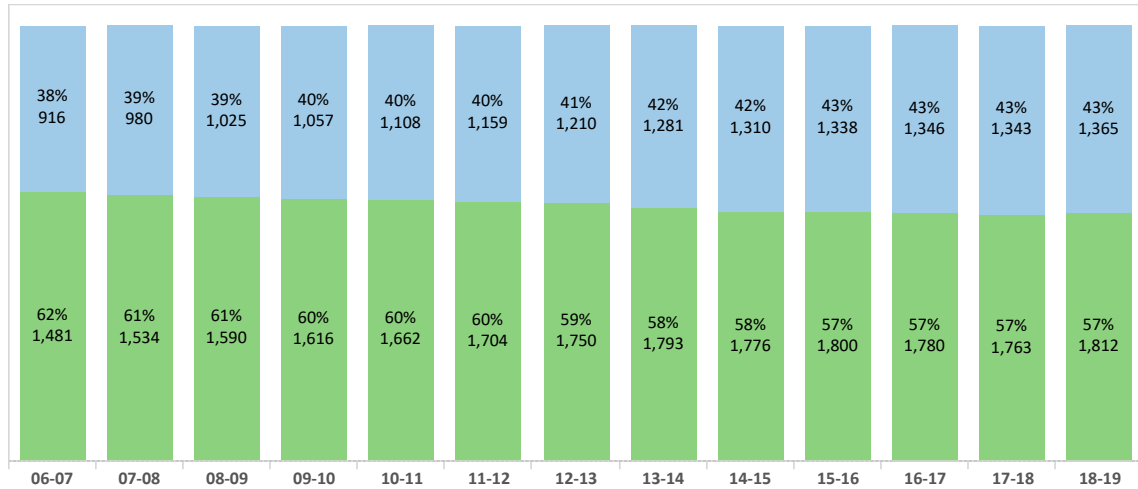




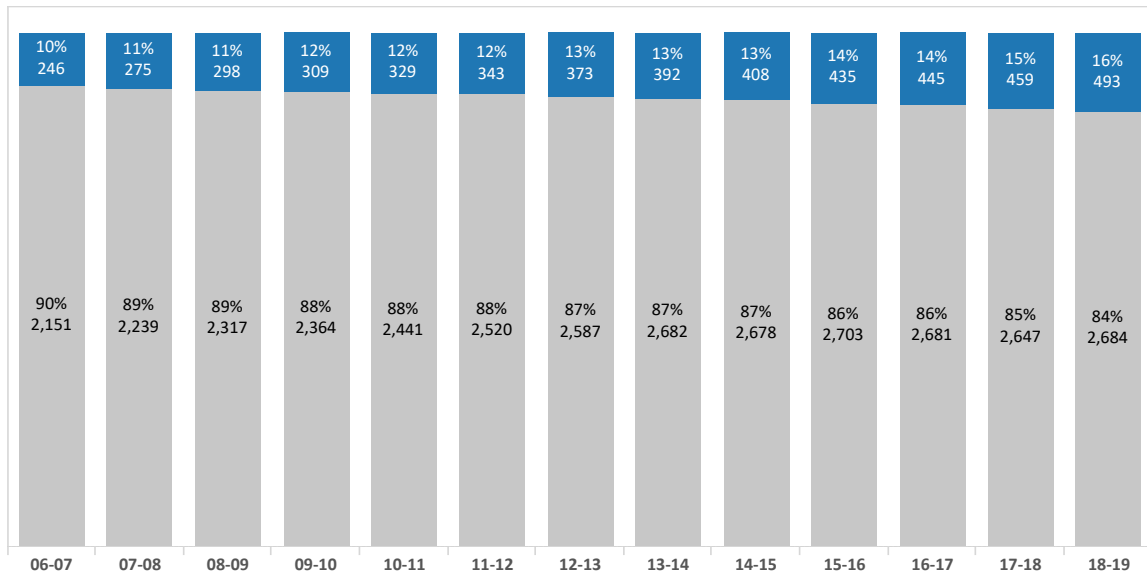
University Staff Demographics 2006-07 to 2018-19

