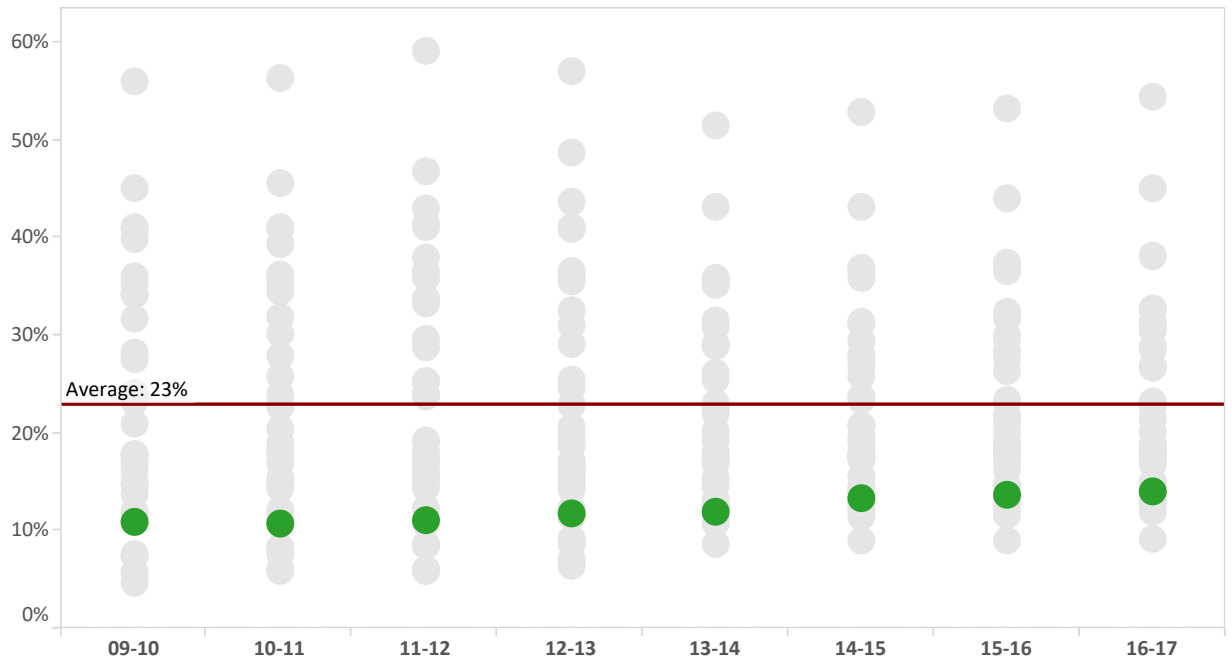




# Comparison to the Association of American Universities

## Staff of Color at Public AAUs

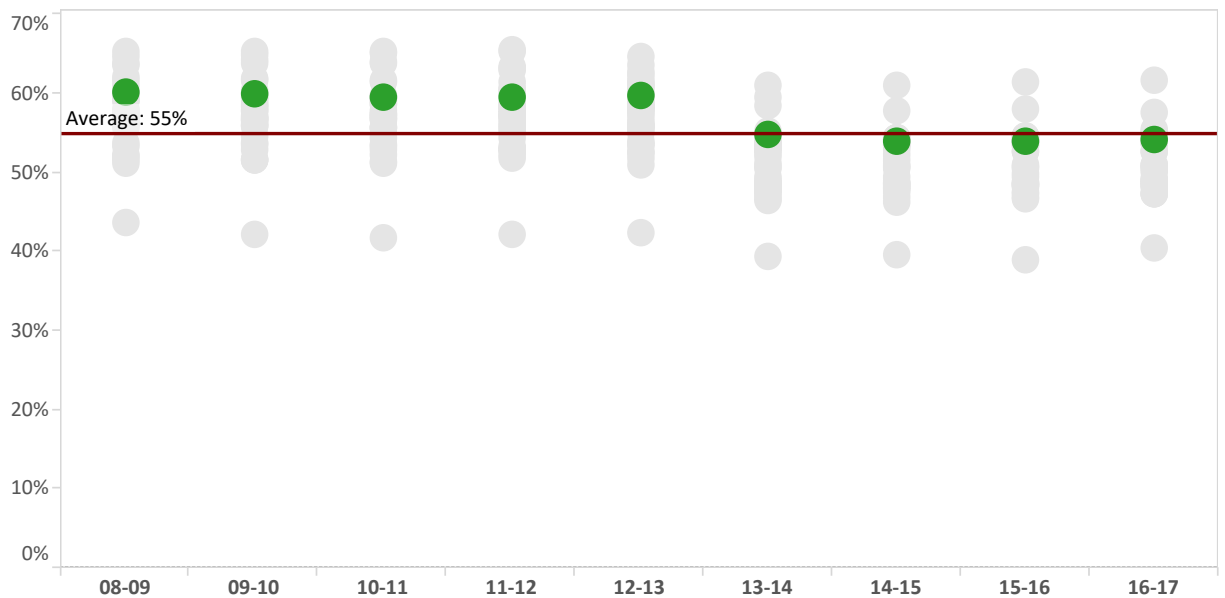
*University of Oregon is the green dot*



AAU Publics	23.0%	23.1%	23.5%	23.9%	23.5%	22.4%	22.9%	23.3%	23.7%
U. of Oregon	10.8%	11.0%	10.7%	11.0%	11.8%	12.0%	13.3%	13.7%	14.1%

