



Tulsa Community College Diversity Ledger

Academic Year Student Headcount	2012-13			2013-14			2014-15			2015-16			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
American Indian or Alaska Native	2,337	8.1%	269	2,128	7.8%	250	2,008	7.7%	251	1,860	7.4%	258	-20.4%
Asian	909	3.1%	191	957	3.5%	221	984	3.8%	236	1,000	4.0%	251	10.0%
Black or African American	2,942	10.2%	370	2,646	9.7%	359	2,349	9.0%	342	2,125	8.5%	395	-27.8%
Hispanic of any race	1,859	6.4%	435	1,852	6.8%	501	1,731	6.6%	512	1,676	6.7%	578	-9.8%
More than one race reported	1,894	6.5%	288	2,028	7.4%	348	2,062	7.9%	387	2,192	8.8%	477	15.7%
Native Hawaiian or Other Pacific Islander	44	0.2%	6	35	0.1%	1	29	0.1%	4	29	0.1%	4	-34.1%
Non-Resident Alien	380	1.3%	0	410	1.5%	0	486	1.9%	0	593	2.4%	0	56.1%
White	17,669	61.1%	2,524	16,536	60.4%	2,542	15,582	59.7%	2,537	14,640	58.5%	2,681	-17.1%
Not Reported	892	3.1%	96	803	2.9%	113	881	3.4%	162	924	3.7%	208	3.6%
Total	28,926	100.0%	4,083	27,395	100.0%	4,222	26,112	100.0%	4,269	25,039	1	4,852	-13.4%
White Female, not of Hispanic Origin	10,626	36.7%	1,450	9,780	35.7%	1,433	9,218	35.3%	1,425	8,521	34.0%	1,500	-19.8%
*Underrepresented Minority Students as defined by Aspen Institute	7,138	24.7%	1,074	6,626	24.2%	1,110	6,088	23.3%	1,105	5,661	22.6%	1,231	-20.7%

Fall Full-Time Student Headcount	Fall 2012			Fall 2013			Fall 2014			Fall 2015			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
American Indian or Alaska Native	592	8.5%	129	550	8.6%	116	465	7.8%	114	422	7.4%	108	-28.7%
Asian	256	3.7%	100	262	4.1%	113	278	4.7%	123	264	4.6%	123	3.1%
Black or African American	672	9.6%	170	595	9.3%	138	460	7.7%	134	436	7.6%	144	-35.1%
Hispanic of any race	485	6.9%	197	422	6.6%	188	431	7.2%	220	412	7.2%	227	-15.1%
More than one race reported	544	7.8%	155	547	8.6%	167	555	9.3%	196	590	10.5%	230	8.5%
Native Hawaiian or Other Pacific Islander	8	0.1%	1	7	0.1%	1	7	0.1%	1	7	0.1%	2	-12.5%
Non-Resident Alien	167	2.4%	0	166	2.6%	0	168	2.8%	0	202	3.5%	0	21.0%
White	4,092	58.5%	1,234	3,665	57.6%	1,189	3,391	56.9%	1,164	3,162	55.5%	1,217	-22.7%
Not Reported	178	2.5%	48	153	2.4%	49	209	3.5%	81	200	3.5%	96	12.4%
Total	6,994	100.0%	2,034	6,367	100.0%	1,961	5,964	100.0%	2,033	5,701	100.0%	2,147	-18.5%
White Female, not of Hispanic Origin	2,324	33.2%	700	2,039	32.0%	655	1,878	31.5%	630	1,715	30.1%	652	-26.2%
*Underrepresented Minority Students as defined by Aspen Institute	1,749	25.0%	496	1,567	24.6%	442	1,356	22.7%	468	1,270	22.3%	479	-27.4%

