June 21, 2023
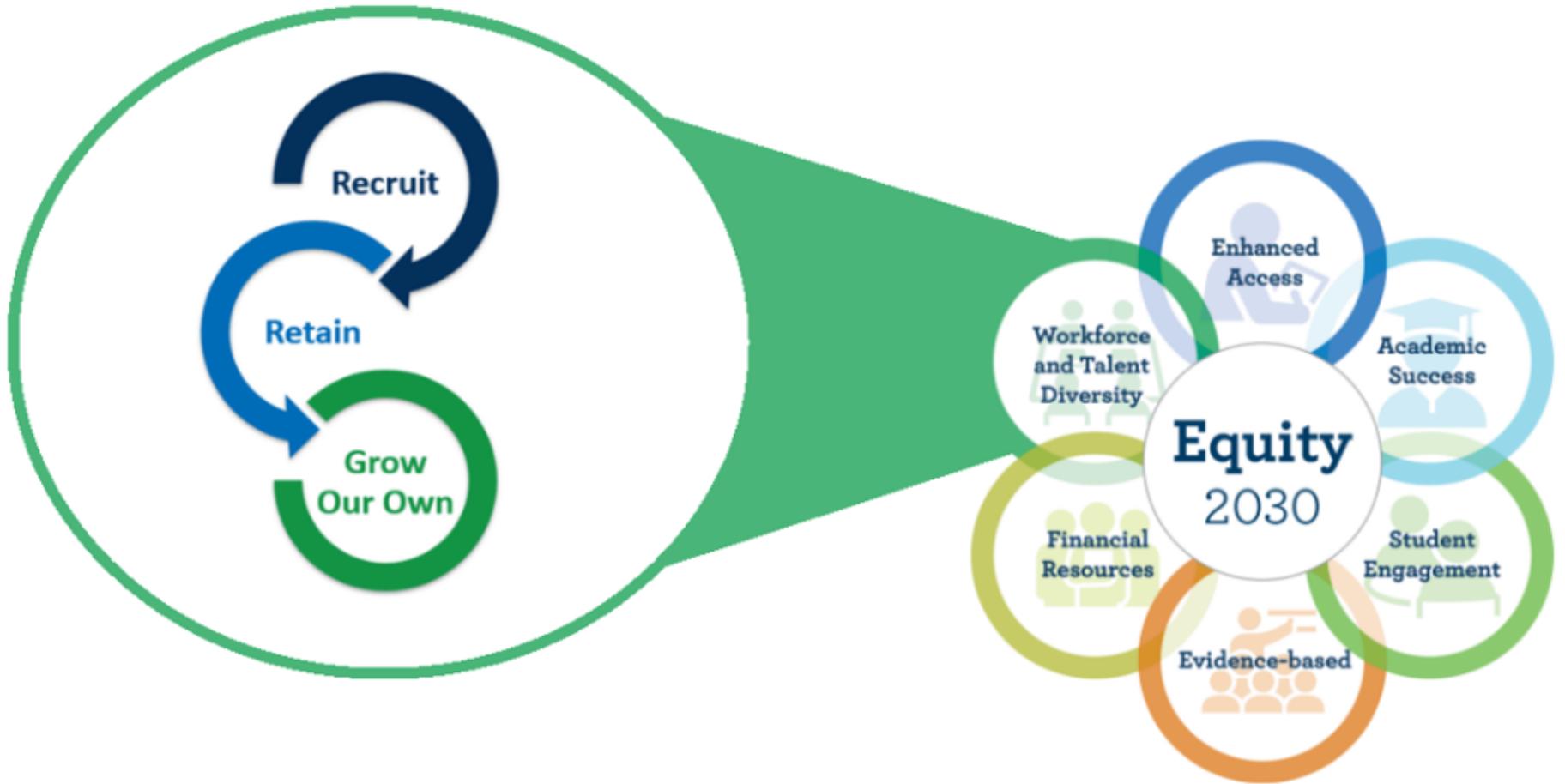
Faculty and Staff Diversity:
Current Demographics and Strategies
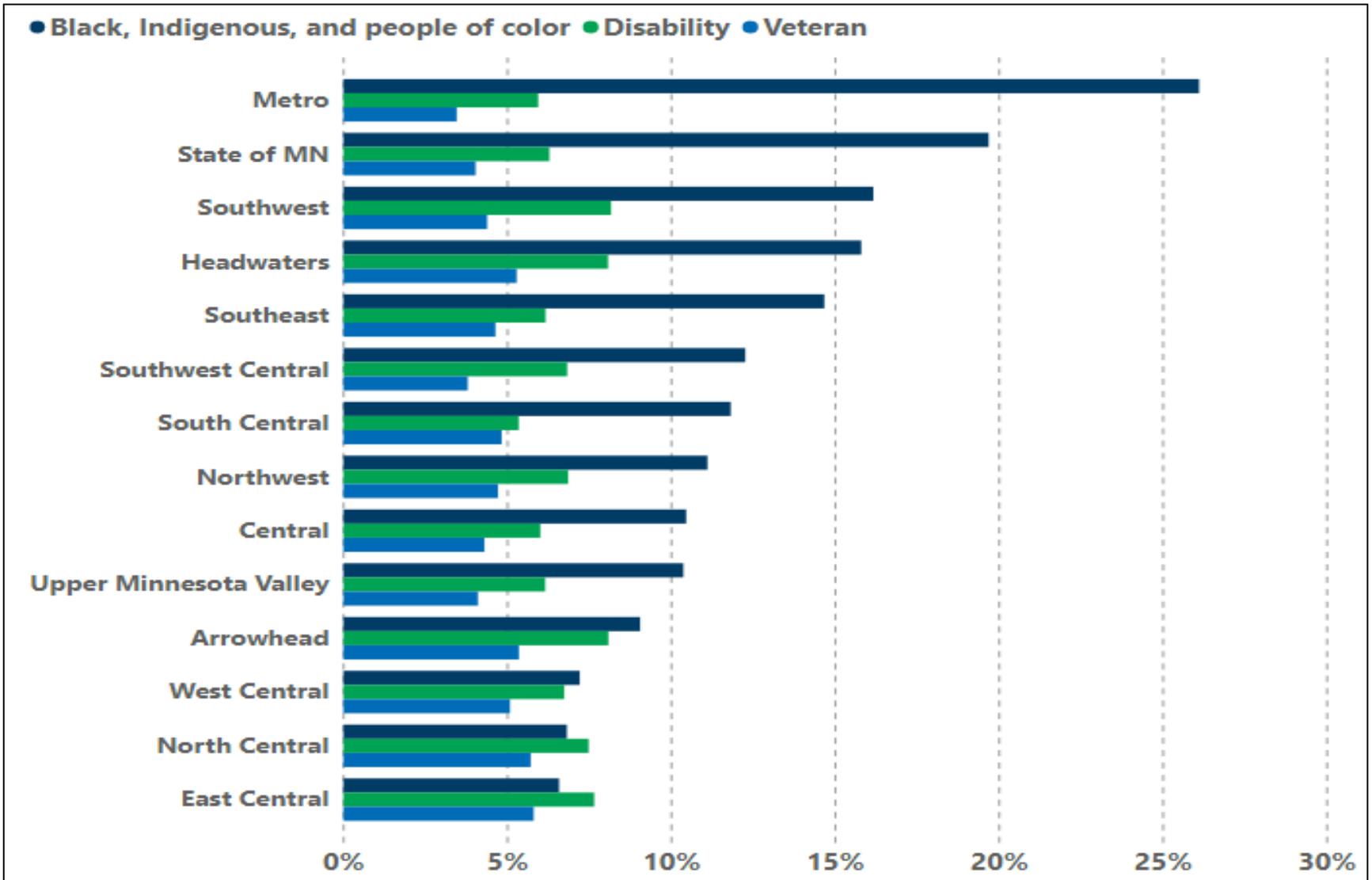
Board of Trustees

