

# **2013 Affirmative Action Audit Review**

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Board of Regents Meeting  
April 16, 2013

**Sharon Abraham, Director  
Office of Diversity and Affirmative Action  
Eastern Michigan University**



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# **AFFIRMATIVE ACTION PLAN**

**Employment Activities:  
9/20/11 to 9/19/12**

# AAP Audit Review

## EMU Total Workforce

### September 19, 2012

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	Total	Females		Minorities	
		#	%	#	%
Faculty	793	380	47.9%	147	18.5%
Staff	1,136	635	55.9%	248	21.8%
<b>Total</b>	<b>1,929</b>	<b>1,015</b>	<b>52.6%</b>	<b>395</b>	<b>20.5%</b>
<i>Note: Regular, full &amp; part time; not seasonal or temporary</i>					

# AAP Audit Review

## Workforce Comparisons and Benchmarks

### Race and Ethnicity

	Total Workforce	Total Minority*	Black	Hisp	Asian Amer	Native Amer	Two or More Races
<b>Total EMU 09/19/12</b>	<b>1,929</b>	<b>20.5%</b>	<b>12.3%</b>	<b>2.0%</b>	<b>5.6%</b>	<b>0.6%</b>	
<b>LABOR FORCE STATISTICS</b>							
Detroit, Ann Arbor, & Flint CMSA (Source:2000 Census) <sup>1</sup>	5,388,628	25%	18.0%	3.0%	2.6%	1.0%	
United States (Source: 2010 Census) <sup>2</sup>	138,049,895	31%	10.5%	14.3%	5.0%	0.5%	1.0%
Employed at 4-yr Public Universities in <u>United States</u> 2011 (IPEDS) <sup>3</sup>	1,846,310	24%	9.1%	6.7%	6.7%	0.6%	0.7%
Employed at 4-yr Public Universities in <u>Michigan</u> 2011 (IPEDS) <sup>4</sup>	71,775	18%	7.4%	2.8%	6.1%	0.4%	0.9%
<sup>1</sup> 2010 State & Local Workforce data not currently available							
<sup>2</sup> 2010 Census data from US Census Bureau, 2012 Statistical Abstract: The National Data Book							
<sup>2</sup> 2000 to 2010, Minorities in US increased from 27%							
<sup>3</sup> 2009 to 2011, Minorities at US 4-yr Public Universities increased from 22%							
<sup>4</sup> 2009 to 2011, Minorities at Mich 4-yr Public Universities increased from 17%							

# AAP Audit Review

## Workforce Comparisons and Benchmarks

### GENDER

	Total Wkfc	Total Females
<b>Total EMU 09/19/12</b>	<b>1,929</b>	<b>53%</b>
<b>LABOR FORCE STATISTICS</b>		
Detroit, Ann Arbor, & Flint CMSA (Source: 2000 Census) <sup>1</sup>	5,388,628	<b>46%</b>
United States (Source: 2010 Census) <sup>2</sup>	138,049,895	<b>47%</b>
Employed at 4-yr Public Universities in United States 2011 (IPEDS) <sup>3</sup>	1,797,579	<b>53%</b>
Employed at 4-yr Public Universities in Michigan 2011 (IPEDS) <sup>3</sup>	71,775	<b>53%</b>
<sup>1</sup> 2010 State & Local Workforce census data not currently available		
<sup>2</sup> 2010 Census data from US Census Bureau, 2012 Statistical Abstract: The National Data Book		
<sup>3</sup> From 2007 to 2011, Females at Michigan & US 4-yr Public Univ remained unchanged at 53%		

# AAP Audit Review – One Year Change

## Total Workforce

### September, 2011 to September, 2012

Year	Total Workforce	Total Female	Total Minority	Black/ Afr Am	Hisp	Asian Am	Native Am
Fall 2012	1,949	1015	395	237	39	108	11
		52.6%	20.5%	12.3%	2.0%	5.6%	0.6%
Fall 2011	1,959	1,039	402	239	43	109	11
		53.0%	20.5%	12.2%	2.2%	5.6%	0.6%
Difference	-10	-24	-7	-2	-4	-1	0
		-0.4%	0.0%	0.1%	-0.2%	0.0%	0.0%

One Year Total Workforce decreased -10  
Female decreased -24 (-0.4%)  
Minority numbers decreased -7 (0% chg)

