

SUMMARY
AFFIRMATIVE ACTION PLAN
FOR
WOMEN & MINORITIES

05/01/14 to 04/30/15

Cleveland State University
Cleveland, OH

SUMMARY
AFFIRMATIVE ACTION PLAN
FOR
WOMEN & MINORITIES

Contractor : Cleveland State University
Cleveland, OH

EEO Coordinator : Yulanda McCarty-Harris, J.D.
Director, Office for Institutional Equity

INTRODUCTION

Cleveland State University is committed to equal opportunity through affirmative action as it is prescribed under Federal regulations and University policy. The University is committed to building an inclusive community that recognizes the inherent worth and dignity of every person; fosters tolerance, sensitivity and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. To this end, the university embraces human diversity and is committed to equal access, equal opportunity, affirmative action, and eliminating discrimination. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law. The university administration, faculty, staff, students, and volunteers are responsible for assuring that the university maintains an environment for work, study and participation in university programs, services and activities free from discrimination or harassment. Discrimination and harassment in the workplace or the educational environment is unacceptable conduct and shall not be tolerated. The university is committed to maintaining an educational and work climate for faculty, staff and students that is positive and free from all forms of discrimination and harassment.

The University develops an annual affirmative action program as one of several tools to implement the affirmative action policies effectively. The form, language and analysis of the program necessarily complies with the requirements of 41 CFR 60-2, et seq. (affirmative action programs) and other regulations established pursuant to the provisions of Executive Order 11246 and all other civil rights related laws and regulations that have or may be enacted, as amended.

This report is a summary of the 2014-2015 Affirmative Action Plan (the “AAP”) and does not address all sections of the University’s AAP. Anyone seeking additional information concerning the Affirmative Action Plan should contact the Office for Institutional Equity at 216.687.2223. The Office for Institutional Equity is located in the Parker Hannifin Administration Center (AC), Room 236, 2300 Euclid Avenue, Cleveland, Ohio.

Please note that information regarding identifiable individuals is private and confidentially maintained. Everyone who has official access to confidential data will exercise every precaution to protect this information.

DESIGNATION OF RESPONSIBILITY

41 C.F.R. Section 60-2.17(a), 60-2.10(b)(2)(i)

Ronald M. Berkman, President, has overall responsibility for implementation of the Equal Employment Opportunity Policy. Yulanda McCarty-Harris, J.D., Equal Employment Opportunity Coordinator, assumes the responsibility for the development, implementation and monitoring of the affirmative action program.,

Responsibility for the implementation and monitoring of the affirmative action program rests with the EEO Coordinator, whose responsibilities include but are not limited to the following:

1. Developing policy statements and affirmative action programs.
2. Developing internal and external communication procedures when appropriate.
3. Developing an internal audit and reporting system that:
 - a. Identifies areas that require remedial action, and develops programs to correct those problem areas.
 - b. Determines the degree to which the goals and objectives are reached.
4. Monitoring the following internal practices:
 - a. Proper display of EEO posters and policies.
 - b. Full participation of minority, female, and disabled employees in all Cleveland State University sponsored educational, training, recreational, and social activities.
5. Assisting management in solving any identified problems. It is the responsibility of department heads, managers, and supervisors to provide the EEO Coordinator with such information and/or statistical data as is necessary to measure progress toward the attainment of goals and to assure good faith efforts to implement the affirmative action program. Such information and/or statistical data are used to set reasonable placement goals.
6. Keeping management informed of the latest developments in the equal employment opportunity area.
7. Assisting employees in solving problems and resolving EEO complaints.
8. Serving as a liaison between Cleveland State University and appropriate women and minority groups.
9. Serving as a liaison between Cleveland State University and appropriate EEO enforcement agencies.

ORGANIZATIONAL PROFILE

41 CFR Section 60-2.11

The organizational profile depicts staffing patterns within Cleveland State University that assist in identifying organizational units where women or minorities may be underrepresented or concentrated. It is one method used to identify potential barriers to equal employment opportunity.

Organizational Display

The Organizational Display is a detailed presentation of the Cleveland State University organizational structure. It identifies each organizational unit and shows the relationship to other organizational units.

An organizational unit is any component part of the Cleveland State University structure. It might be a department, division, section, , , , job family, or similar component. This includes an umbrella unit (such as a department) that could contain a number of subordinate units.

For each organizational unit, the organizational display includes the following:

1. The name of the unit;
2. The job title, gender, race, and ethnicity of the unit supervisor(s) (if the unit has a supervisor);
3. The total number of male and female incumbents; and
4. The total number of male and female incumbents in each of the separate minority groups.

Workforce Analysis

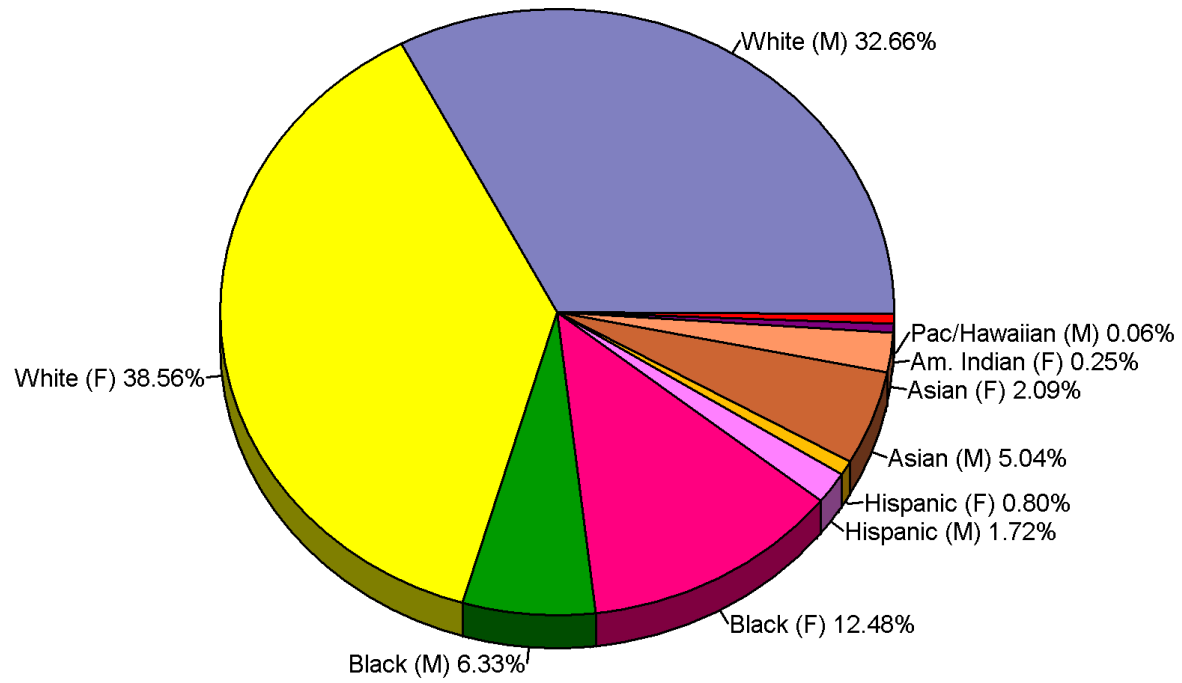
The Workforce Analysis is a listing of each job title, as it appears in applicable collective bargaining agreements or payroll records, ranked from the lowest paid to the highest paid within each department or other similar organizational unit including departmental or unit supervision.

Where there are separate work units or lines of progression within a department, a separate Line of Progression Report is provided for each such work unit or line, including unit supervisors. The order of the jobs in the line through which an employee could move to the top of the line is indicated on the report.

Where there are no formal progression lines or usual promotional sequences, job titles are listed in order of wage rates or salary ranges by departments, job families or disciplines.

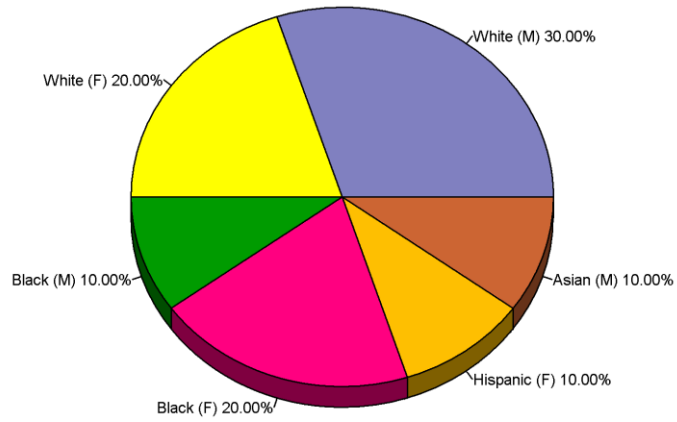
The total number of incumbents in each minority classification is given for each job title. All job titles, including all managerial job titles, are listed.

