

Diversity at Ferris: Challenges and Opportunities

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We are making the University more inclusive.



The College of Pharmacy identified two rooms to accommodate students of all faiths/backgrounds; they were available starting Fall 2016.

Not all
disabilities
are visible.



University Advancement and Marketing has taken the lead to facilitate the conducting of an Electronic Information and Technology Accessibility Audit and Planning initiative that focuses on auditing all University EIT systems, providing a correction action plan, and developing an EIT Accessibility Policy and Procedures for the University.



Several resources have been identified for food insecure students.



The University continues to sponsor an impressive list of culturally-related programming.

Serving Them



The Veteran Resource Center at Ferris State University is run by veterans for veterans. The University earned the Michigan Veterans Affairs Agency's gold-level rating for veteran friendly programs.



Governmental Relations and General Counsel provided in excess of 75 campus training sessions on anti-harassment, non-discrimination, respect in the workplace, equal employment opportunity, and affirmative action, to approximately 790 University attendees.

Diversifying the Student Body



The number of students who identify as one of the racial and ethnic groups that we count increased by 1,310 from 2007 to 2015. However, there was a significant decrease in Fall 2016, see Appendix E of annual report.

We must remain vigilant.



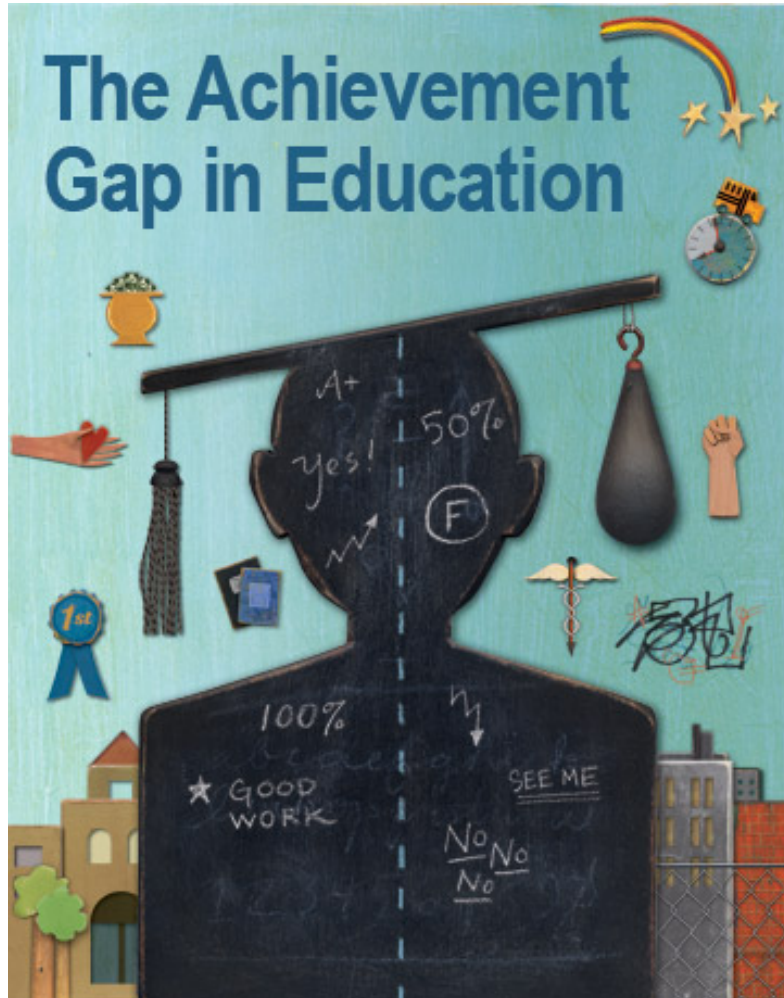
In Spring 2015 the Diversity and Inclusion Office hosted a celebration to acknowledge that the University had enrolled more than 500 International students. But, by Fall 2016 the enrollment of International students had dropped to 396. See Appendix E.

Ferris has had International students since the 1890s.



There are about 200 countries in the world. Our challenges include deciding which countries to target and, equally important, how to make the University community welcoming to the students who come from other countries. This work has begun.

