

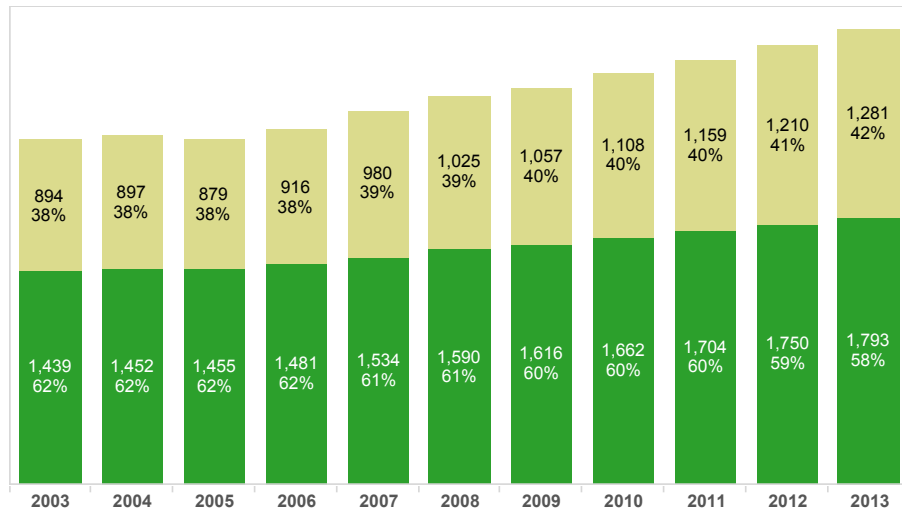


# Staff Demographics 2003-2013

This report includes information on all Administrators, Officers of Administration, and Classified staff on Campus

