

**Incumbency vs. Estimated Availability**

1		Executives							
Total Emp <b>27</b>	Employment %	3.70	37.04	0.00	0.00	0.00	0.00	0.00	3.70
	Availability %	17.74	41.72	4.13	5.28	6.00	0.49	0.08	1.77
	Statistical Value	0.070E	0.387E	0.320E	0.231E	0.188E	0.876E	0.979E	
2		Deans							
Total Emp <b>13</b>	Employment %	15.38	53.85	15.38	0.00	0.00	0.00	0.00	0.00
	Availability %	19.96	40.49	4.78	6.40	6.84	0.60	0.10	1.24
	Statistical Value	0.503E			0.423E	0.398E	0.925E	0.987E	0.850E
A-1		Directors- Athletics							
Total Emp <b>2</b>	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.40	47.79	3.36	9.41	9.83	0.48	0.14	2.18
	Statistical Value	0.557E	0.273E	0.934E	0.821E	0.813E	0.990E	0.997E	0.957E
A-3		Coaches/Trainers							
Total Emp <b>14</b>	Employment %	21.43	28.57	0.00	0.00	14.29	0.00	0.00	7.14
	Availability %	23.39	48.89	2.76	9.60	8.56	0.54	0.13	1.80
	Statistical Value	0.579E	0.104E	0.676E	0.243E		0.927E	0.982E	
AA-2		Administrative Support- A							
Total Emp <b>42</b>	Employment %	28.57	66.67	2.38	4.76	19.05	0.00	0.00	2.38
	Availability %	25.23	64.83	0.79	6.36	15.14	0.39	0.36	2.20
	Statistical Value				0.424		0.406	0.390	
AA-3		Administrative Support- B							
Total Emp <b>63</b>	Employment %	15.87	88.89	3.17	0.00	12.70	0.00	0.00	0.00
	Availability %	22.28	66.48	0.60	4.76	14.71	0.29	0.26	1.66
	Statistical Value	1.222			1.774	0.451	0.428	0.405	1.031

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AS-1		Directors- Academic Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
23	Employment %	17.39	73.91	4.35	0.00	13.04	0.00	0.00	0.00
	Availability %	18.72	49.46	3.63	5.34	7.38	0.48	0.10	1.78
	Statistical Value	0.564E			0.283E		0.895E	0.977E	0.662E
AS-2		Academic Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
106	Employment %	19.81	74.53	1.89	2.83	8.49	0.00	0.94	5.66
	Availability %	15.52	48.16	1.32	4.74	5.83	0.21	0.30	3.13
	Statistical Value				0.925		0.472		
BS-1		Director- Business Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	13.33	60.00	0.00	0.00	13.33	0.00	0.00	0.00
	Availability %	20.01	46.42	4.42	7.66	6.36	0.48	0.08	1.01
	Statistical Value	0.398E		0.508E	0.303E		0.930E	0.988E	0.859E
BS-2		Business Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
33	Employment %	18.18	78.79	3.03	9.09	6.06	0.00	0.00	0.00
	Availability %	15.52	48.16	1.32	4.74	5.83	0.21	0.30	3.13
	Statistical Value						0.264	0.315	1.033
C-2		Communication							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	37.50	0.00	0.00	0.00	0.00	0.00	12.50
	Availability %	16.90	47.13	2.62	2.82	9.79	0.71	0.00	0.95
	Statistical Value	0.597E	0.428E	0.809E	0.795E	0.439E	0.945E		
D-1		Director- Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	19.12	47.30	4.31	6.29	6.63	0.58	0.10	1.22
	Statistical Value	0.809E	0.527E	0.957E	0.937E	0.934E	0.994E	0.999E	0.988E
D-2		Development							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.76	43.41	1.10	4.37	10.26	0.77	0.13	1.13
	Statistical Value	0.309E		0.936E	0.765E	0.522E	0.955E	0.992E	0.934E

