

# WAYNE STATE UNIVERSITY



**2017**

## **AFFIRMATIVE ACTION STATUS REPORT**

Presented to the

**Wayne State University  
Board of Governors**

Louis Lessem, Vice President and General Counsel  
Nikki Wright, Director, Office of Equal Opportunity

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**OFFICE OF THE PRESIDENT**

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**MEMORANDUM**

**TO:** Members of the Wayne State University Community  
**FROM:** M. Roy Wilson, President  
**SUBJECT:** 2017 Affirmative Action Status Report to the Board of Governors  
**DATE:** June 22, 2018

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 2017, summarizing our achievements and providing direction for our future.

## EXECUTIVE SUMMARY

The Affirmative Action Status Report (AASR) serves as the principal report on the state of equal opportunity and equity 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 just over 41% of Wayne's workforce and are represented in 90% of Wayne State University's 254 departments and in 99% of the departments that employ 10 or more people. Women represent slightly above 54% 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 32% of tenured and tenure-track faculty at Wayne and women comprise 34.5% of faculty in this classification. Among non-academic staff, 46% are minorities and just under 61% are women.

### COMPLAINTS

The Office of Equal Opportunity is responsible for investigating complaints that arise under the University's internal policies prohibiting discrimination and sexual harassment. The OEO also serves as the point of contact for complaints that are filed with external agencies, such as the Equal Employment Opportunity Commission and the Michigan Department of Civil Rights. Whether arising from an internal claim or an external agency, these complaints are classified as *formal complaints*. During 2017, there were 27 formal complaints. The most frequent subject areas involved claims of discrimination or harassment on the basis of disability, race, or sex.

### SUPPLIER DIVERSITY

Minority and women-owned businesses participate in various contracting opportunities through the Supplier Diversity Program.

Overall supplier/vendor expenditures for 2017 increased by 32.3% compared to 2016 expenditures, while awards to minority and women-owned businesses also increased by 26.8%.

In 2017, Purchase Orders issued to minority and women-owned businesses represented 11.8% of total supplier/vendor Purchase Order expenditures, down from 12.2% in 2016. Minority-owned business Purchase Orders in 2017 were 9.16% of overall 2017 expenditures (up from 8.36% in 2016) and women-owned business Purchase Orders in 2017 were 2.64% of overall expenditures (down from 3.8% in 2016).

## INTRODUCTION

Wayne State University is a national leader in providing equity, 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 has the most diverse employment of any public university in the State of Michigan. 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 as of January 1, 2017 to December 31, 2017.<sup>1</sup> Data related to supplier diversity and external financial management is reported on a fiscal year basis beginning on October 1, 2016 and ending September 30, 2017. The report includes additional headcount data tables for the previous twelve month period at Appendix VII. Graphs of five-year comparisons on staffing levels have been provided in Appendix VIII.

Finally, the report also includes charts that represent the status of our efforts in our schools, colleges, and divisions. The first is a breakdown of Minority and Women Faculty by

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<sup>1</sup> This report is based on University data captured as of November 22, 2017. There may be modest changes to data included in this report due to additional data collected between November 22, 2017 and December 31, 2017. In addition, employee data is classified by EEO Job Categories and data taken from the Integrated Postsecondary Education Data System (IPEDS), which uses the Standard Occupational Classification (SOC) system to classify job categories. Each employee classification system is defined in Appendix I and II, respectively.

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 (Section IIB, Table 29).

## **I. UNIVERSITY EMPLOYMENT**

Wayne State University is a major hiring force in southeastern Michigan. As of November 22, 2017, Wayne employed 7,466 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 4,921 persons in full-time positions. Wayne recruits approximately 66% 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 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. 27.8% of executive and managerial positions are occupied by minorities; women are represented in 53.1% of these positions. In addition, minorities hold slightly over 42% of those professional jobs that require a college degree and just over to 64% of these positions are held by women.

Among full-time employees, 54.4% of Wayne's employees are female, compared to the regional average of 48.9%. Of full-time Wayne employees, 23.4% are Black, compared to 18.5% regional availability; 14% are Asian, which is over three times the regional availability of 4.6%. 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 groups.

## Minority Representation Compared to Regional Availability<sup>2</sup>

As of 12/31/2017 (Table 1)

Race/Ethnicity/Gender	2017 Full-time Employee Headcount	Percent of WSU Workforce	Regional Availability	Variance
Black	1,150	23.4%	18.5%	4.9%
Asian	687	14.0%	4.6%	9.4%
Hispanic or Latino	130	2.6%	5.2%	-2.6%
White, Non-Hispanic	2,844	57.8%	74.7%	-17%
Native Hawaiian/ Pacific Islander	7	0.1%	0.1%	0.00%
American Indian/Alaskan Native	7	0.1%	0.4%	-0.3%
Two or more Races	57	1.2%	1.7%	-0.5%
Not Identified	39	0.8%	N/A	N/A
<b>Women</b>	<b>2,678</b>	<b>54.4%</b>	<b>48.9%</b>	<b>5.5%</b>

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, Asians, Hispanics, American Indians/Alaskan Natives, Native Hawaiians/Other Pacific Islanders and employees with 2 or more races). Overall, minorities comprise just over 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 54.4% 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 2017, Wayne State University employed 4,921 individuals in full-time, academic (1,643) and non-academic (3,278) positions. Of these 4,921 full-time employees, 2,678 were women and 2,038 were minorities.

### 2017 Full-time Women and Minority Employment

As of 12/31/2017 (Table 2)

Year	Women	Percent of Total Headcount	Minority	Percent of total Headcount
2017	2,678	54.4%	2,038	41.4%
2016	2,643	53.5%	2,042	41.3%
2015	2,610	53.0%	2,055	41.7%
2014	2,586	51.9%	2,056	41.2%
2013	2,585	51.5%	2,040	40.6%

<sup>2</sup> Source for “regional availability”: U.S. Department of Commerce Economics and Statistics Administration 2017, Quarter 1 data, which is the most recent data available. U.S. Census Bureau, *Census.gov*. Southeast Michigan is defined as a four-county regional statistical area (Macomb, Oakland, Washtenaw and Wayne Counties). “Minority” and “Women” are distinct classifications. “Women” includes both minority and non-minority women.

Most full-time employees are employed as “Faculty” (1,643 employees) or “Other Professionals” (2,193 employees).

### 2017 Total Full-time Academic and Non Academic Employee Headcount

As of 12/31/2017 (Table 3)

Category	2017 Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Faculty	1,643	127 7.7%	354 21.5%	37 2.3%	1 0.1%	3 0.2%	8 0.5%	530 32%	16 1.0%	693 42%
Exec/Admin/ Managerial	309	58 18.8%	13 4.2%	9 2.9%	2 0.6%	1 0.3%	3 1.0%	86 27.8%	1 0.3%	164 53%
Other Professionals	2,193	503 22.9%	313 14.3%	66 3.0%	4 0.2%	3 0.1%	34 1.6%	923 42.1%	19 0.9%	1,405 64%
Technical/ Paraprofessional	84	16 19.0%	1 1.2%	5 6.0%	0	0	2 2.4%	24 28.6%	1 1.2%	38 45%
Clerical/ Secretarial	320	213 66.6%	4 1.3%	6 2%	0	0	5 1.6%	228 71.3%	0	270 84%
Skilled Crafts	97	32 33.0%	2 2.1%	1 1.0%	0	0	0	35 36.1%	2 2.1%	6 6%
Service/ Maintenance	275	201 73.1%	0	6 2.2%	0	0	5 1.8%	212 77.1%	0	102 37%
<b>TOTALS</b>	<b>4,921</b>	<b>1,150 23.4%</b>	<b>687 14.0%</b>	<b>130 2.6%</b>	<b>7 0.1%</b>	<b>7 0.1%</b>	<b>57 1.2%</b>	<b>2,038 41.4%</b>	<b>39 0.8%</b>	<b>2,678 54.4%</b>

More than three of four women employed at Wayne on a full-time basis are Faculty or Other Professionals.

### 2017 Total Full-Time Women Employee Headcount

As of 12/31/2017 (Table 4)

Category	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	White	Unknown	2017 Totals
Faculty	72 10.4%	108 15.6%	17 2.5%	0	3 0.4%	7 1.0%	481 69.4%	5 0.7%	<b>693</b> 25.9%
Executive/ Admin and Managerial	40 24.4%	7 4.3%	3 1.8%	2 1.2%	0	0	111 67.7%	1 0.6%	<b>164</b> 6.1%
Other Professionals	387 27.5%	162 11.5%	39 2.8%	3 0.2%	0	22 1.6%	781 55.6%	11 0.8%	<b>1,405</b> 52.5%
Technical and Paraprofessional	6 15.8%	1 2.6%	2 5.3%	0	0	1 2.6%	27 71.1%	1 2.6%	<b>38</b> 1.4%
Clerical and Secretarial	186 68.9%	3 1%	4 1%	0	0	4 1%	73 27.0%	0	<b>270</b> 10.1%
Skilled Crafts	4 66.7%	0	0	0	0	0	2 33%	0	<b>6</b> 0.2%
Service/ Maintenance	88 86.3%	0	1 1.0%	0	0	2 2.0%	11 10.8%	0	<b>102</b> 3.8%
<b>Totals</b>	<b>783 29.2%</b>	<b>281 10.5%</b>	<b>66 2.5%</b>	<b>5 0.2%</b>	<b>3 0.1%</b>	<b>36 1.3%</b>	<b>1,486 55.5%</b>	<b>18 0.7%</b>	<b>2,678 100.0%</b>



## B. FACULTY EMPLOYMENT

Wayne State University continues to promote diversity within its faculty through an efficient and user-friendly hiring process that helps draw 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.

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 2017, Wayne employed 1,643 full-time faculty, consisting of 918 tenured or tenure-track faculty and 725 non-tenured faculty. 34.5% of tenure/tenure-track faculty (317) are women. Minorities hold 294, or 32%, of all tenure/tenure-track faculty positions.

Women held 376 or just over one-half of the non-tenured positions. Minorities filled 236 or just under one-third of the non-tenured faculty positions.

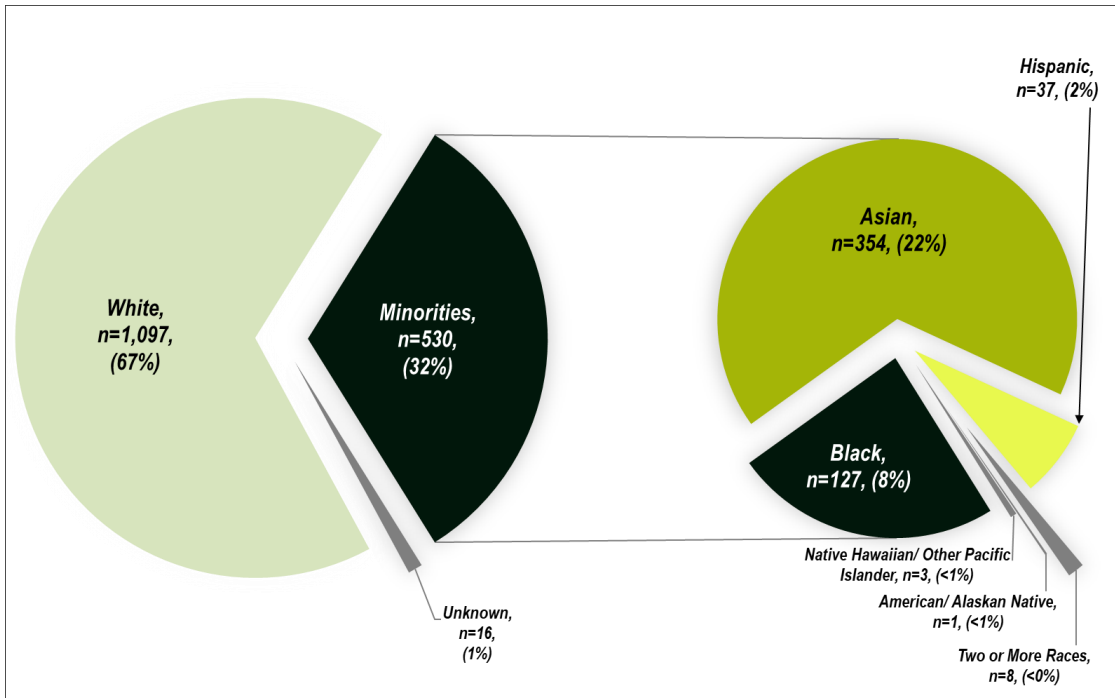
### 2017 Full-Time Faculty - Tenure and Non-Tenure System

*As of 12/31/2017 (Table 5)*

Minority Group/Gender	Tenure System		Non-tenure System		Totals	
	Number	Percent	Number	Percent	Number	Percent
Faculty Total: 2017	918	55.87%	725	44.1%	1,643	100%
Black	47	5.1%	80	11.0%	127	7.7%
Asian	220	24.0%	134	18.5%	354	21.5%
Hispanic	23	2.5%	14	1.9%	37	2.3%
American/Alaskan Native	1	0.1%	0	0.0%	1	0.1%
Native Hawaiian/Other Pacific Islander	0	0.0%	3	0.4%	3	0.2%
Two or More Races	3	0.3%	5	0.7%	8	0.5%
Total Minorities	294	32.0%	236	32.6%	530	32%
Unknown	6	0.7%	10	1.4%	16	1.0%
Women	317	34.5%	376	51.9%	693	42.2%

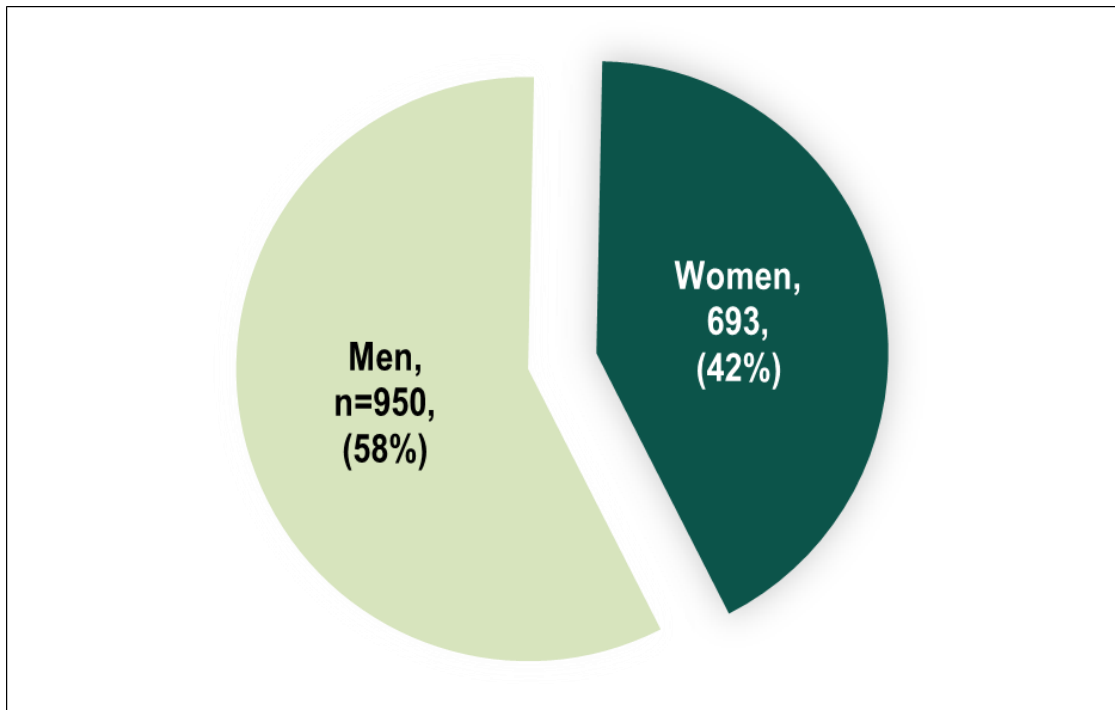
## 2017 Full-time Faculty – Minority Representation

Chart 1



## 2017 Full-Time Faculty – Gender Representation

Chart 2



## b. Tenure-System Faculty by Rank<sup>3</sup>

The majority of women and minority faculty are concentrated in the ranks of associate professor and assistant professor. Essentially, the number of women and minority faculty has remained static over the past five years.

Full professors comprise 381 or 41.5% of tenure/tenure-track faculty; of these 381 full professors, 85 (22.3%) were women and 103 (27%) were minorities. Of the 351 associate professors employed in 2017, 143 (40.7%) were women and 113 (32.2%) were minorities. Of the 185 assistant professors employed in 2017, 88 (47.6%) were women and 78 (42.2%) were minorities. The University employed 1 tenure track female lecturer in 2017.

Wayne State University promoted 40 faculty from the rank of assistant professor to associate professor and 19 from associate professor to full professor, overall 22 more than the previous year. The number of women faculty who were promoted increased by 17 in 2017, and the number of minority faculty who were promoted also increased by 2.

