Fall 2020 Diversity Data Report

December 16, 2020
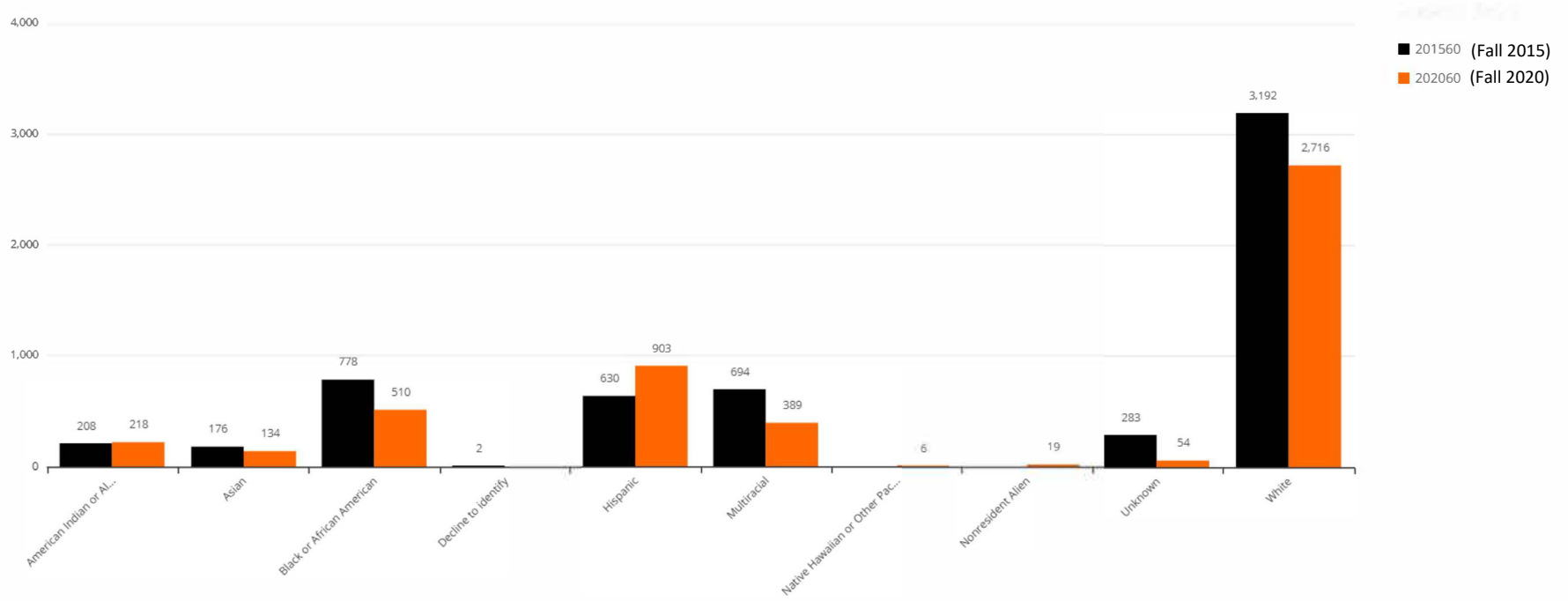
Emily T. Cheng, Director of Disability Services and Diversity

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Fall 2020 Student Data
Five Year Difference

Student Enrollment by Race: 5 Year Difference

Legend:
■ 201560 (Fall 2015)
■ 202060 (Fall 2020)

Student Enrollment by Race: 5 Year Difference

Race/Ethnicity	Fall 2015			Fall 2020		
	Student Count			Student Count	Change	% Change
American Indian or Alaska Native	208			218	10	4.80%
Asian	176			134	-42	-23.86%
Black or African American	778			510	-268	-34.44%
Decline to identify	2					
Hispanic	630			903	273	43.33%
Multiracial	694			389	-305	-43.94%
Native Hawaiian or Other Pacific Islander				6		
Nonresident Alien				19		
Unknown	283			54	-229	-80.91%
White	3,192			2,716	-476	-14.91%
Total	5,963			4,949		

Source: Compiled from census data provided by OSU-OKC Enterprise Systems & Business Intelligence.

