

Plan Summary

Minorities And Women

Employment Data as of 12/30/2015

	Total Employees	Min	Fem
#	1,540	257	854
%		16.69	55.45

Incumbency vs. Estimated Availability

1		Executives	
Total Emp	34	Min	Fem
Employment %		5.88	44.12
Availability %		13.50	41.11
Statistical Value		1.300	

A-1		Directors- Athletics	
Total Emp	3	Min	Fem
Employment %		0.00	0.00
Availability %		25.74	47.86
Statistical Value		0.410E	0.142E

A-3		Coaches/Trainers	
Total Emp	15	Min	Fem
Employment %		26.67	33.33
Availability %		23.39	48.89
Statistical Value			0.172E

AA-2		Administrative Support- A	
Total Emp 36		Min	Fem
	Employment %	22.22	75.00
	Availability %	25.23	64.83
	Statistical Value	0.416	
AA-3		Administrative Support- B	
Total Emp 63		Min	Fem
	Employment %	20.63	85.71
	Availability %	24.36	62.31
	Statistical Value	0.689	
BS-1		Director- Business Services	
Total Emp 19		Min	Fem
	Employment %	5.26	52.63
	Availability %	15.02	59.29
	Statistical Value	0.198E	0.356E
BS-2		Business Services	
Total Emp 34		Min	Fem
	Employment %	8.82	73.53
	Availability %	15.52	48.16
	Statistical Value	1.078	
ER-2		External Relations	
Total Emp 11		Min	Fem
	Employment %	0.00	72.73
	Availability %	17.76	43.41
	Statistical Value	0.116E	
F-1		Professor	
Total Emp 90		Min	Fem
	Employment %	12.22	25.56
	Availability %	18.83	48.60
	Statistical Value	1.603	4.374

F-2		Assoc/Assist Prof	
Total Emp 186		Min	Fem
	Employment %	17.74	56.45
	Availability %	23.36	45.64
	Statistical Value	1.811	
F-3		Non-Tenure Track	
Total Emp 195		Min	Fem
	Employment %	10.77	65.64
	Availability %	13.42	41.09
	Statistical Value	1.086	
F-4		Lecturers	
Total Emp 278		Min	Fem
	Employment %	11.51	55.40
	Availability %	24.86	47.56
	Statistical Value	5.150	
FT-2		Facilities Trades	
Total Emp 30		Min	Fem
	Employment %	23.33	0.00
	Availability %	25.02	7.22
	Statistical Value	0.213	1.528
H-1		Directors- Hospitality	
Total Emp 10		Min	Fem
	Employment %	30.00	20.00
	Availability %	37.32	42.53
	Statistical Value	0.452E	0.130E
HC-2		Healthcare	
Total Emp 34		Min	Fem
	Employment %	11.76	94.12
	Availability %	23.81	64.44
	Statistical Value	1.649	

HCL-2		Healthcare Laboratory	
Total Emp 5	Employment %	Min	Fem
	Availability %	20.00	20.00
	Statistical Value	24.73	62.22
		0.639E	0.071E
IT-1		Directors- IT	
Total Emp 5	Employment %	Min	Fem
	Availability %	0.00	20.00
	Statistical Value	20.79	39.86
		0.312E	0.339E
IT-2		IT	
Total Emp 38	Employment %	Min	Fem
	Availability %	26.32	21.05
	Statistical Value	14.70	25.26
			0.597
L-1		Library Technicians	
Total Emp 8	Employment %	Min	Fem
	Availability %	12.50	62.50
	Statistical Value	25.13	64.69
		0.364E	0.580E
R-3		Research Associates	
Total Emp 10	Employment %	Min	Fem
	Availability %	30.00	30.00
	Statistical Value	21.02	41.08
			0.356E
RS-2		Research Services	
Total Emp 14	Employment %	Min	Fem
	Availability %	0.00	71.43
	Statistical Value	15.52	48.16
		0.094E	

