Table 22)

| Michigan Public Universities | | | | | | | | |
|--|----------------------------------|-------|--|-----------------------------|--|-------------------|--------------------------|-------------|
| 2012-2013 Full Time Executive/Administrative/Managerial Women Employees by Primary Ethnicity | | | | | | | | |
| Institution Name | American Indian or Alaska Native | Asian | Black or African American/Black Non-Hispanic | Hispanic or Latino/Hispanic | Native Hawaiian and Other Pacific Islander | Two or More Races | Total Women by Ethnicity | Total Women |
| University of Michigan-Ann Arbor | 0 | 24 | 54 | 19 | 0 | 10 | 107 | 663 |
| Michigan State University | 2 | 14 | 36 | 8 | 0 | 5 | 65 | 360 |
| Wayne State University (2013) | 1 | 7 | 32 | 1 | 0 | 0 | 41 | 96 |
| Eastern Michigan University | 0 | 4 | 24 | 2 | 0 | 0 | 30 | 117 |
| Grand Valley State University | 2 | 1 | 10 | 4 | 0 | 2 | 19 | 127 |
| University of Michigan-Dearborn | 0 | 0 | 7 | 1 | 0 | 1 | 9 | 37 |
| Ferris State University | 1 | 1 | 4 | 1 | 0 | 0 | 7 | 116 |
| Oakland University | 0 | 2 | 4 | 0 | 0 | 0 | 6 | 24 |
| University of Michigan-Flint | 0 | 1 | 1 | 1 | 0 | 0 | 3 | 37 |
| Northern Michigan University | 2 | 0 | 0 | 0 | 0 | 0 | 2 | 22 |
| Saginaw Valley State University | 0 | 0 | 1 | 1 | 0 | 0 | 2 | 38 |
| Lake Superior State University | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 30 |

Michigan Public Universities – Minority Employees

As of 12/31/13 (Table 23)

| Michigan Public Universities | | | | |
|---|--|---|--|-------------|
| 2012-2013 Full Time Executive/Administrative/Managerial Minority Employees | | | | |
| Institution Name | Total Full Time Executive/Administrative/Managerial Employees | Total Full Time Minority Executive/Administrative/Managerial Employees | Percentage of Total Executive/Administrative/Managerial Employees | Rank |
| Wayne State University (2013) | 261 | 68 | 26.05% | 1 |
| Eastern Michigan University | 271 | 56 | 20.66% | 2 |
| Grand Valley State University | 253 | 38 | 15.02% | 3 |
| Oakland University | 71 | 10 | 14.08% | 4 |
| University of Michigan-Dearborn | 80 | 11 | 13.75% | 5 |
| University of Michigan-Ann Arbor | 1,386 | 184 | 13.28% | 6 |
| Michigan State University | 915 | 114 | 12.46% | 7 |
| University of Michigan-Flint | 70 | 8 | 11.43% | 8 |
| Saginaw Valley State University | 94 | 10 | 10.64% | 9 |
| Ferris State University | 240 | 17 | 7.08% | 10 |
| Northern Michigan University | 72 | 3 | 4.17% | 11 |
| Lake Superior State University | 53 | 0 | 0.00% | 12 |

Michigan Public Universities – Minority Employees by Primary Ethnicity

As of 12/31/13 (Table 24)

| Michigan Public Universities | | | | | | | |
|---|----------------------------------|-------|--|-----------------------------|--|-------------------|------------------|
| 2012-2013 Full Time Executive/Administrative/Managerial Minority Employees by Primary Ethnicity | | | | | | | |
| Institution Name | American Indian or Alaska Native | Asian | Black or African American/Black Non-Hispanic | Hispanic or Latino/Hispanic | Native Hawaiian and Other Pacific Islander | Two or More Races | Total Minorities |
| University of Michigan-Ann Arbor | 2 | 45 | 92 | 30 | 1 | 14 | 184 |
| Michigan State University | 4 | 31 | 53 | 18 | 1 | 7 | 114 |
| Wayne State University (2013) | 1 | 12 | 49 | 5 | 0 | 1 | 68 |
| Eastern Michigan University | 0 | 8 | 43 | 5 | 0 | 0 | 56 |
| Grand Valley State University | 3 | 1 | 22 | 9 | 0 | 3 | 38 |
| Ferris State University | 1 | 2 | 12 | 2 | 0 | 0 | 17 |
| University of Michigan-Dearborn | 0 | 1 | 8 | 1 | 0 | 1 | 11 |
| Oakland University | 0 | 3 | 7 | 0 | 0 | 0 | 10 |
| Saginaw Valley State University | 0 | 0 | 5 | 5 | 0 | 0 | 10 |
| University of Michigan-Flint | 0 | 2 | 4 | 1 | 0 | 1 | 8 |
| Northern Michigan University | 2 | 1 | 0 | 0 | 0 | 0 | 3 |
| Lake Superior State University | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

National Peer Universities – Women Employees

As of 12/31/13 (Table 25)

| National Peer Institutions | | | | |
|--|--|--|--|-------------|
| 2012-2013 Full Time Executive/Administrative/Managerial Women Employees | | | | |
| Institution Name | Total Full Time Executive/Administrative/Managerial Employees | Total Full Time Women Executive/Administrative/Managerial Employees | Percentage of Total Executive/Administrative/Managerial Employees | Rank |
| University of Pittsburgh-Pittsburgh Campus | 908 | 594 | 65.42% | 1 |
| University of Louisville | 669 | 428 | 63.98% | 2 |
| University of Cincinnati-Main Campus | 956 | 602 | 62.97% | 3 |
| University of Illinois at Chicago | 1,042 | 648 | 62.19% | 4 |
| Indiana University-Purdue University-Indianapolis | 598 | 365 | 61.04% | 5 |
| University of Colorado Denver | 557 | 338 | 60.68% | 6 |
| Temple University | 831 | 503 | 60.53% | 7 |
| University of Houston | 682 | 390 | 57.18% | 8 |
| University at Buffalo | 367 | 193 | 52.59% | 9 |
| Wayne State University (2013) | 261 | 137 | 52.49% | 10 |
| University of Minnesota-Twin Cities | 752 | 390 | 51.86% | 11 |
| University of New Mexico-Main Campus | 129 | 61 | 47.29% | 12 |
| Michigan State University | 915 | 427 | 46.67% | 13 |

National Peer Universities – Women Employees by Primary Ethnicity

As of 12/31/13 (Table 26)

| National Peer Institutions | | | | | | | | |
|--|----------------------------------|-------|---|------------------------------|--|-------------------|--------------------------|-------------|
| 2012-2013 Full Time Executive/Administrative/Managerial Women Employees by Primary Ethnicity | | | | | | | | |
| Institution Name | American Indian or Alaska Native | Asian | Black or African American/ Black Non-Hispanic | Hispanic or Latino/ Hispanic | Native Hawaiian and Other Pacific Islander | Two or More Races | Total Women by Ethnicity | Total Women |
| University of Illinois at Chicago | 1 | 50 | 137 | 76 | 1 | 3 | 268 | 367 |
| University of Houston | 1 | 37 | 78 | 49 | 0 | 6 | 171 | 217 |
| Temple University | 0 | 16 | 118 | 11 | 0 | 0 | 145 | 330 |
| University of Cincinnati-Main Campus | 0 | 8 | 77 | 6 | 1 | 2 | 94 | 481 |
| Indiana University-Purdue University-Indianapolis | 1 | 11 | 47 | 11 | 0 | 4 | 74 | 291 |
| University of Louisville | 0 | 12 | 40 | 3 | 1 | 11 | 67 | 359 |
| Michigan State University | 2 | 14 | 36 | 8 | 0 | 5 | 65 | 360 |
| University of Colorado Denver | 3 | 16 | 9 | 30 | 1 | 1 | 60 | 253 |
| University of Pittsburgh-Pittsburgh Campus | 1 | 12 | 27 | 3 | 0 | 6 | 49 | 542 |
| Wayne State University (2013) | 1 | 7 | 32 | 1 | 0 | 0 | 41 | 96 |
| University of Minnesota-Twin Cities | 2 | 12 | 11 | 6 | 0 | 3 | 34 | 352 |
| University at Buffalo | 1 | 5 | 14 | 2 | 0 | 0 | 22 | 169 |
| University of New Mexico-Main Campus | 0 | 1 | 5 | 15 | 0 | 0 | 21 | 38 |