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E-1		Director- Engineering							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>3</b>	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	25.12	41.30	8.31	6.29	8.63	0.58	0.10	1.22
	Statistical Value	0.420E		0.771E	0.823E	0.763E	0.983E	0.997E	0.964E
E-2		Engineering							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>5</b>	Employment %	40.00	20.00	20.00	0.00	20.00	0.00	0.00	0.00
	Availability %	14.16	24.18	2.95	2.96	5.55	0.82	0.09	1.79
	Statistical Value		0.650E		0.861E		0.960E	0.996E	0.914E
ER-1		Director- External Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>2</b>	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	19.12	42.80	4.31	6.29	6.63	0.58	0.10	1.22
	Statistical Value	0.654E		0.916E	0.878E	0.872E	0.988E	0.998E	0.976E
ER-2		External Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>8</b>	Employment %	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.76	43.41	1.10	4.37	10.26	0.77	0.13	1.13
	Statistical Value	0.209E		0.915E	0.699E	0.421E	0.940E	0.990E	0.913E
F-1		Professor							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>82</b>	Employment %	10.98	19.51	7.32	0.00	3.66	0.00	0.00	0.00
	Availability %	22.84	39.60	12.14	4.63	4.36	0.28	0.05	1.37
	Statistical Value	2.559	3.719	1.337	1.995	0.311	0.480	0.203	1.067
F-2		Assoc/Assist Prof							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>181</b>	Employment %	18.23	54.70	9.94	3.31	3.87	0.55	0.00	0.55
	Availability %	20.27	48.15	9.39	4.42	4.42	0.36	0.05	1.65
	Statistical Value	0.682			0.723	0.362		0.301	1.159
F-3		Non-Tenure Track							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>192</b>	Employment %	10.42	64.58	1.04	1.04	5.73	1.04	0.00	1.56
	Availability %	14.91	45.65	7.17	1.57	5.09	0.27	0.07	0.74
	Statistical Value	1.748		3.291	0.589			0.367	

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F-4		Lecturers							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
325	Employment %	11.08	56.00	2.15	2.15	4.00	0.62	0.00	2.15
	Availability %	24.86	47.56	11.64	5.93	5.31	0.28	0.06	1.64
	Statistical Value	5.749		5.332	2.882	1.053		0.442	
FC-1		Directors- Facilities							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.04	43.61	4.54	4.29	6.71	0.52	0.04	1.93
	Statistical Value	0.551E	0.179E	0.870E	0.877E	0.812E	0.984E	0.999E	0.943E
FC-2		Facilities Custodians							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
47	Employment %	46.81	25.53	2.13	23.40	19.15	0.00	2.13	0.00
	Availability %	28.66	7.27	1.20	5.34	19.09	0.54	0.45	2.05
	Statistical Value						0.505		0.992
FG-2		Facilities Grounds							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	12.50	12.50	0.00	0.00	12.50	0.00	0.00	0.00
	Availability %	28.66	7.27	1.20	5.34	19.09	0.54	0.45	2.05
	Statistical Value	0.283E		0.908E	0.645E	0.530E	0.958E	0.965E	0.847E
Fin-1		Directors- Finance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	25.00	75.00	0.00	0.00	25.00	0.00	0.00	0.00
	Availability %	21.16	43.51	4.67	7.14	7.36	0.61	0.10	1.28
	Statistical Value			0.826E	0.744E		0.976E	0.996E	0.950E
Fin-2		Finance/Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
22	Employment %	27.27	77.27	4.55	9.09	13.64	0.00	0.00	0.00
	Availability %	15.52	48.16	1.32	4.74	5.83	0.21	0.30	3.13
	Statistical Value						0.955E	0.936E	0.497E
FL-2		Facilities Labor							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	18.18	36.36	0.00	0.00	9.09	0.00	0.00	9.09
	Availability %	24.63	8.55	1.23	5.49	14.85	0.57	0.44	2.05
	Statistical Value	0.467E		0.873E	0.537E	0.498E	0.939E	0.953E	

