

AFFIRMATIVE ACTION PROGRAM FOR MINORITIES & WOMEN

Oklahoma State University-Oklahoma City

OSU-OKC

November 1, 2021 through October 31, 2022

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Preface

Oklahoma State University-Oklahoma City, (also referred to as the University), is committed to the concept and practice of equal opportunity and affirmative action. In preparing this Affirmative Action Program (AAP), we have been guided by Executive Order 11246 (as amended) and its implementing regulations (41 C.F.R. Part 60-2) and the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission ("EEOC") (29 C.F.R. Part 1608). Nothing contained in this AAP or its supporting data should be construed as an admission by the University, in whole or in part, that it has contravened any federal, state, or local employment practice laws, or to sanction the discriminatory treatment of any person.

While the University firmly believes in dissemination of its affirmative action policies and equal employment opportunity practices and makes the non-data components of this AAP available for review to employees and applicants upon request, the AAP remains a proprietary document of the University. Moreover, the data on which the University has relied in preparing this AAP are confidential and sensitive, and the University believes release of the data would subject the University to commercial harm. Reports that require specific data, such as names of employees and salary information, are not an official part of this AAP. This information is on file at the University as Documentation and Supporting Data for AAP Reports, and is available for review only as required by law.

If this AAP or any supporting data or documentation are submitted to the Office of Federal Contract Compliance Programs (OFCCP) pursuant to the Executive Order, the Rehabilitation Act, the Vietnam Era Veterans' Readjustment Assistance Act and/or any implementing regulations (as any or all have been or may be amended), the Equal Employment Opportunity Commission, any local or state fair employment practice agency, or any other federal, state or local government agency, those documents and the information they contain are to be considered confidential and not subject to disclosure without notifying the University of the agency's decision to disclose and providing the University with ample time to contest the disclosure. Advance notice of disclosure should be sent to Mrs. Melissa Herren. The University requests this information be treated as exempt from public disclosure under the Freedom of Information Act, 5 U.S.C. § 552.

No information contained in the AAP or any supporting data or documentation is to be copied, removed from the premises, or released to other individuals without a prior notification to and permission from the University.

This AAP does not constitute an express or implied contract between the University and its employees, job applicants, or other persons, nor does it change in any way the basic at will employment relationship all University employees have with the University. Nothing in this

AAP creates a private right of action on behalf of any individual or group against the University.

Equal Employment Opportunity and Affirmative Action Statement of Policy

It is the policy of Oklahoma State University-Oklahoma City not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities, provided the individual is qualified, with or without reasonable accommodation, to perform the essential functions of the job. This policy applies to all jobs at the University. The University will continue to take affirmative action to ensure individuals are employed, and employees are treated during employment, without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices as follows.

Employment decisions at the University are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, promotion, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The University makes, and will continue to make, reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodation would impose an undue hardship on the operations of the University.

Oklahoma State University-Oklahoma City and its President are fully committed to the principles of equal employment opportunity and affirmative action and support the successful implementation of the University's Affirmative Action Programs. Mrs. Melissa Herren, Affirmative Action Officer for the University, has been appointed with responsibility for implementation of the University's affirmative action activities. The Affirmative Action Officer has the full support of top management to fully implement this Program. All managers and supervisors will take an active part in the University's AAP to ensure all qualified employees and prospective employees are treated in a non-

discriminatory manner with respect to all employment decisions. Furthermore, Oklahoma State University-Oklahoma City will solicit the cooperation and support of all employees for the University's Equal Employment Opportunity and Affirmative Action Statement of Policy.

The University's Affirmative Action Program includes an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of the Program. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress with compliance and implementation of the University's affirmative action policy. In accordance with public law, the University's Affirmative Action Program for qualified individuals with disabilities and the Affirmative Action Program for protected veterans are available for inspection in the Human Resources Department, upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. Oklahoma State University-Oklahoma City will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Christa Louthan

Assistant VP/Administration & Finance, Human Resources

Sex Discrimination Policy

41 C.F.R. 60-20.1 – 60-20.6

Pursuant to Oklahoma State University-Oklahoma City's equal employment opportunity and affirmative action policy, the University prohibits sexual discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration and selection for training or other employment opportunities. The terms "because of sex", on the "basis of sex", "regardless of sex" and "without regard to sex" include, but are not limited to, because of or on the basis of pregnancy, childbirth or related medical conditions, sexual orientation, gender identity and transgender status. In furtherance of the University's commitment to ensuring equal employment opportunity regardless of sex, the University will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their sex, except where sex is a bona fide occupational qualification
- Ensure job postings and recruitment materials do not express a sex preference, unless sex is a bona fide occupational qualification
- Review employment practices and personnel policies to ensure that applicants and employees are not discriminated against or harassed on the basis of sex
- Provide qualified employees with an equal opportunity to any available job without regard to their sex, except where sex is a bona fide occupational qualification
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of sex
- Develop written policies which prohibit unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature towards employees and take reasonable steps to prevent such harassment from occurring
- Provide appropriate restroom and other facilities for applicants and employees
- Refrain from reliance on any state laws which conflict with the non-discrimination provisions of Title VII of the Civil Rights Act of 1964 or Executive Order 11246 and are superseded thereby
- Ensure employees are not discriminated against because of pregnancy, childbirth, or related medical conditions. Females affected by pregnancy, childbirth, or related medical conditions will be treated the same as other persons who are not so affected but are similarly able or unable to work
- Administer any seniority systems without regard to sex
- Determine wage schedules without regard to sex
- Ensure individuals are not restricted to certain job classifications based on sex.

Religious and National Origin Discrimination Policy

41 C.F.R. 60-50.1 – 60.50.5

Pursuant to Oklahoma State University-Oklahoma City's equal employment opportunity and affirmative action policy, the University prohibits religious and national discrimination and harassment in the workplace. This policy applies to all terms and conditions of employment, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities. In furtherance of the University's commitment to ensuring equal employment opportunity regardless of national origin or religious beliefs, the University will take the following steps, as appropriate:

- Recruit individuals for all positions without regard to their national origin or religious beliefs
- Provide qualified employees with an equal opportunity to available job openings without regard to their religion or national origin
- Administer employment opportunities, wages, hours, conditions of employment, retirement programs, and other employee benefits regardless of religion or national origin
- Provide reasonable accommodation for sincerely-held religious beliefs unless doing so would pose an undue hardship on the University's business.
- Develop reasonable procedures to carry out the University's obligation to provide equal employment opportunity without regard to religion or national origin
- Inform employees of the University's commitment to equal employment opportunity without regard to national origin or religion
- Inform recruitment sources of the University's commitment to equal employment opportunity and seek their assistance and support to provide equal employment opportunity without regard to national origin or religion
- Review employment practices, personnel policies, and available records to ensure that applicants and employees are not discriminated against or harassed on the basis of religion or national origin
- Engage in outreach activities with religious and ethnic organizations and educational institutions

Responsibility for Implementation

41 C.F.R. 60-2.17

Oklahoma State University-Oklahoma City has assigned primary management responsibility and accountability for ensuring full compliance with the Affirmative Action Program to Mrs. Melissa Herren, the Affirmative Action Officer of the University. The Affirmative Action Officer has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP. The identity of the Affirmative Action Officer appears on internal and external communications regarding the University's equal employment opportunity and affirmative action policies.

The duties of the Affirmative Action Officer and designees include:

- Developing policy statements, AAPs, and internal and external modes of communication
- Overseeing regular discussions with local managers, supervisors, and employees to ensure the University's policies are being followed
- Training personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure the commitments in the University's Affirmative Action Program are implemented
- Advising managers and supervisors that the University is obligated to prevent discrimination and harassment of applicants and employees on any basis protected by law
- Identifying any problem areas in implementing the AAP, and developing solutions
- Ensuring policies are in place to identify any barriers to employment based on sex, gender identity, sexual orientation, race, color, religious creed, or national origin and assisting managers in developing solutions to ensure all individuals benefit from equal employment opportunities
- Designing and implementing an internal audit and reporting system to measure the effectiveness of the University's Program, indicate the need for remedial action, determine the degree to which the University's objectives have been attained, determine whether all employees have had the opportunity to participate in University-sponsored educational, training, recreational, and social activities, and ensure each University location is in compliance with applicable laws and regulations
- Serving as liaison between the University and enforcement agencies, and between the University and organizations of and for minorities or females
- Encouraging active involvement by University representatives in the community service programs of local organizations of and for minorities and females
- Ensuring posters and notices are properly displayed or disseminated in ways that are accessible and understandable to applicants and employees
- Keeping management informed of developments in the affirmative action area.

Organizational Profile

41 C.F.R. 60-2.11

As one of the diagnostic components of Oklahoma State University-Oklahoma City's AAP, the University has completed a profile of the workforce at the OSU-OKC establishment. The organizational profile is an overview of the staffing patterns at this establishment and is used to determine whether there are areas in the workforce where individuals are underrepresented or concentrated by gender or race.

To complete the organizational profile the University has elected to follow the Workforce Analysis methodology. The analysis identifies the departments at the OSU-OKC establishment and for each department lists all job titles from lowest to highest paid. For each job title, the report provides the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents by racial/ethnic group.

Job Group Analysis

41 C.F.R. 60-2.12

As the second diagnostic component of the AAP, Oklahoma State University-Oklahoma City has prepared a job group analysis. The job group analysis is the first step in comparing the representation of minorities and females in the workforce covered by this AAP with the estimate of the available qualified minorities and females who could be employed by the University in positions covered by this AAP.

In designing job groups, jobs have been placed in job groups based upon the general criteria of relatively similar content, similar opportunities, and similar rates of pay. Similarity of content refers to the relative duties and responsibilities of the job titles which make up the job group. Similarity of opportunities refers to training, transfers, promotions, pay mobility and other career enhancement opportunities offered by the jobs within the job group.

The job groups in this AAP were developed to serve as a basis for a statistical analysis comparing current workforce utilization to weighted internal and external availability, and, thereafter, to develop annual goals as to minorities and females. Accordingly, job content (reflected in census data matches) and opportunity for advancement (important for determining feeder jobs) have been relied upon more than pay rates in grouping jobs. Moreover, where possible, and, consistent with other factors, job groups were devised which are of a sufficient size to conduct a meaningful utilization analysis. Necessary differences exist in the statistical analysis for utilization and the statistical analysis which would be appropriate for compensation. Therefore, the University does not suggest or agree its job groups contain jobs whose incumbents are sufficiently similarly situated (considering a variety of factors including tasks performed, effort, level of responsibility, working conditions, work location, job difficulty, minimum qualifications, performance and other objective factors) to be included in the same group for purposes of statistical analysis of rates of pay or compensation.

The Job Group Analysis report identifies the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

Availability Analysis

41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of the University's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and individuals within the establishment who are promotable, transferable, and/or trainable (internal availability). In determining availability, the University has selected a reasonable recruitment area and the pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and females. Moreover, when determining external availability, the University has used the most current and discrete statistical information available. For this availability analysis, the University has used the EEO Tabulation 2006-2010 American Community Survey data. Finally, where a job group is composed of different job titles that carry different availability rates, the University calculated a composite availability figure. The University arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group is included with this AAP.

Comparison of Incumbency vs. Estimated Availability

41 C.F.R. 60-2.15

Oklahoma State University-Oklahoma City has compared the representation of minorities and females in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the University determined whether the difference was greater than could reasonably be expected.

Placement Goals

41 C.F.R. 60-2.16

As required by applicable regulations, Oklahoma State University-Oklahoma City has established placement goals where the actual representation of minorities or females in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, the University applied the following principles:

- When the percentage of minorities or females employed in a particular job group is less than would reasonably be expected, given their availability percentage in that job group, the University established a percentage annual placement goal at least equal to the availability figure derived for minorities or females, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of individuals of a specific race or sex.
- In all employment decisions, the University makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or other characteristic protected by law.
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the University to hire a person who lacks qualifications to perform the job successfully or hire a less qualified person in preference to a more qualified one.

As is described in more detail in the Action-Oriented Program section of this AAP, where a placement goal is set, the University will develop affirmative steps to increase the recruitment and training of the underrepresented group.

Identification of Problem Areas by Organizational Unit and Job Group

41 C.F.R. 60-2.17(b)

Oklahoma State University-Oklahoma City has conducted analyses of its total employment process, including evaluating the workforce by organizational unit and job group, personnel activity, compensation systems, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows.

Composition of the Workforce by Organizational Unit

The University has analyzed its workforce to determine if minorities or females are significantly underrepresented or concentrated in any organizational unit.

Composition of the Workforce by Job Group

The University has conducted an availability analysis by job group, considering both external and internal availability, and has compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in this AAP. The University has established affirmative action placement goals and programs to address any areas of underutilization and will continue to make a good faith effort to reach the placement goals established by implementing action-oriented programs.

Analysis of Progress Towards Prior Year Goals

When the percentage of minorities or females employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the University has established an annual percentage placement goal at least equal to the availability figure derived for minorities or females, as appropriate, for that job group.

Review of Personnel Activity

The University has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

Applicant Flow

The University accepted applications for open positions, and persons interested in obtaining employment with the University were advised to apply according to the

University's current policy. The University periodically reviews recruitment and selection actions to ensure there are no barriers to equal employment opportunity.

Hires

The University periodically reviews recruitment, selection and hiring actions to ensure there are no barriers to equal employment opportunity and no significant differences in selection rates by gender or race/ethnicity. Job descriptions are reviewed to make sure duties are accurately described and the experience and education requirements are job related. Job descriptions will continue to be written without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

Application forms are reviewed to ensure all requested information is job related, and the forms comply with all applicable laws. Where applicable, tests will be reviewed and administered in a non-discriminatory manner.

University representatives who are involved in the selection process will be briefed on the University's obligations. Hiring decisions are to be based on the applicant's experience, skills, abilities, education, and any other job-related criteria.

Promotions

The University provides employees the opportunity to be promoted. The University periodically reviews promotional actions to ensure there are no barriers to equal employment opportunity and no significant differences in selection rates by gender or race/ethnicity.

The University provides reasonable opportunity for employees to advance by offering training and other developmental opportunities. Most promotional opportunities are posted, providing interested employees with an opportunity to apply.

Terminations

The University periodically evaluates its termination practices to ensure there are no barriers to equal employment opportunity and no significant differences in selection rates by gender or race/ethnicity. When terminations or reductions in force are necessary, the University makes its decisions without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law.

Review of Compensation Systems

As part of its affirmative action obligations, the University has reviewed its compensation systems to determine whether those systems are being administered without regard to an

individual's sex, race, ethnicity, or other characteristic protected by law. If the University discovers significant compensation system differences between individuals who are similarly situated, it will determine whether they are the result of legitimate, nondiscriminatory factors.

Development and Implementation of Action-Oriented Programs

41 C.F.R. 60-2.17

Oklahoma State University-Oklahoma City has developed and executed action-oriented programs designed to correct any problem areas that may exist. To remove identified barriers and expand employment opportunities, the University engages in or has made plans to implement the activities outlined in this AAP, as appropriate.

The University's commitment to equal employment opportunity is publicized and employees are encouraged to participate in the University's Affirmative Action Program through activities such as the following.