Diversity, Equity, and Inclusion Committee and Workforce and Organizational Effectiveness Committee
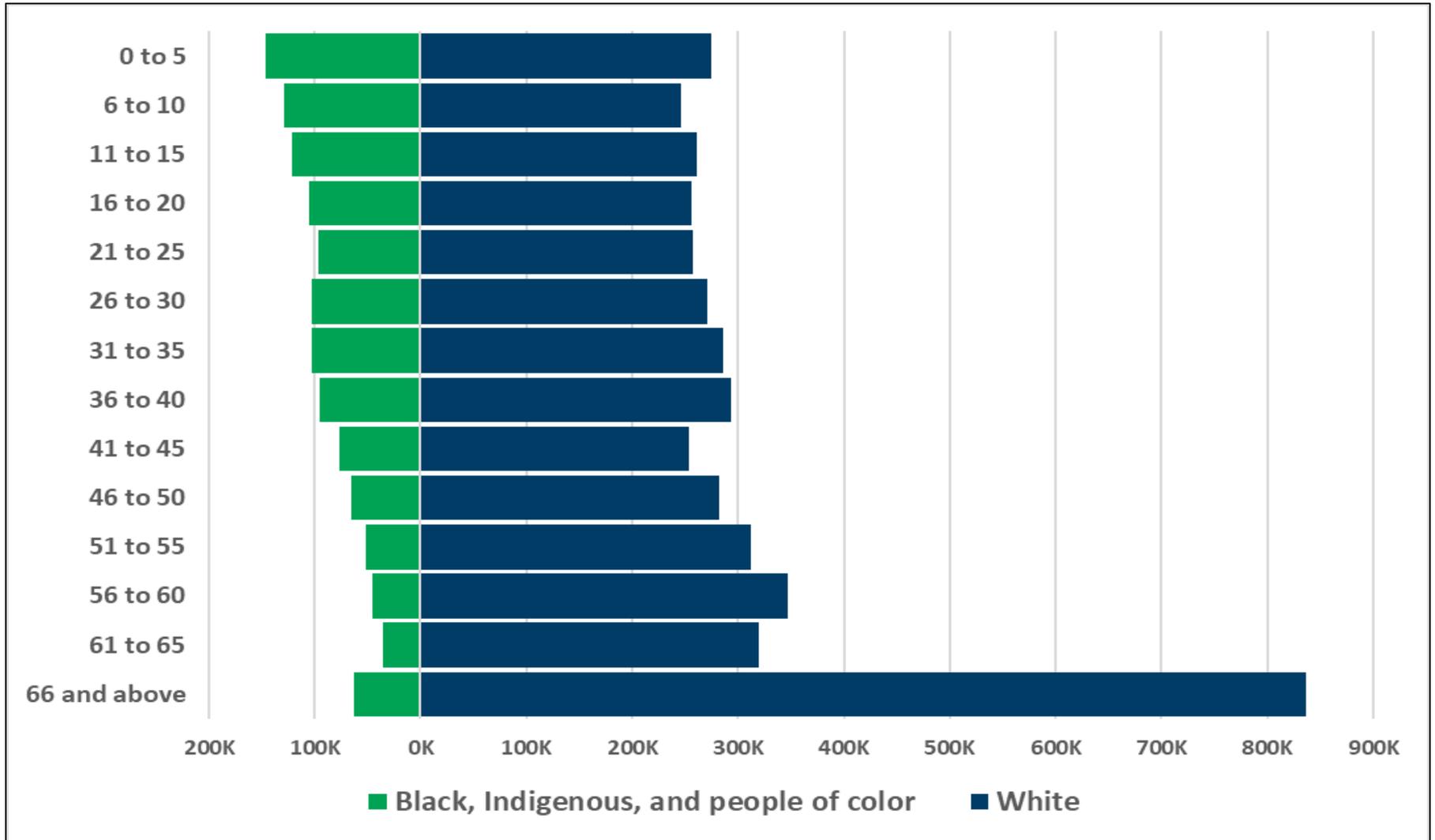
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Minnesota Demographics

Diversity by Region

Source: 2017 to 2021 five-year American Community Survey
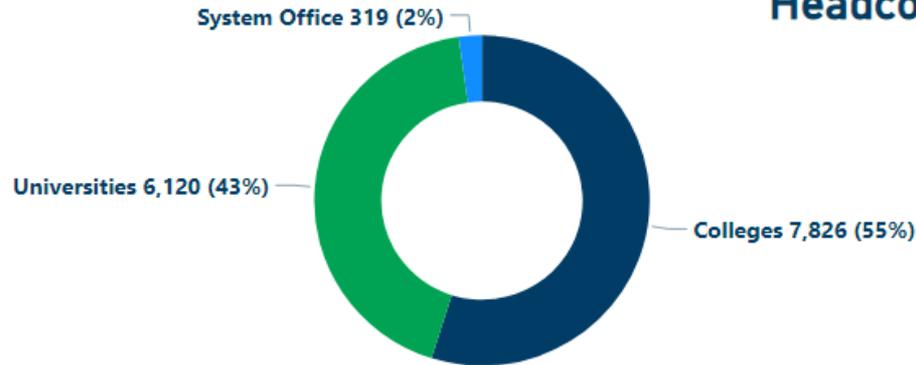
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Race/Ethnicity by Age

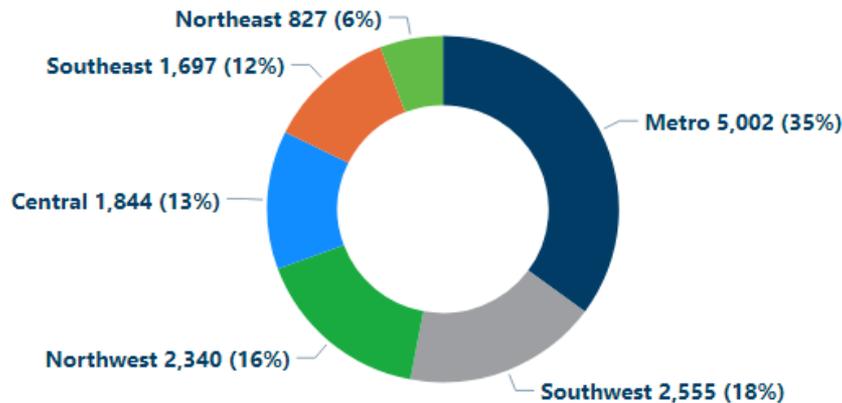Source: Source: 2017 to 2021 five-year American Community Survey

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Minnesota State Workforce at a Glance as of 3/1/2023

System Unduplicated Headcount

Unduplicated Headcount by Sector

Total System Unduplicated Headcount

- System Office 319 (2%)
- Universities 6,120 (43%)
- Colleges 7,826 (55%)

Unduplicated Headcount by Region

- Northeast 827 (6%)
- Southeast 1,697 (12%)
- Central 1,844 (13%)
- Northwest 2,340 (16%)
- Southwest 2,555 (18%)
- Metro 5,002 (35%)

Administrators
505

Managers and Supervisors
556

Instructional Faculty
7,419

Professionals
2,960

Service and Support
2,825

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System Unduplicated Headcount

