

WAYNE STATE UNIVERSITY



2020

EQUAL OPPORTUNITY STATUS REPORT

Presented to the

**Wayne State University
Board of Governors**

Laura Johnston, Interim Vice President and General Counsel
Amy Stirling Lammers, Associate Vice President

TABLE OF CONTENTS

PREFACE, M. Roy Wilson, President	3
EXECUTIVE SUMMARY	4
INTRODUCTION	5
REPORTING REQUIREMENTS	5
I. UNIVERSITY EMPLOYMENT	6
A. FULL-TIME ACADEMIC AND NON-ACADEMIC EMPLOYMENT	7
B. FACULTY EMPLOYMENT	8
C. UNIVERSITY NON-ACADEMIC EMPLOYEES (STAFF)	16
D. TEMPORARY POSITIONS	17
E. COMPARISON WITH OTHER UNIVERSITIES	18
II. UNIVERSITY COMPLAINTS OF DISCRIMINATION AND HARASSMENT	35
III. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM	38
A. TOTAL SPEND - 2020	39
B. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION	39
C. GENERAL PURCHASING (non- Construction Goods and Services)	40
D. OUTSIDE COUNSEL FEES	40
E. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES	42
IV. HIGHLIGHTS OF OFFICE OF EQUAL OPPORTUNITY ACTIVITIES	44
<u>APPENDICES</u>	
I. Definition of EEO Job Categories	44
II. Definition of Standard Occupational Classification (SOC) System	46
III. OEO Responsibilities	47
IV. Definition of Terms	47
V. Academic Classifications	48
VI. Other Employee Definitions	48
VII. 2019 Data Tables	48
VIII. Five Year Comparison Graphs – 2015-2019	50
IX. Summary of Tables and Charts	58
SUMMARY OF TABLES	58
SUMMARY OF CHARTS	59

MEMORANDUM

TO: Members of the Wayne State University Community

FROM: M. Roy Wilson, President

SUBJECT: 2020 Equal Opportunity Status Report to the Board of Governors

DATE: **September 30, 2022**

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 2020, summarizing our achievements and providing direction for our future.

EXECUTIVE SUMMARY

The Equal Opportunity Status Report (AASR) serves as the principal report on the state of equal opportunity and diversity 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 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 33.2% of tenured and tenure-track faculty at Wayne and women comprise 43.4% of faculty in this classification. Among non-academic staff, 46.9% are minorities and just over 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 2020, there were 10 formal complaints. The most frequent subject areas involved claims of discrimination or harassment on the basis of race and disability.

SUPPLIER DIVERSITY

Minority and women-owned businesses participate in various contracting opportunities through the Supplier Diversity Program. Overall supplier/vendor expenditures for 2020 increased by just 2% compared to 2019 expenditures, while awards to minority and women-owned businesses decreased by 0.6%.

In 2020, Purchase Orders issued to minority and women-owned businesses represented 5.9% of total supplier/vendor Purchase Order expenditures, down slightly from 6% in 2019. The overall 2020 Purchase Order expenditures included 2.6% minority-owned businesses and 3.3% women-owned businesses.

INTRODUCTION

Wayne State University has the most diverse faculty and staff 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. Wayne State University is a national leader in providing equity, access, and employment opportunities to women and minorities. This report presents a comprehensive, cross-divisional view of Wayne State University's demographic composition, and highlights the efforts of our schools, colleges and divisions in providing equal opportunity in employment and promoting diversity across the University. Despite difficult economic conditions and an extraordinary global pandemic, we achieved many successes in 2020.

REPORTING REQUIREMENTS

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

This report includes information from four major areas of University activity, and includes 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 a comparison of Wayne and other universities in the state and nation; (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 with the collaborative efforts of many units, including the Office of the General Counsel, Office of the Provost, Institutional Research and Data Analytics and the Division of Finance and Business Operations, including Human Resources.

Information regarding staffing levels and discrimination complaint data contained in this report are based on personnel actions reported as of January 1, 2020 to December 31, 2020.¹ Data related to supplier diversity and external financial management is reported on a fiscal year basis beginning on October 1, 2019 and ending September 30, 2020. The report includes additional headcount data tables for the previous twelve-month period at Appendix VII. Graphs of five-year comparisons on staffing levels have been provided in Appendix VIII.

Finally, the report also includes charts that represent the state of our diversity efforts in our schools, colleges, and divisions. The first is a breakdown of Minority and Women Faculty by School/College/Division. See section I.B. at Tables 8 and 9, *infra*. The second is a breakdown by School/College/Division of formal complaints filed in the past three years. See section II.A., Table 31, *infra*.

¹ This report is based on University data captured as of November 22, 2020. There may be minor changes to data included in this report due to changes that occurred between November 22, 2020 and December 31, 2020. 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.

I. UNIVERSITY EMPLOYMENT

Wayne State University is one of the largest employers in Detroit and southeast Michigan. As of November 22, 2020, Wayne employed 7,100 persons, both full and part-time, including temporary employees. This report includes information regarding full-time employees in permanent positions with the University and a snapshot of temporary employees.

In 2020, Wayne employed 4,812 persons in full-time positions. Wayne recruits approximately 68% of its workforce from a four-county area including Macomb, Oakland, Washtenaw and Wayne counties. Faculty are recruited from a national labor pool specific to individuals who hold doctoral and other professional degrees (e.g., Ph.D., J.D., M.F.A.). Executive, administrative and some management-level positions are likewise recruited from a national labor employment pool.

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

Minorities and women are represented throughout all levels of the workforce at Wayne. Twenty-nine percent of executive and managerial positions are held by minorities. Women represent 58% of these positions. In addition, minorities hold just over 43% of those professional jobs that require a college degree and 64% of these positions are held by women.

Among full-time employees, 55.5% of Wayne’s employees are female, compared to the regional average of 48%. Of full-time Wayne employees, 24% are Black, compared to 18.8% regional availability; 13.9% are Asian, which is almost three times the regional availability of 5.4%. 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 12/31/2020 (Table 1)

Race/Ethnicity/Gender	2020 Full-time Employees	Percent of Workforce	Regional Availability	Variance
Black	1,155	24.0%	18.8%	5.3%
Asian	669	13.9%	5.4%	9.6%
Hispanic or Latino	145	3.0%	4.3%	-1.3%
White, Non-Hispanic	2,753	57.2%	73.9%	-14%
Native Hawaiian/ Pacific Islander	3	0%	0.1%	0%
American Indian/Alaskan Native	10	0.2%	0.4%	-0.2%
Two or more Races	67	1.4%	1.8%	-0.6%
Not Identified	10	0.2%	N/A	N/A
Women	2,671	55.5%	48.1%	7.4%

² Source for “regional availability”: U.S. Department of Commerce Economics and Statistics Administration 2020, 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.

The racial and ethnic classifications in this report are the federally-established categories utilized for all EEO data-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 who identify as being two or more races). Overall, minorities comprise just under 43% of Wayne’s workforce and are represented in 90% of Wayne State University's 254 departments and in 99% of the departments that employ 10 or more people. Women represent 55.5% of Wayne’s full-time workforce, and are represented in 94% of all departments, and 99% of departments that employ 10 or more people. These results demonstrate that Wayne State University has been able to achieve overall diversity of its workforce, and that minorities and women are represented in nearly every department.

A. FULL-TIME ACADEMIC AND NON-ACADEMIC EMPLOYMENT

In 2020, Wayne State University employed 4,812 individuals in full-time, academic (1,531) and non-academic (3,281) positions. These 4,812 full-time employees included 2,671 women and 2,049 minorities.

2020 Full-time Women and Minority Employment

As of 12/31/2020 (Table 2)

Year	Women	Percent of Total Headcount	Minority	Percent of total Headcount
2020	2,671	55.5%	2,049	42.6%
2019	2,740	55.3%	2,096	42.3%
2018	2,717	55.3%	2,058	41.9%
2017	2,678	54.4%	2,038	41.4%
2016	2,643	53.5%	2,042	41.3%

Most full-time employees are employed as “Faculty” (1,531 employees) or “Other Professionals” (2,265 employees).

2020 Total Full-time Academic and Non-Academic Employee Headcount

As of 12/31/2020 (Table 3)

Category	2020 Total	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Faculty	1,531	125 8.2%	330 21.6%	44 2.9%	3 0.2%	0	7 0.5%	509 33%	0	665 43%
Exec/Admin/Managerial	291	60 20.6%	14 4.8%	7 2.4%	0	0	4 1.4%	85 29.2%	1 0.34%	169 58%
Other Professionals	2,265	533 23.5%	316 14.0%	78 3.4%	7 0.3%	3 0.1%	40 1.8%	977 43.1%	9 0.4%	1,445 64%
Technical/Paraprofessional	84	17 20.2%	4 4.8%	5 6.0%	0	0	4 4.8%	30 35.7%	0	39 46%
Clerical/Secretarial	288	195 67.7%	3 1.0%	6 2%	0	0	7 2.4%	211 73.3%	0	236 82%
Skilled Crafts	91	35 38.5%	2 2.2%	1 1.1%	0	0	0	38 41.8%	0	6 7%
Service/Maintenance	262	190 72.5%	0	4 1.5%	0	0	5 1.9%	199 76.0%	0	111 42%
TOTALS	4,812	1,155 24.0%	669 13.9%	145 3.0%	10 0.2%	3 0.1%	67 1.4%	2,049 42.6%	10 0.2%	2671 55.5%

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

2020 Total Full-time Women Employee Headcount

As of 12/31/2020 (Table 4)

Category	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	White	Unknown	2020 Totals
Faculty	73 11.0%	106 15.9%	19 2.9%	0	0	6 0.9%	461 69.3%	0	665 24.9%
Executive/ Admin and Managerial	41 24.3%	9 5.3%	2 1.2%	0	0	1 0.6%	115 68.0%	1 0.6%	169 6.3%
Other Professionals	416 28.8%	159 11.0%	49 3.4%	3 0.2%	0	25 1.7%	789 54.6%	4 0.3%	1,445 54.1%
Technical and Paraprofessional	6 15.4%	1 2.6%	4 10.3%	0	0	1 2.6%	27 69.2%	0	39 1.5%
Clerical and Secretarial	168 71.2%	3 1%	3 1%	0	0	5 2%	57 24.2%	0	236 8.8%
Skilled Crafts	5 83.3%	0	0	0	0	0	1 17%	0	6 0.2%
Service/ Maintenance	94 84.7%	0	0	0	0	4 3.6%	13 11.7%	0	111 4.2%
Totals	803 30.1%	278 10.4%	77 2.9%	3 0.1%	0	42 1.6%	1,463 54.8%	5 0.2%	2,671 100.0%

B. FACULTY EMPLOYMENT

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

The OEO is a resource for departments conducting searches for new faculty. Academic departments are required to complete hiring plans to assist in identifying staffing needs. The OEO publishes this information in the "Guide for Successful Searches" and provides resources for advertising employment opportunities and training in the faculty hiring process to create more diverse pools of qualified candidates for faculty positions.

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

In 2020, Wayne employed 1,531 full-time faculty, consisting of 925 tenured or tenure-track faculty and 606 non-tenured faculty. Thirty-six percent (333) of tenure/tenure-track faculty are women. Minorities held 310, or 33.5%, of all tenure/tenure-track faculty positions.

Women held 332 or just over one-half of the non-tenured positions. Minorities filled 199 or just under one-third of the non-tenured faculty positions.

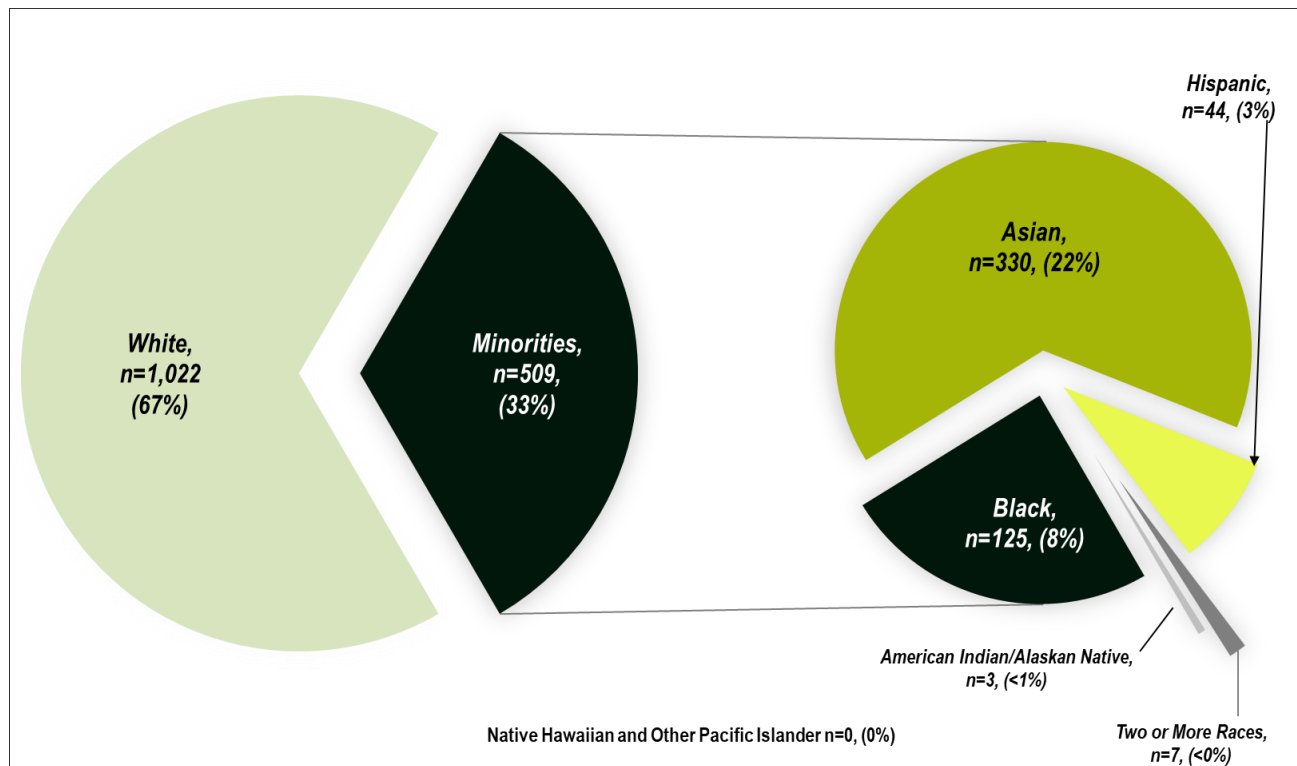
2020 Full-Time Faculty - Tenure and Non-Tenure System

As of 12/31/2020 (Table 5)

Minority Group/Gender	Tenure System		Non-tenure System		Totals	
	Number	Percent	Number	Percent	Number	Percent
Faculty Total: 2020	925	60.42%	606	39.6%	1,531	100%
Black	47	5.1%	78	12.9%	125	8.2%
Asian	228	24.6%	102	16.8%	330	21.6%
Hispanic	29	3.1%	15	2.5%	44	2.9%
American/Alaskan Native	3	0.3%	0	0.0%	3	0.2%
Native Hawaiian/Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%
Two or More Races	3	0.3%	4	0.7%	7	0.5%
Total Minorities	310	33.5%	199	32.8%	509	33%
Unknown	0	0.0%	0	0.0%	0	0.0%
Women	333	36.0%	332	54.8%	665	43.4%

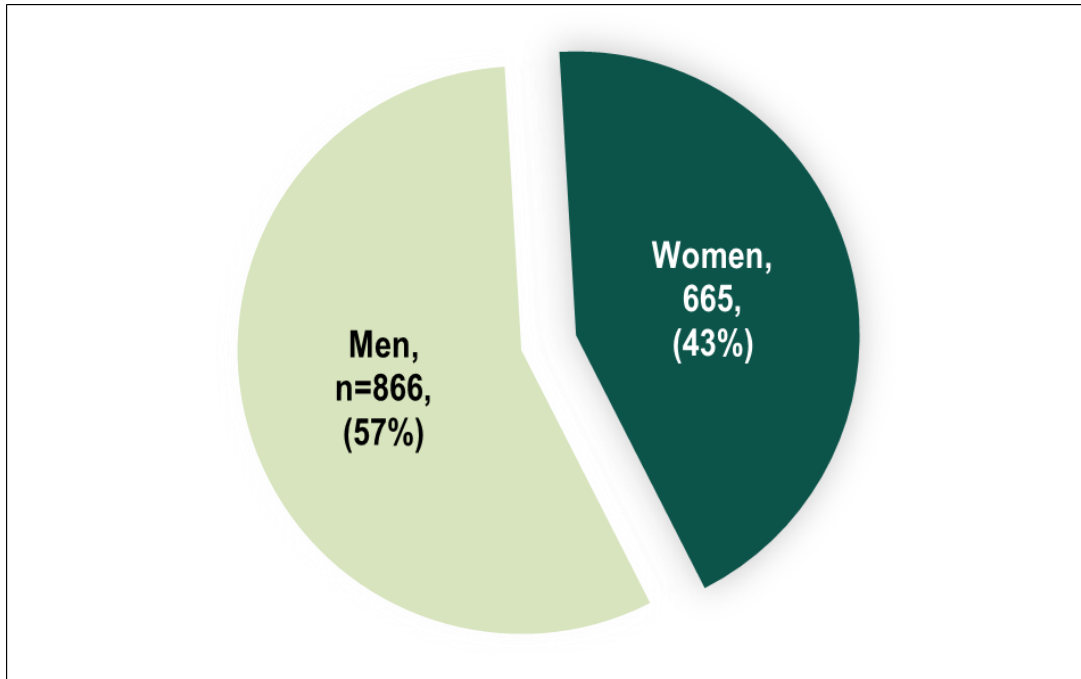
2020 Full-time Faculty – Minority Representation

Chart 1



2020 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. Full Professors comprise 388 or 42% of tenure/tenure-track faculty; of these 388 full Professors, 100 (25.7%) were women and 114 (29.4%) were minorities. Out of the 367 Associate Professors employed in 2020, 157 (42.8%) were women and 132 (36%) were minorities. The 170 Assistant Professors employed in 2020 included 76 (44.7%) women and 64 (37.6%) minorities.

