

Incumbency v. Estimated Availability Detail

Ashtabula
11/01/2016

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
1C Uppr Lvl Mgrs -Deans/ Asc/Asst	2	Female	1	50.00	63.44	1.3	-0.3	78.82	
		Minority	0	0.00	23.84	0.5	-0.5	0.00	
		Black	0	0.00	12.91	0.3	-0.3	0.00	
		Hispanic	0	0.00	6.45	0.1	-0.1	0.00	
		Asian	0	0.00	2.45	0.0	0.0	0.00	
		AmIndian	0	0.00	0.77	0.0	0.0	0.00	
		NHOPI	0	0.00	0.07	0.0	0.0	0.00	
		Two+	0	0.00	1.19	0.0	0.0	0.00	
1D Upper Lvl Mgrs - Chairs/Direct	9	Female	7	77.78	35.87	3.2	3.8	216.84	
		Minority	2	22.22	6.72	0.6	1.4	330.48	
		Black	1	11.11	3.03	0.3	0.7	366.38	
		Hispanic	0	0.00	1.30	0.1	-0.1	0.00	
		Asian	0	0.00	1.93	0.2	-0.2	0.00	
		AmIndian	0	0.00	0.21	0.0	0.0	0.00	
		NHOPI	0	0.00	0.08	0.0	0.0	0.00	
		Two+	1	11.11	0.17	0.0	1.0	6671.46	
1E Lower Level Managers	2	Female	1	50.00	56.31	1.1	-0.1	88.79	
		Minority	0	0.00	19.21	0.4	-0.4	0.00	
		Black	0	0.00	9.02	0.2	-0.2	0.00	
		Hispanic	0	0.00	5.45	0.1	-0.1	0.00	
		Asian	0	0.00	2.98	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.61	0.0	0.0	0.00	
		NHOPI	0	0.00	0.04	0.0	0.0	0.00	
		Two+	0	0.00	1.11	0.0	0.0	0.00	
2A Professors	2	Female	0	0.00	46.31	0.9	-0.9	0.00	
		Minority	0	0.00	20.75	0.4	-0.4	0.00	
		Black	0	0.00	5.51	0.1	-0.1	0.00	
		Hispanic	0	0.00	4.60	0.1	-0.1	0.00	
		Asian	0	0.00	7.19	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.40	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.05	0.1	-0.1	0.00	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
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2B Associate Professors	12	Female	6	50.00	54.54	6.5	-0.5	91.68	Yes
		Minority	0	0.00	11.52	1.4	-1.4	0.00	
		Black	0	0.00	3.44	0.4	-0.4	0.00	
		Hispanic	0	0.00	2.55	0.3	-0.3	0.00	
		Asian	0	0.00	3.49	0.4	-0.4	0.00	
		AmIndian	0	0.00	0.30	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	1.73	0.2	-0.2	0.00	
2C Assistant Professors	9	Female	5	55.56	62.59	5.6	-0.6	88.76	Yes
		Minority	0	0.00	21.02	1.9	-1.9	0.00	
		Black	0	0.00	7.76	0.7	-0.7	0.00	
		Hispanic	0	0.00	4.69	0.4	-0.4	0.00	
		Asian	0	0.00	4.82	0.4	-0.4	0.00	
		AmIndian	0	0.00	0.54	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.21	0.3	-0.3	0.00	
2D Instructors/Adjuncts	44	Female	24	54.55	63.67	28.0	-4.0	85.67	Yes Yes Yes Yes Yes
		Minority	1	2.27	19.89	8.8	-7.8	11.42	
		Black	0	0.00	6.02	2.7	-2.7	0.00	
		Hispanic	0	0.00	3.26	1.4	-1.4	0.00	
		Asian	1	2.27	5.36	2.4	-1.4	42.40	
		AmIndian	0	0.00	0.46	0.2	-0.2	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	4.79	2.1	-2.1	0.00	
2E Other - Lecturer/Teaching Staf	25	Female	20	80.00	58.03	14.5	5.5	137.86	Yes Yes Yes
		Minority	2	8.00	21.27	5.3	-3.3	37.61	
		Black	0	0.00	6.52	1.6	-1.6	0.00	
		Hispanic	0	0.00	3.78	0.9	-0.9	0.00	
		Asian	0	0.00	7.72	1.9	-1.9	0.00	
		AmIndian	0	0.00	0.40	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	2	8.00	2.85	0.7	1.3	280.85	