Student Enrollment by Gender: 5 Year Difference

Legend:
- ■ 201560 (Fall 2015)
- ■ 202060 (Fall 2020)
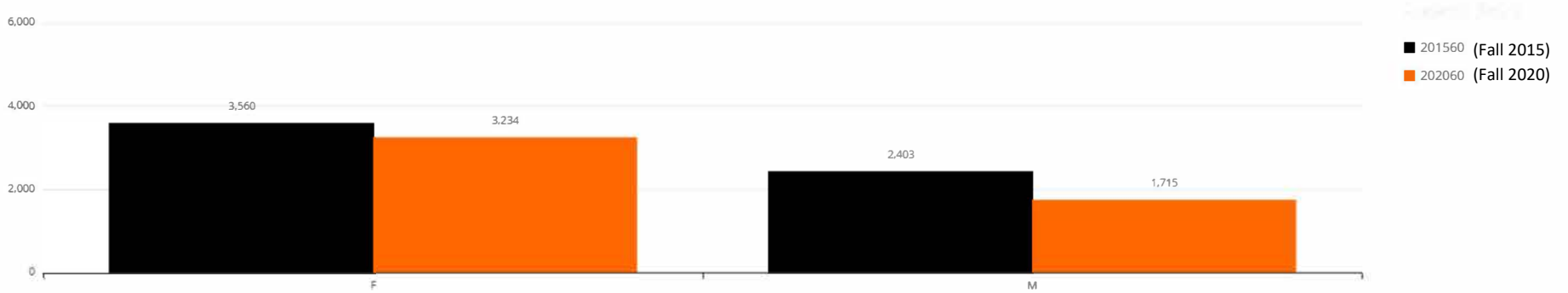
Student Enrollment by Gender: 5 Year Difference

Gender	Fall 2015			Fall 2020		
	Student Count			Student Count	Change	% Change
F	3,560			3,234	-326	-9.15%
M	2,403			1,715	-688	-28.63%

Student Enrollment by Age: 5 Year Difference

Legend:
- ● 201560 (Fall 2015)
- ● 202060 (Fall 2020)
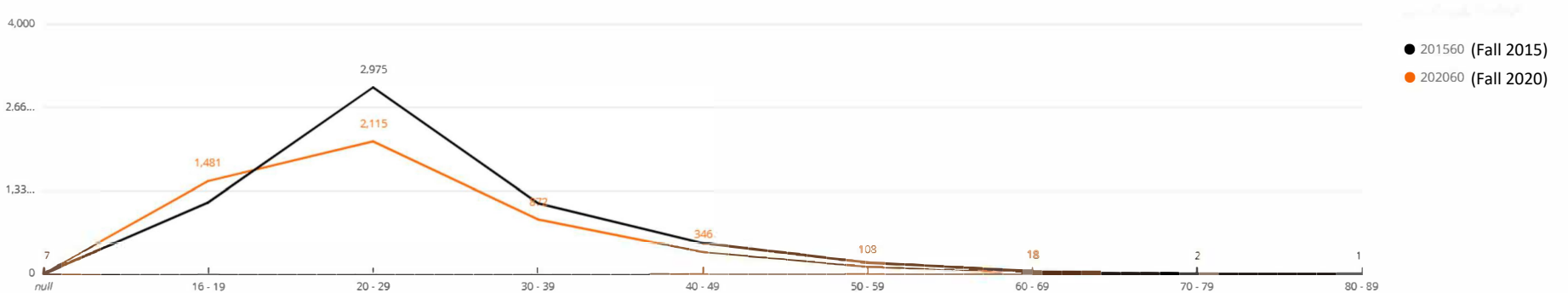
Student Enrollment by Age: 5 Year Difference

Age Group	Fall 2015 Student Count			Fall 2020 Student Count	Change	% Change
Unknown	3			7	4	133.33%
16 - 19	1,141			1,481	340	29.79%
20 - 29	2,975			2,115	-860	-28.90%
30 - 39	1,129			872	-257	-22.76%
40 - 49	493			346	-147	-29.81%
50 - 59	177			108	-69	-38.98%
60 - 69	42			18	-24	-57.14%
70 - 79	2			2	0	0.00%
80 - 89	1					
Total	5,963			4,949		

Source: Compiled from census data provided by OSU-OKC Enterprise Systems & Business Intelligence.

