



Tulsa Community College Diversity Ledger 2018-2019

Academic Year Student Headcount	2015-16			2016-17			2017-18			2018-19			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
International Non-Resident	593	2.4%	0	555	2.3%	31	538	2.3%	29	487	2.1%	18	-17.9%
Hispanic/Latinx*	1,676	6.7%	578	2,125	8.8%	719	2,217	9.3%	808	2,370	10.3%	657	41.4%
American Indian or Alaska Native*	1,860	7.4%	258	1,746	7.2%	254	1,684	7.1%	270	1,580	6.9%	176	-15.1%
Asian	1,000	4.0%	251	940	3.9%	247	889	3.7%	248	959	4.2%	210	-4.1%
Black or African American*	2,125	8.5%	395	1,973	8.1%	430	1,938	8.2%	444	1,802	7.9%	327	-15.2%
Native Hawaiian or Other Pacific Islander	29	0.1%	4	24	0.1%	5	32	0.1%	6	29	0.1%	5	0.0%
White	14,640	58.5%	2,681	13,888	57.3%	2,673	13,305	56.0%	2,806	12,238	53.4%	1,912	-16.4%
More than one race reported	2,192	8.8%	477	2,343	9.7%	533	2,467	10.4%	594	2,573	11.2%	481	17.4%
Not Reported/Other	924	3.7%	208	651	2.7%	145	708	3.0%	131	880	3.8%	161	-4.8%
Total	25,039	100.0%	4,852	24,245	100.0%	5,037	23,778	100.0%	5,336	22,918	100.0%	3,947	-8.5%
White Female, not of Hispanic Origin	8,521	34.0%	1,500	8,170	33.7%	1,523	7,974	33.5%	1,614	7,496	32.7%	1,123	-12.0%
*Underrepresented Minority Students as defined by Aspen Institute	5,661	22.6%	1,231	5,844	24.1%	1,403	5,839	24.6%	1,522	5,752	25.1%	1,160	1.6%

Fall Full-Time Student Headcount	Fall 2015			Fall 2016			Fall 2017			Fall 2018			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
International Non-Resident	202	3.5%	0	215	3.9%	16	208	4.9%	9	187	3.9%	6	-7.4%
Hispanic/Latinx*	412	7.2%	227	490	9.0%	281	426	10.0%	239	477	10.0%	232	15.8%
American Indian or Alaska Native*	422	7.4%	108	391	7.2%	95	338	7.9%	105	319	6.7%	85	-24.4%
Asian	264	4.6%	123	211	3.9%	97	204	4.8%	91	231	4.8%	98	-12.5%
Black or African American*	436	7.6%	144	390	7.1%	157	336	7.9%	138	296	6.2%	112	-32.1%
Native Hawaiian or Other Pacific Islander	7	0.1%	2	5	0.1%	2	4	0.1%	3	3	0.1%	0	-57.1%
White	3,162	55.5%	1,217	3,015	55.2%	1,135	2,691	63.1%	1,033	2,511	52.6%	902	-20.6%
More than one race reported	590	10.5%	230	592	10.8%	243	570	13.4%	230	585	12.3%	213	-0.8%
Not Reported/Other	200	3.5%	96	153	2.8%	75	120	2.8%	48	164	3.4%	70	-18.0%
Total	5,695	100.0%	2,147	5,462	100.0%	2,101	4,897	100.0%	1,896	4,773	100.0%	1,718	-16.2%
White Female, not of Hispanic Origin	1,715	30.1%	652	1,646	30.1%	647	1,501	30.7%	574	1,467	30.7%	501	-14.5%
*Underrepresented Minority Students as defined by Aspen Institute	1,270	22.3%	479	1,271	23.3%	533	1,100	22.5%	482	1,092	22.9%	429	-14.0%

Fall Part-Time Student Headcount	Fall 2015			Fall 2016			Fall 2017			Fall 2018			% Change over 3 Years
	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	Headcount	%	Tulsa Achieves	
International Non-Resident	165	1.4%	0	201	1.7%	13	174	1.5%	14	181	1.5%	11	9.7%
Hispanic/Latinx*	852	7.4%	280	1,092	9.4%	364	1,246	10.4%	487	1,298	11.1%	381	52.3%
American Indian or Alaska Native*	899	7.8%	123	841	7.2%	125	864	7.2%	138	809	6.9%	81	-10.0%
Asian	428	3.7%	86	441	3.8%	103	415	3.5%	110	473	4.0%	98	10.5%
Black or African American*	1,011	8.8%	187	981	8.4%	217	1,066	8.9%	255	997	8.5%	190	-1.4%
Native Hawaiian or Other Pacific Islander	14	0.1%	2	9	0.1%	2	18	0.2%	3	17	0.1%	3	21.4%
White	6,759	59.0%	1,082	6,727	57.6%	1,168	6,727	56.1%	1,404	6,140	52.5%	886	-9.2%
More than one race reported	915	8.0%	200	1,071	9.2%	231	1,172	9.8%	295	1,329	11.4%	249	45.2%
Not Reported/Other	416	3.6%	94	310	2.7%	53	318	2.7%	62	458	3.9%	90	10.1%
Total	11,459	100.0%	2,054	11,673	100.0%	2,276	12,000	100.0%	2,768	11,702	100.0%	1,989	2.1%
White Female, not of Hispanic Origin	4,144	36.2%	626	4,120	35.3%	658	4,155	34.6%	814	3,911	33.4%	551	-5.6%
*Underrepresented Minority Students as defined by Aspen Institute	2,762	24.1%	590	2,914	25.0%	706	3,176	26.5%	880	3,104	26.5%	652	12.4%

