

2013-2014 Affirmative Action Audit Review

Eastern Michigan University
Board of Regents Report
March, 2014

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Office of Diversity and Affirmative Action

September 19, 2013

EMU Total Workforce

AAP Audit Review

	Total	Females		Minorities	
		#	%	#	%
Faculty	780	397	47.9%	142	18.5%
Staff	1,137	639	55.9%	248	21.8%
Total	1,917	1,036	54.0%	390	20.3%

Note: Regular, full & part time; not seasonal or temporary

Workforce Comparisons and Benchmarks

Race and Ethnicity

AAP Audit Review

	Total Workforce	Total Minority*	Black	Hisp	Asian Amer	Native Amer	Two or More Races
Total EMU 09/19/13	1,917	20.5%	12.3%	2.0%	5.6%	0.6%	
LABOR FORCE STATISTICS							
Detroit, Ann Arbor, & Flint CMSA (Source:2010 Census) ¹	2,349,760	27.9%	19.9%	3.4%	3.9%	0.6%	
United States (Source: 2010 Census) ²	137,369,340	31.5%	10.6%	1.4%	5.1%	0.5%	0.9%
Employed at 4-yr Public Universities in <u>United States</u> 2012 (IPEDS) (FT) ³	1,875,354	26.3%	10.9%	7.5%	6.5%	0.6%	0.8%
Employed at 4-yr Public Universities in <u>Michigan</u> 2012 (IPEDS) (FT) ^{4, 5}	44,976	20.0%	8.6%	3.1%	7.0%	0.4%	0.9%
¹ Counties: Lapeer, Livingston, Macomb, Oakland, St. Clair, Washtenaw, Wayne							
² 2010 US Census, All occupations							
² 2000 to 2010, Minorities in US increased from 27%							
³ 2009 to 2012, Minorities at US 4-yr Public Universities increased from 22%							
⁴ 2009 to 2012, Minorities at Mich 4-yr Public Universities increased from 17%							
⁵ 2012: CMU, MTU, & WMU not reporting							

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Comparisons and Benchmarks

Female Workforce

AAP Audit Review

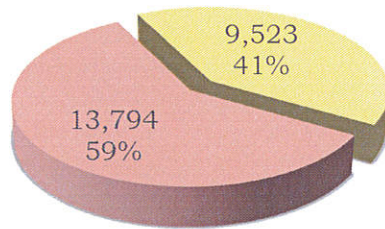
	Total Wkfc	Total Females
Total EMU 09/19/13	1,917	54.0%
LABOR FORCE STATISTICS		
Detroit, Ann Arbor, & Flint CMSA (Source:2010 Census) ¹	2,349,760	46.0%
United States (Source: 2010 Census) ²	137,369,340	47.4%
Employed at 4-yr Public Universities in <u>United States</u> 2012 (IPEDS) (FT) ³	1,875,354	54.4%
Employed at 4-yr Public Universities in <u>Michigan</u> 2012 (IPEDS) (FT) ^{4, 5}	44,976	53.0%
¹ Counties: Lapeer, Livingston, Macomb, Oakland, St. Clair, Washtenaw, Wayne		
² 2010 US Census, All occupations		
³ From 2007 to 2012, Females at US 4-yr Public Univ increased from 53%		
⁴ From 2007 to 2012, Females at Michigan Univ remained unchanged at 53%		
⁵ 2012: CMU, MTU, & WMU not reporting		

