Affirmative Action Plan
Ohio University
Regional Campuses

November 1, 2004
Affirmative Action Plan
Ohio University
Regional Campuses

November 1, 2004
CHILlicothe Campus
Organizational Display

3030 - 01010 PRESIDENT (not staffed)
3700 - 40010 VICE PRESIDENT RHE (not staffed)
590 - 42010 DEAN CHILlicothe Total 38 - (20/WM/17WF/18F)
1040 - 42750 CH CONTINUING EDUCATION Total 6 - (2WM/4WF)
1390 - 42660 CH EDUCATION Total 6 - (4WM/2WF)
170 - 42600 CH ARTS SCIENCES Total 17 - (11/WM/5WF/1HM)
2040 - 42720 CH HEALTH HUMAN SERVICES Total 7 - (5WM/2WF)
2080 - 42740 CH HUMAN SERVICES TECH Total 7 - (3WM/3WF/1BM)
2480 - 42710 CH LAW ENFORCEMENT TECH Total 8 - (5WM/2WF/1BM)
2530 - 42810 CH LIBRARY Total 2 - (1WM/1WF)
2810 - 42730 CH NURSING Total 16 - (16WF)
2920 - 42820 CH FACILITIES MANAGEMENT Total 9 - (5WM/3WF/1BM)
3410 - 42830 CH STUDENT SERVICES Total 6 - (4WM/2WF)
3570 - 42700 CH UNIVERSITY COLLEGE Total 3 - (3WF)
3883 - 42851 ASSOC DEAN CHILlicothe Total 1 - (1WM)
3987 - 42705 CH ELECTRONIC MEDIA TECH Total 1 - (1WM)
410 - 42610 CH BUSINESS ADMIN Total 2 - (2WM)
4302 - 42095 CH ADMINISTRATIVE SUPPORT Total 1 - (1WF)
4303 - 42100 CH ARTS SCIENCES Total 20 - (9WM/8WF/2AM/1AF)
4306 - 42200 CH BUSINESS MGT TECH Total 1 - (1WM)
4309 - 42120 CH COMMUNICATION STUDIES Total 4 - (1WM/3WF)
4311 - 42070 CH CONTINUING EDUCATION Total 4 - (3WM/1WF)
4318 - 42440 CH ENVIRON ENGINEER TECH Total 1 - (1WM)
4322 - 42110 CH FINE ARTS Total 3 - (2WM/1WF)
4323 - 42180 CH GRAD WRKSHPS COURSES Total 1 - (1WM)
4326 - 42150 CH HEALTH HUMAN SVC'S Total 5 - (1WM/4WF)
4327 - 42500 CH HUMAN SERVICES TECH Total 1 - (1WF)
4342 - 42800 CH INSTRUCTIONAL SUPPORT Total 1 - (1WF)
4343 - 42400 CH LAW ENFORCEMENT TECH Total 1 - (1WM)
4347 - 42510 CH NURSING Total 12 - (12WF)
4349 - 42220 CH OFFICE TECH Total 2 - (1WM/1WF)
4351 - 42030 CH STUDENT SERVICES Total 4 - (1WM/1WF/2BF)
4352 - 42060 CH TECHNOLOGY SERVICES Total 1 - (1WM)
4354 - 42170 CH UNIVERSITY COLLEGE Total 1 - (1WF)
440 - 42620 CH BUSINESS MGT TECH Total 1 - (1WF)
83 - 42745 CH DEAF STUDIES Total 2 - (2WF)
840 - 42650 CH COMMUNICATION Total 2 - (2WF)
950 - 42863 CH TECHNOLOGY SERVICES Total 2 - (1WM/1WF)

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## Job Group Analysis Summary by Job Group

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>EEO</th>
<th>Total Emp</th>
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<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
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**Group Total:** 199 | 10 | 5.03 | 105 | 52.76
# Job Group Analysis

**Job Group 1A Executive (Deans, Directors, Dept Heads)**

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<th>Fem</th>
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**Job Group 1C Lower Level Mgr non-Exec**

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<th>Fem</th>
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**Job Group 2B Tenure Track Faculty -- Full Prof**

<table>
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**Job Group 2C Tenure Track Faculty -- Assoc Prof**

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### Job Group 2D Tenure Track Faculty -- Asst or Instr

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**Group Total:**

|       | 7   | 2   | 28.57 | 3 | 42.86 |

### Job Group 2E Non-Tenure Track Faculty -- Visiting, Early Retire

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**Group Total:**

|       | 6   | 1   | 16.67 | 0 | 0.00 |

### Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

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<th>Min %</th>
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**Group Total:**

|       | 12  | 0   | 0.00  | 6 | 50.00 |

### Job Group 2G Non-Tenure Track Faculty -- Quarterly Appt

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**Group Total:**

|       | 115 | 3   | 2.61  | 63 | 54.78 |
## Job Group 3B Non-Faculty Mid Level Professional

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<td>91-74 PROFESSIONAL</td>
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<td>59-75 LIBRARIAN</td>
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| **Group Total:** | 7   |           | 0   | 3   | 42.86%

## Job Group 3D Non-Faculty Professional Term Appt

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Job Group 4B Lower Clerical and Secretarial

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Job Group 5A Technical and Paraprofessional

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### Job Group 8A Upper Service and Maintenance

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### Job Group 8B Lower Service and Maintenance

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**Group Total:**

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### Availability Factor Computation Form

**Job Group 1A Executive (Deans, Directors, Dept Heads)**

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<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
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</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td></td>
<td></td>
<td>United States Summary</td>
</tr>
<tr>
<td>Min: 21.72 Fem: 60.70</td>
<td></td>
<td>50.0</td>
<td>10.86 Fem: 30.35</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td></td>
<td></td>
<td>Feeder Job Comutations</td>
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<tr>
<td>Min: 25.00 Fem: 41.67</td>
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**Availability:**

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<tbody>
<tr>
<td>23.36</td>
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### Job Group 1C Lower Level Mgr non-Exec

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<th>Weight %</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
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</thead>
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<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>17.72</td>
<td>34.94</td>
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<td>8.86</td>
<td>17.47</td>
<td>United States Summary</td>
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<tr>
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<td>9.09</td>
<td>45.46</td>
<td>50.0</td>
<td>4.54</td>
<td>22.73</td>
<td>Feeder Job Computations</td>
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</table>

Availability: 13.40 40.20

---

2004 AAP, EXHIBIT A, Regional Campus Data, p. 119
<table>
<thead>
<tr>
<th>Factor</th>
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<th>Weighted Factor</th>
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</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the</td>
<td>20.03</td>
<td>46.25</td>
<td>30.0</td>
<td>6.01</td>
</tr>
<tr>
<td>reasonable recruitment area.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable,</td>
<td>28.57</td>
<td>42.86</td>
<td>70.0</td>
<td>20.00</td>
</tr>
<tr>
<td>transferable, and trainable within the contractor's organization.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<p>| Availability:                                                        | 26.01          | 43.88    |                 |                      |       |                   |</p>
<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03 46.25</td>
<td>30.0</td>
<td>6.01 13.88</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>2.06 55.48</td>
<td>70.0</td>
<td>1.44 38.84</td>
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</table>

Availability: 7.45 52.72
<table>
<thead>
<tr>
<th>Factor</th>
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<th>Weighted Factor</th>
<th>Source of Statistics</th>
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<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the</td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>reasonable recruitment area.</td>
<td>20.03</td>
<td>46.25</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable,</td>
<td>2.36</td>
<td>54.33</td>
<td>50.0</td>
</tr>
<tr>
<td>transferable, and trainable within the contractor's</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>organization.</td>
<td></td>
<td></td>
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</tr>
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</table>

Availability: 11.20 50.28
## Job Group 2E Non-Tenure Track Faculty -- Visiting, Early Retire

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03</td>
<td>46.25</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>2.36</td>
<td>54.33</td>
<td>50.0</td>
</tr>
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</table>

Availability: 11.20  50.28

2004 AAP, EXHIBIT A, Regional Campus Data, p. 123
## Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>16.30 46.85</td>
<td>50.0</td>
<td>8.15 23.42</td>
<td>Ohio</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>2.61 54.78</td>
<td>50.0</td>
<td>1.30 27.39</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: 9.45 50.81
# Job Group 2G Non-Tenure Track Faculty -- Quarterly Appt

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>12.93 47.19</td>
<td>50.0</td>
<td>6.46 23.60</td>
<td>Ross County</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00 50.00</td>
<td>50.0</td>
<td>0.00 25.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Availability:</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6.46</td>
<td>48.60</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Job Group 3B Non-Faculty Mid Level Professional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>12.20</td>
<td>65.37</td>
<td>50.0</td>
<td>6.10</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>40.00</td>
<td>50.0</td>
<td>0.00</td>
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</table>

**Availability:** 6.10 52.68

2004 AAP, EXHIBIT A, Regional Campus Data, p. 126
## Job Group 3D Non-Faculty Professional Term Appt

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Min</td>
<td>Fem</td>
<td></td>
<td>Min</td>
<td>Fem</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>0.00</td>
<td>61.76</td>
<td>100.0</td>
<td>0.00</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>0.00</td>
<td>0.0</td>
<td>0.00</td>
</tr>
<tr>
<td>Availability:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2004 AAP, EXHIBIT A, Regional Campus Data, p. 127
## Job Group 4A Upper Clerical and Secretarial

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 3.00 Fem 83.83 Weight % 50.0</td>
<td>Min 1.50 Fem 41.92</td>
<td>Ross County</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 12.50 Fem 100.00 Weight % 50.0</td>
<td>Min 6.25 Fem 50.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: 7.75 91.92
Job Group 4B Lower Clerical and Secretarial

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>3.68 90.45</td>
<td>100.0</td>
<td>3.68 90.45</td>
<td>Ross County</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00 0.00</td>
<td>0.0</td>
<td>0.00 0.00</td>
<td>Feeder Job Computations</td>
</tr>
<tr>
<td>Availability:</td>
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<td>3.68 90.45</td>
<td></td>
</tr>
<tr>
<td>Factor</td>
<td>Raw Statistics</td>
<td>Weight %</td>
<td>Weighted Factor</td>
<td>Source of Statistics</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------</td>
<td>------------------</td>
<td>----------</td>
<td>-----------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 12.93, Fem 36.73</td>
<td>100.0</td>
<td>Min 12.93, Fem 36.73</td>
<td>Ohio</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 0.00, Fem 0.00</td>
<td>0.0</td>
<td>Min 0.00, Fem 0.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: 12.93 Min, 36.73 Fem
### Job Group 6A Skilled Craft

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 0.00</td>
<td>Fem 0.00</td>
<td>100.0</td>
<td>Min 0.00</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 0.00</td>
<td>Fem 0.00</td>
<td>0.0</td>
<td>Min 0.00</td>
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</table>

Availability: 0.00 0.00
## Job Group 8A Upper Service and Maintenance

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the</td>
<td>7.94</td>
<td>17.73</td>
<td>20.0</td>
<td>1.59 3.55 Ross County</td>
</tr>
<tr>
<td>reasonable recruitment area</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable,</td>
<td>0.00</td>
<td>40.00</td>
<td>80.0</td>
<td>0.00 32.00 Feeder Job</td>
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<tr>
<td>transferable, and trainable within the contractor's</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>organization</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Availability</td>
<td>1.59</td>
<td>35.55</td>
<td></td>
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</table>

2004 AAP, EXHIBIT A, Regional Campus Data, p. 132
### Job Group 8B Lower Service and Maintenance

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>10.59 35.43</td>
<td>100.0</td>
<td>10.59 35.43 Ross County</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00 0.00</td>
<td>0.0</td>
<td>0.00 0.00 Feeder Job Computations</td>
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</table>

Availability: 10.59 35.43

2004 AAP, EXHIBIT A, Regional Campus Data, p. 133
## Incumbency vs. Estimated Availability

<table>
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<tr>
<th>Job Group &amp; Name</th>
<th>Total Emp</th>
<th>EMPLOYMENT %</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th>PLACEMENT GOAL?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
<td>Fem</td>
<td></td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept)</td>
<td>2</td>
<td>0.00</td>
<td>0.00</td>
<td>23.36</td>
<td>51.19</td>
<td>NO</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td>1</td>
<td>0.00</td>
<td>0.00</td>
<td>13.40</td>
<td>40.20</td>
<td>NO</td>
<td>NO</td>
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</tr>
<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
<td>4</td>
<td>25.00</td>
<td>50.00</td>
<td>26.01</td>
<td>43.88</td>
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<td>NO</td>
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</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td>7</td>
<td>28.57</td>
<td>42.86</td>
<td>7.45</td>
<td>52.72</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or</td>
<td>19</td>
<td>0.00</td>
<td>63.16</td>
<td>11.20</td>
<td>50.28</td>
<td>YES</td>
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<tr>
<td>2E Non-Tenure Track Faculty --</td>
<td>6</td>
<td>16.67</td>
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<td>11.20</td>
<td>50.28</td>
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<tr>
<td>2F Non-Tenure Track Faculty -- Term,</td>
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<td>50.00</td>
<td>9.45</td>
<td>50.81</td>
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<tr>
<td>2G Non-Tenure Track Faculty --</td>
<td>115</td>
<td>2.61</td>
<td>54.78</td>
<td>6.46</td>
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<td></td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>7</td>
<td>0.00</td>
<td>42.86</td>
<td>6.10</td>
<td>52.68</td>
<td>NO</td>
<td>NO</td>
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</tr>
<tr>
<td>3D Non-Faculty Professional Term</td>
<td>5</td>
<td>0.00</td>
<td>40.00</td>
<td>0.00</td>
<td>61.76</td>
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</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
<td>2</td>
<td>50.00</td>
<td>100.00</td>
<td>7.75</td>
<td>91.92</td>
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</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
<td>8</td>
<td>12.50</td>
<td>100.00</td>
<td>3.68</td>
<td>90.45</td>
<td>NO</td>
<td>NO</td>
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<tr>
<td>5A Technical and Paraprofessional</td>
<td>3</td>
<td>0.00</td>
<td>33.33</td>
<td>12.93</td>
<td>36.73</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>6A Skilled Craft</td>
<td>1</td>
<td>100.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>8A Upper Service and Maintenance</td>
<td>2</td>
<td>0.00</td>
<td>50.00</td>
<td>1.59</td>
<td>35.55</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td>5</td>
<td>0.00</td>
<td>40.00</td>
<td>10.59</td>
<td>35.43</td>
<td>NO</td>
<td>NO</td>
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</tr>
</tbody>
</table>

**Total Employees:** 199

*W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.
### Significance of Incumbency vs. Estimated Availability

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>PLACEMENT GOAL?</th>
<th>STATISTICAL VALUE</th>
<th>STATISTICALLY SIGNIFICANT?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept</td>
<td>NO</td>
<td>YES</td>
<td>0.587E</td>
</tr>
<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td>NO</td>
<td>NO</td>
<td>0.866E</td>
</tr>
<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
<td>NO</td>
<td>NO</td>
<td>0.721E</td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td>NO</td>
<td>NO</td>
<td>0.105E</td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or Instr</td>
<td>YES</td>
<td>NO</td>
<td>0.304E</td>
</tr>
<tr>
<td>2E Non-Tenure Track Faculty -- Visiting,</td>
<td>YES</td>
<td>NO</td>
<td>1.680</td>
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<tr>
<td></td>
<td>NO</td>
<td>YES</td>
<td>0.644E</td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term,</td>
<td>NO</td>
<td>NO</td>
<td>0.660E</td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty -- Quarterly</td>
<td>YES</td>
<td>NO</td>
<td>0.968E</td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>NO</td>
<td>NO</td>
<td>0.571E</td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term Appt</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
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<td></td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>6A Skilled Craft</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>8A Upper Service and Maintenance</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
</tbody>
</table>

W - Whole Person Rule
A placement goal is set when employment is less than availability by at least one whole person.

Standard Deviations of 2 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 .05 or less are generally regarded as statistically significant.
### Placement Goals Report

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A Executive (Deans, Directors, Dept Heads)</td>
<td></td>
<td>51.19</td>
</tr>
<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or Instr</td>
<td>11.20</td>
<td></td>
</tr>
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<tr>
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<td>61.76</td>
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</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
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<td></td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
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<td></td>
</tr>
<tr>
<td>6A Skilled Craft</td>
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<tr>
<td>8A Upper Service and Maintenance</td>
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2004 AAP, EXHIBIT A, Regional Campus Data, p. 136
# Goal Attainment

<table>
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<th>Job Group</th>
<th>Target Group</th>
<th>Goal %</th>
<th>New Hire #</th>
<th>%</th>
<th>Promotion #</th>
<th>%</th>
<th>Total Opps #</th>
<th>%</th>
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<td>0 of 3</td>
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<td>0.00</td>
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Note - no goal was required for categories not listed above.