Unduplicated Headcount by Age Group

- 29 and Younger 888 (6%)
- 30 to 39 2,525 (18%)
- 40 to 49 3,861 (27%)
- 50 to 59 4,073 (29%)
- 60 and Over 2,918 (20%)
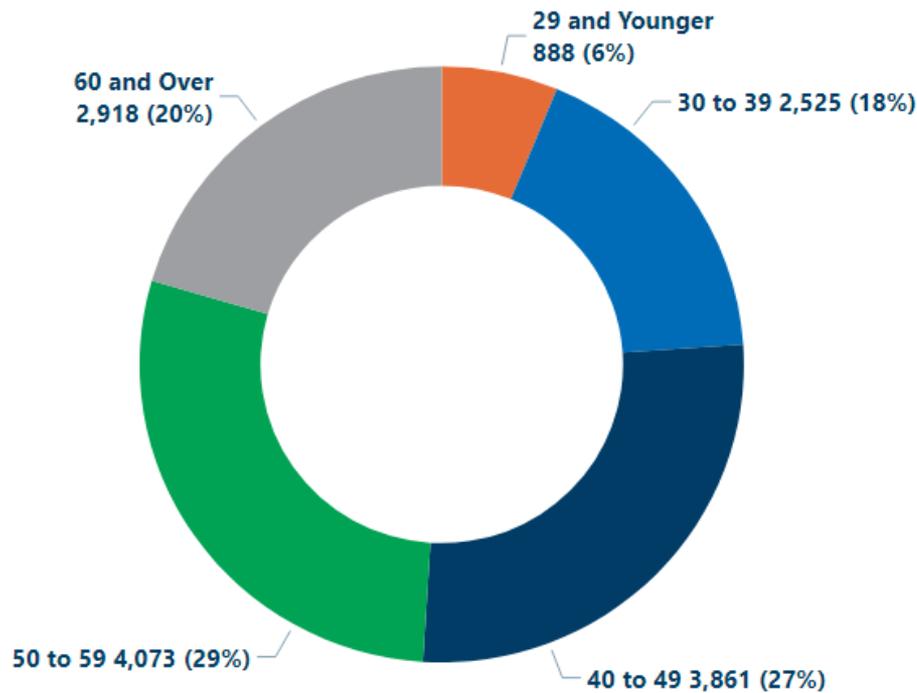
Nearly one in ten unlimited employees are age 65 or over

Median Age Female
49

Median Age Male
50

Median Age Black, Indigenous, and people of color
46

Median Age White Employees
50

8

System Unduplicated Headcount

Percent Black, Indigenous, and people of color by Sector and Role

SECTOR	Administrators	Instructional Faculty	Managers & Supervisors	Professionals	Service & Support	Total
Colleges	21 %	12 %	17 %	22 %	17 %	15 %
System Office	17 %		11 %	15 %	30 %	16 %
Universities	22 %	18 %	11 %	15 %	9 %	16 %
Total	**21 %**	**15 %**	**15 %**	**18 %**	**14 %**	**15 %**

Percent Female Employees by Sector and Role

SECTOR	Administrators	Instructional Faculty	Managers & Supervisors	Professionals	Service & Support	Total
Colleges	55 %	53 %	54 %	62 %	60 %	56 %
System Office	48 %		60 %	51 %	81 %	54 %
Universities	48 %	53 %	46 %	59 %	63 %	56 %
Total	**52 %**	**53 %**	**52 %**	**60 %**	**62 %**	**56 %**

Percent Asian
6 %

Percent Black
4 %

Percent Hispanic
3 %

Percent Two or More
2 %

Percent American Indian/Alaska Native
1 %

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System Unduplicated Headcount

Percent Employees with Disabilities by Sector and Role

SECTOR	Administrators	Instructional Faculty	Managers & Supervisors	Professionals	Service & Support	Total
Colleges	6%	5%	6%	7%	6%	6%
System Office	11%		6%	7%	4%	7%
Universities	1%	3%	5%	5%	5%	4%
Total	**5%**	**4%**	**6%**	**6%**	**6%**	**5%**

Percent Veteran Employees by Sector and Role

SECTOR	Administrators	Instructional Faculty	Managers & Supervisors	Professionals	Service & Support	Total
Colleges	2%	3%	3%	4%	3%	3%
System Office	9%		6%	6%	4%	7%
Universities	5%	2%	6%	3%	4%	3%
Total	**4%**	**2%**	**4%**	**4%**	**3%**	**3%**

"Employment among people with disabilities has increased in recent years in Minnesota and the U.S., although it remains below employment among people without disabilities."

Source: Minnesota Compass

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# Student Diversity Relative to Faculty and Staff Diversity

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Students of Color Relative to Faculty and Staff of Color by Sector (FY2022)
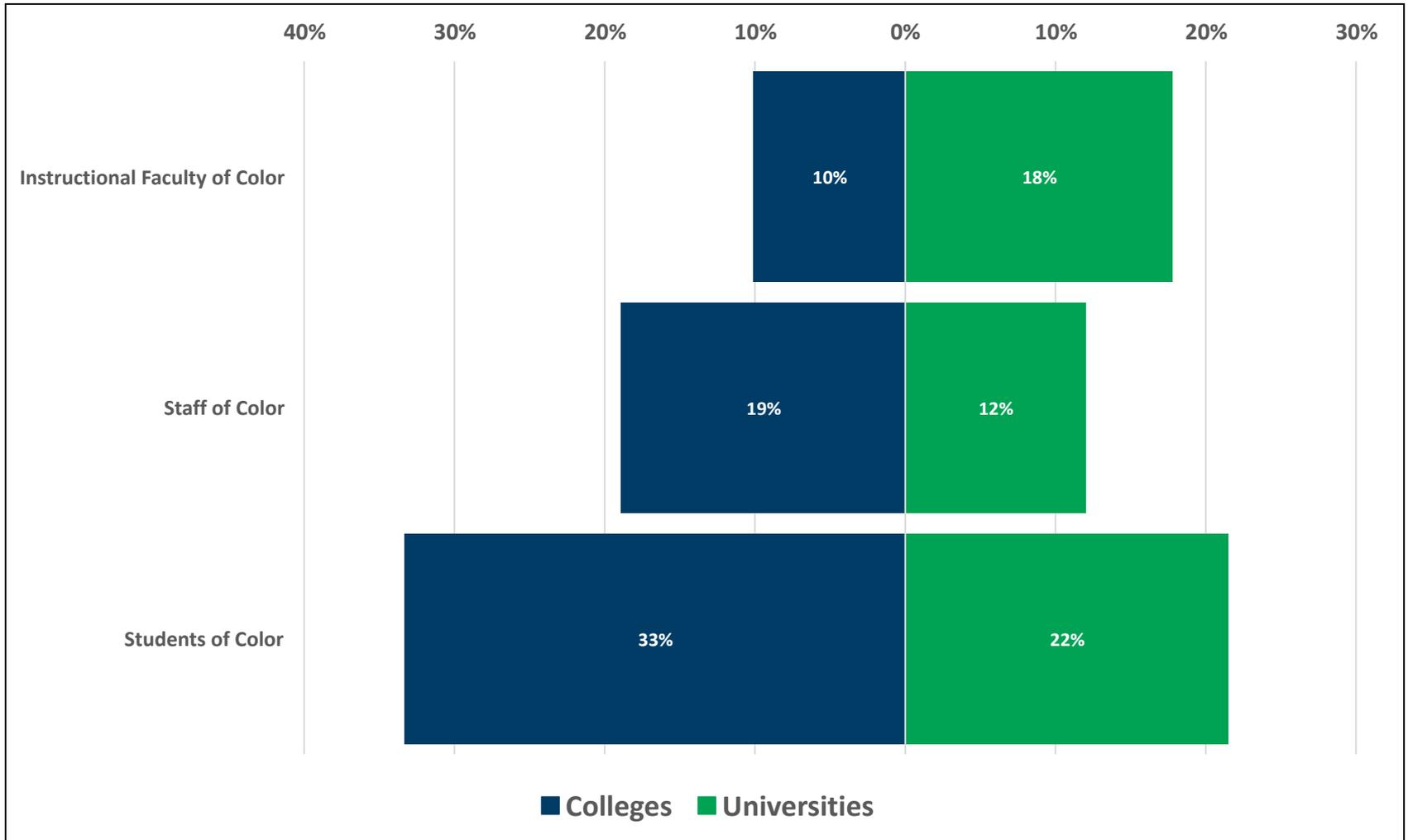
Source: Minnesota State Equity Scorecard

