

AFFIRMATIVE ACTION PROGRAMS

Plan Effective Date: 11/01/2012

Plan Expiration Date: 10/31/2013

EEO Administrator: Ms. Tammy Goode
Affirmative Action Officer

Approved by: Dr. Wade McCamey
President

Establishment's Name: WALTERS STATE COMMUNITY COLLEGE

Establishment's Address: 500 S. DAVY CROCKETT PKWY
MORRISTOWN, TN 37813

WALTERS STATE COMMUNITY COLLEGE

AFFIRMATIVE ACTION PROGRAM

For

MINORITIES AND FEMALES

CONFIDENTIAL TRADE SECRET MATERIALS

The material set forth in the AAP is deemed to constitute trade secrets, operations information, confidential statistical data, and other confidential commercial and financial data, within the meaning of the Freedom of Information Act, U.S.C. 552, Title VII of the Civil Rights Act of 1964 (as amended), 42 U.S.C. 2000e et seq., the Trade Secrets Act, 18 U.S.C. 1905, and 44 U.S.C. 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.

WALTERS STATE COMMUNITY COLLEGE

AFFIRMATIVE ACTION PROGRAM FOR MINORITIES AND FEMALES

TABLE OF CONTENTS

	<u>Page</u>
I. Equal Employment Opportunity (EEO) Policy Statement	5
II. Designation of Responsibility for Implementation	
A. Designation of Responsibilities of EEO Administrator	7
B. Responsibilities of Management	8
III. Identification of Problem Areas	9
IV. Accomplishment of Prior Year Placement Goals	12
V. Development and Execution of Action-Oriented Programs	14
VI. Internal Audit and Reporting Systems	16

I. Equal Employment Opportunity (EEO) Policy Statement

The EEO Policy statement on the following page is posted on our company's bulletin board as well as placed where applicants can view it.

**WALTERS STATE COMMUNITY COLLEGE
EQUAL OPPORTUNITY POLICY STATEMENT**

WALTERS STATE COMMUNITY COLLEGE is firmly committed to Equal Employment Opportunity (EEO) and to compliance with all Federal, State and local laws that prohibit employment discrimination on the basis of age, race, color, gender, national origin, religion, disability, protected veteran status and other protected classifications. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.

As a government contractor, WALTERS STATE COMMUNITY COLLEGE is also committed to taking affirmative action to hire and advance minorities and women as well as qualified individuals with disabilities and covered veterans.

We invite employees who are disabled or protected veterans and who wish to be included under our Affirmative Action Program to self-identify as such with the EEO Administrator. This self-identification is strictly voluntary and confidential and will not result in retaliation of any sort.

Employees of and applicants to WALTERS STATE COMMUNITY COLLEGE will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans.

As President of WALTERS STATE COMMUNITY COLLEGE, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Ms. Tammy Goode as the EEO Administrator for WALTERS STATE COMMUNITY COLLEGE. One of the EEO Administrator's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of the company's programs.

In furtherance of WALTERS STATE COMMUNITY COLLEGE's policy regarding Affirmative Action and Equal Employment Opportunity, WALTERS STATE COMMUNITY COLLEGE has developed a written Affirmative Action Program which sets forth the policies, practices and procedures which the company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is accomplished. This Affirmative Action Program for qualified individuals with disabilities and qualified protected veterans is available for inspection by any employee or applicant for employment upon request, between MARCH 1, 2014 THROUGH FEBRUARY 28, 2015 at the HUMAN RESOURCES department. Any questions should be directed to me, your supervisor, or Ms. Tammy Goode, EEO Administrator.

Dr. Wade McCamey
President

11/01/2012

II. Establishment of Responsibilities for Implementation of the Written Affirmative Action Program (41 CFR 60-2.17(a))

A. Designation of Responsibilities of EEO Administrator (41 CFR 60-2.17(a))

The EEO Administrator has the primary management responsibility, authority, and resources for ensuring full compliance with the provisions of E.O. 11246, as amended, and its implementing regulations. The EEO Administrator's appointment and a description of the position's basic responsibilities have been communicated to all levels of personnel in the company. The responsibilities of the EEO Administrator include, but are not necessarily limited to, the following:

1. Developing EEO policy statements, Affirmative Action Programs, and internal and external communication procedures;
2. Assisting in the identification of AAP/EEO problems;
3. Assisting management in arriving at effective solutions to AAP/EEO problems;
4. Designing and implementing an internal audit and reporting system that:
 - a. Measures the effectiveness of WALTERS STATE COMMUNITY COLLEGE's program;
 - b. Determines the degree to which AAP goals and objectives are met; and
 - c. Identifies the need for remedial action;
5. Keeping WALTERS STATE COMMUNITY COLLEGE's management informed of equal opportunity progress and reporting potential problem areas within the company through reports;
6. Reviewing the company's AAP for qualified minorities and women with management to ensure that the policy is understood and is followed in all personnel activities;
7. Auditing the contents of the company's bulletin board to ensure compliance information is posted and up-to-date; and
8. Serving as liaison between WALTERS STATE COMMUNITY COLLEGE and enforcement agencies.

B. The Responsibilities of the Company's Management to Ensure Implementation of the AAP (41 CFR 60-2.17(a))

In implementing this written Affirmative Action Program, the responsibilities of the company's supervisors and managers working with the EEO Administrator include, but are not necessarily limited to, the following:

1. Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when appropriate;
2. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur; and
3. Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities.

III. Identification of Problem Areas (41 CFR 60-2.17(b))

WALTERS STATE COMMUNITY COLLEGE performs in-depth analysis of its total employment process to determine if there are areas where minority and/or female groups may face impediments to equal opportunity. The following analyses are conducted in order to reveal any potential problem areas:

- 1. Placement Goals:** An analysis of incumbency versus availability is performed to determine whether there are problems of minority or female utilization. Whenever a problem exists, as defined by the methodology WALTERS STATE COMMUNITY COLLEGE uses, Placement Goals are set (see the Placement Goals report which follows this section).

For job groups that have Placement Goals, steps will be taken to encourage and increase the percentage of qualified females and/or minorities applying for positions both externally and internally. These steps may include, as appropriate, but are not limited to the following:

1. Recruiting at colleges and universities with a significant percentage of minority and female students;
2. Publishing job advertisements in newspapers and/or magazines that target females and/or minorities;
3. Offering mentorship programs for female and minority employees;
4. Offering job training to females and minorities currently employed by the company in order to increase their chances of advancing within the company;
5. Offering tuition reimbursement to employees to obtain training that will increase their chances of advancing within the company;
6. Using recruitment companies that specifically target females and minorities; and
7. Continuing to use the services of their State Employment Service.

- 2. Review of Employment Decisions:** Review of employment decisions is made in order to determine whether or not females/minorities are selected at a less favorable rate than males/non-minorities.

Review of Hires/Promotions: Whenever females/minorities are selected at a lower rate than males/non-minorities, a review of the applicant flow is conducted to determine possible reasons why females/minorities were not selected at a more favorable rate. If the company is attracting fewer than expected females/minorities that fit the qualifications for the job groups, good faith efforts will be put into place to attempt to improve the applicant flow of qualified females/minorities.

Review of Terminations: For non-voluntary terminations, if females/minorities are being terminated at a higher rate than males/non-minorities, a review of the employee files will be made to ensure that the company is applying its policies and procedures for termination equally for protected as well as non-protected classes.

- 3. Compensation:** Compensation is reviewed at least annually in order to determine if there are significant discrepancies in pay when comparing female to male rates of pay and minorities versus non-minorities rates of pay. If discrepancies do exist, a thorough review is conducted to determine if the difference in pay is justified due to appropriate factors. If the difference in pay cannot be justified, WALTERS STATE COMMUNITY COLLEGE will put a plan in place to address the issue.

Placement Goals Report

<u>Job Group</u>	<u>Class</u>	<u>Goal Placement Rate %</u>
1 Executive/Administrative	Minority	19.24
2 Faculty	Minority	25.23
3 Professional Non-Faculty	Female	63.05
5 Technical & Paraprofessional	Female	69.43
6 Skilled Crafts	Female	13.85

IV. Accomplishment of Prior Year Placement Goals (41 CFR 60-1.40(c)) 41 CFR 60-1.12(b), -2.1(c) and -2.16

The company developed action-oriented programs (see Section V) designed to accomplish the established goals and objectives, thereby enhancing employment and advancement opportunities in the company for females and minorities. The results of the prior year's Affirmative Action Program are identified on the following report.

Goal Attainment Report

<u>Job Group</u>	<u>Class</u>	<u>Employees</u> <u>at</u> <u>plan date #</u>	<u>Goal</u> <u>Placement</u> <u>Rate %</u>	<u>Placements</u> <u>#</u>	<u>Actual</u> <u>Placement</u> <u>Rate %</u>	<u>Goal</u> <u>Attained ?</u>
1 Executive/Administrative	Minority	1	19.43	0	0.00	No Opportunity
2 Faculty	Minority	9	25.23	1	7.14	No
3 Professional Non-Faculty	Female	64	61.90	7	70.00	Yes
5 Technical & Paraprofessional	Female	8	65.43	1	25.00	No
6 Skilled Crafts	Female	1	15.27	0	0.00	No
6 Skilled Crafts	Minority	0	10.52	0	0.00	No

V. The Development and Execution of Action-Oriented Programs (41 CFR 60-2.17(c))

Action programs have been instituted to eliminate identified problem areas and to help achieve specific Affirmative Action goals. These programs may include, but are not limited to, the following:

1. Conducting annual analyses of job descriptions to ensure they accurately reflect job functions;
2. Making job descriptions available to recruiting sources and available to all members of management involved in the recruiting, screening, selection and promotion processes;
3. Evaluating the total selection process to ensure freedom from bias through:
 - a. Reviewing job applications and other pre-employment forms to ensure information requested is job-related;
 - b. Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity;
 - c. Training personnel and management staff on proper interview techniques; and
 - d. Training in EEO for management and supervisory staff.
4. Using techniques to improve recruitment and increase the flow of qualified applicants, including minority and female applicants. WALTERS STATE COMMUNITY COLLEGE may undertake the following actions:
 - a. Include the phrase “Equal Opportunity/Affirmative Action Employer” or other acceptable tagline in all printed employment advertisements;
 - b. Place help wanted advertisements in local minority news media and women’s interest media;
 - c. Disseminate information on job opportunities to organizations representing minorities, women and employment development agencies when job opportunities occur;
 - d. Encourage all employees to refer qualified applicants;
 - e. Actively recruit at secondary schools, junior colleges, colleges and universities with predominantly minority or female enrollments; and
 - f. Request employment agencies to refer qualified minorities and women.

