



Tulsa Community College Diversity Ledger - 2018

Academic Year Student Headcount	2014-15			2015-16			2016-17			2017-18			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
Nonresident Alien	486	1.9%	0	593	2.4%	0	555	2.3%	31	538	2.3%	29	10.7%
Hispanic of any race*	1,731	6.6%	512	1,676	6.7%	578	2,125	8.8%	719	2,217	9.3%	808	28.1%
American Indian or Alaska Native*	2,008	7.7%	251	1,860	7.4%	258	1,746	7.2%	254	1,684	7.1%	270	-16.1%
Asian	984	3.8%	236	1,000	4.0%	251	940	3.9%	247	889	3.7%	248	-9.7%
Black or African American*	2,349	9.0%	342	2,125	8.5%	395	1,973	8.1%	430	1,938	8.2%	444	-17.5%
Native Hawaiian or Other Pacific Islander	29	0.1%	4	29	0.1%	4	24	0.1%	5	32	0.1%	6	10.3%
White	15,582	59.7%	2,537	14,640	58.5%	2,681	13,888	57.3%	2,673	13,305	56.0%	2,806	-14.6%
More than one race reported	2,062	7.9%	387	2,192	8.8%	477	2,343	9.7%	533	2,467	10.4%	594	19.6%
Not Reported	881	3.4%	162	924	3.7%	208	651	2.7%	145	708	3.0%	131	-19.6%
Total	26,112	100.0%	4,431	25,039	100.0%	4,852	24,245	100.0%	5,037	23,778	100.0%	5,336	-8.9%
White Female, not of Hispanic Origin	9,218	35.3%	1,425	8,521	34.0%	1,500	8,170	33.7%	1,523	7,974	33.5%	1,614	-13.5%
*Underrepresented Minority Students as defined by Aspen Institute	6,088	23.3%	1,105	5,661	22.6%	1,231	5,844	24.1%	1,403	5,839	24.6%	1,522	-4.1%

Fall Full-Time Student Headcount	Fall 2014			Fall 2015			Fall 2016			Fall 2017			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
Nonresident Alien	168	2.8%	0	202	3.5%	0	215	3.9%	16	208	4.9%	9	23.8%
Hispanic of any race*	431	7.2%	220	412	7.2%	227	490	9.0%	281	426	10.0%	239	-1.2%
American Indian or Alaska Native*	465	7.8%	114	422	7.4%	108	391	7.2%	95	338	7.9%	105	-27.3%
Asian	278	4.7%	123	264	4.6%	123	211	3.9%	97	204	4.8%	91	-26.6%
Black or African American*	460	7.7%	134	436	7.6%	144	390	7.1%	157	336	7.9%	138	-27.0%
Native Hawaiian or Other Pacific Islander	7	0.1%	1	7	0.1%	2	5	0.1%	2	4	0.1%	3	-42.9%
White	3,391	56.9%	1,164	3,162	55.5%	1,217	3,015	55.2%	1,135	2,691	63.1%	1,033	-20.6%
More than one race reported	555	9.3%	196	590	10.5%	230	592	10.8%	243	570	13.4%	230	2.7%
Not Reported	209	3.5%	81	200	3.5%	96	153	2.8%	75	120	2.8%	48	-42.6%
Total	5,964	100.0%	2,033	5,695	100.0%	2,147	5,462	100.0%	2,101	4,897	100.0%	1,896	-17.9%
White Female, not of Hispanic Origin	1,878	31.5%	630	1,715	30.1%	652	1,646	30.1%	647	1,501	30.7%	574	-20.1%
*Underrepresented Minority Students as defined by Aspen Institute	1,356	22.7%	468	1,270	22.3%	479	1,271	23.3%	533	1,100	22.5%	482	-18.9%

Fall Part-Time Student Headcount	Fall 2014			Fall 2015			Fall 2016			Fall 2017			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
Nonresident Alien	138	1.2%	0	165	1.4%	0	201	1.7%	13	174	1.5%	14	26.1%
Hispanic of any race*	836	7.0%	228	852	7.4%	280	1,092	9.4%	364	1,246	10.4%	487	49.0%
American Indian or Alaska Native*	905	7.6%	111	899	7.8%	123	841	7.2%	125	864	7.2%	138	-4.5%
Asian	427	3.6%	76	428	3.7%	86	441	3.8%	103	415	3.5%	110	-2.8%
Black or African American*	1,105	9.3%	146	1,011	8.8%	187	981	8.4%	217	1,066	8.9%	255	-3.5%
Native Hawaiian or Other Pacific Islander	10	0.1%	3	14	0.1%	2	9	0.1%	2	18	0.2%	3	80.0%
White	7,245	60.9%	980	6,759	59.0%	1,082	6,727	57.6%	1,168	6,727	56.1%	1,404	-7.1%
More than one race reported	876	7.4%	148	915	8.0%	200	1,071	9.2%	231	1,172	9.8%	295	33.8%
Not Reported	355	3.0%	57	416	3.6%	94	310	2.7%	53	318	2.7%	62	-10.4%
Total	11,897	100.0%	1,749	11,459	100.0%	2,054	11,673	100.0%	2,276	12,000	100.0%	2,768	0.9%
White Female, not of Hispanic Origin	4,504	37.9%	566	4,144	36.2%	626	4,120	35.3%	658	4,155	34.6%	814	-7.7%
*Underrepresented Minority Students as defined by Aspen Institute	2,846	23.9%	485	2,762	24.1%	590	2,914	25.0%	706	3,176	26.5%	880	11.6%