### 2017 Tenure System Faculty by Rank<sup>4</sup>

As of 12/31/2017 (Table 6)

Academic Rank	2017 Faculty Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Professor	381 41.5%	13 3.4%	84 22.0%	6 1.6%	0	0	0	103 27.0%	0 0.0%	85 22.3%
Associate Professor	351 38.2%	23 7%	82 23.4%	7 2.0%	0	0	1 0.3%	113 32.2%	5 1.4%	143 40.7%
Assistant Professor	185 20.2%	11 5.9%	54 29%	10 5.4%	1 0.5%	0	2 1.1%	78 42.2%	1 0.5%	88 47.6%
Lecturer	1 0.1%	0	0	0	0	0	0	0	0	1 100.0%
<b>Totals</b>	<b>918</b>	<b>47 5.1%</b>	<b>220 24.0%</b>	<b>23 2.5%</b>	<b>1 0.1%</b>	<b>0 0.0%</b>	<b>3 0.3%</b>	<b>294 32.0%</b>	<b>6 0.7%</b>	<b>317 34.5%</b>

### 2017 Full-Time Faculty Promotions - Tenure and Tenure Track System

As of 12/31/2017 (Table 7)

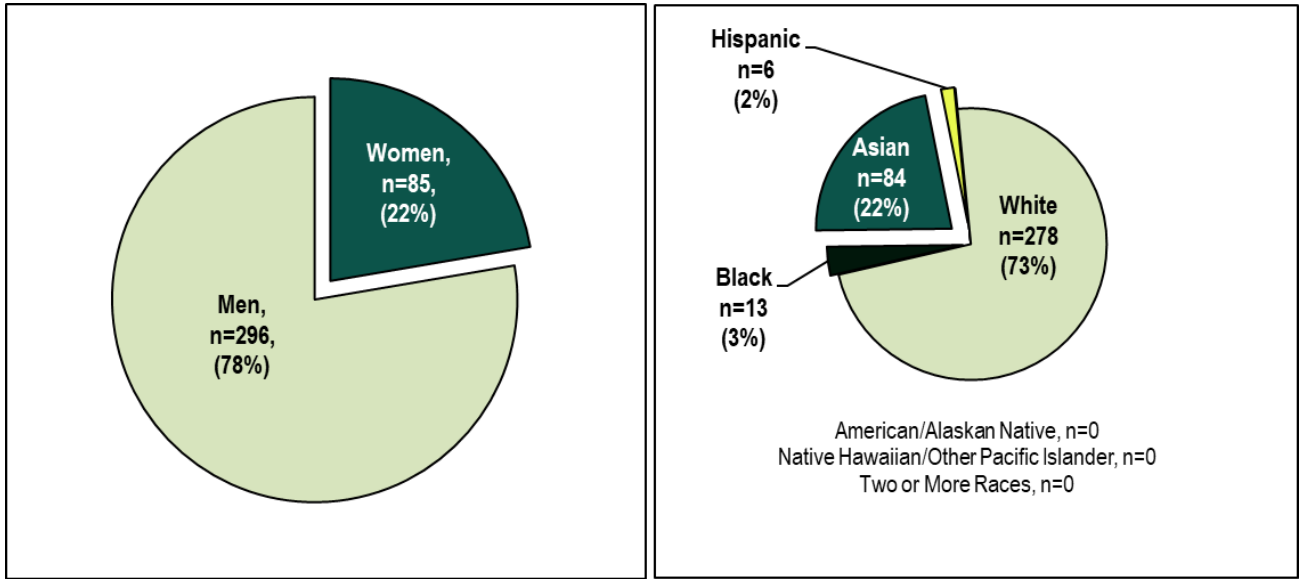
Academic Rank	2017 Faculty Promotions	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minority Faculty	Total Women Faculty
Professor	19	2 10.5%	2 10.5%	0	0	0	0	4 21.1%	8 42.1%
Associate Professor	40	0	8 20%	0	0	0	1 3%	9 23%	23 58%
<b>Totals</b>	<b>59</b>	<b>2 3.4%</b>	<b>10 16.9%</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1 1.7%</b>	<b>13 22.0%</b>	<b>31 52.5%</b>

<sup>3</sup> The number of faculty includes those department chairs whose primary responsibility is "Instructional" as defined by federal law (See EEO Categories at Appendix 1 of this report).

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

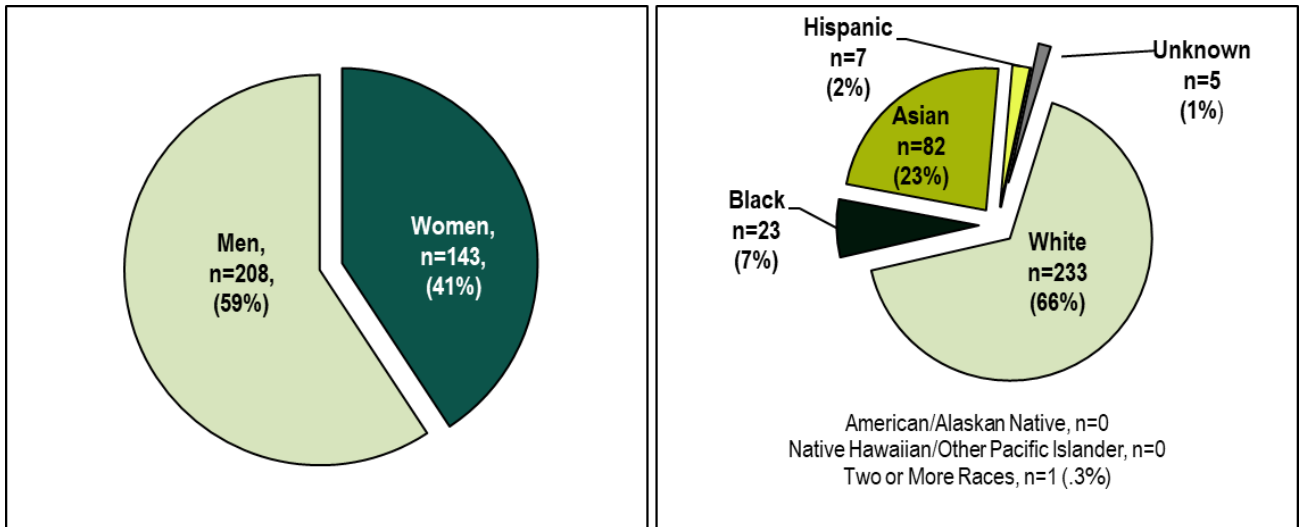
## Full Professors - Women and Minority Representation

Charts 3 and 4



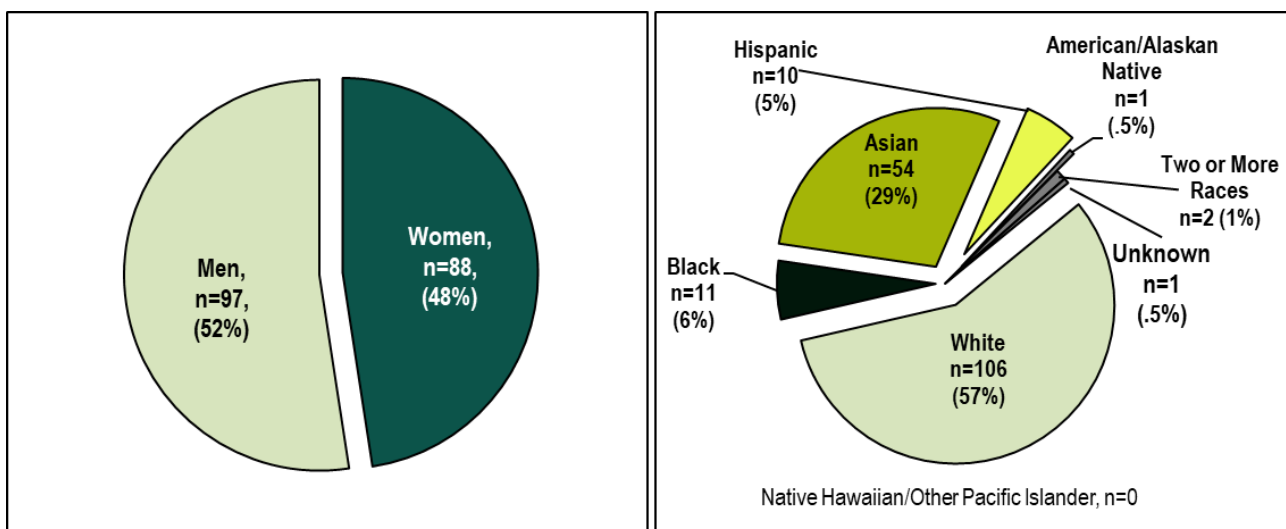
## Associate Professors - Women and Minority Representation

Charts 5 and 6



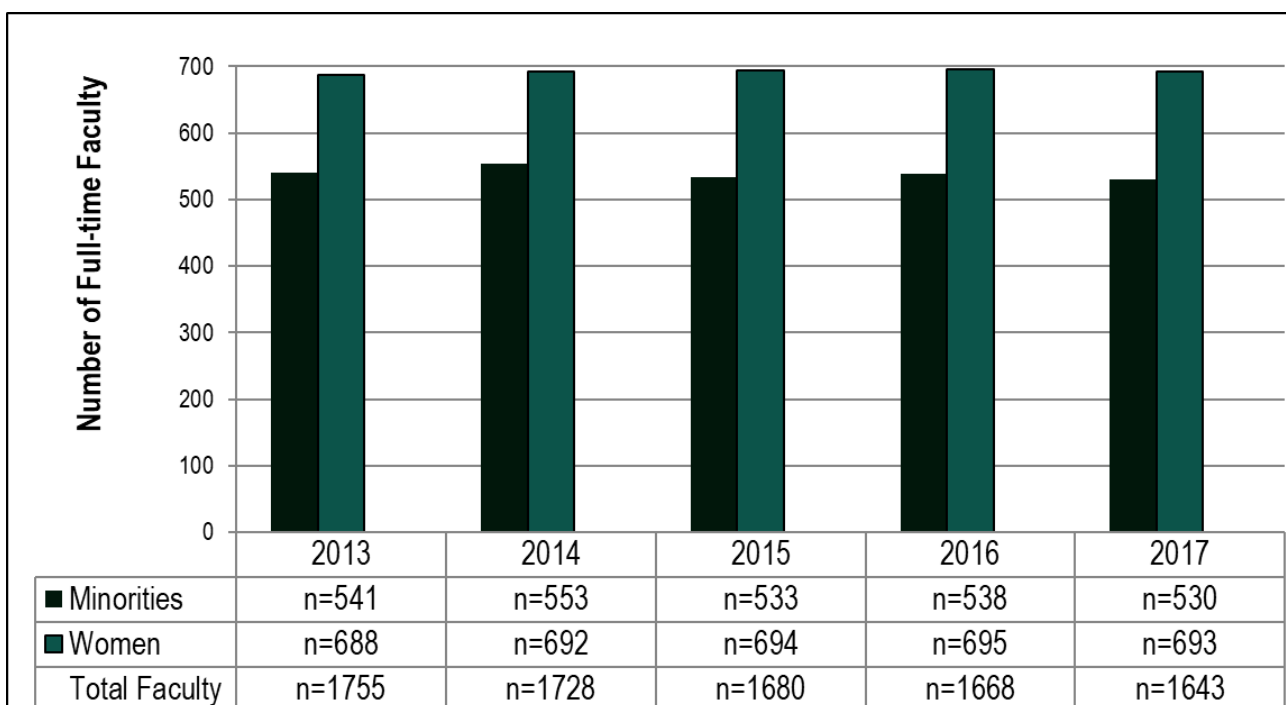
## Assistant Professors - Women and Minority Representation

Charts 7 and 8



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

Chart 9



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.

## 2017 Tenure/Tenure-Track Faculty by School/College/Division – Minorities

As of 12/31/2017 (Table 8)

School/ College/ Division	2017 Faculty	Black	Asian	Hispanic	America n Indian/ Alaskan Native	Native Hawaiian / Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
School of Business Administration	46	6 13.0 %	16 34.8%	1 2.2%	0	0	0	23 50.0%	0	10 21.7%
College of Education	47	3 6.4%	8 17.0%	4 8.5%	0	0	0	15 31.9%	0	30 63.8%
College of Engineering	107	5 4.7%	56 52.3%	0	1 0.9%	0	1 0.9%	63 58.9%	0	16 15.0%
College of Fine & Performing Arts	69	7 10.1 %	5 7.2%	2 2.9%	0	0	0	14 20.3%	0	36 52.2%
Law School	33	2 6.1%	2 6.1%	0	0	0	1 3.0%	5 15.2%	0	11 33.3%
College of Liberal Arts & Science	304	15 4.9%	49 16.1%	9 3.0%	0	0	1 0.3%	74 24.3%	3 1.0%	108 35.5%
School of Library & Information Science	10	1 10.0 %	1 10.0%	0	0	0	0	2 20.0%	0	7 70.0%
School of Medicine	228	5 2.2%	68 29.8%	5 2.2%	0	0	0	78 34.2%	1 0.4%	60 26.3%
College of Nursing	9	1 11.1 %	0	0	0	0	0	1 11.1%	0	8 88.9%
College of Pharmacy & Health Science	29	0	10 34.5%	0	0	0	0	10 34.5%	1 3.4%	9 31.0%
School of Social Work	18	2 11.1 %	2 11.1%	0	0	0	0	4 22.2%	1 5.6%	13 72.2%
Division of Research	18	0	3 16.7%	2 11.1%	0	0	0	5 27.8%	0	9 50.0%
<b>Grand Totals:</b>	<b>918</b>	<b>47 5.1%</b>	<b>220 24.0%</b>	<b>23 2.5%</b>	<b>1 0.1%</b>	<b>0 0.0%</b>	<b>3 0.3%</b>	<b>294 32.0%</b>	<b>6 0.7%</b>	<b>317 34.5%</b>

## 2017 Tenure/Tenure-Track Faculty by School/College/Division – Women

As of 12/31/2017 (Table 9)

School/ College/ Division	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiiian/ Other Pacific Islander	Two or More Races	Total Minorities (Women)	White	Unknown	Total Faculty (Women)
School of Business Administration	2 20%	4 40%	0	0	0	0	6 60%	4 40%	0	10
College of Education	1 3.3%	5 16.7%	4 13.3%	0	0	0	10 33.3%	20 66.7%	0	30
College of Engineering	0	6 37.5%	0	0	0	1 6.3%	7 43.8%	9 56.3%	0	16
College of Fine & Performing Arts	5 13.9%	2 5.6%	0	0	0	0	7 19.4%	29 80.6%	0	36
Law School	2 18.2%	2 18.2%	0	0	0	1 9.1%	5 45.5%	6 54.5%	0	11
College of Liberal Arts & Science	5 4.6%	16 14.8%	2 1.9%	0	0	1 0.9%	24 22.2%	82 75.9%	2 1.9%	108
School of Library & Information Science	1 14.3%	0	0	0	0	0	1 14.3%	6 85.7%	0	7
School of Medicine	3 5.0%	14 23.3%	2 3.3%	0	0	0	19 31.7%	41 68.3%	0	60
College of Nursing	1 12.5%	0	0	0	0	0	1 12.5%	7 87.5%	0	8
College of Pharmacy & Health Science	0	1 11.1%	0	0	0	0	1 11.1%	8 88.9%	0	9
School of Social Work	1 7.7%	1 7.7%	0	0	0	0	2 15.4%	11 84.6%	0	13
Division of Research	0	0	1 11.1%	0	0	0	1	8 88.9%	0	9
<b>TOTALS</b>	<b>21 6.6%</b>	<b>51 16.1%</b>	<b>9 2.8%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>3 0.9%</b>	<b>84 26%</b>	<b>231 73%</b>	<b>2 1%</b>	<b>317</b>

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

The non-academic staff at Wayne State University is diverse in its representation of women and minorities. Of the 3,278 non-academic staff at Wayne State University in 2017, women totaled 1,985 (60.6%) and minorities totaled 1,508 (46%). Blacks are the largest minority group with 1,023 employees (31.2%), followed by Asians with 333 employees (10.2%).

#### 2017 Total Full-Time Non-Academic Employee Headcount

As of 12/31/2017 (Table 10)

Category	2017 Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Women
Executive/Administrative/ Managerial	309	58 18.8%	13 4.2%	9 2.9%	2 0.6%	1 0.3%	3 1.0%	86 27.8%	164 53.1%
Other Professionals	2,193	503 22.9%	313 14.3%	66 3.0%	4 0.2%	3 0.1%	34 1.6%	923 42.1%	1,405 64.1%
Technical/ Paraprofessional	84	16 19.0%	1 1.2%	5 6.0%	0	0	2 2.4%	24 28.6%	38 45.2%
Clerical/Secretarial	320	213 66.6%	4 1.3%	6 1.9%	0	0	5 1.6%	228 71.3%	270 84.4%
Skilled Crafts	97	32 33.0%	2 2.1%	1 1.0%	0	0	0	35 36.1%	6 6.2%
Service/Maintenance	275	201 73.1%	0	6 2.2%	0	0	5 1.8%	212 77.1%	102 37.1%
<b>TOTALS</b>	<b>3,278</b>	<b>1,023 31.2%</b>	<b>333 10.2%</b>	<b>93 2.8%</b>	<b>6 0.2%</b>	<b>4 0.1%</b>	<b>49 1.5%</b>	<b>1,508 46.0%</b>	<b>1,985 60.6%</b>

With 46% minority and slightly over 60% female representation in the non-academic employee group, Wayne State continues to retain and employ a diverse workforce.



## Higher Level Positions

Minorities and women are represented in significant numbers throughout all levels of job categories at Wayne State University, including managerial-level positions. In 2017, 309 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 just under 28% of this high-level category, or 86 of 309 employees. Women represented over half of this category, or 164 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 funding trends. Of the 2,193 employees in this category, just over 64% (1,405) were women and more than 42% (923) were minorities. Blacks were more heavily represented than any other minority, at 503, followed by Asians at 313 Hispanics in this category totaled 66. Employees who self-identify as American Indian/Alaskan Native, Native Hawaiian and Other Pacific Islanders, and as having two or more races were not significantly represented.

### D. TEMPORARY POSITIONS

This group of employees often fluctuates over the course of a given year, as the positions are based on a unit’s specific needs or projects. University policy limits temporary employees to a total of 1,000 hours employment in a fiscal year. The following data provides a snapshot of active temporary positions on the payroll as of November 2017.<sup>5</sup>

#### Temporary Employees by Position Classification and Gender

(Table 11)

Category	Female	Male	Total
Other Professional	309 58.7%	217 41.3%	526
Clerical and Secretarial	74 57.8%	54 42.2%	128
Skilled Crafts	0	0	0
Service/ Maintenance	2 66.7%	1 33.3%	3
<b>TOTALS</b>	385 58.6%	272 41.4%	657 100%

<sup>5</sup> Wayne prepares two reports regarding temporary employees: a report listing those individuals who are classified as “temporary employee” or “TE”, and a report listing the number of temporary employees who work in a specific pay period. Not all those classified TE are working in a given pay period. The snapshot in this section is the number of individuals classified TE.

