



SHEEO

STATE HIGHER EDUCATION EXECUTIVE OFFICERS ASSOCIATION

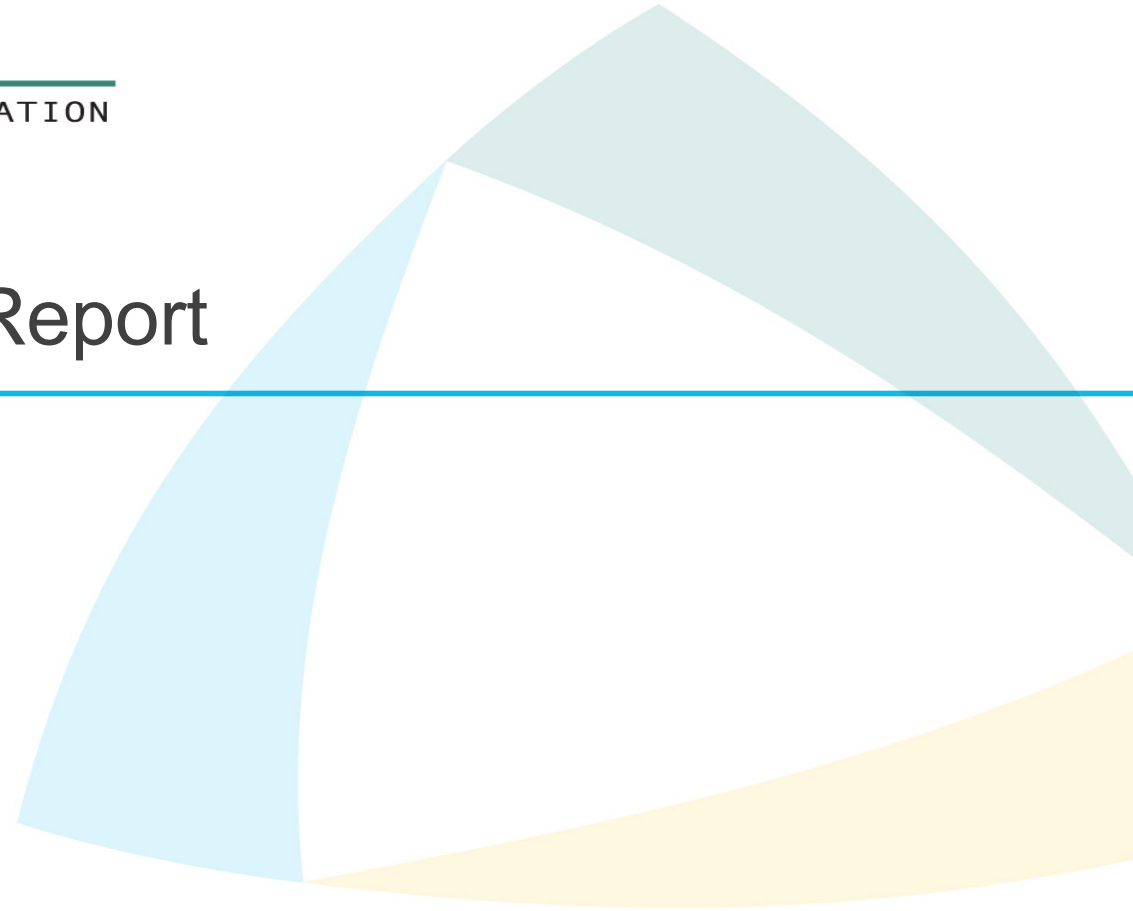
The SHEEO Membership Report – Racial Equity and Higher Education Governance



