
Staff Diversity at MIT

Vice Chancellor Area

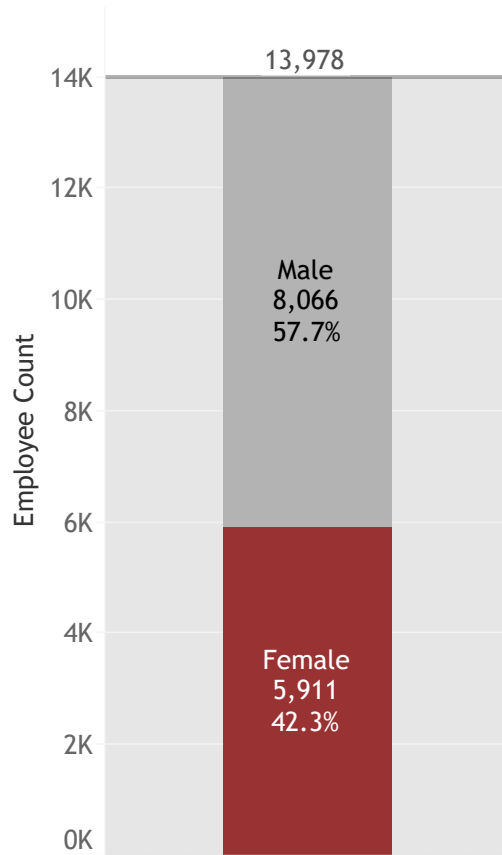
March 2023

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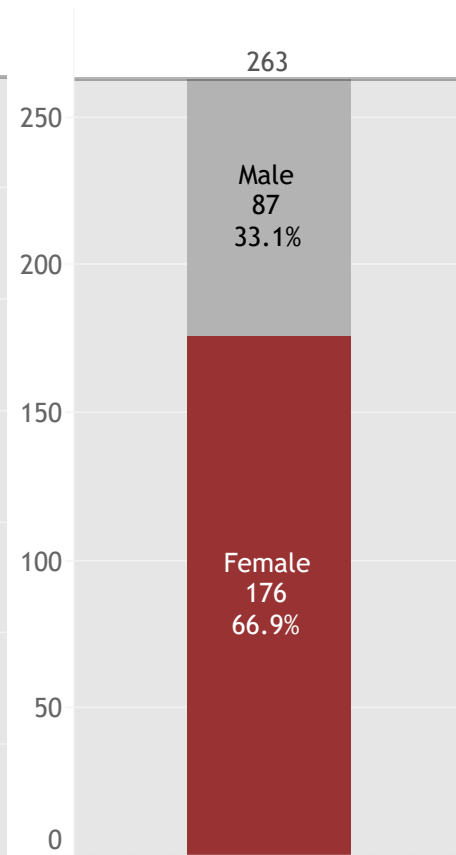
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Gender

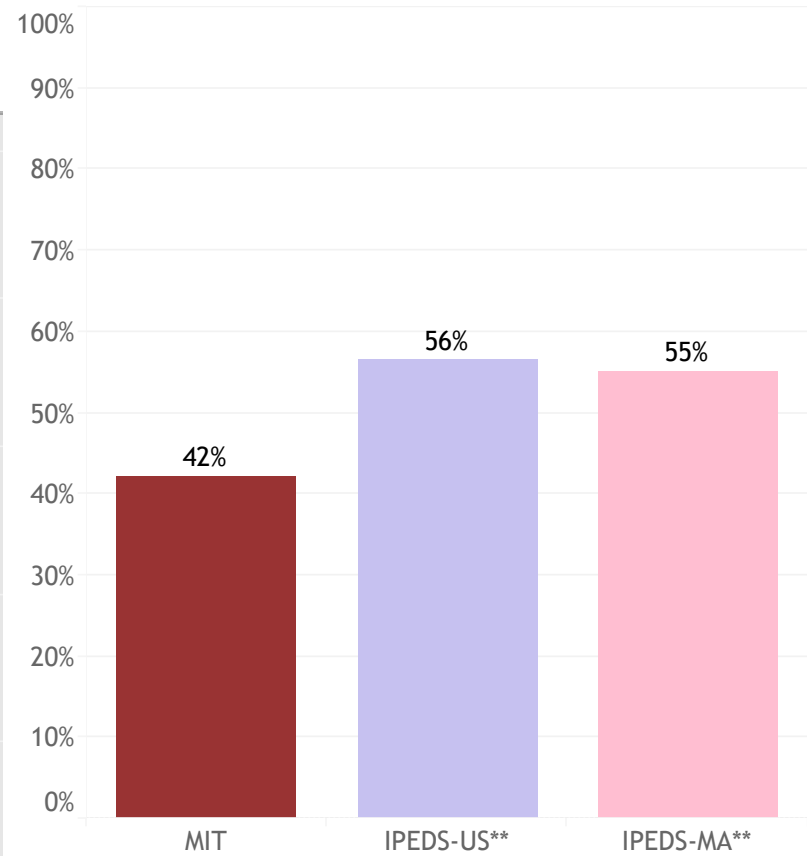
MIT*
As of 10/31/2022



Vice Chancellor Area
As of 10/31/2022



Benchmarks for Female



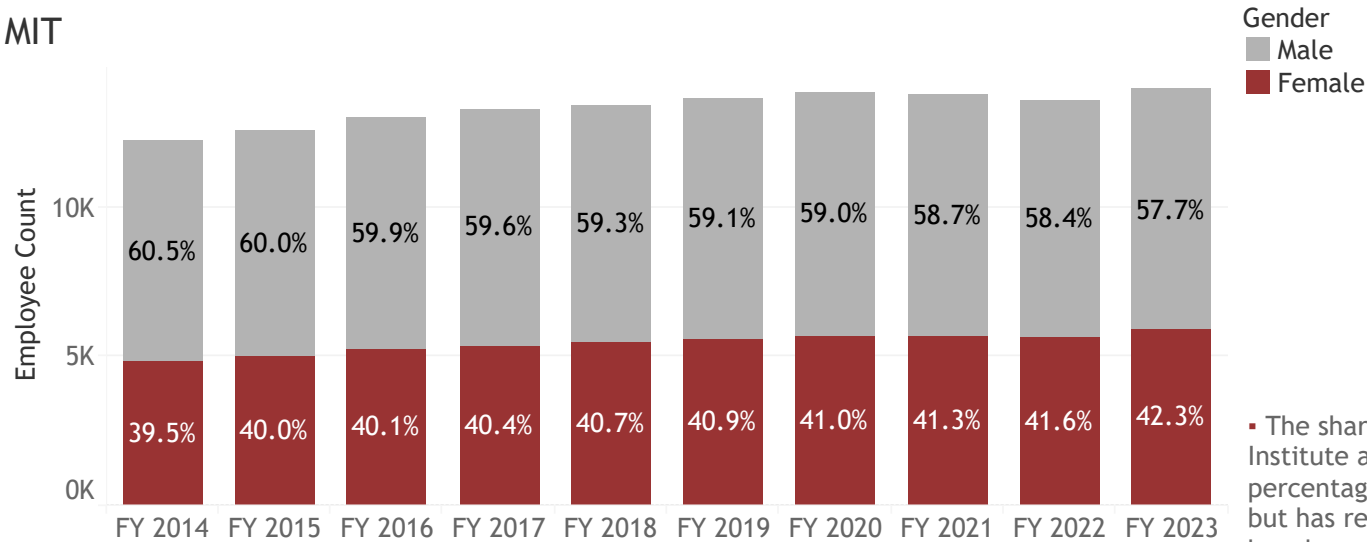
**IPEDS data for US and Massachusetts: <http://nces.ed.gov/ipeds/home/usethedata>

- The share of female employees in the Vice Chancellor area is 24.6 percentage points higher than the same at MIT as a whole.

*MIT population includes Lincoln Laboratory

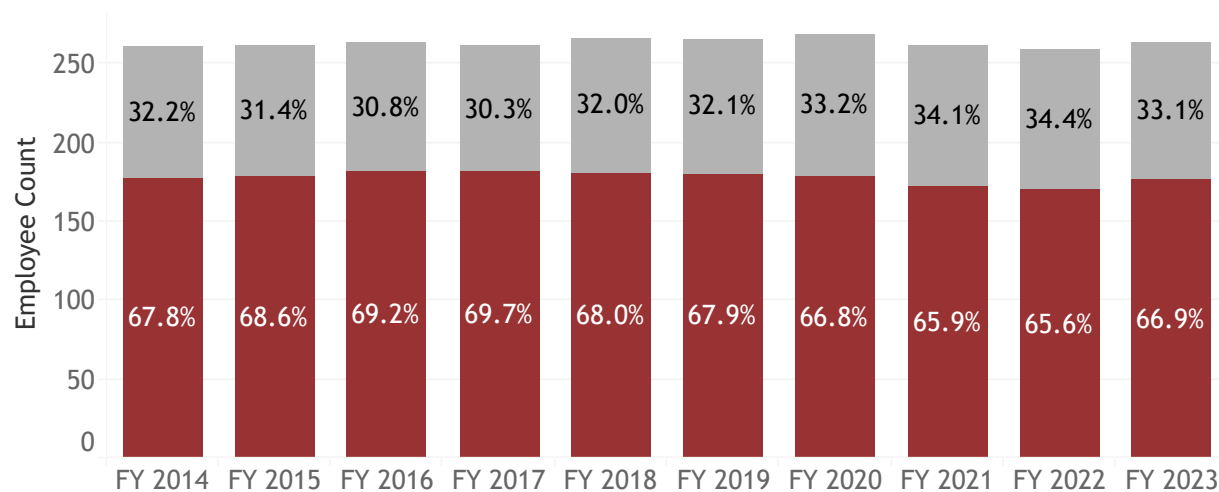
10 Year Gender Trend

MIT



- The share of female population at the Institute as a whole has grown 2.8 percentage points (7.1%) since FY 2014, but has remained below the IPEDS benchmarks.