Fall 2020 Faculty/Staff Data
Three Year Difference

Full-Time Faculty by Race

Full-Time Faculty by Race

Race	Fall 2017			Fall 2020		
	Faculty Count			Faculty Count	Change	% Change
American Indian or Alaskan Native	2			2	0	0.00%
Asian or Pacific Islander	1			1	0	0.00%
Black	4			4	0	0.00%
Hispanic	2			2	0	0.00%
More than one race	0			3	3	
White	63			68	5	7.93%
Total	72			80	8	11.11%

Adjunct Faculty by Race
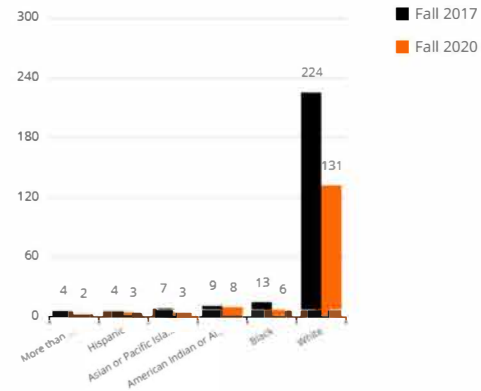
Adjunct Faculty by Race

Race	Fall 2017			Fall 2020		
	Adjunct Count			Adjunct Count	Change	% Change
American Indian or Alaskan Native	9			8	-1	-11.11%
Asian or Pacific Islander	7			3	-4	-57.14%
Black	13			6	-7	-53.84%
Hispanic	4			3	-1	-25.00%
More than one race	4			2	-2	-50.00%
White	224			131	-93	-41.51%
Total	261			153	-108	-41.37%
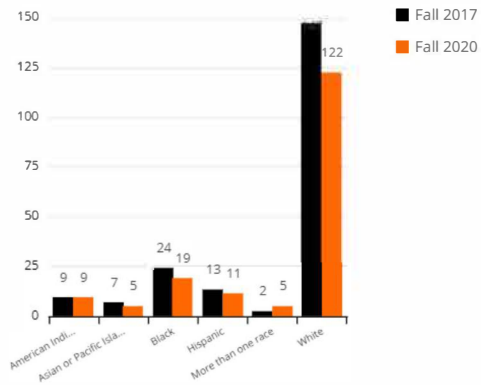
Source: Compiled from data provided by OSU-OKC Human Resources.

Permanent Staff by Race

Permanent Staff by Race

Race	Fall 2017			Fall 2020		
	Staff Count			Staff Count	Change	% Change
American Indian or Alaskan Native	9			9	0	0.00%
Asian or Pacific Islander	7			5	-2	-28.57%
Black	24			19	-5	-20.83%
Hispanic	13			11	-2	-15.38%
More than one race	2			5	3	150.00%
White	147			122	-25	-17.00%
Total	202			171	-31	-15.34%
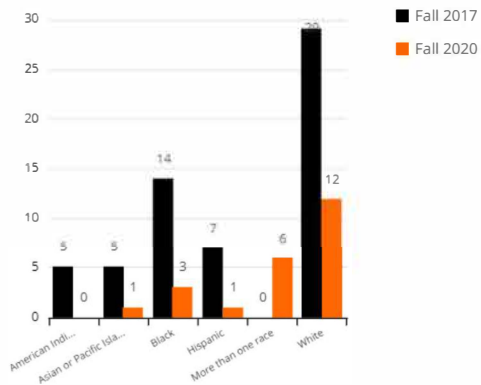
Student Workstudy Staff by Race

Student Workstudy Staff by Race

Race	Fall 2017			Fall 2020		
	Student Count			Student Count	Change	% Change
American Indian or Alaskan Native	5			0	-5	-100.00%
Asian or Pacific Islander	5			1	-4	-80.00%
Black	14			3	-11	-78.57%
Hispanic	7			1	-6	-85.71%
More than one race	0			6	6	
White	29			12	-17	-58.62%
Total	60			23	-37	-61.66%

Source: Compiled from data provided by OSU-OKC Human Resources.