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3A Upper Level Professionals	2	Female	2	100.00	57.18	1.1	0.9	174.89	
		Minority	0	0.00	16.16	0.3	-0.3	0.00	
		Black	0	0.00	7.25	0.1	-0.1	0.00	
		Hispanic	0	0.00	4.77	0.1	-0.1	0.00	
		Asian	0	0.00	2.61	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.53	0.0	0.0	0.00	
		NHOPI	0	0.00	0.04	0.0	0.0	0.00	
		Two+	0	0.00	0.97	0.0	0.0	0.00	
3B Lower Level Professionals	22	Female	15	68.18	69.56	15.3	-0.3	98.01	
		Minority	0	0.00	7.61	1.7	-1.7	0.00	Yes
		Black	0	0.00	3.75	0.8	-0.8	0.00	
		Hispanic	0	0.00	0.70	0.2	-0.2	0.00	
		Asian	0	0.00	0.51	0.1	-0.1	0.00	
		AmIndian	0	0.00	2.58	0.6	-0.6	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.08	0.0	0.0	0.00	
4A Upper Level Clerical	1	Female	1	100.00	76.13	0.8	0.2	131.36	
		Minority	0	0.00	11.77	0.1	-0.1	0.00	
		Black	0	0.00	5.35	0.1	-0.1	0.00	
		Hispanic	0	0.00	4.87	0.0	0.0	0.00	
		Asian	0	0.00	0.00	0.0	0.0	100.00	
		AmIndian	0	0.00	1.54	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.00	0.0	0.0	100.00	
4B Mid Level Clerical	12	Female	12	100.00	86.22	10.3	1.7	115.99	
		Minority	1	8.33	10.11	1.2	-0.2	82.40	
		Black	0	0.00	4.14	0.5	-0.5	0.00	
		Hispanic	0	0.00	3.07	0.4	-0.4	0.00	
		Asian	0	0.00	0.26	0.0	0.0	0.00	
		AmIndian	1	8.33	2.62	0.3	0.7	317.93	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.02	0.0	0.0	0.00	

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5A Technician/Other Specialty	1	Female	1	100.00	81.27	0.8	0.2	123.05	
		Minority	0	0.00	37.47	0.4	-0.4	0.00	
		Black	0	0.00	9.42	0.1	-0.1	0.00	
		Hispanic	0	0.00	27.16	0.3	-0.3	0.00	
		Asian	0	0.00	0.00	0.0	0.0	100.00	
		AmIndian	0	0.00	0.89	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.00	0.0	0.0	100.00	
5C Technician/Elec/Data Proces	1	Female	0	0.00	30.74	0.3	-0.3	0.00	
		Minority	0	0.00	5.96	0.1	-0.1	0.00	
		Black	0	0.00	1.65	0.0	0.0	0.00	
		Hispanic	0	0.00	2.06	0.0	0.0	0.00	
		Asian	0	0.00	2.25	0.0	0.0	0.00	
		AmIndian	0	0.00	0.00	0.0	0.0	100.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.00	0.0	0.0	100.00	
7B Service/Maint: Cust/Maint/Repr	4	Female	0	0.00	2.41	0.1	-0.1	0.00	
		Minority	1	25.00	7.36	0.3	0.7	339.73	
		Black	1	25.00	1.91	0.1	0.9	1308.52	
		Hispanic	0	0.00	4.51	0.2	-0.2	0.00	
		Asian	0	0.00	0.08	0.0	0.0	0.00	
		AmIndian	0	0.00	0.21	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.64	0.0	0.0	0.00	
7C Service/Maint: Protective Serv	1	Female	0	0.00	29.69	0.3	-0.3	0.00	
		Minority	0	0.00	6.47	0.1	-0.1	0.00	
		Black	0	0.00	5.58	0.1	-0.1	0.00	
		Hispanic	0	0.00	0.00	0.0	0.0	100.00	
		Asian	0	0.00	0.00	0.0	0.0	100.00	
		AmIndian	0	0.00	0.89	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.00	0.0	0.0	100.00	

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