

# WAYNE STATE UNIVERSITY



**2012**

## **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:** Allan D. Gilmour, President  
**SUBJECT:** 2012 Affirmative Action Status Report to the Board of Governors  
**DATE:** **June 26, 2013**

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 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 Wayne's affirmative action efforts for 2012, summarizes our achievements, and provides direction for our future.

## **EXECUTIVE SUMMARY**

The University's Affirmative Action Status Report (AASR) serves as the definitive report on the state of diversity and inclusion and 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 the 2012 AASR.

### **EMPLOYMENT**

Overall, minorities comprise slightly over 41% of Wayne's workforce and are represented in 90 percent of Wayne State University's 254 departments and in 99% of the departments that employ 10 or more people. Women represent over 52% of Wayne's full-time workforce, and are represented in 94% of all departments and 99% of all departments that employ 10 or more people. Minorities make up 29% of tenured faculty at Wayne and women comprise over 32% of tenured faculty. Among non-academic staff, nearly 47% are minorities and 59% are women.

### **COMPLAINTS**

The Office of Equal Opportunity is responsible for investigating complaints that arise under the University's internal policies of prohibiting discrimination and sexual harassment. The OEO also serves as the point of contact for complaints that are filed with external agencies, like the Equal Employment Opportunity Commission or the Michigan Department of Civil Rights. Whether arising from an internal claim or an external agency, these charges are classified as formal complaints. During 2012, there were a total of 33 formal complaints. The top three areas of claims were race, disability, and sex.

### **SUPPLIER DIVERSITY**

Minority and women-owned businesses participate in various contracting opportunities through the Supplier Diversity Program. During fiscal year 2012, overall expenditures increased by 4%. Minority-owned businesses were awarded 5% of overall expenditures and women-owned businesses were awarded nearly 6% of overall expenditures.

## **INTRODUCTION**

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

Wayne State University is the most diverse public university in the State of Michigan. The 2012 Affirmative Action Status Report (“AASR”) to the Wayne State University Board of Governors demonstrates that Wayne State University continues to lead in ensuring equality of opportunity. 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 Facilities Management.

Information regarding staffing levels and discrimination complaint data contained in this report are based on personnel actions reported on a calendar year basis from January 1, 2012 to December 31, 2012. Data related to supplier diversity and external financial management is reported on a fiscal year basis beginning on October 1, 2011 and ending September 30, 2012. The report includes additional headcount data tables for the previous twelve month period (January 1, 2011 – December 31, 2011) at Appendix VI. Graphs of five-year comparisons on staffing levels have been provided in Appendix VII.

Finally, the report also includes a breakdown of Minority and Women Faculty by College/School/Division in Section B, Table 8.

## **I. UNIVERSITY EMPLOYMENT**

Wayne State University is a major hiring force in southeastern Michigan. As of December 31, 2012, Wayne employed 7,962 persons, both full and part time, including temporary employees. While the report's focus is on full time employees in permanent positions with the University, the report includes a snapshot of temporary employees as well.

Wayne employed 5,105 persons in full time positions. Wayne recruits approximately 60% of its workforce from a four-county statistical area consisting of Macomb, Oakland, Washtenaw and Wayne counties.

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

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

Minorities and women are represented throughout all levels of the workforce at Wayne. Over 26% of executive and managerial positions are occupied by minorities and women are represented by over 51% of these positions. In addition, minorities hold 42% of those professional jobs that require a college degree and over 60% of these positions are held by women.

The workforce at Wayne exceeds the regional availability in the percentage of women, Black and Asian/Pacific Islanders. Among total full-time employees, just over 52% of Wayne's employees are female, compared to the regional average of just below 47%. Just over 23% of Wayne's full-time employees are Black, compared to 20.4% regional availability, and nearly 15% are Asian/Pacific Islanders, which is over four times the regional availability. Wayne has been less successful in recruiting Hispanic and American Indian/Alaskan Native employees, and lags behind regional availability with regard to both of these minority groups.

## Minority Representation Compared to Regional Availability<sup>1</sup>

As of 12/31/12 (Table 1)

Race/Ethnicity/Gender	2012 Full Time Employee Headcount	% of WSU Workforce	Regional Availability	% Difference
Black	1,179	23.10%	20.40%	2.70%
Asian	759	14.90%	2.80%	12.10%
Hispanic	129	2.50%	2.70%	-0.20%
White, Non-Hispanic	2,941	57.60%	N/A	N/A
Native Hawaiian/Pacific Islander	5	0.10%	N/A	N/A
American Indian/Alaskan Native	10	0.20%	0.30%	-0.10%
2 or more Races	19	0.40%	N/A	N/A
Not Identified	63	1.20%	N/A	N/A
<b>Women</b>	<b>2,665</b>	<b>52.20%</b>	<b>46.80%</b>	<b>5.40%</b>

The classifications utilized in this report are drawn from federally-established terminology utilized for EEO reporting purposes. (For purposes of this report the term “minority” includes Blacks, Asian, Hispanics, and American Indian/Alaskan Native, Native Hawaiian and Other Pacific Islander.) Overall, minorities comprise 41.2% of Wayne’s workforce and are represented in 90 percent of Wayne State University’s 254 departments and in 99% of the departments that employ 10 or more people. Women represent just over 52% of Wayne’s full-time workforce, and are represented in 94% of all departments, and 99% of all departments that employ 10 or more people. 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 2012, Wayne State University employed 5,105, persons in both academic (1,783) and non-academic (3,322) full time positions. Of the 5,105, full time employees, 2,665 were women employees and 2,101 were minority employees.

### 2012 Full Time Women and Minority Employment

As of 12/31/12 (Table 2)

Year	Women	% of total Headcount	Minority	% of total Headcount
2012	2,665	52.20%	2,101	41.20%
2011	2,554	51.10%	2,063	41.30%
2010	2,705	52.10%	2,150	41.41%
2009	2,665	51.70%	2,145	41.61%
2008	2,645	52.25%	2,123	41.94%

Most full-time employees are employed as “Faculty” (1,783 employees) or “Other Professionals” (2,208 employees).

<sup>1</sup> This “regional availability” is based on the 2000 Michigan Department of Career Development’s Labor Market Report, the most recent data available. Southeast Michigan is defined as a four-county regional statistical area (Macomb, Oakland, Washtenaw and Wayne Counties). “Minority” and “Women” are distinct classifications. “Women” includes both minority and non-minority women.

## 2012 Total Full Time Academic and Non Academic Employee Headcount

As of 12/31/12 (Table 3)

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

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

## 2012 Total Full-Time Women Employee Headcount

As of 12/31/12 (Table 4)

Category	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian and Other Pacific Islander	2 or more Races	White	Unknown Race/Ethnicity	2012 Total
Faculty	66 9.43%	114 16.29%	18 2.57%	2 0.29%	2 0.29%	6 0.86%	486 69.43%	6 0.86%	700
Executive/ Administrative/ Managerial	30 23.08%	6 4.62%	1 0.77%	1 0.29%	0 0%	0 0%	92 70.77%	0 0.00%	130
Other Professionals	367 27.59%	166 13.51%	38 2.83%	2 0.29%	0 0.08%	6 0.49%	729 54.05%	22 1.62%	1,330
Clerical / Secretarial	243 17.65%	0 0.00%	1 2.94%	1 0.29%	0 0%	0 0%	26 76.47%	0 0%	34
Clerical/ Secretarial	235 67.14%	2 1%	6 2%	0 0%	0 0%	2 1%	102 29.14%	3 1%	350
Skilled Crafts	2 40.00%	0 0%	0 0%	0 0%	0 0%	0 0%	3 60.00%	0 0.00%	5
Service / Maintenance	99 85.34%	0 0%	1 0.86%	1 0.29%	0 0.00%	1 0.86%	13 11.21%	1 0.86%	116
Total	805 30.21%	288 10.81%	65 2.44%	7 0.29%	2 0.08%	15 0.56%	1,451 54.45%	32 1.20%	2,665



## B. FACULTY EMPLOYMENT

Wayne State University strives to provide an efficient and user-friendly faculty hiring process that contributes to a diverse pool of qualified candidates. The Online Hiring System provides applicants with global access to employment opportunities 365 days of the year, 24 hours a day. The OEO is a resource for departments conducting academic searches by providing all academic departments with hiring plans to assist in identifying staffing needs and the OEO publishes information in the “Guide for Successful Searches.” Additionally, the OEO also provides diversity resources for publicizing employment opportunities and training in the faculty hiring process.

Wayne State University continues to promote diversity within its faculty. 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.

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

In 2012, Wayne employed 1,783 full time faculty. Tenure/tenure-track faculty made up 1,052 of the total faculty. Slightly more than 32% of tenure/tenure-track faculty (340) are women. Minorities hold 310, or 29.5%, of all tenure/tenure-track faculty positions.

In 2012, Wayne employed 731 non-tenured faculty. Women held 360, or just under one-half of the total non-tenured positions. Minorities filled 235, or just under one-third of the non-tenured faculty positions.

### 2012 Full Time Faculty - Tenure and Non-Tenure System

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

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

## 2012 Full Time Faculty – Minority Representation

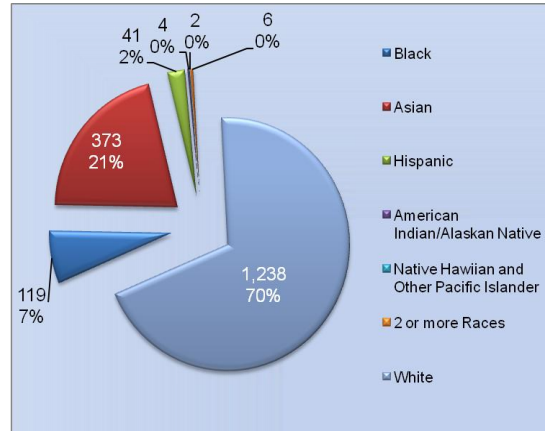


Chart 1

## 2012 Full Time Faculty – Gender Representation

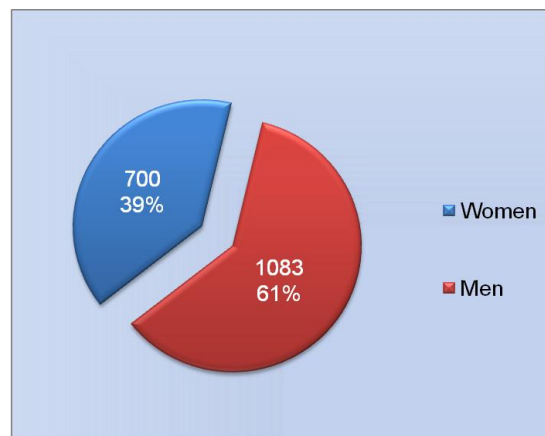


Chart 2

### b. Tenure-System Faculty by Rank<sup>2</sup>

Forty one percent (41%) of the 1,052 tenure/tenure-track faculty hold the rank of professor. In 2012, Wayne employed 437 professors, of which 84 were women and 100 were minorities. The majority of women and minorities are concentrated in the ranks of associate professor and assistant professor. Of the 341 associate professors employed in 2012, 125 were women and 105 were minorities. Of the 274 assistant professors employed in 2012, 131 were women and 105 were minorities.

Wayne State University promoted 36 tenure/tenure-track faculty during 2012, 3 more than in 2011. The 36 promotions included an increase in the number of women faculty who were promoted (12, an increase of 2 from the previous year). Thirteen minority faculty received promotions, a decrease of 1 from 2011.

<sup>2</sup> The number of faculty includes those department chairs whose primary responsibility is “Instructional” as defined by federal law (See EEO Categories at Appendix 1 of this report).

### 2012 Tenure System Faculty by Rank<sup>3</sup>

As of 12/31/12 (Table 6)

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

### 2012 Full Time Faculty Promotions - Tenure and Tenure Track System

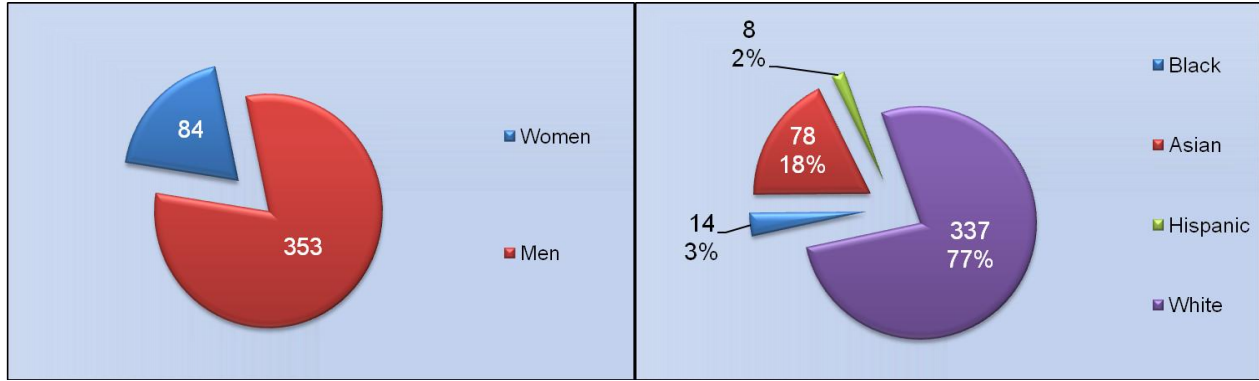
As of 12/31/12 (Table 7)

Rank	2012 Faculty Total	Black	Asian	Hispanic	American Indian/Alaskan Native	Native Hawaiian and Other Pacific Islander	2 or more Races	Total Minority	Women
Professor	13	0 0.0%	4 0.1%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 0.1%	3 0.1%
Associate Professor	23	1 4.3%	6 43.5%	2 8.7%	0 0.0%	0 0.0%	0 0.0%	9 56.5%	9 39.1%
Assistant Professor	0	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Total %</b>	<b>36</b>	<b>1 3.0%</b>	<b>10 33.3%</b>	<b>2 6.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>13 42.4%</b>	<b>12 30.3%</b>

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

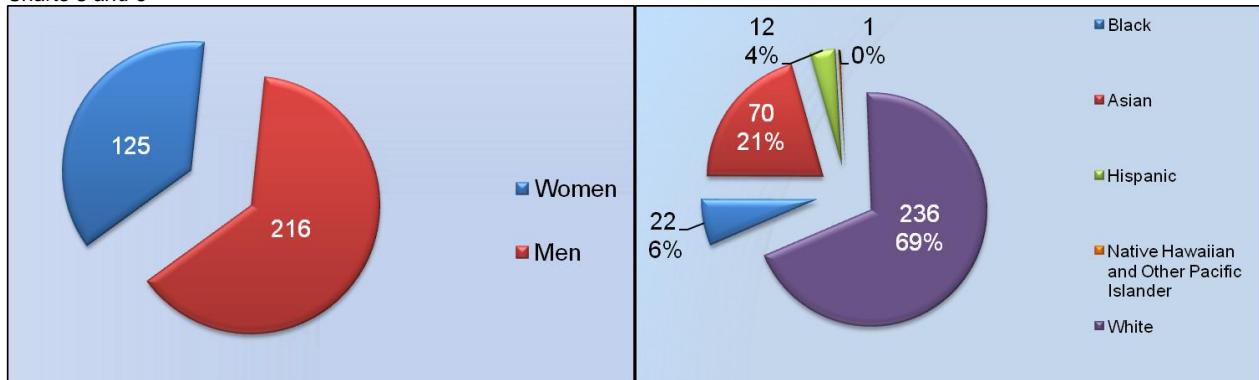
## Full Professors – Women and minority representation

Charts 3 and 4



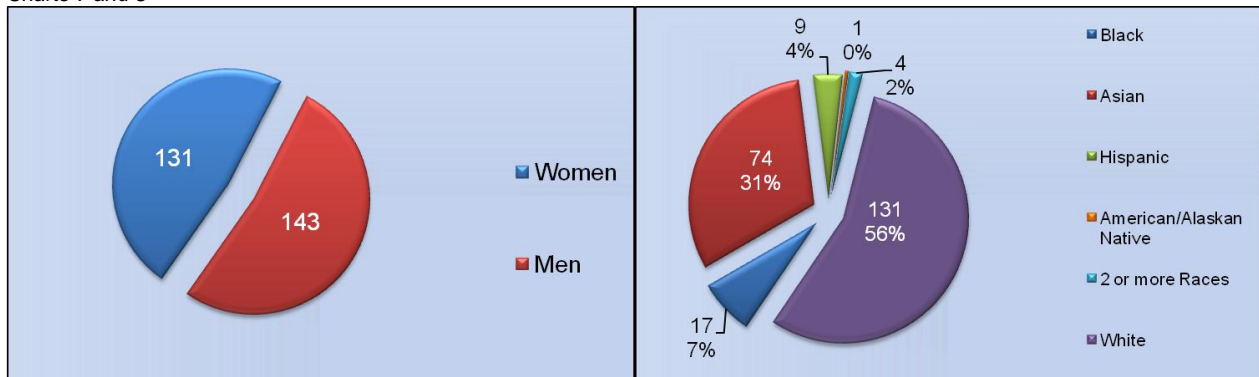
## Associate Professors - Women and minority representation

Charts 5 and 6



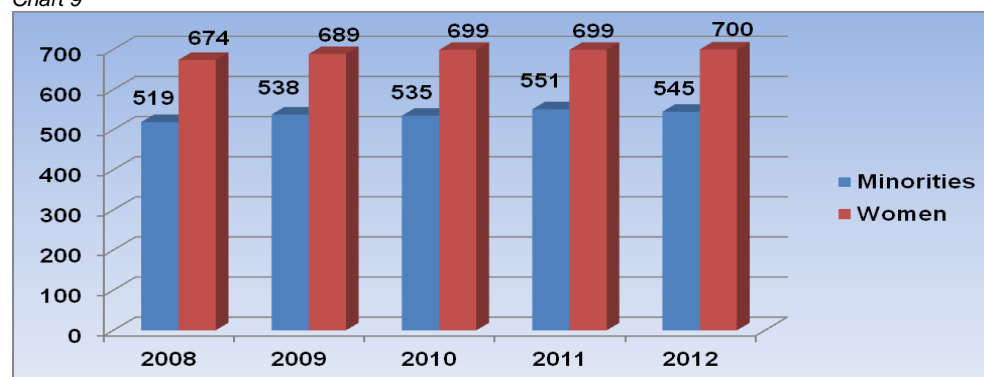
## Assistant Professors - Women and minority representation

Charts 7 and 8



## Full Time Women and Minority Faculty Five Year Trend

Chart 9



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

## 2012 Tenure/Tenure-Track Faculty by School/College/Division – Minorities

As of 12/31/12 (Table 8)