- Written notification of the University's affirmative action policy will be sent to all subcontractors, including subcontracting vendors and suppliers, and request appropriate action on their part.
- The University will make the Equal Employment Opportunity Clause part of all covered contracts and purchase orders.
- The University's Equal Employment Opportunity and Affirmative Action Statement of Policy will be made available to applicants and employees. The policy will include a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under Executive Order 11246, as amended. When applicable, the University will publicize the policy in University publications.
- The University will hold meetings with executive, management and supervisory personnel to explain the University's policy of affirmative action and to make clear the President's support for the policy.
- Advertisements or solicitations for prospective employees will indicate the University is an equal opportunity employer.
- The University will seek to include individuals covered by this AAP when employees are pictured in consumer and personnel recruitment advertising.
- The University will encourage qualified minority and female applicants to apply for available job openings through the following activities, as appropriate:
- Minority and female, as well as non-minority and male, employees will be actively encouraged to refer applicants to the University.
- The University will send available job opportunities to the State Employment Services Delivery System.
- The University will identify local organizations and/or community agencies specializing in placing and/or developing training programs for protected individuals and send them notices of vacant positions.

Where placement goals exist as defined by the OFCCP, the University will contact universities and two- and four-year local colleges, vocational technical schools, high

schools, local business schools, and state and community organizations which attract qualified minority and female students.

During the period from November 01, 2020 to October 31, 2021, targeted recruitment activities with diverse outreach and recruitment sources were conducted.

The University will implement procedures to ensure minority and female employees are given equal opportunities for promotion, such as the following:

- On-the-job training will be provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher level jobs.
- The University will continue to make opportunities for advancement widely known through its career development process and by encouraging minorities and females to take advantage of these opportunities. Internal job opportunities may be posted so employees may apply to positions of interest.
- The following internal training programs will be offered to eligible employees without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law:
- The University will offer employees the opportunity to participate in external training programs without regard to sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by applicable law.

Internal Audit and Reporting System

41 C.F.R. 60-2.17

It is the responsibility of the University's Affirmative Action Officer to monitor employment and personnel practices to ensure compliance with applicable regulations and adherence to the University's Affirmative Action Policy, and to measure the effectiveness of Oklahoma State University-Oklahoma City's AAP.

The University's audit and reporting system is designed and implemented to:

- Measure the effectiveness of the AAP
- Identify any need for remedial action
- Determine the degree to which the University's objectives are being attained
- Determine whether protected individuals have had the full opportunity to equal employment and to participate in all University sponsored educational, training, recreational, and social activities
- Measure the University's compliance with the AAP's specific obligations
- Document the actions taken to monitor the University's compliance with the AAP's specific obligations.

To measure the effectiveness of the AAP, the University may take the following actions:

- Audit the University's voluntary self-identification process to monitor the number of individuals who choose to self-identify and evaluate whether changes could be made to University's self-identification process to encourage greater voluntary self-identification
- Monitor records of applicant flow, referrals, placements, training, transfers, promotions, terminations, and compensation decisions to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained
- Report on the organization's progress towards equal employment opportunity and any identified problem areas so appropriate steps can be taken to resolve any issues
- Examine available utilization and benchmark data regarding protected individuals and develop action-oriented programs to address any areas of underutilization
- Review available data computations and analyses regarding applicants and hires
- Review the effectiveness of the University's recruitment and outreach activities
- Use a schedule to regularly assess any mental and physical qualifications to ensure they are job-related and consistent with business necessity
- Regularly assess the University's personnel processes to ensure all individuals have equal opportunity in employment
- Audit communications with vendors and subcontractors to ensure such communications reflect the University's commitment to equal employment

opportunity and affirmative action

- Audit communications with applicants and employees to ensure such communications reflect the University's commitment to equal employment opportunity and affirmative action
- Audit job listings to ensure the postings reflect the University's commitment to equal employment opportunity and affirmative action, and such postings are timely listed with the appropriate state employment delivery system
- Audit personnel policies to ensure such policies reflect the University's commitment to equal employment opportunity and affirmative action

Where the Affirmative Action Program is found to be deficient, the University shall endeavor to undertake necessary action to improve the Program.

Reports

Oklahoma State University-Oklahoma City

November 1, 2021 Annual Affirmative Action Plan

OSU-OKC

Workforce Analysis

160001

Office of the President & Provost

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
EXEC AST		Total 1	0	0	0	0	0	0	0
EXEC AST	3	Tot Min 0	1	1	0	0	0	0	0
SRDIRCSI		Total 1	0	0	0	0	0	0	0
Sr Dir Ctr of Soc. Innovation	1	Tot Min 0	1	1	0	0	0	0	0
SRDIREMPTRN		Total 1	1	1	0	0	0	0	0
Sr Dir Employment & Training	1	Tot Min 0	0	0	0	0	0	0	0
PRES		Total 1	1	0	0	0	0	0	1
President	1	Tot Min 1	0	0	0	0	0	0	0
Total for 160001		Total 4	2	1	0	0	0	0	1
		Tot Min 1	2	2	0	0	0	0	0

160101

Community Engagement

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
ADJ INSTR-160101		Total 1	0	0	0	0	0	0	0
Adjunct Instructor-Community Engagement	2	Tot Min 0	1	1	0	0	0	0	0
SRDIRCE		Total 1	0	0	0	0	0	0	0
Sr Dir Community Engagement	1	Tot Min 0	1	1	0	0	0	0	0
Total for 160101		Total 2	0	0	0	0	0	0	0
		Tot Min 0	2	2	0	0	0	0	0

160102

Financial Aid

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
SCHOLARSHSP SPCLT		Total 1	0	0	0	0	0	0	0
SCHOLARSHSP SPCLT	4	Tot Min 1	1	0	0	0	1	0	0

Workforce Analysis

160102

Financial Aid

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
FINAIDCOUN		Total	3	Mal	1	0	0	0	1	0	0	0
Financial Aid Counselor	4	Tot Min	2	Fem	2	1	1	0	0	0	0	0
FINAIDSPCLT		Total	1	Mal	0	0	0	0	0	0	0	0
Financial Aid Specialist	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
FAO		Total	1	Mal	0	0	0	0	0	0	0	0
Financial Aid Officer	3	Tot Min	1	Fem	1	0	1	0	0	0	0	0
SRDIRFINAID		Total	1	Mal	0	0	0	0	0	0	0	0
Sr Director Financial Aid	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
Total for 160102		Total	7	Mal	1	0	0	0	1	0	0	0
		Tot Min	6	Fem	6	1	4	0	1	0	0	0

160103

Initial College Studies

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
Adj Instr-160103		Total	6	Mal	4	3	1	0	0	0	0	0
Adj Instr-Initial College Studies	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
PROF-160103		Total	1	Mal	0	0	0	0	0	0	0	0
PROF-Initial College Studies	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
INSTR/DIV HEAD		Total	1	Mal	0	0	0	0	0	0	0	0
INSTR/DIV HEAD	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 160103		Total	8	Mal	4	3	1	0	0	0	0	0
		Tot Min	1	Fem	4	4	0	0	0	0	0	0

160104

Crime Victim/Survivor Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2	
Adj Instr-160104		Total	4	Mal	0	0	0	0	0	0	0	0
Adj Instr-Crime Victim/Survivor Services	2	Tot Min	0	Fem	4	4	0	0	0	0	0	0
INSTRUCTOR-160104		Total	1	Mal	0	0	0	0	0	0	0	0
Instructor-Crime Victim/Survivor Services	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 160104	Total	5	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	0	Fem	5	5	0	0	0	0	0	0	0

160106 Horticulture

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
GREENHOUSE TECH		Total 1	Mal	1	1	0	0	0	0	0
GREENHOUSE TECH	7	Tot Min 0	Fem	0	0	0	0	0	0	0
GREENHOUSE MGR		Total 1	Mal	0	0	0	0	0	0	0
GREENHOUSE MGR	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Adj Instr-160106		Total 5	Mal	1	1	0	0	0	0	0
Adj Instr-Horticulture	2	Tot Min 0	Fem	4	4	0	0	0	0	0
ASO PRF-160106		Total 1	Mal	1	1	0	0	0	0	0
Associate Professor-Horticulture	2	Tot Min 0	Fem	0	0	0	0	0	0	0
INSTRUCTOR-160106		Total 1	Mal	1	1	0	0	0	0	0
Instructor-Horticulture	2	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 160106		Total 9	Mal	4	4	0	0	0	0	0
		Tot Min 0	Fem	5	5	0	0	0	0	0

160107 Academic Effectiveness

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
SRDIR		Total 1	Mal	0	0	0	0	0	0	0
Senior Director	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 160107		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

160108 Police Science

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
Adj Instr-160108		Total 9	Mal	6	4	0	0	1	0	1
Adj Instr-Police Science	2	Tot Min 2	Fem	3	3	0	0	0	0	0
AST PRF-160108		Total 1	Mal	1	1	0	0	0	0	0
Assistant Professor-Police Science	2	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 160108	Total	10	Mal	7	5	0	0	0	1	0	1
	Tot Min	2	Fem	3	3	0	0	0	0	0	0

160109 Human Resources

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
HRSPCLT		Total 3	Mal	1	1	0	0	0	0	0
Human Resources Specialist	3	Tot Min 1	Fem	2	1	0	0	1	0	0
HR COORDINATOR		Total 1	Mal	0	0	0	0	0	0	0
HR COORDINATOR	3	Tot Min 0	Fem	1	1	0	0	0	0	0
SRDIRHR		Total 1	Mal	0	0	0	0	0	0	0
SR Director Human Resources	1	Tot Min 1	Fem	1	0	0	0	0	1	0
Total for 160109		Total 5	Mal	1	1	0	0	0	0	0
		Tot Min 2	Fem	4	2	0	0	1	1	0

160110 Testing & Assessment

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
TESTCTRCOORD		Total 1	Mal	0	0	0	0	0	0	0
Testing Center Coordinator	4	Tot Min 0	Fem	1	1	0	0	0	0	0
TESTSPECL		Total 2	Mal	1	1	0	0	0	0	0
Testing Specialist	3	Tot Min 1	Fem	1	0	0	0	1	0	0
TESTING & ASSESTMENT		Total 1	Mal	0	0	0	0	0	0	0
TESTING & ASSESTMENT MANGER	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 160110		Total 4	Mal	1	1	0	0	0	0	0
		Tot Min 1	Fem	3	2	0	0	1	0	0

160111 Training & Development Center

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
TRAINING & EVENTS CO		Total 1	Mal	0	0	0	0	0	0	0
TRAINING & EVENTS COORINATOR	3	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 160111		Total 1	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	1	1	0	0	0	0	0

Workforce Analysis

160114

Public Safety

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
Adj Instr-160114		Total	3	3	0	0	0	0	0	0
Adj Instr-Public Safety	2	Tot Min	0	0	0	0	0	0	0	0
PROFHEAD		Total	1	1	0	0	0	0	0	0
Professor/Head	2	Tot Min	0	0	0	0	0	0	0	0
Total for 160114		Total	4	4	0	0	0	0	0	0
		Tot Min	0	0	0	0	0	0	0	0

160115

STEM Div.

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
ADMIN ASST		Total	1	0	0	0	0	0	0	0
ADMIN ASST	4	Tot Min	0	1	0	0	0	0	0	0
Adj Instr-160115		Total	2	2	0	0	0	0	0	0
Adj Instr-STEM Div.	2	Tot Min	0	0	0	0	0	0	0	0
Total for 160115		Total	3	2	0	0	0	0	0	0
		Tot Min	0	1	0	0	0	0	0	0

160117

Enterprise Systems & Business Intel

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2
SRSUPPANLY		Total	1	0	0	0	0	0	0	0
Senior Support Analyst	5	Tot Min	0	1	0	0	0	0	0	0
DEVELOPER		Total	1	1	0	0	0	0	0	0
DEVELOPER	5	Tot Min	0	0	0	0	0	0	0	0
LDDEVP		Total	1	0	0	0	0	0	0	0
Lead Developer	5	Tot Min	0	1	0	0	0	0	0	0
ASTDIRDA		Total	1	0	0	0	0	0	0	0
Asst Director Data Analysis	1	Tot Min	0	1	0	0	0	0	0	0
SRDIRENTRSVC		Total	1	1	0	0	0	0	0	0
Sr Director of Enterprise Svcs	1	Tot Min	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 160117	Total	5	Mal	2	2	0	0	0	0	0	0	0
	Tot Min	0	Fem	3	3	0	0	0	0	0	0	0

160118 Academic Advisement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
TRANSACAADVI		Total	1	Mal	0	0	0	0	0	0	0
Transitional Academic Advisor	3	Tot Min	1	Fem	1	0	0	0	1	0	0
ACAD ADVISOR		Total	8	Mal	2	2	0	0	0	0	0
ACAD ADVISOR	3	Tot Min	1	Fem	6	5	1	0	0	0	0
DIRACDEMADVIS		Total	1	Mal	0	0	0	0	0	0	0
Director Academic Advisement	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160118		Total	10	Mal	2	2	0	0	0	0	0
		Tot Min	2	Fem	8	6	1	0	1	0	0

160119 Operations VP

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
EVNGWKNDCORD		Total	1	Mal	1	1	0	0	0	0	0
Evng/Wknd Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
OFFICE COORD		Total	1	Mal	0	0	0	0	0	0	0
Office Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
DORERLYSTLMENT		Total	1	Mal	0	0	0	0	0	0	0
Director Early Settlement	1	Tot Min	0	Fem	1	1	0	0	0	0	0
VP OPERATIONS		Total	1	Mal	1	1	0	0	0	0	0
VP OPERATIONS	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160119		Total	4	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

160120 Construction/Maintenance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
MAINT TECH		Total	1	Mal	1	1	0	0	0	0	0
MAINT TECH	6	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

160120

Construction/Maintenance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
BLD SPEC MT		Total	2	Mal	2	2	0	0	0	0	0
Bldg Specialist-Maint. Tech	6	Tot Min	0	Fem	0	0	0	0	0	0	0
MEPTSUPV		Total	1	Mal	1	1	0	0	0	0	0
MEP Trades Supervisor	6	Tot Min	0	Fem	0	0	0	0	0	0	0
TEAMCOORD		Total	1	Mal	1	1	0	0	0	0	0
Team Coordinator	3	Tot Min	0	Fem	0	0	0	0	0	0	0
SRDIRFACOPR		Total	1	Mal	1	1	0	0	0	0	0
Sr Director Facility Operation	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160120		Total	6	Mal	6	6	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

160121

Engineering Technologies

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
Adj Instr-160121		Total	1	Mal	1	1	0	0	0	0	0
Adj Instr-Engineering Technologies	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Adj Instr-160154		Total	1	Mal	1	1	0	0	0	0	0
Adj Instr-Construction Technology	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160121		Total	2	Mal	2	2	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

160122

Mathematics

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
Adj Instr-160122		Total	7	Mal	6	6	0	0	0	0	0
Adj Instr-Mathematics	2	Tot Min	1	Fem	1	0	0	1	0	0	0
AST PRF-160122		Total	2	Mal	1	1	0	0	0	0	0
Assistant Professor-Mathematics	2	Tot Min	0	Fem	1	1	0	0	0	0	0
ASO PRF-160122		Total	1	Mal	0	0	0	0	0	0	0
Associate Professor-Mathematics	2	Tot Min	1	Fem	1	0	0	0	0	0	1

Workforce Analysis

Total for 160122	Total	10	Mal	7	7	0	0	0	0	0	0
	Tot Min	2	Fem	3	1	0	1	0	0	0	1

160123 Liberal Arts

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
ADMIN ASST		Total 1	Mal	0	0	0	0	0	0	0
ADMIN ASST	4	Tot Min 0	Fem	1	1	0	0	0	0	0
AST PROF/DIV HEAD		Total 1	Mal	1	0	0	0	1	0	0
Assistant Professor/Div Head	2	Tot Min 1	Fem	0	0	0	0	0	0	0
Total for 160123		Total 2	Mal	1	0	0	0	1	0	0
		Tot Min 1	Fem	1	1	0	0	0	0	0

