One of the functions of the Office of Equal Opportunity and Diversity (EO&D) is to monitor and report on affirmative action and equal opportunity efforts on the Amherst campus. In support of these efforts, EO&D publishes an annual **Affirmative Action Plan**, which describes various aspects of the affirmative action program at the University. The **2015-2016 Affirmative Action Plan at a Glance** presents a graphical summary of workforce trends for the 2011 to 2015 time period. For additional information, contact the EO&D Office at eod@admin.umass.edu or visit the EO&D website at [http://www.umass.edu/eod](http://www.umass.edu/eod).

The following analysis looks at workforce statistics for the University of Massachusetts Amherst for five consecutive years, from 2011 to 2015; data are as of a yearly March 31 census date. These statistics are derived from Table 4, *Historical Workforce Comparison by EEO-6 Category*, which is included in the annual **Affirmative Action Plan**. The purpose of this graph is to illustrate changes in the gender and racial/ethnic composition of the workforce and to identify progress that the University has made towards achieving a more diverse workforce. Employees have been grouped into three types of positions: classified (non-exempt), faculty, and professional (exempt). For a detailed analysis of the utilization of women and minorities in workforce job groups, consult the current Affirmative Action Plan ([http://www.umass.edu/eod/aa.html](http://www.umass.edu/eod/aa.html)).

**Women in the Workforce**

During this time period, the representation of women in the overall workforce fluctuated only slightly and stood at 50.2% in 2015. The following chart illustrates female representation in each of three job categories: classified (non-exempt), faculty and professional (exempt).
In comparison to the representation of women among the faculty, there is a larger concentration of women in classified and professional staff positions at the University; women make up over half of these segments of the workforce. In 2015, women held 53.7% of professional jobs and 51.6% of classified positions. Female representation within professional employment increased slightly during the five year period and stood at 53.7% in 2015. The representation of women in classified positions decreased from 55.0% in 2011 to 51.6% in 2015. The greatest increase in female representation occurred within the faculty. In 2015, women comprised 43.5% of the faculty as compared to 40.2% in 2011. Between 2011 and 2015, 79 women were added to the faculty.

**Minorities in the Workforce**

The representation of minorities in the overall workforce has shown an increase over this time period, from 17.1% in 2011 to 18.1% in 2015. The following graph illustrates minority representation in each of three job categories: classified (non-exempt), faculty and professional (exempt).

In comparison to the representation of minorities among the faculty, the representation of minorities among classified and professional staff positions at the University is somewhat lower. Minority representation increased among faculty positions over the five years. In 2015, minorities comprised 21.4% of the faculty as compared to 18.5% in 2011. Between 2011 and 2015, 57 minorities were added to the faculty. Minority representation also improved among classified positions, increasing from 17.0% in 2011 to 19.0% in 2015. Among the professional staff, minority representation decreased over the five year period, from 282 (16.1%) in 2011 to 253 (14.2%) in 2015.
Women in the Faculty

The following graph illustrates the representation of women in the faculty, by type of faculty position, between 2011 and 2015. Progress has been made over the time period; the number of women in the total faculty increased from 555 in 2011 to 634 in 2015, and the female percentage increased from 40.2 % in 2011 to 43.5 % in 2015. The proportion of women among tenure system faculty increased from 36.1 % in 2011 to 40.0 % in 2015, for a net gain of 3.9 percentage points. The percentage of women among non-tenure track faculty increased from 50.8 % in 2011 to 52.6 % in 2015.

The representation of women in the tenure system faculty (tenured and tenure-track appointments) at UMass Amherst is lower than the representation of women in non-tenure system appointments. As of March 2015, there were 634 women in the entire faculty (43.5 %). This included 420 female faculty members in the tenure system faculty (40.0 %) and 214 women in non-tenure system position (52.6 %). Over the time period, there were increases in female faculty representation in both tenure system, non-tenure system and total faculty appointments.
Minorities in the Faculty

The following graph illustrates the representation of minorities in the faculty, by type of faculty position, between 2011 and 2015. Progress has been made over the time period; the number of minorities in the total faculty increased from 255 in 2011 to 312 in 2015, and the minority percentage increased from 18.5% in 2011 to 21.4% in 2015. The proportion of minorities among tenure system faculty increased from 20.1% in 2011 to 23.5% in 2015, for a net gain of 3.4 percentage points. The percentage of minorities among non-tenure track faculty increased from 14.2% in 2011 to 16.0% in 2015.

The percentage of minorities in the tenure system faculty (tenured and tenure-track appointments) at UMass Amherst is higher than the percentage of minorities in non-tenure system appointments. As of March 2015, there were 312 minorities in the entire faculty (21.4%). This included 247 minority faculty members in the tenure system faculty (23.5%) and 65 minorities in non-tenure system positions (16.0%). Over the time period, there were increases in minority faculty representation in both tenure system, non-tenure system and total faculty appointments.