School/College/Division	Black	Asian/Pacific Islander	Hispanic	American Indian/Alaskan Native	Native Hawaiian and Other Pacific Islander	2 or more Races	Unknown	White	Total Minority Faculty	Total Faculty
School of Business Administration	5	15	0	0	0	0	0	26	20	46
	10.9%	32.6%	0.0%	0.0%	0.0%	0.0%	0.0%	56.5%	43.5%	
College of Education	6	7	3	1	0	0	0	42	17	59
	10.2%	11.9%	5.1%	1.7%	0.0%	0.0%	0.0%	71.2%	28.8%	
College of Engineering	5	54	1	0	0	1	0	46	61	107
	4.7%	50.5%	0.9%	0.0%	0.0%	0.9%	0.0%	43.0%	57.0%	
College of Fine & Performing Arts	4	4	3	0	0	0	0	60	11	71
	5.6%	5.6%	4.2%	0.0%	0.0%	0.0%	0.0%	84.5%	15.5%	
Law School	2	1	0	0	0	0	0	31	3	34
	5.9%	2.9%	0.0%	0.0%	0.0%	0.0%	0.0%	91.2%	8.8%	
College of Liberal Arts & Science	16	55	13	0	0	1	4	260	85	349
	4.6%	15.8%	3.7%	0.0%	0.0%	0.3%	1.1%	74.5%	24.4%	
School of Library & Information Science	1	1	0	0	0	0	1	9	2	12
	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	8.3%	75.0%	16.7%	
School of Medicine	7	74	7	0	0	1	0	199	89	288
	2.4%	25.7%	2.4%	0.0%	0.0%	0.3%	0.0%	69.1%	30.9%	
College of Nursing	2	1	0	0	1	0	0	20	4	24
	8.3%	4.2%	0.0%	0.0%	4.2%	0.0%	0.0%	83.3%	16.7%	
College of Pharmacy & Health Science	1	5	0	0	0	0	1	22	6	29
	3.4%	17.2%	0.0%	0.0%	0.0%	0.0%	3.4%	75.9%	20.7%	
School of Social Work	4	1	1	0	0	1	0	11	7	18
	22.2%	5.6%	5.6%	0.0%	0.0%	5.6%	0.0%	61.1%	38.9%	
Division of Research	0	4	1	0	0	0	0	10	5	15
	0.0%	26.7%	6.7%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	
Grand Totals:	53	222	29	1	1	4	6	736	310	1052
	5.0%	21.1%	2.8%	0.1%	0.1%	0.4%	0.6%	70.0%	29.4%	

## 2012 Tenure/Tenure-Track Faculty by School/College/Division – Women

As of 12/31/12 (Table 9)

School/College/Division	Black	Asian/Pacific Islander	Hispanic	American Indian/Alaskan Native	Native Hawaiian and Other Pacific Islander	2 or more Races	Unknown	White	Total Minorities (Women)	Total Faculty (Women)
School of Business Administration	1	4	0	0	0	0	0	5	5	10
	10.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	
College of Education	5	5	3	1	0		0	21	14	35
	14.3%	14.3%	8.6%	2.9%	0.0%	0.0%	0.0%	60.0%	40.0%	
College of Engineering	0	3	0	0	0	1	0	7	4	11
	0.0%	27.3%	0.0%	0.0%	0.0%	9.1%	0.0%	63.6%	36.4%	
College of Fine & Performing Arts	2	2	0	0	0	0	0	24	4	28
	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	85.7%	14.3%	
Law School	2	1	0	0	0		0	9	3	12
	16.7%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	
College of Liberal Arts & Science	5	15	6	0	0	1	2	92	27	121
	4.1%	12.4%	5.0%	0.0%	0.0%	0.8%	1.7%	76.0%	22.3%	
School of Library & Information Science	1	0	0	0	0	0	1	5	1	7
	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	71.4%	14.3%	
School of Medicine	4	15	1	0	0	1	0	44	21	65
	6.2%	23.1%	1.5%	0.0%	0.0%	1.5%	0.0%	67.7%	32.3%	
College of Nursing	2	1	0	0	1	0	0	18	4	22
	9.1%	4.5%	0.0%	0.0%	4.5%	0.0%	0.0%	81.8%	18.2%	
College of Pharmacy & Health Science	0	1	0	0	0	0	0	7	1	8
	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	12.5%	
School of Social Work	4	1	0	0	0	1	0	9	6	15
	26.7%	6.7%	0.0%	0.0%	0.0%	6.7%	0.0%	60.0%	40.0%	
Division of Research	0	1	0	0	0	0	0	5	1	6
	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	83.3%	16.7%	
<b>Grand Totals:</b>	26	49	10	1	1	4	3	246	91	340
	7.6%	14.4%	2.9%	0.3%	0.3%	1.2%	0.9%	72.3%	26.8%	

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

The term “staff” refers to individuals in positions ranging from maintenance personnel to executive officers. The non-academic staff at Wayne State University is diverse in its representation of women and minorities. Of the 3,322 non-academic staff at Wayne State University in 2012, women totaled 1,965 (59%) and minorities totaled 1,556 (47%). Blacks are the largest minority group with 1,060 employees (32%), followed by Asians with 386 employees (12%).

### Full-Time Non-Academic Employees by EEO Categories

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

### 2012 Total Full-Time Non-Academic Employee Headcount

*As of 12/31/12 (Table 10)*

Category	2012 Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian and Other Pacific Islander	2 or More Races	Total Minorities	Women
Executive / Administrative / Managerial	252	49 19.4%	12 4.8%	4 1.6%	1 0.4%	0 0.0%	0 0.0%	66 26.2%	130 51.6%
Other Professionals	2,208	487 22.0%	366 16.6%	63 2.9%	2 0.1%	3 0.1%	10 0.5%	931 42.1%	1,330 60.2%
Technical / Paraprofessional	66	12 18.2%	1 1.5%	1 1.5%	1 1.5%	0 0.0%	0 0.0%	15 22.7%	34 51.5%
Clerical / Secretarial	392	259 66.1%	3 0.8%	9 2.3%	1 0.3%	0 0.0%	2 0.5%	274 69.9%	350 89.3%
Skilled Crafts	109	35 32.1%	2 1.8%	1 0.9%	0 0.0%	0 0.0%	0 0.0%	38 34.9%	5 4.6%
Service / Maintenance	295	218 73.9%	2 0.7%	10 3.4%	1 0.3%	0 0.0%	1 0.3%	232 78.6%	116 39.3%
<b>Total</b>	<b>3,322</b>	<b>1,060</b> 31.9%	<b>386</b> 11.6%	<b>88</b> 2.6%	<b>6</b> .2%	<b>3</b> 0.0%	<b>13</b> .4%	<b>1,556</b> 46.8%	<b>1,965</b> 59.1%

With nearly 47% minority and more than 59% female representation in the non-academic employee group, Wayne State continues to retain and employ a diverse workforce.

## Higher Level Positions

It is significant that minorities and women are heavily represented throughout all levels of job categories at Wayne State University. In 2012, 252 employees were classified in the “Executive/Administrative/Managerial” category. This category corresponds, more or less, to non-academic employees holding the rank of Director or above. Minorities represent slightly over 26% of this high-level category, or 66 of 252 employees. Women represented nearly 52% of this category, or 130 employees.

Full-time employees in the “Other Professional” category include academic support personnel as well as those job assignments that require a college degree. The population of the “Other Professional” category fluctuates with enrollment and grant funding trends. Of the 2,208 employed in this category, 931 were minorities. Blacks were more heavily represented than any other minority, at 487, followed by Asians at 366. Hispanics in this category totaled 63, with American Indian/Alaskan Native and Native Hawaiian and Other Pacific Islanders totaling 2 and 3 respectively. Ten (10) employees were identified as having 2 or more races and slightly over 60% (1,330) were women.

## D. TEMPORARY POSITIONS

This group of employees often fluctuates over the course of a given year, as the positions are based on a unit’s specific needs or projects. University policy limits temporary employees to a total of 1000 hours employment in a fiscal year. With this limitation in mind, the following data provides a snapshot of active temporary positions on the payroll as of November 2012.<sup>4</sup>

### Temporary employees by position classification and gender

*As of 12/31/12 (Table 11)*

Type	Female	Male	Total
Other Professional	274	150	424
Clerical and Secretarial	84	51	135
Skilled Crafts	6	12	18
Service/Maintenance	6	7	13
Totals:	370	220	590
% of total:	62.7%	37.3%	100.0%

<sup>4</sup> Wayne runs two different reports regarding temporary employees: a report listing those individuals who are classified as “temporary employee” or “TE”, and a report listing the number of temporary employees who work in a specific pay period. The snapshot in this section is the number of individuals classified TE.



## Temporary employees by position classification and race

As of 12/31/12 (Table 12)

Type	Black	Asian / Pacific Islander	Hispanic	American Indian/ Alaskan Native	Native Hawaiian and Other Pacific Islander	2 or More Races	White	Unknown Race/ Ethnicity	Total
Other Professional	133	24	13	0	0	5	242	7	424
Clerical/ Secretarial	65	2	2	0	0	2	63	1	135
Skilled Crafts	17	0	0	0	0	0	1	0	18
Service/ Maintenance	8	0	0	0	0	0	5	0	13
<b>Totals:</b>	<b>223</b>	<b>26</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>311</b>	<b>8</b>	<b>590</b>

As demonstrated by the data outlined above, generally, the temporary employee population reflects the University at large in its distribution of women and minorities. Minorities comprise nearly half of this employment group. Black technicians represent 38% of the group, in excess of the 20.4% regional availability. Asians represent slightly over 4% of the group, which also exceeds the regional availability of 2.8%. Hispanics and American Indian/Alaskan Native both fall below our regional availability and the University employee population overall.

### E. COMPARISON WITH OTHER UNIVERSITIES

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

#### 1) Michigan Public Universities<sup>6</sup>

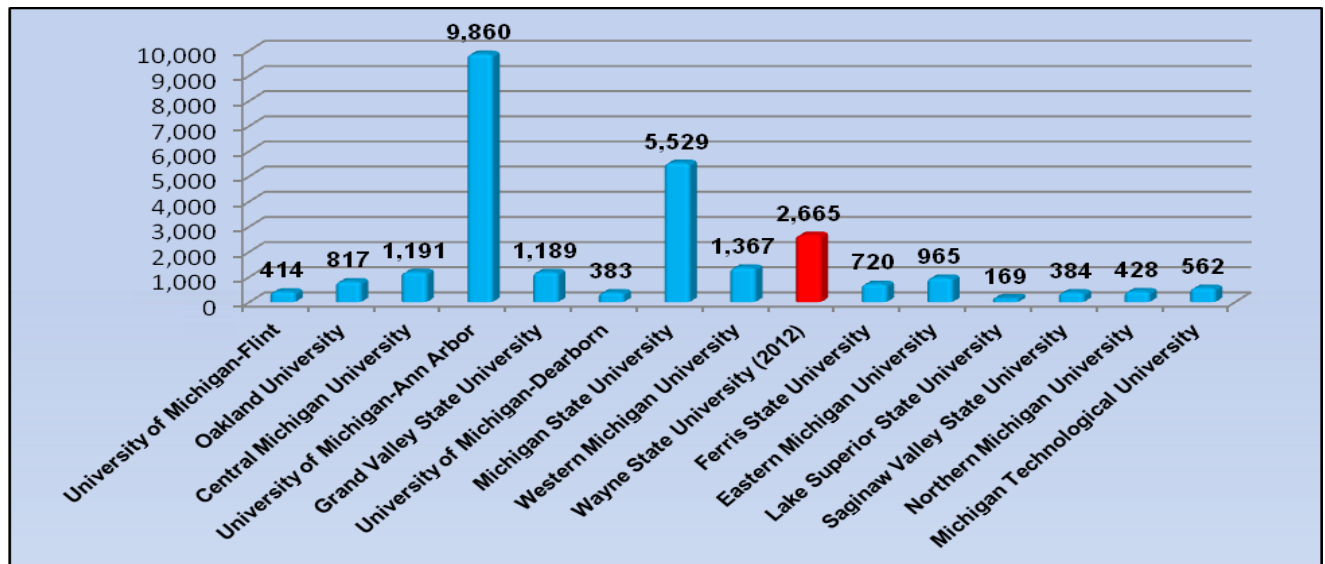
##### Comparative Analysis – Women Employment

In 2012, Wayne State University employed 2,665 women in full time positions. The total number of women employed in full time positions at Wayne is third behind University of Michigan-Ann Arbor (9,860) and Michigan State University (5,529), respectively. Among the public universities, as a percentage of total employees, Wayne ranks 9<sup>th</sup> with 52.20% of its employees being women.

<sup>5</sup> The methodology for the analysis was to compare Wayne in accordance with employment data submitted to IPEDS for the most recent year available (2011). 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.

<sup>6</sup> There are 15 Public Universities in the state of Michigan submitting data with Integrated Postsecondary Education Data System (IPEDS) voluntarily for the reporting year 2011.

Michigan Public Universities				
2011 - 2012 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Michigan-Flint	709	414	58.39%	1
Oakland University	1,467	817	55.69%	2
Central Michigan University	2,214	1,191	53.79%	3
University of Michigan-Ann Arbor	18,413	9,860	53.55%	4
Grand Valley State University	2,236	1,189	53.18%	5
University of Michigan-Dearborn	727	383	52.68%	6
Michigan State University	10,504	5,529	52.64%	7
Western Michigan University	2,604	1,367	52.50%	8
<b>Wayne State University (2012)</b>	<b>5,105</b>	<b>2,665</b>	<b>52.20%</b>	<b>9</b>
Ferris State University	1,389	720	51.84%	10
Eastern Michigan University	1,872	965	51.55%	11
Lake Superior State University	329	169	51.37%	12
Saginaw Valley State University	783	384	49.04%	13
Northern Michigan University	922	428	46.42%	14
Michigan Technological University	1,302	562	43.16%	15

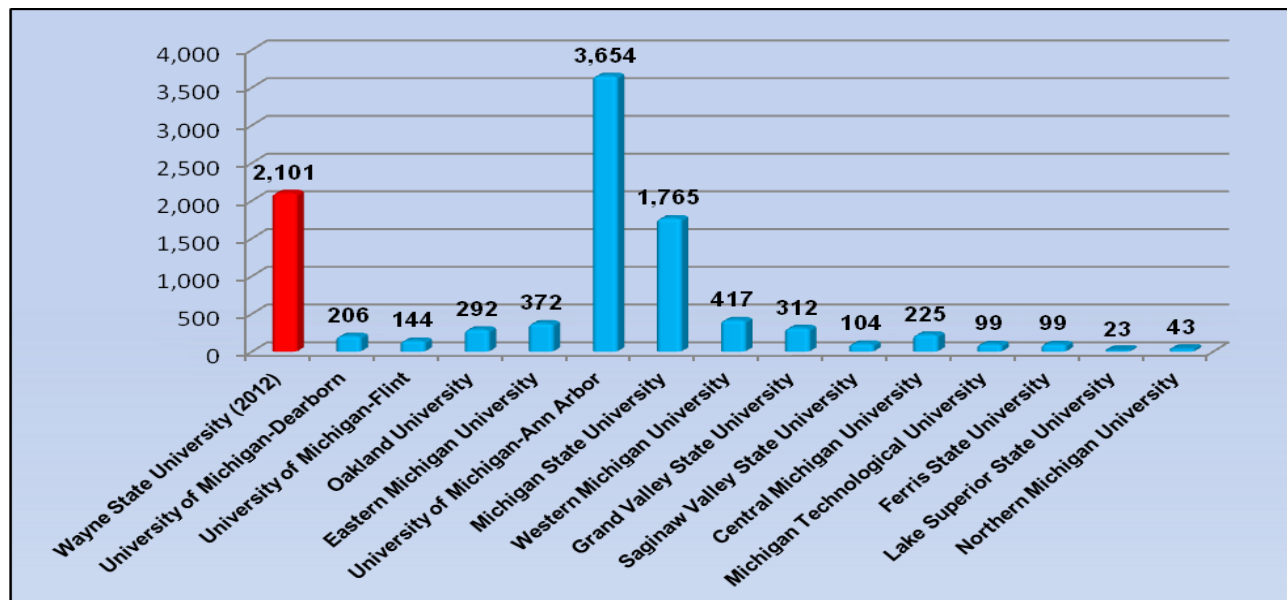


## Comparative Analysis – Minority Employment

In 2012, Wayne State University employed 2,101 minorities in Full Time positions, second only to the University of Michigan--Ann Arbor (3,654). As a percentage of total employees, Wayne (41.16%) ranks 1<sup>st</sup> among the public universities.

As of 12/31/12 (Table 14)

Michigan Public Universities				
2011 - 2012 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
Wayne State University (2012)	5,105	2,101	41.16%	1
University of Michigan-Dearborn	727	206	28.34%	2
University of Michigan-Flint	709	144	20.31%	3
Oakland University	1,467	292	19.90%	4
Eastern Michigan University	1,872	372	19.87%	5
University of Michigan-Ann Arbor	18,413	3,654	19.84%	6
Michigan State University	10,504	1,765	16.80%	7
Western Michigan University	2,604	417	16.01%	8
Grand Valley State University	2,236	312	13.95%	9
Saginaw Valley State University	783	104	13.28%	10
Central Michigan University	2,214	225	10.16%	11
Michigan Technological University	1,302	99	7.60%	12
Ferris State University	1,389	99	7.13%	13
Lake Superior State University	329	23	6.99%	14
Northern Michigan University	922	43	4.66%	15



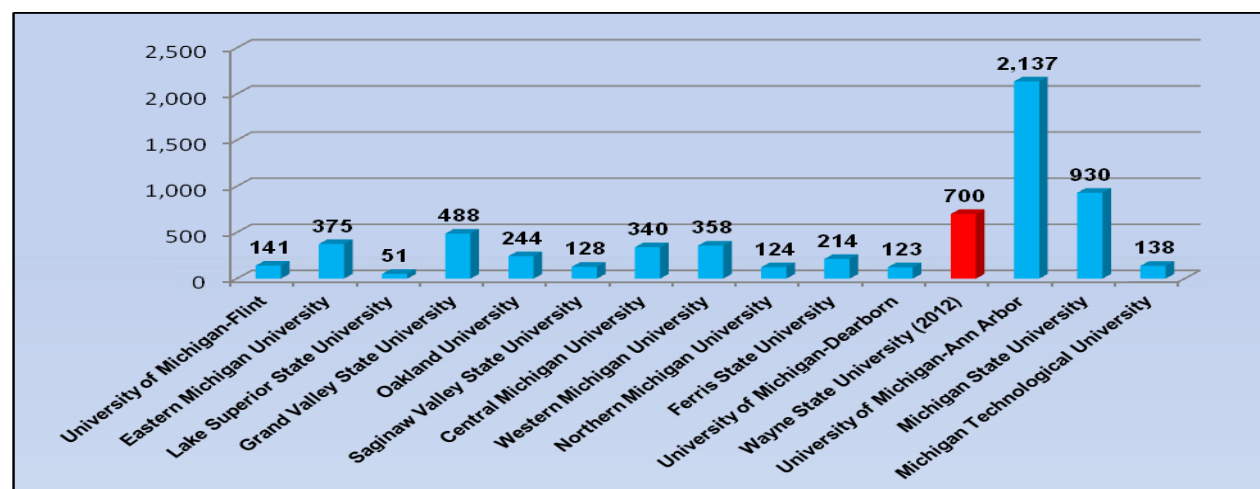
## Comparative Analysis – Faculty Employment

### Women Faculty

In 2012, Wayne State University employed 700 women in Full Time Faculty positions.<sup>7</sup> This result remains third behind the University of Michigan – Ann Arbor (2,137) and Michigan State University (930), respectively. As a percentage of total faculty employees, Wayne ranks 12<sup>th</sup> among the Michigan Public Universities with 39.26% of its full time faculty employees being women.

