

# Incumbency v. Estimated Availability Detail

Stark  
11/01/2016

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	80% Ratio	Less than 80% ?
1C Uppr Lvl Mgrs -Deans/ Asc/Asst	3	Female	2	66.67	52.88	1.6	0.4	126.08	
		Minority	1	33.33	20.26	0.6	0.4	164.50	
		Black	0	0.00	9.12	0.3	-0.3	0.00	
		Hispanic	0	0.00	5.89	0.2	-0.2	0.00	
		Asian	1	33.33	3.41	0.1	0.9	978.01	
		AmIndian	0	0.00	0.67	0.0	0.0	0.00	
		NHOPI	0	0.00	0.07	0.0	0.0	0.00	
		Two+	0	0.00	1.10	0.0	0.0	0.00	
1D Upper Lvl Mgrs - Chairs/Direct	9	Female	7	77.78	63.02	5.7	1.3	123.42	Yes
		Minority	0	0.00	16.37	1.5	-1.5	0.00	
		Black	0	0.00	6.90	0.6	-0.6	0.00	
		Hispanic	0	0.00	4.27	0.4	-0.4	0.00	
		Asian	0	0.00	4.34	0.4	-0.4	0.00	
		AmIndian	0	0.00	0.49	0.0	0.0	0.00	
		NHOPI	0	0.00	0.04	0.0	0.0	0.00	
		Two+	0	0.00	0.33	0.0	0.0	0.00	
1E Lower Level Managers	17	Female	13	76.47	56.56	9.6	3.4	135.20	
		Minority	1	5.88	9.35	1.6	-0.6	62.94	
		Black	1	5.88	6.46	1.1	-0.1	91.02	
		Hispanic	0	0.00	1.28	0.2	-0.2	0.00	
		Asian	0	0.00	1.28	0.2	-0.2	0.00	
		AmIndian	0	0.00	0.22	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.10	0.0	0.0	0.00	
2A Professors	9	Female	4	44.44	45.78	4.1	-0.1	97.08	
		Minority	1	11.11	19.93	1.8	-0.8	55.75	
		Black	0	0.00	4.60	0.4	-0.4	0.00	
		Hispanic	0	0.00	4.38	0.4	-0.4	0.00	
		Asian	0	0.00	7.75	0.7	-0.7	0.00	
		AmIndian	0	0.00	0.44	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	11.11	2.77	0.2	0.8	401.18	

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2B Associate Professors	40	Female	18	45.00	48.65	19.5	-1.5	92.49	
		Minority	8	20.00	20.87	8.3	-0.3	95.81	
		Black	2	5.00	5.04	2.0	0.0	99.22	
		Hispanic	1	2.50	4.01	1.6	-0.6	62.30	
		Asian	5	12.50	7.87	3.1	1.9	158.85	
		AmIndian	0	0.00	0.42	0.2	-0.2	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.54	1.4	-1.4	0.00	Yes
2C Assistant Professors	41	Female	19	46.34	56.70	23.2	-4.2	81.74	
		Minority	7	17.07	21.35	8.8	-1.8	79.96	Yes
		Black	1	2.44	6.56	2.7	-1.7	37.19	Yes
		Hispanic	1	2.44	4.13	1.7	-0.7	59.05	
		Asian	5	12.20	7.23	3.0	2.0	168.70	
		AmIndian	0	0.00	0.51	0.2	-0.2	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	2.93	1.2	-1.2	0.00	Yes
2D Instructors/Adjuncts	137	Female	74	54.01	54.09	74.1	-0.1	99.86	
		Minority	12	8.76	20.79	28.5	-16.5	42.14	Yes
		Black	6	4.38	6.03	8.3	-2.3	72.63	Yes
		Hispanic	0	0.00	4.08	5.6	-5.6	0.00	Yes
		Asian	5	3.65	7.18	9.8	-4.8	50.84	Yes
		AmIndian	0	0.00	0.43	0.6	-0.6	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	1	0.73	3.07	4.2	-3.2	23.81	Yes
2E Other - Lecturer/Teaching Staf	21	Female	16	76.19	58.34	12.3	3.7	130.59	
		Minority	0	0.00	21.08	4.4	-4.4	0.00	Yes
		Black	0	0.00	6.72	1.4	-1.4	0.00	Yes
		Hispanic	0	0.00	4.63	1.0	-1.0	0.00	Yes
		Asian	0	0.00	6.15	1.3	-1.3	0.00	Yes
		AmIndian	0	0.00	0.51	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	3.07	0.6	-0.6	0.00	