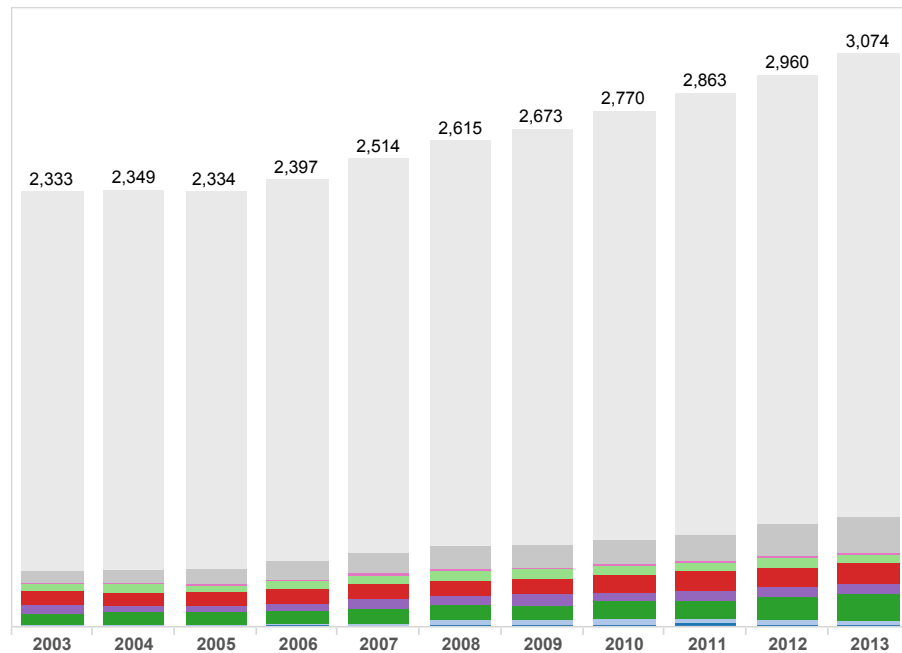
## Gender

- Male
- Female



## Race/Ethnicity

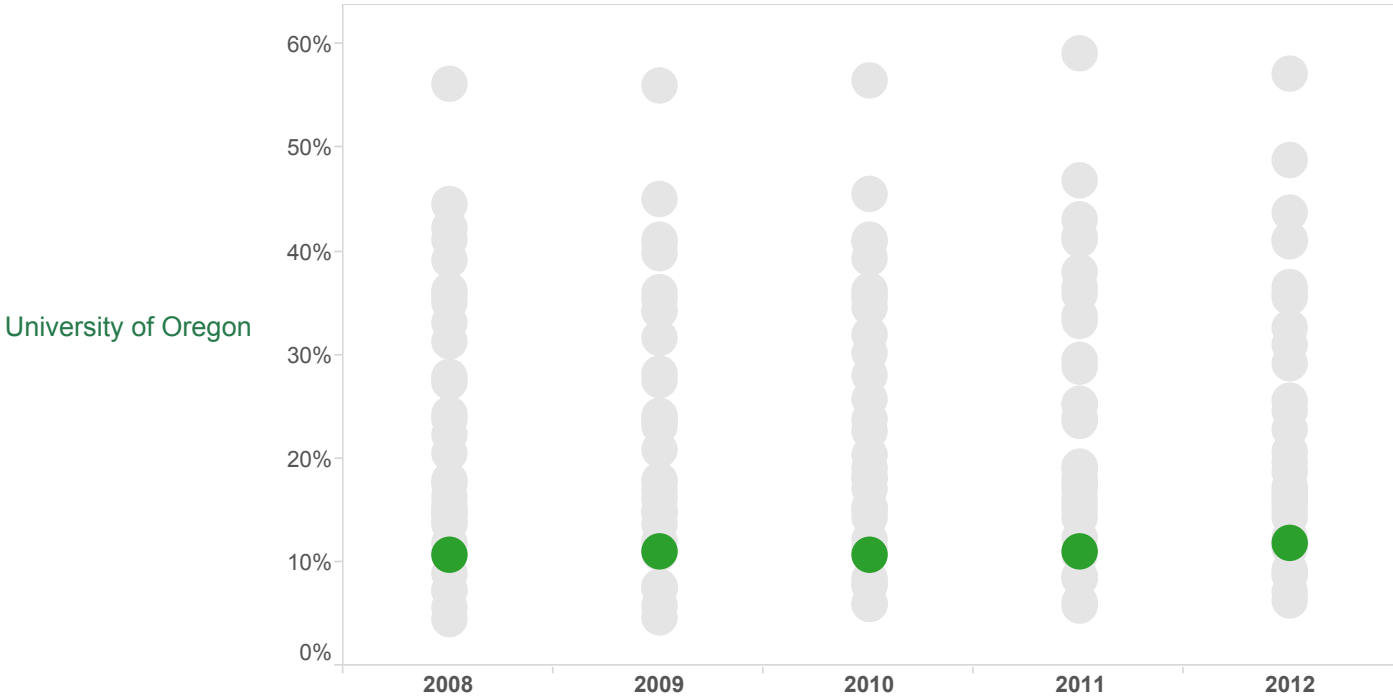
- White
- Race and ethnicity unknown
- International
- American Indian/ Alaskan Native
- Asian
- Black or African American
- Hispanic or Latino
- Two or more races
- Native Hawaiian or Other Pacific I.



	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
American Indian/Alaskan Native	37 1.6%	41 1.7%	35 1.5%	44 1.8%	50 2.0%	48 1.8%	49 1.8%	48 1.7%	46 1.6%	53 1.8%	50 1.6%
Asian	76 3.3%	69 2.9%	68 2.9%	77 3.2%	79 3.1%	80 3.1%	86 3.2%	93 3.4%	102 3.6%	105 3.5%	109 3.5%
Black or African American	43 1.8%	43 1.8%	41 1.8%	39 1.6%	47 1.9%	55 2.1%	55 2.1%	48 1.7%	51 1.8%	56 1.9%	60 2.0%
Hispanic or Latino	64 2.7%	66 2.8%	65 2.8%	66 2.8%	78 3.1%	82 3.1%	88 3.3%	93 3.4%	100 3.5%	121 4.1%	134 4.4%
Native Hawaiian or Other Pacific Islander	4 0.2%	3 0.1%	4 0.2%	5 0.2%	3 0.1%	9 0.3%	9 0.3%	13 0.5%	14 0.5%	12 0.4%	11 0.4%
Two or more races	5 0.2%	7 0.3%	7 0.3%	15 0.6%	18 0.7%	24 0.9%	22 0.8%	34 1.2%	30 1.0%	26 0.9%	28 0.9%
<b>Total Staff of Color</b>	<b>229 9.8%</b>	<b>229 9.7%</b>	<b>220 9.4%</b>	<b>246 10.3%</b>	<b>275 10.9%</b>	<b>298 11.4%</b>	<b>309 11.6%</b>	<b>329 11.9%</b>	<b>343 12.0%</b>	<b>373 12.6%</b>	<b>392 12.8%</b>