## Temporary Employees by Position Classification and Race

(Table 12)

Category	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/Other Pacific Islander	2 or More Races	White	Unknown Race/ Ethnicity	Total
Other	213	29	13	1	0	10	258	2	526
Professional	40.5%	5.5%	2.5%	0.2%	0	1.9%	49.0%	0.4%	
Clerical and Secretarial	67	12	0	1	0	1	46	1	128
	52.3%	9.4%	0	0.8%		0.8%	35.9%	0.8%	
Skilled Crafts	0	0	0	0	0	0	0	0	0
Service/Maintenance	2	0	0	0	0	0	1	0	3
	66.7%						33.3%		
<b>Totals:</b>	<b>282</b>	<b>41</b>	<b>13</b>	<b>2</b>		<b>11</b>	<b>305</b>	<b>3</b>	<b>657</b>
<b>Percent of Total</b>	<b>42.9%</b>	<b>6.2%</b>	<b>2.0%</b>	<b>0.3%</b>	<b>0</b>	<b>1.7%</b>	<b>46.4%</b>	<b>0.5%</b>	<b>100%</b>

Generally, the temporary employee population reflects the University at large in its distribution of women and minorities. Minorities comprise over half of this employment group. Blacks represent 42.9% of the group. Asians represent slightly fewer than 6% of the group. Hispanics represent this group at 2%. Employees who identify as 2 or more races represent this group at just under 2%. Although American Indian/Alaskan Native and Native Hawaiian/Other Pacific Islander were not significantly represented, these groups were consistent with the overall full-time University employee population.

### E. COMPARISON WITH OTHER UNIVERSITIES

In this section, we compare Wayne's performance in the representation of women and minorities to that of other educational institutions.<sup>6</sup> The first subsection compares Wayne with other Michigan Public Universities. The second subsection compares Wayne with fifteen peer institutions.

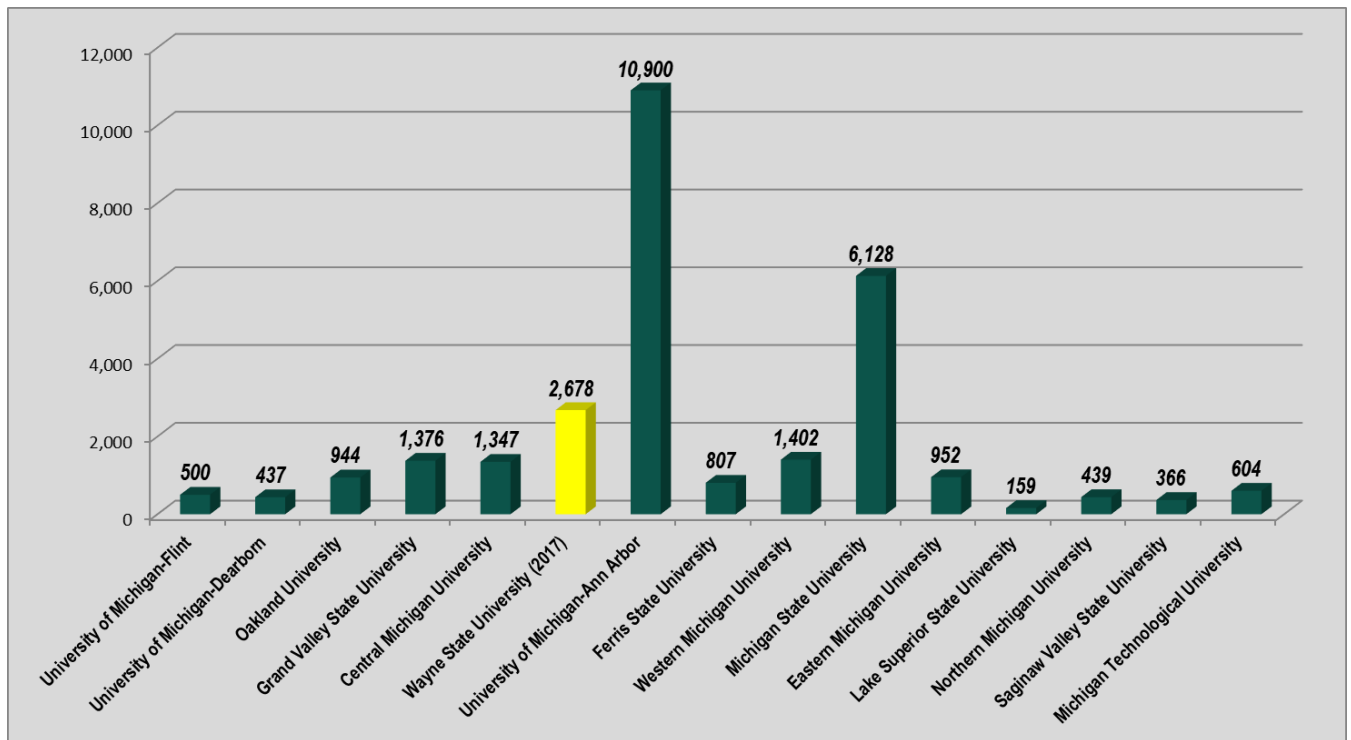
#### 1) Michigan Public Universities

##### Comparative Analysis – Women Employment

In 2017, Wayne State University employed 2,678 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 (10,900) and Michigan State University (6,128). Among the public universities, as a percentage of total employees, Wayne ranks 6<sup>th</sup> with 54.4% of its employees being women.

<sup>6</sup> The methodology used for this analysis was to compare Wayne in accordance with employment data submitted to IPEDS for the most recent year available (2016). 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.

Michigan Public Universities				
2016-2017 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Michigan-Flint	842	500	59.38%	1
University of Michigan-Dearborn	783	437	55.81%	2
Oakland University	1,695	944	55.69%	3
Grand Valley State University	2,485	1,376	55.37%	4
Central Michigan University	2,471	1,347	54.51%	5
<b>Wayne State University (2017)</b>	<b>4,921</b>	<b>2,678</b>	<b>54.42%</b>	<b>6</b>
University of Michigan-Ann Arbor	20,474	10,900	53.24%	7
Ferris State University	1,517	807	53.20%	8
Western Michigan University	2,640	1,402	53.11%	9
Michigan State University	11,594	6,128	52.85%	10
Eastern Michigan University	1,819	952	52.34%	11
Lake Superior State University	313	159	50.80%	12
Northern Michigan University	896	439	49.00%	13
Saginaw Valley State University	748	366	48.93%	14
Michigan Technological University	1,374	604	43.96%	15

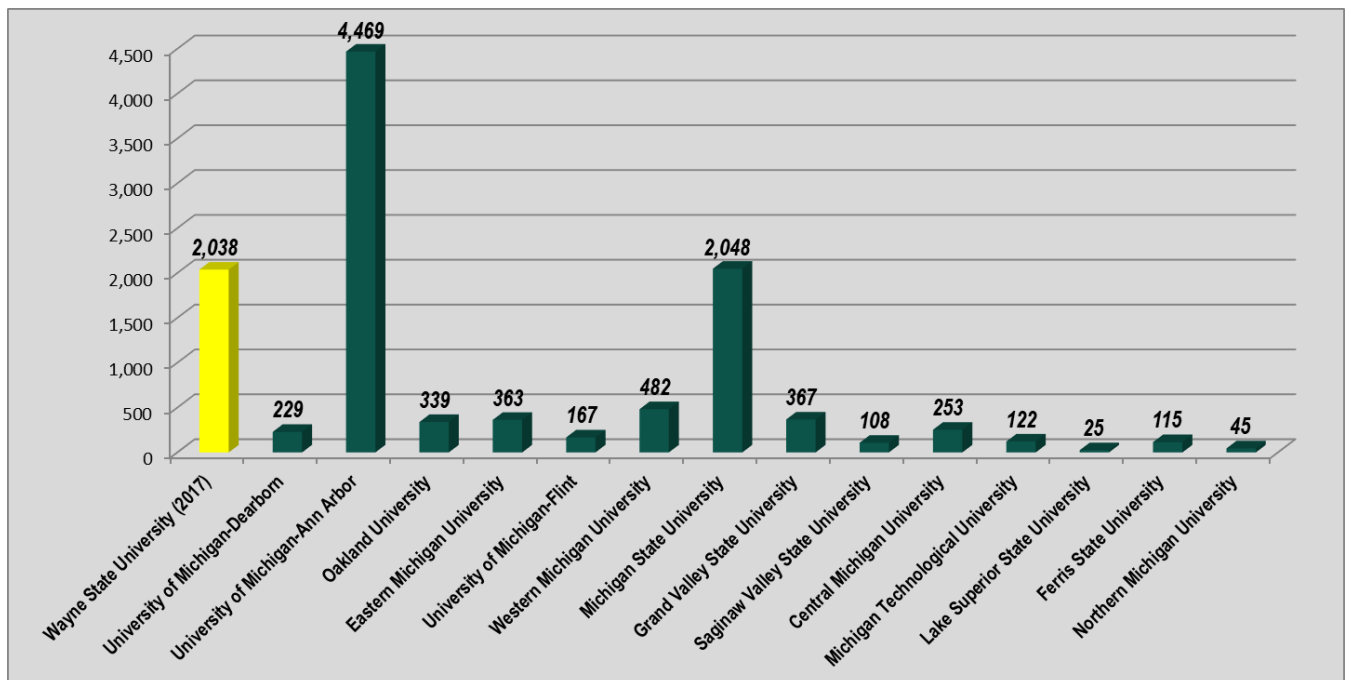


## Comparative Analysis – Minority Employment

In 2017, Wayne State University employed 2,038 minorities in full-time positions, third only to the University of Michigan--Ann Arbor (4,469) and Michigan State University (2,048). As a percentage of total employees, Wayne (41.41%) ranks 1<sup>st</sup> among the public universities.

As of 12/31/2017 (Table 14)

Michigan Public Universities				
2016 - 2017 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
Wayne State University (2017)	4,921	2,038	41.41%	1
University of Michigan-Dearborn	783	229	29.25%	2
University of Michigan-Ann Arbor	20,474	4,469	21.83%	3
Oakland University	1,695	339	20.00%	4
Eastern Michigan University	1,819	363	19.96%	5
University of Michigan-Flint	842	167	19.83%	6
Western Michigan University	2,640	482	18.26%	7
Michigan State University	11,594	2,048	17.66%	8
Grand Valley State University	2,485	367	14.77%	9
Saginaw Valley State University	748	108	14.44%	10
Central Michigan University	2,471	253	10.24%	11
Michigan Technological University	1,374	122	8.88%	12
Lake Superior State University	313	25	7.99%	13
Ferris State University	1,517	115	7.58%	14
Northern Michigan University	896	45	5.02%	15



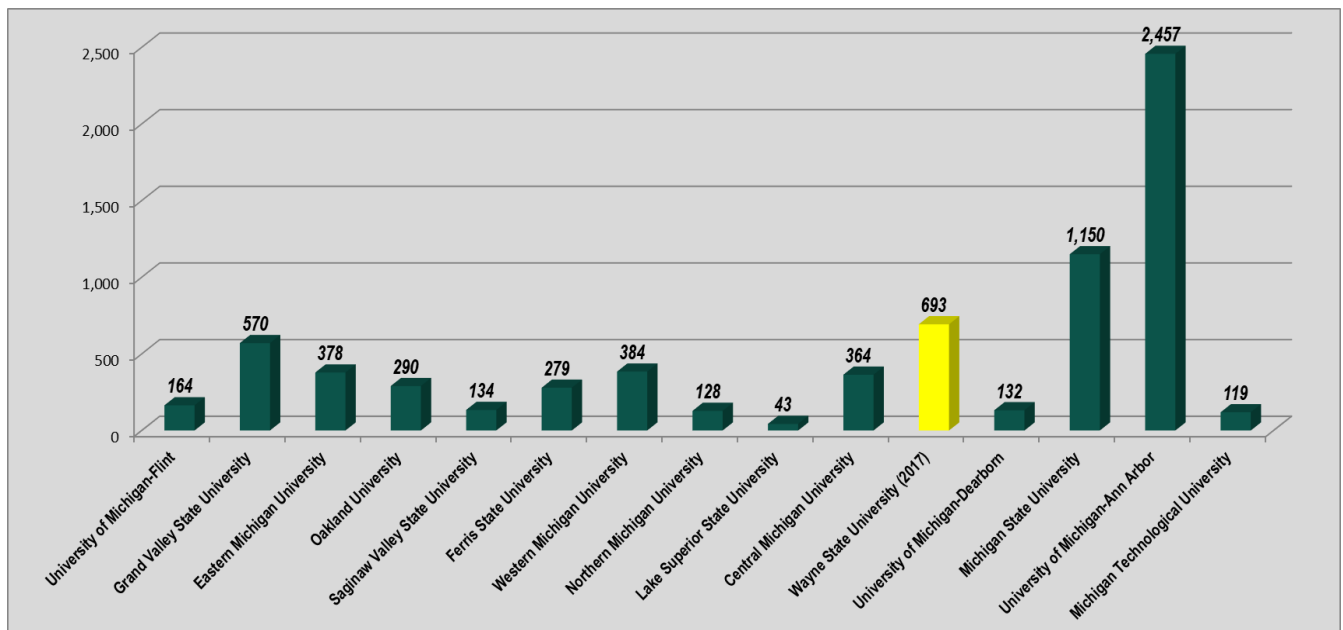
## Comparative Analysis – Faculty Employment

### Women Faculty

In 2017, Wayne State University employed 693 women in full-time Faculty positions.<sup>7</sup> This result remains third behind the University of Michigan – Ann Arbor (2,457) and Michigan State University (1,150). As a percentage of total faculty employees, Wayne ranks 11<sup>th</sup> among the Michigan Public Universities with 42.18% of its full-time faculty employees being women.

As of 12/31/2017 (Table 15)

Michigan Public Universities				
2016 - 2017 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Michigan-Flint	316	164	51.90%	1
Grand Valley State University	1,131	570	50.40%	2
Eastern Michigan University	755	378	50.07%	3
Oakland University	618	290	46.93%	4
Saginaw Valley State University	288	134	46.53%	5
Ferris State University	613	279	45.51%	6
Western Michigan University	867	384	44.29%	7
Northern Michigan University	291	128	43.99%	8
Lake Superior State University	99	43	43.43%	9
Central Michigan University	850	364	42.82%	10
<b>Wayne State University (2017)</b>	<b>1,643</b>	<b>693</b>	<b>42.18%</b>	<b>11</b>
University of Michigan-Dearborn	321	132	41.12%	12
Michigan State University	2,860	1,150	40.21%	13
University of Michigan-Ann Arbor	6,344	2,457	38.73%	14
Michigan Technological University	408	119	29.17%	15



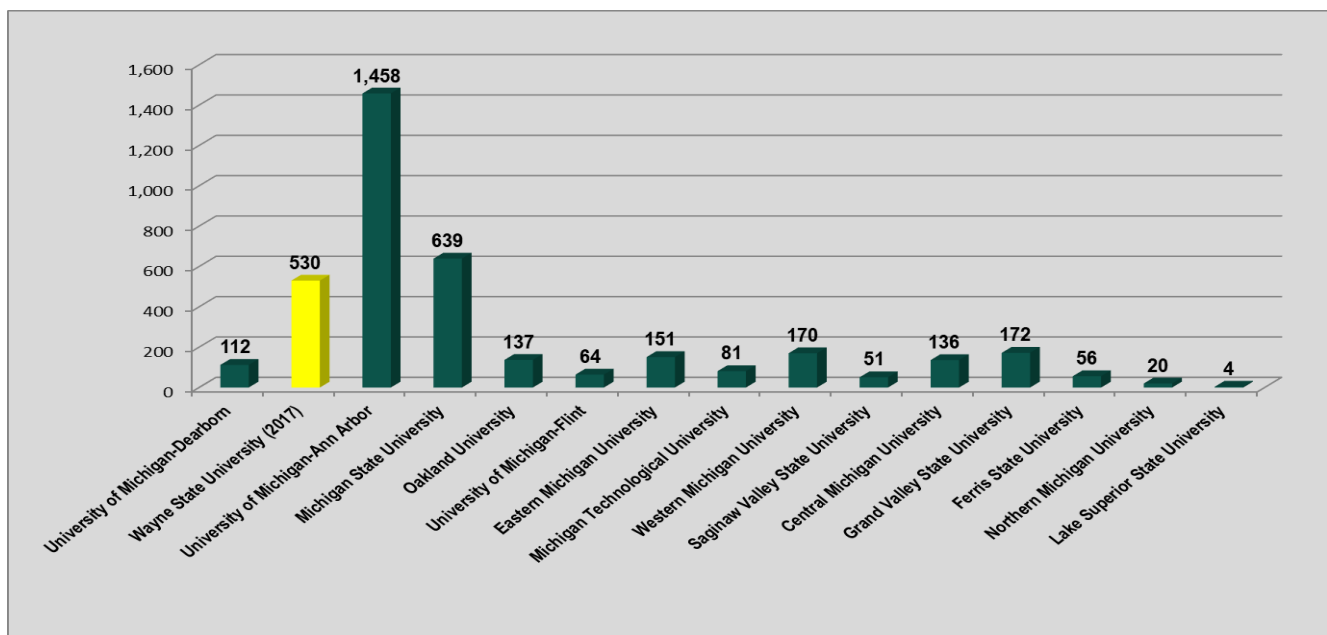
<sup>7</sup> Faculty numbers reference both Tenure/Tenure-Track (317) and Non-Tenured (376) employees.

## Minority Faculty

In 2017, Wayne State University employed 530 minorities in full-time Faculty positions, third behind the University of Michigan – Ann Arbor (1,458) and Michigan State University (639).<sup>8</sup> As a percentage of total full-time faculty employees, Wayne (32.26%) ranks 2nd among the Michigan Public Universities.

