

**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**1A : Upper Lvl Mgr - Pres/Prvst/VP (Total Employees : 13)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	5	2
Total Availability %	22.3	10.4
80 Percent Rule %	17.8	8.3
Current %	38.5	15.4
Placement Goal?, 80% Rule	No	No

**1B : Upper Lvl Mgr - AVPs/Asc Prvs (Total Employees : 25)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	17	2
Total Availability %	24.3	10.5
80 Percent Rule %	19.4	8.4
Current %	68.0	8.0
Placement Goal?, 80% Rule	No	No

**1C : Upper Lvl Mgr - Deans/Asc/Asst (Total Employees : 51)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	22	6
Total Availability %	60.8	19.6
80 Percent Rule %	48.6	15.7
Current %	43.1	11.8
Placement Goal?, 80% Rule	Yes	Yes

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## Utilization Summary

41 CFR Section 60-2.15

### 1D : Upper Lvl Mgr - Chairs/Dir (Total Employees : 381)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	220	46
Total Availability %	43.0	17.2
Current %	57.7	12.1
Placement Goal?, 2 Standard Deviations Test	No	Yes

### 1E : Lower Level Manager (Total Employees : 211)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	130	33
Total Availability %	42.8	17.8
Current %	61.6	15.6
Placement Goal?, 2 Standard Deviations Test	No	No

### 3A : Upper Level Professional (Total Employees : 332)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	150	46
Total Availability %	38.1	11.7
Current %	45.2	13.9
Placement Goal?, 2 Standard Deviations Test	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**3B : Lower Level Professional (Total Employees : 589)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	394	113
Total Availability %	56.9	11.6
Current %	66.9	19.2
Placement Goal?, 2 Standard Deviations Test	No	No

**4A : Upper Level Clerical (Total Employees : 125)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	121	10
Total Availability %	78.2	15.0
Current %	96.8	8.0
Placement Goal?, 2 Standard Deviations Test	No	No

**4B : Mid Level Clerical (Total Employees : 185)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	179	32
Total Availability %	84.5	11.7
Current %	96.8	17.3
Placement Goal?, 2 Standard Deviations Test	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**4C : Lower Level Clerical (Total Employees : 23)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	17	7
Total Availability %	67.9	15.3
80 Percent Rule %	54.3	12.2
Current %	73.9	30.4
Placement Goal?, 80% Rule	No	No

**5A : Technician/Other Specialty (Total Employees : 11)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	4	1
Total Availability %	75.1	15.4
80 Percent Rule %	60.1	12.3
Current %	36.4	9.1
Placement Goal?, 80% Rule	Yes	No

**5B : Technician/Health/Lab/Research (Total Employees : 30)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	20	3
Total Availability %	77.2	15.0
80 Percent Rule %	61.8	12.0
Current %	66.7	10.0
Placement Goal?, 80% Rule	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

**Utilization Summary**

41 CFR Section 60-2.15

**5C : Technician/Elec/Data Proces (Total Employees : 16)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	2
Total Availability %	29.9	10.7
80 Percent Rule %	23.9	8.6
Current %	12.5	12.5
Placement Goal?, 80% Rule	Yes	No

**5D : Technician/Comm/Media (Total Employees : 3)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	0
Total Availability %	25.4	8.2
80 Percent Rule %	20.3	6.6
Current %	66.7	0.0
Placement Goal?, 80% Rule	No	No

**6A : Craftworkers (Total Employees : 79)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	1	3
Total Availability %	6.3	10.4
Current %	1.3	3.8
Placement Goal?, 2 Standard Deviations Test	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**7A : Service/Maint: Delivery/Rec (Total Employees : 16)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	4	1
Total Availability %	23.9	8.8
80 Percent Rule %	19.1	7.0
Current %	25.0	6.3
Placement Goal?, 80% Rule	No	No

**7B : Service/Maint: Cust/Maint/Repr (Total Employees : 299)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	112	63
Total Availability %	24.7	16.0
Current %	37.5	21.1
Placement Goal?, 2 Standard Deviations Test	No	No

**7C : Service/Maint: Protective Serv (Total Employees : 58)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	19	9
Total Availability %	17.0	11.7
80 Percent Rule %	13.6	9.4
Current %	32.8	15.5
Placement Goal?, 80% Rule	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**7D : Service/Maint: Food Service (Total Employees : 57)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	31	14
Total Availability %	59.2	19.3
80 Percent Rule %	47.4	15.4
Current %	54.4	24.6
Placement Goal?, 80% Rule	No	No

**ACCOUN : Accounting (Total Employees : 18)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	6	4
Total Availability %	38.5	25.6
80 Percent Rule %	30.8	20.5
Current %	33.3	22.2
Placement Goal?, 80% Rule	No	No

