



2008-2009 Diversity Report Card Special Publication #4: Staff

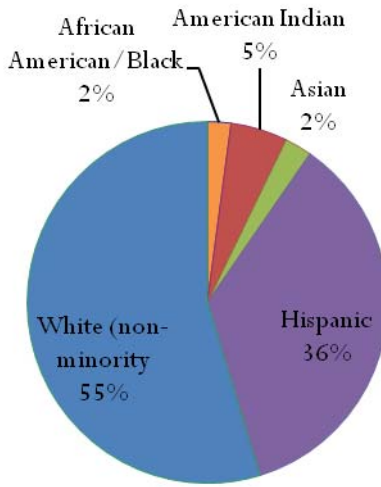


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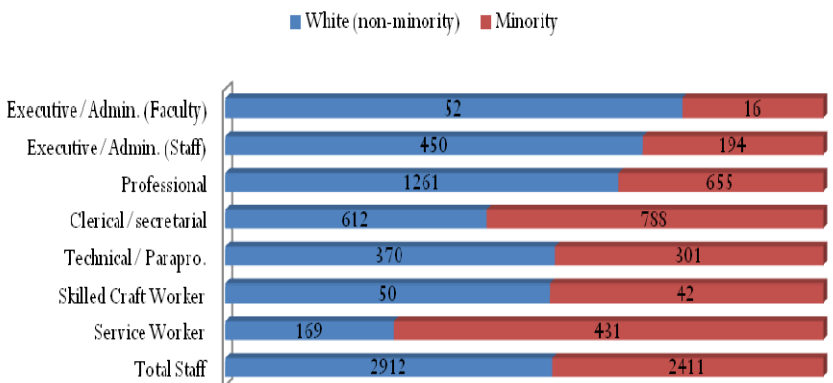
| Office for Equity & Inclusion



All Staff: Ethnicity

The way that staff members are grouped in the Affirmative Action Plan, which is compiled by the Office of Equal Opportunity, changed between reporting 2007 and 2008, and it will change again in 2009. The change included separating the Executive/Administrative group into Faculty and Staff groups. For this reason we look at 2008 Staff demographic information in isolation as a snapshot of the current staff makeup. All of the data for this publication comes from the Affirmative Action Plan. The staff is now grouped into Executive/Administrative: Faculty, Executive/Administrative: Staff, Professional, Clerical/Secretarial, Technical/Paraprofessional, Skilled Craft workers, and Service Workers. This publication looks at the demographics within these groups and at the staff as a whole. The Office for Equity and Inclusion seeks to support all university staff in their efforts towards achieving meaningful diversity

Staff Group by Minority Status



Staff

Staff Demographics

The data presented below comes from the Affirmative Action Plan data, and represents the demographics of each staff group. The Executive/Administrative level has, since the 2007 data were reported, been broken into faculty and staff categories. The two groups include executive, administrative and managerial positions with occupational responsibilities related to management policies or the general business of the institution or a division. Members of these two staff groups combined are 2% African American, 2% American Indian, 2% Asian/Pacific Islander, 24% Hispanic and 70% white.

The Professional group includes those who work perhaps in health care, technical, student or administrative support and who have advanced knowledge or education in their field. At the Professional level, of the 1,916 staff members 34% represent minority groups.

The Executive/Administrative staff and faculty groups as well as the Professional group are the three staff groups with a significant white majority.

Staff Demographics by Group

	Total	Female		Male		African American		American Indian		Asian		Hispanic		White	
Exec/Admn (Faculty)	68	30	44%	38	56%	3	4%	1	1%	1	1%	11	16%	52	76%
Exec/Admn (Staff)	644	354	55%	290	45%	14	2%	13	2%	14	2%	153	24%	450	70%
Professional	1,916	1,266	66%	650	34%	46	2%	62	3%	71	4%	476	25%	1,261	66%
Clerical/Secretarial	1,400	1,212	87%	188	13%	32	2%	115	8%	16	1%	625	45%	612	44%
Technical/Paraprof.	671	396	59%	275	41%	6	1%	34	5%	24	4%	237	35%	370	55%
Skilled Craft Worker	92	2	2%	90	98%	0	0%	1	1%	0	0%	41	45%	50	54%
Service Worker	600	284	47%	316	53%	14	2%	45	8%	5	1%	367	61%	169	28%
Total Staff	5,323	3,514	66%	1,809	34%	112	2%	270	5%	130	2%	1,899	36%	2,912	55%

