Affirmative Action Plan Southern Illinois University Edwardsville

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EEO Administrator:

Kimberly Kilgore

Interim Director Equal Opportunity, Access and Title IX Coordination

Establishment's Name:

Southern Illinois University Edwardsville

Edwardsville Campus

Establishment's Address:

70 Hairpin Drive

Edwardsville, IL 62026

PART ONE

Affirmative Action Plan for Women and Minorities

I. INTRODUCTION

A. History of the University

Southern Illinois University Edwardsville (SIUE) traces its origin to a recommendation in 1956 by the Southwest Illinois Council of Higher Education to locate an institution of higher education in the region bordering Missouri in the greater St. Louis area. The Council was convinced that higher education facilities were needed in the Metro-East part of the greater St. Louis area. Council members hired consultants, whose reports documented that need, and appealed to Southern Illinois University, 100 miles south, to establish satellite campuses. In 1957, SIUE opened "residence centers" in Alton and East St. Louis, Illinois. The University expected to enroll 800 students. Nineteen hundred applied. By 1959, the number of students had doubled to 3800, greatly exceeding the physical facilities and demanding services faster than the University could develop and supply them. A planning team investigated sites in the Metro-East counties and selected one just south of Edwardsville. In 1960, the Illinois legislature authorized a bond issue for construction of a new state University campus. Voter approval came in November 1960. After two and one-half years of planning, University officials and area residents attended ground-breaking ceremonies for the first permanent buildings. The Edwardsville campus was created in response to these needs. Classes were first held on the Edwardsville campus in the fall of 1965.

The University mission is to create an environment of learning, research, and public service that provides the people of Southern Illinois with the opportunities and benefits of a comprehensive University. According to the <u>University Mission</u>, <u>Values</u>, and <u>Diversity statement</u>, "...the University strives to enhance regional access to the educational opportunities it offers. It recognizes an obligation to provide developmental opportunities for the educationally dispossessed; it pursues a commitment to meet the special needs of non-traditional students; and it makes every effort to maintain for all its students admissions standards, fees, schedules, and calendars which will encourage their access and support their progress."

SIUE continues to provide educational services and opportunities to citizens of the state, but its commitment goes beyond Illinois. The University is also committed to preparing well-educated, sensitive and responsible students to make positive contributions to the region, the nation, and the world.

B. Organizational Profile/Organizational Chart – See Appendix D

C. Requirements for Affirmative Action Plan

SIUE is a federal contractor and recipient of federal funds. This Affirmative Action Plan is required by Executive Order 11246, Illinois Human Rights Act as amended, and it's implementing guidelines developed by the U.S. Department of Labor's

Office of Federal Contract Compliance Programs. The Plan sets forth current and future action the University will take regarding affirmative action and equal employment opportunity. The Plan also includes sections for veteran categories and individuals with disabilities. This Affirmative Action Plan is available for inspection by any employee or applicant for employment upon request, during normal business hours, in the Office of Equal Opportunity, Access and Title IX Coordination. Interested persons should contact the Office of Equal Opportunity, Access and Title IX Coordination, Rendleman Hall, Box 1025, Edwardsville, IL, 62026-1025, 618.650.2333 for assistance. The Plan is also available online at http://www.siue.edu/EOA

II. AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY POLICY

A. Policy Statement

As a federal contractor, Southern Illinois University Edwardsville complies with several employment laws and regulations, including, but not limited to the following:

- Equal Pay Act of 1963
- Titles VI and VII of the Civil Rights Act of 1964
- Executive Order 11246
- The Age Discrimination in Employment Act of 1967
- Title IX of the Educational Amendments of 1972
- Sections 503 and 504 of the Rehabilitation Act of 1973
- The Americans with Disabilities Act Amendments Act of 2008
- The Vietnam Era Veterans Readjustment Act of 1974
- The Illinois Human Rights Act
- The Rules and Regulations of the Board of Trustees of the Southern Illinois University System.

Southern Illinois University Edwardsville (SIUE) is committed to an academic atmosphere and workplace free from inappropriate conduct of a discriminatory nature and that to the extent provided by the applicable laws, no person shall on the basis of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, or veteran status, be denied the benefits of, or be subject to discrimination under, any program or activity which it sponsors or conducts. It is also SIUE's policy to maintain an environment free from discrimination on the basis of sexual harassment.

This policy also assures that employees will receive fair consideration for promotional opportunities and equitable treatment throughout their employment. This includes upgrades, transfers, promotions, recruitment, layoffs, terminations, and rates of pay or other forms of compensation, tenure and promotions. This policy assures that applicants for employment receive fair consideration for employment

opportunities. The Director Equal Opportunity, Access and Title IX Coordination is responsible for the continuing development, implementation, and monitoring of the Affirmative Action/Equal Employment Opportunity Policy by:

- Measuring the effectiveness of the University's Affirmative Action Program;
- Providing indications of need for remedial action; and
- Determining the degree to which University goals and objectives are met.

B. Affirmative Action/Equal Employment Opportunity Objectives

In support of this policy, specific objectives include but are not limited to:

- 1. Recruiting, hiring, training, and promoting persons in all job classifications without regard to age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, or veteran status;
- 2. Ensuring that wages, training, selection for training, transfers, demotions, layoffs, callbacks from layoff, recruitment, hiring, promotions, granting of tenure, discipline, terminations, and all other conditions and privileges of employment are job-related and comply with the principles of affirmative action and equal opportunity;
- 3. Ensuring that reasonable procedures are in place for responding to requests for disability, religious, national origin and other types of accommodations;
- 4. Establishing goals and objectives to address underutilization and/or underrepresentation of women or minorities; and
- 5. Ensuring equal opportunity in all personnel actions.

C. Reporting and Monitoring Procedures

The University utilizes internal auditing and reporting systems, which measure the effectiveness of the Affirmative Action Plan. These procedures are described in this Plan.

D. Distribution of Policy

The University's Equal Opportunity Policy statement is available to employees and applicants for employment. The policy is discussed with management employees having responsibility for making employment decisions.

External dissemination includes, but is not limited to, notifying recruitment sources, community organizations and labor unions.

E. Reaffirmation of Equal Employment Opportunity Policy

Southern Illinois University Edwardsville reaffirms its support of affirmative action/equal employment opportunity as set forth in this policy. Full cooperation and assistance is expected from the University community. Questions regarding this policy should be discussed with the Office of Equal Opportunity, Access and Title IX Coordination, Rendleman Hall, Box 1025, Edwardsville, IL, 62026-1025, 618.650.2333.

III. ADMINISTRATION OF THE PLAN

A. Overview

This Affirmative Action Plan sets forth action-oriented steps, the University commits itself to achieve equal opportunity through affirmative action. This Plan applies to all organizational units administered by or affiliated with Southern Illinois University Edwardsville, including the School of Dental Medicine and the East St. Louis Center.

B. Authority and Responsibility

The primary authority and responsibility for implementing the Affirmative Action Plan resides with the Chancellor of Southern Illinois University Edwardsville. The Vice Chancellors, Deans, Directors, Chairs, and others having supervisory or administrative authority are responsible for ensuring compliance with the principles of affirmative action and equal employment opportunity.

The Director Equal Opportunity, Access and Title IX Coordination is responsible for daily implementation of the Affirmative Action Plan as outlined in Section IV.

C. Dissemination of Affirmative Action Plan

The Affirmative Action Plan is updated annually and copies are distributed to appropriate University administrators. A copy of the plan is available at the Office of Equal Opportunity, Access and Title IX Coordination and online at www.siue.edu/EOA.

IV. IMPLEMENTATION AND RESPONSIBILITY

A. Chancellor

The Chancellor, as the Chief Executive Officer of the University, assumes final responsibility for implementation of the Affirmative Action Plan.

B. <u>Director</u>, Equal Opportunity, Access and Title IX Coordination

The Director of Equal Opportunity, Access and Title IX Coordination is responsible for the continuing development, implementation, auditing, and monitoring of the Affirmative Action Plan. The Director of Equal Opportunity, Access and Title IX Coordination reports to the Chancellor and has the support of higher-level management in carrying out this assignment.

Responsibilities include:

- 1. Developing affirmative action programs and guidelines;
- 2. Identifying affirmative action problem areas:
- 3. Assisting the administration in resolving affirmative action/equal employment opportunity issues;
- 4. Designing and implementing auditing and monitoring systems that:
 - a. Measure the effectiveness of the University's Affirmative Action Plan;
 - b. Provide indication of need for remedial action; and
 - c. Determine the degree to which the University's Affirmative Action goals and objectives are met.
- 5. Serving as liaison between the University and compliance agencies;
- 6. Serving as University liaison with minority and women's organizations and other groups concerned with employment opportunities for protected class members;
- 7. Keeping the University administration informed about developments in equal opportunity and affirmative action; and
- 8. Investigating discrimination complaints.

C. Office of Institutional Research and Studies

The Office of Institutional Research and Studies will provide appropriate statistical data for analyses and reporting purposes.

D. Human Resources

Human Resources will assist with implementation, monitoring, and assessment of the plan.

E. Vice Chancellors

The Vice Chancellors' responsibilities include:

1. Developing, implementing and auditing Unit Action Plans when appropriate;

- 2. Assisting the Office of Equal Opportunity, Access and Title IX Coordination in developing and meeting coordinated goals and objectives within their respective areas;
 - goals and objectives within their respective areas;
- 3. Communicating unit goals and objectives to administrators responsible for affirmative
 - action and equal employment opportunity;
- 4. Assisting with reporting procedures required by the University's Affirmative Action Plan; and
- 5. Assuming responsibility for sensitizing administrators regarding their obligations to affirmative action, equal opportunity, and cultural diversity.

F. Deans, Directors and Chairs

The Deans, Directors, and Chairs' responsibilities include:

- 1. Assisting with establishing unit goals and objectives;
- 2. Communicating with minorities, women, students, and community service organizations to enhance recruitment efforts and results;
- 3. Monitoring unit personnel activities, such as hires, promotions, and terminations to determine whether goals and objectives are being met;
- 4. Reviewing qualifications of applicants and employees to ensure that minorities and women are given full consideration for employment opportunities;
- 5. Inspecting work locations to ensure that:
 - a. EEO posters are displayed;
 - b. Campus facilities are integrated; and
 - c. University programs and activities are open and accessible to all employees.
- 6. Conducting evaluations of supervisors' efforts in promoting affirmative action and equal opportunity;
- 7. Assisting in developing Unit Action Plans when required which summarizes:
 - a. Good faith efforts: and
 - b. Goals and timetables for increasing the representation of minority and female employees where appropriate.

G. Managers and Supervisors

Managers and supervisors lend their individual and collective support to affirmative action and equal opportunity by:

- 1. Identifying minorities and women for possible employment consideration;
- 2. Encouraging minority and female employees to apply for promotional opportunities;

3. Endorsing principles of affirmative action, equal employment opportunity, and cultural diversity.

H. Hiring Officials and Employees

Each employee and hiring official shares the responsibility of ensuring nondiscrimination and achieving our affirmative action goals. It is through this shared responsibility that the University can fulfill its mission of having a diverse and inclusive work and learning environment.

V. RECRUITMENT AND SELECTION POLICIES

A. General Affirmative Action Policies and Guidelines

Southern Illinois University Edwardsville shall provide equal opportunity through the implementation of procedures outlined in this Affirmative Action Plan. Employment policies, practices, and procedures, which produce an adverse impact on members of protected groups, are prohibited. All populations of University employees are embraced by this Plan, which includes faculty, professional staff, administrators, Civil Service employees, student employees, veterans, employees with disabilities, and contractors of services. Clarification and assistance in implementing these policies and guidelines may be obtained from the Office of Equal Opportunity, Access and Title IX Coordination.

Several guidelines shall apply:

- * Position descriptions, duties, and selection criteria shall be job-related.
- * Recruitment processes shall be conducted in a manner to attract a diverse pool of qualified applicants.
- * All selection procedures shall be conducted according to law and this Plan.
- * Training programs may be developed and implemented to enhance the University's commitment to affirmative action, equal opportunity, and diversity.
- * Compensation, working conditions, and fringe benefits are provided in a non-discriminatory manner.
- * Career development and upward mobility opportunities are provided in a non-discriminatory manner.

¹ Adverse impact occurs when a significantly different rate of selection in hiring or other employment decisions work to the disadvantage of a particular work group (minorities, men and/or women).

- * Affirmative action and equal opportunity measures may be taken to address underutilization of protected groups.
- * Records pertinent to employment (e.g., copies of advertisements, letters of application, vitae, replies to applicants, recommendations, interview questionnaire notes, priority lists, letters offering appointments and other preemployment records) and applicant flow data shall be maintained by hiring units and/or the Office of Equal Opportunity, Access and Title IX Coordination.
- * University positions resulting from receipt of special funds (i.e., grants, gifts, and other external funding sources) may be advertised unless the hiring unit is granted a waiver as outlined in Part V, Section F of this Plan.
- * The termination of employees shall be conducted in a non-discriminatory manner. Reasons for terminations shall be unrelated to age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, or veteran status, or other factors prohibited by law and this Plan.
- * All employees shall have equal and ready access to appropriate University grievance procedures for the redress of alleged discrimination.

B. Policies and Guidelines for Faculty

The governance of the University grants the faculty original jurisdiction in academic matters within the guidelines established by the Board of Trustees, University policies, and other related legal requirements.

The Office of Equal Opportunity, Access and Title IX Coordination will recommend specific reporting systems and procedures to monitor and implement the following policies and guidelines. When appropriate, the Office of Equal Opportunity, Access and Title IX Coordination may determine affirmative action deficiencies and recommend specific strategies for schools, departments, or units. All goals and strategies will be established in a manner consistent with the letter and spirit of this Plan.

1. Policies and Guidelines for Full-Time Faculty:

a. Each unit requesting permission to employ a faculty member shall develop a position description and specific selection criteria that are job-related. Consideration shall also be given to the unit's affirmative action goals and timetables.

- b. Faculty vacancies shall be advertised openly for a length of time sufficient to allow individuals to apply. Hiring units shall also take steps to identify qualified members of protected groups and inform them of available positions and the University's commitment to affirmative action and equal employment opportunity.
- c. Hiring units shall affirmatively seek participation and suggestions from members of protected groups during the recruitment/selection process. Every reasonable effort shall be made to diversify the composition of the search and interview committee. The assistance of protected group members is encouraged. Complete records of recruitment/selection activities shall be maintained by the hiring unit for a period of not less than three years.
- d. When hiring units are deficient in women and minorities, qualified applicants identified as members of a protected group may be interviewed. Such factors as race or gender may be considered as factors (but not the only factor) in the selection process where there are affirmative action goals. A minimum of three qualified applicants generally shall be identified for each full time faculty position unless, for compelling reasons, an exception is granted by the Office of Equal Opportunity, Access and Title IX Coordination as outlined in Part V, Section F of this Plan. If three qualified applicants are not identified, the Office of Equal Opportunity, Access and Title IX Coordination may recommend further affirmative action efforts as appropriate.
- e. Conditions and privileges of employment (e.g., research opportunities, teaching loads, committee assignments, and use of facilities) shall be provided uniformly and without discrimination to all individuals performing essentially the same duties with essentially the same competence. Each unit shall provide a working environment that fosters cooperation and participation among all faculty members. Qualified members of protected groups shall be invited to participate in major research projects, serve on important committees, and participate fully in all other academic matters.
- f. Opportunities for career development, promotion and tenure, salary increases, and fringe benefits shall be provided on an equal basis and in accordance with the law, University policies, and the spirit of this Plan. Units shall be responsive to the potentials and unique abilities of all faculty members. Members of protected groups shall be encouraged to take advantage of development opportunities and fringe benefits.
- g. A written offer(s) of employment shall be extended to a successful applicant(s) within 30 days from the date the Office of Equal Opportunity, Access and Title IX Coordination has approved the search and selection process.

2. Policies and Guidelines for Part-Time Faculty:

- a. Units requesting permission to employ a part-time faculty member shall develop position descriptions and specific selection criteria that are job-related.
- b. Part-time faculty positions shall be advertised locally or regionally for a length of time sufficient to allow interested individuals to apply. Position announcements shall be readily available to members of the protected groups. Hiring units shall also take positive steps to inform qualified women and minorities of the available positions and the University's commitment to affirmative action and equal employment opportunity. The hiring unit shall maintain complete records of the recruitment/selection activities for a period of not less than three years.
- c. When the hiring unit is deficient in protected group representation, qualified applicants identified as members of a protected group may be interviewed. Such factors as race or gender may be considered, but not the only factor, when there are affirmative action goal deficiencies. Hiring units shall maintain clear and specific justifications for all selections and rejections for a period of not less than three years.
- d. Benefits, privileges, compensation, and conditions for part-time appointments and opportunities shall be provided on an equal basis and in accordance with the spirit of this Plan and applicable University policies.
- e. A written offer(s) of employment shall be extended to a successful applicant(s) within 30 days from the date the Office of Equal Opportunity, Access and Title IX Coordination approved the search and selection process.

3. Policies and Guidelines for Distinguished Visiting Faculty:

- a. Units employing a distinguished visiting faculty member shall conduct a selection process in accordance with this Plan and University policies. Units shall remain aware of the University's commitment to affirmative action and seek to ensure the inclusion of qualified members of protected groups as distinguished visiting faculty members.
- b. A written offer(s) of employment shall be extended to a successful applicant(s) within 30 days from the date the Office of Equal Opportunity, Access and Title IX Coordination has approved the search and selection process.
- 4. Policies and Guidelines for "Acting" Academic Positions:

- a. When pressing administrative concerns preclude normal recruitment and selection procedures, individuals may be appointed to serve in an "acting" capacity. The Unit shall present clear and specific documentation of the reasons for the "acting" appointment and justification for the selection to the Office of Equal Opportunity, Access and Title IX Coordination.
- b. The Unit shall conduct a search for the permanent position within one calendar ear. The Unit shall follow University procedures and guidelines for the recruitment/selection for the permanent position unless an approved exception is granted (see Part V, Section F).
- c. A written offer(s) of employment shall be extended to a successful applicant(s)within 30 days from the date the Office of Equal Opportunity, Access and Title IX Coordination has approved the search and selection process.

5. Policies and Guidelines for Graduate Assistant Positions:

- a. Units requesting graduate assistants shall develop a position description and specific selection criteria that is job-related.
- b. Graduate assistant positions shall be advertised for a length of time sufficient to allow interested individuals to apply. Hiring units shall take positive and demonstrable steps to identify qualified members of the protected groups and inform them of the available position and the University's commitment to affirmative action and equal employment opportunity.
- c. Benefits, privileges, compensation, and conditions of a graduate assistant position shall be provided on an equal basis in accordance with applicable University policies.
- d. Hiring units shall maintain clear and specific justifications for all selections and rejections for a period of not less than three years.

6. Policies and Guidelines for Consultants and Contracted Services:

- a. Units seeking consultants and contracted services shall take positive steps to identify members of the protected groups who are qualified to render the needed services.
- b. Units shall maintain records of the services received, as well as affirmative action profile data on selected consultants.

C. Policies and Guidelines for Administrators and Professional Staff

Administrators and professional staff perform a variety of specialized managerial functions. All goals and strategies pertaining to employing administrators and professional staff will be established in a manner consistent with this Plan.

- 1. Policies and Guidelines for Full-Time Administrators and Professional Staff:
 - a. Each unit requesting permission to employ a full-time administrator or professional staff employee shall develop a position description and specific selection criteria that are job related.
 - b. Administrative and professional staff openings shall be advertised for a length of time sufficient to allow interested individuals to apply. Hiring units shall also take positive steps to identify qualified members of the protected groups and inform them of the openings and the University's commitment to affirmative action and equal opportunity.
 - c. Hiring units shall affirmatively seek participation and guidance from members of protected groups during the recruitment/selection process. Every reasonable effort should be made to diversify the composition of search and interview committees. The participation of protected group members is encouraged. Complete records of the recruitment/selection activities shall be maintained by the hiring unit for a period of not less than three years.
 - d. Race or gender may be considered as factors (but not the only factor) in the selection process when there are affirmative action goals.
 - e. A minimum of three qualified applicants shall be identified for each full-time administrative and professional staff position. If three qualified applicants are not identified, the Office of Equal Opportunity, Access and Title IX Coordination may recommend further affirmative action efforts as appropriate.
 - f. Conditions and privileges of appointment (e.g., fiscal authority, office space, support budgets, and other conditions of appointment) shall be provided uniformly and without discrimination to individuals performing essentially the same duties with essentially the same competence. Each unit shall provide a working environment that fosters cooperation and participation among all employees.
 - g. Opportunities for career development, promotion, salary increases, and fringe benefits shall be provided on an equal basis and in accordance with applicable University policies and this Plan. Members of protected groups shall be encouraged to take advantage of available developmental opportunities.

h. A written offer(s) of employment shall be extended to a successful applicant(s) within 30 days from the date the Office of Equal Opportunity, Access and Title IX Coordination approved the search and selection process.

2. Policies and Guidelines for Part-Time Administrators and Professional Staff:

- a. Units requesting to employ a part-time administrative or professional staff person shall develop a position description and specific selection criteria that relate directly to job functions.
- b. Part-time administrative and professional staff positions shall be advertised openly for a length of time sufficient to allow interested individuals to apply. Position announcements shall be readily available to members of the protected groups. Hiring units shall also take positive steps to identify qualified members of the protected groups and inform them of the available position and the University's commitment to affirmative action and equal opportunity. Complete records of the recruitment/selection activities shall be maintained by the hiring unit for a period of not less than three years.
- c. The benefits, privileges, compensation, and conditions of part-time administrative and professional staff appointments, opportunities for career development, promotions and other related employment decisions shall be provided on an equal basis and in accordance with the applicable University policies and this Plan. Qualified members of protected groups shall be encouraged to seek the full benefit from development opportunities.
- d. Changing the status of part-time administrative and professional staff employees shall be conducted in a manner consistent with the affirmative action, personnel, and University policies.
- e. A written offer(s) of employment shall be extended to a successful applicant(s) within 30 days of the date of approval of the selection and hiring process by the Office of Equal Opportunity, Access and Title IX Coordination.
- 3. Policies and Guidelines for "Acting" Administrative and Professional Staff Positions:
 - a. When pressing administrative concerns preclude normal recruitment and selection procedures, individuals may be appointed to serve in an "acting" capacity. Units requesting an "acting" appointment shall review the professional qualifications of various employees who could, with minimal or no training, fill the "acting" position, giving particular attention to all

qualified individuals. The unit shall present clear and specific documentation of the reasons for the "acting" appointment and justification for the selection to the Office of Equal Opportunity, Access and Title IX Coordination.

- b. The unit shall conduct a search for the permanent position within one calendar year. The unit shall follow University procedures and the guidelines of this Plan in the recruitment/selection process for the permanent position, unless an exception is granted (see Part V, Section F).
- c. A written offer(s) of employment shall be extended to a successful applicant(s) within 30 days from the date the Office of Equal Opportunity, Access and Title IX Coordination approves the search and selection process.

4. Policies and Guidelines for Consultants and Contracted Services:

- a. Units seeking consultants and contract services shall take positive steps to identify members of the protected groups who are qualified to render the needed services.
- b. Units shall maintain records of the services received, as well as affirmative action profile data on the selected consultants.

D. Policies and Guidelines for Civil Service Employees

The selection and hiring process for Civil Service staff at SIUE is governed by the State Universities Civil Service System, negotiated contracts, and/or memoranda of understanding. The specific employment policies and procedures of the Civil Service System may vary according to position classifications.

1. Policies and Guidelines for Full-Time Status Civil Service Employees:

- a. Each unit requesting the employment of a full-time status Civil Service employee shall use the Civil Service position descriptions and qualifications appropriate for the job classification as determined by Human Resources. When the hiring unit is deficient in protected group representation or if the available position classification underutilizes the protected groups, the unit may consider employing an apprentice, learner, or trainee for available positions, provided the unit has adequate personnel and resources to offer appropriate training programs.
- b. With some exceptions related to collective bargaining agreements, or to memoranda of understanding, available full-time status Civil Service positions shall be advertised openly for a length of time sufficient to allow

- interested individuals to apply. In addition, positive steps shall be taken to identify qualified protected group members and inform them of the available position and the University's commitment to affirmative action.
- c. Employment examinations and/or oral board reviews shall be conducted in accordance with Civil Service rules in a non-discriminatory manner. Special testing accommodations shall be available for individuals with disabilities. Efforts shall be made to include qualified members of the protected groups on examining boards.
- d. After completion of the recruitment process and the entry of applicants to the appropriate register, the hiring unit shall interview and select an applicant from those referred by Human Resources in accordance with Civil Service rules and this Plan. Hiring units shall maintain clear and specific justifications for selections and rejections for a period of not less than three years.
- e. Rates of compensation shall be determined by the position classification and the skills and experience of the applicant, according to Civil Service rules, University policies, and/or collective bargaining agreements.
- f. Fringe benefits and conditions of employment (e.g., insurance programs, retirement benefits, leaves, credit union privileges, and other benefits) shall be provided uniformly to all individuals performing essentially the same duties in accordance with law, Civil Service rules, collective bargaining agreements, and/or University policies.
- g. Opportunities for career development, promotion, and retraining shall be available to all full-time status Civil Service employees in a non-discriminatory manner and in accordance with Civil Service rules, collective bargaining agreements, applicable University policies, and the spirit of this Plan. Members of the protected groups shall be encouraged to take advantage of available development opportunities and benefits.
- 2. Policies and Guidelines for Part-Time Status Civil Service Employees:
 - a. Units requesting a part-time status Civil Service employee shall use the Civil Service position descriptions and qualifications appropriate for the job classification as determined by Human Resources.
 - b. With the exception of those part-time status Civil Service positions governed by collective bargaining agreements, part-time status Civil Service positions shall be advertised openly for a length of time sufficient to allow interested individuals to apply. Positive steps shall also be taken to identify qualified

members of the protected groups and inform them of the available position and the University's commitment to affirmative action.

- c. All employment examinations and/or oral board reviews shall be conducted in accordance with Civil Service rules in a non-discriminatory manner, without regard for such factors as age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, or veteran status. Special testing accommodations shall be available for qualified disabled individuals. Efforts shall be made to include qualified members of the protected groups on examining boards.
- d. After completion of the recruitment process and the entry of applicants to the appropriate register, the hiring unit shall interview and select an applicant from those referred by Human Resources in accordance with Civil Service rules and this Plan. Hiring units shall maintain clear and specific justification for all selections and rejections for a period of not less than three years.
- e. Fringe benefits and conditions of employment (e.g., insurance programs, retirement benefits, leaves, credit union privileges, and other benefits) as applicable for part-time Civil Service positions shall be provided uniformly and without discrimination to all individuals performing essentially the same duties in accordance with law, Civil Service rules, collective bargaining agreements, and/or University policies.
- f. Opportunities for career development, promotion, and retraining opportunities shall be provided in a non-discriminatory manner and in accordance with Civil Service rules, collective bargaining agreements, applicable University policies, and this Plan. Members of protected groups shall be encouraged to take advantage of such opportunities and benefits available to part-time Civil Service employees.
- g. Changing the status of part-time Civil Service employees shall be conducted in a manner consistent with Civil Service rules, applicable collective bargaining agreements, and the affirmative action goals and timetables of the unit.

E. Policies and Guidelines for Student Employees

Students are employed to perform a variety of functions throughout the University. The Office of Student Financial Aid shall develop and implement general policies and procedures that govern the Student Work Program in accordance with the law, Board of Trustees and University policies, and the general employment policies of

this Plan. The Office of Equal Opportunity, Access and Title IX Coordination may develop guidelines for monitoring student work positions.

- 1. Units desiring to hire a student worker shall develop a position description and specific selection criteria that relate directly to job function.
- 2. All student work positions shall be advertised for a length of time sufficient to allow interested individuals to apply. The Office of Student Financial Aid shall take positive steps to inform members of protected groups of available positions and the University's commitment to affirmative action and equal employment opportunity.
- 3. The Office of Student Financial Aid shall refer applicants in accordance with appropriate University policies and without regard for such factors as age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, or veteran status.
- 4. Hiring and selection decisions shall be based on non-discriminatory job related criteria.
- 5. Salaries and/or wages paid to students shall be consistence with the Office of Student Financial Aid and the University's pay guidelines.

F. Waiver of Search Requirements

Every effort should be made to advertise, post, and evaluate applicants for vacant positions. Additionally, promotional opportunities should generally be filled through a competitive process. Search procedures have been developed in order to ensure an open and competitive process to fill vacant positions. Filling vacancies through the search process assures that the University maintains compliance with Federal and state affirmative action legislation in addition to offering assurance that units are hiring the most qualified candidates. However, in rare instances, a limited number of appointments and some promotions may be made without going through standard search procedures.

These positions are eligible for search waiver requests due to (a) the existence of University policy guidelines governing the appointment or search process; (b) urgent departmental/unit teaching needs that cannot be addressed through the normal search process (i.e., increased class enrollment at the beginning of a semester requiring an immediate teaching appointment); or (c) the unique talents and skills required for the position. Any request for a search waiver should include documentation of how the individual for whom the waiver is sought was identified.

Note: The eligibility of a position for a search waiver does not exempt a position from

affirmative action requirements and equal employment opportunity regulations, including

documenting good faith efforts to achieve diversity and ensuring non-discrimination.

To obtain a waiver, a Request for Waiver of Search Process form must first be approved by the appropriate Vice-Chancellor and then submitted for consideration and approval to Equal Opportunity, Access and Title IX Coordination. Refer to the EOA website regarding "Hiring Forms" for more information. http://www.siue.edu/eoa/hiringforms.shtml

VI. ANALYSES

To meet compliance requirements, the University prepares a series of reports. These reports are a major component of the compliance function and the basis for conducting analyses required by Executive Order 11246. These analyses help identify areas of progress and good faith efforts, as well as areas needing further attention. The Office of Institutional Research and Studies and Human Resources provide employment data for these analyses.

A. Workforce Analyses

1. Utilization Analysis

The Utilization Analysis is comprised of three reports summarizing certain aspects of the University Workforce. These reports include the Job Group Analysis, Availability Analysis, and the Underutilization Analysis. The Job Group Analysis displays the Workforce combined into job groups (defined as one or more jobs with similar content, wage rates, and opportunities), and shows where women and minorities are employed throughout the University.

The Availability Analysis calculates availability estimates for women and minorities for each job group. These estimates are used in the goal setting process.

The Underutilization Analysis compares the current availability rates to current incumbency rates for women and minorities. This comparison is the basis for the establishment of placement goals for women and minorities. Data on women and minorities are analyzed separately to determine their respective utilizations, availability rates, and placement goals. After accomplishing the utilization

analysis and determining whether or not underutilization exists,² goals equal to availability rates are set in job groups in which underutilization occurs. Only full-time employee counts are included in the analyses.

2. EEO-6 Categories

The University's workforce is grouped into seven macro-groups for reporting purposes. These categories and their corresponding 2-digit identification codes are:

- 01 Executive, Administrative, Managerial
- 02 Faculty
- 03 Professional/Non-Faculty
- 04 Secretarial and Clerical
- 05 Technical and Paraprofessional
- 06 Skilled Crafts
- 07 Service Maintenance

3. Job Groups

Job Groups consist of job titles that are similar and based on guidelines outlined in 41 CFR 60-2.12:

- Contain similar job content, compensation and opportunities.
- Parallel employment categories used in published data on the availability rates for minorities and women.
- Reflect, as nearly as possible, the logical structure inherent to the University.
- Where appropriate a job group will contain a sufficient number of employees for valid statistical analysis.

Job Groups are listed in Appendix F.