National Peer Universities – Minority Employees

As of 12/31/13 (Table 27)

| National Peer Institutions | | | | |
|---|--|---|--|-------------|
| 2012-2013 Full Time Executive/Administrative/Managerial Minority Employees | | | | |
| Institution Name | Total Full Time Executive/Administrative/Managerial Employees | Total Full Time Minority Executive/Administrative/Managerial Employees | Percentage of Total Executive/Administrative/Managerial Employees | Rank |
| University of Houston | 682 | 266 | 39.00% | 1 |
| University of Illinois at Chicago | 1,042 | 386 | 37.04% | 2 |
| University of New Mexico-Main Campus | 129 | 39 | 30.23% | 3 |
| Temple University | 831 | 222 | 26.71% | 4 |
| Wayne State University (2013) | 261 | 68 | 26.05% | 5 |
| Indiana University-Purdue University-Indianapolis | 598 | 111 | 18.56% | 6 |
| University of Colorado Denver | 557 | 91 | 16.34% | 7 |
| University of Louisville | 669 | 105 | 15.70% | 8 |
| University of Cincinnati-Main Campus | 956 | 144 | 15.06% | 9 |
| Michigan State University | 915 | 114 | 12.46% | 10 |
| University at Buffalo | 367 | 45 | 12.26% | 11 |
| University of Minnesota-Twin Cities | 752 | 71 | 9.44% | 12 |
| University of Pittsburgh-Pittsburgh Campus | 908 | 73 | 8.04% | 13 |

National Peer Universities – Minority Employees by Primary Ethnicity

As of 12/31/13 (Table 28)

| National Peer Institutions | | | | | | | |
|---|----------------------------------|-----------|--|-----------------------------|--|-------------------|------------------|
| 2012-2013 Full Time Executive/Administrative/Managerial Minority Employees 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 at Chicago | 1 | 71 | 200 | 106 | 1 | 7 | 386 |
| University of Houston | 1 | 65 | 113 | 76 | 1 | 10 | 266 |
| Temple University | 2 | 40 | 160 | 20 | 0 | 0 | 222 |
| University of Cincinnati-Main Campus | 1 | 16 | 112 | 10 | 1 | 4 | 144 |
| Michigan State University | 4 | 31 | 53 | 18 | 1 | 7 | 114 |
| Indiana University-Purdue University-Indianapolis | 2 | 20 | 67 | 14 | 0 | 8 | 111 |
| University of Louisville | 0 | 22 | 62 | 6 | 1 | 14 | 105 |
| University of Colorado Denver | 3 | 24 | 18 | 43 | 1 | 2 | 91 |
| University of Pittsburgh-Pittsburgh Campus | 1 | 18 | 44 | 4 | 0 | 6 | 73 |
| University of Minnesota-Twin Cities | 4 | 22 | 26 | 16 | 0 | 3 | 71 |
| Wayne State University (2013) | 1 | 12 | 49 | 5 | 0 | 1 | 68 |
| University at Buffalo | 3 | 11 | 26 | 5 | 0 | 0 | 45 |
| University of New Mexico-Main Campus | 2 | 4 | 6 | 27 | 0 | 0 | 39 |

II. UNIVERSITY COMPLAINTS OF DISCRIMINATION AND HARASSMENT

The Office of Equal Opportunity (“OEO”) is responsible for investigating complaints arising under the University’s policies prohibiting discrimination or harassment, including the Non-Discrimination/Affirmative Action Policy and Sexual Harassment Statute. When contacted by a potential Complainant, the OEO assesses first whether the allegations fall within the scope of the Non-Discrimination or Sexual Harassment policies. If not, the OEO refers the Complainant to the proper forum to address the issue, such as Human Resources, Labor Relations, the Ombudsperson or the Dean of Students Office. If the 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 initial inquiry itself resolves the matter.

If the initial inquiry has merit, a *formal complaint* is initiated. Formal complaints are adjudicated by using the procedures set forth in University Policy 2005-03.

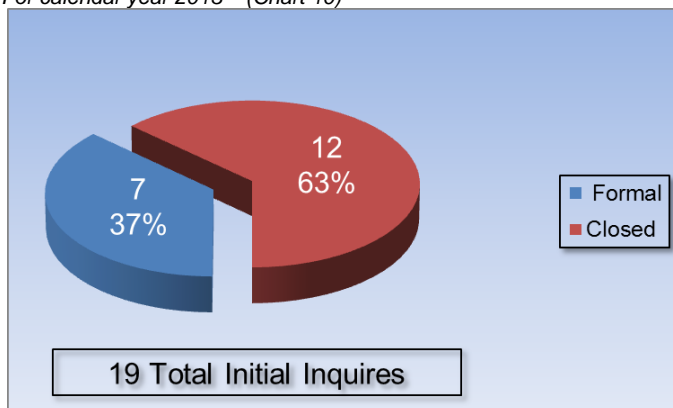
The OEO also serves as the university point of contact to complaints of discrimination and harassment brought to external agencies, such as the Michigan Department of Civil Rights (“MDCR”), the United States Equal Employment Opportunity Commission (“EEOC”), the United States Department of Education, Office of Civil Rights (“OCR”), and the Department of Labor, Office of Federal Contract Compliance Programs (“OFCCP”). For purposes of this report, such charges are included as “formal complaints.”

A) Initial Inquiries

During the 2013 calendar year, the OEO opened 19 initial inquiries and 7 of these initial inquiries were found to have allegations that would support the filing of a formal complaint. 12 initial inquiries were closed without the filing of a formal complaint.

Initial Inquiries

For calendar year 2013 – (Chart 10)



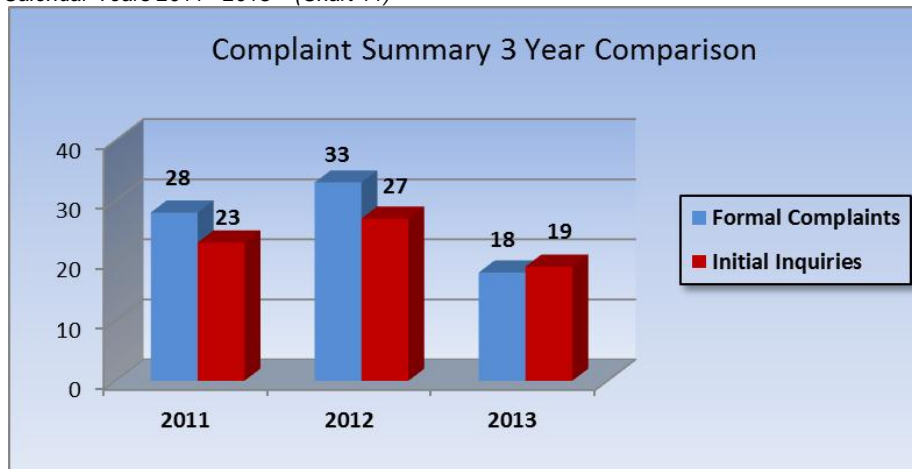
B) Complaints

The number of formal complaints decreased in 2013. During the 2013 calendar year, 18 formal complaints were opened in the OEO. Of those complaints, 6 were internal complaints and 12 complaints were received from external agencies.

Of the 24 formal complaints (both internal and external) that were closed in 2013, 23 formal complaints were closed without a finding of a University policy or statutory violation. There were findings of “cause”—meaning there was reason to believe a discriminatory act had occurred—in one internal complaint.

Initial Inquiry and Formal Complaint Activity Comparison

Calendar Years 2011 - 2013 – (Chart 11)

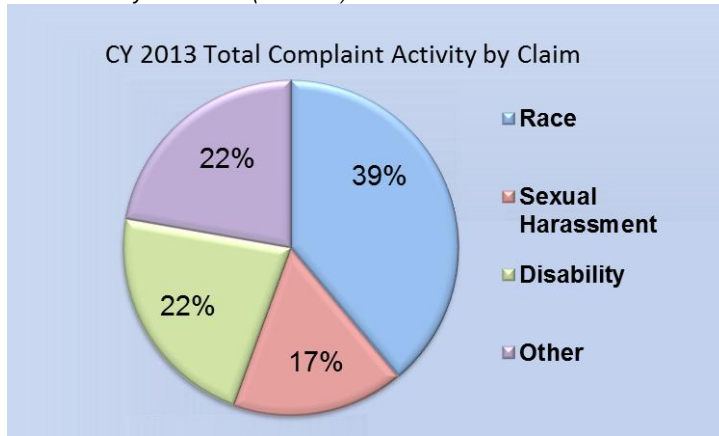


The 2013 data represents a 30% decrease from 27 inquiries in 2012. As the number of inquiries decreased, the number of formal complaints also decreased from 33 to 18 in 2013, which reflects a 45% drop in the number of formal complaints.

