

AFFIRMATIVE ACTION PLAN FOR WOMEN AND MINORITIES: 2015-2016

INDIANA UNIVERSITY EAST



**INDIANA UNIVERSITY
EAST**

Andrew Lenhardt, Affirmative Action Officer

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PRESIDENT'S LETTER OF PROCLAMATION

September 2014

Indiana University is committed to Equal Employment and Affirmative Action. All employment and academic decisions will further the principle of equality. In this regard, Indiana University will recruit, hire, promote and educate persons without regard to age, color, disability, ethnicity, sex, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status. We will design and execute programs aimed at the elimination of prejudice and its effects on the lives of individuals.

The missions of Indiana University are academic distinction founded on the highest standards of teaching and research, access to an education of high quality for every student and public service, including the promotion of economic growth in Indiana. To realize these missions, we must provide a welcoming climate for all students and guarantee that faculty and staff reflect the complex world in which our students will live and work.

Indiana University aspires to eliminate discrimination in education and employment and to erase prejudice in our community. We adopt this goal not merely to comply with Federal and State laws, orders, and regulations, but with a steadfast commitment to the richness and diversity of spirit that characterize our students, faculty and staff.

The task of building a truly diverse community requires a comprehensive Affirmative Action Plan, as do Federal mandates. The President's Office is ultimately responsible for the Equal Opportunity Policy and the Affirmative Action Plan. The Director of the University Affirmative Action Office and Equal Opportunity, appointed by the President, develops the Affirmative Action Plan and oversees the coordination of Affirmative Action Programs. The director serves as liaison between the University and governmental agencies concerned with equal opportunity, and advises University departments in implementing policies and attaining goals.

This policy will be reaffirmed and reissued annually in accordance with federal guidelines and in order to assure the University's prompt response to changing situations within our community.

MICHAEL A. MCROBBIE

President

Indiana University

CHANCELLOR'S LETTER OF PROCLAMATION

July 2014

Indiana University East is an inclusive and welcoming campus that recognizes, celebrates and embraces differences and commonalities. This includes, but is not limited to, culture, language, ethnicity, race, religion, political opinion, socio-economic status, ability, sex, gender, gender identity, sexual orientation, veteran status, age and life experience. We are creating a learning and work environment in which people benefit from interaction with one another. At Indiana University East civil rights and civil liberties set the boundaries for respectful discourse and action. As we build an inclusive campus, Indiana University East will continue to engage in dialogue and commit the time, resources and leadership which will aid the continuous growth of respect for human rights of all peoples and cultures through curricular, co-curricular and administrative activities.

As noted in the IU East Diversity Plan, the campus:

1. Incorporates diversity initiatives/accomplishments in annual employee evaluations, with merit pay and promotion implications.
2. Develops diversity support programs for faculty and staff.
3. Reviews and redesigns student support structures and student co-curricular programs in accordance with best practices for engaging students from less represented populations in the life of the campus and in their own learning and success.

Ultimate responsibility for the effective implementation of the university's equal opportunity/affirmative action program at Indiana University East lies with the Chancellor. The Campus Affirmative Action Officer will monitor all relevant matters and report them to the Chancellor of the Indiana University East campus.

KATHRYN CRUZ-URIBE

Chancellor

Indiana University East

NON-DISCRIMINATION/EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY

Board of Trustees, November 21, 1969;
Amended, Board of Trustees, December 4, 1992;
Reaffirmed, Board of Trustees, September 17, 2002;
Amended, Board of Trustees, June 12, 2009.
Amended and expanded, Board of Trustees, October 9, 2014.

Scope: This policy applies to members of the Board of Trustees, all employees of the university including administrators, faculty, staff, temporary; and to all students.

Policy Statement: Indiana University pledges itself to continue its commitment to the achievement of equal opportunity within the University and throughout American society as a whole. In this regard, Indiana University will recruit, hire, promote, educate, and provide services to persons based upon their individual qualifications. Indiana University prohibits discrimination based on arbitrary considerations of such characteristics as age, color, disability, ethnicity, sex, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.

As required by Title IX of the Education Amendments of 1972, Indiana University does not discriminate on the basis of sex in its educational programs and activities, including employment and admission. Questions specific to Title IX may be referred to the Office of Civil Rights or the University Title IX Coordinator.

Indiana University shall take affirmative action, positive and extraordinary, to overcome the discriminatory effects of traditional policies and procedures with regard to the disabled, minorities, women, and veterans.