As of 12/31/12 (Table 15)

Michigan Public Universities				
2011 - 2012 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Michigan-Flint	278	141	50.72%	1
Eastern Michigan University	782	375	47.95%	2
Lake Superior State University	110	51	46.36%	3
Grand Valley State University	1,054	488	46.30%	4
Oakland University	542	244	45.02%	5
Saginaw Valley State University	296	128	43.24%	6
Central Michigan University	820	340	41.46%	7
Western Michigan University	882	358	40.59%	8
Northern Michigan University	314	124	39.49%	9
Ferris State University	542	214	39.48%	10
University of Michigan-Dearborn	312	123	39.42%	11
<b>Wayne State University (2012)</b>	<b>1,783</b>	<b>700</b>	<b>39.26%</b>	<b>12</b>
University of Michigan-Ann Arbor	5,849	2,137	36.54%	13
Michigan State University	2,577	930	36.09%	14
Michigan Technological University	512	138	26.95%	15



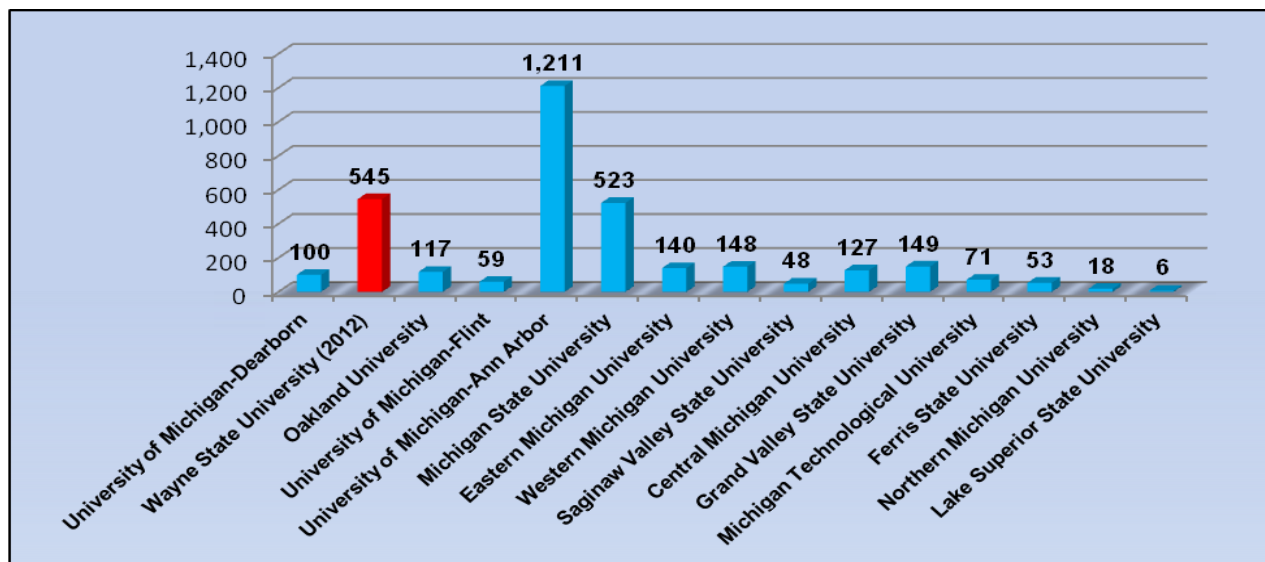
<sup>7</sup> Faculty numbers reference both Tenure/Tenure-Track (340) and Non-Tenured (360) employees.

## Minority Faculty

In 2012, Wayne State University employed 545 minorities in Full Time Faculty positions, second behind the University of Michigan – Ann Arbor (1,211).<sup>8</sup> As a percentage of total full time faculty employees, Wayne (30.57%) ranks 2<sup>nd</sup> among the Michigan Public Universities.

As of 12/31/12 (Table 16)

Michigan Public Universities				
2011 - 2012 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
University of Michigan-Dearborn	312	100	32.05%	1
<b>Wayne State University (2012)</b>	<b>1,783</b>	<b>545</b>	<b>30.57%</b>	<b>2</b>
Oakland University	542	117	21.59%	3
University of Michigan-Flint	278	59	21.22%	4
University of Michigan-Ann Arbor	5,849	1,211	20.70%	5
Michigan State University	2,577	523	20.29%	6
Eastern Michigan University	782	140	17.90%	7
Western Michigan University	882	148	16.78%	8
Saginaw Valley State University	296	48	16.22%	9
Central Michigan University	820	127	15.49%	10
Grand Valley State University	1,054	149	14.14%	11
Michigan Technological University	512	71	13.87%	12
Ferris State University	542	53	9.78%	13
Northern Michigan University	314	18	5.73%	14
Lake Superior State University	110	6	5.45%	15



<sup>8</sup> Faculty numbers reference both Tenure/Tenure-Track (310) and Non-Tenured (235) employees.

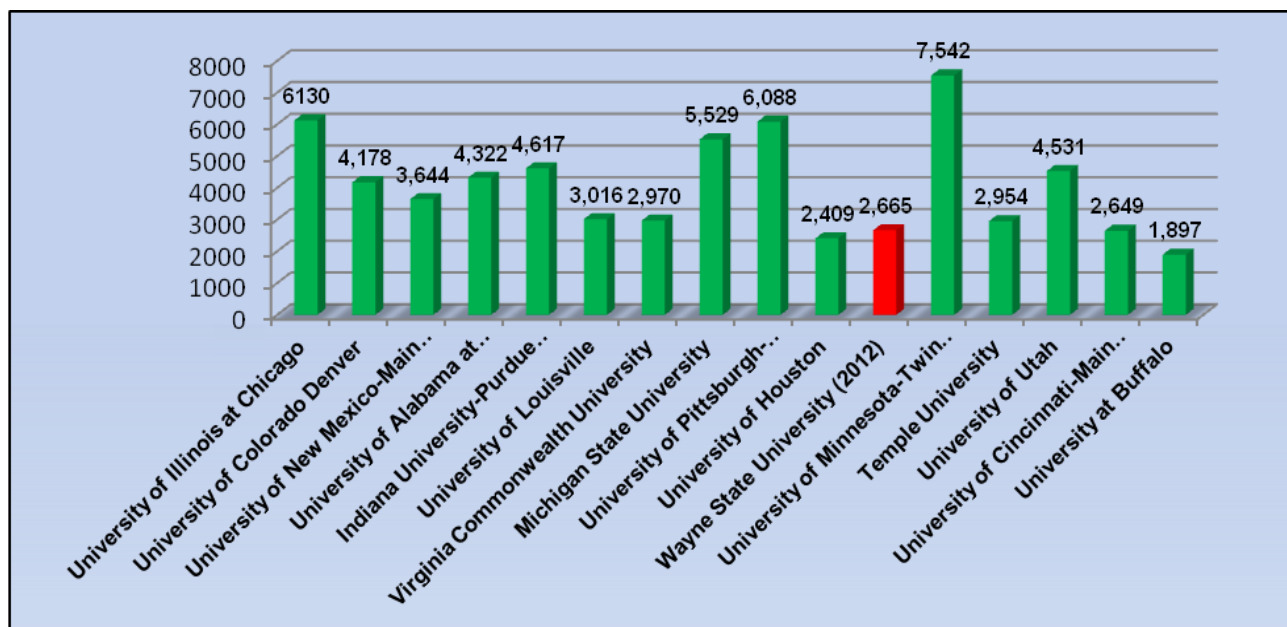
## 2) National Peer Institutions

### Comparative Analysis – Women Employment

In 2012, Wayne State University employed 2,665 women in full time positions. Wayne ranks 11<sup>th</sup> among its national peer institutions in percentage of total women employed.<sup>9</sup>

As of 12/31/12 (Table 17)

National Peer Institutions				
2011 - 2012 Full Time Women Employees				
Institution Name	Total Full Time Employees	Total Full Time Women Employees	Percentage of Total Employees	Rank
University of Illinois at Chicago	9,782	6,130	62.67%	1
University of Colorado Denver	6,937	4,178	60.23%	2
University of New Mexico-Main Campus	6,192	3,644	58.85%	3
University of Alabama at Birmingham	7,531	4,322	57.39%	4
Indiana University-Purdue University-Indianapolis	8,194	4,617	56.35%	5
University of Louisville	5,449	3,016	55.35%	6
Virginia Commonwealth University	5,423	2,970	54.77%	7
Michigan State University	10,504	5,529	52.64%	8
University of Pittsburgh-Pittsburgh Campus	11,647	6,088	52.27%	9
University of Houston	4,613	2,409	52.22%	10
<b>Wayne State University (2012)</b>	<b>5,105</b>	<b>2,665</b>	<b>52.20%</b>	<b>11</b>
University of Minnesota-Twin Cities	14,526	7,542	51.92%	12
Temple University	5,786	2,954	51.05%	13
University of Utah	8,895	4,531	50.94%	14
University of Cincinnati-Main Campus	5,427	2,649	48.81%	15
University at Buffalo	4,120	1,897	46.04%	16



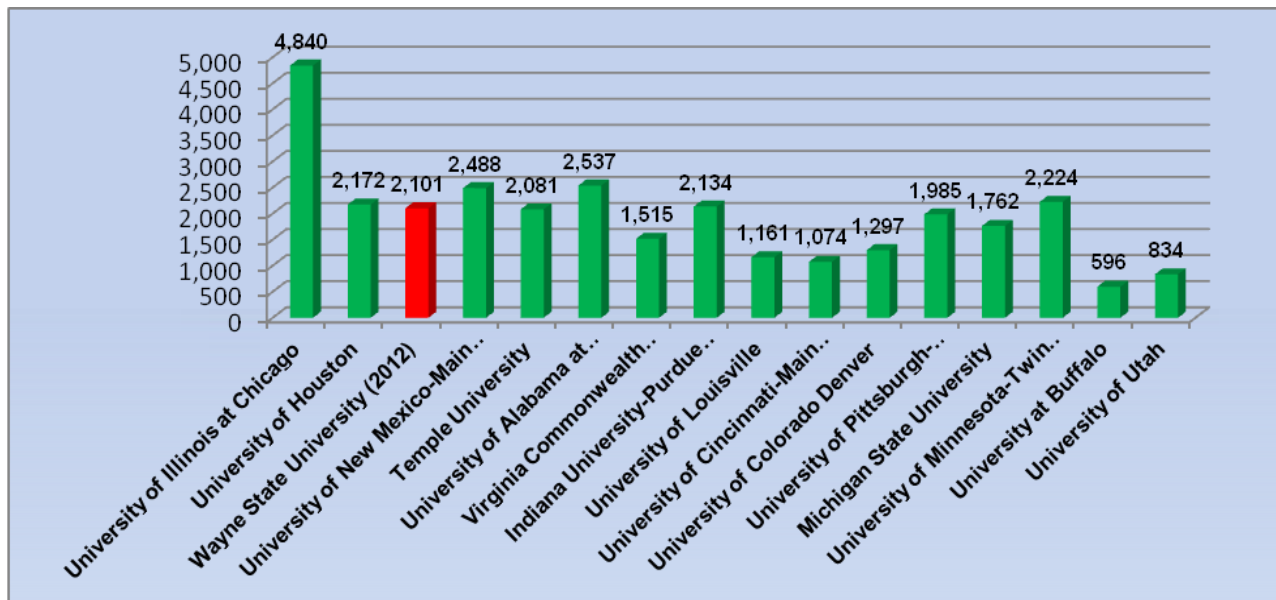
<sup>9</sup> The Board of Governors has identified fifteen (15) universities as National Peer Institutions.

## Comparative Analysis – Minority Employment

In 2012, Wayne State University employed 2,101 minorities in Full-time positions. Wayne ranks 3<sup>rd</sup> among its national peer institutions in total minorities employed with 41.16% of its employee population being minority.

As of 12/31/12 (Table 18)

National Peer Institutions				
2011 - 2012 Full Time Minority Employees				
Institution Name	Total Full Time Employees	Total Full Time Minority Employees	Percentage of Total Employees	Rank
University of Illinois at Chicago	9,782	4,840	49.48%	1
University of Houston	4,613	2,172	47.08%	2
Wayne State University (2012)	5,105	2,101	41.16%	3
University of New Mexico-Main Campus	6,192	2,488	40.18%	4
Temple University	5,786	2,081	35.97%	5
University of Alabama at Birmingham	7,531	2,537	33.69%	6
Virginia Commonwealth University	5,423	1,515	27.94%	7
Indiana University-Purdue University-Indianapolis	8,194	2,134	26.04%	8
University of Louisville	5,449	1,161	21.31%	9
University of Cincinnati-Main Campus	5,427	1,074	19.79%	10
University of Colorado Denver	6,937	1,297	18.70%	11
University of Pittsburgh-Pittsburgh Campus	11,647	1,985	17.04%	12
Michigan State University	10,504	1,762	16.77%	13
University of Minnesota-Twin Cities	14,526	2,224	15.31%	14
University at Buffalo	4,120	596	14.47%	15
University of Utah	8,895	834	9.38%	16



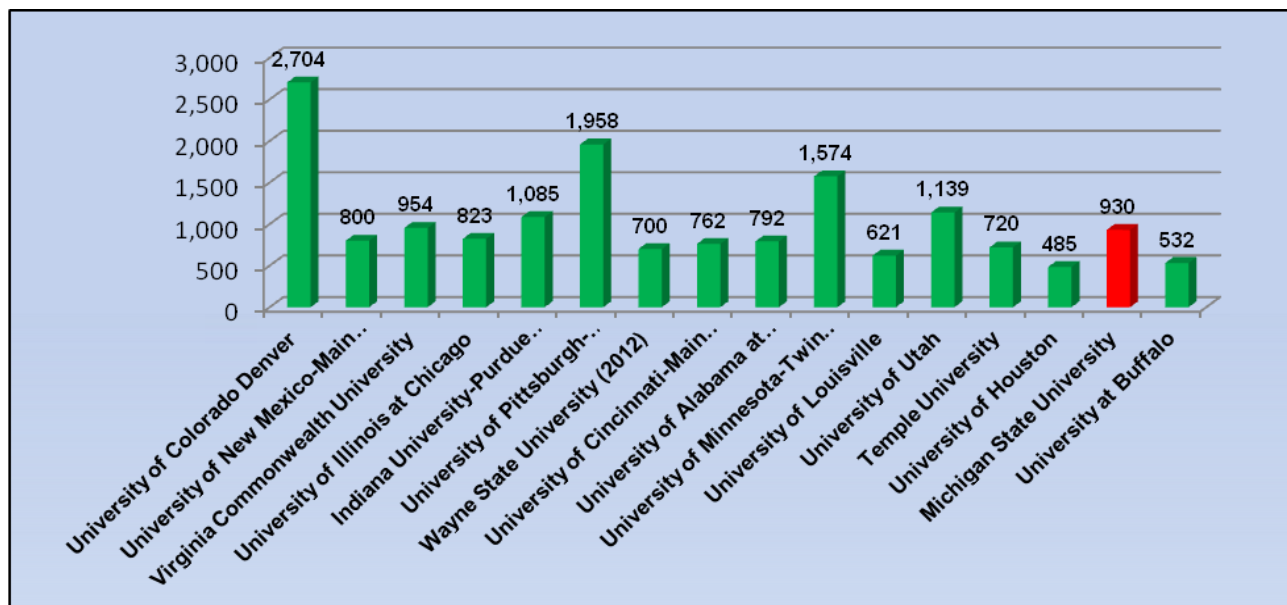
## COMPARATIVE ANALYSIS – FACULTY EMPLOYMENT

### **Women Faculty**

In 2012, Wayne State University employed 700 women in Full-time Faculty positions.<sup>10</sup> Wayne ranks 7<sup>th</sup> among its national peer institutions in total women faculty.

As of 12/31/12 (Table 19)

National Peer Institutions				
2011 - 2012 Full Time Women Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Women Faculty	Percentage of Total Faculty	Rank
University of Colorado Denver	4,712	2,704	57.39%	1
University of New Mexico-Main Campus	1,789	800	44.72%	2
Virginia Commonwealth University	2,204	954	43.28%	3
University of Illinois at Chicago	1,922	823	42.82%	4
Indiana University-Purdue University-Indianapolis	2,661	1,085	40.77%	5
University of Pittsburgh-Pittsburgh Campus	4,977	1,958	39.34%	6
<b>Wayne State University (2012)</b>	<b>1,783</b>	<b>700</b>	<b>39.26%</b>	<b>7</b>
University of Cincinnati-Main Campus	1,980	762	38.48%	8
University of Alabama at Birmingham	2,058	792	38.48%	9
University of Minnesota-Twin Cities	4,126	1,574	38.15%	10
University of Louisville	1,649	621	37.66%	11
University of Utah	3,059	1,139	37.23%	12
Temple University	1,935	720	37.21%	13
University of Houston	1,340	485	36.19%	14
Michigan State University	2,577	930	36.09%	15
University at Buffalo	1,537	532	34.61%	16



<sup>10</sup> Faculty numbers reference both Tenure/Tenure-Track (340) and Non-Tenured (360) employees.

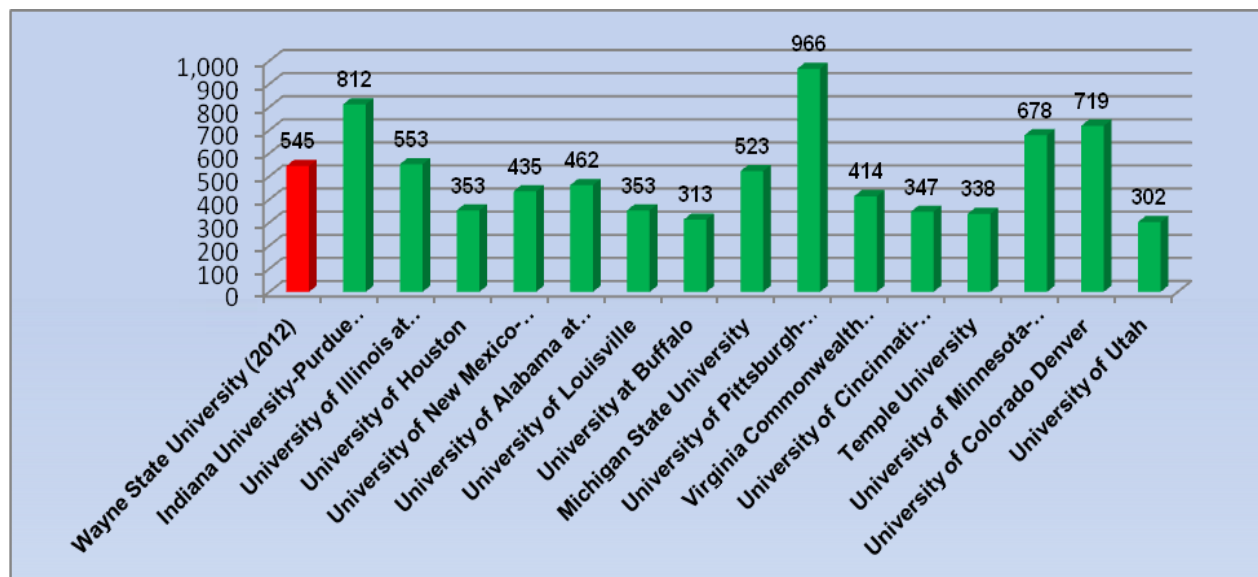


## Minority Faculty

In 2012, Wayne State University employed 545 minorities in Full-time Faculty positions.<sup>11</sup> Wayne ranks first among its 16 national peer institutions in total minority faculty.

