



## Tulsa Community College Diversity Ledger - 2017

Academic Year Student Headcount	2013-14			2014-15			2015-16			2016-17			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
Non-Resident Alien	410	1.5%	0	486	1.9%	0	593	2.4%	0	555	2.3%	31	35.4%
Hispanic of any race*	1,852	6.8%	501	1,731	6.6%	512	1,676	6.7%	578	2,125	8.8%	719	14.7%
American Indian or Alaska Native*	2,128	7.8%	250	2,008	7.7%	251	1,860	7.4%	258	1,746	7.2%	254	-18.0%
Asian	957	3.5%	221	984	3.8%	236	1,000	4.0%	251	940	3.9%	247	-1.8%
Black or African American*	2,646	9.7%	359	2,349	9.0%	342	2,125	8.5%	395	1,973	8.1%	430	-25.4%
Native Hawaiian or Other Pacific Islander	35	0.1%	1	29	0.1%	4	29	0.1%	4	24	0.1%	5	-31.4%
White	16,536	60.4%	2,542	15,582	59.7%	2,537	14,640	58.5%	2,681	13,888	57.3%	2,673	-16.0%
More than one race reported	2,028	7.4%	348	2,062	7.9%	387	2,192	8.8%	477	2,343	9.7%	533	15.5%
Not Reported	803	2.9%	113	881	3.4%	162	924	3.7%	208	651	2.7%	145	-18.9%
<b>Total</b>	<b>27,395</b>	<b>100.0%</b>	<b>4,335</b>	<b>26,112</b>	<b>100.0%</b>	<b>4,431</b>	<b>25,039</b>	<b>100.0%</b>	<b>4,852</b>	<b>24,245</b>	<b>100.0%</b>	<b>5,037</b>	<b>-11.5%</b>
White Female, not of Hispanic Origin	9,780	35.7%	1,433	9,218	35.3%	1,425	8,521	34.0%	1,500	8,170	33.7%	1,523	-16.5%
*Underrepresented Minority Students as defined by Aspen Institute	6,626	24.2%	1,110	6,088	23.3%	1,105	5,661	22.6%	1,231	5,844	24.1%	1,403	-11.8%

Fall Full-Time Student Headcount	Fall 2013			Fall 2014			Fall 2015			Fall 2016			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
Non-Resident Alien	166	2.6%	0	168	2.8%	0	202	3.5%	0	215	3.9%	16	29.5%
Hispanic of any race*	422	6.6%	188	431	7.2%	220	412	7.2%	227	490	9.0%	281	16.1%
American Indian or Alaska Native*	550	8.6%	116	465	7.8%	114	422	7.4%	108	391	7.2%	95	-28.9%
Asian	262	4.1%	113	278	4.7%	123	264	4.6%	123	211	3.9%	97	-19.5%
Black or African American*	595	9.3%	138	460	7.7%	134	436	7.6%	144	390	7.1%	157	-34.5%
Native Hawaiian or Other Pacific Islander	7	0.1%	1	7	0.1%	1	7	0.1%	2	5	0.1%	2	-28.6%
White	3,665	57.6%	1,189	3,391	56.9%	1,164	3,162	55.5%	1,217	3,015	55.2%	1,135	-17.7%
More than one race reported	547	8.6%	167	555	9.3%	196	590	10.5%	230	592	10.8%	243	8.2%
Not Reported	153	2.4%	49	209	3.5%	81	200	3.5%	96	153	2.8%	75	0.0%
<b>Total</b>	<b>6,367</b>	<b>100.0%</b>	<b>1,961</b>	<b>5,964</b>	<b>100.0%</b>	<b>2,033</b>	<b>5,695</b>	<b>100.0%</b>	<b>2,147</b>	<b>5,462</b>	<b>100.0%</b>	<b>2,101</b>	<b>-14.2%</b>
White Female, not of Hispanic Origin	2,039	32.0%	655	1,878	31.5%	630	1,715	30.1%	652	1,646	30.1%	647	-19.3%
*Underrepresented Minority Students as defined by Aspen Institute	1,567	24.6%	442	1,356	22.7%	468	1,270	22.3%	479	1,271	23.3%	533	-18.9%

