

WAYNE STATE UNIVERSITY



2019

AFFIRMATIVE ACTION STATUS REPORT

Presented to the

**Wayne State University
Board of Governors**

Louis Lessem, Vice President and General Counsel
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MEMORANDUM

TO: Members of the Wayne State University Community

FROM: M. Roy Wilson, President

SUBJECT: 2019 Affirmative Action Status Report to the Board of Governors

DATE: December 4, 2020

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 2019, summarizing our achievements and providing direction for our future.

EXECUTIVE SUMMARY

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

EMPLOYMENT

Overall, minorities comprise just over 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 32.9% of tenured and tenure-track faculty at Wayne and women comprise 35.3% 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 2019, there were 7 formal complaints. The most frequent subject area involved claims of discrimination or harassment on the basis of race.

SUPPLIER DIVERSITY

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

Overall supplier/vendor expenditures for 2019 decreased by 9% compared to 2018 expenditures, while awards to minority and women-owned businesses also decreased by 15.6%.

In 2019, Purchase Orders issued to minority and women-owned businesses represented 6% of total supplier/vendor Purchase Order expenditures, down from 7.8% in 2018. Minority-owned business Purchase Orders in 2019 were 3.4% of overall 2019 Purchase Order expenditures and women-owned business Purchase Orders in 2019 were 2.6% of overall Purchase Order expenditures.

INTRODUCTION

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

Wayne State University has the most diverse employment of any public university in the State of Michigan. Our continued commitment to diversity is a significant strength in the educational experience we provide to our students. This report presents a comprehensive, cross-divisional view of Wayne State University's performance in this important area.

REPORTING REQUIREMENTS

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

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

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

Information regarding staffing levels and discrimination complaint data contained in this report are based on personnel actions reported as of January 1, 2019 to December 31, 2019.¹ Data related to supplier diversity and external financial management is reported on a fiscal year basis beginning on October 1, 2018 and ending September 30, 2019. The report includes additional headcount data tables for the previous twelve-month period at Appendix VII. Graphs of five-year comparisons on staffing levels have been provided in Appendix VIII.

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

¹ This report is based on University data captured as of November 22, 2019. There may be modest changes to data included in this report due to additional data collected between November 22, 2019 and December 31, 2019. In addition, employee data is classified by EEO Job Categories and data taken from the Integrated Postsecondary Education Data System (IPEDS), which uses the Standard Occupational Classification (SOC) system to classify job categories. Each employee classification system is defined in Appendix I and II, respectively.

School/College/Division in Section IB at Tables 8 and 9, respectively. The second is a breakdown by School/College/Division of formal complaints filed in the past three years (Section IIB, Table 29).

I. UNIVERSITY EMPLOYMENT

Wayne State University is a major hiring force in southeastern Michigan. As of November 22, 2019, Wayne employed 7,479 persons, both full and part-time, including temporary employees. While the report's focus is on full-time employees in permanent positions with the University, the report includes a snapshot of temporary employees as well.

In 2019, Wayne employed 4,953 persons in full-time positions. Wayne recruits approximately 67% of its workforce from a four-county statistical area consisting of Macomb, Oakland, Washtenaw and Wayne counties.

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

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

Minorities and women are represented throughout all levels of the workforce at Wayne. 31% of executive and managerial positions are occupied by minorities; women are represented in 57% of these positions. In addition, minorities hold just under 43% of those professional jobs that require a college degree and 64% of these positions are held by women.

Among full-time employees, 55.3% of Wayne's employees are female, compared to the regional average of 47%. Of full-time Wayne employees, 23.7% are Black, compared to 18.4% regional availability; 14.2% are Asian, which is almost three times the regional availability of 4.6%. Wayne has been less successful in recruiting Hispanic and American Indian/Alaskan Native employees, and lags behind regional availability with regard to both of these groups.

Minority Representation Compared to Regional Availability²

As of 12/31/2019 (Table 1)

Race/Ethnicity/Gender	2019 Full-time Employee Headcount	Percent of WSU Workforce	Regional Availability	Variance
Black	1,172	23.7%	18.4%	5.3%
Asian	705	14.2%	4.6%	9.6%
Hispanic or Latino	144	2.9%	4.2%	-1.3%
White, Non-Hispanic	2,813	56.8%	70.5%	-14%
Native Hawaiian/ Pacific Islander	5	0.1%	0.1%	0.00%
American Indian/Alaskan Native	10	0.2%	0.4%	-0.2%
Two or more Races	60	1.2%	1.8%	-0.6%
Not Identified	44	0.9%	N/A	N/A
Women	2,740	55.3%	47.0%	8.3%

The classifications utilized in this report are drawn from federally-established terminology utilized for EEO reporting purposes. (For purposes of this report the term “minority” includes Blacks, Asians, Hispanics, American Indians/Alaskan Natives, Native Hawaiians/Other Pacific Islanders and employees with 2 or more races). Overall, minorities comprise just over 42% of Wayne’s workforce and are represented in 90 percent of Wayne State University’s 254 departments and in 99% of the departments that employ 10 or more people. Women represent 55.3% of Wayne’s full-time workforce, and are represented in 94% of all departments, and 99% of all departments that employ 10 or more people. These results reflect the diversity that Wayne State University has been able to achieve in its workforce.

A. FULL-TIME ACADEMIC AND NON-ACADEMIC EMPLOYMENT

In 2019, Wayne State University employed 4,953 individuals in full-time, academic (1,630) and non-academic (3,323) positions. Of these 4,953 full-time employees, 2,740 were women and 2,096 were minorities.

2019 Full-time Women and Minority Employment

As of 12/31/2019 (Table 2)

Year	Women	Percent of Total Headcount	Minority	Percent of total Headcount
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%
2015	2,610	53.0%	2,055	41.7%

² Source for “regional availability”: U.S. Department of Commerce Economics and Statistics Administration 2019, Quarter 4 data, which is the most recent data available. U.S. Census Bureau, *Census.gov*. Southeast Michigan is defined as a four-county regional statistical area (Macomb, Oakland, Washtenaw and Wayne Counties). “Minority” and “Women” are distinct classifications. “Women” includes both minority and non-minority women.

Most full-time employees are employed as “Faculty” (1,630 employees) or “Other Professionals” (2,254 employees).

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

As of 12/31/2019 (Table 3)

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 Professionals	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%
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%

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

2019 Total Full-Time Women Employee Headcount

As of 12/31/2019 (Table 4)

Category	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian/Other Pacific Islander	Two or More Races	White	Unknown	2019 Totals
Faculty	72 10.1%	119 16.8%	19 2.7%	0	2 0.3%	5 0.7%	486 68.5%	6 0.8%	709 25.9%
Executive/ Admin and Managerial	44 25.7%	9 5.3%	4 2.4%	2 1.2%	0	1 0.6%	111 65.3%	0	171 6.2%
Other Professionals	409 28.3%	161 11.1%	47 3.3%	4 0.3%	0	21 1.5%	791 54.7%	12 0.8%	1,445 52.7%
Technical and Paraprofessional	6 14.3%	1 2.4%	4 9.5%	0	0	2 4.8%	29 69.0%	0	42 1.5%
Clerical and Secretarial	177 68.3%	4 2%	3 1%	0	0	6 2%	68 26.3%	1 0.4%	259 9.5%
Skilled Crafts	5 83.3%	0	0	0	0	0	1 17%	0	6 0.2%
Service/ Maintenance	92 85.2%	0	0	0	0	3 2.8%	13 12.0%	0	108 3.9%
Totals	805 29.4%	294 10.7%	77 2.8%	6 0.2%	2 0.1%	38 1.4%	1,499 54.7%	19 0.7%	2,740 100.0%

B. FACULTY EMPLOYMENT

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

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

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

In 2019, Wayne employed 1,630 full-time faculty, consisting of 913 tenured or tenure-track faculty and 717 non-tenured faculty. 35.3% of tenure/tenure-track faculty (322) are women. Minorities hold 300, or 32.9%, of all tenure/tenure-track faculty positions.

Women held 387 or just over one-half of the non-tenured positions. Minorities filled 237 or just over one-third of the non-tenured faculty positions.

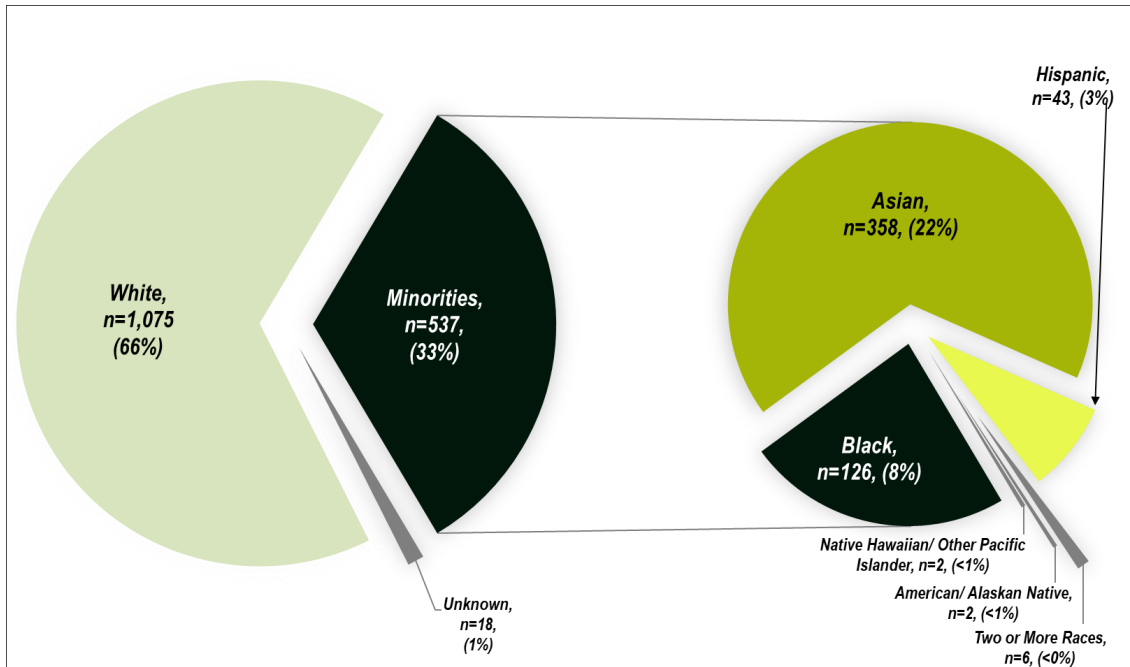
2019 Full-Time Faculty - Tenure and Non-Tenure System

As of 12/31/2019 (Table 5)

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%

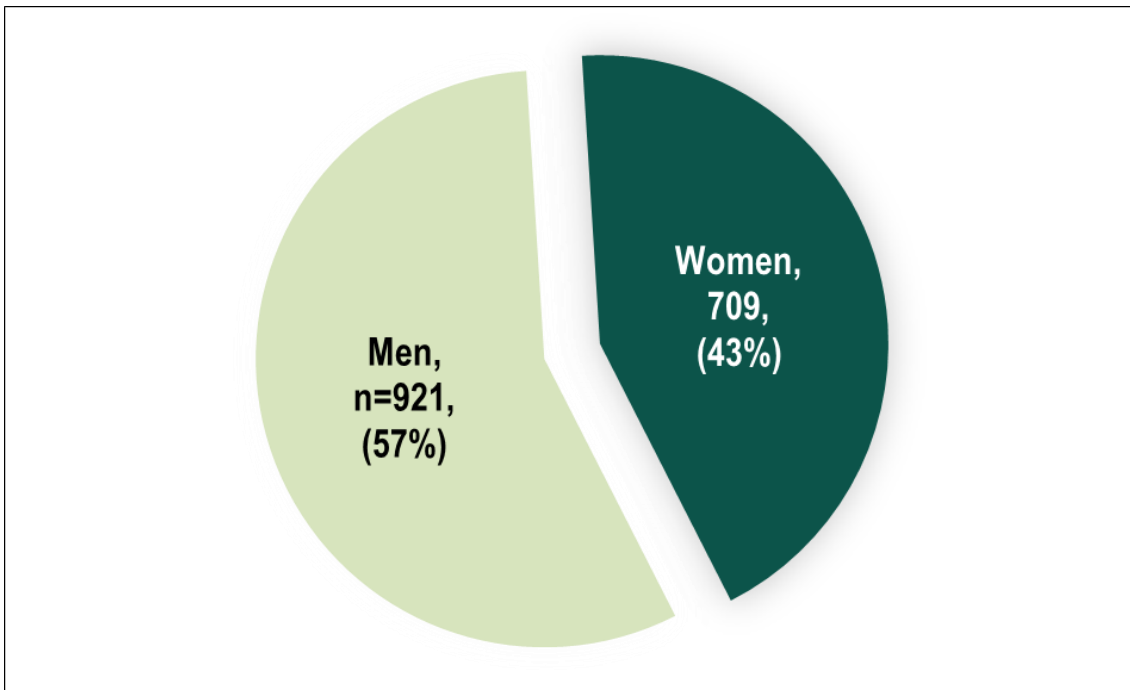
2019 Full-time Faculty – Minority Representation

Chart 1



2019 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 391 or 42.8% of tenure/tenure-track faculty; of these 391 full professors, 95 (24.3%) were women and 112 (28.6%) were minorities. Of the 354 associate professors employed in 2019, 155 (43.8%) were women and 125 (35.3%) were minorities. Of the 166 assistant professors employed in 2019, 72 (43.4%) were women and 62 (37.3%) were minorities.

Wayne State University promoted 25 faculty from the rank of assistant professor to associate professor and 14 from associate professor to full professor, overall 6 less than the previous year. Specifically, the University promoted 14 women from assistant to associate professor and 6 women to full professor in 2019. The University also promoted 9 minorities from assistant to associate and 4 minorities to full professor in 2019. Since 2018, the total number of women faculty who were promoted increased by 2 and the total number of minority faculty who were promoted decreased by 8.