Complaints are categorized by the primary type of discrimination claim made by the Complainant. Of the 18 total formal complaints received in the year 2013, 7 involved claims of race discrimination, 4 claims were based on disability, and 3 were based on sex. In addition, 2 claims based on age, and 2 national origin complaints were filed in 2013. In 2012 the three most frequent claims were race discrimination (16), disability (6), and sex (4).

Total Complaint Activity by Type of Claim

For calendar year 2013 – (Chart 12)



The OEO also categorizes complaints by the federal statute that includes each protected classification. In 2013, there was a decrease in disability claims being filed. In 2013, 67% of the complaints involved classifications protected by Title VII, 11% were protected under Age Discrimination in Employment Act (“ADEA”) and 22% by the Americans with Disabilities Act (“ADA”).

The OEO is proactive in matters of discrimination and harassment by working closely with Human Resources and Labor Relations. The OEO collaborates with these offices to design and implement employee education programs on a University-wide basis. Specific training about sexual harassment which emphasizes the duty of care owed by managers and supervisors and their role in taking proactive and preventative measures to ensure a workplace free from harassment and discrimination is offered. OEO also continues to provide customized training to departments and units upon request and as a remedial measure following a complaint.

While the number of formal complaints fell in 2013, this reduction in the number of formal complaints reflects levels more consistent with the years before 2011. Of particular note, in 2013, only 5 complaints were filed with the EEOC, while the number of complaints filed with EEOC averaged 11 complaints per year for the three years preceding 2013.

Table 29 below shows the formal complaints filed against the schools, colleges, and divisions within the University during the past three years. During this period, a total of 79 formal complaints were filed. The largest percentage of formal complaints were filed on the basis of race (38%), which is larger than the next two most frequent bases, disability and sex, combined (34%). As may be expected by their numbers relative to the overall population at the University, the largest number of complaints originated from the School of Medicine (13) and the College of Liberal Arts and Sciences (11), which represented 30% of the formal complaints filed during this period.

2011 – 2013 Complaints by School/College/Division and Protected Basis

As of 12/31/13 (Table 29)

| School/College/Division | Age | National Origin | Race | Disability | Gender ID | Religion | Retaliation | Sex Harassment | Unequal Pay | Grand Total |
|--|-----|-----------------|------|------------|-----------|----------|-------------|----------------|-------------|-------------|
| Development and Alumni Affairs | | | | | | | | | | |
| Constituent Relations | | | | 1 | | | | | | 1 |
| SubTotal | | | | 1 | | | | | | 1 |
| Finance and Business Operations | | | | | | | | | | |
| AVP Human Resources | | | 1 | | | | | | | 1 |
| Business Operations | 1 | 1 | 2 | 1 | | | | 1 | | 6 |
| Facilities Planning and Management | | | 2 | 1 | | | 1 | 2 | | 6 |
| Fiscal Operations | | | 1 | | | | | | | 1 |
| SubTotal | 1 | 1 | 6 | 2 | | | 1 | 3 | | 14 |
| General Counsel | | | | | | | | | | |
| Office of Equal Opportunity | 1 | | | | | | | | | 1 |
| SubTotal | 1 | | | | | | | | | 1 |
| Marketing and Communications | | | | | | | | | | |
| Department of Public Safety | | | | 2 | | | | | | 2 |
| University Television | | | | | | | | 1 | | 1 |
| WDET | | | 1 | | | | | | | 1 |
| SubTotal | | | 1 | 2 | | | | 1 | | 4 |
| President's Office | | | | | | | | | | |
| Department of Athletics | | | 2 | | | | 1 | | | 3 |
| SubTotal | | | 2 | | | | 1 | | | 3 |
| Provost & VP Academic Affairs | | | | | | | | | | |
| Associate VP for Academic Personnel | | 1 | | | | | | | | 1 |
| Business School | 1 | | | | | | | | | 1 |
| Center for Urban Studies | | | 1 | | | | | | | 1 |
| College of Education | | | | | | | | 1 | | 1 |
| College of Engineering | | | 2 | 1 | | | 3 | 1 | | 7 |
| College of Liberal Arts and Sciences | 1 | | 3 | 1 | 2 | | | 4 | | 11 |
| College of Nursing | | | 1 | | | | | | | 1 |
| Division of Academic Affairs | | | 1 | | | | | | | 1 |
| EACPHS | | | 2 | 1 | | | | | | 3 |
| Fine Communication and Performing Arts | | | 2 | | | | | | | 2 |
| Law School | 1 | | 1 | | | | | | | 2 |
| Macomb University Center | | | 1 | | | | 1 | | | 2 |
| Oakland Center | | | 1 | | | | | | | 1 |
| School of Medicine | 1 | 3 | 2 | 2 | | 1 | 1 | 2 | 1 | 13 |
| School of Social Work | | | | 1 | | | | | | 1 |
| Student Affairs | | | 3 | 3 | | | | | | 6 |
| University Libraries | | | | | | | | 1 | | 1 |
| SubTotal | 4 | 4 | 20 | 9 | 2 | 1 | 5 | 9 | 1 | 55 |
| Research | | | | | | | | | | |
| Sponsored Program Administration | | | 1 | | | | | | | 1 |
| SubTotal | | | 1 | | | | | | | 1 |
| Grand Total | 6 | 5 | 30 | 14 | 2 | 1 | 7 | 13 | 1 | 79 |

III. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM

Through its Supplier Diversity Program, Wayne State University continues to reach out to minority-owned, woman-owned, and other recognized disadvantaged business enterprises (M/W/DBEs). The program provides outreach, mentoring, and networking opportunities, and often leads to successful business relationships. We have several initiatives to build upon the successes of the program and to encourage greater participation of minority and woman-owned enterprises. These initiatives are described in section III E below.

During fiscal year 2013, overall expenditures increased by 31%. Essentially, spurred by the Multidisciplinary Biomedical Research Building (MRBR), construction/renovation expenditures doubled over the previous year. Other large projects included the Advanced

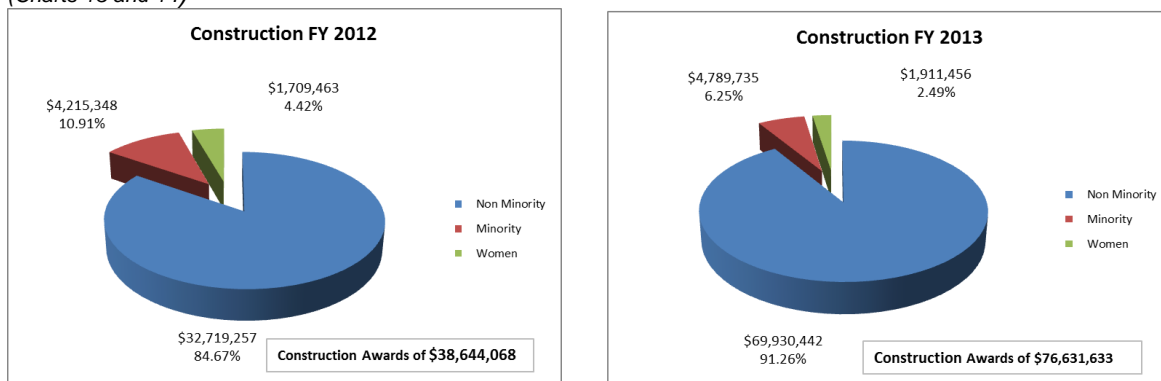
Automotive Technology Center (A-TEC) and continued renovations to Parking Structure No. 1, and fire suppression upgrades at the Law Library. In addition, Architectural Services were awarded for the Student Center Building. Purchases made for non-construction goods and services increased by 3.4% when compared to 2012.

A. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION

Total dollars awarded for all construction and professional service contracts (primary and subcontracts) amounted to \$76.6 Million in FY 2013, compared to \$38.6 million in FY 2012. In FY 2013, \$4,789,735 was awarded to minority-owned construction businesses, compared to \$4,215,348 in FY 2012. Women-owned construction firms captured \$1,911,456 in FY 2013, compared to \$1,709,463 in FY 2012. Although the dollars spent are higher, the overall percentage of dollars spent with women-owned and minority-owned firms is smaller.

Comparison of Total Construction Contract Awards

(Charts 13 and 14)

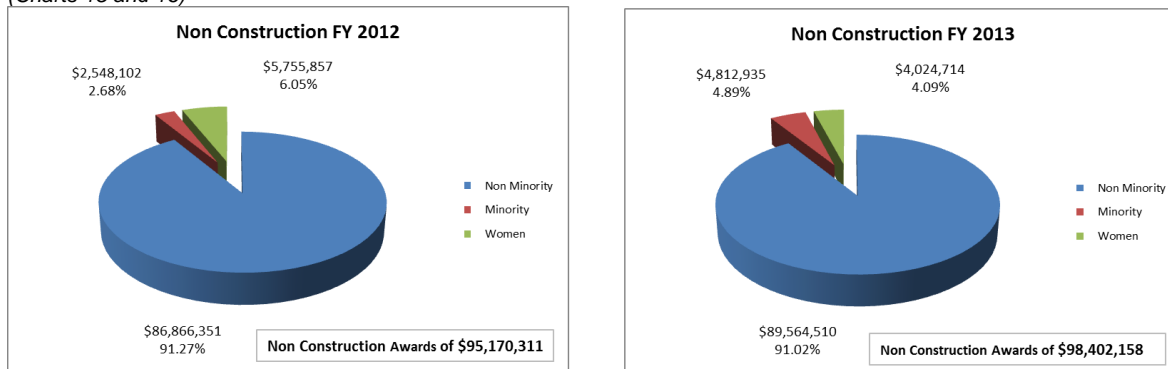


B. GENERAL PURCHASING (non-Construction Goods and Services)

Funds expended for non-construction purchases of goods and services increased slightly, from \$95.2 million in FY2012 to \$98.4 million in FY2013. In FY 2013, \$4,812,935 was awarded to minority-owned businesses, compared to \$2,548,102 in FY 2012. Women-owned firms captured \$4,024,714 in FY 2013, compared to \$5,755,857 million in FY 2012.

Comparison of Total General Purchasing Awards

(Charts 15 and 16)



C. OUTSIDE COUNSEL FEES

Wayne State University made direct payments in outside counsel fees in the net amount of \$1,425,849 of which \$945,874, or 66%, supported patents, licenses and technology transfer and \$479,975 was for all other legal matters. Wayne also authorized payments to outside counsel through the Michigan University Self-Insurance Corporation (MUSIC) in the amount of \$1,006,747.

Direct payments in the amount of \$134,409 and MUSIC payments in the amount of \$206,136 were made to women and minority-owned law firms. MUSIC payments of \$260,040 were made to a female partner in a larger firm representing Wayne. Overall, women-owned/partner firms were paid \$394,449 and minority-owned firms were paid \$225,178.

D. INVESTMENTS, DEBT, and RISK UNIT

External Investment Management Firms

Of the twenty-one (21) external investment management firms contracted to manage University endowment funds, one is a minority-owned firm. The endowment funds invested by the minority-owned firm in FY 2011-12 had a year-end value of \$40.6 million, or 15.7 percent of the total. In FY 2010-11, the minority-owned firm invested \$30 million, or 13.1 percent of the total.

Banking Relationships

First Independence Bank, a minority-owned bank, was used to process University Federal tax payments and the self-insured health care plan vendor payments for the DMC-Preferred Provider Organization (PPO).

E. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES

Michigan Minority Supplier Development Council (MMSDC)

The MMSDC recognizes Wayne State as a statewide leader in government & higher education for actively seeking out and extending business opportunities to the minority and women-owned business enterprise community. In 2013, Wayne State University again received the MMBDC Corporation of the Year – Education Sector Award. This award makes the twelfth time the University has been so honored since the program's inception in 1989, the most of any participating corporation or institution.

In addition, the University received MMSDC's Corporate ONE Award in October 2013 for meeting each of the seven criteria required for this award.

Both awards are on display in the offices of Procurement & Strategic Sourcing.

25th Annual Diversity and Detroit Based Business Conference

On August 9, 2013, Wayne State welcomed more than 150 minority-owned, women-owned, and Detroit based business enterprises to our annual business conference. We brought together representatives from across the campus to meet with business owners offering a wide variety of goods and services, such as construction, snow removal, consulting, and technical support. Representatives from the Computing and Information Technology, Facilities Planning and Management, Housing, and Procurement engaged in networking, information gathering and business-to-business referrals for the participants in attendance. The Detroit Medical Center, Henry Ford Health Systems, the Detroit Economic Growth Corporation (DEGC) and Midtown Inc. also joined us at the event, which was held at Matthaei in the Multipurpose Indoor Facility.

Council of Supplier Diversity Professionals (CSDP)

Wayne State is a member of the Council of Supplier Diversity Professionals, an organization established in 1988 that is devoted to sharing information, ideas, and issues relative to supplier diversity and to the growth and development of minority and women-owned businesses. Membership in this Council gives us access to vendor referrals, seminars, and workshops that expand and enhance our relationships with minority and women owned business enterprises. Kenneth Doherty, AVP of Procurement & Strategic Sourcing, serves on its Board of Directors as the Technology chairperson, a position he has held since 2009.

WBEC-GL and CEED

Wayne State has memberships in the Women's Business Enterprise Council - Great Lakes (WBEC-GL) and the Center for Empowerment and Economic Development (CEED). Membership provides access to the strongest and most active women business owners networking groups. Through their training and certification programs, we connect with the most viable female owned companies. As shown in Charts 13-16, our total expenditures with women owned companies have remained strong in 2013.

Small & Diverse Business Workshops

The University has a strong presence in the small business community. Our goal is to educate small business owners on our policies and procedures in order to work more effectively with the University. In addition to hosting the Annual Diversity and Detroit Based Business Conference (August 2013), Wayne is actively engaged in a wide variety of sponsored conferences and workshops, such as the Greater Farmington Chamber of Commerce "Purchasing 101" event in March 2013, the Michigan Minority Procurement Conference in May 2013, and the Procurement Technical Assistance Center (PTAC) "Meet the Buyers" event and the MMSDC Supplier Diversity Summit, which both occurred in October 2013.

The University is one of the charter members of the Detroit to Detroit (D2D) business initiative, designed to promote and increase spend with Detroit based businesses. The D2D initiative built upon the momentum gained with the Midtown Buy in Detroit initiative—an initiative that had Wayne State's support and participation from 2010 through 2012.

The University was also host to the US Small Business “Link Detroit: A Small Business Matchmaking Summit” event in December. Mr. Ned Staebler, Vice President for Economic Development, was instrumental in bringing the event to our Campus, where dozens of corporations and hundreds of suppliers from the Midwest came to learn about business opportunities for small business in the Detroit area.

The University was recognized at the MMSDC’s Annual Membership Meeting for being among the first to begin posting bid opportunities to their newly created Open Contract Opportunities listing prepared for its minority business owners.

IV. HIGHLIGHTS OF OFFICE OF EQUAL OPPORTUNITY ACTIVITIES

The Office of Equal Opportunity is led by a Director and staffed by two Equal Opportunity Specialists. The professional staff is supported by an Administrative Assistant and a student assistant. During 2013, OEO staff continued to participate in local organizations, including the Michigan Diversity Leadership Council, and national conferences.

The OEO serves as a resource promoting access and equal opportunity within the University. The OEO serves as the ADA Title I Coordinator for Wayne. In this role, the OEO evaluates disability accommodation requests from employees, and serves as a resource regarding issues of accessibility on campus. The OEO Director also serves on the ADA Advisory Committee to address issues of accessibility at Wayne. In addition, the OEO Director is designated as the Title IX Coordinator for Wayne, providing coordination for those reports of sex discrimination protected under the federal law and investigation of incidents that allege violations of Wayne’s non-discrimination and harassment policies.

Training and outreach efforts are emphasized to promote a diverse environment. The OEO continued to provide training sessions on Sexual Harassment Prevention to both management-level personnel and other staff, in addition to Diversity Training through the Organization and Employee Development Office. Furthermore, employees continue to utilize the WSU On-line Sexual Harassment Module, “Preventing Harassment on Campus,” which allows employees to complete the training at a self-directed pace and provides broader access than previous training modes.