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person.
### Applicant Detail by Gender

Breakdown of Applicant and Incumbents by Job Group
For Period: 11/1/2003 to 10/31/2004

#### Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
<thead>
<tr>
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<th>Fem</th>
<th>Non Fem</th>
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<tbody>
<tr>
<td>Offers</td>
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<td>2</td>
</tr>
<tr>
<td>Applicants</td>
<td>108</td>
<td>30</td>
<td>78</td>
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#### Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

<table>
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<th>Fem</th>
<th>Non Fem</th>
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</thead>
<tbody>
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<td>Offers</td>
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<td>0</td>
</tr>
<tr>
<td>Applicants</td>
<td>13</td>
<td>7</td>
<td>6</td>
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</tbody>
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#### Job Group 3B Non-Faculty Mid Level Professional

<table>
<thead>
<tr>
<th></th>
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<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
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<td>Offers</td>
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<td>1</td>
</tr>
<tr>
<td>Applicants</td>
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<td>20</td>
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#### Job Group 3D Non-Faculty Professional Term Appt

<table>
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<th>Fem</th>
<th>Non Fem</th>
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</thead>
<tbody>
<tr>
<td>Offers</td>
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<td>1</td>
</tr>
<tr>
<td>Applicants</td>
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<td>1</td>
<td>1</td>
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#### Job Group 4B Lower Clerical and Secretarial

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<td>Offers</td>
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<tr>
<td>Applicants</td>
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<td>64</td>
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#### Grand Totals

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<th>Non Fem</th>
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</tr>
<tr>
<td>Applicants</td>
<td>225</td>
<td>117</td>
<td>108</td>
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</table>
### Applicants Detail by Race

**Ohio University**  
Chillicothe campus  
2004 AAP

**Applicants Detail by Race**

Breakdown of Offers and Applicants by Job Group  
For Period: 11/1/2003 to 10/31/2004

#### Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
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</thead>
<tbody>
<tr>
<td>Offers</td>
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<td>3</td>
</tr>
<tr>
<td>Applicants</td>
<td>108</td>
<td>27</td>
<td>81</td>
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</tbody>
</table>

#### Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

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<th>Min</th>
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<td>1</td>
</tr>
<tr>
<td>Applicants</td>
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<td>1</td>
<td>12</td>
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#### Job Group 3B Non-Faculty Mid Level Professional

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<th>Wht</th>
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<td>1</td>
</tr>
<tr>
<td>Applicants</td>
<td>35</td>
<td>4</td>
<td>31</td>
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#### Job Group 3D Non-Faculty Professional Term Appt

<table>
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<th>Tot</th>
<th>Min</th>
<th>Wht</th>
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</thead>
<tbody>
<tr>
<td>Offers</td>
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<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Applicants</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

Applicants with missing race information are included in calculations by gender.  
Applicants with missing gender information are included in calculations by race.
### Applicants Detail by Race

Breakdown of Offers and Applicants by Job Group  
For Period: 11/1/2003 to 10/31/2004

#### Job Group 4B Lower Clerical and Secretarial

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
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<tr>
<td>Applicants</td>
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#### Grand Totals

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
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</thead>
<tbody>
<tr>
<td>Offers</td>
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</tr>
<tr>
<td>Applicants</td>
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Applicants with missing race information are included in calculations by gender.  
Applicants with missing gender information are included in calculations by race.
# Personnel Action Summaries--Applicants by Job Group

For Period: 11/1/2003 to 10/31/2004

<table>
<thead>
<tr>
<th>Job Group</th>
<th>EEO Category</th>
<th>Total App</th>
<th>Unk Gender</th>
<th>Unk Race</th>
<th>Min</th>
<th>Fem</th>
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<tbody>
<tr>
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<td>Tenure Track Faculty -- Asst or Instr</td>
<td>108</td>
<td>0</td>
<td>0</td>
<td>27</td>
<td>30</td>
</tr>
<tr>
<td>2F</td>
<td>Non-Tenure Track Faculty -- Term, Resident &amp; Inter</td>
<td>13</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>7</td>
</tr>
</tbody>
</table>

| 3 EEO 2   | Non-Faculty Mid Level Professional | 35       | 0          | 0        | 4   | 15  |
| 3D        | Non-Faculty Professional Term Appt | 2        | 0          | 0        | 0   | 1   |

| 3 EEO 3   | Lower Clerical and Secretarial | 67       | 0          | 0        | 5   | 64  |
| 4 EEO 4   |                         | 67       | 0          | 0        | 5   | 64  |

| Report Total | | 225 | 0 | 0 | 37 | 117 |

| EEO Total  | | 0.00 | 0.00 | 16.44 | 52.00 |
# Personnel Action Summaries - New Hires by Job Group

For Period: 11/1/2003 to 10/31/2004

<table>
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<tr>
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<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>2D</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Non-Tenure Track Faculty -- Term, Resident</td>
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<td></td>
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<tr>
<td></td>
<td>EEO 2</td>
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<td></td>
<td>2</td>
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<tr>
<td></td>
<td>% Tot</td>
<td></td>
<td>0.00</td>
<td>50.00</td>
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<td>0</td>
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<td>3D</td>
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<td></td>
<td>1</td>
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<tr>
<td></td>
<td>EEO 3</td>
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<tr>
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<td>% Tot</td>
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<td></td>
<td>EEO 4</td>
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<td></td>
<td>% Tot</td>
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Report Total

| | Total Emp | Min | Fem |
| |           |     |     |
| | 8         |     | 4   |
| | % Tot     |     | 50.00|
## Personnel Action Summaries - Terminations by Job Group

**For Period: 11/1/2003 to 10/31/2004**

<table>
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<th>Min</th>
<th>Fem</th>
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<td>9</td>
</tr>
<tr>
<td></td>
<td></td>
<td>36</td>
<td>0</td>
<td>11</td>
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<td>1</td>
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<td></td>
<td>% Tot</td>
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<td>1</td>
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<tr>
<td>4B</td>
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## Adverse Impact Summary for Applicants

For Period: 11/1/2003 to 10/31/2004

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<th>Stat Sig?</th>
<th>Sel Rate</th>
<th>Fem AI?</th>
<th>Stat Sig?</th>
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<td>No</td>
<td>0.00</td>
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<td>No</td>
</tr>
<tr>
<td>3D</td>
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<td>No</td>
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Applicants with missing race information are included in calculations by gender. Applicants with missing gender information are included in calculations by race. NA - indicates that the result could not be calculated.
## Adverse Impact Summary for Terminations

For Period: 11/1/2003 to 10/31/2004

<table>
<thead>
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<th>Min</th>
<th>Sel Rate</th>
<th>AI? Stat Sig?</th>
<th>Sel Rate</th>
<th>Fem</th>
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<tr>
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<td>NA</td>
<td>0.00</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>

NA - indicates that the result could not be calculated.
EASTERN CAMPUS
Eastern Organizational Display

3030 - 01010 PRESIDENT (not staffed)
3700 - 40010 VICE PRESIDENT RHE (not staffed)
1340 - 41010 DEAN EASTERN Total 24 - (7WM/14WF/1BM/1BF/1AM)
1050 - 41750 EA CONTINUING EDUCATION Total 2 - (1WM/1WF)
1400 - 41660 EA EDUCATION Total 6 - (1WM/5WF)
1700 - 41690 EA FINE ARTS Total 5 - (4WM/1WF)
180 - 41600 EA ARTS SCIENCES Total 24 - (17WM/6WF/1AM)
1930 - 41720 EA HEALTH HUMAN SERVICES Total 14 - (7WM/7WF)
2540 - 41810 EA LIBRARY Total 5 - (1WM/3WF/1BF)
2930 - 41820 EA FACILITIES MANAGEMENT Total 7 - (6WM/1WF)
34 - 41670 EA ENGINEERING Total 1 - (1WM)
3420 - 41830 EA STUDENT SERVICES Total 8 - (3WM/5WF)
4357 - 41100 EA ARTS SCIENCES Total 1 - (1WM)
82 - 41610 EA BUSINESS ADMIN Total 1 - (1WF)
850 - 41650 EA COMMUNICATION Total 3 - (1WM/2WF)
## Job Group Analysis Summary by Job Group

<table>
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<th>Job Group &amp; Name</th>
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<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
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</thead>
<tbody>
<tr>
<td>1A Executive (Deans, Directors, Dept Heads)</td>
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<td>5</td>
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<td>20.00</td>
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</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>3</td>
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<tr>
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<td>3</td>
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<td>1</td>
<td>50.00</td>
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<tr>
<td>3D Non-Faculty Professional Term Appt</td>
<td>3</td>
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<td>0</td>
<td>0.00</td>
<td>2</td>
<td>66.67</td>
<td></td>
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</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
<td>4</td>
<td>5</td>
<td>0</td>
<td>0.00</td>
<td>4</td>
<td>80.00</td>
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</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
<td>4</td>
<td>8</td>
<td>2</td>
<td>25.00</td>
<td>8</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>100.00</td>
<td>0</td>
<td>0.00</td>
<td></td>
<td></td>
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<tr>
<td>6A Skilled Craft</td>
<td>6</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td>7</td>
<td>5</td>
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<td>0.00</td>
<td>1</td>
<td>20.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Group Total:**
- Total Emp: 101
- Min %: 4.95
- Fem %: 47.52
# Job Group Analysis

## Job Group 1A Executive (Deans, Directors, Dept Heads)

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-74 ASSOC DEAN</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>50-75 DEPT DIRECTOR</td>
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<td>1</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>54-75 DEPT DIRECTOR</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>1</td>
<td>100.00</td>
</tr>
<tr>
<td>28-80 ASSOC_ASST VP</td>
<td>1</td>
<td>1</td>
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<td>0.00</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>40-86 DEAN</td>
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<td>0.00</td>
</tr>
</tbody>
</table>

**Group Total:** 5 1 20.00 1 20.00

## Job Group 2C Tenure Track Faculty -- Assoc Prof

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>376-AP TENURE TRACK</td>
<td>2</td>
<td>6</td>
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<td>16.67</td>
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**Group Total:** 6 1 16.67 1 16.67

## Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>376-AS TENURE TRACK</td>
<td>2</td>
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<td>33.33</td>
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<td>376-IN TENURE TRACK</td>
<td>2</td>
<td>1</td>
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<td>0.00</td>
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<td>0.00</td>
</tr>
</tbody>
</table>

**Group Total:** 13 0 0.00 4 30.77

2004 AAP, EXHIBIT A, Regional Campus Data, p. 144
### Job Group 2E Non-Tenure Track Faculty -- Visiting, Early Retire

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>EARLY RETIREE</td>
<td>2</td>
<td>5</td>
<td>0</td>
<td>1</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>0.00</td>
<td>20.00</td>
</tr>
<tr>
<td><strong>Group Total:</strong></td>
<td></td>
<td>5</td>
<td>0</td>
<td>1</td>
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<tr>
<td></td>
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<td>20.00</td>
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</table>

### Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

<table>
<thead>
<tr>
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<th>EEO</th>
<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>TERM FACULTY</td>
<td>2</td>
<td>8</td>
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<tr>
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<td></td>
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<td>0.00</td>
<td>25.00</td>
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</tbody>
</table>

### Job Group 2G Non-Tenure Track Faculty -- Quarterly Appt

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>QUARTERLY APPT</td>
<td>2</td>
<td>29</td>
<td>0</td>
<td>17</td>
</tr>
<tr>
<td></td>
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<td>58.62</td>
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<tr>
<td><strong>Group Total:</strong></td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>0.00</td>
<td>58.62</td>
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</tbody>
</table>

### Job Group 3A Non-Faculty Upper Level Professional

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROFESSIONAL</td>
<td>3</td>
<td>1</td>
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<td>1</td>
</tr>
<tr>
<td></td>
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<td>1</td>
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<tr>
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<td>0.00</td>
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</tbody>
</table>

2004 AAP, EXHIBIT A, Regional Campus Data, p. 145
### Job Group 3B Non-Faculty Mid Level Professional

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>%</th>
<th>Fem #</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>522-157 PC SUPPORT SPEC</td>
<td>3</td>
<td>1</td>
<td>0 0.00</td>
<td>0 0.00</td>
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<td></td>
</tr>
<tr>
<td>59-74 LIBRARIAN</td>
<td>3</td>
<td>1</td>
<td>0 0.00</td>
<td>1 100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>77-74 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
<td>0 0.00</td>
<td>1 100.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>81-74 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
<td>0 0.00</td>
<td>0 0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>83-74 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
<td>0 0.00</td>
<td>1 100.00</td>
<td></td>
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<tr>
<td>91-74 PROFESSIONAL</td>
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<td>0 0.00</td>
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<td></td>
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<tr>
<td>76-75 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
<td>0 0.00</td>
<td>1 100.00</td>
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<td></td>
</tr>
<tr>
<td>83-75 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
<td>0 0.00</td>
<td>1 100.00</td>
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<td></td>
</tr>
<tr>
<td>85-75 PROFESSIONAL</td>
<td>3</td>
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</table>

**Group Total:** 9 0 0.00 5 55.56

### Job Group 3C Non-Faculty Low Level Professional

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>%</th>
<th>Fem #</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>83-73 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
<td>0 0.00</td>
<td>1 100.00</td>
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<td></td>
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<tr>
<td>85-87 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
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</table>

**Group Total:** 2 0 0.00 1 50.00

### Job Group 3D Non-Faculty Professional Term Appt

<table>
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<tr>
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<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>%</th>
<th>Fem #</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>116-0000 TERM APPT</td>
<td>3</td>
<td>3</td>
<td>0 0.00</td>
<td>2 66.67</td>
<td></td>
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</table>

2004 AAP, EXHIBIT A, Regional Campus Data, p. 146
### Job Group 4A Upper Clerical and Secretarial

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>275-154 MEDIA RESOURCE COORD</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
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<td>100.00</td>
</tr>
<tr>
<td>561-154 RECORDS MGT ASSOC</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>1</td>
<td>100.00</td>
</tr>
<tr>
<td>597-154 ADMIN ASSOC</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>1</td>
<td>100.00</td>
</tr>
<tr>
<td>335-155 SR LIBRARY ASSOC</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>552-155 ADMIN COORD</td>
<td>4</td>
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<td>0.00</td>
<td>1</td>
<td>100.00</td>
</tr>
</tbody>
</table>

**Group Total:** 5 0 0.00 4 80.00

### Job Group 4B Lower Clerical and Secretarial

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>256-152 LIBRARY ASST</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>100.00</td>
<td>1</td>
<td>100.00</td>
</tr>
<tr>
<td>601-152 CENTRAL COMM SPEC</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>1</td>
<td>100.00</td>
</tr>
<tr>
<td>125-153 ADMIN ASST</td>
<td>4</td>
<td>4</td>
<td>1</td>
<td>25.00</td>
<td>4</td>
<td>100.00</td>
</tr>
<tr>
<td>336-153 SR LIBRARY ASST</td>
<td>4</td>
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<td>0</td>
<td>0.00</td>
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<td>100.00</td>
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<td>606-154 DOCUMENTS SPEC</td>
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</tbody>
</table>

**Group Total:** 8 2 25.00 8 100.00

### Job Group 5A Technical and Paraprofessional

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>502-158 IT GENERALIST</td>
<td>5</td>
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<td>1</td>
<td>100.00</td>
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<td>0.00</td>
</tr>
</tbody>
</table>
### Job Group 5A Technical and Paraprofessional

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
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<td></td>
<td></td>
<td>1</td>
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</tbody>
</table>

**Group Total:**

### Job Group 6A Skilled Craft

<table>
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<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
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<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>267-154 MAINT REPAIR SPEC</td>
<td>6</td>
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</tbody>
</table>

**Group Total:**

### Job Group 8B Lower Service and Maintenance

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>201-152 CUSTODIAL WORKER</td>
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<td>0.00</td>
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<td>33.33</td>
</tr>
<tr>
<td>242-153 GROUNDSKEEPER</td>
<td>7</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>604-153 CUSTODIAL WORK SPEC</td>
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<td>0.00</td>
</tr>
</tbody>
</table>

**Group Total:**

2004 AAP, EXHIBIT A, Regional Campus Data, p. 148
## Availability Factor Computation Form

### Job Group 1A Executive (Deans, Directors, Dept Heads)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>17.87 42.01</td>
<td>50.0</td>
<td>8.94 21.00</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>16.67 16.67</td>
<td>50.0</td>
<td>8.34 8.34</td>
<td>Feeder Job Computations</td>
</tr>
<tr>
<td>Availability:</td>
<td>17.28 29.34</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# Job Group 2C Tenure Track Faculty -- Assoc Prof