Fall Part-Time Student Headcount	Fall 2012			Fall 2013			Fall 2014			Fall 2015			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
American Indian or Alaska Native	1,020	8.1%	105	961	7.8%	88	905	7.6%	111	899	7.8%	123	-11.9%
Asian	372	3.0%	54	403	3.3%	76	427	3.6%	76	428	3.7%	86	15.1%
Black or African American	1,311	10.4%	152	1,211	9.9%	155	1,105	9.3%	146	1,011	8.8%	187	-22.9%
Hispanic of any race	828	6.6%	193	939	7.7%	248	836	7.0%	228	852	7.4%	280	2.9%
More than one race reported	752	6.0%	106	836	6.8%	149	876	7.4%	148	915	8.0%	200	21.7%
Native Hawaiian or Other Pacific Islander	20	0.2%	4	12	0.1%	0	10	0.1%	3	14	0.1%	2	-30.0%
Non-Resident Alien	114	0.9%	0	118	1.0%	0	138	1.2%	0	165	1.4%	0	44.7%
White	7,810	62.2%	923	7,477	60.9%	977	7,245	60.9%	980	6,759	59.0%	1,082	-13.5%
Not Reported	336	2.7%	37	316	2.6%	44	355	3.0%	57	416	3.6%	94	23.8%
Total	12,563	100.0%	1,574	12,273	100.0%	1,737	11,897	100.0%	1,749	11,459	100.0%	2,054	-8.8%
White Female, not of Hispanic Origin	4,897	39.0%	541	4,589	37.4%	574	4,504	37.9%	566	4,144	36.2%	626	-15.4%
*Underrepresented Minority Students as defined by Aspen Institute	3,159	25.1%	450	3,111	25.3%	491	2,846	23.9%	485	2,762	24.1%	590	-12.6%

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 2013		Fall 2014		Fall 2015	
	Total Headcount 1,939		Total Headcount 1,893		Total Headcount 1,939	
American Indian or Alaska Native*	99	59.6%	72	55.8%	63	55.8%
Asian	78	75.0%	66	66.7%	74	71.2%
Black or African American*	63	40.6%	58	42.6%	65	43.6%
Hispanic of any race*	128	67.0%	116	62.0%	122	65.2%
Native Hawaiian or Other Pacific Islander	2	100.0%	1	50.0%		0.0%
White	629	58.3%	639	60.8%	675	63.0%
More than one race reported	100	51.8%	97	53.9%	108	51.2%
Not Reported	30	60.0%	63	57.8%	64	62.7%
Total	1129	58.2%	1112	58.7%	1,171	60.4%
White Female, not of Hispanic Origin	344	60.5%	353	62.6%	381	65.4%
*Underrepresented Minority Students as defined by Aspen Institute	290	56.6%	246	54.4%	250	55.7%

Full-Time, First Time, 3-year Graduation Rate	Fall 2011		Fall 2012		Fall 2013	
	Total Headcount 2,148		Total Headcount 2,003		Total Headcount 1,939	
American Indian or Alaska Native*	24	12.2%	19	12.8%	21	12.7%
Asian	18	23.1%	13	14.9%	23	22.1%
Black or African American*	21	8.4%	23	11.8%	18	11.6%
Hispanic of any race*	21	10.9%	26	13.5%	28	14.7%
Native Hawaiian or Other Pacific Islander		0.0%		0.0%		0.0%
White	183	15.4%	198	17.9%	182	16.9%
More than one race reported	21	11.3%	25	12.3%	30	15.5%
Not Reported	10	17.5%	12	17.9%	5	10.0%
Total	298	13.9%	316	15.8%	307	15.8%
White Female, not of Hispanic Origin	113	17.8%	131	21.3%	114	20.0%
*Underrepresented Minority Students as defined by Aspen Institute	66	10.3%	68	12.7%	67	13.1%

