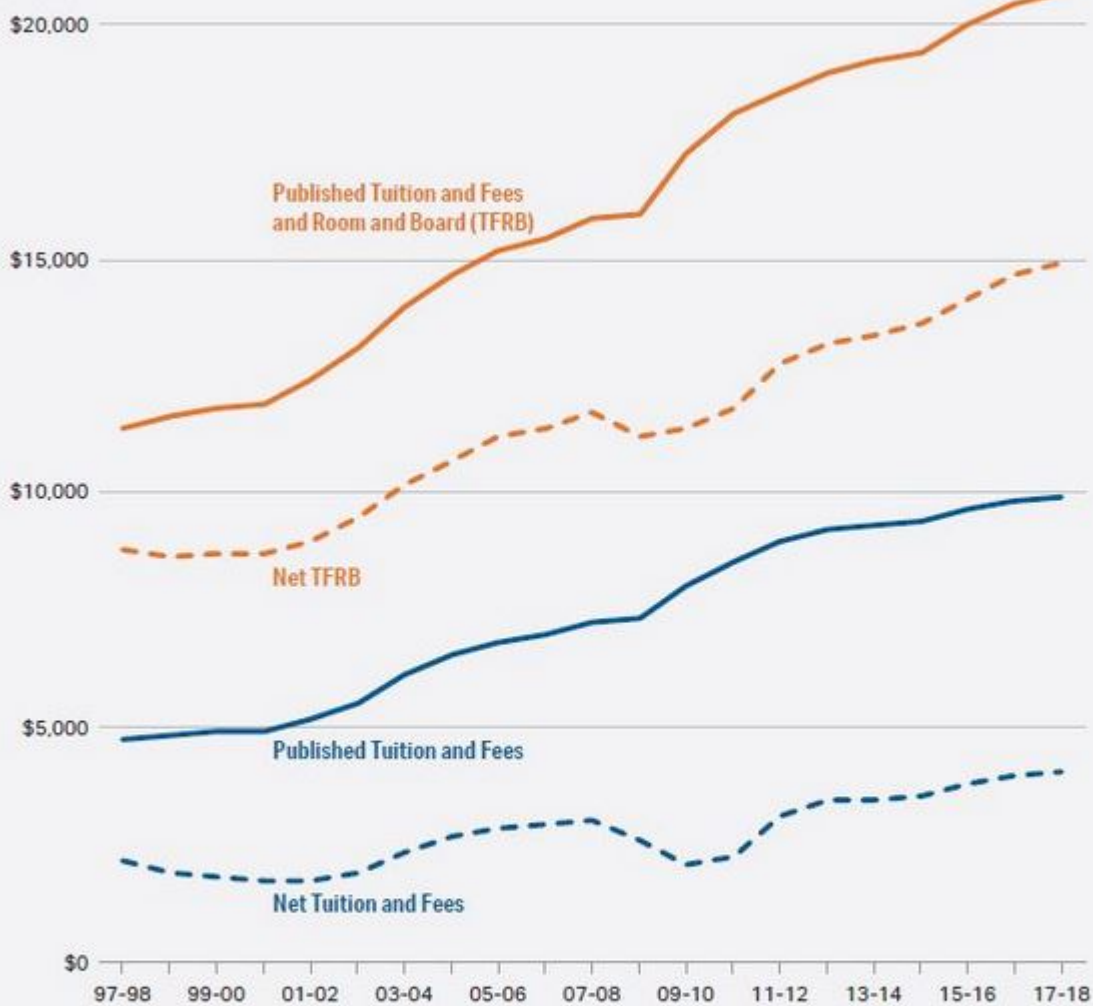


# The Diversity Staff at the University of Michigan Is Nearly 100 Full-Time Employees

[Year](#) after [year](#), media note and sometimes bemoan the ballooning cost of higher education.

**FIGURE 9** Average Published and Net Prices in 2017 Dollars, Full-Time In-State Undergraduate Students at Public Four-Year Institutions, 1997-98 to 2017-18



**NOTES:** Estimates of net price exclude military/veterans aid, which awards relatively large amounts to a small number of students. Because information on grant aid and education tax benefits for 2017-18 is not yet available, the net price for 2017-18 is estimated based on 2016-17 financial aid data.

**SOURCES:** College Board, Annual Survey of Colleges; *Trends in Student Aid 2017*; NCES, IPEDS Fall Enrollment data.

There is no doubt that the human costs of this rise are severe: [Some 44 million](#) Americans currently carry nearly \$1.5 trillion in student loan debt, and the delinquency rate is 11 percent.

There are various reasons for surging costs, but the primary one is the remarkable expansion of university administration in recent decades. As Paul Campos, a law professor at the University of Colorado, wrote in the *New York Times* [a few years ago](#):

*“According to the Department of Education data, administrative positions at colleges and universities grew by 60 percent between 1993 and 2009, which Bloomberg reported was 10 times the rate of growth of tenured faculty positions.*

*Even more strikingly, an analysis by a professor at California Polytechnic University, Pomona, found that, while the total number of full-time faculty members in the C.S.U. system grew from 11,614 to 12,019 between 1975 and 2008, the total number of administrators grew from 3,800 to 12,183 – a 221 percent increase.”*

Universities are large and require administrators to function, of course. The problem is there seems to be no end to the expansion. This point [was recently illustrated](#) by Mark Perry, an economics professor at the University of Michigan-Flint.

