

Organizational Display

3030 - 01010 PRESIDENT(Not staffed)

3700 - 40010 VP E LEARNING(Not staffed)

590 - 42010 DEAN CHILLICOTHE Total 44 (17 WM / 27 WF) Supervisors (1 WM / 4 WF)

410 - 42610 CH BSAM BACH APPL MGT Total 1 (1 WF)

4303 - 42100 CH ARTS SCIENCES Total 39 (20 WM / 15 WF / 2 AM / 1 AF / 1 HF) Supervisors (2 WM)

4304 - 42050 CH ASSOCIATE DEAN Total 3 (1 WF / 1 BM / 1 AF) Supervisors (1 WF)

4305 - 42130 CH BUSINESS Total 1 (1 BF)

4306 - 42200 CH BUSINESS MGT TECH Total 3 (2 WF / 1 BM)

4308 - 42080 CH COMM BUS OPERATIONS Total 4 (1 WM / 2 WF / 1 BF) Supervisors (1 BF)

4309 - 42120 CH COMMUNICATION STUDIES Total 2 (1 WM / 1 WF)

4310 - 42310 CH COMPUTER SCIENCE TECH Total 1 (1 WM)

4311 - 42070 CH CONTINUING EDUCATION Total 4 (4 WF)

4313 - 42140 CH EDUCATION Total 15 (2 WM / 12 WF / 1 BF) Supervisors (1 WF)

4318 - 42440 CH ENVIRON ENGINEER TECH Total 1 (1 WM) Supervisors (1 WM)

4321 - 42020 CH FACILITIES MANAGEMENT Total 13 (6 WM / 6 WF / 1 BM) Supervisors (1 WM)

4322 - 42110 CH FINE ARTS Total 7 (3 WM / 4 WF)

4326 - 42150 CH HEALTH SCIENCES & PROFESSIONS Total 6 (2 WM / 4 WF)

4327 - 42500 CH HUMAN SERVICES TECH Total 2 (2 WF)

4342 - 42800 CH INSTRUCTIONAL SUPPORT Total 1 (1 WF)

4343 - 42400 CH LAW ENFORCEMENT TECH Total 3 (2 WM / 1 WF) Supervisors (1 WM)

4344 - 42040 CH LIBRARY Total 2 (1 WM / 1 WF) Supervisors (1 WF)

4347 - 42510 CH NURSING Total 15 (3 WM / 12 WF) Supervisors (1 WM / 1 WF)

4349 - 42220 CH OFFICE TECH Total 1 (1 WF)

4351 - 42030 CH STUDENT SERVICES Total 12 (3 WM / 8 WF / 1 2F) Supervisors (1 WM / 3 WF / 1 2F)

4352 - 42060 CH TECHNOLOGY SERVICES Total 4 (4 WM) Supervisors (1 WM)

4354 - 42170 CH UNIVERSITY COLLEGE Total 2 (2 WF)

5751 - 42038 CHILLICOTHE ALE ARTS Total 3 (2 WM / 1 WF)

Job Group Analysis

1A

Executive Leadership

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 40-86 - DEAN | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

1B

Non-Executive Leadership

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 905-86 - ACAD_ASST_ASSOC_DEAN | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

1C

Upper level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|---|---|--|--|--|--|--|
| 4894-338 - M 4 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | | # | 0 | 0 | | | | | |
| | % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis

1D

Middle level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4571-339 - M 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4327-338 - M 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4658-337 - M 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 1 | | | | | | | |
| | % | 0.00 | 33.33 | | | | | | | |

Job Group Analysis

1E

Lower level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 3879-337 - M 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

2B

Tenure Track Faculty -- Full Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|----------|------|--------|--|--|--|--|--|--|--|
| 376-PR - TENURE TRACK | # | 0 | 2 | | | | | | | |
| 2 Employees | % | 0.00 | 100.00 | | | | | | | |
| 2 Employees | Totals # | 0 | 2 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

2C

Tenure Track Faculty -- Assoc Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|--------|------|-------|-------|--|--|--|--|--|--|
| 376-AP - TENURE TRACK | # | 0 | 6 | | | | | | | |
| 14 Employees | % | 0.00 | 42.86 | | | | | | | |
| 14 Employees | Totals | # | 0 | 6 | | | | | | |
| | | % | 0.00 | 42.86 | | | | | | |

Job Group Analysis

2D

Tenure Track Faculty -- Asst Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|--------|-------|-------|---|---|--|--|--|--|--|
| 376-AS - TENURE TRACK | # | 1 | 2 | | | | | | | |
| 6 Employees | % | 16.67 | 33.33 | | | | | | | |
| 6 Employees | Totals | | # | 1 | 2 | | | | | |
| | % | 16.67 | 33.33 | | | | | | | |

Job Group Analysis

2F

Non-Tenure Track Faculty -- Term Faculty

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------|--------|------|-------|-------|--|--|--|--|--|--|
| 377-0000 - TERM FACULTY | # | 1 | 20 | | | | | | | |
| 26 Employees | % | 3.85 | 76.92 | | | | | | | |
| 26 Employees | Totals | # | 1 | 20 | | | | | | |
| | | % | 3.85 | 76.92 | | | | | | |

Job Group Analysis

2G

Non-Tenure Track Faculty -- Semester Appt

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------------|--------|------|-------|---|----|--|--|--|--|--|
| 1569-0000 - SEMESTER APPT | # | 5 | 50 | | | | | | | |
| 84 Employees | % | 5.95 | 59.52 | | | | | | | |
| 84 Employees | Totals | | # | 5 | 50 | | | | | |
| | % | 5.95 | 59.52 | | | | | | | |

Job Group Analysis

2H

Non-Tenure Track Faculty -- Early Retiree

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------------|--------|-------|-------|---|---|--|--|--|--|--|
| 371-0000 - EARLY RETIREE | # | 2 | 3 | | | | | | | |
| 6 Employees | % | 33.33 | 50.00 | | | | | | | |
| 6 Employees | Totals | | # | 2 | 3 | | | | | |
| | % | 33.33 | 50.00 | | | | | | | |

Job Group Analysis

3A

Non-Faculty Upper Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------|----------|------|--------|--|--|--|--|--|--|--|
| 28943-338 - IC 3 NE | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4039-337 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 85905-337 - IC 3 NE | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 3 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

3B

Non-Faculty Upper-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------|----------|--------|--------|--|--|--|--|--|--|--|
| 4270-336 - IC 3 | # | 1 | 1 | | | | | | | |
| 1 Employee | % | 100.00 | 100.00 | | | | | | | |
| 28991-335 - IC 2 NE | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 2 Employees | Totals # | 1 | 2 | | | | | | | |
| | % | 50.00 | 100.00 | | | | | | | |

Job Group Analysis

3C

Non-Faculty Lower-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------|----------|------|--------|--|--|--|--|--|--|--|
| 3997-334 - IC 2 | # | 0 | 2 | | | | | | | |
| 3 Employees | % | 0.00 | 66.67 | | | | | | | |
| 4898-334 - IC 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4884-334 - IC 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4005-334 - IC 1 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 28889-334 - IC 1 NE | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 35888-333 - IC 2 NE | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 8 Employees | Totals # | 0 | 7 | | | | | | | |
| | % | 0.00 | 87.50 | | | | | | | |

Job Group Analysis

3D

Non-Faculty Low Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|----------------------|--------|------|-------|---|---|--|--|--|--|--|
| 116-0000 - TERM APPT | # | 0 | 2 | | | | | | | |
| 6 Employees | % | 0.00 | 33.33 | | | | | | | |
| 6 Employees | Totals | | # | 0 | 2 | | | | | |
| | % | 0.00 | 33.33 | | | | | | | |

Job Group Analysis

4A

Upper Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 3863-335 - TAS 4 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

4B

Middle Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|--------|--------|--|--|--|--|--|--|--|
| 3861-334 - TAS 3 | # | 1 | 1 | | | | | | | |
| 1 Employee | % | 100.00 | 100.00 | | | | | | | |
| 3945-334 - TAS 3 | # | 0 | 2 | | | | | | | |
| 2 Employees | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 1 | 3 | | | | | | | |
| | % | 33.33 | 100.00 | | | | | | | |

Job Group Analysis

4C

Lower Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 3935-333 - TAS 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 3889-333 - TAS 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3857-333 - TAS 2 | # | 0 | 4 | | | | | | | |
| 4 Employees | % | 0.00 | 100.00 | | | | | | | |
| 3855-331 - TAS 1 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 7 Employees | Totals # | 0 | 6 | | | | | | | |
| | % | 0.00 | 85.71 | | | | | | | |

Job Group Analysis

5B

Middle Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 4617-337 - IC 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

5C

Lower Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|---|---|--|--|--|--|--|
| 3929-335 - TAS 3 | # | 0 | 0 | | | | | | | |
| 2 Employees | % | 0.00 | 0.00 | | | | | | | |
| 2 Employees | Totals | | # | 0 | 0 | | | | | |
| | % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis

6A

Skilled Craft

EEO Code: 6

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------------------|----------|--------|------|--|--|--|--|--|--|--|
| 271-37 - MAINT REPAIR WORKER 3 | # | 1 | 0 | | | | | | | |
| 1 Employee | % | 100.00 | 0.00 | | | | | | | |
| 271-36 - MAINT REPAIR WORKER 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 2 Employees | Totals # | 1 | 0 | | | | | | | |
| | % | 50.00 | 0.00 | | | | | | | |

Job Group Analysis

8B

Middle Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------------|----------|------|--------|--|--|--|--|--|--|--|
| 244-27 - GROUNDSKEEPER 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 203-22 - CUSTODIAL WORKER 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 240-17 - GENERAL MAINT WORKER | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 1 | | | | | | | |
| | % | 0.00 | 33.33 | | | | | | | |

Job Group Analysis

8C

Lower Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------------------|----------|------|-------|--|--|--|--|--|--|--|
| 202-12 - CUSTODIAL WORKER 1 | # | 0 | 3 | | | | | | | |
| 4 Employees | % | 0.00 | 75.00 | | | | | | | |
| 1813-310 - CUSTODIAL WORKER 1 A | # | 0 | 1 | | | | | | | |
| 2 Employees | % | 0.00 | 50.00 | | | | | | | |
| 6 Employees | Totals # | 0 | 4 | | | | | | | |
| | % | 0.00 | 66.67 | | | | | | | |

Job Group Analysis Summary by EEO Code

| EEO Code & Description | | Min | Fem | | | | | | | |
|-------------------------------------|----------|-------|-------|--|--|--|--|--|--|--|
| 1 - Executive & Administrative | # | 0 | 3 | | | | | | | |
| 7 Employees | % | 0.00 | 42.86 | | | | | | | |
| 2 - Faculty | # | 9 | 83 | | | | | | | |
| 138 Employees | % | 6.52 | 60.14 | | | | | | | |
| 3 - Professional Non-Faculty | # | 1 | 14 | | | | | | | |
| 19 Employees | % | 5.26 | 73.68 | | | | | | | |
| 4 - Clerical | # | 1 | 10 | | | | | | | |
| 11 Employees | % | 9.09 | 90.91 | | | | | | | |
| 5 - Technical and Paraprofessionals | # | 0 | 0 | | | | | | | |
| 3 Employees | % | 0.00 | 0.00 | | | | | | | |
| 6 - Skilled Crafts | # | 1 | 0 | | | | | | | |
| 2 Employees | % | 50.00 | 0.00 | | | | | | | |
| 7 - Service | # | 0 | 5 | | | | | | | |
| 9 Employees | % | 0.00 | 55.56 | | | | | | | |
| 189 Employees | Totals # | 12 | 115 | | | | | | | |
| | Totals % | 6.35 | 60.85 | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | | |
|--|----------|---|-------|--------|--|--|--|--|--|--|--|--|
| 1A - Executive Leadership | # | | 0 | 0 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 0.00 | | | | | | | | |
| 1B - Non-Executive Leadership | # | | 0 | 1 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 100.00 | | | | | | | | |
| 1C - Upper level Mgr (non-exec) | # | | 0 | 0 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 0.00 | | | | | | | | |
| 1D - Middle level Mgr (non-exec) | # | | 0 | 1 | | | | | | | | |
| 3 Employees | 1 | % | 0.00 | 33.33 | | | | | | | | |
| 1E - Lower level Mgr (non-exec) | # | | 0 | 1 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 100.00 | | | | | | | | |
| 2B - Tenure Track Faculty -- Full Prof | # | | 0 | 2 | | | | | | | | |
| 2 Employees | 2 | % | 0.00 | 100.00 | | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | # | | 0 | 6 | | | | | | | | |
| 14 Employees | 2 | % | 0.00 | 42.86 | | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | # | | 1 | 2 | | | | | | | | |
| 6 Employees | 2 | % | 16.67 | 33.33 | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | # | | 1 | 20 | | | | | | | | |
| 26 Employees | 2 | % | 3.85 | 76.92 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | # | | 5 | 50 | | | | | | | | |
| 84 Employees | 2 | % | 5.95 | 59.52 | | | | | | | | |
| 2H - Non-Tenure Track Faculty -- Early Retiree | # | | 2 | 3 | | | | | | | | |
| 6 Employees | 2 | % | 33.33 | 50.00 | | | | | | | | |
| 3A - Non-Faculty Upper Level Professional | # | | 0 | 3 | | | | | | | | |
| 3 Employees | 3 | % | 0.00 | 100.00 | | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | # | | 1 | 2 | | | | | | | | |
| 2 Employees | 3 | % | 50.00 | 100.00 | | | | | | | | |
| 3C - Non-Faculty Lower-Mid Level Professional | # | | 0 | 7 | | | | | | | | |
| 8 Employees | 3 | % | 0.00 | 87.50 | | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | |
|--|----------|---|-------|--------|--|--|--|--|--|--|--|
| 3D - Non-Faculty Low Level Professional | | # | 0 | 2 | | | | | | | |
| 6 Employees | 3 | % | 0.00 | 33.33 | | | | | | | |
| 4A - Upper Administrative Support | | # | 0 | 1 | | | | | | | |
| 1 Employee | 4 | % | 0.00 | 100.00 | | | | | | | |
| 4B - Middle Administrative Support | | # | 1 | 3 | | | | | | | |
| 3 Employees | 4 | % | 33.33 | 100.00 | | | | | | | |
| 4C - Lower Administrative Support | | # | 0 | 6 | | | | | | | |
| 7 Employees | 4 | % | 0.00 | 85.71 | | | | | | | |
| 5B - Middle Technical and Paraprofessional | | # | 0 | 0 | | | | | | | |
| 1 Employee | 5 | % | 0.00 | 0.00 | | | | | | | |
| 5C - Lower Technical and Paraprofessional | | # | 0 | 0 | | | | | | | |
| 2 Employees | 5 | % | 0.00 | 0.00 | | | | | | | |
| 6A - Skilled Craft | | # | 1 | 0 | | | | | | | |
| 2 Employees | 6 | % | 50.00 | 0.00 | | | | | | | |
| 8B - Middle Service and Maintenance | | # | 0 | 1 | | | | | | | |
| 3 Employees | 7 | % | 0.00 | 33.33 | | | | | | | |
| 8C - Lower Service and Maintenance | | # | 0 | 4 | | | | | | | |
| 6 Employees | 7 | % | 0.00 | 66.67 | | | | | | | |
| 189 Employees | Totals | # | 12 | 115 | | | | | | | |
| | | % | 6.35 | 60.85 | | | | | | | |

Availability Factor Computation Form

1A - Executive Leadership

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|--------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 24.64 | 63.41 | | | | | | | | United States |
| | | Weighted Factor | 22.18 | 57.07 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 0.00 | 100.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 10.00 | | | | | | | | |
| | | Availability | 22.18 | 67.07 | | | | | | | | |

Availability Factor Computation Form

1B - Non-Executive Leadership

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 24.64 | 63.41 | | | | | | | | United States |
| | | Weighted Factor | 12.32 | 31.70 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 3.45 | 75.86 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.72 | 37.93 | | | | | | | | |
| | | Availability | 14.05 | 69.64 | | | | | | | | |

Availability Factor Computation Form

1C - Upper level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 36.00 | Raw Statistics | 15.81 | 38.37 | | | | | | | | US 50%; Ohio 50% |
| | | Weighted Factor | 5.69 | 13.81 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 64.00 | Raw Statistics | 3.23 | 74.19 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.07 | 47.48 | | | | | | | | |
| | | Availability | 7.76 | 61.29 | | | | | | | | |

Availability Factor Computation Form

1D - Middle level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|--------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 15.81 | 38.37 | | | | | | | | US 50%; Ohio 50% |
| | | Weighted Factor | 4.74 | 11.51 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 100.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 70.00 | | | | | | | | |
| | | Availability | 4.74 | 81.51 | | | | | | | | |

Availability Factor Computation Form

1E - Lower level Mgr (non-exec)

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 15.81 | 38.37 | | | | | | | | US 50%; Ohio 50% |
| | | Weighted Factor | 7.90 | 19.18 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 0.00 | 33.33 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 16.66 | | | | | | | | |
| Availability | | | 7.91 | 35.86 | | | | | | | | |

Availability Factor Computation Form

2B - Tenure Track Faculty -- Full Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 2.41 | 4.62 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 90.00 | Raw Statistics | 0.00 | 42.86 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 38.57 | | | | | | | | |
| | | Availability | 2.41 | 43.19 | | | | | | | | |

Availability Factor Computation Form

2C - Tenure Track Faculty -- Assoc Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 25.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 6.03 | 11.56 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 75.00 | Raw Statistics | 16.67 | 33.33 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 12.50 | 25.00 | | | | | | | | |
| | | Availability | 18.53 | 36.56 | | | | | | | | |

Availability Factor Computation Form

2D - Tenure Track Faculty -- Asst Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 80.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 19.29 | 36.98 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 20.00 | Raw Statistics | 5.45 | 63.64 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.09 | 12.73 | | | | | | | | |
| | | Availability | 20.38 | 49.71 | | | | | | | | |

Availability Factor Computation Form

2F - Non-Tenure Track Faculty -- Term Faculty

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 45.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 10.85 | 20.80 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 55.00 | Raw Statistics | 5.17 | 62.07 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.84 | 34.14 | | | | | | | | |
| | | Availability | 13.69 | 54.94 | | | | | | | | |

Availability Factor Computation Form

2G - Non-Tenure Track Faculty -- Semester Appt

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 8.66 | 38.37 | | | | | | | | | 50% Chillicothe - 50% State |
| | | Weighted Factor | 7.79 | 34.53 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 4.62 | 60.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.46 | 6.00 | | | | | | | | | |
| | | Availability | 8.25 | 40.53 | | | | | | | | | |

Availability Factor Computation Form

2H - Non-Tenure Track Faculty -- Early Retiree

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 0.00 | Raw Statistics | 3.15 | 30.56 | | | | | | | | Ross, OH |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 100.00 | Raw Statistics | 10.71 | 46.43 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 10.71 | 46.43 | | | | | | | | |
| | | Availability | 10.71 | 46.43 | | | | | | | | |

Availability Factor Computation Form

3A - Non-Faculty Upper Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 8.66 | 38.37 | | | | | | | | 50% Chillicothe - 50% State |
| | | Weighted Factor | 4.33 | 19.18 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 4.65 | 74.42 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.32 | 37.21 | | | | | | | | |
| | | Availability | 6.66 | 56.40 | | | | | | | | |

Availability Factor Computation Form

3B - Non-Faculty Upper-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 70.00 | Raw Statistics | 8.66 | 38.37 | | | | | | | | 50% Chillicothe - 50% State |
| | | Weighted Factor | 6.06 | 26.86 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 30.00 | Raw Statistics | 6.14 | 64.91 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.84 | 19.47 | | | | | | | | |
| | | Availability | 7.90 | 46.33 | | | | | | | | |

Availability Factor Computation Form

3C - Non-Faculty Lower-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 75.00 | Raw Statistics | 8.66 | 38.37 | | | | | | | | 50% Chillicothe - 50% State |
| | | Weighted Factor | 6.50 | 28.78 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 25.00 | Raw Statistics | 5.56 | 62.96 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.39 | 15.74 | | | | | | | | |
| | | Availability | 7.89 | 44.52 | | | | | | | | |

Availability Factor Computation Form

3D - Non-Faculty Low Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 85.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 20.49 | 39.30 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 15.00 | Raw Statistics | 5.56 | 57.78 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.83 | 8.67 | | | | | | | | |
| | | Availability | 21.32 | 47.97 | | | | | | | | |

Availability Factor Computation Form

4A - Upper Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|-----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 10.10 | 62.82 | | | | | | | | 50% Chillicothe - 50% State |
| | | Weighted Factor | 5.05 | 31.41 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 6.38 | 62.77 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 3.19 | 31.38 | | | | | | | | |
| Availability | | | 8.24 | 62.80 | | | | | | | | |