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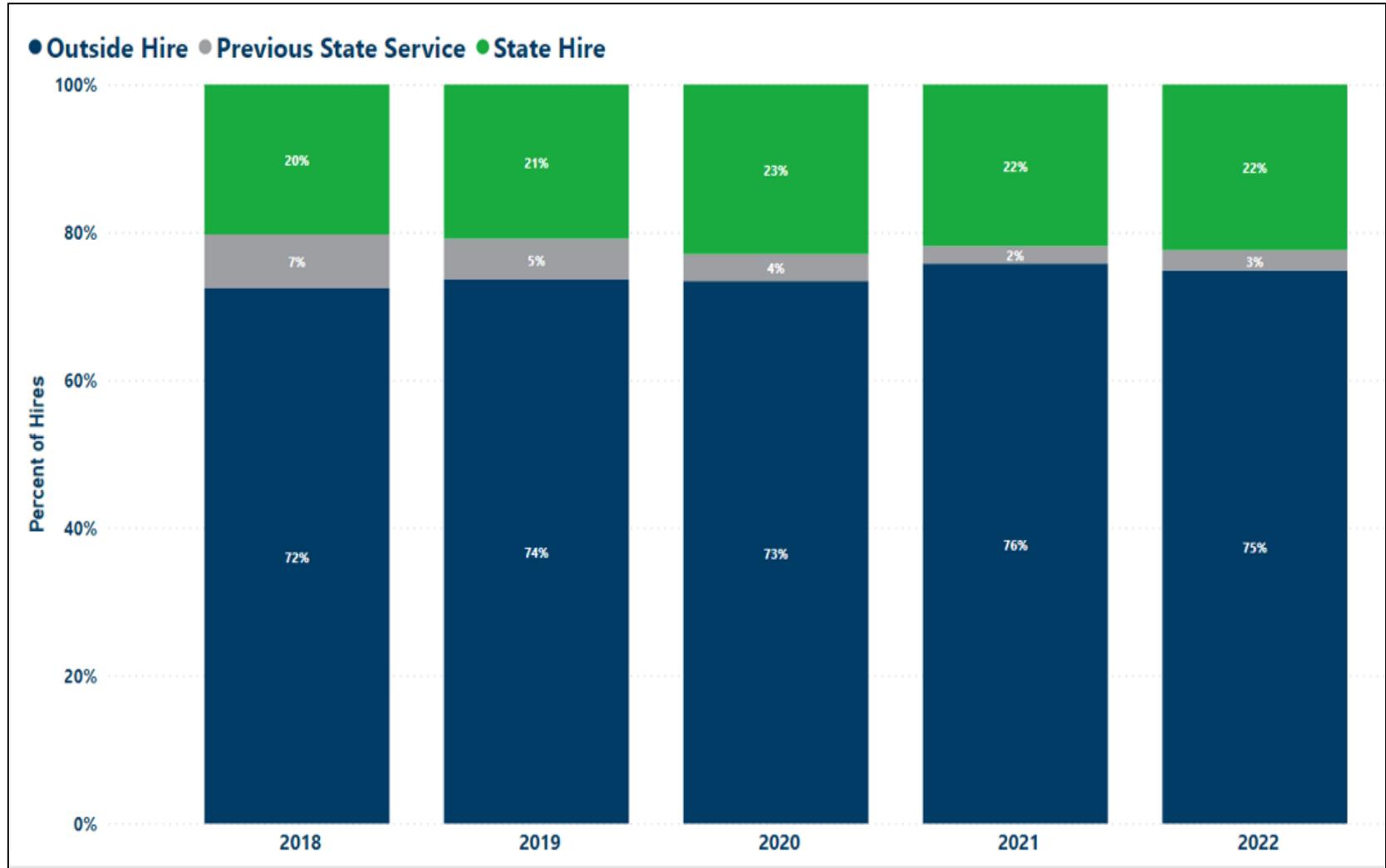
White Students Relative to White Faculty and Staff by Sector (FY2022)

	Colleges	Universities
White Instructional Faculty	89%	79%
White Staff	79%	86%
White Students	63%	76%

Source: Minnesota State Equity Scorecard
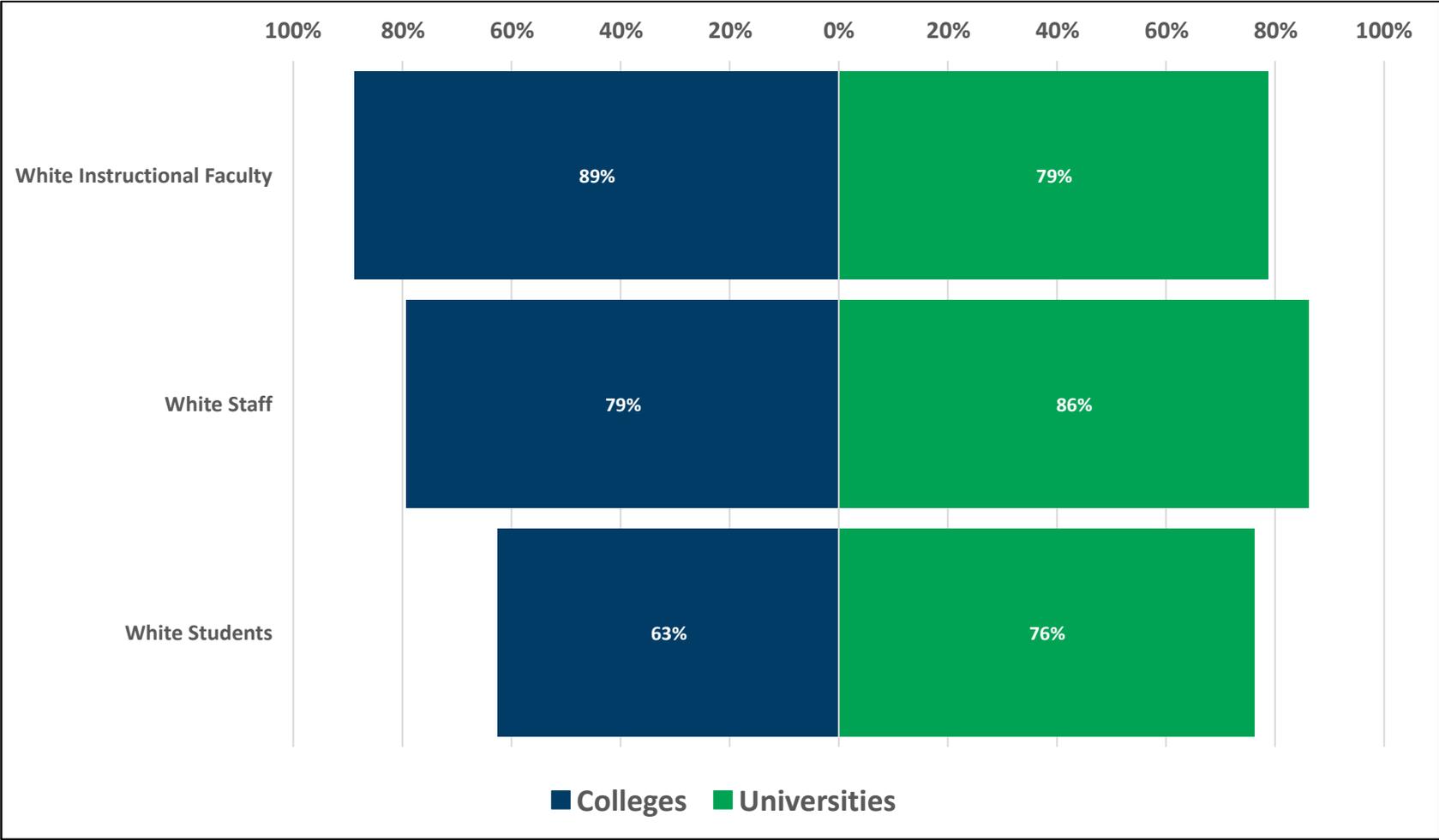
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Recruit

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Internal vs. External Hires FY2018 to FY2022

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Percent Hire by Race/Ethnicity

Unlimited Employees

New Hires by Race/Ethnicity 2021: <5% Unknown, 26% BIPOC, 69% White

Managers by Race/Ethnicity 2022: >5% Unknown, 23% BIPOC, 72% White

Black, Indigenous, and people of color 2021 vs. 2022 New Hire Unlimited Employees

	2022	2021
Asian	9 %	9 %
Black	5 %	9 %
Hispanic or Latiné	6 %	4 %
Two or More Races	3 %	2 %