160124 Security

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
SECURITY OFCR		Total 7	Mal	6	3	1	0	2	0	0
SECURITY OFCR	7	Tot Min 3	Fem	1	1	0	0	0	0	0
SAFSECURMGR		Total 1	Mal	1	0	0	0	0	1	0
Safety & Security Manager	5	Tot Min 1	Fem	0	0	0	0	0	0	0
ADMIN ASST		Total 1	Mal	1	1	0	0	0	0	0
ADMIN ASST	4	Tot Min 0	Fem	0	0	0	0	0	0	0
SAFECOORD		Total 1	Mal	0	0	0	0	0	0	0
Safety Coordinator	3	Tot Min 0	Fem	1	1	0	0	0	0	0
DIRSAFSECUR		Total 1	Mal	1	1	0	0	0	0	0
Director Safety & Security	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 160124		Total 11	Mal	9	5	1	0	2	1	0
		Tot Min 4	Fem	2	2	0	0	0	0	0

160125 Grounds Maintenance

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
GROUNDSTECH		Total 1	Mal	0	0	0	0	0	0	0
Grounds Technician	7	Tot Min 1	Fem	1	0	1	0	0	0	0

Workforce Analysis

160125

Grounds Maintenance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
GRNDSLDTTECH		Total	1	Mal	1	1	0	0	0	0	0
Grounds/Lead Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0
GROUNDS MGR		Total	1	Mal	1	0	1	0	0	0	0
GROUNDS MGR	3	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 160125		Total	3	Mal	2	1	1	0	0	0	0
		Tot Min	2	Fem	1	0	1	0	0	0	0

160127

Student Success & Opportunity Cente

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ACAD SUCCESS COACH		Total	1	Mal	0	0	0	0	0	0	0
ACAD SUCCESS COACH	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160127		Total	1	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

160128

Communications & Marketing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
TMPCONTNSPCL		Total	1	Mal	0	0	0	0	0	0	0
Temporary Content Specialist	5	Tot Min	0	Fem	1	1	0	0	0	0	0
GRAPHIC DESIGNER		Total	1	Mal	0	0	0	0	0	0	0
GRAPHIC DESIGNER	5	Tot Min	0	Fem	1	1	0	0	0	0	0
DIGMEDICORD		Total	1	Mal	1	0	0	0	1	0	0
Digital Media Coordinator	5	Tot Min	1	Fem	0	0	0	0	0	0	0
WEB COMM MGR		Total	1	Mal	1	1	0	0	0	0	0
WEB COMM MGR	3	Tot Min	0	Fem	0	0	0	0	0	0	0
SRDIRCOMM		Total	1	Mal	1	1	0	0	0	0	0
Senior Director Communications	3	Tot Min	0	Fem	0	0	0	0	0	0	0
DIRECTOR		Total	1	Mal	1	1	0	0	0	0	0
DIRECTOR	3	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

Total for 160128	Total	6	Mal	4	3	0	0	0	1	0	0
	Tot Min	1	Fem	2	2	0	0	0	0	0	0

160129 CSEP

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
ADMIN ASST		Total 1	Mal	0	0	0	0	0	0	0
ADMIN ASST	4	Tot Min 0	Fem	1	1	0	0	0	0	0
PRGMCOORDPDC		Total 1	Mal	1	1	0	0	0	0	0
Program Coordinator PDTC	4	Tot Min 0	Fem	0	0	0	0	0	0	0
PRMGCOORDMC		Total 1	Mal	1	1	0	0	0	0	0
Program Coordinator - MC	4	Tot Min 0	Fem	0	0	0	0	0	0	0
OFFICE MGR		Total 1	Mal	0	0	0	0	0	0	0
OFFICE MGR	4	Tot Min 0	Fem	1	1	0	0	0	0	0
ADJ INSTR-160129		Total 1	Mal	0	0	0	0	0	0	0
Adjunct Instructor-PDTC	2	Tot Min 0	Fem	1	1	0	0	0	0	0
DIRPDTC		Total 1	Mal	1	1	0	0	0	0	0
Director PDTC	1	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 160129		Total 6	Mal	3	3	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

160130 Early Care Education

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
COORDINATOR		Total 1	Mal	1	1	0	0	0	0	0
COORDINATOR	3	Tot Min 0	Fem	0	0	0	0	0	0	0
Adj Instr-160130		Total 5	Mal	0	0	0	0	0	0	0
Adj Instr-Early Care Education	2	Tot Min 0	Fem	5	5	0	0	0	0	0
ASO PRF-160130		Total 2	Mal	0	0	0	0	0	0	0
Associate Professor-Early Care Education	2	Tot Min 1	Fem	2	1	0	0	1	0	0
Total for 160130		Total 8	Mal	1	1	0	0	0	0	0
		Tot Min 1	Fem	7	6	0	0	1	0	0

Workforce Analysis

160131

Information Systems & Technologies

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
Adj Instr-160131		Total	7	Mal	4	4	0	0	0	0	0
Adj Instr-Information Systems & Technologies	2	Tot Min	1	Fem	3	2	0	0	0	1	0
AST PRF-160131		Total	2	Mal	1	1	0	0	0	0	0
Assistant Professor-Information Systems &	2	Tot Min	1	Fem	1	0	0	0	0	1	0
Total for 160131		Total	9	Mal	5	5	0	0	0	0	0
		Tot Min	2	Fem	4	2	0	0	0	2	0

160134

Talent Search

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
Coordinatorato		Total	1	Mal	0	0	0	0	0	0	0
Coordinator/Counselor	3	Tot Min	1	Fem	1	0	0	0	1	0	0
DIR TALENT SEARCH		Total	1	Mal	0	0	0	0	0	0	0
DIR TALENT SEARCH	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160134		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	1	0	0

160135

Business Administration

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2	
Adj Instr-160135		Total	4	Mal	2	2	0	0	0	0	0
Adj Instr-Business Administration	2	Tot Min	0	Fem	2	2	0	0	0	0	0
ASO PRF-160135		Total	4	Mal	2	2	0	0	0	0	0
Associate Professor-Business Administration	2	Tot Min	0	Fem	2	2	0	0	0	0	0
Total for 160135		Total	8	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

160138

EMS

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
LAB COOR		Total	1	Mal	1	0	0	1	0	0	0
LAB COOR	5	Tot Min	1	Fem	0	0	0	0	0	0	0
CLINCOORD		Total	1	Mal	0	0	0	0	0	0	0
Clinical Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Adj Instr-160138		Total	7	Mal	6	6	0	0	0	0	0
Adj Instr-EMS	2	Tot Min	0	Fem	1	1	0	0	0	0	0
INSTRUCTOR-160138		Total	1	Mal	1	1	0	0	0	0	0
Instructor-EMS	2	Tot Min	0	Fem	0	0	0	0	0	0	0
AST PRF-160138		Total	1	Mal	1	0	0	0	0	0	1
Assistant Professor-EMS	2	Tot Min	1	Fem	0	0	0	0	0	0	0
ASO PRF-160138		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor-Paramedicine	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160138		Total	12	Mal	10	8	0	1	0	0	1
		Tot Min	2	Fem	2	2	0	0	0	0	0

160139

Library

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
Instr. Services Libr		Total	1	Mal	0	0	0	0	0	0	0
Instr. Services Librarian	5	Tot Min	1	Fem	1	0	0	0	1	0	0
LIBRARY AST		Total	2	Mal	2	1	1	0	0	0	0
LIBRARY AST	4	Tot Min	1	Fem	0	0	0	0	0	0	0
ACSSRVCORD		Total	1	Mal	0	0	0	0	0	0	0
Access Services Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
DIR LIBR SVC		Total	1	Mal	0	0	0	0	0	0	0
DIR LIBR SVC	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160139		Total	5	Mal	2	1	1	0	0	0	0
		Tot Min	2	Fem	3	2	0	0	1	0	0

Workforce Analysis

160140

Health Sciences Div

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADMIN ASST		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASST	4	Tot Min	0	Fem	1	1	0	0	0	0	0
CAREERLDRPRGCOR		Total	1	Mal	0	0	0	0	0	0	0
Career Ladder Prog Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
INSTRUCTOR-160140		Total	6	Mal	0	0	0	0	0	0	0
Instructor-Nursing	2	Tot Min	2	Fem	6	4	1	0	1	0	0
AST PRF-160140		Total	7	Mal	0	0	0	0	0	0	0
Assistant Professor-Nursing	2	Tot Min	1	Fem	7	6	1	0	0	0	0
ASO PRF-160140		Total	5	Mal	0	0	0	0	0	0	0
Associate Professor-Nursing	2	Tot Min	0	Fem	5	5	0	0	0	0	0
Total for 160140		Total	20	Mal	0	0	0	0	0	0	0
		Tot Min	3	Fem	20	17	2	0	1	0	0

160141

Purchasing

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
PURCTRVLAST		Total	1	Mal	0	0	0	0	0	0	0
Purchasing-Travel Assistant	3	Tot Min	0	Fem	1	1	0	0	0	0	0
PROCPRGMSPCLT		Total	1	Mal	0	0	0	0	0	0	0
Procurement Program Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
PURCHCOORD		Total	1	Mal	0	0	0	0	0	0	0
Purchasing Coord	3	Tot Min	1	Fem	1	0	1	0	0	0	0
SRDIRPURCHS		Total	1	Mal	0	0	0	0	0	0	0
Senior Director Purchasing	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160141		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	4	3	1	0	0	0	0

Workforce Analysis

160142

Student Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
FMR		Total	1	Mal	0	0	0	0	0	0	0
Farmers Market Assistant	7	Tot Min	0	Fem	1	1	0	0	0	0	0
FMM		Total	1	Mal	0	0	0	0	0	0	0
Farmers Market Manager	7	Tot Min	0	Fem	1	1	0	0	0	0	0
TECHLIAS		Total	1	Mal	1	0	0	1	0	0	0
Technology Liaison	3	Tot Min	1	Fem	0	0	0	0	0	0	0
VP STU Experience		Total	1	Mal	1	0	0	0	1	0	0
VP Student Experience	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 160142		Total	4	Mal	2	0	0	1	1	0	0
		Tot Min	2	Fem	2	2	0	0	0	0	0

160143

User Support & Training Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
USRSUPTTECH		Total	3	Mal	1	1	0	0	0	0	0
User Support Technician	5	Tot Min	0	Fem	2	2	0	0	0	0	0
TECHSUPMGR		Total	1	Mal	1	0	0	0	1	0	0
Technology Support Manager	5	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 160143		Total	4	Mal	2	1	0	0	1	0	0
		Tot Min	1	Fem	2	2	0	0	0	0	0

160144

Cardiovascular Technology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
INSTRUCTOR-160144		Total	4	Mal	0	0	0	0	0	0	0
Instructor-Cardiovascular Technology	2	Tot Min	0	Fem	4	4	0	0	0	0	0
Total for 160144		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

Workforce Analysis

160145

Academic Affairs Assoc VP

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ASOCVPAA		Total	1	Mal	1	1	0	0	0	0	0
Assoc VP AA	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160145		Total	1	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

160146

Interpreter Training

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
LAB TECHNICIAN		Total	1	Mal	0	0	0	0	0	0	0
LAB TECHNICIAN	5	Tot Min	0	Fem	1	1	0	0	0	0	0
Adj Instr-160146		Total	3	Mal	0	0	0	0	0	0	0
Adj Instr-Interpreter Training	2	Tot Min	0	Fem	3	3	0	0	0	0	0
AST PRF-160146		Total	1	Mal	1	1	0	0	0	0	0
Assistant Professor-Interpreter Training	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160146		Total	5	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	4	4	0	0	0	0	0

160147

Event Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
EVTWELLSUPCORD		Total	1	Mal	1	0	0	0	1	0	0
Evts & Wellness Supp Coordintr	5	Tot Min	1	Fem	0	0	0	0	0	0	0
DIRCMPEVWEL		Total	1	Mal	0	0	0	0	0	0	0
Dir Campus Events & Wellness	1	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 160147		Total	2	Mal	1	0	0	0	1	0	0
		Tot Min	2	Fem	1	0	0	1	0	0	0

Workforce Analysis

160148

Recruitment & Admissions

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADMISSIONS SPCLT		Total	2	Mal	0	0	0	0	0	0	0
ADMISSIONS SPCLT	4	Tot Min	0	Fem	2	2	0	0	0	0	0
RECRUITMENT SPECLT		Total	2	Mal	2	0	0	0	2	0	0
RECRUITMENT SPECLT	4	Tot Min	2	Fem	0	0	0	0	0	0	0
ADMISSIONS SPCLT CRM		Total	1	Mal	0	0	0	0	0	0	0
Admissions Specialist - CRM	4	Tot Min	0	Fem	1	1	0	0	0	0	0
RECRUSPCLHISPOUT		Total	1	Mal	1	0	0	0	1	0	0
Recruit Specialst/Hisp Outreac	4	Tot Min	1	Fem	0	0	0	0	0	0	0
LDADMINCOMMSPCL		Total	1	Mal	0	0	0	0	0	0	0
Lead Admissions Comm Specialst	3	Tot Min	0	Fem	1	1	0	0	0	0	0
DIR ADMISS/RECRUIT		Total	1	Mal	0	0	0	0	0	0	0
DIR ADMISS/RECRUIT	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160148		Total	8	Mal	3	0	0	0	3	0	0
		Tot Min	3	Fem	5	5	0	0	0	0	0

160149

Upward Bound

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
OFFCMGRCON		Total	1	Mal	0	0	0	0	0	0	0
Office Manager/Counselor	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ACADM COORD		Total	1	Mal	0	0	0	0	0	0	0
Academic Coordinator	3	Tot Min	1	Fem	1	0	0	0	1	0	0
DIRUPWRDBND		Total	1	Mal	1	1	0	0	0	0	0
Director Upward Bound	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160149		Total	3	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	1	0	0

Workforce Analysis

160150

Registrar & Veteran Affairs

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
GRADSRVCCORD		Total 1	Mal	0	0	0	0	0	0
Graduation Services Coordinator	4	Tot Min 0	Fem	1	1	0	0	0	0
REGISTRAR SPECIALIST		Total 2	Mal	0	0	0	0	0	0
Registrar Specialist	3	Tot Min 0	Fem	2	2	0	0	0	0
MILSTUSVCORD		Total 1	Mal	0	0	0	0	0	0
Military Student SVC Coordintr	3	Tot Min 0	Fem	1	1	0	0	0	0
ASTREGIST		Total 1	Mal	0	0	0	0	0	0
Assistant Registrar	3	Tot Min 1	Fem	1	0	0	0	0	1
REGISTRAR		Total 1	Mal	1	1	0	0	0	0
REGISTRAR	1	Tot Min 0	Fem	0	0	0	0	0	0
Total for 160150		Total 6	Mal	1	1	0	0	0	0
		Tot Min 1	Fem	5	4	0	0	0	1

160151

Healthcare Management

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
ADJ INSTR-160151		Total 2	Mal	0	0	0	0	0	0
Adjunct Instructor-Healthcare Management	2	Tot Min 0	Fem	2	2	0	0	0	0
INSTRUCTOR-160151		Total 1	Mal	0	0	0	0	0	0
Instructor-Healthcare Management	2	Tot Min 0	Fem	1	1	0	0	0	0
Total for 160151		Total 3	Mal	0	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0

160152

Wellness Center

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2
WCM		Total 1	Mal	1	0	1	0	0	0
Wellness Center Manager	3	Tot Min 1	Fem	0	0	0	0	0	0
Total for 160152		Total 1	Mal	1	0	1	0	0	0
		Tot Min 1	Fem	0	0	0	0	0	0