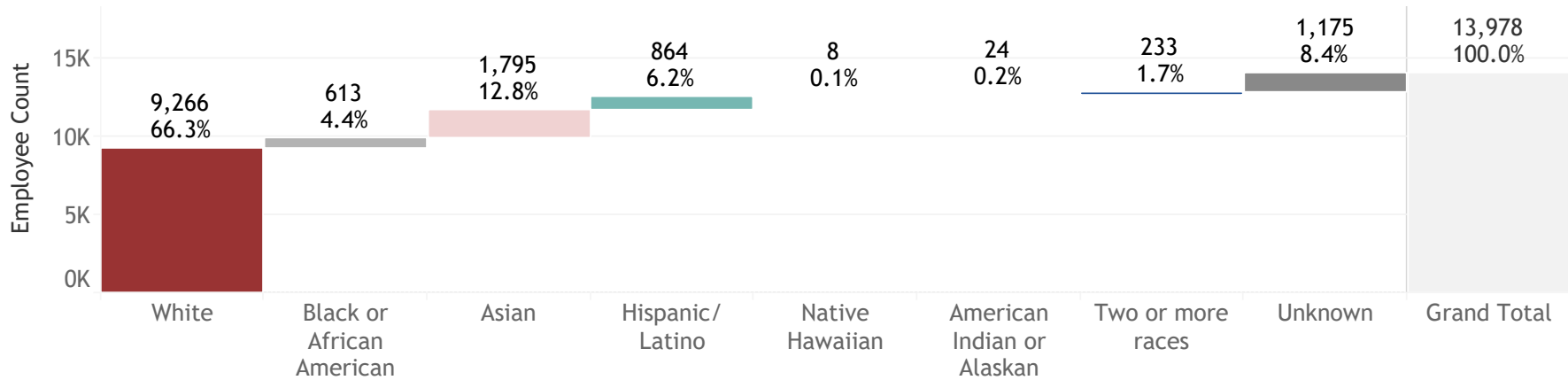
Vice Chancellor Area



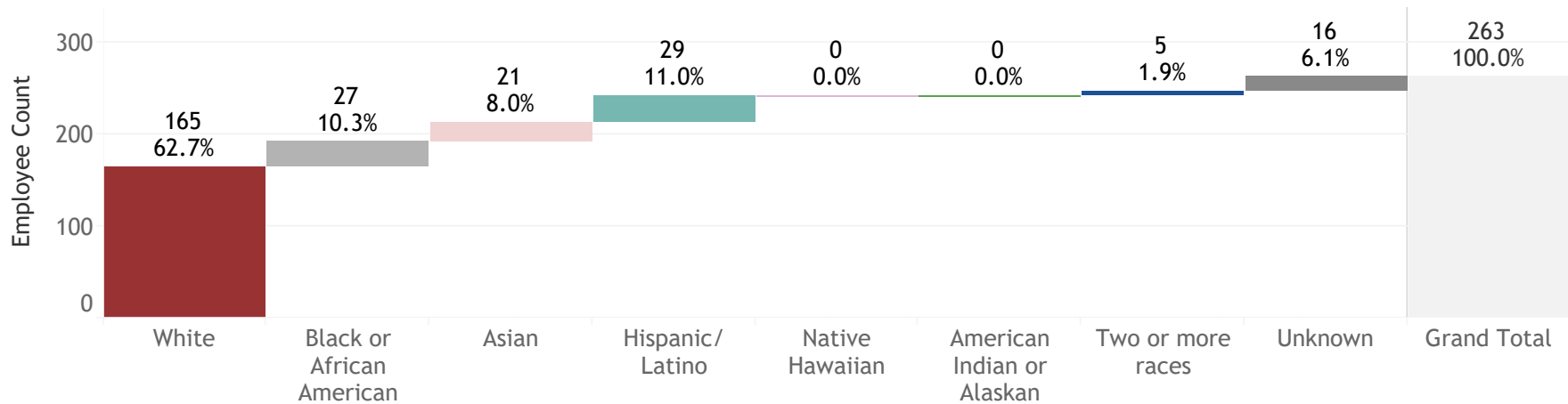
- The female ratio in the Vice Chancellor area has been considerably higher than at MIT as a whole for the last decade. It increased slightly to 66.9% in FY 2023, and remains 24.6 percentage points (58.2%) above the same at the institute as a whole.

Race/Ethnicity

MIT
As of 10/31/2022

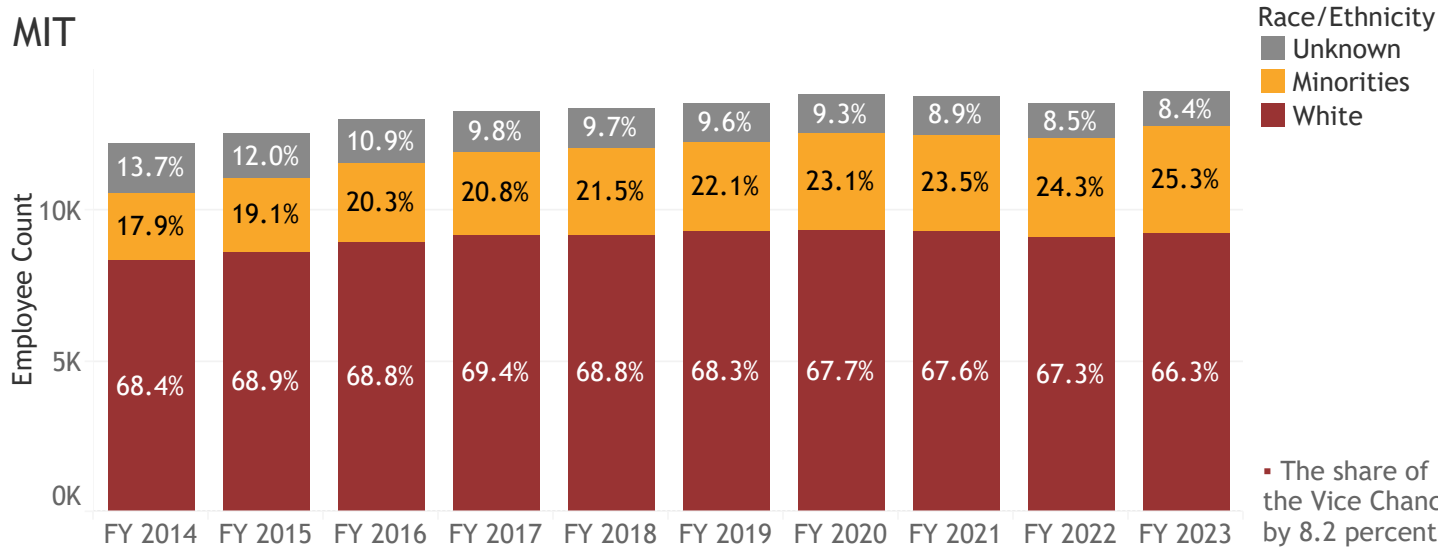


Vice Chancellor Area
As of 10/31/2022



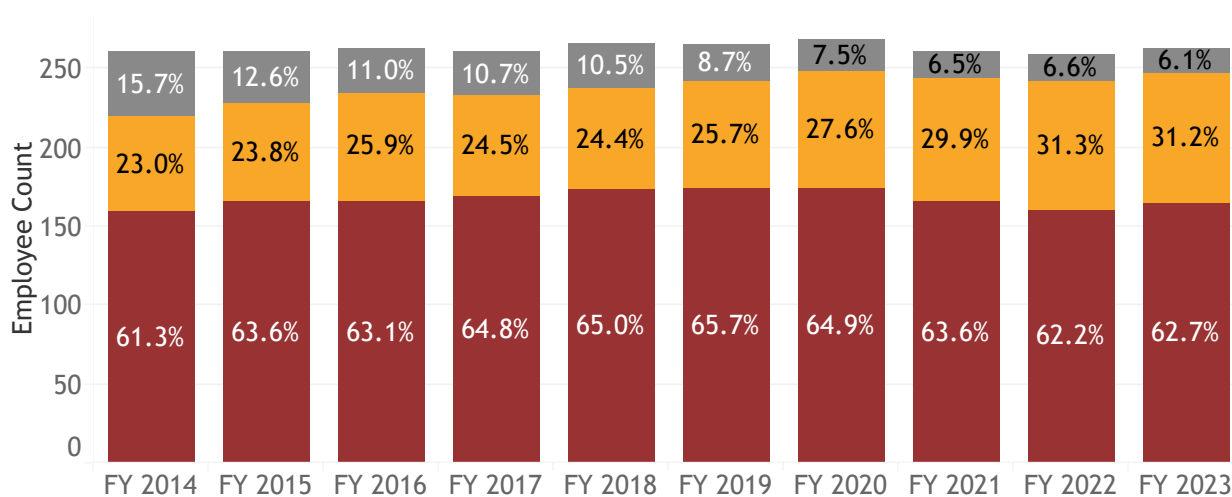
10 Year Race/Ethnicity Trend

MIT



- The share of minorities in the Office of the Vice Chancellor (OVC) has increased by 8.2 percentage points (35.7%) since FY 2014.

