



## Tulsa Community College Diversity Ledger 2019-2020

Academic Year Student Headcount	2016-17			2017-18			2018-19			2019-20			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
International Non-Resident	555	2.3%	31	538	2.3%	29	487	2.1%	18	498	2.2%	31	-10.3%
Hispanic/Latinx*	2,125	8.8%	719	2,217	9.3%	808	2,370	10.3%	657	2,547	11.3%	726	19.9%
American Indian or Alaska Native*	1,746	7.2%	254	1,684	7.1%	270	1,580	6.9%	176	1,482	6.6%	170	-15.1%
Asian	940	3.9%	247	889	3.7%	248	959	4.2%	210	953	4.2%	229	1.4%
Black or African American*	1,973	8.1%	430	1,938	8.2%	444	1,802	7.9%	327	1,805	8.0%	337	-8.5%
Native Hawaiian or Other Pacific Islander	24	0.1%	5	32	0.1%	6	29	0.1%	5	26	0.1%	6	8.3%
White	13,888	57.3%	2,673	13,305	56.0%	2,806	12,238	53.4%	1,912	11,730	52.0%	1,889	-15.5%
More than one race reported	2,343	9.7%	533	2,467	10.4%	594	2,573	11.2%	481	2,610	11.6%	480	11.4%
Not Reported/Other	651	2.7%	145	708	3.0%	131	880	3.8%	161	918	4.1%	192	41.0%
<b>Total</b>	<b>24,245</b>	<b>100.0%</b>	<b>5,037</b>	<b>23,778</b>	<b>100.0%</b>	<b>5,336</b>	<b>22,918</b>	<b>100.0%</b>	<b>3,947</b>	<b>22,569</b>	<b>100.0%</b>	<b>4,060</b>	<b>-6.9%</b>
White Female, not of Hispanic Origin	8,170	33.7%	1,523	7,974	33.5%	1,614	7,496	32.7%	1,123	7,228	32.0%	1,067	-11.5%
*Underrepresented Minority Students as defined by Aspen Institute	5,844	24.1%	1,403	5,839	24.6%	1,522	5,752	25.1%	1,160	5,834	25.8%	1,233	-0.2%

Fall Full-Time Student Headcount	Fall 2016			Fall 2017			Fall 2018			Fall 2019			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
International Non-Resident	215	3.9%	16	208	4.9%	9	187	3.9%	6	190	3.6%	18	-11.6%
Hispanic/Latinx*	490	9.0%	281	426	10.0%	239	477	10.0%	232	664	12.8%	366	35.5%
American Indian or Alaska Native*	391	7.2%	95	338	7.9%	105	319	6.7%	85	321	6.2%	89	-17.9%
Asian	211	3.9%	97	204	4.8%	91	231	4.8%	98	270	5.2%	136	28.0%
Black or African American*	390	7.1%	157	336	7.9%	138	296	6.2%	112	339	6.5%	142	-13.1%
Native Hawaiian or Other Pacific Islander	5	0.1%	2	4	0.1%	3	3	0.1%	0	3	0.1%	2	-40.0%
White	3,015	55.2%	1,135	2,691	63.1%	1,033	2,511	52.6%	902	2,535	48.7%	1,052	-15.9%
More than one race reported	592	10.8%	243	570	13.4%	230	585	12.3%	213	651	12.5%	280	10.0%
Not Reported/Other	153	2.8%	75	120	2.8%	48	164	3.4%	70	234	4.5%	118	52.9%
<b>Total</b>	<b>5,462</b>	<b>100.0%</b>	<b>2,101</b>	<b>4,897</b>	<b>100.0%</b>	<b>1,896</b>	<b>4,773</b>	<b>100.0%</b>	<b>1,718</b>	<b>5,207</b>	<b>100.0%</b>	<b>2,203</b>	<b>-4.7%</b>
White Female, not of Hispanic Origin	1,646	30.1%	647	1,501	30.7%	574	1,467	30.7%	501	1,476	28.3%	566	-10.3%
*Underrepresented Minority Students as defined by Aspen Institute	1,271	23.3%	533	1,100	22.5%	482	1,092	22.9%	429	1,324	25.4%	597	4.2%