4. Determination of Availability

Availability is an estimate of the percentage of qualified women and minority candidates that are available for employment for each job group. This estimate is

² If the availability rate for a particular job group is larger than the corresponding utilization rate, then that job group is cited as being underutilized for that affected class. Goals are not established for those job groups in which utilization is equal to or greater than availability.

used as a benchmark to determine if barriers exist to women and minorities in the University's workforce.

In accordance with 41 CFR 60-2.14, the University considered the following factors in determining availability:

- The percentage of women and minorities with the requisite skills available within what would be deemed a reasonable recruitment area (external availability).
- The percentage of women and minorities available within the SIUE workforce who are promotable, transferable, trainable (internal availability).

5. Reasonable Recruitment Area (Geographical)

The University's recruitment area has been identified for each job group through determining what may be the most likely and reasonable areas in which we may identify candidates for our positions. In determining the reasonable recruitment areas, SIUE takes appropriate measures to assure that areas are not drawn in such a way that may exclude potential women or minority candidates.

6. Determination of Internal Availability

SIUE analyzes promotion and other internal movements to determine which job groups serve as feeder groups. We use this data to determine who is promotable, transferable, and trainable within the institution. Furthermore, we have taken appropriate measures to ensure that internal availability is not constructed in such a way that has the effect of excluding women and minorities.

7. Goal Analysis

This analysis measures the overall goal performance of the University and identifies areas where good faith efforts occurred. Goals are established for job groups in which women and minorities are underutilized. Goals represent placement rates for the current year. For example, if the availability rate for female faculty is 20%, then the corresponding goal or placement rate is 20% for that year. Therefore, a unit having ten placement opportunities should hire two females.

The Office of Equal Opportunity, Access and Title IX Coordination distributes and discusses unit goals with appropriate administrators. Vice Chancellors, Deans, Chairs, Directors, Managers and Supervisors review goals established for their areas and develop plans to meet these goals. Human Resources also receives copies of this information to assist units with meeting goals.

8. Use of Placement Goals

Placement goals are important because they provide a means for quantitative evaluation. Goals are not quotas and are not used to discriminate against any applicant or employee. Goals are established and reviewed annually. Moreover, the University's establishment of placement goals does not constitute a finding or admission of discrimination.

B. Personnel Activity Analyses

1. Applicant Flow and Hire Analysis

Affirmative Action information is maintained on applicants seeking employment with the University. The Office of Equal Opportunity, Access and Title IX Coordination maintains applicant flow data on faculty, administrative and professional staff applicants, while Human Resources keeps information on applicants applying for Civil Service positions. This analysis determines the rate at which applicants and employees apply for and are selected for employment opportunities.

2. Promotional Analysis

This analysis measures how successful women and minorities were in applying for and obtaining advancement within their areas of employment or in other areas within the University. This analysis is conducted for both faculty and non-faculty promotions.

3. Termination Analysis

Terminations are defined as any separation from University employment (voluntary or involuntary). The Office of Equal Opportunity, Access and Title IX Coordination reviews terminations periodically to identify areas of potential adverse impact for women and minorities.

VII. <u>IDENTIFICATION OF PROBLEM AREAS</u>

Southern Illinois University Edwardsville performs in-depth analysis of its total employment process to determine if there are areas where minority and/or female groups may face impediments to equal opportunity. The following analyses are conducted in order to reveal any potential problem areas:

1. Placement Goals: An analysis of incumbency versus availability is performed to determine whether there are problems of minority or female utilization. Whenever a

problem exists, as defined by the methodology Southern Illinois University Edwardsville uses, Placement Goals are set (see the Placement Goals report in Appendix B).

For job groups that have Placement Goals, steps will be taken to encourage and increase the percentage of qualified females and/or minorities applying for positions both externally and internally. These steps may include, as appropriate, but are not limited to the following:

- Recruiting at colleges and universities with a significant percentage of minority and female students;
- Publishing job advertisements in newspapers and/or magazines that target females and/or minorities;
- Offering mentorship programs for female and minority employees;
- Offering job training to females and minorities currently employed by the University in order to increase their chances of advancing within the University;
- Offering tuition reimbursement to employees to obtain training that will increase their chances of advancing within the University;
- Using recruitment companies that specifically target females and minorities; and
- Continuing to use the services of their State Employment Service.
- 2. Review of Employment Decisions: Review of employment decisions is made in order to determine whether or not females/minorities are selected at a less favorable rate than males/non-minorities.

Review of Hires/Promotions: Whenever females/minorities are selected at a lower rate than males/non-minorities, a review of the applicant flow is conducted to determine possible reasons why females/minorities were not selected at a more favorable rate. If the University is attracting fewer than expected females/minorities that fit the qualifications for the job groups, good faith efforts will be put into place to attempt to improve the applicant flow of qualified females/minorities.

Review of Terminations: For non-voluntary terminations, if females/minorities are being terminated at a higher rate than males/non-minorities, a review of the employee files will be made to ensure that the University is applying its policies and procedures for termination equally for protected as well as non-protected classes.

3. Compensation: Compensation is reviewed at least annually in order to determine if there are significant discrepancies in pay when comparing female to male rates of pay and minorities versus non-minorities rates of pay. If discrepancies do exist, a thorough review is conducted to determine if the difference in pay is justified due to appropriate factors. If the difference in pay cannot be justified, Southern Illinois University Edwardsville will put a plan in place to address the issue.

VIII. INTERNAL AUDITING AND REPORTING

The University Auditing and Monitoring systems measure the overall effectiveness of the Affirmative Action Plan. These systems include procedures for auditing and monitoring goal progress as well as analyzing employment activities. The Office of Equal Opportunity, Access and Title IX Coordination is responsible for implementing these systems as outlined below.

A. Internal Audits

Internal Audits consist of periodically reviewing personnel activities (e.g. hires, promotions/transfers, terminations and other related employment activities) by job groups having the greatest impact upon the University's affirmative action goals and objectives. Other auditing steps include:

- 1. Reviewing the selection process, specifically how decisions are made, criteria used, and documentation supporting such decisions, especially where women and minorities are applicants.
- 2. Auditing selection and hiring processes in goal-related job groups.
- 3. Developing programs to assist units in meeting AA/EEO goals and objectives.

These and other audit tools enhance the University's ability to assess its equal employment opportunity commitment.

B. Reports

The University will maintain all necessary reports and supporting data necessary for auditing and monitoring purposes. These reports focus on goal progress, good faith efforts, problem areas, and include summaries of AA/EEO trends and patterns.

C. Monitoring

The University monitors its selection and hiring procedures to ensure that applicants and employees are afforded equal opportunity in employment and advancement opportunities. These include hires, promotions, transfers, and upgrades. To enhance this process, the Office of Equal Opportunity, Access and Title IX Coordination will:

- 1. Monitor opportunities occurring in goal-related areas.
- 2. Inform hiring official or a search committee when a position is targeted for

monitoring purposes. The committee or hiring official may:

- a. Meet with the Office of Equal Opportunity, Access and Title IX Coordination concerning monitoring procedures.
- b. Develop a written recruitment plan designed to attract women and minority applicants.
- c. Develop an interview questionnaire that:
 - 1. is job-related, and
 - 2. solicits information useful in selecting candidates.
- d. Review applicant pool with the Office of Equal Opportunity, Access and Title IX Coordination within the following stages:
 - 1. after the close of the advertising period, but before the review and selection process starts;
 - 2. after the first "cut" of applicants; and
 - 3. after finalists are selected.
- e. Provide specific reasons why candidates are selected or rejected, focusing on applicants' education, experience, and background.

D. <u>Documentation of Selection Process</u>

Documentation of the selection process is an essential personnel practice, not only for affirmative action purposes but for use as a written record of how employment decisions are made. Departments are responsible for retaining all materials associated with personnel selection decisions for up to three (3) years. This includes copies of advertisements, resumes, correspondence with applicants, scoring or rating sheets and other materials associated with the selection process. These materials are available to the Office of Equal Opportunity, Access and Title IX Coordination upon request.

IX. ACTION-ORIENTED PROGRAMS

The University continually develops procedures to address areas cited in Appendix B during the current plan year, including employment practices to ensure that equal employment policies and procedures are being carried out.

 The Office of Equal Opportunity, Access and Title IX Coordination will continue Monitoring hiring practices in job groups where underutilization³ or underrespresentation⁴ have been identified in Utilization Analysis.

Underutilization occurs when there are fewer minorities and/or women in a specific job group than is reasonably expected by their availability.

Underrepresentation occurs when minorities and/or women are located in job groups in numbers significantly fewer than would be expected in terms of their overall representation in the University's Workforce.

- The Office of Equal Opportunity, Access and Title IX Coordination will develop appropriate procedures to address the underutilization and concentration of women and minorities within the workforce
- The Office of Equal Opportunity, Access and Title IX Coordination will deliver on-going search and selection training for search committees when the position is in job groups where underutilization or underrepresentation has been identified.
- The Office of Equal Opportunity, Access and Title IX Coordination, in concert with Human Resources, will continue its outreach to recruit, hire, and retain Hispanic and American Indian/Alaskan Native applicants and employees.
- The Office of Equal Opportunity, Access and Title IX Coordination continues to review personnel activities including hiring, selection and terminations to ensure that those activities are free from discriminatory actions.
- The Office of Equal Opportunity, Access and Title IX Coordination will develop other appropriate auditing measures to assess the University's compliance status, where and when appropriate.

X. COMPLIANCE GUIDELINES

A. Sex Discrimination

SIUE is committed to maintaining work and educational environments free of discrimination. In keeping with this commitment, the University does not tolerate discrimination against any employee, student or applicant because of gender or sex. Personnel policies and practices are reviewed to ensure that:

- 1) Policies and practices relating to promotion, training programs, and educational programs conform to these Guidelines and the Illinois Human Rights Act.
- 2) Employment advertising contains no sex or gender bias and contains the words "SIUE is an equal opportunity employer."
- 3) Employment policies and practices apply equally to either gender.
- 4) Fringe benefits are accorded equally regardless of gender.
- 5) Wages and salaries are set on the basis of job content and responsibility and not gender.
- 6) Employment will not be denied because of an applicant's pregnancy (The Pregnancy Disc. Act of 1978).

- 7) Personnel actions are not based upon general assumptions about employment characteristics of women, nor on stereotyped characterizations of the sexes, nor on arbitrary preferences of hiring personnel.
- 8) The University will consider women and men for all jobs unless sex is a bona fide occupation qualification.

B. Family Medical Leave Act

The Family and Medical Leave Act of 1993 (FMLA or Act) allows "eligible" University employees to take job-protected, unpaid leave, or to substitute appropriate paid leave if the employee has earned or accrued it, for up to a total of 12 workweeks in any 12 months because of the birth of a child and to care for the newborn child, because of the placement of a child with the employee for adoption or foster care, because the employee is needed to care for a family member (child, spouse, or parent) with a serious health condition, or because the employee's own serious health condition makes the employee unable to perform the functions of his or her job. In certain cases, this leave may be taken on an intermittent basis rather than all at once, or the employee may work a part-time schedule.

- (a) An employee on FMLA leave is also entitled to have health benefits maintained while on leave as if the employee had continued to work instead of taking the leave.
- (b) An employee generally has a right to return to the same position or an equivalent position with equivalent pay, benefits and working conditions at the conclusion of the leave. The taking of FMLA leave cannot result in the loss of any benefit that accrued prior to the start of the leave.
- (c) The University has a right to 30 days advance notice from the employee where practicable. In addition, the University may require an employee to submit certification from a health care provider to substantiate that the leave is due to the serious health condition of the employee or the employee's immediate family member. Failure to comply with these requirements may result in a delay in the start of FMLA leave. Pursuant to a uniformly applied policy, the University may also require an employee present a certification of fitness to return to work when the absence was caused by the employee's serious health condition. The University may delay restoring the employee to employment without such certificate relating to the health condition which caused the employee's absence. [60 FR 2237, Jan. 6, 1995; 60 FR 16383, Mar. 30, 1995]

The University personnel policies comply with federal and state guidelines in that employment will not be terminated or otherwise placed in jeopardy due to an employee's pregnancy, childbirth or related medical conditions. Employees may be eligible for up to 12 work weeks of unpaid leave during any 12 month period.

C. Sexual Harassment

Sexual harassment is a form of discrimination and is prohibited by University policy. The University's Sexual Harassment Policy and Procedures gives examples of prohibited conduct, the discipline that can be expected for engaging in such behavior, and procedures for handling complaints and conducting investigations.

Individuals seeking more information regarding allegations of sexual harassment should contact the Office of Equal Opportunity, Access and Title IX Coordination, Room 3310, Rendleman Hall, 618.650.2333. Copies of the University's Sexual Harassment Policy and the University's Sexual Harassment Complaint Procedures are available online at the following sites:

http://siusystem.edu/board-of-trustees/legislation/board-legislation-policies.shtml#7D www.siue.edu/policies/2c5.shtml

D. Religion and National Origin

The University prohibits discrimination based on religion and/or national origin. Religious beliefs, religious observances and practices of students and employees may be accommodated, unless an accommodation causes an undue hardship on the University. To determine whether an accommodation is unreasonable, the University considers at least the following factors:

- University necessity,
- financial cost and expenses to the University, and
- personnel problems that may result from an accommodation.

Questions regarding religious and/or national origin accommodations should be addressed to the Office of Equal Opportunity, Access and Title IX Coordination.

E. Women and Minorities Not in the Workplace

The University will notify women and minorities not currently in the workforce of employment opportunities. Openings will be posted with local and state agencies, and groups and organizations with clients who are either women and/or minorities.

F. Review of Qualifications and Obligations to Individuals with Disabilities and Veterans

The University periodically reviews job descriptions and job qualifications to ensure that individuals with disabilities, disabled veterans, qualified protected veterans are

not being unfairly eliminated from employment considerations. SIUE takes affirmative action to employ, advance in employment, and otherwise treat qualified individuals with a disability without regard to their disability, including but not limited to recruitment, employment, promotion, compensation, training, layoffs, transfers, terminations, and job benefits.

G. Identification Invitation

The University will post notices inviting veterans and individuals with disabilities to identify themselves for affirmative action purposes. These notices are posted in Human Resources. Such information is strictly confidential and used for affirmative action purposes.

H. Compensation

The University does not reduce an employee's wages or salary because of disability income, pension, or other similar sources of payment.

I. Age Discrimination

The University prohibits discrimination on the basis of age in employment, benefits, training, promotional opportunities, terminations, wages and hours, and other related employment activities. It is against University policy to discriminate against a person age 40 or older. It is also illegal to discriminate against individuals within the group based on age. For example, preferring someone in their 40's over someone in their 50's.

J. Listing of Employment Openings

The University provides copies of current openings to the Vietnam Veterans Outreach Programs, the Illinois Employment Security Agency, and other related community organizations and agencies.

K. Coverage and Waivers

The University complies with all applicable coverage and waivers concerning affirmative action for individuals with disabilities, disabled veterans, and qualified protected veterans when appropriate.

L. Physical and Mental Qualifications

1. The University makes known its policy regarding physical and mental qualifications of individuals with disabilities, disabled veterans, and qualified protected veterans.

- a. The University takes affirmative action to employ, advance, and otherwise treat individuals with disabilities, disabled veterans, and qualified protected veterans without discrimination.
- b. The University complies with rules, regulations, and relevant orders of the Secretary of Labor, issued pursuant to Section 503 of the Vocational Rehabilitation Act of 1973, Sec. 402 of the Vietnam Era Veteran's Readjustment Assistance Act of 1974, and the Americans with Disabilities Act of 1990.
- 2. The University may require an employee to undergo a comprehensive medical, mental, physical and / or psychological examination prior to employment or promotion provided that the results of such examination are used to meet the requirements of this Plan.
- 3. The University maintains confidential information obtained from any source regarding an applicant's or employee's physical or mental condition, except under the following conditions:
 - a. Supervisors and Managers are informed of restrictions of work or duties of individuals with disabilities regarding accommodations.
 - b. Medical and safety personnel are notified if a condition requires emergency treatment.
 - c. Government officials are provided relevant and appropriate information when reviewing compliance requirements or complaints.

M. Promotions and Transfers

The University will make a good faith effort to advance and promote qualified individuals with disabilities, disabled veterans, and qualified protected veterans, when appropriate, through affirmative action efforts.

N. Good Faith Efforts

The University will make a good faith effort to recruit qualified individuals with disabilities, disabled veterans, and qualified protected veterans not currently in the workforce, through affirmative action efforts.

O. Individuals with Disabilities

The University fully embraces the policy of affirmative action and equal opportunity for individuals with disabilities as required by the Rehabilitation Act of 1973, The

Vietnam Era Veteran's Readjustment Assistance Act of 1974, The Americans with Disabilities Act Amendments Act of 2008 (ADAAA) and Illinois Human Rights Act as amended. The University prohibits discrimination on the basis of disability in employment practices and policies or the provision of services, educational programs and activities, and other programs or benefits offered by Southern Illinois University Edwardsville.

University employees, students, applicants for employment and others needing information or seeking assistance regarding accommodations or complaint procedures may contact the University's ADAAA Coordinator in the Office of Equal Opportunity, Access and Title IX Coordination, Room 3310, Rendleman Hall, 618.650.2333. Students seeking assistance or information can contact ACCESS. Their website is located at https://www.siue.edu/access/.

P. <u>Determination of Disability</u>

The University may require an employee to provide medical documentation of impairment, or may require the employee to undergo a medical examination to determine a person's disability and any reasonable accommodation if appropriate.

The University prohibits employment discrimination against "qualified individuals with disabilities." A qualified individual with a disability is:

• An individual with a disability who meets the skill, experience, education, and other job-related requirements of a position held or desired, and who, with or without reasonable accommodation, can perform the essential functions of a job.

A person with a "disability" is an individual who:

- has a physical or mental impairment that substantially limits one or more of his/her major life activities;
- has a record of such an impairment; or
- is regarded as having such an impairment.

Q. Request for an Accommodation

The University will attempt to make good faith efforts to analyze requests (written or verbal) for an accommodation and enter into an interactive process with the requester, the requester's supervisor, the University ADAAA Coordinator, and Human Resources to determine whether a reasonable accommodation exists or is appropriate.

Individuals who feel their request for an accommodation was not given serious consideration may contact the EOA for assistance.

R. Filing Complaints of Discrimination

The University has adopted policies and procedures against discrimination and harassment. Any SIUE employee, student, applicant for employment or admission or participant in a University program or activity who believes they have been unlawfully discriminated against on the basis of age, color, disability, marital status, national origin, race, religion, sex, sexual orientation, or veteran status may contact the Office of Equal Opportunity, Access and Title IX Coordination, Rendleman Hall, Room 3310, 618.650.2333. Copies of the University's Non-Discrimination Complaint Procedures and Sexual Harassment Complaint Procedures are available at www.siue.edu/EOA.

S. Title IX Compliance

The University fully complies with the provisions of Title IX of the Education Amendment of 1972, which prohibits discrimination on the basis of sex in University activities and programs including Intramural and Intercollegiate Athletics. See Appendix E for Title IX Policy Statement.

T. Illinois Laws

The University complies with appropriate provisions of the Illinois Constitution, the Illinois Human Rights Act, the State Officials and Employees Ethics Act, and other Illinois statues that prohibit discrimination.⁵

⁵ The IL Human Rights Act (775 ILCS 5/101), IL Worker's Compensation Retaliation Act (820 ILCS 305/4), IL. Minimum Wage Law (820 OLCS 105/1), IL. Equal Pay Act of 2003 (820 IL CS 112/1), The Victim's Economic Security and Safety Act (820 ILCS 180/1), Family Military Leave Act (820 ILCS 151/1), Civil Rights Act of 2003 (740 ILCS 23/1), IL Whistleblower Act (740 ILCS 174,) IL Educational Labor Relations Act & Public Sector Labor Relations Act, and the IL Right to Privacy in Workplace (820 ILCS 55/1).

PART TWO

Affirmative Action Plan for Qualified Individuals with Disabilities and Qualified Protected Veterans

I. INTRODUCTION

This Section of the Affirmative Action Plan is designed to meet requirements that Southern Illinois University Edwardsville create an affirmative action plan for individuals with disabilities and covered veterans as required by federal and state law.

II. POLICY STATEMENT ON DISABILITY AND VETERAN STATUS

Under the Affirmative Action obligations imposed by Section 503 of the Rehabilitation Act of 1973 and Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, it is the policy of the University to provide Equal Employment Opportunities and to advance in employment qualified individuals with a disability as well as qualified protected veterans. This policy is designed to employ and advance all qualified individuals with a disability and qualified protected veterans at all levels of employment, including the executive level. The University's policy of providing Equal Employment Opportunities to qualified persons with a disability and qualified protected veterans shall apply to all employment practices including, but not limited to: upgrading, demotion or transfer, tenure or promotion, layoff or termination, rates of pay or other forms of compensation, and selection for training. The University attempts to comply with all of the rules, regulations, and relevant orders of the Secretary of Labor and the Office of Federal Contract Compliance Programs (OFCCP), issued pursuant to Section 503 of the 1973 Rehabilitation Act and the 1974 Vietnam Era Veterans' Readjustment Assistance Act, as amended.

The University's Affirmative Action Program for qualified persons with a disability and qualified protected veterans is reviewed and updated annually. If there are any significant changes in the University's procedure, or if employee rights or benefits are modified as a result of an annual updating, these changes are communicated to employees and to applicants for employment.

On a strictly voluntary basis, the University invites all qualified protected veterans who are either employees or applicants for employment, and employees who have a disability, and who wish to benefit under the University's Affirmative Action Program to identify themselves to either their immediate supervisor or to the Office of Equal Opportunity, Access and Title IX Coordination. Any individual who identifies himself/herself will not be subjected to any form of harassment or retaliation based on his/her status or self-identification. Further, this self-identification will be kept confidential.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, VEVRAA, as amended, or any other Federal, State or local law requiring equal opportunity for disabled persons or qualified protected veterans or; (3) opposing any act or practice made

unlawful by Section 503 of the Rehabilitation Act of 1973, VEVRAA or its implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for disabled persons or for qualified protected veterans; or (4) exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, or its implementing regulations in this part or any other right protected by VEVRAA or its implementing regulations in this part.

The University reviews personnel activities to determine whether present practices give careful, thorough and systematic consideration of the qualifications of individuals with disabilities, disabled veterans, and qualified protected veterans for employment opportunities filled either by hiring or promotion, and for all training opportunities offered or available.

SIUE will make good faith efforts to analyze requests (written or verbal) for an accommodation and enter into an interactive process with the requester, the requester supervisor, the University ADAAA Coordinator, and Human Resources to determine whether a reasonable accommodation exists, is appropriate or unless it is demonstrated that an accommodation would impose an undue hardship on the University.

University employees, students, supervisors, applicants for employment and others needing information or seeking assistance regarding this policy, accommodations or complaint procedures may contact the University's ADA Coordinator in the Office of Equal Opportunity, Access and Title IX Coordination, Room 3310, Rendleman Hall, 618.650.2333. Students seeking assistance or information regarding disabilities services or programs can contact ACCESS. Their website is located at https://www.siue.edu/access/.

III. REVIEW OF PERSONNEL PROCESSES

Southern Illinois University Edwardsville reviews annually its personnel processes to determine whether its present procedures ensure careful, thorough and systematic consideration of the qualifications of known qualified individuals with disabilities and qualified protected veterans. This review covers all procedures related to the filling of job vacancies either by hire or by promotion, as well as all training opportunities offered or made available to employees.

In determining the qualifications of veterans, Southern Illinois University Edwardsville limits its consideration of a qualified protected veteran's military record, including discharge papers, to only that portion of the record, which is relevant to the specific job qualifications for which the veteran is being considered.

Based upon Southern Illinois University Edwardsville's review of its personnel processes, Southern Illinois University Edwardsville will modify the personnel processes when necessary, and will include the development of new procedures in this Affirmative Action Program to ensure Equal Employment Opportunity.

IV. PHYSICAL AND MENTAL QUALIFICATIONS

The physical and mental job qualifications of all jobs have been reviewed and are reviewed as new ones are established to ensure that, to the extent that such qualification requirements tend to screen out qualified individuals with disabilities and qualified disabled veterans, job qualifications are consistent with business necessity and the safe performance of the job.

No qualification requirements were identified which had a screening effect. All job qualification requirements were found to be job-related and consistent with business necessity and safety.

The University will continue to review physical and mental job qualification requirements whenever a job is vacated and the University intends to fill it through hiring, promotion or transfer and will conduct a qualifications review whenever job duties change.

If at any time Southern Illinois University Edwardsville should inquire into an employee's physical or mental condition or should conduct a medical examination prior to a change in employment status, Southern Illinois University Edwardsville affirms that information obtained as a result of the inquiry will be kept confidential, except as otherwise provided for in Section 503 of the Rehabilitation Act of 1973 regulations. The results of the examination or inquiry will be used in accordance with the aforementioned regulations:

- 1. Supervisors, managers, and University officials may be informed regarding restrictions and accommodations for the work or duties of individuals with a disability.
- 2. Employees familiar with first aid may be informed, where and to the extent appropriate, if an individual with a disability might require emergency treatment.
- 3. OFCCP officials investigating compliance with either the 1973 Rehabilitation Act or VEVRAA, as amended.

V. <u>REASONABLE ACCOMMODATION TO PHYSICAL AND MENTAL LIMITATIONS</u>

It is the University's policy to make a reasonable accommodation to the physical and mental limitations of any employee with a disability and qualified applicants with a disability unless his/her accommodation imposes an undue hardship on the University's business (41 C.F.R. – 741.44(d); 250-44(d)). In determining the extent of the University's accommodation obligations, the following factors, among others, are considered:

- 1. Business necessity; and
- 2. Financial cost and expense.

Each applicant or employee is dealt with on an individual basis. Reasonable accommodations are made whenever possible and ongoing efforts include revision of facilities to make them accessible. The University makes every effort to provide suitable employment for those employees who become disabled while employed by us.

Some examples of reasonable accommodation include:

- job restructuring;
- modifying work schedules;
- reassignment to a vacant position;
- acquiring or modifying equipment or devices;
- adjusting or modifying examinations, training materials, or policies; and
- providing qualified readers or interpreters.

The University is not required to lower quality or quantity standards to make an accommodation. Nor is the University obligated to provide personal use items, such as glasses or hearing aids, as accommodations.

VI. HARRASSMENT PREVENTION PROCEDURES

Employees of and applicants to Southern Illinois University Edwardsville will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans. Any employees or applicants who feel that they have been subject to harassment, intimidation, threats, coercion, or discrimination because of their disability or status as a qualified protected veteran should contact the Office of Equal Opportunity, Access and Title IX Coordination for assistance. This policy is posted for employees and applicants to view.

VII. AUDIT AND REPORTING SYSTEMS

The University has designed and implemented audit and reporting systems that:

- 1. Measure the effectiveness of the University's programs;
- 2. Document personnel activities;
- 3. Identify problem areas where remedial action is needed; and
- 4. Determine the degree to which Southern Illinois University Edwardsville's AAP goals and objectives have been attained.

The following activities are reviewed at least annually to ensure freedom from stereotyping qualified individuals with disabilities and qualified protected veterans in any manner, including that which may limit their access to any job for which they are qualified:

- 1. Recruitment, advertising, and job application procedures;
- 2. Hiring, promotion, upgrading, layoff, recall from layoff;
- 3. Rates of pay and any other forms of compensation including fringe benefits;
- 4. Job assignments, job classifications, job descriptions, and seniority lists;
- 5. Sick leave, leaves of absence, or any other leave;
- 6. Training, attendance at professional meetings and conferences; and
- 7. Any other term, condition, or privilege of employment.

Southern Illinois University Edwardsville's audit system includes periodic reports documenting Southern Illinois University Edwardsville's efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. During the reporting, the following occurs:

- 1. The Office of Equal Opportunity, Access and Title IX Coordination will discuss any problems relating to significant rejection ratios, EEO charges, etc., with management; and;
- 2. The Office of Equal Opportunity, Access and Title IX Coordination will report the status of the University's AAP goals and objectives to management. The Office of Equal Opportunity, Access and Title IX Coordination will recommend remedial actions for the effective implementation of the AAP.

VIII. RESPONSIBILITIES AND OBLIGATIONS

A. Responsibility for Implementing Equal Opportunity Policy

The Chancellor assumes final responsibility for implementation of the Equal Opportunity Policy. However, the Office of Equal Opportunity, Access and Title IX Coordination is responsible for the continuing development, implementation, and monitoring of the policy. This includes:

- 1. Discussing and explaining provisions of the plan with top administration;
- 2. Designing and implementing auditing and monitoring systems that:
 - a. measure the effectiveness of affirmative action for veterans and individuals with disabilities;
 - b. indicate need for remedial action; and
 - c. determine the degree to which the University's goals and objectives are met.
- 3. Serving as liaison between the University and compliance agencies;

- 4. Serving as liaison between the University and veterans organizations and community action groups concerned with employment opportunities for individuals with disabilities; and
- 5. Reviewing qualifications of employees with disabilities, disabled veterans, qualified protected veterans, to ensure that they are given full opportunities for transfers and promotions.

B. Development of Programs

In establishing this section of the Affirmative Action Plan, the following guidelines apply:

- 1. Reviewing and modifying job qualification requirements when necessary;
 Analyzing the selection process to ensure that employees and/or applicants with disabilities, disabled veterans, and qualified protected veterans have access to employment opportunities;
 - 2. Training appropriate personnel involved in the recruitment, screening, selection, promotion, discipline, and other related personnel functions in affirmative action and equal opportunity guidelines;
 - 3. Advising recruiting units of the Affirmative Action Plan and soliciting assistance in recruitment and placement of qualified individuals with disabilities, disabled veterans, qualified protected veterans; and
 - 4. Including qualified employees with disabilities, disabled veterans, and qualified protected veterans on the Human Resources staff.

IX. DETERMINATION OF DISABILITY STATUS

In determining an individual's disability status, the University may:

- 1) Require an applicant or employee to provide medical documentation of impairment
 - a. or, in the alternative, may require the applicant or employee to undergo a medical
 - b. examination at the University's expense.
- 2) Require a disabled veteran to submit documentation from the Veteran's Administration or military service or a release indicating his or her disability status. Such documentation should be updated as required.
- 3) Make determination of a disability under 41 CFR 60-250 and CFR 60-741 for affirmative action purposes only and is not used to exclude or otherwise limit employment opportunities of qualified veterans and individuals with disabilities.

APPENDIX A

Progress Report

Women and Minorities in the Workforce Report

I. <u>Introduction</u>.

The University employed over 24300 full-time permanent employees in faculty, administrative, and professional staff. For this workforce, 59% identify as women and 41% identify as men. In terms of racial composition, the workforce is 77% white, 13% Black, and 10% other races. This composition does reflect the diversity of the region.

II. Workforce Compositions, Changes, and Challenges

Based on current workforce, the Edwardsville campus has met all the Affirmative Action goals that were set in the prior year.

Among faculty positions, the statistical analysis yields the overall conclusion that women and minorities are represented at rates which are reflective of their availability.

Conclusion

The report shows the University's efforts in meeting its Affirmative Action and equal opportunity obligations during challenging and uncertain economic times. However, the University continues to maintain a positive level of women and minoritized people in all categories of employment.