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 20.03 Fem 46.25</td>
<td>30.0</td>
<td>Min 6.01 Fem 13.88 Source of Statistics United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 0.00 Fem 30.00</td>
<td>70.0</td>
<td>Min 0.00 Fem 21.00 Source of Statistics Feeder Job Computations</td>
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Availability: Min 6.01 Fem 34.88
### Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td></td>
<td>Min</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03</td>
<td>46.25</td>
<td>50.0</td>
<td>10.02</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>51.35</td>
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<td>0.00</td>
</tr>
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</table>

Availability: 10.02 48.80

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### Job Group 2E Non-Tenure Track Faculty -- Visiting, Early Retire

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03</td>
<td>46.25</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>51.35</td>
<td>50.0</td>
</tr>
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<td></td>
<td>Availability</td>
<td>10.02</td>
<td>48.80</td>
</tr>
<tr>
<td>Factor</td>
<td>Raw Statistics</td>
<td>Weighted Factor</td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------------------------------</td>
<td>----------------</td>
<td>----------------------------------</td>
<td></td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>16.30 46.85 50.0</td>
<td>8.15 23.42  Ohio</td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor’s organization.</td>
<td>0.00 58.62 50.0</td>
<td>0.00 29.31  Feeder Job Computations</td>
<td></td>
</tr>
</tbody>
</table>

Availability: 8.15 52.73
### Job Group 2G Non-Tenure Track Faculty -- Quarterly Appt

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min: 0.00, Fem: 25.00, Weight %: 50.0</td>
<td>Min: 0.00, Fem: 12.50, Source of Statistics: Feeder Job Computations</td>
</tr>
</tbody>
</table>

| Availability | 1.22 | 30.49 |

2004 AAP, EXHIBIT A, Regional Campus Data, p. 154
## Job Group 3A Non-Faculty Upper Level Professional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td></td>
<td>12.92</td>
<td>57.69</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>55.56</td>
<td>50.0</td>
</tr>
</tbody>
</table>

Availability: 6.46 56.62
## Job Group 3B Non-Faculty Mid Level Professional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>12.83</td>
<td>58.58</td>
<td>50.00</td>
<td>6.42 29.29 Ohio</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>60.00</td>
<td>50.00</td>
<td>0.00 30.00 Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: 6.42 59.29
### Job Group 3C Non-Faculty Low Level Professional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>0.00</td>
<td>43.34</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>66.67</td>
<td>50.0</td>
</tr>
</tbody>
</table>

Availability: 0.00 55.01
## Job Group 3D Non-Faculty Professional Term Appt

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min: 0.00, Fem: 43.33, Weight %: 100.0</td>
<td>Min: 0.00, Fem: 43.33</td>
<td>Belmont County</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min: 0.00, Fem: 0.00, Weight %: 0.0</td>
<td>Min: 0.00, Fem: 0.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

**Availability:** Min: 0.00, Fem: 43.33
<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonabke recruitment area.</td>
<td>2.54</td>
<td>90.38</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>25.00</td>
<td>100.00</td>
<td>50.0</td>
</tr>
</tbody>
</table>

Availability: 13.77 95.19
## Job Group 4B Lower Clerical and Secretarial

### Raw Statistics

<table>
<thead>
<tr>
<th>Factor</th>
<th>Min</th>
<th>Fem</th>
<th>Weight %</th>
<th>Min</th>
<th>Fem</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>1.31</td>
<td>96.71</td>
<td>100.0</td>
<td>1.31</td>
<td>96.71</td>
<td>Belmont County</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>0.00</td>
<td>0.0</td>
<td>0.00</td>
<td>0.00</td>
<td>Feeder Job Computations</td>
</tr>
<tr>
<td>Availability:</td>
<td></td>
<td></td>
<td></td>
<td>1.31</td>
<td>96.71</td>
<td></td>
</tr>
</tbody>
</table>
### Job Group 5A Technical and Paraprofessional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>14.86 39.00 100.0</td>
<td>14.86 39.00 Ohio</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00 0.00 0.0</td>
<td>0.00 0.00 Feeder Job Computations</td>
</tr>
</tbody>
</table>

| Availability | 14.86 39.00 |

2004 AAP, EXHIBIT A, Regional Campus Data, p. 161
## Job Group 6A Skilled Craft

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>16.00</td>
<td>8.00</td>
<td>20.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>0.00</td>
<td>80.0</td>
</tr>
</tbody>
</table>

Availability: 3.20 1.60
## Job Group 8B Lower Service and Maintenance

**Raw Statistics**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Min</th>
<th>Fem</th>
<th>Weight %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women</td>
<td>7.30</td>
<td>25.06</td>
<td>100.0</td>
</tr>
<tr>
<td>with requisite skills in the reasonable</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>recruitment area.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women</td>
<td>0.00</td>
<td>0.00</td>
<td>0.0</td>
</tr>
<tr>
<td>among those promotable, transferable, and trainable within the</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>contractor's organization.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Weighted Factor**

<table>
<thead>
<tr>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belmont County</td>
</tr>
</tbody>
</table>

| Availability:       | 7.30 | 25.06 |

2004 AAP, EXHIBIT A, Regional Campus Data, p. 163
## Incumbency vs. Estimated Availability

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Total Emp</th>
<th>EMPLOYMENT %</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
<td>Fem</td>
<td>PLACEMENT GOAL?</td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept)</td>
<td>5</td>
<td>20.00</td>
<td>20.00</td>
<td>17.28</td>
<td>29.34</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td>6</td>
<td>16.67</td>
<td>16.67</td>
<td>6.01</td>
<td>34.88</td>
<td>NO</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or</td>
<td>13</td>
<td>0.00</td>
<td>30.77</td>
<td>10.02</td>
<td>48.80</td>
<td>YES</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>2E Non-Tenure Track Faculty --</td>
<td>5</td>
<td>0.00</td>
<td>20.00</td>
<td>10.02</td>
<td>48.80</td>
<td>NO</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term,</td>
<td>8</td>
<td>0.00</td>
<td>25.00</td>
<td>8.15</td>
<td>52.73</td>
<td>NO</td>
<td>YES</td>
<td></td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty --</td>
<td>29</td>
<td>0.00</td>
<td>58.62</td>
<td>1.22</td>
<td>30.49</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>3A Non-Faculty Upper Level</td>
<td>1</td>
<td>0.00</td>
<td>100.00</td>
<td>6.46</td>
<td>56.62</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>9</td>
<td>0.00</td>
<td>55.56</td>
<td>6.42</td>
<td>59.29</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>3C Non-Faculty Low Level</td>
<td>2</td>
<td>0.00</td>
<td>50.00</td>
<td>0.00</td>
<td>55.01</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term</td>
<td>3</td>
<td>0.00</td>
<td>66.67</td>
<td>0.00</td>
<td>43.33</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
<td>5</td>
<td>0.00</td>
<td>80.00</td>
<td>13.77</td>
<td>95.19</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
<td>8</td>
<td>25.00</td>
<td>100.00</td>
<td>1.31</td>
<td>96.71</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
<td>1</td>
<td>100.00</td>
<td>0.00</td>
<td>14.86</td>
<td>39.00</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>6A Skilled Craft</td>
<td>1</td>
<td>0.00</td>
<td>0.00</td>
<td>3.20</td>
<td>1.60</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td>5</td>
<td>0.00</td>
<td>20.00</td>
<td>7.30</td>
<td>25.06</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td><strong>Total Employees:</strong></td>
<td>101</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.
## Significance of Incumbency vs. Estimated Availability

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>PLACEMENT GOAL?</th>
<th>STATISTICAL VALUE</th>
<th>STATISTICALLY SIGNIFICANT?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept)</td>
<td>NO</td>
<td>NO</td>
<td>0.542E</td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td>NO</td>
<td>YES</td>
<td>0.321E</td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or Instr</td>
<td>YES</td>
<td>YES</td>
<td>0.253E</td>
</tr>
<tr>
<td>2E Non-Tenure Track Faculty -- Visiting,</td>
<td>NO</td>
<td>YES</td>
<td>0.590E</td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term,</td>
<td>NO</td>
<td>YES</td>
<td>0.507E</td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty -- Quarterly</td>
<td>NO</td>
<td>NO</td>
<td>0.700E</td>
</tr>
<tr>
<td>3A Non-Faculty Upper Level Professional</td>
<td>NO</td>
<td>NO</td>
<td>0.935E</td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>NO</td>
<td>NO</td>
<td>0.550E</td>
</tr>
<tr>
<td>3C Non-Faculty Low Level Professional</td>
<td>NO</td>
<td>NO</td>
<td>0.697E</td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term Appt</td>
<td>NO</td>
<td>NO</td>
<td>0.477E</td>
</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
<td>NO</td>
<td>NO</td>
<td>0.477E</td>
</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
<td>NO</td>
<td>NO</td>
<td>0.610E</td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
<td>NO</td>
<td>NO</td>
<td>0.968E</td>
</tr>
<tr>
<td>6A Skilled Craft</td>
<td>NO</td>
<td>NO</td>
<td>0.685E</td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td>NO</td>
<td>NO</td>
<td>0.685E</td>
</tr>
</tbody>
</table>

W - Whole Person Rule  
A placement goal is set when employment is less than availability by at least one whole person.

Standard Deviations of 2 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 .05 or less are generally regarded as statistically significant.
<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A Executive (Deans, Directors, Dept Heads)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td></td>
<td>34.88</td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or Instr</td>
<td>10.02</td>
<td>48.80</td>
</tr>
<tr>
<td>2E Non-Tenure Track Faculty -- Visiting, Early Retire</td>
<td></td>
<td>48.80</td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term, Resident &amp; Inter</td>
<td></td>
<td>52.73</td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty -- Quarterly Appt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3A Non-Faculty Upper Level Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3C Non-Faculty Low Level Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term Appt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6A Skilled Craft</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Goal Attainment

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Target Group</th>
<th>Goal %</th>
<th>New Hire #</th>
<th>%</th>
<th>Promotion #</th>
<th>%</th>
<th>Total Opps #</th>
<th>%</th>
<th>Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>2D</td>
<td>Total Minorities</td>
<td>10.02</td>
<td>0 of 0</td>
<td>0.00</td>
<td>0 of 0</td>
<td>0.00</td>
<td>0 of 0</td>
<td>0.00</td>
<td>NO OPPS</td>
</tr>
</tbody>
</table>

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

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person.
## Applicant Detail by Gender

Breakdown of Applicant and Incumbents by Job Group
For Period: 11/1/2003 to 10/31/2004

### Job Group 1A Executive (Deans, Directors, Dept Heads)

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Applicants</td>
<td>118</td>
<td>24</td>
<td>94</td>
</tr>
</tbody>
</table>

### Job Group 3D Non-Faculty Professional Term Appt

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Applicants</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

### Grand Totals

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Applicants</td>
<td>119</td>
<td>24</td>
<td>95</td>
</tr>
</tbody>
</table>
### Applicants Detail by Race

Breakdown of Offers and Applicants by Race Group For Period: 11/1/2003 to 10/31/2004

**Job Group 1A Executive (Deans, Directors, Dept Heads)**

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
</tr>
</thead>
<tbody>
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<td>Offers</td>
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<tr>
<td>Applicants</td>
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<td>109</td>
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**Job Group 3D Non-Faculty Professional Term Appt**

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**Grand Totals**

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<td>Applicants</td>
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Applicants with missing race information are included in calculations by gender. Applicants with missing gender information are included in calculations by race.
### Personnel Action Summaries--Applicants by Job Group

For Period: 11/1/2003 to 10/31/2004

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<th>Job Group EEO Category</th>
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Personnel Action Summaries - New Hires by Job Group

For Period: 11/1/2003 to 10/31/2004

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<td>EEO 3</td>
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## Personnel Action Summaries - Promotions from/within Job Group

For Period: 11/1/2003 to 10/31/2004

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<td>4B</td>
<td>Lower Clerical and Secretarial</td>
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### Personnel Action Summaries - Terminations by Job Group

For Period: 11/1/2003 to 10/31/2004

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<td>Non-Faculty Low Level Professional</td>
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Report Total

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Ohio University
Eastern campus
2004 AAP

Adverse Impact Summary for Terminations

For Period: 11/1/2003 to 10/31/2004

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<tr>
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<th>Min Sel Rate</th>
<th>AI? Stat Sig</th>
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<th>AI? Stat Sig</th>
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<td>NA</td>
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NA - indicates that the result could not be calculated.
# Adverse Impact Summary for Promotions

For Period: 11/1/2003 to 10/31/2004

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<tr>
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<th>AI?</th>
<th>Stat Sig?</th>
<th>Fem Sel Rate</th>
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<td>NA</td>
<td>0.00</td>
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</tr>
<tr>
<td>4B</td>
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<td>NA</td>
<td>0.00</td>
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NA - indicates that the result could not be calculated.
## Adverse Impact Summary for Applicants

For Period: 11/1/2003 to 10/31/2004

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</table>

Applicants with missing race information are included in calculations by gender.
Applicants with missing gender information are included in calculations by race.

NA - indicates that the result could not be calculated.
LANCASTER CAMPUS
Organizational Display

3030 - 01010 PRESIDENT (not staffed)
3700 - 40010 VICE PRESIDENT RHE (not staffed)
2470 - 44010 DEAN LANCASTER Total 15 - (3WM/11WF/1AM)
  1070 - 44750 LA CONTINUING EDUCATION Total 4 - (2WM/2WF)
  1430 - 44660 LA EDUCATION Total 15 - (2WM/13WF)
  1510 - 44760 LA ENGINEERING TECH Total 4 - (4WM)
  1720 - 44690 LA FINE ARTS Total 5 - (2WM/2WF/1AM)
  1950 - 44720 LA HEALTH HUMAN SERVICES Total 10 - (1WM/8WF/1AF)
  200 - 44600 LA ARTS SCIENCES Total 39 - (20WM/19WF)
  2490 - 44710 LA LAW ENFORCEMENT TECH Total 2 - (1WF/1BM)
  2560 - 44810 LA LIBRARY Total 4 - (4WF)
  2950 - 44820 LA FACILITIES MANAGEMENT Total 9 - (8WM/1WF)
  3430 - 44830 LA STUDENT SERVICES Total 7 - (3WM/4WF)
  3600 - 44700 LA UNIVERSITY COLLEGE Total 1 - (1AF)
  3885 - 44851 ASSOC DEAN LANCASTER Total 1 - (1WF)
  430 - 44610 LA BUSINESS ADMIN Total 2 - (1WM/1WF)
  4398 - 44100 LA ARTS SCIENCES Total 2 - (1WM/1WF)
  4400 - 44130 LA BUSINESS Total 1 - (1WF)
  4404 - 44120 LA COMMUNICATION STUDIES Total 1 - (1WF)
  4405 - 44310 LA COMPUTER SCIENCE TECH Total 1 - (1WM)
  4408 - 44140 LA EDUCATION Total 1 - (1WM)
  4417 - 44110 LA FINE ARTS Total 1 - (1WF)
  4421 - 44150 LA HEALTH HUMAN SVCS Total 1 - (1WF)
  4425 - 44400 LA LAW ENFORCEMENT TECH Total 2 - (2WM)
  4447 - 44030 LA STUDENT SERVICES Total 2 - (1WM/1WF)
  4450 - 44170 LA UNIVERSITY COLLEGE Total 1 - (1F)
  450 - 44620 LA BUSINESS MGT TECH Total 11 - (9WM/2WF)
  870 - 44650 LA COMMUNICATION Total 5 - (1WM/4WF)
  95 - 44863 LA TECHNOLOGY SERVICES Total 4 - (3WM/1WF)
  96 - 45010 DIRECTOR PICKERINGTON Total 11 - (5WM/6WF)
  3943 - 45600 PI ARTS SCIENCES Total 1 - (1WM)
  4453 - 45100 PI ARTS SCIENCES Total 2 - (2WM)
### Job Group Analysis Summary by Job Group

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<th>Min</th>
<th>Fem</th>
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<tr>
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**Group Total:** 165 6 3.64 89 53.94
**Job Group Analysis**

**Job Group 1A Executive (Deans, Directors, Dept Heads)**

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**Group Total:**

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**Job Group 1B Upper Level Mgr non-Exec**

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<td>69-76 MANAGER</td>
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**Job Group 1C Lower Level Mgr non-Exec**

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**Group Total:**

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**Job Group 2B Tenure Track Faculty -- Full Prof**

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### Job Group 2C Tenure Track Faculty -- Assoc Prof

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### Job Group 2D Tenure Track Faculty -- Asst or Instr

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#### Group Total: 8 0 0.00 1 12.50

### Job Group 2E Non-Tenure Track Faculty -- Visiting, Early Retire

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<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
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<tbody>
<tr>
<td>371-0000 EARLY RETIREE</td>
<td>2</td>
<td>4</td>
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#### Group Total: 4 0 0.00 0 0.00

### Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
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<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
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<tbody>
<tr>
<td>377-0000 TERM FACULTY</td>
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#### Group Total: 15 0 0.00 7 46.67