## Female Staff at Public AAUs

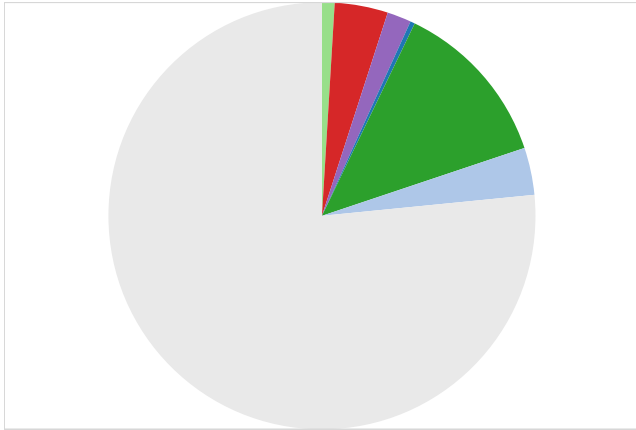
*University of Oregon is the green dot*



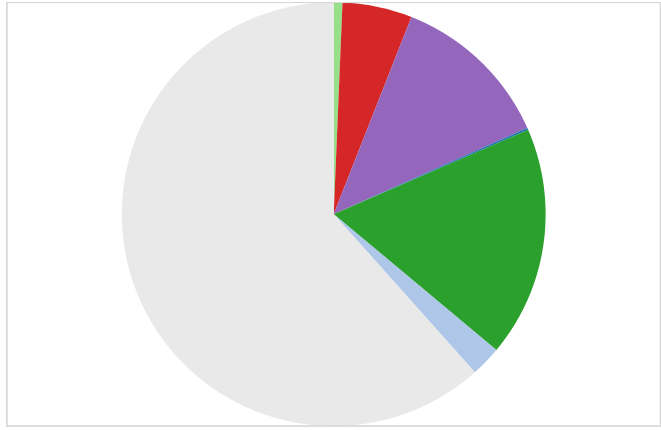
AAU Publics	57.5%	57.5%	57.2%	57.5%	57.4%	51.4%	51.8%	51.5%	51.5%
U. of Oregon	60.2%	60.1%	59.8%	59.7%	59.6%	54.9%	54.2%	54.1%	53.9%