Through the use of Faculty Search Committee Training to schools and colleges, the OEO assists the Search Committees in preparing to search for qualified faculty from a diverse pool. The faculty hiring process provides schools and colleges with the ability to continually assess their efforts at diversifying their faculty, requiring each school and college to evaluate their full-time faculty data and national availability statistics to demonstrate their efforts to seek diversity in their academic staff. This training emphasizes the use of a variety of recruiting sources, in addition to the use of the On-line Hiring System in implementing an automated system to execute the hiring of academic staff.

PROPOSAL 2

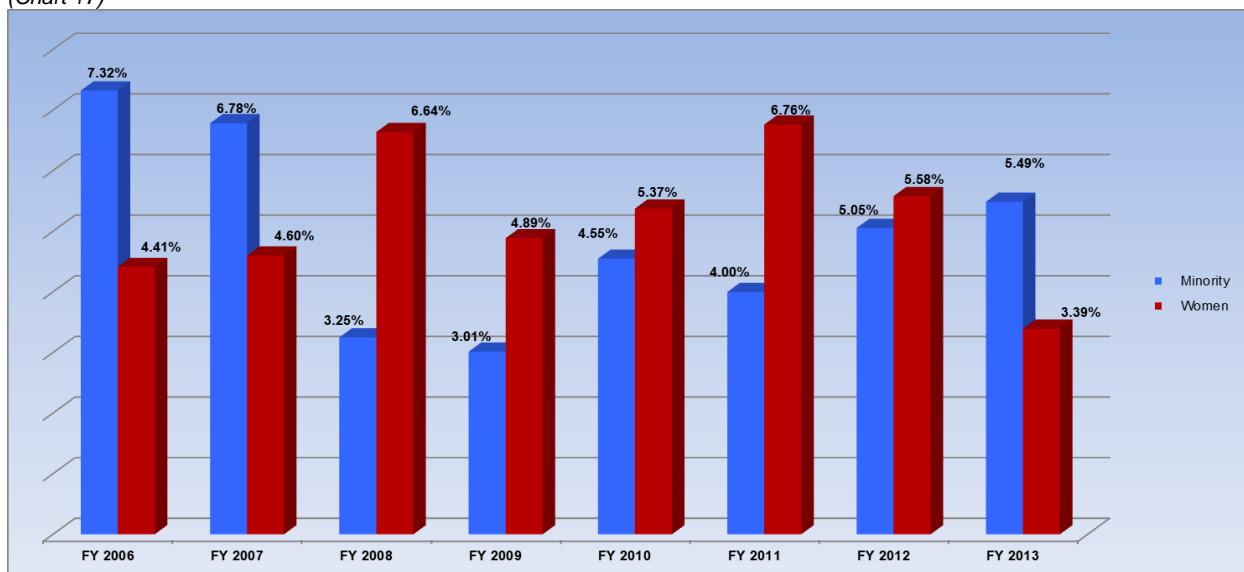
The “Michigan Civil Rights Initiative”, commonly known as “Proposal 2”, was a ballot initiative that became Michigan law on December 22, 2006. The ballot proposal amended the Michigan Constitution to become Article I, Section 26 to bar the use of “preferences” based on race, sex, color, ethnicity or 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, Wayne must comply with the affirmative action efforts in hiring set forth in Executive Order 11246. It is worth noting that as used in Executive Order 11246; “affirmative action” is a term of art similar to “equal opportunity” and does not have the scope traditionally attached to the term.

The impact of Proposal 2 remains significant. We continue to see an impact on supplier diversity as a result of Proposal 2. In Chart 17, we see the trend on spending with women and minority vendors since the enactment of Proposal 2.

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

(Chart 17)



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. Responsibility for Affirmative Action

Wayne State University's President has overall responsibility for implementation of the Wayne State University Affirmative Action/Equal Opportunity Program. Wayne has assigned primary management responsibility and accountability for ensuring full compliance with the program to the Office of Equal Opportunity, which reports to the Vice President and General Counsel. The Director of Equal Opportunity has the authority and resources, as well as the support of and access to the executive management, to ensure effective implementation of the Affirmative Action Program. The President actively supports the program and provides assistance whenever needed, making managers and supervisors aware of the program and requesting their cooperation and assistance.

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 a working understanding of the goals and objectives in Wayne's Affirmative Action Plan.

- Meeting with managers, supervisors, and employees to assure that Wayne's EEO policies are being followed.
- Acting as a liaison between Wayne and enforcement agencies.
- Acting as a liaison between Wayne and appropriate minority and women's organizations and community action groups concerned with employment opportunities for minorities and women.
- Supporting contact between Wayne and predominately female and minority high schools, colleges, and technical schools in the area as needed.
- Keeping management informed of developments in the EEO and affirmative action field.
- Conducting a periodic audit to ensure that Wayne complies in the following ways:
 - Making sure EEO posters are properly displayed.
 - Making sure that all University employees have the opportunity and are encouraged to participate in University-sponsored educational, training, recreational and social activities.

III. Definition of Terms

Black: A person having origins in any of the black racial groups of Africa, but not Hispanic.

Asian or Pacific Islander: A person having origins in any of the original people of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands.

Hispanic: A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Native American or Alaskan Native: A person having origins in any of the original peoples of North America, and who maintains cultural identification through tribal affiliation or community recognition.

Caucasian or White: A person who is not included in any of the four ethnic identifications listed above.

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.

Americans with Disabilities Act:

In the first instance, disability status is self-identified by faculty, staff and students.

IV. 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).

V. 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.

VI. 2012 Data Tables

2012 Total Full Time Academic and Non Academic Employee Headcount

As of 12/31/2012 – (Table 30)

| Category | 2012 Total | Black | Asian | Hispanic | American Indian/Alaskan Native | Native Hawaiian/Pacific Islander | 2 or More Races | Total Minorities | Women |
|---|--------------|-----------------------|---------------------|--------------------|--------------------------------|----------------------------------|-------------------|-----------------------|-----------------------|
| Faculty | 1,783 | 119 6.7% | 373 20.9% | 41 2.3% | 4 0.2% | 2 0.1% | 6 0.3% | 545 30.6% | 700 39.3% |
| Executive / Administrative / Managerial | 252 | 49 19.4% | 12 4.8% | 4 1.6% | 1 0.4% | 0 0.0% | 0 0.0% | 66 26.2% | 130 51.6% |
| Other Professionals | 2,208 | 487 22.1% | 366 16.6% | 63 2.9% | 2 0.1% | 3 0.1% | 10 0.5% | 931 42.2% | 1,330 60.2% |
| Technical / Paraprofessional | 66 | 12 18.2% | 1 0.0% | 1 0.0% | 1 0.0% | 0 0.0% | 0 0.0% | 15 22.7% | 34 51.5% |
| Clerical / Secretarial | 392 | 259 66.1% | 3 0.8% | 9 2.3% | 1 0.3% | 0 0.0% | 2 0.5% | 274 69.9% | 350 89.3% |
| Skilled Crafts | 109 | 35 32.1% | 2 1.8% | 1 0.9% | 0 0.0% | 0 0.0% | 0 0.0% | 38 34.9% | 5 4.6% |
| Service / Maintenance | 295 | 218 73.9% | 2 0.7% | 10 3.4% | 1 0.3% | 0 0.0% | 1 0.3% | 232 78.6% | 116 39.3% |
| Total | 5,105 | 1,179 23.1% | 759 14.9% | 129 2.5% | 10 0.2% | 5 0.1% | 19 0.4% | 2,101 41.2% | 2,665 52.2% |

2012 Full Time Faculty - Tenure and Non-Tenure System

As of 12/31/2012 – (Table 31)

| Rank | 2012 Faculty Total | Black | Asian | Hispanic | American Indian/Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or more Races | Total Minority | Women |
|-------------------|--------------------|--------------------|---------------------|-------------------|--------------------------------|--|------------------|---------------------|---------------------|
| Tenure System | 1,052 | 53 5.0% | 222 21.1% | 29 2.8% | 1 0.1% | 1 0.1% | 4 0.4% | 310 29.5% | 340 32.3% |
| Non-Tenure System | 731 | 66 9.0% | 151 20.7% | 12 1.6% | 3 0.4% | 1 0.1% | 2 0.3% | 235 32.1% | 360 49.2% |
| Total | 1,783 | 119 6.7% | 373 20.9% | 41 2.3% | 4 0.2% | 2 0.1% | 6 0.3% | 545 30.6% | 700 39.3% |