Availability Factor Computation Form

4B - Middle Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|--------------|--------------|--|--|--|--|--|--|--|-----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 10.10 | 62.82 | | | | | | | | 50% Chillicothe - 50% State |
| | | Weighted Factor | 3.03 | 18.85 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 10.00 | 90.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 7.00 | 63.00 | | | | | | | | |
| Availability | | | 10.03 | 81.85 | | | | | | | | |

Availability Factor Computation Form

4C - Lower Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|-----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 10.10 | 62.82 | | | | | | | | 50% Chillicothe - 50% State |
| | | Weighted Factor | 3.03 | 18.85 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 61.54 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 43.08 | | | | | | | | |
| Availability | | | 3.03 | 61.93 | | | | | | | | |

Availability Factor Computation Form

5B - Middle Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 34.00 | Raw Statistics | 5.83 | 44.45 | | | | | | | | Ross, OH |
| | | Weighted Factor | 1.98 | 15.11 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 66.00 | Raw Statistics | 6.32 | 57.89 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 4.17 | 38.21 | | | | | | | | |
| | | Availability | 6.15 | 53.32 | | | | | | | | |

Availability Factor Computation Form

5C - Lower Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 60.00 | Raw Statistics | 5.83 | 44.45 | | | | | | | | | Ross, OH |
| | | Weighted Factor | 3.50 | 26.67 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 40.00 | Raw Statistics | 0.00 | 33.33 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 13.33 | | | | | | | | | |
| | | Availability | 3.50 | 40.00 | | | | | | | | | |

Availability Factor Computation Form

6A - Skilled Craft

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 40.00 | Raw Statistics | 3.86 | 6.96 | | | | | | | | | Ross, OH |
| | | Weighted Factor | 1.54 | 2.78 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 60.00 | Raw Statistics | 0.00 | 66.67 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 40.00 | | | | | | | | | |
| | | Availability | 1.54 | 42.78 | | | | | | | | | |

Availability Factor Computation Form

8B - Middle Service and Maintenance

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.00 | Raw Statistics | 10.65 | 23.67 | | | | | | | | | Ross, OH |
| | | Weighted Factor | 1.06 | 2.37 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 90.00 | Raw Statistics | 0.00 | 46.67 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 42.00 | | | | | | | | | |
| | | Availability | 1.07 | 44.37 | | | | | | | | | |

Availability Factor Computation Form

8C - Lower Service and Maintenance

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 15.96 | 35.48 | | | | | | | | | Ross, OH |
| | | Weighted Factor | 4.79 | 10.64 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 66.67 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 46.67 | | | | | | | | | |
| | | Availability | 4.79 | 57.31 | | | | | | | | | |

Incumbency vs. Estimated Availability

| 1A | | Executive Leadership | |
|----------------|-------------------|-----------------------------------|--------|
| Total Emp 1 | | Min | Fem |
| | Employment % | 0.00 | 0.00 |
| | Availability % | 22.18 | 67.07 |
| | Statistical Value | 0.778E | 0.329E |
| 1B | | Non-Executive Leadership | |
| Total Emp 1 | | Min | Fem |
| | Employment % | 0.00 | 100.00 |
| | Availability % | 14.05 | 69.64 |
| | Statistical Value | 0.860E | |
| 1C | | Upper level Mgr (non-exec) | |
| Total Emp 1 | | Min | Fem |
| | Employment % | 0.00 | 0.00 |
| | Availability % | 7.76 | 61.29 |
| | Statistical Value | 0.922E | 0.387E |
| 1D | | Middle level Mgr (non-exec) | |
| Total Emp 3 | | Min | Fem |
| | Employment % | 0.00 | 33.33 |
| | Availability % | 4.74 | 81.51 |
| | Statistical Value | 0.864E | 0.090E |
| 1E | | Lower level Mgr (non-exec) | |
| Total Emp 1 | | Min | Fem |
| | Employment % | 0.00 | 100.00 |
| | Availability % | 7.91 | 35.86 |
| | Statistical Value | 0.921E | |
| 2B | | Tenure Track Faculty -- Full Prof | |
| Total Emp 2 | | Min | Fem |
| | Employment % | 0.00 | 100.00 |
| | Availability % | 2.41 | 43.19 |
| | Statistical Value | 0.952E | |

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.

Incumbency vs. Estimated Availability

| 2C | | Tenure Track Faculty -- Assoc Prof | |
|-----------------|-------------------|---|--------|
| Total Emp 14 | Employment % | 0.00 | 42.86 |
| | Availability % | 18.53 | 36.56 |
| | Statistical Value | 0.057E | |
| 2D | | Tenure Track Faculty -- Asst Prof | |
| Total Emp 6 | Employment % | 16.67 | 33.33 |
| | Availability % | 20.38 | 49.71 |
| | Statistical Value | 0.646E | 0.349E |
| 2F | | Non-Tenure Track Faculty -- Term Faculty | |
| Total Emp 26 | Employment % | 3.85 | 76.92 |
| | Availability % | 13.69 | 54.94 |
| | Statistical Value | 0.111E | |
| 2G | | Non-Tenure Track Faculty -- Semester Appt | |
| Total Emp 84 | Employment % | 5.95 | 59.52 |
| | Availability % | 8.25 | 40.53 |
| | Statistical Value | 0.765 | |
| 2H | | Non-Tenure Track Faculty -- Early Retiree | |
| Total Emp 6 | Employment % | 33.33 | 50.00 |
| | Availability % | 10.71 | 46.43 |
| | Statistical Value | | |
| 3A | | Non-Faculty Upper Level Professional | |
| Total Emp 3 | Employment % | 0.00 | 100.00 |
| | Availability % | 6.66 | 56.40 |
| | Statistical Value | 0.813E | |
| 3B | | Non-Faculty Upper-Mid Level Professional | |
| Total Emp 2 | Employment % | 50.00 | 100.00 |
| | Availability % | 7.90 | 46.33 |
| | Statistical Value | | |

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.

Incumbency vs. Estimated Availability

| 3C | | Non-Faculty Lower-Mid Level Professional | |
|----------------|-------------------|--|--------|
| Total Emp 8 | | Min | Fem |
| | Employment % | 0.00 | 87.50 |
| | Availability % | 7.89 | 44.52 |
| | Statistical Value | 0.518E | |
| 3D | | Non-Faculty Low Level Professional | |
| Total Emp 6 | | Min | Fem |
| | Employment % | 0.00 | 33.33 |
| | Availability % | 21.32 | 47.97 |
| | Statistical Value | 0.237E | 0.383E |
| 4A | | Upper Administrative Support | |
| Total Emp 1 | | Min | Fem |
| | Employment % | 0.00 | 100.00 |
| | Availability % | 8.24 | 62.80 |
| | Statistical Value | 0.918E | |
| 4B | | Middle Administrative Support | |
| Total Emp 3 | | Min | Fem |
| | Employment % | 33.33 | 100.00 |
| | Availability % | 10.03 | 81.85 |
| | Statistical Value | | |
| 4C | | Lower Administrative Support | |
| Total Emp 7 | | Min | Fem |
| | Employment % | 0.00 | 85.71 |
| | Availability % | 3.03 | 61.93 |
| | Statistical Value | 0.806E | |
| 5B | | Middle Technical and Paraprofessional | |
| Total Emp 1 | | Min | Fem |
| | Employment % | 0.00 | 0.00 |
| | Availability % | 6.15 | 53.32 |
| | Statistical Value | 0.938E | 0.467E |
| 5C | | Lower Technical and Paraprofessional | |
| Total Emp 2 | | Min | Fem |
| | Employment % | 0.00 | 0.00 |
| | Availability % | 3.50 | 40.00 |
| | Statistical Value | 0.931E | 0.360E |

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.

Incumbency vs. Estimated Availability

| 6A | | Skilled Craft | |
|----------------|-------------------|--------------------------------|--------|
| Total Emp 2 | | Min | Fem |
| | Employment % | 50.00 | 0.00 |
| | Availability % | 1.54 | 42.78 |
| | Statistical Value | | 0.327E |
| 8B | | Middle Service and Maintenance | |
| Total Emp 3 | | Min | Fem |
| | Employment % | 0.00 | 33.33 |
| | Availability % | 1.07 | 44.37 |
| | Statistical Value | 0.968E | 0.584E |
| 8C | | Lower Service and Maintenance | |
| Total Emp 6 | | Min | Fem |
| | Employment % | 0.00 | 66.67 |
| | Availability % | 4.79 | 57.31 |
| | Statistical Value | 0.745E | |

Total Employment: 189

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.

Placement Goals

| Job Group & Name | Min | Fem | | | | | | | | |
|--|-------|-------|--|--|--|--|--|--|--|--|
| 1D - Middle level Mgr (non-exec) | | 81.51 | | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | 18.53 | | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | 13.69 | | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 8.25 | | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | 21.32 | | | | | | | | | |

Goal Attainment

| 1D | | Middle level Mgr (non-exec) | | | | | | | | | | | | | | | | | |
|-----------------|-------|-----------------------------|---------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | | 81.51 | | | | | | | | | | | | | | | | |
| New Hire | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Promotion | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Total Opps | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Achieved? * | | | NO OPPS | | | | | | | | | | | | | | | | |

| 2C | | Tenure Track Faculty -- Assoc Prof | | | | | | | | | | | | | | | | | |
|-----------------|-------|------------------------------------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | 18.53 | | | | | | | | | | | | | | | | | |
| New Hire | 0 | 0 | N/A | | | | | | | | | | | | | | | | |
| Promotion | 0 | 0 | N/A | | | | | | | | | | | | | | | | |
| Total Opps | 0 | 0 | N/A | | | | | | | | | | | | | | | | |
| Achieved? * | | NO OPPS | | | | | | | | | | | | | | | | | |

| 2F | | Non-Tenure Track Faculty -- Term Faculty | | | | | | | | | | | | | | | | | |
|-----------------|-------|--|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | 13.31 | | | | | | | | | | | | | | | | | |
| New Hire | 0 | 0 | N/A | | | | | | | | | | | | | | | | |
| Promotion | 5 | 0 | 0.00 | | | | | | | | | | | | | | | | |
| Total Opps | 5 | 0 | 0.00 | | | | | | | | | | | | | | | | |
| Achieved? * | | LIMITED | | | | | | | | | | | | | | | | | |

Goal Attainment

| 2G | | Non-Tenure Track Faculty -- Semester Appt | | | | | | | | | | | | | | | | | |
|-----------------|-------|---|-------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | 8.19 | | | | | | | | | | | | | | | | | |
| New Hire | 23 | 3 | 13.04 | | | | | | | | | | | | | | | | |
| Promotion | 0 | 0 | N/A | | | | | | | | | | | | | | | | |
| Total Opps | 23 | 3 | 13.04 | | | | | | | | | | | | | | | | |
| Achieved? * | | YES | | | | | | | | | | | | | | | | | |

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.

Applicant Summary

For Period: 11/1/2016 to 10/31/2017

EEO Code 2 Faculty

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|---|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 2F | S | 5 | 0 | 0 | 0 | 4 | | | | | | | |
| Non-Tenure Track Faculty -- Term Faculty | P | 26 | 0 | 0 | 9 | 10 | | | | | | | |
| 2G | S | 21 | 0 | 0 | 3 | 10 | | | | | | | |
| Non-Tenure Track Faculty -- Semester Appt | P | 27 | 0 | 0 | 4 | 13 | | | | | | | |

EEO Code 3 Professional Non-Faculty

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|--|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 3B | S | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| Non-Faculty Upper-Mid Level Professional | P | 27 | 0 | 0 | 3 | 16 | | | | | | | |
| 3D | S | 2 | 0 | 0 | 0 | 1 | | | | | | | |
| Non-Faculty Low Level Professional | P | 3 | 0 | 0 | 0 | 2 | | | | | | | |

EEO Code 5 Technical and Paraprofessionals

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|--------------------------------------|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 5C | S | 1 | 0 | 0 | 0 | 0 | | | | | | | |
| Lower Technical and Paraprofessional | P | 11 | 0 | 0 | 0 | 1 | | | | | | | |

EEO Code 7 Service

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|-------------------------------|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 8C | S | 2 | 0 | 0 | 0 | 1 | | | | | | | |
| Lower Service and Maintenance | P | 14 | 0 | 1 | 3 | 5 | | | | | | | |

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2016 to 10/31/2017

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|--------|---|-------|----------|----------|-------|-------|--|--|--|--|--|--|--|
| Totals | S | 32 | 0 | 0 | 3 | 17 | | | | | | | |
| | % | | 0.00 | 0.00 | 9.38 | 53.13 | | | | | | | |
| | P | 108 | 0 | 1 | 19 | 47 | | | | | | | |
| | % | | 0.00 | 0.93 | 17.59 | 43.52 | | | | | | | |

S - Selected, P - Pool

New Hire Summary
 For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | |
|--|-------|------|-------|--|--|--|--|--|--|--|
| 2G - Non-Tenure Track Faculty -- Semester Appt | 23 | 3 | 11 | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | 1 | 0 | 1 | | | | | | | |
| 3C - Non-Faculty Lower-Mid Level Professional | 2 | 0 | 2 | | | | | | | |
| 3D - Non-Faculty Low Level Professional | 2 | 0 | 1 | | | | | | | |
| 5C - Lower Technical and Paraprofessional | 1 | 0 | 0 | | | | | | | |
| 8C - Lower Service and Maintenance | 2 | 0 | 1 | | | | | | | |
| Totals | # 31 | 3 | 16 | | | | | | | |
| | % | 9.68 | 51.61 | | | | | | | |

Promotion Summary by Old Job
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | |
|---|-------|------|-------|--|--|--|--|--|--|--|
| 2C - Tenure Track Faculty -- Assoc Prof | 1 | 0 | 1 | | | | | | | |
| 2E - Non-Tenure Track Faculty -- Visiting, OPIE | 3 | 0 | 2 | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 2 | 0 | 2 | | | | | | | |
| Totals | # 6 | 0 | 5 | | | | | | | |
| | % | 0.00 | 83.33 | | | | | | | |

Transfer Summary by Old Job
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|---|-------|------|-------|--|--|--|--|--|--|--|--|
| 3B - Non-Faculty Upper-Mid Level Professional | 1 | 0 | 1 | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | 3 | 0 | 0 | | | | | | | | |
| Totals | # 4 | 0 | 1 | | | | | | | | |
| | % | 0.00 | 25.00 | | | | | | | | |

Termination Summary
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|---|-------|------|-------|--|--|--|--|--|--|--|--|
| 2C - Tenure Track Faculty -- Assoc Prof | 1 | 0 | 1 | | | | | | | | |
| 2E - Non-Tenure Track Faculty -- Visiting, OPIE | 1 | 0 | 0 | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | 2 | 0 | 2 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 21 | 2 | 9 | | | | | | | | |
| 2H - Non-Tenure Track Faculty -- Early Retiree | 1 | 0 | 0 | | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | 2 | 0 | 2 | | | | | | | | |
| 4B - Middle Administrative Support | 1 | 0 | 1 | | | | | | | | |
| 5C - Lower Technical and Paraprofessional | 1 | 0 | 0 | | | | | | | | |
| 8C - Lower Service and Maintenance | 1 | 0 | 0 | | | | | | | | |
| Totals | # 31 | 2 | 15 | | | | | | | | |
| | % | 6.45 | 48.39 | | | | | | | | |

Organizational Display

3030 - 01010 PRESIDENT(Not staffed)

3700 - 40010 VP E LEARNING(Not staffed)

1340 - 41010 DEAN EASTERN Total 15 (6 WM / 8 WF / 1 2M) Supervisors (1 WM / 1 WF)

4357 - 41100 EA ARTS SCIENCES Total 25 (19 WM / 4 WF / 1 BM / 1 AM) Supervisors (1 WM)

4358 - 41050 EA ASSOCIATE DEAN Total 1 (1 WM)

4359 - 41130 EA BUSINESS Total 2 (2 WM)

4362 - 41080 EA COMM BUS OPERATIONS Total 2 (2 WM) Supervisors (1 WM)

4363 - 41120 EA COMMUNICATION STUDIES Total 3 (3 WF)

4367 - 41140 EA EDUCATION Total 5 (5 WF)

4370 - 41160 EA ENGINEERING Total 1 (1 WF)

4375 - 41020 EA FACILITIES MANAGEMENT Total 6 (6 WM) Supervisors (1 WM)

4376 - 41110 EA FINE ARTS Total 2 (1 WM / 1 WF)

4379 - 41150 EA HEALTH SCIENCES & PROFESSIONS Total 7 (4 WM / 2 WF / 1 AF) Supervisors (1 WM)

4383 - 41800 EA INSTRUCTIONAL SUPPORT Total 1 (1 BF)

4385 - 41040 EA LIBRARY Total 2 (1 WM / 1 WF) Supervisors (1 WF)

4392 - 41030 EA STUDENT SERVICES Total 5 (5 WF) Supervisors (1 WF)

4393 - 41060 EA TECHNOLOGY SERVICES Total 2 (1 WM / 1 2M) Supervisors (1 2M)

Job Group Analysis

1A

Executive Leadership

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|---|------|------|--|--|--|--|--|--|--|
| 40-86 - DEAN | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | # | 0 | 0 | | | | | | | |
| Totals | % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis

1D

Middle level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 4658-337 - M 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

1E

Lower level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|------|--|--|--|--|--|--|--|
| 6857-338 - M 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4324-337 - M 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 2 Employees | Totals # | 0 | 0 | | | | | | | |
| | % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis

2C

Tenure Track Faculty -- Assoc Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|--------|------|-------|-------|---|--|--|--|--|--|
| 376-AP - TENURE TRACK | # | 1 | 3 | | | | | | | |
| 11 Employees | % | 9.09 | 27.27 | | | | | | | |
| 11 Employees | Totals | | # | 1 | 3 | | | | | |
| | | % | 9.09 | 27.27 | | | | | | |

Job Group Analysis

2D

Tenure Track Faculty -- Asst Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|--------|------|-------|---|---|--|--|--|--|--|
| 376-AS - TENURE TRACK | # | 0 | 2 | | | | | | | |
| 3 Employees | % | 0.00 | 66.67 | | | | | | | |
| 3 Employees | Totals | | # | 0 | 2 | | | | | |
| | % | 0.00 | 66.67 | | | | | | | |

Job Group Analysis

2F

Non-Tenure Track Faculty -- Term Faculty

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------|--------|------|-------|-------|--|--|--|--|--|--|
| 377-0000 - TERM FACULTY | # | 0 | 3 | | | | | | | |
| 9 Employees | % | 0.00 | 33.33 | | | | | | | |
| 9 Employees | Totals | # | 0 | 3 | | | | | | |
| | | % | 0.00 | 33.33 | | | | | | |

Job Group Analysis

2G

Non-Tenure Track Faculty -- Semester Appt

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------------|--------|------|-------|---|----|--|--|--|--|--|
| 1569-0000 - SEMESTER APPT | # | 2 | 15 | | | | | | | |
| 32 Employees | % | 6.25 | 46.88 | | | | | | | |
| 32 Employees | Totals | | # | 2 | 15 | | | | | |
| | % | 6.25 | 46.88 | | | | | | | |

Job Group Analysis

2H

Non-Tenure Track Faculty -- Early Retiree

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------------|--------|-------|-------|------|--|--|--|--|--|--|
| 371-0000 - EARLY RETIREE | # | 1 | 0 | | | | | | | |
| 3 Employees | % | 33.33 | 0.00 | | | | | | | |
| 3 Employees | Totals | # | 1 | 0 | | | | | | |
| | | % | 33.33 | 0.00 | | | | | | |

Job Group Analysis

3B

Non-Faculty Upper-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4692-336 - IC 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4009-336 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4886-335 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 2 | | | | | | | |
| | % | 0.00 | 66.67 | | | | | | | |

Job Group Analysis

3C

Non-Faculty Lower-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 25871-333 - IC 1 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals # | 0 | 1 | | | | | | | |
| | Totals % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

3D

Non-Faculty Low Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|----------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 116-0000 - TERM APPT | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

4A

Upper Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 3863-335 - TAS 4 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

4B

Middle Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 3937-334 - TAS 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

4C

Lower Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|-------|--------|--|--|--|--|--|--|--|
| 3943-333 - TAS 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3857-333 - TAS 2 | # | 1 | 2 | | | | | | | |
| 2 Employees | % | 50.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 1 | 3 | | | | | | | |
| | % | 33.33 | 100.00 | | | | | | | |

Job Group Analysis

5B

Middle Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|--------|--------|------|--|--|--|--|--|--|
| 4617-337 - IC 3 | # | 1 | 0 | | | | | | | |
| 1 Employee | % | 100.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 1 | 0 | | | | | | |
| | | % | 100.00 | 0.00 | | | | | | |