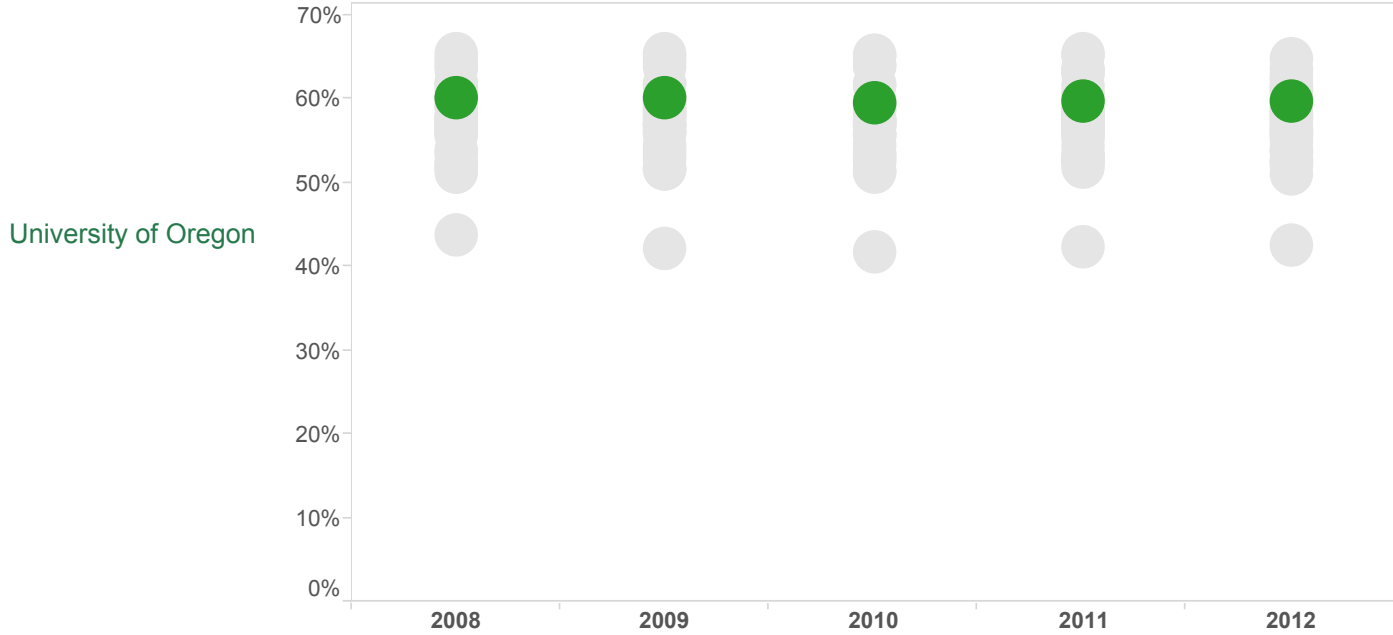
# Comparison to the Association of American Universities

Staff of Color at Public AAUs



<b>AAU Publics</b>	23.0%	23.1%	23.5%	23.9%	23.5%
<b>University of Oregon</b>	10.8%	11.0%	10.7%	11.0%	11.8%

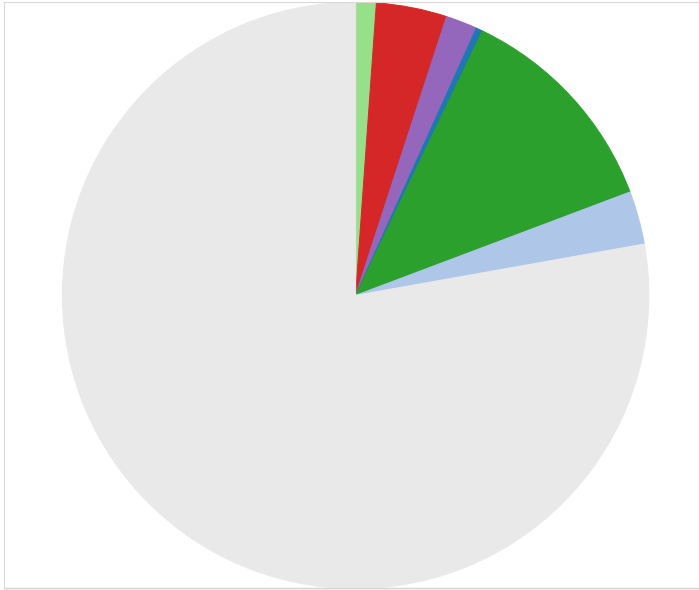
Female Staff at Public AAUs



<b>AAU Publics</b>	57.5%	57.5%	57.4%	57.5%	57.2%
<b>University of Oregon</b>	60.2%	60.1%	59.6%	59.7%	59.8%

