

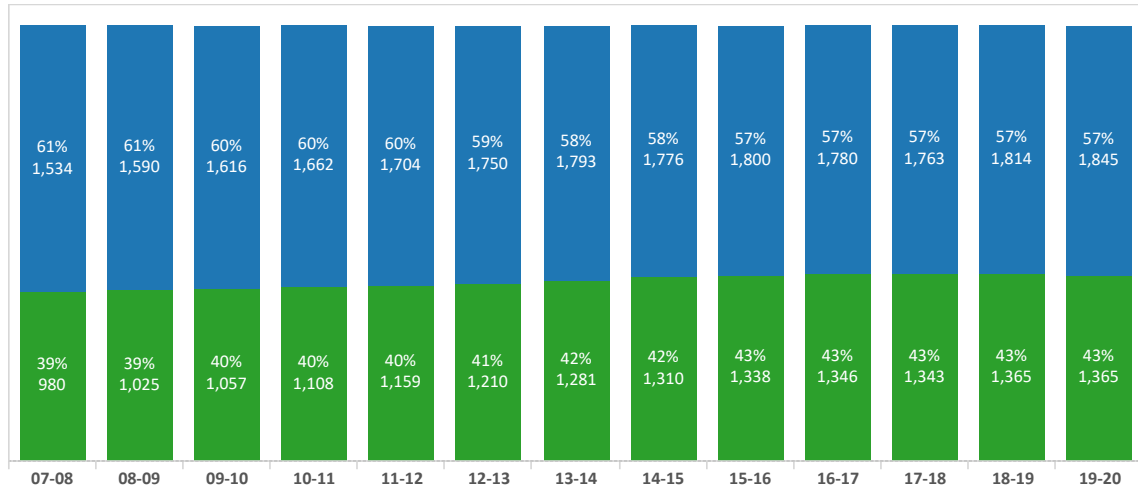


# University Staff Demographics 2007-08 to 2019-20

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

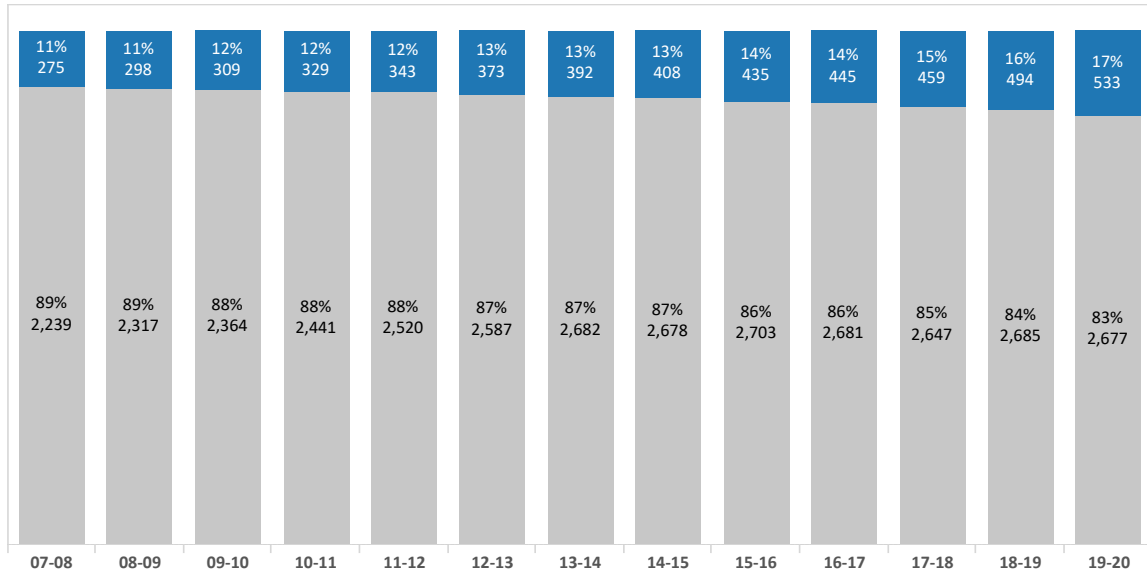
## Gender

- Female
- Male



## Staff of Color

- Staff of Color
- Other

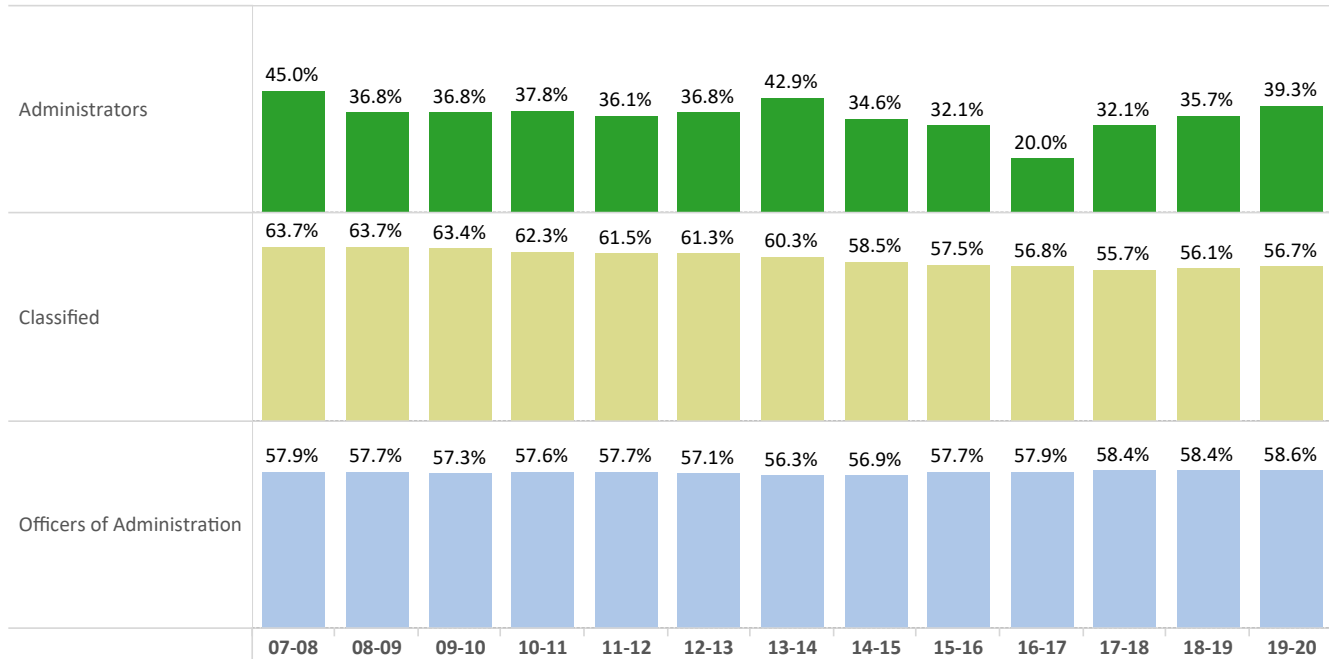


	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19	19-20
American Indian or Alaska Native	2.0%	1.8%	1.8%	1.7%	1.6%	1.8%	1.6%	1.8%	1.5%	1.4%	1.2%	1.2%	1.2%
Asian	3.1%	3.1%	3.2%	3.4%	3.6%	3.5%	3.5%	3.4%	3.4%	3.5%	3.5%	3.6%	3.9%
Black or African American	1.9%	2.1%	2.1%	1.7%	1.8%	1.9%	2.0%	2.0%	2.0%	2.1%	2.4%	2.2%	2.5%
Hispanic or Latino	3.1%	3.1%	3.3%	3.4%	3.5%	4.1%	4.4%	4.4%	5.0%	5.5%	5.6%	6.2%	6.3%
Native Hawaiian or Other Pacific Islander	0.1%	0.3%	0.3%	0.5%	0.5%	0.4%	0.4%	0.3%	0.4%	0.5%	0.5%	0.4%	0.5%
Two or more races	0.7%	0.9%	0.8%	1.2%	1.0%	0.9%	0.9%	1.3%	1.5%	1.3%	1.4%	1.9%	2.2%

