# About the Staff Diversity Dashboard

## Abstract

The aim of the Diversity Dashboard Series is to: (1) provide centralized access to institutional data on equity, access, and climate indicators for staff; and (2) support comparative capability to examine variations in equity, access, and climate indicators by demographic characteristics (race/ethnicity, gender), university context (home department, unit), occupation category, employment status (part-time, full-time); and select indicators of student success.

The Diversity Dashboard (Staff) has a variety of interactive capabilities to explore multiple cross-tabulations. A quick view of racial/ethnic and gender equity (and their intersection) by operational category is also available as are drill downs for racial/ethnic and gender diversity. For user flexibility, an intersectional analysis tool is provided that allows for user-determined cross-tabulations with multiple levels.

## Navigation

**Filters** are provided on tabs 1. Diversity Dashboard, 2. Staff Diversity: Race/Ethnicity and Gender by Academic Unit, Employment, Occupation Category & Salary, 3. Staff Characteristics: Underrepresented Racial/Ethnic Groups, 4. Staff Characteristics: Variations by Gender, and 6. Intersectional Analysis Tool to provide the user with a way to view different cuts or segments of the data. Filters are dropdown lists that allow for selection of multiple values. For some fields (for example Home Department) multiple values may need to be selected due to renaming or other changes that occur from one year to the next. Each page has a filter reset button that will revert the dashboard back to standard.

## Definitions

IPEDS: Integrated Postsecondary Education Data System

Staff: any employee that does not meet the definition of faculty as defined in the Faculty Dashboard

Average Salary: includes all levels of staff regardless of role. Categories with less than 10 members will not show salary information for confidentiality purposes. A value of "0" is reported in red font to indicate this exclusion.

Underrepresented Racial/Ethnic Groups (UREG): includes the following IPEDS categories - Black or African American, Hispanic, American Indian, or Alaska Native, Native Hawaiian or other Pacific Islander, Asian, and two or more races.

Occupation Classification: Standard Occupational Classification (SOC) system a federal statistical standard used to classify workers into occupational categories for collecting, calculating or disseminating data

Job Category (or JCAT): Code assigned to position and job records for identifying the occupation/function of those roles within the UNC System. Allows for a narrower and more consistent analysis within the University and System.

Job Group: Roll up categorization of individual JCAT(s) to create a tiered analytical capability

## Note

Data provided in this dashboard are specific to the period in question. When looking across multiple periods (for example Fall 2018 and Fall 2019) to have a complete view of the data for a particular department or unit the user may have to select multiple values in select fields.

## Data Source

Data for this dashboard is sourced from the UNC System Office HR Datamart.