APPENDIX C

Selected Glossary of IPEDS Terms7

- 1. <u>Clerical and Secretarial</u>: A primary function or occupational activity category used to classify persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmer) and/or information and other paperwork required in an office. Also includes such occupational titles as switchboard operators, including answering service; telephone operators; bill and account collectors; billing and posting clerks and machine operators; bookkeeping, accounting, and auditing clerks; payroll and timekeeping clerks; procurement clerks; file clerks; clerical library assistants; human resources assistants, except payroll and timekeeping; shipping, receiving, and traffic clerks; secretaries and administrative assistants; computer operators; data entry and information processing workers; desktop publishers; mail clerks and mail machine operators (except postal service); office clerks (general); office machine operators (except computer); and proofreaders and copy markers.
- Executive, Administrative, and Managerial: A primary function or occupational 2. activity category used to classify persons whose assignments require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. Included in this category are employees holding titles such as top executives; chief executives; general and operations managers; advertising, marketing, promotions, public relations, and sales managers; operations specialties managers; administrative services managers; computer and information systems managers; financial managers; human resources managers; purchasing managers; postsecondary education administrators, such as presidents, vice presidents (including assistants and associates), deans (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, directors (including assistants and associates), department heads (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, and assistant and associate managers (including first-line managers of service, production, and sales workers who spend more than 80 percent of their time performing supervisory

⁷ For more information about the Integrated Postsecondary Education Data System (IPEDS), go to http://nces.ed.gov/ipeds/

- activities); engineering managers; food service managers; lodging managers; and medical and health services managers.
- 3. Faculty: Persons identified by the institution as such and typically those whose initial service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Faculty may also include the chancellor/president, provost, vice provosts, deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the_equivalent) if their principal activity is instruction combined with research and/or public service. The designation as "faculty" is separate from the activities to which they may be currently assigned. For example, a newly appointed president of an institution may also be appointed as a faculty member. Graduate, instruction, and research assistants are not included in this category.
- 4. <u>Full-Time Instructional Faculty</u>: Those members of the instruction/research staff who are employed full time and whose major regular assignment is instruction, including those with released time for research. Also includes full-time faculty for whom it is not possible to differentiate among teaching, research, and public service because each of these functions is an integral component of their regular assignment.
- 5. <u>Graduate Assistants:</u> Graduate-level students who are employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. Graduate students having titles such as graduate assistant, teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions.
- 6. Other Professional (Support/Service): A primary function or occupational activity category used to classify persons employed for the primary purpose of performing academic support, student service, and institutional support, whose assignments would require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Included in this category are all employees holding titles such as business operations specialists; buyers and purchasing agents; human resources, training, and labor relations specialists; management analysts; meeting and convention planners; miscellaneous business operations specialists; financial specialists; accountants and auditors; budget analysts; financial analysts and advisors; financial examiners; loan counselors and officers; computer specialists; computer and information scientists, research; computer programmers; computer software engineers; computer support specialists; computer systems analysts; database administrators; network and computer systems administrators; network systems and data communication analysts; counselors, social workers, and other community and social service specialists; counselors; social workers; health educators; clergy; directors, religious activities and education;

lawyers; librarians, curators, and archivists; museum technicians and conservators; librarians; artists and related workers; designers; athletes, coaches, and umpires; dancers and choreographers; music directors and composers; chiropractors; dentists; dietitians and nutritionists; optometrists; pharmacists; physicians and surgeons; podiatrists; registered nurses; therapists; and veterinarians.

- 7. <u>Professional Staff</u>: Employees of an institution whose primary function or occupational activity is classified as one of the following: faculty; executive, administrative, managerial; or other professional.
- 8. Race/Ethnicity: Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group. The groups used to categorize U.S. citizens, resident aliens, and other eligible non-citizens are as follows: American Indian/Alaska Native; Asian/Pacific Islander; Black, non-Hispanic; Hispanic; White, non-Hispanic.
- Service/Maintenance: A primary function or occupational activity category used to 9. classify persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or that contributes to the upkeep of the institutional property. Includes titles such as fire fighters; law enforcement workers; parking enforcement workers; police officers; security guards; lifeguards; ski patrol; cooks and food preparation workers; food and beverage serving workers; fast food and counter workers; waiters and waitresses; other food preparation- and serving-related workers; building cleaning and pest control workers; grounds maintenance workers; electrical and electronic equipment mechanics; installers and repairers; radio and telecommunications equipment installers and repairers; avionics technicians; electric motor, power tool, and related repairers; vehicle and mobile equipment mechanics, installers, and repairers; control and valve installers and repairers; heating, air conditioning, and refrigeration mechanics and installers; air transportation workers; motor vehicle operators; and parking lot attendants.
- 10. Skilled Crafts: A primary function or occupational activity category used to classify persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job-training and experience or through apprenticeship or other formal training programs. Includes occupational titles such as welders, cutters, solderers, and brazers; bookbinders and bindery workers; printers; cabinetmakers and bench carpenters; plant and system operators; stationary engineers and boiler operators; water and liquid waste treatment plant and system operators; crushing, grinding, polishing, mixing, and blending workers; medical, dental, and ophthalmic laboratory technicians; painting workers; photographic process workers and processing machine operators; and etchers and engravers.

Technical and Paraprofessional: A primary function or occupational activity category 11. used to classify persons whose assignments require specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training, or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma. Includes persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and experience than normally required for professional status. Includes mathematical technicians; life, physical, and social science technicians; agricultural and food science technicians; chemical technicians; geological and petroleum technicians; nuclear technicians; paralegals and legal assistants; miscellaneous legal support workers; health technologists and technicians; dietetic technicians; pharmacy technicians; licensed practical and licensed vocational nurses; medical records and health information technicians; opticians, dispensing; healthcare support occupations; nursing aides, orderlies, and attendants; physical therapist assistants and aides; massage therapists; dental assistants; medical assistants; and pharmacy aides.

APPENDIX D

List of Organizational Charts

- Chart 1. Office of the Chancellor
- Chart 2. Provost and Vice Chancellor for Academic Affairs
- Chart 3. Vice Chancellor for Administration
- Chart 4. Vice Chancellor for Student Affairs
- Chart 5. Vice Chancellor for University Advancement Chief Executive Officer for SIUE Foundation

APPENDIX E

Title IX General Policy Statement

Title IX General Policy Statement

It is the policy of Southern Illinois University Edwardsville (SIUE) to prohibit discrimination and harassment on the basis of race, color, national origin, ancestry, religion, sex, sexual orientation including gender identity, marital status, civil union status, age, physical or mental disability, military status, or unfavorable discharge from military service in regard to the administration of educational programs, admission of students, employment actions, athletics or other sponsored activities.

SIUE complies with the requirements of Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in all programs and activities receiving federal financial assistance. To ensure compliance with Title IX, the University has designated the Office of Equal Opportunity, Access and Title IX Coordination (EOA) as the contact office responsible for developing, adopting and making this policy available to the University community. EOA will also coordinate Title IX compliance requirements with the Department of Intercollegiate Athletics and other University departments, as appropriate.

Any individual who believes he/she has been discriminated against or harassed because of their gender, who has been subjected to sexual harassment, sexual assault, sexual misconduct, or relationship violence in violation of University policy, or who has witnessed such activity against another, may file a complaint or obtain information and assistance from EOA.

SIUE's Sexual Assault, Sexual Misconduct and Relationship Violence Policy and Procedures may be found at http://www.siue.edu/policies/2c13.shtml.

For other forms of Sexual Harassment, the SIU Sexual Harassment Policy and Complaint Procedures may be found at http://bot.siu.edu/leg/policies.html#7D and http://www.siue.edu/policies/2c5.shtml respectively

For complaints of gender discrimination, the SIUE Non-Discrimination and Non-Harassment Policy and Complaint Procedures may be found at http://www.siue.edu/policies/2c8.shtmlrespectively

- 1.SIUE student-athletes with inquiries concerning the application of Title IX to programs and activities may contact the Assistant Title IX Coordinator: Ms. Katie Zingg, Assistant Director, Intercollegiate Athletics, Vadalabene Center, Room 1331B, Campus Box 1129, SIUE Campus, Edwardsville, IL 62026-1129, Telephone: (618) 650-5475, Email: kzingg@siue.edu.
- 2.SIUE students, faculty, and staff who seek information regarding Title IX related gender discrimination or harassment, including sexual assault and relationship violence, or who wish to file a complaint may contact the University's Title IX Coordinator, Jamie Ball, Director of the Office of Equal Opportunity, Access and Title IX Coordination, Rendleman Hall, Room 3316, Campus Box 1025, SIUE Campus, Edwardsville, IL 62026-1025, Telephone: (618) 650-2333, Facsimile: (618) 650-2270, Email: jball@siue.edu; or through online reporting tools available at https://www.siue.edu/eoa/reporting-options-resources/report-an-incident.shtml.

3. Individuals with inquiries concerning the application of Title IX may also contact: The Office for Civil Rights, Chicago Office, U. S. Department of Education, 500 W. Madison Street, Suite 1475, Chicago, IL 60661, Telephone: (312) 730-1560, Facsimile: (312) 730-1576, Email: OCR.Chicago@ed.gov.

APPENDIX F

Job Groups, EEO Codes, and Census Occupations Assigned to Job Titles

APPENDIX B

List of Tables

Job Group Analysis Summary
Work Force Analysis Summary
Utilization Analysis for Protected Veterans
Utilization Analysis for Persons with Disabilities
Annual Placement Goals Staff

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Location	Job Title	Total E	imployees %	Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or
Edwardsville	Chancellor	1	2.50	0	1	1	0	0	0	0	more races
Edwardsville	Dean	7	17.50	2	1	1	0	0	0	0	0
Edwardsville	Dean, Asc	8	20.00	6	1	1	0	0	0	0	0
Edwardsville	Dean, Ast	4	10.00	4	2	1	1	0	0	0	0
Edwardsville	Director, Budget	1	2.50	0	0	0	0	0	0	0	0
Edwardsville	Director, Executive	2	5.00	2	0	0	0	0	0	0	0
Edwardsville	Provost and Vice Chancellor	1	2.50	1	0	0	0	0	0	0	0
Edwardsville	Provost, Asc	2	5.00	1	0	0	0	0	0	0	0
Edwardsville	Registrar	1	2.50	1	0	0	0	0	0	0	0
Edwardsville	Retail Manager	1	2.50	1	0	0	0	0	0	0	0
Edwardsville	Senior Assoc.General Counsel	1	2.50	1	0	0	0	0	0	0	0
Edwardsville	Senior System Counsel	1	2.50	1	1	1	0	0	0	0	0
Edwardsville	Vice Chancellor	4	10.00	1	1	1	0	0	0	0	0
Edwardsville	Vice Chancellor, Asc	5	12.50	2	2	2	0	0	0	0	0
Edwardsville	Vice Chancellor, Ast	1	2.50	1	1	0	0	0	1	0	0
na manasan kampan manasan ma n menanan makka sang kibulah dalah kembangah da	Totals:	40	and with the second control of the second co	24	10	8	1	0	1	0	one in the filtransian and the contract of the
				60.00 %	25.00 %	20.00 %	2.50 %	0.00 %	2.50 %	0.00 %	0.00 %

Job Group: 3 - Professional Non-Fac

Location	Job Title	Total E	mployees	Female	Minority	Black	Asian	Native	Hispanic	Pacific	Two or
		#	%					American	•	Islander	more races
Edwardsville	Academic Advisor I	14	2.97	9	4	2	0	0	1	0	1
Edwardsville	Academic Advisor II	15	3.18	9	2	2	0	0	0	0	0
Edwardsville	Accountant I	1	0.21	1	1	0	1	0	0	0	0
Edwardsville	Accountant II	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Accountant III	4	0.85	4	0	0	0	0	0	0	0
Edwardsville	Administrative Assistant	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Administrator I FS	7	1.49	3	2	1	1	0	0	0	0
Edwardsville	Administrator III FS	6	1.27	2	2	2	0	0	0	0	0
Edwardsville	Administrator IV FS	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Admissions & Records Associate	3	0.64	3	0	0	0	0	0	0	0
Edwardsville	Admissions & Records Coord.	2	0.42	2	0	0	0	0	0	0	0
Edwardsville	Adviser, Academic	1	0.21	0	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Job Group: 3 - Professional Non-Fac

Job Group: 3 - I	Professional Non-Fac										
Location	Job Title	Total E #	imployees %	Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
Edwardsville	Analyst, Ethanol Pl Sci	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Architect, University	2	0.42	0	0	0	0	0	0	0	0
Edwardsville	Assistant Director, Study Abro	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Assistant Manager	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Assistant Researcher	2	0.42	2	0	0	0	0	0	0	0
Edwardsville	Assoc Professor	3	0.64	2	0	0	0	0	0	0	0
Edwardsville	Assoc Professor, Research	2	0.42	2	1	0	0	0	1	0	0
Edwardsville	Associate, Publicity-Promo	3	0.64	2	0	0	0	0	0	0	0
Edwardsville	Asst Coord of Parking/Traffic	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Asst Dir Of Phys Plt	1	0.21	0	1	1	0	0	0	0	0
Edwardsville	Asst Eth Plant Scientific Ayst	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Asst Professor	5	1.06	3	2	1	0	0	1	0	0
Edwardsville	Asst Professor, Clinical	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Asst Professor, Research	2	0.42	2	0	0	0	0	0	0	0
Edwardsville	Asst Professor, Visiting	2	0.42	0	0	0	0	0	0	0	0
Edwardsville	Asst. Dir. Alumni Relations	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Ast to Dir of University Union	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Athletic Comm Associate	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Auditor, Internal	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Budget Analyst	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Bus/Admin Associate	29	6.16	23	2	2	0	0	0	0	0
Edwardsville	Business Manager	3	0.64	3	0	0	0	0	0	0	0
Edwardsville	Campus Recreation Coordinator	4	0.85	2	3	1	0	0	1	0	1
Edwardsville	Child Development Supervisor	5	1.06	5	1	1	0	0	0	0	0
Edwardsville	Clinic Nurse	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Coach	11	2.34	2	1	1	0	0	0	0	0
Edwardsville	Coach, Ast	18	3.82	7	5	4	0	0	0	0	1
Edwardsville	Coordinator	19	4.03	13	6	4	0	0	2	0	0
Edwardsville	Coordinator, Ast	2	0.42	0	0	0	0	0	0	0	0
Edwardsville	Coordinator, Program	17	3.61	14	4	4	0	0	0	0	0
Edwardsville	Counselor	8	1.70	7	2	0	0	0	1	0	1
Edwardsville	Director	68	14.44	41	9	6	1	0	0	0	2

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Job Group: 3 - Professional Non-Fac

Job Group: 3 -	- Professional Non-Fac										
Location	Job Title	Total E #	mployees %	Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
Edwardsville	Director Program	9	1.91	5	2	0	0	0	2	0	0
Edwardsville	Director, Asc	12	2.55	8	3	2	1	0	0	0	0
Edwardsville	Director, Ast	17	3.61	13	7	6	0	0	0	0	1
Edwardsville	Director, Ast Program	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Director, Hall	6	1.27	3	3	3	0	0	0	0	0
Edwardsville	Director, Program	3	0.64	1	1	0	0	0	0	0	1
Edwardsville	Director, Ast	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Engr, Ethanol Plant Research	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Events Administrator Associate	4	0.85	4	0	0	0	0	0	0	0
Edwardsville	Executive Chef	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Faculty Associate	12	2.55	8	6	5	1	0	0	0	0
Edwardsville	Fellow	4	0.85	3	1	0	0	0	1	0	0
Edwardsville	Fin Analyst Planner Supv	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Financial Aid Coordinator	5	1.06	5	0	0	0	0	0	0	0
Edwardsville	Financial Aid Manager	6	1.27	6	1	0	0	0	1	0	0
Edwardsville	Housing Maintenance Supervisor	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Human Resource Mgr	1	0.21	1	1	1	0	0	0	0	0
Edwardsville	Instructor	2	0.42	2	1	1	0	0	0	0	0
Edwardsville	Instructor - Established	2	0.42	2	0	0	0	0	0	0	0
Edwardsville	Instructor (P)	2	0.42	2	0	0	0	0	0	0	0
Edwardsville	Internal Audit Asc	3	0.64	3	0	0	0	0	0	0	0
Edwardsville	IT Associate Director	2	0.42	0	0	0	0	0	0	0	0
Edwardsville	IT Technology Director	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Lead Academic Advisor	2	0.42	2	1	1	0	0	0	0	0
Edwardsville	Lecturer (Lrn Spt Srvc)	3	0.64	1	0	0	0	0	0	0	0
Edwardsville	Manager	5	1.06	2	1	0	0	0	1	0	0
Edwardsville	Manager Laboratory	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Manager of Sports Facilities	. 1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Marketing Associate	2	0.42	2	0	0	0	0	0	0	0
Edwardsville	Medical Social Consultant	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Mgr Mailing Svcs	1	0.21	1	1	1	0	0	0	0	0
Edwardsville	Officer, Adm/Rec	18	3.82	17	3	1	0	0	2	0	0
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Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group: 3 - Professional Non-Fac

Location	Job Title	Total E	mployees	Female	Minority	Black	Asian	Native	Hispanic	Pacific	Two or
		#	%		•			American		Islander	
Edwardsville	Preparator, Museum Exhibits	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Professor	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Program Assistant	5	1.06	3	1	1	0	0	0	0	0
Edwardsville	Program/Student Advisor	14	2.97	11	4	4	0	0	0	0	0
Edwardsville	Publications Manager	1.	0.21	1	0	0	0	0	0	0	0
Edwardsville	Registrar, Asc	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Research Asc	2	0.42	0	1	0	0	0	1	0	0
Edwardsville	Researcher	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Researcher, Senior	2	0.42	1	0	0	0	0	0	0	0
Edwardsville	Retail Assistant Manager	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Safe/Environ Comp Specialist	1	0.21	0	1	0	0	0	1	0	0
Edwardsville	Safety/Envir Compliance Assoc	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Senior Academic Advisor	5	1.06	5	2	2	0	0	0	0	0
Edwardsville	Senior Budget Analyst	1	0.21	0	0	0	0	0	0	0	0
Edwardsville	Senior Business Manager	2	0.42	2	0	0	0	0	0	0	0
Edwardsville	Senior Events Coordinator	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Specialist	16	3.40	10	2	1	0	0	1	0	0
Edwardsville	Specialist, Lead	2	0.42	2	0	0	0	0	0	0	0
Edwardsville	Staff Assistant	1	0.21	1	0	0	0	0	0	0	0
Edwardsville	Staff Nurse II	2	0.42	2	0	0	0	0	0	0	0
Edwardsville	Trainer, Athletic	5	1.06	2	3	1	0	0	2	0	0
	Totals:	471	lors for units the court a make to a management provide Alexandria	308	94	62	5	0	19	0	**************************************
				65.39 %	19.96 %	13.16 %	1.06 %	0.00 %	4.03 %	0.00 %	1.70 %

Job Group: 4 - Clerical/Secretarial

Location	Job Title	Total E #	imployees %	Female	Minority	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
Edwardsville	Accounting Assistant	1	0,42	1	1	1	0	0	0	0	0
Edwardsville	Accounting Associate	6	2.52	6	1	1	0	0	0	0	0
Edwardsville	Accounting Officer	17	7.14	16	2	1	0	0	1	0	0
Edwardsville	Accounting Specialist	3	1.26	3	0	0	0	0	0	0	0
Edwardsville	Admissions & Records Assistant	6	2.52	5	1	1	0	0	0	0	0
Edwardsville	Aide, Administrative	8	3.36	8	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Job Group: 4 - Clerical/Secretarial

Job Group: 4 -	- Clerical/Secretarial										
Location	Job Title	Total E #	Employees %	Female	Minority	Black	Asian	Native American	Hispanic	Pacific	Two or more races
Edwardsville	Asst. Collection Manager	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Benefits Officer	2	0.84	2	1	1	0	0	0	0	0
Edwardsville	Benefits Representative	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Cashier Food Srv	6	2.52	6	0	0	0	0	0	0	0
Edwardsville	Cashier II	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Cashier III	3	1.26	3	0	0	0	0	0	0	0
Edwardsville	Collection Manager	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Collection Representative	2	0.84	2	0	0	0	0	0	0	0
Edwardsville	Collection Specialist	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Customer Svc Rep	4	1.68	4	0	0	0	0	0	0	0
Edwardsville	Customer Svc Specialist	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Events Coordinator	1	0.42	1	1	1	0	0	0	0	0
Edwardsville	Financial Aid Representative	3	1.26	0	1	1	0	0	0	0	0
Edwardsville	Grants and Contracts Associate	7	2.94	6	1	1	0	0	0	0	0
Edwardsville	Housing Officer	2	0.84	2	0	0	0	0	0	0	0
Edwardsville	Housing Rep	2	0.84	2	0	0	0	0	0	0	0
Edwardsville	Human Resource Asc	6	2.52	5	3	2	1	0	0	0	0
Edwardsville	Human Resource Ast	1	0.42	1	1	1	0	0	0	0	0
Edwardsville	Human Resource Ofcr	6	2.52	5	0	0	0	0	0	0	0
Edwardsville	Human Resource Rep	3	1.26	2	1	1	0	0	0	0	0
Edwardsville	Immigration Specialist	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Mgr, Transportation	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Office Administrator	17	7.14	17	1	0	1	0	0	0	0
Edwardsville	Office Manager	21	8.82	20	2	2	0	0	0	0	0
Edwardsville	Office Support Asc	10	4.20	8	2	1	0	0	1	0	0
Edwardsville	Office Support Specialist	56	23.53	54	9	4	2	0	0	2	1
Edwardsville	Payroll Manager	2	0.84	1	2	2	0	0	0	0	0
Edwardsville	Payroll Spec III	1	0.42	0	1	0	0	1	0	0	0
Edwardsville	Police Telecom	4	1.68	2	0	0	0	0	0	0	0
Edwardsville	Procurement Officer	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Procurement Officer Specialist	4	1.68	4	0	0	0	0	0	0	0
Edwardsville	Procurement Officer Supervisor	1	0.42	1	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Job Group: 4 - Clerical/Secretarial

Location	Job Title	Total E	mployees	Female	Minority	Black	Asian	Native	Hispanic	Pacific	Two or
		#	%		•			American		Islander	more races
Edwardsville	Representative, Admissions/Rec	3	1.26	2	1	1	0	0	0	0	0
Edwardsville	Retail Associate	3	1.26	2	1	0	0	0	0	0	1
Edwardsville	Retail Supervisor	2	0.84	1	0	0	0	0	0	0	0
Edwardsville	Secretary Executive	2	0.84	1	1	0	0	0	1	0	0
Edwardsville	Storekeeper I	1	0.42	0	1	1	0	0	0	0	0
Edwardsville	Storekeeper II	1	0.42	0	0	0	0	0	0	0	0
Edwardsville	Storekeeper III	4	1.68	2	1	1	0	0	0	0	0
Edwardsville	Supv Departmntl Info	3	1.26	2	1	1	0	0	0	0	0
Edwardsville	Supv Dist Svcs	1	0.42	0	0	0	0	0	0	0	0
Edwardsville	Supv Inv Rec/Contr	1	0.42	1	0	0	0	0	0	0	0
Edwardsville	Test Specialist	2	0.84	2	1	1	0	0	0	0	0
Edwardsville	Univ Cashier Ops Mgr	1	0.42	1	0	0	0	0	0	0	0
The second secon	Totals:	238		210	38	26	4	1	3	2	2
				88.24 %	15.97 %	10.92 %	1.68 %	0.42 %	1.26 %	0.84 %	0.84 %

Job Group: 5 - Technical and Paraprof

Location	Job Title	Total E	mployees	Female	Minority	Black	Asian	Native	Hispanic	Pacific	Two or
		#	%					American		Islander	
Edwardsville	Aлalyst, Application	1	0.83	1	0	0	0	0	0	0	0
Edwardsville	Child Care Ast	2	1.65	2	0	0	0	0	0	0	0
Edwardsville	Comm Netwk Spec II	1	0.83	0	1	0	1	0	0	0	0
Edwardsville	Engineer Broadcast	3	2.48	1	1	0	0	0	1	0	0
Edwardsville	Ethanol Plant Oper. Coord.	1	0.83	0	0	0	0	0	0	0	0
Edwardsville	Graphic Designer Associate	4	3.31	2	1	1	0	0	0	0	0
Edwardsville	Image Proc Tech III	1	0.83	1	0	0	0	0	0	0	0
Edwardsville	IT Mgr/Admin. Coord.	12	9.92	4	0	0	0	0	0	0	0
Edwardsville	IT Support Associate	24	19.83	2	4	3	0	0	0	0	1
Edwardsville	IT Technical Asc	38	31.40	15	3	2	0	0	0	0	1
Edwardsville	Library Ops Asc	3	2.48	3	2	1	0	0	0	0	1
Edwardsville	Locksmith	1	0.83	0	0	0	0	0	0	0	0
Edwardsville	Med Records Tech	1	0.83	1	0	0	0	0	0	0	0
Edwardsville	Medical Assistant	1	0.83	1	1	1	0	0	0	0	0
Edwardsville	Musical Instrument Specialist	2	1.65	1	1	0	0	0	0	0	1

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group: 5 - Technical and Paraprof

Location	Job Title	Total E	mployees	Female	Minority	Black	Asian	Native	Hispanic	Pacific	Two or
		#	%			Diaon	7131411	American		Islander	
Edwardsville	Network Eng IV	1	0.83	0	0	0	0	0	0	0	0
Edwardsville	Network Engineer III	2	1.65	0	0	0	0	0	0	0	0
Edwardsville	Nurse Administrator	1	0.83	1	0	0	0	0	0	0	0
Edwardsville	Nurse I Lic Prac	1	0.83	1	1	1	0	0	0	0	0
Edwardsville	Officer Records Mgmt	1	0.83	0	0	0	0	0	0	0	0
Edwardsville	Oper/Tech I Micro	1	0.83	1	0	0	0	0	0	0	0
Edwardsville	Phlebotomist	1	0.83	1	0	0	0	0	0	0	0
Edwardsville	Photographer II	1	0.83	0	0	0	0	0	0	0	0
Edwardsville	Procedures and Sys Analyst III	1	0.83	1	0	0	0	0	0	0	0
Edwardsville	Senior Library Spec	9	7.44	6	0	0	0	0	0	0	0
Edwardsville	Spec I Comm Svcs	1	0.83	1	0	0	0	0	0	0	0
Edwardsville	Specialist I Web	1	0.83	1	1	1	0	0	0	0	0
Edwardsville	Specialist II Web	1	0.83	0	0	0	0	0	0	0	0
Edwardsville	Specialist, Instruc. Dev.	1	0.83	0	0	0	0	0	0	0	0
Edwardsville	Teacher Aide	1	0.83	0	1	0	0	0	0	0	1
Edwardsville	Tech III Comm	1	0.83	0	0	0	0	0	0	0	0
Edwardsville	Technician II, Communications	1	0.83	0	0	0	0	0	0	0	0
TO STREET AND ADDRESS OF THE PROPERTY OF THE P	Totals:	121	Proventine and resources of the second section of the section of the second section of the section of the second section of the second section of the second section of the section	47	17	10	1	0	1	0	5
				38.84 %	14.05 %	8.26 %	0.83 %	0.00 %	0.83 %	0.00 %	4.13 %

Job	Group:	6 -	Skilled	Crafts
000	OI Cap.	•	United	Ciaito

Location	Job Title	Total E	mployees	Female	Minority	Black	Asian	Native	Hispanic	Pacific	Two or
		##	%					American		Islander	r more races
Edwardsville	Carpenter	11	17.19	0	0	0	0	0	0	0	0
Edwardsville	Crafts, Trades Gen Foreman	1	1.56	0	0	0	0	0	0	0	0
Edwardsville	Electrician	11	17.19	0	1	0	0	0	0	0	1
Edwardsville	Ethanol Plant Operating Techni	1	1.56	1	0	0	0	0	0	0	0
Edwardsville	Foreman, Carpenter	1	1.56	0	0	0	0	0	0	0	0
Edwardsville	Foreman, Electrician	1	1.56	0	0	0	0	0	0	0	0
Edwardsville	Foreman, Garage	1	1.56	0	0	0	0	0	0	0	0
Edwardsville	Foreman, Painter	1	1.56	0	0	0	0	0	0	0	0
Edwardsville	Oper I Swg Trtmt PIt	1	1.56	0	0	0	0	0	0	0	0
Edwardsville	Painter	5	7.81	0	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group:	6 -	Skilled	Crafts
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Location	Job Title	Total E #	mployees %	Female	Minority	Black	Asian	Native American	Hispanic		Two or more races
Edwardsville	Pipefitter	4	6.25	0	0	0	0	0	0	0	0
Edwardsville	Plumber	6	9.38	0	0	0	0	0	0	0	0
Edwardsville	Steam and Power Plant III	16	25.00	1	0	0	0	0	0	0	0
Edwardsville	Steam and Power Plant IV	3	4.69	0	0	0	0	0	0	0	0
Edwardsville	Sub-Foreman, Plumber	1	1.56	0	0	0	0	0	0	0	0
german in No. Prof. Virol Scarce Communication of the Advantage Conduction of Assessment and Assessment Communication of Assessment Communication of Communicat	Totals:	64		2	1	0	0	0	0	0	1
				3.13 %	1.56 %	0.00 %	0.00 %	0.00 %	0.00 %	0.00 %	1.56 %

Job Group: 7 - Service Maintenance

Location	Job Title	Total E	mployees	Female	Minority	Black	Asian	Native	Hispanic	Pacific	Two or
		#	%		•			American		Islander	
Edwardsville	Agent II Parking Svc	4	1.99	0	0	0	0	0	0	0	0
Edwardsville	Attendant Snack Bar	8	3.98	6	1	1	0	0	0	0	0
Edwardsville	Bldg Service Worker	61	30.35	23	8	3	0	.0	3	0	2
Edwardsville	Bldg Svc Sub-Foreman	12	5.97	4	2	2	0	0	0	0	0
Edwardsville	Bldgs Superintendent	1	0.50	0	0	0	0	0	0	0	0
Edwardsville	Culinary Worker II	10	4.98	7	0	0	0	0	0	0	0
Edwardsville	Culinary Worker IV	5	2.49	3	1	1	0	0	0	0	0
Edwardsville	Culinary Worker V	1	0.50	1	0	0	0	0	0	0	0
Edwardsville	Foreman Constr Lab	1	0.50	0	0	0	0	0	0	0	0
Edwardsville	Foreman, Bldg Mech	1	0.50	0	0	0	0	0	0	0	0
Edwardsville	FS Sanitation Labor	8	3.98	2	1	0	1	0	0	0	0
Edwardsville	Grounds Sub-Foreman	1	0.50	0	0	0	0	0	0	0	0
Edwardsville	Grounds Worker	12	5.97	1	1	1	0	0	0	0	0
Edwardsville	Horticulturist	2	1.00	0	0	0	0	0	0	0	0
Edwardsville	Laborer Construct	2	1.00	0	0	0	0	0	0	0	0
Edwardsville	Mail Messenger	2	1.00	2	0	0	0	0	0	0	n
Edwardsville	Mechanic, Building	8	3.98	0	3	3	0	0	0	0	0
Edwardsville	Police Captain	1	0.50	0	0	0	0	0	0	0	0
Edwardsville	Police Lieutenant	2	1.00	1	0	0	0	0	0	0	0
Edwardsville	Police Officer	25	12.44	7	8	7	0	0	0	0	1
Edwardsville	Police Sergeant	7	3.48	1	0	0	0	0	0	0	0
Edwardsville	Route Driver	1	0.50	0	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Ed	wa	rds	ville
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Job Group:	7	- Service	Maintenance
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Location	Job Title	Total E	mployees	Female	Minority	Black	Asian	Native	Hispanic	Pacific	Two or
		#	%					Americar		Islander	more races
Edwardsville	Superin't., Asst Bldg Services	1	0.50	0	1	1	0	0	0	0	0
Edwardsville	Superintendent of Grounds	1	0.50	0	0	0	0	0	0	0	0
Edwardsville	Supt Building Svcs	1	0.50	0	0	0	0	0	0	0	0
Edwardsville	Supt Of Operations	1	0.50	0	1	0	0	0	1	0	0
Edwardsville	Supt. of Building Maintenance	1	0.50	0	0	0	0	0	0	0	0
Edwardsville	Supv Building Srv	4	1.99	0	2	1	0	0	0	0	1
Edwardsville	Supv Catering	2	1.00	1	0	0	0	0	0	0	0
Edwardsville	Supv Dish Room	2	1.00	1	0	0	0	0	0	0	0
Edwardsville	Supv FS Area	11	5.47	8	6	1	1	0	3	0	1
Edwardsville	Tree Surgeon	2	1.00	0	1	0	0	0	0	0	1
	Totals:	201		68	36	21	2	0	7	0	6
				33.83 %	17.91 %	10.45 %	1.00 %	0.00 %	3.48 %	0.00 %	2.99 %
	Total Employees in the Plan:	1,135		659	196	127	13	4/3/ 1	31		22
				58.06 %	17.27 %	11.19 %	1.15 %	0.09 %	2.73 %	0.18 %	1.94 %

SIUE

Placement Goals

Edwardsville

Analysis Data as of 01/05/2023

Edwardsville Campus

Edwardsville

Job Group

Class

Goal Placement Rate %

There were no areas of underutilization in the Affirmative Action Program. Therefore, no placement goals were set.