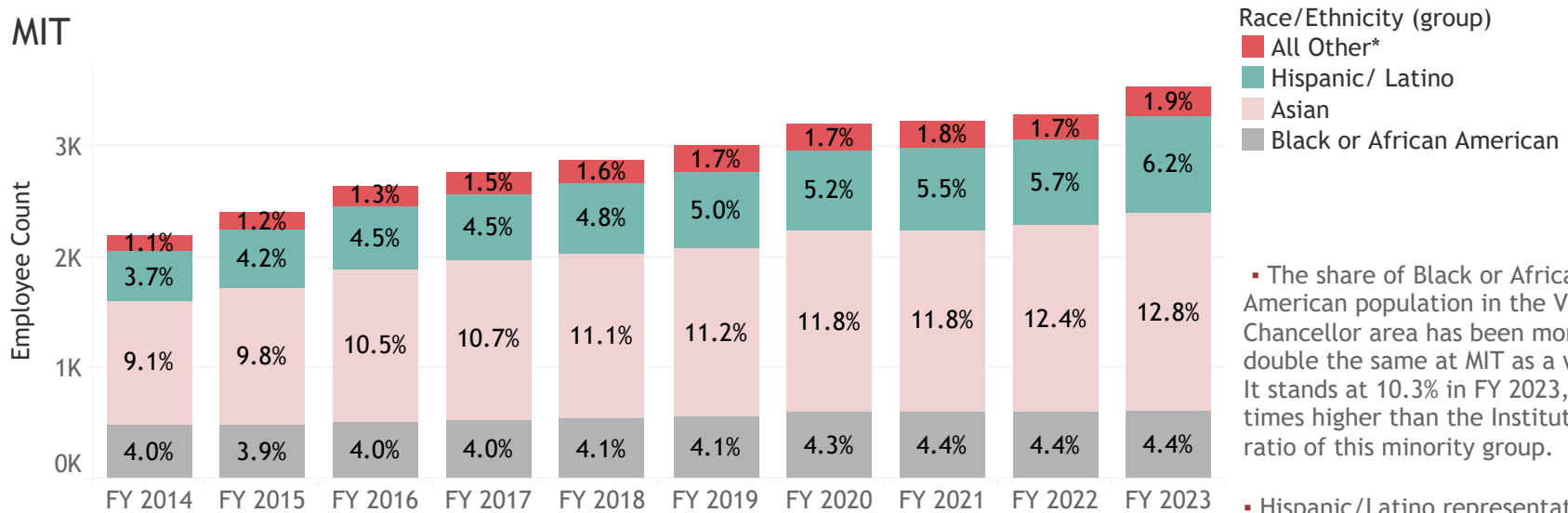
Vice Chancellor Area



- Minorities representation in the Vice Chancellor area has exceeded their respective share in the Institute population at large for the last decade.
- The share of employees of unknown ethnic origin in OVC dropped to its lowest point (6.1%) in FY 2023 and remains 2.3 percentage points (27.4%) lower than at MIT as a whole.

10 Year Race/Ethnicity Trend - Minorities

MIT



Race/Ethnicity (group)

- All Other*
- Hispanic/ Latino
- Asian
- Black or African American

- The share of Black or African American population in the Vice Chancellor area has been more than double the same at MIT as a whole. It stands at 10.3% in FY 2023, 2.3 times higher than the Institute-wide ratio of this minority group.

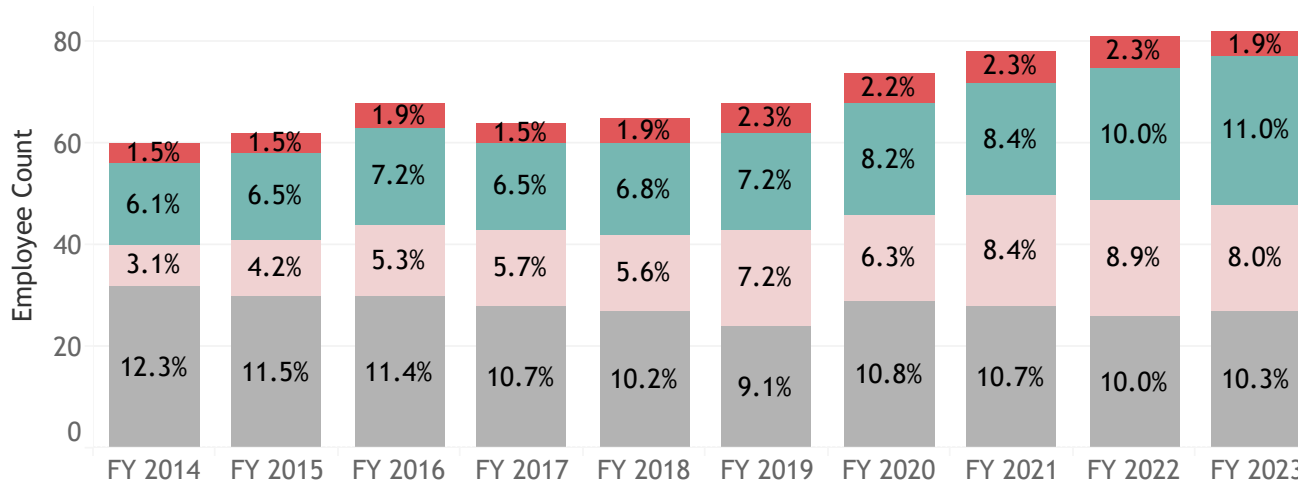
- Hispanic/Latino representation in OVC has fluctuated, exceeding the same at the Institute as a whole and peaking at 11.0% in FY 2023.

- The share of All Other ethnicities has decreased to 1.9% in FY 2023.

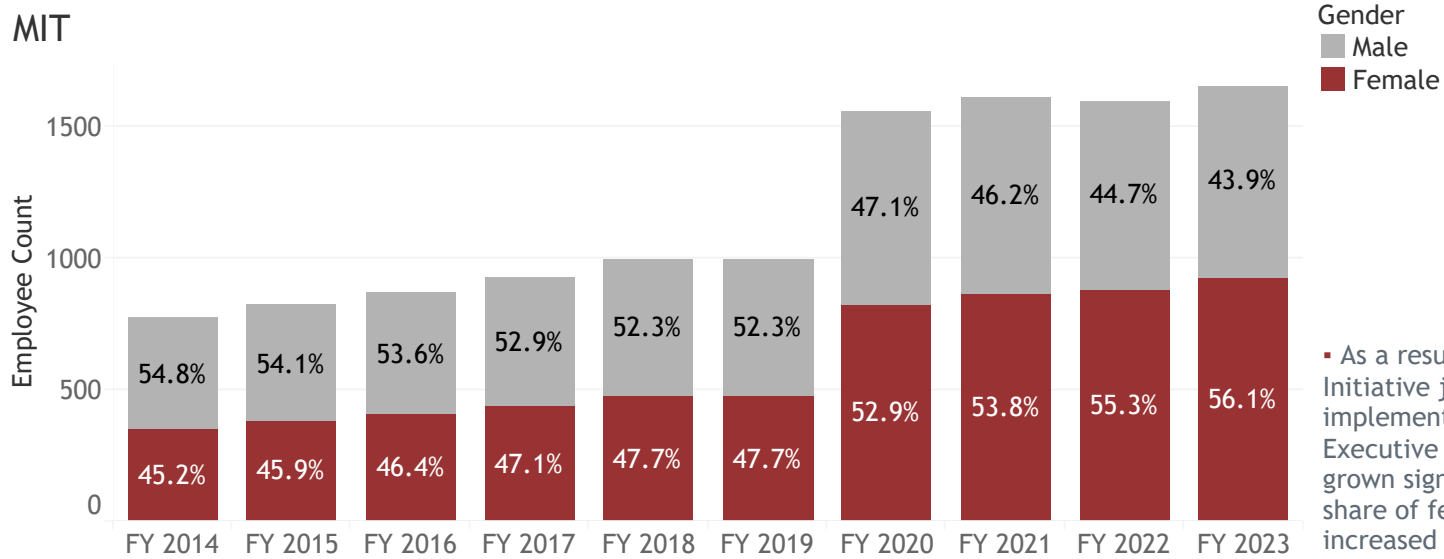
- Asian representation has dropped slightly to 8.0% in FY 2023, but it has more than doubled in the last decade.