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

Gender
 Male
 Female



Staff of Color
 Staff of Color
 Other

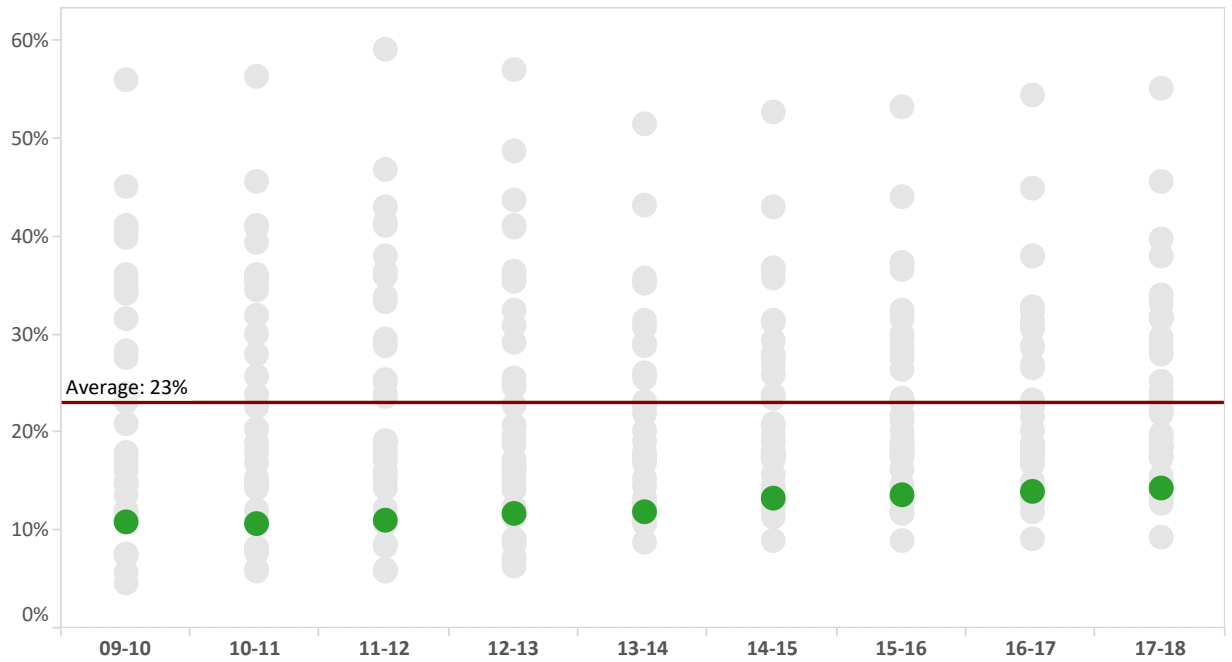


	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18	18-19
American Indian or Alaska Native	1.8%	2.0%	1.8%	1.8%	1.7%	1.6%	1.8%	1.6%	1.8%	1.5%	1.4%	1.2%	1.2%
Asian	3.2%	3.1%	3.1%	3.2%	3.4%	3.6%	3.5%	3.5%	3.4%	3.4%	3.5%	3.5%	3.6%
Black or African American	1.6%	1.9%	2.1%	2.1%	1.7%	1.8%	1.9%	2.0%	2.0%	2.0%	2.1%	2.4%	2.2%
Hispanic or Latino	2.8%	3.1%	3.1%	3.3%	3.4%	3.5%	4.1%	4.4%	4.4%	5.0%	5.5%	5.6%	6.2%
Native Hawaiian or Other Pacific Islander	0.2%	0.1%	0.3%	0.3%	0.5%	0.5%	0.4%	0.4%	0.3%	0.4%	0.5%	0.5%	0.4%
Two or more races	0.6%	0.7%	0.9%	0.8%	1.2%	1.0%	0.9%	0.9%	1.3%	1.5%	1.3%	1.4%	1.9%