Wayne State University promoted 28 faculty from the rank of Assistant Professor to Associate Professor and 15 from Associate Professor to full Professor, overall 4 more than the previous year. Specifically, the University promoted 13 women from Assistant to Associate Professor and 8 women to Professor in 2020. The University also promoted 12 minority faculty from Assistant to Associate and 6 minority faculty to Professor in 2020. Since 2019, the total number of women faculty who were promoted increased by 1 and the total number of minority faculty who were promoted increased by 5.

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).

2020 Tenure System Faculty by Rank⁴

As of 12/31/2020 (Table 6)

Academic Rank	2020 Faculty Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women	White
Professor	388 41.9%	12 3.1%	95 24.5%	7 1.8%	0	0	0	114 29.4%	0	100 25.8%	274 70.6%
Associate Professor	367 39.7%	20 5%	94 25.6%	15 4.1%	1 0.3%	0	2 0.5%	132 36.0%	0	157 42.8%	235 64.0%
Assistant Professor	170 18.4%	15 8.8%	39 23%	7 4.1%	2 1.2%	0	1	64 37.6%	0	76 44.7%	106 62.4%
Totals	925	47 5.1%	228 24.6%	29 3.1%	3 0.3%	0	3 0.3%	310 33.5%	0	333 36.0%	615 66.5%

2020 Full-Time Faculty Promotions - Tenure and Tenure Track System

As of 12/31/2020 (Table 7)

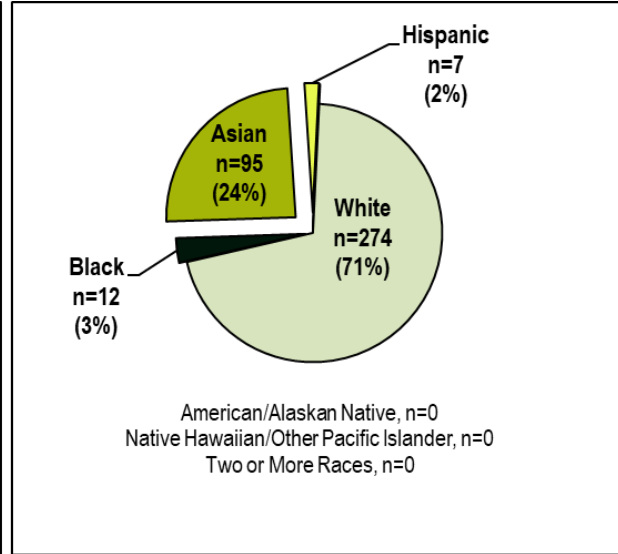
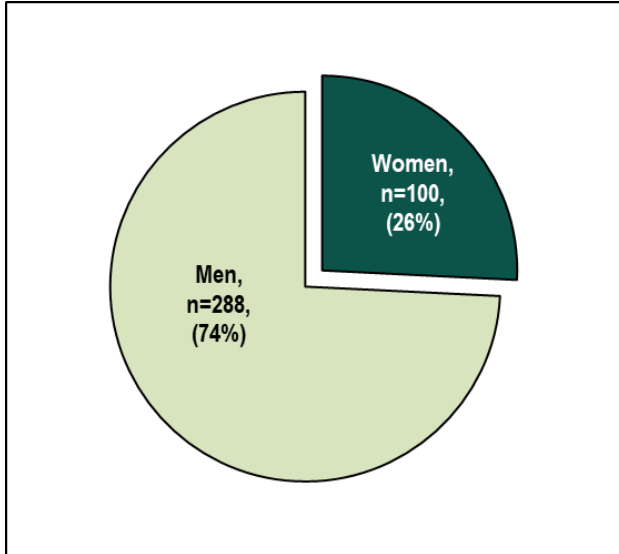
Academic Rank	2020 Faculty Promotions	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minority Faculty	Total Women Faculty
Professor	15	0	6 40%	0	0	0	0	6 40%	8 53.3%
Associate Professor	28	2 7.1%	7 25%	3 11%	0	0	0	12 43%	13 46%
Totals	43	2 4.7%	13 30.2%	3 7%	0	0	0	18 42%	21 49%

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

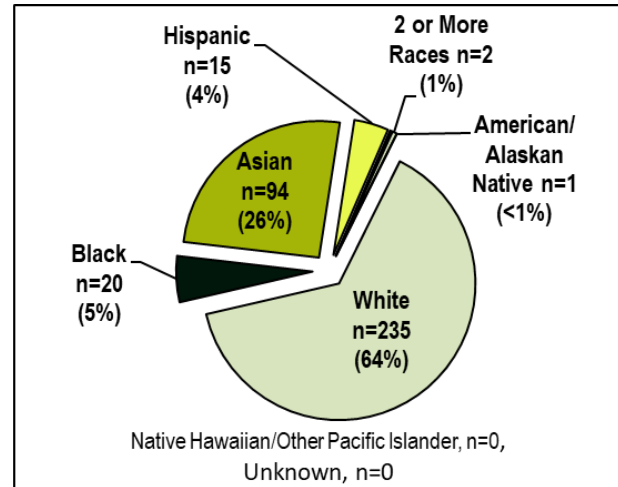
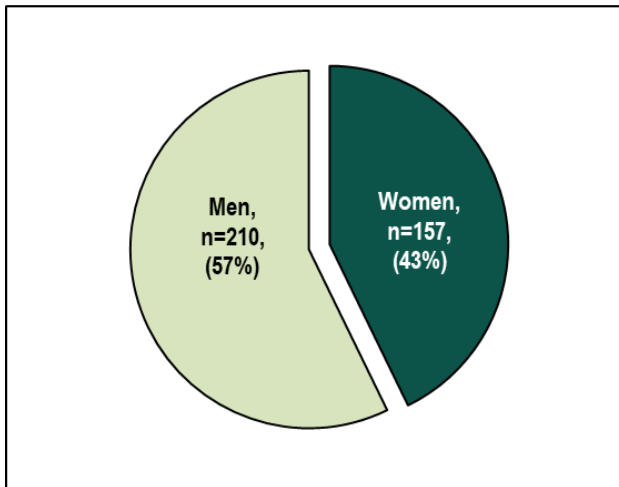
Full Professors - Women and Minority Representation

Charts 3 and 4



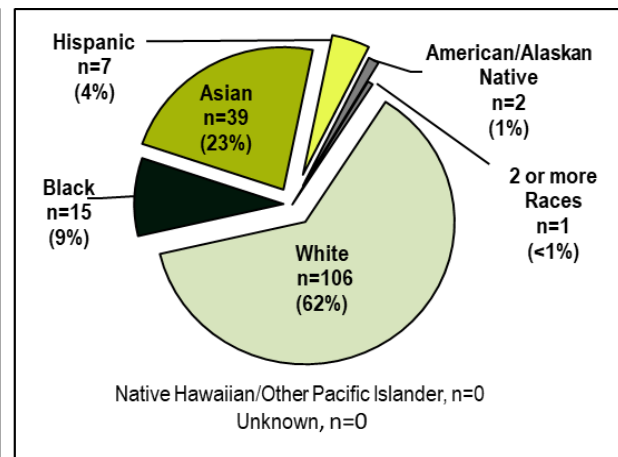
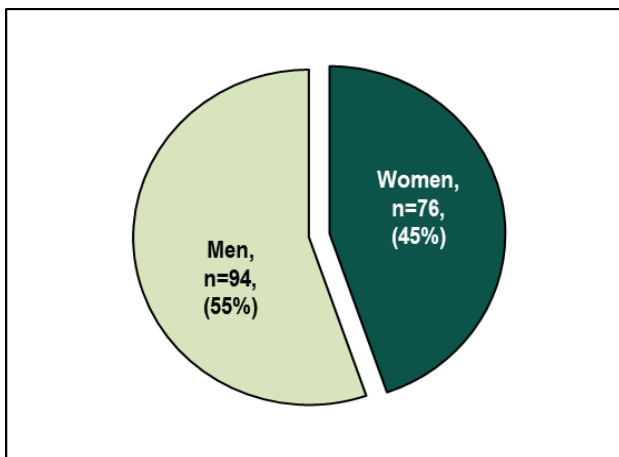
Associate Professors - Women and Minority Representation

Charts 5 and 6



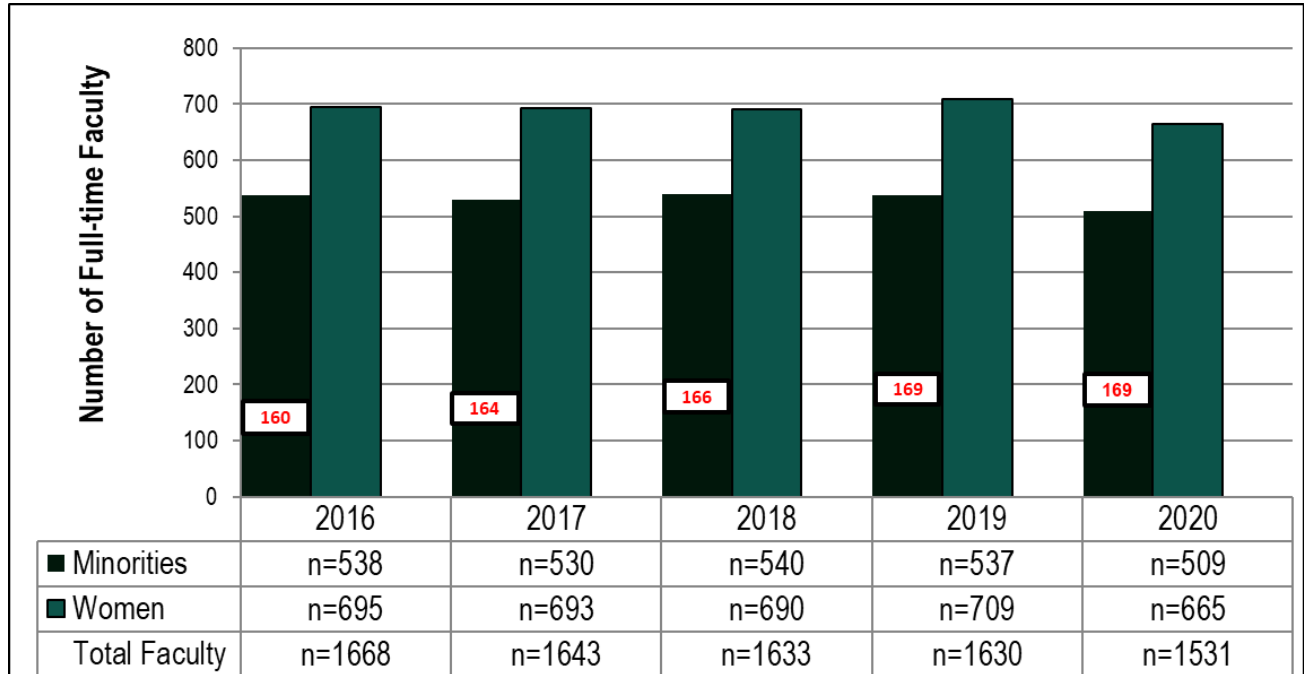
Assistant Professors - Women and Minority Representation

Charts 7 and 8



Full-Time Women and Minority Faculty Five Year Trend

Chart 9



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

This five-year trend shows that the total faculty has decreased by 137 from 1,688 to 1,531 since 2016 and minority faculty decreased by 29 and women faculty by 30. Despite the decrease in total faculty, the number of Black and Hispanic faculty increased by nine (9) over the five-year period. Minority and female faculty are distributed throughout the schools, colleges, and divisions, with the majority being within the College of Liberal Arts and Science and the School of Medicine.

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2020 Tenure/Tenure-Track Faculty by School/College/Division – Minorities

As of 12/31/2020 (Table 8)

School/ College/ Division	2020 Faculty	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Women
School of Business Administration	44	4 9.1%	15 34.1%	1 2.3%	0	0	0	20 45.5%	8 18.2%
College of Education	50	3 6.0%	9 18.0%	2 4.0%	0	0	0	14 28.0%	34 68.0%
College of Engineering	111	6 5.4%	53 47.7%	1 0.9%	2 1.8%	0	1 0.9%	63 56.8%	19 17.1%
College of Fine & Performing Arts	67	9 13.4%	5 7.5%	3 4.5%	0	0	0	17 25.4%	34 50.7%
Law School	31	2 6.5%	2 6.5%	0	0	0	0	4 12.9%	9 29.0%
College of Liberal Arts & Science	309	16 5.2%	58 18.8%	12 3.9%	0	0	1 0.3%	87 28.2%	121 39.2%
School of Library & Information Science	11	1 9.1%	1 9.1%	1 9.1%	0	0	0	3 27.3%	7 63.6%
School of Medicine	218	4 1.8%	67 30.7%	7 3.2%	0	0	0	78 35.8%	59 27.1%
College of Nursing	10	0	2 20.0%	0	0	0	0	2 20.0%	9 90.0%
College of Pharmacy & Health Science	29	0	11 37.9%	0	0	0	0	11 37.9%	9 31.0%
School of Social Work	23	1 4.3%	2 8.7%	1 4.3%	1 4.3%	0	1 4.3%	6 26.1%	15 65.2%
Division of Research	22	1 4.5%	3 13.6%	1 4.5%	0	0	0	5 22.7%	9 40.9%
Grand Totals:	925	47 5.1%	228 24.6%	29 3.1%	3 0.3%	0 0.0%	3 0.3%	310 33.5%	333 36.0%

2020 Tenure/Tenure-Track Faculty by School/College/Division – Women

As of 12/31/2020 (Table 9)

School/ College/ Division	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities (Women)	White	Total Faculty (Women)
School of Business Administration	1 13%	3 38%	0	0	0	0	4 50%	4 50%	8
College of Education	2 6.5%	6 19.4%	2 6.5%	0	0	0	10 32.3%	24 77.4%	34
College of Engineering	1 5.0%	6 30.0%	1 5.0%	0	0	1 5.0%	9 45.0%	10 50.0%	19
College of Fine & Performing Arts	7 21.9%	2 6.3%	0	0	0	0	9 28.1%	25 78.1%	34
Law School	2 22.2%	2 22.2%	0	0	0	0	4 44.4%	5 55.6%	9
College of Liberal Arts & Science	7 5.8%	21 17.4%	5 4.1%	0	0	1 0.8%	34 28.1%	87 71.9%	121
School of Library & Information Science	1 14.3%	0	0	0	0	0	1 14.3%	6 85.7%	7
School of Medicine	1 1.7%	14 23.7%	2 3.4%	0	0	0	17 28.8%	42 71.2%	59
College of Nursing	0	2 22.2%	0	0	0	0	2 22.2%	7 77.8%	9
College of Pharmacy & Health Science	0	2 20.0%	0	0	0	0	2 20.0%	7 70.0%	9
School of Social Work	0	1 8.3%	0	0	0	1 8.3%	2 16.7%	13 108.3%	15
Division of Research	1 11.1%	0	0	0	0	0	1 11.1%	8 88.9%	9
TOTALS	23 6.9%	59 17.7%	10 3.0%	0 0.0%	0 0.0%	3 0.9%	95 29%	238 71%	333

C. UNIVERSITY NON-ACADEMIC EMPLOYEES (STAFF)

Women and minorities are well-represented in the non-academic staff at Wayne State University. There was a total of 3,281 non-academic staff at Wayne State University in 2020, 2,006 (61%) of whom were women and 1,540 (46.9%) were minorities. Blacks are the largest minority group with 1,030 employees (31.4%), followed by Asians with 339 employees (10.3%).

2020 Total Full-Time Non-Academic Employee Headcount

As of 12/31/2020 (Table 10)

Category	2020 Total	Black	Asian	Hispanic	America/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Women
Executive/ Administrative/ Managerial	291	60 20.6%	14 4.8%	7 2.4%	0	0	4 1.4%	85 29.2%	169 58.1%
Other Professionals	2,265	533 23.5%	316 14.0%	78 3.4%	7 0.3%	3 0.1%	40 1.8%	977 43.1%	1,445 63.8%
Technical/ Paraprofessional	84	17 20.2%	4 4.8%	5 6.0%	0	0	4 4.8%	30 35.7%	39 46.4%
Clerical/Secretarial	288	195 67.7%	3 1.0%	6 2.1%	0	0	7 2.4%	211 73.3%	236 81.9%
Skilled Crafts	91	35 38.5%	2 2.2%	1 1.1%	0	0	0	38 41.8%	6 6.6%
Service/Maintenance	262	190 72.5%	0	4 1.5%	0	0	5 1.9%	199 76.0%	111 42.4%
TOTALS	3,281	1,030 31.4%	339 10.3%	101 3.1%	7 0.2%	3 0.1%	60 1.8%	1,540 46.9%	2,006 61.1%

With 47% minority and 61% female representation in the non-academic employee group, Wayne State demonstrated its commitment to retain and employ a diverse workforce.

High- Level Executive and Administrative Positions

Minorities and women are significantly represented in all job categories at Wayne State University, including management-level positions. In 2020, 291 employees were classified as “Executive/Administrative/Managerial”. This category mostly includes non-academic employees holding the rank of Director or higher, including Senior Director, Assistant Vice President, Associate Vice President and Vice President. Minorities represent just under 29.2% of this Executive/Administrative category, or 85 of the 291 employees. Women represented over half of this category, or 169 employees.