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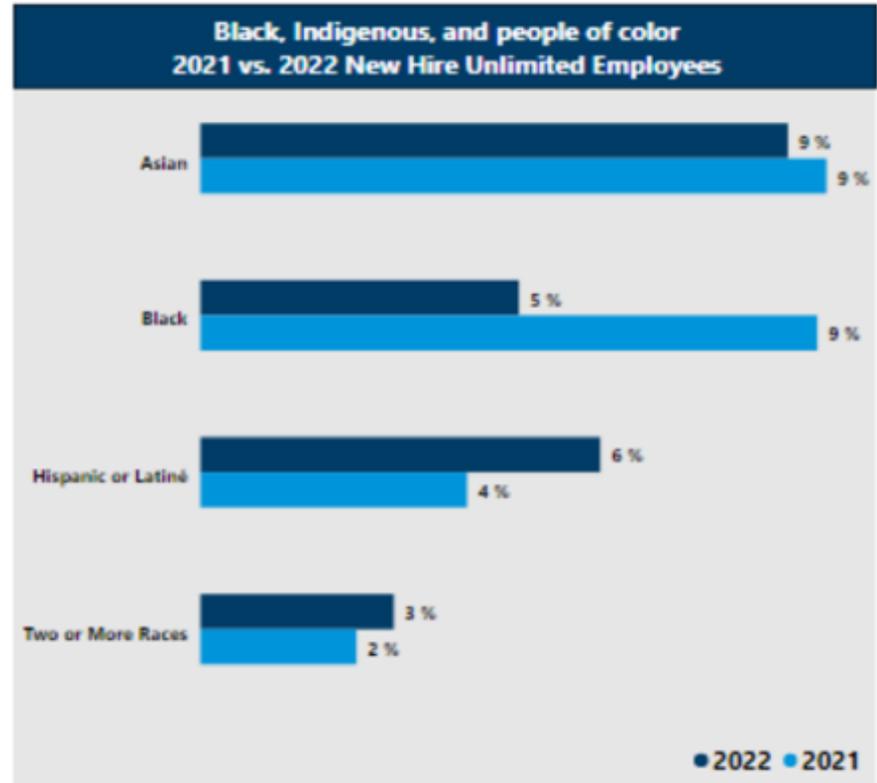
Percent Hire by Disability and Veteran Status

Unlimited Employees

2% Unknown
6% Disability
New Hires by Disabilty Status 2021
92% No Disability

4% Veteran
36% Unknown
New Hires by Veternan Status 2021
61% Not a Veteran

3% Unknown
9% Disability
New Hires by Disability Status 2022
88% No Disability

3% Veteran
37% Unknown
New Hires by Veteran Status 2022
62% Not a Veteran

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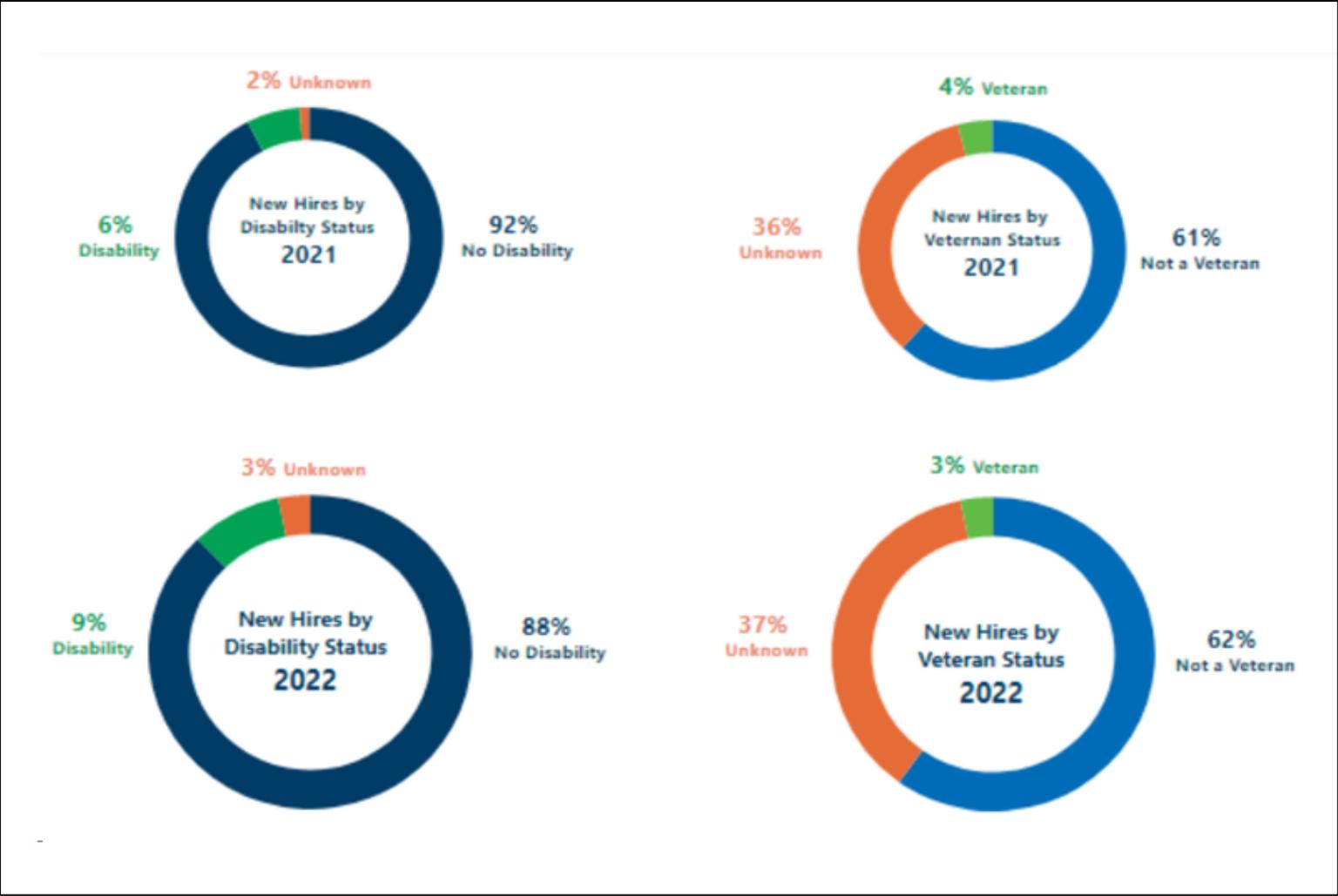
Recruitment Observations, Strategies, and Opportunities

- Campuses with a dedicated recruiter have seen greatest diverse recruitment results

- Social media use to reach a more diverse local audience

- Equity Scorecard integration of anti-racist and inclusive hiring practices

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Recruitment Observations, Strategies, and Opportunities