Fall Part-Time Student Headcount	Fall 2013			Fall 2014			Fall 2015			Fall 2016			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
Non-Resident Alien	118	1.0%	0	138	1.2%	0	165	1.4%	0	201	1.7%	13	70.3%
Hispanic of any race*	939	7.7%	248	836	7.0%	228	852	7.4%	280	1,092	9.4%	364	16.3%
American Indian or Alaska Native*	961	7.8%	88	905	7.6%	111	899	7.8%	123	841	7.2%	125	-12.5%
Asian	403	3.3%	76	427	3.6%	76	428	3.7%	86	441	3.8%	103	9.4%
Black or African American*	1,211	9.9%	155	1,105	9.3%	146	1,011	8.8%	187	981	8.4%	217	-19.0%
Native Hawaiian or Other Pacific Islander	12	0.1%	0	10	0.1%	3	14	0.1%	2	9	0.1%	2	-25.0%
White	7,477	60.9%	977	7,245	60.9%	980	6,759	59.0%	1,082	6,727	57.6%	1,168	-10.0%
More than one race reported	836	6.8%	149	876	7.4%	148	915	8.0%	200	1,071	9.2%	231	28.1%
Not Reported	316	2.6%	44	355	3.0%	57	416	3.6%	94	310	2.7%	53	-1.9%
<b>Total</b>	<b>12,273</b>	<b>100.0%</b>	<b>1,737</b>	<b>11,897</b>	<b>100.0%</b>	<b>1,749</b>	<b>11,459</b>	<b>100.0%</b>	<b>2,054</b>	<b>11,673</b>	<b>100.0%</b>	<b>2,276</b>	<b>-4.9%</b>
White Female, not of Hispanic Origin	4,589	37.4%	574	4,504	37.9%	566	4,144	36.2%	626	4,120	35.3%	658	-10.2%
*Underrepresented Minority Students as defined by Aspen Institute	3,111	25.3%	491	2,846	23.9%	485	2,762	24.1%	590	2,914	25.0%	706	-6.3%

Note: Tulsa Achieves headcount indicates any student who is enrolled and affiliated with the Tulsa Achieves program, past or present

## Tulsa Community College Diversity Ledger - continued

Full-Time, First Time, Fall-to-Fall Student Retention Rate	Fall 2014		Fall 2015		Fall 2016	
	Total Headcount	1,893	Total Headcount	1,939	Total Headcount	1,813
Hispanic of any race*	116	62.0%	122	65.2%	115	71.0%
American Indian or Alaska Native*	72	55.8%	63	55.8%	78	60.9%
Asian	66	66.7%	74	71.2%	59	72.0%
Black or African American*	58	42.6%	65	43.6%	82	54.7%
Native Hawaiian or Other Pacific Islander	1	50.0%	0	0.0%	1	50.0%
White	639	60.8%	675	63.0%	599	61.5%
More than one race reported	97	53.9%	108	51.2%	139	62.1%
Not Reported	63	57.8%	64	62.7%	53	58.2%
<b>Total</b>	<b>1,112</b>	<b>58.7%</b>	<b>1,171</b>	<b>60.4%</b>	<b>1,126</b>	<b>62.1%</b>
White Female, not of Hispanic Origin	353	62.6%	381	65.4%	353	67.1%
*Underrepresented Minority Students as defined by Aspen Institute	246	54.4%	250	55.7%	275	62.5%

Full-Time, First Time, 3-year Graduation Rate	Fall 2012		Fall 2013		Fall 2014	
	Total Headcount	2,003	Total Headcount	1,939	Total Headcount	1,893
Hispanic of any race*	26	13.5%	28	14.7%	29	15.5%
American Indian or Alaska Native*	19	12.8%	21	12.7%	15	11.6%
Asian	13	14.9%	23	22.1%	13	13.1%
Black or African American*	23	11.8%	18	11.6%	10	7.4%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%
White	198	17.9%	182	16.9%	188	17.9%
More than one race reported	25	12.3%	30	15.5%	26	14.4%
Not Reported	12	17.9%	5	10.0%	16	14.7%
<b>Total</b>	<b>316</b>	<b>15.8%</b>	<b>307</b>	<b>15.8%</b>	<b>297</b>	<b>15.7%</b>
White Female, not of Hispanic Origin	131	21.3%	114	20.0%	114	20.2%
*Underrepresented Minority Students as defined by Aspen Institute	68	12.7%	67	13.1%	54	11.9%

