

Incumbency v. Estimated Availability Detail

Trumbull
11/01/2016

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
1C Upper Lvl Mgrs - Deans/Asc/Ass	2	Female	0	0.00	60.77	1.2	-1.2	0.00	Yes
		Minority	0	0.00	24.40	0.5	-0.5	0.00	
		Black	0	0.00	11.46	0.2	-0.2	0.00	
		Hispanic	0	0.00	6.09	0.1	-0.1	0.00	
		Asian	0	0.00	5.65	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.73	0.0	0.0	0.00	
		NHOPI	0	0.00	0.07	0.0	0.0	0.00	
		Two+	0	0.00	0.40	0.0	0.0	0.00	
1D Upper Lvl Mgrs - Chairs/Dir	5	Female	2	40.00	46.86	2.3	-0.3	85.36	Yes
		Minority	0	0.00	21.84	1.1	-1.1	0.00	
		Black	0	0.00	6.15	0.3	-0.3	0.00	
		Hispanic	0	0.00	5.75	0.3	-0.3	0.00	
		Asian	0	0.00	8.21	0.4	-0.4	0.00	
		AmIndian	0	0.00	1.31	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.05	0.0	0.0	0.00	
		Two+	0	0.00	0.36	0.0	0.0	0.00	
1E Lower Level Managers	4	Female	4	100.00	43.01	1.7	2.3	232.50	
		Minority	0	0.00	12.00	0.5	-0.5	0.00	
		Black	0	0.00	8.69	0.3	-0.3	0.00	
		Hispanic	0	0.00	0.63	0.0	0.0	0.00	
		Asian	0	0.00	1.63	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.05	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.99	0.0	0.0	0.00	
2A Professors	4	Female	2	50.00	44.37	1.8	0.2	112.68	
		Minority	2	50.00	19.43	0.8	1.2	257.34	
		Black	0	0.00	3.62	0.1	-0.1	0.00	
		Hispanic	0	0.00	3.66	0.1	-0.1	0.00	
		Asian	2	50.00	6.83	0.3	1.7	731.53	
		AmIndian	0	0.00	0.78	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	4.53	0.2	-0.2	0.00	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

Trumbull
11/01/2016

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
2B Associate Professors	22	Female	8	36.36	52.03	11.4	-3.4	69.90	Yes
		Minority	4	18.18	22.21	4.9	-0.9	81.87	
		Black	0	0.00	5.61	1.2	-1.2	0.00	Yes
		Hispanic	1	4.55	4.56	1.0	0.0	99.62	
		Asian	2	9.09	8.66	1.9	0.1	104.97	
		AmIndian	1	4.55	0.49	0.1	0.9	924.77	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.89	0.6	-0.6	0.00	
2C Assistant Professors	11	Female	8	72.73	55.89	6.1	1.9	130.13	
		Minority	1	9.09	21.05	2.3	-1.3	43.19	Yes
		Black	0	0.00	5.54	0.6	-0.6	0.00	
		Hispanic	0	0.00	3.99	0.4	-0.4	0.00	
		Asian	1	9.09	8.59	0.9	0.1	105.87	
		AmIndian	0	0.00	0.37	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.56	0.3	-0.3	0.00	
2D Instructors/Adjuncts	45	Female	18	40.00	50.26	22.6	-4.6	79.58	Yes
		Minority	3	6.67	19.05	8.6	-5.6	34.99	Yes
		Black	1	2.22	5.73	2.6	-1.6	38.80	Yes
		Hispanic	1	2.22	4.33	1.9	-0.9	51.32	
		Asian	1	2.22	5.83	2.6	-1.6	38.09	Yes
		AmIndian	0	0.00	0.45	0.2	-0.2	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.71	1.2	-1.2	0.00	Yes
2E Other - Lecturer/Teaching Staf	15	Female	10	66.67	59.14	8.9	1.1	112.72	
		Minority	2	13.33	26.82	4.0	-2.0	49.71	Yes
		Black	0	0.00	6.50	1.0	-1.0	0.00	Yes
		Hispanic	1	6.67	7.69	1.2	-0.2	86.72	
		Asian	1	6.67	9.19	1.4	-0.4	72.55	
		AmIndian	0	0.00	0.52	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.92	0.4	-0.4	0.00	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