- NextGen-Workday data centralization and report availability

- Creation of a 1B.4 Affirmative Action procedure that aligns with Equity 2030
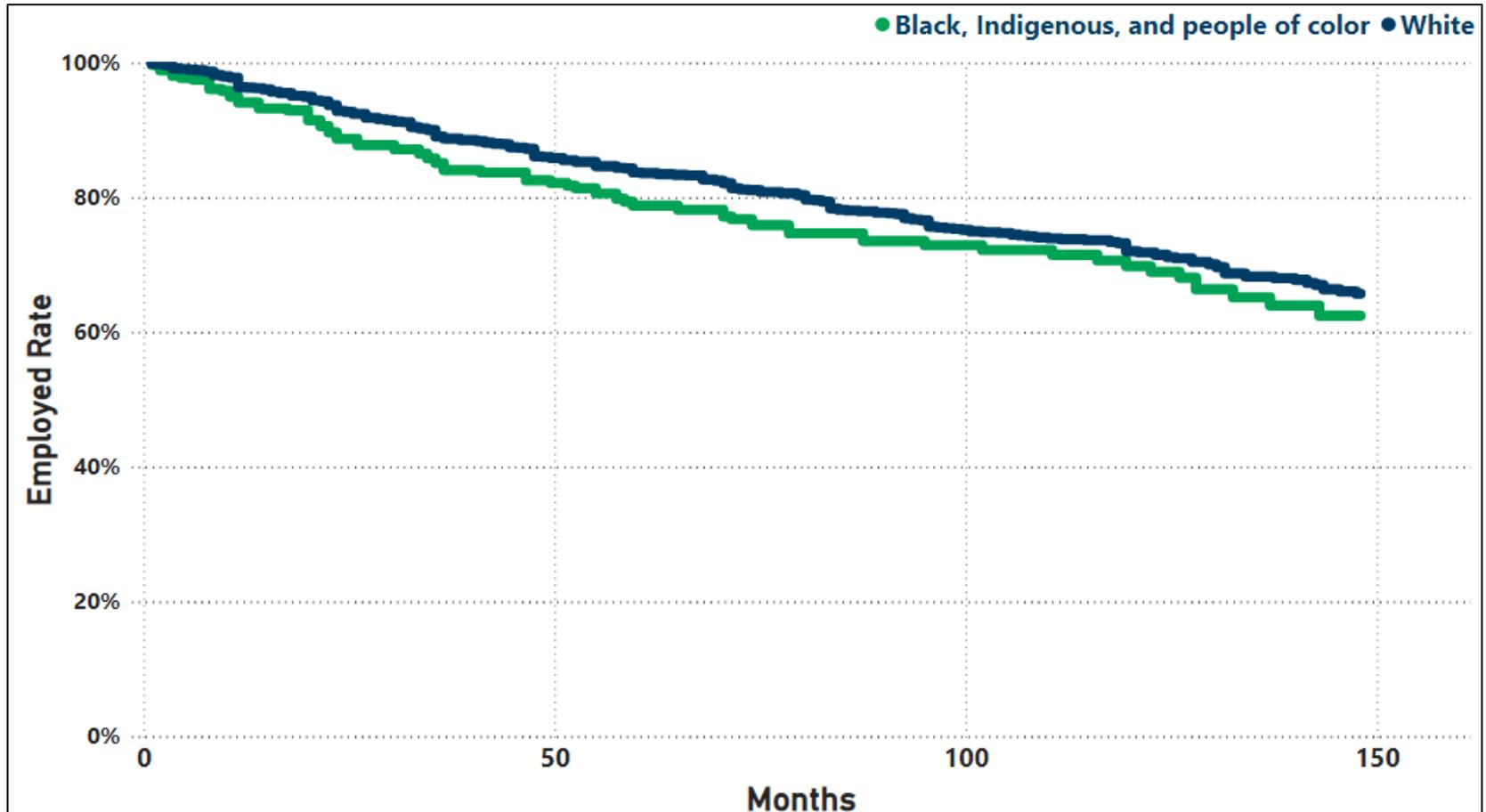
- Cluster Hiring