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Academic Advising

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities	;	Total	White	Black	Asian		Hispanic	Islander	more races
	Academic Advisor I	2	NA	5	2	Male	2	2	0	0	0	0	0	0
						Female	3	1	1	0	0	0	0	1
	Academic Advisor II	2	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Director, Asc	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Ast	2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Senior Academic Advisor	2	NA	3	1	Male	0	0	0	0	0	0	0	0
***************************************						Female	3	2	1	0	0	0	0	0
Totals		trodumente independençante e (i pe più gomini i que difficiellare replant e trabajhous aussi manuel	THE PLANT BETTER BETTER TO THE PLANT TO THE PLANT THE PLANT THE STREET AND THE PLANT THE PLANT THE PLANT THE P	13	4	Male	2	2	0	0	0	0	0	0
					30.77	%	15.38	15.38	0.00	0.00	0.00	0.00	0.00	0.00
						Female	11	7	3	0	0	0	0	1
						%	84.62	53.85	23.08	0.00	0.00	0.00	0.00	7.69

Department: Academic Computing

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
	Aide, Administrative	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Assistant Manager	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	IT Associate Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	IT Mgr/Admin. Coord.	3	NA	4	0	Male	4	4	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

Incl - employee is included in this plan and department Excl - employee is excluded from this plan and department

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Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Department: Academic Computing

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or more
Excl	Job Title	Code		Employees	Minorities	;	Total	White	Black	Asian		Hispanic		races
	IT Support Associate	3	NA	13	1	Male	11	10	1	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	IT Technical Asc	3	NA	4	1	Male	3	2	1	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Asc	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Specialist	2	NA	3	1	Male	0	0	0	0	0	0	0	0
						Female	3	2	1	0	0	0	0	0
	Vice Chancellor, Asc	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0 .	0	0
Totals	}		gt / Principper angle - 4 a matematika angle pangangan anglang dan	29	3	Male	21	19	2	0	0	0	0	0
					10.34	%	72.41	65.52	6.90	0.00	0.00	0.00	0.00	0.00
						Female	8	7	1	0	0	0	0	0
						%	27.59	24.14	3.45	0.00	0.00	0.00	0.00	0.00

Department: ACCESS

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
	Coordinator, Program	2	NA	2	1	Male	1	1	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Director	2	NA	1	1	Male	1	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Program/Student Advisor	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

Edwardsville *Edwardsville Campus*

Analysis Data as of 01/05/2023

Edwardsville

Department: ACCESS

Incl/		EEO	Salary	То	tal						Native		Pacific	iwo or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
	Test Specialist	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
Totals			A CAN AND AND AND MAKE WHAT A SECURE AND	6	3	Male	3	2	1	0	0	0	0	0
					50.00	%	50.00	33.33	16.67	0.00	0.00	0.00	0.00	0.00
						Female	3	1	2	0	0	0	0	0
						%	50.00	16.67	33.33	0.00	0.00	0.00	0.00	0.00

Department: Accounting

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
	Office Support Specialist	5	NA	1	0	Male	0	0	0	· 0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Total			of the first of the second and the second and the second	1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Admin Accounting

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		races
	Accountant I	2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	0	1	0	0	0	0
	Accountant III	2	NA	3	0	Male	0	0	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0
	Accounting Officer	5	NA	5	1	Male	1	1	0	0	0	0	0	0
						Female	4	3	1	0	0	0	0	0
	Accounting Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Admin Accounting

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities	\$	Total	White	Black	Asian		Hispanic		races
	Bus/Admin Associate	2	NA	The second of the second contracts of the second contract of the sec	0	Male	0	0	0	0	0	Ö	0	0
						Female	1	1	0	0	0	0	0	0
	Business Manager	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Supv Inv Rec/Contr	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Total	MERCHANIS BERGER BETTER	et et e Willer de voer de met veller miliet miliet en verver aan van met en verver maar van de verver met en v	al Mariento, Professional de Armania en empresa de compresa espesa que espesa que espesa espesa espesa espesa e	13	2	Male	1	1	0	0	0	0	0	0
					15.38	%	7.69	7.69	0.00	0.00	0.00	0.00	0.00	0.00
						Female	12	10	1	1	0	0	0	0
						%	92.31	76.92	7.69	7.69	0.00	0.00	0.00	0.00

Department: Administration, VC

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Vice Chancellor	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
Totals	очен а выдолжения на надария продолжения на надария на предоставления на предоставления на предоставления на под			4	0	Male	1	1	0	0	0	0	0	0
					0.00	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	3	3	0	0	0	0	0	0
						%	75.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Admissions

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Islander	more races
	Admissions & Records Coord.	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Coordinator	2	NA	6	3	Male	0	0	0	0	0	0	0	0
						Female	6	3	2	0	0	1	0	0
	Director, Asc	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Ast	2	NA	3	2	Male	0	0	0	0	0	0	0	0
						Female	3	1	1	0	0	0	0	1
	IT Technical Asc	3	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Asc	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Officer, Adm/Rec	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Representative, Admissions/Rec	5	NA	3	1	Male	1	1	0	0	0	0	0	0
						Female	2	1	1	0	0	0	0	0
	Supv Departmnti Info	5	NA	1	1	Male	1	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
Totals	,			19	7	Male	2	1	1	0	0	0	0	0
					36.84	%	10.53	5.26	5.26	0.00	0.00	0.00	0.00	0.00
												2,22	5.55	0.00
						Female	17	11	4	0	0	1	0	1
						%	89.47	57.89	21.05	0.00	0.00	5.26	0.00	5.26

Edwardsville

Analysis Data as of 01/05/2023

Edwardsville Campus

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	wa	103	v	

Department: Applied Communication Studies

Incl/		EEO	Salary	To	otal						Native		Pacific	nwo or more
Excl	Job Title	Code	Code	Employees	Minorities	;	Total	White	Black	Asian		Hispanic		
	Office Support Specialist	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
Total)			1	1	Male	0	0	0	0	0	0	0	0
					100.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	0	1	0	0	0	0	0
						%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00

Department: Applied Health

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Office Administrator	5	NA	Peri vid 1941 (Amerika) meli kelaha semananan menangan pengunya semi semi semi diangan pengunya semi semi semi 1	Ō	Male	0	0	0	0	0	Ō	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
Totals		ern om militari och de Montant i intellinde dietat i delphilipse komponium men en e		3	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	3	3	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Art and Design

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		more races
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
Milmonick Contraction						Female	1	1	0	0	0	0	0	0
Totals		The state of the s	от на той на при в него на пости на пости на при учествения на при в него и общей до пости на пости на пости н		0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Department: Arts and Sci, Coll of (Admin)

Incl/		EEO	Salary	To	tal						Native		D . 10	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Pacific Islander	more races
	Academic Advisor I	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Academic Advisor II	2	NA	3	1	Male	3	2	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Aíde, Administrative	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Associate, Publicity-Promo	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Budget Analyst	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	1	Male	0	0	0	0	0	0	0	0
	_					Female	1	0	1	0	0	0	0	0
	Dean	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Dean, Asc	1.2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Events Administrator Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Lead Academic Advisor	2	NA	1	1	Male	0	0	0	0	0	0	0	0
	000					Female	1	0	1	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	0	1	0	0	0	0

Edwardsville

Analysis Data as of 01/05/2023

Edwardsville Campus

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	J Y Y .	aru	3 V		4 5

Department: Arts and Sci, Coll of (Admin)

Incl/		EEO	Salary	То	tal						Native		D:6:-	Two or
Excl		Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Pacific Islander	more races
	Senior Academic Advisor	2	NA	2	1	Male	0	0	0	0	0	0	0	0
Commenced by the control of the control						Female	2	1	1	0	0	0	0	0
Totals	5			18	6	Male	5	4	1	0	0	0	0	0
					33.33	%	27.78	22.22	5.56	0.00	0.00	0.00	0.00	0.00
						Female	13	8	4	1	0	0	0	0
						%	72.22	44.44	22.22	5.56	0.00	0.00	0.00	0.00

Department: Arts and Sci, Coll of (Centrl)

Incl/		EEO	Salary	То	tal						Matina		D	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Director Program	2	NA	1	0	Male	1	1	0	0	0	0	0	
						Female	0	0	0	0	0	0	0	0
	Publications Manager	2	NA	1	0	Male	0	0	0	0	0	0	0	0
*********************						Female	1	1	0	0	0	0	0	0
Totals	The control of the co	to the second decision in the second decision of the second decision		2	0	Male	1	1	0	0	0	0	0	0
					0.00	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Biological Sciences

Incl/		EEO	Salary	То	tal						N1 . 17			Two or
Excl		Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Manager Laboratory	2	NA	1	0	Male	1	1	0	0	0	0	0	0
***************************************		tion of another school was a first proper or was a son engage copy or white was				Female	0	0	0	0	0	0	0	0
Total	S			1	0	Male	1	1	0	0	0	0	0	0
					0.00	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville Department: Bursar

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Accountant III	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Accounting Officer	5	NA	3	0	Male	0	0	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0
	Asst. Collection Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Cashier III	5	NA	3	0	Male	0	0	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0
	Collection Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Collection Representative	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Collection Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Asc	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Office Support Asc	5	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Procedures and Sys Analyst III	3	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Univ Cashier Ops Mgr	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals		Commence of the second	P Norman Parlie II. 1841 in de and annum sy <mark>anghama e</mark> sprje genperfyllyfir de appar i'r, eilis e a ll 1840 in.	16	0	Male	2	2	0	0	0	0	0	0
					0.00	%	12.50	12.50	0.00	0.00	0.00			
					0.00	,,	12.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
						Female	14	14	0	0	0	0	0	0
						%	87.50	87.50	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Business, School of (Admin)

Incl/		EEO	Salary	То	tal						Native		D161-	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Dean	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Dean, Asc	1.2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director Program	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Administrator	5	NA	2	0	Male	0	0	0	0	0	0	0	0
	_					Female	2	2	0	0	0	0	0	0
	Program Assistant	2	NA	1	0	Male	0	0	0	0	0	0	0	0
Per a company of the						Female	1	1	0	0	0	0	0	0
Totals			- The second	7	0	Male	1	1	0	0	0	0	0	0
					0.00	%	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00
						Female	6	6	0	0	0	0	0	0
						%	85.71	85.71	0.00	0.00	0.00	0.00	0.00	0.00

Department: Business, School of (Central)

Incl/		EEO	Salary	То	tal						Native		D 10 -	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Pacific Islander	more races
	Academic Advisor I	2	NA	2	1	Male	1	1	0	0	0	0	0	0
						Female	1	0	0	0	0	1	0	0
	Academic Advisor II	2	NA	3	0	Male	1	1	0	0	0	0	0	0
	S : .					Female	2	2	0	0	0	0	0	0
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
	m					Female	0	0	0	0	0	0	0	0
	Director Program	2	NA	2	1	Male	0	0	0	0	0	0	0	0
	•					Female	2	1	0	0	0	1	0	0

Edwardsville

Edwardsville Campus

Analysis Data as of 01/05/2023

Edwardsville

Department: Business, School of (Central)

Incl/		EEO	Salary	To	tal						Native		Desille	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Instructor (P)	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Lead Academic Advisor	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Officer, Adm/Rec	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Program/Student Advisor	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals		A DESCRIPTION OF THE PROPERTY		12	2	Male	3	3	0	0	0	0	0	0
					16.67	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	9	7	0	0	0	2	0	0
						%	75.00	58.33	0.00	0.00	0.00	16.67	0.00	0.00

Department: Campus Recreation

Incl/		EEO	Salary	То	tal						Native		D 161 -	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Bldg Service Worker	9	NA	2	1	Male	2	1	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Bldg Svc Sub-Foreman	9	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Campus Recreation Coordinator	2	NA	4	3	Male	2	0	0	0	0	1	0	1
						Female	2	1	1	0	0	0	0	0
	Coordinator, Program	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Director Program	2	NA	2	1	Male	1	1	0	0	0	0	0	0
						Female	1	0	0	0	0	1	0	0

Workforce Analysis Edwardsville

Analysis Data as of 01/05/2023

Edwardsville Campus

Edwardsville

Department: Campus Recreation

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities	i	Total	White	Black	Asian		Hispanic		races
	Events Coordinator	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Asc	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	0	0	0	1	0	0
Total	S			14	7	Male	6	3	1	0	0	1	0	1
					50.00	%	42.86	21.43	7.14	0.00	0.00	7.14	0.00	7.14
						Female	8	4	2	0	0	2	0	0
						%	57.14	28.57	14.29	0.00	0.00	14.29	0.00	0.00

Department: Career Development Center

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Counselor	2	NA	3	0	Male	0	0	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Asc	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals	от Солов на 18 до в на почение на населения на населения на населения на почения на населения на на населения на населения на населения на населения на населения			requestres are in the contract of the description of the contract of the contr	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	7	7	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Chancellor, Ofc of

Incl/		EEO	Salary	To	tal						Mar		**	Two or
Excl	Job Title	Code	Code	Employees	Minorities	\$	Total	White	Black	Asian	Native American	Hienanic	Pacific Islander	more
	Accounting Associate	5	NA	1	0	Male	0	0	0	0	0	0	0	races 0
	Chanaellan					Female	1	1	0	0	0	0	0	0
	Chancellor	1.1	NA	1	1	Male	1	0	1	0	0	0	0	0
	Director Deal- of					Female	0	0	0	0	0	0	0	0
	Director, Budget	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
	Constant T					Female	0	0	0	0	0	0	0	0
	Secretary Executive	5	NA	2	1	Male	1	1	0	0	0	0	0	0
	Coning Dustract A . 1					Female	1	0	0	0	0	1	0	0
	Senior Budget Analyst	2	NA	1	0	Male	1	1	0	0	0	0	0	0
Totals		in the district of the second in the second conjugate of the conjugate of the second s				Female	0	0	0	0	0	0	0	0
iviais				6	2	Male	4	3	1	0	0	0	0	0
					33.33	%	66.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00
						Female	2	1	0	0	0	1	0	0
						%	33.33	16.67	0.00	0.00	0.00	16.67	0.00	0.00

Department: Chemistry

incl/		EEO	Salary	То	tal									Two or
Excl	Job Title Office Manager		Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	
Totals			Philips has accommonwealth and the state of the particular			Female	1	1	0	0	0	0	0	0
101013				1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	. 0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Department: Civil Engr

ncl/		EEO	Salary	То	tal						Native		Pacific	Two or more
xcl	Job Title	Code	Code	Employees			Total	White	Black	Asian		Hispanic		races
	Office Manager	5	NA	The second secon	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Specialist	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
otals		MCMM по свой оборожно в посторожно по по почени почени по почени почени почени почени почени почени почени поче Почени почени	and the second s	2	0	Male	1	1	0	0	0	0	0	0
					0.00	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Cntr for Predictive Analytics

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl		Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		more races
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
December 1980						Female	1	1	0	0	0	0	0	0
Totals	•		The second secon	1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Cntr for STEM Res Educ Outrch

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Aide, Administrative	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Assoc Professor, Research	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Asst Professor, Research	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0

Analysis Data as of 01/05/2023

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Edwardsville

Department: Cntr for STEM Res Educ Outrch

Inci/		EEO	Salary	То	tal						Madison		ъ .г.	Two or
Excl		Code	Code	Employees	Minorities	i	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Coordinator, Program	2	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	1	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Fellow	2	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	0	0	0	1	0	0
Totals	i			8	2	Male	0	0	0	0	0	0	0	0
					25.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	8	6	1	0	0	1	0	0
						%	100.00	75.00	12.50	0.00	0.00	12.50	0.00	0.00

Department: Computer Science

Incl/		EEO	Salary	То	tal						Madises		B 10	Two or
Excl		Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
	0 (8)					Female	1	1	0	0	0	0	0	0
	Specialist	2	NA	1	0	Male	1	1	0	0	0	0	0	0
T-4-1-						Female	0	0	0	0	0	0	0	0
Totals				2	0	Male	1	1	0	0	0	0	0	0
					0.00	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00

Edwardsville

Analysis Data as of 01/05/2023

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Department: Construction

incl/	EEO	Salary	То	tal						Native		Pacific	Two or
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		more races
Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals			1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Counseling Services

ncl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	more races
	Counselor	2	NA	5	2	Male	1	0	0	0	0	0	0	1
						Female	4	3	0	0	0	1	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Asc	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
otals				8	2	Male	2	1	0	0	0	0	0	1
					25.00	%	25.00	12.50	0.00	0.00	0.00	0.00	0.00	12.50
						Female	6	5	0	0	0	1	0	0
						%	75.00	62.50	0.00	0.00	0.00	12.50	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Ctr Adv Mgmt and Prod

Incl/	EEO	Salary	To	tal						Native		Deside	Two or
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Pacific Islander	more races
Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals			1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Early Childhood Ctr

Incl/		EEO	Salary	To	tal						Native		D:6.	Two or
Excl	Job Title	Code	Code	Employees	Minorities	;	Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Child Care Ast	3	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Child Development Supervisor	2	NA	5	1	Male	0	0	0	0	0	0	0	0
						Female	5	4	1	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Program Assistant	2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Senior Business Manager	2	NΑ	1	0	Male	0	0	0	0	0	0	0	0
						Female		1	0	0	0	0	0	· ·
Totals		There is no the transfer transfer to be a second of the projection and the assessment and		11	2	Male	······································	0	Or make the form of the contract of the contra		-			0
				• •			-		0	0	0	0	0	0
					18.18	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	11	9	2	0	0	0	0	0
						%	100.00	81.82	18.18	0.00	0.00	0.00	0.00	0.00

Edwardsville

Analysis Data as of 01/05/2023

Edwardsville Campus

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Department: Economics and Finance

incl/		EEO	Salary	To	tal						Native		Pacific	more
Excl		Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		races
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Total	ls		Piteria Middle, New Section and community community community	1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Educ Leadership

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code		Minorities		Total	White	Black	Asian	American	Hispanic		races
	Adviser, Academic	2	NA		0	Male	1	1	0	0	0	0		0
						Female	0	0	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals	от при	hiddilikki karilan ilanologa, arangan sangar orangan sangan sangan sangan sangan sangan sangan sangan sangan s	- Mill from the element to record to a self-term a manual come of proper proper jump.	2	0	Male	1	1	0	0	0	0	0	0
					0.00	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Education, School of (Admin)

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Admissions & Records Assistant	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Aide, Administrative	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0

Analysis Data as of 01/05/2023

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Department: Education, School of (Admin)

cl/		EEO	Salary	To	tal						Native		Pacific	Two or
xcl	Job Title	Code	Code	Employees	Minoritie	s	Total	White	Black	Asian		Hispanic	Islander	more races
	Dean	1.1	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Dean, Asc	1.2	NA	2	0	Male	1	1	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Dean, Ast	1.2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0		
	Specialist	2	NA	. 1	1	Male	0	0	0	0	0		0	0
					•	Female	4	0				0	0	0
tals		era men avez - terpisjonkhora och mid en diskani av sin en i					Tomor transmission and a survival	· · · · · · · · · · · · · · · · · · ·	0	0	0	1	0	0
Juio				9	3	Male	1	1	0	0	0	0	0	0
					33.33	%	11.11	11.11	0.00	0.00	0.00	0.00	0.00	0.00
						Female	8	5	2	0	0	1	0	0
						%	88.89	55.56	22.22	0.00	0.00	11.11	0.00	0.00

Department: Education, School of (Central)

Incl/		EEO	Salary	То	tal						Matina		5	Two or
Excl	Job Title Academic Advisor I	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Academic Advisor (2	NA	3	0	Male	1	1	0	0	0	0	0	0
	Appelousia A.d. 1					Female	2	2	0	0	0	0	0	0
	Academic Advisor II	2	NA	2	0	Male	1	1	0	0	0	0	0	0
	Disco					Female	1	1	0	0	0	0	0	0
	Director	2	NA	3	3	Male	0	0	0	0	0	0	0	0
	D:					Female	3	0	2	0	0	0	0	1
	Director Program	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	D					Female	1	1	0	0	0	0	0	0
	Director, Ast	2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0

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Analysis Data as of 01/05/2023

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Department: Education, School of (Central)

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		races
	Faculty Associate	2	NA	12	6	Male	4	2	2	0	0	0	0	0
						Female	8	4	3	1	0	0	0	0
	IT Support Associate	3	NA	1	1	Male	1	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Manager	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Nurse I Lic Prac	3	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Asc	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Office Support Specialist	5	NA	3	0	Male	0	0	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0
	Staff Assistant	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Teacher Aide	3	NA	1	1	Male	1	0	0	0	0	0	0	1
						Female	0	0	0	0	0	0	0	0
Totals		ere un "er derek deres mensenden menseser mit mit er ere ere en	тырат так жана жана жана жана жана жана жана жа	32	14	Male	8	4	3	0	0	0	0	Trick of the American Science
					43.75	%	25.00	12.50	9.38	0.00	0.00	0.00	0.00	3.13
						Female	24	14	8	1	0	0	0	1
						%	75.00	43.75	25.00	3.13	0.00	0.00	0.00	3.13

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Edwardsville Campus

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Department: Elec and Computer Engr

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title Manager	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Manager	2	NA	1	0	Male	1	1	0	0	0	0	0	0
Total						Female	0	0	0	0	0	0	0	0
iviai	5			1	0	Male	1	1	0	0	0	0	0	0
					0.00	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: English Lang and Lit

Incl/ Excl	Job Title	EEO Code	Salary Code	Employees	tal Minorities		Total	White	Black	Aainu	Native		Pacific	Two or more
	Office Manager	5	NA	1	^	in the book of the second	***************************************	BAILIFE	DIACK	Asian	American		Islander	races
	•	ŭ	747	1	U	Male	Ü	0	0	0	0	0	0	0
Totals						Female	1	1	0	0	0	0	0	0
Otals	•			1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Engr, School of (Admin)

Incl/		EEO	Salary	То	tal						B.L. (1)			Two or
Excl	Job Title Academic Advisor II	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Academie Advisor II	2	NA	1	0	Male	1	1	0	0	0	0	0	0
	Aide, Administrative	_				Female	0	0	0	0	0	0	0	0
	Aide, Administrative	5	NA	1	0	Male	0	0	0	0	0	0	0	0
	Dean					Female	1	1	0	0	0	0	0	0
	Dean	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
	Dean, Asc					Female	0	0	0	0	0	0	0	0
	Dean, Asc	1.2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

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Edwardsville Campus

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Department: Engr, School of (Admin)

Incl/		EEO	Salary	To	tal						Native		D	Two or
Excl	Job Title	Code	Code	Employees	Minorities	\$	Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	0	0	0	0	1	0
	Officer, Adm/Rec	2	NA	1	1	Male	0	0	0	0	0	0	0	0
T-1-1-		ооб в том от технология в рассии принута и принута	- Of the State of			Female	1	0	0	0	0	1	0	0
Totals				9	2	Male	3	3	0	0	0	0	0	0
					22.22	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
						Female	6	4	0	0	0	1	1	0
						%	66.67	44.44	0.00	0.00	0.00	11.11	11.11	0.00

Department: Enrollment Mgmt

Incl/		EEO	Salary	То	tal						Native		B. 10	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Pacific Islander	more races
	Aide, Administrative	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	2	0	Male	2	2	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Coordinator, Program	2	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	1	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	IT Technical Asc	3	NA	2	0	Male	1	1	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0

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Edwardsville

Edwardsville Campus

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Department: Enrollment Mgmt

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		more races
	Program/Student Advisor	2	NA	2	2	Male	0	0	0	0	0	0	0	0
						Female	2	0	2	0	0	0	0	0
	Vice Chancellor, Asc	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
Totals	3			11	3	Male	4	4	0	0	0	0	0	0
					27.27	%	36,36	36.36	0.00	0.00	0.00	0.00	0.00	0.00
						Female	7	4	3	0	0	0	0	0
						%	63.64	36.36	27.27	0.00	0.00	0.00	0.00	0.00

Department: Environmental Health & Safety

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		more races
	Safe/Environ Comp Specialist	2	NA	1	1	Male	1	0	0	0	0	1	0	0
						Female	0	0	0	0	0	0	0	0
	Safety/Envir Compliance Assoc	2	NA	1	0	Male	1	1	0	0	0	0	0	0
man prigram de la recinação cionada						Female	0	0	0	0	0	0	0	0
Total	S			2	1	Male	2	1	0	0	0	1	0	0
					50.00	%	100.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00
						Female	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Envrmtl Res Trng Ctr

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	more races
	Coordinator, Ast	2	NA	2	0	Male	2	2	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Director	2	NA	2	0	Male	2	2	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Department: Envrmtl Res Trng Ctr

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl		Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		more races
	Director, Program	2	NA	2	1	Male	2	1	0	0	0	0	0	1
						Female	0	0	0	0	0	0	0	0
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals	Att and the following the property of the property of the desired of the property	e c ^{ampa} la de la calanda de la campa del la campa de		7	1	Male	6	5	0	0	0	0	0	1
					14.29	%	85.71	71.43	0.00	0.00	0.00	0.00	0.00	14.29
						Female	1	1	0	0	0	0	0	0
						%	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00

Department: Envrmtl Sciences

Incl/		EEO	Salary	То	tal						Native		Danisia	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
West than the second commence of						Female	1	1	0	0	0	0	0	0
Totals	5			1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Eq Opp, Access & Title IX Coor

Incl/	EEO	Salary	То	tal						Native	*	Pacific	Two or
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Islander	more races
Coordinator, Program	2	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0

Analysis Data as of 01/05/2023

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Department: Eq Opp, Access & Title IX Coor

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title	Code	Codo	Employees			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more
	Office Manager	5	NA	1	1	Male	0	0	0	0	0	0	0	races 0
Totals						Female	1	0	1	0	0	0	0	0
iotais	•			3	1	Male	0	0	0	0	0	0	0	0
					33.33	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	3	2	1	0	0	0	0	0
						%	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00

Department: Equity, Div. & Inclusion VC

incl/		EEO	Salary	То	tal						NI - 42			Two or
Excl	Job Title Coordinator	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hienanic	Pacific Islander	more
	Coordinator	2	NA	3	2	Male	1	0	1	0	0	0	0	races 0
	Coordinator, Program	_				Female	2	1	1	0	0	0	0	0
	Coordinator, Program	2	NA	2	1	Male	0	0	0	0	0	0	0	0
	Office Addition					Female	2	1	1	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
	0.00					Female	1	1	0	0	0	0	0	0
	Office Support Asc	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Program/Student Advisor	2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Vice Chancellor	1.1	NA	1	1	Male	0	0	0	0	0	0	0	0
			*			Female	1	0	1	0	0	0	-	0
	Vice Chancellor, Asc	1.1	NA	1	1	Male	0	0	,		_		0	0
				•					0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0

Analysis Data as of 01/05/2023

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Department: Equity, Div. & Inclusion VC

incl/	EEO	Salary	То	tal									Two or
Excl Job Title Vice Chancellor, Ast	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
vice Charicellor, Ast	1.1	NA	1	1	Male	0	0	0	0	0	0	0	0
Totals					Female	1	0	0	0	0	1	0	0
iotais			11	7	Male	1	0	1	0	0	0	0	0
				63.64	%	9.09	0.00	9.09	0.00	0.00	0.00	0.00	0.00
					Female	10	4	5	0	0	1	0	0
					%	90.91	36.36	45.45	0.00	0.00	9.09	0.00	0.00

Department: Facilities Mgmt

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hienania	Pacific	more
	Accounting Officer	5	NA	3	0	Male	0	0	0	0	0	0	Islander 0	races 0
	A					Female	3	3	0	0	0	0	0	0
	Accounting Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
	Analysis at the court					Female	1	1	0	0	0	0	0	0
	Architect, University	2	NA	2	0	Male	2	2	0	0	0	0	0	0
	Acad Div Of Div Div					Female	0	0	0	0	0	0	0	0
	Asst Dir Of Phys Plt	2	NA	1	1	Male	1	0	1	0	0	0	0	0
ř	Dida Carri a Maria					Female	0	0	0	0	0	0	0	0
	Bldg Service Worker	9	NA	44	5	Male	30	26	2	0	0	0	0	2
	Dida Cora Colla E					Female	14	13	0	0	0	1	0	0
	Bldg Svc Sub-Foreman	9	NA	9	2	Male	7	5	2	0	0	0	0	0
	De da la factoria					Female	2	2	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Carpenter	6	NA	9	0	Male	9	9	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Crafts, Trades Gen Foreman	6	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0		•	Û
							-	•	v	U	U	0	0	0

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Department: Facilities Mgmt

cl/		EEO	Salary	To	tal						Native		Pacific	Two or
	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	more races
	Customer Svc Rep	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Director, Asc	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Electrician	6	NA	9	0	Male	9	9	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Foreman Constr Lab	9	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Foreman, Bldg Mech	9	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Foreman, Carpenter	6	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Foreman, Electrician	6	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Foreman, Garage	6	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Foreman, Painter	6	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
:	Grounds Worker	9	NA	9	0	Male	8	8	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Horticulturist	9	NA	2	0	Male	2	2	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	IT Technical Asc	3	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Laborer Construct	9	NA	1	0	Male	1	1	0	0	0	0	0	0
					-	Female	o .	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

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Department: Facilities Mgmt

cl/		EEO	Salary	To	tal						Native		Dter	Two or
xcl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Locksmith	3	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Manager	2	NA	1	1	Male	1	0	0	0	0	1	0	0
						Female	0	0	0	0	0	0	0	0
	Mechanic, Building	9	NA	8	3	Male	8	5	3	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Mgr, Transportation	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Oper I Swg Trtmt PIt	6	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Painter	6	NA	3	0	Male	3	3	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Pipefitter	6	NA	4	0	Male	4	4	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Plumber	6	NA	5	0	Male	5	5	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Steam and Power Plant III	6	NA	16	0	Male	15	15	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Steam and Power Plant IV	6	NA	2	0	Male	2	2	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Superin't., Asst Bldg Services	9	NA	1	1	Male	1	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Superintendent of Grounds	9	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Supt Building Svcs	9	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

Workforce Analysis Edwardsville

Analysis Data as of 01/05/2023

Edwardsville Campus

Edwardsville

Department: Facilities Mgmt

lncl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
	Supt Of Operations	9	NA	1	1	Male	1	0	0	0	0	1	0	0
						Female	0	0	0	0	0	0	0	0
	Supt. of Building Maintenance	9	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Supv Building Srv	9	NA	3	2	Male	3	1	1	0	0	0	0	1
						Female	0	0	0	0	0	0	0	0
	Tree Surgeon	9	NA	2	1	Male	2	1	0	0	0	0	0	1
						Female	0	0	0	0	0	0	0	0
Totals	3	ответник поли ответник водина в поли в подрава в поли в предост	den aussen all Militario e Pri i Prindice alle Massen e renormal es en in Sen in Williamsen er	156	17	Male	128	112	10	0	0	2	0	4
					10.90	%	82.05	71.79	6.41	0.00	0.00	1.28	0.00	2.56
						Female	28	27	0	0	0	1	0	0
						%	17.95	17.31	0.00	0.00	0.00	0.64	0.00	0.00