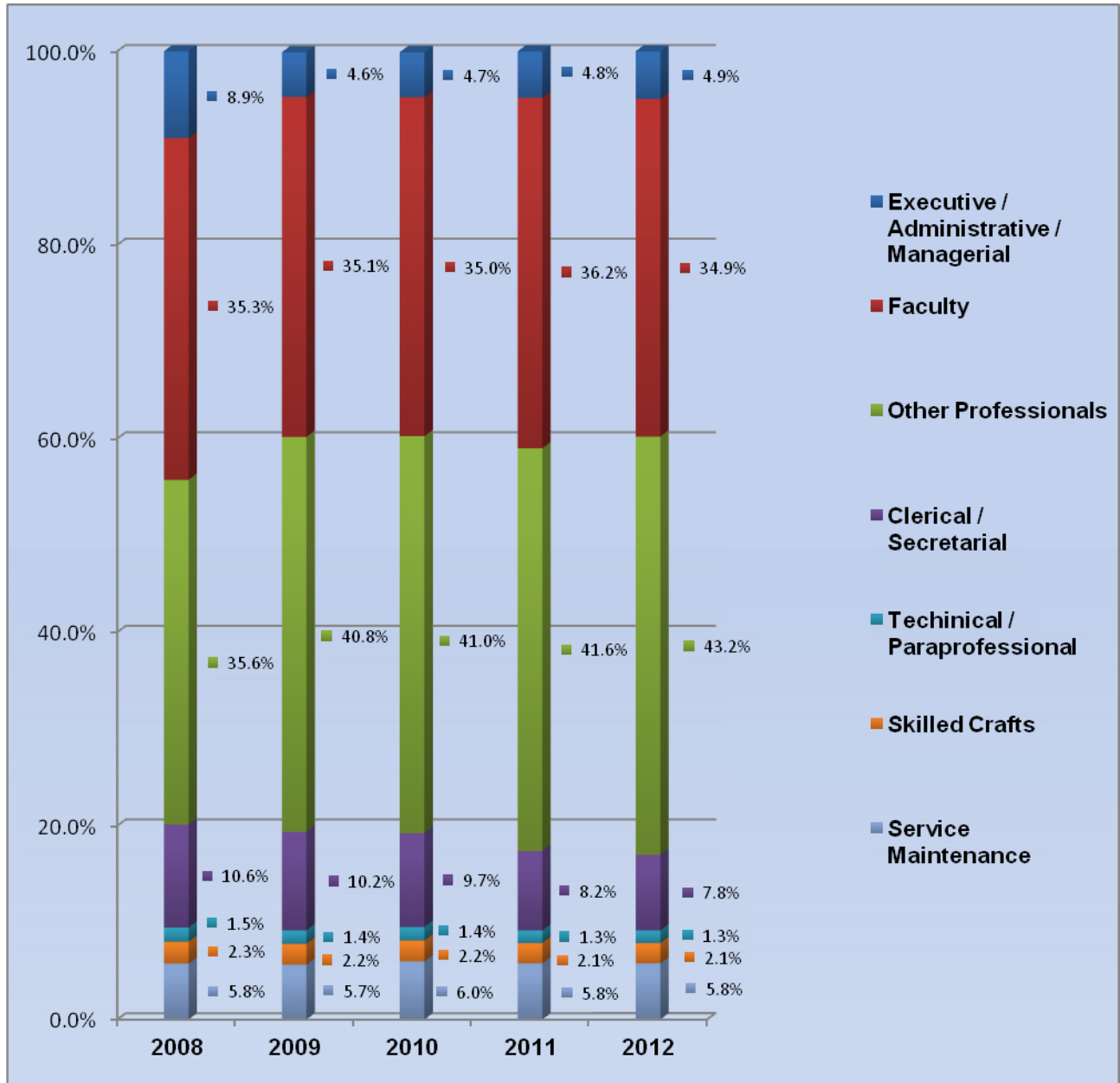
2012 Total Tenure System Faculty by Rank

As of 12/31/12- (Table 32)

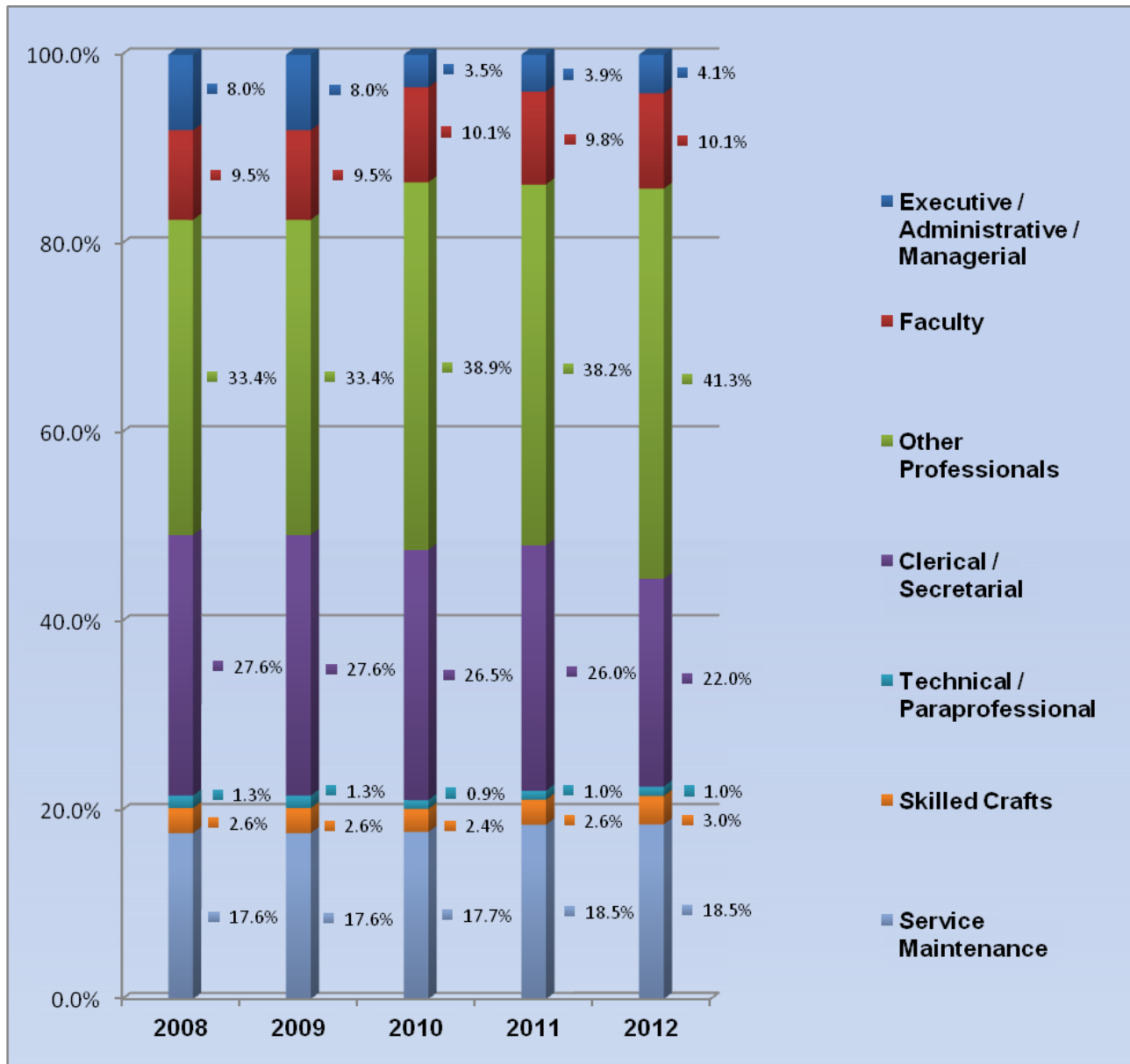
| Rank | 2012 Faculty Total | Black | Asian | Hispanic | American Indian/Alaskan Native | Native Hawaiian and Other Pacific Islander | 2 or more Races | Total Minority | Women |
|---------------------|--------------------|-------------------|---------------------|-------------------|--------------------------------|--|------------------|---------------------|---------------------|
| Professor | 437 | 14 3.2% | 78 17.8% | 8 1.8% | 0 0.0% | 0 0.0% | 0 0.0% | 100 22.9% | 84 19.2% |
| Associate Professor | 341 | 22 6.5% | 70 20.5% | 12 3.5% | 0 0.0% | 1 0.3% | 0 0.0% | 105 30.8% | 125 36.7% |
| Assistant Professor | 274 | 17 6.2% | 74 27.0% | 9 3.3% | 1 0.4% | 0 0.0% | 4 1.5% | 105 38.3% | 131 47.8% |
| Total % | 1,052 | 53 5.0% | 222 21.1% | 29 2.8% | 1 0.1% | 1 0.1% | 4 0.4% | 310 29.4% | 340 32.3% |

