



Tulsa Community College Diversity Ledger 2020-2021

Academic Year Student Headcount	2017-18		2018-19		2019-20		2020-21		% Change over 3 Years
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	
Male	9,352	39.3%	8,781	38.3%	8,561	37.9%	7,826	36.4%	-16.3%
Female	14,426	60.7%	14,126	61.6%	14,008	62.1%	13,697	63.6%	-5.1%
International Non-Resident	538	2.3%	487	2.1%	498	2.2%	428	2.0%	-20.4%
Hispanic/Latinx*	2,217	9.3%	2,370	10.3%	2,547	11.3%	2,516	11.7%	13.5%
American Indian or Alaska Native*	1,684	7.1%	1,580	6.9%	1,482	6.6%	1,431	6.6%	-15.0%
Asian	889	3.7%	959	4.2%	953	4.2%	901	4.2%	1.3%
Black or African American*	1,938	8.2%	1,802	7.9%	1,805	8.0%	1,631	7.6%	-15.8%
White	13,305	56.0%	12,238	53.4%	11,730	52.0%	11,080	51.5%	-16.7%
More than one race reported	2,467	10.4%	2,573	11.2%	2,610	11.6%	2,625	12.2%	6.4%
Not Reported/Other	740	3.1%	909	4.0%	944	4.2%	911	4.2%	23.1%
Total	23,778	100.0%	22,918	100.0%	22,569	100.0%	21,523	100.0%	-9.5%
*Underrepresented Minority Students as defined by Aspen Institute	5,839	24.6%	5,752	25.1%	5,834	25.8%	5,578	25.9%	-4.5%

Fall Full-Time Student Headcount	Fall 2017		Fall 2018		Fall 2019		Fall 2020		% Change over 3 Years
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	
Male	2,080	42.5%	1,925	40.3%	2,147	41.2%	1,992	39.6%	-4.2%
Female	2,817	57.5%	2,846	59.6%	3,060	58.8%	3,038	60.4%	7.8%
International Non-Resident	208	4.9%	187	3.9%	190	3.6%	157	3.1%	-24.5%
Hispanic/Latinx*	426	10.0%	477	10.0%	664	12.8%	686	13.6%	61.0%
American Indian or Alaska Native*	338	7.9%	319	6.7%	321	6.2%	310	6.2%	-8.3%
Asian	204	4.8%	231	4.8%	270	5.2%	246	4.9%	20.6%
Black or African American*	336	7.9%	296	6.2%	339	6.5%	317	6.3%	-5.7%
White	2,691	63.1%	2,511	52.6%	2,535	48.7%	2,430	48.3%	-9.7%
More than one race reported	570	13.4%	585	12.3%	651	12.5%	667	13.3%	17.0%
Not Reported/Other	124	2.5%	167	3.5%	237	4.6%	217	4.3%	75.0%
Total	4,897	100.0%	4,773	100.0%	5,207	100.0%	5,030	100.0%	2.7%
*Underrepresented Minority Students as defined by Aspen Institute	1,100	22.5%	1,092	22.9%	1,324	25.4%	1,313	26.1%	19.4%

Fall Part-Time Student Headcount	Fall 2017		Fall 2018		Fall 2019		Fall 2020		% Change over 3 Years
	Headcount	%	Headcount	%	Headcount	%	Headcount	%	
Male	4,489	37.4%	4,193	35.8%	3,966	35.4%	3,601	34.2%	-19.8%
Female	7,511	62.6%	7,500	64.1%	7,233	64.6%	6,937	65.8%	-7.6%
International Non-Resident	174	1.5%	181	1.5%	193	1.7%	187	1.8%	7.5%
Hispanic/Latinx*	1,246	10.4%	1,298	11.1%	1,279	11.4%	1,267	12.0%	1.7%
American Indian or Alaska Native*	864	7.2%	809	6.9%	736	6.6%	725	6.9%	-16.1%
Asian	415	3.5%	473	4.0%	440	3.9%	428	4.1%	3.1%
Black or African American*	1,066	8.9%	997	8.5%	951	8.5%	805	7.6%	-24.5%
White	6,727	56.1%	6,140	52.5%	5,929	52.9%	5,430	51.5%	-19.3%
More than one race reported	1,172	9.8%	1,329	11.4%	1,220	10.9%	1,265	12.0%	7.9%
Not Reported/Other	336	2.8%	475	4.1%	451	4.0%	431	4.1%	28.3%
Total	12,000	100.0%	11,702	100.0%	11,199	100.0%	10,538	100.0%	-12.2%
*Underrepresented Minority Students as defined by Aspen Institute	3,176	26.5%	3,104	26.5%	2,966	26.5%	2,797	26.5%	-11.9%