Department: Fam Hth/Com Hth Nurs

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
	Academic Advisor II	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Coordinator	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Dean, Ast	1.2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	1	0	0	0	0	0

Edwardsville

Edwardsville Campus

Analysis Data as of 01/05/2023

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Department: Fam Hth/Com Hth Nurs

Incl/		EEO	Salary	То	tal						Native		D==!6!=	Two or
Excl		Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Instructor	2	NA	1	1	Male	0	0	0	0	0	0	0	0
Terminal control and the control of						Female	1	0	1	0	0	0	0	0
Totals	•			6	2	Male	1	1	0	0	0	0	0	0
					33.33	%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00
						Female	5	3	2	0	0	0	0	0
						%	83.33	50.00	33.33	0.00	0.00	0.00	0.00	0.00

Department: Financial Affairs

Incl/		EEO	Salary	To	tai						Native		D = +161 -	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Pacific Islander	more races
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Director, Ast	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Fin Analyst Planner Supv	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
Totals				3	0	Male	2	2	0	0	0	0	0	0
					0.00	%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

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Edwardsville Campus

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Department: Foreign Lang and Lit

Incl/		EEO	Salary	То	tal									Two or
Excl		Code	Code	Employees	Minorities		Total	White	Black	Anina	Native		Pacific	more
	Office Manager	5	NA		^		1001	*******	Diack	Asian	American	mispanic	Islander	races
	· ·	ŭ	, ., .	1	U	Male	U	Ü	0	0	0	0	0	0
Total	C	Charles and the second				Female	•	1	0	0	0	0	0	0
i Otai	3			1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: General Counsel

Incl/		EEO	Salary	То	tal						** **			Two or
Excl	Job Title Office Administrator	Code	The straight from the straight of the straight	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
Totals		The disputes while according to the property of the first	Billiografia nikriti tir tir tirat tilliti Bassistini a kina kana kana pangangan dilabahan dilabahan kana pangan tirat tirat na kana kana kana kana kana kana kana			Female	1	1	0	0	0	0	0	0
iotais				1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Geography

Incl/	EEO	Salary	То	tal						** **			Two or
Excl Job Title	Code	Code	Employees			Total	White	Black	Asian	Native American	Lienonie	Pacific	more
Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0		Islander 0	races
Totals					Female	•	1	0	0	0	0	0	0
10443			1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

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Department: GeoMARC

Incl/		EEO	Salary	То	tal						Native		D in.	Two or
Excl	Job Title	Code	Code	Employees	Minorities	;	Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Director	2	NA	The second secon	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Director, Ast Program	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Research Asc	2	NA	2	1	Male	2	1	0	0	0	1	0	0
						Female	0	0	0	0	0	0	0	0
	Specialist	2	NA	2	0	Male	2	2	0	0	0	0	0	0
				•		Female	0	0	0	0	0	0	0	0
Totals			MTATAT make militation in a communication and a superior	n.n.n.n.n.n.n.n.n.n.n.n.n.n.n.n.n.n.n.	1	Male	5	<u> </u>	-	0	0	4	0	- A
					16.67	%	83.33	66.67	0.00	0.00	0.00	16.67	0.00	0 0.00
						Female	1	1	0	0	0	0	0	0
						%	16.67	16.67	0.00	0.00	0.00	0.00	0.00	0.00

Department: Grad & International Admission

incl/		EEO	Salary	To	tal						Native		Daniff.	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Admissions & Records Assistant	5	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Coordinator	2	NA	1	1	Male	1	0	0	0	0	1	0	0
						Female	0	0	0	0	0	0	0	0
	Director	2	NA	2	1	Male	1	1	0	0	0	0	0	0
						Female	1	0	0	0	0	0	0	1
	Officer, Adm/Rec	2	NA	5	0	Male	0	0	0	0	0	0	0	0
						Female	5	5	0	0	0	0	0	0

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Department: Grad & International Admission

Incl/		EEO	Salary	То	tal									Two or
Excl	Job Title	Code	•	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Program/Student Advisor	2	NA	2	0	Male	1	1	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals	i			12	2	Male	4	3	0	0	0	1	0	0
					16.67	%	33.33	25.00	0.00	0.00	0.00	8.33	0.00	0.00
						Female	8	7	0	0	0	0	0	1
						%	66.67	58.33	0.00	0.00	0.00	0.00	0.00	8 33

Department: Graduate Stu and Rsch

Incl/		EEO	Salary	To	tal						A1 - 42		m	Two or
Excl	Job Title	Code	Code	Employees	Minorities	5	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	_					Female	1	1	0	0	0	0	0	0
	Grants and Contracts Associate	5	NA	5	1	Male	1	1	0	0	0	0	0	0
	O.C.					Female	4	3	1	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
	D					Female	1	1	0	0	0	0	0	0
	Provost, Asc	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
T . 1 . I						Female	0	0	0	0	0	0	0	0
Totals				9	1	Male	2	2	0	0	0	0	0	0
					11.11	%	22.22	22.22	0.00	0.00	0.00	0.00	0.00	0.00
						Female	7	6	1	0	0	0	0	0
						%	77.78	66.67	11.11	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Health Services

incl/		EEO	Salary	To	tal						NI_45			Two or
Excl	Job Title	Code	Code	Employees	Minoritie	s	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	races 0
						Female	1	1	0	0	0	0	0	0
	Med Records Tech	3	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Nurse Administrator	3	NA	1	0	Male	0	0	0	0	0	0	0	
						Female	1	1	0	0	0	0		0
	Office Support Specialist	5	NA	3	1	Male	0	0	0	0	0		0	0
						Female	_	2	1	0		0	0	0
	Phlebotomist	3	NA	1	0	Male	0	0	0		0	0	0	0
				,	Ü	Female		4	-	0	0	0	0	0
	Senior Business Manager	2	NA	4	•			1	0	0	0	0	0	0
	get	2	IVA	1	0	Male	0	0	0	0	0	0	0	0
	Staff Nurse II	_				Female	1	1	0	0	0	0	0	0
	Stall Nuise II	2	NA	2	0	Male	0	0	0	0	0	0	0	0
Totals						Female	2	2	0	0	0	0	0	0
TOTALS				10	1	Male	0	0	0	0	0	0	0	0
					10.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	10	9	1	0	0	0	0	0
						%	100.00	90.00	10.00	0.00	0.00	0.00	0.00	0.00

Department: History

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title Office Support Specialist	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	omec dupport opecialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
Total		and the second				Female	1	1	0	0	0	0	0	0
, otal.	•			1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Housing

Incl/		EEO	Salary	То	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hienanic	Pacific Islander	more
	Associate, Publicity-Promo	2	NA	1	0	Male	0	0	0	0	0	0	0	races 0
						Female	1	1	0	0	0	0	0	0
	Bldg Service Worker	9	NA	6	1	Male	2	2	0	0	0	0	0	0
						Female	4	3	0	0	0	1	0	0
	Bus/Admin Associate	2	NA	1	0	Male	1	1	0	0	0	0	0	0
	_					Female	0	0	0	0	0	0	0	0
	Carpenter	6	NA	2	0	Male	2	2	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Customer Svc Rep	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Asc	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Director, Ast	2	NA	2	0	Male	1	1	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Hall	2	NA	6	3	Male	3	2	1	0	0	0	0	0
						Female	3	1	2	0	0	0	0	0
	Electrician	6	NA	2	1	Male	2	1	0	0	0	0	0	1
						Female	0	0	0	0	0	0	0	0
	Grounds Sub-Foreman	9	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Grounds Worker	9	NA	3	1	Male	3	2	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	
	Housing Maintenance Supervisor	2	NA	1	0	Male	0	0	0	0	0	0		0
						Female	1	1	0	0	0	0	0	0
	Housing Officer	5	NA	2	0	Male	0	0	0	0	0		0	0
						Female	2	2	0	0	0	0	0	0
							_	£	v	U	V	0	0	0

Workforce Analysis Edwardsville

Analysis Data as of 01/05/2023

Edwardsville

Department: Housing

nci/		EEO	Salary	To	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities	\$	Total	White	Black	Asian		Hispanic		races
	Housing Rep	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Laborer Construct	9	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Office Support Specialist	5	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	1	0	0	0	0	0
	Painter	6	NA	2	0	Male	2	2	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Plumber	6	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Sub-Foreman, Plumber	6	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Supv Building Srv	9	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Supv Departmntl Info	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Γotals	9		the control of the co	41	7	Male	22	19	2	0	0	0	0	1
					17.07	%	53.66	46.34	4.88	0.00	0.00	0.00	0.00	2.44
						Female	19	15	3	0	0	1	0	0
						%	46.34	36.59	7.32	0.00	0.00	2.44	0.00	0.00

Department: Human Resources

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Accounting Associate	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Benefits Officer	5	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	1	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Human Resources

Incl/		EEO	Salary	To	tal						Native		D 101	Two or
Excl	Job Title	Code	Code	Employees	Minoritie	s	Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Benefits Representative	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Ast	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Human Resource Asc	5	NA	6	3	Male	1	0	1	0	0	0	0	0
						Female	5	3	1	1	0	0	0	0
	Human Resource Ast	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Human Resource Mgr	2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Human Resource Ofcr	5	NA	6	0	Male	1	1	0	0	0	0	0	0
						Female	5	5	0	0	0	0	0	0
	Human Resource Rep	5	NA	3	1	Male	1	1	0	0	0	0	0	0
						Female	2	1	1	0	0	0	0	0
	Image Proc Tech III	3	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	IT Support Associate	3	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	IT Technical Asc	3	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
1.	Payroll Manager	5	NA	2	2	Male	1	0	1	0	0	0	0	0
According to the second						Female	1	0	1	0	0	0	0	0
Totals			76° М. Меревический постоя постоя (1810 г.). До Обисий постору (1814 г.) (1814 г.) (1814 г.) (1814 г.) (1814 г.)	27	10	Male	6	4	2	0	0	0	0	0
					37.04	%	22.22	14.81	7.41	0.00	0.00	0.00	0.00	0.00
											0.00	0.00	0.00	0.00
						Female	21	13	7	1	0	0	0	0
						%	77.78	48.15	25.93	3.70	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Information Technology Srvcs

Incl/		EEO	Salary	To	otal						Matter		n	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Accounting Officer	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Analyst, Application	3	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Business Manager	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Comm Netwk Spec II	3	NA	1	1	Male	1	0	0	1	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Director	2	NA	2	0	Male	2	2	0	0	0	0	0	0
						Female	0	0.	0	0	0	0	0	0
	IT Associate Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	IT Mgr/Admin. Coord.	3	NA	6	0	Male	3	3	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0
	IT Support Associate	3	NA	8	2	Male	8	6	1	0	0	0	0	1
						Female	0	0	0	0	0	0	0	0
	IT Technical Asc	3	NA	24	2	Male	15	14	1	0	0	0	0	0
						Female	9	8	0	0	0	0	0	1
	IT Technology Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Network Eng IV	3	NA	1	0	Male	1	1	0	0	0	0		
						Female	0	0	0	0	0		0	0
	Network Engineer III	3	NA	2	0	Male	2	2	0	0		0	0	0
				-		Female	0	0		_	0	0	0	0
	Spec I Comm Svcs	3	NA	1	0	Male	0	0	0	0	0	0	0	0
		-	-	,		Female	1		0	0	0	0	0	0
						i ciiiale	ì	1	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Information Technology Srvcs

Incl/		EEO	Salary	То	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more
	Specialist	2	NA	2	0	Male	1	1	0	0	0	0	0	races
						Female	1	1	0	0	0	0	0	0
	Specialist I Web	3	NA	1	1	Male	0	0	0	0	0	0	0	0
	T 1 W 5					Female	1	0	1	0	0	0	0	0
	Tech III Comm	3	NA	1	0	Male	1	1	0	0	0	0	0	0
	-					Female	0	0	0	0	0	0	0	0
	Technician II, Communications	3	NA	1	0	Male	1	1	0	0	0	0	0	0
T-4.1		Morte annu in december of the contract of the state of th				Female	0	0	0	0	0	0	0	0
Totals				56	6	Male	38	34	2	1	0	0	0	1
					10.71	%	67.86	60.71	3.57	1.79	0.00	0.00	0.00	1.79
						Female	18	16	1	0	0	0	0	1
						%	32.14	28.57	1.79	0.00	0.00	0.00	0.00	1.79

Department: Inst Rsch and Studies

Incl/		EEO	Salary	То	tal						51 /			Two or
Excl	Job Title Director	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Director	2	NA	1	0	Male	1	1	0		0	0	0	0
	Director Ass					Female	0	0	0	0	0	0	0	0
	Director, Asc	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	Office Administrator					Female	1	1	0	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
	Deservation					Female	1	1	0	0	0	0	0	0
	Researcher	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Inst Rsch and Studies

Incl/		EEO	Salary	То	tal						Madha			Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Researcher, Senior	2	NA	2	0	Male	1	1	0	0	0	Ō	0	0
						Female	1	1	0	0	0	0	0	0
Totals				6	0	Male	2	2	0	0	0	0	0	0
					0.00	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
						Female	4	4	0	0	0	0	0	0
				•		%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00

Department: Intercollegiate Athletics

Incl/		EEO	Salary	To	tal						Native		D 151	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hisnanic	Pacific Islander	more races
	Accounting Officer	5	NA		0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Associate, Publicity-Promo	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Athletic Comm Associate	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Coach	2	NA	11	1	Male	9	8	1	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Coach, Ast	2	NA	18	5	Male	11	8	2	0	0	0	0	1
						Female	7	5	2	0	0	0	0	1
	Director	2	NA	2	0	Male	1	1	0	0	0			0
				_	J	Female	1	1	_			0	0	0
	Director Program	2	NA	2	0	Male	2	1	0	0	0	0	0	0
	5		3 47 1	۷	U		2	2	0	0	0	0	0	0
	Director, Asc	2	NIA	_	,	Female	0	0	0	0	0	0	0	0
	255(61, 7.65	2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Intercollegiate Athletics

Incl/		EEO	Salary	To	tal						Matica		D :c:	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Director, Ast	2	NA	1	1	Male	1	0	1	0	0	0	0	0
						Female	0	. 0	0	0	0	0	0	0
	Events Administrator Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Manager of Sports Facilities	2	NA	1	0	Male	1	1	0	0	0	0	0	0
	_					Female	0	0	0	0	0	0	0	0
	Program Assistant	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Trainer, Athletic	2	NA	5	3	Male	3	1	1	0	0	1	0	0
Internal number on publication and object			,			Female	2	1	0	0	0	1	0	0
Totals	•		And the second s	47	11	Male	31	24	5	0	0	1	0	1
					23.40	%	65.96	51.06	10.64	0.00	0.00	2.13	0.00	2.13
						Female	16	12	3	0	0	1	0	0
						%	34.04	25.53	6.38	0.00	0.00	2.13	0.00	0.00

Department: International Affairs

Incl/		EEO	Salary	То	tal						Marking		m	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hisnanic	Pacific Islander	more races
	Assistant Director, Study Abro	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Director, Executive	1.1	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Program/Student Advisor	2	NA	1	1	Male	1	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

Edwardsville

Analysis Data as of 01/05/2023 Edwardsville Campus

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Department: International Affairs

Incl/		EEO	Salary	To	tal						Native		Pacific	lwo or more
Excl		Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		
	Specialist, Lead	2	NA	2	0	Male	0	0	0	0	0	0	0	0
***************************************						Female	2	2	0	0	0	0	0	0
Totals		return of the second		5	1	Male	2	1	1	0	0	0	0	0
					20.00	%	40.00	20.00	20.00	0.00	0.00	0.00	0.00	0.00
						Female	3	3	0	0	0	0	0	0
						%	60.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: IRIS Center

Incl/	EEO	Salary	To	tal						Madina		D	Two or
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
Asst Professor, Research	2	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals				0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Kimmel Student Involvement Ctr

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		more races
	Coordinator, Program	2	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Office Support Specialist	5	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	0	1	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Kimmel Student Involvement Ctr

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title Program Assistant	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	1 Togram Assistant	2	NA	1	0	Male	0	0	0	0	0	0	0	0
Totale						Female	1	1	0	0	0	0	0	0
Totals	i			5	1	Male	0	0	0	0	0	0	0	0
					20.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	5	4	0	1	0	0	0	0
						%	100.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00

Department: Learning Support Services

cl/		EEO	Salary	To	tal						Na4:		D	Two or
xcl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Coordinator	2	NA	3	0	Male	1	1	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Director, Ast	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Lecturer (Lrn Spt Srvc)	2	NA	3	0	Male	2	2	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	· ·
	Test Specialist	5	NA	1	0	Male	0	0	0	0	0	0		0
						Female	1	1	0	0	0		0	0
tals			### Competition of Activity from that a majority for state of the competition of the comp	10	4	Male	, A	**************************************		-		0	0	0
				10			4	4	0	0	0	0	0	0
					10.00	%	40.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	6	5	1	0	0	0	0	0
						%	60.00	50.00	10.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Lovejoy Library

Incl/		EEO	Salary	· To	tal						Native		Pacific	Two or
Excl	Job Title Assoc Professor	Code	Code	Employees	Minoritie		Total	White	Black	Asian	American	Hispanic	Islander	more races
	Assoc Professor	2	NA	3	0	Male	1	1	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Asst Professor	2	NA	5	2	Male	2	1	0	0	0	1	0	0
						Female	3	2	1	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Dean	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Dean, Asc	1.2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Library Ops Asc	3	NA	3	2	Male	0	0	0	0	0	0	0	0
						Female	3	1	1	0	0	0	0	
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0		1
						Female	1	1	0	0	0		0	0
	Professor	2	NA	1	0	Male	1	1	0	0	0	0	0	0
					, and the second	Female	0	0	0	0		0	0	0
	Senior Library Spec	3	NA	9	0	Male	3	3	0		0	0	0	0
				~	Ü	Female	6	6	0	0	0	0	0	0
	Specialist, Instruc. Dev.	3	NA	1	0	Male	1	1		0	0	0	0	0
				•	U	Female	0	•	0	0	0	0	0	0
Totals		recommended to the state of the	errendik alle errendi sugar elektrika sala sala sala sala sala sala sala sa	28				0	0	0	0	0	0	0
				20	4	Male	9	8	0	0	0	1	0	0
					14.29	%	32.14	28.57	0.00	0.00	0.00	3.57	0.00	0.00
						Female	19	16	2	0	0	0	0	1
						%	67.86	57.14	7.14	0.00	0.00	0.00	0.00	3.57
									,	3.00	0.00	0.00	0.00	5.57

Edwardsville

Workforce Analysis

Edwardsville

Edwardsville Campus

Analysis	Data	as	of	01	/05	/2023
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Department:	Management and	Mktg

Incl/	EEO	Salary	To	Total						Native	Pacific	I wo or more	
Excl Job Title	Code	Code	Employees	Minorities	i	Total	White	Black	Asian		Hispanic		
Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals	The second secon	The Process of the State Control of the Control of	1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Mass Communications

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		more races
	Engineer Broadcast	3	NA	2	0	Male	1	1	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Administrator	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	0	1	0	0	0	0
Totals			AV E-Mills (II) managembase in house assurances.com	3	1	Male	1	1	0	0	0	0	0	0
					33.33	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
						Female	2	1	0	1	0	0	0	0
						%	66.67	33.33	0.00	33.33	0.00	0.00	0.00	0.00

Department: Mathematics and Stat

Incl/	EEO	Salary	To	tal						Native		Pacific	Two or
Excl Job Title	Code	Code	Employees			Total	White	Black	Asian	American	Hispanic		more races
Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals				0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Mech and Mechatronics Eng

Incl/	EEO	Salary	То	tal						b1			Two or
Excl Job Title	Code	Code	Employees	Minorities	i	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
		**************************************			Female	•	1	0	0	0	0	0	0
Totals			1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: MUC Administration

Incl/		EEO	Salary	To	otal						Native		D '''	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Accounting Associate	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Accounting Officer	5	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	0	0	0	1	0	0
	Ast to Dir of University Union	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Bldg Service Worker	9	NA	9	1	Male	4	3	0	0	0	1	0	0
						Female	5	5	0	0	0	0	0	0
	Bldg Svc Sub-Foreman	9	NA	2	0	Male	1	1	0	0	0	0		0
						Female	1	1	0	0			0	0
	Bldgs Superintendent	9	NA	1	0	Male	4	1			0	0	0	0
		-		ı	U		1	1	0	0	0	0	0	0
	Bus/Admin Associate	2	NI A			Female	0	0	0	0	0	0	0	0
	Dua/Nummi Associate	2	NA	1	0	Male	1	1	0	0	0	0	0	0
	0 1: "					Female	0	0	0	0	0	0	0	0
	Cashier II	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0		•
						Female	1	1	0				0	0
						. 5111010	'	1	U	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: MUC Administration

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities	;	Total	White	Black	Asian		Hispanic	Islander	more races
	Office Manager	5	NA	T	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Asc	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Program Assistant	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Retail Associate	5	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	0	0	0	0	0	1
	Retail Supervisor	5	NA	2	0	Male	1	1	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Senior Events Coordinator	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	•					Female	1	1	0	0	0	0	0	0
	Steam and Power Plant IV	6	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Storekeeper I	5	NA	1	1	Male	1	0	1	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Storekeeper III	5	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
Totals				30	4	Male	13	11	1	0	0	1	0	0
					13.33	%	43.33	36.67	3.33	0.00	0.00	3.33	0.00	0.00
						Female	17	15	0	0	0	1	0	1
						%	56.67	50.00	0.00	0.00	0.00	3.33	0.00	3.33

Department: MUC Bookstore

Incl/		EEO	Salary	То	tal						Native		Danisia	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Retail Associate	5	NA	enter terror traditional de monor en exporte appetente de la consideration de la consideration de la companya del la companya de la compa	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

Edwardsville Analysis Data as of 01/05/2023 Edwardsville Campus

Edwardsville

Department: MUC Bookstore

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		more races
	Retail Manager	1.2	NA	1	0	Male	0	0	0	0	0	0	0	0
whether the control of the control o						Female	1	1	0	0	0	0	0	0
Totals				2	0	Male	1	1	0	0	0	0	0	0
					0.00	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: MUC Food Service

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Islander	races
	Accountant II	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Accounting Officer	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Administrator I FS	2	NA	7	2	Male	4	3	1	0	0	0	0	0
						Female	3	2	0	1	0	0	0	0
	Administrator III FS	2	NA	6	2	Male	4	2	2	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Administrator IV FS	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Aide, Administrative	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Attendant Snack Bar	9	NA	8	1	Male	2	2	0	0	0	0	0	0
						Female	6	5	1	0	0	0	0	0
	Cashier Food Srv	5	NA	6	0	Male	0	0	0	0	0	0	0	0
						Female	6	6	0	0	0	0	0	0
	Culinary Worker II	9	NA	10	0	Male	3	3	0	0	0	0		0
					•	Female	7	7				-	0	U
						remaie	,	1	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Department: MUC Food Service

Excl	Job Title	EEO	Salary		tal						Native		Doolf:-	Two or
EXCI	Culinary Worker IV	Code	Code	Employees	Minoritie	s	Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Cumary Worker IV	9	NA	5	1	Male	2	1	1	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0
	Culinary Worker V	9	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
	_					Female	0	0	0	0	0	0	0	0
	Executive Chef	2	NA	1	0	Male	1	1	0	0	0	0	0	
						Female	0	0	0	0	0	0	0	0
	FS Sanitation Labor	9	NΑ	8	1	Male	6	6	0	0	0	0		0
						Female	2	1	0	1	0	0	0	0
	Storekeeper III	5	NA	1	0	Male	0	0	0	0	0		0	0
						Female	1	1	0	0		0	0	0
	Supv Catering	9	NA	2	0	Male	1	1	0	0	0	0	0	0
					•	Female	1	1	0		0	0	0	0
	Supv Dish Room	9	NA	2	0	Male	1	1		0	0	0	0	0
				2	v	Female	ı	1	0	0	0	0	0	0
	Supv FS Area	9	NA	11	· C		1	1	0	0	0	0	0	0
			1471	()	6	Male	3	2	0	0	0	1	0	0
Totals			on which for the surroundings are supported by the surrounding of the			Female	8	3	1	1	0	2	0	1
				73	13	Male	28	23	4	0	0	1	0	0
					17.81	%	38.36	31.51	5.48	0.00	0.00	1.37	0.00	0.00
						Female	45	37	2	3	0	2	0	1
						%	61.64	50.68	2.74	4.11	0.00	2.74	0.00	1.37

Department: Museum, The Univ

Incl/	EEO	Salary	То	tal									Two or
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Llianania	Pacific	more
Assistant Researcher	2	NA	2	0	Male	0	0	0	0	American 0	nispanic	Islander 0	races
					Female	2	2	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Ed	wa	rds	vi	lla

Department: Museum, The Univ

Incl/		EEO	Salary	То	tal						A7 - 12			Two or
Excl		Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Preparator, Museum Exhibits	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	Consisting					Female	1	1	0	0	0	0	0	0
	Specialist	2	NA	1	0	Male	0	0	0	0	0	0	0	0
Totals						Female	1	1	0	0	0	0	0	0
Totals	•			4	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	4	4	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Music

Incl/		EEO	Salary	To	tal						5.t /·		_	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hisnanic	Pacific Islander	more races
	Instructor - Established	2	NA	2	0	Male	0	0	0	0	0	0	0	0
	15.1.1.1					Female	2	2	0	0	0	0	0	0
	Musical Instrument Specialist	3	NA	2	1	Male	1	0	0	0	0	0	0	1
	055					Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	2	0	Male	0	0	0	0	0	0	0	0
Totals		month of contrasts in the contrast of the cont				Female	2	2	0	0	0	0	0	0
rotais				6	1	Male	1	0	0	0	0	0	0	1
					16.67	%	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67
						Female	5	5	0	0	0	0	0	0
						%	83.33	83.33	0.00	0.00	0.00	0.00	0.00	0.00

Department: Nat Corn Eth Rsch Ctr

Incl/		EEO	Salary	Tota	al						51 4*			Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	A	Native	14.	Pacific	more
	Analyst, Ethanol PI Sci	2	NA		^	84-1-		AAIIITG	DidUN	Asian	American	Hispanic	Islander	races
			1	ı	U	Male	U	U	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0

Edwardsville

Analysis Data as of 01/05/2023

Edwardsville Campus

Edwardsville

Department: Nat Corn Eth Rsch Ctr

Incl/		EEO	Salary	To	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities	;	Total	White	Black	Asian		Hispanic	Islander	races
MATERIA DE SENSO DE LA CONTRACTION DEL CONTRACTION DE LA CONTRACTI	Asst Eth Plant Scientific Ayst	2	NA	1	0	Male	0	Ō	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Asst Professor, Visiting	2	NA	2	0	Male	2	2	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Business Manager	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	3	1	Male	1	1	0	0	0	0	0	0
						Female	2	1	0	1	0	0	0	0
	Engr, Ethanol Plant Research	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Ethanol Plant Oper. Coord.	3	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Ethanol Plant Operating Techni	6	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals				11	1	Male	5	5	0	0	0	0	0	0
					9.09	%	45.45	45.45	0.00	0.00	0.00	0.00	0.00	0.00
						Female	6	5	0	1	0	0	0	0
						%	54.55	45.45	0.00	9.09	0.00	0.00	0.00	0.00

Department: Nurse Anesthesiology

incl/	EEO	Salary	To	tal						Native		Pacific	Two or more
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Islander	races
Director, Ast	2	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals	en e	tenden in der Ferste der Ansterne Andrews in der Ansterne State Andrews (Andrews Andrews Andre	1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Nursing, School of (Admin)

cl/		EEO	Salary	То	tal						N 1 4 *.			Two or
	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Academic Advisor I	2	NA	3	1	Male	1	1	0	0	0	0	0	0
						Female	2	1	1	0	0	0	0	0
	Academic Advisor II	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	or					Female	1	1	0	0	0	0	0	0
1	Clinic Nurse	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
İ	Dean	1.1	NA	1	0	Male	0	0	0	0	0	0	0	0
	-					Female	1	1	0	0	0	0	0	0
	Dean, Ast	1.2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
(Director	2	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
ł	Events Administrator Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
1	nstructor	2	NA	1	0	Male	0	0	0	0	0	0	0	0
,	T.O					Female	1	1	0	0	0	0	0	0
į	T Support Associate	3	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
ľ	Medical Assistant	3	NA	1	1	Male	0	0	0	0	0	0	0	0
	A () ()					Female	1	0	1	0	0	0	0	0
I)	Medical Social Consultant	2	NA	1	0	Male	1	1	0	0	0	0	0	0
_				7		Female	0	0	0	0	0	0	0	0
(Office Support Asc	5	NA	1	0	Male	1	1	0	0	0	0	0	0
_						Female	0	0	0	0	0	0	0	0
C	Office Support Specialist	5	NA	7	0	Male	0	0	0	0	0	0	0	0
						Female	7	7	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Nursing, School of (Admin)

Incl/		EEO	Salary	То	tal						N			Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Program/Student Advisor	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	Cunu Donastor - H. L. C.	_				Female	1	1	0	0	0	0	0	0
	Supv Departmntl Info	5	NA	1	0	Male	0	0	0	0	0	0	0	0
Tatala						Female	1	1	0	0	0	0	0	0
Totals	i			25	2	Male	4	4	0	0	0	0	0	0
					8.00	%	16.00	16.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	21	19	2	0	0	0	0	0
						%	84.00	76.00	8.00	0.00	0.00	0.00	0.00	0.00

Department: Online Services & Ed Outreach

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Academic Advisor II	2	NA	1	1	Male	0	0	0	0	0	0	0	0
	D. W. L. C.					Female	1	0	1	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Coordinator	2	NA	3	0	Male	0	0	0	0	0	0	0	0
	_					Female	3	3	0	0	0	0	0	0
	Coordinator, Program	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Ast	2	NA	2	1	Male	0	0	0	0	0	0	0	0
						Female	2	1	1	0	0	0	0	0
	Events Administrator Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Manager	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Online Services & Ed Outreach

Incl/		EEO	Salary	То	tal						Native		D 161 -	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Office Manager	5	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Program/Student Advisor	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals	•			13	2	Male	2	2	0	0	0	0	0	0
					15.38	%	15.38	15.38	0.00	0.00	0.00	0.00	0.00	0.00
						Female	11	9	2	0	0	0	0	0
						%	84.62	69.23	15.38	0.00	0.00	0.00	0.00	0.00

Department: Online Srvices\ & /Ed Outreach

Incl/		EEO	Salary	То	tal						N(- 45		5 5 (4)	Two or
Excl	Job Title	Code	Code	Employees			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Specialist	2	NA	1	0	Male	0	0	0	0	0	0	0	
AND HER FOR SIZE FOR THIS POSSESSATION						Female	1	1	0	0	0	0	0	0
Totals				1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Parking Services

incl/		EEO	Salary	To	tal						Native		Davida.	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Pacific Islander	more races
	Accounting Assistant	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Agent II Parking Svc	9	NA	4	0	Male	4	4	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Asst Coord of Parking/Traffic	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Parking Services

Incl/		EEO	Salary	То	tal									Two or
Excl	Job Title Customer Svc Rep	Code		Employees	Minorities		Total	White	Black	Asian	Native American	Hienanie	Pacific Islander	more
	a satelyal ovo trop	5	NA	2	0	Male	0	0	0	0	0	O	0	
	Customer Svc Specialist	F	818			Female	2	2	0	0	0	0	0	0
	Tation of the opening	5	NA	1	0	Male	0	0	0	0	0	0	0	0
	Director					Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
Fotals						Female	0	0	0	0	0	0	0	0
				10	1	Male	6	6	0	0	0	0	0	0
					10.00	%	60.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	4	3	1	0	0	0	0	0
_	when a set of Pal					%	40.00	30.00	10.00	0.00	0.00	0.00	0.00	0.00