Workforce Analysis

160153

Budget & Finance VP

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
CAMPBUDGCORD		Total	1	Mal	0	0	0	0	0	0	0
Campus Budget Coordinator	4	Tot Min	0	Fem	1	1	0	0	0	0	0
ACCOUNTANT		Total	1	Mal	0	0	0	0	0	0	0
ACCOUNTANT	3	Tot Min	1	Fem	1	0	0	1	0	0	0
HLTHWELNCOUNS		Total	1	Mal	1	1	0	0	0	0	0
Health and Wellness Counselor	3	Tot Min	0	Fem	0	0	0	0	0	0	0
VP BUDGET/FINANCE		Total	1	Mal	0	0	0	0	0	0	0
VP BUDGET/FINANCE	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160153		Total	4	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	3	2	0	1	0	0	0

160154

Construction Technology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
Adj Instr-160154		Total	8	Mal	8	8	0	0	0	0	0
Adj Instr-Construction Technology	2	Tot Min	0	Fem	0	0	0	0	0	0	0
ASO PRF-160154		Total	1	Mal	1	1	0	0	0	0	0
Associate Professor-Construction Technology	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160154		Total	9	Mal	9	9	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

160156

Soar

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
MATH SPCLT		Total	1	Mal	1	1	0	0	0	0	0
MATH SPCLT	4	Tot Min	0	Fem	0	0	0	0	0	0	0
ENGLRETSPCLT		Total	1	Mal	0	0	0	0	0	0	0
English/Retention Specialist	4	Tot Min	0	Fem	1	1	0	0	0	0	0
OFFICE SPECIALIST		Total	1	Mal	0	0	0	0	0	0	0
OFFICE SPECIALIST	4	Tot Min	1	Fem	1	0	0	0	1	0	0

Workforce Analysis

160156

Soar

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
SCI SPEC		Total	1	Mal	0	0	0	0	0	0	0
Science Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0
DIRECTOR SOAR		Total	1	Mal	0	0	0	0	0	0	0
DIRECTOR SOAR	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160156		Total	5	Mal	1	1	0	0	0	0	0
		Tot Min	1	Fem	4	3	0	0	1	0	0

160157

Student Engagement

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
SPSUPPG		Total	1	Mal	0	0	0	0	0	0	0
Student/Parent Supp Grant Ast	3	Tot Min	0	Fem	1	1	0	0	0	0	0
CoordinatorStudent		Total	1	Mal	0	0	0	0	0	0	0
Coordinator Student Developmnt	3	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 160157		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	2	1	0	0	1	0	0

160158

Veterinary Technology

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
VETTECHCC		Total	1	Mal	0	0	0	0	0	0	0
Vet Tech/ Clinical Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0
RVTCOMPLOFCR		Total	1	Mal	0	0	0	0	0	0	0
RVT/Compliance Officer	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Adj Instr-160158		Total	1	Mal	0	0	0	0	0	0	0
Adj Instr-Veterinary Technology	2	Tot Min	0	Fem	1	1	0	0	0	0	0
INSTRUCTOR-160158		Total	1	Mal	0	0	0	0	0	0	0
Instructor-Veterinary Technology	2	Tot Min	1	Fem	1	0	0	0	1	0	0
AST PROF/DEPT HEAD		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor/Dept Head	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

Total for 160158	Total	5	Mal	0	0	0	0	0	0	0	0	0
	Tot Min	1	Fem	5	4	0	0	0	1	0	0	0

160159 Human Services Div

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
ADMIN ASST		Total 2	Mal	0	0	0	0	0	0	0
ADMIN ASST	4	Tot Min 0	Fem	2	2	0	0	0	0	0
ASO PROF/DIV HEAD		Total 1	Mal	0	0	0	0	0	0	0
ASO PROF/DIV HEAD	1	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 160159		Total 3	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	3	3	0	0	0	0	0

160160 Behavioral Science

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
Adj Instr-160160		Total 20	Mal	10	8	1	0	1	0	0
Adj Instr-Behavioral Science	2	Tot Min 5	Fem	10	7	2	0	0	1	0
INSTRUCTOR-160160		Total 1	Mal	1	1	0	0	0	0	0
Instructor-Behavioral Science	2	Tot Min 0	Fem	0	0	0	0	0	0	0
AST PRF-160160		Total 2	Mal	0	0	0	0	0	0	0
Assistant Professor-Behavioral Science	2	Tot Min 2	Fem	2	0	1	0	0	1	0
PROF-160160		Total 1	Mal	1	0	1	0	0	0	0
PROF-Behavioral Science	2	Tot Min 1	Fem	0	0	0	0	0	0	0
ASO PRF-160160		Total 1	Mal	0	0	0	0	0	0	0
Associate Professor-Behavioral Science	2	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 160160		Total 25	Mal	12	9	2	0	1	0	0
		Tot Min 8	Fem	13	8	3	0	0	2	0

160161 Cooperative Alliance

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
PERKSPCPOPCORD		Total 1	Mal	1	1	0	0	0	0	0
Perkins & Spec Pop Coordinator	3	Tot Min 0	Fem	0	0	0	0	0	0	0

Workforce Analysis

160161

Cooperative Alliance

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
SRDIRGRNT		Total	1	Mal	0	0	0	0	0	0	0
Senior Director Grants	3	Tot Min	1	Fem	1	0	0	0	1	0	0
PERKADJINST		Total	3	Mal	3	3	0	0	0	0	0
Perkins Adjunct Instructor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160161		Total	5	Mal	4	4	0	0	0	0	0
		Tot Min	1	Fem	1	0	0	0	1	0	0

160162

Infrastructure Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
NETWORK ANALYST		Total	1	Mal	1	1	0	0	0	0	0
NETWORK ANALYST	5	Tot Min	0	Fem	0	0	0	0	0	0	0
NETWORKANLYII		Total	1	Mal	1	1	0	0	0	0	0
Network Analyst II	5	Tot Min	0	Fem	0	0	0	0	0	0	0
SRDIRNETINFR		Total	1	Mal	1	1	0	0	0	0	0
Sr Director of Network Infrstr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
CHFINFOOFFR		Total	1	Mal	1	1	0	0	0	0	0
Chief Information Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160162		Total	4	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

160163

Print & Mail Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
PRINTMAILCORD		Total	1	Mal	1	1	0	0	0	0	0
Print & Mail Coordinator	5	Tot Min	0	Fem	0	0	0	0	0	0	0
PRINT/MAIL SVC MGR		Total	1	Mal	0	0	0	0	0	0	0
PRINT/MAIL SVC MGR	3	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160163		Total	2	Mal	1	1	0	0	0	0	0
		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

160164

Business Office

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
STU ACCT SP/3RD PRTY		Total	1	Mal	0	0	0	0	0	0	0
STU ACCT SP/3RD PRTY	4	Tot Min	0	Fem	1	1	0	0	0	0	0
STUACTSPCCOL		Total	1	Mal	0	0	0	0	0	0	0
Stu Acct Spec/Collections	4	Tot Min	0	Fem	1	1	0	0	0	0	0
OFFICE MGR		Total	1	Mal	0	0	0	0	0	0	0
OFFICE MGR	4	Tot Min	1	Fem	1	0	0	0	1	0	0
DIRBUSSVCS		Total	1	Mal	0	0	0	0	0	0	0
Director of Business Svcs	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160164		Total	4	Mal	0	0	0	0	0	0	0
		Tot Min	1	Fem	4	3	0	0	1	0	0

160165

Project Reach

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
BUS/COMP SKILL INSTR		Total	1	Mal	1	0	0	0	1	0	0
BUS/COMP SKILL INSTR	5	Tot Min	1	Fem	0	0	0	0	0	0	0
CAREER DEVT SPEC		Total	1	Mal	0	0	0	0	0	0	0
CAREER DEVT SPEC	3	Tot Min	1	Fem	1	0	1	0	0	0	0
COORDINATOR		Total	1	Mal	0	0	0	0	0	0	0
COORDINATOR	3	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 160165		Total	3	Mal	1	0	0	0	1	0	0
		Tot Min	3	Fem	2	0	2	0	0	0	0

160166

Science

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
SCILABTEC		Total	1	Mal	1	1	0	0	0	0	0
Science Lab Technician	5	Tot Min	0	Fem	0	0	0	0	0	0	0
SCILABCOORD		Total	1	Mal	0	0	0	0	0	0	0
Science Lab Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

160166

Science

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2		
Adj Instr-160166		Total	16	Mal	9	6	1	0	0	2	0	0
Adj Instr-Science	2	Tot Min	5	Fem	7	5	1	1	0	0	0	0
AST PRF-160166		Total	3	Mal	2	2	0	0	0	0	0	0
Assistant Professor-Science	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
INSTRUCTOR-160166		Total	2	Mal	1	0	0	1	0	0	0	0
Instructor-Science	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
PROF-160166		Total	2	Mal	2	2	0	0	0	0	0	0
PROF-Science	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 160166		Total	25	Mal	15	11	1	1	0	2	0	0
		Tot Min	6	Fem	10	8	1	1	0	0	0	0

160167

Humanities

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2		
Adj Instr-160167		Total	20	Mal	11	10	0	0	0	1	0	0
Adj Instr-Humanities	2	Tot Min	4	Fem	9	6	1	0	2	0	0	0
AST PRF-160167		Total	1	Mal	0	0	0	0	0	0	0	0
Assistant Professor-Humanities	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
ASO PRF-160167		Total	3	Mal	1	1	0	0	0	0	0	0
Associate Professor-Humanities	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
PROF-160167		Total	1	Mal	1	1	0	0	0	0	0	0
Professor-Humanities	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 160167		Total	25	Mal	13	12	0	0	0	1	0	0
		Tot Min	5	Fem	12	8	2	0	2	0	0	0

160168

Alcohol Substance Abuse Counseling

Job Code & Title	EEO Code		Total	W	B	A	H	I	P	2		
PROF-160168		Total	1	Mal	1	1	0	0	0	0	0	0
PROF-Alcohol Substance Abuse Counseling	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 160168	Total	1	Mal	1	1	0	0	0	0	0	0	0
	Tot Min	0	Fem	0	0	0	0	0	0	0	0	0

160170 Surveying

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
INSTRUCTOR-160170		Total 1	Mal	1	1	0	0	0	0	0
Instructor-Surveying	2	Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 160170		Total 1	Mal	1	1	0	0	0	0	0
		Tot Min 0	Fem	0	0	0	0	0	0	0

160172 Div. of Bus. & Ag. Technologies

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
ADMIN ASST		Total 1	Mal	0	0	0	0	0	0	0
ADMIN ASST	4	Tot Min 0	Fem	1	1	0	0	0	0	0
ASOPRFDIVHD		Total 1	Mal	0	0	0	0	0	0	0
Associate Professor/Div Head	2	Tot Min 0	Fem	1	1	0	0	0	0	0
Total for 160172		Total 2	Mal	0	0	0	0	0	0	0
		Tot Min 0	Fem	2	2	0	0	0	0	0

160173 English

Job Code & Title	EEO Code	Total	W	B	A	H	I	P	2	
ADJ INSTR-160173		Total 13	Mal	8	7	0	0	1	0	0
Adjunct Instructor-English	2	Tot Min 1	Fem	5	5	0	0	0	0	0
INSTRUCTOR-160173		Total 2	Mal	2	2	0	0	0	0	0
Instructor-English	2	Tot Min 0	Fem	0	0	0	0	0	0	0
AST PRF-160173		Total 1	Mal	0	0	0	0	0	0	0
Assistant Professor-English	2	Tot Min 0	Fem	1	1	0	0	0	0	0
ASO PRF-160173		Total 2	Mal	0	0	0	0	0	0	0
Associate Professor-English	2	Tot Min 1	Fem	2	1	0	0	0	0	1
Total for 160173		Total 18	Mal	10	9	0	0	1	0	0
		Tot Min 2	Fem	8	7	0	0	0	0	1

Workforce Analysis

160174

Health Sciences Div

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ADMIN ASST		Total	1	Mal	0	0	0	0	0	0	0
ADMIN ASST	4	Tot Min	0	Fem	1	1	0	0	0	0	0
AST PROF/DIV HEAD		Total	1	Mal	0	0	0	0	0	0	0
Assistant Professor/Div Head	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 160174		Total	2	Mal	0	0	0	0	0	0	0
		Tot Min	0	Fem	2	2	0	0	0	0	0

160175

Disability Student Services

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
ACSRSCDVSCOR		Total	1	Mal	0	0	0	0	0	0	0
Access Rscs/Dvrsty Coordinator	3	Tot Min	1	Fem	1	0	1	0	0	0	0
INTERPCOOR		Total	1	Mal	0	0	0	0	0	0	0
Interpreter Coordinator	3	Tot Min	1	Fem	1	0	0	1	0	0	0
DIRDISSRV DVT		Total	1	Mal	0	0	0	0	0	0	0
Dir Disability Svcs & Dvrsty	1	Tot Min	1	Fem	1	0	0	1	0	0	0
Total for 160175		Total	3	Mal	0	0	0	0	0	0	0
		Tot Min	3	Fem	3	0	1	1	0	0	0

160176

Municipal Fire

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
Adj Instr-160176		Total	3	Mal	3	3	0	0	0	0	0
Adj Instr-Municipal Fire	2	Tot Min	0	Fem	0	0	0	0	0	0	0
AST PRF-160176		Total	1	Mal	1	1	0	0	0	0	0
Assistant Professor-Municipal Fire	2	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 160176		Total	4	Mal	4	4	0	0	0	0	0
		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

160177

On-Line Course Development

Job Code & Title	EEO Code			Total	W	B	A	H	I	P	2
DIGITAL MEDIA TECH		Total	1	Mal	1	1	0	0	0	0	0
DIGITAL MEDIA TECH	5	Tot Min	0	Fem	0	0	0	0	0	0	0
INSTRDESGN		Total	1	Mal	1	1	0	0	0	0	0
Instructional Designer	5	Tot Min	0	Fem	0	0	0	0	0	0	0
SRDIRINSTRDSG		Total	1	Mal	0	0	0	0	0	0	0
Sr Dir of Instructional Design	1	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 160177		Total	3	Mal	2	2	0	0	0	0	0
		Tot Min	1	Fem	1	0	1	0	0	0	0

Annotated Employee List by Department

There are currently no annotated employees for this plan.