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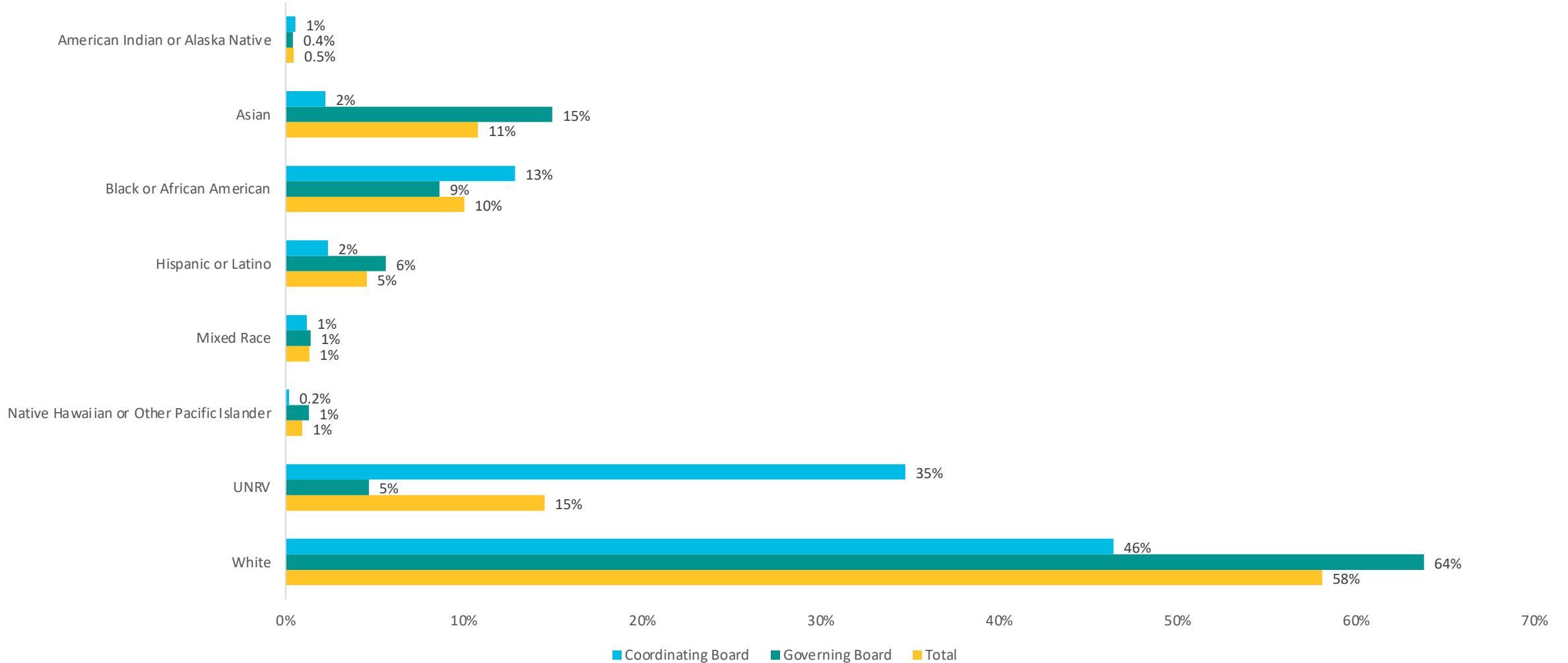
SHEEO FY 2021 Membership Report