As of 12/31/12 (Table 20)

National Peer Institutions				
2011 - 2012 Full Time Minority Faculty				
Institution Name	Total Full Time Faculty	Total Full Time Minority Faculty	Percentage of Total Faculty	Rank
Wayne State University (2012)	1,783	545	30.57%	1
Indiana University-Purdue University-Indianapolis	2,661	812	30.51%	2
University of Illinois at Chicago	1,922	553	28.77%	3
University of Houston	1,340	353	26.34%	4
University of New Mexico-Main Campus	1,789	435	24.32%	5
University of Alabama at Birmingham	2,058	462	22.45%	6
University of Louisville	1,649	353	21.41%	7
University at Buffalo	1,537	313	20.36%	8
Michigan State University	2,577	523	20.29%	9
University of Pittsburgh-Pittsburgh Campus	4,977	966	19.41%	10
Virginia Commonwealth University	2,204	414	18.78%	11
University of Cincinnati-Main Campus	1,980	347	17.53%	12
Temple University	1,935	338	17.47%	13
University of Minnesota-Twin Cities	4,126	678	16.43%	14
University of Colorado Denver	4,712	719	15.26%	15
University of Utah	3,059	302	9.87%	16



<sup>11</sup> Faculty numbers reference both Tenure/Tenure-Track (310) and Non-Tenured (235) employees.

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

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

**Michigan Public Universities – Women Employees**

As of 12/31/12 (Table 21)

<b>Michigan Public Universities</b>				
<b>2011-2012 Full Time Executive/Administrative/Managerial Women Employees</b>				
<b>Institution Name</b>	<b>Total Full Time Executive/Administrative/Managerial Employees</b>	<b>Total Full Time Women Executive/Administrative/Managerial Employees</b>	<b>Percentage of Total Executive/Administrative/Managerial Employees</b>	<b>Rank</b>
Lake Superior State University	43	26	60.47%	1
University of Michigan-Ann Arbor	1706	941	55.16%	2
Grand Valley State University	175	94	53.71%	3
University of Michigan-Flint	93	48	51.61%	4
<b>Wayne State University (2012)</b>	<b>252</b>	<b>130</b>	<b>51.59%</b>	<b>5</b>
Michigan State University	342	176	51.46%	6
University of Michigan-Dearborn	80	39	48.75%	7
Western Michigan University	86	41	47.67%	8
Saginaw Valley State University	99	45	45.45%	9
Eastern Michigan University	147	66	44.90%	10
Central Michigan University	128	57	44.53%	11
Ferris State University	165	73	44.24%	12
Oakland University	67	29	43.28%	13
Michigan Technological University	68	26	38.24%	14
Northern Michigan University	65	22	33.85%	15

## Michigan Public Universities – Women Employees by Primary Ethnicity

As of 12/31/12 (Table 22)

Michigan Public Universities							
2011-2012 Full Time Executive/Administrative/Managerial Women Employees by Primary Ethnicity							
Institution Name	American Indian or Alaska Native	Asian/Native Hawaiian/Other Pacific Islander	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Two or More Races	Total Women by Ethnicity	Total Women
University of Michigan-Ann Arbor	0	27	75	20	12	134	941
Wayne State University (2012)	1	6	30	1	0	38	130
Michigan State University	0	6	17	1	3	27	176
Grand Valley State University	1	1	10	3	1	16	94
Eastern Michigan University	0	1	9	0	0	10	66
University of Michigan-Dearborn	0	0	7	1	2	10	39
Central Michigan University	2	1	3	2	0	8	57
University of Michigan-Flint	0	1	4	1	0	6	48
Western Michigan University	0	0	5	1	0	6	41
Oakland University	0	2	3	0	0	5	29
Saginaw Valley State University	0	0	1	2	0	3	45
Northern Michigan University	2	0	0	0	0	2	22
Lake Superior State University	1	0	0	0	0	1	26
Michigan Technological University	1	0	0	0	0	1	26
Ferris State University	0	0	0	0	0	0	73

## Michigan Public Universities – Minority Employees

As of 12/31/12 (Table 23)

<b>Michigan Public Universities</b>				
<b>2011-2012 Full Time Executive/Administrative/Managerial Minority Employees</b>				
Institution Name	Total Full Time Executive/Administrative/Managerial Employees	Total Full Time Minority Executive/Administrative/Managerial Employees	Percentage of Total Executive/Administrative/Managerial Employees	Rank
<b>Wayne State University (2012)</b>	<b>252</b>	<b>66</b>	<b>26.19%</b>	<b>1</b>
Grand Valley State University	175	36	20.57%	2
University of Michigan-Dearborn	80	16	20.00%	3
University of Michigan-Flint	93	16	17.20%	4
Eastern Michigan University	147	24	16.33%	5
University of Michigan-Ann Arbor	1,706	240	14.07%	6
Central Michigan University	128	18	14.06%	7
Oakland University	67	9	13.43%	8
Western Michigan University	86	11	12.79%	9
Michigan State University	342	42	12.28%	10
Saginaw Valley State University	99	10	10.10%	11
Northern Michigan University	65	5	7.69%	12
Michigan Technological University	68	3	4.41%	13
Ferris State University	165	7	4.24%	14
Lake Superior State University	43	1	2.33%	15

## Michigan Public Universities – Minority Employees by Primary Ethnicity

As of 12/31/12 (Table 24)

<b>Michigan Public Universities</b>						
<b>2011-2012 Full Time Executive/Administrative/Managerial Minority Employees by Primary Ethnicity</b>						
Institution Name	American Indian or Alaska Native	Asian/Native Hawaiian/Other Pacific Islander	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Two or More Races	Total Minorities
University of Michigan-Ann Arbor	5	50	133	34	18	240
Wayne State University (2012)	1	12	49	1	0	66
Michigan State University	0	11	22	5	4	42
Grand Valley State University	1	2	25	7	1	36
Eastern Michigan University	0	3	19	2	0	24
Central Michigan University	3	2	9	4	0	18
University of Michigan-Dearborn	0	2	9	3	2	16
University of Michigan-Flint	0	3	10	1	2	16
Western Michigan University	0	2	8	1	0	11
Saginaw Valley State University	0	0	4	6	0	10
Oakland University	0	5	4	0	0	9
Ferris State University	0	1	6	0	0	7
Northern Michigan University	2	2	0	1	0	5
Michigan Technological University	1	1	0	0	1	3
Lake Superior State University	1	0	0	0	0	1

## National Peer Universities – Women Employees

As of 12/31/12 (Table 25)

National Peer Institutions				
2011-2012 Full Time Executive/Administrative/Managerial Women Employees				
Institution Name	Total Full Time Executive/Administrative/Managerial Employees	Total Full Time Women Executive/Administrative/Managerial Employees	Percentage of Total Executive/Administrative/Managerial Employees	Rank
University of Illinois at Chicago	1,021	631	61.80%	1
University of Colorado Denver	417	254	60.91%	2
University of Cincinnati-Main Campus	659	385	58.42%	3
University of Minnesota-Twin Cities	2,481	1,444	58.20%	4
University of Houston	185	104	56.22%	5
University of Pittsburgh-Pittsburgh Campus	577	313	54.25%	6
Temple University	965	521	53.99%	7
Wayne State University (2012)	252	130	51.59%	8
Michigan State University	342	176	51.46%	9
University at Buffalo	177	86	48.59%	10
University of Utah	315	149	47.30%	11
Virginia Commonwealth University	255	113	44.31%	12
University of Alabama at Birmingham	229	99	43.23%	13
University of New Mexico-Main Campus	129	55	42.64%	14
Indiana University-Purdue University-	216	87	40.28%	15
University of Louisville	83	30	36.14%	16

## National Peer Universities – Women Employees by Primary Ethnicity

As of 12/31/12 (Table 26)

National Peer Institutions							
2011-2012 Full Time Executive/Administrative/Managerial Women Employees by Primary Ethnicity							
Institution Name	American Indian or Alaska Native	Asian/Native Hawaiian/Other Pacific Islander	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Two or More Races	Total Women by Ethnicity	Total Women
University of Illinois at Chicago	2	50	131	75	2	260	631
University of Minnesota-Twin Cities	9	55	46	24	12	146	1,444
Temple University	0	20	102	11	0	133	521
University of Cincinnati-Main Campus	0	5	57	6	1	69	385
University of Colorado Denver	2	13	3	23	0	41	254
University of Houston	0	10	17	11	3	41	104
Wayne State University (2012)	1	6	30	1	0	38	130
Michigan State University	0	6	17	1	3	27	176
University of Pittsburgh-Pittsburgh Campus	0	6	13	1	5	25	313
University of Alabama at Birmingham	0	0	15	1	1	17	99
University of New Mexico-Main Campus	1	0	3	12	0	16	55
University of Utah	0	5	5	6	0	16	149
Virginia Commonwealth University	1	2	12	0	1	16	113
Indiana University-Purdue University-Indianapolis	0	3	9	1	1	14	87
University at Buffalo	0	4	8	0	0	12	86
University of Louisville	0	0	3	0	2	5	30

## National Peer Universities – Minority Employees

As of 12/31/12 (Table 27)

National Peer Institutions				
2011-2012 Full Time Executive/Administrative/Managerial Minority Employees				
Institution Name	Total Full Time Executive/Administrative/Managerial Employees	Total Full Time Minority Executive/Administrative/Managerial Employees	Percentage of Total Executive/Administrative/Managerial Employees	Rank
University of Illinois at Chicago	1,021	378	37.02%	1
University of Houston	185	57	30.81%	2
University of New Mexico-Main Campus	129	34	26.36%	3
Wayne State University (2012)	252	66	26.19%	4
Temple University	965	229	23.73%	5
University of Cincinnati-Main Campus	659	108	16.39%	6
University of Louisville	83	13	15.66%	7
University of Colorado Denver	417	62	14.87%	8
Virginia Commonwealth University	255	37	14.51%	9
University of Alabama at Birmingham	229	33	14.41%	10
Indiana University-Purdue University-Indianapolis	216	31	14.35%	11
Michigan State University	342	42	12.28%	12
University of Minnesota-Twin Cities	2,481	300	12.09%	13
University at Buffalo	177	20	11.30%	14
University of Pittsburgh-Pittsburgh Campus	577	45	7.80%	15
University of Utah	315	23	7.30%	16



## National Peer Universities – Minority Employees by Primary Ethnicity

As of 12/31/12 (Table 28)

National Peer Institutions						
2011-2012 Full Time Executive/Administrative/Managerial Minority Employees by Primary Ethnicity						
Institution Name	American Indian or Alaska Native	Asian/Native Hawaiian/Other Pacific Islander	Black or African American/Black Non-Hispanic	Hispanic or Latino/Hispanic	Two or More Races	Total Minorities
University of Illinois at Chicago	3	71	188	110	6	378
University of Minnesota-Twin Cities	14	138	86	45	17	300
Temple University	3	44	160	22	0	229
University of Cincinnati-Main Campus	1	12	83	9	3	108
Wayne State University (2012)	1	12	49	4	0	66
University of Colorado Denver	2	18	10	32	0	62
University of Houston	0	12	25	17	3	57
University of Pittsburgh-Pittsburgh Campus	0	11	28	1	5	45
Michigan State University	0	11	22	5	4	42
Virginia Commonwealth University	1	8	23	2	3	37
University of New Mexico-Main Campus	3	4	4	23	0	34
University of Alabama at Birmingham	0	0	28	3	2	33
Indiana University-Purdue University-Indianapolis	0	10	18	1	2	31
University of Utah	2	5	6	9	1	23
University at Buffalo	1	6	12	1	0	20
University of Louisville	0	2	8	0	3	13

## II. UNIVERSITY COMPLAINTS OF DISCRIMINATION AND HARASSMENT

The Office of Equal Opportunity (“OEO”) is responsible for investigating complaints arising under the University’s Non-Discrimination Policy and Sexual Harassment Statute. When contacted by a potential Complainant, the OEO assesses first whether the allegations fall within the scope of the Non-Discrimination or Sexual Harassment policies. If not, the OEO will refer the Complainant to the proper forum to address the issue, such as Human Resources, Labor Relations, the Ombudsperson or the Dean of Students Office. If the allegations fall within OEO’s jurisdiction, the OEO conducts an *initial inquiry* into the complaint. Initial inquiries are used to determine if there is sufficient factual support for the allegations to warrant a full investigation. In some cases, the initial inquiry itself resolves the matter.

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

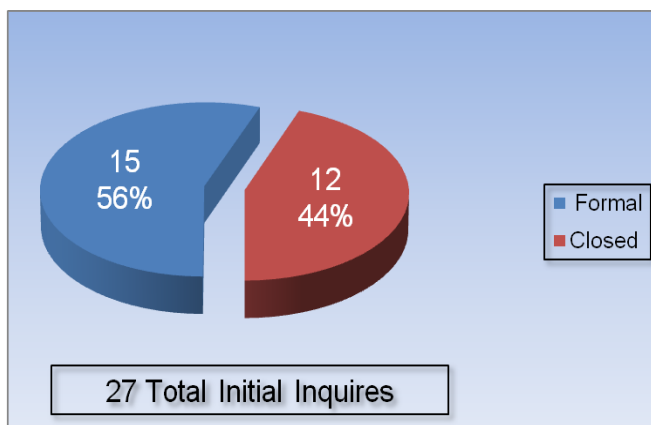
The OEO also serves as the university point of contact to complaints of discrimination and harassment brought to external agencies, such as the Michigan Department of Civil Rights (“MDCR”), the United States Equal Employment Opportunity Commission (“EEOC”), the United States Department of Education,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

### A) Initial Inquiries

During the 2012 calendar year, the OEO opened 27 initial inquiries and 15 of these initial inquiries were found to have allegations that would support the filing of a formal complaint. 12 initial inquiries were closed without the filing of a formal complaint.

#### Comparison of Initial Inquiries

For calendar year 2012 – (Chart 10)



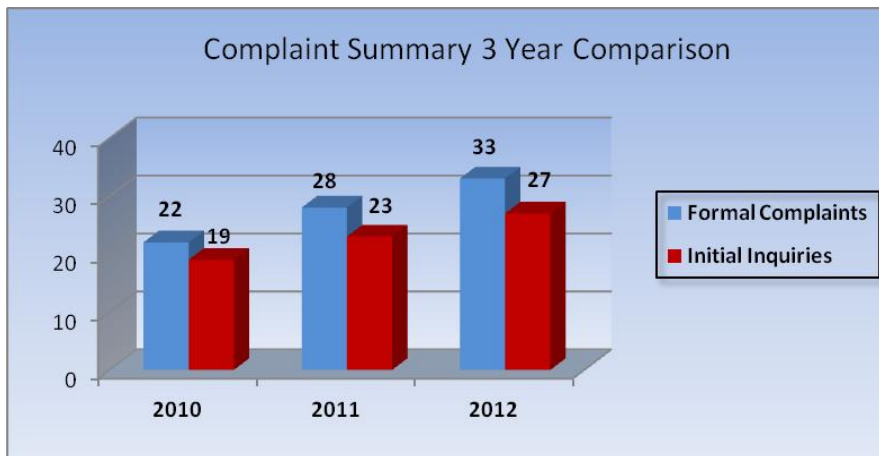
## B) Complaints

The number of formal complaints continued to rise in 2012. During the 2012 calendar year, 33 formal complaints were opened in the OEO. Of those complaints, 14 were internal complaints and 19 complaints were received from external agencies.

Of the 36 formal complaints (both internal and external) that were closed in 2012, 35 formal complaints were closed without a finding of a University policy or statutory violation. There were findings of “cause”—meaning there was reason to believe a discriminatory act had occurred—in one internal complaint.

### Three-Year Initial Inquiries and Formal Complaint Activity Comparison

For calendar Year 2012 – (Chart 11)

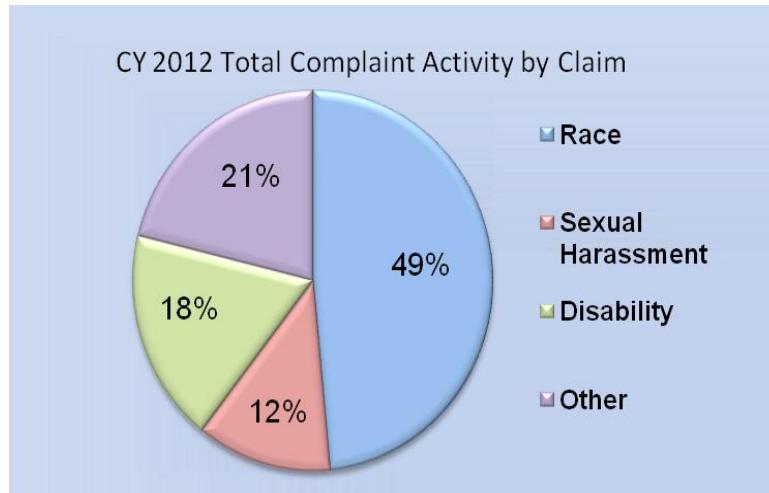


The 2012 data represents a 17.4% increase from 23 inquiries in 2011. As the number of inquiries increased, the number of formal complaints also increased from 28 to 33 in 2012, which reflects a 17.8% rise in the number of formal complaints.

Complaints are categorized by the primary type of discrimination claim made by the Complainant. Of the 33 total formal complaints received in the year 2012, 16 involved claims of race discrimination, 4 claims were based on sex, and 6 were based on disability. In addition, there were 3 retaliation complaints, 2 claims based on age, 1 national origin complaint, and 1 gender identification complaint filed in 2012. In 2011, the three most frequent claims were race discrimination (7), sex (6), and disability (5)

## Total Complaint Activity by Type of Claim

For calendar year 2012 – (Chart 12)



The OEO also categorizes complaints by the federal statute that includes each protected classification. In 2012, there was an increase in disability claims being filed. In 2012, 76% of the complaints involved classifications protected by Title VII, 6% were protected under Age Discrimination in Employment Act (“ADEA”) and 18% by the Americans with Disabilities Act (“ADA”).

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

### III. WAYNE STATE UNIVERSITY SUPPLIER DIVERSITY PROGRAM

Through its Supplier Diversity Program, Wayne State University actively reaches out to minority, woman-owned, and other recognized disadvantaged business enterprises (M/W/DBEs). The program provides outreach, mentoring, and networking opportunities, and often leads to successful business relationships. We have undertaken a number of initiatives to build upon the program successes and to encourage greater participation of the minority, and woman-owned enterprises. These initiatives are described at the end of this section.

During fiscal year 2012, overall expenditures increased by 4%.<sup>12</sup> Construction/renovation expenditures increased significantly from the previous year, due to numerous projects

<sup>12</sup> In this report, the expenditures have been adjusted from the expenditures in prior reports to account for all purchases for the University that are processed through the Purchasing Department and recorded via a purchase order. The expenditures do not include institutional purchase orders between Wayne State University and affiliates like University Physicians, DMC (Vanguard), Henry Ford Health Systems, and Karmanos Cancer Institute.