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FT-2		Facilities Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>30</b>	Employment %	20.00	0.00	0.00	3.33	16.67	0.00	0.00	0.00
	Availability %	25.02	7.22	1.09	5.46	15.23	0.62	0.47	2.14
	Statistical Value	0.635	1.528	0.575	0.513		0.433	0.376	0.810
GP-1		General Professionals							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>7</b>	Employment %	28.57	71.43	0.00	14.29	14.29	0.00	0.00	0.00
	Availability %	25.29	69.52	2.16	4.76	16.16	0.29	0.27	1.64
	Statistical Value			0.858E		0.684E	0.980E	0.981E	0.891E
H-1		Directors- Hospitality							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>2</b>	Employment %	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
	Availability %	39.11	42.73	5.46	14.01	17.03	0.61	0.18	1.81
	Statistical Value		0.328E	0.894E	0.739E	0.688E	0.988E	0.996E	
H-2		Hospitality							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>25</b>	Employment %	56.00	52.00	8.00	20.00	24.00	0.00	0.00	4.00
	Availability %	29.64	41.15	3.69	5.64	16.68	0.73	0.22	2.68
	Statistical Value						0.833E	0.946E	
HC-1		Directors- Healthcare							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>4</b>	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.17	70.68	5.85	8.06	7.36	0.42	0.09	1.39
	Statistical Value	0.348E	0.336E	0.786E	0.715E	0.737E	0.983E	0.996E	0.946E
HC-2		Healthcare							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>35</b>	Employment %	8.57	88.57	0.00	2.86	2.86	0.00	0.00	2.86
	Availability %	23.81	64.44	3.21	5.52	12.15	0.63	0.22	2.08
	Statistical Value	2.117		1.077	0.690	1.683	0.471	0.278	
HCL-2		Healthcare Laboratory							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
<b>5</b>	Employment %	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00
	Availability %	24.73	62.22	2.21	7.61	11.77	0.74	0.27	2.13
	Statistical Value	0.639E	0.071E	0.894E	0.673E		0.964E	0.987E	0.898E

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HR-1		Directors- HR							
Total Emp <b>2</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	20.79	47.30	4.31	6.29	8.30	0.58	0.10	1.22
		0.627E		0.916E	0.878E	0.841E	0.988E	0.998E	0.976E
HR-2		HR							
Total Emp <b>6</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	16.67	100.00	0.00	0.00	16.67	0.00	0.00	0.00
	Statistical Value	15.52	48.16	1.32	4.74	5.83	0.21	0.30	3.13
				0.923E	0.747E		0.987E	0.982E	0.826E
IT-1		Directors- IT							
Total Emp <b>4</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	19.32	39.50	4.41	6.29	6.73	0.58	0.10	1.22
		0.424E	0.484E	0.835E	0.771E	0.757E	0.977E	0.996E	0.952E
IT-2		IT							
Total Emp <b>37</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	16.22	24.32	5.41	0.00	10.81	0.00	0.00	0.00
	Statistical Value	14.70	25.26	3.72	2.65	5.93	0.63	0.07	1.69
			0.131		1.004		0.484	0.161	0.798
ITS-2		IT Science/Technician							
Total Emp <b>3</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	14.70	29.10	2.28	3.15	6.64	0.74	0.09	1.80
		0.621E		0.933E	0.908E	0.814E	0.978E	0.997E	0.947E
L-1		Library Technicians							
Total Emp <b>8</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	12.50	62.50	0.00	0.00	12.50	0.00	0.00	0.00
	Statistical Value	25.13	64.69	0.69	6.35	15.14	0.39	0.36	2.19
		0.364E	0.580E	0.946E	0.592E	0.653E	0.969E	0.972E	0.838E
PS-1		Director- Public Safety							
Total Emp <b>1</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	24.12	37.30	4.31	6.29	6.63	0.58	0.10	6.22
		0.759E	0.627E	0.957E	0.937E	0.934E	0.994E	0.999E	0.938E