T-1		Temporary Services	
Total Emp 39		Min	Fem
	Employment %	17.95	64.10
	Availability %	25.23	64.83
	Statistical Value	1.047	0.095

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: 11/1/2014 - 10/31/2015

		Total	Min	Fem	Unk Race	Unk Gend
Applicant Pool	#	10,125	941	1,903	6,756	6,653
	%		9.29	18.80	66.73	65.71
Applicant Selected	#	313	11	60	225	216
	%		3.51	19.17	71.88	69.01

		Total	Min	Fem
New Hire	#	437	75	255
	%		17.16	58.35
Promotion	#	84	19	48
	%		22.62	57.14
Termination	#	498	77	264
	%		15.46	53.01
Involuntary Termination	#	11	4	4
	%		36.36	36.36

Adverse Impact

AA-2		Administrative Support- A					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Wht	YES	0.13	2.318	0	YES	Two

AA-3		Administrative Support- B					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.04	4.300	0	YES	Pac

AS-2		Academic Services					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	His	YES	0.00	2.634	1	YES	Asi
Applicant	Wht	YES	0.17	2.541	0	YES	Asi
Promotion	Wht	YES	0.11	2.773	1	YES	Pac

BS-2		Business Services					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	His	YES	0.00	4.182	0	YES	Ind
Applicant	Wht	YES	0.04	4.517	0	YES	Ind
Promotion	Fem	YES	0.13	2.020	1	YES	Mal
Termination	Mal	YES	0.32	2.409	2	YES	Fem
Involuntary Termination	Blk	YES	0.00	3.051	0	YES	Wht
Involuntary Termination	Min	YES	0.00	2.154	0	YES	Wht

F-2		Assoc/Assist Prof					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Promotion	Wht	YES	0.08	3.245	0	YES	Two

F-3		Non-Tenure Track					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Applicant	Wht	YES	0.07	3.499	0	YES	Pac
Promotion	Wht	YES	0.05	4.012	1	YES	Asi

F-4		Lecturers					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Termination	Asi	YES	0.17	0.015F	0	YES	Two
Termination	His	YES	0.15	0.001F	0	YES	Two
Termination	Wht	YES	0.16	5.743	0	YES	Two

IT-2		IT					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Involuntary Termination	Min	YES	0.00	2.304	0	YES	Wht

T-1		Temporary Services					
Action Type	Protected Class	Adv IRA	Sel Ratio	Stat Value	Shortfall	Stat Sig?	Favored Group
Involuntary Termination	Blk	YES	0.00	2.593	0	YES	Wht

Infin - indicates that the denominator was zero
 "--" indicates that the result could not be calculated

Goal Attainment

1		Executives			
	Total	Min		Fem	
Prior Year Goal		17.74		41.72	
New Hire	0	0	N/A	0	N/A
Promotion	5	1	20.00	4	80.00
Total Opps	5	1	20.00	4	80.00
Achieved? *		YES		YES	

A-3		Coaches/Trainers			
	Total	Min		Fem	
Prior Year Goal				48.89	
New Hire	3			1	33.33
Promotion	0			0	N/A
Total Opps	3			1	33.33
Achieved? *				YES	

AA-3		Administrative Support- B											
	Total	Min	Fem										
Prior Year Goal		22.28											
New Hire	7	2	28.57										
Promotion	4	2	50.00										
Total Opps	11	4	36.36										
Achieved? *		YES											

BS-1		Director- Business Services											
	Total	Min	Fem										
Prior Year Goal		20.01											
New Hire	3	0	0.00										
Promotion	2	0	0.00										
Total Opps	5	0	0.00										
Achieved? *		NO											

D-2		Development											
	Total	Min	Fem										
Prior Year Goal		17.76											
New Hire	3	1	33.33										
Promotion	0	0	N/A										
Total Opps	3	1	33.33										
Achieved? *		YES											