Perry, who also is a scholar at the American Enterprise Institute, used the University of Michigan as an example to highlight the rise of “diversicrats” (diversity bureaucrats) on today’s campuses. The numbers are astonishing.

*1. The University of Michigan currently employs a diversity staff of nearly 100 (93) full-time diversity administrators, officers, directors, vice-provosts, deans, consultants, specialists, investigators, managers, executive assistants, administrative assistants, analysts, and coordinators.*

*2. More than one-quarter (26) of these “diversicrats” earn annual salaries of more than \$100,000, and the total payroll for this small army is \$8.4 million. When you add to cash salaries an [estimated 32.45% for UM’s very generous fringe benefit package](#) for the average employee in this group (retirement, health care, dental insurance, life insurance, long-term disability, paid leave, paid vacation, social security, unemployment insurance, Medicare, etc.) the total employee compensation for this group tops \$11 million per year. And of course that doesn’t count the cost of office*

space, telephones, computers and printers, printing, postage, programs, training, or travel expenses.

**UNIVERSITY OF MICHIGAN'S ARMY OF DIVERSITY, EQUITY AND INCLUSION BUREAUCRATS**

	<b>Employee</b>	<b>Title</b>	<b>Salary (Ranked)</b>
1	Robert Sellers	Vice Provost for Equity and Inclusion & Chief Diversity Officer	\$396,550
2	David Brown	Associate Dean, Office for Health Equity & Inclusion	\$220,000
3	Gary Freed	Faculty Lead, Office for Health Equity & Inclusion	\$218,217
4	William Collins	Director, Center for Educational Outreach	\$185,732
5	Tabbye Chavous Sellers	Program Director, LSA National Center for Institutional Diversity	\$175,950
6	Pamela Heatlie	Assoc. Vice Provost for Academic Affairs, Senior Director for Institutional Equity & Title IX Coordinator	\$170,000
7	Katrina Wade-Golden	Deputy Chief Diversity Officer and Director of Implementation for the DEI Strategic Plan	\$167,000
8	Judy Lawson	Special Consultant for Communications and Engagement for Diversity, Equity & Inclusion Strategic Plan	\$164,800
9	Phyllis Blackman	Administrative Director, Office for Health Equity and Inclusion	\$158,336
10	Gloria Taylor	Director, Office of Academic Multicultural Initiatives	\$153,550
11	Robert Scott	Director, Diversity Initiatives, Michigan Engineering	\$148,078
12	Fiona Lee	Associate Dean, LSA Diversity, Equity, Inclusion and Professional Development	\$143,924
13	Alex Blackwood	Faculty Lead, Office for Health Equity & Inclusion	\$135,720
14	Ellen Meader	Assistant Vice Provost for Equity, Inclusion & Academic Affairs	\$134,412
15	Dilip Das	Assistant Vice Provost for Equity, Inclusion & Academic Affairs	\$134,009
16	Mary Boyce	Assistant Vice Provost for Equity, Inclusion & Academic Affairs	\$134,000
17	Julie Kelley	Business Administrator Office of Diversity, Equity & Inclusion	\$130,048
18	Lyonel Milton	Director, Center for Engineering Diversity and Outreach	\$130,000
19	Cinda-Sue Davis	Director, Women in Science and Engineering	\$129,502
20	David Baum	Associate Director, Office of Diversity, Equity & Inclusion	\$128,750
21	Rushika Patel	Diversity/Inclusion Specialist, School of Nursing	\$123,600
22	Freyja Harris	Diversity/Inclusion Specialist, School of Music, Theatre & Dance	\$107,362
23	Derrick Scott	Program Manager, Center for Engineering Diversity & Outreach	\$105,537
24	Regina McClinton	Diversity/Inclusion Specialist, College of Pharmacy	\$105,000
25	Marie Ting	Associate Director, LSA National Center for Institutional Diversity	\$101,796
26	David Betts	EEO/Diversity Rep Senior, Office of Institutional Equity	\$100,824
27	Scott Williams	Web Designer/Administrator Office of Institutional Equity	\$94,884
28	LaRonda Chastang	Program Manager, Office for Health Equity and Inclusion	\$93,396
29	Amanda McLittle	Minority Affairs Director, Student Housing	\$92,988
30	Elaine Dowell	Assistant Director, Center for Engineering Diversity & Outreach	\$90,934
31	Patricia Andreski	Research Specialist, Office for Health Equity and Inclusion	\$90,000

If you fell out of your chair upon realizing that the University of Michigan has a full-time diversity staff of nearly one hundred employees, one of whom earns more than the president of the United States, you can be forgiven. I nearly did too.

We've previously [noted](#) that the diversity movement is taking on certain aspects of religious faith. It appears, however, that we missed a similarity: Like the priests of ancient Egypt who [amassed huge fortunes](#) for themselves and the medieval popes [who sold forgiveness and indulgences](#), the diversity faithful have found profit in their beliefs.

In many ways the modern American university resembles the medieval cathedral—something that began as beautiful but became a monstrosity when its true purpose was lost.