Oklahoma State University-Oklahoma City

November 1, 2021 Annual Affirmative Action Plan

OSU-OKC

Job Group Analysis

1A

EXECUTIVES

EEO Code: 1

Job Code & Title		Min	Fem							
PRES - President	#	1	0							
1 Employee	%	100.00	0.00							
VP BUDGET/FINANCE - VP BUDGET/FINANCE	#	0	1							
1 Employee	%	0.00	100.00							
VP OPERATIONS - VP OPERATIONS	#	0	0							
1 Employee	%	0.00	0.00							
VP STU Experience - VP Student Experience	#	1	0							
1 Employee	%	100.00	0.00							
ASOCVPAA - Assoc VP AA	#	0	0							
1 Employee	%	0.00	0.00							
CHFINFOOFFR - Chief Information Officer	#	0	0							
1 Employee	%	0.00	0.00							
6 Employees	Totals #	2	1							
	%	33.33	16.67							

Job Group Analysis

1C

EXECUTIVE - ACADEMIC DEPARTMENT HEADS

EEO Code: 1

Job Code & Title		Min	Fem							
INSTR/DIV HEAD - INSTR/DIV HEAD	#	0	1							
1 Employee	%	0.00	100.00							
ASO PROF/DIV HEAD - ASO PROF/DIV HEAD	#	0	1							
1 Employee	%	0.00	100.00							
2 Employees	Totals	#	0	2						
		%	0.00	100.00						

Job Group Analysis

1E2

Executive-Assistant Directors

EEO Code: 1

Job Code & Title		Min	Fem							
ASTDIRDA - Asst Director Data Analysis	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

Job Group Analysis

1E3

Executive-Managing/Sr. Directors

EEO Code: 1

Job Code & Title		Min	Fem							
SRDIRCE - Sr Dir Community Engagement	#	0	1							
1 Employee	%	0.00	100.00							
SRDIRINSTRDSG - Sr Dir of Instructional Design	#	1	1							
1 Employee	%	100.00	100.00							
SRDIREMPTRN - Sr Dir Employment & Training	#	0	0							
1 Employee	%	0.00	0.00							
SRDIRFACOPR - Sr Director Facility Operation	#	0	0							
1 Employee	%	0.00	0.00							
SRDIRHR - SR Director Human Resources	#	1	1							
1 Employee	%	100.00	100.00							
SRDIRFINAID - Sr Director Financial Aid	#	1	1							
1 Employee	%	100.00	100.00							
SRDIRCSI - Sr Dir Ctr of Soc. Innovation	#	0	1							
1 Employee	%	0.00	100.00							
SRDIRENTRSVC - Sr Director of Enterprise Svcs	#	0	0							
1 Employee	%	0.00	0.00							
SRDIRNETINFR - Sr Director of Network Infrstr	#	0	0							
1 Employee	%	0.00	0.00							
9 Employees										
	Totals	#	3	5						
		%	33.33	55.56						

Job Group Analysis

1E4

Executive-Directors

EEO Code: 1

Job Code & Title		Min	Fem							
REGISTRAR - REGISTRAR	#	0	0							
1 Employee	%	0.00	0.00							
DIRPDTTC - Director PDTTC	#	0	0							
1 Employee	%	0.00	0.00							
DIRBUSSVCS - Director of Business Svcs	#	0	1							
1 Employee	%	0.00	100.00							
DIRSAFSECUR - Director Safety & Security	#	0	0							
1 Employee	%	0.00	0.00							
DIR LIBR SVC - DIR LIBR SVC	#	0	1							
1 Employee	%	0.00	100.00							
DIR TALENT SEARCH - DIR TALENT SEARCH	#	0	1							
1 Employee	%	0.00	100.00							
DIRACDEMADVIS - Director Academic Advisement	#	0	1							
1 Employee	%	0.00	100.00							
DIRDISSRVDVT - Dir Disability Svcs & Dvrsty	#	1	1							
1 Employee	%	100.00	100.00							
DIRUPWRDBND - Director Upward Bound	#	0	0							
1 Employee	%	0.00	0.00							
DORERLYSTLMNT - Director Early Settlement	#	0	1							
1 Employee	%	0.00	100.00							
DIRCMPEVWEL - Dir Campus Events & Wellness	#	1	1							
1 Employee	%	100.00	100.00							
11 Employees	Totals	#	2	7						
		%	18.18	63.64						

Job Group Analysis

2A1

Professors-Chairs/Deans/Heads

EEO Code: 2

Job Code & Title		Min	Fem							
PROFHEAD - Professor/Head	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

2A5

PROFESSOR

EEO Code: 2

Job Code & Title		Min	Fem							
PROF-160168 - PROF-Alcohol Substance Abuse Counseling	#	0	0							
1 Employee	%	0.00	0.00							
PROF-160166 - PROF-Science	#	0	0							
2 Employees	%	0.00	0.00							
PROF-160103 - PROF-Initial College Studies	#	0	1							
1 Employee	%	0.00	100.00							
PROF-160167 - Professor-Humanities	#	0	0							
1 Employee	%	0.00	0.00							
PROF-160160 - PROF-Behavioral Science	#	1	0							
1 Employee	%	100.00	0.00							
6 Employees	Totals	#	1	1						
		%	16.67	16.67						

Job Group Analysis

2B

ASSOCIATE PROFESSOR

EEO Code: 2

Job Code & Title		Min	Fem							
ASOPRFDIVHD - Associate Professor/Div Head	#	0	1							
1 Employee	%	0.00	100.00							
ASO PRF-160154 - Associate Professor-Construction	#	0	0							
1 Employee	%	0.00	0.00							
ASO PRF-160160 - Associate Professor-Behavioral Science	#	0	1							
1 Employee	%	0.00	100.00							
ASO PRF-160138 - Associate Professor-Paramedicine	#	0	0							
1 Employee	%	0.00	0.00							
ASO PRF-160130 - Associate Professor-Early Care Education	#	1	2							
2 Employees	%	50.00	100.00							
ASO PRF-160167 - Associate Professor-Humanities	#	0	2							
3 Employees	%	0.00	66.67							
ASO PRF-160173 - Associate Professor-English	#	1	2							
2 Employees	%	50.00	100.00							
ASO PRF-160122 - Associate Professor-Mathematics	#	1	1							
1 Employee	%	100.00	100.00							
ASO PRF-160140 - Associate Professor-Nursing	#	0	5							
5 Employees	%	0.00	100.00							
ASO PRF-160135 - Associate Professor-Business	#	0	2							
4 Employees	%	0.00	50.00							
ASO PRF-160106 - Associate Professor-Horticulture	#	0	0							
1 Employee	%	0.00	0.00							
22 Employees										
	Totals	#	3	16						
		%	13.64	72.73						

Job Group Analysis

2B1

Assoc. Profs.-Chairs/Heads/Dir

EEO Code: 2

Job Code & Title		Min	Fem							
AST PROF/DIV HEAD - Assistant Professor/Div Head	#	1	1							
2 Employees	%	50.00	50.00							
AST PROF/DEPT HEAD - Assistant Professor/Dept Head	#	0	1							
1 Employee	%	0.00	100.00							
3 Employees	Totals	#	1	2						
		%	33.33	66.67						

Job Group Analysis

2C

ASSISTANT PROFESSOR

EEO Code: 2

Job Code & Title		Min	Fem							
AST PRF-160138 - Assistant Professor-EMS	#	1	0							
1 Employee	%	100.00	0.00							
1 Employee	Totals	#	1	0						
		%	100.00	0.00						

Job Group Analysis

2C1

Asst. Prof.-Science & Tech

EEO Code: 2

Job Code & Title		Min	Fem							
AST PRF-160131 - Assistant Professor-Information Systems & 2 Employees	#	1	1							
	%	50.00	50.00							
AST PRF-160140 - Assistant Professor-Nursing 7 Employees	#	1	7							
	%	14.29	100.00							
AST PRF-160160 - Assistant Professor-Behavioral Science 2 Employees	#	2	2							
	%	100.00	100.00							
AST PRF-160166 - Assistant Professor-Science 3 Employees	#	0	1							
	%	0.00	33.33							
14 Employees	Totals	#	4	11						
		%	28.57	78.57						

Job Group Analysis

2C5

Asst. Prof.-Business/Mgmt/Math

EEO Code: 2

Job Code & Title		Min	Fem							
AST PRF-160122 - Assistant Professor-Mathematics	#	0	1							
2 Employees	%	0.00	50.00							
2 Employees	Totals	#	0	1						
		%	0.00	50.00						

Job Group Analysis

2C6

Asst. Prof.-Social Sci/History/English/Humanities

EEO Code: 2

Job Code & Title		Min	Fem							
AST PRF-160176 - Assistant Professor-Municipal Fire	#	0	0							
1 Employee	%	0.00	0.00							
AST PRF-160146 - Assistant Professor-Interpreter Training	#	0	0							
1 Employee	%	0.00	0.00							
AST PRF-160108 - Assistant Professor-Police Science	#	0	0							
1 Employee	%	0.00	0.00							
AST PRF-160173 - Assistant Professor-English	#	0	1							
1 Employee	%	0.00	100.00							
AST PRF-160167 - Assistant Professor-Humanities	#	1	1							
1 Employee	%	100.00	100.00							
5 Employees	Totals	#	1	2						
		%	20.00	40.00						

Job Group Analysis

2E

INSTRUCTOR

EEO Code: 2

Job Code & Title		Min	Fem							
INSTRUCTOR-160144 - Instructor-Cardiovascular Technology	#	0	4							
4 Employees	%	0.00	100.00							
INSTRUCTOR-160106 - Instructor-Horticulture	#	0	0							
1 Employee	%	0.00	0.00							
INSTRUCTOR-160170 - Instructor-Surveying	#	0	0							
1 Employee	%	0.00	0.00							
INSTRUCTOR-160151 - Instructor-Healthcare Management	#	0	1							
1 Employee	%	0.00	100.00							
INSTRUCTOR-160104 - Instructor-Crime Victim/Survivor	#	0	1							
1 Employee	%	0.00	100.00							
INSTRUCTOR-160166 - Instructor-Science	#	1	1							
2 Employees	%	50.00	50.00							
INSTRUCTOR-160160 - Instructor-Behavioral Science	#	0	0							
1 Employee	%	0.00	0.00							
INSTRUCTOR-160140 - Instructor-Nursing	#	2	6							
6 Employees	%	33.33	100.00							
INSTRUCTOR-160173 - Instructor-English	#	0	0							
2 Employees	%	0.00	0.00							
INSTRUCTOR-160138 - Instructor-EMS	#	0	0							
1 Employee	%	0.00	0.00							
INSTRUCTOR-160158 - Instructor-Veterinary Technology	#	1	1							
1 Employee	%	100.00	100.00							
21 Employees										
	Totals	#	4	14						
		%	19.05	66.67						

Job Group Analysis

2F5

Adj.-Instructor

EEO Code: 2

Job Code & Title		Min	Fem							
ADJ INSTR-160173 - Adjunct Instructor-English	#	1	5							
13 Employees	%	7.69	38.46							
Adj Instr-160146 - Adj Instr-Interpreter Training	#	0	3							
3 Employees	%	0.00	100.00							
Adj Instr-160138 - Adj Instr-EMS	#	0	1							
7 Employees	%	0.00	14.29							
Adj Instr-160122 - Adj Instr-Mathematics	#	1	1							
7 Employees	%	14.29	14.29							
Adj Instr-160166 - Adj Instr-Science	#	5	7							
16 Employees	%	31.25	43.75							
Adj Instr-160131 - Adj Instr-Information Systems & Technologies	#	1	3							
7 Employees	%	14.29	42.86							
Adj Instr-160167 - Adj Instr-Humanities	#	4	9							
20 Employees	%	20.00	45.00							
Adj Instr-160115 - Adj Instr-STEM Div.	#	0	0							
2 Employees	%	0.00	0.00							
Adj Instr-160108 - Adj Instr-Police Science	#	2	3							
9 Employees	%	22.22	33.33							
Adj Instr-160160 - Adj Instr-Behavioral Science	#	5	10							
20 Employees	%	25.00	50.00							
Adj Instr-160158 - Adj Instr-Veterinary Technology	#	0	1							
1 Employee	%	0.00	100.00							
Adj Instr-160154 - Adj Instr-Construction Technology	#	0	0							
9 Employees	%	0.00	0.00							
Adj Instr-160103 - Adj Instr-Initial College Studies	#	1	2							
6 Employees	%	16.67	33.33							
Adj Instr-160104 - Adj Instr-Crime Victim/Survivor Services	#	0	4							
4 Employees	%	0.00	100.00							
Adj Instr-160176 - Adj Instr-Municipal Fire	#	0	0							
3 Employees	%	0.00	0.00							

Job Group Analysis

2F5

Adj.-Instructor

EEO Code: 2

Job Code & Title		Min	Fem							
Adj Instr-160135 - Adj Instr-Business Administration	#	0	2							
4 Employees	%	0.00	50.00							
ADJ INSTR-160151 - Adjunct Instructor-Healthcare	#	0	2							
2 Employees	%	0.00	100.00							
ADJ INSTR-160129 - Adjunct Instructor-PDTC	#	0	1							
1 Employee	%	0.00	100.00							
PERKADJINST - Perkins Adjunct Instructor	#	0	0							
3 Employees	%	0.00	0.00							
Adj Instr-160121 - Adj Instr-Engineering Technologies	#	0	0							
1 Employee	%	0.00	0.00							
Adj Instr-160114 - Adj Instr-Public Safety	#	0	0							
3 Employees	%	0.00	0.00							
Adj Instr-160106 - Adj Instr-Horticulture	#	0	4							
5 Employees	%	0.00	80.00							
Adj Instr-160130 - Adj Instr-Early Care Education	#	0	5							
5 Employees	%	0.00	100.00							
ADJ INSTR-160101 - Adjunct Instructor-Community	#	0	1							
1 Employee	%	0.00	100.00							
152 Employees										
	Totals	#	20	64						
		%	13.16	42.11						

Job Group Analysis

3A

SR ADMIN SVCS MANAGER

EEO Code: 3

Job Code & Title		Min	Fem							
DIRECTOR - DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
EXEC AST - EXEC AST	#	0	1							
1 Employee	%	0.00	100.00							
DIR ADMISS/RECRUIT - DIR ADMISS/RECRUIT	#	0	1							
1 Employee	%	0.00	100.00							
DIRECTOR SOAR - DIRECTOR SOAR	#	0	1							
1 Employee	%	0.00	100.00							
REGISTRAR SPECIALIST - Registrar Specialist	#	0	2							
2 Employees	%	0.00	100.00							
6 Employees	Totals	#	0	5						
		%	0.00	83.33						

Job Group Analysis

3A1

SR ADMIN SVCS CONTRIBUTOR

EEO Code: 3

Job Code & Title		Min	Fem							
SRDIRCOMM - Senior Director Communications	#	0	0							
1 Employee	%	0.00	0.00							
SRDIRGRNT - Senior Director Grants	#	1	1							
1 Employee	%	100.00	100.00							
SRDIRPURCHS - Senior Director Purchasing	#	0	1							
1 Employee	%	0.00	100.00							
SRDIR - Senior Director	#	0	1							
1 Employee	%	0.00	100.00							
4 Employees	Totals	#	1	3						
		%	25.00	75.00						

Job Group Analysis

3B

ADMIN SVCS MANAGER

EEO Code: 3

Job Code & Title		Min	Fem							
WCM - Wellness Center Manager	#	1	0							
1 Employee	%	100.00	0.00							
1 Employee	Totals	#	1	0						
		%	100.00	0.00						

Job Group Analysis

3C

ADMIN SVCS SUPERVISOR

EEO Code: 3

Job Code & Title		Min	Fem							
WEB COMM MGR - WEB COMM MGR	#	0	0							
1 Employee	%	0.00	0.00							
PRINT/MAIL SVC MGR - PRINT/MAIL SVC MGR	#	0	1							
1 Employee	%	0.00	100.00							
2 Employees	Totals	#	0	1						
		%	0.00	50.00						

Job Group Analysis

3D

ADMIN SVCS CONTRIBUTOR

EEO Code: 3

Job Code & Title		Min	Fem							
ASTREGIST - Assistant Registrar	#	1	1							
1 Employee	%	100.00	100.00							
GROUNDS MGR - GROUNDS MGR	#	1	0							
1 Employee	%	100.00	0.00							
GREENHOUSE MGR - GREENHOUSE MGR	#	0	1							
1 Employee	%	0.00	100.00							
TRAINING & EVENTS CO - TRAINING & EVENTS	#	0	1							
1 Employee	%	0.00	100.00							
CAREER DEVT SPEC - CAREER DEVT SPEC	#	1	1							
1 Employee	%	100.00	100.00							
PURCTRVLAST - Purchasing-Travel Assistant	#	0	1							
1 Employee	%	0.00	100.00							
6 Employees	Totals	#	3	5						
		%	50.00	83.33						

Job Group Analysis

3E1

Admin Svcs Spclt-Managers

EEO Code: 3

Job Code & Title		Min	Fem							
TESTING & ASSESTMENT - TESTING & ASSESTMENT	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

