

Measure #12: Employee Diversity

Value: Fostering Citizenship, Social Responsibility, and Diversity
Standard: Excellence
Sources: IPEDS Fall Staff Report and snapshots of the SAP-Human Resources database

Sub-Measures:

Number of Female Executives
Percent of Executives who are Female
Number of Minority Executives
Percent of Executives who are Minority

Number of Female Faculty
Percent of Faculty who are Female
Number of Minority Faculty
Percent of Faculty who are Minority

Number of Female Professional Non-Faculty
Percent of Professional Non-Faculty who are Female
Number of Minority Professional Non-Faculty
Percent of Professional Non-Faculty who are Minority

Description of Sub-Measures: This measure is the number and percent of full-time female and underrepresented racial and ethnic groups in the executive, other professional, and faculty workforce groups, by grouping for a total of 12 sub-measures including number and percent of female executives, minority executives, female faculty, minority faculty, female professional non-faculty, and minority professional non-faculty. These are EEO-6 employee classifications.

Notes: Number of full-time female or full-time underrepresented employees divided by the total number of full-time employees for fall semester. Minority counts include Black, Hispanic, Asian and Pacific Islander, and Native American (White used instead of Black for Cheyney University). Non-resident aliens are excluded from the minority totals. Faculty counts include only full-time, tenured and tenure-track individuals. Includes full-time permanent and full-time temporary employees. Official Employee Reporting Date was October 31 for 2010.

Benchmark: Institutional Peer Group
Benchmark Source: IPEDS 2010 Fall Staff
Desired Direction: For this measure, values above the baseline, benchmark, and System performance target are the desired outcome.

Definitions:

Ethnic/Racial Categories: Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. A person may be counted in only one racial/ethnic group. For PASSHE, the groups used to categorize employees are: White, Black, Hispanic, Asian/Pacific Islander, and Native American.

Executive, Administrative, and Managerial: All employees whose assignments require primary responsibility for management of the institution, or a customarily recognized department or subdivision. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. Assignments customarily and regularly require the incumbent to exercise discretion and independent judgment and to direct the work of others. Report all officers with titles such as president, vice president, dean, director, or equivalent, as well as those subordinate, such as associate dean, executive officer, etc.

Faculty: All persons whose specific assignments customarily are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities), and who hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of these academic ranks. Include executive officers of academic departments (chairpersons, heads, or the equivalent). Do not include student teachers or research assistants.

Other professionals (Support/Service): All persons employed for the primary purpose of performing academic support, student service, and institutional support activities, whose assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Include employees such as librarians, accountants, systems analysts, computer programmers, research associates, and coaches.