Fall Part-Time Student Headcount	Fall 2016			Fall 2017			Fall 2018			Fall 2019			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
International Non-Resident	201	1.7%	13	174	1.5%	14	181	1.5%	11	193	1.7%	12	-4.0%
Hispanic/Latinx*	1,092	9.4%	364	1,246	10.4%	487	1,298	11.1%	381	1,279	11.4%	321	17.1%
American Indian or Alaska Native*	841	7.2%	125	864	7.2%	138	809	6.9%	81	736	6.6%	64	-12.5%
Asian	441	3.8%	103	415	3.5%	110	473	4.0%	98	440	3.9%	67	-0.2%
Black or African American*	981	8.4%	217	1,066	8.9%	255	997	8.5%	190	951	8.5%	179	-3.1%
Native Hawaiian or Other Pacific Islander	9	0.1%	2	18	0.2%	3	17	0.1%	3	15	0.1%	3	66.7%
White	6,727	57.6%	1,168	6,727	56.1%	1,404	6,140	52.5%	886	5,929	52.9%	707	-11.9%
More than one race reported	1,071	9.2%	231	1,172	9.8%	295	1,329	11.4%	249	1,220	10.9%	176	13.9%
Not Reported/Other	310	2.7%	53	318	2.7%	62	458	3.9%	90	436	3.9%	61	40.6%
<b>Total</b>	<b>11,673</b>	<b>100.0%</b>	<b>2,276</b>	<b>12,000</b>	<b>100.0%</b>	<b>2,768</b>	<b>11,702</b>	<b>100.0%</b>	<b>1,989</b>	<b>11,199</b>	<b>100.0%</b>	<b>1,590</b>	<b>-4.1%</b>
White Female, not of Hispanic Origin	4,120	35.3%	658	4,155	34.6%	814	3,911	33.4%	551	3,817	34.1%	429	-7.4%
*Underrepresented Minority Students as defined by Aspen Institute	2,914	25.0%	706	3,176	26.5%	880	3,104	26.5%	652	2,966	26.5%	564	1.8%

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 2017		Fall 2018		Fall 2019	
	Total Headcount	1,399	Total Headcount	1,593	Total Headcount	2,055
Hispanic/Latinx*	108	69.2%	118	63.1%	224	65.1%
American Indian or Alaska Native*	62	63.3%	57	62.6%	59	56.2%
Asian	50	74.6%	60	70.6%	83	74.8%
Black or African American*	47	44.8%	59	59.6%	59	48.4%
Native Hawaiian or Other Pacific Islander	1	100.0%	0	0.0%	0	0.0%
White	419	55.8%	474	61.5%	587	60.1%
More than one race reported	93	49.7%	126	57.0%	149	53.4%
Not Reported/Other	20	58.8%	53	61.6%	76	65.0%
<b>Total</b>	<b>800</b>	<b>57.2%</b>	<b>947</b>	<b>59.4%</b>	<b>1,237</b>	<b>60.2%</b>
White Female, not of Hispanic Origin	240	58.7%	281	64.0%	331	62.9%
*Underrepresented Minority Students as defined by Aspen Institute	217	60.4%	234	62.1%	342	59.9%

Full-Time, First Time, 3-year Graduation Rate	Fall 2015		Fall 2016		Fall 2017	
	Total Headcount	1,939	Total Headcount	1,813	Total Headcount	1,399
Hispanic/Latinx*	32	17.1%	41	18.6%	45	28.8%
American Indian or Alaska Native*	21	18.6%	24	19.4%	19	19.4%
Asian	19	18.3%	26	31.3%	26	38.8%
Black or African American*	15	10.1%	22	14.7%	11	10.5%
Native Hawaiian or Other Pacific Islander	0	0.0%	1	50.0%	1	100.0%
White	212	19.8%	222	23.2%	175	23.3%
More than one race reported	36	17.1%	35	16.3%	38	20.3%
Not Reported/Other	27	26.5%	15	25.4%	9	26.5%
<b>Total</b>	<b>362</b>	<b>18.7%</b>	<b>386</b>	<b>21.3%</b>	<b>324</b>	<b>23.2%</b>
White Female, not of Hispanic Origin	126	21.6%	139	27.3%	115	28.1%
*Underrepresented Minority Students as defined by Aspen Institute	68	15.1%	87	17.6%	75	20.9%