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 2016		Fall 2017		Fall 2018	
	Total Headcount	1,813	Total Headcount	1,399	Total Headcount	1,593
Hispanic/Latinx*	153	70.2%	108	69.2%	118	63.1%
American Indian or Alaska Native*	78	62.4%	62	63.3%	57	62.6%
Asian	60	72.3%	50	74.6%	60	70.6%
Black or African American*	82	54.7%	47	44.8%	59	59.6%
Native Hawaiian or Other Pacific Islander	1	50.0%	1	100.0%	0	0.0%
White	587	61.2%	419	55.8%	474	61.5%
More than one race reported	131	60.6%	93	49.7%	126	57.0%
Not Reported/Other	33	55.0%	20	58.8%	53	61.6%
Total	1,125	62.1%	800	57.2%	947	59.4%
White Female, not of Hispanic Origin	344	66.8%	240	58.7%	281	64.0%
*Underrepresented Minority Students as defined by Aspen Institute	313	63.5%	217	60.4%	234	62.1%

Full-Time, First Time, 3-year Graduation Rate	Fall 2014		Fall 2015		Fall 2016	
	Total Headcount	1,893	Total Headcount	1,939	Total Headcount	1,813
Hispanic/Latinx*	29	15.5%	32	17.1%	41	18.6%
American Indian or Alaska Native*	15	11.6%	21	18.6%	24	19.4%
Asian	13	13.1%	19	18.3%	26	31.3%
Black or African American*	10	7.4%	15	10.1%	22	14.7%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	1	50.0%
White	188	17.9%	212	19.8%	222	23.2%
More than one race reported	26	14.4%	36	17.1%	35	16.3%
Not Reported/Other	16	14.7%	27	26.5%	15	25.4%
Total	297	15.7%	362	18.7%	386	21.3%
White Female, not of Hispanic Origin	114	20.2%	126	21.6%	139	27.3%
*Underrepresented Minority Students as defined by Aspen Institute	54	11.9%	68	15.1%	87	17.6%

Full-Time, First Time, 3-year University Transfer Rate	Fall 2014		Fall 2015		Fall 2016	
	Total Headcount	1,893	Total Headcount	1,939	Total Headcount	1,813
Hispanic/Latinx*	49	26.2%	41	21.9%	57	25.8%
American Indian or Alaska Native*	35	27.1%	34	30.1%	28	22.6%
Asian	28	28.3%	36	34.6%	31	37.3%
Black or African American*	31	22.8%	29	19.5%	30	20.0%
Native Hawaiian or Other Pacific Islander	1	50.0%	0	0.0%	0	0.0%
White	349	33.2%	346	32.3%	311	32.5%
More than one race reported	52	28.9%	61	28.9%	59	27.4%
Not Reported	27	24.8%	26	25.5%	19	30.2%
Total	572	30.2%	573	29.6%	535	29.5%
White Female, not of Hispanic Origin	191	33.9%	196	33.6%	121	23.0%
*Underrepresented Minority Students as defined by Aspen Institute	115	25.4%	104	23.2%	115	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 2017 - Total Headcount 3,486									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Hispanic/Latinx*	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/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%
Unknown	79	38.2%	53	25.6%	35	16.9%	32	15.5%	8	3.9%
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	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%
All Students	1,389	40.1%	708	20.5%	590	17.1%	519	15.0%	254	7.3%
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%

