

Incumbency v. Estimated Availability Detail

Tuscarawas
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	58.54	1.2	-1.2	0.00	Yes
		Minority	0	0.00	24.59	0.5	-0.5	0.00	
		Black	0	0.00	11.74	0.2	-0.2	0.00	
		Hispanic	0	0.00	5.73	0.1	-0.1	0.00	
		Asian	0	0.00	5.99	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.68	0.0	0.0	0.00	
		NHOPI	0	0.00	0.06	0.0	0.0	0.00	
		Two+	0	0.00	0.38	0.0	0.0	0.00	
1D Upper Lvl Mgrs - Chairs/Direct	12	Female	5	41.67	37.10	4.5	0.5	112.31	Yes
		Minority	0	0.00	14.86	1.8	-1.8	0.00	
		Black	0	0.00	6.36	0.8	-0.8	0.00	
		Hispanic	0	0.00	4.61	0.6	-0.6	0.00	
		Asian	0	0.00	2.91	0.3	-0.3	0.00	
		AmIndian	0	0.00	0.56	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.05	0.0	0.0	0.00	
		Two+	0	0.00	0.35	0.0	0.0	0.00	
1E Lower Level Managers	5	Female	2	40.00	42.97	2.1	-0.1	93.08	
		Minority	0	0.00	2.72	0.1	-0.1	0.00	
		Black	0	0.00	1.74	0.1	-0.1	0.00	
		Hispanic	0	0.00	0.35	0.0	0.0	0.00	
		Asian	0	0.00	0.23	0.0	0.0	0.00	
		AmIndian	0	0.00	0.18	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.23	0.0	0.0	0.00	
2A Professors	4	Female	1	25.00	36.37	1.5	-0.5	68.74	
		Minority	3	75.00	18.51	0.7	2.3	405.12	
		Black	0	0.00	5.23	0.2	-0.2	0.00	
		Hispanic	0	0.00	3.18	0.1	-0.1	0.00	
		Asian	3	75.00	6.63	0.3	2.7	1131.20	
		AmIndian	0	0.00	0.51	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.96	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	17	Female	7	41.18	50.96	8.7	-1.7	80.81	Yes
		Minority	2	11.76	21.66	3.7	-1.7	54.32	
		Black	1	5.88	5.95	1.0	0.0	98.88	
		Hispanic	0	0.00	3.85	0.7	-0.7	0.00	
		Asian	1	5.88	9.01	1.5	-0.5	65.31	
		AmIndian	0	0.00	0.33	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.53	0.4	-0.4	0.00	
2C Assistant Professors	11	Female	7	63.64	53.51	5.9	1.1	118.93	
		Minority	2	18.18	22.99	2.5	-0.5	79.08	
		Black	1	9.09	7.38	0.8	0.2	123.10	
		Hispanic	0	0.00	4.45	0.5	-0.5	0.00	
		Asian	1	9.09	7.80	0.9	0.1	116.56	
		AmIndian	0	0.00	0.42	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.94	0.3	-0.3	0.00	
2D Instructors/Adjuncts	66	Female	29	43.94	58.15	38.4	-9.4	75.56	Yes Yes Yes Yes Yes Yes Yes
		Minority	1	1.52	19.55	12.9	-11.9	7.75	
		Black	1	1.52	6.25	4.1	-3.1	24.25	
		Hispanic	0	0.00	4.01	2.6	-2.6	0.00	
		Asian	0	0.00	6.18	4.1	-4.1	0.00	
		AmIndian	0	0.00	0.42	0.3	-0.3	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.71	1.8	-1.8	0.00	
2E Other - Lecturer/Teaching Staf	14	Female	9	64.29	63.71	8.9	0.1	100.90	Yes
		Minority	1	7.14	21.37	3.0	-2.0	33.42	
		Black	0	0.00	6.06	0.8	-0.8	0.00	
		Hispanic	0	0.00	3.64	0.5	-0.5	0.00	
		Asian	1	7.14	8.00	1.1	-0.1	89.28	
		AmIndian	0	0.00	0.42	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.26	0.5	-0.5	0.00	