As of 12/31/2017 (Table 16)

Michigan Public Universities				
2016 - 2017 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
University of Michigan-Dearborn	321	112	34.89%	1
<b>Wayne State University (2017)</b>	<b>1,643</b>	<b>530</b>	<b>32.26%</b>	<b>2</b>
University of Michigan-Ann Arbor	6,344	1,458	22.98%	3
Michigan State University	2,860	639	22.34%	4
Oakland University	618	137	22.17%	5
University of Michigan-Flint	316	64	20.25%	6
Eastern Michigan University	755	151	20.00%	7
Michigan Technological University	408	81	19.85%	8
Western Michigan University	867	170	19.61%	9
Saginaw Valley State University	288	51	17.71%	10
Central Michigan University	850	136	16.00%	11
Grand Valley State University	1,131	172	15.21%	12
Ferris State University	613	56	9.14%	13
Northern Michigan University	291	20	6.87%	14
Lake Superior State University	99	4	4.04%	15



<sup>8</sup> Faculty numbers reference both Tenure/Tenure-Track (294) and Non-Tenured (236) employees.

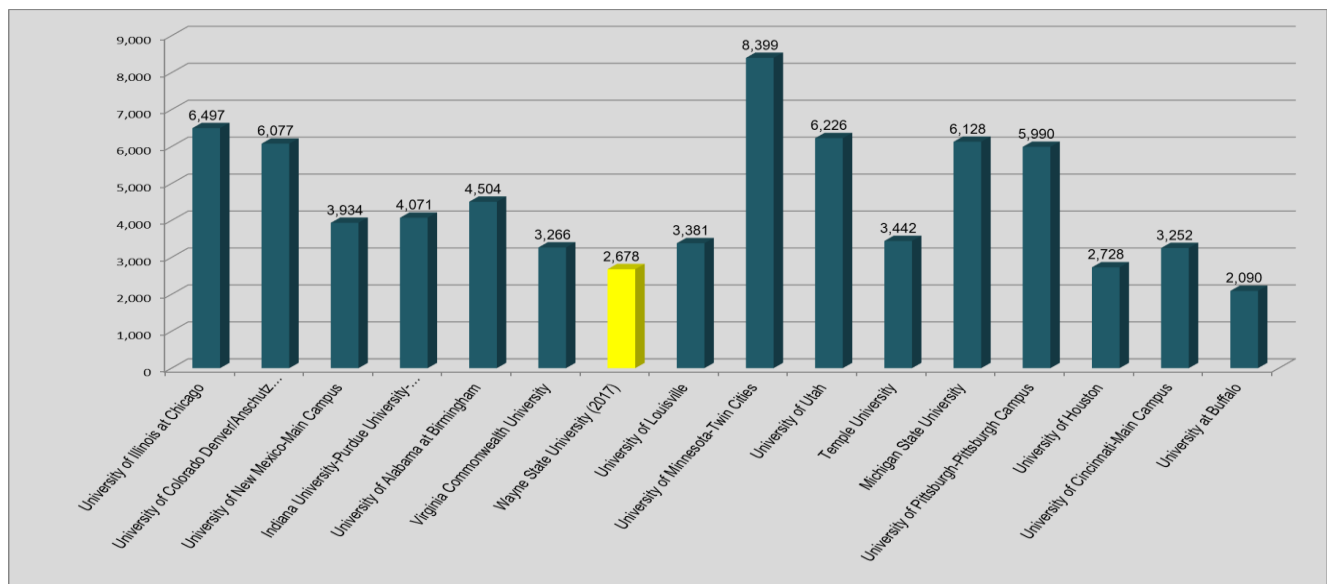
## 2) National Peer Institutions<sup>9</sup>

### Comparative Analysis – Women Employment

In 2017, Wayne State University employed 2,678 women in full-time positions. Wayne ranks 7<sup>th</sup> among its national peer institutions in percentage of total women employed.

As of 12/31/2017 (Table 17)

National Peer Institutions				
2016 - 2017 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	10,414	6,497	62.39%	1
University of Colorado Denver/Anschutz Medical Campus	10,109	6,077	60.11%	2
University of New Mexico-Main Campus	6,679	3,934	58.90%	3
Indiana University-Purdue University-Indianapolis	7,183	4,071	56.68%	4
University of Alabama at Birmingham	7,948	4,504	56.67%	5
Virginia Commonwealth University	5,923	3,266	55.14%	6
<b>Wayne State University (2017)</b>	<b>4,921</b>	<b>2,678</b>	<b>54.42%</b>	<b>7</b>
University of Louisville	6,254	3,381	54.06%	8
University of Minnesota-Twin Cities	15,644	8,399	53.69%	9
University of Utah	11,665	6,226	53.37%	10
Temple University	6,502	3,442	52.94%	11
Michigan State University	11,594	6,128	52.85%	12
University of Pittsburgh-Pittsburgh Campus	11,492	5,990	52.12%	13
University of Houston	5,253	2,728	51.93%	14
University of Cincinnati-Main Campus	6,287	3,252	51.73%	15
University at Buffalo	4,461	2,090	46.85%	16



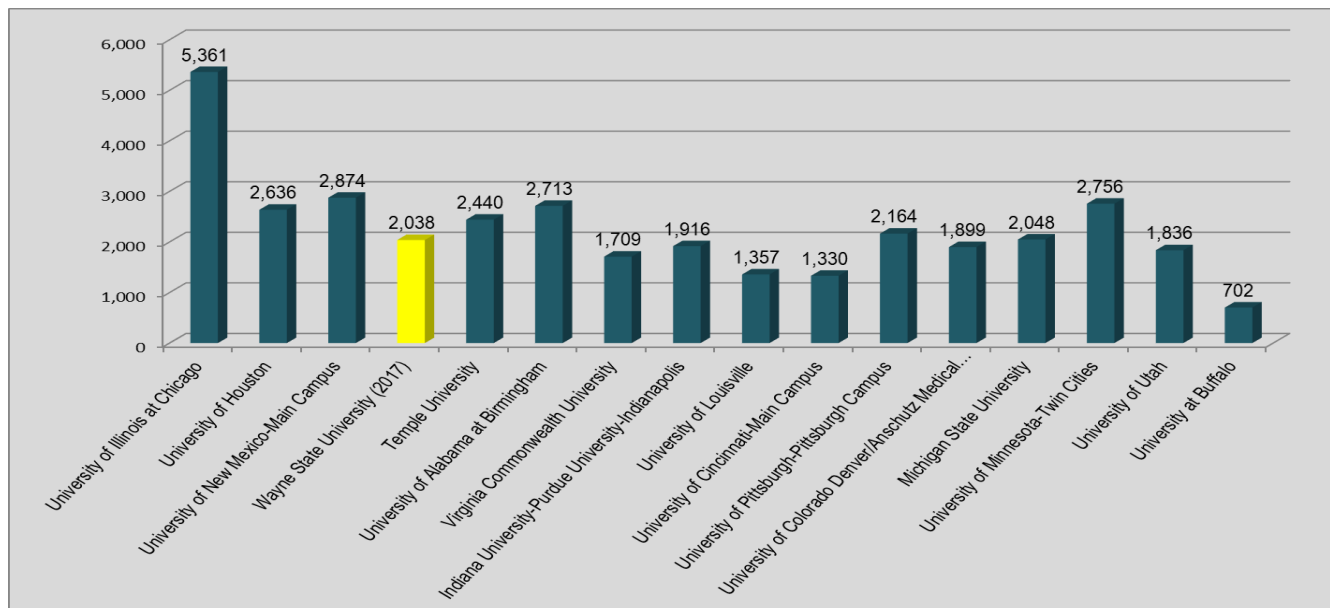
<sup>9</sup> The Board of Governors has identified fifteen (15) universities as National Peer Institutions. These universities are listed for the most recent reporting year available (2016).

## Comparative Analysis – Minority Employment

In 2017, Wayne State University employed 2,038 minorities in full-time positions. Wayne ranks 4<sup>th</sup> among its national peer institutions in total minorities employed with 41.41% of its employee population being minority.

As of 12/31/2017 (Table 18)

National Peer Institutions				
2016 - 2017 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	10,414	5,361	51.48%	1
University of Houston	5,253	2,636	50.18%	2
University of New Mexico-Main Campus	6,679	2,874	43.03%	3
Wayne State University (2017)	4,921	2,038	41.41%	4
Temple University	6,502	2,440	37.53%	5
University of Alabama at Birmingham	7,948	2,713	34.13%	6
Virginia Commonwealth University	5,923	1,709	28.85%	7
Indiana University-Purdue University-Indianapolis	7,183	1,916	26.67%	8
University of Louisville	6,254	1,357	21.70%	9
University of Cincinnati-Main Campus	6,287	1,330	21.15%	10
University of Pittsburgh-Pittsburgh Campus	11,492	2,164	18.83%	11
University of Colorado Denver/Anschutz Medical Campus	10,109	1,899	18.79%	12
Michigan State University	11,594	2,048	17.66%	13
University of Minnesota-Twin Cities	15,644	2,756	17.62%	14
University of Utah	11,665	1,836	15.74%	15
University at Buffalo	4,461	702	15.74%	16





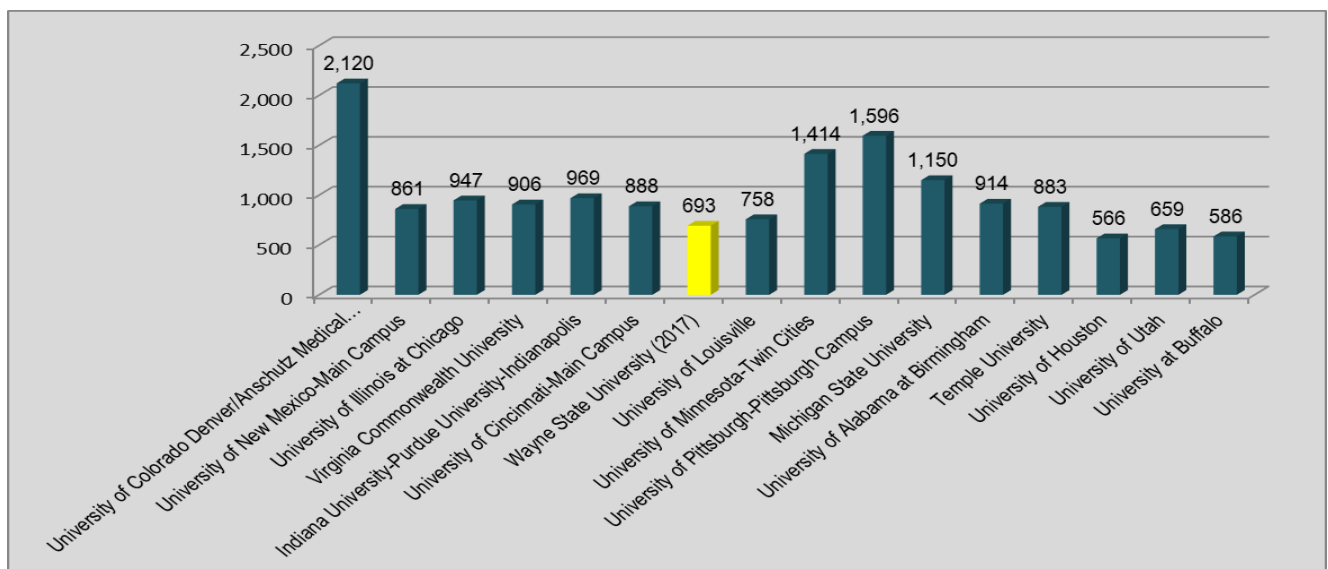
## Comparative Analysis – Faculty Employment

### Women Faculty

In 2017, Wayne State University employed 693 women in full-time Faculty positions.<sup>10</sup> Wayne ranks 7<sup>th</sup> among its national peer institutions in total women faculty.

As of 12/31/2017 (Table 19)

National Peer Institutions				
2016 - 2017 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Colorado Denver/Anschutz Medical Campus	3,835	2,120	55.28%	1
University of New Mexico-Main Campus	1,729	861	49.80%	2
University of Illinois at Chicago	1,986	947	47.68%	3
Virginia Commonwealth University	2,096	906	43.23%	4
Indiana University-Purdue University-Indianapolis	2,272	969	42.65%	5
University of Cincinnati-Main Campus	2,090	888	42.49%	6
<b>Wayne State University (2017)</b>	<b>1,643</b>	<b>693</b>	<b>42.18%</b>	<b>7</b>
University of Louisville	1,842	758	41.15%	8
University of Minnesota-Twin Cities	3,445	1,414	41.04%	9
University of Pittsburgh-Pittsburgh Campus	3,968	1,596	40.22%	10
Michigan State University	2,860	1,150	40.21%	11
University of Alabama at Birmingham	2,274	914	40.19%	12
Temple University	2,205	883	40.05%	13
University of Houston	1,418	566	39.92%	14
University of Utah	1,697	659	38.83%	15
University at Buffalo	1,602	586	36.58%	16



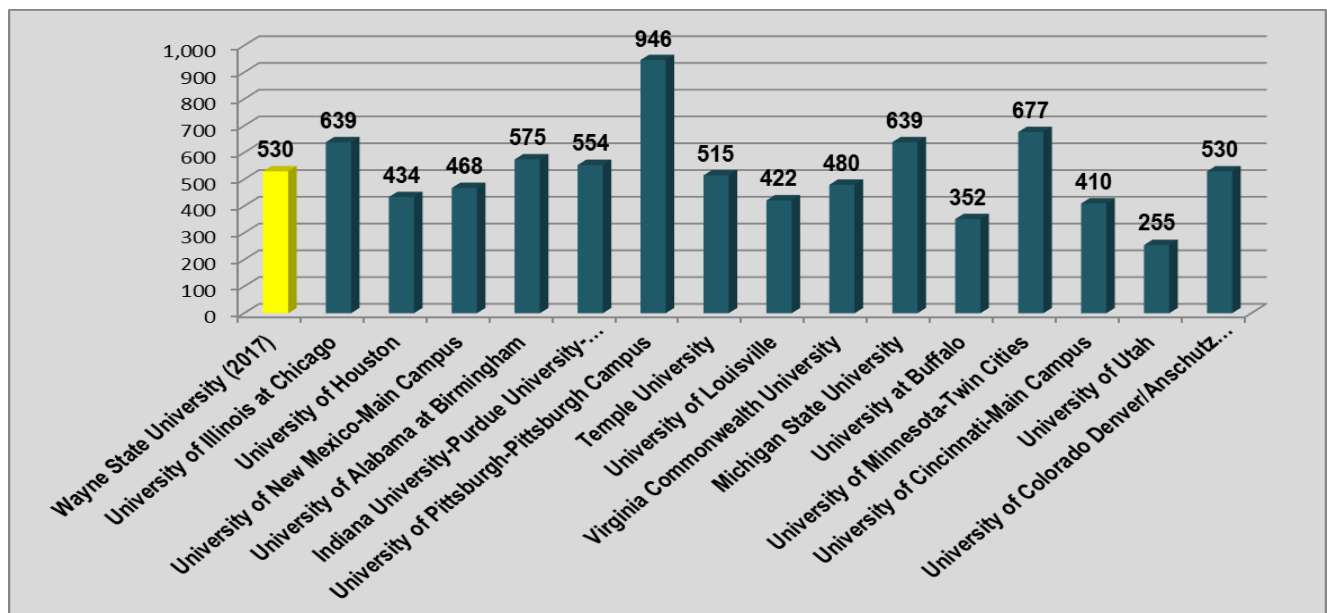
<sup>10</sup> Faculty numbers reference both Tenure/Tenure-Track (317) and Non-Tenured (376) employees.

## Minority Faculty

In 2017, Wayne State University employed 530 minorities in full-time Faculty positions.<sup>11</sup> Wayne ranks 1st among its national peer institutions in total minority faculty.

As of 12/31/2017 (Table 20)

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



<sup>11</sup> Faculty numbers reference both Tenure/Tenure-Track (294) and Non-Tenured (236) employees.