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 2015		Fall 2016		Fall 2017	
	Total Headcount	1,939	Total Headcount	1,935	Total Headcount	1,399
Hispanic of any race*	122	65.2%	117	70.1%	108	69.2%
American Indian or Alaska Native*	63	55.8%	83	58.9%	62	63.3%
Asian	74	71.2%	65	73.0%	50	74.6%
Black or African American*	65	43.6%	85	51.8%	47	44.8%
Native Hawaiian or Other Pacific Islander	0	0.0%	1	50.0%	1	100.0%
White	675	63.0%	621	59.9%	419	55.8%
More than one race reported	108	51.2%	144	60.3%	93	49.7%
Not Reported/Other	64	62.7%	58	60.4%	20	58.8%
Total	1,171	60.4%	1,174	60.7%	800	57.2%
White Female, not of Hispanic Origin	381	65.4%	369	65.8%	240	58.7%
*Underrepresented Minority Students as defined by Aspen Institute	250	55.7%	285	60.4%	217	60.4%

Full-Time, First Time, 3-year Graduation Rate	Fall 2013		Fall 2014		Fall 2015	
	Total Headcount	1,939	Total Headcount	1,893	Total Headcount	1,939
Hispanic of any race*	28	14.7%	29	15.5%	32	17.1%
American Indian or Alaska Native*	21	12.7%	15	11.6%	21	18.6%
Asian	23	22.1%	13	13.1%	19	18.3%
Black or African American*	18	11.6%	10	7.4%	15	10.1%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%
White	182	16.9%	188	17.9%	212	19.8%
More than one race reported	30	15.5%	26	14.4%	36	17.1%
Not Reported	5	10.0%	16	14.7%	27	26.5%
Total	307	15.8%	297	15.7%	362	18.7%
White Female, not of Hispanic Origin	114	20.0%	114	20.2%	126	21.6%
*Underrepresented Minority Students as defined by Aspen Institute	67	13.1%	54	11.9%	68	15.1%

Full-Time, First Time, 3-year University Transfer Rate	Fall 2013		Fall 2014		Fall 2015	
	Total Headcount	1,939	Total Headcount	1,893	Total Headcount	1,939
Hispanic of any race*	48	25.1%	49	26.2%	41	21.9%
American Indian or Alaska Native*	40	24.1%	35	27.1%	34	30.1%
Asian	42	40.4%	28	28.3%	36	34.6%
Black or African American*	38	24.5%	31	22.8%	29	19.5%
Native Hawaiian or Other Pacific Islander	0	0.0%	1	50.0%	0	0.0%
White	358	33.2%	349	33.2%	346	32.3%
More than one race reported	45	23.3%	52	28.9%	61	28.9%
Not Reported	14	28.0%	27	24.8%	26	25.5%
Total	585	30.2%	572	30.2%	573	29.6%
White Female, not of Hispanic Origin	195	34.3%	191	33.9%	196	33.6%
*Underrepresented Minority Students as defined by Aspen Institute	126	24.6%	115	25.4%	104	23.2%

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 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%
All Students	1,032	31.1%	1,141	34.4%	485	14.6%	565	17.0%	96	2.9%
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%
All Students	1,136	32.6%	979	28.1%	660	18.9%	590	16.9%	121	3.5%
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%

Fall First-time Entering Student Placement	Fall 2018 - Total Headcount 3,499									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Hispanic of any race*	131	22.7%	162	28.1%	120	20.8%	144	25.0%	19	3.3%
American Indian or Alaska Native*	50	25.3%	59	29.8%	39	19.7%	38	19.2%	12	6.1%
Asian	58	31.2%	30	16.1%	40	21.5%	44	23.7%	14	7.5%
Black or African American*	31	10.5%	61	20.7%	59	20.0%	115	39.0%	29	9.8%
Native Hawaiian or Other Pacific Islander	0	0.0%	1	33.3%	0	0.0%	0	0.0%	2	66.7%
White	607	38.9%	477	30.5%	260	16.6%	167	10.7%	51	3.3%
More than one race reported	159	33.8%	156	33.2%	80	17.0%	66	14.0%	9	1.9%
Unknown	57	27.3%	59	28.2%	30	14.4%	44	21.1%	19	9.1%
All Students	1,093	31.2%	1,005	28.7%	628	17.9%	618	17.7%	155	4.4%
White Female, not of Hispanic Origin	313	34.0%	308	33.5%	168	18.3%	110	12.0%	21	2.3%
*Underrepresented Minority Students as defined by Aspen Institute	212	19.8%	282	26.4%	218	20.4%	297	27.8%	60	5.6%