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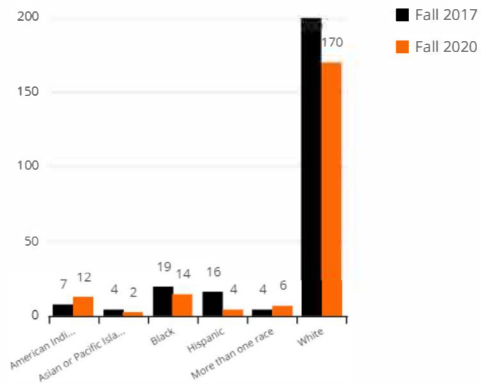
Temporary Staff by Race

Temporary Staff by Race

Race	Fall 2017			Fall 2020		
	Temp Count			Temp Count	Change	% Change
American Indian or Alaskan Native	7			12	5	71.42%
Asian or Pacific Islander	4			2	-2	-50.00%
Black	19			14	-5	-26.31%
Hispanic	16			4	-12	-75.00%
More than one race	4			6	2	50.00%
White	200			170	-30	-15.00%
Total	250			208	-42	-16.80%
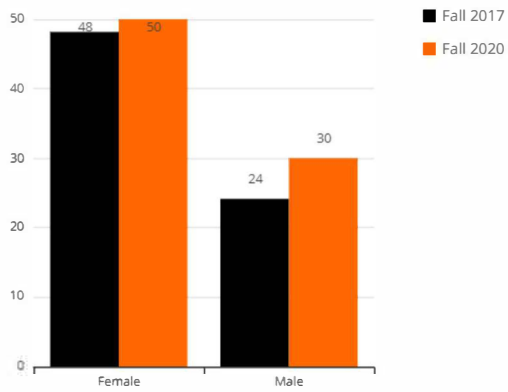
Full-time Faculty by Gender

Full-time Faculty by Gender

Gender	Fall 2017			Fall 2020		
	Faculty Count			Faculty Count	Change	% Change
Female	48			50	2	4.16%
Male	24			30	6	25.00%
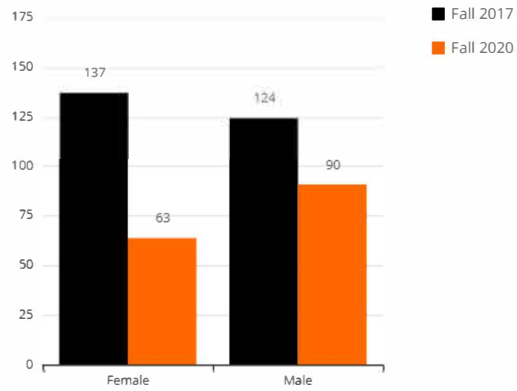
Source: Compiled from data provided by OSU-OKC Human Resources.

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Adjunct Faculty by Gender

Adjunct Faculty by Gender

Gender	Fall 2017			Fall 2020		
	Adjunct Count			Adjunct Count	Change	% Change
Female	137			63	-74	-54.01%
Male	124			90	-34	-27.41%

Permanent Staff by Gender
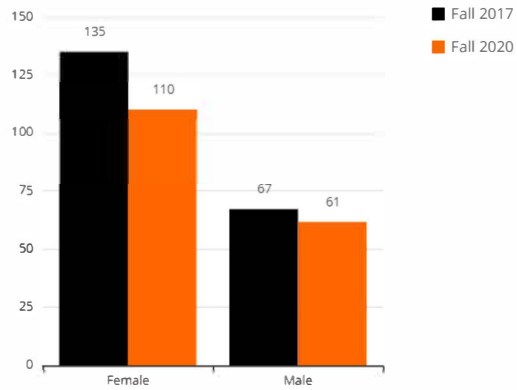
Permanent Staff by Gender

Gender	Fall 2017			Fall 2020		
	Staff Count			Staff Count	Change	% Change
Female	135			110	-25	-18.51%
Male	67			61	-6	-8.95%

Student Workstudy Staff by Gender
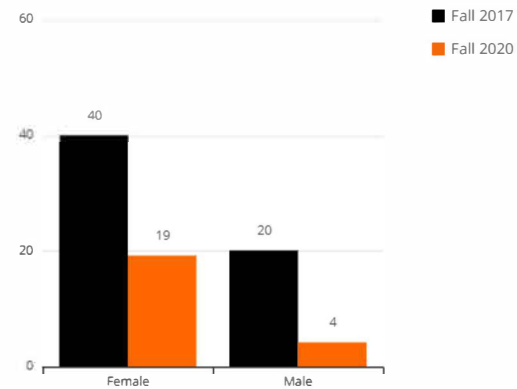
Student Workstudy Staff by Gender

Gender	Fall 2017			Fall 2020		
	Student Count			Student Count	Change	% Change
Female	40			19	-21	-52.50%
Male	20			4	-16	-80.00%

Source: Compiled from data provided by OSU-OKC Human Resources.