2019 Tenure System Faculty by Rank⁴

As of 12/31/2019 (Table 6)

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%

2019 Full-Time Faculty Promotions - Tenure and Tenure Track System

As of 12/31/2019 (Table 7)

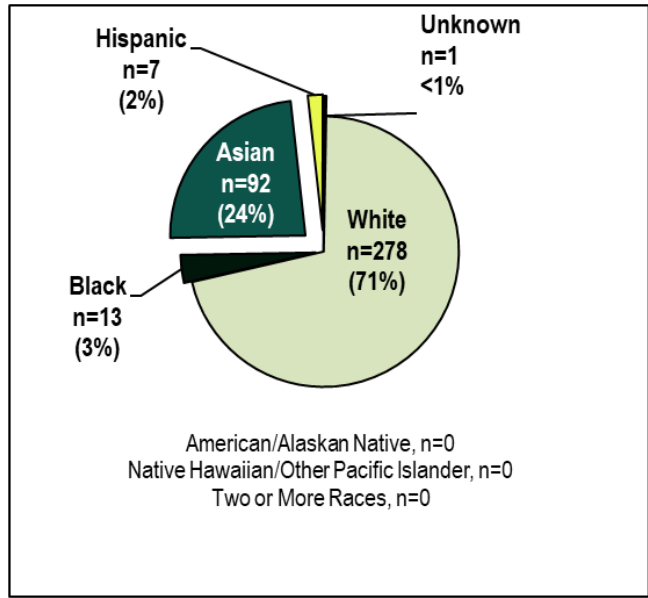
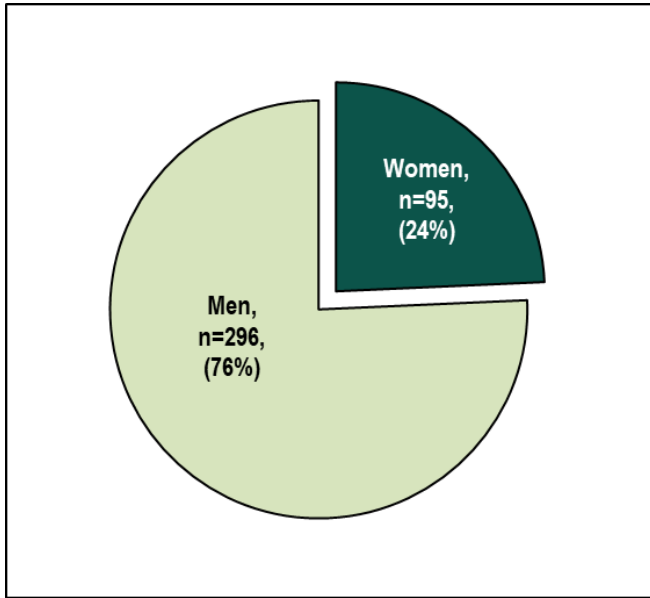
Academic Rank	2019 Faculty Promotions	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minority Faculty	Total Women Faculty
Professor	14	2 5.1%	2 5.1%	0	0	0	0	4 10.3%	6 15.4%
Associate Professor	25	0	9 23%	0	0	0	0	9 23%	14 35.9%
Totals	39	2 5.1%	11 28.2%	0	0	0	0	13 33.3%	20 51.3%

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

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

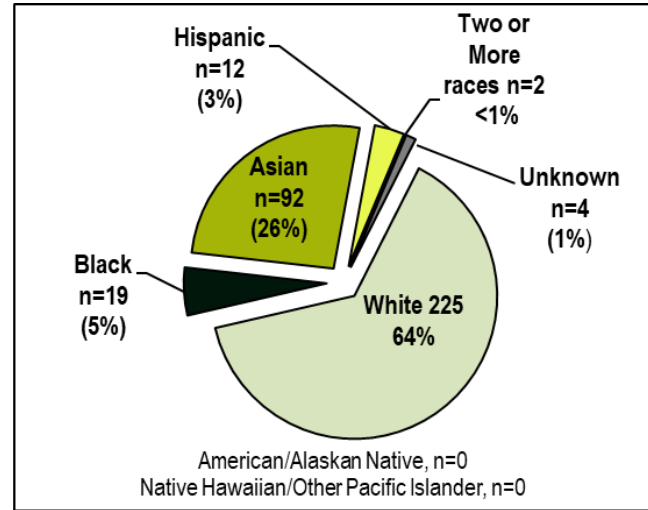
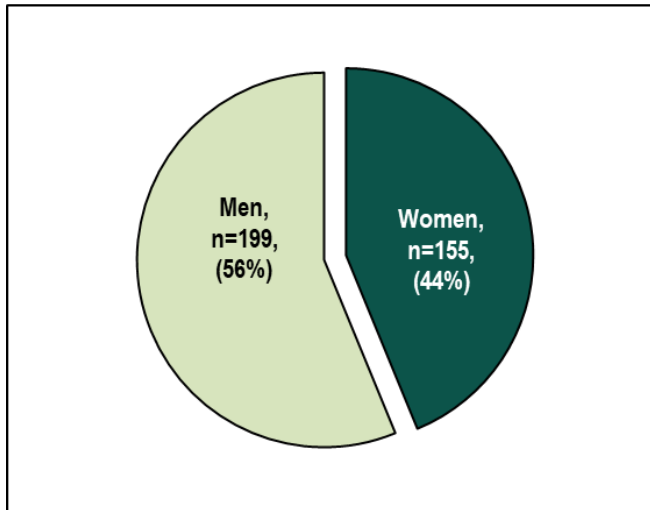
Full Professors - Women and Minority Representation

Charts 3 and 4



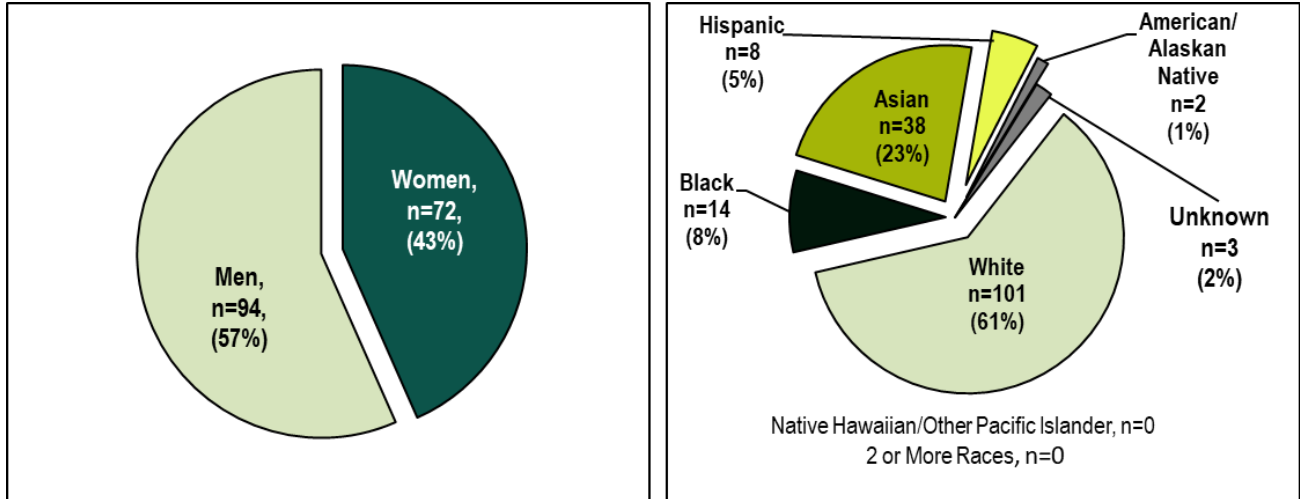
Associate Professors - Women and Minority Representation

Charts 5 and 6



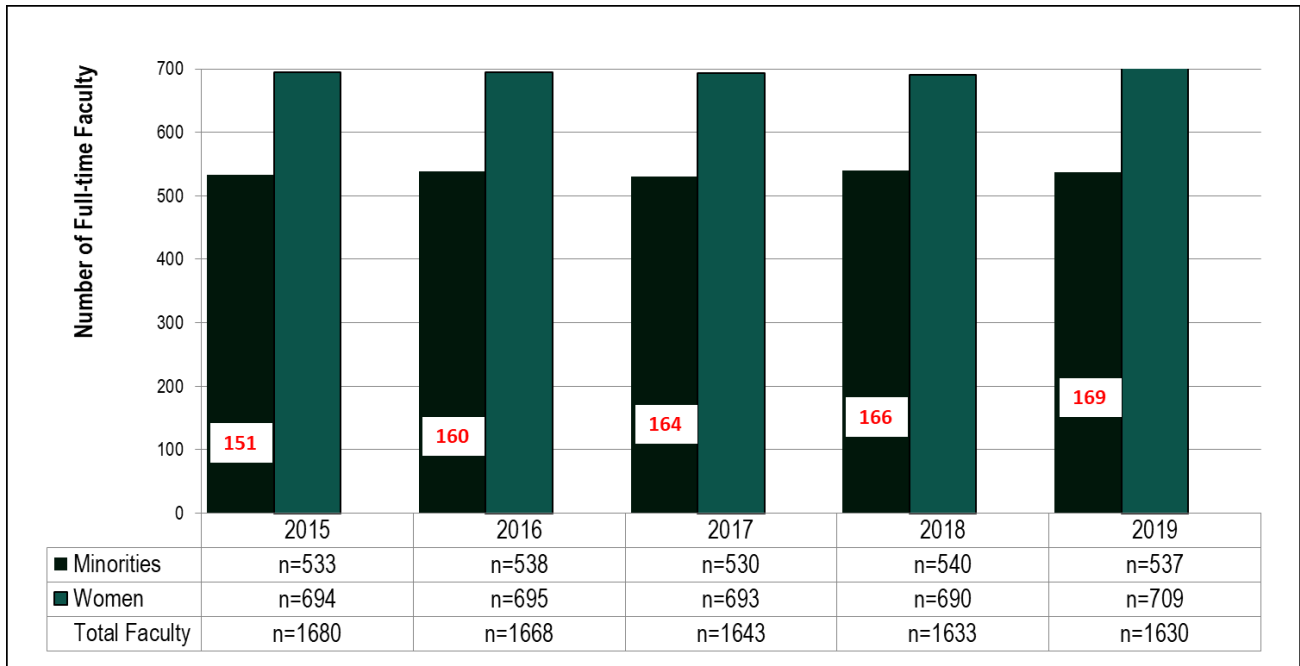
Assistant Professors - Women and Minority Representation

Charts 7 and 8



Full-Time Women and Minority Faculty Five Year Trend

Chart 9



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

This five-year trend shows that although the total faculty has decreased by 50 from 1,680 to 1,630 since 2015, Wayne State has increased minority faculty by 4 and increased women faculty by 15. In spite of the decrease in total faculty, the number of Black and Hispanic faculty increased by 18 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.

2019 Tenure/Tenure-Track Faculty by School/College/Division – Minorities

As of 12/31/2019 (Table 8)

School/ College/ Division	2019 Faculty	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Unknown	Women
School of Business Administration	45	4 8.9%	15 33.3%	1 2.2%	0	0	0	20 44.4%	0	8 17.8%
College of Education	48	3 6.3%	10 20.8%	3 6.3%	0	0	0	16 33.3%	0	31 64.6%
College of Engineering	112	7 6.3%	52 46.4%	1 0.9%	2 1.8%	0	1 0.9%	63 56.3%	1 0.9%	20 17.9%
College of Fine & Performing Arts	63	6 9.5%	5 7.9%	2 3.2%	0	0	0	13 20.6%	0	32 50.8%
Law School	30	2 6.7%	2 6.7%	0	0	0	0	4 13.3%	0	9 30.0%
College of Liberal Arts & Science	309	16 5.2%	54 17.5%	12 3.9%	0	0	1 0.3%	83 26.9%	3 1.0%	116 37.5%
School of Library & Information Science	10	1 10.0%	1 10.0%	0	0	0	0	2 20.0%	0	7 70.0%
School of Medicine	221	4 1.8%	70 31.7%	6 2.7%	0	0	0	80 36.2%	1 0.5%	61 27.6%
College of Nursing	9	0	0	0	0	0	0	0 0.0%	0	7 77.8%
College of Pharmacy & Health Science	28	0	9 32.1%	0	0	0	0	9 32.1%	2 7.1%	10 35.7%
School of Social Work	19	2 10.5%	2 10.5%	1 5.3%	0	0	0	5 26.3%	1 5.3%	12 63.2%
Division of Research	19	1 5.3%	3 15.8%	1 5.3%	0	0	0	5 26.3%	0	9 47.4%
Grand 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%

2019 Tenure/Tenure-Track Faculty by School/College/Division – Women

As of 12/31/2019 (Table 9)

School/ College/ Division	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities (Women)	White	Unknown	Total Faculty (Women)
School of Business Administration	1 13%	3 38%	0	0	0	0	4 50%	4 50%	0	8
College of Education	2 6.5%	6 19.4%	3 9.7%	0	0	0	11 35.5%	20 64.5%	0	31
College of Engineering	1 5.0%	7 35.0%	1 5.0%	0	0	1 5.0%	10 50.0%	10 50.0%	0	20
College of Fine & Performing Arts	5 15.6%	2 6.3%	0	0	0	0	7 21.9%	25 78.1%	0	32
Law School	2 22.2%	2 22.2%	0	0	0	0	4 44.4%	5 55.6%	0	9
College of Liberal Arts & Science	6 5.2%	16 13.8%	4 3.4%	0	0	1 0.9%	27 23.3%	87 75.0%	2 1.7%	116
School of Library & Information Science	1 14.3%	0	0	0	0	0	1 14.3%	6 85.7%	0	7
School of Medicine	2 3.3%	15 24.6%	2 3.3%	0	0	0	19 31.1%	42 68.9%	0	61
College of Nursing	0	0	0	0	0	0	0 0.0%	7 100.0%	0	7
College of Pharmacy & Health Science	0	1 10.0%	0	0	0	0	1 10.0%	8 80.0%	1 10.0%	10
School of Social Work	1 8.3%	1 8.3%	0	0	0	0	2 16.7%	10 83.3%	0	12
Division of Research	1 11.1%	0	0	0	0	0	1 11.1%	8 88.9%	0	9
Grand Totals:	22 6.8%	53 16.5%	10 3.1%	0 0.0%	0 0.0%	2 0.6%	87 27%	232 72%	3 1%	322

C. UNIVERSITY NON-ACADEMIC EMPLOYEES (STAFF)

The non-academic staff at Wayne State University is diverse in its representation of women and minorities. Of the 3,323 non-academic staff at Wayne State University in 2019, women totaled 2,031 (61%) and minorities totaled 1,559 (46.9%). Blacks are the largest minority group with 1,046 employees (31.5%), followed by Asians with 347 employees (10.4%).

2019 Total Full-Time Non-Academic Employee Headcount

As of 12/31/2019 (Table 10)

Category	2019 Total	Black	Asian	Hispanic	American/ Alaskan Native	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities	Women
Executive/Administrative/ Managerial	300	64 21.1%	15 5.0%	8 2.7%	2 0.7%	0	4 1.3%	93 30.8%	171 56.9%
Other Professionals	2,254	524 23.2%	323 14.3%	78 3.5%	6 0.3%	3 0.1%	33 1.5%	967 42.9%	1,445 64.1%
Technical/ Paraprofessional	85	17 20.0%	3 3.5%	5 5.9%	0	0	5 5.9%	30 35.3%	42 49.4%
Clerical/Secretarial	316	207 65.5%	4 1.3%	6 1.9%	0	0	7 2.2%	224 70.9%	259 82.0%
Skilled Crafts	101	37 36.6%	2 2.0%	1 1.0%	0	0	0	40 39.6%	6 5.9%
Service/Maintenance	267	197 73.8%	0	3 1.1%	0	0	5 1.9%	205 76.8%	108 40.4%
Grand Totals:	3,323	1,046 31.5%	347 10.4%	101 3.0%	8 0.2%	3 0.1%	54 1.6%	1,559 46.9%	2,031 61.1%

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

Higher Level Positions

Minorities and women are represented in significant numbers throughout all levels of job categories at Wayne State University, including managerial-level positions. In 2019, 300 employees were classified in the “Executive/Administrative/Managerial” category. This category corresponds, more or less, to non-academic employees holding the rank of Director or above. Minorities represent just under 31% of this high-level category, or 93 of the 300 employees. Women represented over half of this category, or 171 employees.

Full-time employees in the “Other Professional” category include academic support personnel as well as those job assignments that require a college degree. The population of the “Other Professional” category fluctuates with funding trends. Of the 2,254 employees in this category, 64% (1,445) were women and just under 43% (967) were minorities. Blacks were more heavily represented than any other minority, at 524, followed by Asians at 323. 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 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 2019. ⁵

Temporary Employees by Position Classification and Gender

(Table 11)

Category	Female	Male	Total
Other Professional	299 61.4%	188 38.6%	487
Clerical and Secretarial	56 65.9%	29 34.1%	85
Skilled Crafts	0	0	0
Service/ Maintenance	3 50.0%	3 50.0%	6
Grand Totals:	358 61.9%	220 38.1%	578 100%

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

Temporary Employees by Position Classification and Race

(Table 12)

Category	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/Other Pacific Islander	2 or More Races	White	Unknown Race/ Ethnicity	Total
Other Professional	226 46.4%	34 7.0%	8 1.6%	1 0.2%	0	11 2.3%	202 41.5%	5 1.0%	487
Clerical and Secretarial	44 51.8%	6 7.1%	0	0	0	1 1.2%	34 40.0%	0	85
Skilled Crafts	0	0	0	0	0	0	0	0	0
Service/Maintenance	3 50.0%	0	0	0	0	0	3 50.0%	0	6
Totals:	273	40	8	1	0	12	239	5	578
Percent of Total	47.2%	6.9%	1.4%	0.2%		2.1%	41.3%	0.9%	100%

Generally, the temporary employee population reflects the University at large in its distribution of women and minorities. Minorities comprise over half of this employment group. Blacks represent 47.2% of the group. Asians represent slightly fewer than 7% of the group. Hispanics represent this group at 1.4%. Employees who identify as 2 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.