Job Group Analysis

5C

Lower Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 3929-335 - TAS 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

8A

Upper Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 3883-335 - TAS 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

8B

Middle Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 3875-332 - TAS 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

8C

Lower Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|---|---|--|--|--|--|--|
| 3873-330 - TAS 1 | # | 0 | 0 | | | | | | | |
| 3 Employees | % | 0.00 | 0.00 | | | | | | | |
| 3 Employees | Totals | | # | 0 | 0 | | | | | |
| | % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis Summary by EEO Code

| EEO Code & Description | | Min | Fem | | | | | | | |
|-------------------------------------|----------|-------|-------|--|--|--|--|--|--|--|
| 1 - Executive & Administrative | # | 0 | 1 | | | | | | | |
| 4 Employees | % | 0.00 | 25.00 | | | | | | | |
| 2 - Faculty | # | 4 | 23 | | | | | | | |
| 58 Employees | % | 6.90 | 39.66 | | | | | | | |
| 3 - Professional Non-Faculty | # | 0 | 4 | | | | | | | |
| 5 Employees | % | 0.00 | 80.00 | | | | | | | |
| 4 - Clerical | # | 1 | 4 | | | | | | | |
| 5 Employees | % | 20.00 | 80.00 | | | | | | | |
| 5 - Technical and Paraprofessionals | # | 1 | 0 | | | | | | | |
| 2 Employees | % | 50.00 | 0.00 | | | | | | | |
| 7 - Service | # | 0 | 0 | | | | | | | |
| 5 Employees | % | 0.00 | 0.00 | | | | | | | |
| 79 Employees | Totals # | 6 | 32 | | | | | | | |
| | Totals % | 7.59 | 40.51 | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | | |
|--|----------|---|-------|--------|--|--|--|--|--|--|--|--|
| 1A - Executive Leadership | # | | 0 | 0 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 0.00 | | | | | | | | |
| 1D - Middle level Mgr (non-exec) | # | | 0 | 1 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 100.00 | | | | | | | | |
| 1E - Lower level Mgr (non-exec) | # | | 0 | 0 | | | | | | | | |
| 2 Employees | 1 | % | 0.00 | 0.00 | | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | # | | 1 | 3 | | | | | | | | |
| 11 Employees | 2 | % | 9.09 | 27.27 | | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | # | | 0 | 2 | | | | | | | | |
| 3 Employees | 2 | % | 0.00 | 66.67 | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | # | | 0 | 3 | | | | | | | | |
| 9 Employees | 2 | % | 0.00 | 33.33 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | # | | 2 | 15 | | | | | | | | |
| 32 Employees | 2 | % | 6.25 | 46.88 | | | | | | | | |
| 2H - Non-Tenure Track Faculty -- Early Retiree | # | | 1 | 0 | | | | | | | | |
| 3 Employees | 2 | % | 33.33 | 0.00 | | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | # | | 0 | 2 | | | | | | | | |
| 3 Employees | 3 | % | 0.00 | 66.67 | | | | | | | | |
| 3C - Non-Faculty Lower-Mid Level Professional | # | | 0 | 1 | | | | | | | | |
| 1 Employee | 3 | % | 0.00 | 100.00 | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | # | | 0 | 1 | | | | | | | | |
| 1 Employee | 3 | % | 0.00 | 100.00 | | | | | | | | |
| 4A - Upper Administrative Support | # | | 0 | 1 | | | | | | | | |
| 1 Employee | 4 | % | 0.00 | 100.00 | | | | | | | | |
| 4B - Middle Administrative Support | # | | 0 | 0 | | | | | | | | |
| 1 Employee | 4 | % | 0.00 | 0.00 | | | | | | | | |
| 4C - Lower Administrative Support | # | | 1 | 3 | | | | | | | | |
| 3 Employees | 4 | % | 33.33 | 100.00 | | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | |
|--|----------|---|--------|-------|--|--|--|--|--|--|--|
| 5B - Middle Technical and Paraprofessional | | # | 1 | 0 | | | | | | | |
| 1 Employee | 5 | % | 100.00 | 0.00 | | | | | | | |
| 5C - Lower Technical and Paraprofessional | | # | 0 | 0 | | | | | | | |
| 1 Employee | 5 | % | 0.00 | 0.00 | | | | | | | |
| 8A - Upper Service and Maintenance | | # | 0 | 0 | | | | | | | |
| 1 Employee | 7 | % | 0.00 | 0.00 | | | | | | | |
| 8B - Middle Service and Maintenance | | # | 0 | 0 | | | | | | | |
| 1 Employee | 7 | % | 0.00 | 0.00 | | | | | | | |
| 8C - Lower Service and Maintenance | | # | 0 | 0 | | | | | | | |
| 3 Employees | 7 | % | 0.00 | 0.00 | | | | | | | |
| 79 Employees | Totals | # | 6 | 32 | | | | | | | |
| | | % | 7.59 | 40.51 | | | | | | | |

Availability Factor Computation Form

1A - Executive Leadership

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 0.00 | 57.14 | | | | | | | | Belmont, OH |
| | | Weighted Factor | 0.00 | 51.43 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 0.00 | 0.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | |
| | | Availability | 0.00 | 51.43 | | | | | | | | |

Availability Factor Computation Form

1D - Middle level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 1.73 | 21.72 | | | | | | | | | Belmont, OH |
| | | Weighted Factor | 0.52 | 6.52 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 0.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | | |
| | | Availability | 0.52 | 6.52 | | | | | | | | | |

Availability Factor Computation Form

1E - Lower level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|--------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 1.73 | 21.72 | | | | | | | | Belmont, OH |
| | | Weighted Factor | 0.86 | 10.86 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 0.00 | 100.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 50.00 | | | | | | | | |
| | | Availability | 0.87 | 60.86 | | | | | | | | |

Availability Factor Computation Form

2C - Tenure Track Faculty -- Assoc Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 25.00 | Raw Statistics | 2.93 | 28.23 | | | | | | | | Belmont, OH |
| | | Weighted Factor | 0.73 | 7.06 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 75.00 | Raw Statistics | 0.00 | 66.67 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 50.00 | | | | | | | | |
| | | Availability | 0.73 | 57.06 | | | | | | | | |

Availability Factor Computation Form

2D - Tenure Track Faculty -- Asst Prof

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 80.00 | Raw Statistics | 2.93 | 28.23 | | | | | | | | | Belmont, OH |
| | | Weighted Factor | 2.34 | 22.58 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 20.00 | Raw Statistics | 4.88 | 43.90 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.98 | 8.78 | | | | | | | | | |
| | | Availability | 3.32 | 31.36 | | | | | | | | | |

Availability Factor Computation Form

2F - Non-Tenure Track Faculty -- Term Faculty

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|--|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 45.00 | Raw Statistics | 9.40 | 38.80 | | | | | | | | | Wheeling, WV-OH Metropolitan Statistical Area 51%; Pittsburgh, PA Metropolitan Statistical Area 25%; Steubenville-Weirton, OH-WV Metropolitan Statistical Area 12%; Washington-Arlington-Alexandria, DC-VA-MD-WV Metropolitan Statistical Area 12% |
| | | Weighted Factor | 4.23 | 17.46 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 55.00 | Raw Statistics | 4.44 | 46.67 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.44 | 25.67 | | | | | | | | | |
| | | Availability | 6.67 | 43.13 | | | | | | | | | |

Availability Factor Computation Form

2G - Non-Tenure Track Faculty -- Semester Appt

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 8.56 | 37.20 | | | | | | | | 50% Belmont - 50% State |
| | | Weighted Factor | 7.70 | 33.48 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 5.66 | 41.51 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.57 | 4.15 | | | | | | | | |
| | | Availability | 8.27 | 37.63 | | | | | | | | |

Availability Factor Computation Form

2H - Non-Tenure Track Faculty -- Early Retiree

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 0.00 | Raw Statistics | 2.93 | 28.23 | | | | | | | | | Belmont, OH |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 100.00 | Raw Statistics | 11.76 | 29.41 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 11.76 | 29.41 | | | | | | | | | |
| | | Availability | 11.76 | 29.41 | | | | | | | | | |

Availability Factor Computation Form

3B - Non-Faculty Upper-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 70.00 | Raw Statistics | 8.56 | 37.20 | | | | | | | | | 50% Belmont - 50% State |
| | | Weighted Factor | 5.99 | 26.04 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 30.00 | Raw Statistics | 7.69 | 53.85 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.31 | 16.16 | | | | | | | | | |
| | | Availability | 8.30 | 42.20 | | | | | | | | | |

Availability Factor Computation Form

3C - Non-Faculty Lower-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 75.00 | Raw Statistics | 8.56 | 37.20 | | | | | | | | 50% Belmont - 50% State |
| | | Weighted Factor | 6.42 | 27.90 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 25.00 | Raw Statistics | 8.33 | 52.78 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.08 | 13.20 | | | | | | | | |
| | | Availability | 8.50 | 41.10 | | | | | | | | |

Availability Factor Computation Form

3D - Non-Faculty Low Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|---------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 85.00 | Raw Statistics | 1.86 | 27.30 | | | | | | | | | Guernsey+Monroe+Noble, OH |
| | | Weighted Factor | 1.58 | 23.20 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 15.00 | Raw Statistics | 6.06 | 48.48 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.91 | 7.27 | | | | | | | | | |
| | | Availability | 2.49 | 30.48 | | | | | | | | | |

Availability Factor Computation Form

4A - Upper Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|--------------|-------|--|--|--|--|--|--|--|--|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 4.70 | 62.94 | | | | | | | | Wheeling, WV-OH Metropolitan Statistical Area 47%; Guernsey+Monroe+Noble, OH 17%; Steubenville-Weirton, OH-WV Metropolitan Statistical Area 14%; Athens, OH Micropolitan Statistical Area 11%; Columbus, OH Metropolitan Statistical Area 11% |
| | | Weighted Factor | 2.35 | 31.47 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 8.57 | 51.43 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 4.28 | 25.72 | | | | | | | | |
| Availability | | 6.64 | 57.19 | | | | | | | | | |

Availability Factor Computation Form

4B - Middle Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|--------------|--------------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 10.16 | 65.90 | | | | | | | | 50% Belmont - 50% State |
| | | Weighted Factor | 3.05 | 19.77 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 33.33 | 100.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 23.33 | 70.00 | | | | | | | | |
| Availability | | | 26.38 | 89.77 | | | | | | | | |

Availability Factor Computation Form

4C - Lower Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|--------------|--------------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 10.16 | 65.90 | | | | | | | | 50% Belmont - 50% State |
| | | Weighted Factor | 3.05 | 19.77 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 25.00 | 100.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 17.50 | 70.00 | | | | | | | | |
| Availability | | | 20.55 | 89.77 | | | | | | | | |

Availability Factor Computation Form

5B - Middle Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 34.00 | Raw Statistics | 4.96 | 43.84 | | | | | | | | | Belmont, OH |
| | | Weighted Factor | 1.69 | 14.91 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 66.00 | Raw Statistics | 5.56 | 50.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 3.67 | 33.00 | | | | | | | | | |
| | | Availability | 5.36 | 47.91 | | | | | | | | | |

Availability Factor Computation Form

5C - Lower Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 60.00 | Raw Statistics | 4.96 | 43.84 | | | | | | | | | Belmont, OH |
| | | Weighted Factor | 2.98 | 26.30 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 40.00 | Raw Statistics | 0.00 | 0.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | | |
| | | Availability | 2.98 | 26.30 | | | | | | | | | |

Availability Factor Computation Form

8A - Upper Service and Maintenance

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 20.00 | Raw Statistics | 3.70 | 48.81 | | | | | | | | | Belmont, OH |
| | | Weighted Factor | 0.74 | 9.76 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 80.00 | Raw Statistics | 0.00 | 0.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | | |
| | | Availability | 0.74 | 9.76 | | | | | | | | | |

Availability Factor Computation Form

8B - Middle Service and Maintenance

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.00 | Raw Statistics | 3.70 | 48.81 | | | | | | | | | Belmont, OH |
| | | Weighted Factor | 0.37 | 4.88 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 90.00 | Raw Statistics | 0.00 | 50.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 45.00 | | | | | | | | | |
| | | Availability | 0.37 | 49.88 | | | | | | | | | |

Availability Factor Computation Form

8C - Lower Service and Maintenance

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|--|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 4.74 | 52.16 | | | | | | | | | Wheeling, WV-OH Metropolitan Statistical Area 67%; Steubenville-Weirton, OH-WV Metropolitan Statistical Area 33% |
| | | Weighted Factor | 1.42 | 15.65 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 0.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | | |
| | | Availability | 1.42 | 15.65 | | | | | | | | | |

Incumbency vs. Estimated Availability

| 1A | | Executive Leadership | |
|-----------------|-------------------|--|--------|
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 0.00 | 51.43 |
| | | | 0.486E |
| 1D | | Middle level Mgr (non-exec) | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 0.52 | 6.52 |
| | | 0.995E | |
| 1E | | Lower level Mgr (non-exec) | |
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 0.87 | 60.86 |
| | | 0.983E | 0.153E |
| 2C | | Tenure Track Faculty -- Assoc Prof | |
| Total Emp 11 | Employment % | Min | Fem |
| | Availability % | 9.09 | 27.27 |
| | Statistical Value | 0.73 | 57.06 |
| | | | 0.091E |
| 2D | | Tenure Track Faculty -- Asst Prof | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 66.67 |
| | Statistical Value | 3.32 | 31.36 |
| | | 0.904E | |
| 2F | | Non-Tenure Track Faculty -- Term Faculty | |
| Total Emp 9 | Employment % | Min | Fem |
| | Availability % | 0.00 | 33.33 |
| | Statistical Value | 6.67 | 43.13 |
| | | 0.537E | 0.406E |

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.

Incumbency vs. Estimated Availability

| 2G | | Non-Tenure Track Faculty -- Semester Appt | |
|-----------------|-------------------|---|--------|
| Total Emp 32 | Employment % | Min | Fem |
| | Availability % | 6.25 | 46.88 |
| | Statistical Value | 8.27 | 37.63 |
| | | 0.415 | |
| 2H | | Non-Tenure Track Faculty -- Early Retiree | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 33.33 | 0.00 |
| | Statistical Value | 11.76 | 29.41 |
| | | | 0.352E |
| 3B | | Non-Faculty Upper-Mid Level Professional | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 66.67 |
| | Statistical Value | 8.30 | 42.20 |
| | | 0.771E | |
| 3C | | Non-Faculty Lower-Mid Level Professional | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 8.50 | 41.10 |
| | | 0.915E | |
| 3D | | Non-Faculty Low Level Professional | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 2.49 | 30.48 |
| | | 0.975E | |
| 4A | | Upper Administrative Support | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 6.64 | 57.19 |
| | | 0.934E | |
| 4B | | Middle Administrative Support | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 26.38 | 89.77 |
| | | 0.736E | 0.102E |

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.

Incumbency vs. Estimated Availability

| 4C | | Lower Administrative Support | |
|----------------|-------------------|---------------------------------------|--------|
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 33.33 | 100.00 |
| | Statistical Value | 20.55 | 89.77 |
| 5B | | Middle Technical and Paraprofessional | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 100.00 | 0.00 |
| | Statistical Value | 5.36 | 47.91 |
| 5C | | Lower Technical and Paraprofessional | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 2.98 | 26.30 |
| 8A | | Upper Service and Maintenance | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 0.74 | 9.76 |
| 8B | | Middle Service and Maintenance | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 0.996E | 0.501E |
| 8C | | Lower Service and Maintenance | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 1.42 | 15.65 |
| | | 0.958E | 0.600E |

Total Employment: 79

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.

Placement Goals

| Job Group & Name | Min | Fem | | | | | | | | |
|---|-----|-------|--|--|--|--|--|--|--|--|
| 1E - Lower level Mgr (non-exec) | | 60.86 | | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | | 57.06 | | | | | | | | |

Goal Attainment

| 1E | | Lower level Mgr (non-exec) | | | | | | | | | | | | | | | | | |
|-----------------|-------|----------------------------|---------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | | 60.86 | | | | | | | | | | | | | | | | |
| New Hire | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Promotion | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Total Opps | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Achieved? * | | | NO OPPS | | | | | | | | | | | | | | | | |

| 2C | | Tenure Track Faculty -- Assoc Prof | | | | | | | | | | | | | | | | | |
|-----------------|-------|------------------------------------|---------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | | 57.06 | | | | | | | | | | | | | | | | |
| New Hire | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Promotion | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Total Opps | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Achieved? * | | | NO OPPS | | | | | | | | | | | | | | | | |

| 2F | | Non-Tenure Track Faculty -- Term Faculty | | | | | | | | | | | | | | | | | |
|-----------------|-------|--|---------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | | 46.10 | | | | | | | | | | | | | | | | |
| New Hire | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Promotion | 1 | | 0 | 0.00 | | | | | | | | | | | | | | | |
| Total Opps | 1 | | 0 | 0.00 | | | | | | | | | | | | | | | |
| Achieved? * | | | LIMITED | | | | | | | | | | | | | | | | |

Goal Attainment

| 2G | | Non-Tenure Track Faculty -- Semester Appt | | | | | | | | | | | | | | | | | |
|-----------------|-------|---|-------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | 8.06 | | | | | | | | | | | | | | | | | |
| New Hire | 10 | 1 | 10.00 | | | | | | | | | | | | | | | | |
| Promotion | 0 | 0 | N/A | | | | | | | | | | | | | | | | |
| Total Opps | 10 | 1 | 10.00 | | | | | | | | | | | | | | | | |
| Achieved? * | | YES | | | | | | | | | | | | | | | | | |

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.

Applicant Summary
For Period: 11/1/2016 to 10/31/2017

EEO Code 2 Faculty

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|---|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 2F Non-Tenure Track Faculty -- Term Faculty | S | 1 | 0 | 0 | 0 | 0 | | | | | | | |
| | P | 8 | 1 | 0 | 0 | 3 | | | | | | | |
| 2G Non-Tenure Track Faculty -- Semester Appt | S | 9 | 0 | 0 | 1 | 2 | | | | | | | |
| | P | 19 | 0 | 0 | 5 | 6 | | | | | | | |

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|---------------|---|-------|----------|----------|-------|-------|--|--|--|--|--|--|--|
| Totals | S | 10 | 0 | 0 | 1 | 2 | | | | | | | |
| | % | | 0.00 | 0.00 | 10.00 | 20.00 | | | | | | | |
| | P | 27 | 1 | 0 | 5 | 9 | | | | | | | |
| | % | | 3.70 | 0.00 | 18.52 | 33.33 | | | | | | | |

S - Selected, P - Pool

New Hire Summary

For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|--|-------|-------|-------|--|--|--|--|--|--|--|--|
| 2G - Non-Tenure Track Faculty -- Semester Appt | 10 | 1 | 3 | | | | | | | | |
| Totals | # 10 | 1 | 3 | | | | | | | | |
| | % | 10.00 | 30.00 | | | | | | | | |

Promotion Summary by Old Job
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|--|-------|------|------|--|--|--|--|--|--|--|--|
| 2G - Non-Tenure Track Faculty -- Semester Appt | 1 | 0 | 0 | | | | | | | | |
| 8B - Middle Service and Maintenance | 1 | 0 | 0 | | | | | | | | |
| Totals | # 2 | 0 | 0 | | | | | | | | |
| | % | 0.00 | 0.00 | | | | | | | | |

Termination Summary
 For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|--|-------|------|-------|--|--|--|--|--|--|--|--|
| 2F - Non-Tenure Track Faculty -- Term Faculty | 1 | 0 | 0 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 8 | 0 | 3 | | | | | | | | |
| Totals | # 9 | 0 | 3 | | | | | | | | |
| | % | 0.00 | 33.33 | | | | | | | | |

Organizational Display

3030 - 01010 PRESIDENT(Not staffed)

3700 - 40010 VP E LEARNING(Not staffed)

2470 - 44010 DEAN LANCASTER Total 47 (17 WM / 24 WF / 3 BF / 1 AM / 1 HF / 1 2F) Supervisors (2 WM / 1 WF)

4396 - 44210 LA ACCOUNTING TECH Total 1 (1 WM)

4397 - 44095 LA ADMINISTRATIVE SUPPRT Total 1 (1 WF)

4398 - 44100 LA ARTS SCIENCES Total 44 (23 WM / 18 WF / 1 BF / 1 AM / 1 AF) Supervisors (1 WM)

4399 - 44050 LA ASSOCIATE DEAN Total 7 (2 WM / 4 WF / 1 2F) Supervisors (1 WM)

4401 - 44200 LA BUSINESS MGT TECH Total 8 (5 WM / 3 WF) Supervisors (1 WF)

4404 - 44120 LA COMMUNICATION STUDIES Total 9 (7 WF / 2 HF)