Comparison to the Association of American Universities

Staff of Color at Public AAUs

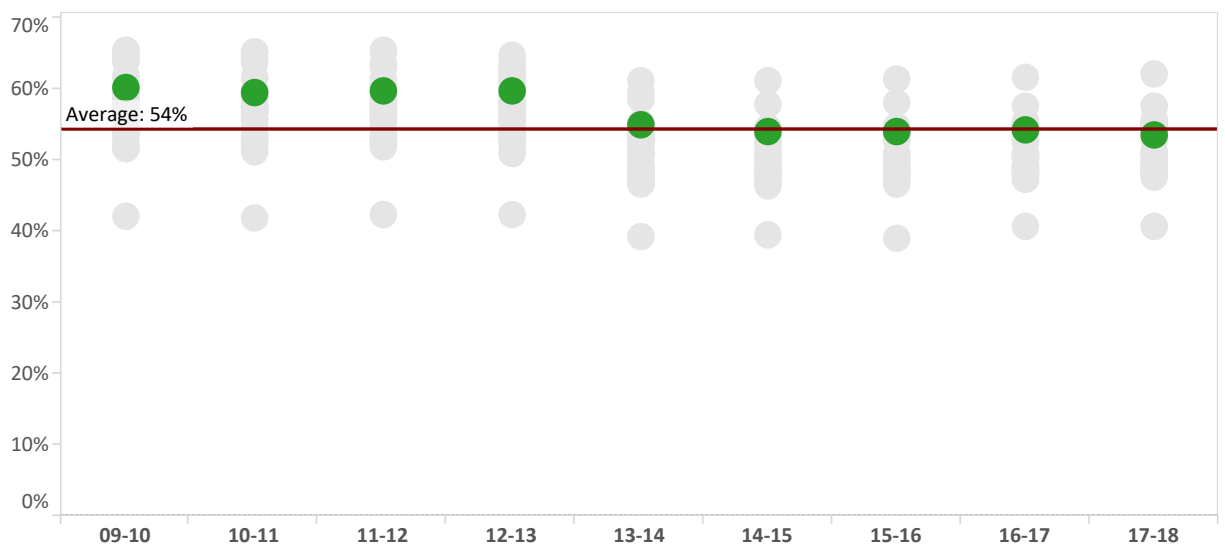
University of Oregon is the green dot



	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18
AAU Publics	24.3%	23.9%	23.7%	23.5%	23.5%	23.3%	23.1%	22.9%	22.4%
U. of Oregon	14.4%	11.0%	14.1%	11.8%	10.7%	13.7%	11.0%	13.3%	12.0%

Female Staff at Public AAUs

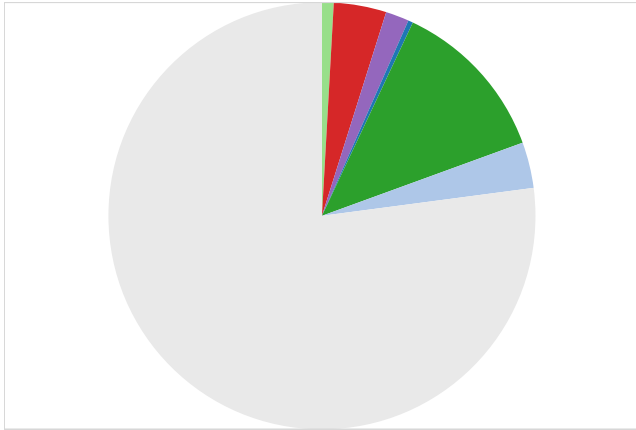
University of Oregon is the green dot



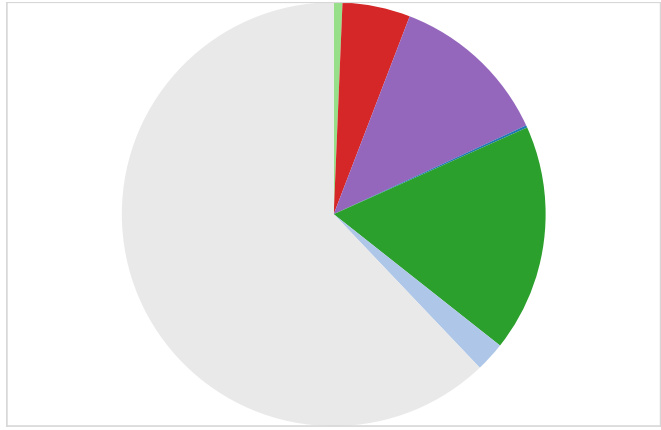
	09-10	10-11	11-12	12-13	13-14	14-15	15-16	16-17	17-18
AAU Publics	57.5%	57.2%	57.5%	57.4%	51.4%	51.8%	51.5%	51.5%	52.0%
U. of Oregon	60.1%	59.8%	59.7%	59.6%	54.9%	54.2%	54.1%	53.9%	53.7%