5. Preparing a self-audit of the company's compensation practices;
6. Ensuring that all employees are given equal opportunity for promotion. This is achieved by:
 - a. Posting promotional opportunities;
 - b. Offering counseling to assist employees in identifying promotional opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer; and
 - c. Evaluating job requirements for promotion.

VI. Internal Audit and Reporting Systems (41 CFR 60-2.17(d))

The company believes that one of the most important elements in effectively implementing a written Affirmative Action Program is an adequate internal audit and reporting system. Through this system, the total program can be monitored for effectiveness, and management can be kept informed. WALTERS STATE COMMUNITY COLLEGE's audit and reporting system is designed to:

1. Measure the effectiveness of the AAP/EEO program;
2. Document personnel activities;
3. Identify problem areas where remedial action is needed; and
4. Determine the degree to which WALTERS STATE COMMUNITY COLLEGE's AAP goals and objectives have been attained.

The following personnel activities are reviewed, as necessary and desirable, to ensure nondiscrimination and EEO for all individuals without regard to their race, color, gender, religion, national origin:

1. Recruitment, advertising, and job application procedures;
2. Hiring, promotion, upgrading, layoff, recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Sick leave, leaves of absence, or any other leave;
6. Training, attendance at professional meetings and conferences; and
7. Any other term, condition, or privilege of employment.

The following documents are maintained as a component of WALTERS STATE COMMUNITY COLLEGE's internal audit process:

1. An applicant flow log;
2. Summary data of external job offers and hires, promotions, resignations, terminations;
3. Summary data of applicant flow;

4. Employment applications; and
5. Records pertaining to WALTERS STATE COMMUNITY COLLEGE's compensation system.

WALTERS STATE COMMUNITY COLLEGE's audit system includes periodic review of employment decisions. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. If problem areas arise, the manager or supervisor is to report problem areas immediately to the EEO Administrator. During the reporting cycle, the following occurs:

1. The EEO Administrator will discuss any problems relating to significant rejection ratios, EEO charges, etc., with management; and
2. The EEO Administrator will report the status of the company's AAP goals and objectives to management. The EEO Administrator will recommend remedial actions for the effective implementation of the AAP.

WALTERS STATE COMMUNITY COLLEGE

AFFIRMATIVE ACTION PROGRAM

For

**QUALIFIED INDIVIDUALS WITH DISABILITIES
AND QUALIFIED PROTECTED VETERANS**

WALTERS STATE COMMUNITY COLLEGE

AFFIRMATIVE ACTION PROGRAM FOR QUALIFIED INDIVIDUALS WITH DISABILITIES AND QUALIFIED PROTECTED VETERANS

TABLE OF CONTENTS

	<u>Page</u>
I. Policy Statement	3
II. Review of Personnel Processes	5
III. Physical and Mental Qualifications	6
IV. Reasonable Accommodation to Physical and Mental Limitations	7
V. Harassment Prevention Procedures	8
VI. External Dissemination of Policy, Outreach and Positive Recruitment	9
VII. Internal Dissemination of Policy	10
VIII. Audit and Reporting Systems	12
IX. Responsibility for Implementation	
A. Responsibilities of EEO Administrator	13
B. Responsibilities of Management	14
X. Training	15

I. Policy Statement

Under the Affirmative Action obligations imposed by Section 503 of the Rehabilitation Act of 1973 and Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, it is the policy of the company to provide Equal Employment Opportunities and to advance in employment qualified individuals with a disability as well as qualified protected veterans. This policy is designed to employ and advance all qualified individuals with a disability and qualified protected veterans at all levels of employment, including the executive level. The company's policy of providing Equal Employment Opportunities to qualified persons with a disability and qualified protected veterans shall apply to all employment practices including, but not limited to: upgrading, demotion or transfer, layoff or termination, rates of pay or other forms of compensation, and selection for training. The company attempts to comply with all of the rules, regulations, and relevant orders of the Secretary of Labor and the Office of Federal Contract Compliance Programs (OFCCP), issued pursuant to Section 503 of the 1973 Rehabilitation Act and the 1974 Vietnam Era Veterans' Readjustment Assistance Act, as amended.

The company's Affirmative Action Program for qualified persons with a disability and qualified protected veterans is reviewed and updated annually. If there are any significant changes in the company's procedure, or if employee rights or benefits are modified as a result of an annual updating, these changes are communicated to employees and to applicants for employment.

On a strictly voluntary basis, the company invites all qualified protected veterans who are either employees or applicants for employment, and employees who have a disability, and who wish to benefit under the company's Affirmative Action Program to identify themselves to either their immediate supervisor or to the EEO Administrator. Any individual who identifies himself/herself will not be subjected to any form of harassment or retaliation based on his/her status or self-identification. Further, this self-identification will be kept confidential.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, VEVRAA, as amended, or any other Federal, State or local law requiring equal opportunity for disabled persons or qualified protected veterans or; (3) opposing any act or practice made unlawful by Section 503 of the Rehabilitation Act of 1973, VEVRAA or its implementing regulations in this part or any other Federal, State or local law requiring equal opportunity for disabled persons or for qualified protected veterans; or (4) exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, or its implementing regulations in this part or any other right protected by VEVRAA or its implementing regulations in this part.

II. Review of Personnel Processes

WALTERS STATE COMMUNITY COLLEGE reviews annually its personnel processes to determine whether its present procedures ensure careful, thorough and systematic consideration of the qualifications of known qualified individuals with disabilities and qualified protected veterans. This review covers all procedures related to the filling of job vacancies either by hire or by promotion, as well as all training opportunities offered or made available to employees.

In determining the qualifications of veterans, WALTERS STATE COMMUNITY COLLEGE limits its consideration of a qualified protected veteran's military record, including discharge papers, to only that portion of the record, which is relevant to the specific job qualifications for which the veteran is being considered.

Based upon WALTERS STATE COMMUNITY COLLEGE's review of its personnel processes, WALTERS STATE COMMUNITY COLLEGE will modify the personnel processes when necessary, and will include the development of new procedures in this Affirmative Action Program to ensure Equal Employment Opportunity.

III. Physical and Mental Qualifications

The physical and mental job qualifications of all jobs have been reviewed and are reviewed as new ones are established to ensure that, to the extent that such qualification requirements tend to screen out qualified individuals with disabilities and qualified disabled veterans, job qualifications are consistent with business necessity and the safe performance of the job.

No qualification requirements were identified which had a screening effect. All job qualification requirements were found to be job-related and consistent with business necessity and safety.

WALTERS STATE COMMUNITY COLLEGE will continue to review physical and mental job qualification requirements whenever a job is vacated and the company intends to fill it through hiring, promotion or transfer and will conduct a qualifications review whenever job duties change.

If at any time WALTERS STATE COMMUNITY COLLEGE should inquire into an employee's physical or mental condition or should conduct a medical examination prior to a change in employment status, WALTERS STATE COMMUNITY COLLEGE affirms that information obtained as a result of the inquiry will be kept confidential, except as otherwise provided for in Section 503 of the Rehabilitation Act of 1973 regulations. The results of the examination or inquiry will be used in accordance with the aforementioned regulations:

1. Supervisors, managers, and company officials may be informed regarding restrictions and accommodations for the work or duties of individuals with a disability.
2. Employees familiar with first aid may be informed, where and to the extent appropriate, if an individual with a disability might require emergency treatment.
3. OFCCP officials investigating compliance with either the 1973 Rehabilitation Act or VEVRAA, as amended.

IV. Reasonable Accommodation to Physical and Mental Limitations

It is the company's policy to make a reasonable accommodation to the physical and mental limitations of any employee with a disability and qualified applicants with a disability unless his/her accommodation imposes an undue hardship on the company's business (41 C.F.R. – 741.44(d); 250-44(d)). In determining the extent of the company's accommodation obligations, the following factors, among others, are considered:

1. Business necessity; and
2. Financial cost and expense.

Each applicant or employee is dealt with on an individual basis. Reasonable accommodations are made whenever possible and ongoing efforts include revision of facilities to make them accessible. The company makes every effort to provide suitable employment for those employees who become disabled while employed by us.

V. Harassment Prevention Procedures

Employees of and applicants to WALTERS STATE COMMUNITY COLLEGE will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding EEO for qualified individuals with disabilities or qualified protected veterans. Any employees or applicants who feel that they have been subject to harassment, intimidation, threats, coercion, or discrimination because of their disability or status as a qualified protected veteran should contact the EEO Administrator for assistance. This policy is posted for employees and applicants to view.