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3A Upper Level Professionals	6	Female	5	83.33	54.84	3.3	1.7	151.95	
		Minority	1	16.67	8.83	0.5	0.5	188.71	
		Black	1	16.67	6.97	0.4	0.6	239.25	
		Hispanic	0	0.00	0.71	0.0	0.0	0.00	
		Asian	0	0.00	0.57	0.0	0.0	0.00	
		AmIndian	0	0.00	0.54	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.05	0.0	0.0	0.00	
3B Lower Level Professionals	40	Female	24	60.00	66.49	26.6	-2.6	90.24	
		Minority	6	15.00	10.14	4.1	1.9	147.97	
		Black	4	10.00	7.65	3.1	0.9	130.74	
		Hispanic	0	0.00	0.86	0.3	-0.3	0.00	
		Asian	2	5.00	0.64	0.3	1.7	775.53	
		AmIndian	0	0.00	0.75	0.3	-0.3	0.00	
		NHOPI	0	0.00	0.08	0.0	0.0	0.00	
		Two+	0	0.00	0.15	0.1	-0.1	0.00	
4A Upper Level Clerical	1	Female	1	100.00	97.53	1.0	0.0	102.53	
		Minority	0	0.00	7.64	0.1	-0.1	0.00	
		Black	0	0.00	5.65	0.1	-0.1	0.00	
		Hispanic	0	0.00	0.87	0.0	0.0	0.00	
		Asian	0	0.00	0.30	0.0	0.0	0.00	
		AmIndian	0	0.00	0.19	0.0	0.0	0.00	
		NHOPI	0	0.00	0.28	0.0	0.0	0.00	
		Two+	0	0.00	0.35	0.0	0.0	0.00	
4B Mid Level Clerical	36	Female	36	100.00	93.46	33.6	2.4	107.00	
		Minority	5	13.89	7.64	2.8	2.2	181.74	
		Black	3	8.33	5.39	1.9	1.1	154.60	
		Hispanic	0	0.00	0.98	0.4	-0.4	0.00	
		Asian	0	0.00	0.38	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.20	0.1	-0.1	0.00	
		NHOPI	1	2.78	0.63	0.2	0.8	444.44	
		Two+	1	2.78	0.07	0.0	1.0	4066.43	

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4C Lower Level Clerical	8	Female	8	100.00	93.51	7.5	0.5	106.94	
		Minority	0	0.00	11.55	0.9	-0.9	0.00	
		Black	0	0.00	9.49	0.8	-0.8	0.00	
		Hispanic	0	0.00	1.19	0.1	-0.1	0.00	
		Asian	0	0.00	0.50	0.0	0.0	0.00	
		AmIndian	0	0.00	0.23	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.14	0.0	0.0	0.00	
5A Technician/Other Specialty	1	Female	1	100.00	79.60	0.8	0.2	125.64	
		Minority	0	0.00	18.93	0.2	-0.2	0.00	
		Black	0	0.00	5.40	0.1	-0.1	0.00	
		Hispanic	0	0.00	13.08	0.1	-0.1	0.00	
		Asian	0	0.00	0.00	0.0	0.0	100.00	
		AmIndian	0	0.00	0.45	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.00	0.0	0.0	100.00	
5B Technician/Health/Lab/Research	2	Female	0	0.00	74.85	1.5	-1.5	0.00	Yes
		Minority	0	0.00	7.41	0.1	-0.1	0.00	
		Black	0	0.00	4.53	0.1	-0.1	0.00	
		Hispanic	0	0.00	1.22	0.0	0.0	0.00	
		Asian	0	0.00	1.66	0.0	0.0	0.00	
		AmIndian	0	0.00	0.00	0.0	0.0	100.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.00	0.0	0.0	100.00	
5D Technician/Comm/Media	2	Female	0	0.00	3.77	0.1	-0.1	0.00	
		Minority	0	0.00	20.28	0.4	-0.4	0.00	
		Black	0	0.00	20.28	0.4	-0.4	0.00	
		Hispanic	0	0.00	0.00	0.0	0.0	100.00	
		Asian	0	0.00	0.00	0.0	0.0	100.00	
		AmIndian	0	0.00	0.00	0.0	0.0	100.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.00	0.0	0.0	100.00	

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7A Service/Maint: Delivery/Rec	1	Female	0	0.00	2.85	0.0	0.0	0.00	
		Minority	0	0.00	11.57	0.1	-0.1	0.00	
		Black	0	0.00	4.80	0.0	0.0	0.00	
		Hispanic	0	0.00	5.57	0.1	-0.1	0.00	
		Asian	0	0.00	0.63	0.0	0.0	0.00	
		AmIndian	0	0.00	0.19	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.38	0.0	0.0	0.00	
7B Service/Maint: Cust/Maint/Repr	22	Female	1	4.55	18.78	4.1	-3.1	24.20	Yes
		Minority	2	9.09	13.63	3.0	-1.0	66.72	Yes
		Black	2	9.09	9.65	2.1	-0.1	94.18	
		Hispanic	0	0.00	2.94	0.6	-0.6	0.00	
		Asian	0	0.00	0.27	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.29	0.1	-0.1	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.48	0.1	-0.1	0.00	
7C Service/Maint: Protective Serv	5	Female	0	0.00	19.76	1.0	-1.0	0.00	Yes
		Minority	0	0.00	17.78	0.9	-0.9	0.00	
		Black	0	0.00	13.47	0.7	-0.7	0.00	
		Hispanic	0	0.00	2.59	0.1	-0.1	0.00	
		Asian	0	0.00	1.16	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.39	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	0.17	0.0	0.0	0.00	
7D Service/Maint: Food Service	13	Female	9	69.23	63.64	8.3	0.7	108.79	
		Minority	2	15.38	15.82	2.1	-0.1	97.23	
		Black	2	15.38	11.12	1.4	0.6	138.36	
		Hispanic	0	0.00	2.39	0.3	-0.3	0.00	
		Asian	0	0.00	0.95	0.1	-0.1	0.00	
		AmIndian	0	0.00	0.29	0.0	0.0	0.00	
		NHOPI	0	0.00	0.00	0.0	0.0	100.00	
		Two+	0	0.00	1.07	0.1	-0.1	0.00	

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