*All Other includes Native Hawaiian or Other Pacific Islander, American Indian or Alaskan Native and Two or more races, not Hispanic/Latino.

Vice Chancellor Area

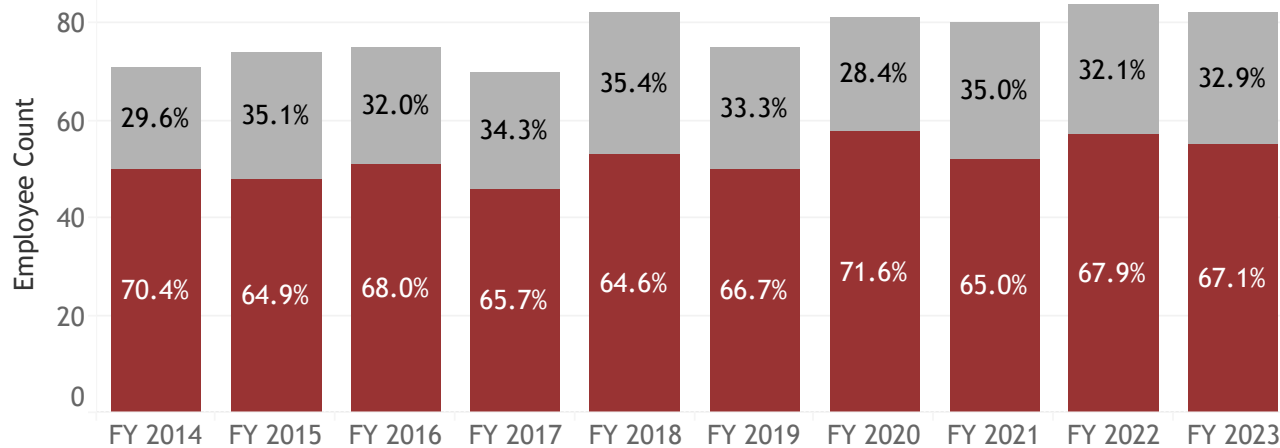


Executive and Managerial 10 Year Gender Trend



- As a result of the Compensation Initiative job reclassification implemented in April 2019, the Executive and Managerial ranks have grown significantly at MIT, and the share of female employees has increased considerably in this EEO job group in the last four fiscal years.

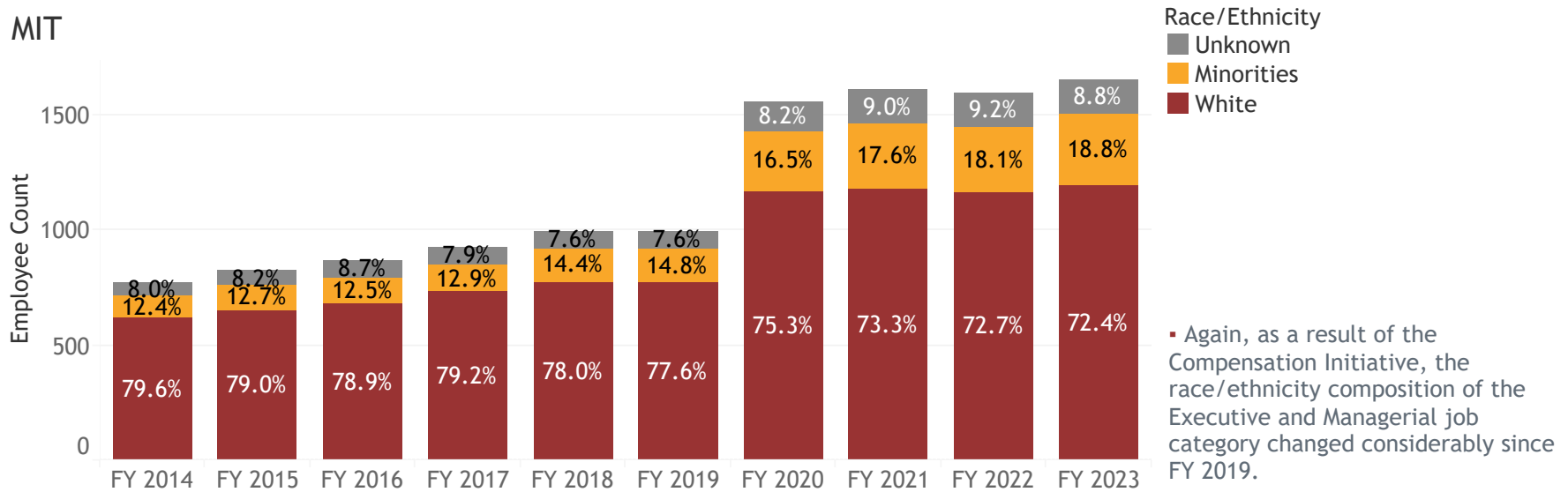
Vice Chancellor Area



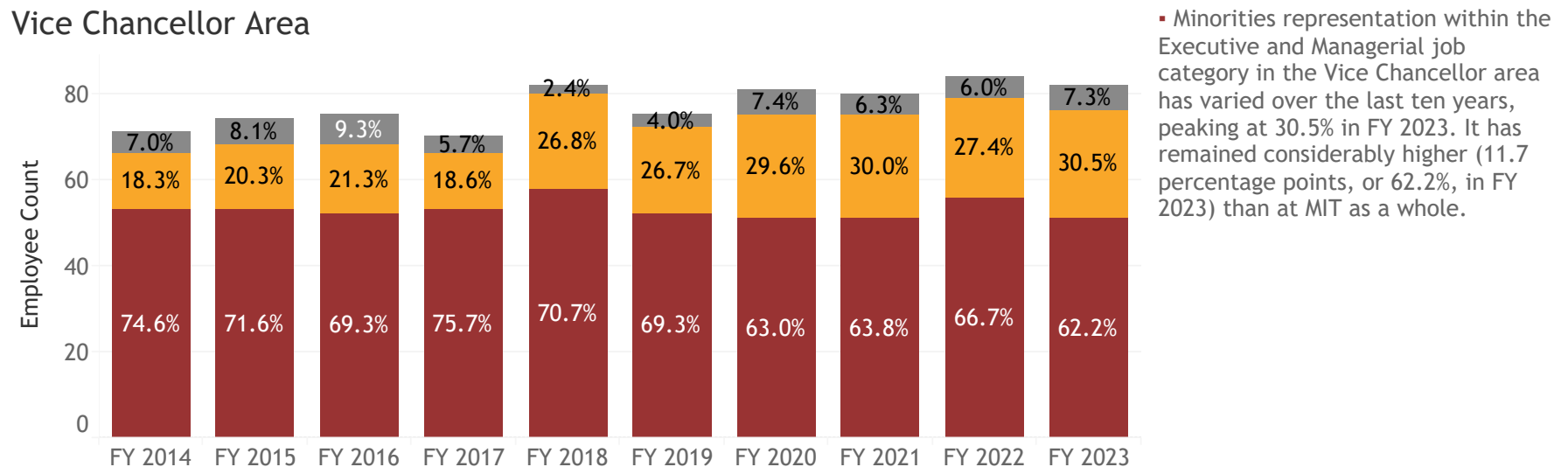
- The share of female employees in the Executive and Managerial job category within the Vice Chancellor area has fluctuated over the last decade and has exceeded the same at MIT as a whole. In the current fiscal year, it is 11.0 percentage points (19.6%) above the same at the Institute at large.