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# Job Group 2G Non-Tenure Track Faculty -- Quarterly Appt

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>374-0000 QUARTERLY APPT</td>
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Group Total: 66 4 6.06 40 60.61

# Job Group 3A Non-Faculty Upper Level Professional

<table>
<thead>
<tr>
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<th>EEO</th>
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<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
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<tbody>
<tr>
<td>498-155 HELP DESK COORD 2</td>
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# Job Group 3B Non-Faculty Mid Level Professional

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<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
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<tbody>
<tr>
<td>59-74 LIBRARIAN</td>
<td>3</td>
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<td>0.00</td>
<td>1</td>
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<tr>
<td>83-74 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
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<tr>
<td>91-74 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
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<td>0.00</td>
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<td>100.00</td>
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<td>77-75 PROFESSIONAL</td>
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Group Total: 5 0 0.00 3 60.00

# Job Group 3C Non-Faculty Low Level Professional

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2004 AAP, EXHIBIT A, Regional Campus Data, p. 177
### Job Group 3C Non-Faculty Low Level Professional

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
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<th>Fem</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
<td>#</td>
<td>%</td>
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<tr>
<td>91-72 PROFESSIONAL</td>
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<td>0.00</td>
</tr>
<tr>
<td>17-73 ADVISOR_COUNSELOR</td>
<td>3</td>
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<tr>
<td>83-73 PROFESSIONAL</td>
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**Group Total:** 8 0 0.00 5 62.50

### Job Group 3D Non-Faculty Professional Term Appt

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<tbody>
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<td></td>
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**Group Total:** 5 0 0.00 3 60.00

### Job Group 4A Upper Clerical and Secretarial

<table>
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<th>Min</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>561-154 RECORDS MGT ASSOC</td>
<td>4</td>
<td>2</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>597-154 ADMIN ASSOC</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
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<tr>
<td>335-155 SR LIBRARY ASSOC</td>
<td>4</td>
<td>2</td>
<td>0</td>
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<tr>
<td>552-155 ADMIN COORD</td>
<td>4</td>
<td>2</td>
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<td>571-155 ACCTNG SPEC</td>
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**Group Total:** 8 0 0.00 8 100.00

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### Job Group 4B Lower Clerical and Secretarial

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
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<th>Fem</th>
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<tbody>
<tr>
<td>601-152 CENTRAL COMM SPEC</td>
<td>4</td>
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<tr>
<td>125-153 ADMIN ASST</td>
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<td>322-153 RECORDS MGT ASST</td>
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<td>1</td>
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<tr>
<td>594-153 ACCTNG ASST</td>
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<td>2</td>
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<td>2</td>
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<tr>
<td>606-154 DOCUMENTS SPEC</td>
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**Group Total:**

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</thead>
<tbody>
<tr>
<td>7</td>
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### Job Group 5A Technical and Paraprofessional

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
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<th>Min</th>
<th>Fem</th>
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<tbody>
<tr>
<td>629-156 TELECOMM TECH 2</td>
<td>5</td>
<td>1</td>
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<td>492-159 DIST IS MGR 1</td>
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**Group Total:**

<table>
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### Job Group 6A Skilled Craft

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
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<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>267-154 MAINT REPAIR SPEC</td>
<td>6</td>
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**Group Total:**

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
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### Job Group 8B Lower Service and Maintenance

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
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<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>201-152 CUSTODIAL WORKER</td>
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<td>242-153 GROUNDSKEEPER</td>
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### Availability Factor Computation Form

#### Job Group 1A Executive (Deans, Directors, Dept Heads)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>19.02</td>
<td>43.48</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>8.33</td>
<td>50.00</td>
<td>50.0</td>
</tr>
</tbody>
</table>

Availability: 13.67 | 46.74
<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>17.72 34.94</td>
<td>50.0</td>
<td>8.86 17.47</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>8.70 47.83</td>
<td>50.0</td>
<td>4.35 23.92</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Feeder Job Computations</td>
</tr>
<tr>
<td></td>
<td>Availability:</td>
<td></td>
<td>13.21 41.39</td>
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</tbody>
</table>
### Job Group 1C Lower Level Mgr non-Exec

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>17.72 34.94</td>
<td>50.0</td>
<td>8.86 17.47</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>9.09 45.46</td>
<td>50.0</td>
<td>4.54 22.73</td>
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Availability: 13.40 40.20
## Job Group 2B Tenure Track Faculty -- Full Prof

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<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03 46.25</td>
<td>30.0</td>
<td>6.01 13.88</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>9.52 47.62</td>
<td>70.0</td>
<td>6.66 33.33</td>
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<tr>
<td>Availability:</td>
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<td></td>
<td>12.67 47.21</td>
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</table>
### Job Group 2C Tenure Track Faculty -- Assoc Prof

<table>
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<tr>
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<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
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<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03</td>
<td>46.25</td>
<td>30.0</td>
<td>6.01</td>
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<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>4.49</td>
<td>53.93</td>
<td>70.0</td>
<td>3.14</td>
</tr>
</tbody>
</table>

| Availability: | 9.15 | 51.63 |

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### Job Group 2D Tenure Track Faculty -- Asst or Instr

| Factor                                                                 | Raw Statistics | Weight % | Weighted Factor | Source of Statistics |
|                                                                       | Min    | Fem   |               |                   |
| 1. Percentage of minorities or women with requisite skills in the reasonable recruitment area. | 20.03  | 46.25 | 50.0          | 10.02  | 23.12  | United States Summary |
| 2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. | 4.94   | 58.02 | 50.0          | 2.47   | 29.01  | Feeder Job Computations |

Availability: 12.49 52.13
## Job Group 2E Non-Tenure Track Faculty -- Visiting, Early Retire

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min: 20.03 Fem: 46.25</td>
<td>50.0</td>
<td>Min: 10.02 Fem: 23.12</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min: 4.94 Fem: 58.02</td>
<td>50.0</td>
<td>Min: 2.47 Fem: 29.01</td>
<td>Feeder Job Computations</td>
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Availability: Min: 12.49 Fem: 52.13
## Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
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<th>Source of Statistics</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>16.30</td>
<td>46.85</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>6.06</td>
<td>60.61</td>
<td>50.0</td>
</tr>
<tr>
<td></td>
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<tr>
<td>Factor</td>
<td>Raw Statistics</td>
<td>Weight %</td>
<td>Weighted Factor</td>
</tr>
<tr>
<td>-----------------------------------------------------------------------</td>
<td>----------------</td>
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<td>-----------------</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min</td>
<td>Fem</td>
<td>50.0</td>
</tr>
<tr>
<td></td>
<td>1.54</td>
<td>48.26</td>
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</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>46.67</td>
<td>50.0</td>
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<tr>
<td>Availability:</td>
<td>0.77</td>
<td>47.47</td>
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## Job Group 3A Non-Faculty Upper Level Professional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>14.86 39.00</td>
<td>50.0</td>
<td>7.43 19.50</td>
<td>Ohio</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor’s organization.</td>
<td>0.00 60.00</td>
<td>50.0</td>
<td>0.00 30.00</td>
<td>Feeder Job Computations</td>
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Availability: 7.43 49.50
### Job Group 3B Non-Faculty Mid Level Professional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
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</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 62.40, Fem 63.01, Weight % 50.0</td>
<td>Min 6.20, Fem 31.50, Source of Statistics Ohio</td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 0.00, Fem 61.54, Weight % 50.0</td>
<td>Min 0.00, Fem 30.77, Source of Statistics Feeder Job Computations</td>
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| Availability: | 6.20 | 62.27 |
# Job Group 3C Non-Faculty Low Level Professional

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<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>4.65 75.76</td>
<td>50.0</td>
<td>2.32 37.88</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00 60.00</td>
<td>50.0</td>
<td>0.00 30.00</td>
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Availability: 2.33 67.88
<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 12.42</td>
<td>100.0</td>
<td>Min 12.42</td>
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<tr>
<td></td>
<td>Fem 66.88</td>
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<td>Fem 66.88</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 0.00</td>
<td>0.0</td>
<td>Min 0.00</td>
</tr>
<tr>
<td></td>
<td>Fem 0.00</td>
<td></td>
<td>Fem 0.00</td>
</tr>
<tr>
<td>Availability</td>
<td>12.42</td>
<td></td>
<td>66.88</td>
</tr>
</tbody>
</table>
## Job Group 4A Upper Clerical and Secretarial

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>1.91</td>
<td>87.20</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>100.00</td>
<td>50.0</td>
</tr>
</tbody>
</table>

| Availability: | 0.96 | 93.60 |

---

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<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 2.41, Fem 86.30, Weight % 100.0</td>
<td>Min 2.41, Fem 86.30</td>
<td>Fairfield County</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 0.00, Fem 0.00, Weight % 0.0</td>
<td>Min 0.00, Fem 0.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: Min 2.41, Fem 86.30
## Job Group 5A Technical and Paraprofessional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 12.24 Fem 22.99 Weight % 100.0</td>
<td>Min 12.24 Fem 22.99</td>
<td>Ohio</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 0.00 Fem 0.00 Weight % 0.0</td>
<td>Min 0.00 Fem 0.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: 12.24 22.99
### Job Group 6A Skilled Craft

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>0.00 6.98</td>
<td>100.0</td>
<td>0.00 6.98</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00 0.00</td>
<td>0.0</td>
<td>0.00 0.00</td>
</tr>
<tr>
<td>Availability:</td>
<td>0.00 6.98</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Job Group 8B Lower Service and Maintenance

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min: 3.95, Fem: 22.58</td>
<td>Weight %: 100.0</td>
<td>Min: 3.95, Fem: 22.58</td>
<td>Fairfield County</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor’s organization.</td>
<td>Min: 0.00, Fem: 0.00</td>
<td>Weight %: 0.0</td>
<td>Min: 0.00, Fem: 0.00</td>
<td>Feeder Job Computations</td>
</tr>
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</table>

Availability: 3.95, 22.58
## Incumbency vs. Estimated Availability

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Total Emp</th>
<th>EMPLOYMENT %</th>
<th></th>
<th>AVAILABILITY %</th>
<th></th>
<th>PLACEMENT GOAL?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
<td>Fem</td>
<td></td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept)</td>
<td>3</td>
<td>0.00</td>
<td>33.33</td>
<td>13.67</td>
<td>46.74</td>
<td>NO</td>
</tr>
<tr>
<td>1B Upper Level Mgr non-Exec</td>
<td>1</td>
<td>0.00</td>
<td>100.00</td>
<td>13.21</td>
<td>41.39</td>
<td>NO</td>
</tr>
<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td>1</td>
<td>0.00</td>
<td>100.00</td>
<td>13.40</td>
<td>40.20</td>
<td>NO</td>
</tr>
<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
<td>1</td>
<td>0.00</td>
<td>0.00</td>
<td>12.67</td>
<td>47.21</td>
<td>NO</td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td>21</td>
<td>9.52</td>
<td>47.62</td>
<td>9.15</td>
<td>51.63</td>
<td>NO</td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or</td>
<td>8</td>
<td>0.00</td>
<td>12.50</td>
<td>12.49</td>
<td>52.13</td>
<td>NO</td>
</tr>
<tr>
<td>2E Non-Tenure Track Faculty --</td>
<td>4</td>
<td>0.00</td>
<td>0.00</td>
<td>12.49</td>
<td>52.13</td>
<td>NO</td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term,</td>
<td>15</td>
<td>0.00</td>
<td>46.67</td>
<td>11.18</td>
<td>53.72</td>
<td>YES</td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty --</td>
<td>66</td>
<td>6.06</td>
<td>60.61</td>
<td>0.77</td>
<td>47.47</td>
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<tr>
<td>3A Non-Faculty Upper Level</td>
<td>1</td>
<td>0.00</td>
<td>0.00</td>
<td>7.43</td>
<td>49.50</td>
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</tr>
<tr>
<td>3B Non-Faculty MId Level Professional</td>
<td>5</td>
<td>0.00</td>
<td>60.00</td>
<td>6.20</td>
<td>62.27</td>
<td>NO</td>
</tr>
<tr>
<td>3C Non-Faculty Low Level</td>
<td>8</td>
<td>0.00</td>
<td>62.50</td>
<td>2.33</td>
<td>67.88</td>
<td>NO</td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term</td>
<td>5</td>
<td>0.00</td>
<td>60.00</td>
<td>12.42</td>
<td>66.88</td>
<td>NO</td>
</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
<td>8</td>
<td>0.00</td>
<td>100.00</td>
<td>0.96</td>
<td>93.60</td>
<td>NO</td>
</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
<td>7</td>
<td>0.00</td>
<td>100.00</td>
<td>2.41</td>
<td>86.30</td>
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</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
<td>2</td>
<td>0.00</td>
<td>50.00</td>
<td>12.24</td>
<td>22.99</td>
<td>NO</td>
</tr>
<tr>
<td>6A Skilled Craft</td>
<td>2</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>6.98</td>
<td>NO</td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td>7</td>
<td>0.00</td>
<td>14.29</td>
<td>3.95</td>
<td>22.58</td>
<td>NO</td>
</tr>
<tr>
<td><strong>Total Employees:</strong></td>
<td>165</td>
<td></td>
<td></td>
<td></td>
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</tbody>
</table>

W - Whole Person Rule
A placement goal is set when employment is less than availability by at least one whole person.
<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>PLACEMENT GOAL?</th>
<th>STATISTICAL VALUE</th>
<th>STATISTICALLY SIGNIFICANT?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept</td>
<td>NO</td>
<td>NO</td>
<td>0.643E</td>
</tr>
<tr>
<td>1B Upper Level Mgr non-Exec</td>
<td>NO</td>
<td>NO</td>
<td>0.866E</td>
</tr>
<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td>NO</td>
<td>NO</td>
<td>0.866E</td>
</tr>
<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
<td>NO</td>
<td>NO</td>
<td>0.873E</td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td>NO</td>
<td>NO</td>
<td>0.440E</td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or Instr</td>
<td>NO</td>
<td>YES</td>
<td>0.344E</td>
</tr>
<tr>
<td>2E Non-Tenure Track Faculty -- Visiting,</td>
<td>NO</td>
<td>YES</td>
<td>0.588E</td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term,</td>
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<td>YES</td>
<td>0.169E</td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty -- Quarterly</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>3A Non-Faculty Upper Level Professional</td>
<td>NO</td>
<td>NO</td>
<td>0.926E</td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>NO</td>
<td>NO</td>
<td>0.726E</td>
</tr>
<tr>
<td>3C Non-Faculty Low Level Professional</td>
<td>NO</td>
<td>NO</td>
<td>0.828E</td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term Appt</td>
<td>NO</td>
<td>NO</td>
<td>0.515E</td>
</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
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<td>NO</td>
<td>0.926E</td>
</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
<td>NO</td>
<td>NO</td>
<td>0.843E</td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
<td>NO</td>
<td>NO</td>
<td>0.770E</td>
</tr>
<tr>
<td>6A Skilled Craft</td>
<td>NO</td>
<td>NO</td>
<td>0.865E</td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td>NO</td>
<td>NO</td>
<td>0.754E</td>
</tr>
</tbody>
</table>

W - Whole Person Rule
A placement goal is set when employment is less than availability by at least one whole person.