# AAP Audit Review – One Year Change

## Change in Faculty & Staff

### September, 2011 to September, 2012

<b>9/19/2012</b>	<b>Total</b>	<b>Females</b>	<b>Minorities</b>
Faculty	793	380	147
		47.9%	18.5%
Staff	1136	635	248
		55.9%	21.8%
Total	1929	1015	395
		52.6%	20.5%
<b>9/19/2011</b>	<b>Total</b>	<b>Females</b>	<b>Minorities</b>
Faculty	811	393	148
		48.5%	18.2%
Staff	1148	646	254
		56.3%	22.1%
Total	1959	1039	402
		53.0%	20.5%
<b>CHANGE 11 - 12</b>	<b>Total</b>	<b>Females</b>	<b>Minorities</b>
<b>Faculty</b>	<b>-18</b>	<b>-0.5%</b>	<b>0.3%</b>
<b>Staff</b>	<b>-12</b>	<b>-0.4%</b>	<b>-0.3%</b>
<b>Total</b>	<b>-30</b>	<b>-0.4%</b>	<b>0.0%</b>

# AAP Audit Review – **Three Year Change** **Total Workforce** **September, 2009 to September, 2012**

Date	Total Employees	Total Females	Total Minorities	Minorities			
				Black/ AfrAm	Hispanic	Asian Am	Native Am
9/19/2012	1929	1015	395	237	39	108	11
		52%	20%	12%	2%	6%	1%
9/19/2011	1959	1039	402	239	43	109	11
		53%	21%	12%	2%	6%	1%
9/19/2010	1966	1047	397	240	42	105	10
		53%	20%	12%	2%	5%	1%
9/19/2009	1960	1037	380	236	38	96	10
		53%	19%	12%	2%	5%	1%
<b>Three year change from 2009 to 2012</b>							
Numerical change	<b>-31</b>	<b>-22</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>1</b>
Percentage change		<b>-1.1%</b>	<b>0.8%</b>	<b>0.1%</b>	<b>0.1%</b>	<b>0.6%</b>	<b>0.1%</b>

