

WAYNE STATE UNIVERSITY



2018

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: 2018 Affirmative Action Status Report to the Board of Governors
DATE: June 21, 2019

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 2018, 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 under 42% 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 55% 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 33% of tenured and tenure-track faculty at Wayne and women comprise 35% of faculty in this classification. Among non-academic staff, 46% are minorities and just under 62% 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 2018, there were 16 formal complaints. The most frequent subject areas involved claims of discrimination or harassment on the basis of sex, race, or retaliation.

SUPPLIER DIVERSITY

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

Overall supplier/vendor expenditures for 2018 decreased by 14.9% compared to 2017 expenditures, while awards to minority and women-owned businesses also decreased by 44%.

In 2018, Purchase Orders issued to minority and women-owned businesses represented 8.2% of total supplier/vendor Purchase Order expenditures, down from 8.4% in 2017. Minority-owned business Purchase Orders in 2018 were 4.5% of overall 2018 Purchase Order expenditures and women-owned business Purchase Orders in 2018 were 3.7% of overall Purchase Order expenditures.

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, 2018 to December 31, 2018.¹ Data related to supplier diversity and external financial management is reported on a fiscal year basis beginning on October 1, 2017 and ending September 30, 2018. 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

¹ This report is based on University data captured as of November 22, 2018. There may be modest changes to data included in this report due to additional data collected between November 22, 2018 and December 31, 2018. 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, 2018, Wayne employed 7,473 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.

In 2018, Wayne employed 4,916 persons in full-time positions. Wayne recruits approximately 67% 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. 28.8% of executive and managerial positions are occupied by minorities; women are represented in 56.2% of these positions. In addition, minorities hold just under 42% of those professional jobs that require a college degree and 65% of these positions are held by women.

Among full-time employees, 55.3% of Wayne's employees are female, compared to the regional average of 48.9%. Of full-time Wayne employees, 23.5% are Black, compared to 18.8% regional availability; 14% are Asian, which is almost three times the regional availability of 4.9%. 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 Availability²

As of 12/31/2018 (Table 1)

Race/Ethnicity/Gender	2018 Full-time Employee Headcount	Percent of WSU Workforce	Regional Availability	Variance
Black	1,154	23.5%	18.8%	4.7%
Asian	695	14.1%	4.9%	9.2%
Hispanic or Latino	132	2.7%	5.5%	-2.8%
White, Non-Hispanic	2,818	57.3%	74.0%	-17%
Native Hawaiian/ Pacific Islander	6	0.1%	0.1%	0.00%
American Indian/Alaskan Native	7	0.1%	0.4%	-0.3%
Two or more Races	64	1.3%	1.8%	-0.5%
Not Identified	40	0.8%	N/A	N/A
Women	2,717	55.3%	48.9%	6.4%

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 under 42% 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 55.3% 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 2018, Wayne State University employed 4,916 individuals in full-time, academic (1,633) and non-academic (3,283) positions. Of these 4,916 full-time employees, 2,717 were women and 2,058 were minorities.

2018 Full-time Women and Minority Employment

As of 12/31/2018 (Table 2)

Year	Women	Percent of Total Headcount	Minority	Percent of total Headcount
2018	2,717	55.3%	2,058	41.9%
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%

² Source for “regional availability”: U.S. Department of Commerce Economics and Statistics Administration 2018, Quarter 2 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” (1,633 employees) or “Other Professionals” (2,188 employees).

2018 Total Full-time Academic and Non Academic Employee Headcount

As of 12/31/2018 (Table 3)

Category	2018 Total	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Faculty	1,633	127 7.8%	363 22.2%	39 2.4%	1 0.1%	2 0.1%	8 0.5%	540 33%	15 0.9%	690 42.2%
Exec/Admin/Managerial	306	61 19.9%	13 4.2%	7 2.3%	2 0.7%	1 0.3%	4 1.3%	88 28.8%	1 0.3%	172 56.2%
Other Professionals	2,188	491 22.4%	312 14.3%	69 3.2%	4 0.2%	3 0.1%	33 1.5%	912 41.7%	22 1.0%	1,426 65.2%
Technical/Paraprofessional	86	20 23.3%	2 2.3%	5 5.8%	0	0	4 4.7%	31 36.0%	0	39 45.3%
Clerical/ Secretarial	335	223 66.6%	3 0.9%	7 2%	0	0	8 2.4%	241 71.9%	0	280 83.6%
Skilled Crafts	102	36 35.3%	2 2.0%	1 1.0%	0	0	0	39 38.2%	2 2.0%	6 5.9%
Service/Maintenance	266	196 73.7%	0	4 1.5%	0	0	7 2.6%	207 77.8%	0	104 39.1%
TOTALS	4,916	1,154 23.5%	695 14.1%	132 2.7%	7 0.1%	6 0.1%	64 1.3%	2,058 41.9%	40 0.8%	2,717 55.3%

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

2018 Total Full-Time Women Employee Headcount

As of 12/31/2018 (Table 4)

Category	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	White	Unknown	2018 Totals
Faculty	73 10.6%	112 16.2%	17 2.5%	0	2 0.3%	7 1.0%	474 68.7%	5 0.7%	690 25.4%
Executive/ Admin and Managerial	44 25.6%	9 5.2%	3 1.7%	2 1.2%	0	1 0.6%	112 65.1%	1 0.6%	172 6.3%
Other Professionals	387 27.1%	167 11.7%	43 3.0%	2 0.1%	0	23 1.6%	795 55.8%	9 0.6%	1,426 52.5%
Technical and Paraprofessional	7 17.9%	1 2.6%	3 7.7%	0	0	2 5.1%	26 66.7%	0	39 1.4%
Clerical and Secretarial	194 69.3%	3 1%	3 1%	0	0	7 3%	73 26.1%	0	280 10.3%
Skilled Crafts	4 66.7%	0	0	0	0	0	2 33%	0	6 0.2%
Service/ Maintenance	91 87.5%	0	0	0	0	4 3.8%	9 8.7%	0	104 3.8%
Totals	800 29.4%	292 10.7%	69 2.5%	4 0.1%	2 0.1%	44 1.6%	1,491 54.9%	15 0.6%	2,717 100.0%

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 2018, Wayne employed 1,633 full-time faculty, consisting of 903 tenured or tenure-track faculty and 730 non-tenured faculty. 34.6% of tenure/tenure-track faculty (312) are women. Minorities hold 295, or 32.7%, of all tenure/tenure-track faculty positions.

Women held 378 or just over one-half of the non-tenured positions. Minorities filled 245 or just over one-third of the non-tenured faculty positions.

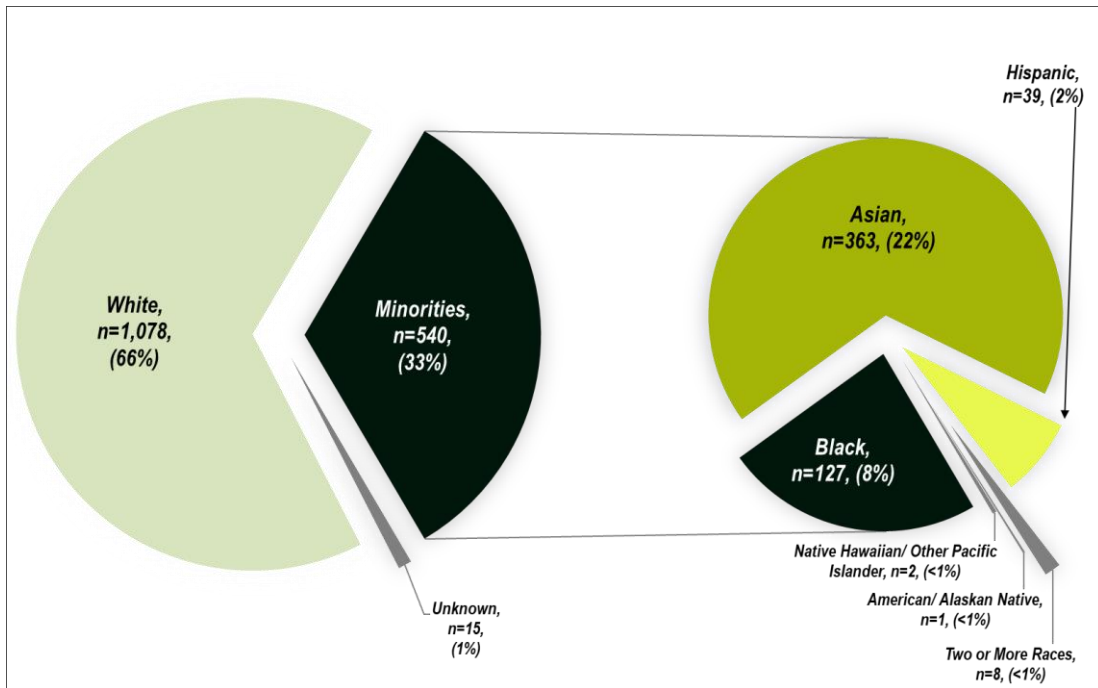
2018 Full-Time Faculty - Tenure and Non-Tenure System

As of 12/31/2018 (Table 5)

Minority Group/Gender	Tenure System		Non-tenure System		Totals	
	Number	Percent	Number	Percent	Number	Percent
Faculty Total: 2018	903	55.30%	730	44.7%	1,633	100%
Black	44	4.9%	83	11.4%	127	7.8%
Asian	222	24.6%	141	19.3%	363	22.2%
Hispanic	25	2.8%	14	1.9%	39	2.4%
American/Alaskan Native	1	0.1%	0	0.0%	1	0.1%
Native Hawaiian/Other Pacific Islander	0	0.0%	2	0.3%	2	0.1%
Two or More Races	3	0.3%	5	0.7%	8	0.5%
Total Minorities	295	32.7%	245	33.6%	540	33%
Unknown	7	0.8%	8	1.1%	15	0.9%
Women	312	34.6%	378	51.8%	690	42.3%

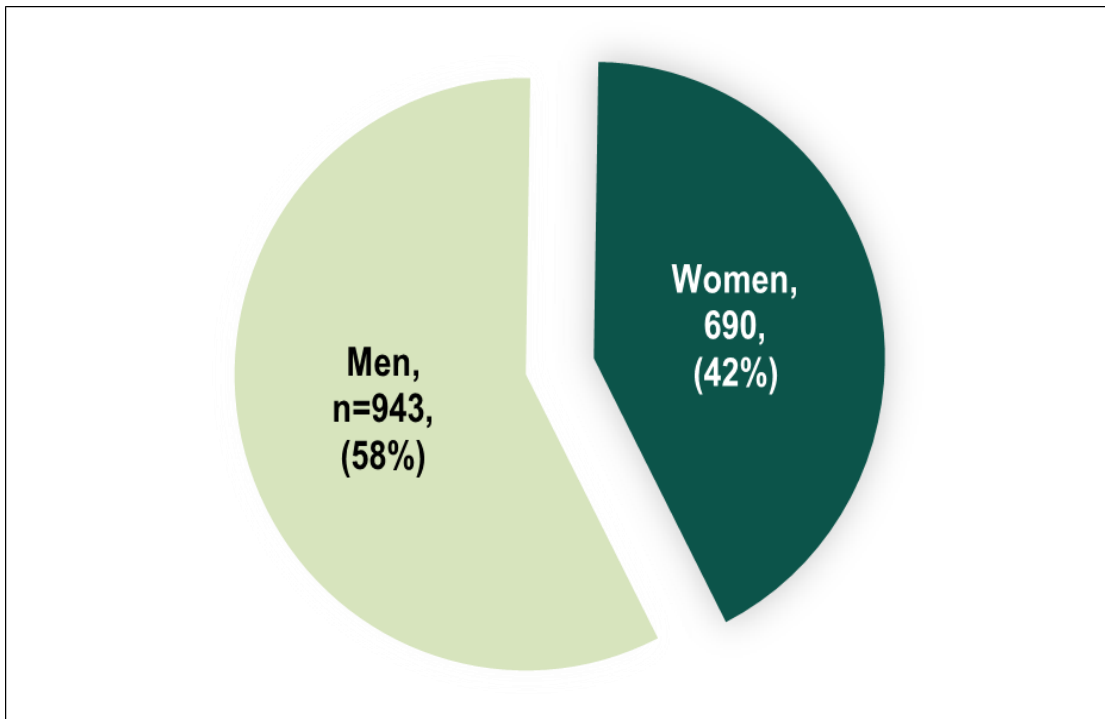
2018 Full-time Faculty – Minority Representation

Chart 1



2018 Full-Time Faculty – Gender Representation

Chart 2



b. Tenure-System Faculty by Rank³

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

Full professors comprise 389 or 43% of tenure/tenure-track faculty; of these 389 full professors, 89 (22.9%) were women and 112 (28.8%) were minorities. Of the 351 associate professors employed in 2018, 149 (42.5%) were women and 120 (34.2%) were minorities. Of the 163 assistant professors employed in 2018, 74 (45.4%) were women and 63 (38.7%) were minorities.

Wayne State University promoted 27 faculty from the rank of assistant professor to associate professor and 21 from associate professor to full professor, overall 11 less than the previous year. The number of women faculty who were promoted decreased by 13 in 2018, and the number of minority faculty who were promoted increased by 8.

2018 Tenure System Faculty by Rank⁴

As of 12/31/2018 (Table 6)

Academic Rank	2018 Faculty Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Professor	389 43.1%	12 3.1%	93 23.9%	7 1.8%	0	0	0	112 28.8%	1 0.3%	89 22.9%
Associate Professor	351 38.9%	20 6%	86 24.5%	12 3.4%	0	0	2 0.6%	120 34.2%	4 1.1%	149 42.5%
Assistant Professor	163 18.1%	12 7.4%	43 26%	6 3.7%	1 0.6%	0	1 0.6%	63 38.7%	2 1.2%	74 45.4%
Totals	903	44 4.9%	222 24.6%	25 2.8%	1 0.1%	0 0.0%	3 0.3%	295 32.7%	7 0.8%	312 34.6%

2018 Full-Time Faculty Promotions - Tenure and Tenure Track System

As of 12/31/2018 (Table 7)

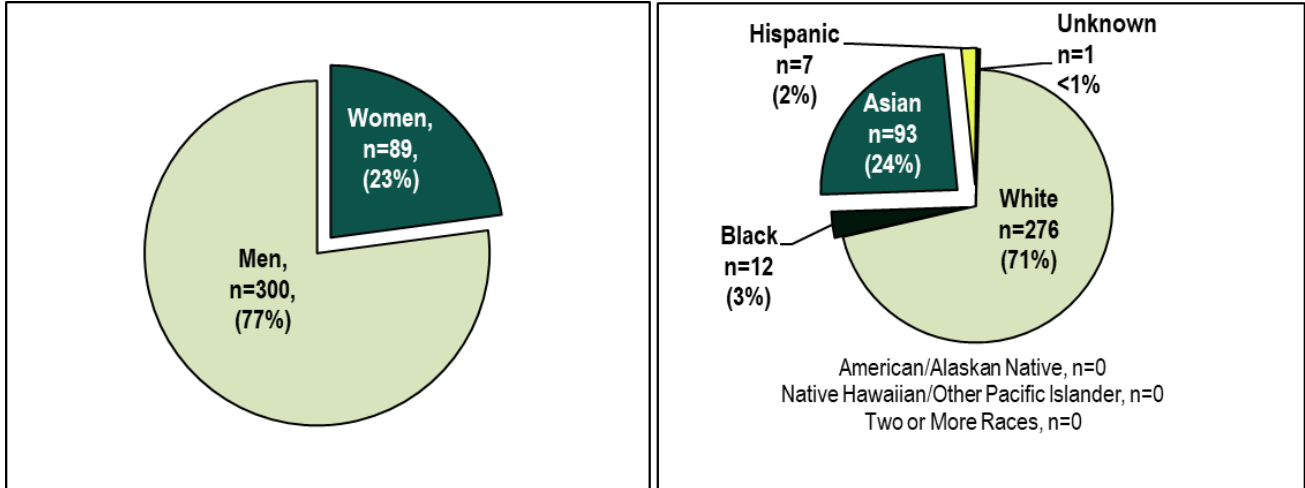
Academic Rank	2018 Faculty Promotions	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minority Faculty	Total Women Faculty
Professor	20	1 5.0%	6 30.0%	1 5.0%	0	0	0	8 40.0%	6 30.0%
Associate Professor	25	1 4%	11 44%	1 4.0%	0	0	0	13 52.0%	12 48%
Totals	45	2 4.4%	17 37.8%	2 4.4%	0	0	0	21 46.7%	18 40.0%

³ 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).