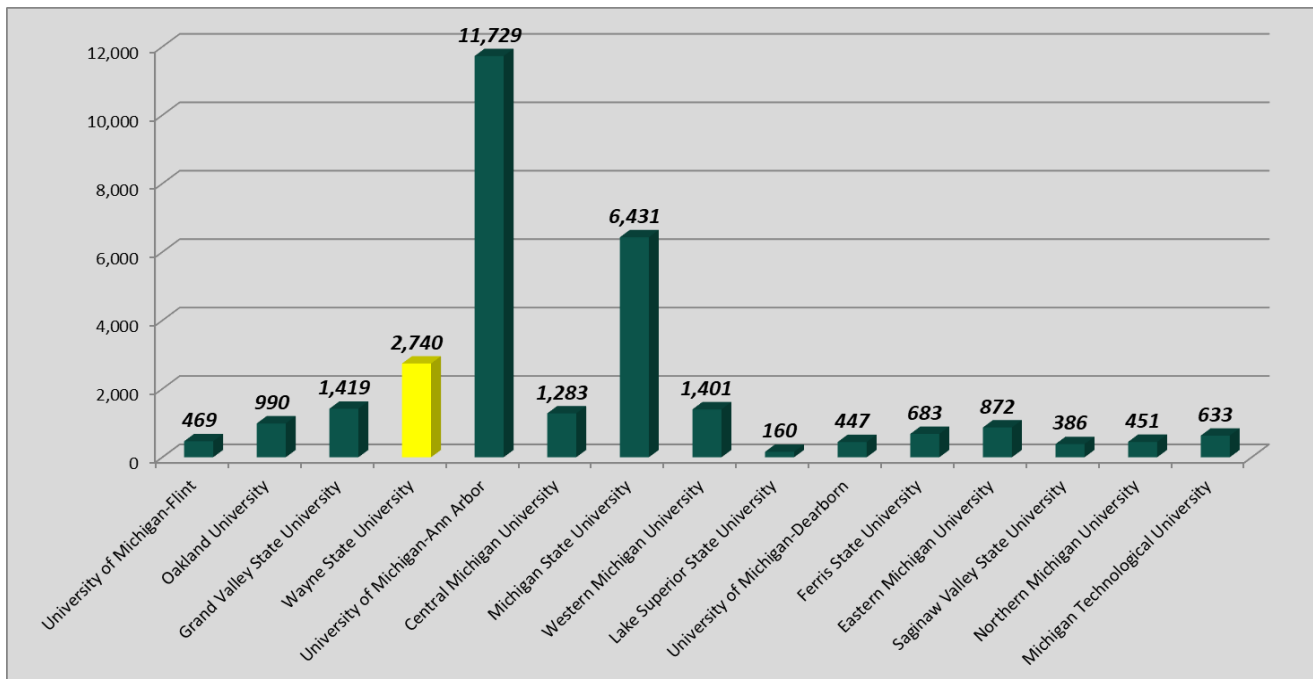
1) Michigan Public Universities

Comparative Analysis – Women Employment

In 2019, Wayne State University employed 2,740 women in full-time positions. Among the Michigan public universities, as a percentage of total employees, Wayne ranks 4th with 55.3% 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 (11,729) and Michigan State University (6,431).

⁶ The methodology used for this analysis was to compare Wayne in accordance with employment data submitted to IPEDS for the most recent year available (2017). IPEDS is a common university reporting data set. While this comparison may be imperfect, as there may be variance in the ways individual institutions may arrive at the numbers they report in IPEDS, this method provides the best available data to provide a solid picture of where Wayne stands in relation to our colleagues.

Michigan Public Universities				
2018-2019 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Michigan-Flint	798	469	58.77%	1
Oakland University	1,760	990	56.25%	2
Grand Valley State University	2,552	1,419	55.60%	3
Wayne State University (2019)	4,953	2,740	55.32%	4
University of Michigan-Ann Arbor	21,674	11,729	54.12%	5
Central Michigan University	2,379	1,283	53.93%	6
Michigan State University	11,995	6,431	53.61%	7
Western Michigan University	2,626	1,401	53.35%	8
Lake Superior State University	303	160	52.81%	9
University of Michigan-Dearborn	855	447	52.28%	10
Ferris State University	1,314	683	51.98%	11
Eastern Michigan University	1,685	872	51.75%	12
Saginaw Valley State University	754	386	51.19%	13
Northern Michigan University	916	451	49.24%	14
Michigan Technological University	1,399	633	45.25%	15

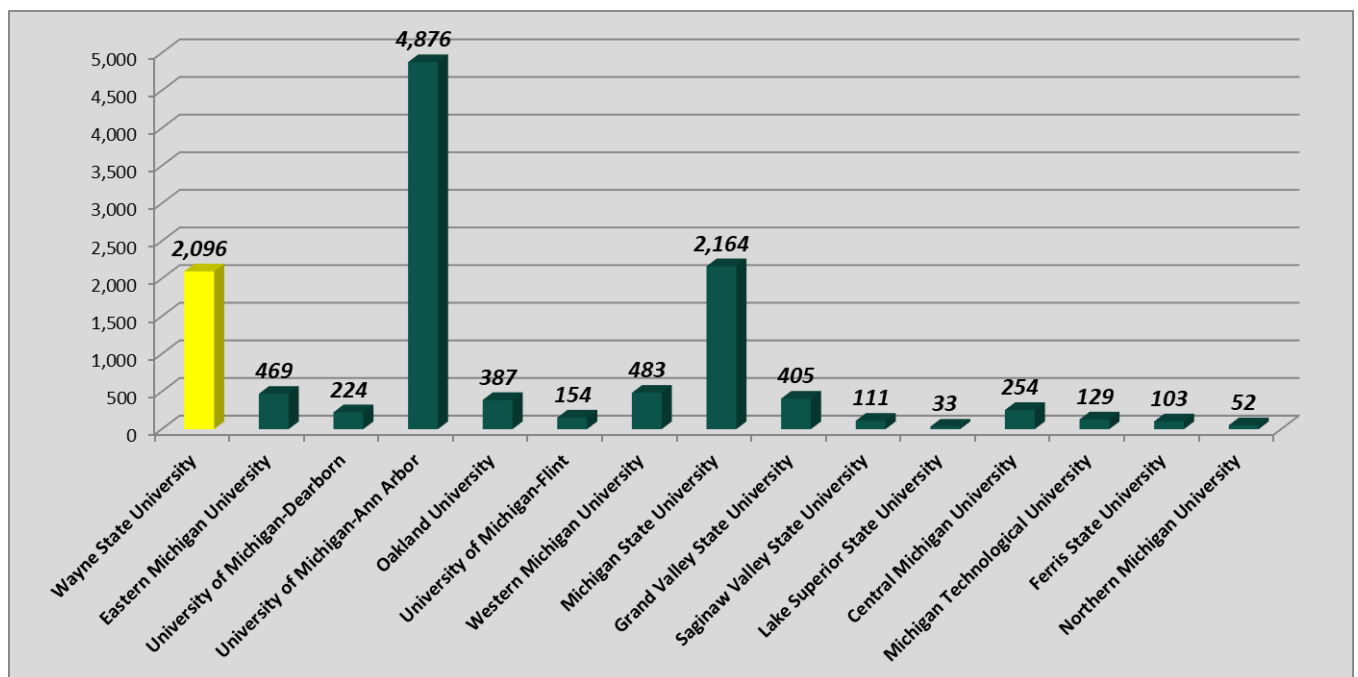


Comparative Analysis – Minority Employment

In 2019, Wayne State University employed 2,096 minorities in full-time positions. As a percentage of total minority employees, Wayne (42.3%) ranks 1st among the public universities. Wayne is ranked third only to the University of Michigan--Ann Arbor (4,876) and Michigan State University (2,164) in the total number of minority employees in full-time positions.

As of 12/31/2019 (Table 14)

Michigan Public Universities				
2018 - 2019 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
Wayne State University (2019)	4,953	2,096	42.32%	1
Eastern Michigan University	1,685	469	27.83%	2
University of Michigan-Dearborn	855	224	26.20%	3
University of Michigan-Ann Arbor	21,674	4,876	22.50%	4
Oakland University	1,760	387	21.99%	5
University of Michigan-Flint	798	154	19.30%	6
Western Michigan University	2,626	483	18.39%	7
Michigan State University	11,995	2,164	18.04%	8
Grand Valley State University	2,552	405	15.87%	9
Saginaw Valley State University	754	111	14.72%	10
Lake Superior State University	303	33	10.89%	11
Central Michigan University	2,379	254	10.68%	12
Michigan Technological University	1,399	129	9.22%	13
Ferris State University	1,314	103	7.84%	14
Northern Michigan University	916	52	5.68%	15



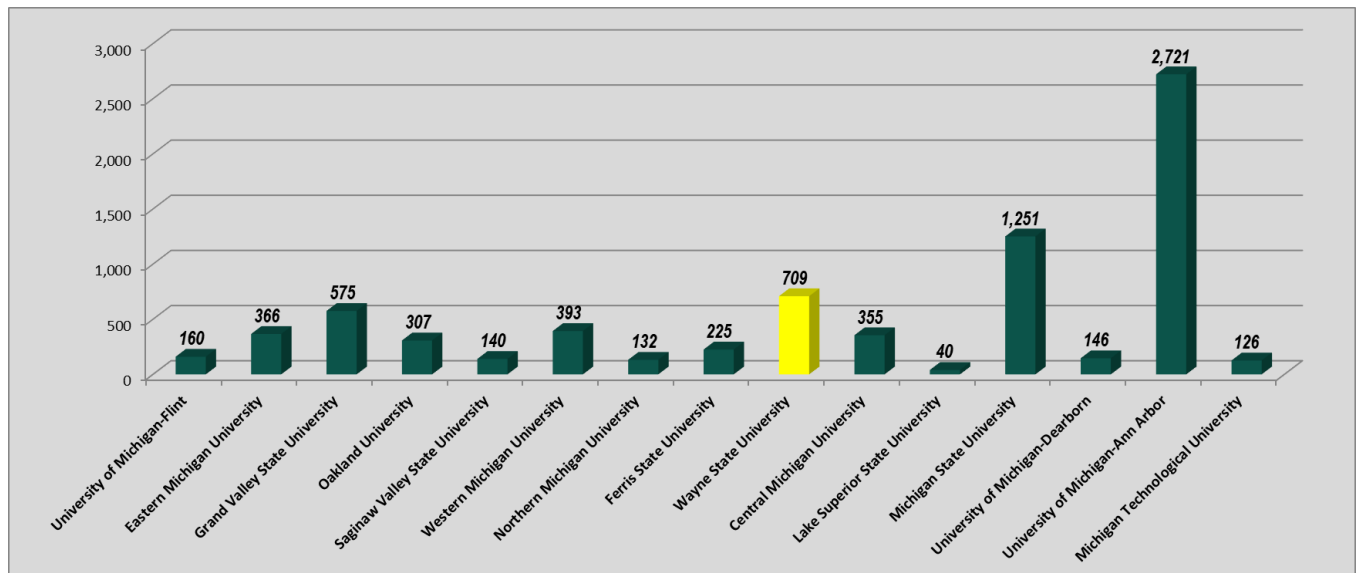
Comparative Analysis – Faculty Employment

Women Faculty

In 2019, Wayne State University employed 709 women in full-time Faculty positions.⁷ This result remains third behind the University of Michigan – Ann Arbor (2,721) and Michigan State University (1,251). As a percentage of total faculty employees, Wayne ranks 9th among the Michigan Public Universities with 43.50% of its full-time faculty employees being women.

As of 12/31/2019 (Table 15)

Michigan Public Universities 2018 - 2019 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Michigan-Flint	299	160	53.51%	1
Eastern Michigan University	718	366	50.97%	2
Grand Valley State University	1,154	575	49.83%	3
Oakland University	626	307	49.04%	4
Saginaw Valley State University	291	140	48.11%	5
Western Michigan University	871	393	45.12%	6
Northern Michigan University	300	132	44.00%	7
Ferris State University	517	225	43.52%	8
Wayne State University (2019)	1,630	709	43.50%	9
Central Michigan University	822	355	43.19%	10
Lake Superior State University	93	40	43.01%	11
Michigan State University	2,979	1,251	41.99%	12
University of Michigan-Dearborn	355	146	41.13%	13
University of Michigan-Ann Arbor	6,706	2,721	40.58%	14
Michigan Technological University	410	126	30.73%	15



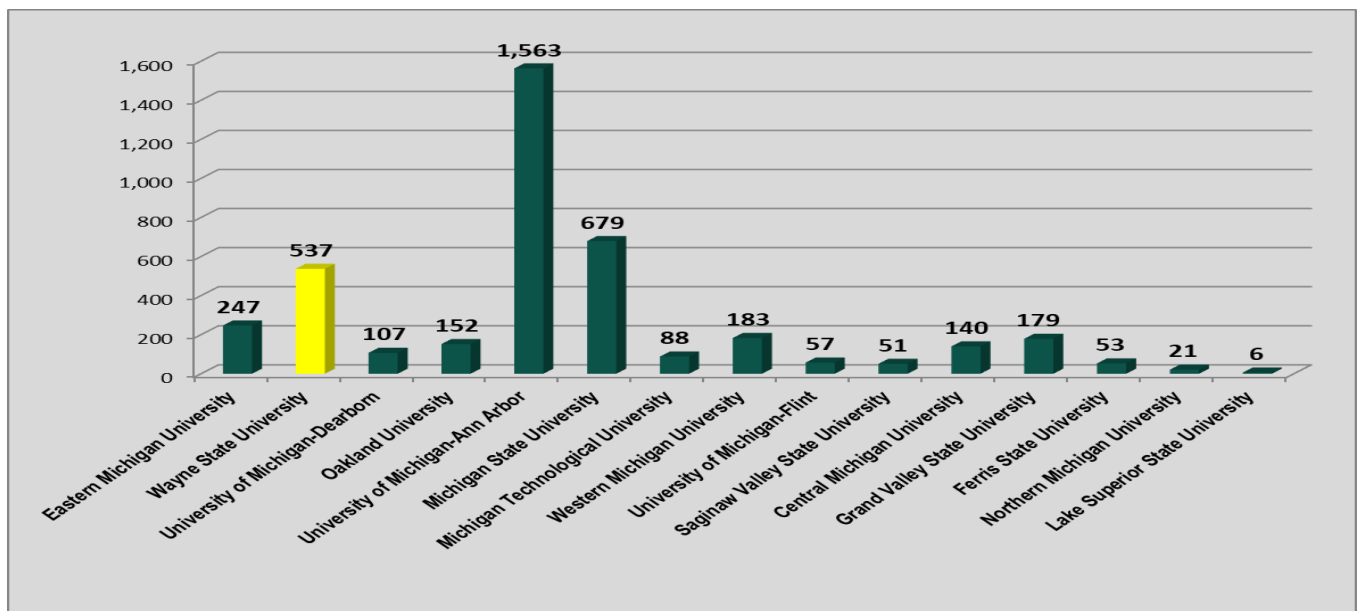
⁷ Faculty numbers reference both Tenure/Tenure-Track (322) and Non-Tenured (387) employees.

Minority Faculty

In 2019, Wayne State University employed 537 minorities in full-time Faculty positions, third behind the University of Michigan – Ann Arbor (1,563) and Michigan State University (679).⁸ As a percentage of total full-time faculty employees, Wayne (32.94%) ranks 2nd among the Michigan Public Universities.

As of 12/31/2019 (Table 16)

Michigan Public Universities				
2018 - 2019 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
Eastern Michigan University	718	247	34.40%	1
Wayne State University (2019)	1,630	537	32.94%	2
University of Michigan-Dearborn	355	107	30.14%	3
Oakland University	626	152	24.28%	4
University of Michigan-Ann Arbor	6,706	1,563	23.31%	5
Michigan State University	2,979	679	22.79%	6
Michigan Technological University	410	88	21.46%	7
Western Michigan University	871	183	21.01%	8
University of Michigan-Flint	299	57	19.06%	9
Saginaw Valley State University	291	51	17.53%	10
Central Michigan University	822	140	17.03%	11
Grand Valley State University	1,154	179	15.51%	12
Ferris State University	517	53	10.25%	13
Northern Michigan University	300	21	7.00%	14
Lake Superior State University	93	6	6.45%	15



⁸ Faculty numbers reference both Tenure/Tenure-Track (300) and Non-Tenured (237) employees.