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PS-2		Public Safety							
Total Emp <b>23</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	26.09	17.39	4.35	4.35	8.70	4.35	0.00	4.35
	Statistical Value	16.04	14.77	1.11	4.32	6.35	1.48	0.56	2.22
								0.879E	
R-1		Research Professor							
Total Emp <b>3</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	23.08	36.37	11.46	4.28	5.84	0.21	0.05	1.24
		0.455E	0.699E	0.694E	0.877E	0.835E	0.994E	0.999E	0.963E
R-2		Sr. Research Associates							
Total Emp <b>5</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00
	Statistical Value	25.02	46.08	13.61	4.73	5.08	0.23	0.05	1.32
		0.632E	0.240E	0.481E	0.785E		0.989E	0.998E	0.936E
R-3		Research Associates							
Total Emp <b>10</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	40.00	50.00	30.00	0.00	10.00	0.00	0.00	0.00
	Statistical Value	31.02	51.08	10.61	4.73	14.08	0.23	0.05	1.32
			0.596E		0.616E	0.579E	0.977E	0.995E	0.876E
R-4		Sr. Research Assistants							
Total Emp <b>1</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00
	Statistical Value	26.01	50.07	11.39	5.34	6.60	0.25	0.05	2.39
				0.886E	0.947E		0.998E	1.000E	0.976E
R-5		Professional Research Assitant							
Total Emp <b>11</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	36.36	72.73	9.09	0.00	18.18	0.00	0.00	9.09
	Statistical Value	18.82	48.43	5.89	5.20	5.44	0.80	0.24	1.25
					0.556E		0.915E	0.974E	
RS-1		Directors- Research Services							
Total Emp <b>1</b>	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	19.12	40.63	4.31	6.29	6.63	0.58	0.10	1.22
		0.809E		0.957E	0.937E	0.934E	0.994E	0.999E	0.988E

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RS-2		Research Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	0.00	55.56	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	15.52	48.16	1.32	4.74	5.83	0.21	0.30	3.13
	Statistical Value	0.219E		0.887E	0.646E	0.582E	0.981E	0.973E	0.751E
SS-1		Directors- Student Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.43	39.41	3.59	5.24	5.53	2.98	0.08	1.01
	Statistical Value	0.443E		0.864E	0.806E	0.796E	0.886E	0.997E	0.960E
SS-2		Student Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	10.00	60.00	0.00	0.00	0.00	10.00	0.00	0.00
	Availability %	25.23	64.83	0.79	6.36	15.14	0.39	0.36	2.20
	Statistical Value	0.239E	0.491E	0.924E	0.518E	0.194E		0.965E	0.801E
T-1		Temporary Services							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
39	Employment %	33.33	69.23	0.00	10.26	17.95	2.56	0.00	2.56
	Availability %	25.23	64.83	0.79	6.36	15.14	0.39	0.36	2.20
	Statistical Value			0.557				0.375	

**Total Employment: 1531**

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.



**Plan Summary**

**Minorities And Women**

**Employment** Data as of 12/30/2014

	Total Employees	Min	Fem
#	1,531	259	851
%		16.92	55.58

**Incumbency vs. Estimated Availability**

1		Executives	
Total Emp	<b>27</b>	Min	Fem
Employment %		3.70	37.04
Availability %		17.74	41.72
Statistical Value		0.070E	0.387E
A-3		Coaches/Trainers	
Total Emp	<b>14</b>	Min	Fem
Employment %		21.43	28.57
Availability %		23.39	48.89
Statistical Value		0.579E	0.104E
AA-3		Administrative Support- B	
Total Emp	<b>63</b>	Min	Fem
Employment %		15.87	88.89
Availability %		22.28	66.48
Statistical Value		1.222	