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 2017		Fall 2018		Fall 2019		Fall 2017		Fall 2018		Fall 2019	
Female	Hispanic/Latinx*	1	1.0%	1	1.0%	1	0.6%	3	4.3%	3	3.8%	4	3.5%
	American Indian or Alaska Native*	9	8.7%	10	9.9%	8	4.7%	2	2.9%	3	3.8%	4	3.5%
	Asian	1	1.0%	2	2.0%	2	1.2%	1	1.4%	1	1.3%	1	0.9%
	Black or African American*	4	3.9%	1	1.0%	4	2.4%	2	2.9%	6	7.6%	6	5.3%
	Native Hawaiian or Other Pacific Islander	2	1.9%	2	2.0%	2	1.2%	0	0.0%	0	0.0%	0	0.0%
	White	81	78.6%	77	76.2%	79	46.5%	60	85.7%	64	81.0%	63	55.8%
	More than one race reported	5	4.9%	8	7.9%	9	5.3%	2	2.9%	2	2.5%	3	2.7%
	Subtotal	103	57.2%	101	59.4%	105	61.8%	70	75.3%	79	71.8%	81	71.7%
Male	Hispanic/Latinx*	1	1.3%	2	2.9%	2	1.2%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	5	6.5%	2	2.9%	1	0.6%	2	8.7%	3	9.7%	3	2.7%
	Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	7	9.1%	8	11.6%	8	4.7%	1	4.3%	2	6.5%	1	0.9%
	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	61	79.2%	54	78.3%	51	30.0%	17	73.9%	22	71.0%	25	22.1%
	More than one race reported	3	3.9%	3	4.3%	3	1.8%	3	13.0%	4	12.9%	3	2.7%
	Subtotal	77	42.8%	69	40.6%	65	38.2%	23	24.7%	31	28.1%	32	28.3%
Total	180	100.0%	170	100.0%	170	100.0%	93	100.0%	110	100.0%	113	100.0%	
*Underrepresented Minorities as defined by Aspen Institute	27	15.0%	24	14.1%	24	14.1%	10	10.8%	17	15.5%	18	15.9%	

Employees - Full-time, Non-Faculty		Staff (bi-monthly and monthly)						Professional Staff						Cabinet					
		Fall 2017		Fall 2018		Fall 2019		Fall 2017		Fall 2018		Fall 2019		Fall 2017		Fall 2018		Fall 2019	
Female	International Non-Resident	0	0.0%	0	0.0%	1	0.2%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%
	Hispanic/Latinx*	9	3.5%	9	3.4%	9	1.9%	1	1.3%	1	1.3%	2	1.5%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	17	6.7%	21	7.9%	21	4.5%	5	6.4%	4	5.1%	3	2.3%	0	0.0%	0	0.0%	0	0.0%
	Asian	8	3.1%	11	4.1%	12	2.6%	1	1.3%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	33	12.9%	32	12.0%	35	7.5%	4	5.1%	3	3.8%	6	4.6%	1	14.3%	2	22.2%	2	12.5%
	Native Hawaiian or Other Pacific Islander	1	0.4%	1	0.4%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	White	165	64.7%	167	62.8%	173	36.9%	62	79.5%	65	82.3%	68	51.9%	6	85.7%	7	77.8%	8	50.0%
	More than one race reported	22	8.6%	25	9.4%	22	4.7%	5	6.4%	5	6.3%	6	4.6%	0	0.0%	0	0.0%	0	0.0%
Subtotal	255	55.3%	266	56.6%	274	58.4%	78	66.7%	79	64.8%	86	65.6%	7	58.3%	9	64.3%	10	62.5%	
Male	International Non-Resident	0	0.0%	0	0.0%	1	0.2%	5	6.5%	5	6.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Hispanic/Latinx*	12	5.8%	13	16.9%	15	3.2%	5	6.5%	5	6.5%	3	2.3%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	12	5.8%	13	16.9%	10	2.1%	2	2.6%	2	2.6%	1	0.8%	0	0.0%	0	0.0%	2	12.5%
	Asian	5	2.4%	4	5.2%	4	0.9%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	11	5.3%	10	13.0%	9	1.9%	0	0.0%	2	2.6%	6	4.6%	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	154	74.8%	148	192.2%	140	29.9%	31	40.3%	32	41.6%	32	24.4%	5	6.5%	5	6.5%	4	25.0%
	More than one race reported	12	5.8%	16	20.8%	16	3.4%	1	1.3%	2	2.6%	3	2.3%	0	0.0%	0	0.0%	0	0.0%
Subtotal	206	44.7%	204	43.4%	195	41.6%	39	33.3%	43	35.2%	45	34.4%	5	41.7%	5	35.7%	6	37.5%	
Total	461	100.0%	470	100.0%	469	100.0%	117	100.0%	122	100.0%	131	100.0%	12	100.0%	14	100.0%	16	100.0%	
*Underrepresented Minorities as defined by Aspen Institute	94	20.4%	98	20.9%	99	21.1%	17	14.5%	17	13.9%	21	16.0%	100.0%	8.3%	2	14.3%	4	25.0%	

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: IR&A for 2017, 2018, and 2019