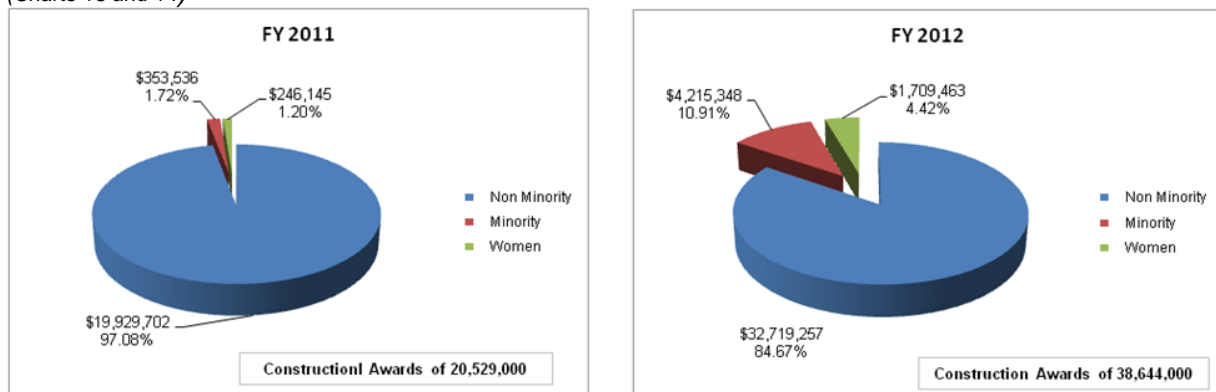
such as the Multidisciplinary Biomedical Research Building (MBRB), the McGregor Pond, Physics Building Renovations, Parking Structure Renovations, and Energy Conservation projects with Siemens. General purchases for non-construction goods and services decreased by 13% when compared to 2011.

### A. CONSTRUCTION AND PROFESSIONAL SERVICE CONTRACTS RELATED TO CONSTRUCTION

Total dollars awarded for all construction and professional service contracts (primary and subcontracts) amounted to \$38.6 Million in FY 2012 compared to \$20.5 million in FY 2011. In FY 2012, \$4,215,348 was awarded to minority-owned construction businesses, compared to \$353,536 in FY 2011. Women-owned construction firms captured \$1,709,463 in FY 2012, compared to \$246,145 in FY 2011.

#### Comparison of Total Construction Contract Awards

(Charts 13 and 14)

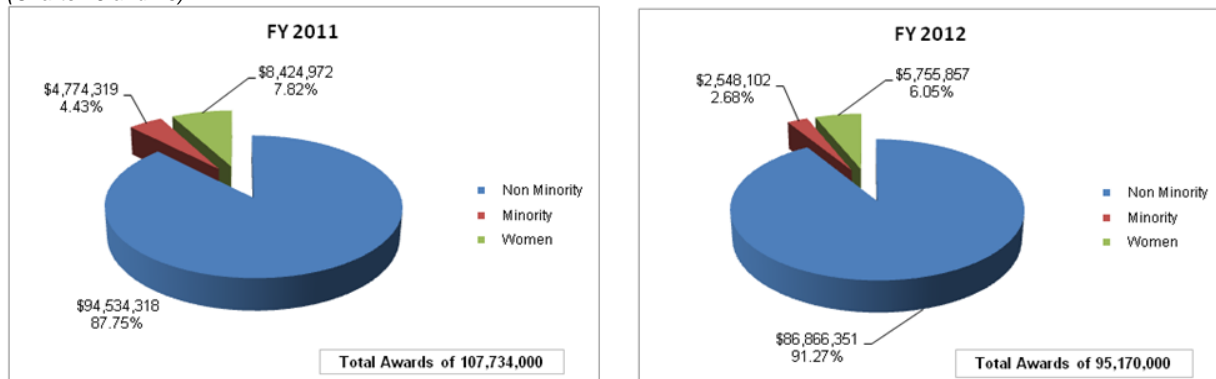


### B. GENERAL PURCHASING (non- Construction Goods and Services)

Funds expended for general purchases of goods and services decreased to \$95.2 million in FY2012 compared to \$107.7 million in FY2011. In FY 2012, \$2,548,102 was awarded to minority-owned businesses, compared to \$4,774,319 in FY 2011. Women-owned firms captured \$5,755,857 in FY 2012, compared to \$8,424,972 million in FY 2011.

#### Comparison of Total General Purchasing Awards

(Charts 15 and 16)



## **C. OUTSIDE COUNSEL FEES**

Wayne State University made direct payments in outside counsel fees in the net amount of \$1,343,499 of which \$922,539, or 69%, supported patents, licenses and technology transfer and \$420,960 was for all other legal matters. Wayne also authorized payments to outside counsel through the Michigan University Self-Insurance Corporation (MUSIC) in the amount of \$735,109.

Direct payments in the amount of \$179,626 and MUSIC payments in the amount of \$48,762 were made to women and minority-owned law firms. Music payments were made to two female partners in larger firms representing Wayne in two trials totaling \$419,641. Overall, women-owned firms were paid \$124,307 (9% of the total payments). Minority-owned firms were paid \$104,081 (8% of the total payments).

### ***Minority Firms***

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

### ***Women-owned Firms***

Afaf Vicky Farah, a solo practitioner, does all of the university's immigration work. Two firms, Rohm & Monsanto and Jane Potter Law represent the university in patent matters. Nemeth Burwell represented the university in litigation.

## **D. INVESTMENTS, DEBT, and RISK UNIT**

### **External Investment Management Firms**

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

### **Banking Relationships**

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

## **E. OTHER SUPPLIER DIVERSITY PROGRAM INITIATIVES**

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

The MMSDC recognizes Wayne State as a statewide leader in higher education for actively seeking out and extending business opportunities to the minority and women-owned business enterprise community. In 2012, Wayne State University received the

MMSDC Corporation of the Year – Education Sector Award. This is the eleventh time the University has been so honored since the program's inception in 1989, the most of any participating institution.

In addition, the University received MMSDC's Corporate ONE Award in July 2012 for meeting each of the seven criteria required for this award.

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

### **24<sup>th</sup> Annual Diversity and Detroit Based Business Conference**

On July 13, 2012, Wayne State welcomed more than 200 minority-owned, women-owned, and Detroit based business enterprises to our annual event. We brought together representatives from across the campus to meet with Business Owners offering a wide variety of goods and services such as construction, snow removal, consulting, and technical support. Representatives from the Computing and Information Technology, Facilities Planning and Management, Housing and Procurement units engaged in networking, information gathering and business-to-business referrals for the minority business owners in attendance. We were also joined by procurement representatives from the Detroit Medical Center, Henry Ford Health Systems, the Detroit Economic Growth Corporation (DEGC) and Midtown Inc. The event is held in the Matthaei Athletic Center.

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

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

### **NAWBO and CEED**

Wayne State's memberships in the Women's Business Enterprise Council - Great Lakes (WBEC-GL) and the Center for Empowerment and Economic Development (CEED) provide access to the strongest and most active women business owners networking groups. Through their training and certification programs, we connect with the most viable female owned companies. These memberships reap a valuable return on our investments. Our total expenditures with women owned companies have remained strong in 2012.

The University participated in the 12th Annual Great Lakes Women's Business Conference event in October 2012, to meet women business owners and share information on how to conduct business with the University.

## **Small & Diverse Business Workshops**

The University has a strong presence in the small business community. Our goal is to educate small business owners on our policies and procedures in order to work more effectively with the University. In addition to hosting the Annual Diversity and Detroit Based Business Conference (July 2012), Wayne is actively engaged in a wide variety of conferences and workshops sponsored, such as the Detroit Regional Chamber Meet the Purchasers (May and November 2012) the Michigan Minority Procurement Conference (May 2012), the CEED Entrepreneur Roundtable (May 2012), the National Association of Black Accountants Scholarship Banquet (June 2012), Michigan Minority Contractors Association meeting (August 2012), and the Procurement Technical Assistance Center (PTAC).

## **IV. HIGHLIGHTS OF OFFICE OF EQUAL OPPORTUNITY ACTIVITIES**

The Office of Equal Opportunity is led by a Director and staffed by two Equal Opportunity Specialists. The professional staff is supported by an Administrative Assistant and a student assistant. During 2012, OEO staff continued to participate in local organizations, including the Michigan Diversity Leadership Council, and national conferences.

Outreach efforts continued to promote a diverse environment. OEO continued to provide Faculty Search Committee Training to Colleges and Schools upon request. This training is designed to assist the Search Committees in preparing to search for qualified faculty from a diverse pool. This training also emphasizes the use of the On-line Hiring System in implementing an automated system to execute the hiring of academic staff and the updated technology for the Applicant/Hire process, as well as the OEO Faculty Hiring Plan forms, which require each division to evaluate their full-time faculty data and national availability statistics to demonstrate our efforts to seek diversity in our academic staff.

The OEO also completed an update of its on-line presence, including a reorganization of the office website and development of a periodical newsletter. The reorganization included an update of applicable laws covering affirmative action, equal opportunity, discrimination and harassment, an enhanced section addressing frequently asked questions to better assist individuals accessing OEO's services, and on-line forms for employees to request accommodations for a disability. The newsletter, "*The OEO Register*," is a collection of news and events related to diversity, inclusion, and equal opportunity that have significance to the university community.

Training initiatives were continued throughout 2012. The OEO continued to provide training sessions on Sexual Harassment Prevention to both management-level personnel and other staff, in addition to Diversity Training through the Organization and Employee Development Office. In 2012, the OEO partnered with Human Resources to bring computerized sexual harassment training to all employees at Wayne. The WSU On-line Sexual Harassment Module, "Preventing Harassment on Campus," was delivered in a format that allowed employees to complete the training at a self-directed pace, providing broader access than previous training modes.

The OEO continues to serve as the ADA Title I Coordinator for Wayne. In this role, the OEO evaluates disability accommodation requests from employees, and serves as a



resource regarding issues of accessibility on campus. The OEO Director also serves on the ADA Advisory Committee to address issues of accessibility at Wayne. In 2012, the OEO Director was designated as the Title IX Coordinator for Wayne, providing coordination for those reports of sex discrimination protected under the federal law and investigation of incidents that allege violations of Wayne’s non-discrimination and harassment policies.

## PROPOSAL 2

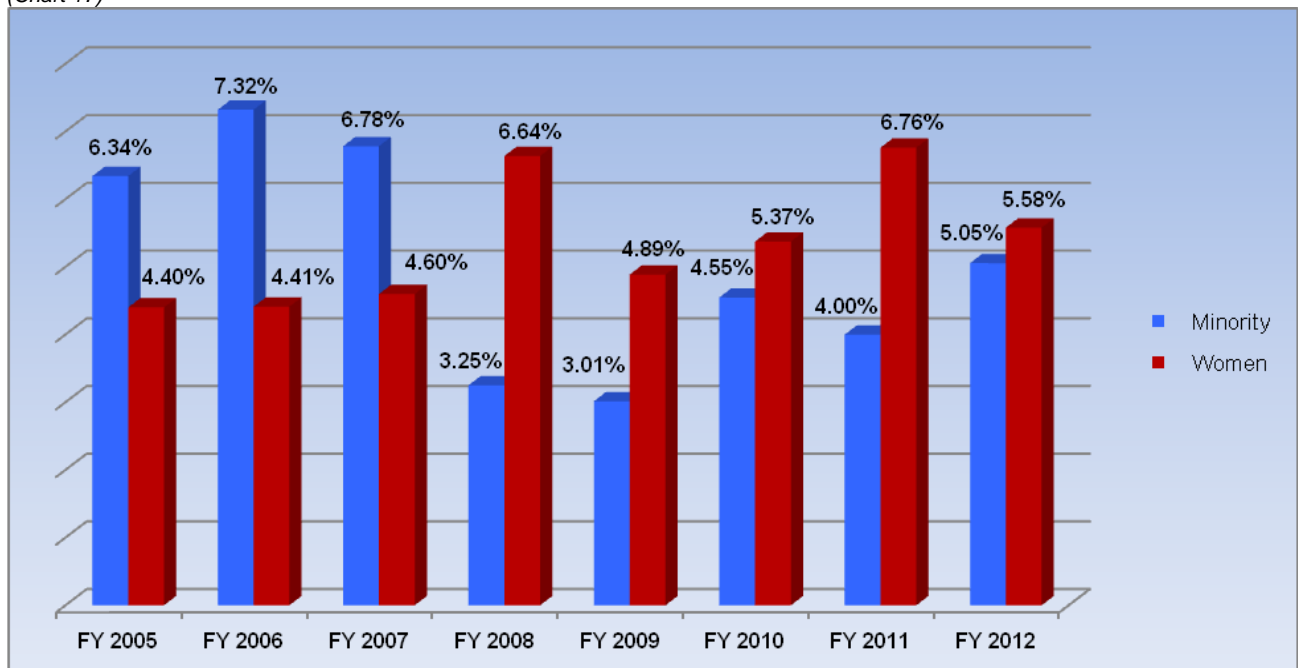
The “Michigan Civil Rights Initiative”, commonly known as “Proposal 2”, was a ballot initiative that became Michigan law on December 22, 2006. The ballot proposal amended the Michigan Constitution to become Article I, Section 26 to bar the use of “preferences” based on race, sex, color, ethnicity or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

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

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

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

(Chart 17)



## **APPENDICES**

### **I. Definition of EEO Job Categories**

- **Executive, Administrative and Managerial**

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

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

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

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

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

- **Clerical / Secretarial**

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

- **Technical / Paraprofessional**

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

- **Skilled Trades / Crafts**

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

- **Service / Maintenance**

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

## **II. Responsibility for Affirmative Action**

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

Office of Equal Opportunity is responsible for the following:

- Developing policy statements, Affirmative Action Plan programs, methods, and internal and external communication techniques. Policies and procedures will continue to be developed to ensure an efficient and positive interaction between the Office of Equal Opportunity and managers charged with hiring staff.
- Assisting management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and equal employment opportunity ("EEO") policies and procedures.
- Designing and implementing monitoring and reporting methods to measure the effectiveness of Wayne's program; to indicate need for remedial action; and to determine the degree to which Wayne's goals and objectives are being met.
- Providing management a working understanding of the goals and objectives in Wayne's Affirmative Action Plan.

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

### III. Definition of Terms

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

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

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

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

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

**Disability:** Defined by both state and federal law. Generally, refers to a person who has a physical or mental impairment that substantially limits one or more major life activities, or has a record of such impairment, or is regarded as having such impairment.

**Americans with Disabilities Act:**

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

#### IV. Academic Classifications

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

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

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

#### V. Other Employee Definitions

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

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

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

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

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

## VI. 2011 Data Tables

### 2011 Total Full Time Academic and Non Academic Employee Headcount

As of 12/31/11 - Table 29

Category	2011 Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Pacific Islander	2 or More Races	Total Minorities	Women
Faculty	1,806	126 7.0%	371 20.5%	44 2.4%	4 0.2%	2 0.1%	4 0.2%	551 30.5%	699 38.7%
Executive / Administrative / Managerial	239	43 18.0%	12 5.0%	2 0.8%	1 0.4%	0 0.0%	0 0.0%	58 24.3%	114 47.7%
Other Professionals	2,078	447 21.5%	365 17.6%	59 2.8%	2 0.1%	1 0.0%	11 0.5%	885 42.6%	1,236 59.5%
Technical / Paraprofessional	64	12 18.8%	0 0.0%	1 0.0%	1 0.0%	0 0.0%	0 0.0%	14 21.9%	30 46.9%
Clerical / Secretarial	412	273 66.3%	4 1.0%	10 2.4%	1 0.2%	0 0.0%	1 0.2%	289 70.1%	357 86.7%
Skilled Crafts	104	33 31.7%	2 1.9%	1 1.0%	0 0.0%	0 0.0%	0 0.0%	36 34.6%	4 3.8%
Service / Maintenance	291	215 73.9%	2 0.7%	11 3.8%	2 0.7%	0 0.0%	0 0.0%	230 79.0%	114 39.2%
<b>Total</b>	<b>4,994</b>	<b>1,149 23.0%</b>	<b>756 15.1%</b>	<b>128 2.6%</b>	<b>11 0.2%</b>	<b>3 0.1%</b>	<b>16 0.3%</b>	<b>2,063 41.3%</b>	<b>2,554 51.1%</b>

### 2011 Full Time Faculty - Tenure and Non-Tenure System

As of 12/31/11 - Table 30

Rank	2011 Faculty Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Pacific Islander	2 or more Races	Total Minority	Women
Tenure track System	1,056	56 5.30%	217 20.55%	30 2.84%	1 0.09%	1 0.09%	4 0.38%	309 29.26%	334 31.63%
Non-Tenure track System	750	70 9.33%	154 20.53%	14 1.87%	3 0.40%	1 0.13%	0 0.00%	242 32.27%	365 48.67%
<b>Total</b>	<b>1,806</b>	<b>126 7.0%</b>	<b>371 20.5%</b>	<b>44 2.4%</b>	<b>4 0.2%</b>	<b>2 0.1%</b>	<b>4 0.2%</b>	<b>551 30.5%</b>	<b>699 38.7%</b>

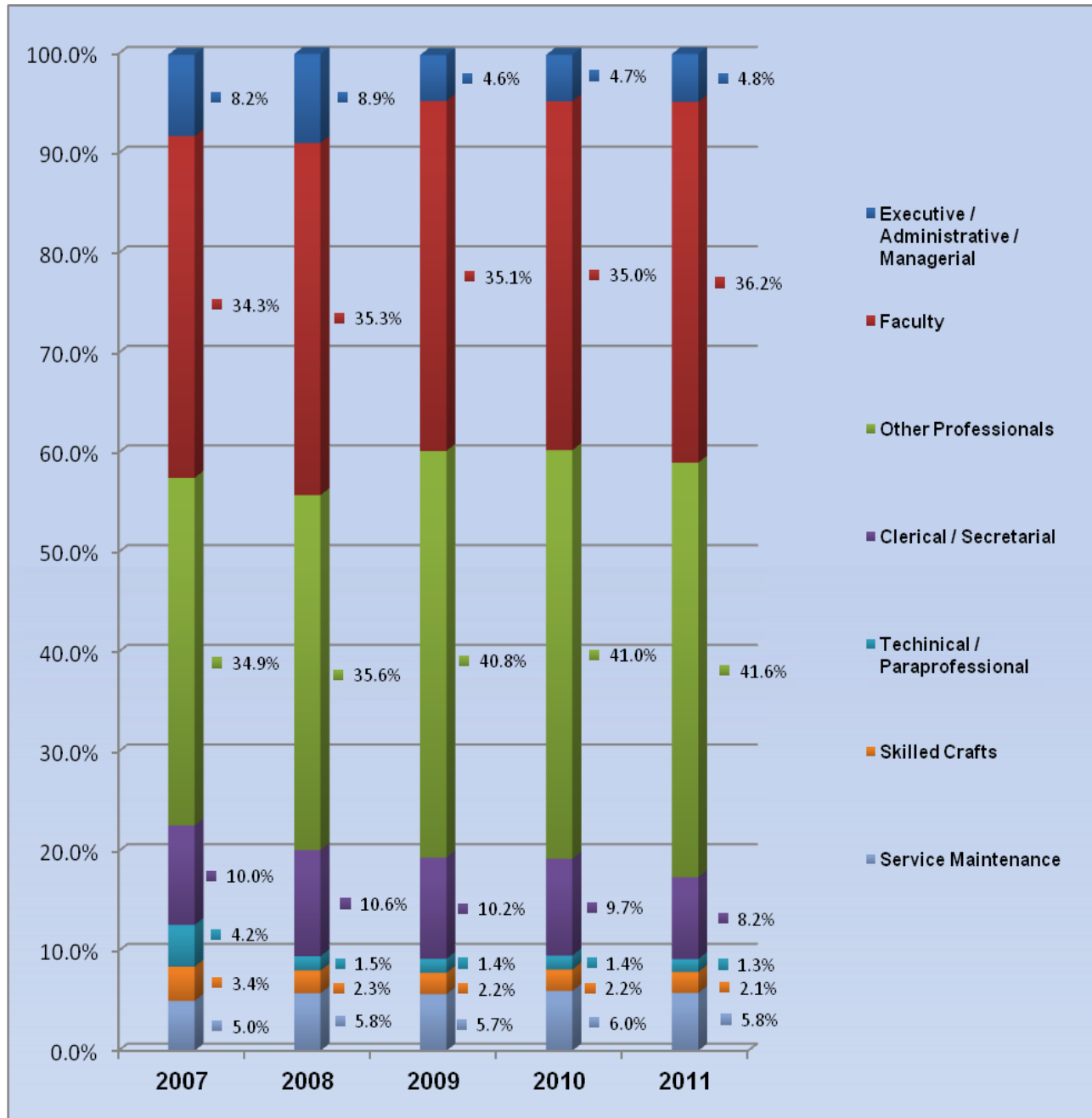
### 2011 Total Tenure System Faculty by Rank