Executive and Managerial 10 Year Race/Ethnicity Trend

MIT

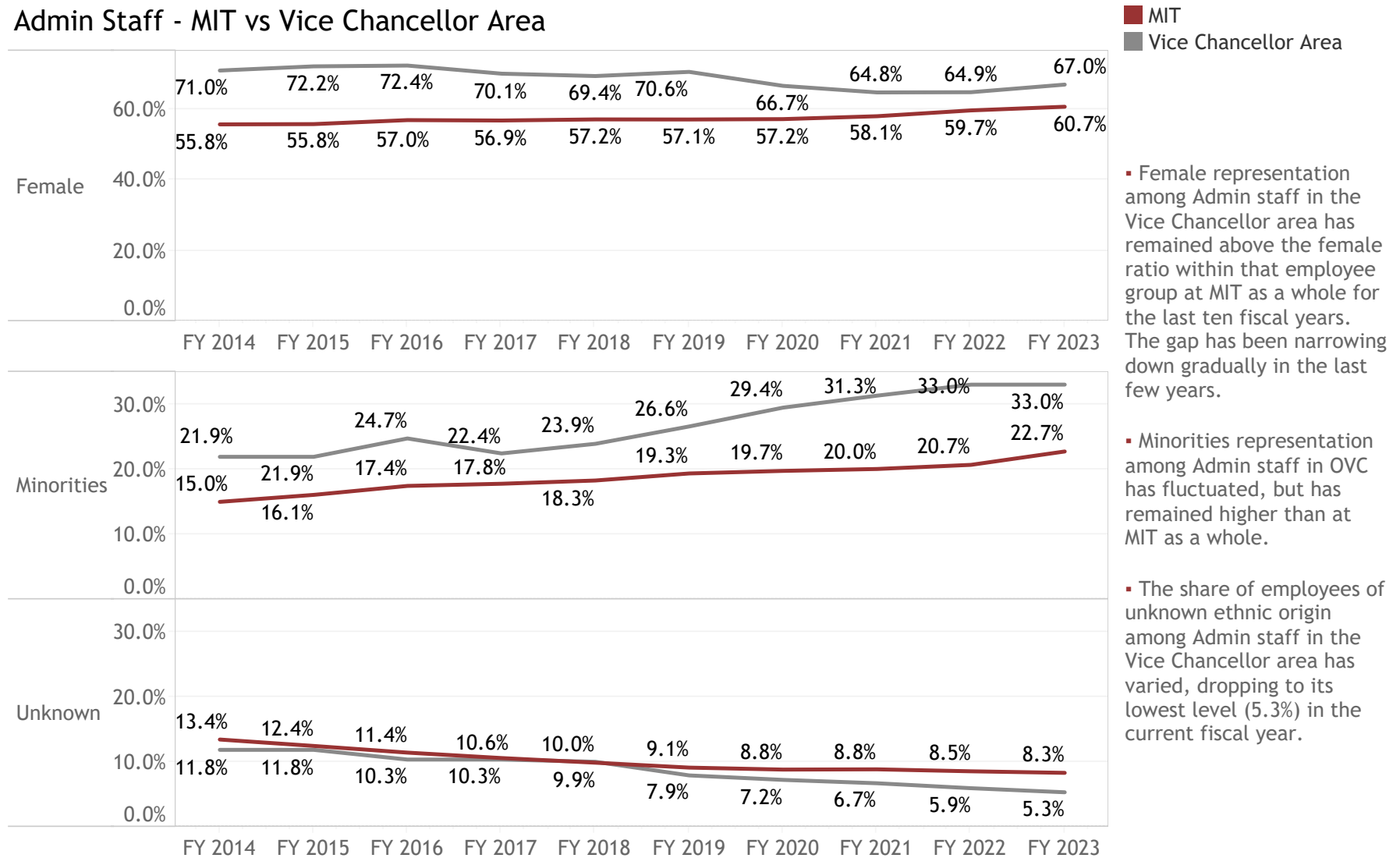


Vice Chancellor Area



Admin Staff 10 Year Gender and Race/Ethnicity Trends

Admin Staff - MIT vs Vice Chancellor Area



- Female representation among Admin staff in the Vice Chancellor area has remained above the female ratio within that employee group at MIT as a whole for the last ten fiscal years. The gap has been narrowing down gradually in the last few years.

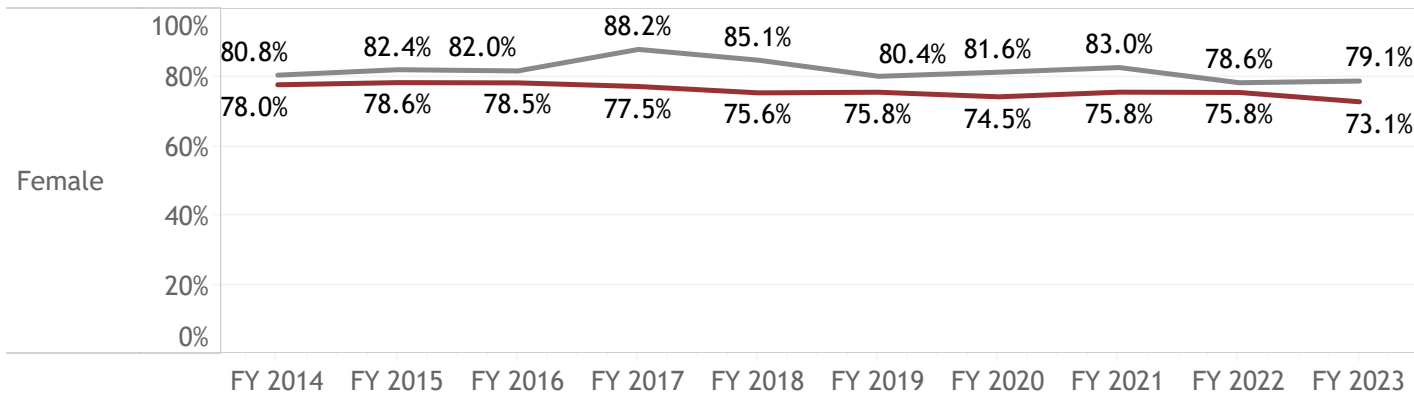
- Minorities representation among Admin staff in OVC has fluctuated, but has remained higher than at MIT as a whole.

- The share of employees of unknown ethnic origin among Admin staff in the Vice Chancellor area has varied, dropping to its lowest level (5.3%) in the current fiscal year.

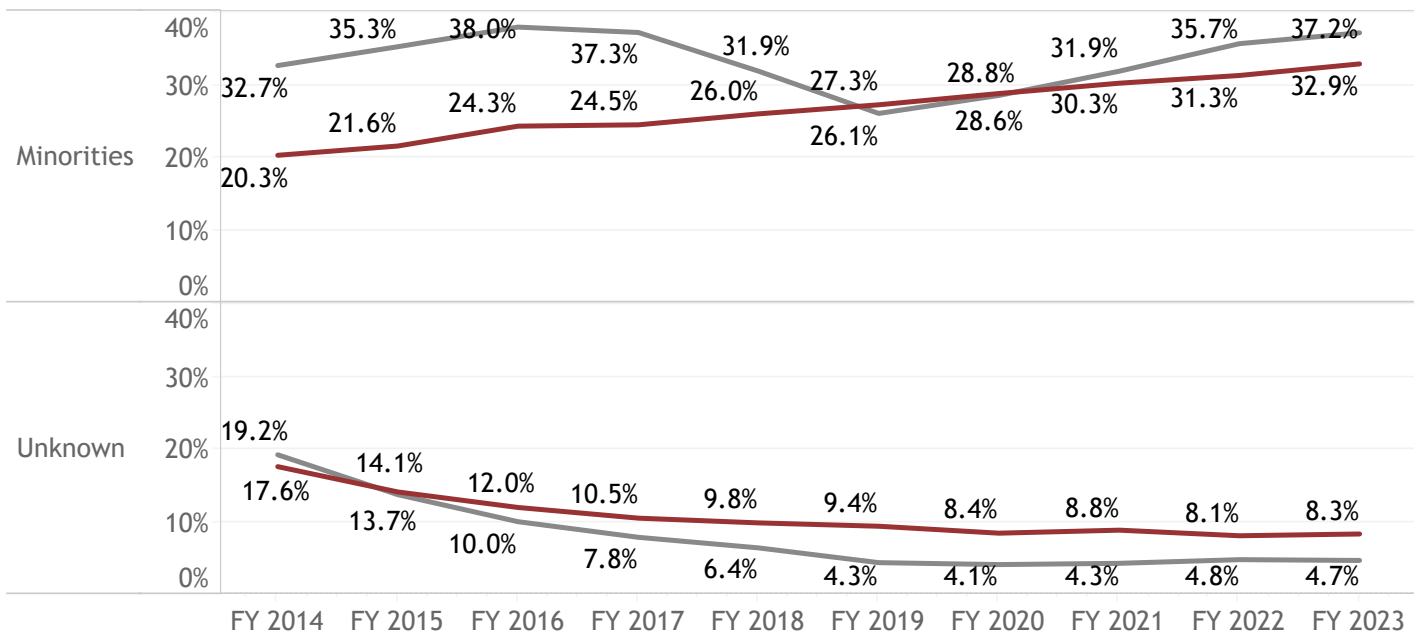
Support Staff 10 Year Gender and Race/Ethnicity Trends

Support Staff - MIT vs Vice Chancellor Area

■ MIT
■ Vice Chancellor Area



- Female representation among Support staff in the Vice Chancellor area has remained higher than at MIT as a whole.