⁴ 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.

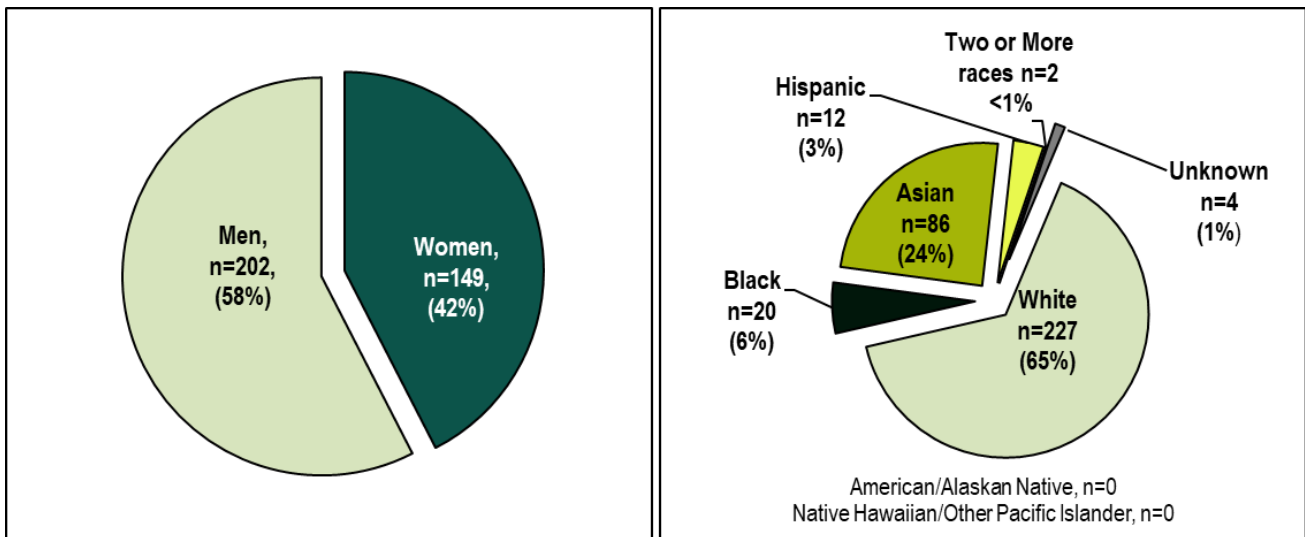
Full Professors - Women and Minority Representation

Charts 3 and 4



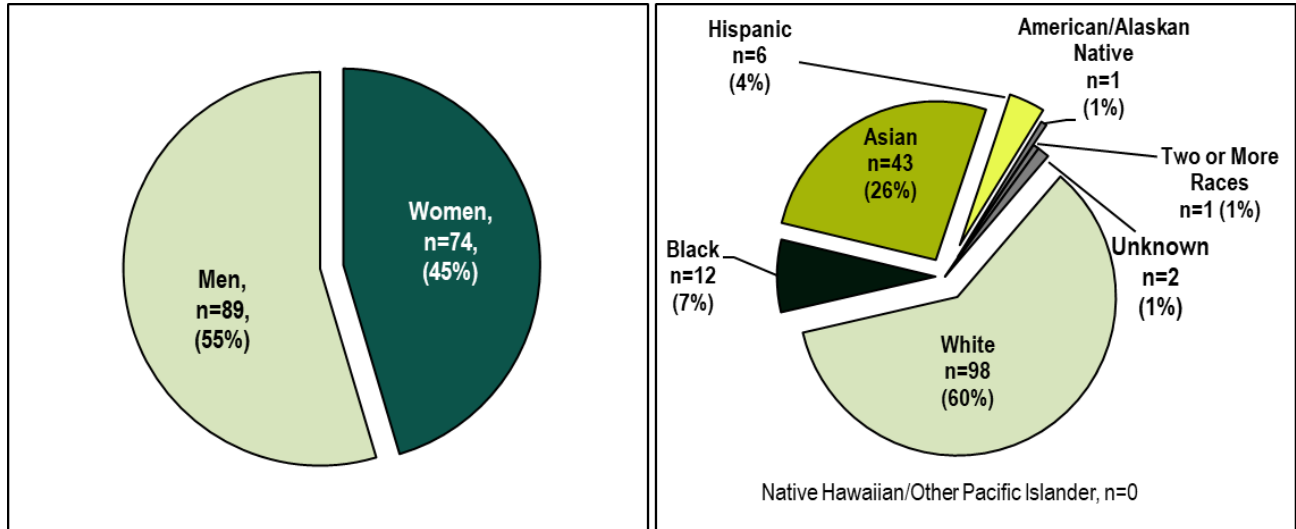
Associate Professors - Women and Minority Representation

Charts 5 and 6



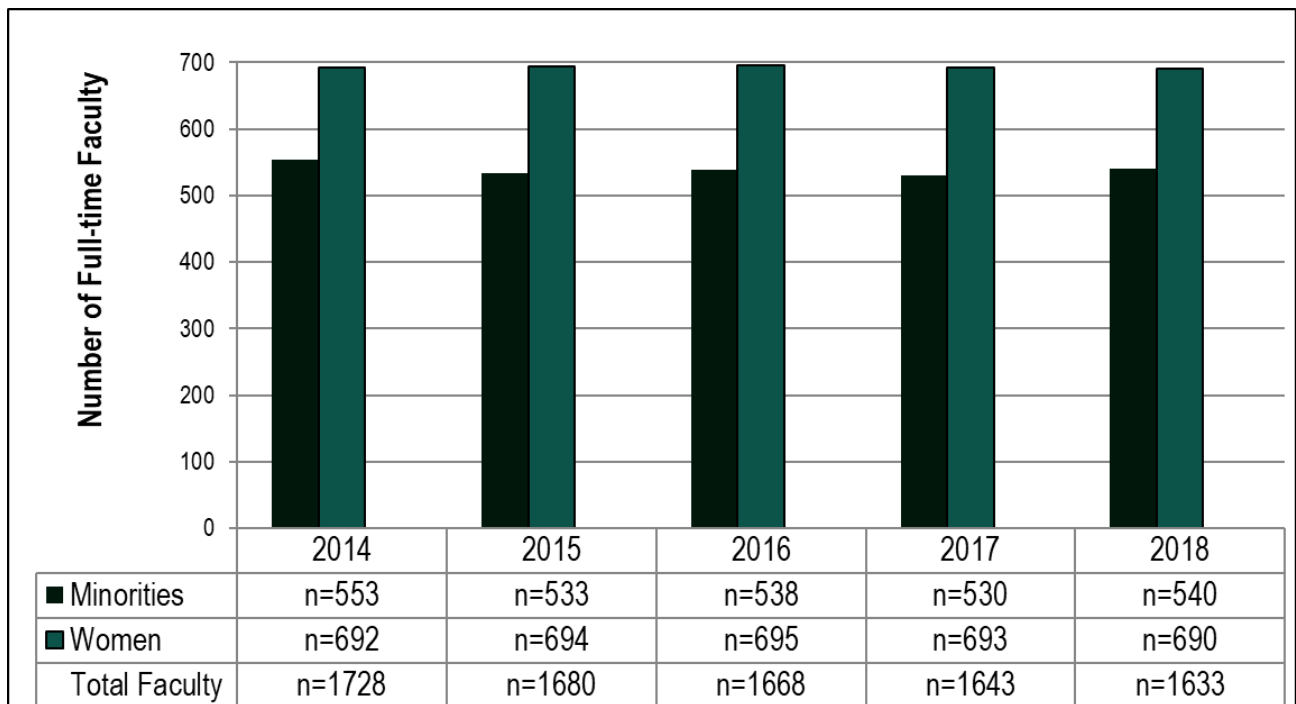
Assistant Professors - Women and Minority Representation

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.

2018 Tenure/Tenure-Track Faculty by School/College/Division – Minorities

As of 12/31/2018 (Table 8)

School/ College/ Division	2018 Faculty	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown
School of Business Administration	44	4 9.1%	16 36.4%	1 2.3%	0	0	0	21 47.7%	0
College of Education	46	3 6.5%	8 17.4%	4 8.7%	0	0	0	15 32.6%	0
College of Engineering	102	5 4.9%	52 51.0%	0	1 1.0%	0	1 1.0%	59 57.8%	0
College of Fine & Performing Arts	65	6 9.2%	5 7.7%	2 3.1%	0	0	0	13 20.0%	0
Law School	32	2 6.3%	2 6.3%	0	0	0	1 3.1%	5 15.6%	0
College of Liberal Arts & Science	305	16 5.2%	54 17.7%	10 3.3%	0	0	1 0.3%	81 26.6%	3 1.0%
School of Library & Information Science	9	1 11.1%	1 11.1%	0	0	0	0	2 22.2%	0
School of Medicine	226	4 1.8%	69 30.5%	5 2.2%	0	0	0	78 34.5%	1 0.4%
College of Nursing	8	0	0	0	0	0	0	0 0.0%	0
College of Pharmacy & Health Science	29	0	10 34.5%	0	0	0	0	10 34.5%	2 6.9%
School of Social Work	18	2 11.1%	2 11.1%	1 5.6%	0	0	0	5 27.8%	1 5.6%
Division of Research	19	1 5.3%	3 15.8%	2 10.5%	0	0	0	6 31.6%	0
Grand Totals:	903	44 4.9%	222 24.6%	25 2.8%	1 0.1%	0 0.0%	3 0.3%	295 32.7%	7 0.8%

2018 Tenure/Tenure-Track Faculty by School/College/Division – Women

As of 12/31/2018 (Table 9)

School/ College/ Division	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities (Women)	White	Unknown	Total Faculty (Women)
School of Business Administration	1 11%	4 44%	0	0	0	0	5 56%	4 44%	0	9
College of Education	1 3.6%	5 17.9%	4 14.3%	0	0	0	10 35.7%	18 64.3%	0	28
College of Engineering	0	6 35.3%	0	0	0	1 5.9%	7 41.2%	10 58.8%	0	17
College of Fine & Performing Arts	5 14.7%	2 5.9%	0	0	0	0	7 20.6%	27 79.4%	0	34
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	6 5.5%	16 14.7%	2 1.8%	0	0	1 0.9%	25 22.9%	82 75.2%	2 1.8%	109
School of Library & Information Science	1 16.7%	0	0	0	0	0	1 16.7%	5 83.3%	0	6
School of Medicine	2 3.4%	14 23.7%	2 3.4%	0	0	0	18 30.5%	41 69.5%	0	59
College of Nursing	0	0	0	0	0	0	0 0.0%	7 100.0%	0	7
College of Pharmacy & Health Science	0	1 10.0%	0	0	0	0	1 10.0%	8 80.0%	1 10.0%	10
School of Social Work	1 8.3%	1 8.3%	0	0	0	0	2 16.7%	10 83.3%	0	12
Division of Research	1 10.0%	0	1 10.0%	0	0	0	2 20.0%	8 80.0%	0	10
TOTALS	20 6.4%	51 16.3%	9 2.9%	0 0.0%	0 0.0%	3 1.0%	83 27%	226 72%	3 1%	312

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 3,283 non-academic staff at Wayne State University in 2018, women totaled 2,027 (62%) and minorities totaled 1,518 (46%). Blacks are the largest minority group with 1,027 employees (31.3%), followed by Asians with 332 employees (10.1%).

2018 Total Full-Time Non-Academic Employee Headcount

As of 12/31/2018 (Table 10)

Category	2018 Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Women
Executive/Administrative/ Managerial	306	61 19.9%	13 4.2%	7 2.3%	2 0.7%	1 0.3%	4 1.3%	88 28.8%	172 56.2%
Other Professionals	2,188	491 22.4%	312 14.3%	69 3.2%	4 0.2%	3 0.1%	33 1.5%	912 41.7%	1,426 65.2%
Technical/ Paraprofessional	86	20 23.3%	2 2.3%	5 5.8%	0	0	4 4.7%	31 36.0%	39 45.3%
Clerical/Secretarial	335	223 66.6%	3 0.9%	7 2.1%	0	0	8 2.4%	241 71.9%	280 83.6%
Skilled Crafts	102	36 35.3%	2 2.0%	1 1.0%	0	0	0	39 38.2%	6 5.9%
Service/Maintenance	266	196 73.7%	0	4 1.5%	0	0	7 2.6%	207 77.8%	104 39.1%
TOTALS	3,283	1,027 31.3%	332 10.1%	93 2.8%	6 0.2%	4 0.1%	56 1.7%	1,518 46.2%	2,027 61.7%

With 46% minority and 62% 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 2018, 306 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 29% of this high-level category, or 88 of the 306 employees. Women represented over half of this category, or 172 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 2,188 employees in this category, 65% (1,426) were women and just under 42% (912) were minorities. Blacks were more heavily represented than any other minority, at 491, followed by Asians at 312. Hispanics in this category totaled 69. 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 2018.⁵

Temporary Employees by Position Classification and Gender

(Table 11)

Category	Female	Male	Total
Other Professional	321 61.8%	198 38.2%	519
Clerical and Secretarial	75 59.1%	52 40.9%	127
Skilled Crafts	0	0	0
Service/ Maintenance	4 80.0%	1 20.0%	5
TOTALS	400 61.4%	251 38.6%	651 100%

⁵ 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 Professional	218 42.0%	27 5.2%	11 2.1%	0	0	12 2.3%	248 47.8%	3 0.6%	519
Clerical and Secretarial	61 48.0%	11 8.7%	4 3.1%	1 0.8%	0	3 2.4%	47 37.0%	0	127
Skilled Crafts	0	0	0	0	0	0	0	0	0
Service/Maintenance	3 60.0%	0	0	0	0	0	2 40.0%	0	5
Totals:	282	38	15	1	0	15	297	3	651
Percent of Total	43.3%	5.8%	2.3%	0.2%		2.3%	45.6%	0.5%	100%

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 43.3% 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.⁶ The first subsection compares Wayne with other Michigan Public Universities. The second subsection compares Wayne with fifteen peer institutions.