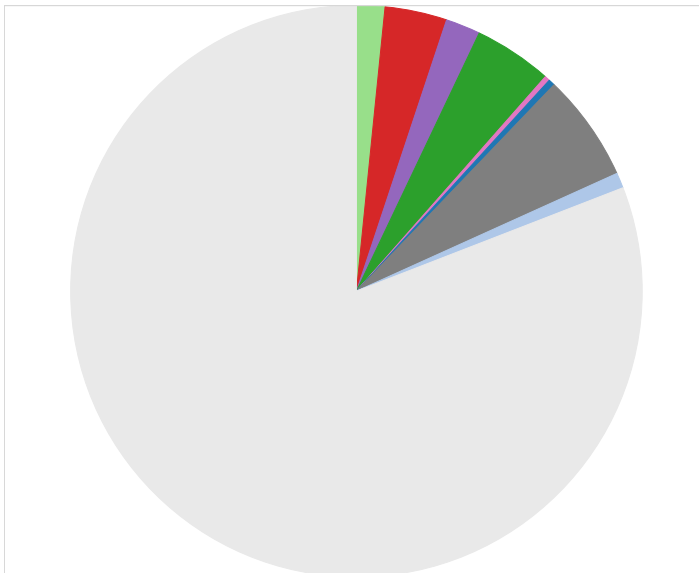
# State and University Demographics

## State of Oregon Demographics 2012



Race/Ethnicity	N	%
American Indian/Alaska Native	43,704	1.1%
Asian	151,314	3.9%
Black or African American	68,020	1.7%
Hawaiian/ Pacific Islander	14,087	0.4%
Hispanic	474,157	12.2%
Two or More Races	114,264	2.9%
White	3,033,807	77.8%

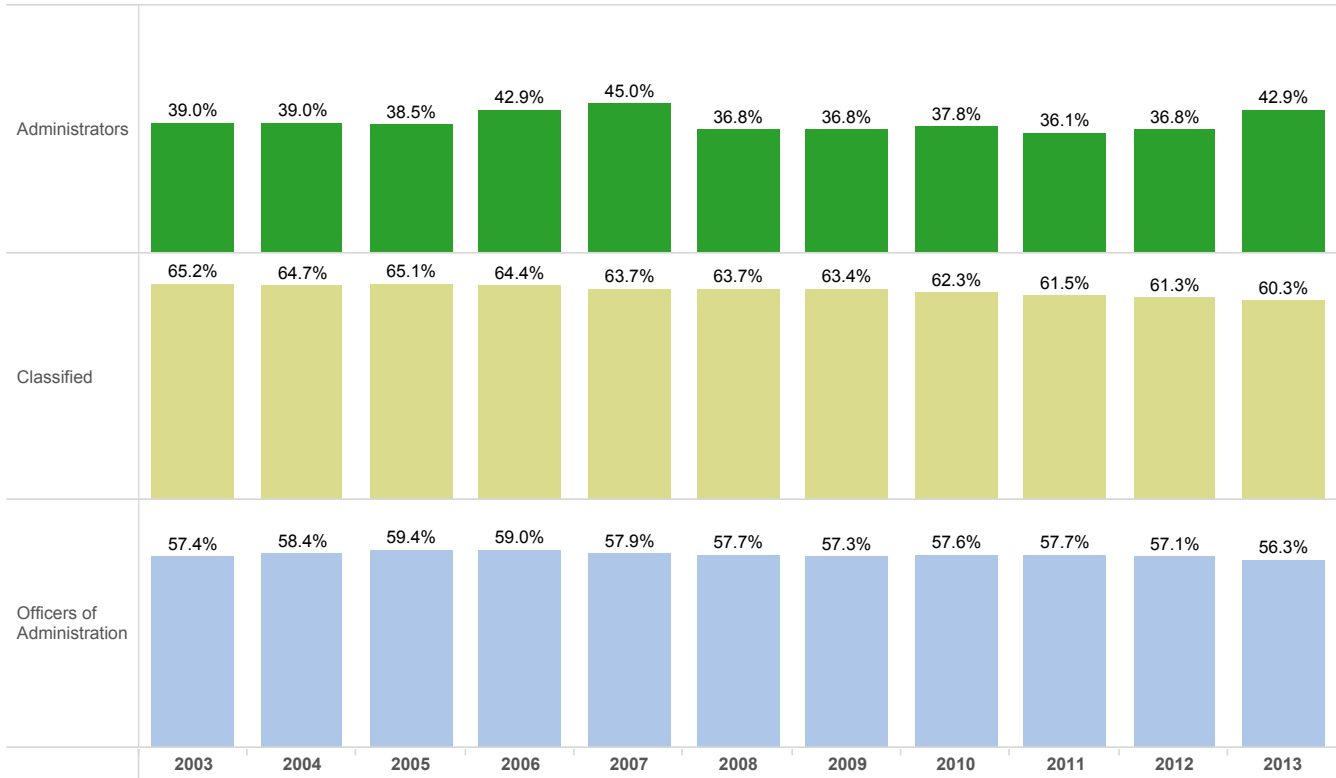
## University of Oregon Staff Demographics 2013