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

In this section, we provide a series of charts to present Wayne’s performance in a specific occupational category: Management Occupations. This category is based on the major group in the 2010 Standard Occupational Classification (SOC) Manual. As in the sections above, these charts include both a comparison 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 12/31/2017 (Table 21)

<b>Michigan Public Universities</b>				
<b>2016-2017 Full Time Women Employees in Management Occupations</b>				
<b>Institution Name</b>	<b>Total Full Time Employees in Management Occupations</b>	<b>Total Full Time Women Employees in Management Occupations</b>	<b>Percentage of Total Employees in Management Occupations</b>	<b>Rank</b>
University of Michigan-Flint	75	49	65.33%	1
University of Michigan-Dearborn	82	51	62.20%	2
University of Michigan-Ann Arbor	1,592	930	58.42%	3
Eastern Michigan University	273	157	57.51%	4
Central Michigan University	394	215	54.57%	5
Grand Valley State University	109	59	54.13%	6
Wayne State University (2017)	309	164	53.07%	7
Michigan State University	947	499	52.69%	8
Ferris State University	99	44	44.44%	9
Western Michigan University	89	39	43.82%	10
Oakland University	76	32	42.11%	11
Saginaw Valley State University	94	37	39.36%	12
Lake Superior State University	23	9	39.13%	13
Michigan Technological University	64	25	39.06%	14
Northern Michigan University	77	30	38.96%	15

## Michigan Public Universities – Women Employees by Primary Ethnicity

As of 12/31/2017 (Table 22)

Michigan Public Universities								
2016-2017 Full Time Women Employees in Management Occupations by Primary Ethnicity								
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Women by Ethnicity	Total Women
University of Michigan-Ann Arbor	0	39	73	20	0	15	147	930
Michigan State University	1	17	33	11	0	6	68	499
Central Michigan University	2	4	8	5	0	0	19	215
Wayne State University (2017)	2	7	40	3	0	1	53	164
Eastern Michigan University	0	3	18	2	0	1	24	157
Grand Valley State University	1	1	4	3	0	0	9	59
University of Michigan-Dearborn	0	2	11	2	0	0	15	51
University of Michigan-Flint	0	4	8	0	0	0	12	49
Ferris State University	0	0	2	0	0	2	4	44
Western Michigan University	0	2	5	1	0	0	8	39
Saginaw Valley State University	0	1	1	1	0	0	3	37
Oakland University	0	2	5	0	0	0	7	32
Northern Michigan University	2	0	0	1	0	0	3	30
Michigan Technological University	1	1	0	0	0	0	2	25
Lake Superior State University	0	0	0	0	0	0	0	9

## Michigan Public Universities – Minority Employees

As of 12/31/2017 (Table 23)

<b>Michigan Public Universities</b>				
<b>2016-2017 Full Time Minority Employees in Management Occupations</b>				
<b>Institution Name</b>	<b>Total Full Time Employees in Management Occupations</b>	<b>Total Full Time Minority Employees in Management Occupations</b>	<b>Percentage of Total Employees in Management Occupations</b>	<b>Rank</b>
Wayne State University (2017)	309	86	27.83%	1
University of Michigan-Dearborn	82	20	24.39%	2
University of Michigan-Flint	75	17	22.67%	3
Eastern Michigan University	273	45	16.48%	4
University of Michigan-Ann Arbor	1,592	253	15.89%	5
Western Michigan University	89	14	15.73%	6
Grand Valley State University	109	16	14.68%	7
Oakland University	76	11	14.47%	8
Saginaw Valley State University	94	13	13.83%	9
Michigan State University	947	120	12.67%	10
Ferris State University	99	10	10.10%	11
Michigan Technological University	64	6	9.38%	12
Lake Superior State University	23	2	8.70%	13
Central Michigan University	394	32	8.12%	14
Northern Michigan University	77	4	5.19%	15

## Michigan Public Universities – Minority Employees by Primary Ethnicity

As of 12/31/2017 (Table 24)

Michigan Public Universities							
2016-2017 Full Time Minority Employees in Management Occupations by Primary Ethnicity							
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities
University of Michigan-Ann Arbor	1	72	119	34	0	27	253
Michigan State University	2	34	55	23	0	6	120
Wayne State University (2017)	2	13	58	9	1	3	86
Eastern Michigan University	0	7	31	6	0	1	45
Central Michigan University	2	4	20	6	0	0	32
University of Michigan-Dearborn	0	5	12	3	0	0	20
University of Michigan-Flint	0	5	10	0	0	2	17
Grand Valley State University	1	1	9	5	0	0	16
Western Michigan University	0	5	8	1	0	0	14
Saginaw Valley State University	0	1	8	4	0	0	13
Oakland University	0	3	8	0	0	0	11
Ferris State University	0	0	6	1	0	3	10
Michigan Technological University	1	5	0	0	0	0	6
Northern Michigan University	2	0	1	1	0	0	4
Lake Superior State University	1	0	0	1	0	0	2

## National Peer Universities – Women Employees

As of 12/31/2017 (Table 25)

National Peer Institutions				
2016-2017 Full Time Women Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Women Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Louisville	703	470	66.86%	10
University of Pittsburgh-Pittsburgh Campus	1,018	674	66.21%	1
University of Cincinnati-Main Campus	1,128	729	64.63%	2
University of Illinois at Chicago	1,132	726	64.13%	3
University of Colorado Denver/Anschutz Medical Campus	811	517	63.75%	4
University of New Mexico-Main Campus	805	492	61.12%	5
Indiana University-Purdue University-Indianapolis	649	395	60.86%	6
Temple University	990	595	60.10%	7
University of Houston	831	476	57.28%	8
University of Minnesota-Twin Cities	881	491	55.73%	9
University at Buffalo	360	193	53.61%	11
Wayne State University (2017)	309	164	53.07%	12
Michigan State University	947	499	52.69%	13
University of Utah	370	191	51.62%	14
University of Alabama at Birmingham	370	179	48.38%	15
Virginia Commonwealth University	255	119	46.67%	16

## National Peer Universities – Women Employees by Primary Ethnicity

As of 12/31/2017 (Table 26)

National Peer Institutions								
2016-2017 Full Time Women Employees in Management Occupations by Primary Ethnicity								
Institution Name	American Indian or Alaska Native	Asian	Black or African American/ Black Non-Hispanic	Hispanic or Latino/ Hispanic	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Women by Ethnicity	Total Women
University of Cincinnati-Main Campus	0	20	101	8	1	6	136	729
University of Illinois at Chicago	2	55	155	100	1	9	322	726
University of Pittsburgh-Pittsburgh Campus	1	14	34	6	0	6	61	674
Temple University	2	29	115	22	1	8	177	595
University of Colorado Denver/Anschutz Medical Campus	3	22	16	42	1	5	89	517
Michigan State University	1	17	33	11	0	6	68	499
University of New Mexico-Main Campus	12	12	16	151	0	4	195	492
University of Minnesota-Twin Cities	4	17	12	6	1	2	42	491
University of Houston	1	49	111	66	0	11	238	476
University of Louisville	0	12	47	4	1	7	71	470
Indiana University-Purdue University-Indianapolis	0	14	53	13	0	7	87	395
University at Buffalo	1	6	14	1	0	0	22	193
University of Utah	1	8	3	10	2	3	27	191
University of Alabama at Birmingham	0	0	33	0	0	3	36	179
Wayne State University (2017)	2	7	40	3	0	0	52	164
Virginia Commonwealth University	0	0	18	1	0	0	19	119



## National Peer Universities – Minority Employees

As of 12/31/2017 (Table 27)

<b>National Peer Institutions</b>				
<b>2016-2017 Full Time Minority Employees in Management Occupations</b>				
<b>Institution Name</b>	<b>Total Full Time Employees in Management Occupations</b>	<b>Total Full Time Minority Employees in Management Occupations</b>	<b>Percentage of Total Employees in Management Occupations</b>	<b>Rank</b>
University of Houston	831	363	43.68%	8
University of Illinois at Chicago	1,132	456	40.28%	1
University of New Mexico-Main Campus	805	293	36.40%	2
Wayne State University (2017)	309	86	27.83%	3
Temple University	990	261	26.36%	4
Indiana University-Purdue University-Indianapolis	649	124	19.11%	5
University of Alabama at Birmingham	370	66	17.84%	6
University of Colorado Denver/Anschutz Medical Campus	811	144	17.76%	7
University of Cincinnati-Main Campus	1,128	198	17.55%	9
Virginia Commonwealth University	255	41	16.08%	10
University of Louisville	703	104	14.79%	11
University at Buffalo	360	46	12.78%	12
Michigan State University	947	120	12.67%	13
University of Utah	370	40	10.81%	14
University of Minnesota-Twin Cities	881	82	9.31%	15
University of Pittsburgh-Pittsburgh Campus	1,018	88	8.64%	16

## National Peer Universities – Minority Employees by Primary Ethnicity

As of 12/31/2017 (Table 28)

National Peer Institutions							
2016-2017 Full Time Minority Employees in Management Occupations by Primary Ethnicity							
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities
University of Illinois at Chicago	3	83	219	138	1	12	<b>456</b>
University of Houston	1	92	157	97	1	15	<b>363</b>
University of New Mexico-Main Campus	18	21	22	222	0	10	<b>293</b>
Temple University	3	51	160	33	1	13	<b>261</b>
University of Cincinnati-Main Campus	1	27	142	15	1	12	<b>198</b>
University of Colorado Denver/Anschutz Medical Campus	4	35	30	64	1	10	<b>144</b>
Indiana University-Purdue University-Indianapolis	1	25	70	20	0	8	<b>124</b>
Michigan State University	2	34	55	23	0	6	<b>120</b>
University of Louisville	0	18	69	9	1	7	<b>104</b>
University of Pittsburgh-Pittsburgh Campus	1	18	50	12	0	7	<b>88</b>
Wayne State University (2017)	2	13	58	9	1	3	<b>86</b>
University of Minnesota-Twin Cities	6	30	27	13	2	4	<b>82</b>
University of Alabama at Birmingham	0	3	57	2	0	4	<b>66</b>
University at Buffalo	3	14	24	5	0	0	<b>46</b>
Virginia Commonwealth University	0	5	31	4	0	1	<b>41</b>
University of Utah	2	10	4	16	2	6	<b>40</b>

## 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 presents a claim that, if true, would result in the need for immediate and appropriate corrective action, a *formal complaint* is initiated. Formal complaints filed with the OEO are investigated in accordance with the procedures set forth in University Policy 2005-03 (Discrimination and Harassment Complaint Process).

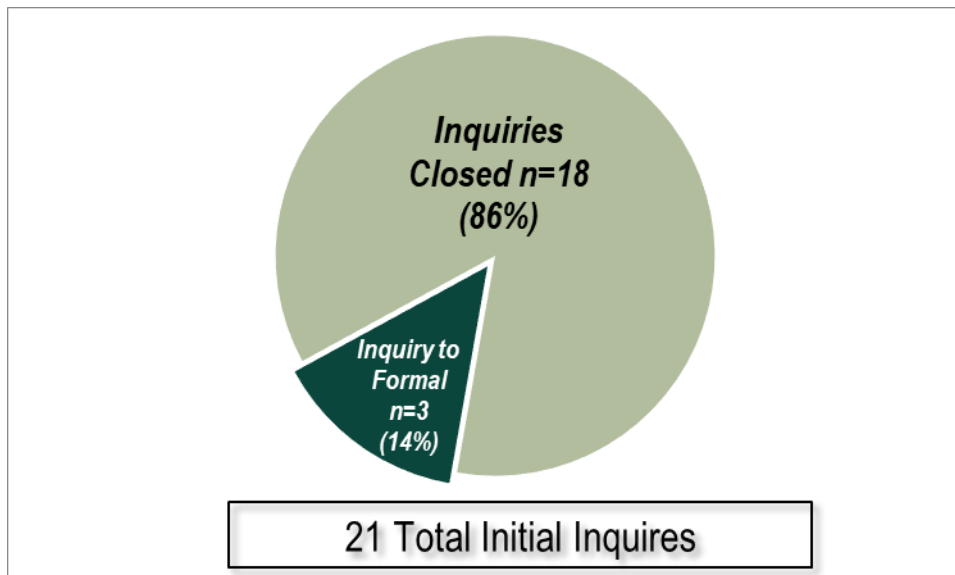
The OEO also serves as the university point of contact to complaints of discrimination and harassment brought by external agencies, such as the Michigan Department of Civil Rights (“MDCR”), the United States Equal Employment Opportunity Commission (“EEOC”), the United States Department of Education, 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 2017 calendar year, the OEO opened 21 initial inquiries and 3 of these initial inquiries were found to have allegations that would support the filing of a formal complaint. 18 initial inquiries were closed without the filing of a formal complaint.

#### **Initial Inquiries**

*For calendar year 2017 – (Chart 10)*



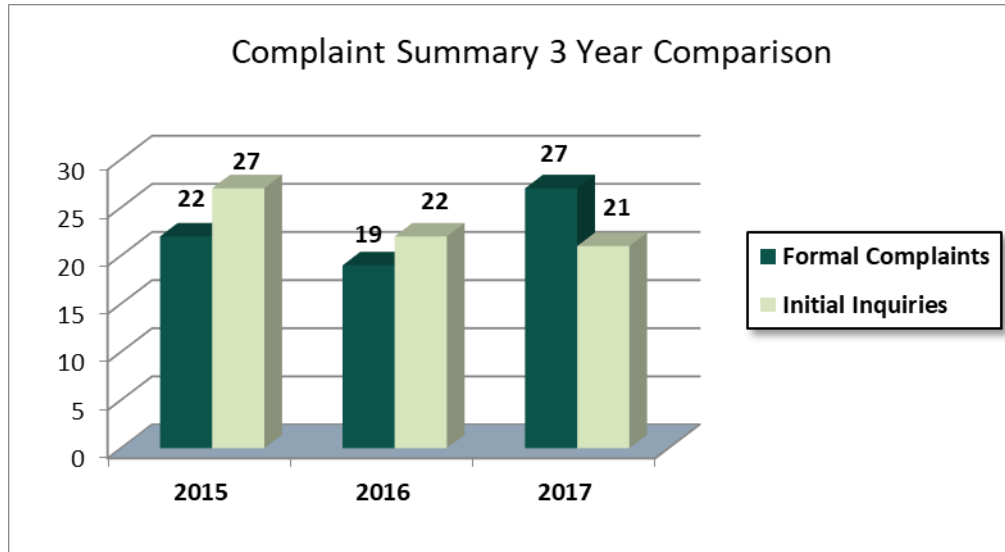
## B) Complaints

The number of formal complaints increased in 2017. During the 2017 calendar year, 27 formal complaints were opened and 23 were closed. Of those that were opened, 5 were internal complaints and 22 complaints were received from external agencies.

Of the 23 formal complaints that were closed in 2017, 20 were closed without a finding of a University policy or statutory violation. There was a finding of “cause”—meaning there was reason to believe a discriminatory act had occurred—in three internal complaints. Each of the internal complaint with a cause finding alleged discrimination based on sex.

### Initial Inquiry and Formal Complaint Activity Comparison

Calendar Years 2014 - 2017 – (Chart 11)



The 2017 data represents a 5% decrease from 22 inquiries in 2016. As the number of inquiries decreased, the number of formal complaints increased from 19 to 27 in 2017, which reflects a 30% rise in the number of formal complaints.

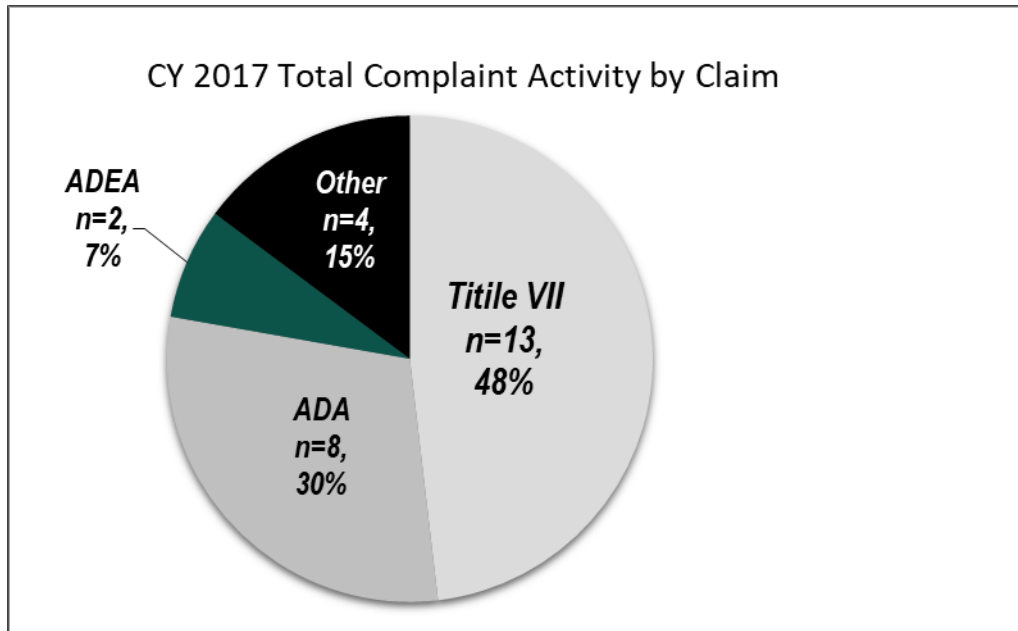
Complaints are categorized by the primary type of discrimination claim made by the Complainant. Of the 27 total formal complaints received in the year 2017, 8 involved claims of discrimination based on disability, 7 complaints were based on race, 6 complaints alleged sex discrimination/harassment, 2 complaints alleged age discrimination and 4 complaints were based on retaliation. In comparison, the three most frequent bases for complaints filed during 2016 were race (8), disability (6), age (3), and national origin and familial status<sup>12</sup> (1) each.

The OEO also categorizes complaints by the federal statute that is consistent with the protected categories as identified under university policy. In 2017, 48% of the complaints involved classifications protected by Title VII, 30% by the Americans with Disabilities Act (“ADA”), and 7% were filed alleging age discrimination as defined under Age Discrimination in Employment Act (“ADEA”).

<sup>12</sup> Familial Status is covered under the Michigan Elliot-Larsen Civil Rights Act of 1976.

## Total Complaint Activity by Type of Claim

For calendar year 2017 – (Chart 12)



The OEO is proactive in matters of discrimination and harassment, working closely with the Office of the General Counsel, the Dean of Students, Human Resources and Labor Relations. The OEO collaborates with these offices to design and implement employee education programs on a University-wide basis. Specific on-line training about sexual harassment is offered, 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. OEO also continues to provide customized training to departments and units upon request and as a remedial measure following a complaint.

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 66 formal complaints were filed. Claims of alleged race discrimination form the largest percentage of formal complaints (35%), exceeding disability (30%). The greatest number of complaints originated from the School of Medicine (9) and the College of Education (9).