How big are the gaps?



I am not sure how much credence to place on the graduation gap statistics because 1) the baccalaureate data includes relatively few minorities; and, 2) the data for associate degrees would be greatly altered if all students who qualify for the degrees received them.

Low hanging fruit

- In each college someone should monitor the achievement gaps in the college.
- Strengthen the academic resources in the Office of Multicultural Student Services (OMSS) and foster a stronger collaboration between OMSS, colleges, and faculty to create intentional learning opportunities for students.



Diversifying the Workforce



Dr. Arrick Jackson, Dean
College of Education and
Human Services

Hiring a diverse workforce is one of the most persistent diversity challenges for the University, with Ferris ranking 13th of the 15 public 4-year institutions in the state. It is noteworthy that several women and African Americans were recently hired in leadership positions. These hires were made in Academic Affairs and Administration and Finance. According to the diversity audit, roughly 30 percent of white faculty did not believe that hiring a diverse faculty should be a priority for the institution. This is significant because faculty have the primary responsibility for hiring faculty.



Regarding diversifying the workforce, the most effective results have occurred when senior leadership championed the importance of having a diverse workforce.

Dr. Kristi Haik, Dean
College of Arts and Sciences



Have divisions, in cooperation with the Diversity and Inclusion Office, develop plans for increasing the diversity of the workforce.



Challenges



Many diversity and inclusion initiatives are recently implemented and not mainstreamed; therefore, they are more vulnerable when budgets are tightened.

We are also challenged by external forces.



A Multicultural Student Advisory Group was established to provide informal counsel to the Vice President of Diversity and Inclusion and the Vice President of Student Affairs on various issues affecting the undergraduate experience. This group acts as a sounding board, provides constructive feedback, and identifies issues needing attention.

Questions?



Appendix B

Pell Grants

Award Year	Undergraduates at Ferris	Pell Eligible Students	% of Students Eligible	# of Pell Students Awarded	% of Pell Students Awarded
2016-17	12,866	4,891	38.00%	4,624	35.90%
2015-16	13,304	5,467	41.09%	5200	39.09%
2014-15	13,357	5,874	43.98%	5,290	39.60%
2013-14	13,469	5,761	42.77%	5,453	40.49%
2012-13	13,261	5,757	43.41%	5,486	41.37%
2011-12	13,350	5,676	42.52%	5,575	41.76%
2010-11	13,134	5,645	42.98%	5,548	42.24%

*The percentages do not match in all cases because some students are not eligible for the Pell Grant due to an enrollment status that doesn't allow Pell to pay, and other students have reached their lifetime Pell Grant limit of 6 years.

Appendix C - Tuition Incentive Program

TIP Scholars	Fall 07	Fall 08	Fall 09	Fall 10	Fall 11	Fall 12	Fall 13*	Fall 14	Fall 15	Fall 16
Phase 1 Students	429	549	631	692	748	865	1014	1102	1206	1145
Phase 2 Students	48	48	89	118	138	175	186	143	155	208
Total	477	597	720	810	886	1040	1200	1245	1361	1353
Phase 1 FTIAC's	211	258	304	277	316	408	431	422	470	445

Ethnicity - TIP Scholars	Fall 2011	Fall 2012	Fall 2013*	Fall 2014	Fall 2015	Fall 2016
White	559	626	744	792	845	828
Black or African American	228	269	281	267	319	312
Hispanic or Latino	37	53	58	77	89	106
Asian	13	13	9	7	11	15
American Indian or Alaskan Native	4	3	6	7	3	6
Multiracial	29	50	73	72	79	73
Unknown	16	26	29	23	15	13
TOTAL	886	1040	1200	1245	1361	1353

*F13 enrollment per WebFocus Report extracted 8/20/14

F14 Enrollment Per Webfocus Report SE000258 TIP STUDENT DEMOGRAPHICS extracted 9/1/2014

F15 Enrollment Per Webfocus Report SE000258 - Tip Student Demographics, extracted 9/9/15