Cleveland State University

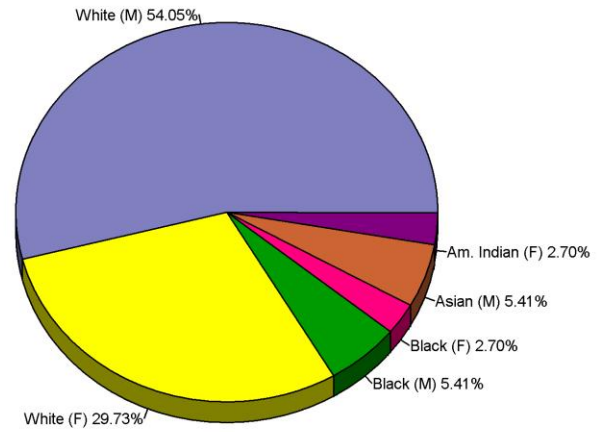


Cleveland State University

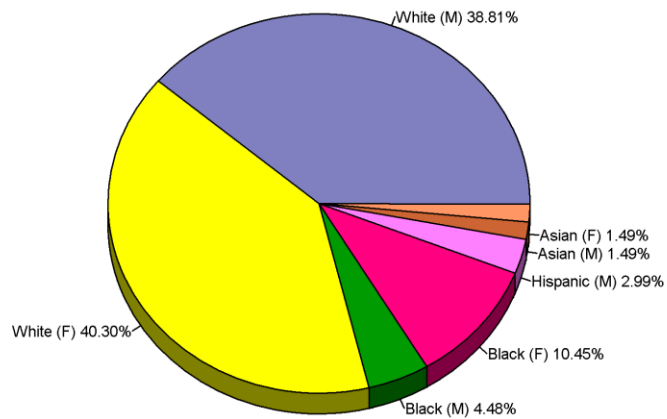
01A : Executives



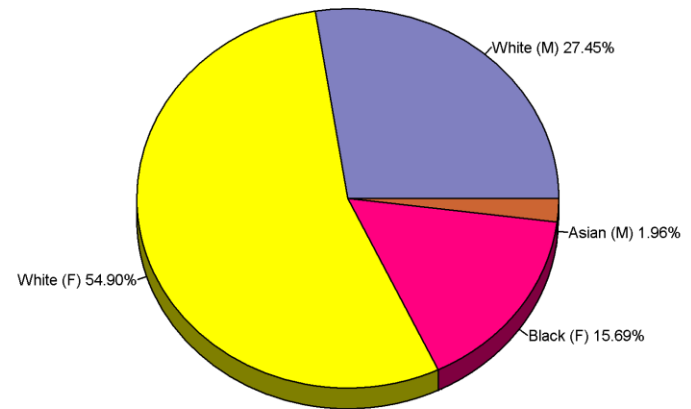
01B : AVPs



01C : Directors

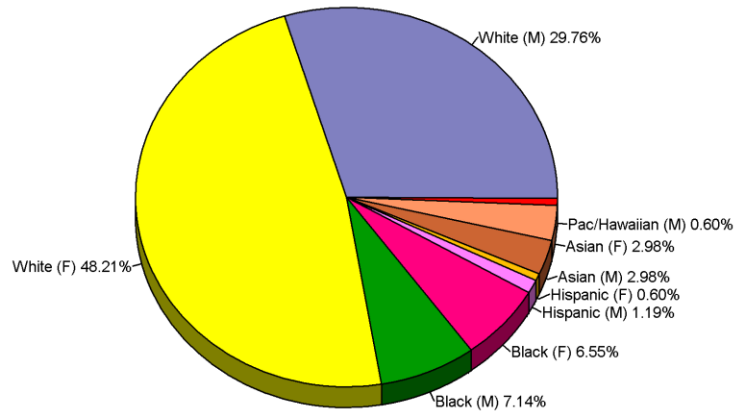


01D : Asst/ Assoc. Directors

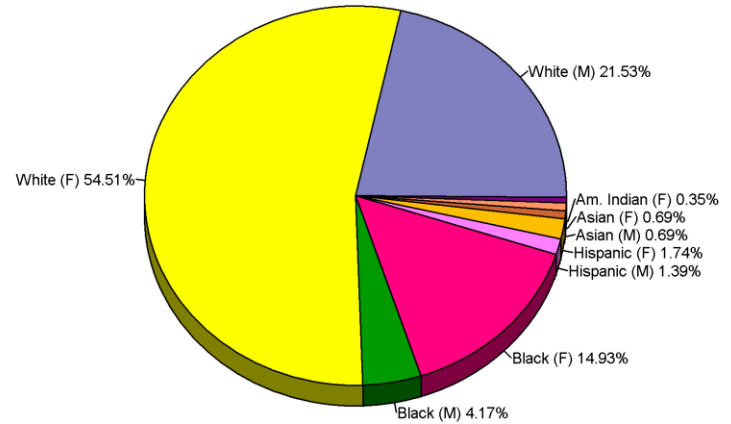


Cleveland State University

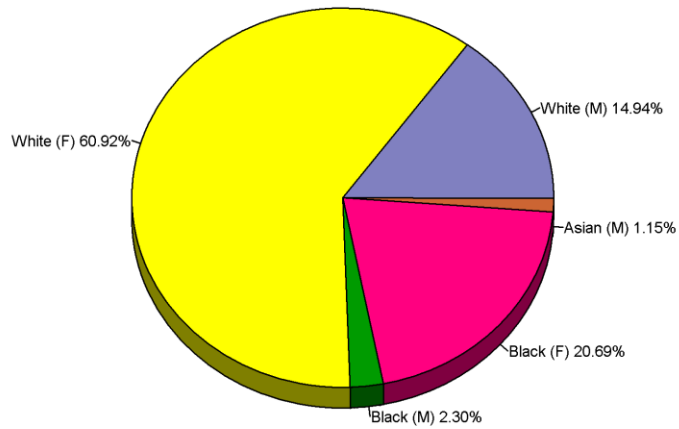
03A : UpperProfessional



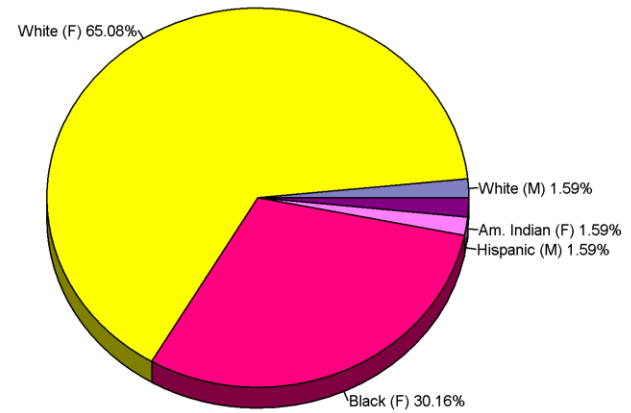
03B : Middle Professional



03C : Lower Professional

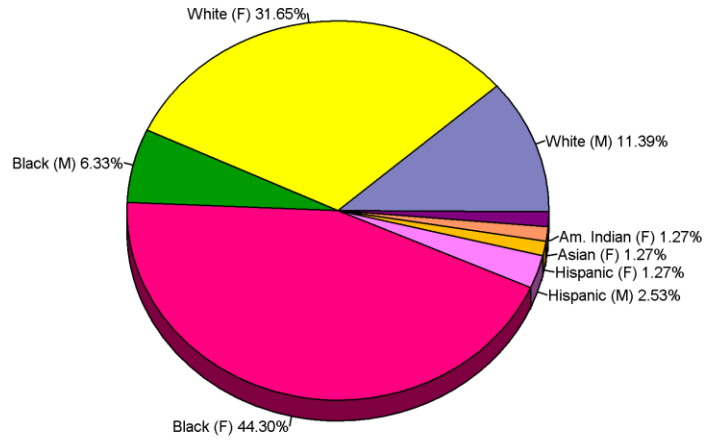


04A : Upper Clerical

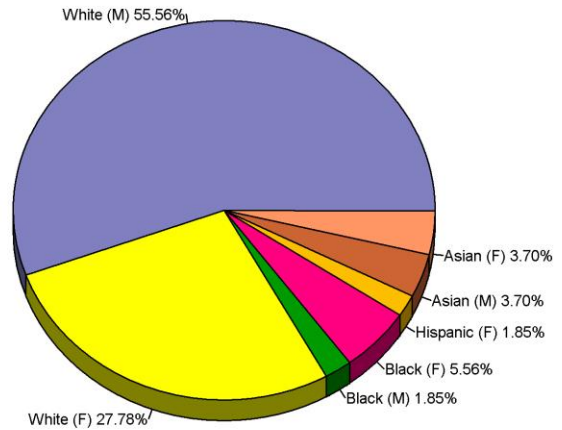


Cleveland State University

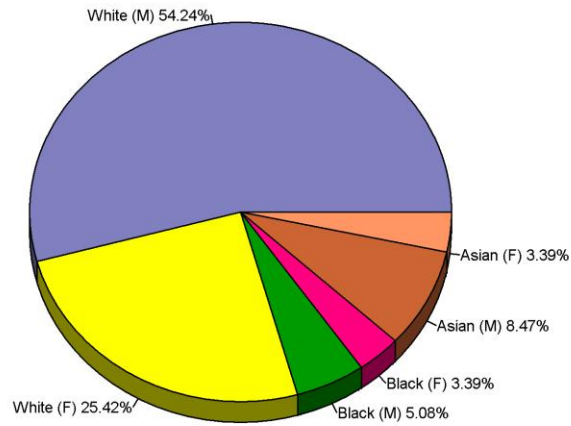
04B : Lower Clerical



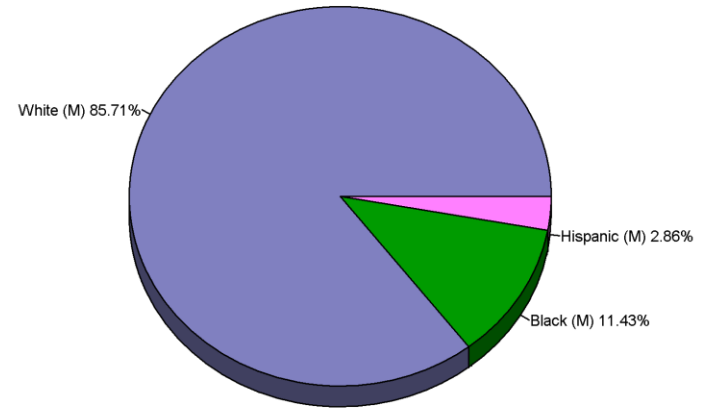
05A : Tech Paraprofessional - Misc.