Job Group Analysis

3E3

Admin Svcs Spclt-Professionals

EEO Code: 3

Job Code & Title		Min	Fem							
HLTHWELNCOUNS - Health and Wellness Counselor	#	0	0							
1 Employee	%	0.00	0.00							
ACCOUNTANT - ACCOUNTANT	#	1	1							
1 Employee	%	100.00	100.00							
TECHLIAS - Technology Liaison	#	1	0							
1 Employee	%	100.00	0.00							
FAO - Financial Aid Officer	#	1	1							
1 Employee	%	100.00	100.00							
LDADMINCOMMSPCL - Lead Admissions Comm Specialst	#	0	1							
1 Employee	%	0.00	100.00							
RVTCOMPLOFCR - RVT/Compliance Officer	#	0	1							
1 Employee	%	0.00	100.00							
FINAIDSPCLT - Financial Aid Specialist	#	1	1							
1 Employee	%	100.00	100.00							
SCI SPEC - Science Specialist	#	0	1							
1 Employee	%	0.00	100.00							
SPSUPPG - Student/Parent Supp Grant Ast	#	0	1							
1 Employee	%	0.00	100.00							
9 Employees	Totals	#	4	7						
		%	44.44	77.78						

Job Group Analysis

3E4

Admin Svcs Spclt-Specialists

EEO Code: 3

Job Code & Title		Min	Fem							
MILSTUSVCORD - Military Student SVC Coordintr	#	0	1							
1 Employee	%	0.00	100.00							
HRSPCLT - Human Resources Specialist	#	1	2							
3 Employees	%	33.33	66.67							
PROCPRGMSPCLT - Procurement Program Specialist	#	0	1							
1 Employee	%	0.00	100.00							
TESTSPECL - Testing Specialist	#	1	1							
2 Employees	%	50.00	50.00							
7 Employees	Totals	#	2	5						
		%	28.57	71.43						

Job Group Analysis

3E5

Admin Svcs Spclt-Advisors

EEO Code: 3

Job Code & Title		Min	Fem							
ACAD ADVISOR - ACAD ADVISOR	#	1	6							
8 Employees	%	12.50	75.00							
TRANSACAADVI - Transitional Academic Advisor	#	1	1							
1 Employee	%	100.00	100.00							
ACAD SUCCESS COACH - ACAD SUCCESS COACH	#	0	1							
1 Employee	%	0.00	100.00							
10 Employees	Totals #	2	8							
	%	20.00	80.00							

Job Group Analysis

3E6

Admin Svcs Spclt-Coordinators

EEO Code: 3

Job Code & Title		Min	Fem							
CLINCOORD - Clinical Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
CoordinatorStudent - Coordinator Student Developmnt	#	1	1							
1 Employee	%	100.00	100.00							
COORDINATOR - COORDINATOR	#	1	1							
2 Employees	%	50.00	50.00							
INTERPCOOR - Interpreter Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
HR COORDINATOR - HR COORDINATOR	#	0	1							
1 Employee	%	0.00	100.00							
TEAMCOORD - Team Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
ACSRSCDVSCOR - Access Rscs/Dvrsty Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
ACADM COORD - Academic Coordinator	#	1	1							
1 Employee	%	100.00	100.00							
Coordinatorato - Coordinator/Counselor	#	1	1							
1 Employee	%	100.00	100.00							
PURCHCOORD - Purchasing Coord	#	1	1							
1 Employee	%	100.00	100.00							
ACSSRVCORD - Access Services Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
PERKSPCPOPCORD - Perkins & Spec Pop Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
SCILABCOORD - Science Lab Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
VETTECHCC - Vet Tech/ Clinical Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
SAFECOORD - Safety Coordinator	#	0	1							
1 Employee	%	0.00	100.00							

Job Group Analysis

3E6

Admin Svcs Spclt-Coordinators

EEO Code: 3

Job Code & Title		Min	Fem							
OFFICE COORD - Office Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
EVNGWKNDCORD - Evng/Wknd Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
18 Employees	Totals	#	7	14						
		%	38.89	77.78						

Job Group Analysis

4B1

Admin Supp Contribu.-Administrative Assistants

EEO Code: 4

Job Code & Title		Min	Fem							
ADMIN ASST - ADMIN ASST	#	0	8							
9 Employees	%	0.00	88.89							
9 Employees	Totals	#	0	8						
		%	0.00	88.89						

Job Group Analysis

4B2

Admin Supp Specialists

EEO Code: 4

Job Code & Title		Min	Fem							
OFFICE SPECIALIST - OFFICE SPECIALIST	#	1	1							
1 Employee	%	100.00	100.00							
RECRUSPCLHISPOUT - Recruit Specialst/Hispanic Outreac	#	1	0							
1 Employee	%	100.00	0.00							
RECRUITMENT SPECLT - RECRUITMENT SPECLT	#	2	0							
2 Employees	%	100.00	0.00							
4 Employees	Totals	#	4	1						
		%	100.00	25.00						

Job Group Analysis

4B4

Admin Supp. Contribu.-Finance Admin Supp

EEO Code: 4

Job Code & Title		Min	Fem							
CAMPBUDGCORD - Campus Budget Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
FINAIDCOUN - Financial Aid Counselor	#	2	2							
3 Employees	%	66.67	66.67							
4 Employees	Totals	#	2	3						
		%	50.00	75.00						

Job Group Analysis

4B6

Admin Supp. Contribu.-Academic/Student Admin Supp

EEO Code: 4

Job Code & Title		Min	Fem							
CAREERLDRPRGCOR - Career Ladder Prog Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
TESTCTRCOORD - Testing Center Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
ADMISSIONS SPCLT CRM - Admissions Specialist - CRM	#	0	1							
1 Employee	%	0.00	100.00							
ENGLRETSPCLT - English/Retention Specialist	#	0	1							
1 Employee	%	0.00	100.00							
MATH SPCLT - MATH SPCLT	#	0	0							
1 Employee	%	0.00	0.00							
ADMISSIONS SPCLT - ADMISSIONS SPCLT	#	0	2							
2 Employees	%	0.00	100.00							
7 Employees										
	Totals	#	0	6						
		%	0.00	85.71						

Job Group Analysis

4B8

Admin Supp Contributor-Coordiators

EEO Code: 4

Job Code & Title		Min	Fem							
PRMGCOORDMC - Program Coordinator - MC	#	0	0							
1 Employee	%	0.00	0.00							
GRADSRVCCORD - Graduation Services Coordinator	#	0	1							
1 Employee	%	0.00	100.00							
PRGMCOORDPDTC - Program Coordinator PDTC	#	0	0							
1 Employee	%	0.00	0.00							
3 Employees	Totals	#	0	1						
		%	0.00	33.33						

Job Group Analysis

4C2

ADV ADMIN SUPP STAFF

EEO Code: 4

Job Code & Title		Min	Fem							
OFFICE MGR - OFFICE MGR	#	1	2							
2 Employees	%	50.00	100.00							
OFFCMGRCOUN - Office Manager/Counselor	#	0	1							
1 Employee	%	0.00	100.00							
STUACTSPCCOL - Stu Acct Spec/Collections	#	0	1							
1 Employee	%	0.00	100.00							
SCHOLARSHP SPCLT - SCHOLARSHP SPCLT	#	1	1							
1 Employee	%	100.00	100.00							
STU ACCT SP/3RD PRTY - STU ACCT SP/3RD PRTY	#	0	1							
1 Employee	%	0.00	100.00							
LIBRARY AST - LIBRARY AST	#	1	0							
2 Employees	%	50.00	0.00							
8 Employees	Totals	#	3	6						
		%	37.50	75.00						

Job Group Analysis

5A

TECH/PRO SVCS MANAGER

EEO Code: 5

Job Code & Title		Min	Fem							
LDDEVP - Lead Developer	#	0	1							
1 Employee	%	0.00	100.00							
TECHSUPMGR - Technology Support Manager	#	1	0							
1 Employee	%	100.00	0.00							
2 Employees	Totals	#	1	1						
		%	50.00	50.00						

Job Group Analysis

5B

SR TECH/PRO SVCS CONTRIBUTOR

EEO Code: 5

Job Code & Title		Min	Fem							
SRSUPPANLY - Senior Support Analyst	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

Job Group Analysis

5C

ADV TECH/PARAPRO SUPP STAFF

EEO Code: 5

Job Code & Title		Min	Fem							
DIGITAL MEDIA TECH - DIGITAL MEDIA TECH	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

5D1

Tech/Pro Svcs Spcl-Dir/Mgrs

EEO Code: 5

Job Code & Title		Min	Fem							
SAFSECURMGR - Safety & Security Manager	#	1	0							
1 Employee	%	100.00	0.00							
1 Employee	Totals	#	1	0						
		%	100.00	0.00						

Job Group Analysis

5D2

Tech/Pro Svcs Spcl-IT

EEO Code: 5

Job Code & Title		Min	Fem							
INSTRDESIGN - Instructional Designer	#	0	0							
1 Employee	%	0.00	0.00							
BUS/COMP SKILL INSTR - BUS/COMP SKILL INSTR	#	1	0							
1 Employee	%	100.00	0.00							
USRSUPTTECH - User Support Technician	#	0	2							
3 Employees	%	0.00	66.67							
5 Employees	Totals #	1	2							
	%	20.00	40.00							

Job Group Analysis

5D4

Tech/Pro Svcs Spcl-Media

EEO Code: 5

Job Code & Title		Min	Fem							
PRINTMAILCORD - Print & Mail Coordinator	#	0	0							
1 Employee	%	0.00	0.00							
TMPCONTNSPCL - Temporary Content Specialist	#	0	1							
1 Employee	%	0.00	100.00							
2 Employees	Totals	#	0	1						
		%	0.00	50.00						

Job Group Analysis

5D5

Tech/Pro Svcs Spcl-Health

EEO Code: 5

Job Code & Title		Min	Fem							
EVTWELLSUPCORD - Evts & Wellness Supp Coordintr	#	1	0							
1 Employee	%	100.00	0.00							
1 Employee	Totals	#	1	0						
		%	100.00	0.00						

Job Group Analysis

5D6

Tech/Pro Svcs Spcl-Research

EEO Code: 5

Job Code & Title		Min	Fem							
SCILABTEC - Science Lab Technician	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

5E1

Tech. Supp. Contributor-Clinical

EEO Code: 5

Job Code & Title		Min	Fem							
LAB TECHNICIAN - LAB TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							
1 Employee	Totals	#	0	1						
		%	0.00	100.00						

Job Group Analysis

5E2

Tech. Supp. Contributor-Tech

EEO Code: 5

Job Code & Title		Min	Fem							
DIGMEDICORD - Digital Media Coordinator	#	1	0							
1 Employee	%	100.00	0.00							
NETWORKANLYII - Network Analyst II	#	0	0							
1 Employee	%	0.00	0.00							
DEVELOPER - DEVELOPER	#	0	0							
1 Employee	%	0.00	0.00							
NETWORK ANALYST - NETWORK ANALYST	#	0	0							
1 Employee	%	0.00	0.00							
4 Employees	Totals	#	1	0						
		%	25.00	0.00						

Job Group Analysis

5F2

Tech/Pro Svcs Contributor

EEO Code: 5

Job Code & Title		Min	Fem							
LAB COOR - LAB COOR	#	1	0							
1 Employee	%	100.00	0.00							
GRAPHIC DESIGNER - GRAPHIC DESIGNER	#	0	1							
1 Employee	%	0.00	100.00							
Instr. Services Libr - Instr. Services Librarian	#	1	1							
1 Employee	%	100.00	100.00							
3 Employees	Totals	#	2	2						
		%	66.67	66.67						

Job Group Analysis

6A

SKILLED CRAFT SUPP SUPERVISOR

EEO Code: 6

Job Code & Title		Min	Fem							
MEPTSUPV - MEP Trades Supervisor	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

6C

SKILLED CRAFT SUPP STAFF

EEO Code: 6

Job Code & Title		Min	Fem							
BLD SPEC MT - Bldg Specialist-Maint. Tech	#	0	0							
2 Employees	%	0.00	0.00							
MAINT TECH - MAINT TECH	#	0	0							
1 Employee	%	0.00	0.00							
3 Employees	Totals	#	0	0						
		%	0.00	0.00						

Job Group Analysis

7A

CUSTOMER SUPPORT

EEO Code: 7

Job Code & Title		Min	Fem							
SECURITY OFCR - SECURITY OFCR	#	3	1							
7 Employees	%	42.86	14.29							
7 Employees	Totals	#	3	1						
		%	42.86	14.29						

Job Group Analysis

7C

ADV FACILITIES SUPP STAFF

EEO Code: 7

Job Code & Title		Min	Fem							
FMM - Farmers Market Manager	#	0	1							
1 Employee	%	0.00	100.00							
GRNDSLDTech - Grounds/Lead Technician	#	0	0							
1 Employee	%	0.00	0.00							
FMR - Farmers Market Assistant	#	0	1							
1 Employee	%	0.00	100.00							
GROUNDSTECH - Grounds Technician	#	1	1							
1 Employee	%	100.00	100.00							
4 Employees	Totals	#	1	3						
		%	25.00	75.00						

Job Group Analysis

7E

FACILITIES SUPP STAFF

EEO Code: 7

Job Code & Title		Min	Fem							
GREENHOUSE TECH - GREENHOUSE TECH	#	0	0							
1 Employee	%	0.00	0.00							
1 Employee	Totals	#	0	0						
		%	0.00	0.00						

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Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
1A - EXECUTIVES	#		2	1								
6 Employees	1	%	33.33	16.67								
1C - EXECUTIVE - ACADEMIC DEPARTMENT HEADS	#		0	2								
2 Employees	1	%	0.00	100.00								
1E2 - Executive-Assistant Directors	#		0	1								
1 Employee	1	%	0.00	100.00								
1E3 - Executive-Managing/Sr. Directors	#		3	5								
9 Employees	1	%	33.33	55.56								
1E4 - Executive-Directors	#		2	7								
11 Employees	1	%	18.18	63.64								
2A1 - Professors-Chairs/Deans/Heads	#		0	0								
1 Employee	2	%	0.00	0.00								
2A5 - PROFESSOR	#		1	1								
6 Employees	2	%	16.67	16.67								
2B - ASSOCIATE PROFESSOR	#		3	16								
22 Employees	2	%	13.64	72.73								
2B1 - Assoc. Profs.-Chairs/Heads/Dir	#		1	2								
3 Employees	2	%	33.33	66.67								
2C - ASSISTANT PROFESSOR	#		1	0								
1 Employee	2	%	100.00	0.00								
2C1 - Asst. Prof.-Science & Tech	#		4	11								
14 Employees	2	%	28.57	78.57								
2C5 - Asst. Prof.-Business/Mgmt/Math	#		0	1								
2 Employees	2	%	0.00	50.00								
2C6 - Asst. Prof.-Social Sci/History/English/Humanities	#		1	2								
5 Employees	2	%	20.00	40.00								
2E - INSTRUCTOR	#		4	14								
21 Employees	2	%	19.05	66.67								