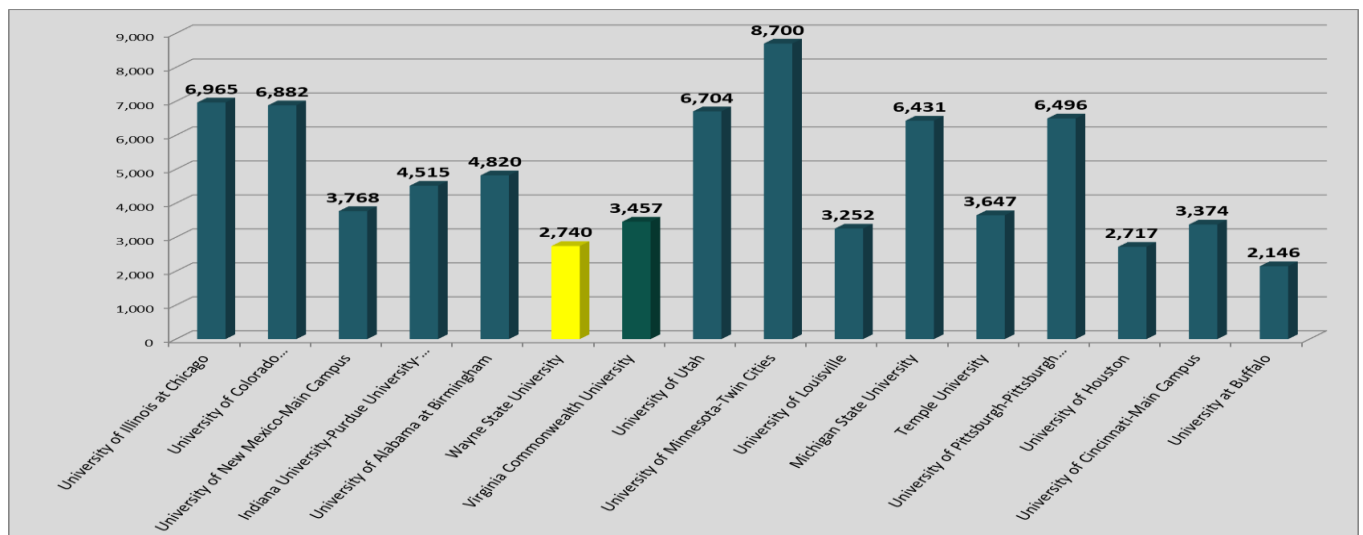
2) National Peer Institutions⁹

Comparative Analysis – Women Employment

In 2019, Wayne State University employed 2,740 women in full-time positions. Wayne ranks 6th among its national peer institutions in percentage of total women employed.

As of 12/31/2019 (Table 17)

National Peer Institutions				
2018 - 2019 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	11,072	6,965	62.91%	1
University of Colorado Denver/Anschutz Medical Campus	11,173	6,882	61.59%	2
University of New Mexico-Main Campus	6,347	3,768	59.37%	3
Indiana University-Purdue University-Indianapolis	7,812	4,515	57.80%	4
University of Alabama at Birmingham	8,427	4,820	57.20%	5
Wayne State University (2019)	4,953	2,740	55.32%	6
Virginia Commonwealth University	6,280	3,457	55.05%	7
University of Utah	12,408	6,704	54.03%	8
University of Minnesota-Twin Cities	16,134	8,700	53.92%	9
University of Louisville	6,039	3,252	53.85%	10
Michigan State University	11,995	6,431	53.61%	11
Temple University	6,824	3,647	53.44%	12
University of Pittsburgh-Pittsburgh Campus	12,202	6,496	53.24%	13
University of Houston	5,189	2,717	52.36%	14
University of Cincinnati-Main Campus	6,448	3,374	52.33%	15
University at Buffalo	4,550	2,146	47.16%	16



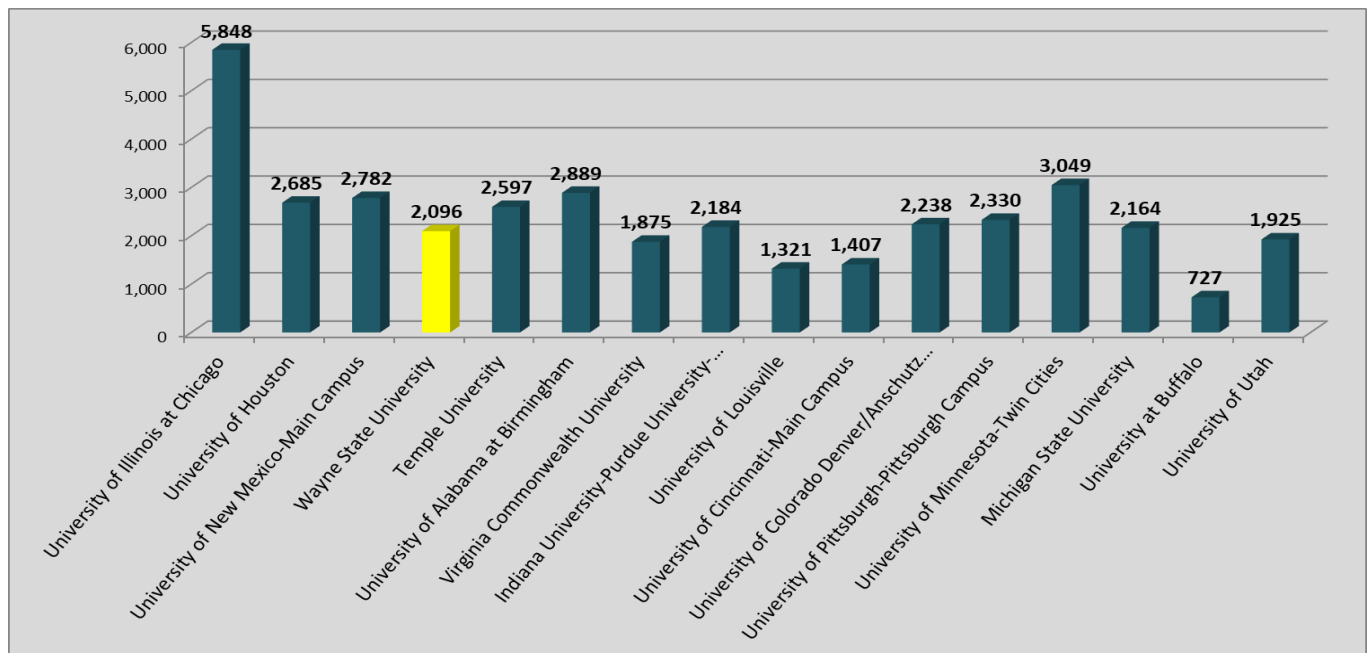
⁹ The Board of Governors has identified fifteen (15) universities as National Peer Institutions. These universities are listed for the most recent reporting year available (2018).

Comparative Analysis – Minority Employment

In 2019, Wayne State University employed 2,096 minorities in full-time positions. Wayne ranks 4th among its national peer institutions in total minorities employed with 42.32% of its employee population being minority.

As of 12/31/2019 (Table 18)

National Peer Institutions				
2018 - 2019 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
University of Illinois at Chicago	11,072	5,848	52.82%	1
University of Houston	5,189	2,685	51.74%	2
University of New Mexico-Main Campus	6,347	2,782	43.83%	3
Wayne State University (2019)	4,953	2,096	42.32%	4
Temple University	6,824	2,597	38.06%	5
University of Alabama at Birmingham	8,427	2,889	34.28%	6
Virginia Commonwealth University	6,280	1,875	29.86%	7
Indiana University-Purdue University-Indianapolis	7,812	2,184	27.96%	8
University of Louisville	6,039	1,321	21.87%	9
University of Cincinnati-Main Campus	6,448	1,407	21.82%	10
University of Colorado Denver/Anschutz Medical Campus	11,173	2,238	20.03%	11
University of Pittsburgh-Pittsburgh Campus	12,202	2,330	19.10%	12
University of Minnesota-Twin Cities	16,134	3,049	18.90%	13
Michigan State University	11,995	2,164	18.04%	14
University at Buffalo	4,550	727	15.98%	15
University of Utah	12,408	1,925	15.51%	16



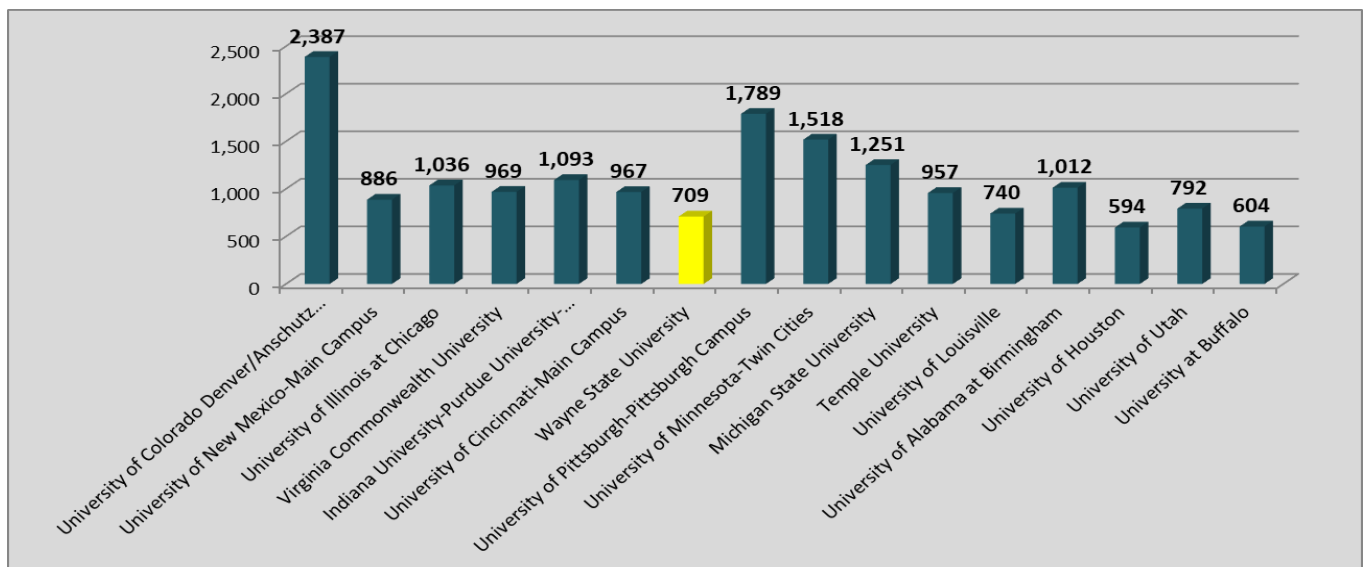
Comparative Analysis – Faculty Employment

Women Faculty

In 2019, Wayne State University employed 709 women in full-time Faculty positions.¹⁰ Wayne ranks 7th among its national peer institutions in total women faculty.

As of 12/31/2019 (Table 19)

National Peer Institutions				
2018 - 2019 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	4,221	2,387	56.55%	1
University of New Mexico-Main Campus	1,739	886	50.95%	2
University of Illinois at Chicago	2,147	1,036	48.25%	3
Virginia Commonwealth University	2,187	969	44.31%	4
Indiana University-Purdue University-Indianapolis	2,472	1,093	44.22%	5
University of Cincinnati-Main Campus	2,213	967	43.70%	6
Wayne State University (2019)	1,630	709	43.50%	7
University of Pittsburgh-Pittsburgh Campus	4,210	1,789	42.49%	8
University of Minnesota-Twin Cities	3,609	1,518	42.06%	9
Michigan State University	2,979	1,251	41.99%	10
Temple University	2,296	957	41.68%	11
University of Louisville	1,776	740	41.67%	12
University of Alabama at Birmingham	2,444	1,012	41.41%	13
University of Houston	1,485	594	40.00%	14
University of Utah	2,106	792	37.61%	15
University at Buffalo	1,636	604	36.92%	16



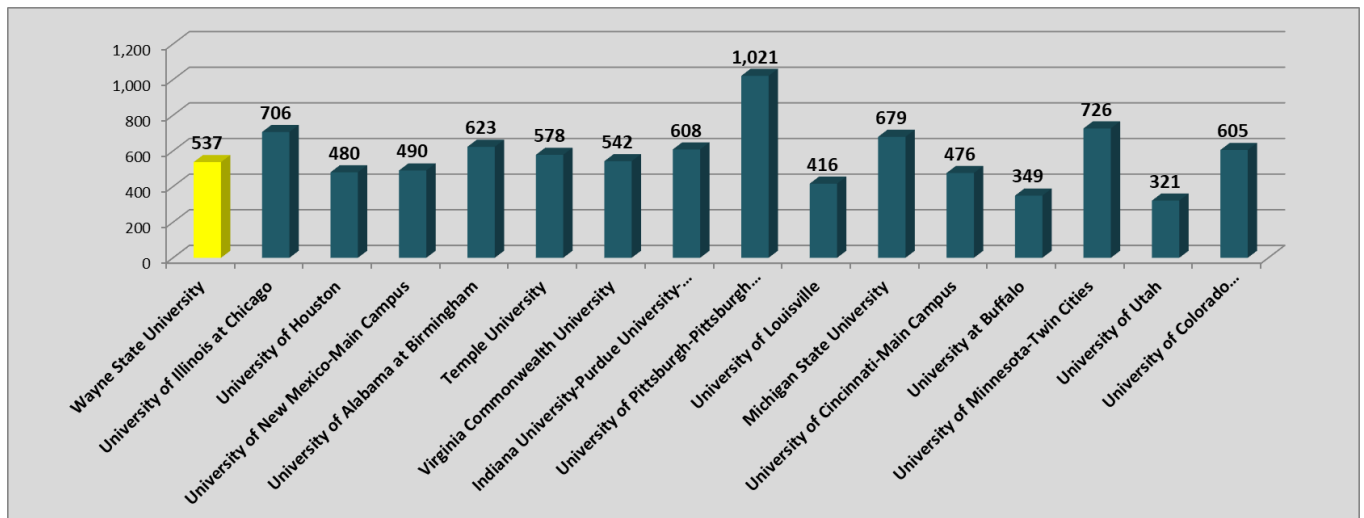
¹⁰ Faculty numbers reference both Tenure/Tenure-Track (322) and Non-Tenured (387) employees.

Minority Faculty

In 2019, Wayne State University employed 537 minorities in full-time Faculty positions.¹¹ Wayne ranks 1st among its national peer institutions in total minority faculty.

As of 12/31/2019 (Table 20)

National Peer Institutions				
2018 - 2019 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
Wayne State University (2019)	1,630	537	32.94%	1
University of Illinois at Chicago	2,147	706	32.88%	2
University of Houston	1,485	480	32.32%	3
University of New Mexico-Main Campus	1,739	490	28.18%	4
University of Alabama at Birmingham	2,444	623	25.49%	5
Temple University	2,296	578	25.17%	6
Virginia Commonwealth University	2,187	542	24.78%	7
Indiana University-Purdue University-Indianapolis	2,472	608	24.60%	8
University of Pittsburgh-Pittsburgh Campus	4,210	1,021	24.25%	9
University of Louisville	1,776	416	23.42%	10
Michigan State University	2,979	679	22.79%	11
University of Cincinnati-Main Campus	2,213	476	21.51%	12
University at Buffalo	1,636	349	21.33%	13
University of Minnesota-Twin Cities	3,609	726	20.12%	14
University of Utah	2,106	321	15.24%	15
University of Colorado Denver/Anschutz Medical Campus	4,221	605	14.33%	16



¹¹ Faculty numbers reference both Tenure/Tenure-Track (300) and Non-Tenured (237) employees.

c. Analysis of Leadership Positions (Management Occupations)

In this section, we provide a series of charts to present Wayne’s performance in a specific occupational category: Management Occupations. This category is based on the major group in the 2010 Standard Occupational Classification (SOC) Manual. As in the sections above, these charts include both a comparison of the Michigan Public Universities and the National Peer Institutions. The beginning charts present a comparison of women employees in total, along with a breakdown of women employees by race and ethnicity. The concluding charts present a comparison of minority employees in total, along with a breakdown of employees by racial/ethnic groups.