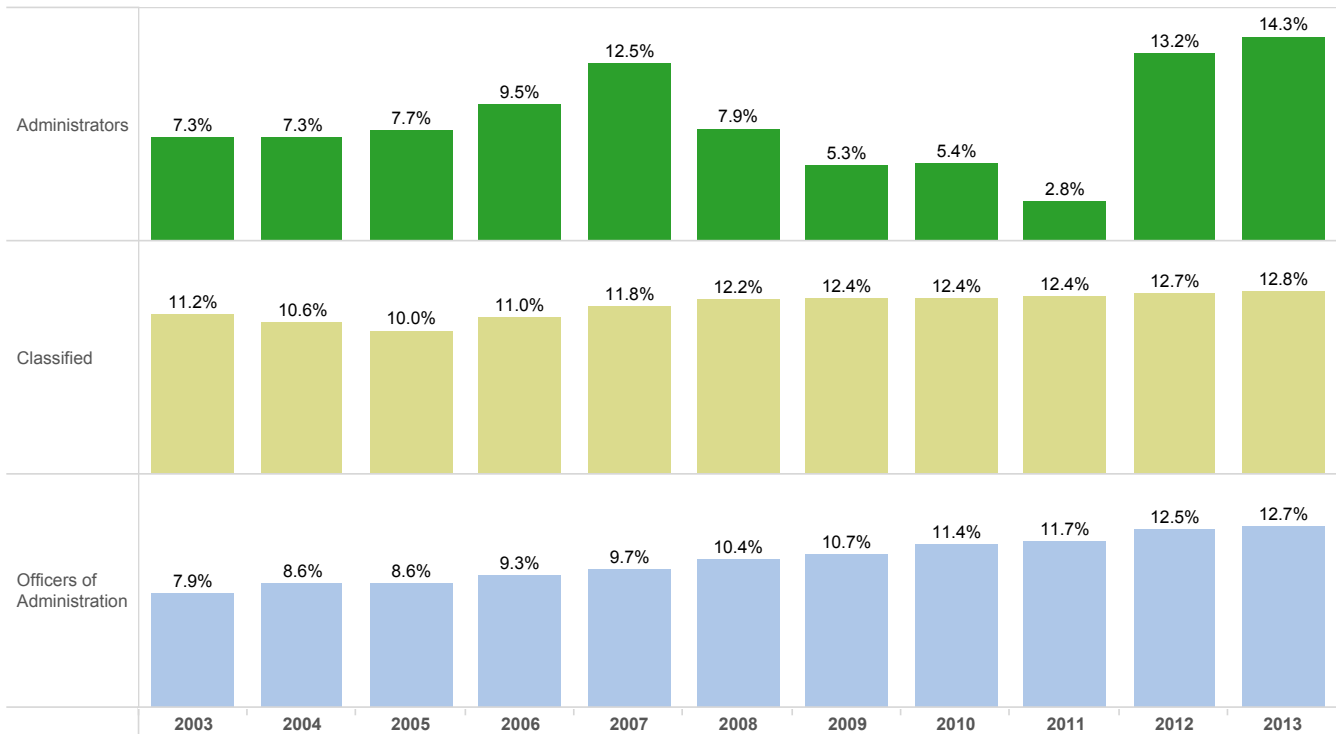
Race/Ethnicity	N	%
American Indian/Alaskan Native	48	1.6%
Asian	106	3.5%
Black or African American	59	2.0%
Hispanic or Latino	134	4.4%
International	9	0.3%
Native Hawaiian or Other Pacific Islander	11	0.4%
Race and ethnicity unknown	184	6.1%
Two or more races	26	0.9%
White	2,444	80.9%