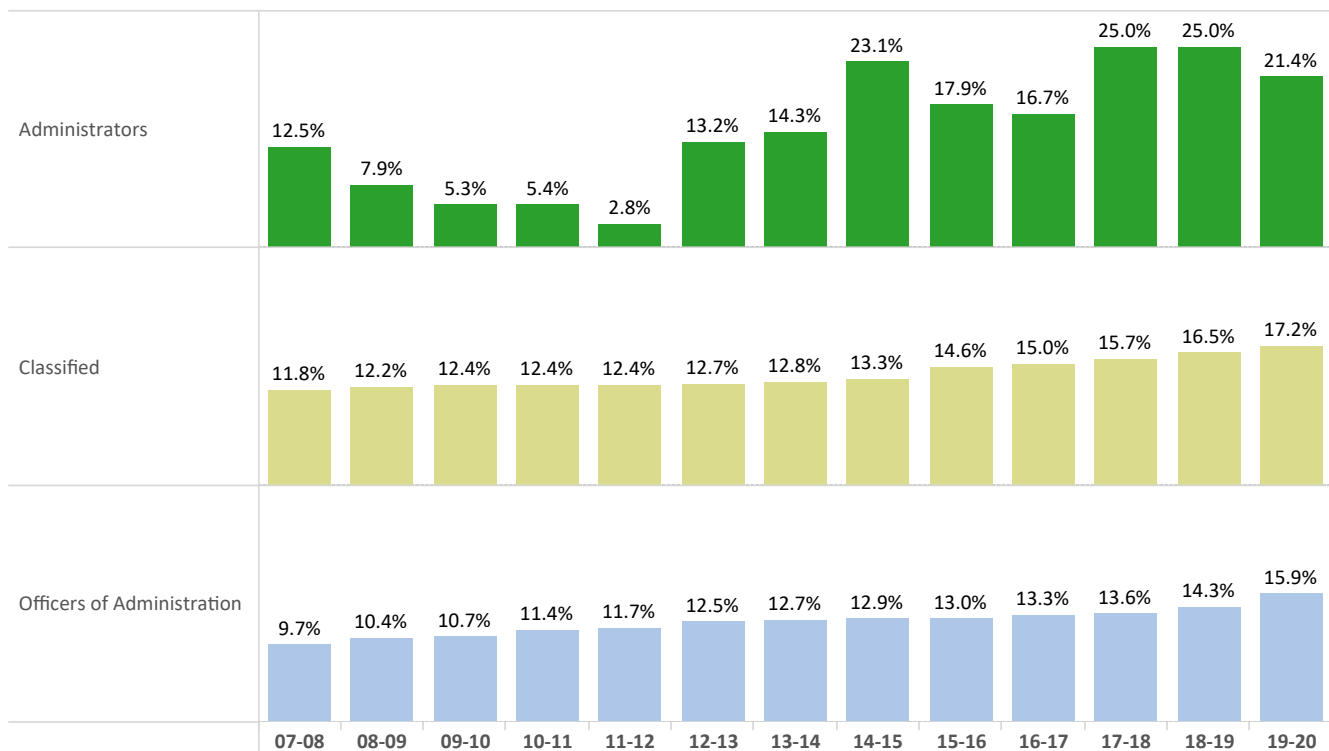
# University Staff by Employment Category

## 2007-08 to 2019-20

### Female Staff



### Staff of Color



# 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 at the end 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 2005-06 to 2011-12, librarians were classified as Officers of Administration. In 2012-13, 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 2010, 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.