INDIANA UNIVERSITY BOARD OF TRUSTEES

STATEMENT OF PURPOSE

Because the IU East campus receives a portion of Indiana University's more than \$138 million in federal contracts, it is required by federal law to develop a written affirmative action program. Federal guidelines define an affirmative action program as "a set of specific and result-oriented procedures to which a contractor commits [itself] to apply every good faith effort . . . to achieve prompt and full utilization of minorities and women, at all levels and all segments of [its] workforce where deficiencies exist." This process requires an analysis of the present quantity and quality of employment of women and minorities within the university to see if there are areas where women and minorities are considered to be "under-utilized" when compared to the number of possible women and minority employment candidates in the recruitment area. If under-utilization is found, the university must use its best efforts in good-faith to develop and implement procedures designed to increase the number of qualified women and minority employment candidates in the applicant pool, which will lead to the establishment of placement goals for women and minorities in areas where needed. A complete affirmative action plan also includes mechanisms which enable the university to continually monitor and evaluate its employment practices to ensure they are free of bias and discrimination based on age, color disability, ethnicity, gender, gender identity, marital status, national origin, race, religion, sexual orientation, or veteran status.

The purpose of this Affirmative Action Plan for Indiana University East is to reaffirm the university's continuing commitment to the principles of equal employment opportunity and affirmative action. This is demonstrated by setting forth a set of specific results-oriented procedures which apply a good-faith effort toward the goal of full utilization of women and minorities. Availability data is analyzed separately for women and minorities using two factors. Using this information, goals are established to help focus recruitment efforts. This plan provides for the implementing and monitoring of such efforts through a comprehensive affirmative action program.

This Affirmative Action Plan applies to the operations of all schools, colleges, and departments managed on and affiliated with the Indiana University East campus. It has been completed with support from the Indiana University Office of Affirmative Action and Equal Opportunity on the Bloomington campus developed in accordance with the requirements of Executive Order 11246 (as amended), and the implementation guidelines published by the Office of Federal Contract Compliance Programs (OFCCP) in 41 CFR 60-2. The plan is also adopted and implemented in good-faith, in conformity with, and in reliance upon, the language of the Equal Employment Opportunity Commission Affirmative Action Guidelines (29 CFR 1608.5).

Indiana University East maintains and renews the plan annually. This Affirmative Action Plan is available for inspection Monday through Friday 8:00 a.m. to 5:00 p.m. in the Office of Affirmative Action and Equal Opportunity, 121 Whitewater Hall, 2325 Chester Boulevard, Richmond, Indiana 47374. Copies of this plan are distributed internally to the Indiana University Board of Trustees, President, Vice Presidents, Chancellors, academic Deans, and other administrative and academic personnel. A complete copy of this plan can also be viewed and downloaded from the Office of Affirmative Action and Equal Opportunity website:<http://iue.edu/hr/affirmative/affirmative-action-resources.php>. Additional questions about this plan can be addressed to the Office of Affirmative Action and Equal Opportunity at (765) 973-8232.

Plan Definitions

Discrimination, within the context used in the Affirmative Action Plan, refers to illegally differentiating between people on the basis of group membership rather than individual merit. Systemic discrimination

may occur when unequal treatment results from institutional policies that have or continue the effect of discrimination. Individual discrimination may result when a person is subjected to unequal treatment on the basis of their age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status.

The concept of *equal employment opportunity* proclaims the right of each person to apply and be evaluated for employment opportunities without regard to age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status. It guarantees everyone the right to be considered solely on the basis of his/her ability to perform the duties of the job in question, with or without reasonable accommodations.

The principles of *affirmative action* require that aggressive efforts be utilized to employ and advance women and minorities in areas where they are employed in fewer numbers than is consistent with their availability in the relevant labor market. Such efforts may include specialized advertising efforts, recruitment funds, mentoring programs or other programs designed to promote the achievement of affirmative action placement goals.

When evaluating minority participation in the workforce at Indiana University the term *minority* refers to employees who have self-identified themselves as a member of one or more of the five minority groups defined by the Federal Government Office of Management and Budget (Asian, Hispanic, American Indian, Native Hawaiian, Black) or have identified as being of two or more races.

Data Sources

All workforce data in this Affirmative Action plan is compiled and analyzed by the University Office of Affirmative Action and Equal Opportunity from the employee database. Since that database is an ever changing record, a “frozen file” is created on October first of each year. This shows a picture of the Indiana University workforce on that date. Faculty appointed as President, Vice Presidents, Deans or Chancellors are counted as executive management and are not reflected in the individual department totals.