As of 12/31/11- Table 31

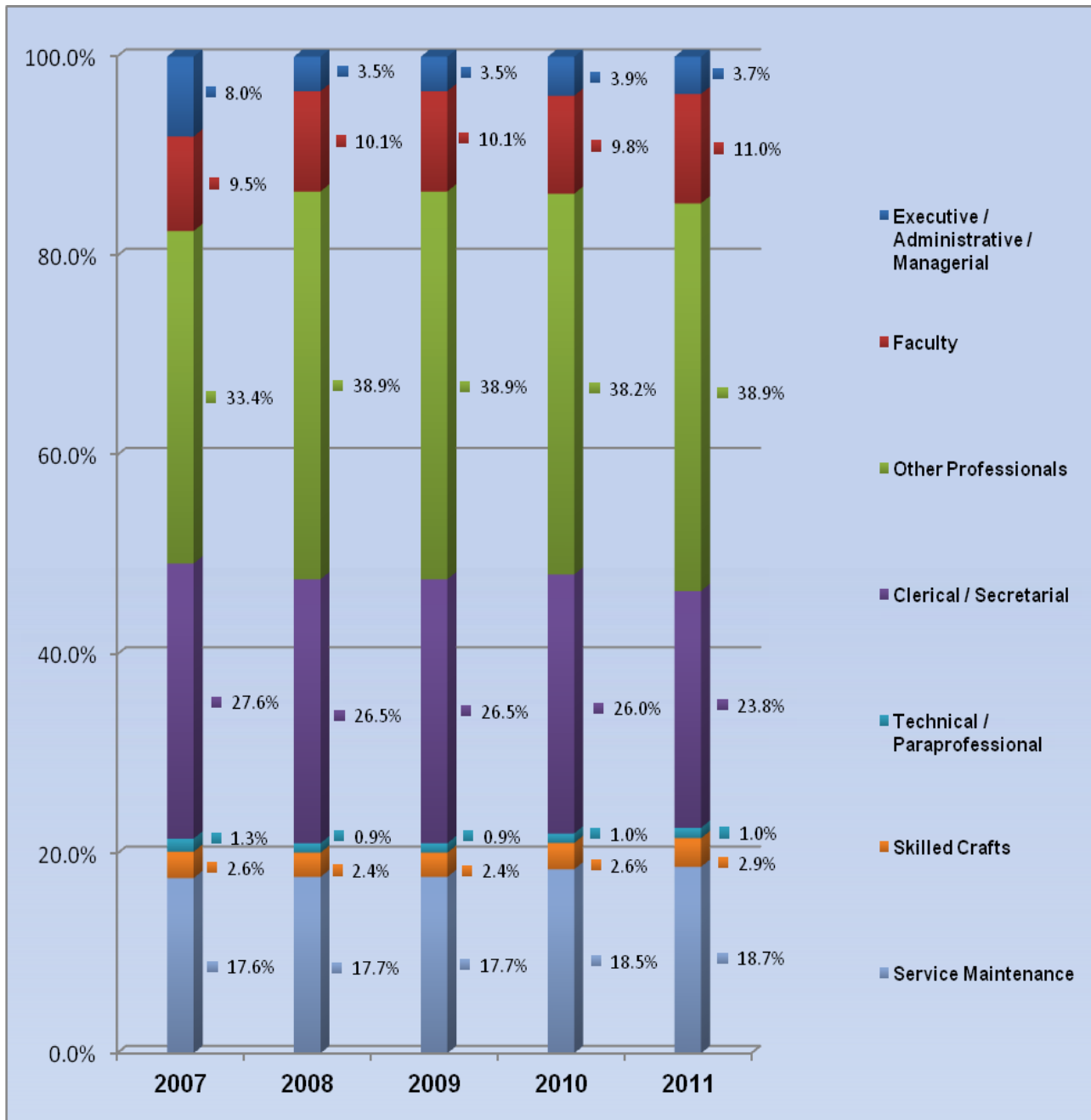
Rank	2011 Faculty Total	Black	Asian	Hispanic	American Indian/ Alaskan Native	Native Hawaiian/ Pacific Islander	2 or more Races	Total Minority	Women
Professor	421	13 3.1%	75 17.8%	8 1.9%	0 0.0%	0 0.0%	0 0.0%	96 22.8%	78 18.5%
Associate Professor	340	20 5.9%	68 20.0%	12 3.5%	0 0.0%	1 0.3%	0 0.0%	101 29.7%	124 36.5%
Assistant Professor	295	23 7.8%	74 25.1%	10 3.4%	1 0.3%	0 0.0%	4 1.4%	112 38.0%	132 44.7%
<b>Total</b>	<b>1,056</b>	<b>56 5.3%</b>	<b>217 20.5%</b>	<b>30 2.8%</b>	<b>1 0.1%</b>	<b>1 0.1%</b>	<b>4 0.4%</b>	<b>309 29.3%</b>	<b>334 31.6%</b>

## VII. Five Year Comparison Graphs – 2007-2011

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

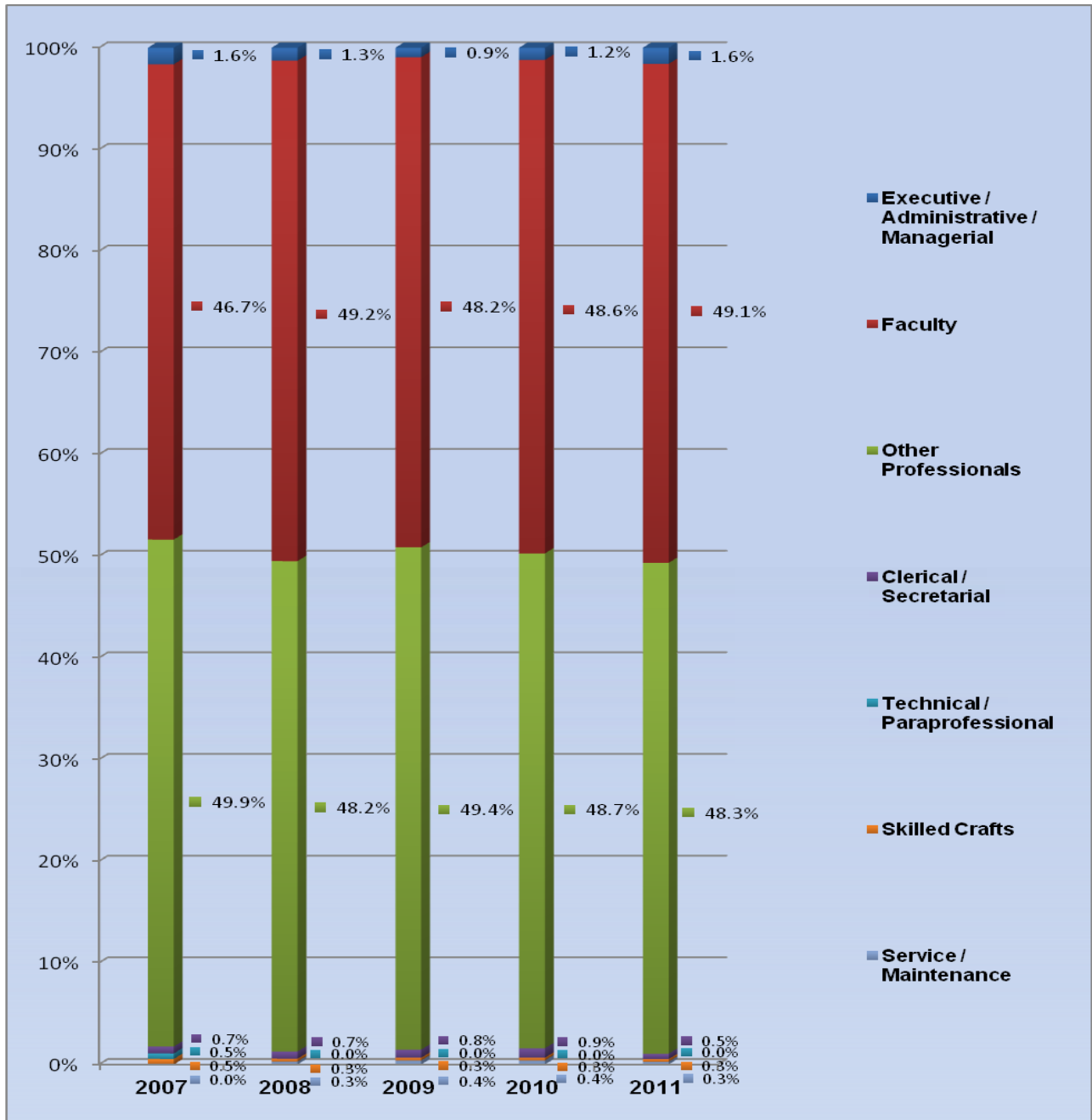


## Black Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time

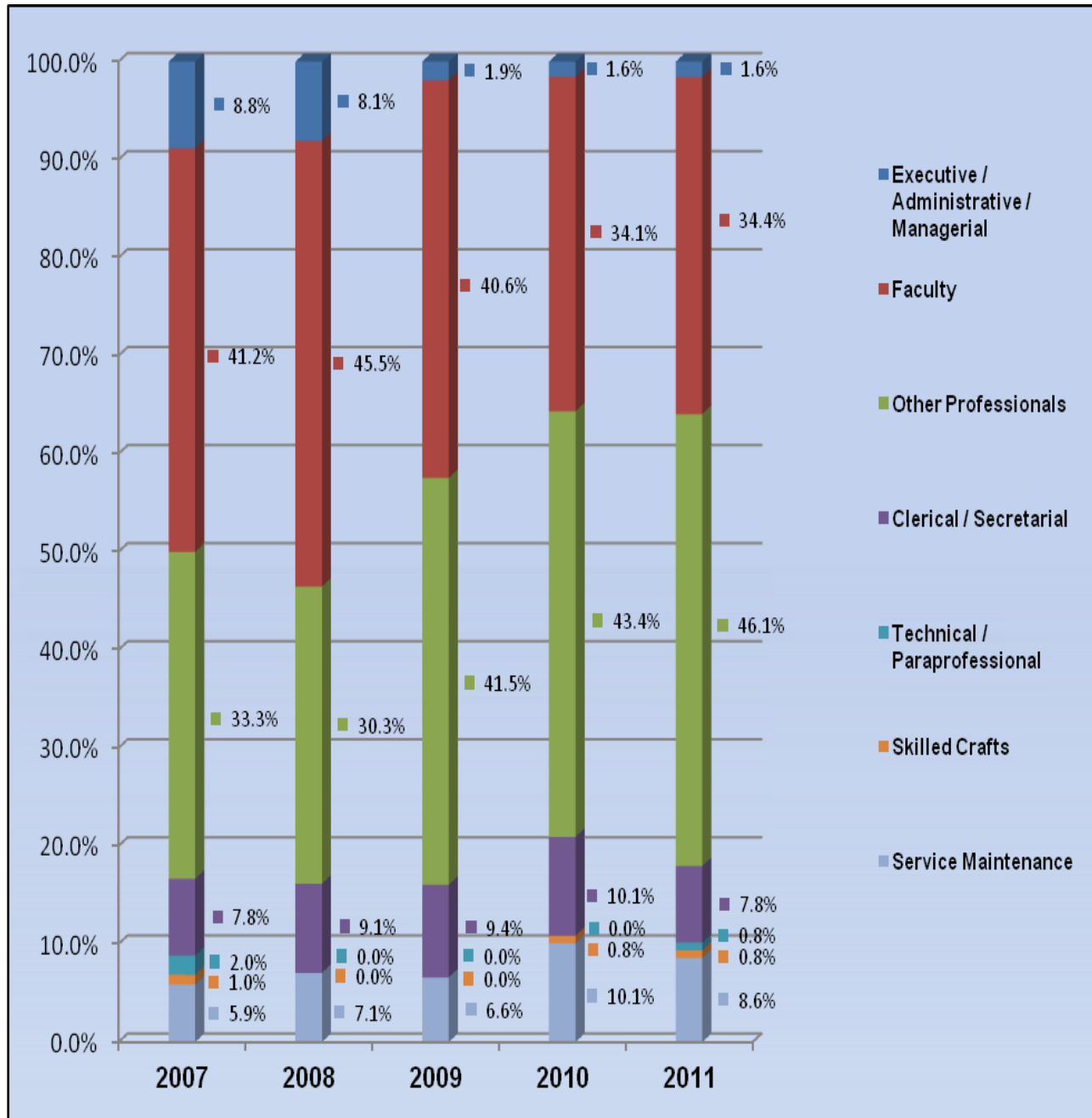




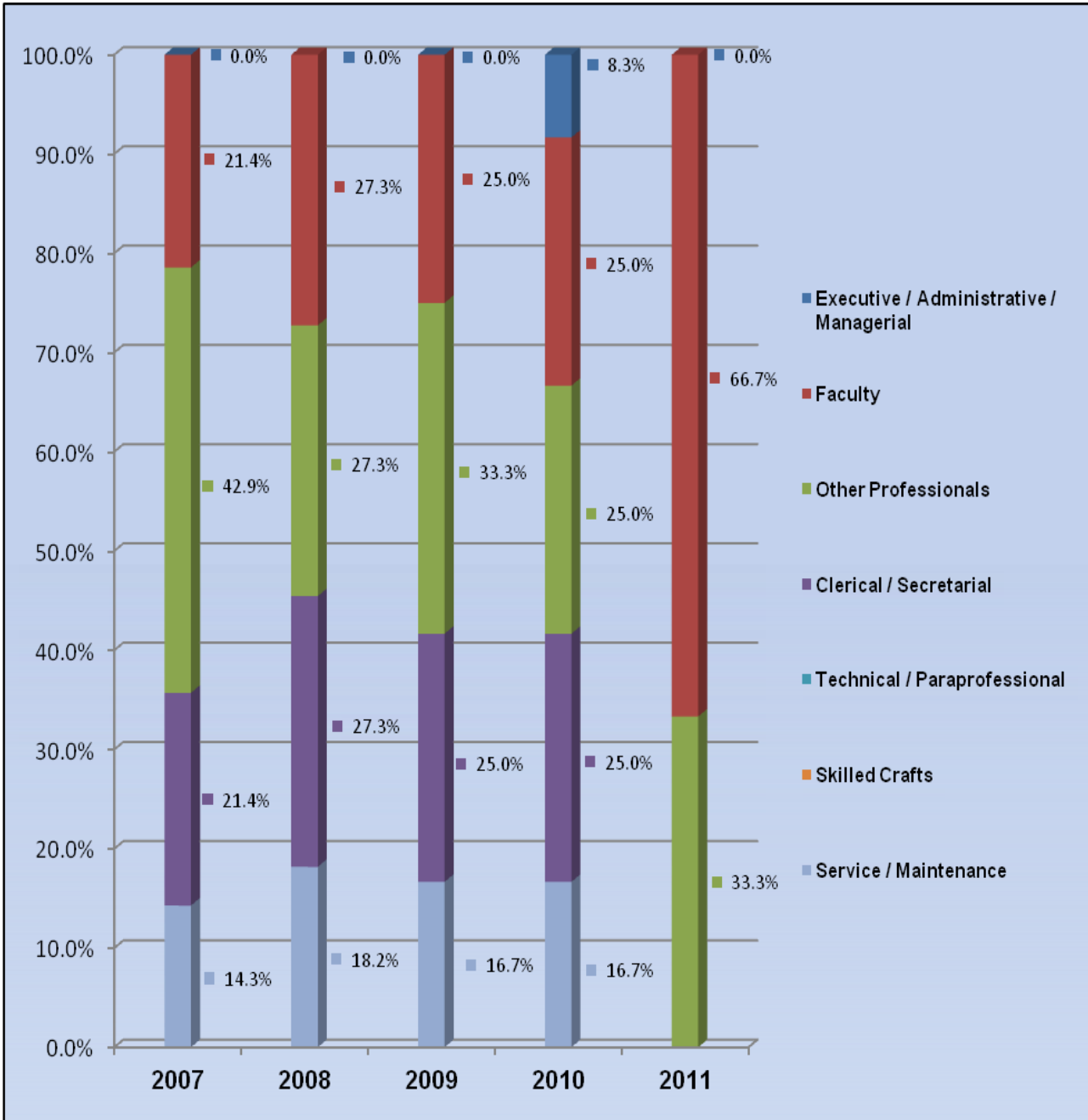
## Asian Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time



