Date Completed:	1/14/2021
Name of person fulfilling request	Brad Kiser
Description:	Demographics of Interim Academic Leadership, 2011-2020, with Comparison Groups

OPEIR Notes

* Information regarding interim appointments was gathered with the assistance of Academic Affairs staff based on IRIS information and separately kept records, and may not be 100% complete. Interim appointments are typically hard to identify in IRIS alone.

* Position types are grouped because small numbers risk identifying non-directory data on employees. "Central Academic Leadership" includes Chancellors, Provosts, and Vice/Assoc./Asst. Provosts. "College Leadership" includes Deans and Assoc./Asst. Deans. "Department Leadership" includes only Dept. Heads.

* Gender and race/ethnicity are pulled from IRIS in all cases.

* Availability of clean Business Warehouse data limits comparison group data to 9 years (permanent academic positions) and 4 years (permanent non-academic positions), though there is enough consistency through recent years that this should be fairly representative of longer time periods.

* The permanent academic leadership comparison group includes the same positions as requested by Dr. Simmons, as identified in IRIS. The permanent non-academic leadership comparison group includes staff who meet the following criteria, selected to be consistent with job titles of Director and above:
  - Employee subgroup is "Staff: Exec/Admin."
  - Pay grade type is "Exec & Managerial" or "Chf Exec&Oper Offcl."
  - Pay grade is 42 or above.
  - Employee is not already included in academic leadership positions.

* Employees are counted only once in the time period for each position type they held, but can be counted multiple times for different appointments.

Interim Academic Leadership Appointments, 2011-2020

Position Group	Race/Ethnicity	Female	Male	Total
Central Academic Leadership	Asian			0
	Black or African American			0
	Hispanic or Latino			0
	White	1	6	7
	Total	*1*	*6*	*7*
College Leadership	Asian			0
	Black or African American			0
	Hispanic or Latino			0
	White	1	4	5
	Total	*1*	*4*	*5*
Department Leadership	Asian		1	1
	Black or African American	1	2	3
	Hispanic or Latino		1	1
	White	8	15	23
	Total	*9*	*19*	*28*
All Groups	Asian	0	1	1
	Black or African American	1	2	3
	Hispanic or Latino	0	1	1
	White	10	25	35
	Total	*11*	*29*	*40*

Permanent Academic Leadership Appointments, 2012-2020

Position Group	Race/Ethnicity	Female	Male	Total
Central Academic Leadership	Asian			0
	Black or African American			0
	Hispanic or Latino			0
	White	3	7	10
	Total	*3*	*7*	*10*
College Leadership	Asian		1	1
	Black or African American		2	2
	Hispanic or Latino			0
	White	7	12	19
	Total	*7*	*15*	*22*
Department Leadership	Asian		1	1
	Black or African American	1	3	4
	Hispanic or Latino			0
	White	12	22	34
	Total	*13*	*26*	*39*
All Groups	Asian		1	2
	Black or African American	1	3	6
	Hispanic or Latino	0	0	0
	White	22	41	63
	Total	*23*	*48*	*71*

Permanent Non-Academic Leadership Appointments, 2017-2020

Position Group	Race/Ethnicity	Female	Male	Total
Non-Academic Leadership	Asian	1	1	2
	Black or African American	9	6	15
	Hispanic or Latino		1	1
	White	34	42	76
	Total	*44*	*50*	*94*