05B : IT Tech Paraprofessionals

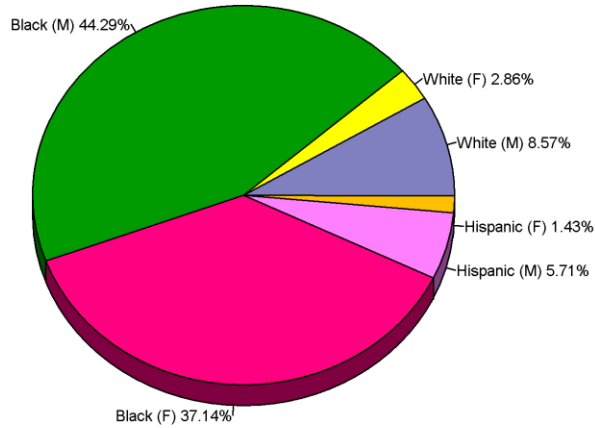


06A : Skilled Craft

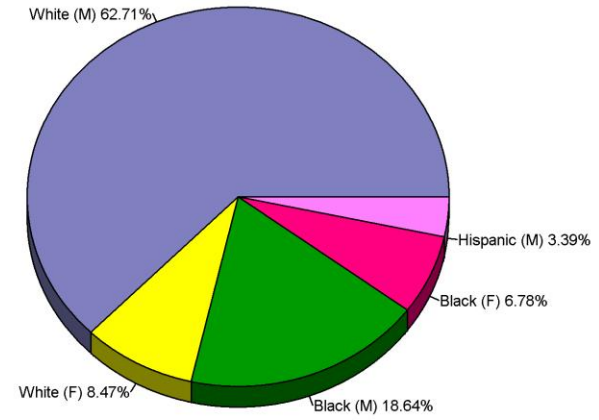


Cleveland State University

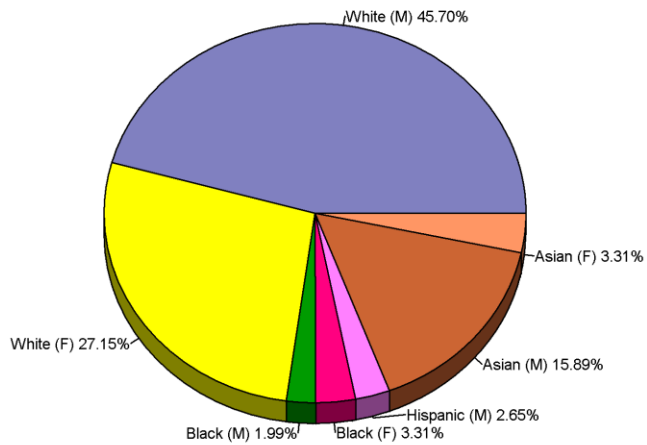
07A : Misc. Service



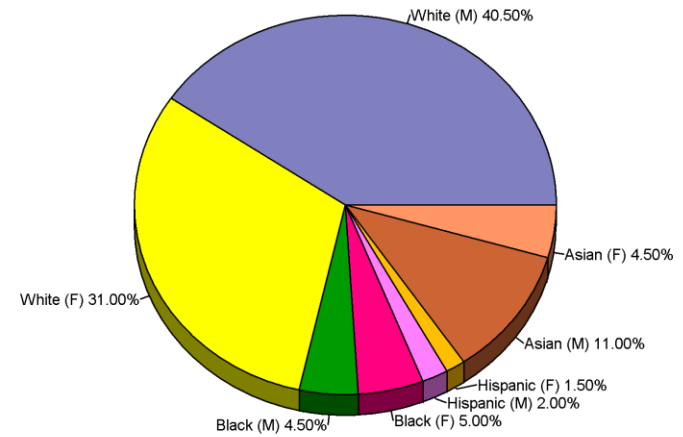
07B : Service Protective



200 : Professor

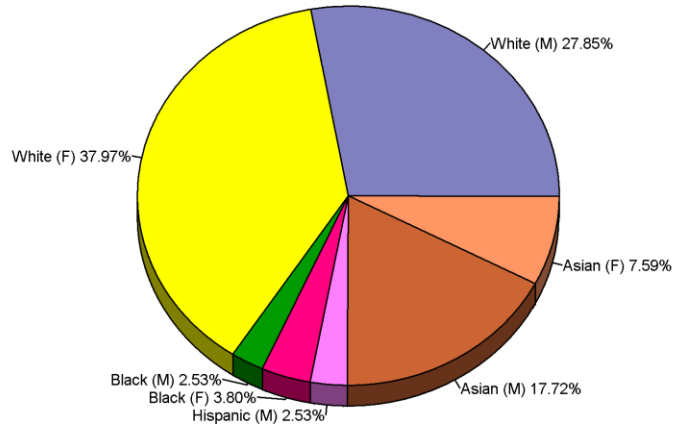


202 : Assoc Professor

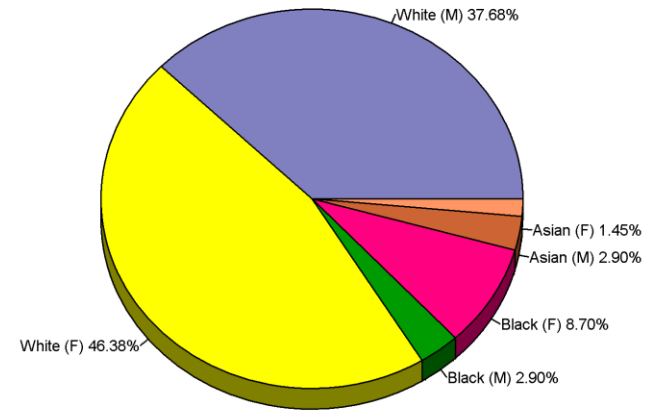


Cleveland State University

204 : Assistant Professor



206 : Lecturers



DETERMINING AVAILABILITY

41 C.F.R. Section 60-2.14

Availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in the job group. The purpose of the availability determination is to establish a benchmark against which the demographic composition of the incumbent workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.

Cleveland State University separately determines the availability of women and minorities for each job group. To determine availability, Cleveland State University considers the following factors:

1. The percentage of minorities or women with requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question. 41 C.F.R. 60-2.14(c)(1).

We break down this factor into three subcategories to more clearly identify the rationale behind it. 41 C.F.R. Section 60-2.14(e) states that, "For each job group, the reasonable recruitment area must be identified, with a brief explanation of the rationale for selection of that recruitment area."

Factor 1a considers the percent of women and minorities with requisite skills in a local recruitment area. The most current U.S. Census data is used to derive the availability of women and minorities. If this factor is used, it is because Cleveland State University recruits, and many of its applicants live within the local recruitment area, or because we plan on recruiting in this region in the future. Any recruitment practices unique to a job group are noted on the Availability Analysis.

Factor 1b considers the percent of women and minorities with requisite skills outside the local recruitment area. The most current U.S. Census data is used to derive the availability of women and minorities. If this factor is used, it is because we recruit and some of the applicants live beyond the local recruitment area, or because we plan on recruiting in this region in the future. Any recruitment practices unique to a job group are noted on the Availability Analysis.

Factor 1c considers the percentage of women and minorities in schools and training institutions where the contractor might reasonably recruit. If this factor is used, it is because we post or plan to post available positions at local training institutions, or because many of the applicants who respond to open positions are graduates of these training institutions. Any recruitment practices unique to a job group are noted on the Availability Analysis.

2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees within the contractor's organization who could, with appropriate training that the contractor is reasonably able to provide, become promotable or transferable during the AAP year. 41 C.F.R. 60-2.14(c)(2).

This second factor is divided into two subcategories to more clearly identify the rationale behind this recruitment factor.

Factor 2a considers the percentage of women and minorities promotable and transferable within the contractor's organization. If this factor is chosen, it is because we fill positions by recruiting from within the workforce either through promotions or transfers. Internal applicants normally apply for these positions. Any recruitment practices unique to a job group are noted on the Availability Analysis.

Factor 2b considers the percentage of women and minorities trainable within the contractor's organization that could, with appropriate training, that the contractor is reasonably able to provide, become promotable or transferable during the AAP year. If this factor is chosen, it is because we fill positions internally through promotions following training methods such as: apprenticeship programs, enrollment in a college or trade institution, on-the-job training. Any recruitment practices unique to a job group are noted on the Availability

DETERMINING AVAILABILITY

41 C.F.R. Section 60-2.14

Analysis.

3. An additional third factor is utilized in those job groups where the first two factors do not adequately describe availability for a job group. Oftentimes this will be applicant flow data, but a description of any third factor used is noted on the Availability Analysis report.

Cleveland State University
Cleveland, OH

Utilization Summary

41 CFR Section 60-2.15

01A : Executives (Total Employees : 10)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	5	5
Total Availability	23%	15%
80% Rule	18%	12%
Current %	50%	50%
Placement Goal?, 80% Rule	No	No

01B : AVPs (Total Employees : 37)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	13	6
Total Availability	53%	22%
80% Rule	42%	18%
Current %	35%	16%
Placement Goal?, 80% Rule	Yes	No

**Cleveland State University
Cleveland, OH**

Utilization Summary

41 CFR Section 60-2.15

01C : Directors (Total Employees : 67)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	35	14
Total Availability	60%	24%
Current %	52%	21%
Placement Goal?, 2 Standard Deviations Test	No	No

01D : Asst/ Assoc. Directors (Total Employees : 51)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	36	9
Total Availability	59%	24%
Current %	71%	18%
Placement Goal?, 2 Standard Deviations Test	No	No

03A : UpperProfessional (Total Employees : 168)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	98	37
Total Availability	52%	21%
Current %	58%	22%
Placement Goal?, 2 Standard Deviations Test	No	No

Cleveland State University
Cleveland, OH

Utilization Summary

41 CFR Section 60-2.15

03B : Middle Professional (Total Employees : 288)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	208	69
Total Availability	62%	21%
Current %	72%	24%
Placement Goal?, 2 Standard Deviations Test	No	No

03C : Lower Professional (Total Employees : 87)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	71	21
Total Availability	63%	18%
Current %	82%	24%
Placement Goal?, 2 Standard Deviations Test	No	No

04A : Upper Clerical (Total Employees : 63)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	61	21
Total Availability	88%	38%
Current %	97%	33%
Placement Goal?, 2 Standard Deviations Test	No	No

Cleveland State University
Cleveland, OH

Utilization Summary

41 CFR Section 60-2.15

04B : Lower Clerical (Total Employees : 79)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	63	45
Total Availability	89%	21%
Current %	80%	57%
Placement Goal?, 2 Standard Deviations Test	Yes	No

05A : Tech Paraprofessional - Misc. (Total Employees : 54)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	21	9
Total Availability	45%	21%
80% Rule	36%	17%
Current %	39%	17%
Placement Goal?, 80% Rule	No	No

Cleveland State University
Cleveland, OH

Utilization Summary

41 CFR Section 60-2.15

05B : IT Tech Paraprofessionals (Total Employees : 59)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	19	12
Total Availability	31%	23%
Current %	32%	20%
Placement Goal?, 2 Standard Deviations Test	No	No

06A : Skilled Craft (Total Employees : 35)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	0	5
Total Availability	3%	18%
80% Rule	2%	14%
Current %	0%	14%
Placement Goal?, 80% Rule	No	No

Cleveland State University
Cleveland, OH

Utilization Summary

41 CFR Section 60-2.15

07A : Misc. Service (Total Employees : 70)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	29	62
Total Availability	35%	42%
Current %	41%	89%
Placement Goal?, 2 Standard Deviations Test	No	No

07B : Service Protective (Total Employees : 59)

Test Used: 80% Rule with Whole Person Rule

	Female	Minority
Current #	9	17
Total Availability	17%	21%
80% Rule	14%	17%
Current %	15%	29%
Placement Goal?, 80% Rule	No	No

Cleveland State University
Cleveland, OH

Utilization Summary

41 CFR Section 60-2.15

200 : Professor (Total Employees : 151)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	51	41
Total Availability	48%	25%
Current %	34%	27%
Placement Goal?, 2 Standard Deviations Test	Yes	No

202 : Assoc Professor (Total Employees : 200)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	84	57
Total Availability	48%	25%
Current %	42%	29%
Placement Goal?, 2 Standard Deviations Test	No	No

204 : Assistant Professor (Total Employees : 79)

Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	39	27
Total Availability	48%	25%
Current %	49%	34%
Placement Goal?, 2 Standard Deviations Test	No	No

Cleveland State University
Cleveland, OH

Utilization Summary

41 CFR Section 60-2.15

206 : Lecturers (Total Employees : 69)

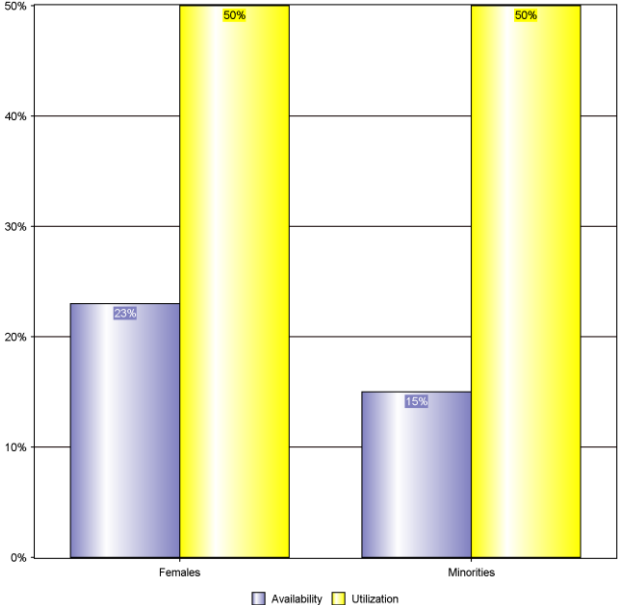
Test Used: Two Standard Deviations with Whole Person Rule

	Female	Minority
Current #	39	11
Total Availability	48%	25%
Current %	57%	16%
Placement Goal?, 2 Standard Deviations Test	No	No

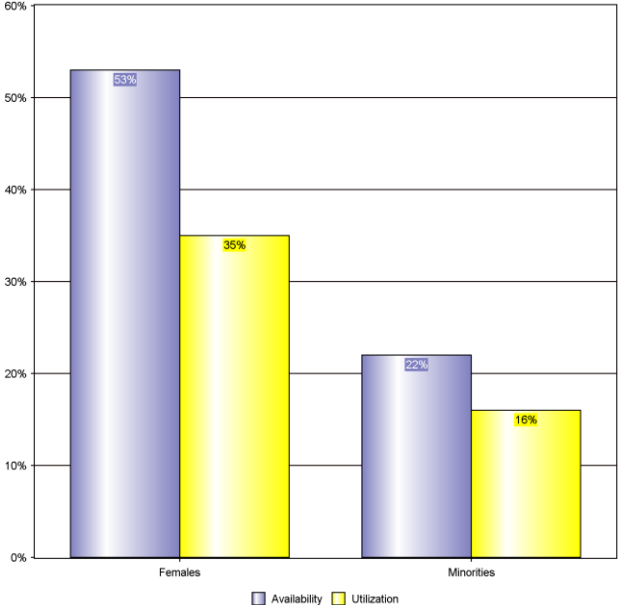
	Employees	Female	Minority
Company Totals:	1626	881	468

