Increasing the Diversity, Equity, and Inclusiveness of Your Recruits

DATA SLIDES

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Current faces
OF THE HIGHER ED IT WORKFORCE

Striving for a representative workforce through diversity, equity, and inclusion
Why does diversity matter?

Workplace diversity contributes to:
✓ Creativity ✓ Productivity ✓ Innovation

Companies in the top quartile for gender diversity are 15% more likely and those in the top quartile for ethnic diversity are 35% more likely to have financial returns above their respective national industry medians.

ETHNICITY
WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION IT?

**ethnicity**

*Nonwhite workers are underrepresented in the higher ed IT workforce* when compared with the overall U.S. labor force: Nonwhite workers make up 15% of all positions in HE IT and 34% of the U.S. labor force.

Overall HE IT workforce

- **White = 85%**
- **Nonwhite = 15%**

WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION IT?

ethnicity

But the HE IT workforce is more ethnically diverse now than it was five years ago, especially in CIO positions:

WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION IT?

ethnicity


WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION IT?

ethnicity


GENDER
Women are underrepresented in the higher ed IT workforce when compared with the overall U.S. labor force:

<table>
<thead>
<tr>
<th>HE IT workforce</th>
<th>U.S. labor force</th>
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</thead>
<tbody>
<tr>
<td>67% male</td>
<td>53%</td>
</tr>
<tr>
<td>33% female</td>
<td>47%</td>
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</tbody>
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WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION?


What would a diverse workforce look like in higher education IT?

Gender


WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION IT?

The proportion of women CIOs has become larger since 2010, but there is a smaller proportion of women IT managers and staff in higher ed than there was five years ago.

Gender

<table>
<thead>
<tr>
<th></th>
<th>CIOs</th>
<th>Managers</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>23%</td>
<td>38%</td>
<td>43%</td>
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<tr>
<td>2015</td>
<td>27%</td>
<td>30%</td>
<td>40%</td>
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WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION IT?

**gender**

Across the higher ed IT workforce, men outearn women by **$7,400** (comparing median salaries)

**However,** for the first time in ECAR workforce research history, **female CIOs and managers outearn their male counterparts** (by **$2,400** and **$3,000**, respectively).

Data Source - ECAR Research: Pomerantz, Jeffrey, and D. Christopher Brooks. *The Higher Education IT Workforce Landscape, 2016.*
WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION?

**gender**

Positions in which females outearn males are designated with an orange bar.


WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION IT?

The median age of HE IT professionals is 48 years, while the median age for the U.S. workforce is 42 years.

<table>
<thead>
<tr>
<th>Median age of the HE IT workforce</th>
<th>53</th>
<th>48</th>
<th>43</th>
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<tbody>
<tr>
<td>CIOs</td>
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