

Increasing the Diversity of Faculty and Staff (continued): Focus on Gender



Board of Trustees Diversity & Equity and Human Resources Committees
November 20, 2013

Minnesota State Colleges and Universities

The Minnesota State Colleges and Universities system is an Equal Opportunity employer and educator.

Outline of today's presentation

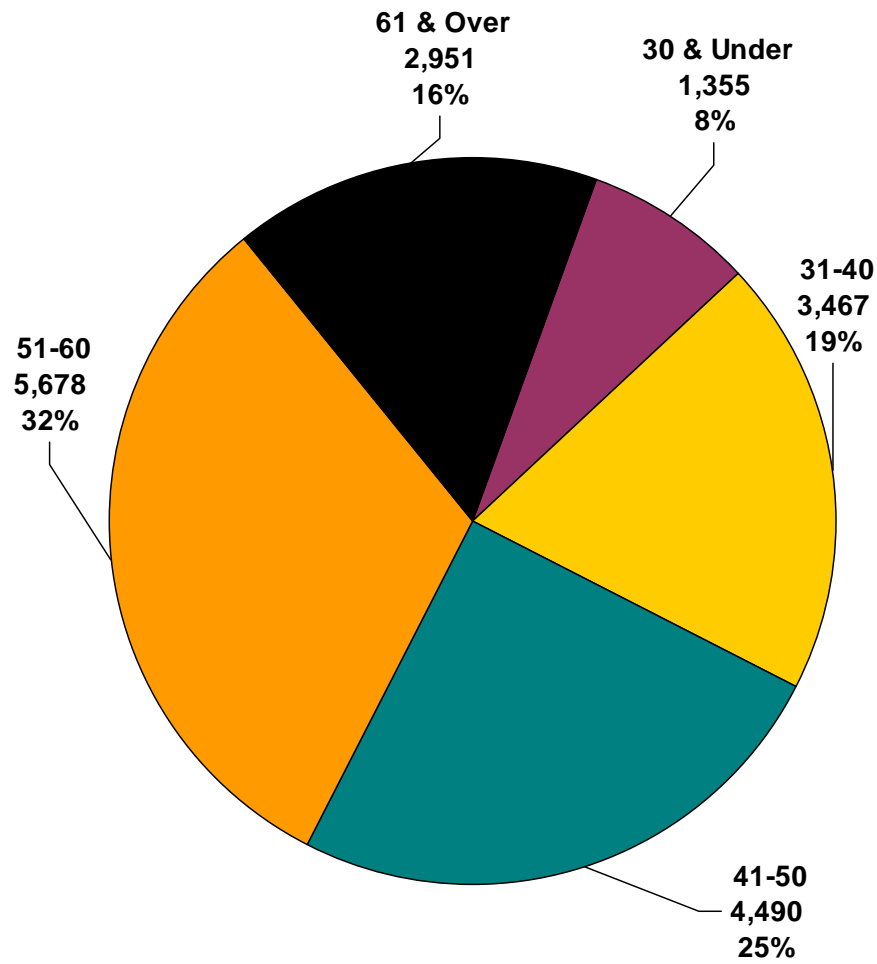
- Overview of our workforce
- Trends in the gender composition by employee role
- Comparisons of our gender composition to that of other higher education institutions
- Trends in the gender composition of newly hired employees
- Age of employees
- Questions, discussion and guidance

Snapshot of employees: March 2013

- 17,900 employees and 15,505 full-time equivalents
- 59.5% are employed at the colleges
- 38.6% are employed at the universities
- 1.9% work at the system office
- 61% are full-time employees
- 57% are faculty
- 43% are staff
- 54% are women
- 10% are employees of color



Figure 1: Employees by age



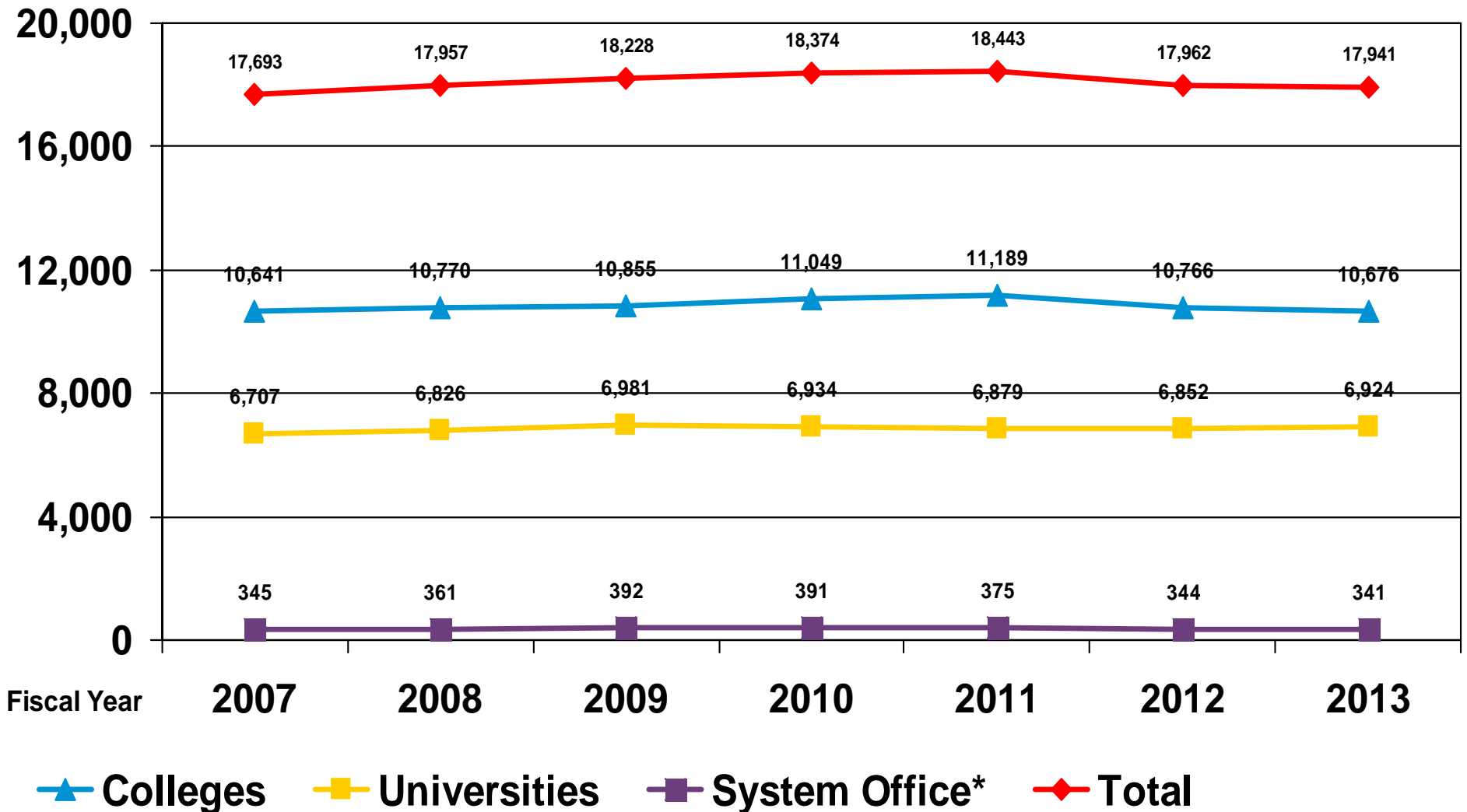
Total Employee Headcount = 17,941
fiscal year 2013