- Experience- based hiring

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Retain

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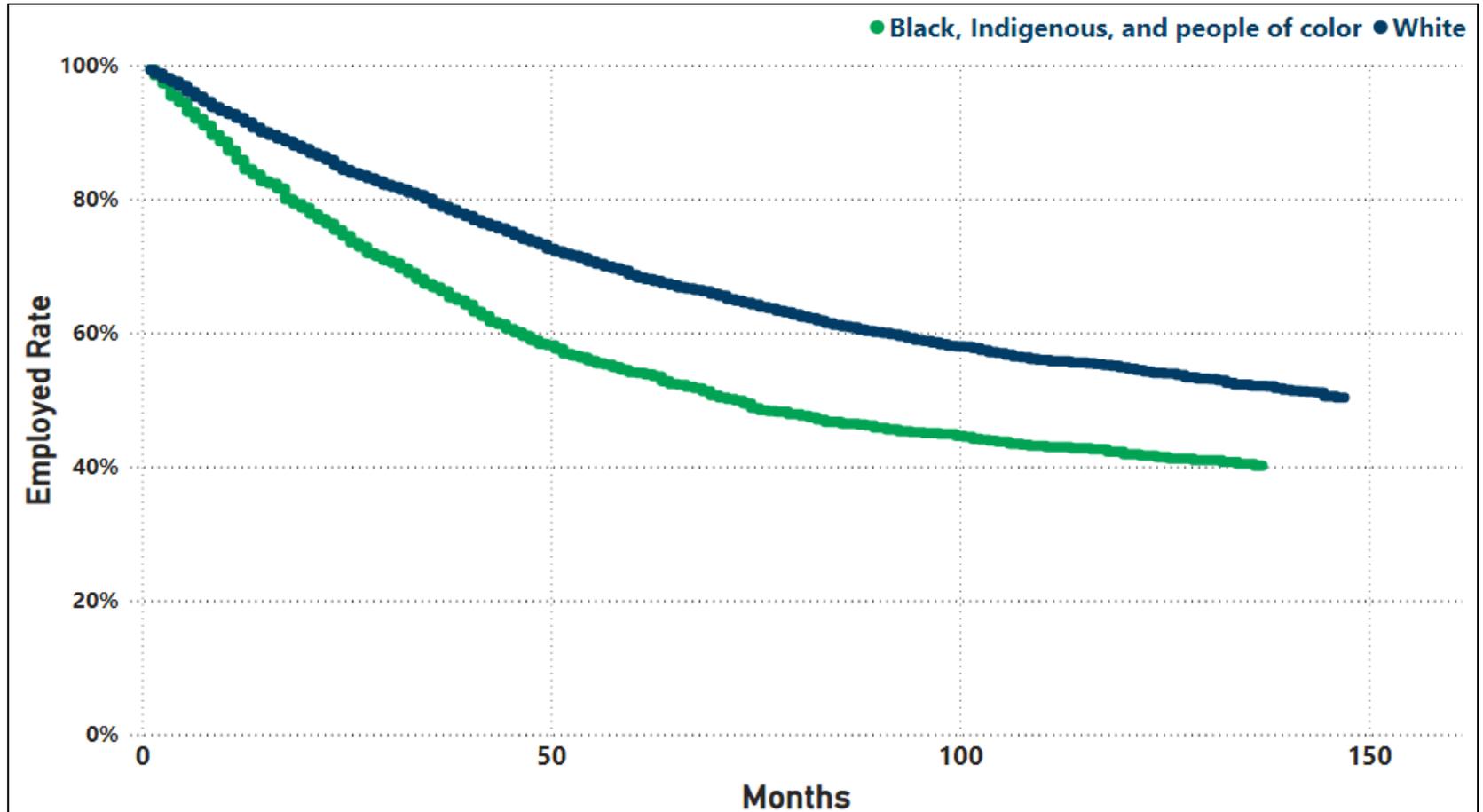# FY2010 to FY2022 New Hires into Unlimited Positions by Faculty / Staff
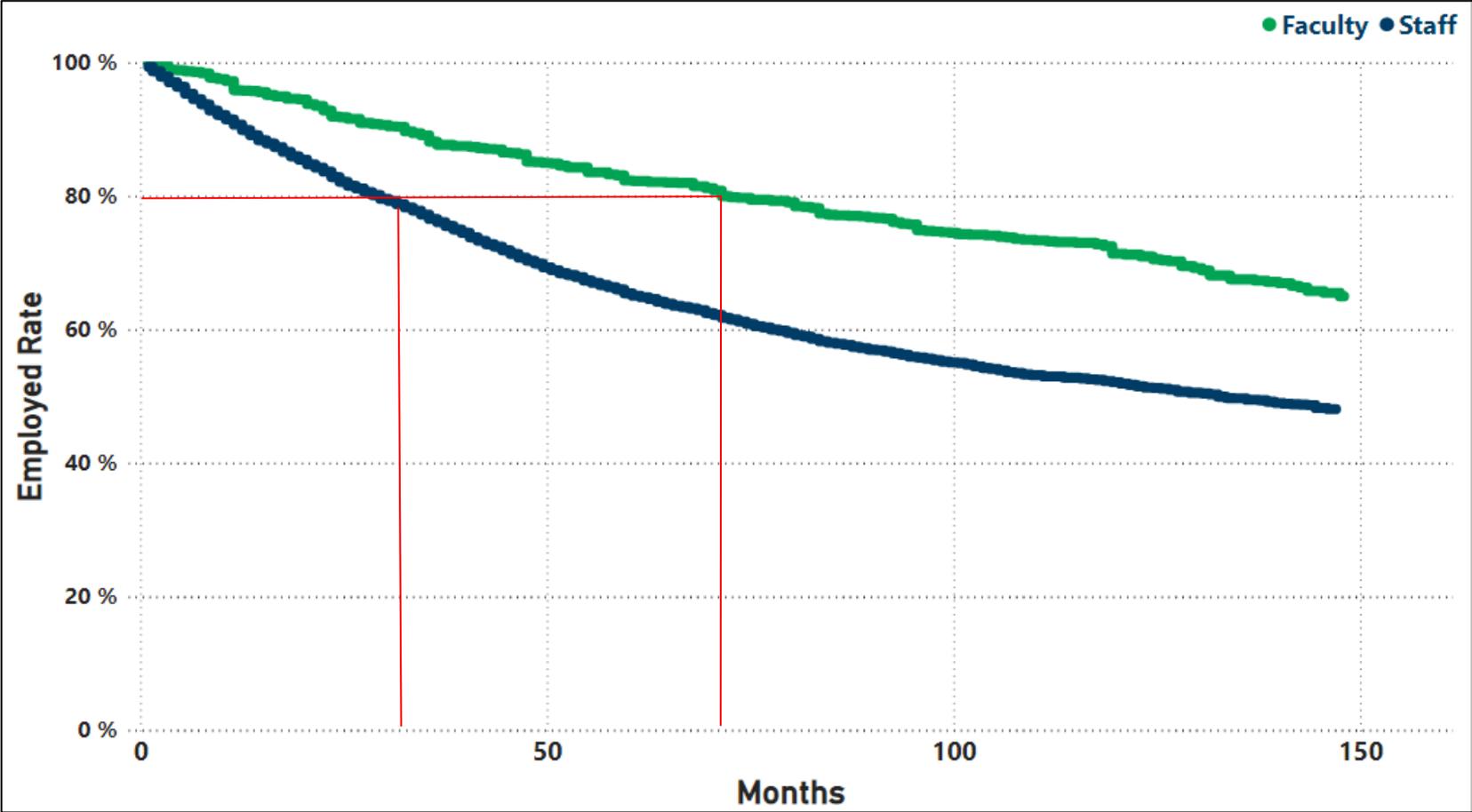
FY2010 to FY2022 New Hires into Unlimited Faculty Positions by Race/Ethnicity
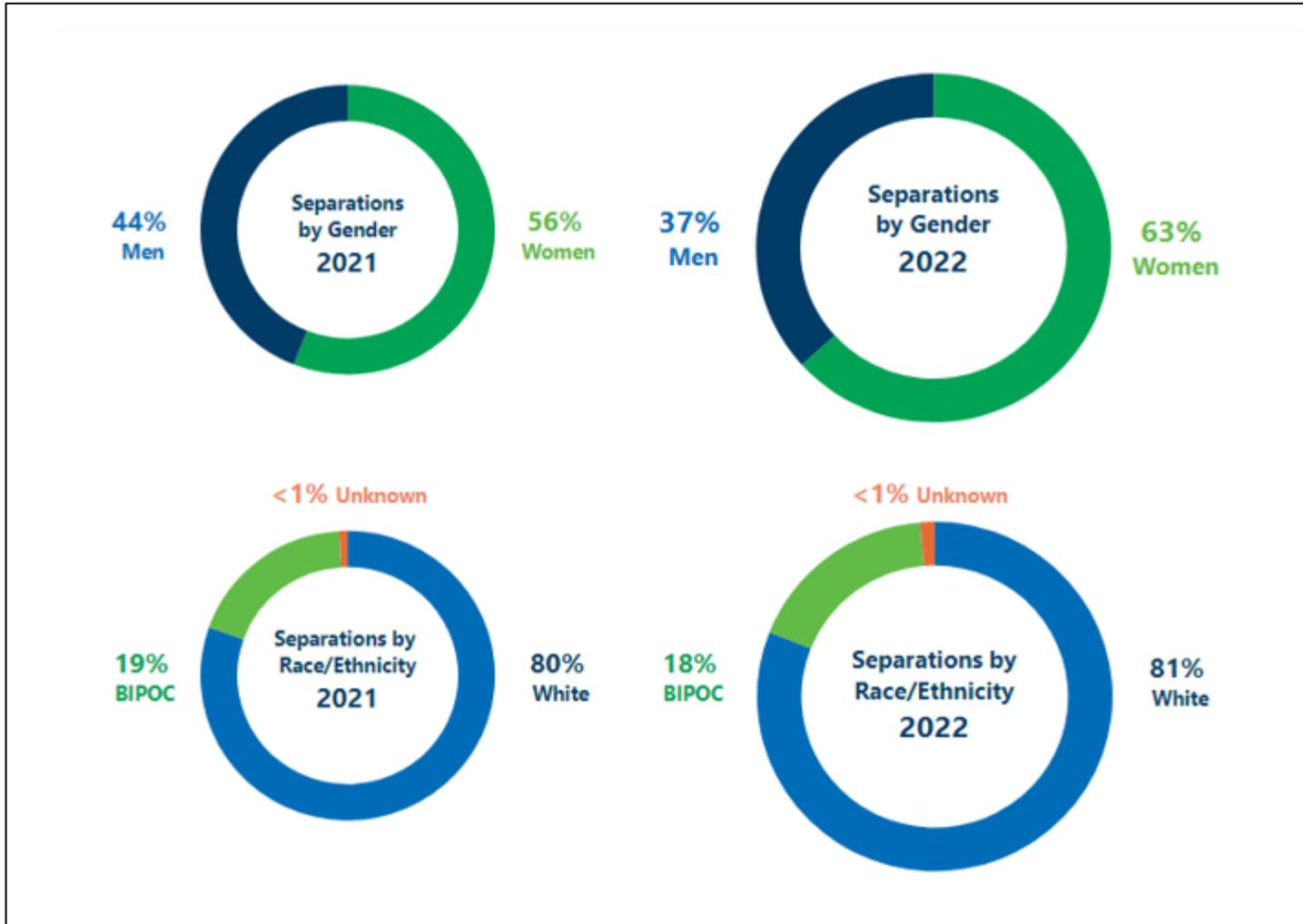
Faculty only. All age groups

FY2010 to FY2022 New Hires into Unlimited Staff Positions by Race/Ethnicity

Staff only. All age groups

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FY2021 vs. F2022 Percent of Separations by Gender and Race/Ethnicity

Unlimited Positions

44% Men — Separations by Gender 2021 — 56% Women

37% Men — Separations by Gender 2022 — 63% Women

<1% Unknown

19% BIPOC — Separations by Race/Ethnicity 2021 — 80% White

<1% Unknown

18% BIPOC — Separations by Race/Ethnicity 2022 — 81% White

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# Retention Observations, Strategies, and Opportunities

- Struggling to retain people of color, veterans, and individuals with disabilities

- Systematic exit survey process

- Stay interviews

- Campus climate assessments

- Additional metrics and measures to monitor / assess employee outcomes within the Equity Scorecard

- Mentorship Programs

- Employee Resource Groups

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Grow our own

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FY2021 vs. F2022 Percent of Promotions by Gender and Race/Ethnicity