Full-Time, First Time, 3-year University Transfer Rate	Fall 2012		Fall 2013		Fall 2014	
	Total Headcount	2,003	Total Headcount	1,939	Total Headcount	1,893
Hispanic of any race*	43	22.4%	48	25.1%	49	26.2%
American Indian or Alaska Native*	36	24.2%	40	24.1%	35	27.1%
Asian	34	39.1%	42	40.4%	28	28.3%
Black or African American*	42	21.5%	38	24.5%	31	22.8%
Native Hawaiian or Other Pacific Islander	1	50.0%	0	0.0%	1	50.0%
White	348	31.4%	358	33.2%	349	33.2%
More than one race reported	46	22.7%	45	23.3%	52	28.9%
Not Reported	24	35.8%	14	28.0%	27	24.8%
<b>Total</b>	<b>574</b>	<b>28.7%</b>	<b>585</b>	<b>30.2%</b>	<b>572</b>	<b>30.2%</b>
White Female, not of Hispanic Origin	189	30.7%	195	34.3%	191	33.9%
*Underrepresented Minority Students as defined by Aspen Institute	121	22.6%	126	24.6%	115	25.4%

Source for Transfers to 4-year Institutions: National Student Clearinghouse

IPEDS Definition of First-time Student: Credential-seeking student who could have started in the summer but has no other prior postsecondary experience after high school graduation.

# Tulsa Community College Diversity Ledger - continued

Fall First-time Entering Student Placement	Fall 2015 - Total Headcount 3,264									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Hispanic of any race*	80	23.7%	146	43.2%	59	17.5%	45	13.3%	8	2.4%
American Indian or Alaska Native*	62	28.8%	96	44.7%	26	12.1%	25	11.6%	6	2.8%
Asian	41	25.6%	23	14.4%	30	18.8%	39	24.4%	27	16.9%
Black or African American*	36	12.4%	88	30.2%	57	19.6%	98	33.7%	12	4.1%
Native Hawaiian or Other Pacific Islander	0	0.0%	1	25.0%	2	50.0%	1	25.0%	0	0.0%
White	732	42.3%	654	37.8%	196	11.3%	108	6.2%	40	2.3%
More than one race reported	129	39.3%	118	36.0%	55	16.8%	24	7.3%	2	0.6%
Not Reported	62	31.3%	58	29.3%	35	17.7%	21	10.6%	22	11.1%
<b>All Students</b>	<b>1,142</b>	<b>35.0%</b>	<b>1,184</b>	<b>36.3%</b>	<b>460</b>	<b>14.1%</b>	<b>361</b>	<b>11.1%</b>	<b>117</b>	<b>3.6%</b>
White Female, not of Hispanic Origin	375	39.5%	383	40.3%	106	11.2%	67	7.1%	19	2.0%
*Underrepresented Minority Students as defined by Aspen Institute	178	21.1%	330	39.1%	142	16.8%	168	19.9%	26	3.1%

Fall First-time Entering Student Placement	Fall 2016 - Total Headcount 3,319									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Hispanic of any race*	84	24.3%	117	33.9%	61	17.7%	75	21.7%	8	2.3%
American Indian or Alaska Native*	58	25.0%	89	38.4%	37	15.9%	46	19.8%	2	0.9%
Asian	42	31.3%	20	14.9%	24	17.9%	30	22.4%	18	13.4%
Black or African American*	38	11.6%	75	22.9%	64	19.6%	140	42.8%	10	3.1%
Native Hawaiian or Other Pacific Islander	1	50.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%
White	641	37.4%	647	37.8%	203	11.9%	182	10.6%	39	2.3%
More than one race reported	122	31.6%	144	37.3%	61	15.8%	53	13.7%	6	1.6%
Not Reported	46	25.4%	49	27.1%	34	18.8%	39	21.5%	13	7.2%
<b>All Students</b>	<b>1,032</b>	<b>31.1%</b>	<b>1,141</b>	<b>34.4%</b>	<b>485</b>	<b>14.6%</b>	<b>565</b>	<b>17.0%</b>	<b>96</b>	<b>2.9%</b>
White Female, not of Hispanic Origin	302	32.2%	394	42.0%	113	12.0%	109	11.6%	20	2.1%
*Underrepresented Minority Students as defined by Aspen Institute	180	19.9%	281	31.1%	162	17.9%	261	28.9%	20	2.2%