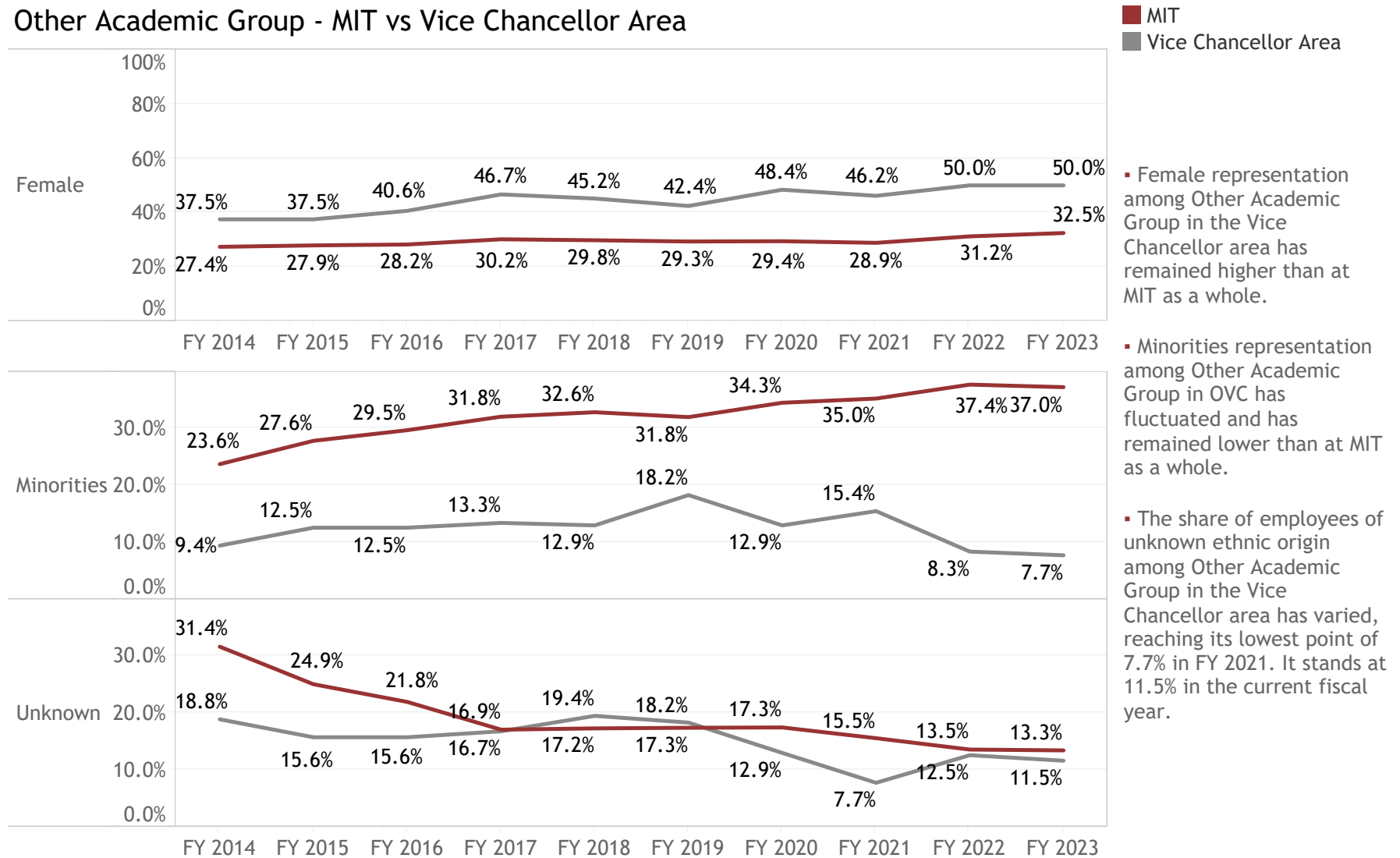


- Minorities representation among Support staff in OVC has fluctuated but has remained higher than at MIT as a whole, except for FY 2019-2020. It has increased 1.5 percentage points (4.2%) in FY 2023 compared to the previous year.

- Unknown ratio among Support staff in the Vice Chancellor area has varied but has remained lower than at MIT as a whole since FY 2015.

Other Academic Group 10 Year Gender and Race/Ethnicity Trends

Other Academic Group - MIT vs Vice Chancellor Area



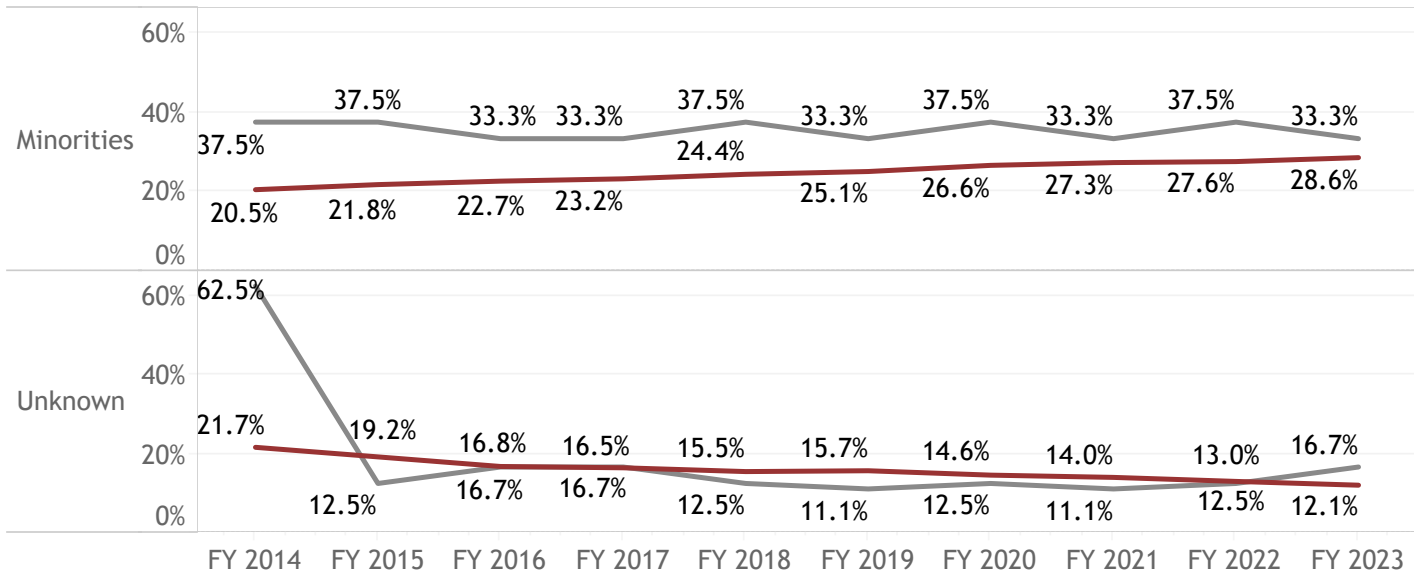
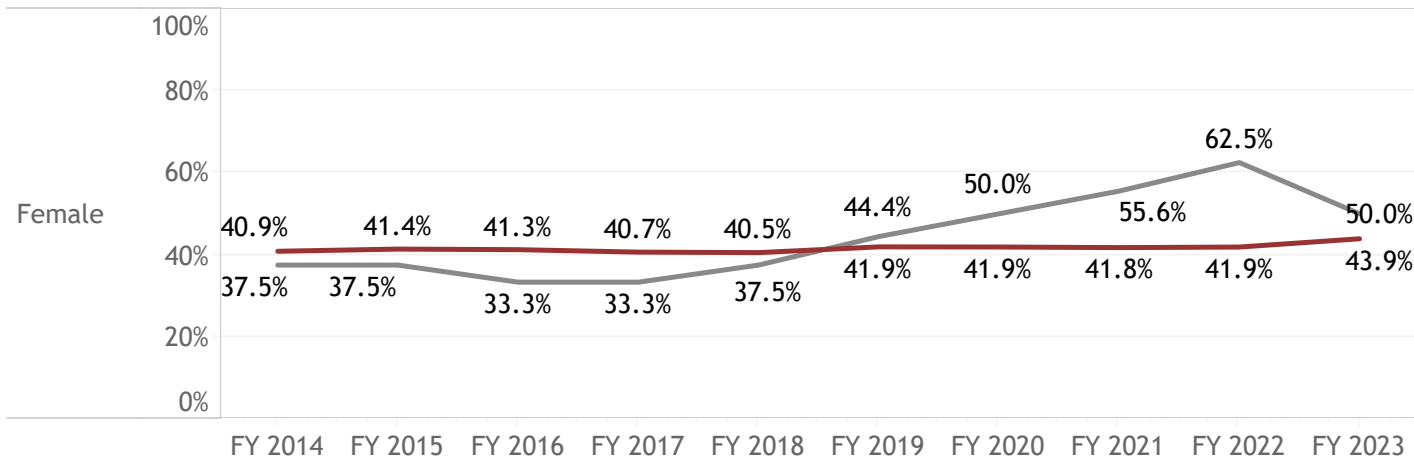
- Female representation among Other Academic Group in the Vice Chancellor area has remained higher than at MIT as a whole.

- Minorities representation among Other Academic Group in OVC has fluctuated and has remained lower than at MIT as a whole.

- The share of employees of unknown ethnic origin among Other Academic Group in the Vice Chancellor area has varied, reaching its lowest point of 7.7% in FY 2021. It stands at 11.5% in the current fiscal year.