Tulsa Community College Diversity Ledger - continued

Full-Time, First Time, Fall-to-Fall Student Retention Rate	Fall 2018		Fall 2019		Fall 2020	
	Total Headcount	1,593	Total Headcount	2,055	Total Headcount	1,845
Male	408	62.7%	529	56.4%	389	50.8%
Female	575	62.1%	708	63.4%	647	60.0%
Hispanic/Latinx*	143	65.9%	224	65.1%	211	63.0%
American Indian or Alaska Native*	56	61.5%	59	56.2%	49	47.6%
Asian	65	71.4%	83	74.8%	55	65.5%
Black or African American*	63	60.0%	59	48.4%	62	53.9%
White	474	61.0%	587	60.1%	491	55.5%
More than one race reported	129	59.2%	149	53.4%	127	52.0%
Not Reported/Other	60	63.8%	76	64.4%	41	51.9%
Total	990	62.1%	1,237	60.2%	1,036	56.2%
*Underrepresented Minority Students as defined by Aspen Institute	262	63.4%	342	59.9%	322	58.2%

Full-Time, First Time, 3-year Graduation Rate	Fall 2016		Fall 2017		Fall 2018	
	Total Headcount	1,813	Total Headcount	1,399	Total Headcount	1,593
Male	141	17.3%	105	17.4%	164	25.2%
Female	245	24.5%	209	26.3%	243	26.2%
Hispanic/Latinx*	41	18.6%	45	28.8%	56	25.3%
American Indian or Alaska Native*	24	19.4%	19	19.4%	18	19.8%
Asian	26	31.3%	26	38.8%	33	36.3%
Black or African American*	22	14.7%	11	10.5%	28	26.9%
White	222	23.2%	175	23.3%	193	25.0%
More than one race reported	35	16.3%	38	20.3%	53	24.0%
Not Reported/Other	16	25.4%	10	28.6%	29	31.2%
Total	386	21.3%	324	23.2%	410	25.7%
*Underrepresented Minority Students as defined by Aspen Institute	87	17.6%	75	20.9%	102	24.5%

Full-Time, First Time, 3-year University Transfer Rate	Fall 2016		Fall 2017		Fall 2018	
	Total Headcount	1,813	Total Headcount	1,399	Total Headcount	1,593
Male	244	30.0%	206	34.2%	216	33.2%
Female	291	29.1%	292	36.7%	308	33.3%
Hispanic/Latinx*	57	25.8%	50	32.1%	60	27.1%
American Indian or Alaska Native*	28	22.6%	30	30.6%	23	25.3%
Asian	31	37.3%	30	44.8%	52	57.1%
Black or African American*	30	20.0%	22	21.0%	21	20.2%
White	311	32.5%	297	39.5%	279	36.1%
More than one race reported	59	27.4%	58	31.0%	66	29.9%
Not Reported	19	30.2%	11	31.4%	31	33.3%
Total	535	29.5%	498	35.6%	532	33.4%
*Underrepresented Minority Students as defined by Aspen Institute	115	23.2%	102	28.4%	104	25.0%

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 2020 - Total Headcount 3,076									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Male	653	51.7%	173	13.7%	143	11.3%	260	20.6%	34	2.7%
Female	986	54.4%	219	12.1%	202	11.1%	355	19.6%	51	2.8%
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%
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%
Not Reported	75	52.8%	19	13.4%	16	11.3%	25	17.6%	7	4.9%
All Students	1,639	53.3%	392	12.7%	345	11.2%	615	20.0%	85	2.8%
*Underrepresented Minority Students as defined by Aspen Institute	420	42.1%	103	10.3%	126	12.6%	310	31.1%	38	3.8%

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	
Male	607	40.7%	307	20.6%	231	15.5%	224	15.0%	122	8.2%
Female	782	39.7%	401	20.4%	359	18.2%	295	15.0%	132	6.7%
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%
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	44.4%	30	15.3%	34	17.3%	24	12.2%	21	10.7%
All Students	1,389	40.1%	708	20.5%	590	17.1%	519	15.0%	254	7.3%
*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 2018 - Total Headcount 3,499									
	College Ready		1 Dev Ed Area		2 Dev Ed Areas		3 Dev Ed Areas		No Test Data/Unknown	
Male	529	37.1%	366	25.7%	229	16.1%	221	15.5%	81	5.7%
Female	557	27.3%	629	30.8%	395	19.3%	390	19.1%	71	3.5%
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%
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	37.6%	54	25.7%	35	16.7%	32	15.2%	10	4.8%
All Students	1,093	31.2%	1,005	28.7%	628	17.9%	618	17.7%	155	4.4%
*Underrepresented Minority Students as defined by Aspen Institute	315	29.5%	336	31.5%	169	15.8%	200	18.7%	48	4.5%

