

East Tennessee State University Affirmative Action Plan



EAST TENNESSEE STATE UNIVERSITY

Office of University Compliance
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This Affirmative Action Plan, effective October 1, 2018 is issued as a revision of the East Tennessee State University Affirmative Action Plan. It supersedes all earlier plans.

An Equal Opportunity University

East Tennessee State University Affirmative Action Plan

Effective October 1, 2018 through September 30, 2019



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President



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POLICY OF EAST TENNESSEE STATE UNIVERSITY

The [East Tennessee State University Non-discrimination Policy](#) states:

East Tennessee State University is an AA/EEO employer and does not discriminate on the basis of race, color, national origin, veteran status, sex, disability, or age in its programs and activities. The following position has been designated to handle inquiries regarding East Tennessee State University's non-discrimination policies: Compliance Officer/Title IX Coordinator/Title VI Coordinator (Compliance Officer). The Compliance Officer may be contacted at:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Jennings Dossett Hall
Johnson City, TN 37614
Phone: 423.439.8545
Fax: 423.439.8540

Additionally, the Compliance Officer is designated to monitor and oversee Title IX complaints as the university's Title IX Coordinator.

INTRODUCTION

East Tennessee State University (ETSU) is a public university located in Johnson City, Tennessee. Established in 1911, ETSU now enrolls more than 14,000 students. ETSU is home to 11 colleges, and 53 academic departments with more than 100 degree programs, 15 center and Chairs of Excellence, 55 departments, and 15 research programs. East Tennessee State University (ETSU) is a member of the state university and community college system of Tennessee governed by its Board of Trustees.

ETSU was formerly part of the Tennessee Board of Regents (TBR), the state university and community college system of Tennessee. TBR consisted of six (6) universities, 12 community colleges, and 27 colleges of applied technology.

With the passage of the Focus on College and University Success (FOCUS) Act by the 109th Tennessee General Assembly, ETSU began the transition from governance by TBR to an institutional Board of Trustees. The FOCUS Act granted the state's six public universities in the TBR system additional autonomy to empower each individual institution to be successful as Tennessee works to achieve its goal of 55 percent of adult Tennesseans having a postsecondary degree or credential by 2025.

Eight of the ten-member Board of Trustees (the Board) for ETSU are appointed by the Governor of Tennessee with confirmation by the Tennessee General Assembly. The ETSU Faculty elects a faculty trustee who serves a two-year term on the board. The Board selects a student trustee to serve each year via a process developed by ETSU student leadership. The state level coordinating body, the Tennessee Higher Education Commission (THEC), provides training for all public higher education board members.

The ETSU Board of Trustees has the authority to appoint the campus president, manage the university budget and set tuition, and oversee other operational tasks. The inaugural ETSU Board of Trustees assumed formal responsibility at its first meeting called by Governor Haslam on March 24, 2017. Due to this, the past few years have been transition years, and some control and policies are still under TBR, while the University continues the process of transferring everything under the Board of Trustees. The Board of Trustees consists of ten members, seven (7) males, and three (3) females, one of whom is African American.

On March 24, 2017, the Board of Trustees approved the ETSU Vision and the ETSU Mission and Values. The ETSU Vision is:

Developing a world-class environment to enhance student success and improve the quality of life in the region and beyond.

The ETSU Mission and Values State:

ETSU provides a student-centered community of learning, reflecting high standards and promoting a balance of liberal arts and professional preparation, and continuous improvement. The university conducts a wide array of educational and research programs and clinical services including a comprehensive Academic Health Sciences Center. Education is the university's highest priority, and the institution is committed to increasing the level of educational attainment in the state and region based on core values where:

PEOPLE come first, are treated with dignity and respect, and are encouraged to achieve their full potential; **RELATIONSHIPS** are built on honesty, integrity, and trust; **DIVERSITY** of people and thought is respected; **EXCELLENCE** is achieved through teamwork, leadership, creativity, and a strong work ethic; **EFFICIENCY** is achieved through wise use of human and financial resources; and **COMMITMENT** to intellectual achievement is embraced.

ETSU endorses the value of liberal education and provides enriching experiences in honors education, student research and creative activity, study abroad, service learning, and community-based education.

ETSU honors and preserves the rich heritage of Southern Appalachia through distinctive education, research, and service programs and is actively engaged in regional stewardship.

ETSU affirms the contributions of diverse people, cultures, and thought to intellectual, social, and economic development.

ETSU offers students a total university experience that includes cultural and artistic programs, diverse student activities, a variety of residential opportunities, and outstanding recreational and intercollegiate athletic programs.

ETSU awards degrees in over one hundred baccalaureate, master, and doctoral programs, including distinctive interdisciplinary programs and distance education offerings that serve students from the region and beyond.

AFFIRMATIVE ACTION FEDERAL EXECUTIVE ORDER 11246

The Civil Rights Act of 1964, 42 U.S.C. 2000(e) prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin. The Act was amended in 1972 to apply to employment by state agencies, to education institutions, and to faculty employment. To carry out this national policy, the President of the United States directed by Executive Order 11246, and amended by Executive Order 11375, that all federal agencies should place an "affirmative action clause" in every contract in excess of \$50,000. Anyone entering into a contract with the United States, even if not otherwise obligated by law, must agree to comply with the substance of the Civil Rights Act of 1964.

As a federal contractor receiving more than \$50,000 in federal contracts annually and employing greater than 50 employees, East Tennessee State University is mandated by federal Executive Order 11246, as amended, to have a written affirmative action plan for women and minorities. East Tennessee State University in good faith affirms the components of this affirmative action plan as required in Executive Order 11246 and as detailed in the implementing regulations, 41 CFR Chapter 60 by the Department of Labor Office of Federal Contract Compliance Programs.

The included statistical and narrative analyses, identification of problem areas, and establishment of goals and timetables are required components as set out in the aforementioned regulations. Terms used in the context of implementing regulations in no way should be read as an admission of violation of any statute, federal or state, or violation of any East Tennessee State University policy or rule. Goals and timetables established in the context of the affirmative action program are not established as fixed quotas but rather as guidelines to support the underlying East Tennessee State University commitment to equal opportunity for all persons, regardless of membership or lack of membership in a protected group. Nothing in the East Tennessee State University affirmative action program is intended to sanction the discriminatory treatment of any person.

REAFFIRMATION OF AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY POLICY

East Tennessee State University hereby reaffirms its commitment to the principles of affirmative action and equal employment opportunity in its policies and procedures. ETSU [Policy PPP-04 Employment Opportunity, Affirmative Action and Discrimination](#) states the University nondiscrimination policy:

ETSU will not discriminate against any employee or applicant for employment because of race, color, religion, ethnic or national origin, sex, disability, age, veteran status, or sexual orientation/gender identity. Similarly, the University shall not, on the basis of a protected status, subject any student to discrimination under any educational program. No student shall be discriminatorily excluded from participation in nor denied the benefits of any educational program on the basis of a protected status.

ETSU specifically finds that diversity of students, faculty, administrators and staff is a crucial element of the educational process and reaffirms its commitment to enhancing education through affirmative action to increase diversity at all levels.

[Policy PPP-04 Employment Opportunity, Affirmative Action and Discrimination](#) also includes a statement on diversity and a commitment to affirmative action and equal opportunity laws:

East Tennessee State University (ETSU) is fully in accord with the belief that educational and employment opportunities should be available to all eligible persons without regard to race, creed, color, sex, religion, age, ethnic or national origin, physical or mental disabilities, veteran status, or sexual orientation/gender identity.

The University fully complies with Executive Order 11246, as amended; the Rehabilitation Act of 1973; the American with Disabilities Act (ADA) of 1990; the Vietnam Era Veterans Readjustment Act of 1974, as amended; the Immigration Reform and Control Act; the Uniformed Services Employment and Reemployment Rights Act; the Genetic Information Nondiscrimination Act of 2008; the Equal Pay Act of 1963, as amended; the Age Discrimination in Employment Act of 1967, as amended the Age Discrimination Act of 1975; the Older Workers Benefit Protection Act; the Pregnancy Discrimination Act; applicable state statutes and all regulations promulgated pursuant thereto.

It is the intent of ETSU that its campus be free of harassment on the basis of sex, race, color, religion, national origin, age or any other protected status and will fully comply with the anti-harassment provisions of Title VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972, as amended, the federal and state constitutions, and all other applicable federal and state statutes.

This same policy further delineates these government regulations by establishing procedures the University shall take to ensure full compliance:

ETSU will take affirmative action to ensure that all individuals are treated during the employment process without regard to their race, color, religion, ethnic or national origin, sex, disability, age, veteran status, or sexual orientation/gender identity. Such action shall include, but not be limited to, actions to:

- Recruit, hire, train, and promote persons in all job titles, without regard to any of the foregoing prohibited factors;
- Base decisions on employment so as to further the principle of affirmative action and equal employment opportunity;
- Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and
- Insure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, and institution or school-sponsored training, education, tuition assistance, and social and recreation programs will be administered without regard to any of the foregoing prohibited factors.

It is the policy of ETSU to maintain a campus environment as a place of work and study for faculty, staff and students, free of sexual harassment and harassment on the basis of race, color, religion, ethnic or national origin, age, veteran status or sexual orientation/gender identity. Such harassment is a form of discrimination and harassment in the workplace or the educational environment is unacceptable conduct and will not be tolerated.

Finally, Policy PPP-04 places responsibility on the President of ETSU to ensure the University not only complies with government regulations, but also the University's individual goals pertaining to affirmative action and equal opportunity:

The President of ETSU shall be responsible for the development and implementation of the University's equal employment opportunity and affirmative action program as well as assuring that illegal discrimination and harassment is investigated and educational efforts regarding discrimination and harassment take place in carrying out this responsibility, the President shall:

1. Appoint an Equity Compliance Officer who will be responsible for promoting and assuring compliance with this policy and with all applicable laws and regulations, receiving and investigating complaints, reviewing the effectiveness of the program and recommending improvements to the President.
2. Insure that affirmative action plans are developed annually and implemented as a means of aggressively pursuing the principles of equal employment opportunity.
3. Develop affirmative action goals and timetables directed toward correcting problem areas and situations, contributing to the underutilization, under representation, or inequitable treatment of protected class employee.
4. Provide positive leadership in the implementation of the affirmative action program on the campus and insure that appropriate attention is devoted to the program in staff and faculty meetings. This shall include informing all management officials and supervisors

that their performance evaluation will be partially determined by the effectiveness of their participation in the equal opportunity and affirmative action programs.

5. Designate the Equity Compliance Officer to be responsible for gathering and reporting data related to the equal employment and affirmative action plan.
6. Assure policies and procedures are instituted to deal with all forms of discrimination and harassment, including a procedure for the University Compliance Office to receive and investigate complaints and recommend necessary action to the President.
7. Designate the Equity Compliance Officer as the staff person responsible for the development and implementation of educational efforts regarding all types of illegal harassment, affirmative action, equal opportunity, and discrimination.

If an employee or applicant believes he/she has been discriminated against based upon race, creed, color, sex, religion, age, national origin, disability, veteran status, or sexual orientation/gender identity, he/she can seek resolution of the problem by filing a complaint directly with the Equity Compliance Officer. ETSU will not retaliate against a person who files a charge of discrimination, participates in an investigation or opposes an unlawful employment practice.

The Office of University Compliance is the university office responsible for the development of policy and monitoring compliance with all of the East Tennessee State University equal opportunity commitments. The Office of University Compliance is responsible for the ongoing analysis and reporting under the Affirmative Action Plan. For additional information and assistance, contact the Equity Compliance Officer:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Jennings Dossett Hall
Johnson City, TN 37614
Phone: 423.439.8545
Fax: 423.439.8540

Source: [*Tennessee Board of Regents Personnel Policy No. 5:01:02:00*](#)

Related Links:

[U.S. Equal Employment Opportunity Commission Statement on Employment Discrimination Based on Religion, Ethnicity, or Country of Origin \(.pdf\)](#)

[EEOC Joint Statement Against Employment Discrimination in the Aftermath of the September 11 Terrorist Attacks \(.pdf\)](#)

[Tennessee Board of Regents Title IX FACT SHEET \(.pdf\)](#)

DISSEMINATION OF THE AFFIRMATIVE ACTION AND EQUAL OPPORTUNITY POLICY

41 CFR §60-4.3

The affirmative action and equal opportunity policies for East Tennessee State University are disseminated both internally and externally. The communication of these policies are available both as a resource and as identification of executive, employee and university community responsibilities.

Internal Dissemination

- The ETSU Non-Discrimination Statement is available on [the University website](#).
- All affirmative action, equal opportunity, non-discrimination and Title IX policies and procedures for resolution are available on the University policies intranet [website](#).
- All affirmative action, equal opportunity, nondiscrimination, and Title IX policies and procedures for resolution are available in the Office of University Compliance:
 - In person
 - Website:
<https://www.etsu.edu/universitycounsel/compliance/resources/universitypolicies.php>
- All affirmative action, equal opportunity, nondiscrimination and Title IX policies and procedures are available on the [Human Resources Website](#).
- Policy [PPP-04](#) contains the employment opportunity affirmative action and discrimination policy.
- All affirmative action, equal opportunity and non-discrimination policies and procedures for resolution are available in the Office of Student Life and Enrollment:
 - In person
 - Department Brochures
 - [Department Website](#)
- All federal and state, equal opportunity, nondiscrimination and Title IX policies and procedures are presented in both faculty and staff orientation programs.
- All ETSU employees receive annual online Title VI and Title IX training that includes the university affirmative action, equal opportunity, nondiscrimination and Title IX policies and procedures.
- Copies of the Affirmative Action Plan are distributed to the President, Office of the Provost, Human Resources, Equity & Inclusion Office, and the University Library.
- Copies of the Affirmative Action Plan (executive summary) are distributed to Academic Deans.

External Dissemination

- All ETSU vendor agreements (purchase orders, leases, contracts, etc.) include a nondiscrimination statement.
- All recruitment advertisements include the statement that ETSU is an affirmative action, equal opportunity employer.

DISSEMINATION OF THE AFFIRMATIVE ACTION PLAN

The East Tennessee State University Affirmative Action Plan as detailed in this document must be submitted upon request to the United States Department of Labor Office of Federal Contract Compliance Programs (OFCCP). The written East Tennessee State University Affirmative Action Plan (AAP), in accordance with Executive Order 11246, as amended, Section 503 of the Rehabilitation Act of 1973, and The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), may be viewed in the Office of University Compliance. The AAP is available from 8:00am until 4:30pm Monday through Friday when East Tennessee State University is officially in session. The AAP can also be viewed on the Office of University Compliance website at www.etsu.edu/universitycounsel/compliance. A hardcopy of the plan is kept at the reference desk for checkout at the Charles C. Sherrod Library.

RESPONSIBILITY FOR IMPLEMENTATION OF THE AFFIRMATIVE ACTION PROGRAM

41 CFR §60-2.17(a)

The responsibility for directing the East Tennessee State University policies in employment, as in many other areas, has been assigned to the President of the University by the Board of Trustees. The President has designated the Office of University Compliance as responsible for the oversight and administration of all ETSU's equal opportunity commitments.

The specific responsibilities of the President of East Tennessee State University may include, but are not limited to, the following:

- Designate the Office of University Compliance to develop, maintain, and monitor the ETSU Affirmative Action Plan.
- Designate the Office of University Compliance to respond to questions and complaints related to affirmative action, equal opportunity, discrimination, harassment, and sexual misconduct.
- Designate the Office of University Compliance to appropriately investigate and make reasonable recommendations to him regarding faculty and/or staff responsibility/non-responsibility for non-compliance with sexual misconduct policies as appropriate.

The specific responsibilities of the Office of University Compliance may include, but are not limited to, the following:

- I. Assure that ETSU's affirmative action, equal opportunity and Title IX policies comply with federal and state laws.
- II. Assure that ETSU'S affirmative action, equal opportunity and Title IX policies are made available to University employees.
- III. Assure that ETSU's affirmative action, equal opportunity and Title IX policies are made available to external entities as appropriate.
- IV. Annually prepare the University Affirmative Action Plan.
- V. Annually coordinate and monitor participation in Title VI and Title IX training for all employees.
- VI. Inform the University President and all appropriate leadership, faculty and staff of policy and/or procedure changes regarding affirmative action and equal opportunity.
- VII. Conduct appropriate university investigations for complaints of harassment, discrimination and sexual misconduct.

The specific responsibilities of Human Resources may include, but are not limited to, the following:

- I. Collaborate with the Provost and/or Vice President's designees in reviewing and monitoring all faculty recruitment, hiring, promotion, and transfer decisions for academic positions.

- II. Collaborate with departments in reviewing and monitoring all non-faculty recruitment, hiring, promotion, and transfer decisions.
- III. Conduct annual audits of personnel practices to assure no impediments to the attainment of goals and objectives.
- IV. Collaborate with all deans and department heads to assess recruitment efforts and progress towards affirmative action placement goals.

The specific responsibilities of the Provost, Vice Presidents, Deans and other ETSU Leaders may include, but are not limited to, the following:

- I. Collaborate with Human Resources to address ETSU Affirmative action placement goals.
- II. Communicate ETSU affirmative action, equal opportunity and Title IX policies to all University Employees on a regular basis.
- III. Actively participate in efforts to prevent and/or resolve issues/complaints of harassment, discrimination and Title IX.
- IV. Assure that faculty and/or staff who file complaints of harassment, discrimination or Title IX may do so without fear of retaliation.

All employees of ETSU shall:

Comply with all affirmative action, equal opportunity and Title IX policies of ETSU.

Report non-compliance with affirmative action, equal opportunity and Title IX policies of ETSU.

Non-faculty employees are evaluated annually on their understanding and adherence to affirmative action, equal opportunity, and Title IX policies of ETSU.

UNIVERSITY ANALYSES

The East Tennessee State University statistics and goals have been calculated based on the snapshot dates of November 1, 2017 to October 31, 2018. A partner vendor, Affirmity, calculates ETSU data. The University has partnered with Affirmity utilizing the current system for calculation since 2013. This system allows the University to compare its workforce to the national, regional, state and local census defined availability from the University's established recruiting venues. The system also provides an infrastructure to monitor historical progress.

ORGANIZATIONAL PROFILE

41 CFR §60-2.11

The ETSU organizational profile is completed annually as a required component of the Affirmative Action Plan. This information is provided upon request to the OFCCP. The profile is the view of the University at the department level. The profile displays each organizational unit in the University and includes the total number of incumbents by racial group and gender. All race and gender information reported is based on either employee self-identification or observer-identification. ETSU as an employer is required to attempt to allow employees to use self-identification for reporting. However, if an employee declined to self-identify, employment records or observer identification may be used.

This analysis for East Tennessee State University may be found at AAP Appendix A, Workforce Analysis Summary and AAP Appendix B, Workforce Analysis Chart.

JOB GROUP ANALYSIS

41 CFR §60-2.12(c)

The ETSU Job Group Analysis is a view of the University in job group categories by race and gender. Job groups are defined by position/titles that are grouped together based on similar duties, responsibilities, opportunities for advancement, professional development, transfer and other employment benefits. Every ETSU position/job title is clustered into an established job group.

All faculty job groups are presented according to rank (professor, associate professor, assistant professor and instructor). Faculty who are classified in the 200D instructor category include adjunct, temporary, lecturer, visiting, etc. Non-Faculty Job Groups represent all other ETSU employees.

This analysis for East Tennessee State University may be found at AAP Appendix C, Job Group Analysis Summary and AAP Appendix D, Job Group Analysis Chart.

PLACEMENT OF INCUMBENTS

41 CFR §60-2.13

Executive Order 11246 requires an annual analysis of all job groups at the University. The University must place all employees into a job group and state the percentage of minorities and women in each group. Placement goals must be established where availability is determined to be greater than the current percentage of women or minorities reported in each job group. To determine where placement goals are required it is first necessary to determine availability.

AVAILABILITY ANALYSIS

41 CFR §60-2.13

The ETSU availability data is calculated through the Affirmity system. The University is required to use the most current and reliable statistical information available. Availability is determined by estimating the number of qualified women and individuals of color in specific job groups by completing a two-factor analysis: internal availability and external availability. The estimate is expressed as a percentage of all qualified persons available for employment in the job group.

Internal availability is the estimate or the proportion of women and individuals of color in the University who are considered to be available to be re-trained, promoted, or transferred to fill a vacancy in each job group.

External Availability is an estimate of the proportion of women and individuals of color in the labor force who meet requisite skills in specific recruitment areas for each job group. ETSU recruitment area for executives and assistant professors are, in most cases, calculated based on the national labor pool. The recruitment area in most cases for professors, associate professors, and some lecturers is internal through tenure and promotion. Limited lecturer appointments, instructors, and professional non-faculty positions are calculated based on the labor pool throughout Washington, Carter, Unicoi, Greene, Hawkins and Sullivan counties and the State of Tennessee. All other non-faculty recruitment area estimates are calculated on the immediate surrounding to Washington County and Johnson City, Tennessee.

This analysis for East Tennessee State University may be found at AAP Appendix E, Incumbency vs. Availability and AAP Appendix F, Incumbency vs. Availability Chart.

COMPARING INCUMBANCY TO AVAILABILITY

41 CFR §60-2.15

The East Tennessee State University utilization analysis is a comparison of the availability estimates with the job group analysis. If the percent of incumbent women and individuals of color is lower than availability, there is an underutilization. Having established availability using the factors as prescribed, placement goals are established in any job group where the percentage of women and individuals of color in the labor force fall below the expected availability.

If underutilization exists, an affirmative action placement goal is identified. Placement goals are an opportunity for ETSU to focus its recruitment efforts on the identified areas of underutilization. Focused recruitment efforts are not illegal quotas. Focused recruitment efforts are attainable goals that serve as targets for attention to eliminate underrepresentation of women and individuals of color in the workforce.

This analysis for East Tennessee State University may be found at AAP Appendix G, Utilization Analysis Detail – Veteran and APP Appendix H, Utilization Analysis Detail – Disabled.

ESTABLISHMENT OF PLACEMENT GOALS

41 CFR §60-2.16

For the purposes of East Tennessee State University, full utilization is defined as having the same representation in each job group as the calculated availability of women and individuals of color in the areas where each facility can reasonably expect to recruit.

This analysis for East Tennessee State University may be found at AAP Appendix I, Placement Goals and AAP Appendix J, Placement Goals Chart.

IDENTIFICATION OF PROBLEM AREAS

41 CFR §60-2.17(b)

In this plan year, the goal placement rates and actual placement rates per job group are as follows:

Job Group	Total Employees	Breakdown	Placement Goal	Placements	Goal Attained?
AD-1	145	Minority: 17	27.92%	2 of 18	No
AD-2	142	Minority: 24	28.43%	5 of 29	No
AD-3	72	Minority: 13	29.08%	0 of 11	No
AD-4	12	Minority: 0	28.15%	0 of 0	No Opportunity
AD-5	57	Minority: 5	21.49%	0 of 2	No
AD-6	27	Minority: 0	20.98%	0 of 4	No
AD-7	110	Minority: 7	28.64%	3 of 12	No
AD-9	35	Female: 4 Minority: 1	42.79% 25.70%	0 of 4 1 of 4	No No
AE-2	41	Minority: 2	22.16%	1 of 1	Yes
AE-3	40	Minority: 0	20.55%	0 of 2	No
CH	36	Female: 6	34.97%	1 of 11	No
CL-5	77	Female: 46	71.59%	4 of 9	No
CL-6	2	Female: 0	92.30%	0 of 0	No Opportunity
CT	207	Minority: 30	25.96%	8 of 25	Yes
CT-2	407	Minority: 77	25.64%	9 of 52	No
F9	140	Minority: 12	23.67%	2 of 10	No
FA	61	Minority: 6	20.87%	1 of 6	No
FA-2	29	Minority: 2	26.22%	0 of 1	No
PF	375	Minority: 29	11.64%	6 of 107	No
ST	103	Female: 58	78.31%	0 of 0	No Opportunity
TH	725	Female: 430	77.85%	368 of 616	No
TS	36	Female: 14	78.31%	6 of 11	No

This analysis for East Tennessee State University may be found at AAP Appendix K, AAP Assessment and AAP Appendix L, AAP Profile Analysis.

As part of the ETSU affirmative action program, a thorough analysis is conducted of the total employment process, including the workforce by organizational unit and job group, personnel activity, compensation, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist.

An analysis of each of these processes follows.

Composition of the Workforce by Organizational Unit

Of the 290 departments in this AAP, 69 or 23.79% include minorities, and 253 or 87.24% include females. Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

Composition of the Workforce by Job Group

Pursuant to the Office of Federal Contract Compliance Programs' (OFCCP) regulations, we have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- A. Our analysis indicates that, for minorities, incumbency is less than availability by a statistically significant amount in the following job groups: AD-4, AD-6, AE-4, AE-5, AE-6, AP and PP-4.
- B. Our analysis indicates that, for women, incumbency is less than availability by a statistically significant amount in the following job groups: AE-6, CP-5, FA-4, PP-4 and PP-6.
- C. The Division has established affirmative action placement goals and programs to address underutilization, and will continue to make a good faith effort to reach the placement goals established and implement action-oriented programs, which are detailed elsewhere in this AAP.

ETSU is making every effort to recruit and retain a workforce representative of the state of Tennessee and the nation. Focused efforts have been made to recruit women, individuals of color, individuals with disabilities and covered veterans. The President has directed his leadership team, the deans, the Offices of Human Resources and Equity and Inclusion to address areas of underutilization at the University.

Faculty

ETSU recruits faculty both nationally and internationally. Consistent efforts have been made to recruit women and individuals of color to the faculty.

It is the commitment of ETSU to recruit and retain diverse candidates to the faculty and to promote them into higher ranks and into leadership positions. To assist in this process, the Office of the Provost (OOP) coordinates the faculty search and hiring process. In each search process

for new faculty, efforts to recruit diverse candidates are documented and monitored in the PeopleAdmin online system. Human Resources reviews and approves each department applicant pool once individuals of color, individuals with disabilities and covered veterans have not been excluded from the process. Human Resources also approves all candidates from these pools who have been recommended for hire to assure that diverse candidates with significant experience have not been excluded. Additionally, every search committee is required to reflect diverse representation of incumbent employees.

Non-Faculty

The ETSU Human Resources Office has responsibility for the recruitment of all non-faculty positions with the exception of graduate assistants. These positions are recruited through academic departments. Note that graduate assistants are not regular employees of the University who are calculated for utilization based on race and gender.

The search for non-faculty employees is also a rigorous process that mirrors the faculty commitment to recruit diverse candidates. These positions are also documented in the People Admin online system with reviews by Human Resources on the applicant pool and recommended candidates for hire. When a search committee is utilized for non-faculty positions, they are also required to reflect diverse representation of both race and gender. Classified and most non-faculty professional positions do not require search committees. Candidates interviewed and recommended for hire without a search are reviewed and selected by the hiring manager. In these instances, Human Resources reviews all steps in the employment process to assure there are no barriers for diverse applicants/candidates.

ETSU recruits for non-professional positions in the local geographical areas of Washington County and the city of Johnson City, Tennessee. Recruitment for professional positions includes the local area, as well as the rest of the State of Tennessee. Non-Faculty Executives are recruited nationally.

ETSU primarily advertises positions on [higherjobs.com](https://www.higheredjobs.com), which has targeted advertising to diverse candidates. HigherEdJobs receives traffic from minorities, women, veterans and disabled candidates. Our future plans include an automatic feed from our Applicant Tracking System to HigherEdJobs, so that all vacancies at ETSU are posted to their website. In 2018, HighEdJobs was visited by 1.5+ million unique visitors, broken down as follows: 32% were minorities, 63% were female, 5% were veterans, and 10% were self-identified as disabled.

All open positions are automatically posted to the Higher Education Recruitment Consortium (HERC). HERC member institutions utilize HERC to comply with EEOC requirements by reaching highly diverse jobseekers.

All open positions are automatically posted to www.Jobs4TN.gov. Jobs4TN is maintained by the Tennessee Department of Labor and Workforce Development.

All open positions are posted to the ETSU HR accounts on Twitter, Facebook, and LinkedIn, an RSS Feed and are listed at www.etsu.edu/jobs.

ETSU also advertises positions in publications that target diverse groups, such as *Diverse Issues in Higher Education*, as well as the local newspapers. ETSU posts our faculty positions on the Southern Regional Education Board Doctoral Program (SREB) job-posting site, which is available to all of their scholars and young faculty members. SREB has 1664 attendees from 107 institutions in 43 states. The race/ethnicity of the students are: 79% African-American, 11% Hispanic, 3% Asian American, 2% American Indian/Alaskan Native, and 5% other; 66% of these students are female.

Support staff positions (non-exempt) are generally only posted on the website www.etsu.edu/jobs; however, departments may choose to run advertisements in the local paper(s) or request posting to HigherEdJobs. Administrative and Faculty positions are posted on the website www.etsu.edu/jobs and are generally required to be posted in at least one other place. Departments can choose to have the positions posted on HigherEdJobs, in a newspaper, or in a journal specific to their discipline/needs. Many departments also utilize listservs for organizations specific to their needs.

ETSU Discrimination and Harassment Policy

As ETSU continues to enhance its efforts to address its areas of underutilization, it is firmly committed to working to ensure that all employees, students, visitors and individuals who are authorized to conduct business with and/or perform other services on its behalf are not subject to discrimination or harassment based on any protected category. To that end, it is the policy of ETSU to comply with TBR Policy, Board of Trustees Policy, and all applicable provisions of federal and state civil rights laws.

Complaints and Resolution

It is the goal of ETSU to foster an atmosphere of respect and dignity for its employees, students, visitors, and individuals who are authorized to conduct business with and/or perform other services on its behalf. ETSU has a clear, well publicized non-discrimination statement and prevention policies regarding discrimination and harassment. These policies are available on the ETSU website and major publications are available in Human Resources, the Office of University Compliance, the Offices of the Provost, VP of Health Affairs, and also posted throughout campus. Additionally ETSU provides required Title VI and Title IX training for all employees. All complaints of discrimination are filed through:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Jennings Dossett Hall
Johnson City, TN 37614
Phone: 423.439.8545
Fax: 423.439.8540

DEVELOPMENT AND EXECUTION OF DIVERSITY ORIENTED PROGRAMS

41 CFR §60-2.17(c)

East Tennessee State University continues to make efforts to recruit and retain a diverse workforce. However, there is much work to be completed to address the areas of underutilization at ETSU. The President, through his leadership team, has charged all managers with recruiting and retaining a representative workforce. To that end, it is the goal of ETSU to enhance its efforts toward achieving the established affirmative action goals.

Office of Equity and Inclusion

ETSU's Office of Equity and Inclusion is to:

Build awareness of equity and inclusion institution wide, thereby affirming the educational value of a diverse and fully inclusive campus community. We aspire to become a campus enriched by persons of different backgrounds, points of view, cultures, socioeconomic statuses, and other diverse characteristics by infusing inclusion into all aspects of university life.

As part of the Office of Equity and Inclusion's mission, the Equity and Inclusion Advisory Committee serves as an advisory and working group for the coordination of the university's efforts relating to equity, inclusion, and cultural competency. The committee plays a lead role in advising the creation and coordination of strategies for equitable and inclusive campus activities and outreach. The committee is comprised of a chair and eight members consisting of cross-functional representation of employee groups across ETSU's main campus and the VA campus.

Individual Colleges

- The ETSU College of Public Health enacted a Strategic Diversity Plan in 2014 with the intention that it would be completed in 2019. The plan was devised by a workgroup, chaired by Karen Ervin, Assistant Dean for Finance and Administration, and can be accessed on their [website](#).
- The ETSU James H. Quillen College of Medicine has a Diversity Council whose charge is: implementing and monitoring of the institutional diversity plan; developing and monitoring data collection to assure achievement of diversity goals; monitoring the institutional diversity profile annually; reviewing current recruitment and retention efforts and identifying opportunities to enhance diversity; developing and recommending initiatives, programs, policies and practices to promote diversity among students, residents, faculty, and administration; recommended college-wide efforts to recruit and retain diverse members of the college community; and coordinating activities with university affirmative action programs.

Organizations

ETSU has various organizations that target and foster growth for a diverse community. Each of these organizations work with university and community leaders in their areas, which provides for outreach as well as promotion of a university environment that is committed to diversity.

- Black Affairs Association
- South Asian Cultural Exchange
- Chinese Student Scholars Association
- Chinese Club
- Feminist Majority Leadership Alliance
- Hispanic American Student Community Alliance
- Japanese Cultural Society
- La Societe Francaise
- Silent Bucs

ETSU also has a Commission for Women Standing Committee, which reports to the President and is charged to:

- Make recommendations addressing policies and procedures which relate to equitable treatment issues involving university facilities and personnel.
- Make recommendations addressing enhancement of the campus climate with respect to opportunity for women.
- Make recommendations aimed at improving institutional commitment to include practices in recruitment, retention, and development of women.
- Request and review data on reports pertaining to equal opportunity for women.

Language and Culture Resource Center

ETSU has a Language and Culture Resource Center (LCRC) whose vision is to expand community partnerships and to bridge boundaries between the Spanish-speaking and English-speaking communities in East Tennessee. Its mission is to increase the awareness and understanding of diversity by involving the University faculty and students in hands-on, community-based learning experiences; and to bring together people from every age and background, to share cultural strengths and humanity through research and outreach programs as they work toward the acculturation of the local Hispanic communities. The LCRC publishes EL Nuevo Tennessean, a bilingual newspaper and provides a bilingual Resource Guide for Washington, Unicoi, Carter, and Greene Counties. The LCRC also provides translation and interpretation services as well as English as a Second Language classes in the community.

The LCRC sponsors an annual Hispanic Student Day at ETSU for high school students of Hispanic heritage to ETSU for a one-day introduction to after high school life. The goal is to encourage Hispanic students to complete high school and further their education.

Women's Resource Center

ETSU has a Women's Resource Center, which is responsible to Equity and Inclusion for facilitating the programs, services and resources involving education and outreach about issues of significance to women and/or issues having to do with gender; identifying resources that support enrichment of women; assisting with and promoting positive institutional change addressing women's concerns; and performing other related duties as assigned.

The Women's Resource Center (WRC) facilitates programming dealing with an extensive variety of issues and concerns affecting women and/or issues having to do with gender; identifying resources that support enrichment of women; assisting with and promoting institutional change addressing women's concerns; and performing other related duties as assigned.

The WRC goal is to enrich and enlighten women on the issues confronting them. The WRC is dedicated to providing seminar and lecture series that explore a wide spectrum of concerns. Although programs are designed to enrich and enlighten women, they are not limited to this group. Many seminars and lectures will interest the entire campus, community, and region. Their core programs are: Personal Finance Series, Women's Health Series, Women's Legal Issues Series, Women's Professional Enrichment Series, Women's Social Change Series, and WRC Book Review Group.

Multicultural Affairs Center

ETSU has a Multicultural Affairs Center, which is a division of Student Life & Enrollment and is located in the Culp Center. The Multicultural Affairs Center features an open student lounge where students are able to engage in conversations, collaborate on projects and relax. The center also houses staff and offices from the Office of Access and Student Services; International Studies; and the Office of Multicultural Affairs. The Multicultural Affairs Center is a place where all students, faculty, and staff can interact and feel welcome to share their experiences. The vision of the Multicultural Affairs Center is that it will positively affect lives by creating an environment that supports and sustains the affirmation, celebration, and understanding of human differences and similarities. Its mission is to actively promote, lead, and facilitate the University's commitment to diversity; champion the importance of diversity; provide a supportive atmosphere for students; engage the university community in intercultural dialogue; build collaborative relationships among students, faculty, staff, and the community; and overcome barriers to inclusion.

The Multicultural Affairs Center is responsible for creating and fostering a campus-wide climate of respect for each individual and advocating for a culturally diverse and non-discriminatory campus community. The Multicultural Affairs Center embraces all students regardless of ethnicity, gender, color, religion, national origin, disability, or sexual orientation. Students receive many services through the office including counseling, academic advisement, numerous educational programs and social opportunities. The center provides numerous formal and informal opportunities for students of color to learn about their history and take pride in their

heritage. The center affirms and celebrates the diversity of the community through signature programs, cultural programs, and programs and services. The center also advises and collaborates with student organizations to enhance intercultural understanding while assisting the university community in acquiring the knowledge, attitudes, and values necessary to live and work in a changing, diverse, and global community.

UMOJA Festival

ETSU has provided financial support to the UMOJA (Unity) Festival in Johnson City, Tennessee, which was initiated nearly 20 years ago by the African American Community in town. The festival has grown to be inclusive of diversity and unity. The two-day festival attracts close to 30,000 attendees. It offers cultural entertainment and activities. The University has been involved in various ways over the life of the Festival; however, within the past five years, the University has increased its participation in the planning, implementation, and financial support to this diversity effort. This increased participation, in large part, is to support a cultural environment for our faculty, staff, and students that recognized the benefits of unity within diversity and enhance the availability of diverse entertainment opportunities for our community. To that end, the ETSU/UMOJA Collaborative meets on a regular basis (generally quarterly) to discuss the University's participation. The University's involvement has also elevated the community's interest in this festival and is intended to promote the University's commitment to hiring and fostering a diverse community.

Southern Regional Education Board Scholars Program

The Southern Regional Education Board (SREB) Doctoral Scholars Program's goal is to increase the number of minority students who earn doctorates and choose to become faculty at colleges and universities. The program provides multiple layers of support; not only financial assistance and research funding, but also career counseling, job postings and a scholar directory for networking and recruiting. Since its beginning in 1993, the program has supported approximately 1,600 scholars at 107 institutions in 30 states.

Each fall, SREB Compact for Faculty Diversity sponsors the Institute on Teaching and Mentoring, a four-day conference that has become the largest gathering of minority doctoral scholars in the country. Now in its 25th year, the Institute gives the issue of faculty diversity a national focus and provides minority scholars with the strategies necessary to survive the rigors of graduate school; earn the doctoral degree; and succeed as a member of the professoriate.

In addition, the Institute provides scholars and their faculty mentors with opportunities to share knowledge about research and academia, to meet other scholars and faculty from throughout the country, and to link to a larger community of scholars and faculty in various academic fields.

Scholars can network with faculty representatives and other doctoral scholars to share information on teaching, mentoring, research and building a career in higher education. The hope is that these methods will also increase faculty diversity at the nation's campuses.

Minority Recruitment Program

For the last ten years, ETSU sent a recruitment team to the Institute on Teaching and Mentoring to attend the recruitment fair that spans three of the four days. We actively recruit scholars not only for vacant faculty positions but also to become part of our *A Diverse ETSU* database, which is part of our Minority Recruitment Program. The goal of the program is to identify qualified applicants of diverse and ethnic backgrounds that best fit the needs of ETSU and the professional goals of the applicants and to develop a pool of qualified applicants of diverse backgrounds from which departments may draw when faculty openings occur.

Each February 20-30 scholars from the Minority Recruitment Program are invited to campus for a recruiting visit. They have an opportunity to meet with the University President, Academic Vice President, Health Sciences Vice President, Deans for the college of their field of study and the Chairs of the department of study. They also have the opportunity to spend time in different departments meeting current faculty. Additionally, the scholars are invited to meet influential community members and tour the surrounding area.

ETSU posts our faculty positions on the SREB Doctoral Program job-posting site, which is available to all of their scholars and young faculty members.

Office of Equity and Inclusion Strategic Diversity Plan

The ETSU Office of Equity and Inclusion published a [Strategic Diversity Plan](#) in 2014 with the intent to lay out a framework for the comprehensive diversity tasks that have been set. The plan extends through 2026.

COMPLIANCE WITH SEX DISCRIMINATION REGULATIONS

41 CFR §60-20

East Tennessee State University does not discriminate against any employee or applicant on the basis of sex, sexual orientation, or gender identity/expression in admission, employment or its programs and services and activities. The ETSU Affirmative Action Plan is implemented in accordance with federal guidelines regarding contractors and subcontractors under the requirements of Executive Order 11246 and Title IX as specified in the sex discrimination guidelines.

ETSU Employment Policies and Practices

It is the policy and practice of ETSU to advertise, recruit, hire, promote, train and provide professional opportunities without regard to sex, sexual orientation or gender identity/expression. ETSU also does not make any distinction in terms of employment based on sex, sexual orientation or gender identity/expression.

ETSU Employee Leave Policies and Practices

All ETSU leave policies are applied equitably to all employees. The policies include annual, bereavement, civil, parental, military, sick, FMLA, voting, educational, disaster relief, pregnancy, childbirth and other related conditions.

ETSU Compensation Policies and Practices

ETSU does not make any distinction in policy or practice in compensation of employee's (including gender, sexual orientation, gender identity/expression) wages, salaries or benefits. Employees are compensated based on similar qualifications, experience, skill, performance, and terms and conditions or work in compliance with the Equal Pay Act.

Tennessee Board of Regents Sexual Discrimination, Sexual Harassment or Sexual Misconduct Policy

It is the intent of the Tennessee Board of Regents that the institutions under its jurisdiction shall fully comply with Title IX of the Education Amendments of 1972, §485(f) of the HEA, as amended by §304 of the Violence Against Women Reauthorization Act of 2013, the regulations implementing these Acts found at 34 CFR §668.41, §668.46, and Appendix A to Subpart D of Part 668; and Sections 799A and 845 of the Public Health Service Act and Regulations issued pursuant thereto found at 45 CFR parts 83 and 86. The policies in this area are adopted to address such compliance.

ETSU Sexual Misconduct Policy

ETSU is firmly committed to working to ensure that all employees, students, visitors and individuals who are authorized to conduct business with and/or perform other services on its behalf are not subject to sexual misconduct that includes: sexual violence, relationship violence, stalking, and intimidation. To that end, it is a policy of ETSU to comply with all federal laws.

Complaints and Resolution

It is the goal of ETSU to foster an atmosphere of respect and dignity for all employees, student, visitors and individuals who are authorized to conduct business with and/or perform other services on behalf of ETSU. ETSU has a clear, well publicized non-discrimination statement and prevention policies regarding gender discrimination, sexual harassment and sexual misconduct. The policies are available on the ETSU website and major publication in Human Resources, the Office of University Compliance, and the Offices of the Provost, VP of Health Affairs and Student Life and Enrollment and posted throughout campus. Additionally, ETSU provides annual required training for all employees, and in person training to departments upon request.

All complaints of this nature should be filed through:

Michelle Edwards
Acting Title IX Coordinator
Phone 423-439-8545
Fax 423-439-8540
compliance@etsu.edu

COMPLIANCE WITH RELIGIOUS AND NATIONAL DISCRIMINATION REGULATIONS

41 CFR §60-50

East Tennessee State University does not discriminate against any employee or applicant on the basis of religion or national origin. As a state institution, it does not and will not require or collect information concerning the religious affiliation (if any) of its employees. The University has taken the following actions:

- I. Created and maintained a policy that prohibits discrimination on the basis of religion or national origin.
- II. Developed procedures to investigate and resolve complaints of discrimination on the basis of religion or national origin.
- III. Advertised available positions in public arenas to which persons of any religious or national origin group should have access.
- IV. Distributed the [ETSU policy prohibiting religious and national origin](#) discrimination on the internet.

ETSU is aware of its obligations to make reasonable accommodations based on an employee's sincerely held religious beliefs. In most situations, changes in work schedules due to religious reasons can be accomplished without undue hardship.

COMPLIANCE WITH REGULATIONS FOR INDIVIDUALS WITH DISABILITIES

41 CFR §60-741

East Tennessee State University is firmly committed to the fullest extent possible to providing full access to individuals with disabilities. In doing so, ETSU intends to fully comply with the Americans with Disabilities Act (1990) as amended (ADAA) and Sections 503 and 504 of the Rehabilitation Act.

It is also the policy of ETSU to ensure that employees are treated fairly and that all personnel actions including, but not limited to, salary, rates of pay, benefits and other forms of compensation, selection for training or professional development opportunities, and all sponsored social and recreational programs are administered in a manner that does not discriminate against individuals with disabilities. Additionally, all employment decisions related to discipline, reductions in force, demotion, tenure denial or termination are administered in a manner that does not discriminate against individuals with disabilities.

Definitions

- An individual with a disability is a person who:
 - Has a physical or mental impairment which substantially limits on or more major life activities;
 - Has a record of such impairment; or
 - Is regarded as having an impairment.
- Qualified Individual with Disability: An individual who meets the skill, experience, education, and/or other job related requirements or the employment position held or desired and who, with or without reasonable accommodation, can perform the essential functions of a position.
- Reasonable Accommodation: A reasonable modification to the work environment or the way things are customarily done that enables an individual with a disability to enjoy equal opportunities.

ETSU policy extends reasonable accommodations to the known limitations of qualified persons with disabilities who are applicants for employment or employees in order for the individual to be able to perform the essential functions of a position and/or participate in the employment application process, as long as the accommodation does not impose an undue hardship on the department or unit. All requests for reasonable accommodation should be made to:

Disability Services

East Tennessee State University
1276 Gilbreath Drive
Nell Dossett Residence Hall, Third Floor
Phone 423-439-8346
Fax 423-439-8489

Self-Identification and Reasonable Accommodation Process

ETSU is an affirmative action, equal opportunity employer and is committed to making reasonable accommodations for qualified individuals with disabilities. It is the policy of ETSU that all applicants are considered and that all recruitment and hiring activities and decisions, testing, and medical examinations are not discriminatory against individuals with disabilities.

In general, it is the responsibility of the applicant or employee with a disability to inform ETSU that an accommodation is necessary to participate in the application process, perform the essential job functions, or receive benefits and privileges of employment.

All requests for accommodations are evaluated on a case-by-case basis to determine the appropriateness of the request. Further, employment opportunities shall not be denied because of the need to make reasonable accommodations to an individual's disability. Submission of this information is voluntary and refusal to provide it will not subject any applicant or employee to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the ADAA, as amended. The information submitted is kept confidential, except when it is necessary (1) for supervisors and managers to be informed regarding restrictions on the work or duties and regarding necessary accommodations; (2) first aid and safety personnel may be informed, when and to the extent appropriate, if there is a condition that might require emergency treatment; and (3) government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance. ETSU uses the required OFCCP Self-Identification form for individuals with disabilities.

The process for requesting accommodations is described on the ETSU Disability Services web page. A formal request begins with disclosure of disability and formal request for accommodations by the faculty or staff person using the Employee Request for an ADA Reasonable Accommodation form. This form is also on the web page. The employee makes an appointment with the Director or Disability Services and provides the request form along with appropriate medical documentation that describes the disability and the associate limitation that needs to be accommodated. The employee may also provide the job description for review where needed.

Assessment of Physical and Mental Qualifications

The University does not follow a set schedule for the periodic review of all physical and mental job qualification standards; however, the Offices of Human Resources and University Compliance take affirmative action on a daily basis to prevent any discrimination against applicants and/or employees.

The University's Search Guidelines for Filling Faculty, Administrative, and Clerical/Support Vacancies, PPP-35, provides detailed guidance for all search committees and hiring managers regarding the Americans with Disabilities Act, including the topics of proper position

advertisements; essential job functions; pre-employment testing; interviewing; and reasonable accommodations.

Attached to all Position Classification Questionnaires (job descriptions) for administrative/professional and clerical/support positions is a Questionnaire Supplemental Form. These forms are completed by direct supervisors and include the following job information: Physical Working Conditions; Environmental Working Conditions; and Mental Working Conditions. The Office of Human Resources reviews these forms when positions are created and/or changed by the supervisor. Job information is reviewed in conjunction with the required Essential & Secondary Functions of the position as also noted in the Position Classification Questionnaire. Issues are discussed with the supervisor.

Job advertisements are reviewed by Human Resources on a daily basis before the advertisements are posted to the ETSU job web portal and/or released to off-campus advertising sources. Job advertisements denote any significant physical demands/requirements of a position.

Employees requesting reasonable accommodations may contact the Office of Disability Services for assistance. The Office of Disability Services will work with the Office of Human Resources to amend job requirements as appropriate.

Outreach and Audit

As part of ETSU's commitment to individuals with disabilities the University is making efforts to work toward a utilization of 7.0% of all employees who identify as having a disability at the job group level. ETSU will not impose any quota or ceiling in its efforts to achieve the goal, but rather focus its efforts on better management, coordination, and implementation of its internal process for self-identification. ETSU currently invites qualified individuals with disabilities to apply for vacant positions through its affirmative action equal opportunity statement on all position postings. See posting statement:

East Tennessee State University is an AA/EEO employer and does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs or activities.

ETSU also currently invites applicants to voluntarily self-identify as having a disability at the application and post-offer state of the hiring process before the employee begins working for the University. This effort allows individuals who may have been reluctant to self-identify prior to being selected an opportunity to request accommodations as needed.

Additionally, ETSU collects data through its People Admin online applicant and new hire tracking system at the pre-offer state. The data for this plan year indicates that ETSU is underutilized in all categories.

All contractual agreements (leases, vendors, suppliers, etc.) state that ETSU is an affirmative action and equal opportunity employer. This affirmative action clause includes disability. ETSU

recruitment and hiring decisions do not deny opportunities for employment to qualify with disabilities.

Complaints and Resolution

It is the goal of ETSU to foster an atmosphere of respect and dignity for all employees, student, visitors and individuals who are authorized to conduct business with and/or perform other services on behalf of ETSU. ETSU has a clear, well publicized non-discrimination statement and prevention policies regarding discrimination based on disability. The policies are available on the ETSU website and major publication in Human Resources, the Office of University Compliance, and the Offices of the Provost, VP of Health Affairs and Student Life and Enrollment. The policies and procedures are also posted throughout campus. Individuals who believe they have been discriminated against because of their status as an individual with a disability should contact:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Jennings Dossett Hall
Johnson City. TN 37614
Phone: 423.439.8545
Fax: 423.439.8540

COMPLIANCE WITH REGULATIONS FOR VETERANS

41 CFR §61-300.10

East Tennessee State University does not discriminate against any applicant or employee because he or she is a covered veteran in admission, employment or its programs, services and activities. ETSU is committed to taking affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) armed forces service medal veterans.

The ETSU Affirmative Action Plan is implemented in accordance with federal guidelines regarding contractors and subcontractors under the requirements of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. 4212 (VEVRAA) and the Uniformed Services Employment and Reemployment Rights Act.

Veteran Definitions

- A "disabled veteran" is one of the following: A veteran of the U.S. Military ground, naval, or air service who is entitled to compensation (or who, but for the receipt of military recruitment pay, would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service-connected disability.
- A "Recently separated veteran" means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. Military ground, naval, or air service.
- An "Active duty wartime campaign badge veteran" means a veteran who served on active duty in the U.S. Military ground, naval, or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- An "armed forces services medal veteran" means a veteran who, while serving on active duty in the U.S. Military ground, naval, or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Accommodation to the Physical and Mental Limitation of Veterans

ETSU considers all applicants or employees (including veterans) as qualified for its vacancies based on essential functions of a position and reasonable accommodations under the ADAA.

Applicants and current ETSU employees who are disabled veterans are encouraged to self-identify whether they require accommodations that could enable them to perform essential functions of a job they are applying for or currently hold, including special equipment, changes in the physical layout of the job, changes in the way the job is customarily performed, provision or personal assistance services or other accommodations for their disability.

Submission of this information is voluntary and refusal to provide it will not subject any veteran applicant or employee to any adverse treatment. The information provided will be used only in ways that are not inconsistent with the Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended. The information submitted is kept confidential, except when it is necessary

- (1) for supervisors and managers to be informed regarding restrictions on the work or duties of disabled veterans and regarding necessary accommodations;
- (2) first aid and safety personnel emergency treatment and
- (3) government officials engaged in enforcing laws administered by the Office of Federal Contract Compliance. ETSU uses the required OFCCP self-identification form for disabled veterans.

Employment Procedures for Veterans

It is the policy of ETSU to ensure that employees are treated fairly and that all personnel actions including, but not limited to, salary, rates of pay, benefits and other forms of compensation, selection for training or professional development opportunities, and all sponsored social and recreational programs are administered in a manner that does not discriminate against veterans. Additionally, all employment decisions related to discipline, reductions in force, demotion, tenure denial or termination are administered in a manner that does not discriminate against an individual's status as a veteran.

Outreach and Audit

As part of ETSU'S commitment to veterans, and to make a good faith effort towards achieving the required benchmark of 7.0% employment, the University has begun to enhance its efforts to increase the representation of veteran employees. In this plan year, ETSU is significantly below the representation benchmark for veterans based on self-identification.

ETSU has increased its efforts to work towards the federally established goal. ETSU will not impose any quota or ceiling in its efforts to achieve the goal but rather, focus its efforts on better management, coordination, and implementation of its outreach efforts.

ETSU continues to advertise all permanent positions for employment at JOBS4TN.gov and the site is run by the TN Department of Labor and Workforce Development. Additionally, ETSU continues to monitor its veteran hires through its People Admin monitoring system that supports the recruitment and hiring processes.

(Note: It should be noted that for every position vacancy, the hiring manager is required to review all essential functions and physical or mental qualifications for each position. Human Resources reviews the hiring manager's assessment to assure that the qualifications are appropriate for the position and that there are no barriers to employment.)

ETSU invites applicants to self-identify as a veteran at the application and post offer stage and before the first day of employment. This effort allows individuals who may have been reluctant to self-identify prior to being selected an opportunity to request accommodation if needed.

All contractual agreements (leases, vendors, suppliers, etc.) state that ETSU is an affirmative action and equal opportunity employer.

Covered veterans may have additional rights under USERRA (Uniformed Services Employment and Reemployment Rights Act). In particular, if a veteran was absent from employment to perform service in the uniformed service, he or she may be entitled to be reemployed by ETSU in the position they would have obtained with reasonable certainty if not for the absence due to service. For more information, veterans may contact the U.S. Department of Labor's Veterans Employment and Training Services (VETS), toll-free, at 1-866-4-USA-DOL.

Outreach

ETSU advertises positions and the university in diverse publications that target Veterans, including running ads in U.S. Veterans Magazine for recruitment purposes.

Employees are provided an opportunity during the Human Resources in-processing to identify themselves as a veteran. If they have served in the military, they can elect to: (1) decline to self-identify for HR purposes; (2) identify themselves as a "protected veteran," or (3) identify themselves as a "Non-Protected Veteran." Identifying themselves as a protected veteran means they would not object to being highlighted as a veteran.

The University has provided voluntary training opportunities for our staff and faculty to understand our veteran population.

ETSU has a fully-staffed Office of Veterans Affairs, who work with faculty, staff, and students alike on veteran's issues.

ETSU also has a Veterans Affairs Standing Committee comprised of faculty, staff, and students to discuss veteran issues on campus.

ETSU'S Office of Veterans Affairs has conducted outreach to Veterans of Foreign Wars and American Legion Posts within a 50-mile radius to establish a connection with these veterans groups and the university. The Posts visited thus far include: Mountain City, TN; Boone, NC; Elizabethton, TN; Johnson City, TN; Greeneville, TN; and Erwin, TN.

Our ETSU Veterans Affairs Office URL is: www.etsu.edu/academicaffairs/veteransaffairs/

The long-term efforts of the ETSU Veterans Affairs Office, the Veterans Upward Bound Program and participation in the Yellow Ribbon Program led ETSU to be named a Military Friendly School by the magazine GI Jobs.

ETSU's office of Veterans Affairs has a Facebook page at www.facebook.com/etsuveterans/

ETSU also has a Veterans Upward Bound Program, which helps to enroll veterans and help them succeed within and after their time with the university free of charge. It is funded by a grant from the Department of Education under Title IV.

Complaints and Resolution

It is the goal of ETSU to foster an atmosphere of respect and dignity for all employees, student, visitors and individuals who are authorized to conduct business with and/or perform other services on behalf of ETSU. ETSU has a clear, well publicized non-discrimination statement and prevention policies regarding discrimination based on veterans' status. The policies are available on the ETSU website and major publication in Human Resources, the Office of University Compliance, and the Offices of the Provost, VP of Health Affairs and Student Life and Enrollment. The policies and procedures are also posted throughout campus. Individuals who believe they have been discriminated against because of their status as a veteran should contact:

Office of University Compliance

East Tennessee State University
1276 Gilbreath Drive
201 Nell Jennings Dossett Hall
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Fax: 423.439.8540

CONCLUSION

The East Tennessee State University Affirmative Plan as outlined in this document is put forth as evidence of East Tennessee State University's good faith efforts to meet all of the requirements of a federal contractor as prescribed in Executive Order 11246, as amended, and as detailed in the implementing federal regulations 41 CFR § 60. This document reaffirms East Tennessee State University's commitment to equal opportunity as defined by federal and state statutes.

Furthermore, the ETSU Affirmative Action Plan is a reaffirmation of ETSU's commitment to equal opportunity for faculty, staff, students, and the greater community promoted by the Board of Trustees and proffered as a supporting document to the ETSU Strategic Diversity Plan.

APPENDICES

- Appendix A:** Workforce Analysis Summary
- Appendix B:** Workforce Analysis Chart
- Appendix C:** Job Group Analysis Summary
- Appendix D:** Job Group Analysis Chart
- Appendix E:** Incumbency vs. Availability
- Appendix F:** Incumbency vs. Availability Chart
- Appendix G:** Utilization Analysis Detail – Veteran
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- Appendix I:** Placement Goals
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- Appendix K:** AAP Assessment
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- Appendix M:** Overall Representation Chart

Appendix A

East Tennessee State University
Work Force Analysis Summary
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

<i>Department</i>	<i>Total Employees</i>	<i>Minorities</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
11000 - OFFICE OF THE PRESIDENT	8	1	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	5	4	1	0	0	0	0	0
11020 - OFFICE OF ADMINISTRATION	4	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
12000 - OFFICE OF UNIVERSITY RELATIONS	15	0	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	10	10	0	0	0	0	0	0
12010 - CAMPUS RADIO FM	8	2	<i>Male</i>	7	5	0	0	0	0	0	2
			<i>Female</i>	1	1	0	0	0	0	0	0
12020 - PHOTO LAB	3	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
14040 - WOMENS RESOURCE CENTER	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
15000 - OFFICE OF EQUITY AND DIVERSITY	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
15055 - MULTICULTURAL CENTER	4	2	<i>Male</i>	2	1	1	0	0	0	0	0
			<i>Female</i>	2	1	1	0	0	0	0	0
16000 - OFFICE OF INTERCOLL ATHLETICS	3	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16010 - ATHLETIC COMPLIANCE	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
16020 - ATHLETIC TRAINING ROOM	9	2	<i>Male</i>	7	5	0	1	0	1	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
16030 - ATHLETIC WEIGHT ROOM	2	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16040 - ATHLETIC EQUIPMENT MANAGEMENT	4	0	<i>Male</i>	4	4	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16050 - BUCS SPORTS NETWORK	11	0	<i>Male</i>	11	11	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16060 - MARKETING AND PROMOTION	3	1	<i>Male</i>	3	2	1	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16080 - SPORTS INFORMATION	3	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16090 - TICKET OFFICE	3	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0

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16110 - ATHLETIC ACADEMIC SERVICE	23	10	<i>Male</i>	10	2	6	1	0	0	1	0
			<i>Female</i>	13	11	2	0	0	0	0	0
16115 - MEN'S FOOTBALL	13	3	<i>Male</i>	13	10	3	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16119 - GAME OPERATIONS	39	1	<i>Male</i>	20	19	1	0	0	0	0	0
			<i>Female</i>	19	19	0	0	0	0	0	0
16120 - MENS BASKETBALL	5	1	<i>Male</i>	5	4	1	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16130 - MENS BASEBALL	3	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16140 - MENS TRACK AND FIELD	5	2	<i>Male</i>	4	2	0	0	0	1	0	1
			<i>Female</i>	1	1	0	0	0	0	0	0
16150 - MENS GOLF	2	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16160 - MENS TENNIS	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16161 - MENS SOCCER	3	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16170 - WOMENS BASKETBALL	5	2	<i>Male</i>	2	1	1	0	0	0	0	0
			<i>Female</i>	3	2	1	0	0	0	0	0
16180 - WOMENS SOFTBALL	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
16190 - WOMENS SOCCER	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
16200 - WOMENS TENNIS	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
16220 - WOMENS VOLLEYBALL	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
16230 - WOMENS GOLF	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
16245 - TRIATHLON	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
16270 - ATHLETIC DEVELOP	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0

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16290 - CHEERLEADERS	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
17000 - OFFICE OF INTERNAL AUDIT	4	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
18000 - OFFICE OF UNIVERSITY COUNSEL	5	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
18030 - HIPAA COMPLIANCE AND SECURITY	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
19000 - GOVERNMENT RELATIONS	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
20000 - PROVOST VP ACADEMIC AFFAIRS	7	1	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	5	4	1	0	0	0	0	0
20025 - CARTER TRAIN MUSEUM	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
21000 - DEAN COLLEGE OF ARTS AND SCIENCES	9	2	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	6	4	2	0	0	0	0	0
21004 - CENTER OF EXCELLENCE MATH SCIENCE	3	2	<i>Male</i>	2	0	0	2	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
21005 - NATURAL HISTORY MUSEUM	9	0	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
21008 - MARY B MARTIN SCHOOL OF THE ARTS	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
21010 - APPALACHIAN STUDIES	29	0	<i>Male</i>	21	21	0	0	0	0	0	0
			<i>Female</i>	8	8	0	0	0	0	0	0
21020 - GEOSCIENCES	16	3	<i>Male</i>	10	9	0	0	0	0	0	1
			<i>Female</i>	6	4	0	1	0	0	0	1
21031 - ARTS AND SCIENCES CASE	12	1	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	12	11	0	1	0	0	0	0
21050 - ART AND DESIGN	29	2	<i>Male</i>	12	12	0	0	0	0	0	0
			<i>Female</i>	17	15	0	1	0	0	0	1
21100 - BIOLOGY	25	5	<i>Male</i>	16	14	0	1	0	1	0	0
			<i>Female</i>	9	6	1	1	0	1	0	0
21150 - CHEMISTRY	16	2	<i>Male</i>	9	9	0	0	0	0	0	0
			<i>Female</i>	7	5	1	1	0	0	0	0

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21200 - COMMUNICATION AND PERFORMANCE	19	2	<i>Male</i>	5	4	0	0	0	0	0	1
			<i>Female</i>	14	13	0	0	0	0	0	1
21203 - THEATRE AND DANCE	13	1	<i>Male</i>	7	6	1	0	0	0	0	0
			<i>Female</i>	6	6	0	0	0	0	0	0
21206 - WOMENS STUDIES	5	1	<i>Male</i>	1	0	1	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
21250 - CRIMINAL JUSTICE	11	0	<i>Male</i>	4	4	0	0	0	0	0	0
			<i>Female</i>	7	7	0	0	0	0	0	0
21300 - LITERATURE AND LANGUAGE	73	10	<i>Male</i>	34	30	1	0	0	1	0	2
			<i>Female</i>	39	33	1	3	0	0	0	2
21400 - HISTORY	28	5	<i>Male</i>	21	19	1	0	0	0	0	1
			<i>Female</i>	7	4	2	0	0	0	1	0
21450 - MATHEMATICS AND STATISTICS	26	2	<i>Male</i>	16	15	1	0	0	0	0	0
			<i>Female</i>	10	9	0	0	0	0	0	1
21452 - MATHEMATICS AND STATISTICS LAB	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
21500 - MUSIC	38	4	<i>Male</i>	20	18	0	2	0	0	0	0
			<i>Female</i>	18	16	0	1	0	0	0	1
21512 - MARCHING BAND	5	2	<i>Male</i>	4	2	1	0	0	0	0	1
			<i>Female</i>	1	1	0	0	0	0	0	0
21550 - PHILOSOPHY AND HUMANITIES	13	0	<i>Male</i>	9	9	0	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
21600 - PHYSICS AND ASTRONOMY	18	1	<i>Male</i>	13	13	0	0	0	0	0	0
			<i>Female</i>	5	4	0	1	0	0	0	0
21650 - POL SCIENCE INTL AFFAIRS PUBLIC ADM	14	2	<i>Male</i>	9	8	1	0	0	0	0	0
			<i>Female</i>	5	4	0	1	0	0	0	0
21700 - PSYCHOLOGY	30	5	<i>Male</i>	11	8	1	0	0	1	0	1
			<i>Female</i>	19	17	1	0	0	0	0	1
21705 - SP PGM BEHAVIORAL HLTH WELLNESS CLI	1	1	<i>Male</i>	1	0	0	0	0	0	0	1
			<i>Female</i>	0	0	0	0	0	0	0	0
21750 - SOCIAL WORK	44	3	<i>Male</i>	11	11	0	0	0	0	0	0
			<i>Female</i>	33	30	1	0	1	0	0	1
21800 - SOCIOLOGY	23	2	<i>Male</i>	6	5	1	0	0	0	0	0
			<i>Female</i>	17	16	1	0	0	0	0	0

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21850 - REGIONAL RESOURCES INSTITUTE	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
21860 - ARCHIVES ADMINISTRATION	4	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
21870 - REECE MUSEUM	3	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
21900 - MEDIA AND COMMUNICATION	22	3	<i>Male</i>	11	11	0	0	0	0	0	0
			<i>Female</i>	11	8	2	0	0	0	0	1
22000 - DEAN COLLEGE OF BUS AND TECHNOLOGY	16	0	<i>Male</i>	4	4	0	0	0	0	0	0
			<i>Female</i>	12	12	0	0	0	0	0	0
22010 - SDNU BBA PARTNERSHIP	1	1	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	0	0	1	0	0	0	0
22050 - ACCOUNTANCY	13	0	<i>Male</i>	9	9	0	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
22100 - BUREAU OF BUSINESS RESEARCH	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
22150 - COMPUTING	33	6	<i>Male</i>	29	23	0	4	0	0	0	2
			<i>Female</i>	4	4	0	0	0	0	0	0
22250 - ECONOMICS AND FINANCE	22	4	<i>Male</i>	17	13	0	3	0	0	0	1
			<i>Female</i>	5	5	0	0	0	0	0	0
22350 - MANAGEMENT AND MARKETING	30	6	<i>Male</i>	19	15	2	2	0	0	0	0
			<i>Female</i>	11	9	1	1	0	0	0	0
22400 - MILITARY SCIENCE	13	0	<i>Male</i>	11	11	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
22450 - ENGINEERING ENGINEER TECH SURVEYING	33	6	<i>Male</i>	21	17	1	3	0	0	0	0
			<i>Female</i>	12	10	0	1	0	0	0	1
22452 - DIGITAL MEDIA	12	1	<i>Male</i>	9	8	0	1	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
22457 - AFG CHAIR	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
22500 - HARRIS CHAIR	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
22650 - ACCELERATED MASTERS IN BUSINESS ADM	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0

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22750 - SMALL BUSINESS PROGRAM	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
22800 - CHAIR OF BANKING	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
23000 - DEAN COLLEGE OF EDUCATION	15	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	12	12	0	0	0	0	0	0
23007 - CTR EXCELL SPORT SCIENCE COACH EDUC	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
23015 - MUSIC2 MODEL UNIV SCHOOL INTERCONNE	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
23050 - CURRICULUM AND INSTRUCTION	39	1	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	34	33	1	0	0	0	0	0
23100 - EDUC LEADERSHIP POLICY ANALYSIS	18	2	<i>Male</i>	7	6	1	0	0	0	0	0
			<i>Female</i>	11	10	1	0	0	0	0	0
23140 - CTR FOR COMMUNITY COLLEGE LEADERSHI	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
23150 - CTR FOR EXCELL IN EARLY CHILD	13	1	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	12	11	0	1	0	0	0	0
23152 - CHILD STUDY CENTER	13	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	13	13	0	0	0	0	0	0
23153 - CHILD STUDY LITTLE BUCS	6	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	6	6	0	0	0	0	0	0
23200 - EARLY CHILDHOOD EDUCATION	28	3	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	27	24	0	2	0	1	0	0
23250 - KINESIOLOGY SPORT & RECREATION MGMT	3	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
23300 - UNIVERSITY SCHOOL	67	5	<i>Male</i>	17	15	1	0	0	0	0	1
			<i>Female</i>	50	47	0	1	0	0	0	2
23301 - UNIVERSITY SCHOOL ATHLETICS	6	2	<i>Male</i>	3	1	2	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
23350 - QUILLEN CHAIR EDUCATION	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
23500 - COUNSELING & HUMAN SERVICES	38	5	<i>Male</i>	13	11	1	1	0	0	0	0
			<i>Female</i>	25	22	2	0	0	0	0	1

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23550 - SPORT EXERCISE RECREATION KINESIOLO	27	3	<i>Male</i>	14	11	1	2	0	0	0	0
			<i>Female</i>	13	13	0	0	0	0	0	0
23600 - EDUCATIONAL FOUNDATIONS AND SPEC ED	29	1	<i>Male</i>	10	9	1	0	0	0	0	0
			<i>Female</i>	19	19	0	0	0	0	0	0
24100 - GRADUATE SCHOOL	17	2	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	14	12	2	0	0	0	0	0
24101 - GLOBAL SPORTS LEADERSHIP EDD	4	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
24400 - ASSESSMENT AND TEACHING	3	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
24520 - RES IMP COMM OUTREACH	3	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
24526 - APPLIED SOCIAL RESEARCH LAB	18	6	<i>Male</i>	4	3	1	0	0	0	0	0
			<i>Female</i>	14	9	0	3	0	1	0	1
24530 - INSTITUTIONAL REVIEW BOARD	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
24550 - OFFICE OF SPONSORED PROGRAMS	53	5	<i>Male</i>	7	7	0	0	0	0	0	0
			<i>Female</i>	46	41	4	0	0	0	0	1
24570 - INNOVATION LABORATORY	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
25000 - DEAN CONT STUDIES AND ACAD OUTREACH	3	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
25010 - DISTANCE EDUCATION	16	2	<i>Male</i>	4	4	0	0	0	0	0	0
			<i>Female</i>	12	10	2	0	0	0	0	0
25011 - ONLINE FEE DISTANCE EDUCATION	3	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
25020 - DEGREE PROGRAMS	10	1	<i>Male</i>	2	1	0	0	0	0	0	1
			<i>Female</i>	8	8	0	0	0	0	0	0
25040 - ETSU AT KINGSFORT	6	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	6	6	0	0	0	0	0	0
25042 - VALLEYBROOK SUPPORT COSTS	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
25050 - LEARNING SERVICES	29	4	<i>Male</i>	13	11	0	1	0	0	0	1
			<i>Female</i>	16	14	1	0	0	0	0	1

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25070 - OFFICE OF PROF DEVELOPMENT	10	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	9	9	0	0	0	0	0	0
25080 - STUDENT SUPPORT SERVICES	3	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
25090 - TRIO OUTREACH	78	9	<i>Male</i>	31	29	0	1	0	0	0	1
			<i>Female</i>	47	40	3	1	0	2	1	0
25100 - COHORT PROGRAMS	3	1	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	2	1	1	0	0	0	0	0
25130 - RODP ACADEMIC YEAR	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
25135 - RODP SUMMER	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
25200 - ETSU AT KINGSPORT DOWNTOWN	3	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
25210 - ETSU AT SEVIER CENTER	3	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
25500 - VICE PROVOST FOR ENROLLMENT SERV	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
25510 - OFFICE OF ADMISSIONS	35	4	<i>Male</i>	10	8	1	0	0	1	0	0
			<i>Female</i>	25	23	1	0	0	0	0	1
25520 - OFFICE OF FINANCIAL AID	15	1	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	10	9	1	0	0	0	0	0
25521 - SCHOLARSHIP OFFICE	3	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
25530 - TRANSFER ARTICULATION	6	1	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	5	4	1	0	0	0	0	0
25540 - REGISTRAR	21	2	<i>Male</i>	7	7	0	0	0	0	0	0
			<i>Female</i>	14	12	2	0	0	0	0	0
25542 - GRADUATION EXPENSE	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
25546 - VETERANS AFFAIRS	6	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
25560 - UNIVERSITY ADVISEMENT	10	2	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	9	7	1	0	0	0	0	1

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25590 - TECH SYSTEMS FOR ENROLLMENT SERV	2	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
26000 - LIBRARY ADMINISTRATION	40	3	<i>Male</i>	16	14	2	0	0	0	0	0
			<i>Female</i>	24	23	1	0	0	0	0	0
27000 - INSTITUTIONAL RESEARCH	4	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
27515 - CENTER FOR TEACHING EXCELLENCE	3	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
27520 - UNDERGRADUATE EDUCATION	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
28000 - DEAN HONORS COLLEGE	7	2	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	5	3	1	0	1	0	0	0
28010 - UNIVERSITY HONORS PROGRAM	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
28030 - INTERNATIONAL PROGRAMS	6	2	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	6	4	0	0	1	1	0	0
28520 - TESTING SERVICES	3	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
29000 - ROAN SCHOLARS LEADERSHIP PROGRAM	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
29500 - ACADEMIC TECHNOLOGY SUPPORT	9	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	7	7	0	0	0	0	0	0
30000 - VICE PRES FOR HEALTH AFFAIRS	6	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
30020 - IPERC INTERPROFESSIONAL ED RESEARCH	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
31000 - DEAN COLLEGE OF MEDICINE	5	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
31100 - ASSOC DEAN ACADEMIC AFFAIRS	34	3	<i>Male</i>	17	15	1	1	0	0	0	0
			<i>Female</i>	17	16	0	0	0	0	0	1
31105 - COLLEGE OF MEDICINE RURAL PROGRAMS	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
31110 - CONTINUING MEDICAL EDUCATION	9	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	8	8	0	0	0	0	0	0

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31120 - MEDICAL LIBRARY ADMINISTRATION	16	3	<i>Male</i>	6	5	1	0	0	0	0	0
			<i>Female</i>	10	8	1	0	0	0	1	0
31130 - BIOMEDICAL COMMUNICATIONS	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
31140 - ACADEMIC AFFAIRS INSTRUCTION	69	5	<i>Male</i>	19	18	1	0	0	0	0	0
			<i>Female</i>	50	46	3	0	0	1	0	0
31270 - BIOMEDICAL SCIENCES	74	18	<i>Male</i>	42	34	0	8	0	0	0	0
			<i>Female</i>	32	22	0	8	0	0	1	1
31400 - OFFICE OF GRADUATE MEDICAL EDUC	8	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	7	7	0	0	0	0	0	0
31410 - ASST DEAN JOHNSON CITY	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
31500 - FAMILY MEDICINE	79	10	<i>Male</i>	42	38	1	2	0	1	0	0
			<i>Female</i>	37	31	2	2	0	1	0	1
31510 - INTERNAL MEDICINE	163	87	<i>Male</i>	94	41	3	48	0	0	2	0
			<i>Female</i>	69	35	1	26	0	1	1	5
31516 - R&I START-UP FOR CIIDI	4	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
31530 - OB GYN	33	3	<i>Male</i>	12	11	0	1	0	0	0	0
			<i>Female</i>	21	19	1	1	0	0	0	0
31540 - PATHOLOGY	28	5	<i>Male</i>	12	12	0	0	0	0	0	0
			<i>Female</i>	16	11	2	3	0	0	0	0
31550 - PEDIATRICS	71	19	<i>Male</i>	25	19	0	5	0	1	0	0
			<i>Female</i>	46	33	3	3	0	1	0	6
31560 - PSYCHIATRY	50	14	<i>Male</i>	15	9	0	5	0	1	0	0
			<i>Female</i>	35	27	1	7	0	0	0	0
31570 - SURGERY	79	16	<i>Male</i>	41	32	1	7	0	1	0	0
			<i>Female</i>	38	31	3	3	1	0	0	0
31580 - CTR FOR GERIATRICS AND GERONTOL	5	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	5	5	0	0	0	0	0	0
31581 - QUILLEN CHAIR OF GERIAT GERONT	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
32100 - FAMILY PRACTICE RESID KPT	22	0	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	17	17	0	0	0	0	0	0

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32105 - ACADEMIC SUPPORT KINGSPORT	13	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	13	13	0	0	0	0	0	0
32110 - FAMILY PRACTICE RESID BRIST	24	0	<i>Male</i>	6	6	0	0	0	0	0	0
			<i>Female</i>	18	18	0	0	0	0	0	0
32114 - ACADEMIC SUPPORT BRISTOL	9	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	8	8	0	0	0	0	0	0
32120 - FAMILY PRACTICE RESID JOHNSON CITY	23	0	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	18	18	0	0	0	0	0	0
32124 - ACADEMIC SUPPORT JC	17	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	17	17	0	0	0	0	0	0
32210 - FAMILY PRACTICE CLIN EDUC SUPP	3	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
32230 - FINANCE OFFICE FAMILY PRACTICE	11	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	9	9	0	0	0	0	0	0
34300 - FINANCE AND ADMINISTRATION	7	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	6	6	0	0	0	0	0	0
34315 - AMBULATORY TEACHING	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
34333 - ORTHOPAEDIC RESIDENTS-HVHMC	10	1	<i>Male</i>	9	8	0	1	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
34345 - DIV OF LAB ANIMAL RESOURCES	9	1	<i>Male</i>	2	1	1	0	0	0	0	0
			<i>Female</i>	7	7	0	0	0	0	0	0
34400 - TRAINING CENTER	3	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
34600 - GRADUATE PROGRAM COM	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
34720 - STUDENT SERVICES COM	15	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	14	14	0	0	0	0	0	0
34731 - STUDENT ACTIVITY SUPPORT	9	3	<i>Male</i>	7	4	1	1	0	0	0	1
			<i>Female</i>	2	2	0	0	0	0	0	0
35000 - DEAN COLLEGE OF NURSING	10	1	<i>Male</i>	5	4	1	0	0	0	0	0
			<i>Female</i>	5	5	0	0	0	0	0	0
35020 - RES IMP NURSING	1	1	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	0	0	1	0	0	0	0

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35030 - STUDENT HEALTH CLINIC	11	1	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	10	9	1	0	0	0	0	0
35100 - ACAD PGMS STUDENT SERVICES	5	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	5	5	0	0	0	0	0	0
35200 - NURSING UNDERGRADUATE PROGRAMS	101	8	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	96	88	6	0	0	0	0	2
35300 - CENTER FOR NURSING RESEARCH	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
35400 - NURSING GRADUATE PROGRAMS	64	4	<i>Male</i>	9	6	0	0	1	0	2	0
			<i>Female</i>	55	54	0	0	0	0	0	1
35500 - OFFICE OF PRACTICE	70	7	<i>Male</i>	7	6	1	0	0	0	0	0
			<i>Female</i>	63	57	3	0	0	2	0	1
35600 - NURSING-OFFICE OF STUDENT SERVICES	8	2	<i>Male</i>	2	1	0	1	0	0	0	0
			<i>Female</i>	6	5	1	0	0	0	0	0
36000 - DEAN COLLEGE OF PHARMACY	4	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
36025 - PHARMACEUTICAL SCIENCES	15	1	<i>Male</i>	9	8	0	1	0	0	0	0
			<i>Female</i>	6	6	0	0	0	0	0	0
36050 - PHARMACY PRACTICE	32	0	<i>Male</i>	15	15	0	0	0	0	0	0
			<i>Female</i>	17	17	0	0	0	0	0	0
36300 - ASSOC DEAN ACADEMIC AFFAIRS	8	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	5	5	0	0	0	0	0	0
36305 - EXPERIENTIAL PROGRAMS	3	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
36350 - ASSOC DEAN STUDENT SERV	8	1	<i>Male</i>	1	0	1	0	0	0	0	0
			<i>Female</i>	7	7	0	0	0	0	0	0
37000 - DEAN CCRHS	8	1	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	6	5	1	0	0	0	0	0
37100 - ALLIED HEALTH SCIENCES	36	1	<i>Male</i>	8	8	0	0	0	0	0	0
			<i>Female</i>	28	27	0	0	0	1	0	0
37200 - AUDIOLOGY AND SPEECH LANG PATHOLOGY	31	3	<i>Male</i>	6	5	0	1	0	0	0	0
			<i>Female</i>	25	23	0	2	0	0	0	0
37220 - COMMUNICATIVE DISORDERS CLINIC	2	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0

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37300 - ENVIRONMENTAL HEALTH	12	2	<i>Male</i>	8	8	0	0	0	0	0	0
			<i>Female</i>	4	2	0	1	0	1	0	0
37400 - HEALTH SCIENCES	18	3	<i>Male</i>	12	10	0	2	0	0	0	0
			<i>Female</i>	6	5	0	1	0	0	0	0
37500 - PHYSICAL THERAPY	14	0	<i>Male</i>	6	6	0	0	0	0	0	0
			<i>Female</i>	8	8	0	0	0	0	0	0
37505 - PHYSICAL THERAPY COURSE FEE	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
37700 - DENTAL HYGIENE	9	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	6	6	0	0	0	0	0	0
38000 - DEAN COLLEGE OF PUBLIC HEALTH ADM	19	1	<i>Male</i>	8	7	1	0	0	0	0	0
			<i>Female</i>	11	11	0	0	0	0	0	0
38010 - RES IMP PUBLIC HEALTH	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
38050 - CENTER FOR PDAP AND T	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
38200 - COMMUNITY AND BEHAVIORAL HEALTH	16	1	<i>Male</i>	4	4	0	0	0	0	0	0
			<i>Female</i>	12	11	0	0	0	0	0	1
38400 - BIOSTATISTICS AND EPIDEMIOLOGY	14	6	<i>Male</i>	5	2	0	3	0	0	0	0
			<i>Female</i>	9	6	0	2	0	1	0	0
38500 - HEALTH SERVICES MGMT AND POLICY	21	7	<i>Male</i>	6	5	1	0	0	0	0	0
			<i>Female</i>	15	9	5	1	0	0	0	0
39500 - RURAL AND COMMUNITY HEALTH	3	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
40000 - BUSINESS AND FINANCE	6	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	5	5	0	0	0	0	0	0
40100 - OFFICE OF FINANCIAL SERVICES	19	0	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	14	14	0	0	0	0	0	0
40110 - DIRECTOR AUXILIARY SERVICES	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
40120 - POST OFFICE	12	1	<i>Male</i>	7	6	0	1	0	0	0	0
			<i>Female</i>	5	5	0	0	0	0	0	0
40122 - PASSPORT OFFICE	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0

East Tennessee State University
Work Force Analysis Summary
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

<i>Department</i>	<i>Total Employees</i>	<i>Minorities</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
40160 - PARKING SERVICE	7	4	<i>Male</i>	4	2	2	0	0	0	0	0
			<i>Female</i>	3	1	2	0	0	0	0	0
40200 - PROCUREMENT AND CONTRACT SERVICES	16	0	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	11	11	0	0	0	0	0	0
40210 - EMERGENCY PREPAREDNESS	3	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
40300 - PHYSICAL PLANT	18	3	<i>Male</i>	11	10	1	0	0	0	0	0
			<i>Female</i>	7	5	1	1	0	0	0	0
40310 - PLANT MAINTENANCE AND REPAIRS	36	3	<i>Male</i>	36	33	2	0	0	0	0	1
			<i>Female</i>	0	0	0	0	0	0	0	0
40312 - PLANT MAINT REPAIRS HOUSING	4	0	<i>Male</i>	4	4	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
40320 - CUSTODIAL SERVICES	109	10	<i>Male</i>	62	60	1	0	0	0	0	1
			<i>Female</i>	47	39	6	0	1	1	0	0
40321 - CUSTODIAL SERVICES HOUSING	15	2	<i>Male</i>	11	9	2	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
40322 - CUSTODIAL LIBRARY SAAC	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
40330 - POWER HOUSE OPERATIONS	5	0	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
40340 - MAINTENANCE OF GROUNDS	13	2	<i>Male</i>	10	8	2	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
40341 - PRACTICE FACILITY	12	0	<i>Male</i>	12	12	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
40345 - VALLEYBROOK OPERATIONS	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
40347 - MILLENNIUM CENTRE FACILITIES	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
40355 - ENVIRONMENTAL HEALTH AND SAFETY	6	0	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
40365 - RECYCLING TASK FORCE	4	1	<i>Male</i>	4	3	1	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
40380 - PHYSICAL PLANT ADM	6	0	<i>Male</i>	6	6	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0

East Tennessee State University
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Plan: 1 - ETSU JOHNSON CITY, TN

<i>Department</i>	<i>Total Employees</i>	<i>Minorities</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
40384 - BUILDING MAINTENANCE	7	2	<i>Male</i>	7	5	1	1	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
40385 - CUSTODIAL SERVICES	17	2	<i>Male</i>	10	8	1	0	0	0	0	1
			<i>Female</i>	7	7	0	0	0	0	0	0
40400 - BUDGET AND FINANCIAL PLANNING	3	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
40500 - TAX AND REVENUE SERVICES	9	1	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	7	6	1	0	0	0	0	0
50200 - HUMAN RESOURCES	18	0	<i>Male</i>	5	5	0	0	0	0	0	0
			<i>Female</i>	13	13	0	0	0	0	0	0
50300 - INFOR TECHNOLOGY COMP SVCS	57	2	<i>Male</i>	49	47	0	0	0	1	0	1
			<i>Female</i>	8	8	0	0	0	0	0	0
50310 - TELECOMMUNICATIONS	5	0	<i>Male</i>	4	4	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
50500 - SAFETY SECURITY	29	1	<i>Male</i>	17	17	0	0	0	0	0	0
			<i>Female</i>	12	11	1	0	0	0	0	0
50700 - STUDENT SERVICES ADM	6	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
50704 - ORIENTATION SERVICES	9	1	<i>Male</i>	5	4	1	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
50710 - UNIVERSITY CENTER ADM	7	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
50713 - SORC ADMINISTRATION	4	2	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	3	1	2	0	0	0	0	0
50721 - CENTER FOR PHYSICAL ACTIVITY	46	5	<i>Male</i>	23	21	1	1	0	0	0	0
			<i>Female</i>	23	20	2	0	0	0	0	1
50722 - CPA - AQUATICS	14	1	<i>Male</i>	4	3	1	0	0	0	0	0
			<i>Female</i>	10	10	0	0	0	0	0	0
50723 - CPA - FITNESS	35	3	<i>Male</i>	8	6	1	0	0	0	0	1
			<i>Female</i>	27	26	1	0	0	0	0	0
50724 - CPA - OUTDOOR ADVENTURE	13	2	<i>Male</i>	8	8	0	0	0	0	0	0
			<i>Female</i>	5	3	1	0	0	0	0	1
50725 - CPA - INTRAMURAL SPORTS	19	1	<i>Male</i>	15	14	1	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0

East Tennessee State University
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Plan: 1 - ETSU JOHNSON CITY, TN

<i>Department</i>	<i>Total Employees</i>	<i>Minorities</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
50750 - DISABILITY SERVICES	5	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	5	5	0	0	0	0	0	0
50751 - DISABILITY SERVICES ACCESS	5	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
50760 - COUNSELING CENTER	10	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	7	7	0	0	0	0	0	0
50770 - UNIVERSITY CAREER SERVICES	5	2	<i>Male</i>	2	1	1	0	0	0	0	0
			<i>Female</i>	3	2	0	0	1	0	0	0
50780 - STUDENT HOUSING	21	0	<i>Male</i>	7	7	0	0	0	0	0	0
			<i>Female</i>	14	14	0	0	0	0	0	0
50785 - BUC RIDGE MAINTENANCE	7	2	<i>Male</i>	7	5	2	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
50790 - MILLENNIUM CENTRE STUDENT AFFAIRS	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
50900 - STUDENT ACTIVITIES OTHER	3	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
50901 - STUDENT GOVERNMENT ASSOCIATION	6	3	<i>Male</i>	3	2	0	1	0	0	0	0
			<i>Female</i>	3	1	1	1	0	0	0	0
50902 - DEBIT CARD OPERATION	4	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
50903 - EAST TENNESSEAN	2	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
50904 - CAMPUS RECREATION	7	0	<i>Male</i>	3	3	0	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
50906 - VOLUNTEER ETSU	1	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
50908 - STUDENT ORG. RESOURCE CTR.	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
50910 - UNIVERSITY PRODUCTIONS/BUCTAINMENT	4	1	<i>Male</i>	1	0	0	1	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
50911 - ADULT, COMMUTER AND TRANSFER SVS	4	0	<i>Male</i>	1	1	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
50913 - MULTICULTURAL AFFAIRS	1	1	<i>Male</i>	1	0	1	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0

East Tennessee State University
Work Force Analysis Summary
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

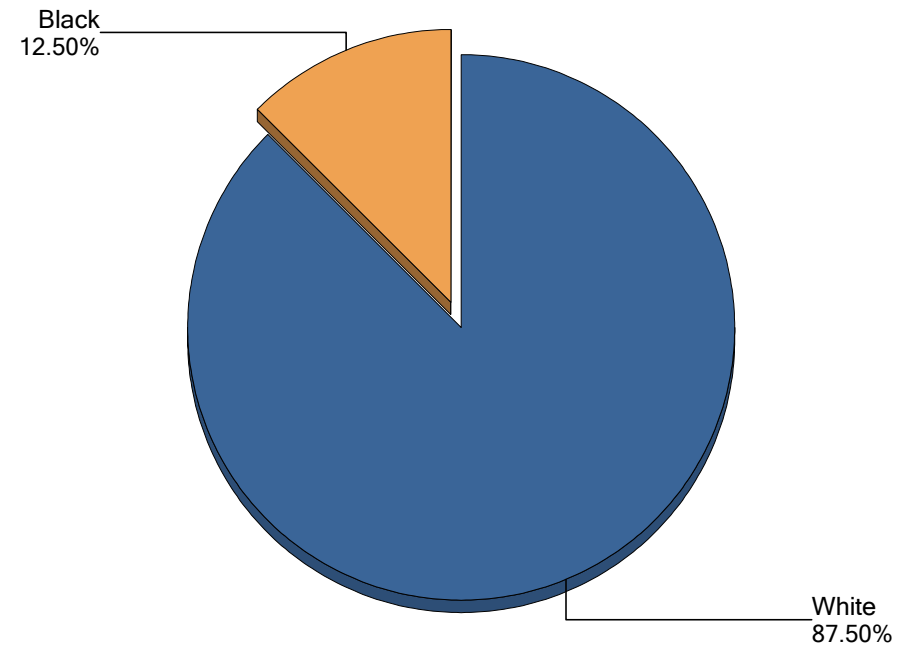
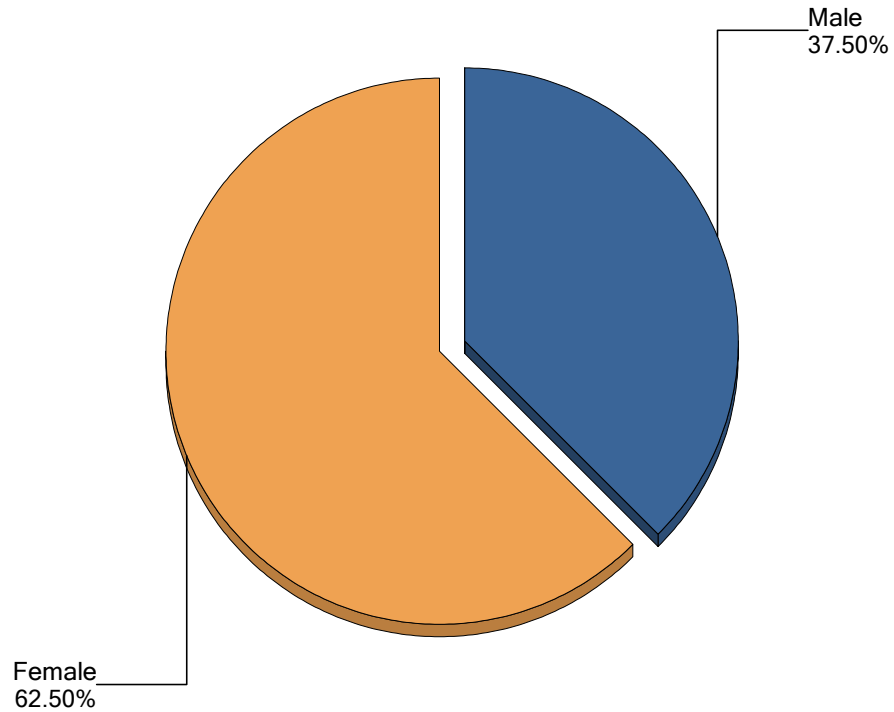
<i>Department</i>	<i>Total Employees</i>	<i>Minorities</i>		<i>Total</i>	<i>White</i>	<i>Black</i>	<i>Asian</i>	<i>Native American</i>	<i>Hispanic</i>	<i>Pacific Islander</i>	<i>Two or more races</i>
50916 - ETSU GOSPEL CHOIR	2	2	<i>Male</i>	2	0	2	0	0	0	0	0
			<i>Female</i>	0	0	0	0	0	0	0	0
50917 - FRATERNITY/SORORITY LIFE/GREEK LIFE	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
50925 - ECO NUTS & ECO AMBASSADOR EDUC PROG	4	1	<i>Male</i>	2	1	0	1	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
60000 - OFFICE OF VP FOR UNIV ADV	3	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	3	3	0	0	0	0	0	0
61000 - ALUMNI	6	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	4	4	0	0	0	0	0	0
62000 - UNIVERSITY ADVANCEMENT	23	1	<i>Male</i>	7	7	0	0	0	0	0	0
			<i>Female</i>	16	15	1	0	0	0	0	0
70000 - COMMON EXPENSE ACCOUNTS	12	3	<i>Male</i>	5	3	1	1	0	0	0	0
			<i>Female</i>	7	6	0	0	0	1	0	0
70025 - PRESIDENT EMERITUS	1	0	<i>Male</i>	0	0	0	0	0	0	0	0
			<i>Female</i>	1	1	0	0	0	0	0	0
70100 - POSTAL SERVICES	4	0	<i>Male</i>	2	2	0	0	0	0	0	0
			<i>Female</i>	2	2	0	0	0	0	0	0
Totals	3,901	487	<i>Male</i>	1,644	1,407	77	119	1	11	5	24
			<i>Female</i>	2,257	2,007	97	85	6	17	5	40

Appendix B

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

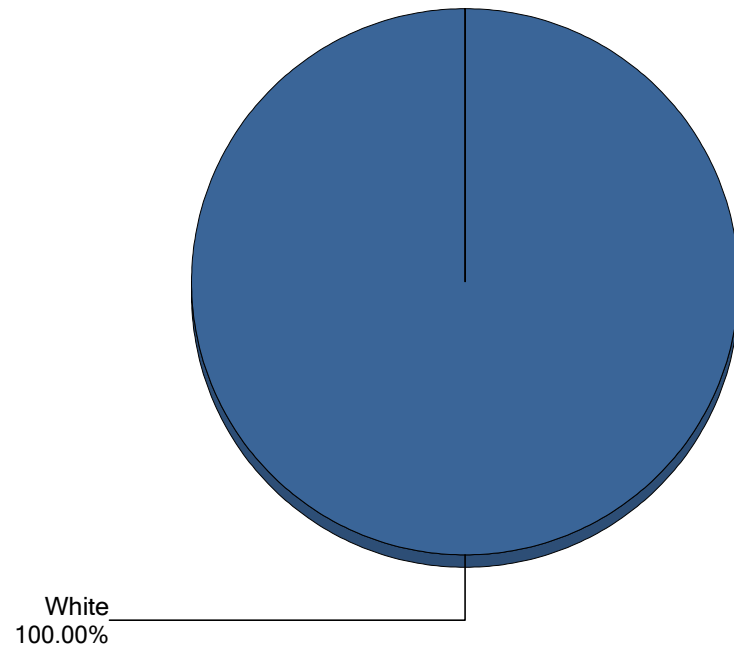
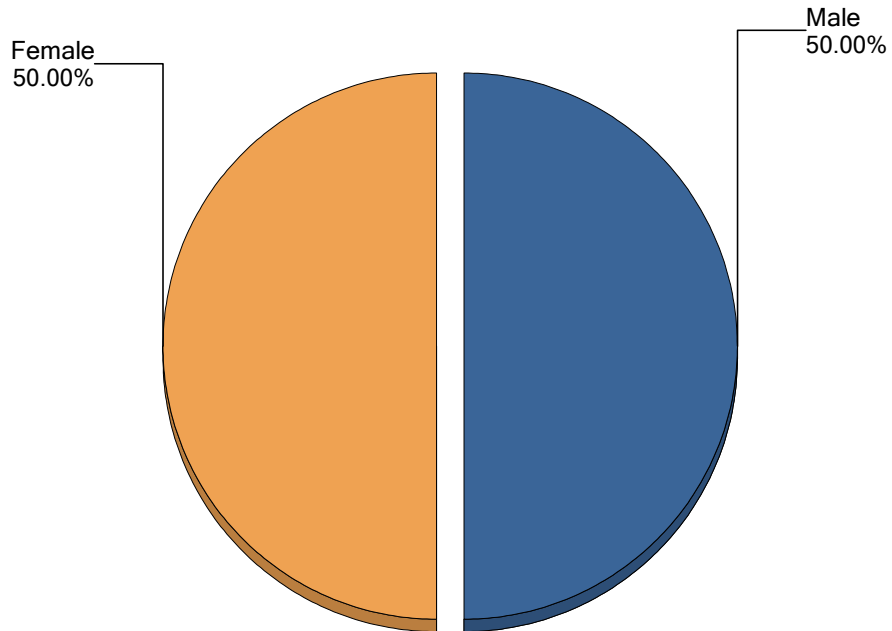
Department: 11000 - OFFICE OF THE PRESIDENT



White	7	87.50%
Black	1	12.50%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	8	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 11020 - OFFICE OF ADMINISTRATION

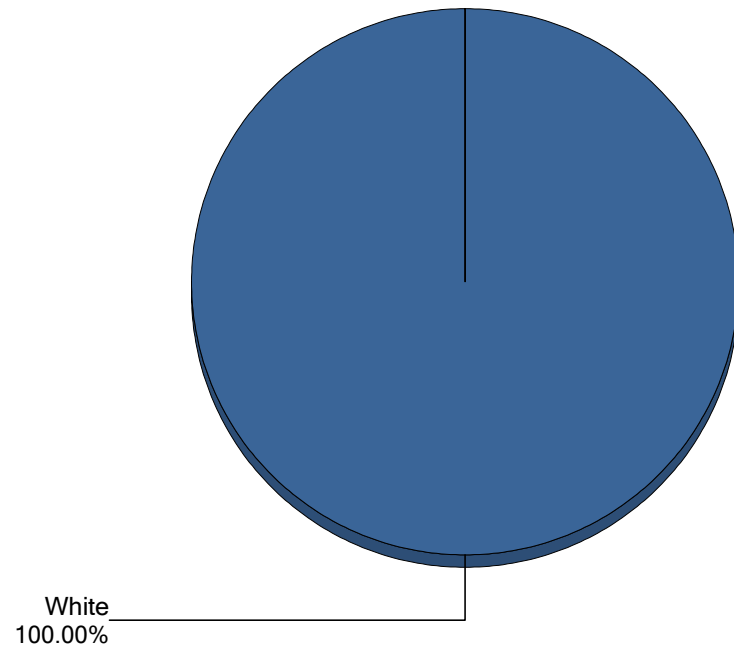
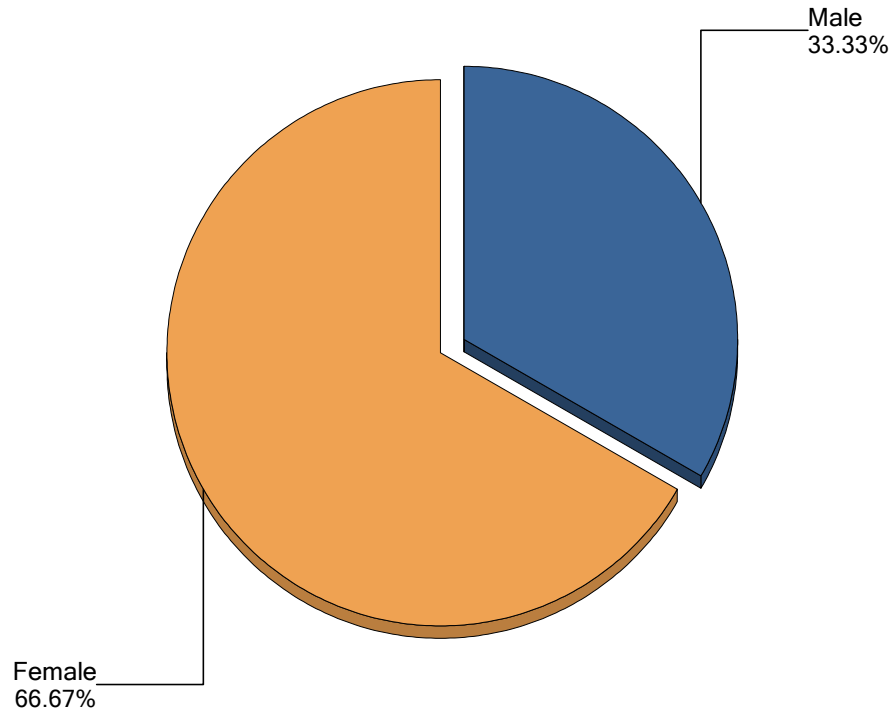


White	4	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 12000 - OFFICE OF UNIVERSITY RELATIONS

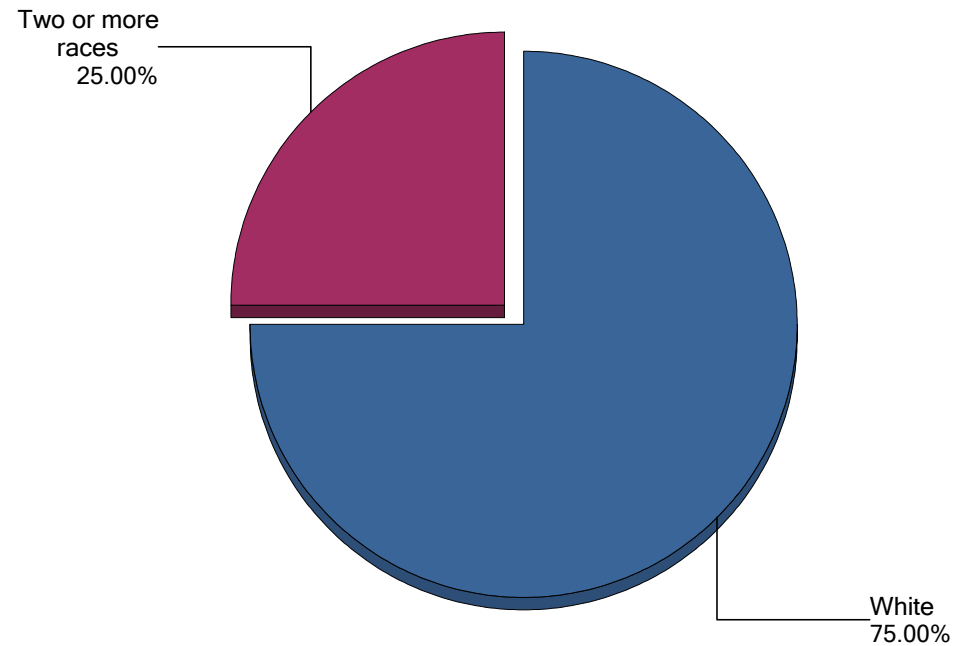
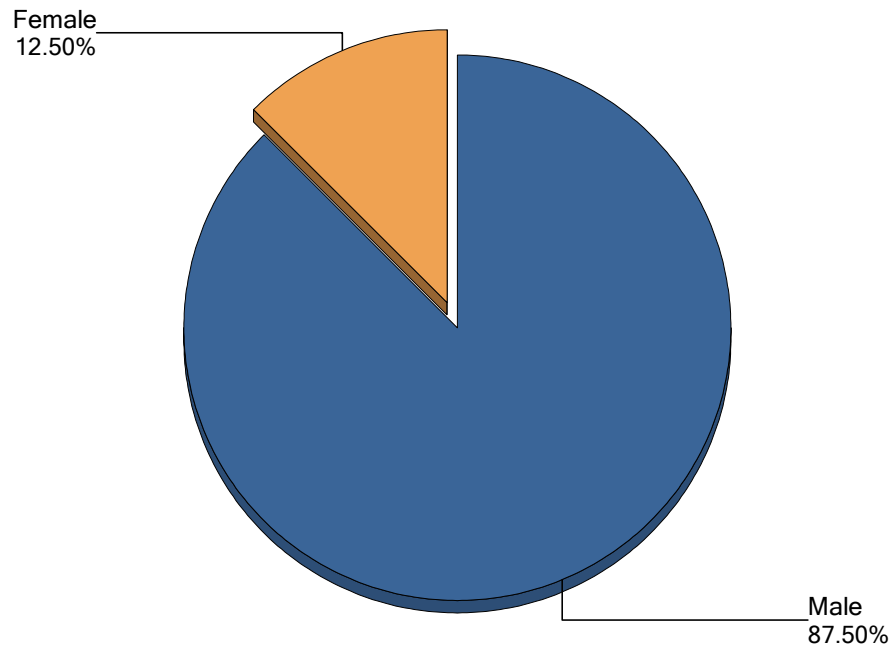


White	15	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	15	100.00%

East Tennessee State University
Work Force Analysis Chart
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Plan: 1 - ETSU JOHNSON CITY, TN

Department: 12010 - CAMPUS RADIO FM

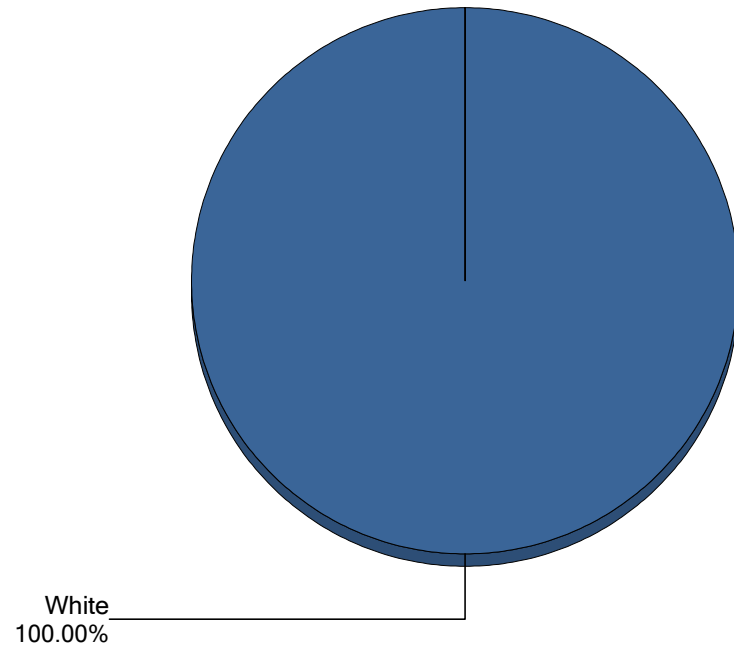
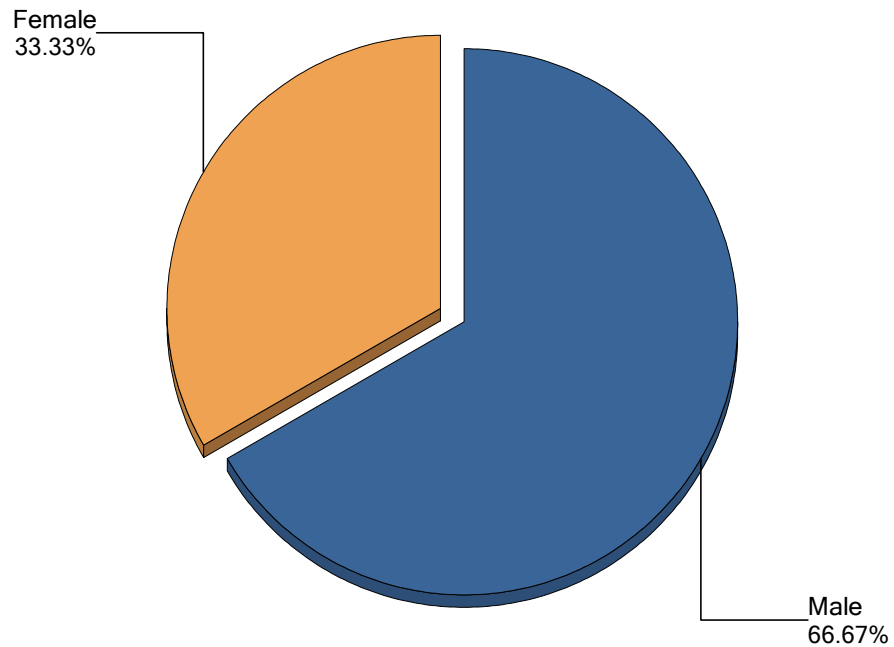


White	6	75.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	2	25.00%
Total:	8	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

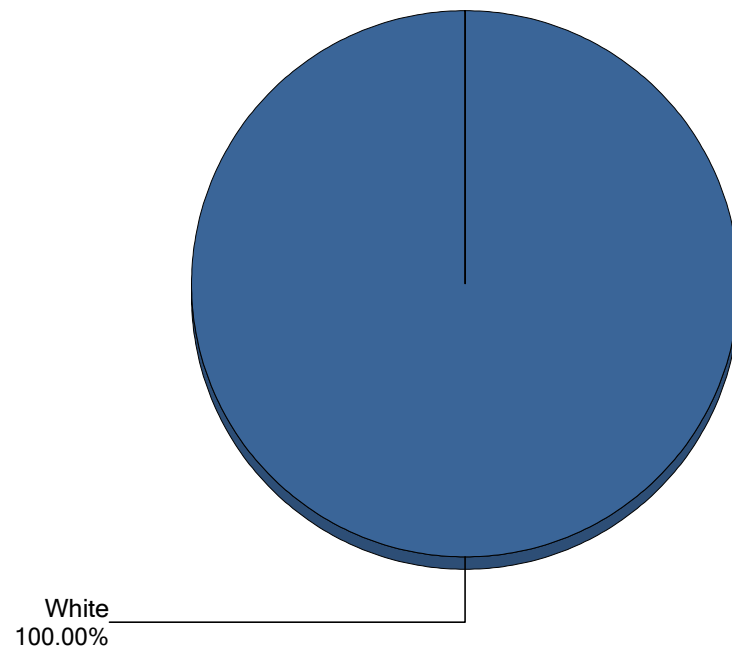
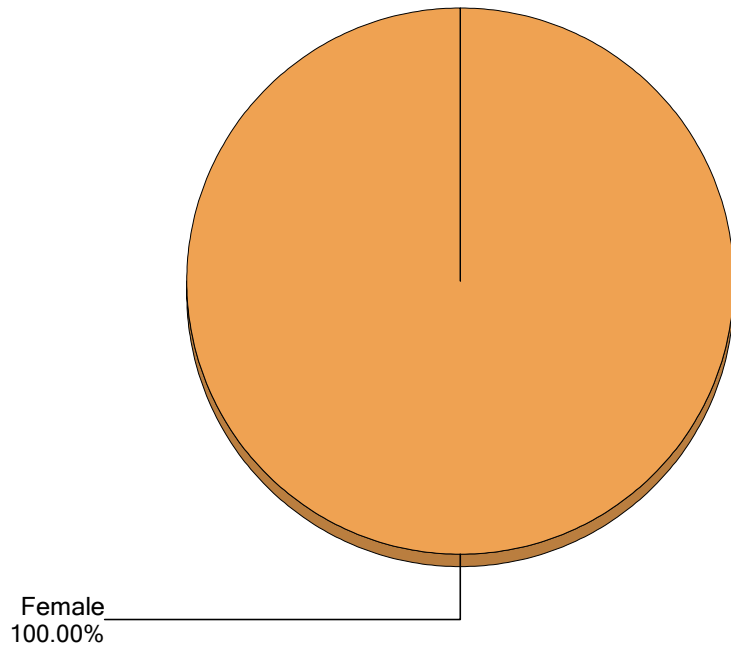
Department: 12020 - PHOTO LAB



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 14040 - WOMENS RESOURCE CENTER

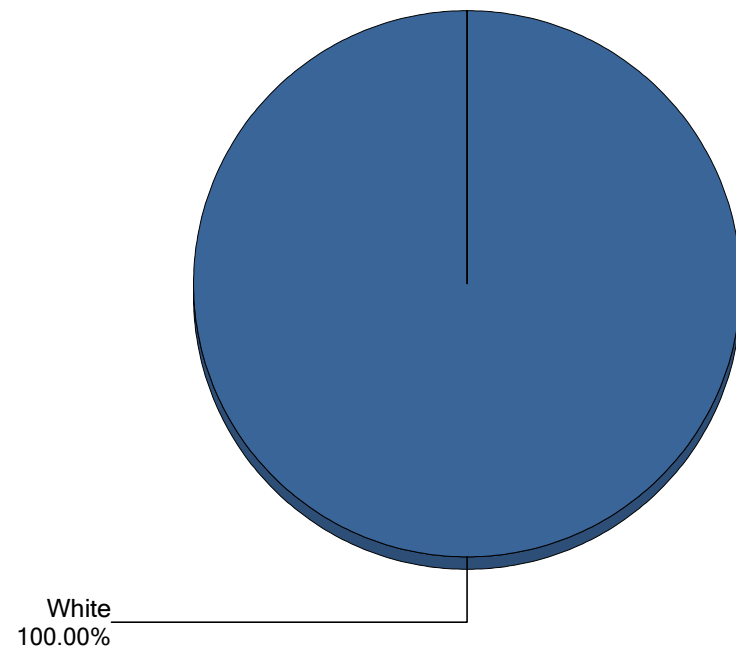
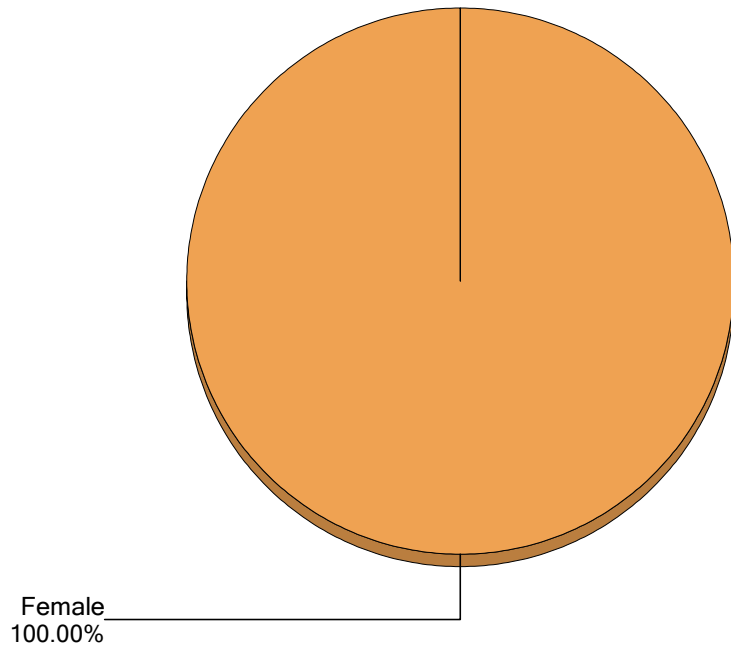


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 15000 - OFFICE OF EQUITY AND DIVERSITY

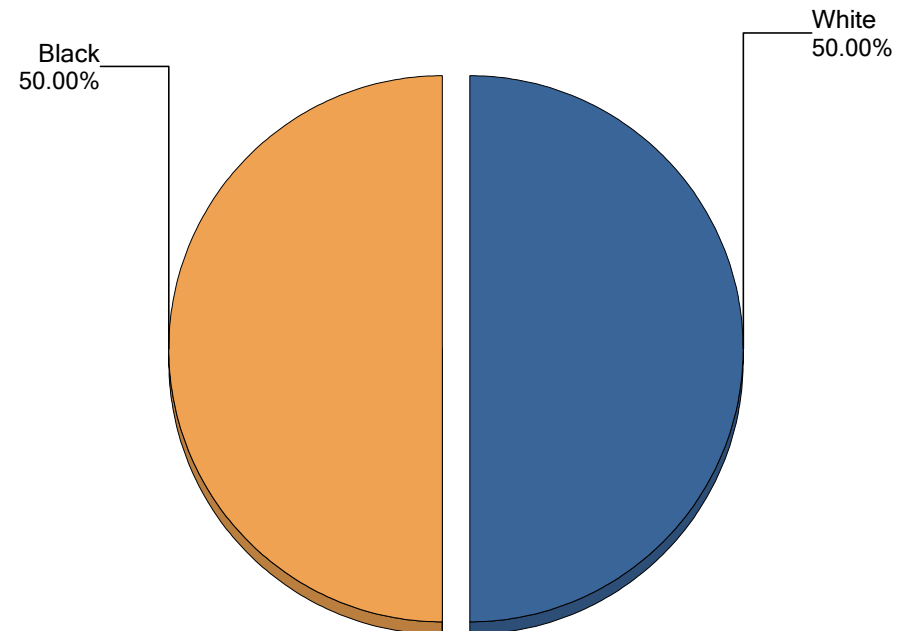
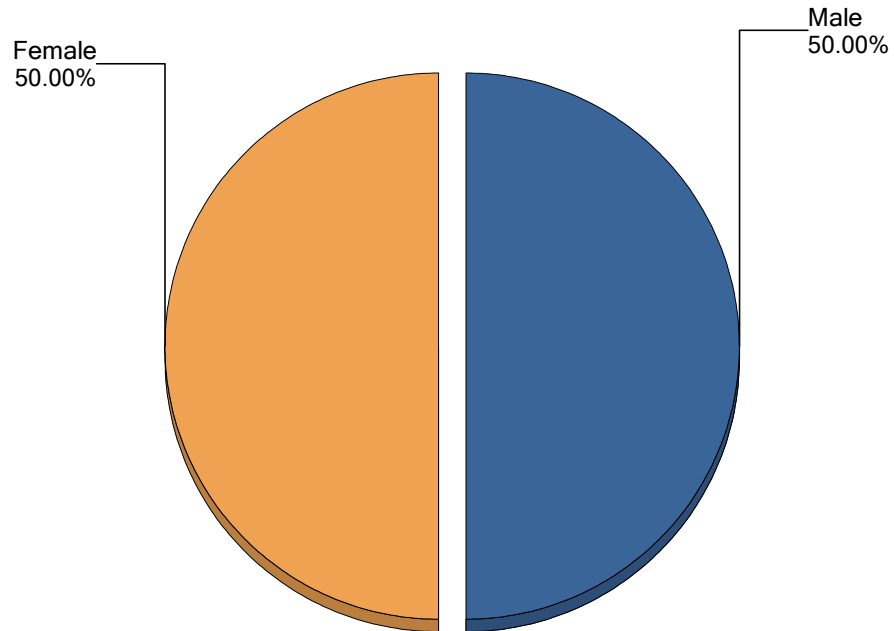


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

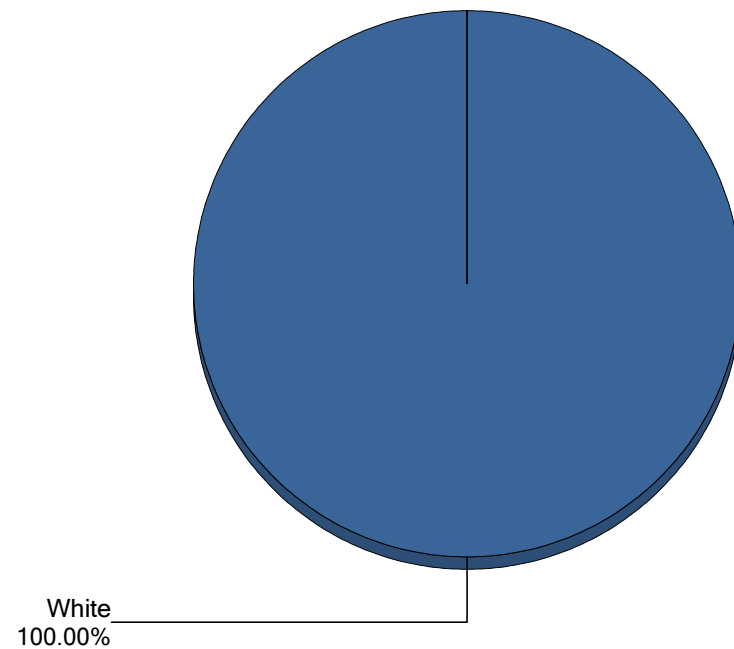
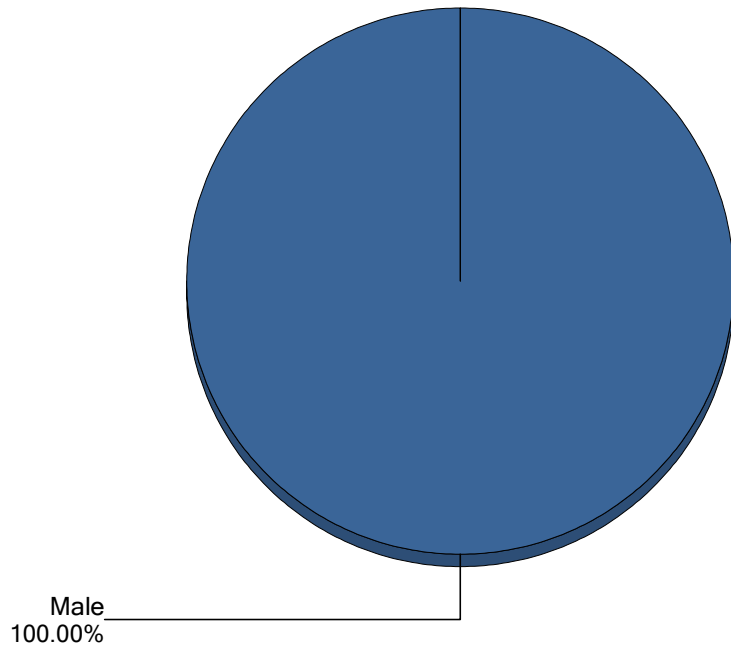
Department: 15055 - MULTICULTURAL CENTER



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

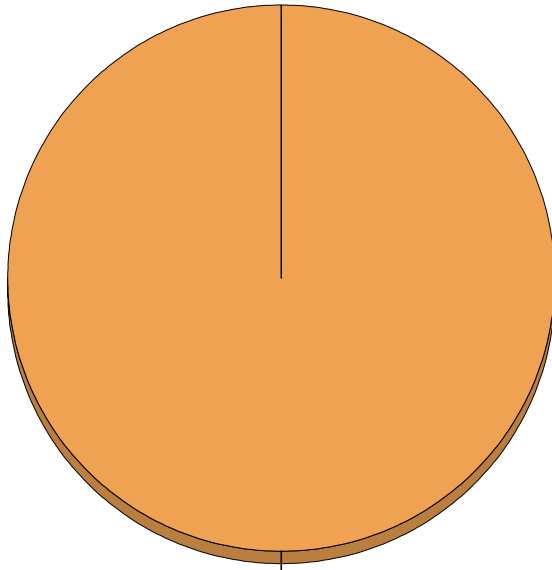
Department: 16000 - OFFICE OF INTERCOLL ATHLETICS



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

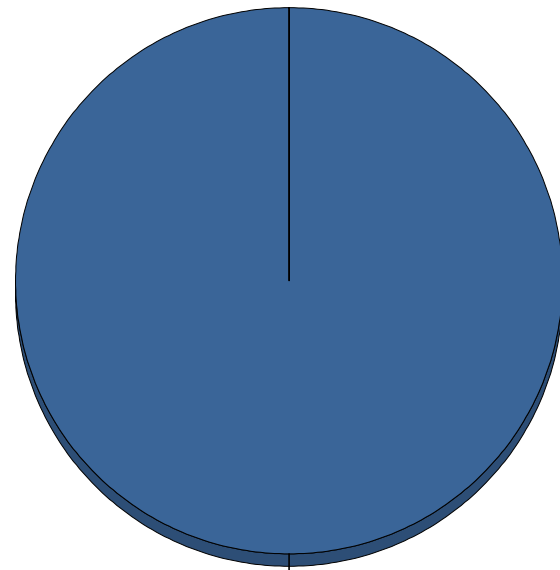
East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 16010 - ATHLETIC COMPLIANCE



Female
100.00%

Male	0	0.00%
Female	2	100.00%
Total:	2	100.00%

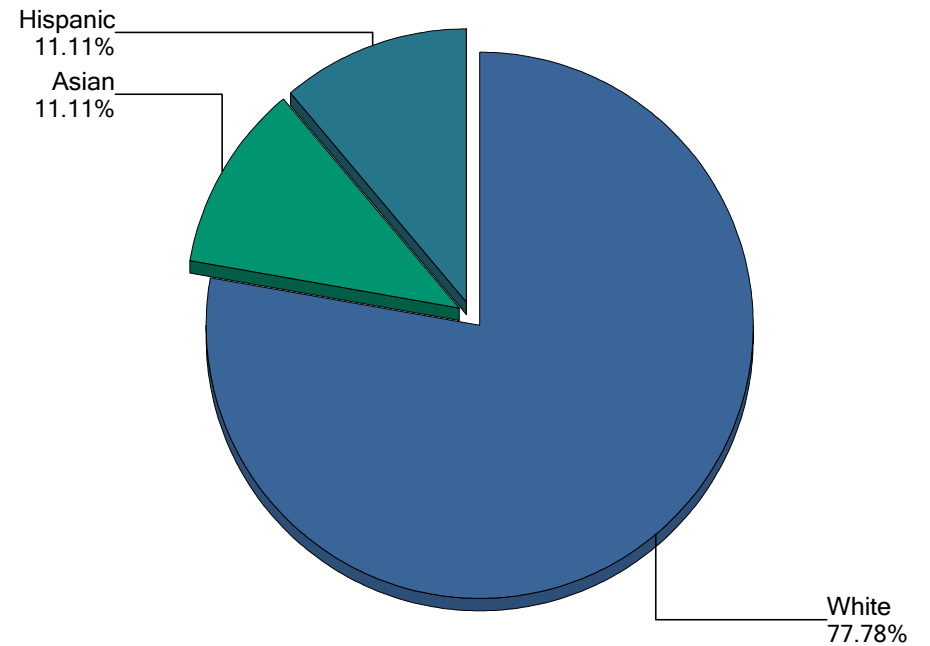
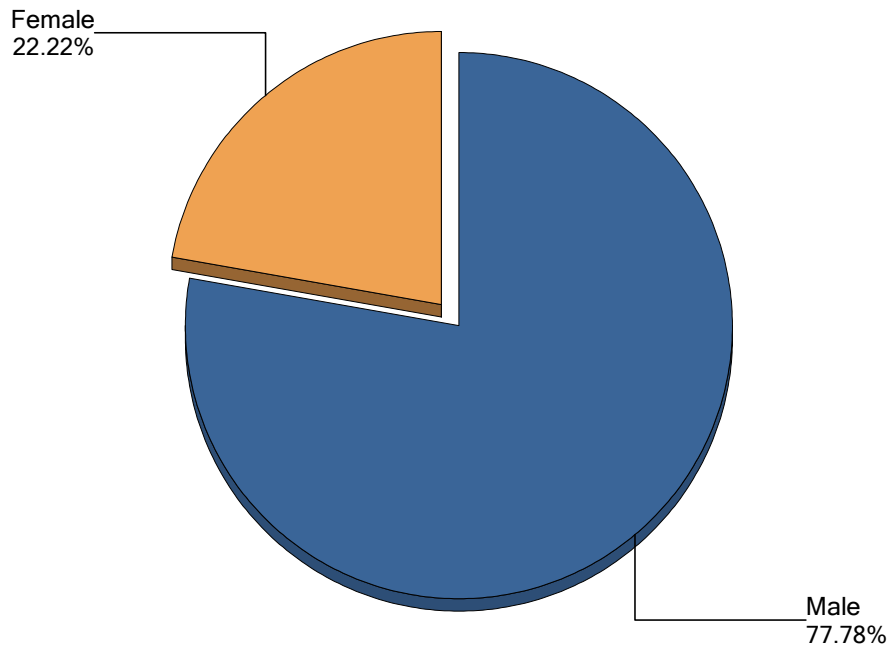


White
100.00%

White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 16020 - ATHLETIC TRAINING ROOM



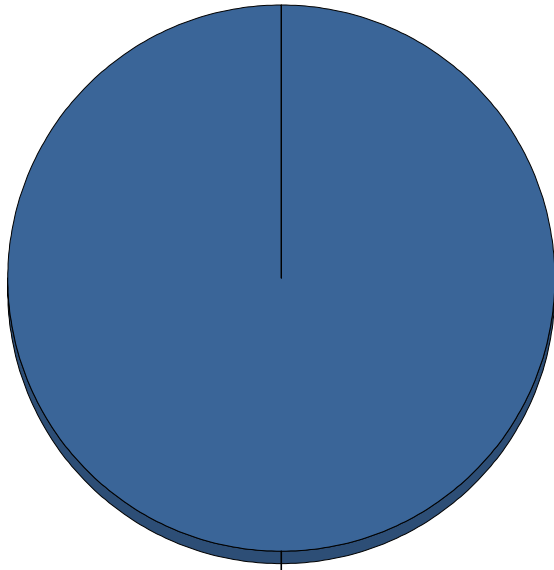
Male	7	77.78%
Female	2	22.22%
Total:	9	100.00%

White	7	77.78%
Black	0	0.00%
Asian	1	11.11%
Native American	0	0.00%
Hispanic	1	11.11%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

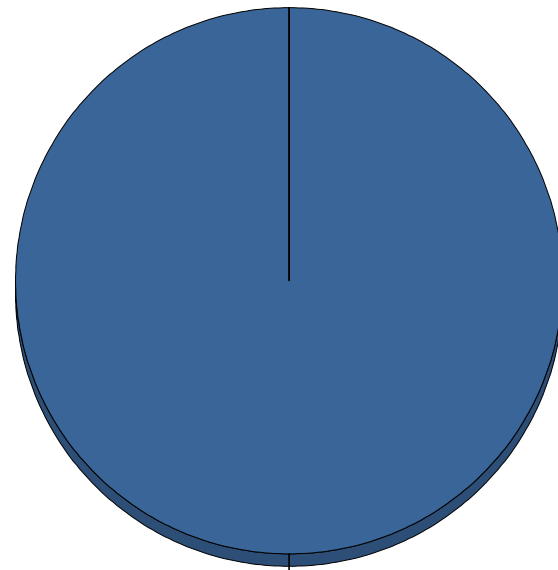
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16030 - ATHLETIC WEIGHT ROOM



Male
100.00%

Male	2	100.00%
Female	0	0.00%
Total:	2	100.00%



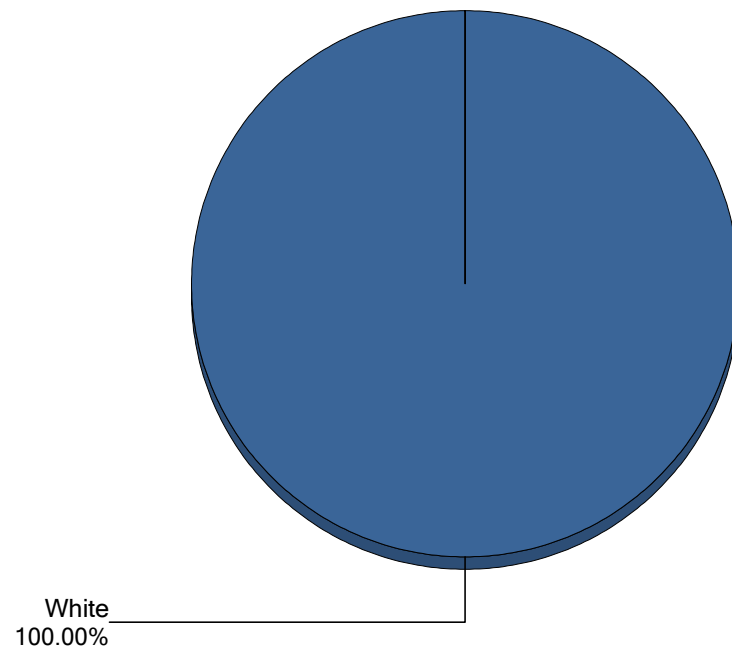
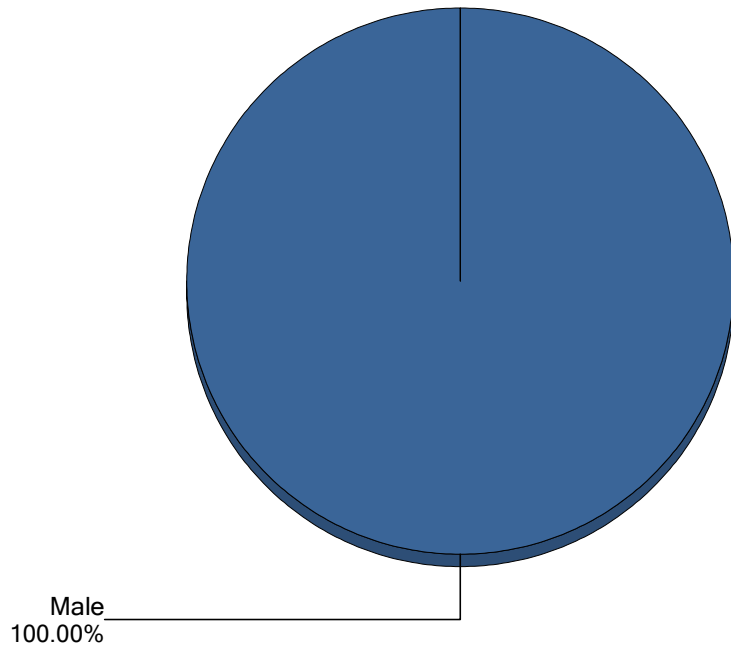
White
100.00%

White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16040 - ATHLETIC EQUIPMENT MANAGEMENT

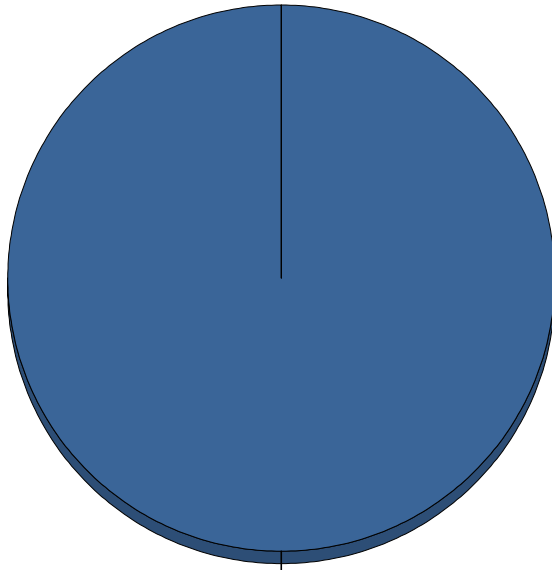


White	4	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

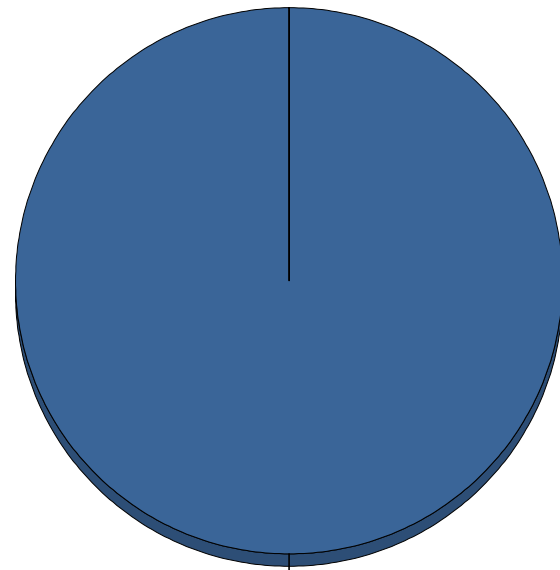
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16050 - BUCS SPORTS NETWORK



Male
100.00%

Male	11	100.00%
Female	0	0.00%
Total:	11	100.00%

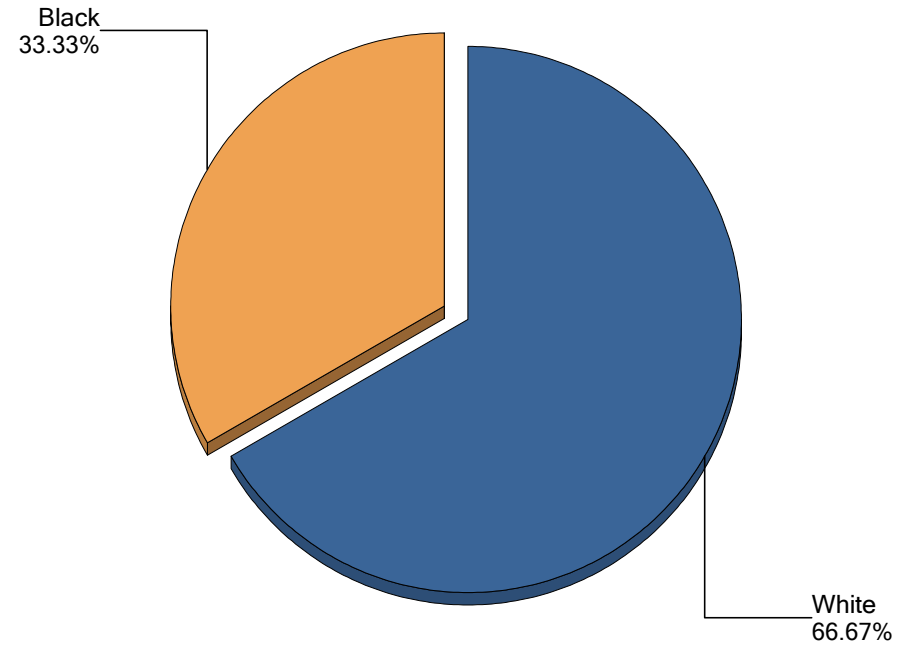
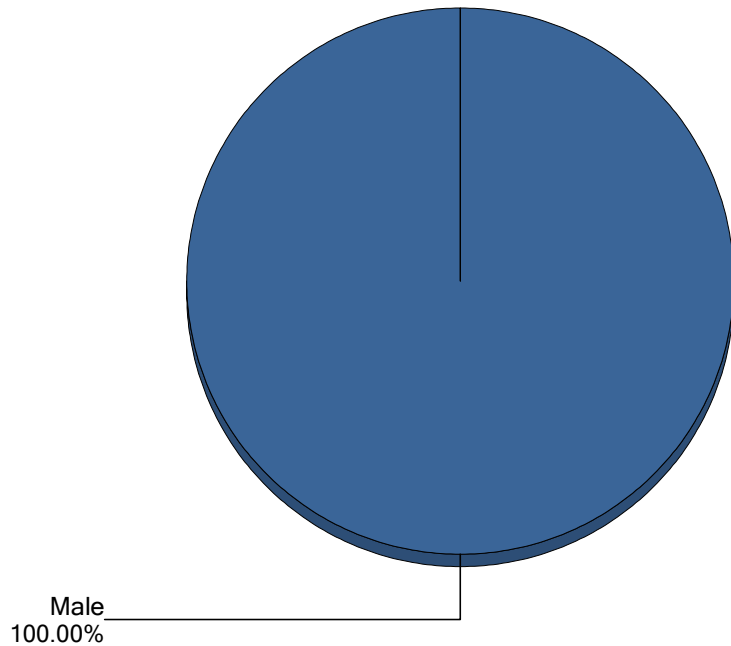


White
100.00%

White	11	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	11	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

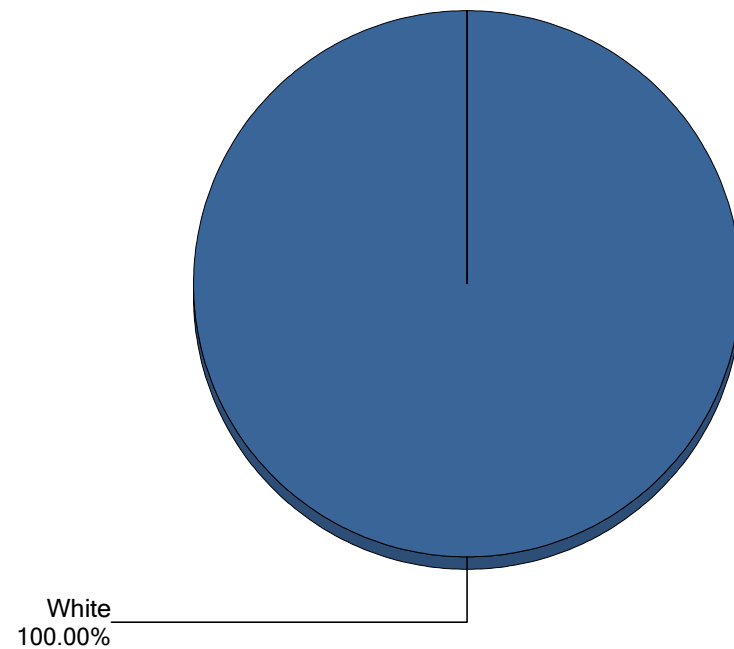
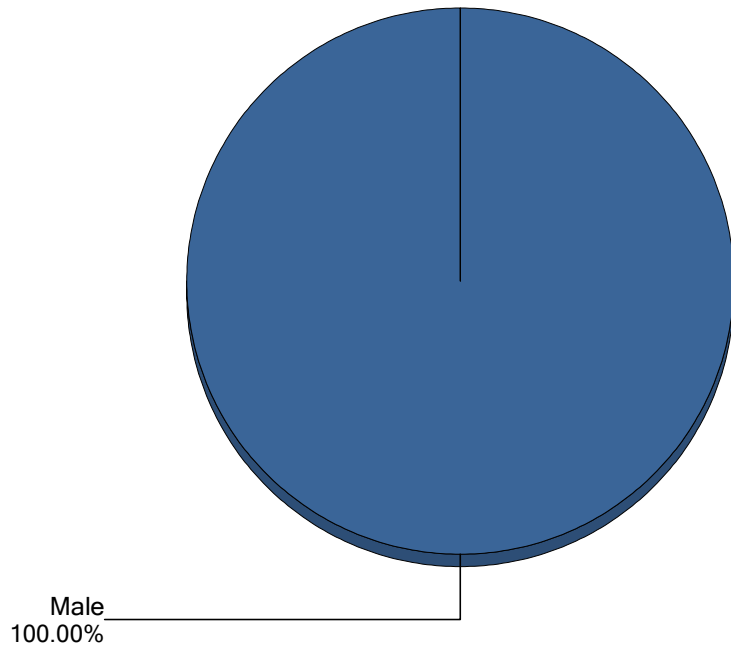
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 16060 - MARKETING AND PROMOTION



White	2	66.67%
Black	1	33.33%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 16080 - SPORTS INFORMATION

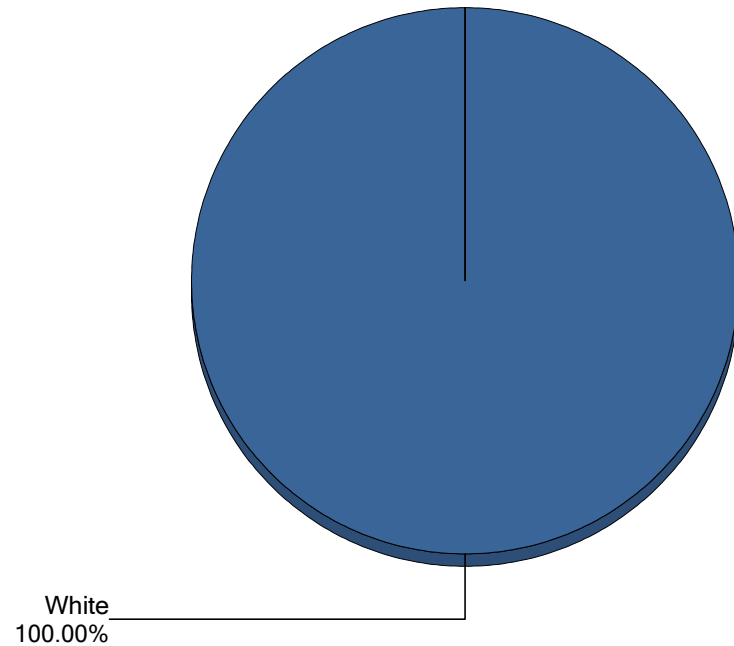
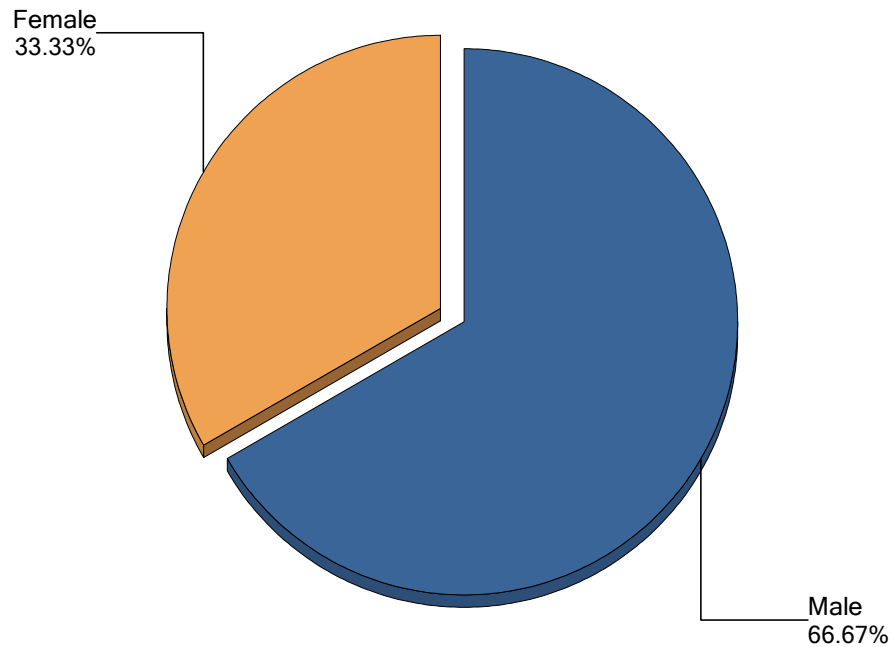


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

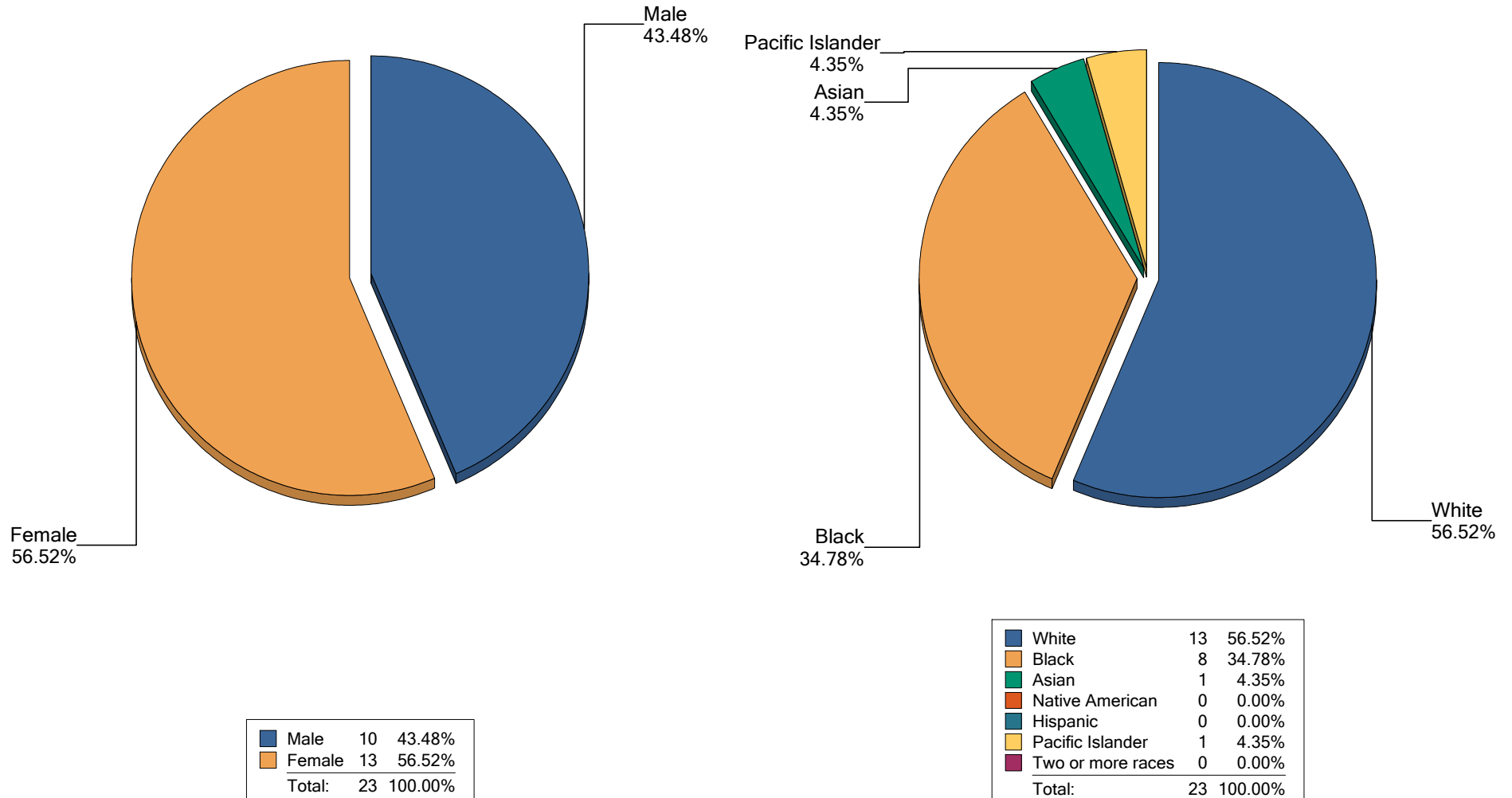
Department: 16090 - TICKET OFFICE



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

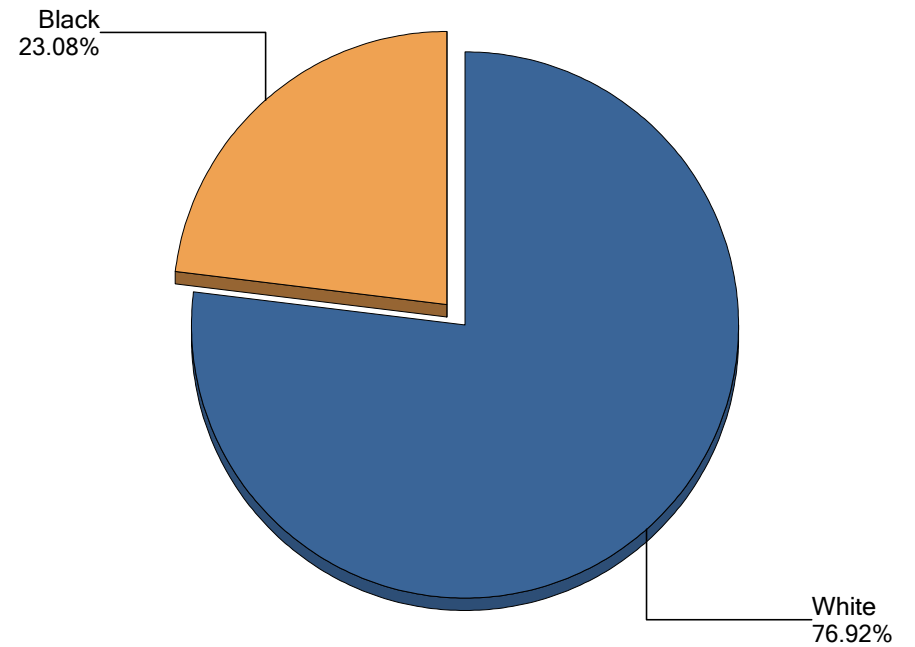
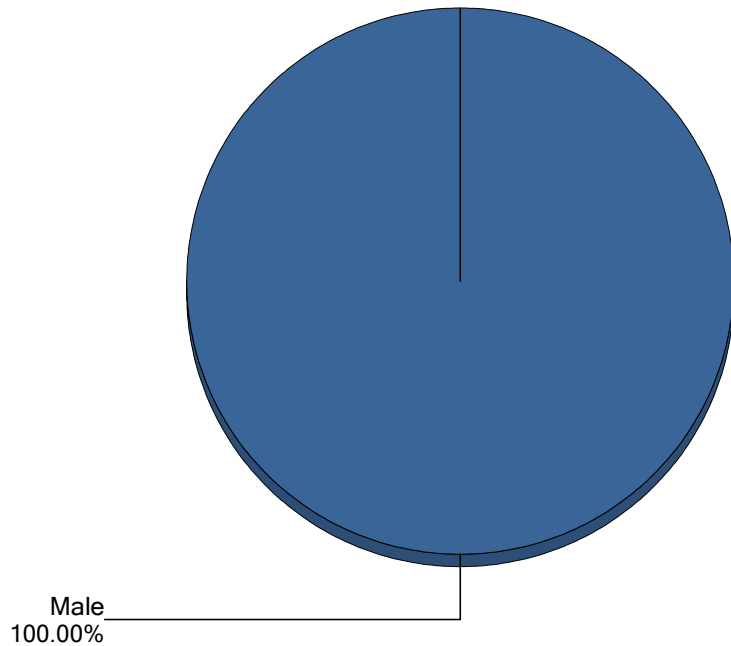
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 16110 - ATHLETIC ACADEMIC SERVICE



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16115 - MEN'S FOOTBALL

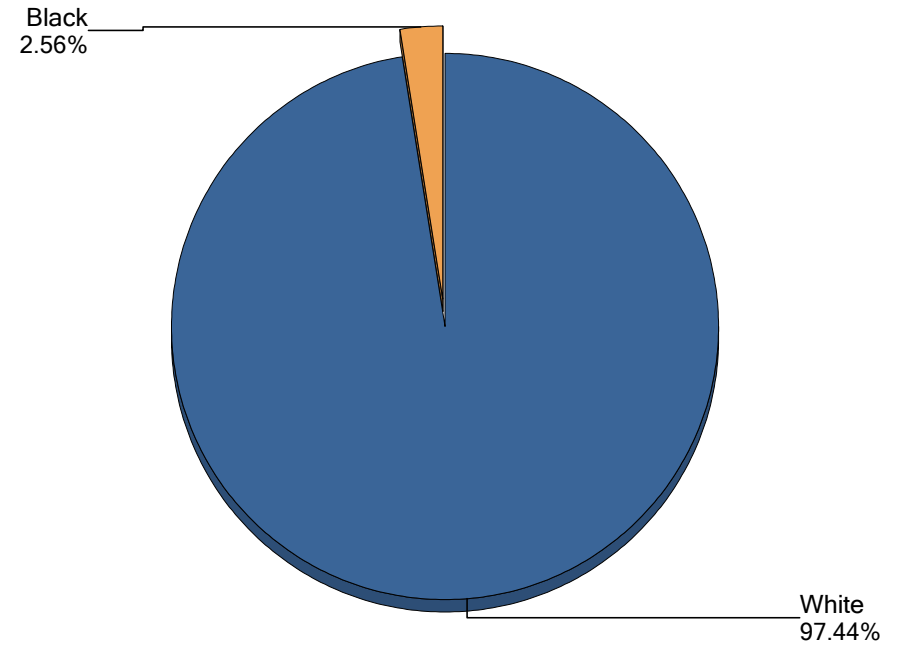
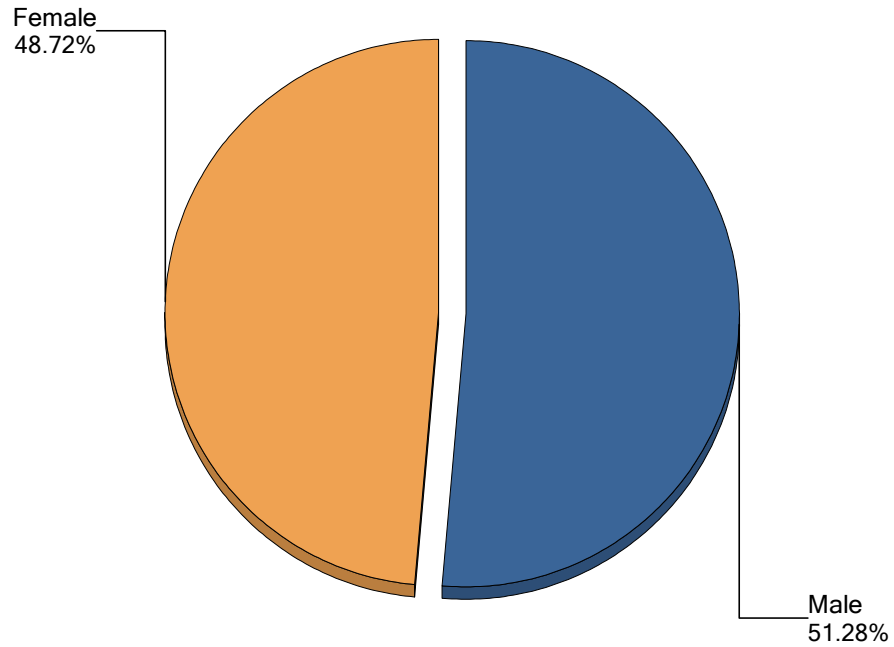


White	10	76.92%
Black	3	23.08%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	13	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16119 - GAME OPERATIONS

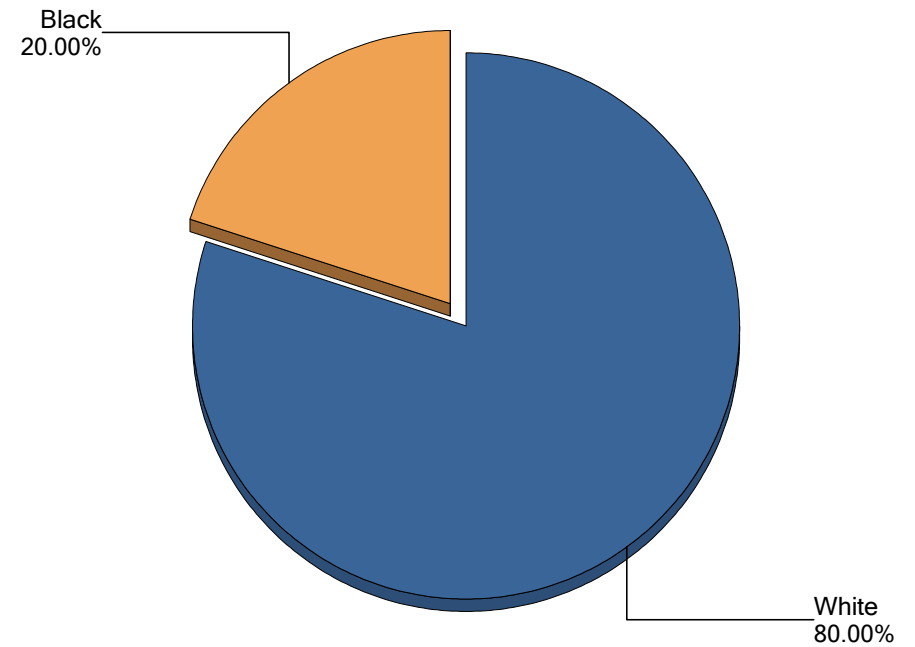
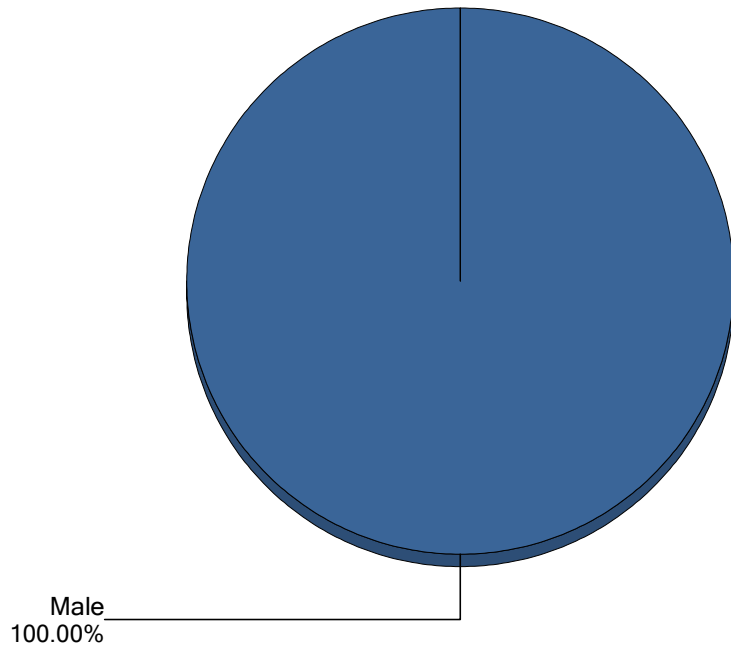


White	38	97.44%
Black	1	2.56%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	39	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16120 - MENS BASKETBALL

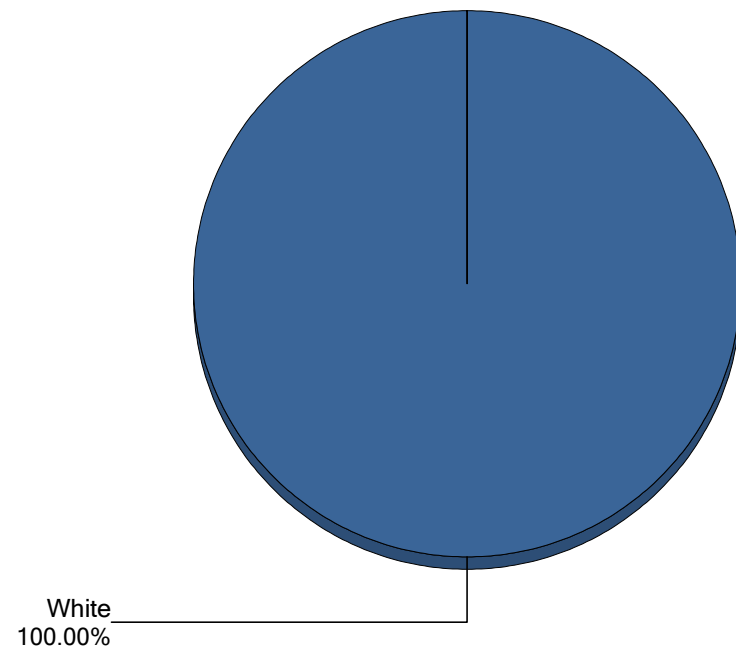
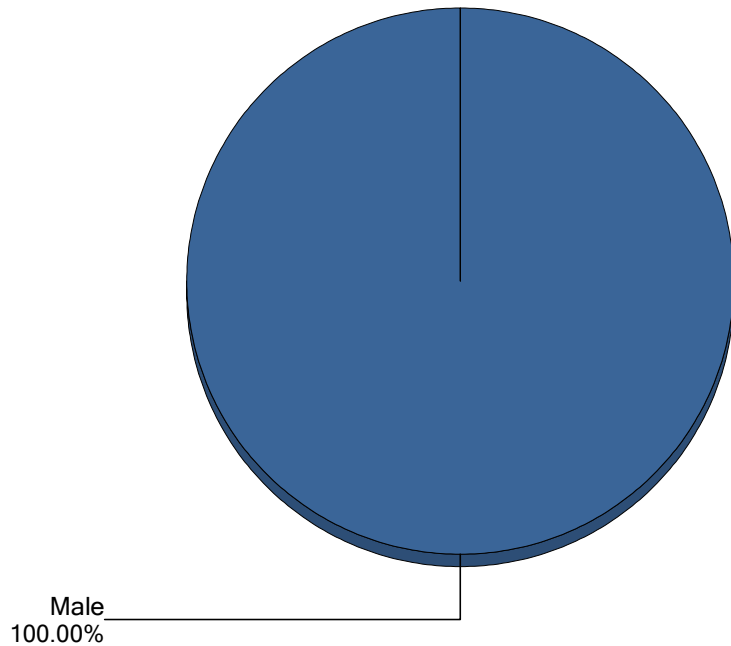


White	4	80.00%
Black	1	20.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

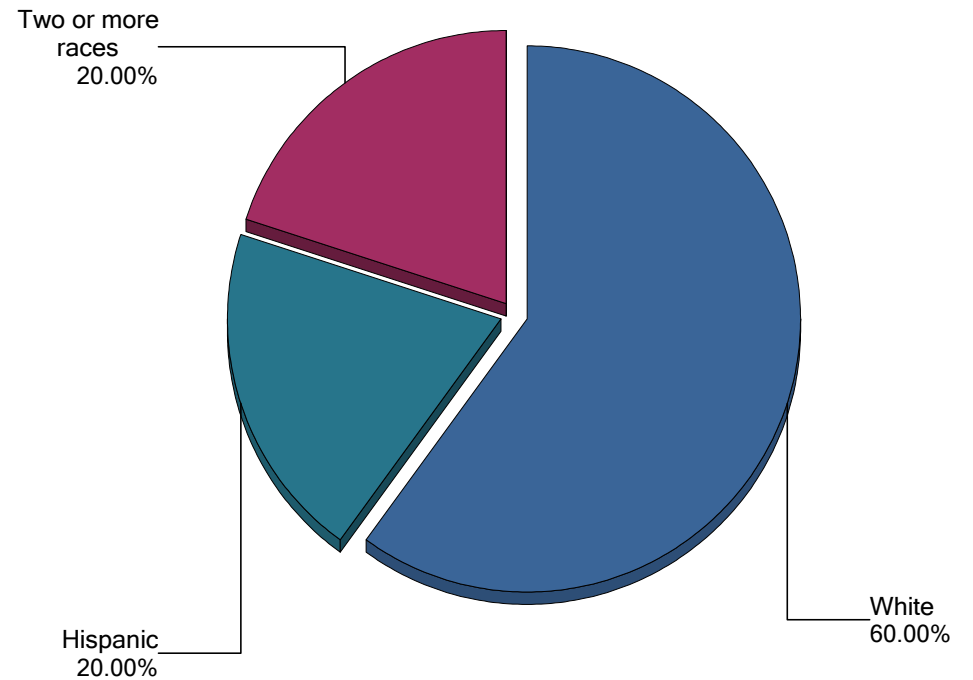
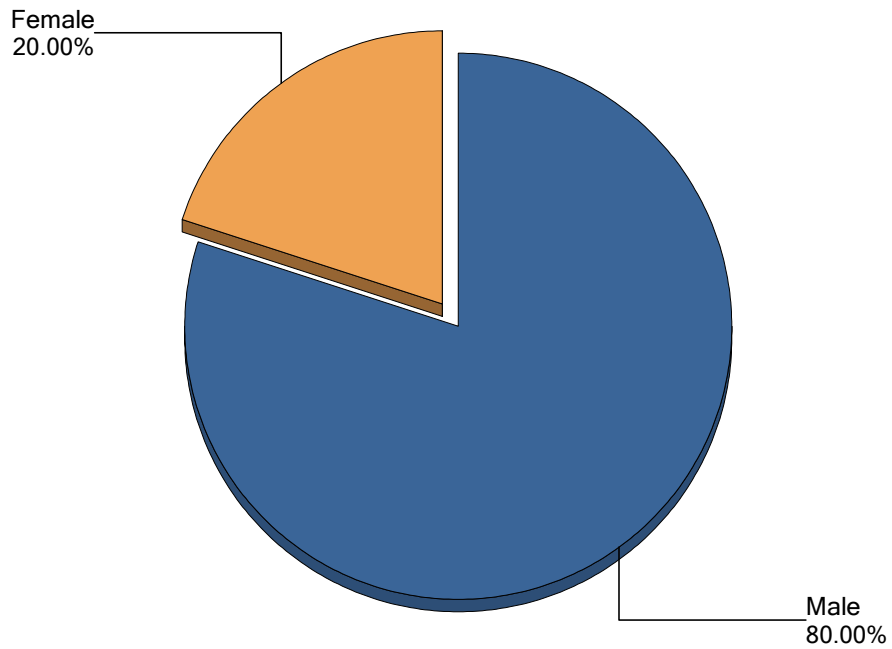
Department: 16130 - MENS BASEBALL



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 16140 - MENS TRACK AND FIELD

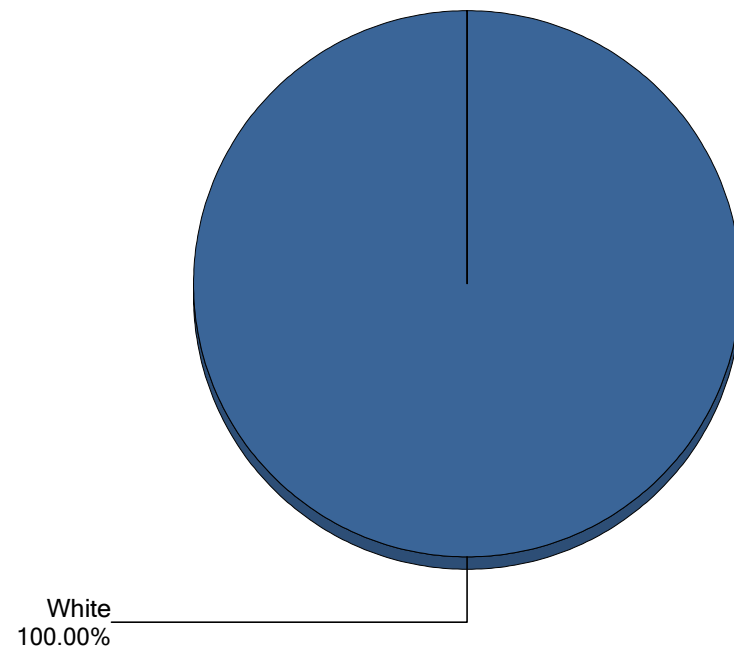
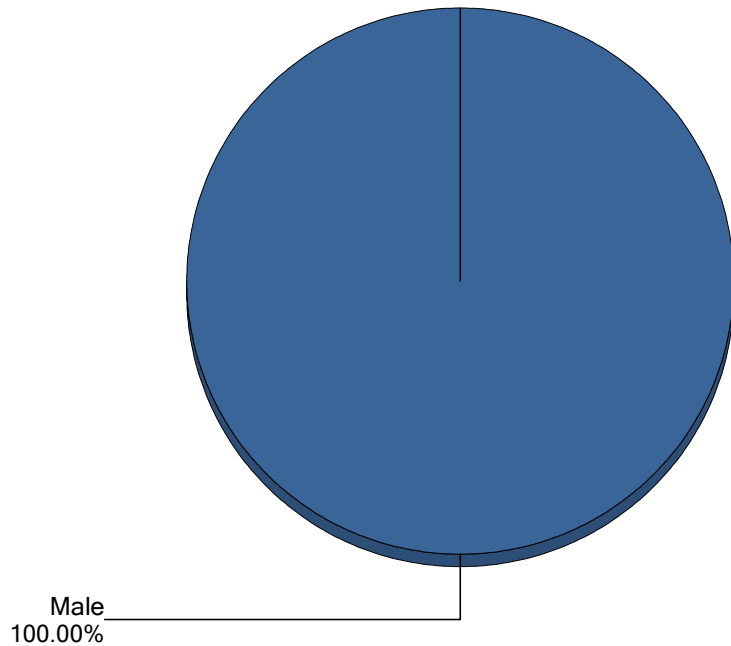


White	3	60.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	1	20.00%
Pacific Islander	0	0.00%
Two or more races	1	20.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16150 - MENS GOLF

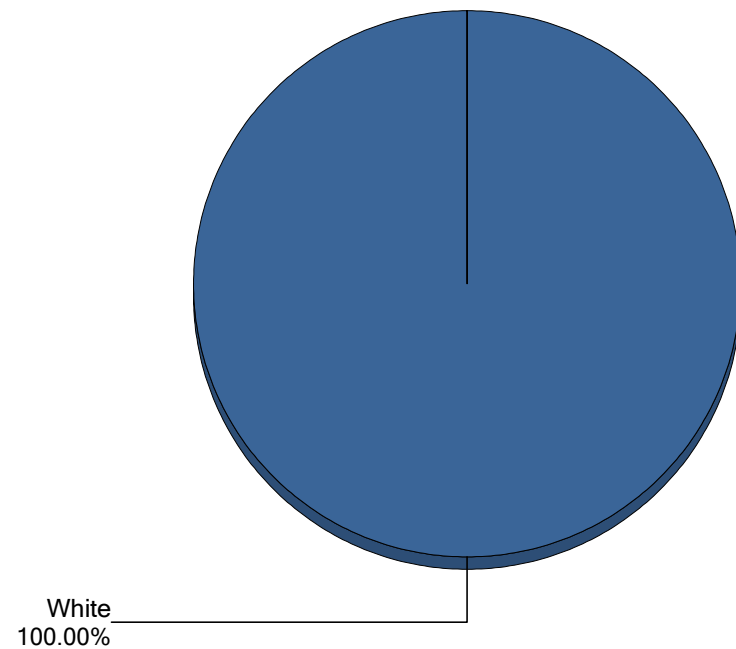
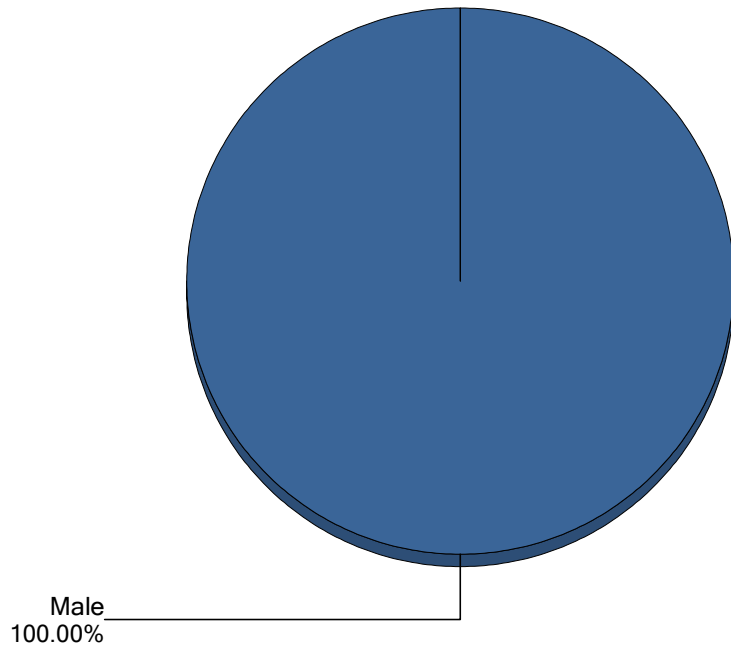


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16160 - MENS TENNIS

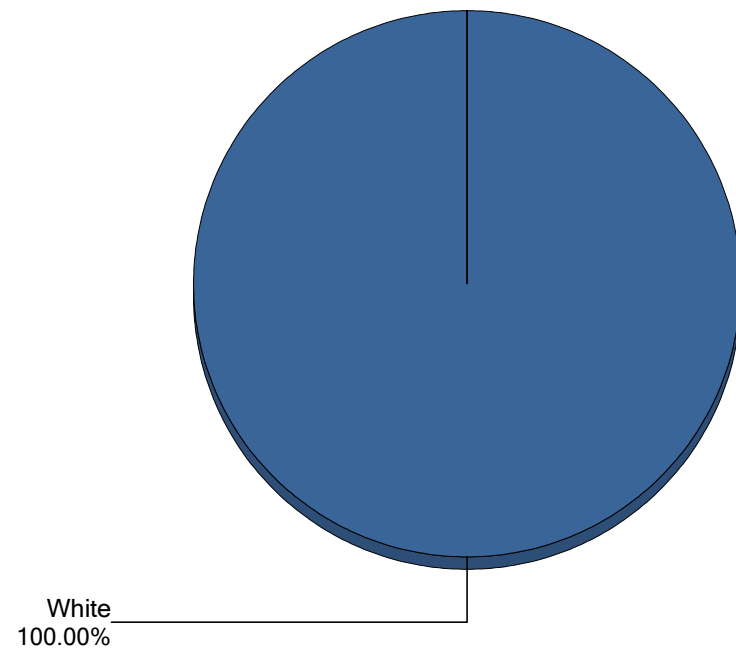
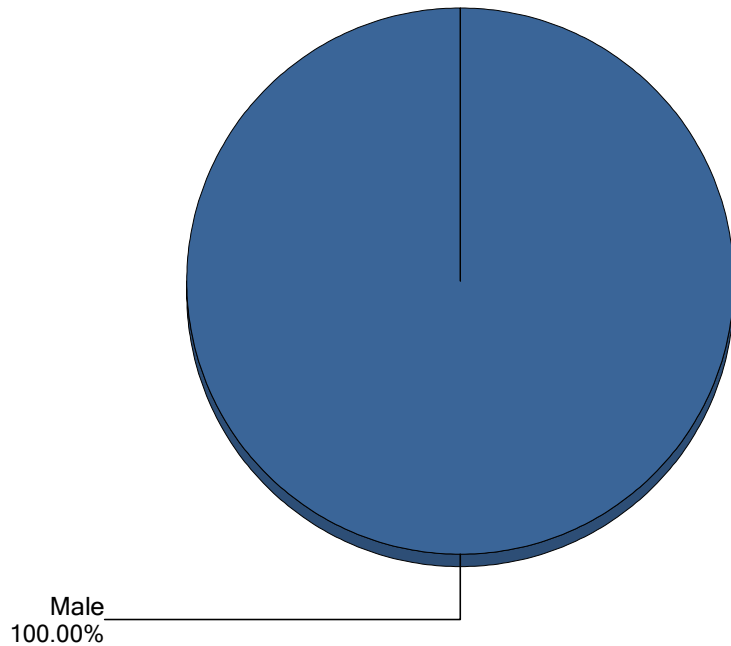


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

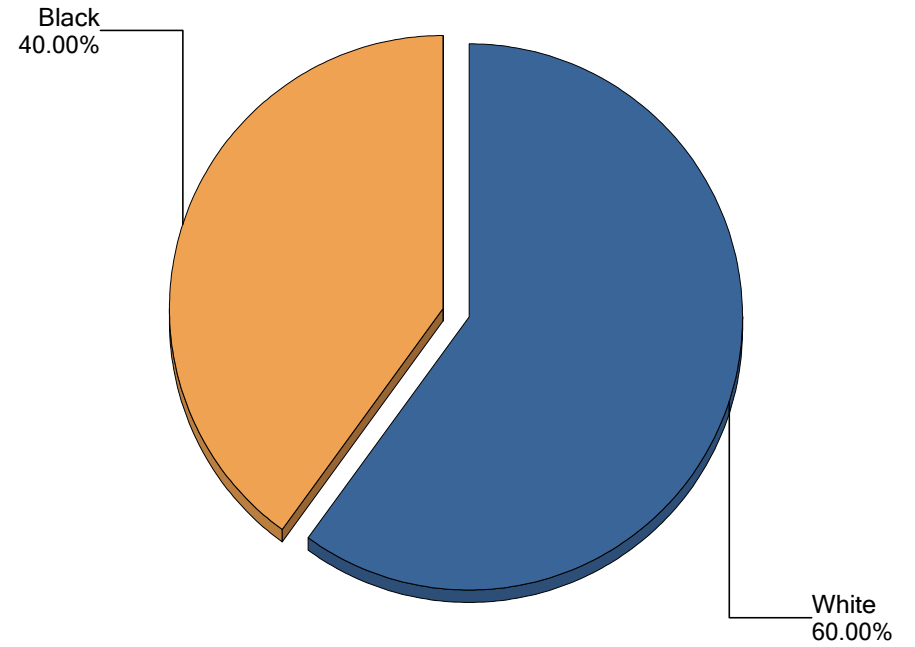
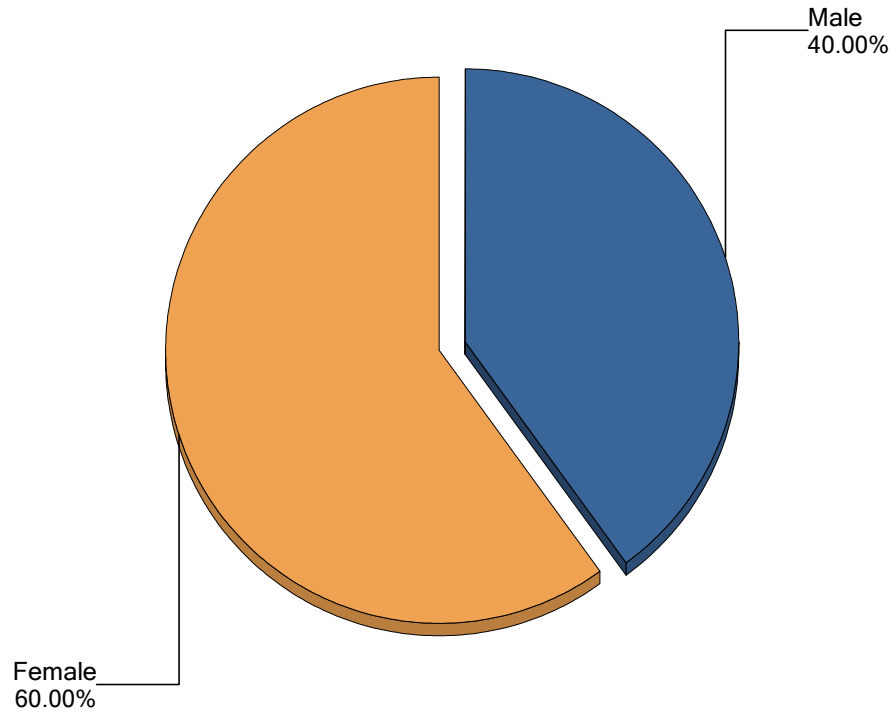
Department: 16161 - MENS SOCCER



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 16170 - WOMENS BASKETBALL

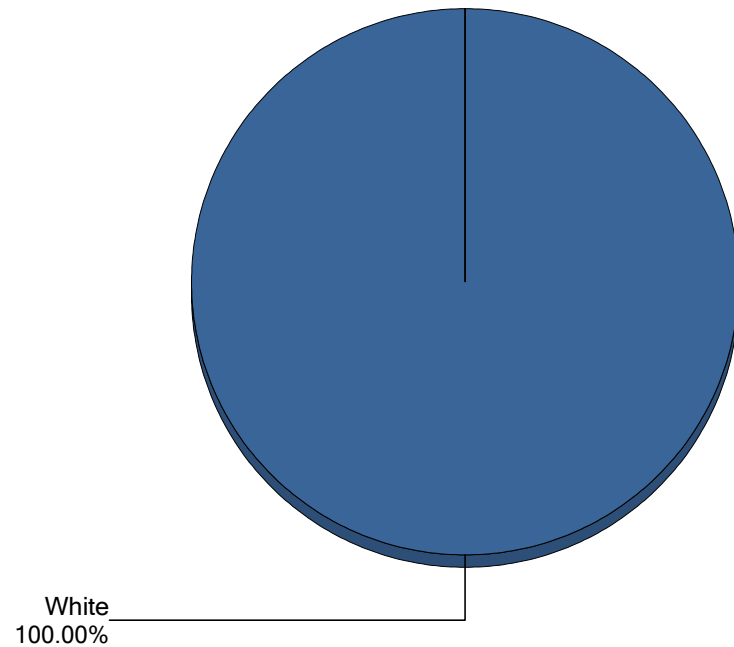
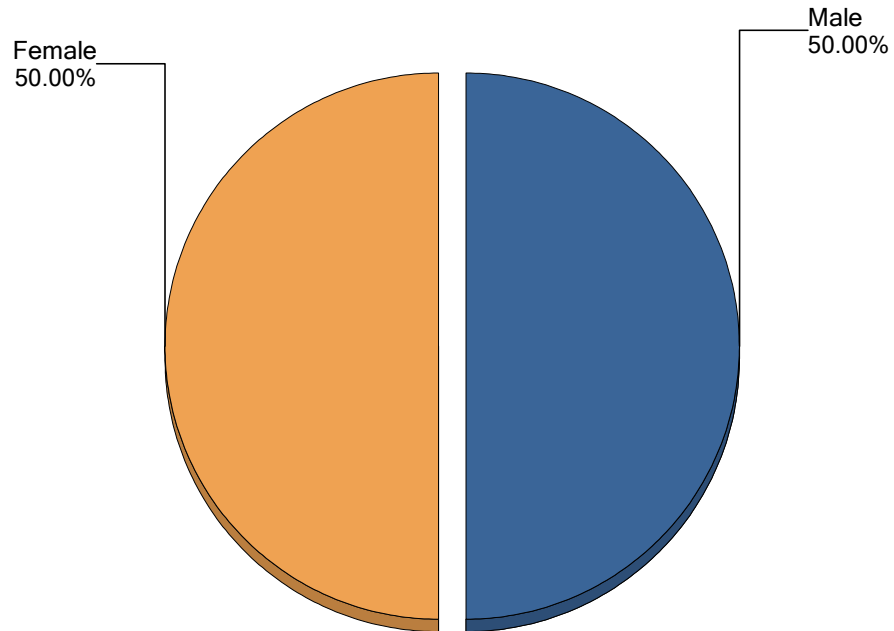


White	3	60.00%
Black	2	40.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16180 - WOMENS SOFTBALL

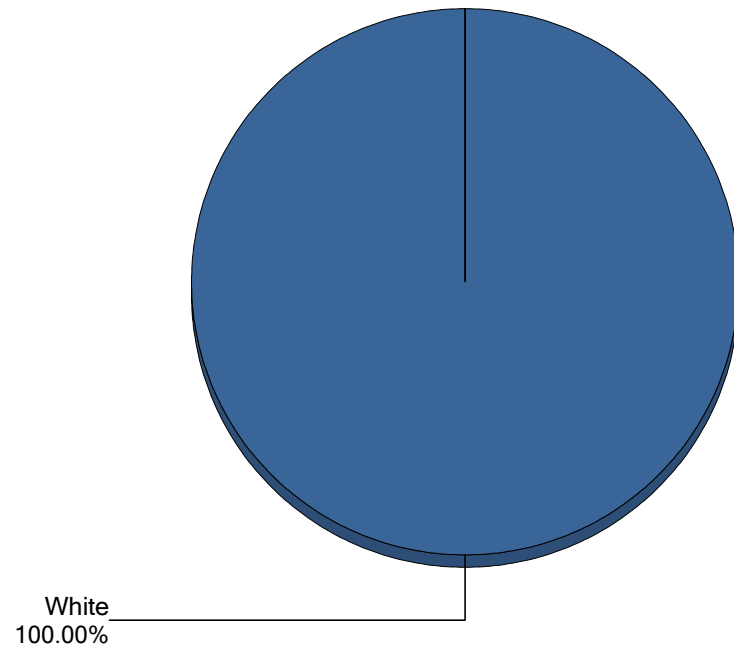
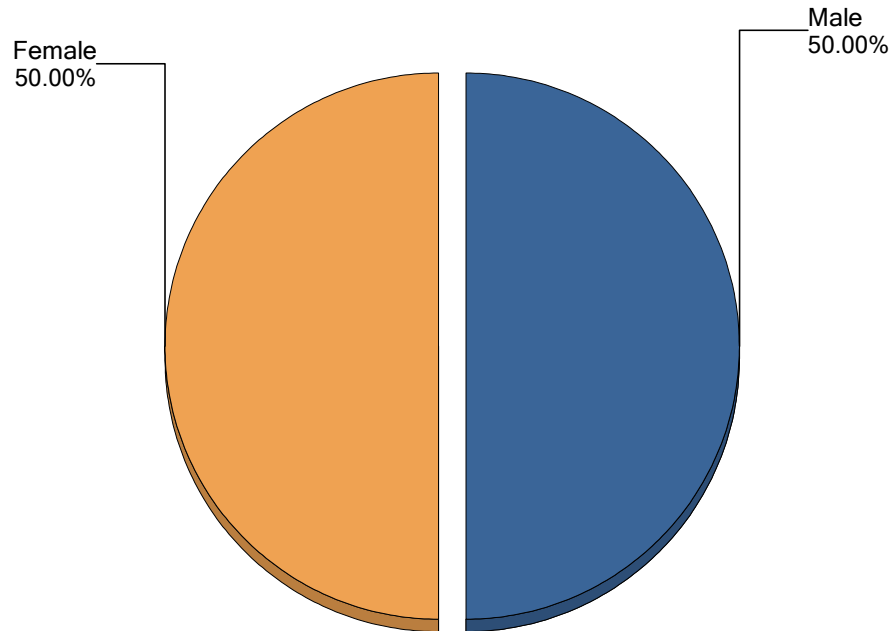