Sponsored Research Staff 10 Year Gender and Race/Ethnicity Trends

Sponsored Research Staff - MIT vs Vice Chancellor Area



■ MIT
■ Vice Chancellor Area

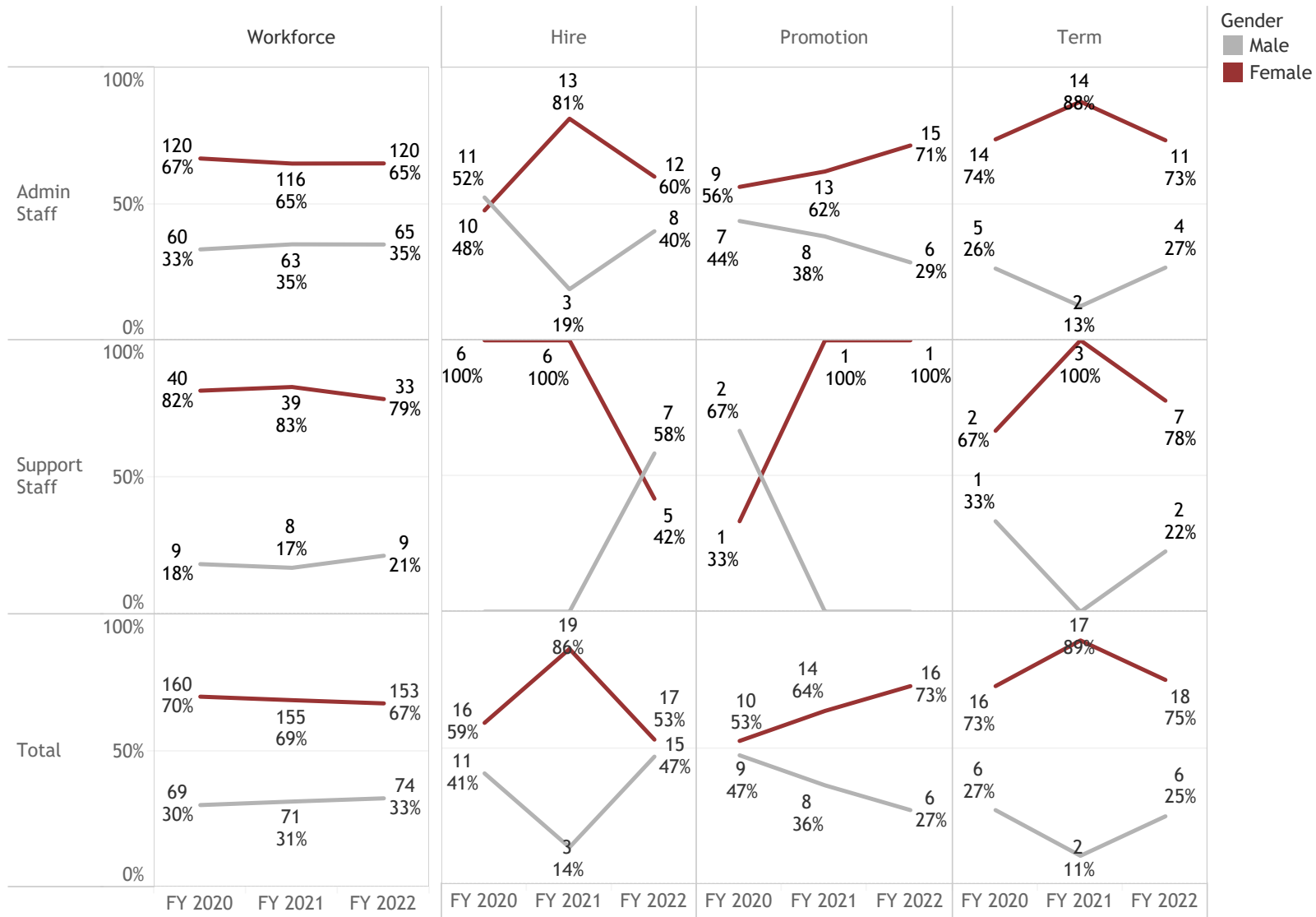
- As the Vice Chancellor area has few employees in the SRS category, workforce changes can result in large percentage shifts.

- Female representation among SRS employees in the Vice Chancellor area has exceeded the same at MIT as a whole since FY 2019.

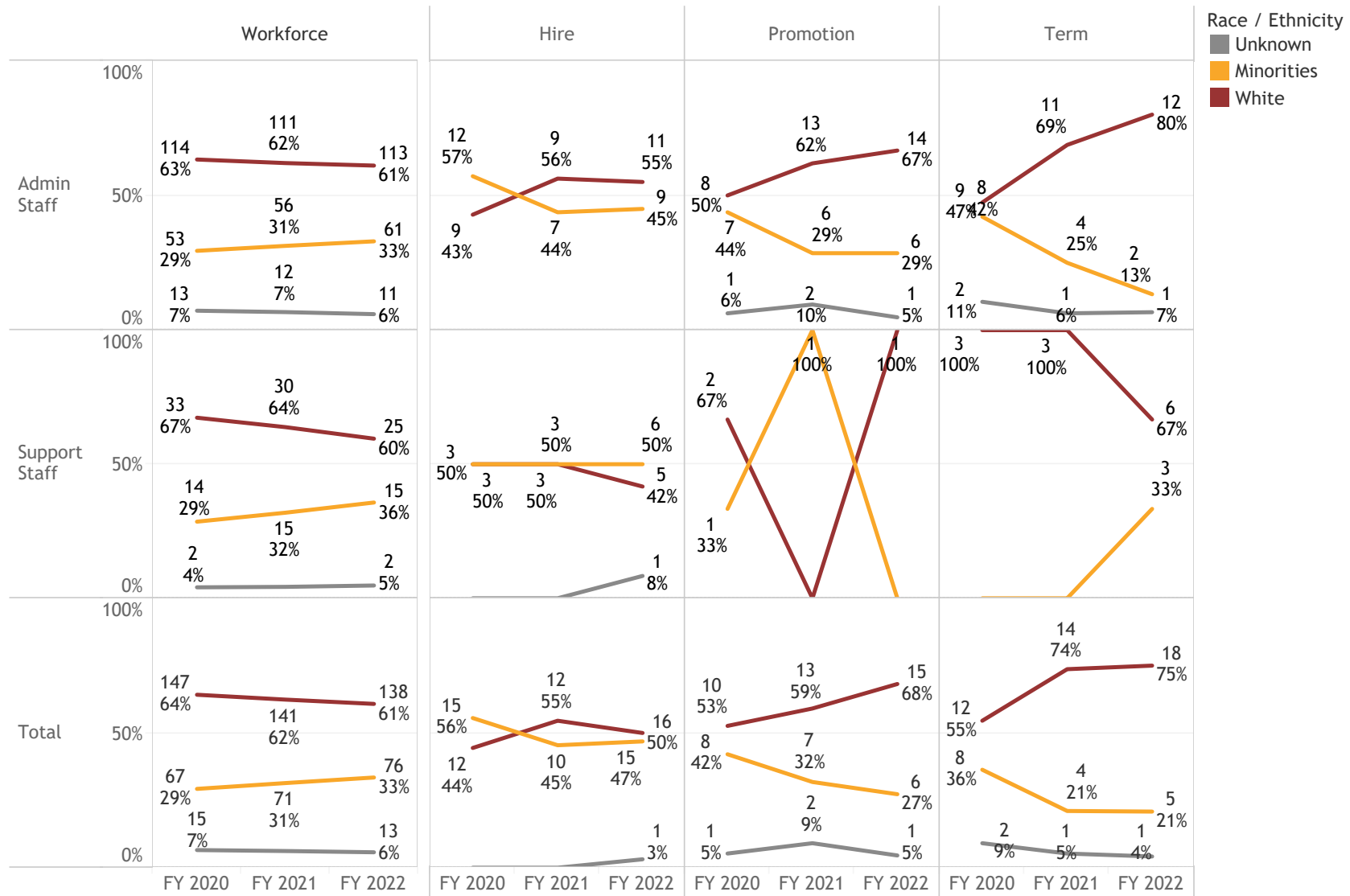
- Minorities representation among Sponsored Research Staff in OVC has trended higher than the same at MIT as a whole for the last decade.

- Unknown ethnicity among Sponsored Research Staff in the Vice Chancellor area has exceeded the same at the Institute at large in FY 2023.