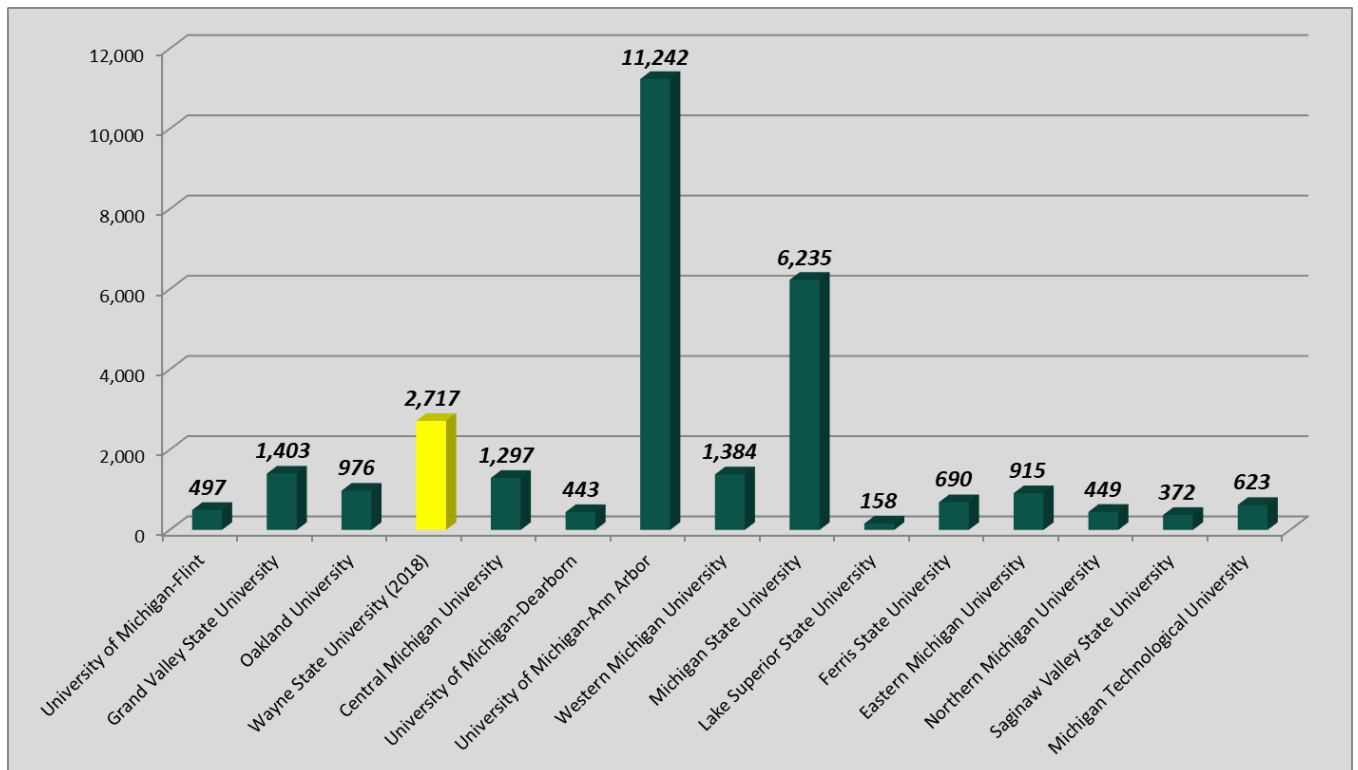
1) Michigan Public Universities

Comparative Analysis – Women Employment

In 2018, Wayne State University employed 2,717 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 (11,242) and Michigan State University (6,235). Among the Michigan public universities, as a percentage of total employees, Wayne ranks 4th with 55.3% of its employees being women.

⁶ The methodology used for this analysis was to compare Wayne in accordance with employment data submitted to IPEDS for the most recent year available (2017). 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				
2017-2018 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Michigan-Flint	837	497	59.38%	1
Grand Valley State University	2,518	1,403	55.72%	2
Oakland University	1,752	976	55.71%	3
Wayne State University (2018)	4,916	2,717	55.27%	4
Central Michigan University	2,391	1,297	54.25%	5
University of Michigan-Dearborn	824	443	53.76%	6
University of Michigan-Ann Arbor	20,960	11,242	53.64%	7
Western Michigan University	2,608	1,384	53.07%	8
Michigan State University	11,764	6,235	53.00%	9
Lake Superior State University	304	158	51.97%	10
Ferris State University	1,330	690	51.88%	11
Eastern Michigan University	1,767	915	51.78%	12
Northern Michigan University	903	449	49.72%	13
Saginaw Valley State University	753	372	49.40%	14
Michigan Technological University	1,398	623	44.56%	15

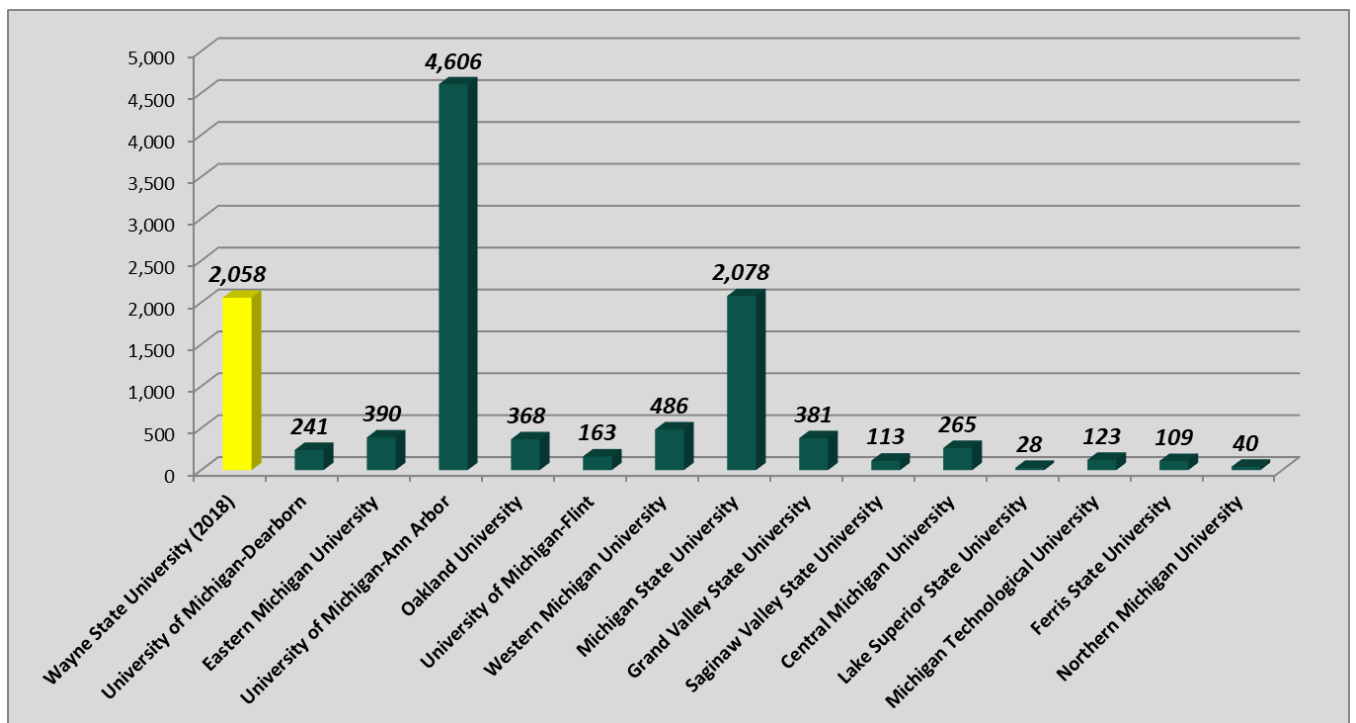


Comparative Analysis – Minority Employment

In 2018, Wayne State University employed 2,058 minorities in full-time positions, third only to the University of Michigan--Ann Arbor (4,606) and Michigan State University (2,078). As a percentage of total employees, Wayne (41.86%) ranks 1st among the public universities.

As of 12/31/2018 (Table 14)

Michigan Public Universities				
2017 - 2018 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
Wayne State University (2018)	4,916	2,058	41.86%	1
University of Michigan-Dearborn	824	241	29.25%	2
Eastern Michigan University	1,767	390	22.07%	3
University of Michigan-Ann Arbor	20,960	4,606	21.98%	4
Oakland University	1,752	368	21.00%	5
University of Michigan-Flint	837	163	19.47%	6
Western Michigan University	2,608	486	18.63%	7
Michigan State University	11,764	2,078	17.66%	8
Grand Valley State University	2,518	381	15.13%	9
Saginaw Valley State University	753	113	15.01%	10
Central Michigan University	2,391	265	11.08%	11
Lake Superior State University	304	28	9.21%	12
Michigan Technological University	1,398	123	8.80%	13
Ferris State University	1,330	109	8.20%	14
Northern Michigan University	903	40	4.43%	15



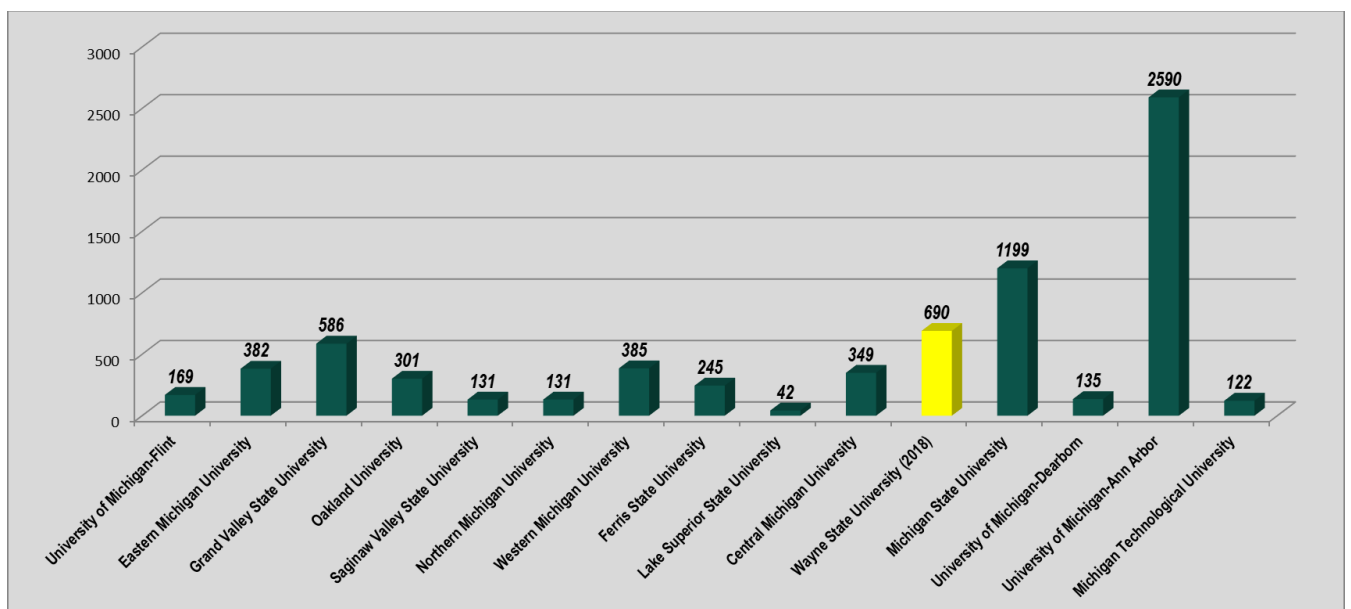
Comparative Analysis – Faculty Employment

Women Faculty

In 2018, Wayne State University employed 690 women in full-time Faculty positions.⁷ This result remains third behind the University of Michigan – Ann Arbor (2,590) and Michigan State University (1,199). As a percentage of total faculty employees, Wayne ranks 11th among the Michigan Public Universities with 42.25% of its full-time faculty employees being women.

As of 12/31/2018 (Table 15)

Michigan Public Universities 2017 - 2018 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Michigan-Flint	326	169	51.84%	1
Eastern Michigan University	751	382	50.87%	2
Grand Valley State University	1,153	586	50.82%	3
Oakland University	622	301	48.39%	4
Saginaw Valley State University	287	131	45.64%	5
Northern Michigan University	291	131	45.02%	6
Western Michigan University	864	385	44.56%	7
Ferris State University	557	245	43.99%	8
Lake Superior State University	97	42	43.30%	9
Central Michigan University	825	349	42.30%	10
Wayne State University (2018)	1,633	690	42.25%	11
Michigan State University	2,920	1,199	41.06%	12
University of Michigan-Dearborn	330	135	40.91%	13
University of Michigan-Ann Arbor	6,559	2,590	39.49%	14
Michigan Technological University	415	122	29.40%	15



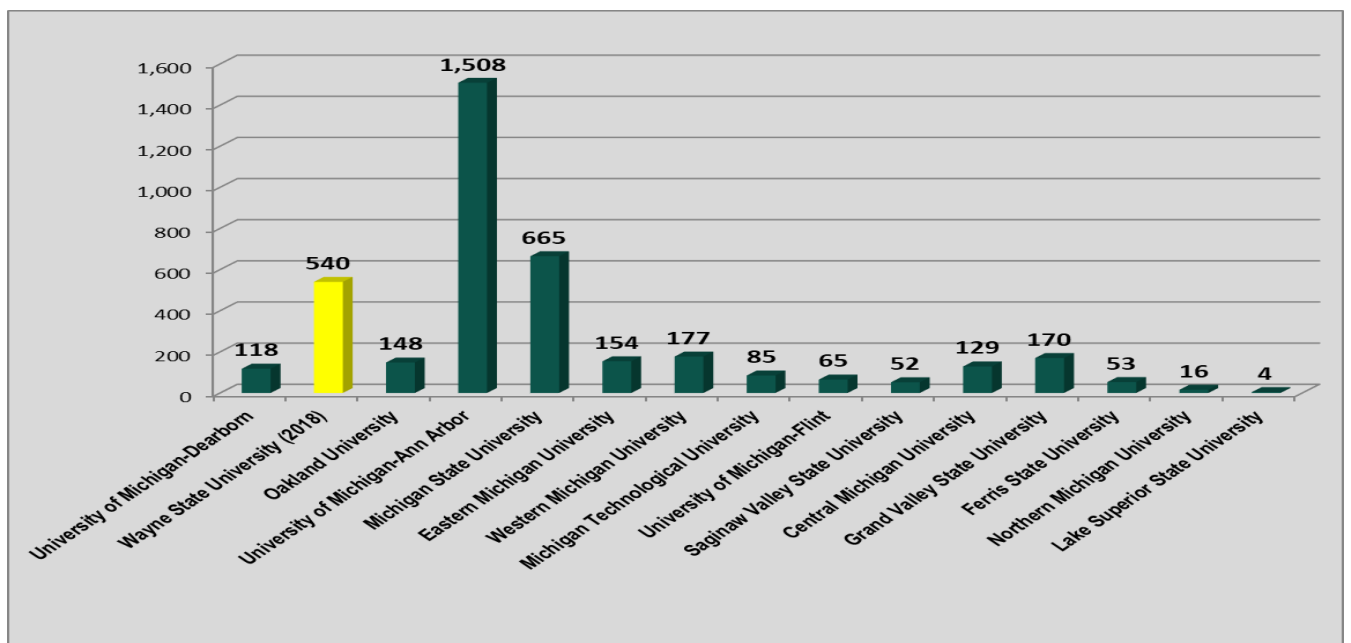
⁷ Faculty numbers reference both Tenure/Tenure-Track (312) and Non-Tenured (378) employees.