Minnesota
STATE COLLEGES
& UNIVERSITIES

Source: System Office Research, Planning and Policy

Figure 2: Employee headcount peaked in fiscal year 2011

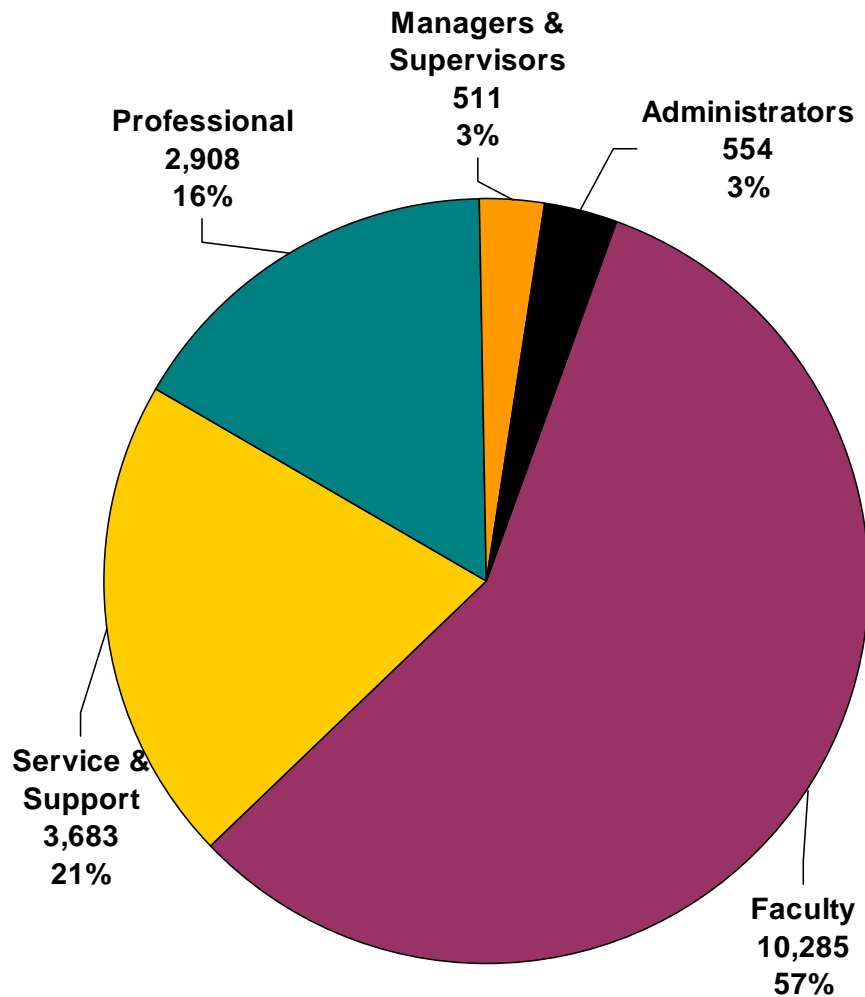


* System office FTE employees in 2013 included 303.7 general fund positions and 32.5 externally funded positions.