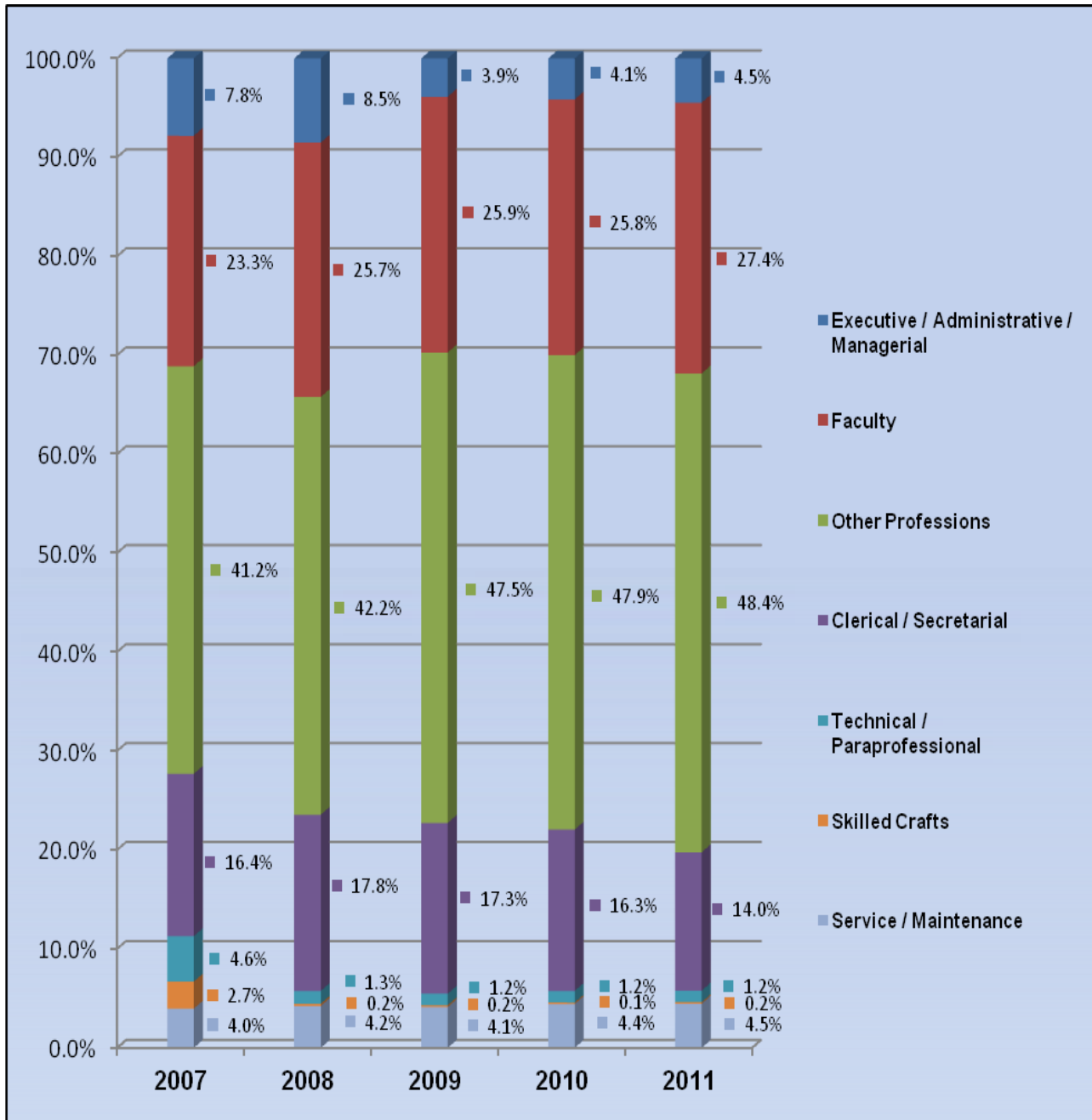
### Hispanic Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time



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



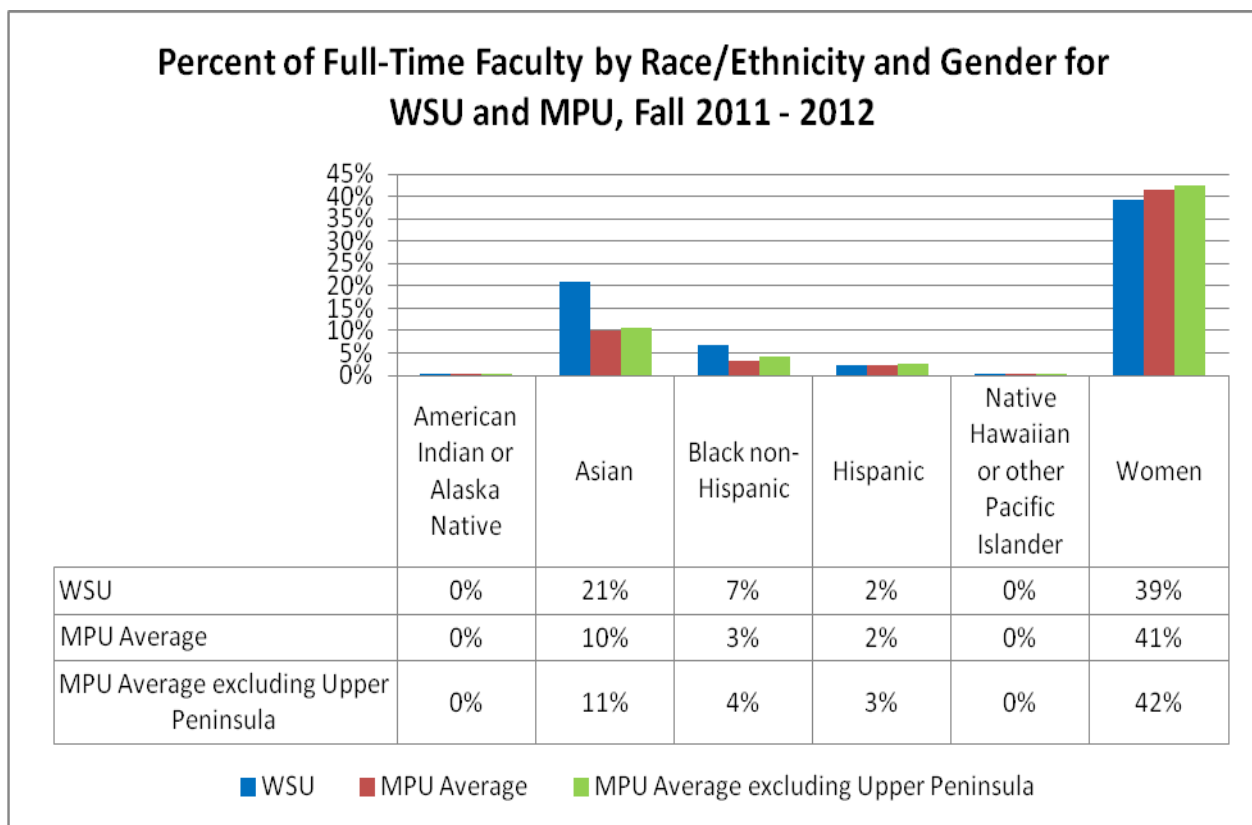
## Women Full Time Employee Headcount by EEO Category – Academic and Non-Academic Full Time



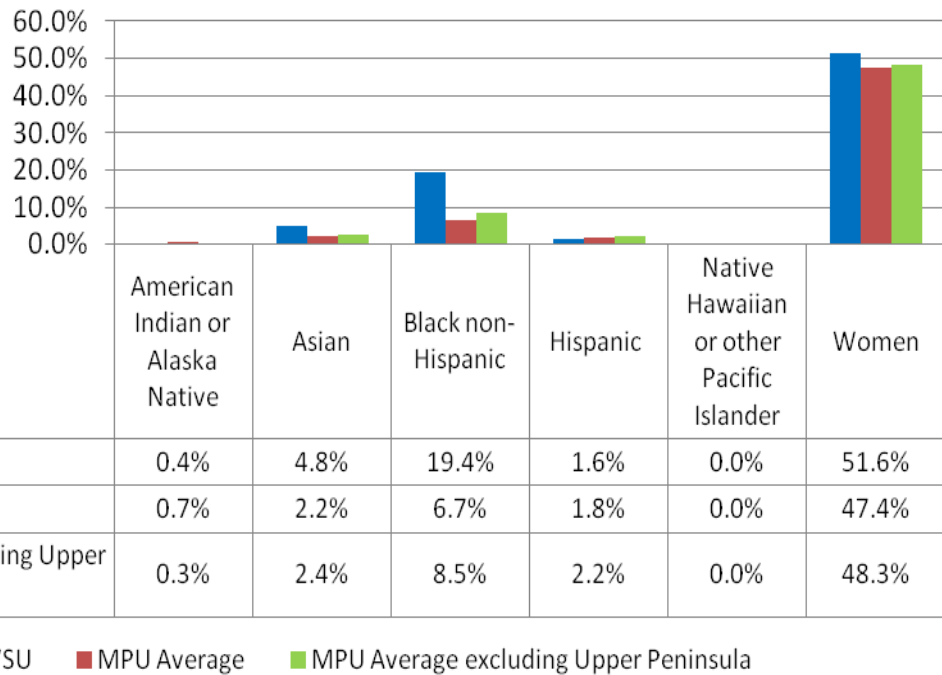
## VIII. Comparison by Occupational Category

Here, we provide an additional series of charts that set forth the percentage of employees in each of the following defined occupational categories: Faculty, Executive/Administrative, Managerial, Other Professionals, Technical and Paraprofessionals, Clerical and Secretarial, Skilled Crafts, and Service/Maintenance. The charts for the Michigan Public Universities present three areas for comparison: (1) the Wayne percentage, (2) the average for all Michigan Public Universities, and (3) the average for the Michigan Public Universities, excluding those institutions in the Upper Peninsula. The reason for this exclusion in the third area is to account for the difference in population demographics for these distinct regions of the state. The charts for the national peer institutions present a comparison of Wayne against the average for all peer institutions.

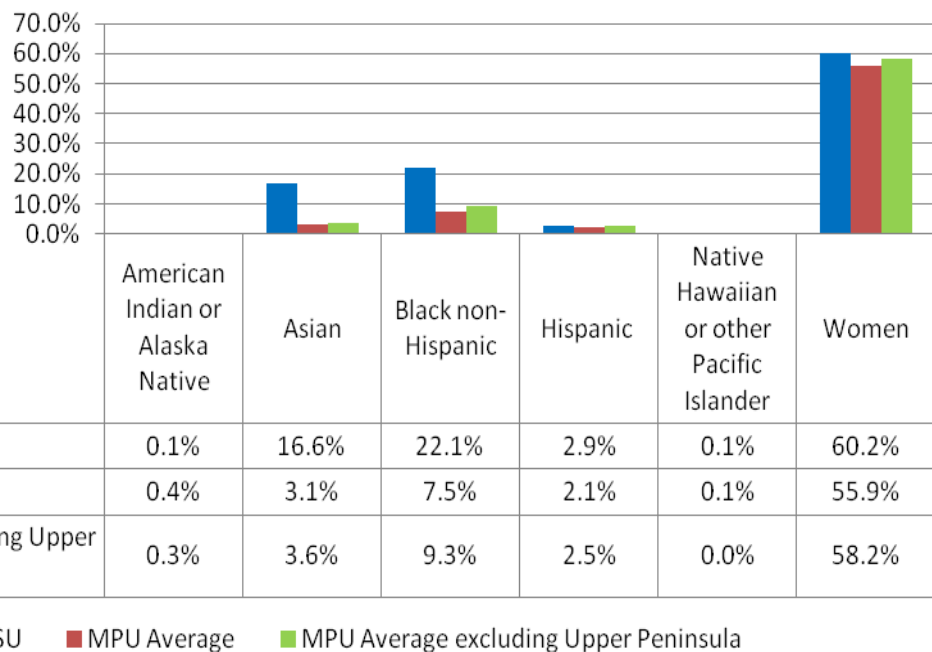
### Michigan Public Universities



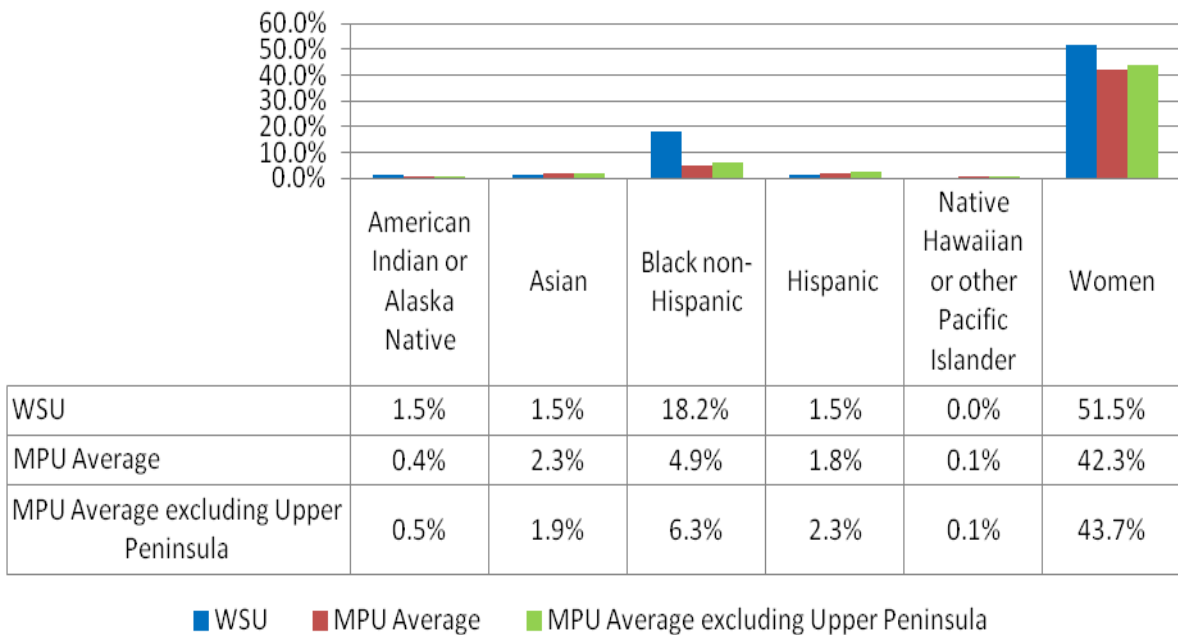
### Percent of Full-Time Executive Administrative and Managerial by Race/Ethnicity and Gender for WSU and MPU, Fall 2011 - 2012



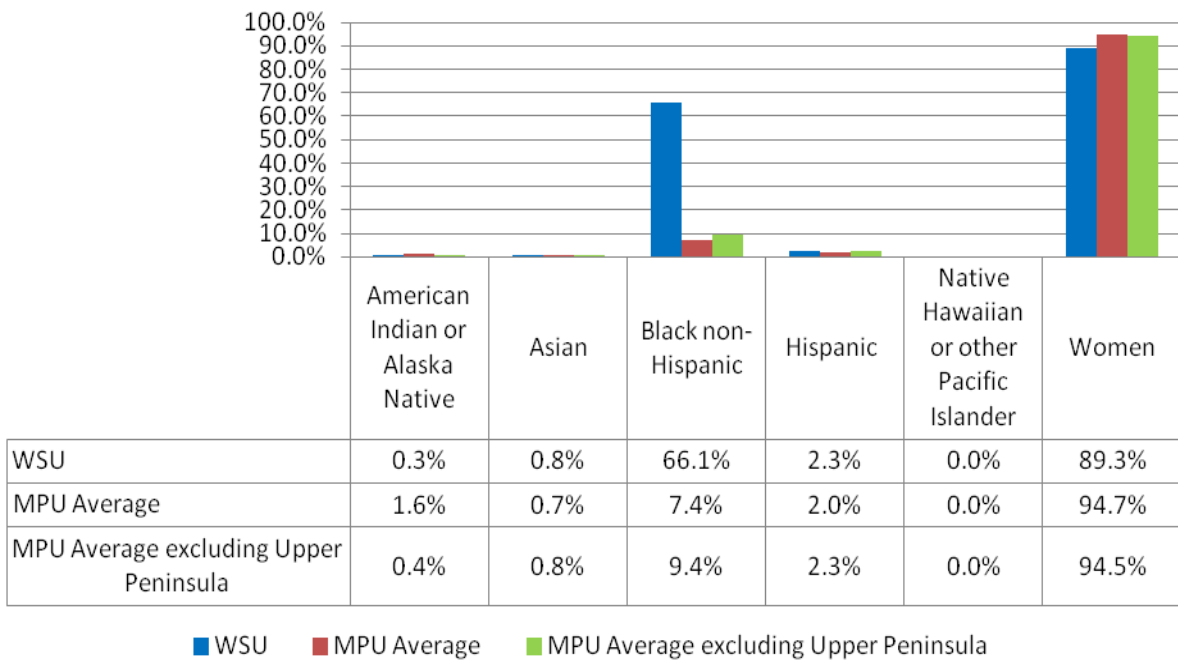
### Percent of Full-Time Other Professionals by Race/Ethnicity and Gender for WSU and MPU, Fall 2011 - 2012



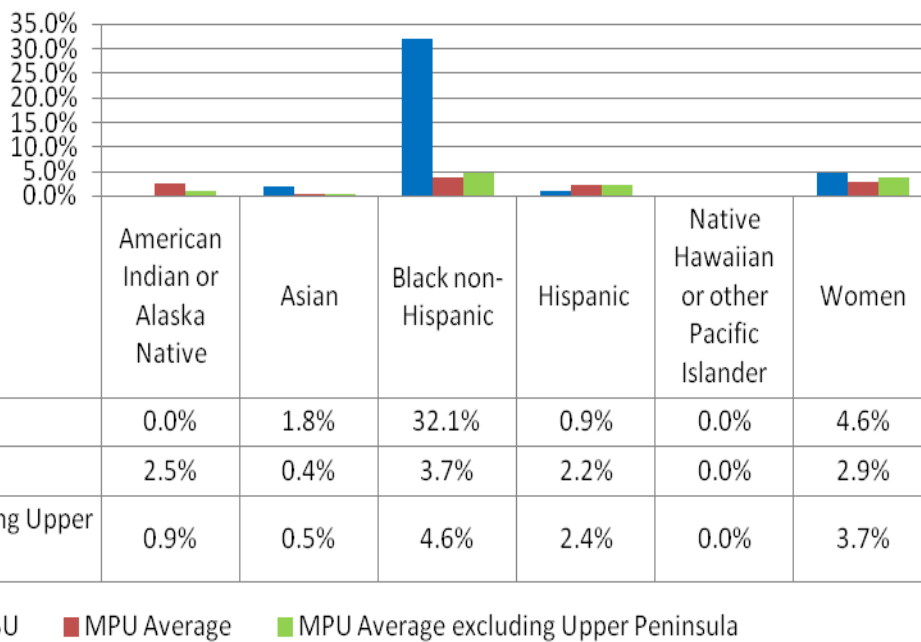
### Percent of Full-Time Technical and Paraprofessionals by Race/Ethnicity and Gender for WSU and MPU, Fall 2011 - 2012



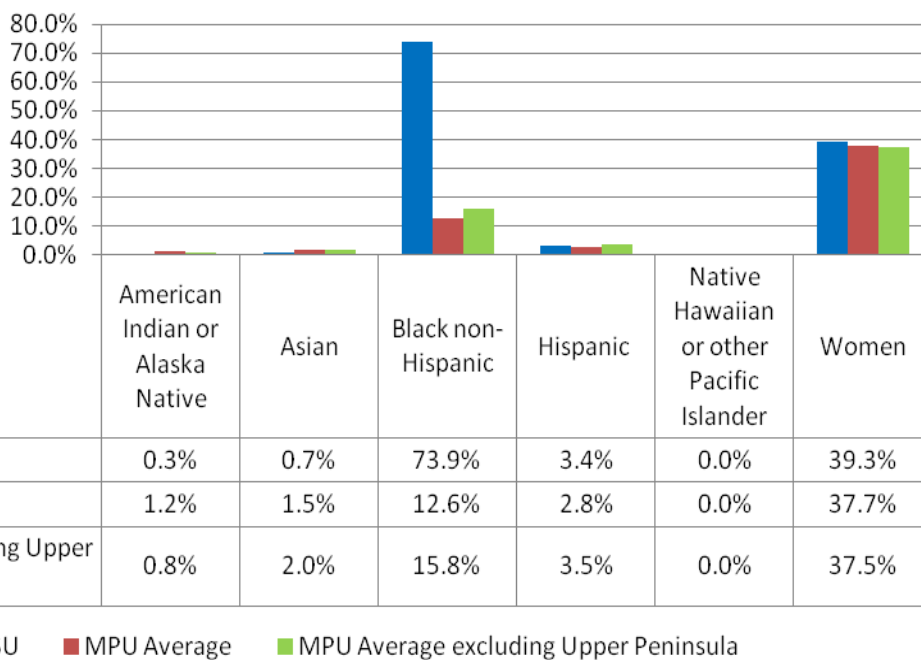
### Percent of Full-Time Clerical and Secretarial by Race/Ethnicity and Gender for WSU and MPU, Fall 2011 - 2012



