**Western Carolina University 2018 EEO Summary Report Data (as of 10/01/2018)**

***Total Workforce (Table 1)***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | ***2018*** | **2017** | **2016** | **2015** | **2014** | **2013** |
| **Total Employment** | ***1562*** | **1522** | **1504** | **1471** | **1455** | **1420** |
| **Minority (%)** | ***10.2%*** | **9.8%** | **8.3%** | **8.4%** | **7.4%**  | **6.0%** |
| **Black** | ***2.7%*** | **2.5%** | **2.6%** | **2.6%** | **2.2%**  | **2.2%** |
| **Hispanic** | ***1.5%*** | **1.6%** | **1.5%** | **1.2%** | **. 9%**  | **.8%** |
| **Asian** | ***2.5%*** | **2.6%** | **2.1%** | **2.2%** | **2.3%**  | **2.3%** |
| **Native American** | ***1.0%*** | **0.9%** | **.5%** | **.8%** | **.8%**  | **.6%** |
| **Other** | ***2.5%*** | **2.2%** | **1.6%** | **1.6%** | **1.2%** | **n/a** |
| **Total Female** | ***49.7%*** | **50.5%** | **50.4%** | **50.2%** | **50.1%**  | **49.6%** |
| **Disability** | ***1.8%*** | **2.3%** | **2.7%** | **2.7%** | **3.4%** |  |
| **Veteran** | ***2.0%*** | **2.3%** | **2.3%** | **2.0%** | **2.2%** |

***Total Faculty (Table 2)***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | ***2018*** | **2017** | **2016** | **2015** | **2014** | **2013** |
| **Faculty (Total)** | ***542*** | **533** | **531** | **519** | **512** | **493** |
| **Minority (%)** | ***11.6%*** | **11.6%** | **8.9%** | **8.3%** | **8.8%**  | **7.1%** |
| **Black** | ***1.5%*** | **1.3%** | **1.4%** | **1.5%** | **1.4%**  | **.8%** |
| **Hispanic** | ***1.5%*** | **2.1%** | **1.9%** | **1.0%** | **1.2%**  | **1.0%** |
| **Asian** | ***5.7%*** | **5.6%** | **4.3%** | **4.4%** | **5.1%**  | **4.9%** |
| **Native American** | ***0.6%*** | **0.3%** | **.2%** | **.6%** | **.2%**  | **.4%** |
| **Other** | ***2.3%*** | **2.3%** | **1.1%** | **.8%** | **.9%**  | **n/a** |
| **Total Female** | ***49.6%*** | **51.0%** | **50.5%** | **48.0%** | **47.1%**  | **46.5%** |
| **Disability** | ***1.5%*** | **2.3%** | **2.6%** | **2.3%** | **2.7%** |  |
| **Veteran** | ***1.3%*** | **2.2%** | **1.7%** | **1.5%** | **1.8%** |

***Total Staff (Table 3)***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | ***2018*** | **2017** | **2016** | **2015** | **2014** | **2013** |
| **Staff (Total)** | ***1020*** | **989** | **973** | **952** | **943** | **927** |
| **Minority (%)** | ***9.4%*** | **8.8%** | **7.9%** | **8.5%** | **6.7%**  | **5.2%** |
| **Black** | ***3.3%*** | **3.1%** | **3.3%** | **3.1%** | **2.7%**  | **2.7%** |
| **Hispanic** | ***1.5%*** | **1.3%** | **1.3%** | **1.3%** | **.7%**  | **.8%** |
| **Asian** | ***0.8%*** | **1.0%** | **.8%** | **1.0%** | **.9%**  | **.9%** |
| **Native American** | ***1.3%*** | **1.3%** | **.6%** | **1.0%** | **1.1%**  | **.8%** |
| **Other** | ***2.5%*** | **2.1%** | **1.9%** | **2.1%** | **1.3%**  | **n/a** |
| **Total Female** | ***49.7%*** | **50.2%** | **50.4%** | **51.4%** | **51.8%**  | **52.1%** |
| **Disability** | ***2.0%*** | **2.3%** | **2.8%** | **1.9%** | **3.8%** |  |
| **Veteran** | ***2.4%*** | **2.4%** | **2.6%** | **2.3%** | **2.4%** |

***Demographic Availability (Table 4)***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Minority** | **Female** | **Veteran** | **Disability** |
|  | ***2018 Actual*** | **Expected Availability** | ***2018 Actual*** | **Expected Availability** | ***2018 Actual*** | **Expected Availability** | ***2018 Actual*** | **Expected Availability** |
| **Faculty** | ***11.6%*** | **20.3%** | ***49.6%*** | **45.9%** | **1.3%** | **6.4%** | **1.5%** | **7.0%** |
| **Staff** | ***9.4%*** | **15.7%** | ***49.7%*** | **49.6%** | **2.4%** | **6.4%** | **2.0%** | **7.0%** |
| **Total** | ***10.2%*** | **17.3%** | ***49.7%*** | **50.1%** | **2.0%** | **6.4%** | **1.8%** | **7.0%** |

***New Hires (10/01/2017-09/30/2018) (Table 5)***

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Total** | **Minority** | **Female** |
| **New Hires (Faculty)** | **50** | **10.0% (5)** | **46.0% (23)** |
| **New Hires (Staff)** | **158** | **15.8% (25)** | **52.5% (83)** |
| **New Hires (Total)** | **208** | **14.4% (30)** | **51.0% (106)** |

***Total Hiring Actions (10/01/2017-09/30/2018) (Table 6)***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Total** | **Minority** | **Female** | **Veteran** | **Disability** |
| **New Hires** | **208** | **14.4% (30)** | **51.0% (106)** | **5.3% (11)** | **1.9% (4)** |
| **Promotions/Internal Hires** | **51** | **15.7% (8)** | **54.9% (28)** | **0.0% (0)** | **1.0% (1)** |
| **Total** | **259** | **14.7% (38)** | **51.7% (134)** | **4.3% (11)** | **1.9% (5)** |

|  |
| --- |
| * Total Workforce as of October 1, 2018: 1562 (.50 FTE or greater)
 |
| * + +40 over 201(2.6% increase)
 |
| * + Total Faculty 542 (+9 from 2017)
 |
| * + Total Staff 1020 (+21 from 2017)
 |
|  |
| * 10.2% Overall Minority Representation (+.04% from 2017 and +1.9% from 2016). Expected Availability: 17.3%
 |
| * + 11.6% Faculty Minority Representation (Unchanged from 2017). Expected Availability: 20.3%
 |
| * + 9.4% Staff Minority Representation (+ 0.6% from 2017). Expected Availability: 15.7%
 |
|  |
| * 49.7% Overall Female Representation. Expected Availability: 50.1%
 |
| * + 49.6% Faculty Female Representation (-1.4% from 2017). Expected Availability: 45.9%
 |
| * + 49.7% Staff Female Representation (-0.5% from 2017). Expected Availability: 49.6%
 |
|  |
| * 2.3% Overall Disability Representation. Expected Benchmark: 7.0%
 |
|  |
| * 2.2% Overall Veteran Representation. Expected Benchmark: 7.0%
 |
|  |
| * 208 New Hires during the Plan Year (+19)
 |
|  |
| * 30 Minority Faculty and Staff were hired during the covered plan year (14.4%)
 |
|  |
| * 106 Females were hired during the covered plan year (51%)
 |
|   |
| * Summary data reflects WCU workforce as of October 1, 2018
 |

**Summary Data:**