

Diversity Strategic Planning Task Force
Diversity Context Presentations (Areas of Strength, Areas of Opportunity)
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Institutional Staff Data Summary/Observations

- Relevant definitions:
 - AALANA = African American, Latino American, and Native American
 - ALANA = African, Latino, Asian, Native Hawaiian and Native American
- The total number of Exempt Staff has increased gradually by approximately 7% over the five year period from 2009 to 2013.
- The total number of non-Exempt Staff is similar in magnitude to the total number of Exempt Staff, but has fluctuated slightly during the same period, increasing by approximately 3% from 2009 to 2011, and then decreasing by 1.5% from 2011 to 2013.
- The percentage of AALANA Exempt Staff has remained relatively constant near 10% with a slight decrease (approximately 0.5%) from 2012 to 2013.
- The percentage of AALANA non-Exempt Staff has remained relatively constant near 17.5% with a slight increase (nearly 1%) from 2012 to 2013.
- The percentage of ALANA Exempt Staff has remained relatively constant near 12% with slight decreases (nearly 1%) from 2009 to 2010 and (nearly 0.5%) from 2012 to 2013.
- The percentage of ALANA non-Exempt Staff has remained relatively constant just below 19% with a slight increase (nearly 1%) from 2012 to 2013.
- The percentage of female Exempt Staff has increased over the five year period from 2009 to 2013 from 51% to 55%.
- The percentage of female non-Exempt staff decreased by approximately 3% from 2009 to 2010 before remaining relatively constant near 67% through 2013.