Standard Deviations of 2 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 .05 or less are generally regarded as statistically significant.
### Placement Goals Report

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A Executive (Deans, Directors, Dept Heads)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1B Upper Level Mgr non-Exec</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or Instr</td>
<td>52.13</td>
<td></td>
</tr>
<tr>
<td>2E Non-Tenure Track Faculty -- Visiting, Early Retire</td>
<td>52.13</td>
<td></td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term, Resident &amp; Inter</td>
<td>53.72</td>
<td></td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty -- Quarterly Appt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3A Non-Faculty Upper Level Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
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<td></td>
</tr>
<tr>
<td>3C Non-Faculty Low Level Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term Appt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6A Skilled Craft</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td></td>
<td></td>
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</tbody>
</table>
# Goal Attainment

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Target Group</th>
<th>Goal %</th>
<th>New Hire # %</th>
<th>Promotion # %</th>
<th>Total Opps # %</th>
<th>Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A</td>
<td>Female</td>
<td>72.42</td>
<td>0 of 1 0.00</td>
<td>0 of 0 0.00</td>
<td>0 of 1 0.00</td>
<td>LIMITED</td>
</tr>
<tr>
<td>2C</td>
<td>Total Minorities</td>
<td>17.77</td>
<td>0 of 0 0.00</td>
<td>0 of 2 0.00</td>
<td>0 of 2 0.00</td>
<td>LIMITED</td>
</tr>
<tr>
<td>2F</td>
<td>Total Minorities</td>
<td>12.91</td>
<td>0 of 1 0.00</td>
<td>0 of 0 0.00</td>
<td>0 of 1 0.00</td>
<td>LIMITED</td>
</tr>
</tbody>
</table>

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

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person.
# Applicant Detail by Gender

Breakdown of Applicant and Incumbents by Job Group
For Period: 11/1/2003 to 10/31/2004

## Job Group IA Executive (Deans, Directors, Dept Heads)

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Applicants</td>
<td>30</td>
<td>1</td>
<td>29</td>
</tr>
</tbody>
</table>

## Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Applicants</td>
<td>122</td>
<td>37</td>
<td>85</td>
</tr>
</tbody>
</table>

## Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Applicants</td>
<td>14</td>
<td>10</td>
<td>4</td>
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</table>

## Job Group 3C Non-Faculty Low Level Professional

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Applicants</td>
<td>44</td>
<td>27</td>
<td>17</td>
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</table>

## Job Group 3D Non-Faculty Professional Term Appt

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
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<td>2</td>
</tr>
<tr>
<td>Applicants</td>
<td>3</td>
<td>1</td>
<td>2</td>
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</tbody>
</table>

## Job Group 6A Skilled Craft

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Applicants</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
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</table>

## Job Group 8B Lower Service and Maintenance

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Applicants</td>
<td>47</td>
<td>1</td>
<td>46</td>
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</tbody>
</table>

## Grand Totals

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>11</td>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>Applicants</td>
<td>261</td>
<td>77</td>
<td>184</td>
</tr>
</tbody>
</table>

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## Applicants Detail by Race

Breakdown of Offers and Applicants by Job Group
For Period: 11/1/2003 to 10/31/2004

**Job Group 1A Executive (Deans, Directors, Dept Heads)**

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Applicants</td>
<td>30</td>
<td>4</td>
<td>26</td>
</tr>
</tbody>
</table>

**Job Group 2D Tenure Track Faculty -- Asst or Instr**

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>3</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Applicants</td>
<td>122</td>
<td>19</td>
<td>103</td>
</tr>
</tbody>
</table>

**Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter**

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Applicants</td>
<td>14</td>
<td>0</td>
<td>14</td>
</tr>
</tbody>
</table>

**Job Group 3C Non-Faculty Low Level Professional**

<table>
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<th>Wht</th>
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<tbody>
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<tr>
<td>Applicants</td>
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<td>5</td>
<td>39</td>
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Applicants with missing race information are included in calculations by gender.
Applicants with missing gender information are included in calculations by race.
## Applicants Detail by Race

Breakdown of Offers and Applicants by Job Group
For Period: 11/1/2003 to 10/31/2004

### Job Group 3D Non-Faculty Professional Term Appt

<table>
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<tr>
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<th>Tot</th>
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### Job Group 6A Skilled Craft

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<td>Applicants</td>
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### Job Group 8B Lower Service and Maintenance

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<tr>
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### Grand Totals

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Applicants with missing race information are included in calculations by gender.
Applicants with missing gender information are included in calculations by race.
## Personnel Action Summaries—Applicants by Job Group

For Period: 11/1/2003 to 10/31/2004

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<th>Fem</th>
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Report Total | 261 | 0 | 0 | 30 | 77 |
| % Tot      | 0.00 | 0.00 | 11.49 | 29.50 |
## Personnel Action Summaries - New Hires by Job Group

For Period: 11/1/2003 to 10/31/2004

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<td>0.00</td>
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<tr>
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<td>Tenure Track Faculty -- Asst or Instr</td>
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<td>0</td>
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<tr>
<td><strong>2F</strong></td>
<td>Non-Tenure Track Faculty -- Term, Resident</td>
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<td>0</td>
<td>1</td>
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<tr>
<td></td>
<td></td>
<td>% Tot</td>
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<td></td>
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<td>50.00</td>
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<td></td>
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Personnel Action Summaries - Promotions from/within Job Group

For Period: 11/1/2003 to 10/31/2004

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# Personnel Action Summaries - Terminations by Job Group

For Period: 11/1/2003 to 10/31/2004

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<td>0.00</td>
<td></td>
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2004 AAP, EXHIBIT A, Regional Campus Data, p. 207
### Adverse Impact Summary for Applicants

For Period: 11/1/2003 to 10/31/2004

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<th>Stat Sig?</th>
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<td>No</td>
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</table>

Applicants with missing race information are included in calculations by gender. Applicants with missing gender information are included in calculations by race. NA - indicates that the result could not be calculated.
Ohio University
Lancaster campus
2004 AAP

Adverse Impact Summary for Promotions

For Period: 11/1/2003 to 10/31/2004

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NA - indicates that the result could not be calculated.
SOUTHERN CAMPUS
Organizational Display

3030 - 01010 PRESIDENT (not staffed)
3700 - 40010 VICE PRESIDENT RHE (not staffed)
2390 - 43010 DEAN SOUTHERN Total 78 - (37WM/39WF/1BF/1AM)
1060 - 43750 SO CONTINUING EDUCATION Total 2 - (2WM)
1420 - 43660 SO EDUCATION Total 9 - (4WM/5WF)
1710 - 43690 SO FINE ARTS Total 3 - (2WM/1WF)
190 - 43600 SO ARTS SCIENCES Total 45 - (31WM/13WF/1AF)
1940 - 43720 SO HEALTH HUMAN SERVICES Total 17 - (11WM/6WF)
2550 - 43810 SO LIBRARY Total 4 - (1WM/3WF)
2940 - 43820 SO FACILITIES MANAGEMENT Total 3 - (3WM)
3590 - 43700 SO UNIVERSITY COLLEGE Total 6 - (4WM/2WF)
36 - 43670 SO ENGINEERING Total 1 - (1AM)
3955 - 47010 DIRECTOR PROCTORVILLE (not staffed)
3956 - 47600 PR ARTS SCIENCES Total 1 - (1WM)
3966 - 43620 SO BUSINESS MGT TECH Total 1 - (1WM)
3969 - 43730 SO NURSING Total 12 - (11WF/1BF)
3970 - 43740 SO HUMAN SERVICES TECH Total 2 - (2WM)
3971 - 43760 SO ENGINEERING TECH Total 1 - (1AF)
40 - 43830 SO STUDENT SERVICES Total 6 - (5WF/1BF)
420 - 43610 SO BUSINESS ADMIN Total 1 - (1WM)
4541 - 43210 SO ACCOUNTING TECH Total 1 - (1WM)
4543 - 43100 SO ARTS SCIENCES Total 3 - (1WM/2WF)
4549 - 43120 SO COMMUNICATION STUDIES Total 1 - (1WM)
4562 - 43160 SO ENGINEERING Total 1 - (1WM)
4568 - 43110 SO FINE ARTS Total 2 - (2WM)
4571 - 43150 SO HEALTH HUMAN SVCS Total 4 - (2WM/2WF)
4576 - 43400 SO LAW ENFORCEMENT TECH Total 1 - (1WM)
4582 - 43220 SO OFFICE TECH Total 1 - (1WF)
860 - 43650 SO COMMUNICATION Total 4 - (2WF/1AF/1HM)
89 - 43705 SO ELECTRONIC MEDIA TECH Total 4 - (4WM)
94 - 43625 SO TRAVEL TOURISM TECH Total 1 - (1WM)
980 - 43863 SO TECHNOLOGY SERVICES Total 3 - (2WM/1WF)
## Job Group Analysis Summary by Job Group

<table>
<thead>
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<th>Job Group &amp; Name</th>
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<th>Total Emp</th>
<th>Min</th>
<th>%</th>
<th>Fem</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A Executive (Deans, Directors, Dept Heads)</td>
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<td>4</td>
<td>1</td>
<td>25.00</td>
<td>2</td>
<td>50.00</td>
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<tr>
<td>1B Upper Level Mgr non-Exec</td>
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<td>0.00</td>
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<tr>
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<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
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<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
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<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
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<td>2</td>
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<td>88.89</td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term, Resident &amp; Inter</td>
<td>2</td>
<td>27</td>
<td>0</td>
<td>0.00</td>
<td>8</td>
<td>29.63</td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty -- Quarterly Appt</td>
<td>2</td>
<td>90</td>
<td>2</td>
<td>2.22</td>
<td>33</td>
<td>36.67</td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>3</td>
<td>14</td>
<td>1</td>
<td>7.14</td>
<td>9</td>
<td>64.29</td>
</tr>
<tr>
<td>3C Non-Faculty Low Level Professional</td>
<td>3</td>
<td>7</td>
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<td>42.86</td>
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<td>3D Non-Faculty Professional Term Appt</td>
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<td>48.57</td>
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<tr>
<td>4A Upper Clerical and Secretarial</td>
<td>4</td>
<td>4</td>
<td>1</td>
<td>25.00</td>
<td>4</td>
<td>100.00</td>
</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
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<td>0.00</td>
<td>1</td>
<td>33.33</td>
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<tr>
<td>8B Lower Service and Maintenance</td>
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**Group Total:** 218 9 4.13 99 45.41
## Job Group Analysis

### Job Group 1A Executive (Deans, Directors, Dept Heads)

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total</th>
<th>Min</th>
<th>Fem</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>#</td>
<td>Emp</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>54-75 DEPT DIRECTOR</td>
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<td>1</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>40-86 DEAN</td>
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<td>1</td>
<td>1</td>
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<tr>
<td>73-87 MANAGER</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>18-90 ASSOC DEAN</td>
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<td>0.00</td>
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<td>4</td>
<td>1</td>
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</table>

### Job Group 1B Upper Level Mgr non-Exec

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>#</td>
<td>Emp</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>61-76 MANAGER</td>
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<tr>
<td>67-78 MANAGER</td>
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<tr>
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### Job Group 1C Lower Level Mgr non-Exec

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<th>EEO</th>
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<th>Fem</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>#</td>
<td>Emp</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>68-75 MANAGER</td>
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2004 AAP, EXHIBIT A, Regional Campus Data, p. 210
### Job Group 2B Tenure Track Faculty -- Full Prof

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total</th>
<th>Min</th>
<th>Fem</th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
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<td>#</td>
<td>%</td>
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<tr>
<td>376-PR TENURE TRACK</td>
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**Group Total:** 2 0 0.00 2 100.00

### Job Group 2C Tenure Track Faculty -- Assoc Prof

<table>
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<tr>
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<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
<td>#</td>
<td>%</td>
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<tr>
<td>376-AP TENURE TRACK</td>
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<td>28.57</td>
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**Group Total:** 7 2 28.57 3 42.86

### Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
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<tr>
<th>Job Code &amp; Title</th>
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<th>Min</th>
<th>Fem</th>
</tr>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
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<td>%</td>
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<tr>
<td>376-AS TENURE TRACK</td>
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<td>9</td>
<td>2</td>
<td>22.22</td>
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**Group Total:** 9 2 22.22 8 88.89

### Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>377-0000 TERM FACULTY</td>
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**Group Total:** 27 0 0.00 8 29.63

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2004 AAP, EXHIBIT A, Regional Campus Data, p. 211
### Job Group 2G Non-Tenure Track Faculty -- Quarterly Appt

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
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<th>%</th>
<th>Fem #</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>374-0000 QUARTERLY APPT</td>
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<td>2.22</td>
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Group Total: 90 2 2.22 33 36.67

### Job Group 3B Non-Faculty Mid Level Professional

<table>
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<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>%</th>
<th>Fem #</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>522-157 PC SUPPORT SPEC</td>
<td>3</td>
<td>1</td>
<td>0</td>
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<tr>
<td>17-74 ADVISOR_COUNSELOR</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>78-74 PROFESSIONAL</td>
<td>3</td>
<td>2</td>
<td>0</td>
<td>0.00</td>
<td>1</td>
<td>50.00</td>
</tr>
<tr>
<td>81-74 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>83-74 PROFESSIONAL</td>
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<td>1</td>
<td>100.00</td>
</tr>
<tr>
<td>91-74 PROFESSIONAL</td>
<td>3</td>
<td>5</td>
<td>1</td>
<td>20.00</td>
<td>5</td>
<td>100.00</td>
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<tr>
<td>17-75 ADVISOR_COUNSELOR</td>
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<td>0.00</td>
<td>2</td>
<td>100.00</td>
</tr>
<tr>
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Group Total: 14 1 7.14 9 64.29

### Job Group 3C Non-Faculty Low Level Professional

<table>
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<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total Emp</th>
<th>Min #</th>
<th>%</th>
<th>Fem #</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>83-71 PROFESSIONAL</td>
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<tr>
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<td>3</td>
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<td>0.00</td>
<td>1</td>
<td>50.00</td>
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<tr>
<td>78-73 PROFESSIONAL</td>
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</table>

2004 AAP, EXHIBIT A, Regional Campus Data, p. 212
### Job Group 3C Non-Faculty Low Level Professional

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
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<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>81-73 PROFESSIONAL</td>
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<tr>
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<td>85-73 PROFESSIONAL</td>
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**Group Total:** 7 0 0.00 3 42.86

### Job Group 3D Non-Faculty Professional Term Appt

<table>
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<tr>
<td>116-0000 TERM APPT</td>
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**Group Total:** 35 0 0.00 17 48.57

### Job Group 4A Upper Clerical and Secretarial

<table>
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<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>570-154 ACCTNG ASSOC</td>
<td>4</td>
<td>2</td>
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<td>50.00</td>
</tr>
<tr>
<td>552-155 ADMIN COORD</td>
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</tr>
<tr>
<td>258-156 LIBRARY SPEC</td>
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**Group Total:** 4 1 25.00 4 100.00

### Job Group 4B Lower Clerical and Secretarial

<table>
<thead>
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<th>Job Code &amp; Title</th>
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<th>Total</th>
<th>Min</th>
<th>Fem</th>
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</thead>
<tbody>
<tr>
<td></td>
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</table>
Job Group 4B Lower Clerical and Secretarial

<table>
<thead>
<tr>
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<th>Min</th>
<th>Fem</th>
</tr>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
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<td>%</td>
</tr>
<tr>
<td>LIBRARY ASST</td>
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<td>0</td>
<td>0.00</td>
</tr>
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<td>ADMIN ASST</td>
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<td>RECORDS MGT ASST</td>
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Job Group 5A Technical and Paraprofessional

<table>
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<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
<td>#</td>
<td>%</td>
</tr>
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<td>DIST IS MGR 1</td>
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<td>0.00</td>
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<tr>
<td>TECH &amp; PARA</td>
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<td>1</td>
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<td>0.00</td>
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<td>Group Total:</td>
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Job Group 8B Lower Service and Maintenance

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<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
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<td>%</td>
</tr>
<tr>
<td>CUSTODIAL WORKER</td>
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<tr>
<td>GROUNDSKEEPER</td>
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<td>0.00</td>
</tr>
<tr>
<td>MAINT REPAIR WORKER</td>
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</table>
### Availability Factor Computation Form

**Job Group 1A Executive (Deans, Directors, Dept Heads)**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min: 19.80, Fem: 47.86, Weight %: 50.0</td>
<td>Min: 9.90, Fem: 23.93</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min: 14.29, Fem: 50.00, Weight %: 50.0</td>
<td>Min: 7.14, Fem: 25.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: 17.04, 48.93
<table>
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<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 17.72, Fem 34.94</td>
<td>50.0</td>
<td>Min 8.86, Fem 17.47</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 18.18, Fem 45.46</td>
<td>50.0</td>
<td>Min 9.09, Fem 22.73</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: 17.95, 40.20
## Job Group 1C Lower Level Mgr non-Exec

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
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</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>17.78  34.98</td>
<td>50.0</td>
<td>8.89  17.49</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>13.04  60.87</td>
<td>50.0</td>
<td>6.52  30.44</td>
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| Availability: | 15.41  47.93 |

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<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the</td>
<td>20.03</td>
<td>46.25</td>
<td>30.0</td>
</tr>
<tr>
<td>reasonable recruitment area.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable,</td>
<td>28.57</td>
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<td>70.0</td>
</tr>
<tr>
<td>transferable, and trainable within the contractor's organization.</td>
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Availability: 26.01  43.88
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<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03 46.25</td>
<td>30.0</td>
<td>6.01 13.88</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>3.17 38.89</td>
<td>70.0</td>
<td>2.22 27.22</td>
<td>Feeder Job Computations</td>
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Availability: 8.23 41.10
## Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03</td>
<td>46.25</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>1.71</td>
<td>35.04</td>
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</tr>
<tr>
<td>Availability:</td>
<td>10.88</td>
<td>40.64</td>
<td></td>
</tr>
<tr>
<td>Factor</td>
<td>Raw Statistics</td>
<td>Weighted Factor</td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------------------------------</td>
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<td>-----------------</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>16.30</td>
<td>46.85</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>2.22</td>
<td>36.67</td>
<td>50.0</td>
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</table>

Availability: 9.26 | 41.76
## Job Group 2G Non-Tenure Track Faculty -- Quarterly Appt