S. VandePanne, 9/9/2015

F16 Enrollment Per Webfocus Report SE000258 - Tip Student Demographics, extracted 9/6/16

E.Burbatt, 9/6/16

Appendix D - Honors Ethnicity

	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016
African American	<u>8</u> 1.37%	<u>6</u> 1.03%	<u>8</u> 1.35%	<u>4</u> 0.69%	<u>4</u> 0.57%	<u>3</u> 0.39%	<u>4</u> 0.54%	<u>13</u> 1.49%	<u>14</u> 1.40%	<u>15</u> 1.45%
American Indian/ Alaskan Native	<u>7</u> 1.20%	<u>8</u> 1.34%	<u>6</u> 1.01%	<u>4</u> 0.69%	<u>10</u> 1.43%	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u> 0.10%	<u>2</u> 0.19%
Asian	<u>11</u> 1.88%	<u>12</u> 2.01%	<u>13</u> 2.19%	<u>11</u> 1.89%	<u>16</u> 2.29%	<u>13</u> 1.69%	<u>8</u> 1.08%	<u>18</u> 2.07%	<u>22</u> 2.20%	<u>18</u> 1.74%
Hispanic/Latino	<u>5</u> 0.855%	<u>4</u> 0.67%	<u>3</u> 0.51%	<u>7</u> 1.20%	<u>7</u> 1.00%	<u>6</u> 0.78%	<u>17</u> 2.28%	<u>21</u> 2.41%	<u>31</u> 3.10%	<u>33</u> 3.19%
Native Hawaiian/Pac Islander	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u> 1.20%	<u>1</u> 0.14%	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Unknown	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>20</u> 2.86%	<u>25</u> 3.25%	<u>35</u> 4.70%	<u>17</u> 1.95%	<u>12</u> 1.20%	<u>19</u> 1.84%
International *	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>3</u> 0.43%	<u>2</u> 0.26%	<u>5</u> 0.67%	<u>2</u> 0.23%	<u>2</u> 0.20%	<u>1</u> 0.10%
Two or More Races	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4</u> 0.57%	<u>18</u> 2.34%	<u>18</u> 2.42%	<u>21</u> 2.41%	<u>23</u> 2.30%	<u>28</u> 2.71%
White, not of Hispanic Origin	<u>554</u> 94.70%	<u>568</u> 94.98%	<u>563</u> 94.94%	<u>554</u> 95.35%	<u>635</u> 90.71%	<u>700</u> 91.26%	<u>662</u> 88.98%	<u>780</u> 89.66%	<u>898</u> 89.71%	<u>920</u> 88.89%
Total	585	598	593	581	700	767	744	870	1001	1035
	585	598	593	581	697	765	744	870	1001	1035
NW-U %NW	31	30	30	27	42	40	47	73	91	96
	5.30%	5.02%	5.06%	4.65%	6.00%	5.22%	6.32%	8.39%	9.09%	9.28%