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16190 - WOMENS SOCCER

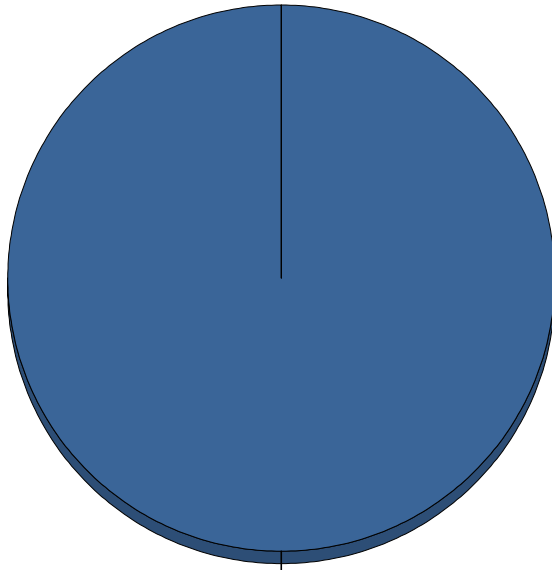


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

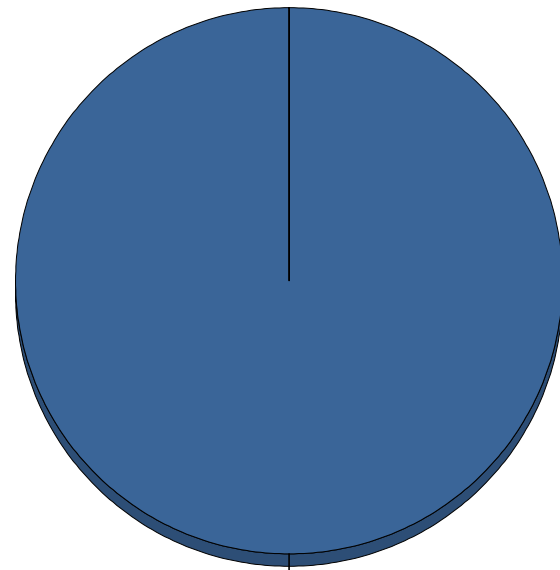
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16200 - WOMENS TENNIS



Male
100.00%

Male	1	100.00%
Female	0	0.00%
Total:	1	100.00%

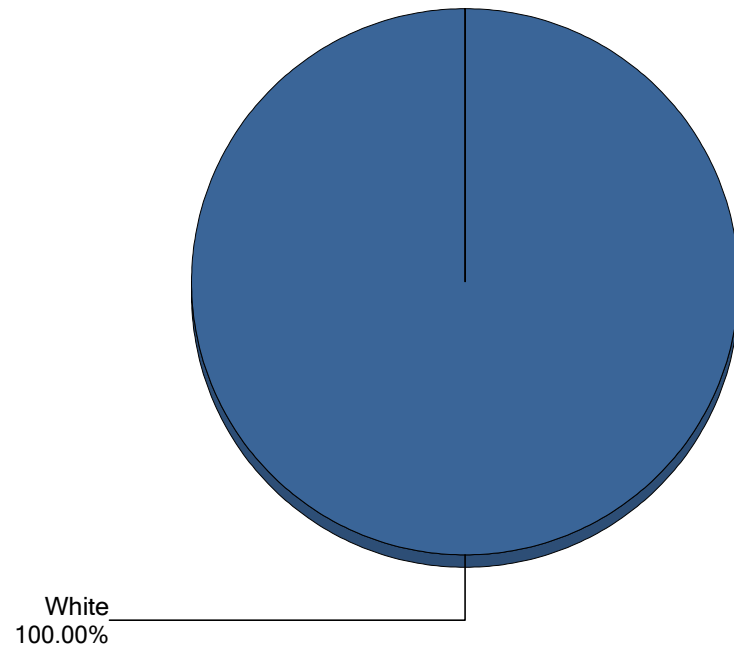
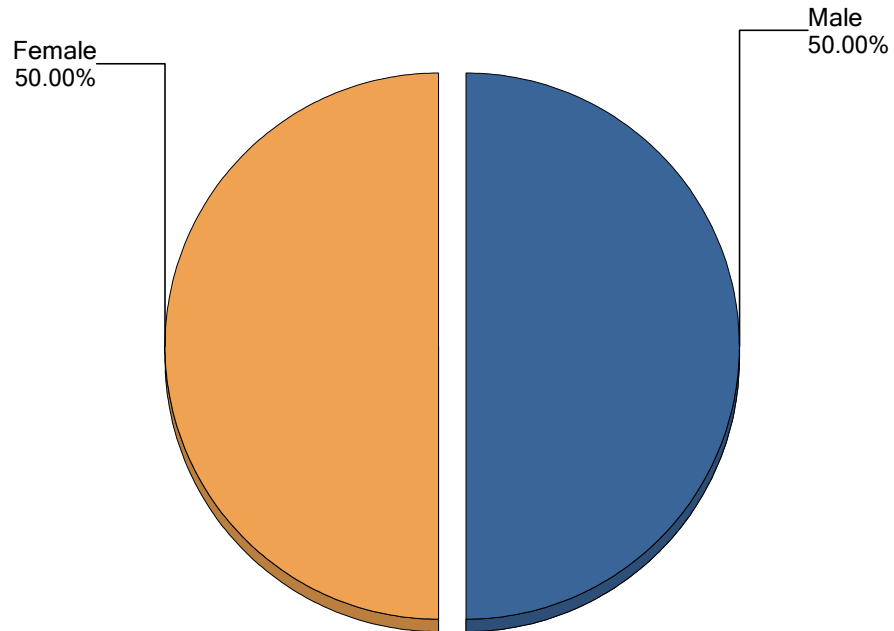


White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 16220 - WOMENS VOLLEYBALL

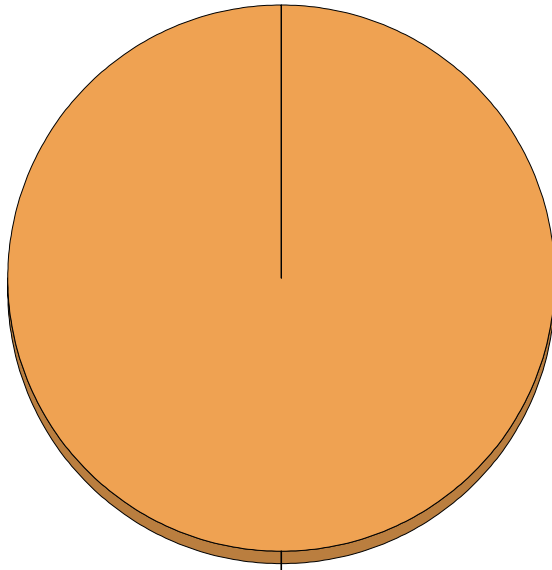


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

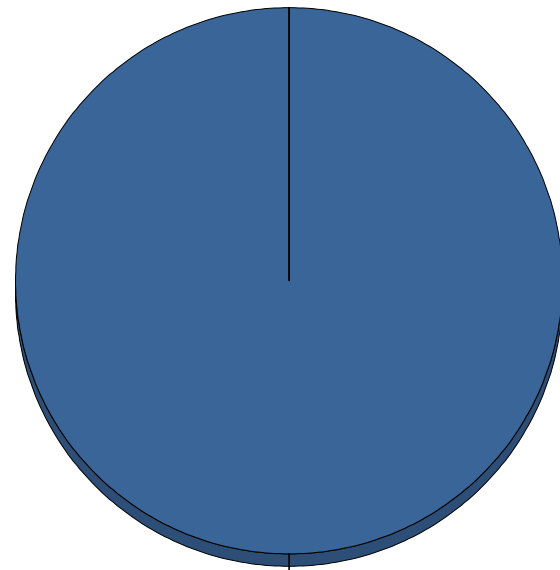
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16230 - WOMENS GOLF



Female
100.00%

Male	0	0.00%
Female	1	100.00%
Total:	1	100.00%



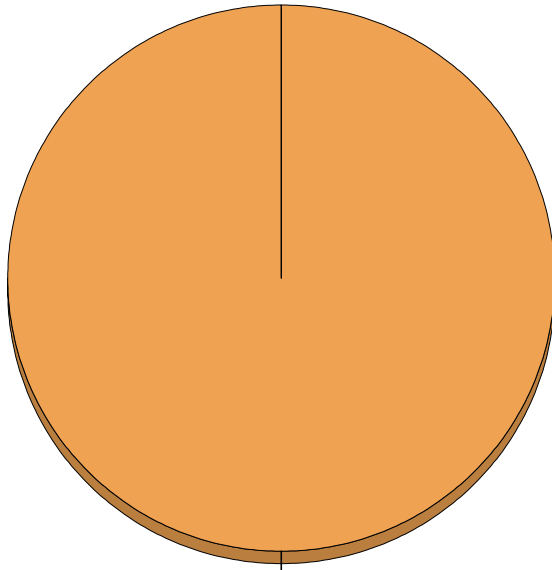
White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

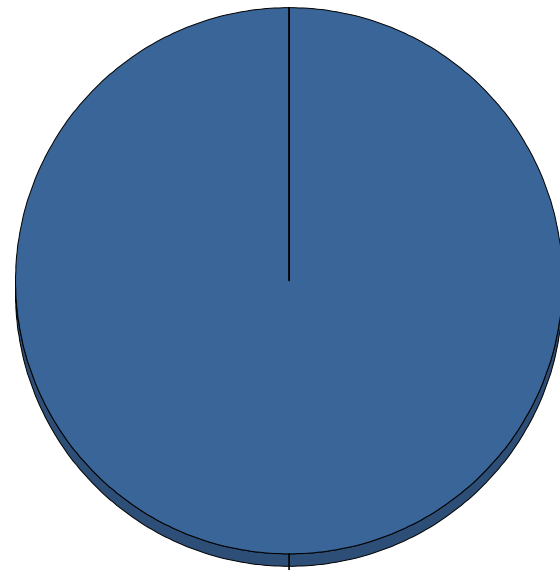
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 16245 - TRIATHLON



Female
100.00%

Male	0	0.00%
Female	1	100.00%
Total:	1	100.00%



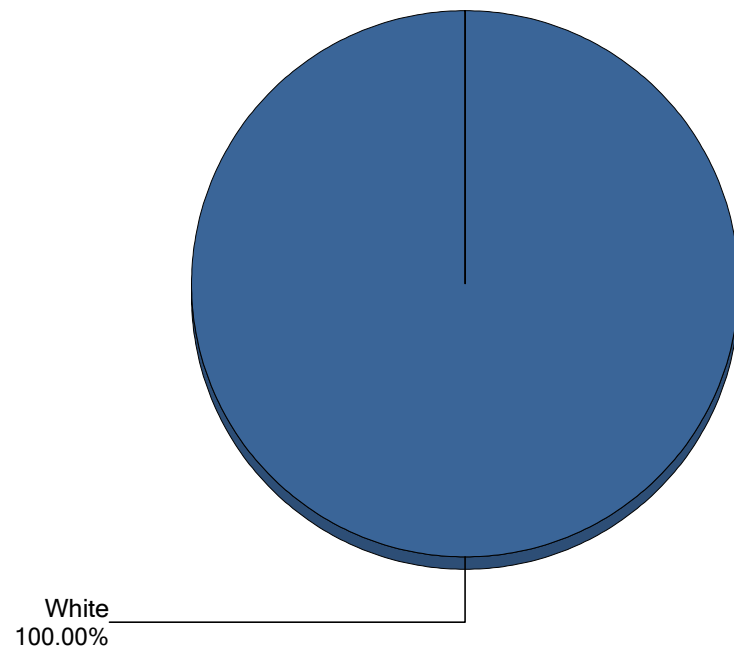
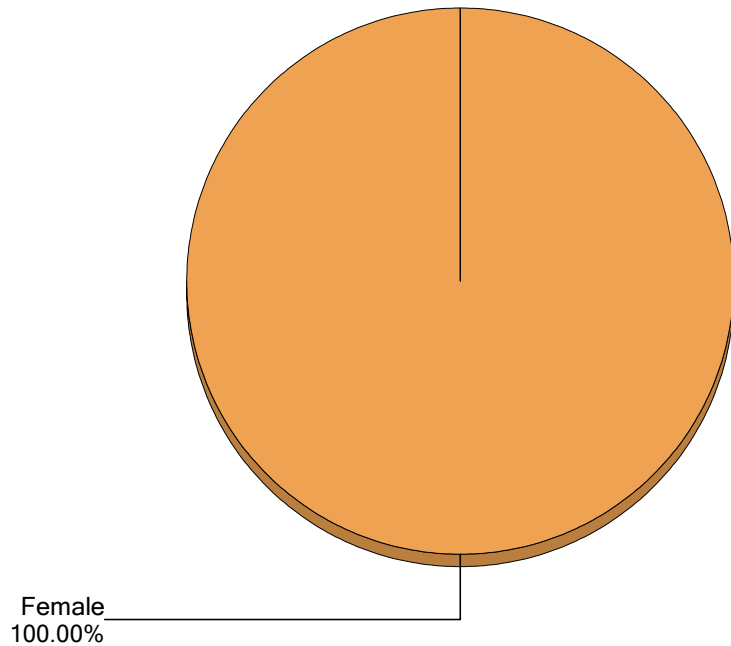
White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

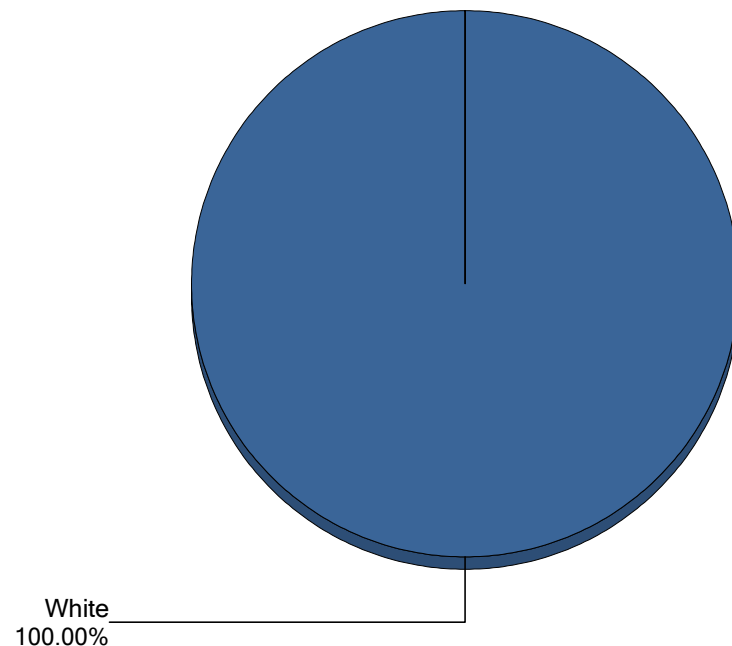
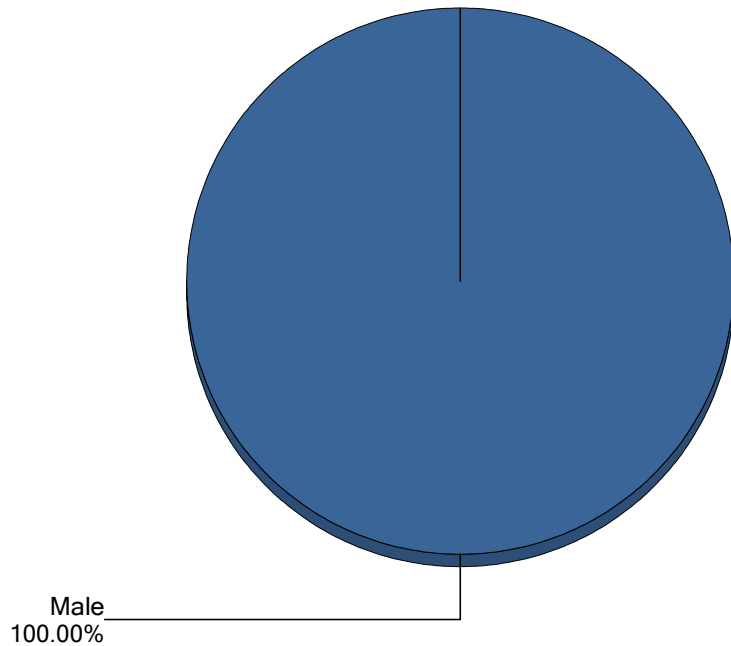
Department: 16270 - ATHLETIC DEVELOP



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

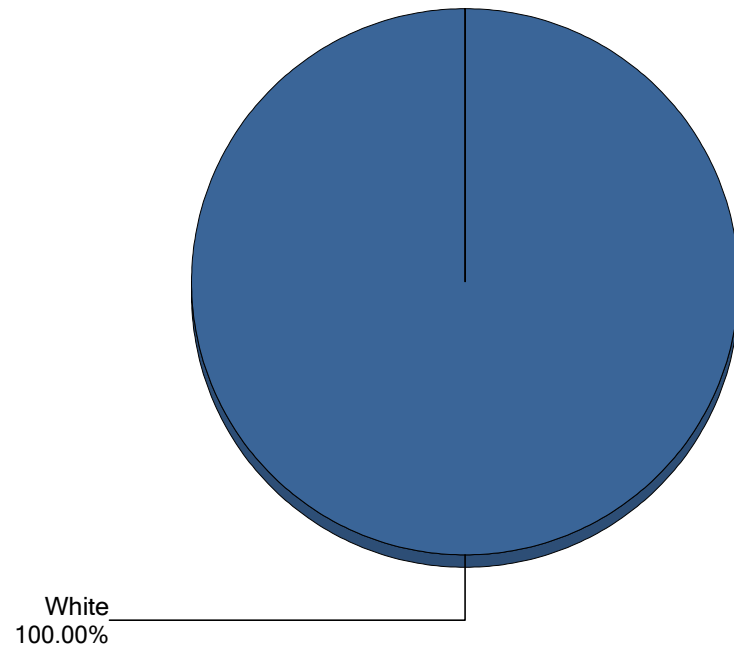
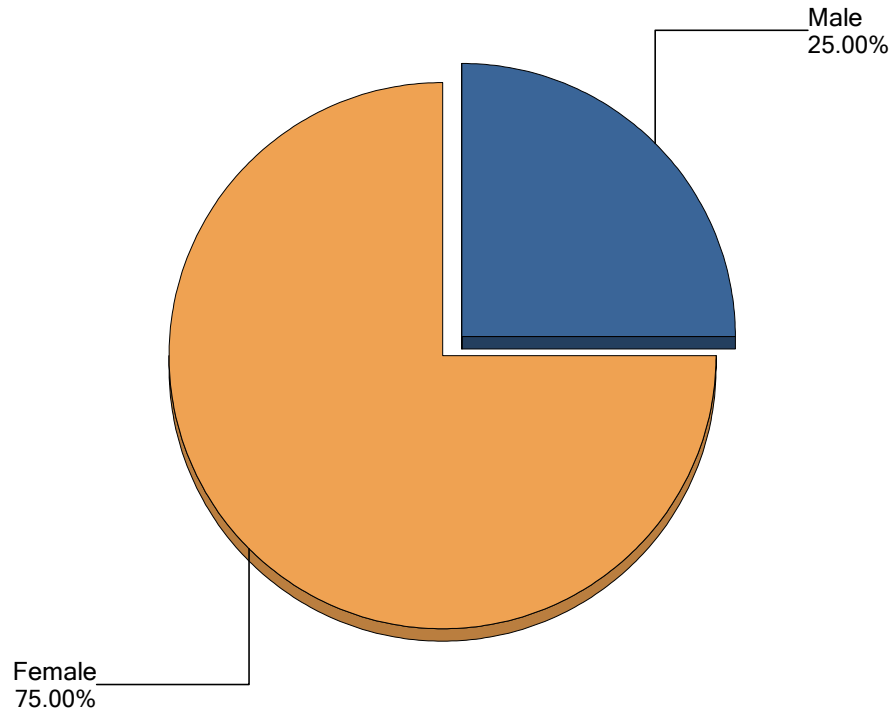
Department: 16290 - CHEERLEADERS



White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

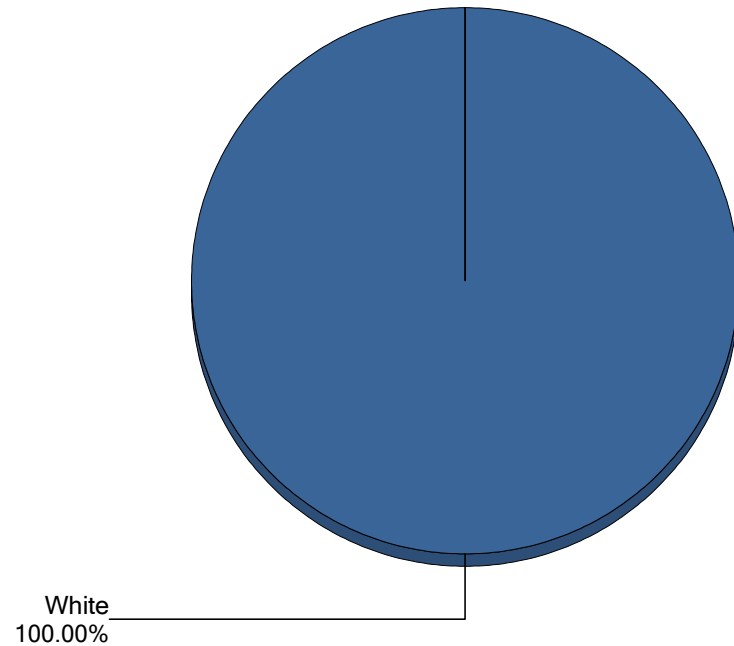
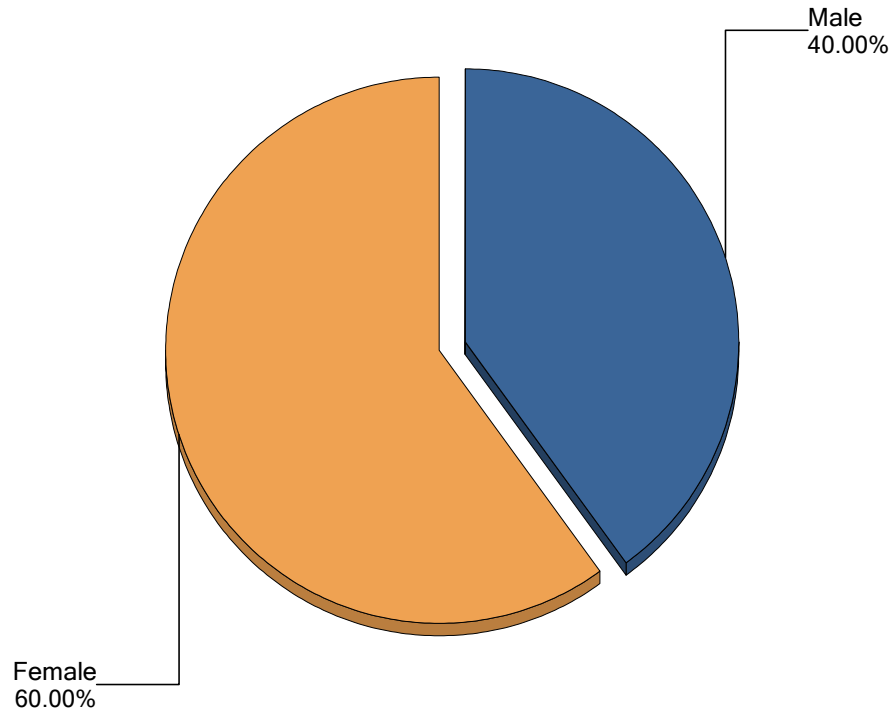
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 17000 - OFFICE OF INTERNAL AUDIT



White	4	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 18000 - OFFICE OF UNIVERSITY COUNSEL

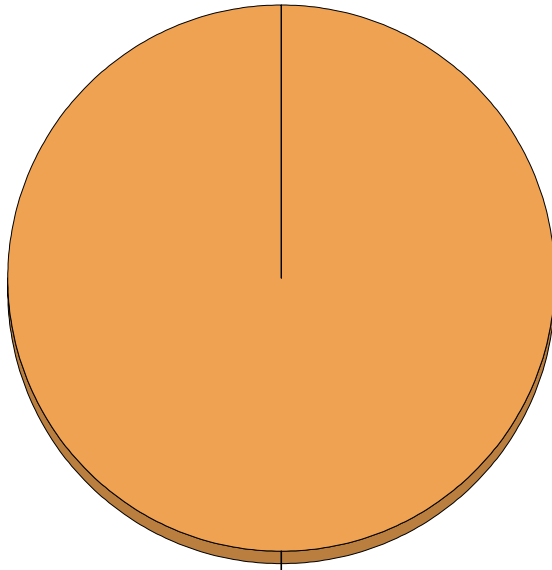


White	5	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

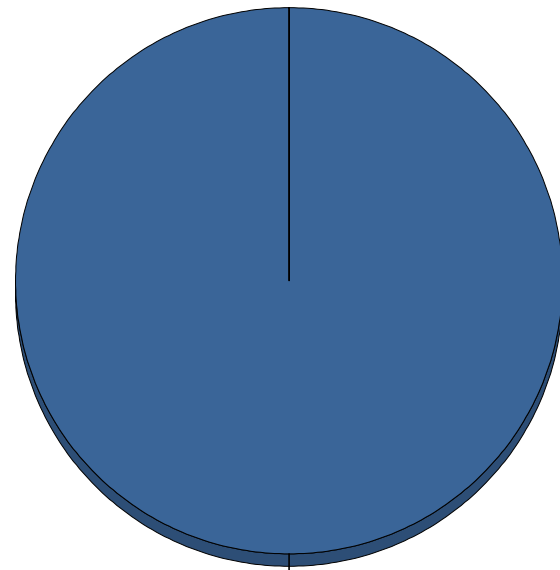
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 18030 - HIPAA COMPLIANCE AND SECURITY



Female
100.00%

Male	0	0.00%
Female	1	100.00%
Total:	1	100.00%

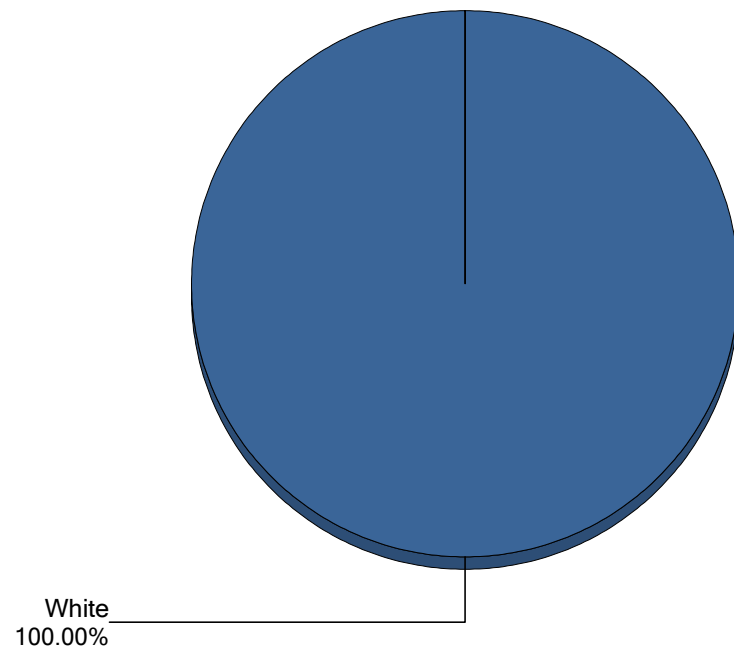
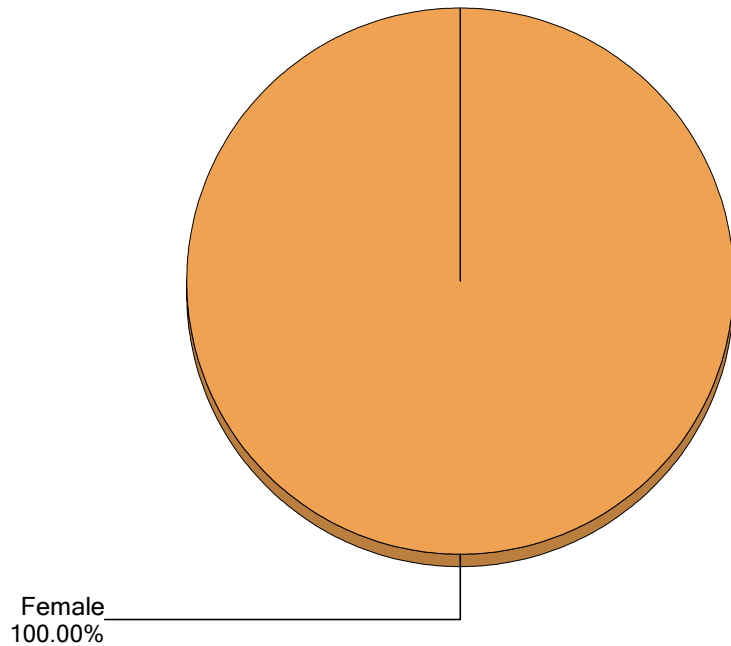


White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 19000 - GOVERNMENT RELATIONS

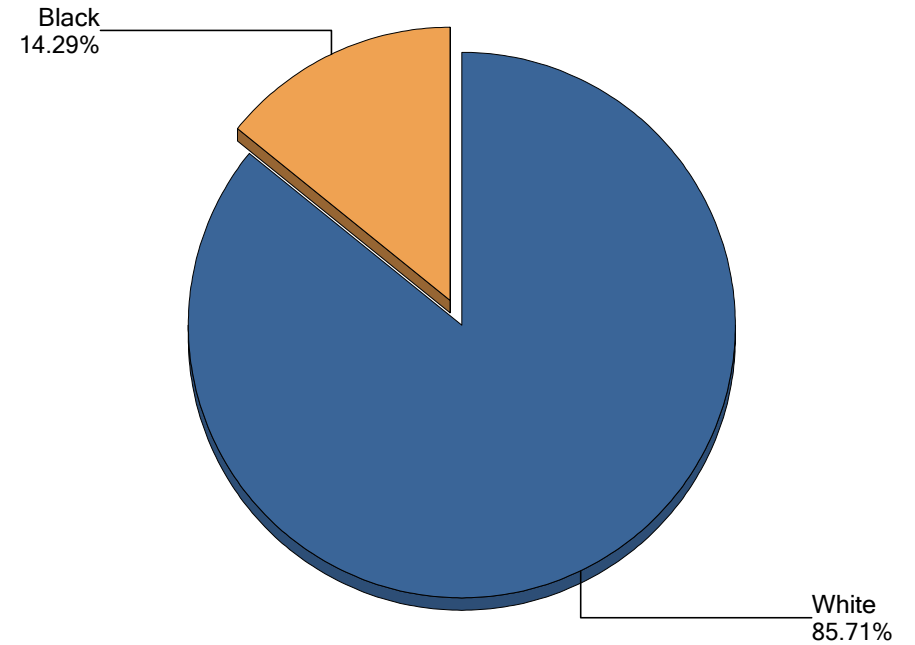
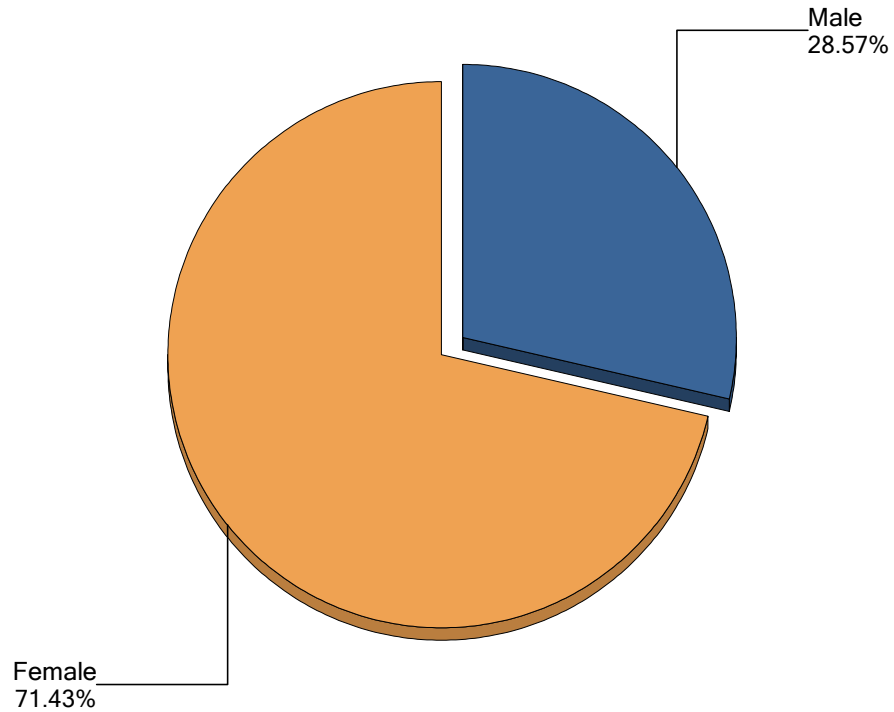


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

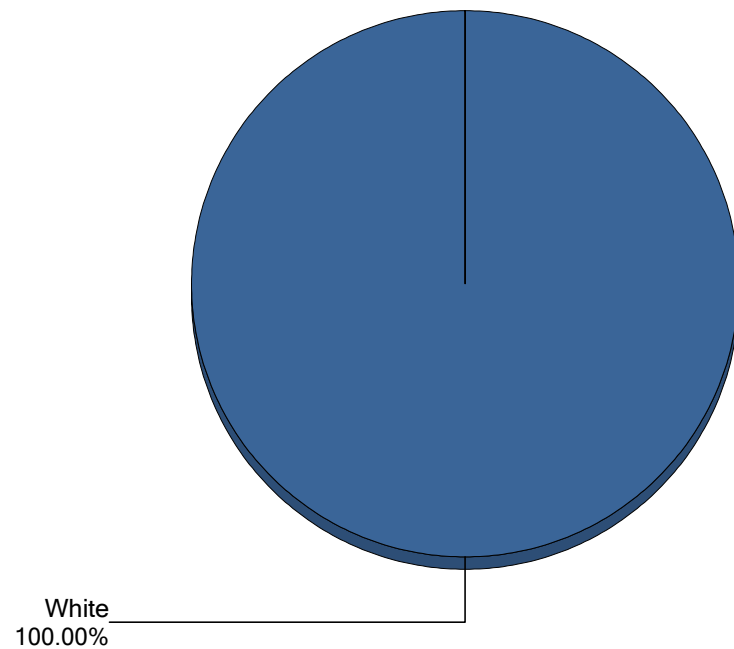
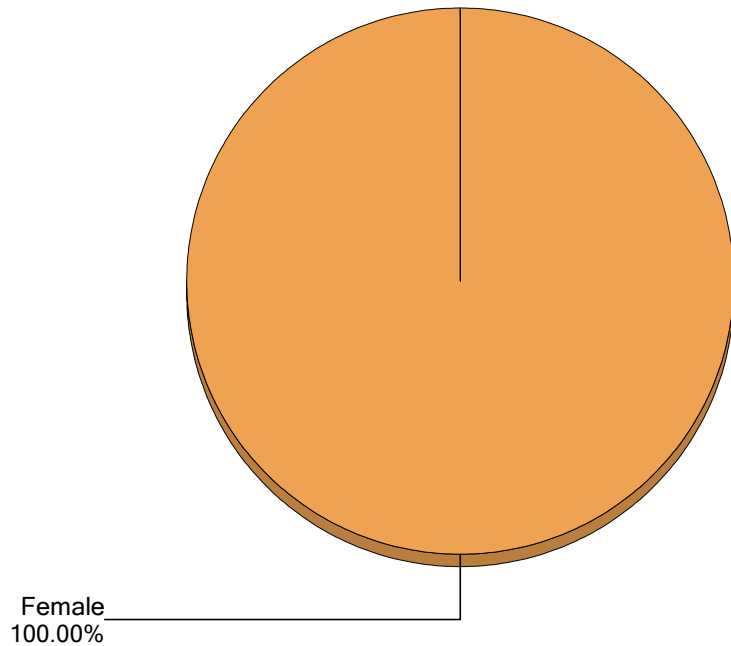
Department: 20000 - PROVOST VP ACADEMIC AFFAIRS



White	6	85.71%
Black	1	14.29%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	7	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

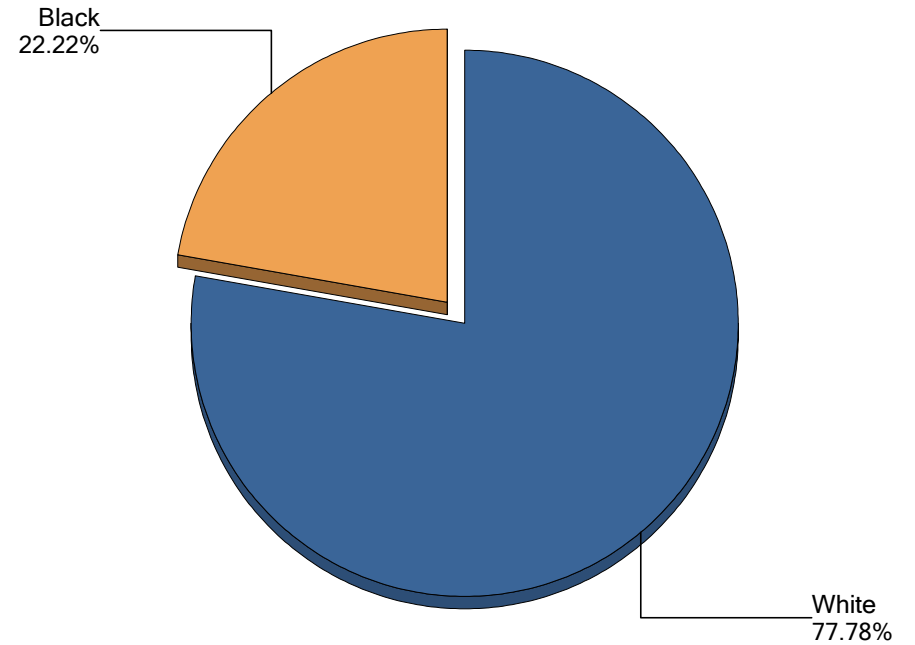
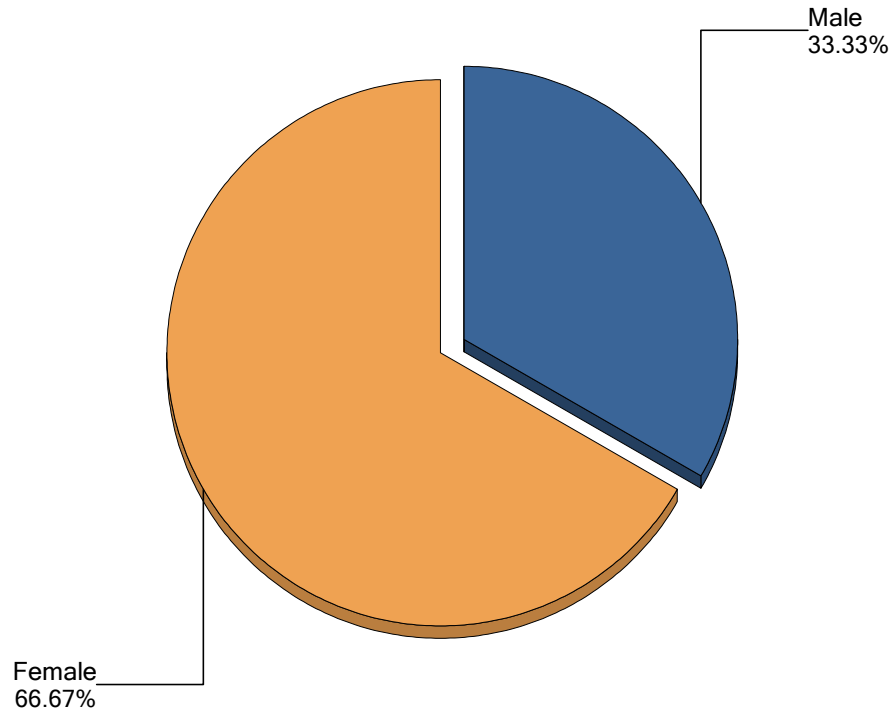
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 20025 - CARTER TRAIN MUSEUM



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21000 - DEAN COLLEGE OF ARTS AND SCIENCES

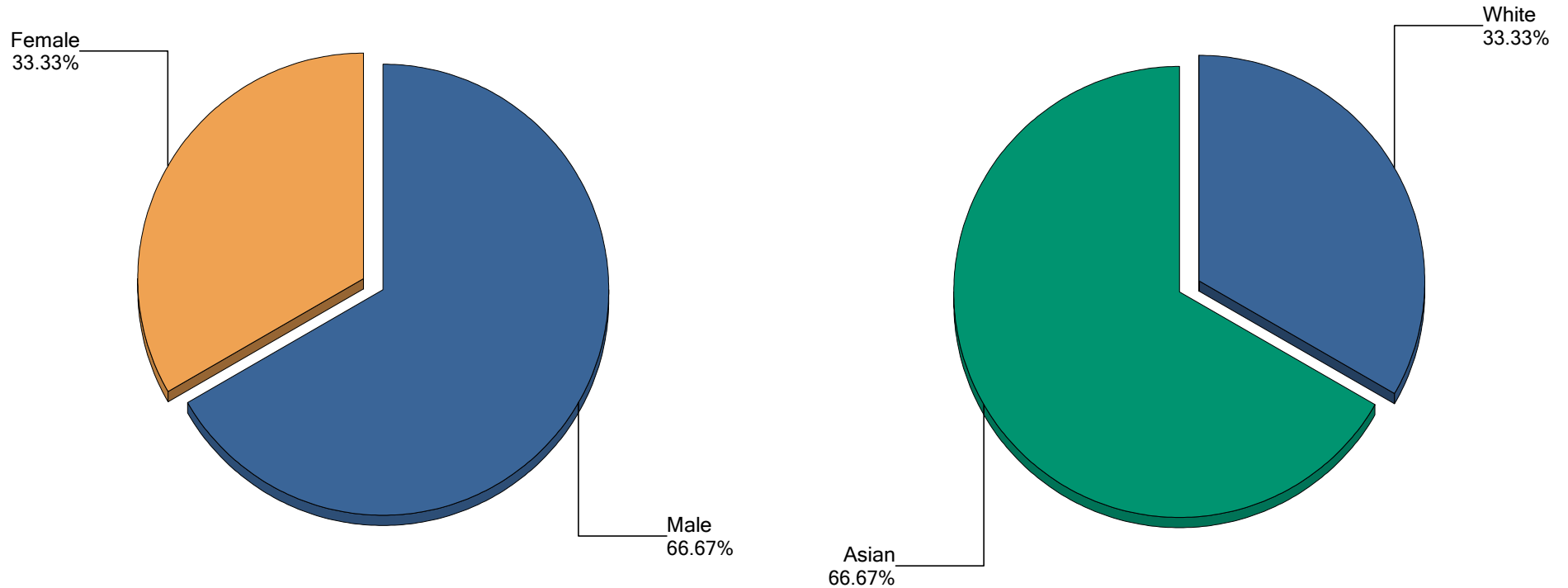


White	7	77.78%
Black	2	22.22%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21004 - CENTER OF EXCELLENCE MATH SCIENCE

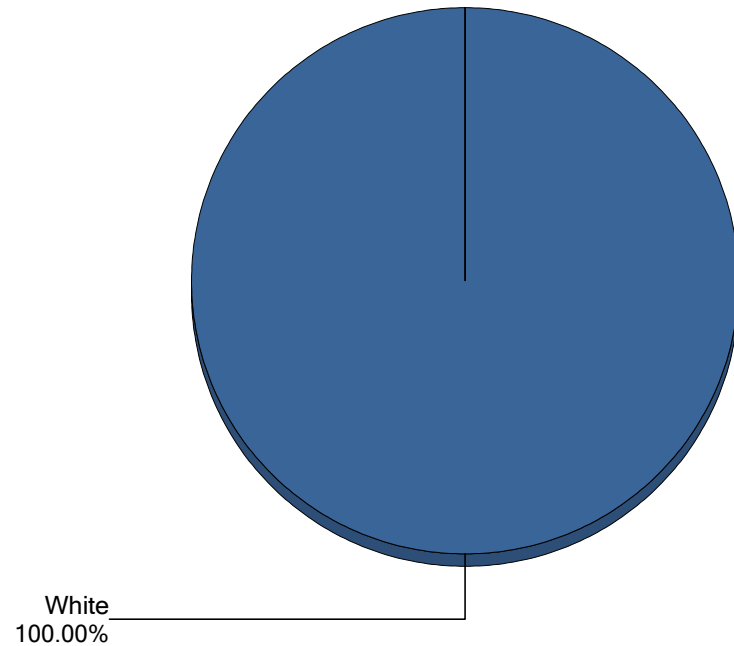
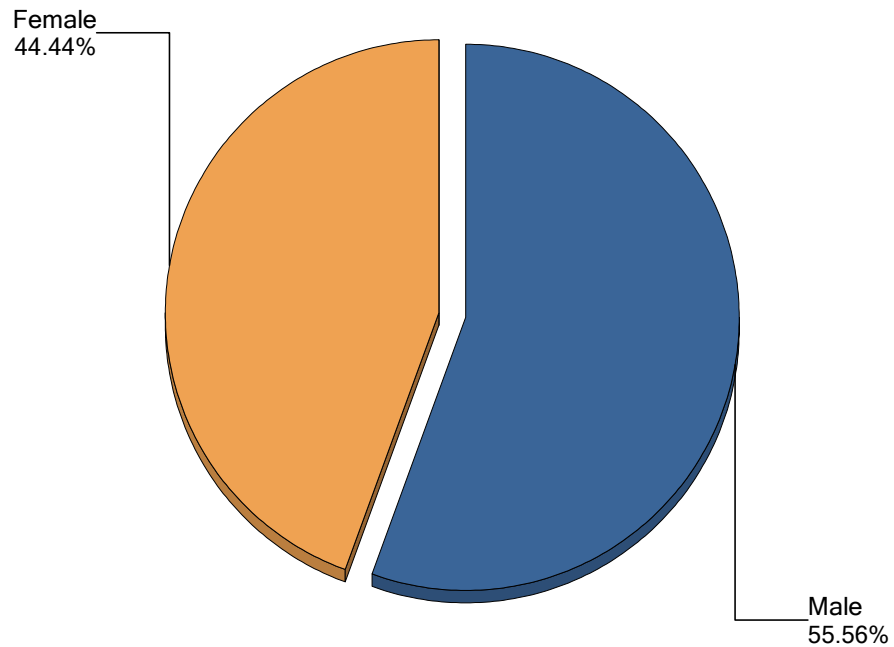


Male	2	66.67%
Female	1	33.33%
Total:	3	100.00%

White	1	33.33%
Black	0	0.00%
Asian	2	66.67%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 21005 - NATURAL HISTORY MUSEUM

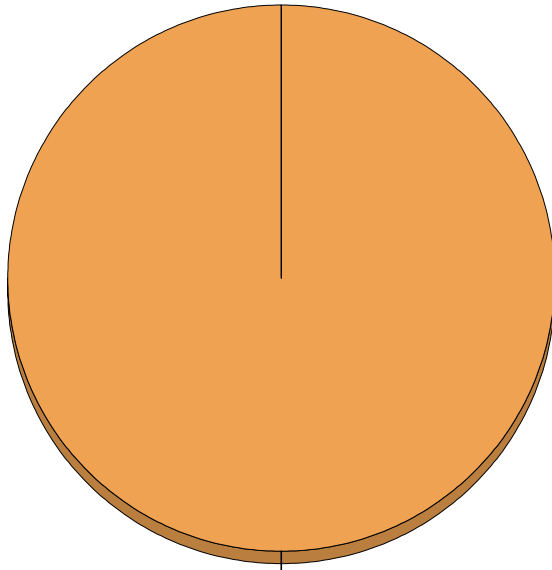


White	9	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

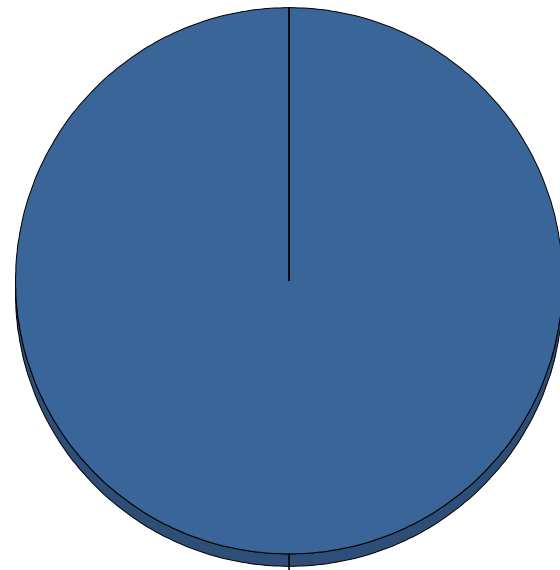
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21008 - MARY B MARTIN SCHOOL OF THE ARTS



Female
100.00%

Male	0	0.00%
Female	2	100.00%
Total:	2	100.00%

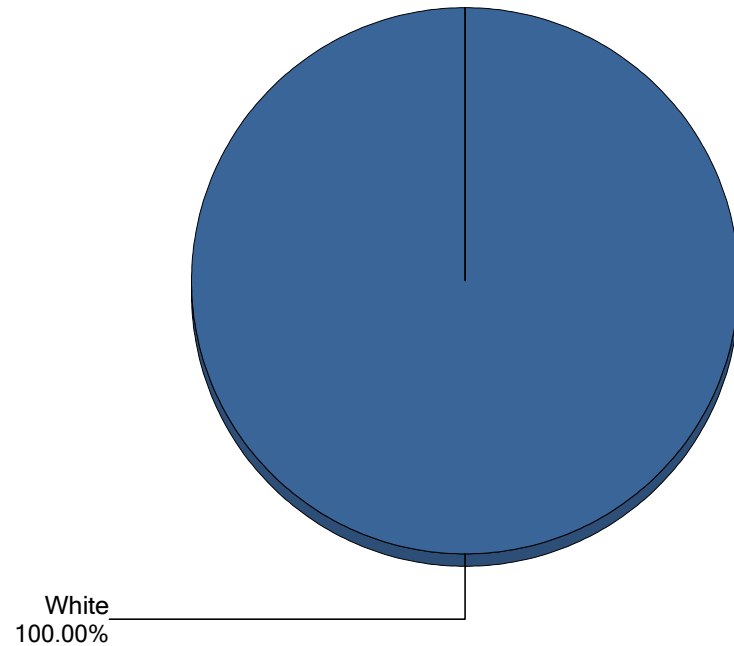
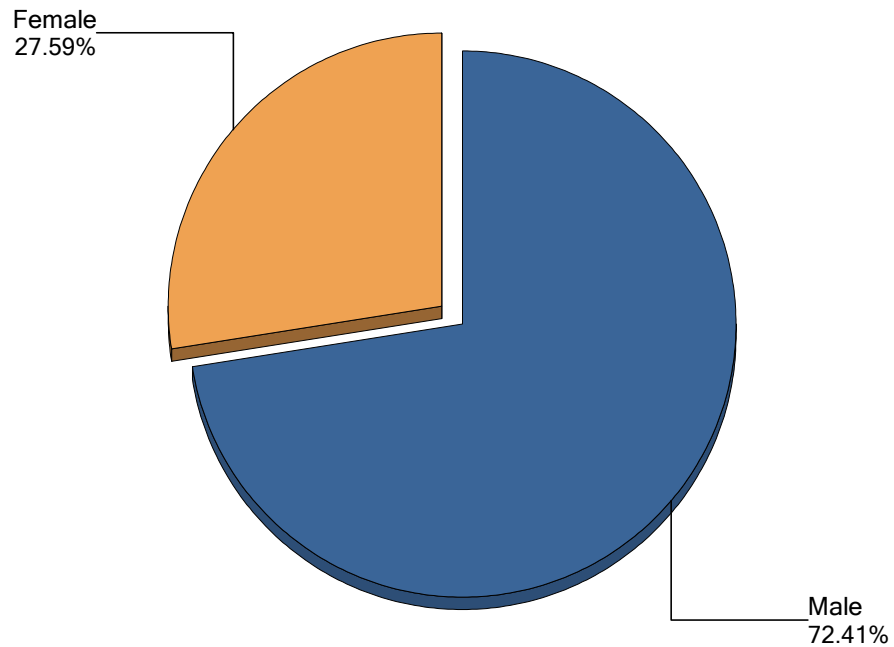


White
100.00%

White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 21010 - APPALACHIAN STUDIES

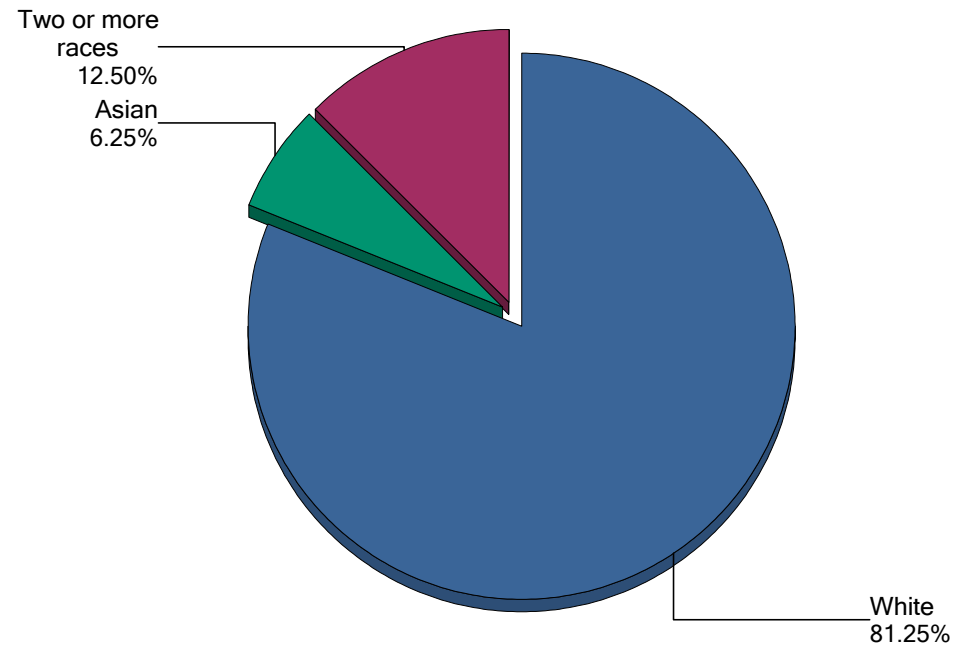
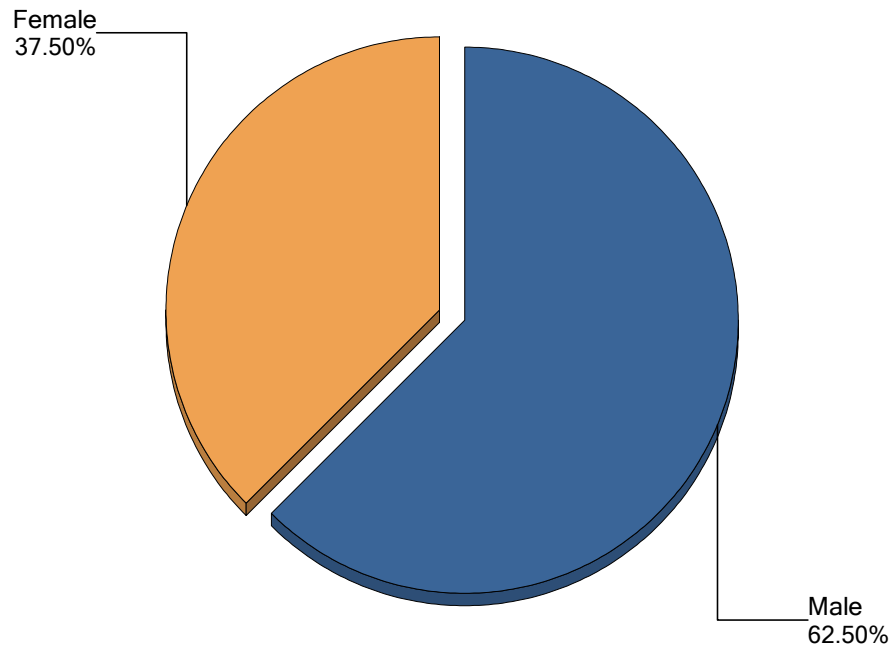


White	29	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	29	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

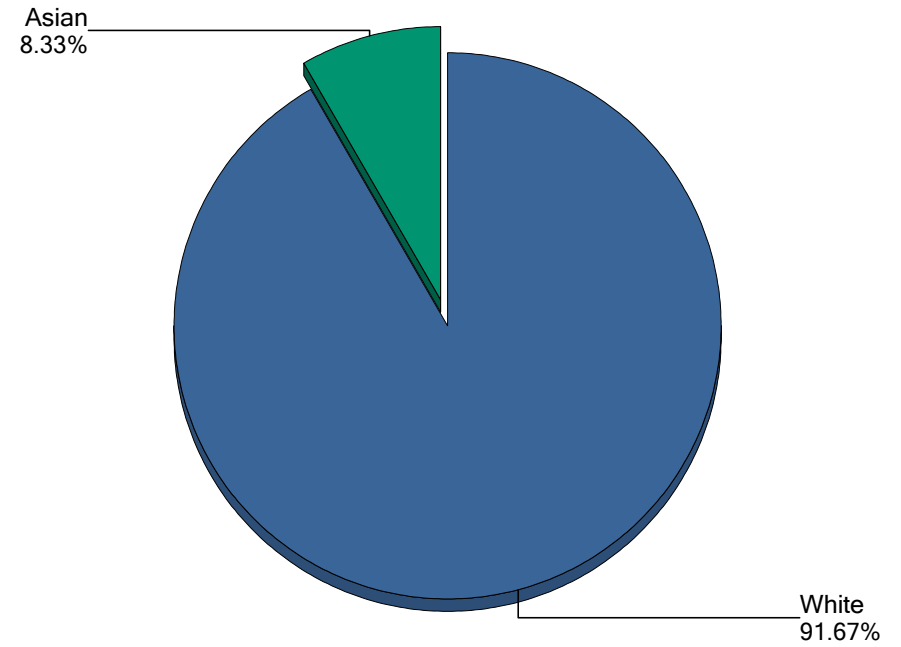
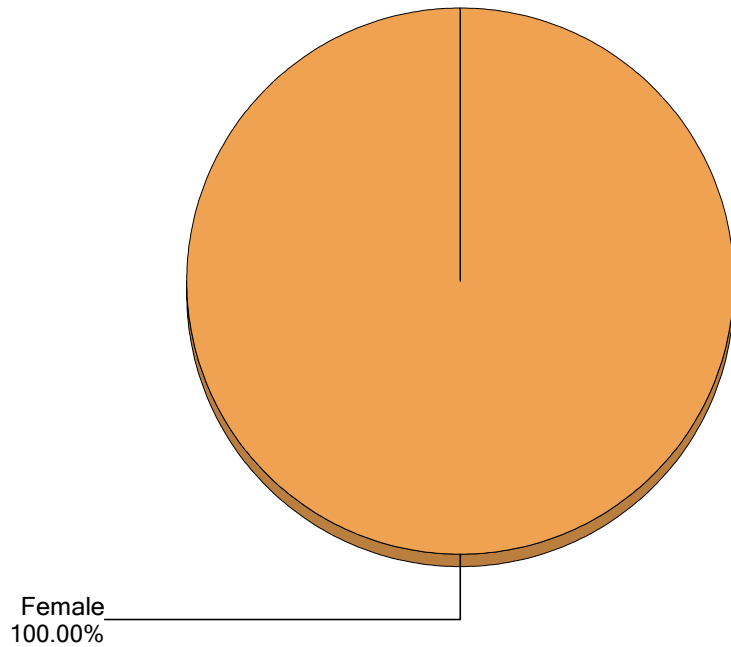
Department: 21020 - GEOSCIENCES



White	13	81.25%
Black	0	0.00%
Asian	1	6.25%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	2	12.50%
Total:	16	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 21031 - ARTS AND SCIENCES CASE

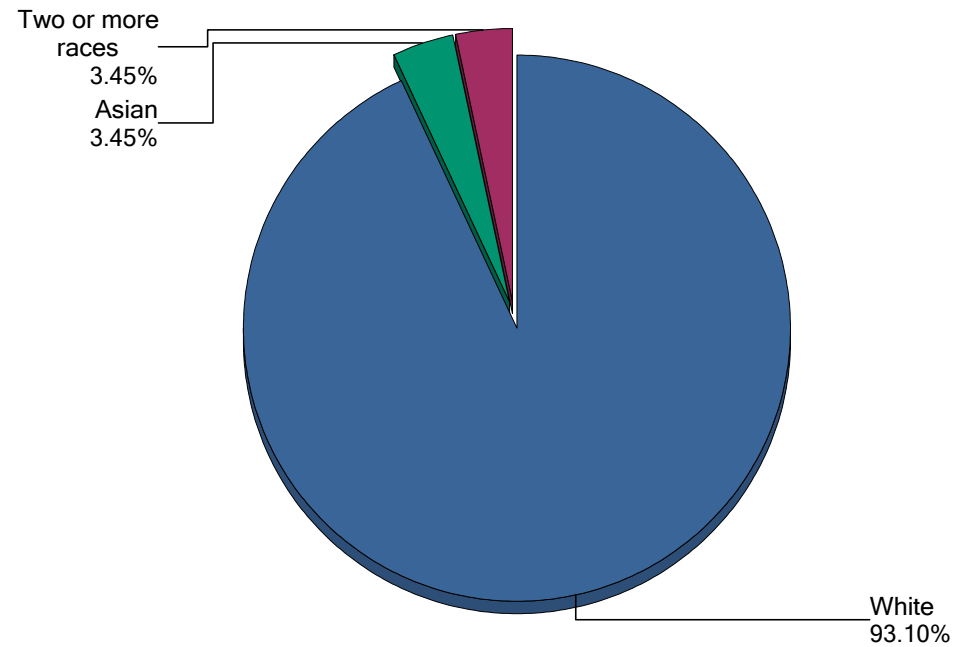
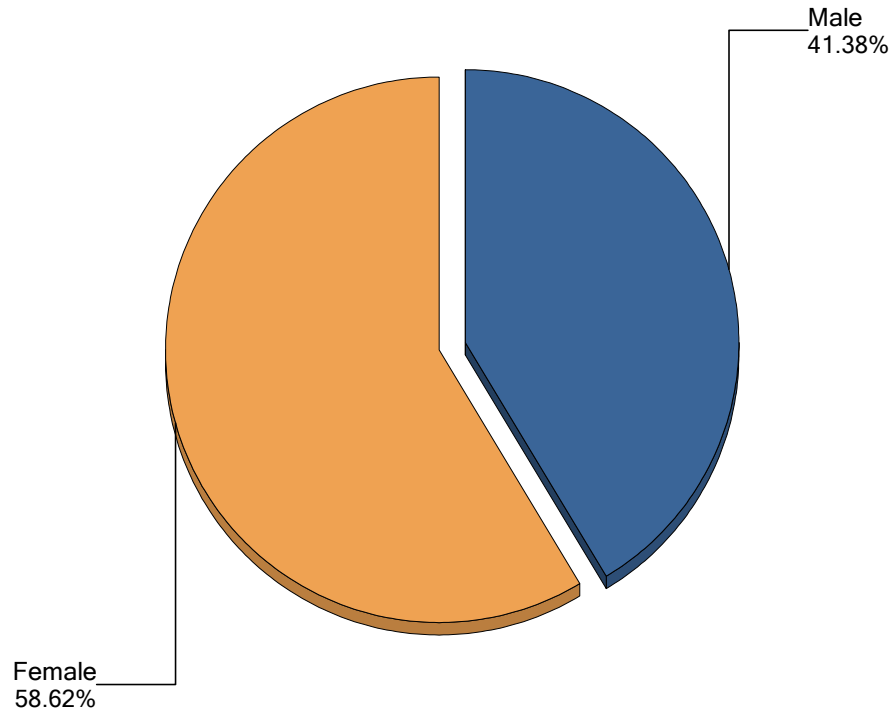


White	11	91.67%
Black	0	0.00%
Asian	1	8.33%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	12	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21050 - ART AND DESIGN



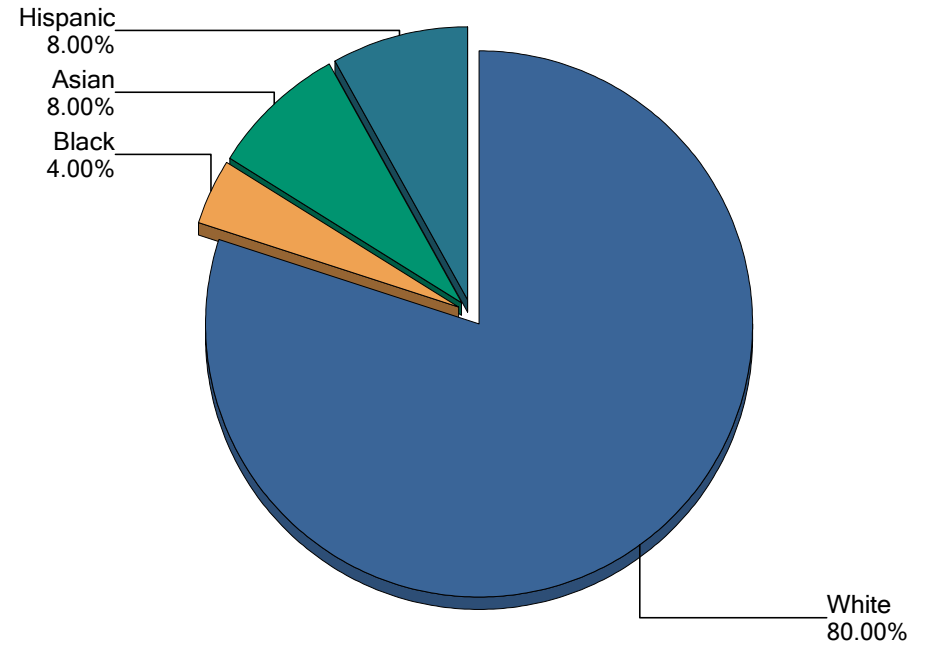
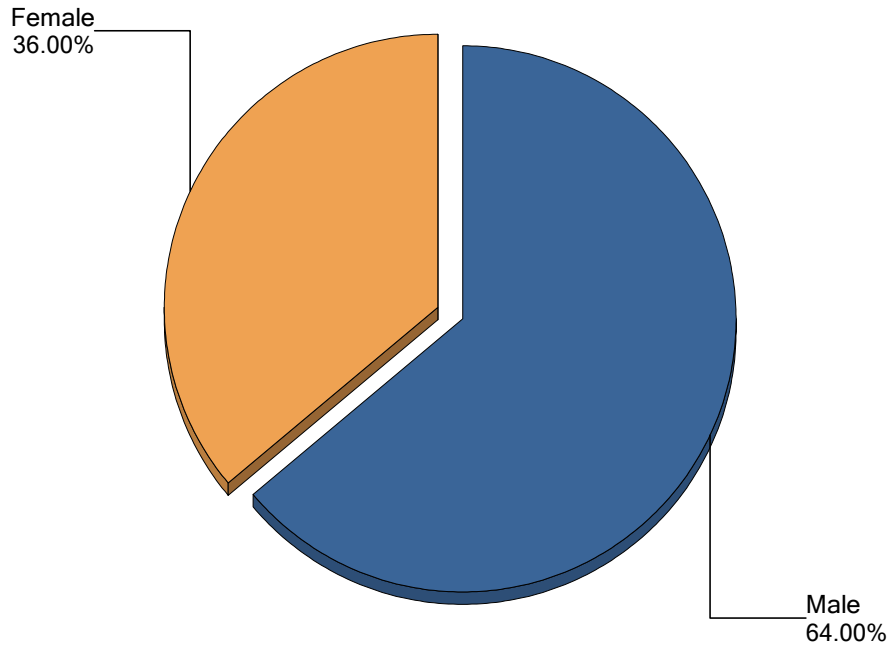
Male	12	41.38%
Female	17	58.62%
Total:	29	100.00%

White	27	93.10%
Black	0	0.00%
Asian	1	3.45%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	3.45%
Total:	29	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21100 - BIOLOGY



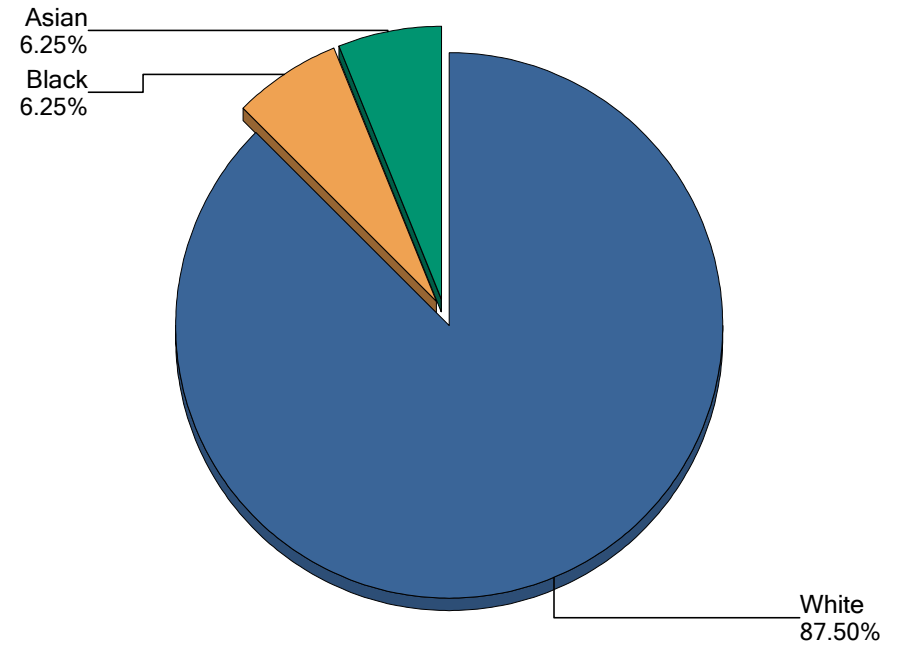
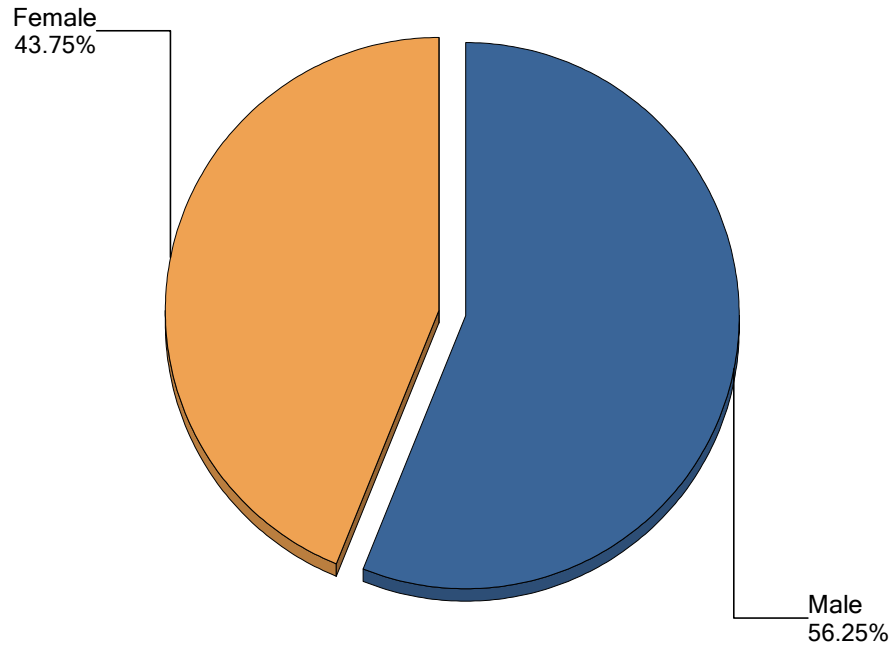
Male	16	64.00%
Female	9	36.00%
Total:	25	100.00%

White	20	80.00%
Black	1	4.00%
Asian	2	8.00%
Native American	0	0.00%
Hispanic	2	8.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	25	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21150 - CHEMISTRY

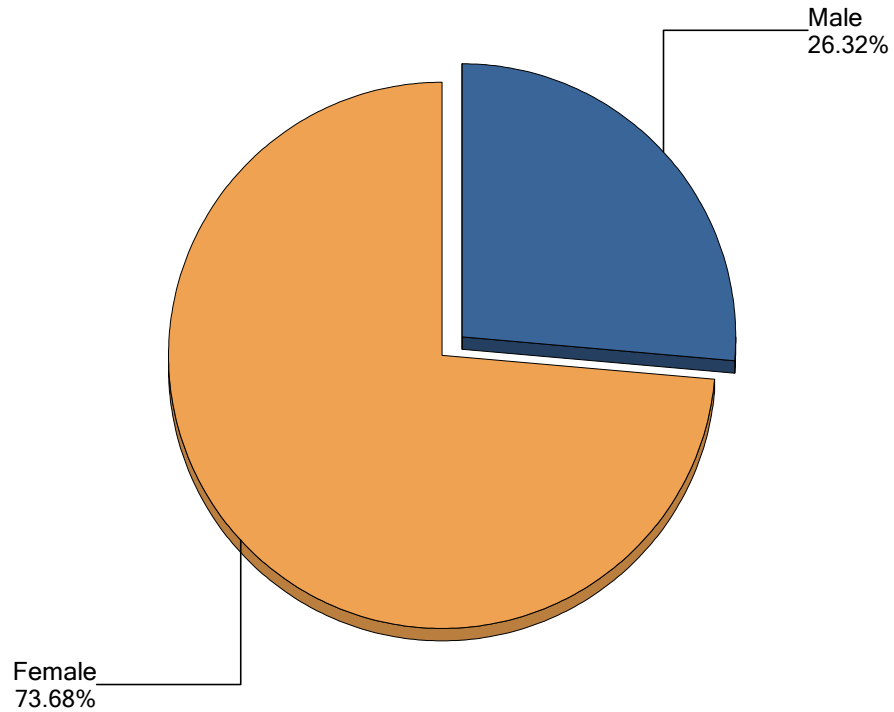


White	14	87.50%
Black	1	6.25%
Asian	1	6.25%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	16	100.00%

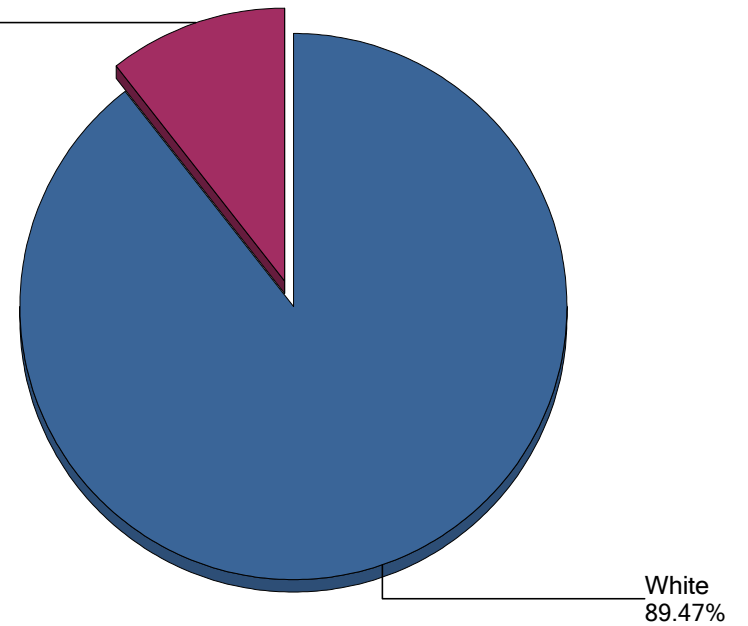
East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21200 - COMMUNICATION AND PERFORMANCE



Two or more
races
10.53%

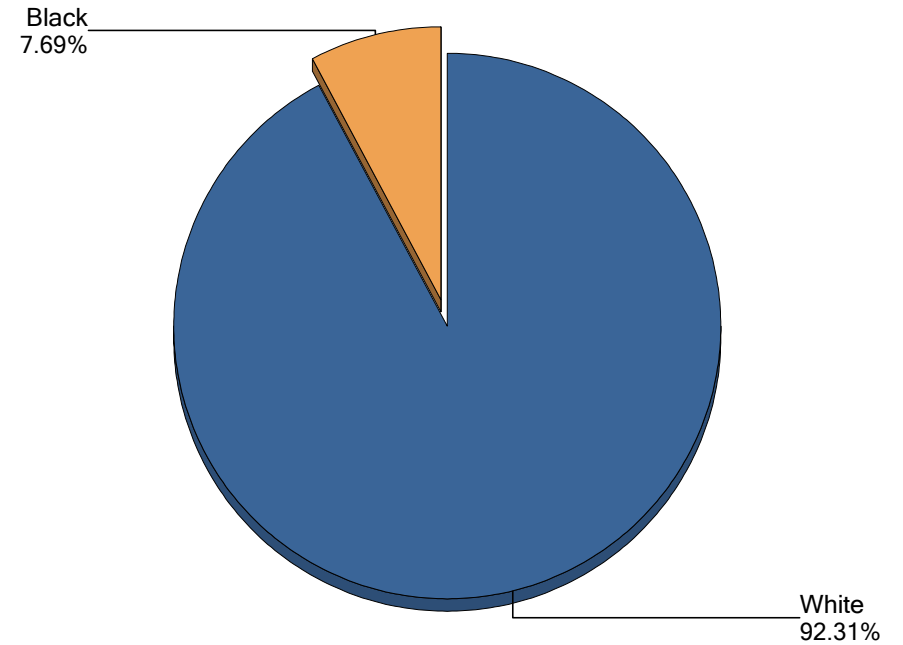
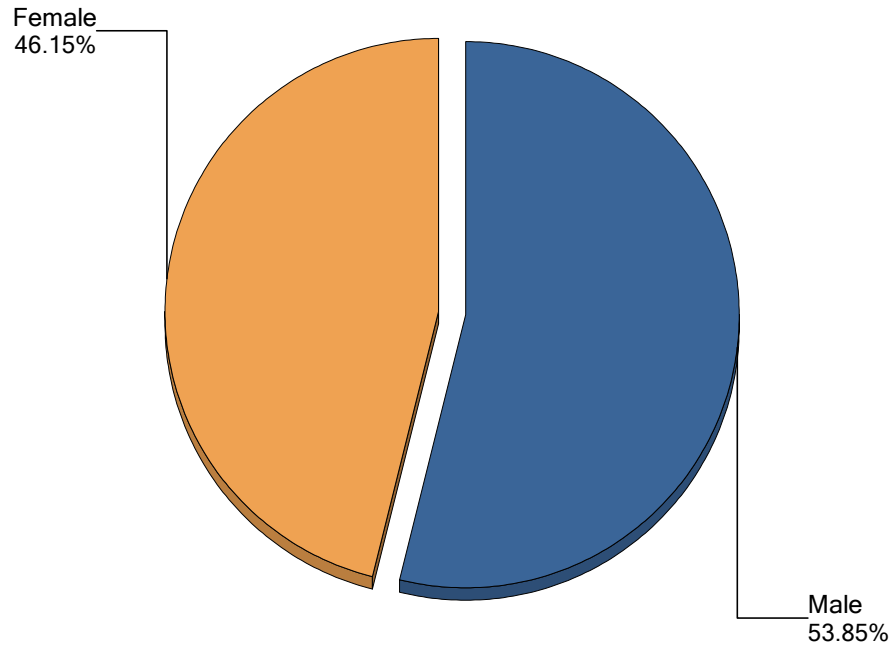


White	17	89.47%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	2	10.53%
Total:	19	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21203 - THEATRE AND DANCE

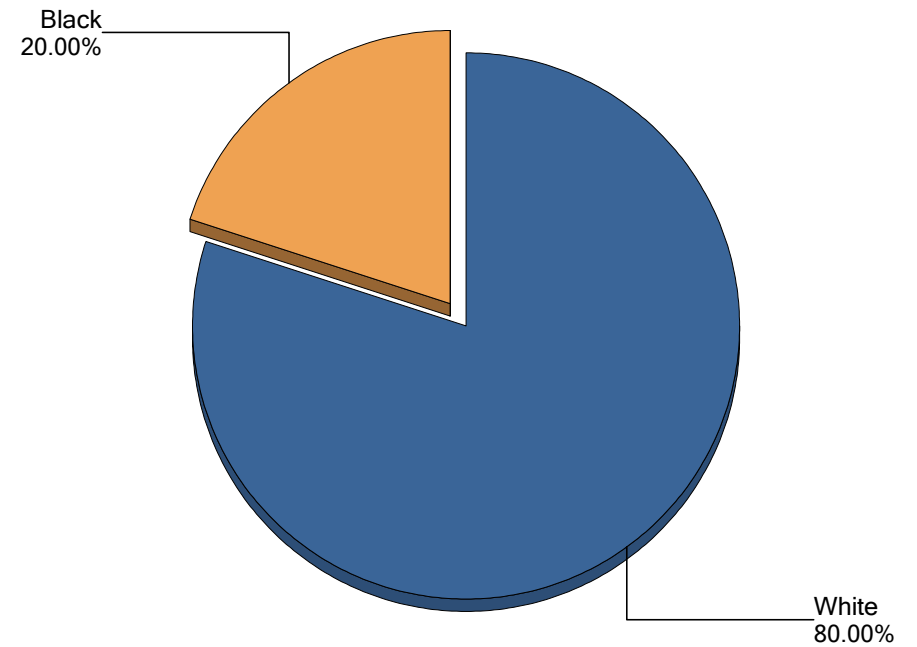
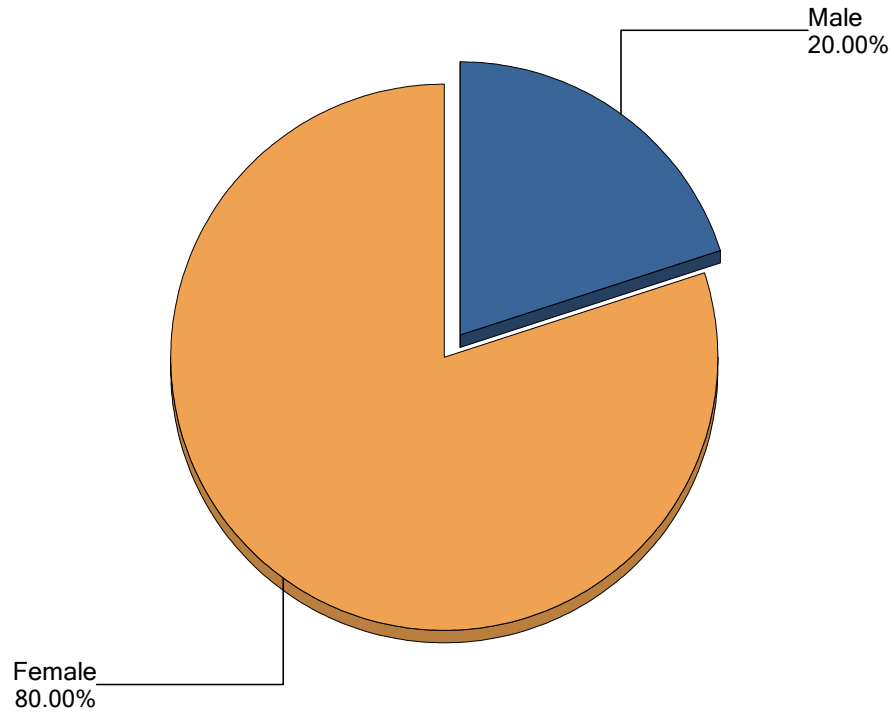


White	12	92.31%
Black	1	7.69%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	13	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21206 - WOMENS STUDIES

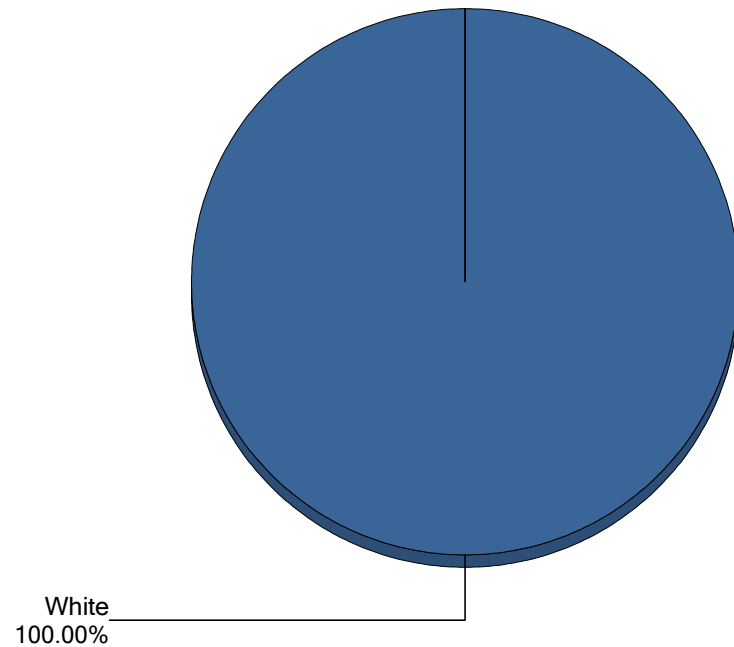
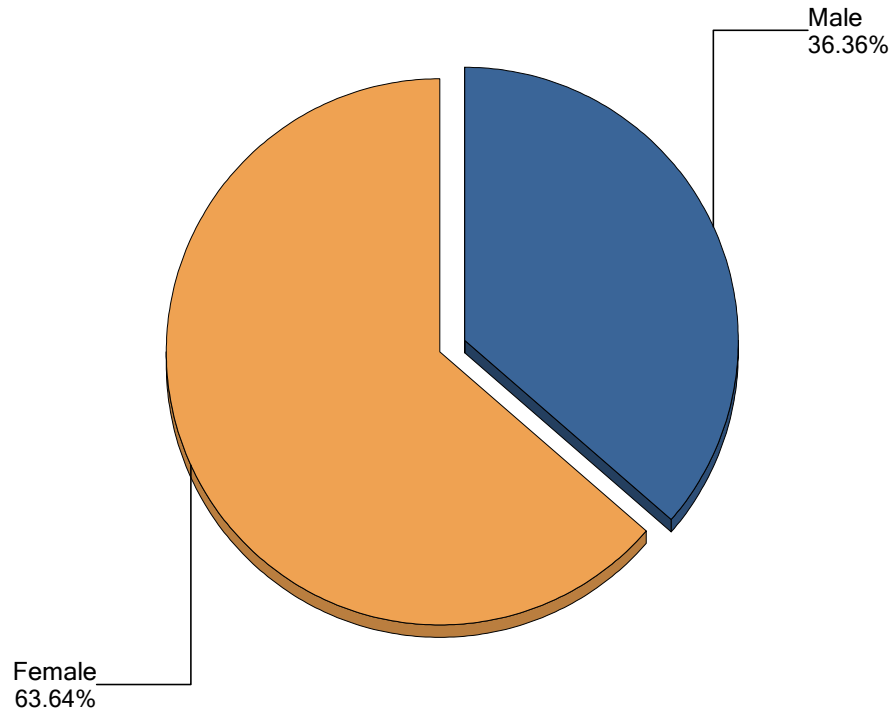


White	4	80.00%
Black	1	20.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

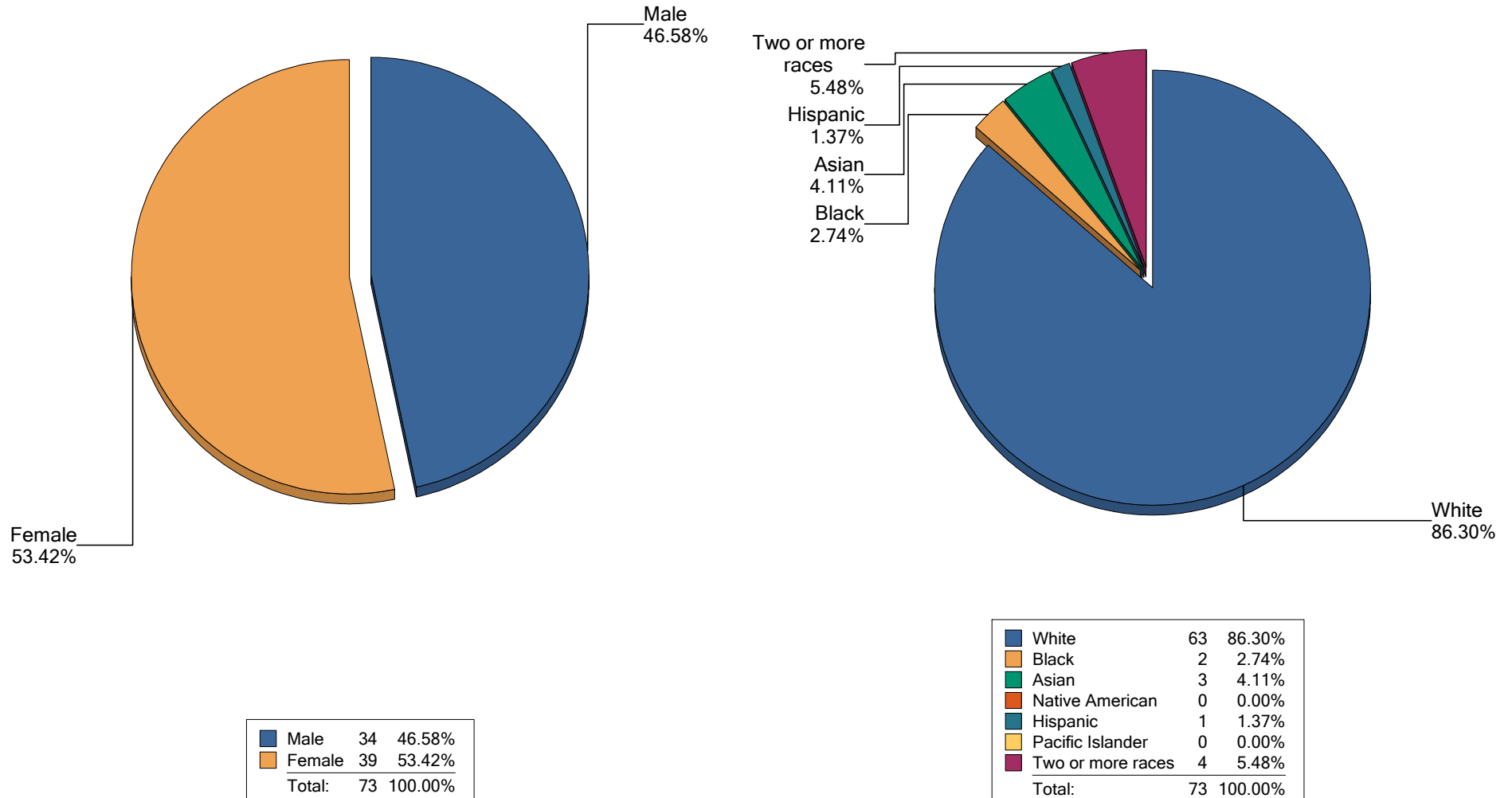
Department: 21250 - CRIMINAL JUSTICE



White	11	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	11	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

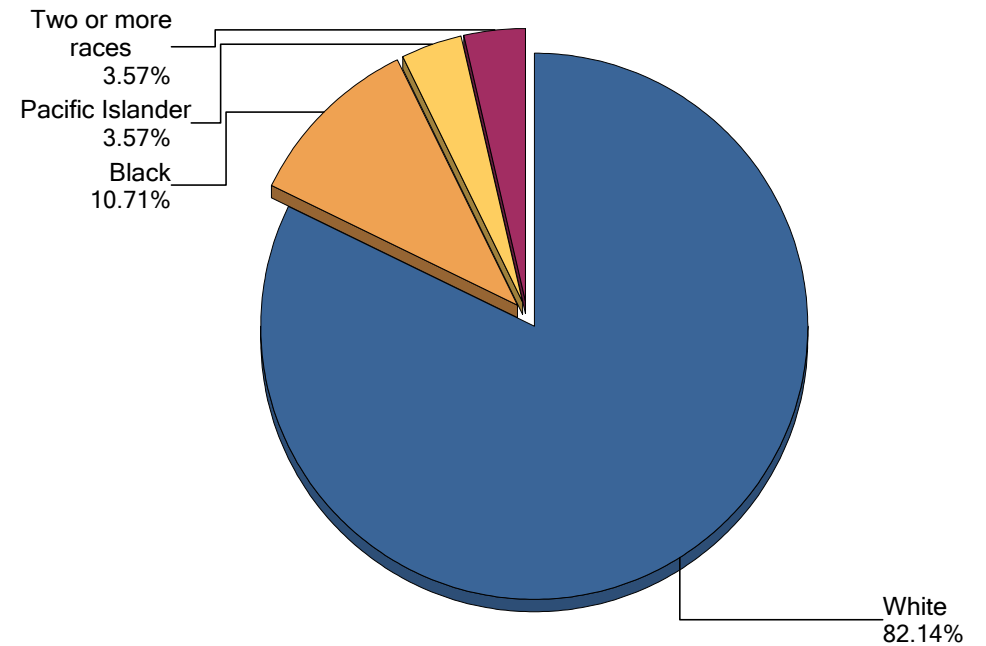
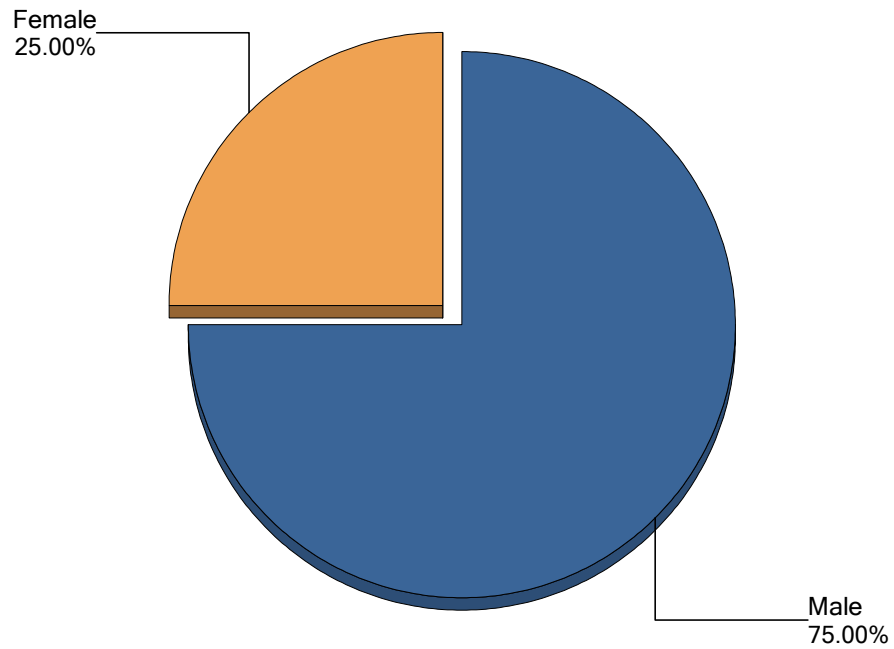
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 21300 - LITERATURE AND LANGUAGE



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21400 - HISTORY

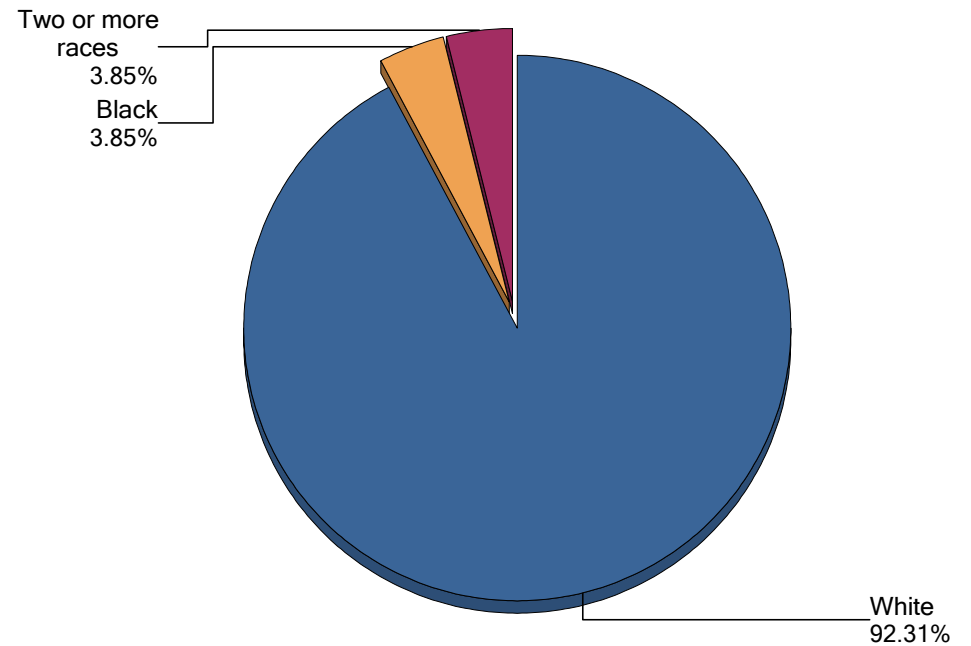
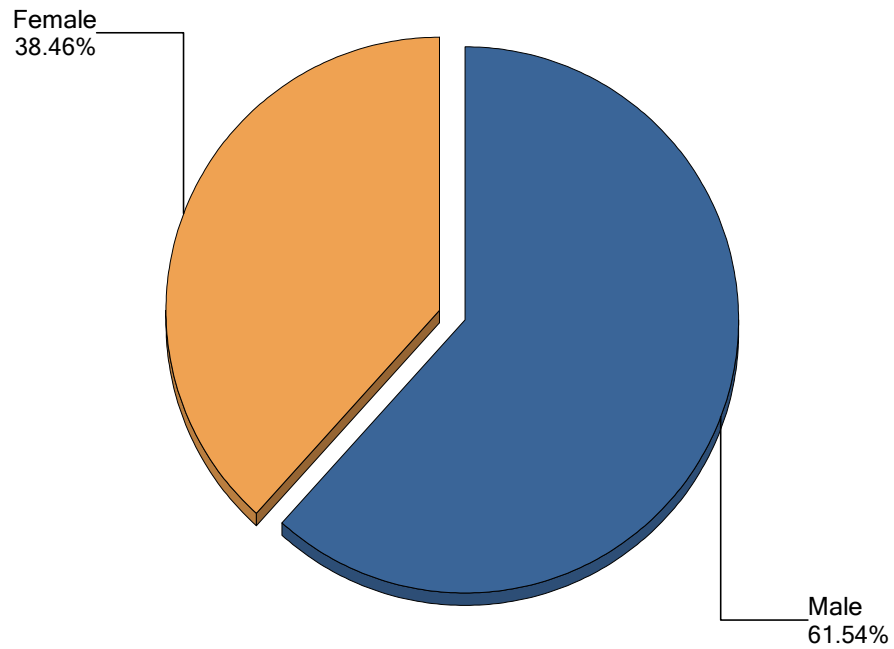


Male	21	75.00%
Female	7	25.00%
Total: 28 100.00%		

White	23	82.14%
Black	3	10.71%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	1	3.57%
Two or more races	1	3.57%
Total: 28 100.00%		

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 21450 - MATHEMATICS AND STATISTICS



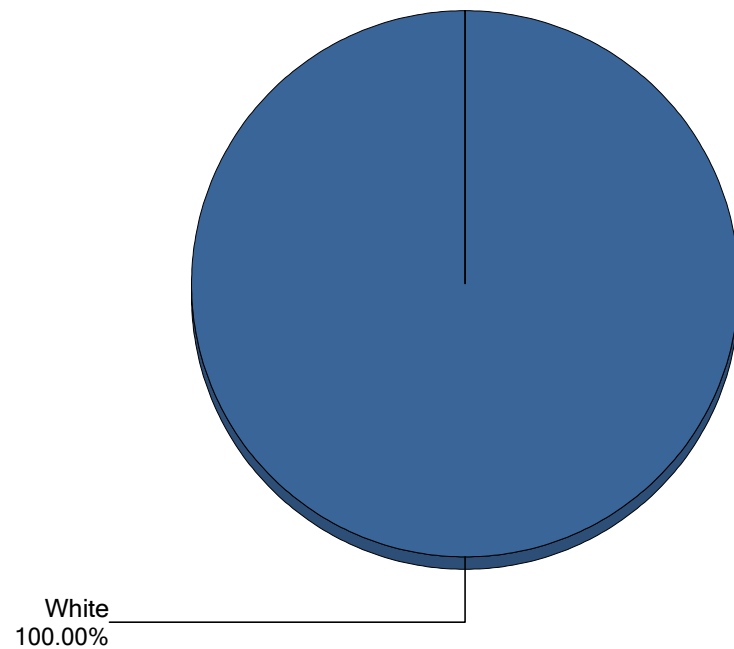
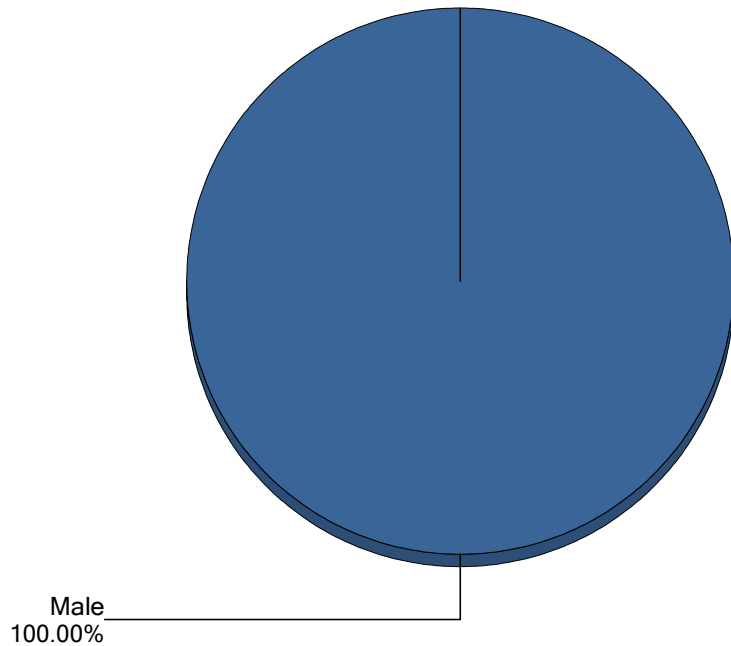
Male	16	61.54%
Female	10	38.46%
Total:	26	100.00%

White	24	92.31%
Black	1	3.85%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	3.85%
Total:	26	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21452 - MATHEMATICS AND STATISTICS LAB

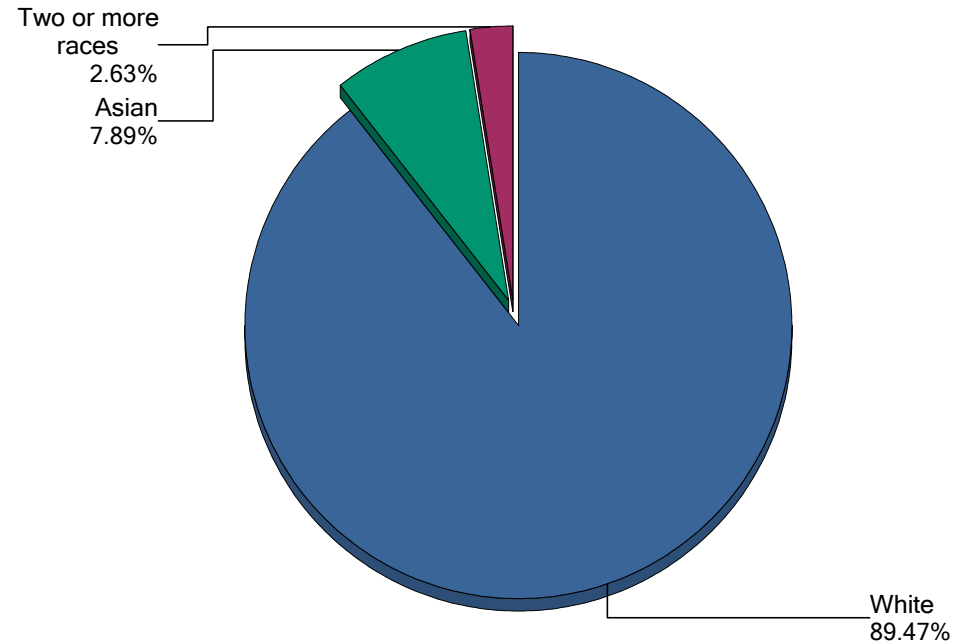
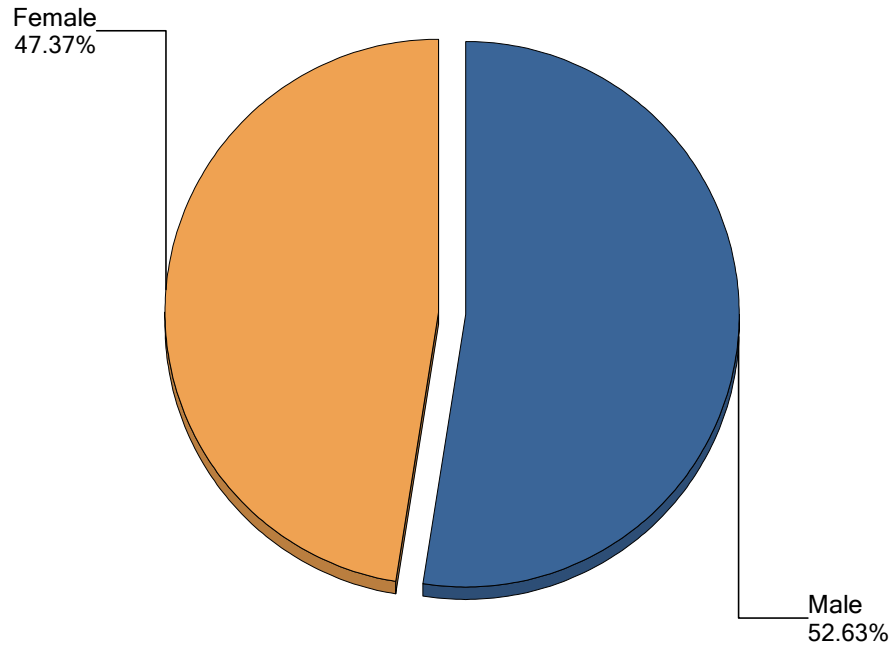


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21500 - MUSIC



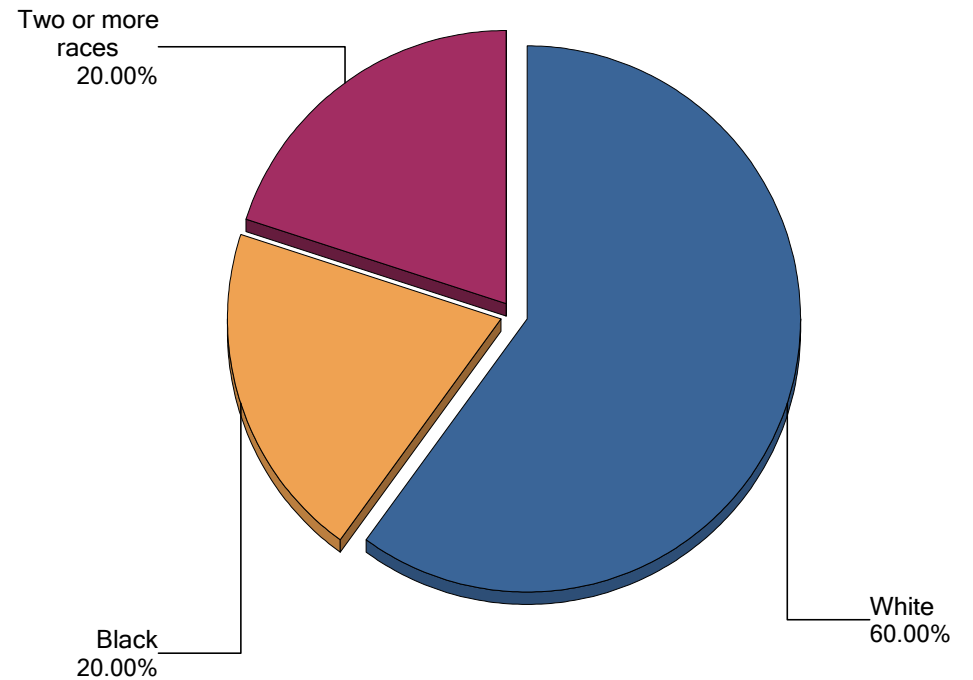
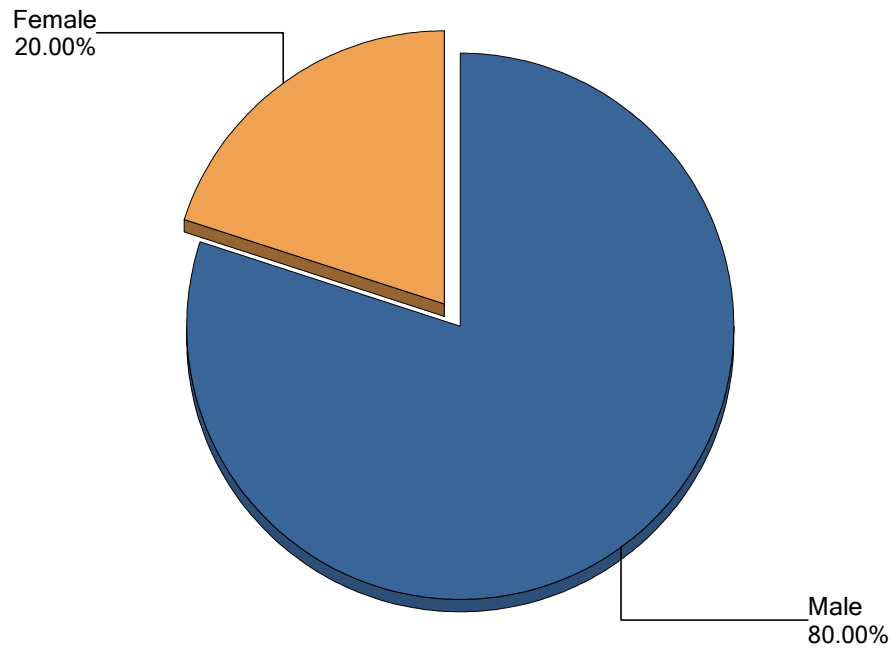
Male	20	52.63%
Female	18	47.37%
Total:		38 100.00%

White	34	89.47%
Black	0	0.00%
Asian	3	7.89%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	2.63%
Total:		38 100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21512 - MARCHING BAND

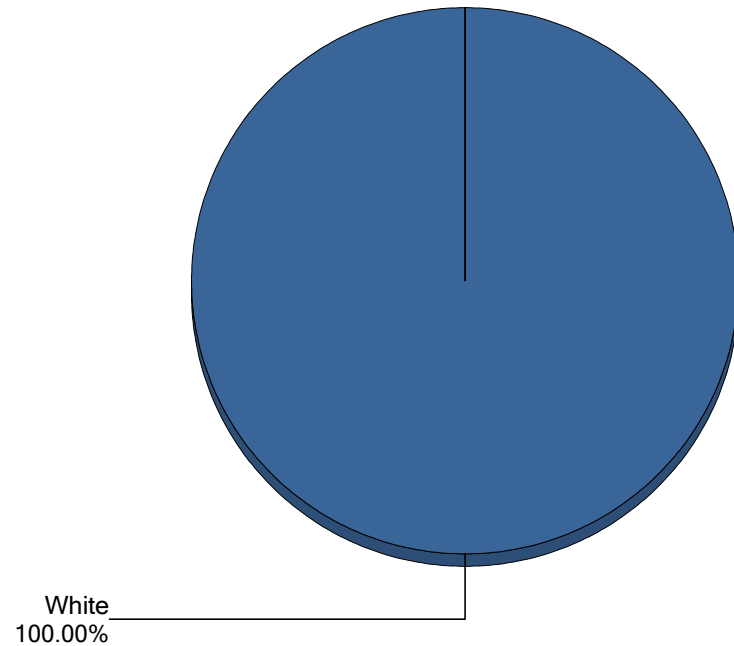
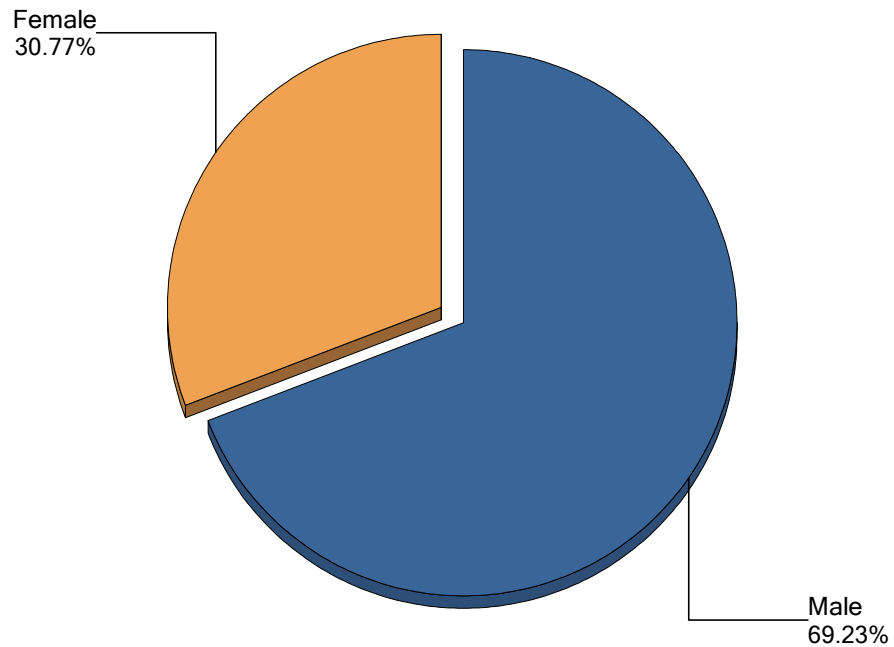


White	3	60.00%
Black	1	20.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	20.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21550 - PHILOSOPHY AND HUMANITIES

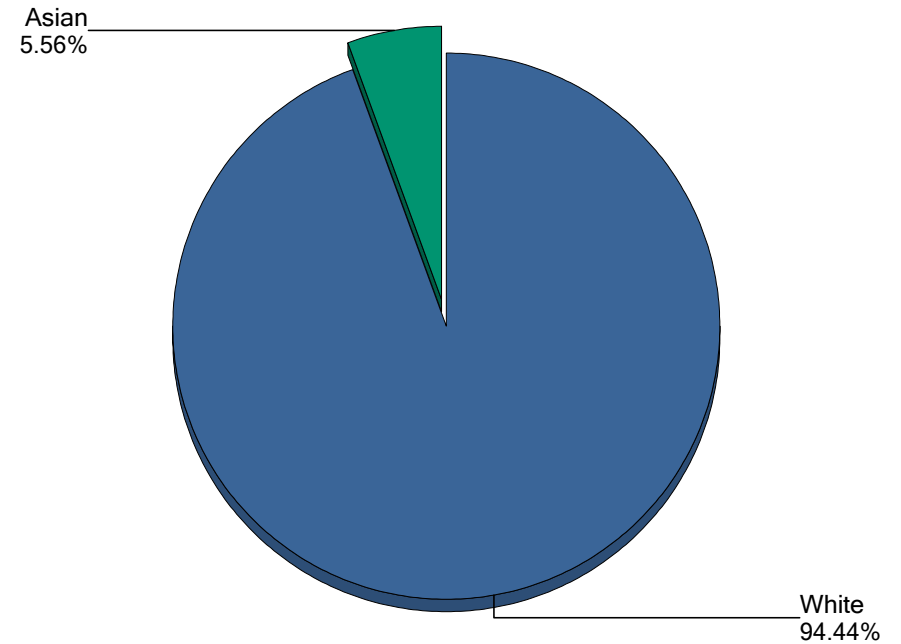
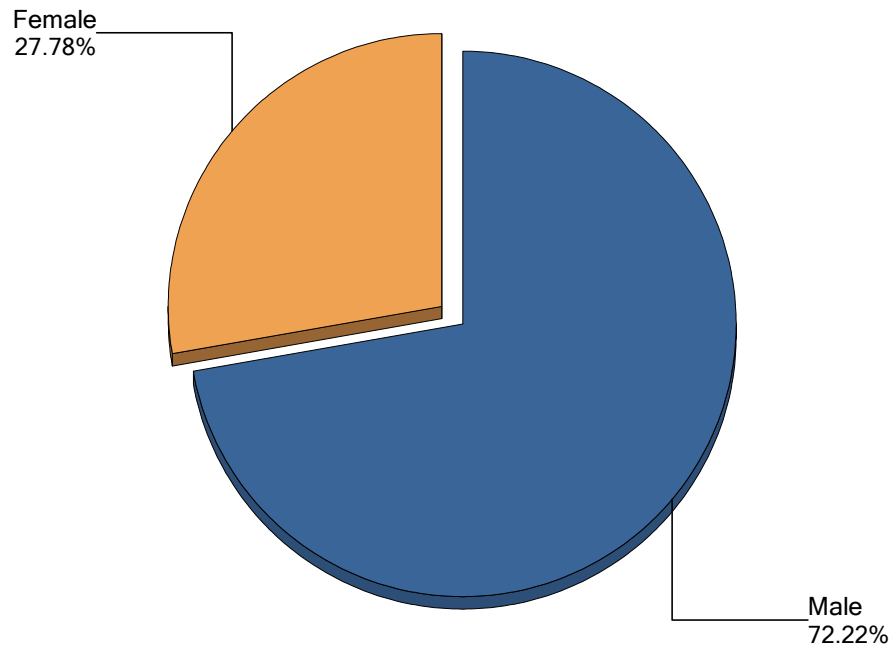


White	13	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	13	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21600 - PHYSICS AND ASTRONOMY



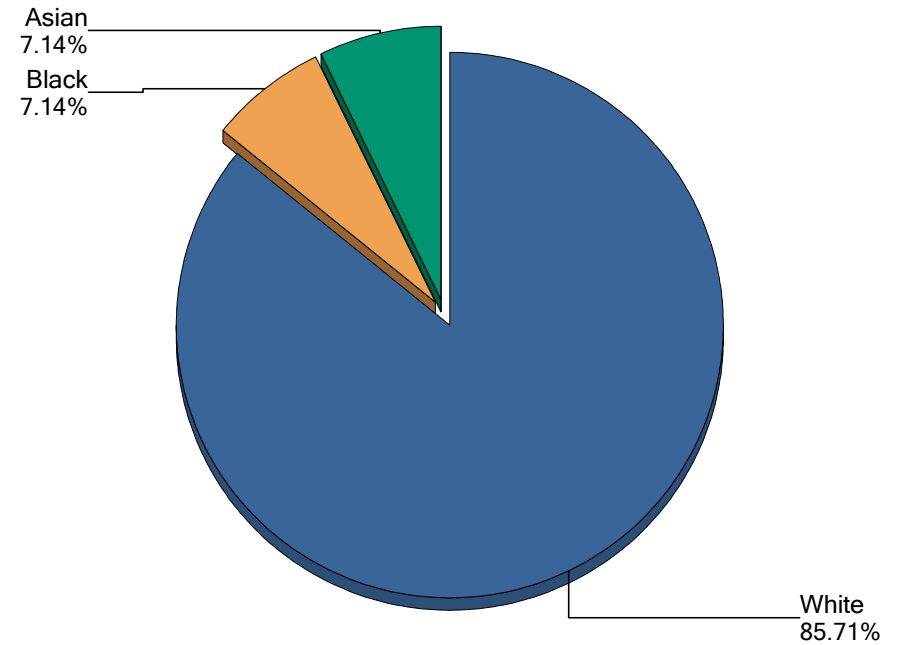
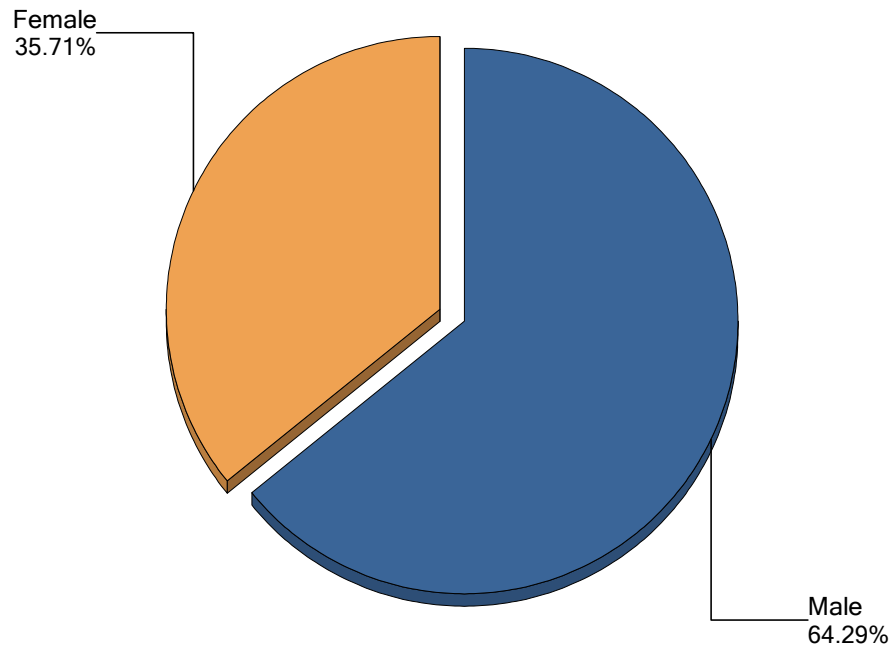
Male	13	72.22%
Female	5	27.78%
Total:	18	100.00%

White	17	94.44%
Black	0	0.00%
Asian	1	5.56%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	18	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21650 - POL SCIENCE INTL AFFAIRS PUBLIC ADM

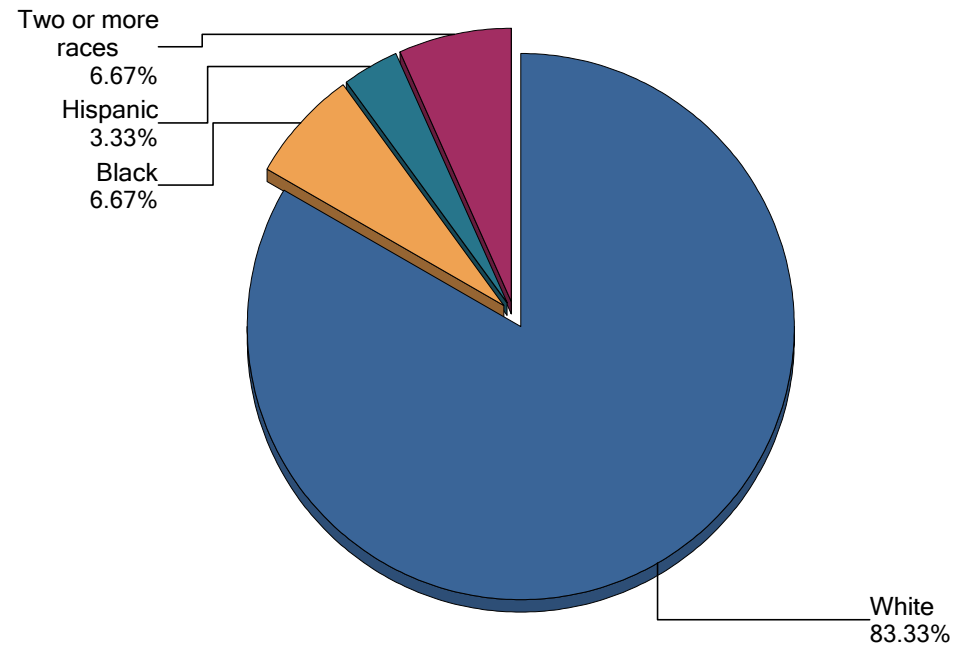
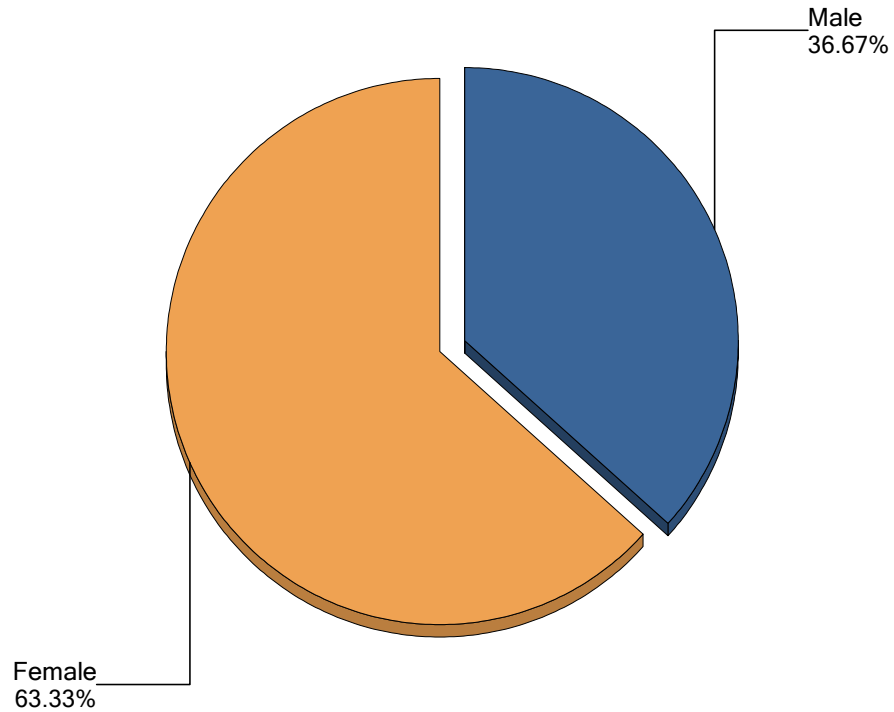


White	12	85.71%
Black	1	7.14%
Asian	1	7.14%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	14	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21700 - PSYCHOLOGY

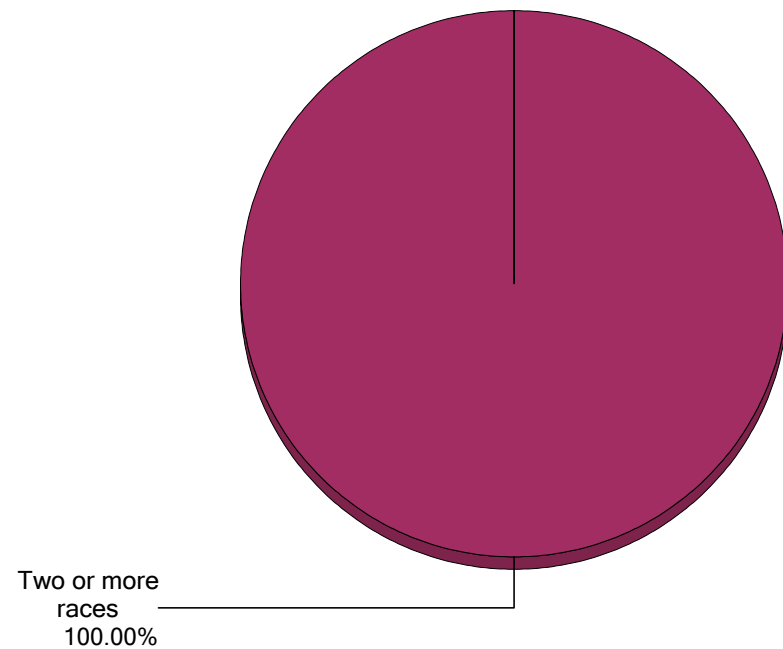
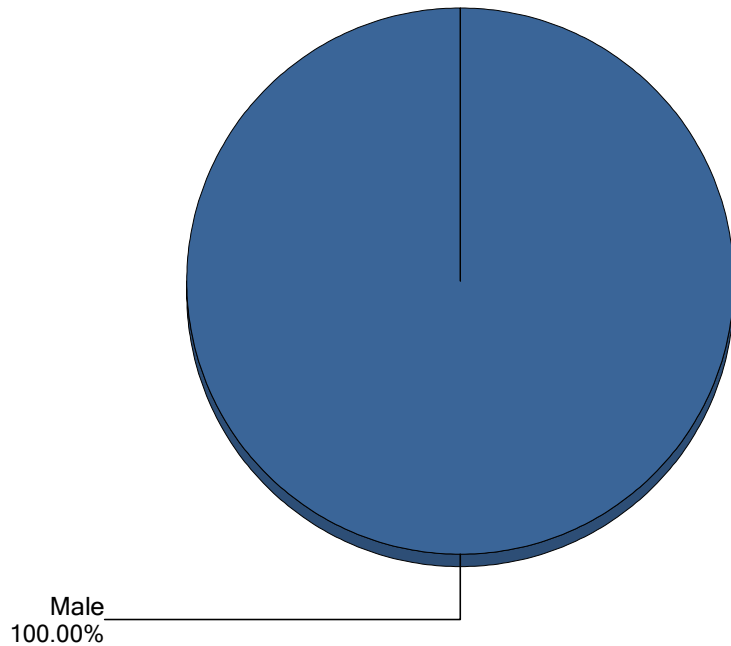


White	25	83.33%
Black	2	6.67%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	1	3.33%
Pacific Islander	0	0.00%
Two or more races	2	6.67%
Total:	30	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21705 - SP PGM BEHAVIORAL HLTH WELLNESS CLI

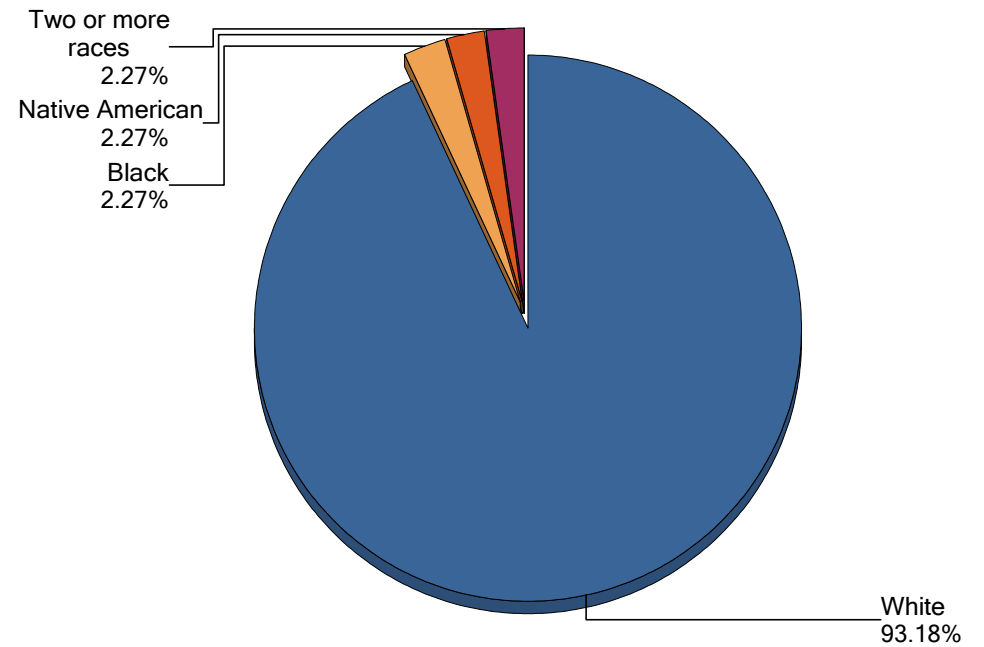
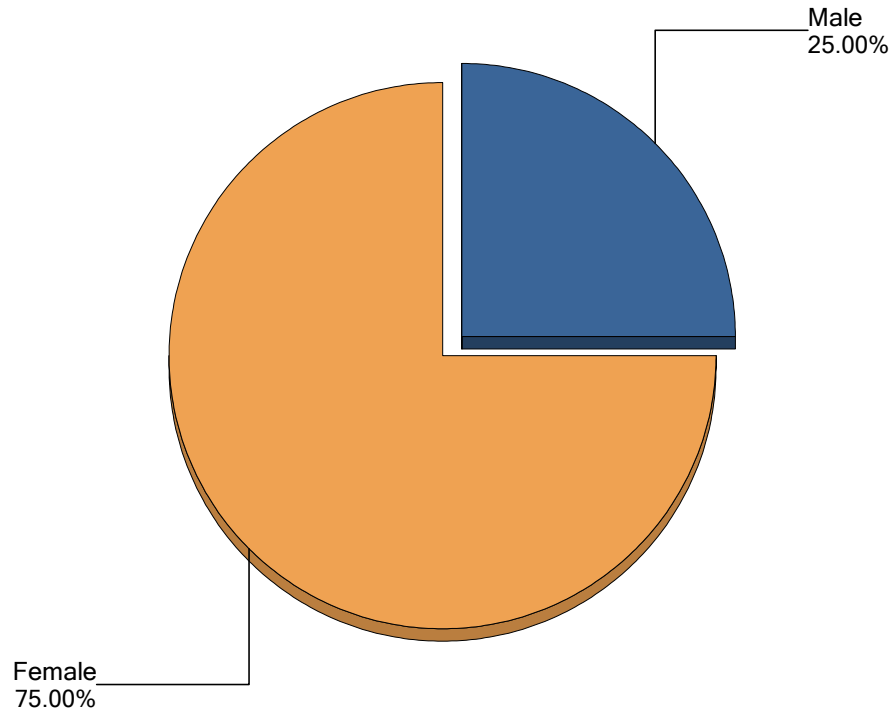


White	0	0.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	100.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21750 - SOCIAL WORK



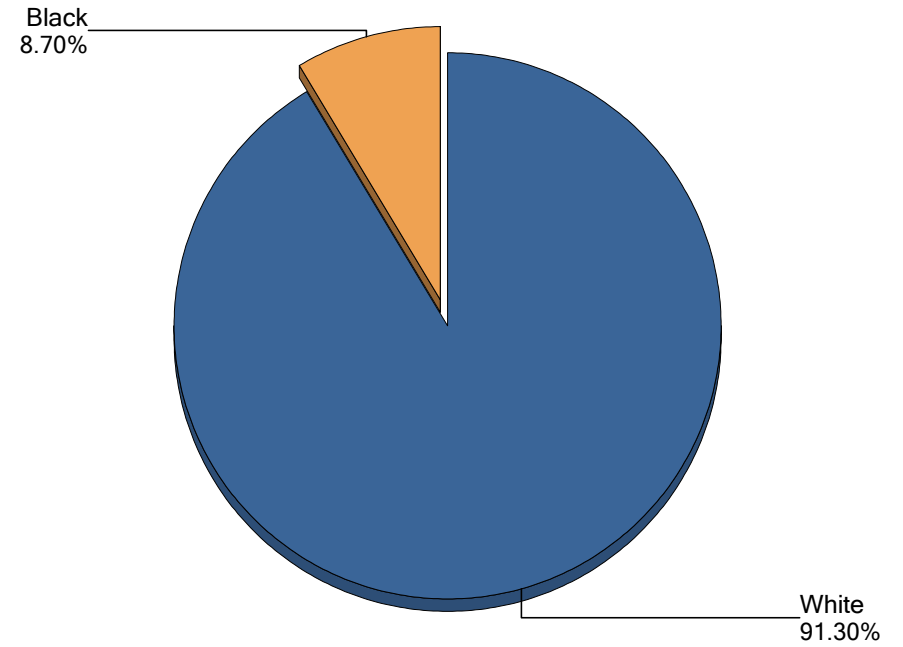
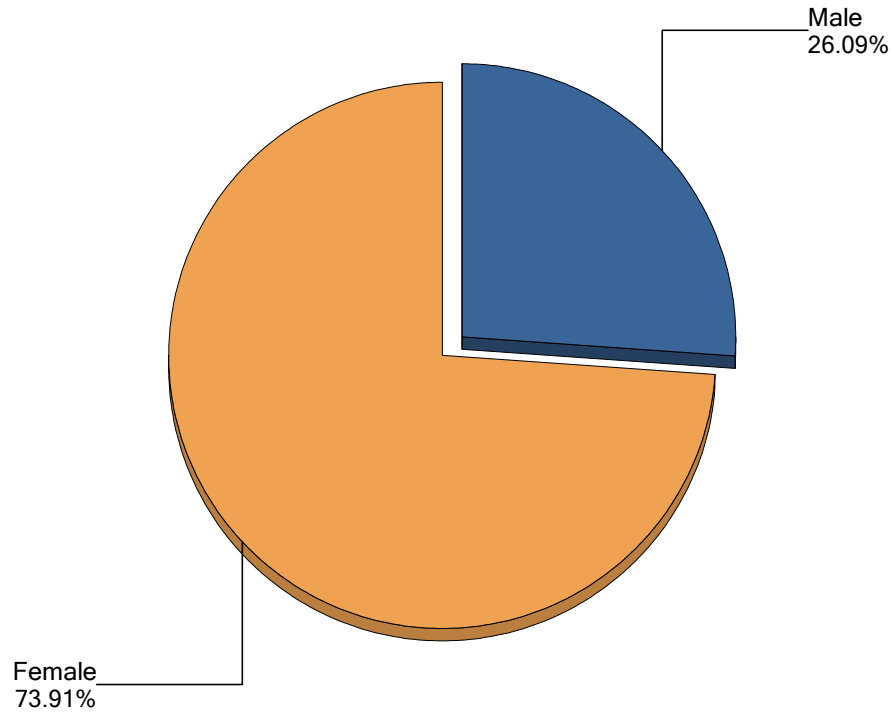
Male	11	25.00%
Female	33	75.00%
Total:	44	100.00%

White	41	93.18%
Black	1	2.27%
Asian	0	0.00%
Native American	1	2.27%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	2.27%
Total:	44	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21800 - SOCIOLOGY

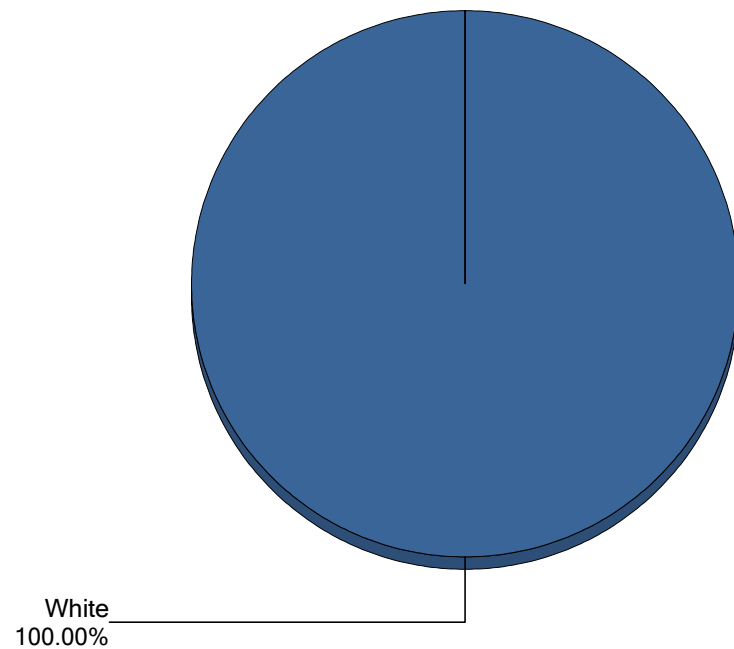
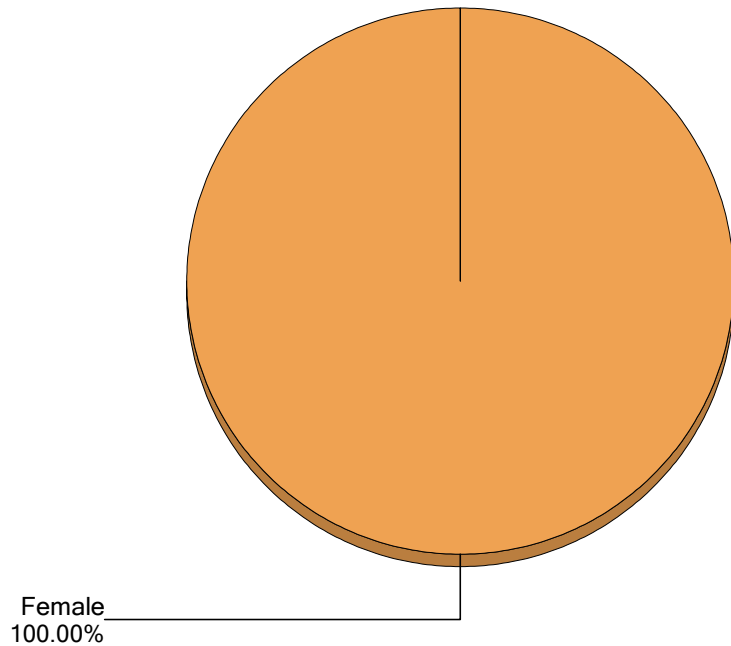


White	21	91.30%
Black	2	8.70%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	23	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

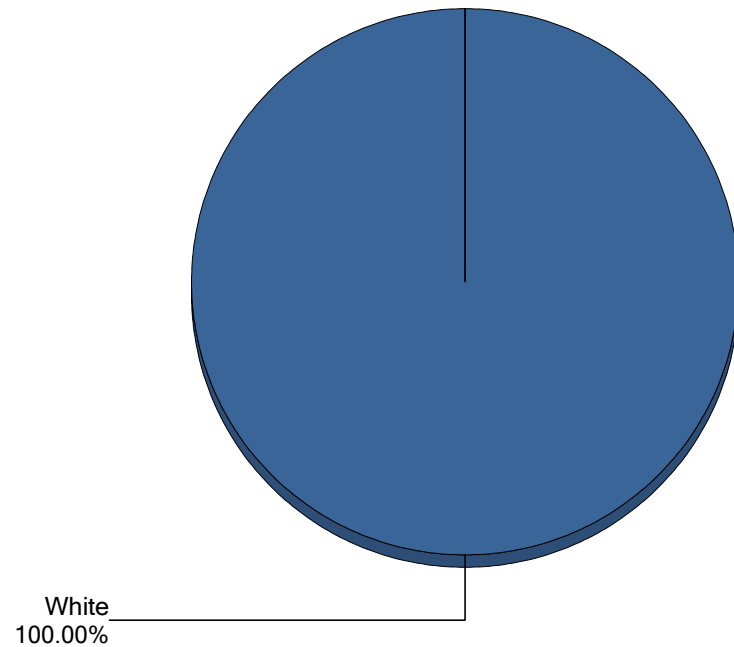
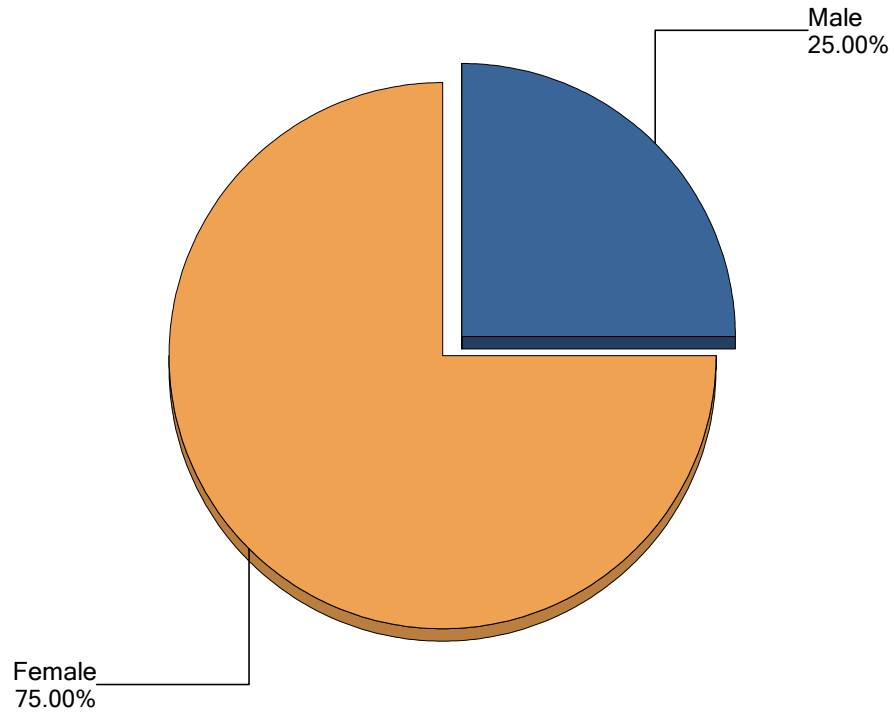
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21850 - REGIONAL RESOURCES INSTITUTE



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 21860 - ARCHIVES ADMINISTRATION

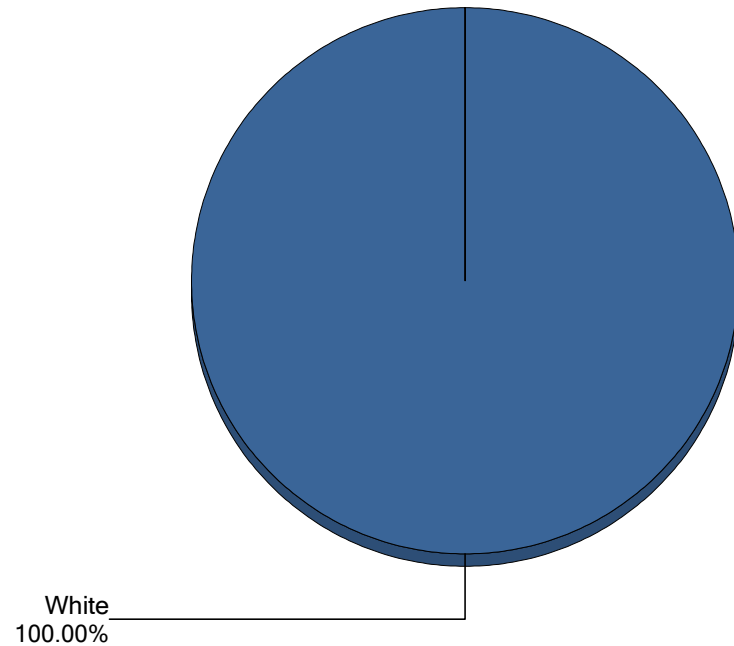
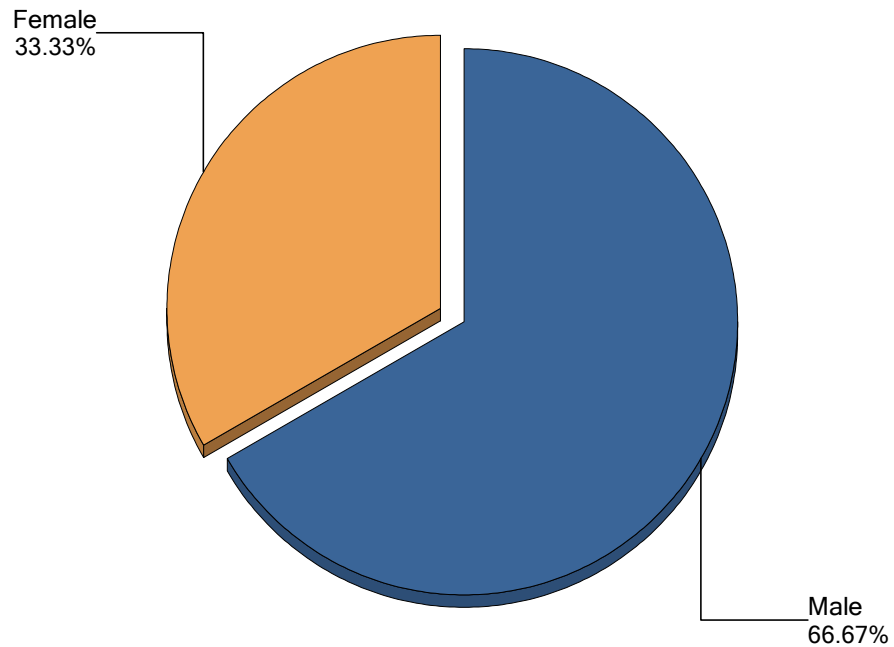


White	4	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21870 - REECE MUSEUM

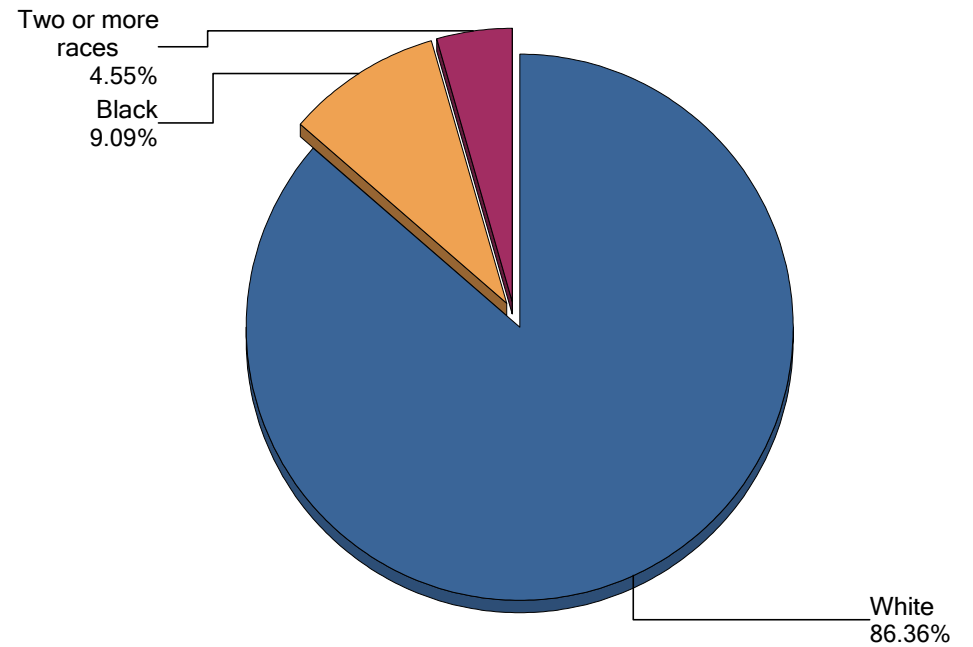
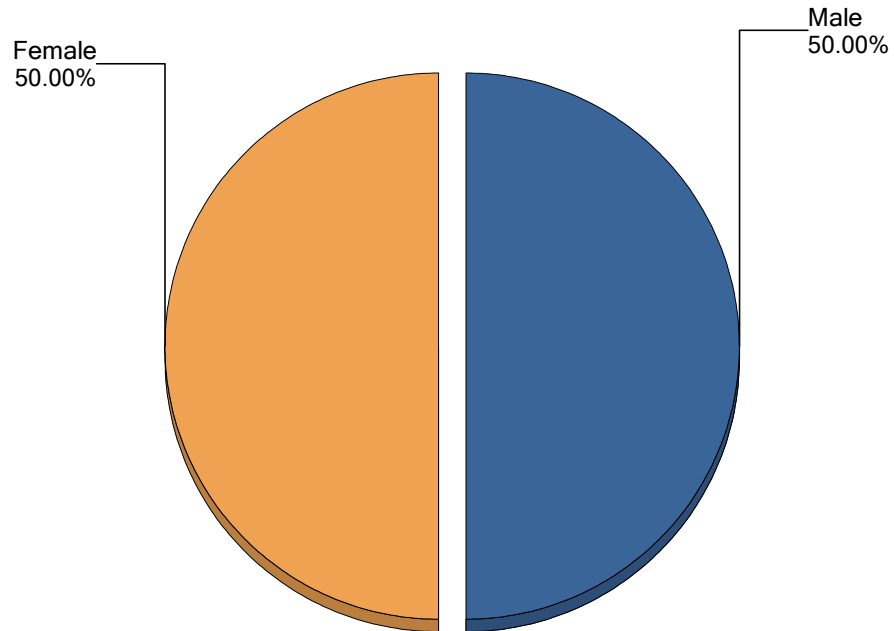


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 21900 - MEDIA AND COMMUNICATION



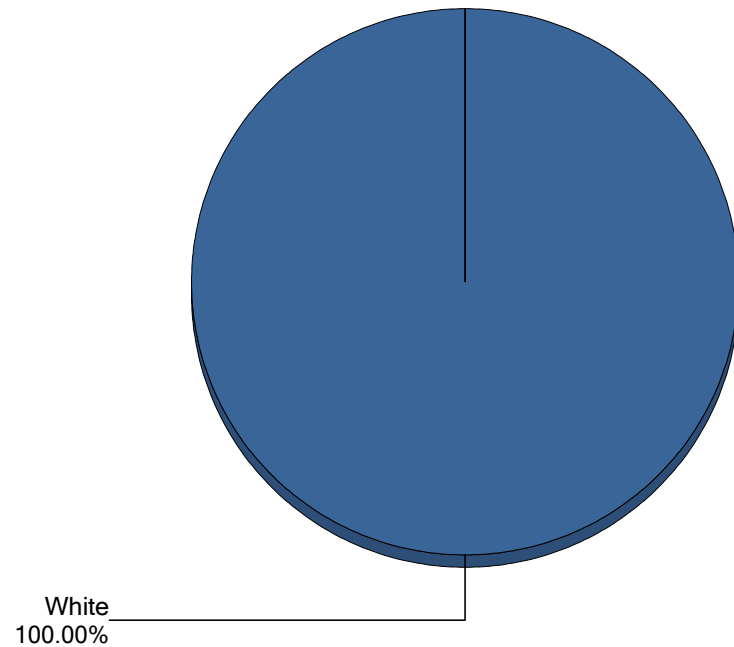
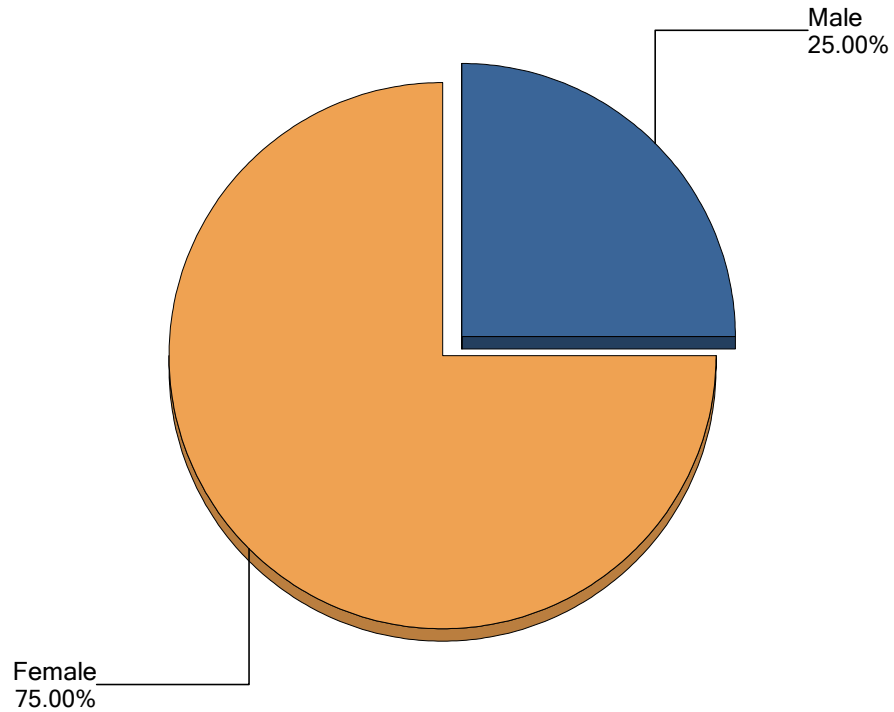
Male	11	50.00%
Female	11	50.00%
Total:	22	100.00%

White	19	86.36%
Black	2	9.09%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	4.55%
Total:	22	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 22000 - DEAN COLLEGE OF BUS AND TECHNOLOGY

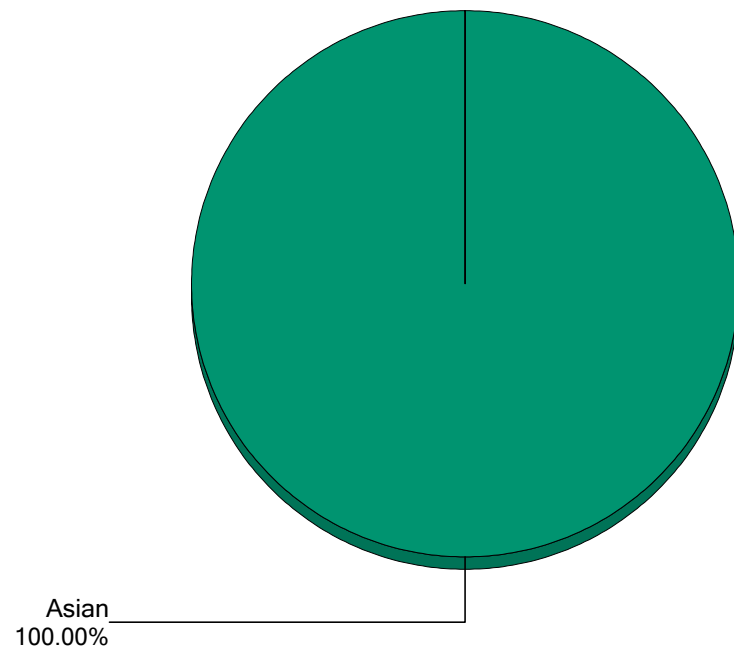
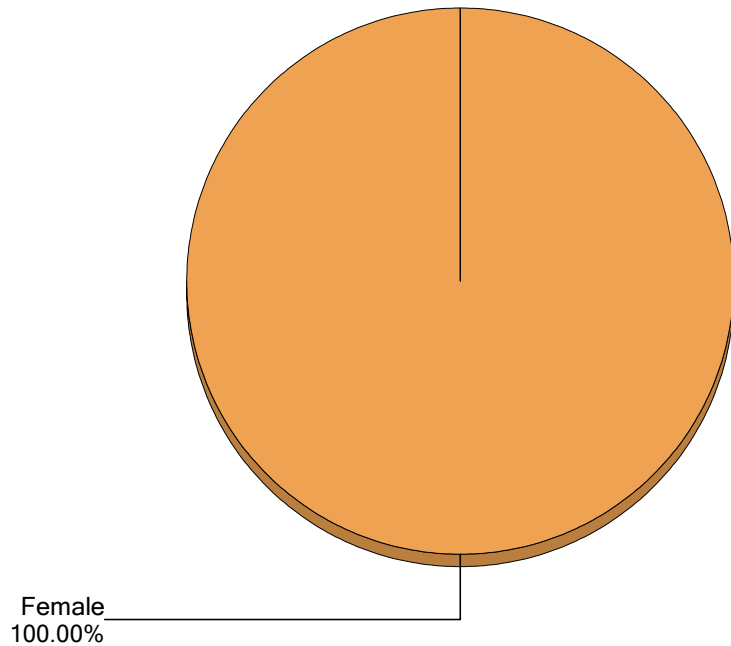


White	16	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	16	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 22010 - SDNU BBA PARTNERSHIP

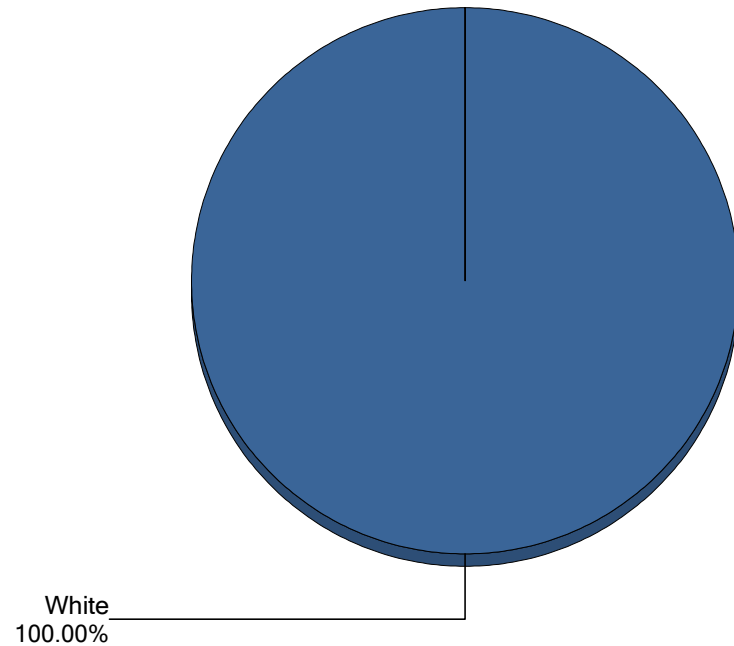
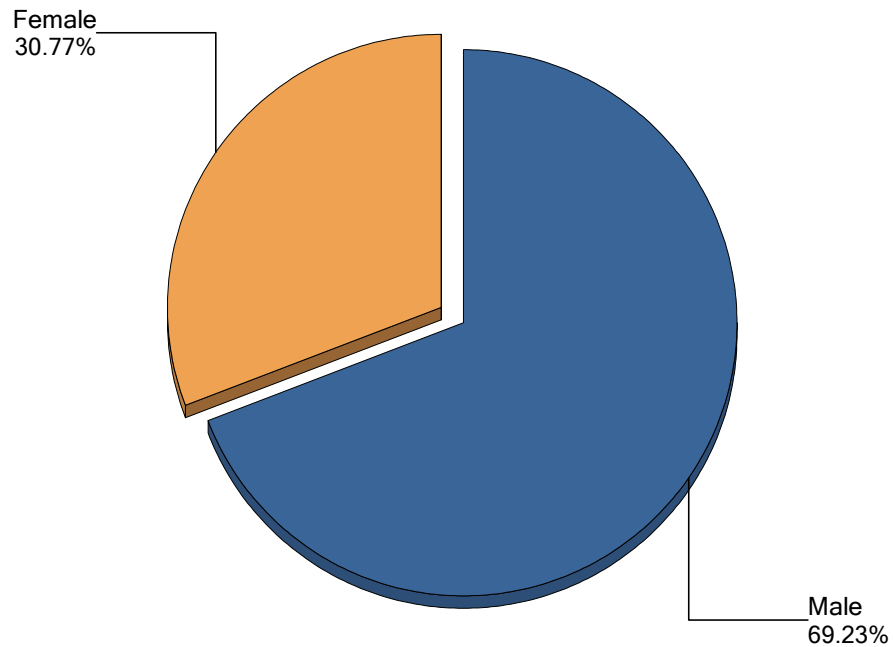


White	0	0.00%
Black	0	0.00%
Asian	1	100.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 22050 - ACCOUNTANCY

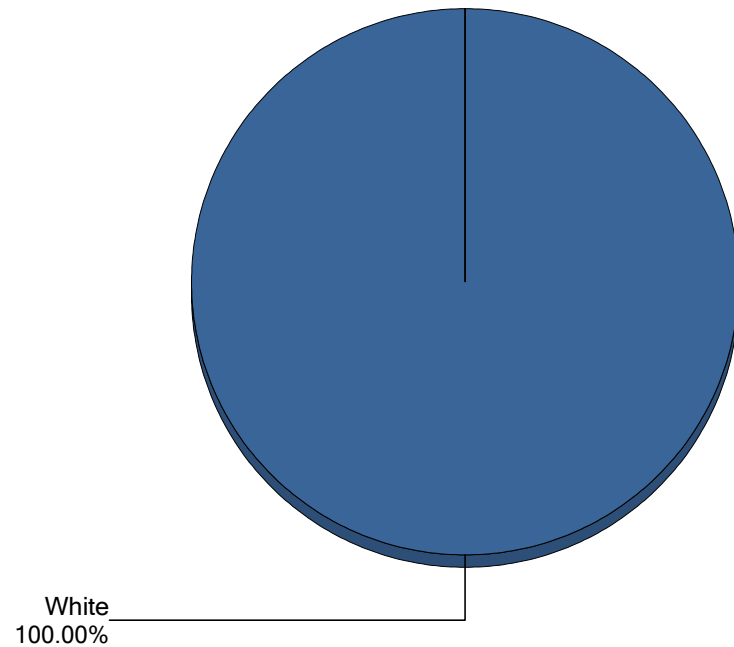
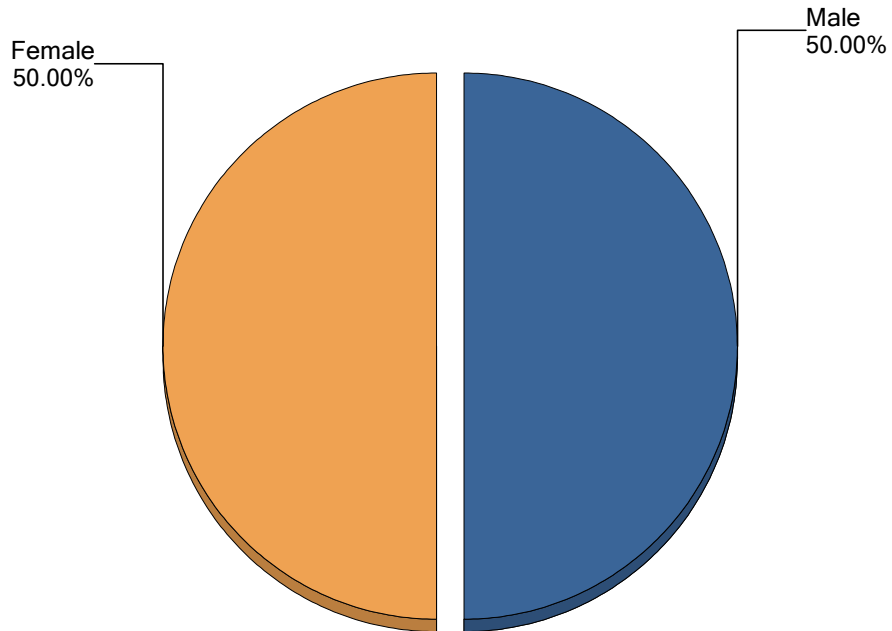


White	13	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	13	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 22100 - BUREAU OF BUSINESS RESEARCH

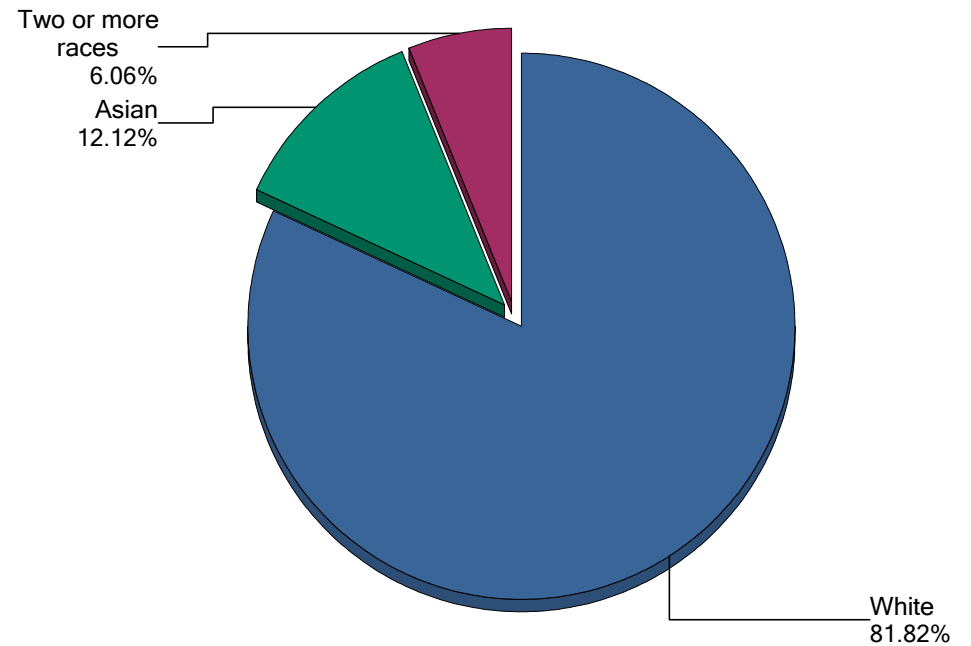
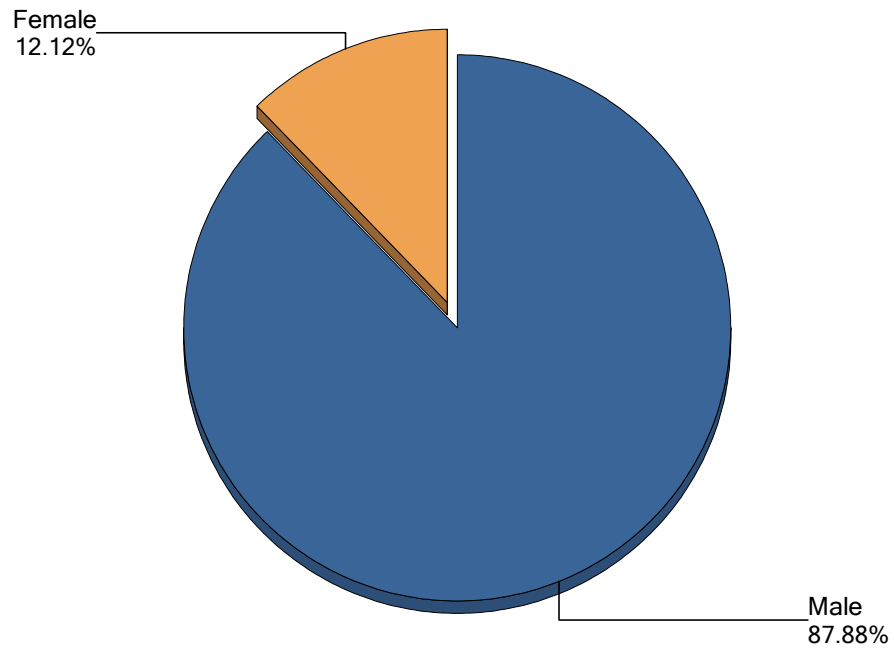


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

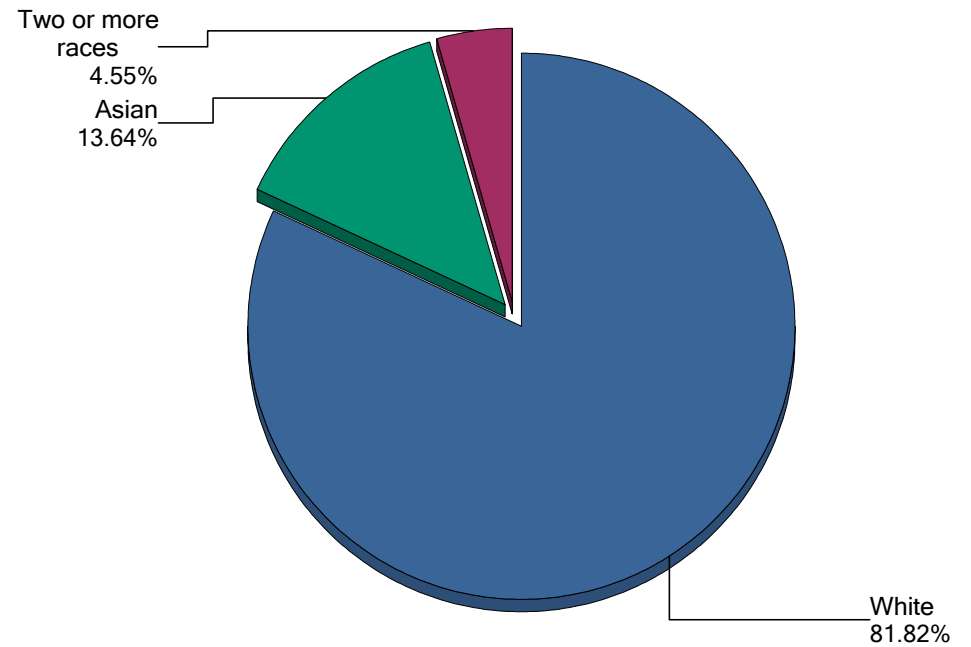
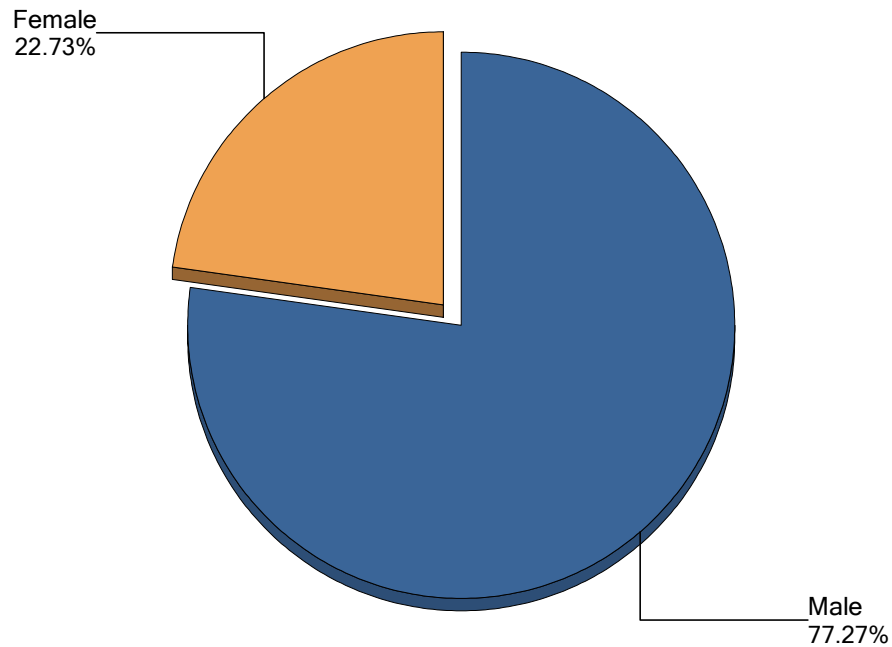
Department: 22150 - COMPUTING



White	27	81.82%
Black	0	0.00%
Asian	4	12.12%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	2	6.06%
Total:	33	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

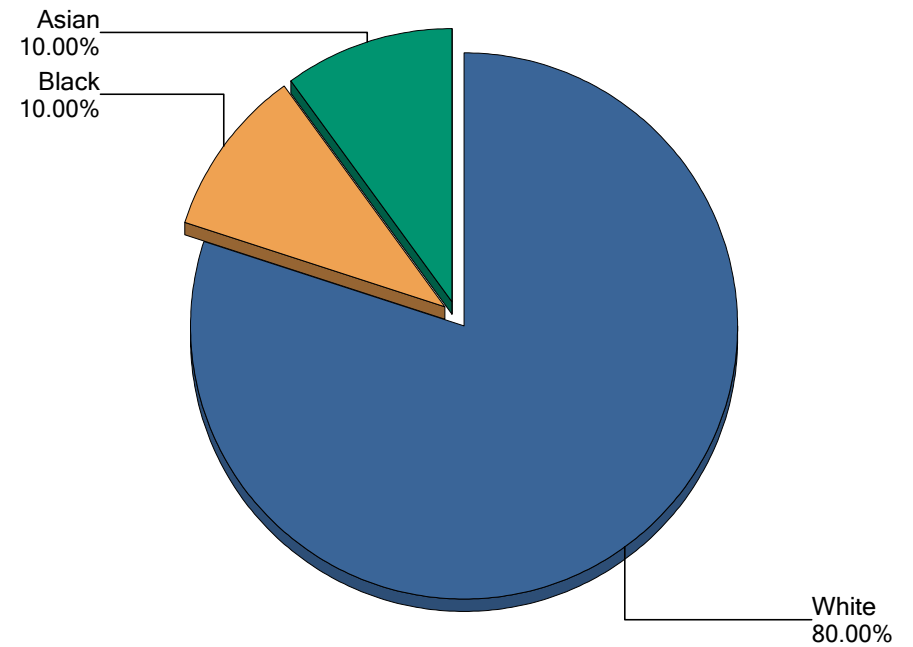
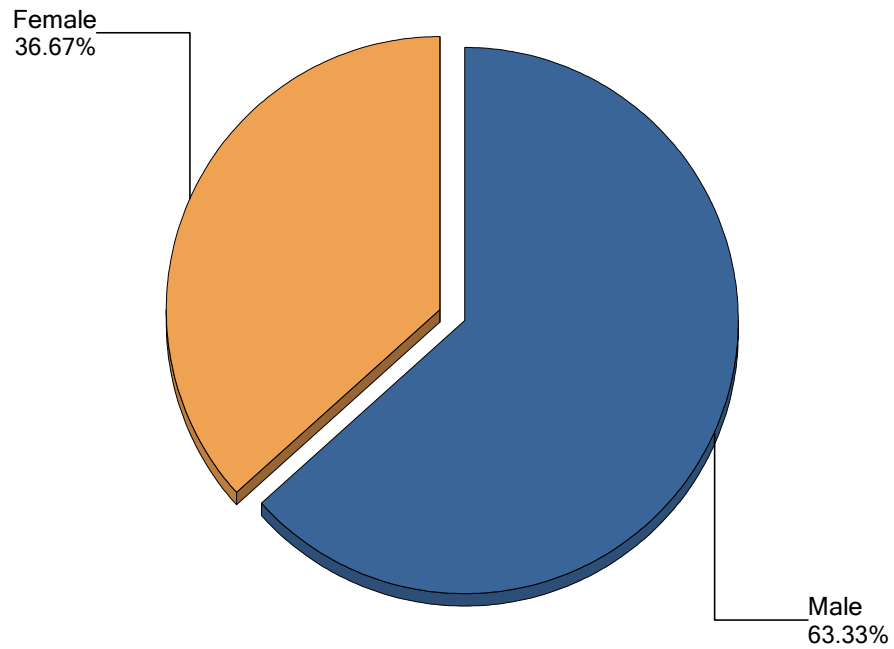
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 22250 - ECONOMICS AND FINANCE



White	18	81.82%
Black	0	0.00%
Asian	3	13.64%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	4.55%
Total:	22	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 22350 - MANAGEMENT AND MARKETING



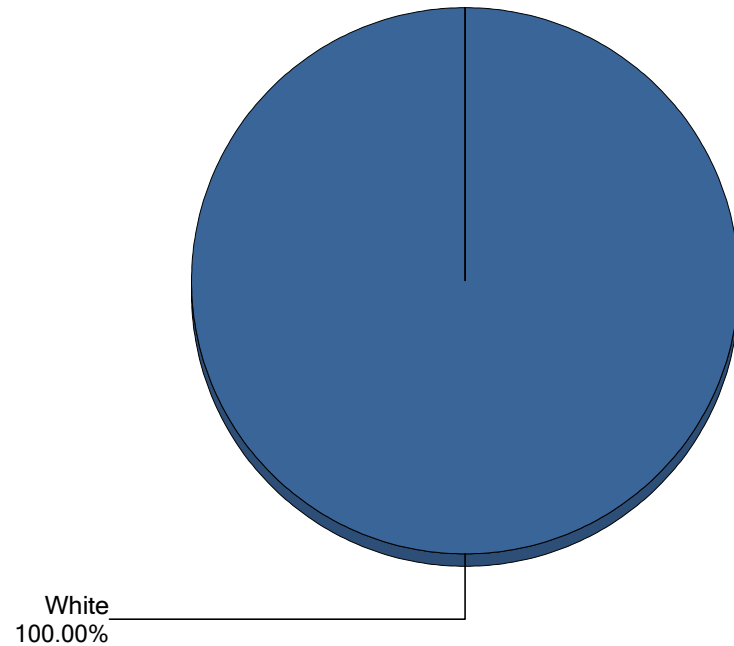
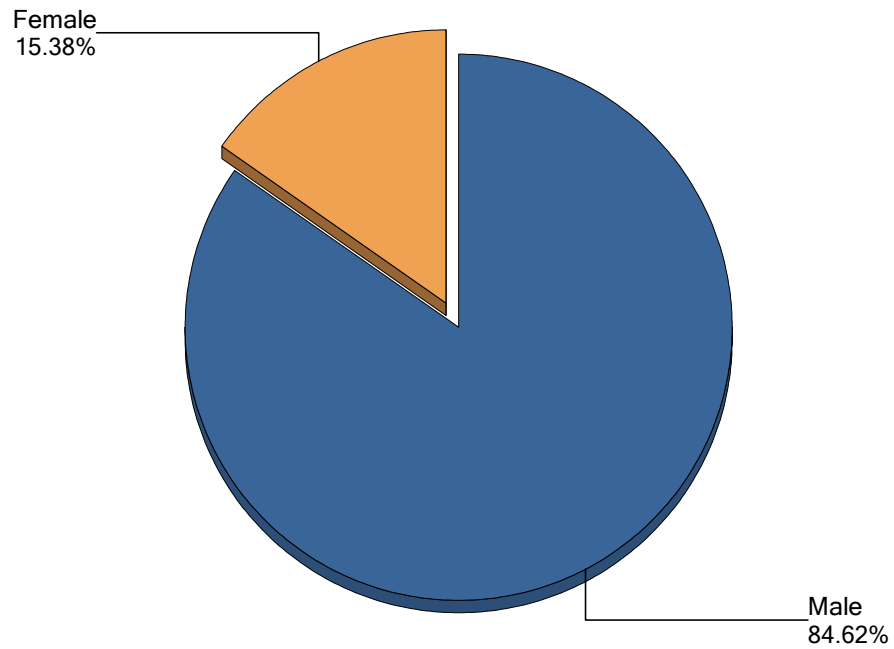
Male	19	63.33%
Female	11	36.67%
Total:	30	100.00%

White	24	80.00%
Black	3	10.00%
Asian	3	10.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	30	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 22400 - MILITARY SCIENCE

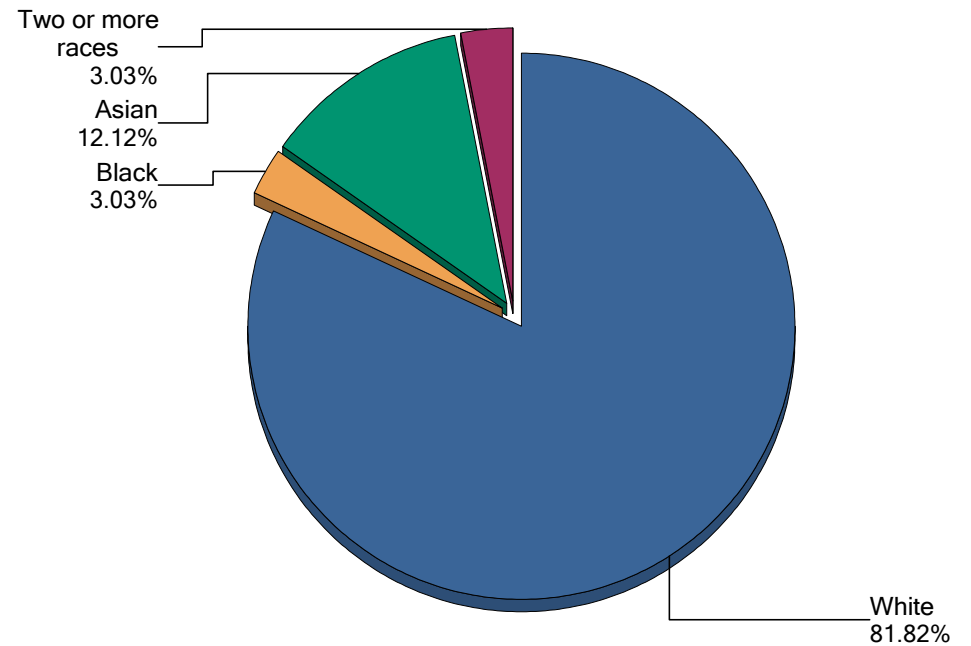
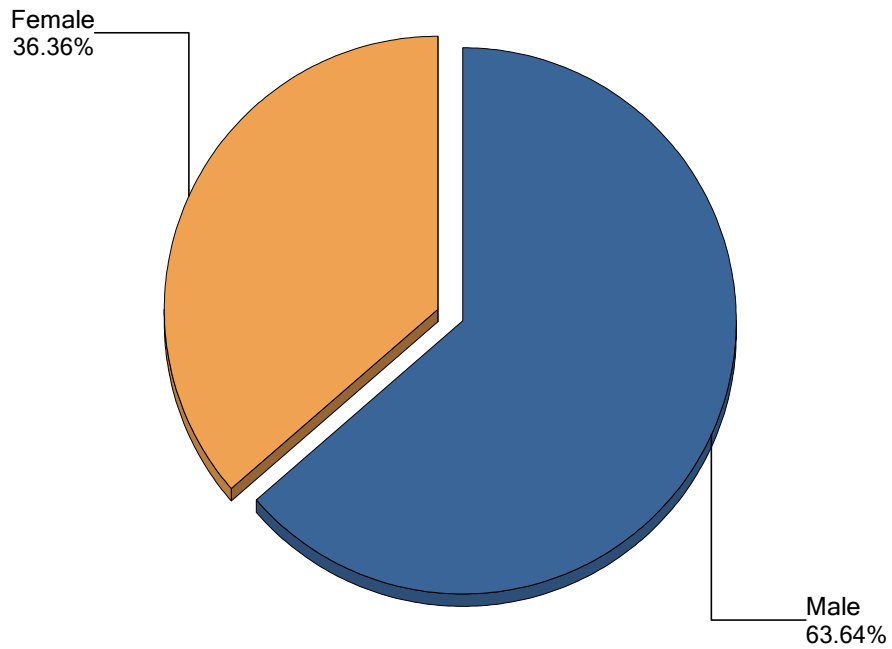


White	13	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	13	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 22450 - ENGINEERING ENGINEER TECH SURVEYING



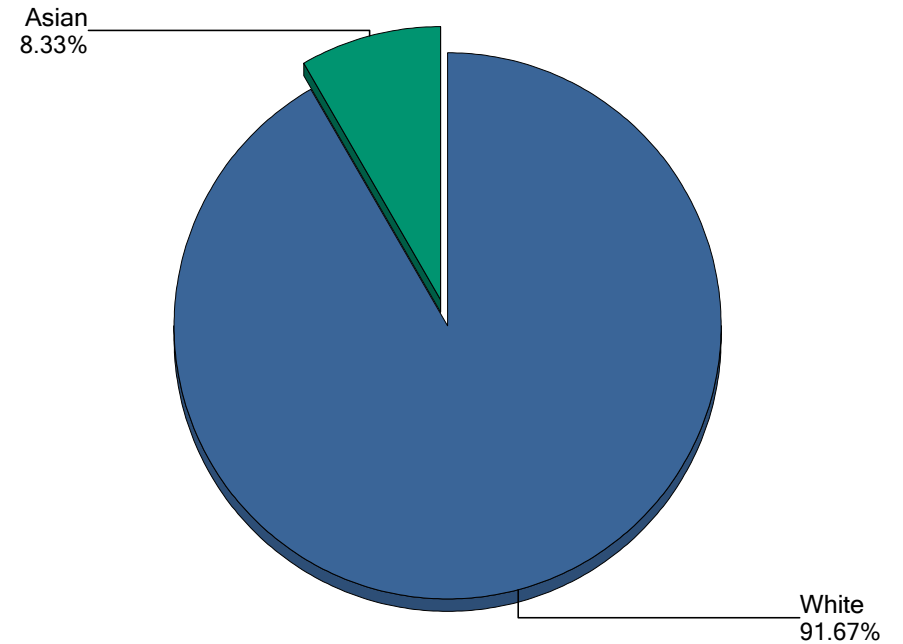
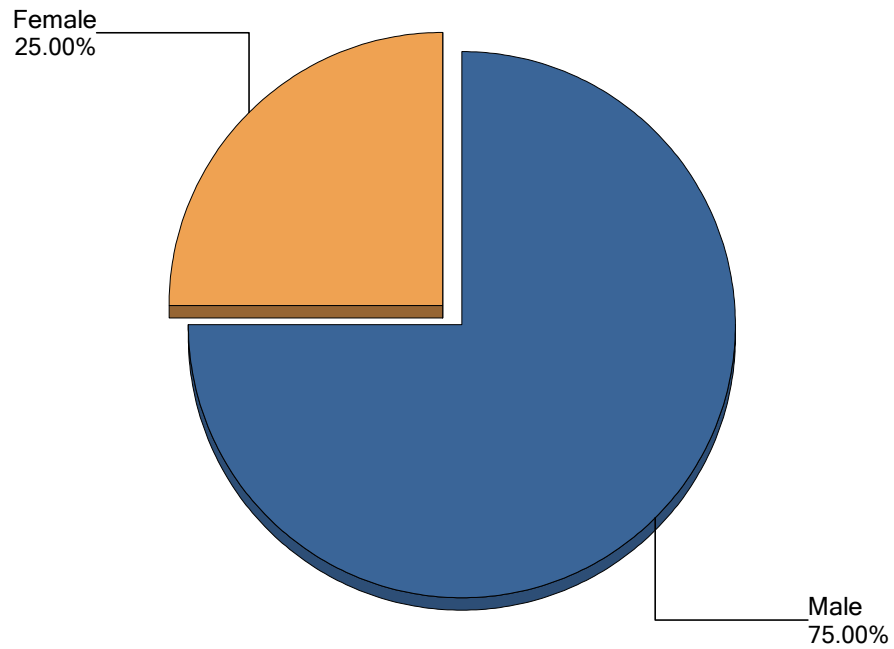
Male	21	63.64%
Female	12	36.36%
Total:	33	100.00%

White	27	81.82%
Black	1	3.03%
Asian	4	12.12%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	3.03%
Total:	33	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 22452 - DIGITAL MEDIA