VI. External Dissemination of Policy, Outreach, and Positive Recruitment

After reviewing and determining that the Affirmative Action policies of the company provide the required Affirmative Action for the employment and the advancement of qualified individuals with a disability and qualified protected veterans, the company may undertake the following outreach and positive recruitment activities:

1. Notify all subcontractors, vendors and suppliers of WALTERS STATE COMMUNITY COLLEGE's EEO and AA policy regarding the employment of qualified individuals with disabilities and qualified protected veterans.
2. Inform all recruiting sources, including the State Employment Service, employment agencies, educational institutions and social service agencies of the company's policy concerning the employment of qualified individuals with disabilities and qualified protected veterans and have been advised to actively recruit and refer qualified persons for job opportunities.
3. List all suitable employment openings with the appropriate local office of the State Employment Service and maintain regular contact with the local Veterans Employment Representative.
4. Consider holding formal briefing sessions to invite representatives from recruitment sources and placement agencies to tour the facility, discuss current and prospective position openings, job descriptions and required qualifications and explanations of the company's selection procedures.
5. Consider participating in local job fairs sponsored by support groups for qualified individuals with disabilities and qualified protected veterans.
6. Include the Equal Employment Opportunity clause concerning the employment of qualified individuals with disabilities and qualified protected veterans in all nonexempt subcontracts and purchase orders.

VII. Internal Dissemination of Policy

In an effort to promote positive Affirmative Action for qualified individuals with a disability and qualified protected veterans, the company has developed internal communications that foster understanding, acceptance, and support among the company's executive, management, and supervisory personnel. Additionally, all other company employees have been notified and encouraged to take the necessary action to aid the company in meeting its Affirmative Action obligations. The company has informed its employees and applicants for employment of its commitment to engage in Affirmative Action to increase the employment opportunities for qualified individuals with a disability and qualified protected veterans.

The company realizes that a strong outreach program is ineffective without the adequate internal support from management personnel and other employees. In order to ensure greater employee cooperation and participation in the company's Affirmative Action efforts, WALTERS STATE COMMUNITY COLLEGE has adopted and disseminated an internal policy. This policy's dissemination may include but is not limited to the following:

1. Copies of our AAP for Individuals with Disabilities and Qualified Protected Veterans will be made available for inspection to any employee or applicant upon request to promote understanding, acceptance and support.
2. Policies are re-emphasized to managers and supervisors annually.
3. WALTERS STATE COMMUNITY COLLEGE's Affirmative Action policy and the EEO poster are posted on bulletin boards located throughout our facilities and work areas.
4. All employees who believe they are a qualified individual with a disability, as defined in Section 503 of the Rehabilitation Act of 1973, as amended, or who are a qualified protected veteran under the EEO provisions of VEVRAA, as amended, have been invited to identify themselves if they wish to benefit under this Affirmative Action Program. Such invitation has been posted on bulletin boards throughout the facility and work areas.

5. All employees may be advised annually of the company's policy and encouraged to aid in WALTERS STATE COMMUNITY COLLEGE's Affirmative Action efforts to ensure a fair and effective program.
6. Briefing sessions may be conducted annually for managers and supervisors to review the applicable regulations and to discuss such Affirmative Action measures as training and reasonable accommodation.
7. When making internal Equal Opportunity audits, implementation of this Affirmative Action Program will be reviewed.
8. Articles (and pictures) regarding accomplishments of employees who are qualified individuals with disabilities and qualified protected veterans may be included in company and/or facility publications whenever available.
9. The policy is communicated and/or distributed to all employees.

VIII. Audit and Reporting Systems

The company has designed and implemented audit and reporting systems that:

1. Measure the effectiveness of the company's programs;
2. Document personnel activities;
3. Identify problem areas where remedial action is needed; and
4. Determine the degree to which WALTERS STATE COMMUNITY COLLEGE's AAP goals and objectives have been attained.

The following activities are reviewed at least annually to ensure freedom from stereotyping qualified individuals with disabilities and qualified protected veterans in any manner, including that which may limit their access to any job for which they are qualified:

1. Recruitment, advertising, and job application procedures;
2. Hiring, promotion, upgrading, layoff, recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Sick leave, leaves of absence, or any other leave;
6. Training, attendance at professional meetings and conferences; and
7. Any other term, condition, or privilege of employment.

WALTERS STATE COMMUNITY COLLEGE's audit system includes periodic reports documenting WALTERS STATE COMMUNITY COLLEGE's efforts to achieve its EEO/AAP responsibilities. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. During the reporting, the following occurs:

1. The EEO Administrator will discuss any problems relating to significant rejection ratios, EEO charges, etc., with management; and
2. The EEO Administrator will report the status of the company's AAP goals and objectives to management. The EEO Administrator will recommend remedial actions for the effective implementation of the AAP.

IX. Responsibility for Implementation

A. Responsibilities of EEO Administrator: The EEO Administrator is responsible for the overall execution, implementation and monitoring of the Affirmative Action Program for qualified persons with a disability and qualified protected veterans with the support of all management.

Those responsibilities shall include, but not be limited to, the following:

1. The development of the AAP for individuals with disabilities and qualified protected veterans, policy statements, personnel policies and procedures, internal and external communication of the policy, and monitoring the effectiveness of these actions;
2. Reviewing all personnel actions, policies, and procedures to ensure compliance with WALTERS STATE COMMUNITY COLLEGE's Affirmative Action obligations;
3. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer and termination actions occur;
4. Assisting in the identification of problem areas and the development of solutions to those problems;
5. Monitoring the effectiveness of the program on a continuing basis through the development and implementation of an internal audit- and reporting- system that measures the effectiveness of the program.
6. Keeping management informed of equal opportunity progress and problems within the company through, at a minimum, periodic reports;
7. Providing department managers with a copy of the AAP for Qualified Individuals with Disabilities and Qualified Protected Veterans and reviewing the program with them on an annual basis to ensure knowledge of their responsibilities for implementation of the program;
8. Reviewing the company's AAP for qualified individuals with disabilities and qualified protected veterans with all managers and supervisors at all levels to ensure that the policy is understood and is followed in all personnel activities;

9. Auditing the contents of company bulletin boards annually to ensure that compliance information is posted and is up-to-date;
10. Serving as a liaison between WALTERS STATE COMMUNITY COLLEGE and enforcement agencies; and
11. Serving as a liaison between WALTERS STATE COMMUNITY COLLEGE and organizations for individuals with disabilities and protected veterans.

B. Responsibilities of Managers and Supervisors: Managers and supervisors are advised annually of their responsibilities under the company's AAP for qualified individuals with disabilities and qualified protected veterans and of their obligations to:

1. Review the company's Affirmative Action policy for qualified individuals with disabilities and qualified protected veterans with subordinate managers and supervisors to ensure that they are aware of the policy and understand their obligation to comply with it in all personnel actions;
2. Assist in the identification of problem areas, formulate solutions, and establish departmental goals and objectives when necessary;
3. Review the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hire, promotion, transfer, and termination actions occur; and
4. Review all employees' performance to ensure that non-discrimination is adhered to in all personnel activities.

X. Training

All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes shall be trained to ensure that the commitments in the company's Affirmative Action Program are implemented.

Work Force Analysis

Walters State Community College 10/31/2013

Work Force Analysis

Walters State Community College
10/31/2013

Department:

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
					Male Female								
Department Total			0	0	Male	0	0	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	0	0	0	0	0	0	0	0
					<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: ACADEMIC ADMINISTRATION

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
SPECIALIST	3	D	1		Male	1	1						
					Female								
DISTANCE EDUCATION ASSISTANT	4	D	1		Male								
					Female	1	1						
INFORMATION PROCESSING SPECIAL	4	D	1		Male								
					Female	1	1						
DIRECTOR OF RETENTION SERVICES	3	F	1		Male								
					Female	1	1						
EXECUTIVE DIRECTOR	3	G	1		Male								
					Female	1	1						
DEAN OF DISTANCE EDUCATION	3	H	1		Male	1	1						
					Female								
Department Total			6	0	Male	2	2	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					<i>% of Total</i>	66.67	66.67	.00	.00	.00	.00	.00	.00

Work Force Analysis

Walters State Community College
10/31/2013

Department: INFORMATION & EDUCATIONAL TECH

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
TECHNICAL CLERK	4	C	2		Male								
					Female	2	2						
TECHNICIAN	5	D	6	1	Male	6	5	1					
					Female								
EXECUTIVE AIDE	4	D	1		Male								
					Female	1	1						
SUPERVISOR	5	D - E	2		Male	1	1						
					Female	1	1						
SYSTEMS ANALYST 1	3	E	2		Male	1	1						
					Female	1	1						
COORDINATOR	3	E - F	2		Male	2	2						
					Female								
SYSTEMS ANALYST 2	3	F	3		Male	1	1						
					Female	2	2						
MANAGER	3	F	1		Male								
					Female	1	1						
DIRECTOR OF ADMINISTRATIVE COMPUTING	3	F	1		Male	1	1						
					Female								
SYSTEMS AND DATABASE MANAGER	3	G	1		Male	1	1						
					Female								
DIRECTOR OF EDUCATIONAL & USER TECHNOLOGIES	3	G	1		Male	1	1						
					Female								
DIRECTOR OF NETWORK SVCS & ENTERPRISE SECURITY	3	G	1		Male	1	1						
					Female								

Continued...

