

Incumbency v. Estimated Availability

Missouri S&T - 20141218

01/01/2014

Job Group	Less than Reasonably Expected?	
	Female	Minority
001 Executive Administrators		
002 Deans		
003 Managers-Provost		
004 Managers-Admin Services	Yes	
005 Managers-Student Affairs		
006 Managers- Univ Adv		
007 Managers-Academic		
008 Engineering-Tenured	Yes	
009 Engineering-On Track		
010 Engineering-Not on Track		
011 Engineering-P/T Faculty		Yes
012 Humanities-Tenured		
013 Humanities-On Track		
014 Humanities-Not on Track		
016 Mgmt/Finance-Tenured	Yes	Yes
017 Mgmt/Finance-On Track		
018 Mgmt/Finance- Not on Track		

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test
 Yes indicates Number of Standard Deviations <= -2.00

Incumbency v. Estimated Availability

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01/01/2014

	Less than Reasonably Expected?	
Job Group	Female	Minority
019 Mtls/Energy-Tenured		Yes
020 Mtls/Energy-OnTrack		
021 Mtls/Energy-Not onTrack		
022 Mtls/Energy-P/T Faculty		
023 Math/Comp Sci-Tenured		Yes
024 Math/Comp Sci-On Track		
025 Math/Comp Sci-Not on Track		
026 Math/Comp Sci-P/T Faculty		
027 Science-Tenured		
028 Science-On Track		
029 Science- Not on Track		Yes
030 Science-P/T Faculty		
031 Researchers		
032 Librarians		
033 Post-Doctoral Fellows		
034 Research Engineers		
035 Coaches	Yes	

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01/01/2014

	Less than Reasonably Expected?	
Job Group	Female	Minority
036 Professionals-Provost		
037 Professionals-Admins Svcs		
038 Professionals-Stu Affairs	Yes	
040 Professionals-Info Tech		
041 Professionals-Medical & Relate	Yes	
042 Engineers & Designers		
043 Sales & Development		
044 Research Specialist		
045 Research Technicians		
046 Administrative Assts		
047 Secretaries		
048 Admin/Clerical Support		
049 Admin/Clerical Support P/T		
050 Protective Services		
051 Support-Info Tech		Yes
052 Support-Stu Affairs		
053 Support-Academics		

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01/01/2014

	Less than Reasonably Expected?	
Job Group	Female	Minority
054 Support-Provost		
055 Support-Library		
056 Support-Admin Svcs		
057 Electronic Technicians		
058 Lab Mechanics		
059 Mechanical/Custodial Supvs		
060 Misc Service/Maintenance		
061 Nurses-BU		
062 Groundskprs/Laborers-BU	Yes	
063 Custodians-BU		
064 Mech & Repair- BU		
065 Non-Clerical Support Svcs-BU		
066 Carpenters/Painters-BU		
067 Temp-Admin/Professional		
068 Temp-Clerical		
069 Temp-Service		
070 Temp-Technical		

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	Less than Reasonably Expected?	
Job Group	Female	Minority
071 Temp-Crafts		
073 Managers- HRS,AA,D&I		
074 Professionals-HRSAADI		

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
001 Executive Administrators	10	Female Minority	4 3	40.00 30.00	59.59 25.51	
002 Deans	2	Female Minority	1 0	50.00 0.00	63.77 25.09	
003 Managers-Provost	50	Female Minority	31 6	62.00 12.00	54.76 12.96	
004 Managers-Admin Services	17	Female Minority	4 1	23.53 5.88	53.81 11.96	Yes
005 Managers-Student Affairs	26	Female Minority	16 2	61.54 7.69	48.91 20.74	
006 Managers- Univ Adv	23	Female Minority	10 3	43.48 13.04	49.58 12.61	
007 Managers-Academic	18	Female Minority	2 2	11.11 11.11	32.41 9.34	
008 Engineering-Tenured	82	Female Minority	5 26	6.10 31.71	46.66 25.38	Yes
009 Engineering-On Track	26	Female Minority	6 10	23.08 38.46	17.77 27.90	
010 Engineering-Not on Track	45	Female Minority	8 10	17.78 22.22	21.42 26.38	
011 Engineering-P/T Faculty	40	Female Minority	3 5	7.50 12.50	18.99 28.10	Yes
012 Humanities-Tenured	20	Female Minority	7 1	35.00 5.00	5.46 1.74	
013 Humanities-On Track	17	Female Minority	9 2	52.94 11.76	58.84 20.02	

