

Job Group Analysis Summary

Salem
11/01/2016

| Job Group | Total | Female | | Minority | |
|-----------------------------------|-------|--------|--------|----------|-------|
| | | # | % | # | % |
| 1C Upper Lvl Mgrs - Deans/Asc/Ass | 1 | 1 | 100.00 | 0 | 0.00 |
| 1D Upper Lvl Mgrs - Chairs/Direct | 5 | 2 | 40.00 | 0 | 0.00 |
| 1E Lower Level Managers | 3 | 2 | 66.67 | 0 | 0.00 |
| 2A Professors | 5 | 1 | 20.00 | 2 | 40.00 |
| 2B Associate Professors | 7 | 4 | 57.14 | 0 | 0.00 |
| 2C Assistant Professors | 8 | 5 | 62.50 | 1 | 12.50 |
| 2D Instructors/Adjuncts | 75 | 54 | 72.00 | 3 | 4.00 |
| 2E Other - Lecturer/Teaching Staf | 19 | 12 | 63.16 | 0 | 0.00 |
| 3A Upper Level Professionals | 2 | 2 | 100.00 | 0 | 0.00 |
| 3B Lower Level Professionals | 12 | 8 | 66.67 | 1 | 8.33 |
| 4A Upper Level Clerical | 2 | 2 | 100.00 | 0 | 0.00 |
| 4B Mid Level Clerical | 7 | 7 | 100.00 | 0 | 0.00 |
| 5A Technician/Other Specialty | 1 | 1 | 100.00 | 0 | 0.00 |
| 5C Technician/Elec/Data Proces | 1 | 0 | 0.00 | 0 | 0.00 |

Job Group Analysis Summary

Salem

11/01/2016

[illegible]

Job Group Analysis

Job Group: 1C Upper Lvl Mgrs - Deans/Asc/Ass

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|---------------|--------------------|-------------------------------|-------|-------------|-----------|
| Asst Dean, RC | Dean, Salem Campus | J | 1 | 1 | |
| | | Job Group Total % of Total | 1 | 1 100.00 | 0 0.00 |

Job Group Analysis

Job Group: 1D Upper Lvl Mgrs - Chairs/Direct

Salem
11/01/2016

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Job Group Analysis

Job Group: 1E Lower Level Managers

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|--------------------------------|--------------------------------|-------------------------------|-------|------------|-----------|
| Business Mgr - NE | Dean, Salem Campus | E | 1 | 1 | |
| Asst Mgr, Hortic Facilities | Dean, Salem Campus | E | 1 | | |
| Asst Dir, Enroll Mgt & Stu Srv | Student Services Administratio | F | 1 | 1 | |
| | | Job Group Total % of Total | 3 | 2 66.67 | 0 0.00 |

Job Group Analysis

Job Group: 2A Professors

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|---------------------------------|----------------------|-------------------------------|-------|------------|------------|
| Professor, College of Nursing | College of Nursing | J | 1 | 1 | |
| Professor, Mathematical Science | Mathematical Science | J | 1 | | 1 |
| Professor, English | English | K | 1 | | |
| Professor, Chemistry | Chemistry | K | 1 | | 1 |
| Professor, Biological Sciences | Biological Sciences | K | 1 | | |
| | | Job Group Total % of Total | 5 | 1 20.00 | 2 40.00 |

Job Group Analysis

Job Group: 2B Associate Professors

Salem
11/01/2016

[illegible]

Job Group Analysis

Job Group: 2C Assistant Professors

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|------------------------------------------|---------------------|-------------------------------|-------|------------|------------|
| Assistant Professor, College of Nursing | College of Nursing | F | 1 | 1 | 1 |
| Assistant Professor, Sociology | Sociology | F | 1 | 1 | |
| Assistant Professor, Biological Sciences | Biological Sciences | F | 1 | 1 | |
| Assistant Professor, Psychology | Psychology | F | 1 | 1 | |
| Assistant Professor, English | English | F | 2 | | |
| Assistant Professor, History | History | G | 1 | 1 | |
| Assistant Professor, Computer Technology | Computer Technology | I | 1 | | |
| | | Job Group Total % of Total | 8 | 5 62.50 | 1 12.50 |