4405 - 44310 LA COMPUTER SCIENCE TECH Total 3 (1 WM / 1 WF / 1 AM) Supervisors (1 WF)

4406 - 44070 LA CONTINUING EDUCATION Total 6 (3 WM / 3 WF)

4407 - 44520 LA DEAF STUDIES INTRPRT Total 1 (1 WM)

4408 - 44140 LA EDUCATION Total 9 (1 WM / 8 WF)

4409 - 44300 LA ELECTRONIC MEDIA Total 2 (1 WM / 1 WF)

4411 - 44160 LA ENGINEERING Total 1 (1 WM)

4412 - 44320 LA ENGINEERING TECH Total 1 (1 WF)

4416 - 44020 LA FACILITIES MANAGEMENT Total 7 (5 WM / 1 WF / 1 BM) Supervisors (1 WM)

4417 - 44110 LA FINE ARTS Total 6 (4 WM / 1 WF / 1 BM) Supervisors (1 BM)

4421 - 44150 LA HEALTH SCIENCES & PROFESSIONS Total 10 (2 WM / 7 WF / 1 AF)

4422 - 44500 LA HUMAN SERVICES TECH Total 1 (1 WM)

4424 - 44430 LA INDUSTRIAL MAINT TECH Total 1 (1 WM)

4425 - 44800 LA INSTRUCTIONAL SUPPORT Total 2 (2 WF)

4426 - 44400 LA LAW ENFORCEMENT TECH Total 3 (2 WF / 1 BF)

4427 - 44040 LA LIBRARY Total 2 (2 WF) Supervisors (1 WF)

4442 - 44540 LA MEDICAL ASSIST TECH Total 1 (1 WF)

4447 - 44030 LA STUDENT SERVICES Total 10 (3 WM / 7 WF) Supervisors (1 WM / 1 WF)

4448 - 44060 LA TECHNOLOGY SERVICES Total 3 (2 WM / 1 2M) Supervisors (1 WM)

6013 - 44680 LA SPORT AND LIFESTYLE STUDIES Total 2 (2 WF)

Organizational Display

96 - 45010 DIRECTOR PICKERINGTON Total 8 (6 WM / 1 WF / 1 HF)

4453 - 45100 PI ARTS SCIENCES Total 2 (1 WM / 1 WF)

4460 - 45310 PI COMPUTER SCIENCE TECH Total 1 (1 WF)

4471 - 45020 PI FACILITIES MANAGEMENT Total 1 (1 WM)

4472 - 45110 PI FINE ARTS Total 1 (1 WF)

Job Group Analysis

1A

Executive Leadership

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 40-86 - DEAN | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

1B

Non-Executive Leadership

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------|--------|------|------|------|------|--|--|--|--|--|
| 18-86 - ASSOC DEAN | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | | # | 0 | 0 | | | | | |
| | | | % | 0.00 | 0.00 | | | | | |

Job Group Analysis

1C

Upper level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|---|---|--|--|--|--|--|
| 4894-338 - M 4 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | | # | 0 | 1 | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

1D

Middle level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4571-339 - M 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4327-338 - M 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4658-337 - M 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 1 | | | | | | | |
| | % | 0.00 | 33.33 | | | | | | | |

Job Group Analysis

1E

Lower level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|------|--|--|--|--|--|
| 4101-336 - M 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | | # | 0 | 0 | | | | | |
| | | | % | 0.00 | 0.00 | | | | | |

Job Group Analysis

2B

Tenure Track Faculty -- Full Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|--------|------|-------|------|-------|--|--|--|--|--|
| 376-PR - TENURE TRACK | # | 0 | 1 | | | | | | | |
| 3 Employees | % | 0.00 | 33.33 | | | | | | | |
| 3 Employees | Totals | | # | 0 | 1 | | | | | |
| | | | % | 0.00 | 33.33 | | | | | |

Job Group Analysis

2C

Tenure Track Faculty -- Assoc Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|----------|-------|-------|--|--|--|--|--|--|--|
| 376-AP - TENURE TRACK | # | 5 | 8 | | | | | | | |
| 18 Employees | % | 27.78 | 44.44 | | | | | | | |
| 18 Employees | Totals # | 5 | 8 | | | | | | | |
| | Totals % | 27.78 | 44.44 | | | | | | | |

Job Group Analysis

2D

Tenure Track Faculty -- Asst Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|---|------|--------|--|--|--|--|--|--|--|
| 376-AS - TENURE TRACK | # | 0 | 3 | | | | | | | |
| 3 Employees | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | # | 0 | 3 | | | | | | | |
| Totals | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

2E

Non-Tenure Track Faculty -- Visiting, OPIE

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------|--------|------|------|------|--|--|--|--|--|--|
| 378-0000 - VISITING FAC | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

2F

Non-Tenure Track Faculty -- Term Faculty

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------|--------|------|-------|-------|--|--|--|--|--|--|
| 377-0000 - TERM FACULTY | # | 1 | 11 | | | | | | | |
| 18 Employees | % | 5.56 | 61.11 | | | | | | | |
| 18 Employees | Totals | # | 1 | 11 | | | | | | |
| | | % | 5.56 | 61.11 | | | | | | |

Job Group Analysis

2G

Non-Tenure Track Faculty -- Semester Appt

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------------|--------|------|-------|----|----|--|--|--|--|--|
| 1569-0000 - SEMESTER APPT | # | 11 | 65 | | | | | | | |
| 111 Employees | % | 9.91 | 58.56 | | | | | | | |
| 111 Employees | Totals | | # | 11 | 65 | | | | | |
| | % | 9.91 | 58.56 | | | | | | | |

Job Group Analysis

2H

Non-Tenure Track Faculty -- Early Retiree

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------------|--------|------|-------|---|---|--|--|--|--|--|
| 371-0000 - EARLY RETIREE | # | 0 | 2 | | | | | | | |
| 4 Employees | % | 0.00 | 50.00 | | | | | | | |
| 4 Employees | Totals | | # | 0 | 2 | | | | | |
| | % | 0.00 | 50.00 | | | | | | | |

Job Group Analysis

3A

Non-Faculty Upper Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4063-338 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4347-337 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4682-337 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 3 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

3B

Non-Faculty Upper-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4224-336 - IC 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4844-336 - IC 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 31882-335 - IC 3 NE | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 54871-335 - IC 2 NE | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 28991-335 - IC 2 NE | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 5 Employees | Totals # | 0 | 3 | | | | | | | |
| | % | 0.00 | 60.00 | | | | | | | |

Job Group Analysis

3C

Non-Faculty Lower-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------|----------|------|--------|--|--|--|--|--|--|--|
| 3997-334 - IC 2 | # | 0 | 3 | | | | | | | |
| 3 Employees | % | 0.00 | 100.00 | | | | | | | |
| 4884-334 - IC 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4005-334 - IC 1 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 28885-334 - IC 2 NE | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 6 Employees | Totals # | 0 | 4 | | | | | | | |
| | % | 0.00 | 66.67 | | | | | | | |

Job Group Analysis

3D

Non-Faculty Low Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|----------------------|--------|------|-------|---|---|--|--|--|--|--|
| 116-0000 - TERM APPT | # | 0 | 1 | | | | | | | |
| 2 Employees | % | 0.00 | 50.00 | | | | | | | |
| 2 Employees | Totals | | # | 0 | 1 | | | | | |
| | % | 0.00 | 50.00 | | | | | | | |

Job Group Analysis

4A

Upper Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 3863-335 - TAS 4 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

4B

Middle Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 3861-334 - TAS 3 | # | 0 | 2 | | | | | | | |
| 2 Employees | % | 0.00 | 100.00 | | | | | | | |
| 3945-334 - TAS 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 3 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

4C

Lower Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------|----------|------|--------|--|--|--|--|--|--|--|
| 3943-333 - TAS 2 | # | 0 | 2 | | | | | | | |
| 2 Employees | % | 0.00 | 100.00 | | | | | | | |
| 3857-333 - TAS 2 | # | 0 | 3 | | | | | | | |
| 3 Employees | % | 0.00 | 100.00 | | | | | | | |
| 12889-333 - TAS 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 3887-332 - TAS 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 7 Employees | Totals # | 0 | 5 | | | | | | | |
| | % | 0.00 | 71.43 | | | | | | | |

Job Group Analysis

5B

Middle Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|--------|--------|------|--|--|--|--|--|--|
| 4615-336 - IC 2 | # | 1 | 0 | | | | | | | |
| 1 Employee | % | 100.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 1 | 0 | | | | | | |
| | | % | 100.00 | 0.00 | | | | | | |

Job Group Analysis

5C

Lower Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 3929-335 - TAS 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

6A

Skilled Craft

EEO Code: 6

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------------------|--------|------|------|------|--|--|--|--|--|--|
| 272-40 - MAINT REPAIR WORKER 4 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

8B

Middle Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------------|----------|------|------|--|--|--|--|--|--|--|
| 243-22 - GROUNDSKEEPER 1 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 203-20 - CUSTODIAL WORKER 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 240-15 - GENERAL MAINT WORKER | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 0 | | | | | | | |
| | Totals % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis

8C

Lower Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------------|----------|-------|-------|--|--|--|--|--|--|--|
| 202-10 - CUSTODIAL WORKER 1 | # | 1 | 1 | | | | | | | |
| 2 Employees | % | 50.00 | 50.00 | | | | | | | |
| 3873-330 - TAS 1 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 3 Employees | Totals # | 1 | 1 | | | | | | | |
| | % | 33.33 | 33.33 | | | | | | | |

Job Group Analysis Summary by EEO Code

| EEO Code & Description | | Min | Fem | | | | | | | |
|-------------------------------------|----------|-------|-------|--|--|--|--|--|--|--|
| 1 - Executive & Administrative | # | 0 | 2 | | | | | | | |
| 7 Employees | % | 0.00 | 28.57 | | | | | | | |
| 2 - Faculty | # | 17 | 90 | | | | | | | |
| 158 Employees | % | 10.76 | 56.96 | | | | | | | |
| 3 - Professional Non-Faculty | # | 0 | 11 | | | | | | | |
| 16 Employees | % | 0.00 | 68.75 | | | | | | | |
| 4 - Clerical | # | 0 | 9 | | | | | | | |
| 11 Employees | % | 0.00 | 81.82 | | | | | | | |
| 5 - Technical and Paraprofessionals | # | 1 | 0 | | | | | | | |
| 2 Employees | % | 50.00 | 0.00 | | | | | | | |
| 6 - Skilled Crafts | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 7 - Service | # | 1 | 1 | | | | | | | |
| 6 Employees | % | 16.67 | 16.67 | | | | | | | |
| 201 Employees | Totals # | 19 | 113 | | | | | | | |
| | Totals % | 9.45 | 56.22 | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | | |
|---|----------|---|-------|--------|--|--|--|--|--|--|--|--|
| 1A - Executive Leadership | # | | 0 | 0 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 0.00 | | | | | | | | |
| 1B - Non-Executive Leadership | # | | 0 | 0 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 0.00 | | | | | | | | |
| 1C - Upper level Mgr (non-exec) | # | | 0 | 1 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 100.00 | | | | | | | | |
| 1D - Middle level Mgr (non-exec) | # | | 0 | 1 | | | | | | | | |
| 3 Employees | 1 | % | 0.00 | 33.33 | | | | | | | | |
| 1E - Lower level Mgr (non-exec) | # | | 0 | 0 | | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 0.00 | | | | | | | | |
| 2B - Tenure Track Faculty -- Full Prof | # | | 0 | 1 | | | | | | | | |
| 3 Employees | 2 | % | 0.00 | 33.33 | | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | # | | 5 | 8 | | | | | | | | |
| 18 Employees | 2 | % | 27.78 | 44.44 | | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | # | | 0 | 3 | | | | | | | | |
| 3 Employees | 2 | % | 0.00 | 100.00 | | | | | | | | |
| 2E - Non-Tenure Track Faculty -- Visiting, OPIE | # | | 0 | 0 | | | | | | | | |
| 1 Employee | 2 | % | 0.00 | 0.00 | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | # | | 1 | 11 | | | | | | | | |
| 18 Employees | 2 | % | 5.56 | 61.11 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | # | | 11 | 65 | | | | | | | | |
| 111 Employees | 2 | % | 9.91 | 58.56 | | | | | | | | |
| 2H - Non-Tenure Track Faculty -- Early Retiree | # | | 0 | 2 | | | | | | | | |
| 4 Employees | 2 | % | 0.00 | 50.00 | | | | | | | | |
| 3A - Non-Faculty Upper Level Professional | # | | 0 | 3 | | | | | | | | |
| 3 Employees | 3 | % | 0.00 | 100.00 | | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | # | | 0 | 3 | | | | | | | | |
| 5 Employees | 3 | % | 0.00 | 60.00 | | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | | |
|---|----------|---|--------|--------|--|--|--|--|--|--|--|--|
| 3C - Non-Faculty Lower-Mid Level Professional | | # | 0 | 4 | | | | | | | | |
| 6 Employees | 3 | % | 0.00 | 66.67 | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | | # | 0 | 1 | | | | | | | | |
| 2 Employees | 3 | % | 0.00 | 50.00 | | | | | | | | |
| 4A - Upper Administrative Support | | # | 0 | 1 | | | | | | | | |
| 1 Employee | 4 | % | 0.00 | 100.00 | | | | | | | | |
| 4B - Middle Administrative Support | | # | 0 | 3 | | | | | | | | |
| 3 Employees | 4 | % | 0.00 | 100.00 | | | | | | | | |
| 4C - Lower Administrative Support | | # | 0 | 5 | | | | | | | | |
| 7 Employees | 4 | % | 0.00 | 71.43 | | | | | | | | |
| 5B - Middle Technical and Paraprofessional | | # | 1 | 0 | | | | | | | | |
| 1 Employee | 5 | % | 100.00 | 0.00 | | | | | | | | |
| 5C - Lower Technical and Paraprofessional | | # | 0 | 0 | | | | | | | | |
| 1 Employee | 5 | % | 0.00 | 0.00 | | | | | | | | |
| 6A - Skilled Craft | | # | 0 | 0 | | | | | | | | |
| 1 Employee | 6 | % | 0.00 | 0.00 | | | | | | | | |
| 8B - Middle Service and Maintenance | | # | 0 | 0 | | | | | | | | |
| 3 Employees | 7 | % | 0.00 | 0.00 | | | | | | | | |
| 8C - Lower Service and Maintenance | | # | 1 | 1 | | | | | | | | |
| 3 Employees | 7 | % | 33.33 | 33.33 | | | | | | | | |
| 201 Employees | Totals | # | 19 | 113 | | | | | | | | |
| | | % | 9.45 | 56.22 | | | | | | | | |

Availability Factor Computation Form

1A - Executive Leadership

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 4.23 | 60.56 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 3.81 | 54.50 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 0.00 | 25.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 2.50 | | | | | | | | |
| | | Availability | 3.81 | 57.00 | | | | | | | | |

Availability Factor Computation Form

1B - Non-Executive Leadership

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 4.23 | 60.56 | | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 2.12 | 30.28 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 4.35 | 56.52 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.18 | 28.26 | | | | | | | | | |
| | | Availability | 4.30 | 58.54 | | | | | | | | | |

Availability Factor Computation Form

1C - Upper level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 36.00 | Raw Statistics | 8.23 | 33.43 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 2.96 | 12.03 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 64.00 | Raw Statistics | 3.70 | 59.26 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.37 | 37.93 | | | | | | | | |
| | | Availability | 5.33 | 49.96 | | | | | | | | |

Availability Factor Computation Form

1D - Middle level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 8.23 | 33.43 | | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 2.47 | 10.03 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 60.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 42.00 | | | | | | | | | |
| | | Availability | 2.47 | 52.03 | | | | | | | | | |

Availability Factor Computation Form

1E - Lower level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 12.90 | 40.24 | | | | | | | | Columbus, OH Metropolitan Statistical Area |
| | | Weighted Factor | 6.45 | 20.12 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 0.00 | 80.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 40.00 | | | | | | | | |
| | | Availability | 6.45 | 60.12 | | | | | | | | |

Availability Factor Computation Form

2B - Tenure Track Faculty -- Full Prof

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|--------------|--------------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.00 | Raw Statistics | 4.43 | 39.88 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 0.44 | 3.99 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 90.00 | Raw Statistics | 27.78 | 44.44 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 25.00 | 40.00 | | | | | | | | |
| Availability | | | 25.44 | 43.99 | | | | | | | | |

Availability Factor Computation Form

2C - Tenure Track Faculty -- Assoc Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 25.00 | Raw Statistics | 4.43 | 39.88 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 1.11 | 9.97 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 75.00 | Raw Statistics | 0.00 | 75.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 56.25 | | | | | | | | |
| | | Availability | 1.11 | 66.22 | | | | | | | | |

Availability Factor Computation Form

2D - Tenure Track Faculty -- Asst Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 80.00 | Raw Statistics | 4.43 | 39.88 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 3.54 | 31.90 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 20.00 | Raw Statistics | 9.23 | 58.46 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.85 | 11.69 | | | | | | | | |
| | | Availability | 5.39 | 43.59 | | | | | | | | |

Availability Factor Computation Form

2E - Non-Tenure Track Faculty -- Visiting, OPIE

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 4.43 | 39.88 | | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 3.99 | 35.89 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 9.30 | 58.91 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.93 | 5.89 | | | | | | | | | |
| | | Availability | 4.92 | 41.78 | | | | | | | | | |

Availability Factor Computation Form

2F - Non-Tenure Track Faculty -- Term Faculty

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 45.00 | Raw Statistics | 4.43 | 39.88 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 1.99 | 17.95 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 55.00 | Raw Statistics | 9.09 | 58.33 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 5.00 | 32.08 | | | | | | | | |
| | | Availability | 6.99 | 50.03 | | | | | | | | |

Availability Factor Computation Form

2G - Non-Tenure Track Faculty -- Semester Appt

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|---------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 9.30 | 43.02 | | | | | | | | 50% Fairfield - 50% State |
| | | Weighted Factor | 8.37 | 38.72 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 11.33 | 56.67 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.13 | 5.67 | | | | | | | | |
| | | Availability | 9.50 | 44.39 | | | | | | | | |

Availability Factor Computation Form

2H - Non-Tenure Track Faculty -- Early Retiree

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 0.00 | Raw Statistics | 4.43 | 39.88 | | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 100.00 | Raw Statistics | 17.86 | 50.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 17.86 | 50.00 | | | | | | | | | |
| | | Availability | 17.86 | 50.00 | | | | | | | | | |

Availability Factor Computation Form

3A - Non-Faculty Upper Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|---------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 9.30 | 43.02 | | | | | | | | 50% Fairfield - 50% State |
| | | Weighted Factor | 4.65 | 21.51 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 3.23 | 67.74 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.62 | 33.87 | | | | | | | | |
| | | Availability | 6.27 | 55.38 | | | | | | | | |

Availability Factor Computation Form

3B - Non-Faculty Upper-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|---------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 70.00 | Raw Statistics | 9.30 | 43.02 | | | | | | | | 50% Fairfield - 50% State |
| | | Weighted Factor | 6.51 | 30.11 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 30.00 | Raw Statistics | 8.46 | 60.77 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.54 | 18.23 | | | | | | | | |
| | | Availability | 9.05 | 48.34 | | | | | | | | |

Availability Factor Computation Form

3C - Non-Faculty Lower-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|---------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 75.00 | Raw Statistics | 9.30 | 43.02 | | | | | | | | | 50% Fairfield - 50% State |
| | | Weighted Factor | 6.98 | 32.26 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 25.00 | Raw Statistics | 8.53 | 60.47 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.13 | 15.12 | | | | | | | | | |
| | | Availability | 9.11 | 47.39 | | | | | | | | | |

Availability Factor Computation Form

3D - Non-Faculty Low Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 85.00 | Raw Statistics | 22.91 | 43.61 | | | | | | | | Columbus, OH Metropolitan Statistical Area 41%; Los Angeles-Long Beach-Santa Ana, CA Metropolitan Statistical Area 20%; Athens, OH Micropolitan Statistical Area 13%; Phoenix-Mesa-Glendale, AZ Metropolitan Statistical Area 13%; Seattle-Tacoma-Bellevue, WA Metropolitan Statistical Area 13% |
| | | Weighted Factor | 19.47 | 37.07 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 15.00 | Raw Statistics | 9.73 | 58.41 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.46 | 8.76 | | | | | | | | |
| | | Availability | 20.93 | 45.83 | | | | | | | | |

Availability Factor Computation Form

4A - Upper Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|--------------|--------------|--|--|--|--|--|--|--|---------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 15.09 | 65.25 | | | | | | | | 50% Fairfield - 50% State |
| | | Weighted Factor | 7.54 | 32.62 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 9.09 | 60.33 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 4.54 | 30.16 | | | | | | | | |
| Availability | | | 12.10 | 62.80 | | | | | | | | |