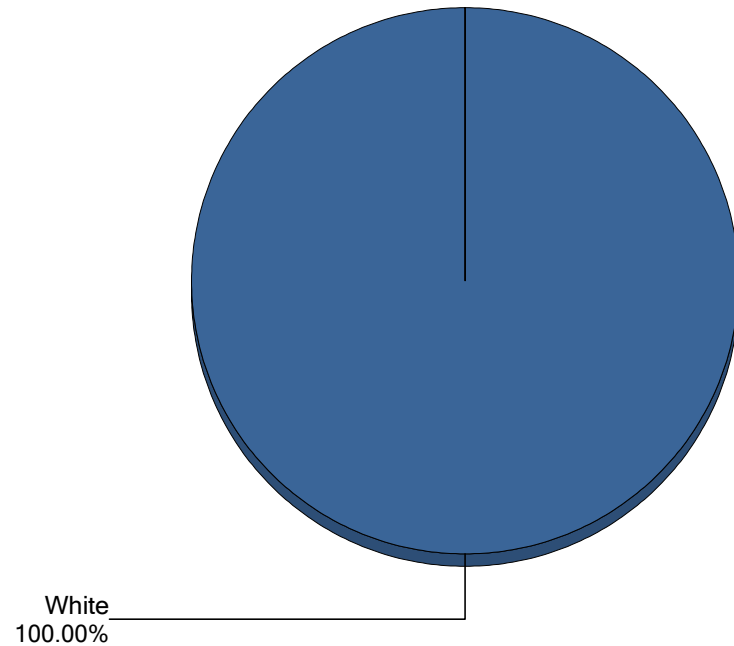
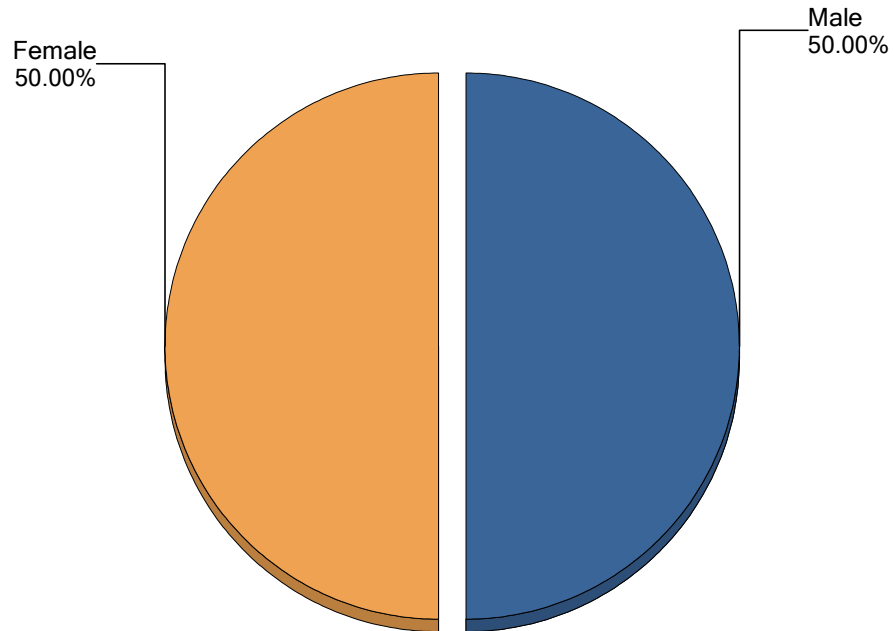


White	11	91.67%
Black	0	0.00%
Asian	1	8.33%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	12	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 22457 - AFG CHAIR

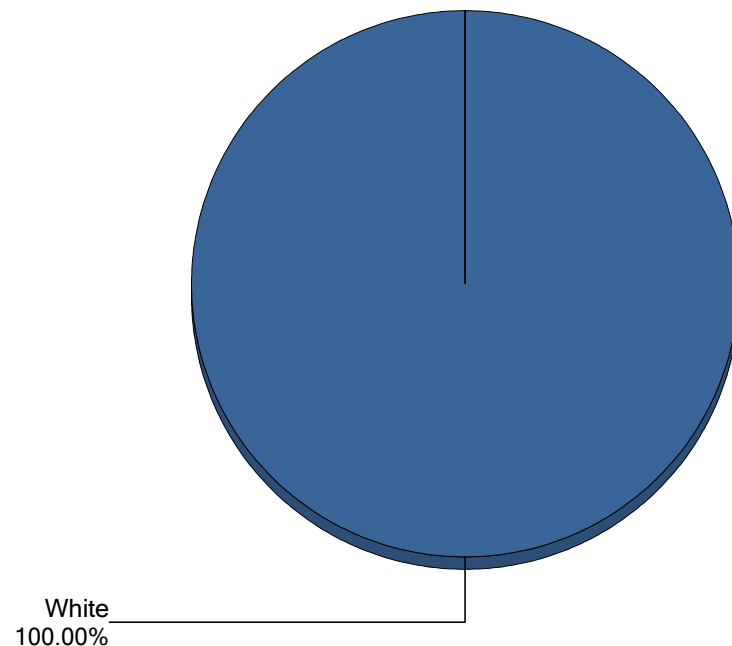
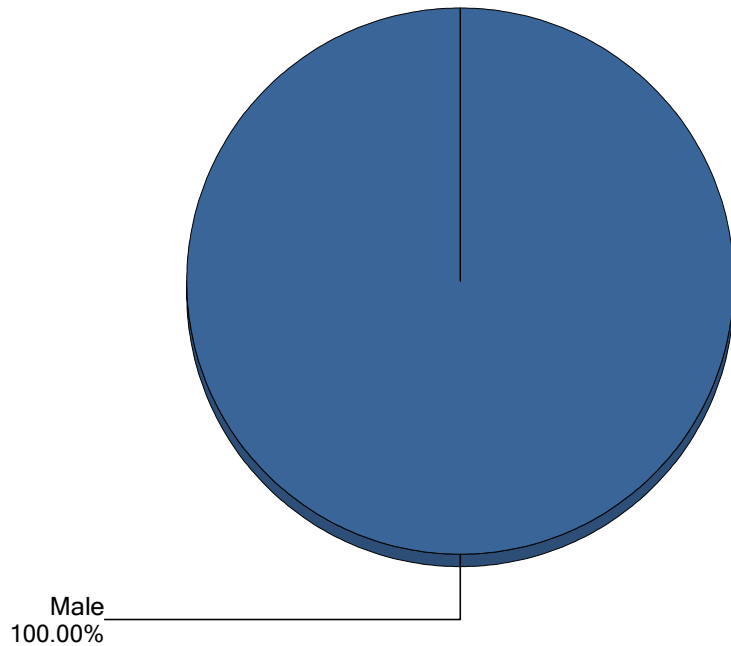


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 22500 - HARRIS CHAIR

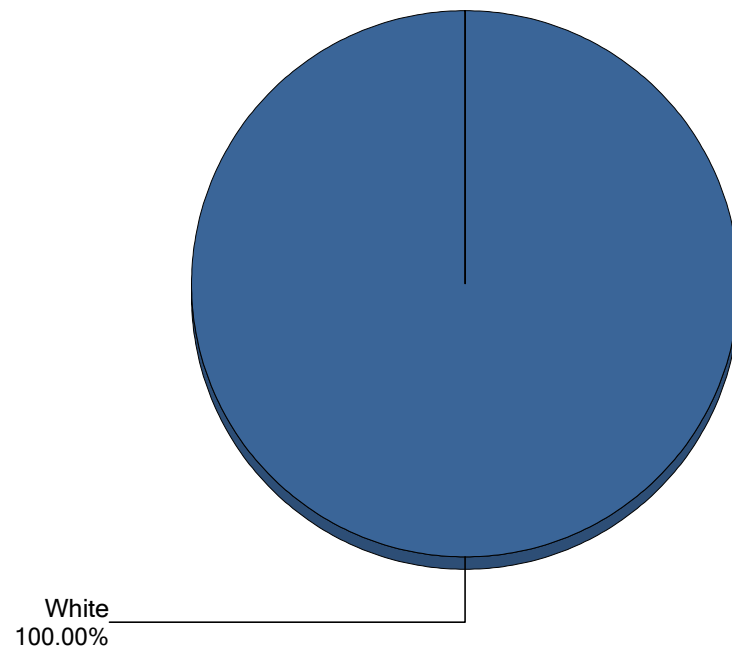
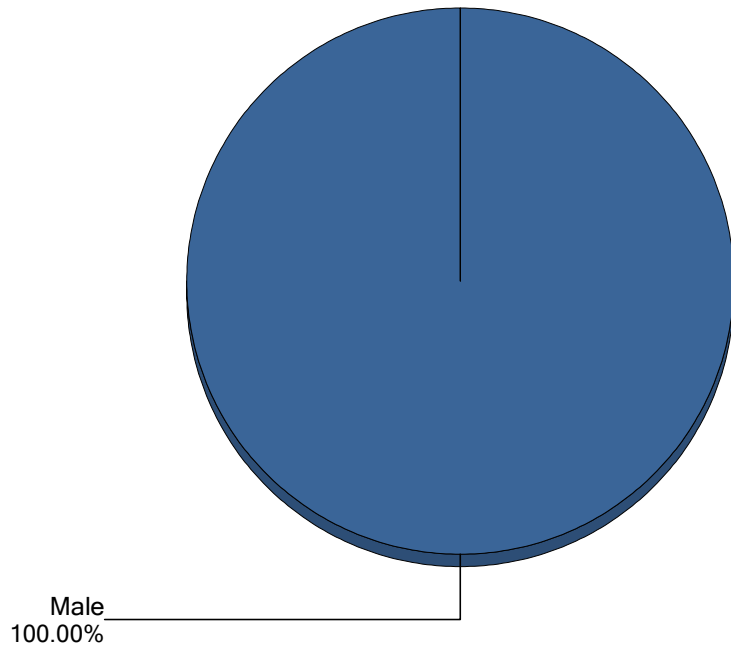


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

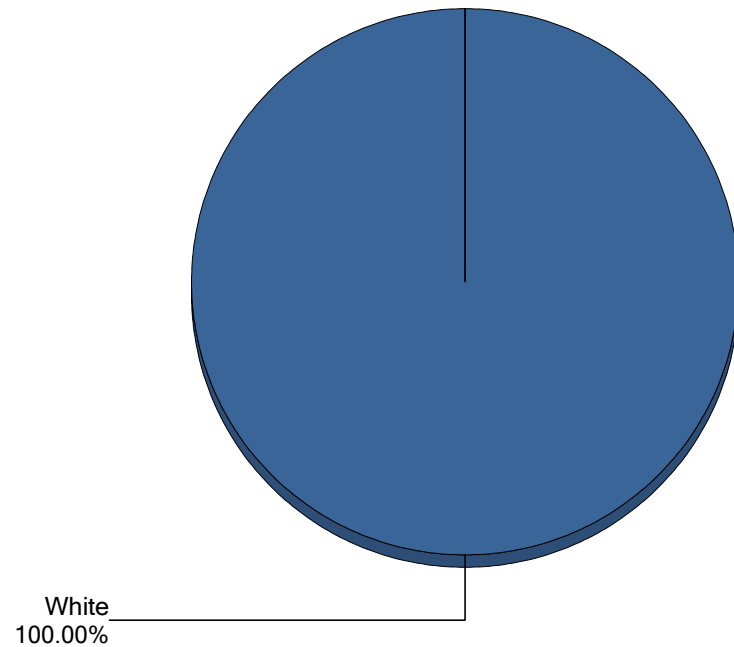
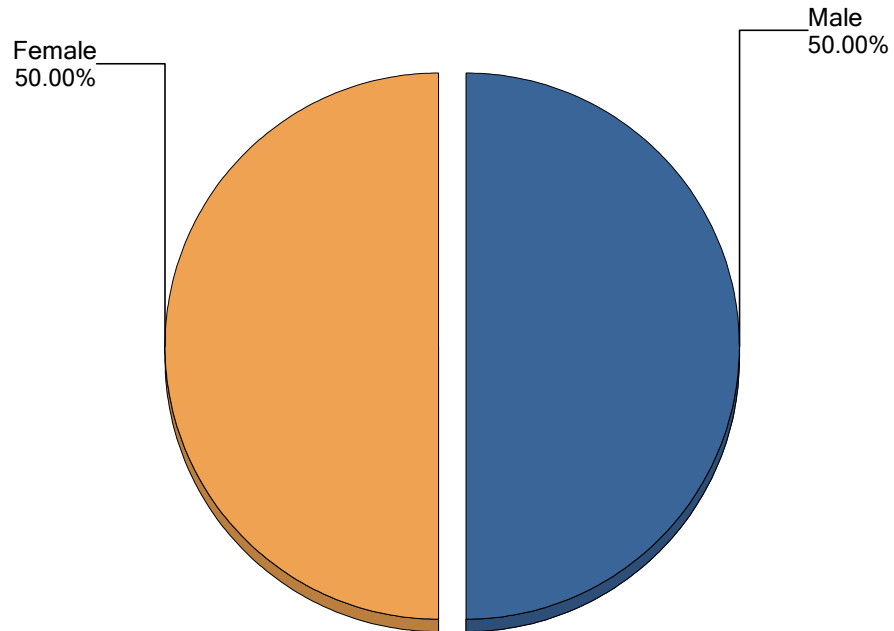
Department: 22650 - ACCELERATED MASTERS IN BUSINESS ADM



White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

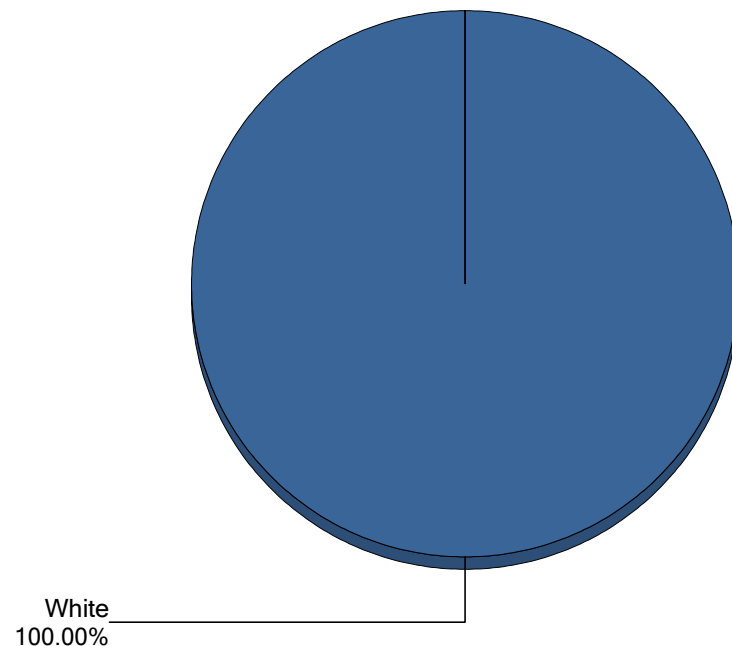
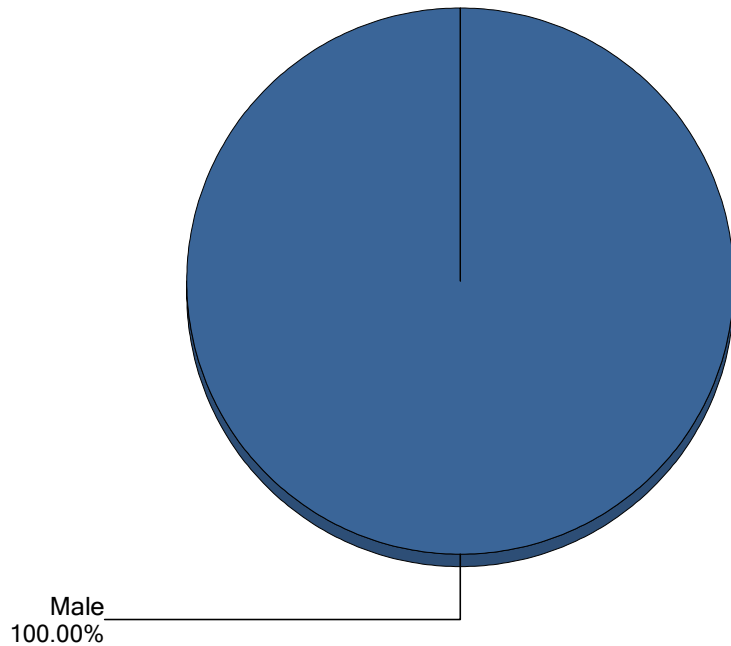
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 22750 - SMALL BUSINESS PROGRAM



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

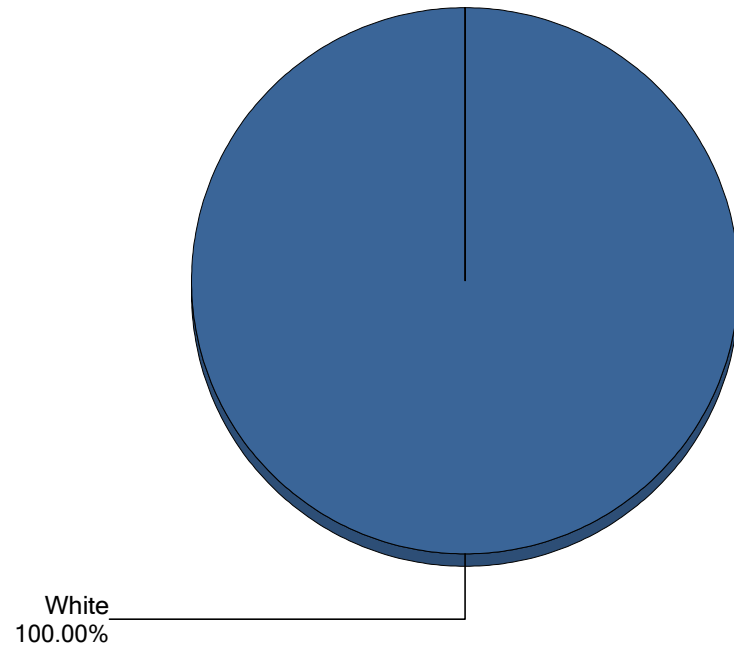
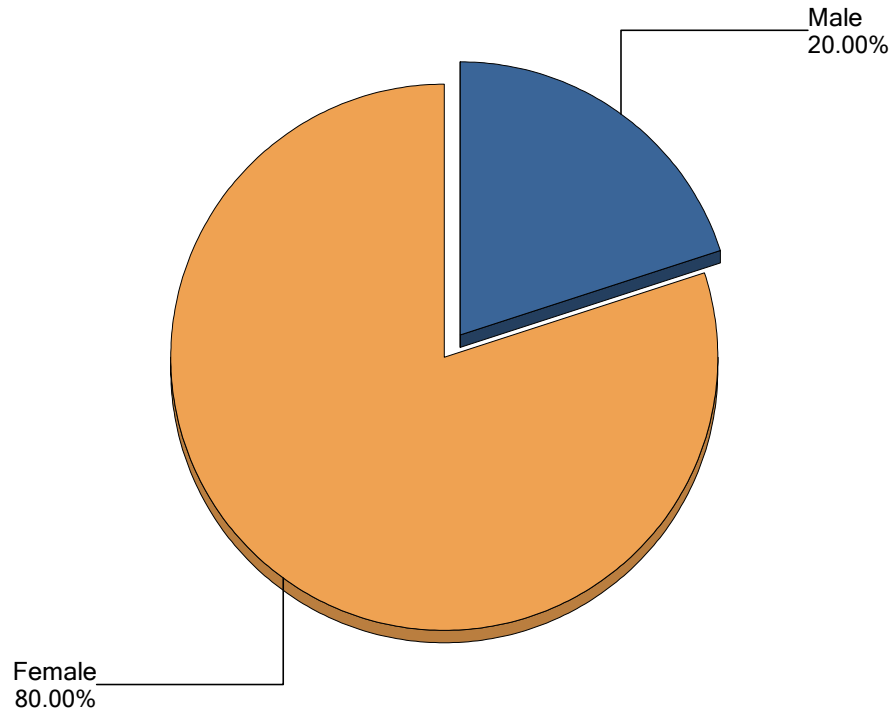
Department: 22800 - CHAIR OF BANKING



White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 23000 - DEAN COLLEGE OF EDUCATION

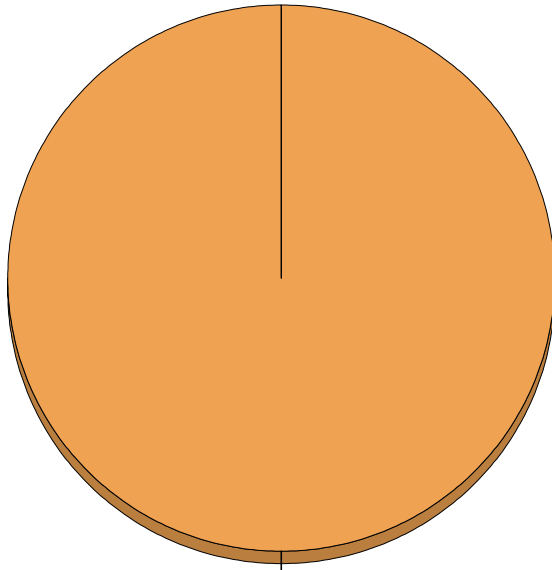


White	15	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	15	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

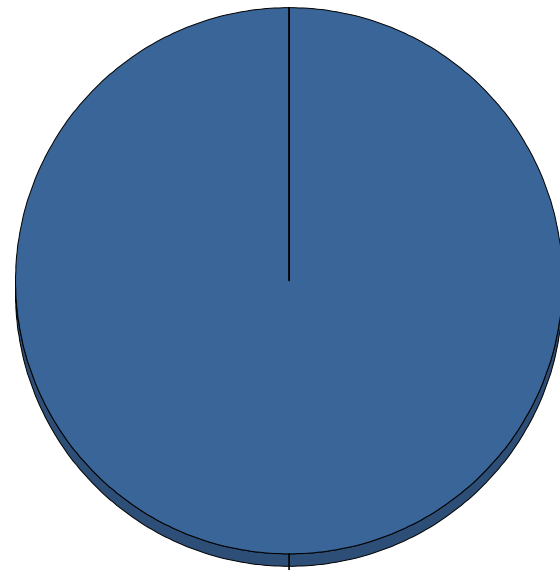
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23007 - CTR EXCELL SPORT SCIENCE COACH EDUC



Female
100.00%

Male	0	0.00%
Female	2	100.00%
Total:	2	100.00%



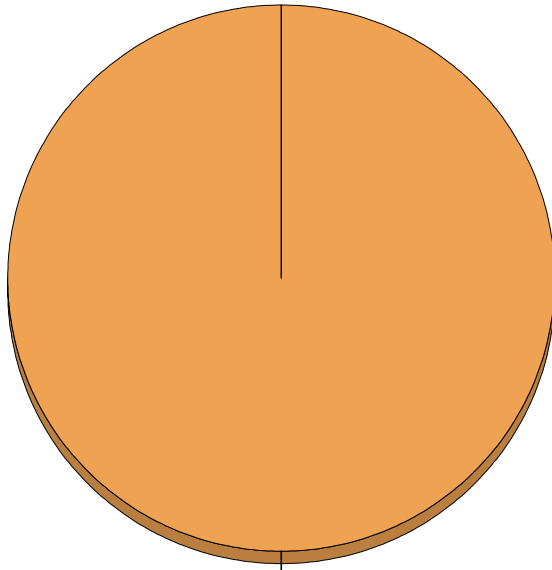
White
100.00%

White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

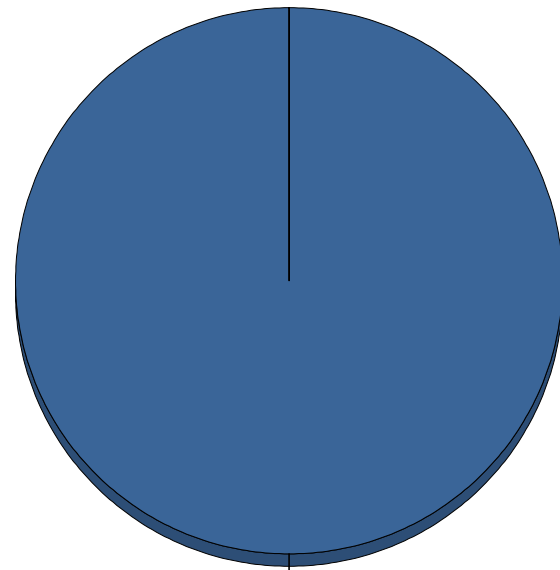
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23015 - MUSIC2 MODEL UNIV SCHOOL INTERCONNE



Female
100.00%

Male	0	0.00%
Female	1	100.00%
Total:	1	100.00%



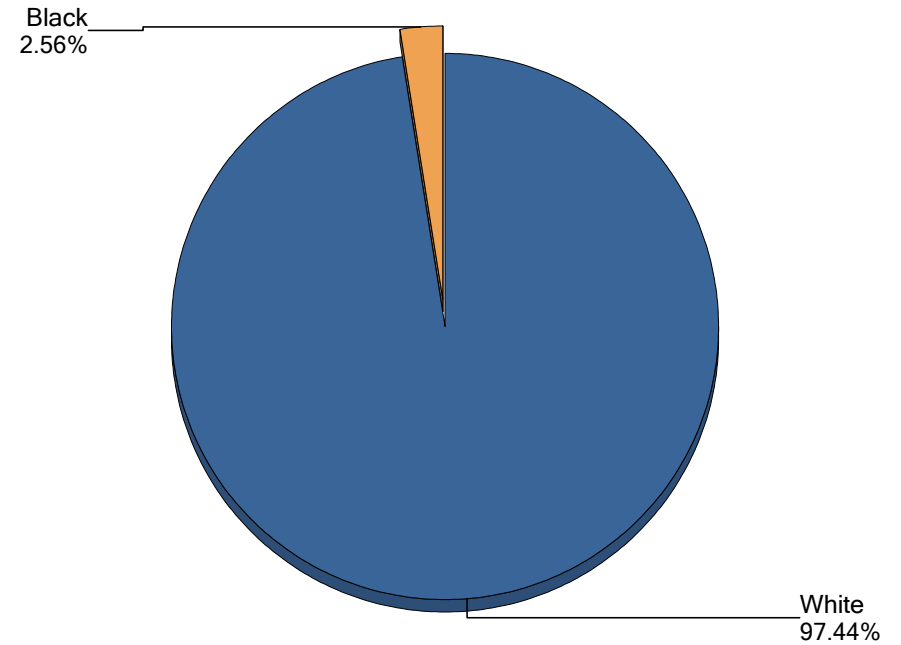
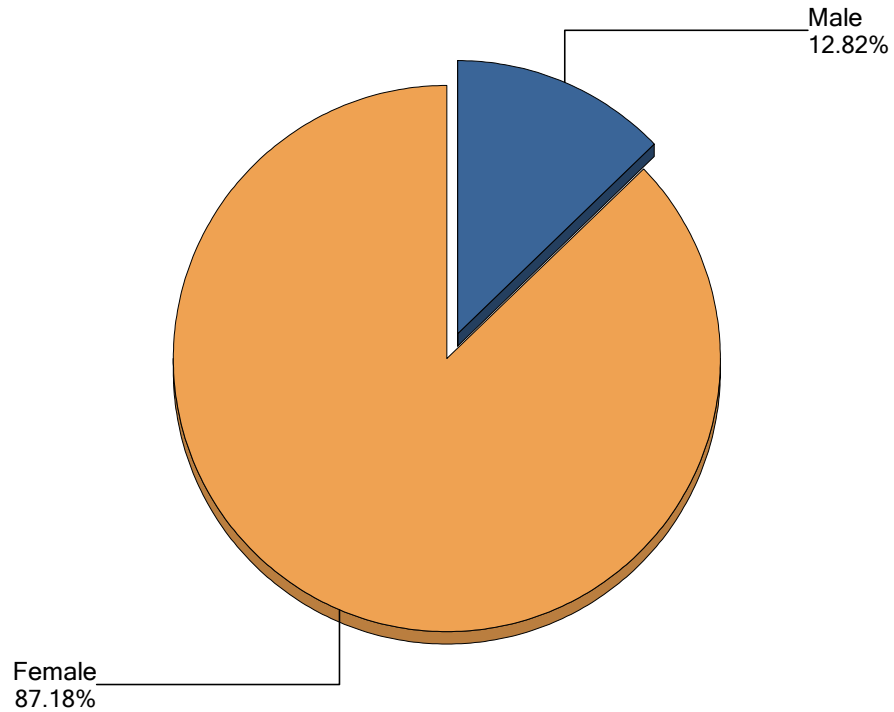
White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23050 - CURRICULUM AND INSTRUCTION

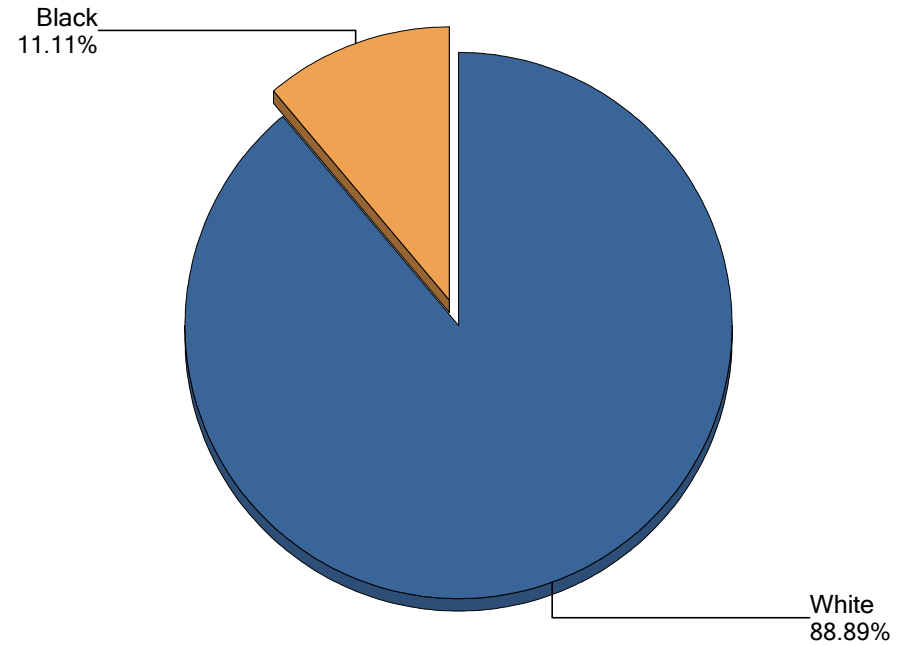
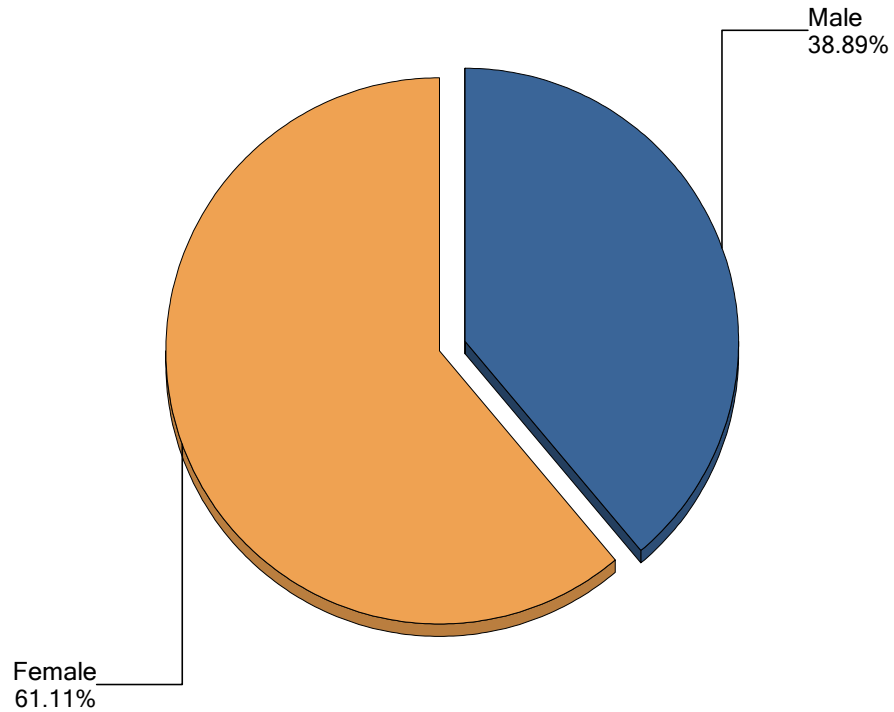


White	38	97.44%
Black	1	2.56%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	39	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23100 - EDUC LEADERSHIP POLICY ANALYSIS

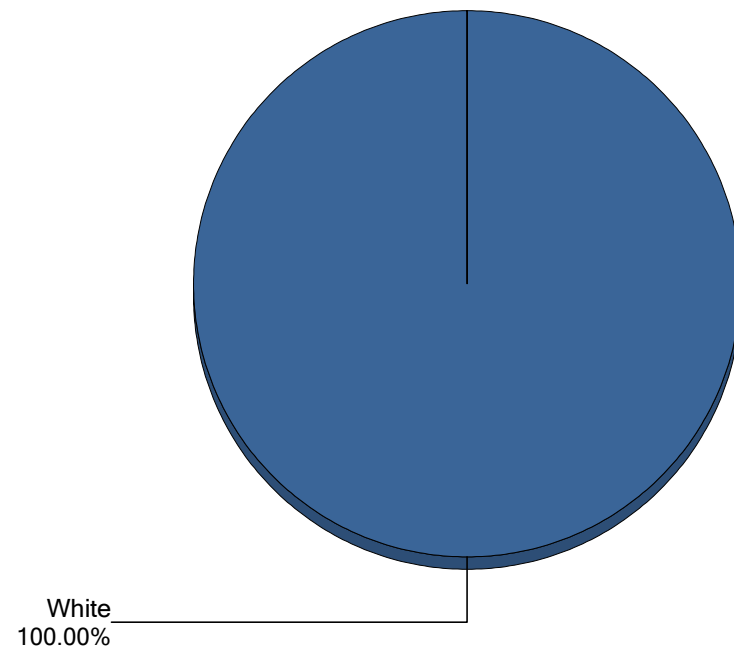
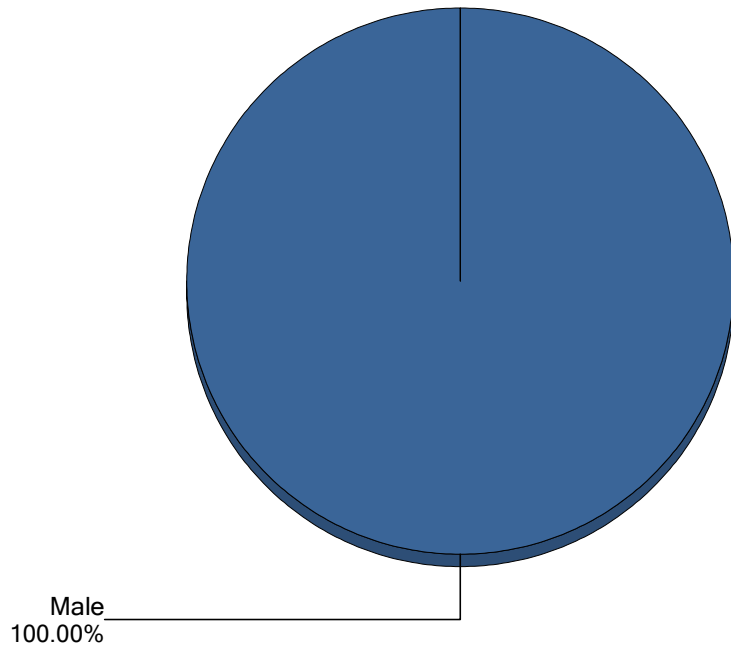


White	16	88.89%
Black	2	11.11%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	18	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23140 - CTR FOR COMMUNITY COLLEGE LEADERSHI

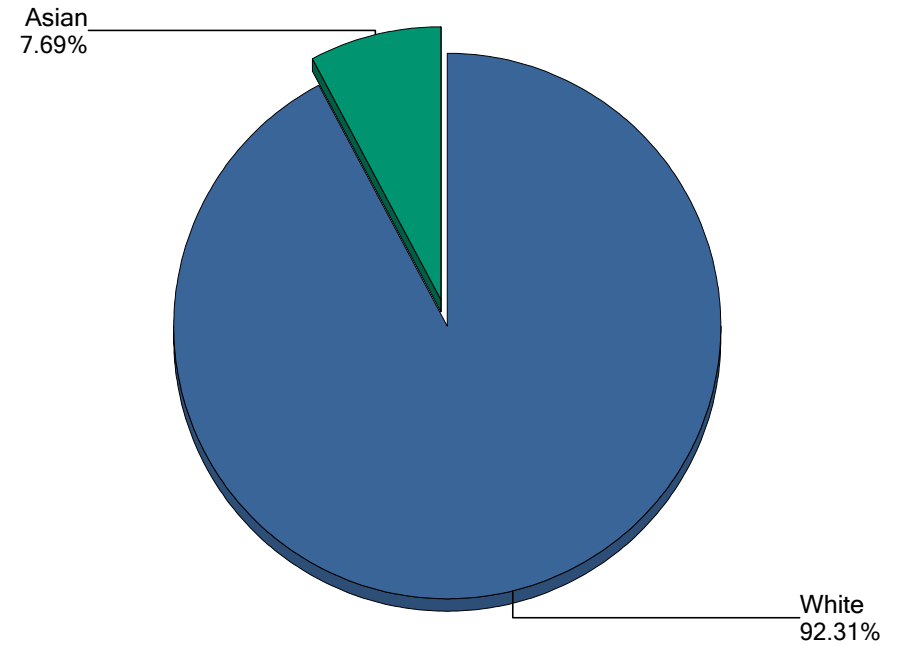
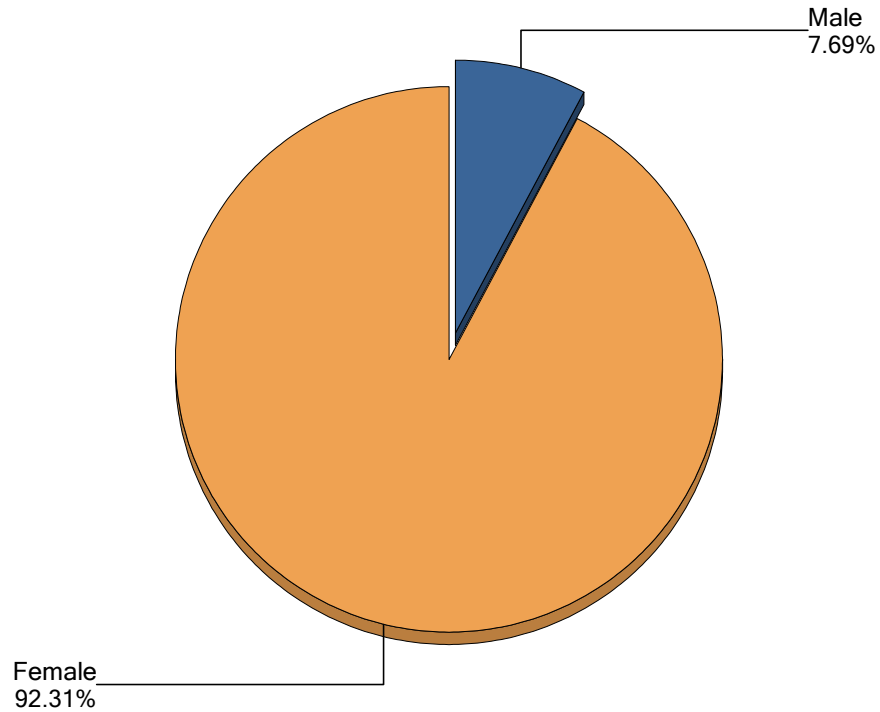


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23150 - CTR FOR EXCELL IN EARLY CHILD

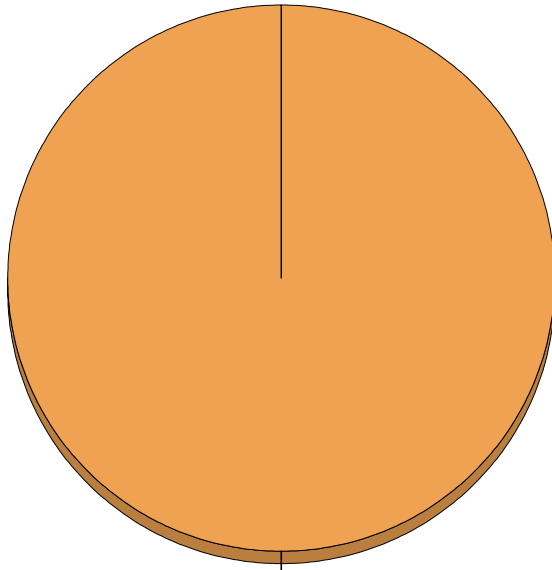


White	12	92.31%
Black	0	0.00%
Asian	1	7.69%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	13	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

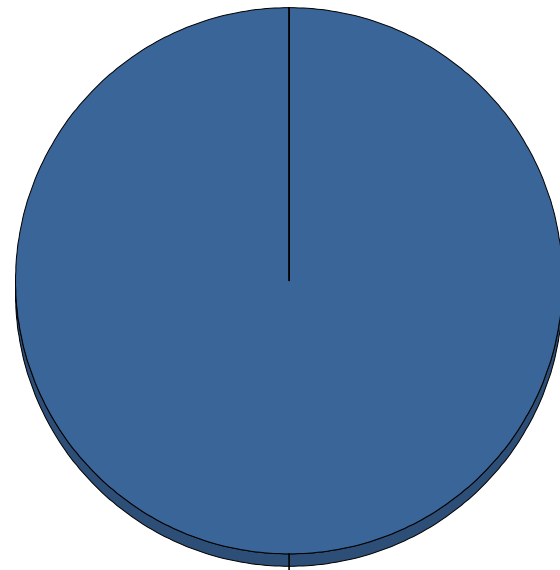
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23152 - CHILD STUDY CENTER



Female
100.00%

Male	0	0.00%
Female	13	100.00%
Total:	13	100.00%

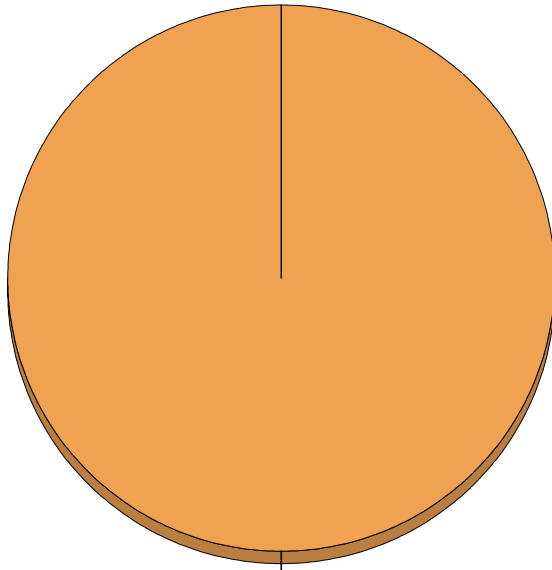


White
100.00%

White	13	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	13	100.00%

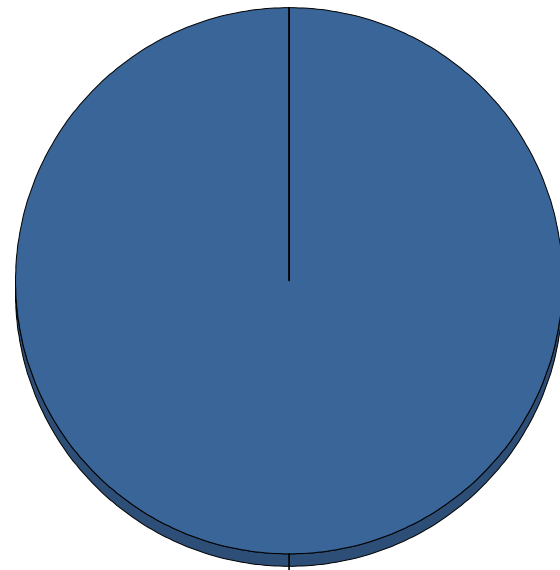
East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 23153 - CHILD STUDY LITTLE BUCS



Female
100.00%

Male	0	0.00%
Female	6	100.00%
Total:	6	100.00%

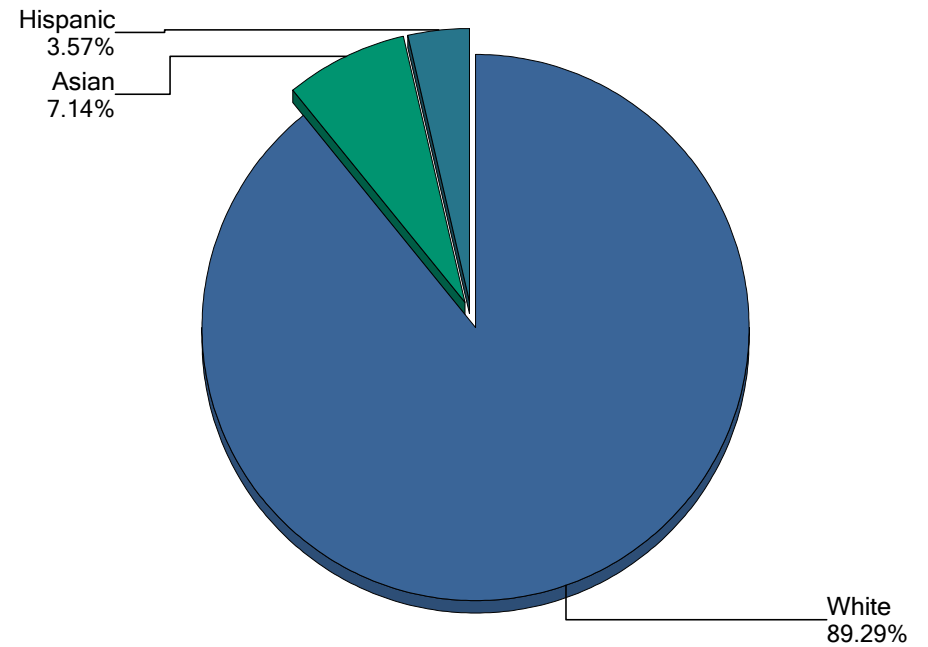
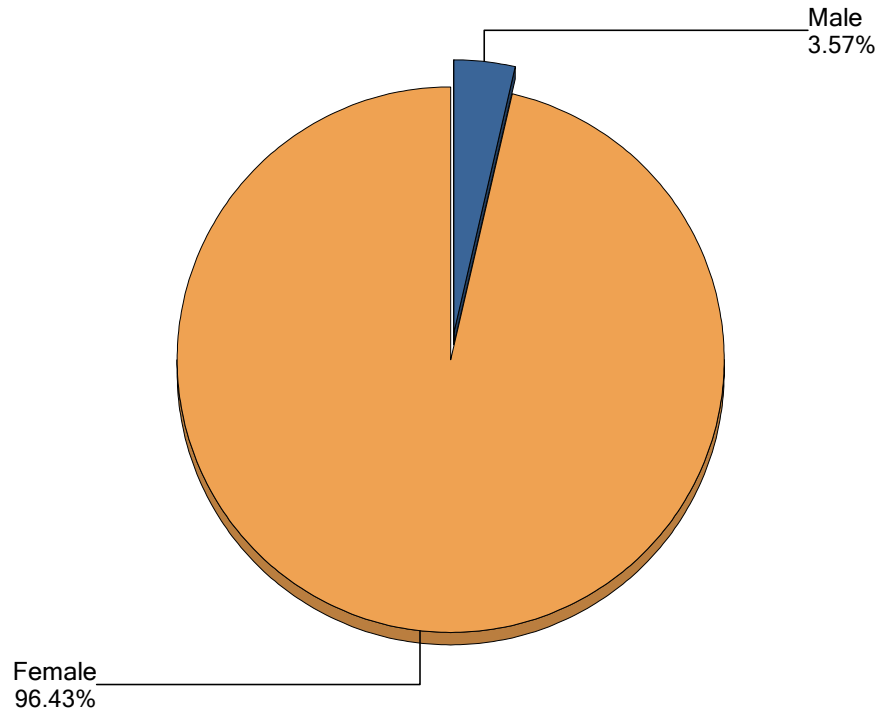


White
100.00%

White	6	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 23200 - EARLY CHILDHOOD EDUCATION

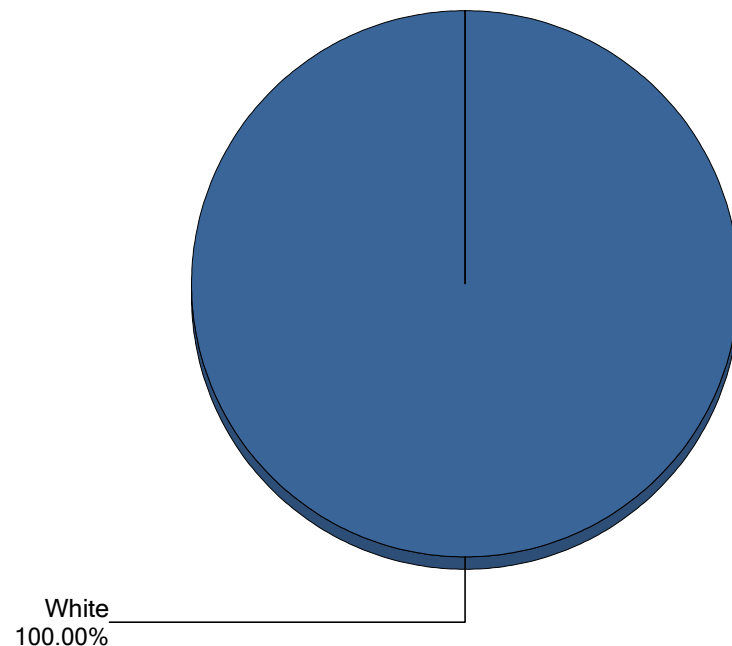
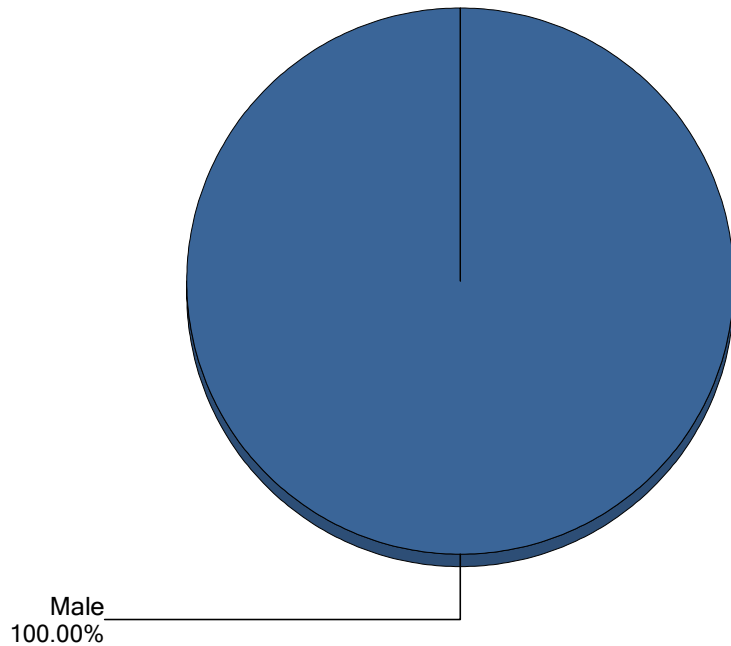


White	25	89.29%
Black	0	0.00%
Asian	2	7.14%
Native American	0	0.00%
Hispanic	1	3.57%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	28	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

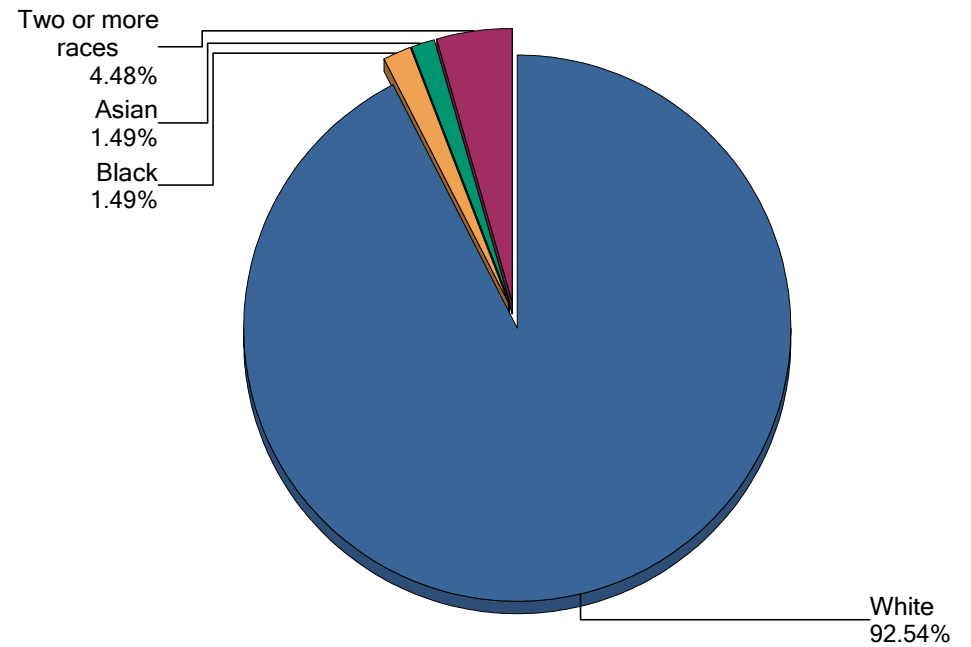
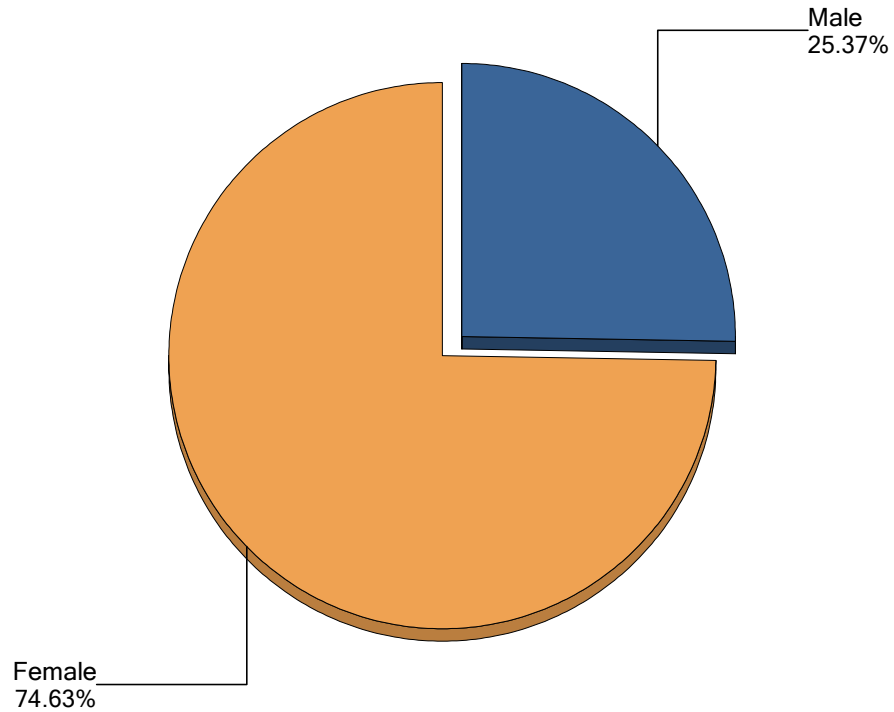
Department: 23250 - KINESIOLOGY SPORT & RECREATION MGMT



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 23300 - UNIVERSITY SCHOOL



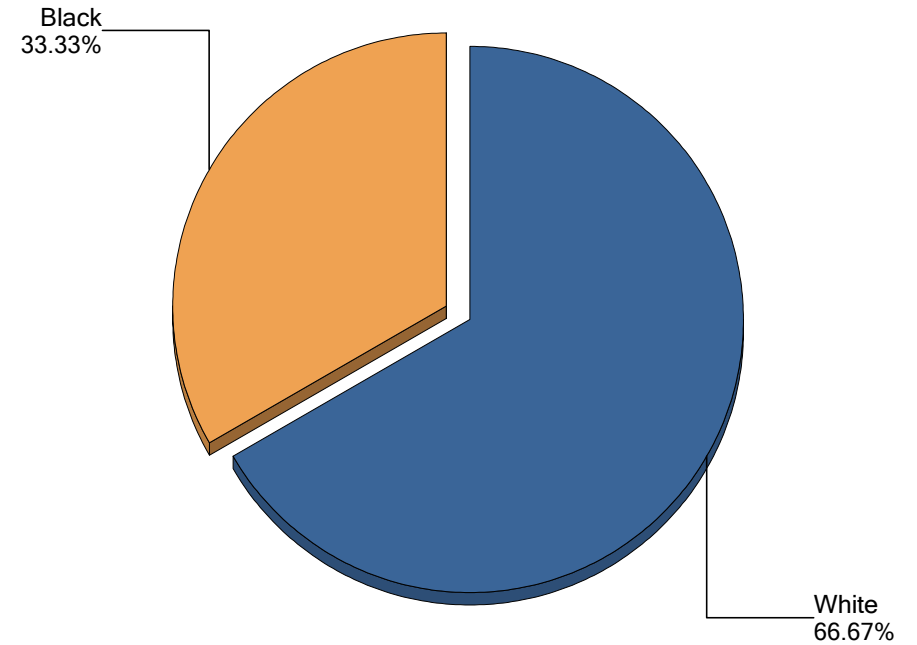
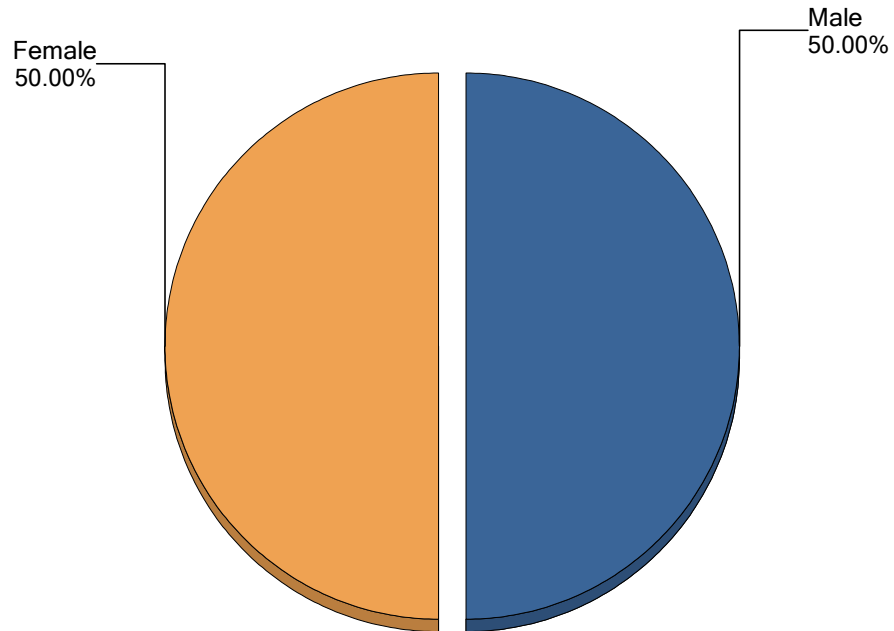
Male	17	25.37%
Female	50	74.63%
Total:	67	100.00%

White	62	92.54%
Black	1	1.49%
Asian	1	1.49%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	3	4.48%
Total:	67	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23301 - UNIVERSITY SCHOOL ATHLETICS

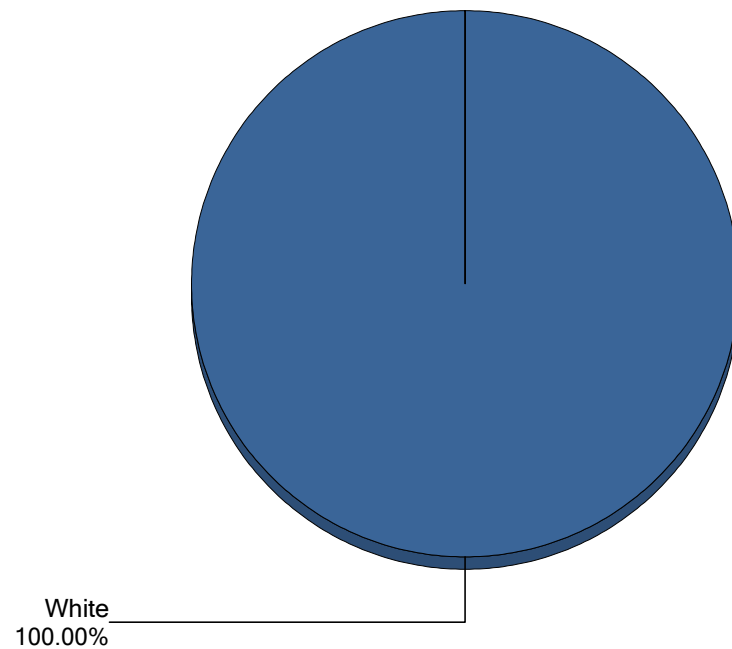
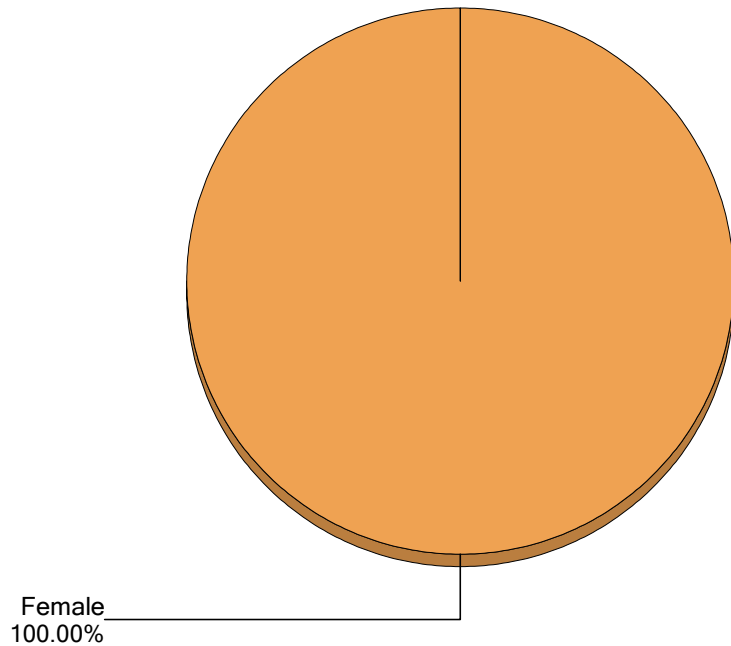


Male	3	50.00%
Female	3	50.00%
Total:	6	100.00%

White	4	66.67%
Black	2	33.33%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 23350 - QUILLEN CHAIR EDUCATION

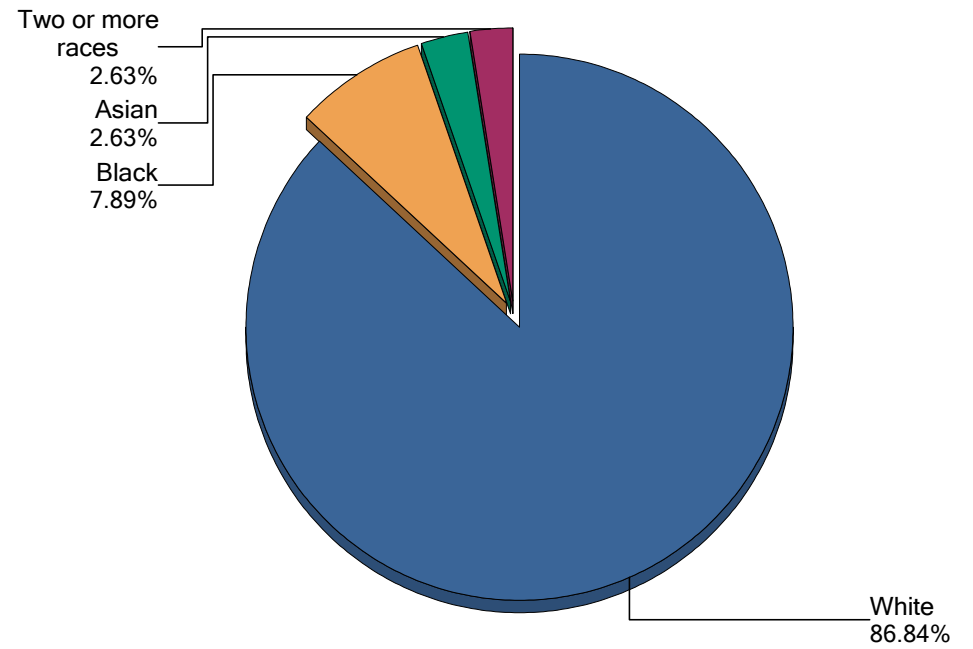
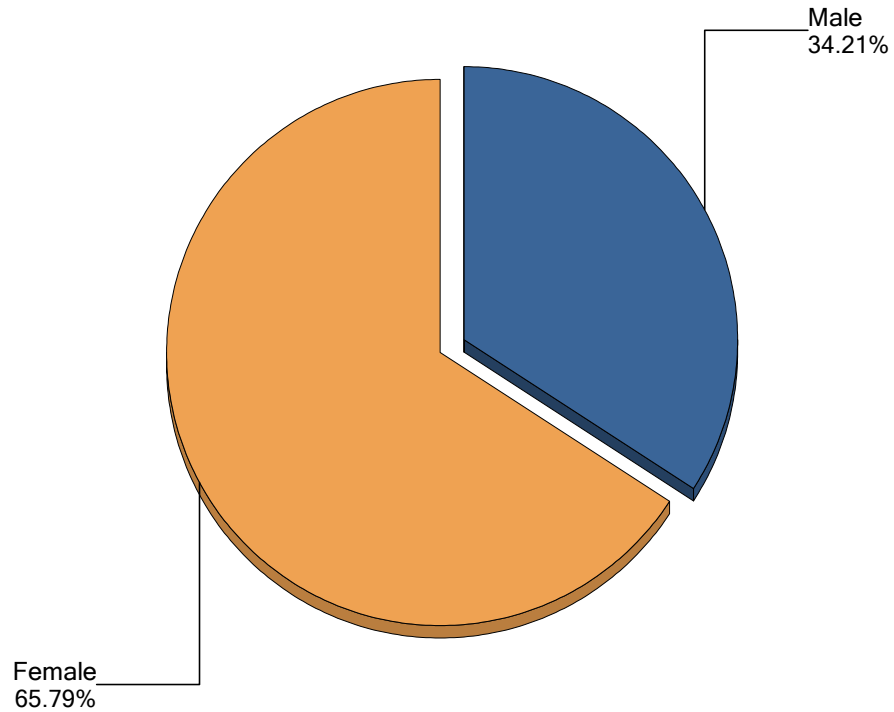


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23500 - COUNSELING & HUMAN SERVICES

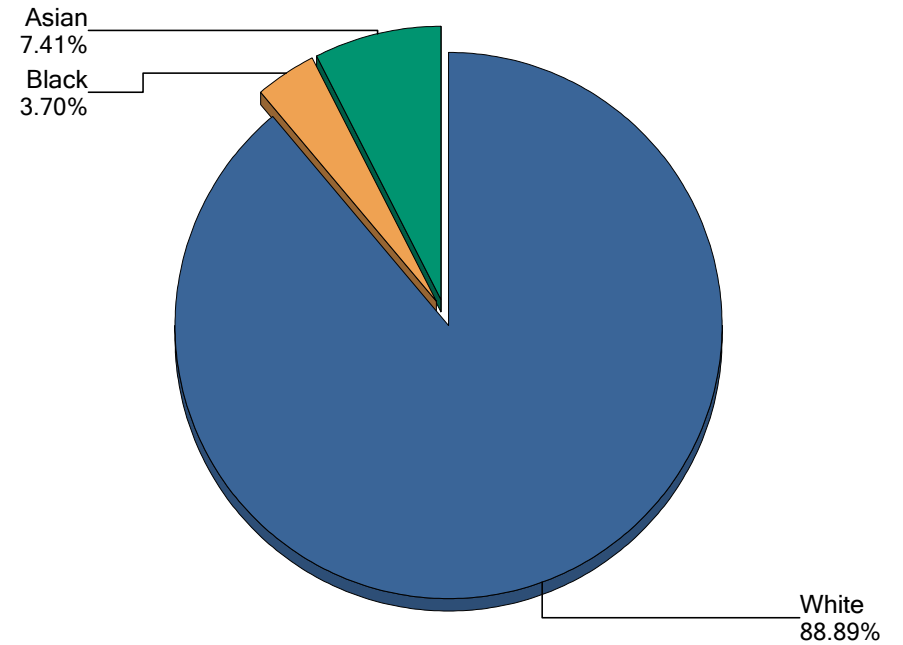
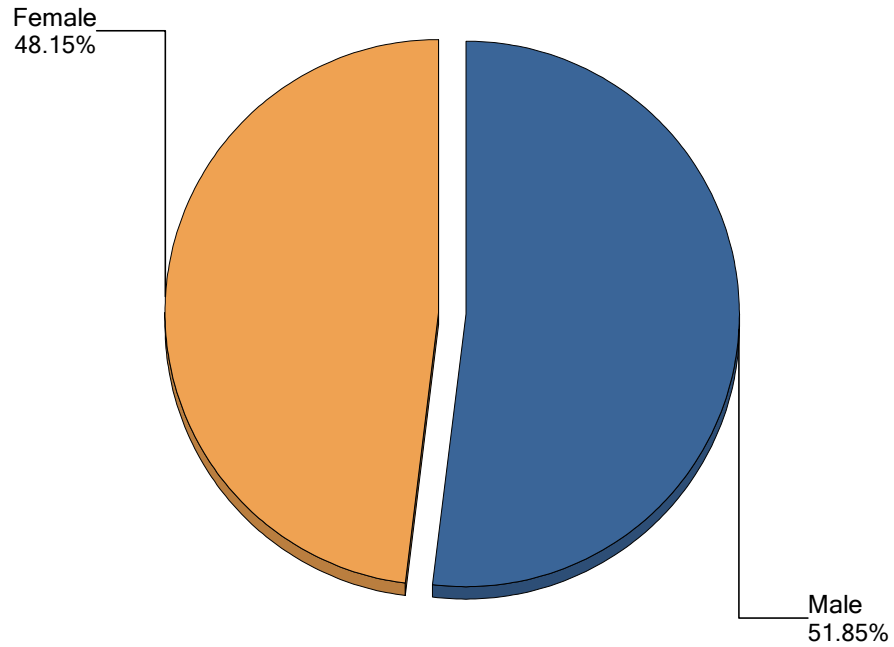


White	33	86.84%
Black	3	7.89%
Asian	1	2.63%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	2.63%
Total:	38	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23550 - SPORT EXERCISE RECREATION KINESIOLO



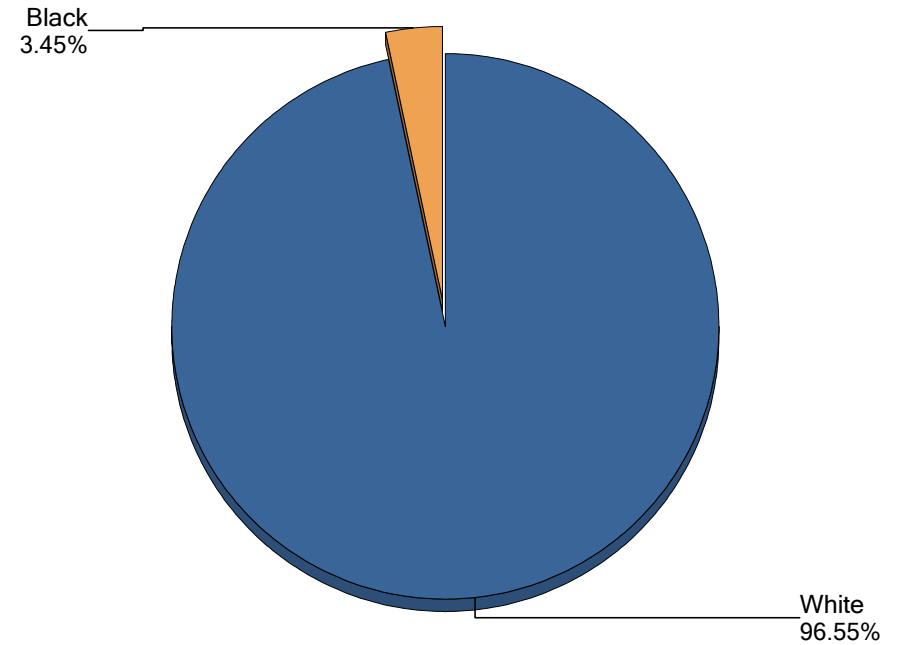
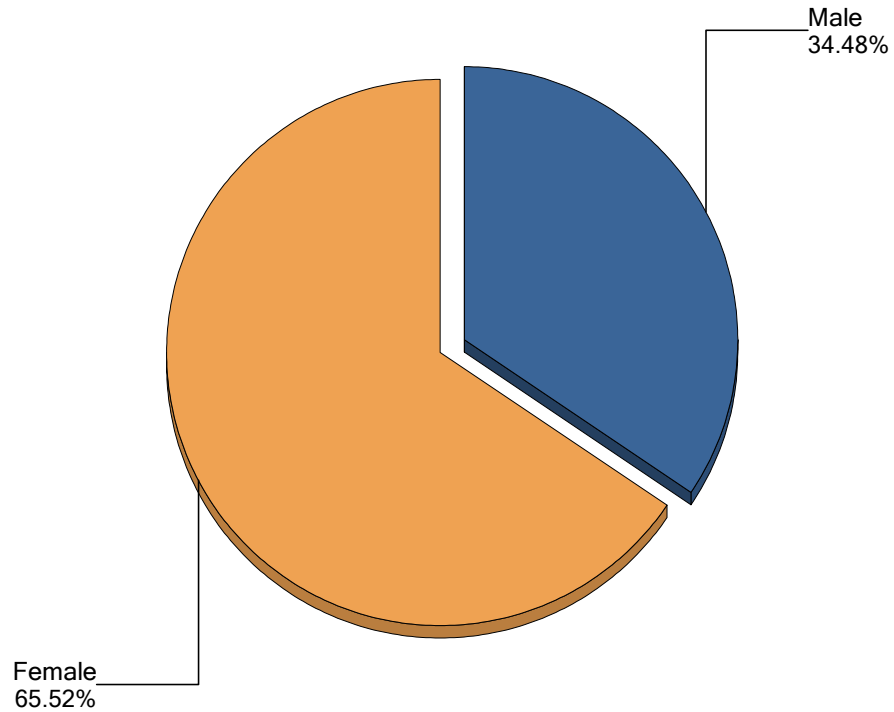
Male	14	51.85%
Female	13	48.15%
Total:	27	100.00%

White	24	88.89%
Black	1	3.70%
Asian	2	7.41%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	27	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 23600 - EDUCATIONAL FOUNDATIONS AND SPEC ED

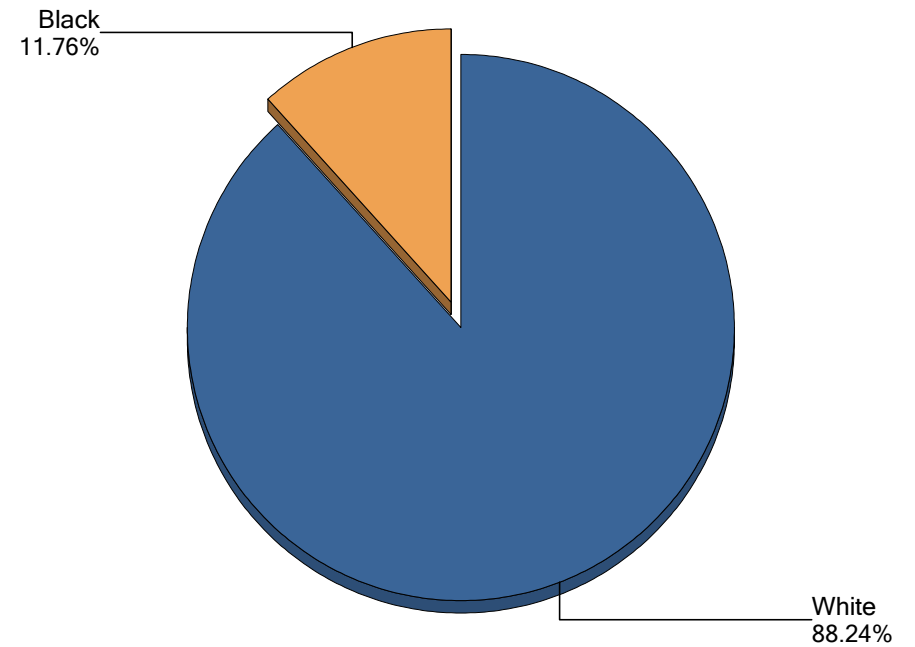
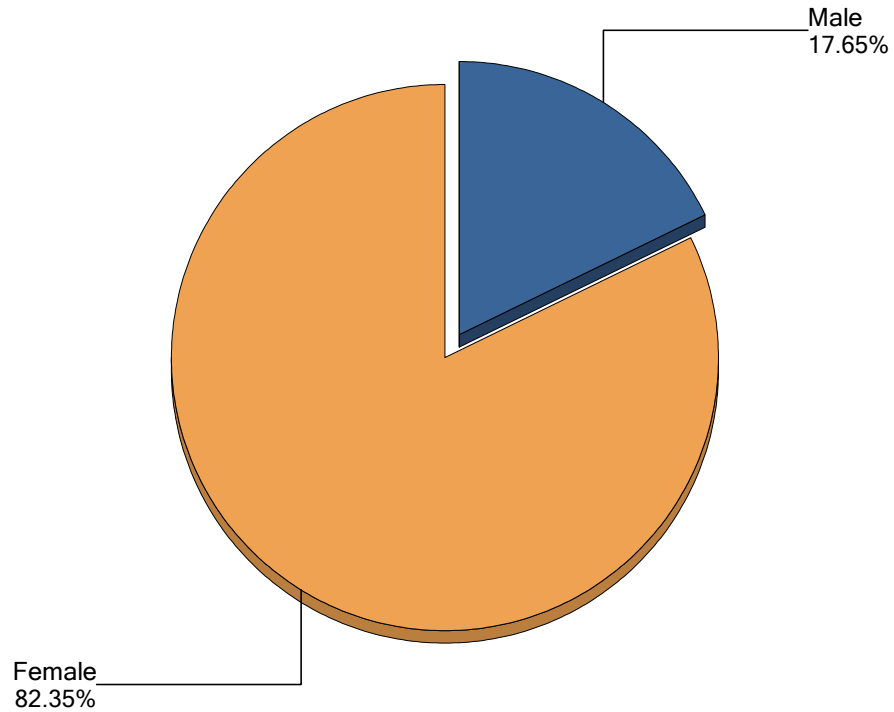


White	28	96.55%
Black	1	3.45%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	29	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

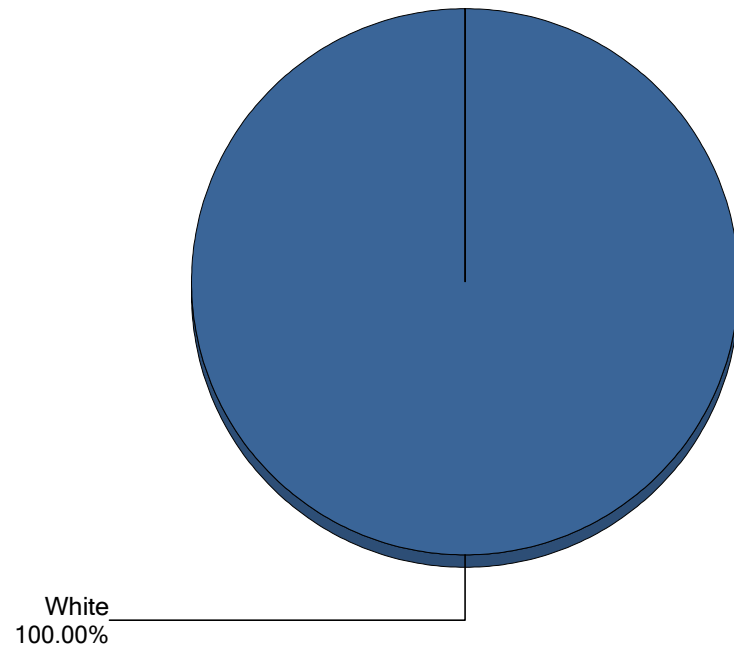
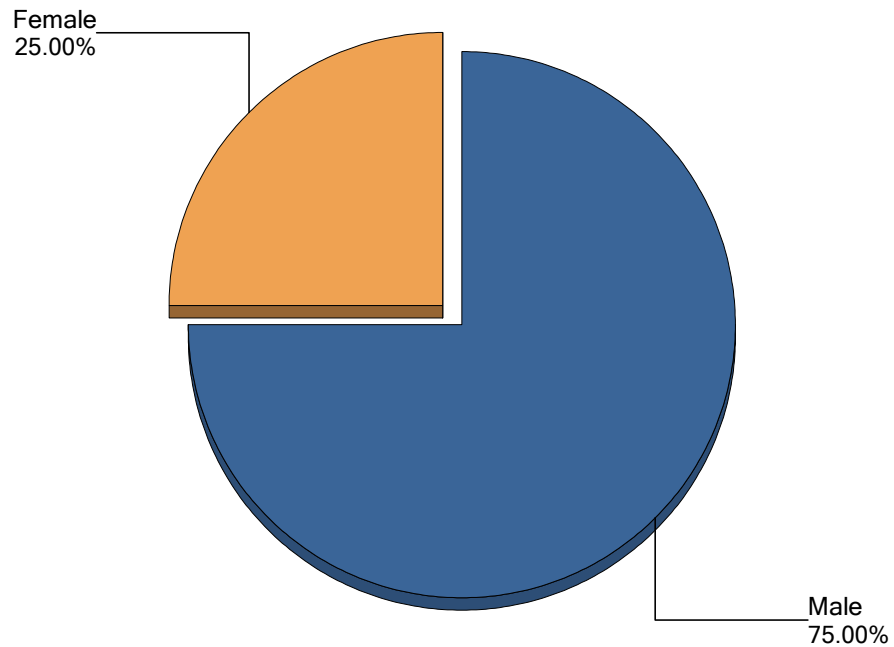
Department: 24100 - GRADUATE SCHOOL



White	15	88.24%
Black	2	11.76%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	17	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

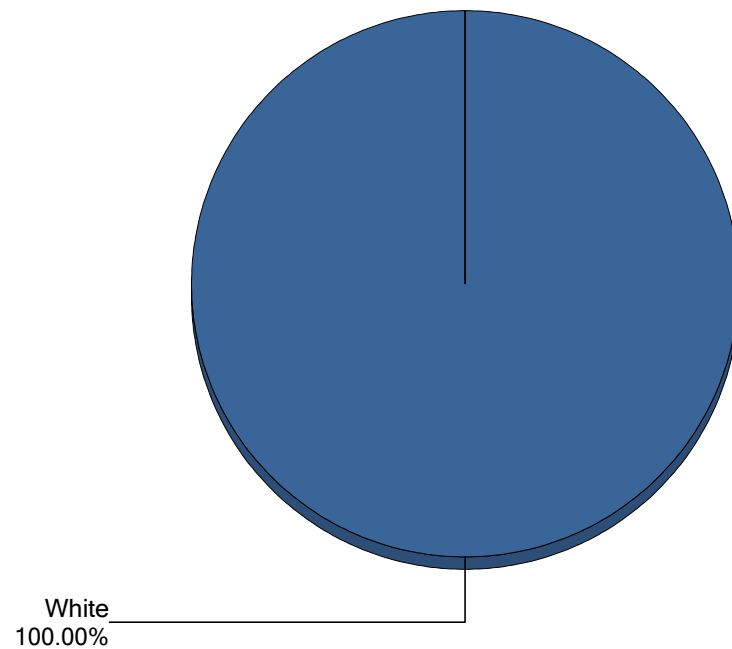
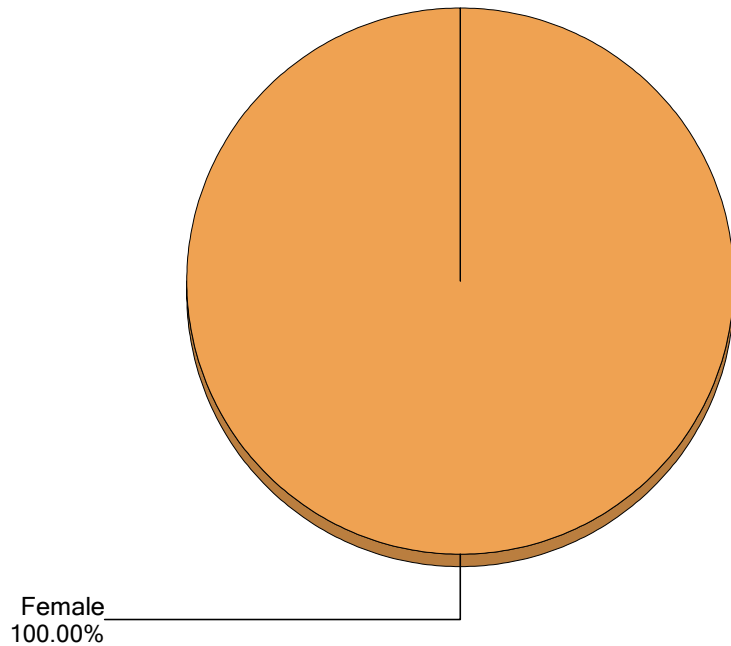
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 24101 - GLOBAL SPORTS LEADERSHIP EDD



White	4	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

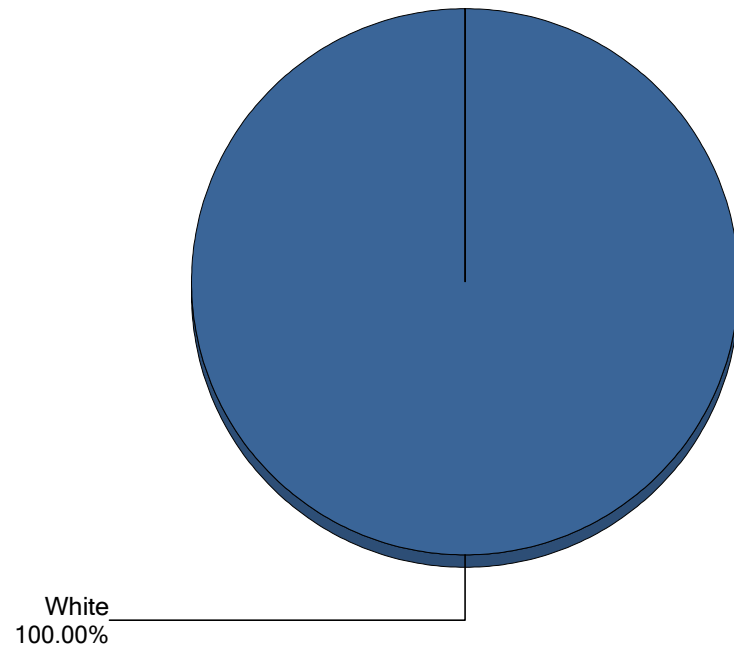
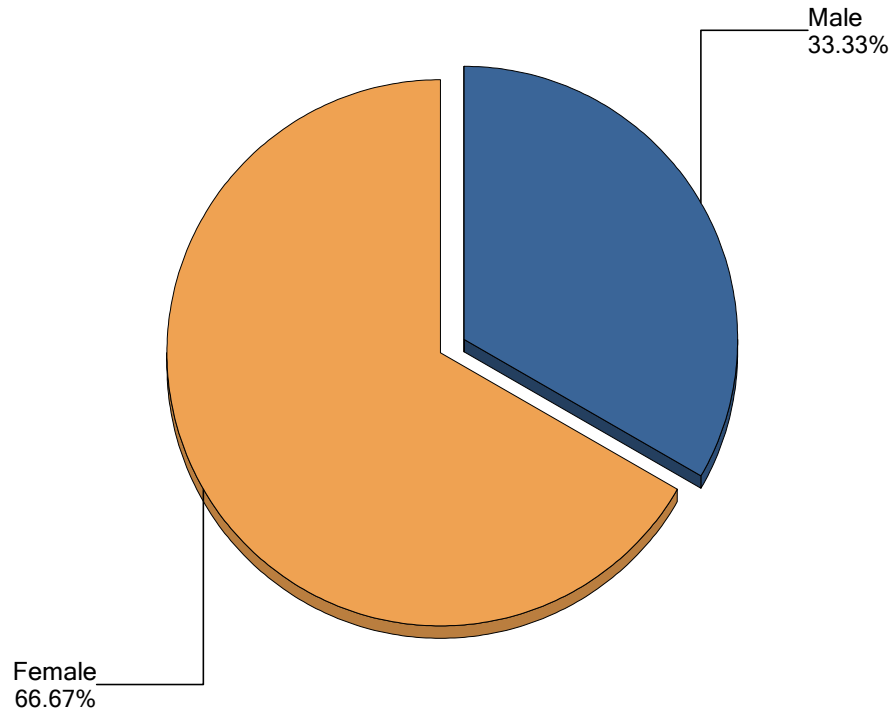
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 24400 - ASSESSMENT AND TEACHING



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 24520 - RES IMP COMM OUTREACH

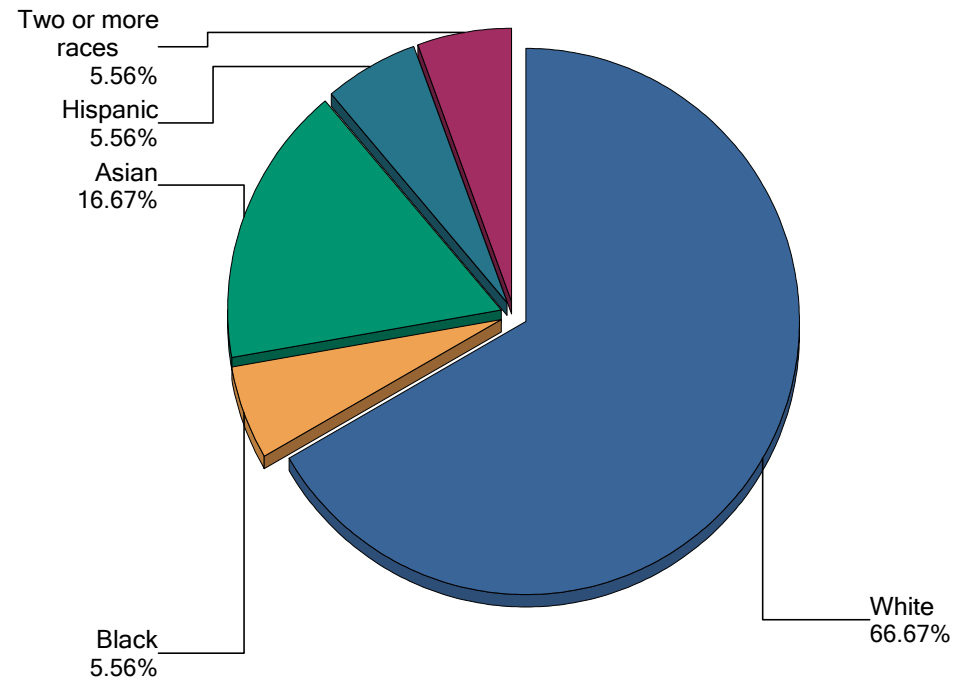
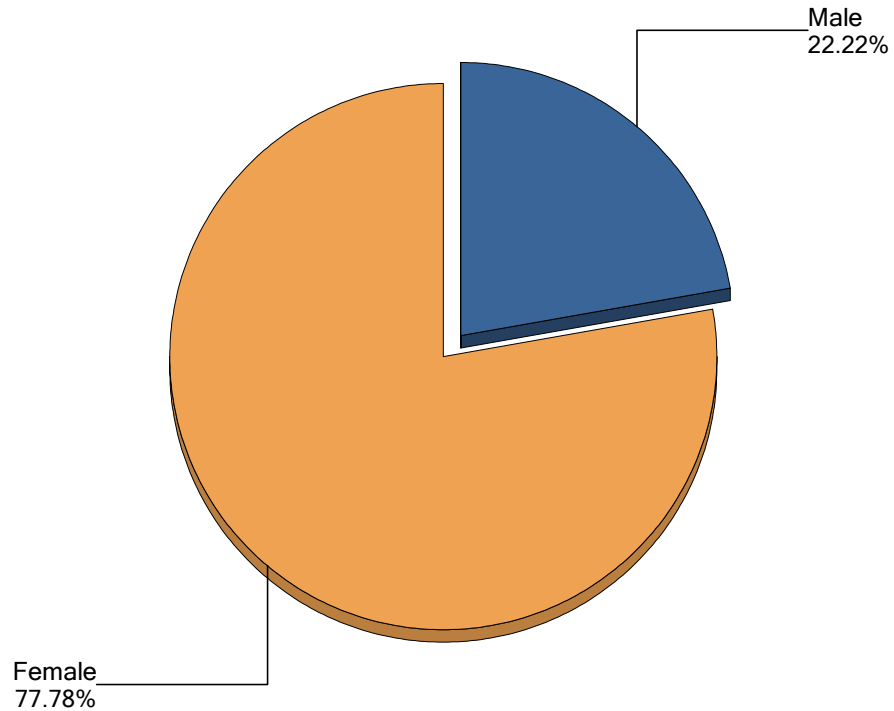


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 24526 - APPLIED SOCIAL RESEARCH LAB

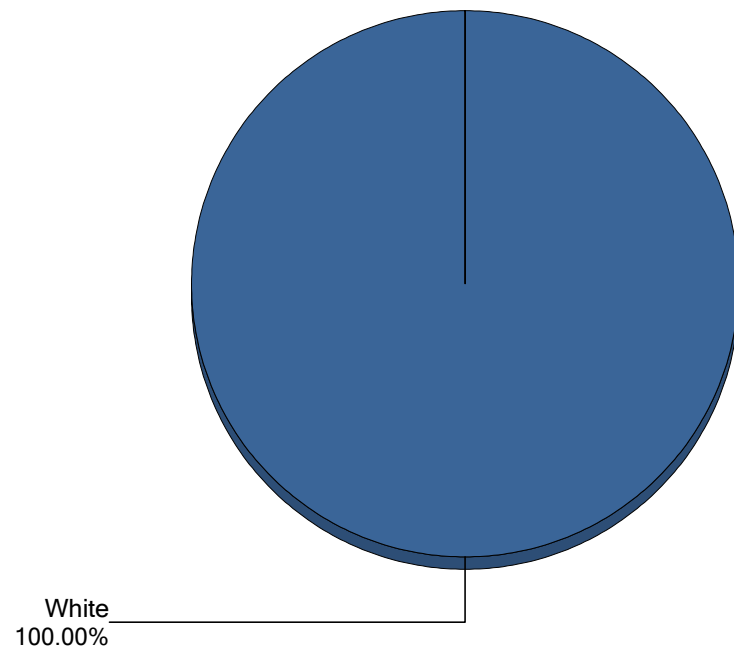
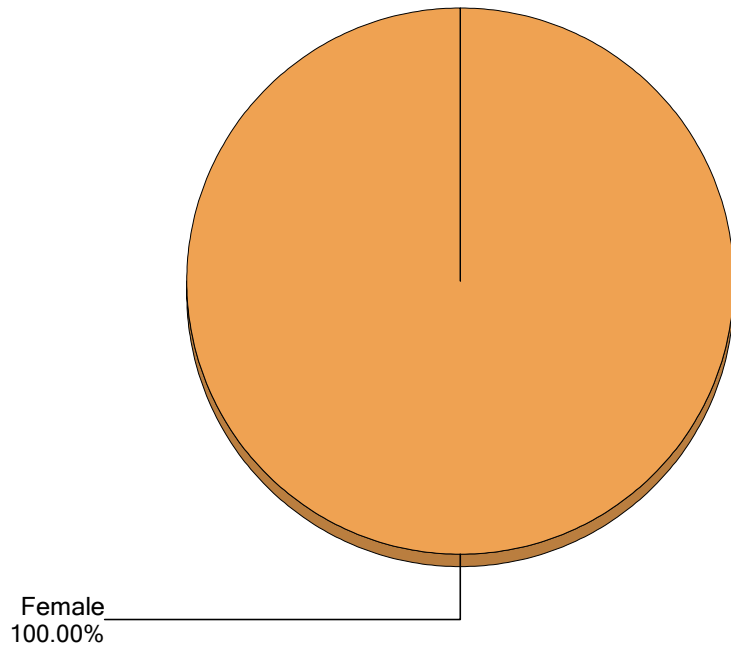


Male	4	22.22%
Female	14	77.78%
Total: 18 100.00%		

White	12	66.67%
Black	1	5.56%
Asian	3	16.67%
Native American	0	0.00%
Hispanic	1	5.56%
Pacific Islander	0	0.00%
Two or more races	1	5.56%
Total: 18 100.00%		

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 24530 - INSTITUTIONAL REVIEW BOARD

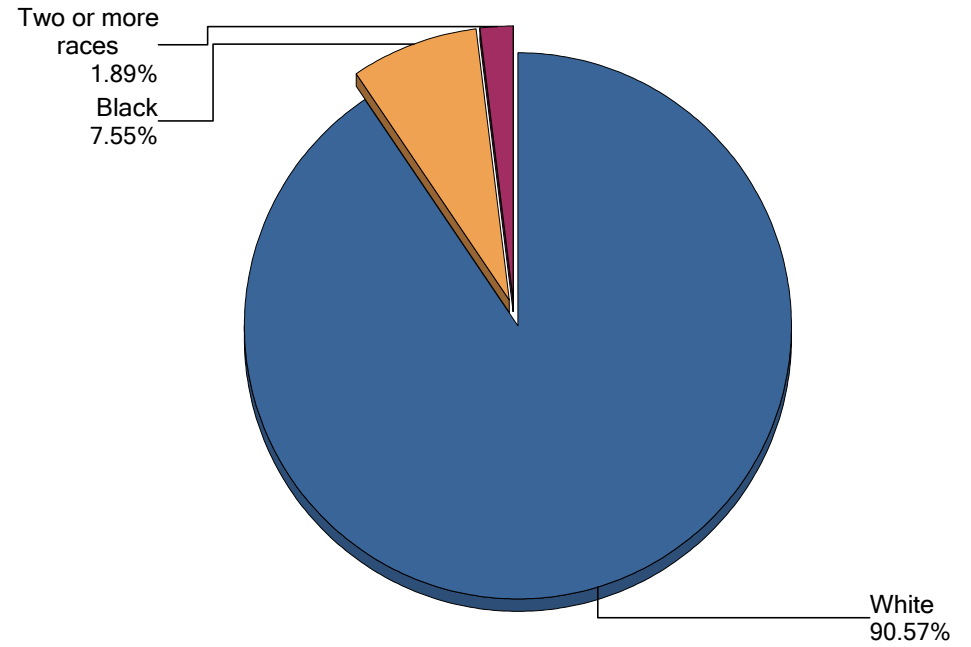
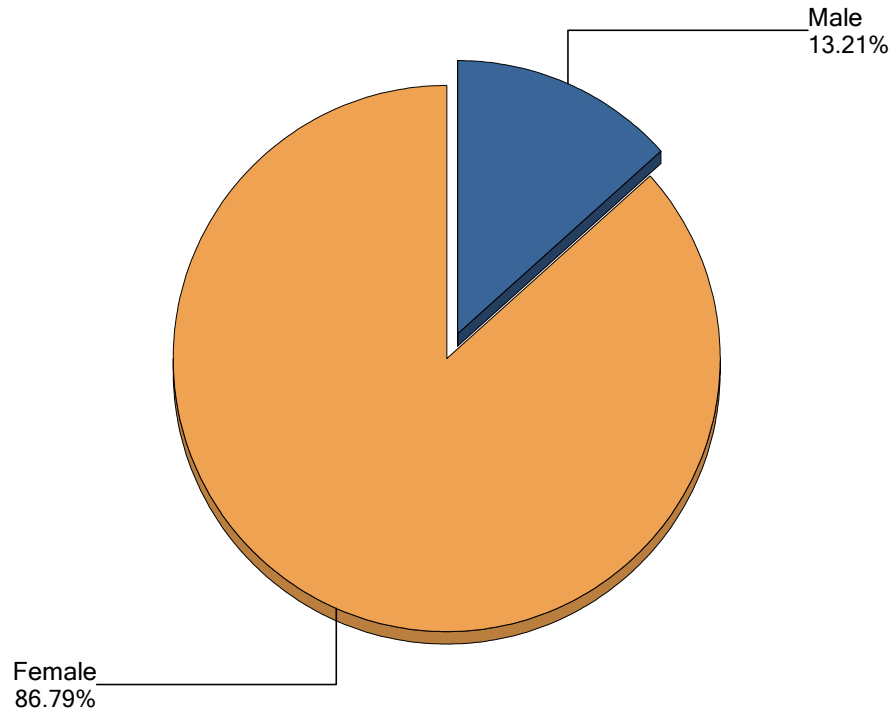


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

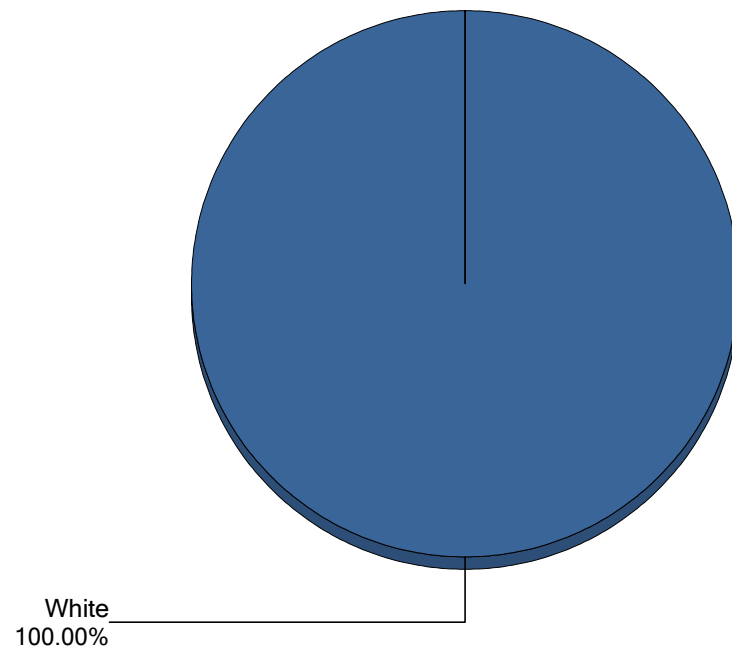
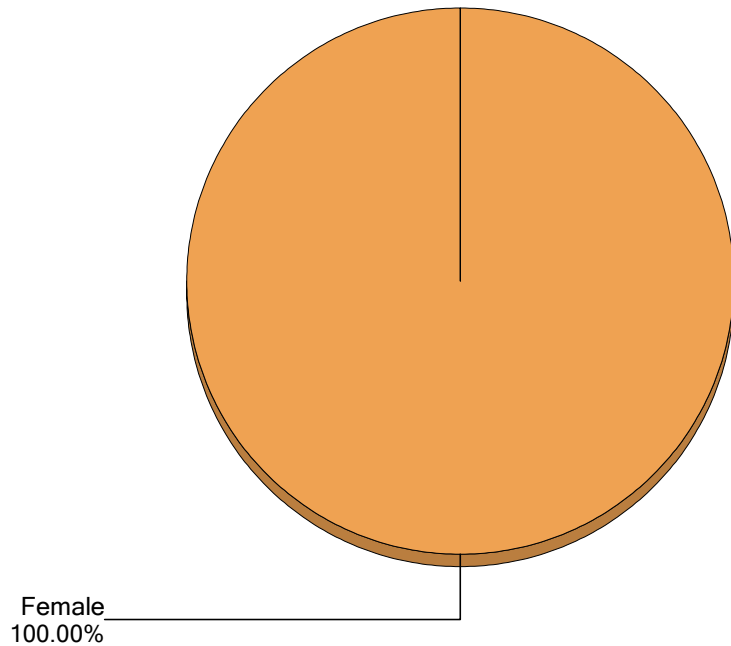
Department: 24550 - OFFICE OF SPONSORED PROGRAMS



White	48	90.57%
Black	4	7.55%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	1.89%
Total:	53	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 24570 - INNOVATION LABORATORY

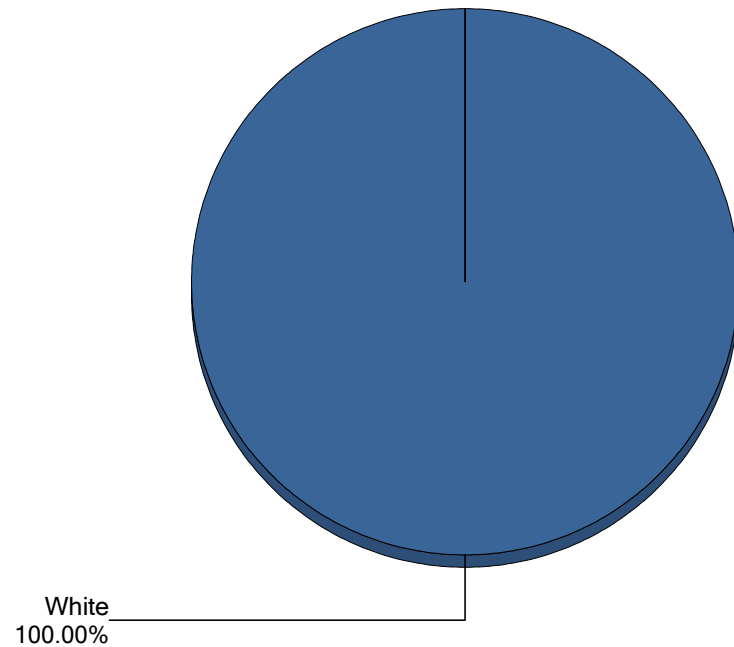
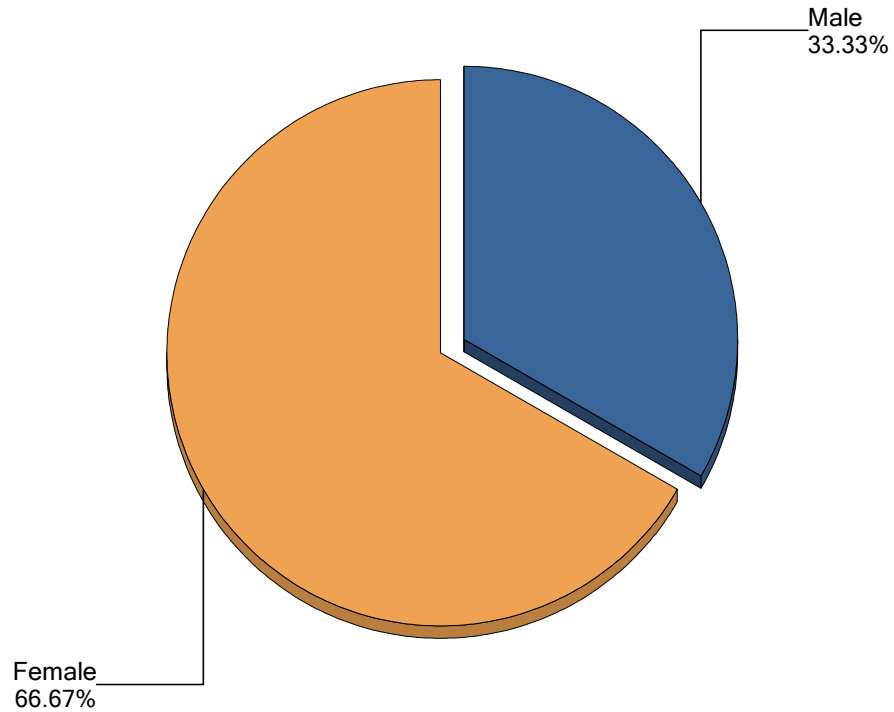


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

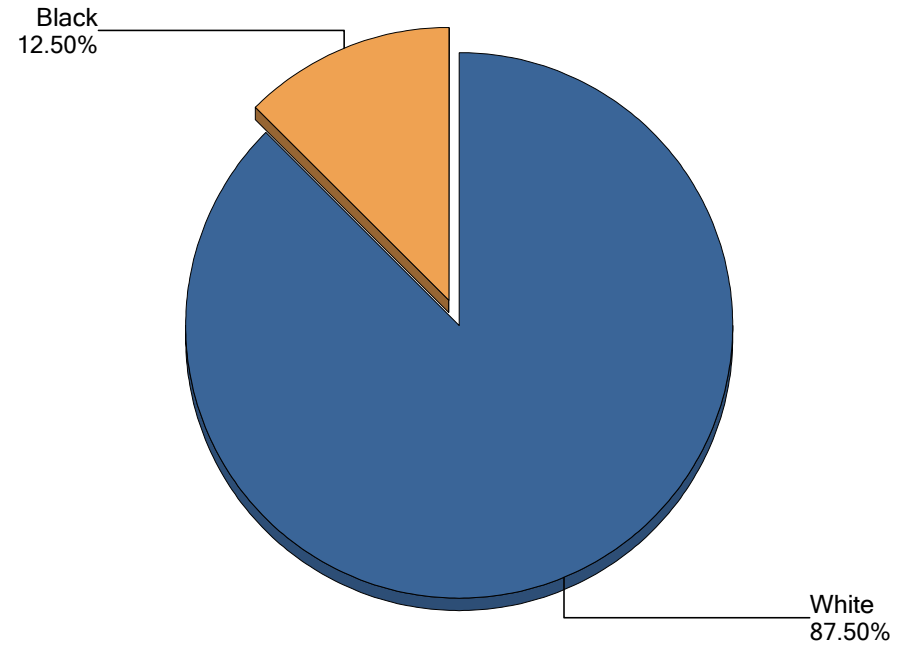
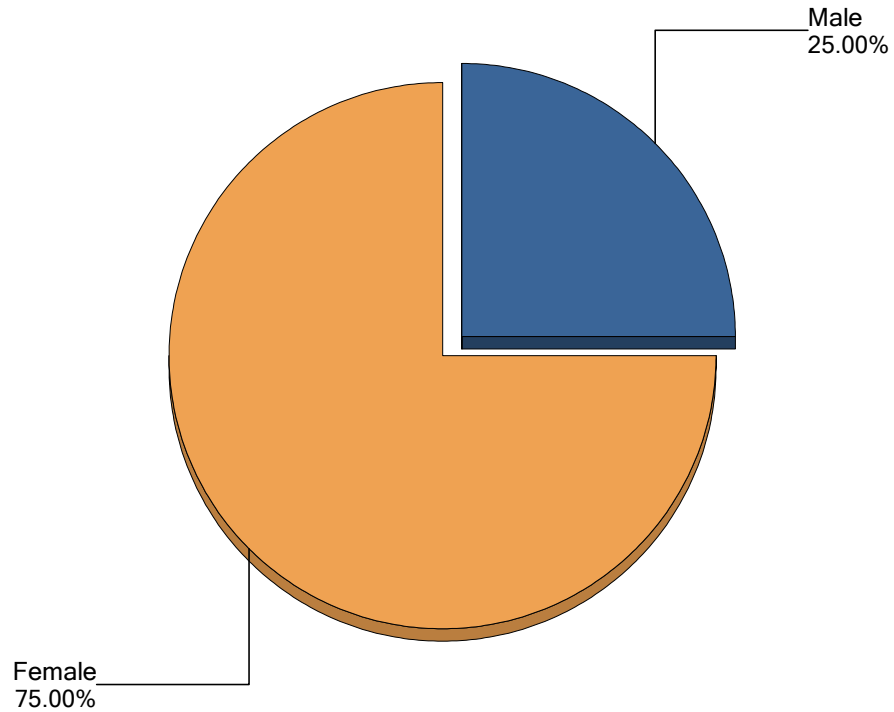
Department: 25000 - DEAN CONT STUDIES AND ACAD OUTREACH



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 25010 - DISTANCE EDUCATION

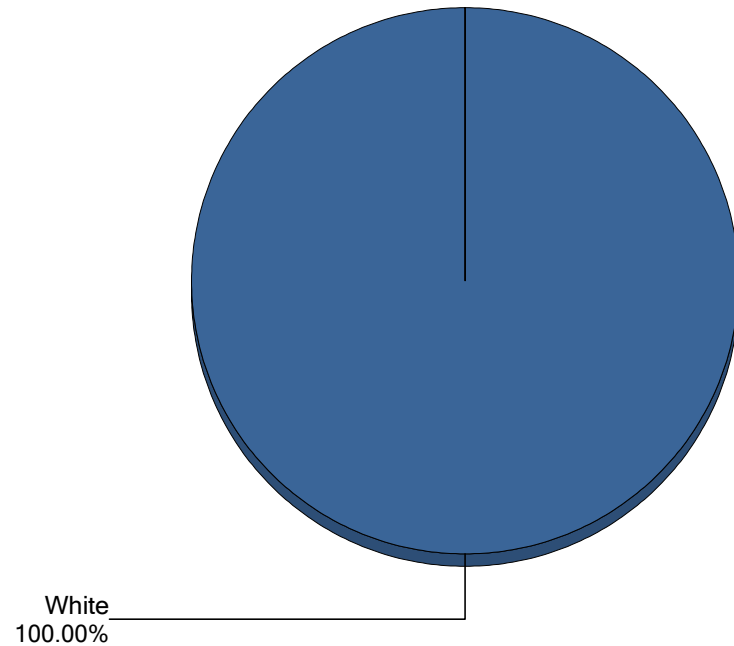
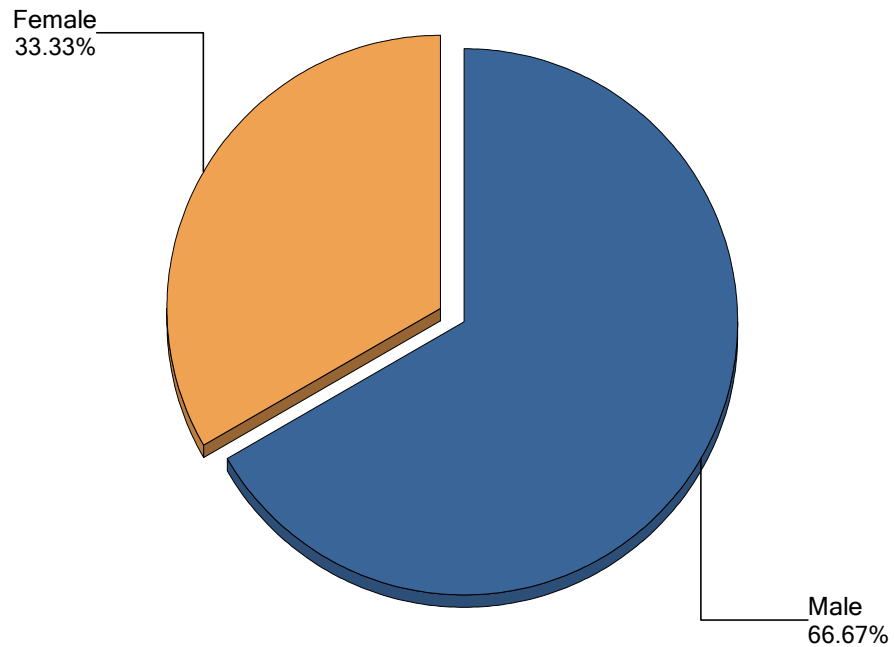


White	14	87.50%
Black	2	12.50%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	16	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25011 - ONLINE FEE DISTANCE EDUCATION

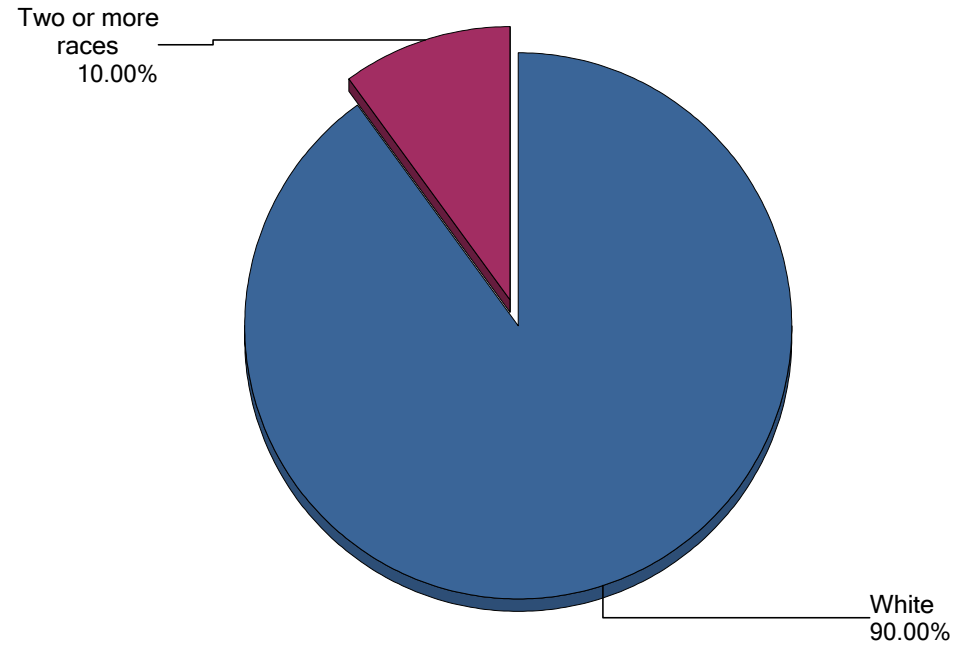
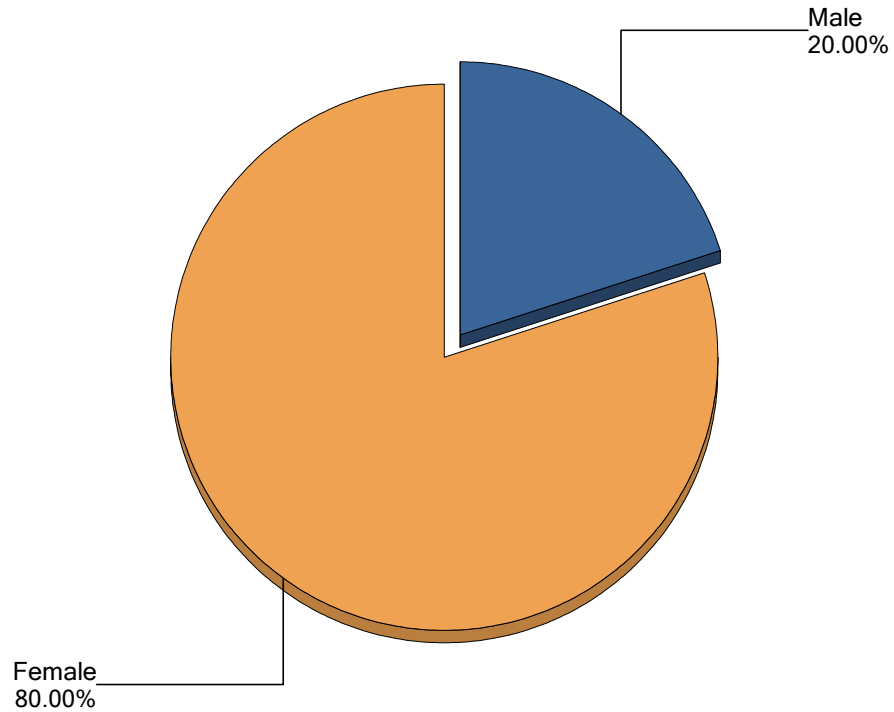


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25020 - DEGREE PROGRAMS

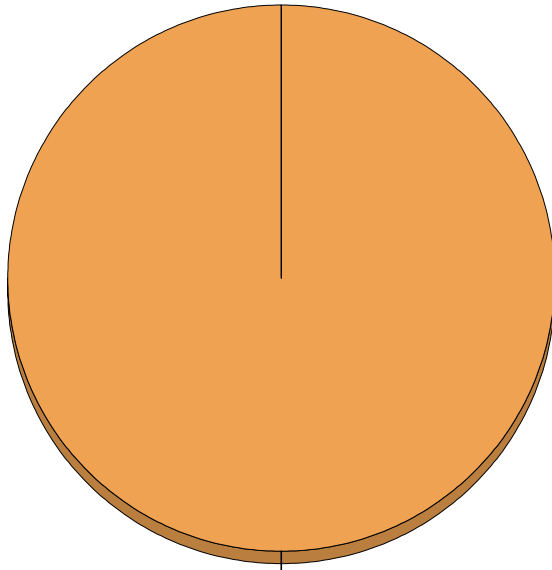


White	9	90.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	10.00%
Total:	10	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

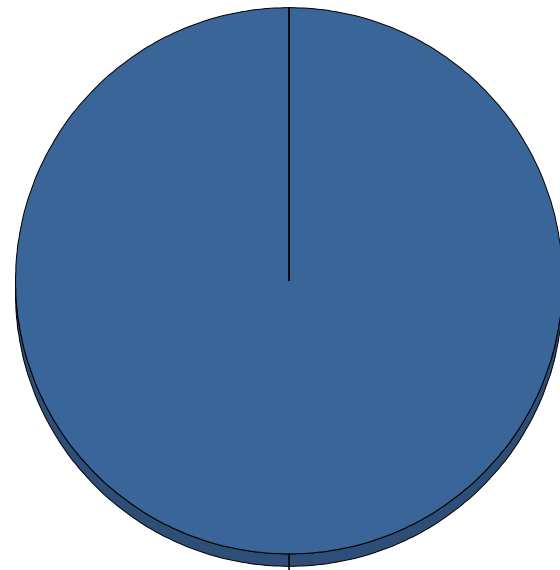
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25040 - ETSU AT KINGSPORT



Female
100.00%

Male	0	0.00%
Female	6	100.00%
Total:	6	100.00%



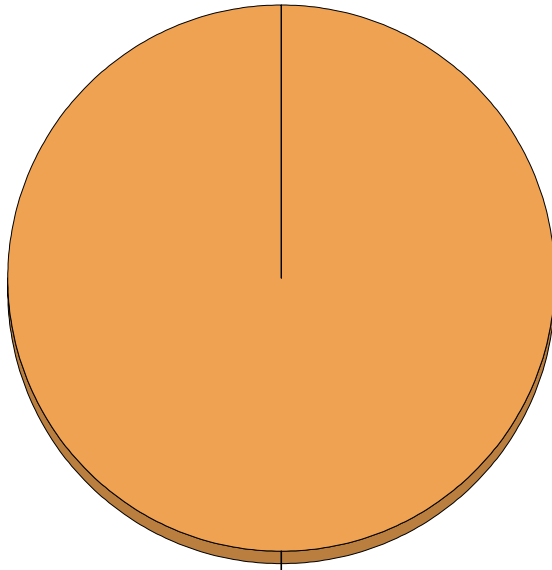
White
100.00%

White	6	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

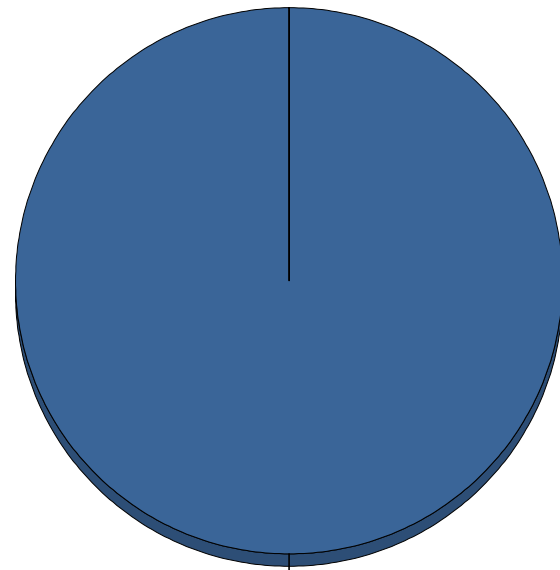
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25042 - VALLEYBROOK SUPPORT COSTS



Female
100.00%

Male	0	0.00%
Female	1	100.00%
Total:	1	100.00%



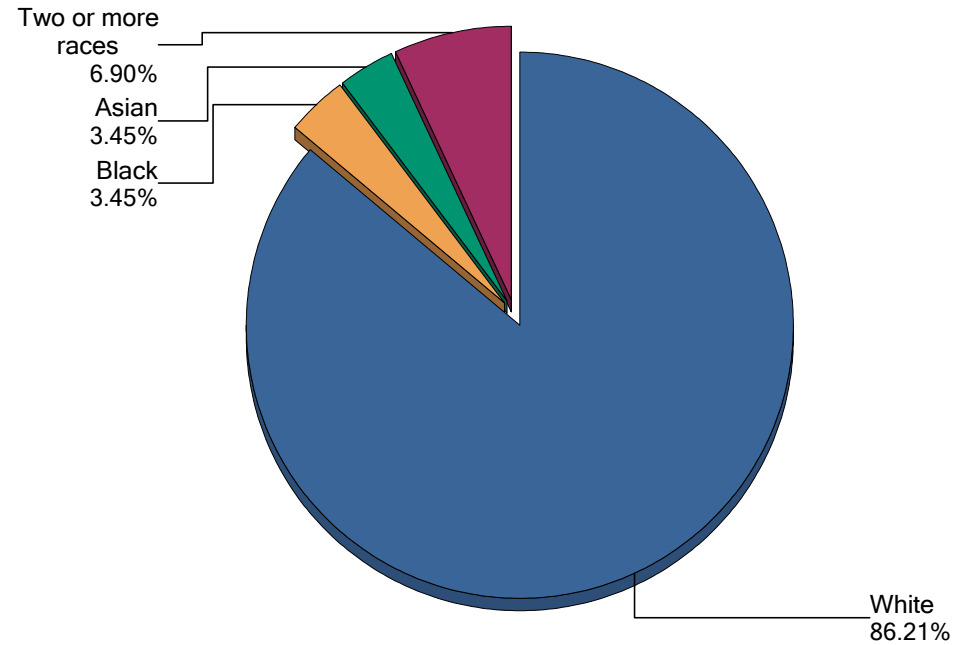
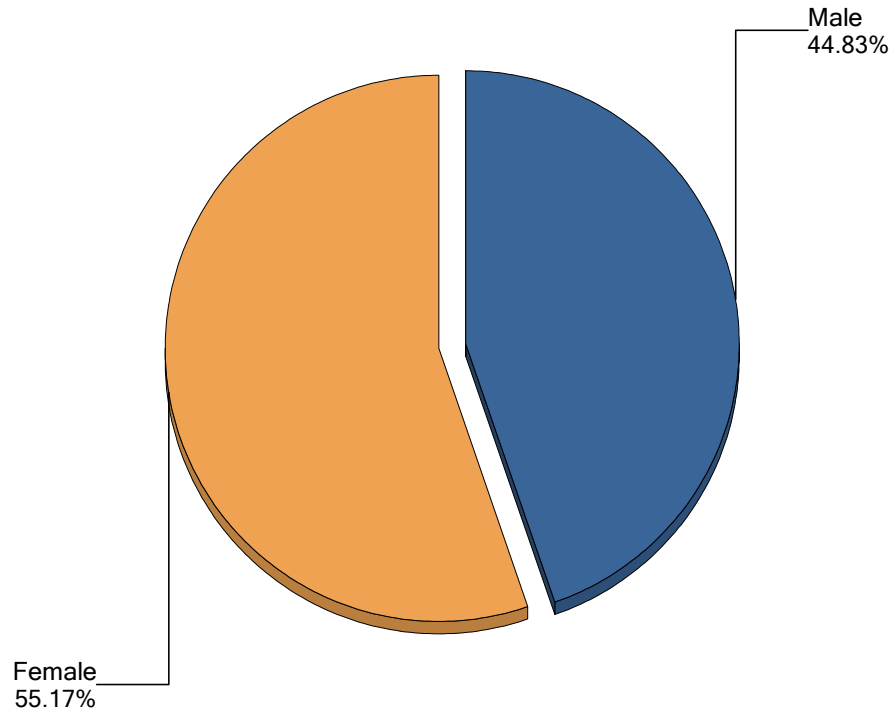
White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25050 - LEARNING SERVICES



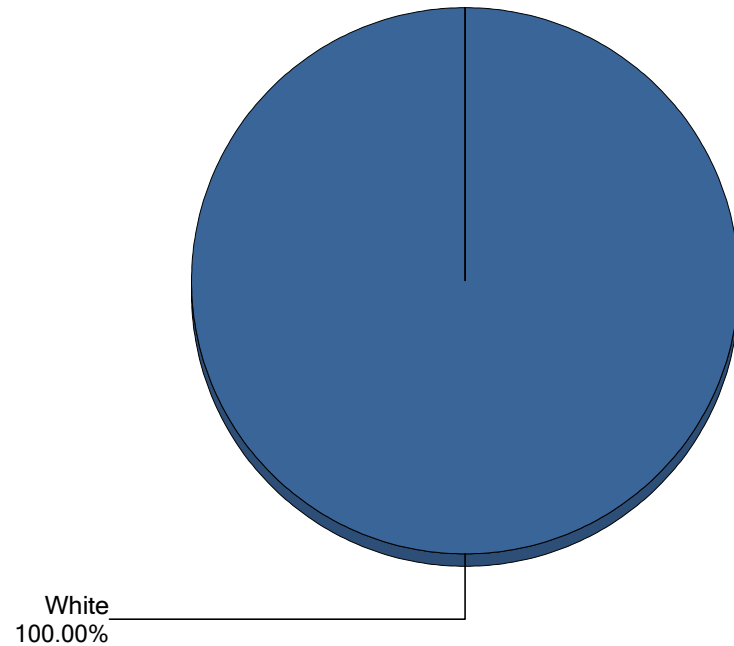
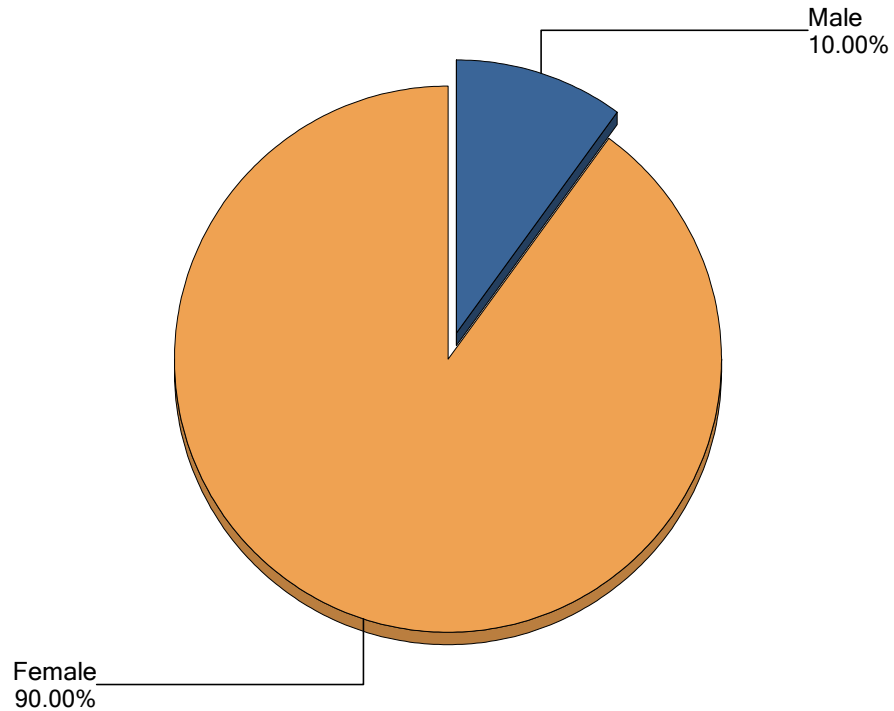
Male	13	44.83%
Female	16	55.17%
Total:	29	100.00%

White	25	86.21%
Black	1	3.45%
Asian	1	3.45%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	2	6.90%
Total:	29	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

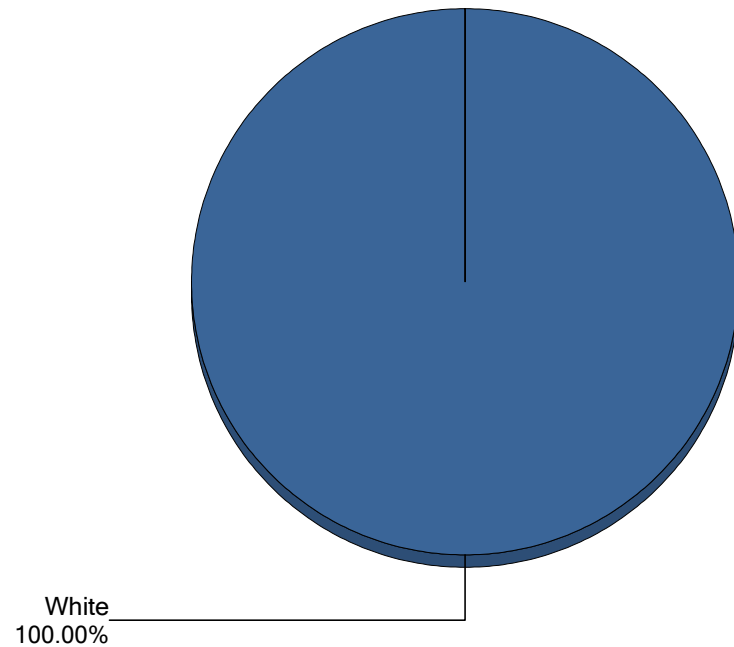
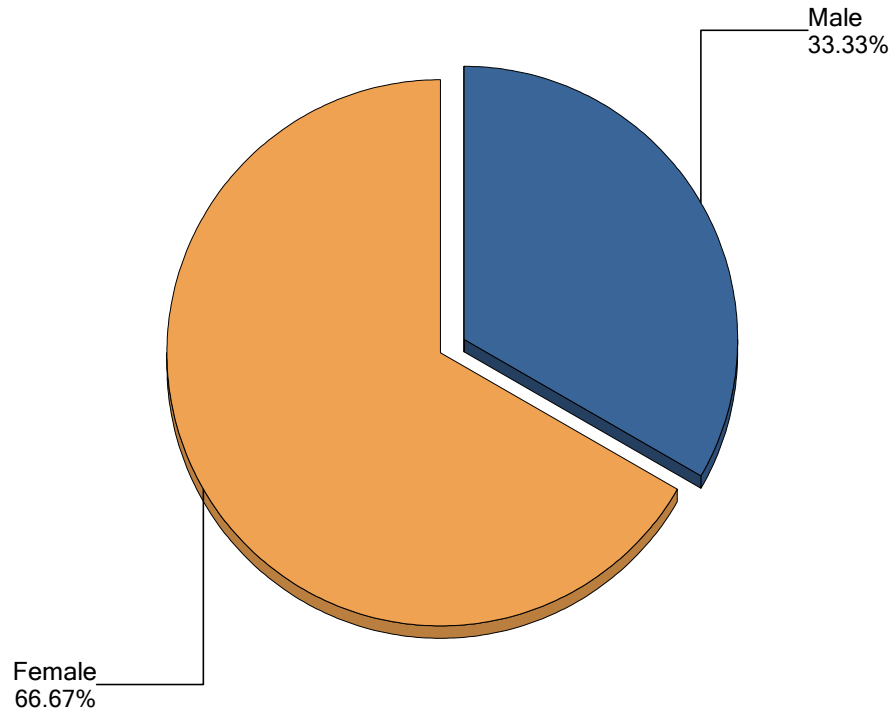
Department: 25070 - OFFICE OF PROF DEVELOPMENT



White	10	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	10	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 25080 - STUDENT SUPPORT SERVICES

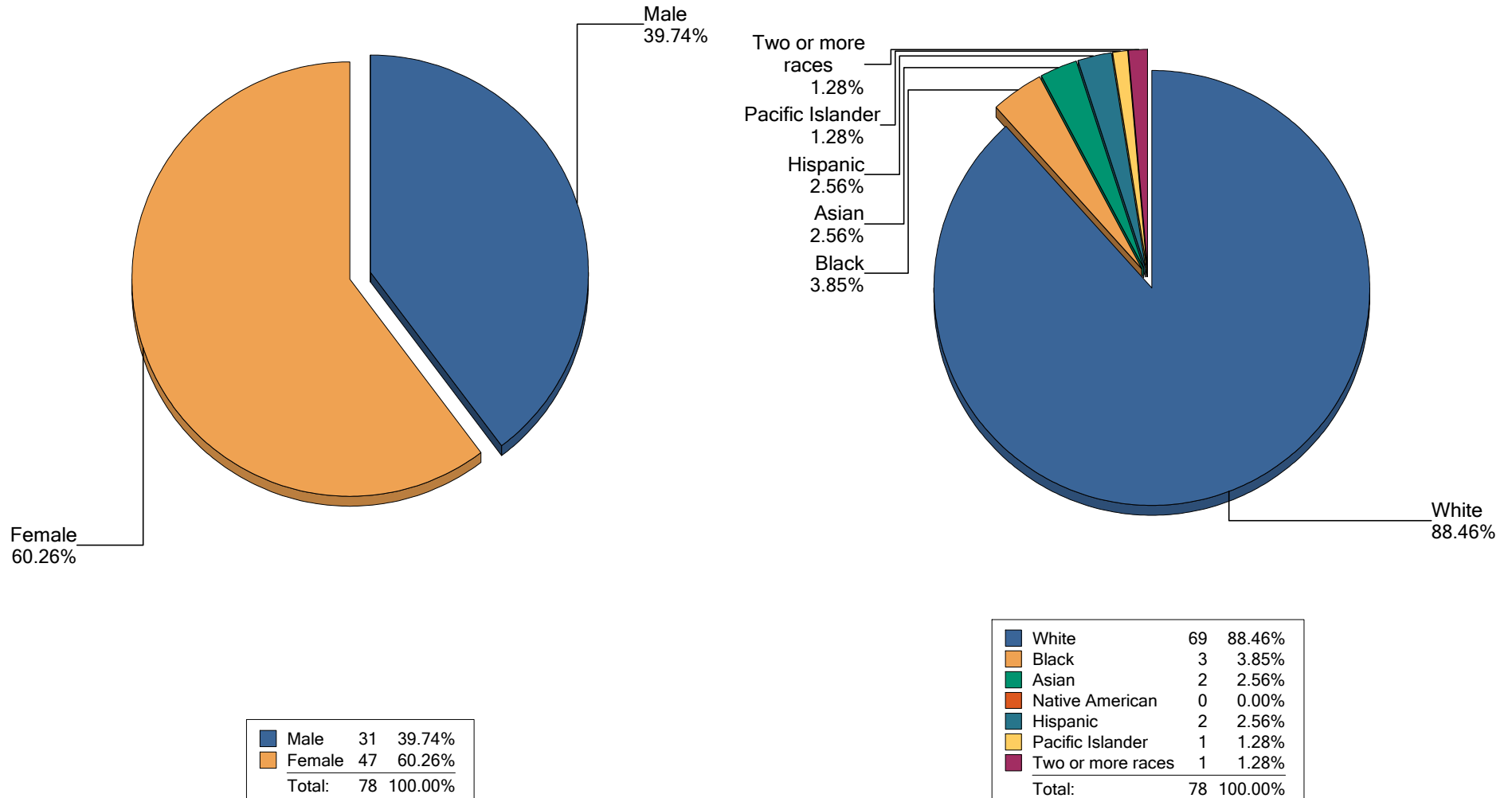


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

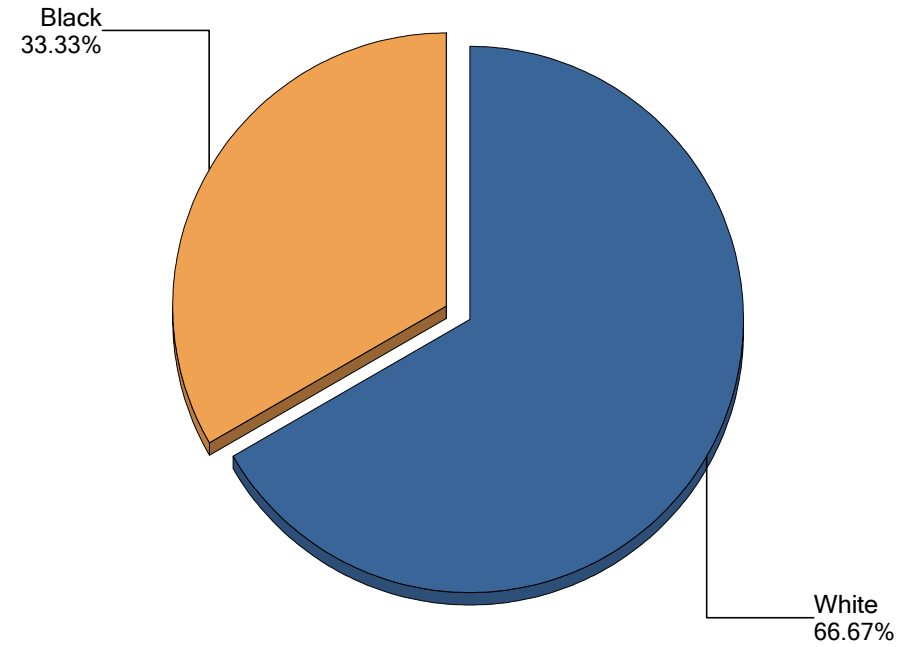
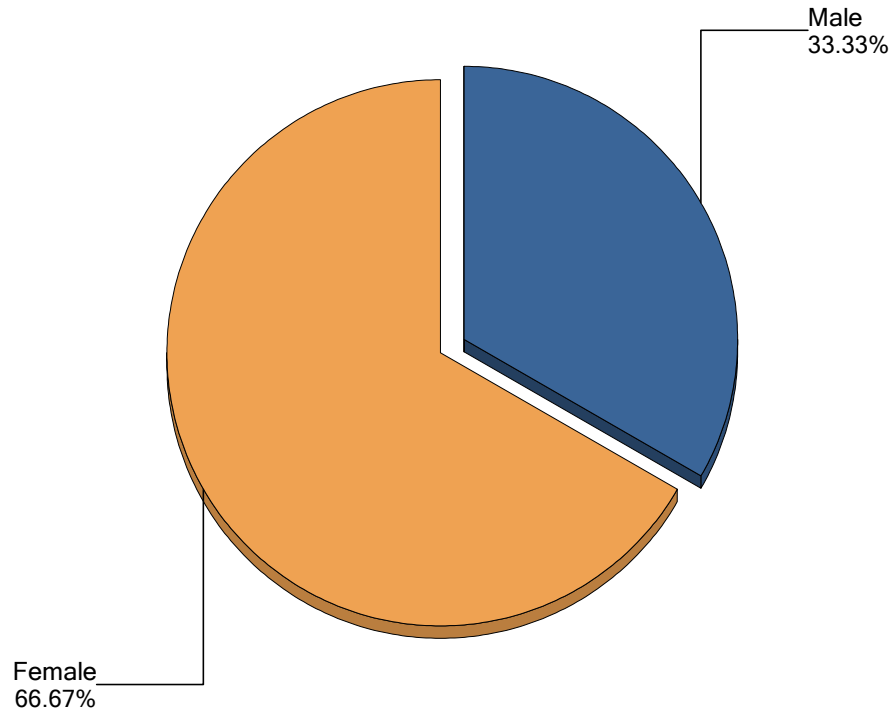
Department: 25090 - TRIO OUTREACH



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

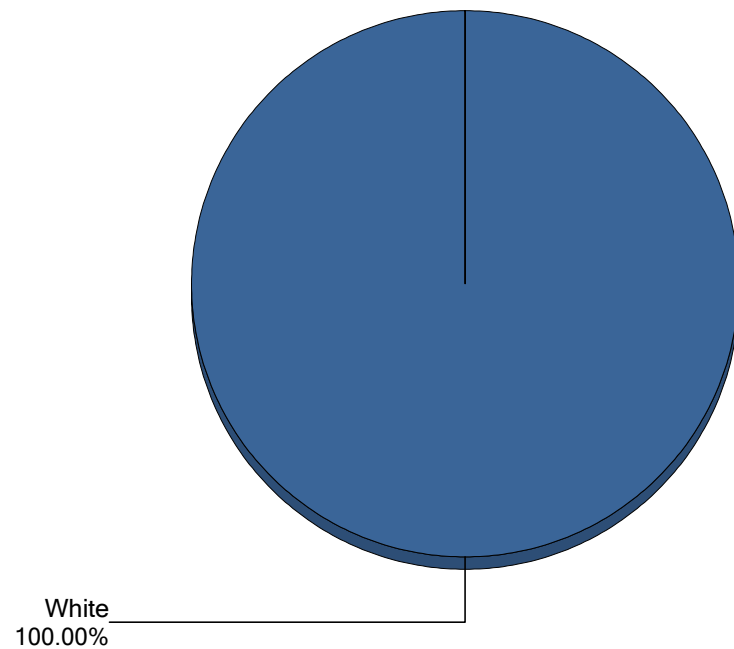
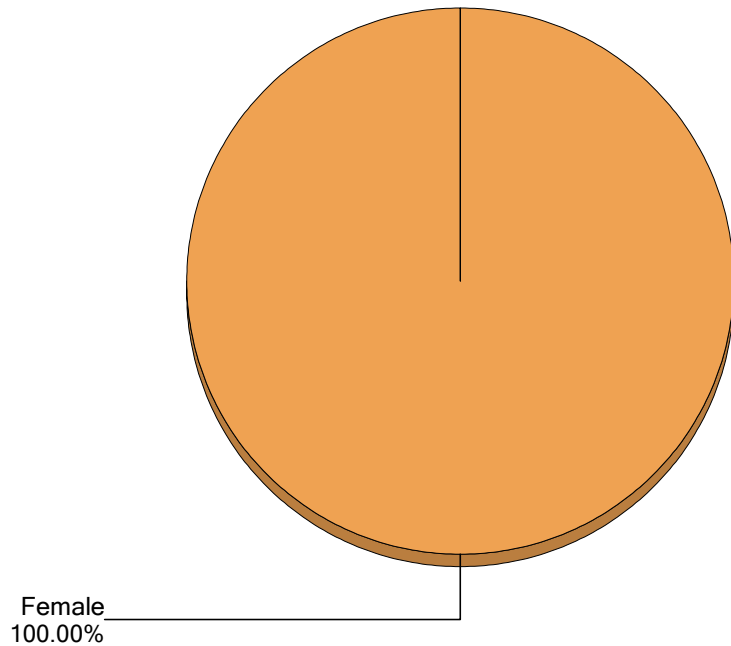
Department: 25100 - COHORT PROGRAMS



White	2	66.67%
Black	1	33.33%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 25130 - RODP ACADEMIC YEAR

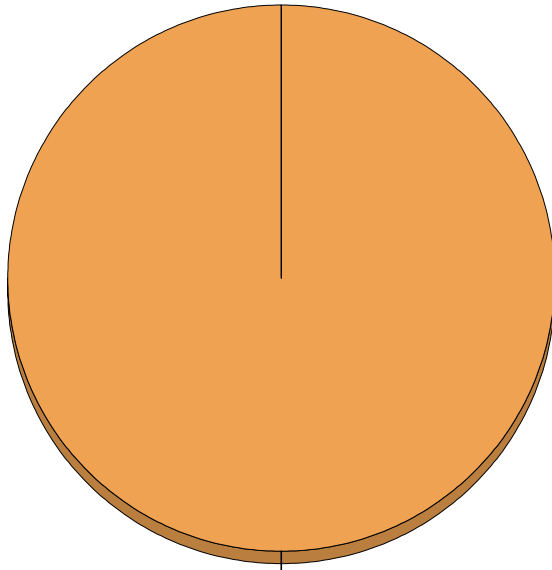


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

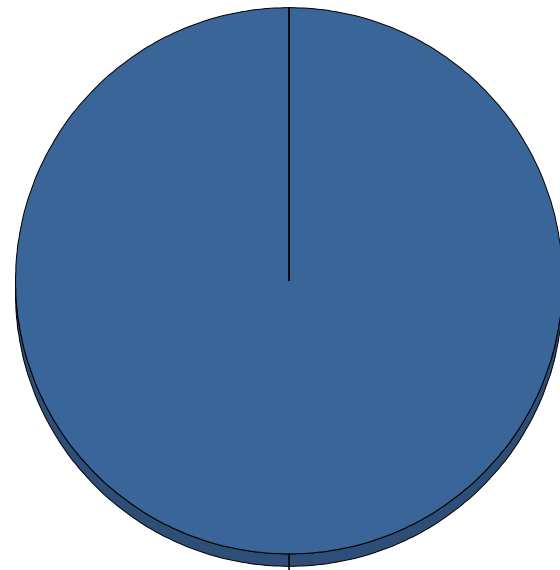
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25135 - RODP SUMMER



Female
100.00%

Male	0	0.00%
Female	2	100.00%
Total:	2	100.00%



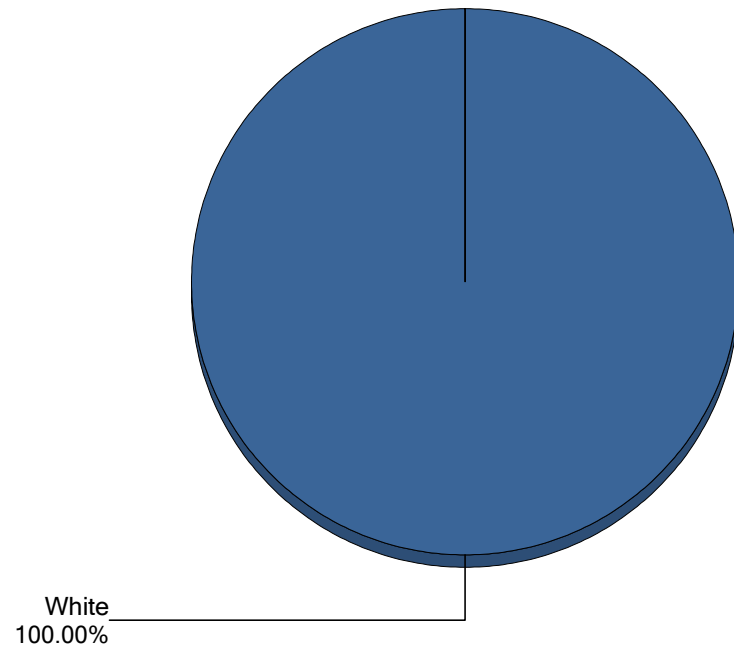
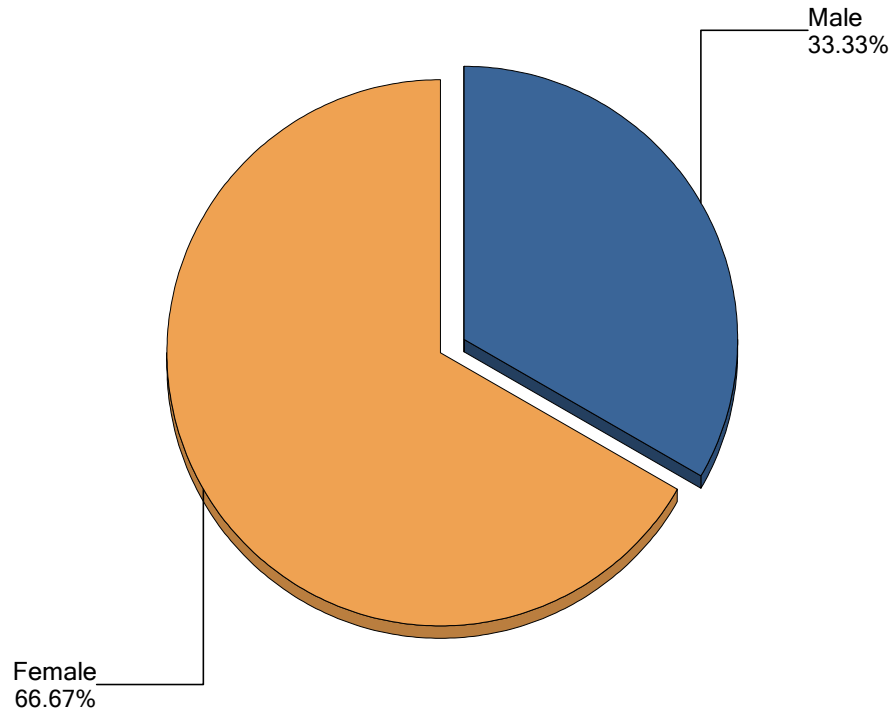
White
100.00%

White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25200 - ETSU AT KINGSPORT DOWNTOWN

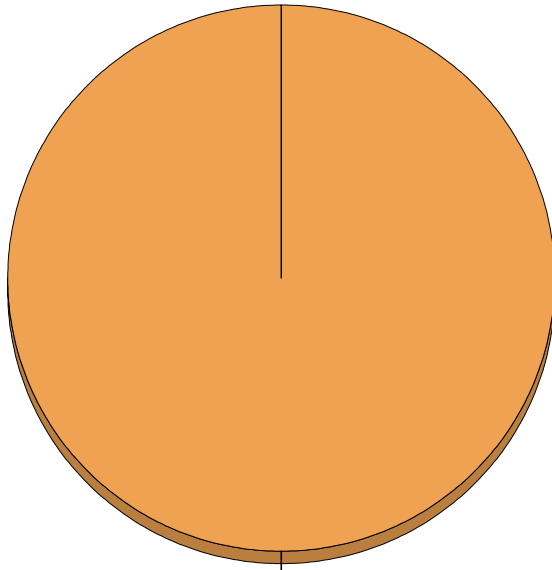


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

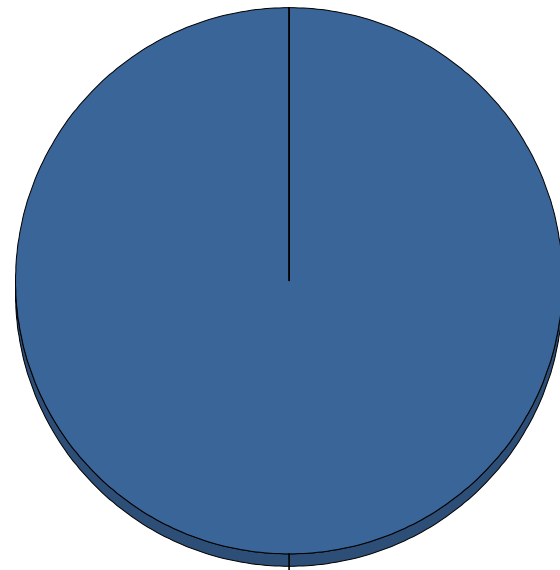
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25210 - ETSU AT SEVIER CENTER



Female
100.00%

Male	0	0.00%
Female	3	100.00%
Total:	3	100.00%



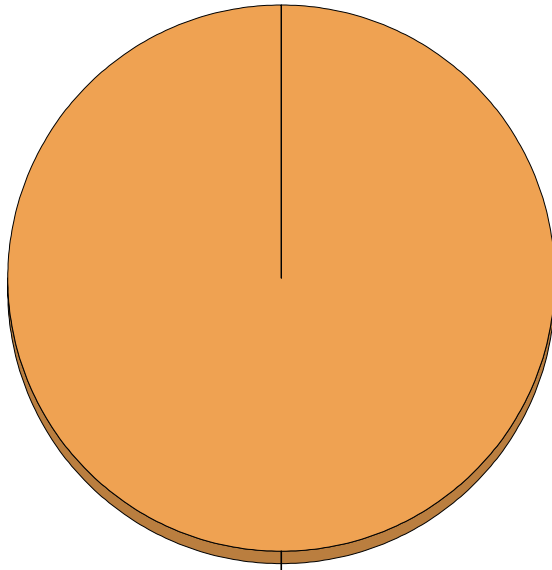
White
100.00%

White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

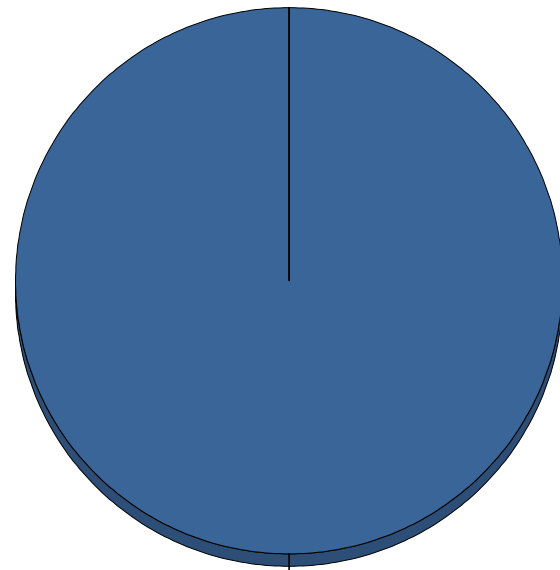
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25500 - VICE PROVOST FOR ENROLLMENT SERV



Female
100.00%

Male	0	0.00%
Female	2	100.00%
Total:	2	100.00%

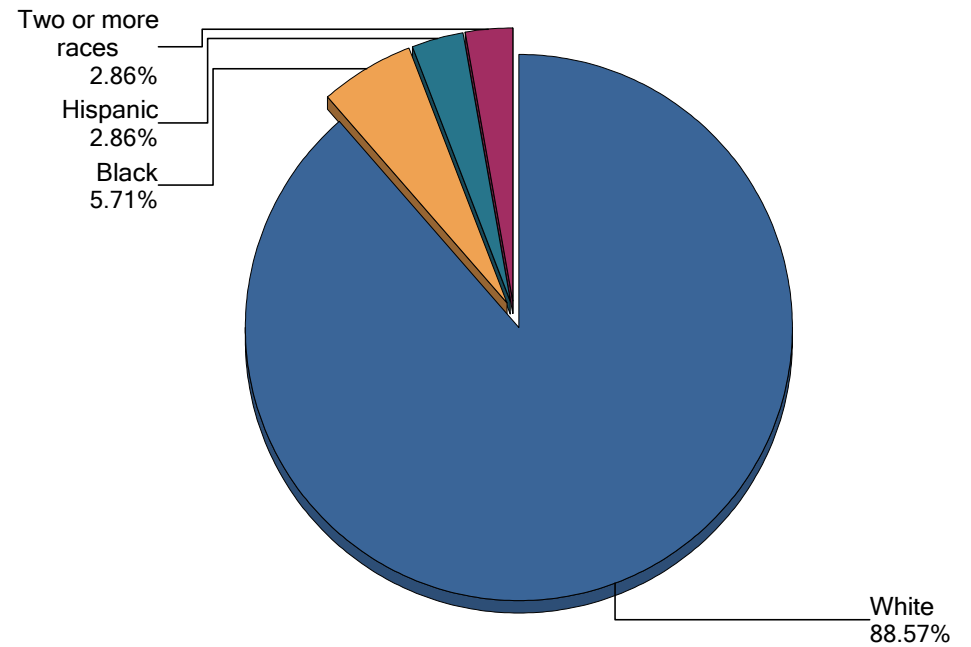
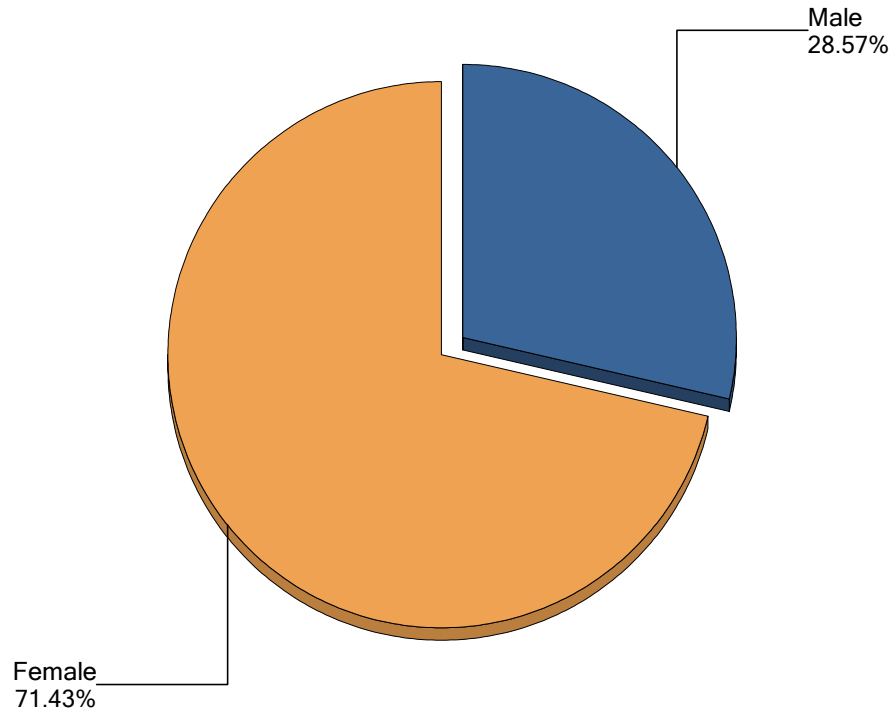


White
100.00%

White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 25510 - OFFICE OF ADMISSIONS

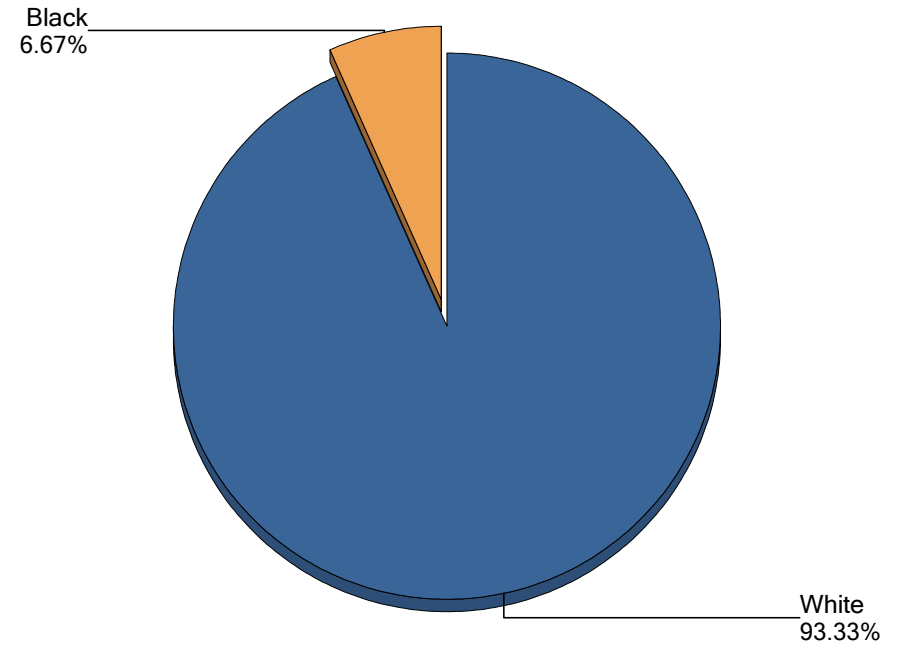
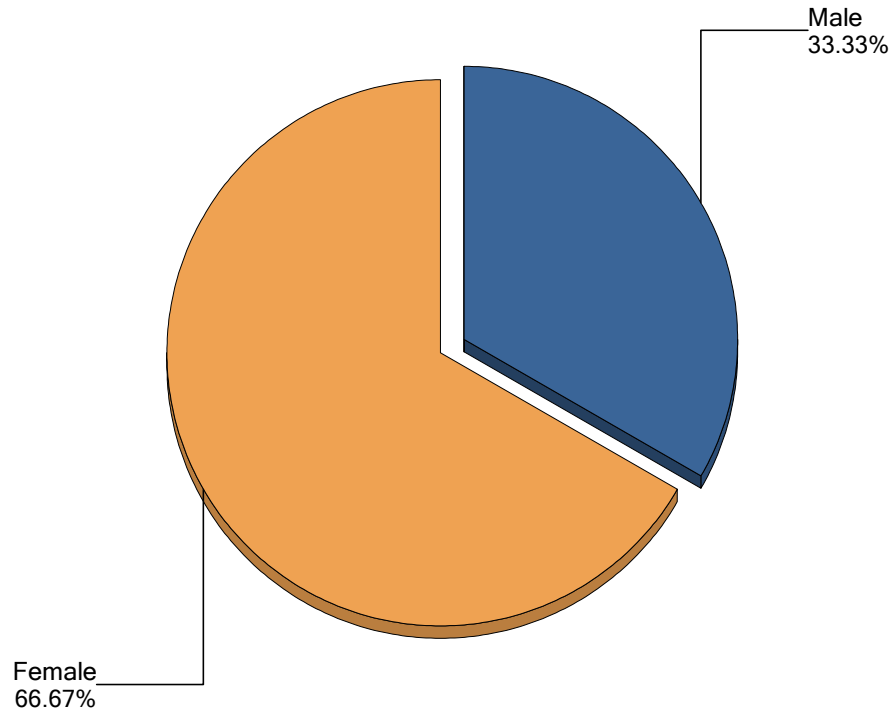


White	31	88.57%
Black	2	5.71%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	1	2.86%
Pacific Islander	0	0.00%
Two or more races	1	2.86%
Total:	35	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

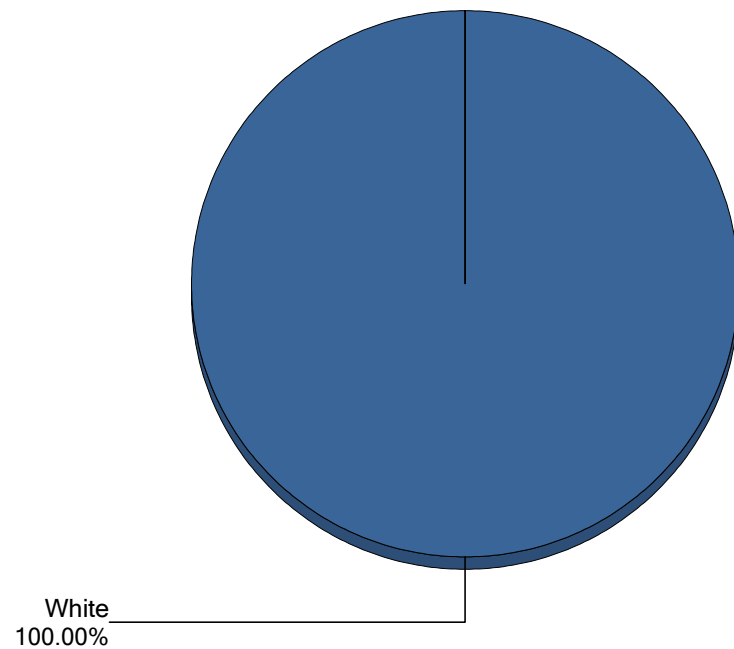
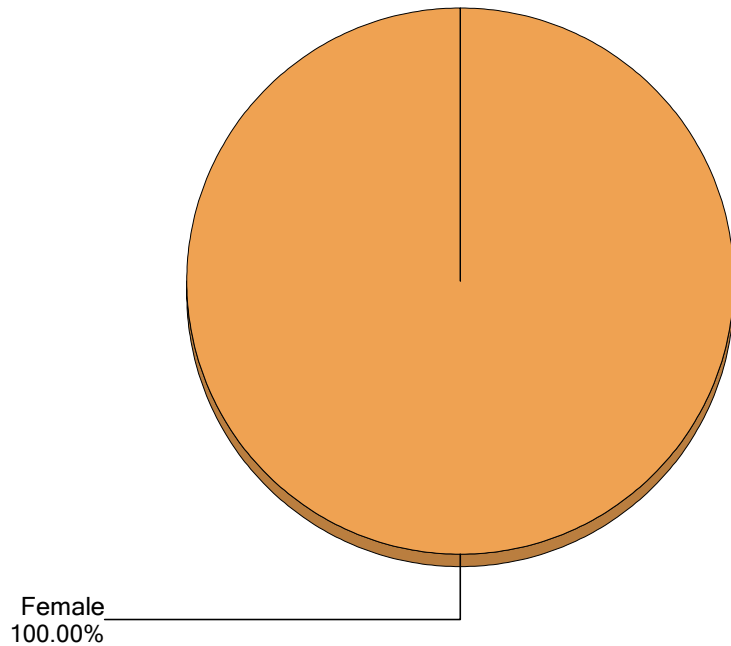
Department: 25520 - OFFICE OF FINANCIAL AID



White	14	93.33%
Black	1	6.67%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	15	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

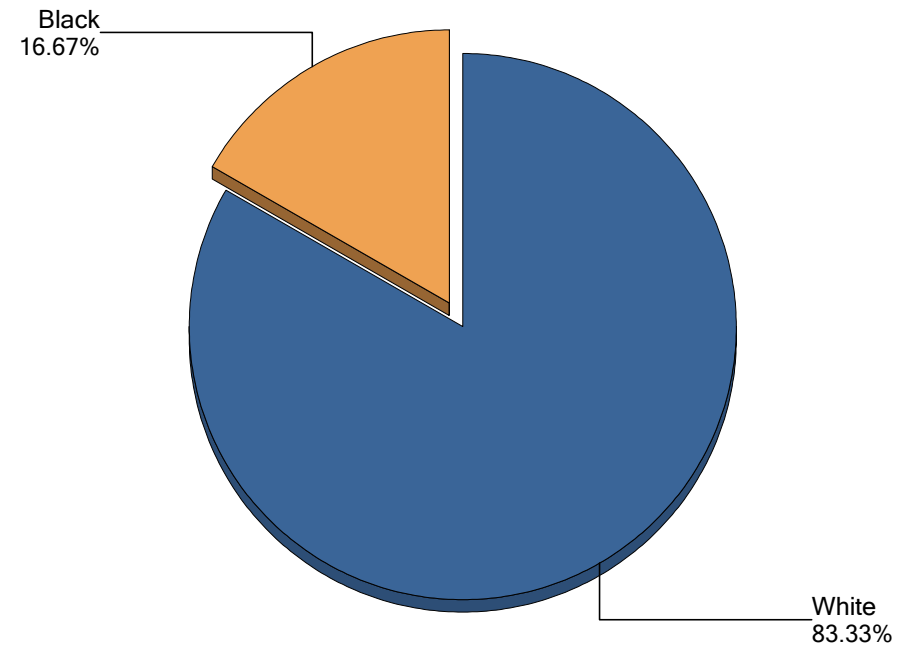
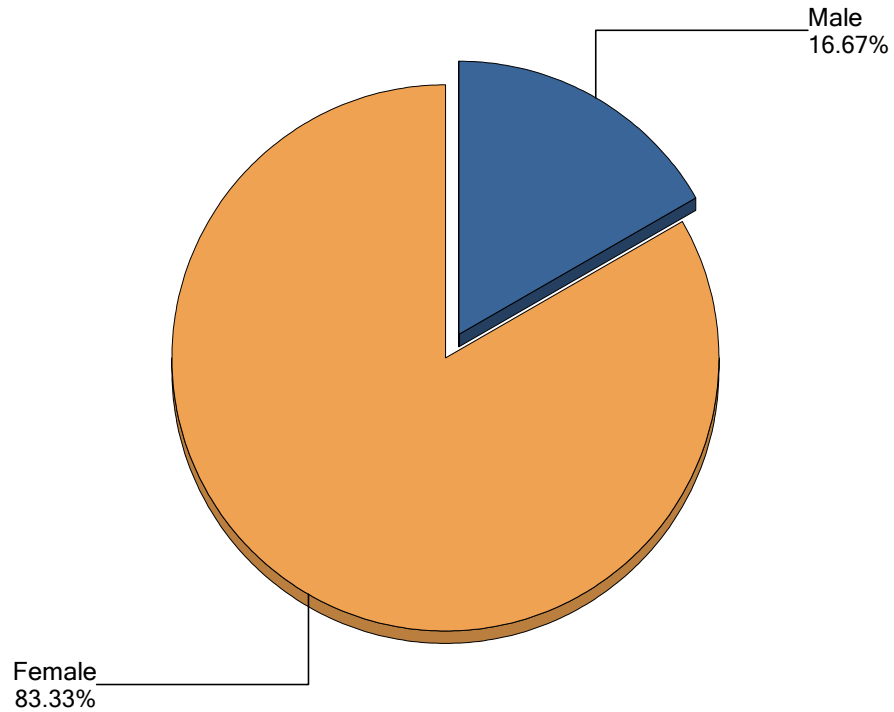
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 25521 - SCHOLARSHIP OFFICE



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 25530 - TRANSFER ARTICULATION

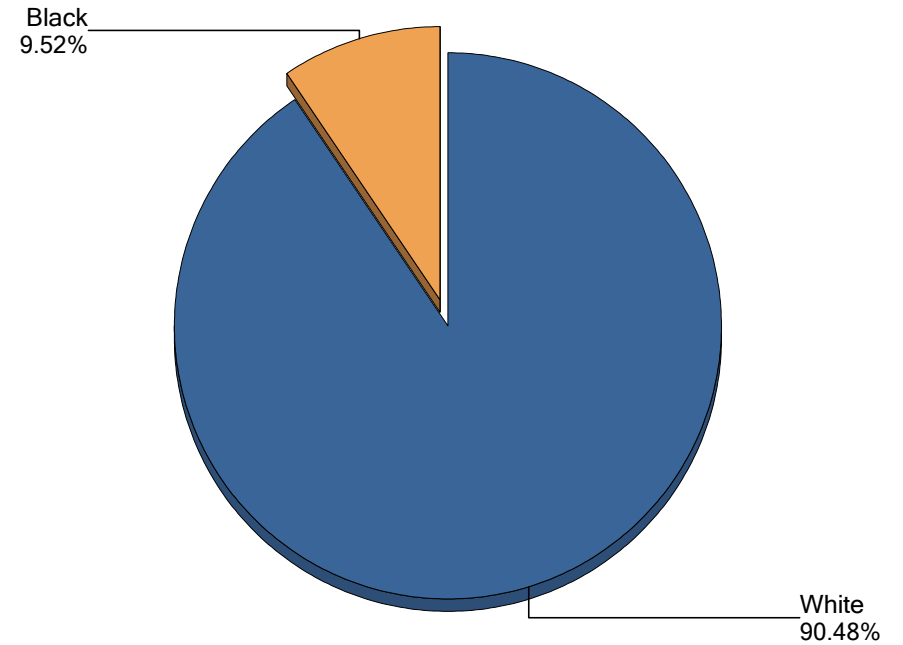
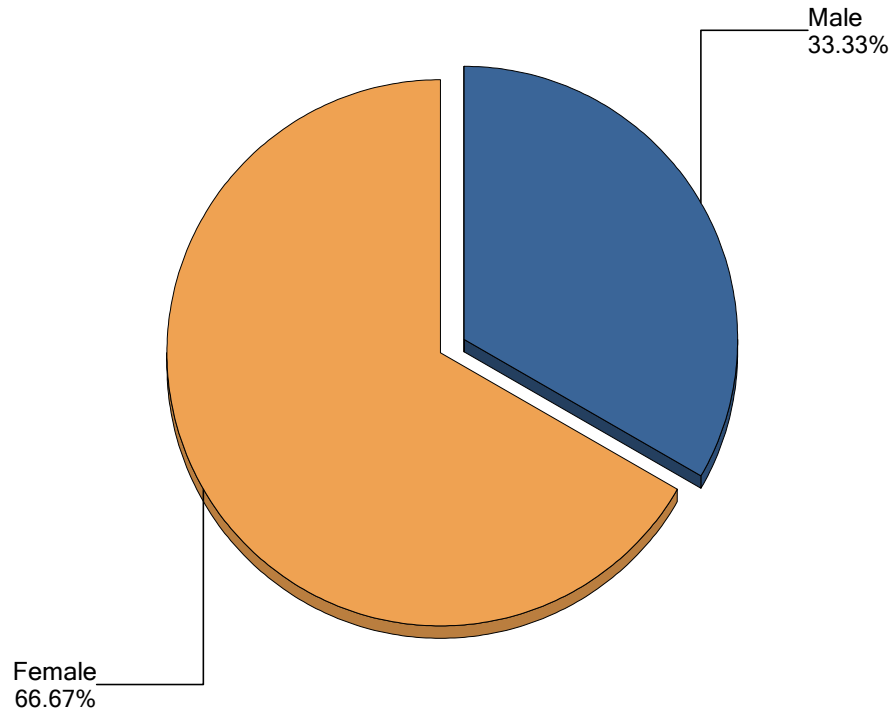


White	5	83.33%
Black	1	16.67%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

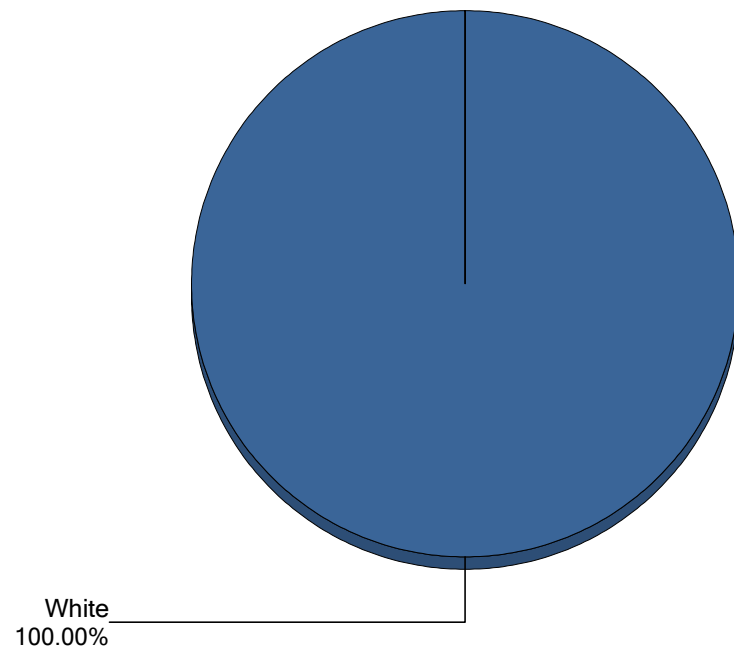
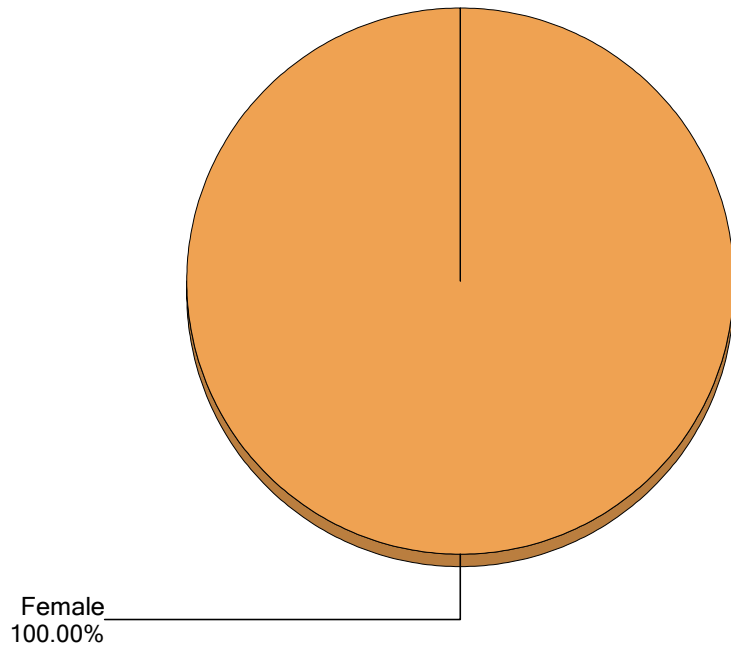
Department: 25540 - REGISTRAR



White	19	90.48%
Black	2	9.52%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	21	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 25542 - GRADUATION EXPENSE

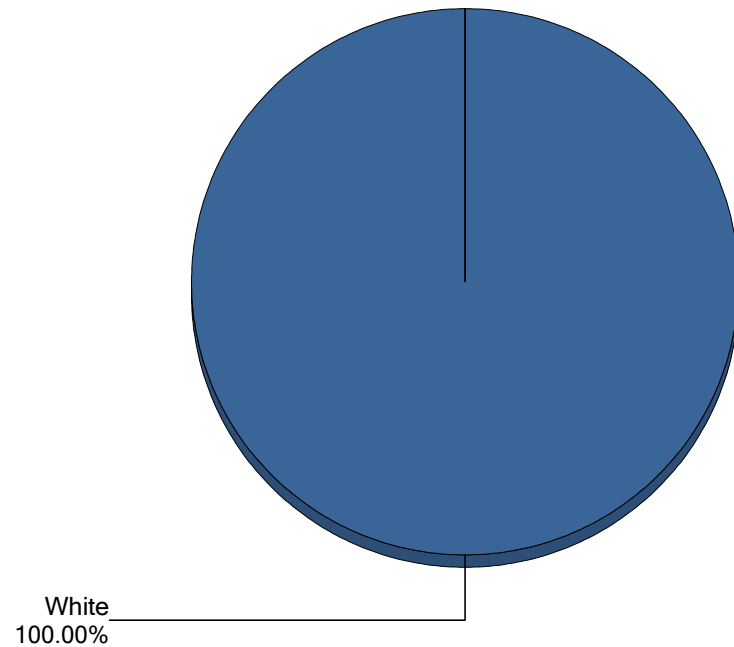
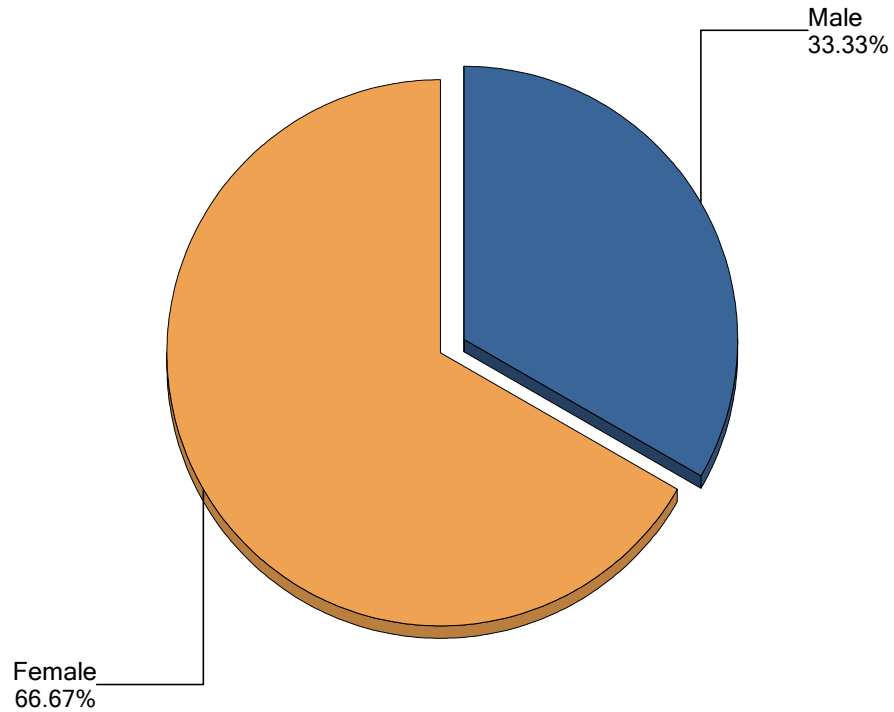


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25546 - VETERANS AFFAIRS

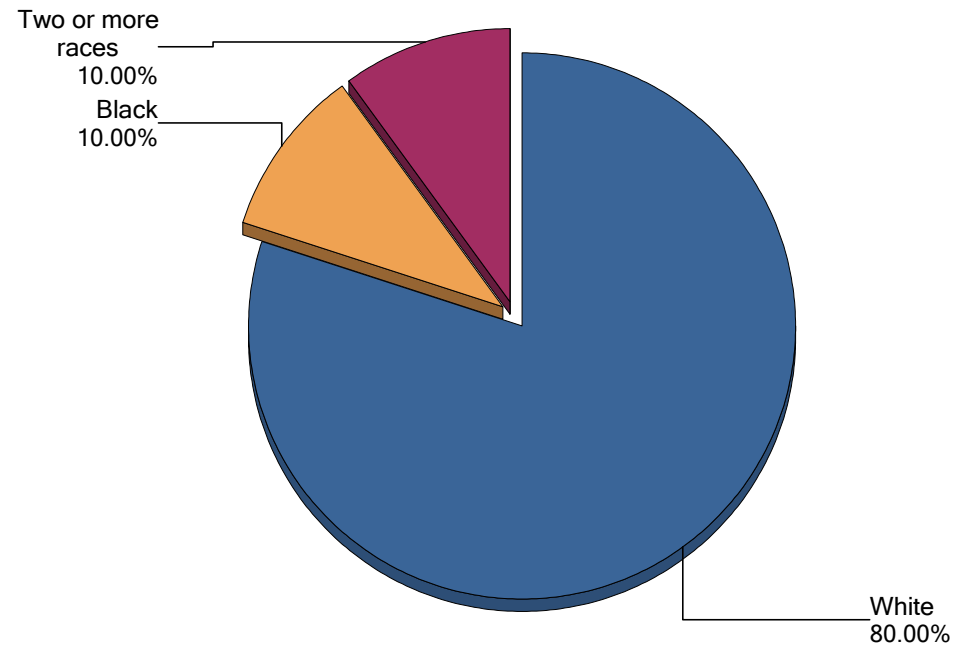
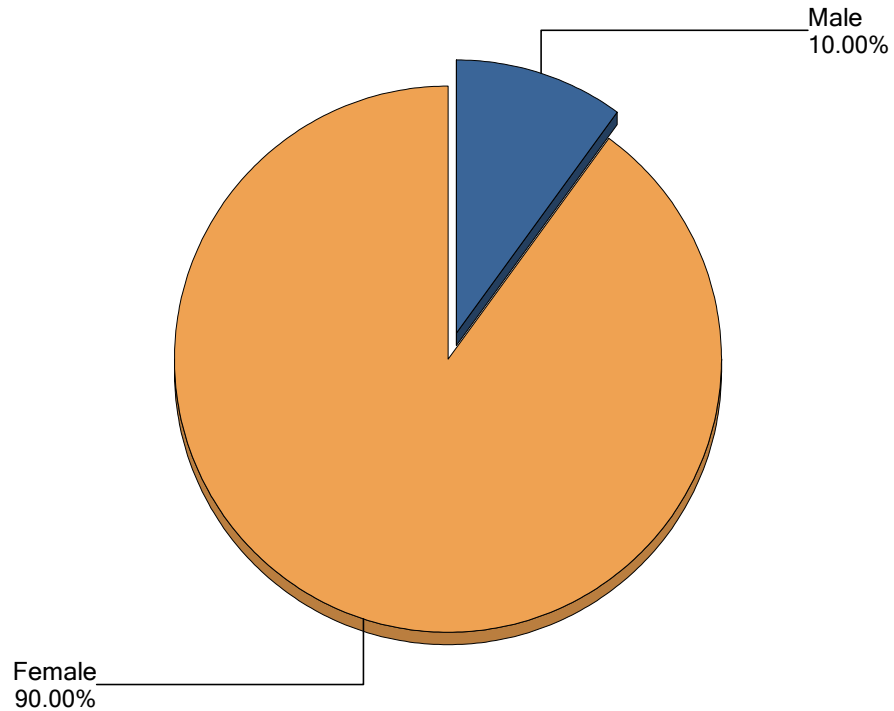


White	6	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 25560 - UNIVERSITY ADVISEMENT

