Current faces
OF THE HIGHER ED IT WORKFORCE
Striving for a representative workforce through diversity, inclusion, and equity

WHY DOES DIVERSITY MATTER ?

Workplace diversity contributes to:
✓ Creativity
✓ Productivity
✓ Innovation

Companies in the top quartile for **gender diversity** are **15%** more likely and those in the top quartile for **ethnic diversity** are **35%** more likely to have financial returns above their respective national industry medians.

WHAT WOULD A DIVERSE WORKFORCE LOOK LIKE IN HIGHER EDUCATION IT ?

The overall composition and individual characteristics of a diverse higher ed (HE) IT workforce would be representative of the diversity found in the overall labor force. While diversity is a complex set of cultural, social, and ancestral variables, this snapshot is limited to age, ethnicity, and gender.

age

Young professionals are underrepresented in the higher ed IT workforce when compared with the overall U.S. labor force:

The HE IT workforce is older than the U.S. labor force, perhaps as a result of a stronger tradition of employee retention. *HE IT workers remain at their institutions more than two times longer* than the typical U.S. worker stays with a single employer (median of 10 years versus 4.6 years).
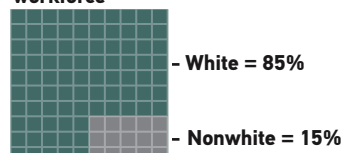
U.S. labor force
- other 3%
- boomers 29%
- millennials 34%
- gen xers 34%

HE IT workforce
- 12%
- boomers 41%
- 47%
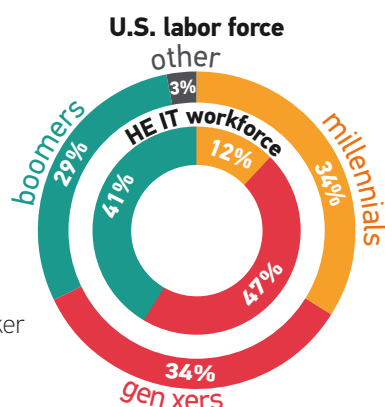
The median age of HE IT professionals is 48 years, while the median age for the U.S. workforce is 42 years.

Median age of the HE IT workforce

CIOs	53
Managers	48
Staff	43

ethnicity

Overall HE IT workforce
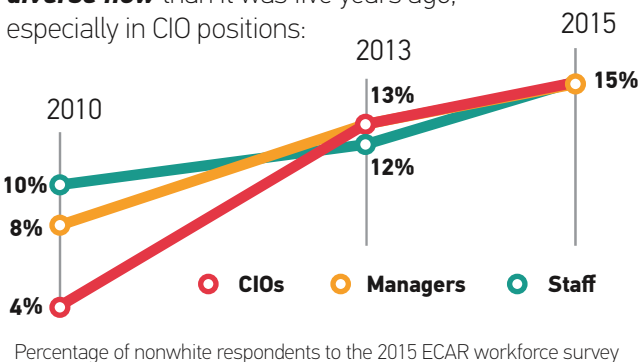- White = 85%
- Nonwhite = 15%

Nonwhite workers are underrepresented in the higher ed IT workforce when compared with the overall U.S. labor force: Nonwhite workers make up 15% of all positions in HE IT and 34% of the U.S. labor force.

Nonwhite CIOs
Nonwhite Managers
Nonwhite Staff

- Asian/Pacific Islander
- Black/African American
- Hispanic/Latino
- Other/multiple
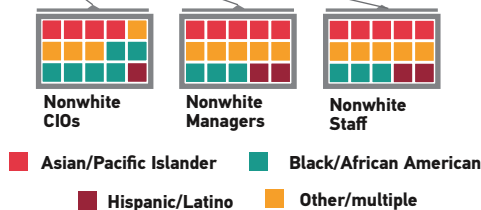
But the HE IT workforce is more ethnically diverse now than it was five years ago, especially in CIO positions:

- 2010: 10%, 8%, 4%
- 2013: 13%, 12%
- 2015: 15%

Legend: CIOs, Managers, Staff

Percentage of nonwhite respondents to the 2015 ECAR workforce survey

gender

Women are underrepresented in the higher ed IT workforce when compared with the overall U.S. labor force:

HE IT workforce
- male 67% | female 33%

U.S. labor force
- 53% | 47%

The proportion of women CIOs has become larger since 2010, but there is a smaller proportion of women IT managers and staff in higher ed than there was five years ago.

CIOs
- 23% (2010) — 27% (2015)

Managers
- 38% — 30%

Staff
- 43% — 40%

For more information and resources about the current state of the IT workforce, visit the IT Workforce in Higher Education, 2016, research hub (https://library.educause.edu/resources/2016/3/the-it-workforce-in-higher-education-2016) or the ECAR website (educause.edu/ecar).

Across the higher ed IT workforce, men outearn women by **$7,400** (comparing median salaries)

However, for the first time in ECAR workforce research history, *female CIOs and managers outearn their male counterparts* (by $2,400 and $3,000, respectively).

WHAT STRATEGIES CAN CREATE A MORE DIVERSE WORKFORCE ?

Inclusion: Actively and intentionally engage in ongoing efforts to diversify the workforce.

Equity: Create opportunities where underrepresented groups can (and want to) participate in the workforce.

Sources:
- McKinsey & Company: "New Research Makes It Increasingly Clear That Companies with More Diverse Workforces Perform Better Financially" (http://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters), 2015.
- Pew Research: "Millennials Surpass Gen Xers as the Largest Generation in the U.S. Labor Force" (http://www.pewresearch.org/fact-tank/2015/05/11/millennials-surpass-gen-xers-as-the-largest-generation-in-u-s-labor-force/), 2015.
- U.S. Bureau of Labor Statistics: median age (http://www.bls.gov/emp/ep_table_306.htm), 2015; job tenure (http://www.bls.gov/news.release/tenure.nr0.htm), 2015; ethnicity (http://www.bls.gov/cps/cpsaat11.htm), 2015.
- U.S. Department of Labor: gender (http://www.dol.gov/wb/stats/latest_annual_data.htm), 2014.