## 2015 – 2017 Complaints by School/College/Division and Protected Basis

As of 12/31/2017 (Table 29)

School/College/Division	Age	National Origin	Race	Disability	Familial Status	Retaliation	Sex	Grand Total
<b>Provost &amp; VP Academic Affairs</b>								
Admissions				2				2
College of Education			1	4				5
College of Engineering			1			1		2
College of Liberal Arts and Sciences				4				4
College of Nursing			1					1
Computer & Information Technology	1					1		2
EACPHS			1				1	2
Fine Communication and Performing Arts				2		1	2	5
Law School			2					2
Neef Law Library			1					1
OMVAE							1	1
School of Medicine	2	1	3	2		2		10
School of Social Work				1	1			2
Student Disability Services				3				3
Student Financial Aid			1					1
Study Abroad	1							1
<b>SubTotal</b>	<b>4</b>	<b>1</b>	<b>11</b>	<b>18</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>44</b>
<b>Finance and Business Operations</b>								
Business Operations			1				1	2
Development and Alumni Affairs	1		1					2
Facilities Planning and Management			3			1	1	5
Human Resources			1				1	2
<b>SubTotal</b>	<b>1</b>		<b>6</b>			<b>1</b>	<b>3</b>	<b>11</b>
<b>President's Office</b>								
Office of Economic Development				1			1	2
<b>SubTotal</b>				<b>1</b>			<b>1</b>	<b>2</b>
<b>Marketing and Communications</b>								
Department of Public Safety			3			1		4
Marketing Services			1			1		2
<b>SubTotal</b>			<b>4</b>			<b>2</b>		<b>6</b>
<b>General Counsel</b>								
Office of Equal Opportunity				3			1	4
<b>SubTotal</b>				<b>3</b>			<b>1</b>	<b>4</b>
<b>Research</b>								
Sponsored Programs			1					1
<b>SubTotal</b>			<b>1</b>					<b>1</b>
<b>Grand Total</b>	<b>5</b>	<b>1</b>	<b>22</b>	<b>22</b>	<b>1</b>	<b>8</b>	<b>9</b>	<b>68</b>

### III. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM

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

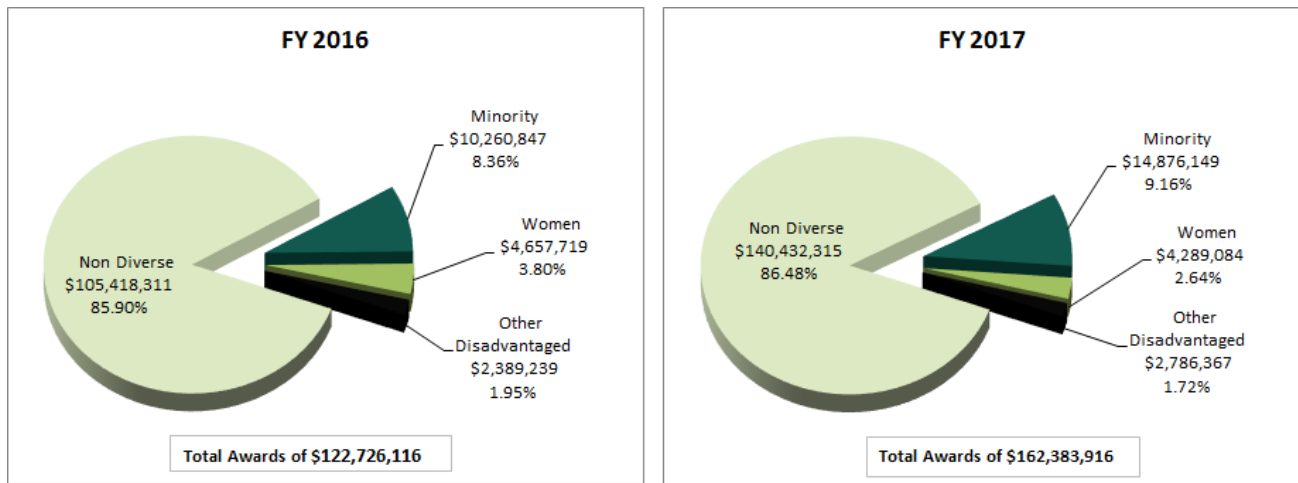
During fiscal year 2017, overall purchase orders (PO) issued increased by 32.3%, largely due to construction-based orders. New POs for construction are 2 ½ times what they were in 2016, since the order to Christman Brinker for the Mike Ilitch School of Business was issued in October 12, 2016 at \$48.3 million and the order to Granger Construction for the New Data Center was issued in April 2017 at \$16 million. Other large construction projects for 2017 included \$312k for the start of the Matthaei Weight Room and \$318k for renovation of laboratory 150 in the Chemistry Building. Purchases made for non-construction goods and services decreased by 12% when compared to 2016.

**A. TOTAL SPEND - 2017**

Total dollars awarded for all purchased (construction and general services) amounted to \$162.4 Million in FY 2017, compared to \$122.7 million in FY 2016. Of those amounts, \$14.9 million was awarded to minority-owned businesses in FY 2017, compared to \$10.3 million in FY 2016. Women-owned businesses were awarded \$4.3 million in FY 2017, compared to \$4.7 million in FY 2016. Diversity Spend in FY 2016 equals \$19.2 million or 11.8% of our total PO spend. It is important to note that of these figures, 10.3 million or 6.4% were tier 2 construction at the Mike Ilitch School of Business and the New Data Center. Other disadvantaged groups add an additional \$2.8 million or roughly 1.7%.

**Comparison of Total PO Activity - 2017**

(Charts 13 and 14)

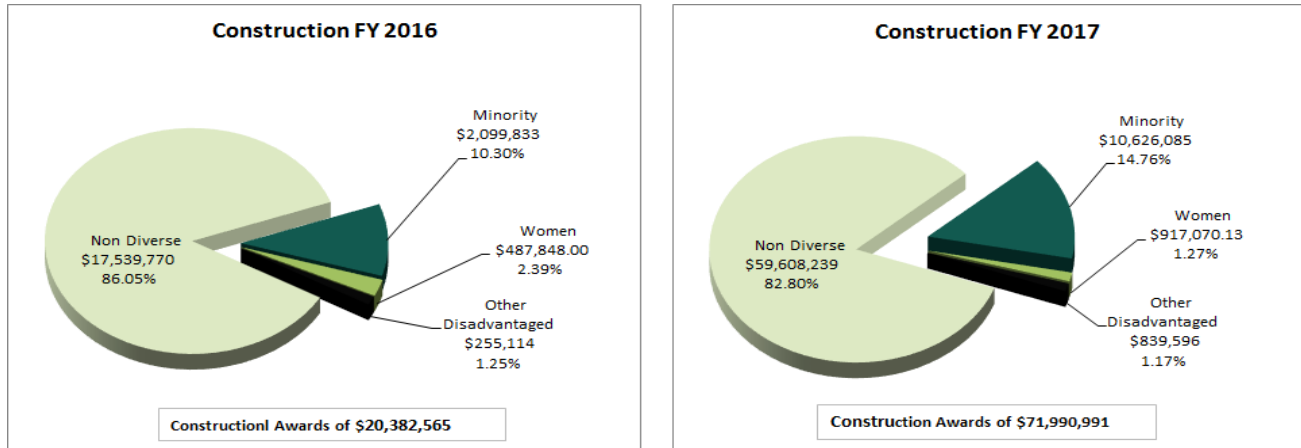


**B. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION**

Total dollars awarded for all construction and architectural or engineering service contracts (primary and subcontracts) amounted to \$72 Million in FY 2017, compared to \$20.4 million in FY 2016, primarily due to the new construction projects mentioned. In FY 2017, \$10.6 million was awarded to minority-owned construction businesses as either tier 1 or 2, compared to \$2.1 million in FY 2016. Women-owned construction firms captured \$0.9 million in FY 2017, compared to \$0.5 million in FY 2016.

## Comparison of Total Construction Contract Awards

(Charts 15 and 16)

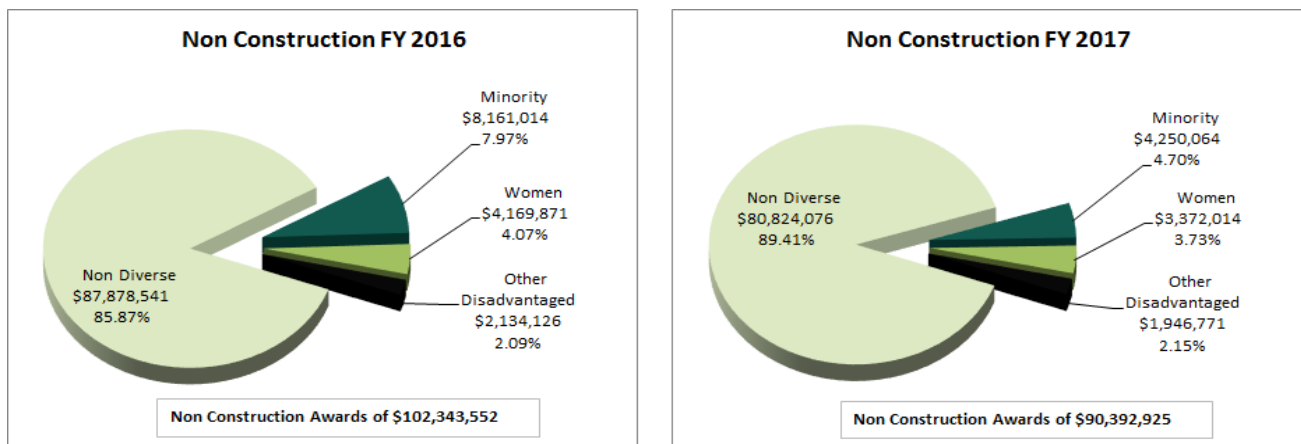


### C. GENERAL PURCHASING (Non- Construction Goods and Services)

Funds expended on non-construction purchases of goods and services decreased from \$102.3 million in FY2016 to \$90.4 million in FY2017. In FY 2017, \$4.3 million was awarded to minority-owned businesses, compared to \$8.2 million in FY 2016. Women-owned firms were awarded \$3.4 million in FY 2017, compared to \$4.2 million in FY 2016. Combined with other disadvantaged businesses, total diversity spend in non-construction spending comes to \$9.6 million or 10.6%.

## Comparison of Total General Purchasing Awards

(Charts 17 and 18)



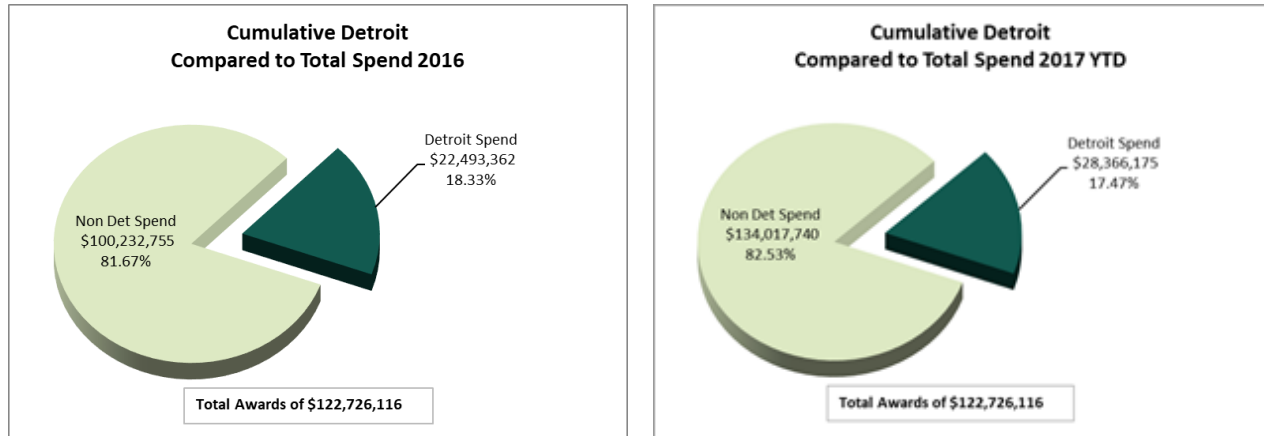
## DETROIT-BASED BUSINESS

In the last few years, Procurement began monitoring the level of spend with Detroit-based businesses. This measurement is largely a result of our initiatives with the Midtown Anchors and the Detroit Economic Growth Corporation. The level of spend with Detroit-based businesses, including sub-awards and purchases made through Aramark, is at \$28.4 million or 17.5% in 2017, as compared to \$22.5 million or 18.3% in 2016. As with diversity spend, this is influenced by tier 2 spend on the 2 major construction projects.



## Comparison of Detroit-Based Business Awards

(Charts 19 and 20)



### D. OUTSIDE COUNSEL FEES

In 2017, Wayne State University made direct payments in outside counsel fees in the gross amount of \$1,658,845 of which \$1,045,765 supported patents, licenses and technology transfers and \$613,080 was for all other legal matters. The Office of the General Counsel received reimbursements in the amount of \$263,760. Wayne also authorized payments to outside counsel through the Michigan University Self-Insurance Corporation (MUSIC) in the amount of \$908,056.

Direct payments in the amount of \$125,995 and MUSIC payments in the amount of \$69,437 were made to women and minority-owned law firms. Overall, women-owned/partner firms were paid \$59,139 and minority-owned firms were paid \$136,293.

#### *Minority Firms*

Phifer & White handle nearly all of Wayne's personal injury work not done within this office, our landlord-tenant matters, and much of our worker's compensation cases. The firm of Albert Nelson, Jr. also handles worker's compensation cases. Lewis & Munday represent Wayne in litigation and complex real property transactions.

#### *Women-owned Firms*

Afaf Vicky Farah, a solo practitioner, does all of the university's immigration work. Female partners in the larger firms of Kienbaum Opperwall and Musgrave McLachlin each represented Wayne in litigation matters.

## 2015-2017 Supplier Diversity

As of 12/31/2017 – (Table 30)

Year	Construction			General Purchasing			Legal Fees	
	Minority	Women	Other	Minority	Women	Other	Minority	Women
2015	1.3%	0.2%	0.6%	2.6%	3.4%	1.5%	17.3%	6.6%
2016	1.7%	0.4%	0.2%	6.6%	3.4%	1.7%	7.9%	6.4%
2017	6.5%	0.6%	0.5%	2.6%	2.1%	1.2%	7.9%	8.3%

### E. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES

#### Michigan Minority Supplier Development Council (MMSDC)

The MMSDC continues to recognize Wayne State as a leader in supplier diversity for actively engaging with and extending business opportunities to the minority and women-owned business enterprise community. In 2017, Wayne State University was nominated as the Minority Advocate of the Year.

#### Project ONE Initiative

Wayne State partners with PNC Bank in co-chairing an MMSDC Project ONE team, to bring a select group of corporations and minority-owned businesses together. The purpose of the team is to provide mentoring, guidance, referrals, and business support to the 8 to 10 minority firms participating on our team. Wayne State hosts these meetings on our main campus on a monthly basis. Other corporations included on the team are AAA Michigan, Butzel Long, DTE Energy, Inland Press, and Madison Electric. The team is one of approximately 10 teams throughout southeast Michigan that operate under the direction of the MMSDC.

#### Council of Supplier Diversity Professionals (CSDP)

Wayne State is a member of the Council of Supplier Diversity Professionals, an exclusive organization established in 1988 for the purpose of sharing information, ideas, and best practices related to supplier diversity and to the growth and development of minority and women-owned businesses. Kenneth Doherty, AVP of Procurement & Strategic Sourcing, continues to serve on its Board of Directors, a position he has held since 2009. Membership in this Council gives us additional access to vendor referrals, seminars, and workshops that expand and enhance the Wayne State supplier diversity program.

#### Great Lakes Woman's Business Council

Wayne State is also a member of the Great Lakes Women's Business Council. Membership in this organization provides the University with access to the strongest and most active women business owners. Through their training and certification programs,

they help strengthen the business of local WBEs. In 2016, the University received an Excellence in Supplier Diversity Award in the category of Emerging, the first time the University was so recognized by the Council.

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

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

- The Gilbane Diverse & Detroit-based Contractor Outreach in March 2017
- The Asian Pacific American Chamber of Commerce (APACC) East-West Business Connect in March 2017 and 2018,
- The Michigan Minority Procurement Conference in May 2016 and May 2017,
- The Turner School of Construction Management for small and diverse contractors in May 2016 and May 2017,
- The Pure Michigan Business Connect – Flint Matchmaking Summit in September 2016 and October 2017,
- The Great Lakes Women’s Business Conference in September 2016 and 2017,
- The Macomb Community College PTAC - Meet the Buyers event in August 2016 and 2017
- The Schoolcraft College PTAC - Meet the Buyers event in October 2017
- The National Minority Supplier Diversity Conference in October 2017
- The MMSDC Ace Awards ceremony in October 2016 and December 2017.

### **D2D Program**

The University is one of the charter members of the D2D (Detroit to Detroit) business initiative, designed to promote and increase spending with Detroit-based businesses. The University is one of 18 members of the Buyers Council, consisting of corporations headquartered in or having a significant presence in the city. This initiative has been built upon the momentum gained with the Midtown Buy in Detroit initiative in which WSU participated from 2010 through 2012.

## **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 a Lead Secretary and a student assistant.

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.

Until October 2015, the OEO Director was 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. The role of Interim Title IX Coordinator was assumed by the General Counsel's Office in October 2015 with the role to be assumed by a newly hired Title IX Director. The Director will assume her role June 1, 2018 and will report to the Office of the General Counsel.

The OEO serves as a resource promoting access and equal opportunity within the University. In 2016, the OEO continued its joint efforts with the Office of General Counsel and the Dean of Students Office to provide training to academic units and staff on the duties, responsibilities, and rights that members of the University community have with respect to Title IX and its protections. The University is in the process of vetting a Title IX e-learning system for students and staff with an intended launch in Fall 2018. The system will provide training regarding sexual assault awareness, prevention and reporting. Training and outreach efforts are emphasized to promote a diverse environment. The OEO provides sexual harassment and diversity training to various departments across WSU campus.

Additionally, through the use of Faculty Search Committee Training to schools and colleges, the OEO and Chief Diversity Officer combined efforts to provide search committees with training tools to recruit and evaluate qualified, diverse pools of applicants. The OEO also partnered with the Provost Office and C&IT to automate the Tenure/Tenure Tract Faculty Hiring Plan. This automation further promotes diverse faculty hiring initiatives, maintains hiring data in electronic fashion, and provides real-time data compilation and reporting capabilities.