Cleveland State University

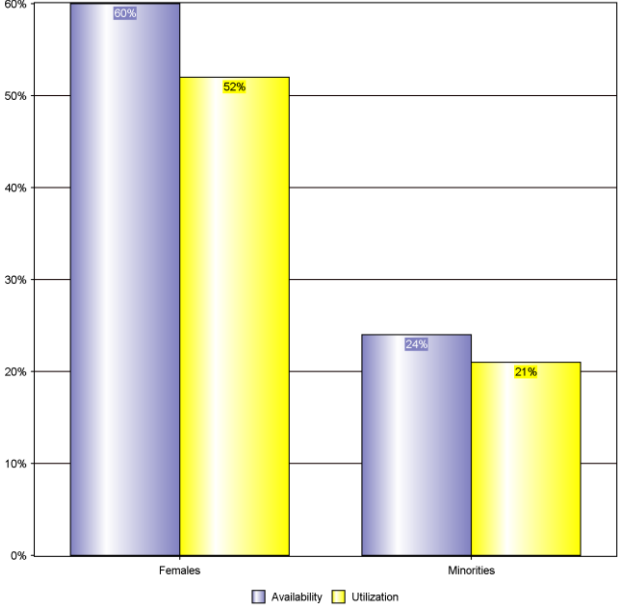
01A : Executives



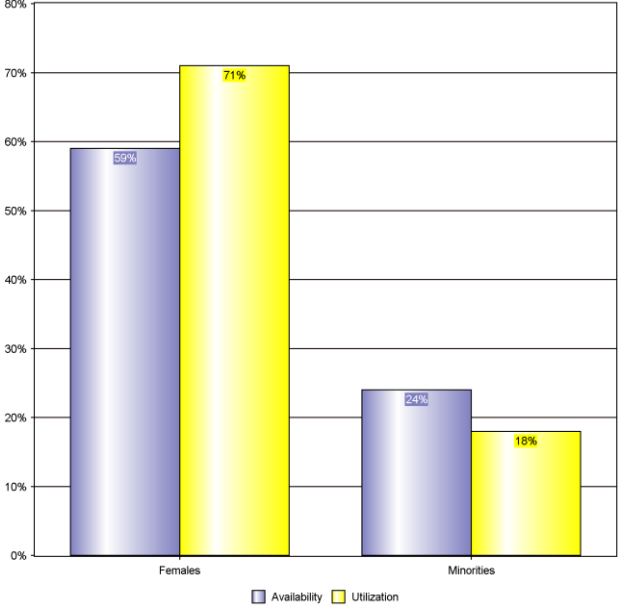
01B : AVPs



01C : Directors

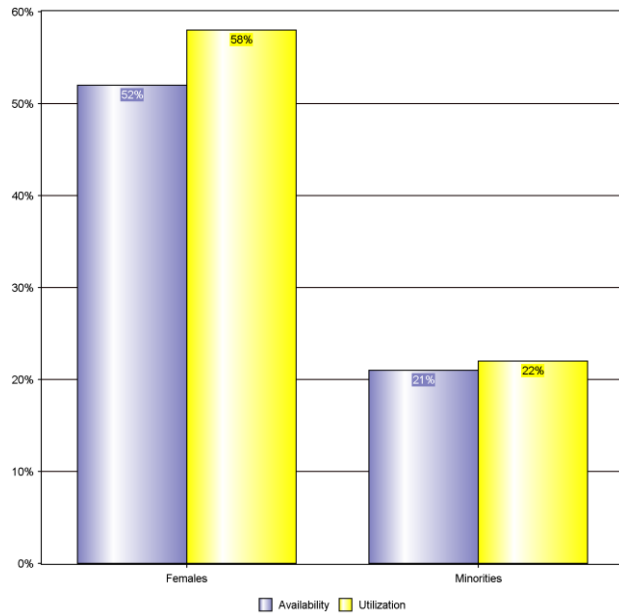


01D : Asst/ Assoc. Directors

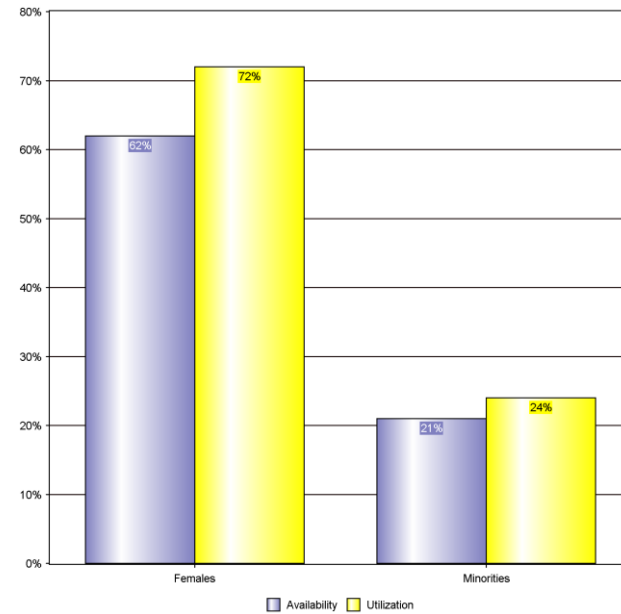


Cleveland State University

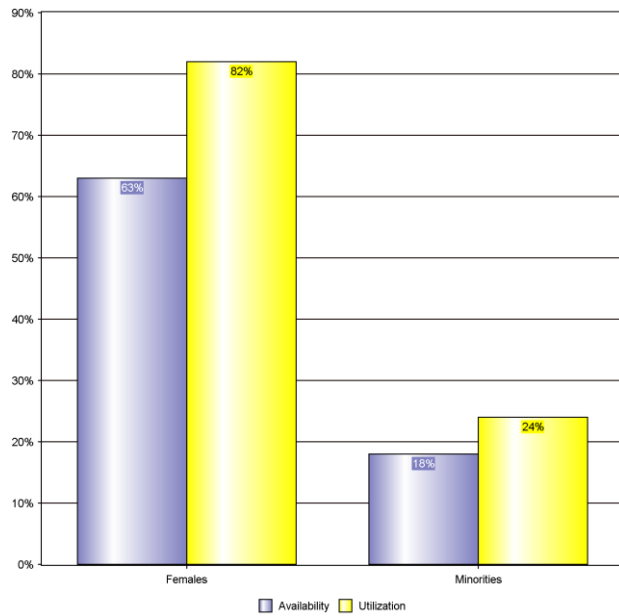
03A : UpperProfessional



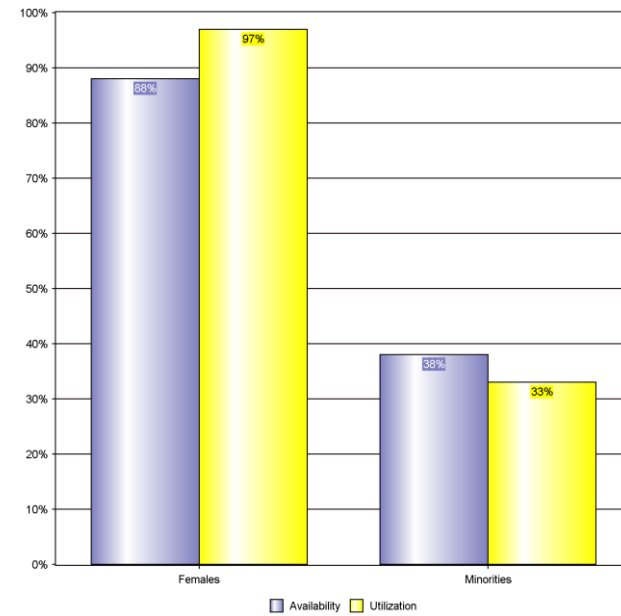
03B : Middle Professional



03C : Lower Professional



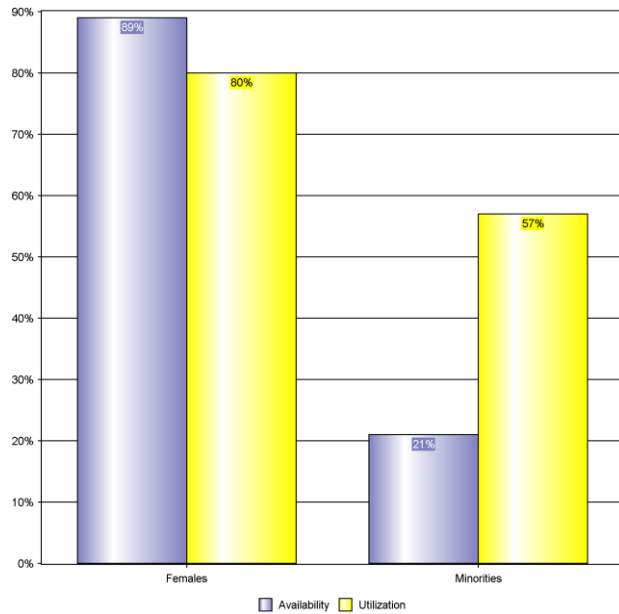
04A : Upper Clerical



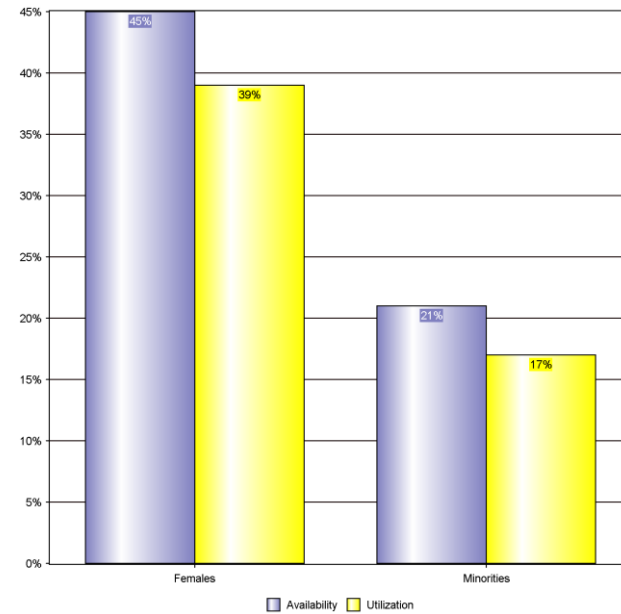
Availability/Utilization Analysis 05/01/2014 - 04/30/2015