National, State, and University Demographics

State of Oregon Demographics 2016



United States Demographics 2016



Race/Ethnicity

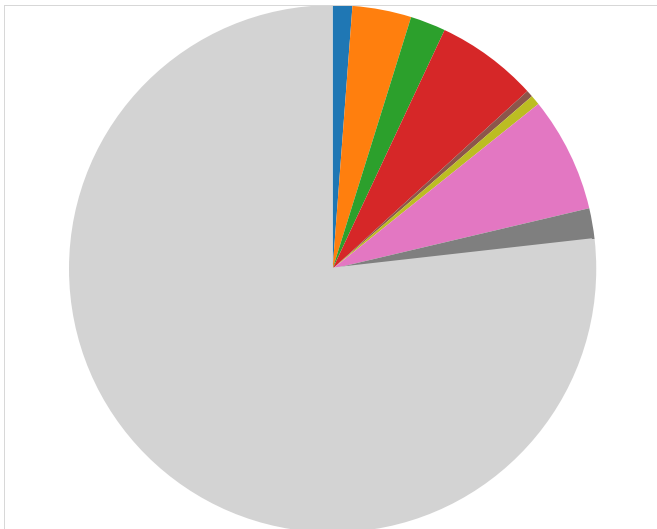
State of Oregon

	N	%
American Indian / Alaska Native	35,074	0.9%
Asian	158,209	4.0%
Black or African American	70,359	1.8%
Native Hawaiian / Pacific Islander	14,245	0.4%
Hispanic	494,806	12.4%
Two or More Races	138,202	3.5%
White	3,066,467	77.1%

United States

	N	%
American Indian / Alaska Native	2,084,326	0.7%
Asian	16,425,317	5.2%
Black or African American	39,098,319	12.3%
Native Hawaiian / Pacific Islander	508,924	0.2%
Hispanic	55,199,107	17.4%
Two or More Races	7,203,494	2.3%
White	197,362,672	62.1%

University of Oregon Staff Demographics 2018-19



Race/Ethnicity

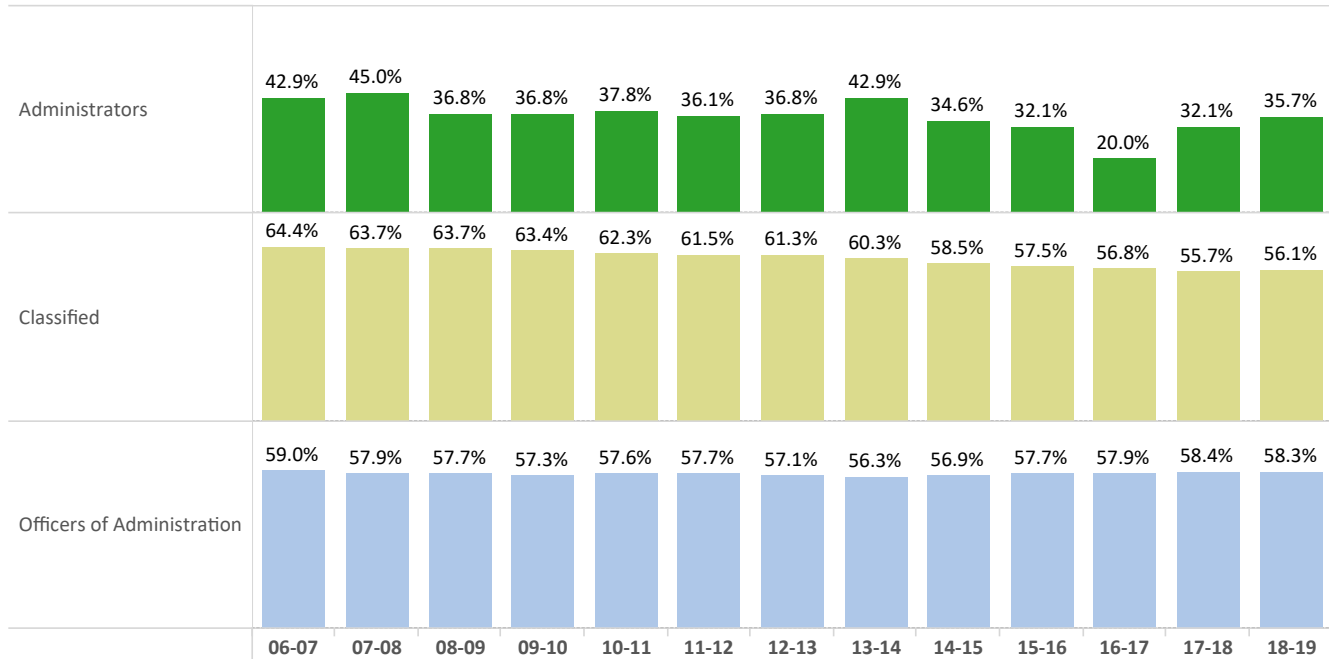
	N	%
American Indian or Alaska Native	37	1.2%
Asian	113	3.6%
Black or African American	68	2.2%
Hispanic or Latino	195	6.2%
Native Hawaiian / Pacific Islander	13	0.4%
Nonresident alien	19	0.6%
Race and ethnicity unknown	221	7.1%
Two or more races	59	1.9%
White	2,399	76.8%