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 2016		Fall 2017		Fall 2018		Fall 2016		Fall 2017		Fall 2018	
Female	Hispanic of any race*	1	0.9%	1	1.0%	1	1.0%	3	0.0%	3	4.3%	3	3.8%
	American Indian or Alaska Native*	9	8.0%	9	8.7%	10	9.9%	2	2.9%	2	2.9%	3	3.8%
	Asian	2	1.8%	1	1.0%	2	2.0%	1	1.4%	1	1.4%	1	1.3%
	Black or African American*	4	3.5%	4	3.9%	1	1.0%	2	2.9%	2	2.9%	6	7.6%
	Native Hawaiian or Other Pacific Islander	2	1.8%	2	1.9%	2	2.0%	0	0.0%	0	0.0%	0	0.0%
	White	90	79.6%	81	78.6%	77	76.2%	60	85.7%	60	85.7%	64	81.0%
	More than one race reported	5	4.4%	5	4.9%	8	7.9%	2	2.9%	2	2.9%	2	2.5%
	Subtotal	113	57.7%	103	57.2%	101	59.4%	70	74.5%	70	75.3%	79	71.8%
Male	Hispanic of any race*	1	1.2%	1	1.3%	2	2.9%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	4	4.8%	5	6.5%	2	2.9%	2	8.3%	2	8.7%	3	9.7%
	Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	6	7.2%	7	9.1%	8	11.6%	1	4.2%	1	4.3%	2	6.5%
	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	69	83.1%	61	79.2%	54	78.3%	18	75.0%	17	73.9%	22	71.0%
	More than one race reported	3	3.6%	3	3.9%	3	4.3%	3	12.5%	3	13.0%	4	12.9%
	Subtotal	83	42.3%	77	42.8%	69	40.6%	24	25.5%	23	24.7%	31	28.1%
Total	196	100.0%	180	100.0%	170	100.0%	94	100.0%	93	100.0%	110	100.0%	
*Underrepresented Minorities as defined by Aspen Institute		25	12.8%	27	15.0%	24	14.1%	10	10.6%	10	10.8%	17	15.5%

Employees - Full-time, Non-Faculty		Staff (bi-monthly and monthly)						Professional Staff						Cabinet					
		Fall 2016		Fall 2017		Fall 2018		Fall 2016		Fall 2017		Fall 2018		Fall 2016		Fall 2017		Fall 2018	
Female	Hispanic of any race*	8	3.3%	9	3.5%	9	3.4%	1	1.0%	1	1.3%	1	1.3%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	17	7.1%	17	6.7%	21	7.9%	4	3.9%	5	6.4%	4	5.1%	0	0.0%	0	0.0%	0	0.0%
	Asian	8	3.3%	8	3.1%	11	4.1%	1	1.0%	1	1.3%	1	1.3%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	31	12.9%	33	12.9%	32	12.0%	7	6.9%	4	5.1%	3	3.8%	1	20.0%	1	14.3%	2	22.2%
	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	161	67.1%	165	64.7%	167	62.8%	82	80.4%	62	79.5%	65	82.3%	4	80.0%	6	85.7%	7	77.8%
	More than one race reported	14	5.8%	22	8.6%	25	9.4%	7	6.9%	5	6.4%	5	6.3%	0	0.0%	0	0.0%	0	0.0%
	Subtotal	240	56.3%	255	55.3%	266	56.6%	102	63.8%	78	66.7%	79	64.8%	5	45.5%	7	58.3%	9	64.3%
Male	Hispanic of any race*	10	5.4%	12	5.8%	13	16.9%	6	10.3%	5	6.5%	5	6.5%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	12	6.5%	12	5.8%	13	16.9%	4	6.9%	2	2.6%	2	2.6%	0	0.0%	0	0.0%	0	0.0%
	Asian	5	2.7%	5	2.4%	4	5.2%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	10	5.4%	11	5.3%	10	13.0%	3	5.2%	0	0.0%	2	2.6%	0	0.0%	0	0.0%	0	0.0%
	Native Hawaiian or Other Pacific Islander	0	0.0%	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	138	74.2%	154	74.8%	148	192.2%	43	74.1%	31	40.3%	32	41.6%	6	100.0%	5	6.5%	5	6.5%
	More than one race reported	11	5.9%	12	5.8%	16	20.8%	1	1.7%	1	1.3%	2	2.6%	0	0.0%	0	0.0%	0	0.0%
	Subtotal	186	43.7%	206	44.7%	204	43.4%	58	36.3%	39	33.3%	43	35.2%	6	54.5%	5	41.7%	5	35.7%
Total	426	100.0%	461	100.0%	470	100.0%	160	100.0%	117	100.0%	122	100.0%	11	100.0%	12	100.0%	14	100.0%	
*Underrepresented Minorities as defined by Aspen Institute		88	20.7%	94	20.4%	98	20.9%	25	15.6%	17	14.5%	17	13.9%	1	9.1%	100.0%	8.3%	2	14.3%

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