VII. Five Year Comparison Graphs – 2008-2012

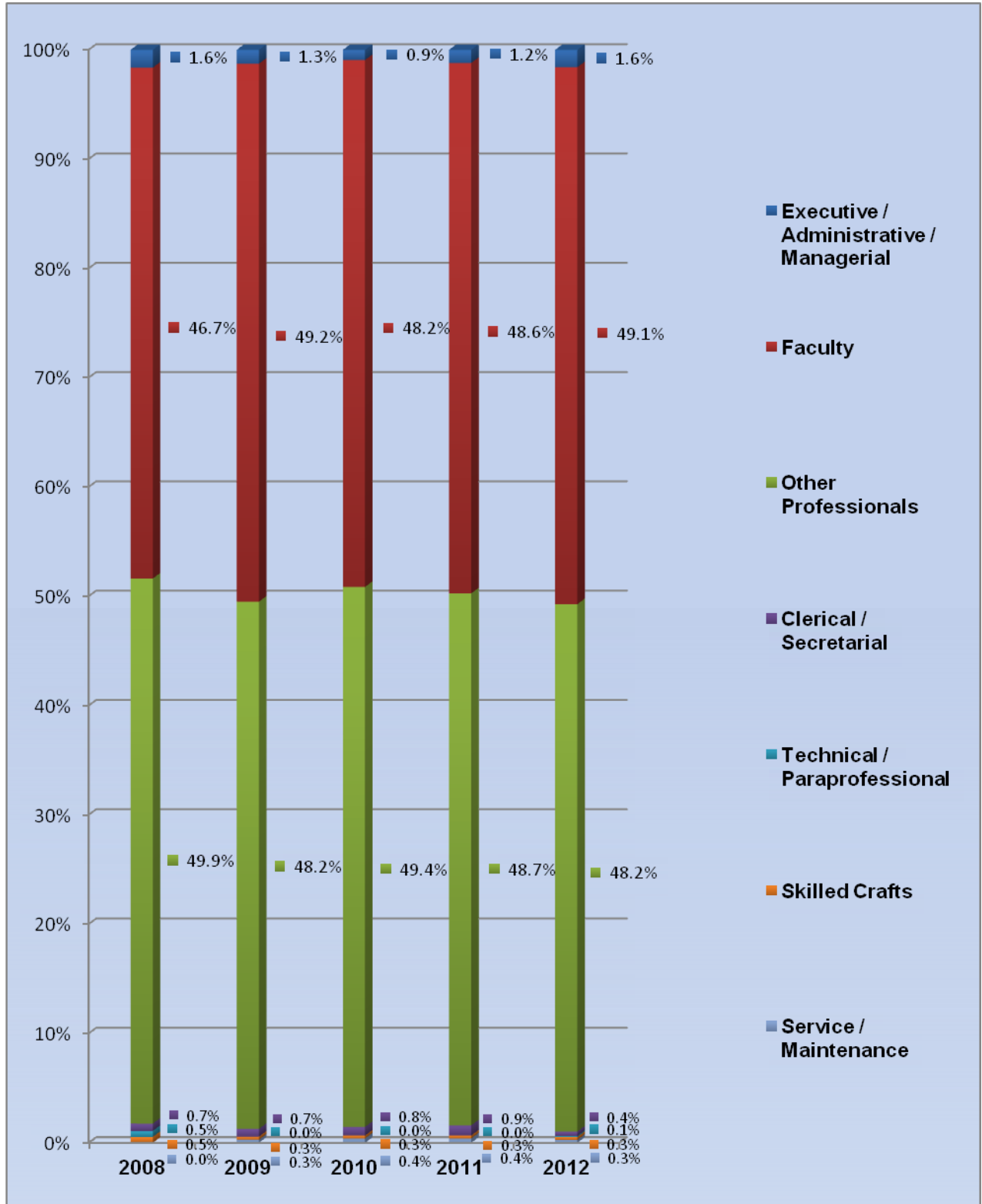
Total Employee Headcount by EEO Category – Academic and Non-Academic Full Time



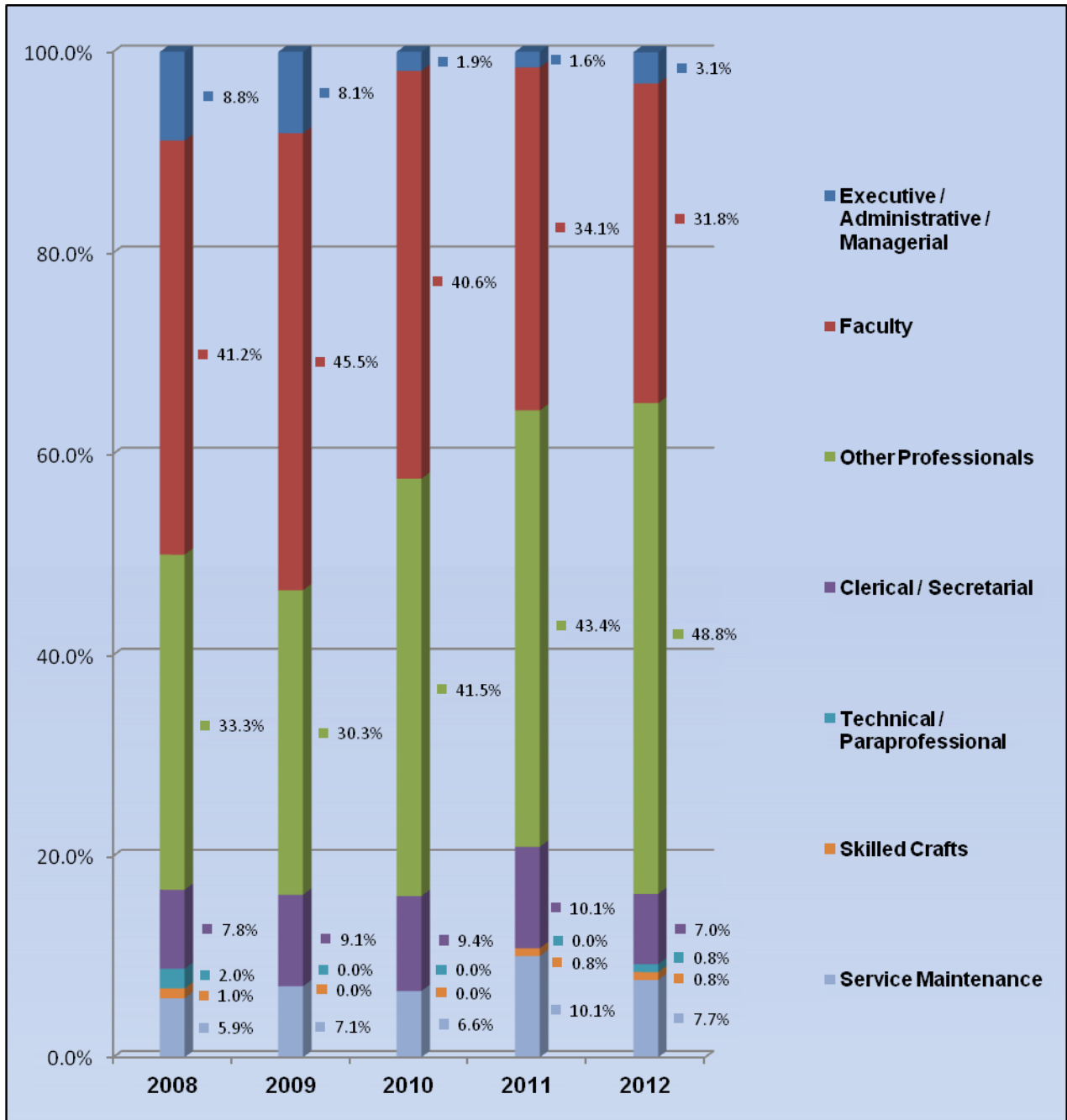
Black Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time