# National, State, and University Demographics

State of Oregon Demographics 2016



United States Demographics 2016



**Race/Ethnicity**

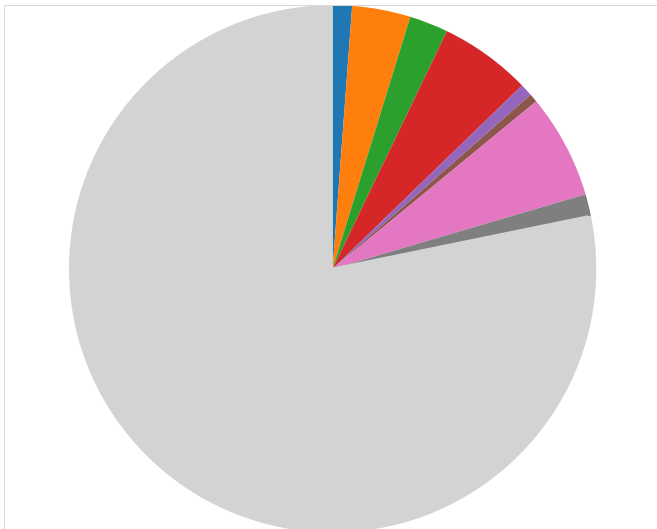
**State of Oregon**

	N	%
American Indian / Alaska Native	36,097	0.9%
Asian	167,053	4.0%
Black or African American	75,516	1.8%
Native Hawaiian / Pacific Islander	13,830	0.3%
Hispanic	522,568	12.7%
Two or More Races	152,976	3.6%
White	3,119,464	76.5%

**United States**

	N	%
American Indian / Alaska Native	2,125,635	0.6%
Asian	17,345,193	5.3%
Black or African American	39,717,127	12.3%
Native Hawaiian / Pacific Islander	533,675	0.2%
Hispanic	57,398,719	17.6%
Two or More Races	7,769,441	2.3%
White	197,479,450	61.5%

University of Oregon Staff Demographics 2017-18



**Race/Ethnicity**

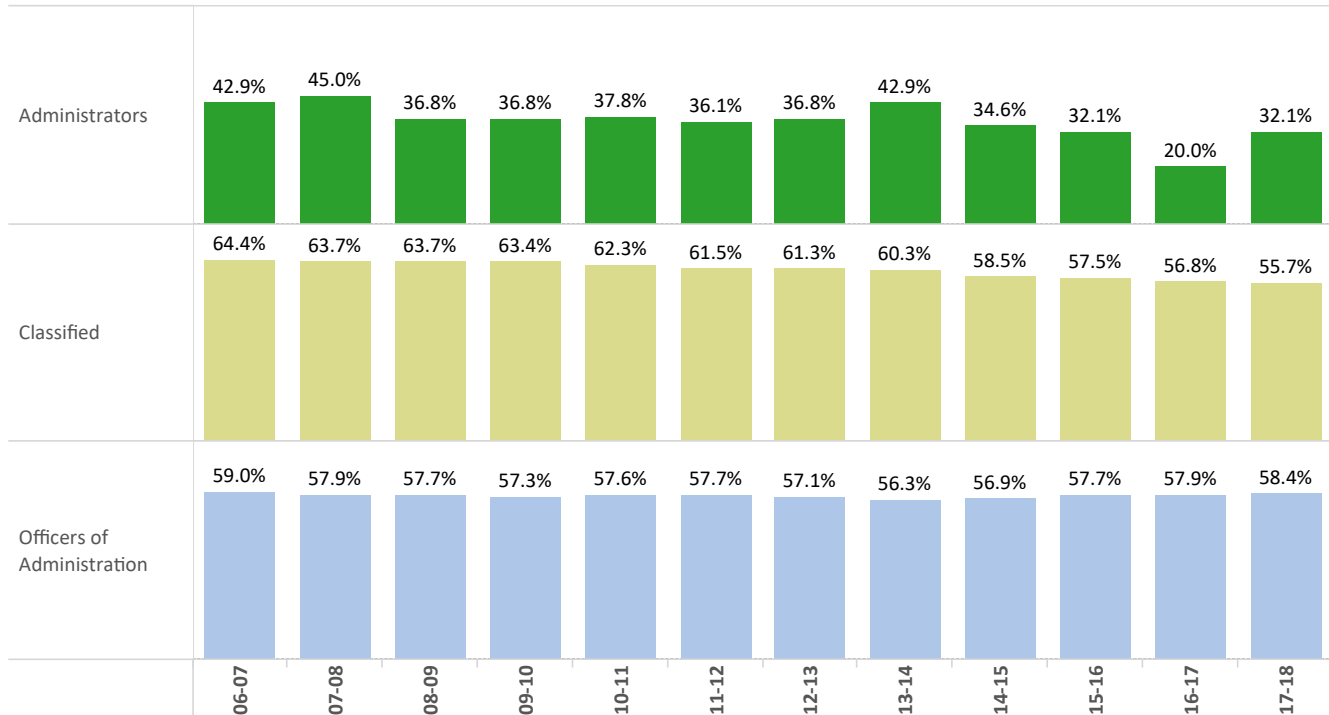
	N	%
American Indian or Alaska Native	36	1.2%
Asian	109	3.6%
Black or African American	73	2.4%
Hispanic or Latino	172	5.6%
International	23	0.8%
Native Hawaiian / Pacific Islander	16	0.5%
Race and ethnicity unknown	196	6.4%
Two or more races	41	1.3%
White	2,391	78.2%