Availability data is compiled from a variety of sources including the 2010 Census Data, Digest of Education Statistics – Degrees Conferred, Bureau of Labor Statistics, Indiana University Degrees Conferred, Indiana University Workforce Analysis.

Equal Employment Opportunity Objectives

In support of these policies and considerations, specific equal employment opportunity objectives at Indiana University include the following:

- To recruit, hire, train, and promote persons in all job classifications without regard to age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status, except where these attributes are a bona fide occupational qualification.
- To make decisions within all stages of the employment process that will further the principles of equal employment opportunity.
- To ensure that criteria for all personnel actions, including recruitment, hiring, promotion, granting of tenure, compensation, employee benefits, university sponsored education, selection for education, tuition assistance, recreation programs, transfer, demotion, layoff, return from layoff, discipline, termination, and all other terms, and privileges of employment at Indiana University are job related.
- To vigorously apply the principles of affirmative action to correct problems and ensure equal opportunity in areas where there are placement goals for women and/or minorities.

RESPONSIBILITY FOR IMPLEMENTATION

TRUSTEES OF INDIANA UNIVERSITY

As the university's governing body, the Trustees of Indiana University have been charged by the Indiana General Assembly with a wide range of policy and decision-making authority to carry out the programs and missions of the university. Of the nine members, six are appointed by the Governor (including one student trustee) and three are elected by the alumni of Indiana University. The current Trustees of Indiana University include: **Randall L Tobias**, Chair; **MaryEllen Kiley Bishop**, Vice Chair; **Phillip N. Eskew Jr., M.D.**; **Janice L. Farlow**; **Michael J. Mirro**; **Andrew Mohr**; **James T. Morris**; **Derica W. Rice**; **Patrick A. Shoulders**

EXECUTIVE STAFF

The President of Indiana University, **Michael A. McRobbie** is ultimately responsible for the success of the equal employment opportunity and affirmative action program for the whole of Indiana University.

The Chancellor of Indiana University East, **Kathryn Cruz-Uribe**, is ultimately responsible for the success of the equal employment opportunity and affirmative action program for the Indiana University East Campus.

The Vice Chancellors of Indiana University East and the Deans of the schools and colleges within Indiana University are responsible for establishing placement goals and action-oriented programs within their units and integrating equal opportunity and affirmative action principles and objectives into all employment related decisions within their areas of responsibility. They, or their designees, are also responsible for reviewing recommendations for hiring, compensation, promotion, transfer or reassignment, and termination to ensure compliance with Indiana University's affirmative action program in both procedure and outcome, and for reviewing the qualifications of applicants and reasons for selection to ensure that minorities, women, veterans, and persons with disabilities are given full opportunities for hire and promotion. Every school is required to have a salary review committee to annually review faculty salary inequities.

The current Vice Chancellors of Indiana University East include: **Mary Blakefield**, Interim Executive Vice Chancellor, Academic Affairs; **Dan Dooley**, Vice Chancellor, Administration and Finance; and **Jason Troutwine**, Vice Chancellor, External Affairs.

The current School and College Deans and Directors on the Indiana University East campus include: **David Frantz**, Dean, School of Business and Economics; **Jerry Wilde**, Dean, School of Education; **Ross Alexander**, Dean, School of Humanities and Social Sciences; **James Barbre**, Interim Dean of Graduate Studies & Associate Vice Chancellor for Academic Affairs; **Neil Sabine**, Dean, School of Natural Science and Mathematics; **Karen Clark**, Dean, School of Nursing; **Ed Fitzgerald**, Director, School of Social Work; **Carrie Reisner**, Interim Dean of Students, Associate Vice Chancellor for Academic Student Programs; **Frances Yates**, Library Director; and **Todd Duke**, Information Technology Director.

The directors, department heads, managers, and supervisors of individual units and departments on the IU East campus are responsible for promoting equal employment opportunity and making good-faith efforts to achieve affirmative action goals within their units.

DIRECTOR OF AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY

The University Director of the Office of Affirmative Action and Equal Opportunity, **Julie V. Knost**, has been appointed by the President to be responsible and accountable for the equal employment opportunity and affirmative action program for the whole of Indiana University. She has been given the authority, resources, support of, and access to top management to ensure effective implementation of the equal employment opportunity and affirmative action program.