## **PROPOSAL 2**

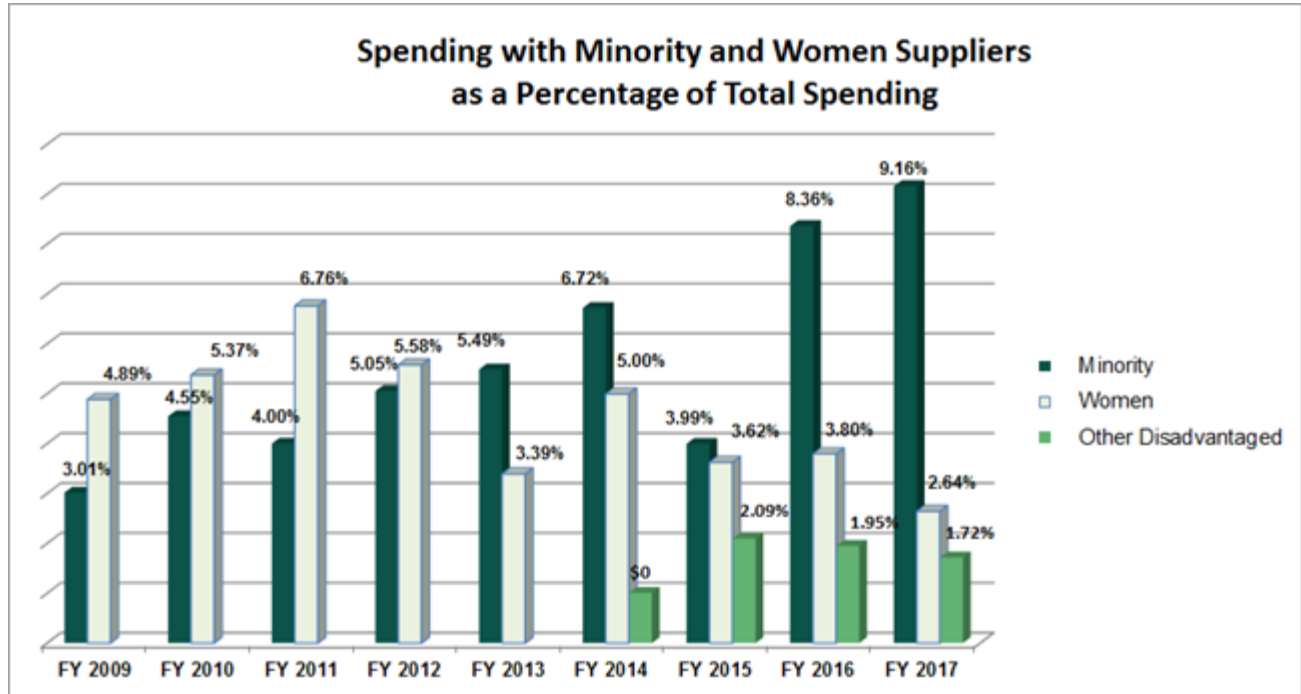
The "Michigan Civil Rights Initiative," commonly known as "Proposal 2," was a ballot initiative that became Michigan law on December 22, 2006. The ballot proposal amended the Michigan Constitution to become Article I, Section 26 to bar the use of "preferences" based on race, sex, color, ethnicity or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

Spending on minority suppliers dropped significantly in the years immediately after Proposal 2 took effect. While spending on minority suppliers has since made modest incremental gains, it has not yet reached pre-Proposal 2 levels. Spending with women vendors has fluctuated significantly. In Chart 21, 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 21)



## APPENDICES

### I. Definition of EEO Job Categories

- **Executive, Administrative and Managerial**

Persons whose assignments require *primary* and major responsibility for management of the institution, or a customarily recognized department or subdivision. Assignments require the performance of work directly related to management policies or general business operations of the institution department or subdivision, etc. Reported in this category are employees holding such positions as president, vice president, dean, director or the equivalent, as well as management employees such as associate and assistant deans, division and academic department heads (chairs), or the equivalent if their principal responsibilities are administrative in nature.

- **Faculty (Instruction / Research / Public Service)**

Persons whose principal responsibilities customarily are for the purpose of instruction, research or public service and who hold academic-rank titles of professor, associate professor, assistant professor, instructor, lecturer or the equivalent. Reported in this category are deans, directors or the equivalent, as well as associate deans, assistant deans and executive officers of academic departments (chairs, heads, or the equivalent). This definition does not include student teaching or research assistants or medical interns or residents.

- **Other Professionals (Support / Service)**

Persons employed for the primary purpose of performing academic support, student service and institutional support activities, and whose assignments would require either college graduation or experience that would provide a comparable background. Includes positions such as librarians, accountants, personnel professionals, counselors, systems analysts, coaches and assistant general counsel.

- **Clerical / Secretarial**

Includes administrative support occupations, including all clerical-type work regardless of level of difficulty, where the activities are predominately non-manual, though some manual work not directly involved with altering or transporting the products is included.

- **Technical / Paraprofessional**

Persons whose assignments require special knowledge or skills that may be acquired through experience or academic work as offered in many two-year technical institutions and junior colleges, or through equivalent on-the-job training. Includes computer programmers and operators, drafters, engineering aides, junior engineers, mathematical aides, licensed practical or vocational nurses, dietitians, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical sciences), and similar occupational-activity categories that are institutionally defined as technical assignments.

- **Skilled Trades / Crafts**

Persons whose assignments typically require special manual skills, and a thorough and comprehensive knowledge of the processes involved in the work, as acquired through on-the-job training and experience, or through apprenticeship or other formal training programs. Includes mechanical operators and repairers, electricians, stationary engineers, skilled machinists, carpenters, compositors and typesetters, and upholsterers.

- **Service / Maintenance**

Persons whose assignments require limited degrees of previously acquired skills and knowledge. Persons who perform duties that result in or contribute to the comfort, convenience and hygiene of personnel and students, or that contribute to the upkeep and care of buildings, facilities or grounds of the institution. Includes chauffeurs, laundry and dry-cleaning operators, cafeteria and restaurant workers, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and groundskeepers, refuse collectors, construction laborers and security personnel.

## **II. Definition of Standard Occupational Classification (SOC) System**

The 2010 Standard Occupational Classification (SOC) System<sup>13</sup> is used by Federal statistical agencies to classify workers and jobs into occupational categories for the purpose of collecting, calculating, analyzing, or disseminating data. The SOC is designed to reflect the current occupational structure of the United States; it classifies all occupations in which work is performed for pay or profit. The SOC covers all jobs in the national economy, including occupations in the public, private, and military sectors. All Federal

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<sup>13</sup> [http://www.bls.gov/soc/soc\\_2010\\_user\\_guide.pdf](http://www.bls.gov/soc/soc_2010_user_guide.pdf)

agencies that publish occupational data for statistical purposes are required to use the SOC to increase data comparability across Federal programs.

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

### 2010 SOC Major Groups

<i>Code</i>	<i>Title</i>
11-0000	Management Occupations
13-0000	Business and Financial Operations Occupations
15-0000	Computer and Mathematical Occupations
17-0000	Architecture and Engineering Occupations
19-0000	Life, Physical, and Social Science Occupations
21-0000	Community and Social Service Occupations
23-0000	Legal Occupations
25-0000	Education, Training, and Library Occupations
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations
29-0000	Healthcare Practitioners and Technical Occupations
31-0000	Healthcare Support Occupations
33-0000	Protective Service Occupations
35-0000	Food Preparation and Serving Related Occupations
37-0000	Building and Grounds Cleaning and Maintenance Occupations
39-0000	Personal Care and Service Occupations
41-0000	Sales and Related Occupations
43-0000	Office and Administrative Support Occupations
45-0000	Farming, Fishing, and Forestry Occupations
47-0000	Construction and Extraction Occupations
49-0000	Installation, Maintenance, and Repair Occupations
51-0000	Production Occupations
53-0000	Transportation and Material Moving Occupations
55-0000	Military Specific Occupations

### **III. OEO Responsibilities**

The Office of Equal Opportunity is responsible for the following:

- Developing policy statements, Affirmative Action Plan programs, methods, and internal and external communication techniques. Policies and procedures will continue to be developed to ensure an efficient and positive interaction between the Office of Equal Opportunity and managers charged with hiring staff.
- Assisting management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and equal employment opportunity (“EEO”) policies and procedures.

- Designing and implementing monitoring and reporting methods to measure the effectiveness of Wayne's program; to indicate need for remedial action; and to determine the degree to which Wayne's goals and objectives are being met.
- Providing management a working understanding of the goals and objectives in Wayne's Affirmative Action Plan.
- Meeting with managers, supervisors, and employees to assure that Wayne's EEO policies are being followed.
- Acting as a liaison between Wayne and enforcement agencies.
- Acting as a liaison between Wayne and appropriate minority and women's organizations and community action groups concerned with employment opportunities for minorities and women.
- Supporting contact between Wayne and predominately female and minority high schools, colleges, and technical schools in the area as needed.
- Keeping management informed of developments in the EEO and affirmative action field.
- Conducting a periodic audit to ensure that Wayne complies in the following ways:
  - Making sure EEO posters are properly displayed.
  - Making sure that all University employees have the opportunity and are encouraged to participate in University-sponsored educational, training, recreational and social activities.

#### **IV. Definition of Terms - EEOC**

**American Indian or Alaskan Native (Not Hispanic or Latino):** A person having origins in any of the original peoples of North America, South America (including Central America), and who maintain tribal affiliation or community attachment.

**Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

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

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

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



**Native Hawaiian or Other Pacific Islander:** A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**Disability:** Defined by both state and federal law. Generally, refers to a person who has a physical or mental impairment that substantially limits one or more major life activities, or has a record of such impairment, or is regarded as having such impairment. In the first instance, disability status is self-identified by faculty, staff and students.

## **V. Academic Classifications**

**Professor:** Includes full professor, distinguished professor, visiting professor, university professor, and professor (clinical), professor (research).

**Associate Professor:** Includes visiting associate professor, associate professor (clinical), associate professor (research).

**Assistant Professor:** Includes visiting assistant professor, assistant professor (clinical), assistant professor (research).

## **VI. Other Employee Definitions**

**Full-time Employee:** Academic staff and non-academic employees whose assignments add up to a full-time equivalency ("FTE") of 1.0.

**Full-time Faculty:** Faculty whose assignments are tenure or non-tenure system with a FTE of .50 or above.

**Tenure-System Faculty:** Faculty appointed to the tenure-system or granted tenure by Board of Governors Statute. Faculty in the tenure-system may hold an academic rank of Professor, Associate Professor and Assistant Professor.

**Fractional-time Employee:** Academic and non-academic employees whose assignments add up to a FTE of 0.50 to 0.99.

**Casual or Part-time Employee:** Academic and non-academic employees whose assignments add up to 0.49 or less assignments add up to 0.49 or less.

## VII. 2016 Data Tables

### 2016 Total Full-time Academic and Non Academic Employee Headcount

As of 12/31/2016 – (Table 31)

Category	2016 Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Faculty	1,668	122 7.3%	367 22.0%	38 2.3%	2 0.1%	3 0.2%	6 0.4%	538 32%	16 1.0%	695 42%
Exec/Admin/ Managerial	306	55 18.0%	13 4.2%	8 2.6%	2 0.7%	1 0.3%	1 0.3%	80 26.1%	0	156 51%
Other Professionals	2,198	497 22.6%	329 15.0%	65 3.0%	7 0.3%	2 0.1%	30 1.4%	930 42.3%	20 0.9%	1,377 63%
Technical/ Paraprofessional	78	17 21.8%	1 1.3%	4 5.1%	0	0	1 1.3%	23 29.5%	0	35 45%
Clerical/ Secretarial	320	213 66.6%	3 0.9%	5 2%	0	0	5 1.6%	226 70.6%	0	277 87%
Skilled Crafts	101	32 31.7%	2 2.0%	1 1.0%	0	0	0	35 34.7%	1 1.0%	6 6%
Service/ Maintenance	269	202 75.1%	0	6 2.2%	0	0	2 0.7%	210 78.1%	0	97 36%
<b>TOTALS</b>	<b>4,940</b>	<b>1,138 23.0%</b>	<b>715 14.5%</b>	<b>127 2.6%</b>	<b>11 0.2%</b>	<b>6 0.1%</b>	<b>45 0.9%</b>	<b>2,042 41.3%</b>	<b>37 0.7%</b>	<b>2,643 53.5%</b>

### 2016 Full-time Faculty - Tenure and Non-Tenure System

As of 12/31/2016 – (Table 32)

Minority Group/Gender	Tenure System		Non-tenure System		Totals	
	Number	Percent	Number	Percent	Number	Percent
<b>Faculty Total: 2016</b>	939	56.29%	729	43.7%	1,668	100%
Black	44	4.7%	78	10.7%	122	7.3%
Asian	221	23.5%	146	20.0%	367	22.0%
Hispanic	25	2.7%	13	1.8%	38	2.3%
American Indian/ Alaskan Native	1	0.1%	1	0.1%	2	0.1%
Native Hawaiian/Other Pacific Islander	0	0.0%	3	0.4%	3	0.2%
Two or More Races	3	0.4%	3	0.4%	6	0.4%
<b>Total Minorities</b>	<b>294</b>	<b>31.3%</b>	<b>244</b>	<b>33.5%</b>	<b>538</b>	<b>32%</b>
Unknown	6	0.6%	10	1.4%	16	1.0%
<b>Women</b>	<b>317</b>	<b>33.8%</b>	<b>378</b>	<b>51.9%</b>	<b>695</b>	<b>41.7%</b>

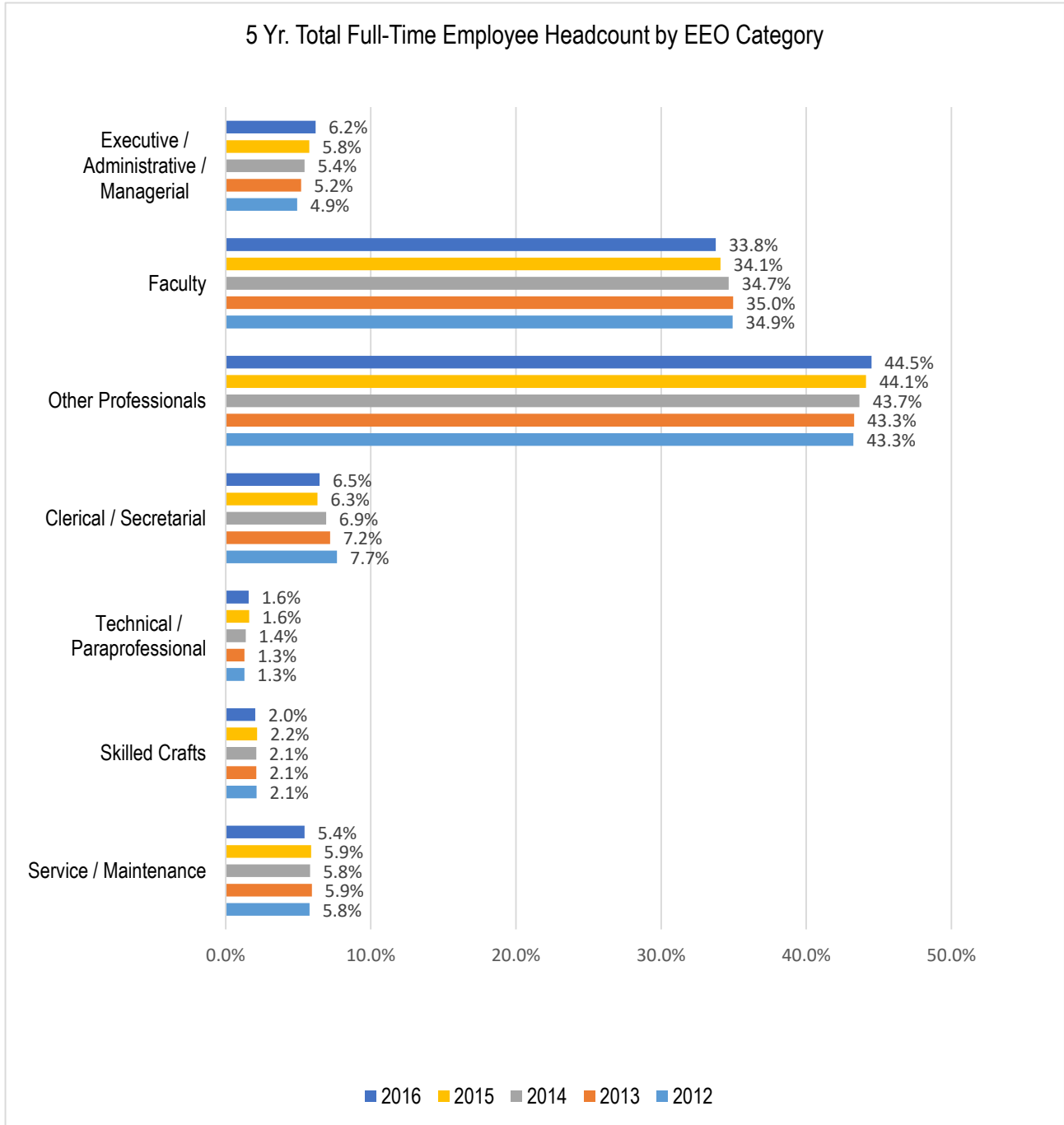
### 2016 Total Tenure System Faculty by Rank

As of 12/31/2016 (Table 33)

Academic Rank	2016 Faculty Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Professor	396 42.2%	12 3.0%	85 21.5%	8 2.0%	0	0	0	105 26.5%	0 0.0%	90 22.7%
Associate Professor	347 37.0%	26 7%	80 23.1%	9 2.6%	0	0	0	115 33.1%	2 0.6%	130 37.5%
Assistant Professor	195 20.8%	6 3.1%	56 29%	8 4.1%	1 0.5%	0	3 1.5%	74 37.9%	4 2.1%	96 49.2%
Lecturer	1 0.1%	0	0	0	0	0	0	0	0	1 100.0%
<b>Totals</b>	<b>939</b>	<b>44 4.7%</b>	<b>221 23.5%</b>	<b>25 2.7%</b>	<b>1 0.1%</b>	<b>0 0.0%</b>	<b>3 0.3%</b>	<b>294 31.3%</b>	<b>6 0.6%</b>	<b>317 33.8%</b>

