



- Utah System of Higher Education
 - 1. Table of Contents
 - 2. Board Policies
 - 1. System Governance
 - 2. Institutional Governance
 - 3. Master Planning
 - 4. Academic Affairs
 - 5. Business and Financial Affai...
 - 6. Student Financial Aid
 - 7. Capital Facilities
 - 8. Personnel
 - R801, Equal Opportunity, Di...
 - R803, Students and Emplo...
 - R805, Gender, Race, and Et...**
 - R811, Guidelines for Classi...
 - R816, Overtime Pay, Overlo...
 - R817, Collective Bargainin...
 - R821, Employee Benefits
 - R824, Tuition Remissions ...
 - R831, Minimum Requireme...
 - R840, Institutional Busines...
 - R841, Minimum Requireme...
 - R842, Restrictions on Emp...



R805, Gender, Race, and Ethnicity Representation within the Utah System of Higher Education Workforce

R805-1 Purpose: To ensure USHE institutions: (1) employ a diverse, representative, and equitably compensated workforce across all levels of faculty, staff, and administration; and (2) provide students with an educational experience rooted in diverse perspectives, experiences and backgrounds.

R805-2 References:

- 2.1 Utah Code [§51B-2-106](#) (Duties and Responsibilities of the President – Approval of the Board of Trustees)
- 2.2 Policy and Procedure [R801](#), Equal Opportunity and nondiscrimination

R805-3 Assessment and Analysis of USHE Workforce:

3.1 USHE Data Assessment and Analysis: Institutions shall annually collaborate with the Associate Commissioner for Workforce and Institutional Research to assess and analyze their workforce demographic data for the following elements:

- 3.1.1 The number of faculty by tenure status and rank disaggregated by gender and race/ethnicity for each classification and in total.
- 3.1.2 The average equated nine-month salary for faculty by rank disaggregated by race/ethnicity and gender.
- 3.1.3 The number of staff (non-faculty) by occupational category disaggregated by gender and race/ethnicity.
- 3.1.4 The number of part-time faculty and part-time staff by occupational category disaggregated by gender and race/ethnicity.

3.2 Institutional Data Assessment, Analysis, and Accountability: Based on the annual assessment and analysis, institutional presidents shall identify strategies to employing a diverse, representative, and equitably compensated workforce and shall confidentially report their findings, progress, and outcomes to their Resource and Review Team as part of their annual