Work Force Analysis

Walters State Community College
10/31/2013

Department: INFORMATION & EDUCATIONAL TECH

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPi	Two+
EXECUTIVE DIRECTOR OF IET	3	I	1		Male Female	1	1						
Department Total			24	1	Male	16	15	1	0	0	0	0	0
<i>% of Total</i>				4.17	<i>% of Total</i>	66.67	62.50	4.17	.00	.00	.00	.00	.00
					Female	8	8	0	0	0	0	0	0
					<i>% of Total</i>	33.33	33.33	.00	.00	.00	.00	.00	.00

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTITUTIONAL SUPPORT

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
POLICE OFFICER 1	7	C - D	5		Male	4	4						
					Female	1	1						
SECRETARY 1	4	C	1		Male								
					Female	1	1						
MECHANICS HELPER	7	C	1		Male	1	1						
					Female								
ACCOUNT CLERK 1	4	C	1		Male								
					Female	1	1						
LEAD CASHIER	4	C	1		Male								
					Female	1	1						
PRINTING SERVICES SPECIALIST	5	C	1		Male								
					Female	1	1						
SECRETARY 2	4	C	1		Male								
					Female	1	1						
SWITCHBOARD OPERATOR	4	C	1	1	Male								
					Female	1		1					
ACCOUNT CLERK 2	4	C - D	5		Male								
					Female	5	5						
PERSONNEL CLERK	4	D	1		Male								
					Female	1	1						
ACCOUNTANT 1	3	D - E	4		Male								
					Female	4	4						
POLICE OFFICER 2	7	D	2		Male	2	2						
					Female								

Continued...

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTITUTIONAL SUPPORT

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
INFORMATION PROCESSING SPECIAL	4	D	2		Male Female	2	2						
COORDINATOR OF ALUMNI AFFAIRS & SPECIAL EVENTS	3	D	1		Male Female	1	1						
COLLEGE SAFETY OFFICER	7	D	1	1	Male Female	1		1					
COORDINATOR OF PURCHASING	3	E	1		Male Female	1	1						
PERSONNEL RECORDS SUPERVISOR	4	E	1		Male Female	1	1						
EXECUTIVE SECRETARY & FOUNDATION SPECIALIST	4	E	1		Male Female	1	1						
COORDINATOR	3	E	2		Male Female	2	2						
COORDINATOR OF PRINTING SERVICES	3	E	1		Male Female	1	1						
DIRECTOR OF STUDENT ACCOUNTS & REVENUE	3	E	1		Male Female	1	1						
DIRECTOR OF CAMPUS POLICE	3	F	1		Male Female	1	1						
GEN MAINT MECHANIC SUPERVISOR	6	F	1		Male Female	1	1						
SOFTBALL COMPLEX MGR & HEAD WOMEN'S SOFTBALL COACH	3	F	1		Male Female	1	1						

Continued...

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTITUTIONAL SUPPORT

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
EXECUTIVE DIRECTOR TO PRESID	1	G	1		Male								
					Female	1	1						
EXECUTIVE DIRECTOR	3	G	1		Male								
					Female	1	1						
DIRECTOR OF PURCHASING	3	G	1		Male	1	1						
					Female								
DIRECTOR OF ACCOUNTING SERVICES	3	G	1		Male								
					Female	1	1						
DIRECTOR OF MAJOR GIFT DEVELOPMENT	3	G	1		Male								
					Female	1	1						
INTERNAL AUDITOR	3	H	1		Male	1	1						
					Female								
ASSISTANT VICE PRESIDENT	3	H	1		Male	1	1						
					Female								
ASSISTANT VICE PRESIDENT/AA OFFICER	1	I	1		Male								
					Female	1	1						
VICE PRESIDENT	1	I - L	4		Male	1	1						
					Female	3	3						
PRESIDENT	1	L	1		Male	1	1						
					Female								
Department Total			51	2	Male	15	14	1	0	0	0	0	0
<i>% of Total</i>				3.92	<i>% of Total</i>	29.41	27.45	1.96	.00	.00	.00	.00	.00
					Female	36	35	1	0	0	0	0	0
					<i>% of Total</i>	70.59	68.63	1.96	.00	.00	.00	.00	.00

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION (RESTRICTED)

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPi	Two+
SECRETARY 2	4	C	1		Male								
					Female	1	1						
ASSISTANT PROFESSOR	2	E	1		Male	1	1						
					Female								
Department Total			2	0	Male	1	1	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>50.00</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
Department Total			2	0	Female	1	1	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>50.00</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION- PUBLIC SAFETY

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SECRETARY 1	4	D	1		Male								
					Female	1	1						
INSTRUCTOR	2	F	1		Male	1	1						
					Female								
COORDINATOR	3	F	1		Male								
					Female	1	1						
ASSISTANT PROFESSOR	2	G	1		Male	1	1						
					Female								
ASSOCIATE PROFESSOR	2	G	1		Male	1	1						
					Female								
DEAN OF PUBLIC SAFETY	2	G	1		Male	1	1						
					Female								
Department Total			6	0	Male	4	4	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>66.67</i>	<i>66.67</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
Department Total			6	0	Female	2	2	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>33.33</i>	<i>33.33</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-AGRICULTURE

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPi	Two+
INSTRUCTOR	2	E	1		Male	1	1						
					Female								
ASSISTANT PROFESSOR	2	E	1		Male								
					Female	1	1						
Department Total			2	0	Male	1	1	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>50.00</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	1	1	0	0	0	0	0	
					<i>% of Total</i>	<i>50.00</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-ALL OTHER

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SECRETARY 2	4	C	2		Male								
					Female	2	2						
SECRETARY 3	4	C - D	3		Male								
					Female	3	3						
LEARNING LAB TECHNICIAN	5	D	2		Male								
					Female	2	2						
TECHNICIAN	5	D	2		Male								
					Female	2	2						
EXECUTIVE AIDE	4	D	1		Male								
					Female	1	1						
COORDINATOR OF INSTRUCTIONAL SUPPORT	3	D	1		Male	1	1						
					Female								
INFORMATION PROCESSING SPECIAL	4	D	2		Male								
					Female	2	2						
COORDINATOR	3	D - F	5		Male	1	1						
					Female	4	4						
SERVER SYSTEMS TECHNICIAN	5	D	1		Male	1	1						
					Female								
COMPUTER LABORATORY TECHNICIAN	5	E	1		Male	1	1						
					Female								
TAF EQUIPMENT MANAGER	5	E	1		Male	1	1						
					Female								
DIRECTOR OF STUDENT TUTORING	3	E	1	1	Male								
					Female	1		1					

Continued...

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-ALL OTHER

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
ASSOCIATE PROFESSOR	2	F - H	2		Male								
					Female	2	2						
DIRECTOR OF EDUCATIONAL SERVICES-SEVIER CO	3	H	1	1	Male	1		1					
					Female								
DEAN OF GREENEVILLE/GREENE CO CTR	3	H	1		Male								
					Female	1	1						
ASSISTANT VICE PRESIDENT & SPECIAL ASST TO PRESIDE	1	H	1	1	Male								
					Female	1		1					
DEAN OF SEVIER COUNTY CAMPUS	3	I	1		Male								
					Female	1	1						
Department Total			28	3	Male	6	5	1	0	0	0	0	0
<i>% of Total</i>				<i>10.71</i>	<i>% of Total</i>	<i>21.43</i>	<i>17.86</i>	<i>3.57</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
Department Total					Female	22	20	2	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	<i>78.57</i>	<i>71.43</i>	<i>7.14</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-BEHAV/SOCIAL SCI

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
SECRETARY 3	4	D	1		Male								
					Female	1	1						
INSTRUCTOR	2	D	1		Male								
					Female	1	1						
ASSISTANT PROFESSOR	2	E	5	1	Male	1	1						
					Female	4	3		1				
ASSOCIATE PROFESSOR	2	E - G	9	1	Male	7	7						
					Female	2	1			1			
PROFESSOR	2	F	2	1	Male	2	1	1					
					Female								
DEAN OF BEHAVIORAL & SOCIAL SCIENCES	2	J	1	1	Male								
					Female	1		1					
Department Total			19	4	Male	10	9	1	0	0	0	0	0
<i>% of Total</i>				21.05	<i>% of Total</i>	52.63	47.37	5.26	.00	.00	.00	.00	.00
					Female	9	6	1	1	1	0	0	0
					<i>% of Total</i>	47.37	31.58	5.26	5.26	5.26	.00	.00	.00

Work Force Analysis

Walters State Community College

10/31/2013

Department: INSTRUCTION-BUSINESS RELATED

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
EXECUTIVE AIDE	4	C	1		Male								
					Female	1	1						
SECRETARY 3	4	D	1		Male								
					Female	1	1						
CULINARY OPERATIONS MANAGER	3	D	1		Male								
					Female	1	1						
ASSOCIATE PROFESSOR	2	E - H	9		Male	7	7						
					Female	2	2						
INSTRUCTOR	2	F	1		Male	1	1						
					Female								
ASSISTANT PROFESSOR	2	G	1		Male								
					Female	1	1						
PROFESSOR	2	H	1		Male								
					Female	1	1						
DEAN OF BUSINESS & TECHNOLOGY DIVISION	2	J	1		Male								
					Female	1	1						
Department Total			16	0	Male	8	8	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>50.00</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	8	8	0	0	0	0	0	0
					<i>% of Total</i>	<i>50.00</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-CHILD DEVELOPMENT

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
ASSOCIATE PROFESSOR	2	F - H	2		Male Female	2	2						
Department Total			2	0	Male	0	0	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	2	2	0	0	0	0	0	0
					<i>% of Total</i>	<i>100.00</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-CRIMINAL JUSTICE

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SECRETARY 3	4	C	1		Male								
					Female	1	1						
INSTRUCTOR	2	E	1		Male	1	1						
					Female								
ASSOCIATE PROFESSOR	2	F - G	2	1	Male	2	1		1				
					Female								
Department Total			4	1	Male	3	2	0	1	0	0	0	0
<i>% of Total</i>				<i>25.00</i>	<i>% of Total</i>	<i>75.00</i>	<i>50.00</i>	<i>.00</i>	<i>25.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
Female					Female	1	1	0	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	<i>25.00</i>	<i>25.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-HEALTH RELATED

