



Oregon  
University  
System

#### Academic Affairs - Reports

### OUS Diversity Report 2002: An Assessment of Progress toward Enhanced Representation of Students, Faculty, and Staff of Color

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#### Executive Summary

##### Introduction

The focus of this report is on the progress made in the representation of people of color within the Oregon University System (OUS). During the past several years, OUS has moved toward an enhanced understanding and incorporation of diversity into multiple aspects of the universities. This is in keeping with the modern concept of educational diversity, which includes striving toward enhanced representation, inclusion, and engagement of people of color throughout institutional life. Diverse educational arenas promote robust exchanges of ideas, communication of varied perspectives, and production of well-versed and culturally sensitive graduates. Thus, all higher education participants benefit. The report includes brief overviews of selected initiatives within OUS institutions that seek to enhance the representation of people of color on the campuses.

OUS continues to make strides in the representation of students, faculty, and staff of color. Given the often small total populations of people of color, the report includes both absolute (numerical) representation (through which gains in representation can be seen clearly) and percentage representation, which provides a perspective on proportions within total OUS populations.

##### Student Representation

During the five-year period from fall 1996 to fall 2001, the enrollment of students of color increased from 7,720 (12.3%) to 9,446 (12.8%). From 1995-96 to 2000-01, the number of degrees awarded to OUS students of color rose from 1,264 (10.1%) to 1,460 (11%). Several OUS institutions received national recognition among the top degree producers for students of color in specific racial/ethnic groups during the 1999-2000 academic year (the most recent year for which comprehensive national data are available). These institutions are competitive – often with much larger institutions and/or institutions in states with more diverse populations – in the numbers of degrees awarded to students of color in specific racial/ethnic groups.

##### Faculty and Staff Representation

In 1996-97, faculty of color represented 213 (7.3%) of ranked instructional faculty and 358 (7.4%) of all instructional faculty. These numbers have increased during the five-year period, with faculty of color representing 319 (9.1%) of ranked instructional faculty and 467 (8.2%) of all instructional faculty in 2001-02. Baseline institutional data were developed beginning fall 1999 for OUS staff representation. During the two-year period from fall 1999 through fall 2001, the total representation of staff of color increased from 483 (8.3%) to 566 (8.5%).

To obtain a full copy of this report, please contact Yvette Webber-Davis, Director of Diversity Planning & Special Projects, P.O. Box 3175, Eugene, OR 97403; ph: 541-346-5727; <[yvette\\_webber-davis@ous.edu](mailto:yvette_webber-davis@ous.edu)>.

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