Cleveland State University

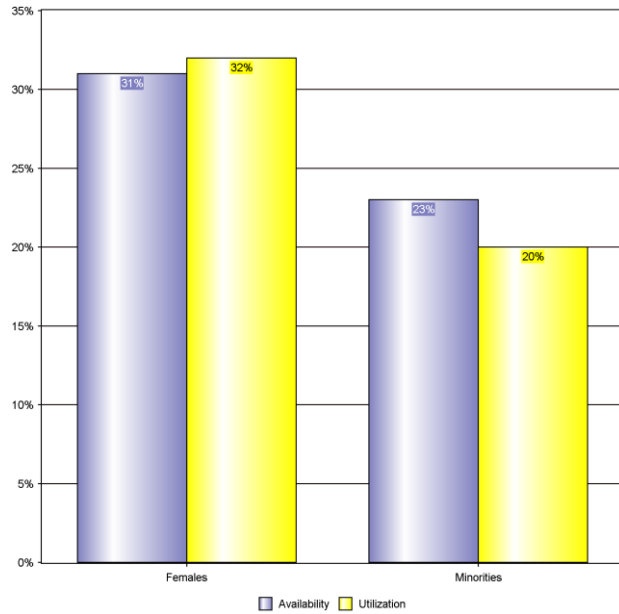
04B : Lower Clerical



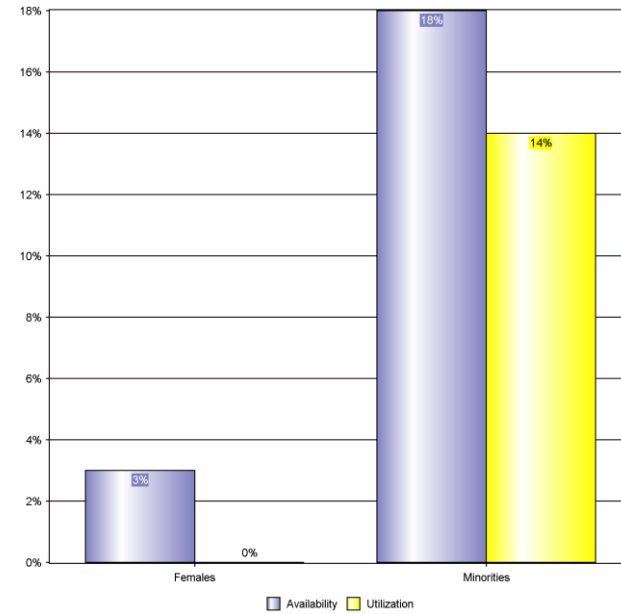
05A : Tech Paraprofessional - Misc.



05B : IT Tech Paraprofessionals

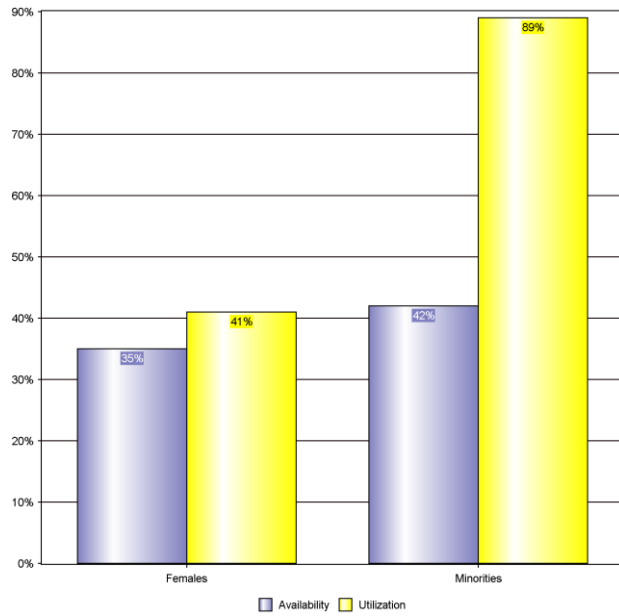


06A : Skilled Craft

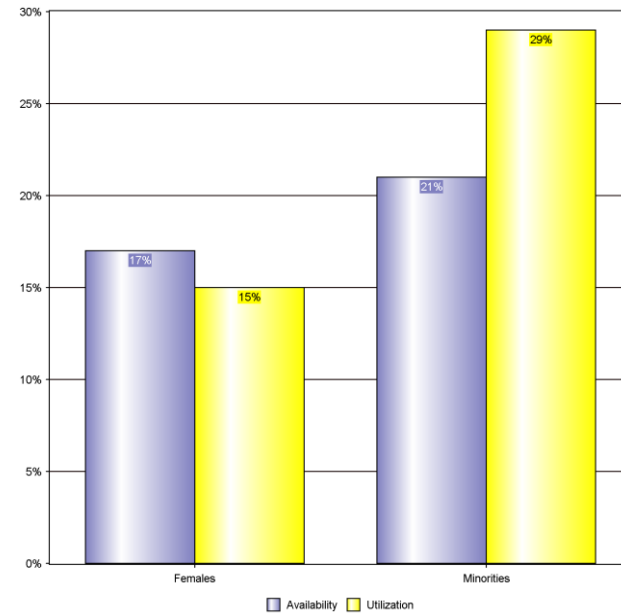


Cleveland State University

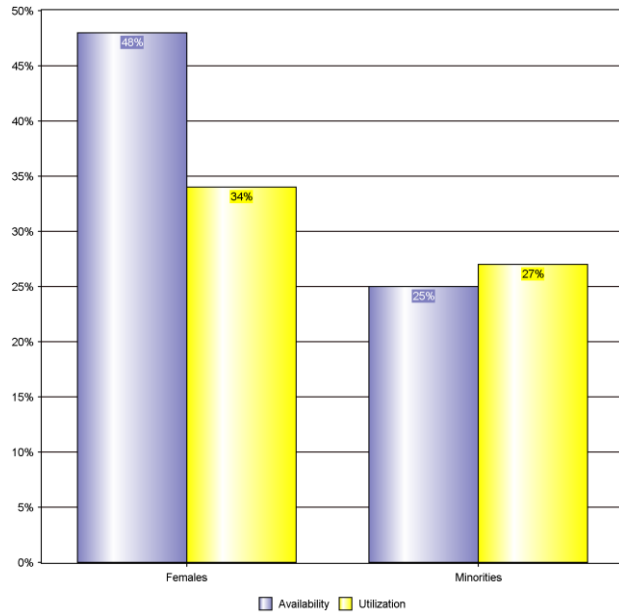
07A : Misc. Service



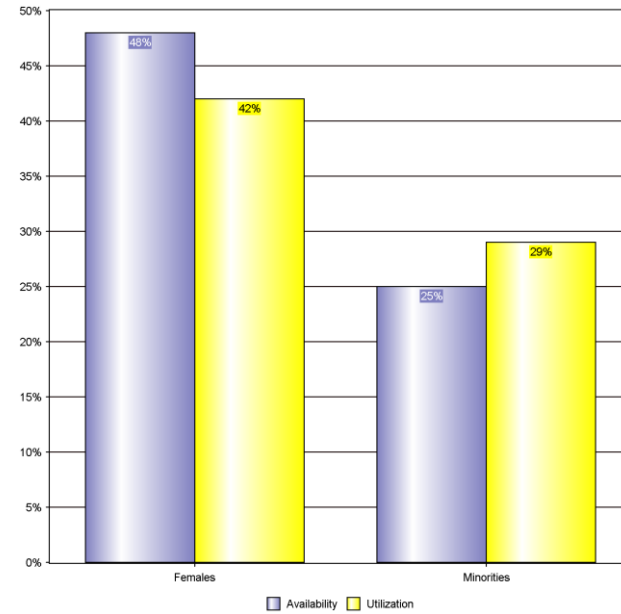
07B : Service Protective



200 : Professor



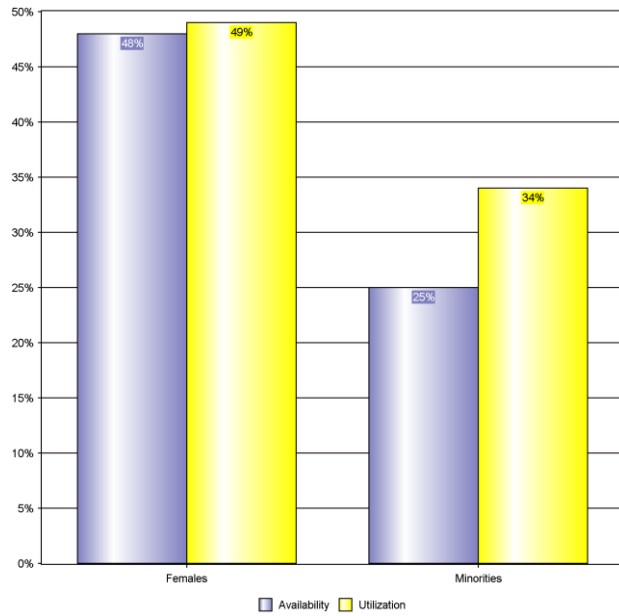
202 : Assoc Professor



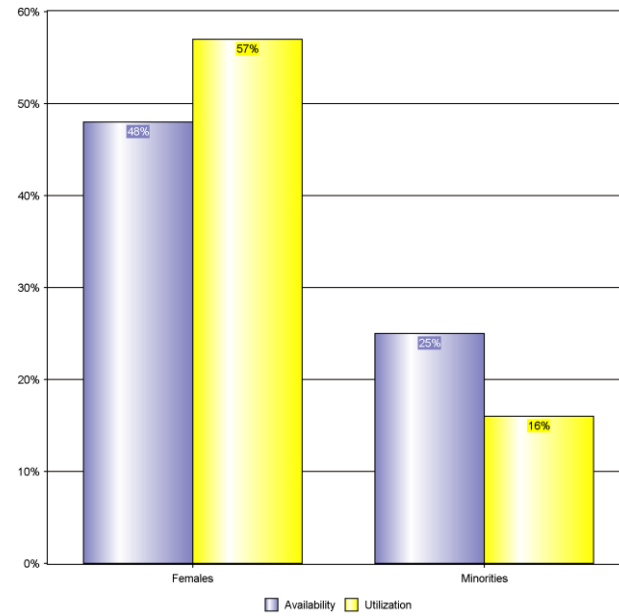
Availability/Utilization Analysis 05/01/2014 - 04/30/2015

Cleveland State University

204 : Assistant Professor



206 : Lecturers



PLACEMENT GOALS AND AFFIRMATIVE ACTION PROGRESS

41 C.F.R. Section 60-2.16

Placement goals serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. Placement goals are also used to measure progress toward achieving equal employment opportunity.

The establishment of a goal under Sec. 60-2.15 is neither a finding nor an admission of discrimination.

Where, pursuant to Sec. 60-2.15, a placement goal for a particular job group is established, a percentage goal is equal to the availability figure derived for women or minorities, as appropriate, for that job group.

In establishing placement goals, the following principles from Sec 60-2.16(e) also apply:

1. Placement goals are neither rigid or inflexible quotas, nor are they considered to be either a ceiling or a floor for the employment of particular groups.
2. All employment decisions are made in a nondiscriminatory manner. Placement goals are not used to extend a preference to any individual, select an individual, or adversely affect an individual's employment status on the basis of that person's race, color, religion, sex, or national origin.
3. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
4. Placement goals are not used to supersede merit selection principles.
5. Affirmative Action Progress: Last year, seventeen schools and academic departments had goals to increase the representation of women or minorities. There was also a goal to increase the representation of women among professional staff at the assistant vice president level. As of May 1, 2014, six departments no longer had an underrepresentation of women or minorities, sometimes as the result of hiring, other times as a result of attrition in the department reducing the overall number of department members. The departments that no longer have affirmative action goals are Health Sciences, Physics, Economics, Music, English and Political Science. Four schools and departments – History, Accounting & Finance, Urban Studies and Electrical & Computer Engineering – did not have goals last year, but have them this year. Women are still underrepresented at the assistant vice president level. Women are also underrepresented in the job category of “lower clerical.”
6. Affirmative Action Goals for this Year: In determining whether there is underrepresentation in a particular academic department or job category, the percentage of representation at the University is compared to the availability of potential employees who meet the qualifications for the position and are drawn from the same geographical area from which the University fills those positions. So, for example, for positions for which national searches are conducted, the availability is determined based on availability of qualified women and minorities nationally; for positions that are drawn locally (the Cleveland-Elyria-Mentor area), availability is determined based on local demographics. Generally speaking, we are considered to have a goal if the representation of women or minorities in an area is less than 80% of the availability. For specific goal information, please see the tables below which reflect our Current Program Analysis and the breakdown of faculty job group by discipline.