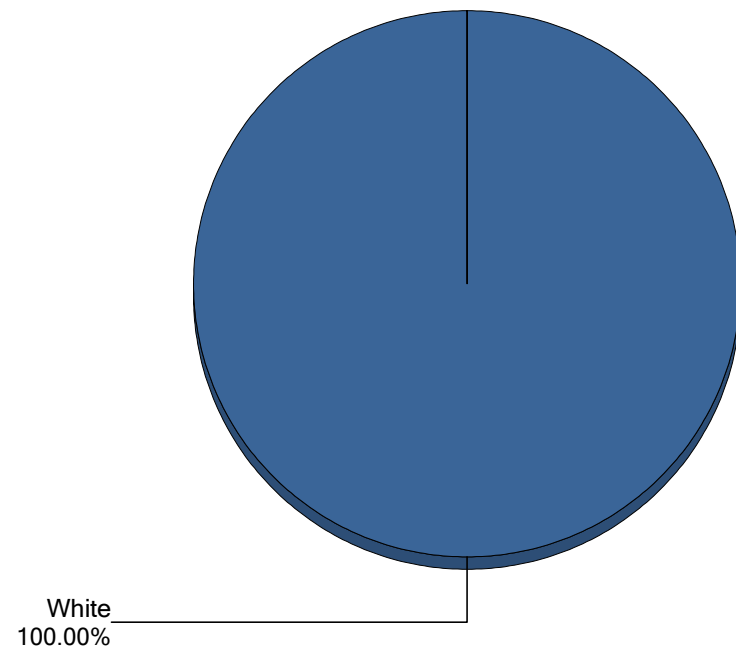
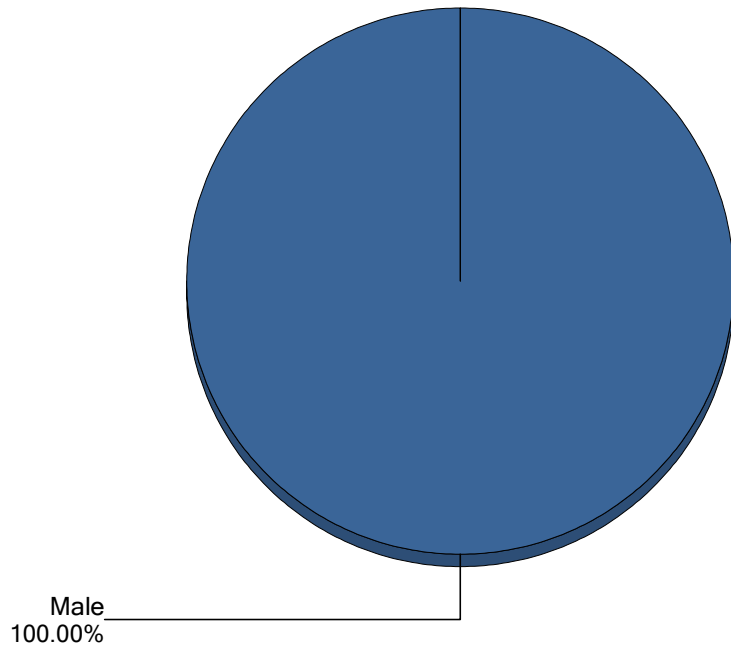


White	8	80.00%
Black	1	10.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	10.00%
Total:	10	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

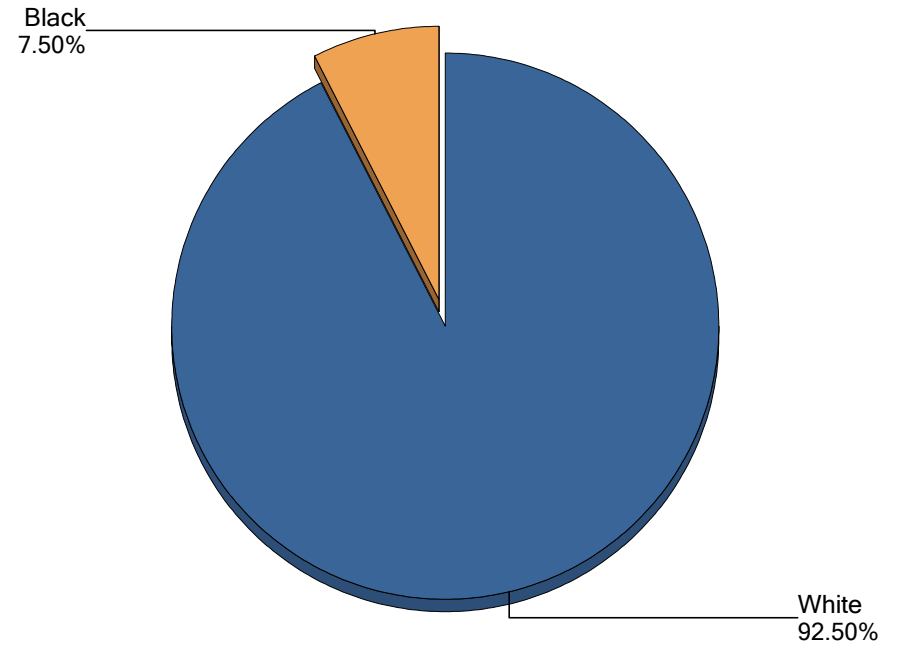
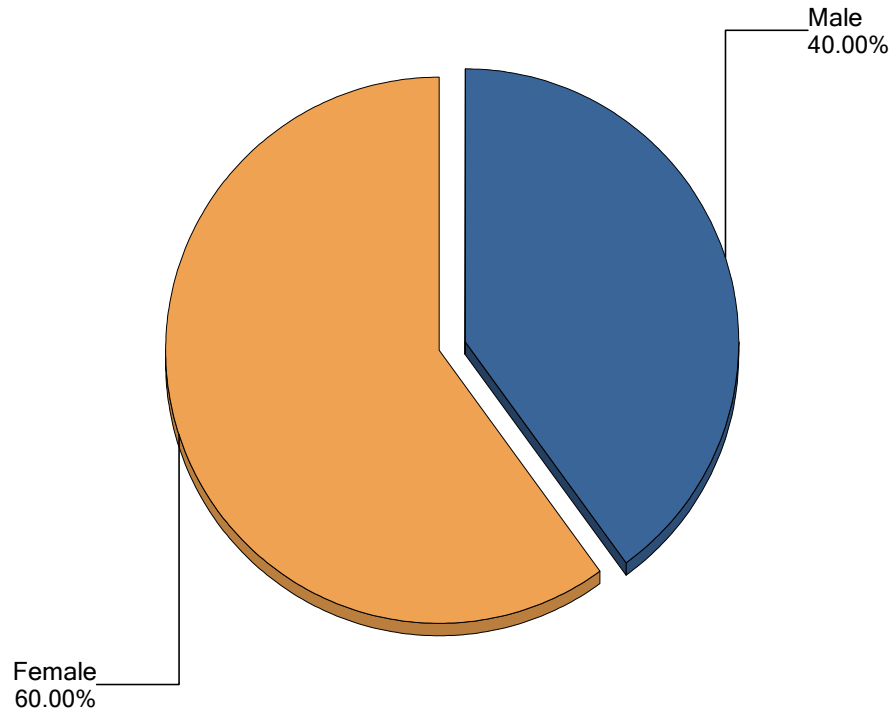
Department: 25590 - TECH SYSTEMS FOR ENROLLMENT SERV



White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

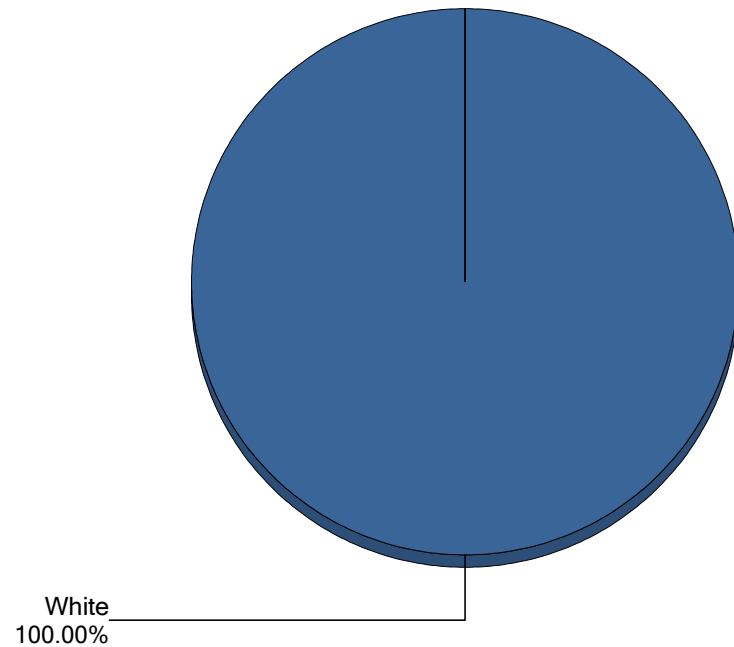
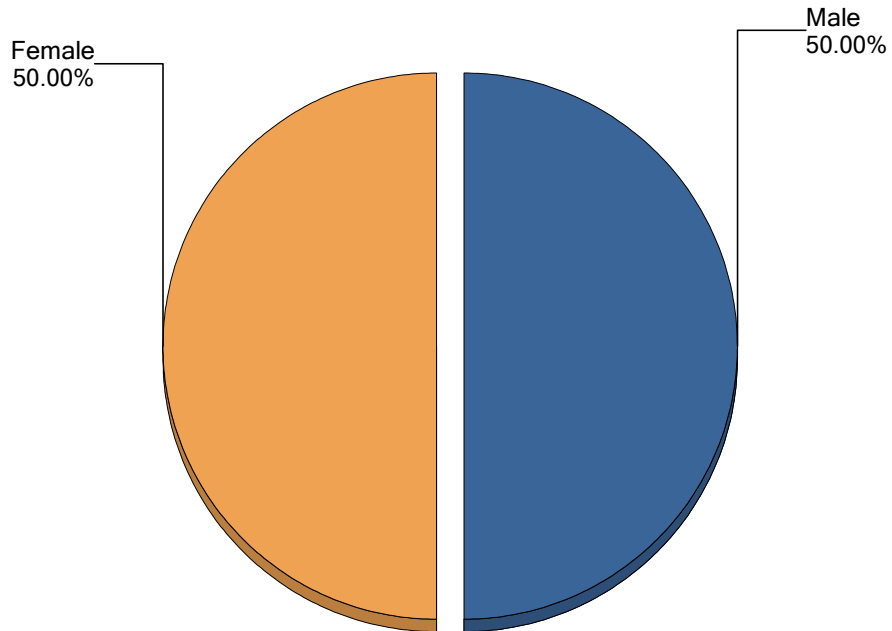
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 26000 - LIBRARY ADMINISTRATION



White	37	92.50%
Black	3	7.50%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	40	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

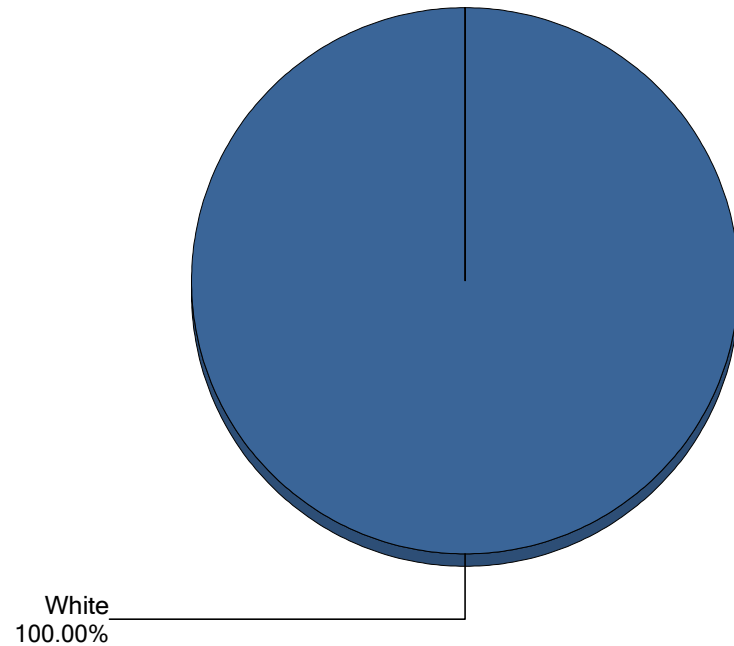
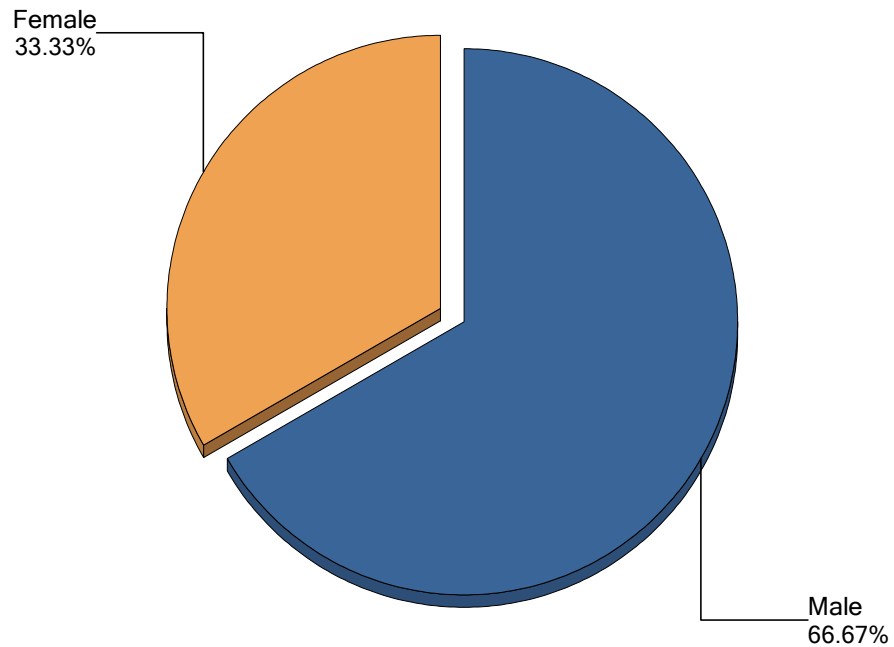
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 27000 - INSTITUTIONAL RESEARCH



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

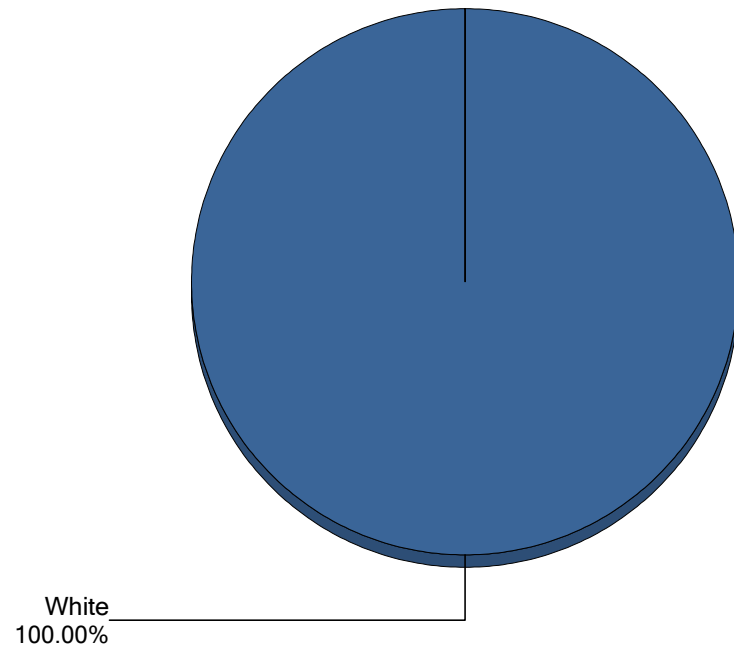
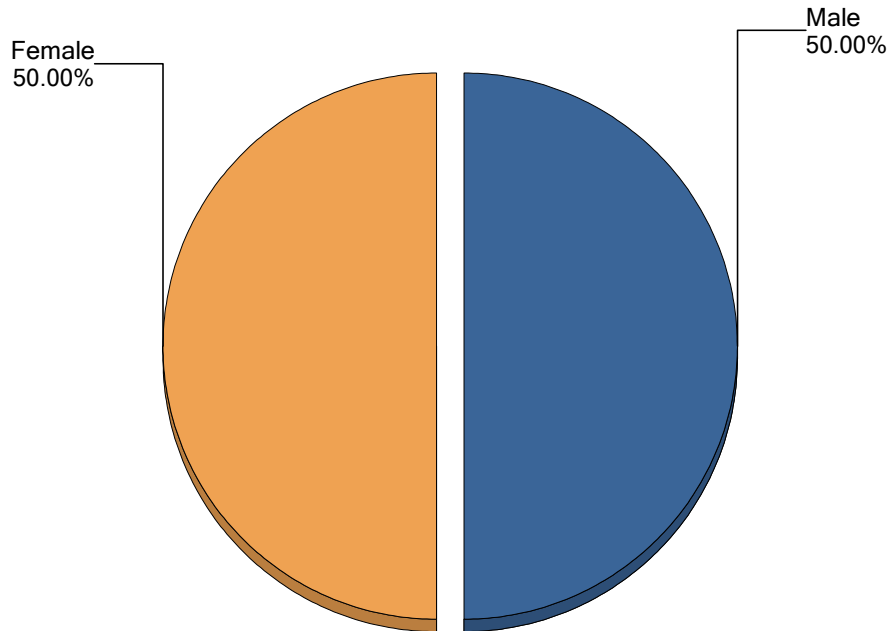
Department: 27515 - CENTER FOR TEACHING EXCELLENCE



White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

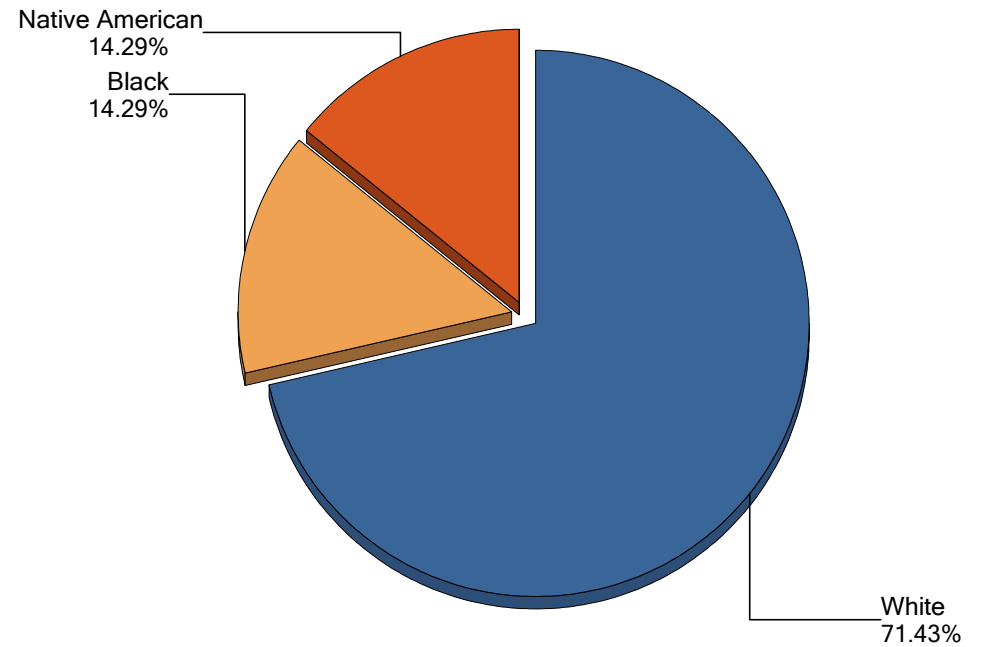
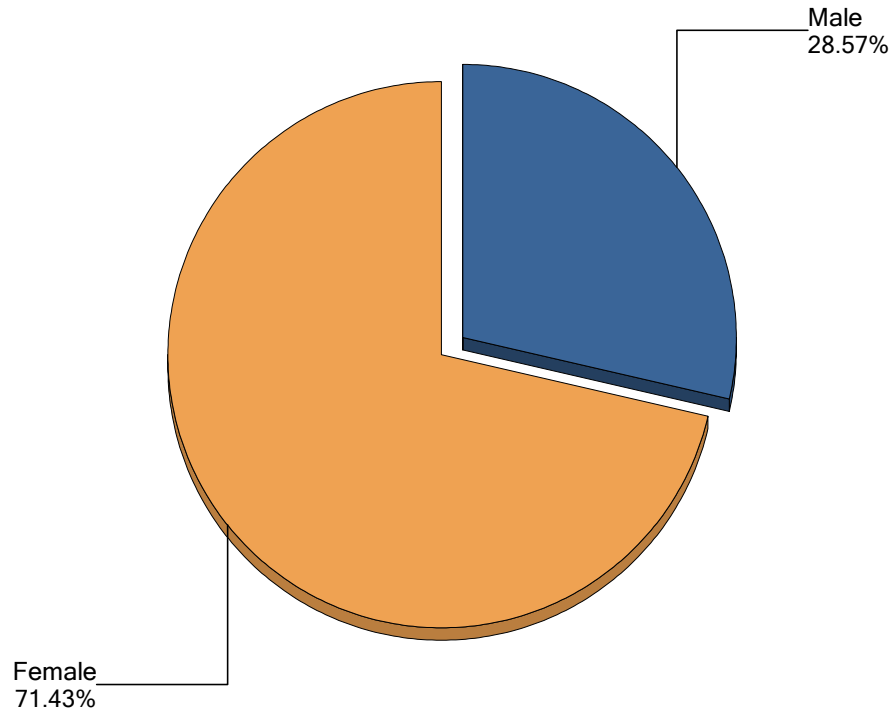
East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 27520 - UNDERGRADUATE EDUCATION



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

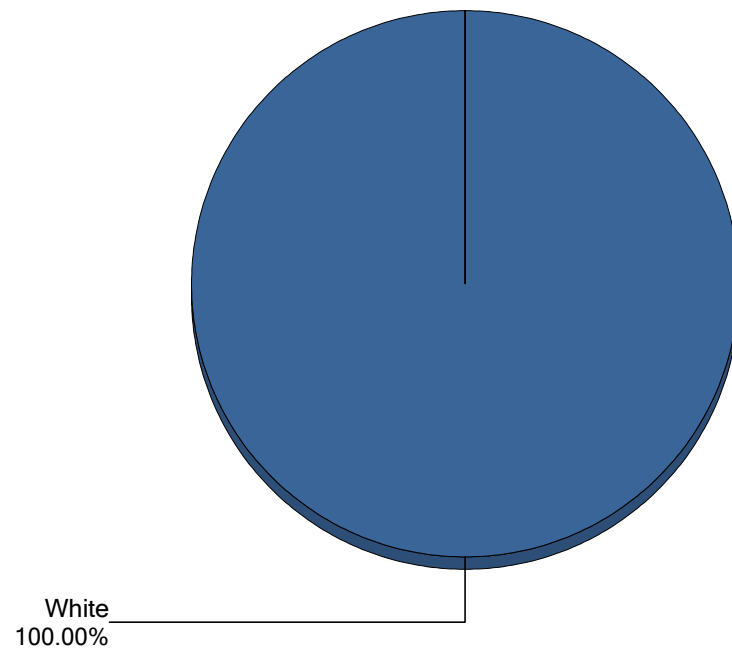
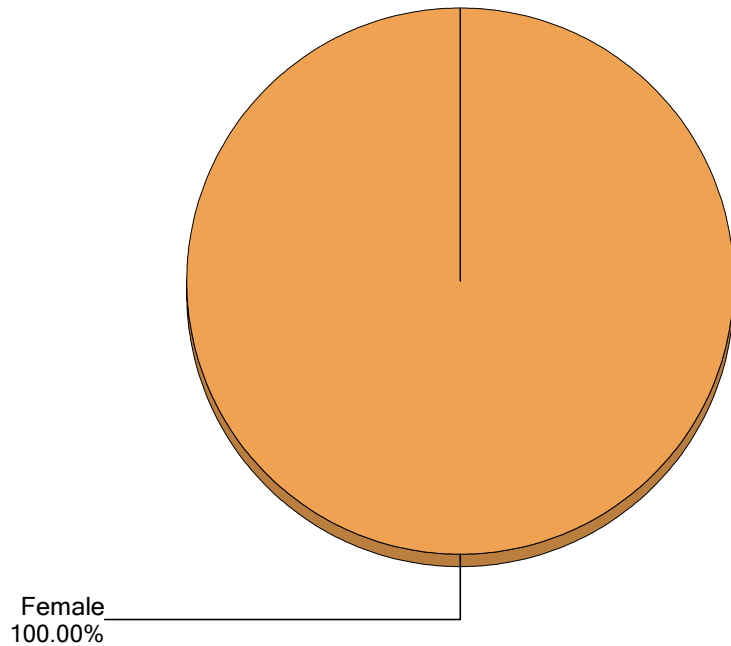
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 28000 - DEAN HONORS COLLEGE



White	5	71.43%
Black	1	14.29%
Asian	0	0.00%
Native American	1	14.29%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	7	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 28010 - UNIVERSITY HONORS PROGRAM

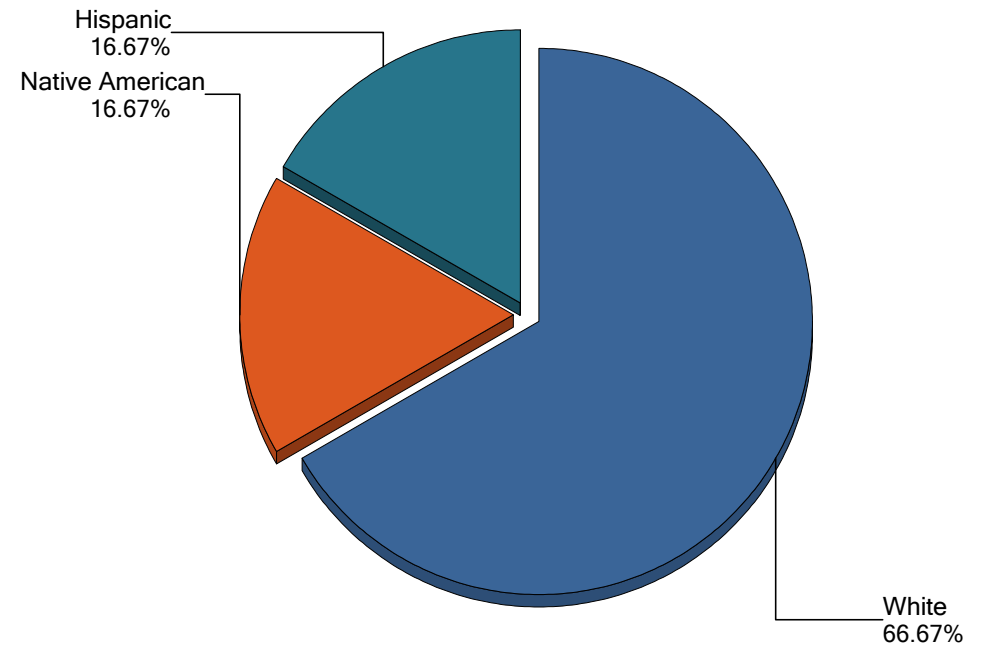
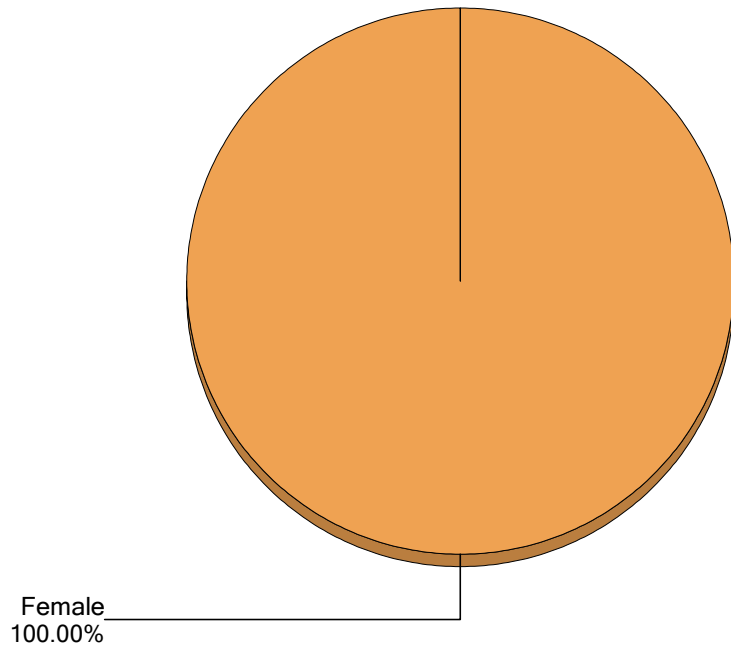


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 28030 - INTERNATIONAL PROGRAMS

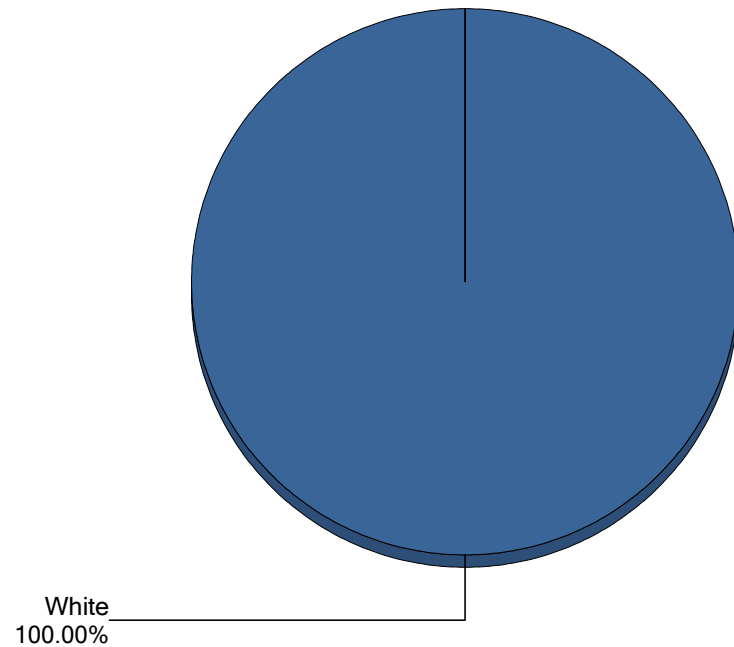
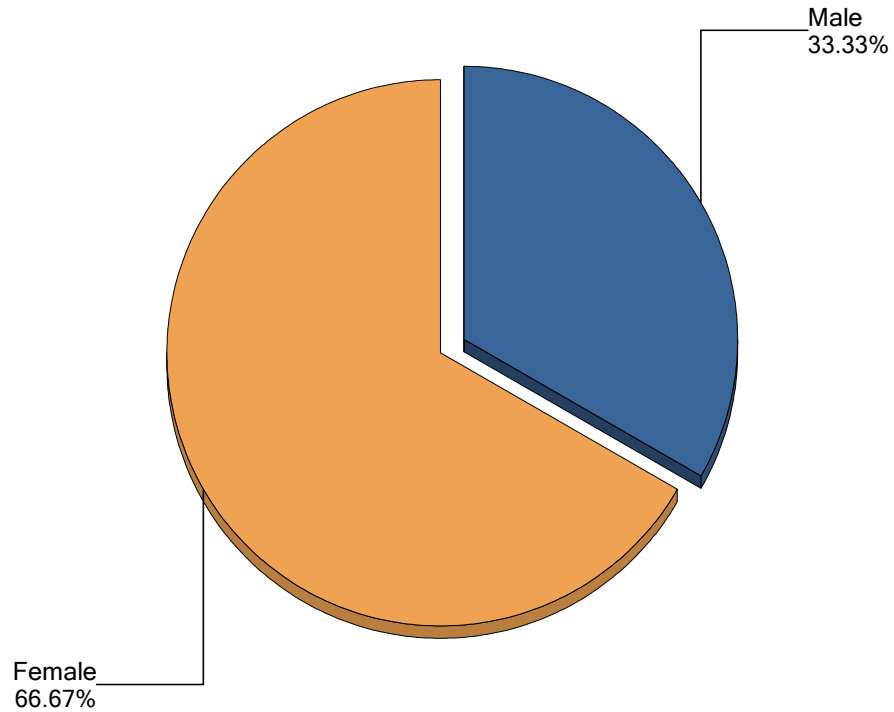


White	4	66.67%
Black	0	0.00%
Asian	0	0.00%
Native American	1	16.67%
Hispanic	1	16.67%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 28520 - TESTING SERVICES

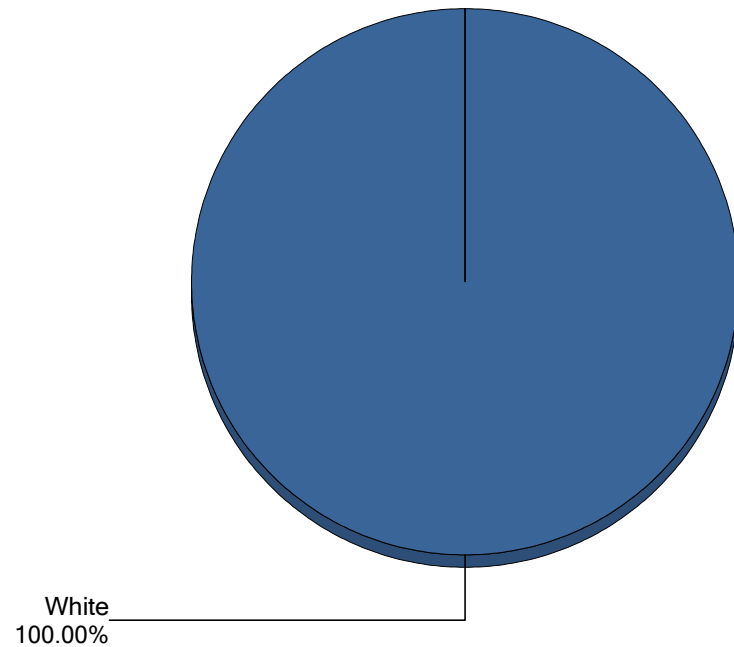
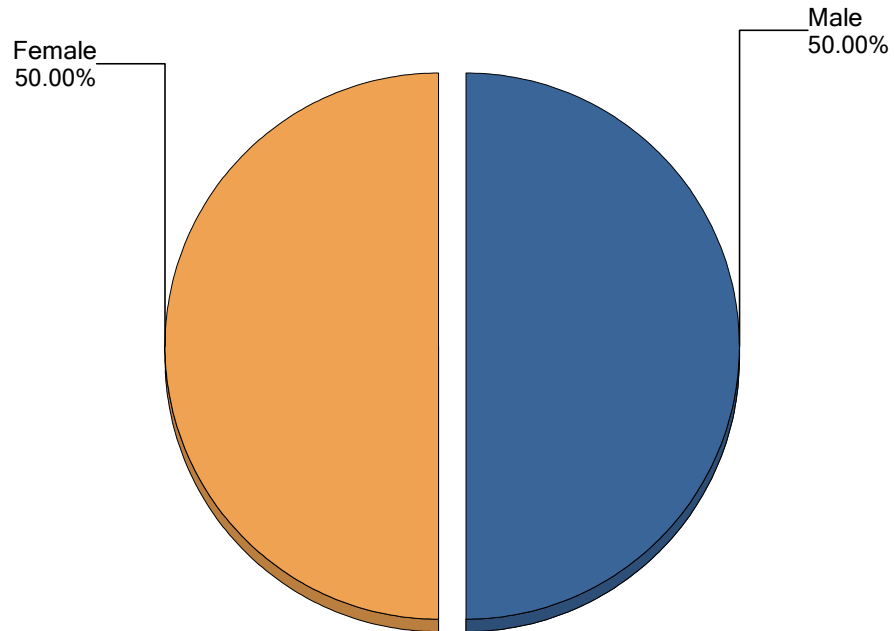


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 29000 - ROAN SCHOLARS LEADERSHIP PROGRAM



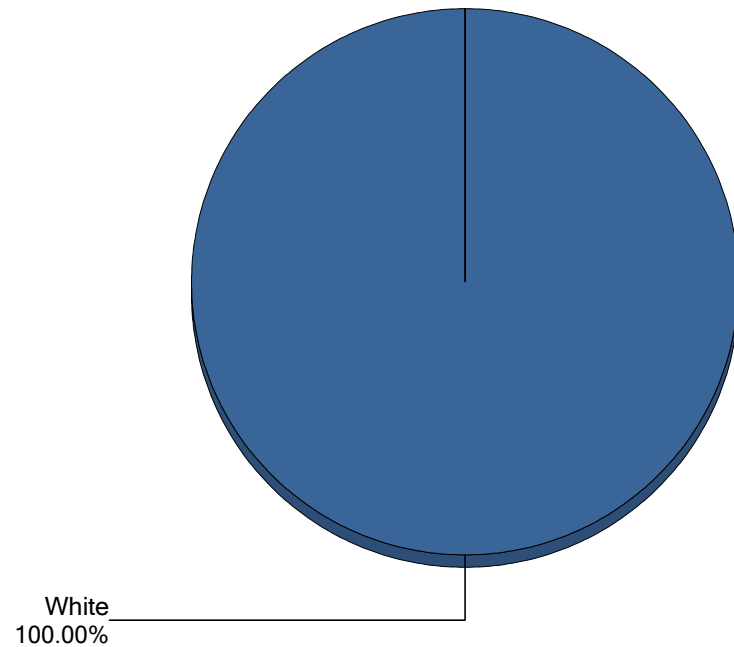
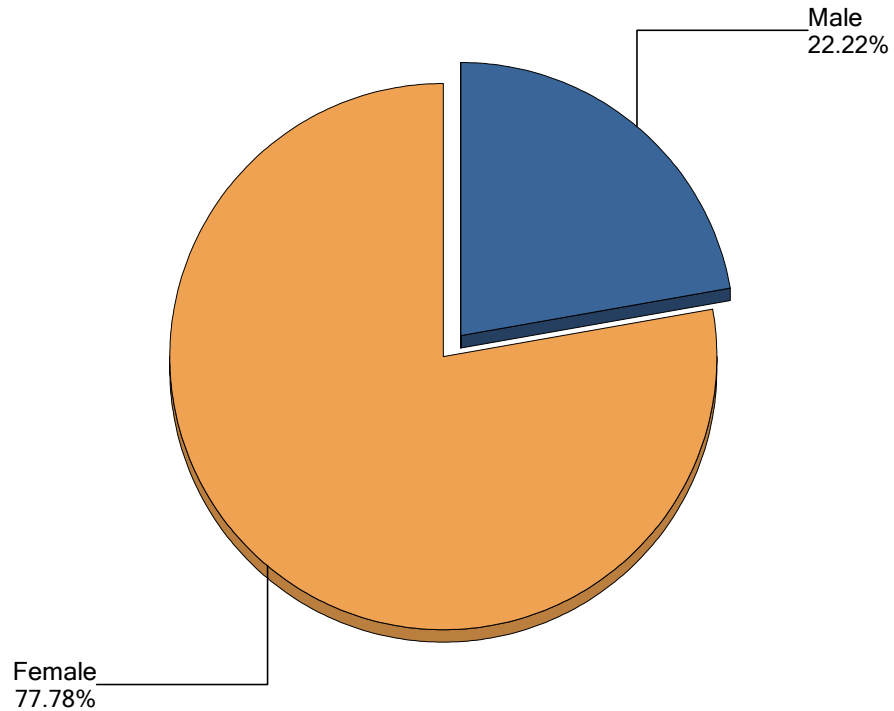
Male	1	50.00%
Female	1	50.00%
Total:	2	100.00%

White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 29500 - ACADEMIC TECHNOLOGY SUPPORT

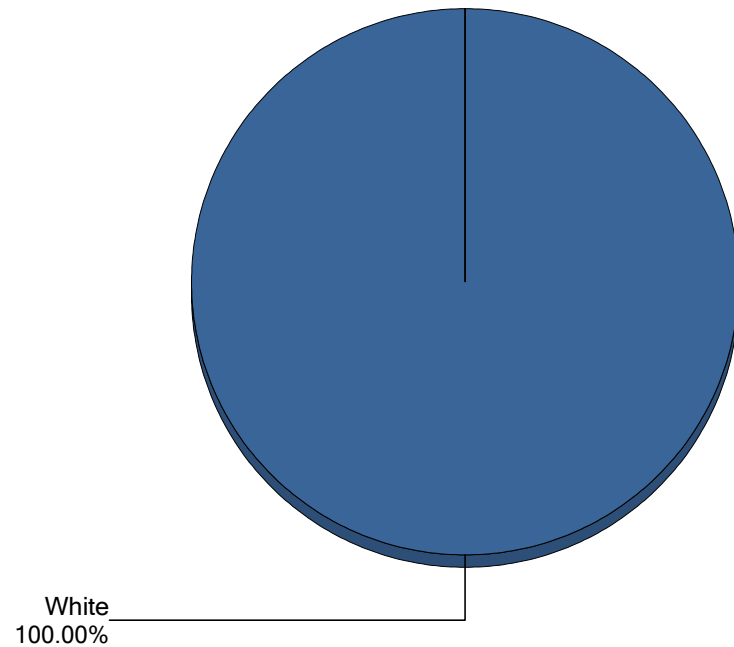
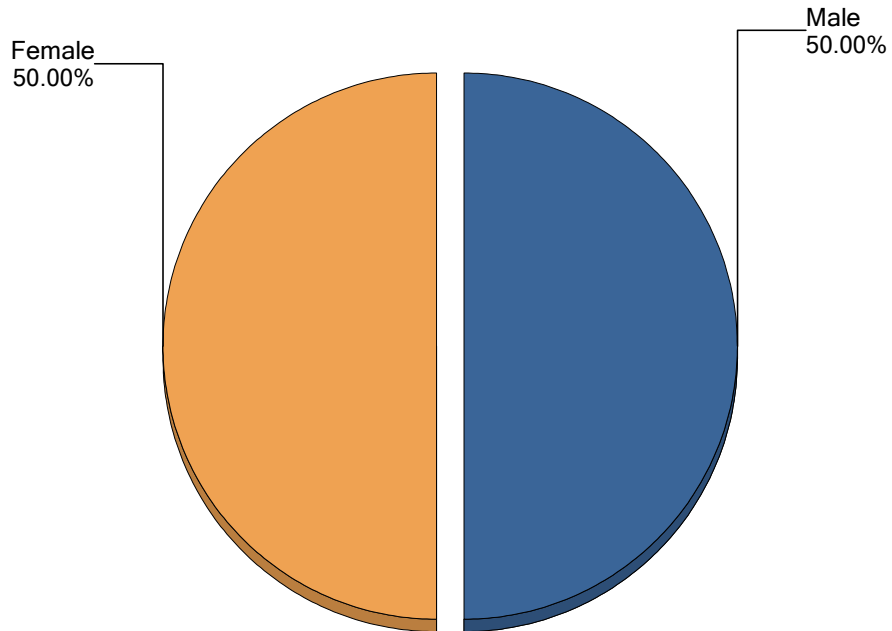


White	9	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 30000 - VICE PRES FOR HEALTH AFFAIRS

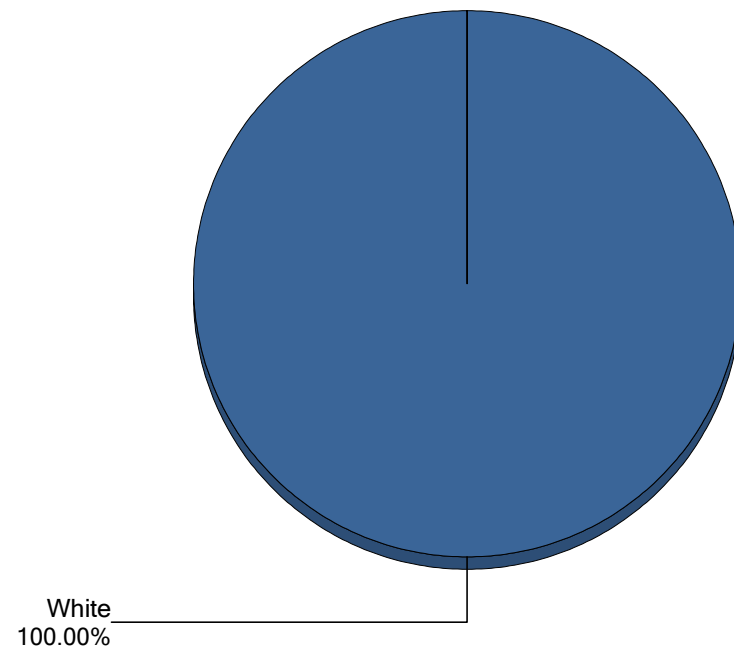
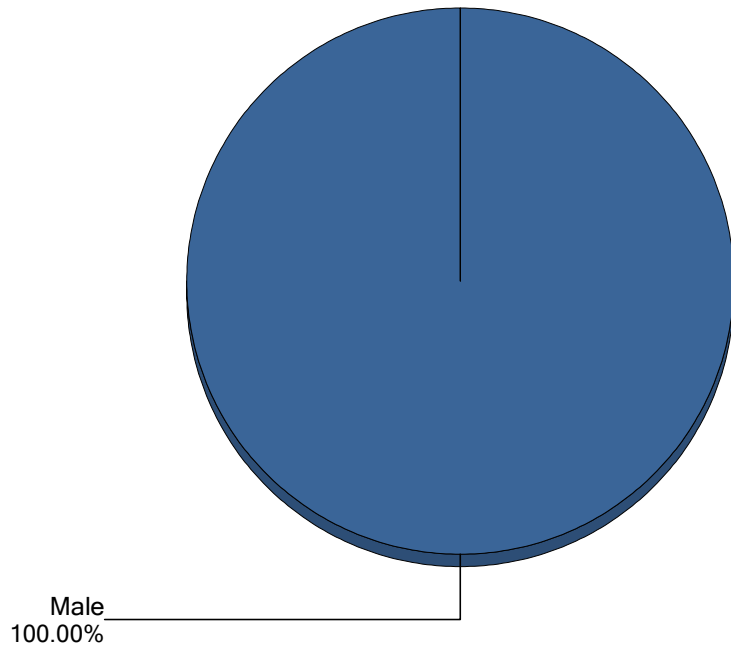


White	6	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

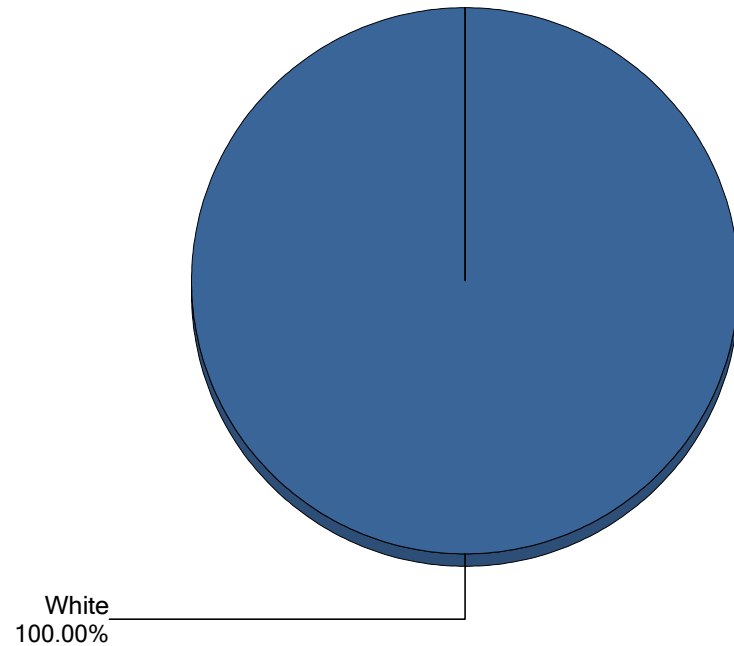
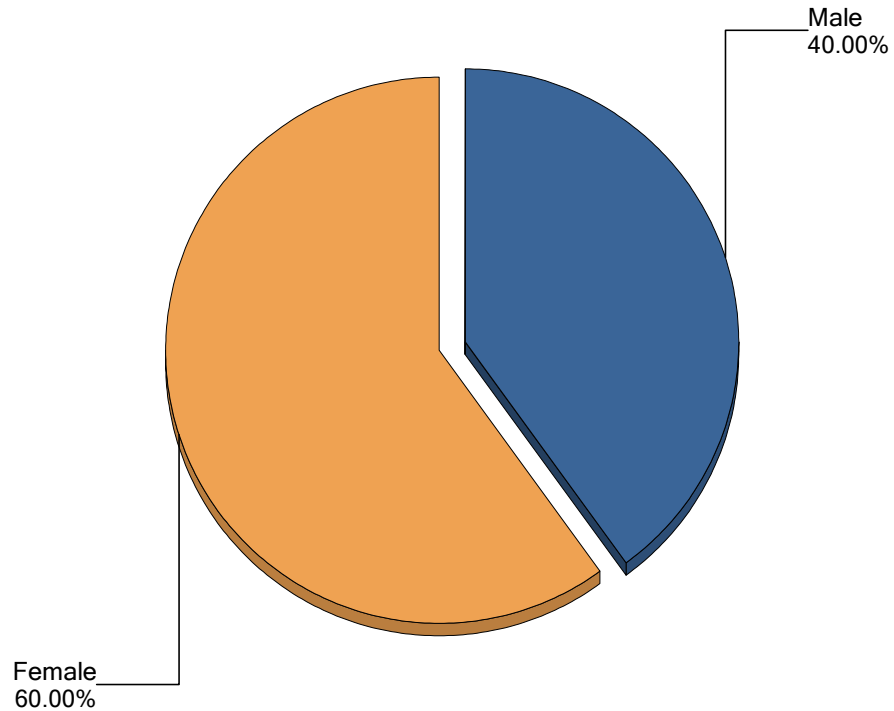
Department: 30020 - IPERC INTERPROFESSIONAL ED RESEARCH



White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

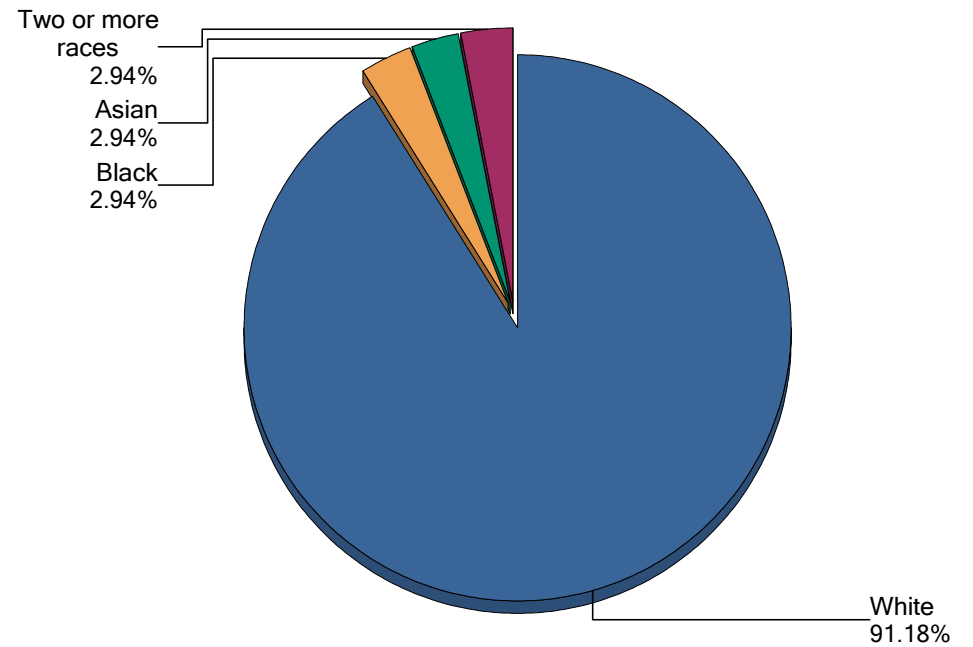
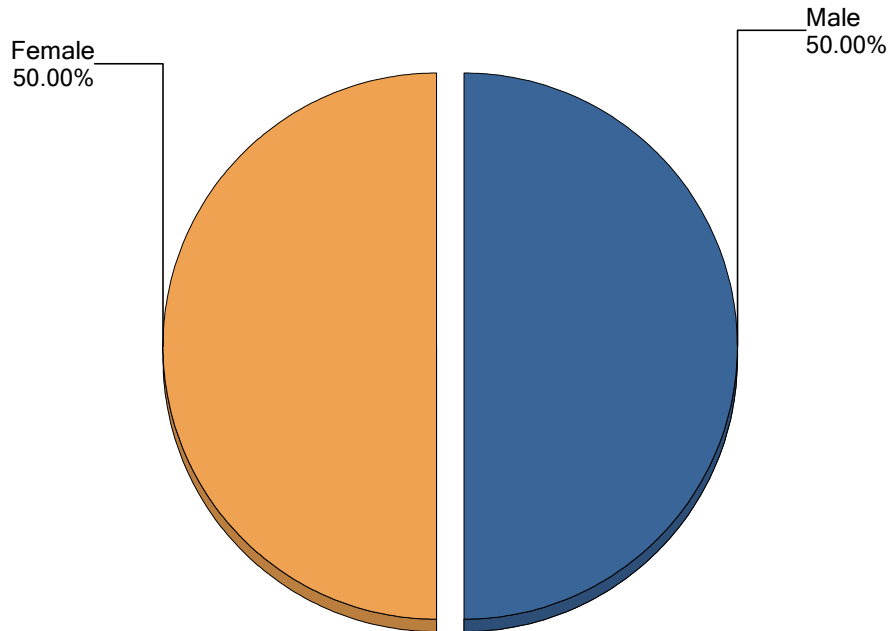
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 31000 - DEAN COLLEGE OF MEDICINE



White	5	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 31100 - ASSOC DEAN ACADEMIC AFFAIRS



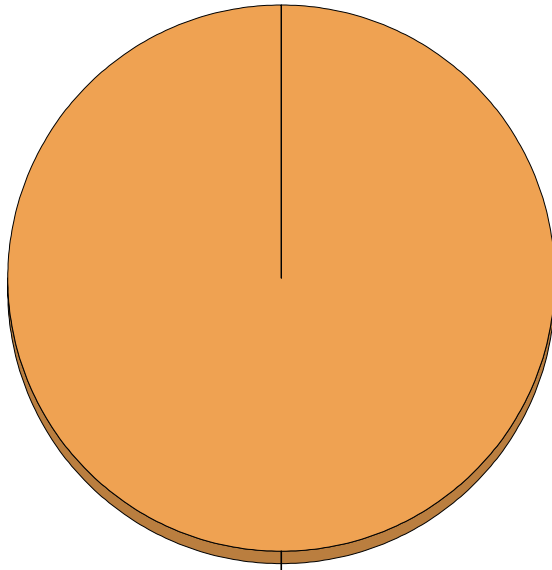
Male	17	50.00%
Female	17	50.00%
Total:	34	100.00%

White	31	91.18%
Black	1	2.94%
Asian	1	2.94%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	2.94%
Total:	34	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

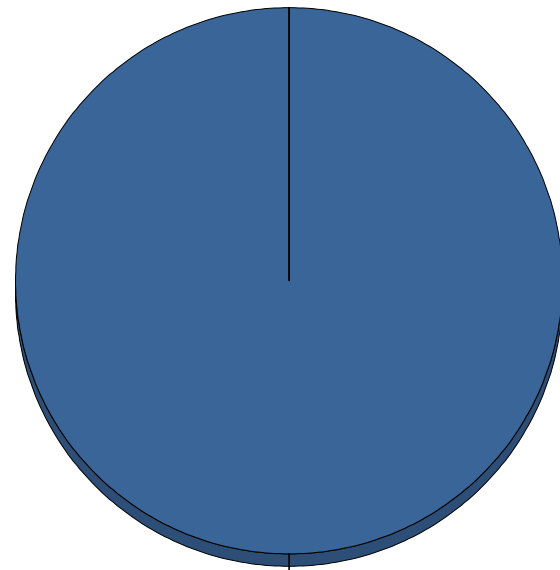
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31105 - COLLEGE OF MEDICINE RURAL PROGRAMS



Female
100.00%

Male	0	0.00%
Female	1	100.00%
Total:	1	100.00%



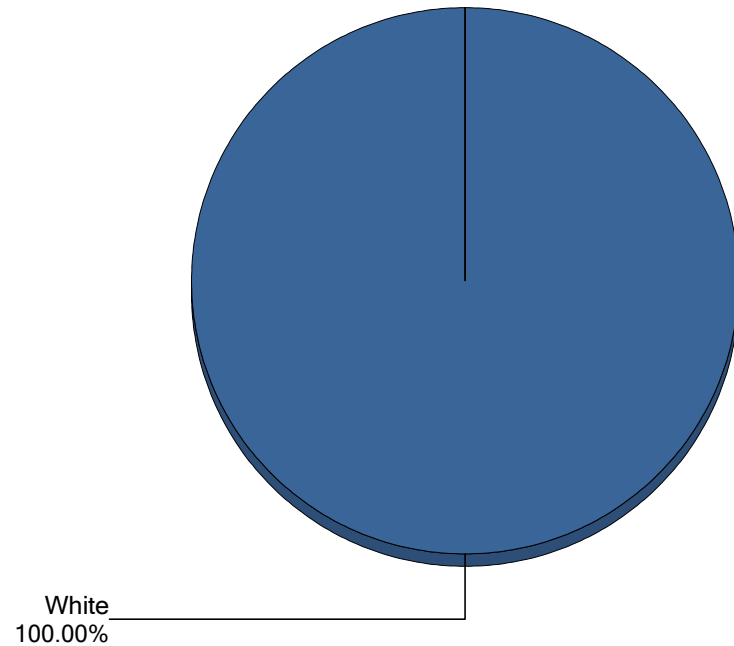
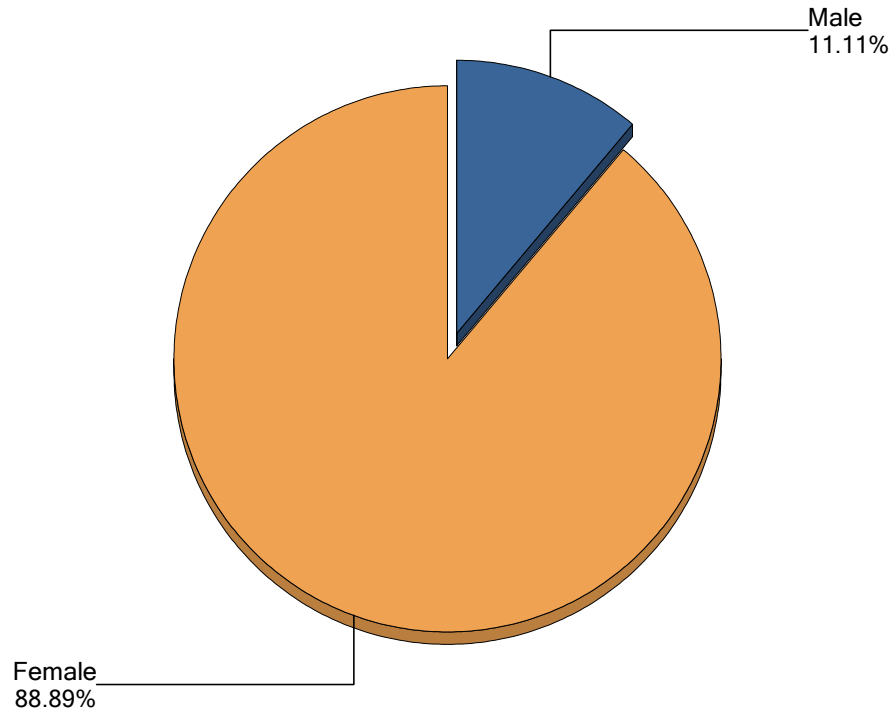
White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31110 - CONTINUING MEDICAL EDUCATION

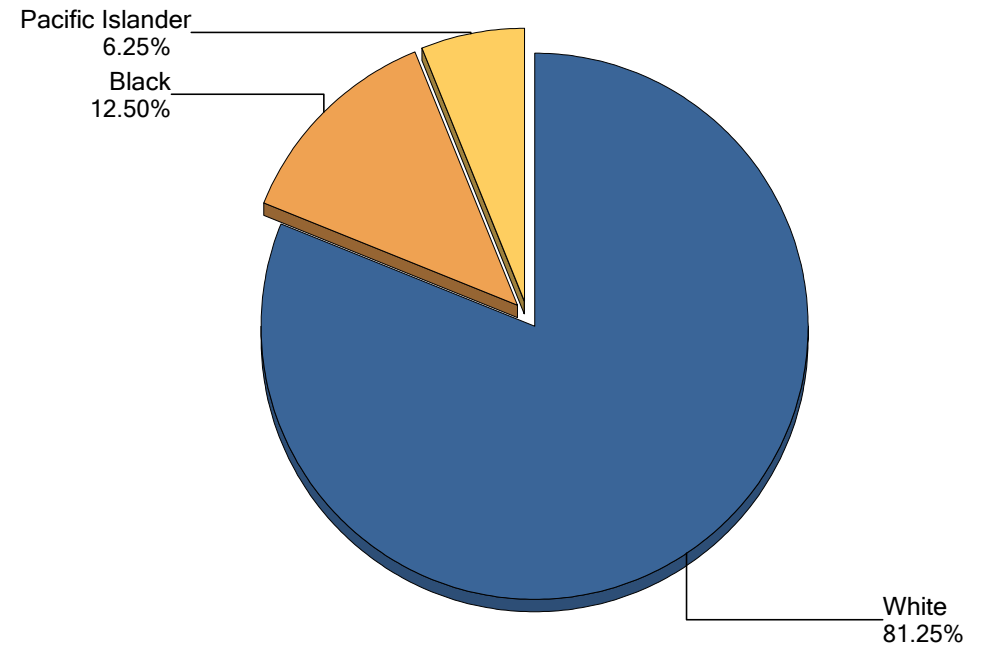
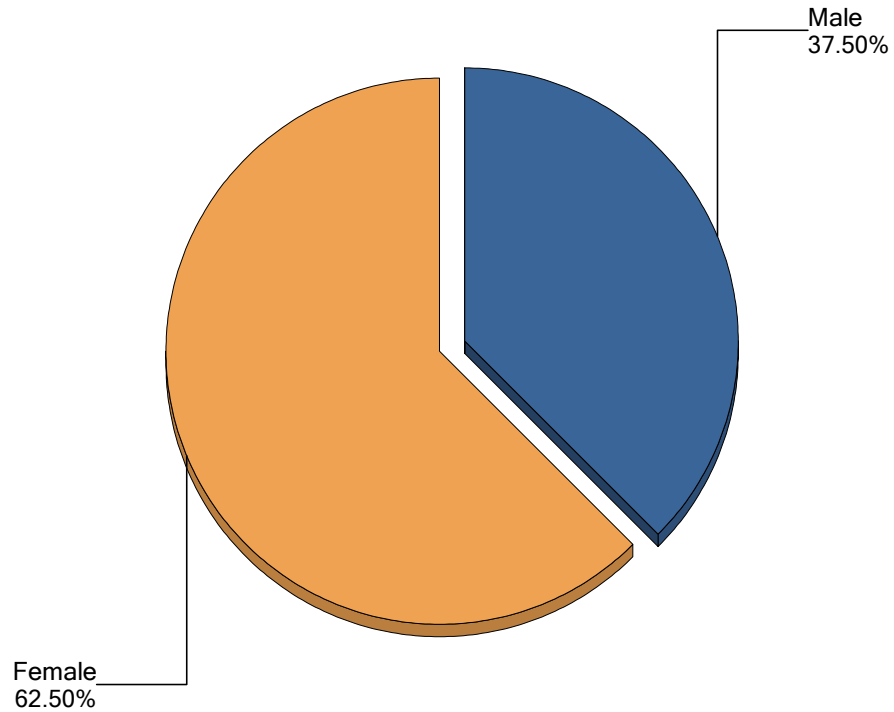


White	9	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31120 - MEDICAL LIBRARY ADMINISTRATION

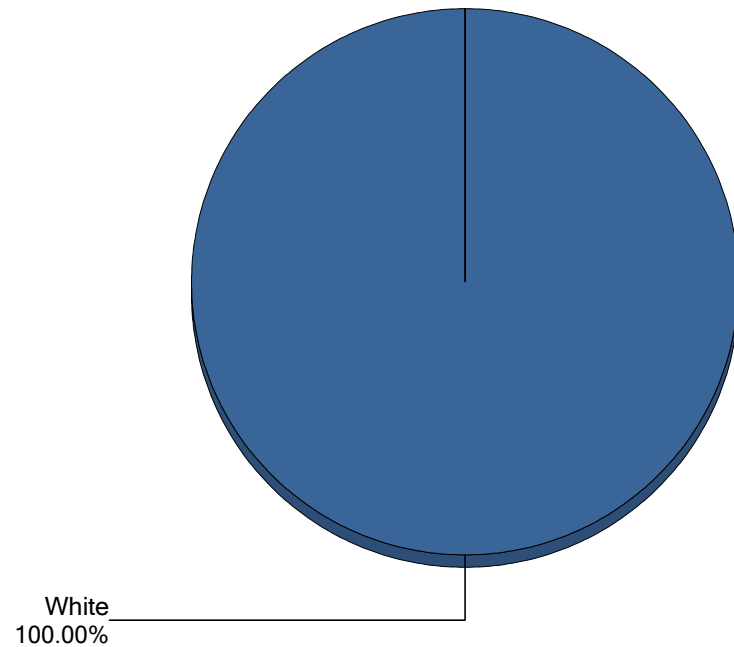
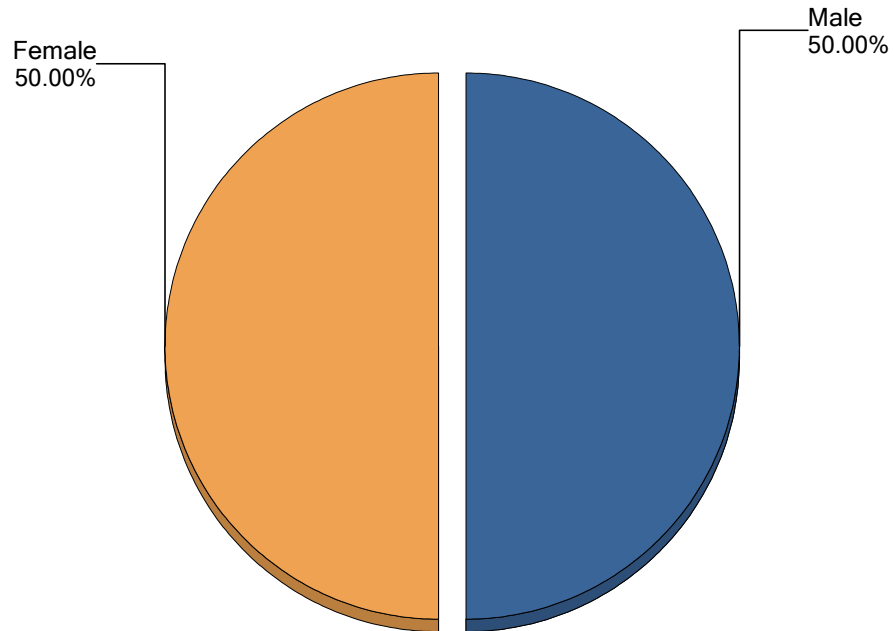


White	13	81.25%
Black	2	12.50%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	1	6.25%
Two or more races	0	0.00%
Total:	16	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31130 - BIOMEDICAL COMMUNICATIONS

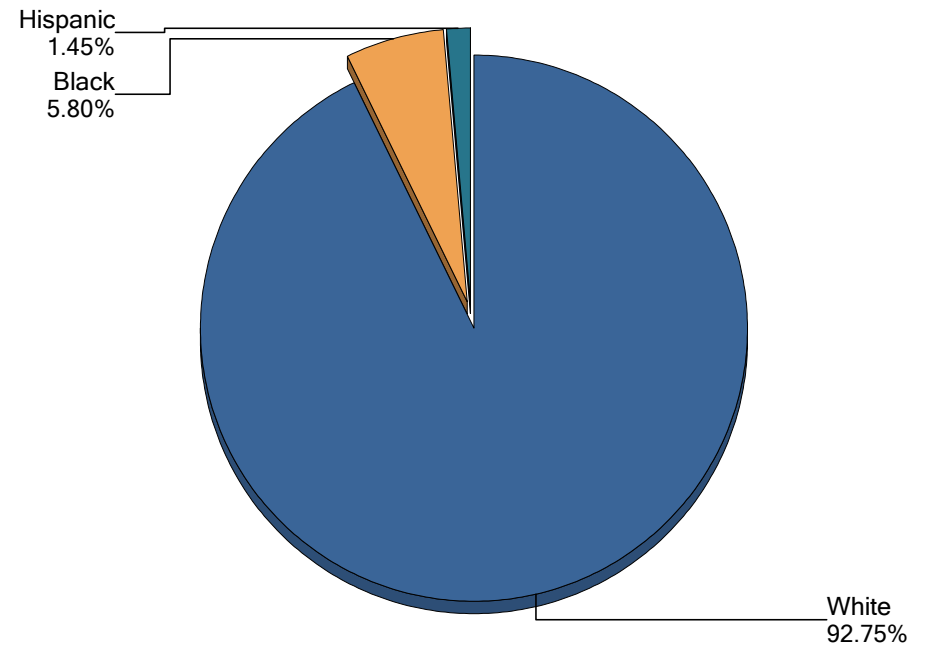
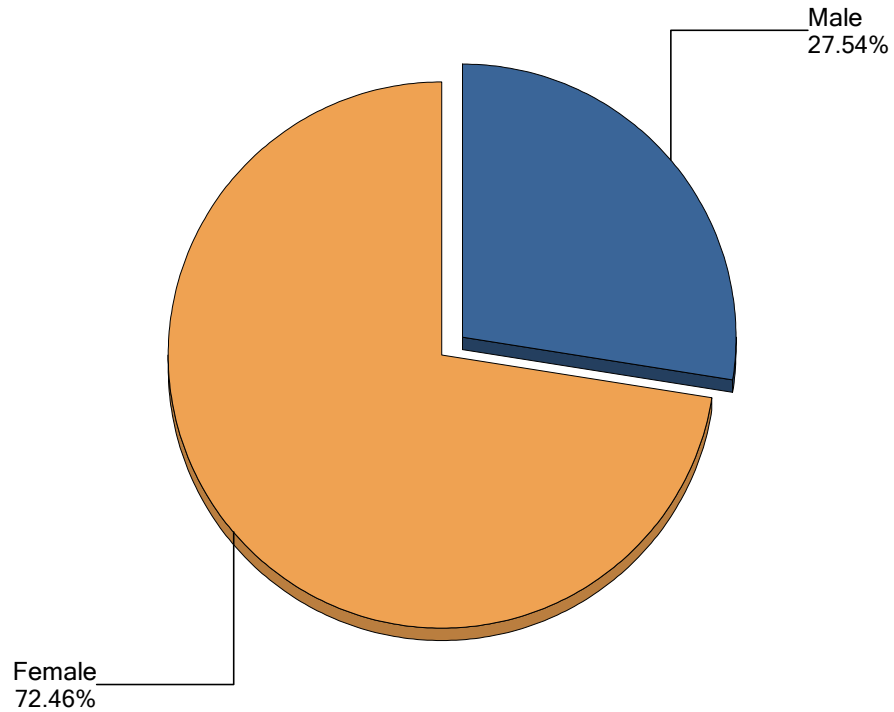


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31140 - ACADEMIC AFFAIRS INSTRUCTION

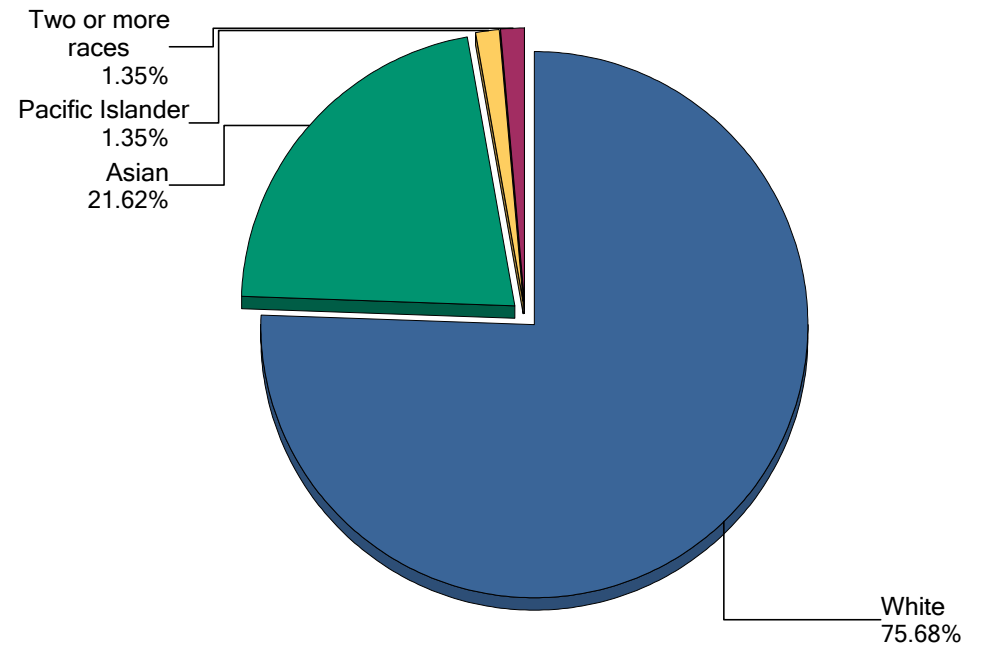
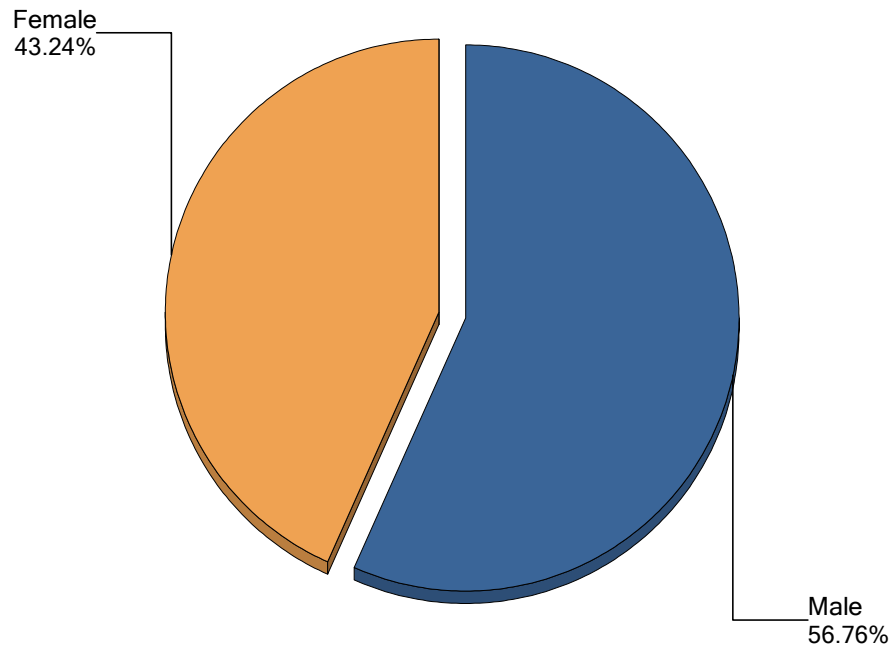


Male	19	27.54%
Female	50	72.46%
Total:	69	100.00%

White	64	92.75%
Black	4	5.80%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	1	1.45%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	69	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 31270 - BIOMEDICAL SCIENCES



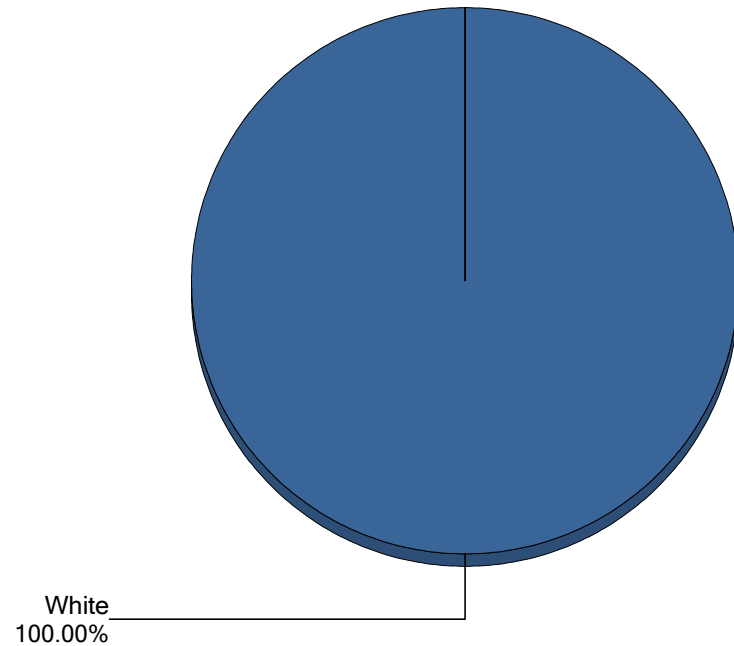
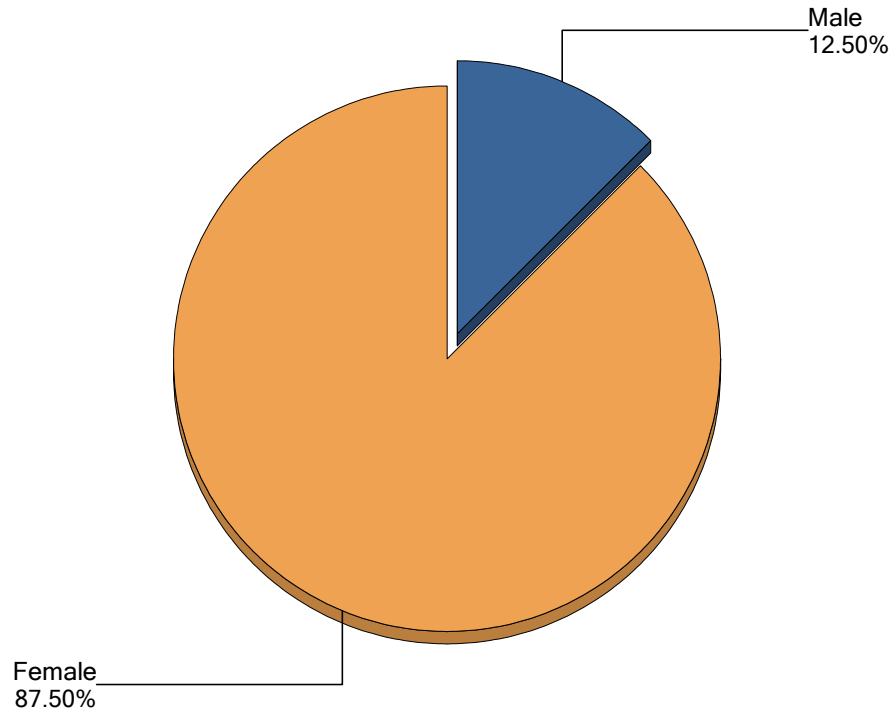
Male	42	56.76%
Female	32	43.24%
Total:	74	100.00%

White	56	75.68%
Black	0	0.00%
Asian	16	21.62%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	1	1.35%
Two or more races	1	1.35%
Total:	74	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

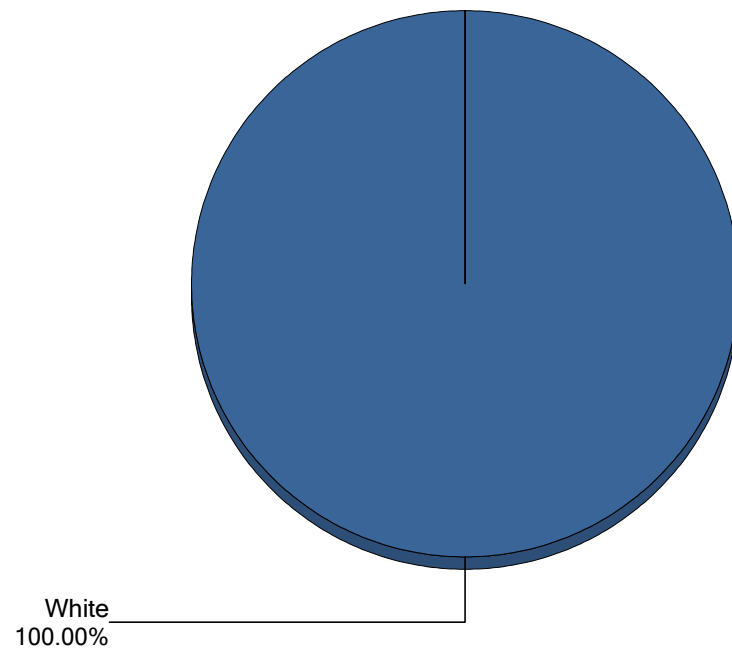
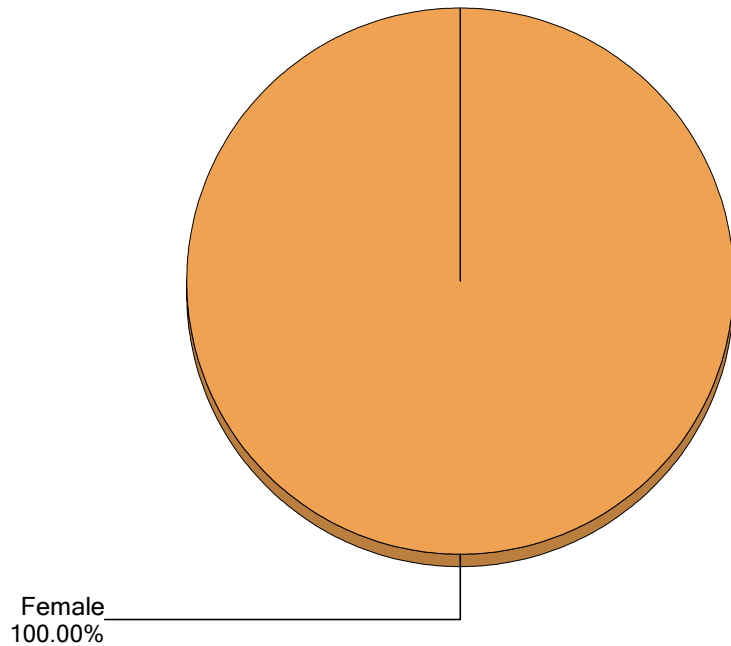
Department: 31400 - OFFICE OF GRADUATE MEDICAL EDUC



White	8	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	8	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 31410 - ASST DEAN JOHNSON CITY

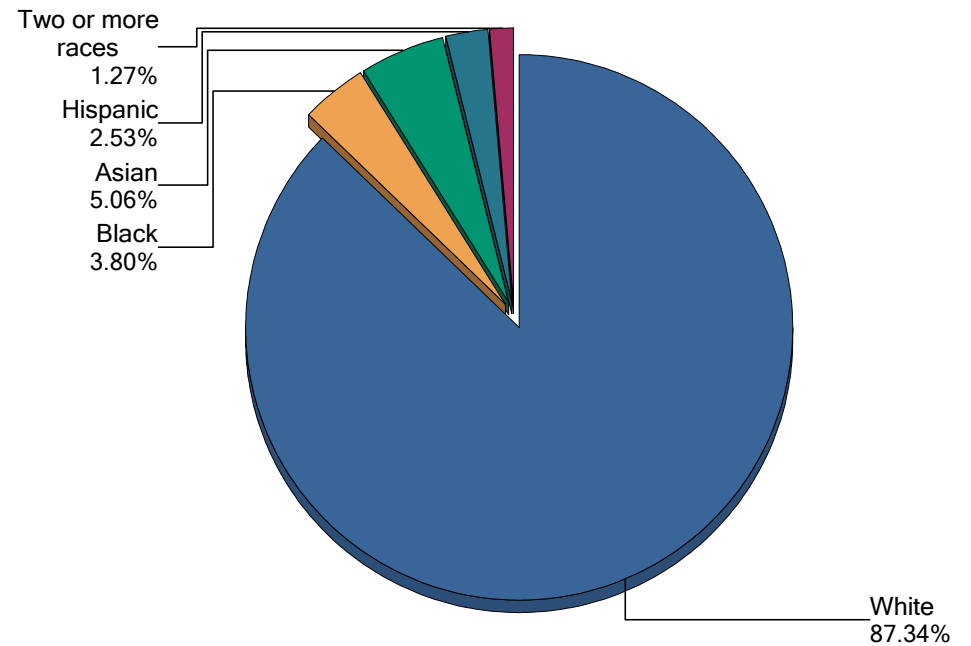
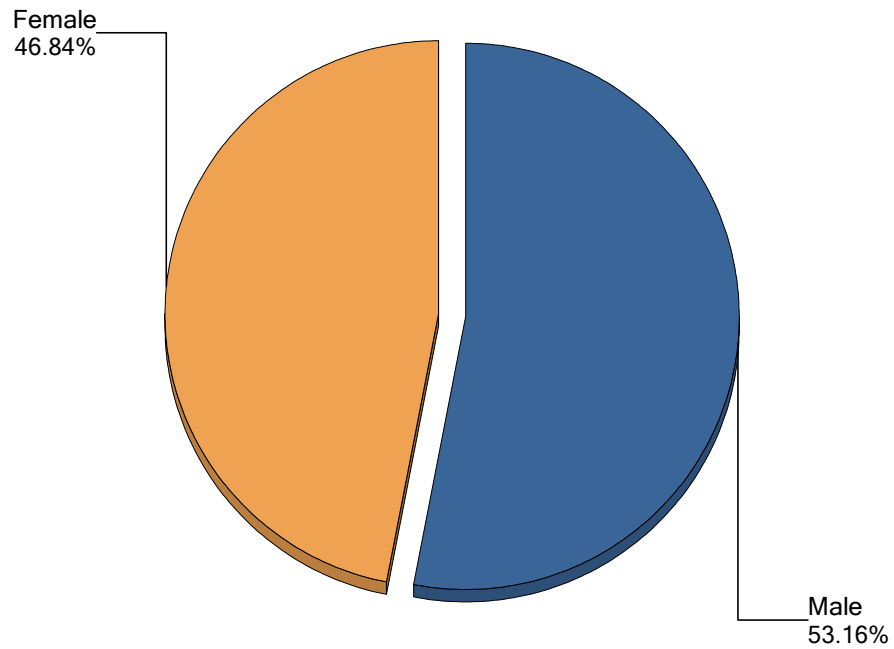


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31500 - FAMILY MEDICINE



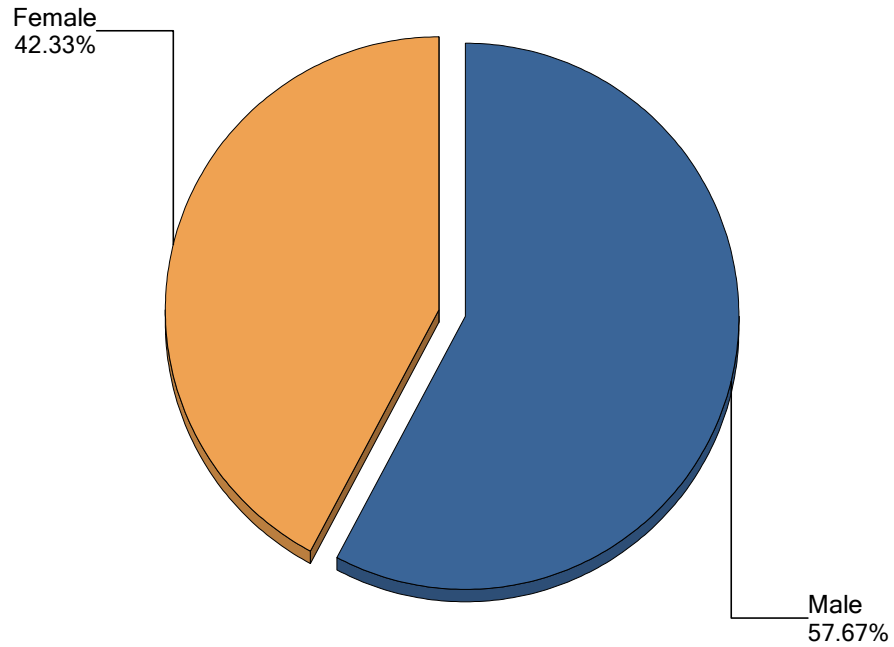
Male	42	53.16%
Female	37	46.84%
Total:	79	100.00%

White	69	87.34%
Black	3	3.80%
Asian	4	5.06%
Native American	0	0.00%
Hispanic	2	2.53%
Pacific Islander	0	0.00%
Two or more races	1	1.27%
Total:	79	100.00%

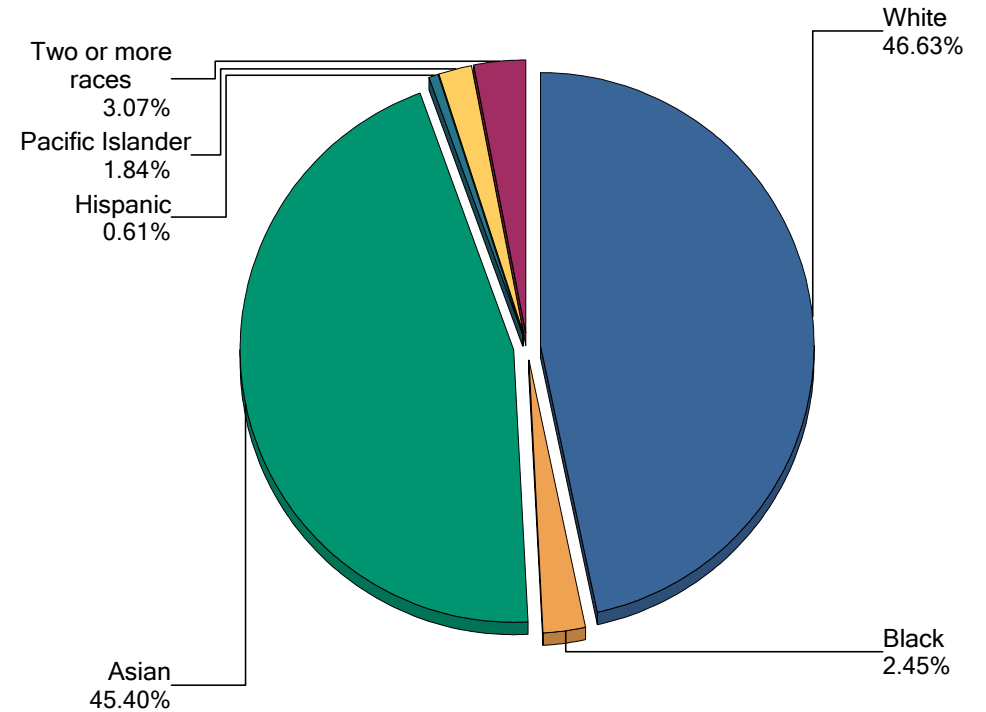
East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31510 - INTERNAL MEDICINE



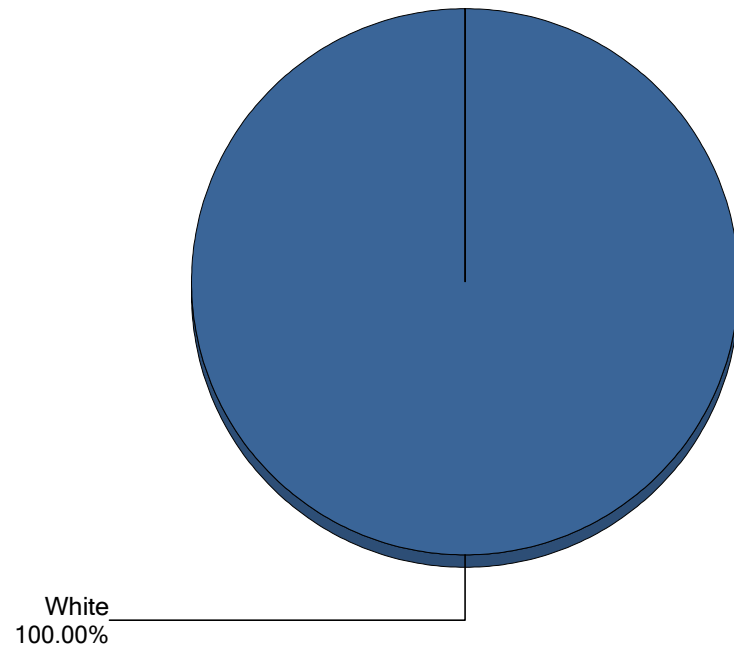
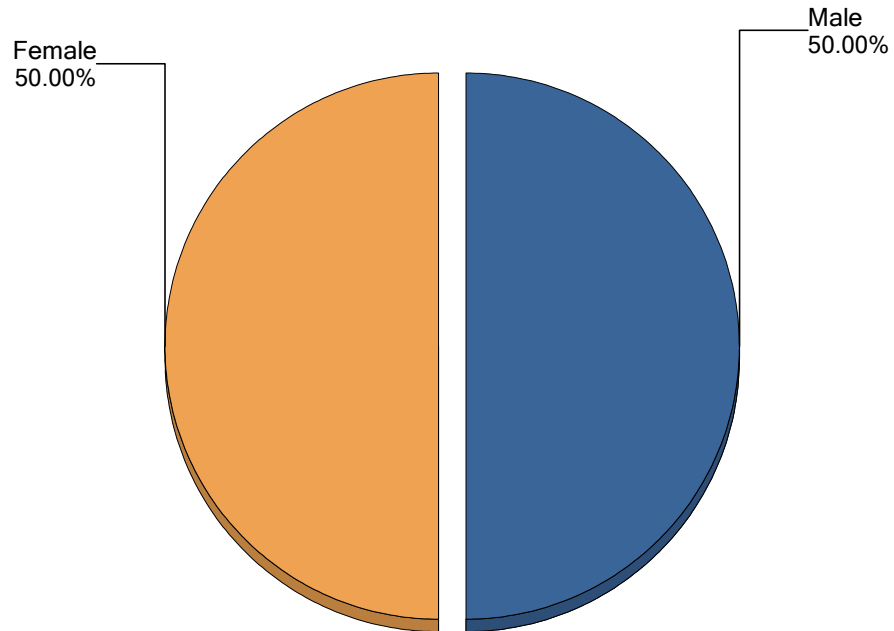
Male	94	57.67%
Female	69	42.33%
Total:	163	100.00%



White	76	46.63%
Black	4	2.45%
Asian	74	45.40%
Native American	0	0.00%
Hispanic	1	0.61%
Pacific Islander	3	1.84%
Two or more races	5	3.07%
Total:	163	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

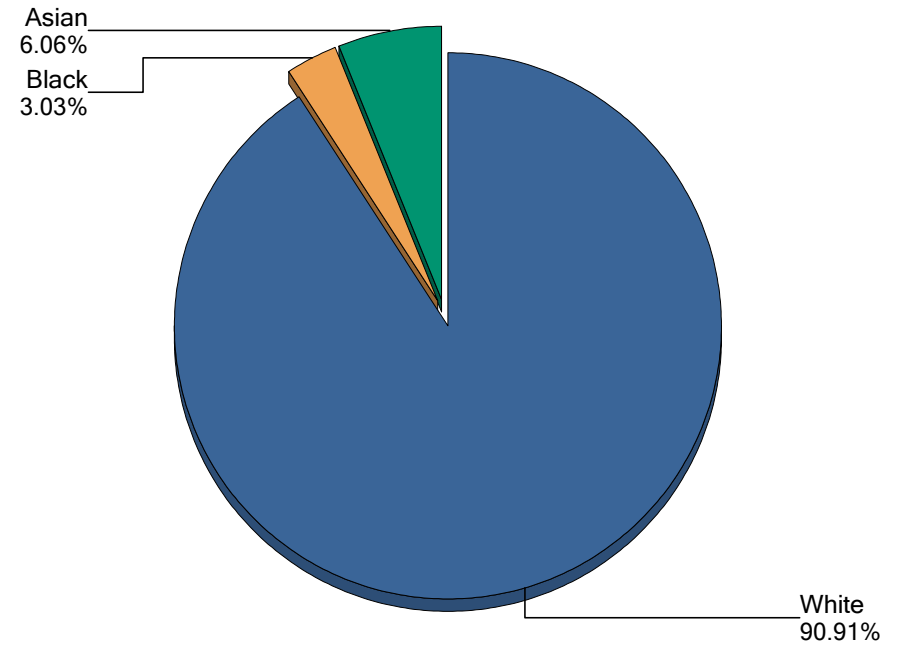
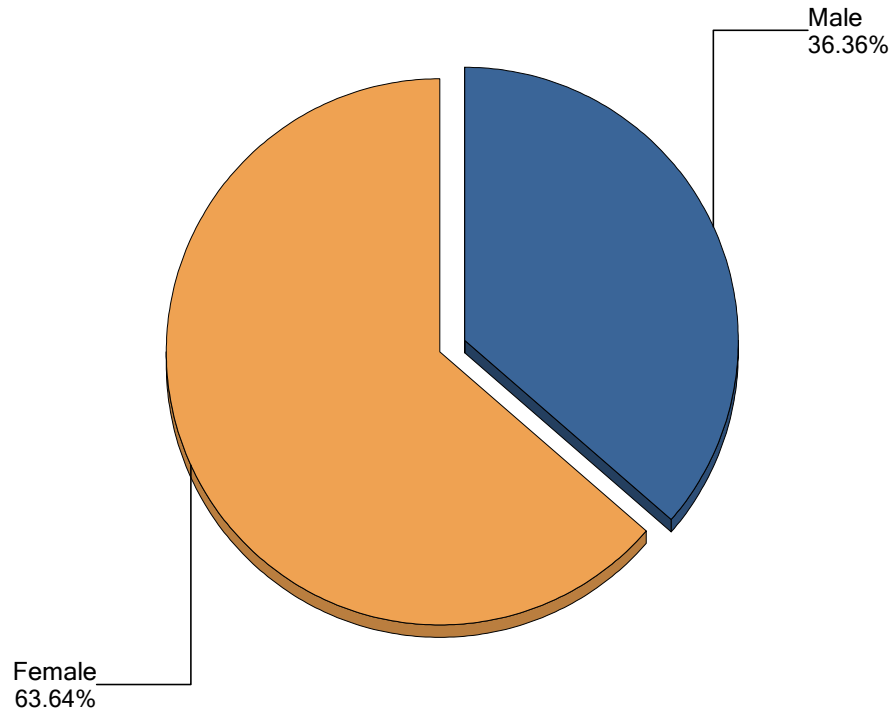
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 31516 - R&I START-UP FOR CIIDI



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

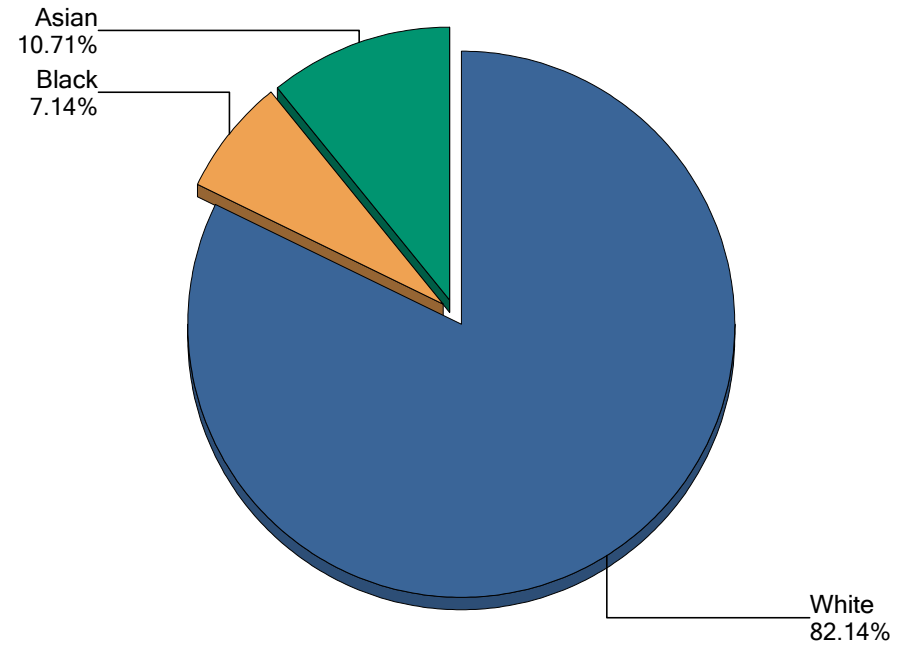
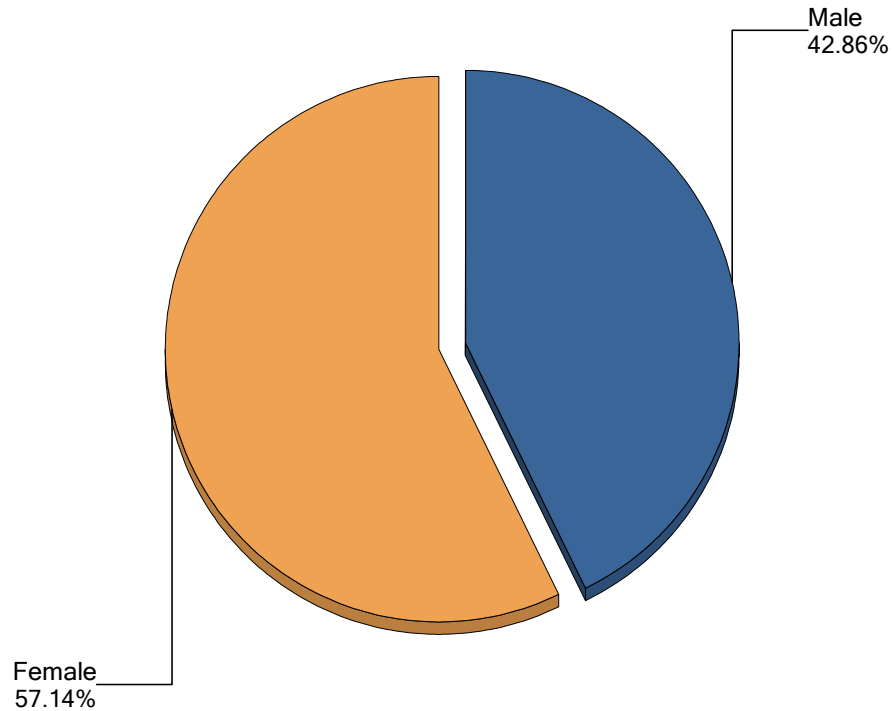
Department: 31530 - OB GYN



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31540 - PATHOLOGY

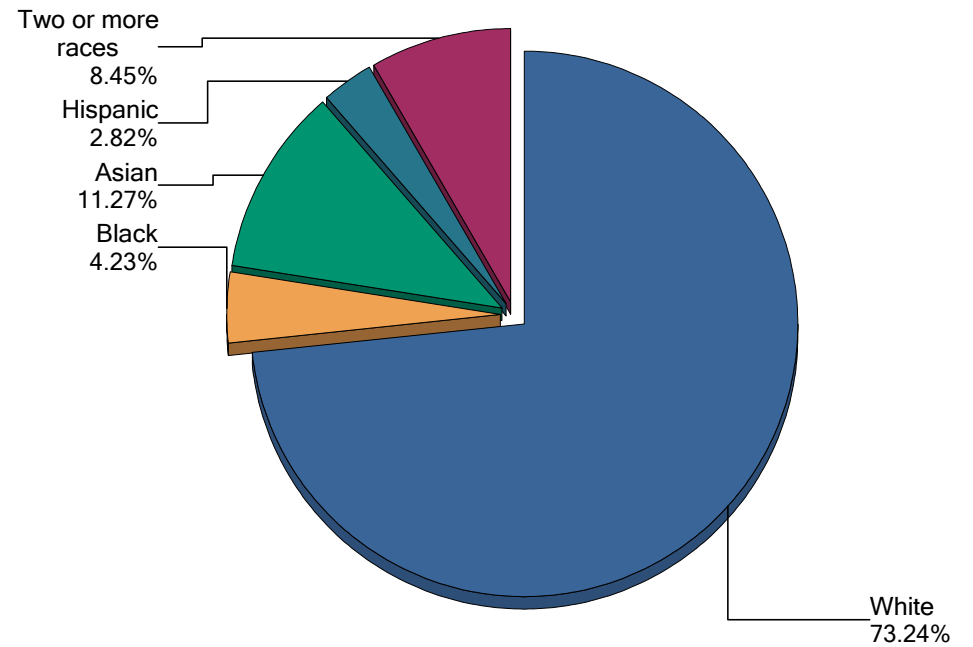
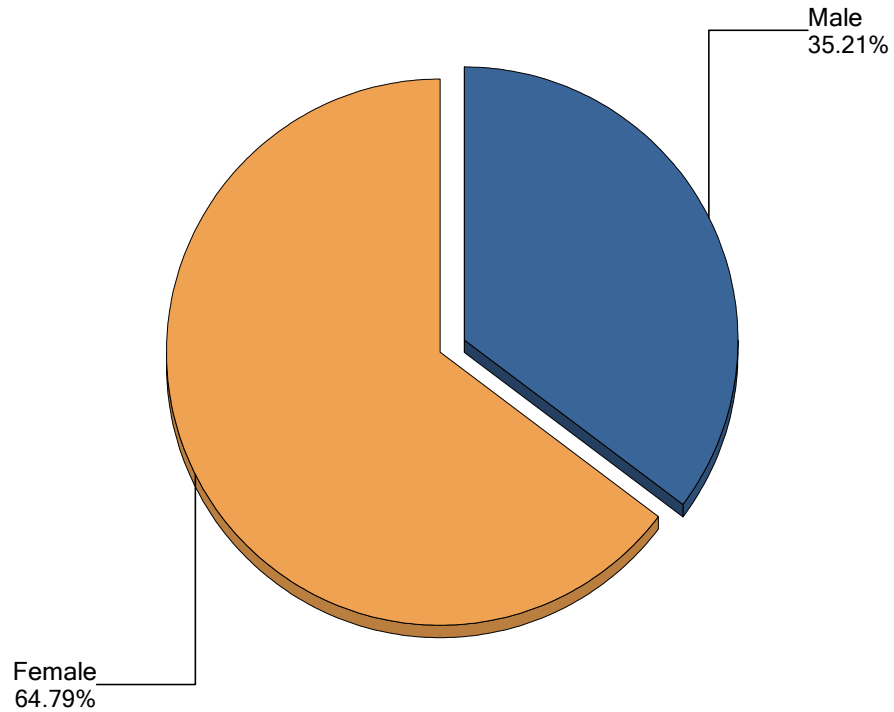


White	23	82.14%
Black	2	7.14%
Asian	3	10.71%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	28	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31550 - PEDIATRICS



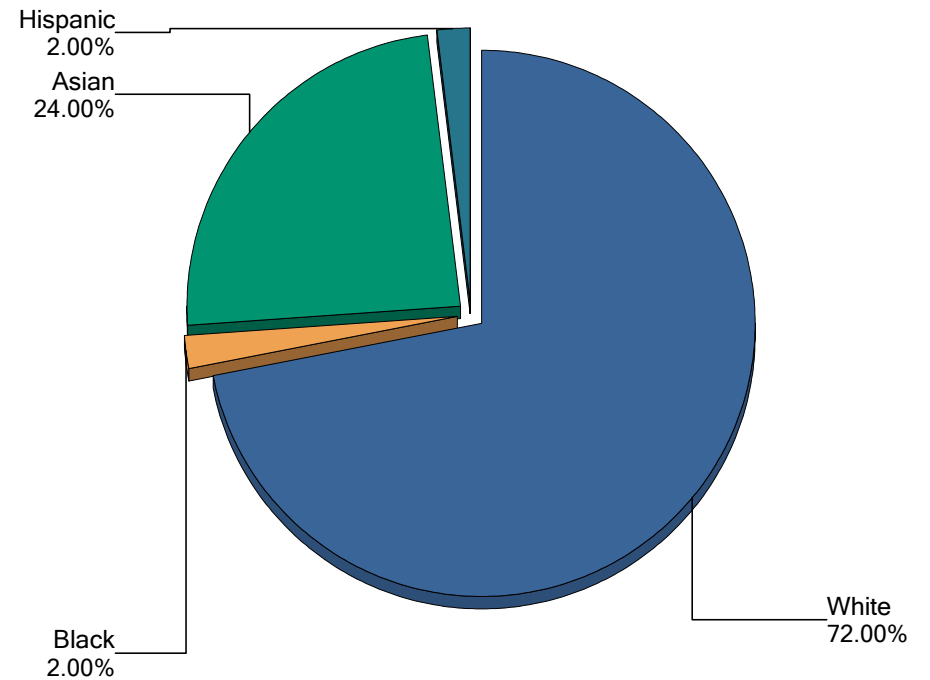
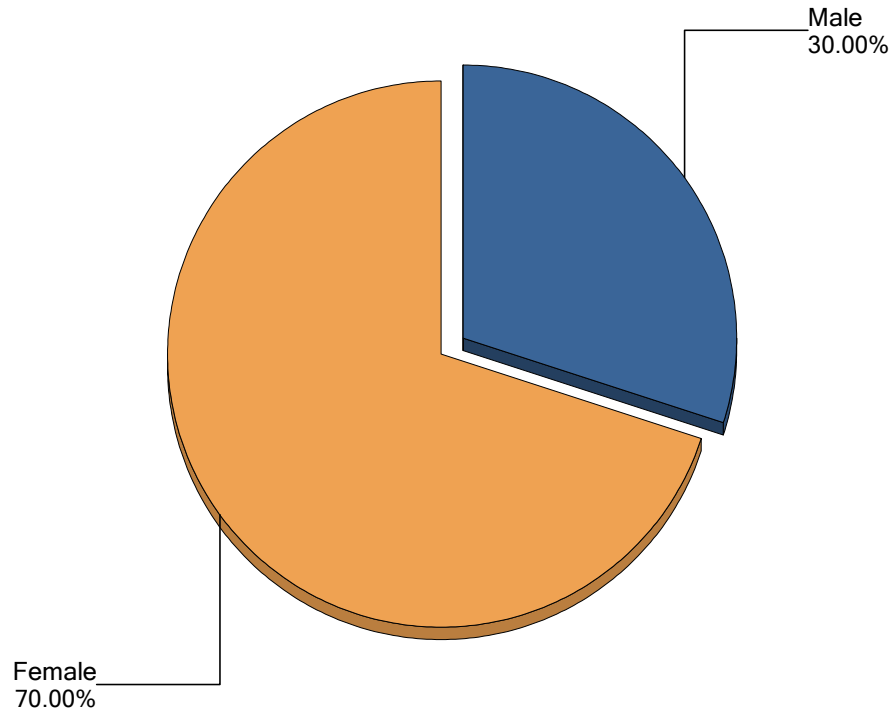
Male	25	35.21%
Female	46	64.79%
Total:		71 100.00%

White	52	73.24%
Black	3	4.23%
Asian	8	11.27%
Native American	0	0.00%
Hispanic	2	2.82%
Pacific Islander	0	0.00%
Two or more races	6	8.45%
Total:		71 100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31560 - PSYCHIATRY



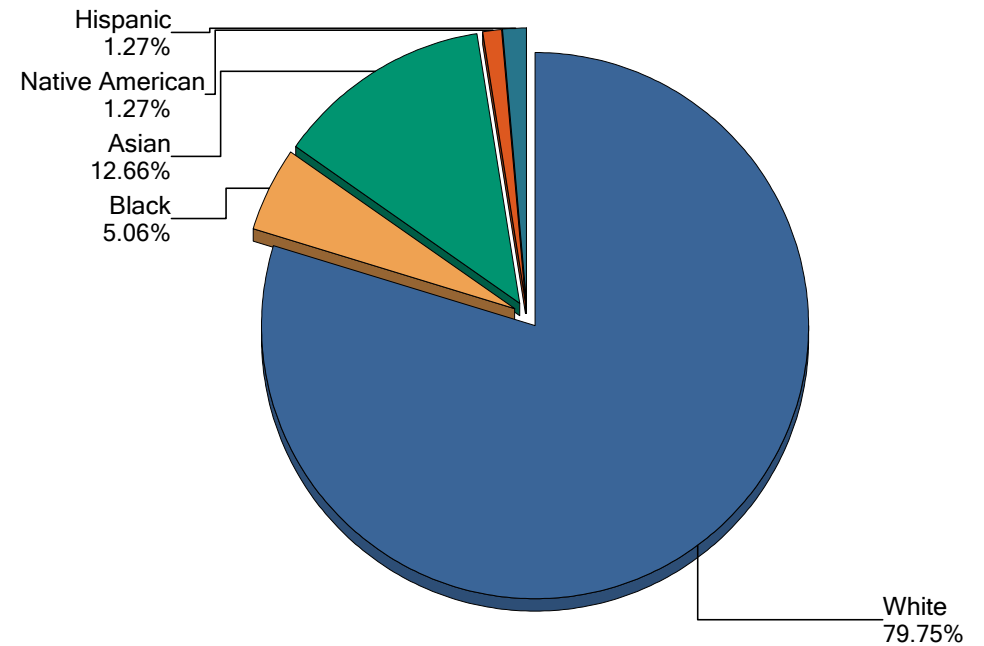
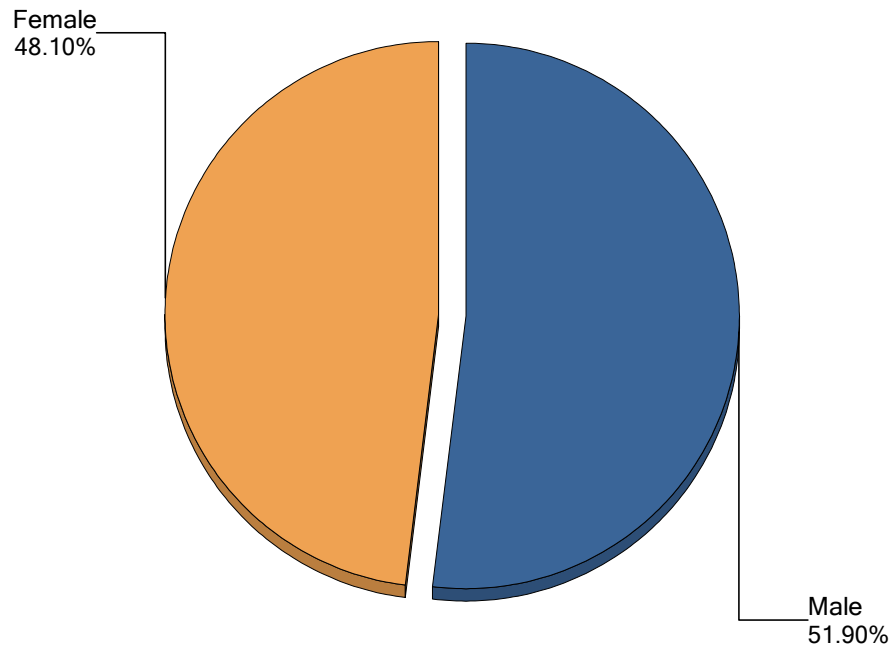
Male	15	30.00%
Female	35	70.00%
Total: 50 100.00%		

White	36	72.00%
Black	1	2.00%
Asian	12	24.00%
Native American	0	0.00%
Hispanic	1	2.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total: 50 100.00%		

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31570 - SURGERY



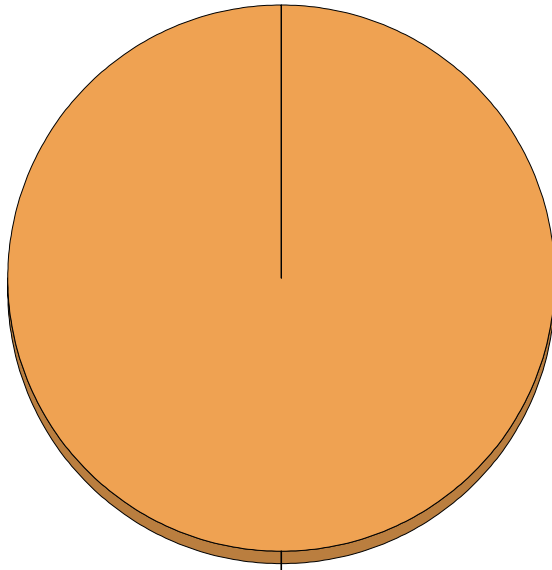
Male	41	51.90%
Female	38	48.10%
Total:	79	100.00%

White	63	79.75%
Black	4	5.06%
Asian	10	12.66%
Native American	1	1.27%
Hispanic	1	1.27%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	79	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

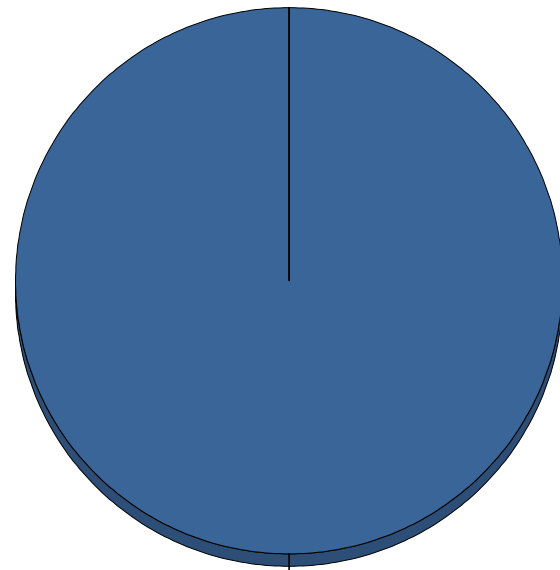
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31580 - CTR FOR GERIATRICS AND GERONTOL



Female
100.00%

Male	0	0.00%
Female	5	100.00%
Total:	5	100.00%



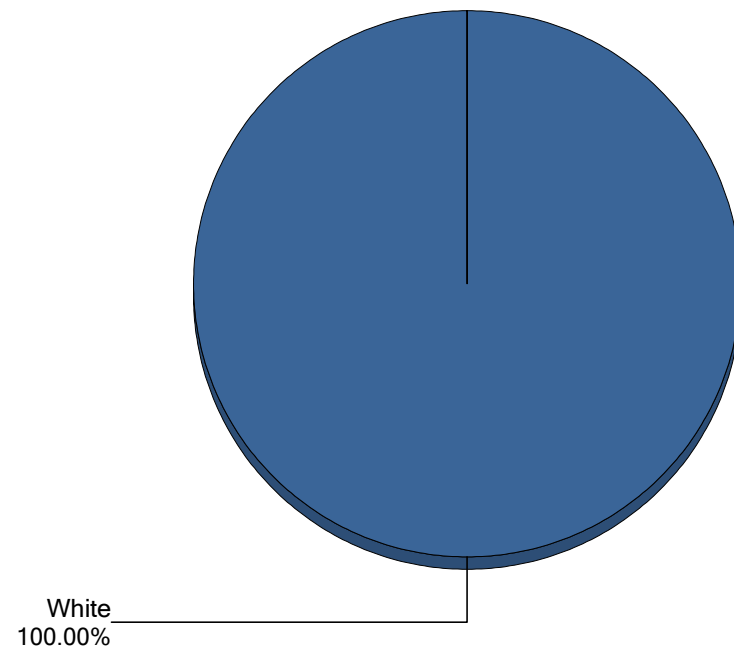
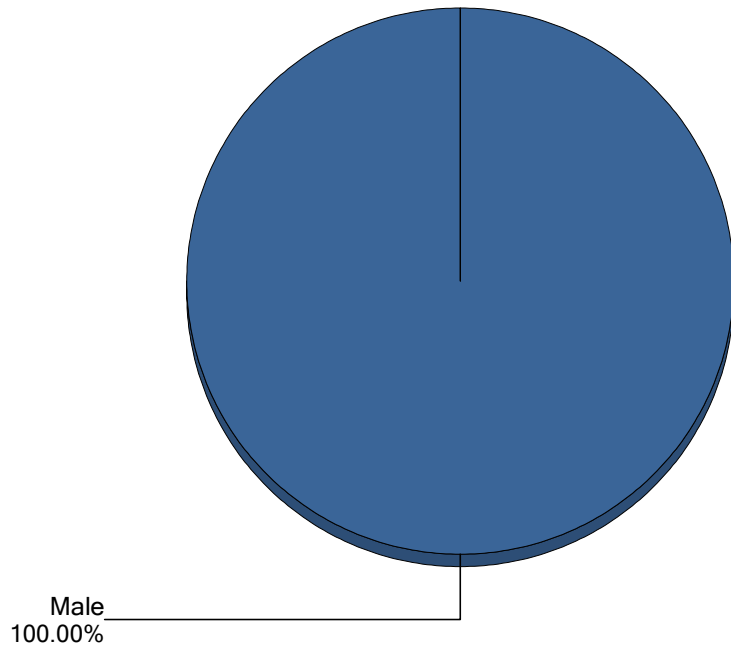
White
100.00%

White	5	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 31581 - QUILLEN CHAIR OF GERIAT GERONT

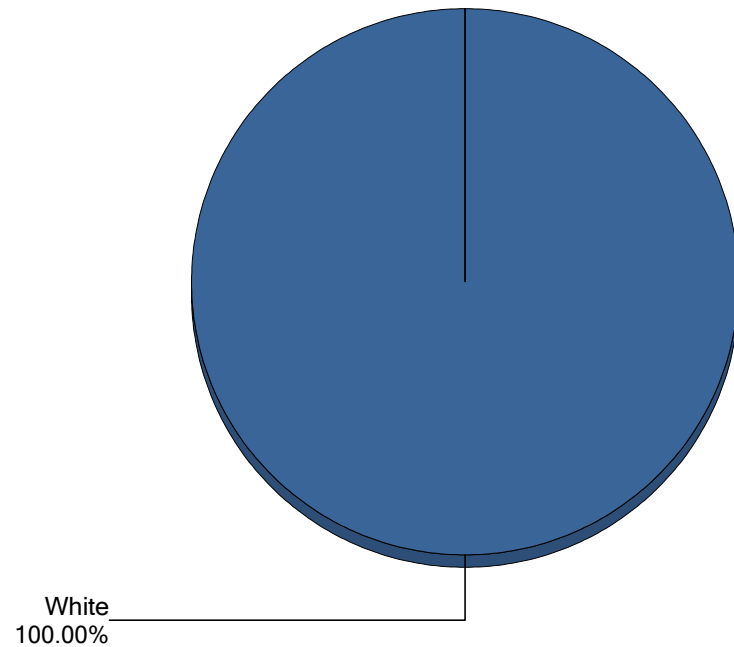
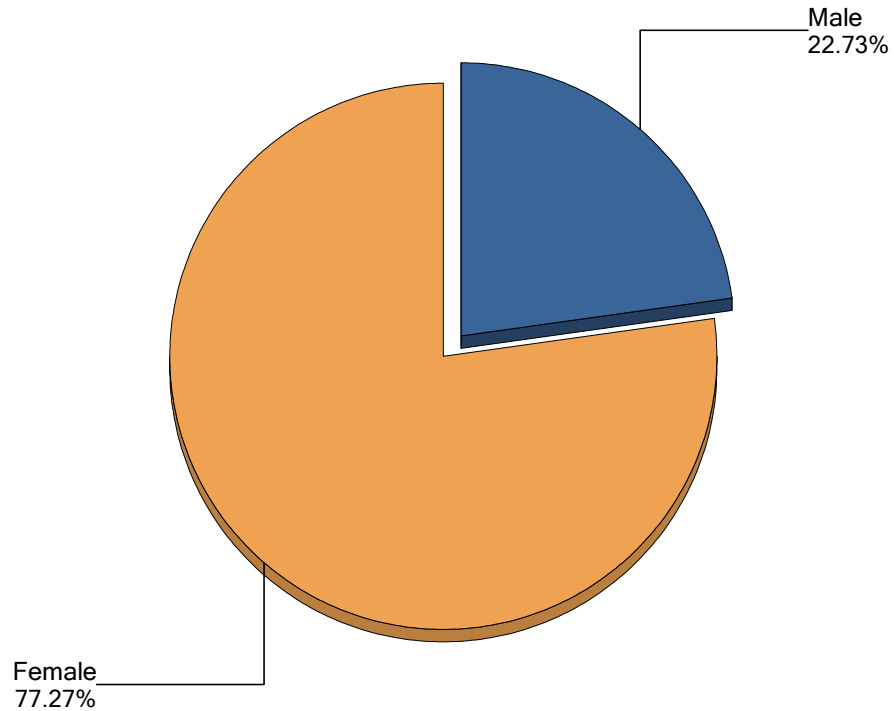


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

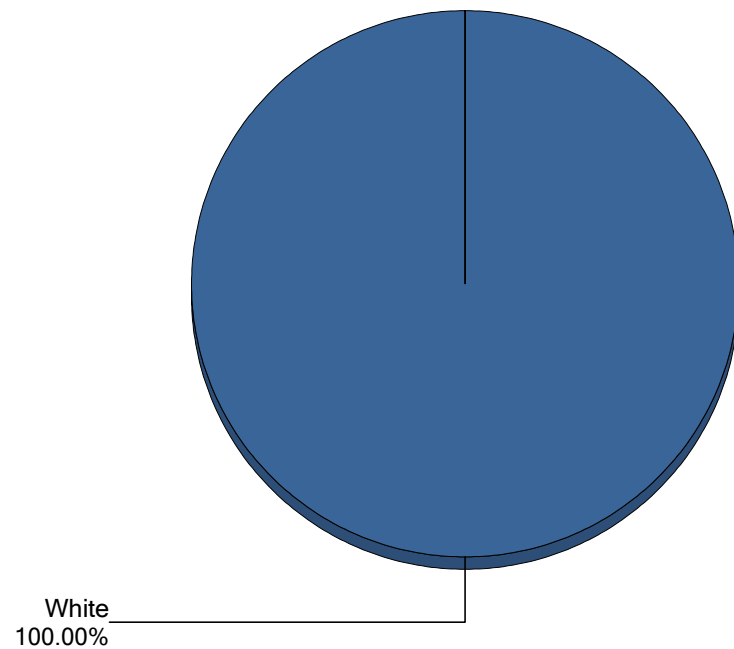
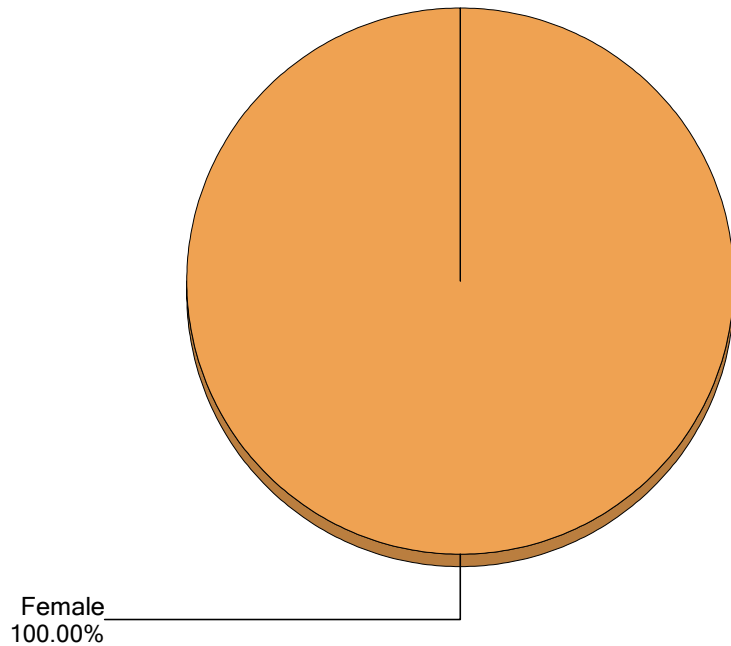
Department: 32100 - FAMILY PRACTICE RESID KPT



White	22	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	22	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 32105 - ACADEMIC SUPPORT KINGSPORT

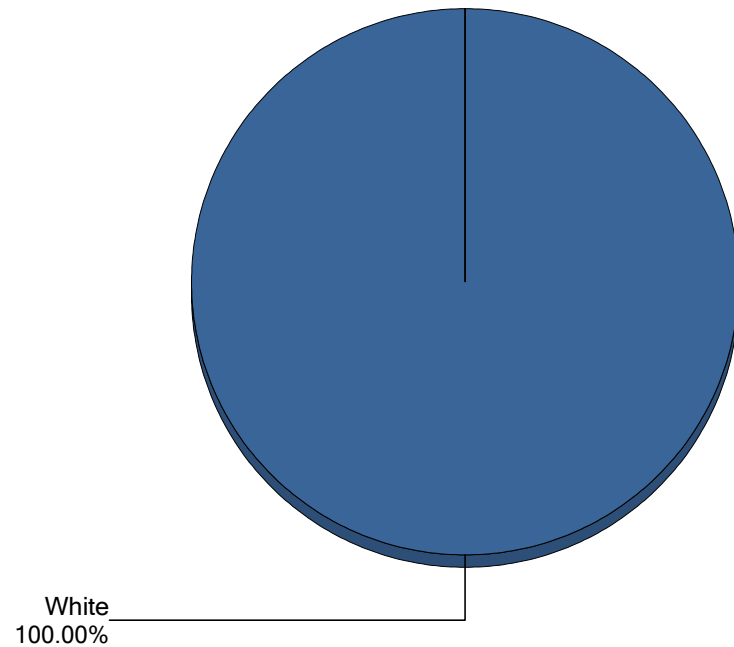
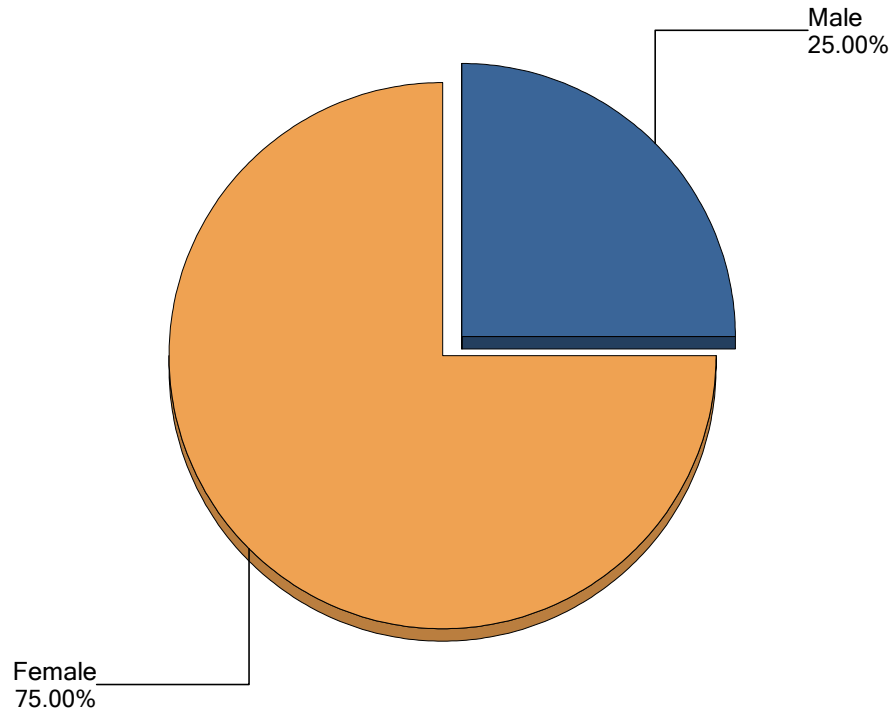


White	13	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	13	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

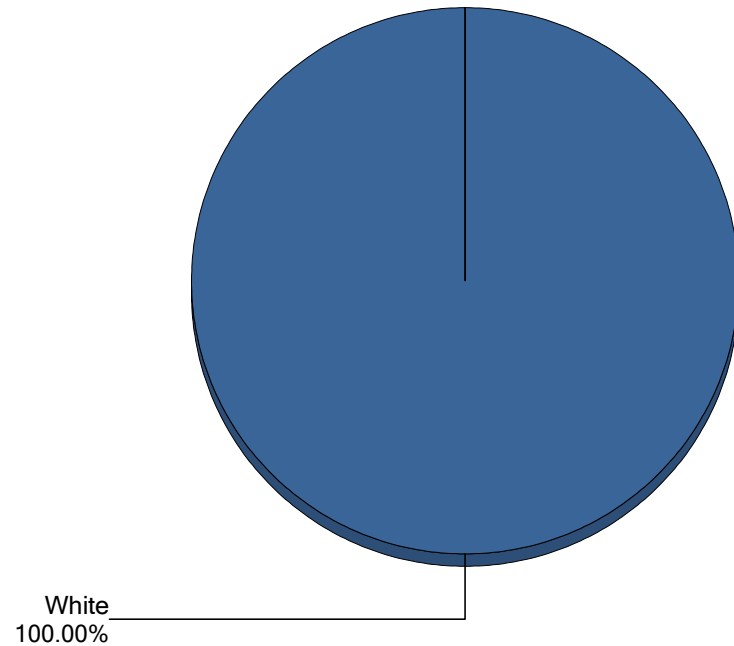
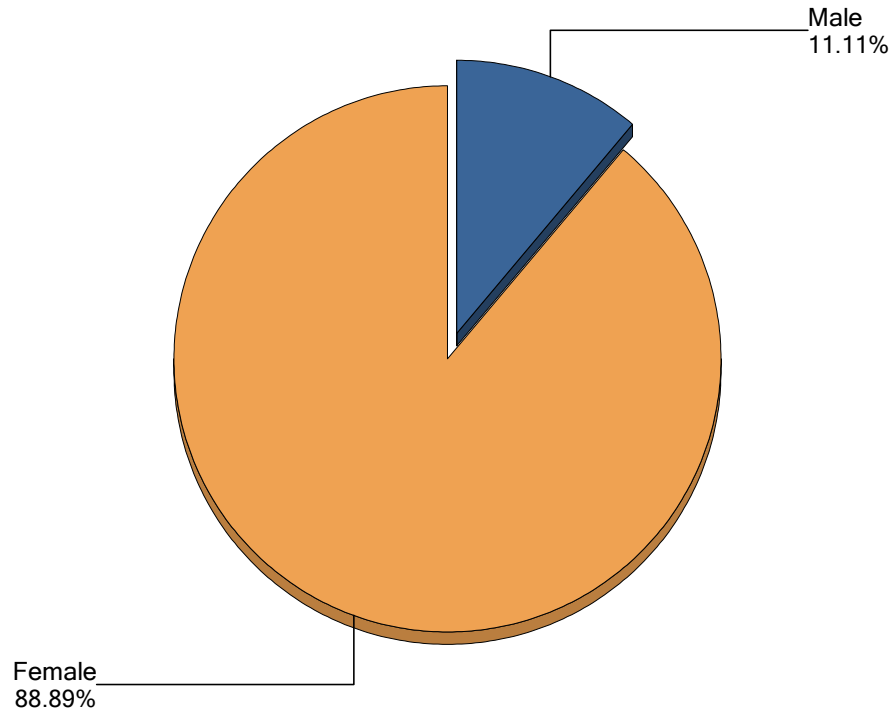
Department: 32110 - FAMILY PRACTICE RESID BRIST



White	24	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	24	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 32114 - ACADEMIC SUPPORT BRISTOL

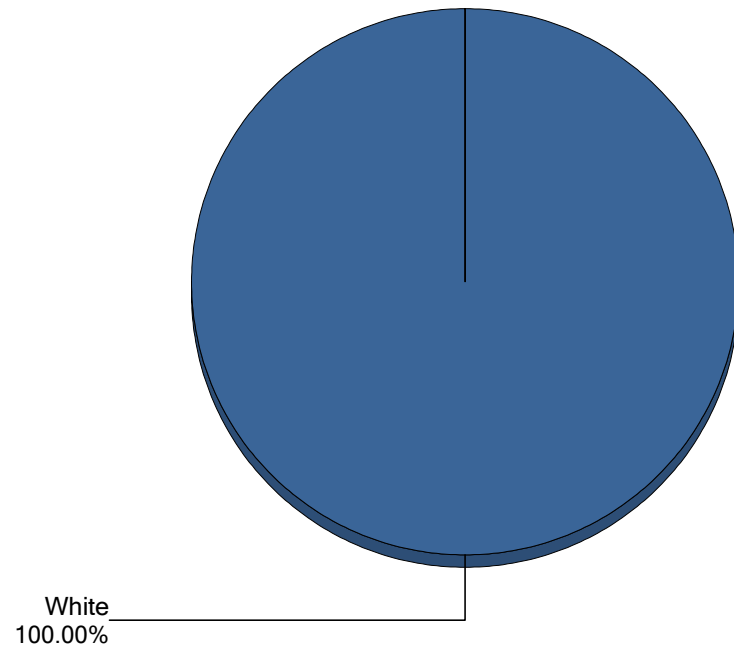
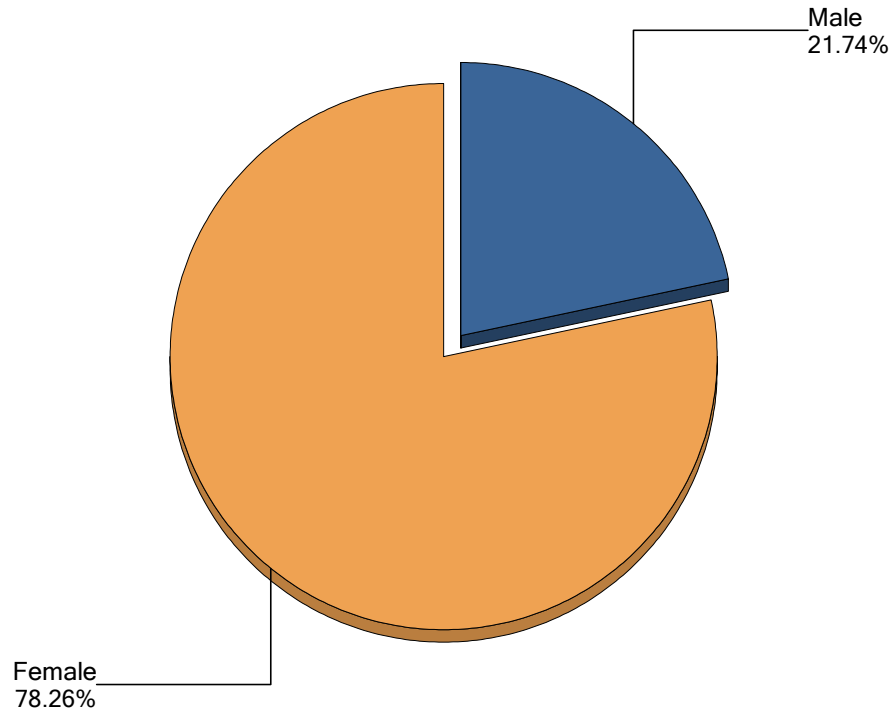


White	9	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

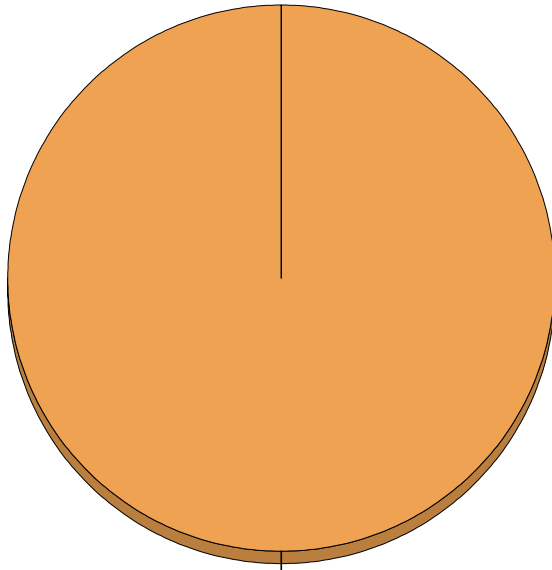
Department: 32120 - FAMILY PRACTICE RESID JOHNSON CITY



White	23	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	23	100.00%

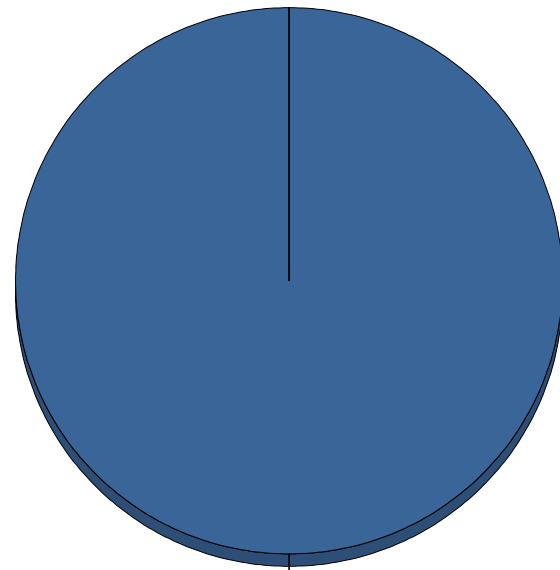
East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 32124 - ACADEMIC SUPPORT JC



Female
100.00%

Male	0	0.00%
Female	17	100.00%
Total:	17	100.00%



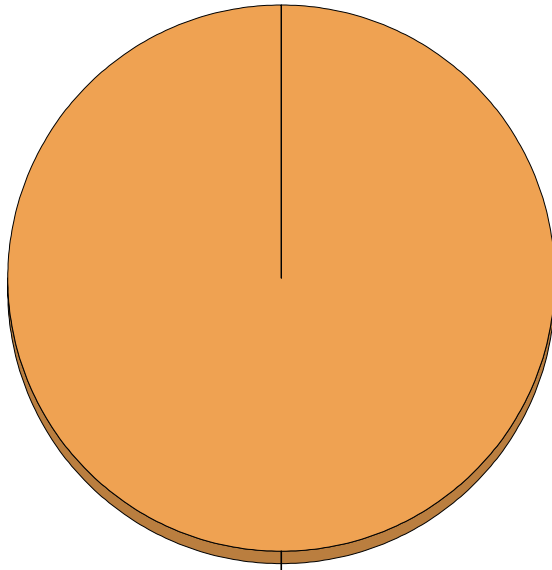
White
100.00%

White	17	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	17	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

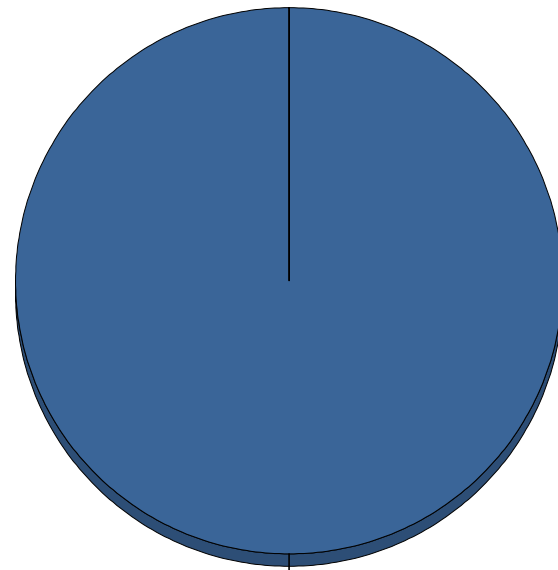
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 32210 - FAMILY PRACTICE CLIN EDUC SUPP



Female
100.00%

Male	0	0.00%
Female	3	100.00%
Total:	3	100.00%



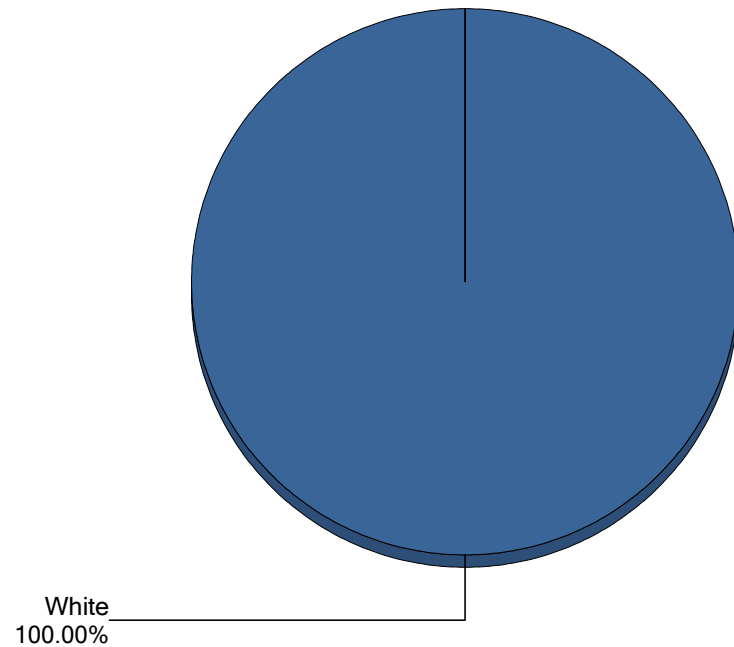
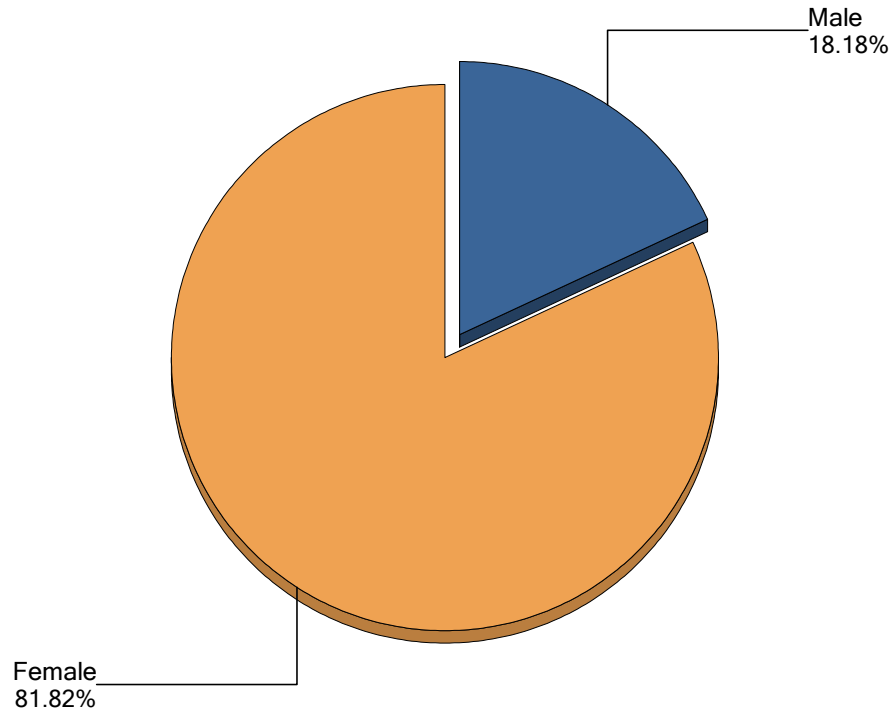
White
100.00%

White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 32230 - FINANCE OFFICE FAMILY PRACTICE

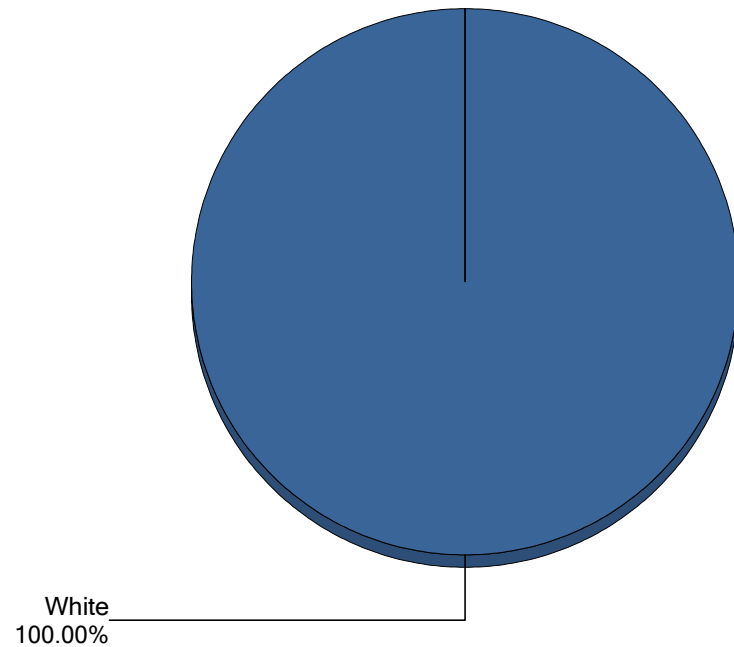
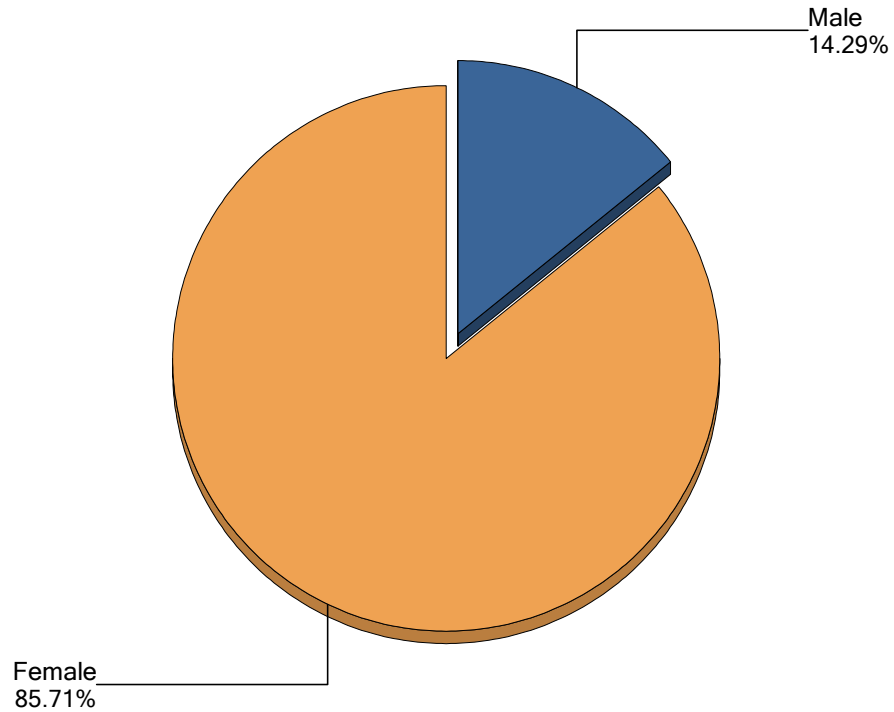


White	11	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	11	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

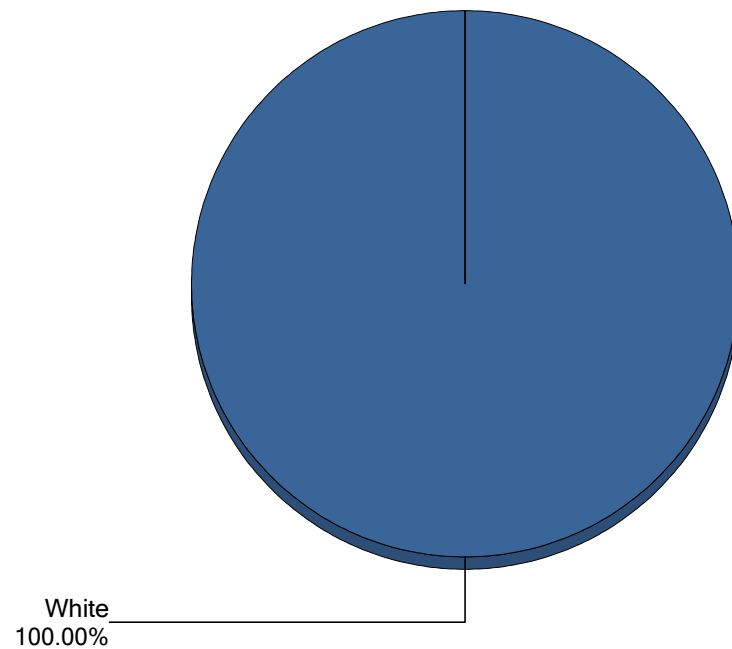
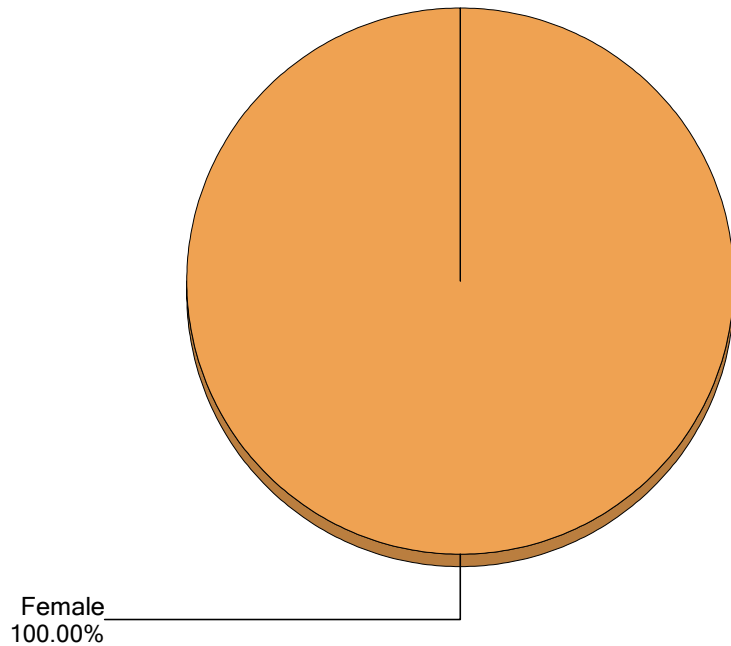
Department: 34300 - FINANCE AND ADMINISTRATION



White	7	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	7	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 34315 - AMBULATORY TEACHING

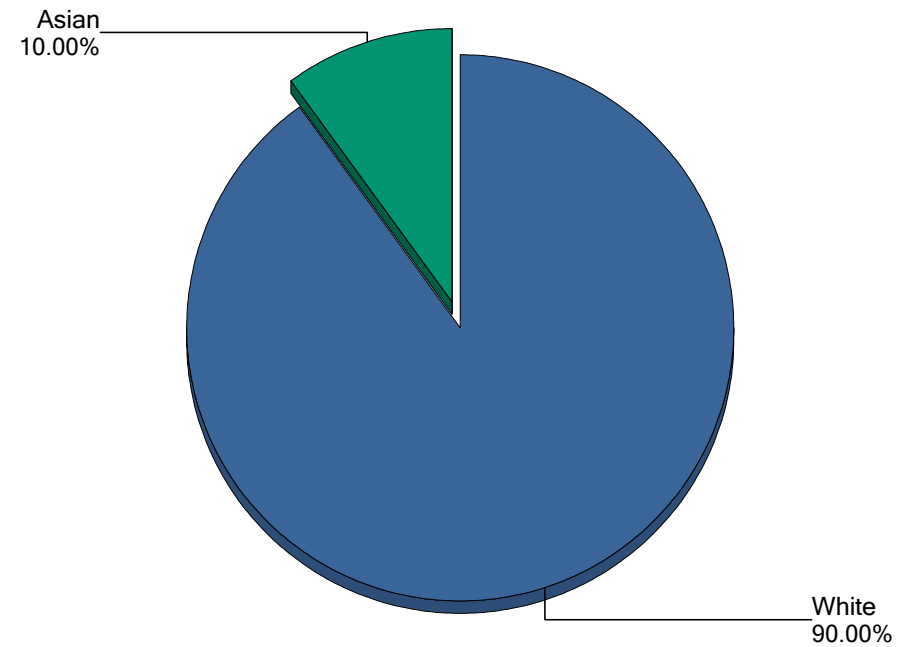
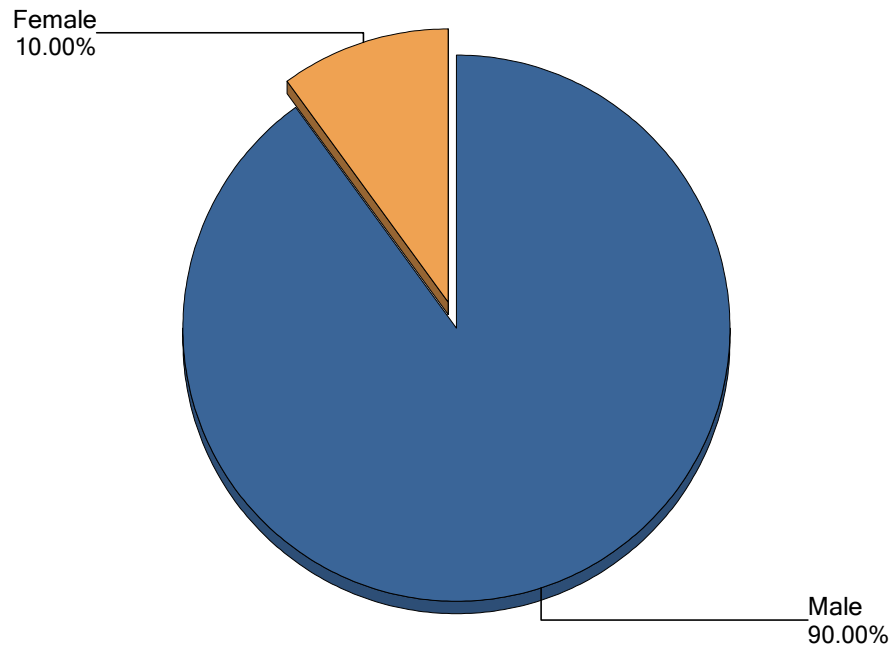


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 34333 - ORTHOPAEDIC RESIDENTS-HVHMC



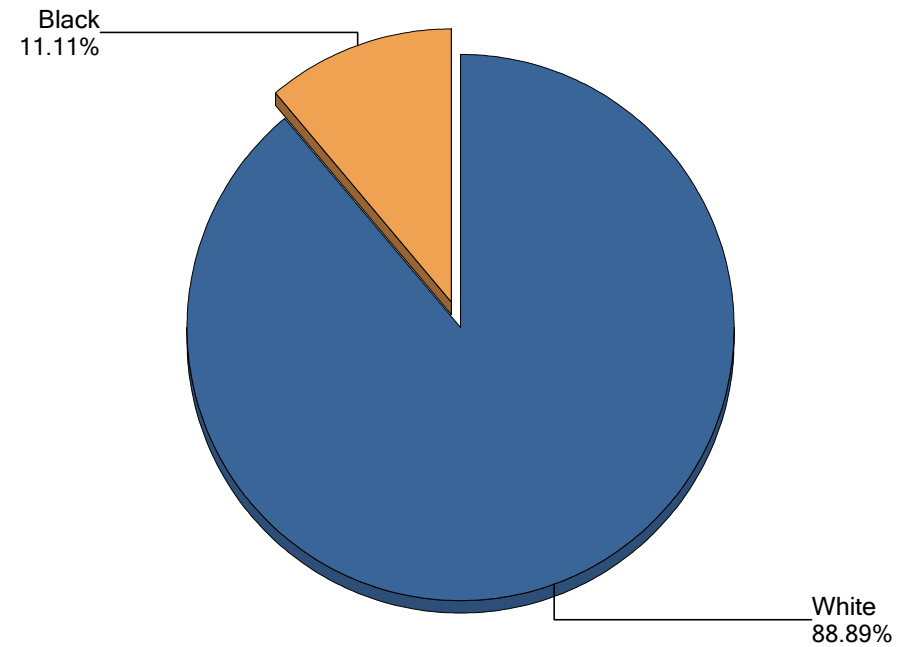
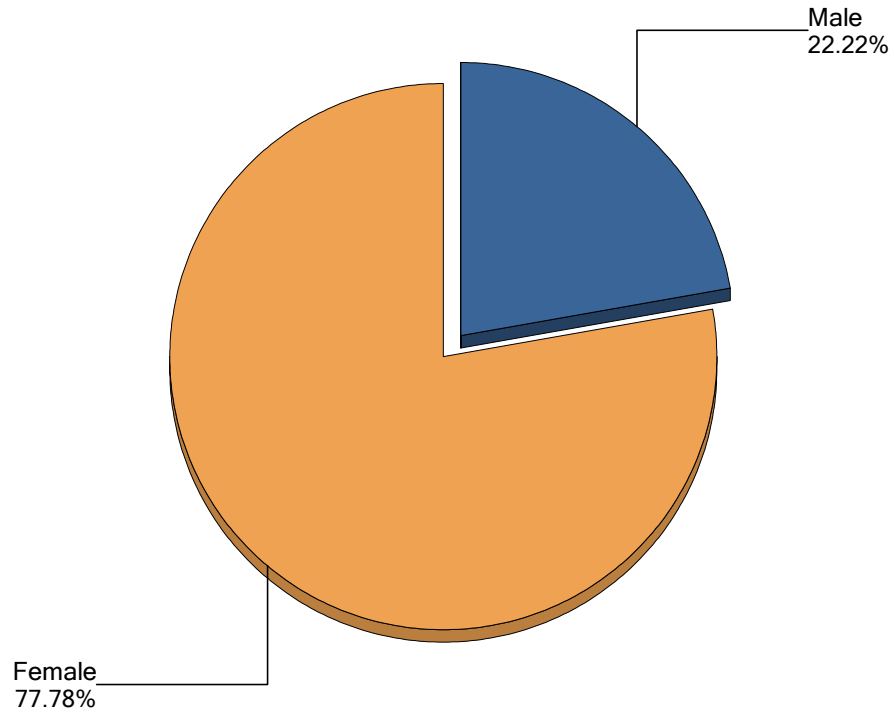
Male	9	90.00%
Female	1	10.00%
Total:	10	100.00%

White	9	90.00%
Black	0	0.00%
Asian	1	10.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	10	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 34345 - DIV OF LAB ANIMAL RESOURCES

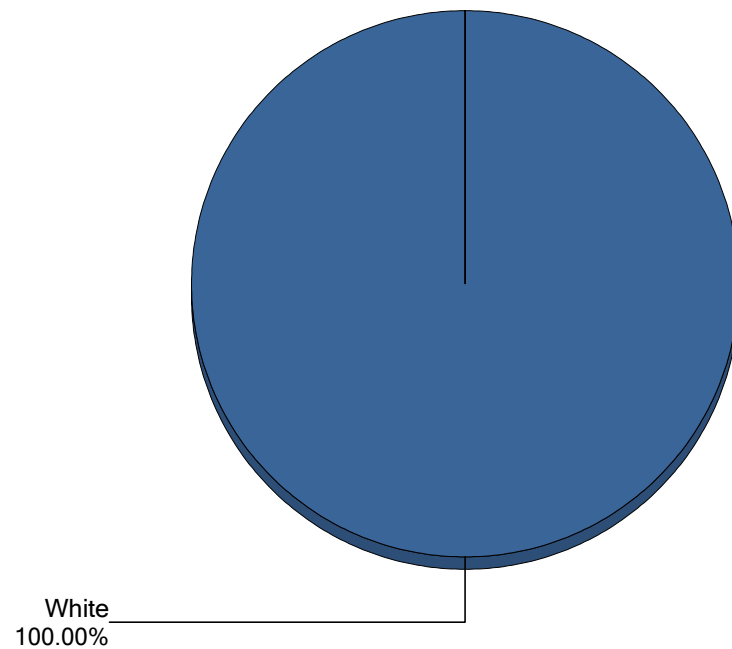
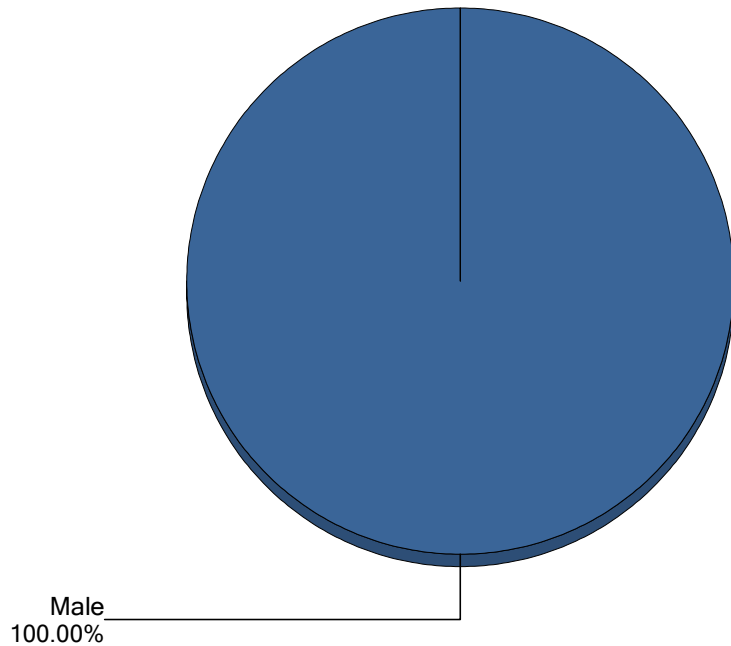


White	8	88.89%
Black	1	11.11%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 34400 - TRAINING CENTER

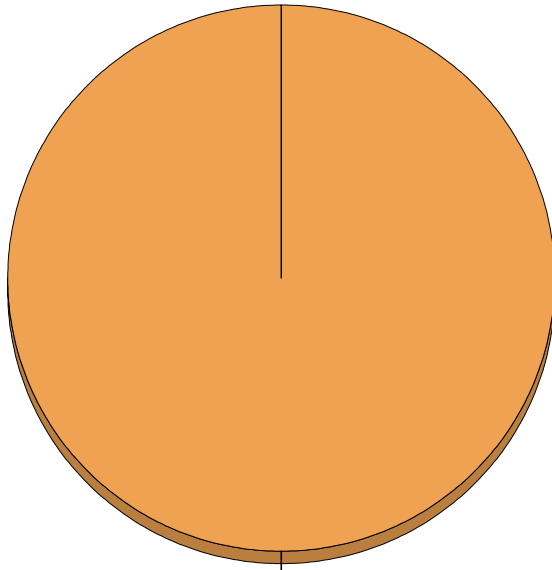


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

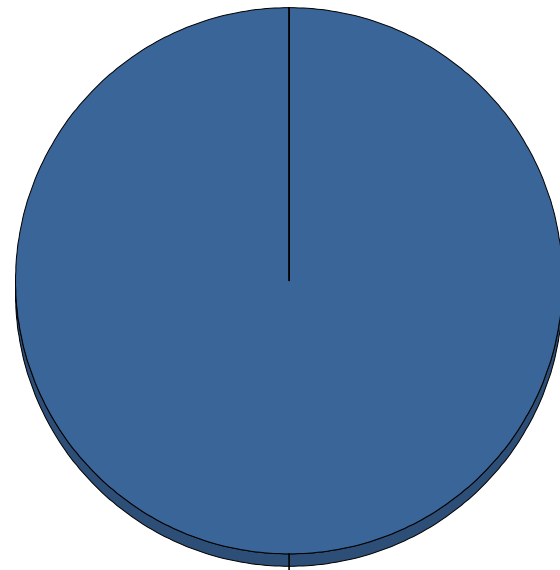
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 34600 - GRADUATE PROGRAM COM



Female
100.00%

Male	0	0.00%
Female	1	100.00%
Total:	1	100.00%



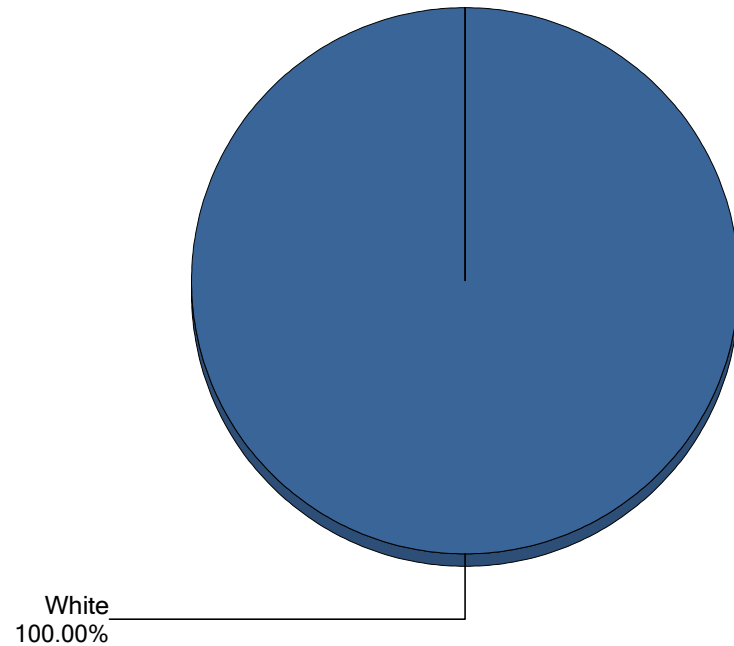
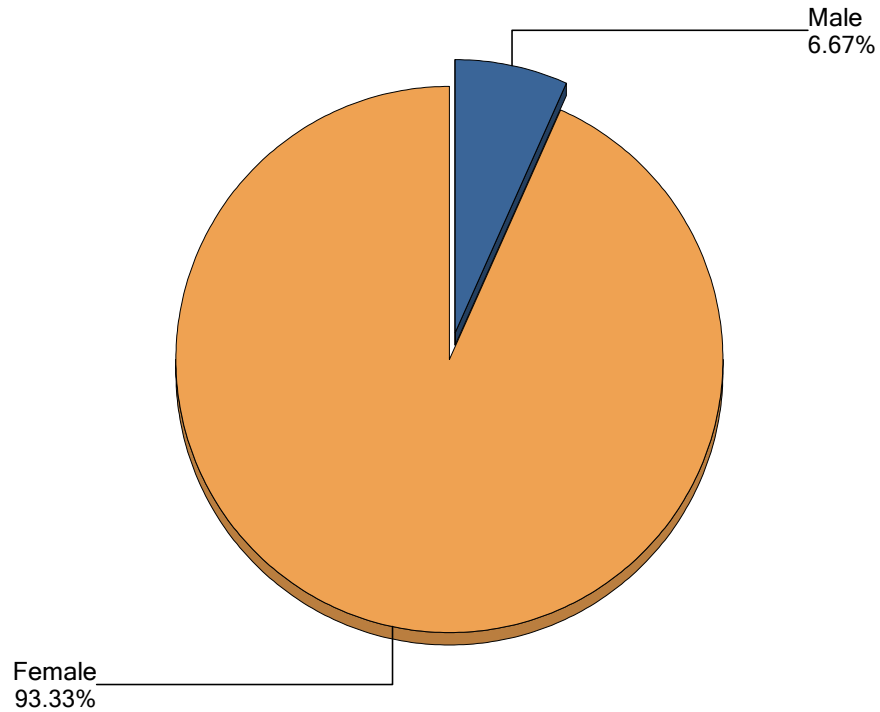
White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

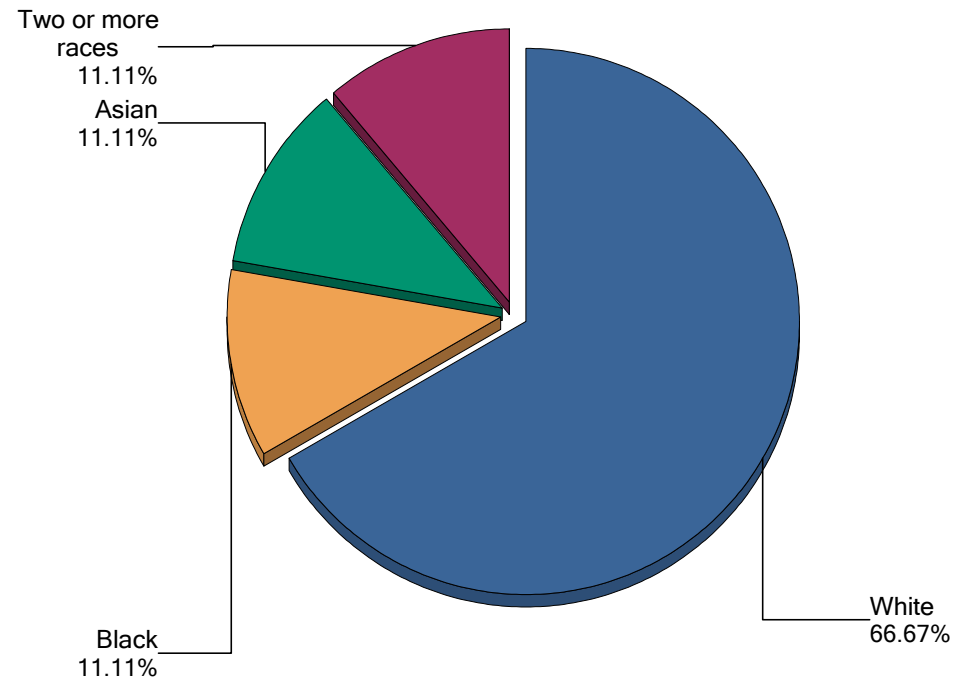
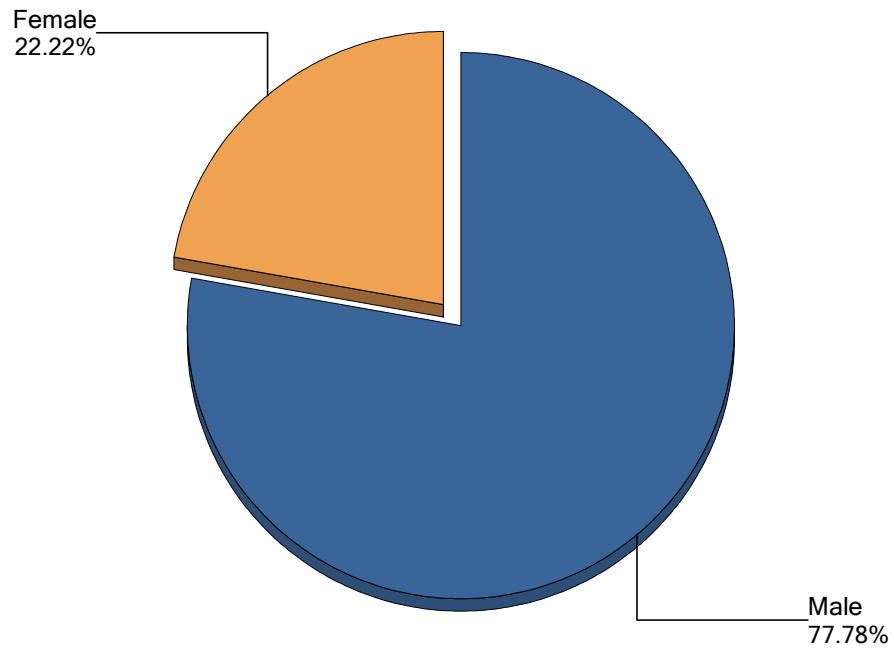
Department: 34720 - STUDENT SERVICES COM



White	15	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	15	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

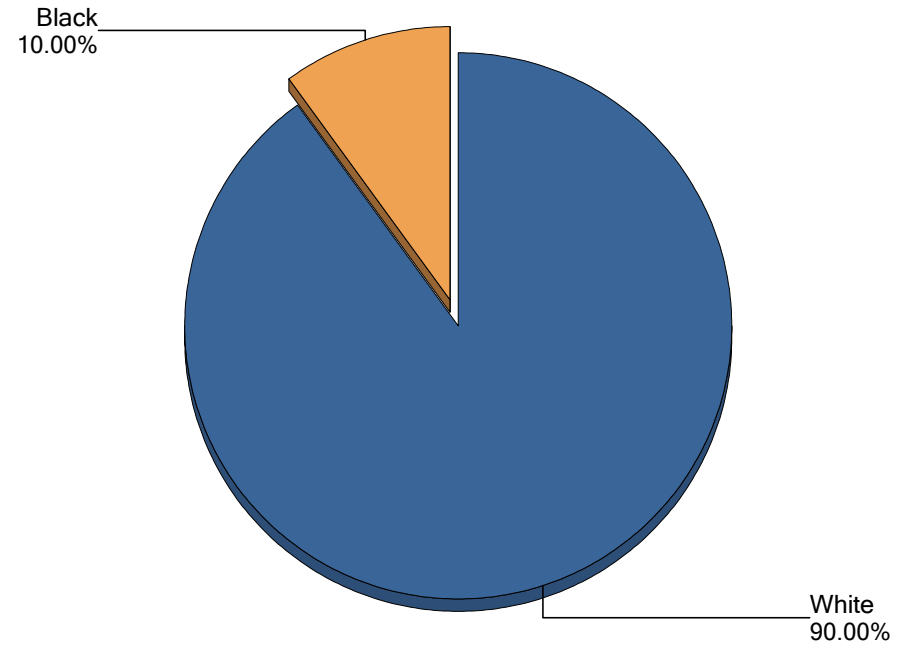
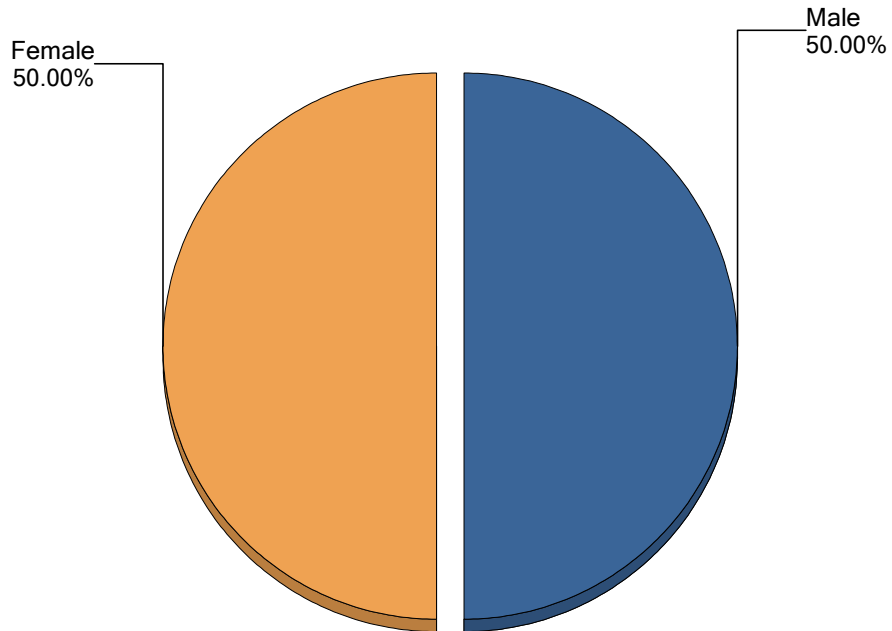
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 34731 - STUDENT ACTIVITY SUPPORT



White	6	66.67%
Black	1	11.11%
Asian	1	11.11%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	11.11%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 35000 - DEAN COLLEGE OF NURSING



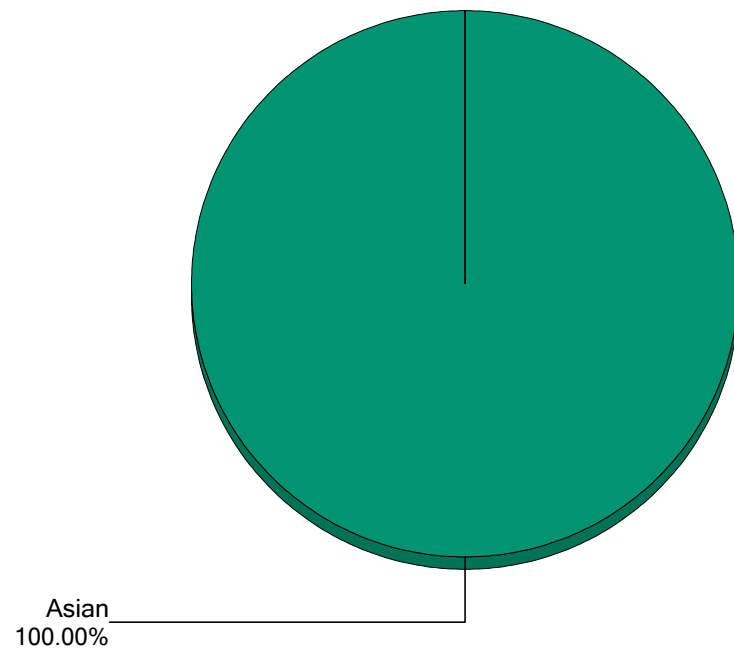
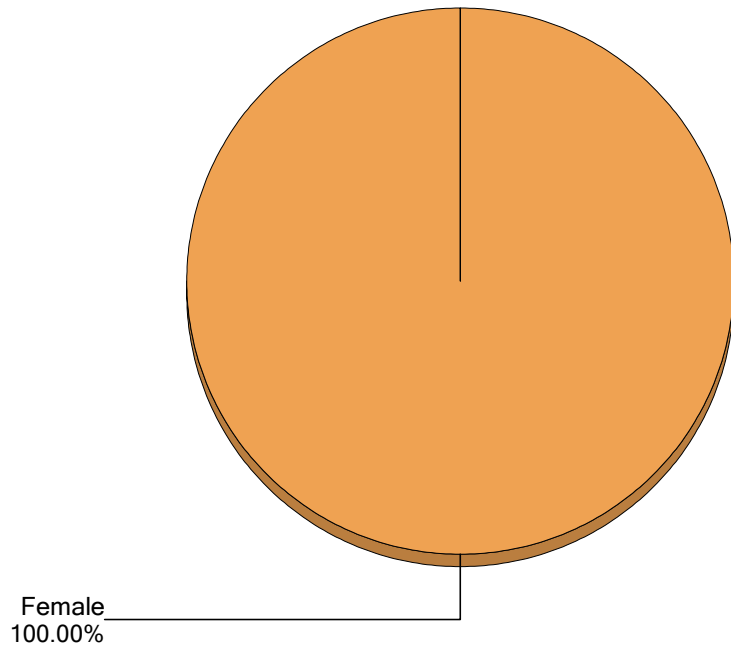
Male	5	50.00%
Female	5	50.00%
Total:	10	100.00%

White	9	90.00%
Black	1	10.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	10	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 35020 - RES IMP NURSING

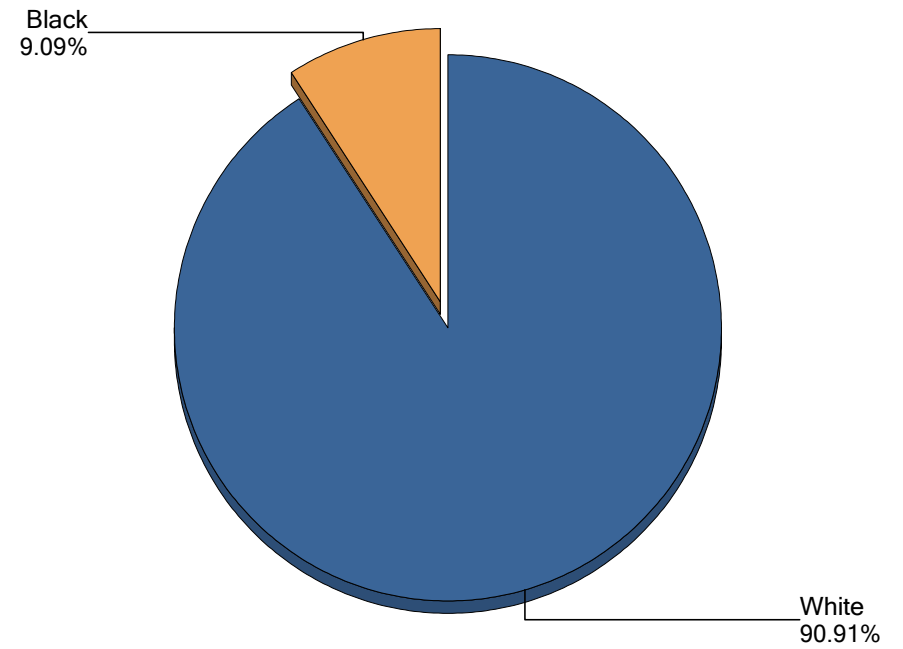
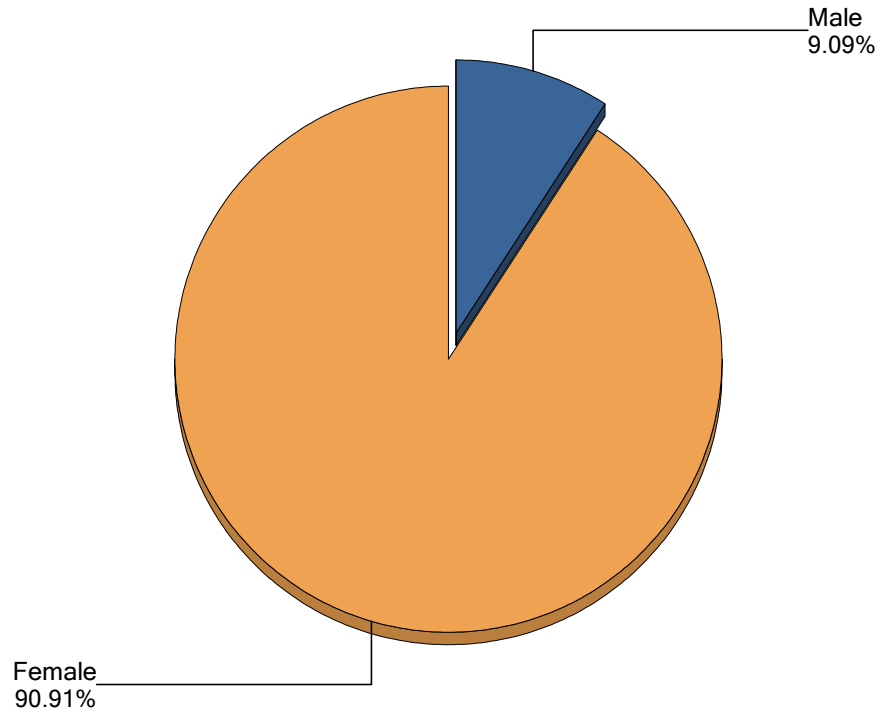


White	0	0.00%
Black	0	0.00%
Asian	1	100.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 35030 - STUDENT HEALTH CLINIC

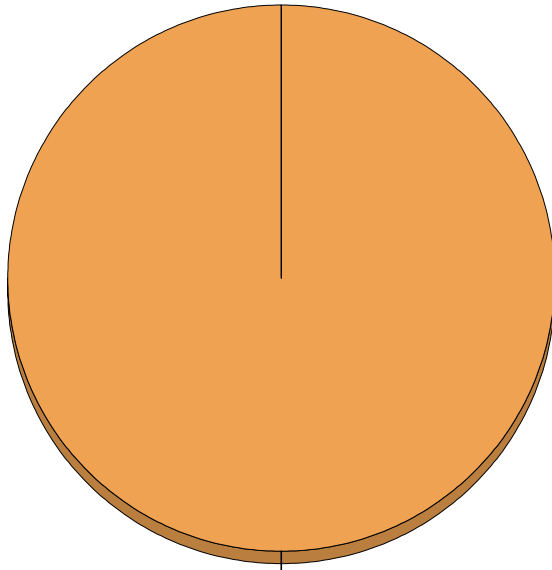


White	10	90.91%
Black	1	9.09%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	11	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

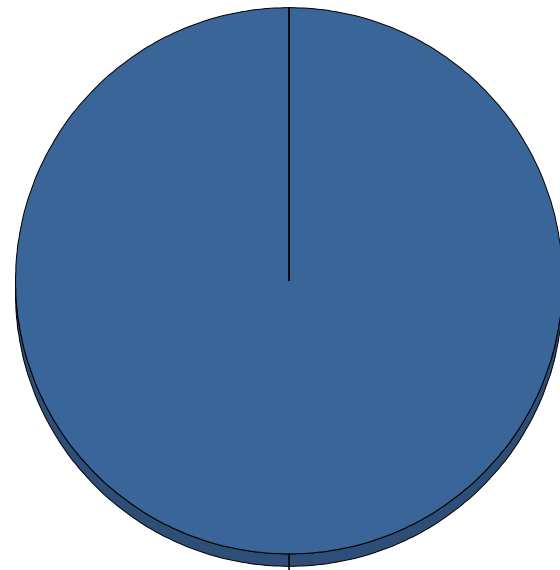
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 35100 - ACAD PGMS STUDENT SERVICES