*Not counted in the total number of students

Appendix E - Comparative Enrollment by Race/Ethnic Origin*

Race and Ethnic Origin	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
American Indian/ Alaskan Native	<u>114</u> .871%	<u>108</u> .798%	<u>125</u> .902%	<u>120</u> .835%	<u>104</u> .714%	<u>76</u> .523%	<u>83</u> .564%	<u>78</u> .534%	<u>76</u> .517%	<u>81</u> .571%
Asian or Pacific Islander	<u>269</u> 2.06%	<u>259</u> 1.91%	<u>251</u> 1.81%	<u>223</u> 1.55%	<u>225</u> 1.55%	<u>247</u> 1.70%	<u>224</u> 1.52%	<u>207</u> 1.42%	<u>187</u> 1.27%	<u>214</u> 1.51%
Black	<u>840</u> 6.42%	<u>843</u> 6.23%	<u>888</u> 6.40%	<u>957</u> 6.66%	<u>909</u> 6.24%	<u>955</u> 6.57%	<u>1005</u> 6.83%	<u>1015</u> 6.95%	<u>1042</u> 7.08%	<u>958</u> 6.75%
International	<u>157</u> 1.20%	<u>163</u> 1.21%	<u>161</u> 1.16%	<u>176</u> 1.22%	<u>226</u> 1.55%	<u>322</u> 2.22%	<u>404</u> 2.75%	<u>439</u> 3.01%	<u>536</u> 3.64%	<u>390</u> 2.75%
Hispanic/ Latino	<u>246</u> 1.88%	<u>259</u> 1.91%	<u>296</u> 2.13%	<u>340</u> 2.36%	<u>423</u> 2.91%	<u>452</u> 3.11%	<u>507</u> 3.45%	<u>556</u> 3.81%	<u>696</u> 4.73%	<u>672</u> 4.74%
Native Hawaiian or Pacific Islander	NA	NA	<u>1</u> .007%	<u>4</u> .028%	<u>5</u> .034%	<u>7</u> .048%	<u>8</u> .054%	<u>7</u> .048%	<u>10</u> .068%	<u>12</u> .084%
White	<u>10,879</u> 83.13%	<u>10,857</u> 80.23%	<u>11,019</u> 79.47%	<u>11,352</u> 78.94%	<u>11,518</u> 79.11%	<u>11,390</u> 78.37%	<u>11,486</u> 78.10%	<u>11,381</u> 77.95%	<u>11,289</u> 76.72%	<u>11,012</u> 77.62%
Two or More Races	NA	NA	<u>62</u> .447%	<u>174</u> 1.21%	<u>243</u> 1.67%	<u>327</u> 2.25%	<u>399</u> 2.71%	<u>442</u> 3.03%	<u>452</u> 3.07%	<u>457</u> 3.22%
Unreported	<u>582</u> 4.45%	<u>1043</u> 7.71%	<u>1,062</u> 7.66%	<u>1035</u> 7.20%	<u>907</u> 6.23%	<u>757</u> 5.21%	<u>591</u> 4.02%	<u>475</u> 3.25%	<u>427</u> 2.90%	<u>391</u> 2.76%
Total	13,087	13,532	13,865	14,381	14,560	14,533	14,707	14,600	14,715	14,187

* Data regarding the ethnic and racial identities of Ferris State University students obtained from Fall 2016 4th Day Extract.

**Note: Changes in IPEDS race and ethnicity categories per federal mandate for Fall 2009.

Appendix F - Graduation Rates by Racial and Ethnic Backgrounds*

Ferris State University Graduation Rates for Full-Time/First Time Freshman by Race and Ethnic Background in All Two-Year Degree Programs							
Year Entering	Race/Ethnicity	# of Students	Year 2	Year 3	Year 4	Year 5	Year 6
2005 Fall	White	1231	10%	21%	35%	47%	53%
	Black or African American	123	0%	3%	8%	14%	24%
	Hispanic or Latino	23	9%	17%	26%	26%	26%
	American Indian or Alaska Native	12	0%	0%	8%	17%	17%
	Asian	28	0%	0%	18%	21%	32%
	International	7	0%	29%	29%	29%	29%
	Unknown	12	0%	8%	8%	8%	8%
	Two or More Races	1	0%	0%	0%	0%	0%
2006 Fall	White	1070	11%	20%	35%	45%	52%
	Black or African American	85	0%	1%	7%	14%	26%
	Hispanic or Latino	31	3%	10%	29%	35%	42%
	American Indian or Alaska Native	12	0%	25%	42%	58%	67%
	Asian	25	8%	32%	36%	44%	48%
	International	9	0%	0%	22%	44%	56%
	Unknown	7	14%	29%	43%	43%	57%
2007 Fall	White	1029	11%	22%	34%	44%	50%
	Black or African American	134	2%	10%	13%	20%	24%
	Hispanic or Latino	26	0%	8%	23%	27%	42%
	American Indian or Alaska Native	11	0%	0%	9%	27%	36%
	Asian	27	0%	4%	19%	26%	48%
	International	9	33%	33%	33%	33%	33%
	Unknown	8	0%	0%	0%	0%	13%
2008 Fall	White	1089	11%	19%	34%	44%	52%
	Black or African American	133	0%	4%	8%	20%	25%
	Hispanic or Latino	35	3%	11%	20%	20%	29%
	American Indian or Alaska Native	12	8%	33%	33%	33%	42%
	Asian	26	8%	19%	27%	35%	46%
	International	9	22%	33%	33%	33%	33%
	Unknown	8	13%	13%	25%	25%	25%
2009 Fall	White	942	10%	18%	31%	43%	50%
	Black or African American	167	1%	2%	10%	20%	24%
	Hispanic or Latino	28	4%	11%	11%	21%	25%
	American Indian or Alaska Native	10	30%	30%	30%	40%	50%
	Asian	18	0%	22%	28%	39%	39%
	International	5	0%	20%	40%	40%	60%