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 2019		Fall 2020		Fall 2021		Fall 2019		Fall 2020		Fall 2021	
Female	Hispanic/Latinx*	1	0.6%	1	0.6%	3	2.0%	4	3.5%	3	3.1%	2	1.9%
	American Indian or Alaska Native*	8	4.7%	7	4.2%	6	4.1%	4	3.5%	3	3.1%	2	1.9%
	Asian	2	1.2%	2	1.2%	1	0.7%	1	0.9%	0	0.0%	0	0.0%
	Black or African American*	4	2.4%	4	2.4%	5	3.4%	6	5.3%	6	6.2%	6	5.7%
	White	79	46.5%	78	46.7%	65	43.9%	63	55.8%	50	51.5%	54	51.4%
	More than one race reported	9	5.3%	9	5.4%	8	5.4%	3	2.7%	2	2.1%	2	1.9%
	Subtotal	105	61.8%	103	61.7%	89	60.1%	81	71.7%	64	66.0%	67	63.8%
Male	Hispanic/Latinx*	2	1.2%	2	1.2%	3	2.0%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	1	0.6%	1	0.6%	2	1.4%	3	2.7%	3	3.1%	3	2.9%
	Asian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	8	4.7%	9	5.4%	9	6.1%	1	0.9%	1	1.0%	1	1.0%
	White	51	30.0%	49	29.3%	41	27.7%	25	22.1%	26	26.8%	33	31.4%
	More than one race reported	3	1.8%	3	1.8%	4	2.7%	3	2.7%	3	3.1%	2	1.9%
	Subtotal	65	38.2%	64	38.3%	59	39.9%	32	28.3%	33	34.0%	38	36.2%
Total	170	100.0%	167	100.0%	148	100.0%	113	100.0%	97	100.0%	105	100.0%	
*Underrepresented Minorities as defined by Aspen Institute		24	14.1%	24	14.4%	28	18.9%	18	15.9%	16	16.5%	14	13.3%

Employees - Full-time, Non-Faculty		Staff (bi-monthly and monthly)						Professional Staff						Cabinet					
		Fall 2019		Fall 2020		Fall 2021		Fall 2019		Fall 2020		Fall 2021		Fall 2019		Fall 2020		Fall 2021	
Female	International Non-Resident	1	0.2%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Hispanic/Latinx*	9	1.9%	0	0.0%	0	0.0%	2	1.5%	1	0.8%	1	0.8%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	21	4.5%	15	3.6%	13	3.3%	3	2.3%	3	2.4%	2	1.6%	0	0.0%	0	0.0%	0	0.0%
	Asian	12	2.6%	12	2.9%	13	3.3%	0	0.0%	2	1.6%	2	1.6%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	35	7.5%	34	8.1%	28	7.2%	6	4.6%	7	5.7%	7	5.6%	2	12.5%	1	6.7%	1	6.7%
	White	173	36.9%	162	38.8%	156	40.0%	68	51.9%	61	49.6%	60	48.0%	8	50.0%	7	46.7%	7	46.7%
	More than one race reported	22	4.7%	19	4.5%	16	4.1%	6	4.6%	3	2.4%	4	3.2%	0	0.0%	0	0.0%	0	0.0%
	Subtotal	274	58.4%	242	57.9%	226	57.9%	86	65.6%	77	62.6%	76	60.8%	10	62.5%	8	53.3%	8	53.3%
Male	International Non-Resident	1	0.2%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	Hispanic/Latinx*	15	3.2%	0	0.0%	0	0.0%	3	2.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
	American Indian or Alaska Native*	10	2.1%	12	2.9%	12	3.1%	1	0.8%	1	0.8%	1	0.8%	2	12.5%	2	13.3%	2	13.3%
	Asian	4	0.9%	4	1.0%	3	0.8%	0	0.0%	0	0.0%	1	0.8%	0	0.0%	0	0.0%	0	0.0%
	Black or African American*	9	1.9%	9	2.2%	9	2.3%	6	4.6%	5	4.1%	5	4.0%	0	0.0%	1	6.7%	1	6.7%
	White	140	29.9%	136	32.5%	120	30.8%	32	24.4%	35	28.5%	38	30.4%	4	25.0%	4	26.7%	4	26.7%
	More than one race reported	16	3.4%	15	3.6%	20	5.1%	3	2.3%	4	3.3%	4	3.2%	0	0.0%	0	0.0%	0	0.0%
	Subtotal	195	41.6%	176	42.1%	164	42.1%	45	34.4%	46	37.4%	49	39.2%	6	37.5%	7	46.7%	7	46.7%
Total	469	100.0%	418	100.0%	390	100.0%	131	100.0%	123	100.0%	125	100.0%	16	100.0%	15	100.0%	15	100.0%	
*Underrepresented Minorities as defined by Aspen Institute		99	21.1%	70	16.7%	62	15.9%	21	16.0%	17	13.8%	16	12.8%	4	25.0%	4	26.7%	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 and 2021; IR for 2019