Full-time employees in the “Other Professional” category include academic support personnel as well as other positions that require at least a college degree. The population of the “Other Professional” category fluctuates with funding trends. In 2020, the total 2,265 employees in this category, included 63.8% (1,445) women and 43% (977) minorities. Blacks were more heavily represented than any other minority, at 533, followed by Asians at 316. Hispanics in this category totaled 78. Employees who self-identify as American Indian/Alaskan Native, Native Hawaiian and Other Pacific Islanders, and as having two or more races were not significantly represented.

D. TEMPORARY POSITIONS

This group of employees often fluctuates over the course of a given year, as the positions are based on a unit's specific needs or special projects. University policy limits temporary employees to a total of 1,000 hours employment in a fiscal year. The following data provides a snapshot of active temporary positions on the payroll as of November 2020.⁵

Temporary Employees by Position Classification and Gender

As of 12/31/2020 (Table 11)

Category	Female	Male	Total
Other Professional	280 64.5%	154 35.5%	434
Clerical and Secretarial	51 58.6%	36 41.4%	87
Skilled Crafts	0	0	0
Service/ Maintenance	1 100.0%	0	1
TOTALS	332 63.6%	190 36.4%	522 100%

Temporary Employees by Position Classification and Race

As of 12/31/2020 (Table 12)

Category	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	White	Unknown Race/ Ethnicity	Total
Other Professional	172 39.6%	24 5.5%	10 2.3%	1 0.2%	0	10 2.3%	209 48.2%	8 1.8%	434
Clerical and Secretarial	39 44.8%	3 3.4%	1 1.1%	0	0	0	42 48.3%	2 2.3%	87
Skilled Crafts	0	0	0	0	0	0	0	0	0
Service/ Maintenance	1 100.0%	0	0	0	0	0	0	0	1
Totals: Percent of Total	212 40.6%	27 5.2%	11 2.1%	1 0.2%	0	10 1.9%	251 48.1%	10 1.9%	522 100%

Generally, the temporary employee population reflects the University overall in its distribution of women and minority employees. Minorities comprise over half of this employment group. Blacks

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 of those classified as TE are working in a given pay period. The snapshot in this section is the number of individuals classified as TE.

represent 40.6% of the group. Asians represent 5.2% of the group. Hispanics represent just 1.4%. Employees who identify as two or more races represent this group at just under 2.1%. 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 2020, Wayne State University employed 2,671 women in full-time positions. Among the Michigan public universities, as a percentage of total employees, Wayne ranks 4th with 55.5% of its employees being women. The total number of women employed in full-time positions at Wayne is third behind University of Michigan-Ann Arbor (11,982) and Michigan State University (6,388).

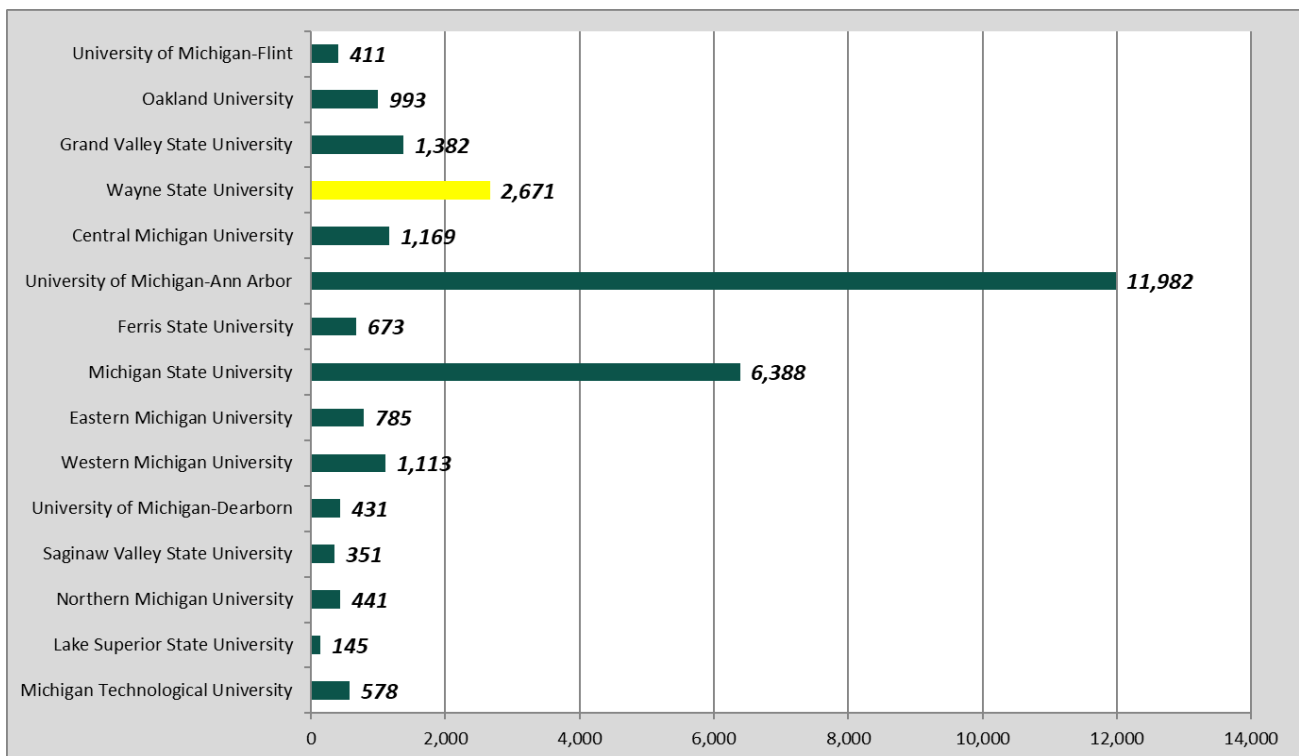
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⁶ The methodology for this analysis compared Wayne in accordance with employment data submitted to IPEDS for the most recent year available (2020). IPEDS is a common university reporting data set. While there may be variance in the data reported to IPEDS by other institutions, this is the best available data to provide a picture of where Wayne stands in relation to our fellow Michigan publics.

Full Time Women Employed by Michigan Public Universities

As of 12/31/2020 (Table 13)

Michigan Public Universities				
2020 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Michigan-Flint	707	411	58.13%	1
Oakland University	1,781	993	55.76%	2
Grand Valley State University	2,489	1,382	55.52%	3
Wayne State University (2020)	4,812	2,671	55.51%	4
Central Michigan University	2,132	1,169	54.83%	5
University of Michigan-Ann Arbor	21,947	11,982	54.60%	6
Ferris State University	1,244	673	54.10%	7
Michigan State University	11,831	6,388	53.99%	8
Eastern Michigan University	1,514	785	51.85%	9
Western Michigan University	2,147	1,113	51.84%	10
University of Michigan-Dearborn	832	431	51.80%	11
Saginaw Valley State University	701	351	50.07%	12
Northern Michigan University	896	441	49.22%	13
Lake Superior State University	297	145	48.82%	14
Michigan Technological University	1,312	578	44.05%	15

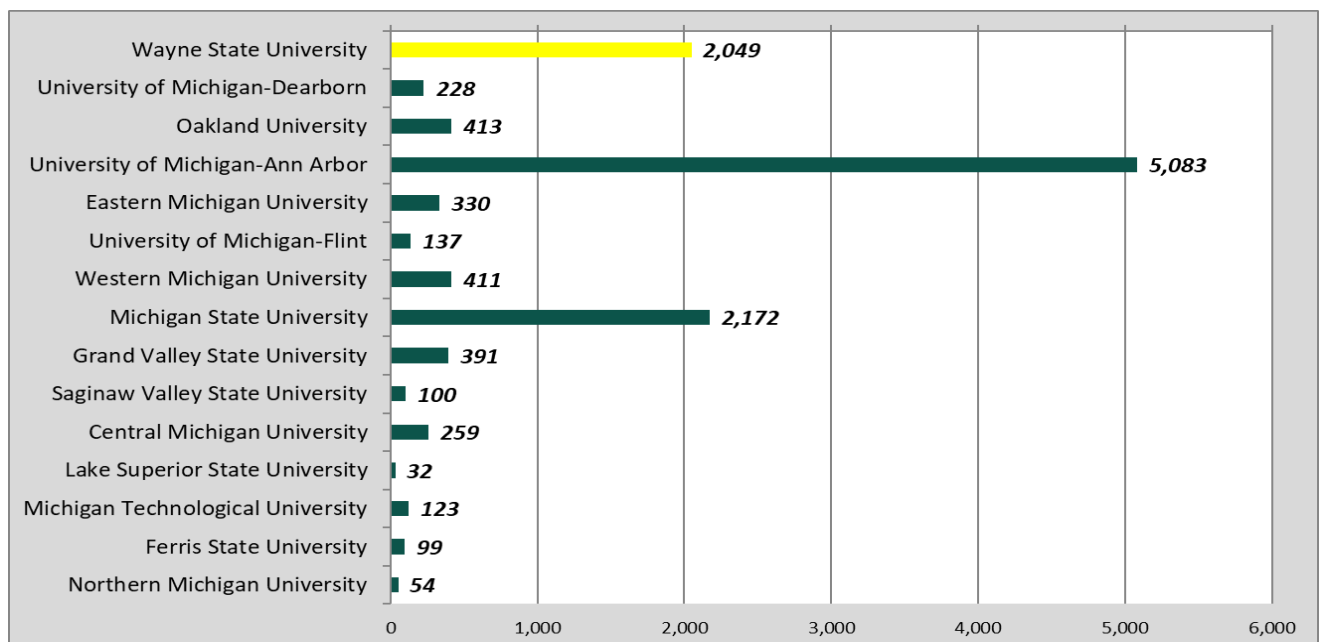


Comparative Analysis – Minority Employment

In 2020, Wayne State University employed 2,049 minorities in full-time positions. As a percentage of total minority employees, Wayne with 42.6% ranks first among the public universities. Wayne is ranked third only to the University of Michigan--Ann Arbor (5,083) and Michigan State University (2,172) in the total number of minority employees in full-time positions.

As of 12/31/2020 (Table 14)

Michigan Public Universities 2020 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
Wayne State University (2020)	4,812	2,049	42.58%	1
University of Michigan-Dearborn	832	228	27.40%	2
Oakland University	1,781	413	23.19%	3
University of Michigan-Ann Arbor	21,947	5,083	23.16%	4
Eastern Michigan University	1,514	330	21.80%	5
University of Michigan-Flint	707	137	19.38%	6
Western Michigan University	2,147	411	19.14%	7
Michigan State University	11,831	2,172	18.36%	8
Grand Valley State University	2,489	391	15.71%	9
Saginaw Valley State University	701	100	14.27%	10
Central Michigan University	2,132	259	12.15%	11
Lake Superior State University	297	32	10.77%	12
Michigan Technological University	1,312	123	9.38%	13
Ferris State University	1,244	99	7.96%	14
Northern Michigan University	896	54	6.03%	15

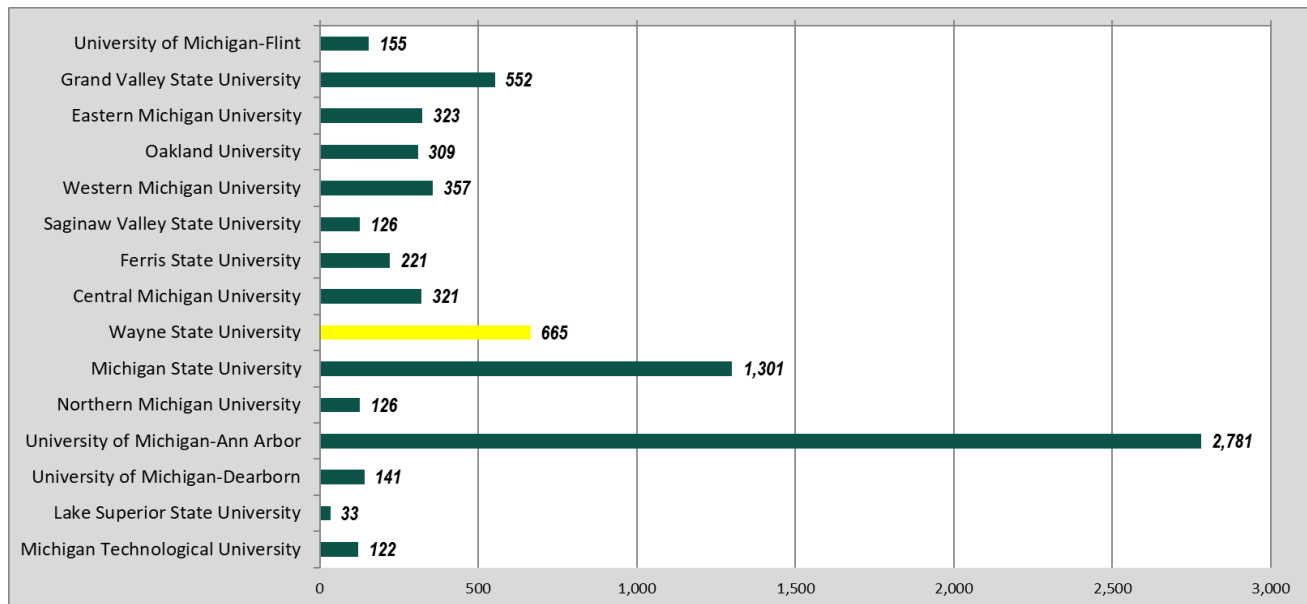


Comparative Analysis – Women Faculty Employment

In 2020, Wayne State University employed 665 women in full-time faculty positions.⁷ Wayne remained third behind the University of Michigan – Ann Arbor (2,781) and Michigan State University (1,301). As a percentage of total faculty employees, Wayne ranks 9th among the Michigan Public Universities with 43.4% of its full-time faculty employees being women.

As of 12/31/2020 (Table 15)

Michigan Public Universities 2020 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Michigan-Flint	273	155	56.78%	1
Grand Valley State University	1,101	552	50.14%	2
Eastern Michigan University	650	323	49.69%	3
Oakland University	637	309	48.51%	4
Western Michigan University	752	357	47.47%	5
Saginaw Valley State University	271	126	46.49%	6
Ferris State University	485	221	45.57%	7
Central Michigan University	717	321	44.77%	8
Wayne State University (2020)	1,531	665	43.44%	9
Michigan State University	2,996	1,301	43.42%	10
Northern Michigan University	296	126	42.57%	11
University of Michigan-Ann Arbor	6,678	2,781	41.64%	12
University of Michigan-Dearborn	354	141	39.83%	13
Lake Superior State University	93	33	35.48%	14
Michigan Technological University	396	122	30.81%	15



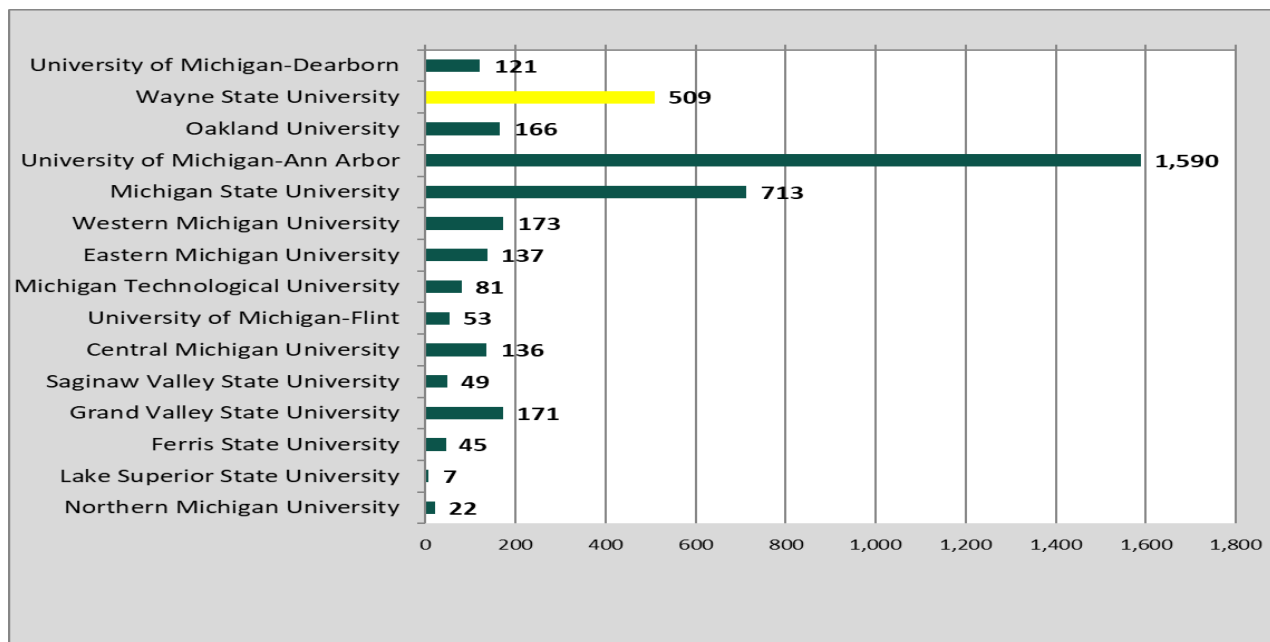
⁷ Faculty numbers reference both tenure/tenure-track (333) and non-tenured (332) employees.

Minority Faculty

In 2020, Wayne State University employed 509 minorities in full-time Faculty positions, third behind the University of Michigan – Ann Arbor (1,590) and Michigan State University (713).⁸ As a percentage of total full-time faculty employees, Wayne (33%) ranks 2nd among the Michigan Public Universities.