Source: System Office Research, Planning and Policy



Figure 3: Employees by role



Total Employee Headcount = 17,941
fiscal year 2013



Source: System Office Research, Planning and Policy

Figure 4: Women comprise the majority in three of five employee roles in 2013

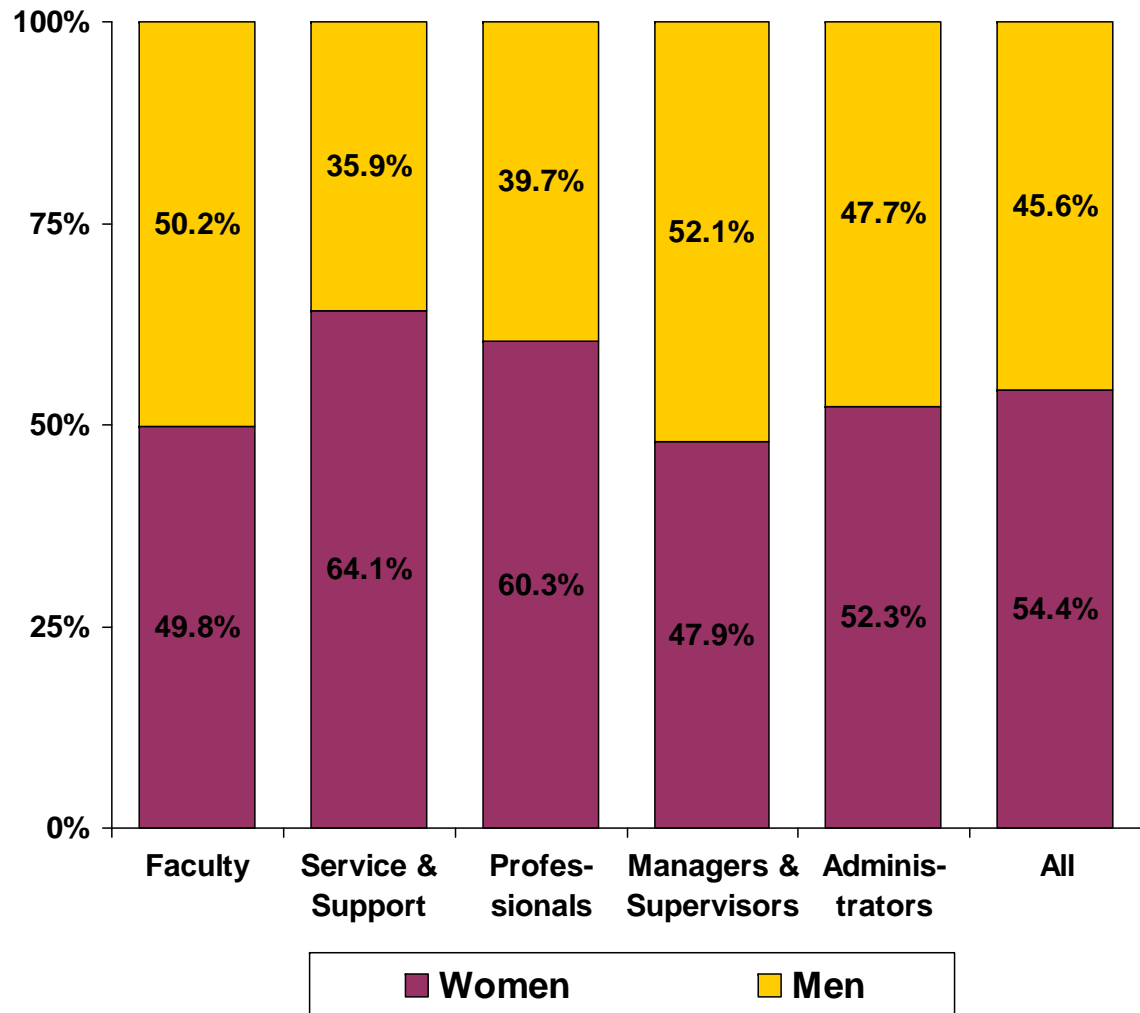
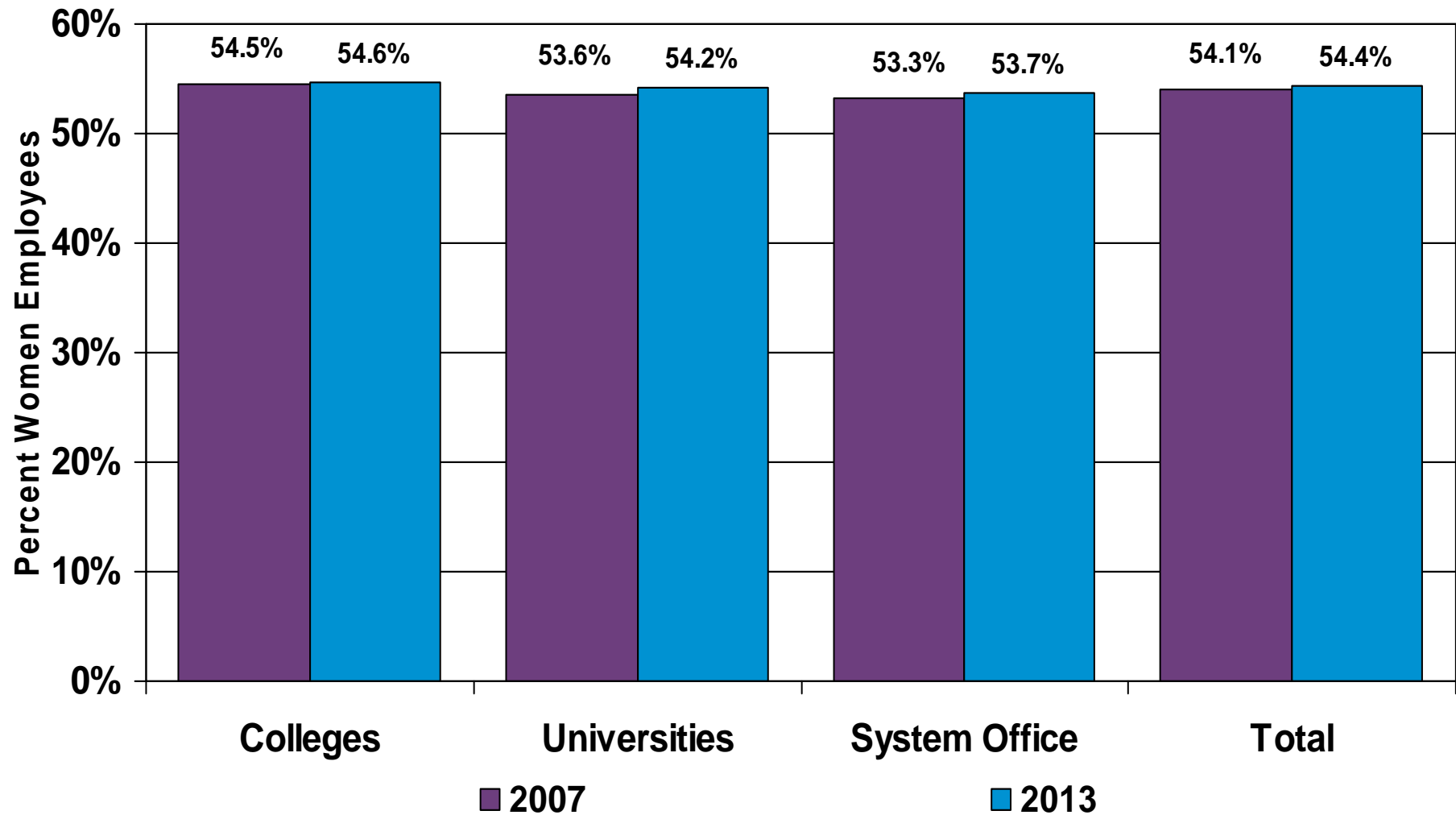