Cleveland State University
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41 CFR Section 60-2.16

01A : Executives

Test Used : 80% Rule with the Whole Person Rule

	Female	Minority
Current Placement Goals	0%	0%

01B : AVPs

Test Used : 80% Rule with the Whole Person Rule

	Female	Minority
Current Placement Goals	53%	0%

01C : Directors

Test Used : Two Standard Deviations with the Whole Person Rule

	Female	Minority
Current Placement Goals	0%	0%

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01D : Asst/ Assoc. Directors

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
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Current Placement Goals 0% 0%

03A : UpperProfessional

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 0% 0%

03B : Middle Professional

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 0% 0%

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03C : Lower Professional

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 0% 0%

04A : Upper Clerical

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 0% 0%

04B : Lower Clerical

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 89% 0%

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05A : Tech Paraprofessional - Misc.

Test Used : 80% Rule with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 0% 0%

05B : IT Tech Paraprofessionals

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 0% 0%

06A : Skilled Craft

Test Used : 80% Rule with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 0% 0%

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07A : Misc. Service

Test Used : Two Standard Deviations with the Whole Person Rule

	Female	Minority
Current Placement Goals	0%	0%

07B : Service Protective

Test Used : 80% Rule with the Whole Person Rule

	Female	Minority
Current Placement Goals	0%	0%

200 : Professor

Test Used : Two Standard Deviations with the Whole Person Rule

	Female	Minority
Current Placement Goals	48%	0%

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202 : Assoc Professor

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
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Current Placement Goals 0% 0%

204 : Assistant Professor

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 0% 0%

206 : Lecturers

Test Used : Two Standard Deviations with the Whole Person Rule

Female	Minority
--------	----------

Current Placement Goals 0% 0%

ACTION-ORIENTED PROGRAMS
41 C.F.R. Section 60-2.17(b) and to attain established goals and objectives.

THE SELECTION PROCESS

1. At least annually, a detailed analysis of position descriptions is conducted to ensure that they accurately reflect position functions.
2. Job requirements are validated by division, department, location or other appropriate organizational units. Special attention is given to academic, experience, physical, and skill requirements to ensure that the requirements themselves do not constitute inadvertent discrimination. Job specifications are free from bias in regard to race, color, religion, sex, national origin, age, or disabled or veteran status, except where there is a bona fide occupational qualification. Job requirements are validated when the number of individuals from a particular race or gender group is disproportionately selected as determined by Impact Ratio studies.
3. Position descriptions and specifications are distributed to recruiting sources and members of management involved in the recruiting, screening, selection, and promotion processes.
4. Selection processes are evaluated at least annually to ensure that they are nondiscriminatory.
5. Individuals who have a role in the selection process are chosen with special care given to their qualifications for such roles and are provided any necessary ongoing training to ensure that the selection processes remain nondiscriminatory. In addition, those who serve in the selection process are required to go through training conducted by the Office for Institutional Equity at least once every twelve (12) months in order to participate in the process.

RECRUITMENT

Any one or all of the following techniques are used to improve recruitment and increase the flow of minority or female applicants:

1. Linkage with recruiting sources, which may include briefing sessions, plant tours, presentations by minority and female employees, and full descriptions of appropriate job openings and the selection process;
2. Encouragement of minority and female employees to refer qualified applicants;
3. Inclusion of women and minorities on the personnel staff;
4. Minority and female participation in career days, youth motivation programs and other similar programs in the community;
5. Minority and female participation in "job fairs;"
6. Active recruiting at various training institutions, especially those that have high minority and female enrollments;
7. Expansion of help-wanted advertising to include the minority news media and women's interest media;
8. The Office for Institutional Equity notifies Human Resources as well as those involved in making hiring decisions of the Affirmative Action Plan including areas identified as having goals; and
9. The Office for Institutional Equity monitors all faculty advertisements for the inclusion of required language concerning equal opportunity and equal access. Human Resources, and when requested the Office for Institutional Equity, monitor staff advertisements for inclusion of required language. The Office for Institutional Equity advises and assists colleges, schools, departments or units regarding wording and tone that might have greater recruitment appeal for women, minorities, veterans and individuals with disabilities.

PROMOTIONS

Any one or all of the following techniques are used to improve promotional opportunities for minority and female employees:

1. Posting or general announcement of all appropriate job openings;
2. Assessment of current female and minority employees' academic, skill and experience levels;
3. Provision of job training and work-study programs;
4. Completion of performance appraisals;
5. Validation of job specifications;
6. Justification by supervisors when apparently qualified minority or female employees are passed over;
7. Establishment of career counseling programs, which may include attitude development, education aid, job rotations, buddy systems and similar programs;
8. Ongoing review of seniority practices in clauses and contracts to ensure that they are nondiscriminatory; and
9. Review of all company-sponsored recreational and social activities to ensure that they are desegregated.

CAMPUS OPPORTUNITIES

1. For all University sponsored activities, the University offers equal opportunity to all employees without regard to race, religion, color, sex, age, national origin, ancestry, disability, veteran status, marital status, parental status, sexual orientation, gender identity and/or gender expression;
2. The University has created and supports cultural centers and affinity groups for faculty, staff and students;
3. The Office of Inclusion & Multicultural Engagement offers numerous programs and numerous opportunities that raise awareness and foster an inclusive environment at the University for faculty, staff and students.

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05/01/2013 - 04/30/2014

01A : Executives (Total in Base Group : 19)

Total Hires: 1 Total Promotions: 0	Female	Minority
Base Group	7	7
Previous Placement Goals %	0%	0%
Actual Placement Rate %	100%	0%
Actual Placement (Hires)	1	0
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

01B : AVPs (Total in Base Group : 28)

Total Hires: 3 Total Promotions: 1	Female	Minority
Base Group	9	5
Previous Placement Goals %	56%	0%
Actual Placement Rate %	50%	50%
Actual Placement (Hires)	1	1
Actual Placement (Promotions)	1	1
Met Goal?	No	Yes

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05/01/2013 - 04/30/2014

01C : Directors (Total in Base Group : 59)

Total Hires: 12 Total Promotions: 0	Female	Minority
Base Group	28	14
Previous Placement Goals %	0%	0%
Actual Placement Rate %	50%	17%
Actual Placement (Hires)	6	2
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

01D : Asst/ Assoc. Directors (Total in Base Group : 41)

Total Hires: 5 Total Promotions: 0	Female	Minority
Base Group	32	8
Previous Placement Goals %	0%	0%
Actual Placement Rate %	100%	0%
Actual Placement (Hires)	5	0
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

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05/01/2013 - 04/30/2014

03A : UpperProfessional (Total in Base Group : 162)

Total Hires: 31 Total Promotions: 0	Female	Minority
Base Group	90	34
Previous Placement Goals %	0%	0%
Actual Placement Rate %	61%	23%
Actual Placement (Hires)	19	7
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

03B : Middle Professional (Total in Base Group : 269)

Total Hires: 47 Total Promotions: 1	Female	Minority
Base Group	194	62
Previous Placement Goals %	0%	0%
Actual Placement Rate %	73%	29%
Actual Placement (Hires)	35	14
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

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05/01/2013 - 04/30/2014

03C : Lower Professional (Total in Base Group : 86)

Total Hires: 15 Total Promotions: 1	Female	Minority
Base Group	64	21
Previous Placement Goals %	0%	0%
Actual Placement Rate %	75%	38%
Actual Placement (Hires)	11	6
Actual Placement (Promotions)	1	0
Met Goal?	Yes	Yes

04A : Upper Clerical (Total in Base Group : 59)

Total Hires: 6 Total Promotions: 2	Female	Minority
Base Group	56	19
Previous Placement Goals %	0%	0%
Actual Placement Rate %	88%	25%
Actual Placement (Hires)	5	2
Actual Placement (Promotions)	2	0
Met Goal?	Yes	Yes

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05/01/2013 - 04/30/2014

04B : Lower Clerical (Total in Base Group : 88)

Total Hires: 15 Total Promotions: 0	Female	Minority
Base Group	71	49
Previous Placement Goals %	89%	0%
Actual Placement Rate %	87%	60%
Actual Placement (Hires)	13	9
Actual Placement (Promotions)	0	0
Met Goal?	No	Yes

05A : Tech Paraprofessional - Misc. (Total in Base Group : 46)

Total Hires: 11 Total Promotions: 0	Female	Minority
Base Group	17	6
Previous Placement Goals %	0%	22%
Actual Placement Rate %	45%	18%
Actual Placement (Hires)	5	2
Actual Placement (Promotions)	0	0
Met Goal?	Yes	No

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05/01/2013 - 04/30/2014

05B : IT Tech Paraprofessionals (Total in Base Group : 53)

Total Hires: 9 Total Promotions: 0	Female	Minority
Base Group	17	11
Previous Placement Goals %	0%	0%
Actual Placement Rate %	33%	33%
Actual Placement (Hires)	3	3
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

06A : Skilled Craft (Total in Base Group : 34)

Total Hires: 4 Total Promotions: 0	Female	Minority
Base Group	0	7
Previous Placement Goals %	0%	0%
Actual Placement Rate %	0%	0%
Actual Placement (Hires)	0	0
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

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05/01/2013 - 04/30/2014

07A : Misc. Service (Total in Base Group : 72)

Total Hires: 8 Total Promotions: 0	Female	Minority
Base Group	27	63
Previous Placement Goals %	0%	0%
Actual Placement Rate %	38%	88%
Actual Placement (Hires)	3	7
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

07B : Service Protective (Total in Base Group : 36)

Total Hires: 2 Total Promotions: 0	Female	Minority
Base Group	8	12
Previous Placement Goals %	0%	0%
Actual Placement Rate %	0%	50%
Actual Placement (Hires)	0	1
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

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05/01/2013 - 04/30/2014

200 : Professor (Total in Base Group : 155)

Total Hires: 3 Total Promotions: 0	Female	Minority
Base Group	50	36
Previous Placement Goals %	48%	0%
Actual Placement Rate %	33%	67%
Actual Placement (Hires)	1	2
Actual Placement (Promotions)	0	0
Met Goal?	No	Yes

202 : Assoc Professor (Total in Base Group : 211)

Total Hires: 1 Total Promotions: 0	Female	Minority
Base Group	86	59
Previous Placement Goals %	0%	0%
Actual Placement Rate %	100%	0%
Actual Placement (Hires)	1	0
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

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05/01/2013 - 04/30/2014

204 : Assistant Professor (Total in Base Group : 78)

Total Hires: 14 Total Promotions: 0	Female	Minority
Base Group	38	28
Previous Placement Goals %	0%	0%
Actual Placement Rate %	36%	50%
Actual Placement (Hires)	5	7
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