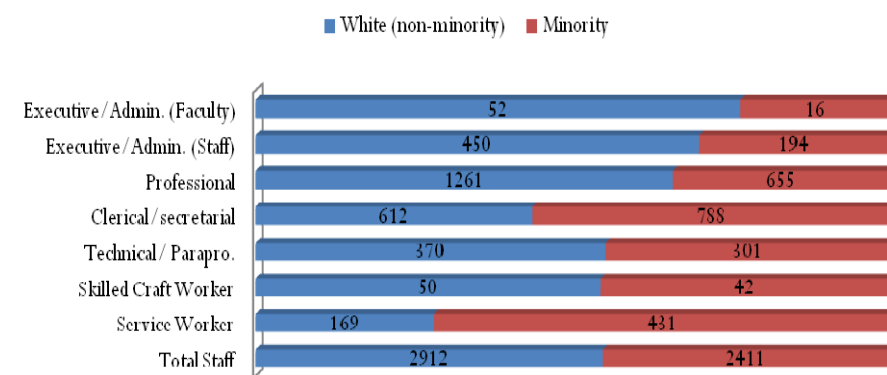
Clerical/Secretarial includes staff associated with office or administrative duties including bookkeepers, librarians, etc. Of the Clerical/Secretarial staff group, the percentage of African American, American Indian, Asian/Pacific Islander and Hispanic together increases to 56% of the group.

Skilled Craft Workers include those who require special manual skills and knowledge, including mechanics, electricians, etc. Of the 92 Skilled Craft Workers, only two are a woman.

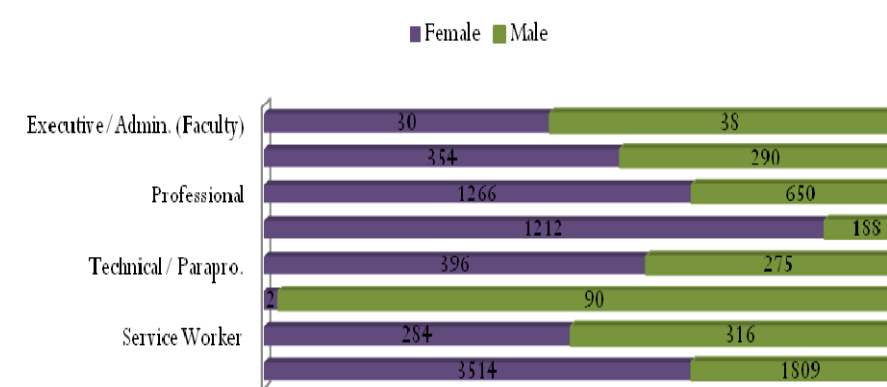
Service Workers include cafeteria workers, laborers, security, etc. Of Service Workers, the majority (61%) are Hispanic. Thus, the *All Staff: Ethnicity* chart below masks difference in the ethnic makeup of the different staff group. Gender disparities by group are displayed below in *Staff Group: Gender*.

Future editions of this publication will show trends in staff demographics by staff group, however even from this baseline data we see that there are staff groups that are out of balance with the demographics of the state.

Staff Group by Minority Status



Staff Group by Gender



This is a publication of the Office for Equity and Inclusion. It is one of eight publications based on the 2008 Diversity Report Card. The other publications include Students, Branch Campuses, Faculty, and Graduate Programs. If you would like a copy of any of these publications, or if you'd like more information about the Office for Equity and Inclusion please contact us. We would love to hear from you!



Office for Equity and Inclusion

Scholes Hall Room 240
1 University of New Mexico
MSC05 3400
Albuquerque, NM 87103
Email: diverse@unm.edu
Phone: 505.277.2611
Fax: 505.277.8275