Full-Time, First Time, 3-year University Transfer Rate	Fall 2011		Fall 2012		Fall 2013	
	Total Headcount 2,148		Total Headcount 2,003		Total Headcount 1,939	
American Indian or Alaska Native*	47	23.9%	36	24.2%	40	24.1%
Asian	34	43.6%	34	39.1%	42	40.4%
Black or African American*	56	22.5%	42	21.5%	38	24.5%
Hispanic of any race*	50	26.0%	43	22.4%	48	25.1%
Native Hawaiian or Other Pacific Islander		0.0%	1	50.0%		0.0%
White	401	33.8%	348	31.4%	358	33.2%
More than one race reported	57	30.6%	46	22.7%	45	23.3%
Not Reported	15	26.3%	24	35.8%	14	28.0%
Total	660	30.7%	574	28.7%	585	30.2%
White Female, not of Hispanic Origin	207	32.7%	189	30.7%	195	34.3%
*Underrepresented Minority Students as defined by Aspen Institute	153	24.0%	121	22.6%	126	24.6%

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 2014 - Total Headcount 3,221									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
American Indian or Alaska Native*	59	26.5%	73	32.7%	48	21.5%	33	14.8%	10	4.5%
Asian	47	32.4%	38	26.2%	18	12.4%	21	14.5%	21	14.5%
Black or African American*	31	11.1%	85	30.5%	59	21.1%	88	31.5%	16	5.7%
Hispanic of any race*	73	22.2%	109	33.1%	74	22.5%	59	17.9%	14	4.3%
Native Hawaiian or Other Pacific Islander		0.0%	2	50.0%		0.0%	2	50.0%		0.0%
White	663	37.9%	621	35.5%	255	14.6%	153	8.8%	56	3.2%
More than one race reported	118	36.2%	109	33.4%	52	16.0%	37	11.3%	10	3.1%
Not Reported	51	30.5%	52	31.1%	27	16.2%	26	15.6%	11	6.6%
All Students	1,042	32.4%	1,089	33.8%	533	16.5%	419	13.0%	138	4.3%
White Female, not of Hispanic Origin	338	35.1%	357	37.0%	138	14.3%	99	10.3%	32	3.3%
*Underrepresented Minority Students as defined by Aspen Institute	163	19.6%	267	32.1%	181	21.8%	180	21.7%	40	4.8%

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	
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%
Hispanic of any race*	80	23.7%	146	43.2%	59	17.5%	45	13.3%	8	2.4%
Native Hawaiian or Other Pacific Islander		0.0%	1	25.0%	2	50.0%	1	25.0%		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%
All Students	1,142	35.0%	1,184	36.3%	460	14.1%	361	11.1%	117	3.6%
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	
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%
Hispanic of any race*	84	24.3%	117	33.9%	61	17.7%	75	21.7%	8	2.3%
Native Hawaiian or Other Pacific Islander	1	50.0%		0.0%	1	50.0%		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%

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 2014		Fall 2015		Fall 2016		Fall 2014		Fall 2015		Fall 2016	
Female	American Indian or Alaska Native*	7	5.6%	9	7.6%	9	8.0%	1	1.6%	3	4.7%	2	2.9%
	Asian	1	0.8%	1	0.8%	2	1.8%	1	1.6%	1	1.6%	1	1.4%
	Black or African American*	9	7.1%	5	4.2%	4	3.5%	0	0.0%	1	1.6%	2	2.9%
	Hispanic of any race*	0	0.0%	0	0.0%	1	0.9%	0	0.0%	0	0.0%	3	0.0%
	Native Hawaiian or Other Pacific Islander	2	1.6%	2	1.7%	2	1.8%	2	3.1%	2	3.1%	0	0.0%
	White	104	82.5%	98	83.1%	90	79.6%	57	89.1%	54	84.4%	60	85.7%
	More than one race reported	3	2.4%	3	2.5%	5	4.4%	3	4.7%	3	4.7%	2	2.9%
	Subtotal	126	56.5%	118	55.7%	113	57.7%	64	76.2%	64	71.9%	70	74.5%
Male	American Indian or Alaska Native*	6	6.2%	6	6.4%	4	4.8%	1	4.0%	1	4.0%	2	8.3%
	Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	5	5.2%	6	6.4%	6	7.2%	1	4.0%	1	4.0%	1	4.2%
	Hispanic of any race*	1	1.0%	4	4.3%	1	1.2%	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%
	White	81	83.5%	76	80.9%	69	83.1%	17	68.0%	20	80.0%	18	75.0%
	More than one race reported	4	4.1%	2	2.1%	3	3.6%	1	4.0%	3	12.0%	3	12.5%
	Subtotal	97	43.5%	94	44.3%	83	42.3%	20	23.8%	25	28.1%	24	25.5%
Total	223	100.0%	212	100.0%	196	100.0%	84	100.0%	89	100.0%	94	100.0%	
*Underrepresented Minorities as defined by Aspen Institute		28	25.1%	30	28.9%	25	25.6%	3	9.6%	6	14.3%	10	18.2%