Job Group Analysis

Job Group: 2D Instructors/Adjuncts

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|----------------------------------------------------|--------------------------------|-------------|-------|--------|----------|
| Faculty Part-Time -Semester, BRIS | BRIS | A | 3 | 2 | |
| Faculty Part-Time -Semester, Human Services Techno | Human Services Technology | A | 3 | 2 | |
| Adjunct 2 B, Mathematical Science | Mathematical Science | A | 1 | | |
| Faculty Part-time-Semester, Regional College | Regional College | A | 2 | 1 | |
| Faculty Part-Time -Semester, Management & Informat | Management & Information Syste | A | 2 | | |
| Faculty Part-Time -Semester, Geology | Geology | A | 2 | 2 | |
| Faculty Part-Time -Semester, Health Sciences | Health Sciences | A | 4 | 4 | |
| Faculty Part-Time -Semester, History | History | A | 3 | 1 | |
| Faculty Part-Time -Semester, Insurance Program | Insurance Program | A | 6 | 3 | 1 |
| Faculty Part-Time -Semester, Teaching, Learning & | Teaching, Learning & Curr Stud | A | 5 | 5 | 1 |
| Faculty Part-Time -Semester, Lifespan Dev & Educ S | Lifespan Dev & Educ Sciences | A | 5 | 5 | |
| Faculty Part-Time -Semester, Physics | Physics | A | 3 | 1 | |
| Faculty Part-Time -Semester, Business Technology | Business Technology | A | 4 | 2 | |
| Faculty Part-Time -Semester, Modern & Classical La | Modern & Classical Languages | A | 2 | 2 | |
| Faculty Part-Time -Semester, Foundations, Ldrshp, | Foundations, Ldrshp, & Admin | A | 1 | 1 | |
| Faculty Part-Time -Semester, Info Tech for Admin P | Info Tech for Admin Prof (ITAP | A | 1 | 1 | |
| Faculty Part-Time -Semester, English | English | A | 4 | 4 | |
| Faculty Part-Time -Semester, Art | Art | A | 1 | 1 | |
| Faculty Part-Time -Semester, Psychology | Psychology | A | 1 | | |
| Faculty Part-Time -Semester, Philosophy | Philosophy | A | 2 | | |
| Adjunct 2 A, Mathematical Science | Mathematical Science | A | 1 | 1 | |
| Faculty Part-Time -Semester, College Of Nursing | College of Nursing | A | 8 | 8 | |
| Faculty Part-Time -Semester, Orientation | Orientation | A | 2 | 2 | |

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Job Group Analysis

Job Group: 2D Instructors/Adjuncts

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|----------------------------------------------------|-----------------------|-------------------------------|-------|-------------|-----------|
| Faculty Part-Time -Semester, Geography | Geography | A | 1 | 1 | |
| Faculty Part-Time -Semester, Computer Technology | Computer Technology | A | 1 | 1 | |
| Faculty Part-Time -Semester, Biological Sciences | Biological Sciences | A | 1 | | |
| Faculty Part-Time -Semester, Theatre | Theatre | A | 1 | 1 | |
| Faculty Part-Time -Semester, Economics | Economics | A | 1 | | |
| Faculty Part-time-Semester, Accounting Technology | Accounting Technology | A | 1 | | |
| Faculty Part-Time -Semester, Communication Studies | Communication Studies | A | 1 | 1 | |
| Faculty Part-Time -Semester, Sociology | Sociology | A | 2 | 2 | 1 |
| | | Job Group Total % of Total | 75 | 54 72.00 | 3 4.00 |