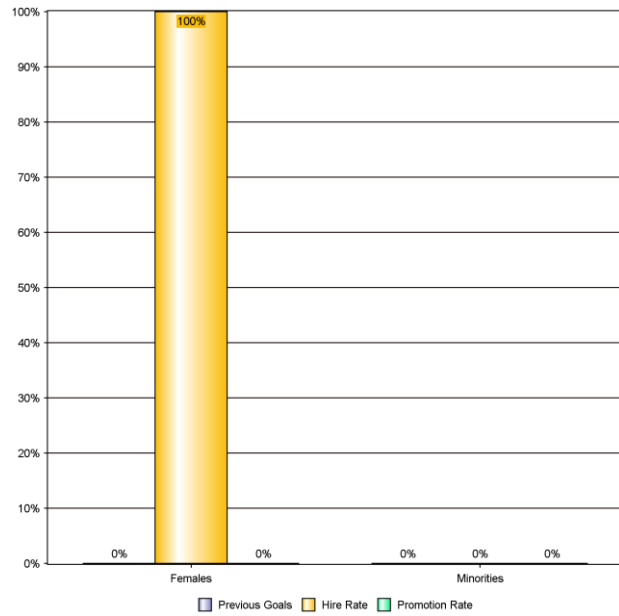
206 : Adjunct (Total in Base Group : 1)

Total Hires: 0 Total Promotions: 0	Female	Minority
Base Group	1	1
Previous Placement Goals %	0%	0%
Actual Placement Rate %	0%	0%
Actual Placement (Hires)	0	0
Actual Placement (Promotions)	0	0
Met Goal?	Yes	Yes

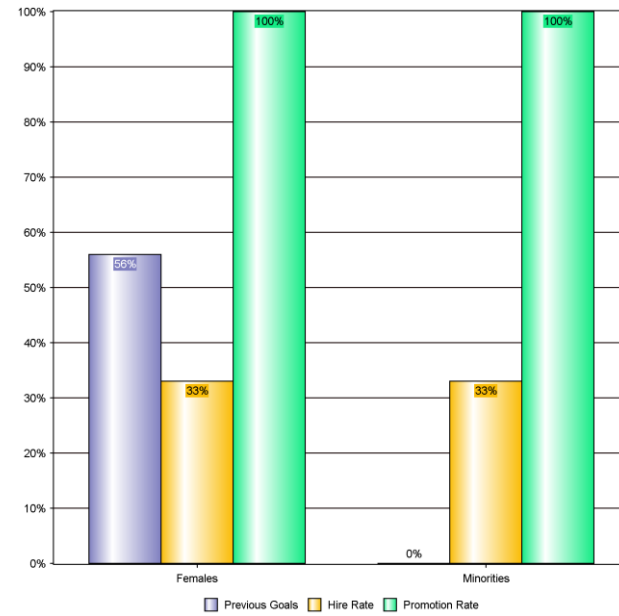
* The University has used the terms 'Availability,' 'Utilization analysis' and 'Placement Goal' herein as referenced by government affirmative action regulations and has selected statistics for these analyses in compliance with such regulations. The use of such terms and statistics does not indicate the University's agreement that the geographic areas are appropriate or that the sources of statistics are the most relevant. The terms have no legal or factual significance outside the context of this Affirmative Action Program and in no way suggest any wrong doing by the University.

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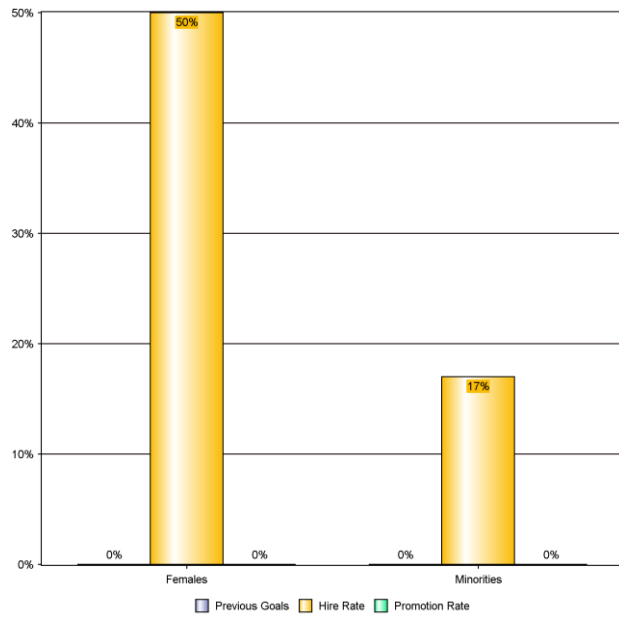
01A : Executives



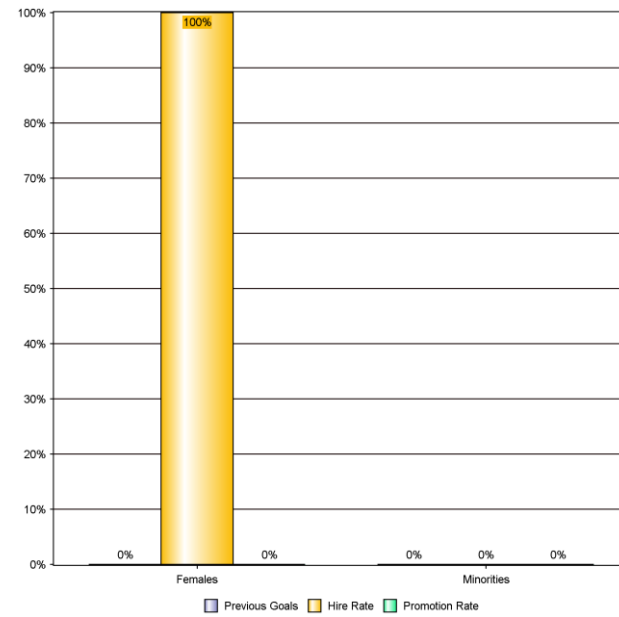
01B : AVPs



01C : Directors



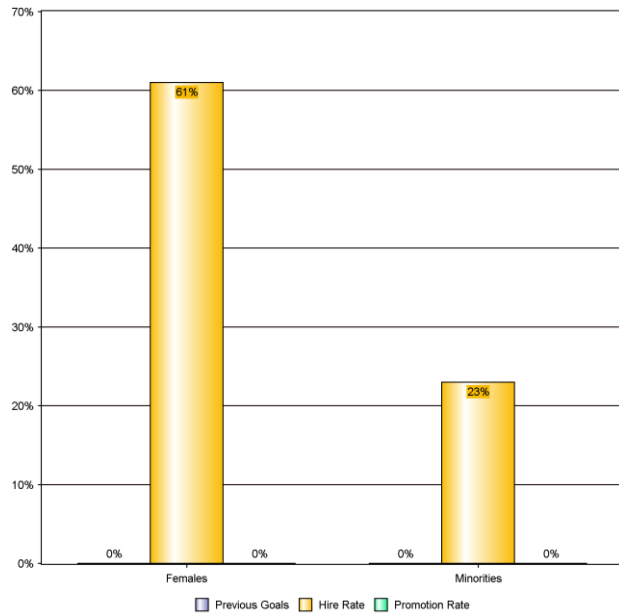
01D : Asst/ Assoc. Directors



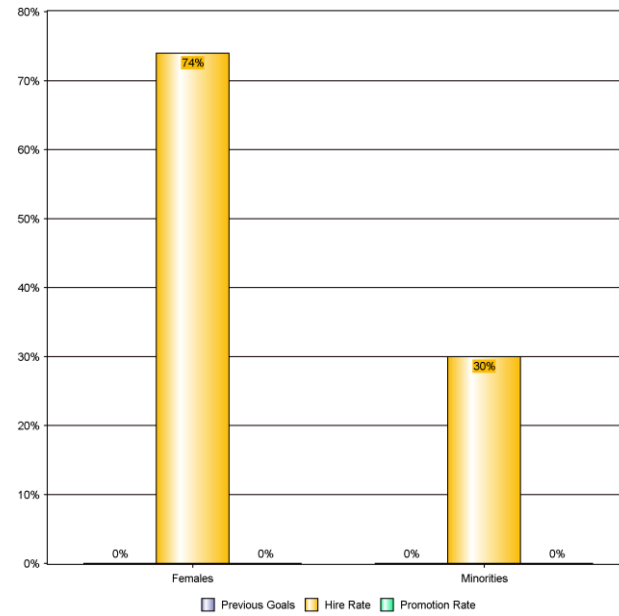
Goals Progress 05/01/2013 - 04/30/2014

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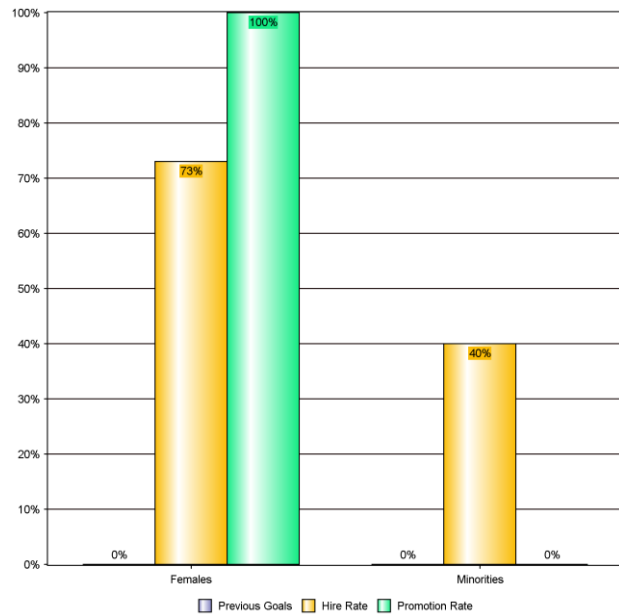
03A : UpperProfessional