Michigan Public Universities – Women Employees

As of 12/31/2019 (Table 21)

Michigan Public Universities				
2018-2019 Full Time Women Employees in Management Occupations				
Institution Name	Total Full Time Employees in Management Occupations	Total Full Time Women Employees in Management Occupations	Percentage of Total Employees in Management Occupations	Rank
University of Michigan-Flint	81	55	67.90%	1
University of Michigan-Ann Arbor	1,641	984	59.96%	2
Wayne State University (2019)	300	171	57.00%	3
Grand Valley State University	109	62	56.88%	4
University of Michigan-Dearborn	107	60	56.07%	5
Michigan State University	998	540	54.11%	6
Eastern Michigan University	269	142	52.79%	7
Oakland University	74	36	48.65%	8
Western Michigan University	88	41	46.59%	9
Lake Superior State University	25	11	44.00%	10
Saginaw Valley State University	95	41	43.16%	11
Michigan Technological University	60	25	41.67%	12
Central Michigan University	143	58	40.56%	13
Northern Michigan University	74	30	40.54%	14
Ferris State University	72	23	31.94%	15

Michigan Public Universities – Women Employees by Primary Ethnicity

As of 12/31/2019 (Table 22)

This chart provides an ethnicity breakdown of the 171 WSU women employed in management occupations compared to peer Michigan public universities.

Michigan Public Universities								
2018-2019 Full Time Women Employees in Management Occupations by Primary Ethnicity								
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Women by Ethnicity	Total Women
Wayne State University	2	9	44	4	0	1	60	171
University of Michigan-Ann Arbor	0	43	70	32	0	21	166	984
Michigan State University	1	21	40	13	1	5	81	540
Eastern Michigan University	0	4	23	6	0	1	34	142
Grand Valley State University	1	2	4	2	0	0	9	62
University of Michigan-Dearborn	0	2	9	3	0	1	15	60
Central Michigan University	1	3	3	0	0	0	7	58
University of Michigan-Flint	1	3	5	1	0	0	10	55
Saginaw Valley State University	0	1	1	1	0	0	3	41
Western Michigan University	0	1	5	1	0	0	7	41
Oakland University	0	2	3	0	0	0	5	36
Northern Michigan University	1	0	0	1	0	0	2	30
Michigan Technological University	0	1	0	0	0	0	1	25
Ferris State University	0	2	2	0	0	1	5	23
Lake Superior State University	0	0	0	0	0	0	0	11

Michigan Public Universities – Minority Employees

As of 12/31/2019 (Table 23)

Michigan Public Universities				
2018-2019 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 (2019)	300	93	31.00%	1
Eastern Michigan University	269	58	21.56%	2
University of Michigan-Dearborn	107	22	20.56%	3
University of Michigan-Flint	81	15	18.52%	4
University of Michigan-Ann Arbor	1,641	277	16.88%	5
Ferris State University	72	12	16.67%	6
Saginaw Valley State University	95	15	15.79%	7
Michigan State University	998	145	14.53%	8
Grand Valley State University	109	15	13.76%	9
Western Michigan University	88	12	13.64%	10
Oakland University	74	8	10.81%	11
Central Michigan University	143	12	8.39%	12
Michigan Technological University	60	5	8.33%	13
Lake Superior State University	25	2	8.00%	14
Northern Michigan University	74	3	4.05%	15

Michigan Public Universities – Minority Employees by Primary Ethnicity

As of 12/31/2019 (Table 24)

This chart provides an ethnicity breakdown of the 93 WSU minorities employed in management occupations compared to peer Michigan public universities.

Michigan Public Universities							
2018-2019 Full Time Minority Employees in Management Occupations by Primary Ethnicity							
Institution Name	American Indian or Alaska Native	Asian	Black or African American/ Black Non-Hispanic	Hispanic or Latino/ Hispanic	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities
Wayne State University	2	15	64	8	0	4	93
University of Michigan-Ann Arbor	2	73	116	52	0	34	277
Michigan State University	3	37	71	25	1	8	145
Eastern Michigan University	0	10	38	8	0	2	58
University of Michigan-Dearborn	0	6	10	5	0	1	22
Grand Valley State University	1	3	5	5	0	1	15
Saginaw Valley State University	0	2	9	4	0	0	15
University of Michigan-Flint	1	4	6	2	0	2	15
Central Michigan University	1	3	7	1	0	0	12
Ferris State University	0	3	6	1	0	2	12
Western Michigan University	0	3	8	1	0	0	12
Oakland University	0	2	6	0	0	0	8
Michigan Technological University	0	5	0	0	0	0	5
Northern Michigan University	1	0	1	1	0	0	3
Lake Superior State University	1	1	0	0	0	0	2

National Peer Universities – Women Employees

As of 12/31/2019 (Table 25)

National Peer Institutions				
2018-2019 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 Pittsburgh-Pittsburgh Campus	1,104	734	66.49%	1
University of Colorado Denver/Anschutz Medical Campus	957	625	65.31%	2
University of Illinois at Chicago	1,189	774	65.10%	3
University of Louisville	727	463	63.69%	4
Indiana University-Purdue University-Indianapolis	709	446	62.91%	5
Virginia Commonwealth University	878	548	62.41%	6
University of New Mexico-Main Campus	727	447	61.49%	7
Temple University	1,064	649	61.00%	8
University of Cincinnati-Main Campus	873	521	59.68%	9
University of Utah	1,558	919	58.99%	10
Wayne State University (2019)	300	171	57.00%	11
University of Minnesota-Twin Cities	918	518	56.43%	12
University of Houston	882	495	56.12%	13
University at Buffalo	360	197	54.72%	14
Michigan State University	998	540	54.11%	15
University of Alabama at Birmingham	404	209	51.73%	16

National Peer Universities – Women Employees by Primary Ethnicity

As of 12/31/2019 (Table 26)

This chart provides an ethnicity breakdown of the 171 WSU women employed in management occupations compared to national peer institutions.

National Peer Institutions								
2018-2019 Full Time Women Employees in Management Occupations by Primary Ethnicity								
Institution Name	American Indian or Alaska Native	Asian	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Native Hawaiian/Other Pacific Islander	Two or More Races	Total Women by Ethnicity	Total Women
Wayne State University	2	9	44	4	0	1	60	171
University of Utah	5	36	11	46	4	12	114	919
University of Illinois at Chicago	1	58	159	110	0	7	335	774
University of Pittsburgh-Pittsburgh Campus	1	18	45	8	0	6	78	734
Temple University	5	24	113	28	1	9	180	649
University of Colorado Denver/Anschutz Medical Campus	3	32	26	59	0	12	132	625
Virginia Commonwealth University	4	12	109	9	1	8	143	548
Michigan State University	1	21	40	13	1	5	81	540
University of Cincinnati-Main Campus	0	12	70	11	0	5	98	521
University of Minnesota-Twin Cities	1	18	19	6	1	5	50	518
University of Houston	2	43	126	80	0	11	262	495
University of Louisville	1	12	48	5	1	8	75	463
University of New Mexico-Main Campus	9	7	12	155	0	5	188	447
Indiana University-Purdue University-Indianapolis	0	15	76	16	0	7	114	446
University of Alabama at Birmingham	0	3	52	0	0	4	59	209
University at Buffalo	1	7	12	2	0	0	22	197

National Peer Universities – Minority Employees

As of 12/31/2019 (Table 27)

National Peer Institutions				
2018-2019 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	882	413	46.83%	1
University of Illinois at Chicago	1,189	478	40.20%	2
University of New Mexico-Main Campus	727	283	38.93%	3
Wayne State University (2019)	300	93	31.00%	4
Temple University	1,064	282	26.50%	5
Virginia Commonwealth University	878	221	25.17%	6
University of Alabama at Birmingham	404	93	23.02%	7
Indiana University-Purdue University-Indianapolis	709	156	22.00%	8
University of Colorado Denver/Anschutz Medical Campus	957	195	20.38%	9
University of Cincinnati-Main Campus	873	157	17.98%	10
University of Louisville	727	112	15.41%	11
Michigan State University	998	145	14.53%	12
University at Buffalo	360	45	12.50%	13
University of Utah	1,558	176	11.30%	14
University of Pittsburgh-Pittsburgh Campus	1,104	112	10.14%	15
University of Minnesota-Twin Cities	918	88	9.59%	16

National Peer Universities – Minority Employees by Primary Ethnicity

As of 12/31/2019 (Table 28)

This chart provides an ethnicity breakdown of the 93 WSU minorities employed in management occupations compared to national peer institutions.

National Peer Institutions							
2018-2019 Full Time Minority Employees in Management Occupations by Primary Ethnicity							
Institution Name	American Indian or Alaska Native	Asian	Black or African American/ Black Non-Hispanic	Hispanic or Latino/ Hispanic	Native Hawaiian/ Other Pacific Islander	Two or More Races	Total Minorities
Wayne State University	2	15	64	8	0	4	93
University of Illinois at Chicago	4	91	226	148	0	9	478
University of Houston	2	93	181	121	0	16	413
University of New Mexico-Main Campus	13	15	21	225	0	9	283
Temple University	8	46	170	42	1	15	282
Virginia Commonwealth University	4	28	153	21	1	14	221
University of Colorado Denver/Anschutz Medical Campus	3	49	43	82	0	18	195
University of Utah	6	46	18	79	6	21	176
University of Cincinnati-Main Campus	1	25	101	19	1	10	157
Indiana University-Purdue University-Indianapolis	1	26	93	27	0	9	156
Michigan State University	3	37	71	25	1	8	145
University of Louisville	1	19	71	9	1	11	112
University of Pittsburgh-Pittsburgh Campus	1	23	65	14	0	9	112
University of Alabama at Birmingham	0	4	83	1	0	5	93
University of Minnesota-Twin Cities	2	33	31	13	1	8	88
University at Buffalo	2	14	24	5	0	0	45

II. UNIVERSITY COMPLAINTS OF DISCRIMINATION AND HARASSMENT

A. Title IX

Wayne State is committed to non-discrimination and equal opportunity in all of its operations, employment opportunities, educational programs and related activities. The Title IX office operates under the auspice of the Office of Equal Opportunity (OEO) and is responsible for responding to allegations of sexual misconduct including sexual harassment, sexual assault, domestic violence, dating violence, stalking, sex discrimination and retaliation pursuant to the Wayne State Interim Title IX Sexual Misconduct Policy and Procedures. All such sexual misconduct cases will be reported through the Title IX Office.

Questions regarding university policies and procedures applicable to all forms of sexual misconduct should be directed to the university Title IX Coordinator who also serves as Director of the Title IX Office.

The Title IX Office takes responsive action to address reported incidents of sexual misconduct, remedy the effects, and ensure that impacted individuals are able to participate in campus life at Wayne State University and/or continue with their studies or work. After receiving notice of an incident, the Title IX Coordinator makes an initial assessment of the reported information and responds to any immediate health or safety concerns raised by the report. The initial assessment includes the Title IX Coordinator conversing with the Claimant to determine which measures are appropriate in the given circumstances. Certain supportive measures are available regardless of whether a formal complaint is submitted to the University for investigation, and regardless of whether a Claimant requests action by law enforcement. Examples of supportive measures include counseling referrals, extensions of time or other course-related adjustments, modifications of work or class schedules, restrictions on contact between the parties (e.g. no contact orders), changes in work or housing locations, and departmental training. Outreach and support resources are offered to all claimants regardless of University affiliation unless a Claimant’s identity is unknown.

Upon receiving an incident report, the University completes an initial assessment. The initial assessment serves three purposes: to assess whether the incident falls within Title IX, if so, to learn whether the incident might have merit as a Title IX claim, and if so, to determine whether and how the claimant wishes to proceed. In the wake of recent Sixth Circuit litigation, Wayne, like other Universities, have seen a preference for resolution through supportive services or other informal means and a dramatic decline in claims proceeding to formal resolution. We anticipate this trend continuing in 2020 and 2021, as the influence of the Coronavirus pandemic and Federal constraints on the scope of Title IX are manifested.

During the period of January 1, 2019 through December 31, 2019, there were a total of 101 reported incidents of sexual misconduct to the Title IX Office which resulted in 4 formal investigations. There was reason to believe sexual misconduct occurred in 3 of the 4 cases.

2019 Reported Sexual Misconduct

As of 12/31/2019 (Table 29)

	Finding of Misconduct	No Finding of Misconduct
Faculty/Staff Respondent	3 cases (harassment)	1 case (assault)
Student Respondent	0 cases	0 cases

The other matters reported to Title IX were administratively closed pursuant to Title IX policy and procedures. The University monitors the type, frequency and location of all incidents reported to the Title IX Office. Of the 101 reported incidents, there were 54 reported off-campus incidents, and 47 on-campus incidents.

2019 Title IX Reporting Summary

As of 12/31/2019 (Table 30)

Type of Misconduct Reported	On-Campus			Off-Campus			Total
	On Campus Excludes Student Housing	Student Housing	Satellite Campus	Clinical / Internship Site	Online / Digital Communication	Other Off-Campus Location	
Intimate Partner / Relationship Violence	1	5	1	0	2	6	15
Sexual Assault: Non-Consensual Sexual Contact	2	4	0	0	0	10	16
Sexual Assault: Non-Consensual Sexual Penetration	0	3	0	0	0	12	15
Stalking	1	2	0	0	5	3	11
Sexual Exploitation	0	0	0	0	5	0	5
Sexual Harassment	20	1	0	4	2	2	29
Sex-Based Discrimination	6	0	0	0	0	0	6
Unknown/Other/Insufficient Information	1	0	0	0	0	3	4
Total	31	15	1	4	14	36	101
	Total Reported On-Campus Incidents			Total Reported Off-Campus Incidents			
	47			54			

13

¹³ Reported incidents that involve more than one type of allegation are categorized on the basis of the most severe allegation (e.g. Non-Consensual Sexual Contact and Sexual Harassment is categorized as Non-Consensual Sexual Contact). Disclosure data in this report utilizes definitions of prohibited conduct that are more expansive than the statistical information included in the University's Annual Security Report required under the federal Clery Act. As such, it is important to note that the Annual Security Report does not include all reported incidents of sexual misconduct that may be reported to the Title IX Office.

B. 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 that does not fall under the jurisdiction of Title IX. If 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 University Policy 2005-03 (Discrimination and Harassment Complaint Process).

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

A) Initial Inquiries (Not Including Sexual Misconduct Cases)¹⁴

During the 2019 calendar year, the OEO opened 30 initial inquiries, 29 of those inquiries were closed without the filing of a formal complaint.

B) Complaints (Not Including Sexual Misconduct Cases)

During the 2019 calendar year, 7 formal complaints were opened. Of those that were opened, 6 complaints were received from external agencies and 1 was internal.

Of the 7 formal complaints, there was 1 cause finding issued to the 1 internal complaint, 3 complaints were dismissed by external agencies, and 3 complaints remain open. A finding of cause means there was reason to believe a discriminatory act had occurred. The internal complaint with a cause finding alleged discrimination based on race. The University took prompt and appropriate remedial action to address the violation of University policy.

¹⁴ Sexual misconduct cases are included in the Title IX reporting section above.