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3A Upper Level Professionals	1	Female	0	0.00	21.56	0.2	-0.2	0.00	
		Minority	0	0.00	2.62	0.0	0.0	0.00	
		Black	0	0.00	0.63	0.0	0.0	0.00	
		Hispanic	0	0.00	0.00	0.0	0.0	100.00	
		Asian	0	0.00	1.99	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	
3B Lower Level Professionals	24	Female	14	58.33	59.51	14.3	-0.3	98.03	Yes
		Minority	1	4.17	9.93	2.4	-1.4	41.96	
		Black	1	4.17	7.39	1.8	-0.8	56.37	
		Hispanic	0	0.00	0.17	0.0	0.0	0.00	
		Asian	0	0.00	0.62	0.1	-0.1	0.00	
		AmIndian	0	0.00	1.71	0.4	-0.4	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.04	0.0	0.0	0.00	
4A Upper Level Clerical	4	Female	4	100.00	98.07	3.9	0.1	101.97	
		Minority	0	0.00	3.41	0.1	-0.1	0.00	
		Black	0	0.00	3.00	0.1	-0.1	0.00	
		Hispanic	0	0.00	0.25	0.0	0.0	0.00	
		Asian	0	0.00	0.00	0.0	0.0	100.00	
		AmIndian	0	0.00	0.08	0.0	0.0	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	
4B Mid Level Clerical	12	Female	12	100.00	89.69	10.8	1.2	111.50	
		Minority	1	8.33	6.42	0.8	0.2	129.72	
		Black	1	8.33	5.67	0.7	0.3	146.88	
		Hispanic	0	0.00	0.14	0.0	0.0	0.00	
		Asian	0	0.00	0.52	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	0.05	0.0	0.0	0.00	

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4C Lower Level Clerical	2	Female	2	100.00	72.31	1.4	0.6	138.30	
		Minority	0	0.00	4.96	0.1	-0.1	0.00	
		Black	0	0.00	3.33	0.1	-0.1	0.00	
		Hispanic	0	0.00	0.88	0.0	0.0	0.00	
		Asian	0	0.00	0.50	0.0	0.0	0.00	
		AmIndian	0	0.00	0.14	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.13	0.0	0.0	0.00	
5A Technician/Other Specialty	1	Female	1	100.00	93.98	0.9	0.1	106.41	
		Minority	0	0.00	4.02	0.0	0.0	0.00	
		Black	0	0.00	4.02	0.0	0.0	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	0.00	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	
5B Technician/Health/Lab/Research	5	Female	5	100.00	95.00	4.8	0.3	105.26	
		Minority	0	0.00	12.08	0.6	-0.6	0.00	
		Black	0	0.00	0.00	0.0	0.0	100.00	
		Hispanic	0	0.00	0.00	0.0	0.0	100.00	
		Asian	0	0.00	12.08	0.6	-0.6	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	
5C Technician/Elec/Data Proces	1	Female	0	0.00	36.54	0.4	-0.4	0.00	
		Minority	0	0.00	10.10	0.1	-0.1	0.00	
		Black	0	0.00	3.76	0.0	0.0	0.00	
		Hispanic	0	0.00	1.07	0.0	0.0	0.00	
		Asian	0	0.00	2.69	0.0	0.0	0.00	
		AmIndian	0	0.00	2.15	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.43	0.0	0.0	0.00	

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5D Technician/Comm/Media	46	Female	22	47.83	0.00	0.0	22.0	999999+	
		Minority	1	2.17	0.00	0.0	1.0	999999+	
		Black	0	0.00	0.00	0.0	0.0	100.00	
		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	0.00	0.0	0.0	100.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	2.17	0.00	0.0	1.0	999999+	
7B Service/Maint: Cust/Maint/Repr	18	Female	6	33.33	30.54	5.5	0.5	109.16	Yes
		Minority	0	0.00	6.14	1.1	-1.1	0.00	
		Black	0	0.00	3.60	0.6	-0.6	0.00	
		Hispanic	0	0.00	1.14	0.2	-0.2	0.00	
		Asian	0	0.00	0.04	0.0	0.0	0.00	
		AmIndian	0	0.00	0.60	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.76	0.1	-0.1	0.00	
7C Service/Maint: Protective Serv	1	Female	0	0.00	16.38	0.2	-0.2	0.00	
		Minority	0	0.00	5.17	0.1	-0.1	0.00	
		Black	0	0.00	2.64	0.0	0.0	0.00	
		Hispanic	0	0.00	2.03	0.0	0.0	0.00	
		Asian	0	0.00	0.00	0.0	0.0	100.00	
		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	0.51	0.0	0.0	0.00	

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