Full-Time, First Time, 3-year University Transfer Rate	Fall 2015		Fall 2016		Fall 2017	
	Total Headcount	1,939	Total Headcount	1,813	Total Headcount	1,399
Hispanic/Latinx*	41	21.9%	57	25.8%	50	32.1%
American Indian or Alaska Native*	34	30.1%	28	22.6%	30	30.6%
Asian	36	34.6%	31	37.3%	30	44.8%
Black or African American*	29	19.5%	30	20.0%	22	21.0%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	1	100.0%
White	346	32.3%	311	32.5%	297	39.5%
More than one race reported	61	28.9%	59	27.4%	58	31.0%
Not Reported	26	25.5%	19	30.2%	10	29.4%
<b>Total</b>	<b>573</b>	<b>29.6%</b>	<b>535</b>	<b>29.5%</b>	<b>498</b>	<b>35.6%</b>
White Female, not of Hispanic Origin	196	33.6%	121	23.0%	171	41.8%
*Underrepresented Minority Students as defined by Aspen Institute	104	23.2%	115	23.2%	102	28.4%

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 2018 - Total Headcount 3,499									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Hispanic/Latinx*	171	29.7%	182	31.7%	104	18.1%	90	15.7%	28	4.9%
American Indian or Alaska Native*	52	26.0%	64	32.0%	29	14.5%	47	23.5%	8	4.0%
Asian	62	33.2%	55	29.4%	36	19.3%	27	14.4%	7	3.7%
Black or African American*	92	31.4%	90	30.7%	36	12.3%	63	21.5%	12	4.1%
Native Hawaiian or Other Pacific Islander	0	0.0%	1	33.3%	0	0.0%	0	0.0%	2	66.7%
White	487	31.1%	418	26.7%	303	19.4%	284	18.2%	72	4.6%
More than one race reported	150	31.9%	142	30.2%	85	18.1%	75	16.0%	18	3.8%
Not Reported	79	38.2%	53	25.6%	35	16.9%	32	15.5%	8	3.9%
<b>All Students</b>	<b>1,093</b>	<b>31.2%</b>	<b>1,005</b>	<b>28.7%</b>	<b>628</b>	<b>17.9%</b>	<b>618</b>	<b>17.7%</b>	<b>155</b>	<b>4.4%</b>
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	315	29.5%	336	31.5%	169	15.8%	200	18.7%	48	4.5%

Fall First-time Entering Student Placement	Fall 2019 - Total Headcount 3,460									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Hispanic/Latinx*	179	29.4%	134	22.0%	117	19.2%	141	23.2%	38	6.2%
American Indian or Alaska Native*	60	34.7%	41	23.7%	32	18.5%	27	15.6%	13	7.5%
Asian	68	42.5%	27	16.9%	38	23.8%	17	10.6%	10	6.3%
Black or African American*	34	11.7%	45	15.5%	72	24.8%	107	36.9%	32	11.0%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	2	50.0%	1	25.0%	1	25.0%
White	765	48.0%	350	22.0%	226	14.2%	145	9.1%	108	6.8%
More than one race reported	196	44.7%	81	18.5%	71	16.2%	58	13.2%	32	7.3%
Unknown	87	45.3%	30	15.6%	32	16.7%	23	12.0%	20	10.4%
<b>All Students</b>	<b>1,389</b>	<b>40.1%</b>	<b>708</b>	<b>20.5%</b>	<b>590</b>	<b>17.1%</b>	<b>519</b>	<b>15.0%</b>	<b>254</b>	<b>7.3%</b>
White Female, not of Hispanic Origin	433	48.0%	204	22.6%	131	14.5%	80	8.9%	55	6.1%
*Underrepresented Minority Students as defined by Aspen Institute	273	25.5%	220	20.5%	221	20.6%	275	25.7%	83	7.7%

