



Quick Reference Guide

Diversity Dashboard Series

About this Guide

Access the Diversity Dashboard Series via the UNC-G Equity, Diversity, and Inclusion website. <https://diversity-inclusion.uncg.edu/>. This quick reference guide will demonstrate how to navigate the Dashboards.

Key Definitions

Faculty: IPEDS instructional staff only.
Does not include positions that are 100% research or 100% public

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

Basic Navigation

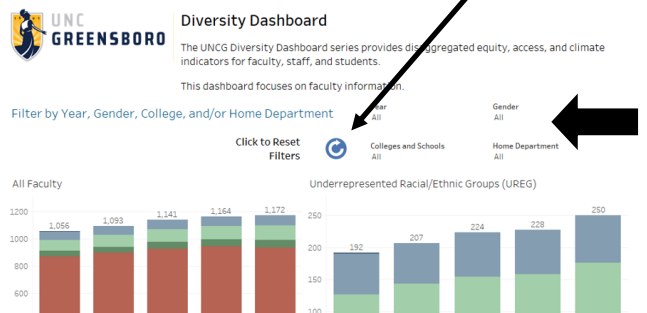
Select the Dashboard to view via the EDI website



The Diversity Dashboard Series provides centralized access to institutional data on equity, access, and climate indicators for faculty and staff.

Navigation Tips

Filters are available to refine data presented in the dashboard. Multiple filters can be applied simultaneously to create smaller populations for review. Filters can be reset by clicking the *Reset Button*.



Formatting can be modified by using *Layout Parameters* or *Variable Parameters*.

5. Race/Ethnicity & Gender Equity by Faculty Rank

Period	Academic Rank	American Indian		Asian		Black or African American		Hispanic		Two or More Races		White		Non-Resident Alien		Unknown	
		Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Fall 2016	Professor	4	7	5	3	3	2	1	65	111	100	102	1	1	1	3	3
	Associate Professor	8	5	17	7	4	4	1	68	28	4	3	2				
	Instructor			1					7	1							
	Lecturer	2	8	6	23	8	15	4	2	2	208	129			3	2	1
	Other						4	3			3	8					
Fall 2017	Professor	6	8	6	3	4	2	1	67	106					3	3	
	Associate Professor	10	16	12	4	8	3	2	1	103	98			1	2		
	Assistant Professor	8	3	18	8	5	1	1	65	35	8	4	2				
	Instructor			2					6	2							
	Lecturer	6	6	26	9	17	5	3	3	211	145	2	4	4	4	1	
Other			1					5	4	1	4						

6. Intersectional Analysis Tool

Filters	American Ind or AI		Female
	Female	Sub-Total	
Fall 2016: Professor	4	7	4
Associate Prof.	8	5	8
Assistant Prof.	2	2	6
Lecturer			
Other			
Sub-Total	2	2	36
Fall 2017: Professor			6
Associate Prof.			10
Assistant Prof.			8
Lecturer			12
Other			10
Sub-Total			36
Fall 2018: Professor			6
Associate Prof.			10
Assistant Prof.			10
Lecturer			12
Other			10
Sub-Total			37
Fall 2019: Professor			7
Associate Prof.			10
Assistant Prof.			10
Lecturer			7
Other			
Sub-Total			34
Fall 2020: Professor			9
Associate Prof.			10
Assistant Prof.			11
Lecturer			8
Other			
Sub-Total			38



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Using the Intersectional Analysis Tool (IAT) for Staff Job Role Analytics

The IAT can be used to do cross-tabulation analysis to gather information on specific demographic data. The IAT contains both Filters and Parameter selection options. It is recommended that the user use limiting selections via Filters and Parameters to create their analysis.

Filter and Parameter settings will drive the data presented in the table. The user should be cognizant of the order of selection of Parameters specifically. The Parameter order is dependent on the selection of Filters.

NOTE: the Filter—Year MUST be selected as a limiting factor OR the Parameter Aggregate Row 1 By MUST be set to the value “Year”

Parameter Definitions:

Occupation Classification—Standard Occupational Classification (SOC) as defined by the Bureau of Labor Statistics SOC code used to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data

Job Group—High level job grouping based on the Job Category or JCAT code breakout.

Job Category— Based on the six-digit Job Category (JCAT) code. JCAT codes place positions and jobs into an occupational or functional area regardless of the position title, salary, etc. This allows for a narrower and more consistent analysis of roles across the UNC System.

The following example uses a combination of Filters and Parameters to provide Job Category information for a specific Unit. Filters are selected as follows: Year = 2020, Unit Title = Arts & Sciences. Parameters are selected as follows: Aggregate Row 1 By = Occupation Classification, Aggregate Row 2 by = Job Group, Aggregate Row 3 by = Job Category, Aggregate column 1 By = Gender. The resulting output provides a breakout by the three job classification layers of the gender mix for each department under Arts & Sciences.



6. Intersectional Analysis Tool

FILTERS

Year
Fall 2020

Unit Title
Arts & Sciences

Job Group
All

Home Department
All

PARAMETERS

Aggregate Row 1 By
Occupation Classification

Click to Reset Filters

Aggregate Row 2 By
Job Group

Aggregate Column 1 By
Gender

Aggregate Row 3 By
Job Category

Aggregate Column 2 By
None



Aggregate Row 1	Aggregate Row 2	Aggregate Row 3	Female		Male		Grand Total
			SubTotal		SubTotal		
Architecture and Engineering Occupations	Research Professionals	Research Professional, Architecture/..			1	1	
	SubTotal				1	1	
	Business and Financial Operations Occupations	External Affairs: Alumni relations, Advancement S..	Communications / Marketing Professi..	1	1		
		Fiscal Affairs: Materials Management & Business Operations Professionals	Business Operations Professional	10	10	1	1
	Managers	Business Operations Professional, De..	1	1			
	SubTotal	Administrative Specialist / Coordinator	1	1			
			13	13	1	1	
Community and Social	Functional Professionals	Academic Advising Professional	2	2	1	1	