Source: U.S. Census Bureau, 2012-2016 5-Year American Community Survey.

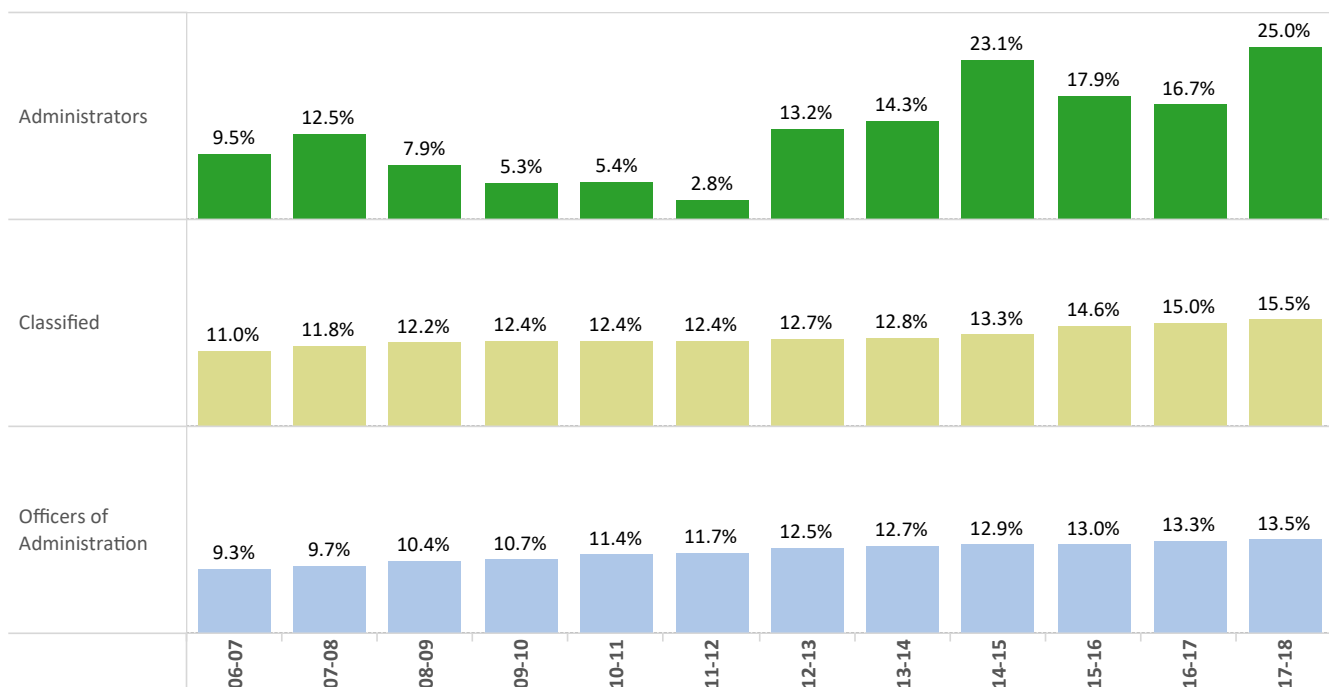
# University Staff by Employment Category

## 2006-07 to 2017-18

### 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.