

## EEO Plan 2018

### Utilization Analysis for Minorities and Women – 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 – Faculty	Total Minority	Females
FAC (Health); Allied Health, SENIOR <sup>1</sup>		<u>YES-3</u>
FAC (Academic); Education, SENIOR <sup>1</sup>	YES-2	
FAC (Academic); Engineering and Tech, SENIOR <sup>1</sup>		<u>YES-4</u>
FAC (Academic); Arts and Sciences - Natural Sci, SENIOR <sup>1,3</sup>		<u>YES-4</u>
FAC (Academic); Arts and Sciences - Humanities, SENIOR <sup>1,3</sup>		<u>YES-3</u>
FAC (Library Services); Joyner, Laupus, SENIOR <sup>1</sup> <i>(includes faculty employees from the Laupus Health Sciences Library and the Joyner Academic Library)</i>		<u>YES-4</u>

<sup>1</sup> Examples of faculty ranks and titles in job groups for the senior level include: Associate Professor, Professor, Chair, Dean, Associate Dean, Vice Dean, Director, etc. Positions filled with employees designated as senior academic or administrative officers who also have a faculty rank and an administrative role in a specific college/school (e.g., Deans) or academic division are grouped with the position’s associated faculty job group.

<sup>2</sup> Faculty ranks and titles in job groups for the junior level include: Instructor, Assistant Professor, Teaching Instructor, Research Assistant Professor, Clinical Assistant Professor, Visiting Assistant Professor, etc.

<sup>3</sup> Based on the size and diversity of the faculty in the College of Arts and Sciences, EEO Job Groups for that College were previously grouped by broad disciplinary area, specifically the natural sciences and a separate group for the liberal arts and social sciences. However, the College of Arts and Sciences faculty EEO Job Groups were realigned for 2016 into three broad groups: (1) natural sciences, (2) social sciences, and (3) humanities. These groups are then further grouped by rank and title.

### 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](mailto:oed@ecu.edu).