As of 12/31/2020 (Table 16)

Michigan Public Universities 2020 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
University of Michigan-Dearborn	354	121	34.18%	1
Wayne State University (2020)	1,531	509	33.18%	2
Oakland University	637	166	26.06%	3
University of Michigan-Ann Arbor	6,678	1,590	23.81%	4
Michigan State University	2,996	713	23.80%	5
Western Michigan University	752	173	23.01%	6
Eastern Michigan University	650	137	21.08%	7
Michigan Technological University	396	81	20.45%	8
University of Michigan-Flint	273	53	19.41%	9
Central Michigan University	717	136	18.97%	10
Saginaw Valley State University	271	49	18.08%	11
Grand Valley State University	1,101	171	15.53%	12
Ferris State University	485	45	9.28%	13
Lake Superior State University	93	7	7.53%	14
Northern Michigan University	296	22	7.43%	15



⁸ Faculty numbers includes both tenure/tenure-track (310) and non-tenured (199) employees.

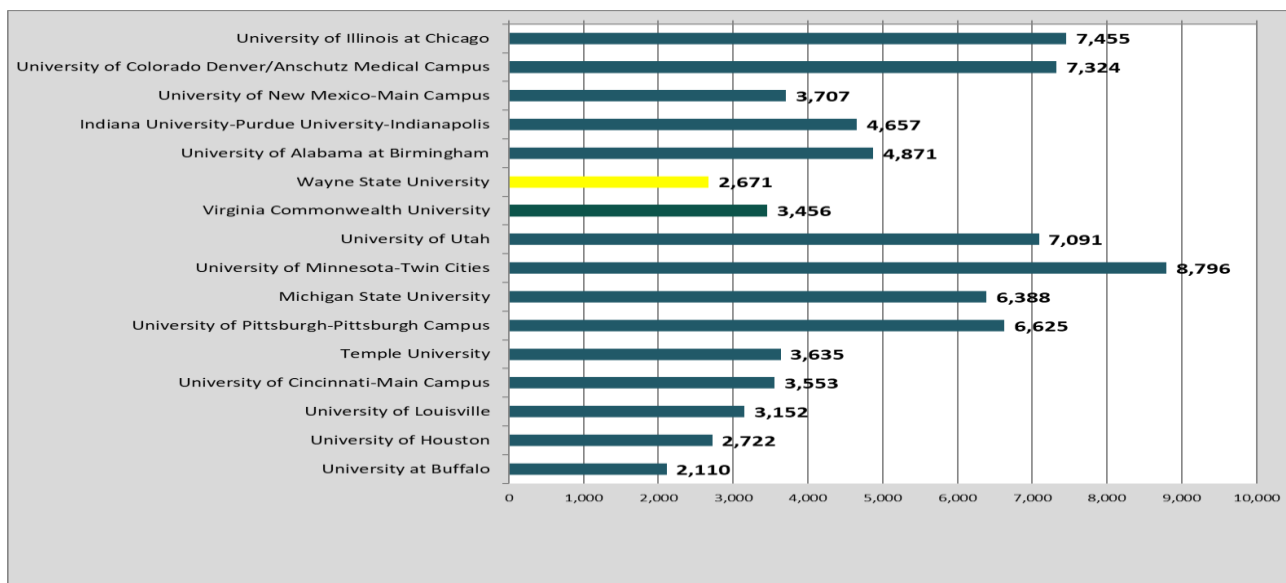
2) National Peer Institutions⁹

Comparative Analysis – Women Employment

In 2020, Wayne State University employed 2,671 women in full-time positions. Wayne ranks 6th among its national peer institutions in percentage of total women employed.

As of 12/31/2020 (Table 17)

National Peer Institutions 2020 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	11,750	7,455	63.45%	1
University of Colorado Denver/Anschutz Medical Campus	11,749	7,324	62.34%	2
University of New Mexico-Main Campus	6,227	3,707	59.53%	3
Indiana University-Purdue University-Indianapolis	8,075	4,657	57.67%	4
University of Alabama at Birmingham	8,496	4,871	57.33%	5
Wayne State University (2020)	4,812	2,671	55.51%	6
Virginia Commonwealth University	6,266	3,456	55.15%	7
University of Utah	12,895	7,091	54.99%	8
University of Minnesota-Twin Cities	16,080	8,796	54.70%	9
Michigan State University	11,831	6,388	53.99%	10
University of Pittsburgh-Pittsburgh Campus	12,271	6,625	53.99%	11
Temple University	6,742	3,635	53.92%	12
University of Cincinnati-Main Campus	6,590	3,553	53.92%	13
University of Louisville	5,896	3,152	53.46%	14
University of Houston	5,121	2,722	53.15%	15
University at Buffalo	4,470	2,110	47.20%	16



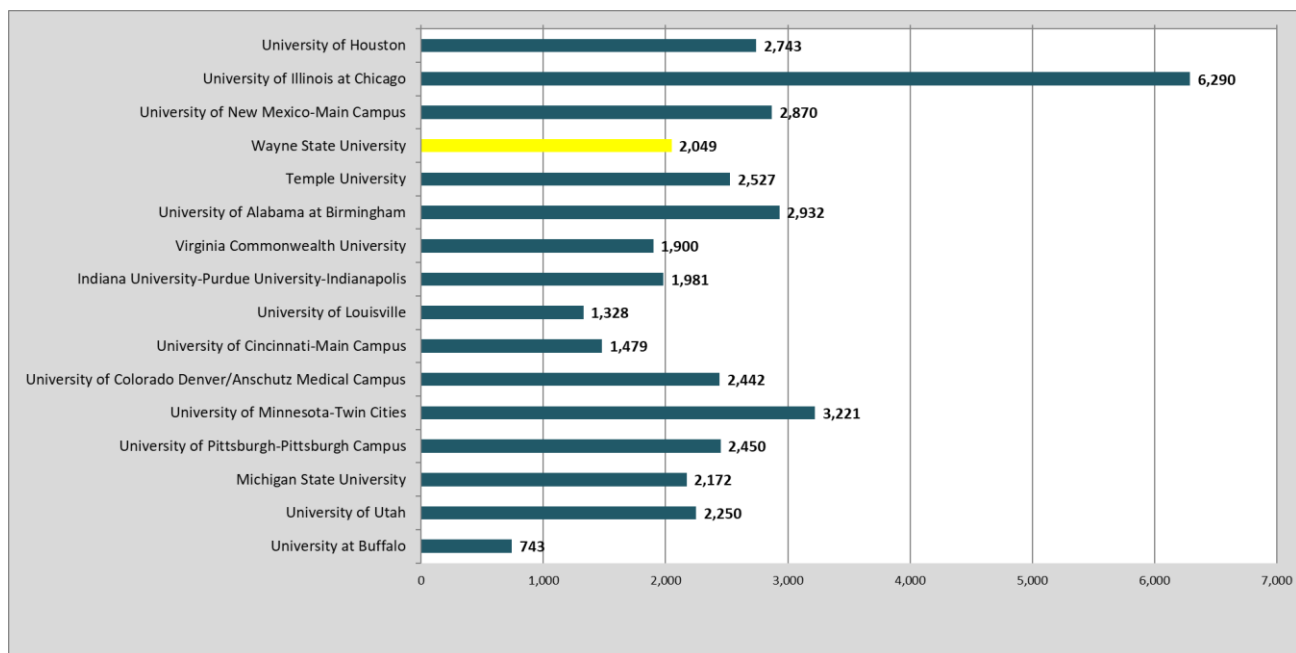
⁹ The Board of Governors has previously identified fifteen (15) universities as National Peer Institutions. These universities are listed for the most recent reporting year available (2020).

Comparative Analysis – Minority Employment

In 2020, Wayne State University employed 2,049 minorities in full-time positions. Wayne ranks 4th among its national peer institutions in total minorities employed at 42.58% of its employee population.

As of 12/31/2020 (Table 18)

National Peer Institutions				
2020 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
University of Houston	5,121	2,743	53.56%	1
University of Illinois at Chicago	11,750	6,290	53.53%	2
University of New Mexico-Main Campus	6,227	2,870	46.09%	3
Wayne State University (2020)	4,812	2,049	42.58%	4
Temple University	6,742	2,527	37.48%	5
University of Alabama at Birmingham	8,496	2,932	34.51%	6
Virginia Commonwealth University	6,266	1,900	30.32%	7
Indiana University-Purdue University-Indianapolis	8,075	1,981	24.53%	8
University of Louisville	5,896	1,328	22.52%	9
University of Cincinnati-Main Campus	6,590	1,479	22.44%	10
University of Colorado Denver/Anschutz Medical Campus	11,749	2,442	20.78%	11
University of Minnesota-Twin Cities	16,080	3,221	20.03%	12
University of Pittsburgh-Pittsburgh Campus	12,271	2,450	19.97%	13
Michigan State University	11,831	2,172	18.36%	14
University of Utah	12,895	2,250	17.45%	15
University at Buffalo	4,470	743	16.62%	16



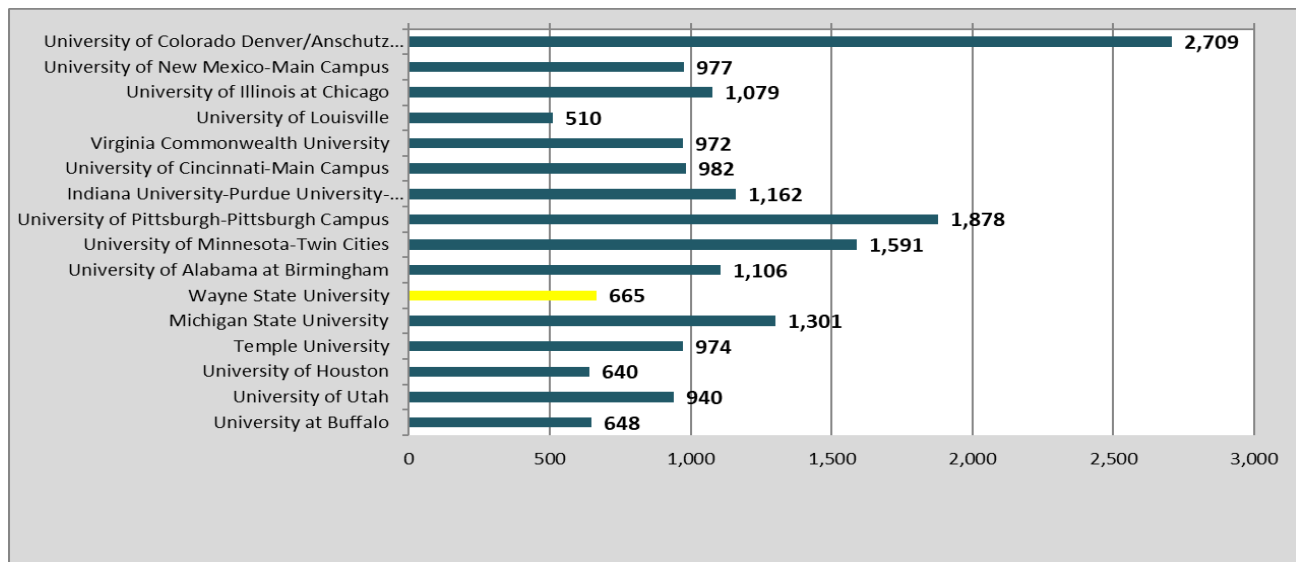
Comparative Analysis – Faculty Employment

Women Faculty

In 2020, Wayne State University employed 665 women in full-time faculty positions.¹⁰ Wayne ranks 11th among its national peer institutions in total women faculty.

As of 12/31/2020 (Table 19)

National Peer Institutions 2020 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Colorado Denver/Anschutz Medical Campus	4,610	2,709	58.76%	1
University of New Mexico-Main Campus	1,935	977	50.49%	2
University of Illinois at Chicago	2,250	1,079	47.96%	3
University of Louisville	1,070	510	47.66%	4
Virginia Commonwealth University	2,183	972	44.53%	5
University of Cincinnati-Main Campus	2,225	982	44.13%	6
Indiana University-Purdue University-Indianapolis	2,636	1,162	44.08%	7
University of Pittsburgh-Pittsburgh Campus	4,261	1,878	44.07%	8
University of Minnesota-Twin Cities	3,639	1,591	43.72%	9
University of Alabama at Birmingham	2,544	1,106	43.47%	10
Wayne State University (2020)	1,531	665	43.44%	11
Michigan State University	2,996	1,301	43.42%	12
Temple University	2,271	974	42.89%	13
University of Houston	1,511	640	42.36%	14
University of Utah	2,329	940	40.36%	15
University at Buffalo	1,672	648	38.76%	16



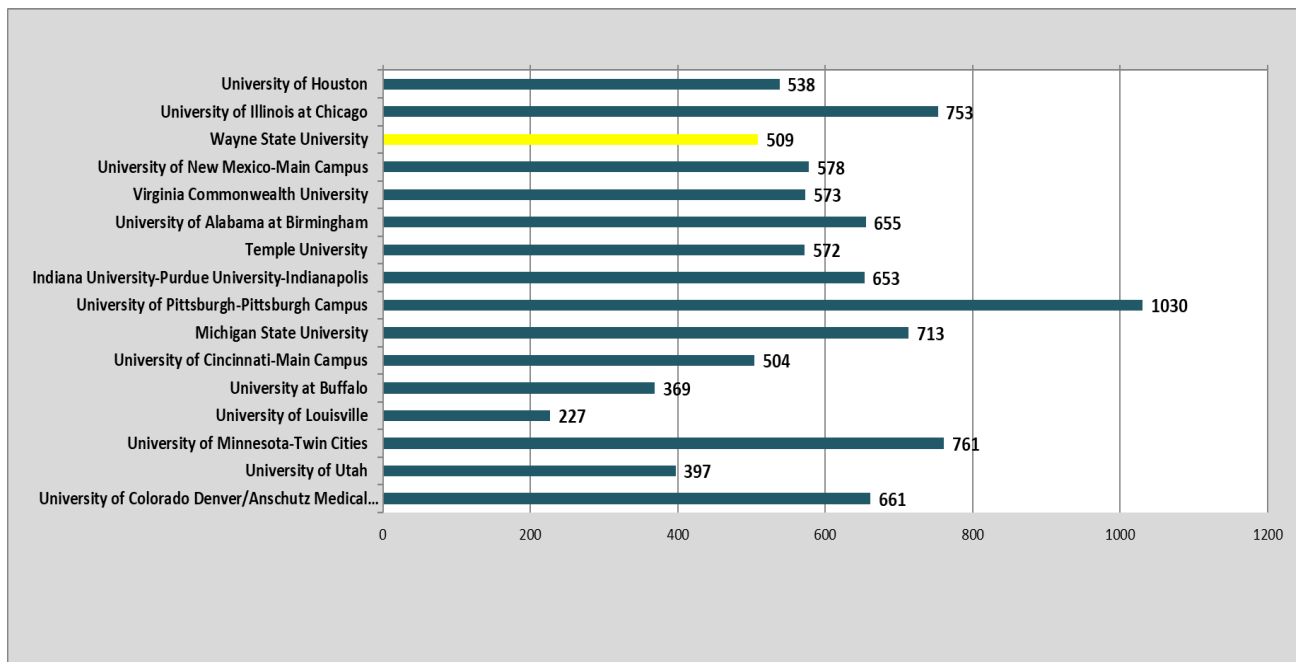
¹⁰ Faculty numbers reference both tenure/tenure-track (333) and non-tenured (332) employees.

Minority Faculty

In 2020, Wayne State University employed 509 minorities in full-time Faculty positions.¹¹ Wayne ranks third among its national peer institutions in total minority faculty.

As of 12/31/2020 (Table 20)

National Peer Institutions				
2020 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
University of Houston	1,511	538	35.61%	1
University of Illinois at Chicago	2,250	753	33.47%	2
Wayne State University (2020)	1,531	509	33.18%	3
University of New Mexico-Main Campus	1,935	578	29.87%	4
Virginia Commonwealth University	2,183	573	26.25%	5
University of Alabama at Birmingham	2,544	655	25.75%	6
Temple University	2,271	572	25.19%	7
Indiana University-Purdue University-Indianapolis	2,636	653	24.77%	8
University of Pittsburgh-Pittsburgh Campus	4,261	1030	24.17%	9
Michigan State University	2,996	713	23.80%	10
University of Cincinnati-Main Campus	2,225	504	22.65%	11
University at Buffalo	1,672	369	22.07%	12
University of Louisville	1,070	227	21.21%	13
University of Minnesota-Twin Cities	3,639	761	20.91%	14
University of Utah	2,329	397	17.05%	15
University of Colorado Denver/Anschutz Medical Campus	4,610	661	14.34%	16



¹¹ Faculty numbers reference both tenure/tenure-track (310) and non-tenured (199) 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 Wayne with other Michigan Public Universities and its National Peer Institutions. The charts present a comparison of women and minority employees in total, along with a breakdown of women and minority employees by race and ethnicity.

