

# Utilization Analysis for Individuals with Disabilities

Analysis Data as of 11/06/2020

## Main

Goal for Individuals with Disabilities: 7.00%

| Job Group                             | Employees |            |      | Goal Set? | Underutilized # | Shortfall |          | 80% Rule Failed? |
|---------------------------------------|-----------|------------|------|-----------|-----------------|-----------|----------|------------------|
|                                       | Total #   | Disabled # | %    |           |                 | #         | >= 0.01? |                  |
| 10 - Senior Executives                | 9         | 0          | 0.00 | Yes       | 0.63            | 0.63      | Yes      | Yes              |
| 11 - Non-Instructional Managers       | 42        | 1          | 2.38 | Yes       | 1.94            | 1.94      | Yes      | Yes              |
| 12 - Instructional Managers           | 16        | 0          | 0.00 | Yes       | 1.12            | 1.12      | Yes      | Yes              |
| 13 - Arts & Letter Faculty            | 57        | 3          | 5.26 | Yes       | 0.99            | 0.99      | Yes      | Yes              |
| 14 - Science & Math Faculty           | 34        | 1          | 2.94 | Yes       | 1.38            | 1.38      | Yes      | Yes              |
| 15 - Trade & Tech Skills Faculty      | 36        | 0          | 0.00 | Yes       | 2.52            | 2.52      | Yes      | Yes              |
| 16 - Basic Skills Faculty             | 16        | 1          | 6.25 | No        |                 | 0.12      | Yes      | No               |
| 17 - Health & Athletic Faculty        | 31        | 1          | 3.23 | Yes       | 1.17            | 1.17      | Yes      | Yes              |
| 18 - Non-Instructional Faculty        | 12        | 0          | 0.00 | Yes       | 0.84            | 0.84      | Yes      | Yes              |
| 19 - Prof HR, Fin, Coord; all         | 75        | 5          | 6.67 | No        |                 | 0.25      | Yes      | No               |
| 21 - Para-prof;Technology &/or Adm    | 10        | 0          | 0.00 | Yes       | 0.70            | 0.70      | Yes      | Yes              |
| 23 - Computer Program/Network/Help    | 43        | 1          | 2.33 | Yes       | 2.01            | 2.01      | Yes      | Yes              |
| 24 - Student Srv & Instruct Support   | 49        | 4          | 8.16 | No        |                 | 0.00      | No       | No               |
| 25 - Administrative Support           | 77        | 5          | 6.49 | No        |                 | 0.39      | Yes      | No               |
| 26 - Craft (skilled)                  | 13        | 0          | 0.00 | Yes       | 0.91            | 0.91      | Yes      | Yes              |
| 27 - Operatives (semi-skilled)        | 8         | 0          | 0.00 | Yes       | 0.56            | 0.56      | Yes      | Yes              |
| 28 - Service Worker                   | 11        | 0          | 0.00 | Yes       | 0.77            | 0.77      | Yes      | Yes              |
| 29 - Laborers (unskilled)             | 18        | 1          | 5.56 | Yes       | 0.26            | 0.26      | Yes      | Yes              |
| PT13 - PT Arts & Letter Faculty       | 54        | 0          | 0.00 | Yes       | 3.78            | 3.78      | Yes      | Yes              |
| PT14 - PT Science & Math Faculty      | 11        | 0          | 0.00 | Yes       | 0.77            | 0.77      | Yes      | Yes              |
| PT15 - PT Trade & Tech Faculty        | 5         | 0          | 0.00 | Yes       | 0.35            | 0.35      | Yes      | Yes              |
| PT16 - PT Basic Skills Faculty        | 53        | 1          | 1.89 | Yes       | 2.71            | 2.71      | Yes      | Yes              |
| PT17 - PT Health & Athletics Faculty  | 14        | 1          | 7.14 | No        |                 | 0.00      | No       | No               |
| PT19 - PT Prof HR, Fin, Coord; all    | 1         | 0          | 0.00 | Yes       | 0.07            | 0.07      | Yes      | Yes              |
| PT21 - PT Para-prof;Tech &/or Admin   | 5         | 0          | 0.00 | Yes       | 0.35            | 0.35      | Yes      | Yes              |
| PT23 - PT Computer Program/Network/He | 2         | 0          | 0.00 | Yes       | 0.14            | 0.14      | Yes      | Yes              |
| PT24 - PT Student Srv & Instr Support | 23        | 0          | 0.00 | Yes       | 1.61            | 1.61      | Yes      | Yes              |
| PT25 - PT Administrative Support      | 10        | 0          | 0.00 | Yes       | 0.70            | 0.70      | Yes      | Yes              |
| PT26 - PT Craft worker (skilled)      | 1         | 0          | 0.00 | Yes       | 0.07            | 0.07      | Yes      | Yes              |

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|------------------------------------|------------|------------|-------------|-----------|-----------------|-------------|--------------------|------------------|
|                                    | Total #    | Disabled # | %           |           |                 |             |                    |                  |
| PT27 - PT Operative (semi-skilled) | 1          | 0          | 0.00        | Yes       | 0.07            | 0.07        | Yes                | Yes              |
| PT28 - PT Service Worker           | 13         | 1          | 7.69        | No        |                 | 0.00        | No                 | No               |
| <b>Total</b>                       | <b>750</b> | <b>26</b>  | <b>3.47</b> |           |                 |             |                    |                  |