Female
100.00%

Male	0	0.00%
Female	5	100.00%
Total:	5	100.00%



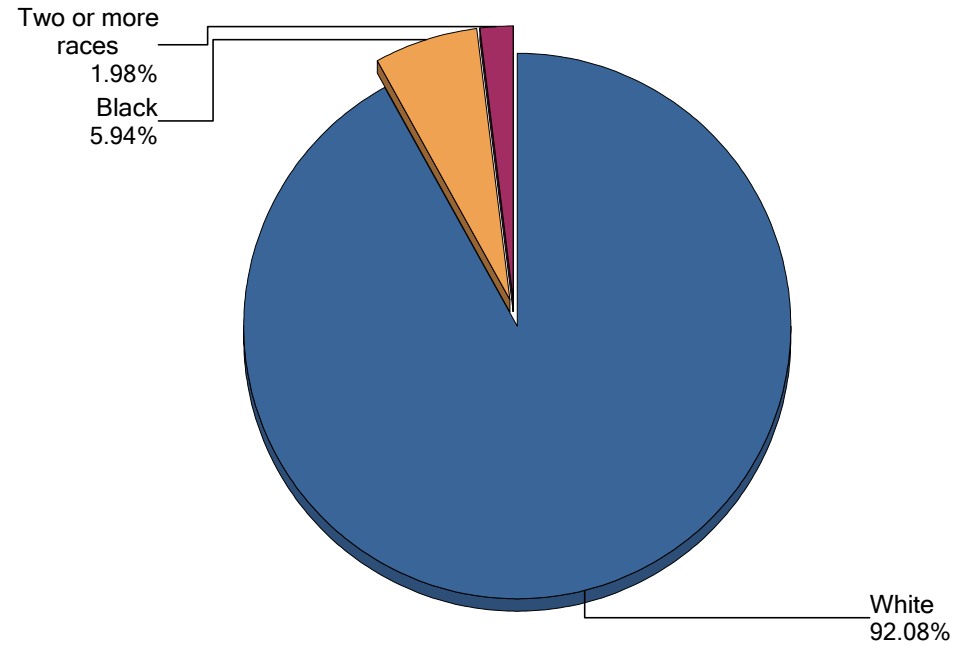
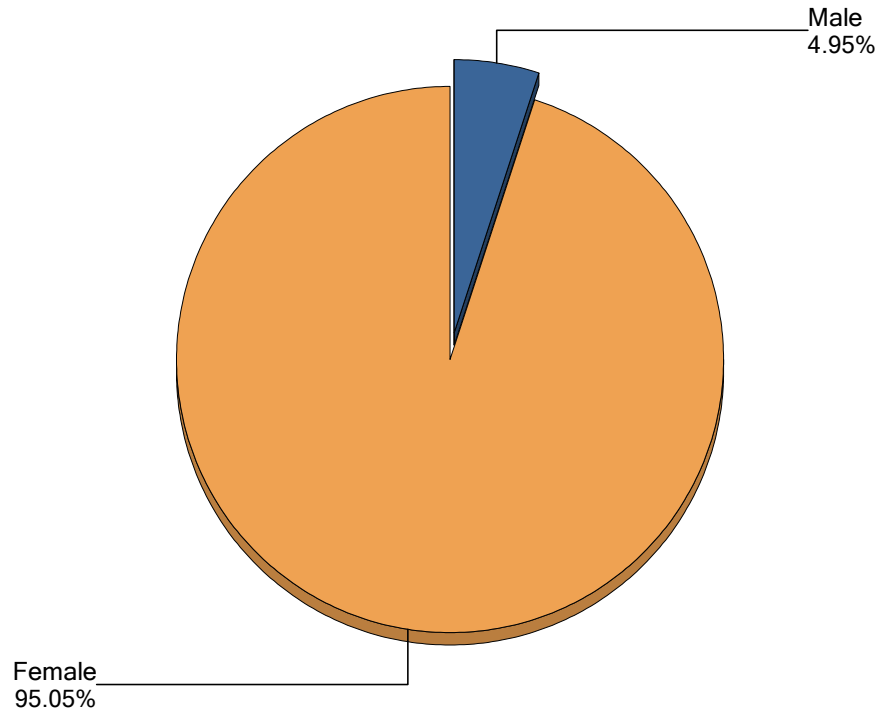
White
100.00%

White	5	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 35200 - NURSING UNDERGRADUATE PROGRAMS



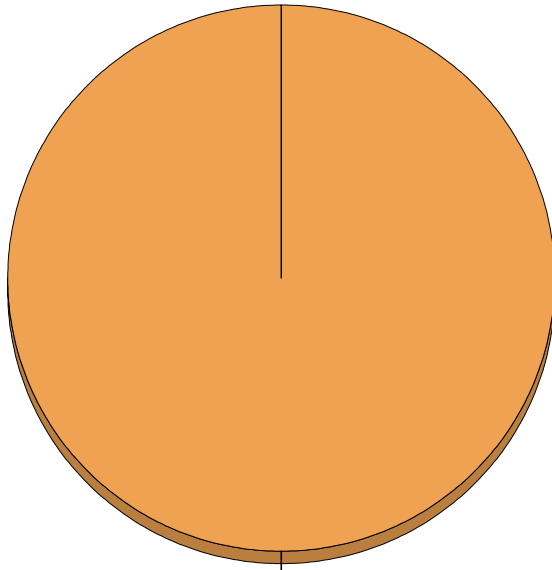
Male	5	4.95%
Female	96	95.05%
Total:	101	100.00%

White	93	92.08%
Black	6	5.94%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	2	1.98%
Total:	101	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

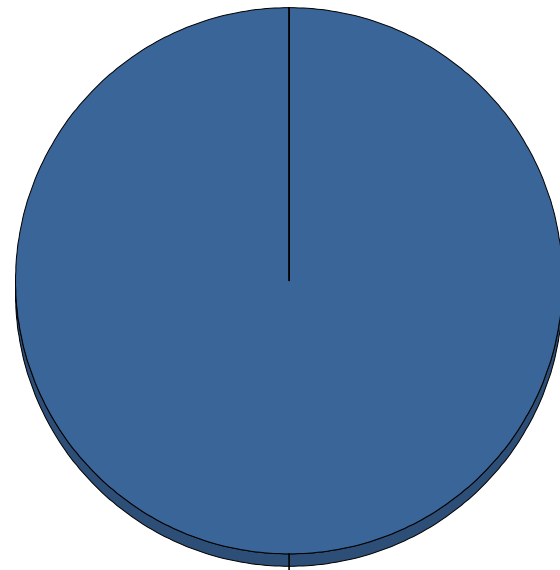
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 35300 - CENTER FOR NURSING RESEARCH



Female
100.00%

Male	0	0.00%
Female	2	100.00%
Total:	2	100.00%



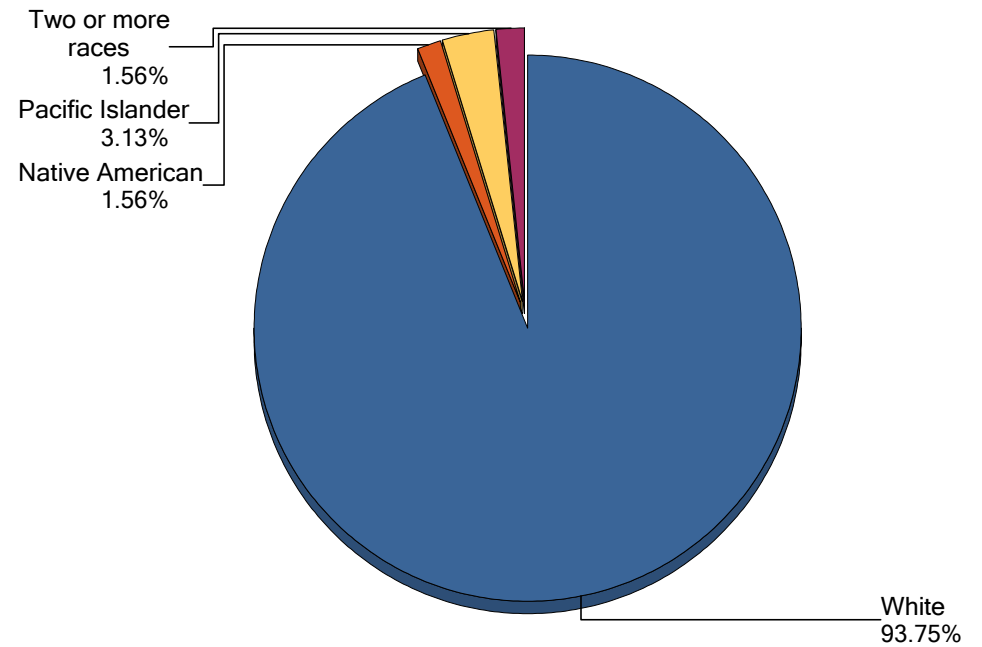
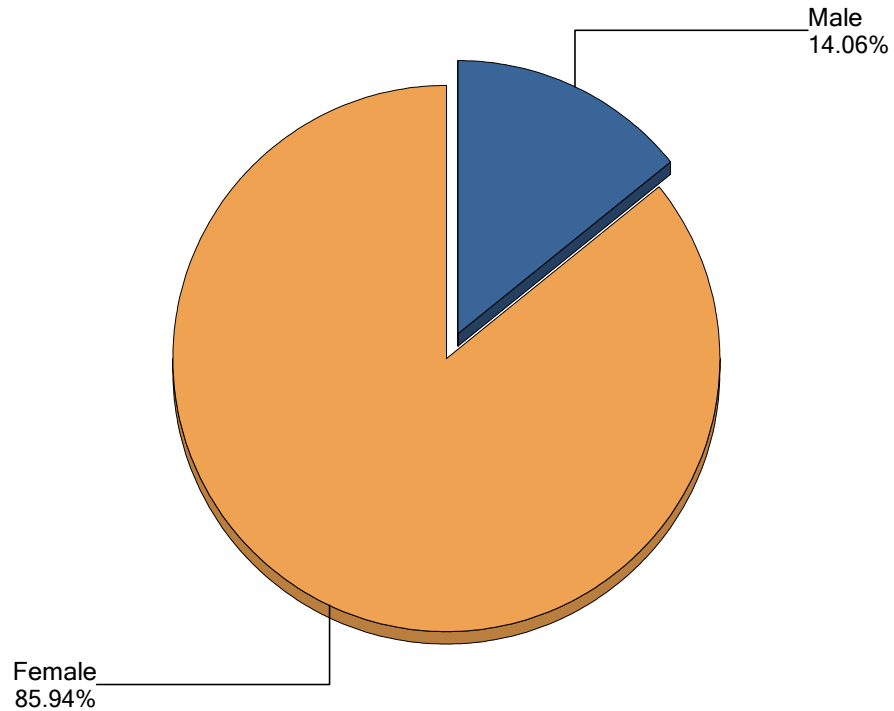
White
100.00%

White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

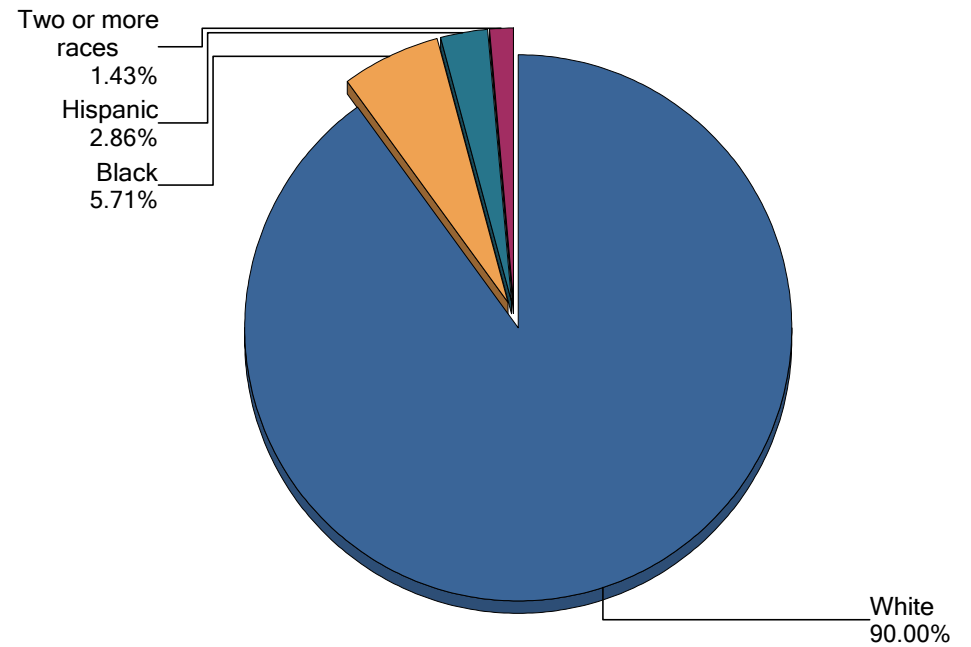
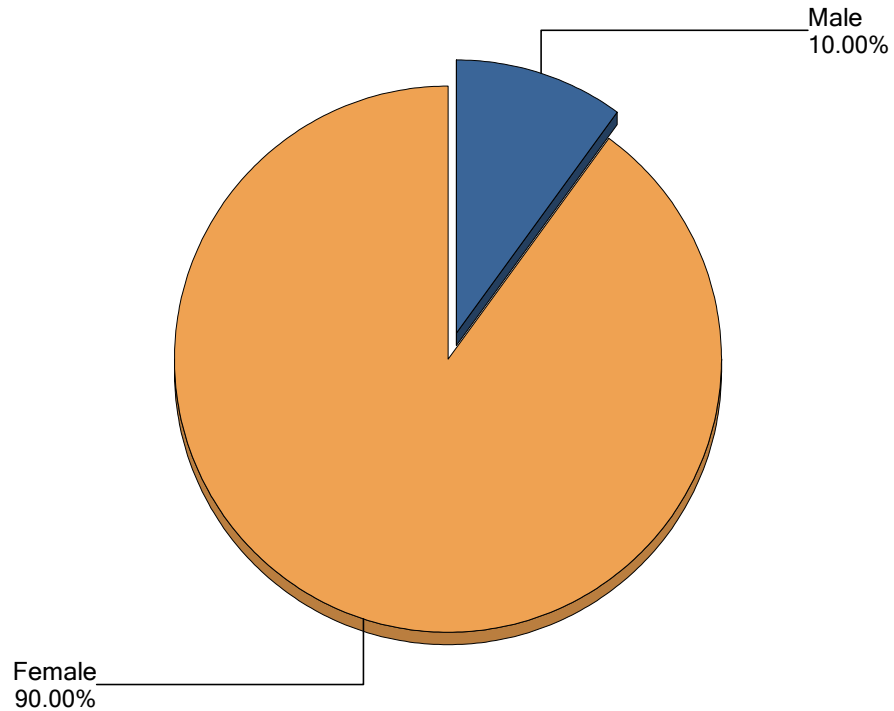
Department: 35400 - NURSING GRADUATE PROGRAMS



White	60	93.75%
Black	0	0.00%
Asian	0	0.00%
Native American	1	1.56%
Hispanic	0	0.00%
Pacific Islander	2	3.13%
Two or more races	1	1.56%
Total:	64	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 35500 - OFFICE OF PRACTICE



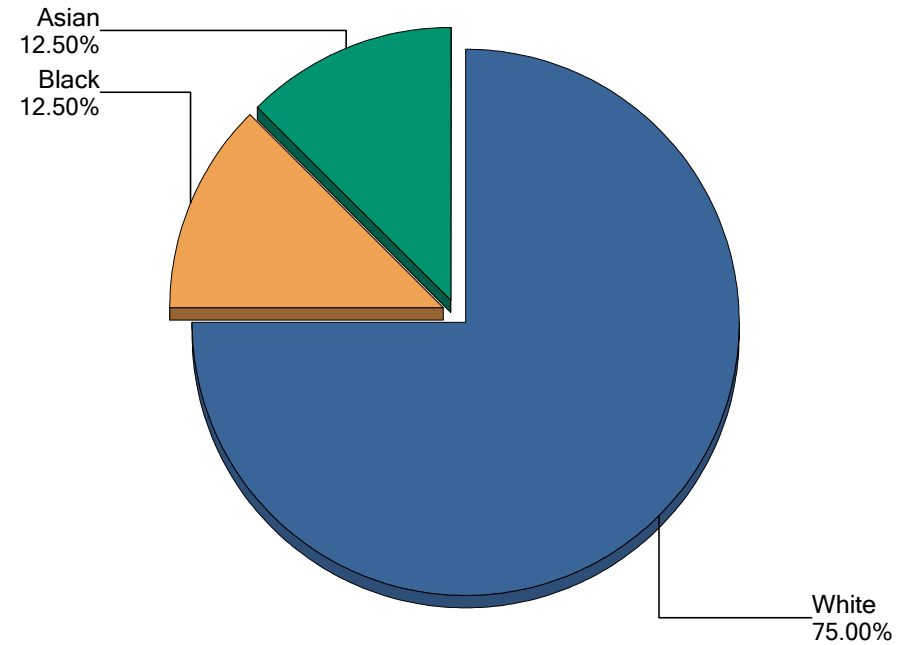
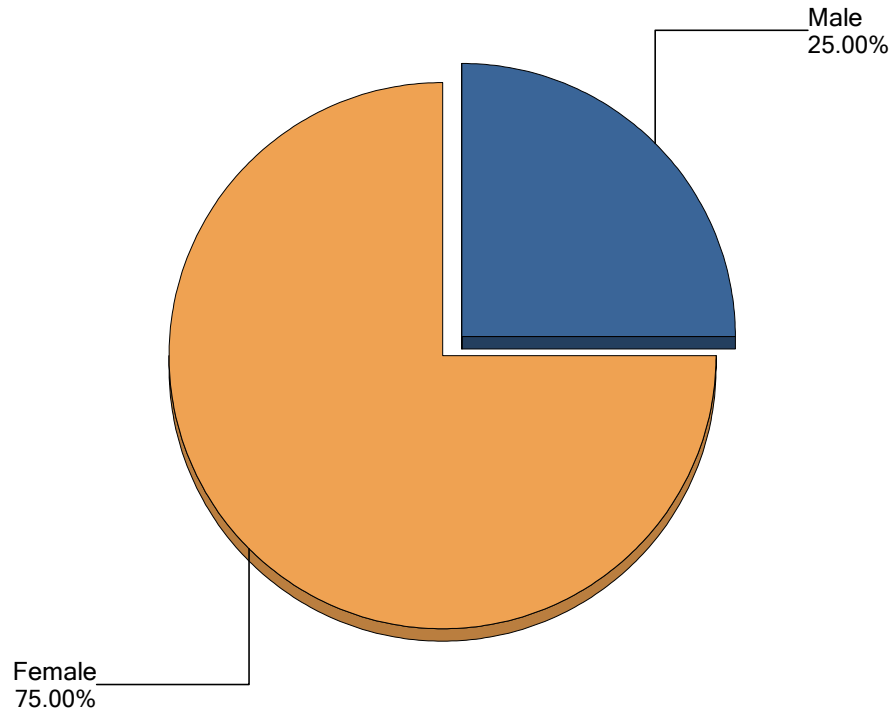
Male	7	10.00%
Female	63	90.00%
Total:	70	100.00%

White	63	90.00%
Black	4	5.71%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	2	2.86%
Pacific Islander	0	0.00%
Two or more races	1	1.43%
Total:	70	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 35600 - NURSING-OFFICE OF STUDENT SERVICES

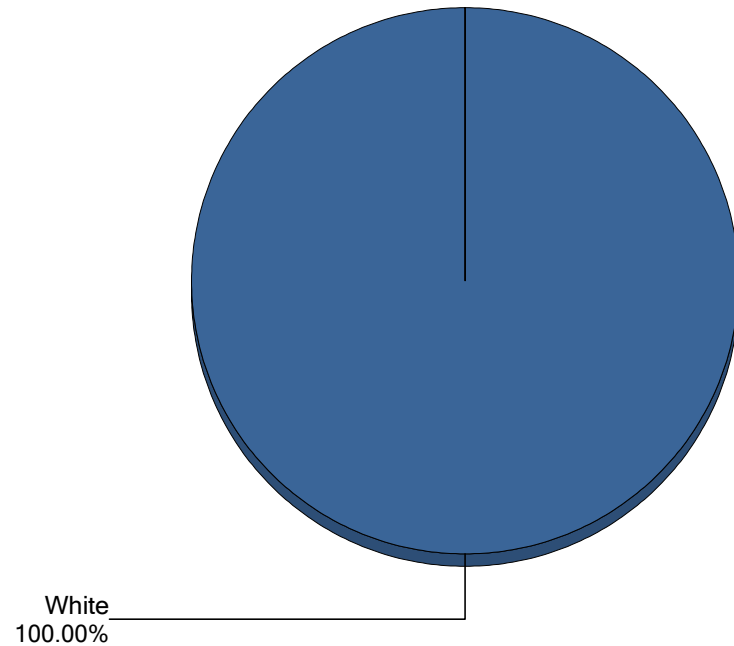
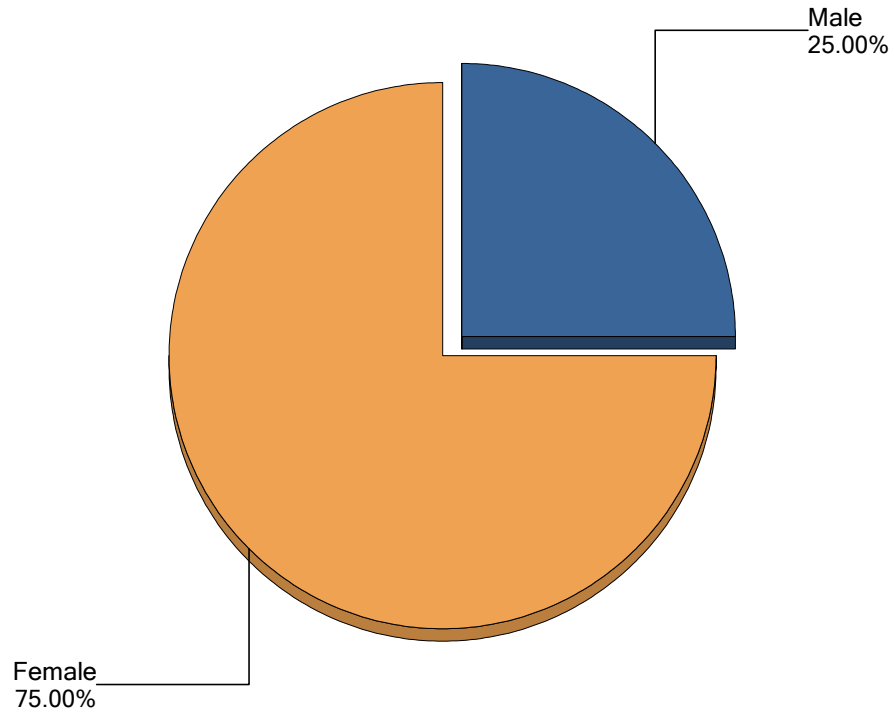


White	6	75.00%
Black	1	12.50%
Asian	1	12.50%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	8	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

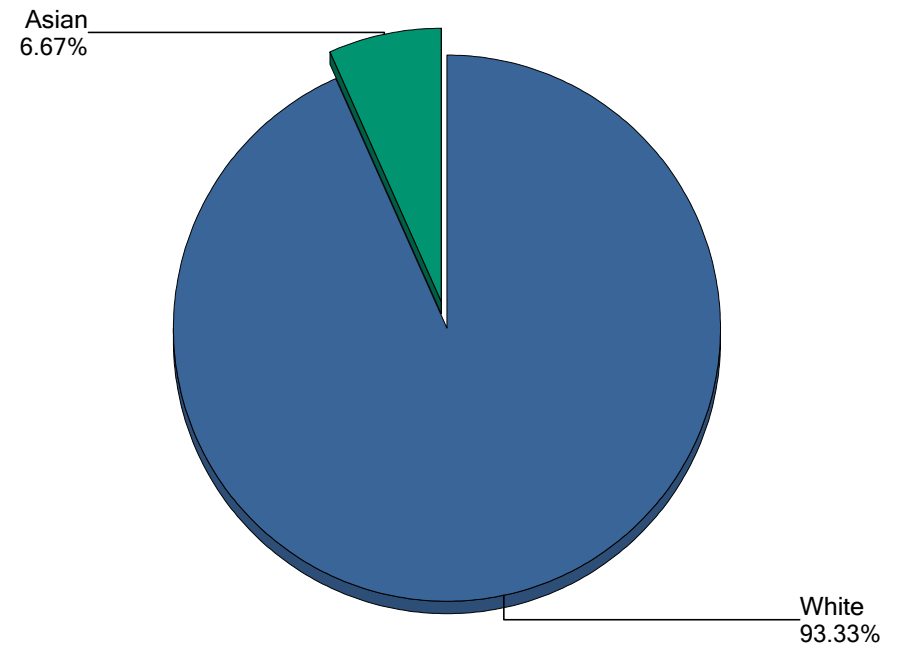
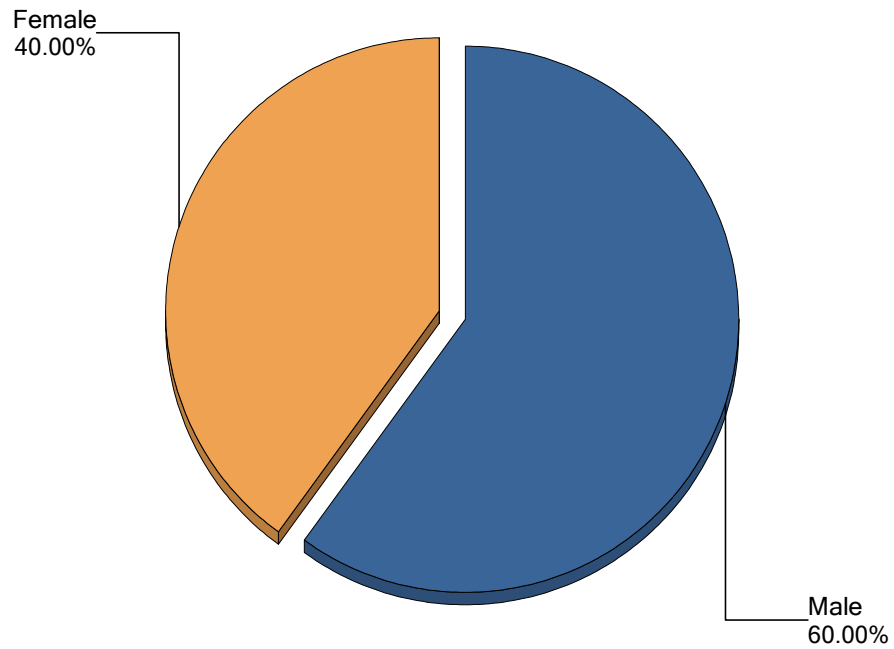
Department: 36000 - DEAN COLLEGE OF PHARMACY



White	4	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

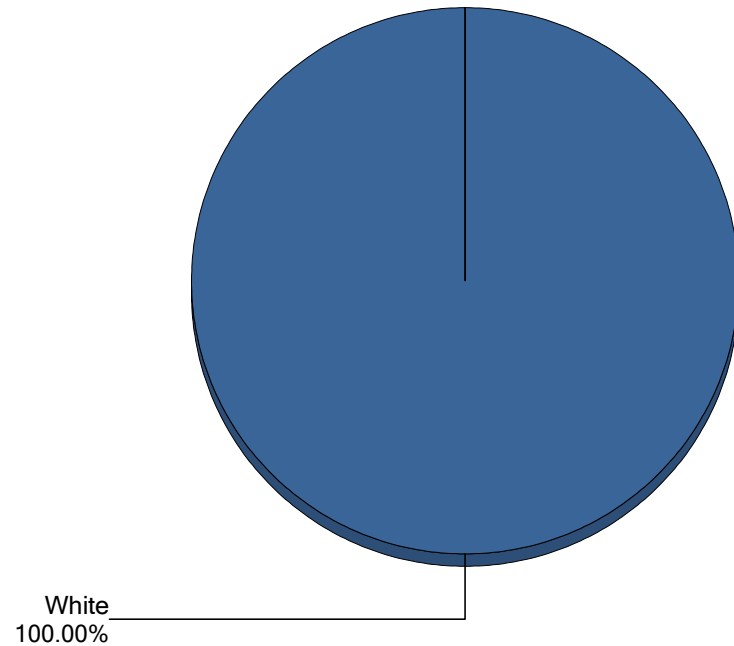
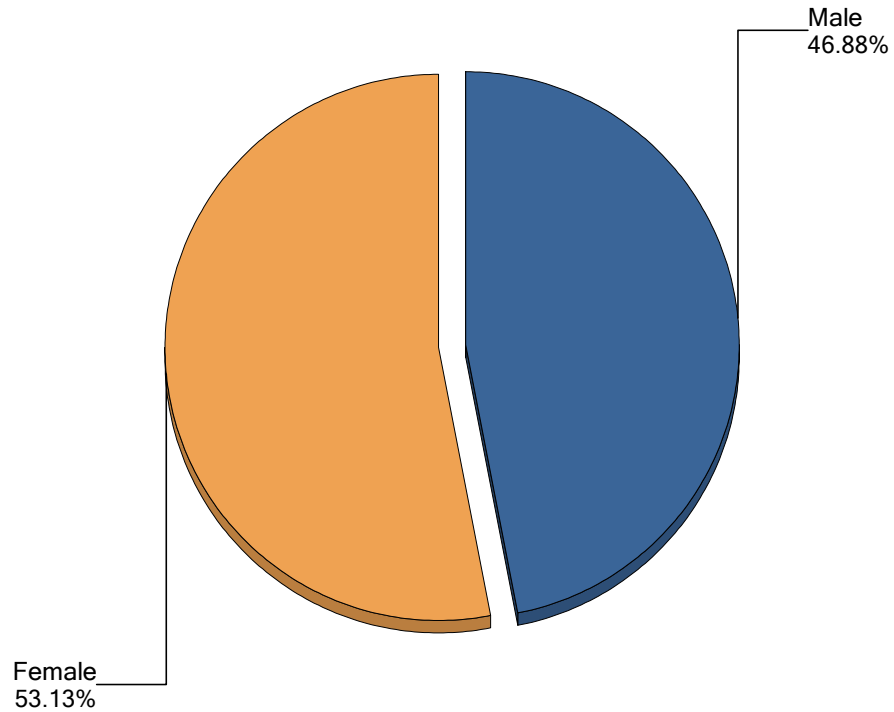
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 36025 - PHARMACEUTICAL SCIENCES



White	14	93.33%
Black	0	0.00%
Asian	1	6.67%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	15	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 36050 - PHARMACY PRACTICE

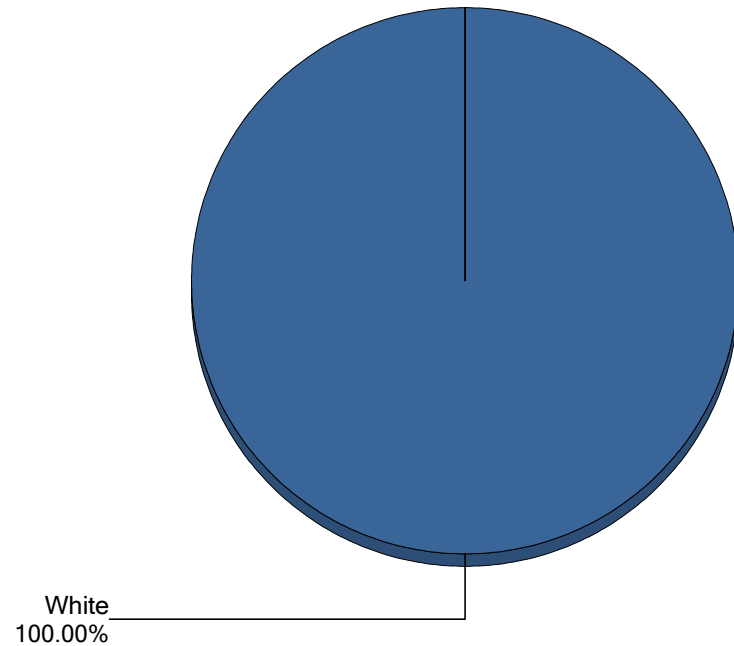
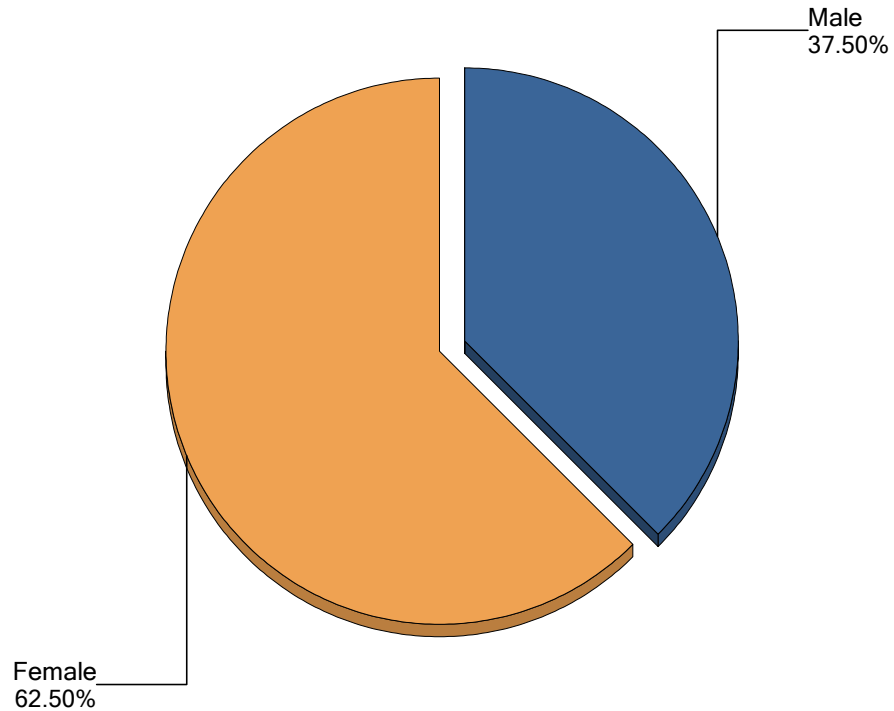


White	32	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	32	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

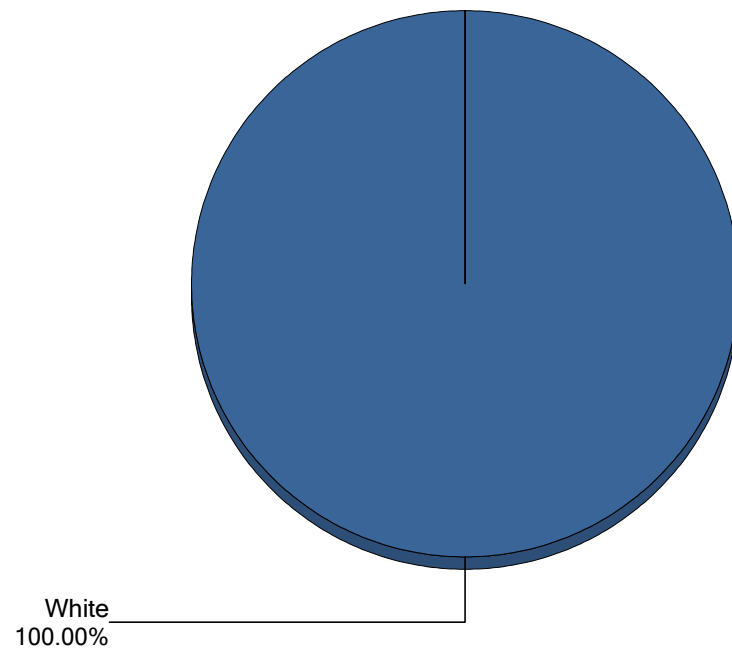
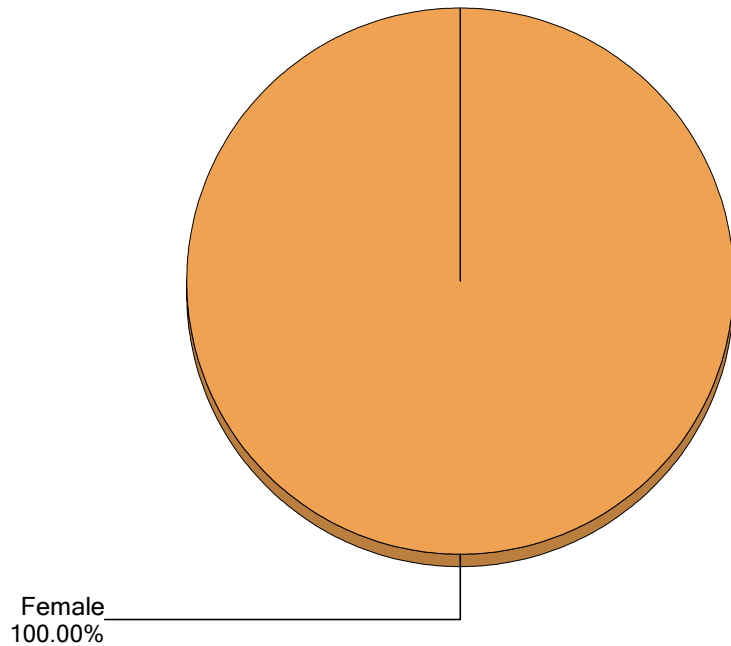
Department: 36300 - ASSOC DEAN ACADEMIC AFFAIRS



White	8	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	8	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 36305 - EXPERIENTIAL PROGRAMS

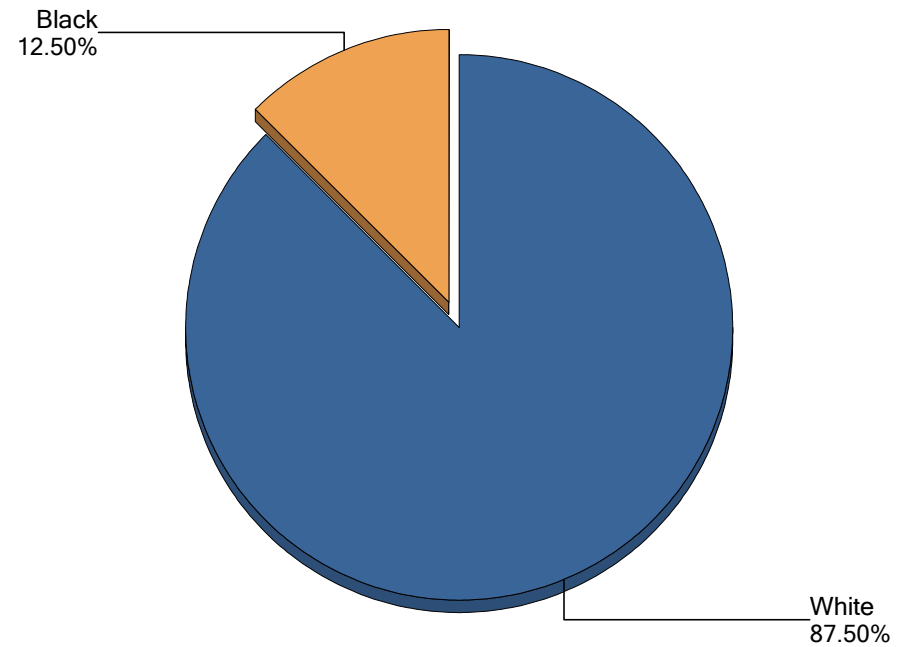
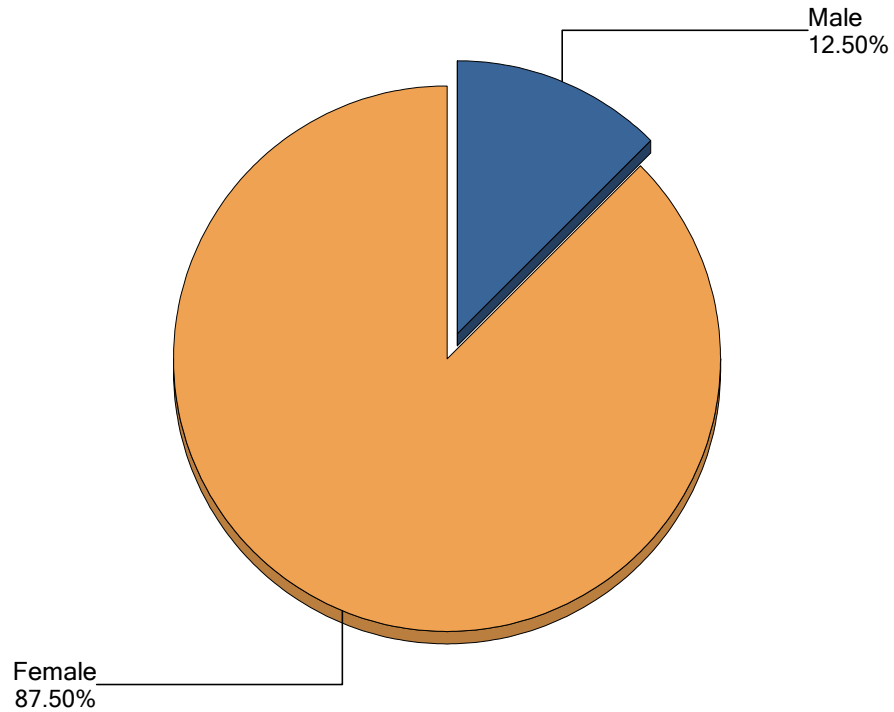


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 36350 - ASSOC DEAN STUDENT SERV

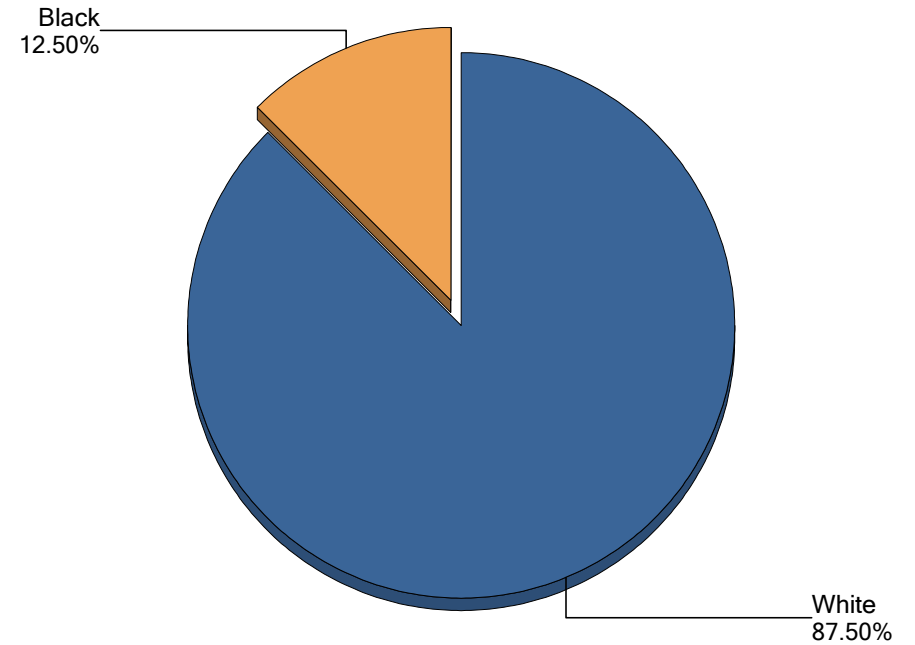
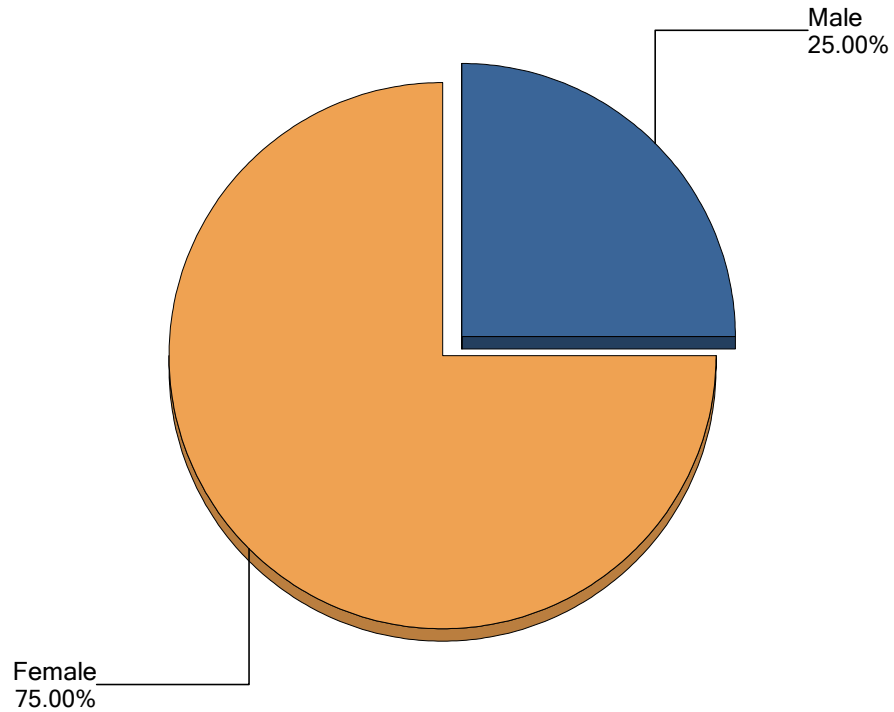


White	7	87.50%
Black	1	12.50%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	8	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

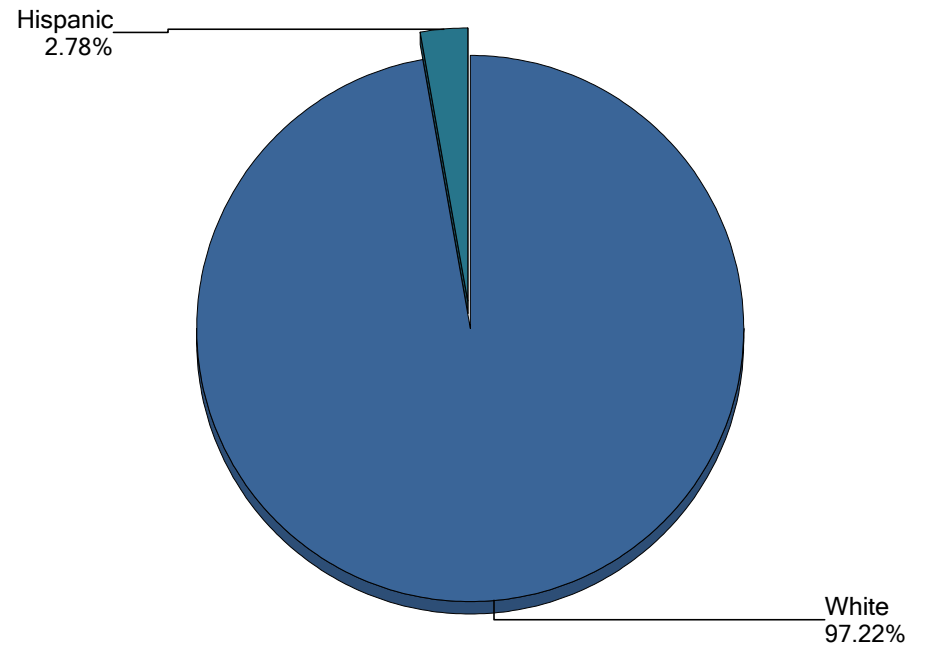
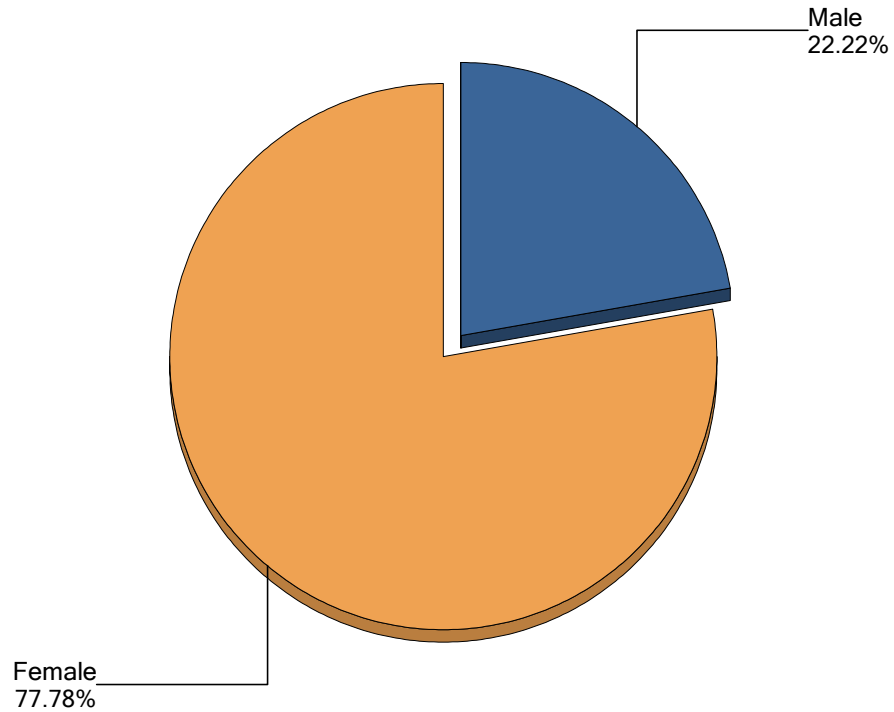
Department: 37000 - DEAN CCRHS



White	7	87.50%
Black	1	12.50%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	8	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 37100 - ALLIED HEALTH SCIENCES

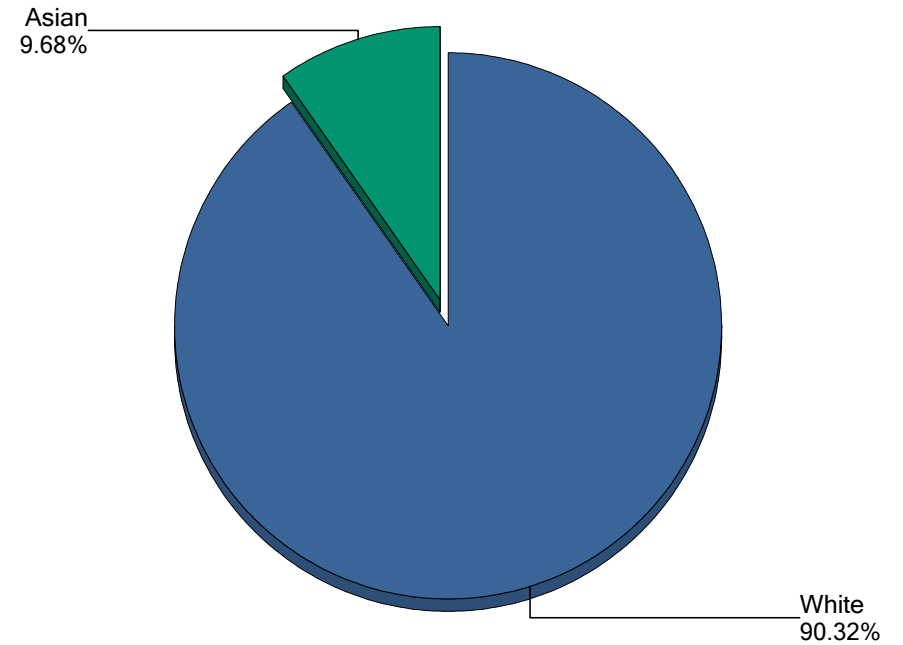
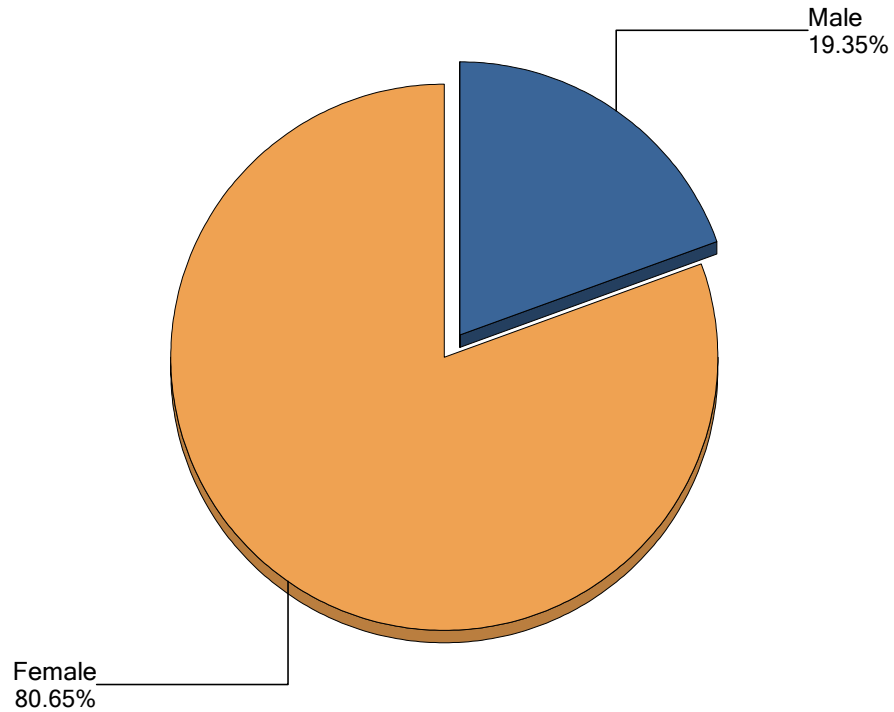


White	35	97.22%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	1	2.78%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	36	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 37200 - AUDIOLOGY AND SPEECH LANG PATHOLOGY



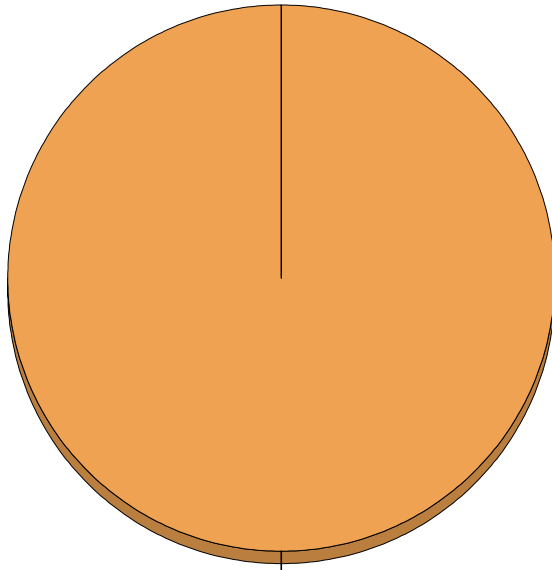
Male	6	19.35%
Female	25	80.65%
Total:	31	100.00%

White	28	90.32%
Black	0	0.00%
Asian	3	9.68%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	31	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

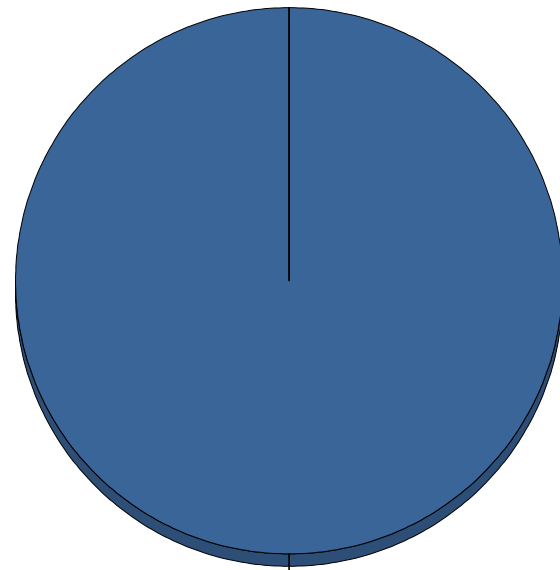
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 37220 - COMMUNICATIVE DISORDERS CLINIC



Female
100.00%

Male	0	0.00%
Female	2	100.00%
Total:	2	100.00%



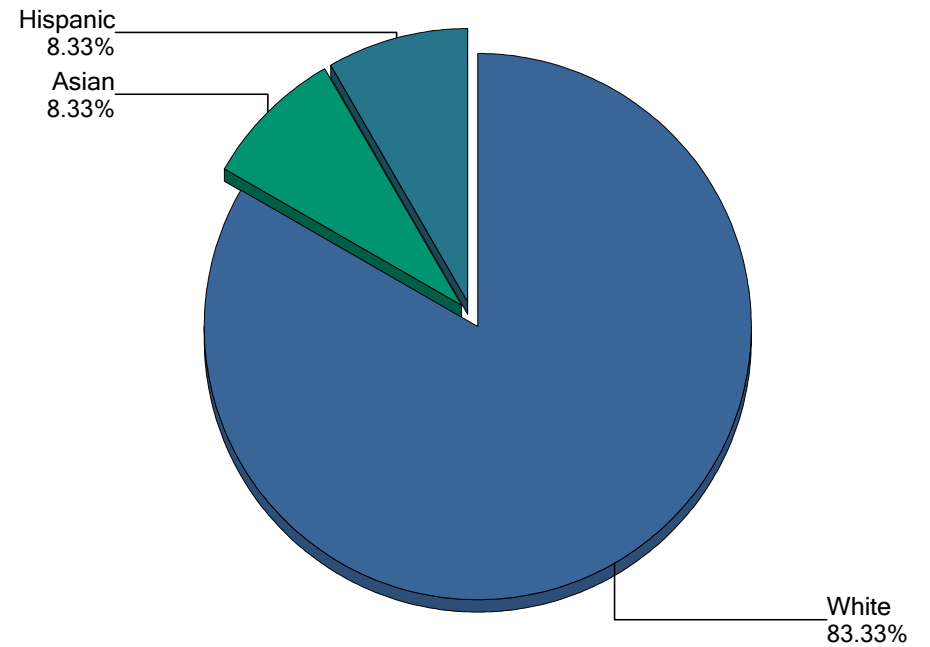
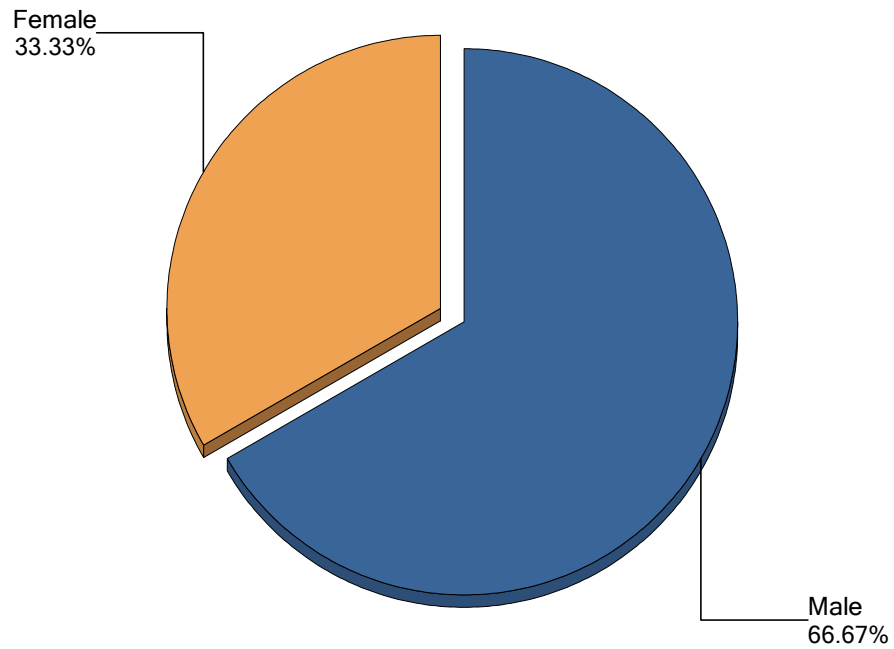
White
100.00%

White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 37300 - ENVIRONMENTAL HEALTH



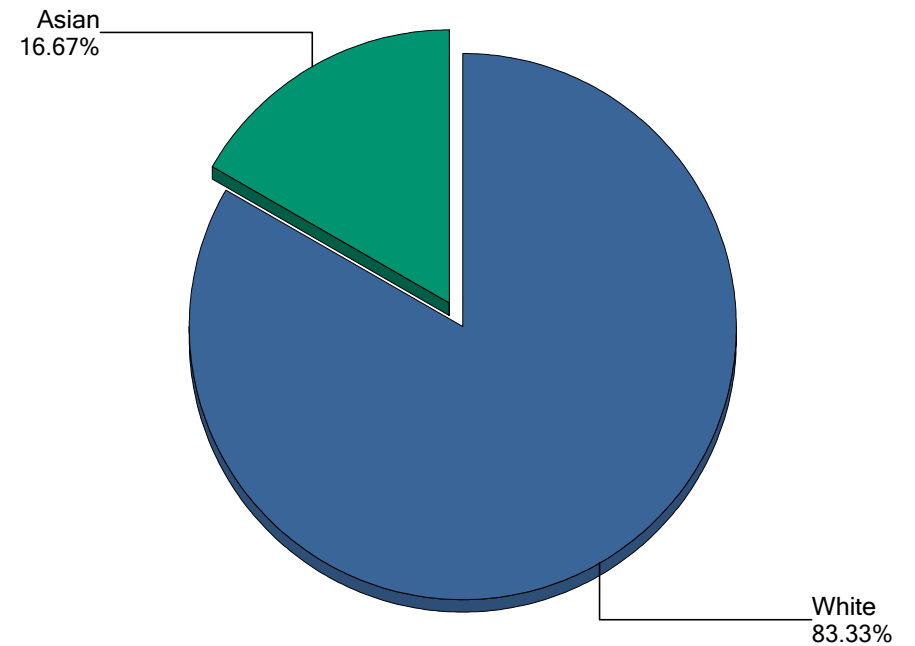
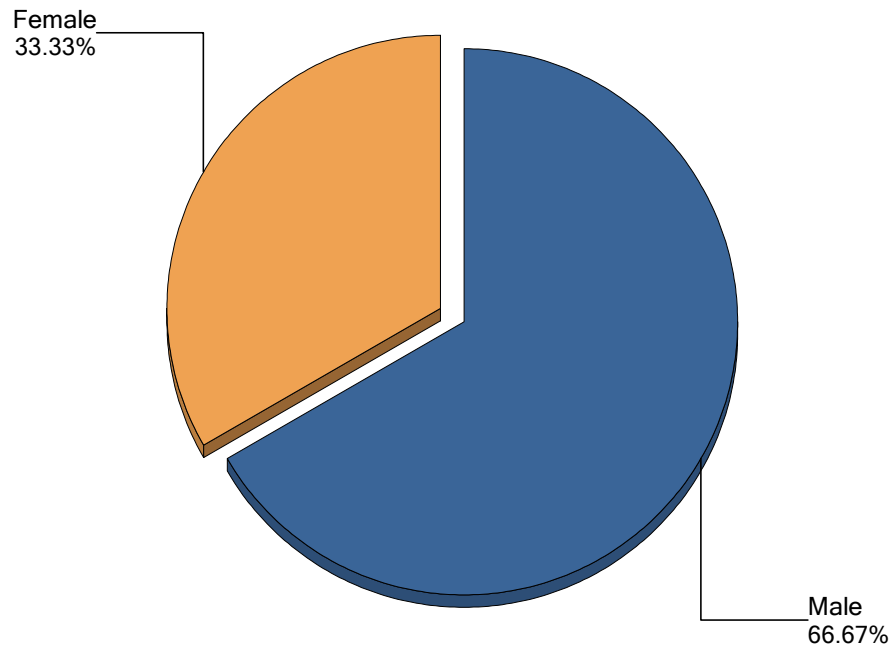
Male	8	66.67%
Female	4	33.33%
Total:	12	100.00%

White	10	83.33%
Black	0	0.00%
Asian	1	8.33%
Native American	0	0.00%
Hispanic	1	8.33%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	12	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 37400 - HEALTH SCIENCES



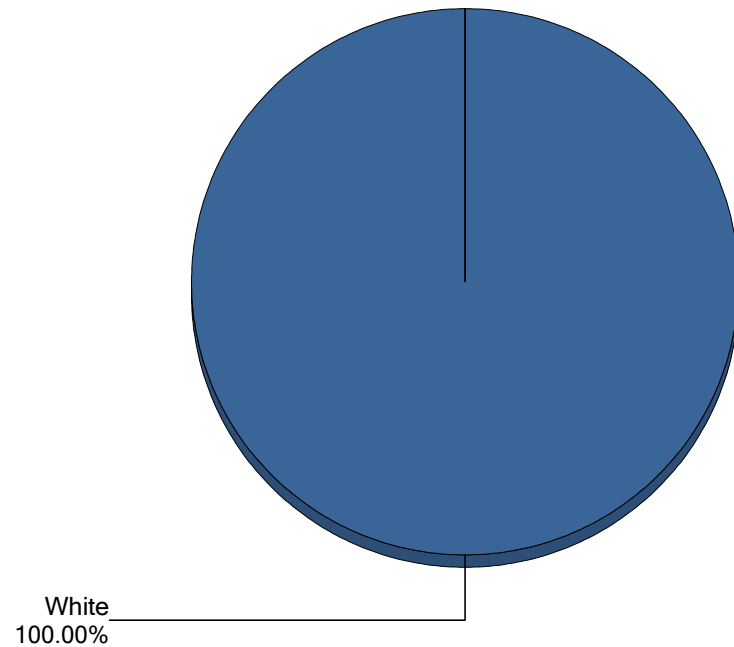
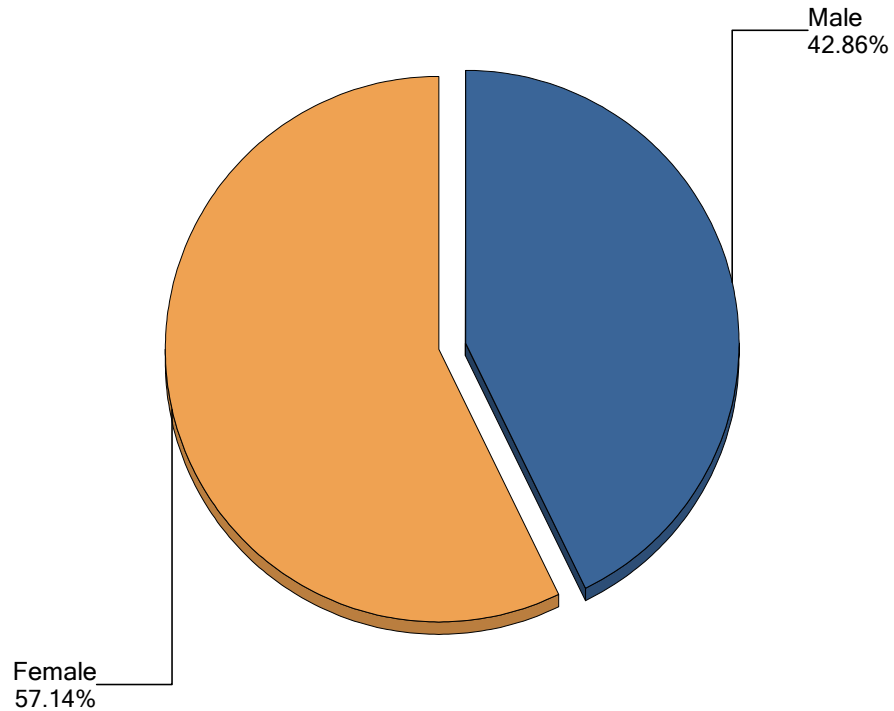
Male	12	66.67%
Female	6	33.33%
Total:	18	100.00%

White	15	83.33%
Black	0	0.00%
Asian	3	16.67%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	18	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 37500 - PHYSICAL THERAPY

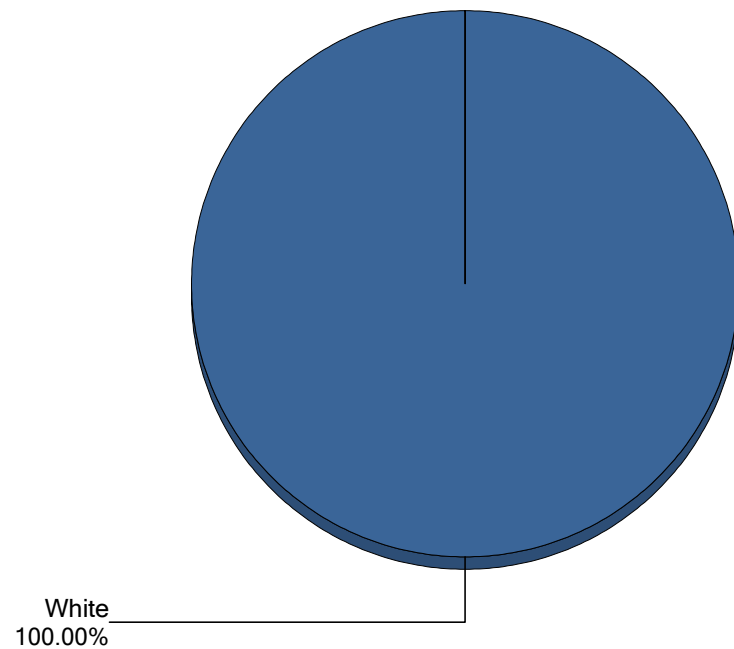
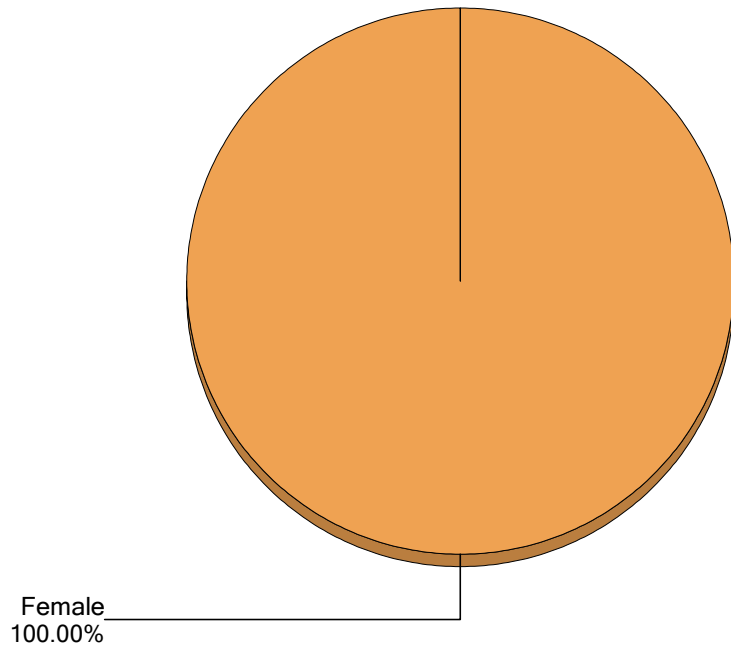


White	14	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	14	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 37505 - PHYSICAL THERAPY COURSE FEE

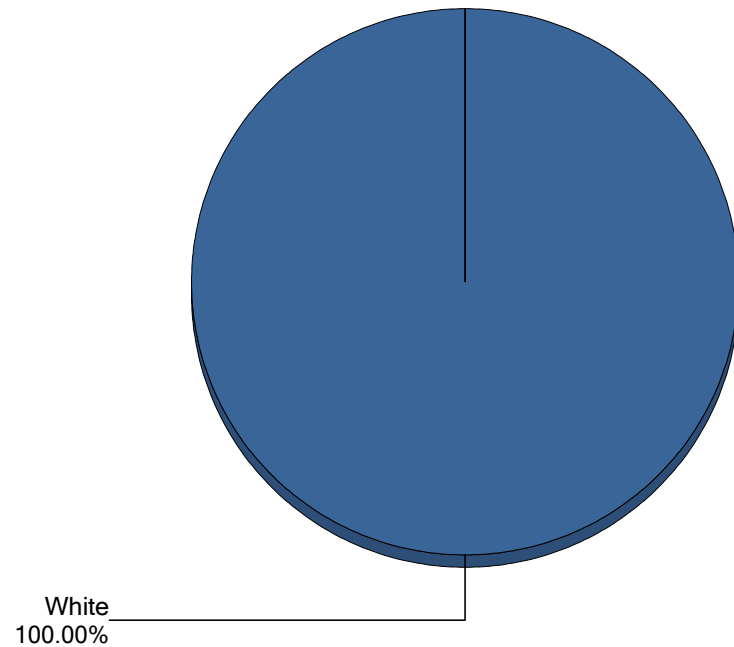
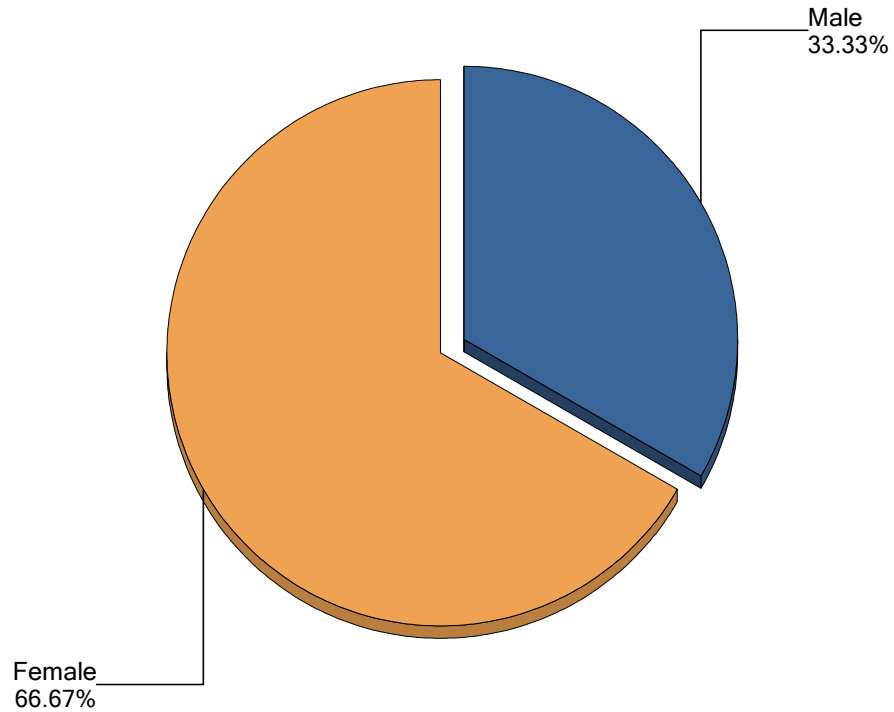


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 37700 - DENTAL HYGIENE

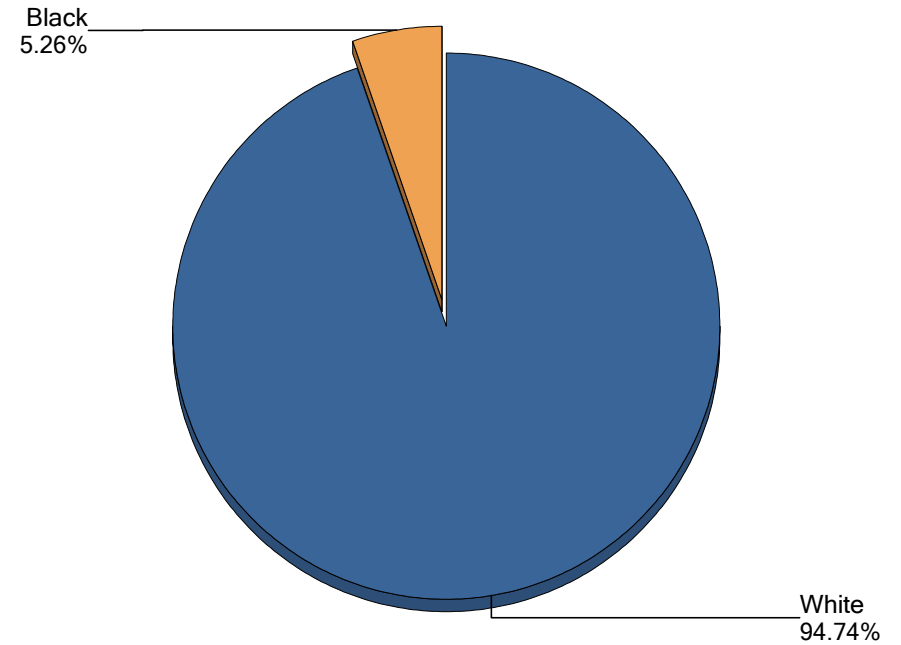
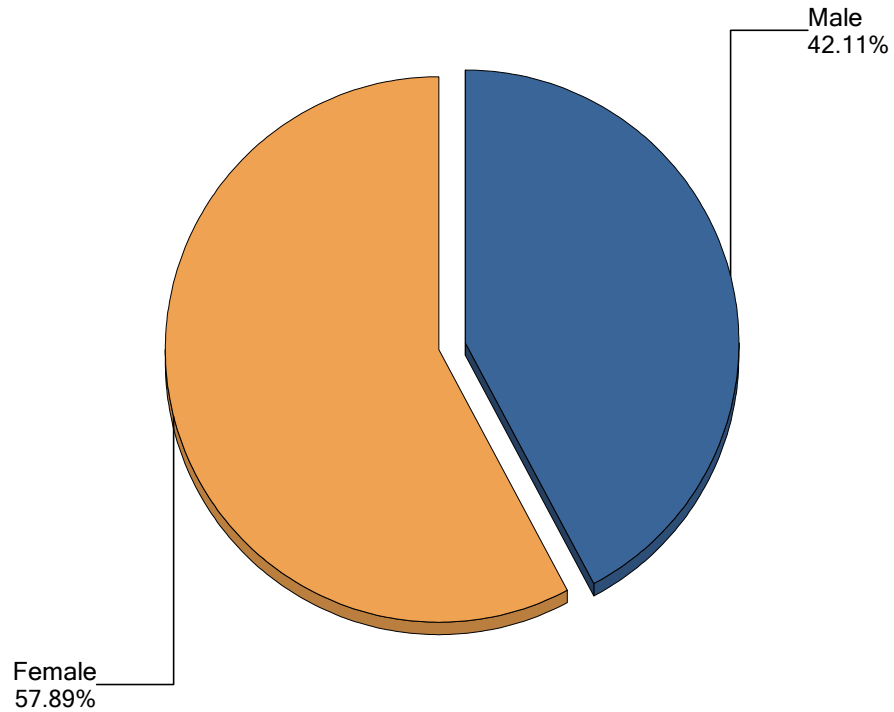


White	9	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

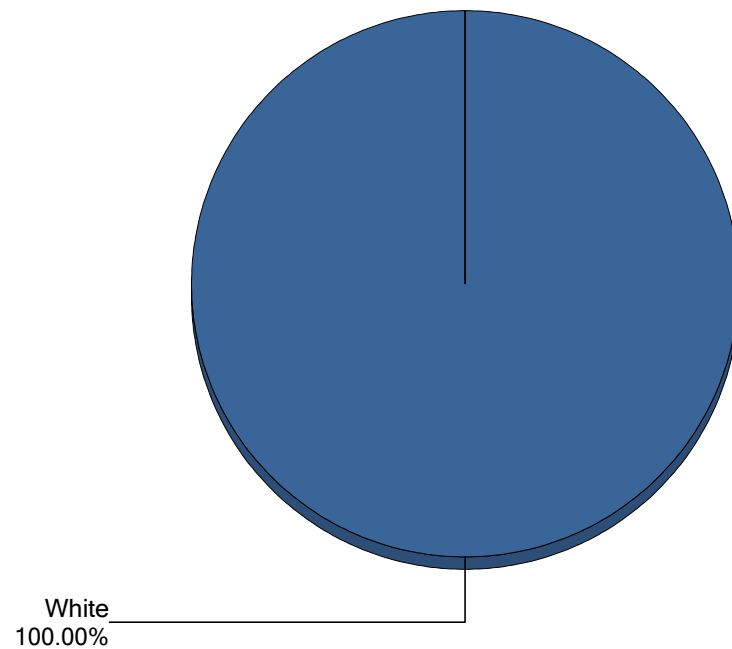
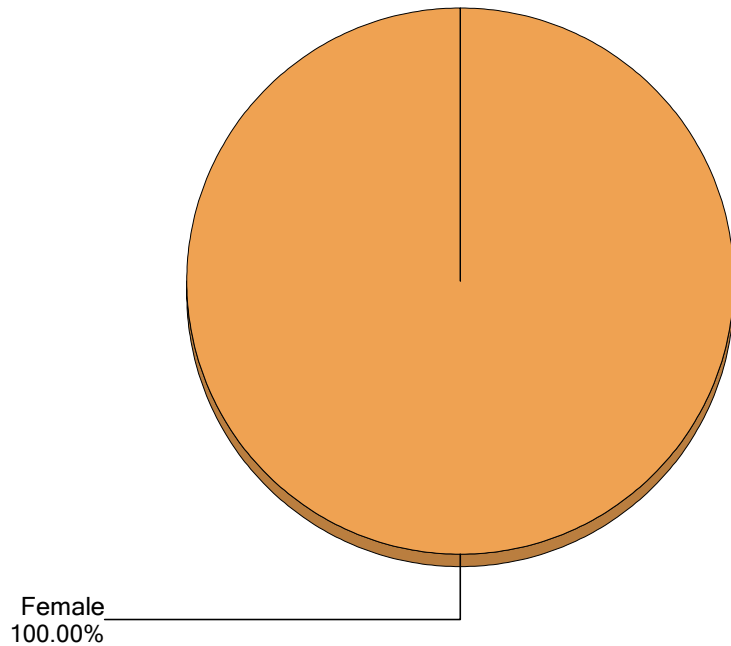
Department: 38000 - DEAN COLLEGE OF PUBLIC HEALTH ADM



White	18	94.74%
Black	1	5.26%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	19	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

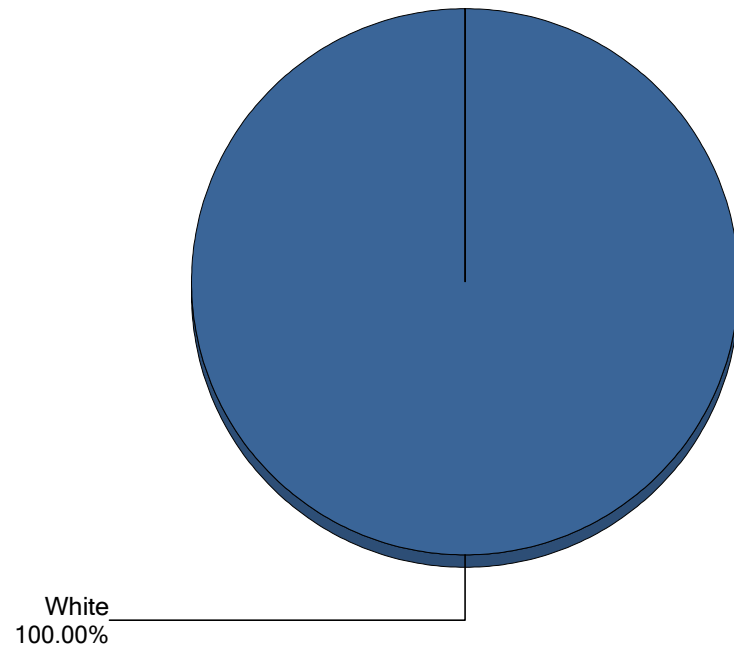
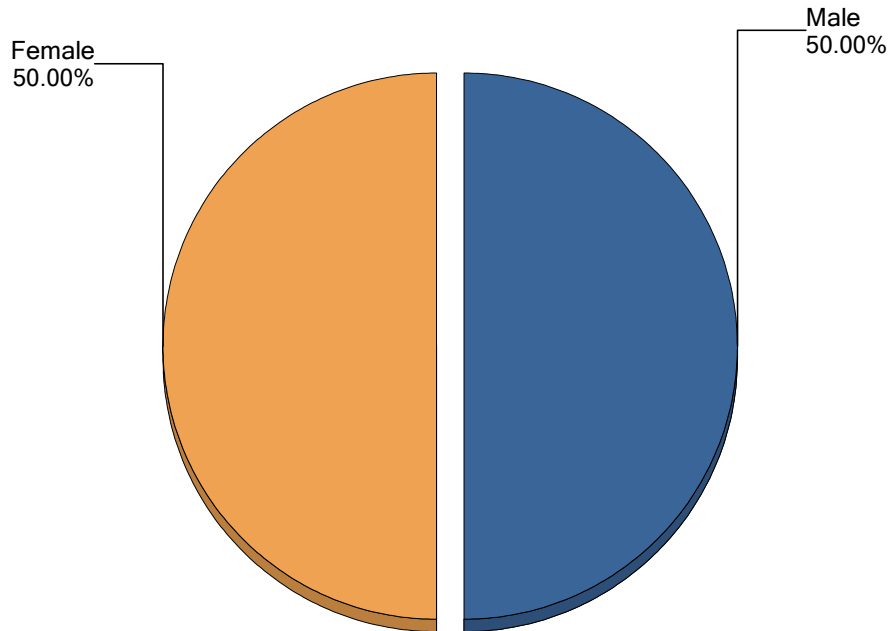
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 38010 - RES IMP PUBLIC HEALTH



White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 38050 - CENTER FOR PDAP AND T

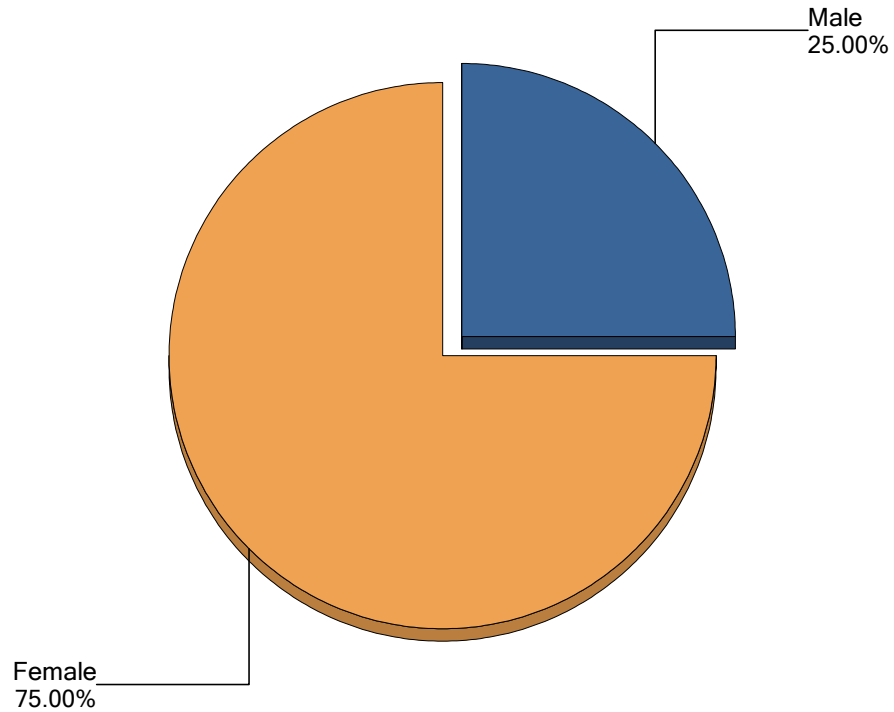


White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

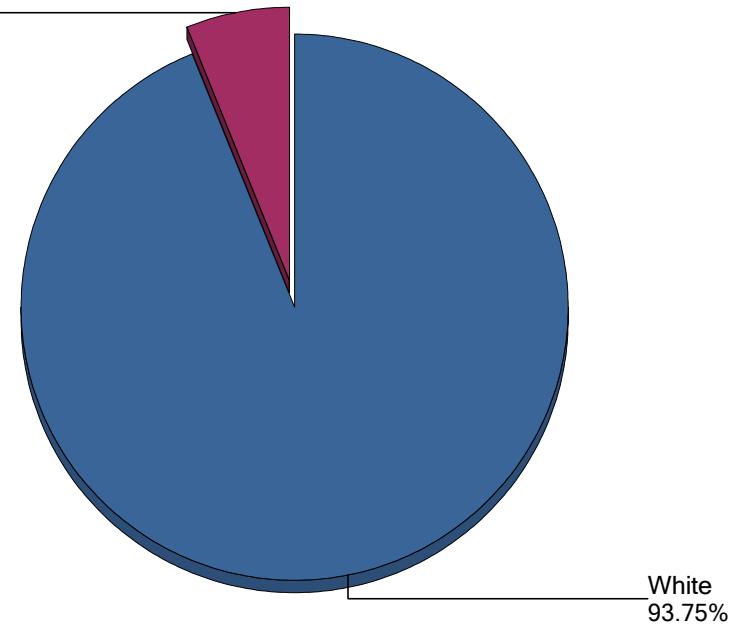
East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 38200 - COMMUNITY AND BEHAVIORAL HEALTH



Two or more
races
6.25%

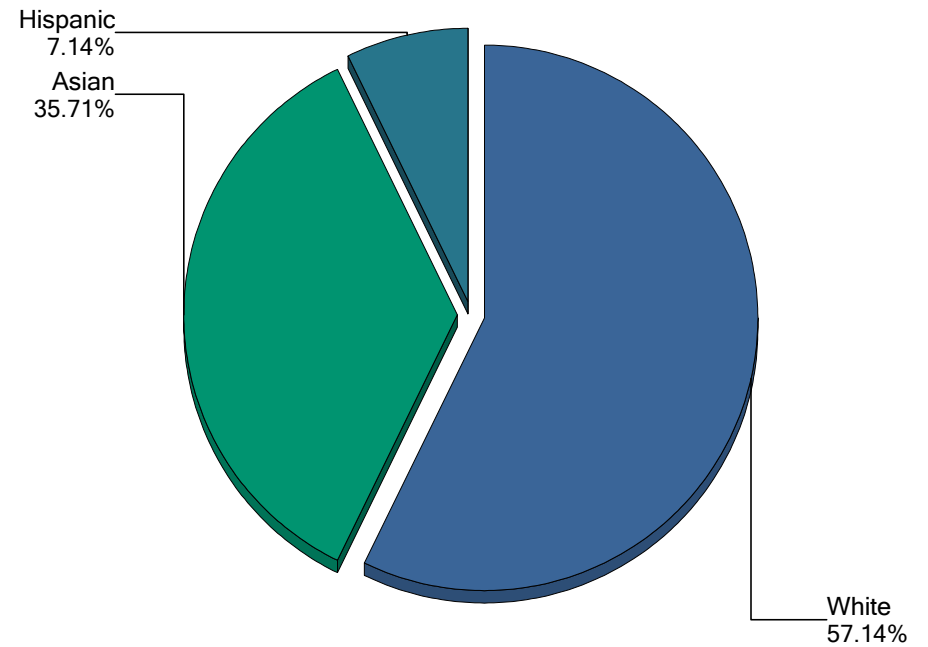
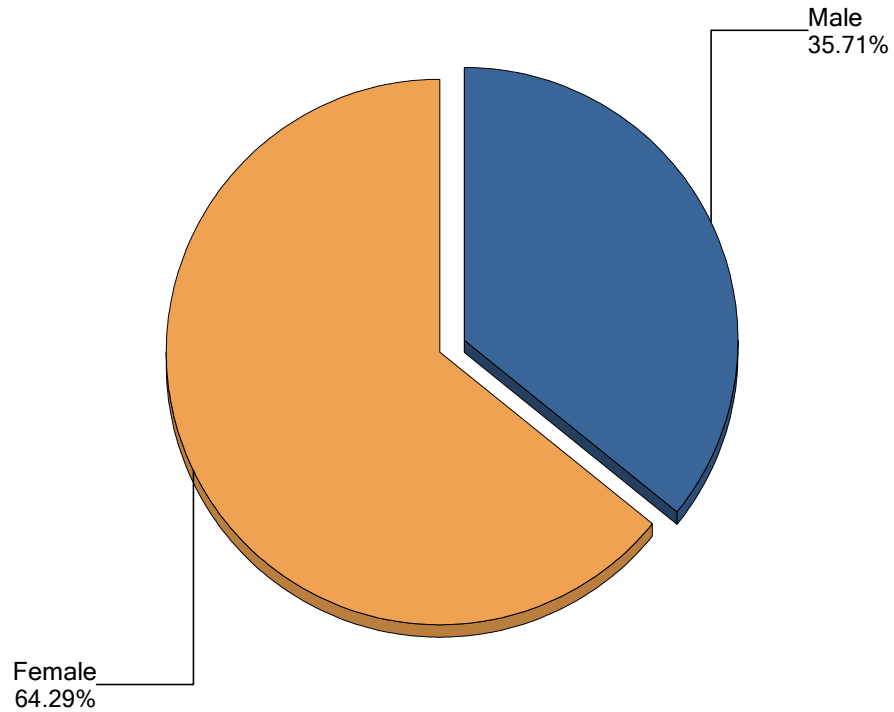


White	15	93.75%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	6.25%
Total:	16	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 38400 - BIOSTATISTICS AND EPIDEMIOLOGY



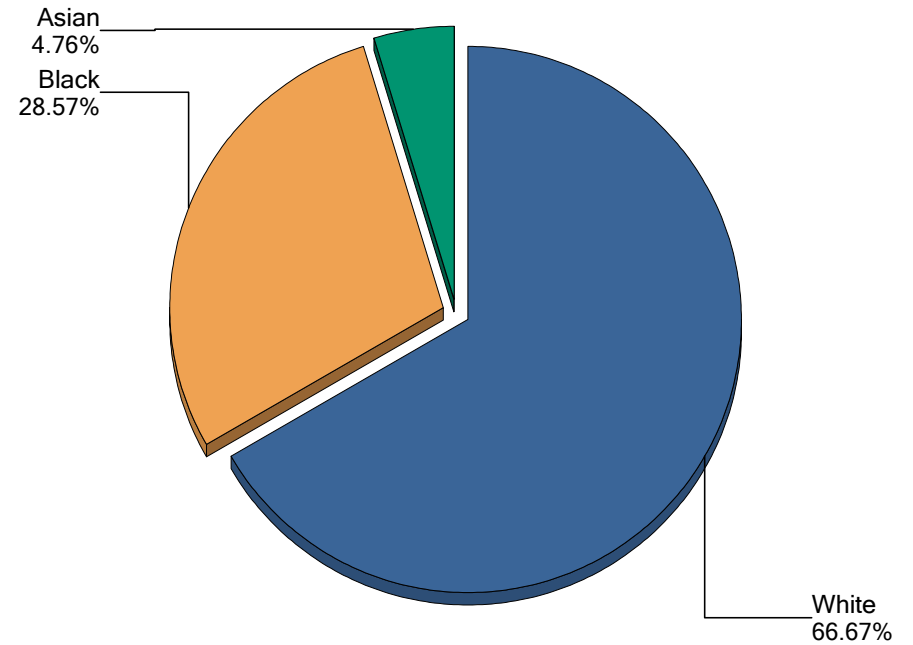
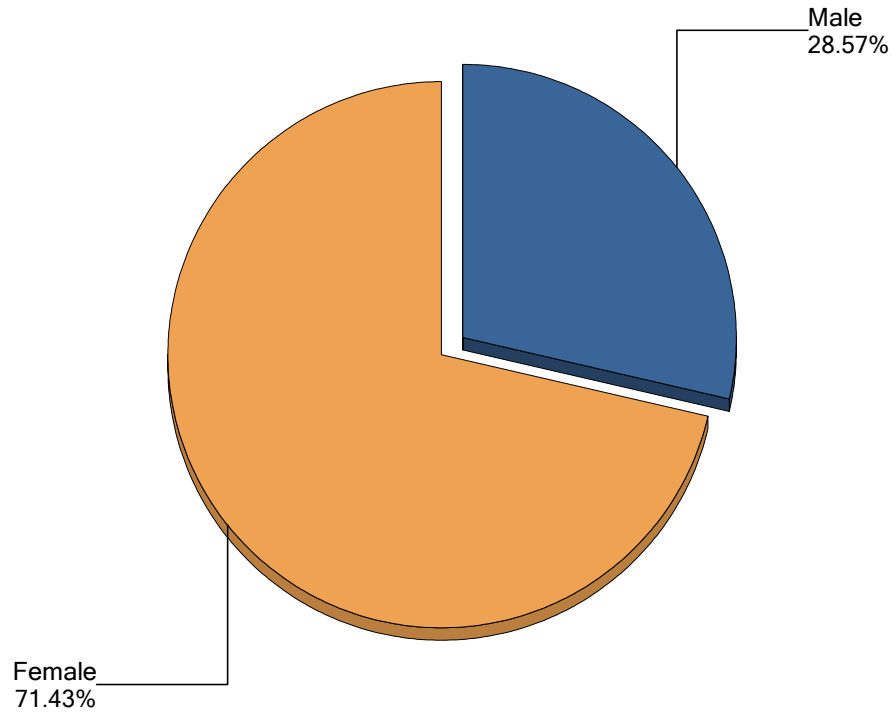
Male	5	35.71%
Female	9	64.29%
Total:	14	100.00%

White	8	57.14%
Black	0	0.00%
Asian	5	35.71%
Native American	0	0.00%
Hispanic	1	7.14%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	14	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 38500 - HEALTH SERVICES MGMT AND POLICY

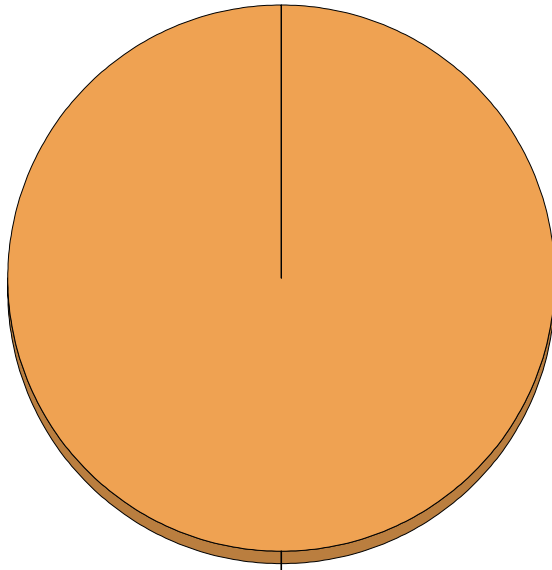


White	14	66.67%
Black	6	28.57%
Asian	1	4.76%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	21	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

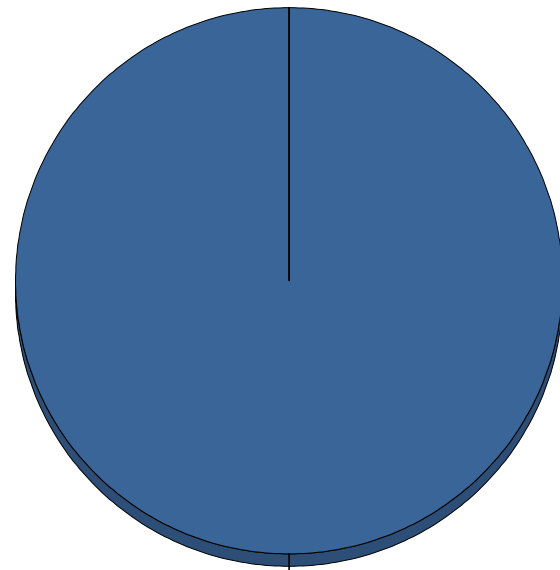
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 39500 - RURAL AND COMMUNITY HEALTH



Female
100.00%

Male	0	0.00%
Female	3	100.00%
Total:	3	100.00%



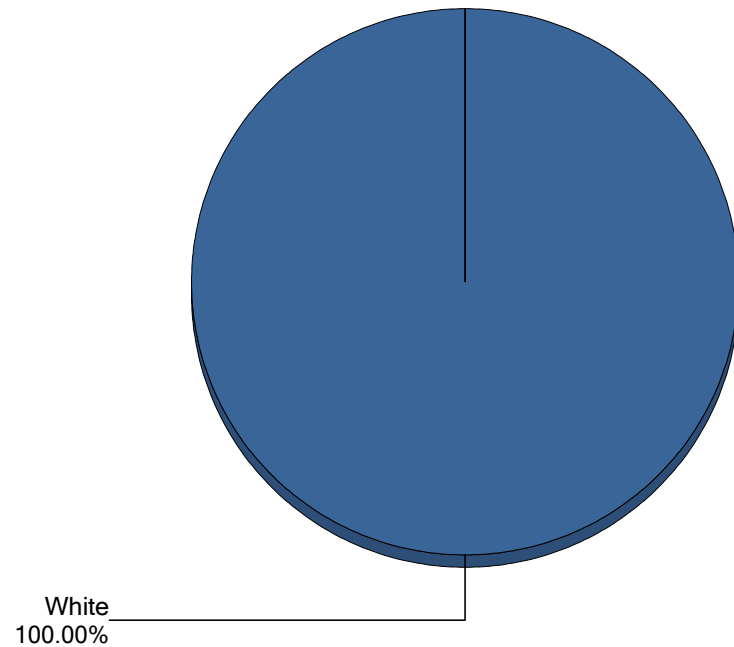
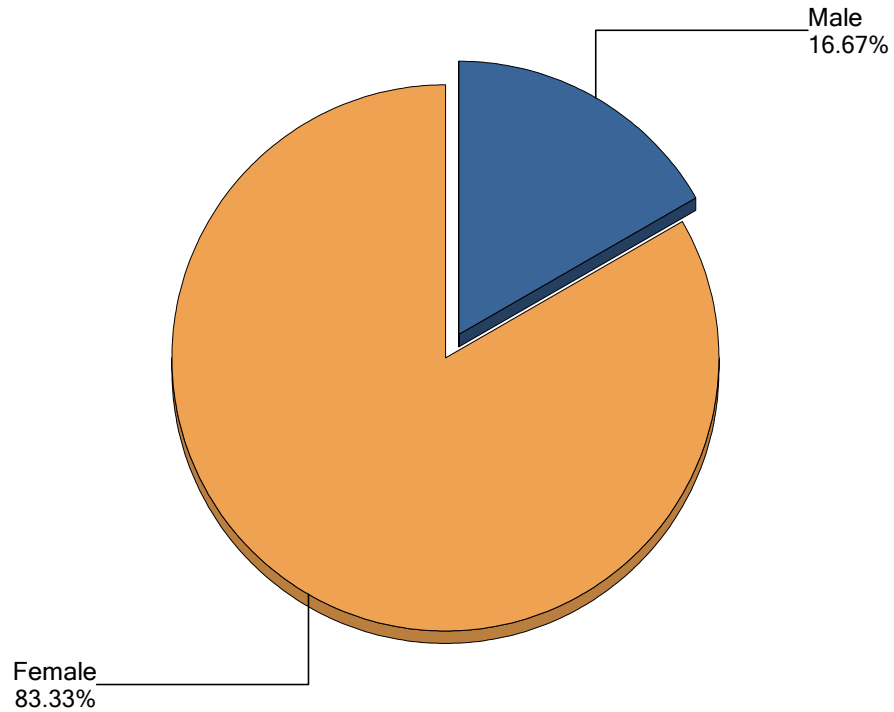
White
100.00%

White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40000 - BUSINESS AND FINANCE

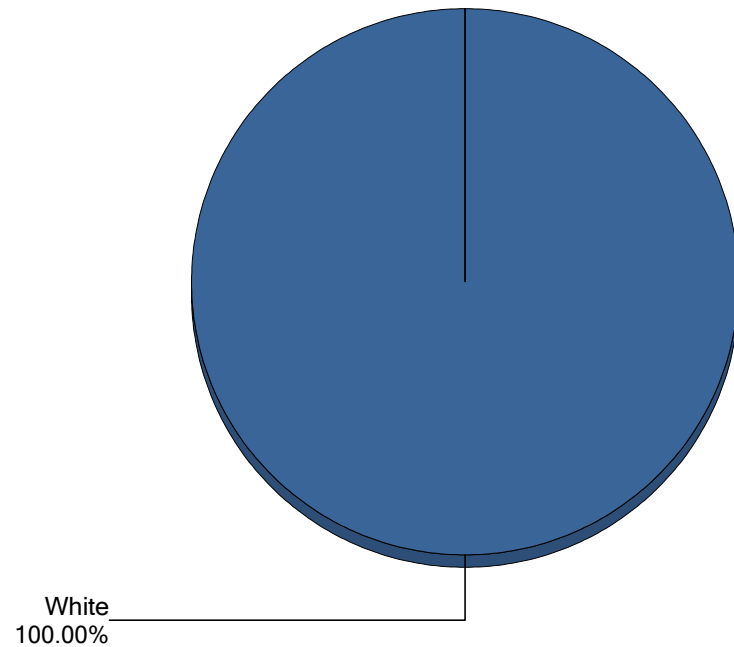
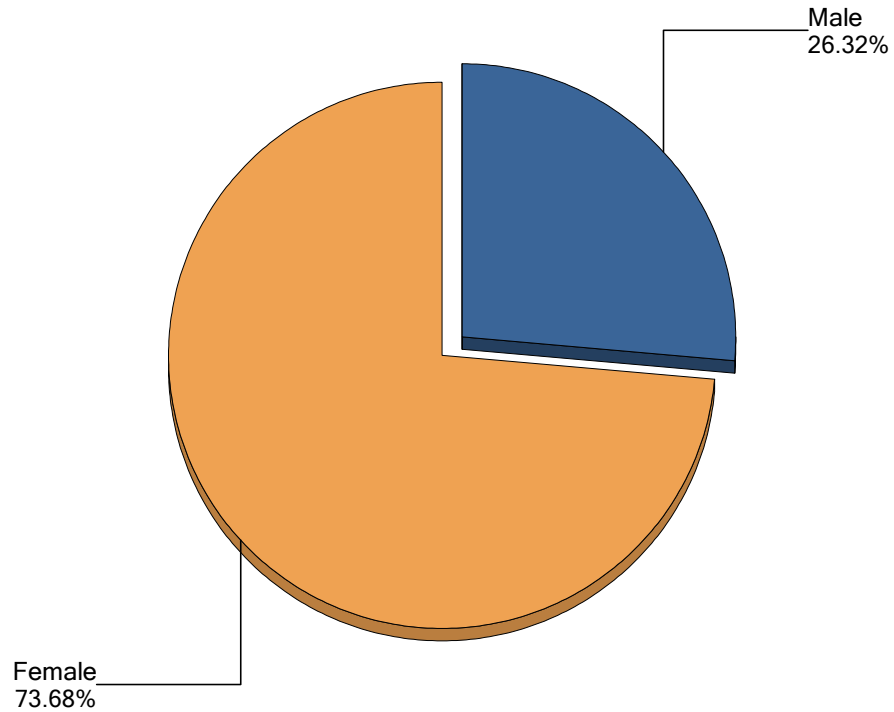


White	6	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

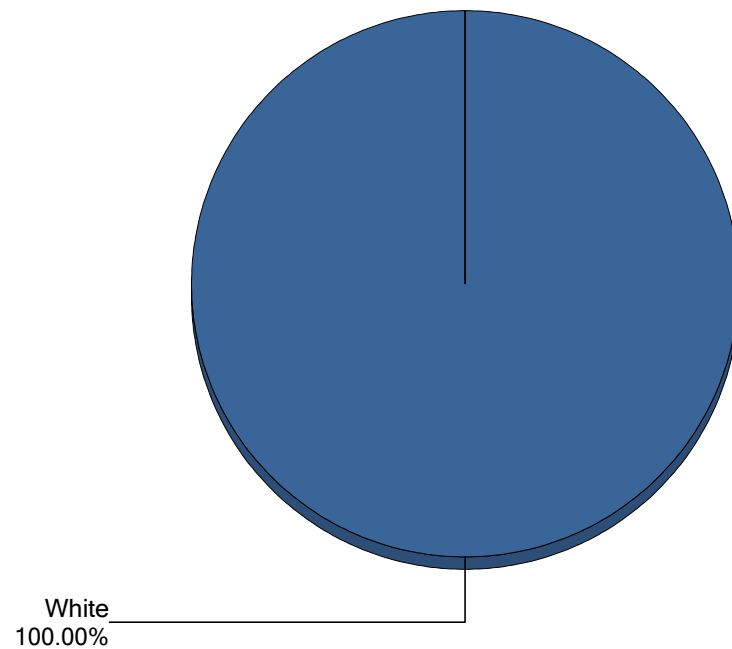
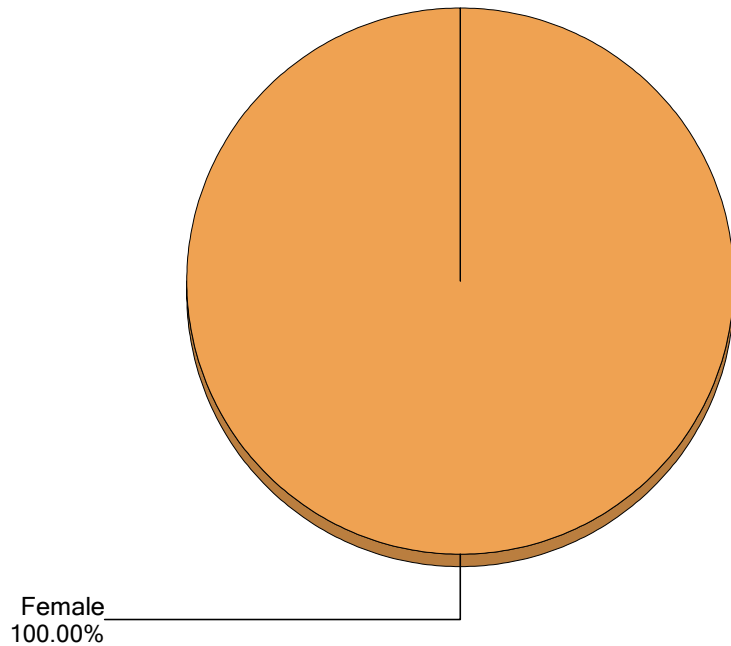
Department: 40100 - OFFICE OF FINANCIAL SERVICES



White	19	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	19	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 40110 - DIRECTOR AUXILIARY SERVICES

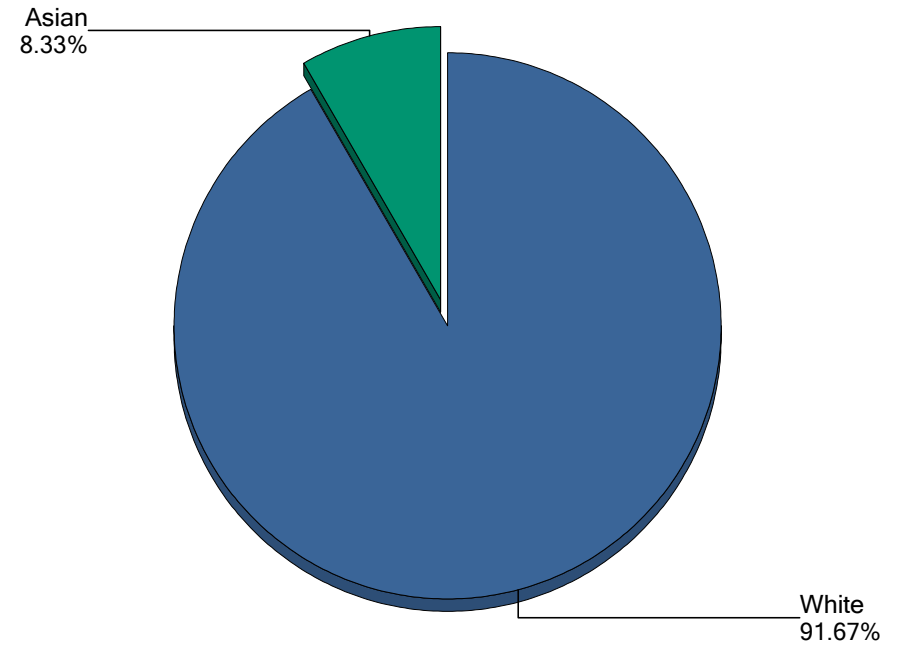
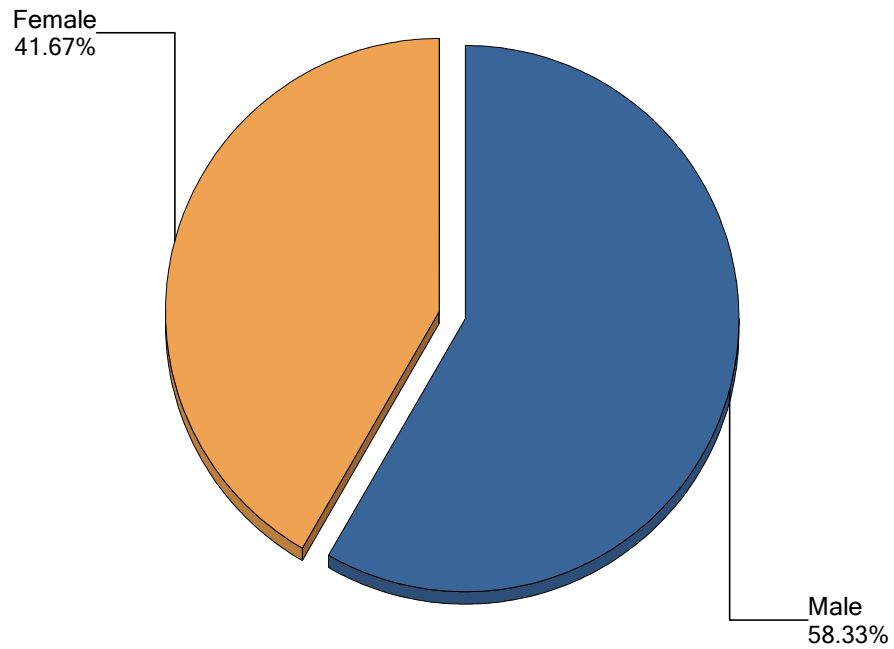


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40120 - POST OFFICE

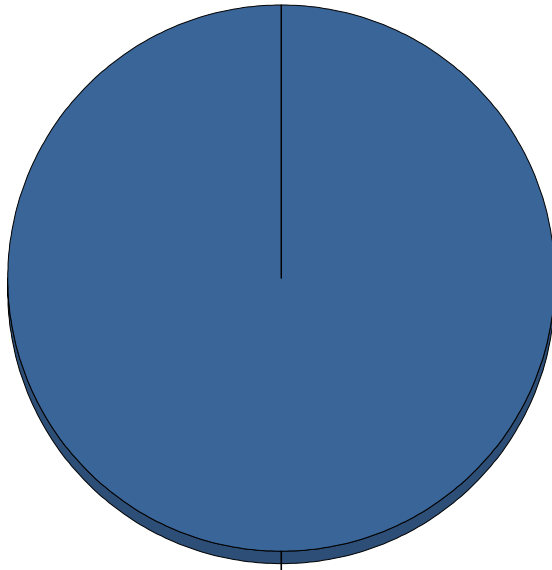


White	11	91.67%
Black	0	0.00%
Asian	1	8.33%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	12	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

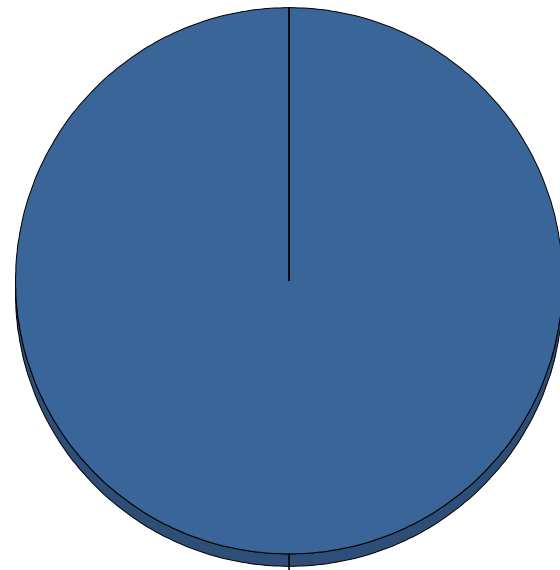
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40122 - PASSPORT OFFICE



Male
100.00%

Male	1	100.00%
Female	0	0.00%
Total:	1	100.00%



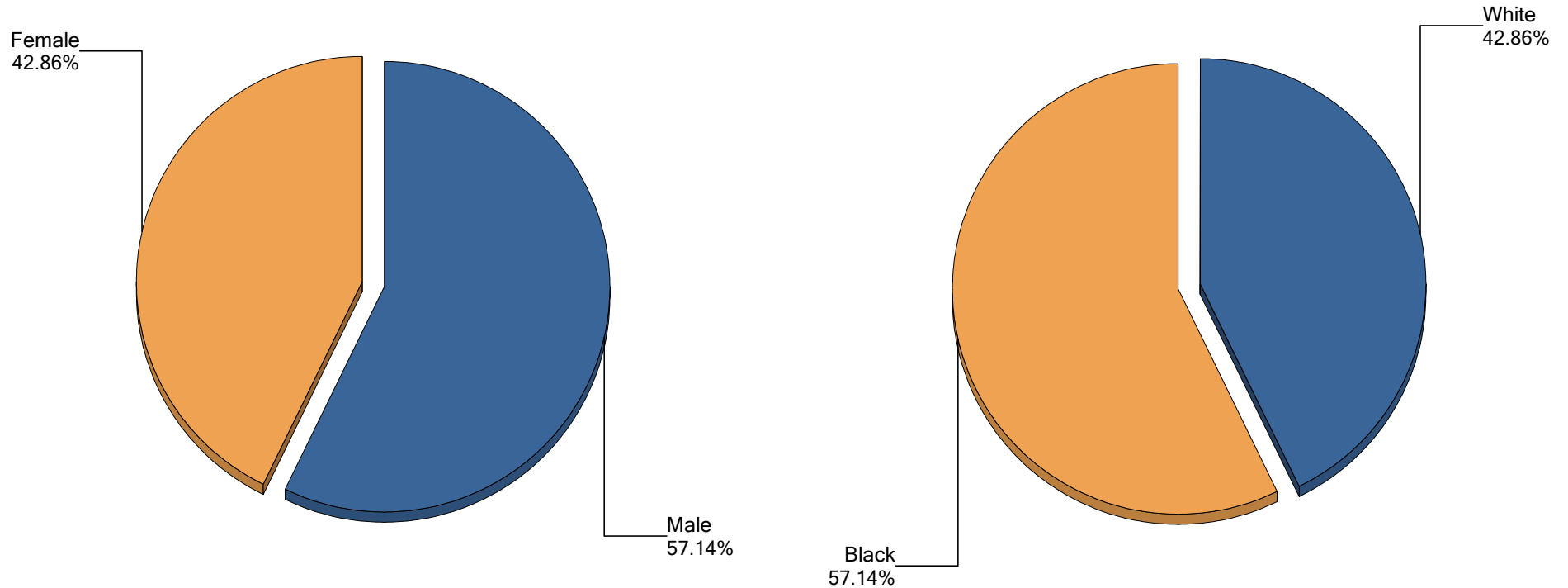
White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40160 - PARKING SERVICE



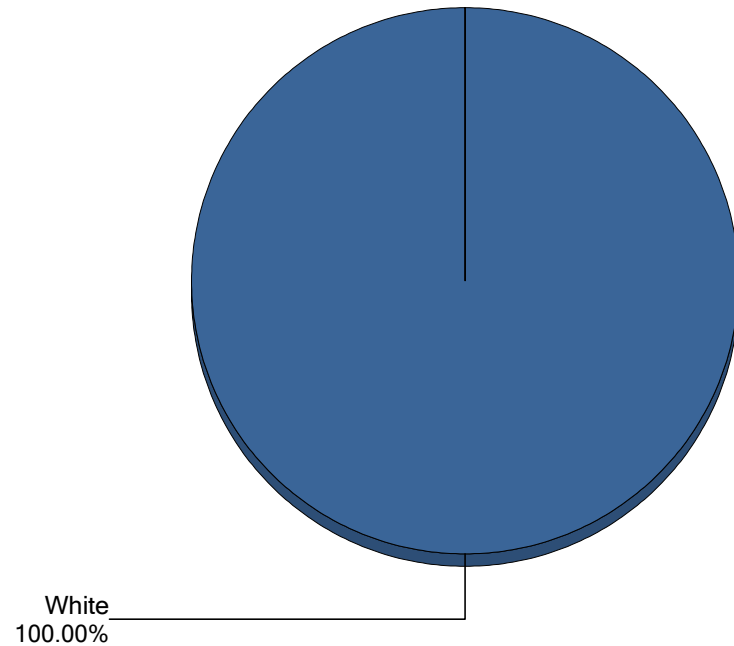
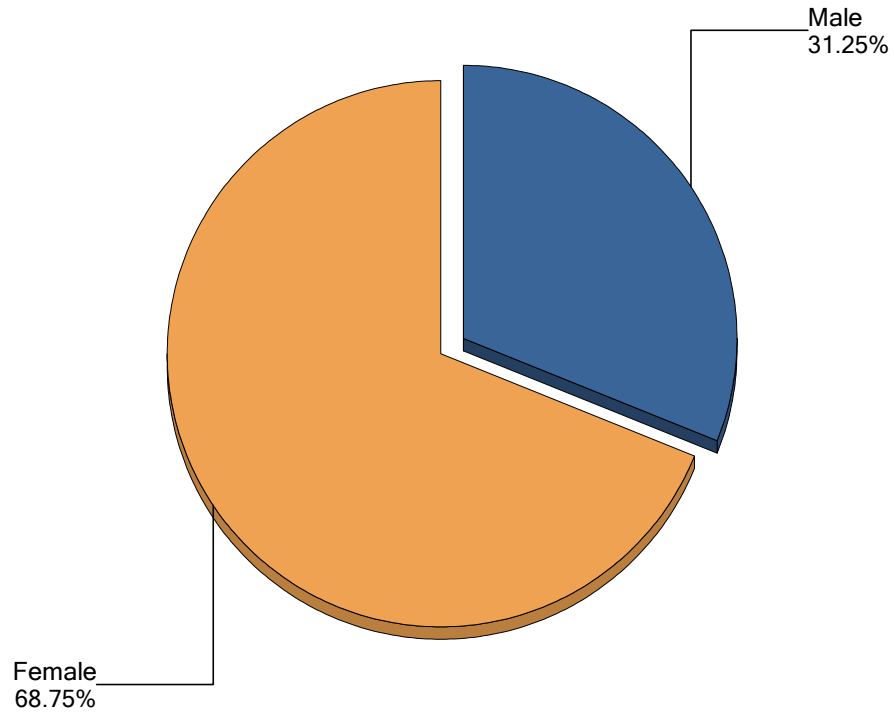
Male	4	57.14%
Female	3	42.86%
Total:	7	100.00%

White	3	42.86%
Black	4	57.14%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	7	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

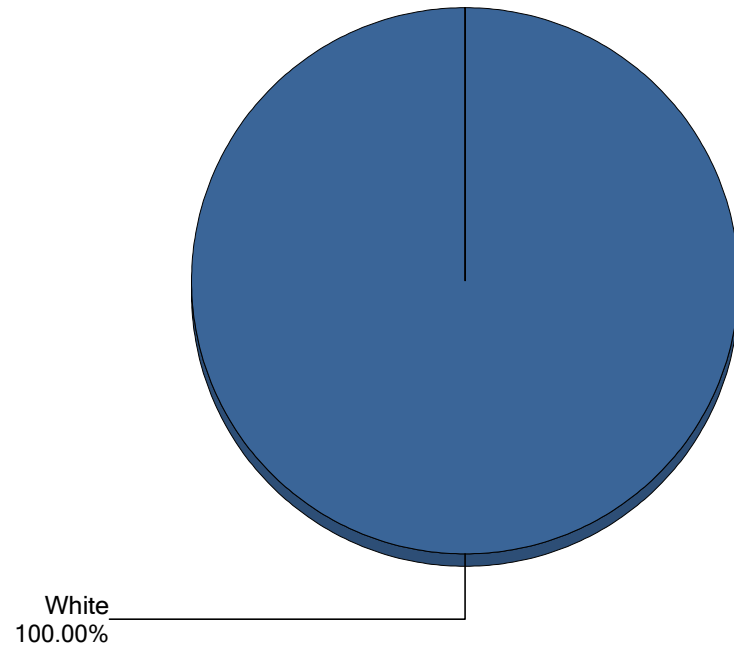
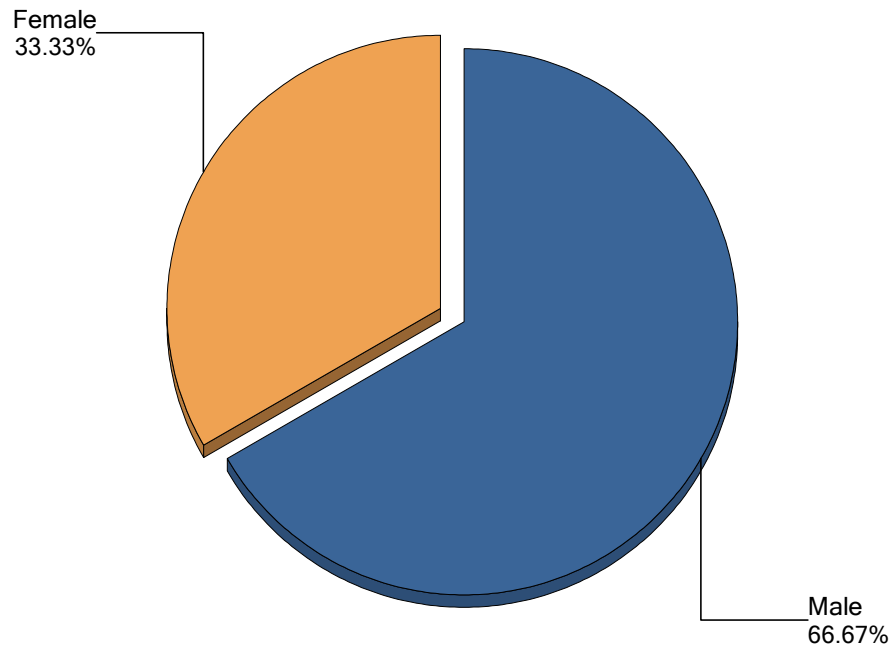
Department: 40200 - PROCUREMENT AND CONTRACT SERVICES



White	16	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	16	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 40210 - EMERGENCY PREPAREDNESS

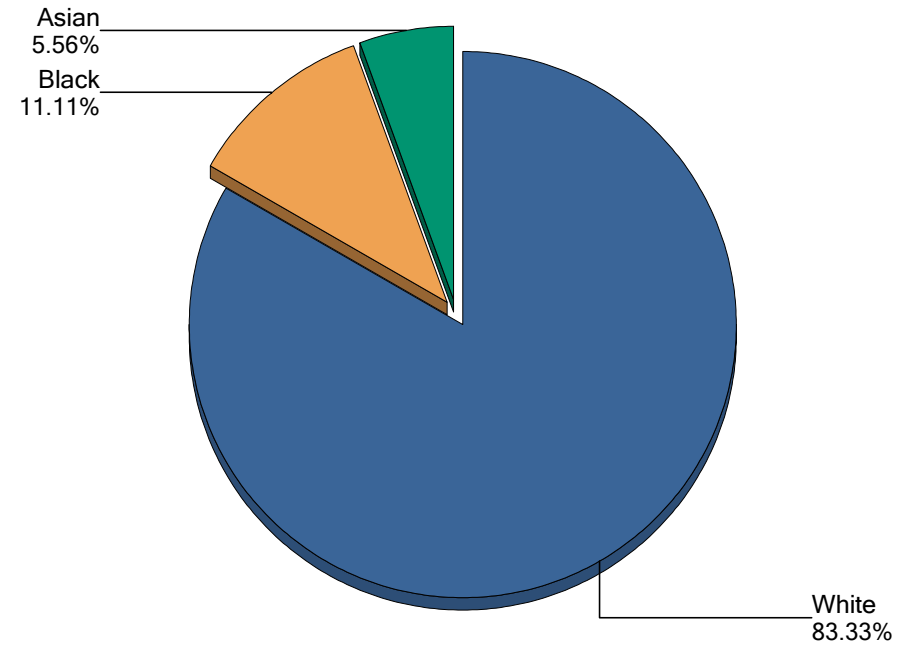
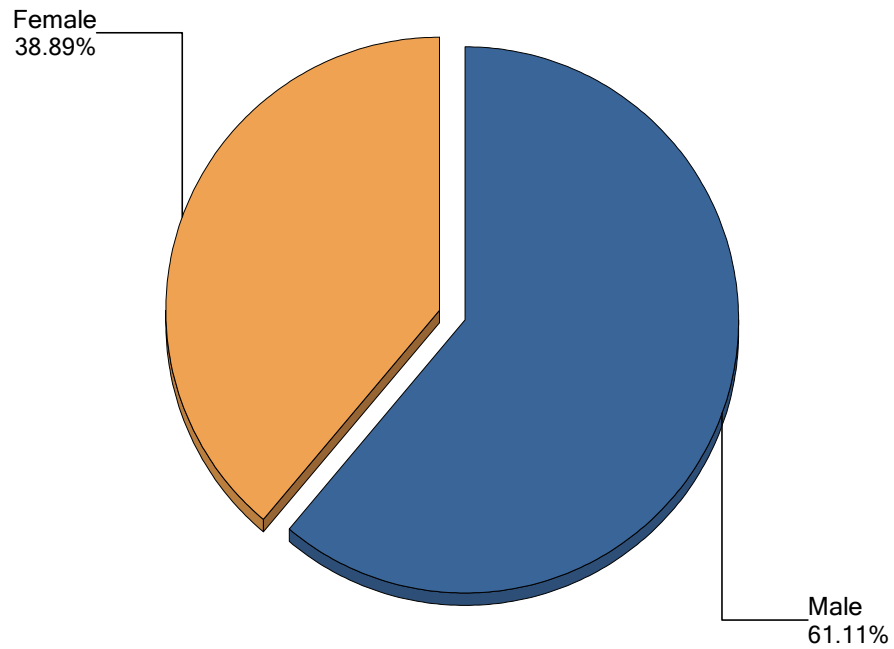


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40300 - PHYSICAL PLANT

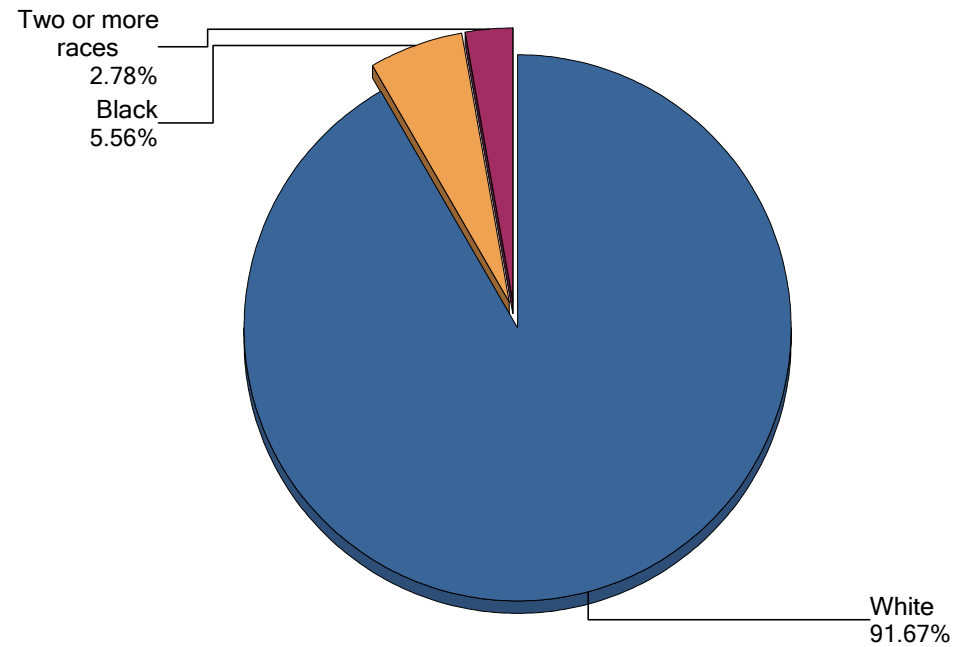
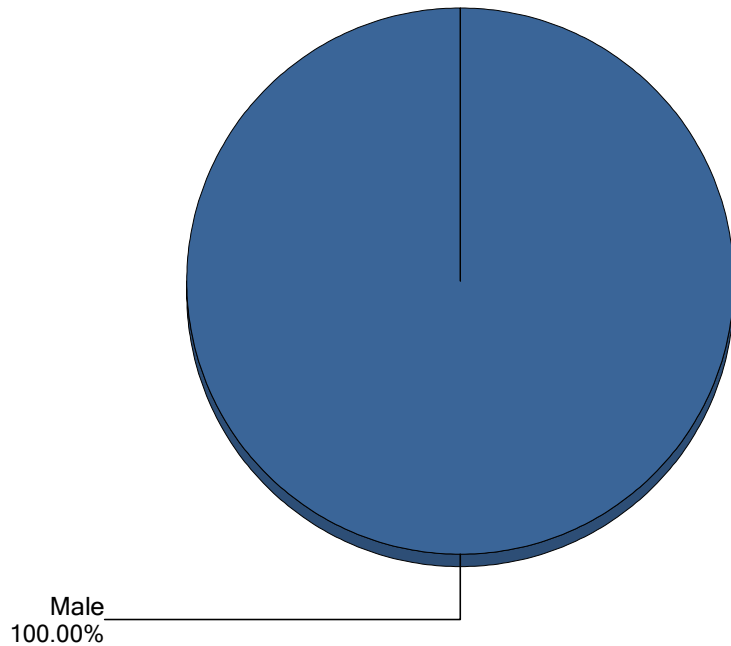


White	15	83.33%
Black	2	11.11%
Asian	1	5.56%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	18	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40310 - PLANT MAINTENANCE AND REPAIRS

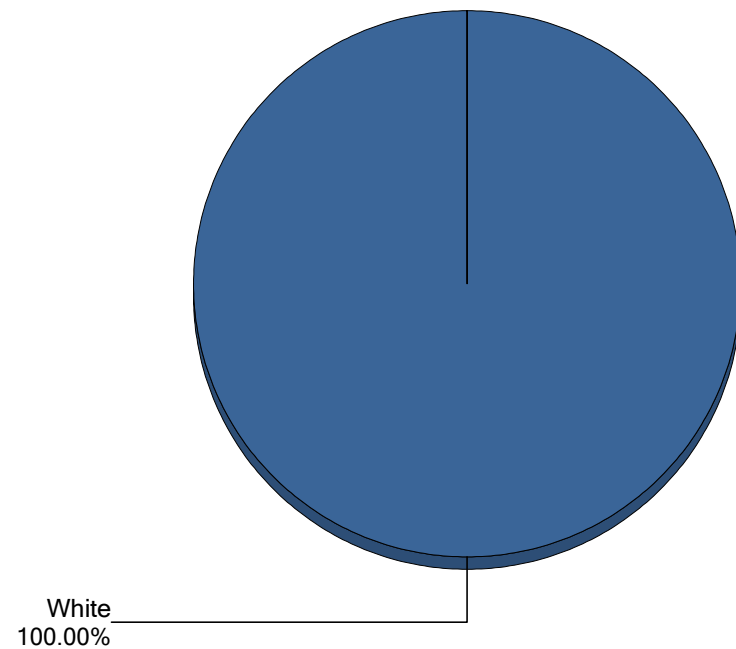
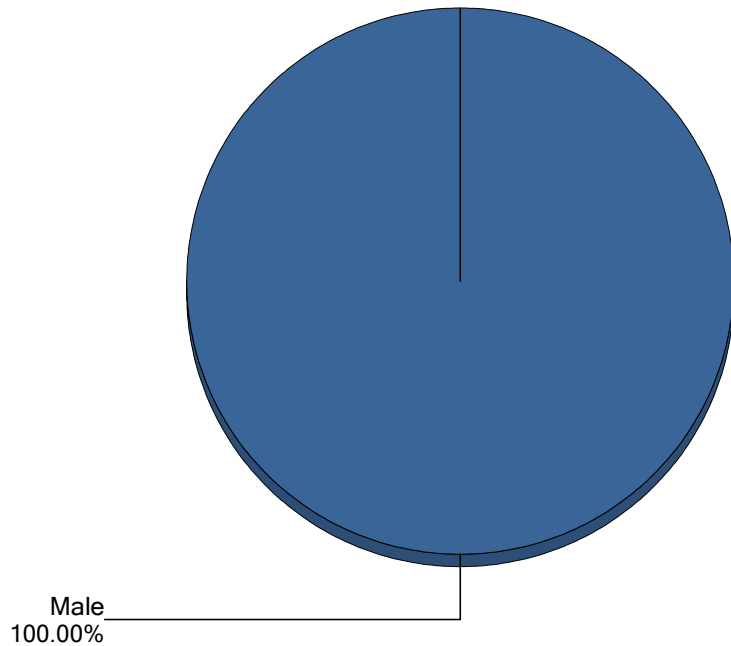


White	33	91.67%
Black	2	5.56%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	2.78%
Total:	36	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

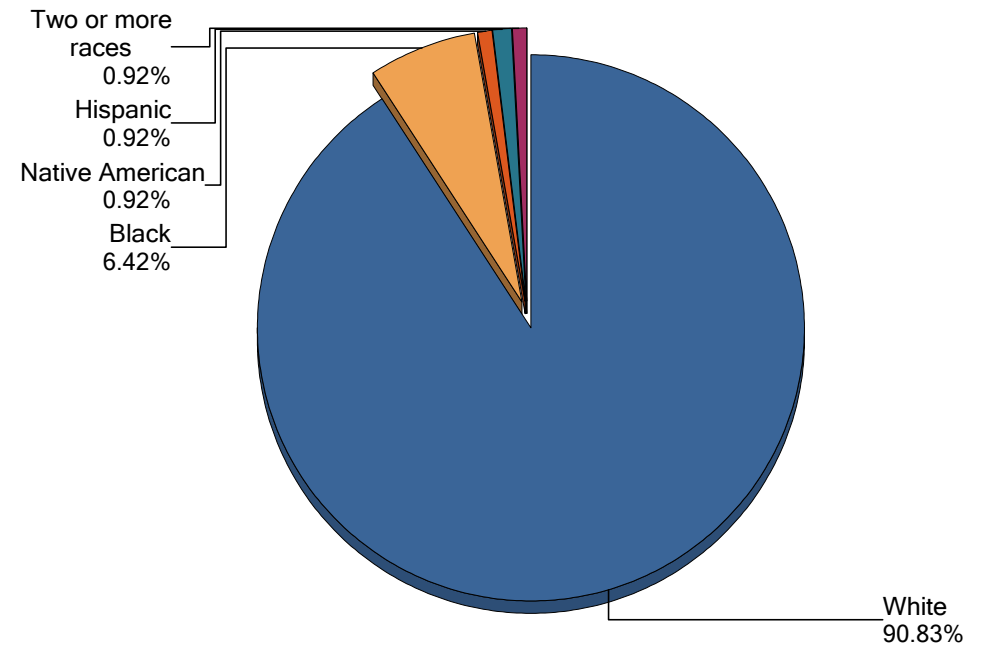
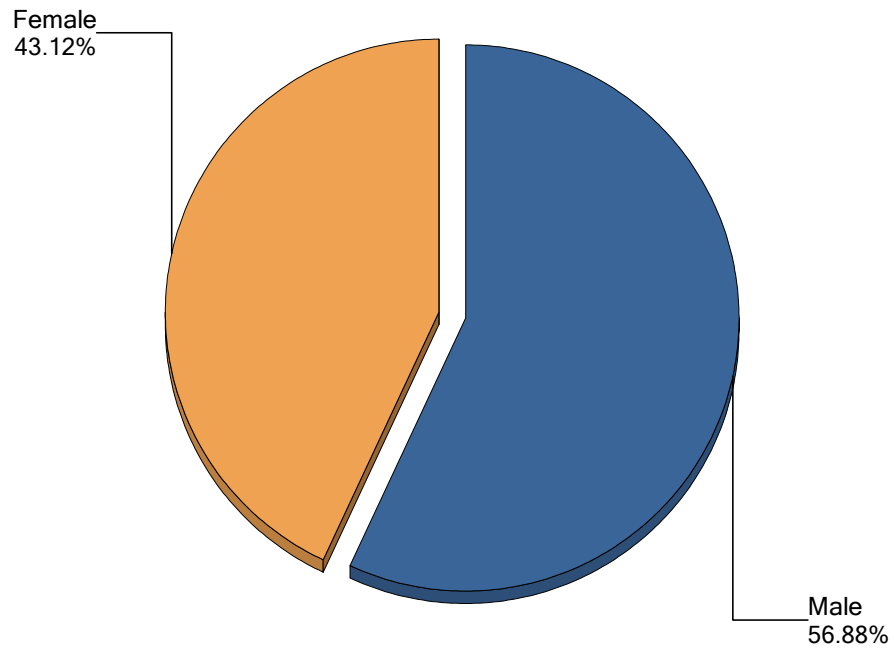
Department: 40312 - PLANT MAINT REPAIRS HOUSING



White	4	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 40320 - CUSTODIAL SERVICES

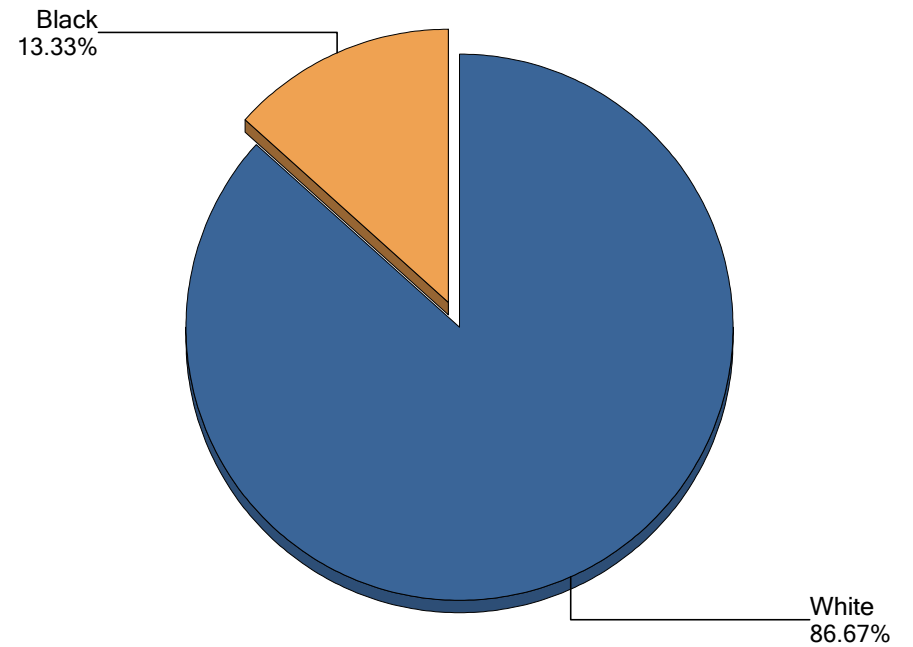
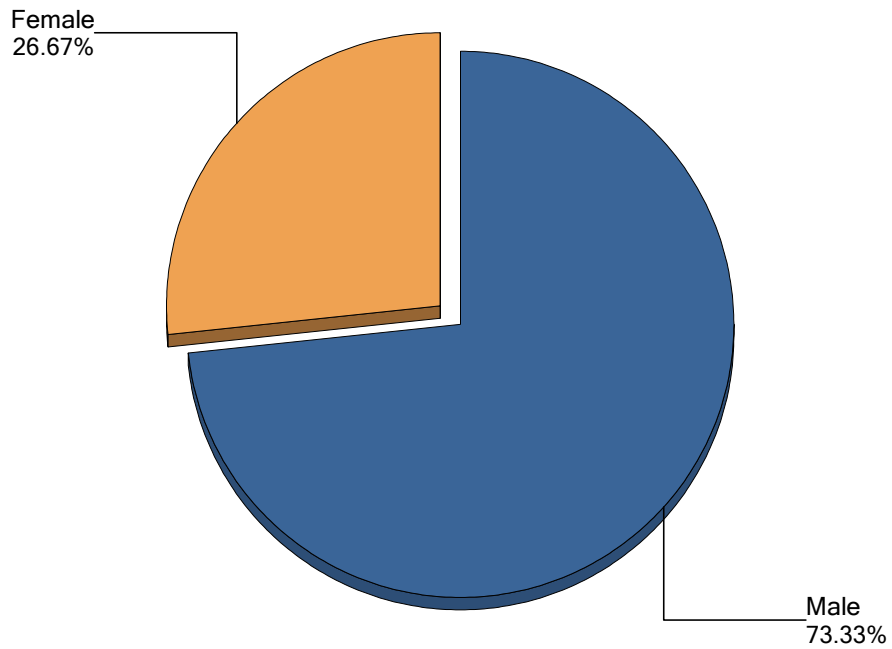


Male	62	56.88%
Female	47	43.12%
Total:	109	100.00%

White	99	90.83%
Black	7	6.42%
Asian	0	0.00%
Native American	1	0.92%
Hispanic	1	0.92%
Pacific Islander	0	0.00%
Two or more races	1	0.92%
Total:	109	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

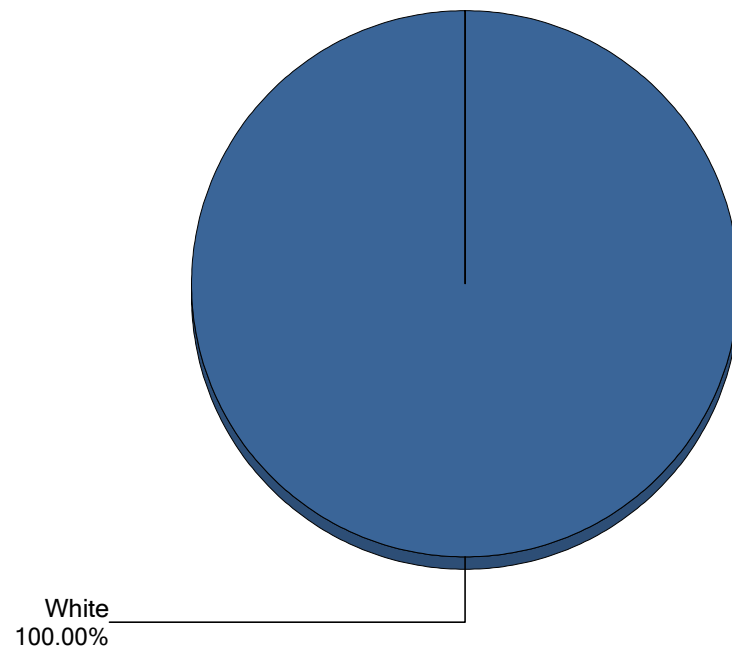
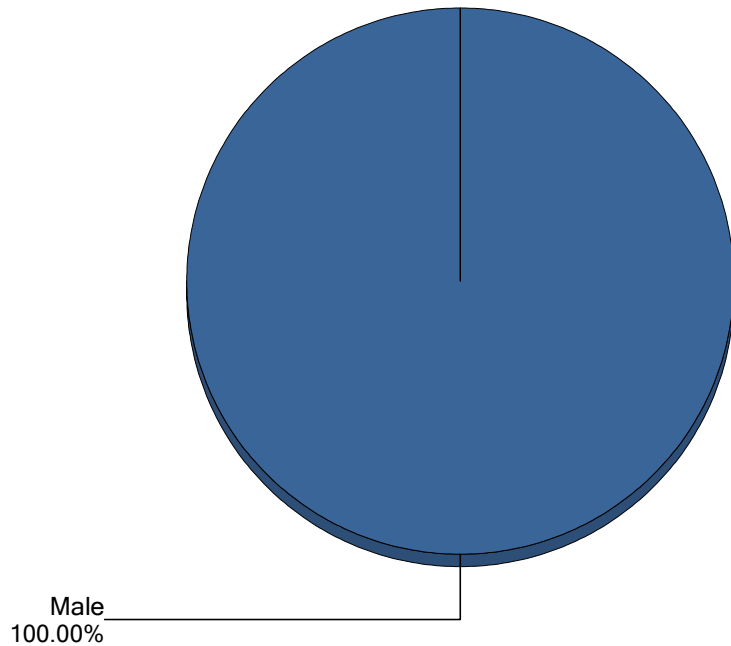
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 40321 - CUSTODIAL SERVICES HOUSING



White	13	86.67%
Black	2	13.33%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	15	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 40322 - CUSTODIAL LIBRARY SAAC

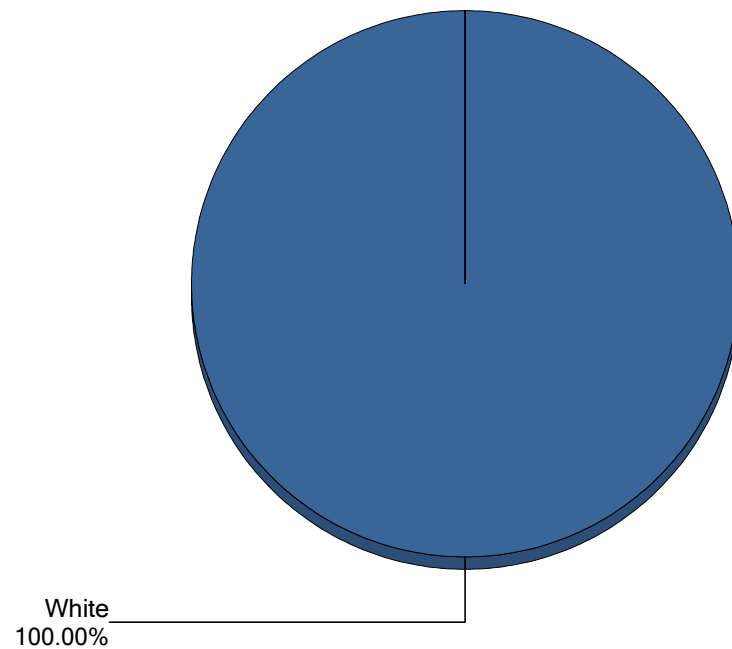
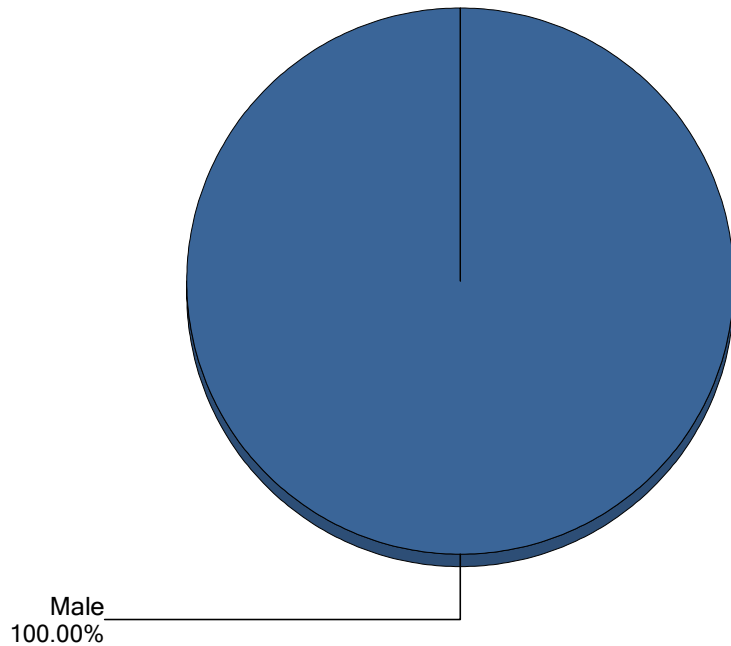


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40330 - POWER HOUSE OPERATIONS

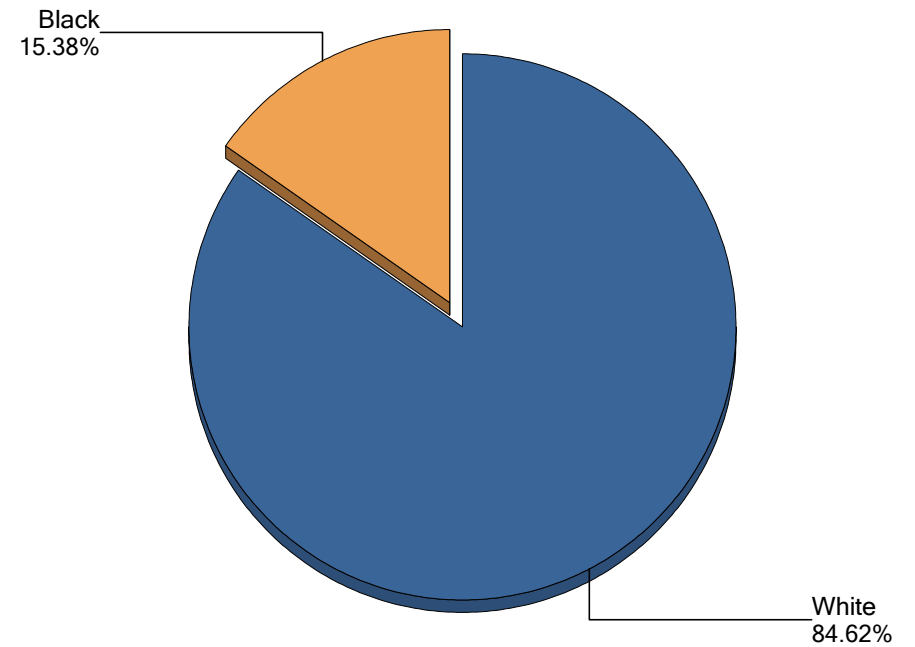
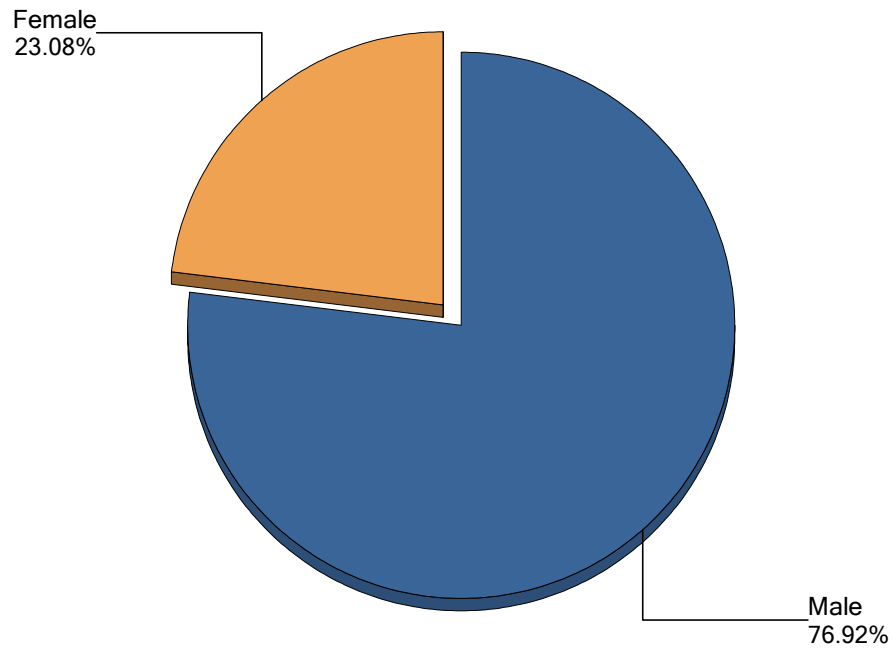


White	5	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40340 - MAINTENANCE OF GROUNDS

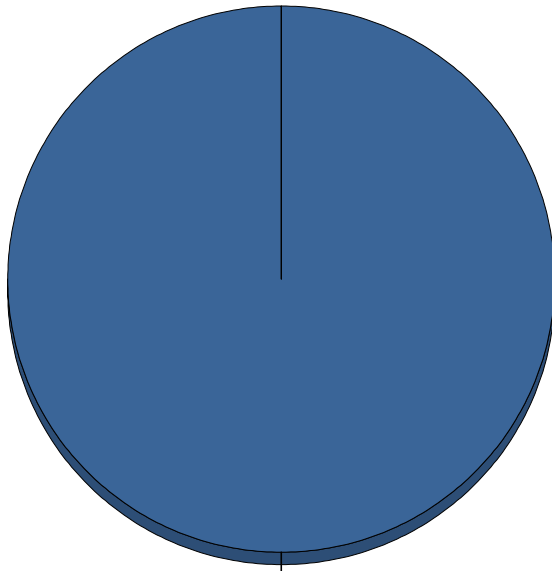


White	11	84.62%
Black	2	15.38%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	13	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

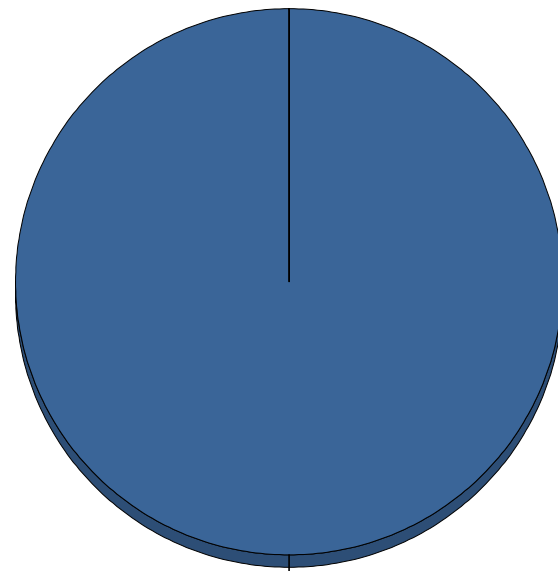
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40341 - PRACTICE FACILITY



Male
100.00%

Male	12	100.00%
Female	0	0.00%
Total:	12	100.00%



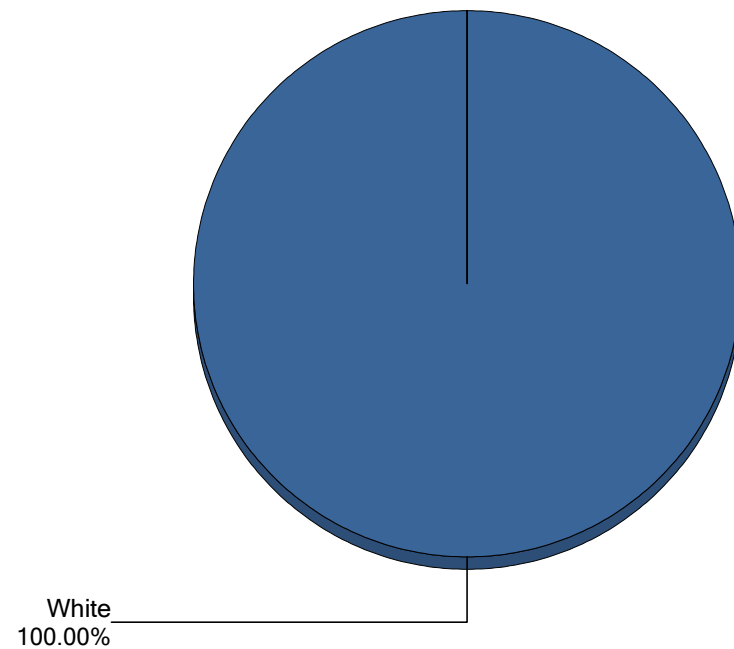
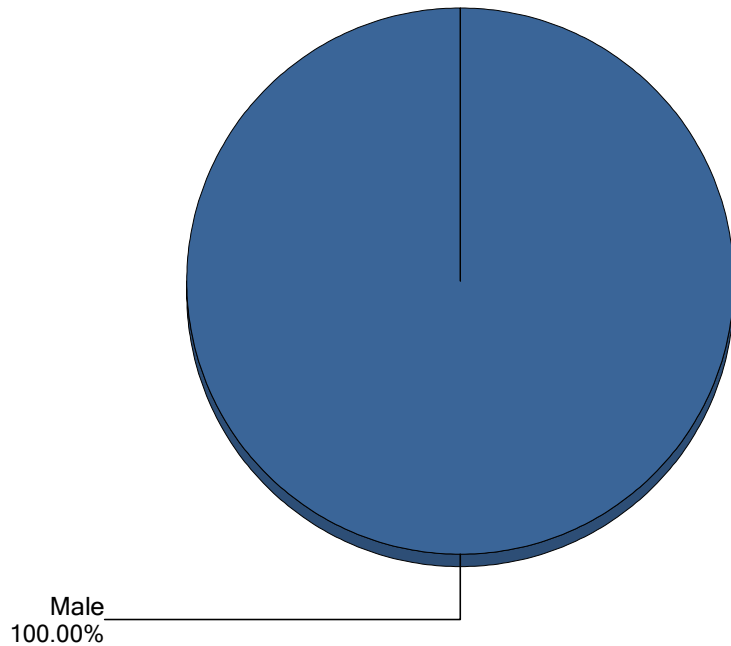
White
100.00%

White	12	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	12	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40345 - VALLEYBROOK OPERATIONS

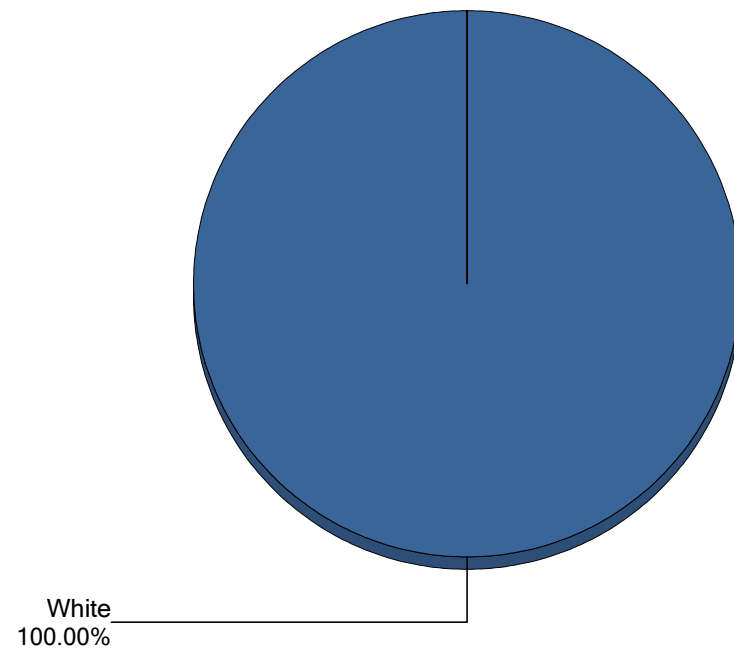
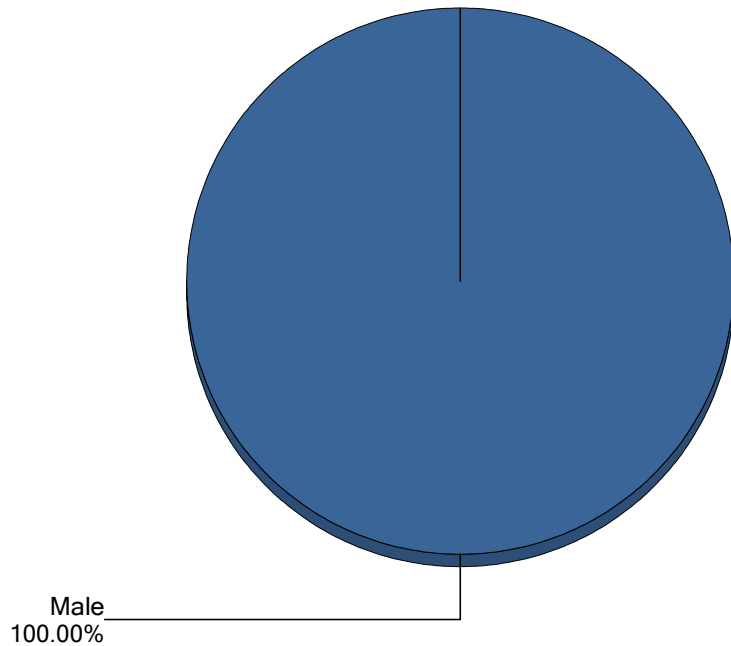


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40347 - MILLENNIUM CENTRE FACILITIES

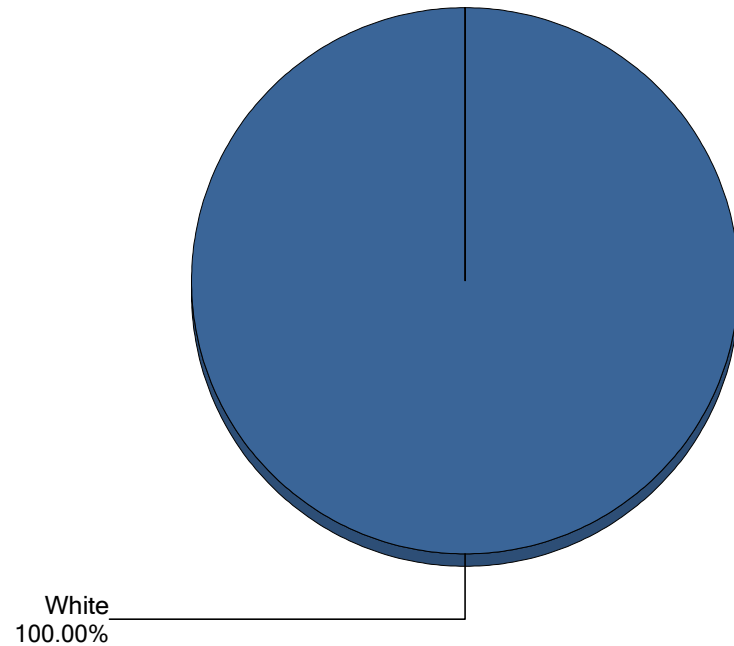
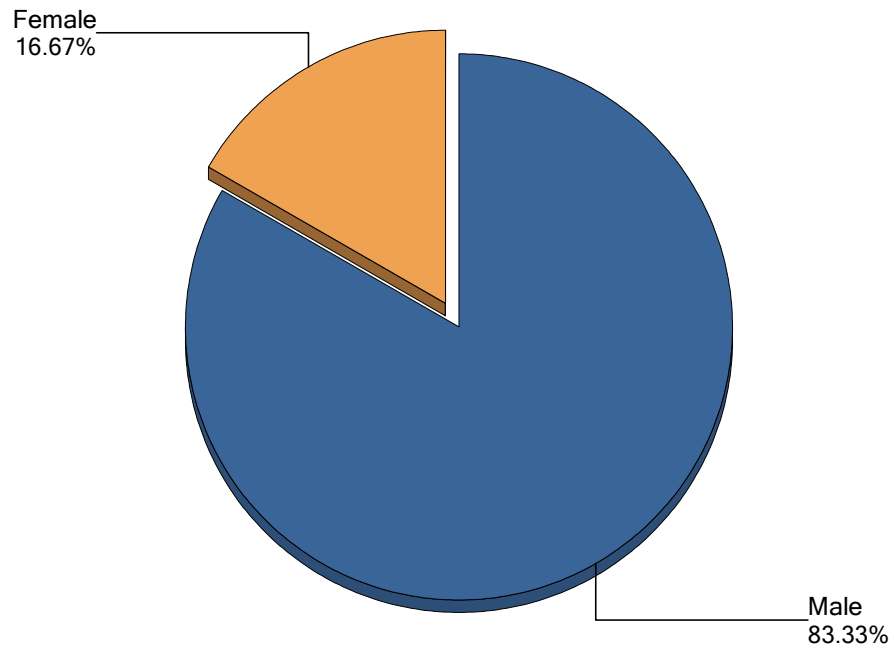


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40355 - ENVIRONMENTAL HEALTH AND SAFETY

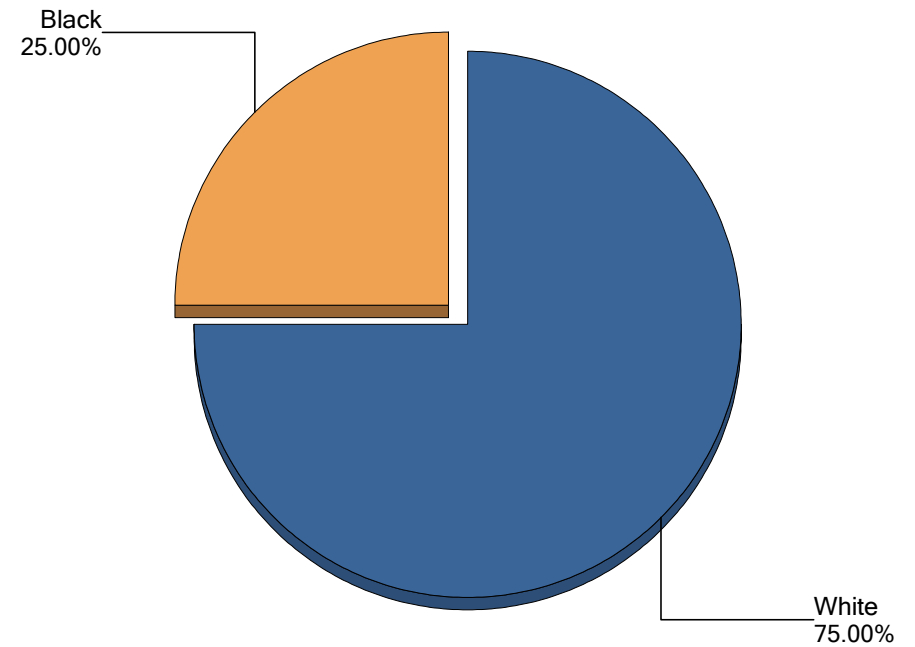
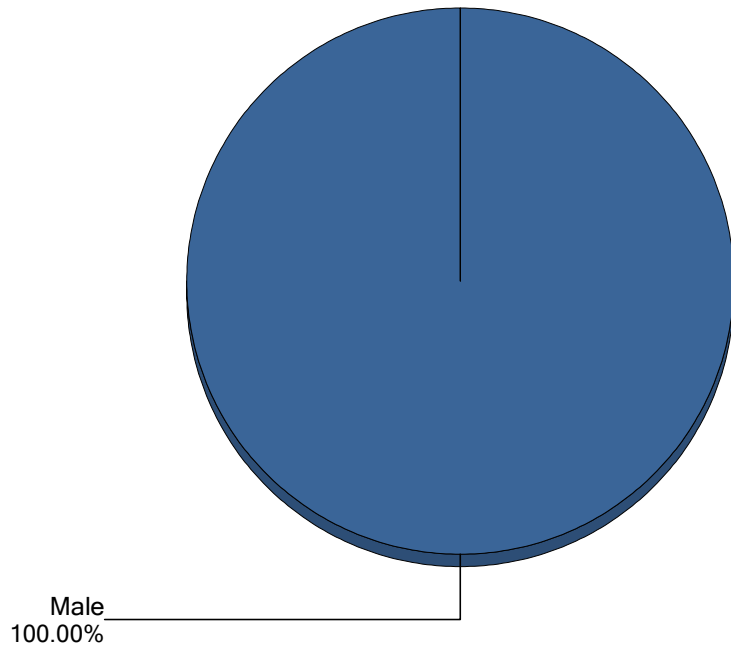


White	6	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40365 - RECYCLING TASK FORCE

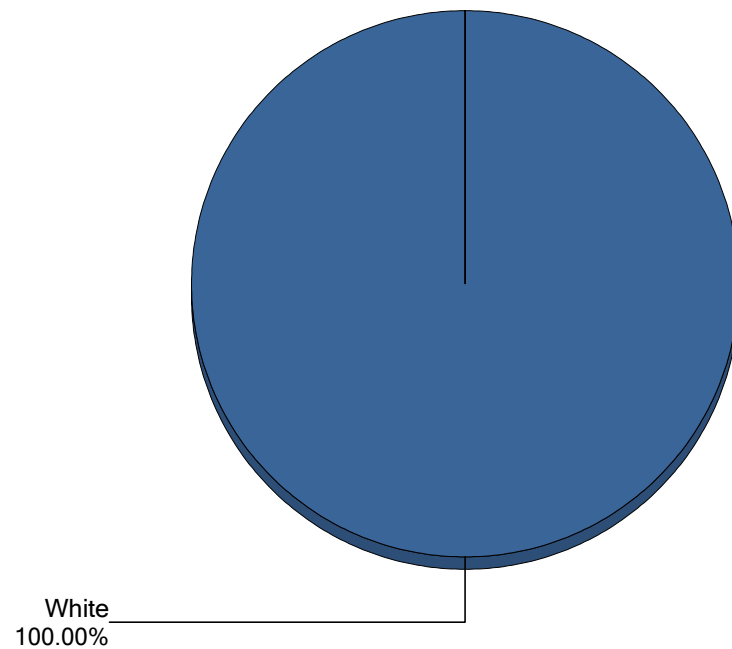
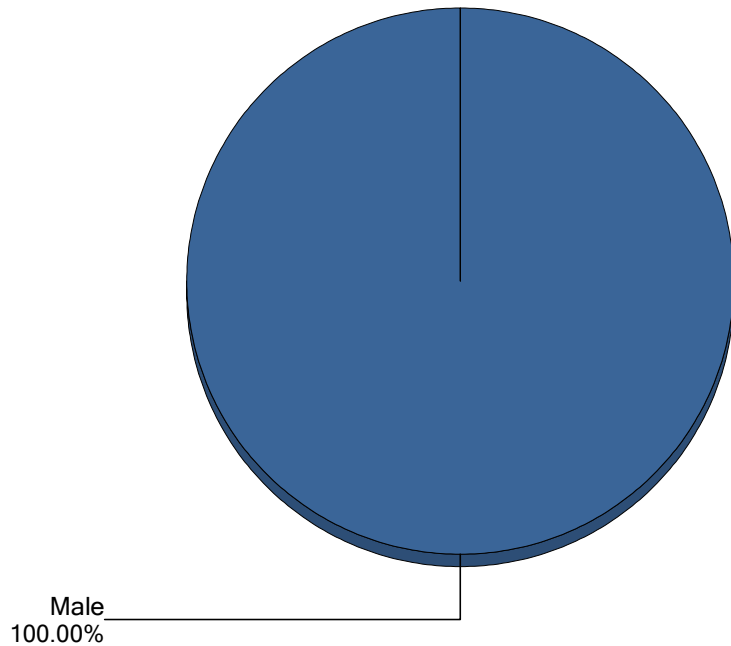


White	3	75.00%
Black	1	25.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

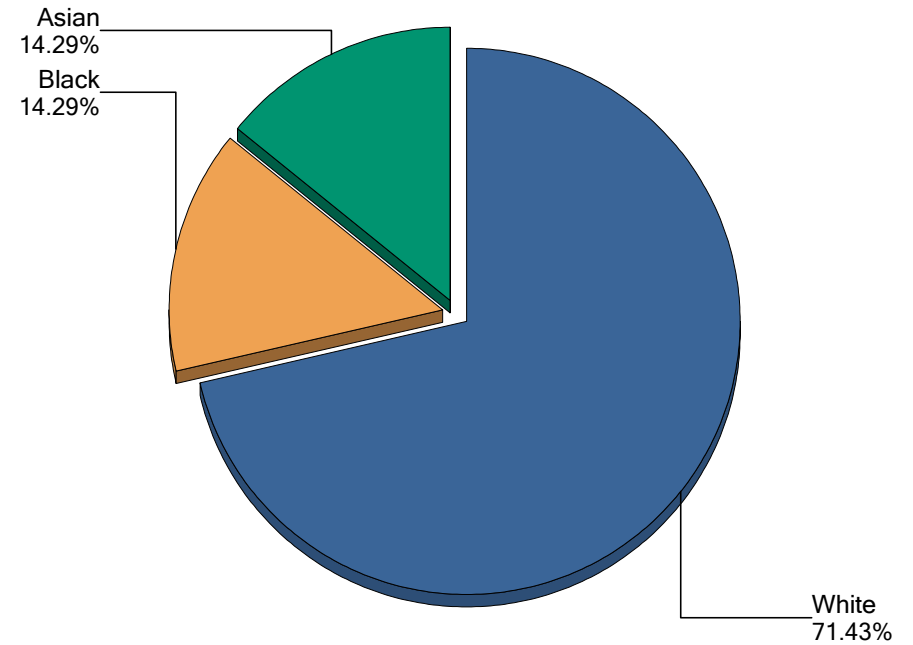
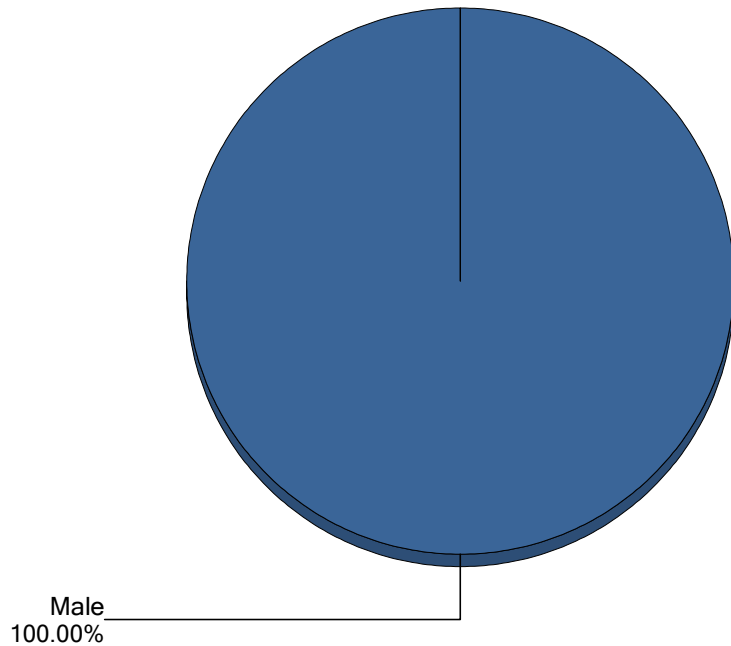
Department: 40380 - PHYSICAL PLANT ADM



White	6	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 40384 - BUILDING MAINTENANCE

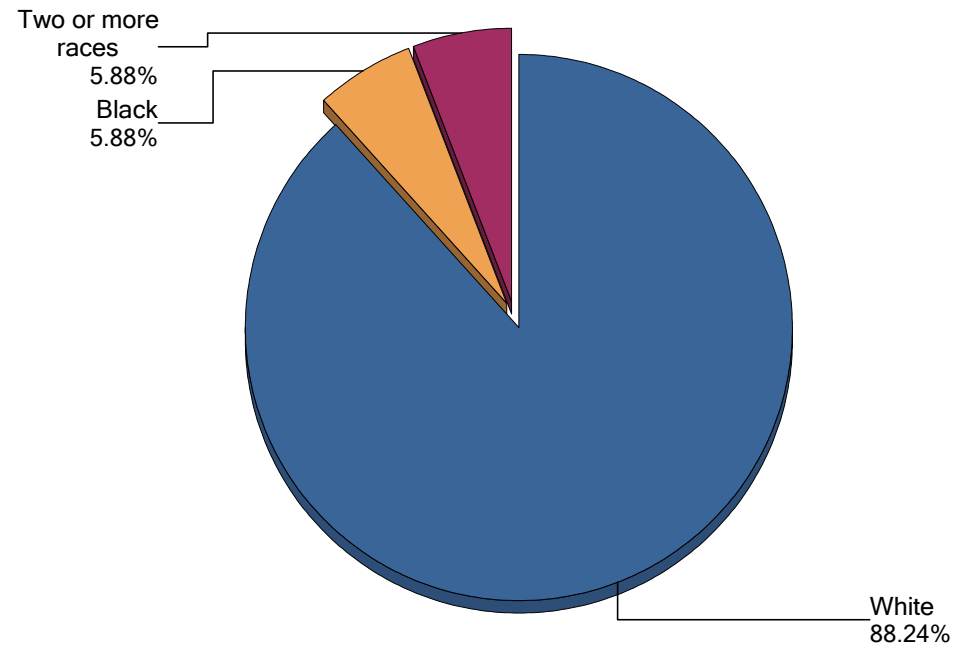
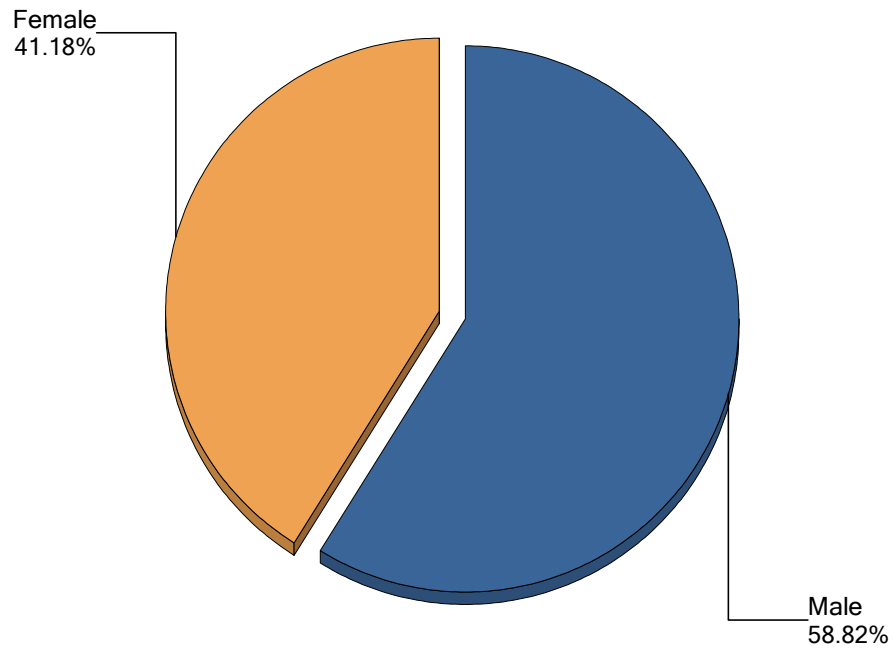


White	5	71.43%
Black	1	14.29%
Asian	1	14.29%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	7	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40385 - CUSTODIAL SERVICES

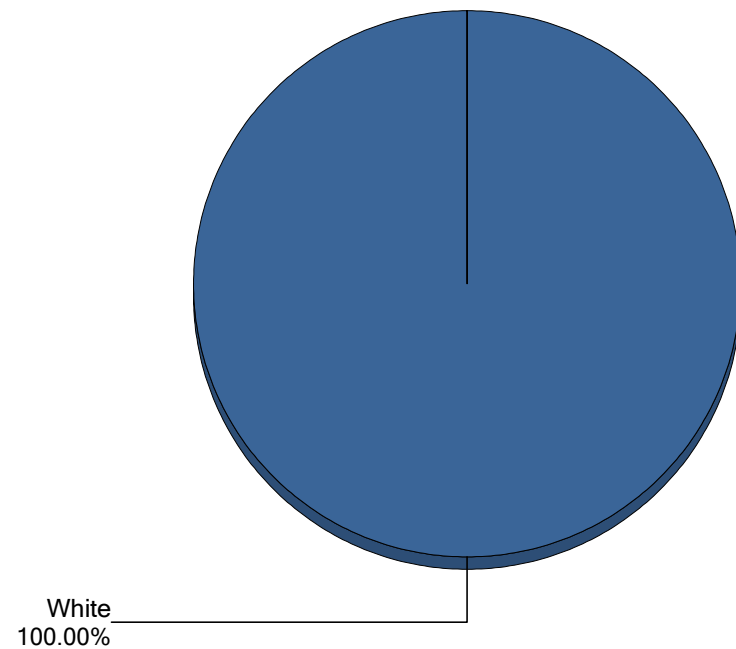
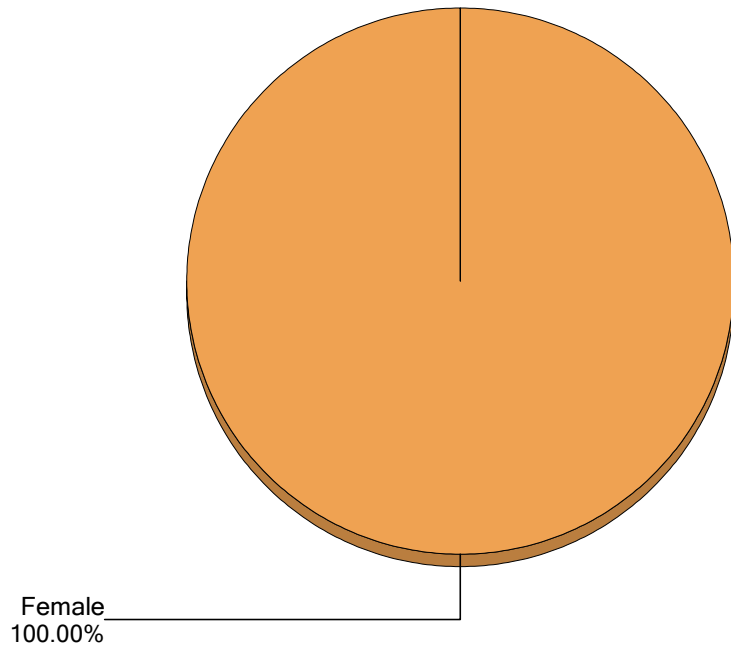


White	15	88.24%
Black	1	5.88%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	5.88%
Total:	17	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40400 - BUDGET AND FINANCIAL PLANNING

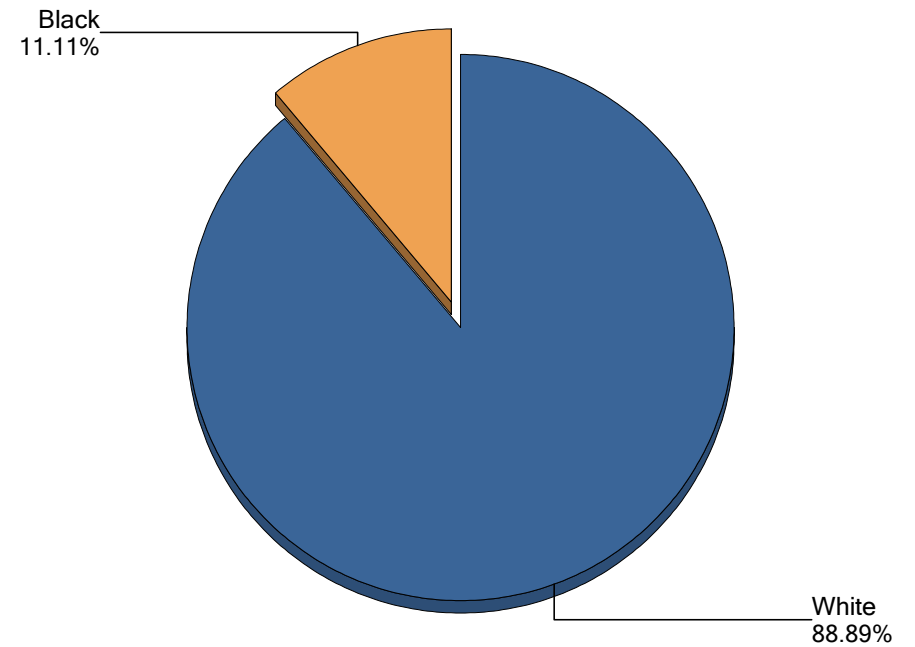
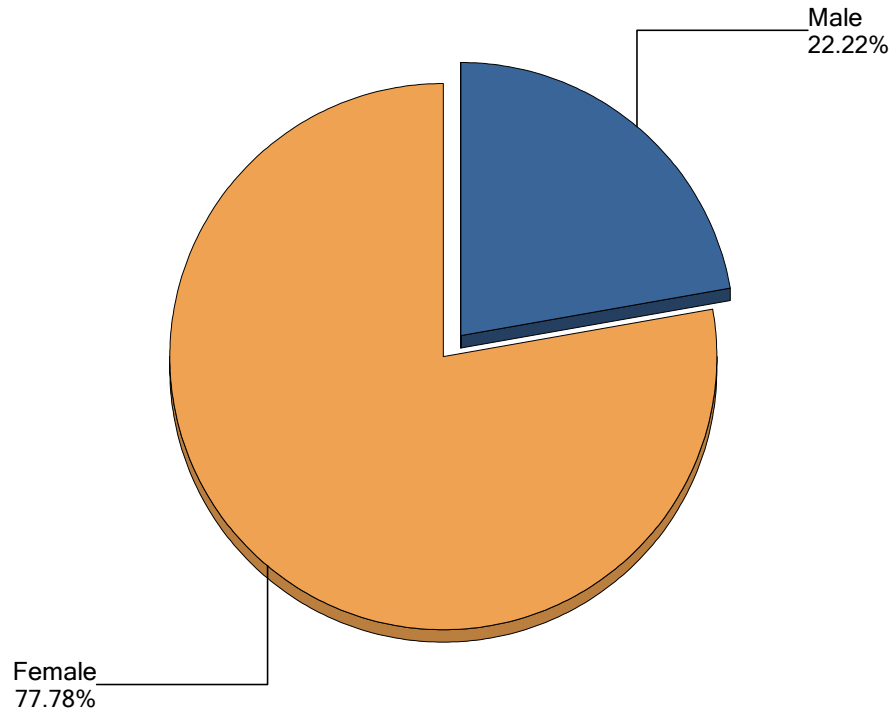


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 40500 - TAX AND REVENUE SERVICES