Employees - Full-time, Non-Faculty		Staff (bi-monthly and monthly)						Professional Staff						Cabinet					
		Fall 2014		Fall 2015		Fall 2016		Fall 2014		Fall 2015		Fall 2016		Fall 2014		Fall 2015		Fall 2016	
Female	American Indian or Alaska Native*	17	6.0%	36	13.8%	17	7.1%	7	8.4%	7	8.0%	4	3.9%	0	0.0%	0	0.0%	0	0.0%
	Asian	8	2.8%	8	3.1%	8	3.3%	0	0.0%	0	0.0%	1	1.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	38	13.5%	17	6.5%	31	12.9%	6	7.2%	6	6.8%	7	6.9%	1	16.7%	1	16.7%	1	20.0%
	Hispanic of any race*	12	4.3%	10	3.8%	8	3.3%	1	1.2%	1	1.1%	1	1.0%	0	0.0%	0	0.0%	0	0.0%
	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	188	66.9%	175	67.0%	161	67.1%	64	77.1%	70	79.5%	82	80.4%	5	83.3%	5	83.3%	4	80.0%
	More than one race reported	17	6.0%	14	5.4%	14	5.8%	5	6.0%	4	4.5%	7	6.9%	0	0.0%	0	0.0%	0	0.0%
	Subtotal	281	61.5%	261	59.7%	240	56.3%	83	63.8%	88	67.2%	102	63.8%	6	50.0%	6	46.2%	5	45.5%
Male	American Indian or Alaska Native*	3	1.7%	15	8.5%	12	6.5%	3	6.4%	3	7.0%	4	6.9%	0	0.0%	0	0.0%	0	0.0%
	Asian	14	8.0%	4	2.3%	5	2.7%	0	0.0%	0	0.0%	1	1.7%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	10	5.7%	12	6.8%	10	5.4%	2	4.3%	2	4.7%	3	5.2%	0	0.0%	0	0.0%	0	0.0%
	Hispanic of any race*	11	6.3%	8	4.5%	10	5.4%	4	8.5%	5	11.6%	6	10.3%	0	0.0%	0	0.0%	0	0.0%
	Native Hawaiian or Other Pacific Islander	0	0.0%	1	0.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	White	130	73.9%	128	72.7%	138	74.2%	36	76.6%	31	72.1%	43	74.1%	6	100.0%	7	100.0%	6	100.0%
	More than one race reported	8	4.5%	8	4.5%	11	5.9%	2	4.3%	2	4.7%	1	1.7%	0	0.0%	0	0.0%	0	0.0%
	Subtotal	176	38.5%	176	40.3%	186	43.7%	47	36.2%	43	32.8%	58	36.3%	6	50.0%	7	53.8%	6	54.5%
Total	457	100.0%	437	100.0%	426	100.0%	130	100.0%	131	100.0%	160	100.0%	12	100.0%	13	100.0%	11	100.0%	
*Underrepresented Minorities as defined by Aspen Institute		91	37.5%	98	44.0%	88	40.5%	23	36.0%	24	39.2%	25	34.2%	1	16.7%	1	16.7%	1	20.0%

Note: Employee data as of September 1 of given year

Source: TCC's Human Resources Department