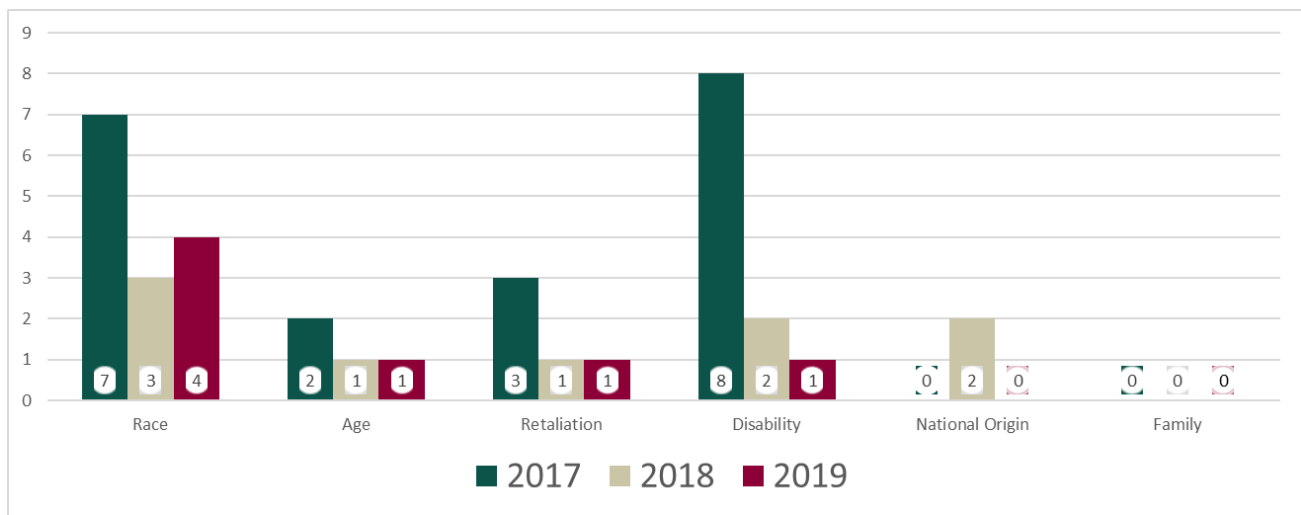
2019 Complaints by Claim and Investigating Unit

As of 12/31/2019 (Table 31)

Claim Type	Investigating Unit	Year of Filing	2019 - Determination/Outcome/Status
Race	OEO	2019	Closed - Cause Finding
Race	EXTERNAL AGENCY	2019	Closed - No Cause Finding
Race	EXTERNAL AGENCY	2019	Open Case
Race	EXTERNAL AGENCY	2019	Closed - No Cause Finding
Age	EXTERNAL AGENCY	2019	Closed - No Cause Finding
Retaliation	EXTERNAL AGENCY	2019	Open Case
Disability	EXTERNAL AGENCY	2019	Open Case

3 Year Complaint Comparison by Category

As of 12/31/2019 (Table 32)

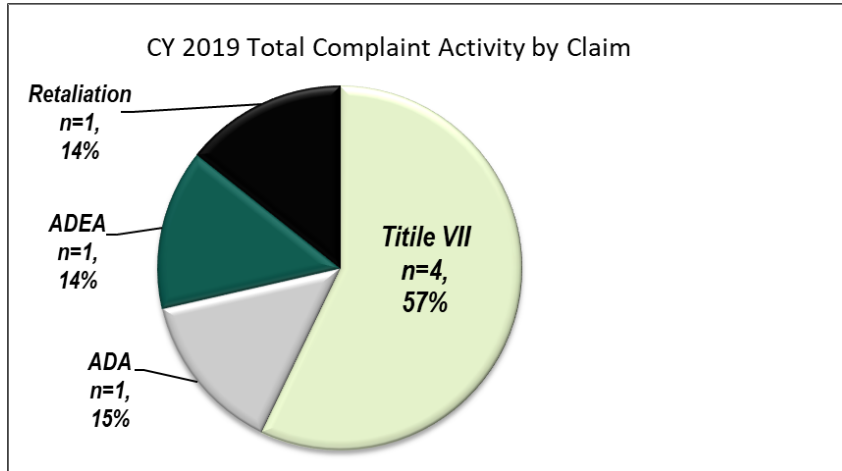


Complaints are categorized by the primary type of discrimination claim made by the Complainant. Of the 7 total formal complaints received in the year 2019, 4 complaints were based on race, 1 complaint was based on age, 1 complaint alleged retaliation, and 1 complaint alleged disability. In comparison, the three most frequent bases for complaints filed during 2018 were, race (3), Disability (2) and retaliation (3).

The OEO also categorizes complaints by the federal statute that is consistent with the protected categories as identified under university policy. In 2019, 57% of the complaints involved classifications protected by Title VII, 15% by the Americans with Disabilities Act (“ADA”), 14% were filed alleging retaliation and 14% were filed alleging age discrimination as defined under Age Discrimination in Employment Act (“ADEA”).

Total Complaint Activity by Type of Claim

For calendar year 2019 – (Chart 12)



The OEO is proactive in matters of discrimination and harassment, working closely with the Office of the General Counsel, the Title IX Office, the Dean of Students and Human Resources. The OEO collaborates with these offices to design and implement employee education programs on a University-wide basis. The OEO currently provides in-person training to departments and units upon request and as a remedial measure following a complaint. The Title IX Office also provides in-person and online Title IX training for students and employees. All training provided by OEO and the Title IX Office emphasizes the duty of care owed by managers and supervisors and their role in taking proactive and preventative measures to ensure a workplace free from harassment and discrimination.

Table 29 below shows the formal complaints filed against the schools, colleges, and divisions within the University during the past three years. Title IX complaints investigated by the Title IX Office are reported in a separate report and are not included in these numbers. During this period, a total of 38 formal complaints were filed in OEO. Claims of alleged race discrimination form the largest percentage of formal complaints (36.8%), exceeding disability (28.9%). The greatest number of complaints originated from the School of Medicine (10).

2017 – 2019 Complaints by School/College/Division and Protected Basis

As of 12/31/2019 (Table 33)

School/College/Division	Age	National Origin	Race	Disability	Familial Status	Retaliation	Grand Total
Provost & VP Academic Affairs							
Admissions				2			2
College of Education				2			2
College of Engineering			1			1	2
College of Liberal Arts and Sciences	1			2			3
Computer & Information Technology						1	1
EACPHS	1						1
Graduate School		1					1
Law School						1	1
Neef Law Library			1				1
School of Medicine	1	1	4	1		3	10
Student Disability Services				3			3
Student Financial Aid			1				1
Study Abroad	1						1
SubTotal	4	2	7	10		6	29
Finance and Business Operations							
Business Operations			1				1
Facilities Planning and Management			1				1
Human Resources				1			1
SubTotal			2	1			3
Marketing and Communications							
Department of Public Safety			2			1	3
SubTotal			2			1	3
Research							
Sponsored Programs			3				3
SubTotal			3				3
Grand Total	4	2	14	11	0	7	38

III. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM

Through its Supplier Diversity Program, Wayne State continues its efforts to reach out each year to minority owned, woman owned and other diverse or disadvantaged business enterprises. Our program provides outreach and networking opportunities for diversity 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 2019, overall purchase orders (PO) issued decreased by 9%, largely due to construction-based purchase orders. New POs for construction are slightly more than double, as a result of numerous moderately sized projects. Large construction projects for 2019 include 3.0 million for repairs to Parking Structures 1, \$2.4 million for the renovation of

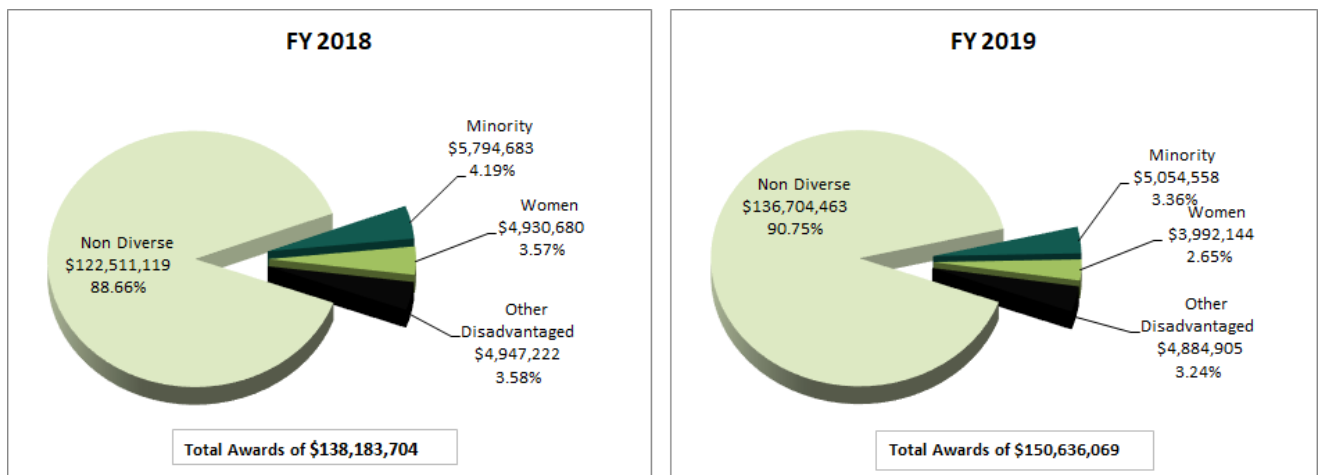
5447 Woodward for the School of Social Work, \$2.3 million for replacement of the Elliman Building Mechanical Systems, \$2.2 million for the start of the Gateway Theater Complex under Walbridge, \$1.8 million for renovations in the 440 Burroughs (Techtown) for the PRB Freezer Farm, \$1.7 million for the Prentis Building relocation for the Computer Labs, and many other smaller projects. Purchases made for non-construction goods and services decreased by 6% when compared to 2018.

A. TOTAL SPEND – 2019

Total dollars awarded for all purchased (construction and general services) amounted to \$150.6 Million in FY 2019, compared to \$138.2 million in FY 2018. Of those amounts, \$5.1 million was awarded to minority-owned businesses in FY 2019, compared to \$5.8 million in FY 2018. Women-owned businesses were awarded \$4.0 million in FY 2019, compared to \$4.9 million in FY 2018. Diversity Spend in FY 2019 equals \$9.0 million or 6.01% of our total PO spend. Other disadvantaged groups or small businesses add an additional \$4.9 million or roughly 3.2%, for a total diversity and disadvantaged groups spend of 9.25%

Comparison of Total PO Activity - 2019

(Charts 13 and 14)

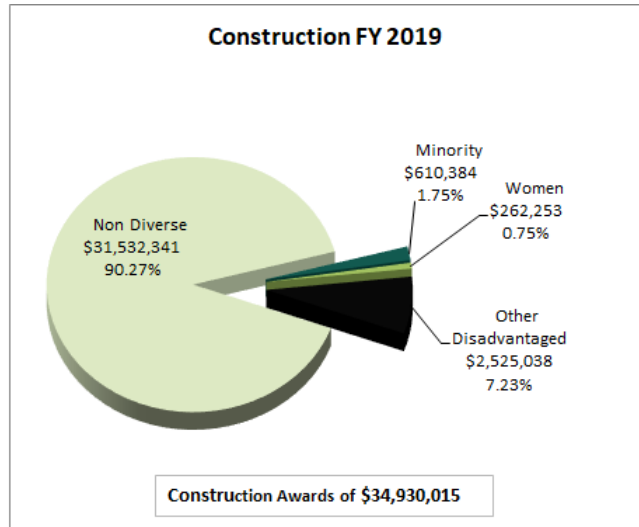
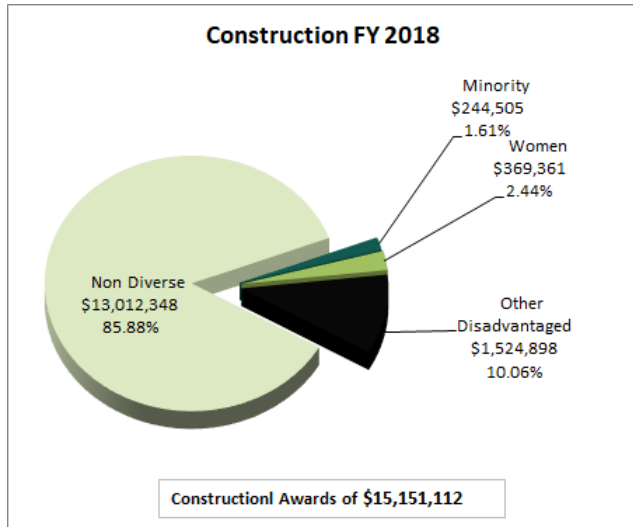


B. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION

Total dollars awarded for all construction and architectural or engineering service contracts (primary and subcontracts) amounted to \$34.9 Million in FY 2019, compared to \$15.2 Million in FY 2018. Of this amount, 16 individual projects ranged from \$500k to \$3 million. In FY 2019, \$610k was awarded to minority-owned construction businesses, compared to \$244k in FY 2018. Women-owned construction firms captured \$262k in FY 2019, compared to \$369k in FY 2018.

Comparison of Total Construction Contract Awards

(Charts 15 and 16)

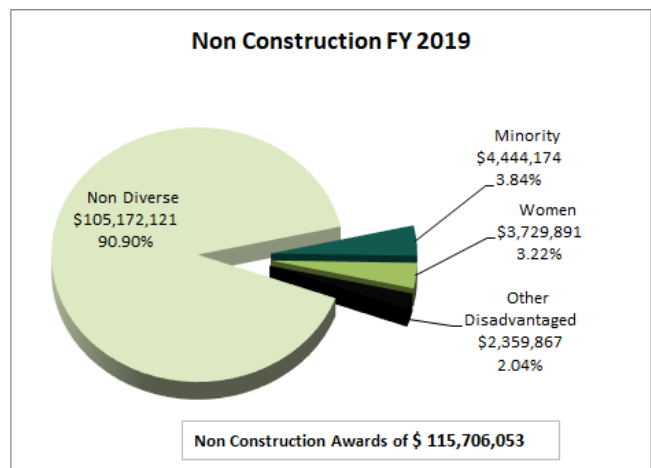
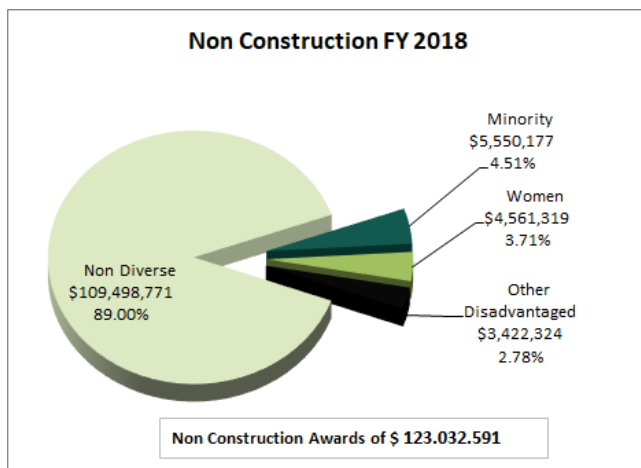


C. GENERAL PURCHASING (Non- Construction Goods and Services)

Funds expended on non-construction purchases of goods and services decreased from \$123.0 million in FY2018 to \$115.7 million in FY2019. In FY 2019, \$4.4 million was awarded to minority-owned businesses, compared to \$5.5 million in FY 2018. Women-owned firms were awarded \$3.7 million in FY 2019, compared to \$4.6 million in FY 2018. Combined with other disadvantaged businesses, total diversity spend in non-construction spending comes to \$10.5 million or 9.1%.

