

Incumbency v. Estimated Availability Detail

Salem
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	1	Female	1	100.00	60.62	0.6	0.4	164.97	
		Minority	0	0.00	23.14	0.2	-0.2	0.00	
		Black	0	0.00	12.97	0.1	-0.1	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	0.42	0.0	0.0	0.00	
1D Upper Lvl Mgrs - Chairs/Direct	5	Female	2	40.00	47.24	2.4	-0.4	84.68	
		Minority	0	0.00	7.87	0.4	-0.4	0.00	
		Black	0	0.00	5.01	0.3	-0.3	0.00	
		Hispanic	0	0.00	0.50	0.0	0.0	0.00	
		Asian	0	0.00	1.96	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.14	0.0	0.0	0.00	
		NHOPI	0	0.00	0.13	0.0	0.0	0.00	
		Two+	0	0.00	0.14	0.0	0.0	0.00	
1E Lower Level Managers	3	Female	2	66.67	48.22	1.4	0.6	138.25	
		Minority	0	0.00	7.36	0.2	-0.2	0.00	
		Black	0	0.00	5.88	0.2	-0.2	0.00	
		Hispanic	0	0.00	0.46	0.0	0.0	0.00	
		Asian	0	0.00	0.68	0.0	0.0	0.00	
		AmIndian	0	0.00	0.21	0.0	0.0	0.00	
		NHOPI	0	0.00	0.03	0.0	0.0	0.00	
		Two+	0	0.00	0.10	0.0	0.0	0.00	
2A Professors	5	Female	1	20.00	51.82	2.6	-1.6	38.59	Yes
		Minority	2	40.00	20.22	1.0	1.0	197.83	
		Black	1	20.00	5.22	0.3	0.7	383.25	
		Hispanic	0	0.00	4.24	0.2	-0.2	0.00	
		Asian	1	20.00	7.82	0.4	0.6	255.62	
		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	0.1	-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	7	Female	4	57.14	45.81	3.2	0.8	124.73	Yes
		Minority	0	0.00	18.37	1.3	-1.3	0.00	
		Black	0	0.00	2.82	0.2	-0.2	0.00	
		Hispanic	0	0.00	2.91	0.2	-0.2	0.00	
		Asian	0	0.00	10.06	0.7	-0.7	0.00	
		AmIndian	0	0.00	0.32	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.26	0.2	-0.2	0.00	
2C Assistant Professors	8	Female	5	62.50	59.20	4.7	0.3	105.57	
		Minority	1	12.50	20.89	1.7	-0.7	59.85	
		Black	0	0.00	6.24	0.5	-0.5	0.00	
		Hispanic	0	0.00	4.61	0.4	-0.4	0.00	
		Asian	1	12.50	6.88	0.6	0.4	181.56	
		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	2.72	0.2	-0.2	0.00	
2D Instructors/Adjuncts	75	Female	54	72.00	53.21	39.9	14.1	135.31	
		Minority	3	4.00	18.37	13.8	-10.8	21.77	
		Black	1	1.33	5.72	4.3	-3.3	23.33	
		Hispanic	0	0.00	3.60	2.7	-2.7	0.00	
		Asian	2	2.67	6.14	4.6	-2.6	43.40	
		AmIndian	0	0.00	0.43	0.3	-0.3	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.49	1.9	-1.9	0.00	
2E Other - Lecturer/Teaching Staf	19	Female	12	63.16	54.74	10.4	1.6	115.38	
		Minority	0	0.00	19.42	3.7	-3.7	0.00	
		Black	0	0.00	6.37	1.2	-1.2	0.00	
		Hispanic	0	0.00	4.05	0.8	-0.8	0.00	
		Asian	0	0.00	5.67	1.1	-1.1	0.00	
		AmIndian	0	0.00	0.50	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.83	0.5	-0.5	0.00	

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3A Upper Level Professionals	2	Female	2	100.00	62.15	1.2	0.8	160.91	
		Minority	0	0.00	10.34	0.2	-0.2	0.00	
		Black	0	0.00	7.47	0.1	-0.1	0.00	
		Hispanic	0	0.00	0.56	0.0	0.0	0.00	
		Asian	0	0.00	0.15	0.0	0.0	0.00	
		AmIndian	0	0.00	1.88	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.28	0.0	0.0	0.00	
3B Lower Level Professionals	12	Female	8	66.67	64.14	7.7	0.3	103.94	
		Minority	1	8.33	11.75	1.4	-0.4	70.89	
		Black	1	8.33	8.53	1.0	0.0	97.69	
		Hispanic	0	0.00	0.55	0.1	-0.1	0.00	
		Asian	0	0.00	0.58	0.1	-0.1	0.00	
		AmIndian	0	0.00	2.09	0.3	-0.3	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.01	0.0	0.0	0.00	
4A Upper Level Clerical	2	Female	2	100.00	76.03	1.5	0.5	131.52	
		Minority	0	0.00	9.73	0.2	-0.2	0.00	
		Black	0	0.00	6.30	0.1	-0.1	0.00	
		Hispanic	0	0.00	3.13	0.1	-0.1	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	0.00	0.0	0.0	100.00	
4B Mid Level Clerical	7	Female	7	100.00	82.59	5.8	1.2	121.08	
		Minority	0	0.00	9.16	0.6	-0.6	0.00	
		Black	0	0.00	5.93	0.4	-0.4	0.00	
		Hispanic	0	0.00	2.67	0.2	-0.2	0.00	
		Asian	0	0.00	0.43	0.0	0.0	0.00	
		AmIndian	0	0.00	0.10	0.0	0.0	0.00	
		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	78.78	0.8	0.2	126.93	
		Minority	0	0.00	15.28	0.2	-0.2	0.00	
		Black	0	0.00	13.40	0.1	-0.1	0.00	
		Hispanic	0	0.00	0.94	0.0	0.0	0.00	
		Asian	0	0.00	0.94	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	
5C Technician/Elec/Data Proces	1	Female	0	0.00	33.26	0.3	-0.3	0.00	
		Minority	0	0.00	7.28	0.1	-0.1	0.00	
		Black	0	0.00	2.64	0.0	0.0	0.00	
		Hispanic	0	0.00	1.87	0.0	0.0	0.00	
		Asian	0	0.00	1.71	0.0	0.0	0.00	
		AmIndian	0	0.00	0.93	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.12	0.0	0.0	0.00	
7B Service/Maint: Cust/Maint/Repr	5	Female	1	20.00	12.61	0.6	0.4	158.64	
		Minority	1	20.00	11.63	0.6	0.4	171.91	
		Black	1	20.00	6.46	0.3	0.7	309.79	
		Hispanic	0	0.00	4.09	0.2	-0.2	0.00	
		Asian	0	0.00	0.30	0.0	0.0	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	0.48	0.0	0.0	0.00	
7C Service/Maint: Protective Serv	1	Female	0	0.00	30.59	0.3	-0.3	0.00	
		Minority	0	0.00	9.51	0.1	-0.1	0.00	
		Black	0	0.00	8.05	0.1	-0.1	0.00	
		Hispanic	0	0.00	0.00	0.0	0.0	100.00	
		Asian	0	0.00	1.46	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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