Ferris State University Graduation Rates for Full-Time/First Time Freshman by Race and Ethnic Background in Four-Year Degree Programs

Year Entering	Race/Ethnicity	# of Students	Year 2	Year 3	Year 4	Year 5	Year 6
2005 Fall	White	622	2%	6%	23%	44%	50%
	Black or African American	36	0%	3%	11%	33%	44%
	Hispanic or Latino	17	0%	6%	29%	47%	53%
	American Indian or Alaska Native	6	0%	0%	0%	33%	50%
	Asian	7	14%	14%	14%	14%	14%
	International	13	15%	15%	15%	23%	23%
	Unknown	50	0%	0%	8%	20%	20%
2006 Fall	White	590	3%	8%	32%	53%	58%
	Black or African American	21	0%	0%	10%	33%	33%
	Hispanic or Latino	14	0%	0%	14%	21%	21%
	American Indian or Alaska Native	6	17%	17%	50%	67%	67%
	Asian	11	0%	0%	18%	55%	73%
	International	4	0%	0%	0%	0%	0%
	Unknown	10	0%	0%	10%	30%	30%
2007 Fall	White	616	2%	7%	28%	48%	54%
	Black or African American	30	0%	0%	23%	37%	43%
	Hispanic or Latino	9	11%	11%	11%	33%	44%
	American Indian or Alaska Native	9	0%	0%	0%	11%	11%
	Asian	6	0%	0%	0%	17%	17%
	International	4	0%	0%	50%	75%	75%
	Unknown	114	0%	2%	29%	51%	61%
2008 Fall	White	591	2%	6%	26%	46%	52%
	Black or African American	30	0%	0%	3%	27%	33%
	Hispanic or Latino	9	0%	0%	11%	33%	44%
	American Indian or Alaska Native	2	0%	0%	0%	0%	0%
	Asian	14	0%	0%	14%	21%	36%
	International	4	0%	0%	75%	75%	75%
	Unknown	136	0%	0%	29%	45%	49%
	Two or More	3	0%	0%	67%	67%	67%
2009 Fall	White	584	1%	4%	24%	48%	53%
	Black or African American	26	0%	0%	15%	27%	27%
	Hispanic or Latino	18	6%	6%	22%	44%	50%
	American Indian or Alaska Native	9	0%	0%	11%	33%	33%
	Asian	10	0%	0%	50%	70%	80%
	International	4	0%	0%	75%	75%	75%
	Unknown	69	0%	6%	23%	41%	43%
	Two or More	6	0%	0%	17%	33%	33%