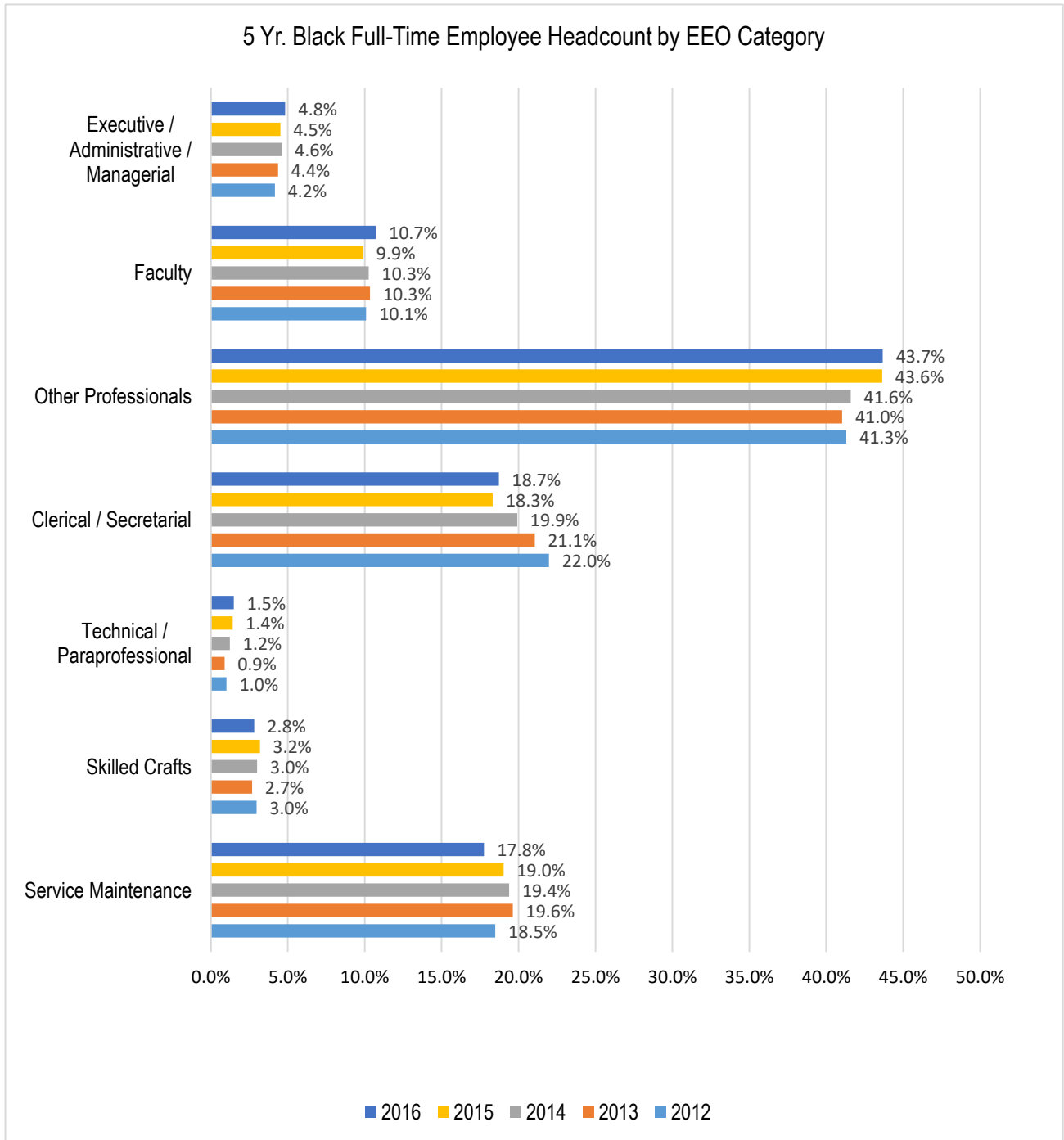
**VIII. Five Year Comparison Graphs – 2012-2016**

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



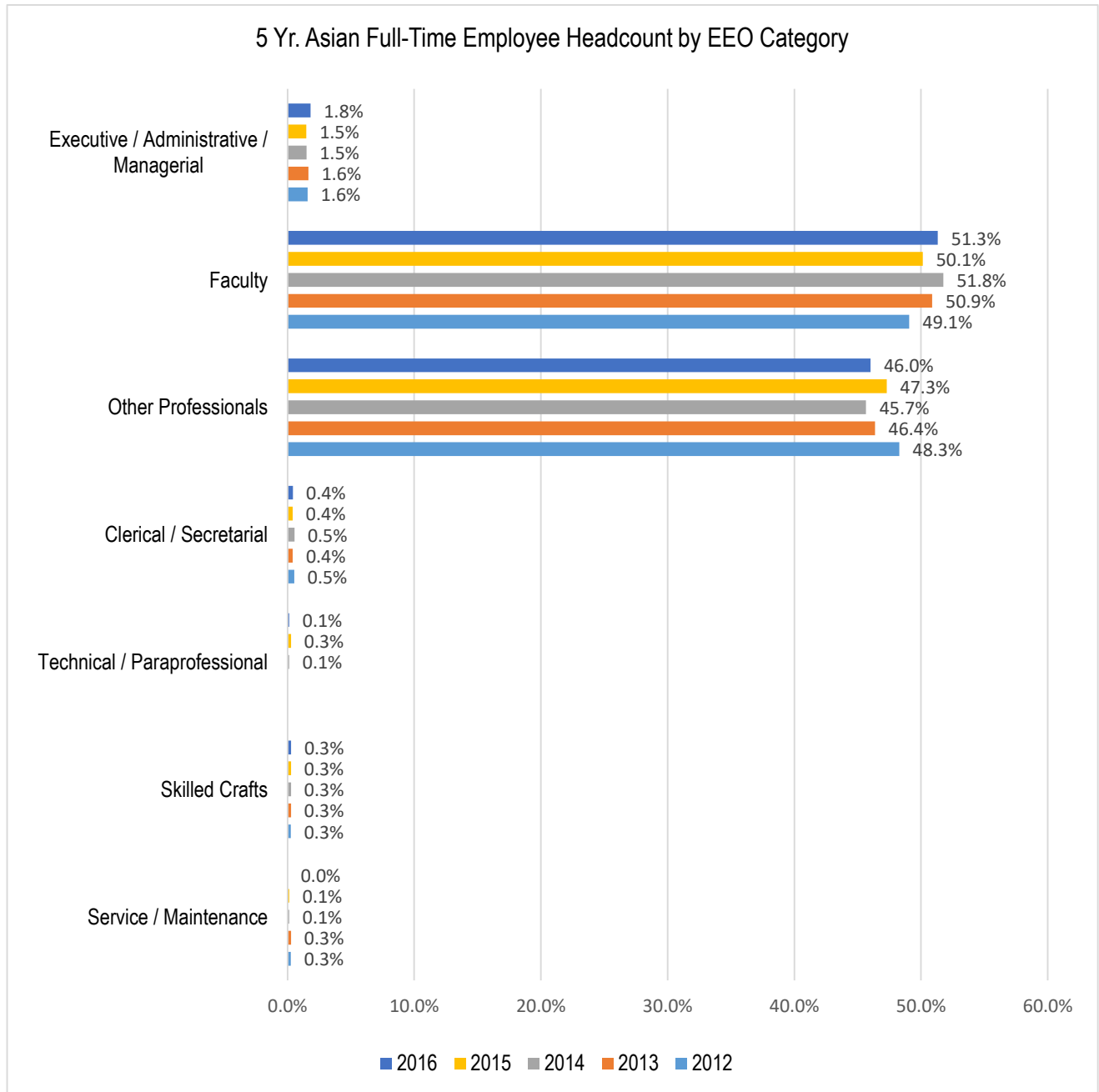
# Black Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 23)



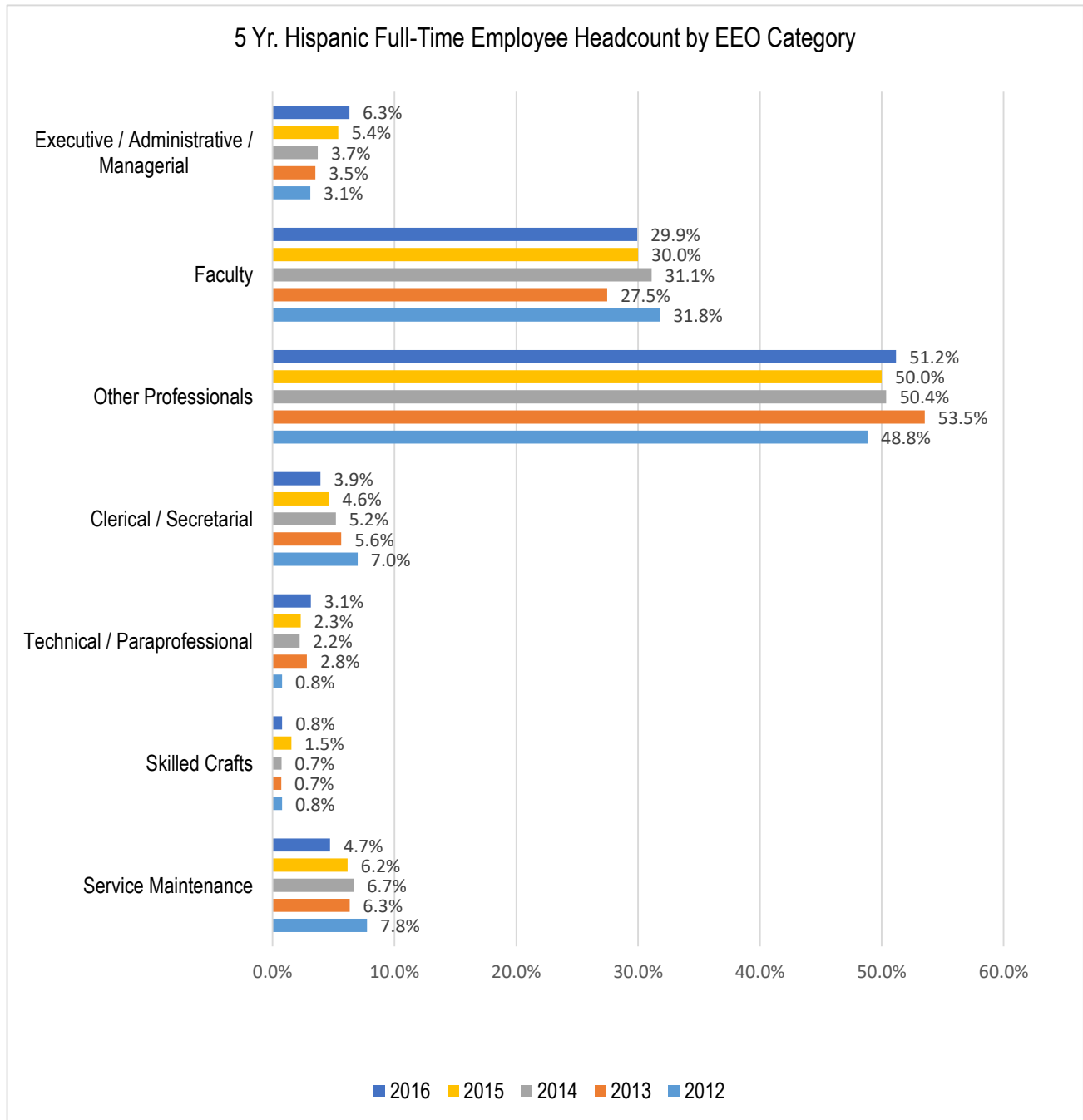
# Asian Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 24)



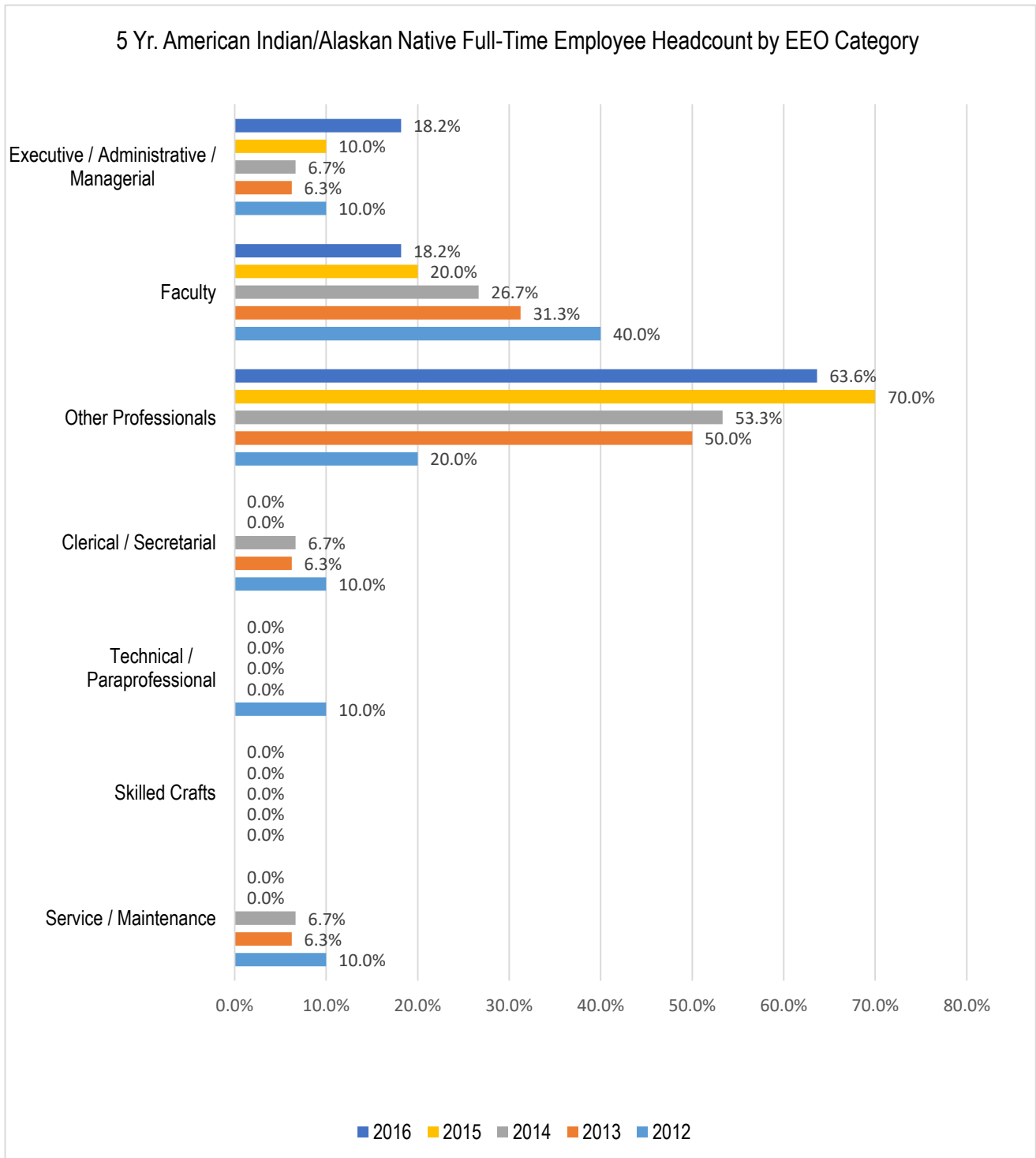
# Hispanic Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 25)



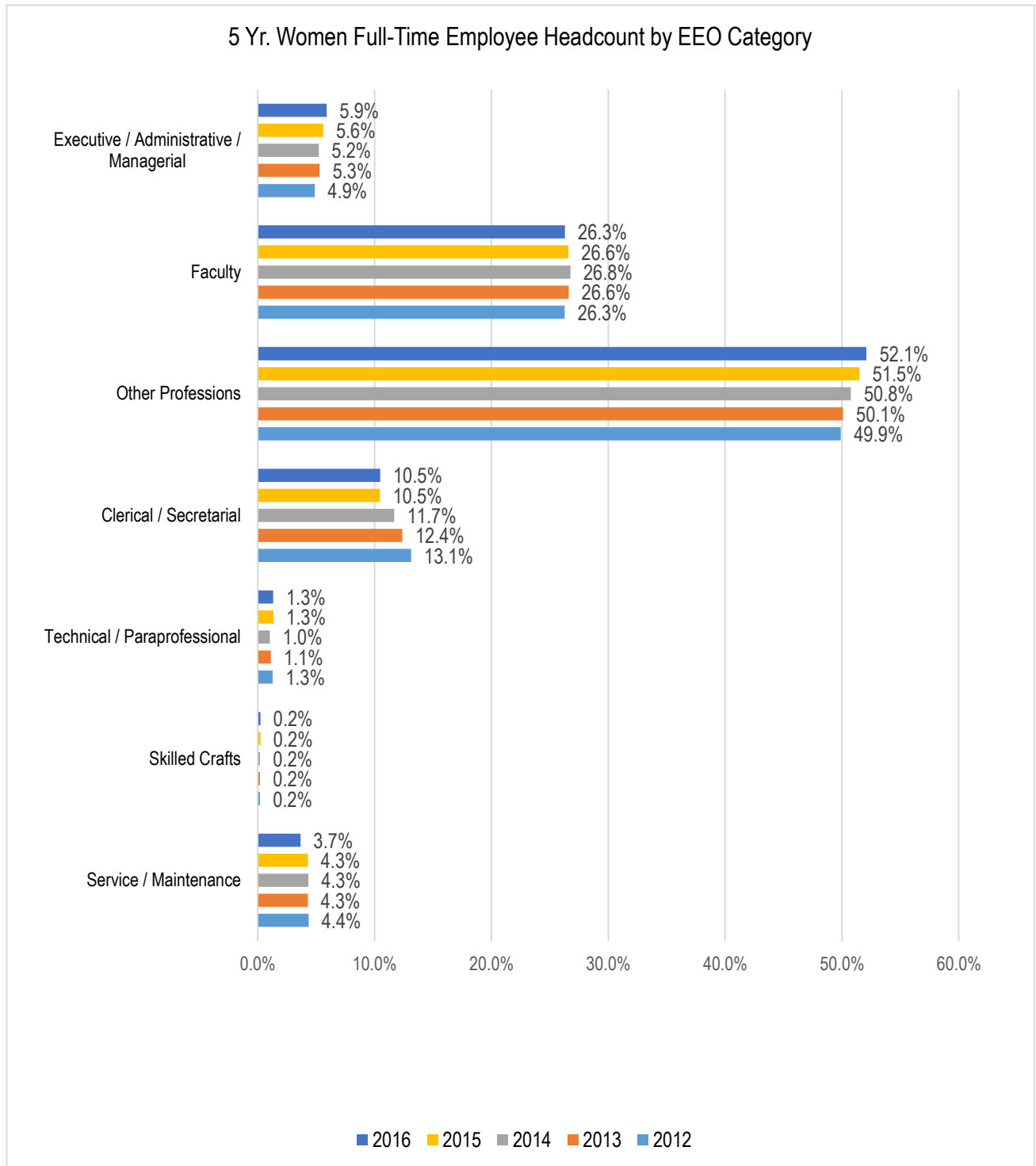
# American Indian/Alaskan Native Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 26)



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

(Chart 27)





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