The Chancellor of Indiana University East has appointed **Andrew Lenhardt** as the Affirmative Action Officer for the Indiana University East campus.

EEO/AA POLICY DISSEMINATION

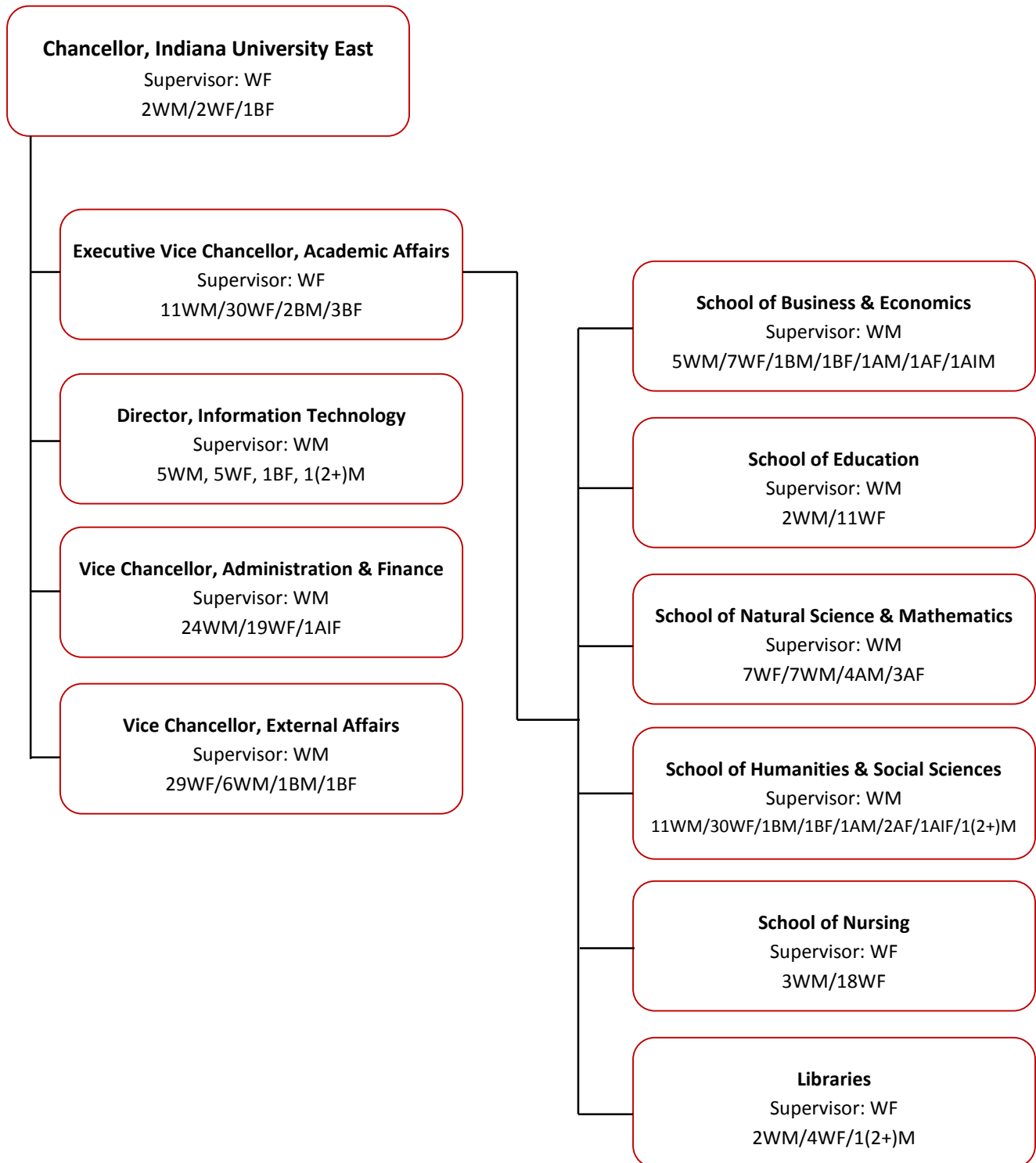
Indiana University disseminates its Equal Employment Opportunity/Affirmative Action Policy both internally and externally in a variety of means and media. The policies set forth in this plan are available annually to all employees. Equal employment opportunity posters and other required notices are displayed in locations where employment applications are received, where employment interviews are routinely conducted, and on public bulletin boards in every campus building.