Figure 5: Gender composition of employees across the entire system has been relatively stable



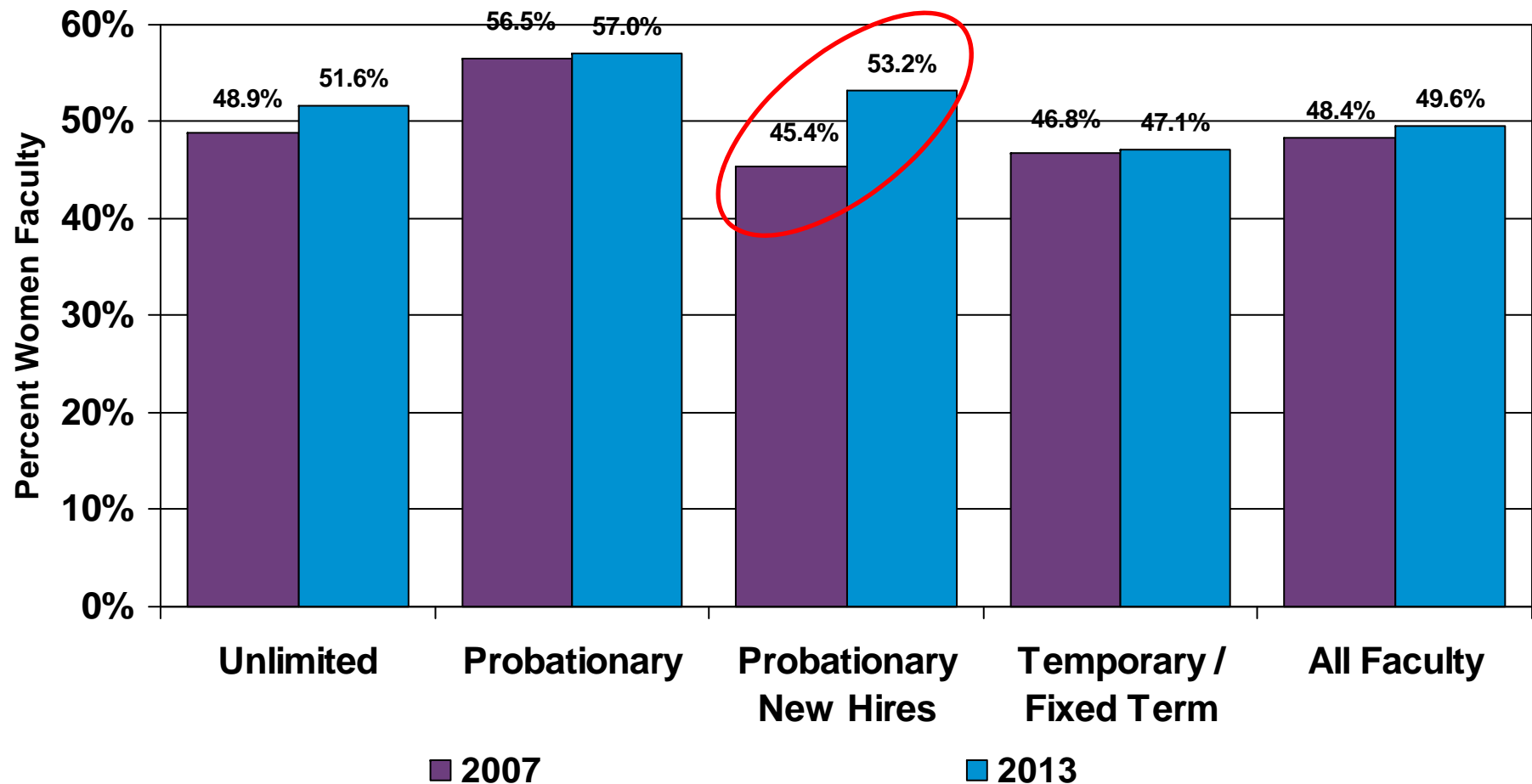
Women: 2007 = 9,577 2013 = 9,766 Increase = 2.0%

Men: 2007 = 8,116 2013 = 8,175 Increase = 0.7%

Source: System Office Research, Planning and Policy



Figure 6: Women comprise an increasing percentage of college unlimited faculty & probationary new hires