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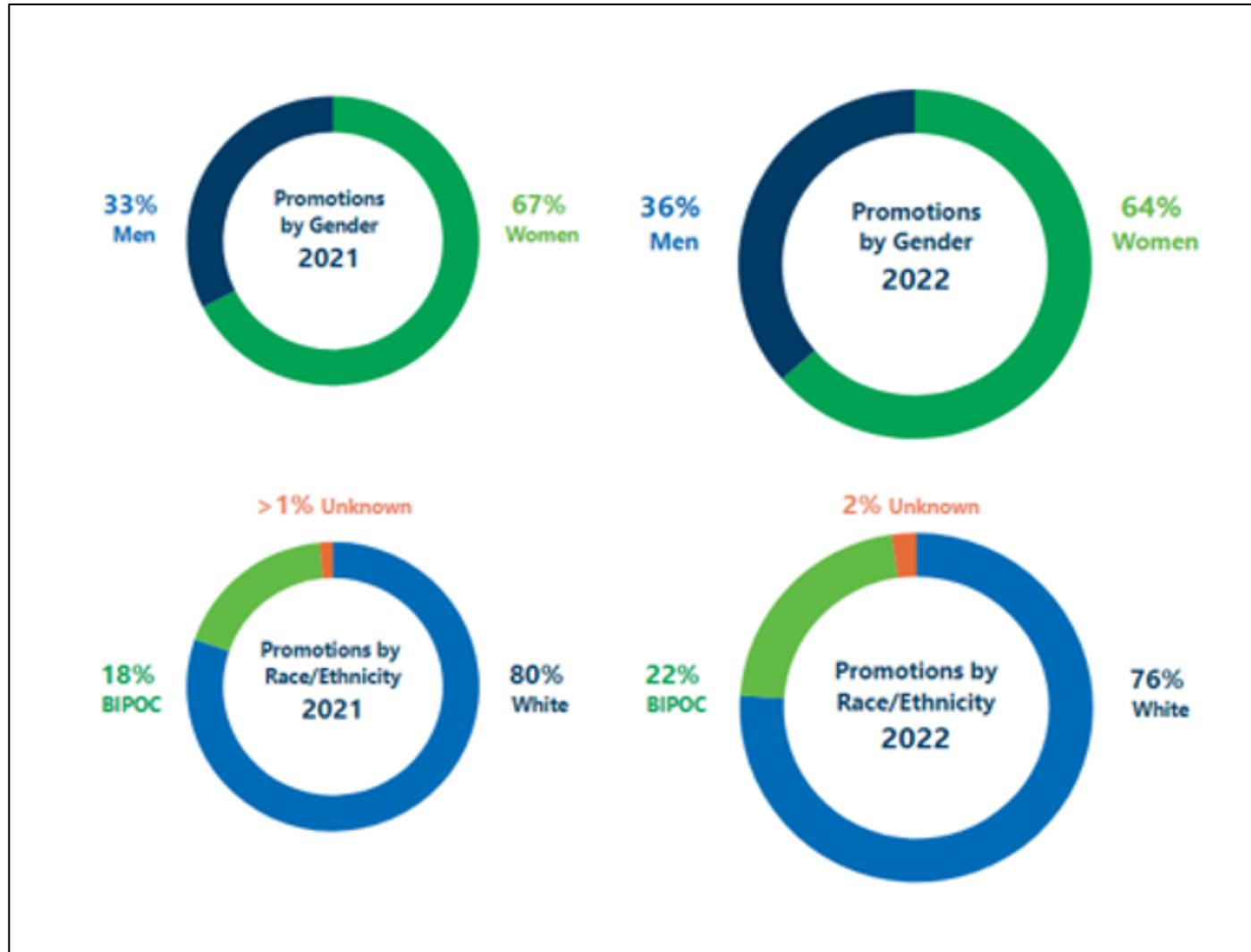
FY2021 vs. F2022 Percent of Promotions by Disability and Veteran Status

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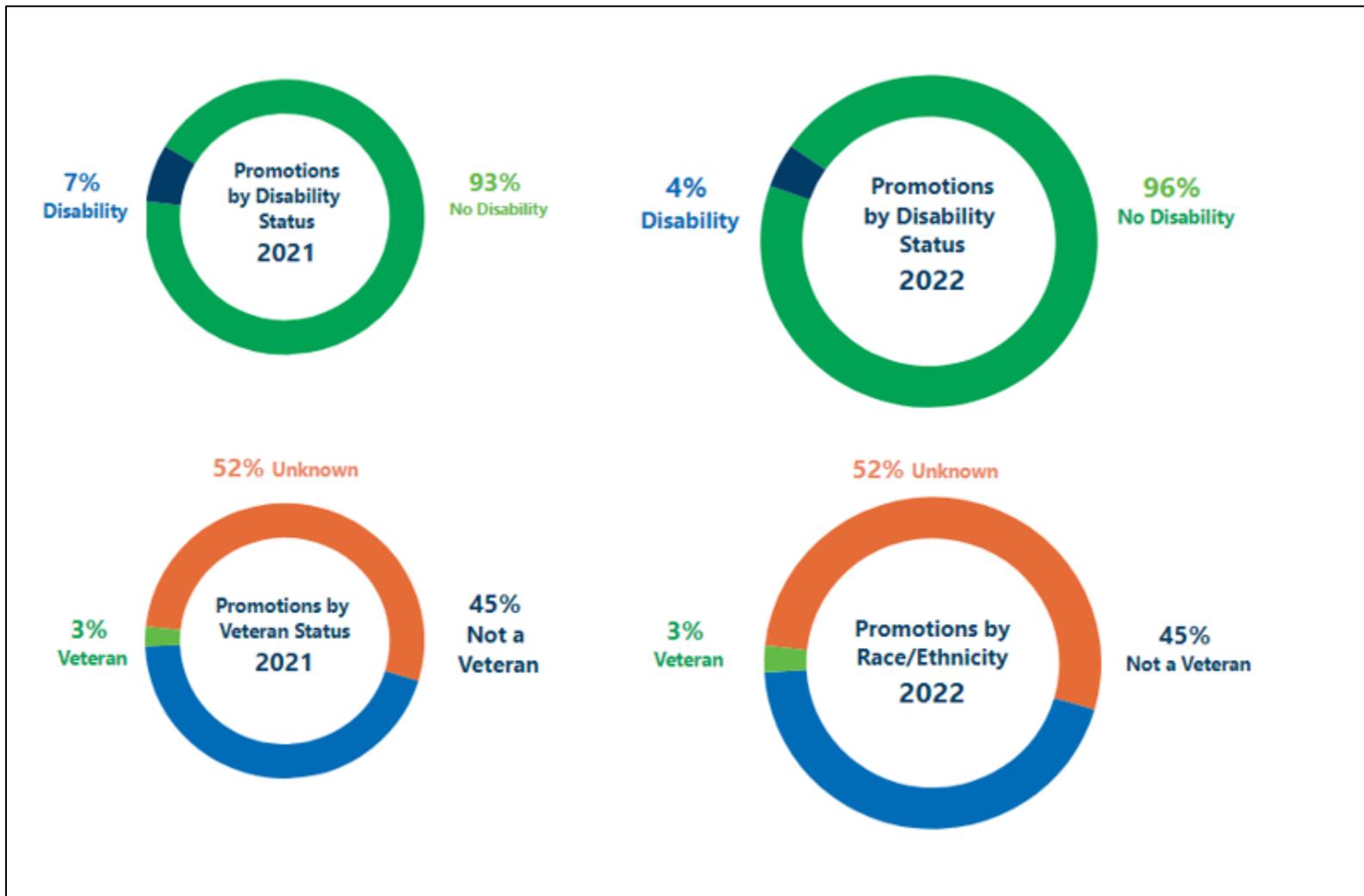
Leadership Development

Newly hired and promoted supervisors, managers, directors and administrators participate in 8 days of classroom training and 13 units of e-learning.

- Inclusive Supervision
- Building Respectful Relationships
- A Foundation of Equity and Inclusion

222 total participants in FY23

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Building a Foundation for a Safe and Inclusive Campus Climate

Minnesota State is committed to providing a safe and inclusive work environment. The annual compliance training program for new and existing employees supports that goal by providing required information that sets the foundation for a safe and welcoming culture at all our campuses and work locations.

- FY 22 Completion 53.6%
- FY 23 Completion 79.1%

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Inclusive Leadership for Campus Leadership Teams

In-person leadership team workshop
focused on the role of leaders to create an inclusive
work environment.

- Understand what diversity, equity, and inclusion mean at Minnesota State and for leaders.

- Examine biases and the impact they have at work.

- Learn how to apply four inclusive leadership behaviors and build your cultural fluency

14 Leadership Teams

264 Leaders

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Growth Observations, Strategies, and Opportunities

- Faculty Fellowship Programs

- Equity Leadership Training Institute

- Professional development opportunities

- Incorporate diversity, equity, and inclusion metrics in performance reviews for all employees

- Employee Mentorship Programs

- Expand awards for excellence in Equity, Diversity and Inclusion across functional areas

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THANK YOU

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