Michigan Public Universities – Women Employees

As of 12/31/2020 (Table 21)

Michigan Public Universities				
2020 Full Time Women Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Women Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Michigan-Ann Arbor	1,668	994	59.59%	1
University of Michigan-Flint	81	48	59.26%	2
Wayne State University (2020)	291	169	58.08%	3
Grand Valley State University	121	70	57.85%	4
University of Michigan-Dearborn	96	54	56.25%	5
Michigan State University	1,001	555	55.44%	6
Eastern Michigan University	233	128	54.94%	7
Oakland University	77	42	54.55%	8
Ferris State University	129	69	53.49%	9
Western Michigan University	79	38	48.10%	10
Saginaw Valley State University	94	45	47.87%	11
Central Michigan University	145	64	44.14%	12
Lake Superior State University	25	11	44.00%	13
Michigan Technological University	61	26	42.62%	14
Northern Michigan University	76	32	42.11%	15

Michigan Public Universities – Women Employees by Primary Ethnicity

As of 12/31/2020 (Table 22)

Michigan Public Universities								
2020 Full Time Women Employees in Management Occupations by Primary Race and Ethnicity								
Institution Name	American Indian or Alaska Native	Asian	Black or African American/ Black Non-Hispanic	Hispanic or Latino/ Hispanic	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Women by Ethnicity	Total Women
University of Michigan-Ann Arbor	1	47	72	31	0	22	173	994
Michigan State University	1	19	43	19	0	2	84	555
Wayne State University (2020)	0	9	41	2	0	1	53	169
Eastern Michigan University	0	4	20	5	0	2	31	128
Grand Valley State University	1	3	4	1	0	1	10	70
Ferris State University	0	3	3	1	0	0	7	69
Central Michigan University	1	3	3	2	0	0	9	64
University of Michigan-Dearborn	0	1	8	2	0	2	13	54
University of Michigan-Flint	0	0	5	1	0	0	6	48
Saginaw Valley State University	0	1	1	1	0	0	3	45
Oakland University	0	3	5	0	0	0	8	42
Western Michigan University	0	0	4	2	0	0	6	38
Northern Michigan University	0	0	0	1	0	0	1	32
Michigan Technological University	0	0	0	0	0	0	0	26
Lake Superior State University	0	0	0	0	0	0	0	11

Michigan Public Universities – Minority Employees

As of 12/31/2020 (Table 23)

Michigan Public Universities				
2020 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 (2020)	291	85	29.21%	1
Eastern Michigan University	233	49	21.03%	2
University of Michigan-Dearborn	96	18	18.75%	3
University of Michigan-Ann Arbor	1,668	288	17.27%	4
Grand Valley State University	121	19	15.70%	5
Michigan State University	1,001	154	15.38%	6
Western Michigan University	79	11	13.92%	7
Oakland University	77	10	12.99%	8
University of Michigan-Flint	81	10	12.35%	9
Saginaw Valley State University	94	10	10.64%	10
Ferris State University	129	12	9.30%	11
Central Michigan University	145	12	8.28%	12
Lake Superior State University	25	2	8.00%	13
Michigan Technological University	61	4	6.56%	14
Northern Michigan University	76	2	2.63%	15

Michigan Public Universities – Minority Employees by Primary Ethnicity

As of 12/31/2020 (Table 24)

Michigan Public Universities							
2020 Full Time Minority Employees in Management Occupations by Primary Race and Ethnicity							
Institution Name	American Indian or Alaska Native	Asian	Black or African American/ Black Non-Hispanic	Hispanic or Latino/ Hispanic	Native Hawaiiia/ Other Pacific Islander	Two or More Races	Total Minorities
University of Michigan-Ann Arbor	3	81	122	47	0	35	288
Michigan State University	3	32	79	32	0	8	154
Wayne State University (2020)	0	14	60	7	0	4	85
Eastern Michigan University	0	8	31	7	0	3	49
Grand Valley State University	1	4	8	4	0	2	19
University of Michigan-Dearborn	0	4	8	4	0	2	18
Central Michigan University	1	3	4	4	0	0	12
Ferris State University	0	4	5	2	0	1	12
Western Michigan University	0	2	7	2	0	0	11
Oakland University	0	3	7	0	0	0	10
Saginaw Valley State University	0	2	6	2	0	0	10
University of Michigan-Flint	0	2	5	1	0	2	10
Michigan Technological University	0	4	0	0	0	0	4
Lake Superior State University	1	0	1	0	0	0	2
Northern Michigan University	0	0	1	1	0	0	2

National Peer Universities – Women Employees

As of 12/31/2020 (Table 25)

National Peer Institutions				
2020 Full Time Women Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Women Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Colorado Denver/Anschutz Medical Campus	1,042	690	66.22%	1
University of Illinois at Chicago	1,300	852	65.54%	2
University of Pittsburgh-Pittsburgh Campus	1,123	722	64.29%	3
Virginia Commonwealth University	914	584	63.89%	4
Indiana University-Purdue University-Indianapolis	683	434	63.54%	5
University of Louisville	740	463	62.57%	6
Temple University	1,105	674	61.00%	7
University of Cincinnati-Main Campus	920	558	60.65%	8
Wayne State University (2020)	291	169	58.08%	9
University of Houston	938	542	57.78%	10
University of Utah	1,308	744	56.88%	11
University of Minnesota-Twin Cities	1,092	618	56.59%	12
University of New Mexico-Main Campus	152	85	55.92%	13
Michigan State University	1,001	555	55.44%	14
University at Buffalo	364	201	55.22%	15
University of Alabama at Birmingham	430	227	52.79%	16

National Peer Universities – Women Employees by Primary Ethnicity

As of 12/31/2020 (Table 26)

National Peer Institutions								
2020 Full Time Women Employees in Management Occupations by Primary Race and 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	69	181	117	0	7	375	852
University of Utah	4	33	9	51	3	13	113	744
University of Pittsburgh-Pittsburgh Campus	0	20	50	8	0	8	86	722
University of Colorado Denver/Anschutz Medical Campus	4	40	28	63	0	11	146	690
Temple University	3	22	120	31	1	9	186	674
University of Minnesota-Twin Cities	1	22	24	8	1	7	63	618
Virginia Commonwealth University	4	15	118	9	2	9	157	584
University of Cincinnati-Main Campus	0	10	76	13	0	4	103	558
Michigan State University	1	19	43	19	0	2	84	555
University of Houston	2	43	147	107	0	10	309	542
University of Louisville	1	13	50	3	1	9	77	463
Indiana University-Purdue University-Indianapolis	0	13	62	12	0	4	91	434
University of Alabama at Birmingham	0	3	58	3	0	4	68	227
University at Buffalo	1	9	11	3	0	0	24	201
Wayne State University (2020)	0	9	41	2	0	1	53	169
University of New Mexico-Main Campus	1	2	3	30	0	0	36	85

National Peer Universities – Minority Employees

As of 12/31/2020 (Table 27)

National Peer Institutions				
2020 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	938	473	50.43%	1
University of New Mexico-Main Campus	152	64	42.11%	2
University of Illinois at Chicago	1,300	525	40.38%	3
Wayne State University (2020)	291	85	29.21%	4
Temple University	1,105	307	27.78%	5
Virginia Commonwealth University	914	245	26.81%	6
University of Alabama at Birmingham	430	107	24.88%	7
University of Colorado Denver/Anschutz Medical Campus	1,042	228	21.88%	8
Indiana University-Purdue University-Indianapolis	683	134	19.62%	9
University of Cincinnati-Main Campus	920	165	17.93%	10
University of Louisville	740	115	15.54%	11
Michigan State University	1,001	154	15.38%	12
University of Utah	1,308	175	13.38%	13
University at Buffalo	364	48	13.19%	14
University of Pittsburgh-Pittsburgh Campus	1,123	132	11.75%	15
University of Minnesota-Twin Cities	1,092	127	11.63%	16

National Peer Universities – Minority Employees by Primary Ethnicity

As of 12/31/2020 (Table 28)

National Peer Institutions							
2020 Full Time Minority Employees in Management Occupations by Primary Race and 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	2	97	253	162	0	11	525
University of Houston	2	93	209	155	0	14	473
Temple University	6	45	186	53	2	15	307
Virginia Commonwealth University	4	35	167	22	2	15	245
University of Colorado Denver/Anschutz Medical Campus	4	62	48	95	0	19	228
University of Utah	6	50	17	78	4	20	175
University of Cincinnati-Main Campus	1	25	105	25	0	9	165
Michigan State University	3	32	79	32	0	8	154
Indiana University-Purdue University-Indianapolis	1	24	79	22	0	8	134
University of Pittsburgh-Pittsburgh Campus	0	28	76	16	0	12	132
University of Minnesota-Twin Cities	3	46	44	20	1	13	127
University of Louisville	1	21	76	6	1	10	115
University of Alabama at Birmingham	0	8	90	3	1	5	107
Wayne State University (2020)	0	14	60	7	0	4	85
University of New Mexico-Main Campus	1	4	6	52	0	1	64
University at Buffalo	2	16	22	7	0	1	48

II. UNIVERSITY COMPLAINTS OF DISCRIMINATION AND HARASSMENT

A. The Office of Equal Opportunity

The OEO is responsible for administering the Wayne State University Non-Discrimination/Affirmative Action Policy which prohibits discrimination, harassment and retaliation.¹² If the reported allegations fall within OEO’s jurisdiction, the OEO conducts an *initial inquiry* into the complaint. Initial inquiries are used to determine if there is sufficient factual support for the allegations to warrant a full investigation. In some cases, the 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 the Discrimination and Harassment Complaint Process, University Policy 2005-03.

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

a) Initial Inquiries

During the 2020 calendar year, the OEO opened 16 initial inquiries. Each of these inquiries were closed without the filing of a formal complaint.

b) Formal Complaints

During the 2020 calendar year, the OEO received ten (10) formal complaints from external agencies. There were no findings of cause issued, meaning Wayne was not found to have engaged in unlawful discrimination or harassment. Six (6) of these complaints were dismissed by the external agencies, one complaint was withdrawn by the complainant and three complaints remain open as of September 1, 2022.

2020 Complaints by Claim and Investigating Unit

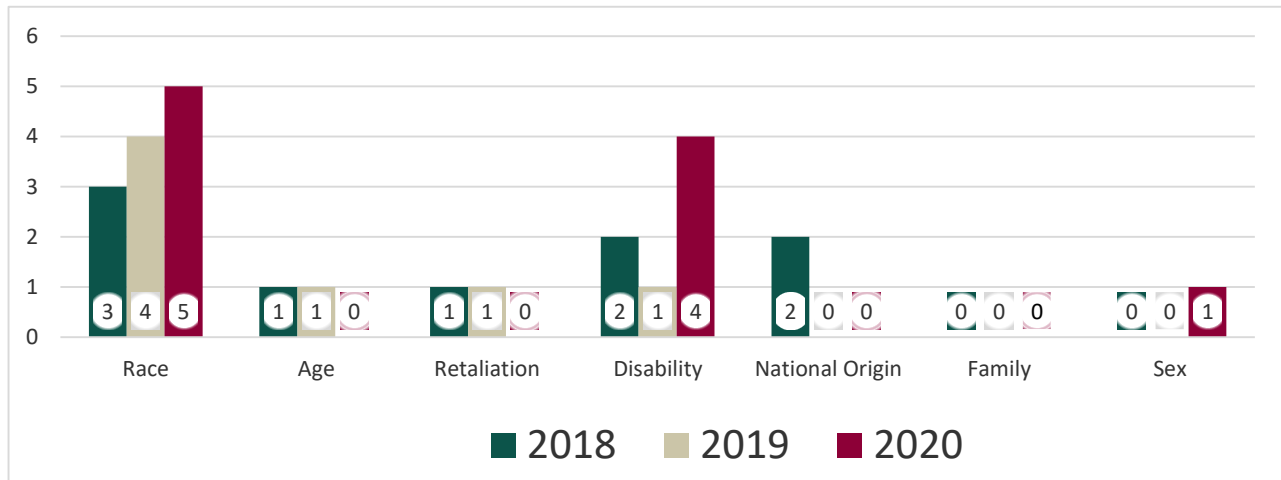
As of 12/1/2020 (Table 29)

Claim Type	Investigating Unit	Year of Filing	2020 - Determination/Outcome/Status
Disability	External agency	2020	Closed - Withdrawn by Complainant
Disability	External agency	2020	Open Case
Disability	External agency	2020	Closed - No Cause Finding
Disability	External agency	2020	Closed - No Cause Finding
Race	External agency	2020	Closed - No Cause Finding
Race	External agency	2020	Closed - No Cause Finding
Race	External agency	2020	Closed - No Cause Finding
Race	External agency	2020	Open Case
Race	External agency	2020	Open Case
Sex	External agency	2020	Closed - No Cause Finding

¹² There is a separate policy and reporting process for complaints arising under Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in its education programs or activities.

3 Year Complaint Comparison by Category

As of 12/31/2020 (Chart 10)

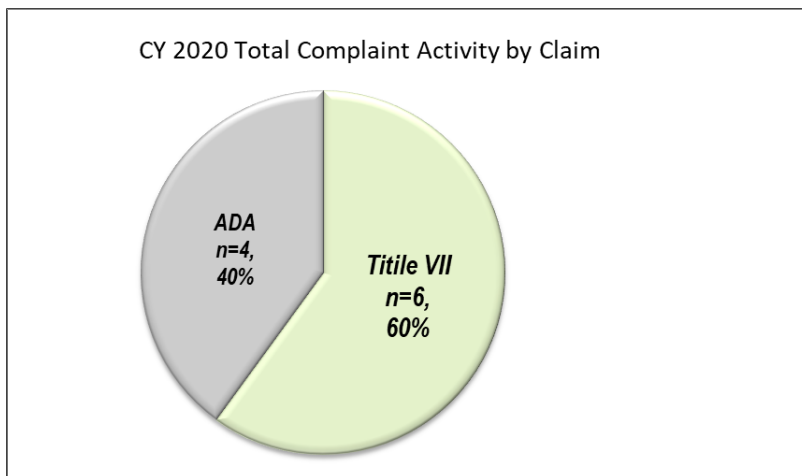


Compared to 2019, the number of inquiries decreased by fourteen (14) and the number of formal complaints increased by three (3). Complaints are categorized by the primary type of discrimination claim made by the complainant. The ten (10) outside agency complaints received in the year 2020, included five (5) complaints based on race, four (4) complaints based on disability, and one (1) claim of discrimination/harassment based on sex. In comparison, the four most frequent bases for complaints filed during 2019 were race (4), age (1), disability (1) and retaliation (1).

The OEO also categorizes complaints by the federal statute that is consistent with the protected categories as identified under university policy. In 2020, 60% of the complaints involved classifications protected by Title VII, and 40% by the Americans with Disabilities Act (“ADA”). There were no filings alleging age discrimination as defined under the Age Discrimination in Employment Act (“ADEA”) or retaliation.

Total Complaint Activity by Type of Claim

As of 12/31/2020 – (Chart 11)



The OEO is proactive in matters of discrimination and harassment and works closely with the Office of the General Counsel, the Title IX Office, the Dean of Students and Human Resources and the parties in an effort to resolve complaints. The OEO collaborates with these offices to design and

implement employee education programs on a University-wide basis. In 2020, the OEO provided training, which was for the most part virtual due to the coronavirus outbreak, to departments and units upon request and as a remedial measure following a complaint. All training provided by the OEO emphasizes the duty of care owed by managers and supervisors and their role in taking proactive and preventative measures to ensure that the workplace is free from harassment and discrimination.

Table 30 below shows the breakdown of formal complaints by schools, colleges, and divisions within the University during the past three years. Title IX complaints investigated by the Title IX Office are reported in a separate report and are not included in these numbers. During this period, a total of 27 formal complaints were filed in OEO. Claims of alleged race discrimination forms the largest percentage of formal complaints (40.7%), a slight increase from 36.8% in 2019. The greatest number of complaints originated from the School of Medicine (9), University Library System (3) and Sponsored Program Administration (3).

2018 – 2020 Complaints by School/College/Division and Protected Basis

As of 12/31/2020 (Table 30)

School/College/Division	Age	National Origin	Race	Disability	Retaliation	Grand Total
Provost & VP Academic Affairs						
College of Education				1	1	2
College of Liberal Arts and Sciences	1					1
EACPHS	1					1
Graduate School		1				1
Law School					1	1
School of Medicine		1	4	2	2	9
University Library System			3			3
SubTotal	2	2	7	3	4	18
Finance and Business Operations						
Business Operations	1			1		2
Facilities Planning and Management			1	1		2
Human Resources				1		1
SubTotal	1		1	3		5
Research						
Sponsored Programs			3			3
Environmental Health & Safety				1		1
SubTotal			3	1		4
Grand Total	3	2	11	7	4	27

III. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM

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

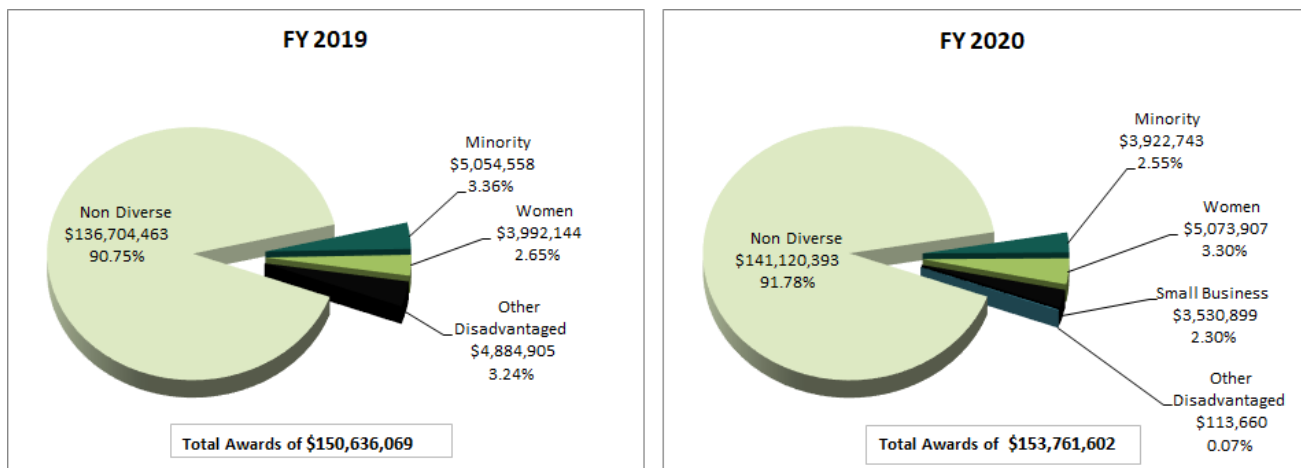
During fiscal year 2020, overall purchase orders (POs) issued increased by 2%. However, non-construction POs were down 12.9%, while construction POs were up from 2019 by 51.6%, or just over one and a half times the 2019 issuance. This is the result of numerous large and moderately-sized construction projects on campus. Large construction projects for 2020 include \$21.4 million for the new Arena, \$7.1 million for the Gateway Theater Complex (*amended to \$50.2 million during 2021/2022*), \$1.5 million for the Towers Café Renovation (*amended to \$2.2 million during 2021*), \$1.4 million for Scott Hall elevator renovations, \$1.3 million for the new football stadium elevator project, \$1.2 million for State Hall elevator renovations, \$1.9 million for the Matthaei Intramural Field conversion to turf, \$738,000 for lab renovations at I2C on Burroughs, \$731,000 for the Matthaei Office Addition, \$600k for Parking Structure 5 renovations, and other smaller projects.