Job Group Analysis

Job Group: 2E Other - Lecturer/Teaching Staf

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|---------------------------------------------|-------------------------|-------------------------------|-------|-------------|-----------|
| Lecturer, Biological Sciences | Biological Sciences | E | 1 | | |
| Lecturer, College of Nursing | College of Nursing | E | 1 | 1 | |
| Lecturer, English | English | E | 2 | 1 | |
| Lecturer, Horticulture Technology | Horticulture Technology | E | 1 | | |
| Lecturer, Radiology Technology | Radiology Technology | F | 1 | 1 | |
| Associate Lecturer, Mathematical Science | Mathematical Science | F | 1 | | |
| Senior Lecturer, Biological Sciences | Biological Sciences | G | 1 | 1 | |
| Senior Lecturer, College of Nursing | College of Nursing | G - H | 5 | 5 | |
| Associate Lecturer, Computer Technology | Computer Technology | G | 1 | | |
| Senior Lecturer, BRIS | BRIS | G - H | 2 | 2 | |
| Associate Lecturer, Horticulture Technology | Horticulture Technology | H | 1 | | |
| Senior Lecturer, Radiology Technology | Radiology Technology | H | 1 | 1 | |
| Senior Lecturer, Psychology | Psychology | H | 1 | | |
| | | Job Group Total % of Total | 19 | 12 63.16 | 0 0.00 |

Job Group Analysis

Job Group: 3A Upper Level Professionals

Salem
11/01/2016

[illegible]

Job Group Analysis

Job Group: 3B Lower Level Professionals

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|------------------------------|--------------------|-------------------------------|-------|------------|-----------|
| ASL Laboratory Mentor - NE | Dean, Salem Campus | A | 1 | 1 | |
| Horticultural Fac Coord - NE | Dean, Salem Campus | B | 1 | | |
| Disabilities Specialist - NE | Dean, Salem Campus | C | 1 | 1 | |
| Academic Advisor II | Dean, Salem Campus | D - E | 2 | 1 | |
| Public Relations Coord | Dean, Salem Campus | E | 1 | 1 | |
| Sr IT User Support Analyst | Dean, Salem Campus | E | 1 | | |
| Enr Mgt & Stu Srv Advisor | Dean, Salem Campus | F | 1 | 1 | |
| Horticultural Fac Coord | Dean, Salem Campus | F | 1 | | 1 |
| Clinical Edu Coord,Nursing | Dean, Salem Campus | G | 3 | 3 | |
| | | Job Group Total % of Total | 12 | 8 66.67 | 1 8.33 |

Job Group Analysis

Job Group: 4A Upper Level Clerical

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|--------------------------|--------------------|-------------------------------|-------|-------------|-----------|
| Administrative Assistant | Dean, Salem Campus | C - E | 2 | 2 | |
| | | Job Group Total % of Total | 2 | 2 100.00 | 0 0.00 |

Job Group Analysis

Job Group: 4B Mid Level Clerical

Salem
11/01/2016

[illegible]

Job Group Analysis

Job Group: 5A Technician/Other Specialty

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|----------------------|--------------------|-------------------------------|-------|-------------|-----------|
| Sr Library Associate | Dean, Salem Campus | D | 1 | 1 | |
| | | Job Group Total % of Total | 1 | 1 100.00 | 0 0.00 |

Job Group Analysis

Job Group: 5C Technician/Elec/Data Proces

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|------------------------|--------------------|-------------------------------|-------|-----------|-----------|
| Computer Lab Assistant | Dean, Salem Campus | B | 1 | | |
| | | Job Group Total % of Total | 1 | 0 0.00 | 0 0.00 |

Job Group Analysis

Job Group: 7B Service/Maint: Cust/Maint/Repr

Salem
11/01/2016

[illegible]

Job Group Analysis

Job Group: 7C Service/Maint: Protective Serv

Salem
11/01/2016

| Job Title | Department | Grade Range | Total | Female | Minority |
|------------------|--------------------|-------------------------------|-------|--------------|-----------|
| Security Officer | Dean, Salem Campus | B | 1 | | |
| | | Job Group Total % of Total | 1 | 0 0.00 | 0 0.00 |
| | | Facility Total % of Total | 154 | 102 66.23 | 8 5.19 |