Availability Factor Computation Form

4B - Middle Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|---------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 15.09 | 65.25 | | | | | | | | 50% Fairfield - 50% State |
| | | Weighted Factor | 4.53 | 19.58 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 80.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 56.00 | | | | | | | | |
| Availability | | | 4.53 | 75.58 | | | | | | | | |

Availability Factor Computation Form

4C - Lower Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|---------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 14.26 | 62.07 | | | | | | | | 50% Fairfield - 50% State |
| | | Weighted Factor | 4.28 | 18.62 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 66.67 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 46.67 | | | | | | | | |
| Availability | | | 4.28 | 65.29 | | | | | | | | |

Availability Factor Computation Form

5B - Middle Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 34.00 | Raw Statistics | 13.48 | 42.41 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 4.58 | 14.42 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 66.00 | Raw Statistics | 9.32 | 58.47 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 6.15 | 38.59 | | | | | | | | |
| | | Availability | 10.73 | 53.01 | | | | | | | | |

Availability Factor Computation Form

5C - Lower Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 60.00 | Raw Statistics | 13.48 | 42.41 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 8.09 | 25.45 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 40.00 | Raw Statistics | 0.00 | 0.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | |
| | | Availability | 8.09 | 25.45 | | | | | | | | |

Availability Factor Computation Form

6A - Skilled Craft

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 40.00 | Raw Statistics | 4.09 | 6.19 | | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 1.64 | 2.48 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 60.00 | Raw Statistics | 0.00 | 0.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | | |
| | | Availability | 1.64 | 2.48 | | | | | | | | | |

Availability Factor Computation Form

8B - Middle Service and Maintenance

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.00 | Raw Statistics | 5.41 | 25.74 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 0.54 | 2.57 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 90.00 | Raw Statistics | 0.00 | 50.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 45.00 | | | | | | | | |
| | | Availability | 0.54 | 47.57 | | | | | | | | |

Availability Factor Computation Form

8C - Lower Service and Maintenance

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 7.78 | 38.79 | | | | | | | | Fairfield, OH |
| | | Weighted Factor | 2.33 | 11.64 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 33.33 | 33.33 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 23.33 | 23.33 | | | | | | | | |
| Availability | | | 25.66 | 34.97 | | | | | | | | |

Incumbency vs. Estimated Availability

| 1A | | Executive Leadership | |
|----------------|-------------------|-----------------------------------|--------|
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 3.81 | 57.00 |
| | | 0.962E | 0.430E |
| 1B | | Non-Executive Leadership | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 4.30 | 58.54 |
| | | 0.957E | 0.415E |
| 1C | | Upper level Mgr (non-exec) | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 5.33 | 49.96 |
| | | 0.947E | |
| 1D | | Middle level Mgr (non-exec) | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 33.33 |
| | Statistical Value | 2.47 | 52.03 |
| | | 0.928E | 0.470E |
| 1E | | Lower level Mgr (non-exec) | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 6.45 | 60.12 |
| | | 0.936E | 0.399E |
| 2B | | Tenure Track Faculty -- Full Prof | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 33.33 |
| | Statistical Value | 25.44 | 43.99 |
| | | 0.414E | 0.590E |

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.

Incumbency vs. Estimated Availability

| 2C | | Tenure Track Faculty -- Assoc Prof | |
|------------------|-------------------|--|--------|
| Total Emp 18 | Employment % | Min | Fem |
| | Availability % | 27.78 | 44.44 |
| | Statistical Value | 1.11 | 66.22 |
| | | | 0.095E |
| 2D | | Tenure Track Faculty -- Asst Prof | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 5.39 | 43.59 |
| | | 0.847E | |
| 2E | | Non-Tenure Track Faculty -- Visiting, OPIE | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 4.92 | 41.78 |
| | | 0.951E | 0.582E |
| 2F | | Non-Tenure Track Faculty -- Term Faculty | |
| Total Emp 18 | Employment % | Min | Fem |
| | Availability % | 5.56 | 61.11 |
| | Statistical Value | 6.99 | 50.03 |
| | | 0.638E | |
| 2G | | Non-Tenure Track Faculty -- Semester Appt | |
| Total Emp 111 | Employment % | Min | Fem |
| | Availability % | 9.91 | 58.56 |
| | Statistical Value | 9.50 | 44.39 |
| | | | |
| 2H | | Non-Tenure Track Faculty -- Early Retiree | |
| Total Emp 4 | Employment % | Min | Fem |
| | Availability % | 0.00 | 50.00 |
| | Statistical Value | 17.86 | 50.00 |
| | | 0.455E | 0.688E |
| 3A | | Non-Faculty Upper Level Professional | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 6.27 | 55.38 |
| | | 0.823E | |

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.

Incumbency vs. Estimated Availability

| 3B | | Non-Faculty Upper-Mid Level Professional | |
|----------------|-------------------|--|--------|
| Total Emp 5 | Employment % | Min | Fem |
| | Availability % | 0.00 | 60.00 |
| | Statistical Value | 9.05 | 48.34 |
| | | 0.622E | |
| 3C | | Non-Faculty Lower-Mid Level Professional | |
| Total Emp 6 | Employment % | Min | Fem |
| | Availability % | 0.00 | 66.67 |
| | Statistical Value | 9.11 | 47.39 |
| | | 0.564E | |
| 3D | | Non-Faculty Low Level Professional | |
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 50.00 |
| | Statistical Value | 20.93 | 45.83 |
| | | 0.625E | |
| 4A | | Upper Administrative Support | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 12.10 | 62.80 |
| | | 0.879E | |
| 4B | | Middle Administrative Support | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 4.53 | 75.58 |
| | | 0.870E | |
| 4C | | Lower Administrative Support | |
| Total Emp 7 | Employment % | Min | Fem |
| | Availability % | 0.00 | 71.43 |
| | Statistical Value | 4.28 | 65.29 |
| | | 0.736E | |
| 5B | | Middle Technical and Paraprofessional | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 100.00 | 0.00 |
| | Statistical Value | 10.73 | 53.01 |
| | | | 0.470E |

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.

Incumbency vs. Estimated Availability

| 5C | | Lower Technical and Paraprofessional | |
|----------------|-------------------|--------------------------------------|--------|
| Total Emp 1 | | Min | Fem |
| | Employment % | 0.00 | 0.00 |
| | Availability % | 8.09 | 25.45 |
| | Statistical Value | 0.919E | 0.746E |
| 6A | | Skilled Craft | |
| Total Emp 1 | | Min | Fem |
| | Employment % | 0.00 | 0.00 |
| | Availability % | 1.64 | 2.48 |
| | Statistical Value | 0.984E | 0.975E |
| 8B | | Middle Service and Maintenance | |
| Total Emp 3 | | Min | Fem |
| | Employment % | 0.00 | 0.00 |
| | Availability % | 0.54 | 47.57 |
| | Statistical Value | 0.984E | 0.144E |
| 8C | | Lower Service and Maintenance | |
| Total Emp 3 | | Min | Fem |
| | Employment % | 33.33 | 33.33 |
| | Availability % | 25.66 | 34.97 |
| | Statistical Value | | 0.719E |

Total Employment: 201

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.

Placement Goals

| Job Group & Name | Min | Fem | | | | | | | | |
|---|-----|-------|--|--|--|--|--|--|--|--|
| 2C - Tenure Track Faculty -- Assoc Prof | | 66.22 | | | | | | | | |
| 8B - Middle Service and Maintenance | | 47.57 | | | | | | | | |

Goal Attainment

| 2C | | Tenure Track Faculty -- Assoc Prof | | | | | | | | | | | | | | | | | |
|-----------------|-------|------------------------------------|---------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | | 72.47 | | | | | | | | | | | | | | | | |
| New Hire | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Promotion | 1 | | 0 | 0.00 | | | | | | | | | | | | | | | |
| Total Opps | 1 | | 0 | 0.00 | | | | | | | | | | | | | | | |
| Achieved? * | | | LIMITED | | | | | | | | | | | | | | | | |

| 8B | | Middle Service and Maintenance | | | | | | | | | | | | | | | | | |
|-----------------|-------|--------------------------------|---------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | | 47.57 | | | | | | | | | | | | | | | | |
| New Hire | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Promotion | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Total Opps | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Achieved? * | | | NO OPPS | | | | | | | | | | | | | | | | |

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.

Applicant Summary

For Period: 11/1/2016 to 10/31/2017

EEO Code 1 Executive & Administrative

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|----------------------------|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 1B | S | 1 | 0 | 0 | 0 | 0 | | | | | | | |
| Non-Executive Leadership | P | 1 | 0 | 0 | 0 | 0 | | | | | | | |
| 1E | S | 0 | 0 | 0 | 0 | 0 | | | | | | | |
| Lower level Mgr (non-exec) | P | 8 | 1 | 0 | 0 | 5 | | | | | | | |

EEO Code 2 Faculty

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|---|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 2G | S | 12 | 0 | 0 | 2 | 5 | | | | | | | |
| Non-Tenure Track Faculty -- Semester Appt | P | 27 | 1 | 0 | 6 | 9 | | | | | | | |

EEO Code 3 Professional Non-Faculty

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|--|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 3B | S | 9 | 0 | 0 | 0 | 9 | | | | | | | |
| Non-Faculty Upper-Mid Level Professional | P | 16 | 0 | 0 | 2 | 13 | | | | | | | |
| 3C | S | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| Non-Faculty Lower-Mid Level Professional | P | 9 | 1 | 0 | 0 | 6 | | | | | | | |

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|--------|---|-------|----------|----------|-------|-------|--|--|--|--|--|--|--|
| Totals | S | 23 | 0 | 0 | 2 | 15 | | | | | | | |
| | % | | 0.00 | 0.00 | 8.70 | 65.22 | | | | | | | |
| | P | 61 | 3 | 0 | 8 | 33 | | | | | | | |
| | % | | 4.92 | 0.00 | 13.11 | 54.10 | | | | | | | |

S - Selected, P - Pool

New Hire Summary

For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|--|-------|------|-------|--|--|--|--|--|--|--|--|
| 2G - Non-Tenure Track Faculty -- Semester Appt | 14 | 2 | 6 | | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | 8 | 0 | 8 | | | | | | | | |
| 3C - Non-Faculty Lower-Mid Level Professional | 1 | 0 | 1 | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | 2 | 0 | 1 | | | | | | | | |
| Totals | # 25 | 2 | 16 | | | | | | | | |
| | % | 8.00 | 64.00 | | | | | | | | |

Promotion Summary by Old Job
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|---|-------|------|-------|--|--|--|--|--|--|--|--|
| 2C - Tenure Track Faculty -- Assoc Prof | 1 | 0 | 0 | | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | 1 | 0 | 0 | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | 2 | 0 | 1 | | | | | | | | |
| 6A - Skilled Craft | 1 | 0 | 0 | | | | | | | | |
| Totals | # 5 | 0 | 1 | | | | | | | | |
| | % | 0.00 | 20.00 | | | | | | | | |

Transfer Summary by Old Job
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | |
|-------------------------------|-------|------|--------|--|--|--|--|--|--|--|
| 1B - Non-Executive Leadership | 1 | 0 | 1 | | | | | | | |
| Totals | # 1 | 0 | 1 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Termination Summary
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|--|-------|------|-------|--|--|--|--|--|--|--|--|
| 2C - Tenure Track Faculty -- Assoc Prof | 1 | 0 | 1 | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | 1 | 0 | 0 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 4 | 1 | 0 | | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | 6 | 0 | 6 | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | 1 | 0 | 0 | | | | | | | | |
| 4B - Middle Administrative Support | 1 | 0 | 1 | | | | | | | | |
| 8A - Upper Service and Maintenance | 1 | 0 | 0 | | | | | | | | |
| Totals | # 15 | 1 | 8 | | | | | | | | |
| | % | 6.67 | 53.33 | | | | | | | | |

Organizational Display

3030 - 01010 PRESIDENT(Not staffed)

3700 - 40010 VP E LEARNING(Not staffed)

2390 - 43010 DEAN SOUTHERN Total 25 (12 WM / 10 WF / 1 HM / 1 2M / 1 2F) Supervisors (2 WF)

190 - 43600 SO TECH IN APPLD STUDIES Total 1 (1 WM)

3955 - 47010 DIRECTOR PROCTORVILLE Total 3 (1 WM / 2 WF) Supervisors (1 WF)

4537 - 47030 PR STUDENT SERVICES Total 1 (1 WF)

4541 - 43210 SO ACCOUNTING TECH Total 4 (3 WM / 1 WF)

4542 - 43095 SO ADMINISTRATIVE SUPPRT Total 1 (1 WM)

4543 - 43100 SO ARTS SCIENCES Total 38 (20 WM / 15 WF / 1 BM / 1 AF / 1 HM) Supervisors (1 WF)

4544 - 43050 SO ASSOCIATE DEAN Total 5 (1 WM / 3 WF / 1 BF) Supervisors (1 BF)

4545 - 43130 SO BUSINESS Total 1 (1 WM)

4546 - 43200 SO BUSINESS MGT TECH Total 1 (1 WF)

4548 - 43080 SO COMM BUS OPERATIONS Total 1 (1 WF)

4549 - 43120 SO COMMUNICATION STUDIES Total 3 (1 WM / 1 AF / 1 2F)

4550 - 43310 SO COMPUTER SCIENCE TECH Total 3 (2 WM / 1 WF)

4551 - 43070 SO CONTINUING EDUCATION Total 2 (2 WF)

4553 - 43140 SO EDUCATION Total 9 (2 WM / 7 WF)

4554 - 43300 SO ELECTRONIC MEDIA Total 3 (3 WM) Supervisors (1 WM)

4565 - 43550 SO EQUINE STUDIES Total 8 (5 WM / 3 WF) Supervisors (1 WF)

4567 - 43020 SO FACILITIES MANAGEMENT Total 5 (5 WM) Supervisors (1 WM)

4568 - 43110 SO FINE ARTS Total 4 (2 WM / 2 WF)

4571 - 43150 SO HEALTH SCIENCES & PROFESSIONS Total 6 (1 WM / 5 WF)

4572 - 43500 SO HUMAN SERVICES TECH Total 3 (2 WM / 1 WF) Supervisors (1 WM)

4575 - 43800 SO INSTRUCTIONAL SUPPORT Total 2 (2 WF)

4576 - 43400 SO LAW ENFORCEMENT TECH Total 2 (1 WM / 1 WF)

4580 - 43510 SO NURSING Total 25 (3 WM / 21 WF / 1 BF) Supervisors (2 WF)

4582 - 43220 SO OFFICE TECH Total 1 (1 WM)

4584 - 43030 SO STUDENT SERVICES Total 10 (1 WM / 8 WF / 1 BM) Supervisors (1 BM)

Organizational Display

4585 - 43060 SO TECHNOLOGY SERVICES Total 4 (3 WM / 1 WF) Supervisors (1 WF)

4587 - 43170 SO UNIVERSITY COLLEGE Total 3 (2 WM / 1 WF)

5026 - 43560 SO HEALTH TECH Total 2 (2 WM)

5546 - 43012 SO PUBLIC RELATIONS Total 1 (1 WF)

Job Group Analysis

1A

Executive Leadership

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--|--|--|--|--|--|--|
| 40-86 - DEAN | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | # | 0 | 1 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |
| | Totals | | | | | | | | | |

Job Group Analysis

1B

Non-Executive Leadership

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------|---|--------|--------|--|--|--|--|--|--|--|
| 18-86 - ASSOC DEAN | # | 1 | 1 | | | | | | | |
| 1 Employee | % | 100.00 | 100.00 | | | | | | | |
| 1 Employee | # | 1 | 1 | | | | | | | |
| Totals | % | 100.00 | 100.00 | | | | | | | |

Job Group Analysis

1C

Upper level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|--------|-------|------|---|--|--|--|--|--|
| 4329-341 - M 4 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4894-338 - M 4 | # | 1 | 0 | | | | | | | |
| 1 Employee | % | 100.00 | 0.00 | | | | | | | |
| 2 Employees | Totals | | # | 1 | 0 | | | | | |
| | | % | 50.00 | 0.00 | | | | | | |

Job Group Analysis

1D

Middle level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4571-339 - M 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3963-338 - M 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4658-337 - M 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 3 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

1E

Lower level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4314-337 - M 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4890-336 - M 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 2 Employees | Totals # | 0 | 1 | | | | | | | |
| | % | 0.00 | 50.00 | | | | | | | |

Job Group Analysis

2B

Tenure Track Faculty -- Full Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|--------|--------|--------|--------|--|--|--|--|--|--|
| 376-PR - TENURE TRACK | # | 1 | 1 | | | | | | | |
| 1 Employee | % | 100.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 1 | 1 | | | | | | |
| | | % | 100.00 | 100.00 | | | | | | |

Job Group Analysis

2C

Tenure Track Faculty -- Assoc Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|----------|-------|-------|--|--|--|--|--|--|--|
| 376-AP - TENURE TRACK | # | 2 | 10 | | | | | | | |
| 13 Employees | % | 15.38 | 76.92 | | | | | | | |
| 13 Employees | Totals # | 2 | 10 | | | | | | | |
| | Totals % | 15.38 | 76.92 | | | | | | | |

Job Group Analysis

2D

Tenure Track Faculty -- Asst Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|--------|-------|-------|-------|---|--|--|--|--|--|
| 376-AS - TENURE TRACK | # | 1 | 3 | | | | | | | |
| 5 Employees | % | 20.00 | 60.00 | | | | | | | |
| 5 Employees | Totals | | # | 1 | 3 | | | | | |
| | | % | 20.00 | 60.00 | | | | | | |

Job Group Analysis

2E

Non-Tenure Track Faculty -- Visiting, OPIE

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 378-0000 - VISITING FAC | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

2F

Non-Tenure Track Faculty -- Term Faculty

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------|----------|------|-------|--|--|--|--|--|--|--|
| 377-0000 - TERM FACULTY | # | 0 | 14 | | | | | | | |
| 26 Employees | % | 0.00 | 53.85 | | | | | | | |
| 26 Employees | Totals # | 0 | 14 | | | | | | | |
| | Totals % | 0.00 | 53.85 | | | | | | | |

Job Group Analysis

2G

Non-Tenure Track Faculty -- Semester Appt

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------------|--------|------|-------|---|----|--|--|--|--|--|
| 1569-0000 - SEMESTER APPT | # | 3 | 38 | | | | | | | |
| 91 Employees | % | 3.30 | 41.76 | | | | | | | |
| 91 Employees | Totals | | # | 3 | 38 | | | | | |
| | % | 3.30 | 41.76 | | | | | | | |

Job Group Analysis

2H

Non-Tenure Track Faculty -- Early Retiree

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------------|--------|-------|-------|-------|-------|--|--|--|--|--|
| 371-0000 - EARLY RETIREE | # | 1 | 1 | | | | | | | |
| 2 Employees | % | 50.00 | 50.00 | | | | | | | |
| 2 Employees | Totals | | # | 1 | 1 | | | | | |
| | | | % | 50.00 | 50.00 | | | | | |

Job Group Analysis

3A

Non-Faculty Upper Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4063-338 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4039-337 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 2 Employees | Totals # | 0 | 2 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

3B

Non-Faculty Upper-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4224-336 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4013-335 - IC 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 2 Employees | Totals # | 0 | 2 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

3C

Non-Faculty Lower-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 3997-334 - IC 2 | # | 0 | 3 | | | | | | | |
| 3 Employees | % | 0.00 | 100.00 | | | | | | | |
| 4884-334 - IC 2 | # | 0 | 2 | | | | | | | |
| 2 Employees | % | 0.00 | 100.00 | | | | | | | |
| 4005-334 - IC 1 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 6 Employees | Totals # | 0 | 6 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

3D

Non-Faculty Low Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------|----------|------|--------|--|--|--|--|--|--|--|
| 35890-330 - TAS 1 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 32882-330 - TAS 1 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 2 Employees | Totals # | 0 | 1 | | | | | | | |
| | % | 0.00 | 50.00 | | | | | | | |

Job Group Analysis

4A

Upper Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 3863-335 - TAS 4 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

4B

Middle Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 3945-334 - TAS 3 | # | 0 | 2 | | | | | | | |
| 2 Employees | % | 0.00 | 100.00 | | | | | | | |
| 2 Employees | Totals | # | 0 | 2 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

4C

Lower Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|--------|--------|--|--|--|--|--|--|--|
| 3889-333 - TAS 3 | # | 1 | 1 | | | | | | | |
| 1 Employee | % | 100.00 | 100.00 | | | | | | | |
| 3857-333 - TAS 2 | # | 0 | 5 | | | | | | | |
| 7 Employees | % | 0.00 | 71.43 | | | | | | | |
| 3855-331 - TAS 1 | # | 0 | 2 | | | | | | | |
| 2 Employees | % | 0.00 | 100.00 | | | | | | | |
| 10 Employees | Totals # | 1 | 8 | | | | | | | |
| | Totals % | 10.00 | 80.00 | | | | | | | |

