

## EEO Plan 2023

### Utilization Analysis for Females and Minorities - Findings 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 females or minorities in the area demarcated by “Yes”. (Some examples of job titles included in the job group are provided below.)

<b>EEO Job Groups – SHRA/CSS Employees</b>	<b>Females</b>	<b>Total Minority</b>
PRO; Business, et al; UPPER MKT <i>(Accounting Manager, Auditor, Business Officer, Clinical Administrative Manager, Financial Analyst, University Program Manager)</i>		YES
PRO; Business, et al; LOWER MKT <i>(Accountant, Business Services Coordinator, Human Resources Consultant, Student Services Specialist, University Program Associate, University Program Specialist)</i>		YES
PRO; Medical/Health Other; UPPER MKT <i>(Advanced Practice Providers I and II, Pharmacy Director)</i>	YES	
CLERICAL; Administrative Support <i>(Administrative Support Associate, Public Safety Telecommunicator, Support Services Associate)</i>	YES	

<b>EEO Job Groups – EHRA Employees</b>	<b>Females</b>	<b>Total Minority</b>
FAC (Health); Allied Health, SENIOR <sup>1</sup>	YES	
FAC (Health); Medicine-Clinical, Cardiology/Surgery, SENIOR <sup>1</sup>	YES	
FAC (Academic); Education, SENIOR <sup>1</sup>	YES	
FAC (Academic); Arts and Sciences - Natural, SENIOR <sup>1, 3</sup>	YES	

EEO Job Groups – EHRA Employees (cont.)	Females	Total Minority
FAC (Academic); Arts and Sciences – Social Sciences, JUNIOR <sup>2, 3</sup>	YES	
FAC (Library Services); Academic, Health <sup>4</sup> <i>(includes faculty employees from the Laupus Health Sciences Library and Academic Library Services with both junior and senior ranks and titles)</i>	YES	YES
EXEC/ADMIN; EHRA SAAO <sup>5</sup> <i>(SAAO positions from all Divisions, except those with faculty rank and an administrative appointment in an academic unit)</i>		YES
ADMIN/MGRL; EHRA NT <i>(Director of Clinical Simulation, Director of Greek Life, Director of Research Integrity and Compliance, Executive Associate Athletics Director, IT Manager II, University Community School Principal)</i>		YES
PRO/E Business and Financial Operations EHRA UPPER MKT <i>(Associate Director of Institutional Research, Business Intelligence Analyst, Director of Academic Planning and Accreditation, Director of Transit, Grants Administrator)</i>		YES
PRO/E Coaches and Scouts EHRA <i>(Assistant Coaches in Baseball, Basketball, Football, Golf, etc.; Assistant Director of Football Player Personnel; Head Coaches for Baseball, Basketball, Football, Golf, etc.)</i>	YES	
PRO/E Community and Social Services EHRA UPPER MKT <i>(ADA Coordinator, Associate Director of Advising, Director of Counseling and Student Development, Learning Specialist, Military Liaison)</i>		YES
PRO/E Library, Instruction, and Instructional Support EHRA UPPER MKT <i>(Director of Admissions, Director of NC Early Math Placement, Instructional Consultant, Instructional Technology Consultant, Program Coordinator, Quality Support Consultant, Regional Lactation Coordinator, University Archivist)</i>		YES

## Areas Reflecting Improvement

The following EEO job groups were found to have statistically significant underutilization of females or minorities in the 2022 EEO Plan, demarcated by “No”, but did not have underutilization in that area in the 2023 EEO Plan.

<b>EEO Job Groups – SHRA/CSS Employees</b>	<b>Females</b>	<b>Total Minority</b>
PRO; Communication, Artists <i>(Broadcast and Emerging Media Specialist, Public Communications Specialist, Visual Arts Specialist)</i>		NO
PRO; Information/Education-Related <i>(Curatorial Director, University Librarian Specialist, Training Specialist)</i>		NO
TECH; Information Tech and Tech Related <i>(IT Operations Technician, Networking Technician, Tech Support Technician)</i>		NO
SKILLED; Operations and Trades, Supervisors and Specialists <i>(Controls Technicians, Energy Utilities Specialist, Facility Maintenance Supervisor, Life Safety Supervisor, Plumber Supervisor, Specialty Trades Technician, Utilities Plant Operator)</i>		NO

<b>EEO Job Groups – EHRA Employees</b>	<b>Females</b>	<b>Total Minority</b>
FAC (Health); All other <i>(Assistant Dean for Academic Affairs Simulation and Safety, Associate Dean for BSOM Graduate Medical Education, Clinical Professor and ECU Physicians Executive Director, Executive Director for Eastern AHEC)</i>	NO	
FAC (Academic); Arts and Sciences – Natural, JUNIOR <sup>2, 3</sup>		NO
FAC (Academic); Arts and Sciences - Humanities, SENIOR <sup>1, 3</sup>	NO	
PRO/E Arts, Design, Entertainment, and Media EHRA <i>(Alumni Director, Collaborative Pianist, Coordinator of Football Video Operations, Director of Outreach, Musical Director/ Performing Artist)</i>	NO	

<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.

<sup>4</sup> The library services faculty job group, encompassing faculty from both the health sciences and academic library services, was previously split into two job groups – a junior ranks/titles job group and a senior ranks/titles job group. However, due to small numbers, these groups were combined for the 2022 EEO Plan update to make for more meaningful analysis.

<sup>5</sup> Examples of positions in this job group include: Vice Chancellors, Chief Communications Officer, Development Officer, Director of Residence Life, Chief Information Security Officer, General Counsel and Vice Chancellor for Legal Affairs, Director of Facilities Services, Director of the University Budget Office, and Chief of Police. 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.