Fall First-time Entering Student Placement	Fall 2017 - Total Headcount 3,486									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Hispanic of any race*	123	23.2%	147	27.7%	123	23.2%	126	23.8%	11	2.1%
American Indian or Alaska Native*	47	23.5%	54	27.0%	57	28.5%	37	18.5%	5	2.5%
Asian	49	34.3%	27	18.9%	23	16.1%	34	23.8%	10	7.0%
Black or African American*	45	13.6%	72	21.8%	63	19.0%	131	39.6%	20	6.0%
Native Hawaiian or Other Pacific Islander	1	25.0%	1	25.0%	1	25.0%	0	0.0%	1	25.0%
White	697	38.9%	531	29.6%	303	16.9%	213	11.9%	48	2.7%
More than one race reported	153	37.4%	124	30.3%	77	18.8%	42	10.3%	13	3.2%
Not Reported	21	27.3%	23	29.9%	13	16.9%	7	9.1%	13	16.9%
<b>All Students</b>	<b>1,136</b>	<b>32.6%</b>	<b>979</b>	<b>28.1%</b>	<b>660</b>	<b>18.9%</b>	<b>590</b>	<b>16.9%</b>	<b>121</b>	<b>3.5%</b>
White Female, not of Hispanic Origin	369	36.2%	311	30.5%	174	17.1%	143	14.0%	23	2.3%
*Underrepresented Minority Students as defined by Aspen Institute	215	18.9%	273	27.9%	243	36.8%	294	49.8%	36	3.4%

IPEDS Definition of First-time Student: Credential-seeking student who could have started in the summer but has no other prior postsecondary experience after high school graduation.

## Tulsa Community College Diversity Ledger - continued

Employees - Full-time Faculty		Assistant Professors						Associate Professors					
		Fall 2015		Fall 2016		Fall 2017		Fall 2015		Fall 2016		Fall 2017	
Female	Hispanic of any race*	0	0.0%	1	0.9%	1	1.0%	0	0.0%	3	0.0%	3	4.3%
	American Indian or Alaska Native*	9	7.6%	9	8.0%	9	8.7%	3	4.7%	2	2.9%	2	2.9%
	Asian	1	0.8%	2	1.8%	1	1.0%	1	1.6%	1	1.4%	1	1.4%
	Black or African American*	5	4.2%	4	3.5%	4	3.9%	1	1.6%	2	2.9%	2	2.9%
	Native Hawaiian or Other Pacific Islander	2	1.7%	2	1.8%	2	1.9%	2	3.1%	0	0.0%	0	0.0%
	White	98	83.1%	90	79.6%	81	78.6%	54	84.4%	60	85.7%	60	85.7%
	More than one race reported	3	2.5%	5	4.4%	5	4.9%	3	4.7%	2	2.9%	2	2.9%
	<b>Subtotal</b>	<b>118</b>	<b>55.7%</b>	<b>113</b>	<b>57.7%</b>	<b>103</b>	<b>57.2%</b>	<b>64</b>	<b>71.9%</b>	<b>70</b>	<b>74.5%</b>	<b>70</b>	<b>75.3%</b>
Male	Hispanic of any race*	4	4.3%	1	1.2%	1	1.3%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	6	6.4%	4	4.8%	5	6.5%	1	4.0%	2	8.3%	2	8.7%
	Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	6	6.4%	6	7.2%	7	9.1%	1	4.0%	1	4.2%	1	4.3%
	Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	White	76	80.9%	69	83.1%	61	79.2%	20	80.0%	18	75.0%	17	73.9%
	More than one race reported	2	2.1%	3	3.6%	3	3.9%	3	12.0%	3	12.5%	3	13.0%
	<b>Subtotal</b>	<b>94</b>	<b>44.3%</b>	<b>83</b>	<b>42.3%</b>	<b>77</b>	<b>42.8%</b>	<b>25</b>	<b>28.1%</b>	<b>24</b>	<b>25.5%</b>	<b>23</b>	<b>24.7%</b>
<b>Total</b>	<b>212</b>	<b>100.0%</b>	<b>196</b>	<b>100.0%</b>	<b>180</b>	<b>100.0%</b>	<b>89</b>	<b>100.0%</b>	<b>94</b>	<b>100.0%</b>	<b>93</b>	<b>100.0%</b>	
*Underrepresented Minorities as defined by Aspen Institute		30	28.9%	25	25.6%	27	15.0%	6	14.3%	10	18.2%	10	10.8%

