

EEO Plan 2018

Utilization Analysis for Minorities and Women – EHRA Non-Faculty Job Group Summary

For the purposes of this Equal Employment Opportunity Plan, the positions with similar wages, content, and promotional opportunity are arranged in groups. In this way, utilization can be calculated and, when underutilization is found to exist, goals can be set.

The following EEO job groups are those in which we found statistically significant underutilization of minorities or women in the area demarcated by “Yes” with an assigned numerical value indicating the number of consecutive EEO Plan years such underutilization has existed (2015 – 2018). (Some examples of job titles included in the job group are provided below.)

EEO Job Groups – EHRA Non-Faculty	Total Minority	Females
EXEC/ADMIN; EHRA SAAO ¹ <i>(SAAO positions from all Divisions, except those with faculty rank and an administrative appointment in an academic unit)</i>	<u>YES-4</u>	
PRO/E; Comp, Engin & Sci EHRA <i>(Research Associate, Laboratory Supervisor, Coordinator, Pathology Prosector, Instructional Tech Consultant)</i>	YES-1	

¹ Examples of positions in this job group include: Vice Chancellors, Associate Director of Athletics, Director of Residence Life, Chief Information Security Officer, University Counsel and Vice Chancellor for Legal Affairs, Director of Research Development, and Advancement Officer. This job group includes positions filled with employees designated as senior academic or administrative officers, including those with faculty rank whose administrative appointment is not in an academic unit.

Contact Us:

For additional information regarding the EEO Plan as well as helpful resources, including resources to assist with developing a diverse-targeted recruitment and outreach plan, please visit the Office for Equity and Diversity webpage found here: <http://www.ecu.edu/cs-acad/oed/policies.cfm>.

To request assistance with developing a diverse-targeted recruitment and outreach plan, please contact the Office for Equity and Diversity at oed@ecu.edu.