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
014 Humanities-Not on Track	45	Female Minority	30 6	66.67 13.33	59.47 16.00	
016 Mgmt/Finance-Tenured	10	Female Minority	4 5	40.00 50.00	93.51 92.40	Yes Yes
017 Mgmt/Finance-On Track	9	Female Minority	4 4	44.44 44.44	33.47 24.26	
018 Mgmt/Finance- Not on Track	12	Female Minority	5 5	41.67 41.67	40.71 23.74	
019 Mtls/Energy-Tenured	37	Female Minority	4 12	10.81 32.43	2.60 92.23	Yes
020 Mtls/Energy-OnTrack	12	Female Minority	2 6	16.67 50.00	23.08 22.49	
021 Mtls/Energy-Not onTrack	18	Female Minority	4 3	22.22 16.67	26.72 20.25	
022 Mtls/Energy-P/T Faculty	7	Female Minority	1 0	14.29 0.00	24.58 24.21	
023 Math/Comp Sci-Tenured	29	Female Minority	7 11	24.14 37.93	2.63 92.49	Yes
024 Math/Comp Sci-On Track	8	Female Minority	3 6	37.50 75.00	25.94 24.43	
025 Math/Comp Sci-Not on Track	16	Female Minority	10 4	62.50 25.00	28.32 22.03	
026 Math/Comp Sci-P/T Faculty	4	Female Minority	0 0	0.00 0.00	24.04 26.34	
027 Science-Tenured	32	Female Minority	5 6	15.63 18.75	2.95 2.12	

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028 Science-On Track	6	Female Minority	1 3	16.67 50.00	27.65 20.91	
029 Science- Not on Track	16	Female Minority	9 0	56.25 0.00	34.03 21.87	Yes
030 Science-P/T Faculty	6	Female Minority	1 1	16.67 16.67	32.32 21.69	
031 Researchers	11	Female Minority	2 4	18.18 36.36	19.61 30.06	
032 Librarians	8	Female Minority	5 0	62.50 0.00	83.60 15.74	
033 Post-Doctoral Fellows	20	Female Minority	2 14	10.00 70.00	21.37 27.45	
034 Research Engineers	3	Female Minority	0 0	0.00 0.00	11.39 10.62	
035 Coaches	18	Female Minority	2 3	11.11 16.67	34.79 22.05	Yes
036 Professionals-Provost	43	Female Minority	34 4	79.07 9.30	69.92 9.12	
037 Professionals-Admins Svcs	11	Female Minority	8 1	72.73 9.09	47.44 7.44	
038 Professionals-Stu Affairs	17	Female Minority	8 4	47.06 23.53	71.77 12.14	Yes
040 Professionals-Info Tech	43	Female Minority	17 7	39.53 16.28	27.76 21.52	
041 Professionals-Medical & Relate	12	Female Minority	5 1	41.67 8.33	70.98 10.01	Yes

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Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
042 Engineers & Designers	7	Female Minority	0 1	0.00 14.29	13.47 13.20	
043 Sales & Development	12	Female Minority	8 0	66.67 0.00	48.41 18.22	
044 Research Specialist	15	Female Minority	5 3	33.33 20.00	27.40 15.59	
045 Research Technicians	13	Female Minority	2 0	15.38 0.00	22.81 11.77	
046 Administrative Assts	93	Female Minority	93 3	100.00 3.23	89.02 7.62	
047 Secretaries	61	Female Minority	60 3	98.36 4.92	97.53 5.99	
048 Admin/Clerical Support	52	Female Minority	46 4	88.46 7.69	85.12 7.31	
049 Admin/Clerical Support P/T	4	Female Minority	3 0	75.00 0.00	85.91 9.16	
050 Protective Services	21	Female Minority	6 2	28.57 9.52	14.82 15.88	
051 Support-Info Tech	17	Female Minority	3 0	17.65 0.00	36.85 20.02	Yes
052 Support-Stu Affairs	17	Female Minority	12 3	70.59 17.65	68.77 5.71	
053 Support-Academics	26	Female Minority	12 1	46.15 3.85	0.52 0.40	
054 Support-Provost	46	Female Minority	38 3	82.61 6.52	82.75 8.25	

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055 Support-Library	11	Female Minority	8 0	72.73 0.00	40.55 1.54	
056 Support-Admin Svcs	9	Female Minority	5 0	55.56 0.00	33.31 7.36	
057 Electronic Technicians	6	Female Minority	0 0	0.00 0.00	20.33 11.69	
058 Lab Mechanics	5	Female Minority	0 0	0.00 0.00	4.18 7.40	
059 Mechanical/Custodial Supvs	5	Female Minority	1 0	20.00 0.00	30.02 19.14	
060 Misc Service/Maintenance	4	Female Minority	4 0	100.00 0.00	37.99 10.03	
061 Nurses-BU	2	Female Minority	2 0	100.00 0.00	34.48 0.00	
062 Groundskprs/Laborers-BU	14	Female Minority	0 0	0.00 0.00	39.81 6.48	Yes
063 Custodians-BU	108	Female Minority	43 7	39.81 6.48	25.79 9.98	
064 Mech & Repair- BU	45	Female Minority	0 4	0.00 8.89	5.11 15.58	
065 Non-Clerical Support Svcs-BU	10	Female Minority	4 0	40.00 0.00	19.91 3.24	
066 Carpenters/Painters-BU	11	Female Minority	0 0	0.00 0.00	6.14 3.95	
067 Temp-Admin/Professional	7	Female Minority	6 1	85.71 14.29	22.22 22.22	