Minority Faculty

In 2018, Wayne State University employed 540 minorities in full-time Faculty positions, third behind the University of Michigan – Ann Arbor (1,508) and Michigan State University (665).⁸ As a percentage of total full-time faculty employees, Wayne (33.07%) ranks 2nd among the Michigan Public Universities.

As of 12/31/2018 (Table 16)

Michigan Public Universities				
2017 - 2018 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
University of Michigan-Dearborn	330	118	35.76%	1
Wayne State University (2018)	1,633	540	33.07%	2
Oakland University	622	148	23.79%	3
University of Michigan-Ann Arbor	6,559	1,508	22.99%	4
Michigan State University	2,920	665	22.77%	5
Eastern Michigan University	751	154	20.51%	6
Western Michigan University	864	177	20.49%	7
Michigan Technological University	415	85	20.48%	8
University of Michigan-Flint	326	65	19.94%	9
Saginaw Valley State University	287	52	18.12%	10
Central Michigan University	825	129	15.64%	11
Grand Valley State University	1,153	170	14.74%	12
Ferris State University	557	53	9.52%	13
Northern Michigan University	291	16	5.50%	14
Lake Superior State University	97	4	4.12%	15



⁸ Faculty numbers reference both Tenure/Tenure-Track (295) and Non-Tenured (245) employees.

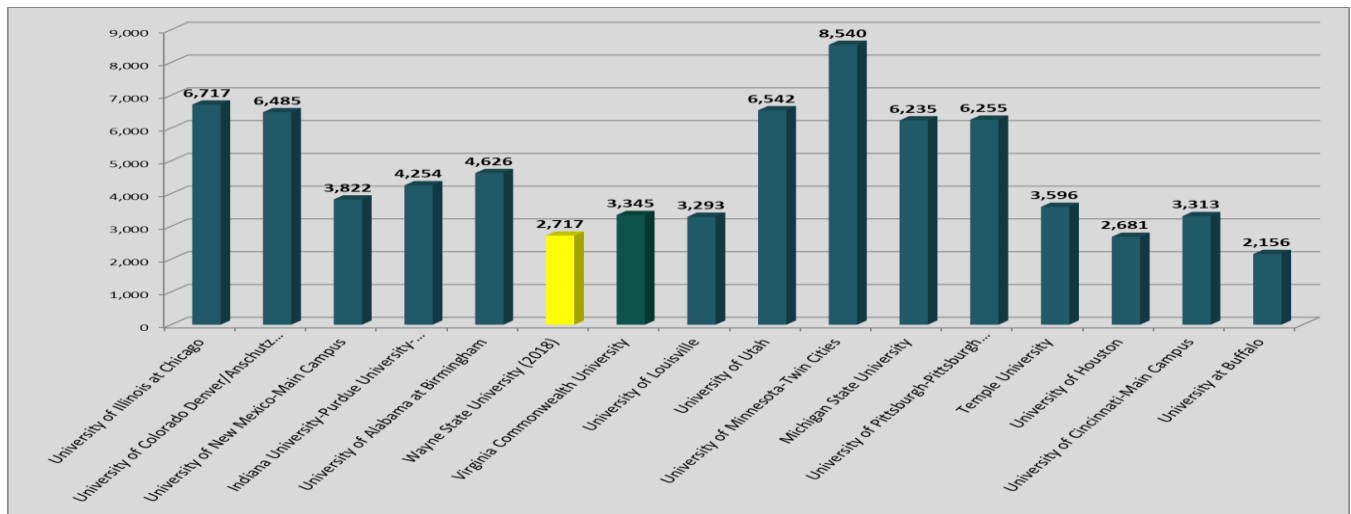
2) National Peer Institutions⁹

Comparative Analysis – Women Employment

In 2018, Wayne State University employed 2,717 women in full-time positions. Wayne ranks 6th among its national peer institutions in percentage of total women employed.

As of 12/31/2018 (Table 17)

National Peer Institutions				
2017 - 2018 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	10,693	6,717	62.82%	1
University of Colorado Denver/Anschutz Medical Campus	10,680	6,485	60.72%	2
University of New Mexico-Main Campus	6,479	3,822	58.99%	3
Indiana University-Purdue University-Indianapolis	7,478	4,254	56.89%	4
University of Alabama at Birmingham	8,159	4,626	56.70%	5
Wayne State University (2018)	4,916	2,717	55.27%	6
Virginia Commonwealth University	6,090	3,345	54.93%	7
University of Louisville	6,129	3,293	53.73%	8
University of Utah	12,192	6,542	53.66%	9
University of Minnesota-Twin Cities	15,948	8,540	53.55%	10
Michigan State University	11,764	6,235	53.00%	11
University of Pittsburgh-Pittsburgh Campus	11,865	6,255	52.72%	12
Temple University	6,836	3,596	52.60%	13
University of Houston	5,137	2,681	52.19%	14
University of Cincinnati-Main Campus	6,369	3,313	52.02%	15
University at Buffalo	4,581	2,156	47.06%	16



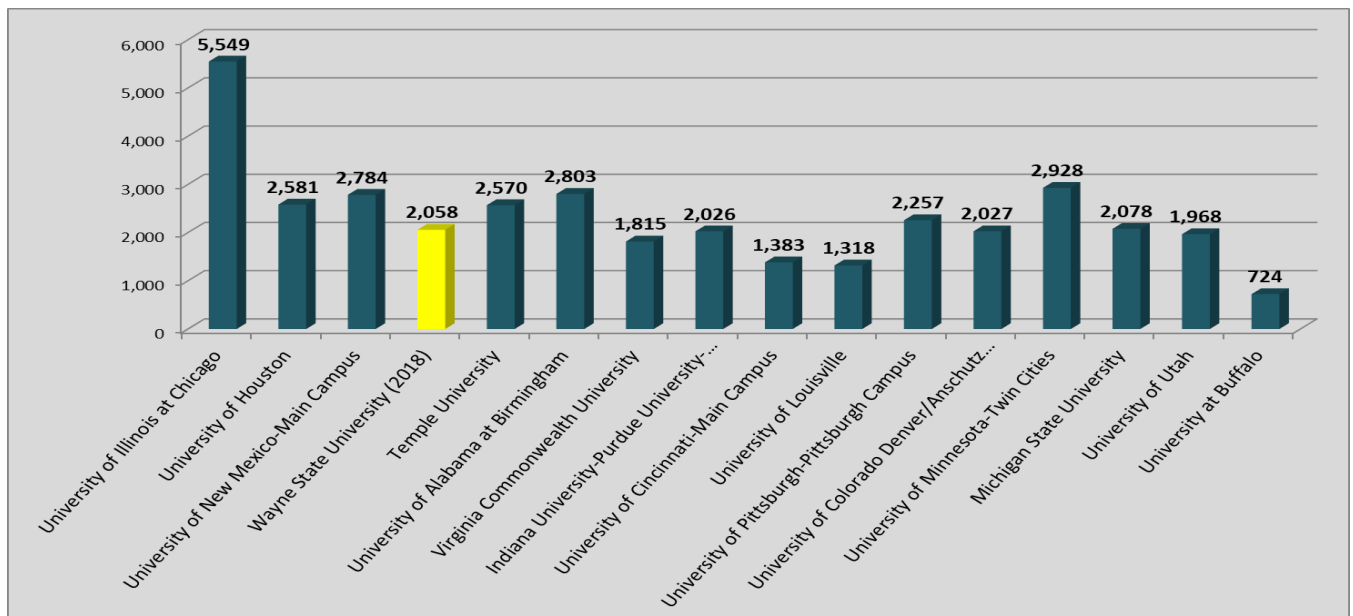
⁹ The Board of Governors has identified fifteen (15) universities as National Peer Institutions. These universities are listed for the most recent reporting year available (2017).

Comparative Analysis – Minority Employment

In 2018, Wayne State University employed 2,058 minorities in full-time positions. Wayne ranks 4th among its national peer institutions in total minorities employed with 41.86% of its employee population being minority.

As of 12/31/2018 (Table 18)

National Peer Institutions				
2017 - 2018 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	10,693	5,549	51.89%	1
University of Houston	5,137	2,581	50.24%	2
University of New Mexico-Main Campus	6,479	2,784	42.97%	3
Wayne State University (2018)	4,916	2,058	41.86%	4
Temple University	6,836	2,570	37.60%	5
University of Alabama at Birmingham	8,159	2,803	34.35%	6
Virginia Commonwealth University	6,090	1,815	29.80%	7
Indiana University-Purdue University-Indianapolis	7,478	2,026	27.09%	8
University of Cincinnati-Main Campus	6,369	1,383	21.71%	9
University of Louisville	6,129	1,318	21.50%	10
University of Pittsburgh-Pittsburgh Campus	11,865	2,257	19.02%	11
University of Colorado Denver/Anschutz Medical Campus	10,680	2,027	18.98%	12
University of Minnesota-Twin Cities	15,948	2,928	18.36%	13
Michigan State University	11,764	2,078	17.66%	14
University of Utah	12,192	1,968	16.14%	15
University at Buffalo	4,581	724	15.80%	16



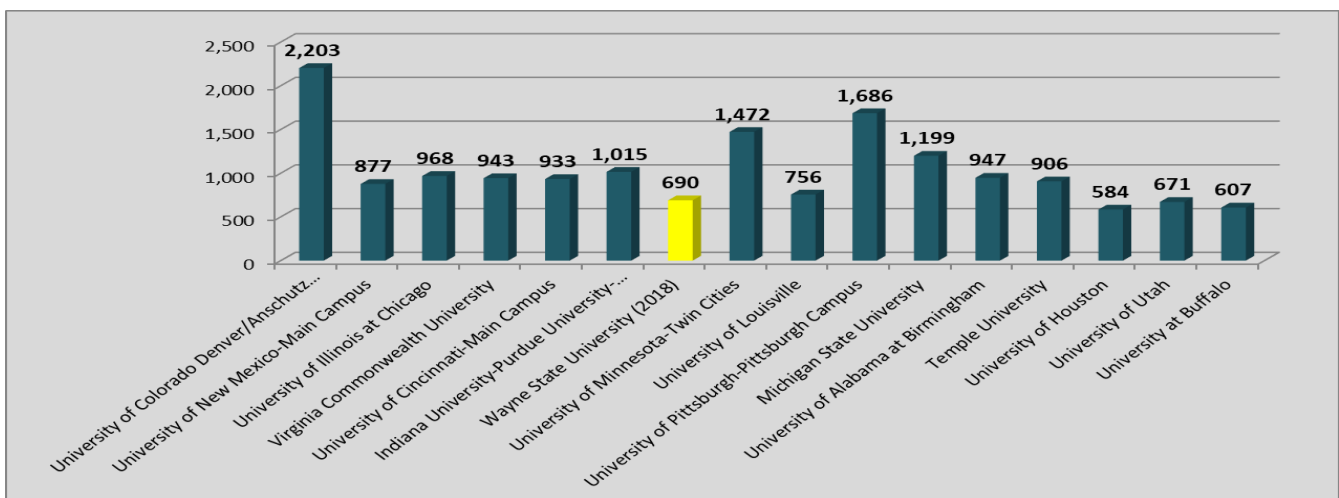
Comparative Analysis – Faculty Employment

Women Faculty

In 2018, Wayne State University employed 690 women in full-time Faculty positions.¹⁰ Wayne ranks 7th among its national peer institutions in total women faculty.

As of 12/31/2018 (Table 19)

National Peer Institutions				
2017 - 2018 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	3,989	2,203	55.23%	1
University of New Mexico-Main Campus	1,741	877	50.37%	2
University of Illinois at Chicago	2,053	968	47.15%	3
Virginia Commonwealth University	2,145	943	43.96%	4
University of Cincinnati-Main Campus	2,165	933	43.09%	5
Indiana University-Purdue University-Indianapolis	2,361	1,015	42.99%	6
Wayne State University (2018)	1,633	690	42.25%	7
University of Minnesota-Twin Cities	3,530	1,472	41.70%	8
University of Louisville	1,814	756	41.68%	9
University of Pittsburgh-Pittsburgh Campus	4,083	1,686	41.29%	10
Michigan State University	2,920	1,199	41.06%	11
University of Alabama at Birmingham	2,336	947	40.54%	12
Temple University	2,253	906	40.21%	13
University of Houston	1,459	584	40.03%	14
University of Utah	1,744	671	38.47%	15
University at Buffalo	1,631	607	37.22%	16



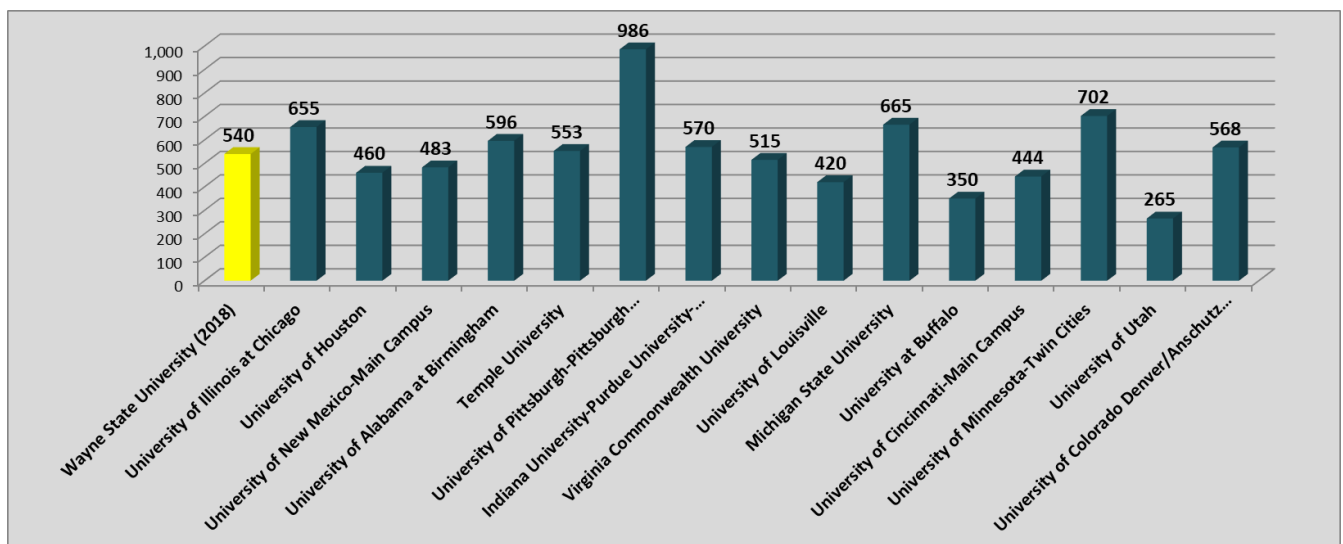
¹⁰ Faculty numbers reference both Tenure/Tenure-Track (312) and Non-Tenured (378) employees.

Minority Faculty

In 2018, Wayne State University employed 540 minorities in full-time Faculty positions.¹¹ Wayne ranks 1st among its national peer institutions in total minority faculty.