Department: Pharmacy, School of

	EEO	Salary	To	tal									Two
Job Title Assoc Professor, Research	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hienania	Pacific	more
, 10300 i Tolessor, Nesealcii	2	NA	1	1	Male	0	0	0	0	0	O O	Islander 0	race:
Asst Professor, Clinical					Female	1	0	0	0	0	1	0	0
7.000 Froressor, Chilical	2	NA	1	0	Male	0	0	0	0	0	0	0	0
Bus/Admin Associate	_				Female	1	1	0	0	0	0	0	0
Dus/Admin Associate	2	NA	2	0	Male	0	0	0	0	0	0	0	0
Canadiant					Female	2	2	0	0	0	0	0	0
Coordinator, Program	2	NA	1	0	Male	0	0	0	0	0	0	0	0
Dean					Female	1	1	0	0	0	0	0	n
Dean	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
Daniel					Female	0	0	0	0	0	0	0	0
Dean, Asc	1.2	NA	1	0	Male	0	0	0	0	0	0	0	0
B					Female	1	1	0	0	0	0	0	0
Dean, Ast	1.2	NA	1	1	Male	0	0	0	0	0	0		0
					Female	1	0	0	1	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

		rds		
- C	18/2	PMC		10
	AAC	103	. V I I	100

Department: Pharmacy, School of

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title Director	Code	Code	Employees	Minorities	;	Total	White	Black	Asian	Native American	Hispanic	Pacific	more
	Director	2	NA	1	0	Male	1	1	0	0	0	0 0	Islander 0	races
	Office Manager	_				Female	0	0	0	0	0	0	0	0
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
	Office Support Specialist	_				Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	2	1	Male	0	0	0	0	0	0	0	0
	Program/Student Advisor	_				Female	2	1	0	0	0	0	1	0
	Frogram/Student Advisor	2	NA	2	0	Male	0	0	0	0	0	0	0	0
Totals		The Control of the second control was removed in the state of the second control of the				Female	2	2	0	0	0	0	0	0
iotais				14	3	Male	2	2	0	0	0	0	0	0
					21.43	%	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00
						Female	12	9	0	1	0	1	1	0
_						%	85.71	64.29	0.00	7.14	0.00	7.14	7.14	0.00

Department: Philosophy

incl/ Excl	Job Title Office Support Specialist	EEO Code	Salary Code NA	To Employees			Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	Two or more races
	, i	3	IVA	1	1	Male	0	0	0	0	0	0	0	0
Totals						Female	1	0	0	0	0	0	0	1
				1	1	Male	0	0	0	0	0	0	0	0
					100.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	0	0	0	0	0	0	1
-						%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

Department: Physics

Incl/	EEC	Salary	То	tal									Two or
Excl	Job Title Cod	Code	Employees	Minorities		Total	White	Black	Asian	Native American	History	Pacific	more
	Fellow 2	NA	The state of the s	0	Male	1	1	DIECK	Molali	American	Hispanic	Islander	races
				Ů	maic	1	I	U	0	0	0	0	0
					Female	0	0	0	0	0	n	0	0
										-	9	U	U

Edwardsville

Edwardsville Campus

Analysis Data as of 01/05/2023

Edwardsville

Department: Physics

Incl/	EEO	Salary	To	tal						Madiria		D ''	Two or
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals		Ar of the same symmetry and filled and a literature on the same system and the same sy	2	0	Male	1	1	0	0	0	0	0	0
				0.00	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Police Svcs

cl/		EEO	Salary	To	tal						Native		Davies	Two or
cl	Job Title	Code	Code	Employees	Minorities	;	Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Administrator	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Police Captain	9	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Police Lieutenant	9	NA	2	0	Male	1	1	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Police Officer	9	NA	25	8	Male	18	11	6	0	0	0	0	1
						Female	7	6	1	0	0	0	0	0
	Police Sergeant	9	NA	7	0	Male	6	6	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Police Telecom	5	NA	4	0	Male	2	2	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
tals				42	8	Male	28	21	6	0	0	0	0	1
					19.05	%	66.67	50.00	14.29	0.00	0.00	0.00	0.00	2.38
												2.50	0.00	2.00
						Female	14	13	1	0	0	0	0	0
						%	33.33	30.95	2.38	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Department: Post Office

Incl/		EEO	Salary	То	tal						Native		D = - !#: -	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Mail Messenger	9	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Mgr Mailing Svcs	2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
Totals			1979-1979 1-1978 (1-4 5/1904) 1-16 (16/19/19/19/19/19/19/19/19/19/19/19/19/19/	3	1	Male	0	0	0	0	0	0	0	0
					33.33	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	3	2	1	0	0	0	0	0
						%	100.00	66.67	33.33	0.00	0.00	0.00	0.00	0.00

Department: Pri Care/Hth Sys Nur

Incl/	EEO	Salary	To	tal						Native		D = -161 =	Two or
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
Director	2	NA	1	0	Male	0	0	0	0	0	Ō		0
					Female	1	1	0	0	0	0	0	0
Totals	error er en vien vien vien en e	Commission of the commission o	1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Provost and VC (Admin)

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		more races
	Administrative Assistant	2	NA	The second secon	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Coordinator	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	. 0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville	
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Department: Provost and VC (Admin)

Incl/		EEO	Salary	То	tal						N 1 (*)			Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hienanic	Pacific Islander	more
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	races 0
	Important of October 1914					Female	0	0	0	0	0	0	0	0
	Immigration Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
	_					Female	1	1	0	0	0	0	0	0
	Provost and Vice Chancellor	1.1	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Provost, Asc	1.1	NA	1	0	Male	0	0	0	0	0	0	0	0
Province to the second species						Female	1	1	0	0	0	0	0	0
Totals		teritorio della segoria di serita di mattica di consegni dei con di propio di consegni consegni con con con co	et en verde de la section processor de set en la destable de la transport de la destable processor de la desta	The second secon	0	Male	2	2	0	0		0		
								-	•	_	U	U	O	0
					0.00	%	25.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	6	6	0	0	0	0	0	0
						%	75.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Provost and VC (Cen1)

Incl/	EEO	Salary	То	tal								_	Two or
Excl Job Title	Code	Code	Employees	Minorities	;	Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
Academic Advisor II	2	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Director, Ast	2	NA	1	0	Male	1	1	0	0	0	0	0	0
					Female	0	0	0	0	0	0	0	0
Totals				0	Male	1	1	0	0	0	0	0	0
				0.00	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
					Female	2	2	0	0	0	0	0	0
					%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00

Edwardsville

Edwardsville Campus

Analysis Data as of 01/05/2023

Edwardsville

Department: Psychology

Incl/	EEO	Salary	To	tal						Native		Pacific	l wo or more
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		races
Office Support Spe	ecialist 5	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals		Cod (Villetille To the distribution of the continue of the con	and the field of the second and the property of the control of the control of the property of the control of th	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Pub Adm and Pol Analys

Incl/	EEO	Salary	То	tal						Native		Pacific	Two or
	Code	Code	Employees	Minorities	3	Total	White	Black	Asian	American	Hispanic	Islander	more races
Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals			1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Purchasing

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Support Specialist	5	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Purchasing

	EEO	Salary	To	tal									Two or
	Code	Code	Employees	Minoritie	s	Total	White	Black	Acian		Lline aut		more
Procurement Officer	5	NA	a commence de la contractiva de la companie de la c	0	Male	0	0	0	THE CONTRACTOR OF THE PARTY OF		AND ASSESSMENT OF THE PROPERTY		races
					Female	1	1	0			-		0
Procurement Officer Specialist	5	NA	4	0		,	,					0	0
				O						0	0	0	0
Procurement Officer Supervisor	-	NIA				4	4	0	0	0	0	0	0
rodalement Omber Supervisor	5	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Route Driver	9	NA	1	0	Male	1	1	0	0	n			0
					Female	0	0						=
Storekeeper II	5	NA	1	0		1	•	-					0
				Ŭ		,	•				0	0	0
Storekeener III	5	NIA	,			0	0	0	0	0	0	0	0
- Total Control of the Control of th	3	INA	1	1		1	0	1	0	0	0	0	0
0 8:40					Female	0	0	0	0	0	0	0	0
Supv Dist Svcs	5	NA	1	0	Male	1	1	0	0	0	0	٥	0
					Female	0	0	0				-	•
			**************************************	1		6	450000000000000000000000000000000000000	4					0
				=						-			0
				7.14	70	42.86	35.71	7.14	0.00	0.00	0.00	0.00	0.00
					Female	8	8	0	0	0	O	۸	0
					%	57.14	57.14	0.00			-	_	0.00
	Procurement Officer Supervisor Route Driver	Job Title Code Procurement Officer 5 Procurement Officer Specialist 5 Procurement Officer Supervisor 5 Route Driver 9 Storekeeper II 5 Storekeeper III 5 Supv Dist Svcs 5	Job Title Code Code Procurement Officer 5 NA Procurement Officer Specialist 5 NA Procurement Officer Supervisor 5 NA Route Driver 9 NA Storekeeper II 5 NA Storekeeper III 5 NA Supv Dist Svcs 5 NA	Job Title Code Code Code Employees Procurement Officer 5 NA 1 Procurement Officer Specialist 5 NA 4 Procurement Officer Supervisor 5 NA 1 Route Driver 9 NA 1 Storekeeper II 5 NA 1 Storekeeper III 5 NA 1 Supv Dist Svcs 5 NA 1	Job Title Code Code Employees Minorities Procurement Officer 5 NA 1 0 Procurement Officer Specialist 5 NA 4 0 Procurement Officer Supervisor 5 NA 1 0 Route Driver 9 NA 1 0 Storekeeper II 5 NA 1 0 Storekeeper III 5 NA 1 1 Supv Dist Svcs 5 NA 1 0	Job Title Code Code Code Employees Minorities Procurement Officer 5 NA 1 0 Male Procurement Officer Specialist 5 NA 4 0 Male Female Procurement Officer Supervisor 5 NA 1 0 Male Female Route Driver 9 NA 1 0 Male Storekeeper III 5 NA 1 0 Male Supv Dist Svcs 5 NA 1 1 Male Female Supv Dist Svcs 5 NA 1 0 Male Female 7.14 %	Job Title Code Code Employees Minorities Total Procurement Officer 5 NA 1 0 Male 0 Procurement Officer Specialist 5 NA 4 0 Male 0 Procurement Officer Supervisor 5 NA 1 0 Male 0 Route Driver 9 NA 1 0 Male 1 Storekeeper II 5 NA 1 0 Male 1 Storekeeper III 5 NA 1 1 Male 1 Supv Dist Svcs 5 NA 1 0 Male 1 Supv Dist Svcs 5 NA 1 0 Male 1 Female 0 1 Female 0 Male 1 Female 0 Male 1 Female 0 Male 1 Female 0 Male 1	Job Title Code Code Employes Minorities Total White Procurement Officer 5 NA 1 0 Male 0 0 Procurement Officer Specialist 5 NA 4 0 Male 0 0 Procurement Officer Supervisor 5 NA 1 0 Male 0 0 Route Driver 9 NA 1 0 Male 1 1 Storekeeper II 5 NA 1 0 Male 1 1 Storekeeper III 5 NA 1 1 Male 1 0 Supv Dist Svcs 5 NA 1 1 Male 1 0 Supv Dist Svcs 5 NA 1 0 Male 1 1 Supv Dist Svcs 5 NA 1 0 Male 1 1 Female 0 0 0 0 0 <td> Procurement Officer</td> <td>Job Title Code Code Employees Minorities Total White Black Asian Procurement Officer 5 NA 1 0 Male 0 0 0 0 Procurement Officer Specialist 5 NA 4 0 Male 0 0 0 0 Procurement Officer Supervisor 5 NA 1 0 Male 0 0 0 0 Route Driver 9 NA 1 0 Male 1 1 0 0 Storekeeper II 5 NA 1 0 Male 1 1 0 0 Storekeeper III 5 NA 1 1 Male 1 0 0 0 Supv Dist Svcs 5 NA 1 0 Male 1 0 0 0 Lip Trivial 5 NA 1 0 Male 1 0 0</td> <td> Procurement Officer S</td> <td> Procurement Officer S</td> <td> Procurement Officer Procurement Officer Specialist Procurement Officer</td>	Procurement Officer	Job Title Code Code Employees Minorities Total White Black Asian Procurement Officer 5 NA 1 0 Male 0 0 0 0 Procurement Officer Specialist 5 NA 4 0 Male 0 0 0 0 Procurement Officer Supervisor 5 NA 1 0 Male 0 0 0 0 Route Driver 9 NA 1 0 Male 1 1 0 0 Storekeeper II 5 NA 1 0 Male 1 1 0 0 Storekeeper III 5 NA 1 1 Male 1 0 0 0 Supv Dist Svcs 5 NA 1 0 Male 1 0 0 0 Lip Trivial 5 NA 1 0 Male 1 0 0	Procurement Officer S	Procurement Officer S	Procurement Officer Procurement Officer Specialist Procurement Officer

Department: Records Management

incl/		EEO	Salary	То	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	A aiam	Native		Pacific	more
	Officer Records Mamt	3	NA	1	Λ	·	10tai	AAIIIE	DIACK	Asian	American	Hispanic	Islander	races
	J	Ŭ	10/1	'	U	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	Ω	0	Λ	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Records Management

Incl/	EEC	Salary	T	otal									Two or
Excl Job Title	h I Micro		Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more
Open rec	on Fivilities 3	NA	1	0	Male	0	0	0	0	0	0	0	races 0
Totals					Female	1	1	0	0	0	0	0	0
Totals			2	0	Male	1	1	0	0	0	0	0	0
				0.00	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Registrar

incl/		EEO	Salary	То	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities	;	Total	White	Black	Asian	Native American	Hienania	Pacific	more
	Admissions & Records Assistant	5	NA	4	1	Male	0	0	0	0	0	0	Islander 0	races 0
	Administration and the second					Female	4	3	1	0	0	0	0	0
	Admissions & Records Associate	2	NA	3	0	Male	0	0	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0
	Admissions & Records Coord.	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	Dural Addition					Female	1	1	0	0	0	0	0	0
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Coordinator	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	IT Technical Asc	3	NA	3	0	Male	2	2	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Manager	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Administrator	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	Ü
	Office Support Asc	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	•	0
							_	-	J	U	U	U	0	0

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

Edwardsville

Department: Registrar

Incl/		EEO	Salary	То	tal						Native		Danifia	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Officer, Adm/Rec	2	NA	10	2	Male	1	0	0	0	0	1	0	0
						Female	9	8	1	0	0	0	0	0
	Program/Student Advisor	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Registrar	1.2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Registrar, Asc	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
Total	S	Andrews (1994), and the production of the form of charge and suprement		30	3	Male	5	4	0	0	0	1	0	0
					10.00	%	16.67	13.33	0.00	0.00	0.00	3.33	0.00	0.00
						Female	25	23	2	0	0	0	0	0
						%	83.33	76.67	6.67	0.00	0.00	0.00	0.00	0.00

Department: Res and Proj Fiscal Mgt

Incl/	EEO	Salary	То	tal						Native		Pacific	Two or more
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
Specialist	2	NA	1	0	Male	0	0	0	0	0	0		0
					Female	1	1	0	0	0	0	0	0
Totals			1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Res and Proj Gen Ofc

lmal/			To	tal									Two or
Incl/	EEO	Salary								Native		Pacific	more
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
Bus/Admin Associate	2	NA	1	1	Male	0	0	0	0	0	0	0	0
					Female	1	Λ	4	^	0	0	•	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Res and Proj Gen Ofc

Incl/		EEO	Salary	То	tal						A1. 41			Two or
Excl	Job Title		Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Dean, Asc	1.2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Grants and Contracts Associate	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
Totals				5	1	Male	0	0	0	0	0	0	0	0
					20.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	5	4	1	0	0	0	0	0
						%	100.00	80.00	20.00	0.00	0.00	0.00	0.00	0.00

Department: ROTC

Incl/		EEO	Salary	То	tal						NI.			Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0		0	
						Female	1	1	0	0	0	0	0	0
Totals				1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

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Department: Social Work

Incl/		EEO	Salary	То	tal						Native		Danisia	Two or
Excl	Job Title	Code		Employees	Minorities		Total	White	Black	Asian		Hispanic	Pacific Islander	more races
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals				1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Sociology

Incl/		EEO	Salary	То	tal						Native		D:6:-	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Pacific Islander	more races
	Office Support Specialist	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals			de Miller anne anno en company angun a company angun an	1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100,00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Stu Financial Aid

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic	Islander	races
	Coordinator, Program	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Director, Asc	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Financial Aid Coordinator	2	NA	5	0	Male	0	0	0	0	0	0	0	0
						Female	5	5	0	0	0	0	0	0

Analysis Data as of 01/05/2023

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Edwardsville Campus

Edwardsville

Department: Stu Financial Aid

Incl/		EEO	Salary	То	tal									Two or
Excl	Job Title	Code	Code	Employees	Minoritie	S	Total	White	Black	Asian	Native American	Hienanic	Pacific Islander	more
	Financial Aid Manager	2	NA	6	1	Male	0	0	0	0	0	0	0	races 0
						Female	6	5	0	0	0	1	0	0
	Financial Aid Representative	5	NA	3	1	Male	3	2	1	0	0	0	0	0
						Female	0	0	, 0	0	0	0	0	0
	IT Mgr/Admin. Coord.	3	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	IT Technical Asc	3	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Office Manager	5	NA	1	1	Male	0	0	0	0	0	0	0	0
						Female	1	0	1	0	0	0	0	0
	Office Support Specialist	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Payroll Spec III	5	NA	1	1	Male	1	0	0	0	1	0	0	0
						Female	0	0	0	0	0	0	0	0
Totals		e Petro de Porte de Articolo III de la companio de	Province de la relativa de la della	23	5	Male	6	4	1	0	1	0	0	0
					21.74	%	26.09	17.39	4.35	0.00	4.35	0.00	0.00	0.00
						Female	17	14	2	0	0	1	0	0
						%	73.91	60.87	8.70	0.00	0.00	4.35	0.00	0.00

Department: Student Academic Success Srvs

Incl/		EEO	Salary	То	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Director	2	NA	1	0	Male	1	1	0		0	0		0
Charles in the contrast of the						Female	0	0	0	0	0	0	0	0
Totals		от поттой поста поста выполнять высов от повый на 150 году высовые и повый пот советую у раздольция до г.Да.,		1	0	Male	1	1	0	0	0	0	0	0
					0.00	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	0	0	0	0	0	0	0	0
						%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Department: Student Affairs, VC

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities	\$	Total	White	Black	Asian	Native	Hispanic	Pacific Islander	more
	Coordinator, Program	2	NA	1	0	Male	1	1	0	0	0	0	o O	races 0
						Female	0	0	0	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Director, Ast	2	NA	1	0	Male	0	0	0	0	0	0	0	
						Female	1	1	0	0	0	0		0
	Director, Program	2	NA	1	0	Male	0	0	0	0	0		0	0
						Female	1	1	0	0	0	0	0	0
	Office Manager	5	NA	1	0	Male	0	0	0	0		0	0	0
					ŭ	Female	1	4	0	_	0	0	0	0
	Office Support Specialist	5	NA	2	0	Male	0	0	-	0	0	0	0	0
		_		<u>د</u>	Ü	Female		0	0	0	0	0	0	0
	Program/Student Advisor	2	NA	1	0		2	2	0	0	0	0	0	0
	5		11/3	ı	0	Male	0	0	0	0	0	0	0	0
	Vice Chancellor	1.1	NA			Female	1	1	0	0	0	0	0	0
	The character	1.1	INA	1	0	Male	1	1	0	0	0	0	0	0
	Vice Chancellor, Asc	4.4	***			Female	0	0	0	0	0	0	0	0
	vice Chancellor, ASC	1.1	NA	2	1	Male	1	0	1	0	0	0	0	0
Totals				CNITY AND		Female	1	1	0	0	0	0	0	0
iotais				11	1	Male	3	2	1	0	0	0	0	0
					9.09	%	27.27	18.18	9.09	0.00	0.00	0.00	0.00	0.00
						Female	8	8	0	0	0	0	0	0
						%	72.73	72.73	0.00	0.00	0.00	0.00	0.00	0.00

Department: Teaching and Learning

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	18(1-24-	Di i		Native		Pacific	more
ACTIVITIES AND ADDRESS OF THE PARTY OF THE P	Instructor (P)	7	NA	THE PLANE OF THE PROPERTY OF T	minorities	****	TOLAI	White	Black	Asian	American	Hispanic	Islander	races
	menactor (1)	۷	INA	1	Ü	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0

Edwardsville

Analysis Data as of 01/05/2023

Edwardsville Campus

Edwardsville	Ed	wa	rds	ville
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Department: Teaching and Learning

Incl/	EEO	Salary	То	tal						Native		Pacific	l wo or more
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		races
Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals		The second secon	2	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	2	2	0	0	0	0	0	0
					%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Textbook Service

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian		Hispanic		more races
	Accounting Specialist	5	NA	any control of the second of t	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Retail Assistant Manager	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Storekeeper III	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Totals	}	nati Pani Pani andari Amerikan kan na maga angida kamangan paga nakan ng magayakan k	Pydrilled (1964) (1964) (1967) (1964) (1964) (1964) (1964) (1964) (1964) (1964) (1964) (1964) (1964) (1964) (1964)	3	0	Male	1	1	0	0	0	0	0	0
					0.00	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00
						Female	2	2	0	0	0	0	0	0
						%	66.67	66.67	0.00	0.00	0.00	0.00	0.00	0.00

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Analysis Data as of 01/05/2023

Edwardsville

Department: Theater and Dance

Incl/		EEO	Salary	To	tal						Native		Pacific	nwo or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		
	Office Manager	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
Total	S			1	0	Male	0	0	0	0	0	0	0	0
					0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
						Female	1	1	0	0	0	0	0	0
						%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Univ Adv and Found OPS

inel/	EEO	Salary	То	tal						Native		Pacific	Two or more
Excl Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
Accounting Associate	5	NA	1	0	Male	0	0	0	0	0	0	0	0
					Female	1	1	0	0	0	0	0	0
Totals	Other D. Bellet Contributed With the second Photos State In commence are second contributed by the second contributed by t	COLUMN TAR SOURT MICH THE COLUMN PROPERTY AND MICHELLE PROPERTY AND MICHELLE PROPERTY AND MICHAEL PROPERTY AND MIC	1	0	Male	0	0	0	0	0	0	0	0
				0.00	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
					Female	1	1	0	0	0	0	0	0
					%	100.00	100,00	0.00	0.00	0.00	0.00	0.00	0.00

Department: Univ Advancement, VC

Incl/		EEO	Salary	То	tal						Native		Pacific	Two or more
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	American	Hispanic		races
	Accounting Associate	5	NA	2	0	Male	0	0	0	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0
	Accounting Officer	5	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Asst. Dir. Alumni Relations	2	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Bus/Admín Associate	2	NA	2	0	Male	1	1	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville *Edwardsville Campus*

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Department: Univ Advancement, VC

Incl/		EEO	Salary	To	tal						**			Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hienanic	Pacific Islander	more
	Coordinator, Program	2	NA	1	0	Male	1	1	0	0	0	0	0	races
	D'					Female	0	0	0	0	0	0	0	0
	Director	2	NA	12	1	Male	4	4	0	0	0	0	0	0
	IT Manufacture Co.					Female	8	7	1	0	0	0	0	0
	IT Mgr/Admin. Coord.	3	NA	1	0	Male	0	0	0	0	0	0	0	0
	Van Obra II					Female	1	1	0	0	0	0	0	0
	Vice Chancellor	1.1	NA	1	0	Male	1	1	0	0	0	0	0	0
T-4-1-						Female	0	0	0	0	0	0	0	0
Totals				21	1	Male	8	8	0	0	0	0	0	0
					4.76	%	38.10	38.10	0.00	0.00	0.00	0.00	0.00	0.00
						Female	13	12	1	0	0	0	0	0
						%	61.90	57.14	4.76	0.00	0.00	0.00	0.00	0.00

Department: Univ Mktg & Comm

Incl/		EEO	Salary	То	tal									Two or
Excl	Job Title	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hispanic	Pacific Islander	more races
	Bus/Admin Associate	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	D: 4					Female	1	1	0	0	0	0	0	0
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	0
	D:					Female	0	0	0	0	0	0	0	0
	Director, Asc	2	NA	1	1	Male	1	0	0	1	0	0	0	0
	Pierra A. A.					Female	0	0	0	0	0	0	0	0
	Director, Ast	2	NA	2	1	Male	0	0	0	0	0	0	0	0
	75 : 1 75 : 11					Female	2	1	1	0	0	0	0	0
	Director, Executive	1.1	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0
	Graphic Designer Associate	3	NA	4	1	Male	2	1	1	0	0	0	0	0
						Female	2	2	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: Univ Mktg & Comm

Incl/		EEO	Salary	To	tal									Two or
Excl	Job Title	Code	Code	Employees	Minoritie	s	Total	White	Black	Asian	Native American	Hienanic	Pacific Islander	more
	IT Technical Asc	3	NA	1	0	Male	0	0	0	0	0	0	0	races 0
	And I I'm A man					Female	1	1	0	0	0	0	0	0
	Marketing Associate	2	NA	2	0	Male	0	0	0	0	0	0	0	0
	7 1					Female	2	2	0	0	0	0	0	0
	Photographer II	3	NA	1	0	Male	1	1	0	0	0	0	0	0
						Female	0	0	0	0	0	0	0	0
	Specialist	2	NA	3	0	Male	1	1	0	0	0	0	0	0
	Consider a Handa					Female	2	2	0	0	0	0	0	0
	Specialist II Web	3	NA	1	0	Male	1	1	0	0	0	0	0	0
T-1-1-		mentanona mangunga asintak jawa wakanya kasilanganga mga				Female	0	0	0	0	0	0	0	0
Totals				18	3	Male	7	5	1	1	0	0	0	0
					16.67	%	38.89	27.78	5.56	5.56	0.00	0.00	0.00	0.00
						Female	11	10	1	0	0	0	0	0
						%	61.11	55.56	5.56	0.00	0.00	0.00	0.00	0.00

Department: University Wide Svcs

Incl/		EEO	Salary	То	tal									Two or
Excl	Job Title		Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hisnanic	Pacific Islander	more
	Auditor, Internal	2	NA	1	0	Male	1	1	0	0	0	0	0	races
	Disaster					Female	0	0	0	0	0	0	0	0
	Director	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	Callani					Female	1	1	0	0	0	0	0	0
	Fellow	2	NA	1	0	Male	0	0	0	0	0	0	0	0
	Internal Acade Ac	_				Female	1	1	0	0	0	0	0	0
	Internal Audit Asc	2	NA	3	0	Male	0	0	0	0	0	0	0	0
						Female	3	3	0	0	0	0	0	0
	Senior Assoc.General Counsel	1.1	NA	1	0	Male	0	0	0	0	0	0	0	0
						Female	1	1	0	0	0	0	0	0

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Department: University Wide Svcs

Incl/	EEO	Salary	То	tal									Two or
Excl Job Title Senior System Counsel	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hienanie	Pacific	more
Semor System Counsel	1.2	NA	1	1	Male	0	0	0	0	n	0	Islander	races
Totals					Female	1	0	1	0	0	0	0	0
iotais			8	1	Male	1	1	0	0	0	0	0	0
				12.50	%	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00
					Female	7	6	1	0	0	0	0	0
					%	87.50	75.00	12.50	0.00	0.00	0.00	0.00	0.00

Department: WSIE-FM

ncl/		EEO	Salary	То	tal									Two or
Excl	Job Title Director	Code	Code	Employees	Minorities		Total	White	Black	Asian	Native American	Hisnanic	Pacific Islander	more
	Director	2	NA	1	0	Male	1	1	0	0	0	0	0	races 0
	Director Ass					Female	0	0	0	0	0	0	0	0
	Director, Asc	2	NA	1	1	Male	0	0	0	0	0	0	0	0
	Engineer Drandens	_				Female	1	0	1	0	0	0	0	0
	Engineer Broadcast	3	NA	1	1	Male	1	0	0	0	0	1	0	0
otals						Female	0	0	0	0	0	0	0	0
Utais				3	2	Male	2	1	0	0	0	1	0	0
					66.67	%	66.67	33.33	0.00	0.00	0.00	33.33	0.00	0.00
						Female	1	0	1	0	0	0	0	0
						%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00

Utilization Analysis for Individuals with Disabilities

Edwardsville *Edwardsville Campus*

Analysis Data as of 01/05/2023

Edwardsville

Goal for Individuals with Disabilities: 7.00%

	Er	mploye	es	01	11.1			
	Total	Di	sabled	Goal Set?	Underutilized	Si	nortfall	
Job Group	#	#	%		#	#	>= 0.01?	
1 - Exec/Admin/Mgrl	40	0	0.00	Yes	2.80	2.80	Yes	
3 - Professional Non-Fac	471	0	0.00	Yes	32.97	32.97	Yes	
4 - Clerical/Secretarial	238	0	0.00	Yes	16.66	16.66	Yes	
5 - Technical and Paraprof	121	0	0.00	Yes	8.47	8.47	Yes	
6 - Skilled Crafts	64	0	0.00	Yes	4.48	4.48	Yes	
7 - Service Maintenance	201	0	0.00	Yes	14.07	14.07	Yes	
Total	1,135	0	0.00	National and the company with the participation and	or ya na difficie di distributa di manda di mana en na en yan affare ente are estatu di manda di dani			

SIUE

Placement Goals

Edwardsville

Analysis Data as of 01/05/2023

Edwardsville Campus

Edwardsville

Job Group Class Goal Placement Rate %

There were no areas of underutilization in the Affirmative Action Program. Therefore, no placement goals were set.