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SECRETARY 2	4	C	2		Male								
					Female	2	2						
SECRETARY 3	4	D	1		Male								
					Female	1	1						
ASSISTANT PROFESSOR	2	E - F	7	1	Male	1	1						
					Female	6	5	1					
ASSOCIATE PROFESSOR	2	F - I	20		Male								
					Female	20	20						
PROFESSOR	2	F - G	2		Male								
					Female	2	2						
DEAN OF HEALTH PROGRAMS	2	I	1		Male								
					Female	1	1						
Department Total			33	1	Male	1	1	0	0	0	0	0	0
<i>% of Total</i>				3.03	<i>% of Total</i>	3.03	3.03	.00	.00	.00	.00	.00	.00
Female					Female	32	31	1	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	96.97	93.94	3.03	.00	.00	.00	.00	.00

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-HUMANITIES

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SECRETARY 2	4	C	1		Male								
					Female	1	1						
SECRETARY 3	4	D	1		Male								
					Female	1	1						
INSTRUCTOR	2	D - E	8		Male	5	5						
					Female	3	3						
HUMANITIES ASSISTANT	4	D	1		Male	1	1						
					Female								
ASSISTANT PROFESSOR	2	E	5	1	Male	2	2						
					Female	3	2				1		
ASSOCIATE PROFESSOR	2	E - G	19		Male	6	6						
					Female	13	13						
PROFESSOR	2	F - H	2		Male	1	1						
					Female	1	1						
DEAN OF HUMANITIES	2	G	1		Male								
					Female	1	1						
Department Total			38	1	Male	15	15	0	0	0	0	0	0
<i>% of Total</i>				2.63	<i>% of Total</i>	39.47	39.47	.00	.00	.00	.00	.00	.00
Female						23	22	0	0	0	1	0	0
<i>% of Total</i>					<i>% of Total</i>	60.53	57.89	.00	.00	.00	2.63	.00	.00

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-MATH

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SECRETARY 3	4	D	1		Male								
					Female	1	1						
INSTRUCTOR	2	D	1		Male	1	1						
					Female								
ASSISTANT PROFESSOR	2	E	1		Male								
					Female	1	1						
ASSOCIATE PROFESSOR	2	E - G	8		Male	4	4						
					Female	4	4						
PROFESSOR	2	F - G	7	1	Male	1		1					
					Female	6	6						
DEAN OF MATHEMATICS	2	I	1		Male	1	1						
					Female								
Department Total			19	1	Male	7	6	1	0	0	0	0	0
<i>% of Total</i>				5.26	<i>% of Total</i>	36.84	31.58	5.26	.00	.00	.00	.00	.00
Female					Female	12	12	0	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	63.16	63.16	.00	.00	.00	.00	.00	.00

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-SCIENCE

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SECRETARY 3	4	D	1		Male								
					Female	1	1						
LEARNING CENTER SPECIALIST	4	D	2		Male	1	1						
					Female	1	1						
INSTRUCTOR	2	D - E	3		Male	1	1						
					Female	2	2						
ASSISTANT PROFESSOR	2	D - E	8		Male	4	4						
					Female	4	4						
ASSOCIATE PROFESSOR	2	F	7	1	Male	5	4			1			
					Female	2	2						
PROFESSOR	2	G - H	4		Male	3	3						
					Female	1	1						
DEAN OF NATURAL SCIENCE DIVISION	2	H	1		Male	1	1						
					Female								
Department Total			26	1	Male	15	14	0	0	1	0	0	0
<i>% of Total</i>				3.85	<i>% of Total</i>	57.69	53.85	.00	.00	3.85	.00	.00	.00
					Female	11	11	0	0	0	0	0	0
					<i>% of Total</i>	42.31	42.31	.00	.00	.00	.00	.00	.00

Work Force Analysis

Walters State Community College
10/31/2013

Department: INSTRUCTION-TECHNICAL EDUC

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
SECRETARY 3	4	D	1		Male								
					Female	1	1						
ASSOCIATE PROFESSOR	2	E - H	8		Male	6	6						
					Female	2	2						
INSTRUCTOR	2	F	1		Male	1	1						
					Female								
ASSISTANT PROFESSOR	2	G	1		Male	1	1						
					Female								
DEAN OF TECHNICAL EDUCATION	3	H	1		Male	1	1						
					Female								
Department Total			12	0	Male	9	9	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>75.00</i>	<i>75.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
Female					Female	3	3	0	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	<i>25.00</i>	<i>25.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: LIBRARIES ADMINISTRATION

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
LIBRARY ASSISTANT 1	4	C	1		Male								
					Female	1	1						
LIBRARY ASSISTANT 2	4	C	1		Male								
					Female	1	1						
LIBRARY ASSISTANT SENIOR	4	D	1		Male								
					Female	1	1						
LIBRARIAN 2	3	E	1		Male								
					Female	1	1						
ASSISTANT DEAN	3	F	1		Male	1	1						
					Female								
DIRECTOR OF LIBRARY SERVICES	3	H	1		Male	1	1						
					Female								
DEAN OF LIBRARY SERVICES	3	I	1		Male	1	1						
					Female								
Department Total			7	0	Male	3	3	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>42.86</i>	<i>42.86</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
Female					Female	4	4	0	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	<i>57.14</i>	<i>57.14</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: OPER./MAINT. OF PLANT

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
CUSTODIAN	7	C	15	4	Male	4	4						
					Female	11	7	4					
UTILITY WORKER-DRIVER	7	C	1		Male	1	1						
					Female								
UTILITY WORKER - DRIVER(BLDG MAINT)	7	C	1		Male	1	1						
					Female								
CUSTODIAN LEAD WORKER	7	C - D	3		Male								
					Female	3	3						
UTILITY WORKER-BLDG	7	C	2		Male	2	2						
					Female								
MAINTENANCE UTILITY WORKER	7	C	1		Male	1	1						
					Female								
MAINTENANCE WORKER	6	C - D	3		Male	3	3						
					Female								
PAINTER	6	D	1		Male	1	1						
					Female								
MAINTENANCE MECHANIC	6	D	3		Male	3	3						
					Female								
SHIPPING & RECEIVING SPECIALIST	7	D	1		Male	1	1						
					Female								
BUS DRIVER	7	D	1		Male	1	1						
					Female								
GROUNDS WORKER	7	D	1		Male	1	1						
					Female								

Continued...

Work Force Analysis

Walters State Community College

10/31/2013

Department: OPER./MAINT. OF PLANT

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
EXECUTIVE AIDE	4	D	1		Male								
					Female	1	1						
UTILITY WORKER--DRIVER	7	D	1		Male	1	1						
					Female								
MAINTENANCE SUPERVISOR	6	D	2		Male	2	2						
					Female								
GROUNDS SUPERVISOR	7	D	1		Male	1	1						
					Female								
ELECTRICIAN	6	D	1		Male	1	1						
					Female								
MAINTENANCE/CUSTODIAL SUPERVISOR	6	D	1		Male	1	1						
					Female								
ASSISTANT MAINTENANCE SUPERVI	7	D	1		Male	1	1						
					Female								
AIR COND/HEATING SHOP SUPERVIS	6	E	1		Male	1	1						
					Female								
COORDINATOR OF CUSTODIAL SVCS	3	E	1		Male	1	1						
					Female								
CARPENTRY SHOP SUPERVISOR	6	E	1		Male	1	1						
					Female								
MAINTENANCE SCHEDULER	5	F	1		Male	1	1						
					Female								
ASSISTANT DIRECTOR OF PLANT OPERATIONS	3	G	1		Male	1	1						
					Female								

Continued...

Work Force Analysis

Walters State Community College
10/31/2013

Department: OPER./MAINT. OF PLANT

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPi	Two+
ASSISTANT VICE PRESIDENT	3	H	1		Male Female	1	1						
Department Total			47	4	Male	32	32	0	0	0	0	0	0
<i>% of Total</i>				<i>8.51</i>	<i>% of Total</i>	<i>68.09</i>	<i>68.09</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	15	11	4	0	0	0	0	0
					<i>% of Total</i>	<i>31.91</i>	<i>23.40</i>	<i>8.51</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College

10/31/2013

Department: PUB SVC (RESTR.)-TECH PREP/WIA

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
TECHNICAL CLERK	4	C	2		Male								
					Female	2	2						
ACCOUNT CLERK 2	4	C	1		Male								
					Female	1	1						
SPECIALIST	3	D	9	2	Male	1	1						
					Female	8	6	2					
COMPUTER OPERATIONS SPECIALIST	5	D	1		Male	1	1						
					Female								
COORDINATOR	3	D - F	3	1	Male	2	2						
					Female	1		1					
COORDINATOR FOR ADMINISTRATION	3	E	1		Male	1	1						
					Female								
ASSISTANT DIRECTOR	3	E	1		Male								
					Female	1	1						
ASSISTANT DIRECTOR OF WIA YOUTH SERVICES	3	F	1		Male								
					Female	1	1						
DIRECTOR OF WIA FISCAL SERVICES	3	F	1		Male								
					Female	1	1						
DIRECTOR OF WIA SERVICES	3	G	1		Male								
					Female	1	1						
DEAN OF WORKFORCE DEVELOPMENT	1	I	1		Male								
					Female	1	1						

Work Force Analysis

Walters State Community College
10/31/2013

Department: PUB SVC (RESTR.)-TECH PREP/WIA

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPi	Two+
Department Total			22	3	Male	5	5	0	0	0	0	0	0
<i>% of Total</i>				13.64	<i>% of Total</i>	22.73	22.73	.00	.00	.00	.00	.00	.00
					Female	17	14	3	0	0	0	0	0
					<i>% of Total</i>	77.27	63.64	13.64	.00	.00	.00	.00	.00