As of 12/31/2018 (Table 20)

National Peer Institutions				
2017 - 2018 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
Wayne State University (2018)	1,633	540	33.07%	1
University of Illinois at Chicago	2,053	655	31.90%	2
University of Houston	1,459	460	31.53%	3
University of New Mexico-Main Campus	1,741	483	27.74%	4
University of Alabama at Birmingham	2,336	596	25.51%	5
Temple University	2,253	553	24.55%	6
University of Pittsburgh-Pittsburgh Campus	4,083	986	24.15%	7
Indiana University-Purdue University-Indianapolis	2,361	570	24.14%	8
Virginia Commonwealth University	2,145	515	24.01%	9
University of Louisville	1,814	420	23.15%	10
Michigan State University	2,920	665	22.77%	11
University at Buffalo	1,631	350	21.46%	12
University of Cincinnati-Main Campus	2,165	444	20.51%	13
University of Minnesota-Twin Cities	3,530	702	19.89%	14
University of Utah	1,744	265	15.19%	15
University of Colorado Denver/Anschutz Medical Campus	3,989	568	14.24%	16



¹¹ Faculty numbers reference both Tenure/Tenure-Track (295) and Non-Tenured (245) 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 12/31/2018 (Table 21)

Michigan Public Universities				
2017-2018 Full Time Women Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Women Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Michigan-Flint	84	59	70.24%	1
University of Michigan-Ann Arbor	1,594	939	58.91%	2
University of Michigan-Dearborn	104	59	56.73%	3
Wayne State University (2018)	306	172	56.21%	4
Grand Valley State University	110	59	53.64%	5
Central Michigan University	383	203	53.00%	6
Michigan State University	976	517	52.97%	7
Eastern Michigan University	259	136	52.51%	8
Western Michigan University	90	42	46.67%	9
Oakland University	76	35	46.05%	10
Ferris State University	94	41	43.62%	11
Saginaw Valley State University	97	39	40.21%	12
Northern Michigan University	73	29	39.73%	13
Michigan Technological University	63	25	39.68%	14
Lake Superior State University	23	9	39.13%	15

Michigan Public Universities – Women Employees by Primary Ethnicity

As of 12/31/2018 (Table 22)

Michigan Public Universities								
2017-2018 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	38	70	23	0	18	149	781
Michigan State University	1	19	31	12	0	6	69	447
Central Michigan University	2	3	7	6	0	0	18	184
Wayne State University (2018)	2	9	44	3	0	1	59	172
Eastern Michigan University	0	4	17	4	0	1	26	109
Grand Valley State University	1	1	4	2	0	1	9	49
University of Michigan-Flint	1	3	9	0	0	0	13	46
University of Michigan-Dearborn	0	3	10	2	0	0	15	43
Ferris State University	0	1	2	1	0	0	4	37
Saginaw Valley State University	0	1	1	1	0	0	3	35
Western Michigan University	0	1	6	1	0	0	8	33
Oakland University	0	2	5	0	0	0	7	28
Northern Michigan University	2	0	0	1	0	0	3	26
Michigan Technological University	0	1	0	0	0	0	1	24
Lake Superior State University	0	0	0	0	0	0	0	8

Michigan Public Universities – Minority Employees

As of 12/31/2018 (Table 23)

Michigan Public Universities				
2017-2018 Full Time Minority Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Minority Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
Wayne State University (2018)	306	88	28.76%	1
University of Michigan-Dearborn	104	23	22.12%	2
University of Michigan-Flint	84	18	21.43%	3
Eastern Michigan University	259	46	17.76%	4
Western Michigan University	90	15	16.67%	5
Saginaw Valley State University	97	16	16.49%	6
University of Michigan-Ann Arbor	1594	250	15.68%	7
Grand Valley State University	110	17	15.45%	8
Oakland University	76	11	14.47%	9
Michigan State University	976	125	12.81%	10
Ferris State University	94	10	10.64%	11
Lake Superior State University	23	2	8.70%	12
Michigan Technological University	63	5	7.94%	13
Central Michigan University	383	30	7.83%	14
Northern Michigan University	73	4	5.48%	15

Michigan Public Universities – Minority Employees by Primary Ethnicity

As of 12/31/2018 (Table 24)

Michigan Public Universities							
2017-2018 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	2	68	114	38	0	28	250
Michigan State University	2	35	55	25	0	8	125
Wayne State University (2018)	2	13	61	7	1	4	88
Eastern Michigan University	0	9	29	7	0	1	46
Central Michigan University	2	3	17	7	0	1	30
University of Michigan-Dearborn	0	8	11	4	0	0	23
University of Michigan-Flint	1	4	10	1	0	2	18
Grand Valley State University	1	2	9	4	0	1	17
Saginaw Valley State University	0	2	10	4	0	0	16
Western Michigan University	0	4	10	1	0	0	15
Oakland University	0	3	8	0	0	0	11
Ferris State University	0	2	7	1	0	0	10
Michigan Technological University	0	5	0	0	0	0	5
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 12/31/2018 (Table 25)

National Peer Institutions				
2017-2018 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	717	481	67.09%	1
University of Pittsburgh-Pittsburgh Campus	1,058	702	66.35%	2
University of Illinois at Chicago	1,185	767	64.73%	3
University of Colorado Denver/Anschutz Medical Campus	886	567	64.00%	4
Indiana University-Purdue University-Indianapolis	683	422	61.79%	5
University of Cincinnati-Main Campus	934	571	61.13%	6
University of New Mexico-Main Campus	752	459	61.04%	7
Temple University	1,021	611	59.84%	8
University of Houston	839	473	56.38%	9
Wayne State University (2018)	306	172	56.21%	10
University of Minnesota-Twin Cities	893	495	55.43%	11
University at Buffalo	362	196	54.14%	12
University of Utah	420	223	53.10%	13
Michigan State University	976	517	52.97%	14
University of Alabama at Birmingham	382	190	49.74%	15
Virginia Commonwealth University	281	136	48.40%	16

National Peer Universities – Women Employees by Primary Ethnicity

As of 12/31/2018 (Table 26)

National Peer Institutions								
2017-2018 Full Time Women Employees in Management Occupations by Primary Ethnicity								
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Women by Ethnicity	Total Women
University of Illinois at Chicago	1	54	161	110	1	9	336	767
University of Pittsburgh-Pittsburgh Campus	1	18	44	5	0	6	74	702
Temple University	3	25	112	26	1	8	175	611
University of Cincinnati-Main Campus	0	13	83	7	0	2	105	571
University of Colorado Denver/Anschutz Medical Campus	3	27	19	50	0	7	106	567
Michigan State University	1	19	31	12	0	6	69	517
University of Minnesota-Twin Cities	1	17	14	5	1	3	41	495
University of Louisville	0	13	42	7	1	5	68	481
University of Houston	1	44	115	70	0	11	241	473
University of New Mexico-Main Campus	9	6	13	155	0	3	186	459
Indiana University-Purdue University-Indianapolis	0	14	68	14	0	8	104	422
University of Utah	1	9	4	7	2	3	26	223
University at Buffalo	1	6	11	1	0	0	19	196
University of Alabama at Birmingham	0	1	44	0	0	3	48	190
Wayne State University (2018)	2	9	44	3	0	1	59	172
Virginia Commonwealth University	0	3	23	3	0	0	29	136

National Peer Universities – Minority Employees

As of 12/31/2018 (Table 27)

National Peer Institutions				
2017-2018 Full Time Minority Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Minority Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Houston	839	382	45.53%	1
University of Illinois at Chicago	1,185	479	40.42%	2
University of New Mexico-Main Campus	752	280	37.23%	3
Wayne State University (2018)	306	88	28.76%	4
Temple University	1,021	272	26.64%	5
University of Alabama at Birmingham	382	85	22.25%	6
Indiana University-Purdue University-Indianapolis	683	143	20.94%	7
Virginia Commonwealth University	281	55	19.57%	8
University of Colorado Denver/Anschutz Medical Campus	886	162	18.28%	9
University of Cincinnati-Main Campus	934	164	17.56%	10
University of Louisville	717	96	13.39%	11
Michigan State University	976	125	12.81%	12
University at Buffalo	362	42	11.60%	13
University of Utah	420	42	10.00%	14
University of Pittsburgh-Pittsburgh Campus	1,058	104	9.83%	15
University of Minnesota-Twin Cities	893	85	9.52%	16

National Peer Universities – Minority Employees by Primary Ethnicity

As of 12/31/2018 (Table 28)

National Peer Institutions							
2017-2018 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	4	82	230	148	1	14	479
University of Houston	1	92	166	107	0	16	382
University of New Mexico-Main Campus	12	14	20	225	0	9	280
Temple University	4	48	166	38	1	15	272
University of Cincinnati-Main Campus	1	21	118	14	1	9	164
University of Colorado Denver/Anschutz Medical Campus	4	39	35	72	0	12	162
Indiana University-Purdue University-Indianapolis	1	25	83	23	0	11	143
Michigan State University	2	35	55	25	0	8	125
University of Pittsburgh-Pittsburgh Campus	1	23	60	12	0	8	104
University of Louisville	0	18	59	11	1	7	96
Wayne State University (2018)	2	13	61	7	1	4	88
University of Alabama at Birmingham	0	3	76	2	0	4	85
University of Minnesota-Twin Cities	3	31	31	12	2	6	85
Virginia Commonwealth University	0	10	37	7	0	1	55
University at Buffalo	3	13	22	4	0	0	42
University of Utah	2	12	6	12	2	8	42

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. Student-on-student Title IX sexual harassment complaints are investigated by the Title IX Office and the Dean of Students Office. 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).

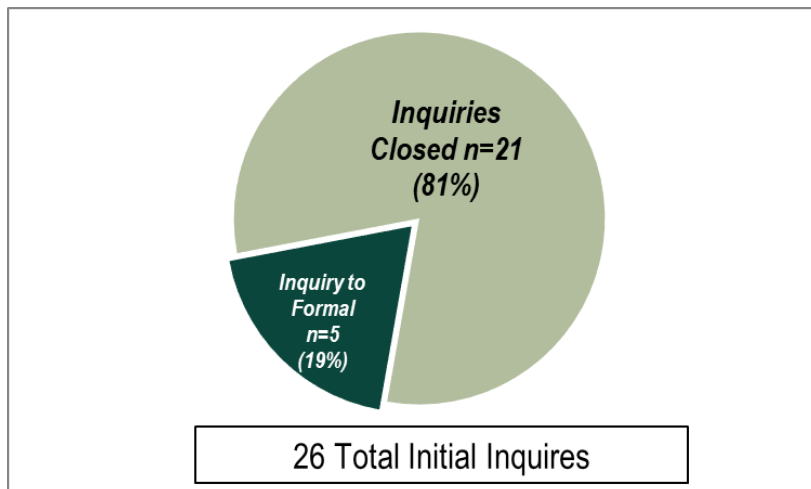
The OEO also serves as the university point of contact to complaints of discrimination and harassment brought by external agencies, such as the Michigan Department of Civil Rights (“MDCR”), the United States Equal Employment Opportunity Commission (“EEOC”), the United States Department of Education, 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 2018 calendar year, the OEO opened 26 initial inquiries and 5 of these initial inquiries were found to have allegations that would support the filing of a formal complaint¹². Twenty one (21) initial inquiries were closed without the filing of a formal complaint. Title IX complaints investigated by the Title IX Office/Dean of Students Office are reported in a separate report and are not included in these numbers.

Initial Inquiries

For calendar year 2018 – (Chart 10)



¹² One of the five formal complaints was initiated 2019.

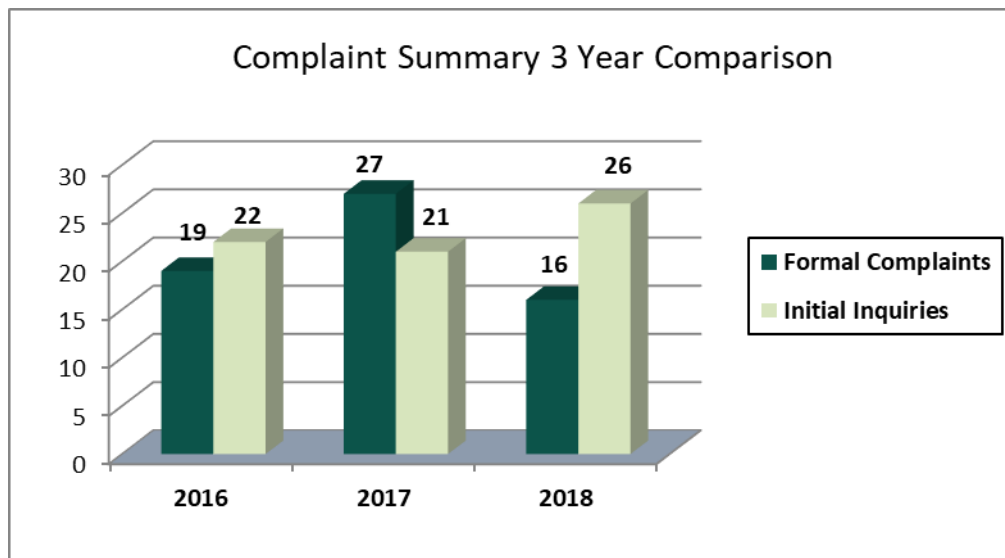
B) Complaints

The number of formal complaints decreased in 2018. During the 2018 calendar year, 16 formal complaints were opened and 13 were closed. Of those that were opened, 4 were internal complaints and 12 complaints were received from external agencies.

Of the 13 formal complaints that were closed in 2018, 10 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 3 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 2016 - 2018 – (Chart 11)

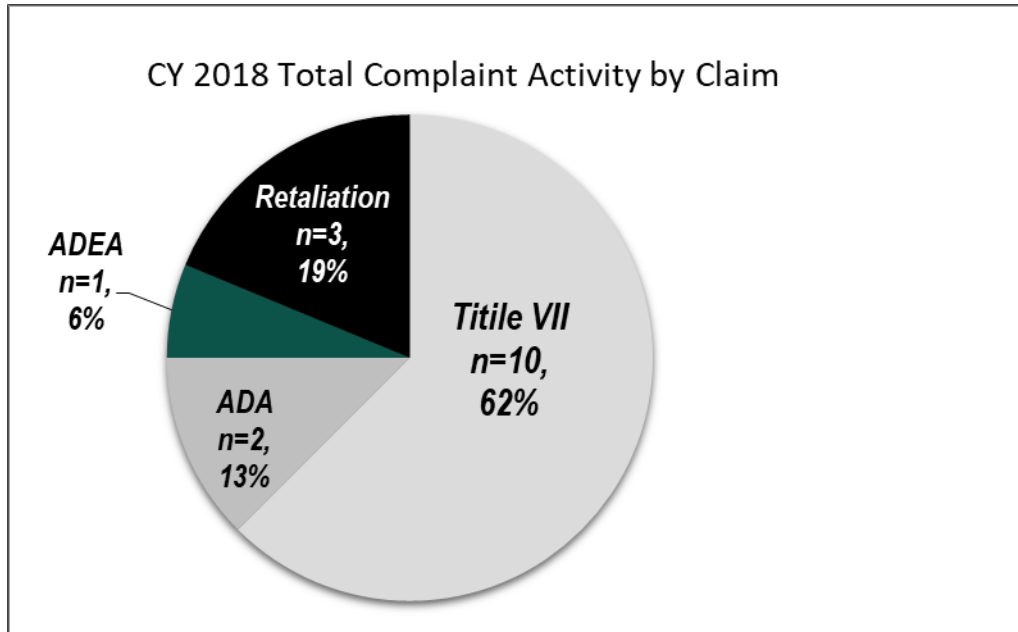


Compared to 2017, the number of inquiries increased by 5 and the number of formal complaints decreased by 11. Complaints are categorized by the primary type of discrimination claim made by the Complainant. Of the 16 total formal complaints received in the year 2018, 5 involved claims of discrimination/harassment based on sex, 3 complaints were based on race, 2 complaints were based on national origin, 3 complaints alleged retaliation, 2 complaints alleged disability discrimination, and 1 complaint alleged age discrimination. In comparison, the three most frequent bases for complaints filed during 2017 were disability (8), race (7), and sex discrimination/harassment (6).