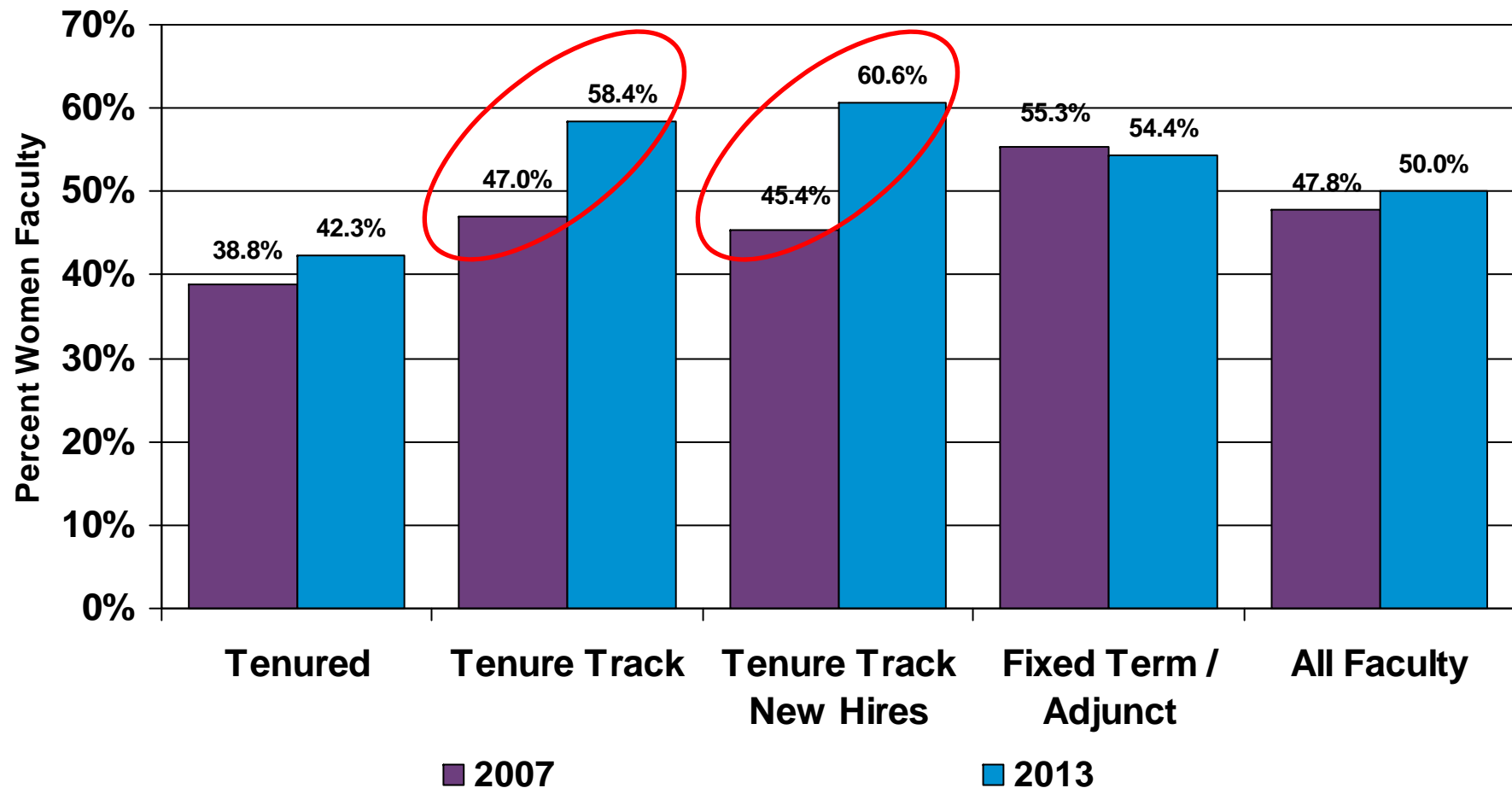
Women unlimited faculty: 2007 = 1,157 2013 = 1,246 Increase = 7.7%

Men unlimited faculty: 2007 = 1,208 2013 = 1,171 Decrease = -3.1%

Source: System Office Research, Planning and Policy



Figure 7: Women comprise an increasing percentage of university tenured and tenure track faculty



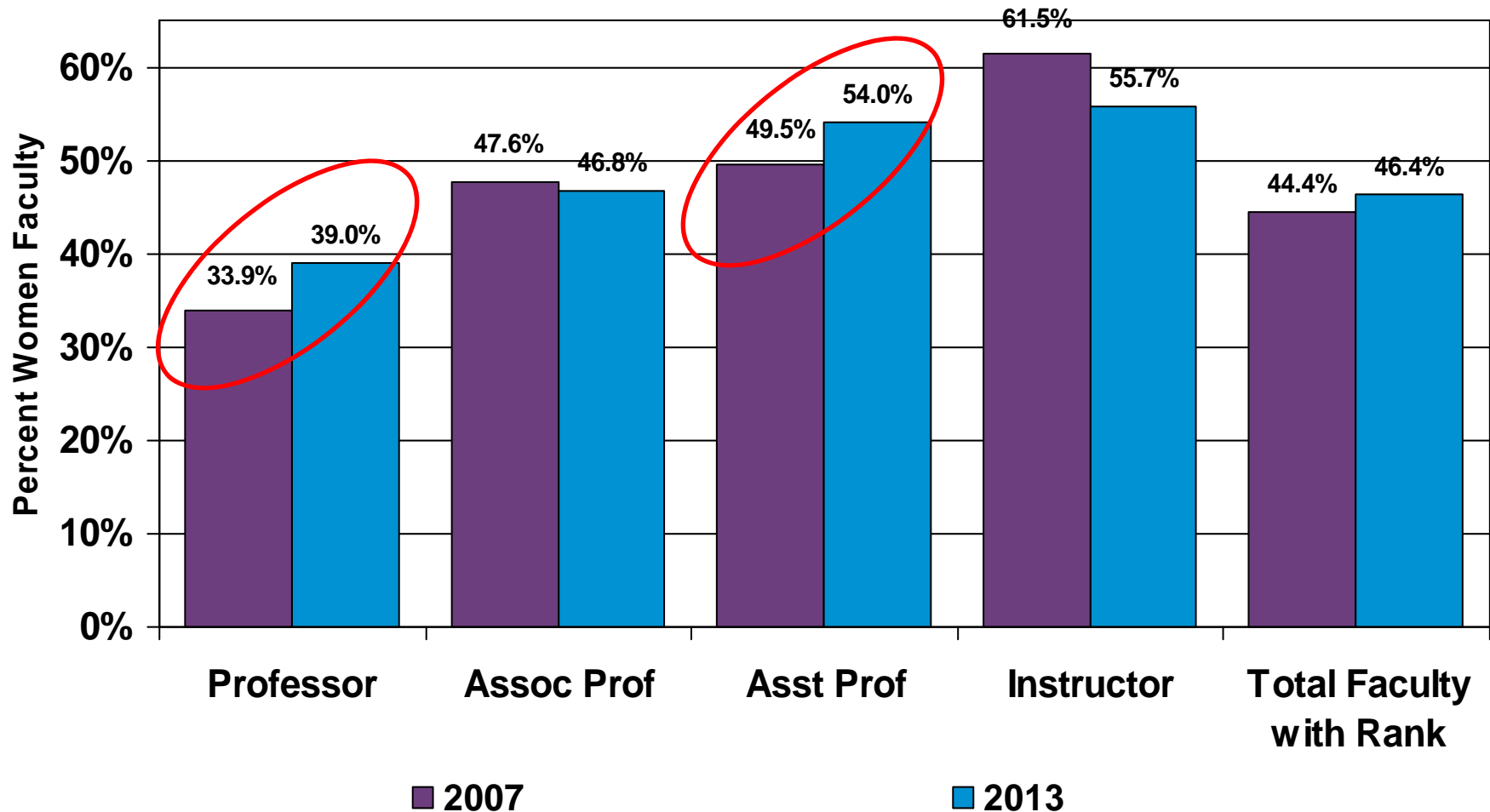
Women tenured faculty: 2007 = 563 2013 = 649 Increase = 15.3%

Men tenured faculty: 2007 = 889 2013 = 885 Decrease = -0.4%

Source: System Office Research, Planning and Policy



Figure 8: Women comprise an increasing percentage of university professors and assistant professors



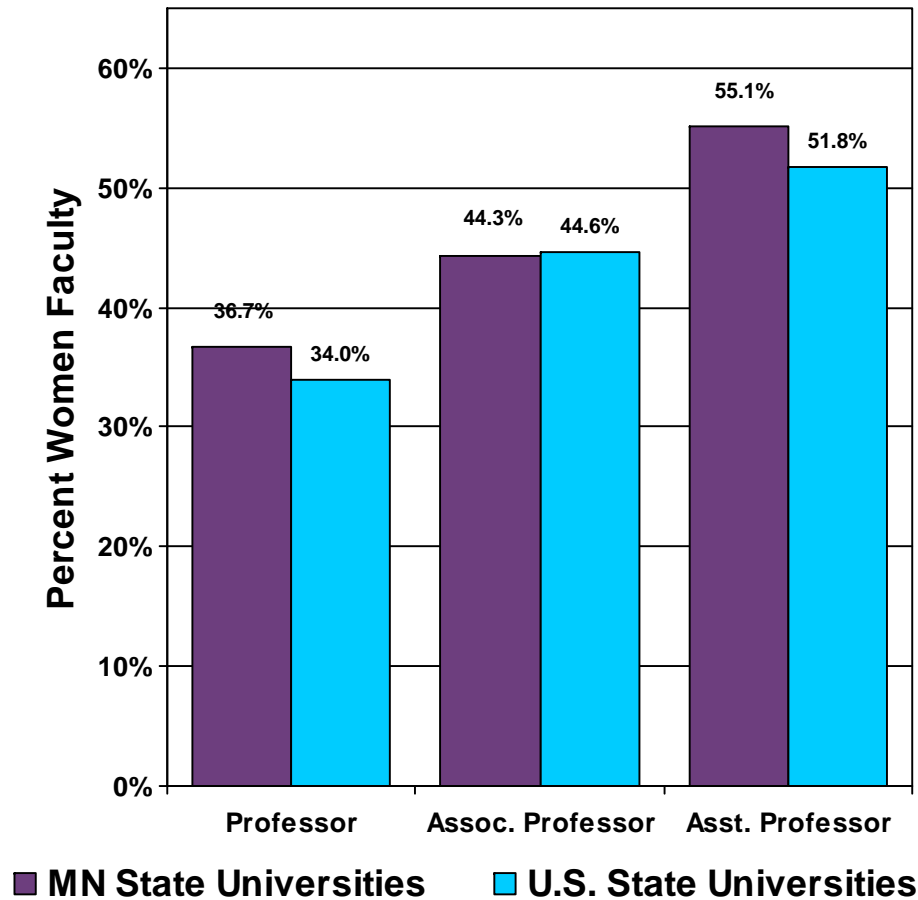
Women professors: 2007 = 304 2013 = 347 Increase = 14.1%