Work Force Analysis

Walters State Community College
10/31/2013

Department: PUBLIC SVC-COMM SVC/CONFER/AGR

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
SECRETARY 2	4	C	3		Male								
					Female	3	3						
ASSISTANT DIRECTOR	3	F	1		Male	1	1						
					Female								
COORDINATOR	3	F	1	1	Male								
					Female	1		1					
ASSISTANT DEAN	3	G	1		Male								
					Female	1	1						
EXECUTIVE DIRECTOR OF EXPO CENTER	3	I	1		Male	1	1						
					Female								
DEAN OF COMMUNITY EDUCATION	3	I	1		Male	1	1						
					Female								
Department Total			8	1	Male	3	3	0	0	0	0	0	0
<i>% of Total</i>				12.50	<i>% of Total</i>	37.50	37.50	.00	.00	.00	.00	.00	.00
Department Total					Female	5	4	1	0	0	0	0	0
<i>% of Total</i>					<i>% of Total</i>	62.50	50.00	12.50	.00	.00	.00	.00	.00

Work Force Analysis

Walters State Community College
10/31/2013

Department: RX TN CONSORTIUM

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
COORDINATOR	3	D	1		Male								
					Female	1	1						
COMPLETION COACH	3	E	1		Male								
					Female	1	1						
Department Total			2	0	Male	0	0	0	0	0	0	0	0
<i>% of Total</i>				<i>.00</i>	<i>% of Total</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	2	2	0	0	0	0	0	0
					<i>% of Total</i>	<i>100.00</i>	<i>100.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

Work Force Analysis

Walters State Community College
10/31/2013

Department: STUDENT SERVICES

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
SECRETARY 2	4	C	1		Male								
					Female	1	1						
SECRETARY 1	4	C	1		Male								
					Female	1	1						
FINANCIAL AID ASSISTANT	4	C - D	6		Male								
					Female	6	6						
ENROLLMENT SERVICES CLERK	4	C	1		Male								
					Female	1	1						
SECRETARY 3	4	D	1		Male								
					Female	1	1						
ASSISTANT COORDINATOR OF STUDENT ACTIVITIES	3	D	1	1	Male	1		1					
					Female								
EXECUTIVE AIDE	4	D	2	1	Male								
					Female	2	1	1					
SPECIALIST	3	D - E	2		Male								
					Female	2	2						
RECORDS CLERK	4	D	1		Male								
					Female	1	1						
COMPUTER OPERATIONS SPECIALIST	5	D	1		Male								
					Female	1	1						
INFORMATION PROCESSING SPECIAL	4	D	3		Male								
					Female	3	3						
COORDINATOR	3	D - F	9	2	Male	1	1						
					Female	8	6	1		1			

Continued...

Work Force Analysis

Walters State Community College
10/31/2013

Department: STUDENT SERVICES

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
STUDENT RECORDS SPECIALIST	4	D	1		Male								
					Female	1	1						
GRAPHIC DESIGNER	6	D	1		Male								
					Female	1	1						
HEAD COACH	3	E - G	3	1	Male	2	2						
					Female	1		1					
EXECUTIVE SECRETARY	4	E	1		Male								
					Female	1	1						
ASSOCIATE DIRECTOR OF ENROLLMENT DEVELOPMENT	3	E	1		Male	1	1						
					Female								
TEST ADMINISTRATOR	5	E	1		Male								
					Female	1	1						
ASSOCIATE DIRECTOR OF PUBLIC INFORMATION	3	E	1		Male								
					Female	1	1						
NURSE	3	E	1		Male								
					Female	1	1						
COUNSELOR	3	E	2		Male	2	2						
					Female								
DIRECTOR OF ADMISSIONS	3	F	1		Male								
					Female	1	1						
ATHLETIC WEB PAGE MGR, BASEBALL COMPLEX MGR, & ASST	3	F	1		Male	1	1						
					Female								
EXECUTIVE DIRECTOR	3	F - G	2		Male								
					Female	2	2						

Continued...

Work Force Analysis

Walters State Community College
10/31/2013

Department: STUDENT SERVICES

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR OF COUNSELING	3	F	1		Male	1	1						
					Female								
ASSISTANT VICE PRESIDENT	3	H	1		Male	1	1						
					Female								
DEAN OF RECORDS & VETERANS AFFAIRS	3	H	1		Male								
					Female	1	1						
VICE PRESIDENT	1	I - L	2		Male	2	2						
					Female								
Department Total			50	5	Male	12	11	1	0	0	0	0	0
<i>% of Total</i>				10.00	<i>% of Total</i>	24.00	22.00	2.00	.00	.00	.00	.00	.00
Department Total					Female	38	34	3	0	1	0	0	0
<i>% of Total</i>					<i>% of Total</i>	76.00	68.00	6.00	.00	2.00	.00	.00	.00
Facility Total			424	28	Male	168	160	6	1	1	0	0	0
<i>% of Total</i>				6.60	<i>% of Total</i>	39.62	37.74	1.42	.24	.24	.00	.00	.00
Facility Total					Female	256	236	16	1	2	1	0	0
<i>% of Total</i>					<i>% of Total</i>	60.38	55.66	3.77	.24	.47	.24	.00	.00

Work Force Analysis Summary

Walters State Community College

10/31/2013

Department	Total	Total Min			Total		White		Black		Hisp		Asian		Amlnd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ACADEMIC ADMINISTRATION	0	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INFORMATION & EDUCATIONAL TECH	6	0	0.00	Male	2	33.33	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	66.67	4	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTITUTIONAL SUPPORT	24	1	4.17	Male	16	66.67	15	62.50	1	4.17	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	8	33.33	8	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION (RESTRICTED)	51	2	3.92	Male	15	29.41	14	27.45	1	1.96	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	36	70.59	35	68.63	1	1.96	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION- PUBLIC SAFETY	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION-AGRICULTURE	6	0	0.00	Male	4	66.67	4	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	33.33	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION-ALL OTHER	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION-BEHAV/SOCIAL SCI	28	3	10.71	Male	6	21.43	5	17.86	1	3.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	22	78.57	20	71.43	2	7.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION-BUSINESS RELATED	19	4	21.05	Male	10	52.63	9	47.37	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	9	47.37	6	31.58	1	5.26	1	5.26	1	5.26	0	0.00	0	0.00	0	0.00
INSTRUCTION-CHILD DEVELOPMENT	16	0	0.00	Male	8	50.00	8	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	8	50.00	8	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION-CRIMINAL JUSTICE	2	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION-CRIMINAL JUSTICE	4	1	25.00	Male	3	75.00	2	50.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Work Force Analysis Summary

Walters State Community College
10/31/2013

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
INSTRUCTION-HEALTH RELATED	33	1	3.03	Male	1	3.03	1	3.03	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	32	96.97	31	93.94	1	3.03	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION-HUMANITIES	38	1	2.63	Male	15	39.47	15	39.47	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	23	60.53	22	57.89	0	0.00	0	0.00	0	0.00	1	2.63	0	0.00	0	0.00
INSTRUCTION-MATH	19	1	5.26	Male	7	36.84	6	31.58	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	12	63.16	12	63.16	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION-SCIENCE	26	1	3.85	Male	15	57.69	14	53.85	0	0.00	0	0.00	1	3.85	0	0.00	0	0.00	0	0.00
				Female	11	42.31	11	42.31	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
INSTRUCTION-TECHNICAL EDUC	12	0	0.00	Male	9	75.00	9	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	25.00	3	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
LIBRARIES ADMINISTRATION	7	0	0.00	Male	3	42.86	3	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	57.14	4	57.14	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
OPER./MAINT. OF PLANT	47	4	8.51	Male	32	68.09	32	68.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	15	31.91	11	23.40	4	8.51	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PUB SVC (RESTR.)-TECH PREP/WIA	22	3	13.64	Male	5	22.73	5	22.73	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	17	77.27	14	63.64	3	13.64	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
PUBLIC SVC-COMM SVC/CONFER/AGR	8	1	12.50	Male	3	37.50	3	37.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	62.50	4	50.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
RX TN CONSORTIUM	2	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
STUDENT SERVICES	50	5	10.00	Male	12	24.00	11	22.00	1	2.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	38	76.00	34	68.00	3	6.00	0	0.00	1	2.00	0	0.00	0	0.00	0	0.00
Facility Total % of Total	424	28	6.60	Male	168	39.62	160	37.74	6	1.42	1	0.24	1	0.24	0	0.00	0	0.00	0	0.00
				Female	256	60.38	236	55.66	16	3.77	1	0.24	2	0.47	1	0.24	0	0.00	0	0.00

Job Group Analysis

Walters State Community College 10/31/2013

Job Group Analysis

Job Group: 1 Executive/Administrative

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
EXECUTIVE DIRECTOR TO PRESID	INSTITUTIONAL SUPPORT	G	1	1							
ASSISTANT VICE PRESIDENT & SPECIAL ASST TO PRESIDE	INSTRUCTION-ALL OTHER	H	1	1	1	1					
ASSISTANT VICE PRESIDENT/AA OFFICER	INSTITUTIONAL SUPPORT	I	1	1							
VICE PRESIDENT	Various	I - L	6	3							
DEAN OF WORKFORCE DEVELOPMENT	PUB SVC (RESTR.)-TECH	I	1	1							
PRESIDENT	INSTITUTIONAL SUPPORT	L	1								
Job Group Total			11	7	1	1	0	0	0	0	0
<i>% of Total</i>				63.64	9.09	9.09	0.00	0.00	0.00	0.00	0.00