A. TOTAL SPEND - 2020

Total dollars awarded for all purchases, including construction and general services, amounted to \$153.8 million in FY 2020, compared to \$150.6 million in FY 2019. \$3.9 million was awarded to minority-owned businesses in FY 2020, down from \$5.1 million in FY 2019. Women-owned businesses were awarded \$5.0 million in FY 2020, compared to \$4.0 million in FY 2019. The total diversity spend in FY 2020 equals \$9.0 million or 5.9% of our total PO spend. Other disadvantaged groups or small businesses add an additional \$3.6 million or roughly 2.4%, for a total diversity and disadvantaged groups spend of 8.22%

Comparison of Total PO Activity - 2020

(Charts 12 and 13)

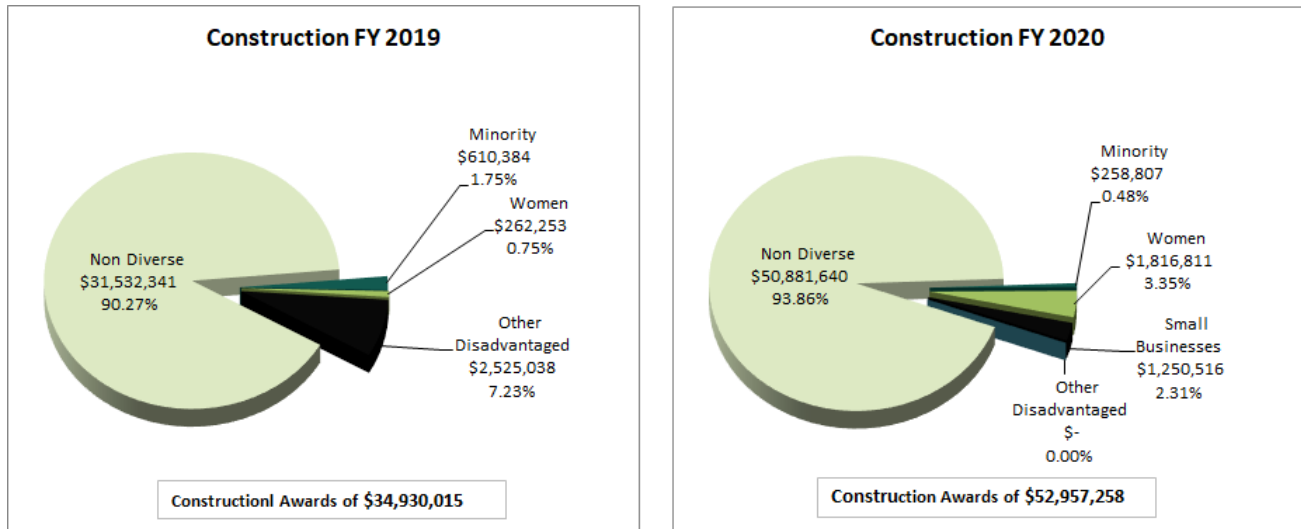


B. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION

Total dollars awarded for all construction, architectural or engineering service contracts, including subcontracts amounted to \$53.0 Million in FY 2020, compared to \$34.9 Million in FY 2019. In 2020, ten individual projects ranged from \$500k to \$21.4 million. In FY 2020, \$259,000 was awarded to minority-owned construction businesses, compared to \$610,000 in FY 2019. Women-owned construction firms captured \$1.8 million in FY 2020, compared to \$262,000 in FY 2019.

Comparison of Total Construction Contract Awards

(Charts 14 and 15)

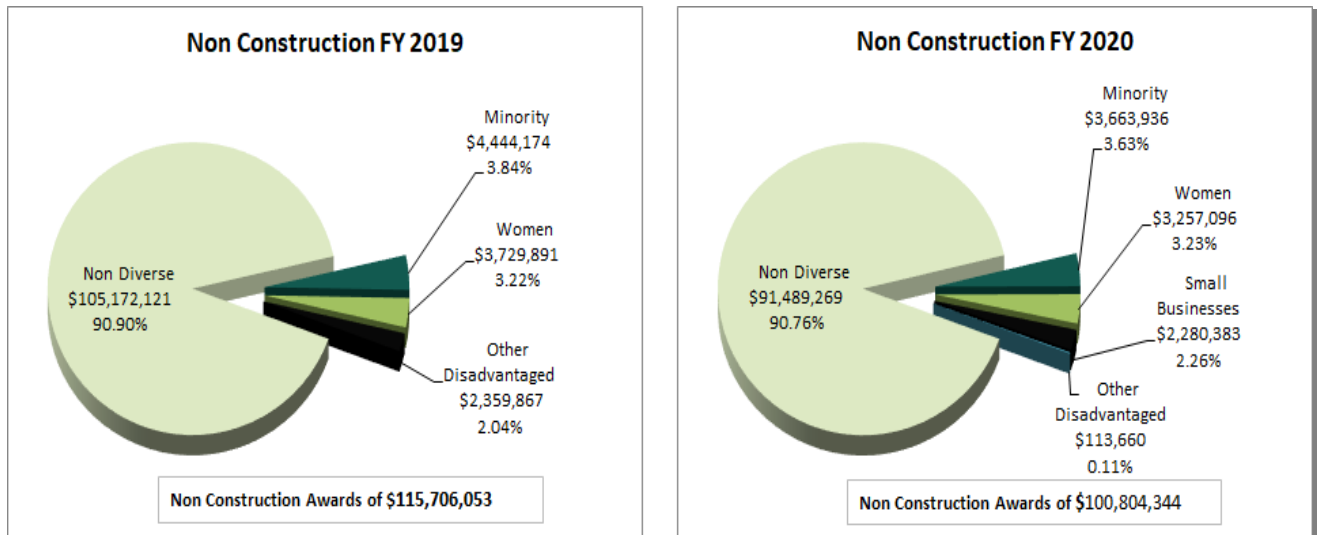


C. GENERAL PURCHASING (Non- Construction Goods and Services)

Funds expended on non-construction purchases of goods and services decreased from \$115.7 million in FY2019 to \$100.8 million in FY2020. In FY 2020, \$3.7 million was awarded to minority-owned businesses, compared to \$4.4 million in FY 2019. Women-owned firms were awarded \$3.3 million in FY 2020, compared to \$3.7 million in FY 2019. Combined with small and other disadvantaged businesses, total diversity spend in non-construction spending comes to \$9.3 million or 9.2%.

Comparison of Total General Purchasing Awards

(Charts 16 and 17)



D. OUTSIDE COUNSEL FEES

In 2020, Wayne State University made direct payments in outside counsel fees in the gross amount of \$3,200,020.39, of which \$1,191,444.02 supported patents, licenses and technology transfers and \$2,008,576.37 was for all other legal matters. In addition, the Office of the General Counsel (“OGC”) received reimbursements in the amount of \$1,345,421.72 for PEPPAP-related matters from The School of Medicine. Wayne also authorized payments to outside counsel through the Michigan University Self-Insurance Corporation (“MUSIC”) in the amount of \$702,550.78.

Payments in the amount of \$755,960.40, including MUSIC payments in the amount of \$586,236.93, were made to women and minority-owned law firms. Overall, women-owned/partner firms were paid \$111,740.11, and minority-owned firms were paid \$644,220.29.

Minority Firms

Phifer Law Associates handled nearly all of Wayne’s personal injury work not done within this office, our landlord-tenant matters, and a few of our worker’s compensation cases. Lewis & Munday represents 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 firms of Honigman, Miller and Kienbaum, Hardy, Viviano, Pelton Forrest each represented Wayne in litigation matters, and female partners in three firms: Dinsmore, Lee & Hayes, and Mintz represented the university in patent matters. The firm of Rebecca Veidlinger provides sexual misconduct and Title IX investigation and training.

2016-2020 Supplier Diversity

As of 12/31/2020 – (Table 31)

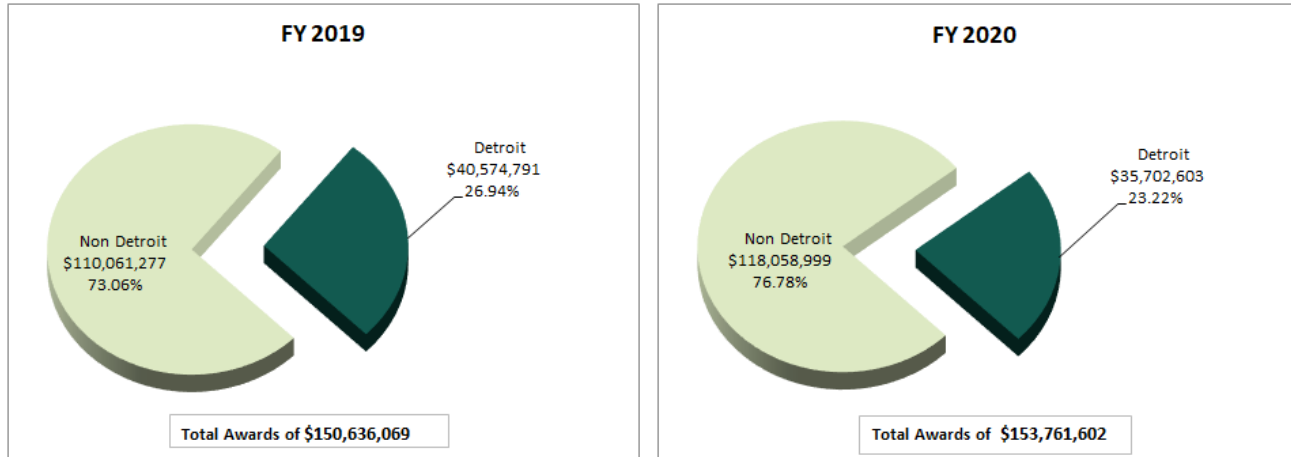
Year	Construction				General Purchasing				Legal Fees	
	Minority	Women	Small Bus.	Other	Minority	Women	Small Bus.	Other	Minority	Women
2016	1.7%	0.4%	N/A	0.2%	6.6%	3.4%	N/A	1.7%	7.9%	6.4%
2017	6.5%	0.6%	N/A	0.5%	2.6%	2.1%	N/A	1.2%	7.9%	8.3%
2018	0.2%	0.3%	N/A	1.1%	4.0%	3.3%	N/A	2.5%	23.3%	6.8%
2019	0.4%	0.2%	N/A	1.7%	3.0%	2.5%	N/A	1.6%	3.0%	26.6%
2020	0.2%	1.2%	0.8%	0.0%	2.4%	2.1%	1.5%	0.1%	20.1%	3.5%

DETROIT-BASED BUSINESS

In addition to diverse business, Procurement monitors the level of spending 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, is at \$35.7 million or 23.2% in 2020, as compared to \$40.6 million 26.9% in 2019.

Comparison of Detroit-Based Business Awards

(Charts 18 and 19)



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. This organization is the driving force behind supplier diversity in Michigan, and is the largest of 23 affiliate regional councils of the National Minority Supplier Development Council. The University has received a Corporation of the Year award from the MMSDC 12 times since 1999, most recently in 2015.

Council of Supplier Diversity Professionals (CSDP)

Wayne State is a member of the Council of Supplier Diversity Professionals, an exclusive organization established in 1998 for the purpose of sharing information, ideas, and best practices related to supplier diversity and to the growth and development of minority and women-owned businesses. Kenneth Doherty, AVP of Procurement & Strategic Sourcing, was elected to the position of Treasurer of the organization in 2019 and has been an active member 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.

Other Diversity Councils

Wayne State is also active in two additional local organizations

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

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

Small & Diverse Business Workshops

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

- The Asian Pacific American Chamber of Commerce (APACC) East-West Business Connect in March 2019 and 2020,
- 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 2019 and 2020 (virtual),
- 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 2019 and 2020
- The Schoolcraft College PTAC - Meet the Buyers event in June 2018 and 2019
- 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.

PROPOSAL 2

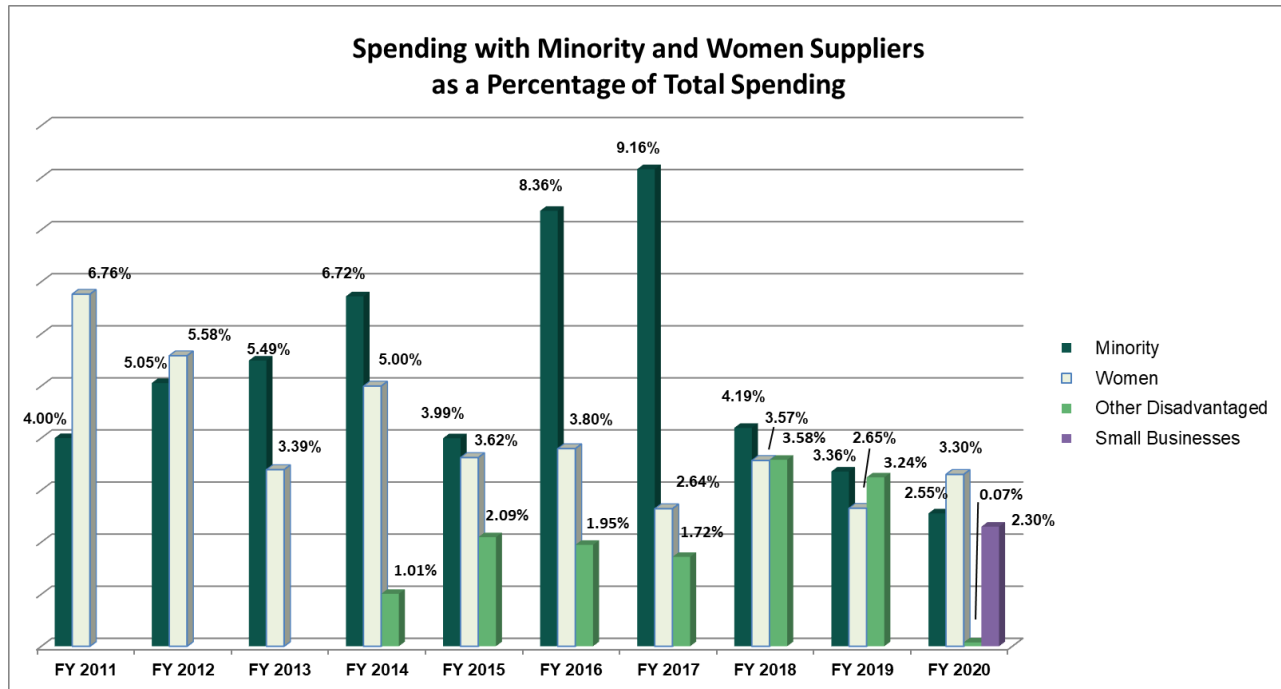
The “Michigan Civil Rights Initiative,” commonly known as “Proposal 2,” was a ballot initiative that became Michigan law on December 22, 2006. The ballot proposal amended the Michigan Constitution to become Article I, Section 26 to bar the use of “preferences” based on race, sex, color, ethnicity or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

Proposal 2 does not prohibit Federal contractors from “action that must be taken to establish or maintain eligibility, as a federal contractor.”

Regardless of Proposal 2, Procurement is working to create and enhance opportunity for diverse suppliers. In Chart 20, we see the trend on spending with women and minority vendors over the last ten years.

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

(Chart 20)



IV. HIGHLIGHTS OF THE OFFICE OF EQUAL OPPORTUNITY ACTIVITIES

During 2020, the Office of Equal Opportunity continued to provide discrimination and harassment training to various departments across WSU campus, however, when the pandemic began, training was provided virtually, either in online presentations or by asynchronous recorded training sessions. Faculty search committee training was also conducted online, which has been required for all search committees for all tenure-track faculty positions since 2018. The Office of Equal Opportunity provided training to a total of thirty-one (31) committee members. This training is designed to identify a qualified, diverse pool of applicants and to recognize and avoid implicit biases in the decision-making process. The OEO also continued training authorized users how to utilize the electronic Tenure/Tenure Track Faculty Hiring Plan, which reviews each step of the hiring process to promote faculty hiring initiatives. The Hiring Plan provides accountability for each step in the hiring process, from the formation of diverse hiring committees to the selection of finalists. The automated system also maintains important hiring data and provides real-time data compilation and reporting capabilities.

The Title IX Office likewise continued to provide training to students, academic units and staff on the duties, rights and responsibilities of members of the University community have with respect to gender equity and reporting sex harassment and assault. The Title IX Office provided in-person training as well as e-learning through the Voices for Change modules provided by Get Inclusive for students and staff. The e-learning system provides training regarding sexual assault awareness, prevention and reporting. The Office for Civil Rights of the Department of Education also issued new regulations effective on August 14, 2020, which included many changes in the scope and complaint process under Title IX. The Office of Equal Opportunity and Title IX Coordinator worked closely with the Office of the General Counsel to revise our existing policy in compliance with the new regulations. The Interim Title IX Sexual Misconduct Policy and Procedures, APPM 10.13, went

into effect on August 14, 2020 and education and training was provided to inform the University community.