<table>
<thead>
<tr>
<th>Factor</th>
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</tr>
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<tbody>
<tr>
<td></td>
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<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>16.65</td>
<td>53.20</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>29.63</td>
<td>50.0</td>
</tr>
<tr>
<td>Availability:</td>
<td>8.32</td>
<td>41.42</td>
<td></td>
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</table>
### Job Group 3B Non-Faculty Mid Level Professional

<table>
<thead>
<tr>
<th>Factor</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>14.42</td>
<td>57.93</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>47.62</td>
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</table>

Availability: 7.21 52.77
## Job Group 3C Non-Faculty Low Level Professional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
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</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min: 9.10</td>
<td>Fem: 39.00</td>
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<td>Min: 4.55</td>
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<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's</td>
<td>Min: 0.00</td>
<td>Fem: 48.57</td>
<td>50.0</td>
<td>Min: 0.00</td>
</tr>
<tr>
<td>organization.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Availability:</td>
<td>Min: 4.55</td>
<td>Fem: 43.78</td>
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</table>
## Job Group 3D Non-Faculty Professional Term Appt

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<th></th>
<th>Weight %</th>
<th></th>
<th></th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>9.09</td>
<td>38.96</td>
<td>100.0</td>
<td>9.09</td>
<td>38.96</td>
<td>Lawrence County</td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>0.00</td>
<td>0.0</td>
<td>0.00</td>
<td>0.00</td>
<td>Feeder Job Computations</td>
<td></td>
</tr>
<tr>
<td>Availability:</td>
<td>9.09</td>
<td>38.96</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Factor</td>
<td>Raw Statistics</td>
<td>Weighted Factor</td>
<td>Source of Statistics</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------------------------------</td>
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<td>-----------------</td>
<td>----------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
<td>Min</td>
<td>Fem</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>1.16</td>
<td>86.42</td>
<td>50.0</td>
<td>0.58</td>
<td>43.21</td>
<td>Lawrence County</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0.00</td>
<td>87.50</td>
<td>50.0</td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td></td>
<td></td>
<td></td>
<td>0.00</td>
<td>43.75</td>
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<td>Feeder Job Computations</td>
</tr>
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<td></td>
<td>Availability:</td>
<td>0.58</td>
<td>86.96</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Factor</td>
<td>Raw Statistics</td>
<td>Weight %</td>
<td>Weighted Factor</td>
<td>Source of Statistics</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------------------------------</td>
<td>----------------</td>
<td>----------</td>
<td>-----------------</td>
<td>---------------------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>7.42 90.97</td>
<td>100.0</td>
<td>7.42 90.97</td>
<td>Lawrence County</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00 0.00</td>
<td>0.0</td>
<td>0.00 0.00</td>
<td>Feeder Job Computations</td>
<td></td>
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</tr>
</tbody>
</table>

Availability: 7.42 90.97
## Job Group 5A Technical and Paraprofessional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>12.93, 36.73</td>
<td>100.0</td>
<td>12.93, 36.73</td>
<td>Ohio</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00, 0.00</td>
<td>0.0</td>
<td>0.00, 0.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

**Availability:** 12.93, 36.73
## Job Group 8B Lower Service and Maintenance

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>1.62 21.17</td>
<td>100.0 1.62 21.17</td>
<td>Lawrence County</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00 0.00</td>
<td>0.0 0.00</td>
<td>Feeder Job Computations</td>
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</table>

Availability: 1.62 21.17
Incumbency vs. Estimated Availability

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Total Emp</th>
<th>EMPLOYMENT %</th>
<th></th>
<th>AVAILABILITY %</th>
<th></th>
<th>PLACEMENT GOAL?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
<td>Fem</td>
<td></td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept)</td>
<td>4</td>
<td>25.00</td>
<td>50.00</td>
<td>17.04</td>
<td>48.93</td>
<td>NO</td>
</tr>
<tr>
<td>1B Upper Level Mgr non-Exec</td>
<td>3</td>
<td>0.00</td>
<td>66.67</td>
<td>17.95</td>
<td>40.20</td>
<td>NO</td>
</tr>
<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td>2</td>
<td>0.00</td>
<td>0.00</td>
<td>15.41</td>
<td>47.93</td>
<td>NO</td>
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<tr>
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<td>100.00</td>
<td>26.01</td>
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<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td>7</td>
<td>28.57</td>
<td>42.86</td>
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<td>41.10</td>
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</tr>
<tr>
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<td>9</td>
<td>22.22</td>
<td>88.89</td>
<td>10.88</td>
<td>40.64</td>
<td>NO</td>
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<tr>
<td>2F Non-Tenure Track Faculty -- Term,</td>
<td>27</td>
<td>0.00</td>
<td>29.63</td>
<td>9.26</td>
<td>41.76</td>
<td>YES</td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty --</td>
<td>90</td>
<td>2.22</td>
<td>36.67</td>
<td>8.32</td>
<td>41.42</td>
<td>YES</td>
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<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>14</td>
<td>7.14</td>
<td>64.29</td>
<td>7.21</td>
<td>52.77</td>
<td>NO</td>
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<tr>
<td>3C Non-Faculty Low Level</td>
<td>7</td>
<td>0.00</td>
<td>42.86</td>
<td>4.55</td>
<td>43.78</td>
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<tr>
<td>3D Non-Faculty Professional Term</td>
<td>35</td>
<td>0.00</td>
<td>48.57</td>
<td>9.09</td>
<td>38.96</td>
<td>YES</td>
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<tr>
<td>4A Upper Clerical and Secretarial</td>
<td>4</td>
<td>25.00</td>
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<td>0.58</td>
<td>86.96</td>
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</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
<td>8</td>
<td>0.00</td>
<td>87.50</td>
<td>7.42</td>
<td>90.97</td>
<td>NO</td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
<td>3</td>
<td>0.00</td>
<td>33.33</td>
<td>12.93</td>
<td>36.73</td>
<td>NO</td>
</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td>3</td>
<td>0.00</td>
<td>0.00</td>
<td>1.62</td>
<td>21.17</td>
<td>NO</td>
</tr>
<tr>
<td>Total Employees:</td>
<td>218</td>
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<td></td>
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</tr>
</tbody>
</table>

W - Whole Person Rule
A placement goal is set when employment is less than availability by at least one whole person.
## Significance of Incumbency vs. Estimated Availability

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Placement Goal?</th>
<th>Statistical Value</th>
<th>Statistically Significant?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min Fem</td>
<td>Min Fem</td>
<td>Min Fem</td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept)</td>
<td>NO NO</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1B Upper Level Mgr non-Exec</td>
<td>NO NO</td>
<td>0.552E</td>
<td>NO NO</td>
</tr>
<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td>NO NO</td>
<td>0.716E 0.271E</td>
<td>NO NO</td>
</tr>
<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
<td>NO NO</td>
<td>0.547E</td>
<td>NO NO</td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td>NO NO</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or Instr</td>
<td>NO NO</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term</td>
<td>YES YES</td>
<td>0.073E 0.139E</td>
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</tr>
<tr>
<td>2G Non-Tenure Track Faculty -- Quarterly</td>
<td>YES YES</td>
<td>2.095 0.915</td>
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</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>NO NO</td>
<td>0.732E</td>
<td>NO NO</td>
</tr>
<tr>
<td>3C Non-Faculty Low Level Professional</td>
<td>NO NO</td>
<td>0.722E 0.634E</td>
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<td>3D Non-Faculty Professional Term Appt</td>
<td>YES NO</td>
<td>1.871</td>
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</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
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<td></td>
</tr>
<tr>
<td>4B Lower Clerical and Secretarial</td>
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</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
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</tr>
<tr>
<td>8B Lower Service and Maintenance</td>
<td>NO NO</td>
<td>0.952E 0.490E</td>
<td>NO NO</td>
</tr>
</tbody>
</table>

W - Whole Person Rule
A placement goal is set when employment is less than availability by at least one whole person.

Standard Deviations of 2 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 .05 or less are generally regarded as statistically significant.
## Placement Goals Report

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A Executive (Deans, Directors, Dept Heads)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1B Upper Level Mgr non-Exec</td>
<td></td>
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</tr>
<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2D Tenure Track Faculty -- Asst or Instr</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term, Resident &amp; Inter</td>
<td>9.26</td>
<td>41.76</td>
</tr>
<tr>
<td>2G Non-Tenure Track Faculty -- Quarterly Appt</td>
<td>8.32</td>
<td>41.42</td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td></td>
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</tr>
<tr>
<td>3C Non-Faculty Low Level Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term Appt</td>
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</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
<td></td>
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<tr>
<td>4B Lower Clerical and Secretarial</td>
<td></td>
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<tr>
<td>5A Technical and Paraprofessional</td>
<td></td>
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<tr>
<td>8B Lower Service and Maintenance</td>
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</table>
## Goal Attainment

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Target Group</th>
<th>Goal %</th>
<th>New Hire #</th>
<th>%</th>
<th>Promotion #</th>
<th>%</th>
<th>Total Opps #</th>
<th>%</th>
<th>Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>2C</td>
<td>Female</td>
<td>64.78</td>
<td>0 of 0</td>
<td>0.00</td>
<td>1 of 2</td>
<td>50.00</td>
<td>1 of 2</td>
<td>50.00</td>
<td>YES</td>
</tr>
<tr>
<td>2F</td>
<td>Total Minorities</td>
<td>9.95</td>
<td>0 of 1</td>
<td>0.00</td>
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<td>0.00</td>
<td>0 of 1</td>
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<td>LIMITED</td>
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<tr>
<td>2F</td>
<td>Female</td>
<td>43.90</td>
<td>1 of 1</td>
<td>100.00</td>
<td>0 of 0</td>
<td>0.00</td>
<td>1 of 1</td>
<td>100.00</td>
<td>YES</td>
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<tr>
<td>2G</td>
<td>Total Minorities</td>
<td>8.32</td>
<td>0 of 0</td>
<td>0.00</td>
<td>0 of 0</td>
<td>0.00</td>
<td>0 of 0</td>
<td>0.00</td>
<td>NO OPPS</td>
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<tr>
<td>3C</td>
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<td>0 of 0</td>
<td>0.00</td>
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<td>0.00</td>
<td>0 of 0</td>
<td>0.00</td>
<td>0 of 14</td>
<td>0.00</td>
<td>NO</td>
</tr>
</tbody>
</table>

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

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person.
### Applicant Detail by Gender

Breakdown of Applicant and Incumbents by Job Group
For Period: 11/1/2003 to 10/31/2004

#### Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
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</thead>
<tbody>
<tr>
<td>Offers</td>
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</tr>
<tr>
<td>Applicants</td>
<td>24</td>
<td>16</td>
<td>8</td>
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</tbody>
</table>

#### Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Fem</th>
<th>Non Fem</th>
</tr>
</thead>
<tbody>
<tr>
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<td>0</td>
</tr>
<tr>
<td>Applicants</td>
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<td>2</td>
<td>1</td>
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</table>

#### Job Group 3A Non-Faculty Upper Level Professional

<table>
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<td>Applicants</td>
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<td>2</td>
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</table>

#### Job Group 3B Non-Faculty Mid Level Professional

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</tr>
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<td>Applicants</td>
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</table>

#### Job Group 3D Non-Faculty Professional Term Appt

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<tr>
<td>Applicants</td>
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<td>5</td>
<td>9</td>
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</tbody>
</table>

### Grand Totals

<table>
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<tr>
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<th>Fem</th>
<th>Non Fem</th>
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<tbody>
<tr>
<td>Offers</td>
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</tr>
<tr>
<td>Applicants</td>
<td>48</td>
<td>27</td>
<td>21</td>
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# Applicants Detail by Race

Breakdown of Offers and Applicants by Job Group
For Period: 11/1/2003 to 10/31/2004

## Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
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<tbody>
<tr>
<td>Offers</td>
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</tr>
<tr>
<td>Applicants</td>
<td>24</td>
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</table>

## Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

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<th>Min</th>
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<td>Offers</td>
<td>1</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Applicants</td>
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<td>2</td>
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</tbody>
</table>

## Job Group 3A Non-Faculty Upper Level Professional

<table>
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<tr>
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<th>Wht</th>
</tr>
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<td>0</td>
</tr>
<tr>
<td>Applicants</td>
<td>6</td>
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<td>3</td>
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</table>

## Job Group 3B Non-Faculty Mid Level Professional

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</tr>
<tr>
<td>Applicants</td>
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</table>

Applicants with missing race information are included in calculations by gender.
Applicants with missing gender information are included in calculations by race.
Applicants Detail by Race

Breakdown of Offers and Applicants by Job Group
For Period: 11/1/2003 to 10/31/2004

Job Group 3D Non-Faculty Professional Term Appt

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
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</thead>
<tbody>
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<td>Offers</td>
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</tr>
<tr>
<td>Applicants</td>
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<td>0</td>
<td>14</td>
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</tbody>
</table>

Grand Totals

<table>
<thead>
<tr>
<th></th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>18</td>
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<td>18</td>
</tr>
<tr>
<td>Applicants</td>
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<td>36</td>
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Applicants with missing race information are included in calculations by gender.
Applicants with missing gender information are included in calculations by race.
### Personnel Action Summaries--Applicants by Job Group

For Period: 11/1/2003 to 10/31/2004

<table>
<thead>
<tr>
<th>Job Group</th>
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<th>Unk Race</th>
<th>Min</th>
<th>Fem</th>
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<td>0</td>
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<td>16</td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term, Resident &amp; Inter</td>
<td>3</td>
<td>0</td>
<td>0</td>
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<td>2</td>
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<tr>
<td>EEO 2</td>
<td>27</td>
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<td>18</td>
</tr>
<tr>
<td>% Tot</td>
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<td>0</td>
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<td>4</td>
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<tr>
<td>3B Non-Faculty Mid Level Professional</td>
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<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>3D Non-Faculty Professional Term Appt</td>
<td>14</td>
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<td>0</td>
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<td>5</td>
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<tr>
<td>EEO 3</td>
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<td>3</td>
<td>9</td>
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<td>% Tot</td>
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## Personnel Action Summaries - New Hires by Job Group

For Period: 11/1/2003 to 10/31/2004

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<tr>
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<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>2D Tenure Track Faculty -- Asst or Instr</td>
<td>2</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>2F Non-Tenure Track Faculty -- Term, Resident</td>
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</tr>
<tr>
<td>EEO 2 % Tot</td>
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<td>3</td>
</tr>
<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term Appt</td>
<td>14</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>EEO 3 % Tot</td>
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</tr>
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</table>

2004 AAP, EXHIBIT A, Regional Campus Data, p. 236
Personnel Action Summaries - Promotions from/within Job Group

For Period: 11/1/2003 to 10/31/2004

<table>
<thead>
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<th>Job Group EEO Category</th>
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<th>Fem</th>
</tr>
</thead>
<tbody>
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<tr>
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<tr>
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2004 AAP, EXHIBIT A, Regional Campus Data, p. 237
### Personnel Action Summaries - Terminations by Job Group

For Period: 11/1/2003 to 10/31/2004

<table>
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<th>Min</th>
<th>Fem</th>
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</thead>
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<td>1</td>
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<td>0</td>
</tr>
<tr>
<td>2D</td>
<td>Tenure Track Faculty -- Asst or Instr</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2F</td>
<td>Non-Tenure Track Faculty -- Term, Resident</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2G</td>
<td>Non-Tenure Track Faculty -- Quarterly Appt</td>
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<td>3B</td>
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<tr>
<td>3D</td>
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<tr>
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<tr>
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Report Total: 36  2  19

% Tot: 5.56  52.78
# Adverse Impact Summary for Applicants

For Period: 11/1/2003 to 10/31/2004

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<th>AI?</th>
<th>Stat Sig?</th>
<th>Fem</th>
<th>Sel Rate</th>
<th>AI?</th>
<th>Stat Sig?</th>
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<td>NA</td>
<td>NA</td>
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<tr>
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<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>3A</td>
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<td>NA</td>
<td>0.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>3B</td>
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<td>NA</td>
<td>0.00</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
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<td>NA</td>
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<td>No</td>
<td>No</td>
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</table>

Applicants with missing race information are included in calculations by gender.
Applicants with missing gender information are included in calculations by race.
NA - indicates that the result could not be calculated.
Adverse Impact Summary for Promotions

For Period: 11/1/2003 to 10/31/2004

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<th>Stat Sig?</th>
<th>Fem Sel Rate</th>
<th>AI?</th>
<th>Stat Sig?</th>
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NA - indicates that the result could not be calculated.
## Adverse Impact Summary for Terminations

For Period: 11/1/2003 to 10/31/2004

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<th>Min AI?</th>
<th>Min Stat Sig?</th>
<th>Fem Sel Rate</th>
<th>Fem AI?</th>
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<tr>
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<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

NA - indicates that the result could not be calculated.
ZANESVILLE CAMPUS
Organizational Display