Employees - Full-time, Non-Faculty		Staff (bi-monthly and monthly)						Professional Staff						Cabinet					
		Fall 2015		Fall 2016		Fall 2017		Fall 2015		Fall 2016		Fall 2017		Fall 2015		Fall 2016		Fall 2017	
Female	Hispanic of any race*	10	3.8%	8	3.3%	9	3.5%	1	1.1%	1	1.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	36	13.8%	17	7.1%	17	6.7%	7	8.0%	4	3.9%	5	6.4%	0	0.0%	0	0.0%	0	0.0%
	Asian	8	3.1%	8	3.3%	8	3.1%	0	0.0%	1	1.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	17	6.5%	31	12.9%	33	12.9%	6	6.8%	7	6.9%	4	5.1%	1	16.7%	1	20.0%	1	14.3%
	Native Hawaiian or Other Pacific Islander	1	0.4%	1	0.4%	1	0.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	White	175	67.0%	161	67.1%	165	64.7%	70	79.5%	82	80.4%	62	79.5%	5	83.3%	4	80.0%	6	85.7%
	More than one race reported	14	5.4%	14	5.8%	22	8.6%	4	4.5%	7	6.9%	5	6.4%	0	0.0%	0	0.0%	0	0.0%
	<b>Subtotal</b>	<b>261</b>	<b>59.7%</b>	<b>240</b>	<b>56.3%</b>	<b>255</b>	<b>55.3%</b>	<b>88</b>	<b>67.2%</b>	<b>102</b>	<b>63.8%</b>	<b>78</b>	<b>66.7%</b>	<b>6</b>	<b>46.2%</b>	<b>5</b>	<b>45.5%</b>	<b>7</b>	<b>58.3%</b>
Male	Hispanic of any race*	8	4.5%	10	5.4%	12	5.8%	5	11.6%	6	10.3%	5	6.5%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	15	8.5%	12	6.5%	12	5.8%	3	7.0%	4	6.9%	2	2.6%	0	0.0%	0	0.0%	0	0.0%
	Asian	4	2.3%	5	2.7%	5	2.4%	0	0.0%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	12	6.8%	10	5.4%	11	5.3%	2	4.7%	3	5.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Native Hawaiian or Other Pacific Islander	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	White	128	72.7%	138	74.2%	154	74.8%	31	72.1%	43	74.1%	31	40.3%	7	100.0%	6	100.0%	5	6.5%
	More than one race reported	8	4.5%	11	5.9%	12	5.8%	2	4.7%	1	1.7%	1	1.3%	0	0.0%	0	0.0%	0	0.0%
	<b>Subtotal</b>	<b>176</b>	<b>40.3%</b>	<b>186</b>	<b>43.7%</b>	<b>206</b>	<b>44.7%</b>	<b>43</b>	<b>32.8%</b>	<b>58</b>	<b>36.3%</b>	<b>39</b>	<b>33.3%</b>	<b>7</b>	<b>53.8%</b>	<b>6</b>	<b>54.5%</b>	<b>5</b>	<b>41.7%</b>
<b>Total</b>	<b>437</b>	<b>100.0%</b>	<b>426</b>	<b>100.0%</b>	<b>461</b>	<b>100.0%</b>	<b>131</b>	<b>100.0%</b>	<b>160</b>	<b>100.0%</b>	<b>117</b>	<b>100.0%</b>	<b>13</b>	<b>100.0%</b>	<b>11</b>	<b>100.0%</b>	<b>12</b>	<b>100.0%</b>	
*Underrepresented Minorities as defined by Aspen Institute		98	44.0%	88	40.5%	94	20.4%	24	39.2%	25	34.2%	17	14.5%	1	16.7%	1	20.0%	1	8.3%

Note: Employee data as of September 1 of given year; per federal guidelines some employees were reclassified from Professional Staff to Staff in 2017

Source: TCC's Human Resources Department for 2015 and 2016; IR&A for 2017