Job Group Analysis

Job Group: 2 Faculty

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
INSTRUCTOR	Various	D - F	18	6							
ASSISTANT PROFESSOR	Various	D - G	31	20	3	1	1			1	
ASSOCIATE PROFESSOR	Various	E - I	87	49	3		1	2			
PROFESSOR	Various	F - H	18	11	2	2					
DEAN OF HUMANITIES	INSTRUCTION-HUMANITIES	G	1	1							
DEAN OF PUBLIC SAFETY	INSTRUCTION- PUBLIC SAFETY	G	1								
DEAN OF NATURAL SCIENCE DIVISION	INSTRUCTION-SCIENCE	H	1								
DEAN OF MATHEMATICS	INSTRUCTION-MATH	I	1								
DEAN OF HEALTH PROGRAMS	INSTRUCTION-HEALTH RELATED	I	1	1							
DEAN OF BEHAVIORAL & SOCIAL SCIENCES	INSTRUCTION-BEHAV/SOCIAL SCI	J	1	1	1	1					
DEAN OF BUSINESS & TECHNOLOGY DIVISION	INSTRUCTION-BUSINESS RELATED	J	1	1							
Job Group Total			161	90	9	4	2	2	1	0	0
<i>% of Total</i>				55.90	5.59	2.48	1.24	1.24	0.62	0.00	0.00

Job Group Analysis

Job Group: 3 Professional Non-Faculty

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
SPECIALIST	Various	D - E	12	10	2	2					
ASSISTANT COORDINATOR OF STUDENT ACTIVITIES	STUDENT SERVICES	D	1		1	1					
COORDINATOR OF INSTRUCTIONAL SUPPORT	INSTRUCTION-ALL OTHER	D	1								
COORDINATOR	Various	D - F	24	18	4	3		1			
CULINARY OPERATIONS MANAGER	INSTRUCTION-BUSINESS RELATED	D	1	1							
ACCOUNTANT 1	INSTITUTIONAL SUPPORT	D - E	4	4							
COORDINATOR OF ALUMNI AFFAIRS & SPECIAL EVENTS	INSTITUTIONAL SUPPORT	D	1	1							
COORDINATOR FOR ADMINISTRATION	PUB SVC (RESTR.)-TECH	E	1								
SYSTEMS ANALYST 1	INFORMATION & EDUCATIONAL TECH	E	2	1							
LIBRARIAN 2	LIBRARIES ADMINISTRATION	E	1	1							
HEAD COACH	STUDENT SERVICES	E - G	3	1	1	1					
COMPLETION COACH	RX TN CONSORTIUM	E	1	1							
COORDINATOR OF PURCHASING	INSTITUTIONAL SUPPORT	E	1	1							
ASSOCIATE DIRECTOR OF ENROLLMENT DEVELOPMENT	STUDENT SERVICES	E	1								
ASSOCIATE DIRECTOR OF PUBLIC INFORMATION	STUDENT SERVICES	E	1	1							
NURSE	STUDENT SERVICES	E	1	1							
COUNSELOR	STUDENT SERVICES	E	2								
ASSISTANT DIRECTOR	Various	E - F	2	1							

Continued...

Job Group Analysis

Job Group: 3 Professional Non-Faculty

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
COORDINATOR OF CUSTODIAL SVCS	OPER./MAINT. OF PLANT	E	1								
COORDINATOR OF PRINTING SERVICES	INSTITUTIONAL SUPPORT	E	1	1							
DIRECTOR OF STUDENT TUTORING	INSTRUCTION-ALL OTHER	E	1	1	1	1					
DIRECTOR OF STUDENT ACCOUNTS & REVENUE	INSTITUTIONAL SUPPORT	E	1	1							
ASSISTANT DIRECTOR OF WIA YOUTH SERVICES	PUB SVC (RESTR.)-TECH	F	1	1							
SYSTEMS ANALYST 2	INFORMATION & EDUCATIONAL TECH	F	3	2							
DIRECTOR OF WIA FISCAL SERVICES	PUB SVC (RESTR.)-TECH	F	1	1							
DIRECTOR OF CAMPUS POLICE	INSTITUTIONAL SUPPORT	F	1	1							
DIRECTOR OF ADMISSIONS	STUDENT SERVICES	F	1	1							
DIRECTOR OF RETENTION SERVICES	ACADEMIC ADMINISTRATION	F	1	1							
MANAGER	INFORMATION & EDUCATIONAL TECH	F	1	1							
ATHLETIC WEB PAGE MGR, BASEBALL COMPLEX MGR, & ASSISTANT DEAN	STUDENT SERVICES	F	1								
SOFTBALL COMPLEX MGR & HEAD WOMEN'S SOFTBALL COACH	Various	F - G	2	1							
EXECUTIVE DIRECTOR	INSTITUTIONAL SUPPORT	F	1								
DIRECTOR OF COUNSELING	Various	F - G	4	4							
	STUDENT SERVICES	F	1								

Continued...

Job Group Analysis

Job Group: 3 Professional Non-Faculty

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DIRECTOR OF ADMINISTRATIVE COMPUTING	INFORMATION & EDUCATIONAL TECH	F	1								
SYSTEMS AND DATABASE MANAGER	INFORMATION & EDUCATIONAL TECH	G	1								
DIRECTOR OF PURCHASING	INSTITUTIONAL SUPPORT	G	1								
DIRECTOR OF ACCOUNTING SERVICES	INSTITUTIONAL SUPPORT	G	1	1							
DIRECTOR OF EDUCATIONAL & USER TECHNOLOGIES	INFORMATION & EDUCATIONAL TECH	G	1								
ASSISTANT DIRECTOR OF PLANT OPERATIONS	OPER./MAINT. OF PLANT	G	1								
DIRECTOR OF NETWORK SVCS & ENTERPRISE SECURITY	INFORMATION & EDUCATIONAL TECH	G	1								
DIRECTOR OF WIA SERVICES	PUB SVC (RESTR.)-TECH	G	1	1							
DIRECTOR OF MAJOR GIFT DEVELOPMENT	INSTITUTIONAL SUPPORT	G	1	1							
DEAN OF DISTANCE EDUCATION	ACADEMIC ADMINISTRATION	H	1								
DEAN OF TECHNICAL EDUCATION	INSTRUCTION-TECHNICAL EDUC	H	1								
DIRECTOR OF LIBRARY SERVICES	LIBRARIES ADMINISTRATION	H	1								
ASSISTANT VICE PRESIDENT	Various	H	3								
INTERNAL AUDITOR	INSTITUTIONAL SUPPORT	H	1								
DIRECTOR OF EDUCATIONAL SERVICES-SEVIER CO	INSTRUCTION-ALL OTHER	H	1		1	1					

Continued...

Job Group Analysis

Job Group: 3 Professional Non-Faculty

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DEAN OF GREENEVILLE/GREENE CO CTR	INSTRUCTION-ALL OTHER	H	1	1							
DEAN OF RECORDS & VETERANS AFFAIRS	STUDENT SERVICES	H	1	1							
EXECUTIVE DIRECTOR OF EXPO CENTER	PUBLIC SVC-COMM SVC/CONFER/AGR	I	1								
DEAN OF COMMUNITY EDUCATION	PUBLIC SVC-COMM SVC/CONFER/AGR	I	1								
DEAN OF LIBRARY SERVICES	LIBRARIES ADMINISTRATION	I	1								
EXECUTIVE DIRECTOR OF IET	INFORMATION & EDUCATIONAL TECH	I	1								
DEAN OF SEVIER COUNTY CAMPUS	INSTRUCTION-ALL OTHER	I	1	1							
Job Group Total			106	64	10	9	0	1	0	0	0
<i>% of Total</i>				60.38	9.43	8.49	0.00	0.94	0.00	0.00	0.00

Job Group Analysis

Job Group: 4 Clerical/Support

Walters State Community College

10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
SECRETARY 1	Various	C - D	3	3							
LIBRARY ASSISTANT 1	LIBRARIES ADMINISTRATION	C	1	1							
SECRETARY 2	Various	C	11	11							
ACCOUNT CLERK 1	INSTITUTIONAL SUPPORT	C	1	1							
LIBRARY ASSISTANT 2	LIBRARIES ADMINISTRATION	C	1	1							
TECHNICAL CLERK	Various	C	4	4							
FINANCIAL AID ASSISTANT	STUDENT SERVICES	C - D	6	6							
LEAD CASHIER	INSTITUTIONAL SUPPORT	C	1	1							
ACCOUNT CLERK 2	Various	C - D	6	6							
SWITCHBOARD OPERATOR	INSTITUTIONAL SUPPORT	C	1	1	1	1					
SECRETARY 3	Various	C - D	12	12							
EXECUTIVE AIDE	Various	C - D	6	6	1	1					
ENROLLMENT SERVICES CLERK	STUDENT SERVICES	C	1	1							
RECORDS CLERK	STUDENT SERVICES	D	1	1							
PERSONNEL CLERK	INSTITUTIONAL SUPPORT	D	1	1							
LEARNING CENTER SPECIALIST	INSTRUCTION-SCIENCE	D	2	1							
HUMANITIES ASSISTANT	INSTRUCTION-HUMANIT IES	D	1								
INFORMATION PROCESSING SPECIAL	Various	D	8	8							
LIBRARY ASSISTANT SENIOR	LIBRARIES ADMINISTRATION	D	1	1							

Continued...