## TOTAL WORKFORCE THREE YEAR CHANGE 2009 to 2012

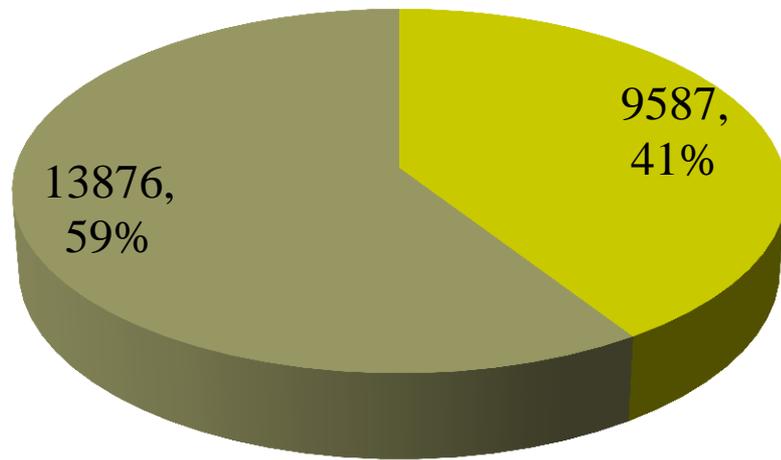
Total Workforce decreased -31 employees

Total Females decreased -22; -1.1%

Total Minorities increased +15; +0.8%

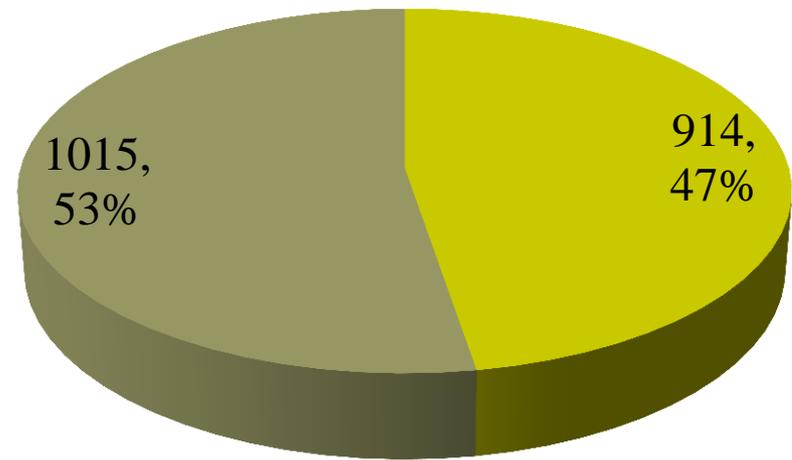
# Fall 2012 Student/Employee Mix

## Student Gender Mix



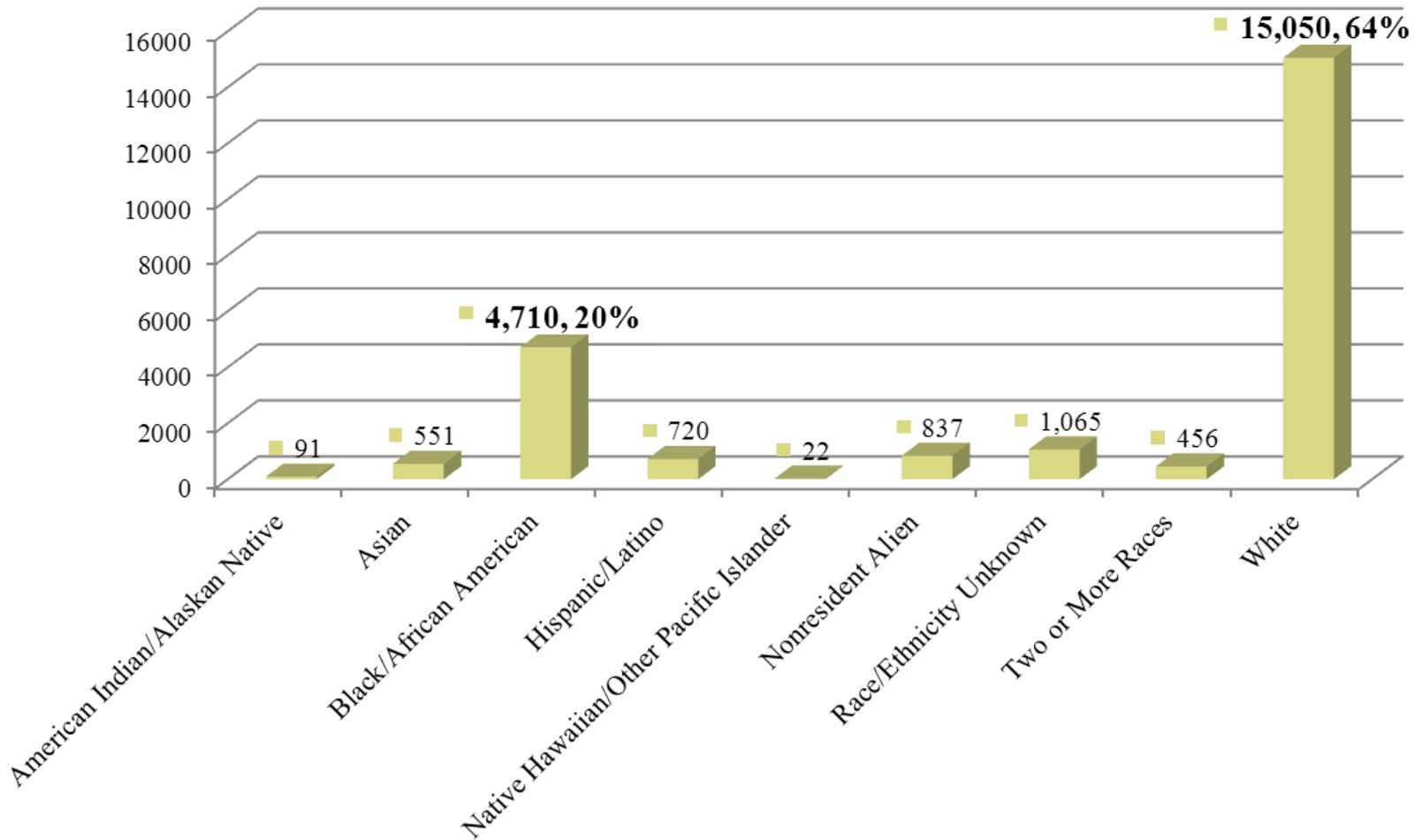
■ Male ■ Female

## Staff/Faculty Gender Mix

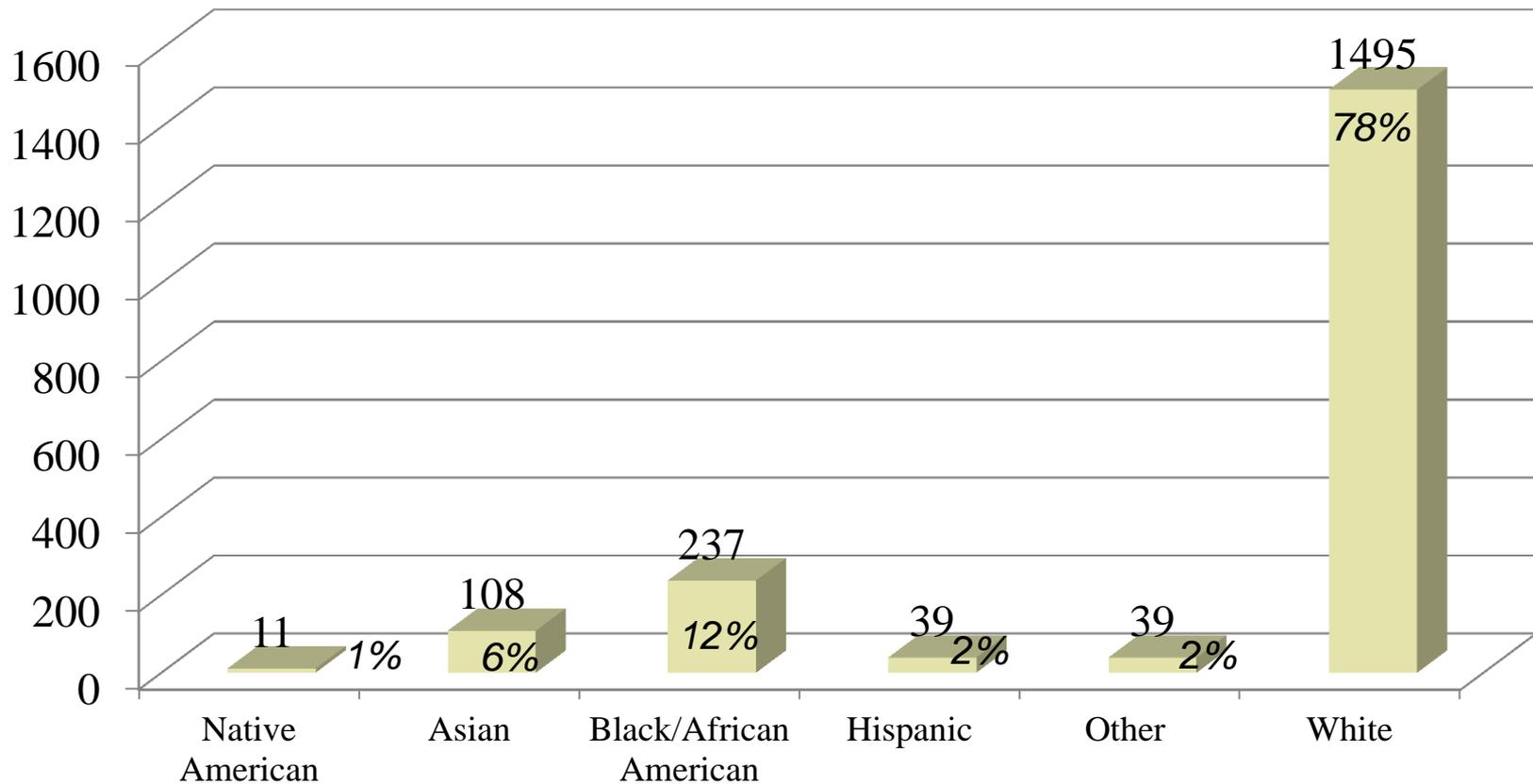


■ Male ■ Female

# Fall 2012 Student Profile



# Fall 2012 Staff/Faculty Profile



# AAP Audit Review – Three Year Change

## Faculty Workforce Changes

### September, 2009 to September, 2012

Date	Total Faculty	Female Faculty		Minority Faculty	
		#	%	#	%
9/19/2012	793	380	47.9%	147	18.5%
9/19/2011	810	392	48.4%	148	18.3%
9/19/2010	795	389	48.9%	144	18.1%
9/19/2009	783	380	48.5%	138	17.6%
<b>Three year change from 2009 to 2012</b>					
<b>Change</b>	<b>10</b>	<b>0</b>	<b>-0.6%</b>	<b>9</b>	<b>0.9%</b>
Tenured and Tenure track; not visiting or adjunct					