Ferris State University Graduation Rates for Full-Time/First Time Freshman by Race and Ethnic Background in All Two-Year and Four-Year Degree Programs							
Year Entering	Race/Ethnicity	# of Students	Year 2	Year 3	Year 4	Year 5	Year 6
2005 Fall	White	1853	7%	16%	31%	46%	52%
	Black or African American	159	0%	3%	9%	18%	28%
	Hispanic or Latino	40	5%	13%	28%	35%	38%
	American Indian or Alaska Native	18	0%	0%	6%	22%	28%
	Asian	35	3%	3%	17%	20%	29%
	International	20	10%	20%	20%	25%	25%
	Unknown	62	0%	2%	8%	18%	18%
	Two or More Races	1	0%	0%	0%	0%	0%
2006 Fall	White	1660	8%	16%	34%	48%	54%
	Black or African American	106	0%	1%	8%	18%	27%
	Hispanic or Latino	45	2%	7%	24%	31%	36%
	American Indian or Alaska Native	18	6%	22%	44%	61%	67%
	Asian	36	6%	22%	31%	47%	56%
	International	13	0%	0%	15%	31%	38%
	Unknown	17	6%	12%	24%	35%	41%
	Two or More Races	1	0%	0%	0%	0%	0%
2007 Fall	White	1645	8%	17%	31%	45%	52%
	Black or African American	164	2%	8%	15%	23%	27%
	Hispanic or Latino	35	3%	9%	20%	29%	43%
	American Indian or Alaska Native	20	0%	0%	5%	20%	25%
	Asian	33	0%	3%	15%	24%	42%
	International	13	23%	23%	38%	46%	46%
	Unknown	122	0%	2%	27%	48%	58%
	Two or More Races	1	0%	0%	0%	0%	0%
2008 Fall	White	1680	8%	15%	31%	45%	52%
	Black or African American	163	0%	3%	7%	21%	26%
	Hispanic or Latino	44	2%	9%	18%	23%	32%
	American Indian or Alaska Native	14	7%	29%	29%	29%	36%
	Asian	40	5%	13%	23%	30%	43%
	International	13	15%	23%	46%	46%	46%
	Unknown	144	1%	1%	28%	44%	48%
	Two or More Races	3	0%	0%	67%	67%	67%
2009 Fall	White	1526	6%	13%	28%	45%	51%
	Black or African American	193	1%	2%	11%	21%	26%
	Hispanic or Latino	46	4%	9%	15%	30%	35%
	American Indian or Alaska Native	19	16%	16%	21%	37%	42%
	Asian	28	0%	14%	36%	50%	54%
	International	13	15%	23%	46%	46%	46%
	Unknown	125	5%	9%	22%	36%	44%
	Two or More Races	7	0%	0%	14%	29%	29%

Appendix G

Ferris State University Full Time Workforce*

	2012 Male	2012 Female	2013 Male	2013 Female	2014 Male	2014 Female	2015 Male	2015 Female
Black	<u>16</u> 2.75%	<u>11</u> 1.72%	<u>18</u> 3.05%	<u>10</u> 1.60%	<u>18</u> 3.01%	<u>12</u> 1.87%	<u>17</u> 2.18%	<u>14</u> 2.15%
Hispanic	<u>7</u> 1.20%	<u>6</u> .940%	<u>10</u> 1.69%	<u>5</u> .798%	<u>9</u> 1.51%	<u>6</u> .933%	<u>10</u> 1.65%	<u>9</u> 1.39%
American Indian or Native Alaskan	<u>5</u> .859%	<u>2</u> .314%	<u>5</u> .846%	<u>2</u> .319%	<u>5</u> .835	<u>2</u> .311	<u>5</u> .827%	<u>2</u> .308%
Asian or Pacific Islander	<u>24</u> 4.12%	<u>12</u> 1.88%	<u>21</u> 3.55%	<u>11</u> 1.76%	<u>18</u> 3.01%	<u>12</u> 1.87%	<u>20</u> 3.31%	<u>16</u> 2.46%
White	<u>517</u> 88.83%	<u>598</u> 93.73%	<u>521</u> 88.16%	<u>580</u> 92.50%	<u>513</u> 85.64%	<u>570</u> 88.65%	544 89.92%	602 92.62%
Multi-Race	<u>4</u> .687%	<u>1</u> .157%	<u>6</u> 1.02%	<u>1</u> .159%	<u>6</u> 1.00%	<u>1</u> .156%	<u>7</u> 1.16%	<u>1</u> .154
Unknown	<u>9</u> 1.55%	<u>8</u> 1.25%	<u>10</u> 1.69%	<u>18</u> 2.87%	<u>30</u> 5.01%	<u>40</u> 6.22%	<u>2</u> .331%	<u>6</u> .923%
Total	582	638	591	627	599	643	605	650