The Indiana University East Office of Affirmative Action exists primarily to ensure institutional compliance with federal and state nondiscrimination legislation, executive orders, guidelines and regulations. Any IU East student or employee who believes that he or she has been discriminated against or harassed on the basis of any of the above factors has access to procedures for filing a complaint with the affirmative action officer. The Affirmative Action Officer at Indiana University East informs each unit head of their EO/AA responsibilities at the beginning of the faculty and/or staff recruitment process. Legal compliance training regarding EO/AA policy is offered annually campus-wide to all appointed staff.

The following standard statement is included in every IU East position announcement: “Indiana University is an Equal Opportunity/Affirmative Action Employer committed to excellence through diversity. All qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation or identity, national origin, disability status, or protected veteran status. This institution is also a provider of ADA services.”

ORGANIZATIONAL PROFILE

Indiana University is one of the nation’s oldest and largest state universities, with eight campuses serving more than 110,000 students. The Indiana University East campus is located on 182 acres in eastern Indiana in the town of Richmond (pop. 36,345). It annually enrolls more than 4500 students and offers associate baccalaureate and master’s degree programs.

ORGANIZATIONAL DISPLAY

INTERNAL & EXTERNAL AUDIT

The progress of IU East towards meeting its affirmative action goals is audited and assessed annually by the campus and University. A number of both internal and external reports are required throughout the year. The writing of each report requires analysis of the University's commitment to equal opportunity and affirmative action goals and requires it to evaluate its progress in different ways.

- **Affirmative Action Plan:** This plan allows for analysis of the University's efforts at achieving its affirmative action goals. It is distributed to the Chancellor and academic deans to inform them of the University's progress in meeting its affirmative action goals and is available on our website and is open for inspection by the Office of Equity and Diversity.
- **Campus Diversity Plan:** All schools and units are required to submit diversity actions plans annually that support the current IU East Strategic Plan.

Additionally Indiana University East is required to prepare several reports for external agencies throughout the year. Each report requires slightly different ways of analyzing the University's progress towards meeting its goals. The following reports are prepared and submitted on behalf of Indiana University East by the University Office of Affirmative Action and Equal Opportunity.

- **Annual EEO-6/IPEDS Report:** This report, required under the Title VII of the Civil Rights Act of 1964, is filed annually with the Equal Employment Opportunity Commission (EEOC) and covers full and part-time employees and applicants to the institution.
- **Annual VETS-100 Report (52 FR 6674):** The Department of Labor requires most federal contractors to file a VETS-100 Report. Indiana University annually files this report which includes information on the number of veterans currently employed and recently hired.

Ongoing monitoring of key systems and processes ensures that affirmative action goals are actively used and proactive measures are taken to ensure equal opportunity. The following systems assist in this ongoing monitoring at Indiana University East.

- **Employee Recruitment Process:** To ensure EO/AA requirements and guidelines are followed in all searches, the Affirmative Action Officer will distribute procedures for recruitment and selection of faculty, professional, and fulltime staff.
- **Composition of Applicant Pools:** Applicant monitoring structures and approvals are in place through the Affirmative Action Officer. Expectations and practices are presented

annually to faculty and staff involved in search committees. Professional and bi-weekly statistics are gathered and reviewed using the university online applicant system (OLA).

ACTION-ORIENTED PROGRAMS

EMPLOYEE SELECTION PROCESS

Indiana University East monitors the employee selection process for adverse impact and to ensure that only job-related nondiscriminatory criteria are used in selection. Periodically, or when concerns arise, the Office of Affirmative Action and Equal Opportunity will review the selection process with individual units. This includes review of position descriptions, position titles, test validity, worker specifications, and selection procedures. Where adverse impact is found, the applicant flow data, selection criteria, and all elements of the selection process will be reviewed to ensure that only job-related, non-discriminatory factors are considered in making employment decisions and that women and minorities have been fully considered. Selected officials will be informed of the need to take corrective action when adverse impact is found in the recruitment and selection process.

Indiana University East offers training programs on recruitment and equal employment opportunity which cover information regarding pre-employment inquiries. University Human Resources is responsible for administering pre-employment tests for staff employees to ensure they are job related and do not unnecessarily screen out women and minorities. Faculty search committees are encouraged to have a member of the Affirmative Action Office meet with their committee to discuss, among other things, concerns about pre-employment inquiries.