3030 - 01010 PRESIDENT (not staffed)
3700 - 40010 VICE PRESIDENT RHE (not staffed)
3790 - 46010 DEAN ZANESVILLE Total 30 - (8WM/20WF/2BF)
1080 - 46750 ZA CONTINUING EDUCATION Total 4 - (1WM/3WF)
1460 - 46660 ZA EDUCATION Total 5 - (2WM/3WF)
1730 - 46690 ZA FINE ARTS Total 5 - (5WM)
1960 - 46720 ZA HEALTH HUMAN SERVICES Total 11 - (3WM/7WF/1AF)
210 - 46600 ZA ARTS SCIENCES Total 60 - (36WM/20WF/4AM)
2570 - 46810 ZA LIBRARY Total 4 - (1WM/3WF)
2820 - 46730 ZA NURSING Total 34 - (3WM/30WF/1HF)
2960 - 46820 ZA FACILITIES MANAGEMENT Total 21 - (14WM/3WF/4BM)
3440 - 46830 ZA STUDENT SERVICES Total 5 - (2WM/2WF/1BF)
37 - 46610 ZA BUSINESS ADMIN Total 6 - (4WM/2WF)
4261 - 46510 ZA NURSING Total 7 - (1WM/6WF)
4602 - 46100 ZA ARTS SCIENCES Total 2 - (2WM)
4608 - 46120 ZA COMMUNICATION STUDIES Total 1 - (1WM)
4613 - 46300 ZA ELECTRONIC MEDIA Total 1 - (1WM)
4615 - 46160 ZA ENGINEERING Total 1 - (1WM)
4620 - 46020 ZA FACILITIES MANAGEMENT Total 1 - (1WF)
4621 - 46110 ZA FINE ARTS Total 2 - (1WM/1WF)
890 - 46650 ZA COMMUNICATION Total 8 - (5WM/1WF/2AF)
## Job Group Analysis Summary by Job Group

<table>
<thead>
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<th>Job Group &amp; Name</th>
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<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
<th>Min %</th>
<th>Fem %</th>
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</thead>
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<tr>
<td>Executive (Deans, Directors, Dept Heads)</td>
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<td>0</td>
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<td>0.00</td>
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<td>Lower Level Mgr non-Exec</td>
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<td>100.00</td>
</tr>
<tr>
<td>Chairs and Academic Directors</td>
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<td>1</td>
<td>1</td>
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<td>100.00</td>
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<td>2</td>
<td>33.33</td>
<td>33.33</td>
</tr>
<tr>
<td>Tenure Track Faculty -- Assoc Prof</td>
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<td>8</td>
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<td>2</td>
<td>0.00</td>
<td>25.00</td>
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<tr>
<td>Tenure Track Faculty -- Asst or Instr</td>
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<td>0.00</td>
<td>22.22</td>
</tr>
<tr>
<td>Non-Tenure Track Faculty -- Term, Resident &amp; Inter</td>
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<td>0</td>
<td>10</td>
<td>0.00</td>
<td>66.67</td>
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<tr>
<td>Non-Tenure Track Faculty -- Quarterly Appt</td>
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<td>14.29</td>
<td>57.14</td>
</tr>
<tr>
<td>Non-Faculty Low Level Professional</td>
<td>3</td>
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<tr>
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<tr>
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<td>Technical and Paraprofessional</td>
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<td>3</td>
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<td>0</td>
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<td>0.00</td>
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<tr>
<td>Skilled Craft</td>
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<td>0.00</td>
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<tr>
<td>Upper Service and Maintenance</td>
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<td>4</td>
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<td>2</td>
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<td>0.00</td>
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<tr>
<td>Lower Service and Maintenance</td>
<td>7</td>
<td>11</td>
<td>3</td>
<td>2</td>
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<td>18.18</td>
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</table>

**Group Total:**

- Total Emp: 208
- Min %: 7.21
- Fem %: 52.40
# Job Group Analysis

## Job Group 1A Executive (Deans, Directors, Dept Heads)

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
<th>Total</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>905-0000 ACAD ASST ASSOC DEAN</td>
<td>1</td>
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<tr>
<td>42-75 DEPT DIRECTOR</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>54-75 DEPT DIRECTOR</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>49-76 DEPT DIRECTOR</td>
<td>1</td>
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<td>0</td>
<td>0.00</td>
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<tr>
<td>40-86 DEAN</td>
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Group Total: 5 0 0.00 4 80.00

## Job Group 1B Upper Level Mgr non-Exec

<table>
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<th>EEO</th>
<th>Total</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
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<td>%</td>
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<tr>
<td>68-76 MANAGER</td>
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## Job Group 1C Lower Level Mgr non-Exec

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<th>Fem</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Emp</td>
<td>#</td>
<td>%</td>
</tr>
<tr>
<td>69-73 MANAGER</td>
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Group Total: 1 0 0.00 1 100.00
## Job Group 2A Chairs and Academic Directors

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<th>Min</th>
<th>Fem</th>
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</thead>
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**Group Total:** 1 100.00 1 100.00

## Job Group 2B Tenure Track Faculty -- Full Prof

<table>
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<th>Min</th>
<th>Fem</th>
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</thead>
<tbody>
<tr>
<td>376-PR TENURE TRACK</td>
<td>2</td>
<td>6</td>
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**Group Total:** 6 2 33.33 2 33.33

## Job Group 2C Tenure Track Faculty -- Assoc Prof

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<th>Min</th>
<th>Fem</th>
</tr>
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<tbody>
<tr>
<td>376-AP TENURE TRACK</td>
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## Job Group 2D Tenure Track Faculty -- Asst or Instr

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<th>Min</th>
<th>Fem</th>
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<tr>
<td>376-AS TENURE TRACK</td>
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<td>21</td>
<td>5</td>
<td>13</td>
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**Group Total:** 21 5 23.81 13 61.90
### Job Group 2E Non-Tenure Track Faculty -- Visiting, Early Retire

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<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
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<tbody>
<tr>
<td>371-0000 EARLY RETIREE</td>
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**Group Total:** 9 0 0.00 2 22.22

### Job Group 2F Non-Tenure Track Faculty -- Term, Resident & Inter

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<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
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<tbody>
<tr>
<td>377-0000 TERM FACULTY</td>
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**Group Total:** 15 0 0.00 10 66.67

### Job Group 2G Non-Tenure Track Faculty -- Quarterly Appt

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<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
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</thead>
<tbody>
<tr>
<td>374-0000 QUARTERLY APPT</td>
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**Group Total:** 86 0 0.00 45 52.33

### Job Group 3B Non-Faculty Mid Level Professional

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<th>Total Emp</th>
<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
</tr>
</thead>
<tbody>
<tr>
<td>59-74 LIBRARIAN</td>
<td>3</td>
<td>1</td>
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<tr>
<td>84-74 PROFESSIONAL</td>
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<td>1</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
<td>0.00</td>
</tr>
<tr>
<td>85-74 PROFESSIONAL</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>1</td>
<td>100.00</td>
</tr>
<tr>
<td>91-74 PROFESSIONAL</td>
<td>3</td>
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<td>1</td>
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Job Group 3B Non-Faculty Mid Level Professional

<table>
<thead>
<tr>
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<th>EEO</th>
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<th>Min #</th>
<th>%</th>
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<tbody>
<tr>
<td>77-75 PROFESSIONAL</td>
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<tr>
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Job Group 3C Non-Faculty Low Level Professional

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<th>Min #</th>
<th>%</th>
<th>Fem #</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>17-73 ADVISOR_COUNSELOR</td>
<td>3</td>
<td>1</td>
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<td>100.00</td>
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Job Group 3D Non-Faculty Professional Term Appt

<table>
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<th>%</th>
<th>Fem #</th>
<th>%</th>
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</thead>
<tbody>
<tr>
<td>116-0000 TERM APPT</td>
<td>3</td>
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Job Group 4A Upper Clerical and Secretarial

<table>
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<th>Job Code &amp; Title</th>
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<th>Total Emp</th>
<th>Min #</th>
<th>%</th>
<th>Fem #</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>561-154 RECORDS MGT ASSOC</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0.00</td>
<td>1</td>
<td>100.00</td>
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<tr>
<td>597-154 ADMIN ASSOC</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>33.33</td>
<td>3</td>
<td>100.00</td>
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<tr>
<td>335-155 SR LIBRARY ASSOC</td>
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</table>

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### Job Group 4A Upper Clerical and Secretarial

<table>
<thead>
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<td>552-155 ADMIN COORD</td>
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### Job Group 4B Lower Clerical and Secretarial

<table>
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<th>Fem</th>
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<tbody>
<tr>
<td>540-152 OFFICE ASST</td>
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<td>3</td>
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<tr>
<td>601-152 CENTRAL COMM SPEC</td>
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<td>125-153 ADMIN ASST</td>
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<tr>
<td>322-153 RECORDS MGT ASST</td>
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<td>0</td>
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<tr>
<td>336-153 SR LIBRARY ASST</td>
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<tr>
<td>594-153 ACCTNG ASST</td>
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**Group Total:**

<table>
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<tbody>
<tr>
<td></td>
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### Job Group 5A Technical and Paraprofessional

<table>
<thead>
<tr>
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<td>621-157 PC SUPPORT SPEC</td>
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<td>492-159 DIST IS MGR 1</td>
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**Group Total:**

<table>
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2004 AAP, EXHIBIT A, Regional Campus Data, p. 245
### Job Group 6A Skilled Craft

<table>
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<tr>
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**Group Total:**

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### Job Group 8A Upper Service and Maintenance

<table>
<thead>
<tr>
<th>Job Code &amp; Title</th>
<th>EEO</th>
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<th>Min #</th>
<th>Min %</th>
<th>Fem #</th>
<th>Fem %</th>
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<tbody>
<tr>
<td>DELIVERY WORKER 1</td>
<td>210-22</td>
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<tr>
<td>GROUNDSKEEPER 2</td>
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<td>1</td>
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**Group Total:**

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### Job Group 8B Lower Service and Maintenance

<table>
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<th>Min %</th>
<th>Fem #</th>
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<tbody>
<tr>
<td>CUSTODIAL WORKER 1</td>
<td>202-11</td>
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**Group Total:**

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<td></td>
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</table>
## Availability Factor Computation Form

### Job Group 1A Executive (Deans, Directors, Dept Heads)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
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</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>19.30, 45.23</td>
<td>50.0</td>
<td>9.65, 22.62</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>17.65, 35.29</td>
<td>50.0</td>
<td>8.82, 17.64</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: 18.47, 40.26
<table>
<thead>
<tr>
<th>Factor</th>
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<th>Weight %</th>
<th>Min</th>
<th>Fem</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>17.72</td>
<td>34.94</td>
<td>50.0</td>
<td>8.86</td>
<td>17.47</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>18.75</td>
<td>37.50</td>
<td>50.0</td>
<td>9.38</td>
<td>18.75</td>
<td>Feeder Job Computations</td>
</tr>
<tr>
<td>Availability:</td>
<td>18.24</td>
<td>36.22</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Factor</td>
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<td>Weight %</td>
<td>Weighted Factor</td>
<td>Source of Statistics</td>
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<td></td>
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<tr>
<td>-----------------------------------------------------------------------</td>
<td>----------------</td>
<td>----------</td>
<td>-----------------</td>
<td>---------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>17.72 Fem 34.94</td>
<td>50.0</td>
<td>8.86 Fem 17.47</td>
<td>United States Summary</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>18.18 Fem 40.91</td>
<td>50.0</td>
<td>9.09 Fem 20.46</td>
<td>Feeder Job Computations</td>
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Availability: 17.95 Fem 37.92
### Job Group 2A Chairs and Academic Directors

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>17.72</td>
<td>34.94</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>14.29</td>
<td>28.57</td>
</tr>
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</table>

Availability: 16.00 31.75
## Job Group 2B Tenure Track Faculty -- Full Prof

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td></td>
<td>30.0</td>
<td>6.01  13.88</td>
<td>United States Summary</td>
</tr>
<tr>
<td></td>
<td>20.03</td>
<td>46.25</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>25.00</td>
<td>70.0</td>
<td>Feeder Job Computations</td>
</tr>
<tr>
<td></td>
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<td></td>
</tr>
<tr>
<td>Availability:</td>
<td>6.01</td>
<td>31.38</td>
<td></td>
<td></td>
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## Job Group 2C Tenure Track Faculty -- Assoc Prof

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03 46.25</td>
<td>30.0</td>
<td>6.01 13.88</td>
<td>United States Summary</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>23.81 61.90</td>
<td>70.0</td>
<td>16.67 43.33</td>
<td>Feeder Job Computations</td>
</tr>
<tr>
<td>Availability:</td>
<td>22.68 57.21</td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>
### Job Group 2D Tenure Track Faculty -- Asst or Instr

<table>
<thead>
<tr>
<th>Factor</th>
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<th>Weighted Factor</th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03</td>
<td>46.25</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>54.46</td>
<td>50.0</td>
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</table>

Availability: 10.02  50.35
### Job Group 2E Non-Tenure Track Faculty -- Visiting, Early Retire

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
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</thead>
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<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>20.03</td>
<td>46.25</td>
<td>50.0</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>54.46</td>
<td>50.0</td>
</tr>
</tbody>
</table>

Availability: 10.02 50.35
<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 16.30, Fem 46.85, Weight % 50.0</td>
<td>Min 8.15, Fem 23.42, Source of Statistics Ohio</td>
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</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 0.00, Fem 52.33, Weight % 50.0</td>
<td>Min 0.00, Fem 26.16, Source of Statistics Feeder Job Computations</td>
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</tr>
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Availability: 8.15, 49.58
<table>
<thead>
<tr>
<th>Factor</th>
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<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>2.40  47.75</td>
<td>50.0</td>
<td>1.20  23.88</td>
<td>Coshocton, Muskingum, Perry Counties</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00  66.67</td>
<td>50.0</td>
<td>0.00  33.34</td>
<td>Feeder Job Computations</td>
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</table>

Availability: 1.20  57.22
## Job Group 3B Non-Faculty Mid Level Professional

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min: 12.58</td>
<td>Fem: 61.54</td>
<td>50.0</td>
<td>Min: 6.29</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min: 9.09</td>
<td>Fem: 54.55</td>
<td>50.0</td>
<td>Min: 4.54</td>
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Availability: 10.83 58.05
## Job Group 3C Non-Faculty Low Level Professional

<table>
<thead>
<tr>
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<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
<td>Min</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>2.44</td>
<td>54.27</td>
<td>50.0</td>
<td>1.22</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor’s organization.</td>
<td>0.00</td>
<td>50.00</td>
<td>50.0</td>
<td>0.00</td>
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</table>

Availability: 1.22 52.14
<table>
<thead>
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<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the</td>
<td>Min 2.40</td>
<td>Fem 42.94</td>
<td></td>
<td></td>
</tr>
<tr>
<td>reasonable recruitment area.</td>
<td></td>
<td></td>
<td></td>
<td>Coshohcton, Muskingum, Perry</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Counties</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable,</td>
<td>Min 0.00</td>
<td>Fem 0.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>transferable, and trainable within the contractor's organization.</td>
<td></td>
<td></td>
<td></td>
<td>Feeder Job Computation</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>2.40 42.94</td>
<td></td>
</tr>
</tbody>
</table>
### Job Group 4A Upper Clerical and Secretarial

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>1.15 88.87</td>
<td>50.0</td>
<td>0.58 44.44</td>
<td>Coshocton, Muskingum, Perry Counties</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor’s organization.</td>
<td>0.00 100.00</td>
<td>50.0</td>
<td>0.00 50.00</td>
<td>Feeder Job Computations</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Availability: 0.57 94.44</td>
<td></td>
</tr>
</tbody>
</table>

2004 AAP, EXHIBIT A, Regional Campus Data, p. 260
# Job Group 4B Lower Clerical and Secretarial

<table>
<thead>
<tr>
<th>Factor</th>
<th>Min</th>
<th>Fem</th>
<th>Weight %</th>
<th>Min</th>
<th>Fem</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>0.64</td>
<td>85.00</td>
<td>100.0</td>
<td>0.64</td>
<td>85.00</td>
<td>Coshocton, Muskingum, Perry Counties</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>0.00</td>
<td>0.0</td>
<td>0.00</td>
<td>0.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

**Availability:**

```
|   | 0.64 | 85.00 |
```
<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>12.93 36.73</td>
<td>100.0</td>
<td>12.93 36.73</td>
<td>Ohio</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00 0.00</td>
<td>0.0</td>
<td>0.00 0.00</td>
<td>Feeder Job Computations</td>
</tr>
</tbody>
</table>