Faculty

Job Group: 2 - Pharmacy, Pharm Sci & Admin

Factor	Weight		tal nale		ital prities	Bla	ack	As	ian		tive rican	Hisp	anic	Pad Islar	ific nder	Twe	o or races
		<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	63.55	63.55	0.26	0.26	3.20	3.20	8.43	8.43	0.07	0.07	3.00	3.00	0.06	0.06	0.00	0.00
Total Weighted Availability Current Utilization			63.55 27.78		0.26 0.00		3.20 5.56		8.43 0.00		0.07 0.00		3.00 5.56		0.06 0.00		0.00
Incumbents Total: 18			5		0		1		0		0		1		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.0044 Yes		0.9537 No		0.8883 No		0.2050 No		0.9867 No		0.8999 No		0.9891 No		1.0000 No

Faculty

Job Group: 3 - Library Science

Factor	Weight		tal nale		tal rities	BI	ack	As	ian		tive rican	Hisp	anic		cific nder		o or races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	83.37	83.37	0.34	0.34	0.48	0.48	0.71	0.71	0.06	0.06	1.65	1.65	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			83.37 55.56		0.34 0.00		0.48 0.00		0.71 0.00		0.06 0.00		1.65 11.11		0.00		0.00
Incumbents Total: 9			5		0		0		0		0		1		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.0954 No		0.9694 No		0.9577 No		0.9380 No		0.9948 No		0.9910 No		1.0000		1.0000

Faculty

Job Group:

4 - Fine & Studio Art

Factor	Weight	То	tal	To	tal	Bi	ack	As	ian	Na	tive	Hisp	anic	Pac	ific	Tw	o or
		Fen	nale	Mind	orities					Ame	rican			Islaı	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	72.13	72.13	0.37	0.37	1.52	1.52	0.83	0.83	0.09	0.09	3.22	3.22	0.00	0.00	0.00	0.00
Total Weighted Availability			72.13		0.37		1.52		0.83		0.09		3.22		0.00		0.00
Current Utilization			62.50		0.00		6.25		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 16			10		0		1		0		0		o		0		0
Binomial Probability			0.2720		0.9426		0.9759		0.8753		0.9854		0.5919		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 5 - Mass Communications

Factor	Weight		otal nale		otal orities	BI	ack	As	ian		tive rican	Hisp	anic	Pad Islar	ific ider		o or races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	Wtd	<u>Avail</u>	<u>Wtd</u>	Avail	Wtd
Requisite skills in recruitment discpline	100.00	52.85	52.85	0.81	0.81	2.44	2.44	0.81	0.81	0.81	0.81	2.44	2,44	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			52.85 44.44		0.81 0.00		2.44 11.11		0.81 11.11		0.81 0.00		2.44 11.11		0.00	0.00	0.00
Incumbents Total: 9			4		0		1		1		0		1		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.4303 No		0.9292 No		0.9809 No		0.9977 No		0.9292 No		0.9809 No		1.0000 No		1.0000 No

Faculty

Job Group: 6 - Music

Factor	Weight		tal nale		otal orities	Bla	ack	As	ian		tive rican	Hisp	anic		ific nder		o or races
		<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>	Avail	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	42.99	42.99	0.18	0.18	2.34	2.34	1.08	1.08	0.00	0.00	4.14	4.14	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			42.99 41.18		0.18 0.00		2.34 5.88		1.08 0.00		0.00 0.00		4.14 0.00		0.00		0.00
Incumbents Total: 17			7		0		1		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.5420 No		0.9699 No		0.9411 No		0.8316 No		1.0000 No		0.4876 No		1.0000 No		1.0000 No

Faculty

Job Group: 7 - Applied Communication Studies

Factor	Weight	To Fen	tal nale	Total e Minorities				Asian		Native American		Hispanic		Pacific Islander			o or races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	58.72	58.72	0.46	0.46	2.75	2.75	2.29	2.29	0.00	0.00	1.38	1.38	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			58.72 55.56		0.46 0.00		2.75 0.00		2.29 11.11		0.00 0.00		1.38 0.00		0.00		0.00 0.00
Incumbents Total: 9			5		0		0		1		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.5494 No		0.9595 No		0.7779 No		0.9830 No		1.0000 No		0.8827 No		1.0000 No		1.0000 No

Faculty Job Group:

8 - Dram/Theatre Arts & Stagecraft

Factor	Weight	Total Total Female Minoriti				As	ian		tive rican	Hispanic		Pacific Islander		Two	o or races		
		<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	<u>Avail</u>	Wtd
Requisite skills in recruitment discpline	100.00	60.22	60.22	0.34	0.34	3.24	3.24	0.56	0.56	0.22	0.22	2.23	2.23	0.11	0.11	0.00	0.00
Total Weighted Availability Current Utilization			60.22 57.14		0.34 0.00		3.24 14.29		0.56 0.00		0.22 0.00		2.23 0.00		0.11 0.00		0.00 0.00
Incumbents Total: 7			4		0		1		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.5752 No		0.9768 No		0.9802 No		0.9615 No		0.9845 No		0.8537 No		0.9922 No		1.0000 No

Faculty

Job Group: 9 - English

Factor	Weight	Total		Total		Black		Asian		Native		Hispanic		Pacific		Two or	
		Fen	nale	Minorities		orities				Ame	rican			Islander		more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd
Requisite skills in recruitment discpline	100.00	68.92	68.92	0.41	0.41	1.68	1.68	0.94	0.94	0.04	0.04	3.31	3.31	0.05	0.05	0.00	0.00
Total Weighted Availability			68.92		0.41		1.68		0.94		0.04		3.31	*****	0.05	************	0.00
Current Utilization			52.17		0.00		4.35		0.00		0.00		8.70		0.00		0.00
Incumbents Total: 23			12		0		1		0		0		2		o		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.0690 No		0.9105 No		0.9436 No		0.8046 No		0.9913 No		0.9610 No		0.9884 No		1.0000 No

Faculty

Job Group: 10 - Ling, Comp, & Lang Stu & Svcs

Factor	Weight		otal nale		otal orities	Bla	ack	As	ian		tive rican	His	panic		cific nder	Two	o or
		<u>Avail</u>	<u>Wtd</u>	Avail	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	51.52	51.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.03	3.03	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			51.52 57.14		0.00 0.00		0.00 0.00		0.00 0.00		0.00 0.00		3.03 14.29		0.00		0.00
Incumbents Total: 7			4		0		0		0		0		1		o		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.7478 No		1.0000 No		1.0000 No		1.0000 No		1.0000 No		0.9826 No		1.0000 No		1.0000 No

Faculty

Job Group: 11 - Philosophy

Factor	Weight		ital nale		ital orities	Bla	ack	As	sian	Na: Ame	tive rican	Hisp	anic	Pac Islar	cific oder	Two	o or
		<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	Avail	Wtd	<u>Avail</u>	<u>Wtd</u>	Avail	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	<u>Avail</u>	Wtd
Requisite skills in recruitment discpline	100.00	30.92	30.92	0.28	0.28	1.39	1.39	2.51	2.51	0.28	0.28	4.18	4.18	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			30.92 30.77		0.28 0.00		1.39 0.00		2.51 0.00		0.28 0.00		4.18 0.00		0.00	0.00	0.00
Incumbents Total: 13			4		0		0		o		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.6265 No		0.9644 No		0.8333 No		0.7189 No		0.9644 No		0.5742 No		1.0000 No		1.0000 No.

Faculty

Job Group: 12 - Biology

Factor	Weight	To	tal	To	tal	BI	ack	As	ian	Na	tive	Hisp	anic	Pac	ific	Tw	o or
		Fen	nale	Mino	orities					Ame	rican			Islai	nder	more	races
		<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd
Requisite skills in recruitment discpline	100.00	55.34	55.34	0.32	0.32	1.40	1.40	1.94	1.94	0.22	0.22	2.80	2.80	0.00	0.00	0.00	0.00
Total Weighted Availability			55.34		0.32		1.40		1.94		0.22		2.80		0.00		0.00
Current Utilization			47.62		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 21			10		0		0		0		0		0		0		0
Binomial Probability			0.3097		0.9342		0.7434		0.6625		0.9557		0.5502		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 13 - Chemistry

Factor	Weight	To Fen	tal nale		tal orities	BI	ack	As	ian		tive rican	Hisp	oanic		ific nder		o or races
		<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	42.99	42.99	0.15	0.15	1.03	1.03	2.90	2.90	0.11	0.11	2.67	2.67	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			42.99 40.00		0.15 0.00		1.03 6.67		2.90 13.33		0.11 0.00		2.67 0.00	***************************************	0.00		0.00
Incumbents Total: 15			6		0		1		2		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.5157 No		0.9774 No		0.9898 No		0.9915 No		0.9830 No		0.6666 No		1.0000 No		1.0000 No

Faculty

Job Group: 14 - Environmental Science

Factor	Weight	To	tal	То	tal	Bl	ack	As	ian	Nat	tive	Hisp	anic	Pac	ific	Twe	o or
		Fen	nale	Mino	rities					Ame	rican			Islar	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	52.88	52.88	2.09	2.09	1.57	1.57	1.05	1.05	1.05	1.05	2.09	2.09	0.00	0.00	0.00	0.00
Total Weighted Availability			52.88		2.09		1.57		1.05		1.05		2.09		0.00		0.00
Current Utilization			0.00		0.00		20.00		40.00		0.00		0.00		0.00		0.00
Incumbents Total: 5			0		0		1		2		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.0465 Yes		0.8996 No		0.9976 No		1.0000 No		0.9487 No		0.8996 No		1.0000 No		1.0000 No

Faculty

Job Group: 15 - Mathematics

Factor	Weight		tal nale		tal rities	81	ack	As	iian		tive rican	Hisp	anic		ific nder	Two	o or races
		Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	22.46	22.46	0.09	0.09	0.35	0.35	3.86	3.86	0.09	0.09	3.51	3.51	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			22.46 50.00		0.09 0.00		0.35 0.00		3.86 18.75		0.09 0.00		3.51 0.00		0.00		0.00
Incumbents Total: 16			8		0		0		3		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.9965 No		0.9861 No		0.9453 No		0.9972 No		0.9861 No		0.5647 No		1.0000 No		1.0000 No

Faculty

Job Group: 16 - Physics

Factor	Weight	To	tal	To	otal	Bl	ack	As	ian	Na	tive	Hisp	anic	Pac	cific	Tw	o or
		Fen	nale	Min	orities					Ame	rican			Isla	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	19.59	19.59	0.12	0.12	0.37	0.37	3.51	3.51	0.12	0.12	3.57	3.57	0.00	0.00	0.00	0.00
Total Weighted Availability			19.59		0.12		0.37		3.51		0.12		3.57		0.00		0.00
Current Utilization			0.00		0.00		0.00		0.00		0.00		14.29		0.00		0.00
Incumbents Total: 7			0		0		0		0		0		1		0		0
Binomial Probability			0.2173		0.9914		0.9744		0.7786		0.9914		0.9762		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 17 - Anthropology

Factor	Weight	Fen	tal nale		tal orities	Bla	ack	As	ian	Nat Ame		Hisp	anic	Pac Islar	ific nder	Two	o or races
Daniel Lilli		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd
Requisite skills in recruitment discpline	100.00	66.59	66.59	0.44	0.44	0.66	0.66	1.77	1.77	0.22	0.22	3.54	3.54	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			66.59 83.33		0.44 0.00		0.66 0.00		1.77 0.00		0.22 0.00		3.54 0.00		0.00 0.00		0.00
Incumbents Total: 6			5		0		. 0		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.9128 No		0.9737 No		0.9608 No		0.8984 No		0.9868 No		0.8055 No		1.0000 No		1.0000 No

Faculty

Job Group: 18 - Geography & Cartography

Factor	Weight		otal nale		otal orities	Bla	ack	As	ian		tive rican	Hisp	anic		cific nder		o or races
		<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	49.25	49.25	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	1.00	1.00	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			49.25 54.55		0.50 0.00		0.50 0.00		0.50 18.18		0.50 0.00		1.00 0.00		0.00 0.00	T. (1)	0.00
Incumbents Total: 11			6		0		0		2		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.7422 No		0.9466 No		0.9466 No		1.0000 No		0.9466 No		0.8958 No		1.0000 No		1.0000 No

Faculty

Job Group: 19 - Political Science & Government

Factor	Weight	To	tal	To	tal	Bl	ack	As	ian	Na	tive	Hisp	anic	Pac	ific	Tw	o or
		Fen	nale	Mind	orities					Ame	rican			Islar	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	41.34	41.34	0.16	0.16	2.07	2.07	1.91	1.91	0.16	0.16	2.38	2.38	0.00	0.00	0.00	0.00
Total Weighted Availability			41.34		0.16		2.07		1.91		0.16		2.38		0.00		0.00
Current Utilization			40.00		0.00		20.00		20.00		0.00		0.00		0.00		0.00
Incumbents Total: 5			2		0		1	_	1		0		0		0		0
Binomial Probability			0.6592		0.9921		0.9959		0.9965		0.9921		0.8863		1.0000		1.0000
Exact Rinomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 20 - History

Factor	Weight	To	tal	To	otal	Bla	ack	As	ian	Na	tive	Hisp	anic	Pac	ific	Tw	o or
		Fen	nale	Mind	orities					Ame	rican			Islar	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	44.89	44.89	0.15	0.15	1.53	1.53	0.76	0.76	0.00	0.00	4.27	4.27	0.00	0.00	0.00	0.00
Total Weighted Availability			44.89		0.15		1.53		0.76		0.00	****	4.27		0.00		0.00
Current Utilization			50.00		0.00		7.14		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 14			7		0		1		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.7442 No		0.9788 No		0.9812 No		0.8983 No		1.0000 No		0.5425 No		1.0000 No		1.0000 No

Faculty

Job Group: 21 - Criminal Justice & Corrections

Factor	Weight	To	tal	To	otal	81	ack	As	ian	Na	tive	Hisp	oanic	Pac	cific	Tw	o or
		Fen	nale	Mind	orities					Ame	rican			Islaı	nder	more	races
		<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	63.74	63.74	0.00	0.00	6.59	6.59	0.00	0.00	0.00	0.00	3.30	3.30	0.00	0.00	0.00	0.00
Total Weighted Availability			63.74		0.00		6.59		0.00		0.00		3.30		0.00		0.00
Current Utilization			57.14		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 7			4		0		0		0		0		0		0		0
Binomial Probability			0.4966		1.0000		0.6204		1.0000		1.0000		0.7908		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 22 - Sociology

Factor	Weight	To	tal	To	tal	Bla	ack	As	ian	Na	tive	Hisp	anic	Pac	ific	Tw	o or
		Fen	nale	Mino	rities					Ame	rican			Islaı	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	61.26	61.26	0.35	0.35	3.66	3.66	1.92	1.92	0.00	0.00	3.32	3.32	0.00	0.00	0.00	0.00
Total Weighted Availability			61.26		0.35		3.66		1.92		0.00		3.32		0.00		0.00
Current Utilization			71.43		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 7			5		0		0		0		0		0		0		0
Binomial Probability			0.8243		0.9758		0.7700		0.8731		1.0000		0.7897		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 23 - Social Work

Factor	Weight		ital nale		otal orities	Bla	ack	As	ian		tive rican	Hisp	panic		cific nder	Two	o or
D		Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline Total Weighted Availability	100.00	81.72	81.72	0.44	0.44	3.30	3.30	0.88	0.88	0.00	0.00	1.76	1.76	0.22	0.22	0.00	0.00
Current Utilization			81.72 83.33		0.44 0.00		3.30 0.00		0.88 0.00		0.00 0.00		1.76 0.00		0.22 0.00		0.00 0.00
Incumbents Total: 6			5		0		0		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.7022 No		0.9739 No		0.8174 No		0.9483 No		1.0000 No		0.8988 No.		0.9869		1.0000

Faculty

Job Group: 24 - Public Administration

Factor	Weight	To	tal	To	tal	Bla	ack	As	ian	Na	tive	Hisp	anic	Pad	ific	Tw	o or
		Fen	nale	Mino	rities					Ame	rican			Islaı	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	Avail	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd
Requisite skills in recruitment discpline	100.00	53.17	53.17	0.83	0.83	12.12	12.12	1.38	1.38	0.28	0.28	2.48	2.48	0.00	0.00	0.00	0.00
Total Weighted Availability			53.17		0.83		12.12		1.38		0.28		2.48		0.00		0.00
Current Utilization			25.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 4			1		0		0		0		0		0		0		0
Binomial Probability			0.2665		0.9673		0.5964		0.9460		0.9890		0.9045		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 25 - Accounting & Related Srvcs

Factor	Weight		tal nale		otal orities	BI	ack	As	ian		tive rican	Hisp	anic		ific nder		o or races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	48.39	48.39	0.00	0.00	6.45	6.45	0.00	0.00	0.00	0.00	3.23	3.23	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			48.39 33.33		0.00 0.00		6.45 0.00		0.00 0.00		0.00		3.23 16.67		0.00	0.00	0.00
Incumbents Total: 6			2		0		0		0		0		1		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500		٠	0.3745 No		1.0000 No		0.6702 No		1.0000 No		1.0000 No		0.9857 No		1.0000 No		1.0000

Faculty
Job Group: 26 - Economics

Factor	Weight		tal nale		ital prities	Bla	ack	As	ian		tive rican	Hisp	anic	Pac Islai	ific nder		o or races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	37.79	37.79	0.00	0.00	0.87	0.87	2.33	2.33	0.00	0.00	1.16	1.16	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			37.79 33.33		0.00 0.00		0.87 33.33		2.33 0.00		0.00 0.00		1.16 0.00	- vivan	0.00		0.00
Incumbents Total: 3			1		0		1		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.6795 No		1.0000 No		0.9998 No		0.9318 No		1.0000 No		0.9655 No		1.0000 No		1.0000 No.

Faculty

Job Group: 27 - Finance & Financial Mgt Srvcs

Factor	Weight		tal nale		otal orities	Bla	ack	As	ian		tive rican	Hisp	panic		cific nder		o or races
		<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	Avail	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	30.77	30.77	0.00	0.00	7.69	7.69	0.00	0.00	0.00	0.00	3.85	3.85	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			30.77 20.00		0.00		7.69 0.00		0.00 40.00		0.00 0.00		3.85 0.00		0.00 0.00		0.00
Incumbents Total: 5			1		0		0		2		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.5124 No		1.0000 No		0.6702 No		1.0000 No		1.0000 No		0.8219 No		1.0000 No		1.0000 No

Faculty

Job Group: 28 - Bus Admin, Mgmt & Operations

Factor	Weight		tal nale		otal orities	Bla	ack	As	ian	Na Ame	ive rican	Hisp	anic		ific nder		o or races
		Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	Avail	Wtd
Requisite skills in recruitment discpline	100.00	44.45	44.45	0.17	0.17	10.70	10.70	2.63	2.63	0.11	0.11	3.09	3.09	0.06	0.06	0.00	0.00
Total Weighted Availability Current Utilization			44.45 60.00		0.17 0.00		10.70 0.00		2.63 20.00		0.11 0.00		3.09 0.00		0.06 0.00		0.00
Incumbents Total: 10			6		0		0		2		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.9042 No		0.9830 No		0.3226 No		0.9981 No		0.9886 No		0.7307 No		0.9943 No		1.0000 No

Faculty

Job Group: 29 - Mgt Information Sys & Srvcs

Factor	Weight	To Fen	Associated and the second	New Contract	otal orities	Black	Asia	n	Native American	His	panic	Paci Islan		Two more	
Requisite skills in recruitment discpline	100.00	Avail #N/A	Wtd #N/A	Avail #N/A	Wtd	Avail Wtd	Avail	Wtd	<u>Avail</u> <u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd
Total Weighted Availability Current Utilization		TWA.	#N/A #N/A	HVA	#N/A #N/A #N/A	#N/A #N/A #N/A #N/A		#N/A #N/A #N/A	#N/A #N/A #N/A #N/A	#N/A	#N/A #N/A #N/A	#N/A	#N/A #N/A #N/A	#N/A	#N/A #N/A #N/A
Incumbents #N/A			#N/A		#N/A	#N/A		#N/A	#N/A		#N/A		#N/A		#N/A
Binomial Probability Exact Binomial less than or equal to 0.0500			#N/A #N/A		#N/A #N/A	#N/A #N/A	70.0	#N/A #N/A	#N/A #N/A		#N/A #N/A		#N/A #N/A		#N/A #N/A

Faculty

Job Group: 30 - Marketing

Factor	Weight		ital nale		ital prities	Bl	ack	As	ian		tive rican	Hisp	panic		cific nder		o or races
		Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	Avail	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	Avail	Wtd
Requisite skills in recruitment discpline	100.00	21.72	21.72	0.12	0.12	2.58	2.58	2.82	2.82	0.12	0.12	1.47	1.47	0.00	0.00	0.00	0.00
Total Weighted Availability			21.72		0.12		2.58		2.82		0.12		1.47	0.00	0.00	0.00	0.00
Current Utilization			25.00		0.00		0.00		25.00		0.00		0.00		0.00		0.00
Incumbents Total: 4			g. 1		0		0		1		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.7923 No	14 July 14 Jul	0.9951 No	6	0.9008 No		0.9954 No		0.9951 No		0.9424 No		1.0000 No	Market III Andreas	1.0000 No

Faculty

Job Group: 31 - Computer Info Sciences, Gen

Factor	Weight	То	tal	To	tal	Bla	ack	As	ian	Na	tive	Hisp	anic	Pac	cific	Tw	o or
		Fen	nale	Mino	rities					Ame	rican			Islaı	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	Avail	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	44.45	44.45	0.17	0.17	10.70	10.70	2.63	2.63	0.11	0.11	3.09	3.09	0.06	0.06	0.00	0.00
Total Weighted Availability			44.45		0.17		10.70		2.63		0.11		3.09		0.06		0.00
Current Utilization			50.00		0.00		0.00		0.00		0.00		0.00		12.50		12.50
Incumbents Total: 8			4		0		0		0		0		0		1		1
Binomial Probability Exact Binomial less than or equal to 0.0500			0.7500 No		0.9864 No		0.4045 No		0.8079 No		0.9909 No		0.7780 No		1.0000 No		1.0000 No

Faculty

Job Group: 32 - Public Health

Factor	Weight		tal nale		tal orities	BI	ack	As	ian		tive rican	Hisp	anic		ific nder	Two	o or races
		<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	Wtd	Avail	<u>Wtd</u>	Avail	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	78.21	78.21	0.00	0.00	5.13	5.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			78.21 37.50		0.00 0.00		5.13 0.00		0.00 0.00		0.00 0.00		0.00 0.00	- ALLANDA A	0.00 0.00		0.00
Incumbents Total: 8			3		0		0		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.0303 Yes		1.0000 No		0.6563 No		1.0000 No		1.0000 No		1.0000 No		1.0000 No		1.0000 No

.

Faculty

Job Group: 33 - Health & Phys Ed/Fitness

Factor	Weight	To Fen	tal nale		otal orities	81	ack	As	ian		tive erican	Hisp	anic		cific nder		o or races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd_								
Requisite skills in recruitment discpline	100.00	47.26	47.26	0.00	0.00	1.49	1.49	0.50	0.50	0.00	0.00	2.99	2.99	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			47.26 80.00		0.00 0.00		1.49 0.00		0.50 0.00		0.00 0.00		2.99 0.00		0.00		0.00
Incumbents Total: 5			4		0		0		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.9764 No		1.0000 No		0.9276 No		0.9754 No		1.0000 No		0.8594 No		1.0000 No		1.0000 No

Faculty

Job Group: 34 - Comm Disorders Sci & Srvcs

Factor	Weight	To	tal	To	tal	Bla	ack	As	ian	Nat	tive	Hisp	anic	Pac	ific	Twe	o or
		Fen	nale	Mino	rities					Ame	rican			Islar	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	83.16	83.16	0.00	0.00	0.00	0.00	2.11	2.11	0.00	0.00	2.11	2.11	0.00	0.00	0.00	0.00
Total Weighted Availability			83.16		0.00		0.00		2.11		0.00		2.11		0.00		0.00
Current Utilization			80.00		0.00		20.00		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 5			4		0		1		0		0		0		0		0
Binomial Probability			0.6023		1.0000		1.0000		0.8991		1.0000		0.8991		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 35 - Clin Nutrition/Nutritionist

Factor	Weight		tal nale		ital prities	Bla	ack	As	ian		tive rican	Hisp	anic	AUTO APPRENT	ific nder		o or races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>	Avail	Wtd
Requisite skills in recruitment discpline	100,00	90.00	90.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	10.00	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			90.00		0.00 0.00		0.00 0.00		0.00 0.00	90	0.00		10.00		0.00	0.00	0.00
Incumbents Total: 2			2		0		0		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			1.0000 No		1.0000 No		1.0000 No		1.0000 No		1.0000 No		0.8100 No		1.0000 No		1.0000 No

Faculty

Job Group: 36 - Educ Admin & Supervision

Factor	Weight	To Fen		Total E Minorities <u>Avail Wtd Avail</u>		Bl	ack	As	ian		tive rican	Hisp	oanic		cific nder		o or races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	<u>Wtd</u>	Avail	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	66.69	66.69	0.54	0.54	6.63	6.63	0.87	0.87	0.20	0.20	2.96	2.96	0.07	0.07	0.00	0.00
Total Weighted Availability Current Utilization			66.69 60.00		0.54 0.00		6.63 40.00		0.87 0.00		0.20 0.00		2.96 0.00	<u> </u>	0.07 0.00		0.00
Incumbents Total: 5			3		0		2		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.5387 No		0.9734 No		0.9974 No		0.9570 No		0.9900 No		0.8605 No		0.9966 No		1.0000 No

Faculty

Job Group: 37 - Ed/Instructional Media Design

Factor	Weight		tal		tal	Bla	ack	As	ian	Nat	tive	Hisp	anic	Pac	ific	Tw	o or
		Fen	nale	Mino	rities					Ame	rican			Islaı	nder	more	races
		Avail	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	67.00	67.00	0.00	0.00	4.43	4.43	1.48	1.48	0.00	0.00	0.99	0.99	0.00	0.00	0.00	0.00
Total Weighted Availability			67.00		0.00		4.43		1.48		0.00		0.99		0.00	***************************************	0.00
Current Utilization			33.33		0.00		0.00		33.33		0.00		0.00		0.00		0.00
Incumbents Total: 3			1		0		0		1		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.2549 No		1.0000 No		0.8728 No		0.9994 No		1.0000 No		0.9707 No		1.0000 No		1.0000 No

Faculty

Job Group: 38 - Social & Phil Found of Educ

Factor	Weight	To	tal	To	ital	Bl	ack	As	ian	Na	tive	Hisp	anic	Pac	cific	Tw	o or
		Fen	nale	Mino	orities					Ame	rican			Islar	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>								
Requisite skills in recruitment discpline	100.00	73.33	73.33	0.83	0.83	5.00	5.00	0.83	0.83	0.00	0.00	2.50	2.50	0.00	0.00	0.00	0.00
Total Weighted Availability			73.33		0.83		5.00		0.83		0.00		2.50		0.00		0.00
Current Utilization			66.67		0.00		0.00		33.33		0.00		0.00		0.00		0.00
Incumbents Total: 3			2		0		0		1		0		0		0		0
Binomial Probability			0.6056		0.9752		0.8574		0.9998		1.0000		0.9269		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 39 - Psychology

Factor	Weight	Tot	tal	To	otal	BI	ack	As	ian	Nat	tive	Hisp	anic	Pac	cific	Tw	o or
		Fem	ale	Mind	orities					Ame	rican			Islaı	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	72.96	72.96	0.50	0.50	2.83	2.83	0.78	0.78	0.17	0.17	2.99	2.99	0.06	0.06	0.00	0.00
Total Weighted Availability			72.96		0.50		2.83		0.78		0.17	***************************************	2.99		0.06	*********	0.00
Current Utilization			44.44		0.00		0.00		5.56		0.00		0.00		0.00		0.00
Incumbents Total: 18			8		0		0		1		0		0		0		0
Binomial Probability			0.0196		0.9140		0.5970		0.9915		0.9705		0.5788		0.9901		1.0000
Exact Binomial less than or equal to 0.0500			Yes		No		No		No		No		No		No		No

Faculty
Job Group: 40 - Curriculum and Instruction

Factor	Weight	To	tal	To	otal	BI	ack	As	ian	Na	tive	Hisp	anic	Pac	ific	Two	o or
		Fen	nale	Mind	orities					Ame	rican			Islar	nder	more	races
		<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	74.59	74.59	0.56	0.56	3.25	3.25	0.64	0.64	0.14	0.14	1.83	1.83	0.00	0.00	0.00	0.00
Total Weighted Availability			74.59		0.56		3.25		0.64		0.14		1.83		0.00		0.00
Current Utilization			66.67		0.00		16.67		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 12			8		0		2		0		0		0		0		0
Binomial Probability			0.3638		0.9343		0.9940		0.9264		0.9832		0.8007		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 41 - Special Ed & Teaching

Factor	Weight	Fen	tal nale	Mino	tal orities	BI	ack	As	ian		tive rican	Hisp	anic		cific nder	Two	o or races
		Avail	Wtd	Avail	<u>Wtd</u>	Avail	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	83.91	83.91	0.00	0.00	1.72	1.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			83.91 80.00		0.00 0.00		1.72 0.00		0.00 0.00		0.00 0.00		0.00 0.00		0.00 0.00		0.00
Incumbents Total: 5			4		0		0		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.5841 No		1.0000 No		0.9167 No		1.0000 No		1.0000 No		1.0000 No		1.0000 No		1.0000 No

Faculty

Job Group: 42 - Civil Engineering

Factor	Weight		tal nale		otal orities	Bla	ack	As	ian		tive rican	Hisp	panic		cific nder	Two	o or
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	32.44	32.44	0.00	0.00	0.58	0.58	1.34	1.34	0.00	0.00	1.54	1.54	0.00	0.00	0.00	0.00
Total Weighted Availability Current Utilization			32.44 12.50		0.00 0.00		0.58 0.00		1.34 50.00		0.00	****	1.54 0.00		0.00		0.00
Incumbents Total: 8			1		0		0		4		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.2102 No		1.0000 No		0.9549 No		1.0000 No		1.0000 No		0.8836 No		1.0000 No		1.0000 No

Faculty

Job Group: 43 - Construction Engineering Tech

Factor	Weight		tal		tal	Bla	ack	As	ian		tive	Hisp	anic		cific	Two	o or
		ren	nale	Mino	rities					Ame	rican			Islaı	nder	more	races
		Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	Avail	Wtd	<u>Avail</u>	Wtd	Avail	Wtd
Requisite skills in recruitment discpline	100.00	24.70	24.70	0.00	0.00	7.44	7.44	5.65	5.65	0.00	0.00	10.12	10.12	0.00	0.00	0.00	0.00
Total Weighted Availability			24.70		0.00		7.44		5.65		0.00	····	10.12		0.00	***************************************	0.00
Current Utilization			25.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 4			1		0		0		0		0		o		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.7433 No		1.0000 No		0.7340 No		0.7923 No		1.0000 No		0.6526 No		1.0000 No		1.0000 No

Faculty

Job Group: 44 - Elect, Electronics & Comm Engr

Factor	Weight	To	tal	To	tal	BI	ack	As	ian	Nat	tive	Hisp	anic	Pac	ific	Tw	o or
		Fen	nale	Mind	orities					Ame	rican			Islai	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	18.43	18.43	0.00	0.00	0.92	0.92	3.57	3.57	0.00	0.00	1.61	1.61	0.00	0.00	0.00	0.00
Total Weighted Availability			18.43		0.00		0.92		3.57		0.00	***************************************	1.61		0.00		0.00
Current Utilization			11.11		0.00		11.11		22.22		0.00		0.00		0.00		0.00
Incumbents Total: 9			1		0		1		2		0		0		0		0
Binomial Probability			0.4851		1.0000		0.9971		0.9967		1.0000		0.8644		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty

Job Group: 45 - Mechanical Engineering

Factor	Weight	To	tal	To	tal	Bl	ack	As	ian	Na	tive	Hisp	anic	Pac	ific	Tw	o or
		Fen	nale	Mind	orities					Ame	rican			Islar	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	Avail	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd
Requisite skills in recruitment discpline	100.00	18.69	18.69	0.12	0.12	0.98	0.98	3.19	3.19	0.12	0.12	2.76	2.76	0.00	0.00	0.00	0.00
Total Weighted Availability			18.69		0.12		0.98		3.19		0.12		2.76		0.00		0.00
Current Utilization			8.33		0.00		0.00		41.67		0.00		0.00		0.00		0.00
Incumbents Total: 12			1		0		0		5		0		0		0		0
Binomial Probability			0.3139		0.9854		0.8885		1.0000		0.9854		0.7150		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty
Job Group: 46 - Industrial Engineering

Factor	Weight	To	tal	To	tal	Bl	ack	As	ian	Na	tive	Hisp	anic	Pac	cific	Tw	o or
		Fen	nale	Mino	orities					Ame	rican			Islaı	nder	more	races
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd
Requisite skills in recruitment discpline	100.00	31.08	31.08	0.00	0.00	1.89	1.89	2.97	2.97	0.00	0.00	0.81	0.81	0.00	0.00	0.00	0.00
Total Weighted Availability			31.08		0.00		1.89		2.97		0.00		0.81		0.00		0.00
Current Utilization			0.00		0.00		0.00		80.00		0.00		0.00		0.00		0.00
Incumbents Total: 5			0		0		0		4		0		o		0		0
Binomial Probability			0.1555		1.0000		0.9089		1.0000		1.0000		0.9601		1.0000		1.0000
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Faculty
Job Group: 47 - Mechatronics & Robotics Engr