	2012 Male	2012 Female	2013 Male	2013 Female	2014 Male	2014 Female	2015 Male	2015 Female
Black	<u>6</u> 2.34%	<u>4</u> 2.52%	<u>8</u> 3.15%	<u>2</u> 1.31%	<u>7</u> 2.65%	<u>2</u> 1.14%	<u>5</u> 1.95%	<u>3</u> 1.81%
Hispanic	<u>2</u> .781%	<u>2</u> 1.26%	<u>2</u> .788%	<u>2</u> 1.31%	<u>2</u> .758%	<u>2</u> 1.14%	<u>2</u> .778%	<u>2</u> 1.21%
American Indian or Native Alaskan	<u>2</u> .781%	<u>1</u> .629%	<u>2</u> .788%	<u>1</u> .654%	<u>2</u> .758%	<u>1</u> .572%	<u>2</u> .778%	<u>1</u> .602%
Asian or Pacific Islander	<u>23</u> 8.98%	<u>6</u> 3.77%	<u>20</u> 7.88%	<u>5</u> 3.27%	<u>17</u> 6.44%	<u>5</u> 2.86%	<u>19</u> 7.39%	<u>10</u> 6.02%
White	<u>218</u> 85.16%	<u>146</u> 91.82%	<u>213</u> 83.86%	<u>146</u> 93.46%	<u>212</u> 80.30%	<u>147</u> 84.00%	<u>225</u> 89.55%	<u>148</u> 89.16%
Multi-Race	<u>3</u> 1.17%	0	<u>4</u> 1.57%	0	<u>4</u> 1.52%	0	<u>4</u> 1.56%	0
Unknown	<u>2</u> .781%	0	<u>5</u> 1.97%	0	<u>20</u> 7.58%	<u>18</u> 10.29%	0	<u>2</u> 1.21%
Total	256	159	254	153	264	175	257	166

Ferris State University Full Time Faculty*

*Data collected November 1st of each year. Information obtained from Human Resources.
 **Fall 2009: New categories were established to be in compliance for IPEDS reporting. All employees were re-surveyed to best obtain an accurate reflection of race/ethnicity.

	2012 Male	2012 Female	2013 Male	2013 Female	2014 Male	2014 Female	2015 Male	2015 Female
Black	<u>2</u> 4.76%	<u>1</u> 1.75%	<u>2</u> 4.26%	<u>1</u> 1.56%	<u>2</u> 4.76%	<u>1</u> 1.43%	<u>2</u> 4.35%	0
Hispanic	<u>1</u> 2.38%	0	<u>2</u> 4.26%	0	<u>1</u> 2.38%	0	<u>2</u> 4.35%	0
American Indian or Native Alaskan	<u>1</u> 2.38%	0	<u>1</u> 2.13%	0	<u>1</u> 2.38%	0	<u>1</u> 2.17%	0
Asian or Pacific Islander	<u>1</u> 2.38%	0	<u>1</u> 2.13%	0	<u>1</u> 2.38%	<u>1</u> 1.43%	<u>1</u> 2.17%	<u>1</u> 1.47%
White	<u>36</u> 85.71%	<u>53</u> 92.98%	<u>40</u> 85.11%	<u>59</u> 92.19%	<u>36</u> 85.72%	<u>64</u> 91.43%	<u>40</u> 86.96%	<u>66</u> 97.06%
Multi-Race	0	0	0	0	0	0	0	0
Unknown	<u>1</u> 2.38%	<u>3</u> 5.26%	<u>1</u> 2.13%	<u>4</u> 6.25%	<u>1</u> 2.38%	<u>4</u> 5.71%	0	<u>1</u> 1.47%
Total	42	57	47	64	42	70	46	68

Kendall College of
Art and Design
Full Time
Workforce*

Kendall College of
Art and Design
Full Time Faculty*

	2012 Male	2012 Female	2013 Male	2013 Female	2014 Male	2014 Female	2015 Male	2015 Female
Black	<u>1</u> 4.76%	0	<u>1</u> 4.76%	0	<u>1</u> 5.00%	0	<u>1</u> 5.00%	0
Hispanic	0	0	0	0	0	0	0	0
American Indian or Native Alaskan	0	0	0	0	0	0	0	0
Asian or Pacific Islander	0	0	0	0	0	0	0	0
White	<u>19</u> 90.48%	<u>23</u> 100%	<u>19</u> 90.48%	<u>24</u> 100%	<u>18</u> 90.00%	<u>29</u> 96.67%	<u>19</u> 95.00%	<u>28</u> 100%
Multi-Race	0	0	0	0	0	0	0	0
Unknown	<u>1</u> 4.76%	0	<u>1</u> 4.76%	0	<u>1</u> 5.00%	<u>1</u> 3.33%	0	0
Total	21	23	21	24	20	30	20	28