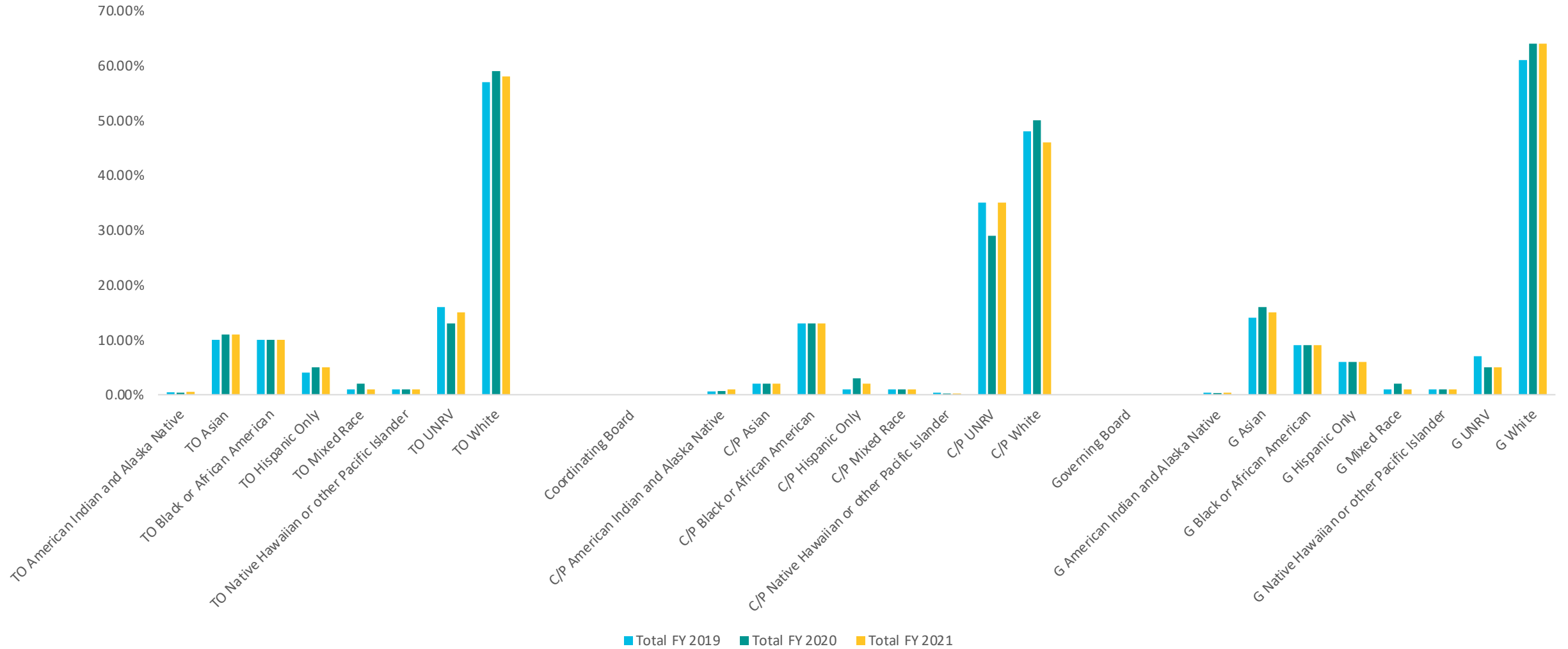
Brief Overview

- The Membership Report provides the SHEEO membership and the higher education policy community with a view of various member characteristics, including agency-level data, agency senior leadership demographics, and SHEEO-specific data.
- FY 21 data was collected in May/June 2021
- 55 respondents in FY 21 with 2 additional agencies carried over

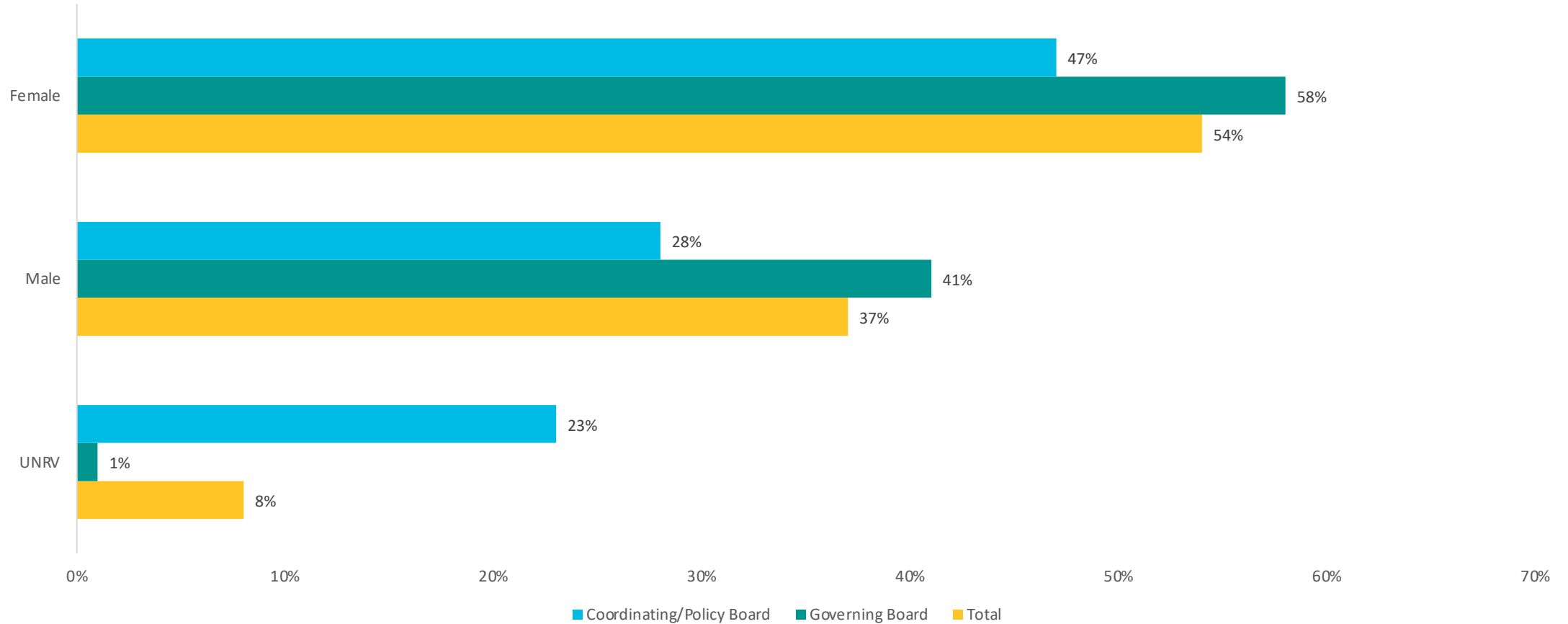
Staff Demographics – Race and Hispanic or Latino Origin FY 21