Fall First-time Entering Student Placement	Fall 2020 - Total Headcount 3,076									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Hispanic/Latinx*	279	47.4%	55	9.3%	76	12.9%	161	27.3%	18	3.1%
American Indian or Alaska Native*	81	46.0%	23	13.1%	18	10.2%	47	26.7%	7	4.0%
Asian	101	77.1%	5	3.8%	5	3.8%	15	11.5%	5	3.8%
Black or African American*	60	25.9%	25	10.8%	32	13.8%	102	44.0%	13	5.6%
Native Hawaiian or Other Pacific Islander	1	20.0%	2	40.0%	1	20.0%	0	0.0%	1	20.0%
White	832	59.3%	202	14.4%	147	10.5%	196	14.0%	26	1.9%
More than one race reported	211	52.4%	63	15.6%	51	12.7%	69	17.1%	9	2.2%
Unknown	74	54.0%	17	12.4%	15	10.9%	25	18.2%	6	4.4%
<b>All Students</b>	<b>1,639</b>	<b>53.3%</b>	<b>392</b>	<b>12.7%</b>	<b>345</b>	<b>11.2%</b>	<b>615</b>	<b>20.0%</b>	<b>85</b>	<b>2.8%</b>
White Female, not of Hispanic Origin	486	60.0%	116	14.3%	83	10.2%	110	13.6%	15	1.9%
*Underrepresented Minority Students as defined by Aspen Institute	420	42.1%	103	10.3%	126	12.6%	310	31.1%	38	3.8%

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 2018		Fall 2019		Fall 2020		Fall 2018		Fall 2019		Fall 2020	
Female	Hispanic/Latinx*	1	1.0%	1	0.6%	1	0.6%	3	3.8%	4	3.5%	3	3.1%
	American Indian or Alaska Native*	10	9.9%	8	4.7%	7	4.2%	3	3.8%	4	3.5%	3	3.1%
	Asian	2	2.0%	2	1.2%	2	1.2%	1	1.3%	1	0.9%	0	0.0%
	Black or African American*	1	1.0%	4	2.4%	4	2.4%	6	7.6%	6	5.3%	6	6.2%
	Native Hawaiian or Other Pacific Islander	2	2.0%	2	1.2%	2	1.2%	0	0.0%	0	0.0%	0	0.0%
	White	77	76.2%	79	46.5%	78	46.7%	64	81.0%	63	55.8%	50	51.5%
	More than one race reported	8	7.9%	9	5.3%	9	5.4%	2	2.5%	3	2.7%	2	2.1%
	<b>Subtotal</b>	<b>101</b>	<b>59.4%</b>	<b>105</b>	<b>61.8%</b>	<b>103</b>	<b>61.7%</b>	<b>79</b>	<b>71.8%</b>	<b>81</b>	<b>71.7%</b>	<b>64</b>	<b>66.0%</b>
Male	Hispanic/Latinx*	2	2.9%	2	1.2%	2	1.2%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	2	2.9%	1	0.6%	1	0.6%	3	9.7%	3	2.7%	3	3.1%
	Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	8	11.6%	8	4.7%	9	5.4%	2	6.5%	1	0.9%	1	1.0%
	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	54	78.3%	51	30.0%	49	29.3%	22	71.0%	25	22.1%	26	26.8%
	More than one race reported	3	4.3%	3	1.8%	3	1.8%	4	12.9%	3	2.7%	3	3.1%
	<b>Subtotal</b>	<b>69</b>	<b>40.6%</b>	<b>65</b>	<b>38.2%</b>	<b>64</b>	<b>38.3%</b>	<b>31</b>	<b>28.1%</b>	<b>32</b>	<b>28.3%</b>	<b>33</b>	<b>34.0%</b>
<b>Total</b>	<b>170</b>	<b>100.0%</b>	<b>170</b>	<b>100.0%</b>	<b>167</b>	<b>100.0%</b>	<b>110</b>	<b>100.0%</b>	<b>113</b>	<b>100.0%</b>	<b>97</b>	<b>100.0%</b>	
*Underrepresented Minorities as defined by Aspen Institute		24	14.1%	24	14.1%	24	14.4%	17	15.5%	18	15.9%	16	16.5%