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
2F5 - Adj.-Instructor		#	20	64								
152 Employees	2	%	13.16	42.11								
3A - SR ADMIN SVCS MANAGER		#	0	5								
6 Employees	3	%	0.00	83.33								
3A1 - SR ADMIN SVCS CONTRIBUTOR		#	1	3								
4 Employees	3	%	25.00	75.00								
3B - ADMIN SVCS MANAGER		#	1	0								
1 Employee	3	%	100.00	0.00								
3C - ADMIN SVCS SUPERVISOR		#	0	1								
2 Employees	3	%	0.00	50.00								
3D - ADMIN SVCS CONTRIBUTOR		#	3	5								
6 Employees	3	%	50.00	83.33								
3E1 - Admin Svcs Spclt-Managers		#	0	1								
1 Employee	3	%	0.00	100.00								
3E3 - Admin Svcs Spclt-Professionals		#	4	7								
9 Employees	3	%	44.44	77.78								
3E4 - Admin Svcs Spclt-Specialists		#	2	5								
7 Employees	3	%	28.57	71.43								
3E5 - Admin Svcs Spclt-Advisors		#	2	8								
10 Employees	3	%	20.00	80.00								
3E6 - Admin Svcs Spclt-Coordinators		#	7	14								
18 Employees	3	%	38.89	77.78								
4B1 - Admin Supp Contribu.-Administrative Assistants		#	0	8								
9 Employees	4	%	0.00	88.89								
4B2 - Admin Supp Specialists		#	4	1								
4 Employees	4	%	100.00	25.00								
4B4 - Admin Supp. Contribu.-Finance Admin Supp		#	2	3								
4 Employees	4	%	50.00	75.00								
4B6 - Admin Supp. Contribu.-Academic/Student Admin Supp		#	0	6								
7 Employees	4	%	0.00	85.71								

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
4B8 - Admin Supp Contributor-Coordiators		#	0	1								
3 Employees	4	%	0.00	33.33								
4C2 - ADV ADMIN SUPP STAFF		#	3	6								
8 Employees	4	%	37.50	75.00								
5A - TECH/PRO SVCS MANAGER		#	1	1								
2 Employees	5	%	50.00	50.00								
5B - SR TECH/PRO SVCS CONTRIBUTOR		#	0	1								
1 Employee	5	%	0.00	100.00								
5C - ADV TECH/PARAPRO SUPP STAFF		#	0	0								
1 Employee	5	%	0.00	0.00								
5D1 - Tech/Pro Svcs Spcl-Dir/Mgrs		#	1	0								
1 Employee	5	%	100.00	0.00								
5D2 - Tech/Pro Svcs Spcl-IT		#	1	2								
5 Employees	5	%	20.00	40.00								
5D4 - Tech/Pro Svcs Spcl-Media		#	0	1								
2 Employees	5	%	0.00	50.00								
5D5 - Tech/Pro Svcs Spcl-Health		#	1	0								
1 Employee	5	%	100.00	0.00								
5D6 - Tech/Pro Svcs Spcl-Research		#	0	0								
1 Employee	5	%	0.00	0.00								
5E1 - Tech. Supp. Contributor-Clinical		#	0	1								
1 Employee	5	%	0.00	100.00								
5E2 - Tech. Supp. Contributor-Tech		#	1	0								
4 Employees	5	%	25.00	0.00								
5F2 - Tech/Pro Svcs Contributor		#	2	2								
3 Employees	5	%	66.67	66.67								
6A - SKILLED CRAFT SUPP SUPERVISOR		#	0	0								
1 Employee	6	%	0.00	0.00								
6C - SKILLED CRAFT SUPP STAFF		#	0	0								
3 Employees	6	%	0.00	0.00								

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem							
7A - CUSTOMER SUPPORT		#	3	1							
7 Employees	7	%	42.86	14.29							
7C - ADV FACILITIES SUPP STAFF		#	1	3							
4 Employees	7	%	25.00	75.00							
7E - FACILITIES SUPP STAFF		#	0	0							
1 Employee	7	%	0.00	0.00							
393 Employees	Totals	#	82	213							
		%	20.87	54.20							

Annotated Employee List

There are currently no annotated employees for this plan.

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Availability Factor Computation Form

1A - EXECUTIVES

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.71	43.81									United States
		Weighted Factor	21.71	43.81									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	21.71	43.81									

Availability Factor Computation Form

1C - EXECUTIVE - ACADEMIC DEPARTMENT HEADS

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.73	57.05									US - Graduate or Professional Degree
		Weighted Factor	21.73	57.05									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	21.73	57.05									

Availability Factor Computation Form

1E2 - Executive-Assistant Directors

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.41	29.92								United States
		Weighted Factor	23.41	29.92								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			23.41	29.92								

Availability Factor Computation Form

1E3 - Executive-Managing/Sr. Directors

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	23.36	45.75									US - Graduate or Professional Degree
		Weighted Factor	22.19	43.46									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	14.29	71.43									Feeder Job Computations
		Weighted Factor	0.71	3.57									
		Availability	22.90	47.03									

Availability Factor Computation Form

1E4 - Executive-Directors

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.55	48.38								US - Graduate or Professional Degree
		Weighted Factor	21.55	48.38								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			21.55	48.38								

Availability Factor Computation Form

2A1 - Professors-Chairs/Deans/Heads

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.36	45.64								US - Graduate or Professional Degree
		Weighted Factor	23.36	45.64								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			23.36	45.64								

Availability Factor Computation Form

2A5 - PROFESSOR

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	19.90	52.74								US - Graduate or Professional Degree
		Weighted Factor	19.90	52.74								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			19.90	52.74								

Availability Factor Computation Form

2B - ASSOCIATE PROFESSOR

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.29	46.46								US - Graduate or Professional Degree
		Weighted Factor	23.29	46.46								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			23.29	46.46								

Availability Factor Computation Form

2B1 - Assoc. Profs.-Chairs/Heads/Dirs

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.82	49.44									US - Graduate or Professional Degree
		Weighted Factor	22.82	49.44									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	22.82	49.44									

Availability Factor Computation Form

2C - ASSISTANT PROFESSOR

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.38	27.81								US - Graduate or Professional Degree
		Weighted Factor	17.38	27.81								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			17.38	27.81								

Availability Factor Computation Form

2C1 - Asst. Prof.-Science & Tech

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.51	67.58								US - Graduate or Professional Degree
		Weighted Factor	24.51	67.58								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			24.51	67.58								

Availability Factor Computation Form

2C5 - Asst. Prof.-Business/Mgmt/Math

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	32.93	43.58								US - Graduate or Professional Degree
		Weighted Factor	32.93	43.58								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			32.93	43.58								

Availability Factor Computation Form

2C6 - Asst. Prof.-Social Sci/History/English/Humanities

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	27.41	49.36								US - Graduate or Professional Degree
		Weighted Factor	27.41	49.36								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			27.41	49.36								

Availability Factor Computation Form

2E - INSTRUCTOR

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	70.00	Raw Statistics	22.70	61.33								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	15.89	42.93								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	30.00	Raw Statistics	15.70	42.98								Feeder Job Computations
		Weighted Factor	4.71	12.89								
Availability			20.60	55.82								

Availability Factor Computation Form

2F5 - Adj.-Instructor

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.64	47.85								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	25.64	47.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			25.64	47.85								

Availability Factor Computation Form

3A - SR ADMIN SVCS MANAGER

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.16	63.55								United States
		Weighted Factor	26.16	63.55								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			26.16	63.55								

Availability Factor Computation Form

3A1 - SR ADMIN SVCS CONTRIBUTOR

Factor	Weight %		Min	Fem								Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	95.00	Raw Statistics	21.83	59.09								United States
		Weighted Factor	20.74	56.14								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.00	Raw Statistics	33.33	66.67								Feeder Job Computations
		Weighted Factor	1.67	3.33								
		Availability	22.41	59.47								

Availability Factor Computation Form

3B - ADMIN SVCS MANAGER

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.39	72.14								Oklahoma
		Weighted Factor	21.39	72.14								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			21.39	72.14								

Availability Factor Computation Form

3C - ADMIN SVCS SUPERVISOR

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.73	32.15									Oklahoma
		Weighted Factor	18.73	32.15									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	18.73	32.15									

Availability Factor Computation Form

3D - ADMIN SVCS CONTRIBUTOR

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	70.00	Raw Statistics	22.69	46.65									Oklahoma
		Weighted Factor	15.88	32.66									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	30.00	Raw Statistics	66.67	100.00									Feeder Job Computations
		Weighted Factor	20.00	30.00									
		Availability	35.88	62.66									

Availability Factor Computation Form

3E1 - Admin Svcs Spclt-Managers

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.00	60.66								Oklahoma
		Weighted Factor	21.00	60.66								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			21.00	60.66								

Availability Factor Computation Form

3E3 - Admin Svcs Spclt-Professionals

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	20.93	56.83								Oklahoma
		Weighted Factor	20.93	56.83								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			20.93	56.83								

Availability Factor Computation Form

3E4 - Admin Svcs Spclt-Specialists

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.26	64.85								Oklahoma
		Weighted Factor	24.26	64.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			24.26	64.85								

Availability Factor Computation Form

3E5 - Admin Svcs Spclt-Advisors

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.09	74.91									Oklahoma
		Weighted Factor	28.09	74.91									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	28.09	74.91									

Availability Factor Computation Form

3E6 - Admin Svcs Spclt-Coordinators

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	30.26	67.58								Oklahoma
		Weighted Factor	30.26	67.58								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			30.26	67.58								

Availability Factor Computation Form

4B1 - Admin Supp Contribu.-Administrative Assistants

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.83	95.36									Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	18.83	95.36									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	18.83	95.36									

Availability Factor Computation Form

4B2 - Admin Supp Specialists

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	53.55	78.01								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	53.55	78.01								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			53.55	78.01								

Availability Factor Computation Form

4B4 - Admin Supp. Contribu.-Finance Admin Supp

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	31.22	55.03									Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	31.22	55.03									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	31.22	55.03									

Availability Factor Computation Form

4B6 - Admin Supp. Contribu.-Academic/Student Admin Supp

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	28.37	74.65									Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	28.37	74.65									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	28.37	74.65									

Availability Factor Computation Form

4B8 - Admin Supp Contributor-Coordiators

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	22.44	73.86								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	22.44	73.86								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			22.44	73.86								

Availability Factor Computation Form

4C2 - ADV ADMIN SUPP STAFF

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	24.54	69.62								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	24.54	69.62								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			24.54	69.62								

Availability Factor Computation Form

5A - TECH/PRO SVCS MANAGER

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.13	27.14								Oklahoma
		Weighted Factor	18.13	27.14								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			18.13	27.14								

Availability Factor Computation Form

5B - SR TECH/PRO SVCS CONTRIBUTOR

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	29.26	11.07									United States
		Weighted Factor	29.26	11.07									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	29.26	11.07									

Availability Factor Computation Form

5C - ADV TECH/PARAPRO SUPP STAFF

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	38.83	15.07								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	38.83	15.07								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			38.83	15.07								

Availability Factor Computation Form

5D1 - Tech/Pro Svcs Spcl-Dir/Mgrs

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	17.28	32.66								Oklahoma
		Weighted Factor	17.28	32.66								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			17.28	32.66								

Availability Factor Computation Form

5D2 - Tech/Pro Svcs Spcl-IT

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.66	24.23								Oklahoma
		Weighted Factor	23.66	24.23								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			23.66	24.23								

Availability Factor Computation Form

5D4 - Tech/Pro Svcs Spcl-Media

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	20.43	65.35								Oklahoma
		Weighted Factor	20.43	65.35								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			20.43	65.35								

Availability Factor Computation Form

5D5 - Tech/Pro Svcs Spcl-Health

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	39.26	77.70								Oklahoma
		Weighted Factor	39.26	77.70								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			39.26	77.70								

Availability Factor Computation Form

5D6 - Tech/Pro Svcs Spcl-Research

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.90	42.85								Oklahoma
		Weighted Factor	25.90	42.85								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			25.90	42.85								

Availability Factor Computation Form

5E1 - Tech. Supp. Contributor-Clinical

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.00	70.00								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	25.00	70.00								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			25.00	70.00								

Availability Factor Computation Form

5E2 - Tech. Supp. Contributor-Tech

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.05	30.37								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	25.05	30.37								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			25.05	30.37								

Availability Factor Computation Form

5F2 - Tech/Pro Svcs Contributor

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.85	71.87								Oklahoma
		Weighted Factor	23.85	71.87								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			23.85	71.87								

Availability Factor Computation Form

6A - SKILLED CRAFT SUPP SUPERVISOR

Factor	Weight %		Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.67	1.61									Noble+Osage+Pawnee, OK 50%; Payne, OK 50%
		Weighted Factor	10.67	1.61									
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00									Feeder Job Computations
		Weighted Factor	0.00	0.00									
		Availability	10.67	1.61									

Availability Factor Computation Form

6C - SKILLED CRAFT SUPP STAFF

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.72	7.23								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	26.72	7.23								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			26.72	7.23								

Availability Factor Computation Form

7A - CUSTOMER SUPPORT

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	25.54	27.23								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	25.54	27.23								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			25.54	27.23								

Availability Factor Computation Form

7C - ADV FACILITIES SUPP STAFF

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	42.62	31.84								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	42.62	31.84								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			42.62	31.84								

Availability Factor Computation Form

7E - FACILITIES SUPP STAFF

Factor	Weight %	Min	Fem									Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	55.17	5.20								Oklahoma City, OK Metropolitan Statistical Area
		Weighted Factor	55.17	5.20								
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00								Feeder Job Computations
		Weighted Factor	0.00	0.00								
Availability			55.17	5.20								

Availability Rationale

1A - EXECUTIVES

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

1C - EXECUTIVE - ACADEMIC DEPARTMENT HEADS

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

1E2 - Executive-Assistant Directors

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

1E3 - Executive-Managing/Sr. Directors

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 1E4- This pool of feeder positions for this job group was chosen based on reasonable paths of progression and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1E4 - Executive-Directors

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2A1 - Professors-Chairs/Deans/Heads

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2A5 - PROFESSOR

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2B - ASSOCIATE PROFESSOR

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

Availability Rationale

2B1 - Assoc. Profs.-Chairs/Heads/Dirs

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2C - ASSISTANT PROFESSOR

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2C1 - Asst. Prof.-Science & Tech

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2C5 - Asst. Prof.-Business/Mgmt/Math

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2C6 - Asst. Prof.-Social Sci/History/English/Humanities

Factor 1: US - Graduate or Professional Degree- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

2E - INSTRUCTOR

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 2F5- This pool of feeder positions for this job group was chosen based on reasonable paths of progression and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2F5 - Adj.-Instructor

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

3A - SR ADMIN SVCS MANAGER

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

3A1 - SR ADMIN SVCS CONTRIBUTOR

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Availability Rationale

Factor 2: Feeder Job Computations 3D, 3E6- This pool of feeder positions for this job group was chosen based on reasonable paths of progression and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3B - ADMIN SVCS MANAGER

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

3C - ADMIN SVCS SUPERVISOR

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

3D - ADMIN SVCS CONTRIBUTOR

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 3E1, 3E3, 3E6- This pool of feeder positions for this job group was chosen based on reasonable paths of progression and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3E1 - Admin Svcs Spclt-Managers

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

3E3 - Admin Svcs Spclt-Professionals

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

3E4 - Admin Svcs Spclt-Specialists

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

3E5 - Admin Svcs Spclt-Advisors

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

3E6 - Admin Svcs Spclt-Coordinators

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

Availability Rationale

4B1 - Admin Supp Contribu.-Administrative Assistants

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

4B2 - Admin Supp Specialists

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

4B4 - Admin Supp. Contribu.-Finance Admin Supp

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

4B6 - Admin Supp. Contribu.-Academic/Student Admin Supp

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

4B8 - Admin Supp Contributor-Coordiators

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

4C2 - ADV ADMIN SUPP STAFF

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5A - TECH/PRO SVCS MANAGER

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5B - SR TECH/PRO SVCS CONTRIBUTOR

Factor 1: United States- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5C - ADV TECH/PARAPRO SUPP STAFF

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

Availability Rationale

5D1 - Tech/Pro Svcs Spcl-Dir/Mgrs

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5D2 - Tech/Pro Svcs Spcl-IT

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5D4 - Tech/Pro Svcs Spcl-Media

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5D5 - Tech/Pro Svcs Spcl-Health

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5D6 - Tech/Pro Svcs Spcl-Research

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5E1 - Tech. Supp. Contributor-Clinical

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5E2 - Tech. Supp. Contributor-Tech

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

5F2 - Tech/Pro Svcs Contributor

Factor 1: Oklahoma- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

6A - SKILLED CRAFT SUPP SUPERVISOR

Factor 1: Noble+Osage+Pawnee, OK 50%; Payne, OK 50%- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

Availability Rationale

6C - SKILLED CRAFT SUPP STAFF

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

7A - CUSTOMER SUPPORT

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

7C - ADV FACILITIES SUPP STAFF

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

7E - FACILITIES SUPP STAFF

Factor 1: Oklahoma City, OK Metropolitan Statistical Area- This is the geographical area from which workers are usually or reasonably sought to fill positions in this job group. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations- There are no feeder positions for this job group.