Comparison of Total General Purchasing Awards

(Charts 17 and 18)



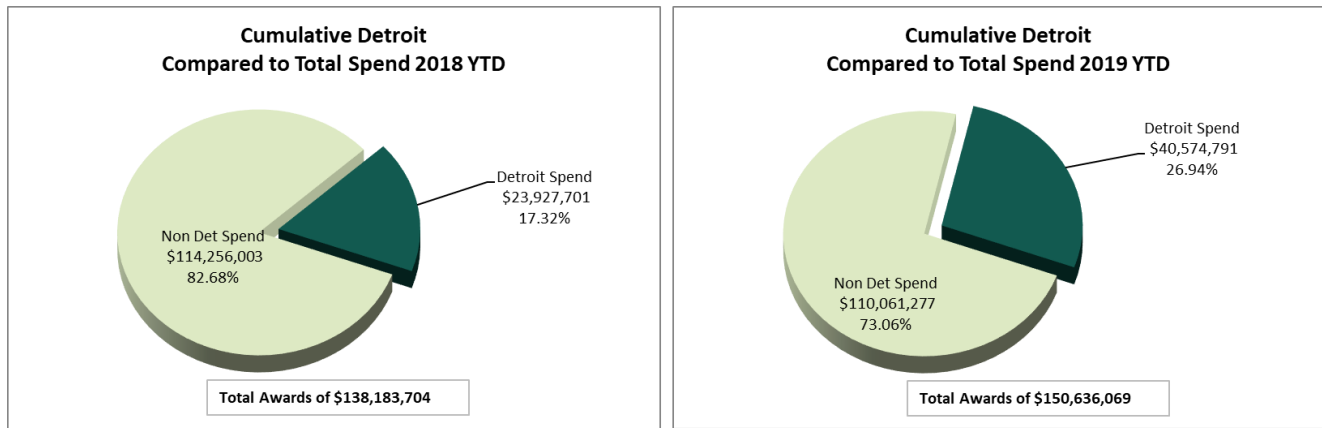
DETROIT-BASED BUSINESS

Several years back, Procurement began monitoring the level of spend with Detroit-based businesses. This measurement is largely a result of our initiatives with the Midtown Anchors and the Detroit Economic Growth Corporation (DEGC). The level of spend with

Detroit-based businesses, including sub-awards and purchases made through Aramark, is at \$40.6 million or 26.9% in 2019, as compared to \$23.9 million or 17.3% in 2018.

Comparison of Detroit-Based Business Awards

(Charts 19 and 20)



D. OUTSIDE COUNSEL FEES

In 2019, Wayne State University made direct payments in outside counsel fees in the gross amount of \$1,836,569.81 of which \$898,311.52, supported patents, licenses and technology transfers and \$938,258.29 was for all other legal matters. OGC received reimbursements in the amount of \$19,600. In addition, OGC received reimbursements in the amount of \$1,415,318.11 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 \$150,649.98.

Direct payments in the amount of \$491,227.24 and MUSIC payments in the amount of \$53,427.06 were made to women and minority-owned law firms. Overall, women owned/partner firms were paid \$488,916.12 and minority-owned firms were paid \$55,738.18.

Minority Firms

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

Women-owned Firms

Afaf Vicky Farah, a solo practitioner, handled almost all of the university’s immigration work. Female partners in the larger firms of Honigman, Miller and Musgrave McLachlin each represented Wayne in litigation matters. Two firms, Rohm & Monsanto and Senniger Powers (partner) represent the university in patent matters. The firm of Rebecca Veidlinger provides sexual misconduct and Title IX investigation and training.’

2014-2019 Supplier Diversity

As of 12/31/2019 – (Table 34)

Year	Construction			General Purchasing			Legal Fees	
	Minority	Women	Other	Minority	Women	Other	Minority	Women
2015	1.5%	0.2%	0.7%	2.6%	3.4%	1.5%	17.3%	6.6%
2016	1.3%	0.3%	0.2%	6.6%	3.4%	1.7%	7.9%	6.4%
2017	7.7%	0.7%	0.6%	2.6%	2.1%	1.2%	7.9%	8.3%
2018	0.2%	0.2%	1.0%	4.0%	3.3%	2.5%	23.3%	6.8%
2019	0.4%	0.2%	1.7%	3.0%	2.5%	1.6%	3%	26.6%

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.

IV. HIGHLIGHTS OF OFFICE OF EQUAL OPPORTUNITY ACTIVITIES

The Office of Equal Opportunity (OEO) is led by the University Assistant Vice President/Director and staffed by two Equal Opportunity Specialists. The professional staff is supported by a Lead Secretary. The Title IX Coordinator/Director reports to the Assistant Vice President of the OEO.

During 2019, the Title IX Office continued to provide training to students, academic units and staff on the duties, responsibilities, and rights that members of the University community have with respect to Title IX and its protections. The 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 Campus Health Center (CHC) and the Title IX Office secured the Chris Labyk Award for Promising Student Health Initiatives through the Mid-America College Health Association (MACHA). The Labyk Award is a \$1000 grant intended to assist college health programs undertake pilot interventions, assist with unfunded or under-funded mandates, and pursue important college health objectives that do not currently have sufficient funding.

The CHC and the Title IX Office utilized the grant funds by partnering with Counseling and Psychological Services, the Suicide Prevention program, and the Dean of Students Office to increase knowledge about healthy relationships, signs of abuse, and resources available for individuals impacted by abusive relationships with the Love Shouldn't Hurt public health campaign. The funds were specifically used to place signage and resource cards in strategic locations across campus, engage in outreach activities and information tables throughout the semester, and to build a webpage with healthy relationship resources in collaboration with the Warrior Life Wellness initiative.

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

PROPOSAL 2

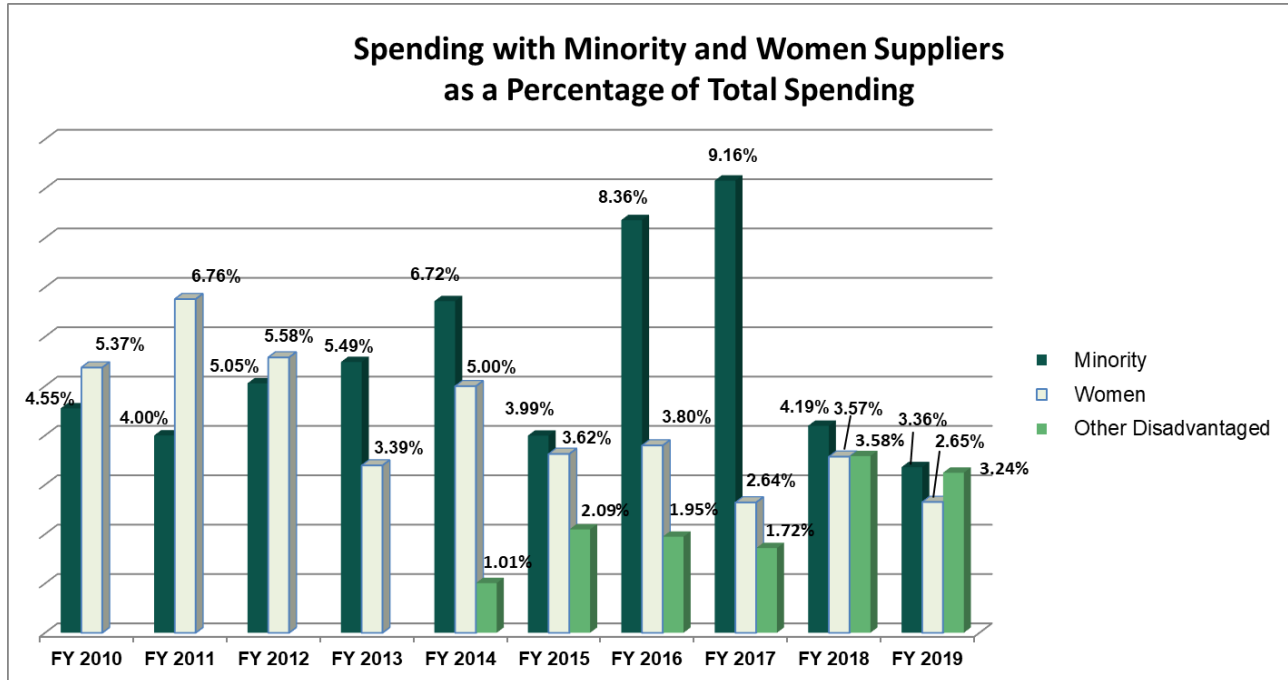
The "Michigan Civil Rights Initiative," commonly known as "Proposal 2," was a ballot initiative that became Michigan law on December 22, 2006. The ballot proposal amended the Michigan Constitution to become Article I, Section 26 to bar the use of "preferences" based on race, sex, color, ethnicity or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

Proposal 2 does not prohibit Federal contractors from "action that must be taken to establish or maintain eligibility, as a Federal contractor." As a federal contractor, Wayne must comply with the affirmative action efforts in hiring set forth in Executive Order 11246. It is worth noting that as used in Executive Order 11246; "affirmative action" is a term of art similar to "equal opportunity" and does not have the scope traditionally attached to the term.

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

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

(Chart 21)



APPENDICES

I. Definition of EEO Job Categories

- **Executive, Administrative and Managerial**

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

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

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

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

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

- **Clerical / Secretarial**

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

- **Technical / Paraprofessional**

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

- **Skilled Trades / Crafts**

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

- **Service / Maintenance**

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

II. Definition of Standard Occupational Classification (SOC) System

The 2010 Standard Occupational Classification (SOC) System¹⁵ 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

¹⁵ http://www.bls.gov/soc/soc_2010_user_guide.pdf

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

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

2010 SOC Major Groups

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

III. OEO Responsibilities

The Office of Equal Opportunity is responsible for the following:

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

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

IV. Definition of Terms - EEOC

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

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

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

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

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

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

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

V. Academic Classifications

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

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

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

VI. Other Employee Definitions

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

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

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

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

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

VII. 2018 Data Tables

2018 Total Full-time Academic and Non-Academic Employee Headcount

As of 12/31/2018 – (Table 35)

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

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

As of 12/31/2018 – (Table 36)

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

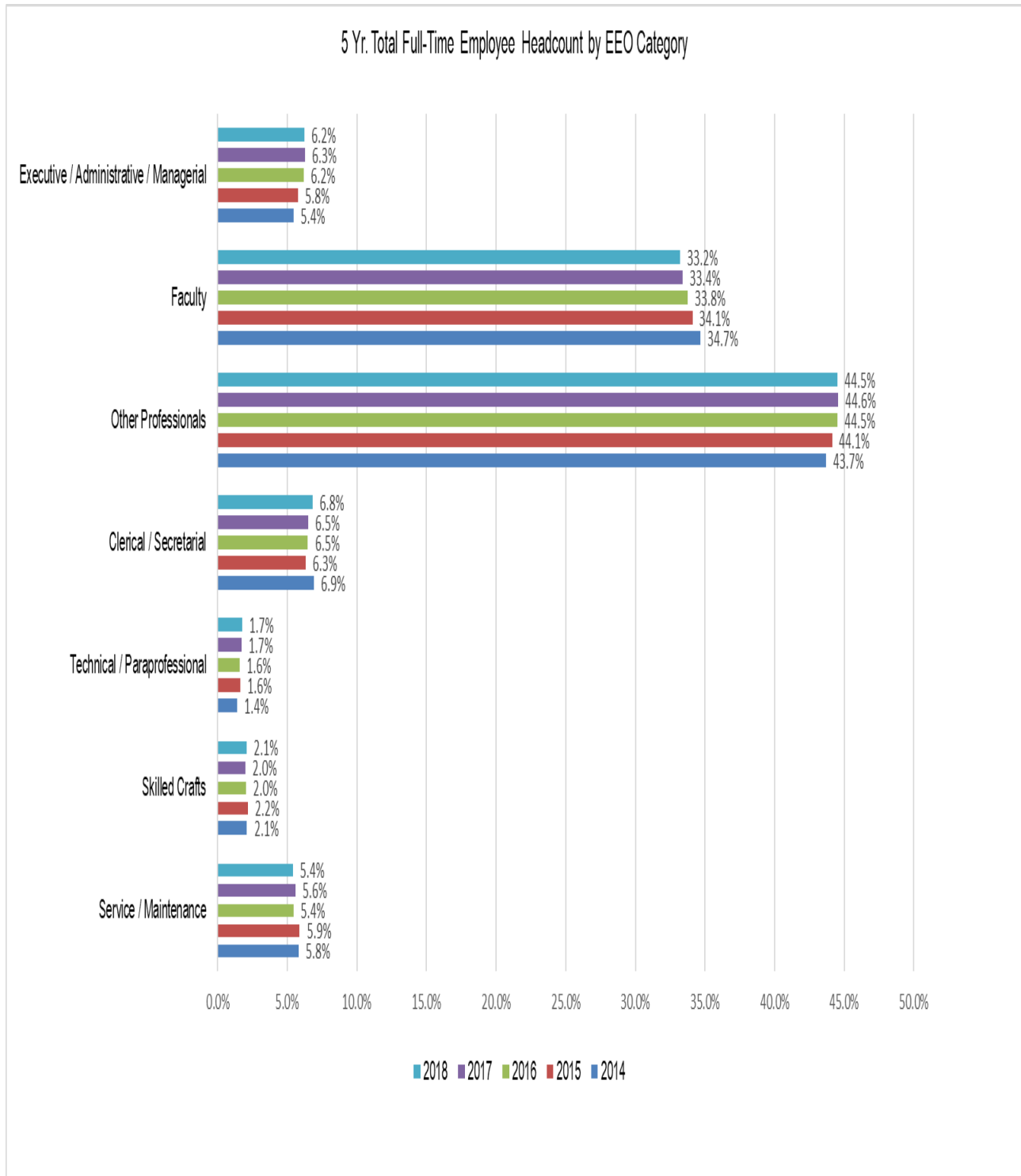
2018 Total Tenure System Faculty by Rank

As of 12/31/2018 (Table 37)

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

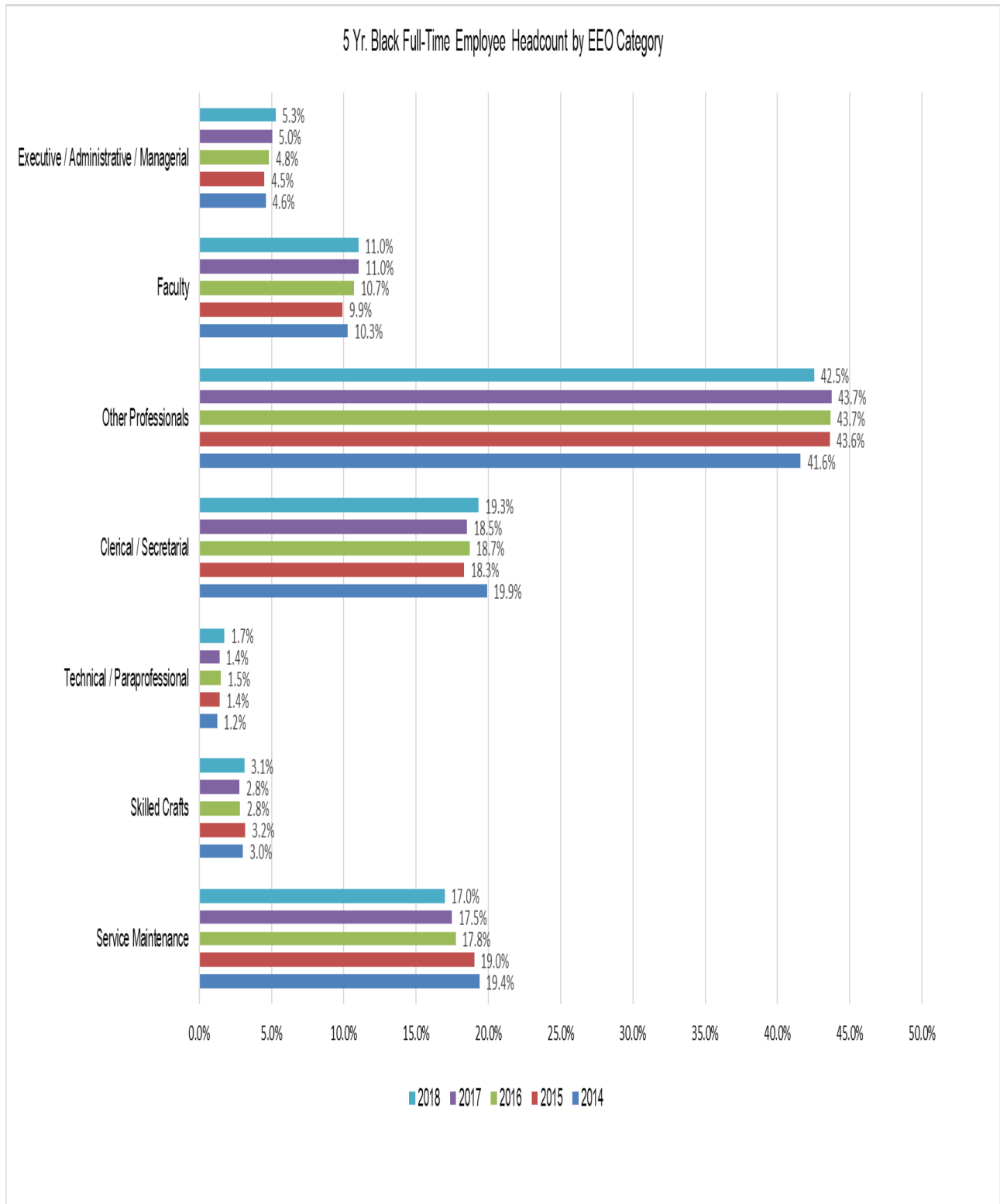
VIII. Five Year Comparison Graphs – 2014-2018