POSITION DESCRIPTIONS

The Office of Affirmative Action and Equal Opportunity reviews position specifications when there is a vacancy or when there are concerns to ensure they contain only job-related requirements and would not unnecessarily screen out women and minorities from the position.

RECRUITMENT OUTREACH

Indiana University East ensures job announcements are placed with required agencies and if the position is under-utilized, will discuss an advertising plan with the department which includes likely sources for women and minority candidates. University Human Resources maintains a list of organizations which attract or provide services to candidates from underrepresented groups and provides this list to departments upon request.

SALARY STUDIES

The Vice Chancellor for Academic Affairs periodically conducts faculty salary equity studies considering rank, tenure, service time, department, and other variables to see possible salary inequity. University Human Resources monitors all staff salaries for compliance with university policies. Individual cases can be brought to the Office of Affirmative Action and Equal Opportunity for equity review by either the individual or the department. Annually the Office of Affirmative Action and Equal Opportunity reviews equity adjustments of salaries during budget construction.

GRIEVANCE RESOLUTION

All employees have access to the university grievance procedures. These are published in the Academic Handbook and staff personnel policy manuals. At any stage of the grievance procedure anyone may consult with the Office of Affirmative Action and Equal Opportunity. Formal charges of discrimination on the basis of age, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status should be filed directly in the Office of Affirmative Action and Equal Opportunity and resolved through its complaint procedures. Our complaint guidelines place a strong emphasis on resolving complaints in a fair, objective, prompt, and confidential manner.

FACULTY MENTORING PROGRAMS

The IU East Faculty Mentoring Program has been designed to assist new faculty members to adjust to the IU East campus, plan their careers, and make full use of the available resources at IU East for professional development. The program serves as a tool for retaining the best faculty by reducing the problems many new faculty members, especially faculty of color, are confronted with on a new campus. These include: a sense of isolation and alienation from existing collegial networks, uncertainty over policies and procedures, and lack of social engagement. This program is not meant to be a substitute for any existing mentoring programs in place at the departmental/school level, but a supplement to existing programs. The program's success depends on the new faculty members, their mentors, and department chairs all taking an active role in the acclimation process.

IDENTIFICATION OF PROBLEM AREAS

Indiana University annually conducts in-depth analyses of its employment practices and programs, workforce composition, and compliance practices to identify problem areas and ensure that university policies on affirmative action and equal employment opportunity are carried out. Where impediments to affirmative action and equal employment opportunity are found or where under-utilization of women and minorities is determined, Indiana University East will take appropriate action to remedy those situations.

The progress of IU East towards meeting its affirmative action goals is audited and assessed. The Office of Affirmative Action and Equal Opportunity conducts an annual analysis of the Indiana University workforce. These analysis lists, as mandated by the Office of Federal Contract Compliance Programs (OFCCP), each job title, ranked from lowest to highest pay within each department or organizational unit, showing the usual line of job progression. The total number of male and female incumbents is reported for each job, and is further broken down by minority classification. The salary range for each job title is also reported. This workforce analysis provides an overview of where women and minorities are and are not employed at Indiana University East. This analysis is reviewed for potential problem areas such as under representation of women and minorities, pay differences, and clustering by race and/or sex.

FINDINGS

Women are underutilized among clerical workers, executives and service maintenance employee groups. Minority employment is low among tenured faculty, clerical workers, executives, service maintenance and professional employee groups.

CORRECTIVE ACTION

Indiana University East will continue to monitor employee placement as it progresses towards a goal of full utilization. It will continue to notify search committees when a position is within an underutilized group and assist in finding appropriate advertising and recruitment sources.

PLACEMENT GOALS

Job Group	Placement Goals							
	Female	Minority	Black	Hispanic	Asian	AmInd	HNOPI	Two+
A01 Academic Faculty TN/TT	-	-	6.00	5.50	-	-	-	2.10
A02 Academic Faculty Not Tenured	-	19.50	6.30	4.20	6.90	0.50	-	1.60
C01 Secretarial/Receptionist	-	3.39	1.61	1.55	-	-	-	-
C02 Secretarial/Clerical/Technical	80.30	-	-	-	-	-	-	-
E01 Executive/ManagerI (Incl Acad)	57.72	19.64	9.72	5.55	3.24	0.64	-	0.43
M01 Service Maintenance/Custodial	30.69	4.50	3.03	0.99	-	0.48	-	-
P01 Professional - Educational	-	19.43	11.15	4.31	2.38	0.77	-	-
P02 Professional - Administrative	-	16.9	-	5.12	2.46	-	-	-

JOB GROUP ANALYSIS & UTILIZATION ANALYSIS

The following tables provide a summary of the job group analysis, utilization analysis and a comparison of incumbency to availability.