Men professors: 2007 = 594 2013 = 542 Decrease = -8.8%

Source: System Office Research, Planning and Policy

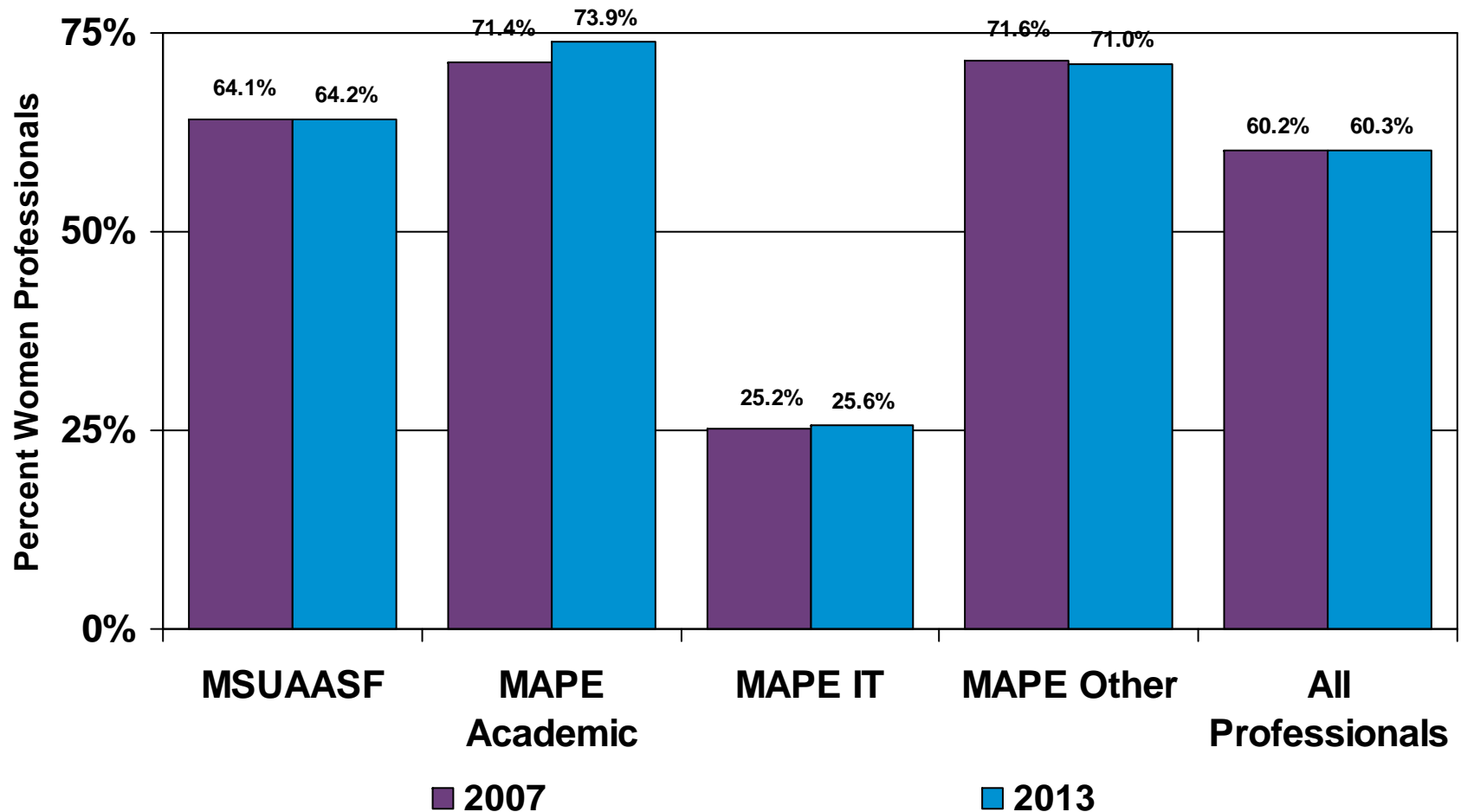


Figure 9: Women comprise higher percentages of assistant & full professors at MN universities than at similar US universities