Vice Chancellor Area Personnel Activity by Gender (Admin and Support Staff)

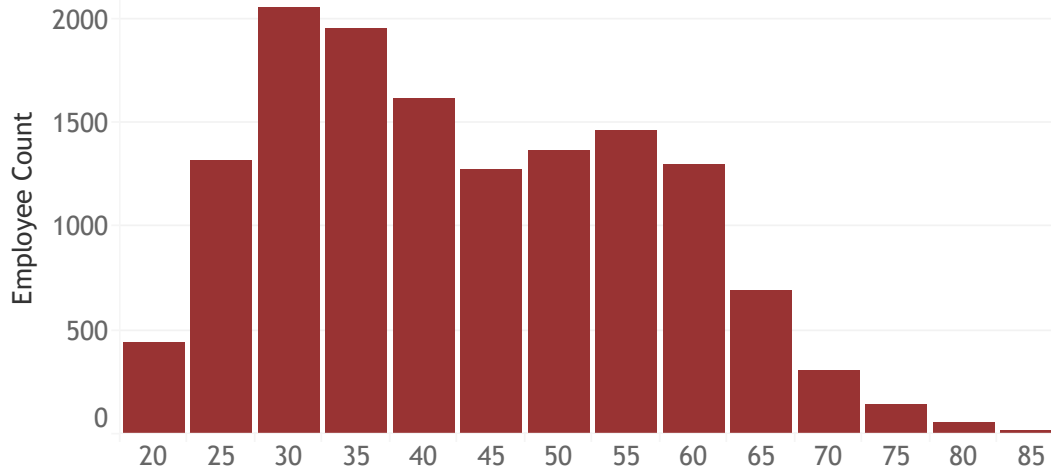


Vice Chancellor Area Personnel Activity by Race/Ethnicity (Admin and Support Staff)



Age

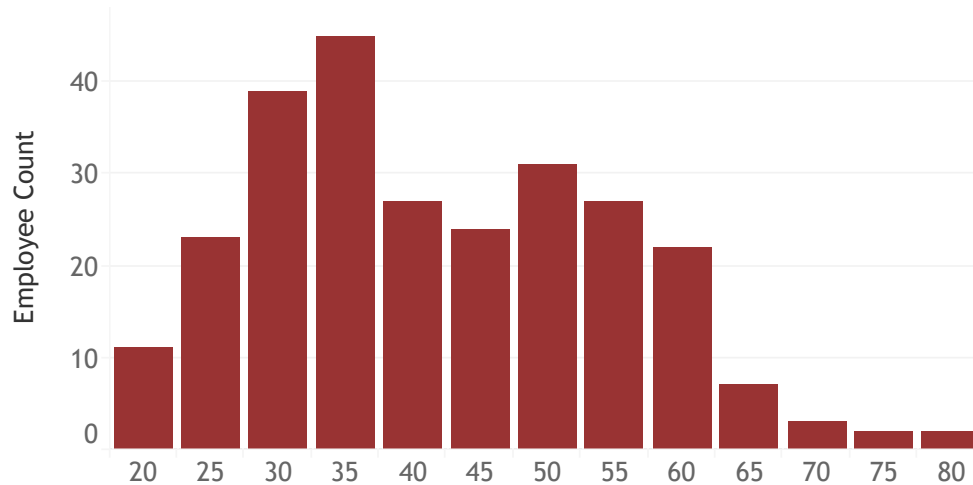
MIT



As of 10/31/2022

	#	Average Age	Median Age
Faculty	1,080	52	50
Admin Staff	2,963	46	45
Support Staff	1,373	42	40
Other Academic Group	1,987	40	34
Sponsored Research Staff	1,824	43	40
Medical	108	48	49
Service Staff	921	49	50
Lincoln Support Staff	189	50	52
Lincoln Sponsored Research	3,168	45	44
Lincoln Service Staff	386	51	54
MIT Intl Admin Staff	1	40	40
MIT	13,978	45	43

Vice Chancellor Area

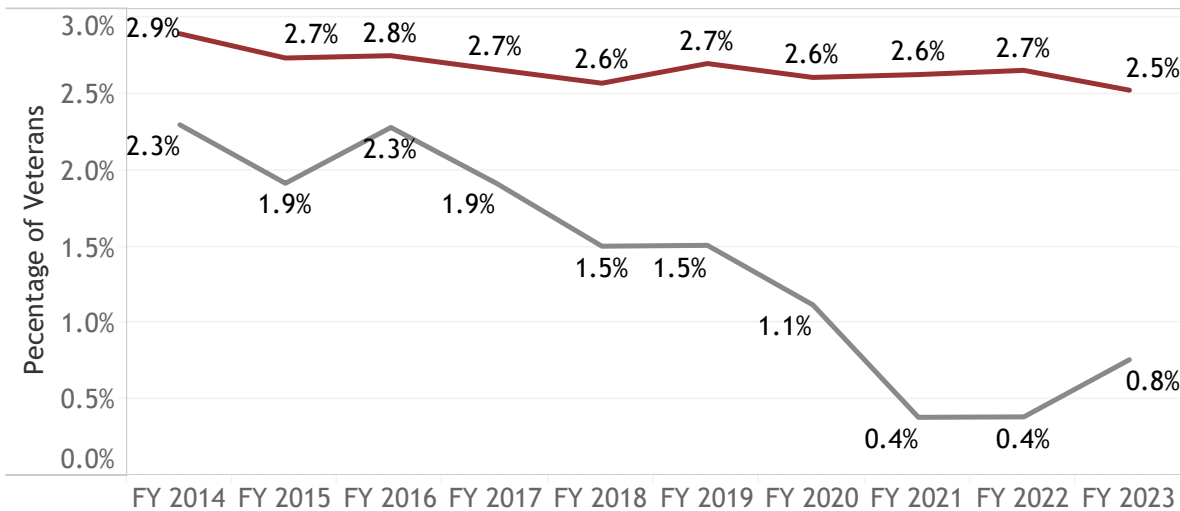


As of 10/31/2022

	#	Average Age	Median Age
Admin Staff	188	43	40
Support Staff	43	42	38
Other Academic Group	26	52	54
Sponsored Research Staff	6	47	42
Vice Chancellor Area	263	44	42

Veterans & IWD

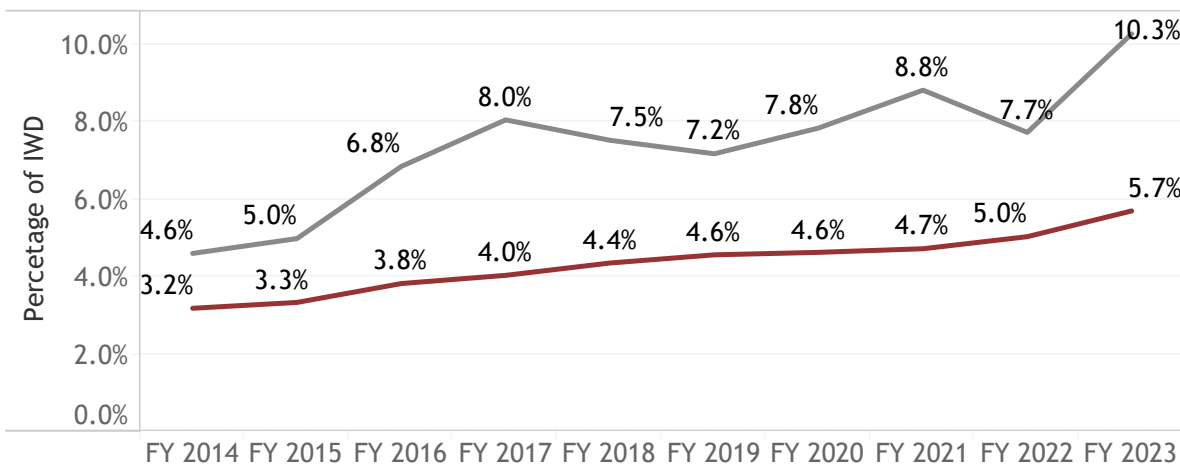
Veterans



■ MIT
■ Vice Chancellor Area

- The percentage of veterans in OVC has fluctuated and has remained below the same at MIT as a whole for the last decade, dropping to its lowest level of 0.4% in FY 2021 and FY 2022.
- The percentage of IWD in the Vice Chancellor area has shifted as well over the last ten years but has remained above MIT's overall ratio.
- **Veterans Benchmark:** The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) set 5.5% as a general VEVRAA hiring benchmark. In Massachusetts, 3.7% of the civilian labor force are veterans.

IWD



<https://www.dol.gov/agencies/ofccp/annual-vevraa-benchmarks>

<https://www.bls.gov/news.release/pdf/vet.pdf>

- **IWD Benchmark:** OFCCP established a nationwide 7% utilization goal for qualified IWD's. This goal is termed "aspirational" by OFCCP and should be applied to each job group at MIT, but "is not to be used as a quota or a ceiling."

<https://www.dol.gov/agencies/ofccp/faqs/section-503#Q3>

Summary

- Vice Chancellor area as a group has exhibited more diversity than MIT at large during the last ten years.
- While the share of female employees in OVC has been considerably higher than at MIT as a whole for the last decade, it has increased slightly since FY 2022 to 66.9% in the current fiscal year.
- The share of ethnic minorities in the Vice Chancellor area has remained higher than at the Institute as a whole.
- The representation of female and minority employees within the Executive and Managerial job category in OVC has also remained considerably higher than their respective share in this leadership group at MIT as a whole. The minorities representation has peaked at 30.5% in FY 2023.