Job Group Analysis Summary

East Campus 2014 - 2015
10/01/2014

Job Group	Total	Total Min # %		Total # %	White # %	Black # %	Hisp # %	Asian # %	Amlnd # %	NHOPI # %	Two+ # %
A01 Academic Faculty TN/TT	55	16 29.09	Male	21 38.18	13 23.64	1 1.82	0 0.00	5 9.09	1 1.82	0 0.00	1 1.82
			Female	34 61.82	26 47.27	2 3.64	0 0.00	5 9.09	1 1.82	0 0.00	0 0.00
A02 Academic Faculty Not Tenured	43	3 6.98	Male	11 25.58	9 20.93	1 2.33	0 0.00	1 2.33	0 0.00	0 0.00	0 0.00
			Female	32 74.42	31 72.09	0 0.00	0 0.00	1 2.33	0 0.00	0 0.00	0 0.00
C01 Secretarial/Clerical	18	0 0.00	Male	1 5.56	1 5.56	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
			Female	17 94.44	17 94.44	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
C02 Secretarial/Clerical/Technical	24	1 4.17	Male	5 20.83	5 20.83	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
			Female	19 79.17	18 75.00	1 4.17	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
E01 Executive/Managerial (Incl Acad)	24	1 4.17	Male	13 54.17	12 50.00	1 4.17	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
			Female	11 45.83	11 45.83	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
M01 Service Maintenance	23	0 0.00	Male	16 69.57	16 69.57	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
			Female	7 30.43	7 30.43	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
P01 Professional - Educational	42	3 7.14	Male	12 28.57	11 26.19	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 2.38
			Female	30 71.43	28 66.67	2 4.76	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00
P02 Professional - Administrative	35	5 14.29	Male	10 28.57	8 22.86	1 2.86	0 0.00	0 0.00	0 0.00	0 0.00	1 2.86
			Female	25 71.43	22 62.86	2 5.71	0 0.00	0 0.00	1 2.86	0 0.00	0 0.00
Facility Total % of Total	264	29 10.98	Male	89 33.71	75 28.41	4 1.52	0 0.00	6 2.27	1 0.38	0 0.00	3 1.14
			Female	175 66.29	160 60.61	7 2.65	0 0.00	6 2.27	2 0.76	0 0.00	0 0.00

Incumbency - Availability Analysis

East Campus 2014 - 2015
10/01/2014

Job Group	Disparity?							
	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
A01 Academic Faculty TN/TT			Yes	Yes				Yes
A02 Academic Faculty Not Tenured		Yes	Yes	Yes	Yes	Yes		Yes
C01 Secretarial/Receptionist		Yes	Yes	Yes				
C02 Secretarial/Clerical/Technical	Yes							
E01 Executive/ManagerI (Incl Acad)	Yes	Yes	Yes	Yes	Yes	Yes		Yes
M01 Service Maintenance/Custodial	Yes	Yes	Yes	Yes		Yes		
P01 Professional - Educational		Yes	Yes	Yes	Yes	Yes		
P02 Professional - Administrative		Yes		Yes	Yes			

Comparison of Incumbency to Availability is performed using the Any Difference Rule Yes indicates Difference ≤ 0.0

Incumbency - Availability Analysis Summary

East Campus 2014 - 2015
10/01/2014

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Disparity?
A01 Academic Faculty TN/TT	55	Female	34	61.82	52.00	
		Minority	16	29.09	21.40	
		Black	3	5.45	6.00	Yes
		Hispanic	0	0.00	5.50	Yes
		Asian	10	18.18	7.40	
		Amindian	2	3.64	0.40	
A02 Academic Faculty Not Tenured	43	NHOPI	0	0.00	0.00	
		Two+	1	1.82	2.10	Yes
		Female	32	74.42	53.30	
		Minority	3	6.98	19.50	Yes
		Black	1	2.33	6.30	Yes
		Hispanic	0	0.00	4.20	Yes
C01 Secretarial/Receptionist	18	Asian	2	4.65	6.90	Yes
		Amindian	0	0.00	0.50	Yes
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	1.60	Yes
		Female	17	94.44	91.52	
		Minority	0	0.00	3.39	Yes
C02 Secretarial/Clerical/Technical	24	Black	0	0.00	1.61	Yes
		Hispanic	0	0.00	1.55	Yes
		Asian	0	0.00	0.15	
		Amindian	0	0.00	0.02	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.06	
		Female	19	79.17	80.30	Yes
		Minority	1	4.17	1.05	
		Black	1	4.17	1.05	
		Hispanic	0	0.00	0.00	
		Asian	0	0.00	0.00	
		Amindian	0	0.00	0.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	