The OEO also categorizes complaints by the federal statute that is consistent with the protected categories as identified under university policy. In 2018, 62% of the complaints involved classifications protected by Title VII, 13% by the Americans with Disabilities Act (“ADA”), 19% were filed alleging retaliation and 6% were filed alleging age discrimination as defined under Age Discrimination in Employment Act (“ADEA”).

Total Complaint Activity by Type of Claim

For calendar year 2018 – (Chart 12)



The OEO is proactive in matters of discrimination and harassment, working closely with the Office of the General Counsel, the Title IX Office, the Dean of Students and Human Resources. The OEO collaborates with these offices to design and implement employee education programs on a University-wide basis. The OEO currently provides in-person training to departments and units upon request and as a remedial measure following a complaint. The OEO will be providing an online discrimination/harassment training module geared towards employees in the Fall 2018. The Title IX Office also provides in-person and online Title IX training for students and employees. All training provided by OEO and the Title IX Office 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.

Table 29 below shows the formal complaints filed against the schools, colleges, and divisions within the University during the past three years. Title IX complaints investigated by the Title IX Office/Dean of Students Office are reported in a separate report and are not included in these numbers. During this period, a total of 62 formal complaints were filed in OEO. Claims of alleged race discrimination form the largest percentage of formal complaints (29%), exceeding disability (26%). The greatest number of complaints originated from the School of Medicine (10) and the College of Education (6).

2016 – 2018 Complaints by School/College/Division and Protected Basis

As of 12/31/2018 (Table 29)

School/College/Division	Age	National Origin	Race	Disability	Familial Status	Retaliation	Sex	Grand Total
Provost & VP Academic Affairs								
Admissions				2				2
College of Education			1	3		1	1	6
College of Engineering			1			1		2
College of Liberal Arts and Sciences				2				2
College of Nursing			1					1
Computer & Information Technology	1					1		2
EACPHS	1		1					2
Fine Communication and Performing Arts				1			3	4
Graduate School		1						1
Law School						1		1
Neef Law Library			1					1
OMVAE							1	1
School of Medicine	2	2	1	1		2	2	10
School of Social Work				1	1			2
Student Disability Services				3				3
Student Financial Aid			1					1
Study Abroad	1							1
SubTotal	5	3	7	13	1	6	7	42
Finance and Business Operations								
Business Operations			1				1	2
Development and Alumni Affairs	1		1					2
Facilities Planning and Management			2				1	3
Human Resources			1				1	2
SubTotal	1		5				3	9
President's Office								
Office of Economic Development							1	1
SubTotal							1	1
Marketing and Communications								
Department of Public Safety			3			1		4
SubTotal			3			1		4
General Counsel								
Office of Equal Opportunity				3				3
SubTotal				3				3
Research								
Sponsored Programs			3					3
SubTotal			3					3
Grand Total	6	3	18	16	1	7	11	62

III. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM

Through its Supplier Diversity Program, Wayne State continues its efforts to reach out each year to minority owned, woman owned and other diverse or disadvantaged business enterprises. The program provides outreach, mentoring, and networking opportunities for diversity owned businesses, 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.

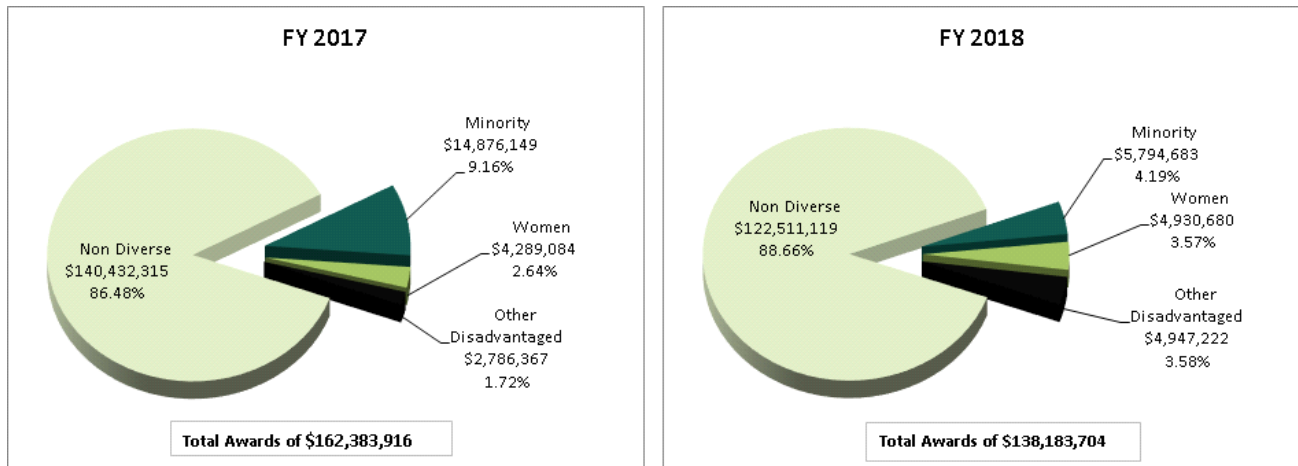
During fiscal year 2018, overall purchase orders (PO) issued decreased by 14.9%, largely due to construction-based orders during 2017. New POs for construction are one-fourth what they were in 2017, since the order to Christman Brinker for the Mike Ilitch School of Business at \$48.3 million and the order to Granger Construction for the New Data Center at \$16 million were both FY 2017 POs. Large construction projects for 2018 include 1.9 million for repairs to Parking Structures 2, 4, and 5, \$1.4 million for the University Services Bldg. structural and roof repairs, 1.4 million for the University Health Center relocation to the Anthony Wayne Drive Residential Hall, along with numerous small projects with values below \$500k. Purchases made for non-construction goods and services increased by 36.1% when compared to 2017.

A. TOTAL SPEND – 2018

Total dollars awarded for all purchased (construction and general services) amounted to \$138.2 Million in FY 2018, compared to \$162.4 million in FY 2017. Of those amounts, \$5.8 million was awarded to minority-owned businesses in FY 2018, compared to \$14.9 million in FY 2017. Women-owned businesses were awarded \$5.0 million in FY 2018, compared to \$4.3 million in FY 2017. Diversity Spend in FY 2018 equals \$10.7 million or 7.8% of our total PO spend. Other disadvantaged groups add an additional \$4.9 million or roughly 3.5%, for a total diversity and disadvantaged groups spend of 11.3%

Comparison of Total PO Activity - 2018

(Charts 13 and 14)

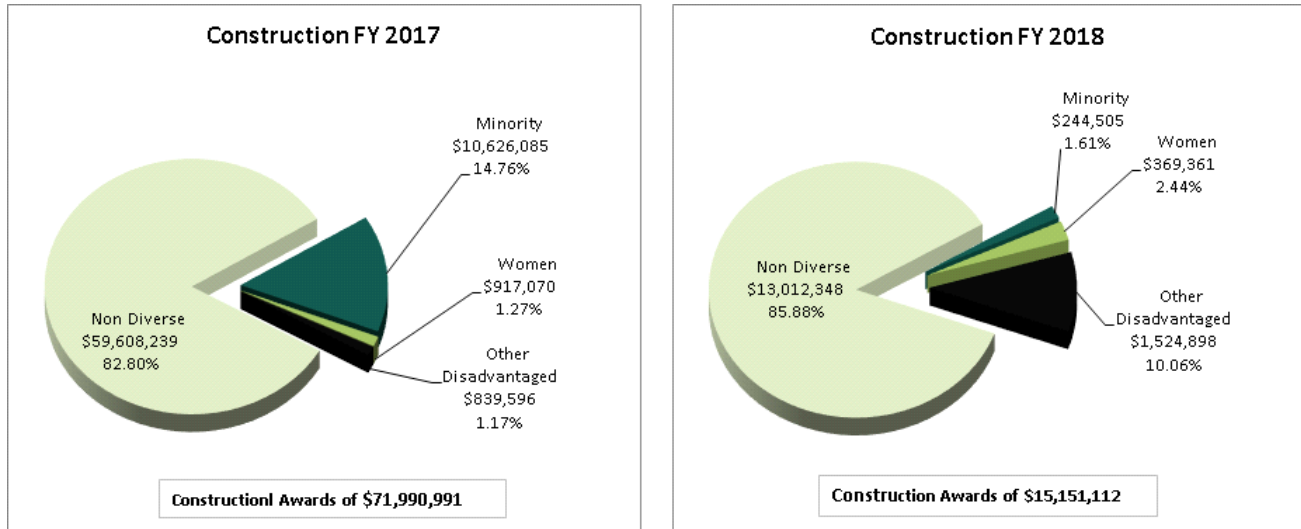


B. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION

Total dollars awarded for all construction and architectural or engineering service contracts (primary and subcontracts) amounted to \$15.2 Million in FY 2018, compared to \$72 million in FY 2017, primarily due to the new construction projects mentioned. In FY 2018, \$245k was awarded to minority-owned construction businesses, compared to \$10.6 million in FY 2017. Women-owned construction firms captured \$369k in FY 2018, compared to \$917k in FY 2017.

Comparison of Total Construction Contract Awards

(Charts 15 and 16)

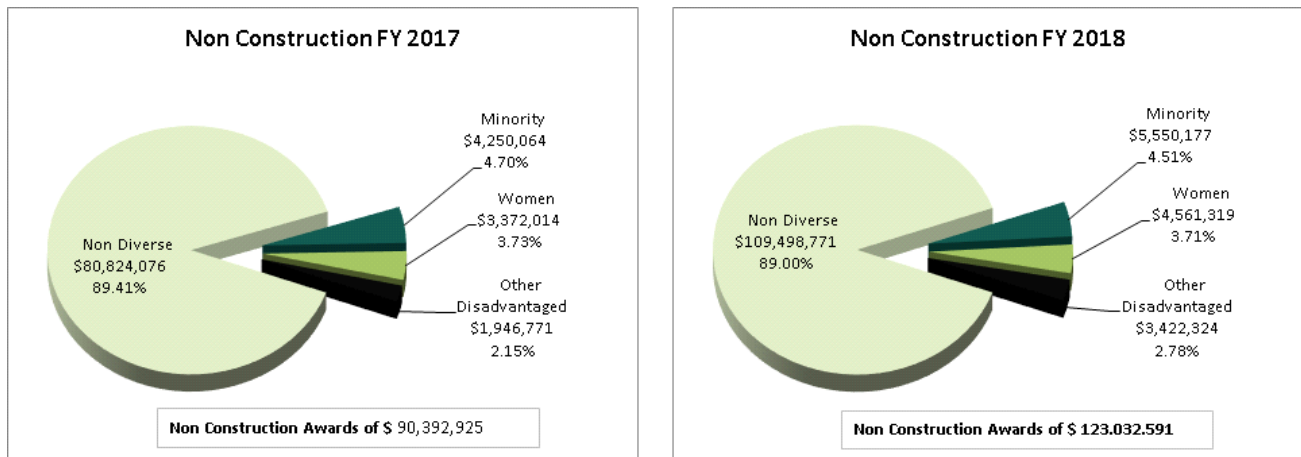


C. GENERAL PURCHASING (Non- Construction Goods and Services)

Funds expended on non-construction purchases of goods and services increased from \$90.4 million in FY 2017 to \$123.0 million in FY 2018. In FY 2018, \$5.6 million was awarded to minority-owned businesses, compared to \$4.3 million in FY 2017. Women-owned firms were awarded \$4.6 million in FY 2018, compared to \$3.4 million in FY 2017. Combined with other disadvantaged businesses, total diversity spend in non-construction spending comes to \$13.5 million or 11.0%.

Comparison of Total General Purchasing Awards

(Charts 17 and 18)



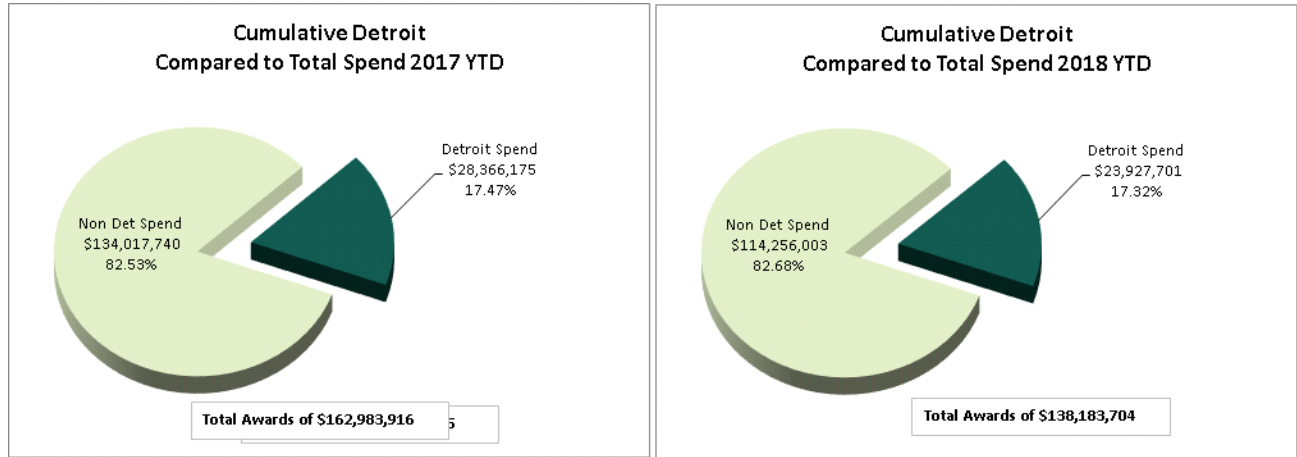
DETROIT-BASED BUSINESS

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 \$23.9

million or 17.3% in 2018, as compared to \$28.4 million or 17.5% in 2017. 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 2018, Wayne State University made direct payments in outside counsel fees in the gross amount of \$1,478,274 of which \$873,609 supported patents, licenses and technology transfers and \$604,665 was for all other legal matters. The Office of the General Counsel received reimbursements in the amount of \$241,797. Wayne also authorized payments to outside counsel through the Michigan University Self-Insurance Corporation (MUSIC) in the amount of \$179,134.

Direct payments in the amount of \$429,340 and MUSIC payments in the amount of \$15,111 were made to women and minority-owned law firms. Overall, women-owned/partner firms were paid \$100,736 and minority-owned firms were paid \$343,715.

Minority Firms

Phifer & White handled nearly all of Wayne’s personal injury work not done within this office, our landlord-tenant matters, and a few of our worker’s compensation cases. 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, handled almost all of the University’s immigration work. Female partners in the larger firms of Honigman, Miller and Musgrave McLachlin each represented Wayne in litigation matters. Two firms, Rohm & Monsanto and Senniger Powers (partner) represent the University in patent matters.