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



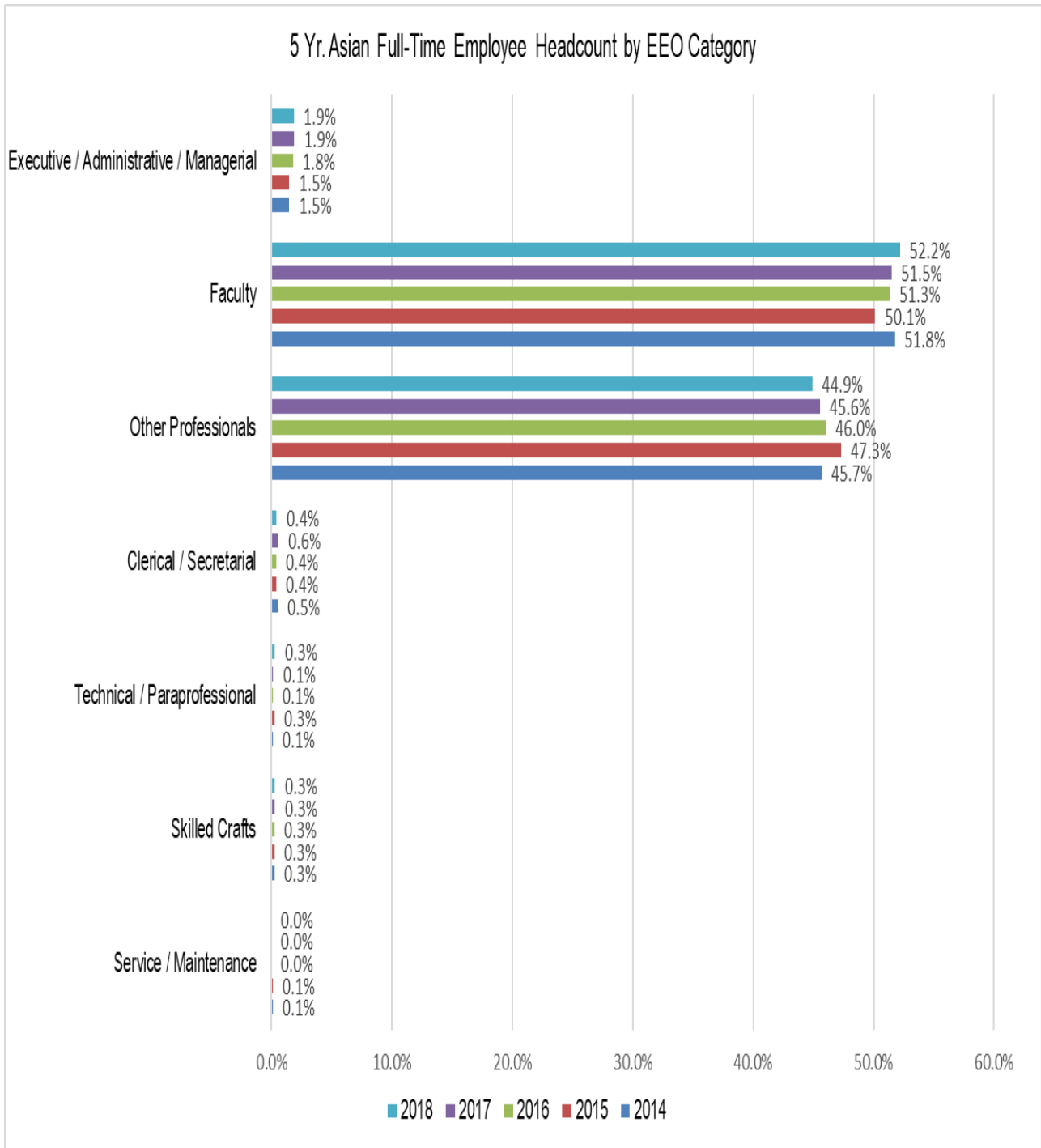
Black Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 23)

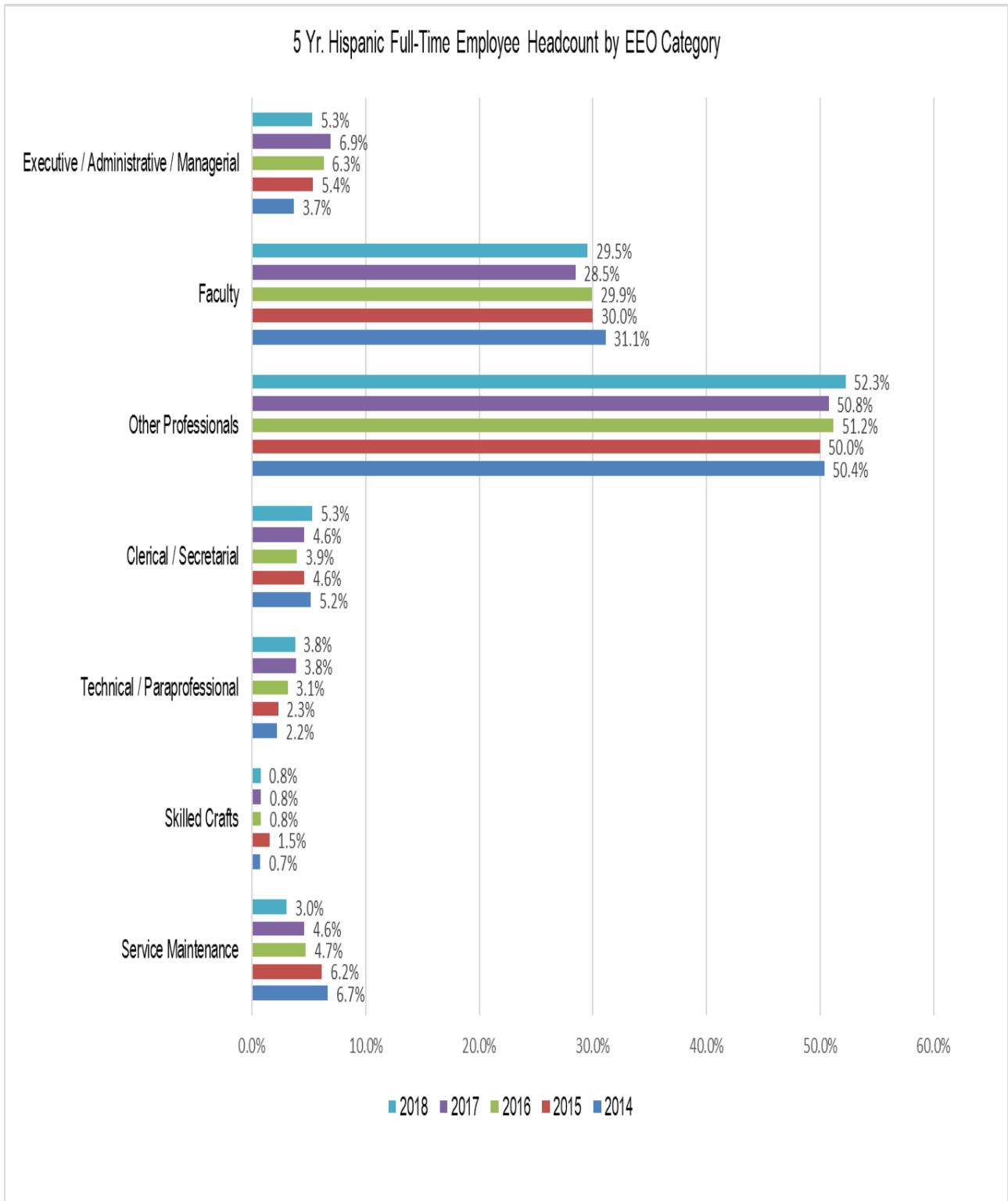


Asian Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 24)

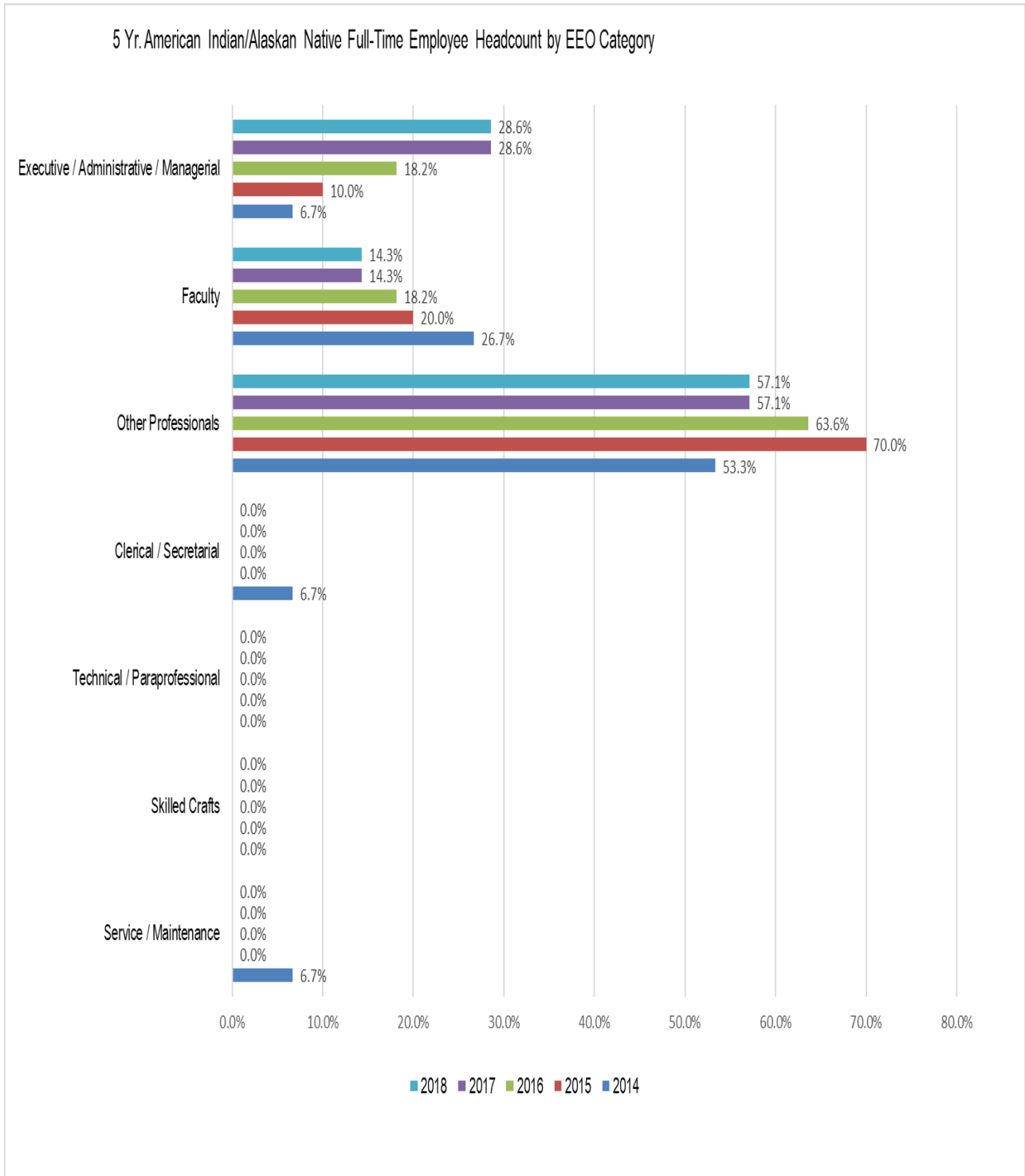


Hispanic Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time
 (Chart 25)



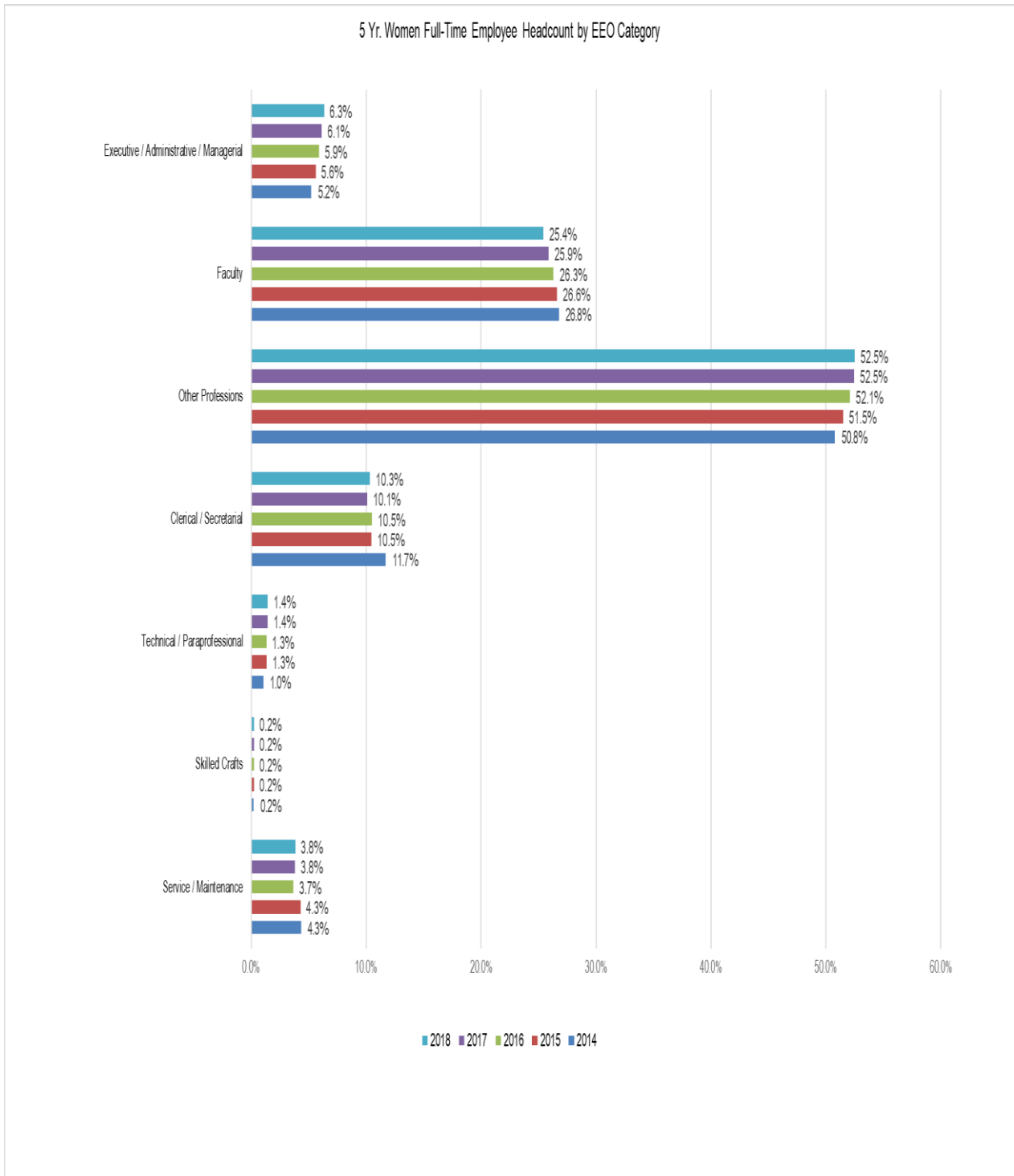
American Indian/Alaskan Native Full-time Employee Headcount by EEO Category – Academic and Non-Academic Full-time

(Chart 26)



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

(Chart 27)



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