Job Group Analysis

5B

Middle Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 4627-337 - IC 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

5C

Lower Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 3929-335 - TAS 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

8B

Middle Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|------|--|--|--|--|--|--|--|
| 3881-332 - TAS 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 3875-332 - TAS 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 2 Employees | Totals # | 0 | 0 | | | | | | | |
| | % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis Summary by EEO Code

| EEO Code & Description | | Min | Fem | | | | | | | |
|-------------------------------------|----------|-------|-------|--|--|--|--|--|--|--|
| 1 - Executive & Administrative | # | 2 | 6 | | | | | | | |
| 9 Employees | % | 22.22 | 66.67 | | | | | | | |
| 2 - Faculty | # | 8 | 68 | | | | | | | |
| 139 Employees | % | 5.76 | 48.92 | | | | | | | |
| 3 - Professional Non-Faculty | # | 0 | 11 | | | | | | | |
| 12 Employees | % | 0.00 | 91.67 | | | | | | | |
| 4 - Clerical | # | 1 | 11 | | | | | | | |
| 13 Employees | % | 7.69 | 84.62 | | | | | | | |
| 5 - Technical and Paraprofessionals | # | 0 | 0 | | | | | | | |
| 2 Employees | % | 0.00 | 0.00 | | | | | | | |
| 7 - Service | # | 0 | 0 | | | | | | | |
| 2 Employees | % | 0.00 | 0.00 | | | | | | | |
| 177 Employees | Totals # | 11 | 96 | | | | | | | |
| | Totals % | 6.21 | 54.24 | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | |
|---|----------|---|--------|--------|--|--|--|--|--|--|--|
| 1A - Executive Leadership | # | | 0 | 1 | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 100.00 | | | | | | | |
| 1B - Non-Executive Leadership | # | | 1 | 1 | | | | | | | |
| 1 Employee | 1 | % | 100.00 | 100.00 | | | | | | | |
| 1C - Upper level Mgr (non-exec) | # | | 1 | 0 | | | | | | | |
| 2 Employees | 1 | % | 50.00 | 0.00 | | | | | | | |
| 1D - Middle level Mgr (non-exec) | # | | 0 | 3 | | | | | | | |
| 3 Employees | 1 | % | 0.00 | 100.00 | | | | | | | |
| 1E - Lower level Mgr (non-exec) | # | | 0 | 1 | | | | | | | |
| 2 Employees | 1 | % | 0.00 | 50.00 | | | | | | | |
| 2B - Tenure Track Faculty -- Full Prof | # | | 1 | 1 | | | | | | | |
| 1 Employee | 2 | % | 100.00 | 100.00 | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | # | | 2 | 10 | | | | | | | |
| 13 Employees | 2 | % | 15.38 | 76.92 | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | # | | 1 | 3 | | | | | | | |
| 5 Employees | 2 | % | 20.00 | 60.00 | | | | | | | |
| 2E - Non-Tenure Track Faculty -- Visiting, OPIE | # | | 0 | 1 | | | | | | | |
| 1 Employee | 2 | % | 0.00 | 100.00 | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | # | | 0 | 14 | | | | | | | |
| 26 Employees | 2 | % | 0.00 | 53.85 | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | # | | 3 | 38 | | | | | | | |
| 91 Employees | 2 | % | 3.30 | 41.76 | | | | | | | |
| 2H - Non-Tenure Track Faculty -- Early Retiree | # | | 1 | 1 | | | | | | | |
| 2 Employees | 2 | % | 50.00 | 50.00 | | | | | | | |
| 3A - Non-Faculty Upper Level Professional | # | | 0 | 2 | | | | | | | |
| 2 Employees | 3 | % | 0.00 | 100.00 | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | # | | 0 | 2 | | | | | | | |
| 2 Employees | 3 | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | | |
|---|----------|---|-------|--------|--|--|--|--|--|--|--|--|
| 3C - Non-Faculty Lower-Mid Level Professional | | # | 0 | 6 | | | | | | | | |
| 6 Employees | 3 | % | 0.00 | 100.00 | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | | # | 0 | 1 | | | | | | | | |
| 2 Employees | 3 | % | 0.00 | 50.00 | | | | | | | | |
| 4A - Upper Administrative Support | | # | 0 | 1 | | | | | | | | |
| 1 Employee | 4 | % | 0.00 | 100.00 | | | | | | | | |
| 4B - Middle Administrative Support | | # | 0 | 2 | | | | | | | | |
| 2 Employees | 4 | % | 0.00 | 100.00 | | | | | | | | |
| 4C - Lower Administrative Support | | # | 1 | 8 | | | | | | | | |
| 10 Employees | 4 | % | 10.00 | 80.00 | | | | | | | | |
| 5B - Middle Technical and Paraprofessional | | # | 0 | 0 | | | | | | | | |
| 1 Employee | 5 | % | 0.00 | 0.00 | | | | | | | | |
| 5C - Lower Technical and Paraprofessional | | # | 0 | 0 | | | | | | | | |
| 1 Employee | 5 | % | 0.00 | 0.00 | | | | | | | | |
| 8B - Middle Service and Maintenance | | # | 0 | 0 | | | | | | | | |
| 2 Employees | 7 | % | 0.00 | 0.00 | | | | | | | | |
| 177 Employees | Totals | # | 11 | 96 | | | | | | | | |
| | | % | 6.21 | 54.24 | | | | | | | | |

Availability Factor Computation Form

1A - Executive Leadership

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|--------|--------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 24.64 | 63.41 | | | | | | | | United States |
| | | Weighted Factor | 22.18 | 57.07 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 100.00 | 100.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 10.00 | 10.00 | | | | | | | | |
| | | Availability | 32.18 | 67.07 | | | | | | | | |

Availability Factor Computation Form

1B - Non-Executive Leadership

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 24.64 | 63.41 | | | | | | | | | United States |
| | | Weighted Factor | 12.32 | 31.70 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 6.90 | 51.72 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 3.45 | 25.86 | | | | | | | | | |
| | | Availability | 15.77 | 57.57 | | | | | | | | | |

Availability Factor Computation Form

1C - Upper level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 36.00 | Raw Statistics | 15.81 | 38.37 | | | | | | | | | US 50%; Ohio 50% |
| | | Weighted Factor | 5.69 | 13.81 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 64.00 | Raw Statistics | 0.00 | 53.85 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 34.46 | | | | | | | | | |
| | | Availability | 5.69 | 48.27 | | | | | | | | | |

Availability Factor Computation Form

1D - Middle level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|--------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 15.81 | 38.37 | | | | | | | | US 50%; Ohio 50% |
| | | Weighted Factor | 4.74 | 11.51 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 100.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 70.00 | | | | | | | | |
| | | Availability | 4.74 | 81.51 | | | | | | | | |

Availability Factor Computation Form

1E - Lower level Mgr (non-exec)

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 15.81 | 38.37 | | | | | | | | US 50%; Ohio 50% |
| | | Weighted Factor | 7.90 | 19.18 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 0.00 | 50.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 25.00 | | | | | | | | |
| Availability | | | 7.91 | 44.19 | | | | | | | | |

Availability Factor Computation Form

2B - Tenure Track Faculty -- Full Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 2.41 | 4.62 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 90.00 | Raw Statistics | 15.38 | 76.92 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 13.84 | 69.23 | | | | | | | | |
| | | Availability | 16.25 | 73.85 | | | | | | | | |

Availability Factor Computation Form

2C - Tenure Track Faculty -- Assoc Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 25.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 6.03 | 11.56 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 75.00 | Raw Statistics | 33.33 | 66.67 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 25.00 | 50.00 | | | | | | | | |
| | | Availability | 31.03 | 61.56 | | | | | | | | |

Availability Factor Computation Form

2D - Tenure Track Faculty -- Asst Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 80.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 19.29 | 36.98 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 20.00 | Raw Statistics | 2.56 | 44.44 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.51 | 8.89 | | | | | | | | |
| | | Availability | 19.80 | 45.87 | | | | | | | | |

Availability Factor Computation Form

2E - Non-Tenure Track Faculty -- Visiting, OPIE

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 21.70 | 41.61 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 2.56 | 44.44 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.26 | 4.44 | | | | | | | | |
| | | Availability | 21.96 | 46.05 | | | | | | | | |

Availability Factor Computation Form

2F - Non-Tenure Track Faculty -- Term Faculty

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 45.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 10.85 | 20.80 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 55.00 | Raw Statistics | 2.52 | 44.54 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.39 | 24.50 | | | | | | | | |
| | | Availability | 12.24 | 45.30 | | | | | | | | |

Availability Factor Computation Form

2G - Non-Tenure Track Faculty -- Semester Appt

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 7.79 | 35.28 | | | | | | | | 50% Lawrence - 50% State |
| | | Weighted Factor | 7.01 | 31.75 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 3.79 | 47.73 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.38 | 4.77 | | | | | | | | |
| | | Availability | 7.39 | 36.52 | | | | | | | | |

Availability Factor Computation Form

2H - Non-Tenure Track Faculty -- Early Retiree

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 0.00 | Raw Statistics | 1.41 | 24.40 | | | | | | | | Lawrence, OH |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 100.00 | Raw Statistics | 20.00 | 70.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 20.00 | 70.00 | | | | | | | | |
| | | Availability | 20.00 | 70.00 | | | | | | | | |

Availability Factor Computation Form

3A - Non-Faculty Upper Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 7.79 | 35.28 | | | | | | | | 50% Lawrence - 50% State |
| | | Weighted Factor | 3.90 | 17.64 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 2.33 | 65.12 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.16 | 32.56 | | | | | | | | |
| | | Availability | 5.07 | 50.20 | | | | | | | | |

Availability Factor Computation Form

3B - Non-Faculty Upper-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 70.00 | Raw Statistics | 7.79 | 35.28 | | | | | | | | 50% Lawrence - 50% State |
| | | Weighted Factor | 5.45 | 24.70 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 30.00 | Raw Statistics | 3.51 | 50.88 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.05 | 15.26 | | | | | | | | |
| | | Availability | 6.50 | 39.96 | | | | | | | | |

Availability Factor Computation Form

3C - Non-Faculty Lower-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|--------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 75.00 | Raw Statistics | 7.79 | 35.28 | | | | | | | | | 50% Lawrence - 50% State |
| | | Weighted Factor | 5.84 | 26.46 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 25.00 | Raw Statistics | 3.67 | 48.62 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.92 | 12.16 | | | | | | | | | |
| | | Availability | 6.76 | 38.62 | | | | | | | | | |

Availability Factor Computation Form

3D - Non-Faculty Low Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 85.00 | Raw Statistics | 29.93 | 49.36 | | | | | | | | United States |
| | | Weighted Factor | 25.44 | 41.96 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 15.00 | Raw Statistics | 3.23 | 41.94 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.48 | 6.29 | | | | | | | | |
| | | Availability | 25.92 | 48.25 | | | | | | | | |

Availability Factor Computation Form

4A - Upper Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|--------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 10.88 | 56.48 | | | | | | | | 50% Lawrence - 50% State |
| | | Weighted Factor | 5.44 | 28.24 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 3.88 | 46.60 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.94 | 23.30 | | | | | | | | |
| Availability | | | 7.38 | 51.54 | | | | | | | | |

Availability Factor Computation Form

4B - Middle Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|--------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 10.88 | 56.48 | | | | | | | | 50% Lawrence - 50% State |
| | | Weighted Factor | 3.26 | 16.94 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 8.33 | 83.33 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 5.83 | 58.33 | | | | | | | | |
| Availability | | | 9.09 | 75.27 | | | | | | | | |

Availability Factor Computation Form

4C - Lower Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|--------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 10.88 | 56.48 | | | | | | | | 50% Lawrence - 50% State |
| | | Weighted Factor | 3.26 | 16.94 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 8.33 | 75.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 5.83 | 52.50 | | | | | | | | |
| Availability | | | 9.09 | 69.44 | | | | | | | | |

Availability Factor Computation Form

5B - Middle Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 34.00 | Raw Statistics | 1.34 | 40.94 | | | | | | | | Lawrence, OH |
| | | Weighted Factor | 0.46 | 13.92 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 66.00 | Raw Statistics | 3.16 | 43.16 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.09 | 28.49 | | | | | | | | |
| | | Availability | 2.55 | 42.41 | | | | | | | | |

Availability Factor Computation Form

5C - Lower Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 60.00 | Raw Statistics | 1.34 | 40.94 | | | | | | | | | Lawrence, OH |
| | | Weighted Factor | 0.80 | 24.56 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 40.00 | Raw Statistics | 0.00 | 0.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | | |
| | | Availability | 0.80 | 24.56 | | | | | | | | | |

Availability Factor Computation Form

8B - Middle Service and Maintenance

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.00 | Raw Statistics | 2.62 | 38.07 | | | | | | | | Lawrence, OH |
| | | Weighted Factor | 0.26 | 3.81 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 90.00 | Raw Statistics | 0.00 | 25.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 22.50 | | | | | | | | |
| | | Availability | 0.26 | 26.31 | | | | | | | | |

Incumbency vs. Estimated Availability

| 1A | | Executive Leadership | |
|----------------|-------------------|-----------------------------------|--------|
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 32.18 | 67.07 |
| | | 0.678E | |
| 1B | | Non-Executive Leadership | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 100.00 | 100.00 |
| | Statistical Value | 15.77 | 57.57 |
| | | | |
| 1C | | Upper level Mgr (non-exec) | |
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 50.00 | 0.00 |
| | Statistical Value | 5.69 | 48.27 |
| | | | 0.268E |
| 1D | | Middle level Mgr (non-exec) | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 4.74 | 81.51 |
| | | 0.864E | |
| 1E | | Lower level Mgr (non-exec) | |
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 50.00 |
| | Statistical Value | 7.91 | 44.19 |
| | | 0.848E | |
| 2B | | Tenure Track Faculty -- Full Prof | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 100.00 | 100.00 |
| | Statistical Value | 16.25 | 73.85 |
| | | | |

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.

Incumbency vs. Estimated Availability

| 2C | | Tenure Track Faculty -- Assoc Prof | |
|-----------------|-------------------|--|--------|
| Total Emp 13 | Employment % | 15.38 | 76.92 |
| | Availability % | 31.03 | 61.56 |
| | Statistical Value | 0.181E | |
| 2D | | Tenure Track Faculty -- Asst Prof | |
| Total Emp 5 | Employment % | 20.00 | 60.00 |
| | Availability % | 19.80 | 45.87 |
| | Statistical Value | | |
| 2E | | Non-Tenure Track Faculty -- Visiting, OPIE | |
| Total Emp 1 | Employment % | 0.00 | 100.00 |
| | Availability % | 21.96 | 46.05 |
| | Statistical Value | 0.780E | |
| 2F | | Non-Tenure Track Faculty -- Term Faculty | |
| Total Emp 26 | Employment % | 0.00 | 53.85 |
| | Availability % | 12.24 | 45.30 |
| | Statistical Value | 0.067E | |
| 2G | | Non-Tenure Track Faculty -- Semester Appt | |
| Total Emp 91 | Employment % | 3.30 | 41.76 |
| | Availability % | 7.39 | 36.52 |
| | Statistical Value | 1.493 | |
| 2H | | Non-Tenure Track Faculty -- Early Retiree | |
| Total Emp 2 | Employment % | 50.00 | 50.00 |
| | Availability % | 20.00 | 70.00 |
| | Statistical Value | | 0.510E |
| 3A | | Non-Faculty Upper Level Professional | |
| Total Emp 2 | Employment % | 0.00 | 100.00 |
| | Availability % | 5.07 | 50.20 |
| | Statistical Value | 0.901E | |

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.

Incumbency vs. Estimated Availability

| 3B | | Non-Faculty Upper-Mid Level Professional | |
|-----------------|-------------------|--|--------|
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 6.50 | 39.96 |
| | | 0.874E | |
| 3C | | Non-Faculty Lower-Mid Level Professional | |
| Total Emp 6 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 6.76 | 38.62 |
| | | 0.657E | |
| 3D | | Non-Faculty Low Level Professional | |
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 50.00 |
| | Statistical Value | 25.92 | 48.25 |
| | | 0.549E | |
| 4A | | Upper Administrative Support | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 7.38 | 51.54 |
| | | 0.926E | |
| 4B | | Middle Administrative Support | |
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 9.09 | 75.27 |
| | | 0.826E | |
| 4C | | Lower Administrative Support | |
| Total Emp 10 | Employment % | Min | Fem |
| | Availability % | 10.00 | 80.00 |
| | Statistical Value | 9.09 | 69.44 |
| | | | |
| 5B | | Middle Technical and Paraprofessional | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 2.55 | 42.41 |
| | | 0.974E | 0.576E |

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.

Incumbency vs. Estimated Availability

| 5C | | Lower Technical and Paraprofessional | |
|----------------|-------------------|--------------------------------------|--------|
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 0.992E | 0.754E |

| 8B | | Middle Service and Maintenance | |
|----------------|-------------------|--------------------------------|-------|
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 0.26 | 26.31 |

Total Employment: 177

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.

Placement Goals

| Job Group & Name | Min | Fem | | | | | | | | |
|--|-------|-----|--|--|--|--|--|--|--|--|
| 2C - Tenure Track Faculty -- Assoc Prof | 31.03 | | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | 12.24 | | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 7.39 | | | | | | | | | |

Goal Attainment

| 2C | | Tenure Track Faculty -- Assoc Prof | | | | | | | | | | | | | | | | |
|-----------------|-------|------------------------------------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | |
| Prior Year Goal | | 27.46 | | | | | | | | | | | | | | | | |
| New Hire | 0 | 0 | N/A | | | | | | | | | | | | | | | |
| Promotion | 1 | 0 | 0.00 | | | | | | | | | | | | | | | |
| Total Opps | 1 | 0 | 0.00 | | | | | | | | | | | | | | | |
| Achieved? * | | LIMITED | | | | | | | | | | | | | | | | |

| 2F | | Non-Tenure Track Faculty -- Term Faculty | | | | | | | | | | | | | | | | |
|-----------------|-------|--|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | |
| Prior Year Goal | | 12.49 | | | | | | | | | | | | | | | | |
| New Hire | 2 | 0 | 0.00 | | | | | | | | | | | | | | | |
| Promotion | 1 | 0 | 0.00 | | | | | | | | | | | | | | | |
| Total Opps | 3 | 0 | 0.00 | | | | | | | | | | | | | | | |
| Achieved? * | | LIMITED | | | | | | | | | | | | | | | | |

| 2G | | Non-Tenure Track Faculty -- Semester Appt | | | | | | | | | | | | | | | | |
|-----------------|-------|---|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | |
| Prior Year Goal | | 7.42 | | | | | | | | | | | | | | | | |
| New Hire | 9 | 0 | 0.00 | | | | | | | | | | | | | | | |
| Promotion | 0 | 0 | N/A | | | | | | | | | | | | | | | |
| Total Opps | 9 | 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.