Employees - Full-time, Non-Faculty		Staff (bi-monthly and monthly)						Professional Staff						Cabinet					
		Fall 2018		Fall 2019		Fall 2020		Fall 2018		Fall 2019		Fall 2020		Fall 2018		Fall 2019		Fall 2020	
Female	International Non-Resident	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Hispanic/Latinx*	9	3.4%	9	1.9%	0	0.0%	1	1.3%	2	1.5%	1	0.8%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	21	7.9%	21	4.5%	15	3.6%	4	5.1%	3	2.3%	3	2.4%	0	0.0%	0	0.0%	0	0.0%
	Asian	11	4.1%	12	2.6%	12	2.9%	1	1.3%	0	0.0%	2	1.6%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	32	12.0%	35	7.5%	34	8.1%	3	3.8%	6	4.6%	7	5.7%	2	22.2%	2	12.5%	1	6.7%
	Native Hawaiian or Other Pacific Islander	1	0.4%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	White	167	62.8%	173	36.9%	162	38.8%	65	82.3%	68	51.9%	61	49.6%	7	77.8%	8	50.0%	7	46.7%
	More than one race reported	25	9.4%	22	4.7%	19	4.5%	5	6.3%	6	4.6%	3	2.4%	0	0.0%	0	0.0%	0	0.0%
<b>Subtotal</b>	<b>266</b>	<b>56.6%</b>	<b>274</b>	<b>58.4%</b>	<b>242</b>	<b>57.9%</b>	<b>79</b>	<b>64.8%</b>	<b>86</b>	<b>65.6%</b>	<b>77</b>	<b>62.6%</b>	<b>9</b>	<b>64.3%</b>	<b>10</b>	<b>62.5%</b>	<b>8</b>	<b>53.3%</b>	
Male	International Non-Resident	0	0.0%	1	0.2%	0	0.0%	5	6.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Hispanic/Latinx*	13	16.9%	15	3.2%	0	0.0%	5	6.5%	3	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	13	16.9%	10	2.1%	12	2.9%	2	2.6%	1	0.8%	1	0.8%	0	0.0%	2	12.5%	2	13.3%
	Asian	4	5.2%	4	0.9%	4	1.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	10	13.0%	9	1.9%	9	2.2%	2	2.6%	6	4.6%	5	4.1%	0	0.0%	0	0.0%	1	6.7%
	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	148	192.2%	140	29.9%	136	32.5%	32	41.6%	32	24.4%	35	28.5%	5	6.5%	4	25.0%	4	26.7%
	More than one race reported	16	20.8%	16	3.4%	15	3.6%	2	2.6%	3	2.3%	4	3.3%	0	0.0%	0	0.0%	0	0.0%
<b>Subtotal</b>	<b>204</b>	<b>43.4%</b>	<b>195</b>	<b>41.6%</b>	<b>176</b>	<b>42.1%</b>	<b>43</b>	<b>35.2%</b>	<b>45</b>	<b>34.4%</b>	<b>46</b>	<b>37.4%</b>	<b>5</b>	<b>35.7%</b>	<b>6</b>	<b>37.5%</b>	<b>7</b>	<b>46.7%</b>	
<b>Total</b>	<b>470</b>	<b>100.0%</b>	<b>469</b>	<b>100.0%</b>	<b>418</b>	<b>100.0%</b>	<b>122</b>	<b>100.0%</b>	<b>131</b>	<b>100.0%</b>	<b>123</b>	<b>100.0%</b>	<b>14</b>	<b>100.0%</b>	<b>16</b>	<b>100.0%</b>	<b>15</b>	<b>100.0%</b>	
*Underrepresented Minorities as defined by Aspen Institute		98	20.9%	99	21.1%	70	16.7%	17	13.9%	21	16.0%	17	13.8%	200.0%	14.3%	4	25.0%	4	26.7%

Note: Employee data as of September 1 of given year (except for 2020, which was pulled 11/1/2020)

Source: TCC's Human Resources Department for 2020; IR for 2018 and 2019