2014-2018 Supplier Diversity

As of 12/31/2018 – (Table 30)

Year	Construction			General Purchasing			Legal Fees	
	Minority	Women	Other	Minority	Women	Other	Minority	Women
2014	4.8%	2.7%	0.2%	1.9%	2.3%	0.8%	16.8%	3.5%
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%
2018	0.2%	0.3%	1.1%	4.0%	3.3%	2.5%	23.3%	6.8%

E. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES

Michigan Minority Supplier Development Council (MMSDC)

Wayne State has had membership in the Michigan Minority Supplier Development Council for more than 30 years. 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, and in 2018, the University was nominated as Corporation of the Year, Government & Education Sector. In addition, we nominated one of our strategic suppliers, HCS Staffing, who was recognized as the Supplier of the Year – Class II (sales between \$1 and \$10 million)

Council of Supplier Diversity Professionals (CSDP)

Wayne State is a member of the Council of Supplier Diversity Professionals, an exclusive organization established in 1998 for the purpose of sharing information, ideas, and best practices related to supplier diversity and to the growth and development of minority and women-owned businesses. Kenneth Doherty, Assistant Vice President 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 (GL-WBC)

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

Other Diversity Councils

In 2015, Wayne State joined two additional local organizations

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

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

Small & Diverse Business Workshops

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

- The Gilbane Diverse & Detroit-based Contractor Outreach in March and August, 2017
- The Asian Pacific American Chamber of Commerce (APACC) East-West Business Connect in March 2018 and 2019,
- The Michigan Minority Procurement Conference in May 2018 and May 2019,
- The Turner School of Construction Management for small and diverse contractors in May 2018 and May 2019,
- The Great Lakes Women's Business Conference in September 2016 and 2017,
- Michigan Hispanic Chamber of Commerce (MHCC) 9th Annual Matchmaker Trade Fair in May 2019
- The Macomb Community College PTAC - Meet the Buyers event in August 2017 and 2018
- The Schoolcraft College PTAC - Meet the Buyers event in October 2017 and June 2018
- The Wayne State University PTAC Meet the Buyers event in April 2019
- The National Minority Supplier Diversity Conference in October 2017
- The MMSDC Ace Awards ceremony in December 2017 and October 2018.

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 assumed by a newly hired Title IX Director. The Director assumed her role on June 1, 2018 and reports to the Office of the General Counsel.

The OEO serves as a resource promoting access and equal opportunity within the University. In 2018, 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 OEO collaborated with the Title IX office to launch the Title IX e-learning system Get Inclusive for students and staff in Fall 2018. The system will provides training regarding sexual assault awareness, prevention and reporting. Training and outreach efforts are emphasized to promote a diverse environment. The OEO provide sexual harassment and diversity training to various departments across WSU campus. The OEO intends to launch a discrimination/harassment e-learning program for employees through the Get-Inclusive vendor in the Fall 2019.

Additionally, in 2018, the OEO began providing mandated annual training to all faculty search committee members to equip them with tools to recruit and evaluate qualified, diverse pools of applicants. This mandatory annual training, instituted by the Provost in November 2018, changed the prior process of search committees receiving training on a voluntarily basis when requested. Since November 2018, over 75 search committee members have been trained University wide. The OEO also continues to train authorized users on the electronic submission of Tenure/Tenure Track Faculty Hiring Plan information using the automated system. The automation system promotes divers faculty hiring initiatives, maintains hiring data in electronic fashion, and provides real-time data compilation and reporting capabilities.

PROPOSAL 2

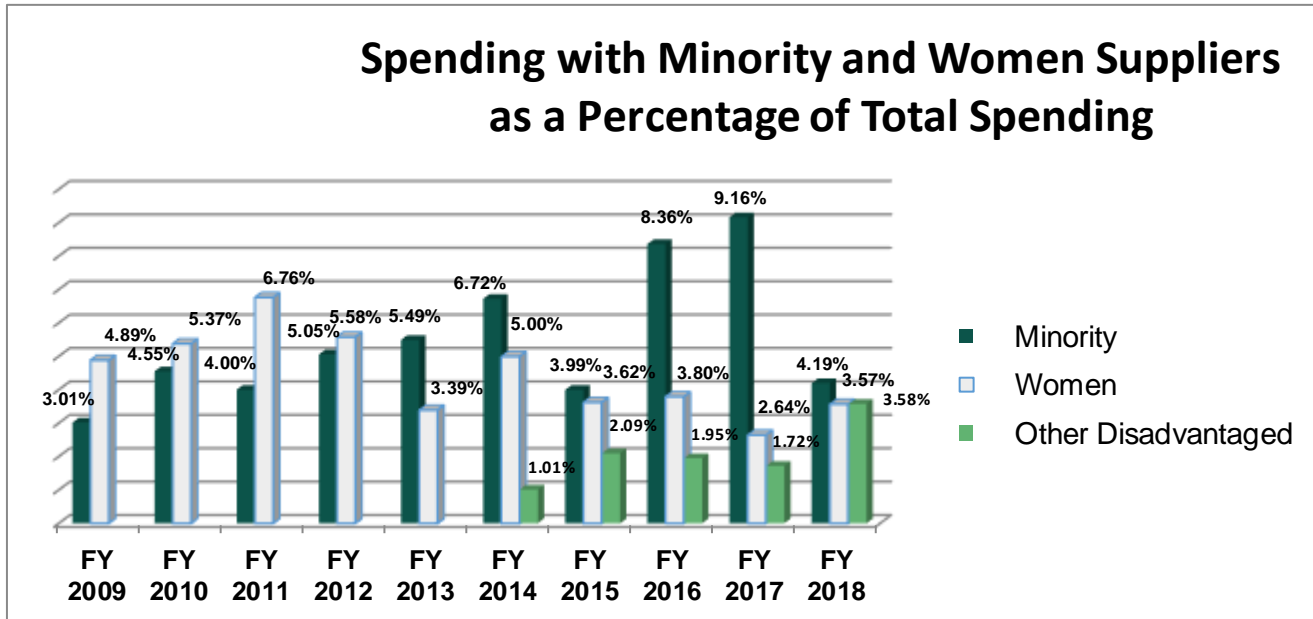
The "Michigan Civil Rights Initiative," commonly known as "Proposal 2," was a ballot initiative that became Michigan law on December 22, 2006. The ballot proposal amended the Michigan Constitution to become Article I, Section 26 to bar the use of "preferences" based on race, sex, color, ethnicity or 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) System¹³ 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

¹³ http://www.bls.gov/soc/soc_2010_user_guide.pdf

in which work is performed for pay or profit. The SOC covers all jobs in the national economy, including occupations in the public, private, and military sectors. All Federal agencies that publish occupational data for statistical purposes are required to use the SOC to increase data comparability across Federal programs.

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

2010 SOC Major Groups

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

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. 2017 Data Tables

2017 Total Full-time Academic and Non Academic Employee Headcount

As of 12/31/2017 – (Table 31)

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%
TOTALS	4,921	1,150 23.4%	687 14.0%	130 2.6%	7 0.1%	7 0.1%	57 1.2%	2,038 41.4%	39 0.8%	2,678 54.4%

2017 Full-time Faculty - Tenure and Non-Tenure System

As of 12/31/2017 – (Table 32)

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%

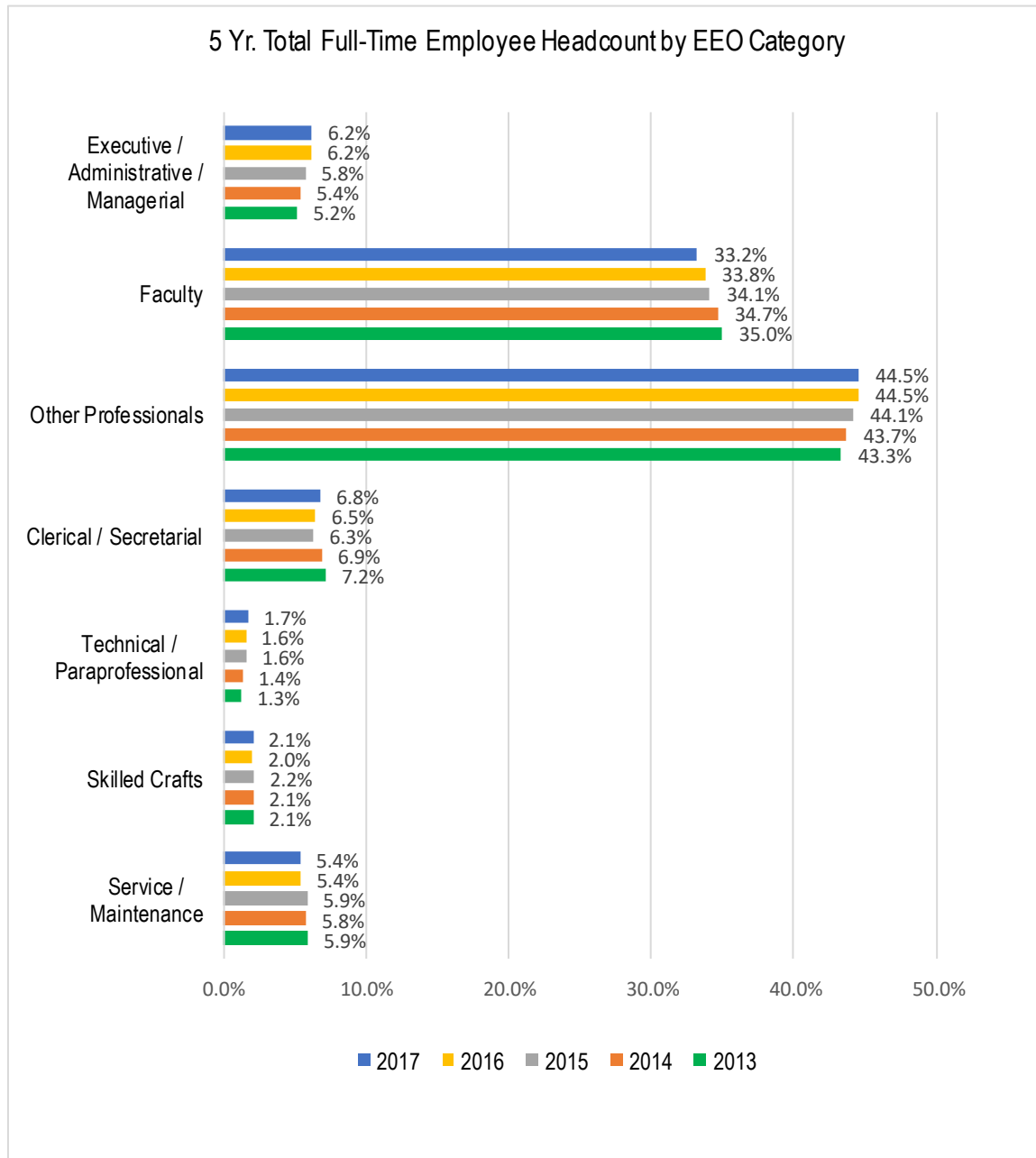
2017 Total Tenure System Faculty by Rank

As of 12/31/2017 (Table 33)

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%
Totals	918	47 5.1%	220 24.0%	23 2.5%	1 0.1%	0 0.0%	3 0.3%	294 32.0%	6 0.7%	317 34.5%

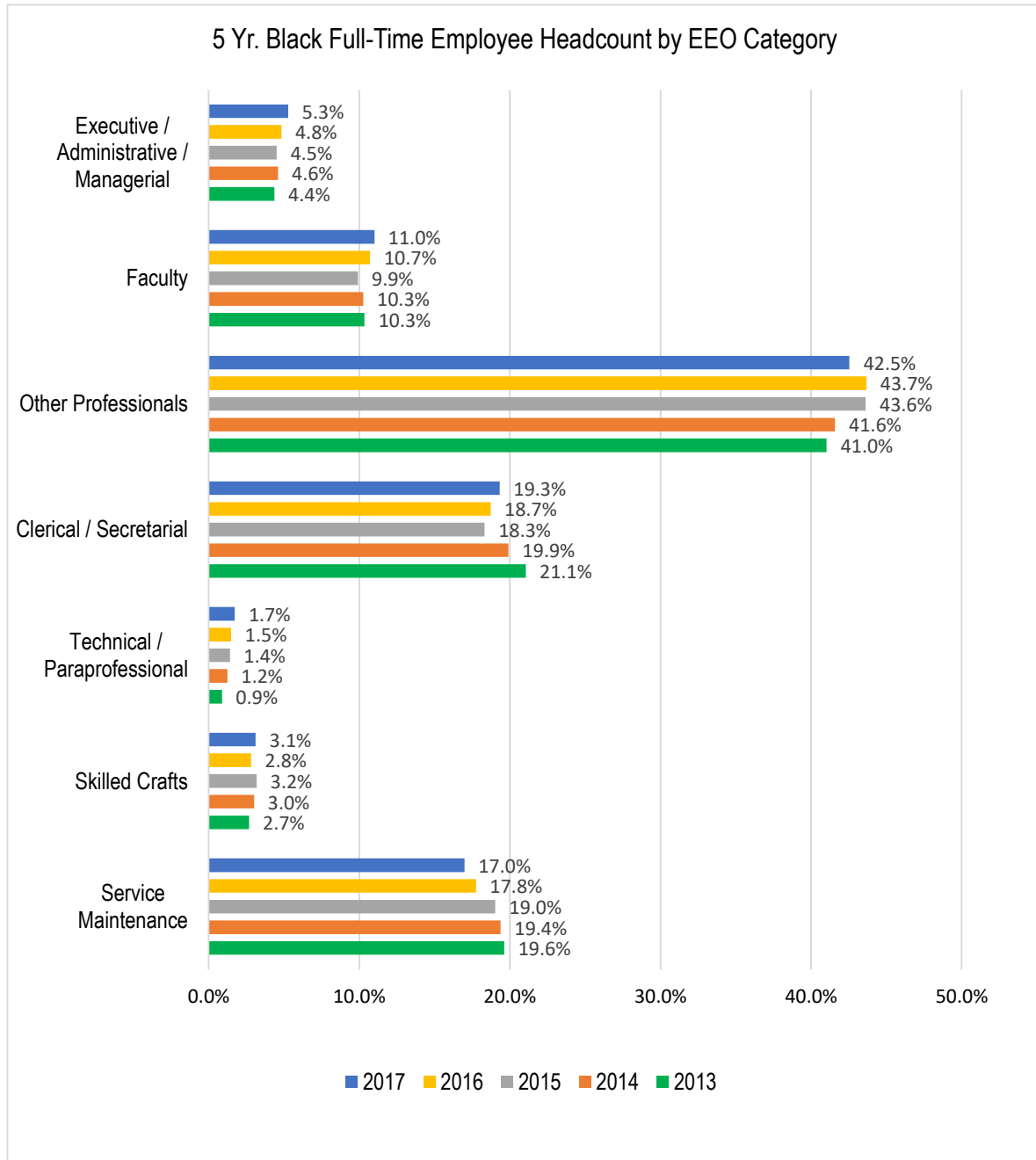
VIII. Five Year Comparison Graphs – 2013-2017