Job Group Analysis

Job Group: 4 Clerical/Support

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
DISTANCE EDUCATION ASSISTANT	ACADEMIC ADMINISTRATION	D	1	1							
STUDENT RECORDS SPECIALIST	STUDENT SERVICES	D	1	1							
EXECUTIVE SECRETARY	STUDENT SERVICES	E	1	1							
PERSONNEL RECORDS SUPERVISOR	INSTITUTIONAL SUPPORT	E	1	1							
EXECUTIVE SECRETARY & FOUNDATION SPECIALIST	INSTITUTIONAL SUPPORT	E	1	1							
Job Group Total			73	71	2	2	0	0	0	0	0
<i>% of Total</i>				97.26	2.74	2.74	0.00	0.00	0.00	0.00	0.00

Job Group Analysis

Job Group: 5 Technical & Paraprofessional

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
PRINTING SERVICES SPECIALIST	INSTITUTIONAL SUPPORT	C	1	1							
LEARNING LAB TECHNICIAN	INSTRUCTION-ALL OTHER	D	2	2							
TECHNICIAN	Various	D	8	2	1	1					
COMPUTER OPERATIONS SPECIALIST	Various	D	2	1							
SUPERVISOR	INFORMATION & EDUCATIONAL TECH	D - E	2	1							
SERVER SYSTEMS TECHNICIAN	INSTRUCTION-ALL OTHER	D	1								
COMPUTER LABORATORY TECHNICIAN	INSTRUCTION-ALL OTHER	E	1								
TEST ADMINISTRATOR	STUDENT SERVICES	E	1	1							
TAF EQUIPMENT MANAGER	INSTRUCTION-ALL OTHER	E	1								
MAINTENANCE SCHEDULER	OPER./MAINT. OF PLANT	F	1								
Job Group Total			20	8	1	1	0	0	0	0	0
<i>% of Total</i>				40.00	5.00	5.00	0.00	0.00	0.00	0.00	0.00

Job Group Analysis

Job Group: 6 Skilled Crafts

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
MAINTENANCE WORKER	OPER./MAINT. OF PLANT	C - D	3								
PAINTER	OPER./MAINT. OF PLANT	D	1								
MAINTENANCE MECHANIC	OPER./MAINT. OF PLANT	D	3								
MAINTENANCE SUPERVISOR	OPER./MAINT. OF PLANT	D	2								
ELECTRICIAN	OPER./MAINT. OF PLANT	D	1								
MAINTENANCE/CUSTODIAL SUPERVISOR	OPER./MAINT. OF PLANT	D	1								
GRAPHIC DESIGNER	STUDENT SERVICES	D	1	1							
AIR COND/HEATING SHOP SUPERVIS	OPER./MAINT. OF PLANT	E	1								
CARPENTRY SHOP SUPERVISOR	OPER./MAINT. OF PLANT	E	1								
GEN MAINT MECHANIC SUPERVISOR	INSTITUTIONAL SUPPORT	F	1								
Job Group Total			15	1	0	0	0	0	0	0	0
<i>% of Total</i>				6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Job Group Analysis

Job Group: 7 Service/Maintenance

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
CUSTODIAN	OPER./MAINT. OF PLANT	C	15	11	4	4					
UTILITY WORKER-DRIVER	OPER./MAINT. OF PLANT	C	1								
UTILITY WORKER - DRIVER(BLDG MAINT)	OPER./MAINT. OF PLANT	C	1								
POLICE OFFICER 1	INSTITUTIONAL SUPPORT	C - D	5	1							
CUSTODIAN LEAD WORKER	OPER./MAINT. OF PLANT	C - D	3	3							
MECHANICS HELPER	INSTITUTIONAL SUPPORT	C	1								
UTILITY WORKER-BLDG	OPER./MAINT. OF PLANT	C	2								
MAINTENANCE UTILITY WORKER	OPER./MAINT. OF PLANT	C	1								
SHIPPING & RECEIVING SPECIALIST	OPER./MAINT. OF PLANT	D	1								
BUS DRIVER	OPER./MAINT. OF PLANT	D	1								
GROUNDS WORKER	OPER./MAINT. OF PLANT	D	1								
UTILITY WORKER--DRIVER	OPER./MAINT. OF PLANT	D	1								
GROUNDS SUPERVISOR	OPER./MAINT. OF PLANT	D	1								
POLICE OFFICER 2	INSTITUTIONAL SUPPORT	D	2								
ASSISTANT MAINTENANCE SUPERVI	OPER./MAINT. OF PLANT	D	1								

Continued...

Job Group Analysis

Job Group: 7 Service/Maintenance

Walters State Community College
10/31/2013

Job Title	Department	Wage Range	Total	Female	Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
COLLEGE SAFETY OFFICER	INSTITUTIONAL SUPPORT	D	1		1	1					
Job Group Total			38	15	5	5	0	0	0	0	0
<i>% of Total</i>				39.47	13.16	13.16	0.00	0.00	0.00	0.00	0.00
Facility Total			424	256	28	22	2	3	1	0.00	0.00
<i>% of Total</i>				60.38	6.60	5.19	0.47	0.71	0.24	0.00	0.00

Job Group Analysis Summary

Walters State Community College
10/31/2013

Job Group	Total	Female		Total Min		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1 Executive/Administrative	11	7	63.64	1	9.09	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
2 Faculty	161	90	55.90	9	5.59	4	2.48	2	1.24	2	1.24	1	0.62	0	0.00	0	0.00
3 Professional Non-Faculty	106	64	60.38	10	9.43	9	8.49	0	0.00	1	0.94	0	0.00	0	0.00	0	0.00
4 Clerical/Support	73	71	97.26	2	2.74	2	2.74	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
5 Technical & Paraprofessional	20	8	40.00	1	5.00	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6 Skilled Crafts	15	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
7 Service/Maintenance	38	15	39.47	5	13.16	5	13.16	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Facility Total % of Facility Total	424	256	60.38	28	6.60	22	5.19	2	0.47	3	0.71	1	0.24	0	0.00	0	0.00

Availability Analysis

Walters State Community College 10/31/2013

Availability Analysis

Walters State Community College
10/31/2013

Job Group: 1 Executive/Administrative

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	59.99	24.05	12.60	7.11	2.93	0.86	0.08	0.46	80.00	47.99	19.24	10.08	5.69	2.35	0.69	0.06	0.37
	Source of Data: Census 2010 Special EEO File United States																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles																
100.00																	
Job Group Final Availabilities (%)										54.66	19.24	10.08	5.69	2.35	0.69	0.06	0.37

Availability Analysis

Walters State Community College
10/31/2013

Job Group: 2 Faculty

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.50	25.23	6.48	5.48	11.86	0.63	0.06	0.72	100.00	48.50	25.23	6.48	5.48	11.86	0.63	0.06	0.72
	Source of Data: Census 2010 Special EEO File United States																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
100.00																	
Job Group Final Availabilities (%)									48.50	25.23	6.48	5.48	11.86	0.63	0.06	0.72	

Availability Analysis

Walters State Community College
10/31/2013

Job Group: 3 Professional Non-Faculty

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	47.31	7.94	5.38	0.33	1.84	0.14	0.00	0.26	60.00	28.38	4.77	3.23	0.20	1.10	0.09	0.00	0.15
	Source of Data: Census 2010 Special EEO File Knox+Union TN																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	86.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	40.00	34.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Source of Data: Feeder Job Titles																
100.00																	
Job Group Final Availabilities (%)									63.05	4.77	3.23	0.20	1.10	0.09	0.00	0.15	

Availability Analysis

Walters State Community College
10/31/2013

Job Group: 4 Clerical/Support

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	91.62	3.28	2.68	0.46	0.13	0.01	0.00	0.00	100.00	91.62	3.28	2.68	0.46	0.13	0.01	0.00	0.00
	Source of Data: Census 2010 Special EEO File Ten County Service Area																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										91.62	3.28	2.68	0.46	0.13	0.01	0.00	0.00

Availability Analysis

Walters State Community College
10/31/2013

Job Group: 5 Technical & Paraprofessional

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	69.43	2.90	1.50	0.83	0.26	0.22	0.00	0.08	100.00	69.43	2.90	1.50	0.83	0.26	0.22	0.00	0.08
	Source of Data: Census 2010 Special EEO File Ten County Service Area																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)									69.43	2.90	1.50	0.83	0.26	0.22	0.00	0.08	

Availability Analysis

Walters State Community College
10/31/2013

Job Group: 6 Skilled Crafts

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	13.85	5.74	0.70	4.68	0.12	0.24	0.00	0.00	100.00	13.85	5.74	0.70	4.68	0.12	0.24	0.00	0.00
	Source of Data: Census 2010 Special EEO File Ten County Service Area																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)									13.85	5.74	0.70	4.68	0.12	0.24	0.00	0.00	

Availability Analysis

Walters State Community College
10/31/2013

Job Group: 7 Service/Maintenance

Factor	Raw Statistics (%)								Value Weight	Weighted Factor (%)							
	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+		Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	25.43	6.74	3.21	2.05	1.10	0.38	0.00	0.00	100.00	25.43	6.74	3.21	2.05	1.10	0.38	0.00	0.00
	Source of Data: Census 2010 Special EEO File Ten County Service Area																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
100.00																	
Job Group Final Availabilities (%)										25.43	6.74	3.21	2.05	1.10	0.38	0.00	0.00

Incumbency v. Estimated Availability

Walters State Community College 10/31/2013

Comparison Rule

Any Difference with Whole Person Rule

Incumbency v. Estimated Availability

Walters State Community College
10/31/2013

Job Group	Disparity?							
	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Executive/Administrative		Yes						
2 Faculty		Yes	Yes	Yes	Yes			Yes
3 Professional Non-Faculty	Yes							
4 Clerical/Support								
5 Technical & Paraprofessional	Yes							
6 Skilled Crafts	Yes							
7 Service/Maintenance								

*Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule
Yes indicates Difference <= -1.0*

Annual Placement Goals

Walters State Community College 10/31/2013

Comparison Rule

Any Difference with Whole Person Rule

Annual Placement Goals

Walters State Community College
10/31/2013

Job Group		Placement Goals (%)							
		Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
1	Executive/Administrative	-	19.24	-	-	-	-	-	-
2	Faculty	-	25.23	6.48	5.48	11.86	-	-	0.72
3	Professional Non-Faculty	63.05	-	-	-	-	-	-	-
4	Clerical/Support	-	-	-	-	-	-	-	-
5	Technical & Paraprofessional	69.43	-	-	-	-	-	-	-
6	Skilled Crafts	13.85	-	-	-	-	-	-	-
7	Service/Maintenance	-	-	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule