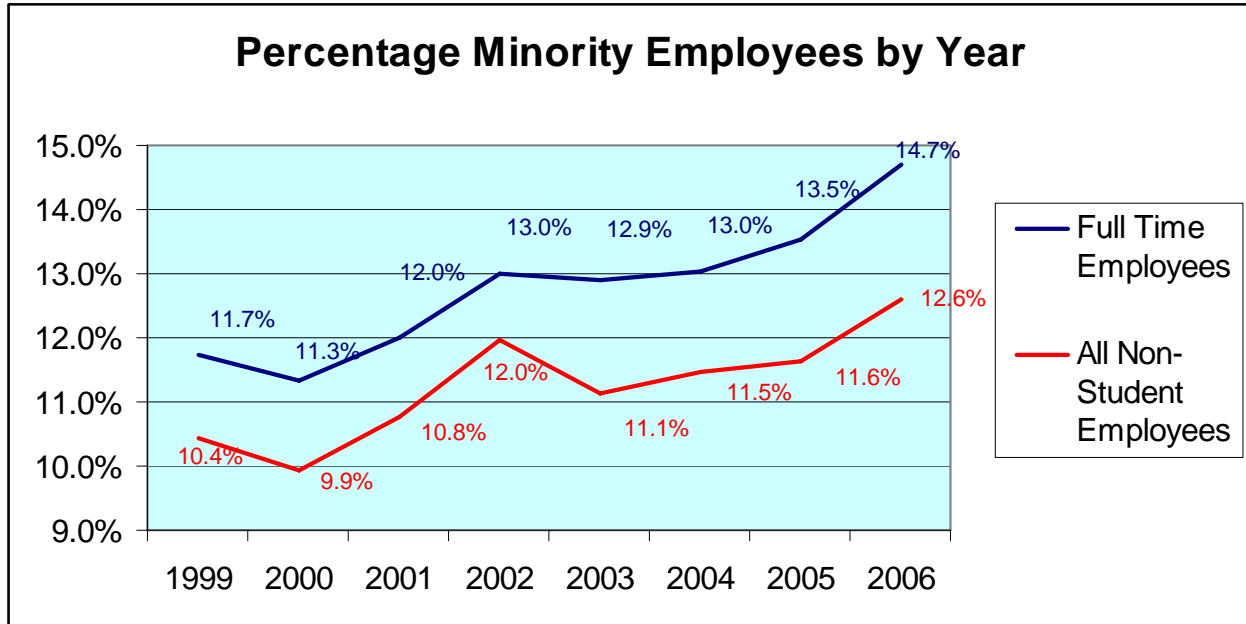


# Ethnicity of YSU Employees by Employee Group for Select Years

All Data That Follow Are Based on Fall Term Census Reports to Ohio Board of Regents

**Graph 1 of 3: Full-Time and All Employees**



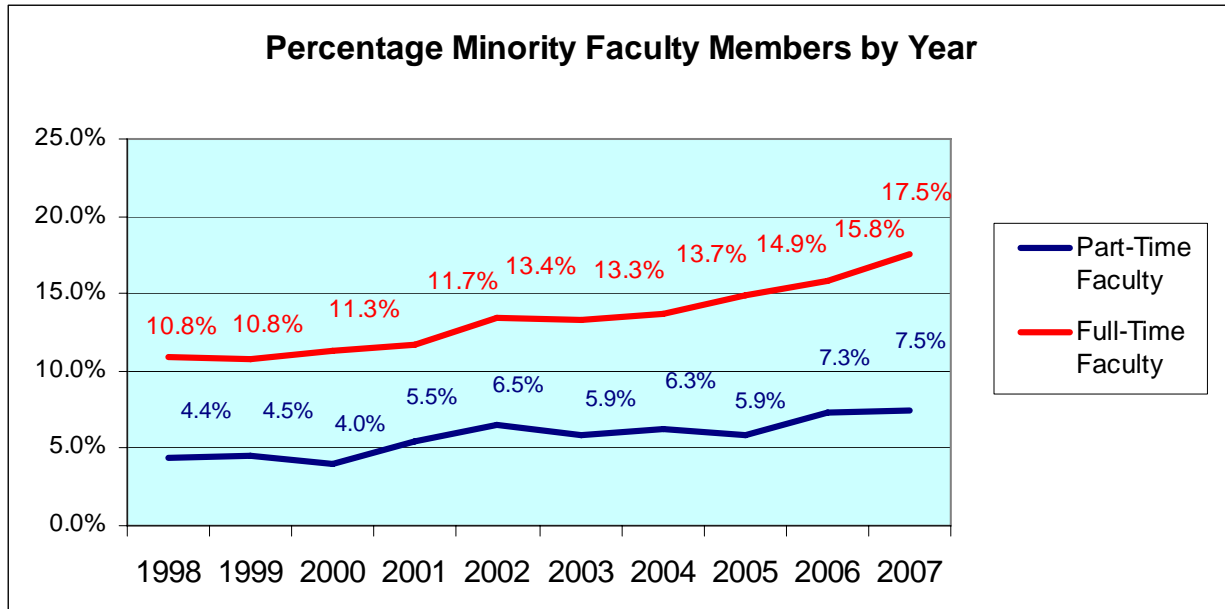
“Minority” within this report consists of four categories as reported to IPEDS -- American Indian, Asian, Black & Hispanic.

“All Non-Student Employees” include all full-time and all part-time employees who are not students.

See additional footnotes on graphs that follow for explanation of employment categories and other issues related to the data presented above. Data on faculty ethnicity have been assembled for Fall 2007 and Fall terms prior to 1999. Comparable data for non-faculty employees for terms prior to 1999 do not exist, and non-faculty data for 2007 are currently being processed.

Year	Full-Time Employees	All Non-Student Employees
1999	11.7%	10.4%
2000	11.3%	9.9%
2001	12.0%	10.8%
2002	13.0%	12.0%
2003	12.9%	11.1%
2004	13.0%	11.5%
2005	13.5%	11.6%
2006	14.7%	12.6%

**Graph 2 of 3: Full and Part-Time Faculty Members**



**Percentage Minority Faculty by Year \***

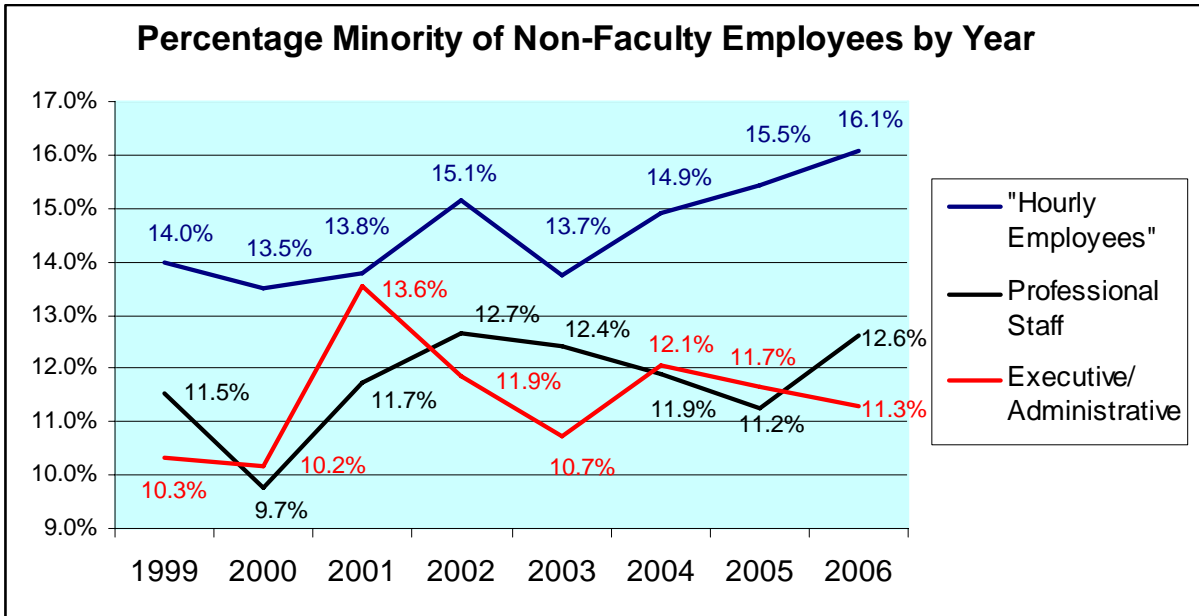
<u>Year</u>	<u>Full-Time</u>	<u>Part-Time</u>	<u>Total</u>
1998	10.8%	4.4%	7.9%
1999	10.8%	4.5%	8.1%
2000	11.3%	4.0%	8.0%
2001	11.7%	5.5%	8.6%
2002	13.4%	6.5%	9.8%
2003	13.3%	5.9%	9.2%
2004	13.7%	6.3%	9.5%
2005	14.9%	5.9%	9.8%
2006	15.8%	7.3%	11.2%
2007	17.5%	7.5% **	12.0%
Average	13.3%	5.8%	9.4%

\* Percent is the number of faculty members who identified themselves as minority, divided by the total number of faculty who identified their ethnicity (i.e., those classified as “unknown” or “non-resident aliens” are not included).

Also, the count does not include part-time faculty who are YSU employees whose primary job duty is not instruction. For example, a full-time administrator who also teaches part-time would be counted in the non-faculty chart.

\*\* In using a new HR software system, the number of “unknown ethnicity” has decreased, and the number of ethnicities coded as “other” has increased. For 2007, the minority percents are based on ratios where neither the numerators nor denominators include “others”.

**Graph 3 of 3: Non-Faculty Employees by Employee Group**



**Percentage Minority Non-Faculty Employees by Year \***

(Total Minorities / Employees with Known Ethnicities)

<u>Year</u>	<u>"Hourly"</u>	<u>Prof Staff</u>	<u>Admin/Exec</u>	<u>Total</u>
1999	14.0%	11.5%	10.3%	12.8%
2000	13.5%	9.7%	10.2%	11.8%
2001	13.8%	11.7%	13.6%	13.0%
2002	15.1%	12.7%	11.9%	14.0%
2003	13.7%	12.4%	10.7%	13.0%
2004	14.9%	11.9%	12.1%	13.5%
2005	15.5%	11.2%	11.7%	13.6%
2006	<u>16.1%</u>	<u>12.6%</u>	<u>11.3%</u>	<u>14.2%</u>
Average	14.6%	11.7%	11.5%	13.2%

\* Percent is the number of employees who identified themselves as minority divided by the total number of employees who identified their ethnicity.

When the Ohio Board of Regents created the HEI reporting system, YSU employees were asked to voluntarily report their ethnicity. A significant number of non-faculty employees did not report their ethnicity, and their employment contracts do not include this information. This is particularly true of hourly employees, with up to 24% of these employees in given years not having their ethnicity included in university databases.

"Hourly Employees" groups employees who are within the HEI categories of skilled crafts, clerical, maintenance, service, and non-professional support areas. For 2007, 99% of individuals in these categories are hourly workers. The Professional Staff category corresponds to the HEI category of "other professionals". Eighty-four percent of the employees in this category are salaried. Administrative/Executive corresponds to the HEI category of "executive/administrative/managerial".







	Employment Group Headcount			Percentage of Total			Percent of Known		
	Full Time Faculty	Part Time Faculty	Total	Full Time Faculty	Part Time Faculty	Total	Full Time Faculty	Part Time Faculty	Total
2007 Amer Ind	1	2	3	0.2%	0.4%	0.3%	0.2%	0.4%	0.3%
Asian	35	12	47	8.2%	2.2%	4.8%	8.2%	2.2%	4.8%
Black	33	18	51	7.7%	3.3%	5.2%	7.7%	3.3%	5.2%
Hispanic	6	8	14	1.4%	1.4%	1.4%	1.4%	1.5%	1.4%
<b>Total Minority</b>	<b>75</b>	<b>40</b>	<b>115</b>	<b>17.5%</b>	<b>7.2%</b>	<b>11.7%</b>	<b>17.5%</b>	<b>7.5%</b>	<b>12.0%</b>
Other	1	15	16	0.2%	2.7%	1.6%	0.2%	2.7%	1.6%
Unknown	0	5	5	0.0%	0.9%	0.5%			
White	<u>353</u>	<u>492</u>	<u>845</u>	<u>82.3%</u>	<u>89.1%</u>	<u>86.1%</u>	<u>82.3%</u>	<u>89.9%</u>	<u>86.6%</u>
<b>Total</b>	<b>429</b>	<b>552</b>	<b>981</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Note: Part-time faculty counts in the above charts reflect the counts reported to IPEDS and HEI. Due to reporting conventions, non-credit part-time faculty are included. Given the census point for these reports, about 10 or fewer individuals in each year's pool would be non-credit faculty. It should be noted that these counts vary significantly from the counts in "position analysis" reports. These latter reports are used for determining student/faculty ratios. They include YSU employees who teach part-time during the term being reported, in addition to their primary university function. The position analysis counts also include part-time faculty who are not paid by YSU (e.g., faculty paid by grants). The position analysis count does not include non-credit faculty. Thus, the position analysis count (including ALL individuals teaching credit courses) yields an accurate credit student/credit faculty ratio. For purposes of employee count and demographic analyses, including a few non-credit faculty among the hundreds of other faculty is appropriate as there is no other category where these employees could reasonably fit. Conversely, using position analysis reports to illustrate "faculty" demographics would be problematic as each year 25 to 40 "faculty" in these reports are full-time YSU employees with other primary functions, and the demographics for this population are included in reports of non-faculty demographics. Lastly, the reporting conventions have changed over the years, adding a level of "noise" to chronological trend analyses of faculty demographics.