Trumbull
11/01/2016

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
3A Upper Level Professionals	4	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	3 0 0 0 0 0 0 0	75.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	79.22 14.07 10.69 0.85 0.16 1.39 0.00 0.98	3.2 0.6 0.4 0.0 0.0 0.1 0.0 0.0	-0.2 -0.6 -0.4 0.0 0.0 -0.1 0.0 0.0	94.67 0.00 0.00 0.00 0.00 0.00 100.00 0.00	
3B Lower Level Professionals	14	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	7 2 1 0 0 0 0 1	50.00 14.29 7.14 0.00 0.00 0.00 0.00 7.14	67.74 14.88 10.77 2.08 0.78 1.22 0.00 0.02	9.5 2.1 1.5 0.3 0.1 0.2 0.0 0.0	-2.5 -0.1 -0.5 -0.3 -0.1 -0.2 0.0 1.0	73.81 95.98 66.29 0.00 0.00 0.00 100.00 42411.0	Yes
4A Upper Level Clerical	1	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	1 0 0 0 0 0 0 0	100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00	95.73 7.44 5.71 1.14 0.31 0.21 0.00 0.08	1.0 0.1 0.1 0.0 0.0 0.0 0.0 0.0	0.0 -0.1 -0.1 0.0 0.0 0.0 0.0 0.0	104.46 0.00 0.00 0.00 0.00 0.00 100.00 0.00	
4B Mid Level Clerical	15	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	14 0 0 0 0 0 0 0	93.33 0.00 0.00 0.00 0.00 0.00 0.00 0.00	96.05 7.41 5.68 1.12 0.25 0.30 0.00 0.06	14.4 1.1 0.9 0.2 0.0 0.0 0.0 0.0	-0.4 -1.1 -0.9 -0.2 0.0 0.0 0.0 0.0	97.17 0.00 0.00 0.00 0.00 0.00 100.00 0.00	Yes

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

Trumbull
11/01/2016

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
4C Lower Level Clerical	2	Female	2	100.00	96.52	1.9	0.1	103.61	
		Minority	0	0.00	8.37	0.2	-0.2	0.00	
		Black	0	0.00	6.42	0.1	-0.1	0.00	
		Hispanic	0	0.00	1.28	0.0	0.0	0.00	
		Asian	0	0.00	0.35	0.0	0.0	0.00	
		AmIndian	0	0.00	0.24	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.09	0.0	0.0	0.00	
5A Technician/Other Specialty	1	Female	1	100.00	90.52	0.9	0.1	110.47	
		Minority	0	0.00	24.11	0.2	-0.2	0.00	
		Black	0	0.00	6.07	0.1	-0.1	0.00	
		Hispanic	0	0.00	17.44	0.2	-0.2	0.00	
		Asian	0	0.00	0.00	0.0	0.0	100.00	
		AmIndian	0	0.00	0.61	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	
5D Technician/Comm/Media	2	Female	2	100.00	23.32	0.5	1.5	428.87	
		Minority	0	0.00	9.68	0.2	-0.2	0.00	
		Black	0	0.00	6.11	0.1	-0.1	0.00	
		Hispanic	0	0.00	2.04	0.0	0.0	0.00	
		Asian	0	0.00	1.53	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	6	Female	0	0.00	7.11	0.4	-0.4	0.00	
		Minority	0	0.00	12.26	0.7	-0.7	0.00	
		Black	0	0.00	5.04	0.3	-0.3	0.00	
		Hispanic	0	0.00	6.37	0.4	-0.4	0.00	
		Asian	0	0.00	0.07	0.0	0.0	0.00	
		AmIndian	0	0.00	0.26	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.52	0.0	0.0	0.00	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0

Incumbency v. Estimated Availability Detail

Trumbull
11/01/2016

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
7C Service/Maint: Protective Serv	5	Female	1	20.00	21.04	1.1	-0.1	95.07	
		Minority	0	0.00	18.24	0.9	-0.9	0.00	
		Black	0	0.00	14.83	0.7	-0.7	0.00	
		Hispanic	0	0.00	2.13	0.1	-0.1	0.00	
		Asian	0	0.00	0.00	0.0	0.0	100.00	
		AmIndian	0	0.00	1.04	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.25	0.0	0.0	0.00	

Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
 Yes indicates 80% Ratio < 80.0 and Difference <= -1.0