Source: System Office Research, Planning and Policy

Figure 10: Women comprise a majority of professional employees



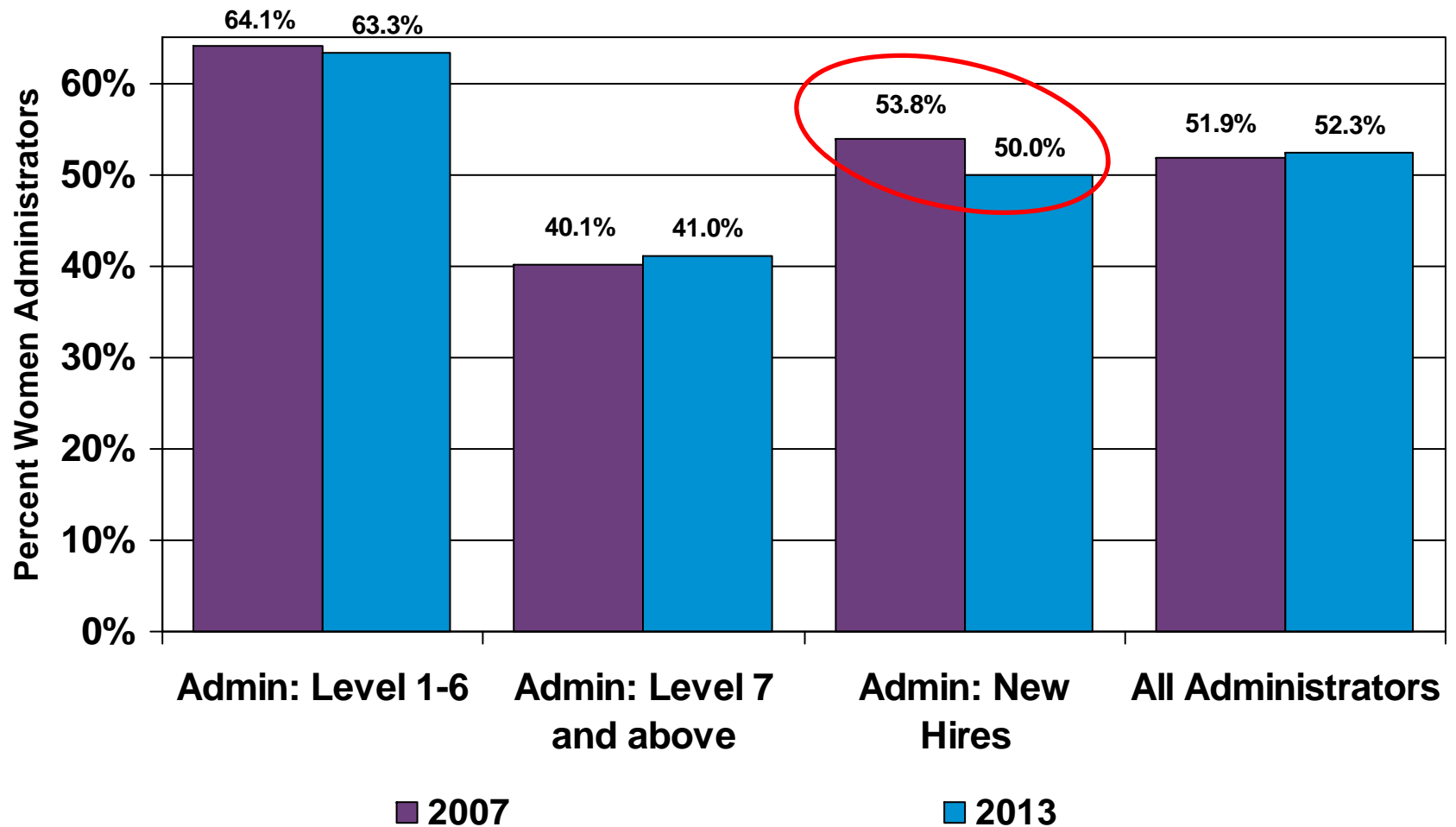
Women professionals: 2007 = 1,482 2013 = 1,754 Increase = 18.4%

Men professionals: 2007 = 981 2013 = 1,154 Increase = 17.6%

Source: System Office Research, Planning and Policy



Figure 11: Females comprise a majority of administrators



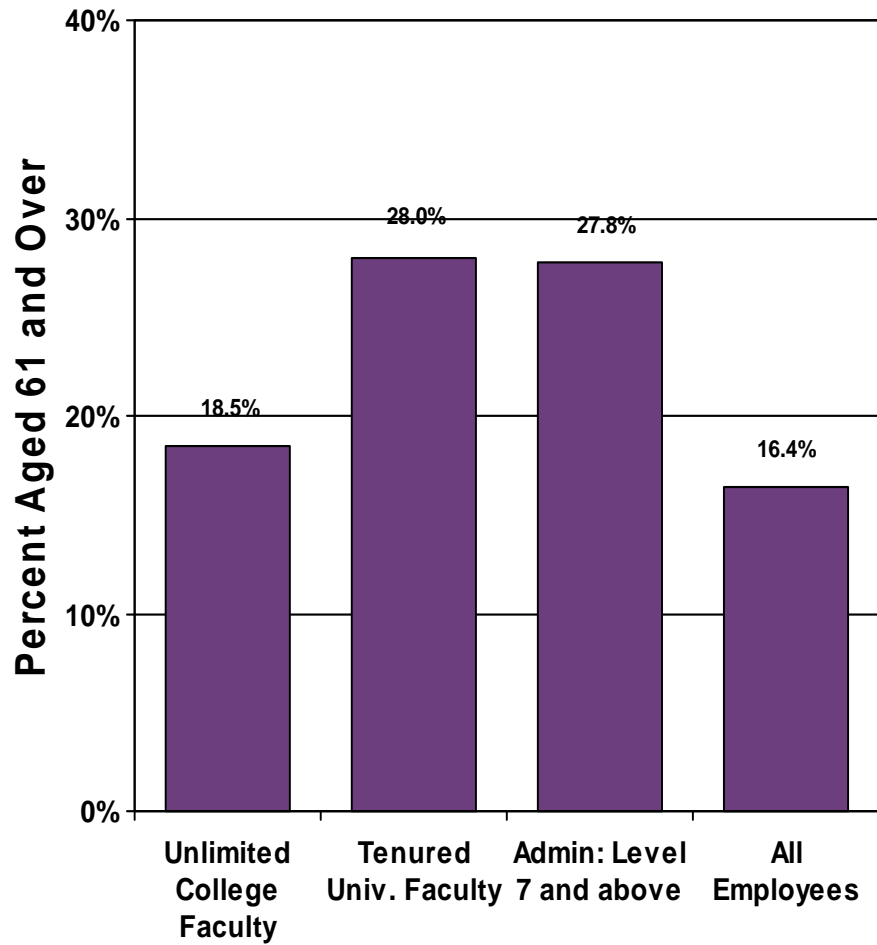
Women administrators: 2007 = 284 2013 = 290 Increase = 2.1%

Men administrators: 2007 = 263 2013 = 264 Increase = 0.4%

Source: System Office Research, Planning and Policy



Figure 12: Percent of employees in key roles aged 61 and over



Leading going forward

- Mid-level management development programs
- Executive development programs
- Succession planning efforts
- Chief diversity officer role

Questions, discussion and guidance

- Suggestions for additional strategies for recruiting and developing a diverse workforce
- Strategies for addressing baby boom retirements over the next decade