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

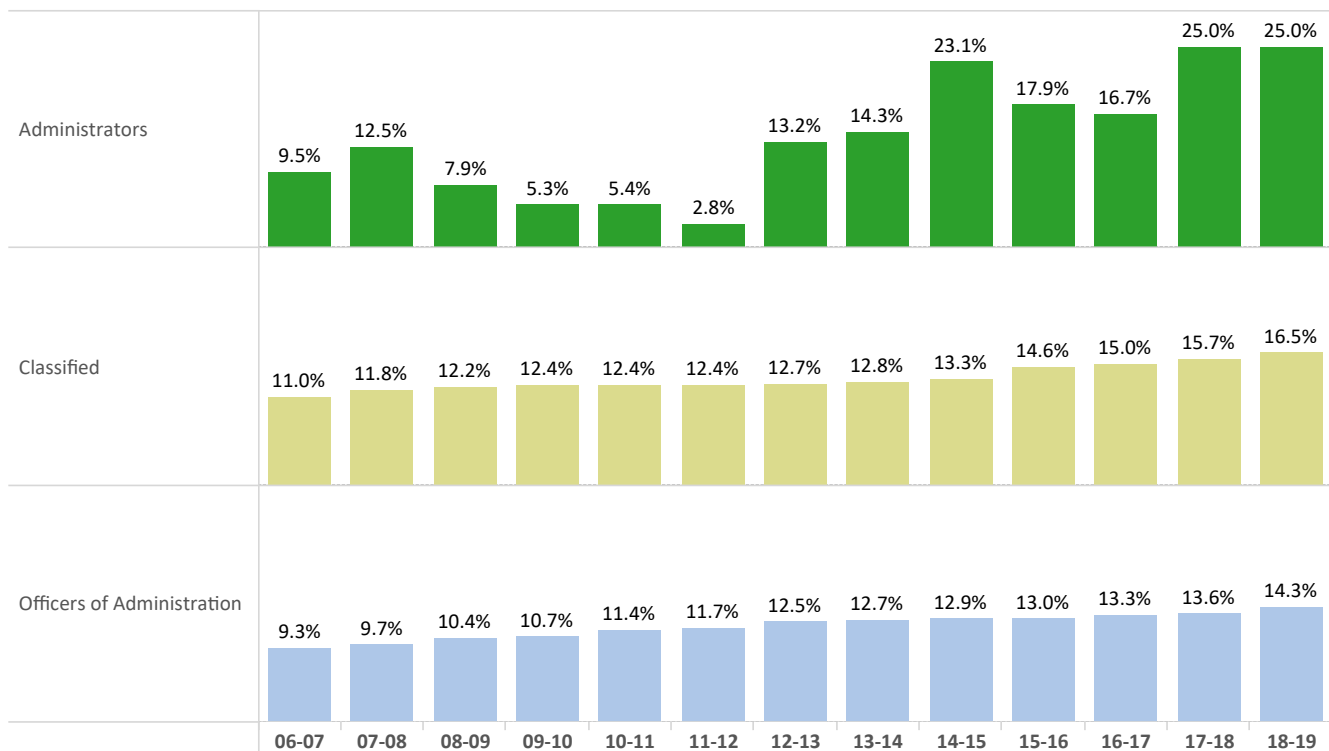
University Staff by Employment Category

2006-07 to 2018-19

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.