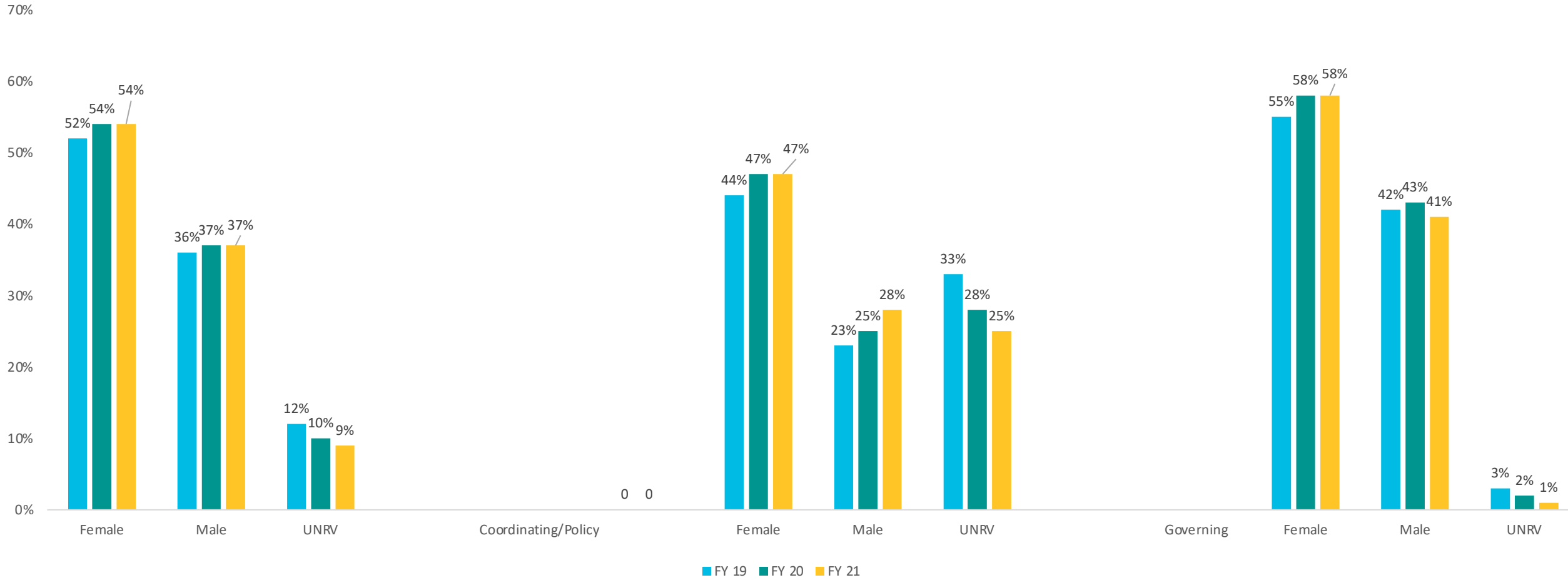
Staff Demographics – Race and Hispanic or Latino Origin FY19-FY21