Temporary Staff by Gender
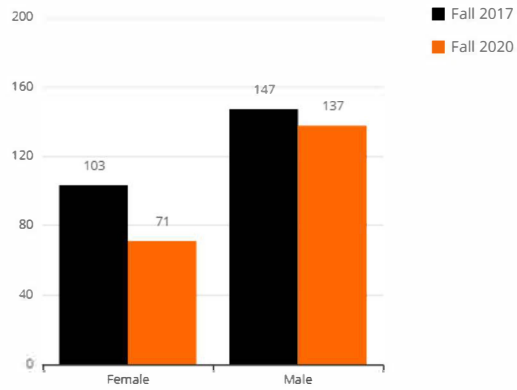
Temporary Staff by Gender

Gender	Fall 2017			Fall 2020		
	Temp Count			Temp Count	Change	% Change
Female	103			71	-32	-31.06%
Male	147			137	-10	-6.80%

Full-time Faculty by Age Group
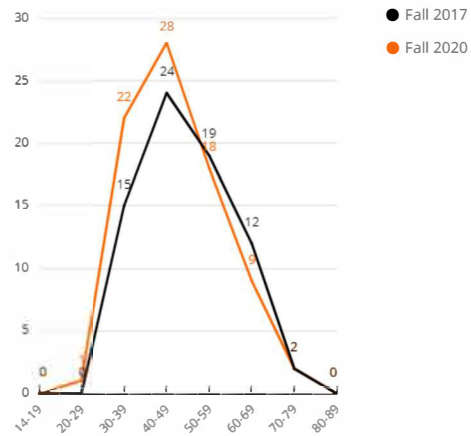
Full-time Faculty by Age Group

Age Group	Fall 2017			Fall 2020		
	Faculty Count			Faculty Count	Change	% Change
14-19	0			0	0	
20-29	0			1	1	
30-39	15			22	7	46.66%
40-49	24			28	4	16.66%
50-59	19			18	-1	-5.26%
60-69	12			9	-3	-25.00%
70-79	2			2	0	0.00%
80-89	0			0	0	
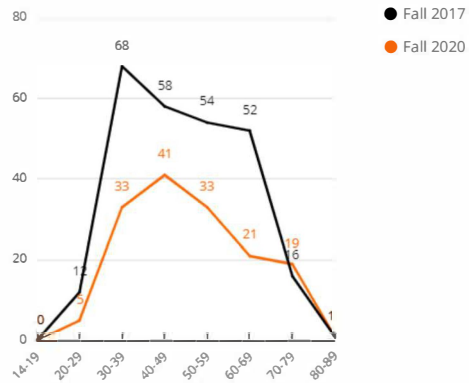
Source: Compiled from data provided by OSU-OKC Human Resources.

Adjunct Faculty by Age Group

Adjunct Faculty by Age Group

Age Group	Fall 2017 Adjunct Count			Fall 2020 Adjunct Count	Change	% Change
14-19	0			0	0	
20-29	12			5	-7	-58.33%
30-39	68			33	-35	-51.47%
40-49	58			41	-17	-29.31%
50-59	54			33	-21	-38.88%
60-69	52			21	-31	-59.61%
70-79	16			19	3	18.75%
80-89	1			1	0	0.00%

Permanent Staff by Age Group
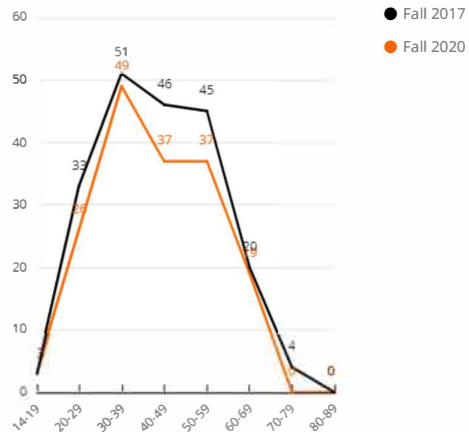
Permanent Staff by Age Group