Applicant Summary

For Period: 11/1/2016 to 10/31/2017

EEO Code 1 Executive & Administrative

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|-----------------------------|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 1B | S | 1 | 0 | 0 | 1 | 1 | | | | | | | |
| Non-Executive Leadership | P | 23 | 0 | 0 | 9 | 13 | | | | | | | |
| 1C | S | 1 | 0 | 0 | 1 | 0 | | | | | | | |
| Upper level Mgr (non-exec) | P | 1 | 0 | 0 | 1 | 0 | | | | | | | |
| 1D | S | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| Middle level Mgr (non-exec) | P | 1 | 0 | 0 | 0 | 1 | | | | | | | |

EEO Code 2 Faculty

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|--|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 2D | S | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| Tenure Track Faculty -- Asst Prof | P | 7 | 0 | 0 | 1 | 6 | | | | | | | |
| 2E | S | 2 | 0 | 0 | 0 | 2 | | | | | | | |
| Non-Tenure Track Faculty -- Visiting, OPIE | P | 2 | 0 | 0 | 0 | 2 | | | | | | | |
| 2F | S | 4 | 0 | 0 | 0 | 4 | | | | | | | |
| Non-Tenure Track Faculty -- Term Faculty | P | 15 | 0 | 0 | 3 | 8 | | | | | | | |
| 2G | S | 8 | 0 | 0 | 0 | 6 | | | | | | | |
| Non-Tenure Track Faculty -- Semester Appt | P | 34 | 0 | 0 | 2 | 24 | | | | | | | |

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2016 to 10/31/2017

EEO Code 3

Professional Non-Faculty

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|--|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 3A | S | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| Non-Faculty Upper Level Professional | P | 19 | 0 | 0 | 6 | 8 | | | | | | | |
| 3C | S | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| Non-Faculty Lower-Mid Level Professional | P | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| 3D | S | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| Non-Faculty Low Level Professional | P | 1 | 0 | 0 | 0 | 1 | | | | | | | |

EEO Code 4

Clerical

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|------------------------------|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 4C | S | 1 | 0 | 0 | 0 | 0 | | | | | | | |
| Lower Administrative Support | P | 8 | 0 | 0 | 2 | 7 | | | | | | | |

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|--------|---|-------|----------|----------|-------|-------|--|--|--|--|--|--|--|
| Totals | S | 22 | 0 | 0 | 2 | 18 | | | | | | | |
| | % | | 0.00 | 0.00 | 9.09 | 81.82 | | | | | | | |
| | P | 112 | 0 | 0 | 24 | 71 | | | | | | | |
| | % | | 0.00 | 0.00 | 21.43 | 63.39 | | | | | | | |

S - Selected, P - Pool

New Hire Summary
 For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|---|-------|------|-------|--|--|--|--|--|--|--|--|
| 1B - Non-Executive Leadership | 1 | 1 | 1 | | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | 1 | 0 | 1 | | | | | | | | |
| 2E - Non-Tenure Track Faculty -- Visiting, OPIE | 1 | 0 | 1 | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | 2 | 0 | 2 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 9 | 0 | 7 | | | | | | | | |
| 3A - Non-Faculty Upper Level Professional | 1 | 0 | 1 | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | 1 | 0 | 1 | | | | | | | | |
| 4C - Lower Administrative Support | 1 | 0 | 0 | | | | | | | | |
| Totals | # 17 | 1 | 14 | | | | | | | | |
| | % | 5.88 | 82.35 | | | | | | | | |

Promotion Summary by Old Job
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | |
|---|-------|-------|-------|--|--|--|--|--|--|--|
| 1E - Lower level Mgr (non-exec) | 1 | 1 | 0 | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | 1 | 0 | 1 | | | | | | | |
| 2E - Non-Tenure Track Faculty -- Visiting, OPIE | 1 | 0 | 1 | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | 1 | 0 | 1 | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 1 | 0 | 1 | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | 1 | 0 | 1 | | | | | | | |
| 4C - Lower Administrative Support | 1 | 0 | 1 | | | | | | | |
| Totals | # 7 | 1 | 6 | | | | | | | |
| | % | 14.29 | 85.71 | | | | | | | |

Transfer Summary by Old Job
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|---|-------|------|-------|--|--|--|--|--|--|--|--|
| 1D - Middle level Mgr (non-exec) | 1 | 0 | 1 | | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | 1 | 0 | 1 | | | | | | | | |
| 3C - Non-Faculty Lower-Mid Level Professional | 1 | 0 | 1 | | | | | | | | |
| 4C - Lower Administrative Support | 1 | 0 | 0 | | | | | | | | |
| Totals | # 4 | 0 | 3 | | | | | | | | |
| | % | 0.00 | 75.00 | | | | | | | | |

Termination Summary
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|--|-------|------|-------|--|--|--|--|--|--|--|--|
| 2F - Non-Tenure Track Faculty -- Term Faculty | 2 | 0 | 2 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 7 | 0 | 4 | | | | | | | | |
| 3A - Non-Faculty Upper Level Professional | 1 | 0 | 1 | | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | 1 | 1 | 0 | | | | | | | | |
| 3C - Non-Faculty Lower-Mid Level Professional | 3 | 0 | 1 | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | 2 | 0 | 2 | | | | | | | | |
| 4A - Upper Administrative Support | 1 | 0 | 1 | | | | | | | | |
| 4C - Lower Administrative Support | 1 | 0 | 1 | | | | | | | | |
| Totals | # 18 | 1 | 12 | | | | | | | | |
| | % | 5.56 | 66.67 | | | | | | | | |

Organizational Display

3030 - 01010 PRESIDENT(Not staffed)

3700 - 40010 VP E LEARNING(Not staffed)

3790 - 46010 DEAN ZANESVILLE Total 7 (3 WM / 4 WF) Supervisors (2 WM)

4241 - 46095 ZA ADMINISTRATIVE SUPPRT Total 1 (1 WF)

4261 - 46510 ZA NURSING Total 16 (2 WM / 13 WF / 1 HF) Supervisors (1 WF)

4602 - 46100 ZA ARTS SCIENCES Total 38 (17 WM / 15 WF / 1 BM / 3 AM / 1 HF / 1 2F) Supervisors (1 WF)

4603 - 46050 ZA ASSOCIATE DEAN Total 1 (1 WF) Supervisors (1 WF)

4604 - 46130 ZA BUSINESS Total 3 (1 WM / 2 WF)

4608 - 46120 ZA COMMUNICATION STUDIES Total 4 (1 WM / 1 WF / 1 BF / 1 AF)

4610 - 46070 ZA CONTINUING EDUCATION Total 1 (1 WF)

4612 - 46140 ZA EDUCATION Total 12 (5 WM / 7 WF)

4613 - 46300 ZA ELECTRONIC MEDIA Total 2 (2 WM)

4620 - 46020 ZA FACILITIES MANAGEMENT Total 15 (12 WM / 1 WF / 2 BM) Supervisors (1 WM)

4621 - 46110 ZA FINE ARTS Total 4 (3 WM / 1 WF)

4624 - 46150 ZA HEALTH SCIENCES & PROFESSIONS Total 5 (1 WM / 3 WF / 1 BM)

4626 - 46040 ZA LIBRARY Total 3 (3 WF) Supervisors (1 WF)

4627 - 46030 ZA STUDENT SERVICES Total 11 (4 WM / 7 WF) Supervisors (2 WM / 1 WF)

4628 - 46060 ZA TECHNOLOGY SERVICES Total 4 (3 WM / 1 WF) Supervisors (1 WM)

4632 - 46800 ZA INSTRUCTIONAL SUPPORT Total 1 (1 WF)

6017 - 46680 ZA SPORT AND LIFESTYLE STUDIES Total 1 (1 WF)

Job Group Analysis

1A

Executive Leadership

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|---|------|------|--|--|--|--|--|--|--|
| 40-86 - DEAN | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | # | 0 | 0 | | | | | | | |
| Totals | % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis

1B

Non-Executive Leadership

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 905-86 - ACAD_ASST_ASSOC_DEAN | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

1D

Middle level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4571-339 - M 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4327-338 - M 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4892-338 - M 3 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4658-337 - M 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4 Employees | Totals # | 0 | 1 | | | | | | | |
| | % | 0.00 | 25.00 | | | | | | | |

Job Group Analysis

1E

Lower level Mgr (non-exec)

EEO Code: 1

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------|----------|------|------|--|--|--|--|--|--|--|
| 6857-338 - M 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 28915-336 - M 2 NE | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 2 Employees | Totals # | 0 | 0 | | | | | | | |
| | % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis

2B

Tenure Track Faculty -- Full Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|--------|-------|-------|-------|-------|--|--|--|--|--|
| 376-PR - TENURE TRACK | # | 3 | 1 | | | | | | | |
| 5 Employees | % | 60.00 | 20.00 | | | | | | | |
| 5 Employees | Totals | | # | 3 | 1 | | | | | |
| | | | % | 60.00 | 20.00 | | | | | |

Job Group Analysis

2C

Tenure Track Faculty -- Assoc Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|--------|-------|-------|---|----|--|--|--|--|--|
| 376-AP - TENURE TRACK | # | 4 | 11 | | | | | | | |
| 18 Employees | % | 22.22 | 61.11 | | | | | | | |
| 18 Employees | Totals | | # | 4 | 11 | | | | | |
| | % | 22.22 | 61.11 | | | | | | | |

Job Group Analysis

2D

Tenure Track Faculty -- Asst Prof

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-----------------------|---|------|-------|--|--|--|--|--|--|--|
| 376-AS - TENURE TRACK | # | 0 | 5 | | | | | | | |
| 7 Employees | % | 0.00 | 71.43 | | | | | | | |
| 7 Employees | # | 0 | 5 | | | | | | | |
| Totals | % | 0.00 | 71.43 | | | | | | | |

Job Group Analysis

2F

Non-Tenure Track Faculty -- Term Faculty

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|-------------------------|--------|------|-------|-------|--|--|--|--|--|--|
| 377-0000 - TERM FACULTY | # | 1 | 10 | | | | | | | |
| 14 Employees | % | 7.14 | 71.43 | | | | | | | |
| 14 Employees | Totals | # | 1 | 10 | | | | | | |
| | | % | 7.14 | 71.43 | | | | | | |

Job Group Analysis

2G

Non-Tenure Track Faculty -- Semester Appt

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------------|--------|------|-------|---|----|--|--|--|--|--|
| 1569-0000 - SEMESTER APPT | # | 1 | 19 | | | | | | | |
| 35 Employees | % | 2.86 | 54.29 | | | | | | | |
| 35 Employees | Totals | | # | 1 | 19 | | | | | |
| | % | 2.86 | 54.29 | | | | | | | |

Job Group Analysis

2H

Non-Tenure Track Faculty -- Early Retiree

EEO Code: 2

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------------|--------|------|-------|---|---|--|--|--|--|--|
| 371-0000 - EARLY RETIREE | # | 0 | 1 | | | | | | | |
| 5 Employees | % | 0.00 | 20.00 | | | | | | | |
| 5 Employees | Totals | | # | 0 | 1 | | | | | |
| | % | 0.00 | 20.00 | | | | | | | |

Job Group Analysis

3A

Non-Faculty Upper Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 4039-337 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

3B

Non-Faculty Upper-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 4224-336 - IC 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4463-336 - IC 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4007-335 - IC 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4005-335 - IC 1 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 4 Employees | Totals # | 0 | 3 | | | | | | | |
| | % | 0.00 | 75.00 | | | | | | | |

Job Group Analysis

3C

Non-Faculty Lower-Mid Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------|----------|------|--------|--|--|--|--|--|--|--|
| 3997-334 - IC 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 4898-334 - IC 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 28871-333 - IC 1 NE | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 2 | | | | | | | |
| | % | 0.00 | 66.67 | | | | | | | |

Job Group Analysis

3D

Non-Faculty Low Level Professional

EEO Code: 3

| Job Code & Title | | Min | Fem | | | | | | | |
|----------------------|--------|------|-------|---|---|--|--|--|--|--|
| 116-0000 - TERM APPT | # | 0 | 1 | | | | | | | |
| 2 Employees | % | 0.00 | 50.00 | | | | | | | |
| 2 Employees | Totals | | # | 0 | 1 | | | | | |
| | % | 0.00 | 50.00 | | | | | | | |

Job Group Analysis

4A

Upper Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|--------|--------|--|--|--|--|--|--|
| 3863-335 - TAS 4 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 1 | | | | | | |
| | | % | 0.00 | 100.00 | | | | | | |

Job Group Analysis

4B

Middle Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|------|--------|--|--|--|--|--|--|--|
| 3937-334 - TAS 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3861-334 - TAS 3 | # | 0 | 5 | | | | | | | |
| 5 Employees | % | 0.00 | 100.00 | | | | | | | |
| 3945-334 - TAS 3 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 7 Employees | Totals # | 0 | 7 | | | | | | | |
| | % | 0.00 | 100.00 | | | | | | | |

Job Group Analysis

4C

Lower Administrative Support

EEO Code: 4

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|----------|-------|--------|--|--|--|--|--|--|--|
| 3935-333 - TAS 2 | # | 0 | 1 | | | | | | | |
| 1 Employee | % | 0.00 | 100.00 | | | | | | | |
| 3857-333 - TAS 2 | # | 1 | 2 | | | | | | | |
| 2 Employees | % | 50.00 | 100.00 | | | | | | | |
| 3 Employees | Totals # | 1 | 3 | | | | | | | |
| | % | 33.33 | 100.00 | | | | | | | |

Job Group Analysis

5B

Middle Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|------|------|--|--|--|--|--|--|
| 4615-336 - IC 2 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1 Employee | Totals | # | 0 | 0 | | | | | | |
| | | % | 0.00 | 0.00 | | | | | | |

Job Group Analysis

5C

Lower Technical and Paraprofessional

EEO Code: 5

| Job Code & Title | | Min | Fem | | | | | | | |
|------------------|--------|------|-------|---|---|--|--|--|--|--|
| 3929-335 - TAS 3 | # | 0 | 1 | | | | | | | |
| 2 Employees | % | 0.00 | 50.00 | | | | | | | |
| 2 Employees | Totals | | # | 0 | 1 | | | | | |
| | % | 0.00 | 50.00 | | | | | | | |

Job Group Analysis

6A

Skilled Craft

EEO Code: 6

| Job Code & Title | | Min | Fem | | | | | | | |
|--------------------------------|----------|------|------|--|--|--|--|--|--|--|
| 163-47 - BLDG MAINT SPEC | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 272-42 - MAINT REPAIR WORKER 4 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 269-22 - MAINT REPAIR WORKER 1 | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 3 Employees | Totals # | 0 | 0 | | | | | | | |
| | Totals % | 0.00 | 0.00 | | | | | | | |

Job Group Analysis

8B

Middle Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | | |
|----------------------------|----------|--------|------|--|--|--|--|--|--|--|--|
| 244-27 - GROUNDSKEEPER 2 | # | 0 | 0 | | | | | | | | |
| 3 Employees | % | 0.00 | 0.00 | | | | | | | | |
| 210-22 - DELIVERY WORKER 1 | # | 1 | 0 | | | | | | | | |
| 1 Employee | % | 100.00 | 0.00 | | | | | | | | |
| 4 Employees | Totals # | 1 | 0 | | | | | | | | |
| | % | 25.00 | 0.00 | | | | | | | | |

Job Group Analysis

8C

Lower Service and Maintenance

EEO Code: 7

| Job Code & Title | | Min | Fem | | | | | | | |
|---------------------------------|----------|--------|------|--|--|--|--|--|--|--|
| 202-12 - CUSTODIAL WORKER 1 | # | 0 | 0 | | | | | | | |
| 4 Employees | % | 0.00 | 0.00 | | | | | | | |
| 1813-311 - CUSTODIAL WORKER 1 A | # | 0 | 0 | | | | | | | |
| 1 Employee | % | 0.00 | 0.00 | | | | | | | |
| 1813-310 - CUSTODIAL WORKER 1 A | # | 1 | 0 | | | | | | | |
| 1 Employee | % | 100.00 | 0.00 | | | | | | | |
| 6 Employees | Totals # | 1 | 0 | | | | | | | |
| | % | 16.67 | 0.00 | | | | | | | |

Job Group Analysis Summary by EEO Code

| EEO Code & Description | | Min | Fem | | | | | | | |
|-------------------------------------|----------|-------|--------|--|--|--|--|--|--|--|
| 1 - Executive & Administrative | # | 0 | 2 | | | | | | | |
| 8 Employees | % | 0.00 | 25.00 | | | | | | | |
| 2 - Faculty | # | 9 | 47 | | | | | | | |
| 84 Employees | % | 10.71 | 55.95 | | | | | | | |
| 3 - Professional Non-Faculty | # | 0 | 7 | | | | | | | |
| 10 Employees | % | 0.00 | 70.00 | | | | | | | |
| 4 - Clerical | # | 1 | 11 | | | | | | | |
| 11 Employees | % | 9.09 | 100.00 | | | | | | | |
| 5 - Technical and Paraprofessionals | # | 0 | 1 | | | | | | | |
| 3 Employees | % | 0.00 | 33.33 | | | | | | | |
| 6 - Skilled Crafts | # | 0 | 0 | | | | | | | |
| 3 Employees | % | 0.00 | 0.00 | | | | | | | |
| 7 - Service | # | 2 | 0 | | | | | | | |
| 10 Employees | % | 20.00 | 0.00 | | | | | | | |
| 129 Employees | Totals # | 12 | 68 | | | | | | | |
| | Totals % | 9.30 | 52.71 | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | |
|--|----------|---|-------|--------|--|--|--|--|--|--|--|
| 1A - Executive Leadership | # | | 0 | 0 | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 0.00 | | | | | | | |
| 1B - Non-Executive Leadership | # | | 0 | 1 | | | | | | | |
| 1 Employee | 1 | % | 0.00 | 100.00 | | | | | | | |
| 1D - Middle level Mgr (non-exec) | # | | 0 | 1 | | | | | | | |
| 4 Employees | 1 | % | 0.00 | 25.00 | | | | | | | |
| 1E - Lower level Mgr (non-exec) | # | | 0 | 0 | | | | | | | |
| 2 Employees | 1 | % | 0.00 | 0.00 | | | | | | | |
| 2B - Tenure Track Faculty -- Full Prof | # | | 3 | 1 | | | | | | | |
| 5 Employees | 2 | % | 60.00 | 20.00 | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | # | | 4 | 11 | | | | | | | |
| 18 Employees | 2 | % | 22.22 | 61.11 | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | # | | 0 | 5 | | | | | | | |
| 7 Employees | 2 | % | 0.00 | 71.43 | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | # | | 1 | 10 | | | | | | | |
| 14 Employees | 2 | % | 7.14 | 71.43 | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | # | | 1 | 19 | | | | | | | |
| 35 Employees | 2 | % | 2.86 | 54.29 | | | | | | | |
| 2H - Non-Tenure Track Faculty -- Early Retiree | # | | 0 | 1 | | | | | | | |
| 5 Employees | 2 | % | 0.00 | 20.00 | | | | | | | |
| 3A - Non-Faculty Upper Level Professional | # | | 0 | 1 | | | | | | | |
| 1 Employee | 3 | % | 0.00 | 100.00 | | | | | | | |
| 3B - Non-Faculty Upper-Mid Level Professional | # | | 0 | 3 | | | | | | | |
| 4 Employees | 3 | % | 0.00 | 75.00 | | | | | | | |
| 3C - Non-Faculty Lower-Mid Level Professional | # | | 0 | 2 | | | | | | | |
| 3 Employees | 3 | % | 0.00 | 66.67 | | | | | | | |
| 3D - Non-Faculty Low Level Professional | # | | 0 | 1 | | | | | | | |
| 2 Employees | 3 | % | 0.00 | 50.00 | | | | | | | |

Job Group Analysis Summary

| Job Group & Name | EEO Code | | Min | Fem | | | | | | | | |
|--|----------|---|-------|--------|--|--|--|--|--|--|--|--|
| 4A - Upper Administrative Support | | # | 0 | 1 | | | | | | | | |
| 1 Employee | 4 | % | 0.00 | 100.00 | | | | | | | | |
| 4B - Middle Administrative Support | | # | 0 | 7 | | | | | | | | |
| 7 Employees | 4 | % | 0.00 | 100.00 | | | | | | | | |
| 4C - Lower Administrative Support | | # | 1 | 3 | | | | | | | | |
| 3 Employees | 4 | % | 33.33 | 100.00 | | | | | | | | |
| 5B - Middle Technical and Paraprofessional | | # | 0 | 0 | | | | | | | | |
| 1 Employee | 5 | % | 0.00 | 0.00 | | | | | | | | |
| 5C - Lower Technical and Paraprofessional | | # | 0 | 1 | | | | | | | | |
| 2 Employees | 5 | % | 0.00 | 50.00 | | | | | | | | |
| 6A - Skilled Craft | | # | 0 | 0 | | | | | | | | |
| 3 Employees | 6 | % | 0.00 | 0.00 | | | | | | | | |
| 8B - Middle Service and Maintenance | | # | 1 | 0 | | | | | | | | |
| 4 Employees | 7 | % | 25.00 | 0.00 | | | | | | | | |
| 8C - Lower Service and Maintenance | | # | 1 | 0 | | | | | | | | |
| 6 Employees | 7 | % | 16.67 | 0.00 | | | | | | | | |
| 129 Employees | Totals | # | 12 | 68 | | | | | | | | |
| | | % | 9.30 | 52.71 | | | | | | | | |

Availability Factor Computation Form

1A - Executive Leadership

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 24.64 | 63.41 | | | | | | | | United States |
| | | Weighted Factor | 22.18 | 57.07 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 50.00 | 33.33 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 5.00 | 3.33 | | | | | | | | |
| | | Availability | 27.18 | 60.40 | | | | | | | | |

Availability Factor Computation Form

1B - Non-Executive Leadership

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 24.64 | 63.41 | | | | | | | | | United States |
| | | Weighted Factor | 12.32 | 31.70 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 21.05 | 57.89 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 10.52 | 28.94 | | | | | | | | | |
| | | Availability | 22.85 | 60.66 | | | | | | | | | |

Availability Factor Computation Form

1D - Middle level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|--------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 15.81 | 38.37 | | | | | | | | US 50%; Ohio 50% |
| | | Weighted Factor | 4.74 | 11.51 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 0.00 | 100.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 70.00 | | | | | | | | |
| | | Availability | 4.74 | 81.51 | | | | | | | | |