BS-1		Director- Business Services	
Total Emp <b>15</b>	Employment %	Min	Fem
	Availability %	13.33	60.00
	Statistical Value	20.01	46.42
		0.398E	
D-2		Development	
Total Emp <b>6</b>	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	17.76	43.41
		0.309E	
ER-2		External Relations	
Total Emp <b>8</b>	Employment %	Min	Fem
	Availability %	0.00	62.50
	Statistical Value	17.76	43.41
		0.209E	
F-1		Professor	
Total Emp <b>82</b>	Employment %	Min	Fem
	Availability %	10.98	19.51
	Statistical Value	22.84	39.60
		2.559	3.719
F-2		Assoc/Assist Prof	
Total Emp <b>181</b>	Employment %	Min	Fem
	Availability %	18.23	54.70
	Statistical Value	20.27	48.15
		0.682	
F-3		Non-Tenure Track	
Total Emp <b>192</b>	Employment %	Min	Fem
	Availability %	10.42	64.58
	Statistical Value	14.91	45.65
		1.748	

F-4		Lecturers	
Total Emp <b>325</b>		<b>Min</b>	<b>Fem</b>
	Employment %	11.08	56.00
	Availability %	24.86	47.56
	Statistical Value	5.749	
FC-1		Directors- Facilities	
Total Emp <b>3</b>		<b>Min</b>	<b>Fem</b>
	Employment %	0.00	0.00
	Availability %	18.04	43.61
	Statistical Value	0.551E	0.179E
FG-2		Facilities Grounds	
Total Emp <b>8</b>		<b>Min</b>	<b>Fem</b>
	Employment %	12.50	12.50
	Availability %	28.66	7.27
	Statistical Value	0.283E	
FT-2		Facilities Trades	
Total Emp <b>30</b>		<b>Min</b>	<b>Fem</b>
	Employment %	20.00	0.00
	Availability %	25.02	7.22
	Statistical Value	0.635	1.528
HC-2		Healthcare	
Total Emp <b>35</b>		<b>Min</b>	<b>Fem</b>
	Employment %	8.57	88.57
	Availability %	23.81	64.44
	Statistical Value	2.117	
HCL-2		Healthcare Laboratory	
Total Emp <b>5</b>		<b>Min</b>	<b>Fem</b>
	Employment %	20.00	20.00
	Availability %	24.73	62.22
	Statistical Value	0.639E	0.071E

L-1		Library Technicians	
Total Emp <b>8</b>		<b>Min</b>	<b>Fem</b>
	Employment %	12.50	62.50
	Availability %	25.13	64.69
	Statistical Value	0.364E	0.580E

R-2		Sr. Research Associates	
Total Emp <b>5</b>		<b>Min</b>	<b>Fem</b>
	Employment %	20.00	20.00
	Availability %	25.02	46.08
	Statistical Value	0.632E	0.240E

RS-2		Research Services	
Total Emp <b>9</b>		<b>Min</b>	<b>Fem</b>
	Employment %	0.00	55.56
	Availability %	15.52	48.16
	Statistical Value	0.219E	

SS-2		Student Services	
Total Emp <b>10</b>		<b>Min</b>	<b>Fem</b>
	Employment %	10.00	60.00
	Availability %	25.23	64.83
	Statistical Value	0.239E	0.491E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.