**AEROSP : Aerospace (Total Employees : 14)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	2
Total Availability %	15.5	16.6
80 Percent Rule %	12.4	13.3
Current %	14.3	14.3
Placement Goal?, 80% Rule	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**ANTHRO : Anthropology (Total Employees : 10)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	3	0
Total Availability %	71.7	32.4
80 Percent Rule %	57.4	25.9
Current %	30.0	0.0
Placement Goal?, 80% Rule	Yes	Yes

**ARCPGM : Architecture Program (Total Employees : 49)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	12	4
Total Availability %	48.0	41.3
80 Percent Rule %	38.4	33.0
Current %	24.5	8.2
Placement Goal?, 80% Rule	Yes	Yes

**ART : Art (Total Employees : 46)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	32	6
Total Availability %	81.6	14.3
80 Percent Rule %	65.3	11.4
Current %	69.6	13.0
Placement Goal?, 80% Rule	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**AST : Applied Science and Technology (Total Employees : 23)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	7
Total Availability %	64.3	10.7
80 Percent Rule %	51.4	8.6
Current %	8.7	30.4
Placement Goal?, 80% Rule	Yes	No

**BIOLOG : Biological Sciences (Total Employees : 44)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	16	10
Total Availability %	52.0	24.1
80 Percent Rule %	41.6	19.3
Current %	36.4	22.7
Placement Goal?, 80% Rule	Yes	No

**CHEMBI : Chemistry & Biochemistry (Total Employees : 21)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	4	7
Total Availability %	42.1	24.0
80 Percent Rule %	33.7	19.2
Current %	19.0	33.3
Placement Goal?, 80% Rule	Yes	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**CHEMPH : Chemical Physics (Total Employees : 12)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	4
Total Availability %	9.1	18.2
80 Percent Rule %	7.3	14.6
Current %	16.7	33.3
Placement Goal?, 80% Rule	No	No

**COBBUS : CoB BUS Courses (Total Employees : 10)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	4	1
Total Availability %	43.6	43.9
80 Percent Rule %	34.9	35.1
Current %	40.0	10.0
Placement Goal?, 80% Rule	No	Yes

**COMM : Communication Studies (Total Employees : 42)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	27	6
Total Availability %	57.5	21.3
80 Percent Rule %	46.0	17.0
Current %	64.3	14.3
Placement Goal?, 80% Rule	No	Yes

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**Kent Campus (Main)  
800 E. Summit St.  
Kent, OH 44240**

**Utilization Summary**

41 CFR Section 60-2.15

**COMSCI : Computer Science (Total Employees : 21)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	3	8
Total Availability %	14.7	29.1
80 Percent Rule %	11.8	23.3
Current %	14.3	38.1
Placement Goal?, 80% Rule	No	No

**CONACL : CoN Accel Sec Degree (Total Employees : 21)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	19	1
Total Availability %	90.4	28.2
80 Percent Rule %	72.3	22.6
Current %	90.5	4.8
Placement Goal?, 80% Rule	No	Yes

**CPM : CPM Basic Sciences (Total Employees : 23)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	10	3
Total Availability %	39.0	36.8
80 Percent Rule %	31.2	29.4
Current %	43.5	13.0
Placement Goal?, 80% Rule	No	Yes

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**DEAN : Dean CAE (Total Employees : 18)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	3	6
Total Availability %	15.5	16.6
80 Percent Rule %	12.4	13.3
Current %	16.7	33.3
Placement Goal?, 80% Rule	No	No

**DIGSCI : School of Digital Sciences (Total Employees : 14)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	4	4
Total Availability %	48.6	18.9
80 Percent Rule %	38.9	15.1
Current %	28.6	28.6
Placement Goal?, 80% Rule	Yes	No

**ECON : Economics (Total Employees : 14)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	6	2
Total Availability %	31.7	24.7
80 Percent Rule %	25.4	19.8
Current %	42.9	14.3
Placement Goal?, 80% Rule	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**ENGLI : English (Total Employees : 83)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	54	8
Total Availability %	61.1	14.0
Current %	65.1	9.6
Placement Goal?, 2 Standard Deviations Test	No	No

**ENVIRO : Environmental Health Sciences (Total Employees : 4)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	1	0
Total Availability %	55.3	33.5
80 Percent Rule %	44.2	26.8
Current %	25.0	0.0
Placement Goal?, 80% Rule	No	Yes

**EPIDEM : Epidemiology/Biostatistics (Total Employees : 11)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	8	5
Total Availability %	72.8	31.4
80 Percent Rule %	58.2	25.1
Current %	72.7	45.5
Placement Goal?, 80% Rule	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**ESL : English as a Second Language (Total Employees : 10)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	7	2
Total Availability %	80.8	33.3
80 Percent Rule %	64.6	26.6
Current %	70.0	20.0
Placement Goal?, 80% Rule	No	No

**FASHN : Fashion Design & Merchandising (Total Employees : 42)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	35	17
Total Availability %	90.2	58.5
80 Percent Rule %	72.2	46.8
Current %	83.3	40.5
Placement Goal?, 80% Rule	No	Yes

**FINAN : Finance (Total Employees : 13)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	3	2
Total Availability %	40.9	22.7
80 Percent Rule %	32.7	18.2
Current %	23.1	15.4
Placement Goal?, 80% Rule	Yes	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**FNDLA : Foundation, Leadership, & Admin (Total Employees : 58)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	31	13
Total Availability %	62.5	36.3
80 Percent Rule %	50.0	29.0
Current %	53.4	22.4
Placement Goal?, 80% Rule	No	Yes

**GEOGRA : Geography (Total Employees : 15)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	6	2
Total Availability %	47.2	11.4
80 Percent Rule %	37.8	9.1
Current %	40.0	13.3
Placement Goal?, 80% Rule	No	No

**GEOLOG : Geology (Total Employees : 8)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	3
Total Availability %	47.8	14.5
80 Percent Rule %	38.2	11.6
Current %	25.0	37.5
Placement Goal?, 80% Rule	Yes	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**HEALPM : Health Policy and Management (Total Employees : 16)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	5	0
Total Availability %	76.0	36.0
80 Percent Rule %	60.8	28.8
Current %	31.3	0.0
Placement Goal?, 80% Rule	Yes	Yes

**HISTOR : History (Total Employees : 19)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	8	2
Total Availability %	46.1	19.1
80 Percent Rule %	36.9	15.3
Current %	42.1	10.5
Placement Goal?, 80% Rule	No	No

**HLTSCI : Health Sciences (Total Employees : 73)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	56	8
Total Availability %	68.3	43.9
Current %	76.7	11.0
Placement Goal?, 2 Standard Deviations Test	No	Yes

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**HONORS : Honors College (Total Employees : 10)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	8	0
Total Availability %	54.5	21.5
80 Percent Rule %	43.6	17.2
Current %	80.0	0.0
Placement Goal?, 80% Rule	No	Yes

**INFO : School of Information (Total Employees : 48)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	38	5
Total Availability %	34.8	36.0
80 Percent Rule %	27.8	28.8
Current %	79.2	10.4
Placement Goal?, 80% Rule	No	Yes

**INTDSN : Interior Design Program (Total Employees : 14)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	8	1
Total Availability %	88.6	32.5
80 Percent Rule %	70.9	26.0
Current %	57.1	7.1
Placement Goal?, 80% Rule	Yes	Yes

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**JOURNA : Journalism and Mass Communication (Total Employees : 69)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	31	6
Total Availability %	54.2	37.5
80 Percent Rule %	43.4	30.0
Current %	44.9	8.7
Placement Goal?, 80% Rule	No	Yes

**LIFDEV : Lifespan Dev & Educ Sciences (Total Employees : 99)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	72	10
Total Availability %	71.6	38.4
Current %	72.7	10.1
Placement Goal?, 2 Standard Deviations Test	No	Yes

**MARKET : Marketing and Entrepreneurship (Total Employees : 23)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	11	4
Total Availability %	73.3	26.7
80 Percent Rule %	58.6	21.4
Current %	47.8	17.4
Placement Goal?, 80% Rule	Yes	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**MASTER : Masters Program (MSN) (Total Employees : 5)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	5	0
Total Availability %	46.9	20.8
80 Percent Rule %	37.5	16.6
Current %	100.0	0.0
Placement Goal?, 80% Rule	No	No

**MATH : Mathematical Science (Total Employees : 73)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	24	16
Total Availability %	24.0	15.2
Current %	32.9	21.9
Placement Goal?, 2 Standard Deviations Test	No	No

**MCLANG : Modern & Classical Languages (Total Employees : 64)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	42	13
Total Availability %	40.0	16.7
80 Percent Rule %	32.0	13.4
Current %	65.6	20.3
Placement Goal?, 80% Rule	No	No

\* The Company has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the Company's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the Company.

**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

**Utilization Summary**

41 CFR Section 60-2.15

**MIS : Management & Information Systems (Total Employees : 33)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	10	6
Total Availability %	32.3	48.4
80 Percent Rule %	25.8	38.7
Current %	30.3	18.2
Placement Goal?, 80% Rule	No	Yes

**MUSEMB : Music Embanet (Total Employees : 8)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	6	0
Total Availability %	40.2	17.3
80 Percent Rule %	32.2	13.8
Current %	75.0	0.0
Placement Goal?, 80% Rule	No	Yes

**MUSIC : Music (Total Employees : 66)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	28	14
Total Availability %	40.2	17.3
80 Percent Rule %	32.2	13.8
Current %	42.4	21.2
Placement Goal?, 80% Rule	No	No

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**NURSE : College Of Nursing (Total Employees : 88)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	78	8
Total Availability %	90.6	26.7
Current %	88.6	9.1
Placement Goal?, 2 Standard Deviations Test	No	Yes

**NYCSTU : New York City Studio (Total Employees : 9)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	6	3
Total Availability %	90.2	58.5
80 Percent Rule %	72.2	46.8
Current %	66.7	33.3
Placement Goal?, 80% Rule	No	Yes

**OTHER : Other Faculty (Total Employees : 23)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	13	1
Total Availability %	41.6	18.6
80 Percent Rule %	33.3	14.9
Current %	56.5	4.3
Placement Goal?, 80% Rule	No	Yes

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**PANAFR : Pan-African Studies (Total Employees : 12)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	5	11
Total Availability %	66.7	95.2
80 Percent Rule %	53.4	76.2
Current %	41.7	91.7
Placement Goal?, 80% Rule	Yes	No

**PARALE : Paralegal Studies (Total Employees : 6)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	5	0
Total Availability %	82.8	53.8
80 Percent Rule %	66.2	43.0
Current %	83.3	0.0
Placement Goal?, 80% Rule	No	Yes

**PCONST : School of Peace & Conflict Studies (Total Employees : 7)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	5	0
Total Availability %	42.9	28.6
80 Percent Rule %	34.3	22.9
Current %	71.4	0.0
Placement Goal?, 80% Rule	No	Yes

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**PHILOS : Philosophy (Total Employees : 17)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	5	2
Total Availability %	25.5	12.8
80 Percent Rule %	20.4	10.2
Current %	29.4	11.8
Placement Goal?, 80% Rule	No	No

**PHYSIC : Physics (Total Employees : 22)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	5	2
Total Availability %	18.3	15.8
80 Percent Rule %	14.6	12.6
Current %	22.7	9.1
Placement Goal?, 80% Rule	No	No

**POLISC : Political Science (Total Employees : 18)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	6	2
Total Availability %	39.4	20.9
80 Percent Rule %	31.5	16.7
Current %	33.3	11.1
Placement Goal?, 80% Rule	No	Yes

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**PSYCHO : Psychology (Total Employees : 33)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	16	3
Total Availability %	70.5	24.9
80 Percent Rule %	56.4	19.9
Current %	48.5	9.1
Placement Goal?, 80% Rule	Yes	Yes

**RELIG : Religion Studies (Total Employees : 6)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	2	0
Total Availability %	39.8	24.5
80 Percent Rule %	31.8	19.6
Current %	33.3	0.0
Placement Goal?, 80% Rule	No	Yes

**SOCBHV : Social and Behavioral Science (Total Employees : 12)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	11	2
Total Availability %	76.9	38.5
80 Percent Rule %	61.5	30.8
Current %	91.7	16.7
Placement Goal?, 80% Rule	No	Yes

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

## Utilization Summary

41 CFR Section 60-2.15

**SOCIOL : Sociology (Total Employees : 44)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	24	6
Total Availability %	62.2	29.6
80 Percent Rule %	49.8	23.7
Current %	54.5	13.6
Placement Goal?, 80% Rule	No	Yes

**THEATR : Theatre (Total Employees : 36)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	22	8
Total Availability %	56.1	18.5
80 Percent Rule %	44.9	14.8
Current %	61.1	22.2
Placement Goal?, 80% Rule	No	No

**TLDCS : Teaching, Learning, & Curr Studies (Total Employees : 125)**

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	93	12
Total Availability %	75.2	34.2
Current %	74.4	9.6
Placement Goal?, 2 Standard Deviations Test	No	Yes

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**Kent Campus (Main)**  
**800 E. Summit St.**  
**Kent, OH 44240**

**Utilization Summary**

41 CFR Section 60-2.15

**UNVLIB : University Libraries (Total Employees : 33)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	23	4
Total Availability %	85.6	18.3
80 Percent Rule %	68.5	14.6
Current %	69.7	12.1
Placement Goal?, 80% Rule	No	No

**VISUAL : Visual Communication Design (Total Employees : 42)**

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	19	2
Total Availability %	61.3	34.7
80 Percent Rule %	49.0	27.8
Current %	45.2	4.8
Placement Goal?, 80% Rule	Yes	Yes

	Employees	Female	Minority
<b>Company Totals:</b>	4301	2442	671

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