Although University employees and students were working and learning remotely for most of 2020, the Office of Equal Opportunity continued to be accessible and provided the same level of services as it had in the office and in-person. All complaints, Title IX reports, and requests for accommodations under the ADA could be filed online via the OEO website, and inquiries, investigations and interactive processes continued virtually and electronically. The Office saw a dramatic increase in the number of ADA accommodation requests related to coronavirus, which continues to date.¹³

Finally, in 2020 the Office of Equal Opportunity was notified that the University was on the audit scheduling list published by the Office of Federal Compliance Programs (“OFCCP”) of the Department of Labor. An OFCCP audit includes a review of all aspects of the employment process, including, sourcing, hiring, compensation, promotions, transfers, and termination, and compliance with all data retention and reporting requirements. The University had not been audited since 2002, and data compilation and analysis began in 2020 and continued into 2021 to prepare for and respond to the audit.

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,

¹³ While the number and nature of accommodation requests had not previously been reported, this data will be included in the AASR beginning with the 2022 report as it involves a protected classification and represents significant effort by the Office of Equal Opportunity.

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) System¹⁴ is used by Federal statistical agencies to classify workers and jobs into occupational categories for the purpose of collecting, calculating, analyzing, or disseminating data. The SOC is designed to reflect the current occupational structure of the United States; it classifies all occupations in which work is performed for pay or profit. The SOC covers all jobs in the national economy, including occupations in the public, private, and military sectors. All Federal agencies that publish occupational data for statistical purposes are required to use the SOC to increase data comparability across Federal programs.

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

¹⁴ http://www.bls.gov/soc/soc_2010_user_guide.pdf

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.

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VII. 2019 Data Tables

2019 Total Full-time Academic and Non-Academic Employee Headcount

As of 12/31/2019 – (Table 32)

Category	2019 Total	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Faculty	1,630	126 7.7%	358 21.9%	43 2.6%	2 0.1%	2 0.1%	6 0.4%	537 33%	18 1.1%	709 43%
Exec/Admin/Managerial	300	64 21.1%	15 5.0%	8 2.7%	2 0.7%	0	4 1.3%	93 31.0%	0	171 57%
Other	2,254	524 23.2%	323 14.3%	78 3.5%	6 0.3%	3 0.1%	33 1.5%	967 42.9%	23 1.0%	1,445 64%
Professionals										
Technical/Paraprofessional	85	17 20.0%	3 3.5%	5 5.9%	0	0	5 5.9%	30 35.3%	0	42 49%
Clerical/Secretarial	316	207 65.5%	4 1.3%	6 2%	0	0	7 2.2%	224 70.9%	1 0.3%	259 82%
Skilled Crafts	101	37 36.6%	2 2.0%	1 1.0%	0	0	0	40 39.6%	2 2.0%	6 6%
Service/Maintenance	267	197 73.8%	0	3 1.1%	0	0	5 1.9%	205 76.8%	0	108 40%
TOTALS	4,953	1,172 23.7%	705 14.2%	144 2.9%	10 0.2%	5 0.1%	60 1.2%	2,096 42.3%	44 0.9%	2,740 55.3%

2019 Full-time Faculty - Tenure and Non-Tenure System

As of 12/31/2019 – (Table 33)

Minority Group/Gender	Tenure System		Non-tenure System		Totals	
	Number	Percent	Number	Percent	Number	Percent
Faculty Total: 2019	913	55.98%	717	44.0%	1,630	100%
Black	46	5.0%	80	11.2%	126	7.7%
Asian	223	24.4%	135	18.8%	358	21.9%
Hispanic	27	3.0%	16	2.2%	43	2.6%
American/Alaskan Native	2	0.2%	0	0.0%	2	0.1%
Native Hawaiian/Other Pacific Islander	0	0.0%	2	0.3%	2	0.1%
Two or More Races	2	0.2%	4	0.6%	6	0.4%
Total Minorities	300	32.9%	237	33.1%	537	33%
Unknown	8	0.9%	10	1.4%	18	1.1%
Women	322	35.3%	387	54.0%	709	43.5%

2019 Total Tenure System Faculty by Rank

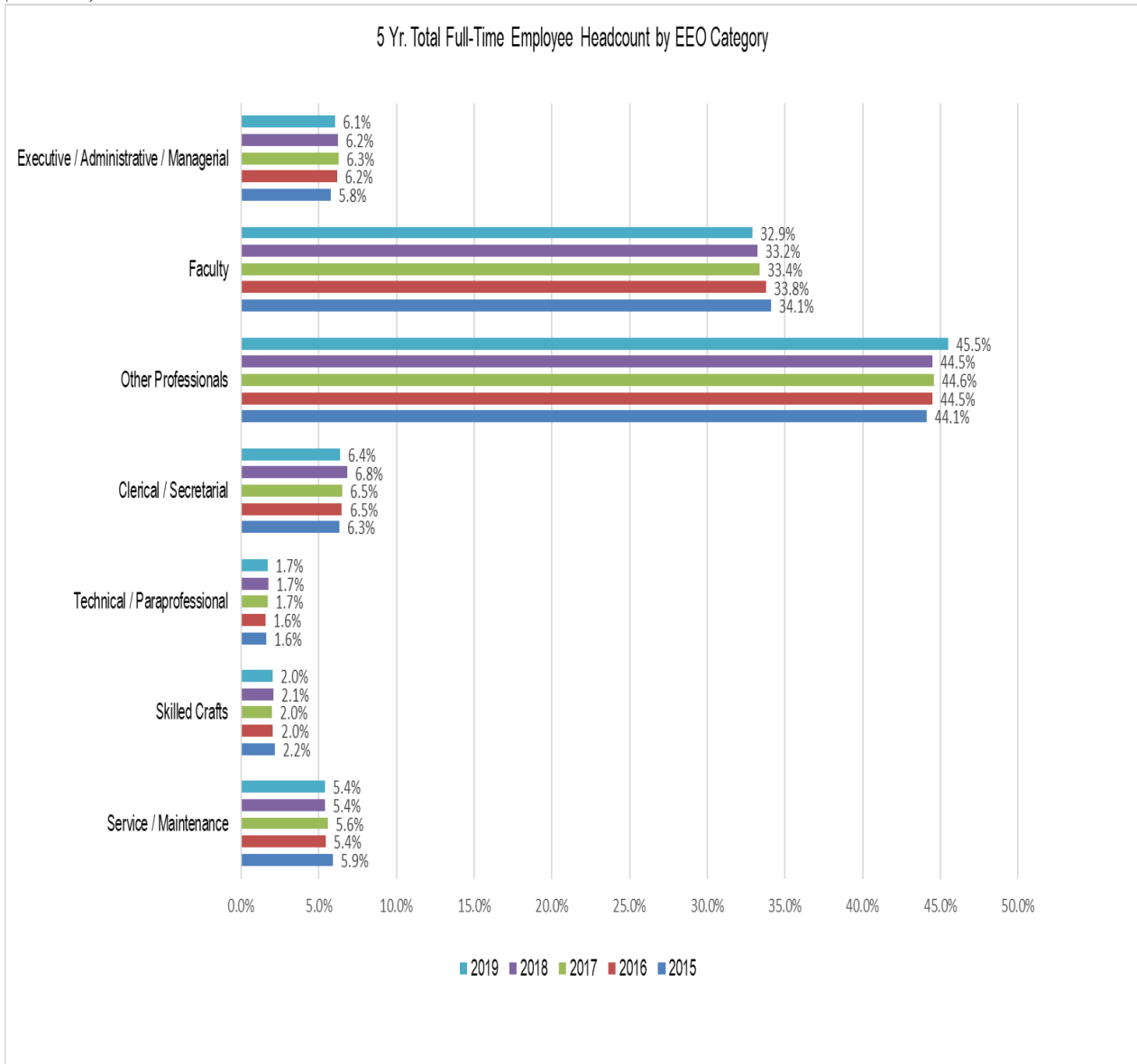
As of 12/31/2019 (Table 34)

Academic Rank	2019 Faculty Total	Black	Asian	Hispanic	American/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
Professor	391 42.8%	13 3.3%	92 23.5%	7 1.8%	0	0	0	112 28.6%	1 0.3%	95 24.3%
Associate Professor	354 38.8%	19 5%	92 26.0%	12 3.4%	0	0	2 0.6%	125 35.3%	4 1.1%	155 43.8%
Assistant Professor	166 18.2%	14 8.4%	38 23%	8 4.8%	2 1.2%	0	0	62 37.3%	3 1.8%	72 43.4%
Lecturer	2 0.2%	0 0.0%	1 50%	0	0	0	0	1 50.0%	0	0
Totals	913	46 5.0%	223 24.4%	27 3.0%	2 0.2%	0 0.0%	2 0.2%	300 32.9%	8 0.9%	322 35.3%

VIII. Five Year Comparison Graphs – 2015-2019

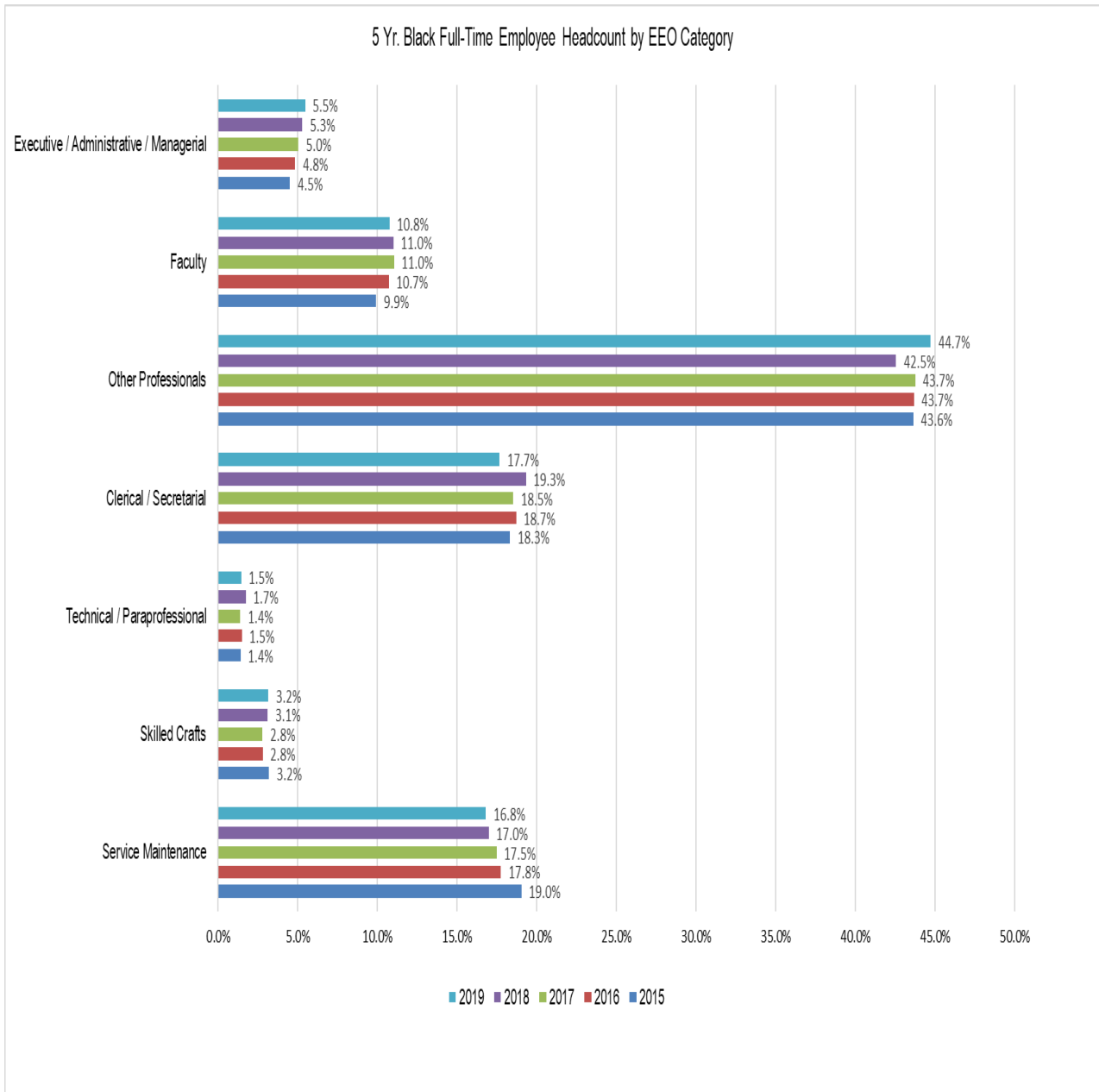
Total Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 21)



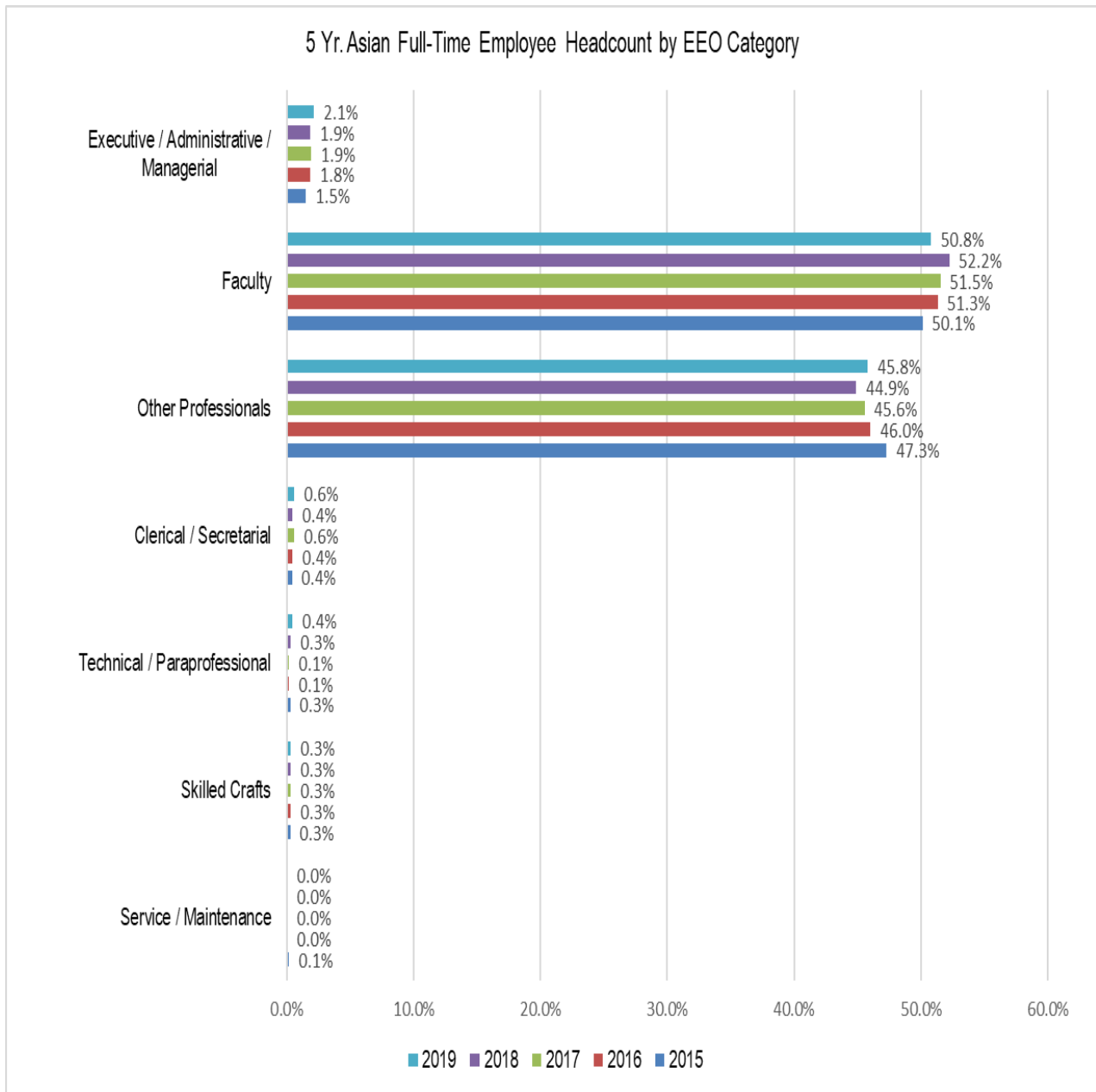
Black Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 22)