Job Group: 47 - Mechauc Factor	THES & ROBOTICS	Weight	То	tal	Тс	tal	Bla	ack	As	ian	Na	tive	Hisp	anic	Pac		Tw	o or
	100000		Fen	nale	Mino	orities						rican			Islar			races
	100000		<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	Avail	<u>Wtd</u>	Avail	<u>Wtd</u>	Avail	Wtd
Requisite skills in recruitment discp	line	100.00	17.78	17.78	0.00	0.00	0.00	0.00	2.22	2.22	0,00	0.00	4,44	4,44	0.00	0,00	0.00	0.00
Total Weighted Availability				17.78		0.00		0.00		2.22		0.00		4,44		0.00		0.00
Current Utilization				#N/A		#N/A		#N/A		#N/A		#N/A		#N/A		#N/A		#N/A
Incumbents	#N/A			#N/A		#N/A		#N/A		#N/A		#N/A		#N/A		#N/A	14 1445 173	#N/A
Binomial Probability		and the second		#N/A		#N/A		#N/A		#N/A		#N/A		#N/A		#N/A		#N/A
Exact Binomial less than or equ	ial to 0.0500			#N/A	Para	#N/A		#N/A		#N/A		#N/A		#N/A		#N/A		#N/A

Faculty

Job Group: 48 - Computer Science

Factor	Weight	To	tal	To	tal	Bla	ack	As	ian	Na	tive	Hisp	anic	Pac	ific	Two	o or
	J	Fen	nale	Mino	rities					Ame	rican			Islar	nder	more	races
		Avail	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>
Requisite skills in recruitment discpline	100.00	22.93	22.93	0.00	0.00	0.59	0.59	5.50	5.50	0.00	0.00	2.12	2.12	0.00	0.00	0.00	0.00
Total Weighted Availability			22.93		0.00		0.59		5.50		0.00		2.12		0.00		0.00
Current Utilization			18.18		0.00		9.09		27.27		0.00		0.00		0.00		0.00
Incumbents Total: 11			2		0		1		3		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.5210 No		1.0000 No		0.9981 No		0.9978 No		1.0000 No		0.7905 No		1.0000 No		1.0000 No

Faculty

Job Group: 49 - Nursing, Admin, Rsrch, Clin

Factor	Weight	To	tal	To	tal	Bla	ack	As	ian	Na	tive	Hisp	anic	Pac	ific	Tw	o or
		Fen	nale	Mino	rities					Ame	rican			Isla	nder	more	races
		<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd
Requisite skills in recruitment discpline	100.00	87.87	87.87	0.53	0.53	1.97	1.97	1.13	1.13	0.05	0.05	1.22	1.22	0.04	0.04	0.00	0.00
Total Weighted Availability			87.87		0.53		1.97		1.13		0.05		1.22		0.04		0.00
Current Utilization			89.47		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 19			17		0		0		0		0		0		0		0
Binomial Probability Exact Binomial less than or equal to 0.0500			0.6896 No		0.9045 No		0.6857 No		0.8056 No		0.9903 No		0.7918 No		0.9927 No		1.0000 No

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group: 1 - Exec/Admin/Mgrl

Factor	Weight	To: Fem		To Mino	tal rities	Bla	ck	Asi	ian	Nat Amei		Hisp	anic	Pac Islan		Two	
Total Weighted Availability		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	Avail	Wtd
rotal weighted Availability			0.00		0.00		0.00		0.00		0.00		0.00	PARTON SEE THE SECURITY OF THE SECURITY	0.00		0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Job Group: 3 - Professional Non-Fac

Factor	Weight	To: Fem		To: Mino		Bla	ick	Asi	ian	Nati Amer		Hispa	anic	Pac Islan		Two more i	
		Avail	<u>Wtd</u>	Avail	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd
Total Weighted Availability			0.00		0.00		0.00		0.00		0.00	***************************************	0.00		0.00	V	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group: 4 - Clerical/Secretarial

Factor	Weight	To: Fem	tal ıale	To Mino	tal rities	Bla	ick	Asi	an	Nat Amer		Hisp	anic	Pac Islan	_	Two more i	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	<u>Avail</u>	Wtd
Total Weighted Availability			0.00		0.00	THE TAX COURSE SOME THE WORKS	0.00		0.00		0.00	Producer consideration and an agreement of the second	0.00		0.00		0.00

Analysis Data as of 01/05/2023

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Edwardsville Campus

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Job Group: 5 - Technical and Paraprof

Factor	Weight	To: Fem	_	To Mino	tal rities	Bla	ick	Asi	an	Nat Amer	_	Hisp	anic	Pac Islan		Two	
	A 444	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	<u>Wtd</u>	<u>Avail</u>	Wtd
Total Weighted Availability			0.00		0.00		0.00		0.00	WARELESS VICTORIA WARELAND AND AND AND AND AND AND AND AND AND	0.00		0.00	***************************************	0.00		0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

Edwardsville

Job Group: 6 - Skilled Crafts

Factor	Weight	_	otal nale	To: Minor	tal rities	Bla	ick	Asi	an	Nat Amer		Hisp	anic	Pac Islar		Two more	
		<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd
Total Weighted Availability			0.00	A ANTHONY OF THE OWNER	0.00		0.00	***************************************	0.00		0.00		0.00		0.00	V-Miller Street, and a second second second	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group: 7 - Service Maintenance

Factor	Weight				Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	Wtd	
Total Weighted Availability			0.00	an and the second secon	0.00	-	0.00	PMANARA I AND	0.00	***************************************	0.00		0.00	Executives refress themselves only only only of the contract o	0.00		0.00	

Availability Analysis

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group: 1 - Exec/Admin/Mgrl

Factor	Weight	To: Fem		Tot Minor	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd
Total Weighted Availability			0.00	A Commission of the April 1994 (April 1994) and the April 1994	0.00

Availability Analysis

Analysis Data as of 01/05/2023

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Edwardsville Campus

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Job Group: 3 - Professional Non-Fac

Factor	Weight	To: Fem		To: Minor		
		<u>Avail</u>	Wtd	<u>Avail</u>	<u>Wtd</u>	
Total Weighted Availability	Forest Committee (1970) (1980) (Salam Salam Sa	Mark Mill Commission and Commission	0.00		0.00	

Availability Analysis

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group: 4 - Clerical/Secretarial

Factor	Weight	To: Fem			tal rities	
		<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	
Total Weighted Availability	the contract the second contract to the contract of the contra	entretaen errorre artan om arraman och errorre artan sygg	0.00		0.00	

Availability Analysis

Analysis Data as of 01/05/2023

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Edwardsville Campus

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Lu	vv a	ıu;	5 V II	ıc

Job Group: 5 - Technical and Paraprof

Factor	Weight	To: Fem		Tot Minor	
		<u>Avail</u>	Wtd	<u>Avail</u>	Wtd
Total Weighted Availability	and the second continues of the African Andrews Section Continues on the African Section Continues and the Section Continues on the Section Contin		0.00	**************************************	0.00

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group: 6 - Skilled Crafts

Factor	Weight	Tot Fem		Total Minorities		
		Avail	Wtd	Avail	Wtd	
Total Weighted Availability	Action and the second s		0.00		0.00	

Availability Analysis

Analysis Data as of 01/05/2023

Edwardsville

Edwardsville Campus

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Job Group: 7 - Service Maintenance

Factor	Weight	Tot Fem		To: Minor	tal rities	
		<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	
Total Weighted Availability	American was do not a controllegation than, the Art West of a room report to a strong season as in the charles in		0.00		0.00	

Incumbency vs Availability

Analysis Data as of 01/05/2023

Edwardsville Campus

Edwardsville

Job Group: 1 - Exec/Admin/Mgrl

Factor	Weight	Tot Fem		To: Minor		Bla	ick	Asi	an	Nat Ame		Hisp	anic	Pac Islan		Two	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		and the second s	0.00	e estador Milla Come forma mentra e manera e manera com	0.00	NATE AND REAL PROPERTY AND ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY AND ADDRESS OF THE PROPERTY ADDRESS OF THE PROPERTY AND ADDRESS OF THE PROPERTY ADD	0.00	A SECTION AND ADDRESS OF THE PARTY OF THE PA	0.00	PRESENTED STREET, NO. OF THE PRESENT	0.00		0.00		0.00	ANT PROBATION OF THE PARTY OF	0.00
Current Utilization			60.00		25.00		20.00		2.50		0.00		2.50		0.00		0.00
Incumbents Total: 40			24		10		8		1		0		1		0		0
Expected Incumbents			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Shortfall in Persons			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Difference is greater than or equal to 0.01	persons		No		No		No		No		No		No		No		No

Incumbency vs Availability

Analysis Data as of 01/05/2023

Edwardsville Campus

Edwardsville

Job Group: 3 - Professional Non-Fac

Factor	Weight	Tot Fem		To Mino	tal rities	Bla	ck	Asi	an	Nat Amer		Hisp	anic	Pac Islan		Two more	
		Avail	Wtd	Avail	Wtd	<u>Avail</u>	<u>Wtd</u>	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability	MATERIAL SANCE AND ADDRESS OF THE CORP.		0.00		0.00	and the same of the same of the same of	0.00		0.00		0.00		0.00	en e	0.00	PERSONAL PROPERTY AND ADDRESS OF THE PERSONAL PROPERTY AND ADDRESS OF THE PERSONAL PROPERTY ADDRESS OF THE PERSONAL PROPERTY ADDRESS OF THE PERSONAL PROPERTY ADDRESS OF TH	0.00
Current Utilization			65.39		19.96		13.16		1.06		0.00		4.03		0.00		1.70
Incumbents Total: 471			308		94		62		5		0		19		0		8
Expected Incumbents			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Shortfall in Persons			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Difference is greater than or equal to 0.01 p	ersons		No		No		No		No		No		No		No		No

Edwardsville Campus

Incumbency vs Availability

Analysis Data as of 01/05/2023

Edwardsville

Job Group: 4 - Clerical/Secretarial

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Factor	Weight	Total	7	Total	m	Black	*	Asian		Native	I	Hispanic	Pac	Pacific	Two	ż
		Female	ale	Minorities	ties					American			Isla	Islander	more races	Ces
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail Wtd	d Avail	iii Wtd	٩	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	00.00	0.00	0.00	0.00		0.00 00.00	00.00	0.00		0.00	00.0	000
Internally available	0.00	0.00	0.00	00.0	0.00	0.00	0.00	0.00	0.00					0.00	0.00	0.00
Total Weighted Availability			0.00	-plane of the spoken are a reference on the state of the spoken of the s	00.00	A COLUMN TO THE PARTY OF THE PA	0.00	0	.00	0.00	00	0.00		0.00		00.0
Current Utilization			88.24		15.97		10.92	*	.68	0.42	23	1.26		0.84		0.84
Incumbents Total: 238			210		38		26		4	√ −		က		7		~
Expected Incumbents			0.00		0.00		0.00	0	0.00	00 0	Ç	000		0		0
Shortfall in Persons			0.00		0.00		0.00	0	00.0	0.00	. 0	0.00		0000		0.00
Difference is greater than or equal to 0.01 persons	ersons		N _o		°N		No	-	No	No	0	No		N N		No.

Incumbency vs Availability

Analysis Data as of 01/05/2023

Edwardsville Campus

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<u> </u>	vva	ı u	3 V I	110

Job Group: 5 - Technical and Paraprof

Factor	Weight	Tot Fem		Tot Minor		Bla	ck	Asi	an	Nat Amer		Hisp	anic	Pac Islan		Two	
		Avail	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			0.00		0.00		0.00		0.00	AND PROPERTY AND DESCRIPTIONS OF THE PARTY AND DESCRIPTIONS OF THE	0.00	THE REAL PROPERTY AND ADDRESS OF THE PARTY.	0.00		0.00		0.00
Current Utilization			38.84		14.05		8.26		0.83		0.00		0.83		0.00		4.13
Incumbents Total: 121			47		17		10		1		0		1		0		5
Expected Incumbents			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Shortfall in Persons			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Difference is greater than or equal to 0.01 p	ersons		No		No		No		No		No		No		No		No

Incumbency vs Availability

Analysis Data as of 01/05/2023

Edwardsville Campus

Job Group: 6 - Skilled Crafts

Factor	Weight	Tot Fem		To: Minor		Bla	ck	Asi	an	Nat Amer		Hisp	anic	Pac Islan		Two more	
		Avail	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	<u>Avail</u>	Wtd
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			0.00		0.00		0.00	AMERICAN PROPERTY.	0.00	AND DESCRIPTION OF THE PARTY OF	0.00	and the state of t	0.00	***************************************	0.00		0.00
Current Utilization			3.13		1.56		0.00		0.00		0.00		0.00		0.00		1.56
Incumbents Total: 64			2	4	1		0		0		0		0		0		1
Expected Incumbents			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Shortfall in Persons			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Difference is greater than or equal to 0.01	persons		No		No		No		No		No		No		No		No

Incumbency vs Availability

Analysis Data as of 01/05/2023

Edwardsville Campus

Edwardsville

Job Group: 7 - Service Maintenance

Factor	Weight	Tot Fem		To Mino		Bla	ck	Asi	an	Nat Amer		Hisp	anic	Pac Islar		Two more	
		Avail	Wtd	<u>Avail</u>	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	<u>Avail</u>	Wtd	Avail	Wtd	Avail	Wtd	<u>Avail</u>	Wtd
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability	COLUMN THE PARTY OF THE PARTY CONTRACT AND ADMINISTRAL PROPERTY.	THE REPORT OF THE SAME OF THE PARTY OF	0.00	The second section of the sect	0.00	ACCESSORIAN ESTA ANGEN AND ANGEN	0.00	**************************************	0.00		0.00		0.00	transferiul Mindry Dome Bourner respubli	0.00	e er en	0.00
Current Utilization			33.83		17.91		10.45		1.00		0.00		3.48		0.00		2.99
Incumbents Total: 201			68		36		21		2		0		7		0		6
Expected Incumbents			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Shortfall in Persons			0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Difference is greater than or equal to 0.01	persons		No		No		No		No		No		No		No		No

APPENDIX C

Selected Glossary of IPEDS Terms7

- 1. Clerical and Secretarial: A primary function or occupational activity category used to classify persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Includes personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmer) and/or information and other paperwork required in an office. Also includes such occupational titles as switchboard operators, including answering service; telephone operators; bill and account collectors; billing and posting clerks and machine operators; bookkeeping, accounting, and auditing clerks; payroll and timekeeping clerks; procurement clerks; file clerks; clerical library assistants; human resources assistants, except payroll and timekeeping; shipping, receiving, and traffic clerks; secretaries and administrative assistants; computer operators; data entry and information processing workers; desktop publishers; mail clerks and mail machine operators (except postal service); office clerks (general); office machine operators (except computer); and proofreaders and copy markers.
- 2. Executive, Administrative, and Managerial: A primary function or occupational activity category used to classify persons whose assignments require management of the institution, or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. Included in this category are employees holding titles such as top executives; chief executives; general and operations managers; advertising, marketing, promotions, public relations, and sales managers; operations specialties managers; administrative services managers; computer and information systems managers; financial managers; human resources managers; purchasing managers; postsecondary education administrators, such as presidents, vice presidents (including assistants and associates), deans (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, directors (including assistants and associates), department heads (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, and assistant and associate managers (including first-line managers of service, production, and sales workers who spend more than 80 percent of their time performing supervisory

⁷ For more information about the Integrated Postsecondary Education Data System (IPEDS), go to http://nces.ed.gov/ipeds/

- activities); engineering managers; food service managers; lodging managers; and medical and health services managers.
- 3. <u>Faculty</u>: Persons identified by the institution as such and typically those whose initial service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Faculty may also include the chancellor/president, provost, vice provosts, deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the_equivalent) if their principal activity is instruction combined with research and/or public service. The designation as "faculty" is separate from the activities to which they may be currently assigned. For example, a newly appointed president of an institution may also be appointed as a faculty member. Graduate, instruction, and research assistants are not included in this category.
- 4. <u>Full-Time Instructional Faculty</u>: Those members of the instruction/research staff who are employed full time and whose major regular assignment is instruction, including those with released time for research. Also includes full-time faculty for whom it is not possible to differentiate among teaching, research, and public service because each of these functions is an integral component of their regular assignment.
- 5. <u>Graduate Assistants:</u> Graduate-level students who are employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. Graduate students having titles such as graduate assistant, teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions.
- Other Professional (Support/Service): A primary function or occupational activity 6. category used to classify persons employed for the primary purpose of performing academic support, student service, and institutional support, whose assignments would require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Included in this category are all employees holding titles such as business operations specialists; buyers and purchasing agents; human resources, training, and labor relations specialists; management analysts; meeting and convention planners; miscellaneous business operations specialists; financial specialists; accountants and auditors; budget analysts; financial analysts and advisors; financial examiners; loan counselors and officers; computer specialists; computer and information scientists, research; computer programmers; computer software engineers; computer support specialists; computer systems analysts; database administrators; network and computer systems administrators; network systems and data communication analysts; counselors, social workers, and other community and social service specialists; counselors; social workers; health educators; clergy; directors, religious activities and education;

lawyers; librarians, curators, and archivists; museum technicians and conservators; librarians; artists and related workers; designers; athletes, coaches, and umpires; dancers and choreographers; music directors and composers; chiropractors; dentists; dietitians and nutritionists; optometrists; pharmacists; physicians and surgeons; podiatrists; registered nurses; therapists; and veterinarians.

- 7. <u>Professional Staff</u>: Employees of an institution whose primary function or occupational activity is classified as one of the following: faculty; executive, administrative, managerial; or other professional.
- 8. Race/Ethnicity: Categories used to describe groups to which individuals belong, identify with, or belong in the eyes of the community. The categories do not denote scientific definitions of anthropological origins. A person may be counted in only one group. The groups used to categorize U.S. citizens, resident aliens, and other eligible non-citizens are as follows: American Indian/Alaska Native; Asian/Pacific Islander; Black, non-Hispanic; Hispanic; White, non-Hispanic.
- Service/Maintenance: A primary function or occupational activity category used to 9. classify persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or that contributes to the upkeep of the institutional property. Includes titles such as fire fighters; law enforcement workers; parking enforcement workers; police officers; security guards; lifeguards; ski patrol; cooks and food preparation workers; food and beverage serving workers; fast food and counter workers; waiters and waitresses; other food preparation- and serving-related workers; building cleaning and pest control workers; grounds maintenance workers; electrical and electronic equipment mechanics; installers and repairers; radio and telecommunications equipment installers and repairers; avionics technicians; electric motor, power tool, and related repairers; vehicle and mobile equipment mechanics, installers, and repairers; control and valve installers and repairers; heating, air conditioning, and refrigeration mechanics and installers; air transportation workers; motor vehicle operators; and parking lot attendants.
- 10. <u>Skilled Crafts</u>: A primary function or occupational activity category used to classify persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job-training and experience or through apprenticeship or other formal training programs. Includes occupational titles such as welders, cutters, solderers, and brazers; bookbinders and bindery workers; printers; cabinetmakers and bench carpenters; plant and system operators; stationary engineers and boiler operators; water and liquid waste treatment plant and system operators; crushing, grinding, polishing, mixing, and blending workers; medical, dental, and ophthalmic laboratory technicians; painting workers; photographic process workers and processing machine operators; and etchers and engravers.

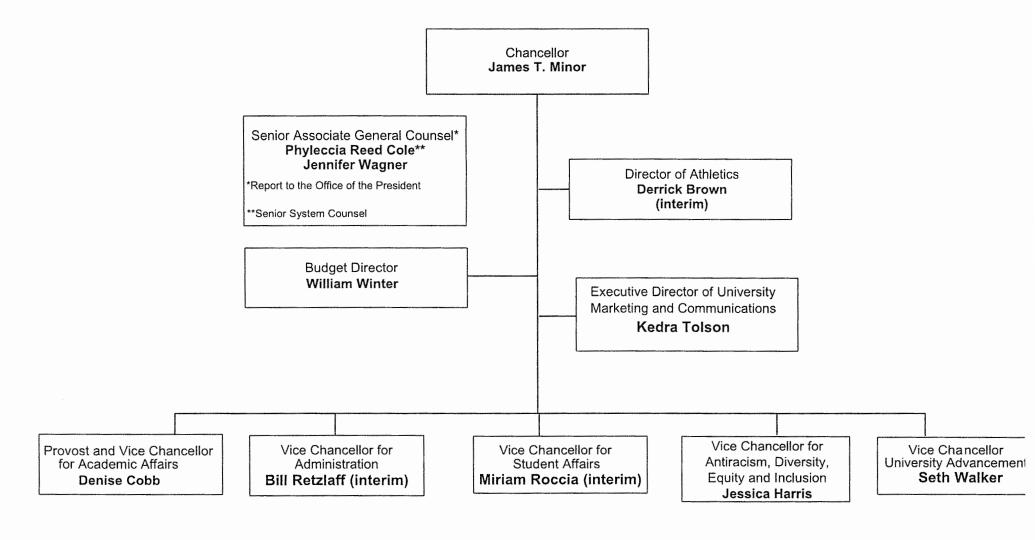
11. Technical and Paraprofessional: A primary function or occupational activity category used to classify persons whose assignments require specialized knowledge or skills which may be acquired through experience, apprenticeship, on-the-job training, or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma. Includes persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and experience than normally required for professional status. Includes mathematical technicians; life, physical, and social science technicians; agricultural and food science technicians; chemical technicians; geological and petroleum technicians; nuclear technicians; paralegals and legal assistants; miscellaneous legal support workers; health technologists and technicians; dietetic technicians; pharmacy technicians; licensed practical and licensed vocational nurses; medical records and health information technicians; opticians, dispensing; healthcare support occupations; nursing aides, orderlies, and attendants; physical therapist assistants and aides; massage therapists; dental assistants; medical assistants; and pharmacy aides.

APPENDIX D

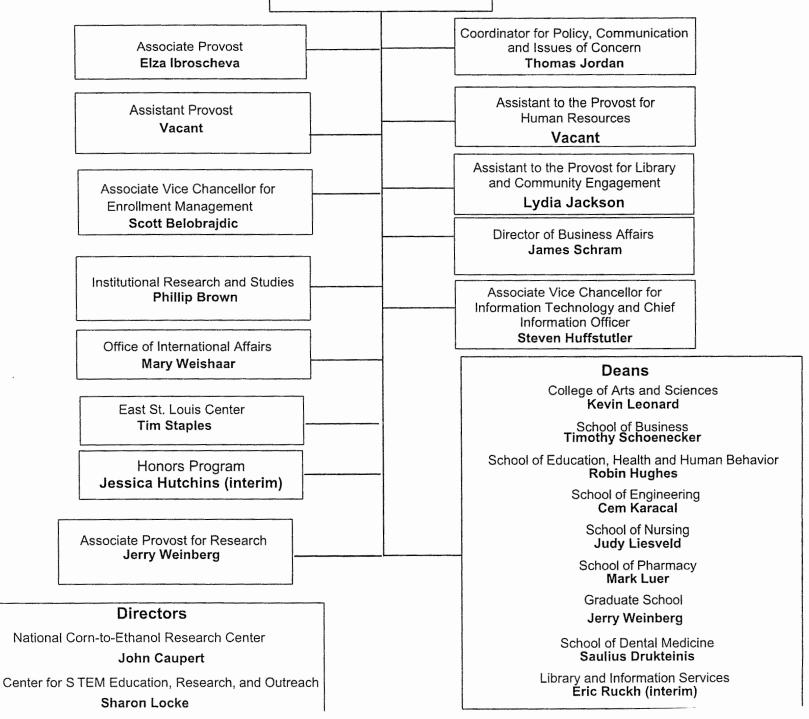
List of Organizational Charts

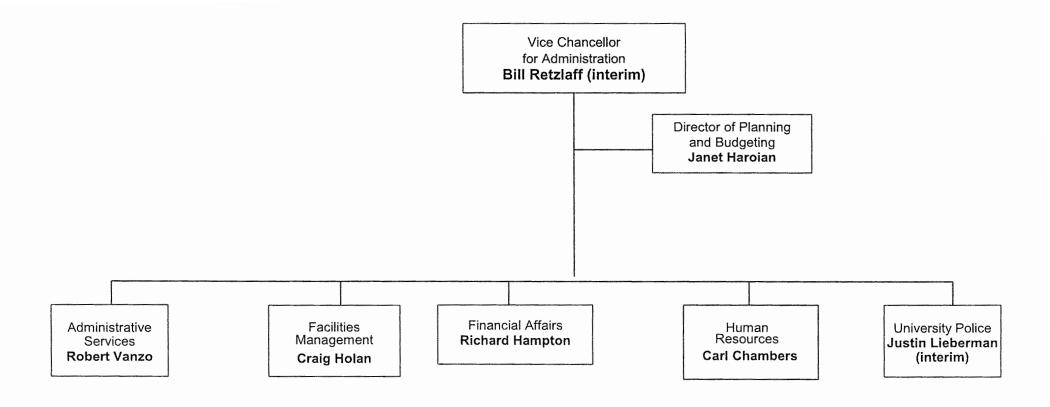
- Chart 1. Office of the Chancellor
- Chart 2. Provost and Vice Chancellor for Academic Affairs
- Chart 3. Vice Chancellor for Administration
- Chart 4. Vice Chancellor for Student Affairs
- Chart 5. Vice Chancellor for University Advancement Chief Executive Officer for SIUE Foundation

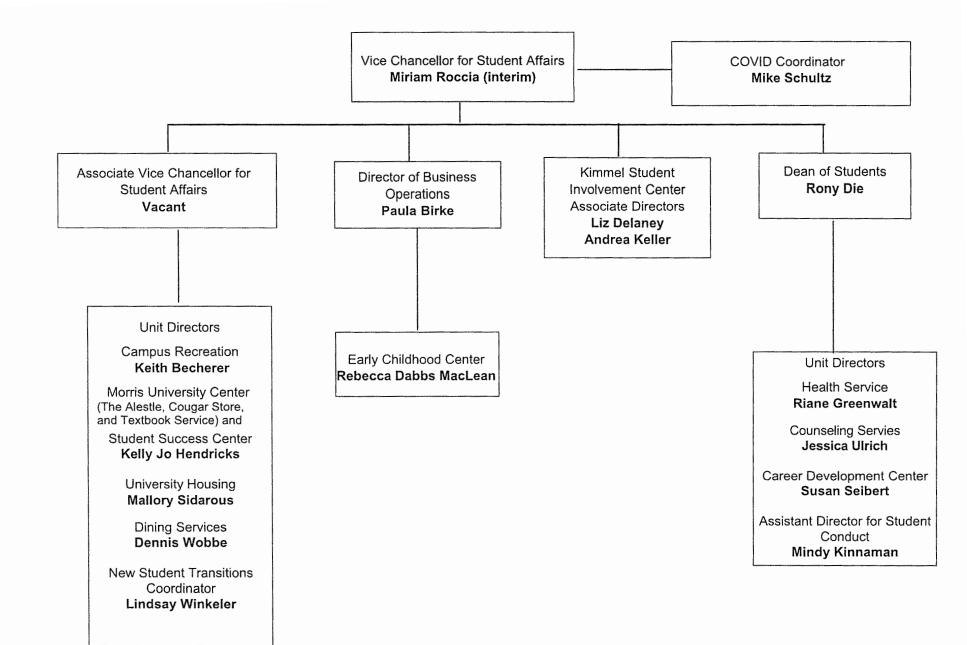
Southern Illinois University Edwardsville Organizational Chart



Provost and Vice Chancellor for Academic Affairs Denise Cobb



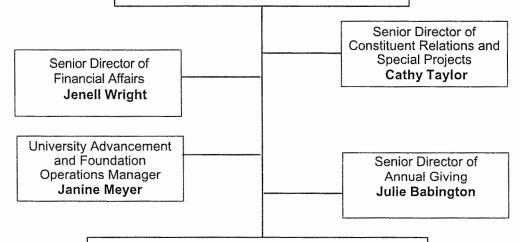




Vice Chancellor for Antiracism, Diversity, Equity and Inclusion Jessica Harris Accessible Campus Equal Opportunity, Access and Student Opportunities, Equity, Inclusive Excellence, Community and Equitable Title IX Coordination Diversity, and Inclusion Education and Development Student Support (ACCESS) Earleen Patterson Lindy Wagner Kimberly Kilgore **Dominic Dorsey**

Vice Chancellor for
University Advancement and
Chief Executive Officer for SIUE Foundation
Seth Walker

SIUE Foundation Board of Directors



Directors of Development

College of Arts & Sciences

Kyle Moore

School of Business & Lovejoy Library
Sara Colvin

School of Education, Health & Human Behavior Vacant

> School of Engineering Lisa Smith

School of Nursing & School of Pharmacy
Patricia McDonald

School of Dental Medicine
Stephen Schaus

Athletics
Shane Taylor

APPENDIX E

Title IX General Policy Statement

Title IX General Policy Statement

It is the policy of Southern Illinois University Edwardsville (SIUE) to prohibit discrimination and harassment on the basis of race, color, national origin, ancestry, religion, sex, sexual orientation including gender identity, marital status, civil union status, age, physical or mental disability, military status, or unfavorable discharge from military service in regard to the administration of educational programs, admission of students, employment actions, athletics or other sponsored activities.

SIUE complies with the requirements of Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in all programs and activities receiving federal financial assistance. To ensure compliance with Title IX, the University has designated the Office of Equal Opportunity, Access and Title IX Coordination (EOA) as the contact office responsible for developing, adopting and making this policy available to the University community. EOA will also coordinate Title IX compliance requirements with the Department of Intercollegiate Athletics and other University departments, as appropriate.

Any individual who believes he/she has been discriminated against or harassed because of their gender, who has been subjected to sexual harassment, sexual assault, sexual misconduct, or relationship violence in violation of University policy, or who has witnessed such activity against another, may file a complaint or obtain information and assistance from EOA.

SIUE's Sexual Assault, Sexual Misconduct and Relationship Violence Policy and Procedures may be found at http://www.siue.edu/policies/2c13.shtml.

For other forms of Sexual Harassment, the SIU Sexual Harassment Policy and Complaint Procedures may be found at http://bot.siu.edu/leg/policies.html#7D and http://www.siue.edu/policies/2c5.shtml respectively

For complaints of gender discrimination, the SIUE Non-Discrimination and Non-Harassment Policy and Complaint Procedures may be found at http://www.siue.edu/policies/2c7.shtml and http://www.siue.edu/policies/2c8.shtmlrespectively

- 1.SIUE student-athletes with inquiries concerning the application of Title IX to programs and activities may contact the Assistant Title IX Coordinator: Ms. Katie Zingg, Assistant Director, Intercollegiate Athletics, Vadalabene Center, Room 1331B, Campus Box 1129, SIUE Campus, Edwardsville, IL 62026-1129, Telephone: (618) 650-5475, Email: kzingg@siue.edu.
- 2. SIUE students, faculty, and staff who seek information regarding Title IX related gender discrimination or harassment, including sexual assault and relationship violence, or who wish to file a complaint may contact the University's Title IX Coordinator, Jamie Ball, Director of the Office of Equal Opportunity, Access and Title IX Coordination, Rendleman Hall, Room 3316, Campus Box 1025, SIUE Campus, Edwardsville, IL 62026-1025, Telephone: (618) 650-2333, Facsimile: (618) 650-2270, Email: jball@siue.edu; or through online reporting tools available at https://www.siue.edu/eoa/reporting-options-resources/report-an-incident.shtml.

3. Individuals with inquiries concerning the application of Title IX may also contact: The Office for Civil Rights, Chicago Office, U. S. Department of Education, 500 W. Madison Street, Suite 1475, Chicago, IL 60661, Telephone: (312) 730-1560, Facsimile: (312) 730-1576, Email: OCR.Chicago@ed.gov.