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Fall 2013

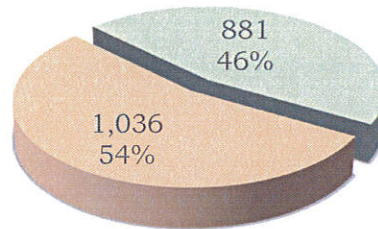
EMU Student/Employee Mix

Student Gender
Males & Females = 23,317



Female Male

Staff/Faculty Gender
Males & Females = 1,917

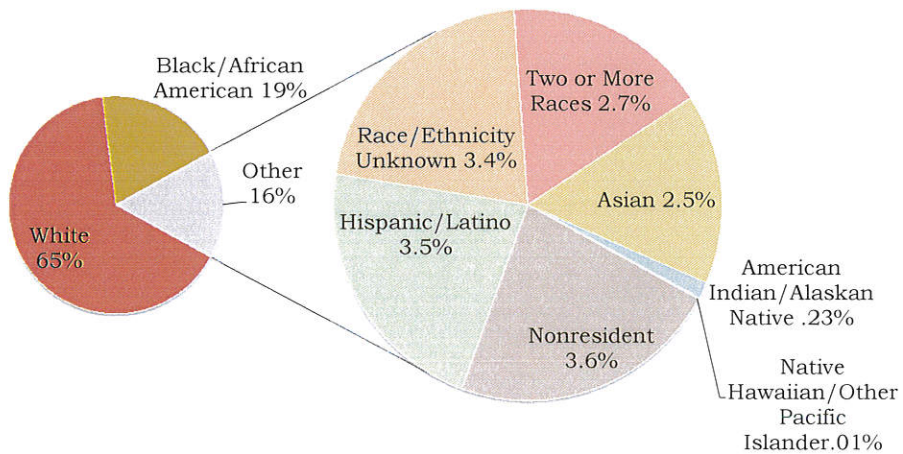


Female Male

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Fall 2013

EMU Student Profile



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9/20/2012 to 9/19/2013

Employment Activities

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Employment Activities: 9/20/2012 to 9/19/2013				
Total Workforce	Employed Rate (9/19/13)	New Hire Rate	Separation Rate	Promotion Rate
Total	1917	169	180	241
Females	1036 54.0%	108 63.9%	87 48.3%	126 52.3%
Minorities	390 20.3%	38 22.5%	44 24.4%	50 20.7%

Females

Strengths: Hire rate is above both separation and their employed rate

Challenge: Promotion rate is below their employed rate

Minorities

Strengths: Hire rate is above their employed rate

Challenge: Separation rate is above their employed and hire rate

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Three Year Change 9/2010 to 9/2013

Total Workforce

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Date	Total Employees	Total Females	Total Minorities	Minorities			
				Black/ AfrAm	Hispanic	Asian Am	Native Am
9/19/2013	1917	1036	390	233	35	110	12
		53%	20%	12%	2%	6%	1%
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%
Three year change from 2010 to 2013							
Numerical change	-49	-11	-7	-7	-7	5	2
Percentage change		-0.4%	-0.3%	-0.3%	-0.3%	0.3%	0.1%

Total Workforce Three Year Change 2010 to 2013

Total Workforce decreased -49 employees

Total Females decreased -11 (-0.4%)

Total Minorities decreased -7 (-0.3%)

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Three Year Change 9/2010 to 9/2013

Faculty Workforce Changes

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Date	Total Faculty	Female Faculty		Minority Faculty	
		#	%	#	%
9/19/2013	780	397	50.9%	142	18.2%
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%
Three year change from 2010 to 2013					
Change	-15	8	2.0%	-2	0.1%

Tenured and Tenure track; not visiting or adjunct

Faculty Three year change - 2010 to 2013

Total Faculty decrease -15

Female Faculty increase +8 (+2.0%)

Minority Faculty decrease -2 (+0.1%)

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Three Year Change 9/2010 to 9/2013

Faculty Race/Ethnicity Changes

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Date	Total Minorities	Black/ Afr Am	Hispanic	Asian Am	Native Am
9/19/2013	142	50	14	73	5
9/19/2012	147	53	15	74	5
9/19/2011	148	51	15	77	5
9/19/2010	144	52	12	74	6
Change	-2	-2	2	-1	-1

Tenured and Tenure track; not visiting or adjunct

Total Minority Faculty: -2

Black/ African American Faculty: -2

Hispanic American Faculty: +2

Asian American Faculty: -1

Native American Faculty: -1

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Complaints

- ▶ 2012-2013 = 16 Complaints
- ▶ 2011-2012 = 13 Complaints
- ▶ Top 3 EMU complaint reasons:

Sexual Harassment, Age Discrimination and Retaliation

- 69% of all complaints filed are by staff
- 19% of complaints are filed by students
- 12% of complaints are filed by faculty

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Focus/Next Steps

- ▶ Continue exploration of holistic approach for inclusion and diversity
- ▶ Work with ISPC to identify strategic planning outcomes and diversity initiatives
- ▶ Prepare for new compliance requirements
- ▶ Understand and support new online recruitment system

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Questions?