Age Group	Fall 2017 Staff Count			Fall 2020 Staff Count	Change	% Change
14-19	3			3	0	0.00%
20-29	33			26	-7	-21.21%
30-39	51			49	-2	-3.92%
40-49	46			37	-9	-19.56%
50-59	45			37	-8	-17.77%
60-69	20			19	-1	-5.00%
70-79	4			0	-4	-100.00%
80-89	0			0	0	
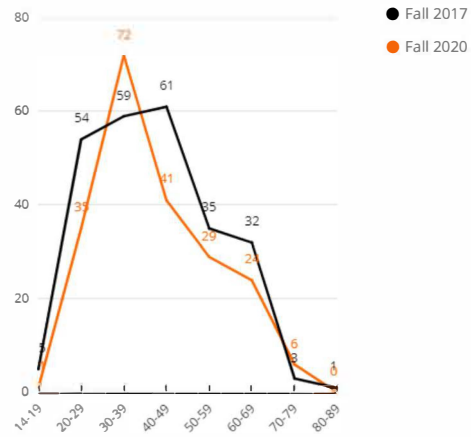
Source: Compiled from data provided by OSU-OKC Human Resources.

Temporary Staff by Age Group

Legend: ● Fall 2017 ● Fall 2020

Temporary Staff by Age Group

Age Group	Fall 2017			Fall 2020		
	Temp Count			Temp Count	Change	% Change
14-19	5			1	-4	-80.00%
20-29	54			35	-19	-35.18%
30-39	59			72	13	22.03%
40-49	61			41	-20	-32.78%
50-59	35			29	-6	-17.14%
60-69	32			24	-8	-25.00%
70-79	3			6	3	100.00%
80-89	1			0	-1	-100.00%

Student Workstudy Staff by Age Group
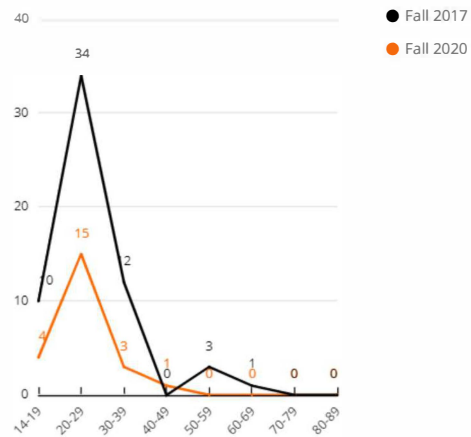
Legend: ● Fall 2017 ● Fall 2020

Student Workstudy Staff by Age Group

Age Group	Fall 2017			Fall 2020		
	Student Count			Student Count	Change	% Change
14-19	10			4	-6	-60.00%
20-29	34			15	-19	-55.88%
30-39	12			3	-9	-75.00%
40-49	0			1	1	
50-59	3			0	-3	-100.00%
60-69	1			0	-1	-100.00%
70-79	0			0	0	
80-89	0			0	0	

Source: Compiled from data provided by OSU-OKC Human Resources.

Data Highlights

Students

- Increased enrollment numbers of the following groups:
    - Hispanic students (+43%)
    - Age group 16-19 (+30%)
    - American Indian or Alaska Native (+5%)

Faculty

- Increased employment numbers of the following groups:
    - Age group 30-39 (+47% in Full-time Faculty)
    - Age group 70-79 (+19% in Adjunct Faculty)
    - Age group 40-49 (+17% in Full-time Faculty)
    - Females (+4% in Full-time Faculty)

Staff

- Increased employment numbers of the following groups:
    - More than One Race (+150% in Permanent Staff)
    - Age group 70-79 (+100% in Temporary Staff)
    - American Indian or Alaska Native (+71% in Temporary Staff)
    - More than One Race (+50% in Temporary Staff)
    - Age group 30-39 (+22% in Temporary Staff

2020 Diversity and Inclusion Events/Initiatives

Date(s)	Event/Initiative Name	Strategic Plan Alignment Area(s)	OSU-OKC Leader(s)
January 16	Choctaw Nation Career Development Office Open House	Community Relevance	Choctaw Nation Career Development Office
January 17	Accessibility Awareness for Faculty/Staff Course Launch (in Canvas)	Student Success and Employee Excellence	Disability Services and Diversity
January 28	Connections Transition Fair for Students with Disabilities	Community Relevance	Disability Services and Diversity, Recruitment
January 31	Led Diversity Workshop at National Cowboy Museum	Community Relevance	Disability Services and Diversity
February 3	Diversi-FIVE: Implicit Bias	Student Success and Employee Excellence	Disability Services and Diversity
February 5	Lunch and Learn Sign Language Interpreter Community Professional Development Workshops	Community Relevance	Disability Services and Diversity
February 11	Oklahoma Department of Rehabilitation Services (DRS) Career Expo	Community Relevance	Disability Services and Diversity, Recruitment
February 12	Project Students Overcoming Academic Roadblocks (SOAR) Open House	Student Success	Project SOAR