*Data collected November 1st of each year. Information obtained from Human Resources.
**Fall 2009: New categories were established to be in compliance for IPEDS reporting. All employees were re-surveyed to best obtain an accurate reflection of race/ethnicity.

Appendix H

Michigan's 15 State Universities Fall 2014 Workforce Data (Full and Part Time)

Institution Name	Total Full/Part Time Employees	American Indian or Alaska Native Full/part time Employees	Asian Full/part time Employees	Black or African American Full/part time Employees	Hispanic or Latino Full/part time Employees	Native Hawaiian/ Other Pacific Islander Full/part time Employees	Race/ Ethnicity Unknown, Full/part time Employees	Two or More Races Full/part time Employees	Non-resident alien, Full/part time Employees	White Full/part time Employees
Central Michigan	2972	19	107	107	44	2	61	6	60	2566
		0.639%	3.600%	3.600%	1.481%	0.067%	2.053%	0.202%	2.019%	86.340%
Eastern Michigan	2527	14	126	249	59	3	56	24	24	1972
		0.554%	4.986%	9.854%	2.335%	0.119%	2.216%	0.950%	0.950%	78.037%
Ferris State	2179	11	46	66	25	1	34	13	15	1968
		0.505%	2.111%	3.029%	1.147%	0.046%	1.560%	0.597%	0.688%	90.317%
Grand Valley	3043	8	106	164	90	0	131	22	20	2502
		0.263%	3.483%	5.389%	2.958%	0.000%	4.305%	0.723%	0.657%	82.221%
Lake Superior	468	15	8	1	3	0	55	0	20	366
		3.205%	1.709%	0.214%	0.641%	0.000%	11.752%	0.000%	4.274%	78.205%
Michigan State	11892	57	655	726	552	4	0	67	560	9271
		0.479%	5.508%	6.105%	4.642%	0.034%	0.000%	0.563%	4.709%	77.960%
Michigan Technological University	N/A									
Northern Michigan	1096	16	21	8	11	0	16	5	1	1018
		1.460%	1.916%	0.730%	1.004%	0.000%	1.460%	0.456%	0.091%	92.883%
Oakland	2234	11	160	170	41	0	25	11	53	1763
		0.492%	7.162%	7.610%	1.835%	0.000%	1.119%	0.492%	2.372%	78.917%
Saginaw Valley State University	1329	3	49	54	47	1	47	5	5	1118
		0.232%	3.793%	4.257%	3.483%	0.077%	4.799%	0.310%	3.870%	82.663%
University of Michigan-Ann Arbor	21821	54	1888	1553	703	13	310	313	1178	15809
		0.247%	8.652%	7.117%	3.222%	0.060%	1.421%	1.434%	5.398%	72.449%
University of Michigan-Dearborn	1022	0	110	91	29	1	9	10	0	773
		0.000%	10.763%	8.904%	2.838%	0.098%	0.881%	0.978%	0.000%	75.636%
University of Michigan-Flint	1110	7	32	119	28	0	20	11	17	876
		0.631%	2.883%	10.721%	2.523%	0.000%	1.802%	0.991%	1.532%	78.919%
Wayne State	6797	16	642	1534	172	10	68	45	387	3923
		0.235%	9.445%	22.569%	2.531%	0.652%	1.000%	66.176%	5.694%	57.717%
Western Michigan University	3313	10	132	253	90	2	440	37	15	2334
		0.302%	4.213%	7.637%	2.717%	0.060%	13.281%	1.117%	0.453%	70.450%
This data was collected from The Integrated Postsecondary Education Data Systems (IPEDS).										