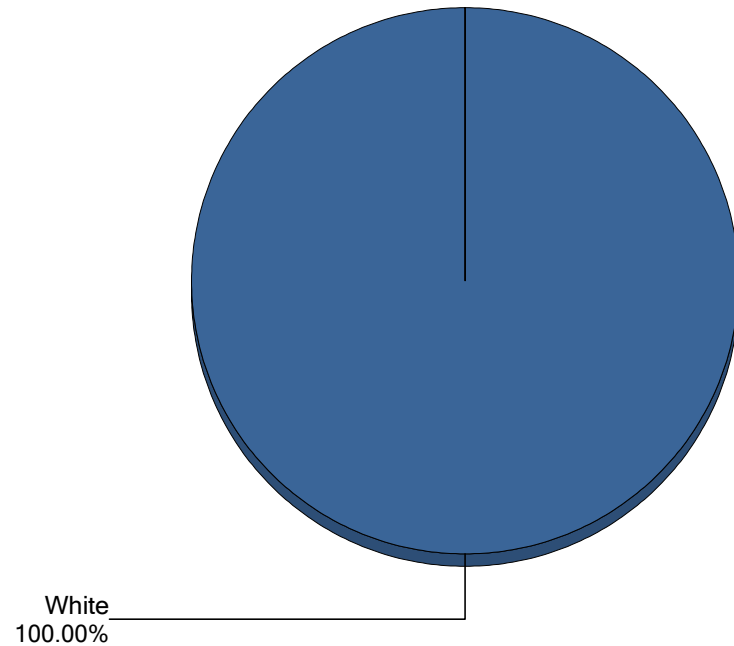
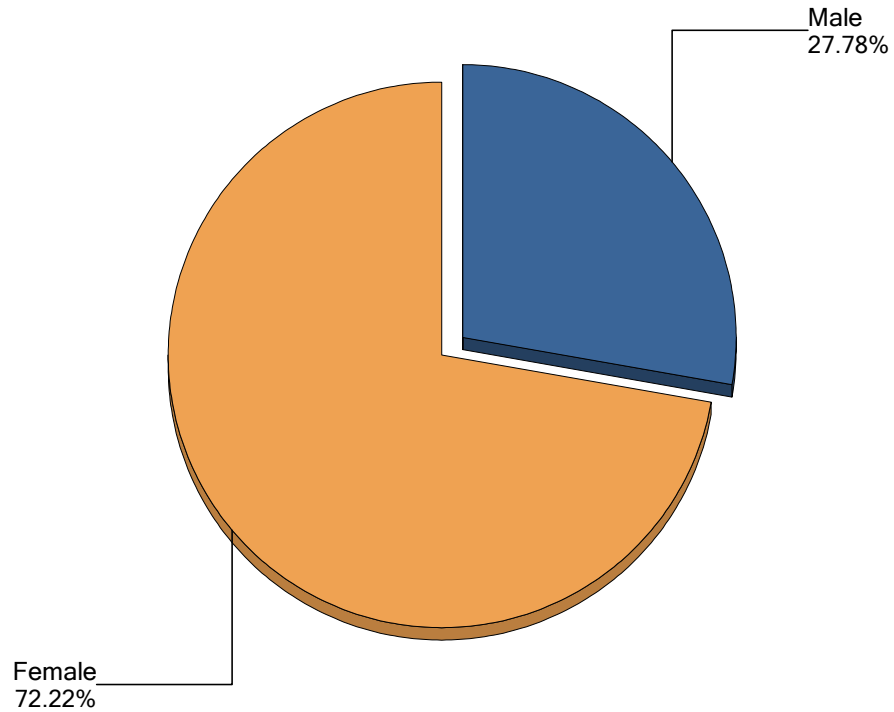


White	8	88.89%
Black	1	11.11%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50200 - HUMAN RESOURCES

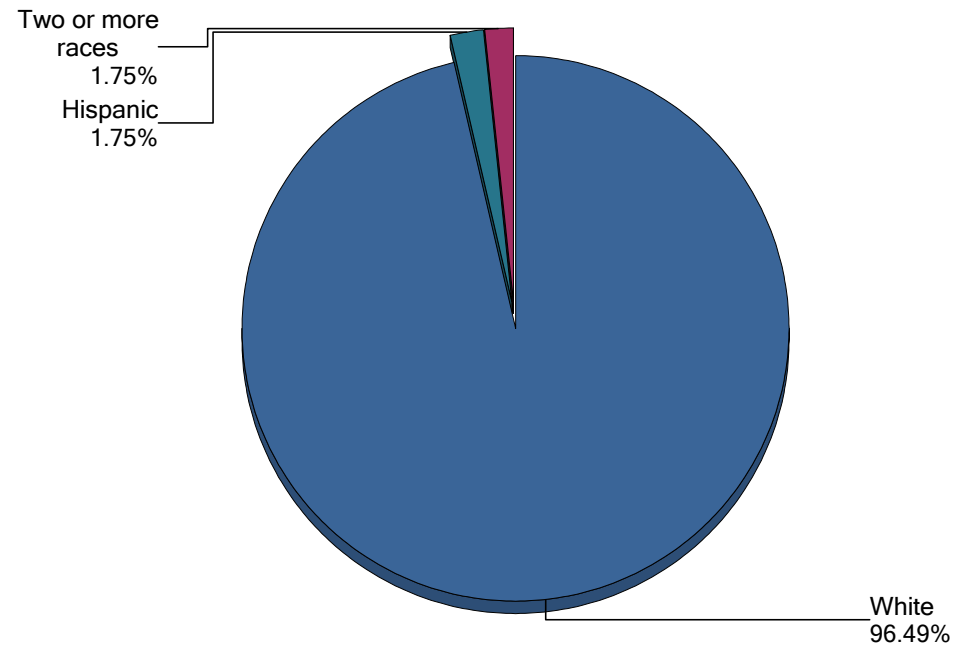
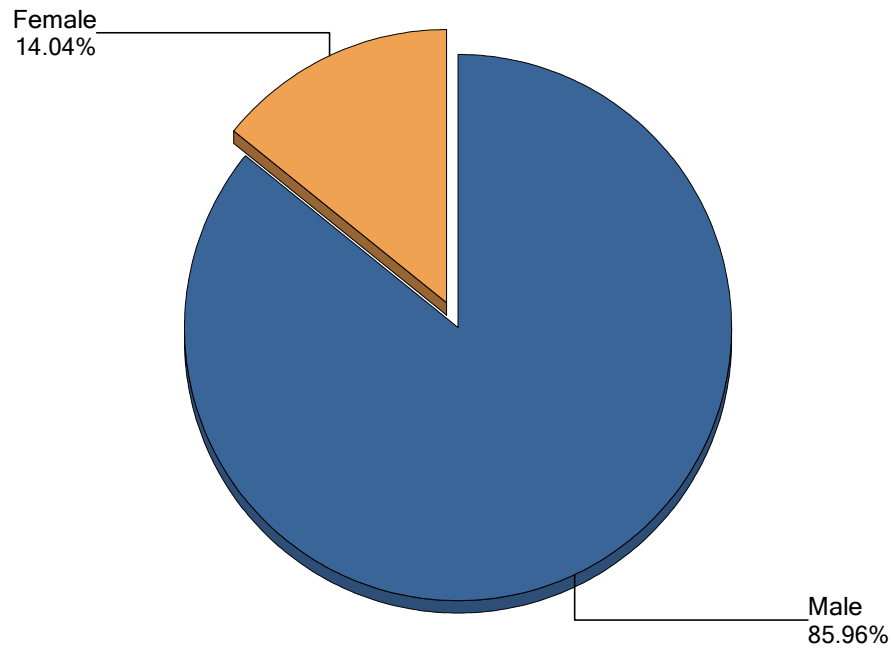


White	18	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	18	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50300 - INFOR TECHNOLOGY COMP SVCS



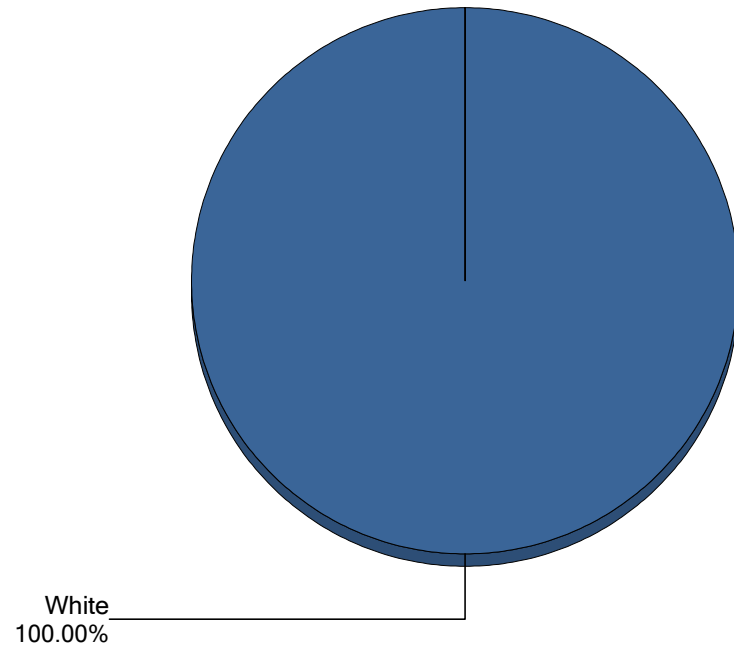
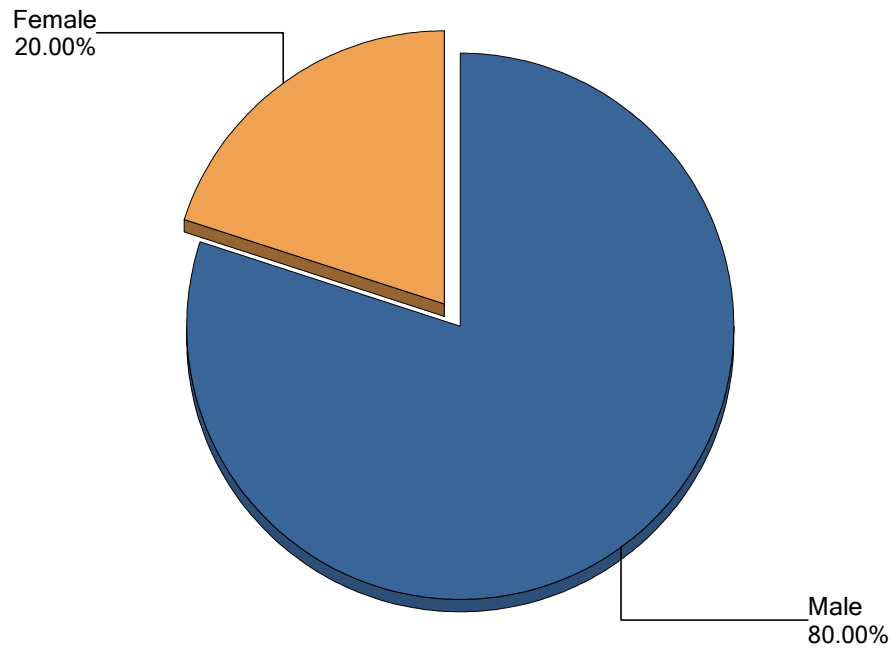
Male	49	85.96%
Female	8	14.04%
Total: 57 100.00%		

White	55	96.49%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	1	1.75%
Pacific Islander	0	0.00%
Two or more races	1	1.75%
Total: 57 100.00%		

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50310 - TELECOMMUNICATIONS

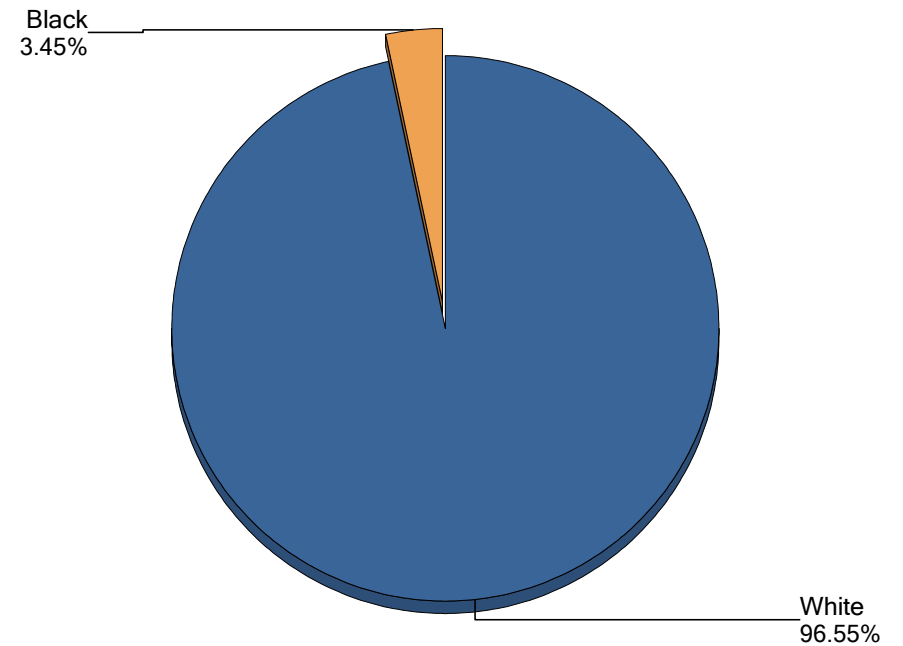
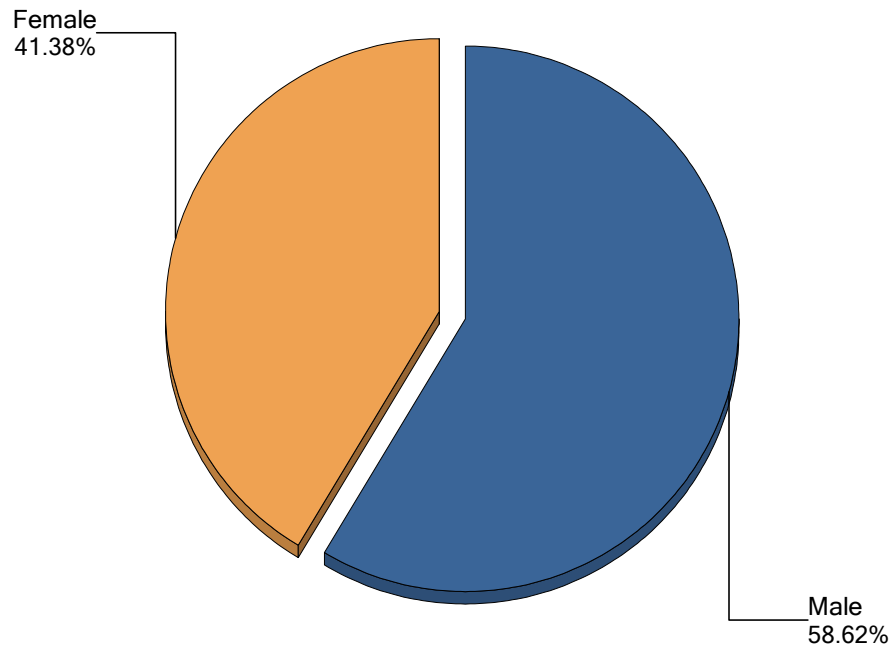


White	5	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

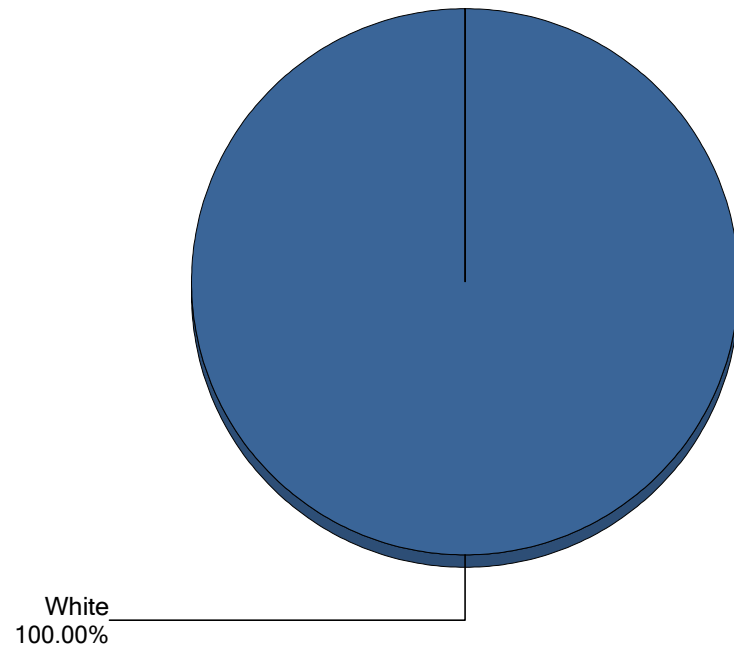
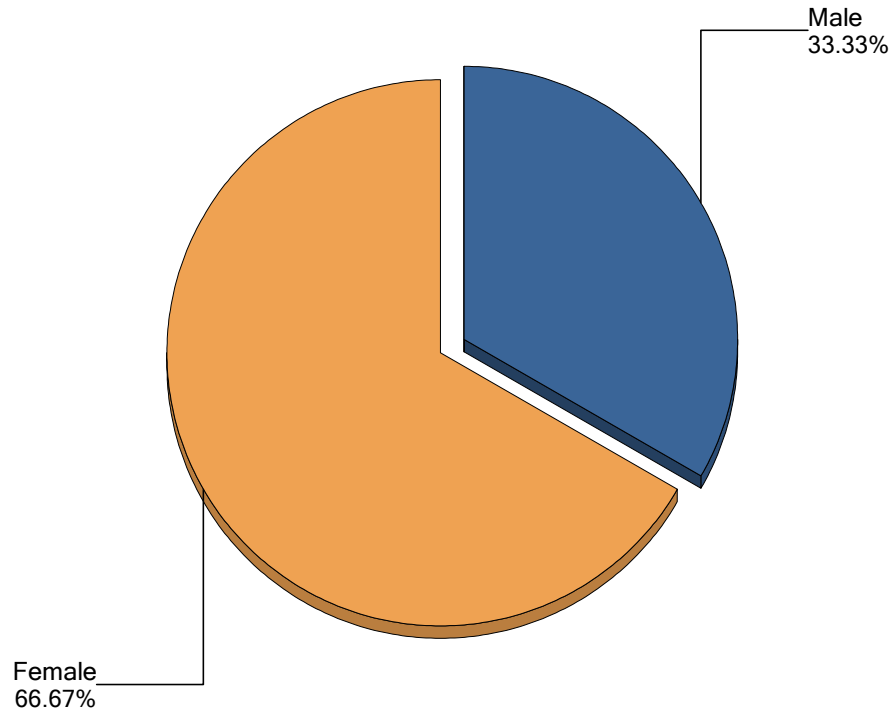
Department: 50500 - SAFETY SECURITY



White	28	96.55%
Black	1	3.45%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	29	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 50700 - STUDENT SERVICES ADM

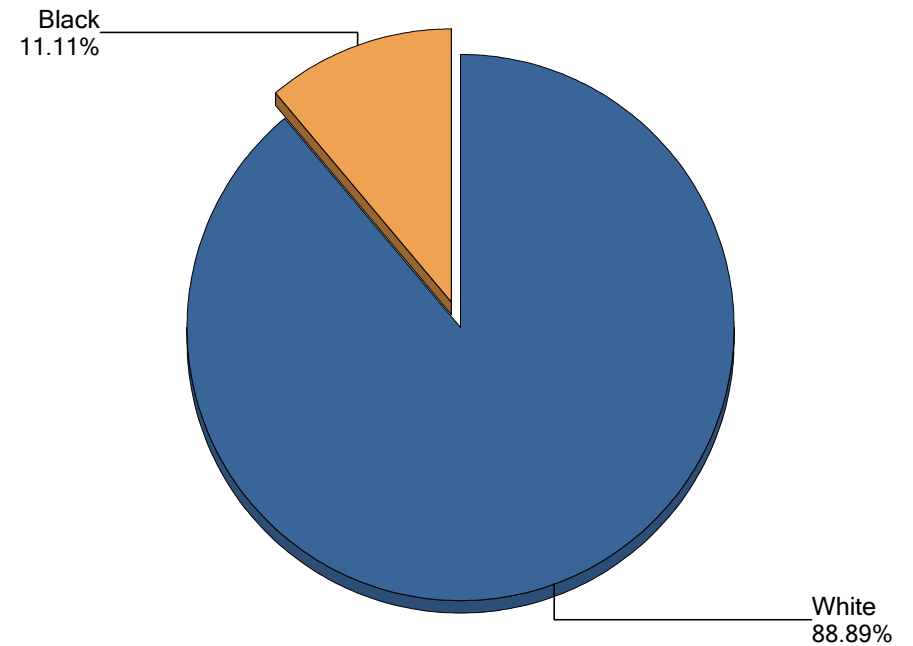
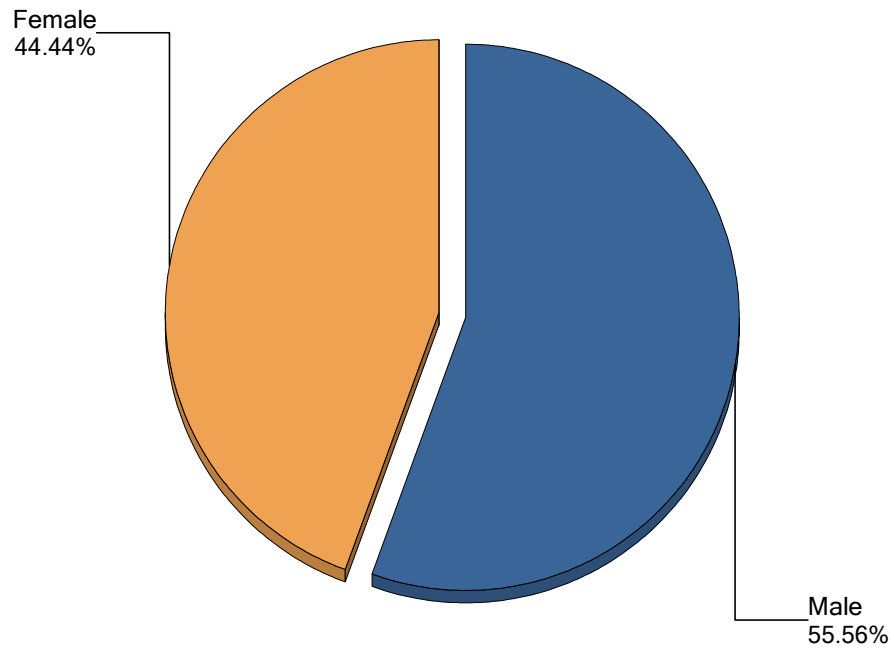


White	6	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

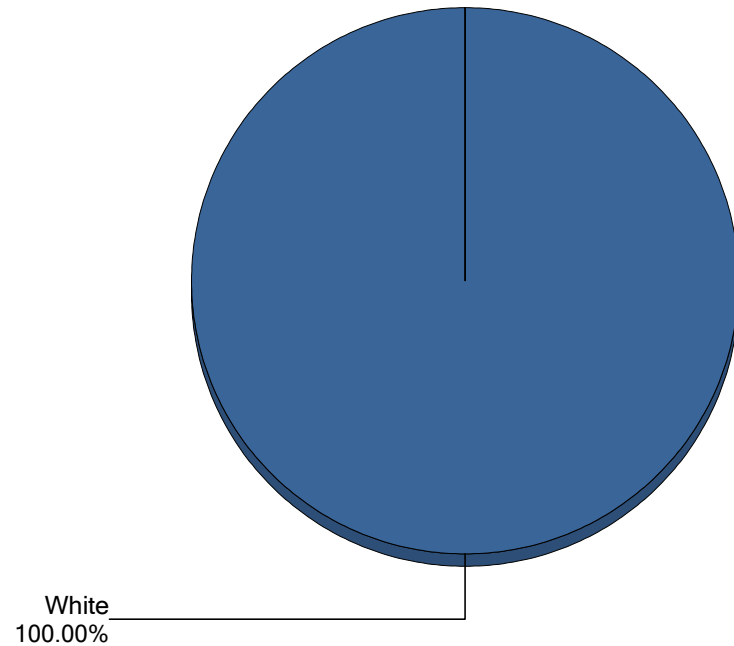
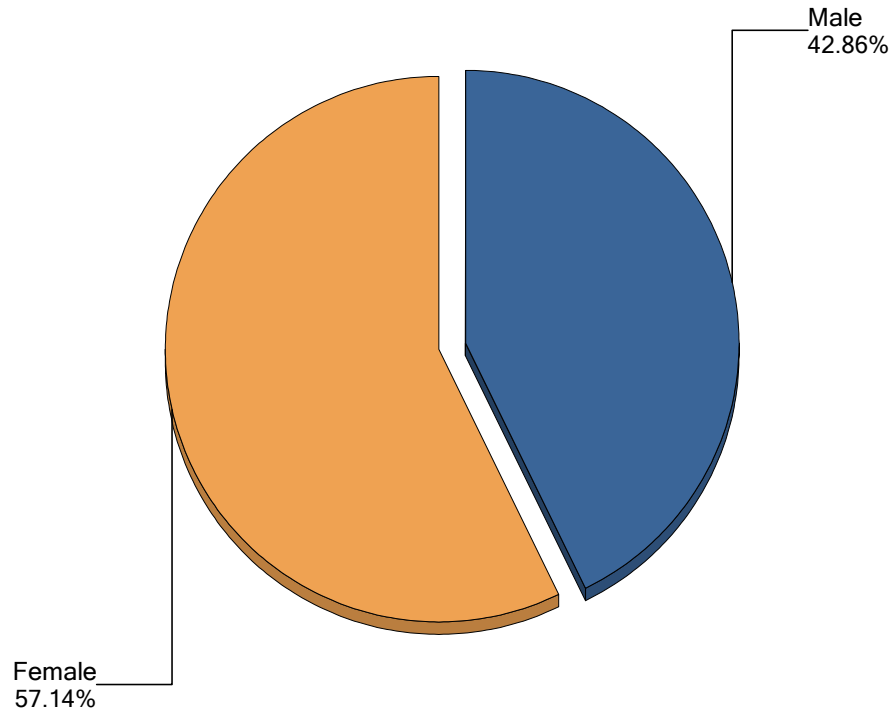
Department: 50704 - ORIENTATION SERVICES



White	8	88.89%
Black	1	11.11%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	9	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

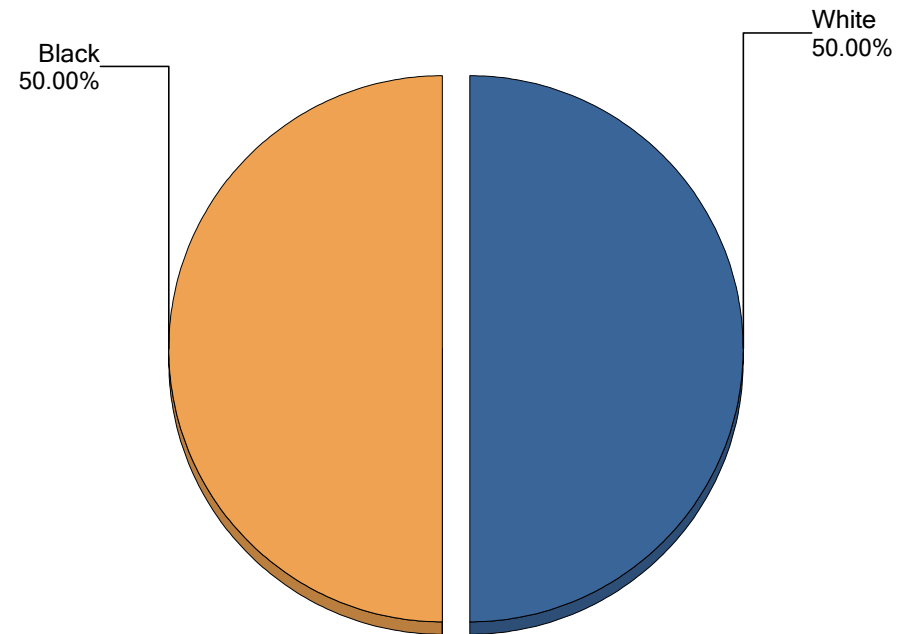
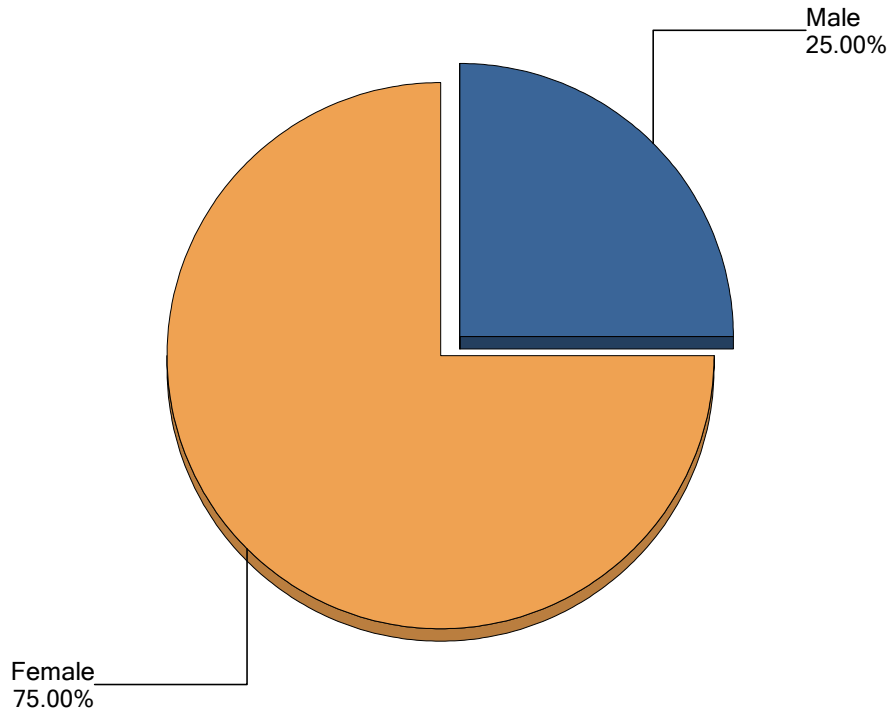
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 50710 - UNIVERSITY CENTER ADM



White	7	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	7	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 50713 - SORC ADMINISTRATION

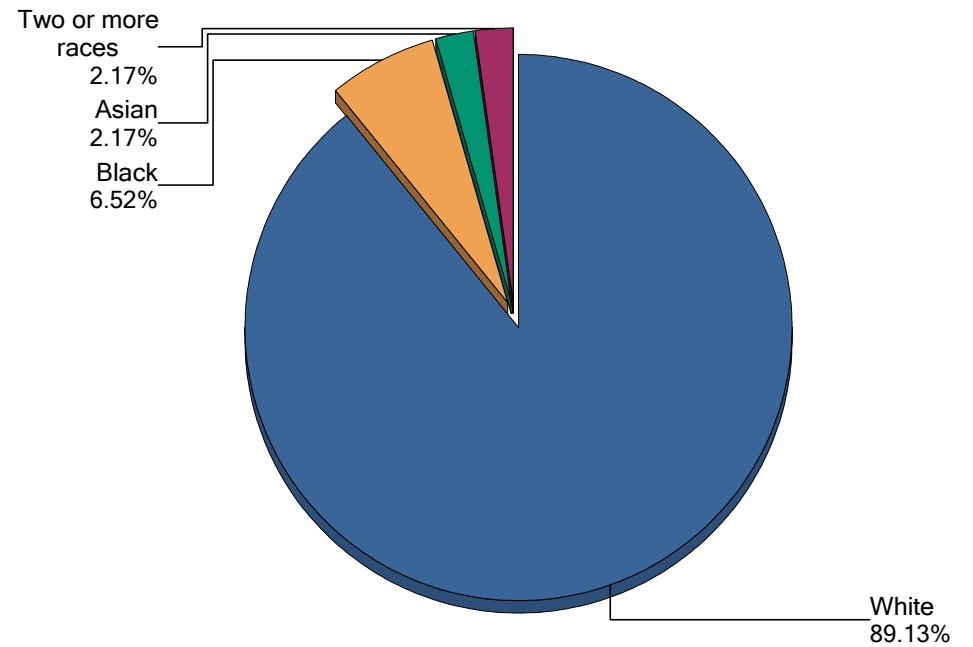
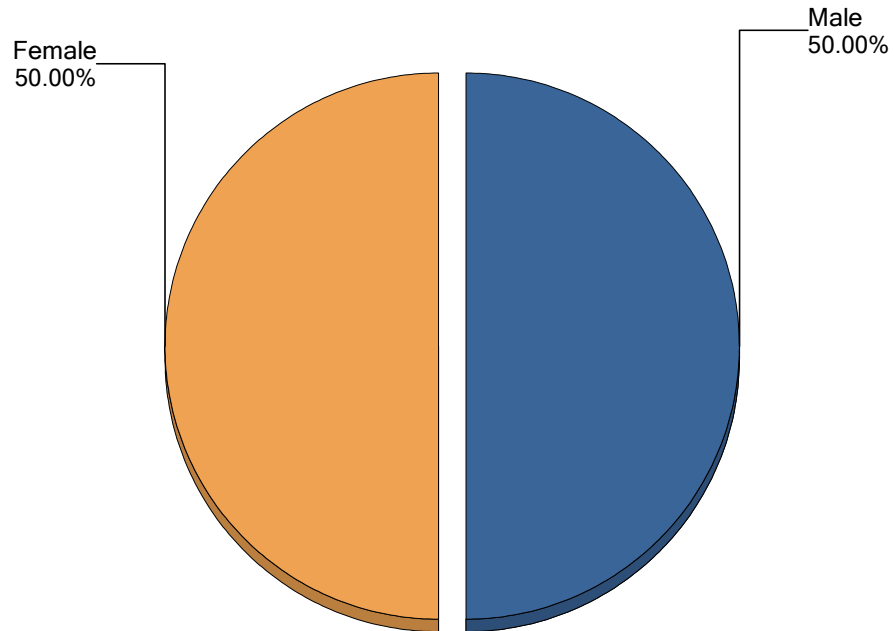


White	2	50.00%
Black	2	50.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50721 - CENTER FOR PHYSICAL ACTIVITY



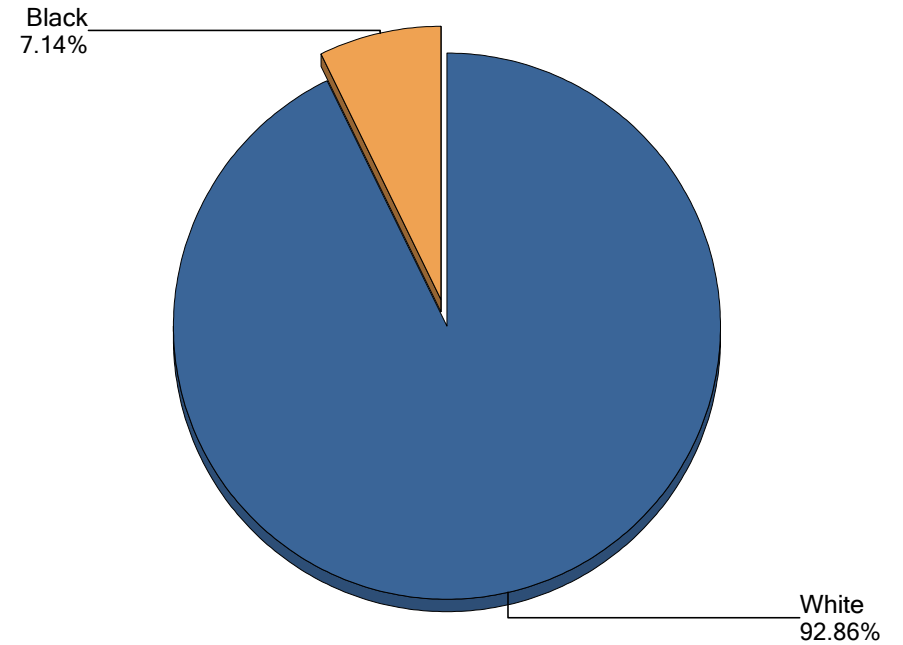
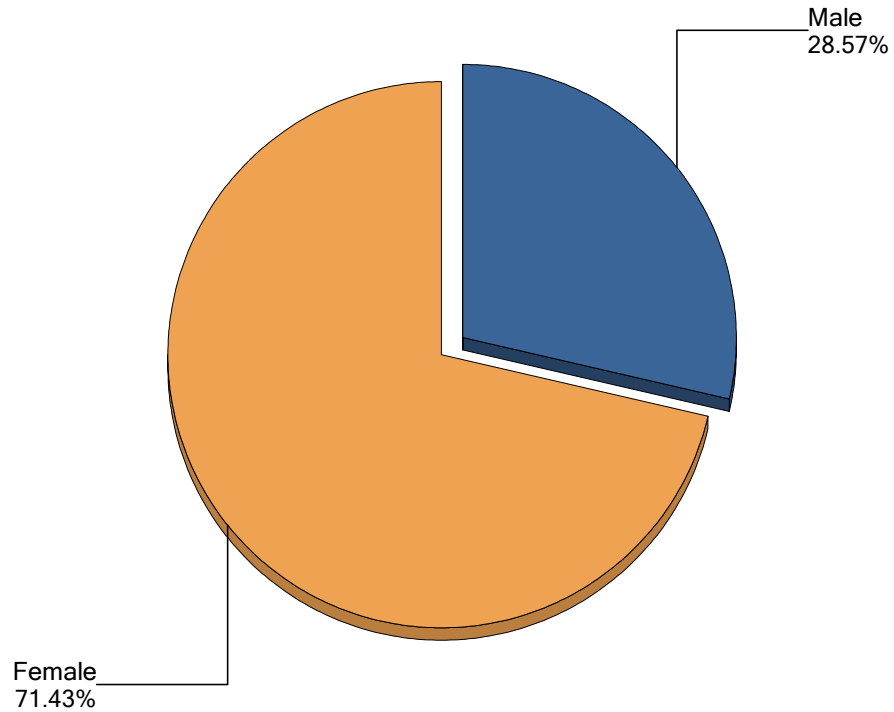
Male	23	50.00%
Female	23	50.00%
Total:	46	100.00%

White	41	89.13%
Black	3	6.52%
Asian	1	2.17%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	2.17%
Total:	46	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50722 - CPA - AQUATICS

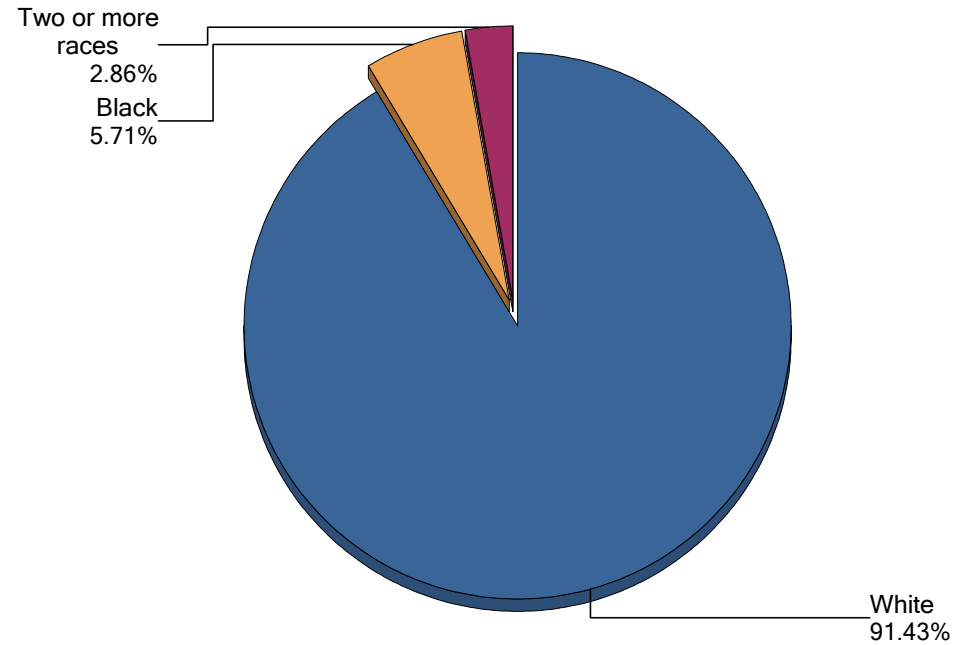
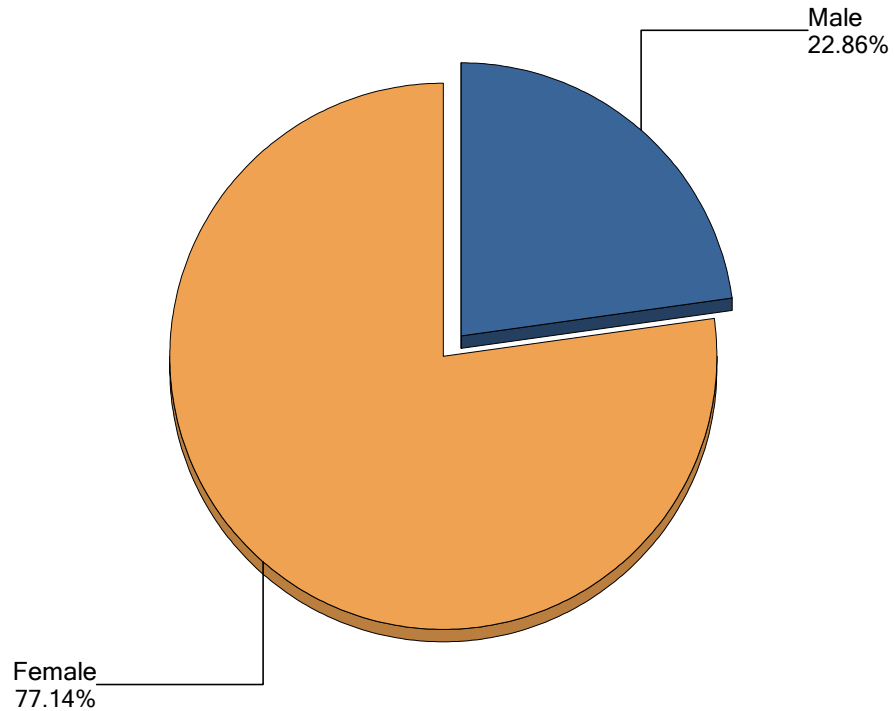


White	13	92.86%
Black	1	7.14%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	14	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50723 - CPA - FITNESS



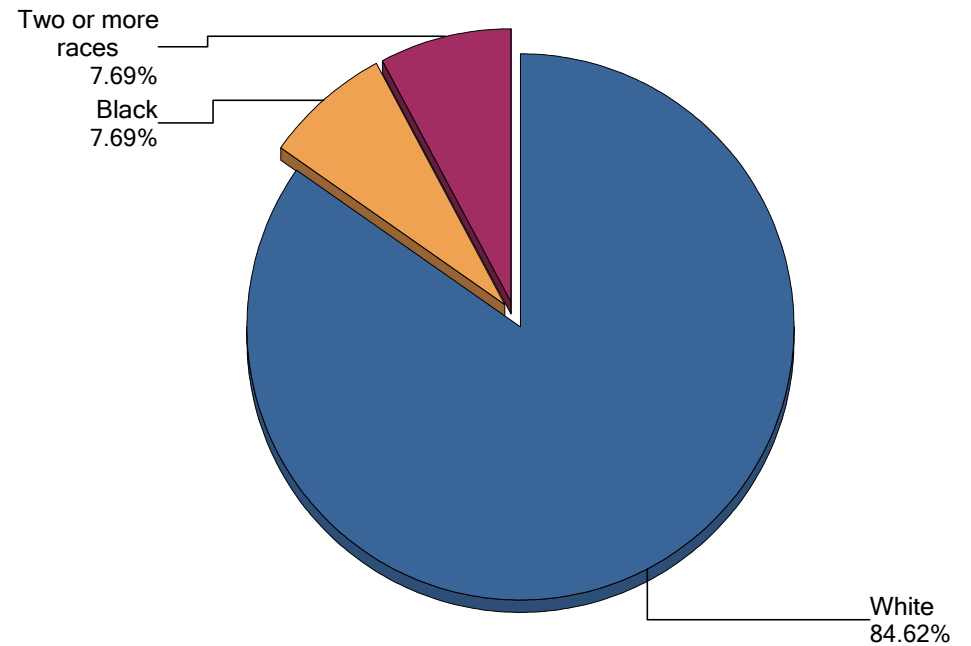
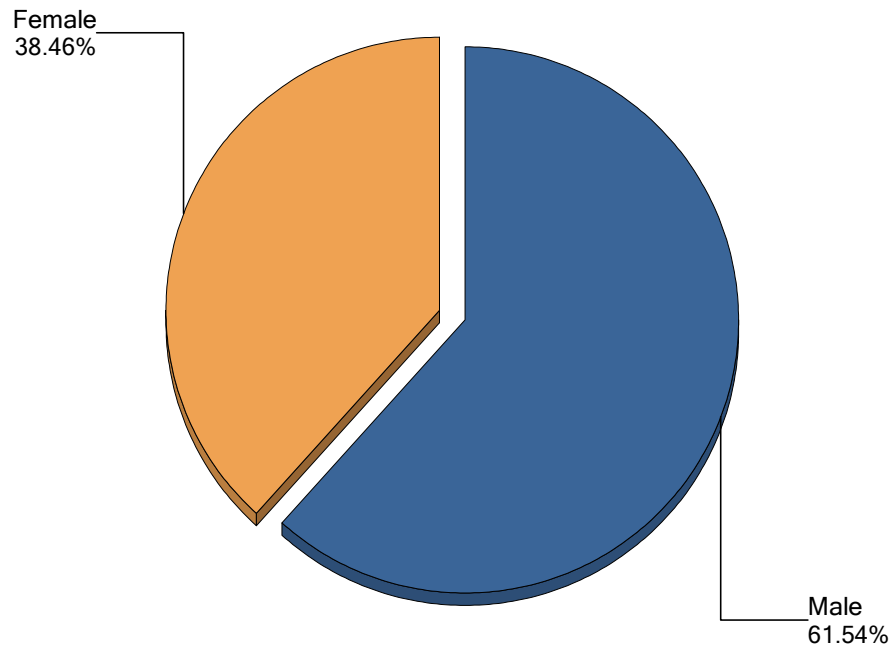
Male	8	22.86%
Female	27	77.14%
Total:	35	100.00%

White	32	91.43%
Black	2	5.71%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	2.86%
Total:	35	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50724 - CPA - OUTDOOR ADVENTURE



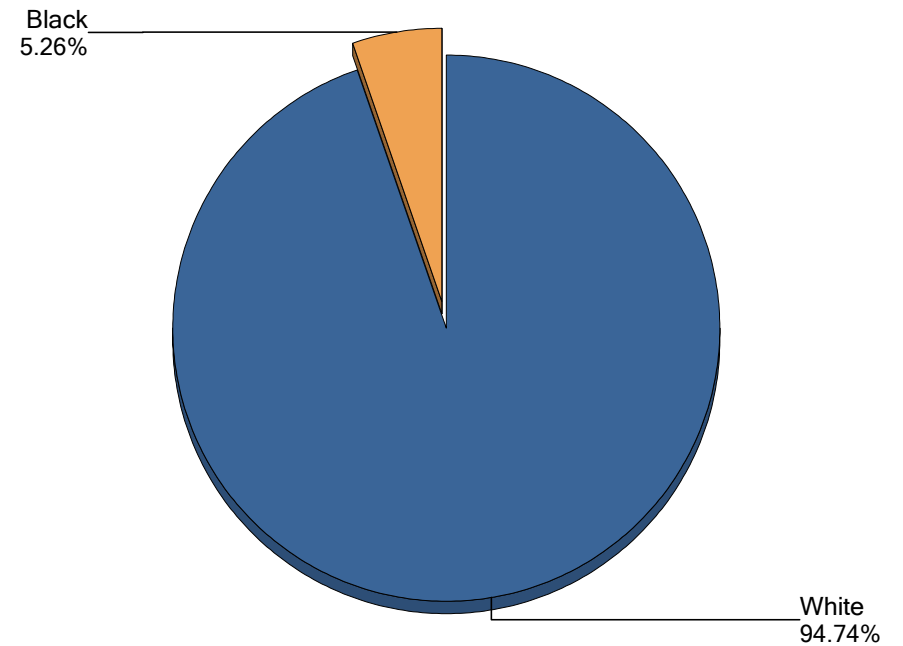
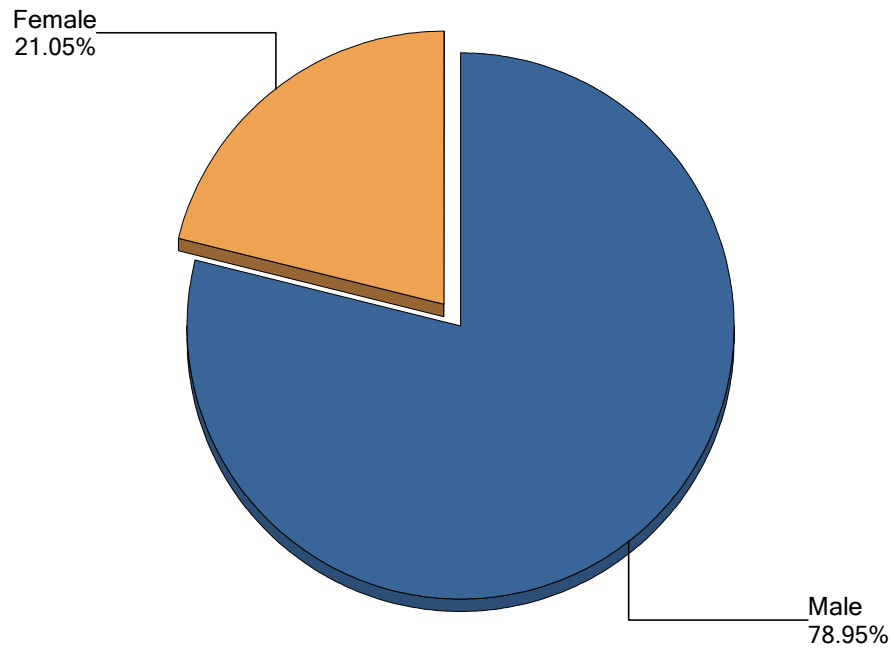
Male	8	61.54%
Female	5	38.46%
Total:	13	100.00%

White	11	84.62%
Black	1	7.69%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	1	7.69%
Total:	13	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50725 - CPA - INTRAMURAL SPORTS

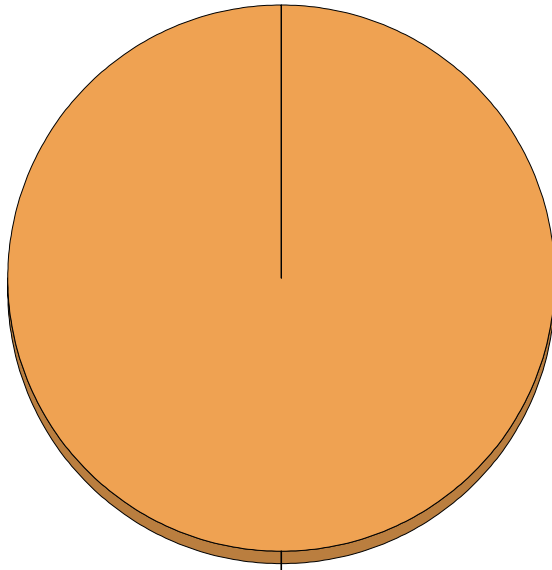


White	18	94.74%
Black	1	5.26%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	19	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

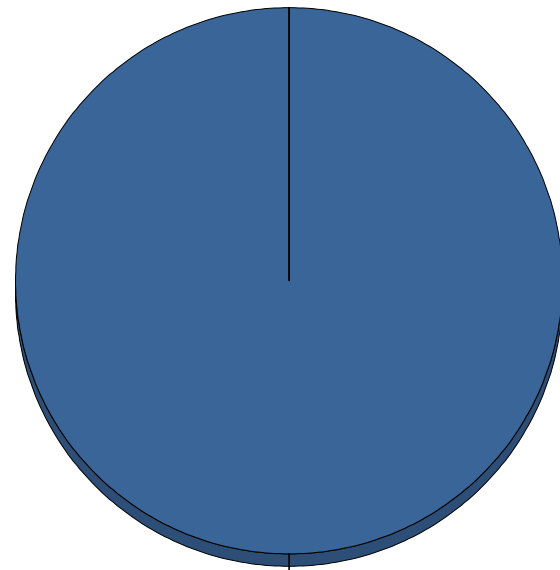
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50750 - DISABILITY SERVICES



Female
100.00%

Male	0	0.00%
Female	5	100.00%
Total:	5	100.00%

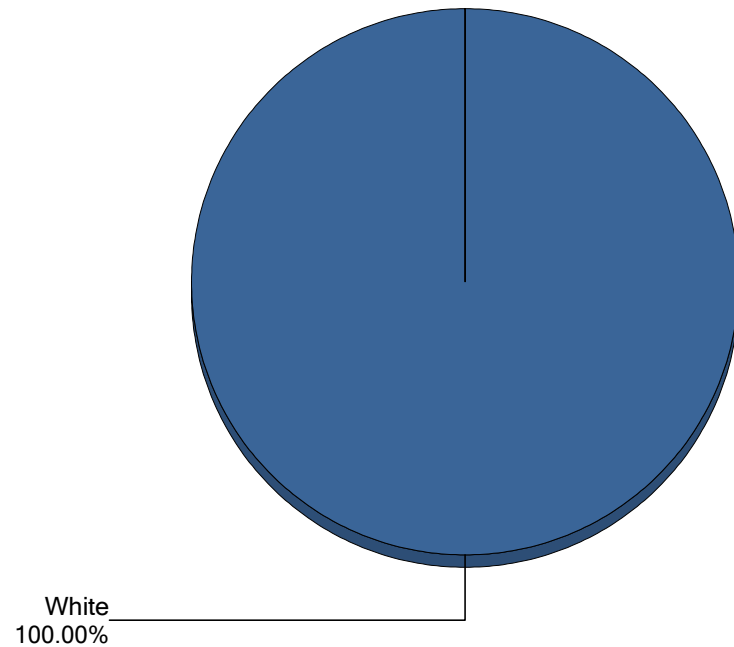
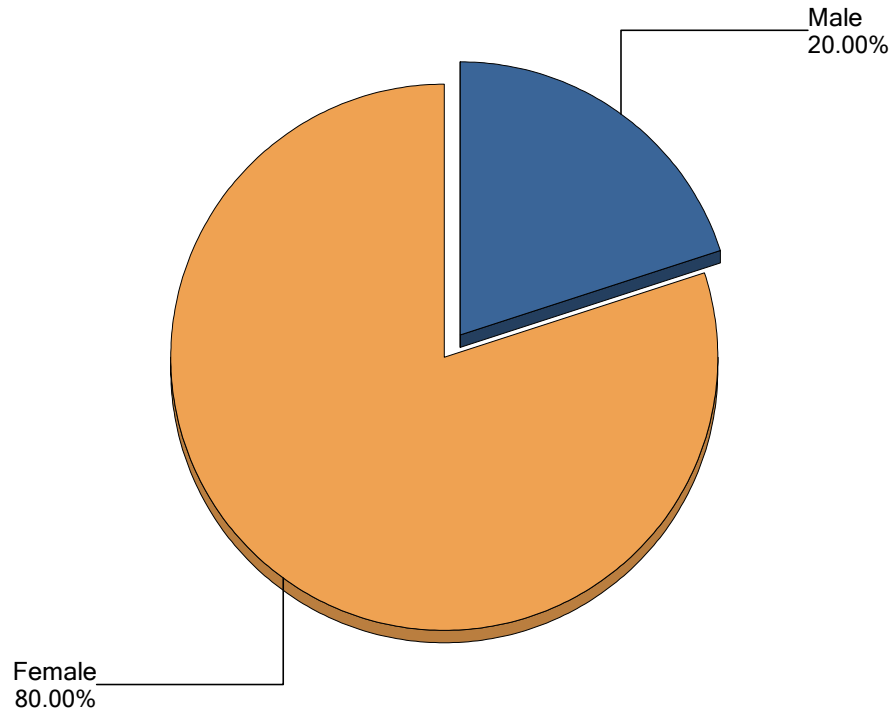


White
100.00%

White	5	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 50751 - DISABILITY SERVICES ACCESS

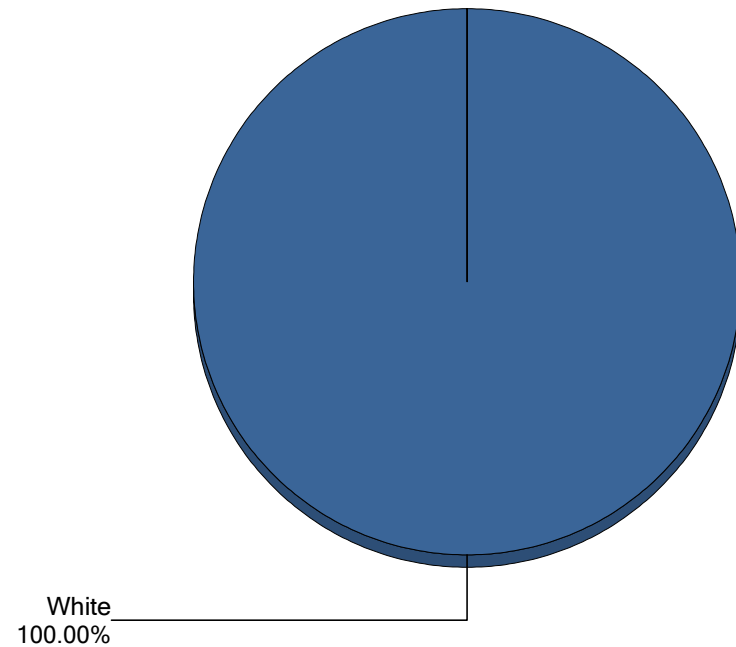
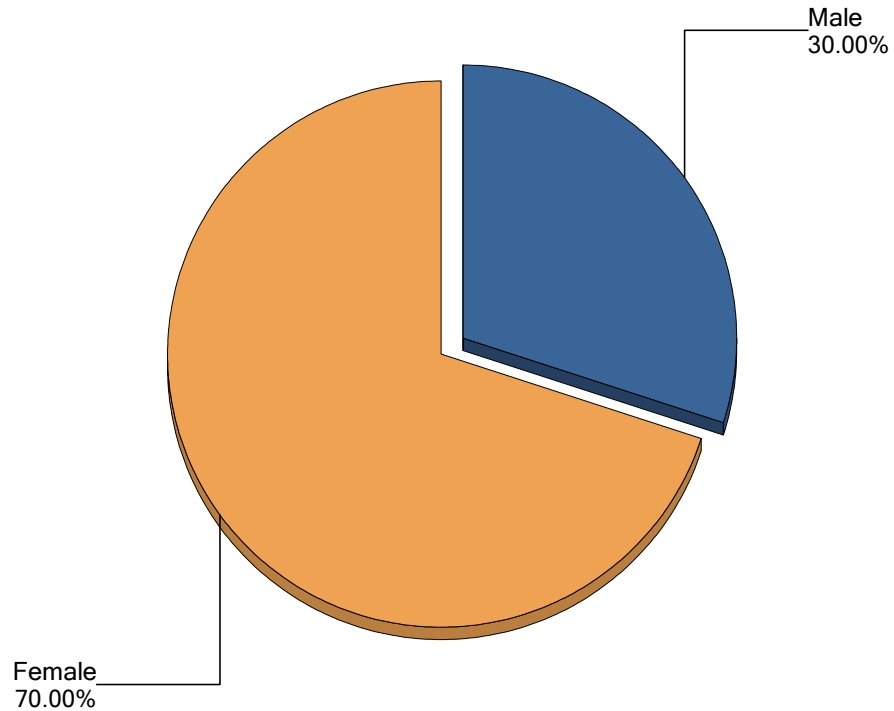


White	5	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	5	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

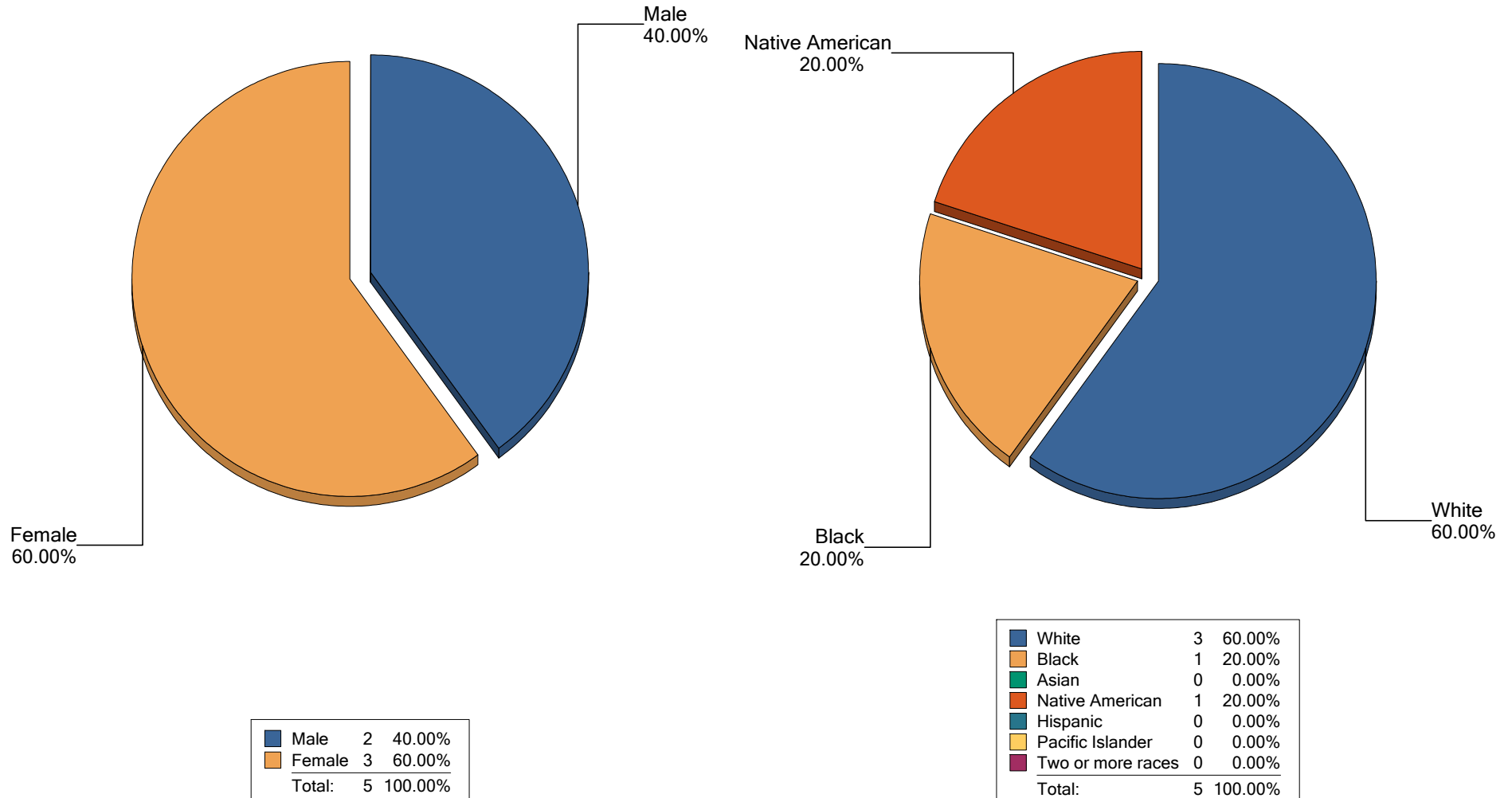
Department: 50760 - COUNSELING CENTER



White	10	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	10	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

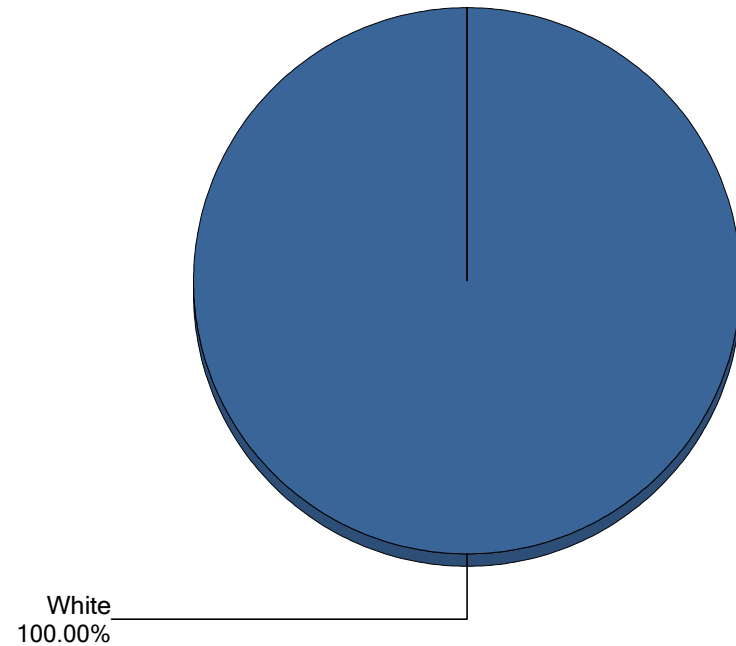
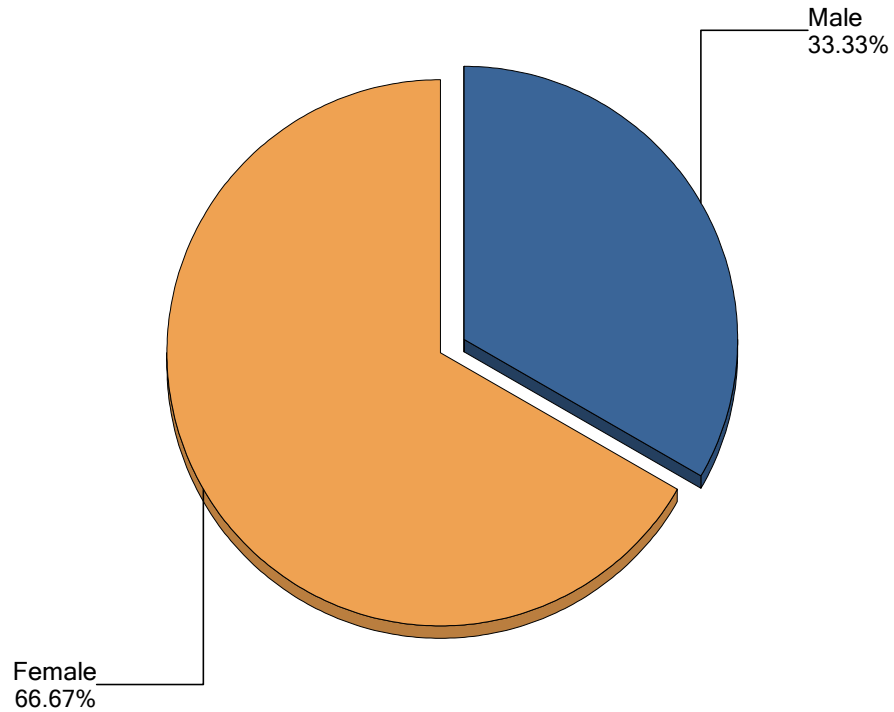
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 50770 - UNIVERSITY CAREER SERVICES



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

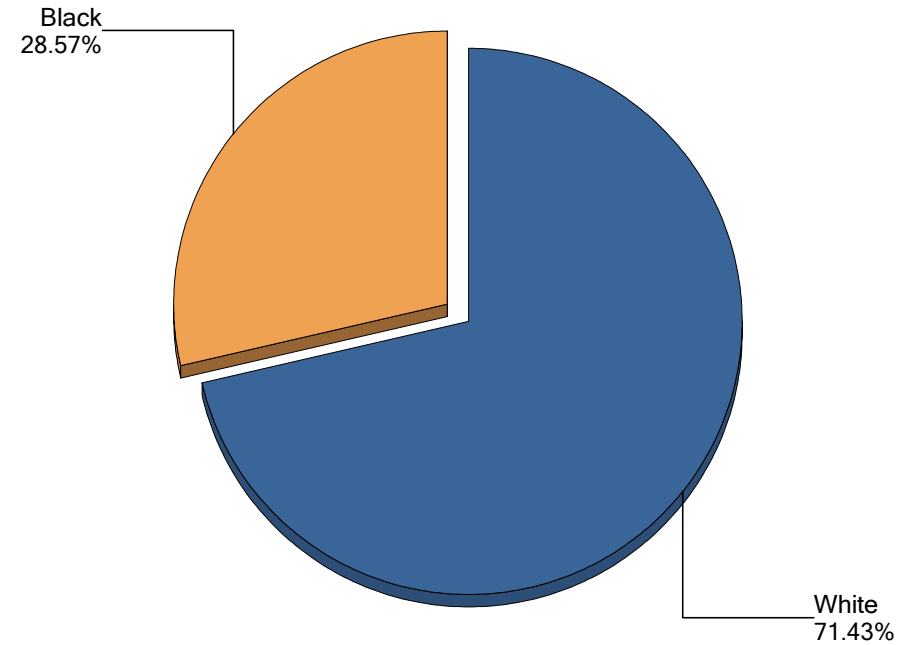
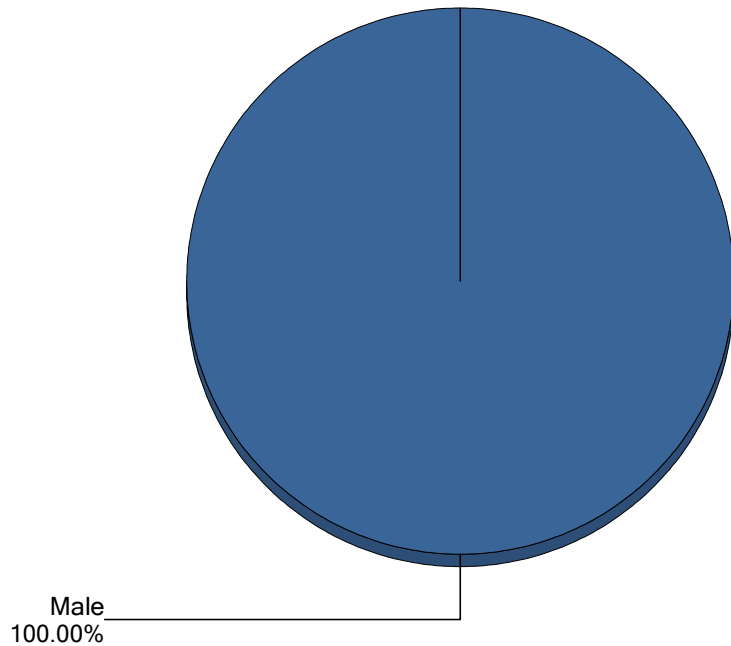
Department: 50780 - STUDENT HOUSING



White	21	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	21	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 50785 - BUC RIDGE MAINTENANCE

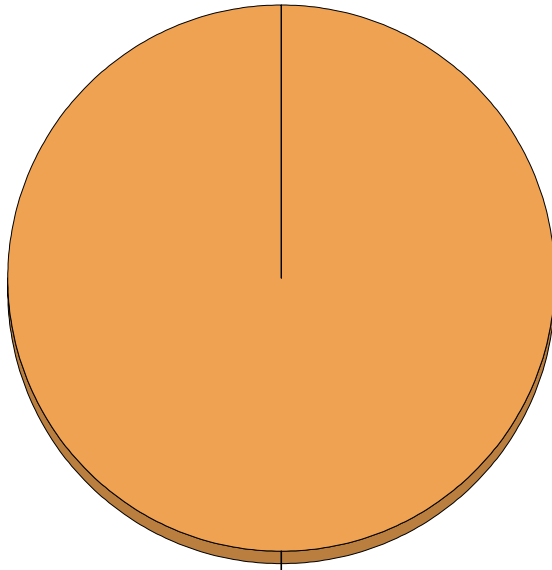


White	5	71.43%
Black	2	28.57%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	7	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

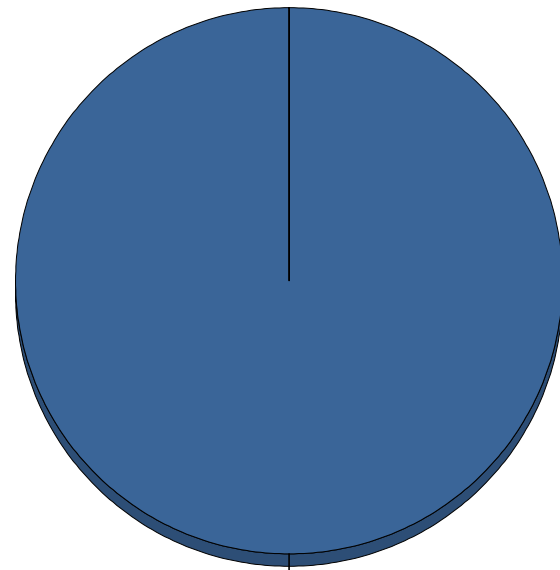
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50790 - MILLENNIUM CENTRE STUDENT AFFAIRS



Female
100.00%

Male	0	0.00%
Female	1	100.00%
Total:	1	100.00%



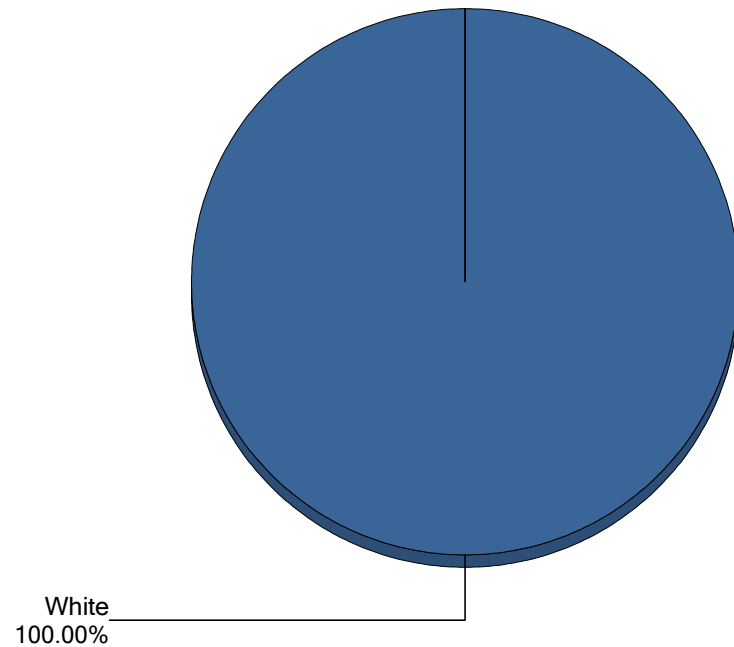
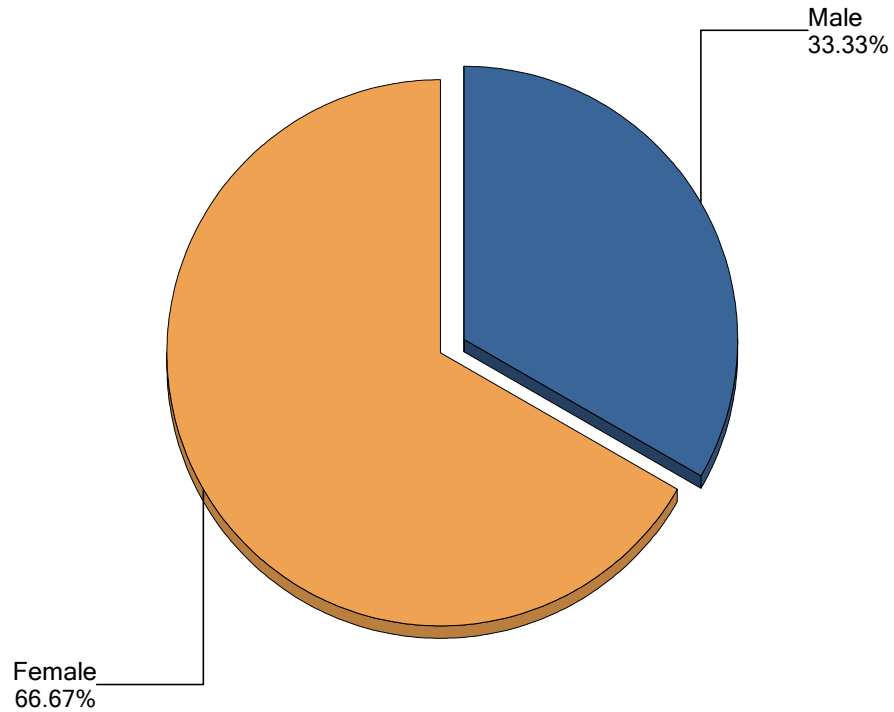
White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50900 - STUDENT ACTIVITIES OTHER

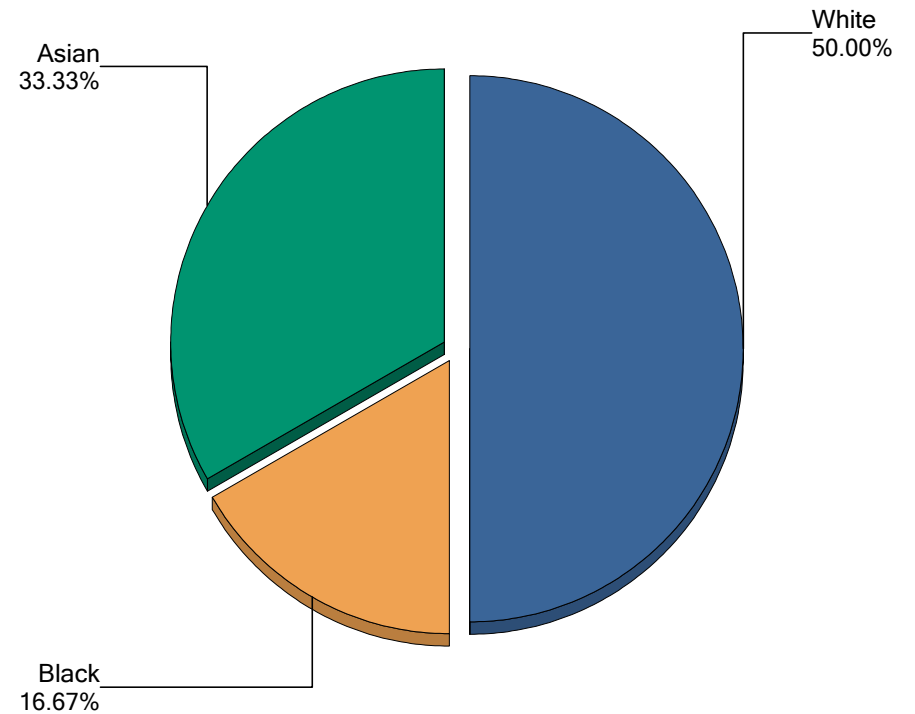
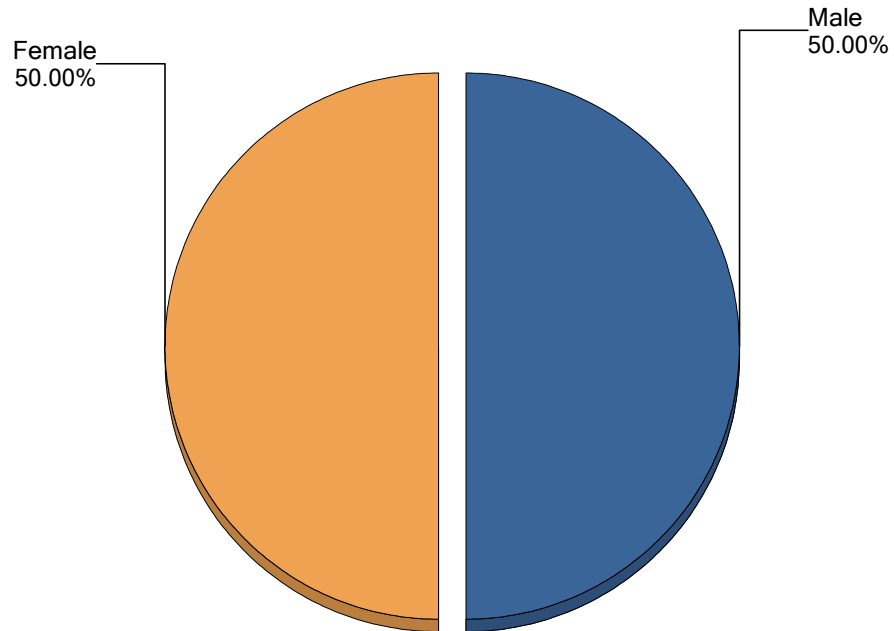


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50901 - STUDENT GOVERNMENT ASSOCIATION

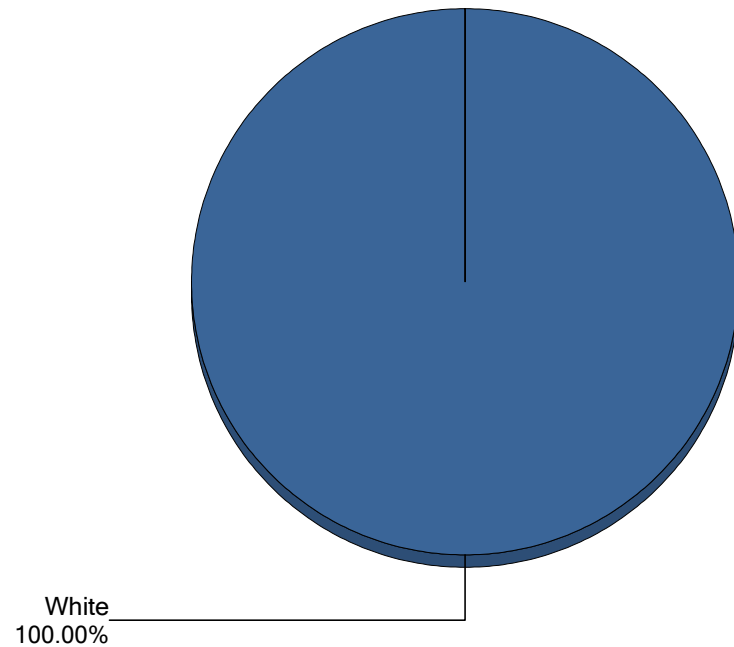
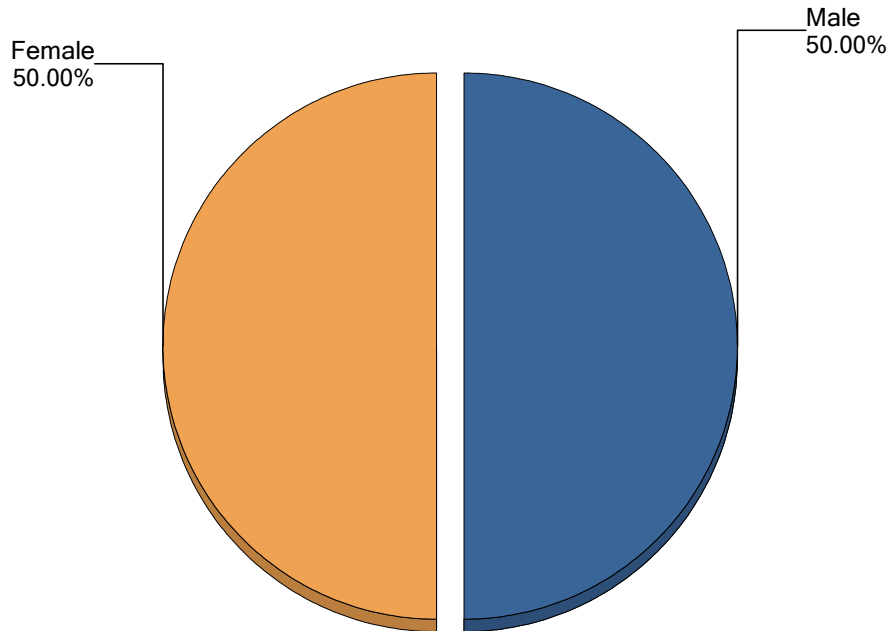


Male	3	50.00%
Female	3	50.00%
Total:	6	100.00%

White	3	50.00%
Black	1	16.67%
Asian	2	33.33%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

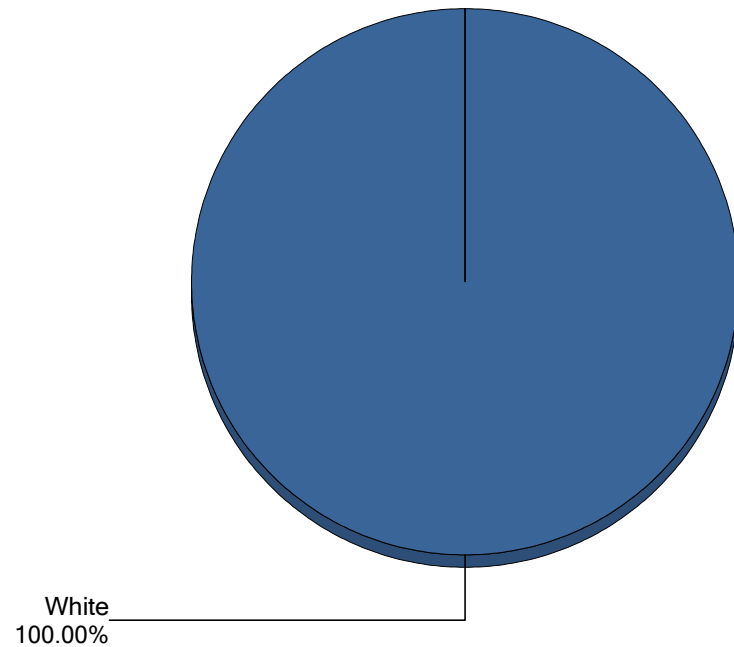
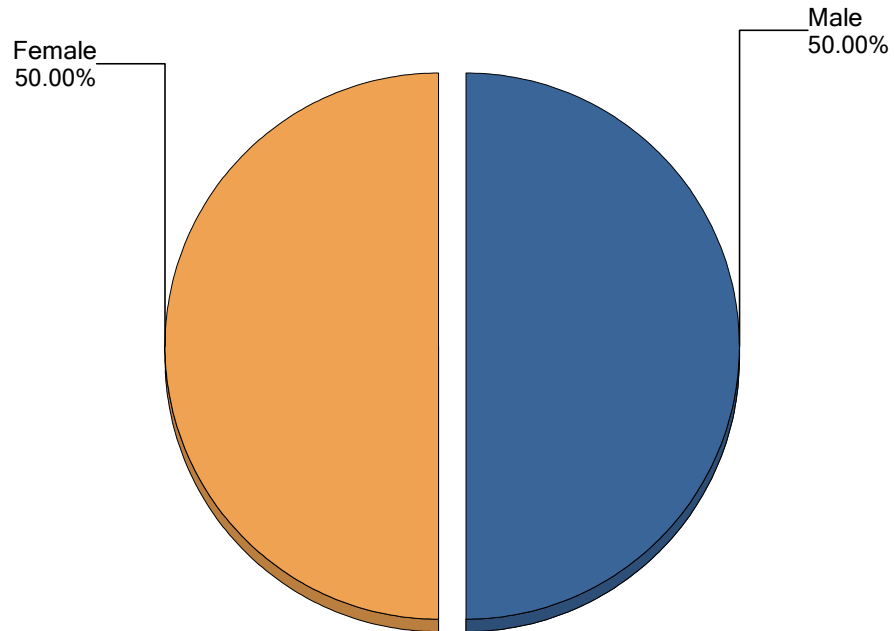
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 50902 - DEBIT CARD OPERATION



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

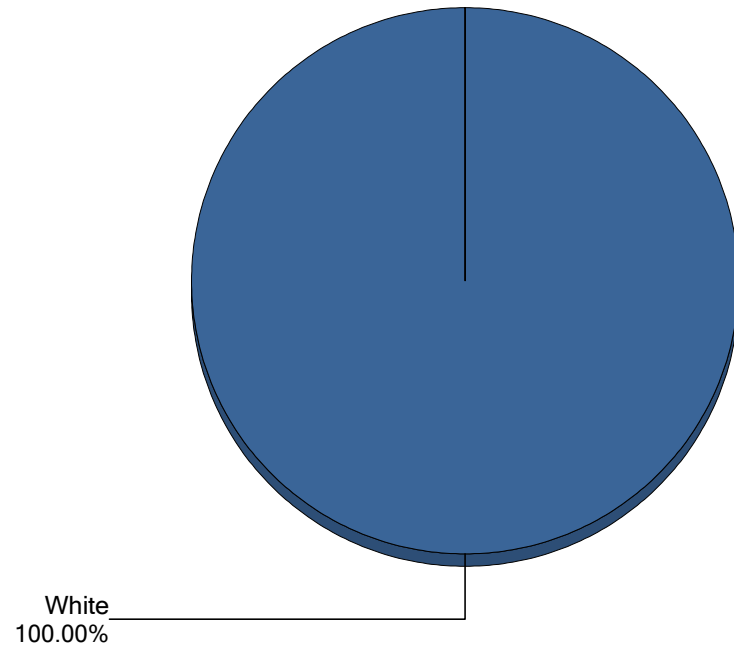
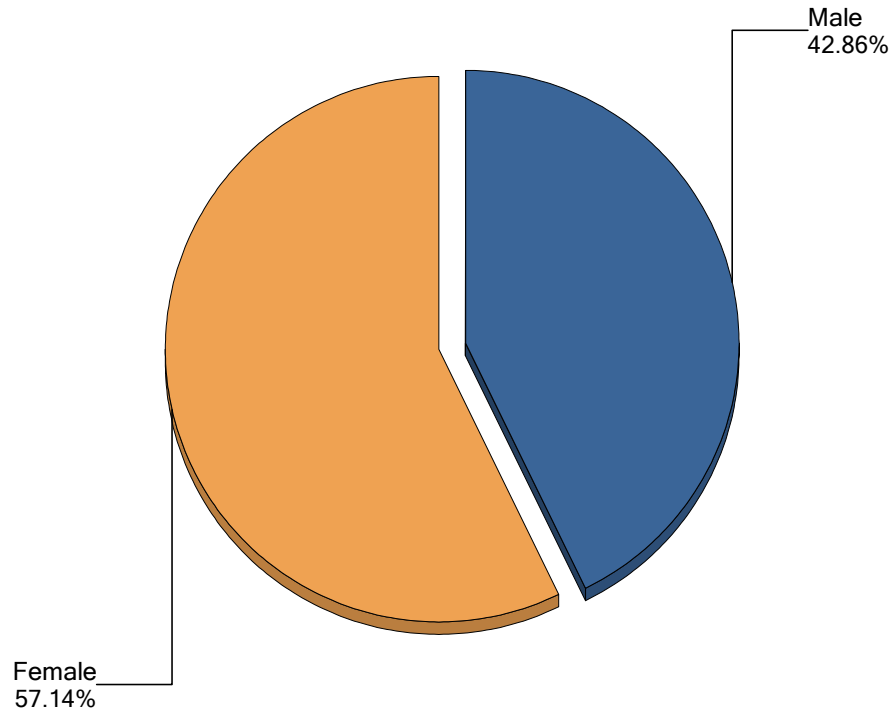
Department: 50903 - EAST TENNESSEAN



White	2	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 50904 - CAMPUS RECREATION

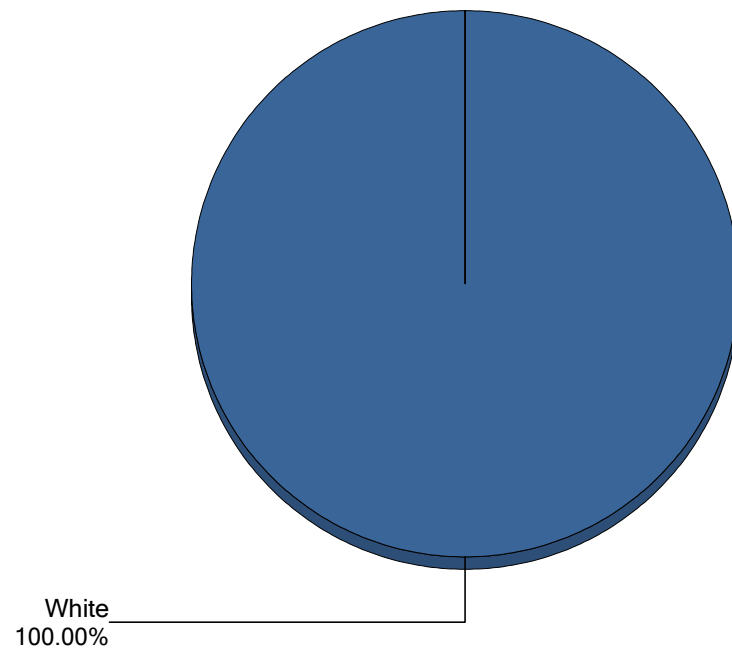
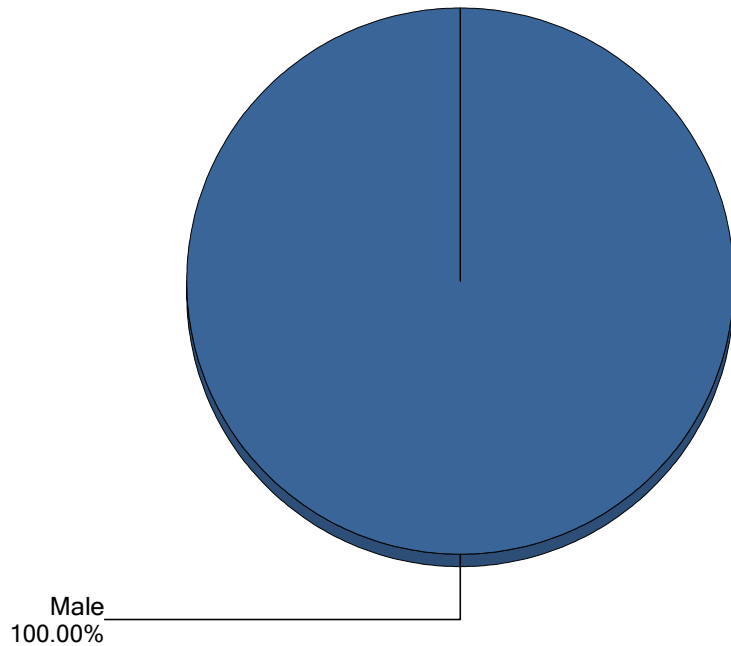


White	7	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	7	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50906 - VOLUNTEER ETSU

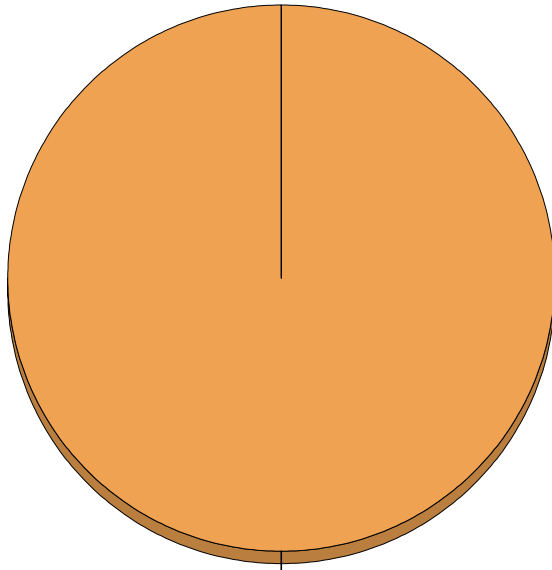


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

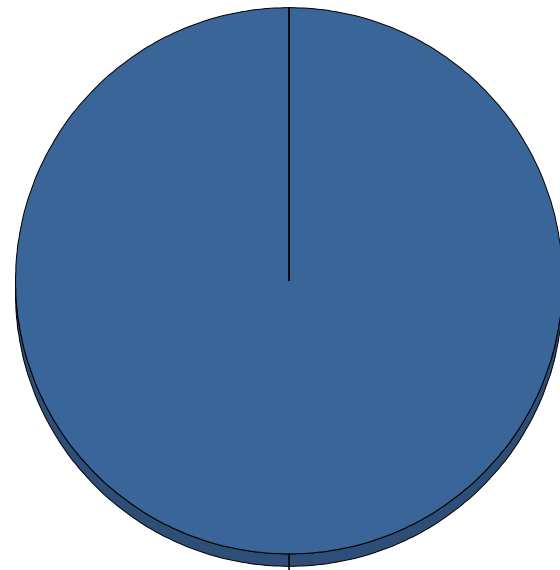
Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50908 - STUDENT ORG. RESOURCE CTR.



Female
100.00%

Male	0	0.00%
Female	1	100.00%
Total:	1	100.00%



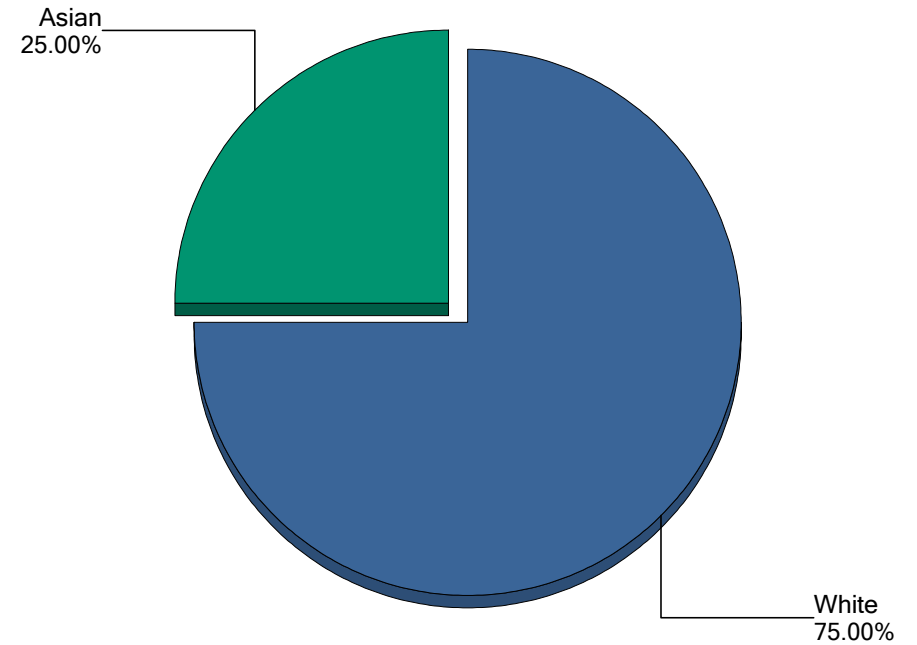
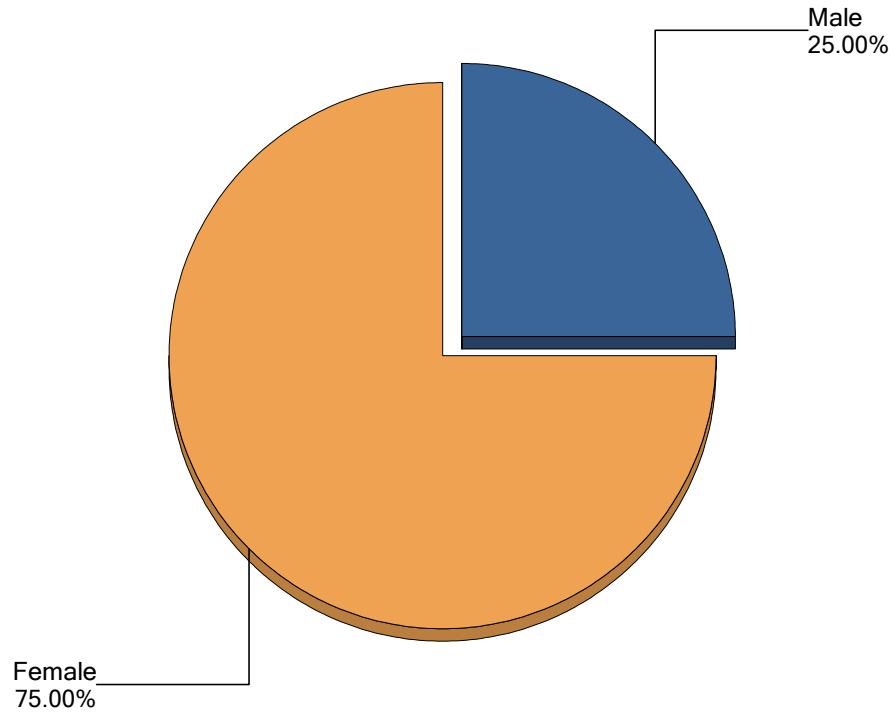
White
100.00%

White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50910 - UNIVERSITY PRODUCTIONS/BUCTAINMENT

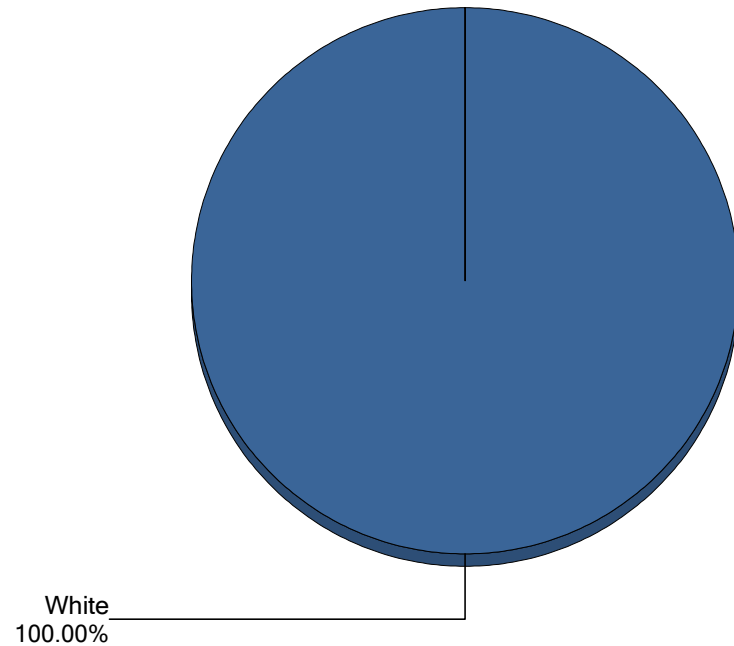
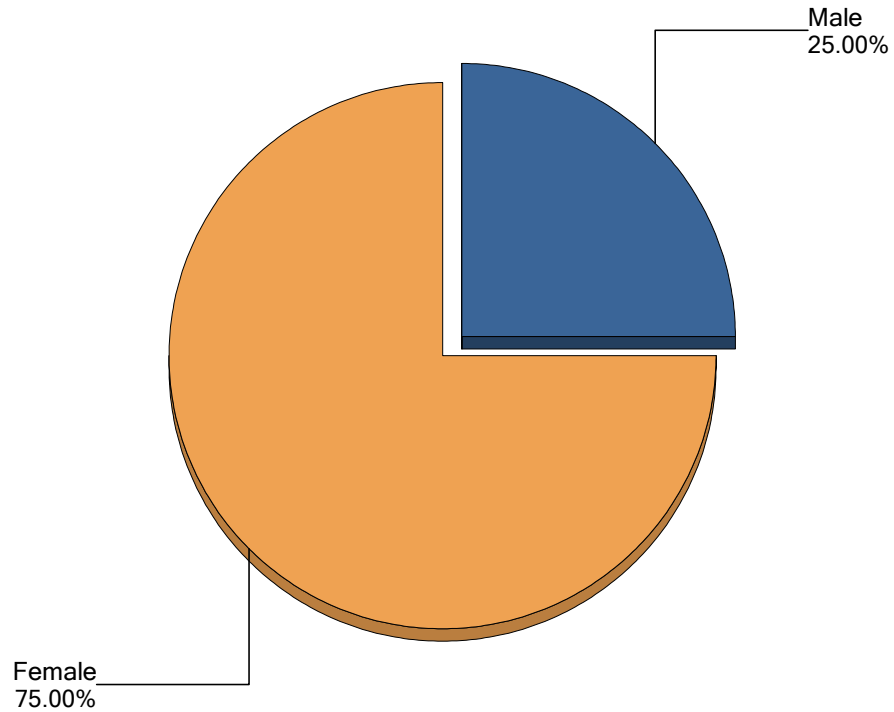


White	3	75.00%
Black	0	0.00%
Asian	1	25.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50911 - ADULT, COMMUTER AND TRANSFER SVS

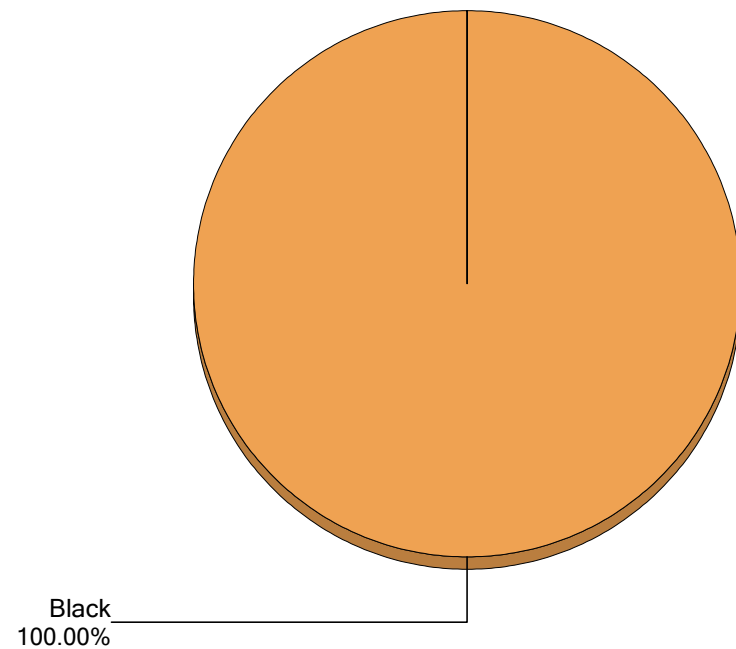
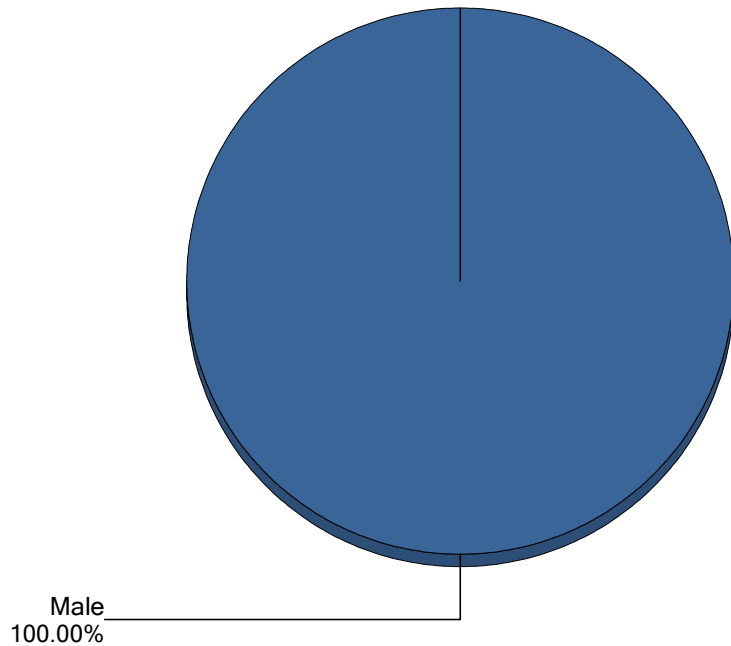


White	4	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	4	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50913 - MULTICULTURAL AFFAIRS

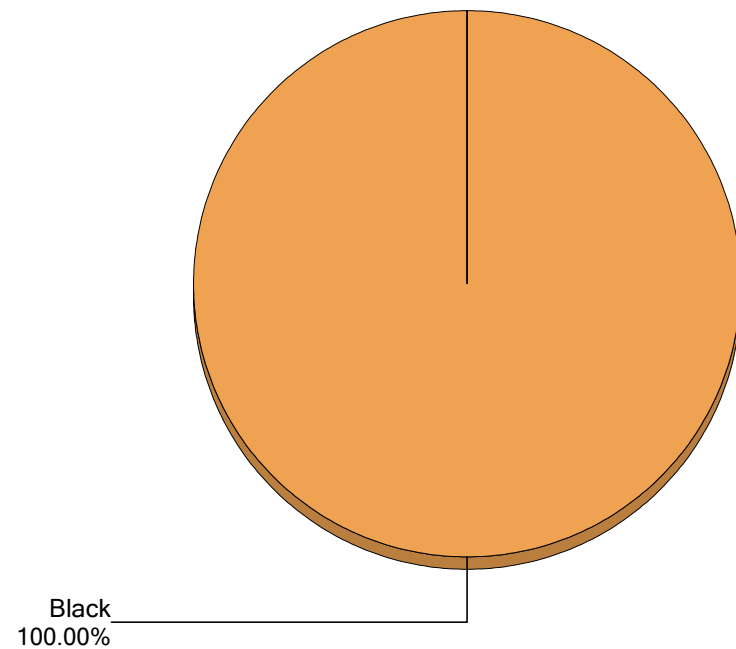
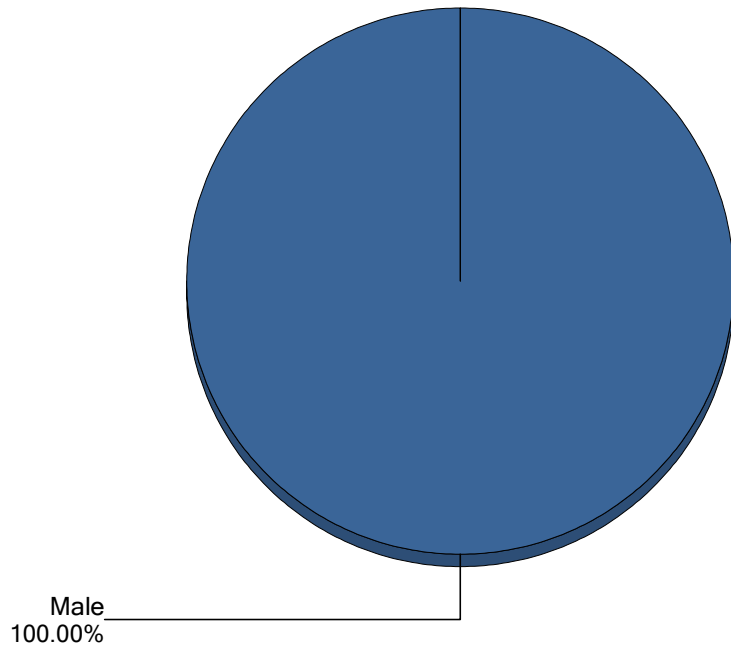


White	0	0.00%
Black	1	100.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50916 - ETSU GOSPEL CHOIR

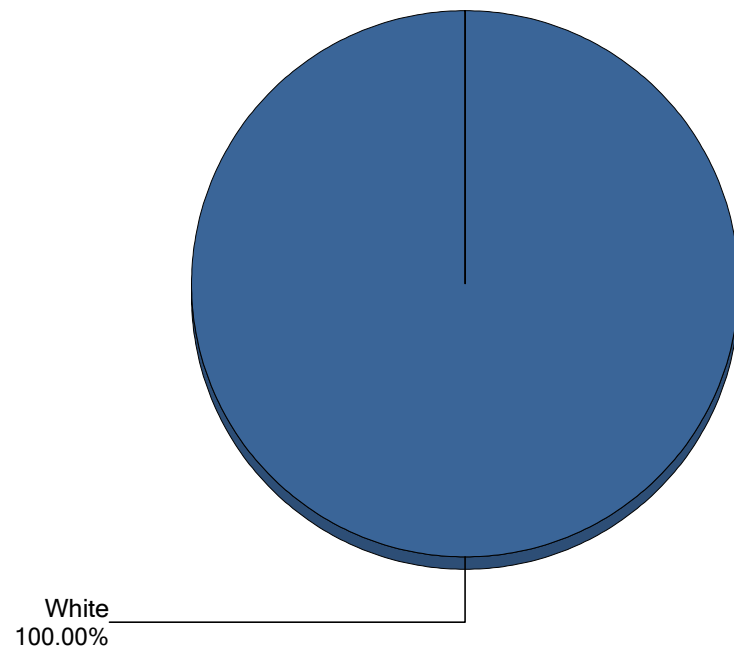
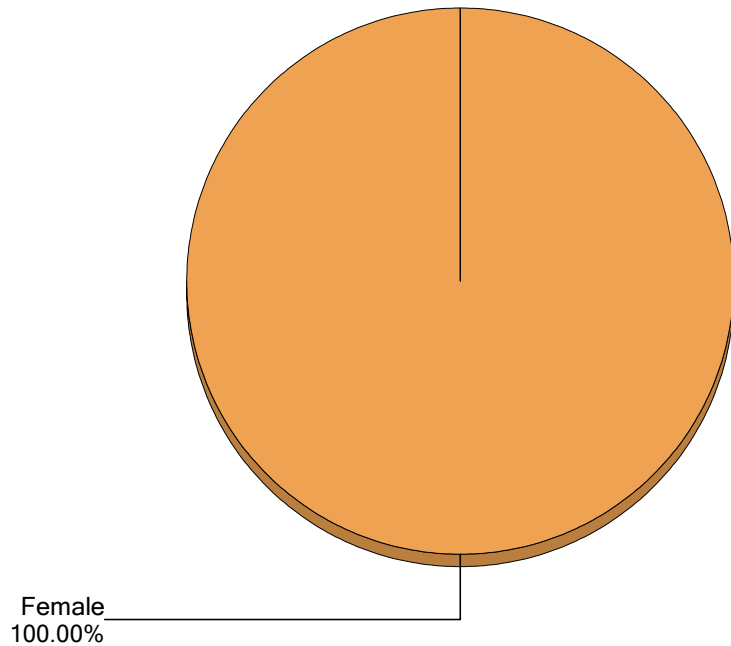


White	0	0.00%
Black	2	100.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	2	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50917 - FRATERNITY/SORORITY LIFE/GREEK LIFE

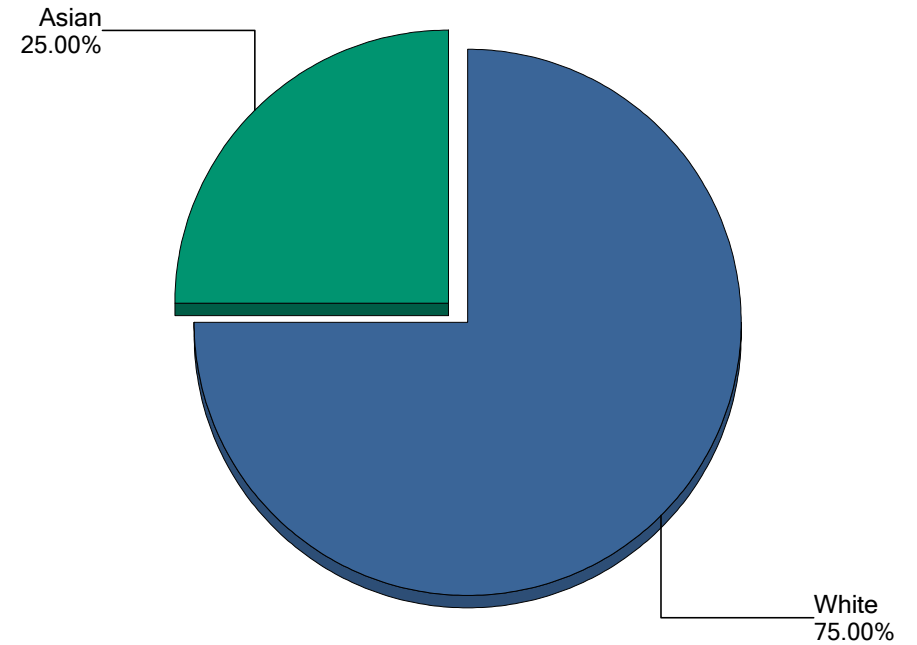
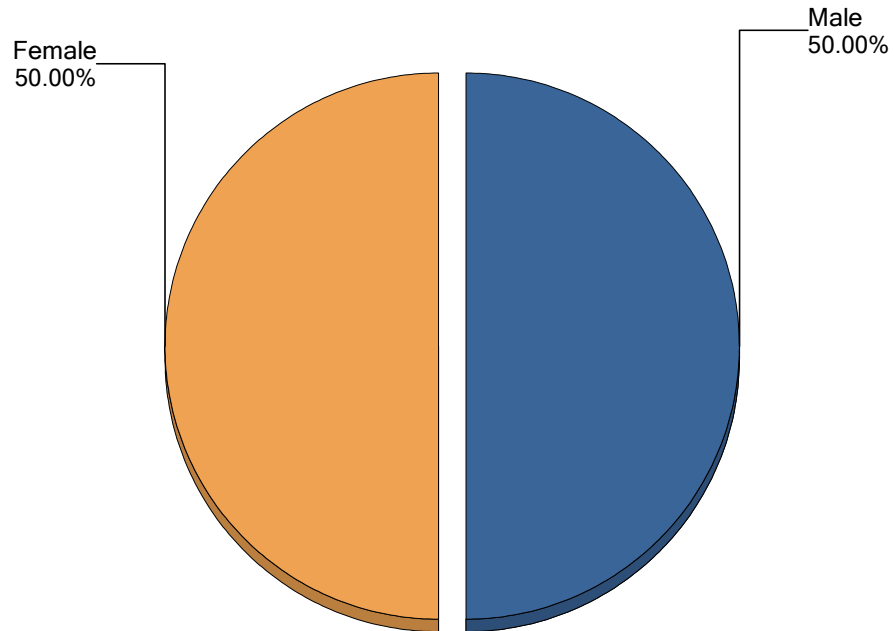


White	1	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	1	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 50925 - ECO NUTS & ECO AMBASSADOR EDUC PROG

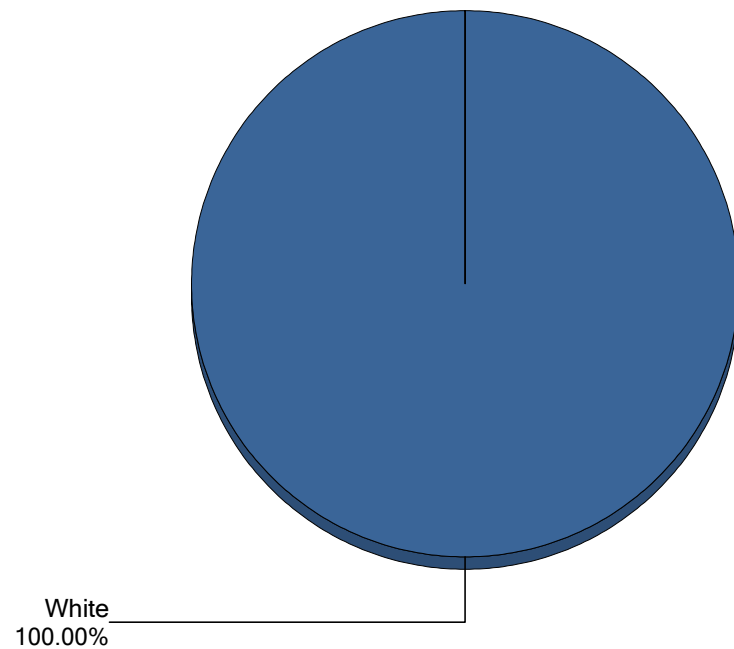
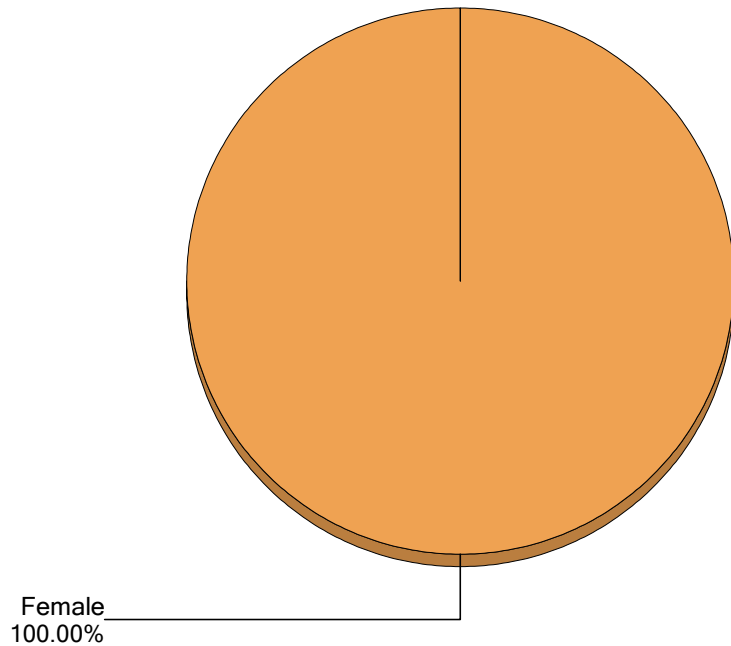


Male	2	50.00%
Female	2	50.00%
Total:		4 100.00%

White	3	75.00%
Black	0	0.00%
Asian	1	25.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:		4 100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Department: 60000 - OFFICE OF VP FOR UNIV ADV

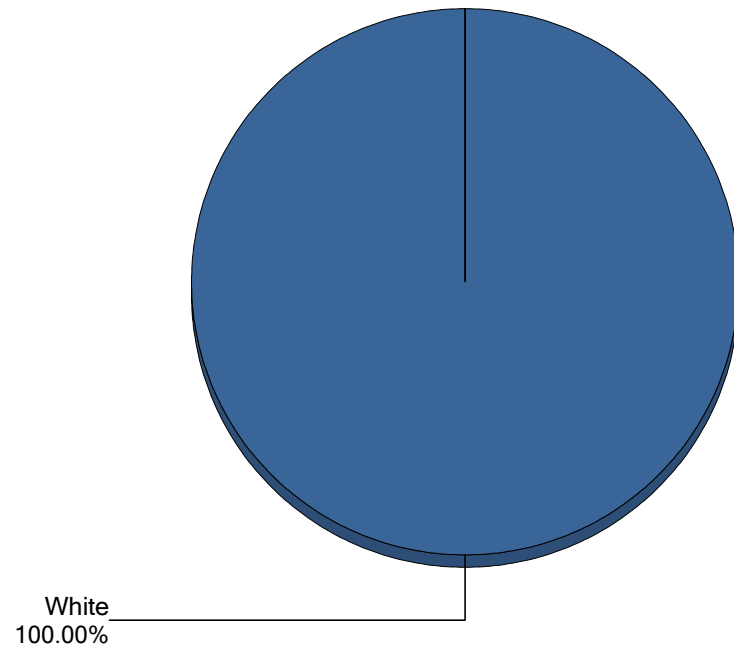
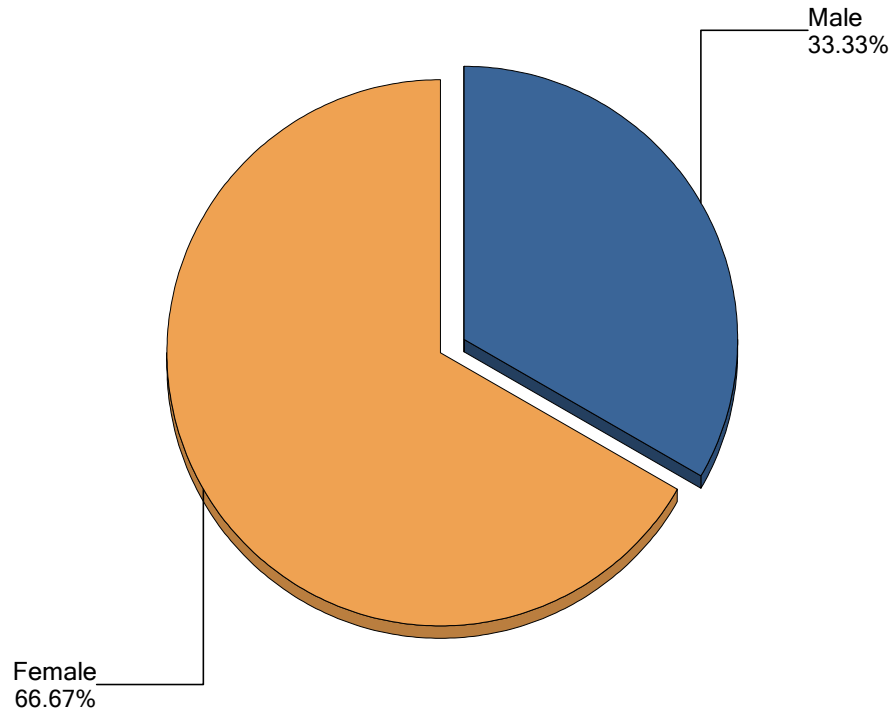


White	3	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	3	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

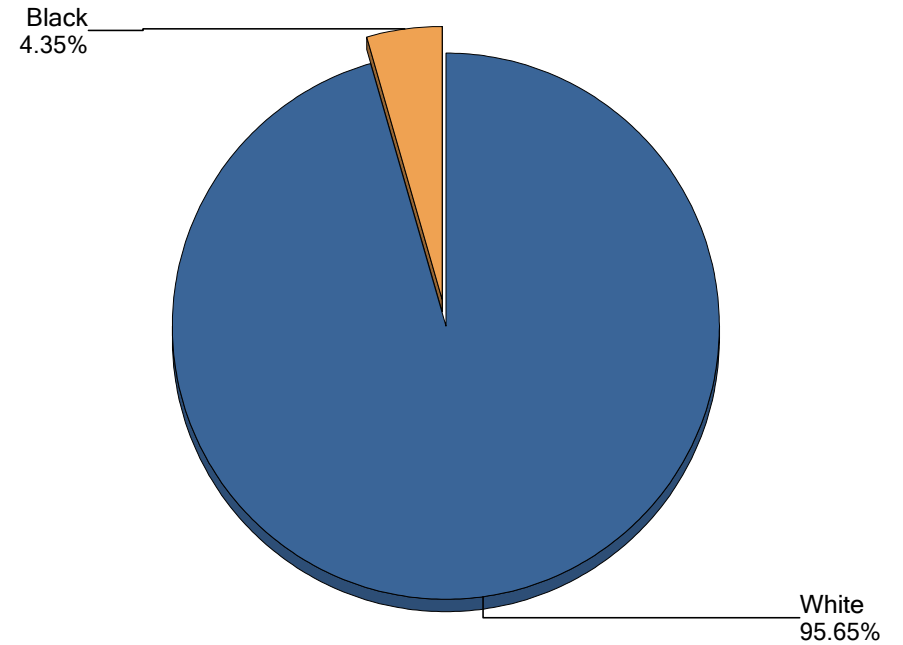
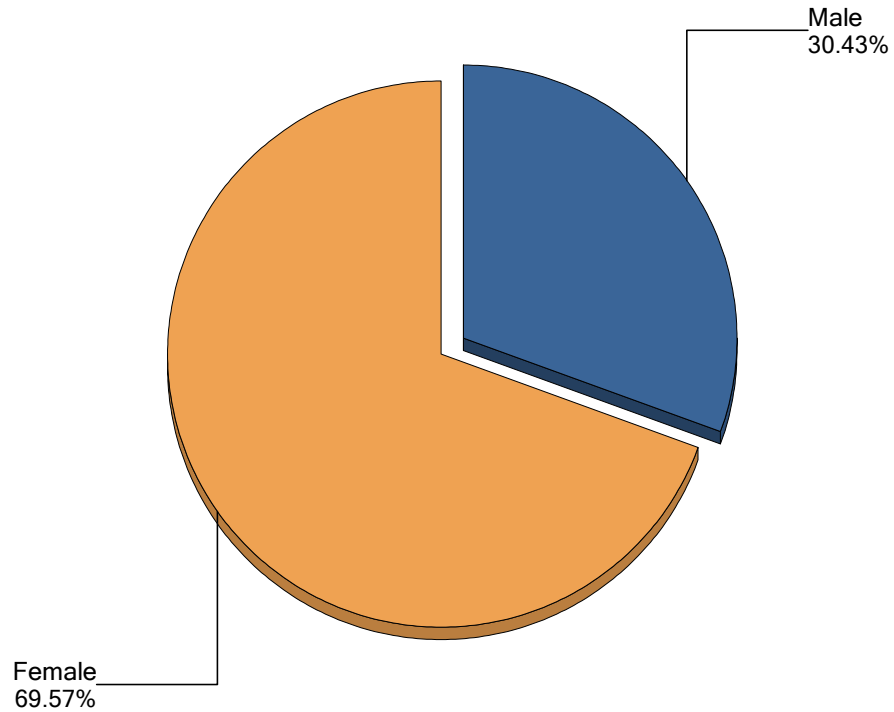
Department: 61000 - ALUMNI



White	6	100.00%
Black	0	0.00%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	6	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

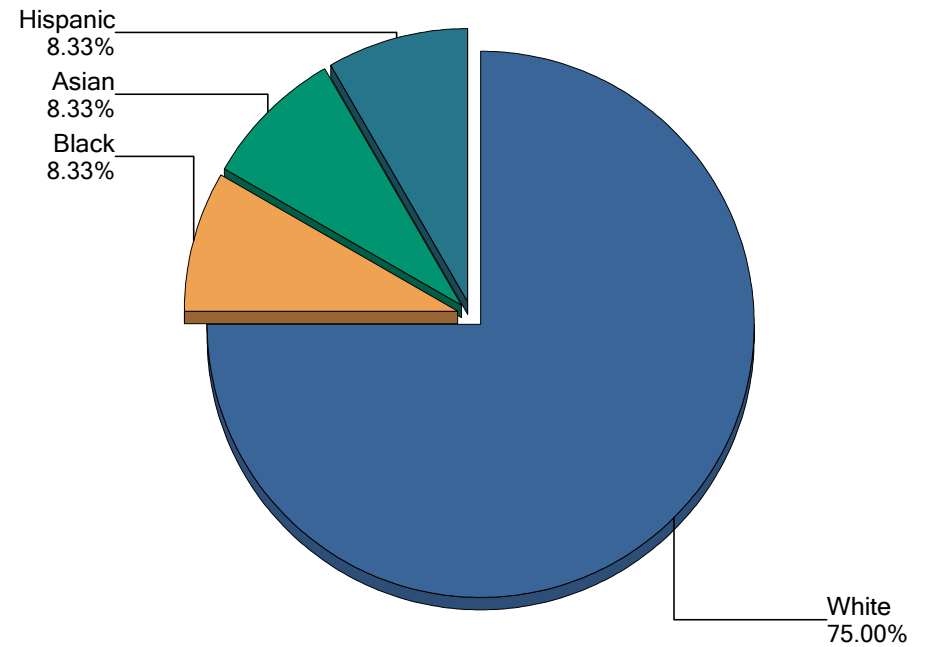
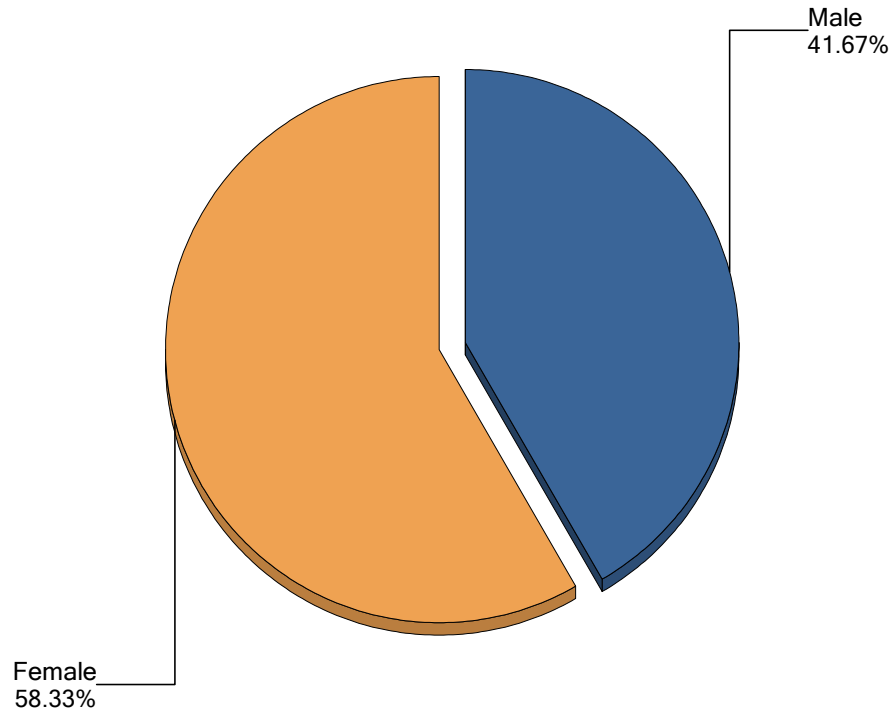
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 62000 - UNIVERSITY ADVANCEMENT



White	22	95.65%
Black	1	4.35%
Asian	0	0.00%
Native American	0	0.00%
Hispanic	0	0.00%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	23	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

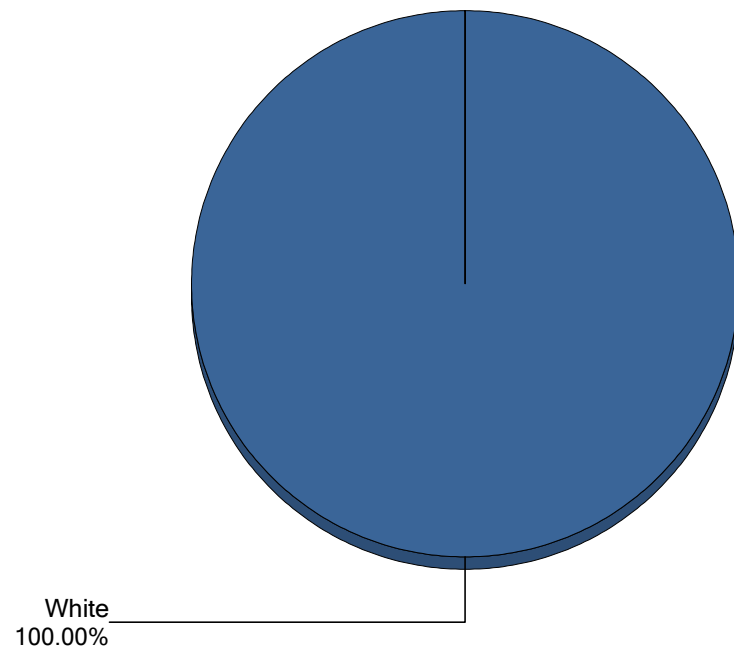
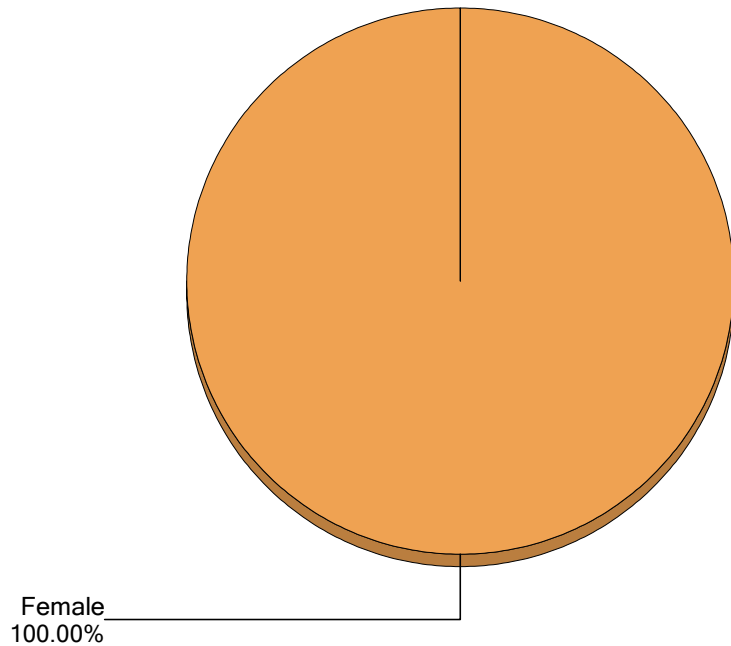
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 70000 - COMMON EXPENSE ACCOUNTS



White	9	75.00%
Black	1	8.33%
Asian	1	8.33%
Native American	0	0.00%
Hispanic	1	8.33%
Pacific Islander	0	0.00%
Two or more races	0	0.00%
Total:	12	100.00%

East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

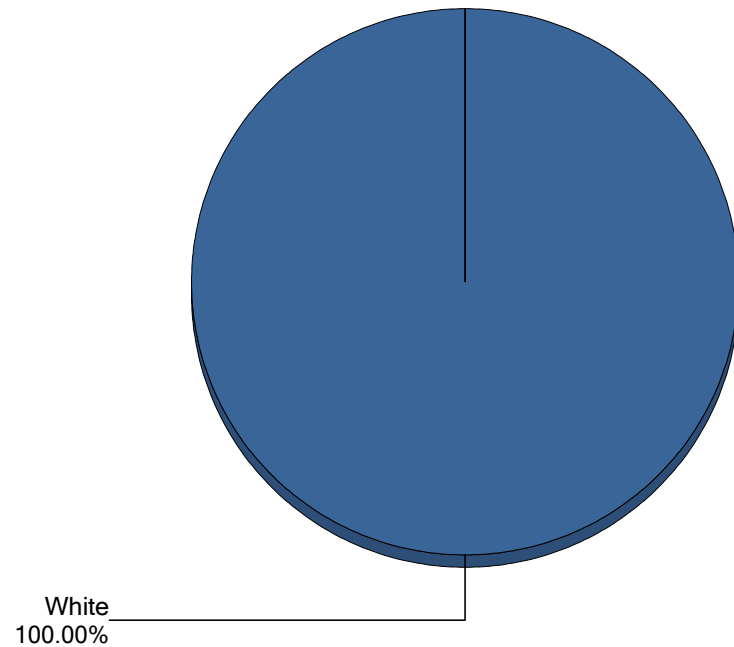
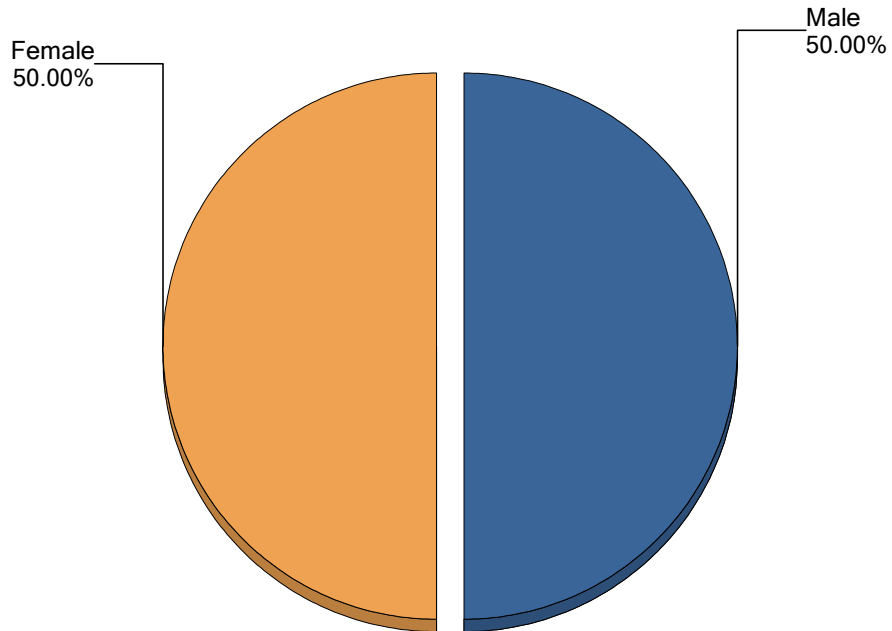
Plan: 1 - ETSU JOHNSON CITY, TN
Department: 70025 - PRESIDENT EMERITUS



East Tennessee State University
Work Force Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Department: 70100 - POSTAL SERVICES



Appendix C

East Tennessee State University
Job Group Analysis Summary
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

<i>Job Group</i>	<i>Total Employees</i>	<i>Female</i>		<i>Minority</i>	
		<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>
AD-1 - ADMIN PROFESSIONAL/LEADERSHIP	169	106	62.72	20	11.83
AD-2 - ADMIN PROFESSIONAL/OTHER	93	60	64.51	8	8.60
AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSEL OR	77	53	68.83	12	15.58
AD-4 - ADMIN PROFESSIONAL/CHILDCARE	8	8	100.00	0	0.00
AD-5 - ADMIN PROFESSIONAL/COORDINATOR	52	41	78.84	5	9.61
AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS	23	19	82.60	0	0.00
AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS	99	89	89.89	5	5.05
AD-8 - ADMIN PROFESSIONAL/HUMAN RESOURCE	8	5	62.50	1	12.50
AD-9 - ADMIN PROFESSIONAL/INFO TECH	36	3	8.33	2	5.55
AE-1 - AE SENIOR EXECUTIVE	30	13	43.33	1	3.33
AE-2 - AE EXECUTIVE/ACADEMIC	38	20	52.63	2	5.26
AE-3 - AE EXECUTIVE/NON ACADEMIC	43	24	55.81	1	2.32
AE-4 - AE EXECUTIVE/MANAGEMENT	7	4	57.14	0	0.00
AE-5 - AE EXECUTIVE/SUPERVISOR	8	4	50.00	0	0.00
AE-6 - AE SENIOR EXECUTIVE MEAC	1	0	0.00	0	0.00
AP - ADMINISTRATIVE/PROFESSIONAL-P T	9	8	88.88	0	0.00
C9 - CLINICAL TRACK 9-MONTH	12	8	66.66	2	16.66
CH - COACHES	52	19	36.53	12	23.07
CL-4 - CLERICAL/SUPPORT STAFF-4	412	366	88.83	31	7.52
CL-5 - CLERICAL/SUPPORT STAFF-5	76	44	57.89	5	6.57
CL-6 - CLERICAL/SUPPORT STAFF-6	1	0	0.00	0	0.00
CL-7 - CLERICAL/SUPPORT STAFF-7	18	9	50.00	2	11.11
CP-4 - CLERICAL/SUPPORT STAFF-PT-4	20	15	75.00	1	5.00
CP-5 - CLERICAL/SUPPORT STAFF-PT-5	1	0	0.00	0	0.00
CT - CLINICAL TRACK	207	85	41.06	35	16.90
CT-2 - CLINICAL TRACK MEAC	421	200	47.50	70	16.62

East Tennessee State University
Job Group Analysis Summary
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

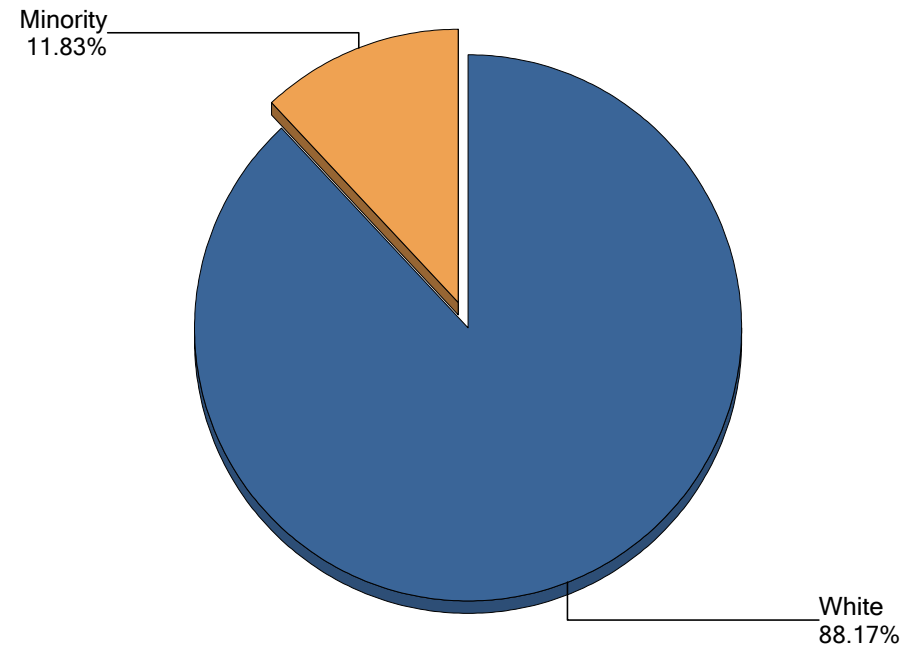
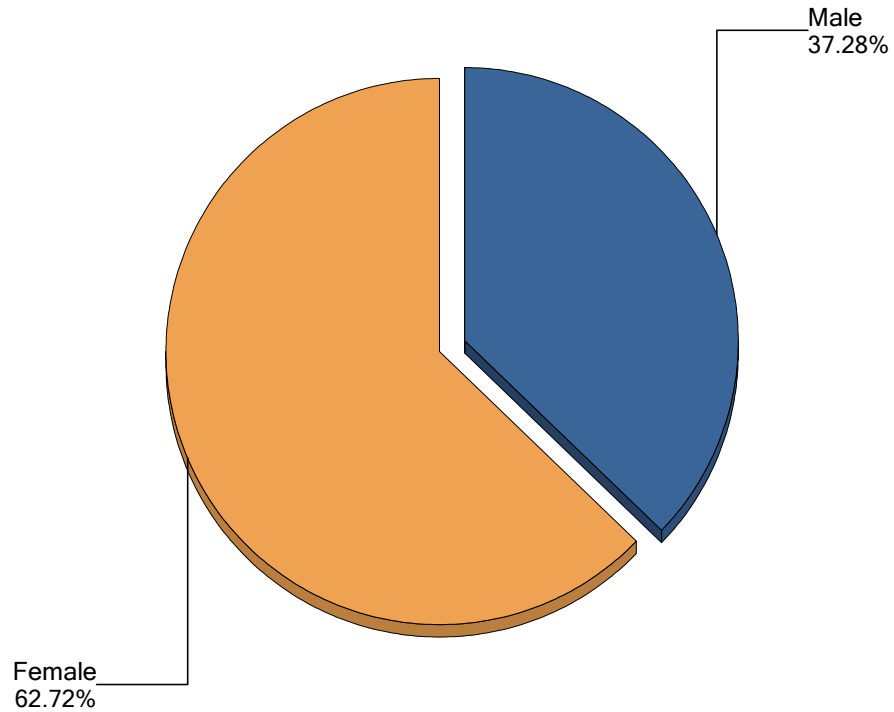
<i>Job Group</i>	<i>Total Employees</i>	<i>Female</i>		<i>Minority</i>	
		<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>
F9 - FACULTY ACACEMIC	146	88	60.27	13	8.90
FA - FACULTY FISCAL	74	29	39.18	6	8.10
FA-2 - FACULTY FISCAL MEAC	28	9	32.14	2	7.14
FA-4 - FACULTY FISCAL MEAC/VA	2	0	0.00	1	50.00
MR - MEDICAL RESIDENT	251	114	45.41	93	37.05
PF - ADJUNCT FACULTY 4-MONTH	389	258	66.32	23	5.91
PP-4 - PHYSICAL PLANT-4	3	0	0.00	0	0.00
PP-5 - PHYSICAL PLANT-5	1	0	0.00	0	0.00
PP-6 - PHYSICAL PLANT-6	54	0	0.00	4	7.40
PP-7 - PHYSICAL PLANT-7	143	52	36.36	15	10.48
PR - POST RETIREMENT	24	10	41.66	3	12.50
PS - PUBLIC SAFETY-8 HOUR	27	10	37.03	1	3.70
RT - RESEARCH TRACK	6	3	50.00	3	50.00
TH - TEMPORARY HOURLY EMPLOYEES	765	450	58.82	100	13.07
TS - TEMPORARY MONTHLY EMPLOYEES	42	19	45.23	5	11.90
VA - VA ACADEMIC TRACK	25	12	48.00	3	12.00
Totals	3,901	2,257	57.86	487	12.48

Appendix D

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

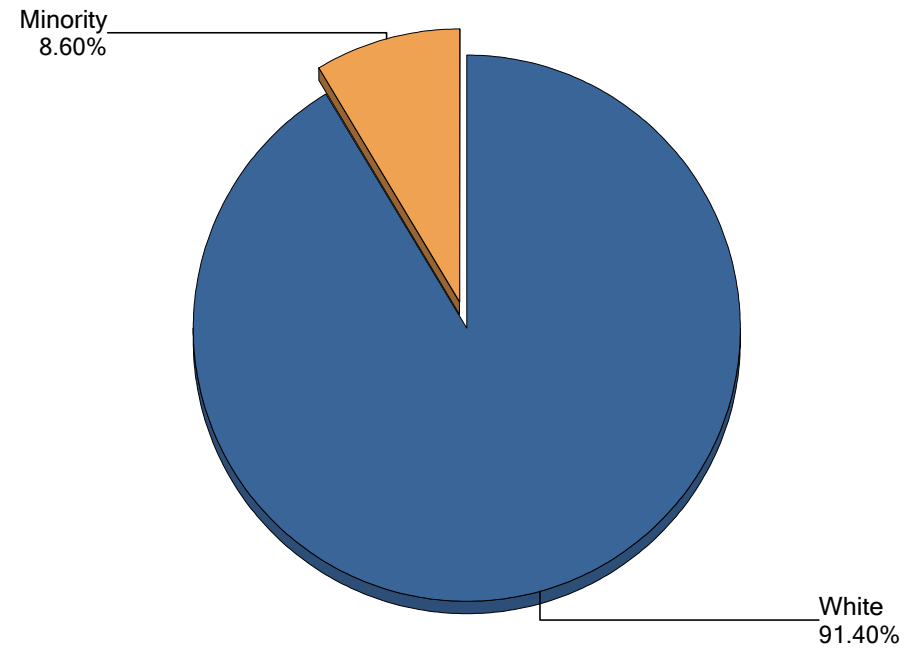
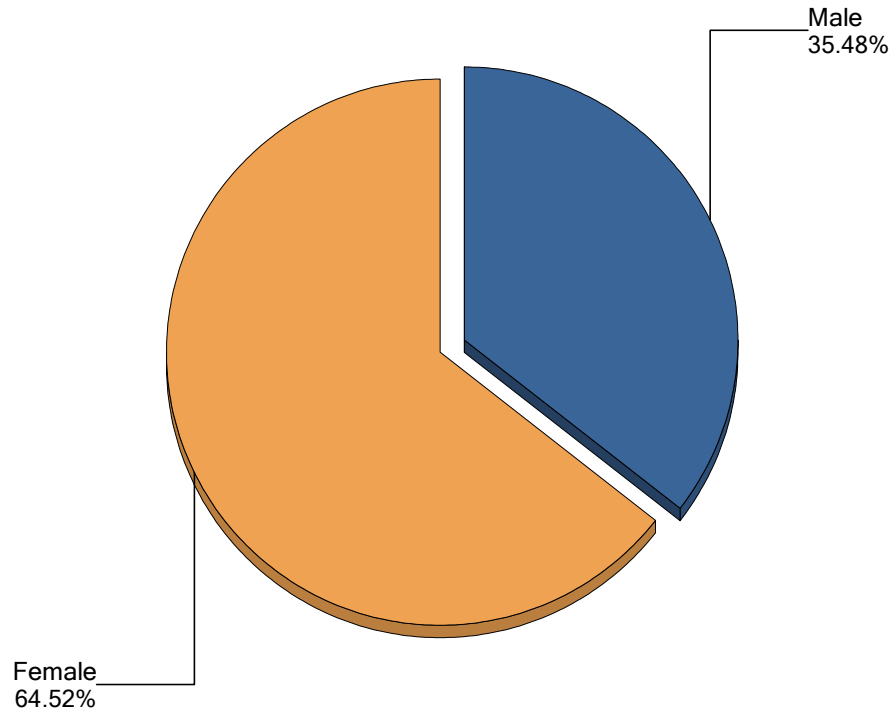
Job Group: AD-1 - ADMIN PROFESSIONAL/LEADERSHIP



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

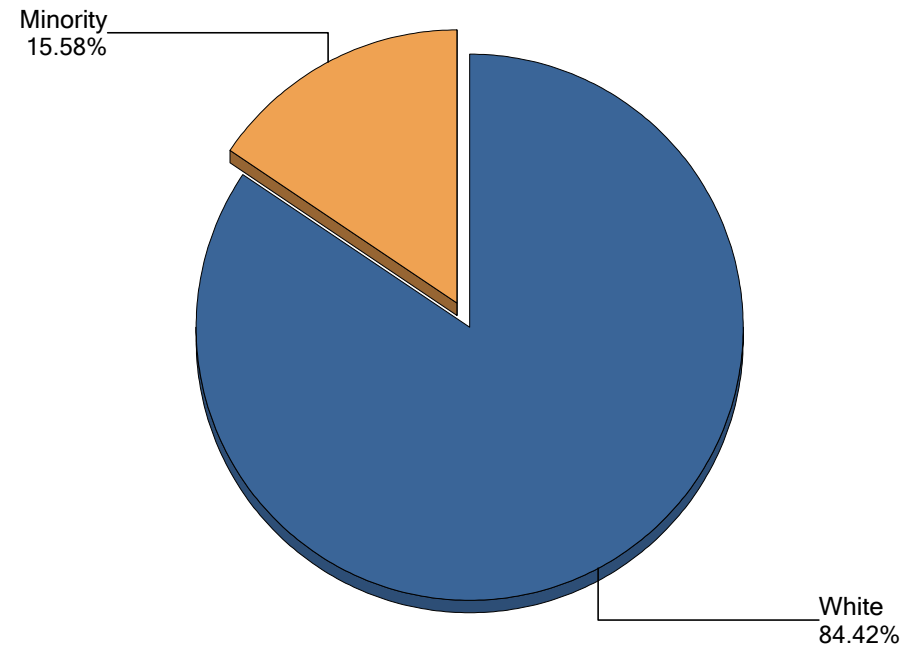
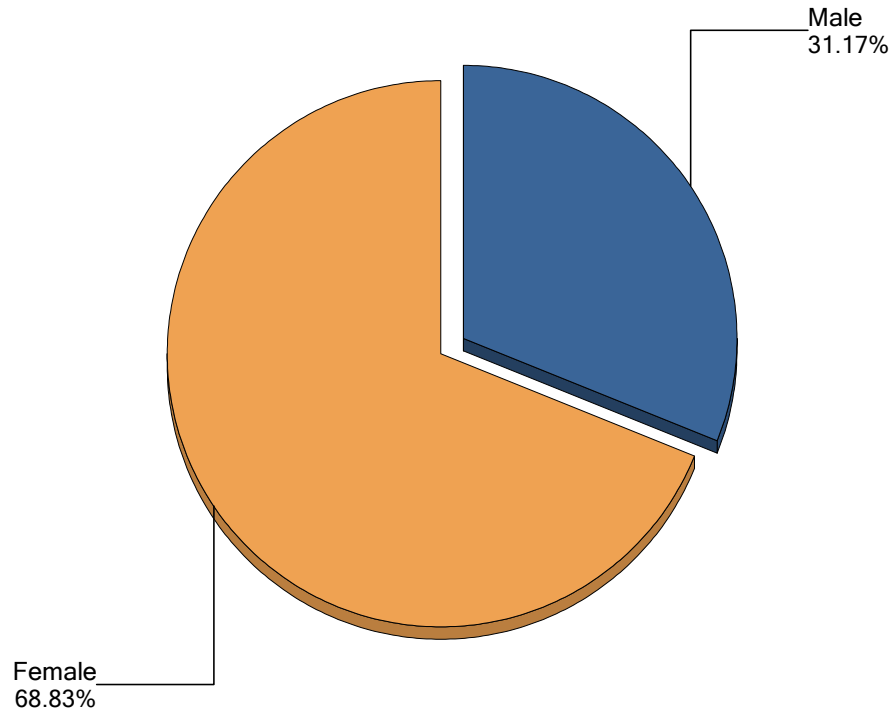
Job Group: AD-2 - ADMIN PROFESSIONAL/OTHER



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

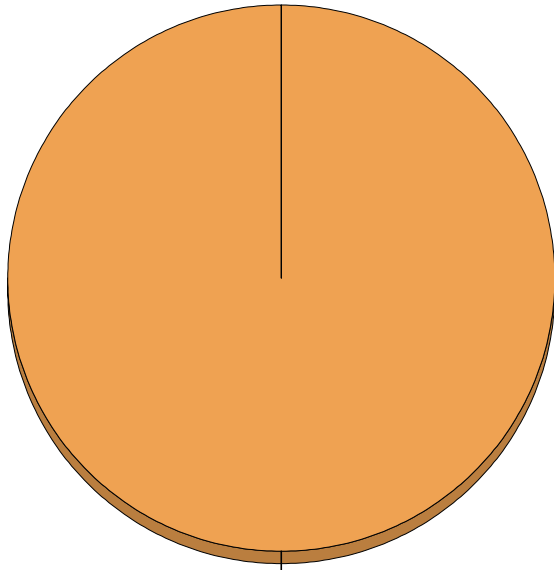
Job Group: AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

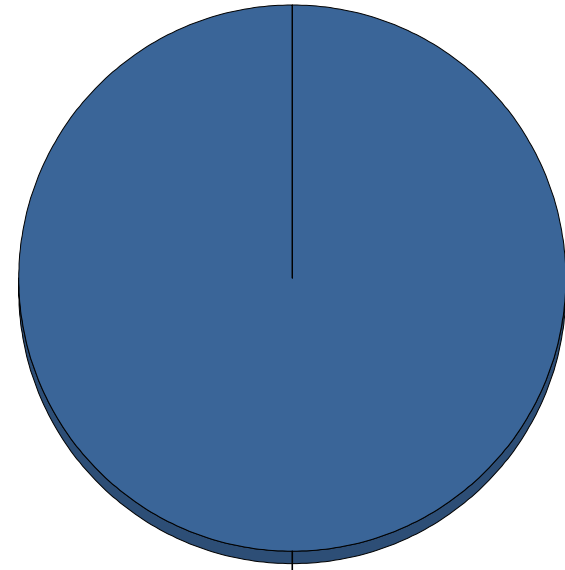
Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-4 - ADMIN PROFESSIONAL/CHILDCARE



Female
100.00%

Male	0	0.00%
Female	8	100.00%
Total:	8	100.00%



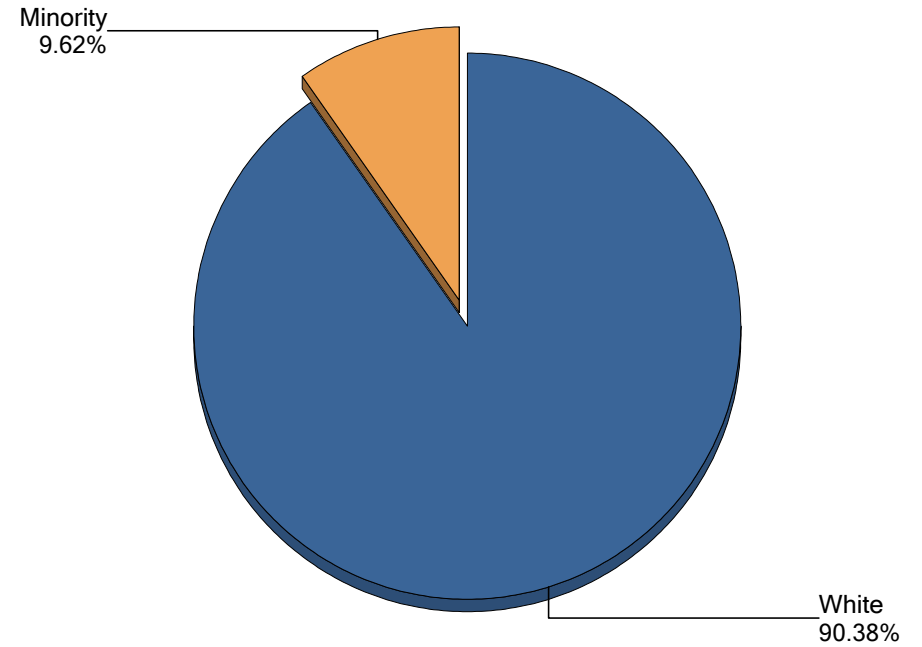
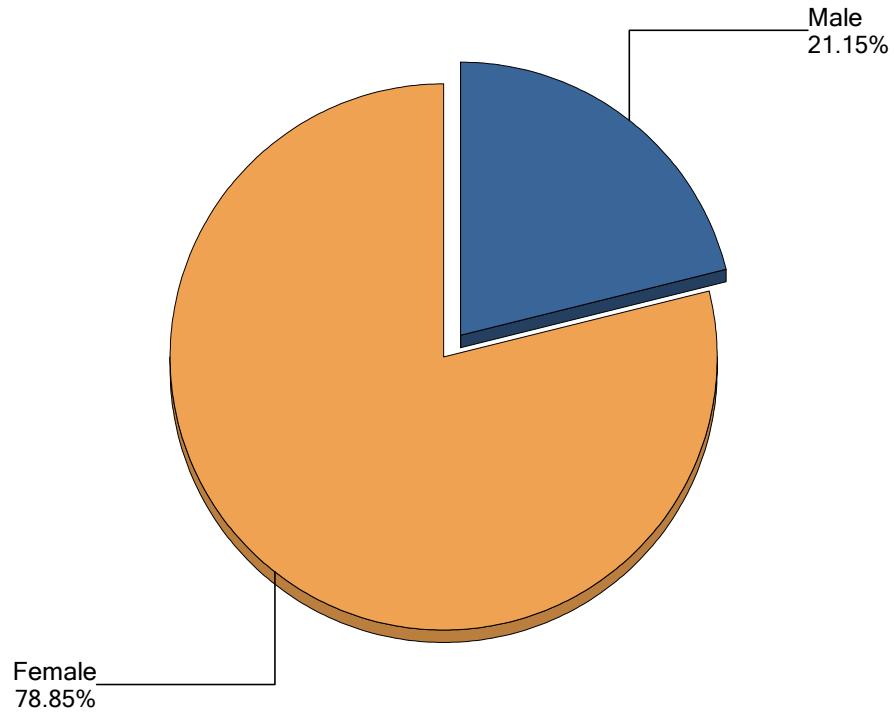
White
100.00%

White	8	100.00%
Minority	0	0.00%
Total:	8	100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-5 - ADMIN PROFESSIONAL/COORDINATOR



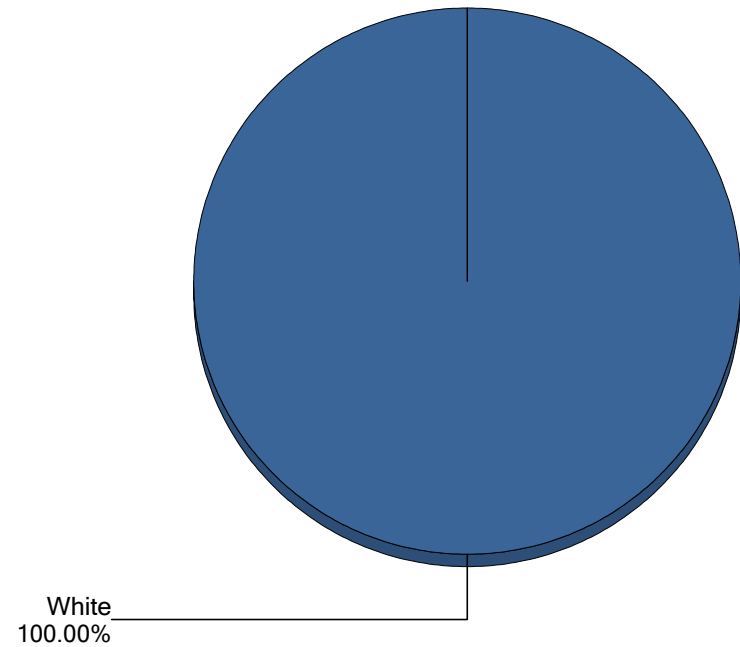
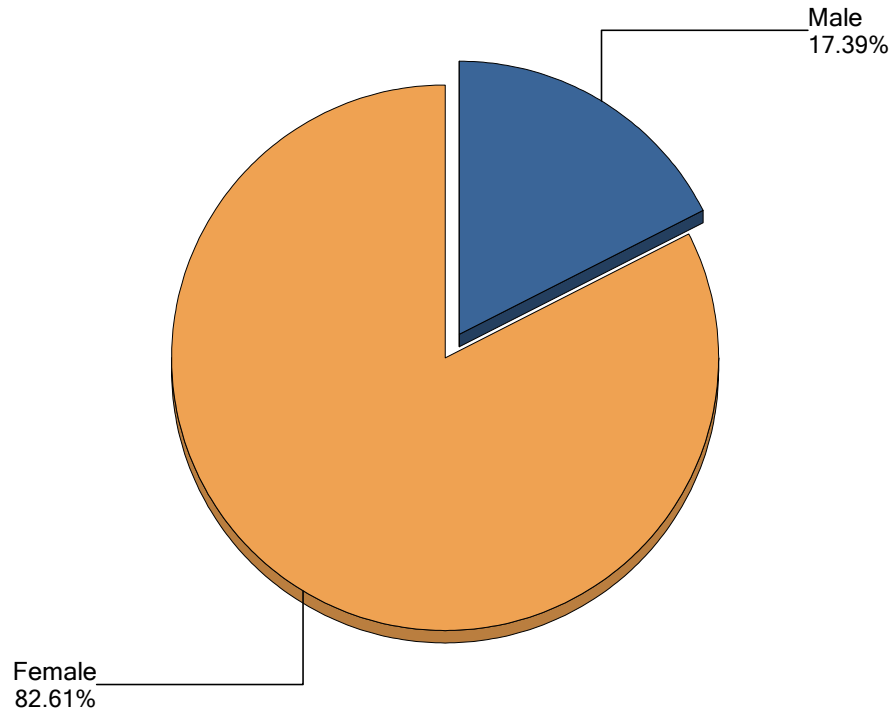
Male	11	21.15%
Female	41	78.85%
Total: 52 100.00%		

White	47	90.38%
Minority	5	9.62%
Total: 52 100.00%		

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS



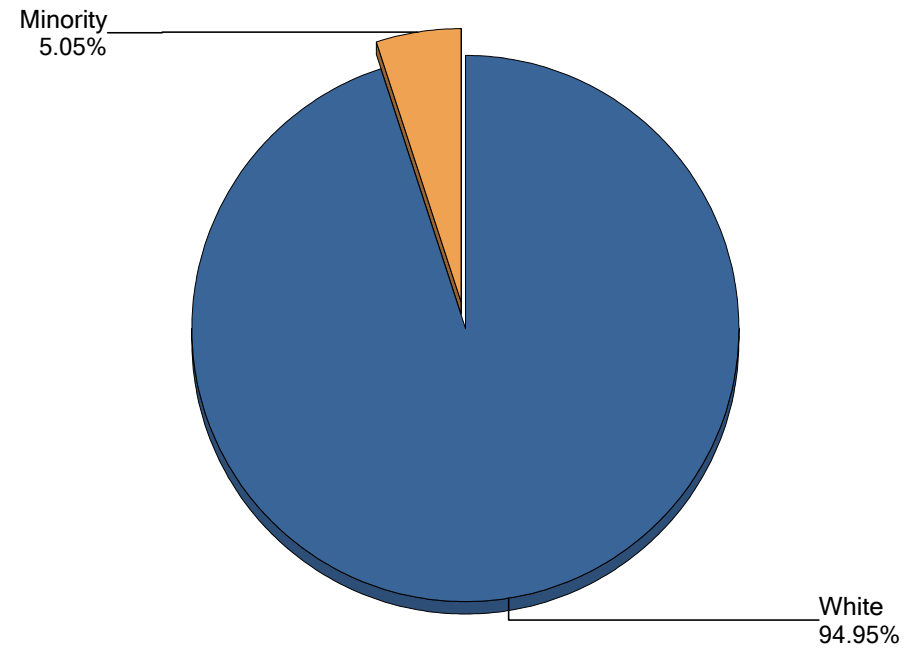
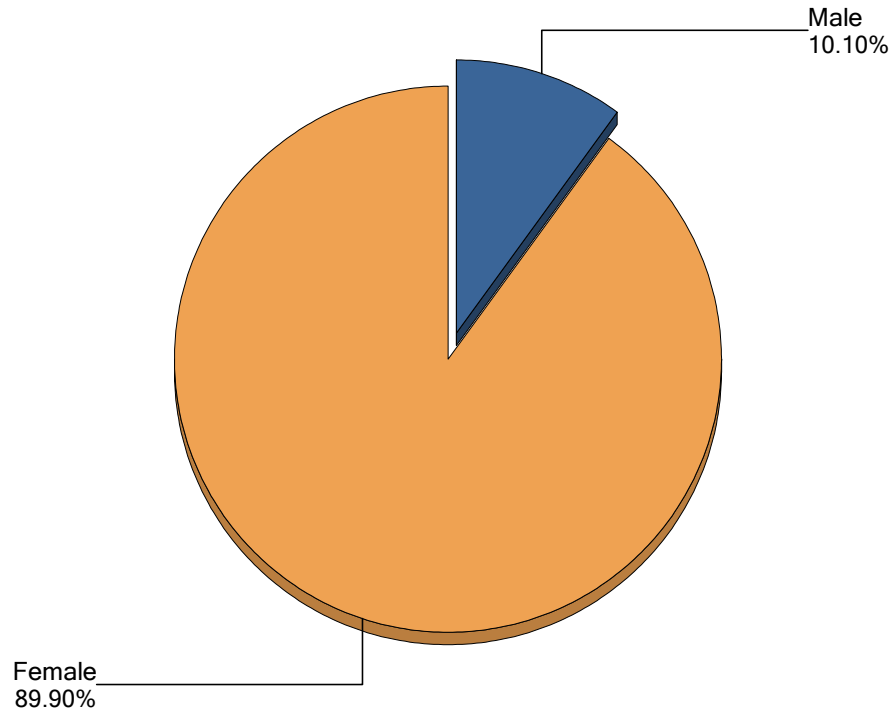
Male	4	17.39%
Female	19	82.61%
Total: 23 100.00%		

White	23	100.00%
Minority	0	0.00%
Total: 23 100.00%		

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

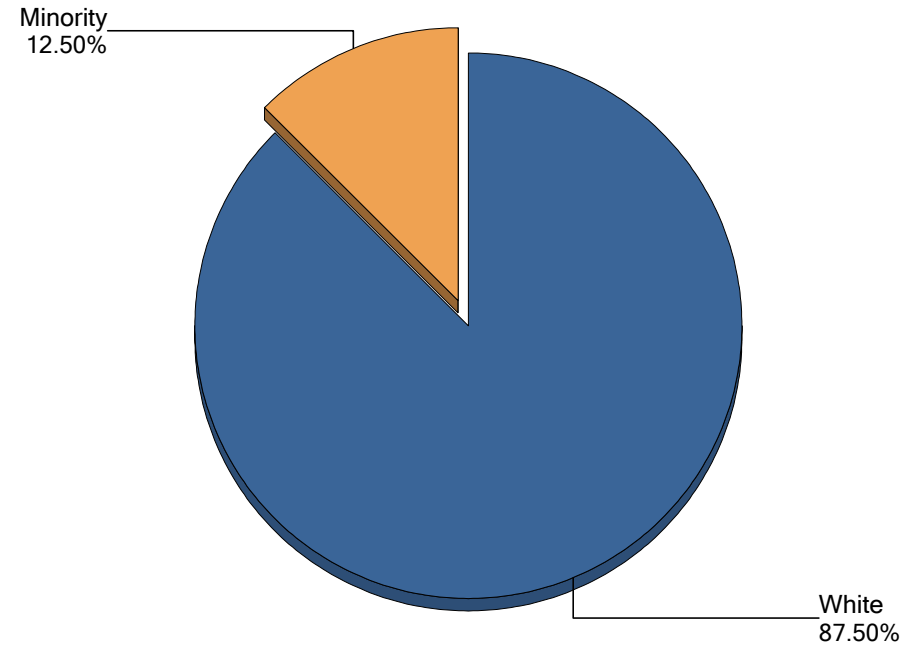
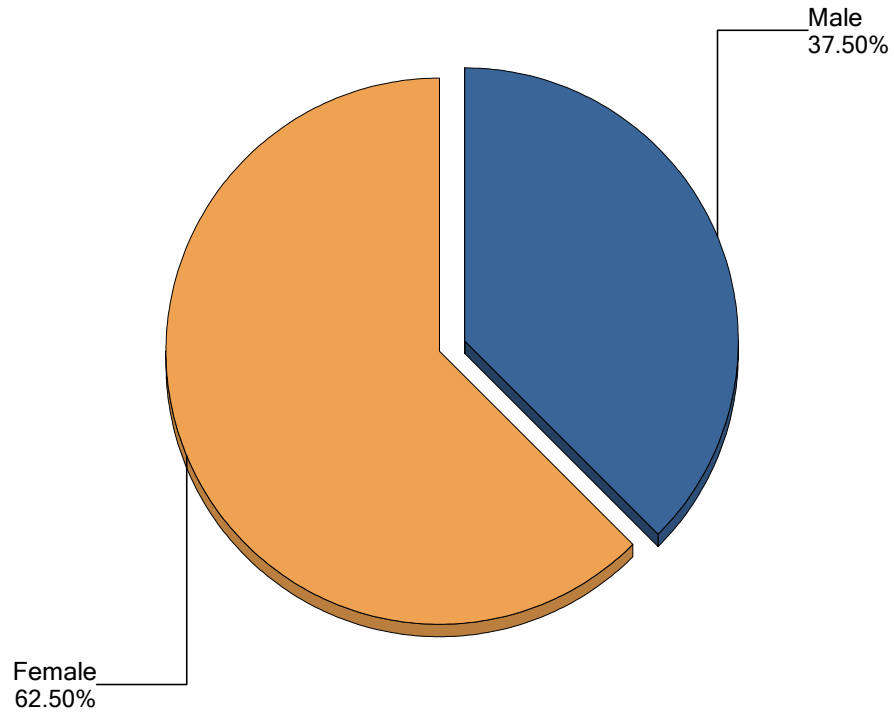
Job Group: AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

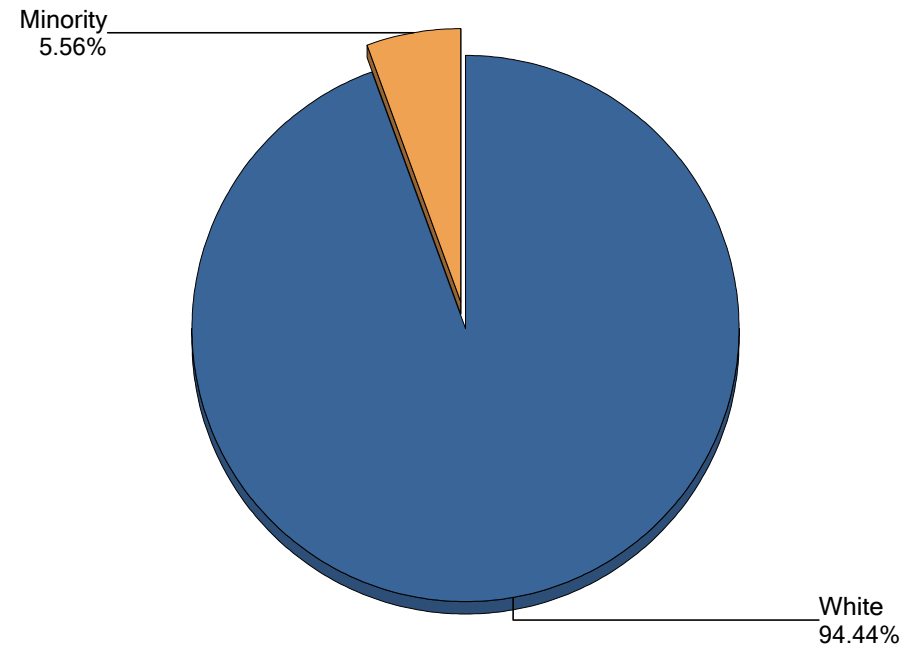
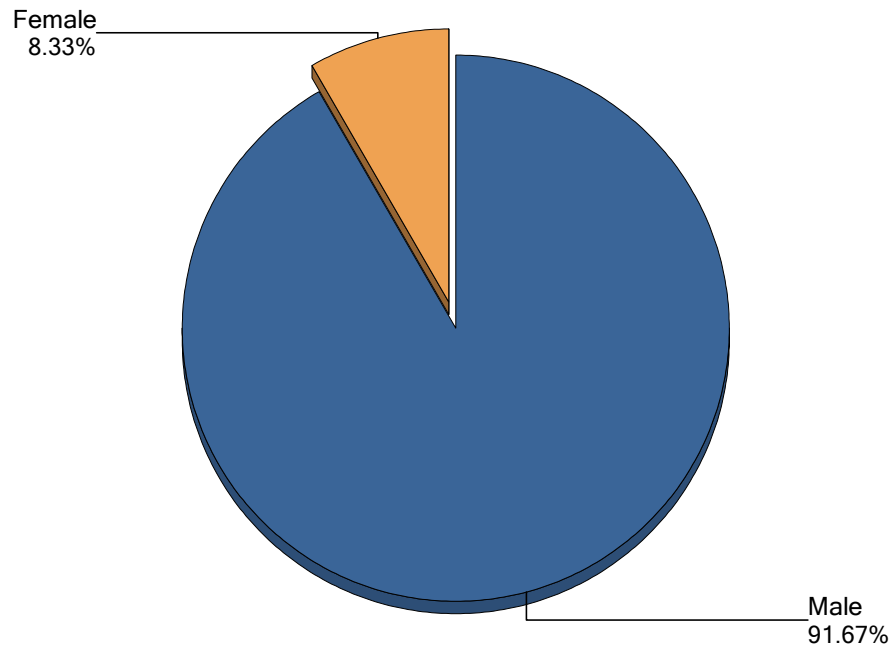
Job Group: AD-8 - ADMIN PROFESSIONAL/HUMAN RESOURCE



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-9 - ADMIN PROFESSIONAL/INFO TECH



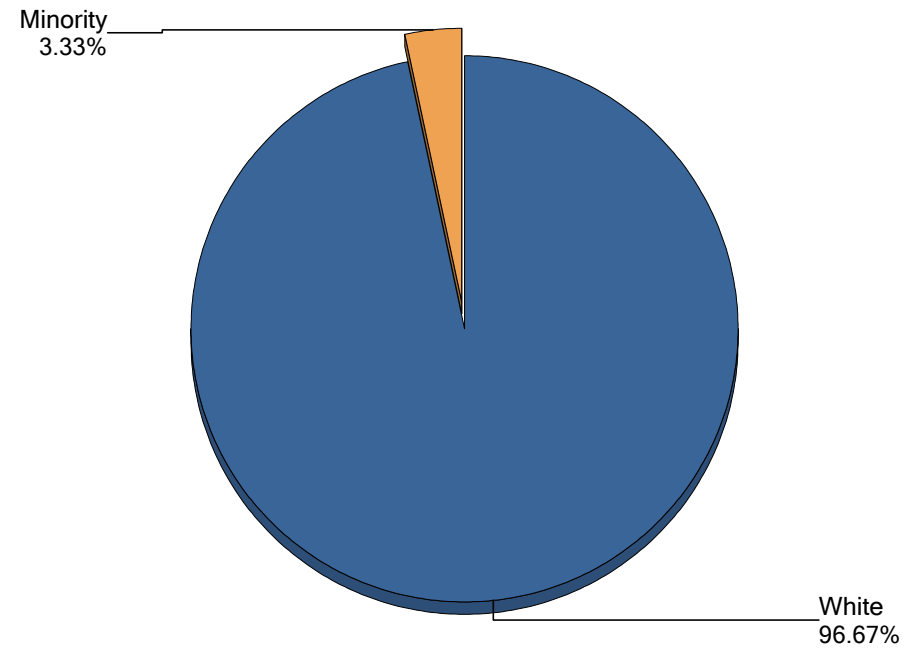
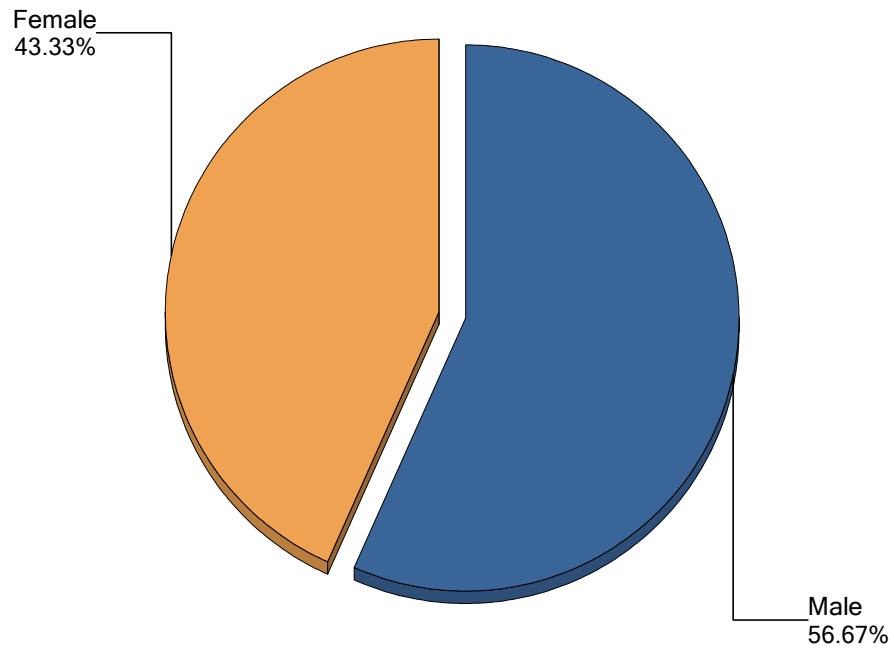
Male	33	91.67%
Female	3	8.33%
Total: 36 100.00%		

White	34	94.44%
Minority	2	5.56%
Total: 36 100.00%		

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AE-1 - AE SENIOR EXECUTIVE



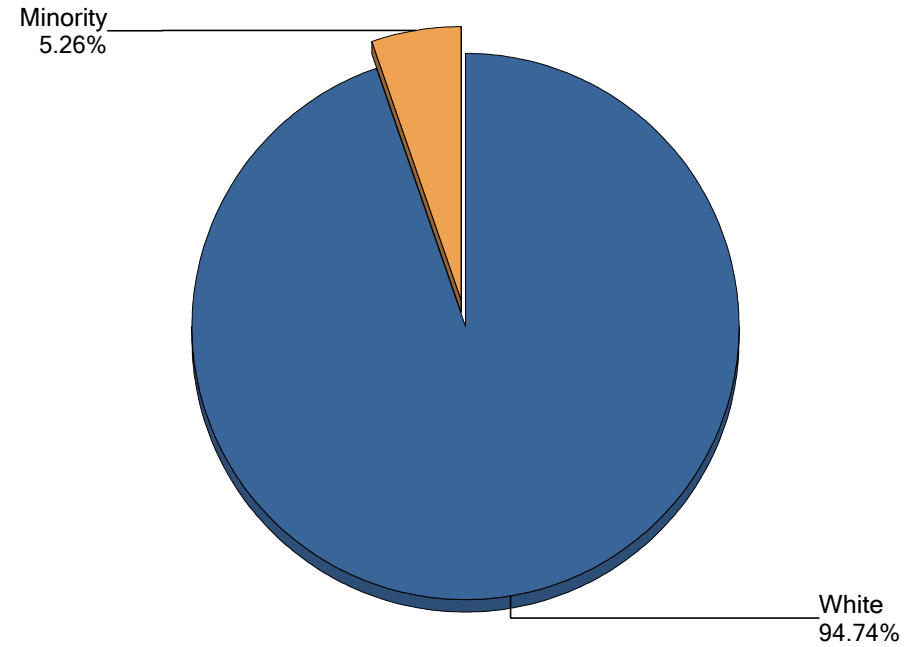
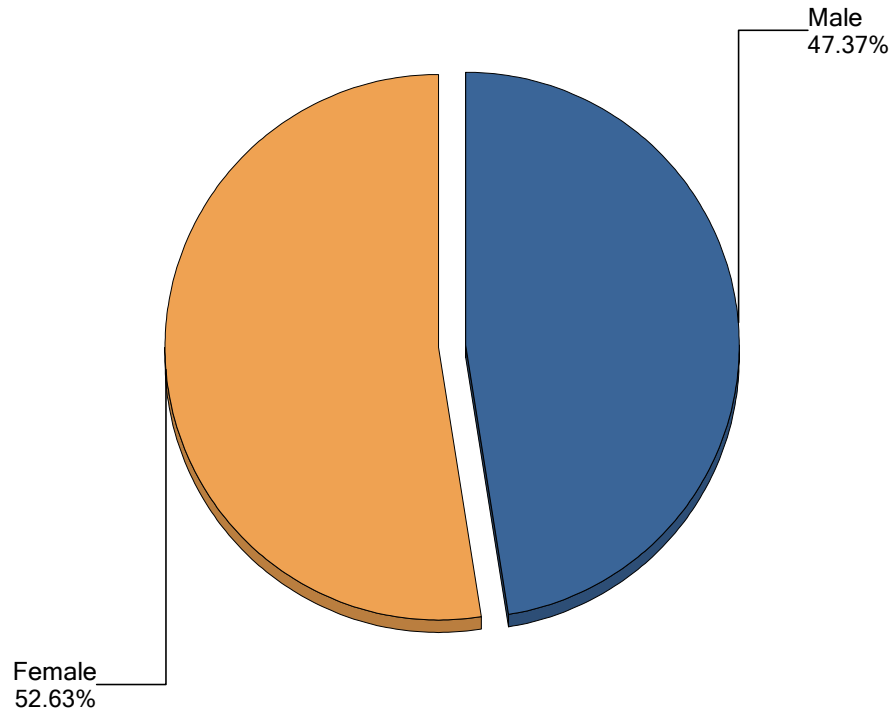
Male	17	56.67%
Female	13	43.33%
Total: 30 100.00%		

White	29	96.67%
Minority	1	3.33%
Total: 30 100.00%		

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

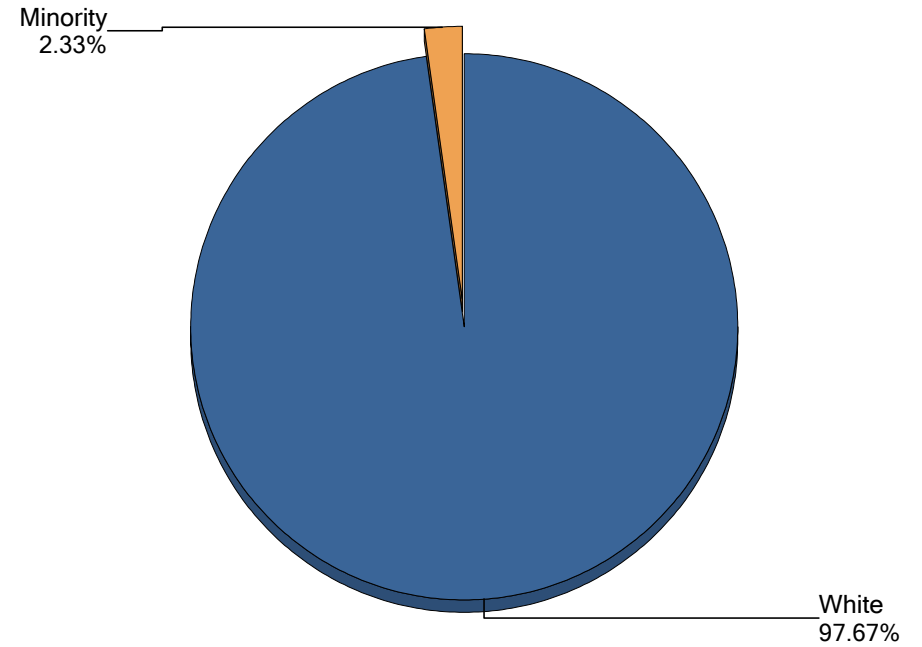
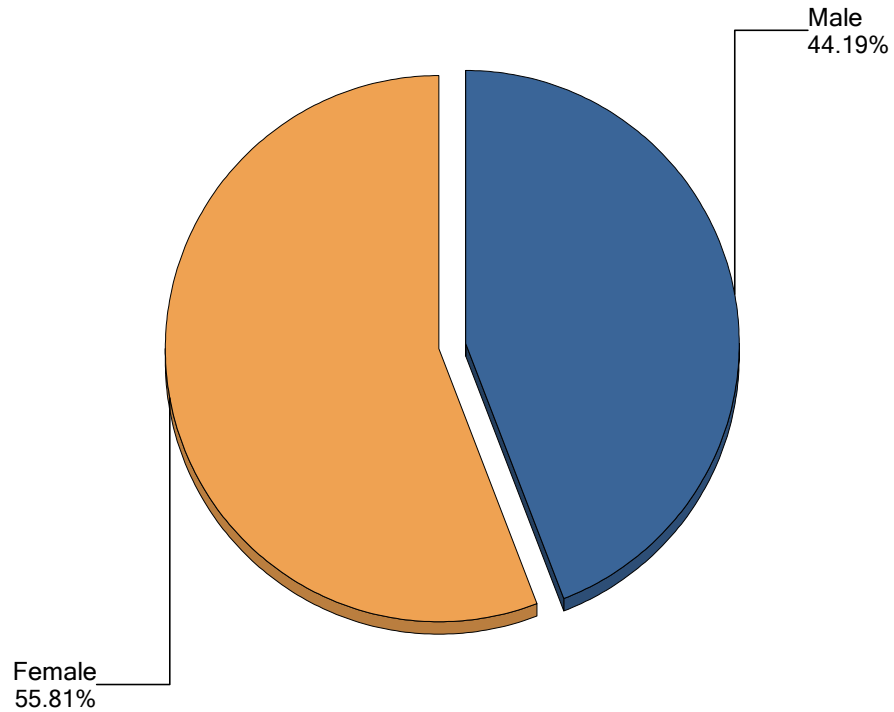
Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AE-2 - AE EXECUTIVE/ACADEMIC



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-3 - AE EXECUTIVE/NON ACADEMIC