Availability Factor Computation Form

1E - Lower level Mgr (non-exec)

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 70.00 | Raw Statistics | 15.81 | 38.37 | | | | | | | | US 50%; Ohio 50% |
| | | Weighted Factor | 11.07 | 26.86 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 30.00 | Raw Statistics | 0.00 | 50.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 15.00 | | | | | | | | |
| | | Availability | 11.07 | 41.86 | | | | | | | | |

Availability Factor Computation Form

2B - Tenure Track Faculty -- Full Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 2.41 | 4.62 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 90.00 | Raw Statistics | 22.22 | 61.11 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 20.00 | 55.00 | | | | | | | | |
| | | Availability | 22.41 | 59.62 | | | | | | | | |

Availability Factor Computation Form

2C - Tenure Track Faculty -- Assoc Prof

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 25.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | | United States |
| | | Weighted Factor | 6.03 | 11.56 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 75.00 | Raw Statistics | 0.00 | 71.43 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 53.57 | | | | | | | | | |
| | | Availability | 6.03 | 65.13 | | | | | | | | | |

Availability Factor Computation Form

2D - Tenure Track Faculty -- Asst Prof

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 80.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 19.29 | 36.98 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 20.00 | Raw Statistics | 4.08 | 59.18 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.82 | 11.84 | | | | | | | | |
| | | Availability | 20.11 | 48.82 | | | | | | | | |

Availability Factor Computation Form

2F - Non-Tenure Track Faculty -- Term Faculty

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 45.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 10.85 | 20.80 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 55.00 | Raw Statistics | 3.92 | 58.82 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 2.16 | 32.35 | | | | | | | | |
| | | Availability | 13.01 | 53.15 | | | | | | | | |

Availability Factor Computation Form

2G - Non-Tenure Track Faculty -- Semester Appt

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 90.00 | Raw Statistics | 8.05 | 41.03 | | | | | | | | 50% Zanesville - 50% State |
| | | Weighted Factor | 7.24 | 36.93 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 10.00 | Raw Statistics | 8.70 | 59.42 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.87 | 5.94 | | | | | | | | |
| | | Availability | 8.12 | 42.87 | | | | | | | | |

Availability Factor Computation Form

2H - Non-Tenure Track Faculty -- Early Retiree

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 0.00 | Raw Statistics | 1.37 | 30.17 | | | | | | | | Zanesville Recruitment |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 100.00 | Raw Statistics | 20.00 | 51.43 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 20.00 | 51.43 | | | | | | | | |
| | | Availability | 20.00 | 51.43 | | | | | | | | |

Availability Factor Computation Form

3A - Non-Faculty Upper Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 8.05 | 41.03 | | | | | | | | 50% Zanesville - 50% State |
| | | Weighted Factor | 4.02 | 20.52 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 7.41 | 81.48 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 3.70 | 40.74 | | | | | | | | |
| | | Availability | 7.74 | 61.26 | | | | | | | | |

Availability Factor Computation Form

3B - Non-Faculty Upper-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 50.00 | Raw Statistics | 8.05 | 41.03 | | | | | | | | 50% Zanesville - 50% State |
| | | Weighted Factor | 4.02 | 20.52 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 50.00 | Raw Statistics | 3.77 | 66.04 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.88 | 33.02 | | | | | | | | |
| | | Availability | 5.92 | 53.54 | | | | | | | | |

Availability Factor Computation Form

3C - Non-Faculty Lower-Mid Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 75.00 | Raw Statistics | 8.05 | 41.03 | | | | | | | | | 50% Zanesville - 50% State |
| | | Weighted Factor | 6.04 | 30.77 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 25.00 | Raw Statistics | 4.00 | 64.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.00 | 16.00 | | | | | | | | | |
| | | Availability | 7.04 | 46.77 | | | | | | | | | |

Availability Factor Computation Form

3D - Non-Faculty Low Level Professional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 85.00 | Raw Statistics | 24.11 | 46.23 | | | | | | | | United States |
| | | Weighted Factor | 20.49 | 39.30 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 15.00 | Raw Statistics | 2.70 | 54.05 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.40 | 8.11 | | | | | | | | |
| | | Availability | 20.90 | 47.41 | | | | | | | | |

Availability Factor Computation Form

4A - Upper Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------------|--------------|--|--|--|--|--|--|--|----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 20.00 | Raw Statistics | 10.63 | 62.21 | | | | | | | | 50% Zanesville - 50% State |
| | | Weighted Factor | 2.13 | 12.44 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 80.00 | Raw Statistics | 4.44 | 64.44 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 3.55 | 51.55 | | | | | | | | |
| Availability | | | 5.68 | 63.99 | | | | | | | | |

Availability Factor Computation Form

4B - Middle Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|--------------|--------------|--|--|--|--|--|--|--|----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 10.63 | 62.21 | | | | | | | | 50% Zanesville - 50% State |
| | | Weighted Factor | 3.19 | 18.66 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 10.00 | 100.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 7.00 | 70.00 | | | | | | | | |
| Availability | | | 10.19 | 88.66 | | | | | | | | |

Availability Factor Computation Form

4C - Lower Administrative Support

| Factor | Weight % | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|--------------|--------------|--|--|--|--|--|--|--|----------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 30.00 | Raw Statistics | 10.63 | 62.21 | | | | | | | | 50% Zanesville - 50% State |
| | | Weighted Factor | 3.19 | 18.66 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 70.00 | Raw Statistics | 20.00 | 80.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 14.00 | 56.00 | | | | | | | | |
| Availability | | | 17.19 | 74.66 | | | | | | | | |

Availability Factor Computation Form

5B - Middle Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 34.00 | Raw Statistics | 1.05 | 48.61 | | | | | | | | Zanesville Recruitment |
| | | Weighted Factor | 0.36 | 16.53 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 66.00 | Raw Statistics | 2.44 | 56.10 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 1.61 | 37.03 | | | | | | | | |
| | | Availability | 1.97 | 53.56 | | | | | | | | |

Availability Factor Computation Form

5C - Lower Technical and Paraprofessional

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|------|-------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 60.00 | Raw Statistics | 1.05 | 48.61 | | | | | | | | | Zanesville Recruitment |
| | | Weighted Factor | 0.63 | 29.17 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 40.00 | Raw Statistics | 0.00 | 0.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 0.00 | 0.00 | | | | | | | | | |
| | | Availability | 0.63 | 29.17 | | | | | | | | | |

Availability Factor Computation Form

6A - Skilled Craft

| Factor | Weight % | | Min | Fem | | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|------|--|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 40.00 | Raw Statistics | 2.01 | 4.86 | | | | | | | | | Zanesville Recruitment |
| | | Weighted Factor | 0.80 | 1.94 | | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 60.00 | Raw Statistics | 11.11 | 0.00 | | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 6.67 | 0.00 | | | | | | | | | |
| | | Availability | 7.47 | 1.94 | | | | | | | | | |

Availability Factor Computation Form

8B - Middle Service and Maintenance

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 10.00 | Raw Statistics | 6.69 | 22.97 | | | | | | | | Zanesville Recruitment |
| | | Weighted Factor | 0.67 | 2.30 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 90.00 | Raw Statistics | 12.50 | 12.50 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 11.25 | 11.25 | | | | | | | | |
| | | Availability | 11.92 | 13.55 | | | | | | | | |

Availability Factor Computation Form

8C - Lower Service and Maintenance

| Factor | Weight % | | Min | Fem | | | | | | | | Source of Statistics |
|--|----------|-----------------|-------|-------|--|--|--|--|--|--|--|-------------------------|
| 1: Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 44.00 | Raw Statistics | 3.19 | 40.48 | | | | | | | | Zanesville Recruitment |
| | | Weighted Factor | 1.40 | 17.81 | | | | | | | | |
| 2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 56.00 | Raw Statistics | 16.67 | 0.00 | | | | | | | | Feeder Job Computations |
| | | Weighted Factor | 9.34 | 0.00 | | | | | | | | |
| | | Availability | 10.74 | 17.81 | | | | | | | | |

Incumbency vs. Estimated Availability

| 1A | | Executive Leadership | |
|-----------------|-------------------|------------------------------------|--------|
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 27.18 | 60.40 |
| | | 0.728E | 0.396E |
| 1B | | Non-Executive Leadership | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 22.85 | 60.66 |
| | | 0.772E | |
| 1D | | Middle level Mgr (non-exec) | |
| Total Emp 4 | Employment % | Min | Fem |
| | Availability % | 0.00 | 25.00 |
| | Statistical Value | 4.74 | 81.51 |
| | | 0.823E | 0.044E |
| 1E | | Lower level Mgr (non-exec) | |
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 11.07 | 41.86 |
| | | 0.791E | 0.338E |
| 2B | | Tenure Track Faculty -- Full Prof | |
| Total Emp 5 | Employment % | Min | Fem |
| | Availability % | 60.00 | 20.00 |
| | Statistical Value | 22.41 | 59.62 |
| | | | 0.090E |
| 2C | | Tenure Track Faculty -- Assoc Prof | |
| Total Emp 18 | Employment % | Min | Fem |
| | Availability % | 22.22 | 61.11 |
| | Statistical Value | 6.03 | 65.13 |
| | | | 0.446E |

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.

Incumbency vs. Estimated Availability

| 2D | | Tenure Track Faculty -- Asst Prof | |
|-----------------|-------------------|---|---------------|
| Total Emp 7 | Employment % | Min 0.00 | Fem 71.43 |
| | Availability % | 20.11 | 48.82 |
| | Statistical Value | 0.208E | |
| 2F | | Non-Tenure Track Faculty -- Term Faculty | |
| Total Emp 14 | Employment % | Min 7.14 | Fem 71.43 |
| | Availability % | 13.01 | 53.15 |
| | Statistical Value | 0.440E | |
| 2G | | Non-Tenure Track Faculty -- Semester Appt | |
| Total Emp 35 | Employment % | Min 2.86 | Fem 54.29 |
| | Availability % | 8.12 | 42.87 |
| | Statistical Value | 1.140 | |
| 2H | | Non-Tenure Track Faculty -- Early Retiree | |
| Total Emp 5 | Employment % | Min 0.00 | Fem 20.00 |
| | Availability % | 20.00 | 51.43 |
| | Statistical Value | 0.328E | 0.170E |
| 3A | | Non-Faculty Upper Level Professional | |
| Total Emp 1 | Employment % | Min 0.00 | Fem 100.00 |
| | Availability % | 7.74 | 61.26 |
| | Statistical Value | 0.923E | |
| 3B | | Non-Faculty Upper-Mid Level Professional | |
| Total Emp 4 | Employment % | Min 0.00 | Fem 75.00 |
| | Availability % | 5.92 | 53.54 |
| | Statistical Value | 0.783E | |
| 3C | | Non-Faculty Lower-Mid Level Professional | |
| Total Emp 3 | Employment % | Min 0.00 | Fem 66.67 |
| | Availability % | 7.04 | 46.77 |
| | Statistical Value | 0.803E | |

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.

Incumbency vs. Estimated Availability

| 3D | | Non-Faculty Low Level Professional | |
|----------------|-------------------|---------------------------------------|--------|
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 50.00 |
| | Statistical Value | 20.90 | 47.41 |
| | | 0.626E | |
| 4A | | Upper Administrative Support | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 5.68 | 63.99 |
| | | 0.943E | |
| 4B | | Middle Administrative Support | |
| Total Emp 7 | Employment % | Min | Fem |
| | Availability % | 0.00 | 100.00 |
| | Statistical Value | 10.19 | 88.66 |
| | | 0.471E | |
| 4C | | Lower Administrative Support | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 33.33 | 100.00 |
| | Statistical Value | 17.19 | 74.66 |
| | | | |
| 5B | | Middle Technical and Paraprofessional | |
| Total Emp 1 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 1.97 | 53.56 |
| | | 0.980E | 0.464E |
| 5C | | Lower Technical and Paraprofessional | |
| Total Emp 2 | Employment % | Min | Fem |
| | Availability % | 0.00 | 50.00 |
| | Statistical Value | 0.63 | 29.17 |
| | | 0.987E | |
| 6A | | Skilled Craft | |
| Total Emp 3 | Employment % | Min | Fem |
| | Availability % | 0.00 | 0.00 |
| | Statistical Value | 7.47 | 1.94 |
| | | 0.792E | 0.943E |

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.

Incumbency vs. Estimated Availability

| 8B | | Middle Service and Maintenance | |
|----------------|-------------------|--------------------------------|--------|
| Total Emp 4 | | Min | Fem |
| | Employment % | 25.00 | 0.00 |
| | Availability % | 11.92 | 13.55 |
| | Statistical Value | | 0.559E |
| 8C | | Lower Service and Maintenance | |
| Total Emp 6 | | Min | Fem |
| | Employment % | 16.67 | 0.00 |
| | Availability % | 10.74 | 17.81 |
| | Statistical Value | | 0.308E |

Total Employment: 129

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.

Placement Goals

| Job Group & Name | Min | Fem | | | | | | | | |
|--|-------|-------|--|--|--|--|--|--|--|--|
| 1D - Middle level Mgr (non-exec) | | 81.51 | | | | | | | | |
| 2B - Tenure Track Faculty -- Full Prof | | 59.62 | | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | 20.11 | | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 8.12 | | | | | | | | | |
| 2H - Non-Tenure Track Faculty -- Early Retiree | 20.00 | 51.43 | | | | | | | | |
| 8C - Lower Service and Maintenance | | 17.81 | | | | | | | | |

Goal Attainment

| 1D | | Middle level Mgr (non-exec) | | | | | | | | | | | | | | | | | |
|-----------------|-------|-----------------------------|---------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | | 81.51 | | | | | | | | | | | | | | | | |
| New Hire | 1 | | 0 | 0.00 | | | | | | | | | | | | | | | |
| Promotion | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Total Opps | 1 | | 0 | 0.00 | | | | | | | | | | | | | | | |
| Achieved? * | | | LIMITED | | | | | | | | | | | | | | | | |

| 2B | | Tenure Track Faculty -- Full Prof | | | | | | | | | | | | | | | | | |
|-----------------|-------|-----------------------------------|---------|-----|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | | 64.62 | | | | | | | | | | | | | | | | |
| New Hire | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Promotion | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Total Opps | 0 | | 0 | N/A | | | | | | | | | | | | | | | |
| Achieved? * | | | NO OPPS | | | | | | | | | | | | | | | | |

| 2D | | Tenure Track Faculty -- Asst Prof | | | | | | | | | | | | | | | | | |
|-----------------|-------|-----------------------------------|------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | | | | | | |
| Prior Year Goal | | 20.00 | | | | | | | | | | | | | | | | | |
| New Hire | 1 | 0 | 0.00 | | | | | | | | | | | | | | | | |
| Promotion | 0 | 0 | N/A | | | | | | | | | | | | | | | | |
| Total Opps | 1 | 0 | 0.00 | | | | | | | | | | | | | | | | |
| Achieved? * | | LIMITED | | | | | | | | | | | | | | | | | |

Goal Attainment

| 2G | | Non-Tenure Track Faculty -- Semester Appt | | | | | | | | | | | | |
|-----------------|-------|---|------|--|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | |
| Prior Year Goal | | 7.89 | | | | | | | | | | | | |
| New Hire | 12 | 1 | 8.33 | | | | | | | | | | | |
| Promotion | 0 | 0 | N/A | | | | | | | | | | | |
| Total Opps | 12 | 1 | 8.33 | | | | | | | | | | | |
| Achieved? * | | YES | | | | | | | | | | | | |

| 2H | | Non-Tenure Track Faculty -- Early Retiree | | | | | | | | | | | | |
|-----------------|-------|---|---------|-----|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | |
| Prior Year Goal | | | 52.78 | | | | | | | | | | | |
| New Hire | 0 | | 0 | N/A | | | | | | | | | | |
| Promotion | 0 | | 0 | N/A | | | | | | | | | | |
| Total Opps | 0 | | 0 | N/A | | | | | | | | | | |
| Achieved? * | | | NO OPPS | | | | | | | | | | | |

| 8B | | Middle Service and Maintenance | | | | | | | | | | | | |
|-----------------|-------|--------------------------------|---------|-----|--|--|--|--|--|--|--|--|--|--|
| | Total | Min | Fem | | | | | | | | | | | |
| Prior Year Goal | | | 32.65 | | | | | | | | | | | |
| New Hire | 0 | | 0 | N/A | | | | | | | | | | |
| Promotion | 0 | | 0 | N/A | | | | | | | | | | |
| Total Opps | 0 | | 0 | N/A | | | | | | | | | | |
| Achieved? * | | | NO OPPS | | | | | | | | | | | |

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.

Applicant Summary

For Period: 11/1/2016 to 10/31/2017

EEO Code 1 Executive & Administrative

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|-----------------------------|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 1B | S | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| Non-Executive Leadership | P | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| 1D | S | 2 | 0 | 0 | 0 | 0 | | | | | | | |
| Middle level Mgr (non-exec) | P | 40 | 0 | 0 | 5 | 3 | | | | | | | |

EEO Code 2 Faculty

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|---|---|-------|----------|----------|-----|-----|--|--|--|--|--|--|--|
| 2D | S | 1 | 0 | 0 | 0 | 1 | | | | | | | |
| Tenure Track Faculty -- Asst Prof | P | 6 | 0 | 0 | 1 | 5 | | | | | | | |
| 2F | S | 2 | 0 | 0 | 0 | 1 | | | | | | | |
| Non-Tenure Track Faculty -- Term Faculty | P | 21 | 1 | 0 | 1 | 14 | | | | | | | |
| 2G | S | 11 | 0 | 0 | 1 | 8 | | | | | | | |
| Non-Tenure Track Faculty -- Semester Appt | P | 28 | 0 | 0 | 3 | 20 | | | | | | | |

| | | Total | Unk Race | Unk Gend | Min | Fem | | | | | | | |
|---------------|---|-------|----------|----------|-------|-------|--|--|--|--|--|--|--|
| Totals | S | 17 | 0 | 0 | 1 | 11 | | | | | | | |
| | % | | 0.00 | 0.00 | 5.88 | 64.71 | | | | | | | |
| | P | 96 | 1 | 0 | 10 | 43 | | | | | | | |
| | % | | 1.04 | 0.00 | 10.42 | 44.79 | | | | | | | |

S - Selected, P - Pool

New Hire Summary
 For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|--|-------|-------|-------|--|--|--|--|--|--|--|--|
| 1D - Middle level Mgr (non-exec) | 1 | 0 | 0 | | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | 1 | 0 | 1 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 12 | 1 | 9 | | | | | | | | |
| 8C - Lower Service and Maintenance | 1 | 1 | 0 | | | | | | | | |
| Totals | # 15 | 2 | 10 | | | | | | | | |
| | % | 13.33 | 66.67 | | | | | | | | |

Promotion Summary by Old Job
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|---|-------|-------|-------|--|--|--|--|--|--|--|--|
| 1D - Middle level Mgr (non-exec) | 1 | 0 | 0 | | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | 1 | 0 | 1 | | | | | | | | |
| 2E - Non-Tenure Track Faculty -- Visiting, OPIE | 1 | 0 | 0 | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | 1 | 1 | 1 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 1 | 0 | 1 | | | | | | | | |
| 3C - Non-Faculty Lower-Mid Level Professional | 1 | 0 | 1 | | | | | | | | |
| Totals | # 6 | 1 | 4 | | | | | | | | |
| | % | 16.67 | 66.67 | | | | | | | | |

Transfer Summary by Old Job
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|---|-------|------|-------|--|--|--|--|--|--|--|--|
| 1A - Executive Leadership | 2 | 0 | 0 | | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | 1 | 0 | 1 | | | | | | | | |
| 2D - Tenure Track Faculty -- Asst Prof | 1 | 0 | 0 | | | | | | | | |
| Totals | # 4 | 0 | 1 | | | | | | | | |
| | % | 0.00 | 25.00 | | | | | | | | |

Termination Summary
For Period: 11/1/2016 to 10/31/2017

| | Total | Min | Fem | | | | | | | | |
|--|-------|------|-------|--|--|--|--|--|--|--|--|
| 1B - Non-Executive Leadership | 1 | 0 | 0 | | | | | | | | |
| 2C - Tenure Track Faculty -- Assoc Prof | 1 | 0 | 1 | | | | | | | | |
| 2F - Non-Tenure Track Faculty -- Term Faculty | 2 | 0 | 2 | | | | | | | | |
| 2G - Non-Tenure Track Faculty -- Semester Appt | 11 | 0 | 8 | | | | | | | | |
| 3D - Non-Faculty Low Level Professional | 2 | 0 | 0 | | | | | | | | |
| Totals | # 17 | 0 | 11 | | | | | | | | |
| | % | 0.00 | 64.71 | | | | | | | | |