Date(s)	Event/Initiative Name	Strategic Plan Alignment Area(s)	OSU-OKC Leader(s)
February 12	Guest Lecture on disability awareness issues in CVSS 1113: Victim Services class	Student Success and Community Relevance	Academics, Disability Services and Diversity
February 13	Diversi-FIVE: That's an Adorable Dog, Can I Pet it?	Student Success and Employee Excellence	Disability Services and Diversity
February 19	TRIO College Day Fair	Community Relevance	Upward Bound
February 20	Exploring Gender-Neutral Language Workshop	Student Success and Employee Excellence	Disability Services and Diversity
February 21	Absentee Shawnee Tribal Behavioral Health Native Connections College Fair	Community Relevance	Recruitment
February 27	Nancy Randolph Davis Day Gathering	Community Relevance	Black Student Association (BSA), Student Engagement
March 10 & 12	Communication Techniques for a Variety of Students and Learners Workshop	Student Success and Employee Excellence	Campus Events, Disability Services and Diversity
March 12	Bethlehem Star College and Career Fair	Community Relevance	Recruitment
March 13	Diversity Workshop with President's Leadership Council (PLC)	Student Success	Disability Services and Diversity, Student Engagement

Date(s)	Event/Initiative Name	Strategic Plan Alignment Area(s)	OSU-OKC Leader(s)
April 15-22	"I am Diversity…I am Strength" Engagement Questionnaire	Student Success	Disability Services and Diversity
July 9	ServSafe class in Spanish language (utilized OSU-OKC event space)	Community Relevance	Campus Event Services
July 29	Mental Health First Aid Training	Student Success, Employee Excellence, Community Relevance	Campus Events
August 27	Diversi-FIVE: Equality vs. Equity	Student Success and Employee Excellence	Disability Services and Diversity
September 3	Diversi-FIVE: Acceptance – a Practical Perspective	Student Success and Employee Excellence	Disability Services and Diversity
September 10	Wzhitawen College and Career Fair	Community Relevance	Recruitment
September 30-October 8	"How do *you* create diversity and inclusion at OSU-OKC?" Engagement Questionnaire	Student Success and Employee Excellence	Disability Services and Diversity
October 14	Hispanic Heritage Month Roundtable Discussion	Student Success, Employee Excellence, and Community Relevance	Student Engagement
November 10	Diversi-FIVE Portraits: Student Portrait – Tamala Young	Student Success and Employee Excellence	Disability Services and Diversity

Date(s)	Event/Initiative Name	Strategic Plan Alignment Area(s)	OSU-OKC Leader(s)
November 16-19	Native Art	Community Relevance	Campus Event Services
November 18	Mental Health Awareness	Student Success, Employee Excellence, Community Relevance	Campus Event Services
November 19	Youth Leadership Council (utilized OSU-OKC event space)	Community Relevance	Campus Event Services
December 1	Diversi-FIVE Portraits: Student Portrait – Anthony Bollman	Student Success and Employee Excellence	Disability Services and Diversity
Ongoing throughout year	English as a Second Language (ESL) Classes (utilized OSU-OKC event space)	Community Relevance	Campus Event Services
Ongoing throughout year	GED Classes (utilized OSU-OKC event space)	Community Relevance	Campus Event Services
Ongoing throughout year	Victims Impact Panel (utilized OSU-OKC event space)	Community Relevance	Campus Event Services
Ongoing throughout year	Multi-Cultural Toastmasters (utilized OSU-OKC event space)	Community Relevance	Campus Event Services

Date(s)	Event/Initiative Name	Strategic Plan Alignment Area(s)	OSU-OKC Leader(s)
Ongoing throughout year	Co-Parenting Classes in English and Spanish languages (utilized OSU-OKC event space)	Community Relevance	Campus Event Services
Ongoing throughout year starting Fall	Center for Social Innovation	Community Relevance and Student Success	Center for Social Innovation