		Employment Group Headcount				Percentage of Total				Percent of Known			
		"Hourly"	Prof Staff	Admin/ Executive	Total	"Hourly"	Prof Staff	Admin/ Executive	Total	"Hourly"	Prof Staff	Admin/ Executive	Total
2005	Am. Indian	4	1		5	0.7%	0.3%	0.0%	0.5%	0.9%	0.3%	0.0%	0.6%
	Asian		5	2	7	0.0%	1.3%	2.8%	0.7%	0.0%	1.5%	3.3%	0.8%
	Black	53	28	3	84	8.8%	7.5%	4.2%	8.0%	11.4%	8.5%	5.0%	9.8%
	Hispanic	15	3	2	20	2.5%	0.8%	2.8%	1.9%	3.2%	0.9%	3.3%	2.3%
	<b>Total Minority</b>	<b>72</b>	<b>37</b>	<b>7</b>	<b>116</b>	<b>11.9%</b>	<b>9.9%</b>	<b>9.9%</b>	<b>11.1%</b>	<b>15.5%</b>	<b>11.2%</b>	<b>11.7%</b>	<b>13.6%</b>
	Non-Resid.		2		2	0.0%	0.5%	0.0%	0.2%				
	Unknown	137	41	11	189	22.7%	11.0%	15.5%	18.1%				
	White	<u>394</u>	<u>292</u>	<u>53</u>	<u>739</u>	<u>65.3%</u>	<u>78.5%</u>	<u>74.6%</u>	<u>70.7%</u>	<u>84.5%</u>	<u>88.8%</u>	<u>88.3%</u>	<u>86.4%</u>
	<b>Total</b>	<b>603</b>	<b>372</b>	<b>71</b>	<b>1046</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
2006	Am. Indian	3	1		4	0.6%	0.3%	0.0%	0.4%	0.8%	0.3%	0.0%	0.5%
	Asian		5	2	7	0.0%	1.3%	2.9%	0.7%	0.0%	1.5%	3.2%	0.9%
	Black	49	32	3	84	9.4%	8.5%	4.3%	8.7%	12.3%	9.6%	4.8%	10.6%
	Hispanic	12	4	2	18	2.3%	1.1%	2.9%	1.9%	3.0%	1.2%	3.2%	2.3%
	<b>Total Minority</b>	<b>64</b>	<b>42</b>	<b>7</b>	<b>113</b>	<b>12.2%</b>	<b>11.2%</b>	<b>10.1%</b>	<b>11.7%</b>	<b>16.1%</b>	<b>12.6%</b>	<b>11.3%</b>	<b>14.2%</b>
	Non-Resid.		2		2	0.0%	0.5%	0.0%	0.2%				
	Unknown	125	41	7	173	23.9%	10.9%	10.1%	17.9%				
	White	<u>334</u>	<u>291</u>	<u>55</u>	<u>680</u>	<u>63.9%</u>	<u>77.4%</u>	<u>79.7%</u>	<u>70.2%</u>	<u>83.9%</u>	<u>87.4%</u>	<u>88.7%</u>	<u>85.8%</u>
	<b>Total</b>	<b>523</b>	<b>376</b>	<b>69</b>	<b>968</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Note: In addition to the impact of ERIPs on employee counts, there are other anomalies impacting the counts in select years. For example, during the early 2000's many intermittent employees had continuing appointments that extended beyond 12 month periods during which they were not employed by the University. In years when employees who had not been paid for at least 12 months prior to the November 1 census date had their contracts closed, employee counts dropped by several dozen employees.

Notes on **Employment Categories**: In line with the Ohio Board of Regents employee classification scheme, the YSU employment files list 8 categories of employees. One such category is FA – Faculty. For the current report, “Faculty” have been extracted as a separate unit, although they have been subcategorized as Full-Time Faculty and Part-Time Faculty.

Student employees are not included in the current report.

Of the remaining 6 categories, 4 have been combined four into a single block. This brings a greater level of parsimony to the data.

Combined as “Hourly” are

CS – Clerical & Secretarial  
SC – Skilled Crafts  
SM – Service & Maintenance  
TP – Technical & Paraprofessional

The vast majority of CS, SC, SM and TP employees are paid on an hourly basis – thus, the name of this combined category.

Another HEI category is OP -- “Other Professionals (Support/Service)”. This includes people such as librarians, accountants, computer analysts, coaches, etc. These are basically the people who at YSU are “Professional Administrators”. The majority are salaried, although a sizeable number are hourly (16% to 22%)

The 8<sup>th</sup> HEI category is EA – “Executive, Administrative, and Managerial” which is included in the current report as a separate category. This unit essentially corresponds to the group at YSU identified as “Exempt Professional Administrators”.

The 1998 HEI reports have data integrity issues as this was the first year the system was used and the data were considered “test” data. These data have not been used by HEI. Thus, they have been omitted from the current reports, except for the faculty extracts which have been verified for their integrity.

Due to the ongoing conversion to Banner, YSU does not yet have a completed database for 2007 non-faculty demographics.