

# Incumbency v. Estimated Availability Detail

Geauga  
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	1	Female	1	100.00	61.45	0.6	0.4	162.73	
		Minority	0	0.00	23.14	0.2	-0.2	0.00	
		Black	0	0.00	12.14	0.1	-0.1	0.00	
		Hispanic	0	0.00	6.45	0.1	-0.1	0.00	
		Asian	0	0.00	3.29	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	0.42	0.0	0.0	0.00	
1D Upper Lvl Mgrs - Chairs/Direct	6	Female	4	66.67	47.21	2.8	1.2	141.22	
		Minority	0	0.00	22.26	1.3	-1.3	0.00	Yes
		Black	0	0.00	7.69	0.5	-0.5	0.00	
		Hispanic	0	0.00	5.34	0.3	-0.3	0.00	
		Asian	0	0.00	8.21	0.5	-0.5	0.00	
		AmIndian	0	0.00	0.58	0.0	0.0	0.00	
		NHOPI	0	0.00	0.07	0.0	0.0	0.00	
		Two+	0	0.00	0.37	0.0	0.0	0.00	
1E Lower Level Managers	2	Female	0	0.00	36.22	0.7	-0.7	0.00	
		Minority	0	0.00	13.88	0.3	-0.3	0.00	
		Black	0	0.00	8.57	0.2	-0.2	0.00	
		Hispanic	0	0.00	2.67	0.1	-0.1	0.00	
		Asian	0	0.00	2.65	0.1	-0.1	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	
2A Professors	4	Female	1	25.00	46.86	1.9	-0.9	53.36	
		Minority	1	25.00	21.63	0.9	0.1	115.57	
		Black	0	0.00	5.08	0.2	-0.2	0.00	
		Hispanic	0	0.00	3.82	0.2	-0.2	0.00	
		Asian	1	25.00	8.97	0.4	0.6	278.63	
		AmIndian	0	0.00	0.39	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.37	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	10	83.33	62.29	7.5	2.5	133.79	
		Minority	4	33.33	11.75	1.4	2.6	283.67	
		Black	1	8.33	2.89	0.3	0.7	288.15	
		Hispanic	0	0.00	2.37	0.3	-0.3	0.00	
		Asian	3	25.00	4.41	0.5	2.5	567.52	
		AmIndian	0	0.00	0.29	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	1.79	0.2	-0.2	0.00	
2C Assistant Professors	8	Female	6	75.00	59.24	4.7	1.3	126.60	
		Minority	0	0.00	21.94	1.8	-1.8	0.00	Yes
		Black	0	0.00	6.61	0.5	-0.5	0.00	
		Hispanic	0	0.00	4.98	0.4	-0.4	0.00	
		Asian	0	0.00	6.99	0.6	-0.6	0.00	
		AmIndian	0	0.00	0.50	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.85	0.2	-0.2	0.00	
2D Instructors/Adjuncts	98	Female	50	51.02	61.99	60.8	-10.8	82.30	
		Minority	7	7.14	17.94	17.6	-10.6	39.81	Yes
		Black	4	4.08	5.51	5.4	-1.4	74.12	Yes
		Hispanic	1	1.02	3.41	3.3	-2.3	29.93	Yes
		Asian	1	1.02	6.35	6.2	-5.2	16.06	Yes
		AmIndian	1	1.02	0.36	0.3	0.7	286.04	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	0	0.00	2.32	2.3	-2.3	0.00	Yes
2E Other - Lecturer/Teaching Staf	15	Female	11	73.33	65.48	9.8	1.2	112.00	
		Minority	1	6.67	22.43	3.4	-2.4	29.72	Yes
		Black	0	0.00	8.58	1.3	-1.3	0.00	Yes
		Hispanic	0	0.00	5.43	0.8	-0.8	0.00	
		Asian	1	6.67	5.14	0.8	0.2	129.67	
		AmIndian	0	0.00	0.59	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.68	0.4	-0.4	0.00	

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3B Lower Level Professionals	15	Female	8	53.33	67.40	10.1	-2.1	79.12	Yes
		Minority	3	20.00	16.53	2.5	0.5	121.00	
		Black	1	6.67	12.92	1.9	-0.9	51.60	
		Hispanic	2	13.33	1.39	0.2	1.8	958.09	
		Asian	0	0.00	2.06	0.3	-0.3	0.00	
		AmIndian	0	0.00	0.04	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.11	0.0	0.0	0.00	
4A Upper Level Clerical	2	Female	2	100.00	83.57	1.7	0.3	119.66	
		Minority	0	0.00	21.86	0.4	-0.4	0.00	
		Black	0	0.00	19.41	0.4	-0.4	0.00	
		Hispanic	0	0.00	1.22	0.0	0.0	0.00	
		Asian	0	0.00	0.30	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	0.93	0.0	0.0	0.00	
4B Mid Level Clerical	7	Female	7	100.00	95.92	6.7	0.3	104.25	
		Minority	0	0.00	12.02	0.8	-0.8	0.00	
		Black	0	0.00	9.49	0.7	-0.7	0.00	
		Hispanic	0	0.00	1.39	0.1	-0.1	0.00	
		Asian	0	0.00	0.67	0.0	0.0	0.00	
		AmIndian	0	0.00	0.27	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.21	0.0	0.0	0.00	
4C Lower Level Clerical	1	Female	1	100.00	92.05	0.9	0.1	108.64	
		Minority	0	0.00	22.95	0.2	-0.2	0.00	
		Black	0	0.00	18.92	0.2	-0.2	0.00	
		Hispanic	0	0.00	2.38	0.0	0.0	0.00	
		Asian	0	0.00	0.79	0.0	0.0	0.00	
		AmIndian	0	0.00	0.65	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.19	0.0	0.0	0.00	

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5B Technician/Health/Lab/Research	2	Female	1	50.00	70.68	1.4	-0.4	70.74	
		Minority	0	0.00	26.68	0.5	-0.5	0.00	
		Black	0	0.00	18.31	0.4	-0.4	0.00	
		Hispanic	0	0.00	2.37	0.0	0.0	0.00	
		Asian	0	0.00	5.58	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.43	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	3	Female	0	0.00	24.18	0.7	-0.7	0.00	
		Minority	0	0.00	19.55	0.6	-0.6	0.00	
		Black	0	0.00	7.86	0.2	-0.2	0.00	
		Hispanic	0	0.00	5.23	0.2	-0.2	0.00	
		Asian	0	0.00	6.46	0.2	-0.2	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	2.89	0.2	-0.2	0.00	
		Minority	1	16.67	17.25	1.0	0.0	96.60	
		Black	0	0.00	11.05	0.7	-0.7	0.00	
		Hispanic	1	16.67	5.73	0.3	0.7	290.69	
		Asian	0	0.00	0.24	0.0	0.0	0.00	
		AmIndian	0	0.00	0.16	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.06	0.0	0.0	0.00	
7C Service/Maint: Protective Serv	4	Female	0	0.00	27.17	1.1	-1.1	0.00	Yes
		Minority	0	0.00	26.38	1.1	-1.1	0.00	Yes
		Black	0	0.00	25.59	1.0	-1.0	0.00	Yes
		Hispanic	0	0.00	0.00	0.0	0.0	100.00	
		Asian	0	0.00	0.79	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	

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