Staff Demographics – Sex FY 21



Staff Demographics – Sex FY 19 – FY 21



Senior Leadership

	American Indian or Alaska Native			Asian			Black or African American			Hispanic or Latino			MultiRacial			Multiracial Latino	Native Hawaiian or Other Pacific Islander			UNRV			White			Total
	F	M	UNRV	F	M	UNRV	F	M	UNRV	F	M	UNRV	F	M	UNRV	F	F	M	UNRV	F	M	UNRV	F	M	UNRV	
Academic Officer	0	0	0	0	0	0	3	3	0	2	1	0	0	0	0	0	0	0	0	2	0	0	21	18	0	50
Financial Officer	0	0	0	0	1	0	2	2	0	0	2	0	0	0	0	0	0	1	0	0	2	1	14	27	0	52
Government Relations Officer	0	0	0	1	0	0	1	1	0	0	2	0	0	0	0	0	0	0	0	2	0	1	17	16	1	42
Communications Officer	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	2	1	0	26	15	0	46
Research Officer	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	13	12	0	28
Equity and Diversity Officer	0	1	0	0	0	0	8	5	0	2	0	0	1	0	0	1	0	0	0	1	1	2	1	3	0	26
General Counsel	0	0	0	1	0	0	2	1	0	1	0	0	0	0	0	0	0	0	0	1	1	2	11	19	0	39
Development Officer	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	4	0	8
Technology Officer	0	0	0	1	2	0	3	2	0	1	2	0	0	0	0	0	0	0	0	2	2	1	6	16	1	39
Total	0	1	0	3	3	0	21	15	0	7	9	0	1	0	0	1	0	1	0	11	7	7	111	130	2	330

Senior Leadership Representation by Race, Ethnicity, and Sex

- American Indian or Alaska Native – .3% (1)
- Asian – 2% (6)
- Black or African American – 11% (35)
- Hispanic or Latino – 5% (16)
- Multiracial – .3% (1)
- Multiracial Latino – .3% (1)
- Native Hawaiian or Other Pacific Islander – .3% (1)
- UNRV – 8% (25)
- White – 74% (243)
- Female – 47% (155)
- Male – 50% (166)