Incumbency - Availability Analysis Summary

East Campus 2014 - 2015
10/01/2014

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Disparity?
E01 Executive/Manager (Incl Acad)	24	Female	11	45.83	57.72	Yes
		Minority	1	4.17	19.64	Yes
		Black	1	4.17	9.72	Yes
		Hispanic	0	0.00	5.55	Yes
		Asian	0	0.00	3.24	Yes
		AmIndian	0	0.00	0.64	Yes
		NHOPI	0	0.00	0.07	Yes
M01 Service Maintenance/Custodial	23	Two+	0	0.00	0.43	Yes
		Female	7	30.43	30.69	Yes
		Minority	0	0.00	4.50	Yes
		Black	0	0.00	3.03	Yes
		Hispanic	0	0.00	0.99	Yes
		Asian	0	0.00	0.00	Yes
		AmIndian	0	0.00	0.48	Yes
P01 Professional - Educational	42	NHOPI	0	0.00	0.00	Yes
		Two+	0	0.00	0.00	Yes
		Female	30	71.43	63.11	Yes
		Minority	3	7.14	19.43	Yes
		Black	2	4.76	11.15	Yes
		Hispanic	0	0.00	4.31	Yes
		Asian	0	0.00	2.38	Yes
P02 Professional - Administrative	35	AmIndian	0	0.00	0.77	Yes
		NHOPI	0	0.00	0.08	Yes
		Two+	1	2.86	0.74	Yes
		Female	25	71.43	56.30	Yes
		Minority	5	14.29	16.09	Yes
		Black	3	8.57	7.22	Yes
		Hispanic	0	0.00	5.12	Yes
		Asian	0	0.00	2.46	Yes
		AmIndian	1	2.86	0.63	Yes
		NHOPI	0	0.00	0.14	Yes
		Two+	1	2.86	0.53	Yes

East Campus 2014 - 2015
10/01/2014**Incumbency - Availability Analysis Summary**

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Disparity?
Facility Total	264	Female Minority Black Hispanic Asian American NH/PI Two+	175 29 11 0 12 3 0 3			

Incumbency v. Goal - Benchmark (Disability - Veteran)

East Campus 2014 - 2015
10/01/2014

Disparity?	
Disability	Veteran
A01 Academic Faculty TN/TT	Yes
A02 Academic Faculty Not Tenured	Yes
C01 Secretarial/Receptionist	Yes
C02 Secretarial/Clerical/Technical	Yes
E01 Executive/Manager/ (Incl Acad)	Yes
M01 Service Maintenance/Custodial	Yes
P01 Professional - Educational	Yes
P02 Professional - Administrative	Yes
Facility Total	Yes

Comparison of Incumbency to Goal-Benchmark is performed using the Any Difference Rule Yes indicates Difference <= 0.0

The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.

Incumbency v. Goal - Benchmark (Disability - Veteran) Summary

East Campus 2014 - 2015
10/01/2014

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Goal - Benchmark (%)	Disparity?
A01 Academic Faculty TN/TT	55	Disability Veteran	0	0.00	7.00	Yes
A02 Academic Faculty Not Tenured	43	Disability Veteran	0	0.00	7.00	Yes
C01 Secretarial/Receptionist	18	Disability Veteran	0	0.00	7.00	Yes
C02 Secretarial/Clerical/Technical	24	Disability Veteran	0	0.00	7.00	Yes
E01 Executive/ManagerI (Incl Acad)	24	Disability Veteran	0	0.00	7.00	Yes
M01 Service Maintenance/Custodial	23	Disability Veteran	0	0.00	7.00	Yes
P01 Professional - Educational	42	Disability Veteran	0	0.00	7.00	Yes
P02 Professional - Administrative	35	Disability Veteran	0	0.00	7.00	Yes
Facility Total	264	Disability Veteran	0	0.00	7.00	Yes

Comparison of Incumbency to Goal-Benchmark is performed using the Any Difference Rule. Yes indicates Difference <= 0.0

The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.