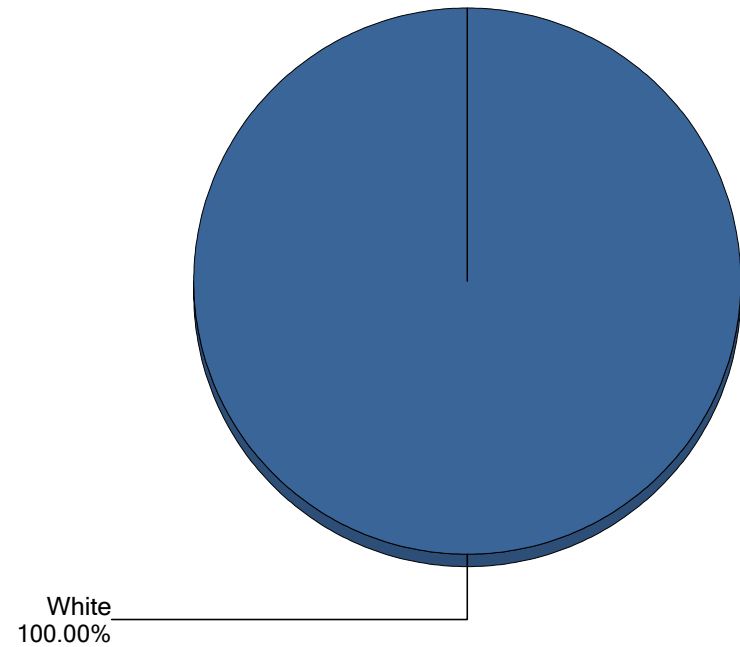
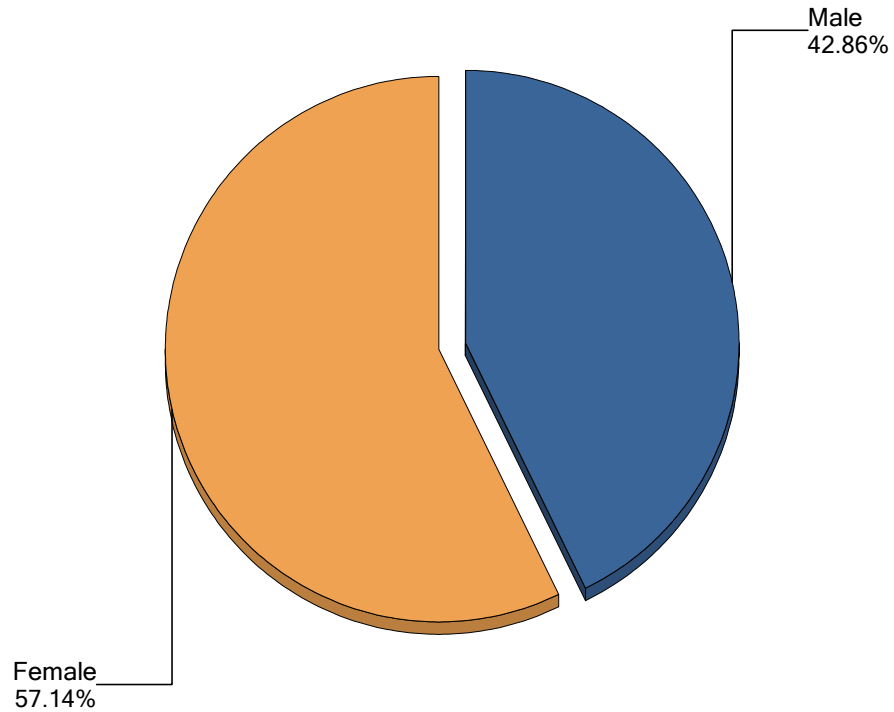
Male	19	44.19%
Female	24	55.81%
Total:	43	100.00%

White	42	97.67%
Minority	1	2.33%
Total:	43	100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AE-4 - AE EXECUTIVE/MANAGEMENT



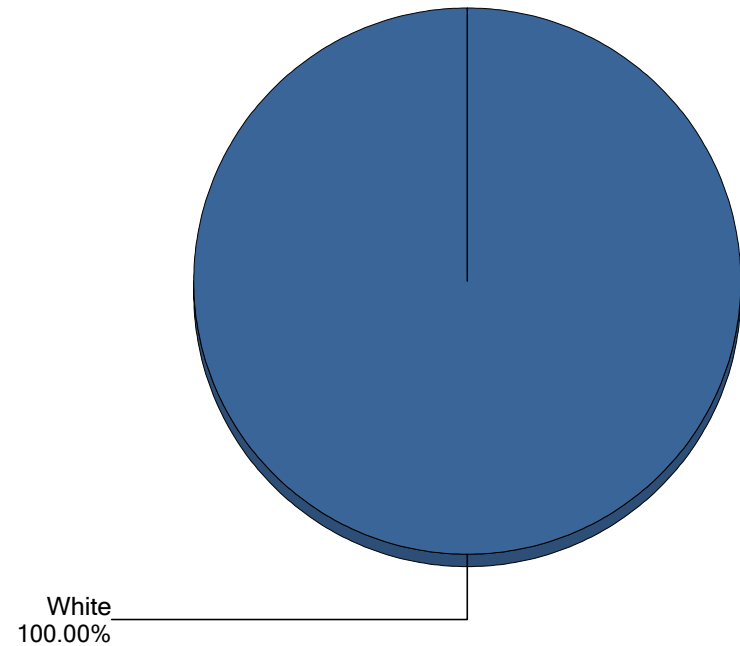
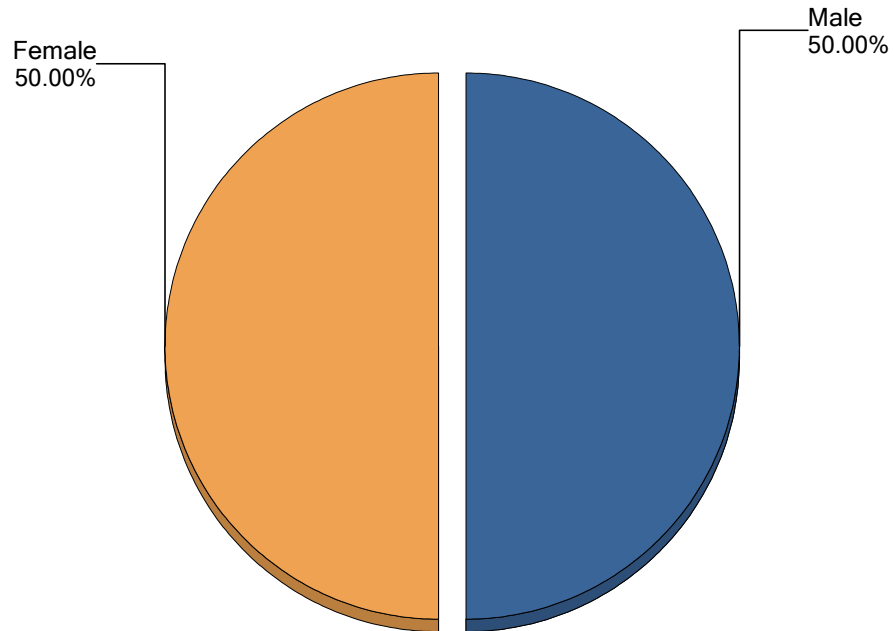
Male	3	42.86%
Female	4	57.14%
Total:	7	100.00%

White	7	100.00%
Minority	0	0.00%
Total:	7	100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

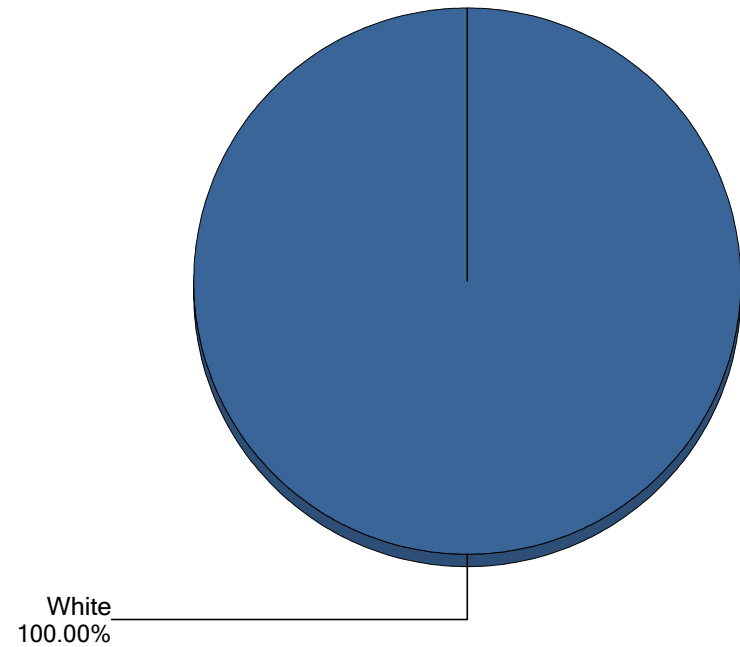
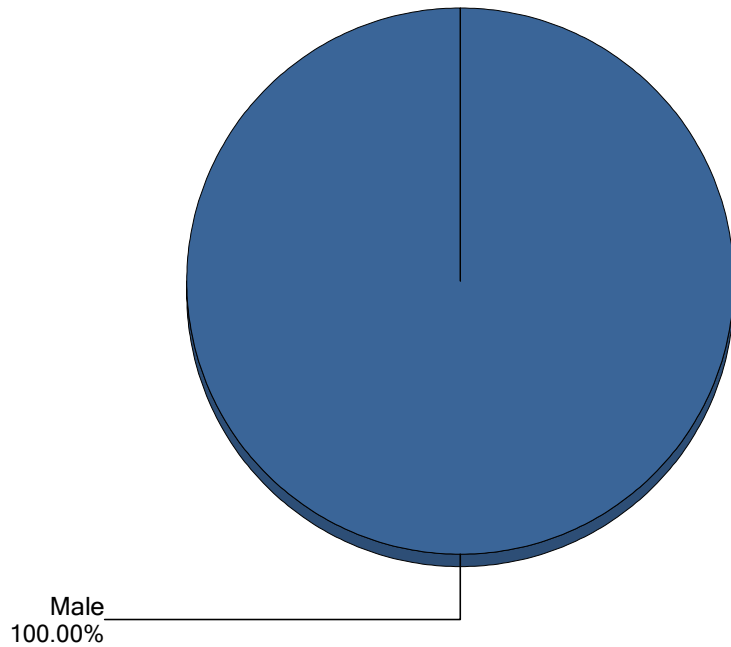
Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AE-5 - AE EXECUTIVE/SUPERVISOR



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

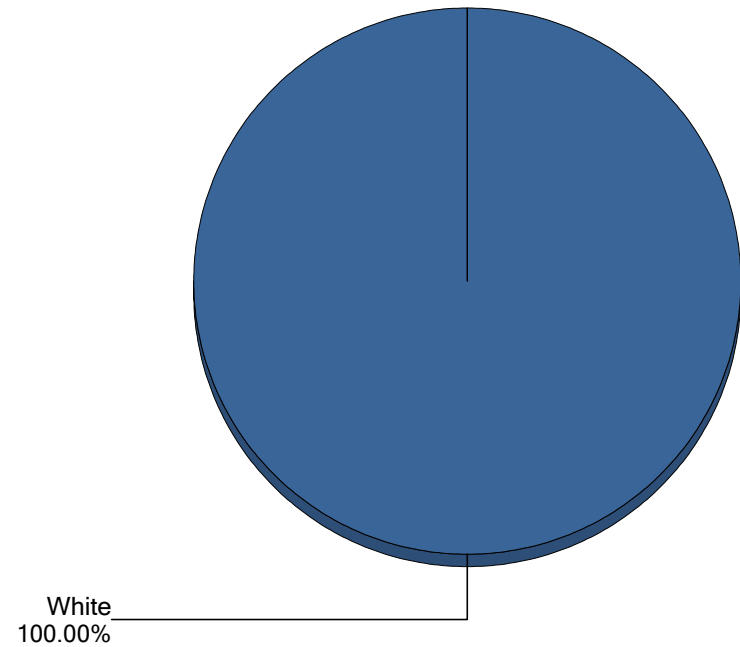
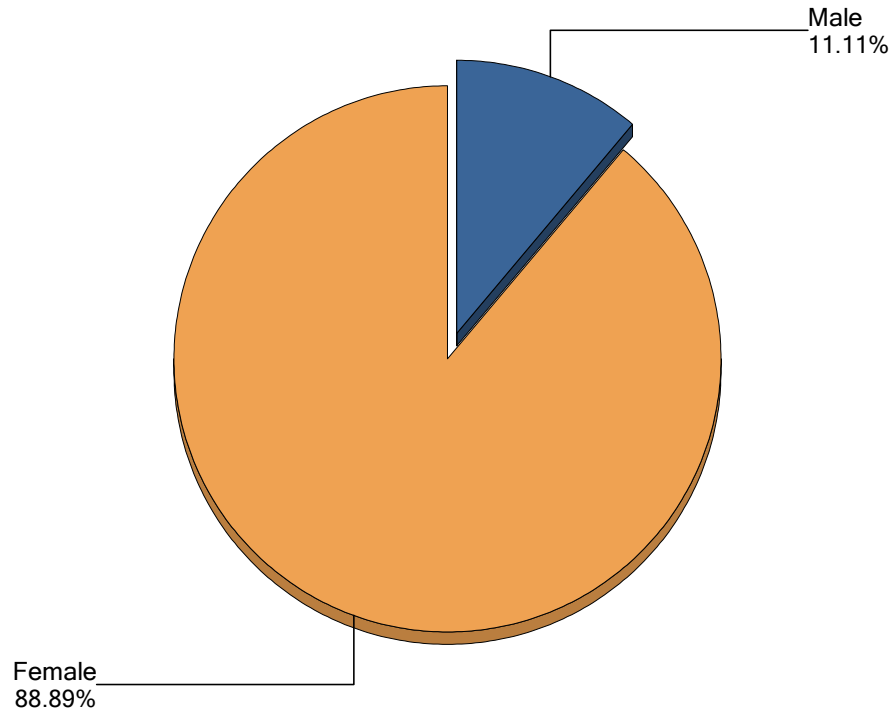
Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-6 - AE SENIOR EXECUTIVE MEAC



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

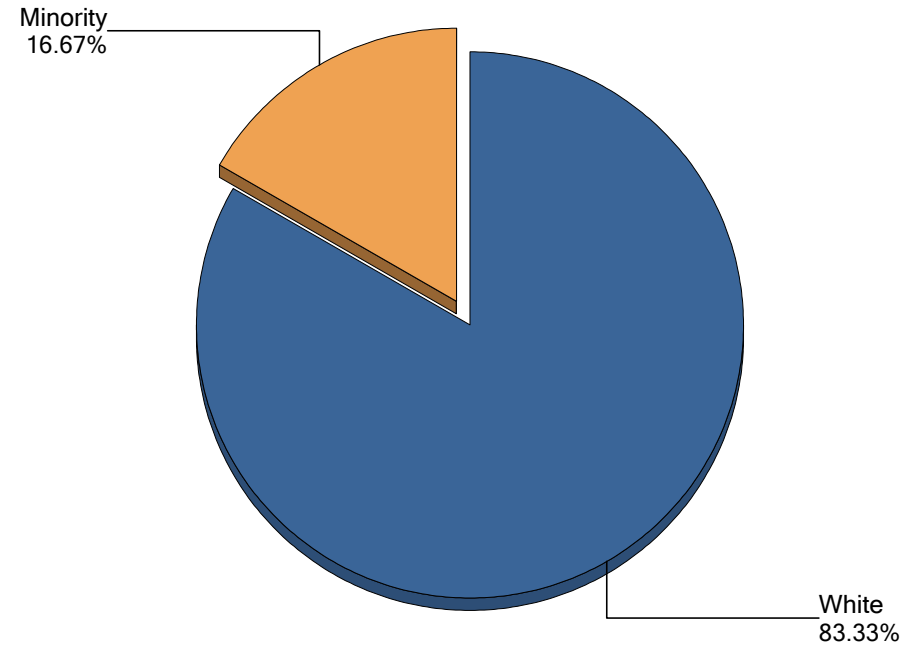
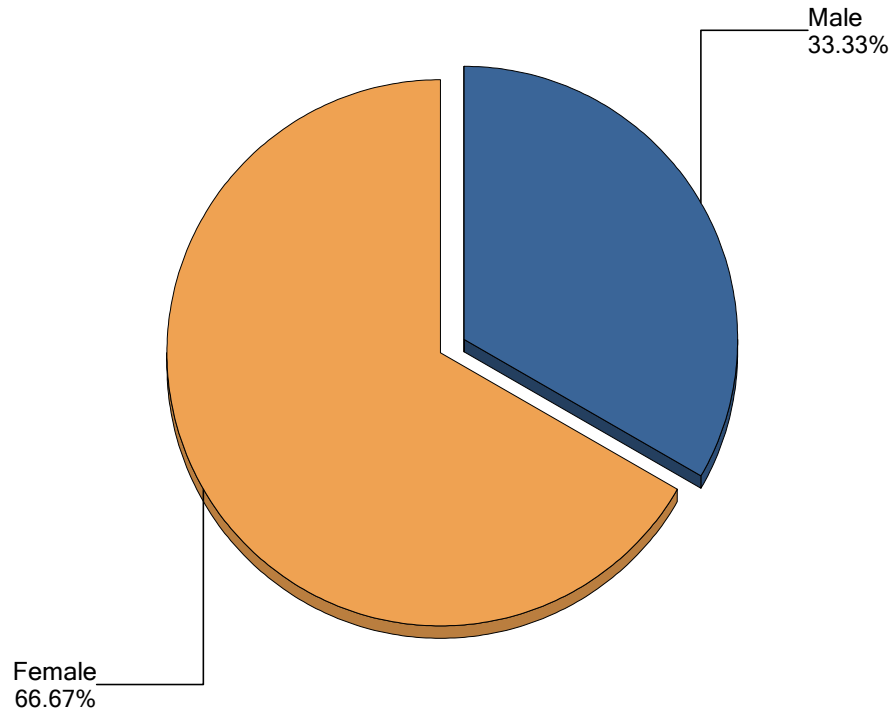
Job Group: AP - ADMINISTRATIVE/PROFESSIONAL-PT



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

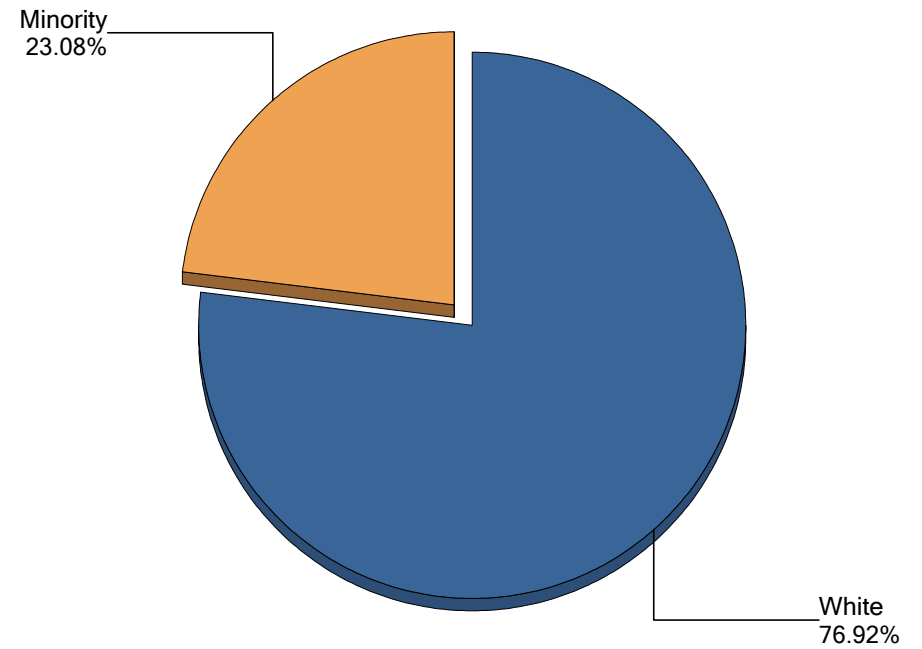
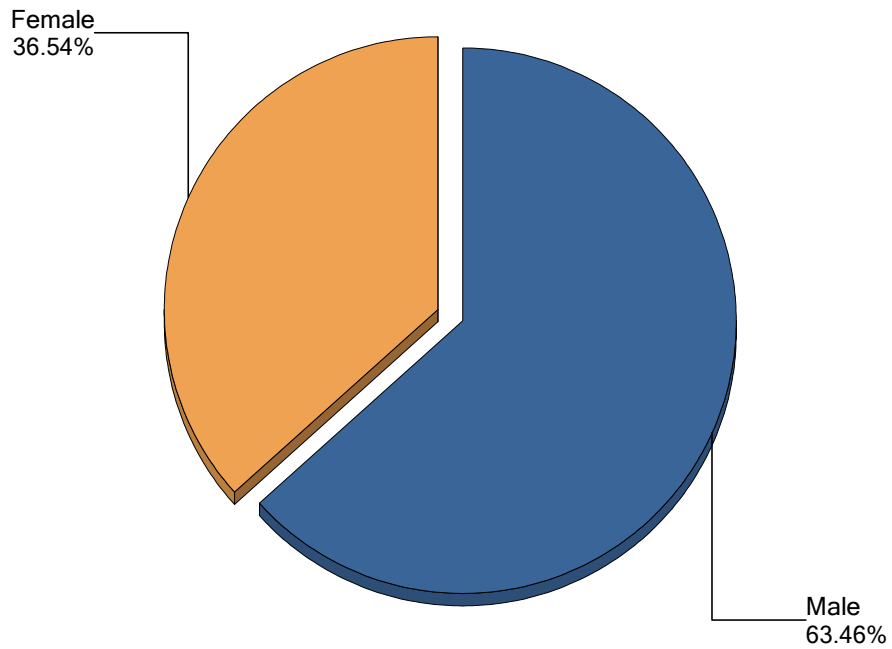
Job Group: C9 - CLINICAL TRACK 9-MONTH



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CH - COACHES



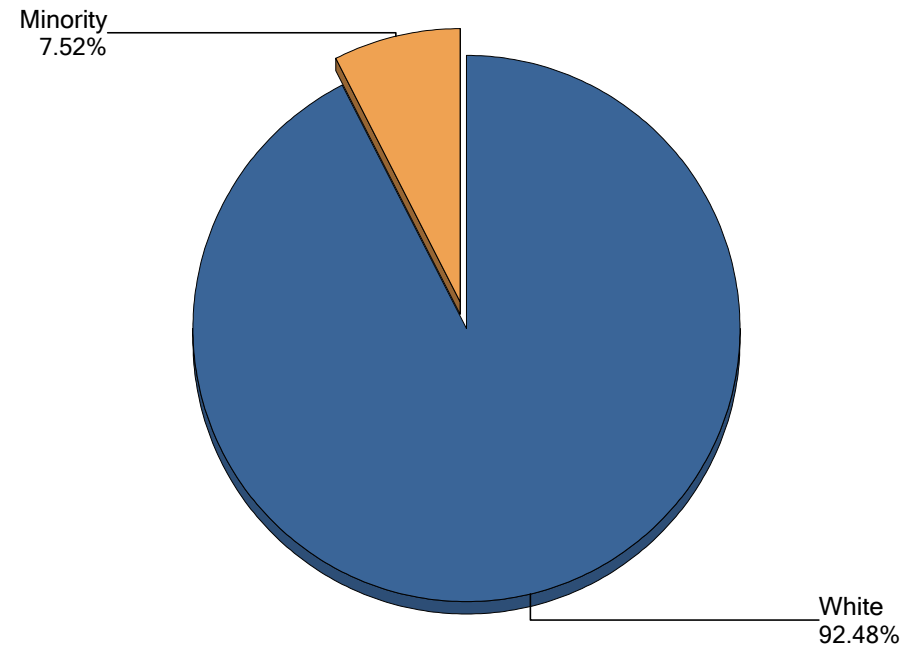
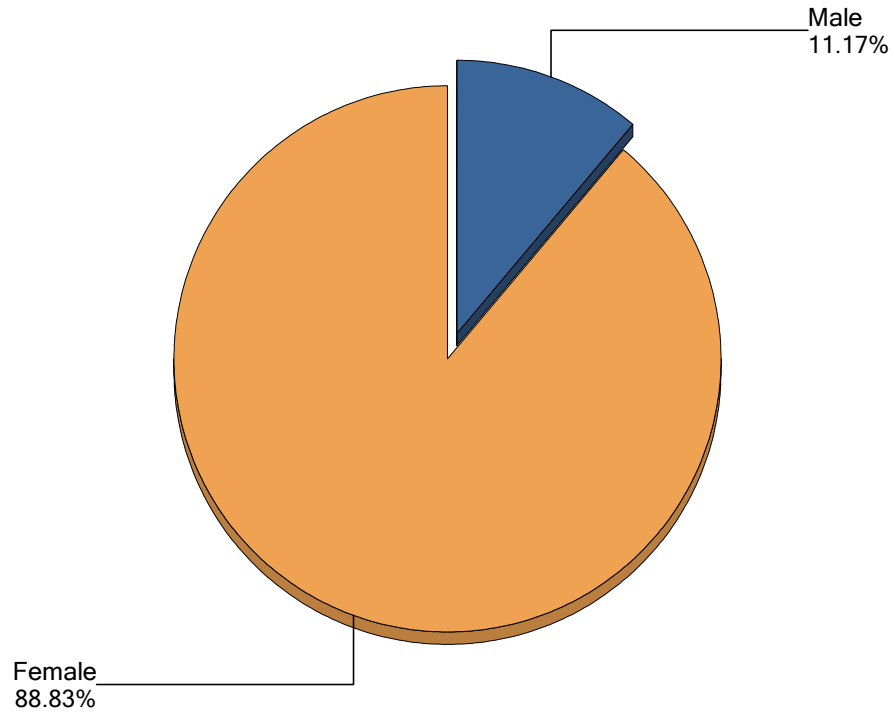
Male	33	63.46%
Female	19	36.54%
Total: 52 100.00%		

White	40	76.92%
Minority	12	23.08%
Total: 52 100.00%		

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

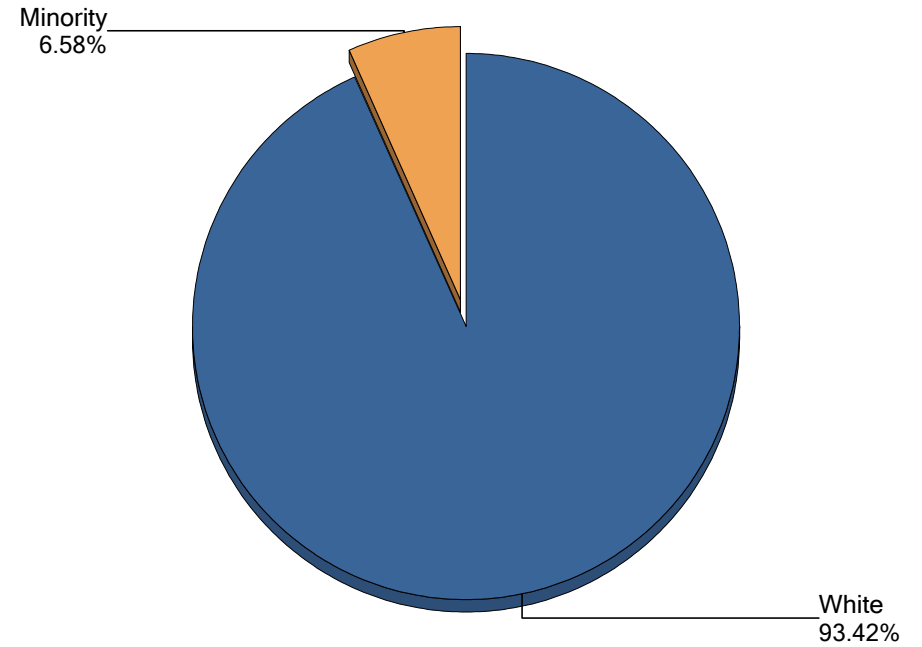
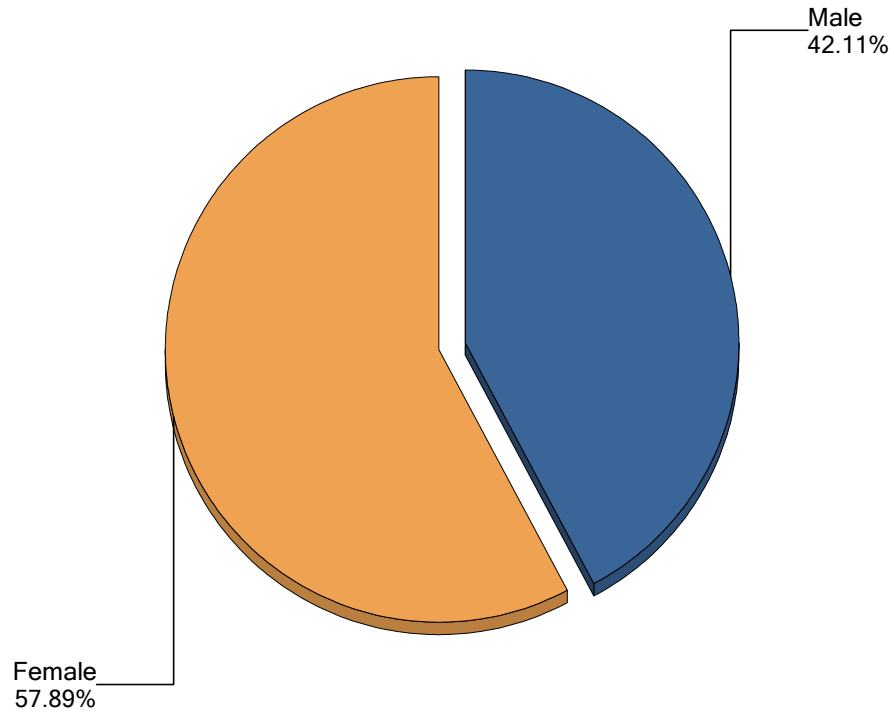
Job Group: CL-4 - CLERICAL/SUPPORT STAFF-4



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-5 - CLERICAL/SUPPORT STAFF-5



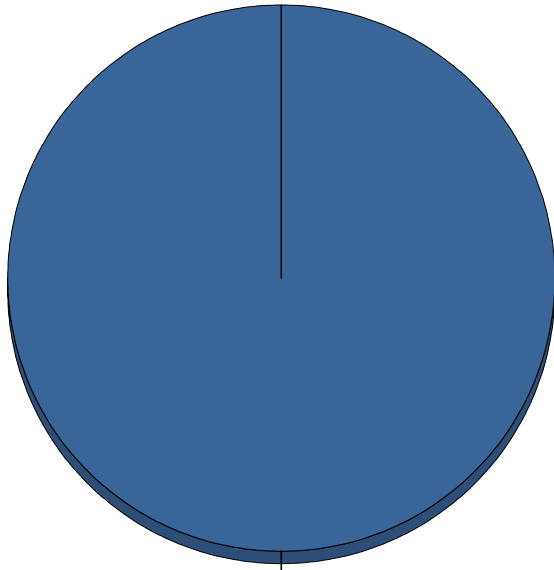
Male	32	42.11%
Female	44	57.89%
Total:	76	100.00%

White	71	93.42%
Minority	5	6.58%
Total:	76	100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

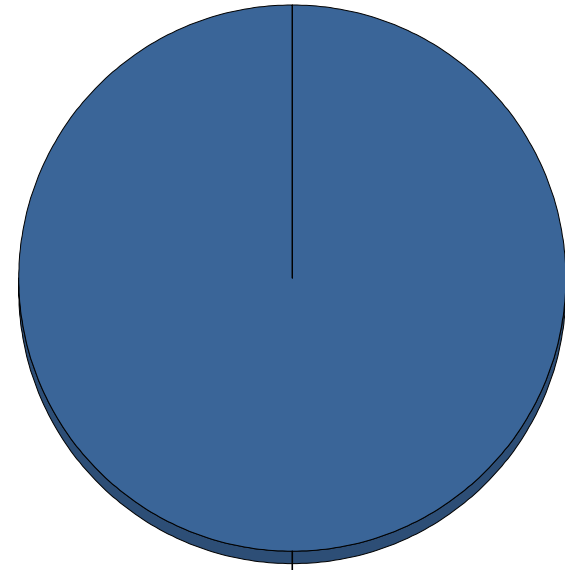
Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-6 - CLERICAL/SUPPORT STAFF-6



Male
100.00%

Male	1	100.00%
Female	0	0.00%
Total:	1	100.00%



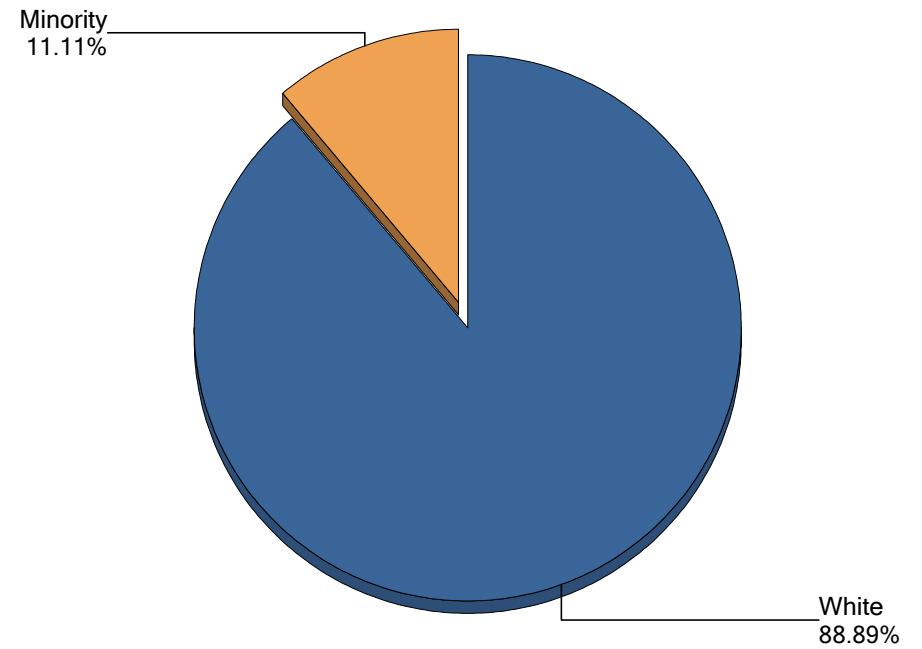
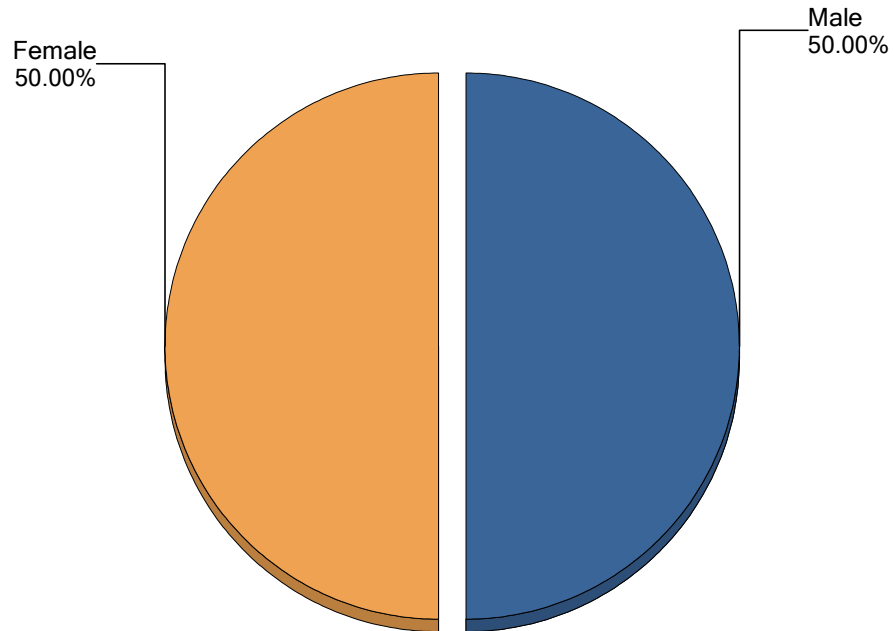
White
100.00%

White	1	100.00%
Minority	0	0.00%
Total:	1	100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

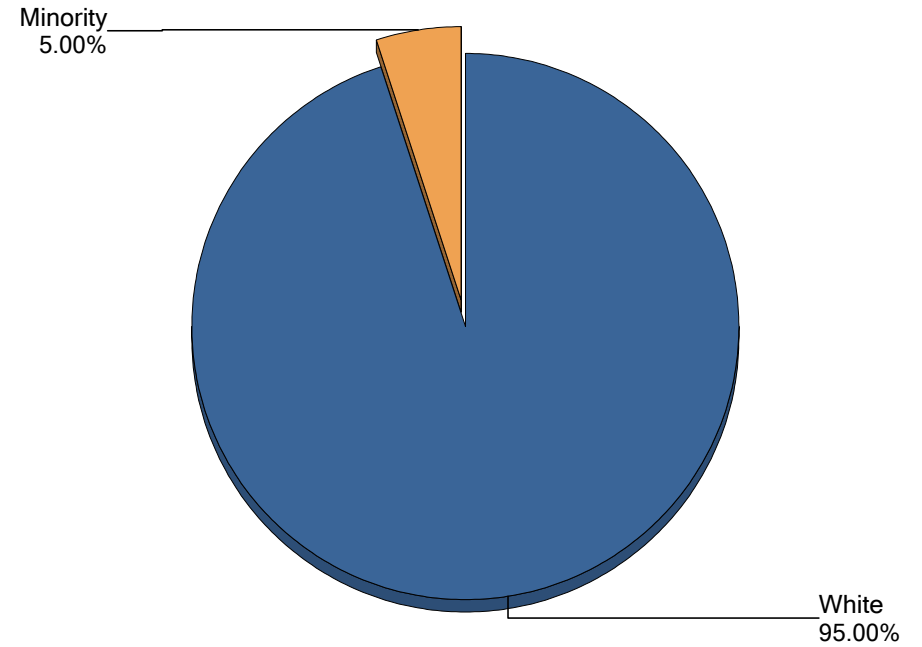
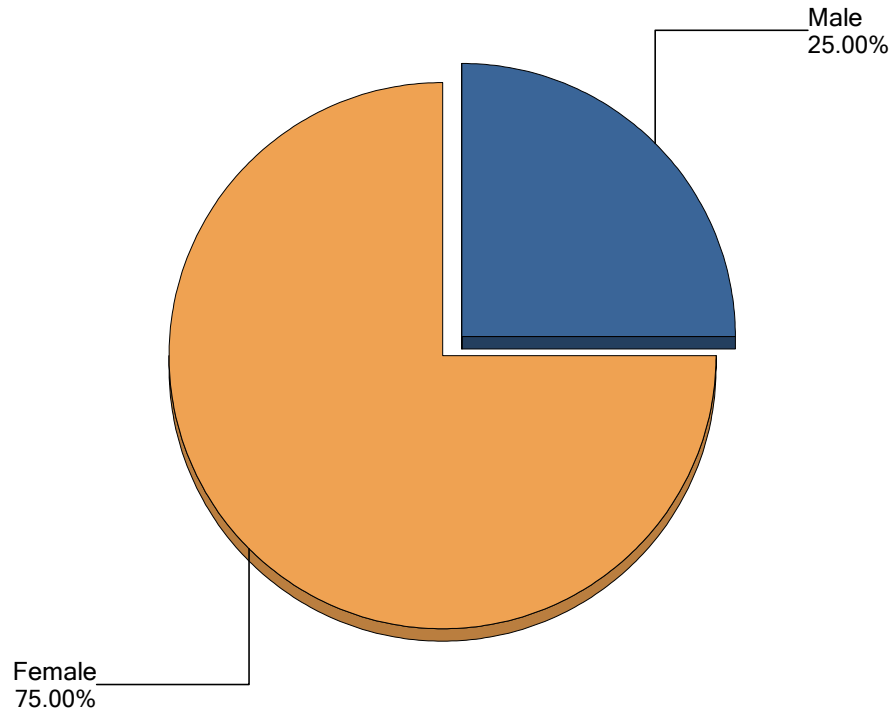
Job Group: CL-7 - CLERICAL/SUPPORT STAFF-7



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

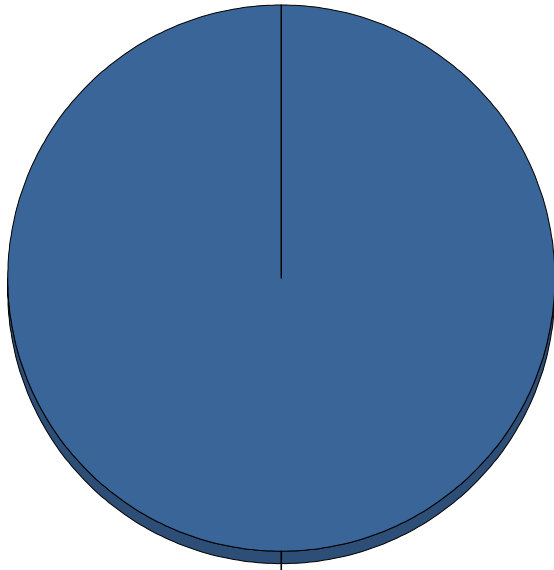
Job Group: CP-4 - CLERICAL/SUPPORT STAFF-PT-4



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

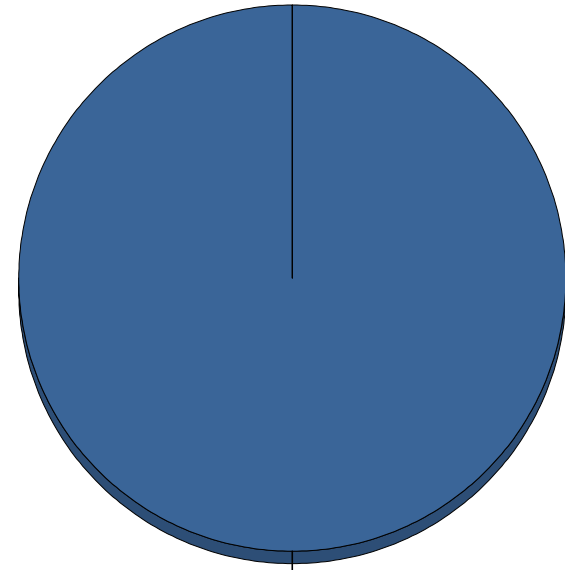
Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CP-5 - CLERICAL/SUPPORT STAFF-PT-5



Male
100.00%

Male	1	100.00%
Female	0	0.00%
Total:	1	100.00%



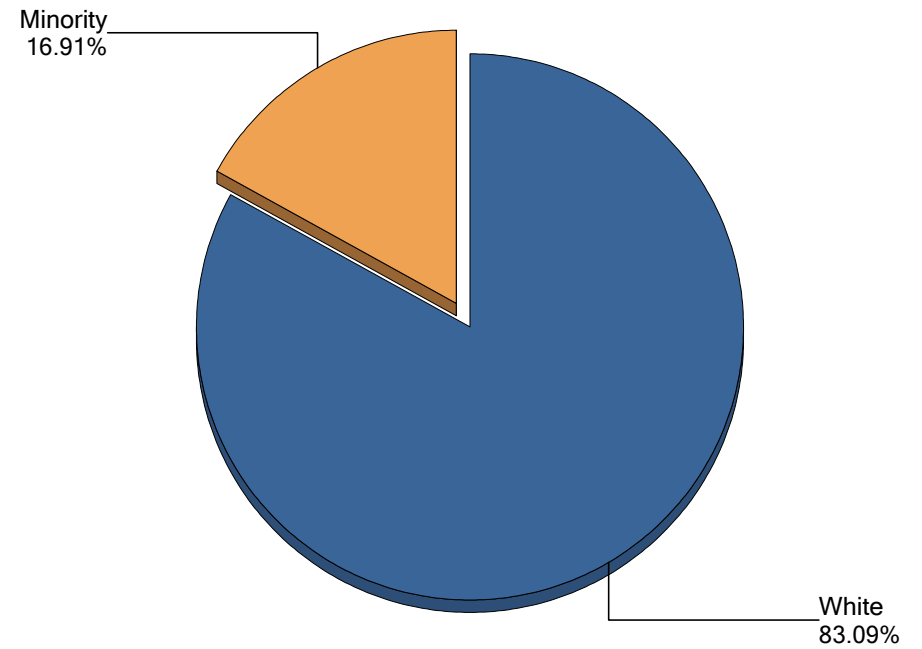
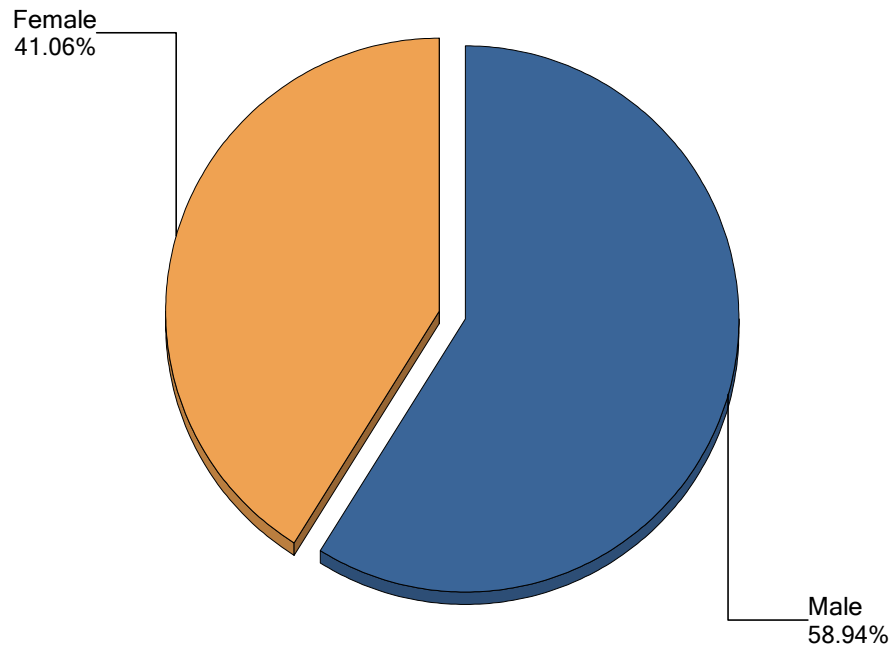
White
100.00%

White	1	100.00%
Minority	0	0.00%
Total:	1	100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CT - CLINICAL TRACK



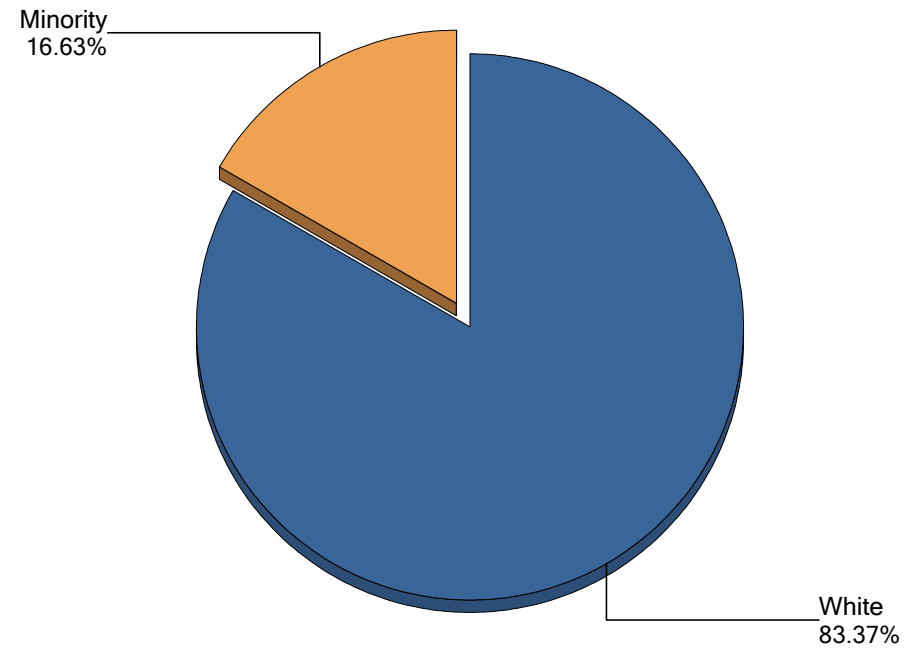
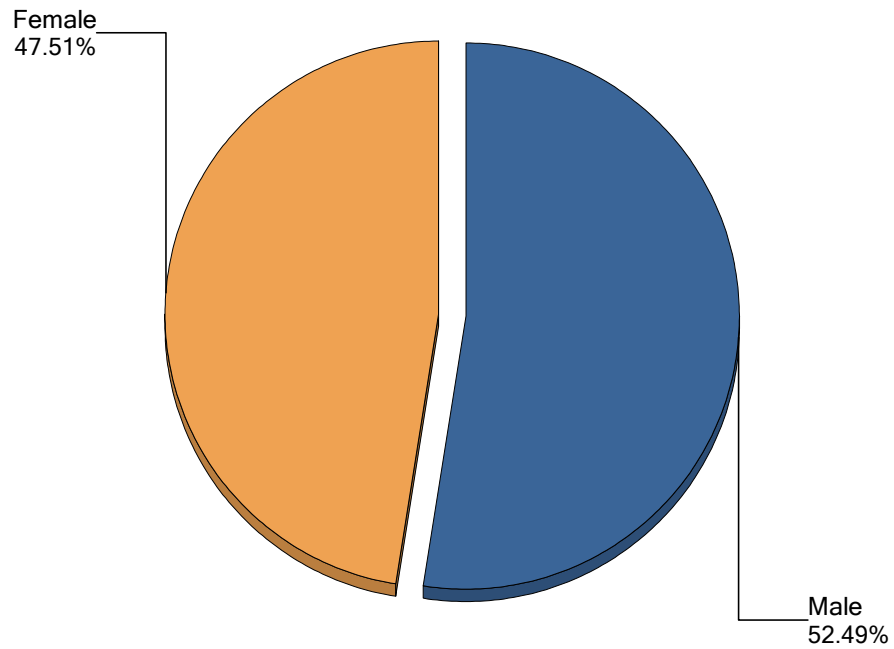
Male	122	58.94%
Female	85	41.06%
Total:		207 100.00%

White	172	83.09%
Minority	35	16.91%
Total:		207 100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CT-2 - CLINICAL TRACK MEAC



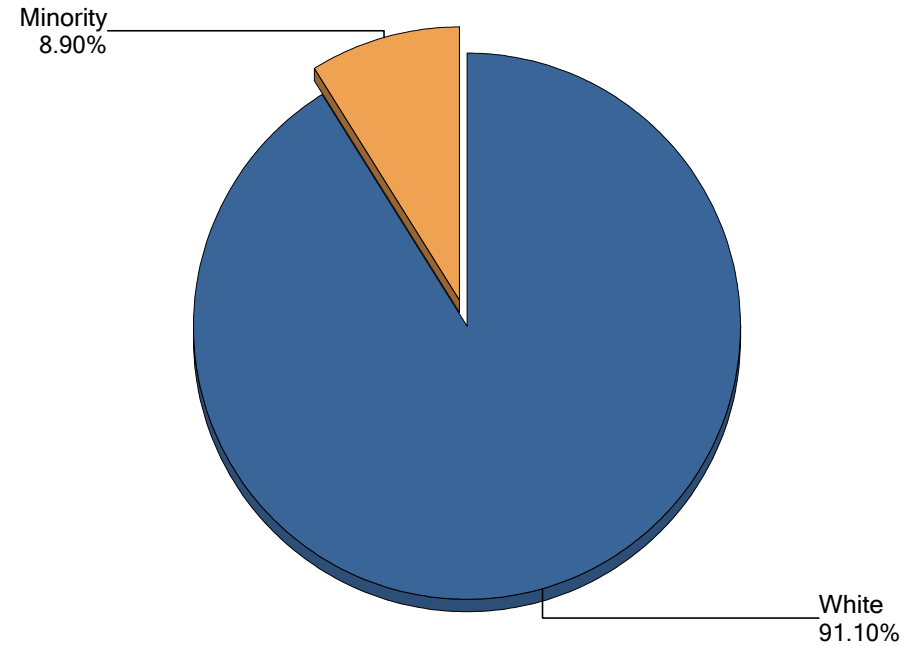
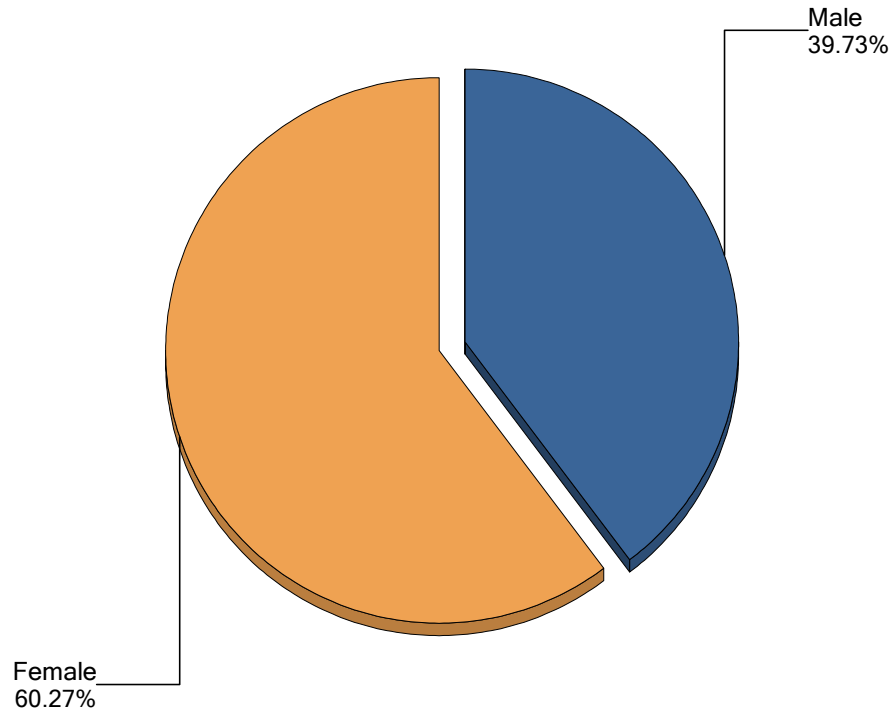
Male	221	52.49%
Female	200	47.51%
Total:		421 100.00%

White	351	83.37%
Minority	70	16.63%
Total:		421 100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

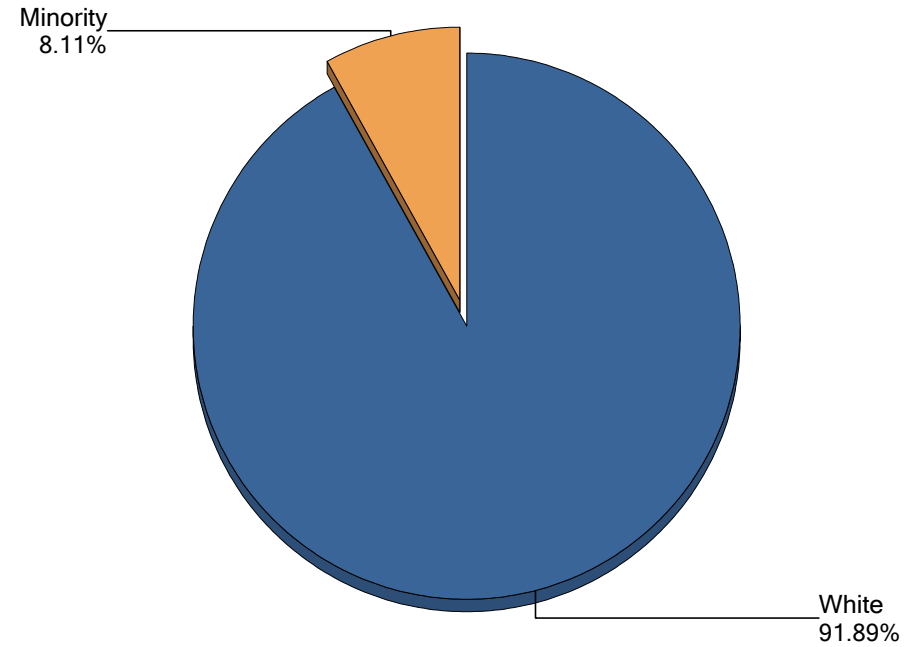
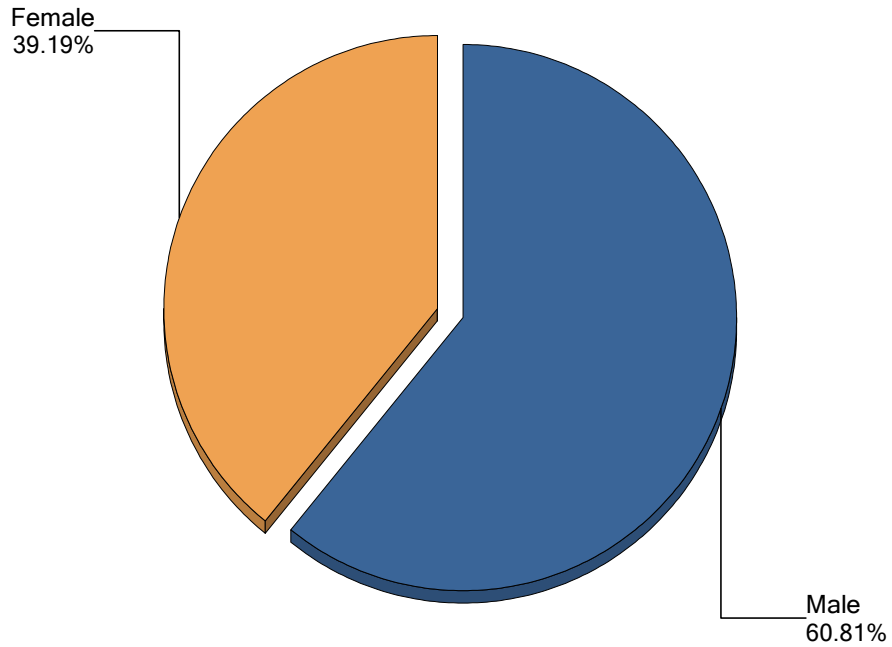
Job Group: F9 - FACULTY ACACEMIC



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: FA - FACULTY FISCAL



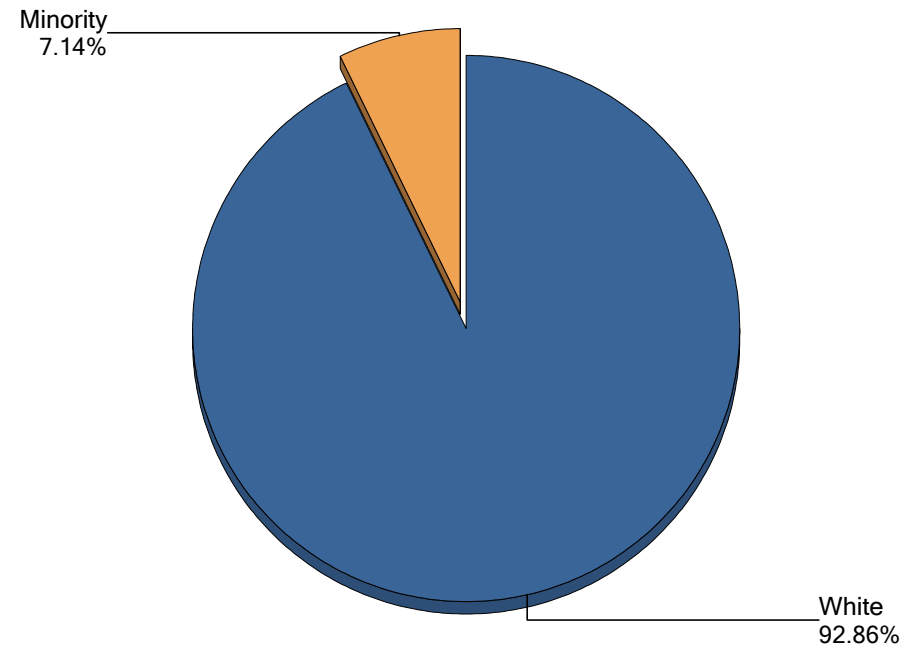
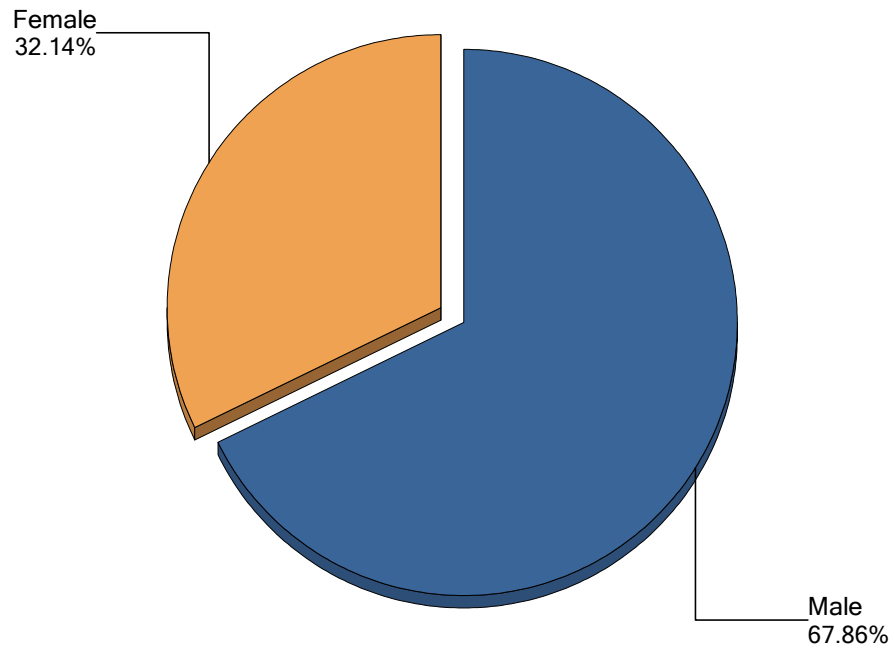
Male	45	60.81%
Female	29	39.19%
Total: 74 100.00%		

White	68	91.89%
Minority	6	8.11%
Total: 74 100.00%		

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: FA-2 - FACULTY FISCAL MEAC

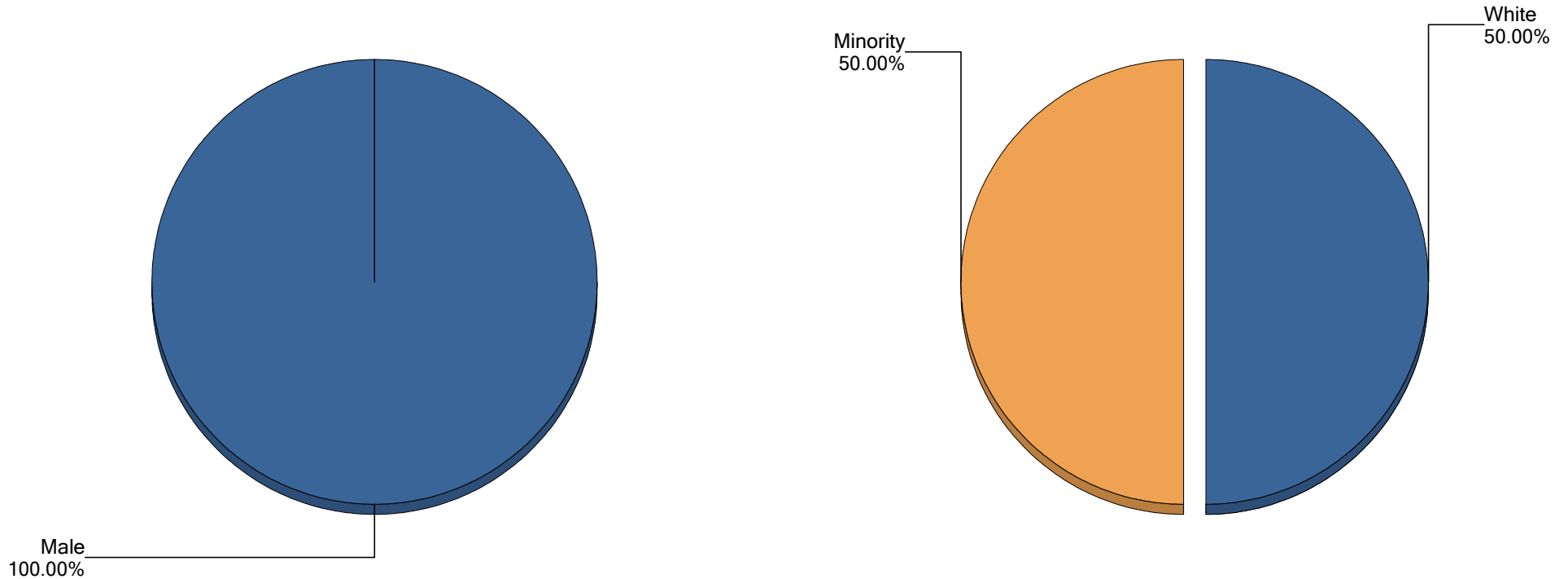


Male	19	67.86%
Female	9	32.14%
Total: 28 100.00%		

White	26	92.86%
Minority	2	7.14%
Total: 28 100.00%		

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: FA-4 - FACULTY FISCAL MEAC/VA



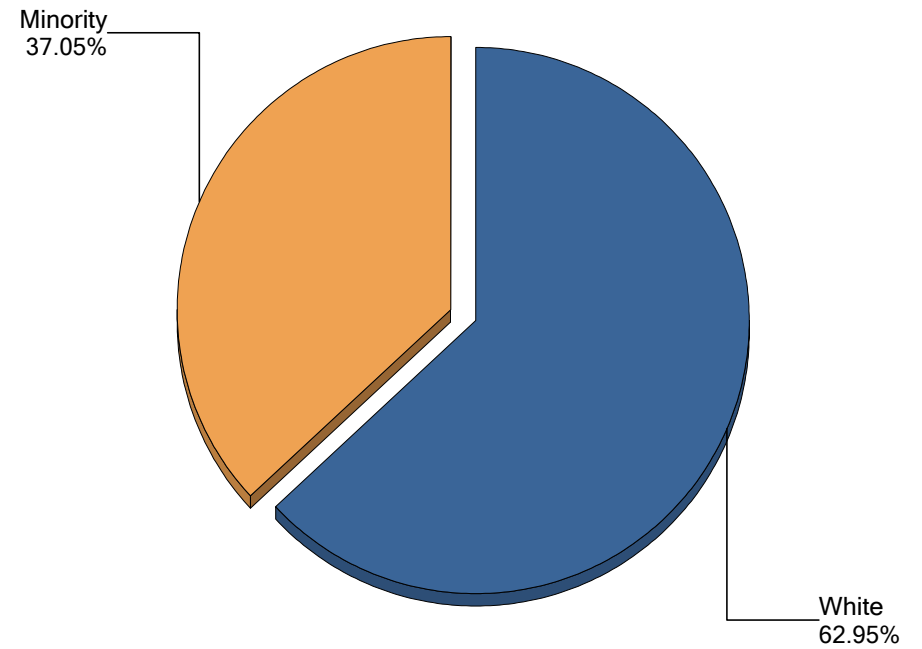
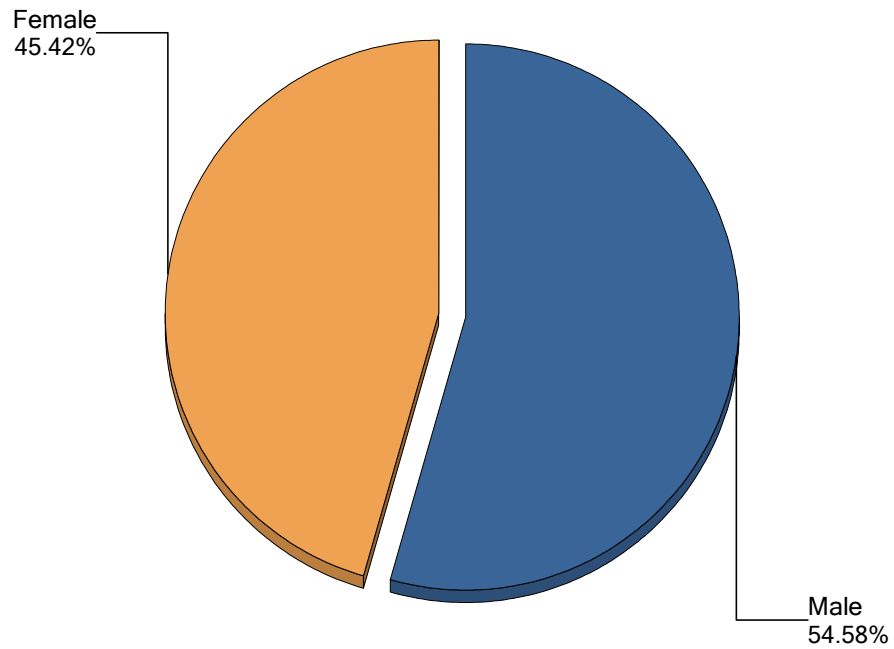
Male	2	100.00%
Female	0	0.00%
Total:		2 100.00%

White	1	50.00%
Minority	1	50.00%
Total:		2 100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

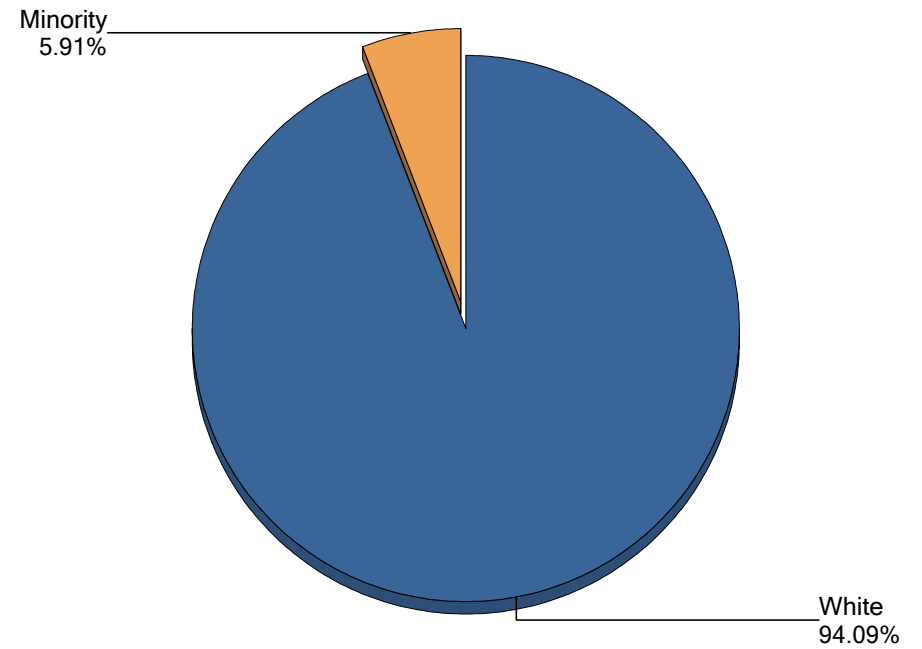
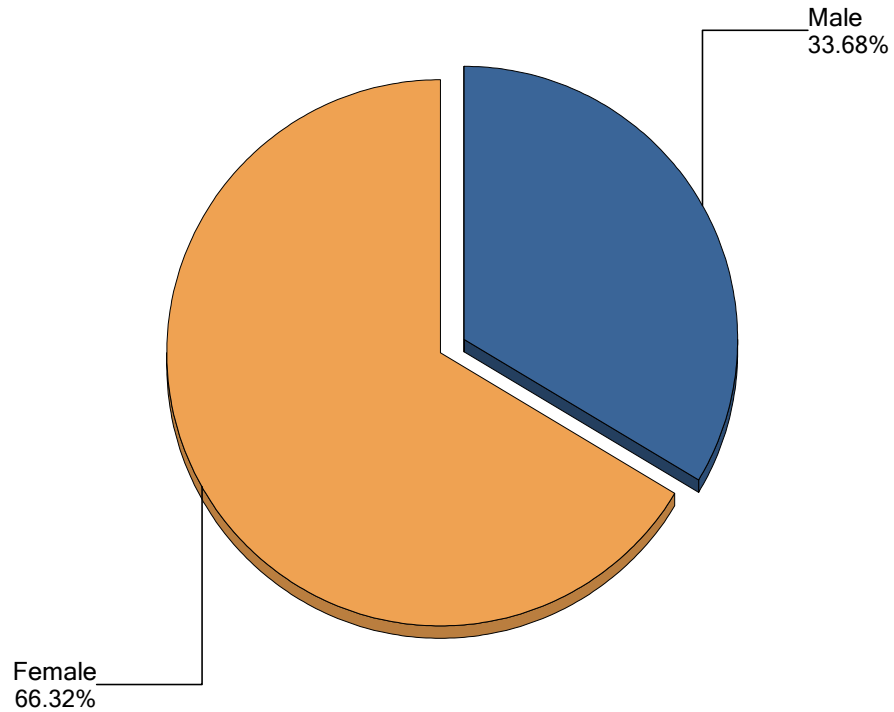
Job Group: MR - MEDICAL RESIDENT



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

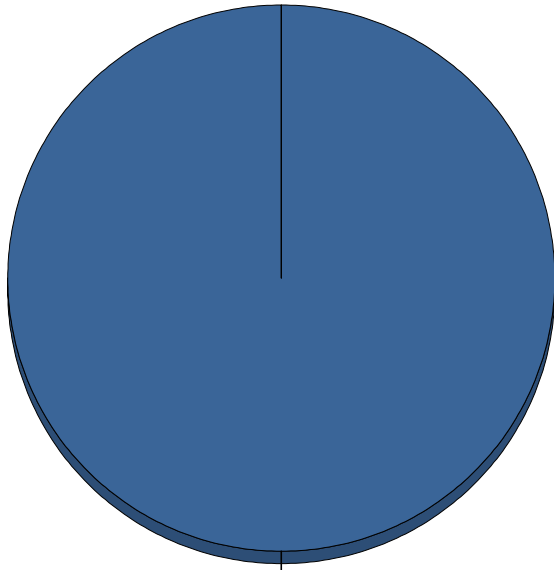
Job Group: PF - ADJUNCT FACULTY 4-MONTH



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

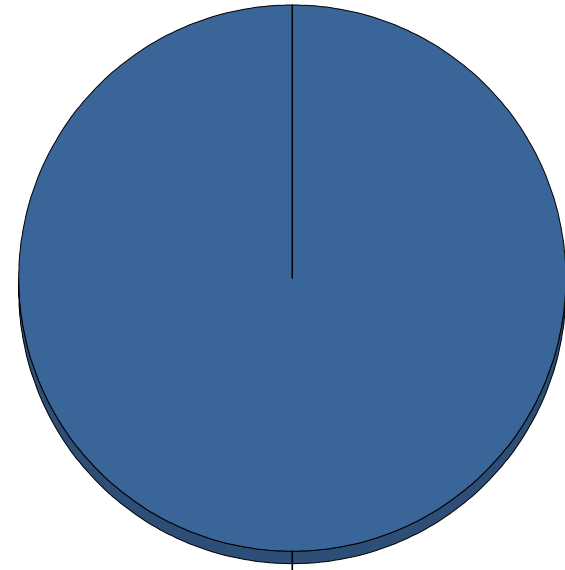
Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-4 - PHYSICAL PLANT-4



Male
100.00%

Male	3	100.00%
Female	0	0.00%
Total:	3	100.00%



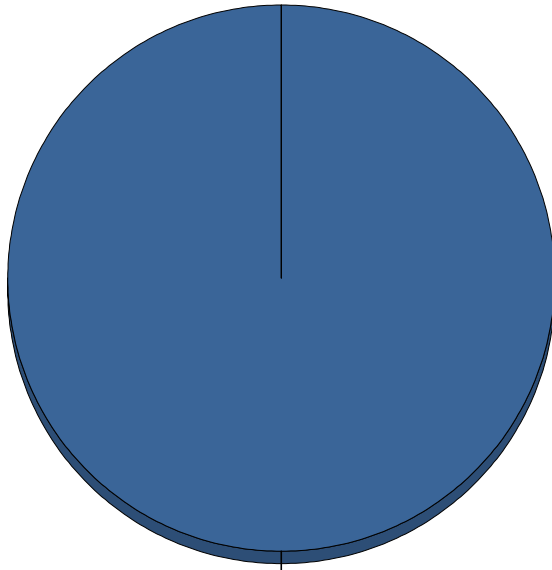
White
100.00%

White	3	100.00%
Minority	0	0.00%
Total:	3	100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

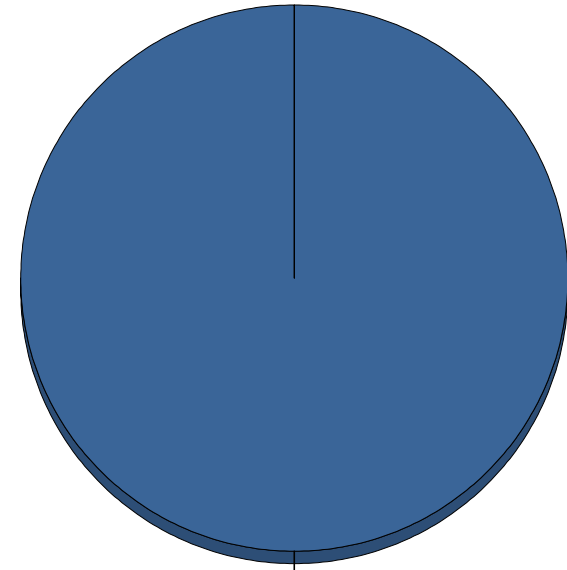
Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-5 - PHYSICAL PLANT-5



Male
100.00%

Male	1	100.00%
Female	0	0.00%
Total:	1	100.00%



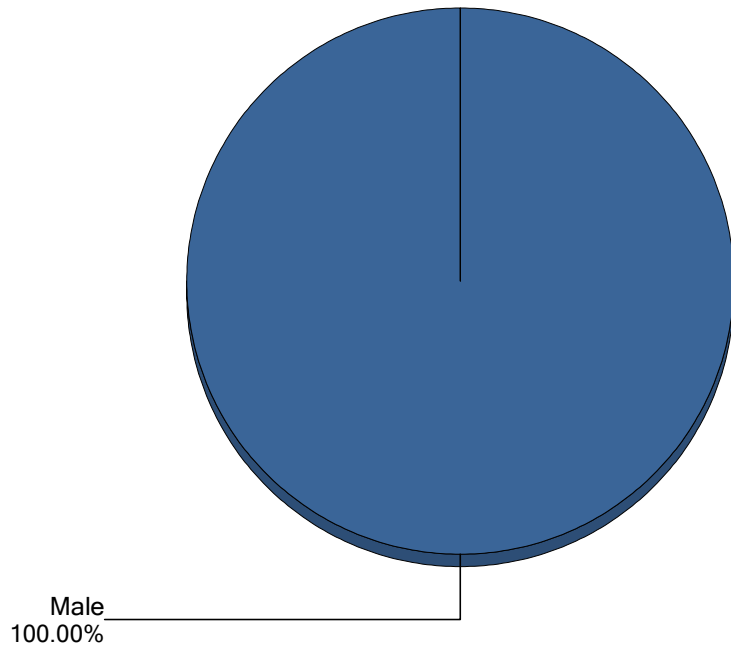
White
100.00%

White	1	100.00%
Minority	0	0.00%
Total:	1	100.00%

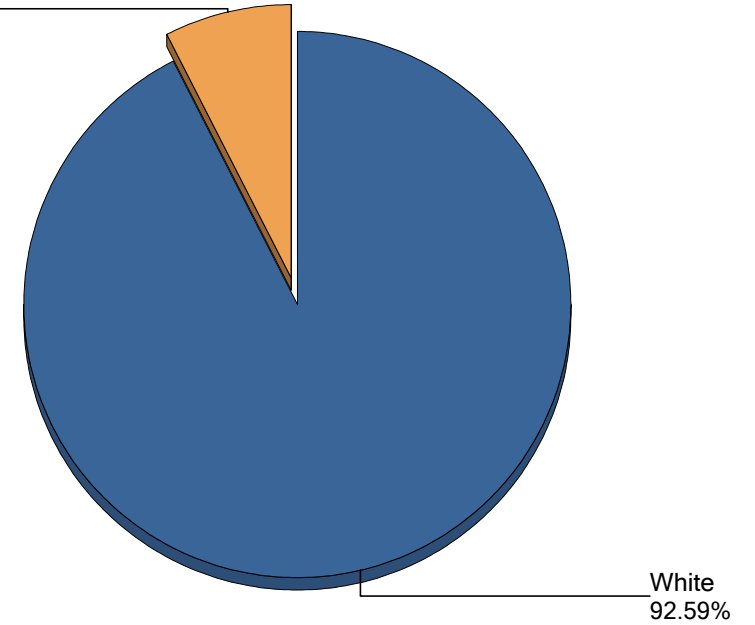
East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-6 - PHYSICAL PLANT-6



Minority
7.41%



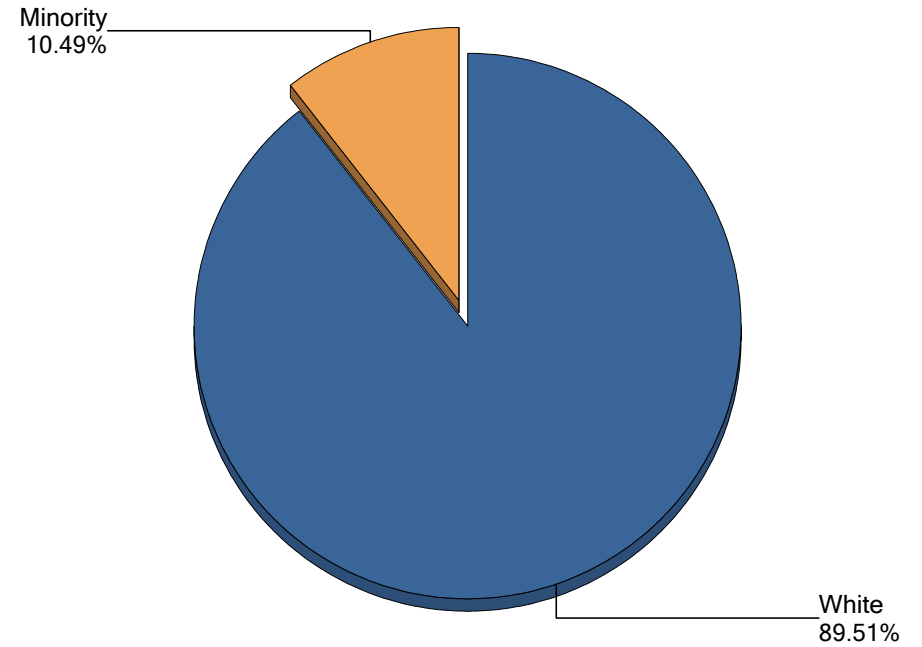
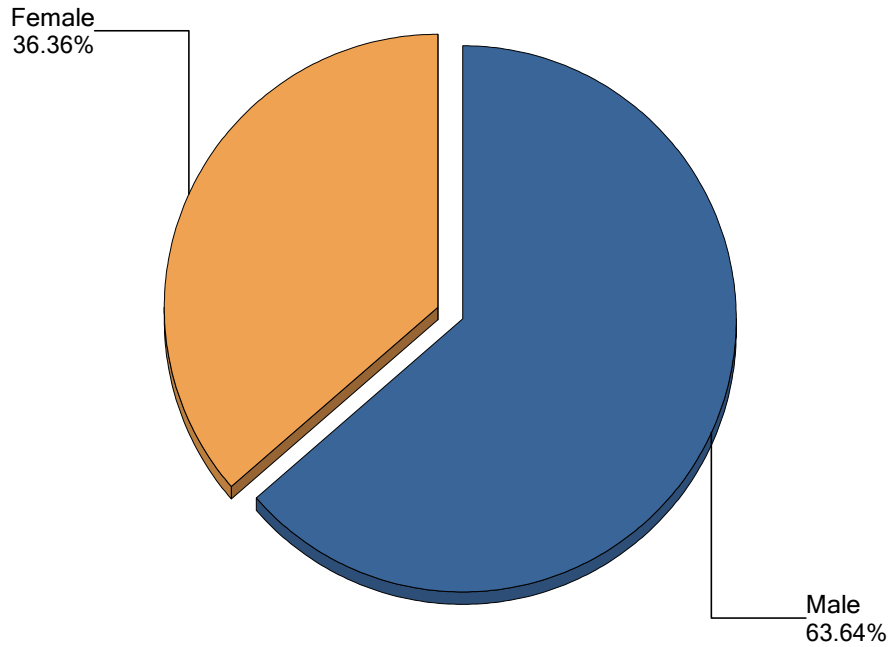
Male	54	100.00%
Female	0	0.00%
Total: 54 100.00%		

White	50	92.59%
Minority	4	7.41%
Total: 54 100.00%		

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-7 - PHYSICAL PLANT-7



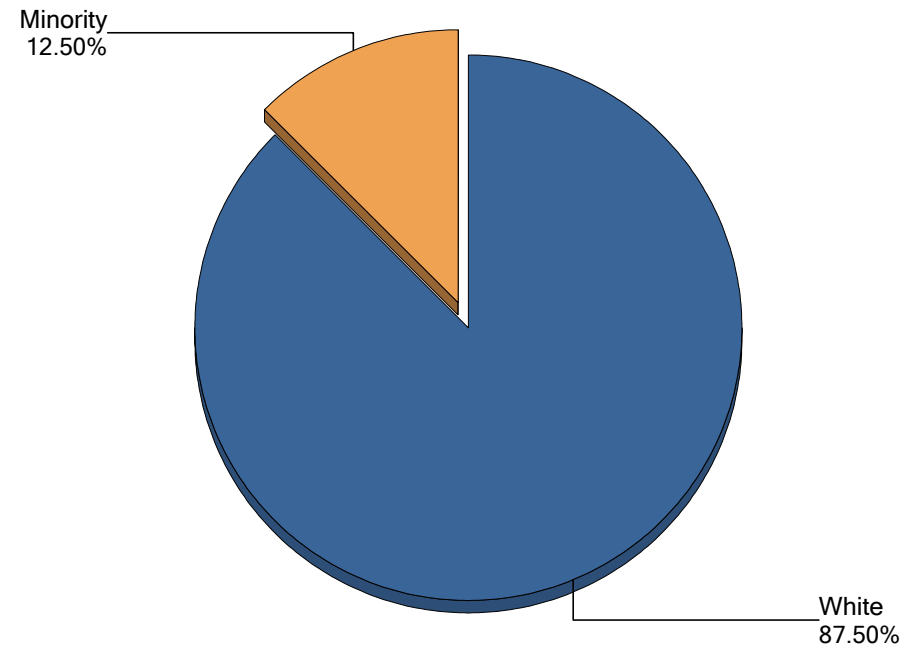
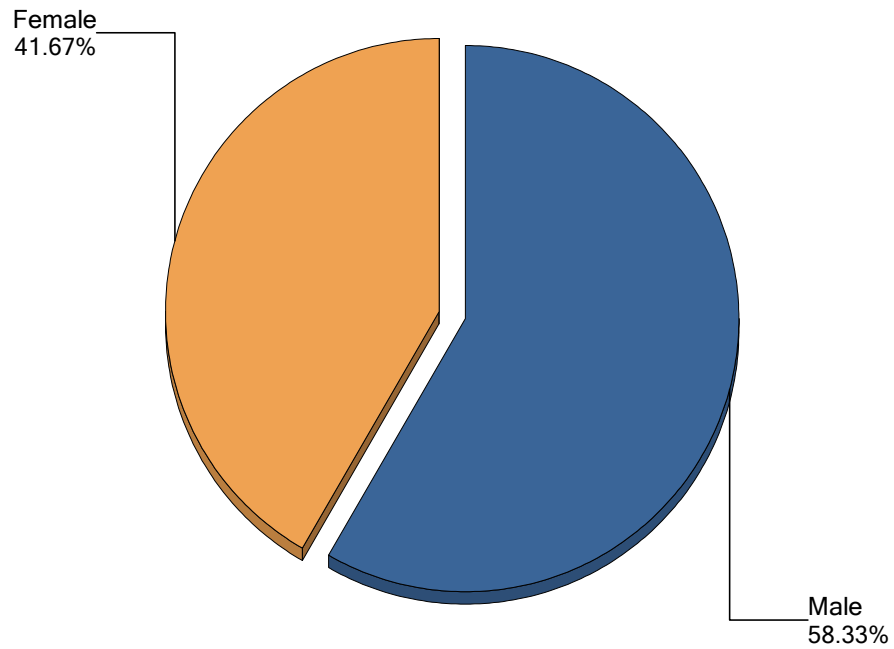
Male	91	63.64%
Female	52	36.36%
Total:	143	100.00%

White	128	89.51%
Minority	15	10.49%
Total:	143	100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PR - POST RETIREMENT



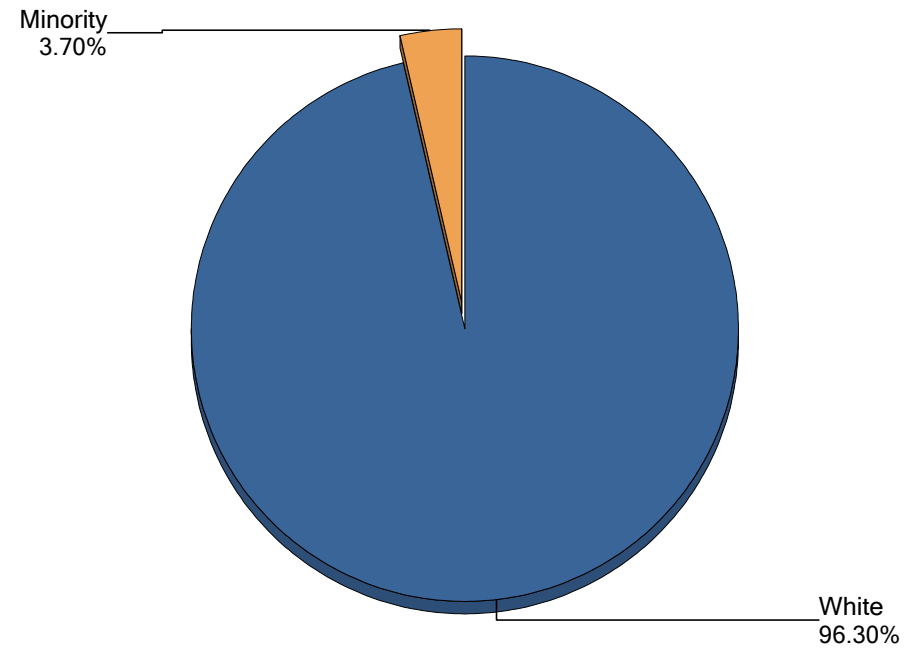
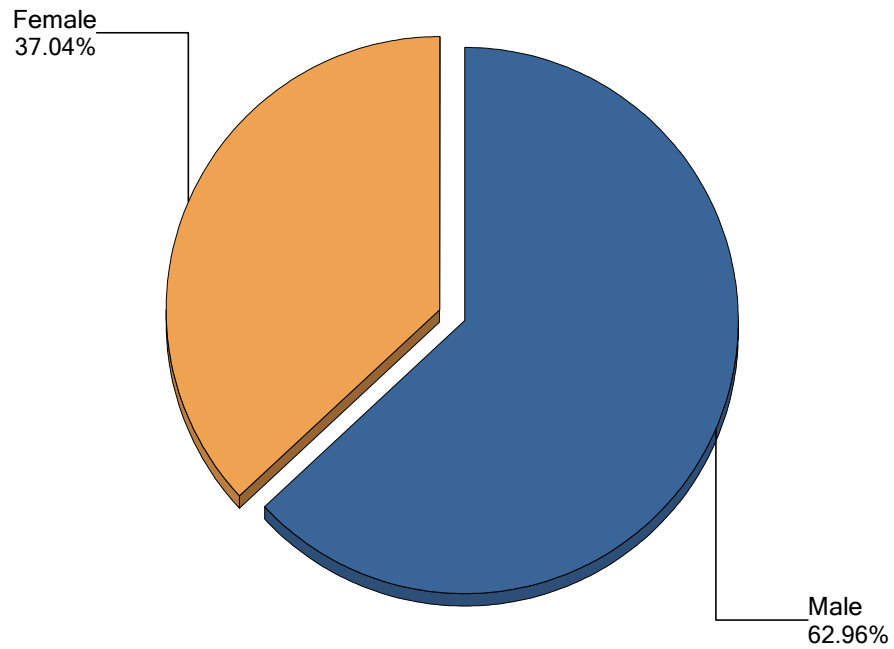
Male	14	58.33%
Female	10	41.67%
Total:		24 100.00%

White	21	87.50%
Minority	3	12.50%
Total:		24 100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PS - PUBLIC SAFETY-8 HOUR



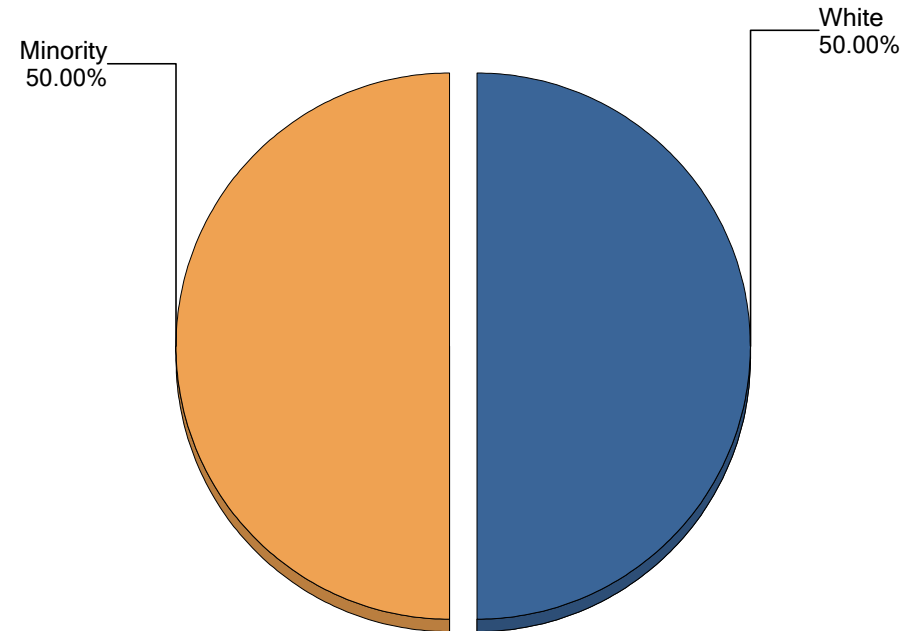
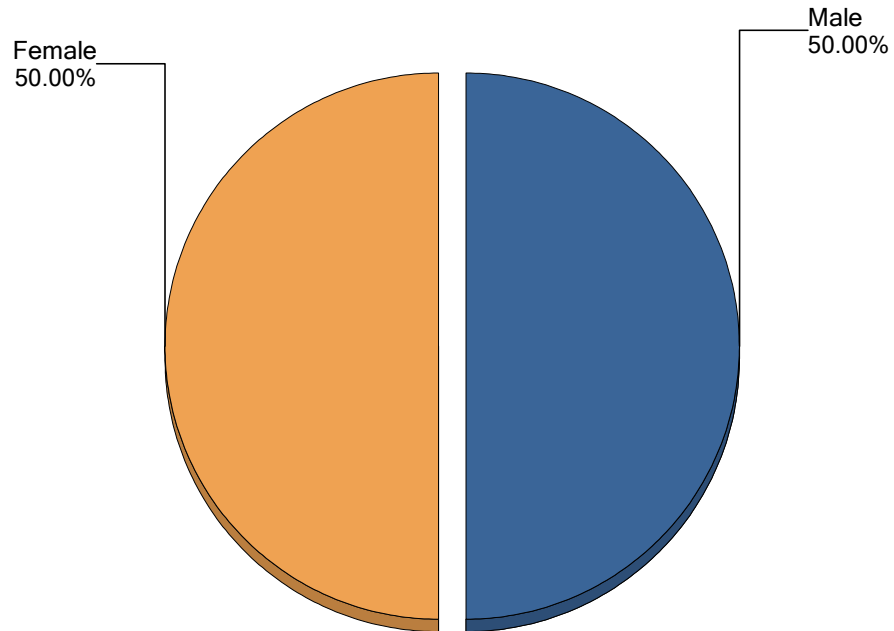
Male	17	62.96%
Female	10	37.04%
Total: 27 100.00%		

White	26	96.30%
Minority	1	3.70%
Total: 27 100.00%		

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: RT - RESEARCH TRACK



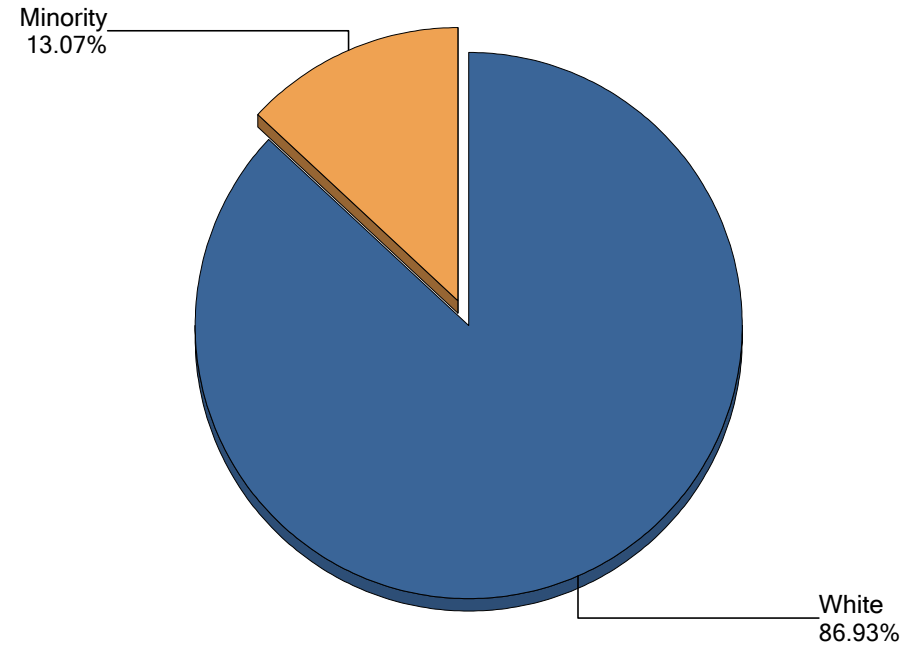
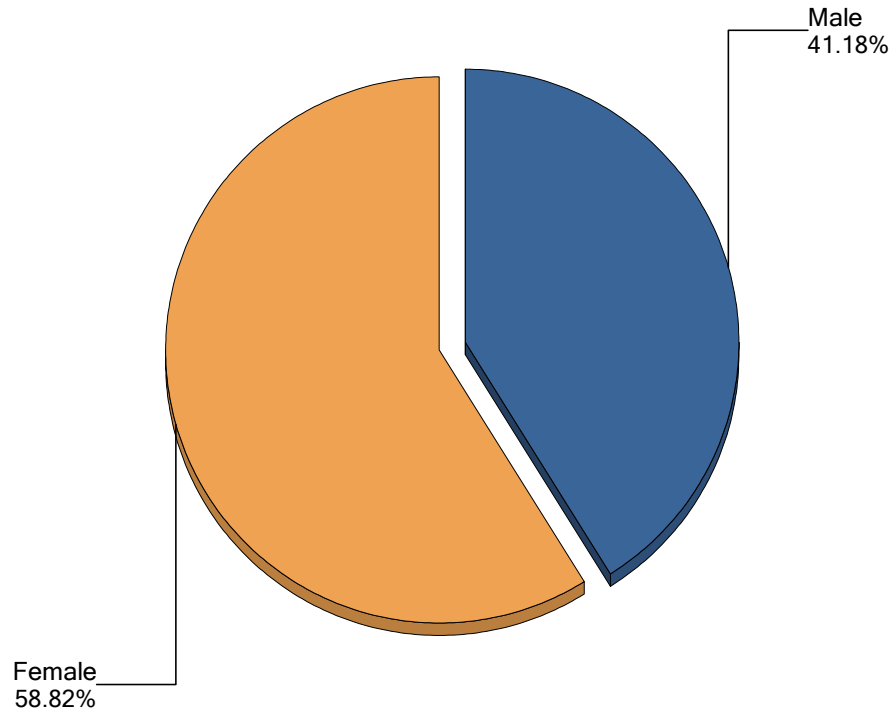
Male	3	50.00%
Female	3	50.00%
Total:	6	100.00%

White	3	50.00%
Minority	3	50.00%
Total:	6	100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

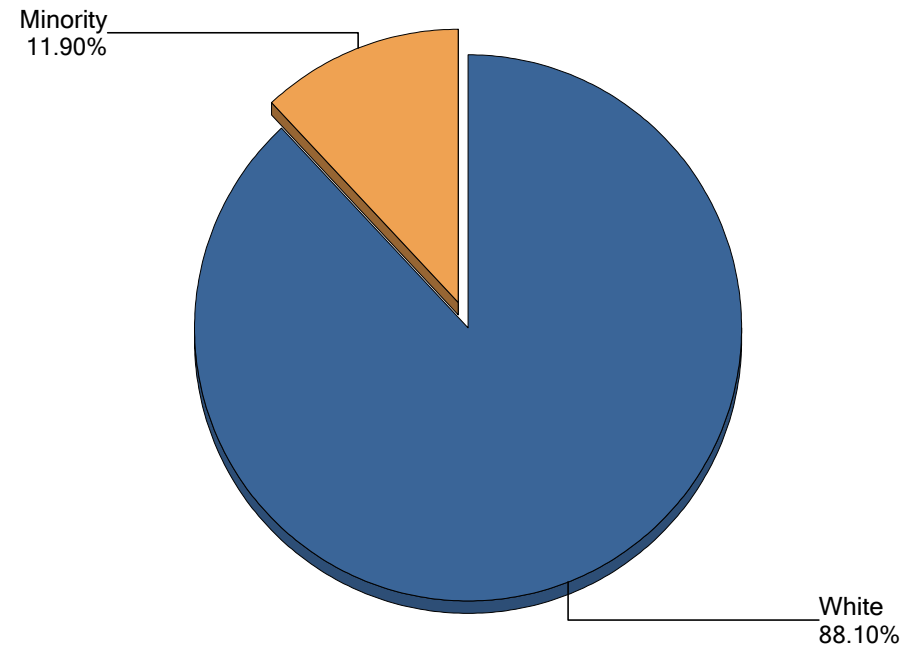
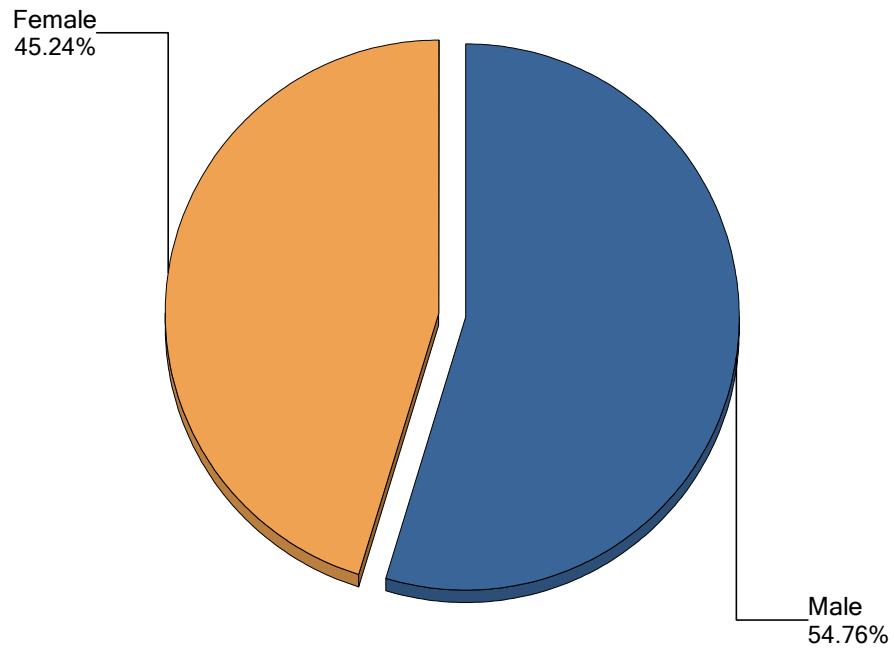
Job Group: TH - TEMPORARY HOURLY EMPLOYEES



East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: TS - TEMPORARY MONTHLY EMPLOYEES



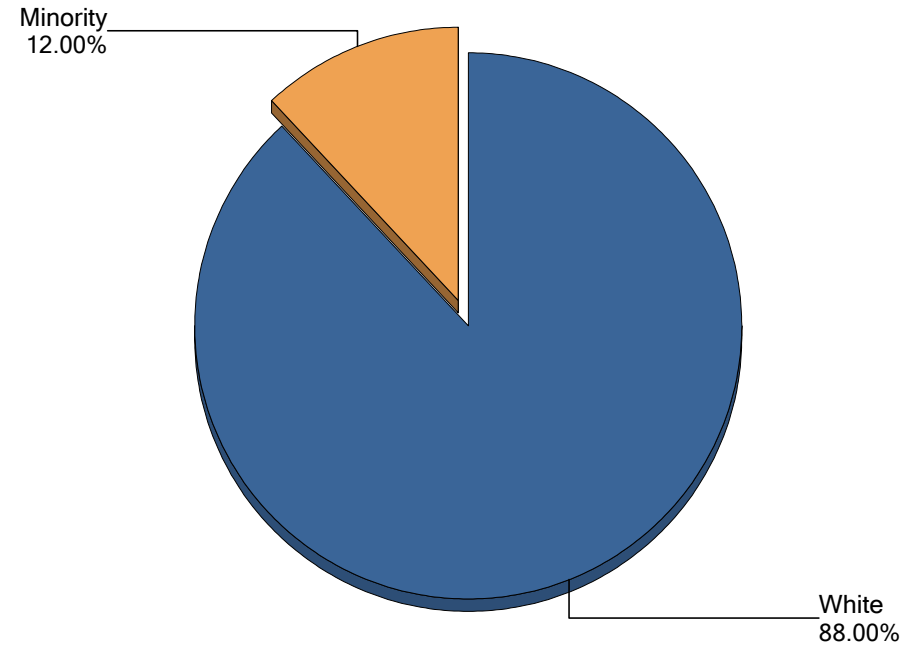
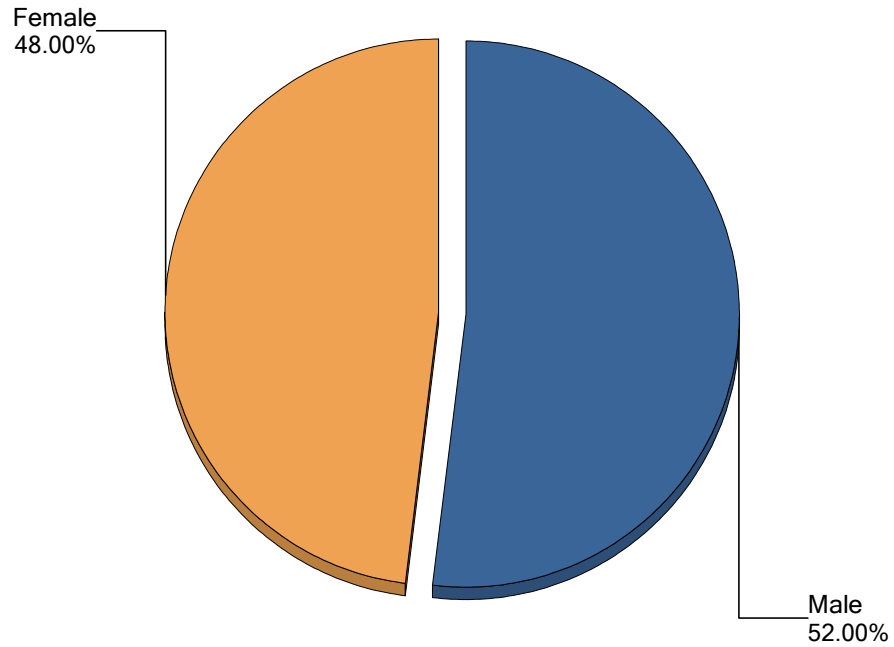
Male	23	54.76%
Female	19	45.24%
Total:		42 100.00%

White	37	88.10%
Minority	5	11.90%
Total:		42 100.00%

East Tennessee State University
Job Group Analysis Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: VA - VA ACADEMIC TRACK



Male	13	52.00%
Female	12	48.00%
Total:		25 100.00%

White	22	88.00%
Minority	3	12.00%
Total:		25 100.00%

Appendix E

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-1 - ADMIN PROFESSIONAL/LEADERSHIP

Total Employees in Job Group: 169

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	60.00	60.19	36.11	25.95	15.57
Internally available	40.00	60.31	24.12	6.05	2.42
Total Weighted Availability			60.23		17.99
Current Utilization			62.72		11.83

Binomial Probability	0.7697	0.0394
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-2 - ADMIN PROFESSIONAL/OTHER

Total Employees in Job Group: 93

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	73.78	54.47	40.18	30.50	22.50
Internally available	26.22	73.99	19.40	5.83	1.52
Total Weighted Availability			59.58		24.03
Current Utilization			64.51		8.60

Binomial Probability	0.8592	0.0002
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR

Total Employees in Job Group: 77

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	93.34	67.22	62.74	33.92	31.66
Internally available	6.66	41.06	2.73	16.90	1.12
Total Weighted Availability			65.47		32.78
Current Utilization			68.83		15.58

Binomial Probability	0.7685	0.0010
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-4 - ADMIN PROFESSIONAL/CHILDCARE

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	62.81	62.81	28.15	28.15
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			62.81		28.15
Current Utilization			100.00		0.00

Binomial Probability	1.0000	0.1420
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-5 - ADMIN PROFESSIONAL/COORDINATOR

Total Employees in Job Group: 52

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	80.00	62.68	50.14	30.01	24.00
Internally available	20.00	88.83	17.76	7.52	1.50
Total Weighted Availability			67.91		25.51
Current Utilization			78.84		9.61

Binomial Probability	0.9708	0.0076
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS

Total Employees in Job Group: 23

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	57.15	57.65	32.94	28.11	16.06
Internally available	42.85	81.07	34.73	7.04	3.01
Total Weighted Availability			67.68		19.08
Current Utilization			82.60		0.00

Binomial Probability	0.9669	0.0153
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS

Total Employees in Job Group: 99

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	97.06	73.66	71.49	29.22	28.36
Internally available	2.94	88.83	2.61	7.52	0.22
Total Weighted Availability			74.10		28.58
Current Utilization			89.89		5.05

Binomial Probability	0.9999	0.0000
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-8 - ADMIN PROFESSIONAL/HUMAN RESOURCE

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	75.00	58.39	43.79	29.29	21.96
Internally available	25.00	64.51	16.12	8.60	2.15
Total Weighted Availability			59.92		24.11
Current Utilization			62.50		12.50

Binomial Probability	0.6862	0.7792
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-9 - ADMIN PROFESSIONAL/INFO TECH

Total Employees in Job Group: 36

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	90.91	30.31	27.55	26.87	24.42
Internally available	9.09	57.89	5.26	6.57	0.59
Total Weighted Availability			32.81		25.02
Current Utilization			8.33		5.55

Binomial Probability	0.0012	0.0052
Exact Binomial less than or equal to 0.0500	Yes	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-1 - AE SENIOR EXECUTIVE

Total Employees in Job Group: 30

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	50.00	56.79	28.39	23.06	11.53
Internally available	50.00	57.67	28.83	8.54	4.27
Total Weighted Availability			57.23		15.80
Current Utilization			43.33		3.33

Binomial Probability	0.1770	0.0761
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-2 - AE EXECUTIVE/ACADEMIC

Total Employees in Job Group: 38

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	57.32	57.32	25.10	25.10
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			57.32		25.10
Current Utilization			52.63		5.26

Binomial Probability	0.6699	0.0031
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AE-3 - AE EXECUTIVE/NON ACADEMIC

Total Employees in Job Group: 43

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	50.00	55.56	27.78	25.45	12.72
Internally available	50.00	75.77	37.88	9.67	4.83
Total Weighted Availability			65.66		17.56
Current Utilization			55.81		2.32

Binomial Probability	0.2326	0.0050
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AE-4 - AE EXECUTIVE/MANAGEMENT

Total Employees in Job Group: 7

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	51.44	51.44	24.95	24.95
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			51.44		24.95
Current Utilization			57.14		0.00

Binomial Probability	0.7491	0.2682
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AE-5 - AE EXECUTIVE/SUPERVISOR

Total Employees in Job Group: 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	61.37	61.37	28.82	28.82
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			61.37		28.82
Current Utilization			50.00		0.00

Binomial Probability	0.7486	0.1317
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AE-6 - AE SENIOR EXECUTIVE MEAC

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	63.76	63.76	25.09	25.09
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			63.76		25.09
Current Utilization			0.00		0.00

Binomial Probability	0.7248	0.7491
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AP - ADMINISTRATIVE/PROFESSIONAL-PT

Total Employees in Job Group: 9

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	50.00	81.52	40.76	25.98	12.99
Internally available	50.00	57.89	28.94	6.57	3.28
Total Weighted Availability			69.70		16.27
Current Utilization			88.88		0.00

Binomial Probability	0.9611	0.4045
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: C9 - CLINICAL TRACK 9-MONTH

Total Employees in Job Group: 12

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	57.25	57.25	25.54	25.54
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			57.25		25.54
Current Utilization			66.66		16.66

Binomial Probability	0.8284	0.7482
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CH - COACHES

Total Employees in Job Group: 52

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	34.79	34.79	22.05	22.05
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			34.79		22.05
Current Utilization			36.53		23.07

Binomial Probability	0.6635	0.6454
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-4 - CLERICAL/SUPPORT STAFF-4

Total Employees in Job Group: 412

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	97.06	86.40	83.85	4.72	4.58
Internally available	2.94	78.80	2.31	2.50	0.07
Total Weighted Availability		86.17		4.65	
Current Utilization		88.83		7.52	

Binomial Probability	0.9526	0.9963
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-5 - CLERICAL/SUPPORT STAFF-5

Total Employees in Job Group: 76

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	69.04	69.04	8.52	8.52
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			69.04		8.52
Current Utilization			57.89		6.57

Binomial Probability	0.0522	0.7260
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-6 - CLERICAL/SUPPORT STAFF-6

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	100.00	100.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			100.00		0.00
Current Utilization			0.00		0.00

Binomial Probability	0.0000	1.0000
Exact Binomial less than or equal to 0.0500	Yes	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-7 - CLERICAL/SUPPORT STAFF-7

Total Employees in Job Group: 18

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	53.21	53.21	4.71	4.71
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			53.21		4.71
Current Utilization			50.00		11.11

Binomial Probability	0.9667	0.9498
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CP-4 - CLERICAL/SUPPORT STAFF-PT-4

Total Employees in Job Group: 20

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	90.19	90.19	4.02	4.02
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			90.19		4.02
Current Utilization			75.00		5.00

Binomial Probability	0.0804	0.8088
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CP-5 - CLERICAL/SUPPORT STAFF-PT-5

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	15.38	15.38	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			15.38		0.00
Current Utilization			0.00		0.00

Binomial Probability	0.8462	1.0000
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CT - CLINICAL TRACK

Total Employees in Job Group: 207

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	22.23	49.13	10.92	21.61	4.80
Internally available	77.77	47.50	36.94	16.62	12.92
Total Weighted Availability			47.86		17.72
Current Utilization			41.06		16.90

Binomial Probability	0.0584	0.8446
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: CT-2 - CLINICAL TRACK MEAC

Total Employees in Job Group: 421

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	72.42	49.95	36.17	21.26	15.39
Internally available	27.58	45.85	12.64	14.90	4.10
Total Weighted Availability			48.81		19.50
Current Utilization			47.50		16.62

Binomial Probability	0.6268	0.1497
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: F9 - FACULTY ACACEMIC

Total Employees in Job Group: 146

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	87.50	53.16	46.51	23.97	20.97
Internally available	12.50	51.89	6.48	14.36	1.79
Total Weighted Availability			53.00		22.76
Current Utilization			60.27		8.90

Binomial Probability	0.9678	0.0000
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: FA - FACULTY FISCAL

Total Employees in Job Group: 74

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	77.78	46.93	36.50	18.34	14.26
Internally available	22.22	48.26	10.72	14.79	3.28
Total Weighted Availability			47.22		17.55
Current Utilization			39.18		8.10

Binomial Probability	0.2042	0.0344
Exact Binomial less than or equal to 0.0500	No	Yes

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: FA-2 - FACULTY FISCAL MEAC

Total Employees in Job Group: 28

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	47.68	47.68	21.90	21.90
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			47.68		21.90
Current Utilization			32.14		7.14

Binomial Probability 0.1428 0.0761
Exact Binomial less than or equal to 0.0500 No No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: FA-4 - FACULTY FISCAL MEAC/VA

Total Employees in Job Group: 2

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	47.80	47.80	24.14	24.14
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			47.80		24.14
Current Utilization			0.00		50.00

Binomial Probability	0.5449	0.9417
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: MR - MEDICAL RESIDENT

Total Employees in Job Group: 251

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	32.83	32.83	30.93	30.93
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			32.83		30.93
Current Utilization			45.41		37.05

Binomial Probability	0.9999	0.9837
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PF - ADJUNCT FACULTY 4-MONTH

Total Employees in Job Group: 389

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	59.05	59.05	8.18	8.18
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			59.05		8.18
Current Utilization			66.32		5.91

Binomial Probability	0.9986	0.1138
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-4 - PHYSICAL PLANT-4

Total Employees in Job Group: 3

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	21.11	21.11	4.25	4.25
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			21.11		4.25
Current Utilization			0.00		0.00

Binomial Probability	0.9819	0.8778
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-5 - PHYSICAL PLANT-5

Total Employees in Job Group: 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			0.00		0.00
Current Utilization			0.00		0.00

Binomial Probability	1.0000	1.0000
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-6 - PHYSICAL PLANT-6

Total Employees in Job Group: 54

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	3.16	3.16	2.43	2.43
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			3.16		2.43
Current Utilization			0.00		7.40

Binomial Probability	0.3531	0.9900
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-7 - PHYSICAL PLANT-7

Total Employees in Job Group: 143

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	28.45	28.45	6.94	6.94
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability		28.45		6.94	
Current Utilization		36.36		10.48	

Binomial Probability	0.9841	0.9597
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PR - POST RETIREMENT

Total Employees in Job Group: 24

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	51.78	51.78	20.15	20.15
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			51.78		20.15
Current Utilization			41.66		12.50

Binomial Probability	0.4312	0.5160
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: PS - PUBLIC SAFETY-8 HOUR

Total Employees in Job Group: 27

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	20.43	20.43	0.06	0.06
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			20.43		0.06
Current Utilization			37.03		3.70

Binomial Probability	0.9871	0.9998
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: RT - RESEARCH TRACK

Total Employees in Job Group: 6

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	51.86	51.86	23.78	23.78
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			51.86		23.78
Current Utilization			50.00		50.00

Binomial Probability	0.6207	0.9684
Exact Binomial less than or equal to 0.0500	No	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: TH - TEMPORARY HOURLY EMPLOYEES

Total Employees in Job Group: 765

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	78.22	78.22	9.63	9.63
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			78.22		9.63
Current Utilization			58.82		13.07

Binomial Probability	0.0000	0.9991
Exact Binomial less than or equal to 0.0500	Yes	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: TS - TEMPORARY MONTHLY EMPLOYEES

Total Employees in Job Group: 42

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	76.92	76.92	9.83	9.83
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			76.92		9.83
Current Utilization			45.23		11.90

Binomial Probability	0.0000	0.7723
Exact Binomial less than or equal to 0.0500	Yes	No

East Tennessee State University
Incumbency vs. Availability
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: VA - VA ACADEMIC TRACK

Total Employees in Job Group: 25

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	59.47	59.47	22.33	22.33
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			59.47		22.33
Current Utilization			48.00		12.00

Binomial Probability	0.3343	0.3162
Exact Binomial less than or equal to 0.0500	No	No

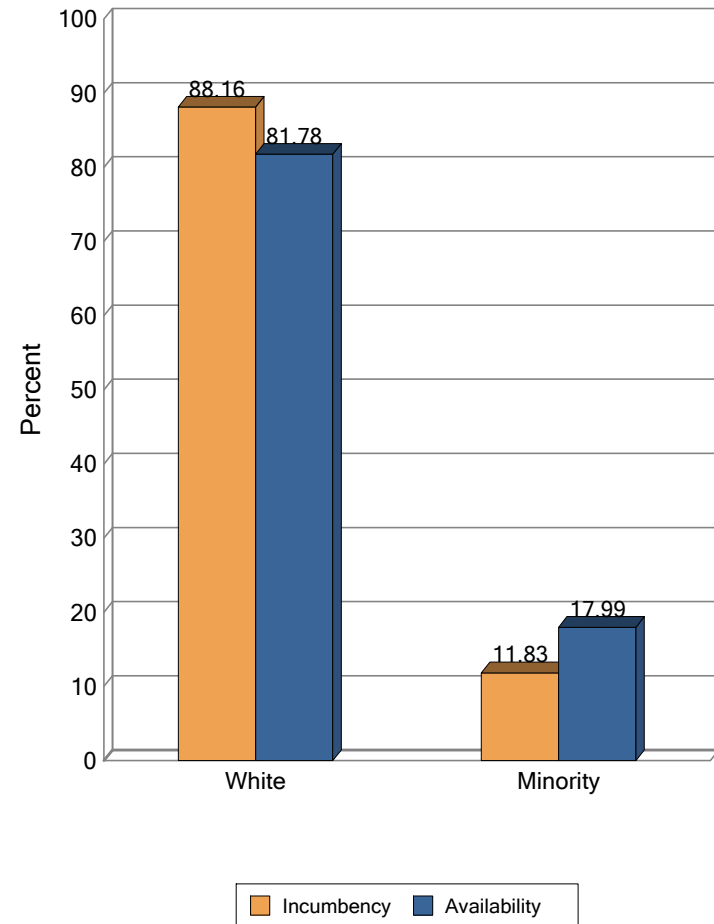
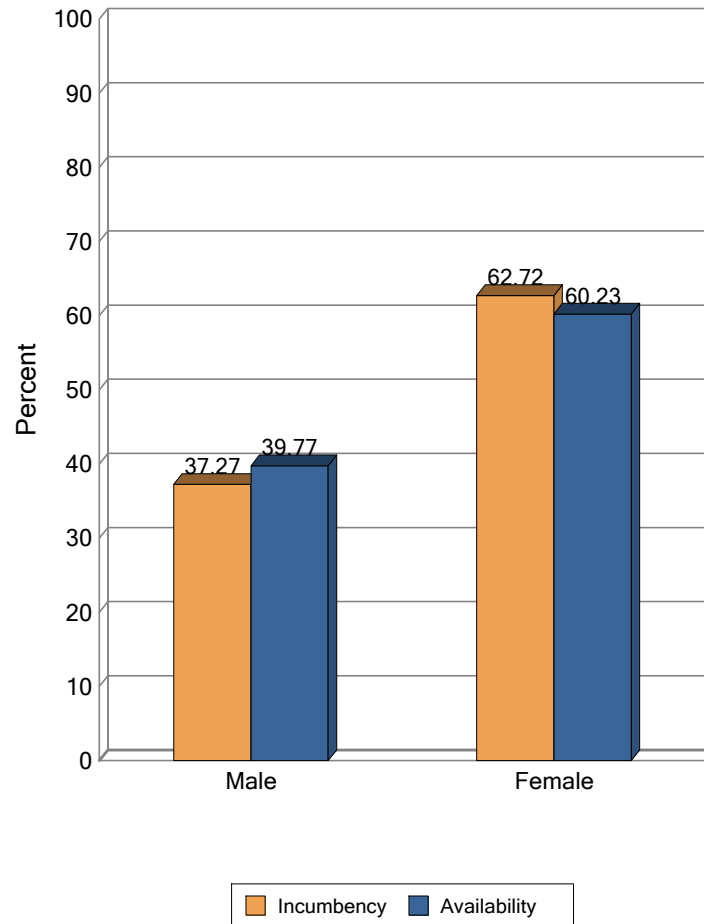
Appendix F

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-1 - ADMIN PROFESSIONAL/LEADERSHIP

Total Employees: 169



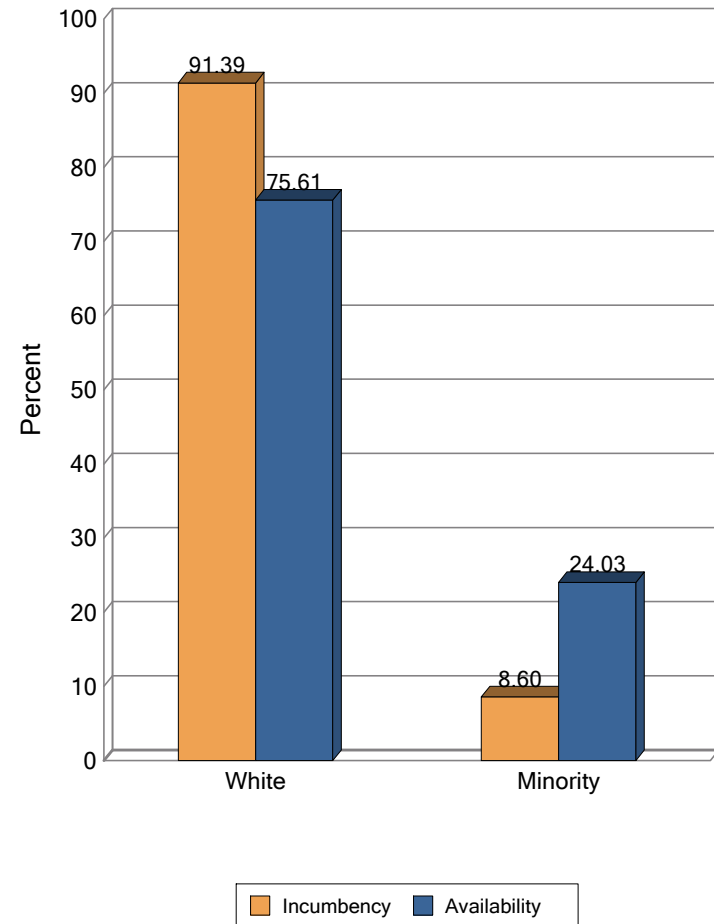
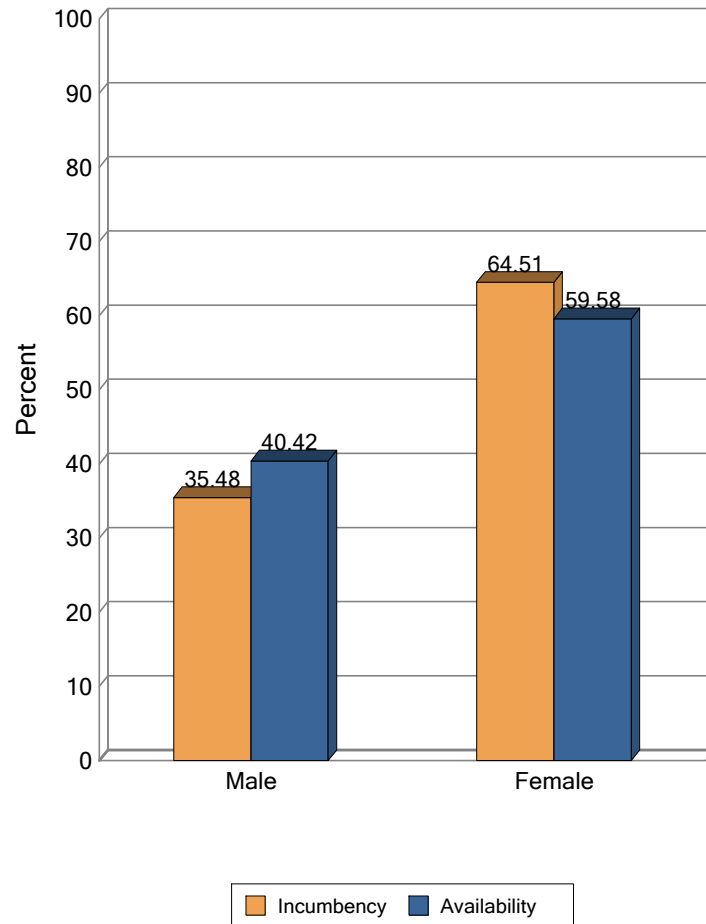
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-2 - ADMIN PROFESSIONAL/OTHER

Total Employees: 93



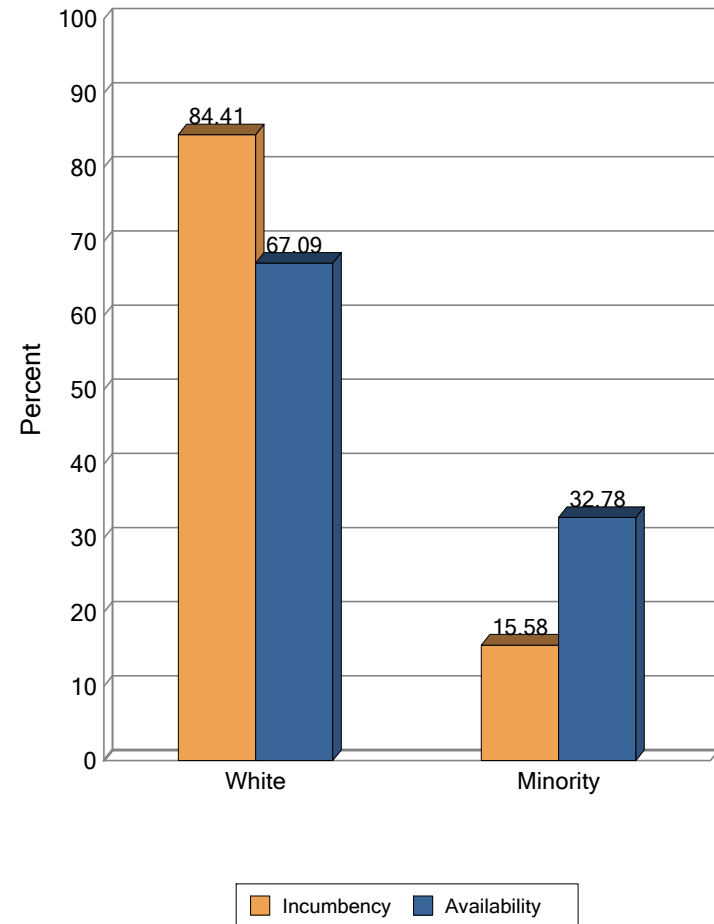
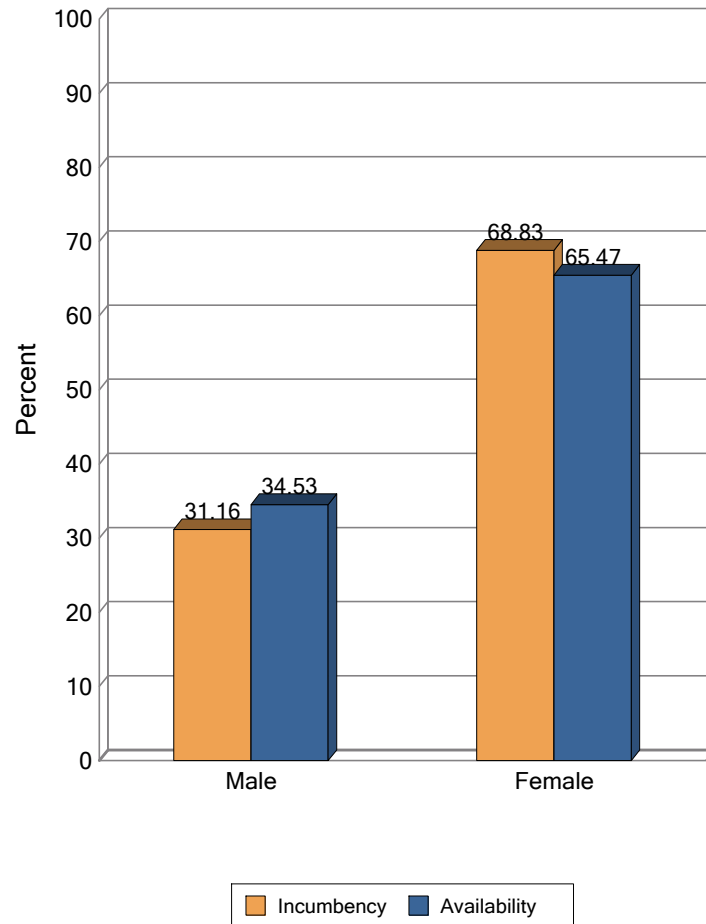
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR

Total Employees: 77



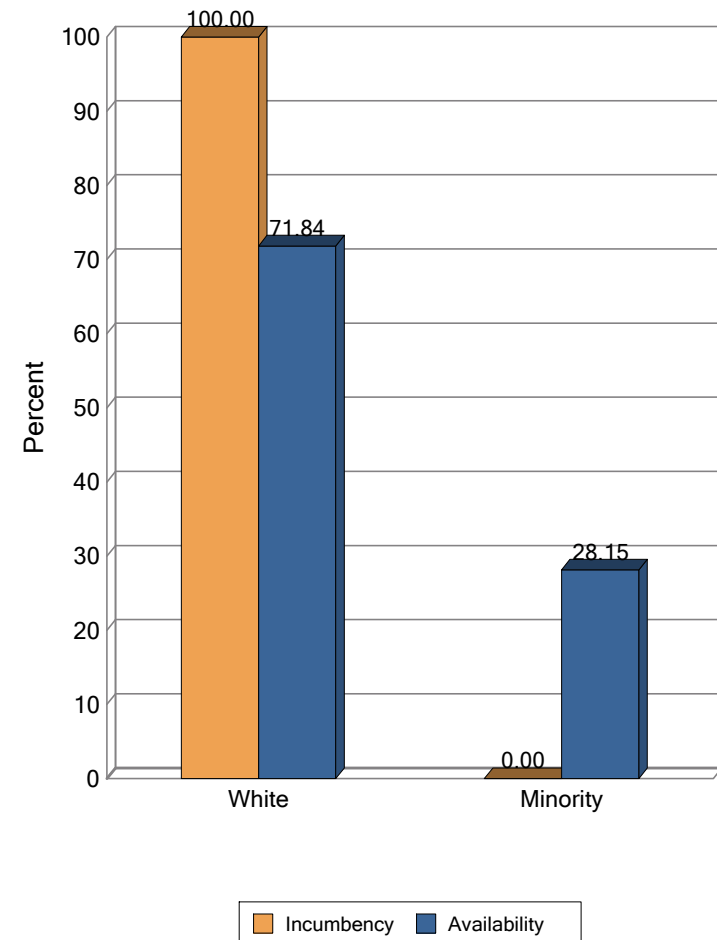
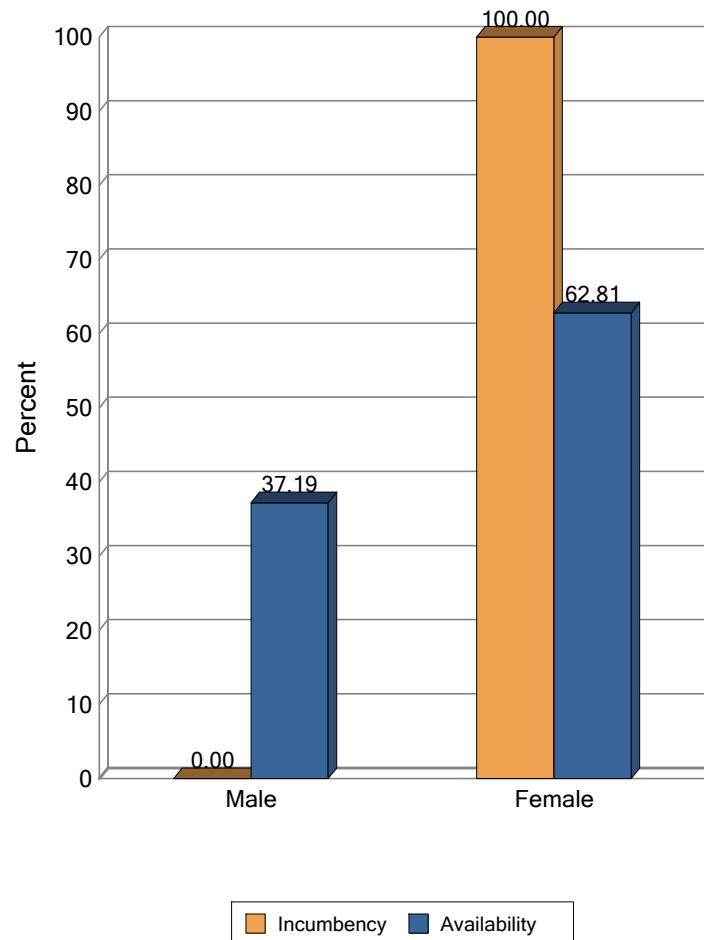
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-4 - ADMIN PROFESSIONAL/CHILDCARE

Total Employees: 8



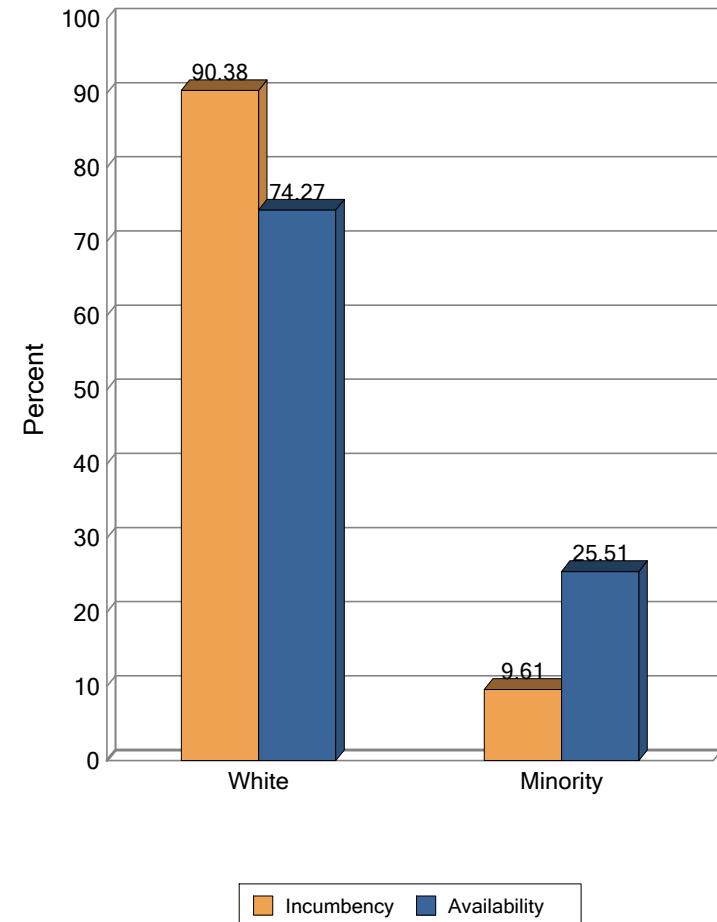
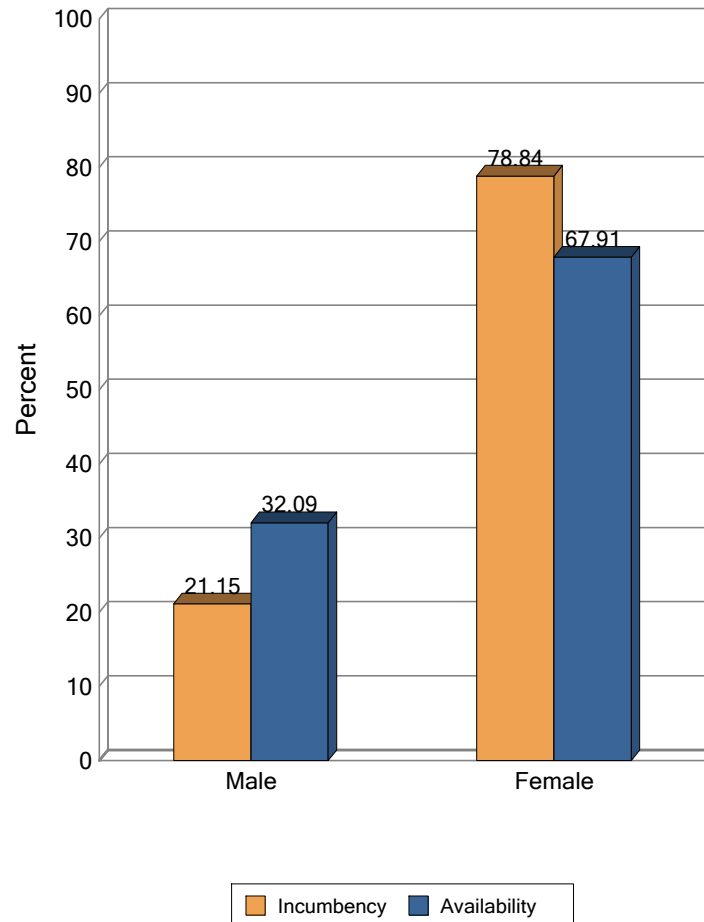
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-5 - ADMIN PROFESSIONAL/COORDINATOR

Total Employees: 52



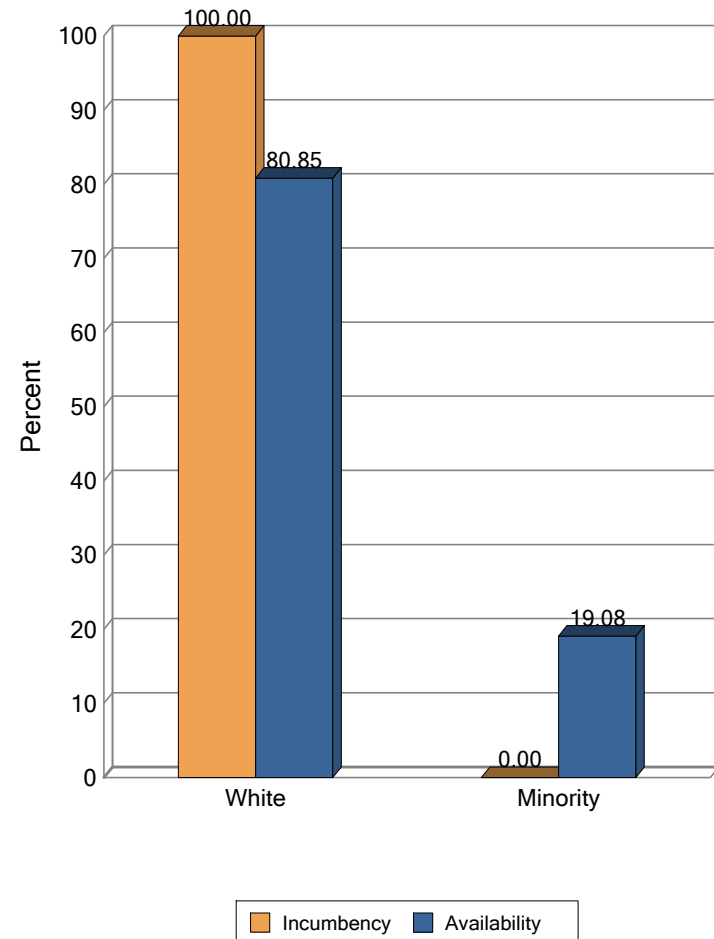
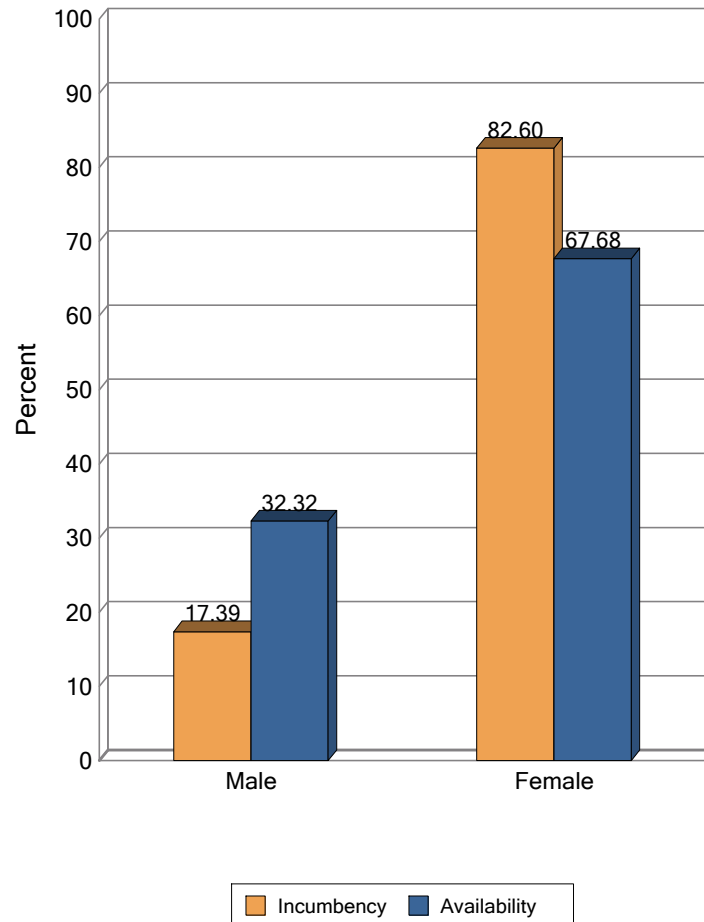
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS

Total Employees: 23



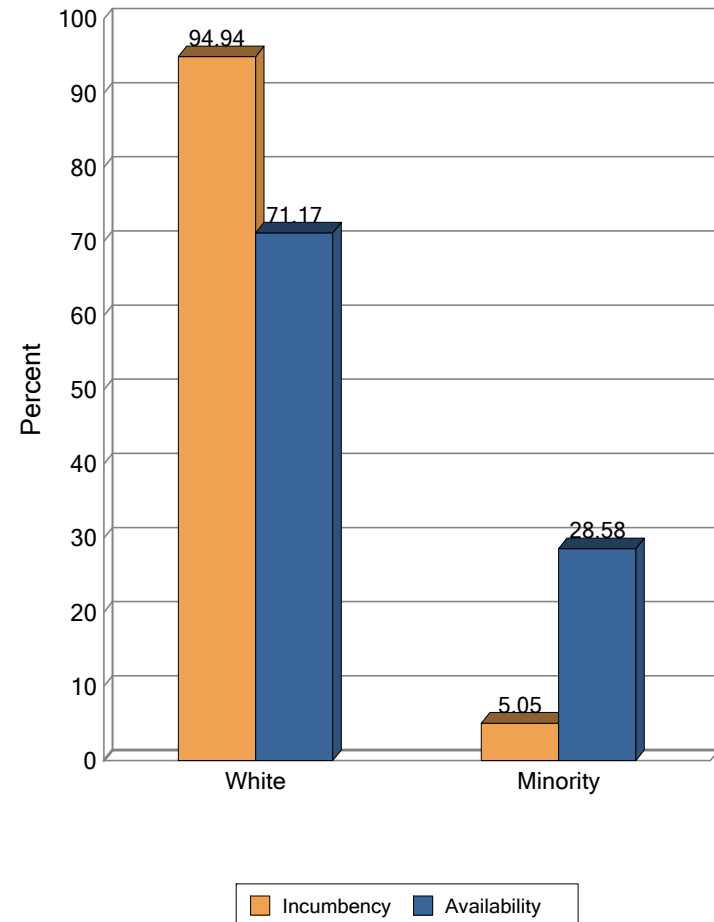
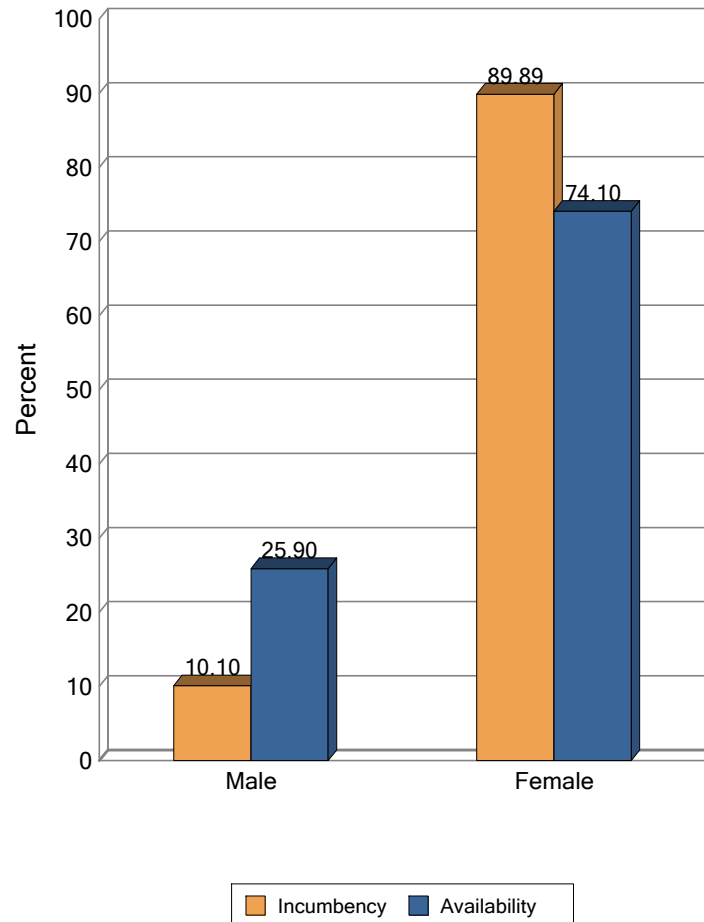
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS

Total Employees: 99



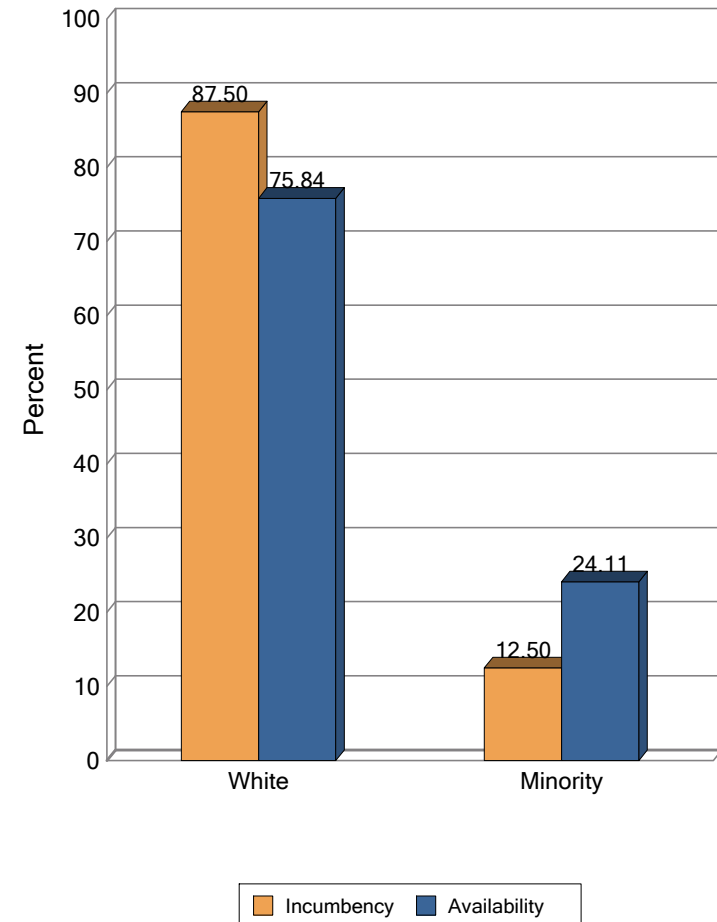
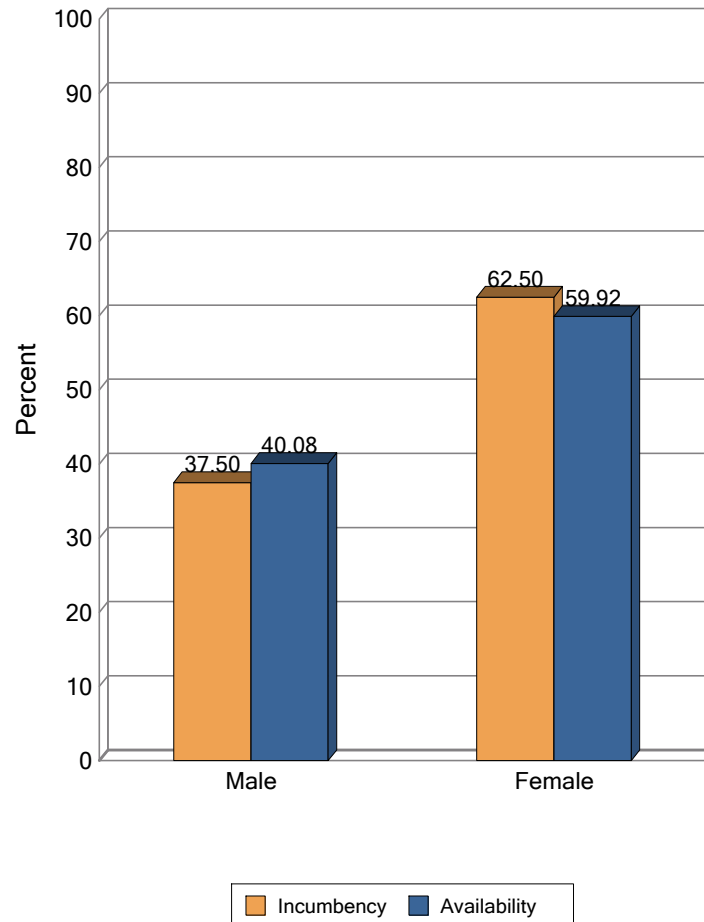
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-8 - ADMIN PROFESSIONAL/HUMAN RESOURCE

Total Employees: 8



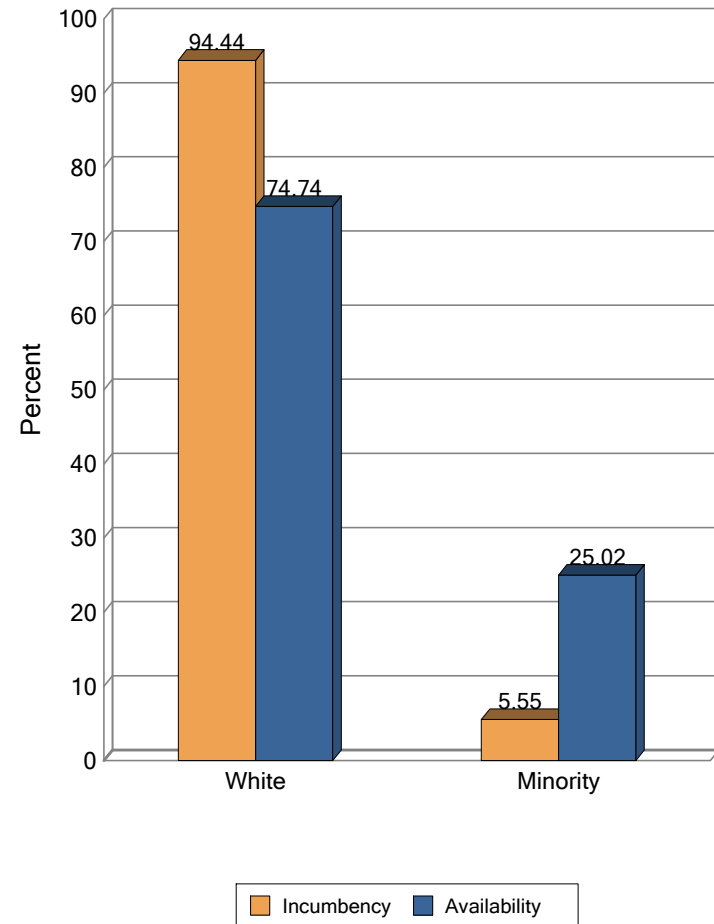
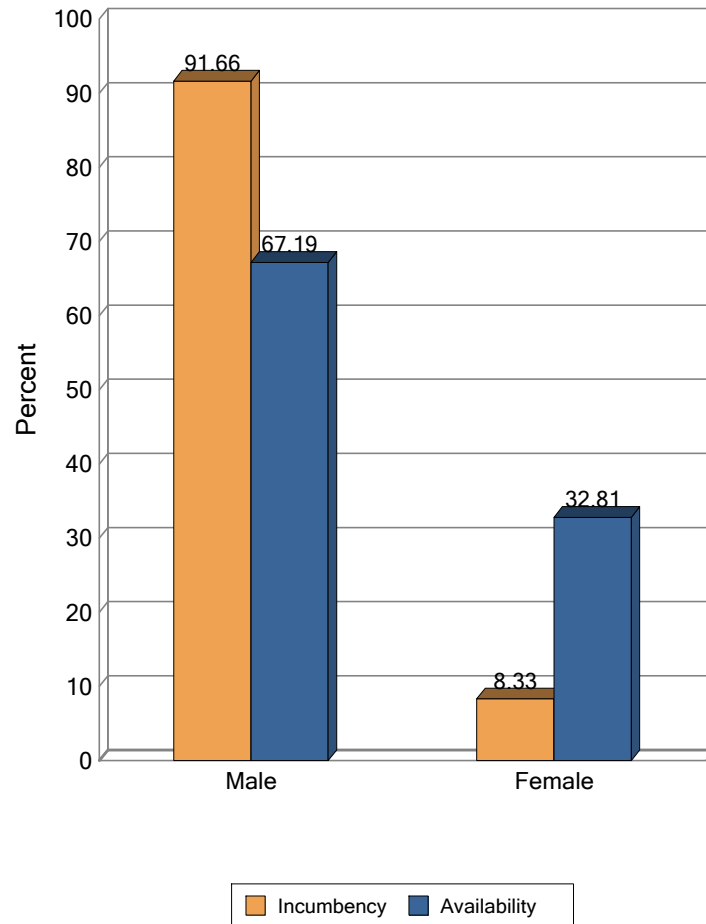
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-9 - ADMIN PROFESSIONAL/INFO TECH

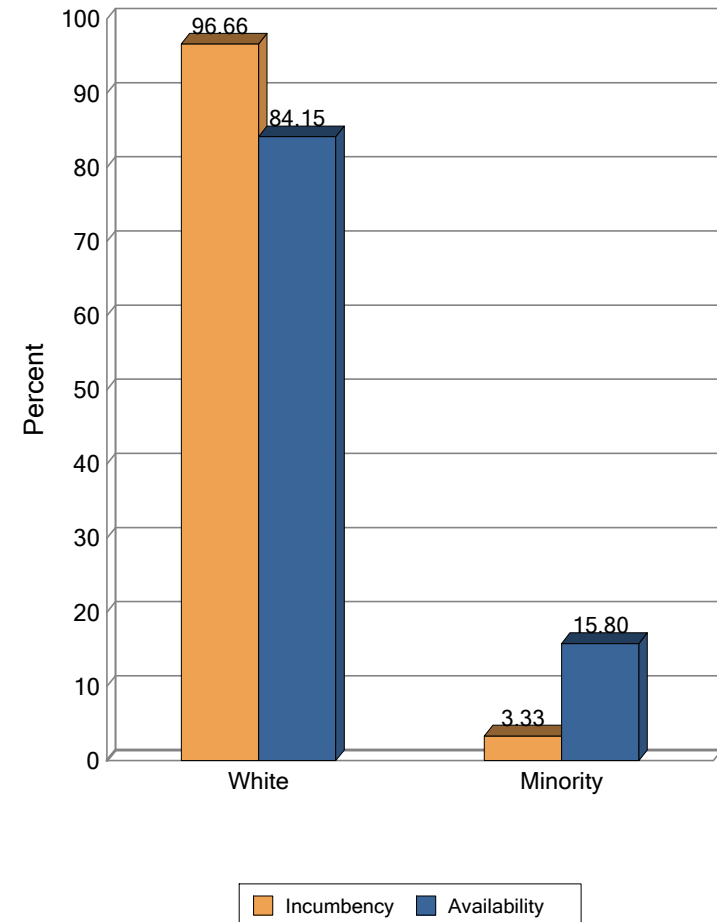
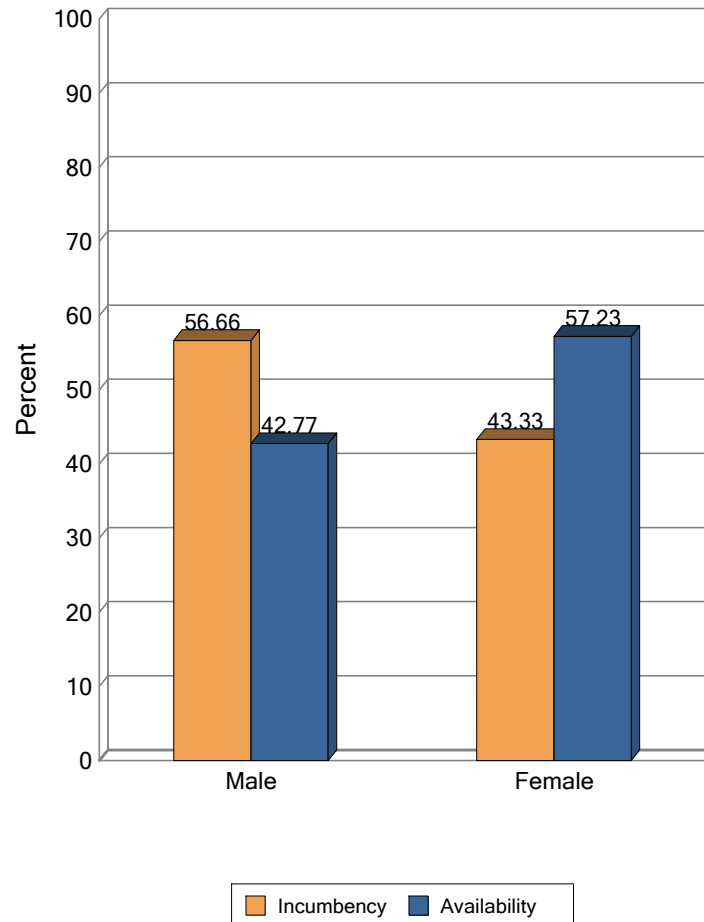
Total Employees: 36



Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

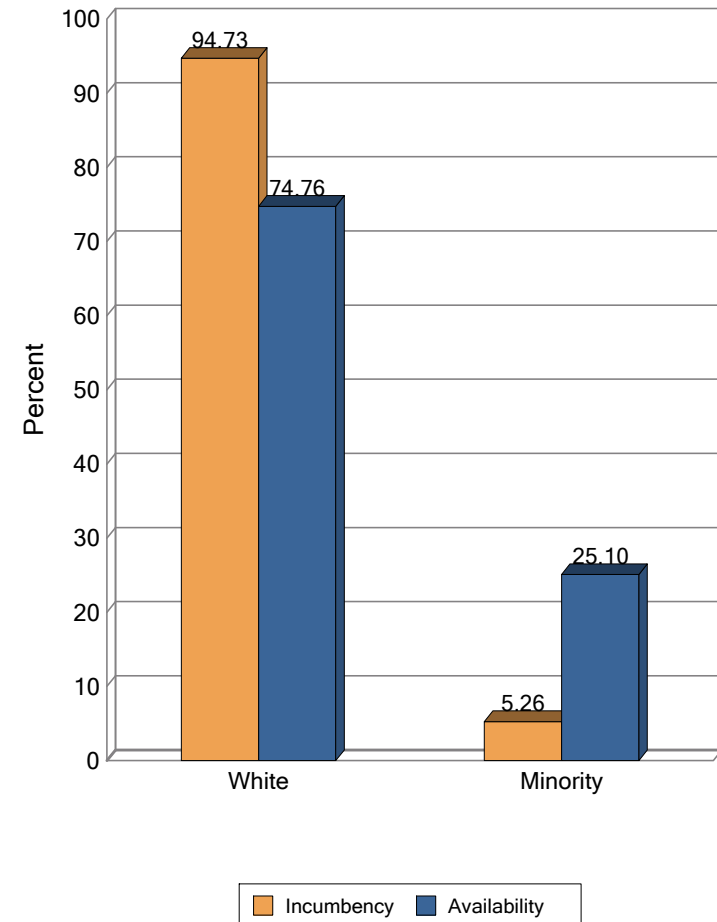
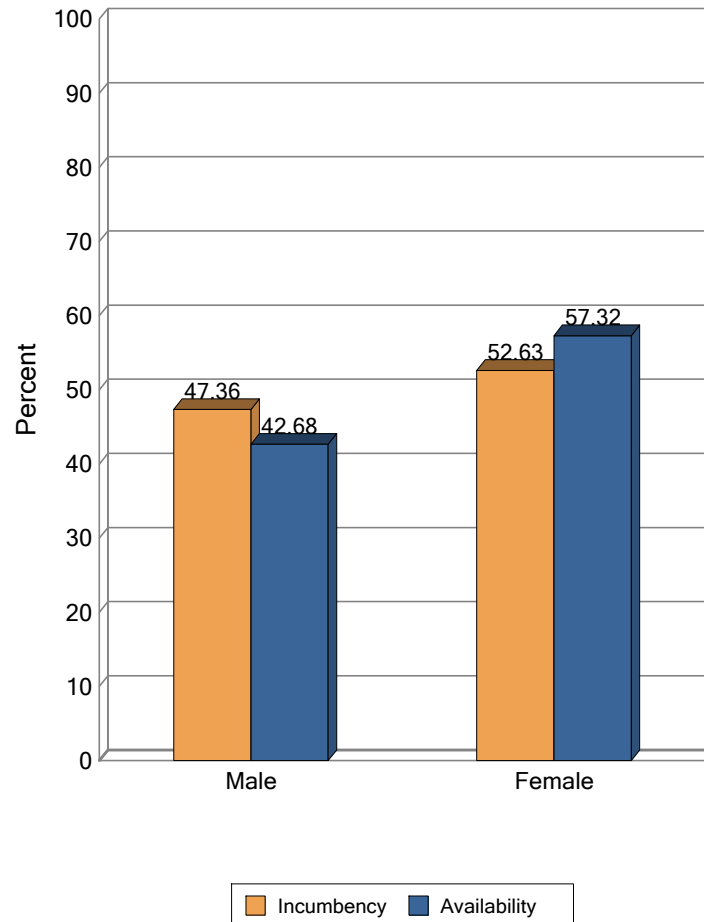
Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-1 - AE SENIOR EXECUTIVE
Total Employees: 30



Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

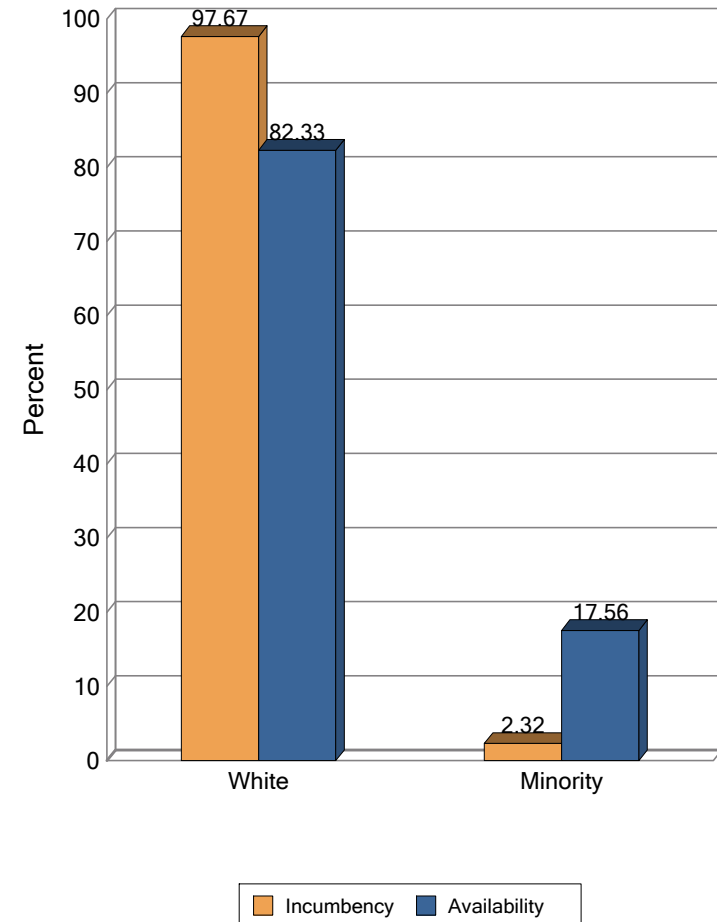
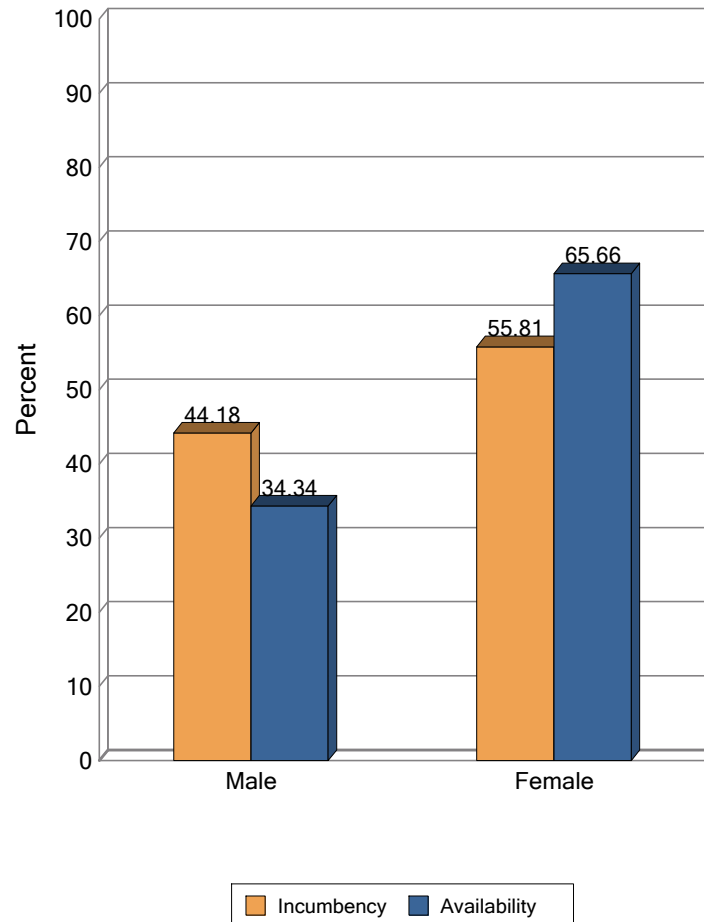
Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-2 - AE EXECUTIVE/ACADEMIC
Total Employees: 38



Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-3 - AE EXECUTIVE/NON ACADEMIC
Total Employees: 43



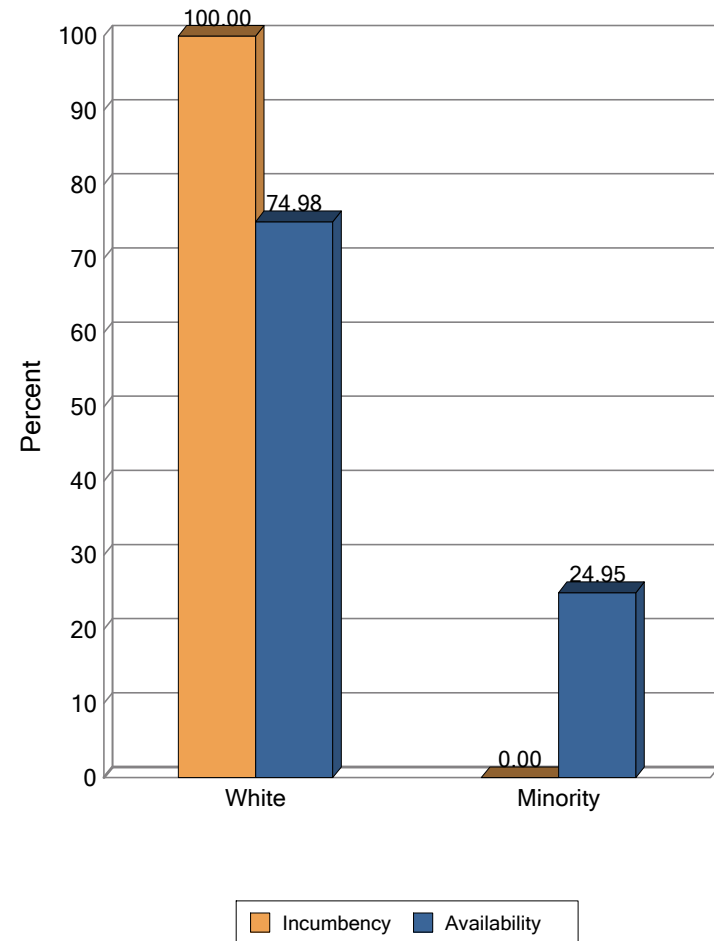
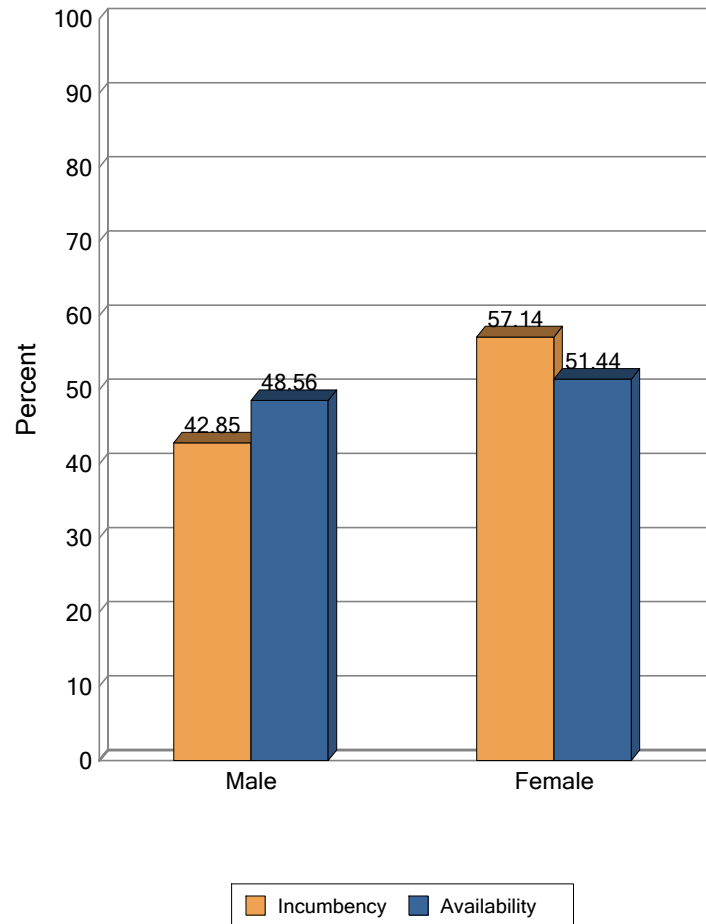
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AE-4 - AE EXECUTIVE/MANAGEMENT

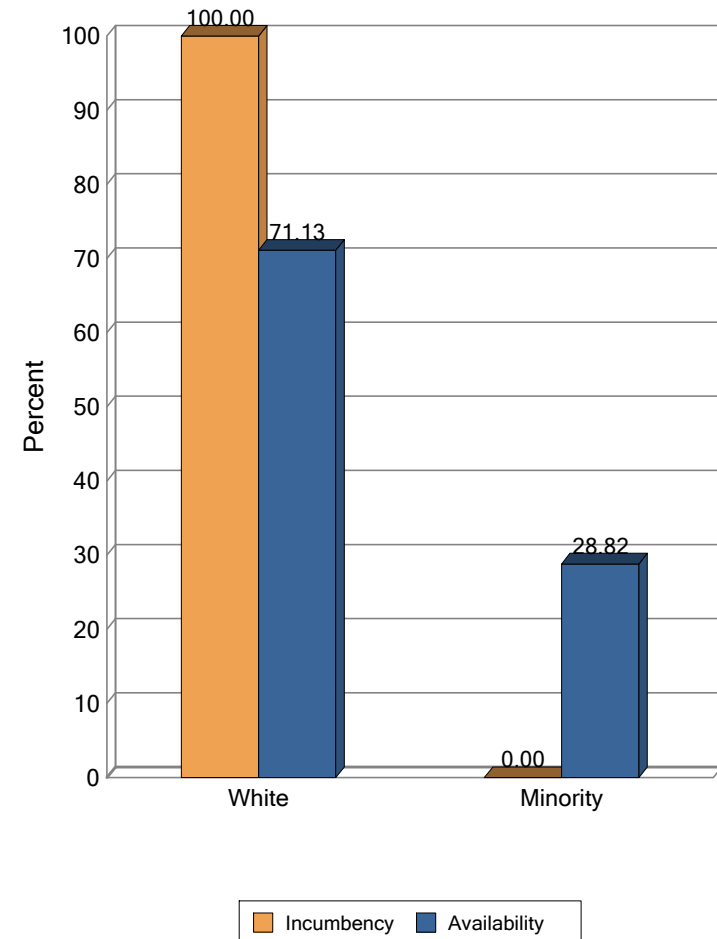
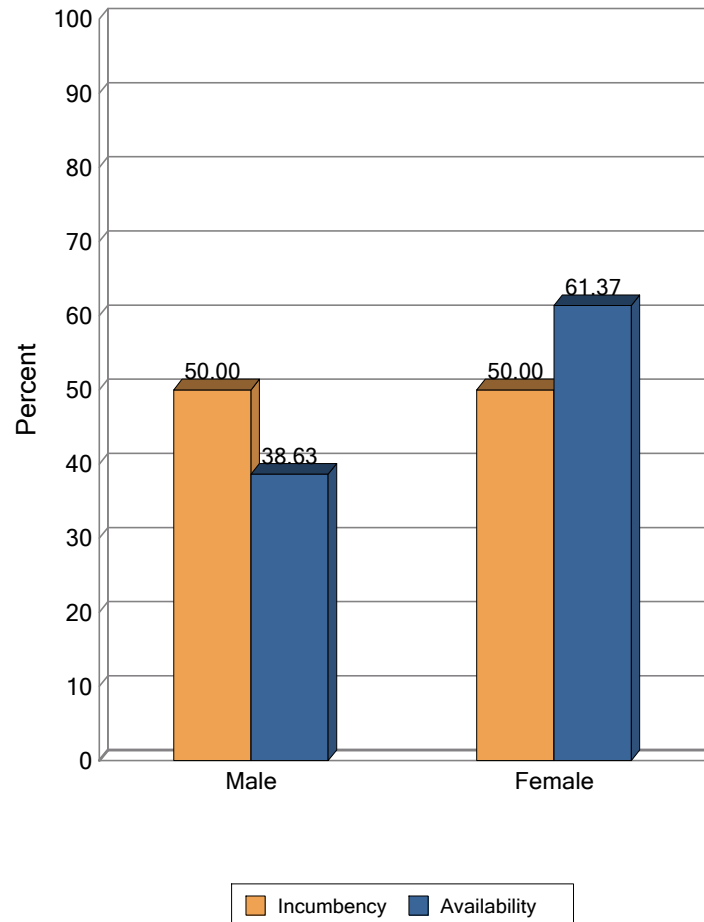
Total Employees: 7



Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

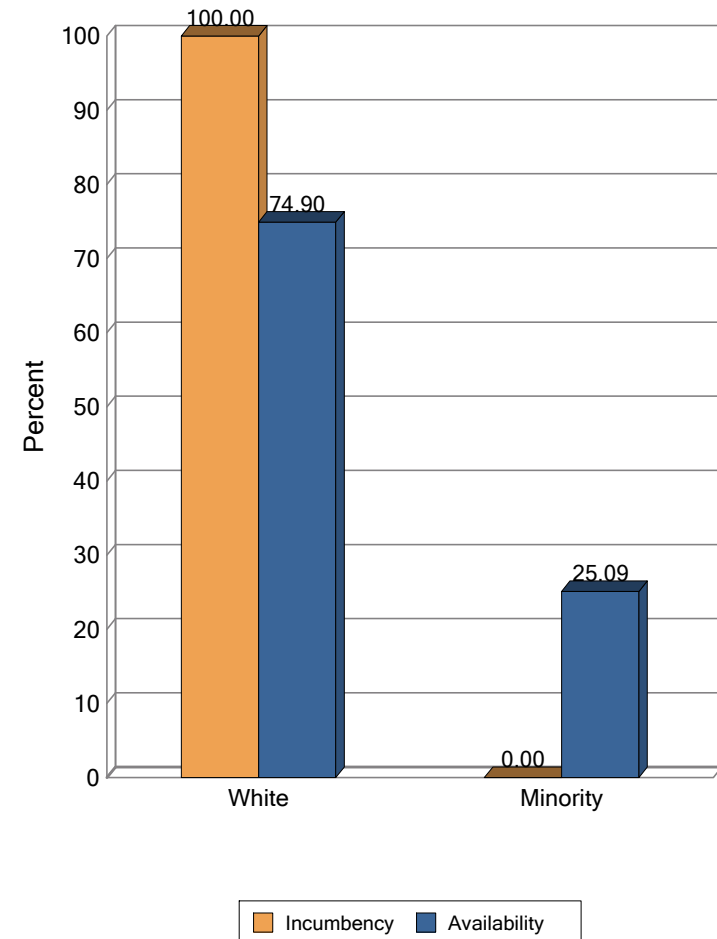
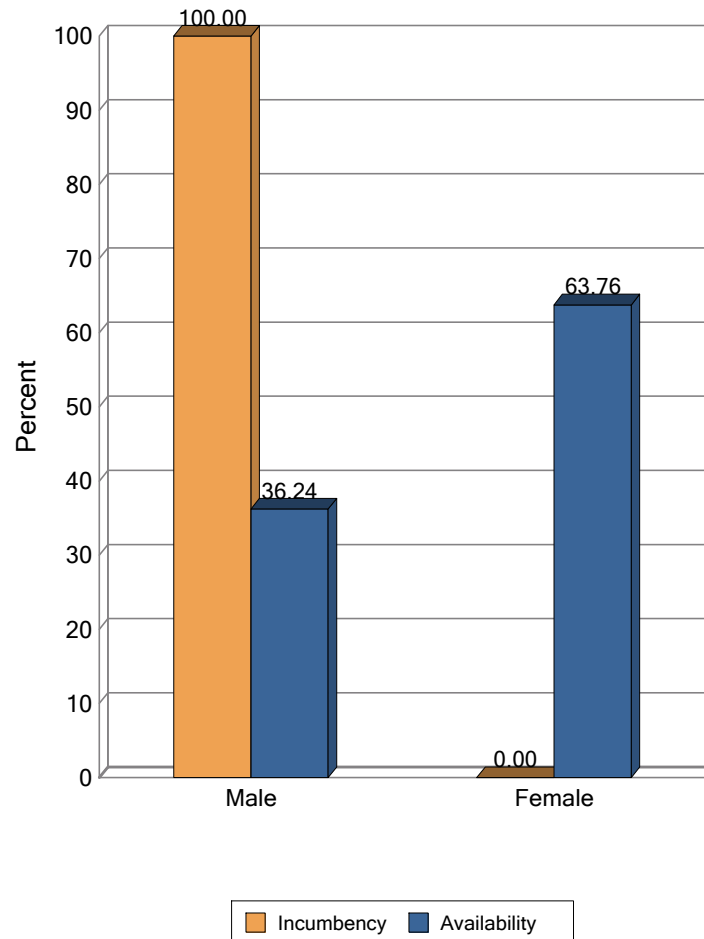
Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-5 - AE EXECUTIVE/SUPERVISOR
Total Employees: 8



Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-6 - AE SENIOR EXECUTIVE MEAC
Total Employees: 1



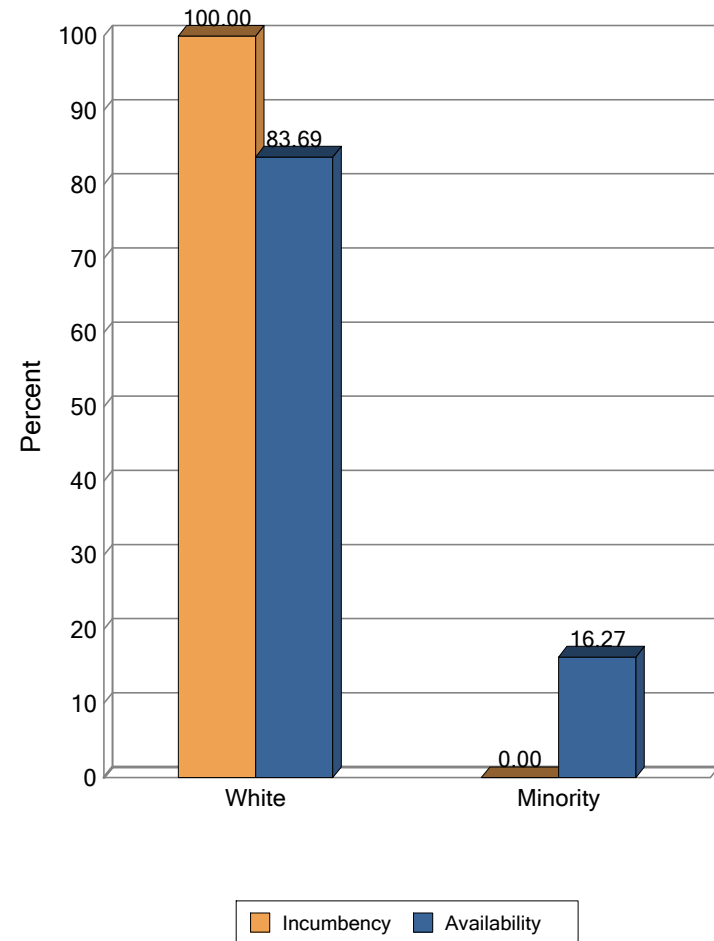
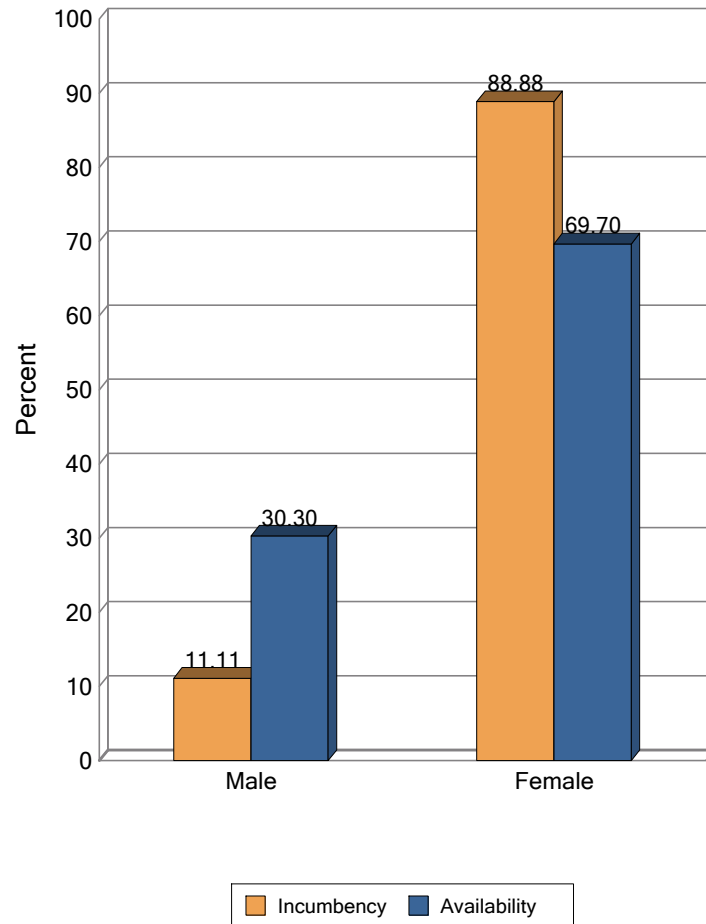
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AP - ADMINISTRATIVE/PROFESSIONAL-PT