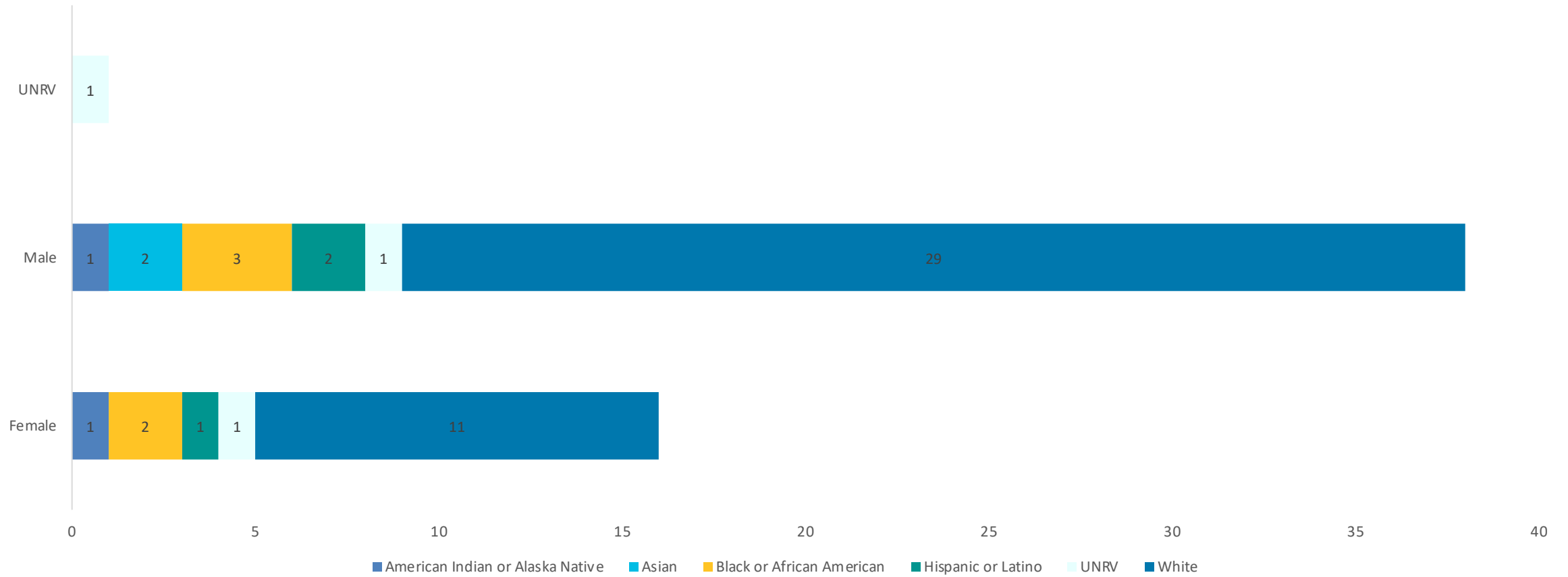
Senior Leadership

- Women of color and men of color both represent 9% of senior leaders
- White women represent 34% of senior leadership positions and white men represent 39%
- The Equity and Diversity Officer position had the most representation for people of color (69%)
 - All other senior leadership positions have less than 26% people of color
 - Black or African American people are most represented in the EDO position
- Senior Leadership positions that have 50% or more female leaders are Academic Officer, Government Relations Officer, Communications Officer, Research Officer, and Equity and Diversity Officer