ER-2		External Relations											
	Total	Min	Fem										
Prior Year Goal		17.76											
New Hire	5	0	0.00										
Promotion	0	0	N/A										
Total Opps	5	0	0.00										
Achieved? *		LIMITED											

F-1		Professor			
	Total	Min		Fem	
Prior Year Goal		22.84		39.60	
New Hire	7	2	28.57	5	71.43
Promotion	4	0	0.00	3	75.00
Total Opps	11	2	18.18	8	72.73
Achieved? *		YES		YES	

F-2		Assoc/Assist Prof			
	Total	Min		Fem	
Prior Year Goal		20.27			
New Hire	18	2	11.11		
Promotion	0	0	N/A		
Total Opps	18	2	11.11		
Achieved? *		NO			

F-3		Non-Tenure Track			
	Total	Min		Fem	
Prior Year Goal		14.91			
New Hire	27	4	14.81		
Promotion	0	0	N/A		
Total Opps	27	4	14.81		
Achieved? *		YES			

F-4		Lecturers			
	Total	Min		Fem	
Prior Year Goal		24.86			
New Hire	179	30	16.76		
Promotion	0	0	N/A		
Total Opps	179	30	16.76		
Achieved? *		NO			

FC-1		Directors- Facilities									
	Total	Min		Fem							
Prior Year Goal				43.61							
New Hire	0			0	N/A						
Promotion	0			0	N/A						
Total Opps	0			0	N/A						
Achieved? *				NO OPPS							

FG-2		Facilities Grounds									
	Total	Min		Fem							
Prior Year Goal		28.66									
New Hire	1	0	0.00								
Promotion	2	1	50.00								
Total Opps	3	1	33.33								
Achieved? *		YES									

FT-2		Facilities Trades									
	Total	Min		Fem							
Prior Year Goal		25.02		7.22							
New Hire	3	1	33.33	0	0.00						
Promotion	0	0	N/A	0	N/A						
Total Opps	3	1	33.33	0	0.00						
Achieved? *		YES		LIMITED							

HC-2		Healthcare									
	Total	Min		Fem							
Prior Year Goal		23.81									
New Hire	6	1	16.67								
Promotion	0	0	N/A								
Total Opps	6	1	16.67								
Achieved? *		YES									

HCL-2		Healthcare Laboratory									
	Total	Min	Fem								
Prior Year Goal			62.22								
New Hire	0		0	N/A							
Promotion	0		0	N/A							
Total Opps	0		0	N/A							
Achieved? *			NO OPPS								

L-1		Library Technicians									
	Total	Min	Fem								
Prior Year Goal		25.13									
New Hire	1	0	0.00								
Promotion	0	0	N/A								
Total Opps	1	0	0.00								
Achieved? *		LIMITED									

R-2		Sr. Research Associates									
	Total	Min	Fem								
Prior Year Goal			46.08								
New Hire	0		0	N/A							
Promotion	0		0	N/A							
Total Opps	0		0	N/A							
Achieved? *			NO OPPS								

RS-2		Research Services									
	Total	Min	Fem								
Prior Year Goal		15.52									
New Hire	3	0	0.00								
Promotion	0	0	N/A								
Total Opps	3	0	0.00								
Achieved? *		LIMITED									

SS-2		Student Services															
	Total	Min	Fem														
Prior Year Goal		25.23															
New Hire	3	0	0.00														
Promotion	0	0	N/A														
Total Opps	3	0	0.00														
Achieved? *		LIMITED															

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 12/30/2015

The following job groups fall below the established benchmark:

1 - Executives, 2 - Deans, 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, 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 Assistant, RS-1 - Directors- Research Services, RS-2 - Research Services, SS-1 - Directors- Student Services, SS-2 - Student Services, T-1 - Temporary Services, Tech - Technician

Protected Veterans Hiring Activity for: 11/1/2014 - 10/31/2015

Veteran Benchmark for Hiring

Hiring %	0.00
Benchmark %	7.20