Incumbency vs. Estimated Availability

1A		EXECUTIVES	
Total Emp 6	Employment %	33.33	16.67
	Availability %	21.71	43.81
	Statistical Value		0.240E
1C		EXECUTIVE - ACADEMIC DEPARTMENT HEADS	
Total Emp 2	Employment %	0.00	100.00
	Availability %	21.73	57.05
	Statistical Value	1.000E	
1E2		Executive-Assistant Directors	
Total Emp 1	Employment %	0.00	100.00
	Availability %	23.41	29.92
	Statistical Value	1.000E	
1E3		Executive-Managing/Sr. Directors	
Total Emp 9	Employment %	33.33	55.56
	Availability %	22.90	47.03
	Statistical Value		
1E4		Executive-Directors	
Total Emp 11	Employment %	18.18	63.64
	Availability %	21.55	48.38
	Statistical Value	1.000E	
2A1		Professors-Chairs/Deans/Heads	
Total Emp 1	Employment %	0.00	0.00
	Availability %	23.36	45.64
	Statistical Value	1.000E	1.000E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

2A5		PROFESSOR	
Total Emp 6	Employment %	Min	Fem
	Availability %	16.67	16.67
	Statistical Value	19.90	52.74
		1.000E	0.107E
2B		ASSOCIATE PROFESSOR	
Total Emp 22	Employment %	Min	Fem
	Availability %	13.64	72.73
	Statistical Value	23.29	46.46
		0.448E	
2B1		Assoc. Profs.-Chairs/Heads/Dirs	
Total Emp 3	Employment %	Min	Fem
	Availability %	33.33	66.67
	Statistical Value	22.82	49.44
2C		ASSISTANT PROFESSOR	
Total Emp 1	Employment %	Min	Fem
	Availability %	100.00	0.00
	Statistical Value	17.38	27.81
			1.000E
2C1		Asst. Prof.-Science & Tech	
Total Emp 14	Employment %	Min	Fem
	Availability %	28.57	78.57
	Statistical Value	24.51	67.58
2C5		Asst. Prof.-Business/Mgmt/Math	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	32.93	43.58
		1.000E	
2C6		Asst. Prof.-Social Sci/History/English/Humanities	
Total Emp 5	Employment %	Min	Fem
	Availability %	20.00	40.00
	Statistical Value	27.41	49.36
		1.000E	1.000E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

2E		INSTRUCTOR	
Total Emp 21	Employment %	Min	Fem
	Availability %	19.05	66.67
	Statistical Value	20.60	55.82
		1.000E	
2F5		Adj.-Instructor	
Total Emp 152	Employment %	Min	Fem
	Availability %	13.16	42.11
	Statistical Value	25.64	47.85
		3.524	1.418
3A		SR ADMIN SVCS MANAGER	
Total Emp 6	Employment %	Min	Fem
	Availability %	0.00	83.33
	Statistical Value	26.16	63.55
		0.350E	
3A1		SR ADMIN SVCS CONTRIBUTOR	
Total Emp 4	Employment %	Min	Fem
	Availability %	25.00	75.00
	Statistical Value	22.41	59.47
3B		ADMIN SVCS MANAGER	
Total Emp 1	Employment %	Min	Fem
	Availability %	100.00	0.00
	Statistical Value	21.39	72.14
			0.279E
3C		ADMIN SVCS SUPERVISOR	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	18.73	32.15
		1.000E	
3D		ADMIN SVCS CONTRIBUTOR	
Total Emp 6	Employment %	Min	Fem
	Availability %	50.00	83.33
	Statistical Value	35.88	62.66

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

3E1		Admin Svcs Spclt-Managers	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	21.00	60.66
		1.000E	
3E3		Admin Svcs Spclt-Professionals	
Total Emp 9	Employment %	Min	Fem
	Availability %	44.44	77.78
	Statistical Value	20.93	56.83
3E4		Admin Svcs Spclt-Specialists	
Total Emp 7	Employment %	Min	Fem
	Availability %	28.57	71.43
	Statistical Value	24.26	64.85
3E5		Admin Svcs Spclt-Advisors	
Total Emp 10	Employment %	Min	Fem
	Availability %	20.00	80.00
	Statistical Value	28.09	74.91
		0.736E	
3E6		Admin Svcs Spclt-Coordinators	
Total Emp 18	Employment %	Min	Fem
	Availability %	38.89	77.78
	Statistical Value	30.26	67.58
4B1		Admin Supp Contribu.-Administrative Assistants	
Total Emp 9	Employment %	Min	Fem
	Availability %	0.00	88.89
	Statistical Value	18.83	95.36
		0.224E	0.348E
4B2		Admin Supp Specialists	
Total Emp 4	Employment %	Min	Fem
	Availability %	100.00	25.00
	Statistical Value	53.55	78.01
			0.036E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

4B4		Admin Supp. Contribu.-Finance Admin Supp	
Total Emp 4	Employment %	Min	Fem
	Availability %	50.00	75.00
	Statistical Value	31.22	55.03
4B6		Admin Supp. Contribu.-Academic/Student Admin Supp	
Total Emp 7	Employment %	Min	Fem
	Availability %	0.00	85.71
	Statistical Value	28.37	74.65
		0.203E	
4B8		Admin Supp Contributor-Coordiators	
Total Emp 3	Employment %	Min	Fem
	Availability %	0.00	33.33
	Statistical Value	22.44	73.86
		1.000E	0.169E
4C2		ADV ADMIN SUPP STAFF	
Total Emp 8	Employment %	Min	Fem
	Availability %	37.50	75.00
	Statistical Value	24.54	69.62
5A		TECH/PRO SVCS MANAGER	
Total Emp 2	Employment %	Min	Fem
	Availability %	50.00	50.00
	Statistical Value	18.13	27.14
5B		SR TECH/PRO SVCS CONTRIBUTOR	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	29.26	11.07
		1.000E	
5C		ADV TECH/PARAPRO SUPP STAFF	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	38.83	15.07
		1.000E	1.000E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

5D1		Tech/Pro Svcs Spcl-Dir/Mgrs	
Total Emp 1	Employment %	Min	Fem
	Availability %	100.00	0.00
	Statistical Value	17.28	32.66
			1.000E
5D2		Tech/Pro Svcs Spcl-IT	
Total Emp 5	Employment %	Min	Fem
	Availability %	20.00	40.00
	Statistical Value	23.66	24.23
		1.000E	
5D4		Tech/Pro Svcs Spcl-Media	
Total Emp 2	Employment %	Min	Fem
	Availability %	0.00	50.00
	Statistical Value	20.43	65.35
		1.000E	1.000E
5D5		Tech/Pro Svcs Spcl-Health	
Total Emp 1	Employment %	Min	Fem
	Availability %	100.00	0.00
	Statistical Value	39.26	77.70
			0.223E
5D6		Tech/Pro Svcs Spcl-Research	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	25.90	42.85
		1.000E	1.000E
5E1		Tech. Supp. Contributor-Clinical	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	100.00
	Statistical Value	25.00	70.00
		1.000E	
5E2		Tech. Supp. Contributor-Tech	
Total Emp 4	Employment %	Min	Fem
	Availability %	25.00	0.00
	Statistical Value	25.05	30.37
		1.000E	0.322E

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

5F2		Tech/Pro Svcs Contributor	
Total Emp 3	Employment %	Min	Fem
	Availability %	66.67	66.67
	Statistical Value	23.85	71.87
			1.000E
6A		SKILLED CRAFT SUPP SUPERVISOR	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	10.67	1.61
		1.000E	1.000E
6C		SKILLED CRAFT SUPP STAFF	
Total Emp 3	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	26.72	7.23
		0.570E	1.000E
7A		CUSTOMER SUPPORT	
Total Emp 7	Employment %	Min	Fem
	Availability %	42.86	14.29
	Statistical Value	25.54	27.23
			0.682E
7C		ADV FACILITIES SUPP STAFF	
Total Emp 4	Employment %	Min	Fem
	Availability %	25.00	75.00
	Statistical Value	42.62	31.84
		0.641E	
7E		FACILITIES SUPP STAFF	
Total Emp 1	Employment %	Min	Fem
	Availability %	0.00	0.00
	Statistical Value	55.17	5.20
		0.448E	1.000E

Total Employment: 393

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 1.96 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Placement Goals

Job Group & Name	Min	Fem								
2F5 - Adj.-Instructor	25.64									
4B2 - Admin Supp Specialists		78.01								

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Goal Attainment

2F5		Adj.-Instructor									
	Total	Min		Fem							
Prior Year Goal		25.34		49.15							
New Hire	0	0	N/A	0	N/A						
Promotion	0	0	N/A	0	N/A						
Total Opps	0	0	N/A	0	N/A						
Achieved? *		NO OPPS		NO OPPS							

Note - there was no prior year goal required for categories not listed above.

* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.

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Applicant Summary

For Period: 11/1/2020 to 10/31/2021

EEO Code 1 Executive & Administrative

		Total	Unk Race	Unk Gend	Min	Fem								
1E3	S	2	0	0	0	0								
Executive-Managing/Sr. Directors	P	2	0	0	0	0								

EEO Code 2 Faculty

		Total	Unk Race	Unk Gend	Min	Fem								
2E	S	6	0	0	4	6								
INSTRUCTOR	P	6	0	0	4	6								

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2020 to 10/31/2021

EEO Code 3

Professional Non-Faculty

		Total	Unk Race	Unk Gend	Min	Fem							
3A1	S	1	0	0	0	0							
SR ADMIN SVCS CONTRIBUTOR	P	1	0	0	0	0							
3E3	S	2	0	0	0	1							
Admin Svcs Spclt-Professionals	P	2	0	0	0	1							
3E4	S	1	0	0	0	0							
Admin Svcs Spclt-Specialists	P	1	0	0	0	0							
3E5	S	1	0	0	0	1							
Admin Svcs Spclt-Advisors	P	1	0	0	0	1							
3E6	S	4	0	0	0	3							
Admin Svcs Spclt-Coordinators	P	4	0	0	0	3							

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2020 to 10/31/2021

EEO Code 4

Clerical

		Total	Unk Race	Unk Gend	Min	Fem							
4B1	S	3	0	0	0	2							
Admin Supp Contribu.-Administrative Assistants	P	3	0	0	0	2							
4B2	S	1	0	0	1	0							
Admin Supp Specialists	P	1	0	0	1	0							
4B6	S	3	0	0	0	3							
Admin Supp. Contribu.-Academic/Student Admin Supp	P	3	0	0	0	3							
4C2	S	2	0	0	1	2							
ADV ADMIN SUPP STAFF	P	2	0	0	1	2							

EEO Code 5

Technical and Paraprofessionals

		Total	Unk Race	Unk Gend	Min	Fem							
5D1	S	1	0	0	1	0							
Tech/Pro Svcs Spcl-Dir/Mgrs	P	1	0	0	1	0							
5E2	S	1	0	0	0	0							
Tech. Supp. Contributor-Tech	P	1	0	0	0	0							

S - Selected, P - Pool

Applicant Summary

For Period: 11/1/2020 to 10/31/2021

EEO Code 7

Service

		Total	Unk Race	Unk Gend	Min	Fem							
7A	S	5	0	0	1	1							
CUSTOMER SUPPORT	P	5	0	0	1	1							
7C	S	1	0	0	0	0							
ADV FACILITIES SUPP STAFF	P	1	0	0	0	0							

		Total	Unk Race	Unk Gend	Min	Fem							
Totals	S	34	0	0	8	19							
	%		0.00	0.00	23.53	55.88							
	P	34	0	0	8	19							
	%		0.00	0.00	23.53	55.88							

S - Selected, P - Pool

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New Hire Summary

For Period: 11/1/2020 to 10/31/2021

	Total	Min	Fem								
1E3 - Executive-Managing/Sr. Directors	2	0	0								
2E - INSTRUCTOR	6	4	6								
3A1 - SR ADMIN SVCS CONTRIBUTOR	1	0	0								
3E3 - Admin Svcs Spclt-Professionals	2	0	1								
3E4 - Admin Svcs Spclt-Specialists	1	0	0								
3E5 - Admin Svcs Spclt-Advisors	1	0	1								
3E6 - Admin Svcs Spclt-Coordiators	4	0	3								
4B1 - Admin Supp Contribu.-Administrative Assistants	3	0	2								
4B2 - Admin Supp Specialists	1	1	0								
4B6 - Admin Supp. Contribu.-Academic/Student Admin	3	0	3								
4C2 - ADV ADMIN SUPP STAFF	2	1	2								
5D1 - Tech/Pro Svcs Spcl-Dir/Mgrs	1	1	0								
5E2 - Tech. Supp. Contributor-Tech	1	0	0								
7A - CUSTOMER SUPPORT	5	1	1								
7C - ADV FACILITIES SUPP STAFF	1	0	0								
Totals	#	34	8	19							
	%		23.53	55.88							

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Promotion Summary by Old Job

For Period: 11/1/2020 to 10/31/2021

There is currently no promotion data in this plan.

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Termination Summary

For Period: 11/1/2020 to 10/31/2021

	Total	Min	Fem								
1A - EXECUTIVES	1	1	0								
1C - EXECUTIVE - ACADEMIC DEPARTMENT HEADS	1	0	1								
1E - Executive-Executive Directors	1	0	0								
1E3 - Executive-Managing/Sr. Directors	1	0	1								
1E4 - Executive-Directors	2	0	2								
2E - INSTRUCTOR	2	1	2								
2F5 - Adj.-Instructor	31	3	17								
3A1 - SR ADMIN SVCS CONTRIBUTOR	1	0	0								
3D - ADMIN SVCS CONTRIBUTOR	5	3	2								
3E1 - Admin Svcs Spclt-Managers	1	0	1								
3E3 - Admin Svcs Spclt-Professionals	3	1	1								
3E4 - Admin Svcs Spclt-Specialists	4	1	2								
3E5 - Admin Svcs Spclt-Advisors	1	1	1								
3E6 - Admin Svcs Spclt-Coordinators	3	1	3								
4B1 - Admin Supp Contribu.-Administrative Assistants	3	0	3								
4B2 - Admin Supp Specialists	1	0	0								
4B6 - Admin Supp. Contribu.-Academic/Student Admin	3	2	2								
4B8 - Admin Supp Contributor-Coordinators	2	1	2								
4C2 - ADV ADMIN SUPP STAFF	4	1	3								
5A - TECH/PRO SVCS MANAGER	1	0	1								
5D2 - Tech/Pro Svcs Spcl-IT	3	1	0								
5D6 - Tech/Pro Svcs Spcl-Research	1	1	1								
5E2 - Tech. Supp. Contributor-Tech	1	0	1								
7A - CUSTOMER SUPPORT	4	1	2								
7C - ADV FACILITIES SUPP STAFF	2	1	0								
Totals	#	82	20	48							
	%		24.39	58.54							