# Staff by Employment Category 2003-2013

## Female Staff



## Staff of Color



# Staff by VP Area

## *Female Staff*

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
President	59 34%	56 34%	58 37%	64 39%	68 37%	72 36%	66 34%	72 35%	75 34%	74 33%	82 33%
Senior VP and Provost	613 69%	622 69%	629 70%	629 69%	638 68%	653 68%	684 68%	720 68%	738 67%	749 67%	765 66%
VP Enrollment Management	73 74%	70 74%	71 72%	66 69%	70 71%	67 68%	68 68%	66 66%	61 64%	67 64%	69 65%
VP Equity and Inclusion	4 80%	6 75%	7 70%	7 64%	7 64%	8 62%	8 62%	9 60%	9 69%	13 76%	13 72%
VP Finance and Administration	187 43%	187 43%	181 44%	185 43%	183 42%	189 42%	196 42%	194 41%	207 41%	203 41%	211 41%
VP Research and Innovation	92 68%	99 68%	92 71%	106 72%	104 69%	124 73%	125 73%	119 72%	123 72%	113 68%	118 67%
VP Student Affairs	341 68%	340 68%	342 67%	347 66%	377 67%	379 66%	376 65%	385 64%	394 64%	418 63%	429 62%
VP University Advancement	70 65%	72 69%	75 68%	77 66%	87 63%	98 67%	93 68%	97 66%	97 66%	113 68%	106 68%

## *Staff of Color*

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
President	18 10%	15 9%	15 10%	15 9%	19 10%	20 10%	21 11%	23 11%	24 11%	24 11%	30 12%
Senior VP and Provost	62 7%	63 7%	63 7%	71 8%	69 7%	81 8%	84 8%	92 9%	101 9%	106 9%	111 10%
VP Enrollment Management	15 15%	19 20%	19 19%	17 18%	15 15%	16 16%	20 20%	21 21%	21 22%	23 22%	22 21%
VP Equity and Inclusion	5 100%	7 88%	8 80%	10 91%	10 91%	11 85%	11 85%	12 80%	9 69%	12 71%	14 78%
VP Finance and Administration	49 11%	46 11%	37 9%	42 10%	47 11%	50 11%	53 11%	55 12%	56 11%	53 11%	58 11%
VP Research and Innovation	10 7%	8 5%	8 6%	13 9%	20 13%	25 15%	21 12%	17 10%	19 11%	18 11%	18 10%
VP Student Affairs	64 13%	63 13%	62 12%	67 13%	81 14%	83 14%	87 15%	96 16%	100 16%	120 18%	124 18%
VP University Advancement	6 6%	8 8%	8 7%	11 9%	14 10%	12 8%	12 9%	13 9%	13 9%	17 10%	15 10%

# Appendix

## Data Sources

The Office of Affirmative Action and Equal Opportunity collects self-reported race/ethnicity and gender information during the hiring process. The employee data used in the report is extracted from Banner during the second week of October by the Office of Institutional Research. An employee's information is based on their "primary" position at the time of the extract from Banner. The comparison to the Association of American Universities is based on data submitted to the Integrated Postsecondary Education Data System (IPEDS) as part of their Human Resources collection. For the purposes of the comparisons, only public institutions are used. The Oregon demographic data is provided by the U.S. Census Bureau.

## Definitions

### *Officers of Administration*

From 2003 to 2011, librarians were classified as Officers of Administration. In 2012, librarians were reclassified as faculty. To maintain consistent reporting over time librarians are included in this report and counted as Officers of Administration.

### *Race and Ethnicity*

Staff of color includes Asian, Black, Hispanic, Native American, Pacific Islander, and Multi-Ethnic (or Two or More Races). Beginning in Fall 2011, a change in federal requirements in how race and ethnicity are collected make comparisons over time problematic. The new methodology may artificially increase the number of staff identified as Hispanic. The reporting group Asian and Pacific Islander was disaggregated into two groups: Asian and Native Hawaiian / Pacific Islander. The category Two or More Races reflect the counts for individuals selecting more than one race category rather than the category Multi Ethnic. Because the University of Oregon has not resurveyed its employees using the updated federal guidelines, only new employees are subject to the new format. International staff have a citizenship attribute of nonresident alien or substantial presence.