**Personnel Activity** Data for: 11/1/2013 - 10/31/2014

		Total	Min	Fem	Unk Race	Unk Gend
Applicant Pool	#	233	13	50	161	160
	%		5.58	21.46	69.10	68.67
Applicant Selected	#	233	13	50	161	160
	%		5.58	21.46	69.10	68.67

		Total	Min	Fem
New Hire	#	397	71	241
	%		17.88	60.71
Promotion	#	43	6	26
	%		13.95	60.47
Termination	#	313	42	190
	%		13.42	60.70
Involuntary Termination	#	12	1	7
	%		8.33	58.33

**Adverse Impact**

AA-3		Administrative Support- B					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Wht	YES	0.00	0.018F	1	YES	Min

F-3		Non-Tenure Track					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Wht	YES	0.00	0.001F	2	YES	Two
Termination	Wht	YES	0.22	0.004F	2	YES	Min

Infin - indicates that the denominator was zero

"--" indicates that the result could not be calculated

# Goal Attainment

F-2		Assoc/Assist Prof													
	Total	Min	Fem												
Prior Year Goal		23.28													
New Hire	19	2	10.53												
Promotion	0	0	N/A												
Total Opps	19	2	10.53												
Achieved? *		NO													

F-3		Non-Tenure Track													
	Total	Min	Fem												
Prior Year Goal		24.86													
New Hire	38	0	0.00												
Promotion	0	0	N/A												
Total Opps	38	0	0.00												
Achieved? *		NO													

FL-2		Facilities Labor													
	Total	Min	Fem												
Prior Year Goal		32.22													
New Hire	3	0	0.00												
Promotion	0	0	N/A												
Total Opps	3	0	0.00												
Achieved? *		LIMITED													

RS-2		Research Services									
	Total	Min		Fem							
Prior Year Goal				52.06							
New Hire	3			3	100.00						
Promotion	0			0	N/A						
Total Opps	3			3	100.00						
Achieved? *				YES							

T-1		Temporary Services									
	Total	Min		Fem							
Prior Year Goal		34.20		67.13							
New Hire	42	13	30.95	26	61.90						
Promotion	0	0	N/A	0	N/A						
Total Opps	42	13	30.95	26	61.90						
Achieved? *		NO		NO							

Note - there was no prior year goal required for categories not listed above.

\* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.

## **Individuals with Disabilities (IWD)**

### **Individuals with Disabilities Utilization Goals** Employment Data as of 12/30/2014

The following job groups fall below the established benchmark:

1 - Executives, A-1 - Directors- Athletics, A-3 - Coaches/Trainers, AA-2 - Administrative Support- A, AA-3 - Administrative Support- B, AS-1 - Directors- Academic Services, AS-2 - Academic Services, BS-1 - Director- Business Services, BS-2 - Business Services, C-2 - Communication, D-1 - Director- Development, D-2 - Development, E-1 - Director- Engineering, E-2 - Engineering, ER-1 - Director- External Relations, ER-2 - External Relations, F-1 - Professor, F-2 - Assoc/Assist Prof, F-3 - Non-Tenure Track, F-4 - Lecturers, FC-1 - Directors- Facilities, FC-2 - Facilities Custodians, FG-2 - Facilities Grounds, Fin-1 - Directors- Finance, Fin-2 - Finance/Accounting, FL-2 - Facilities Labor, FT-2 - Facilities Trades, GP-1 - General Professionals, H-1 - Directors- Hospitality, H-2 - Hospitality, HC-1 - Directors- Healthcare, HC-2 - Healthcare, HR-1 - Directors- HR, HR-2 - HR, IT-1 - Directors- IT, IT-2 - IT, ITS-2 - IT Science/Technician, L-1 - Library Technicians, PS-1 - Director- Public Safety, PS-2 - Public Safety, R-1 - Research Professor, R-2 - Sr. Research Associates, R-3 - Research Associates, R-4 - Sr. Research Assistants, R-5 - Professional Research Assitant, RS-1 - Directors- Research Services, RS-2 - Research Services, SS-1 - Directors- Student Services, SS-2 - Student Services, T-1 - Temporary Services

### **Protected Veterans** Hiring Activity for: 11/1/2013 - 10/31/2014

#### **Veteran Benchmark for Hiring**

<b>Hiring %</b>	0.00
<b>Benchmark %</b>	7.20