OUS Diversity Issues
Panel Discussion

Oregon State Board of Higher Education
September 5, 2008
Overview of the Discussion

- Introductions
- Topical Areas
  - Q & A
- Looking Toward the Future
Discussants

- **Martha Balshem**, Special Assistant to the President for Diversity & Professor, PSU
- **Jackie Grant**, Admissions Counselor, EOU
- **James M. Klein**, Provost & Vice President for Academic Affairs, SOU
- **George Marlton**, Director, Purchasing & Contract Services, OUS
- **Charles Martinez**, Vice Provost, Institutional Equity & Diversity, UO
- **David McDonald**, Associate Provost, Admissions, Retention, Enrollment Management, WOU
- **Terryl Ross**, Director, Community & Diversity, OSU
- **Diane Saunders**, Director, Communications, OUS
- **Bob Simonton**, Assistant Vice-Chancellor, Capital Programs, Capital & Facilities Planning, OUS
- **Yvette Webber-Davis**, Director, Education Policy & Inclusion, OUS
- **Gayle Yamasaki**, Director, Sponsored & Pre-College Programs, OIT
- **Denise Yunker**, Director, Human Resources, OUS
Topical Areas

• Workforce Development
• Vendor/Contracting Issues
  • Student Outreach and Participation
  • Campus Climate
Selected Statewide Requirements

• EO 08-06 – Promoting Diversity & Equal Opportunity for Minority & Women Owned Businesses

• EO 05-01 – Affirmative Action

• EO 96-30 – State/Tribal Government-to-Government Relations
Workforce Development

- Human Resources Offices
- Affirmative Action Offices
- Academic Affairs (faculty recruitment & retention)
  - Search Committees
Faculty/Staff Race/Ethnicity (Excluding White) for 1997-98 & 2007-08

- African American
- American Indian
- Asian-American
- Hispanic/Latino
- International

Percentage Comparison:
- 1997-98: 4.00%
- 2007-08: 3.00%
- African American: 3.50%
- American Indian: 2.00%
- Asian-American: 1.00%
- Hispanic/Latino: 1.50%
- International: 0.50%
OUS Faculty-Staff by Gender 1997-98 & 2007-08
Faculty and Staff
Generational Workforce Diversity

Generational Workforce - OUS

- 36% (Traditional)
- 51% (Baby Boomers)
- 6% (Gen Y)
- 7% (Gen X)

Gen Y (18-26)  GenX (27-43)  Baby Boomers (44-62)  Traditional (63-89)
Vendor/Contracting Issues

• Finance & Administration
• Purchasing & Contract Services
• Capital & Facilities Planning

• Commitment to Affirmative Action
• Emerging Small Business Program
• Contract Unbundling
• Contract Opportunity Website

• Sexual Harassment Policy
• Contracting Assessment
• Trade Fair Outreach
• Contractor Workshops
Student Outreach/Participation & Campus Climate

- Faculty
- Staff
- Students
- Cross-Departmental Efforts
- Community Stakeholders
OUS Student Enrollment by Race/Ethnicity (Without Whites) for Fall 1998 & Fall 2007

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Fall 1998</th>
<th>Fall 2007</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>6.00%</td>
<td>7.00%</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
<td>2.00%</td>
<td>1.00%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>1.00%</td>
<td>0.00%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>4.00%</td>
<td>3.00%</td>
</tr>
<tr>
<td>International</td>
<td>5.00%</td>
<td>6.00%</td>
</tr>
<tr>
<td>Reporting More Than One Race</td>
<td>0.00%</td>
<td>2.00%</td>
</tr>
</tbody>
</table>

2008 Performance Report
OUS Enrollment by Gender Fall 1998

- Male 1998
- Female 1998

Oregon University System

2008 Performance Report
Total Self-Identified Students w/ Disabilities
Unduplicated Headcount

Source: Office of Education Policy & Inclusion, as reported annually by campus disability services offices

2008 Performance Report
OUS Total Campus Expenditures for Disability Services' Academic Accommodation

Source: Office of Education Policy & Inclusion, as reported annually by campus disability services offices
Looking Toward The Future

(Discussion)