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



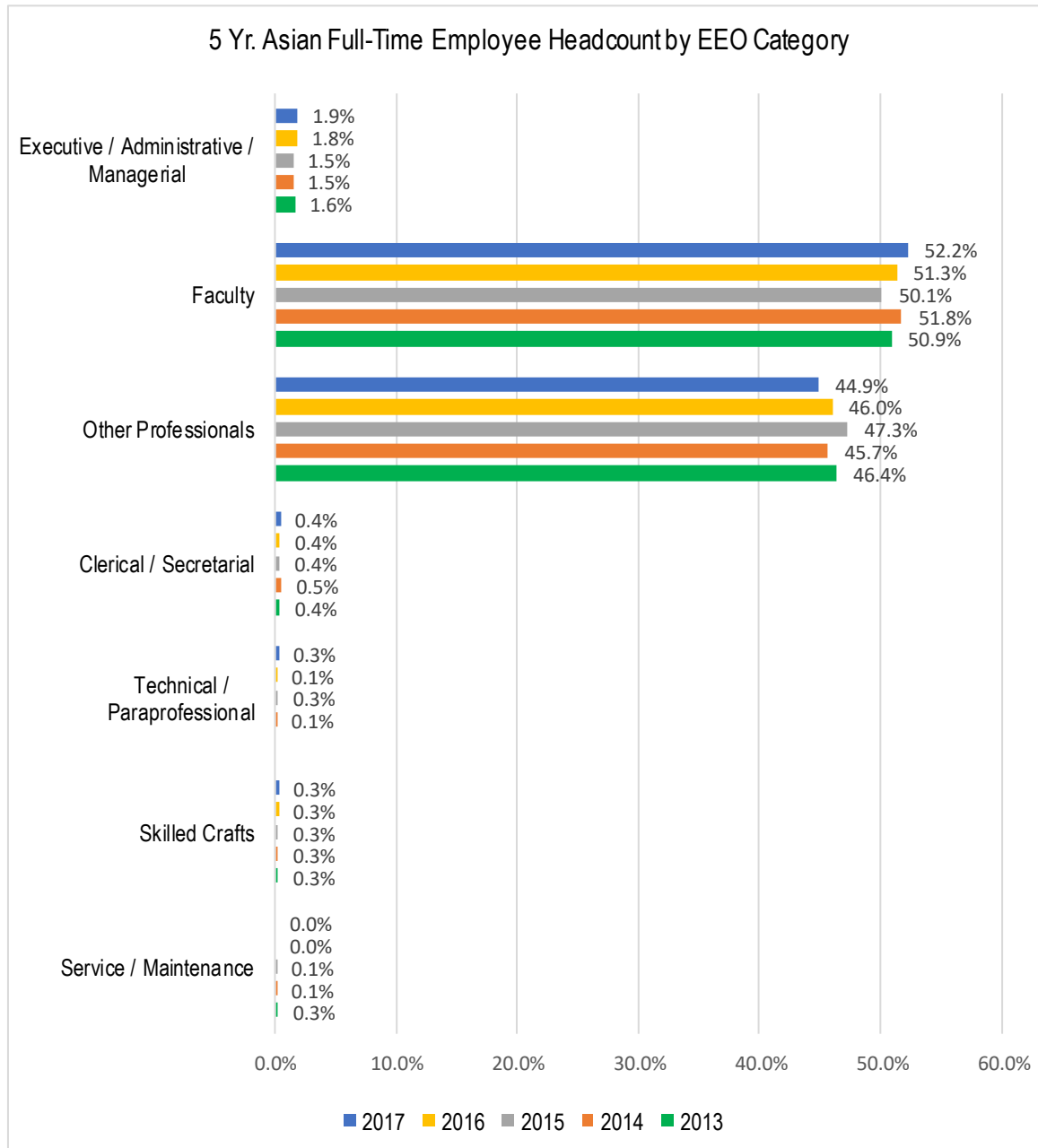
Black Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 23)



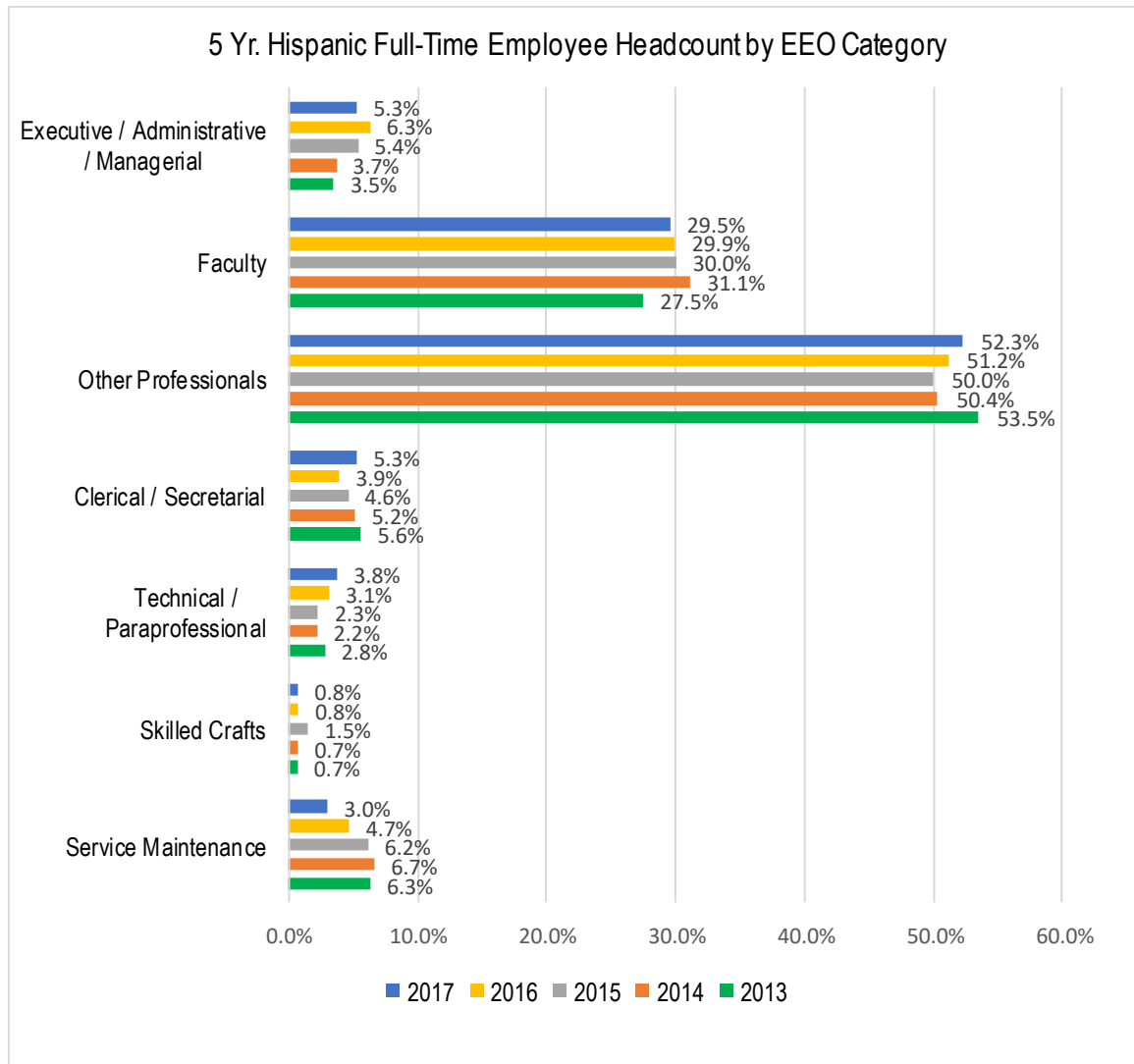
Asian Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 24)



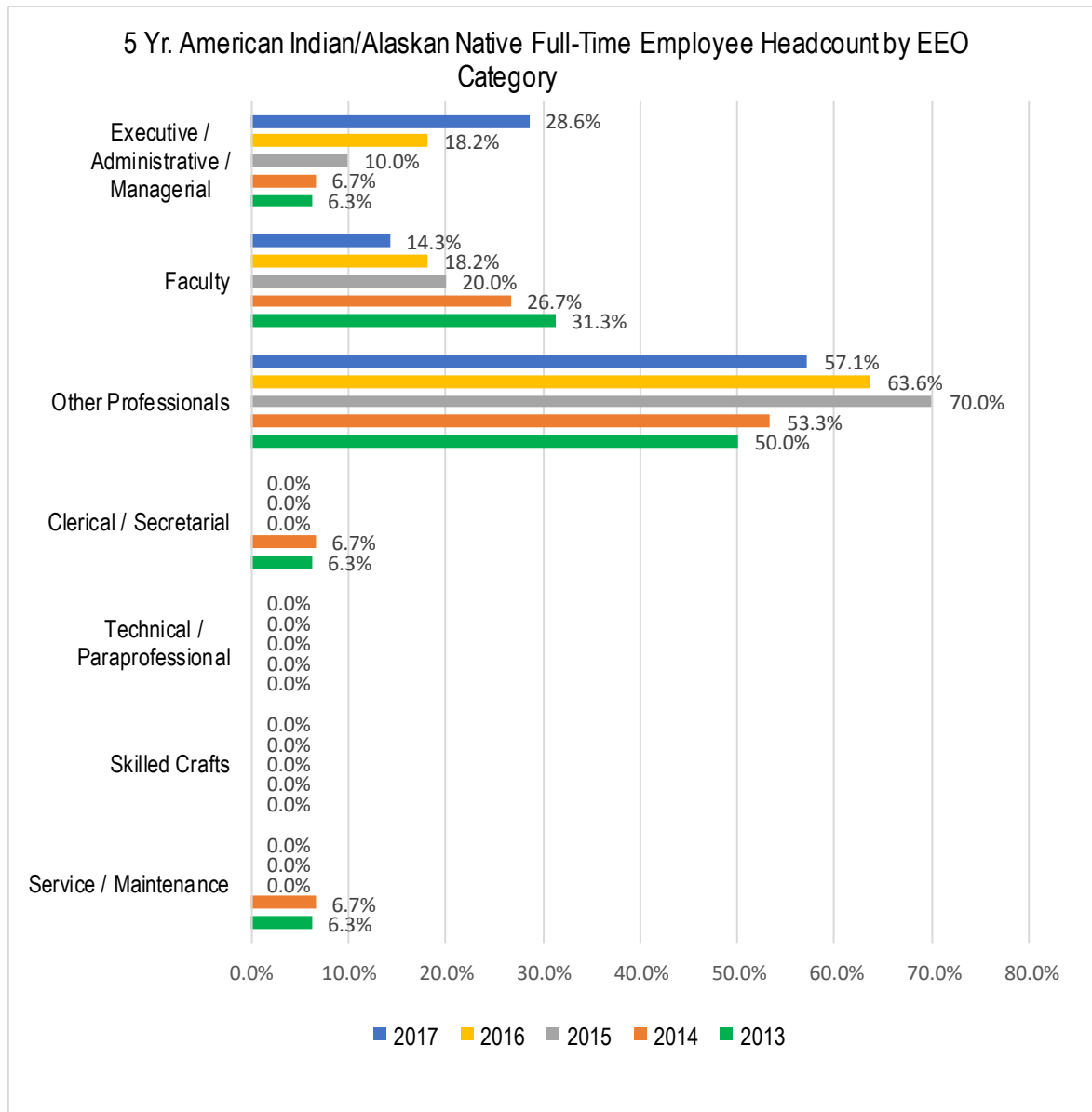
Hispanic Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 25)



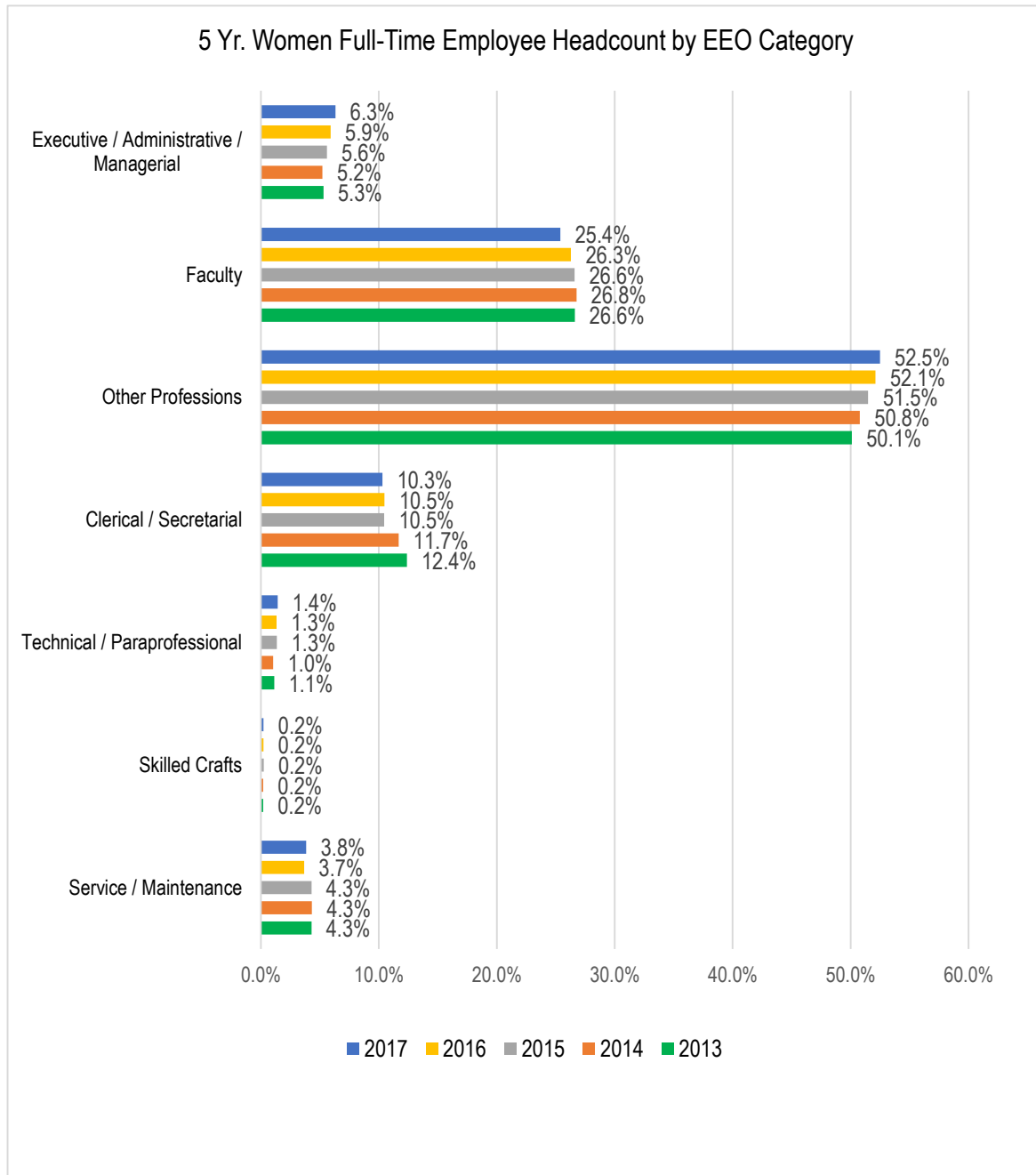
American Indian/Alaskan Native Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 26)



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

(Chart 27)



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