#### Faculty Three year change - 2009 to 2012

Total Faculty increase +10

Female Faculty number remained the same

Minority Faculty increase +9; +0.9%

AAP Audit Review – **Three Year Change**  
**FACULTY Race/Ethnicity Changes**  
**September, 2009 to September, 2012**

<b>Date</b>	<b>Total Minorities</b>	<b>Black/ Afr Am</b>	<b>Hispanic</b>	<b>Asian Am</b>	<b>Native Am</b>
9/19/2012	147	53	15	74	5
9/19/2011	148	51	15	77	5
9/19/2010	144	52	12	74	6
9/19/2009	138	52	12	68	6
<b>Change</b>	<b>9</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>-1</b>
Tenured and Tenure track; not visiting or adjunct					

Total Minority Faculty: +9  
 Black Faculty: +1  
 Hispanic Faculty: +3  
 Asian American Faculty: +6  
 Native American Faculty: -1

# AAP Audit Review

## EMU Total Workforce: By Division Workforce: 9/19/12

Divisions	Total Employees	Females		Minorities	
		Total #	Total %	Total #	Total %
Academic Programming & Services	253	173	68.4%	54	21.3%
Provost & Vice President	50	39	78.0%	9	18.0%
Research, Admin, Grad School	40	30	75.0%	8	20.0%
College of Arts & Sciences	507	229	45.2%	71	14.0%
College of Business	111	50	45.0%	39	35.1%
College of Education	144	108	75.0%	31	21.5%
College of Health & Human Services	148	113	76.4%	31	20.9%
College of Technology	78	27	34.6%	22	28.2%
Halle Library	55	30	54.5%	8	14.5%
Business & Finance	167	97	58.1%	42	25.1%
Communications	27	12	44.4%	2	7.4%
President	349	107	30.7%	78	22.3%
<b>TOTAL WORKFORCE</b>	<b>1,929</b>	<b>1,015</b>	<b>52.6%</b>	<b>395</b>	<b>20.5%</b>

Provost & Vice President Division has highest percent of females at: 78.0%  
College of Business Division has highest percent of minorities at: 35.1%

# AAP Audit Review

## Employment Activities

### From 9/20/11 to 9/19/12

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Total Workforce	Employed Rate (9/19/12)	New Hire Rate	Separation Rate	Promotion Rate
<b>Total</b>	<b>1929</b>	<b>95</b>	<b>125</b>	<b>140</b>
<b>Females</b>	<b>1015</b> 53.0%	<b>48</b> 50.3%	<b>72</b> 54.1%	<b>70</b> 57.0%
<b>Minorities</b>	<b>395</b> 20.5%	<b>26</b> 25.2%	<b>33</b> 26.4%	<b>22</b> 17.8%

#### Females

**Strength:** Promotion rate is above their employed rate

**Challenge:** Separation rate is above both employed and new hire rate

#### Minorities

**Strength:** Hire rate is above their employed rate

**Challenge:** Separation rate is above their employed rate



# Observations from Current Data

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- ❑ Total number of employees decreased in recent years, yet minority percentages have been stable
- ❑ Number of faculty has increased slightly since 2009...focus on academics
- ❑ Total females (# and %) have decreased



# Observations (continued)

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- ❑ Minority faculty has increased by 9 since 2009
- ❑ Minority hire rate is above the employed rate and separation rate is above employed
- ❑ More minorities and females are needed in staff leadership roles



# Complaints

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- 2011-2012 (13)
- 2010-2011 (15)
- Top 2 complaint reasons: race and sexual harassment
  - 73% of all complaints filed are by students
  - 17% of complaints are filed by staff
  - 10% of complaints are filed by faculty



# Short Term Recommendations

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- Establish leadership diversity expectations & goals
  - Review divisions below university average for female and minority representation and obtain plans from those areas
  - Have leaders and their teams meet with Diversity office to review and understand diversity expectations & goals



# Short Term Recommendations

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- ❑ Establish promotion protocol and review reasons for lower minority promotion rates
- ❑ Develop targeted efforts to improve hiring and retention of Hispanic students, staff, and faculty
- ❑ More closely monitor hiring process to ensure diverse candidate pools before conducting interviews



# Long Term Recommendations

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- ❑ Obtain Diversity Strategic Plan input from campus constituencies
- ❑ Implement Diversity Strategic Plan
- ❑ Evaluate establishing inclusion advocate program
- ❑ Re-establish Diversity Council
- ❑ Enhance cultural competency of leadership via assessment and coaching