Availability: 12.93 36.73
### Job Group 6A Skilled Craft

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>Min 3.53 Fem 3.53 Weight % 100.0</td>
<td></td>
<td>Min 3.53 Fem 3.53</td>
<td>Coshocton, Muskingum, Perry Counties</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>Min 0.00 Fem 0.00 Weight % 0.0</td>
<td></td>
<td>Min 0.00 Fem 0.00</td>
<td>Feeder Job Computation</td>
</tr>
</tbody>
</table>

Availability: Min 3.53 Fem 3.53
## Job Group 8A Upper Service and Maintenance

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weight %</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td></td>
<td>Min</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>5.22</td>
<td>34.77</td>
<td>20.0</td>
<td>1.04</td>
</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>27.27</td>
<td>18.18</td>
<td>80.0</td>
<td>21.82</td>
</tr>
<tr>
<td></td>
<td>Availability:</td>
<td>22.86</td>
<td>21.49</td>
<td></td>
</tr>
</tbody>
</table>
### Job Group 8B Lower Service and Maintenance

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics</th>
<th>Weighted Factor</th>
<th>Source of Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Weight %</td>
</tr>
<tr>
<td>1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.</td>
<td>6.03</td>
<td>28.69</td>
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</tr>
<tr>
<td>2. Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.</td>
<td>0.00</td>
<td>0.00</td>
<td>0.0</td>
</tr>
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</table>

Availability: 6.03 28.69
## Incumbency vs. Estimated Availability

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Total Emp</th>
<th>EMPLOYMENT %</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
<td>Fem</td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept)</td>
<td>5</td>
<td>0.00</td>
<td>80.00</td>
<td>18.47</td>
<td>40.26</td>
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<td>1B Upper Level Mgr non-Exec</td>
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<td>0.00</td>
<td>18.24</td>
<td>36.22</td>
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<td>NO</td>
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<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td>1</td>
<td>0.00</td>
<td>100.00</td>
<td>17.95</td>
<td>37.92</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>2A Chairs and Academic Directors</td>
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<td>100.00</td>
<td>16.00</td>
<td>31.75</td>
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<td>NO</td>
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<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
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<td>33.33</td>
<td>6.01</td>
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<td>2C Tenure Track Faculty -- Assoc Prof</td>
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<td>0.00</td>
<td>25.00</td>
<td>22.68</td>
<td>57.21</td>
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<td>YES</td>
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<tr>
<td>2D Tenure Track Faculty -- Asst or</td>
<td>21</td>
<td>23.81</td>
<td>61.90</td>
<td>10.02</td>
<td>50.35</td>
<td>NO</td>
<td>NO</td>
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<td>2E Non-Tenure Track Faculty --</td>
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<td>10.02</td>
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<tr>
<td>2F Non-Tenure Track Faculty -- Term,</td>
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<td>49.58</td>
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<tr>
<td>2G Non-Tenure Track Faculty --</td>
<td>86</td>
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<td>52.33</td>
<td>1.20</td>
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<tr>
<td>3B Non-Faculty Mid Level Professional</td>
<td>7</td>
<td>14.29</td>
<td>57.14</td>
<td>10.83</td>
<td>58.05</td>
<td>NO</td>
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<tr>
<td>3C Non-Faculty Low Level</td>
<td>1</td>
<td>100.00</td>
<td>100.00</td>
<td>1.22</td>
<td>52.14</td>
<td>NO</td>
<td>NO</td>
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<tr>
<td>3D Non-Faculty Professional Term</td>
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<td>42.94</td>
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<tr>
<td>4A Upper Clerical and Secretarial</td>
<td>7</td>
<td>14.29</td>
<td>100.00</td>
<td>0.57</td>
<td>94.44</td>
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<td>NO</td>
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<tr>
<td>4B Lower Clerical and Secretarial</td>
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<td>100.00</td>
<td>0.64</td>
<td>85.00</td>
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<td>NO</td>
</tr>
<tr>
<td>5A Technical and Paraprofessional</td>
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<td>0.00</td>
<td>12.93</td>
<td>36.73</td>
<td>NO</td>
<td>YES</td>
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<tr>
<td>6A Skilled Craft</td>
<td>2</td>
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<td>3.53</td>
<td>3.53</td>
<td>NO</td>
<td>NO</td>
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<tr>
<td>8A Upper Service and Maintenance</td>
<td>4</td>
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<td>0.00</td>
<td>22.86</td>
<td>21.49</td>
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<td>NO</td>
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<td>18.18</td>
<td>6.03</td>
<td>28.69</td>
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</tr>
</tbody>
</table>

W - Whole Person Rule

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

2004 AAP, EXHIBIT A, Regional Campus Data, p. 266
### Significance of Incumbency vs. Estimated Availability

<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>PLACEMENT GOAL?</th>
<th>STATISTICAL VALUE</th>
<th>STATISTICALLY SIGNIFICANT?</th>
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<tbody>
<tr>
<td></td>
<td>Min</td>
<td>Fem</td>
<td>Min</td>
</tr>
<tr>
<td>1A Executive (Deans, Directors, Dept)</td>
<td>NO</td>
<td>NO</td>
<td>0.360E</td>
</tr>
<tr>
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<td>NO</td>
<td>0.818E</td>
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<tr>
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<td>0.820E</td>
</tr>
<tr>
<td>2A Chairs and Academic Directors</td>
<td>NO</td>
<td>NO</td>
<td></td>
</tr>
<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
<td>NO</td>
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<tr>
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<tr>
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</tr>
<tr>
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<td>2F Non-Tenure Track Faculty -- Term,</td>
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<td>3C Non-Faculty Low Level Professional</td>
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<td>3D Non-Faculty Professional Term Appt</td>
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<td>4B Lower Clerical and Secretarial</td>
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<td>0.931E</td>
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<td>0.347E</td>
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**W - Whole Person Rule:** A placement goal is set when employment is less than availability by at least one whole person.

Standard Deviations of 2 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 .05 or less are generally regarded as statistically significant.
<table>
<thead>
<tr>
<th>Job Group &amp; Name</th>
<th>Min</th>
<th>Fem</th>
</tr>
</thead>
<tbody>
<tr>
<td>1A Executive (Deans, Directors, Dept Heads)</td>
<td></td>
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<tr>
<td>1B Upper Level Mgr non-Exec</td>
<td></td>
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<tr>
<td>1C Lower Level Mgr non-Exec</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2A Chairs and Academic Directors</td>
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<tr>
<td>2B Tenure Track Faculty -- Full Prof</td>
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<tr>
<td>2C Tenure Track Faculty -- Assoc Prof</td>
<td>22.68</td>
<td>57.21</td>
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<td>2D Tenure Track Faculty -- Asst or Instr</td>
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<td>50.35</td>
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<td>2F Non-Tenure Track Faculty -- Term, Resident &amp; Inter</td>
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<td>2G Non-Tenure Track Faculty -- Quarterly Appt</td>
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<td>57.22</td>
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<tr>
<td>3B Non-Faculty Mid Level Professional</td>
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<td>3C Non-Faculty Low Level Professional</td>
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<td></td>
</tr>
<tr>
<td>3D Non-Faculty Professional Term Appt</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4A Upper Clerical and Secretarial</td>
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<td></td>
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<tr>
<td>4B Lower Clerical and Secretarial</td>
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<td>6A Skilled Craft</td>
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<td>8A Upper Service and Maintenance</td>
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<td>8B Lower Service and Maintenance</td>
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## Goal Attainment

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<th>Goal %</th>
<th>New Hire #</th>
<th>New Hire %</th>
<th>Promotion #</th>
<th>Promotion %</th>
<th>Total Opps #</th>
<th>Total Opps %</th>
<th>Achieved</th>
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<td>1A</td>
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<td>27.54</td>
<td>0 of 1</td>
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<td>0 of 0</td>
<td>0.00</td>
<td>0 of 1</td>
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<td>2C</td>
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<td>Female</td>
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<td>0.00</td>
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<td>5 of 5</td>
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<td>2F</td>
<td>Total Minorities</td>
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<td>0.00</td>
<td>0 of 0</td>
<td>0.00</td>
<td>0 of 0</td>
<td>0.00</td>
<td>NO OPPS</td>
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<tr>
<td>3B</td>
<td>Total Minorities</td>
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<td>0 of 0</td>
<td>0.00</td>
<td>0 of 0</td>
<td>0.00</td>
<td>NO OPPS</td>
</tr>
</tbody>
</table>

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

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person.
### Applicant Detail by Gender

#### Breakdown of Applicant and Incumbents by Job Group
For Period: 11/1/2003 to 10/31/2004

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Offers</th>
<th>Applicants</th>
<th>Offers</th>
<th>Applicants</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Job Group 1A Executive (Deans, Directors, Dept Heads)</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tot</td>
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<td>Non</td>
<td>Fem</td>
<td>Fem</td>
</tr>
<tr>
<td>Offers</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Applicants</td>
<td>85</td>
<td>26</td>
<td>59</td>
<td></td>
</tr>
<tr>
<td><strong>Job Group 2D Tenure Track Faculty — Asst or Instr</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tot</td>
<td>Fem</td>
<td>Non</td>
<td>Fem</td>
<td>Fem</td>
</tr>
<tr>
<td>Offers</td>
<td>5</td>
<td>5</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Applicants</td>
<td>78</td>
<td>42</td>
<td>36</td>
<td></td>
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<tr>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tot</td>
<td>Fem</td>
<td>Non</td>
<td>Fem</td>
<td>Fem</td>
</tr>
<tr>
<td>Offers</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Applicants</td>
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<td>1</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td><strong>Job Group 8B Lower Service and Maintenance</strong></td>
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<td></td>
</tr>
<tr>
<td>Tot</td>
<td>Fem</td>
<td>Non</td>
<td>Fem</td>
<td>Fem</td>
</tr>
<tr>
<td>Offers</td>
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<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Applicants</td>
<td>9</td>
<td>1</td>
<td>8</td>
<td></td>
</tr>
<tr>
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</tr>
<tr>
<td>Offers</td>
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<td>7</td>
<td>2</td>
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</tr>
<tr>
<td>Applicants</td>
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<td>70</td>
<td>105</td>
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Ohio University  
Zanesville campus  
2004 AAP  
Applicants Detail by Race  

<table>
<thead>
<tr>
<th>Job Group 1A Executive (Deans, Directors, Dept Heads)</th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
</tr>
</thead>
<tbody>
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<td>Offers</td>
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<td>1</td>
</tr>
<tr>
<td>Applicants</td>
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<td>11</td>
<td>74</td>
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<table>
<thead>
<tr>
<th>Job Group 2D Tenure Track Faculty -- Asst or Instr</th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
</tr>
</thead>
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<td>1</td>
<td>4</td>
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<td>Applicants</td>
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<td>8</td>
<td>70</td>
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<table>
<thead>
<tr>
<th>Job Group 3D Non-Faculty Professional Term Appt</th>
<th>Tot</th>
<th>Min</th>
<th>Wht</th>
</tr>
</thead>
<tbody>
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<td>Offers</td>
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<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Applicants</td>
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</table>

<table>
<thead>
<tr>
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<th>Min</th>
<th>Wht</th>
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<tbody>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Applicants</td>
<td>9</td>
<td>1</td>
<td>8</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Grand Totals</th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers</td>
<td>9</td>
<td>1</td>
<td>8</td>
</tr>
<tr>
<td>Applicants</td>
<td>175</td>
<td>20</td>
<td>155</td>
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</tbody>
</table>

Applicants with missing race information are included in calculations by gender.  
Applicants with missing gender information are included in calculations by race.
## Personnel Action Summaries--Applicants by Job Group

For Period: 11/1/2003 to 10/31/2004

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<th>Job Group EEO Category</th>
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<th>Unk Race</th>
<th>Min</th>
<th>Fem</th>
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<td>0</td>
<td>0</td>
<td>11</td>
<td>26</td>
</tr>
<tr>
<td>EEO 1</td>
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<td>0</td>
<td>11</td>
<td>26</td>
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<tr>
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<td>0.00</td>
<td>12.94</td>
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<td>2D Tenure Track Faculty -- Asst or Instr</td>
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<td>0</td>
<td>8</td>
<td>42</td>
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<td>EEO 2</td>
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<td>0</td>
<td>8</td>
<td>42</td>
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<td>0.00</td>
<td>10.26</td>
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</tr>
<tr>
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<td>0.00</td>
<td>0.00</td>
<td>33.33</td>
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<tr>
<td>8B Lower Service and Maintenance</td>
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<td>0</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>EEO 7</td>
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<td>0</td>
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<td>1</td>
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### Personnel Action Summaries - New Hires by Job Group

For Period: 11/1/2003 to 10/31/2004

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<tr>
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<th>EEO Category</th>
<th>Total Emp</th>
<th>Min</th>
<th>Fem</th>
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</thead>
<tbody>
<tr>
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<td>1</td>
</tr>
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<td>1</td>
</tr>
<tr>
<td>% Tot</td>
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<td></td>
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<td>100.00</td>
</tr>
<tr>
<td>2D</td>
<td>Tenure Track Faculty -- Asst or Instr</td>
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<td>5</td>
</tr>
<tr>
<td>EEO 2</td>
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<td>5</td>
<td>1</td>
<td>5</td>
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<td>% Tot</td>
<td></td>
<td></td>
<td>20.00</td>
<td>100.00</td>
</tr>
<tr>
<td>3D</td>
<td>Non-Faculty Professional Term Appt</td>
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<tr>
<td>EEO 3</td>
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**Report Total**

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<tbody>
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2004 AAP, EXHIBIT A, Regional Campus Data, p. 272
# Personnel Action Summaries - Promotions from/within Job Group

For Period: 11/1/2003 to 10/31/2004

<table>
<thead>
<tr>
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<th>EEO Category</th>
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<th>Min</th>
<th>Fem</th>
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</tr>
<tr>
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<td>1</td>
</tr>
<tr>
<td>% Tot</td>
<td></td>
<td>0.00</td>
<td>100.00</td>
<td></td>
</tr>
<tr>
<td>4A</td>
<td>Upper Clerical and Secretarial</td>
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<td>1</td>
</tr>
<tr>
<td>EEO 4</td>
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<td>100.00</td>
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<tr>
<td>8B</td>
<td>Lower Service and Maintenance</td>
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<td>1</td>
</tr>
<tr>
<td>EEO 7</td>
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<td>100.00</td>
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<tr>
<td>Report Total</td>
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<tr>
<td>% Tot</td>
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</table>
## Personnel Action Summaries--Transfers from/within Job Group

For Period: 11/1/2003 to 10/31/2004

<table>
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<th>Min</th>
<th>Fem</th>
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</thead>
<tbody>
<tr>
<td>2G</td>
<td>Non-Tenure Track Faculty -- Quarterly Appt</td>
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<td>% Tot</td>
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Personnel Action Summaries - Terminations by Job Group

For Period: 11/1/2003 to 10/31/2004

<table>
<thead>
<tr>
<th>Job Group</th>
<th>EEO Category</th>
<th>Total</th>
<th>Min</th>
<th>Fem</th>
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<tbody>
<tr>
<td>2G</td>
<td>Non-Tenure Track Faculty -- Quarterly Appt</td>
<td>16</td>
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<td>8</td>
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<tr>
<td>3B</td>
<td>Non-Faculty Mid Level Professional</td>
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<td>Non-Faculty Low Level Professional</td>
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<td>Non-Faculty Professional Term Appt</td>
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</tr>
<tr>
<td>6A</td>
<td>Skilled Craft</td>
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<tr>
<td></td>
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<tr>
<td>8A</td>
<td>Upper Service and Maintenance</td>
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<tr>
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</table>

Report Total
% Tot

24
0
11
0.00
45.83

2004 AAP, EXHIBIT A, Regional Campus Data, p. 274
### Adverse Impact Summary for Applicants

For Period: 11/1/2003 to 10/31/2004

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<th>Job Group</th>
<th>Sel Rate</th>
<th>Min AI? Stat Sig?</th>
<th>Fem Sel Rate</th>
<th>Fem AI? Stat Sig?</th>
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<td>0.00</td>
<td>NA NA</td>
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</tbody>
</table>

Applicants with missing race information are included in calculations by gender.
Applicants with missing gender information are included in calculations by race.

NA - indicates that the result could not be calculated.
Ohio University
Zanesville campus
2004 AAP

Adverse Impact Summary for Transfers

For Period: 11/1/2003 to 10/31/2004

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Min Sel Rate</th>
<th>Min AI?</th>
<th>Min Stat Sig?</th>
<th>Fem Sel Rate</th>
<th>Fem AI?</th>
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NA - indicates that the result could not be calculated.
## Adverse Impact Summary for Promotions

For Period: 11/1/2003 to 10/31/2004

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NA - indicates that the result could not be calculated.
Adverse Impact Summary for Terminations

For Period: 11/1/2003 to 10/31/2004

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<tr>
<th>Job Group</th>
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<th>Min AI? Stat Sig?</th>
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NA - indicates that the result could not be calculated.