### Percent of Full-Time Skilled Crafts by Race/Ethnicity and Gender for WSU and MPU, Fall 2011 - 2012

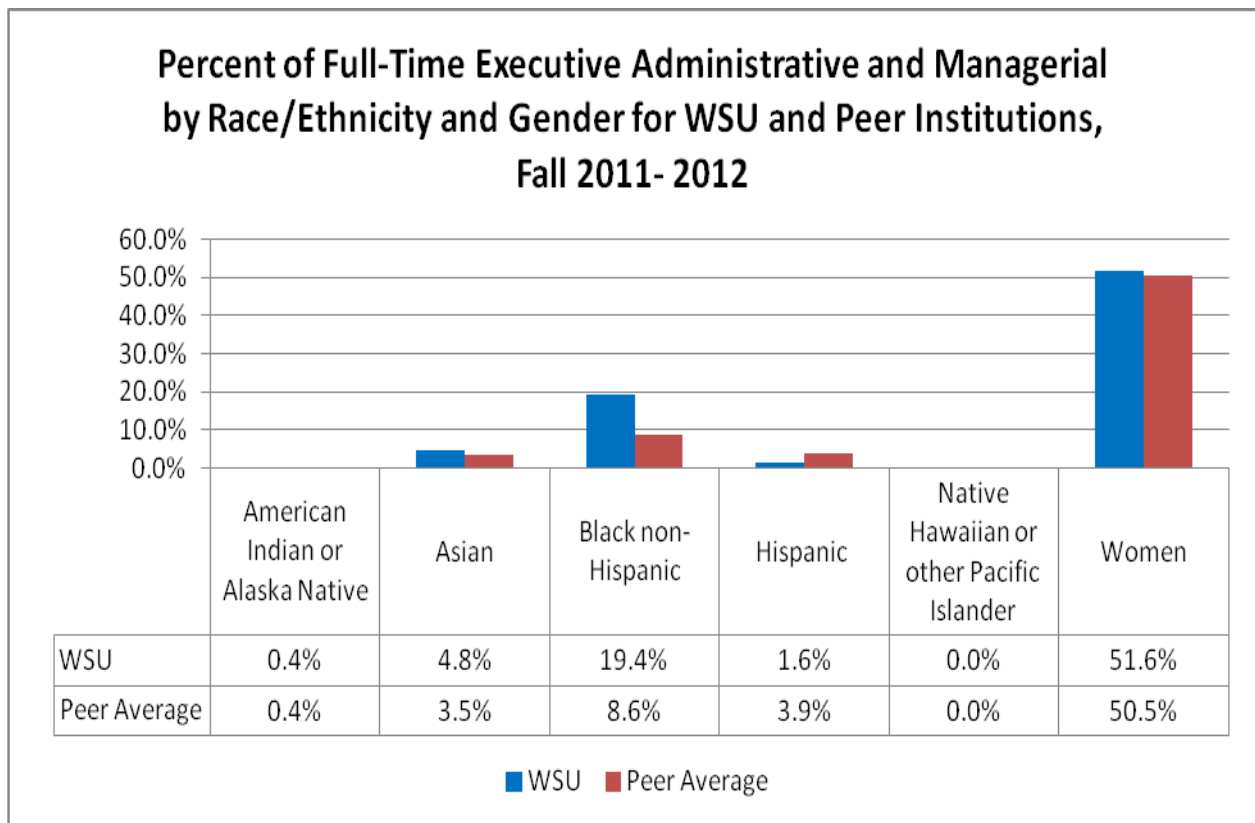
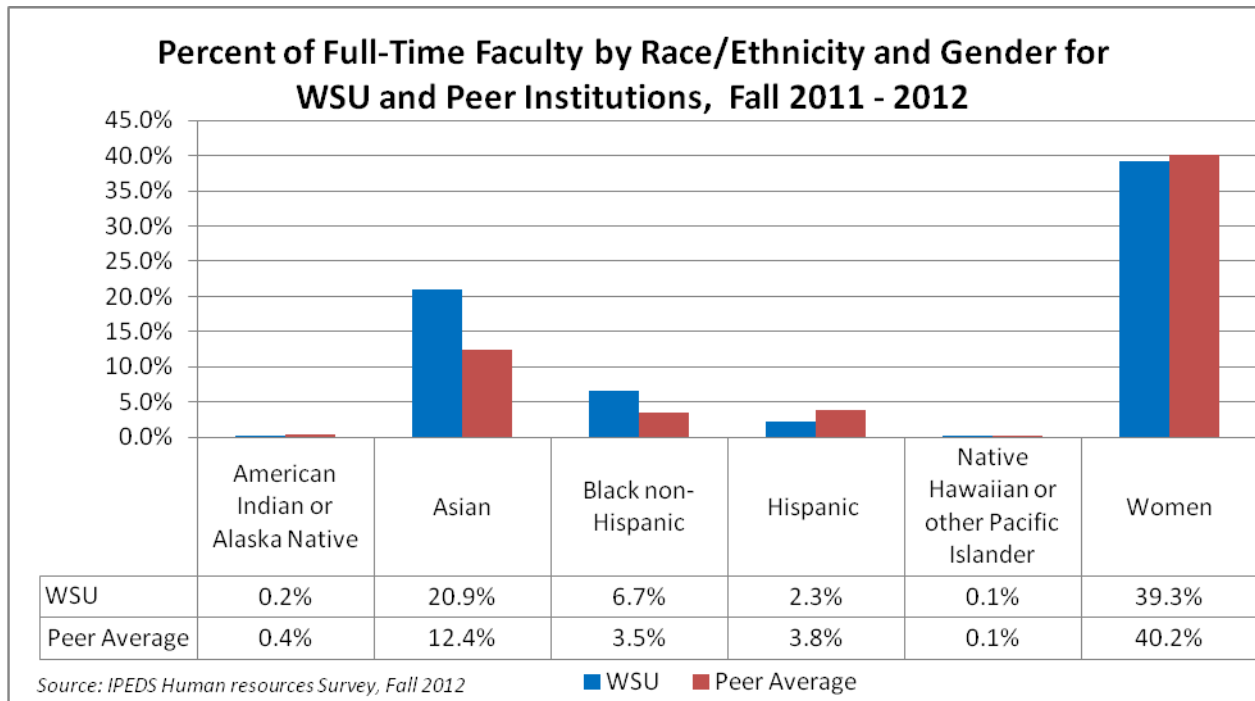


### Percent of Full-Time Service Maintenance by Race/Ethnicity and Gender for WSU and MPU, Fall 2011 - 2012

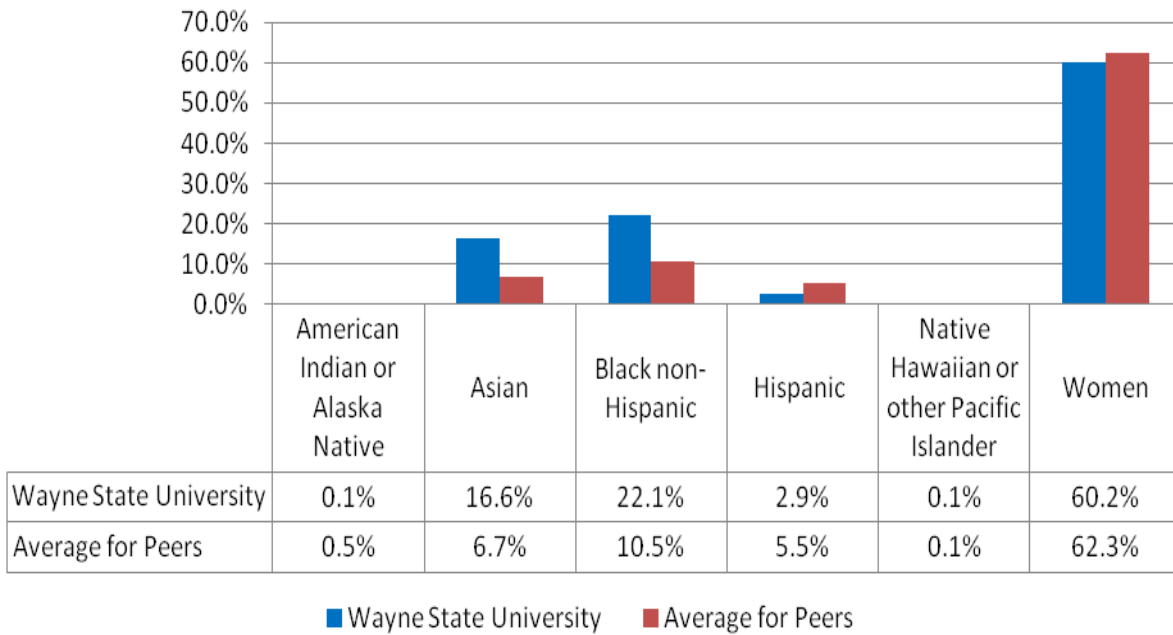




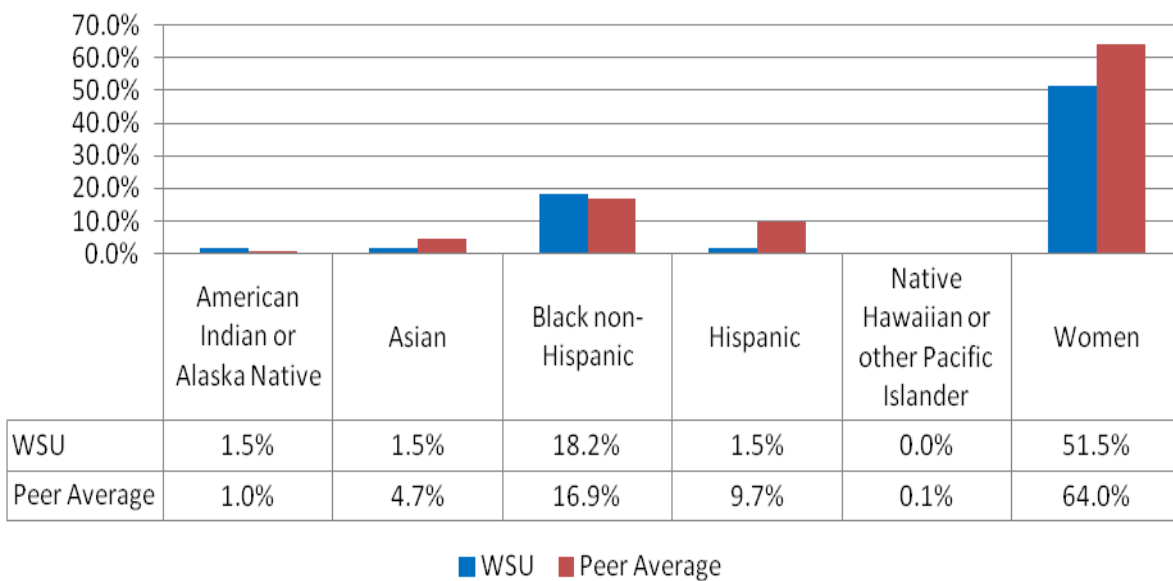
## 15 Peer Institutions



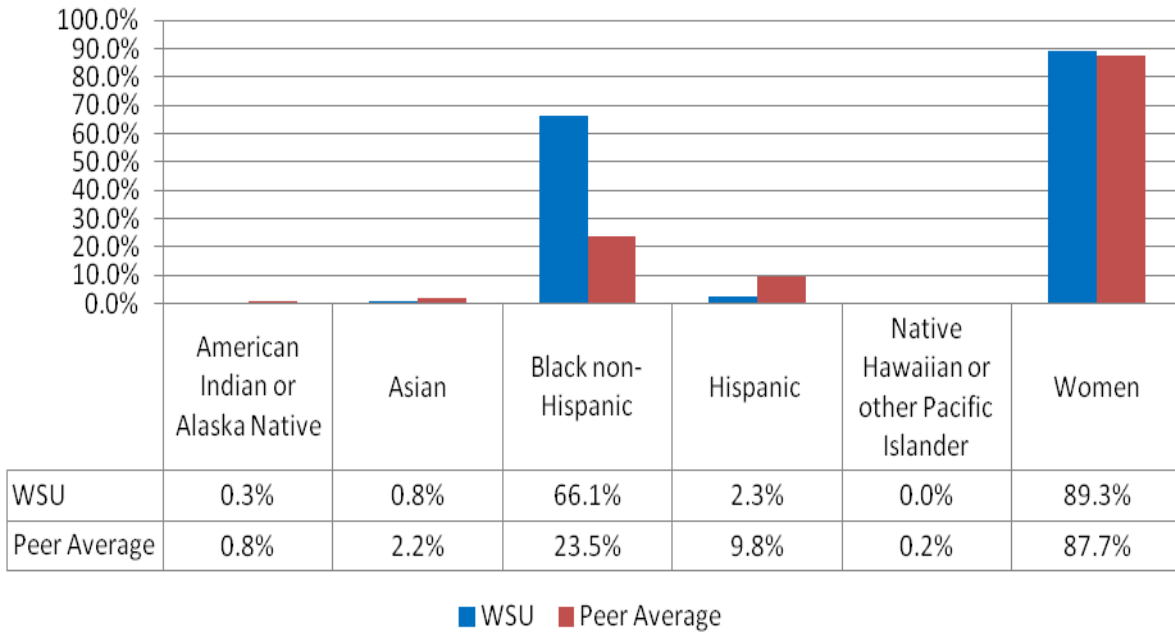
### Percent of Full-Time Other Professionals by Race/Ethnicity and Gender for WSU and Peer Institutions, Fall 2011 - 2012



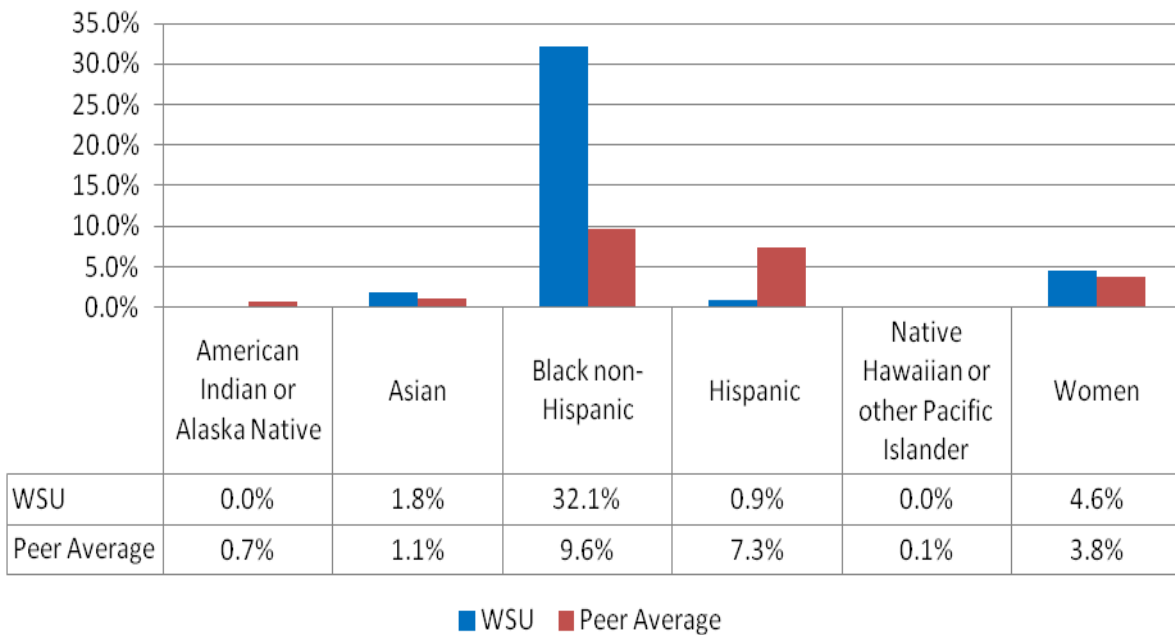
### Percent of Full-Time Paraprofessionals and Technicians by Race/Ethnicity and Gender for WSU and Peer Institutions, Fall 2011 - 2012



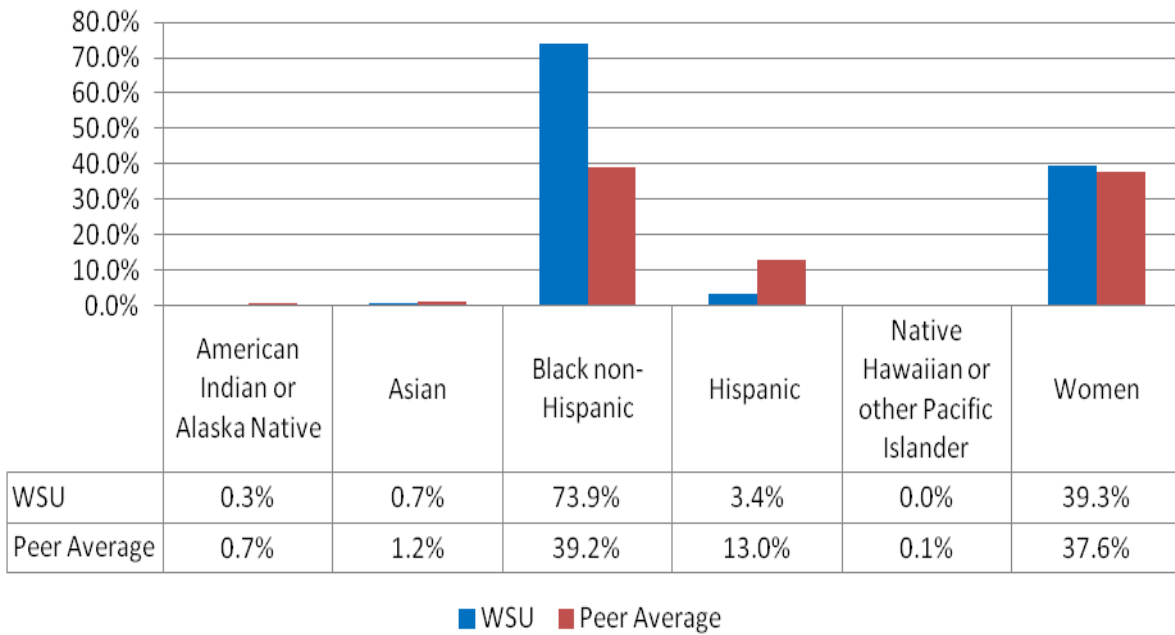
### Percent of Full-Time Clerical and Secretarial by Race/Ethnicity and Gender for WSU and Peer Institutions, Fall 2011 - 2012



### Percent of Full-Time Skilled Crafts by Race/Ethnicity and Gender for WSU and Peer Institutions, Fall, 2011 - 2012



## Percent of Full-Time Service Maintenance by Race/Ethnicity and Gender for WSU and Peer Institutions, Fall 2011 - 2012



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