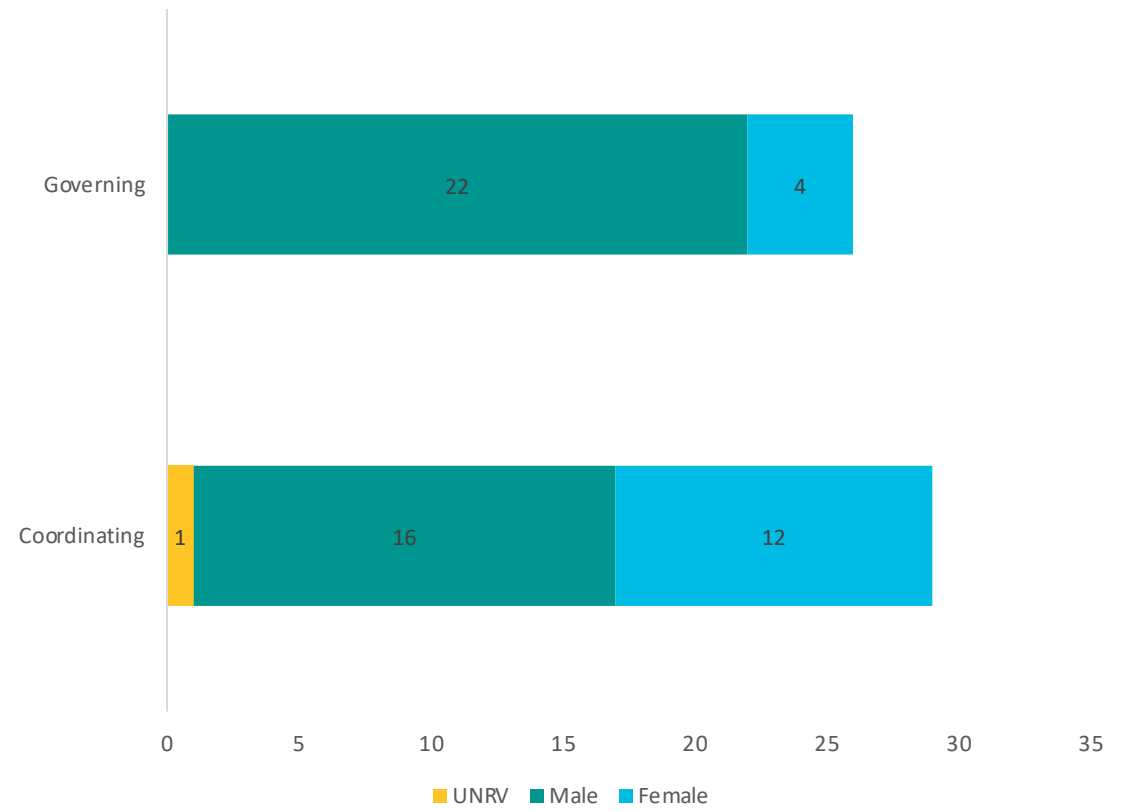
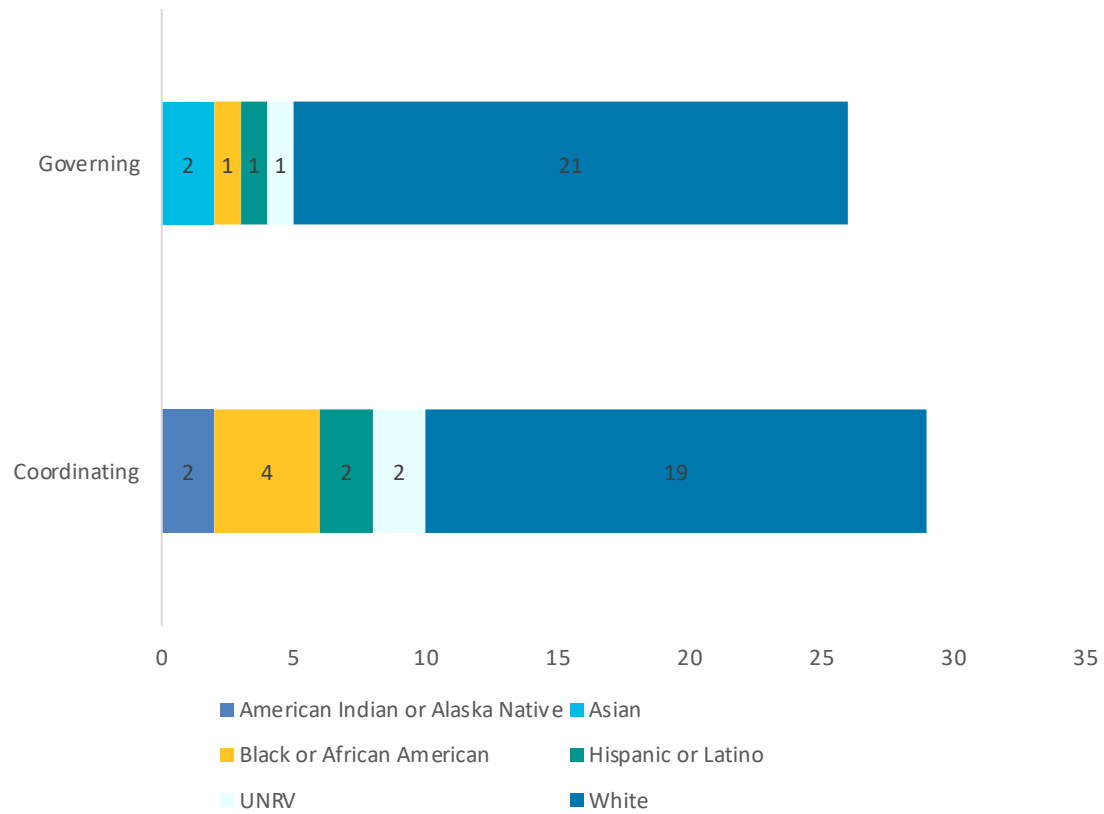
Senior Leadership

- Racial representation increased for American Indian or Alaska Native, Hispanic or Latino, and multiracial people
- Racial representation for Asian, Black or African American, and white people remained the same from FY 20 to FY 21
- Native Hawaiian or other Pacific Islander representation decreased
- Female representation in senior leadership positions increased from 44% in FY 20 to 47% in FY 21
- Black or African American female numerical representation increased by 2, Hispanic or Latina female numerical representation increased by 2, multiracial female numerical representation increased by 2, and white female numerical representation increased by 9
- Black or African American males were the only race and sex group to experience a numerical decline in representation from FY 20 to FY 21 (-2)
- After white females, Hispanic or Latino males saw the next largest numerical increase (+5)

SHEEOs



SHEEOS



SHEEOs

- American Indian or Alaska Native, Asian, Black or African American, and Hispanic or Latino SHEEOs all came directly from a job that was education or postsecondary education related
- American Indian or Alaska Native, Asian, Black or African American, and Hispanic or Latino SHEEOs hold a Master's degree, Ed.D., or a Ph.D.

What to look forward to

- FY 21 Membership Report projected to release in late Winter
- Agency Profiles to be released in late winter and will now include state population demographics