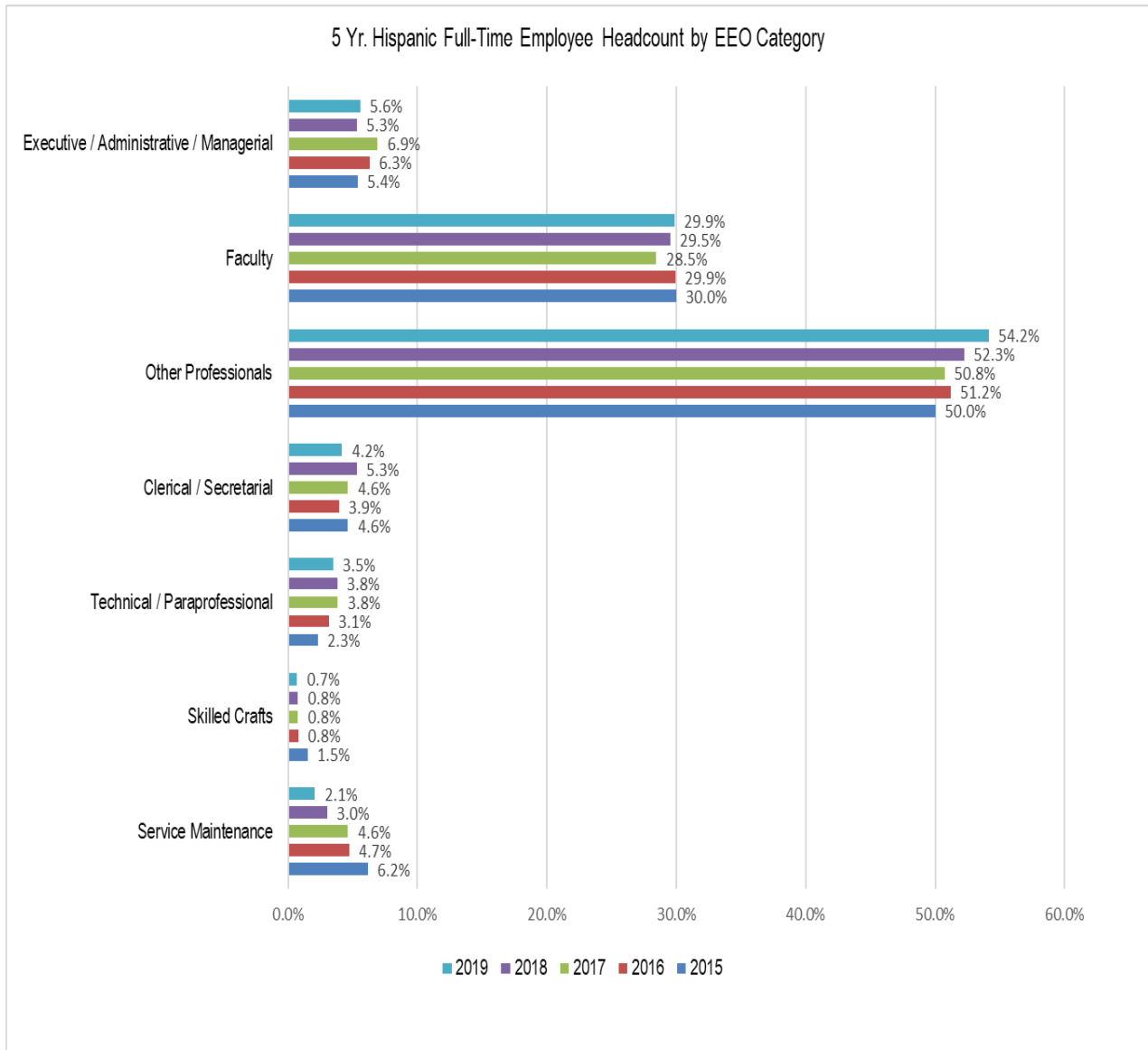


Asian Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

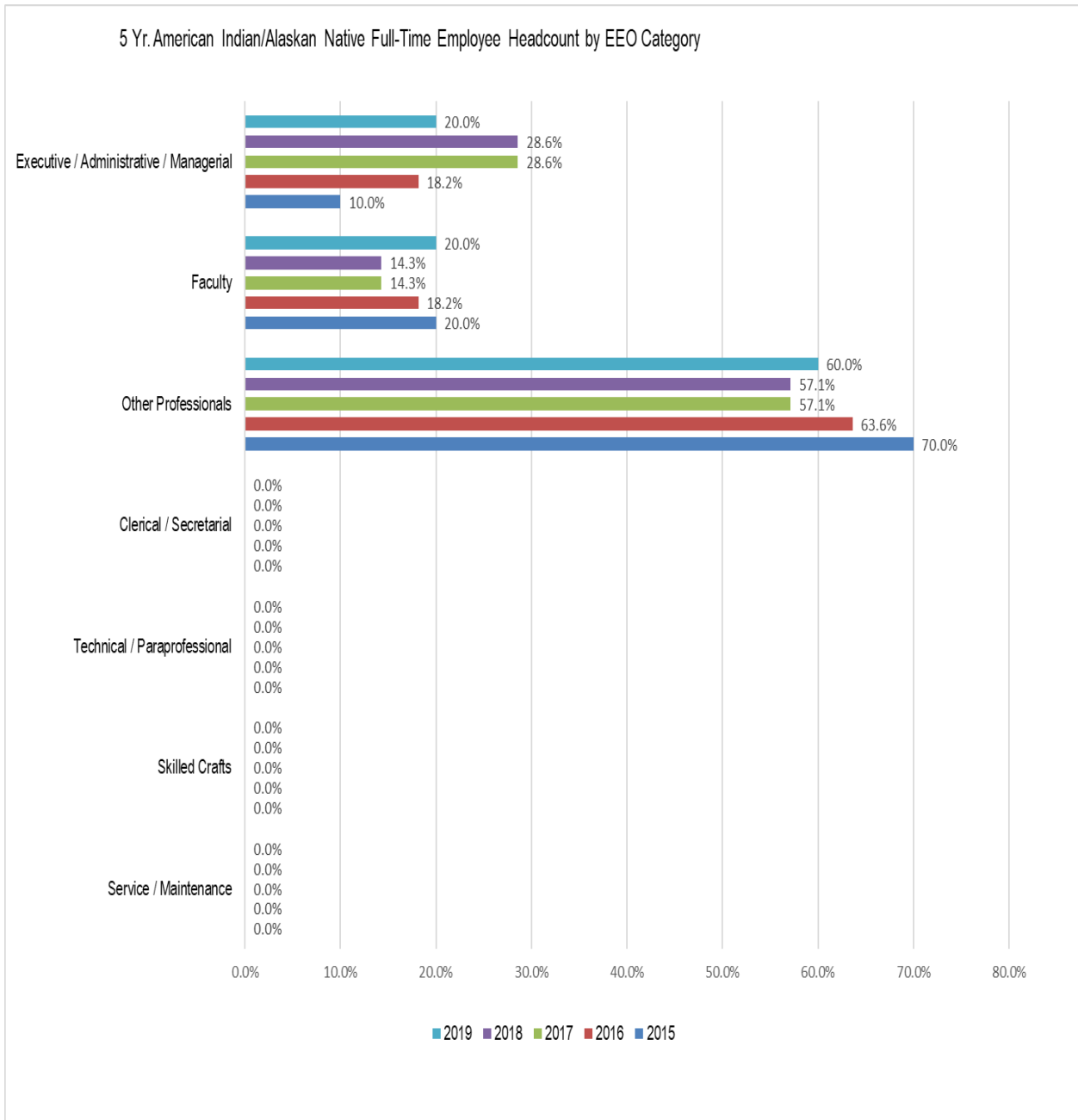
(Chart 23)



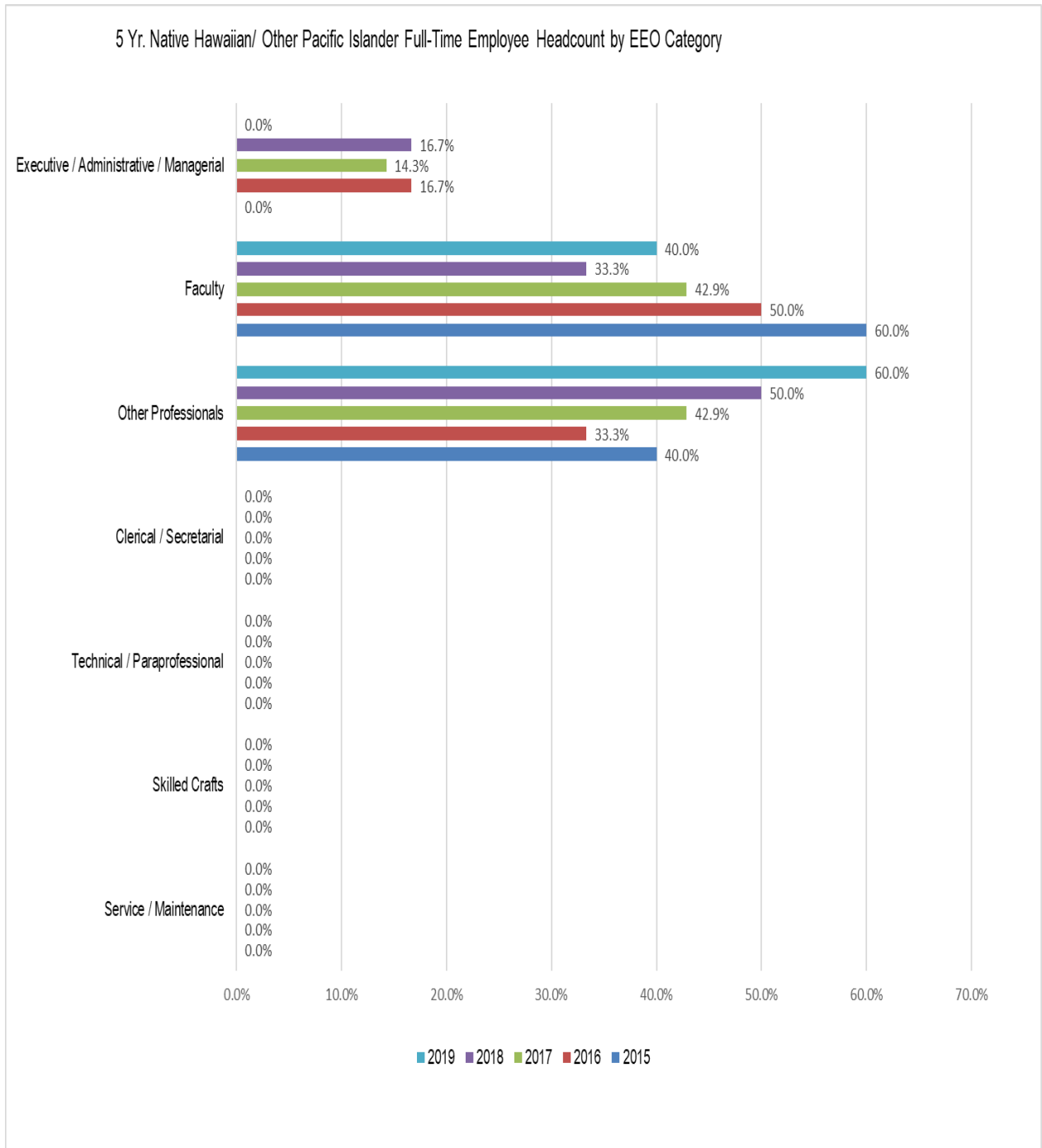
Hispanic Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time
 (Chart 24)



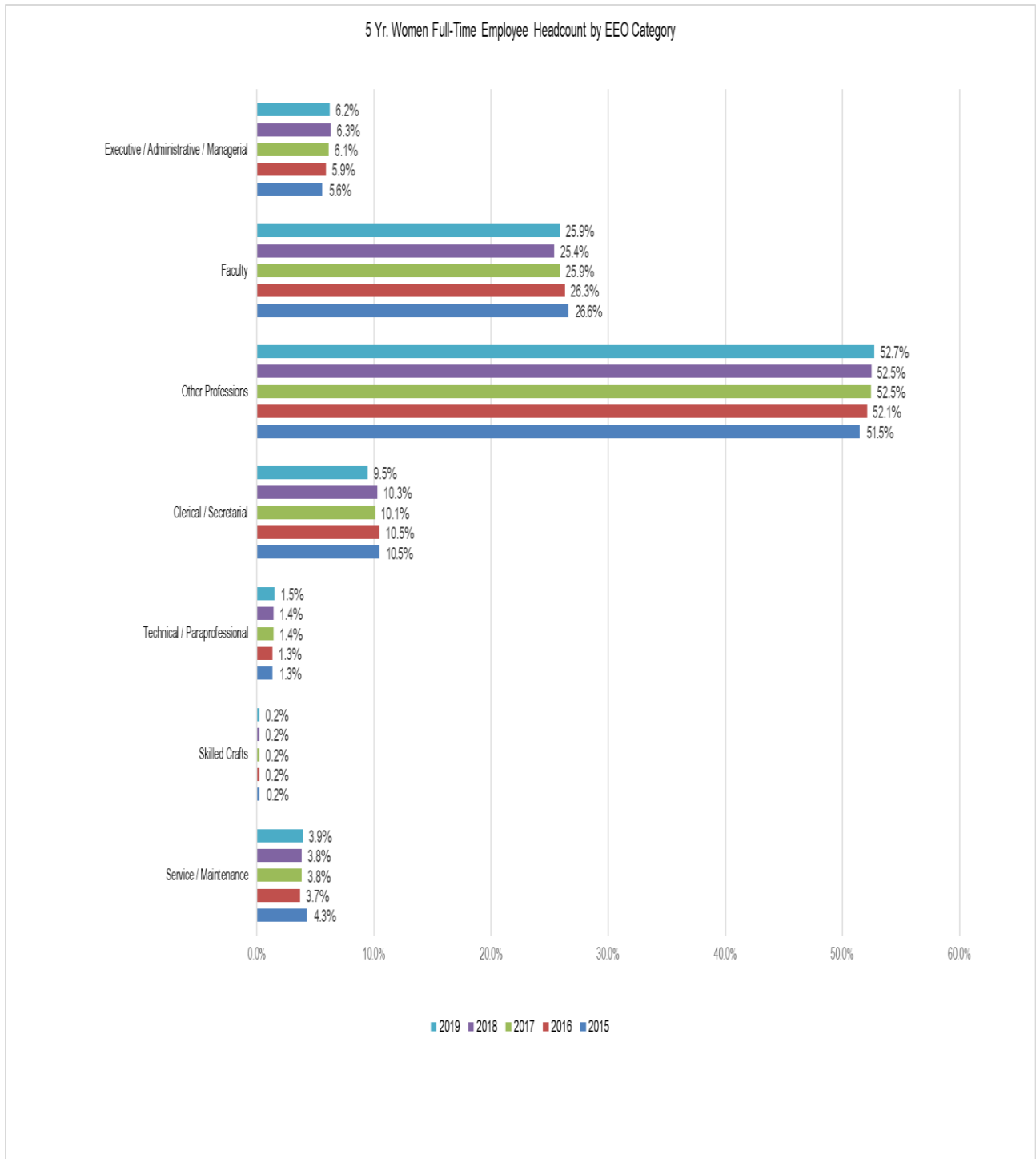
American Indian/Alaskan Native Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time
 (Chart 25)



Native Hawaiian/Other Pacific Islander 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)



IX. Summary of Tables and Charts

SUMMARY OF TABLES

Table 1:	Minority Representation Compared to Regional Availability	6
Table 2:	2020 Full-time Women and Minority Employment.....	7
Table 3:	2020 Total Full-time Academic and Non Academic Employee Headcount.....	7
Table 4:	2020 Total Full-Time Women Employee Headcount.....	8
Table 5:	2020 Full-time Faculty - Tenure and Non-Tenure System	9
Table 6:	2020 Tenure System Faculty by Rank	11
Table 7:	2020 Full-time Faculty Promotions - Tenure and Tenure Track System.....	11
Table 8:	2020 Tenure/Tenure-Track Faculty by School/College/Division – Minorities	13
Table 9:	2020 Tenure/Tenure-Track Faculty by School/College/Division – Women	15
Table 10:	2020 Total Full-Time Non-Academic Employee Headcount	16
Table 11:	Temporary Employees by Position Classification and Gender.....	17
Table 12:	Temporary Employees by Position Classification and Race	17
Table 13:	Comparative Analysis (MPU) – Women Employment	19
Table 14:	Comparative Analysis (MPU) – Minority Employment.....	20
Table 15:	Comparative Analysis (MPU) – Women Faculty Employment.....	21
Table 16:	Comparative Analysis (MPU) – Minority Faculty Employment	22
Table 17:	Comparative Analysis (NPI) – Women Employment.....	23
Table 18:	Comparative Analysis (NPI) – Minority Employment	24
Table 19:	Comparative Analysis (NPI) – Women Faculty Employment.....	25
Table 20:	Comparative Analysis (NPI) – Minority Faculty Employment	26
Table 21:	Michigan Public Universities – Women Employees	27
Table 22:	Michigan Public Universities – Women Employees by Primary Ethnicity	28
Table 23:	Michigan Public Universities – Minority Employees	29
Table 24:	Michigan Public Universities – Minority Employees by Primary Ethnicity	30
Table 25:	National Peer Universities – Women Employees	31
Table 26:	National Peer Universities – Women Employees by Primary Ethnicity.....	32
Table 27:	National Peer Universities – Minority Employees.....	32
Table 28:	National Peer Universities – Minority Employees by Primary Ethnicity	34
Table 29:	2020 Complaints by Claim and Investigating Unit.....	35
Table 30:	2018 – 2020 Complaints by School/College/Division and Protected Basis	37
Table 31:	2016 – 2020 Supplier Diversity	40
Table 32:	2019 Total Full-time Academic and Non Academic Employee Headcount.....	49
Table 33:	2019 Full-time Faculty - Tenure and Non-Tenure System	49
Table 34:	2019 Total Tenure System Faculty by Rank.....	49

SUMMARY OF CHARTS

Chart 1:	2020 Full-time Faculty – Minority Representation.....	9
Chart 2:	2020 Full-time Faculty – Gender Representation	10
Charts 3 & 4:	Full Professors (n=388): Women and Minority Representation	12
Charts 5 & 6:	Associate Professors (n=367): Women and Minority Representation	12
Charts 7 & 8:	Assistant Professors (n=170): Women and Minority Representation.....	12
Chart 9:	Full-time Women and Minority Faculty Five Year Trend.....	12
Chart 10:	Three Year Complaint Comparison by Category.....	36
Chart 11:	Total Complaint Activity by Type of Claim	36
Charts 12 & 13:	Comparison of Total PO Activity - 2020.....	38
Charts 14 & 15:	Comparison of Total Construction Contract Awards.....	39
Charts 16 & 17:	Comparison of Total General Purchasing Awards.....	39
Charts 18 & 19:	Comparison of Detroit Based Business Awards	41
Chart 20:	Spending with Minority and Women Suppliers as Percentage of Total Spending	43
Charts 21-27:	Five-year Comparisons: Employee Headcounts by EEO Category: (Academic and Non-Academic)	
Chart 21:	All Full-time Employees.....	50
Chart 22:	Black Full-time Employees.....	51
Chart 23:	Asian Full-time Employees.....	52
Chart 24:	Hispanic Full-time Employees.....	53
Chart 25:	American Indian/Alaskan Native Full-time Employees	54
Chart 26:	Native American/Other Pacific Islanders Full-time Employees	56
Chart 27:	Women Full-time Employees	56



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