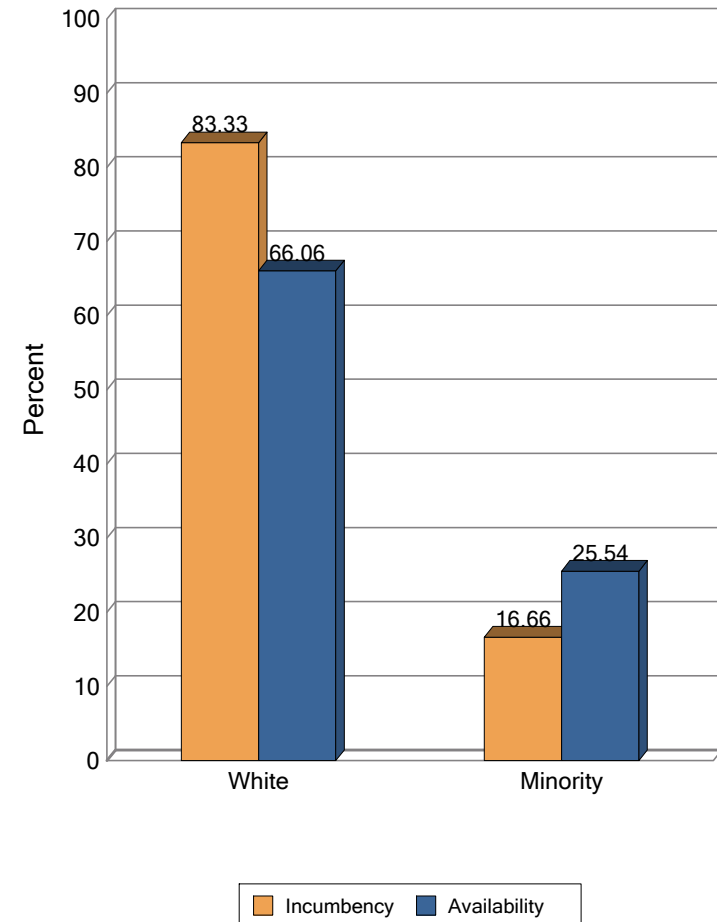
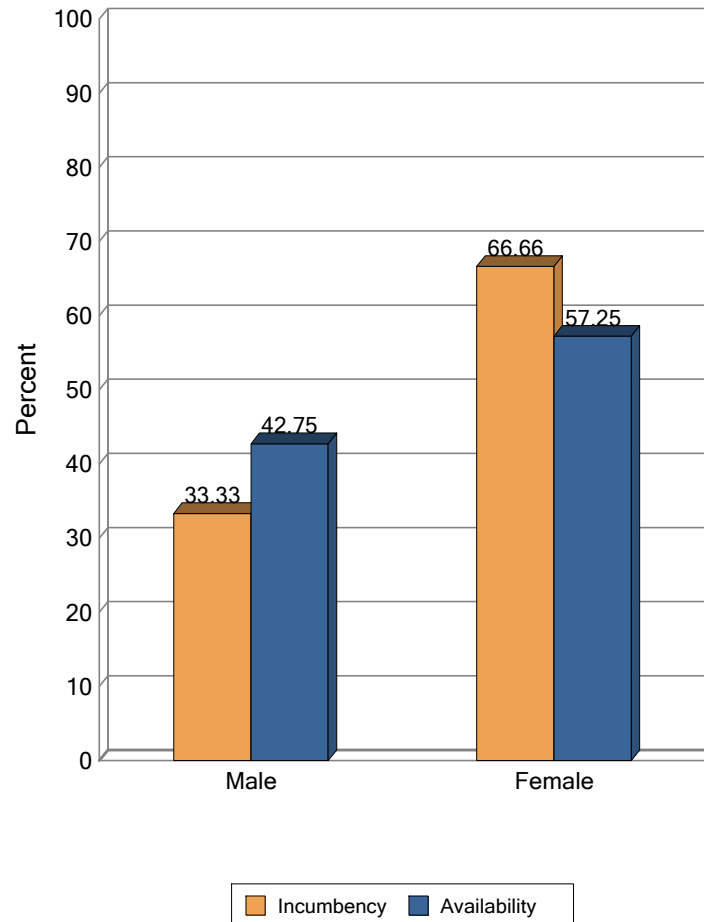
Total Employees: 9



Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: C9 - CLINICAL TRACK 9-MONTH
Total Employees: 12



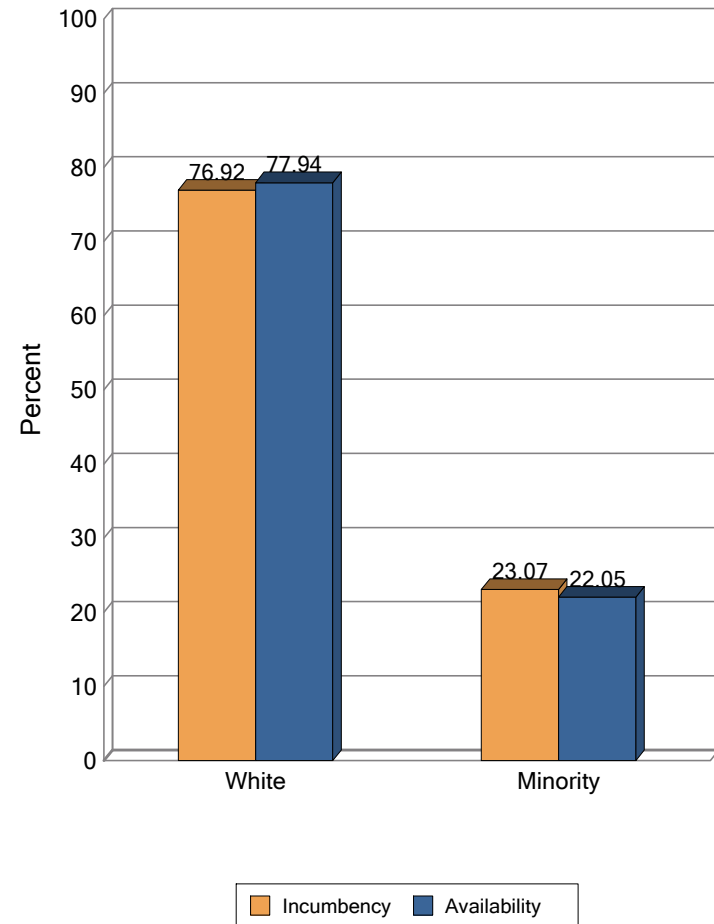
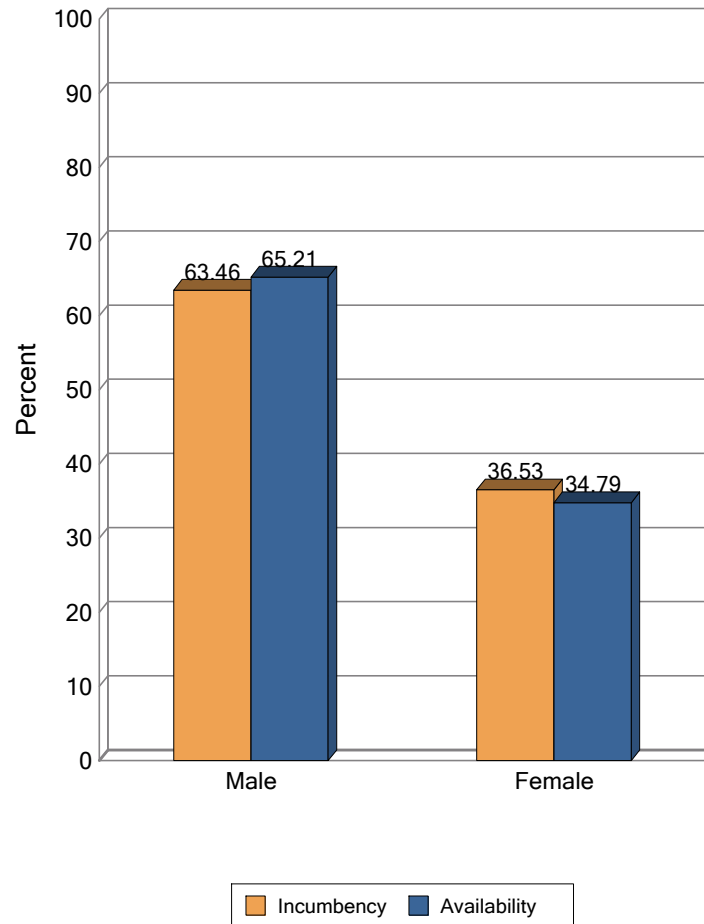
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CH - COACHES

Total Employees: 52



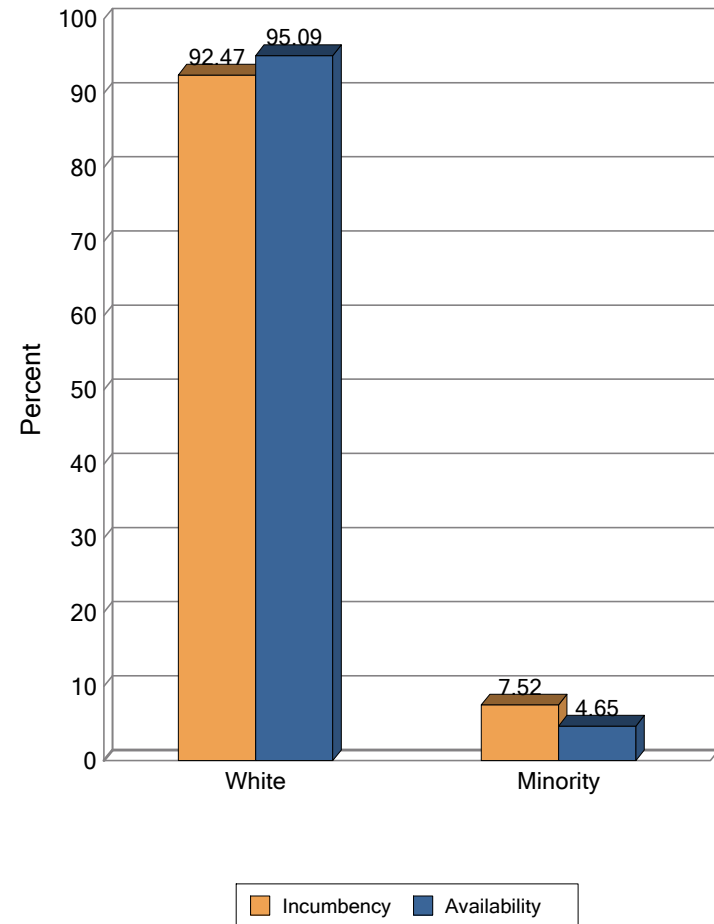
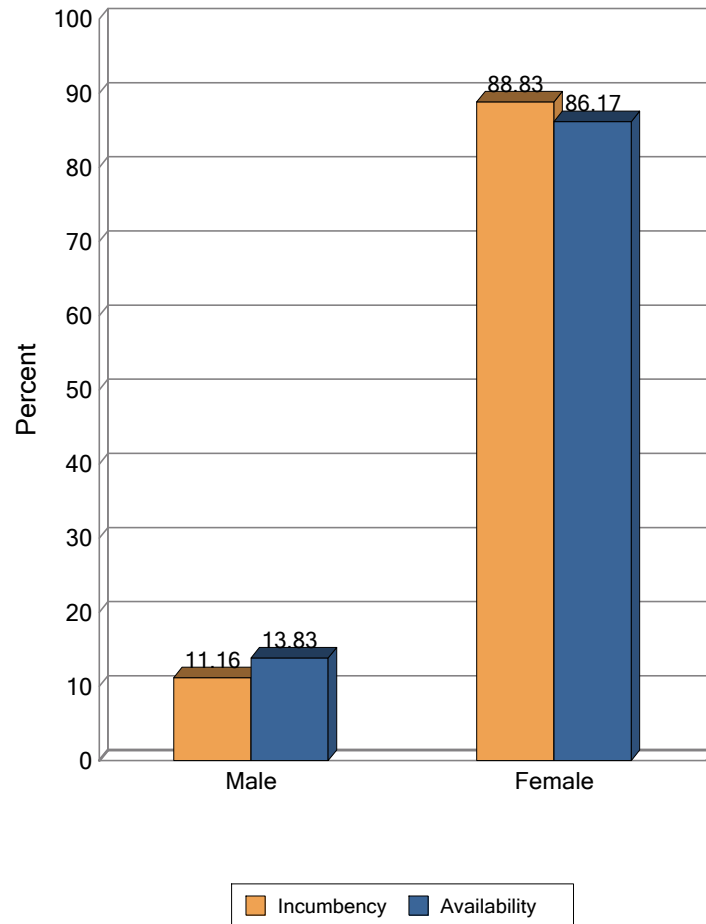
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-4 - CLERICAL/SUPPORT STAFF-4

Total Employees: 412



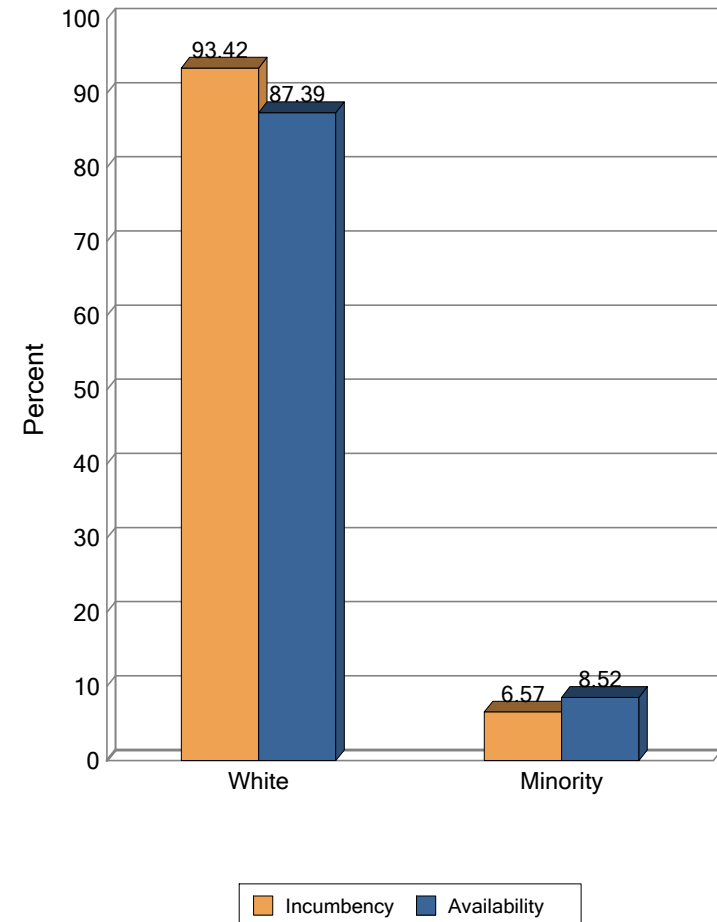
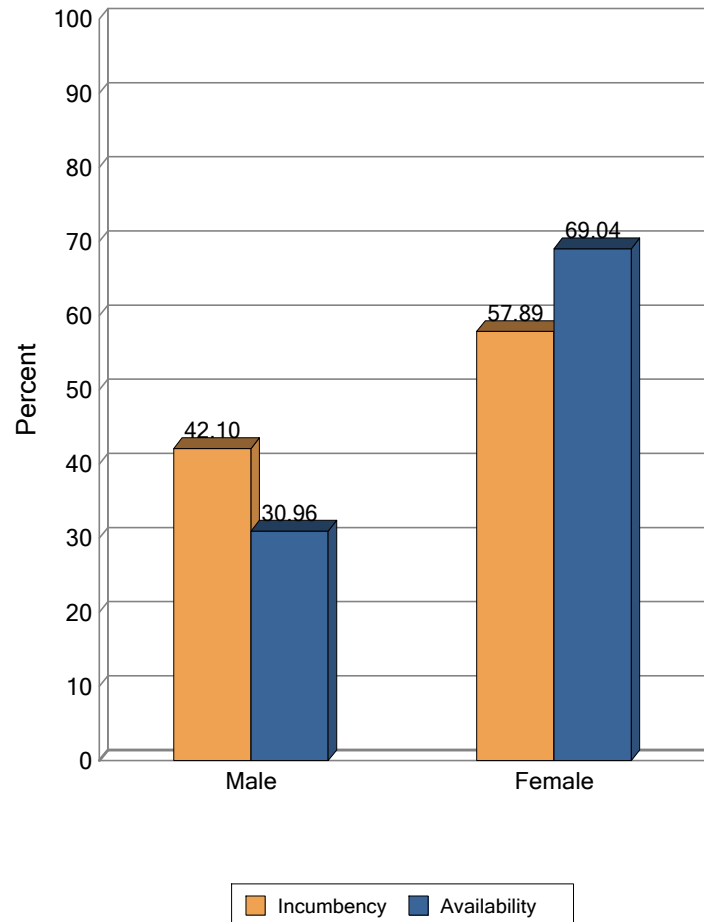
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-5 - CLERICAL/SUPPORT STAFF-5

Total Employees: 76



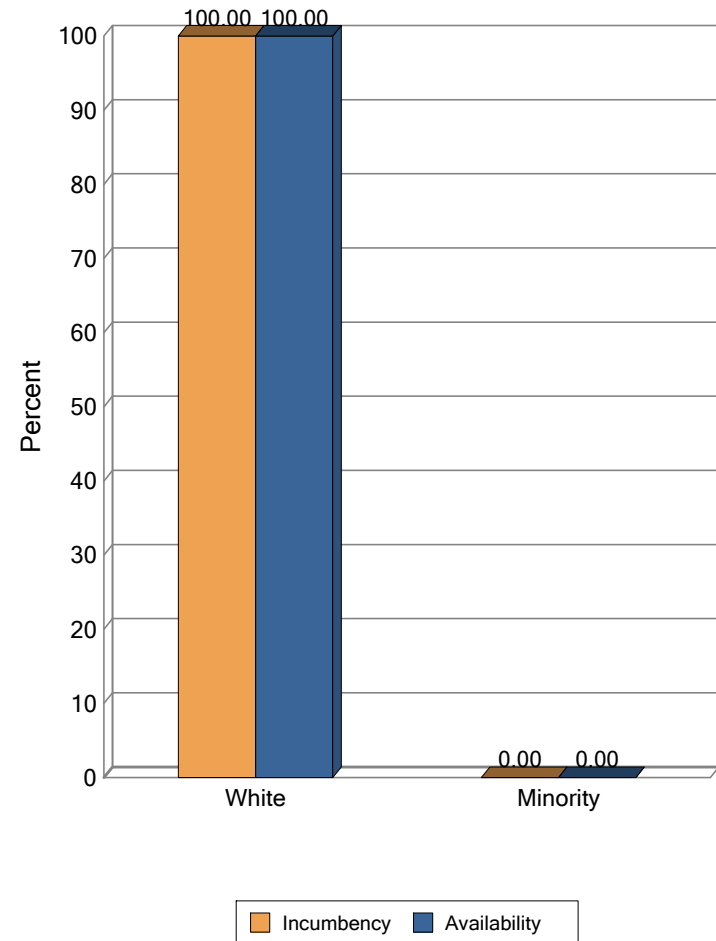
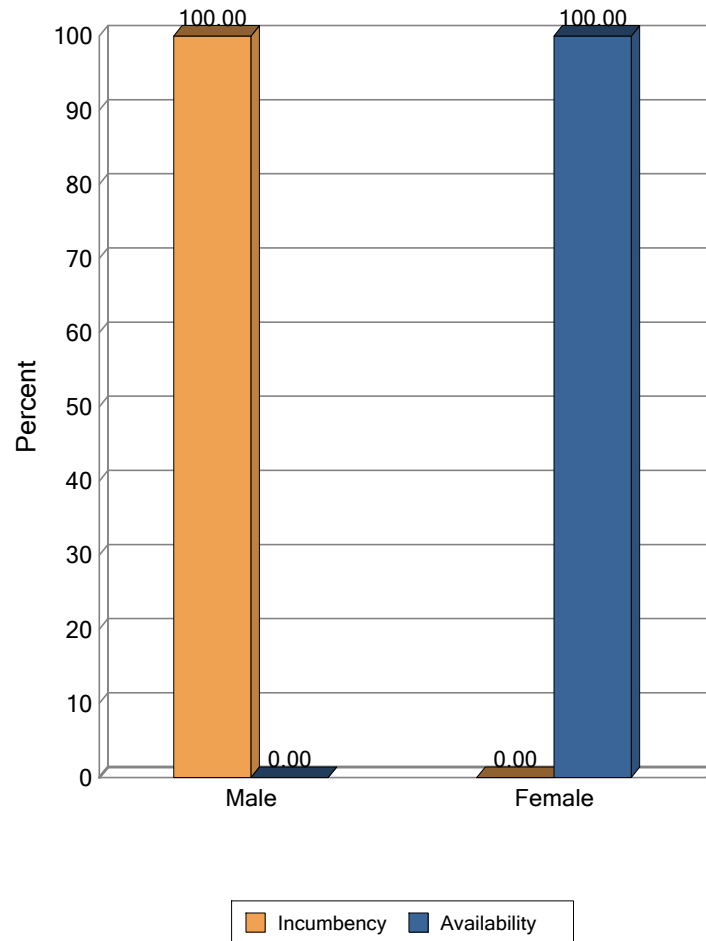
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-6 - CLERICAL/SUPPORT STAFF-6

Total Employees: 1



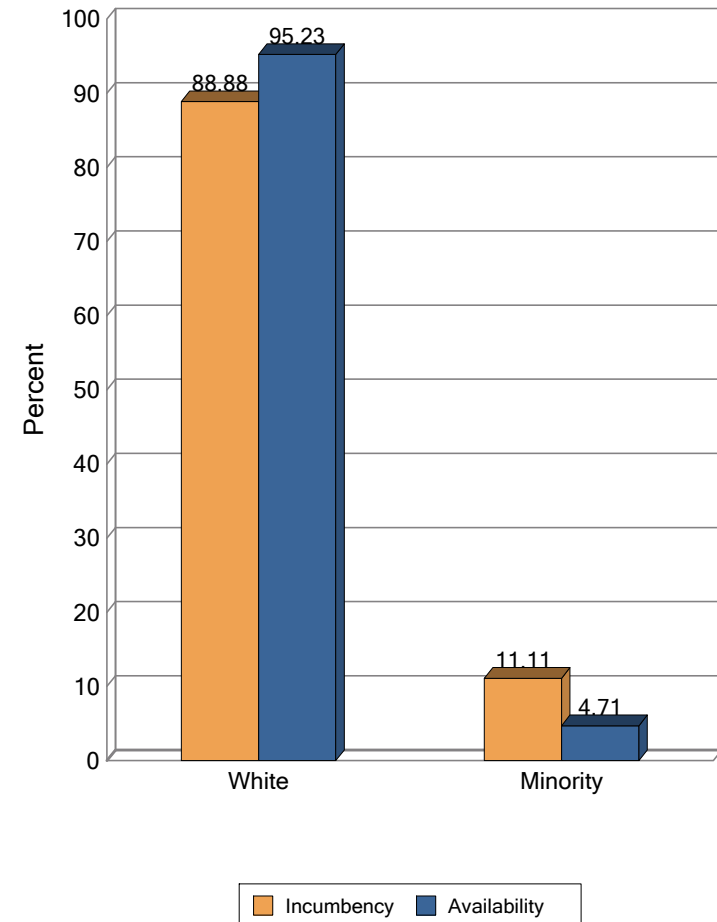
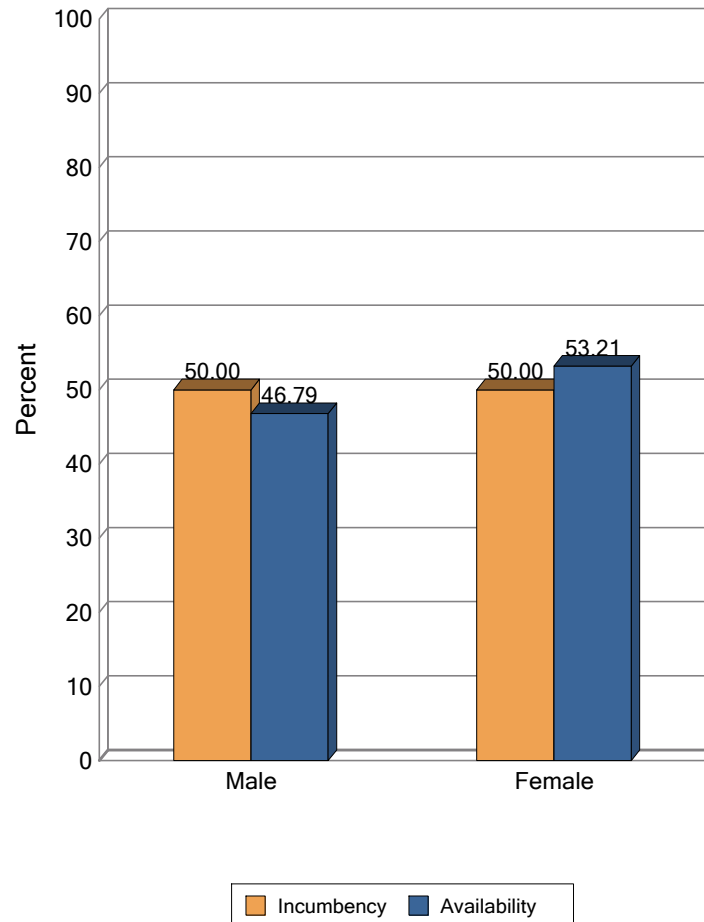
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CL-7 - CLERICAL/SUPPORT STAFF-7

Total Employees: 18



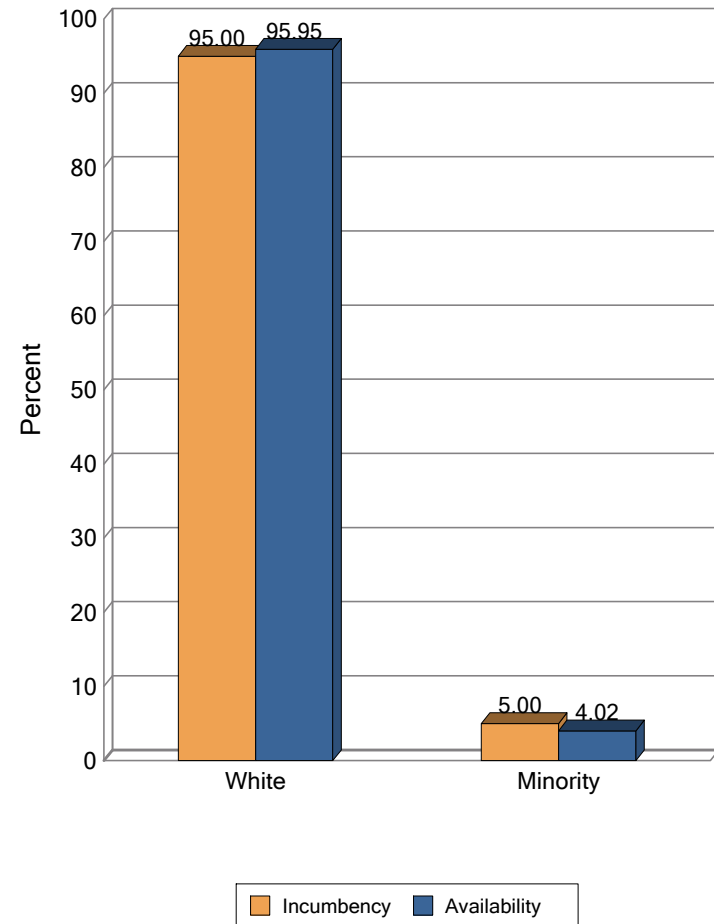
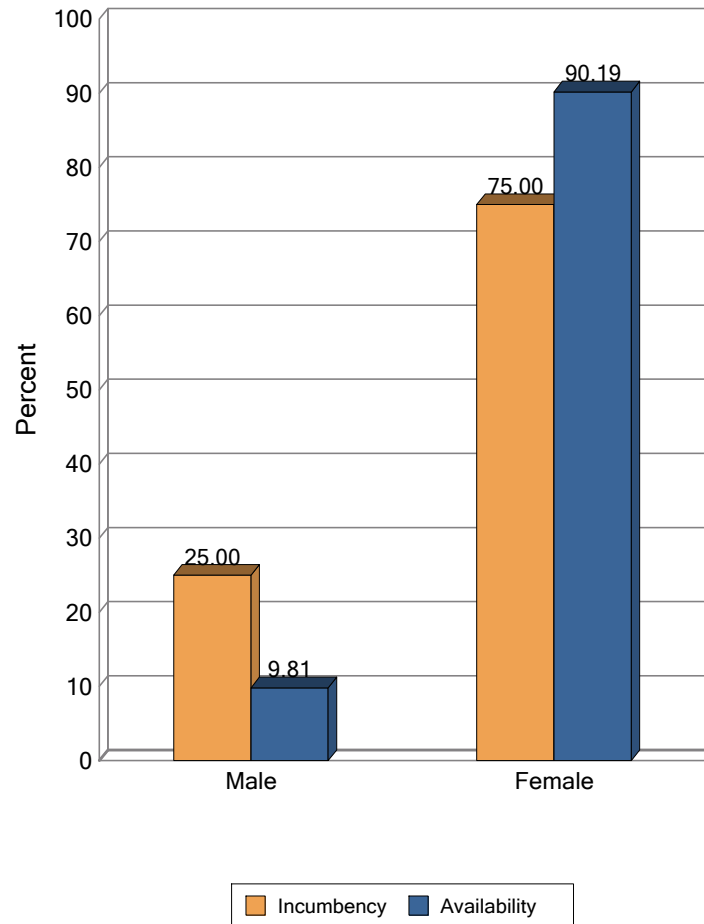
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CP-4 - CLERICAL/SUPPORT STAFF-PT-4

Total Employees: 20



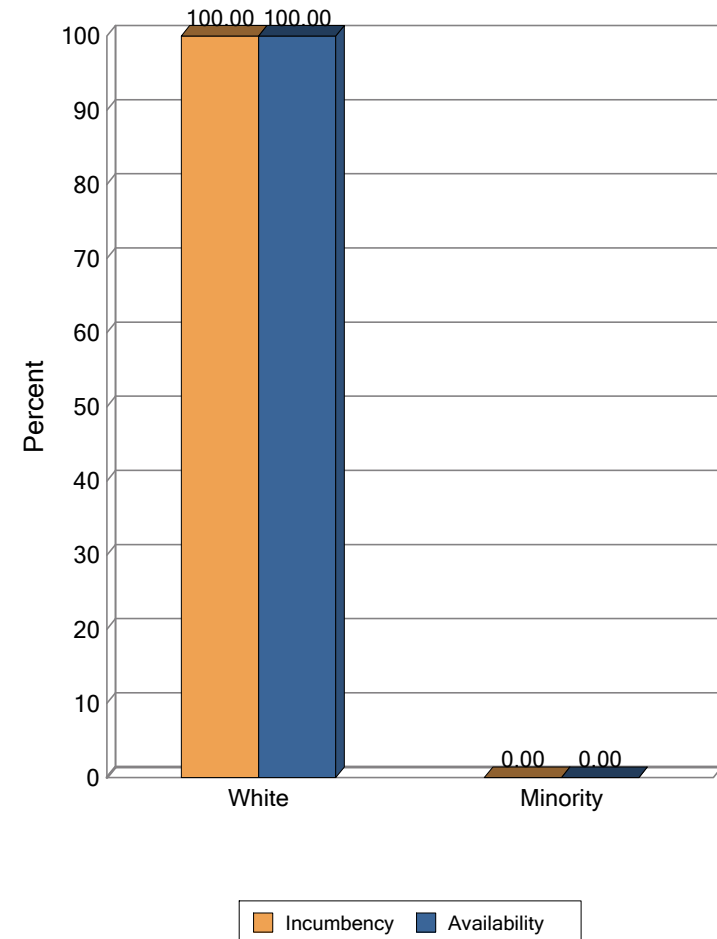
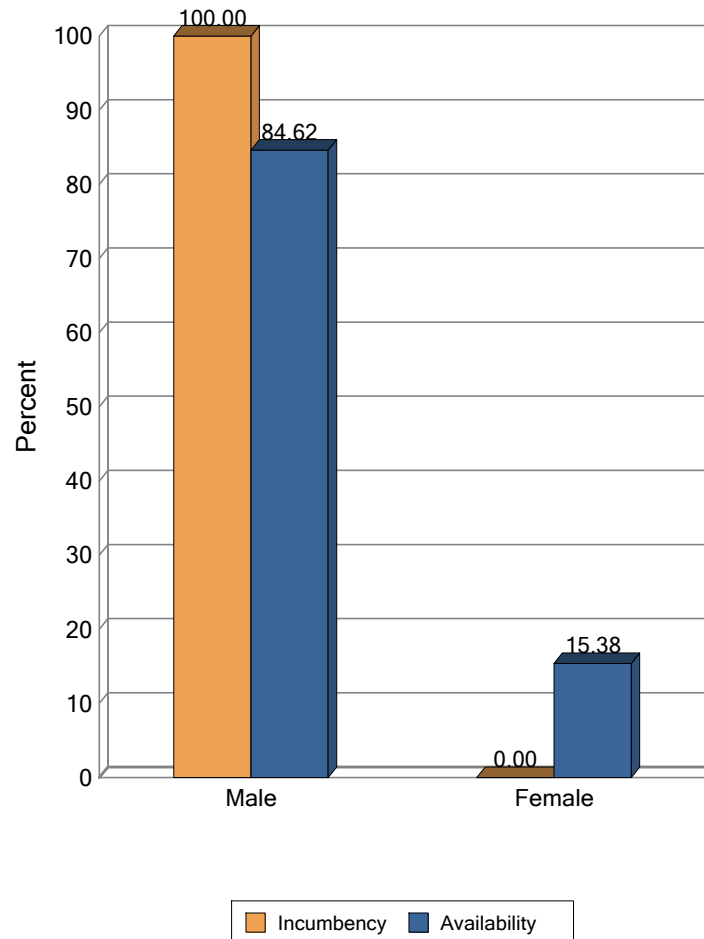
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CP-5 - CLERICAL/SUPPORT STAFF-PT-5

Total Employees: 1



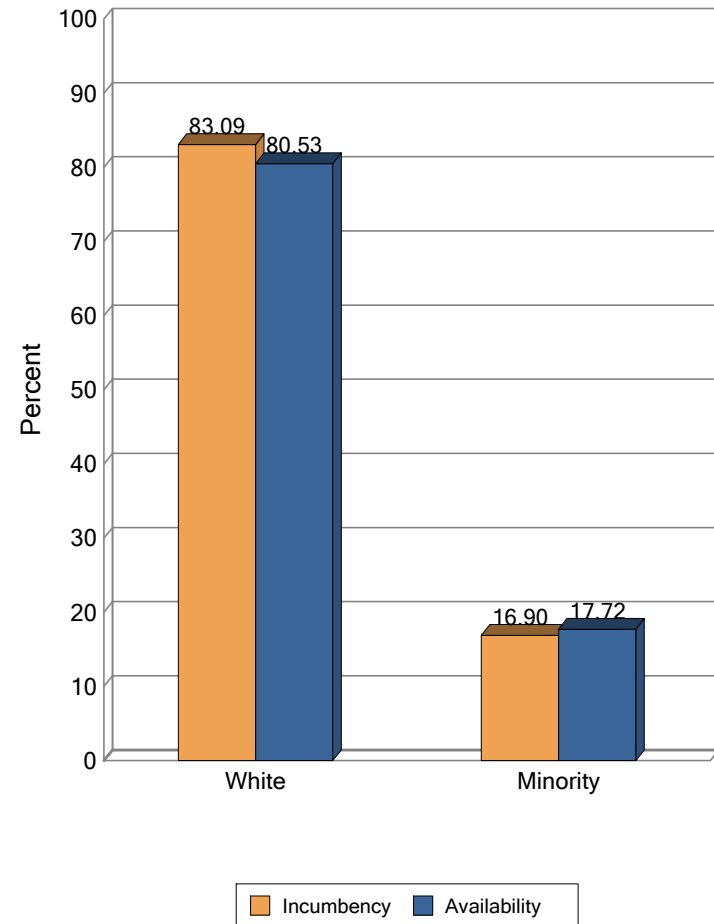
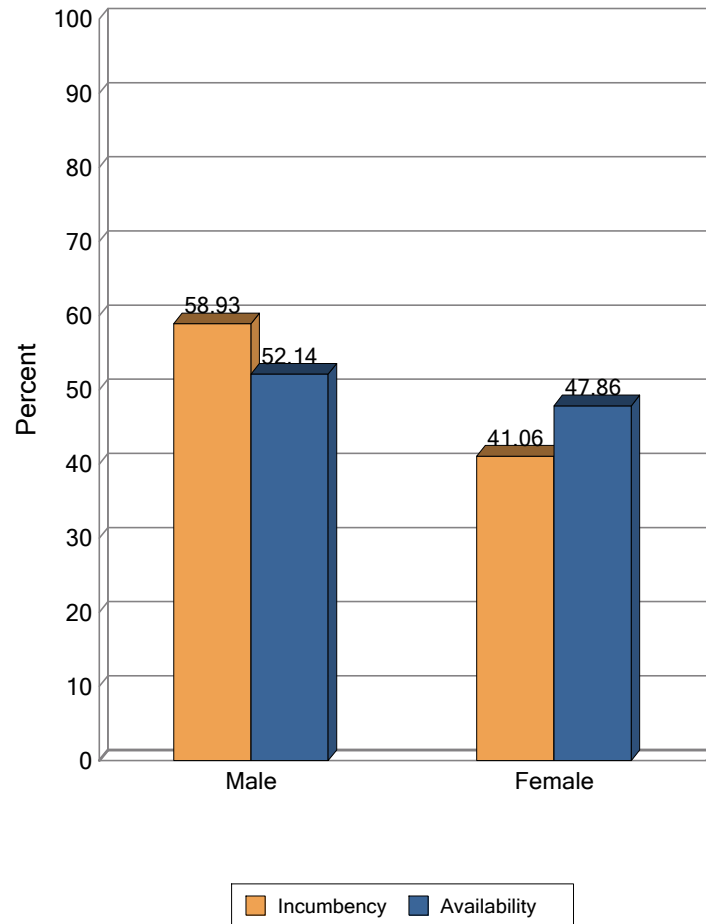
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: CT - CLINICAL TRACK

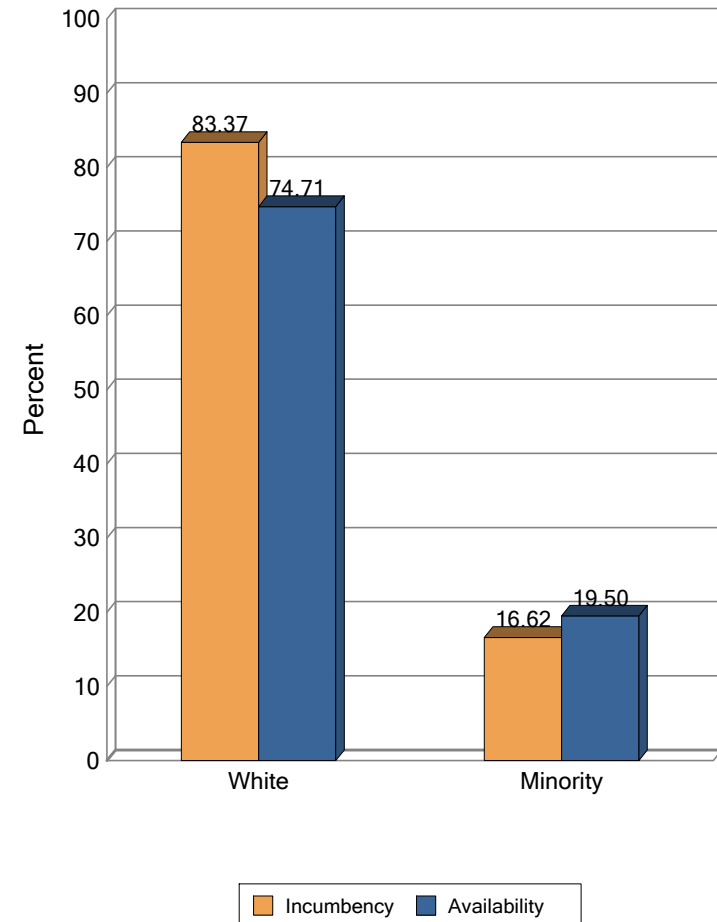
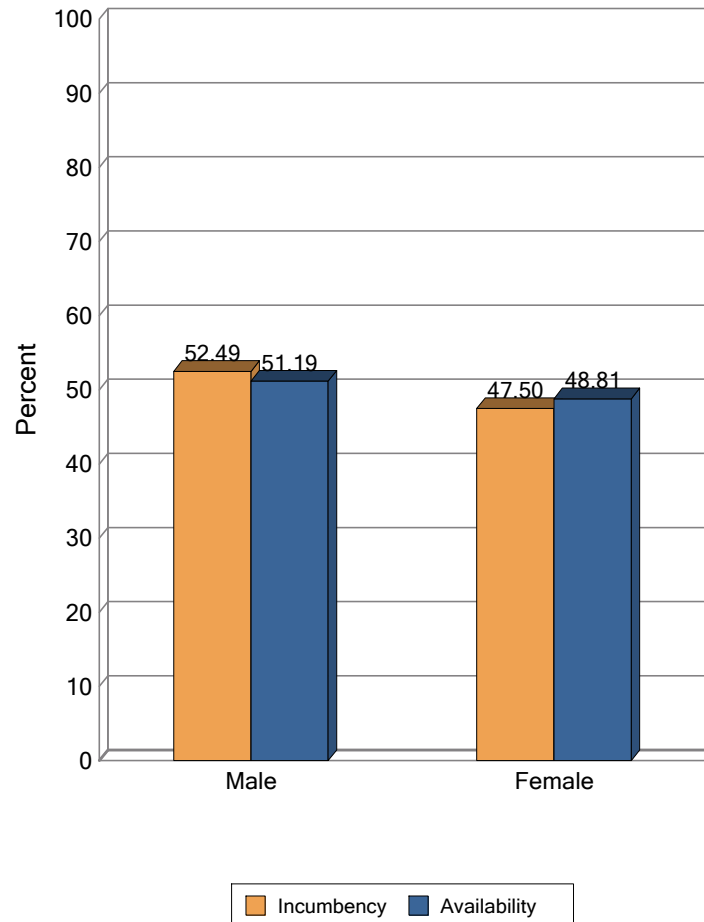
Total Employees: 207



Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: CT-2 - CLINICAL TRACK MEAC
Total Employees: 421



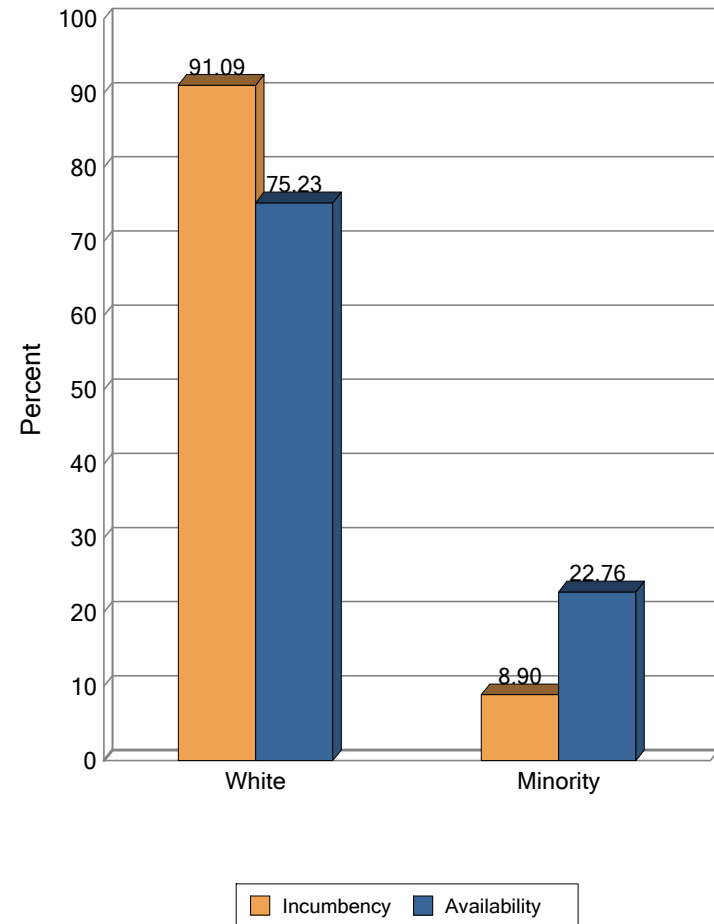
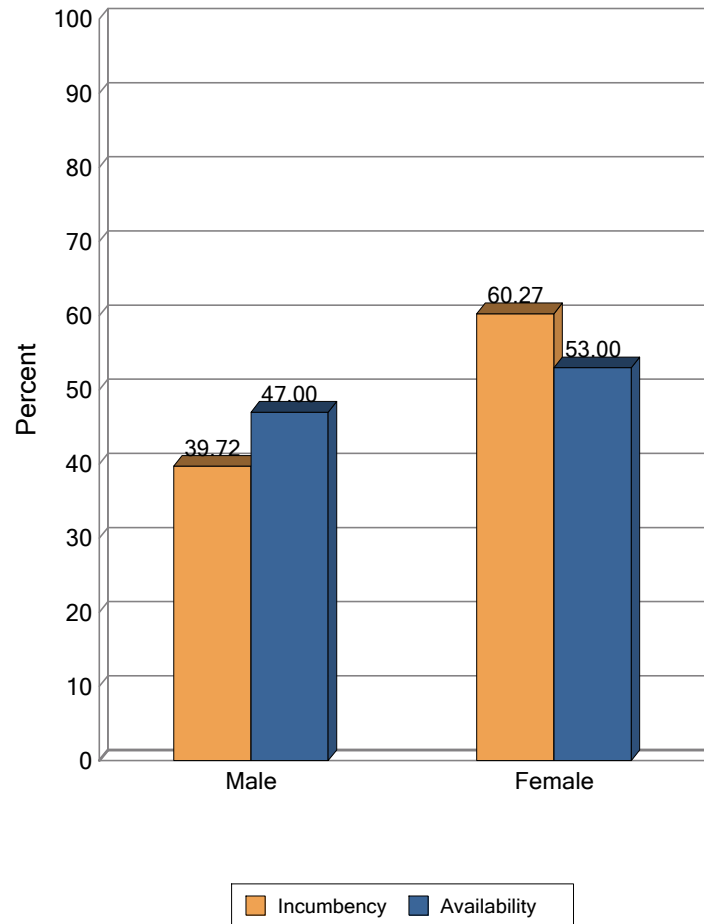
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: F9 - FACULTY ACACEMIC

Total Employees: 146



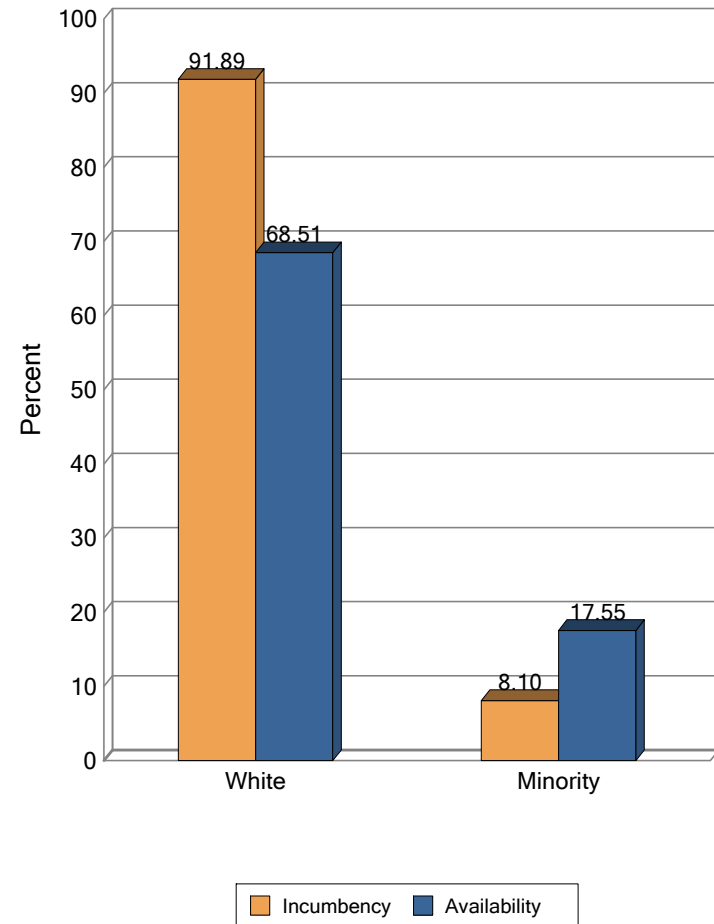
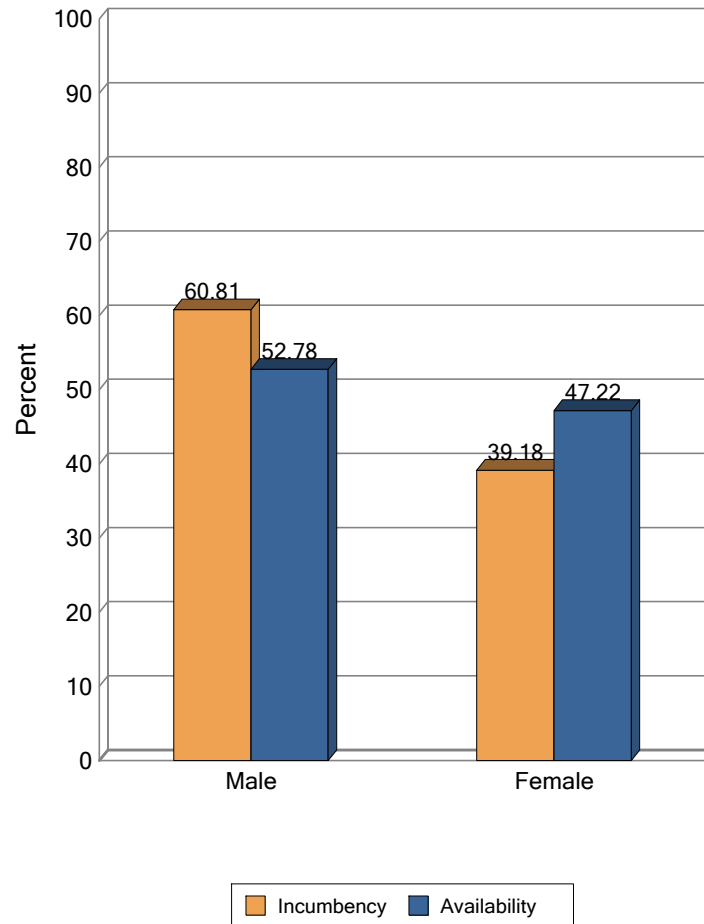
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: FA - FACULTY FISCAL

Total Employees: 74



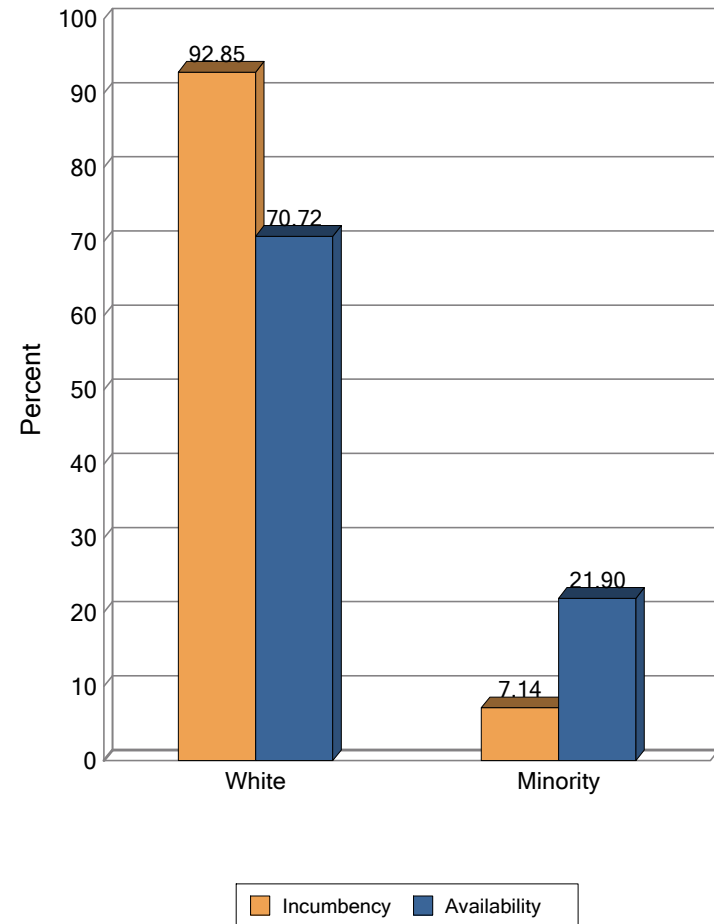
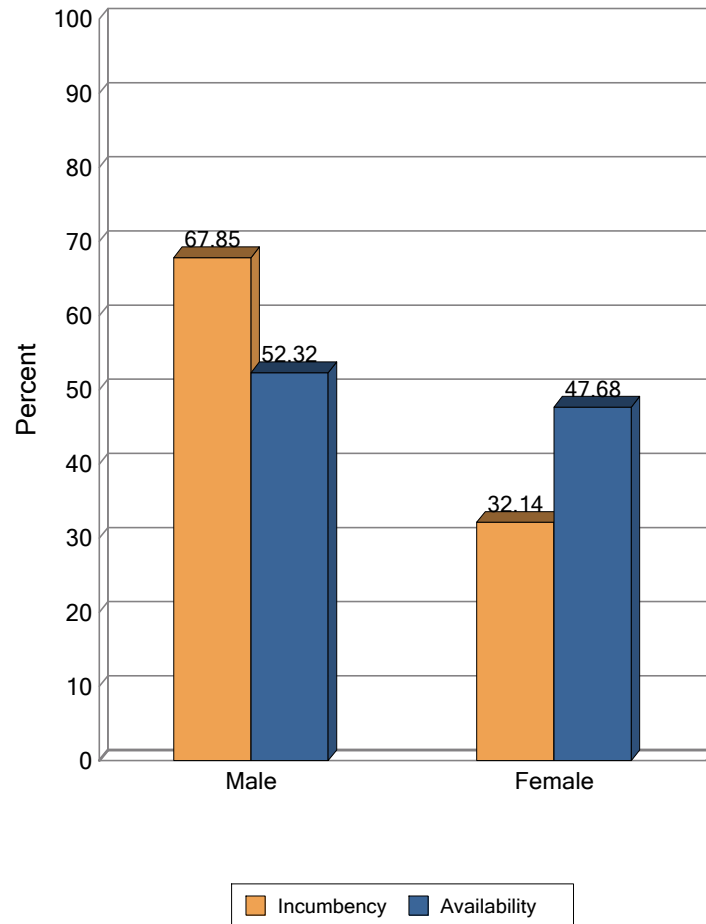
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: FA-2 - FACULTY FISCAL MEAC

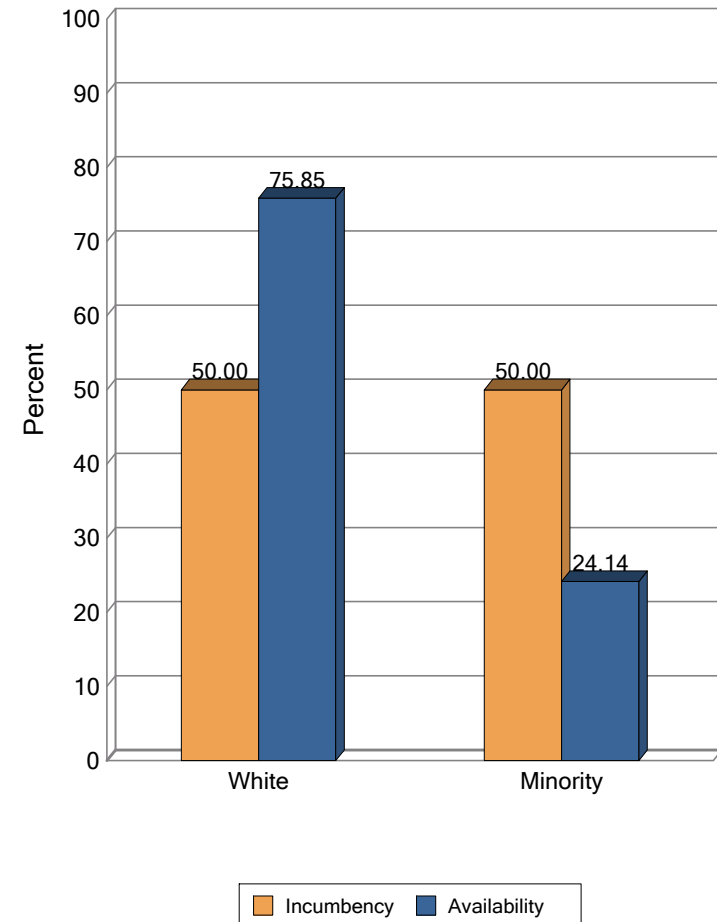
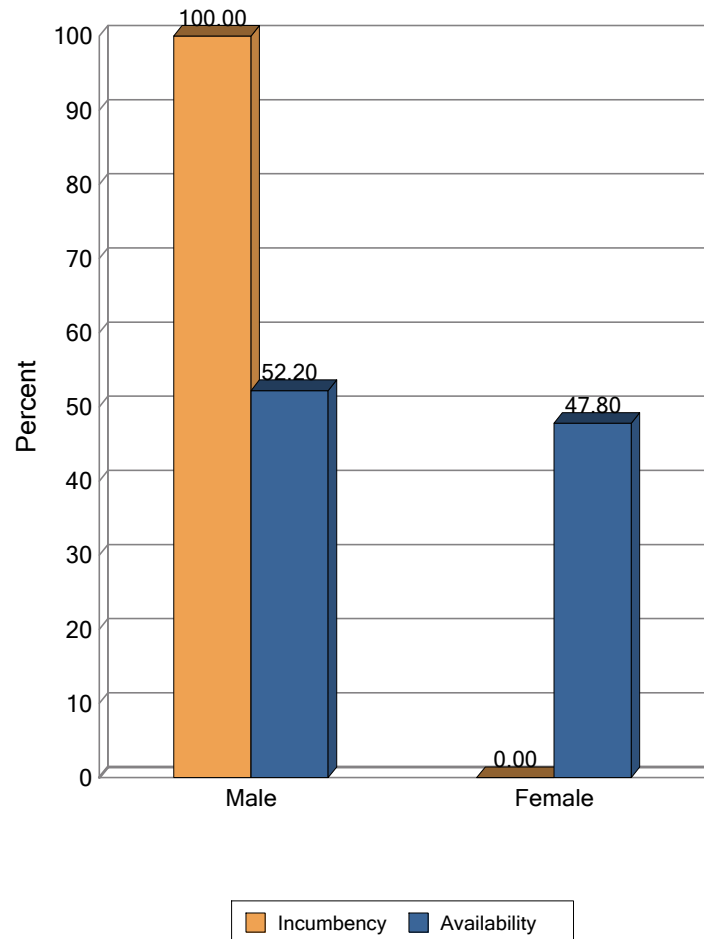
Total Employees: 28



Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: FA-4 - FACULTY FISCAL MEAC/VA
Total Employees: 2



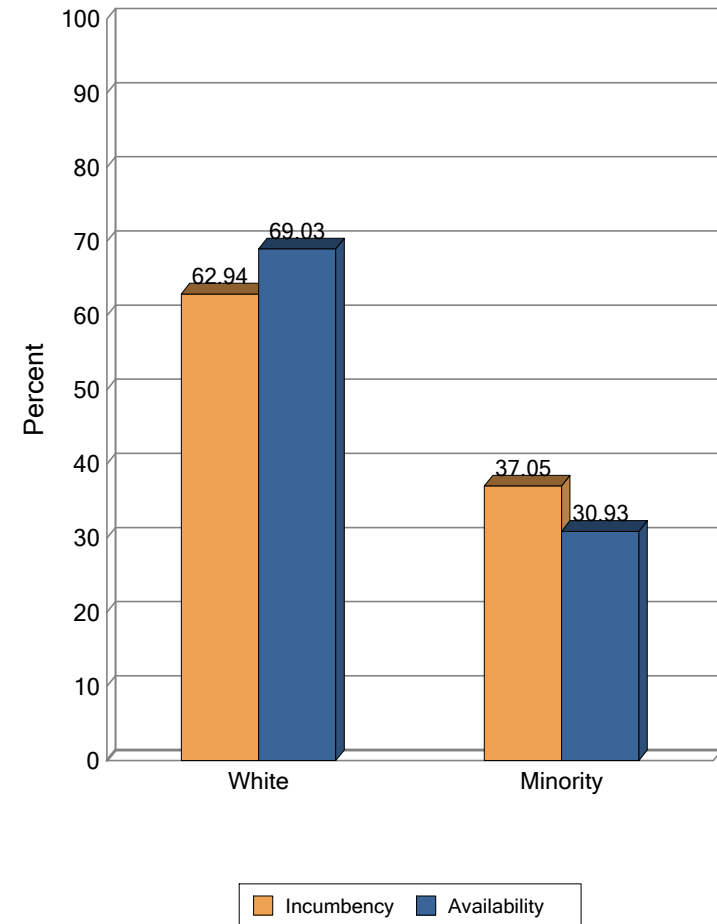
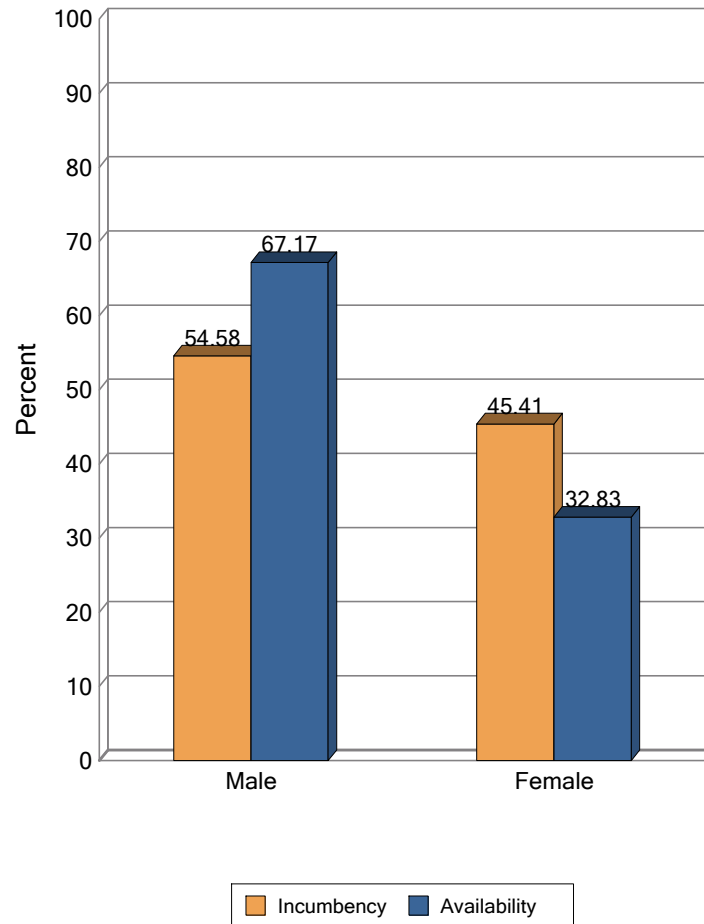
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: MR - MEDICAL RESIDENT

Total Employees: 251



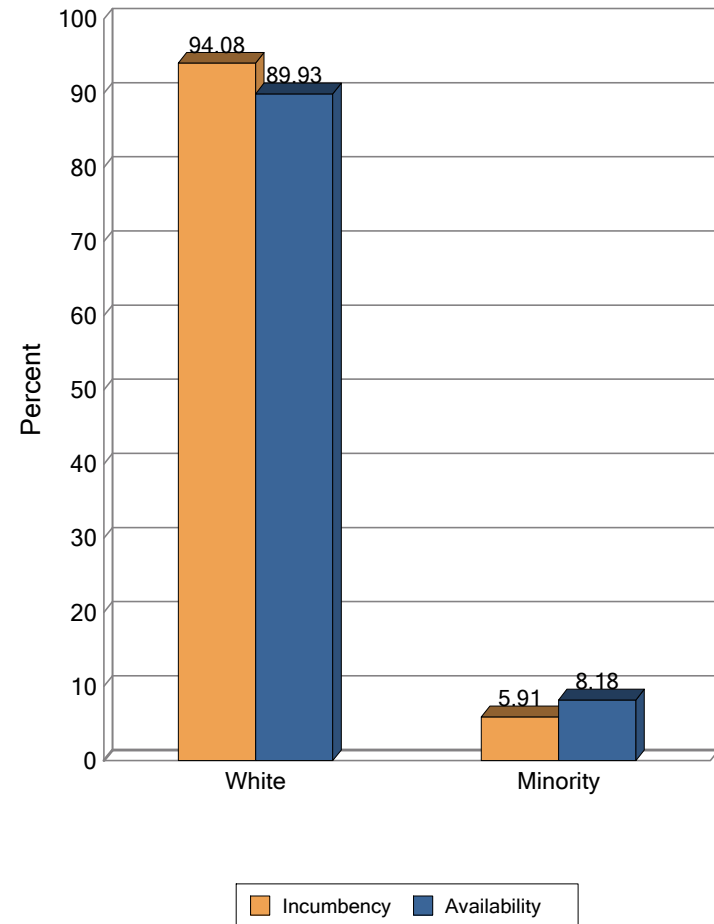
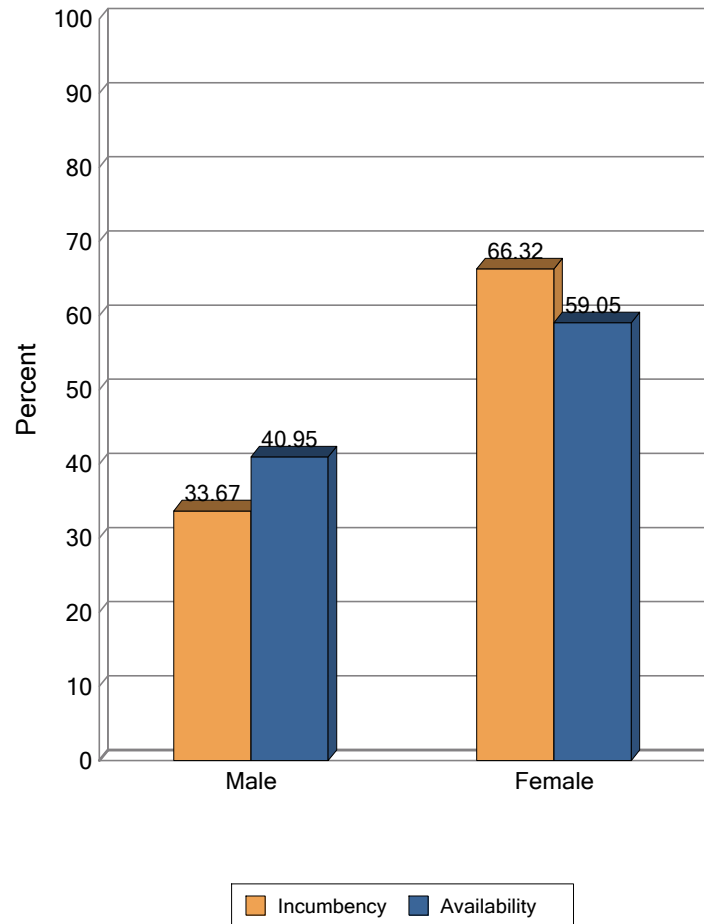
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PF - ADJUNCT FACULTY 4-MONTH

Total Employees: 389



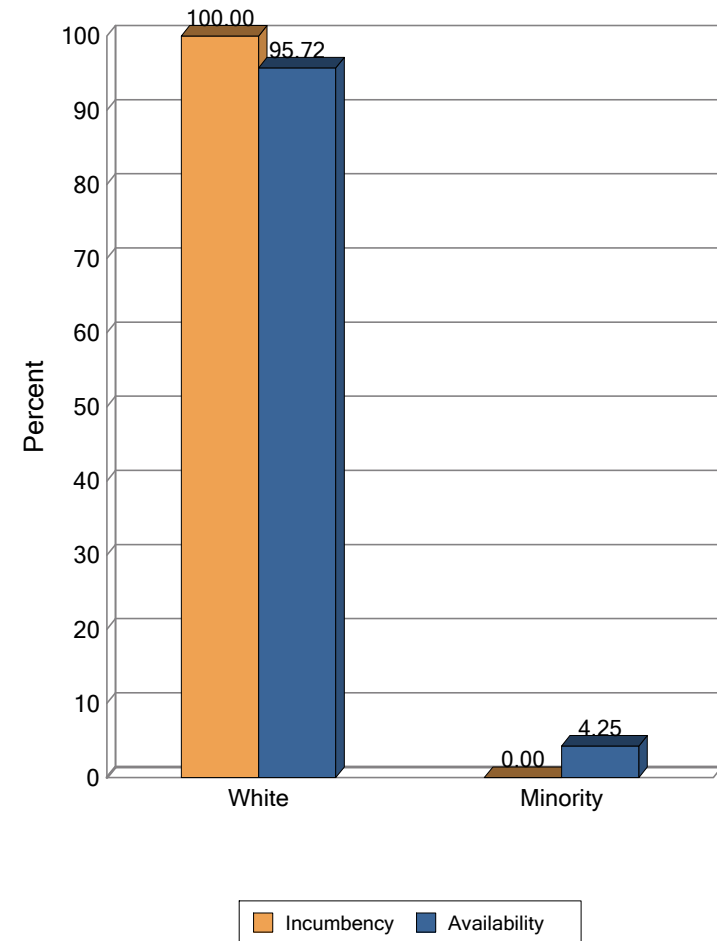
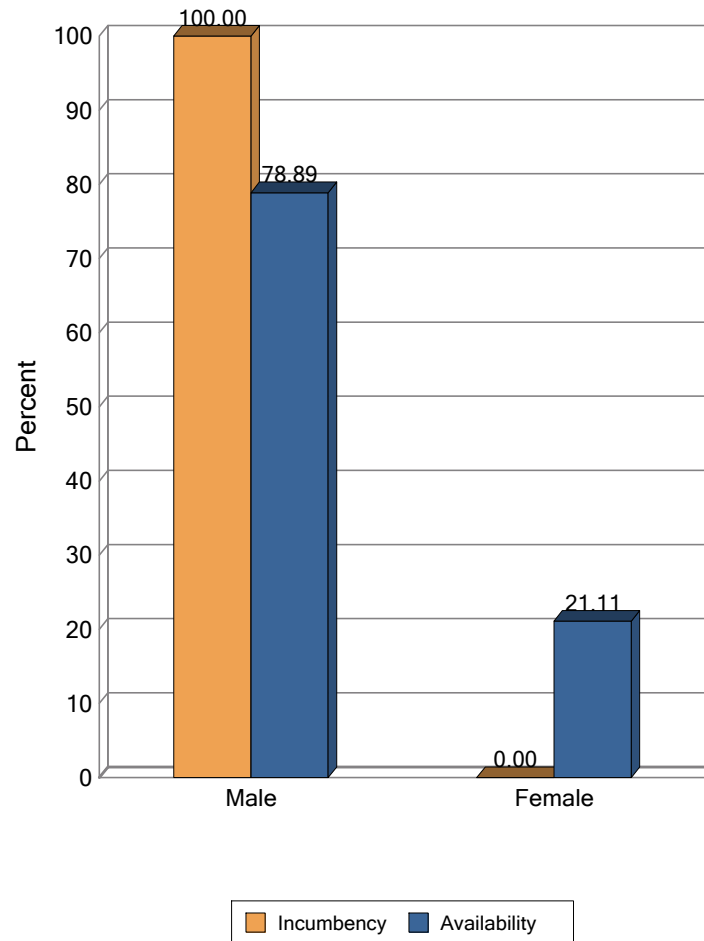
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-4 - PHYSICAL PLANT-4

Total Employees: 3



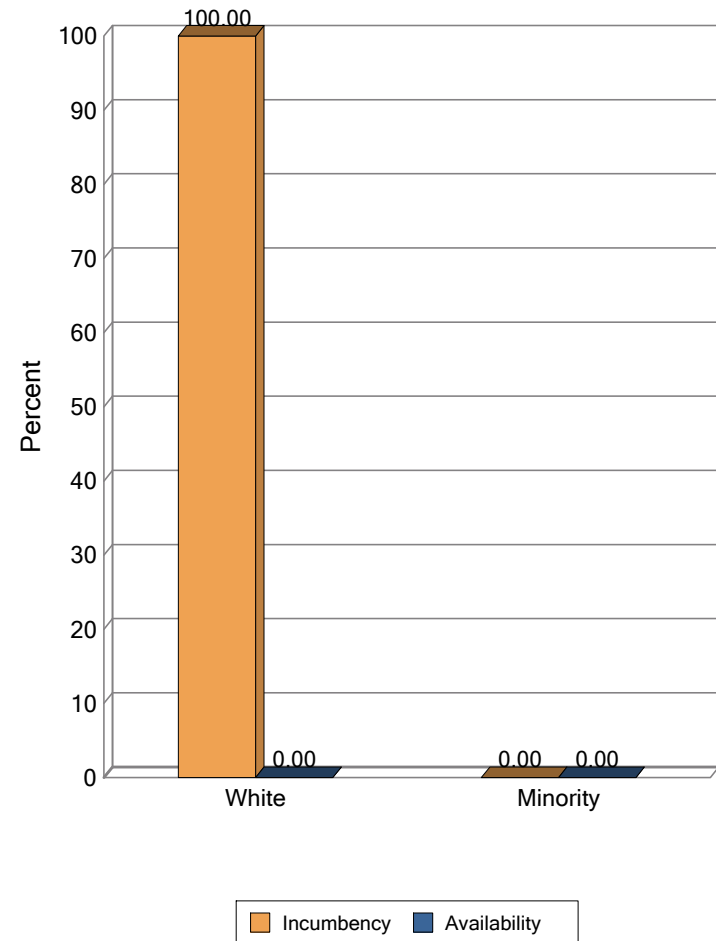
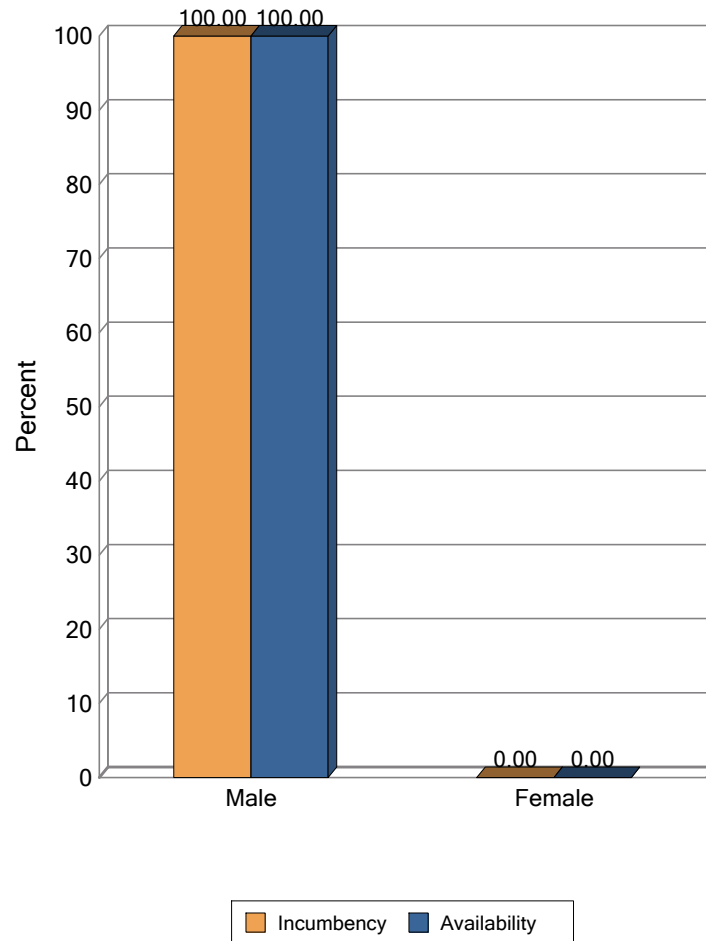
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-5 - PHYSICAL PLANT-5

Total Employees: 1



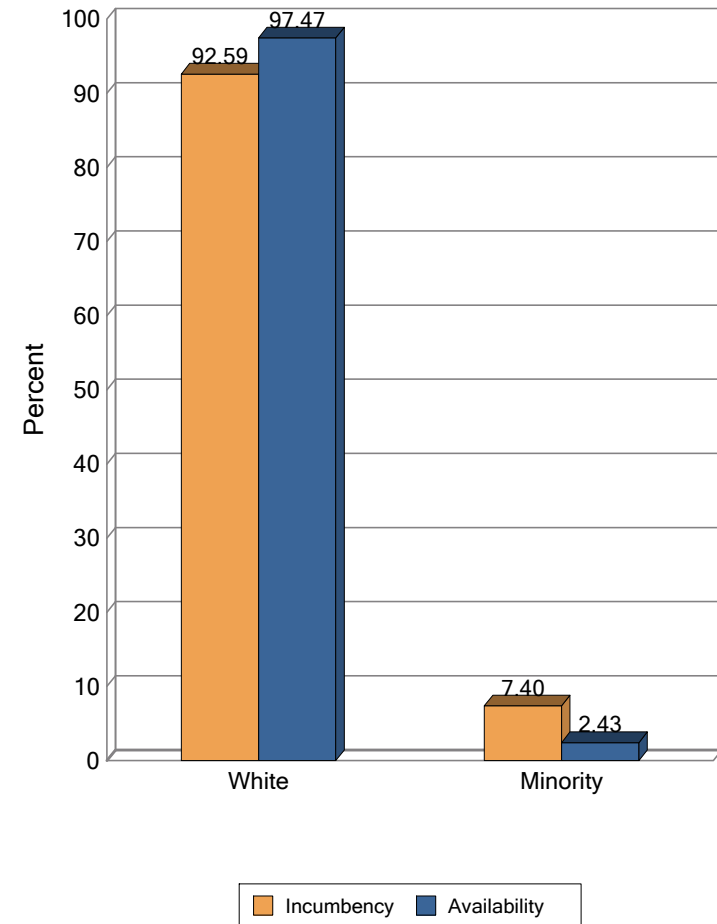
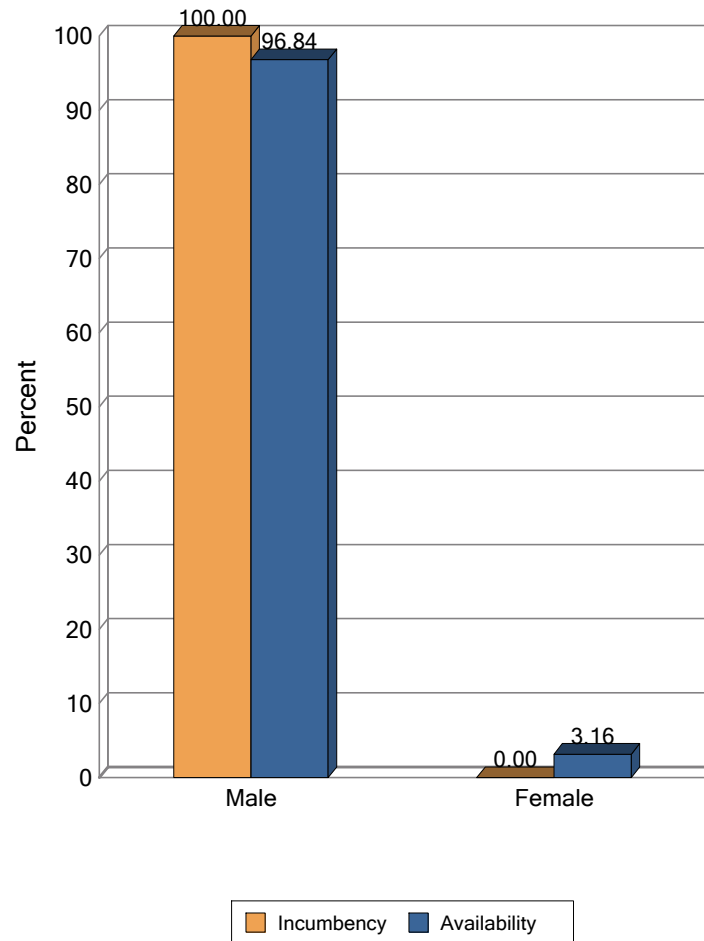
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-6 - PHYSICAL PLANT-6

Total Employees: 54



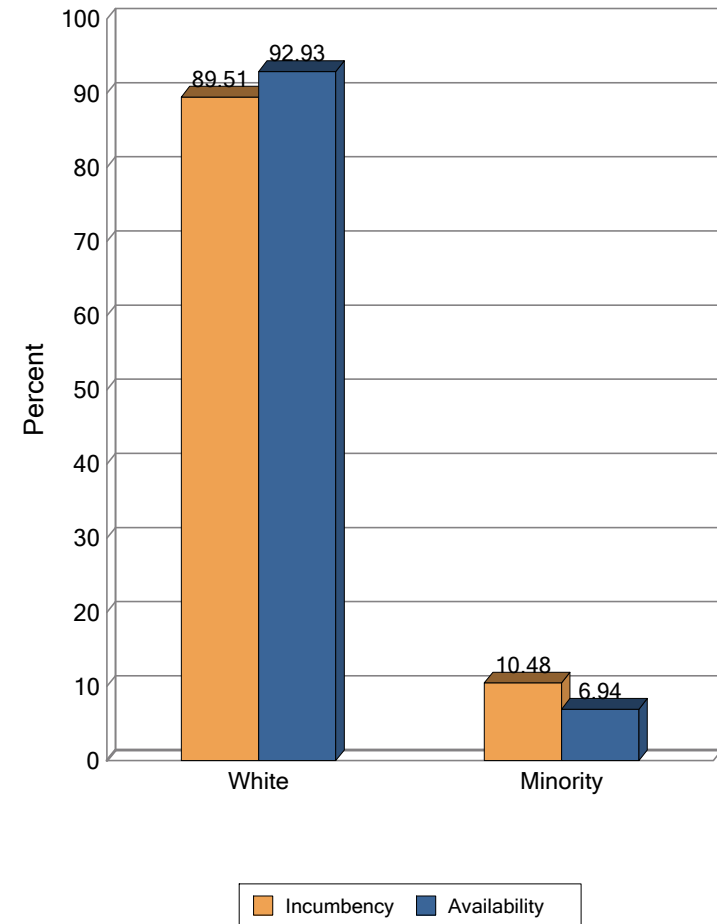
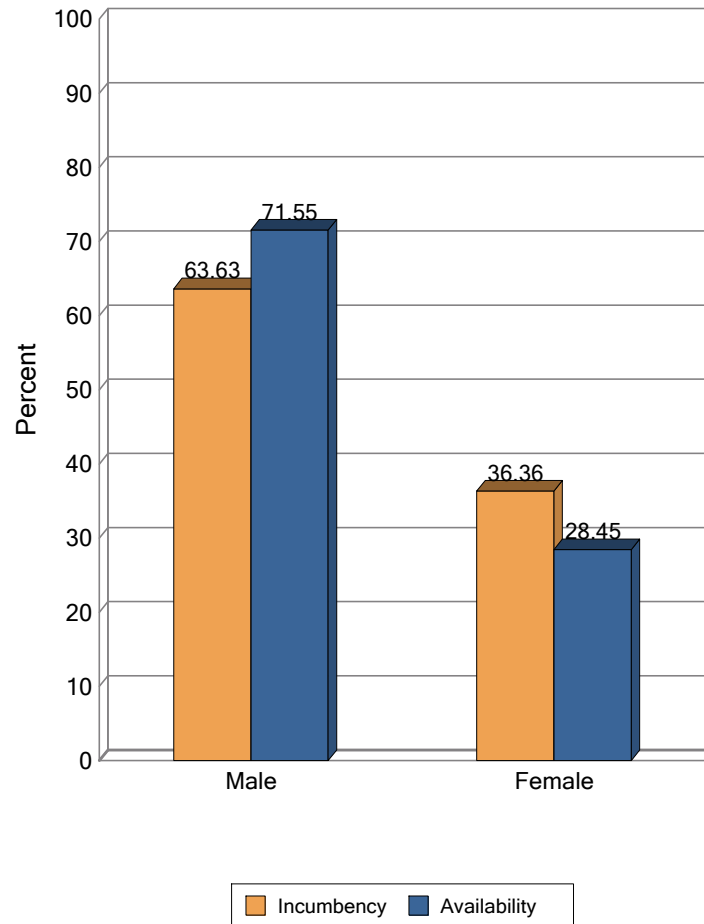
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PP-7 - PHYSICAL PLANT-7

Total Employees: 143



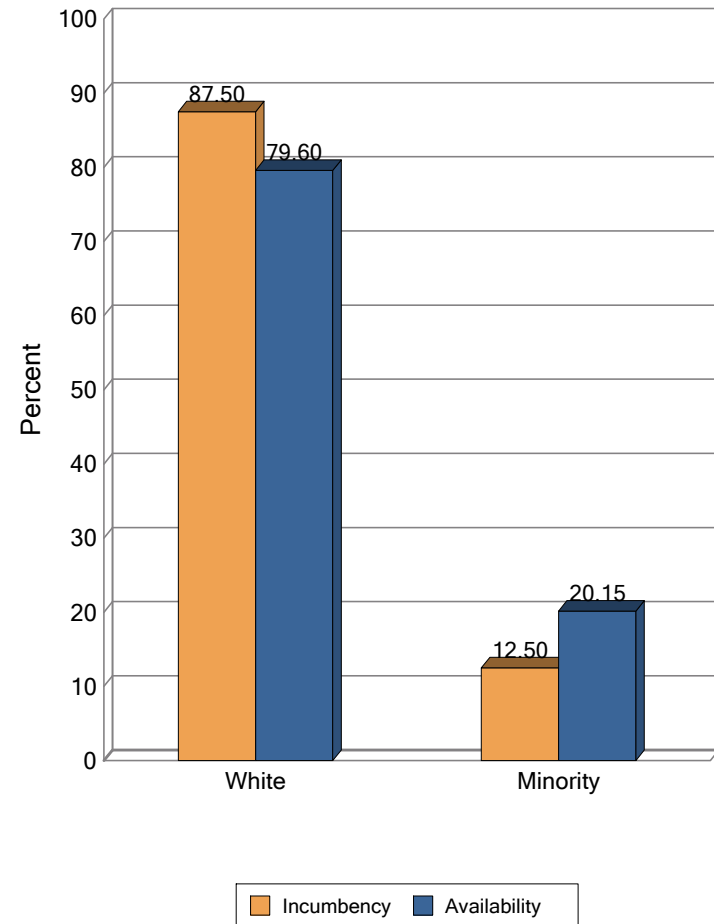
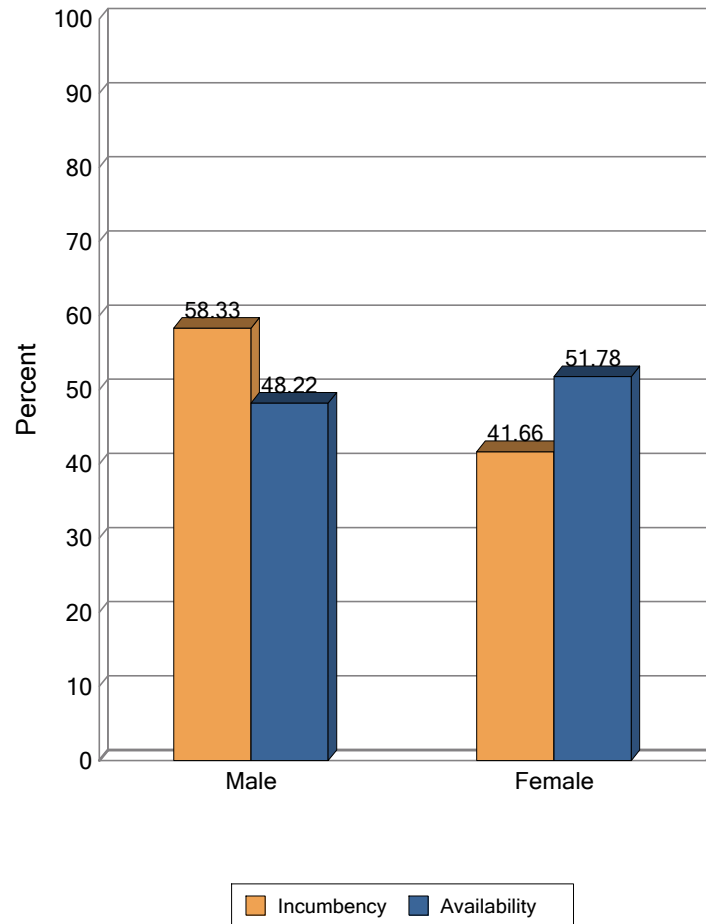
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PR - POST RETIREMENT

Total Employees: 24



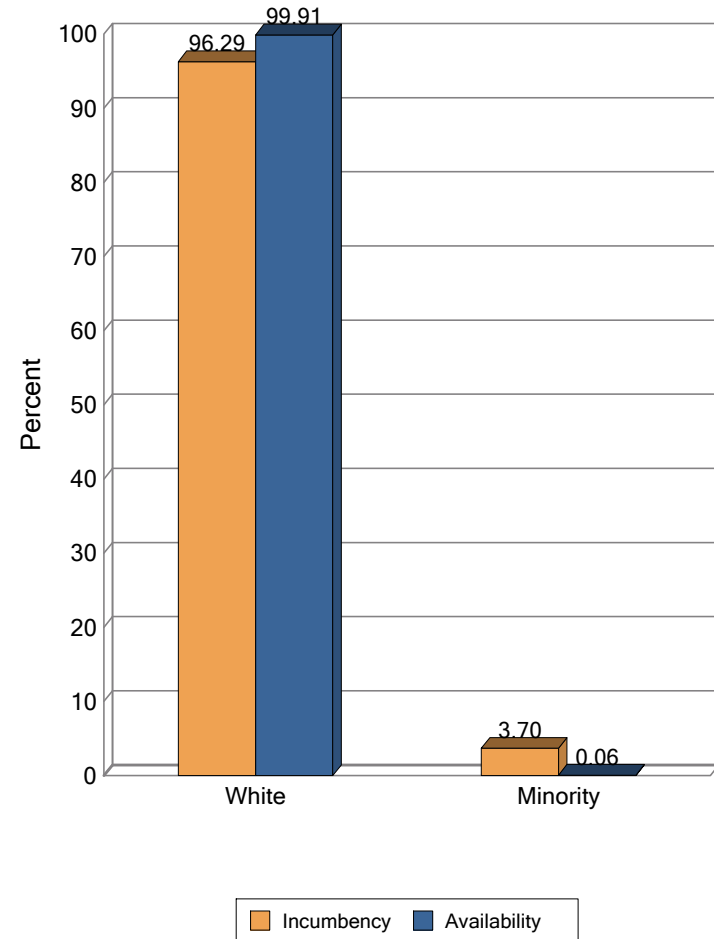
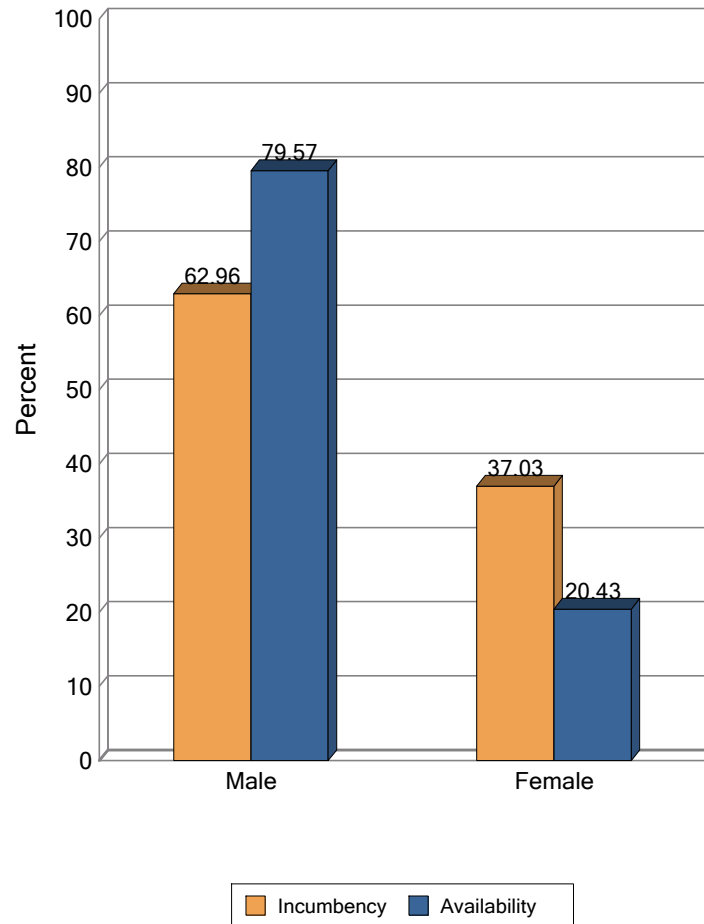
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: PS - PUBLIC SAFETY-8 HOUR

Total Employees: 27



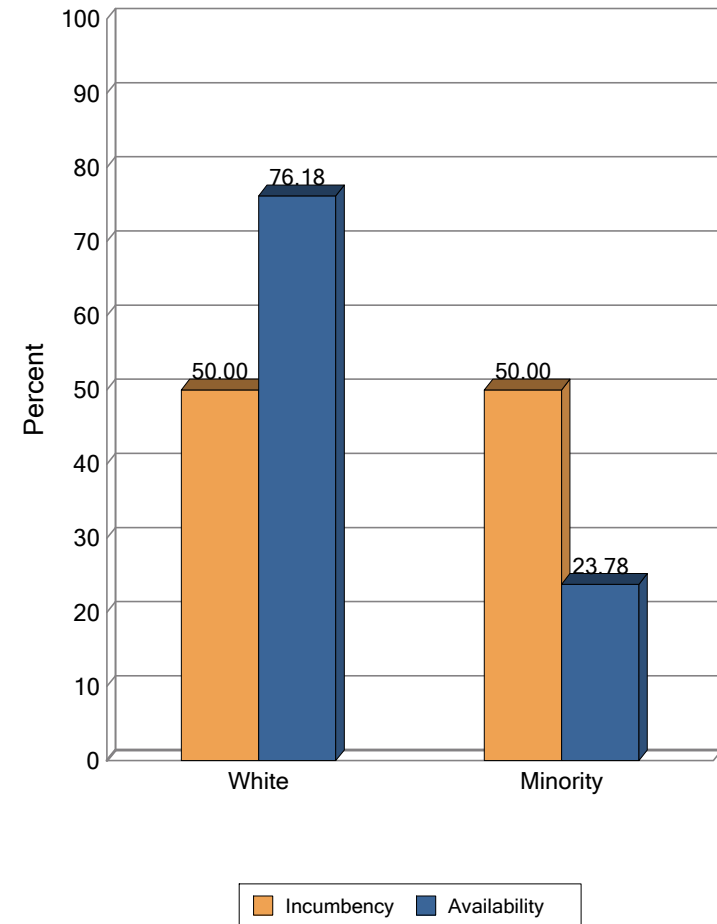
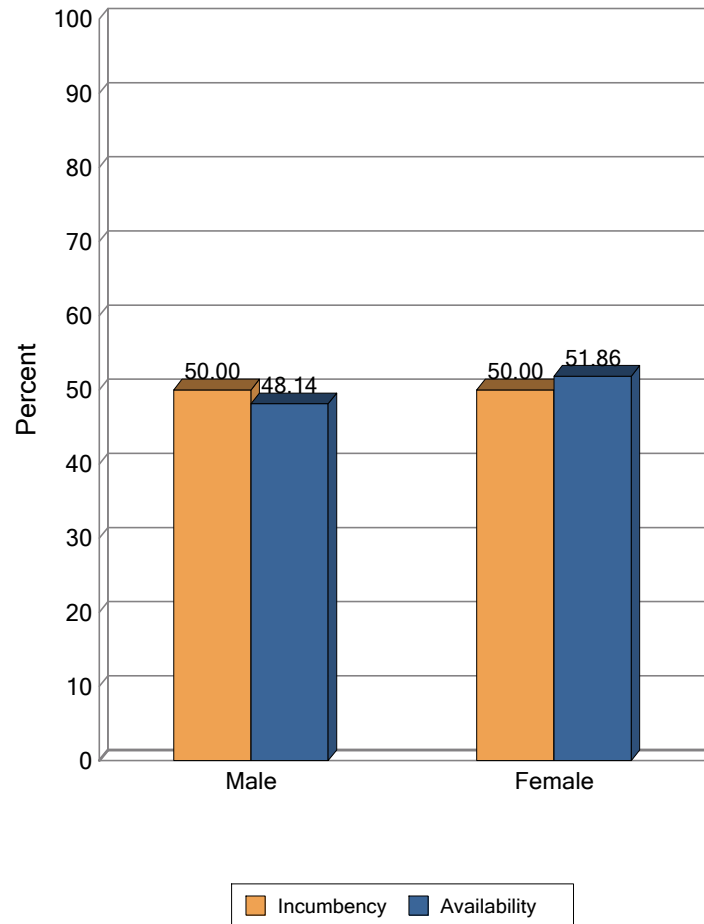
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: RT - RESEARCH TRACK

Total Employees: 6



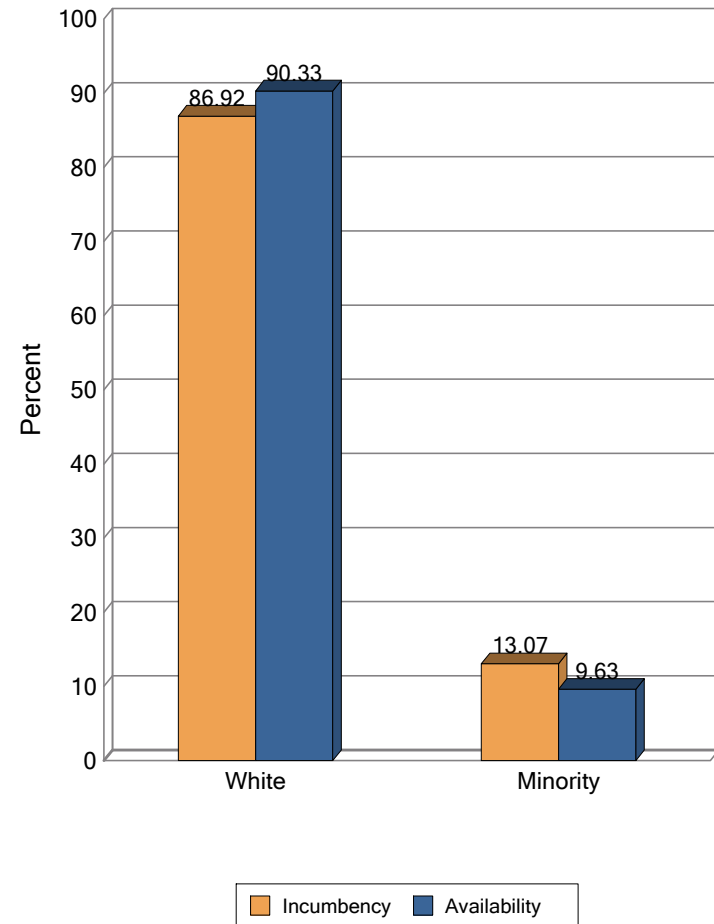
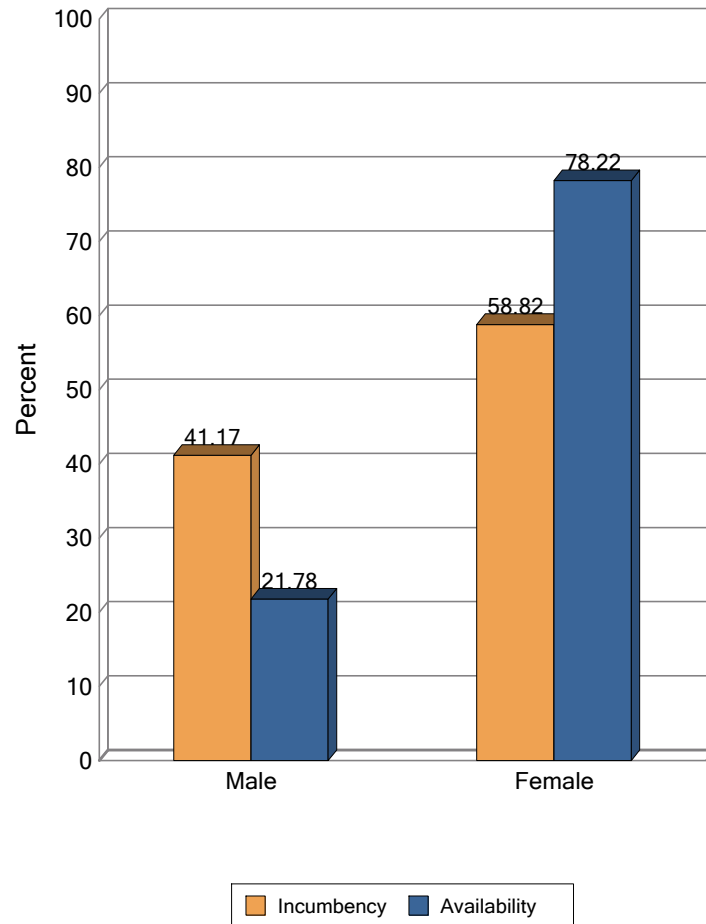
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: TH - TEMPORARY HOURLY EMPLOYEES

Total Employees: 765



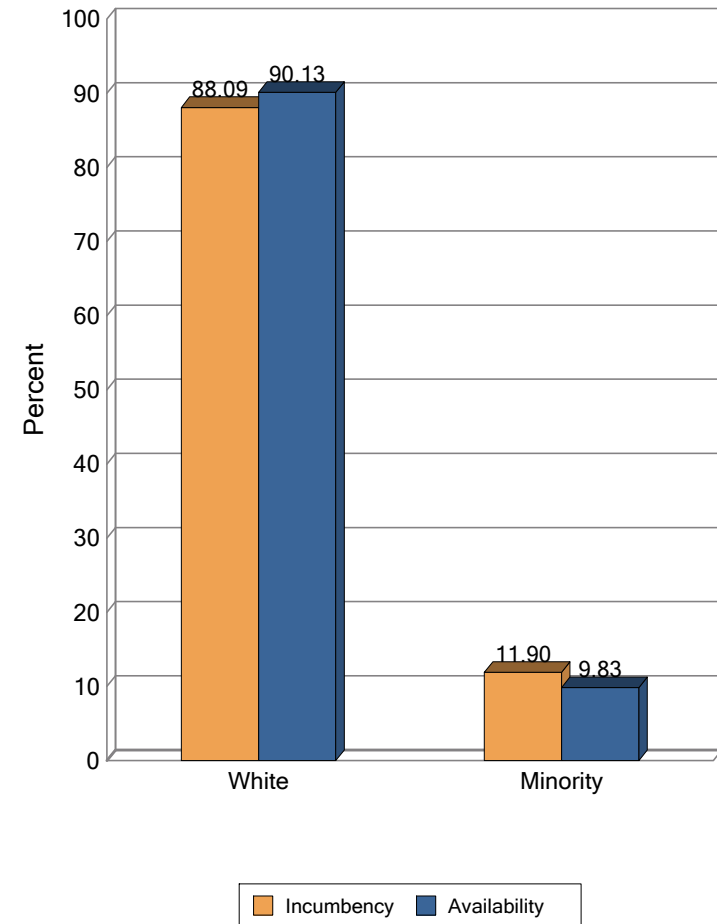
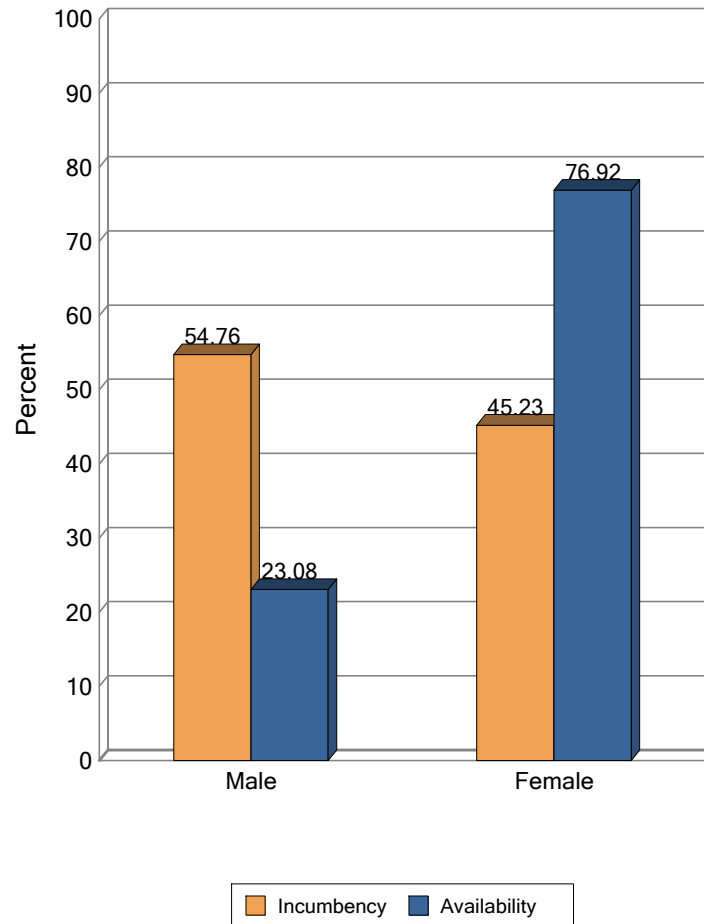
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: TS - TEMPORARY MONTHLY EMPLOYEES

Total Employees: 42



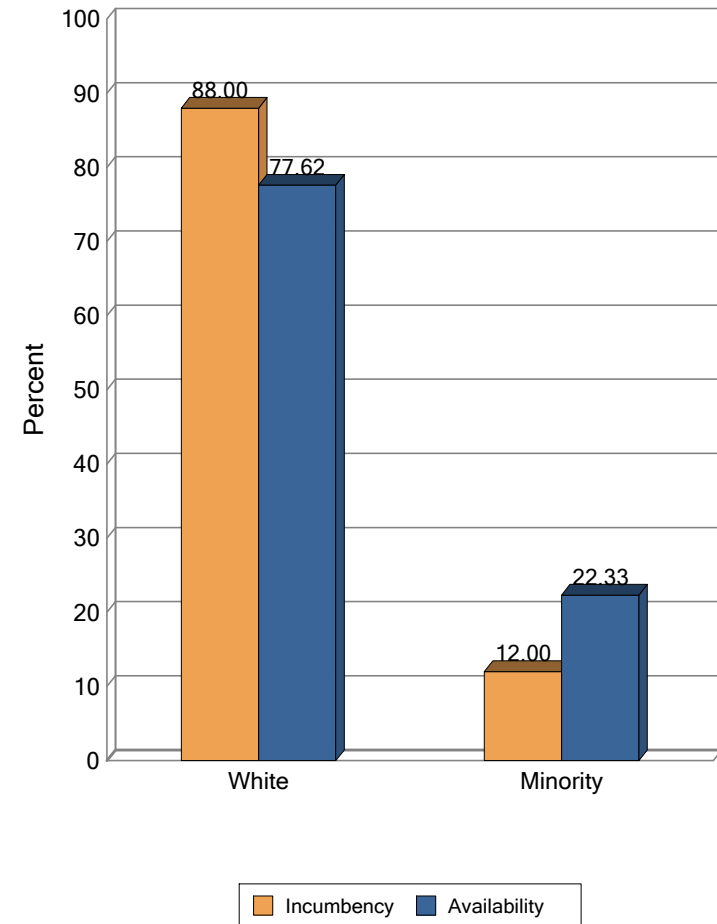
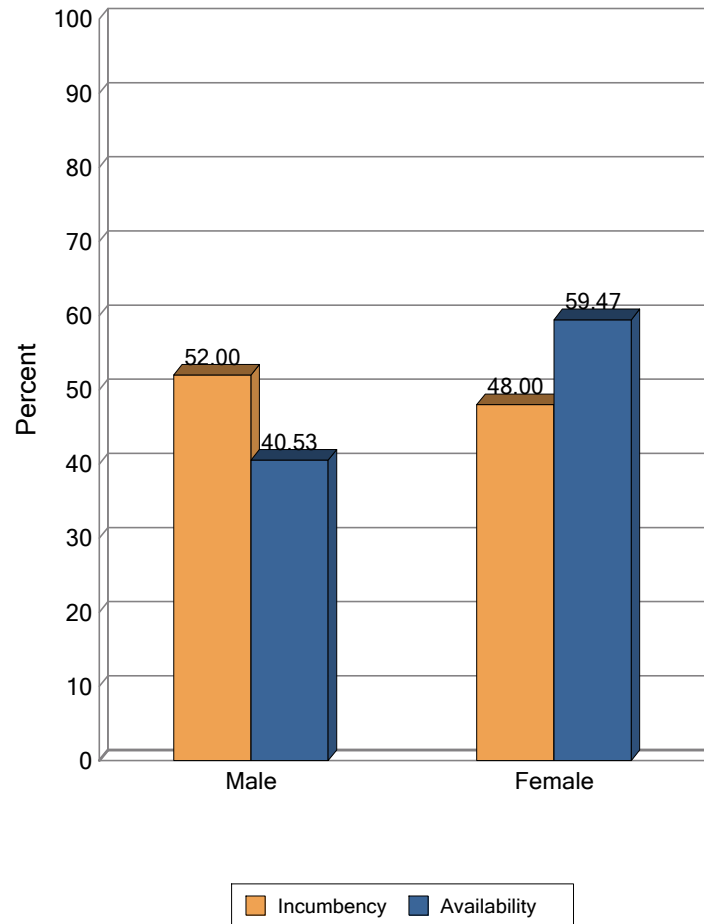
Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

East Tennessee State University
Incumbency vs. Availability Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: VA - VA ACADEMIC TRACK

Total Employees: 25



Note: This chart does not assume that a goal has or has not been established for any class in the Job Group.

Appendix G

East Tennessee State University
Utilization Analysis Detail - Veteran
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Benchmark for Veterans: 6.40%

Plan Representation for Veterans:

2.02%

Total Employees in Plan: 3,901

Total Veterans in Plan: 79

<i>Job Group</i>	<i>Employees</i>			<i>Goal Set?</i>	<i>Underutilized #</i>	<i>Shortfall</i>	
	<i>Total #</i>	<i>Veteran #</i>	<i>%</i>			<i>#</i>	<i>≥ 0.01?</i>
AD-1 - ADMIN PROFESSIONAL/LEADERSHIP	169	4	2.36%	Yes	6.81	6.81	Yes
AD-2 - ADMIN PROFESSIONAL/OTHER	93	3	3.22%	Yes	2.95	2.95	Yes
AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR	77	4	5.19%	Yes	0.92	0.92	Yes
AD-4 - ADMIN PROFESSIONAL/CHILDCARE	8	0	0.00%	Yes	0.51	0.51	Yes
AD-5 - ADMIN PROFESSIONAL/COORDINATOR	52	0	0.00%	Yes	3.32	3.32	Yes
AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS	23	0	0.00%	Yes	1.47	1.47	Yes
AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS	99	1	1.01%	Yes	5.33	5.33	Yes
AD-8 - ADMIN PROFESSIONAL/HUMAN RESOURCE	8	0	0.00%	Yes	0.51	0.51	Yes
AD-9 - ADMIN PROFESSIONAL/INFO TECH	36	1	2.77%	Yes	1.30	1.30	Yes
AE-1 - AE SENIOR EXECUTIVE	30	1	3.33%	Yes	0.92	0.92	Yes
AE-2 - AE EXECUTIVE/ACADEMIC	38	2	5.26%	Yes	0.43	0.43	Yes
AE-3 - AE EXECUTIVE/NON ACADEMIC	43	2	4.65%	Yes	0.75	0.75	Yes
AE-4 - AE EXECUTIVE/MANAGEMENT	7	0	0.00%	Yes	0.44	0.44	Yes
AE-5 - AE EXECUTIVE/SUPERVISOR	8	0	0.00%	Yes	0.51	0.51	Yes
AE-6 - AE SENIOR EXECUTIVE MEAC	1	1	100.00%	No		0.00	No
AP - ADMINISTRATIVE/PROFESSIONAL-PT	9	0	0.00%	Yes	0.57	0.57	Yes
C9 - CLINICAL TRACK 9-MONTH	12	1	8.33%	No		0.00	No
CH - COACHES	52	1	1.92%	Yes	2.32	2.32	Yes
CL-4 - CLERICAL/SUPPORT STAFF-4	412	4	0.97%	Yes	22.36	22.36	Yes
CL-5 - CLERICAL/SUPPORT STAFF-5	76	0	0.00%	Yes	4.86	4.86	Yes
CL-6 - CLERICAL/SUPPORT STAFF-6	1	1	100.00%	No		0.00	No

East Tennessee State University
Utilization Analysis Detail - Veteran
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

<i>Job Group</i>	<i>Employees</i>			<i>Goal Set?</i>	<i>Underutilized #</i>	<i>Shortfall</i>	
	<i>Total #</i>	<i>Veteran #</i>	<i>%</i>			<i>#</i>	<i>≥ 0.01?</i>
CL-7 - CLERICAL/SUPPORT STAFF-7	18	1	5.55%	Yes	0.15	0.15	Yes
CP-4 - CLERICAL/SUPPORT STAFF-PT-4	20	0	0.00%	Yes	1.28	1.28	Yes
CP-5 - CLERICAL/SUPPORT STAFF-PT-5	1	0	0.00%	Yes	0.06	0.06	Yes
CT - CLINICAL TRACK	207	2	0.96%	Yes	11.24	11.24	Yes
CT-2 - CLINICAL TRACK MEAC	421	12	2.85%	Yes	14.94	14.94	Yes
F9 - FACULTY ACACEMIC	146	4	2.73%	Yes	5.34	5.34	Yes
FA - FACULTY FISCAL	74	3	4.05%	Yes	1.73	1.73	Yes
FA-2 - FACULTY FISCAL MEAC	28	2	7.14%	No		0.00	No
FA-4 - FACULTY FISCAL MEAC/VA	2	0	0.00%	Yes	0.12	0.12	Yes
MR - MEDICAL RESIDENT	251	4	1.59%	Yes	12.06	12.06	Yes
PF - ADJUNCT FACULTY 4-MONTH	389	5	1.28%	Yes	19.89	19.89	Yes
PP-4 - PHYSICAL PLANT-4	3	0	0.00%	Yes	0.19	0.19	Yes
PP-5 - PHYSICAL PLANT-5	1	0	0.00%	Yes	0.06	0.06	Yes
PP-6 - PHYSICAL PLANT-6	54	1	1.85%	Yes	2.45	2.45	Yes
PP-7 - PHYSICAL PLANT-7	143	1	0.69%	Yes	8.15	8.15	Yes
PR - POST RETIREMENT	24	3	12.50%	No		0.00	No
PS - PUBLIC SAFETY-8 HOUR	27	2	7.40%	No		0.00	No
RT - RESEARCH TRACK	6	0	0.00%	Yes	0.38	0.38	Yes
TH - TEMPORARY HOURLY EMPLOYEES	765	10	1.30%	Yes	38.96	38.96	Yes
TS - TEMPORARY MONTHLY EMPLOYEES	42	2	4.76%	Yes	0.68	0.68	Yes
VA - VA ACADEMIC TRACK	25	1	4.00%	Yes	0.60	0.60	Yes
Total	3,901	79	2.02%				

The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.

Appendix H

East Tennessee State University
Utilization Analysis Detail - Disabled
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Goal for Individuals with Disabilities: 7.00%

<i>Job Group</i>	<i>Employees</i>			<i>Goal Set?</i>	<i>Underutilized #</i>	<i>Shortfall</i>	
	<i>Total #</i>	<i>Disabled #</i>	<i>%</i>			<i>#</i>	<i>≥ 0.01?</i>
AD-1 - ADMIN PROFESSIONAL/LEADERSHIP	169	0	0.00%	Yes	11.83	11.83	Yes
AD-2 - ADMIN PROFESSIONAL/OTHER	93	1	1.07%	Yes	5.51	5.51	Yes
AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR	77	1	1.29%	Yes	4.39	4.39	Yes
AD-4 - ADMIN PROFESSIONAL/CHILDCARE	8	0	0.00%	Yes	0.56	0.56	Yes
AD-5 - ADMIN PROFESSIONAL/COORDINATOR	52	0	0.00%	Yes	3.64	3.64	Yes
AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS	23	0	0.00%	Yes	1.61	1.61	Yes
AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS	99	0	0.00%	Yes	6.93	6.93	Yes
AD-8 - ADMIN PROFESSIONAL/HUMAN RESOURCE	8	0	0.00%	Yes	0.56	0.56	Yes
AD-9 - ADMIN PROFESSIONAL/INFO TECH	36	0	0.00%	Yes	2.52	2.52	Yes
AE-1 - AE SENIOR EXECUTIVE	30	0	0.00%	Yes	2.10	2.10	Yes
AE-2 - AE EXECUTIVE/ACADEMIC	38	0	0.00%	Yes	2.66	2.66	Yes
AE-3 - AE EXECUTIVE/NON ACADEMIC	43	0	0.00%	Yes	3.01	3.01	Yes
AE-4 - AE EXECUTIVE/MANAGEMENT	7	0	0.00%	Yes	0.49	0.49	Yes
AE-5 - AE EXECUTIVE/SUPERVISOR	8	0	0.00%	Yes	0.56	0.56	Yes
AE-6 - AE SENIOR EXECUTIVE MEAC	1	0	0.00%	Yes	0.07	0.07	Yes
AP - ADMINISTRATIVE/PROFESSIONAL-PT	9	0	0.00%	Yes	0.63	0.63	Yes
C9 - CLINICAL TRACK 9-MONTH	12	1	8.33%	No		0.00	No
CH - COACHES	52	0	0.00%	Yes	3.64	3.64	Yes
CL-4 - CLERICAL/SUPPORT STAFF-4	412	6	1.45%	Yes	22.84	22.84	Yes
CL-5 - CLERICAL/SUPPORT STAFF-5	76	1	1.31%	Yes	4.32	4.32	Yes
CL-6 - CLERICAL/SUPPORT STAFF-6	1	0	0.00%	Yes	0.07	0.07	Yes
CL-7 - CLERICAL/SUPPORT STAFF-7	18	0	0.00%	Yes	1.26	1.26	Yes

East Tennessee State University
Utilization Analysis Detail - Disabled
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

<i>Job Group</i>	<i>Employees</i>			<i>Goal Set?</i>	<i>Underutilized #</i>	<i>Shortfall</i>	
	<i>Total #</i>	<i>Disabled #</i>	<i>%</i>			<i>#</i>	<i>≥ 0.01?</i>
CP-4 - CLERICAL/SUPPORT STAFF-PT-4	20	0	0.00%	Yes	1.40	1.40	Yes
CP-5 - CLERICAL/SUPPORT STAFF-PT-5	1	0	0.00%	Yes	0.07	0.07	Yes
CT - CLINICAL TRACK	207	0	0.00%	Yes	14.49	14.49	Yes
CT-2 - CLINICAL TRACK MEAC	421	1	0.23%	Yes	28.47	28.47	Yes
F9 - FACULTY ACACEMIC	146	2	1.36%	Yes	8.22	8.22	Yes
FA - FACULTY FISCAL	74	1	1.35%	Yes	4.18	4.18	Yes
FA-2 - FACULTY FISCAL MEAC	28	0	0.00%	Yes	1.96	1.96	Yes
FA-4 - FACULTY FISCAL MEAC/VA	2	0	0.00%	Yes	0.14	0.14	Yes
MR - MEDICAL RESIDENT	251	0	0.00%	Yes	17.57	17.57	Yes
PF - ADJUNCT FACULTY 4-MONTH	389	0	0.00%	Yes	27.23	27.23	Yes
PP-4 - PHYSICAL PLANT-4	3	0	0.00%	Yes	0.21	0.21	Yes
PP-5 - PHYSICAL PLANT-5	1	0	0.00%	Yes	0.07	0.07	Yes
PP-6 - PHYSICAL PLANT-6	54	1	1.85%	Yes	2.78	2.78	Yes
PP-7 - PHYSICAL PLANT-7	143	0	0.00%	Yes	10.01	10.01	Yes
PR - POST RETIREMENT	24	0	0.00%	Yes	1.68	1.68	Yes
PS - PUBLIC SAFETY-8 HOUR	27	0	0.00%	Yes	1.89	1.89	Yes
RT - RESEARCH TRACK	6	0	0.00%	Yes	0.42	0.42	Yes
TH - TEMPORARY HOURLY EMPLOYEES	765	0	0.00%	Yes	53.55	53.55	Yes
TS - TEMPORARY MONTHLY EMPLOYEES	42	0	0.00%	Yes	2.94	2.94	Yes
VA - VA ACADEMIC TRACK	25	0	0.00%	Yes	1.75	1.75	Yes
Total	3,901	15	0.38%				

Appendix I

East Tennessee State University
Placement Goals
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

<i>Job Group</i>	<i>Class</i>	<i>Goal Placement Rate %</i>
AD-1 - ADMIN PROFESSIONAL/LEADERSHIP	Minority	17.99
AD-2 - ADMIN PROFESSIONAL/OTHER	Minority	24.03
AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR	Minority	32.78
AD-5 - ADMIN PROFESSIONAL/COORDINATOR	Minority	25.51
AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS	Minority	19.08
AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS	Minority	28.58
AD-9 - ADMIN PROFESSIONAL/INFO TECH	Female	32.81
	Minority	25.02
AE-2 - AE EXECUTIVE/ACADEMIC	Minority	25.10
AE-3 - AE EXECUTIVE/NON ACADEMIC	Minority	17.56
CL-6 - CLERICAL/SUPPORT STAFF-6	Female	100.00
F9 - FACULTY ACACEMIC	Minority	22.76

East Tennessee State University
Placement Goals
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

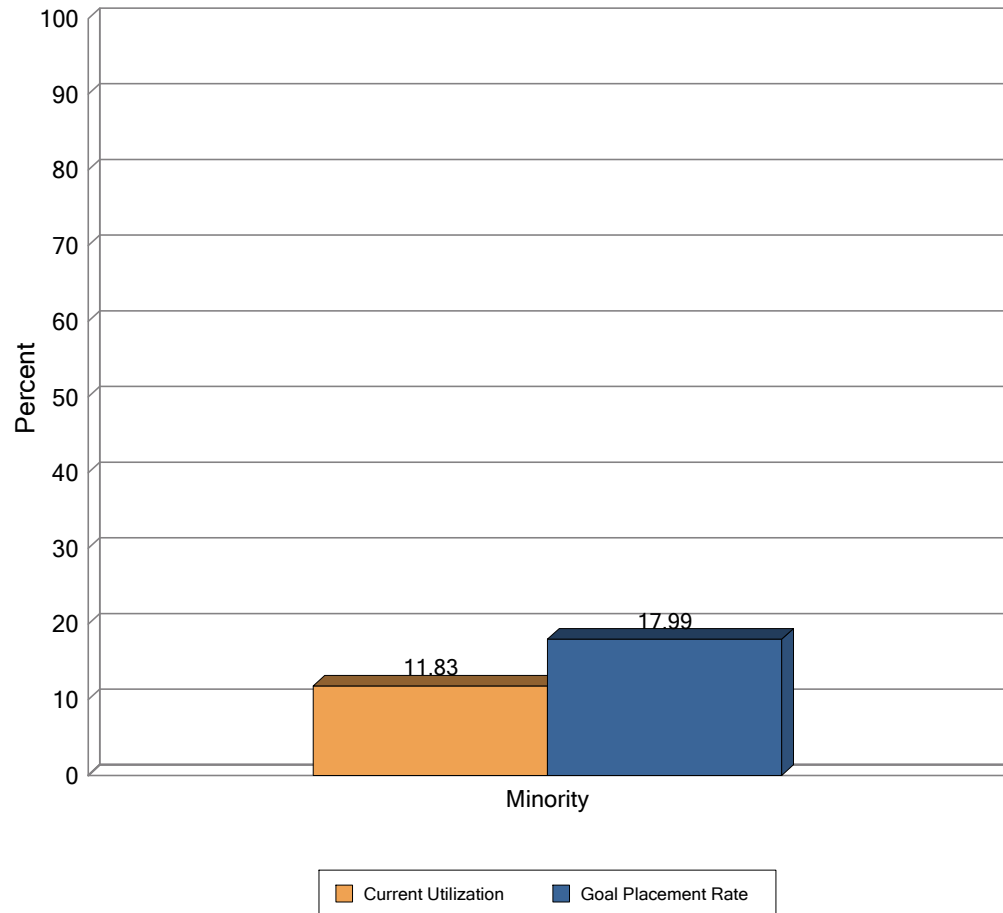
<i>Job Group</i>	<i>Class</i>	<i>Goal Placement Rate %</i>
FA - FACULTY FISCAL	Minority	17.55
TH - TEMPORARY HOURLY EMPLOYEES	Female	78.22
TS - TEMPORARY MONTHLY EMPLOYEES	Female	76.92

Appendix J

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

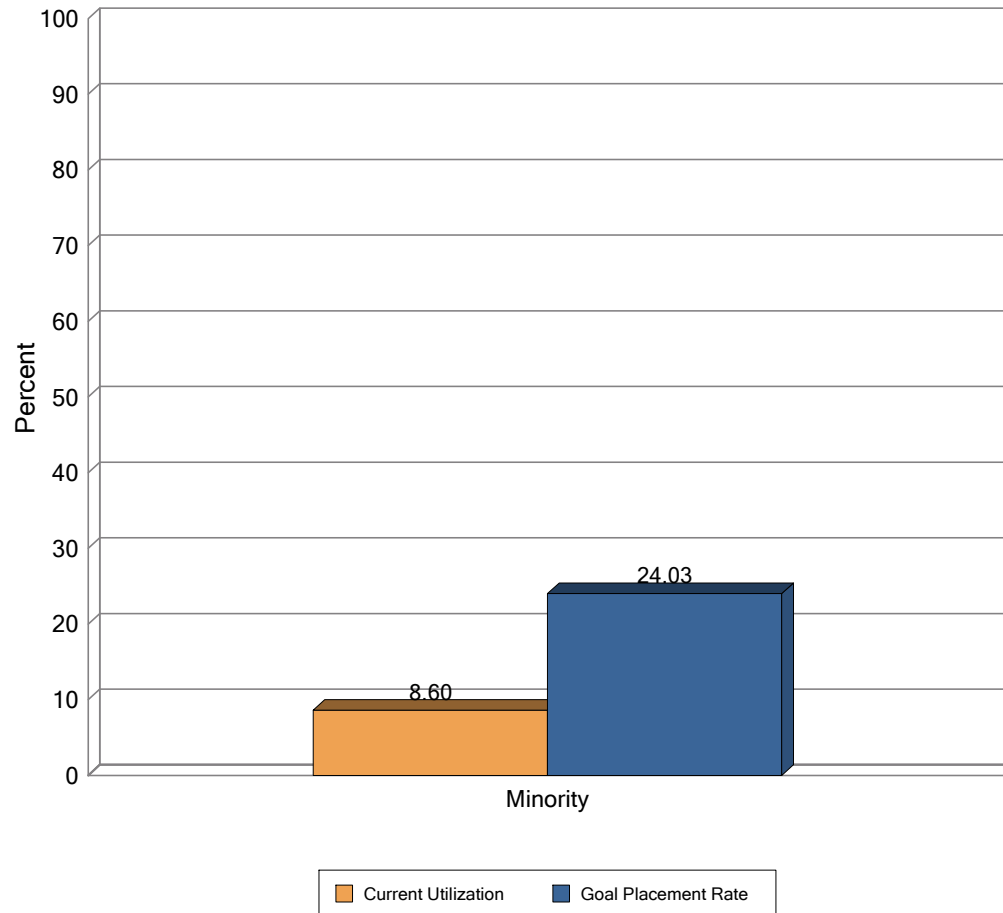
Job Group: AD-1 - ADMIN PROFESSIONAL/LEADERSHIP



Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AD-2 - ADMIN PROFESSIONAL/OTHER

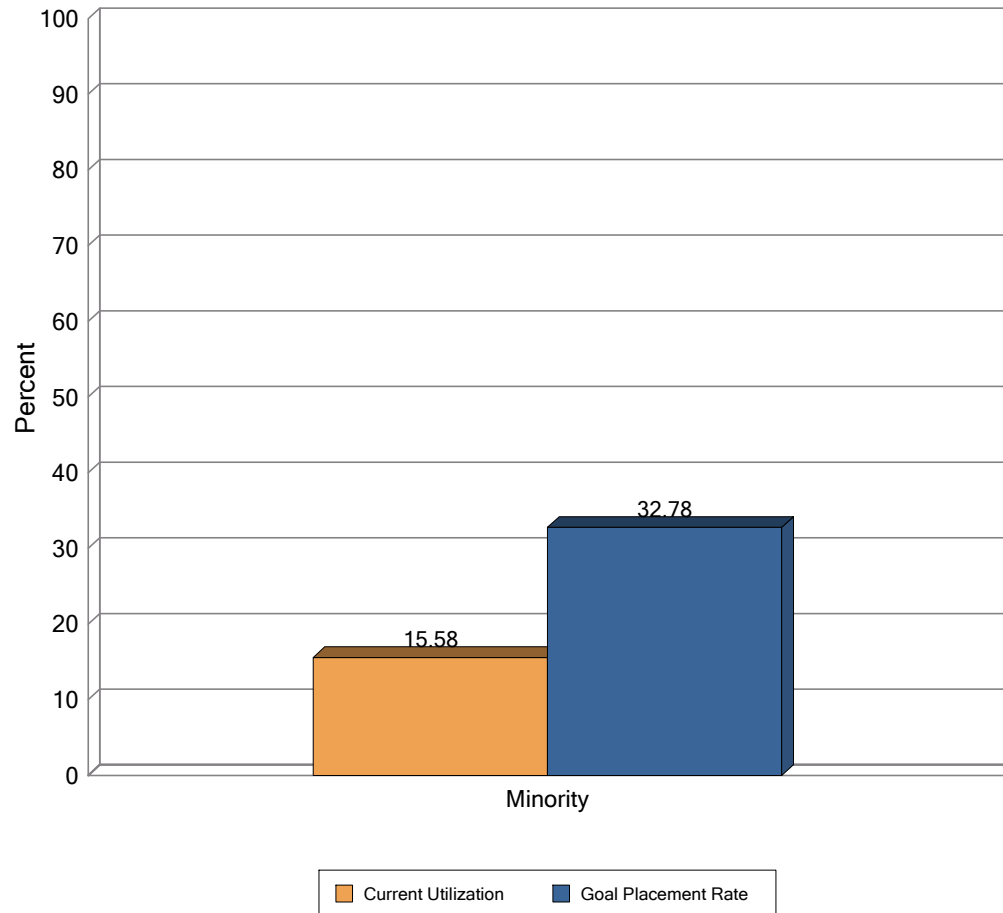


Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR

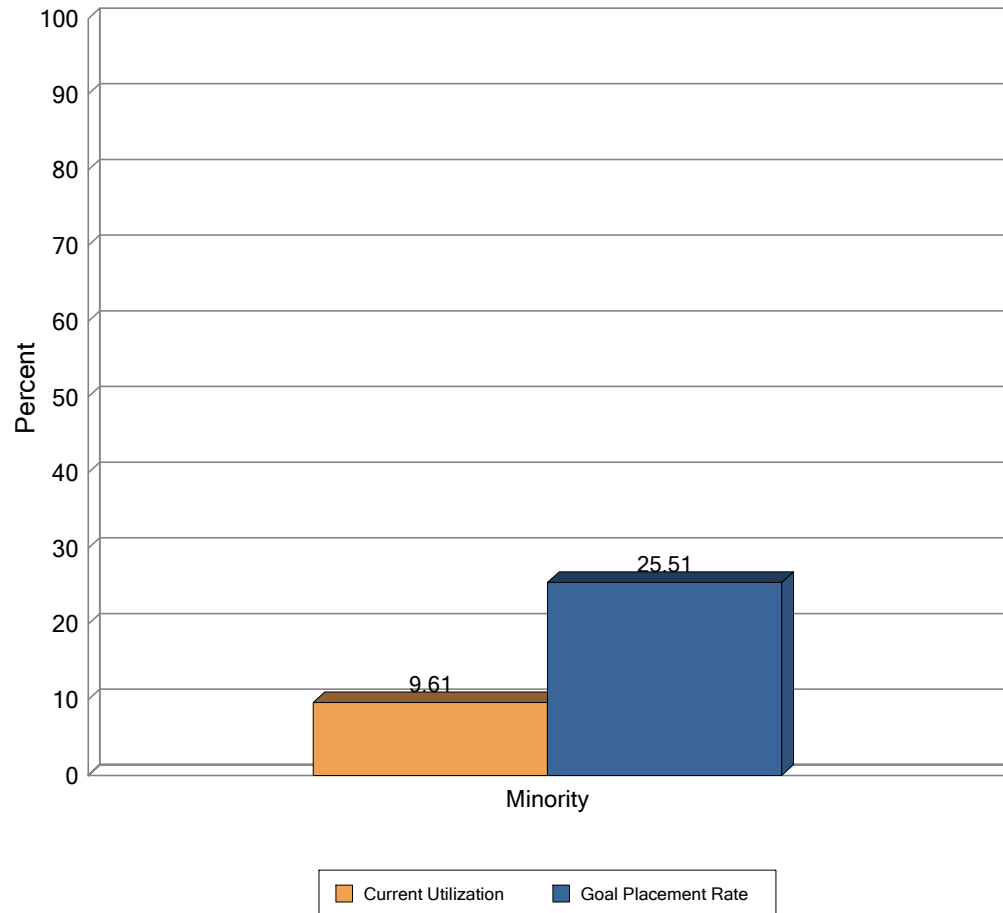


Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-5 - ADMIN PROFESSIONAL/COORDINATOR

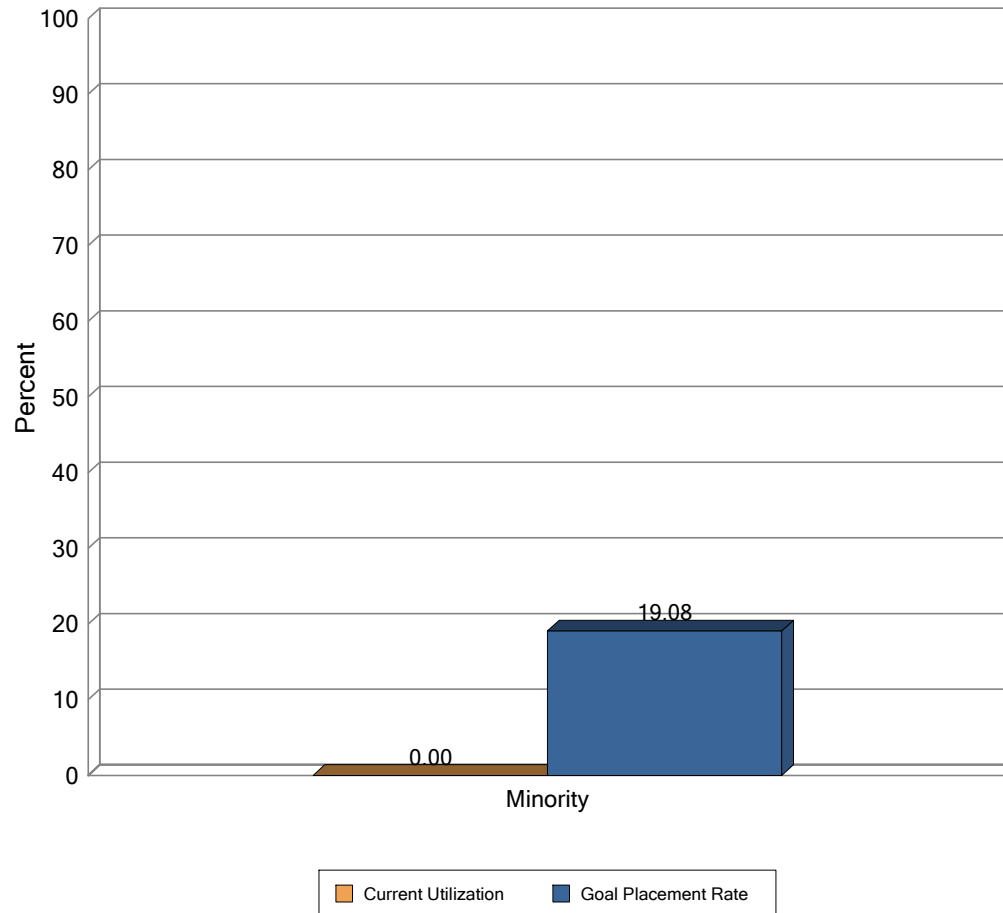


Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS

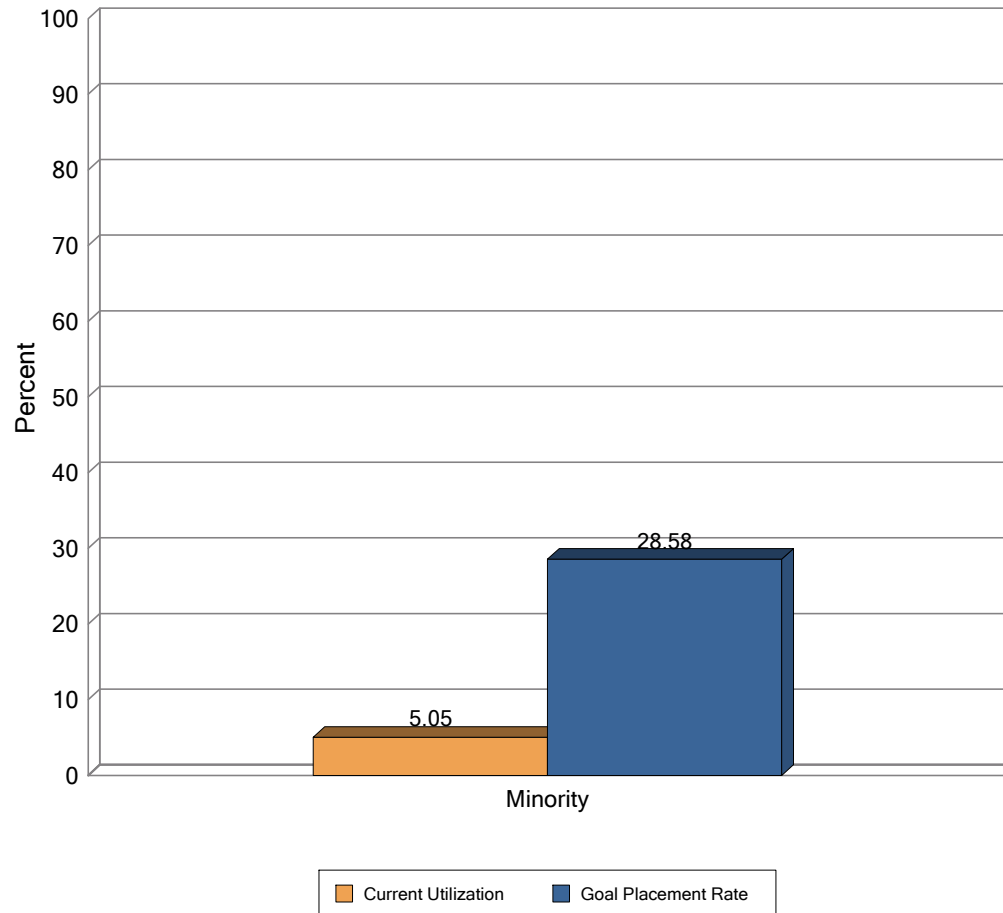


Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS

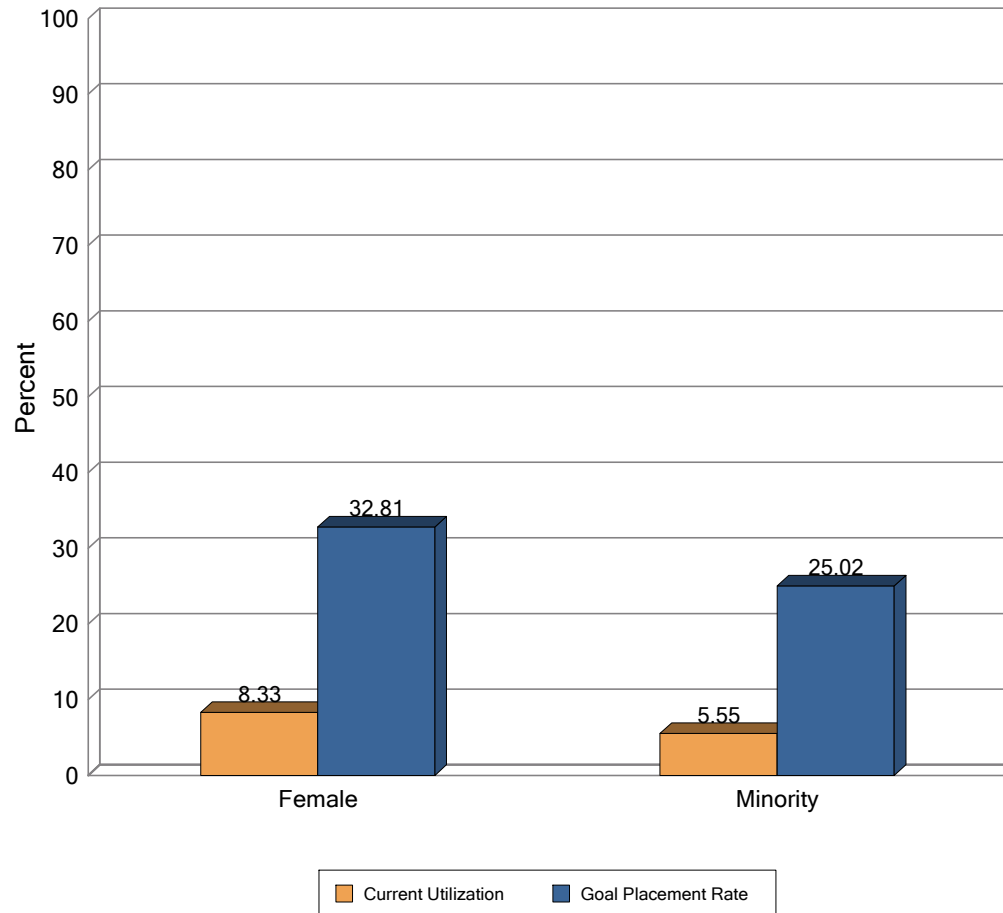


Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

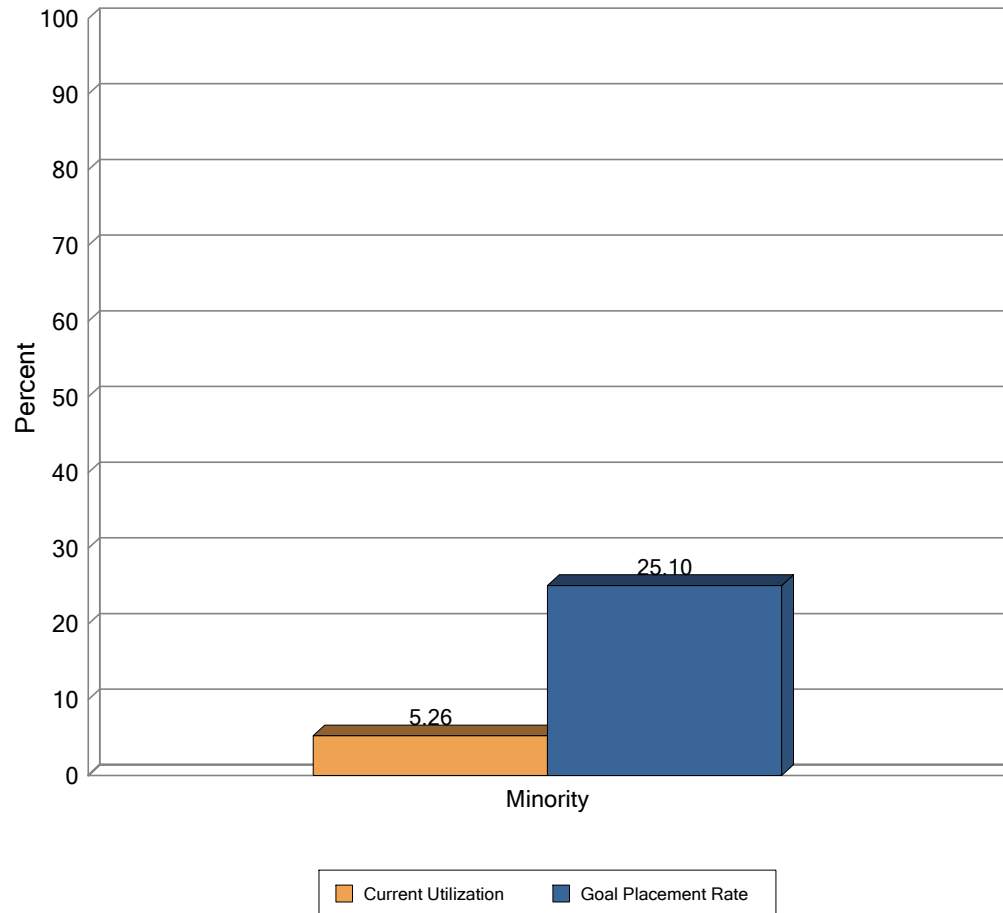
Job Group: AD-9 - ADMIN PROFESSIONAL/INFO TECH



Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

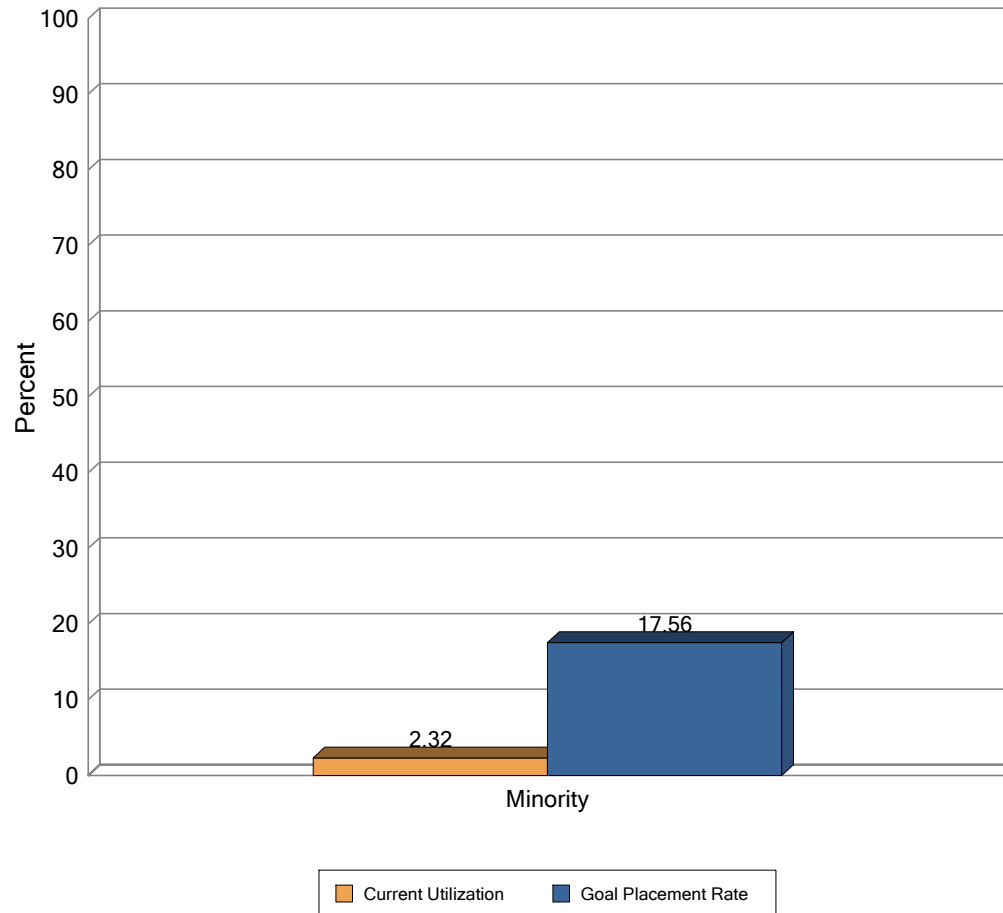
Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-2 - AE EXECUTIVE/ACADEMIC



Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

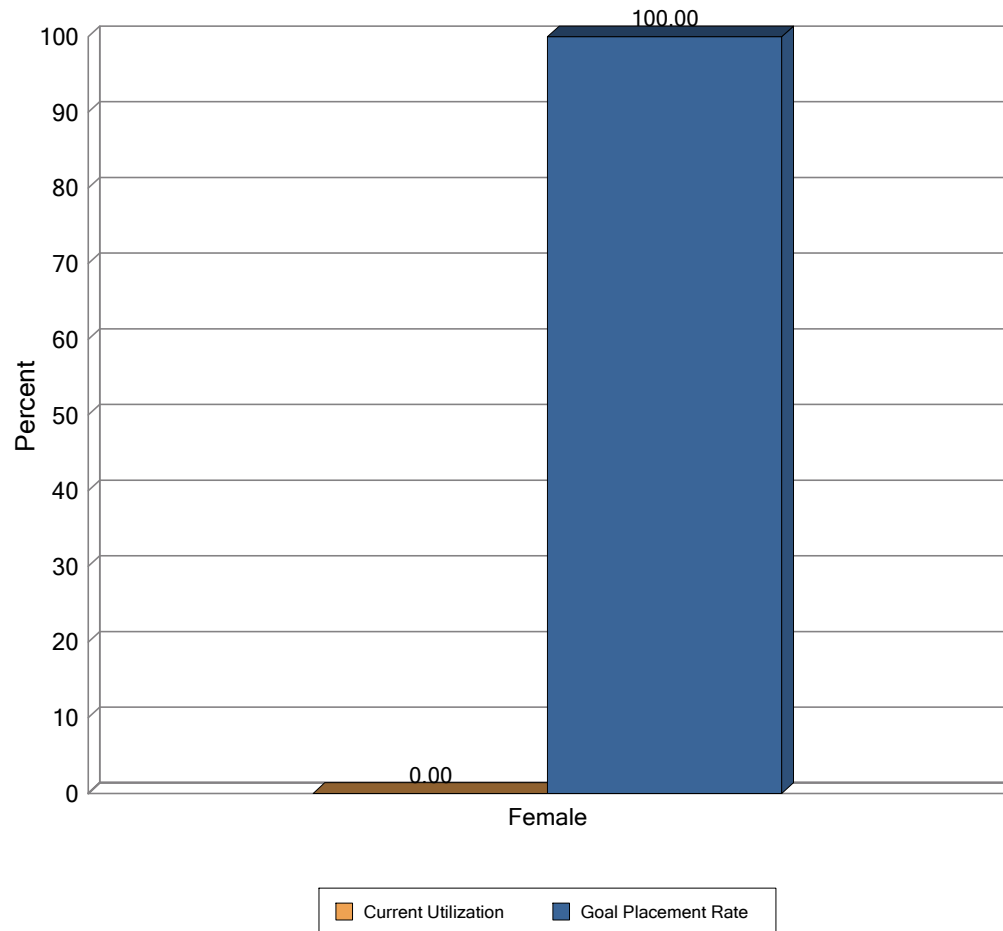
Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: AE-3 - AE EXECUTIVE/NON ACADEMIC



Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN
Job Group: CL-6 - CLERICAL/SUPPORT STAFF-6

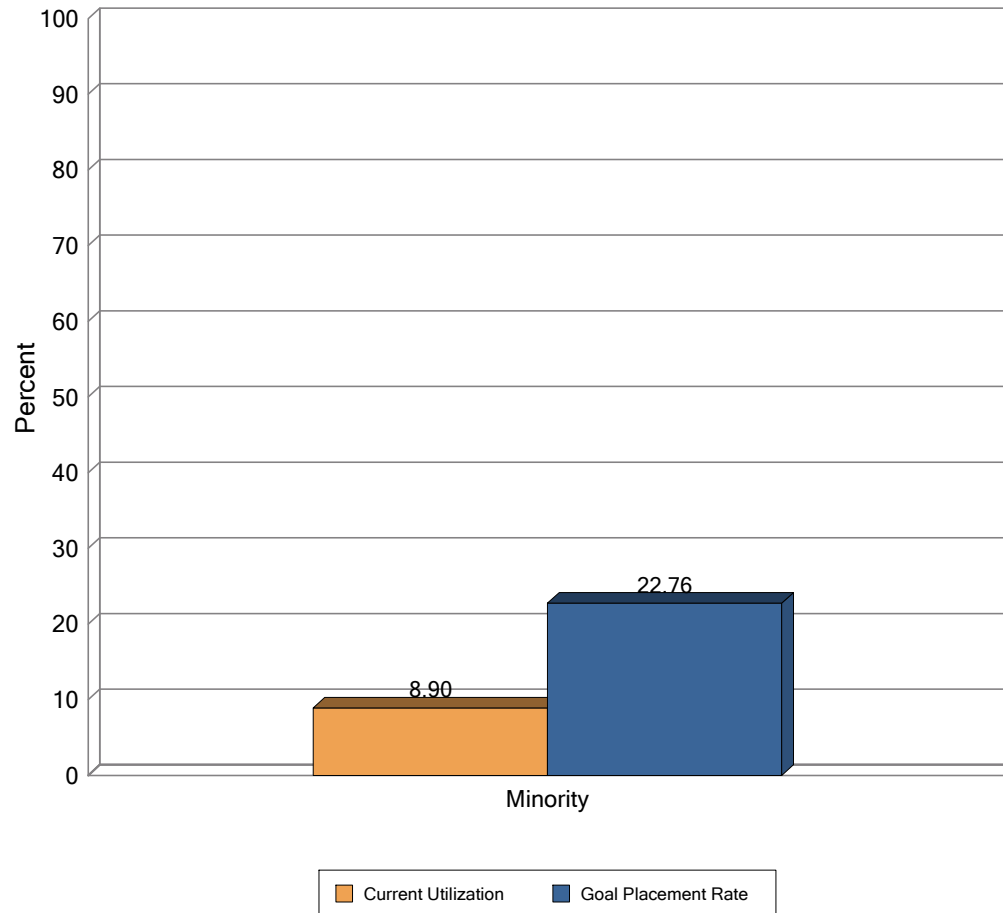


Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: F9 - FACULTY ACACEMIC

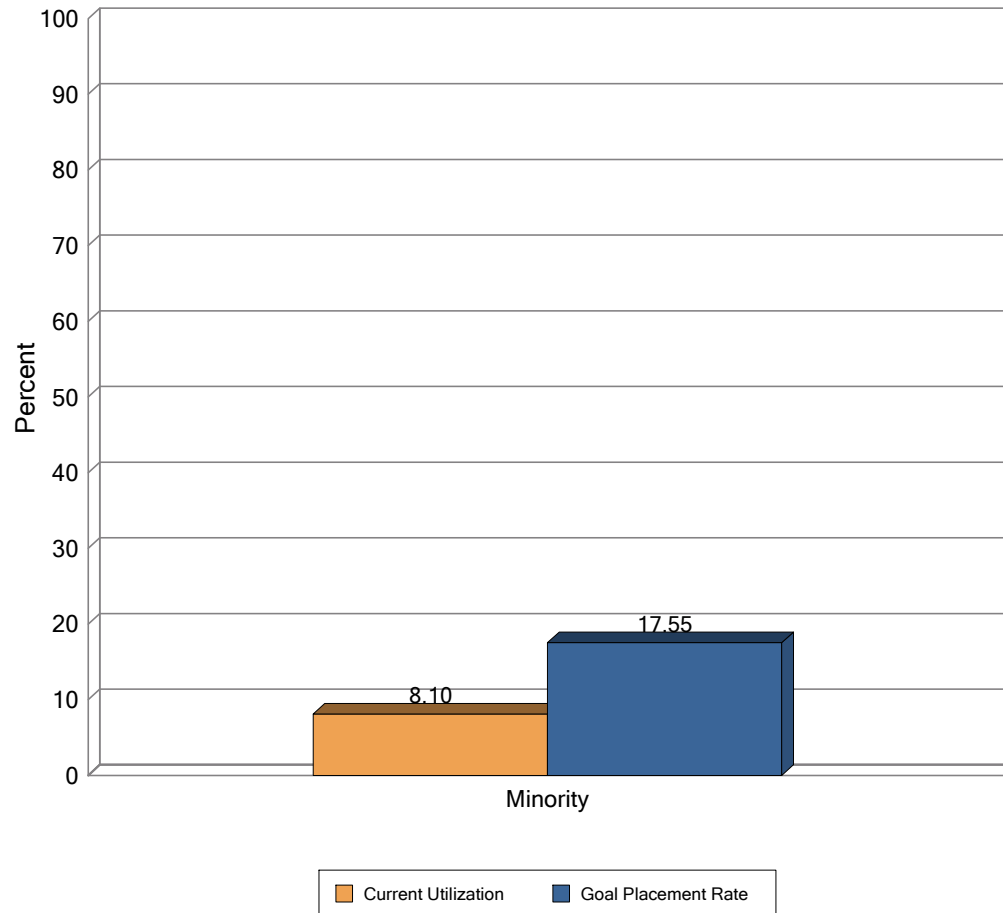


Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: FA - FACULTY FISCAL

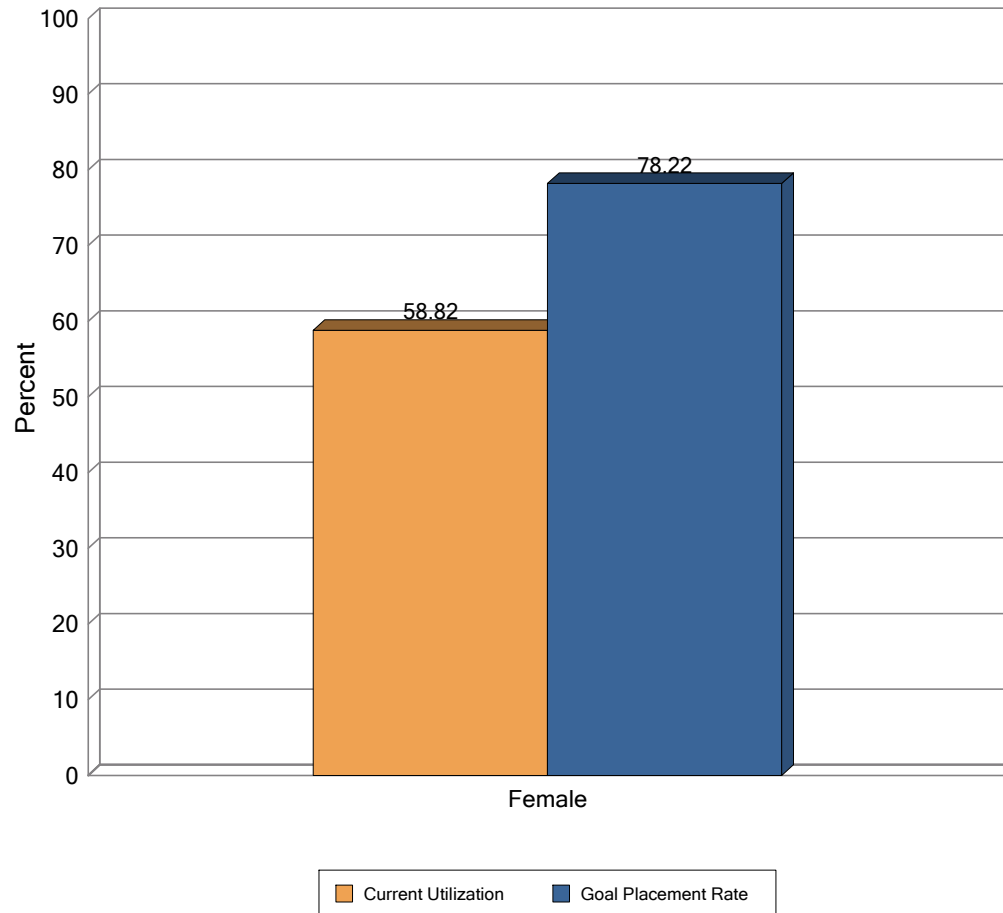


Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: TH - TEMPORARY HOURLY EMPLOYEES

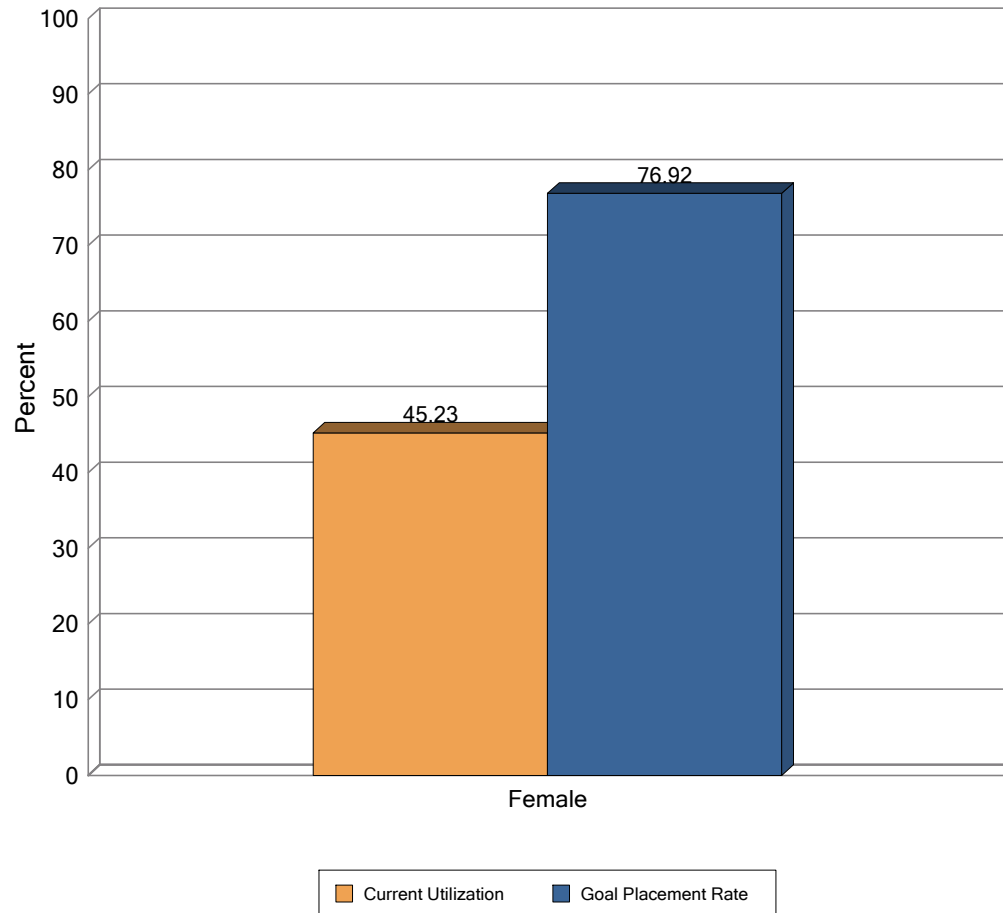


Only classes which have a placement goal as of the plan date are displayed.

East Tennessee State University
Placement Goals Chart
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group: TS - TEMPORARY MONTHLY EMPLOYEES



Only classes which have a placement goal as of the plan date are displayed.

Appendix K

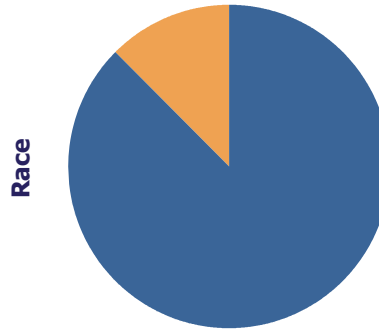
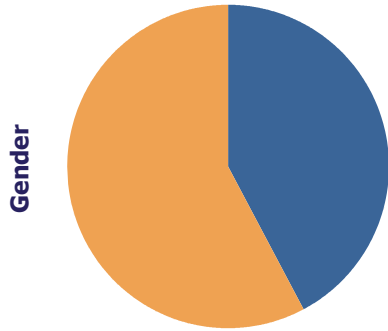
East Tennessee State University

AAP Assessment

Analysis as of 10/31/2018

1 - ETSU JOHNSON CITY, TN

Job Group Summary



Total:		3,901
Male	1,644	42.14%
Female	2,257	57.86%
White	3,414	87.52%
Minority	487	12.48%

<u>Job Group</u>	<u>Total Employees</u>	<u>Female</u>		<u>Minority</u>	
		#	%	#	%
AD-1 - ADMIN PROFESSIONAL/LEADERSHIP	169	106	62.72	20	11.83
AD-2 - ADMIN PROFESSIONAL/OTHER	93	60	64.51	8	8.60
AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR	77	53	68.83	12	15.58
AD-4 - ADMIN PROFESSIONAL/CHILDCARE	8	8	100.00	0	0.00
AD-5 - ADMIN PROFESSIONAL/COORDINATOR	52	41	78.84	5	9.61
AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS	23	19	82.60	0	0.00
AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS	99	89	89.89	5	5.05
AD-8 - ADMIN PROFESSIONAL/HUMAN RESOURCE	8	5	62.50	1	12.50
AD-9 - ADMIN PROFESSIONAL/INFO TECH	36	3	8.33	2	5.55
AE-1 - AE SENIOR EXECUTIVE	30	13	43.33	1	3.33
AE-2 - AE EXECUTIVE/ACADEMIC	38	20	52.63	2	5.26
AE-3 - AE EXECUTIVE/NON ACADEMIC	43	24	55.81	1	2.32
AE-4 - AE EXECUTIVE/MANAGEMENT	7	4	57.14	0	0.00
AE-5 - AE EXECUTIVE/SUPERVISOR	8	4	50.00	0	0.00
AE-6 - AE SENIOR EXECUTIVE MEAC	1	0	0.00	0	0.00
AP - ADMINISTRATIVE/PROFESSIONAL-PT	9	8	88.88	0	0.00
C9 - CLINICAL TRACK 9-MONTH	12	8	66.66	2	16.66
CH - COACHES	52	19	36.53	12	23.07
CL-4 - CLERICAL/SUPPORT STAFF-4	412	366	88.83	31	7.52
CL-5 - CLERICAL/SUPPORT STAFF-5	76	44	57.89	5	6.57
CL-6 - CLERICAL/SUPPORT STAFF-6	1	0	0.00	0	0.00
CL-7 - CLERICAL/SUPPORT STAFF-7	18	9	50.00	2	11.11
CP-4 - CLERICAL/SUPPORT STAFF-PT-4	20	15	75.00	1	5.00
CP-5 - CLERICAL/SUPPORT STAFF-PT-5	1	0	0.00	0	0.00
CT - CLINICAL TRACK	207	85	41.06	35	16.90
CT-2 - CLINICAL TRACK MEAC	421	200	47.50	70	16.62
F9 - FACULTY ACACEMIC	146	88	60.27	13	8.90
FA - FACULTY FISCAL	74	29	39.18	6	8.10

<u>Job Group</u>	<u>Total Employees</u>	<u>Female</u>		<u>Minority</u>	
		#	%	#	%
FA-2 - FACULTY FISCAL MEAC	28	9	32.14	2	7.14
FA-4 - FACULTY FISCAL MEAC/VA	2	0	0.00	1	50.00
MR - MEDICAL RESIDENT	251	114	45.41	93	37.05
PF - ADJUNCT FACULTY 4-MONTH	389	258	66.32	23	5.91
PP-4 - PHYSICAL PLANT-4	3	0	0.00	0	0.00
PP-5 - PHYSICAL PLANT-5	1	0	0.00	0	0.00
PP-6 - PHYSICAL PLANT-6	54	0	0.00	4	7.40
PP-7 - PHYSICAL PLANT-7	143	52	36.36	15	10.48
PR - POST RETIREMENT	24	10	41.66	3	12.50
PS - PUBLIC SAFETY-8 HOUR	27	10	37.03	1	3.70
RT - RESEARCH TRACK	6	3	50.00	3	50.00
TH - TEMPORARY HOURLY EMPLOYEES	765	450	58.82	100	13.07
TS - TEMPORARY MONTHLY EMPLOYEES	42	19	45.23	5	11.90
VA - VA ACADEMIC TRACK	25	12	48.00	3	12.00
Totals	3,901	2,257	57.86	487	12.48

Placement Goals

There are 15 placement goals for ETSU JOHNSON CITY, TN.

<u>Job Group</u>	<u>Class</u>	<u>Goal %</u>	
1. AD-1 - ADMIN PROFESSIONAL/LEADERSHIP	Minority	17.99%	*
2. AD-2 - ADMIN PROFESSIONAL/OTHER	Minority	24.03%	*
3. AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR	Minority	32.78%	*
4. AD-5 - ADMIN PROFESSIONAL/COORDINATOR	Minority	25.51%	*
5. AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS	Minority	19.08%	*
6. AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS	Minority	28.58%	*
7. AD-9 - ADMIN PROFESSIONAL/INFO TECH	Female	32.81%	*
8. AD-9 - ADMIN PROFESSIONAL/INFO TECH	Minority	25.02%	*
9. AE-2 - AE EXECUTIVE/ACADEMIC	Minority	25.10%	*
10. AE-3 - AE EXECUTIVE/NON ACADEMIC	Minority	17.56%	*
11. CL-6 - CLERICAL/SUPPORT STAFF-6	Female	100.00%	*
12. F9 - FACULTY ACACEMIC	Minority	22.76%	*
13. FA - FACULTY FISCAL	Minority	17.55%	*
14. TH - TEMPORARY HOURLY EMPLOYEES	Female	78.22%	*
15. TS - TEMPORARY MONTHLY EMPLOYEES	Female	76.92%	*

* Indicates a goal existed in the same Job Group for the previous plan year. This may be a red flag for the OFCCP. Consider seeking additional good faith efforts for this group.

REMINDER: Make sure that you are establishing and documenting all good faith efforts to recruit and retain Women, Minorities, Veterans and Individuals with Disabilities in every Job Group, regardless if there is a placement goal or not.

Previous Year Goal Attainment (11/01/2017 - 10/31/2018)

There were 23 placement goals for ETSU JOHNSON CITY, TN, 2 of which were attained.

<u>Job Group</u>	<u>Class</u>	<u>Goal %</u>	<u>Placement Rate %</u>	<u>Goal Attained?</u>
1. AD-1 - ADMIN PROFESSIONAL/LEADERSHIP	Minority	27.92%	11.11% (2 of 18 placed)	No
2. AD-2 - ADMIN PROFESSIONAL/OTHER	Minority	28.43%	17.24% (5 of 29 placed)	No
3. AD-3 - ADMIN PROFESSIONAL/ADVISOR/COUNSELOR	Minority	29.08%	0.00% (0 of 11 placed)	No

	<u>Job Group</u>	<u>Class</u>	<u>Goal %</u>	<u>Placement Rate %</u>	<u>Goal Attained?</u>
4.	AD-4 - ADMIN PROFESSIONAL/CHILDCARE	Minority	28.15%	0.00% (0 of 0 placed)	No Opportunity
5.	AD-5 - ADMIN PROFESSIONAL/COORDINATOR	Minority	21.49%	0.00% (0 of 2 placed)	No
6.	AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS	Minority	20.98%	0.00% (0 of 4 placed)	No
7.	AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS	Minority	28.64%	25.00% (3 of 12 placed)	No
8.	AD-9 - ADMIN PROFESSIONAL/INFO TECH	Female	42.79%	0.00% (0 of 4 placed)	No
9.	AD-9 - ADMIN PROFESSIONAL/INFO TECH	Minority	25.70%	25.00% (1 of 4 placed)	No
10.	AE-2 - AE EXECUTIVE/ACADEMIC	Minority	22.16%	100.00% (1 of 1 placed)	Yes
11.	AE-3 - AE EXECUTIVE/NON ACADEMIC	Minority	20.55%	0.00% (0 of 2 placed)	No
12.	CH - COACHES	Female	34.97%	9.09% (1 of 11 placed)	No
13.	CL-5 - CLERICAL/SUPPORT STAFF-5	Female	71.59%	44.44% (4 of 9 placed)	No
14.	CL-6 - CLERICAL/SUPPORT STAFF-6	Female	92.30%	0.00% (0 of 0 placed)	No Opportunity
15.	CT - CLINICAL TRACK	Minority	25.96%	32.00% (8 of 25 placed)	Yes
16.	CT-2 - CLINICAL TRACK MEAC	Minority	25.64%	17.30% (9 of 52 placed)	No
17.	F9 - FACULTY ACACEMIC	Minority	23.67%	20.00% (2 of 10 placed)	No
18.	FA - FACULTY FISCAL	Minority	20.87%	16.66% (1 of 6 placed)	No
19.	FA-2 - FACULTY FISCAL MEAC	Minority	26.22%	0.00% (0 of 1 placed)	No
20.	PF - ADJUNCT FACULTY 4-MONTH	Minority	11.64%	5.60% (6 of 107 placed)	No
21.	ST - REGULAR STUDENT WORK PROGRAM	Female	78.31%	0.00% (0 of 0 placed)	No Opportunity
22.	TH - TEMPORARY HOURLY EMPLOYEES	Female	77.85%	59.74% (368 of 616 placed)	No
23.	TS - TEMPORARY MONTHLY EMPLOYEES	Female	78.31%	54.54% (6 of 11 placed)	No

Where there are goals that were not attained, ensure that you have documented and can produce all good faith efforts.

Previous Year Adverse Impact (11/01/2017 - 10/31/2018)

There were 8 areas of adverse impact for ETSU JOHNSON CITY, TN.

REMINDER: We set placement goals for female and minorities only, but when we analyze employment decisions (hires, promotions, and terminations) we are looking for adverse impact in any race or either gender.

	<u>Job Group</u>	<u>Class (favored vs unfavored)</u>	<u>Area</u>	<u>Standard Deviations</u>	
1.	AD-2 - ADMIN PROFESSIONAL/OTHER	Male vs. Female	Promotions	2.16	
2.	AD-2 - ADMIN PROFESSIONAL/OTHER	White vs. Minority	Total Terminations	3.10	! *
3.	AD-2 - ADMIN PROFESSIONAL/OTHER	White vs. Minority	Voluntary Terminations	2.72	! *
4.	CH - COACHES	Male vs. Female	Total Terminations	4.08	!
5.	CL-5 - CLERICAL/SUPPORT STAFF-5	Male vs. Female	Hires	2.34	!
6.	CP-4 - CLERICAL/SUPPORT STAFF-PT-4	Female vs. Male	Total Terminations	2.58	
7.	CT - CLINICAL TRACK	Female vs. Male	Promotions	2.39	
8.	CT-2 - CLINICAL TRACK MEAC	Minority vs. White	Promotions	1.99	

Job Groups with Adverse Impact of 1.96 standard deviations or more and an expected number of persons equal to zero are excluded from this section.

! Indicates a goal existed in the same Job Group and class for the previous plan year. This may be a red flag for the OFCCP. Consider seeking additional good faith efforts or modifying existing good faith efforts for this group going forward.

* Indicates a goal exists in the same Job Group and class for the current plan year. This may be a red flag for the OFCCP. Consider seeking additional good faith efforts for this group.

For Adverse Impact:

For Hires:

- Ensure you have supporting documentation for each step of the selection process
- Ensure you have all supporting documentation for those interviewed and can effectively defend those not selected
- Consider running the analysis by requisition/job title
- Conduct a step analysis

The OFCCP may ask for additional documentation where the standard deviation is near or over 1.96; this may include applicant flow logs, applications, interview notes, test results, etc.

For Terminations:

- Review separate analysis for voluntary vs involuntary terminations
- Make sure you have documentation to support each termination

The OFCCP may ask for additional documentation where the standard deviation is near or over 1.96.

For Promotions:

- Make sure there are no performance issues (in reviews or discipline) for those promoted or if there are, the promotion is explainable
- Ensure there is sufficient documentation to support the promotion decisions made
- If these were competitive promotions make sure there is documentation about the selection

The OFCCP may ask for additional documentation where the standard deviation is near or over 1.96.

Previous Year Selections (11/01/2017 - 10/31/2018)

There were 12 cases where there are more selections (eg., hires, promotions) than available in the pool (eg., applicants, employees) for ETSU JOHNSON CITY, TN. These are areas to address before the next analysis or in the event of an audit.

<u>Job Group</u>	<u>Selection / Pool</u>
1. AP - ADMINISTRATIVE/PROFESSIONAL-PT	1 Total Hire / 0 Total Applicants 1 Female Hire / 0 Female Applicants 1 White Hire / 0 White Applicants
2. CH - COACHES	11 Total Hires / 0 Total Applicants 1 Female Hire / 0 Female Applicants 10 Male Hires / 0 Male Applicants 2 Minority Hires / 0 Minority Applicants 9 White Hires / 0 White Applicants
3. CH - COACHES	7 Female Terminations / 6 Female Employees
4. CT-2 - CLINICAL TRACK MEAC	36 Total Hires / 0 Total Applicants 21 Female Hires / 0 Female Applicants 15 Male Hires / 0 Male Applicants 7 Minority Hires / 0 Minority Applicants 29 White Hires / 0 White Applicants
5. FA-2 - FACULTY FISCAL MEAC	1 Total Hire / 0 Total Applicants 1 Male Hire / 0 Male Applicants 1 White Hire / 0 White Applicants
6. MR - MEDICAL RESIDENT	77 Total Hires / 0 Total Applicants 32 Female Hires / 0 Female Applicants 45 Male Hires / 0 Male Applicants 20 Minority Hires / 0 Minority Applicants 57 White Hires / 0 White Applicants
7. PF - ADJUNCT FACULTY 4-MONTH	107 Total Hires / 0 Total Applicants 87 Female Hires / 0 Female Applicants 20 Male Hires / 0 Male Applicants 6 Minority Hires / 0 Minority Applicants 101 White Hires / 0 White Applicants

<u>Job Group</u>	<u>Selection / Pool</u>
8. TH - TEMPORARY HOURLY EMPLOYEES	616 Total Hires / 76 Total Applicants 368 Female Hires / 49 Female Applicants 248 Male Hires / 27 Male Applicants 94 Minority Hires / 14 Minority Applicants 522 White Hires / 58 White Applicants
9. TH - TEMPORARY HOURLY EMPLOYEES	757 Total Terminations / 725 Total Employees 453 Female Terminations / 430 Female Employees 304 Male Terminations / 295 Male Employees 117 Minority Terminations / 113 Minority Employees 640 White Terminations / 612 White Employees
10. TS - TEMPORARY MONTHLY EMPLOYEES	11 Total Hires / 0 Total Applicants 6 Female Hires / 0 Female Applicants 5 Male Hires / 0 Male Applicants 1 Minority Hire / 0 Minority Applicants 10 White Hires / 0 White Applicants
11. VA - VA ACADEMIC TRACK	2 Total Hires / 0 Total Applicants 1 Female Hire / 0 Female Applicants 1 Male Hire / 0 Male Applicants 2 White Hires / 0 White Applicants
12. VA - VA ACADEMIC TRACK	19 Total Terminations / 0 Total Employees 10 Female Terminations / 0 Female Employees 9 Male Terminations / 0 Male Employees 1 Minority Termination / 0 Minority Employees 18 White Terminations / 0 White Employees

For cases of more transactions than available in the pool:

Hires Counts Report: refer to the Applicant Roster report and the Monitoring Transactions Listing report

- Determine which applicant pools are missing
- Determine if there are others in the pool or if it was a one-to-one hire
- Ensure hires are also included in the applicant data
- Verify all applicants are qualified and dispositioned accordingly

Promotions Counts Report: refer to the Monitoring Transactions Listing report

- Determine if the promotion was from another Job Group
- Determine if the person was hired after the start of the plan year, then promoted
- Make a note regarding why the person was not in the beginning counts
- Make sure all promotions are truly promotions and not demotions, transfers, or lateral movements

Terminations Counts Report: refer to the Monitoring Transactions Listing report

- Determine if the person was in one Job Group at plan year but terminated from another Job Group
- Determine if the person was hired after the start of the plan year, then terminated
- Make a note regarding why the person was not in the beginning counts

Appendix L

East Tennessee State University
AAP Profile
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group	Goal Attainment				Adverse Impact					Placement Goals		
	10/31/2017				11/01/2017 - 10/31/2018					10/31/2018		
	Plan Date Employees Total	#	Goal %	Goal Attained?	Hires	Promotions	Terminations	Involuntary Terminations	Voluntary Terminations	Employees Total	#	Goal %
AD-1 - ADMIN PROFESSIONAL/LEADERSHIP	145									169		
Female		96									106	
Minority		17	27.92	No							20	17.99
AD-2 - ADMIN PROFESSIONAL/OTHER	142					2.16				93		
Female		103					3.10				60	
Minority		24	28.43	No					2.72		8	24.03
AD-3 - ADMIN PROFESSIONAL/ADVISOR/COU NSELOR	72									77		
Female		48									53	
Minority		13	29.08	No							12	32.78
AD-4 - ADMIN PROFESSIONAL/CHILDCARE	12									8		
Female		12									8	
Minority		0	28.15	No Opp							0	
AD-5 - ADMIN PROFESSIONAL/COORDINATOR	57									52		
Female		43									41	
Minority		5	21.49	No							5	25.51
AD-6 - ADMIN PROFESSIONAL/FINANCIAL AFFAIRS	27									23		
Female		22									19	
Minority		0	20.98	No							0	19.08
AD-7 - ADMIN PROFESSIONAL/HEALTH AFFAIRS	110									99		
Female		94									89	
Minority		7	28.64	No							5	28.58

East Tennessee State University
AAP Profile
Analysis Data as of 10/31/2018

Plan: 1 - ETSU JOHNSON CITY, TN

Job Group	Goal Attainment				Adverse Impact					Placement Goals		
	10/31/2017				11/01/2017 - 10/31/2018					10/31/2018		
	Plan	Date	Employees	Goal	Hires	Promotions	Terminations	Involuntary	Voluntary	Employees	Goal	%
	Total	#	%	Attained?				Terminations	Terminations	Total	#	%
AD-8 - ADMIN PROFESSIONAL/HUMAN RESOURCE	8									8		
Female		6									5	
Minority		2									1	
AD-9 - ADMIN PROFESSIONAL/INFO TECH	35									36		
Female		4	42.79	No							3	32.81
Minority		1	25.70	No							2	25.02
AE-1 - AE SENIOR EXECUTIVE	29									30		
Female		13									13	
Minority		1									1	
AE-2 - AE EXECUTIVE/ACADEMIC	41									38		
Female		25									20	
Minority		2	22.16	Yes		-4.47					2	25.10
AE-3 - AE EXECUTIVE/NON ACADEMIC	40									43		
Female		20									24	
Minority		0	20.55	No							1	17.56
AE-4 - AE EXECUTIVE/MANAGEMENT	15									7		
Female		9									4	
Minority		2					2.63		2.63		0	
AE-5 - AE EXCUTIVE/SUPERVISOR	7									8		
Female		4									4	
Minority		0									0	
AE-6 - AE SENIOR EXECUTIVE MEAC	2									1		
Female		0									0	
Minority		0									0	

East Tennessee State University
AAP Profile
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Plan: 1 - ETSU JOHNSON CITY, TN

Job Group	Goal Attainment				Adverse Impact					Placement Goals		
	10/31/2017				11/01/2017 - 10/31/2018					10/31/2018		
	Plan Date Employees Total	#	Goal %	Goal Attained?	Hires	Promotions	Terminations	Involuntary Terminations	Voluntary Terminations	Employees Total	#	Goal %
AP - ADMINISTRATIVE/PROFESSION AL-PT	9									9		
Female		8									8	
Minority		0									0	
C9 - CLINICAL TRACK 9-MONTH	17									12		
Female		12									8	
Minority		2									2	
CH - COACHES	36									52		
Female		6	34.97	No			4.08	5.38			19	
Minority		9									12	
CL-4 - CLERICAL/SUPPORT STAFF-4	411									412		
Female		371									366	
Minority		33						4.82			31	
CL-5 - CLERICAL/SUPPORT STAFF-5	77									76		
Female		46	71.59	No	2.34						44	
Minority		6									5	
CL-6 - CLERICAL/SUPPORT STAFF-6	2									1		
Female		0	92.30	No Opp							0	100.00
Minority		0									0	
CL-7 - CLERICAL/SUPPORT STAFF-7	20									18		
Female		12									9	
Minority		2									2	
CP-4 - CLERICAL/SUPPORT STAFF-PT-4	20									20		
Female		16					-2.58	-2.19			15	
Minority		1									1	

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Plan: 1 - ETSU JOHNSON CITY, TN

Job Group	Goal Attainment				Adverse Impact					Placement Goals		
	10/31/2017				11/01/2017 - 10/31/2018					10/31/2018		
	Plan	Date	Employees	Goal	Hires	Promotions	Terminations	Involuntary	Voluntary	Employees	Goal	%
	Total	#	%	Attained?				Terminations	Terminations	Total	#	%
CP-5 - CLERICAL/SUPPORT STAFF-PT-5	3									1		
Female		2									0	
Minority		0									0	
CT - CLINICAL TRACK	207									207		
Female		85				-2.39					85	
Minority		30	25.96	Yes							35	
CT-2 - CLINICAL TRACK MEAC	407									421		
Female		185									200	
Minority		77	25.64	No		-1.99					70	
F9 - FACULTY ACACEMIC	140									146		
Female		84									88	
Minority		12	23.67	No							13	22.76
FA - FACULTY FISCAL	61									74		
Female		27									29	
Minority		6	20.87	No							6	17.55
FA-2 - FACULTY FISCAL MEAC	29									28		
Female		9									9	
Minority		2	26.22	No							2	
FA-4 - FACULTY FISCAL MEAC/VA	2									2		
Female		0									0	
Minority		1									1	
GA - GRADUATE ASSISTANT-MONTHLY	665									0		
Female		388									0	
Minority		195									0	
MR - MEDICAL RESIDENT	253									251		
Female		118									114	
Minority		100									93	

East Tennessee State University
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Plan: 1 - ETSU JOHNSON CITY, TN

Job Group	Goal Attainment				Adverse Impact					Placement Goals		
	10/31/2017				11/01/2017 - 10/31/2018					10/31/2018		
	Plan	Date	Employees	Goal	Hires	Promotions	Terminations	Involuntary	Voluntary	Employees		
	Total	#	Goal %	Attained?				Terminations	Terminations	Total	#	Goal %
PF - ADJUNCT FACULTY 4-MONTH	375									389		
Female		231									258	
Minority		29	11.64	No							23	
PP-4 - PHYSICAL PLANT-4	3									3		
Female		0									0	
Minority		0									0	
PP-5 - PHYSICAL PLANT-5	2									1		
Female		1									0	
Minority		0									0	
PP-6 - PHYSICAL PLANT-6	50									54		
Female		0									0	
Minority		4									4	
PP-7 - PHYSICAL PLANT-7	149									143		
Female		52									52	
Minority		15									15	
PR - POST RETIREMENT	24									24		
Female		12									10	
Minority		2									3	
PS - PUBLIC SAFETY-8 HOUR	26									27		
Female		9									10	
Minority		1									1	
RT - RESEARCH TRACK	10									6		
Female		6									3	
Minority		4									3	
ST - REGULAR STUDENT WORK PROGRAM	103									0		
Female		58	78.31	No Opp							0	
Minority		23									0	
TH - TEMPORARY HOURLY EMPLOYEES	725									765		
Female		430	77.85	No							450	78.22
Minority		113									100	

East Tennessee State University
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Plan: 1 - ETSU JOHNSON CITY, TN

Job Group	Goal Attainment				Adverse Impact					Placement Goals		
	10/31/2017				11/01/2017 - 10/31/2018					10/31/2018		
	Plan Date Employees Total	#	Goal %	Goal Attained?	Hires	Promotions	Terminations	Involuntary Terminations	Voluntary Terminations	Employees Total	#	Goal %
TS - TEMPORARY MONTHLY EMPLOYEES	36									42		
Female		14	78.31	No							19	76.92
Minority		4									5	
US - UNIVERSITY SCHOOL FACULTY	1									0		
Female		1									0	
Minority		0									0	
VA - VA ACADEMIC TRACK	0									25		
Female		0									12	
Minority		0									3	
Totals	4,605									3,901		
Female	2,682	7	0		1	2	2	2	0	2,257	4	
	58.24%	15.55%	0.00%		2.22%	4.44%	4.44%	4.44%	0.00%	57.85%	8.88%	
Minority	745	16	2		0	2	2	1	2	487	11	
	16.17%	35.55%	12.50%		0.00%	4.44%	4.44%	2.22%	4.44%	12.48%	24.44%	
Female & Minority		23	2		1	4	4	3	2		15	
		25.55%	8.69%		1.11%	4.44%	4.44%	3.33%	2.22%		16.66%	

Goal % and Goal Attained populated when the protected class has a goal

Goal Attained Totals counts classes that have attained their goal (Yes)

Adverse Impact columns populated when number of standard deviations is greater than or equal to 1.96 (Female or Minority) or less than or equal to -1.96 (Male or Non-Minority)

Appendix M

East Tennessee State University
Overall Representation Chart
Analysis Data as of 10/31/2018

Plan:

1 - ETSU JOHNSON CITY, TN