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068 Temp-Clerical	3	Female Minority	3 0	100.00 0.00	88.22 12.13	
069 Temp-Service	10	Female Minority	2 0	20.00 0.00	22.22 22.22	
070 Temp-Technical	10	Female Minority	3 2	30.00 20.00	22.22 22.22	
071 Temp-Crafts	2	Female Minority	0 0	0.00 0.00	1.71 8.35	
073 Managers- HRS,AA,D&I	3	Female Minority	2 1	66.67 33.33	56.14 15.34	
074 Professionals-HRSAADI	2	Female Minority	1 0	50.00 0.00	45.95 21.85	

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Annual Placement Goals

Missouri S&T - 20141218
01/01/2014

Job Group	Placement Goals (%)	
	Female	Minority
001 Executive Administrators	-	-
002 Deans	-	-
003 Managers-Provost	-	-
004 Managers-Admin Services	53.81	-
005 Managers-Student Affairs	-	-
006 Managers- Univ Adv	-	-
007 Managers-Academic	-	-
008 Engineering-Tenured	46.66	-
009 Engineering-On Track	-	-
010 Engineering-Not on Track	-	-
011 Engineering-P/T Faculty	-	28.10
012 Humanities-Tenured	-	-
013 Humanities-On Track	-	-
014 Humanities-Not on Track	-	-
016 Mgmt/Finance-Tenured	93.51	92.40
017 Mgmt/Finance-On Track	-	-
018 Mgmt/Finance- Not on Track	-	-
019 Mtls/Energy-Tenured	-	92.23

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Annual Placement Goals

Missouri S&T - 20141218
01/01/2014

Job Group	Placement Goals (%)	
	Female	Minority
020 Mtls/Energy-OnTrack	-	-
021 Mtls/Energy-Not onTrack	-	-
022 Mtls/Energy-P/T Faculty	-	-
023 Math/Comp Sci-Tenured	-	92.49
024 Math/Comp Sci-On Track	-	-
025 Math/Comp Sci-Not on Track	-	-
026 Math/Comp Sci-P/T Faculty	-	-
027 Science-Tenured	-	-
028 Science-On Track	-	-
029 Science- Not on Track	-	21.87
030 Science-P/T Faculty	-	-
031 Researchers	-	-
032 Librarians	-	-
033 Post-Doctoral Fellows	-	-
034 Research Engineers	-	-
035 Coaches	34.79	-
036 Professionals-Provost	-	-
037 Professionals-Admins Svcs	-	-

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Annual Placement Goals

Missouri S&T - 20141218
01/01/2014

Job Group	Placement Goals (%)	
	Female	Minority
038 Professionals-Stu Affairs	71.77	-
040 Professionals-Info Tech	-	-
041 Professionals-Medical & Relate	70.98	-
042 Engineers & Designers	-	-
043 Sales & Development	-	-
044 Research Specialist	-	-
045 Research Technicians	-	-
046 Administrative Assts	-	-
047 Secretaries	-	-
048 Admin/Clerical Support	-	-
049 Admin/Clerical Support P/T	-	-
050 Protective Services	-	-
051 Support-Info Tech	-	20.02
052 Support-Stu Affairs	-	-
053 Support-Academics	-	-
054 Support-Provost	-	-
055 Support-Library	-	-
056 Support-Admin Svcs	-	-

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Annual Placement Goals

Missouri S&T - 20141218
01/01/2014

Job Group	Placement Goals (%)	
	Female	Minority
057 Electronic Technicians	-	-
058 Lab Mechanics	-	-
059 Mechanical/Custodial Supvs	-	-
060 Misc Service/Maintenance	-	-
061 Nurses-BU	-	-
062 Groundskprs/Laborers-BU	39.81	-
063 Custodians-BU	-	-
064 Mech & Repair- BU	-	-
065 Non-Clerical Support Svcs-BU	-	-
066 Carpenters/Painters-BU	-	-
067 Temp-Admin/Professional	-	-
068 Temp-Clerical	-	-
069 Temp-Service	-	-
070 Temp-Technical	-	-
071 Temp-Crafts	-	-
073 Managers- HRS,AA,D&I	-	-
074 Professionals-HRSAADI	-	-

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