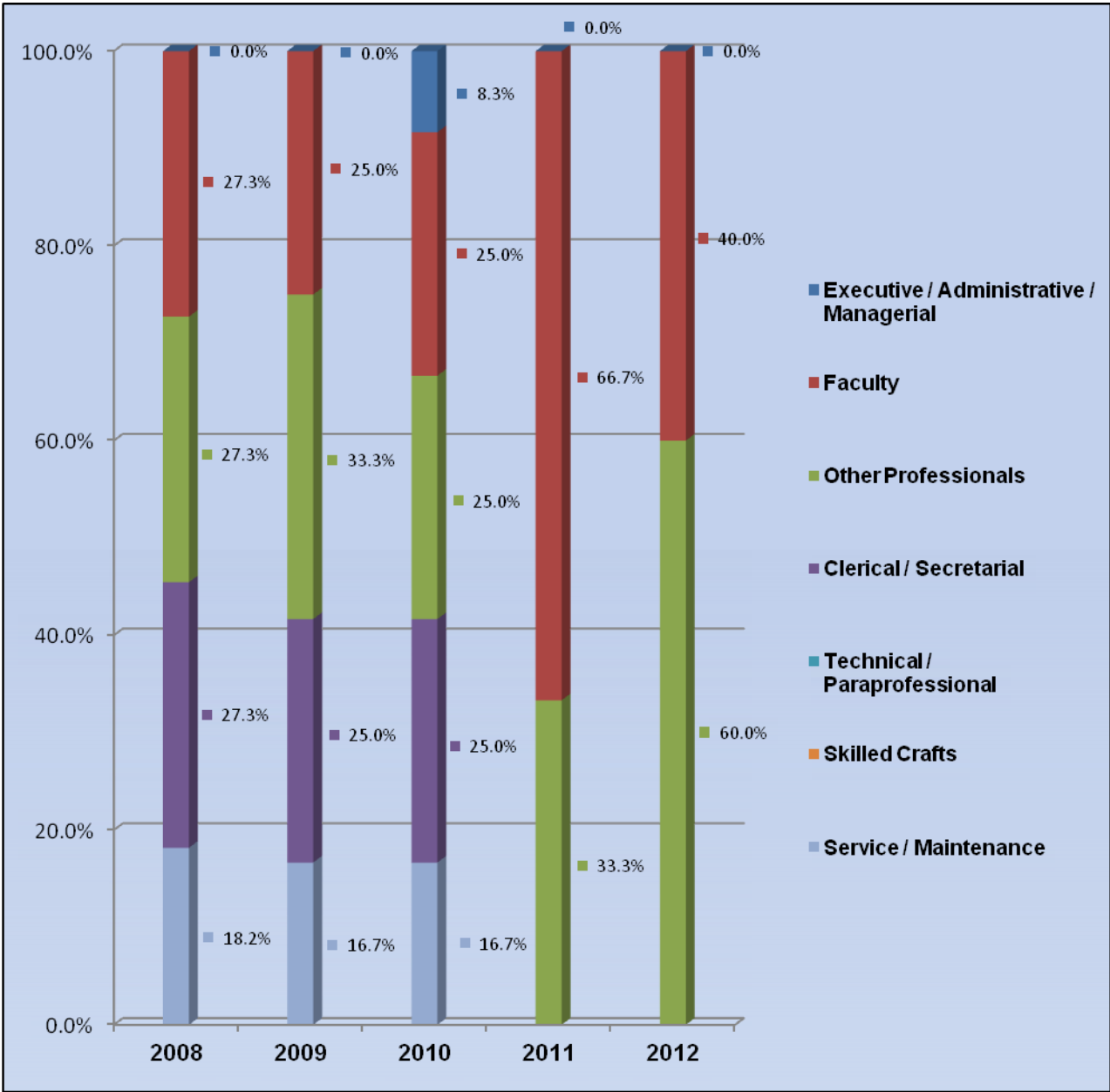
Asian Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time



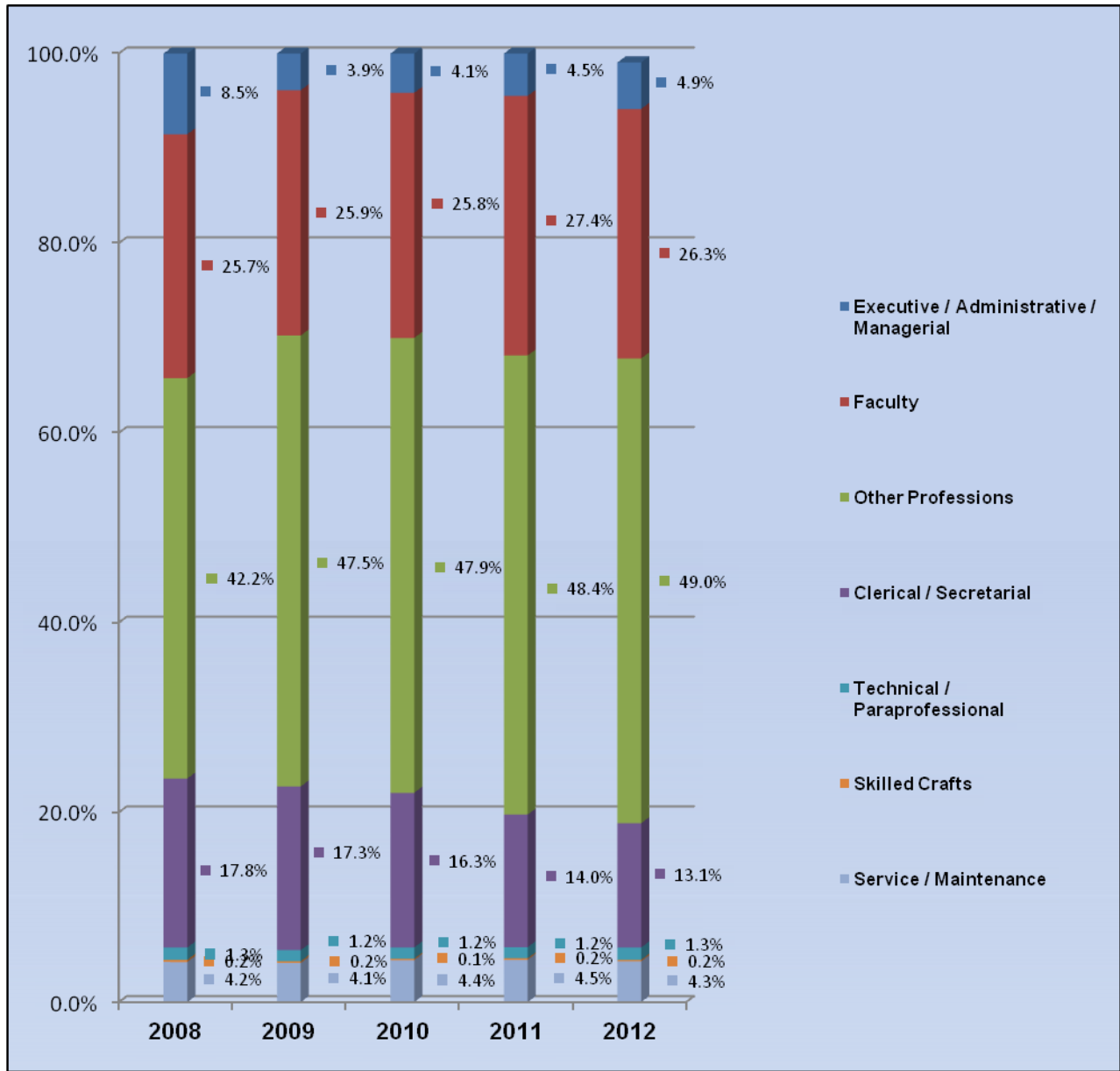
Hispanic Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time



**Native American Full Time Employee Headcount by EEO Category –
Academic and Non-Academic Full Time**



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



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