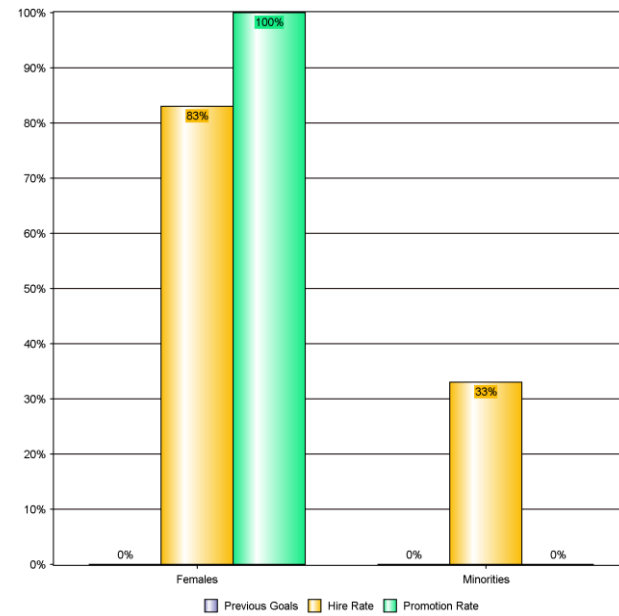
03B : Middle Professional



03C : Lower Professional



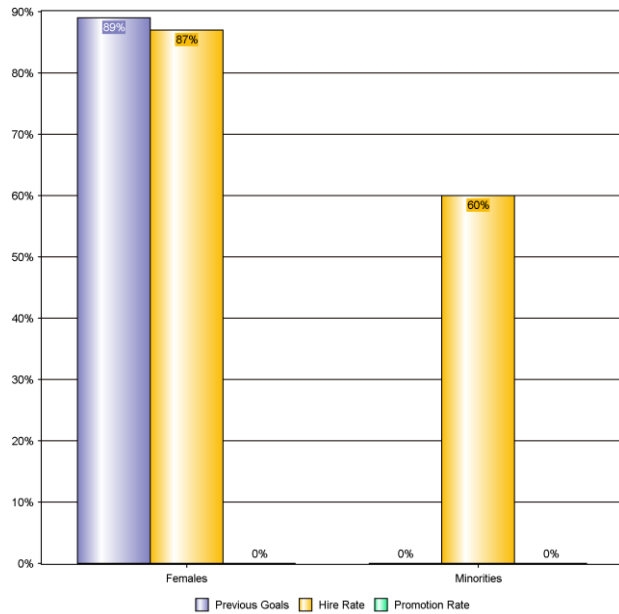
04A : Upper Clerical



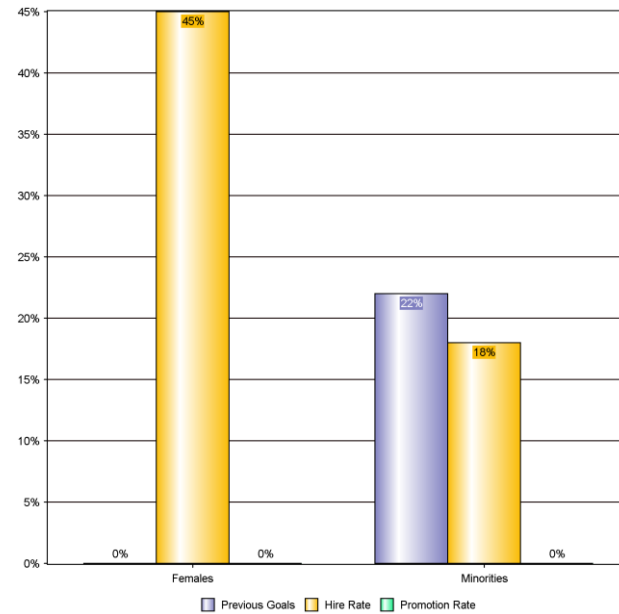
Goals Progress 05/01/2013 - 04/30/2014

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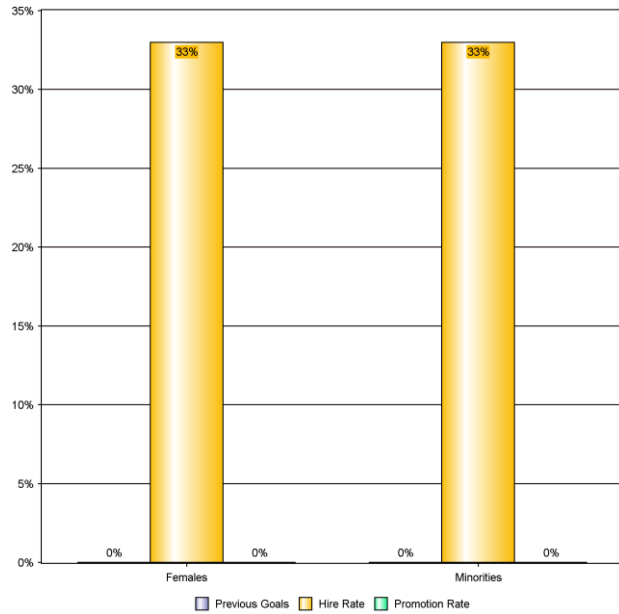
04B : Lower Clerical



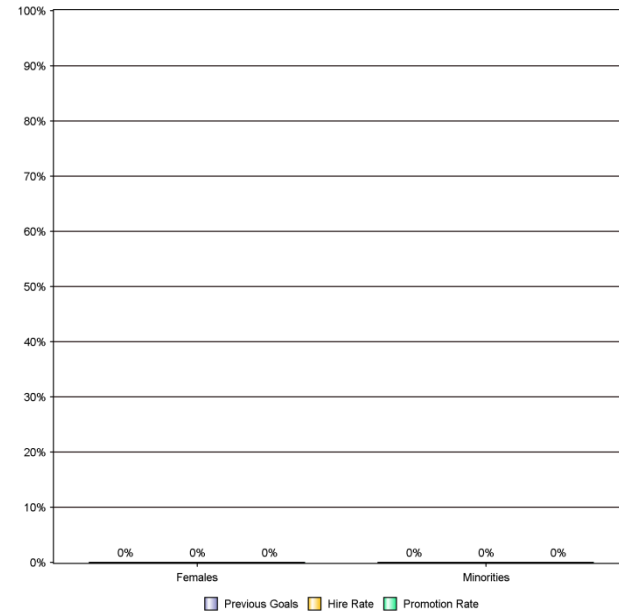
05A : Tech Paraprofessional - Misc.



05B : IT Tech Paraprofessionals



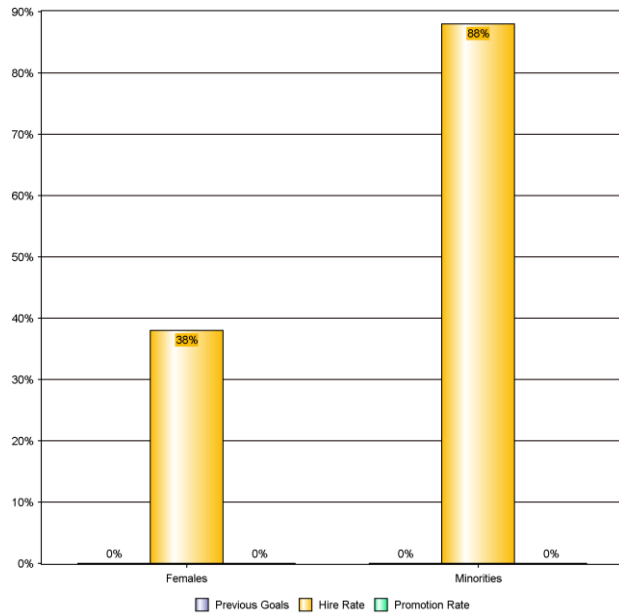
06A : Skilled Craft



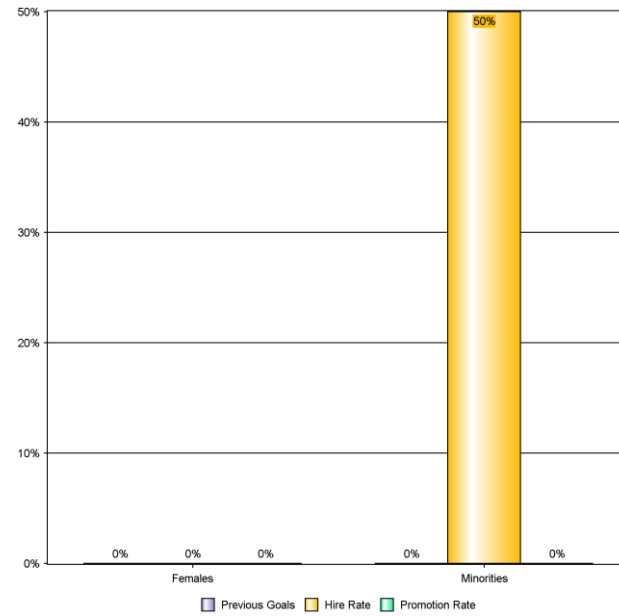
Goals Progress 05/01/2013 - 04/30/2014

Cleveland State University

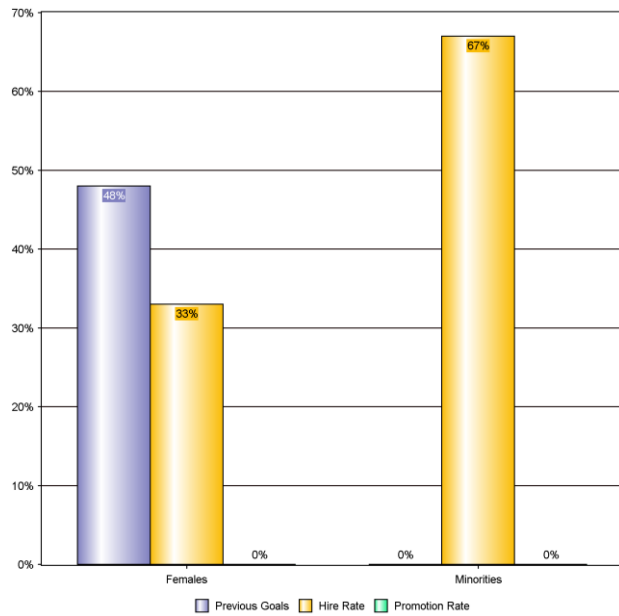
07A : Misc. Service



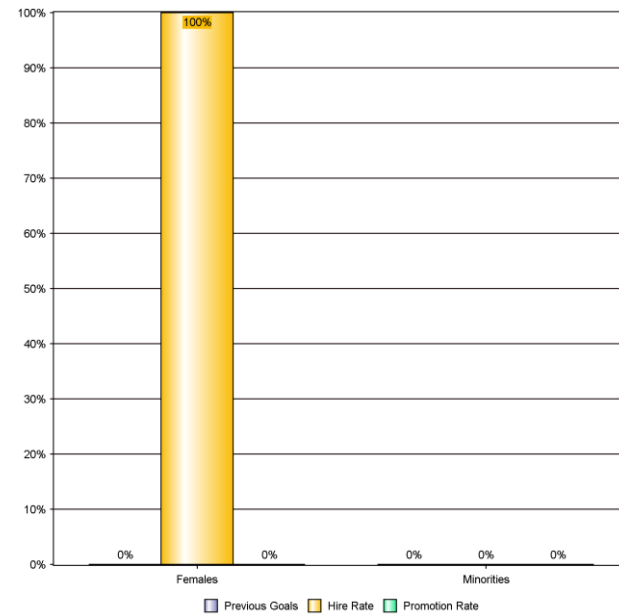
07B : Service Protective



200 : Professor



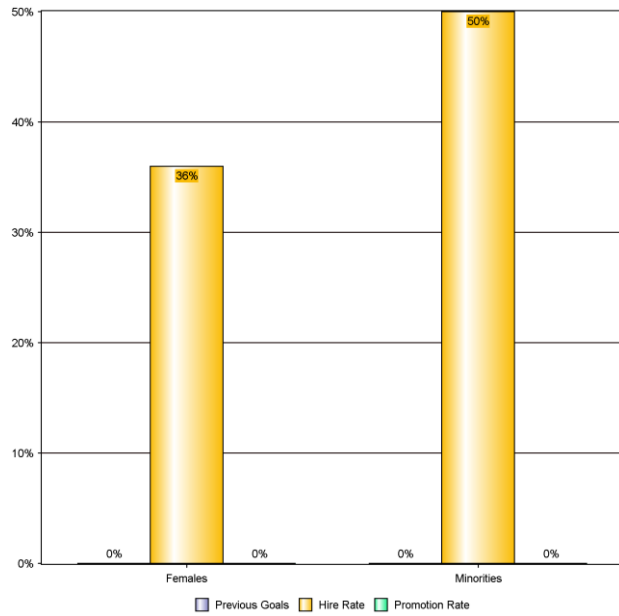
202 : Assoc Professor



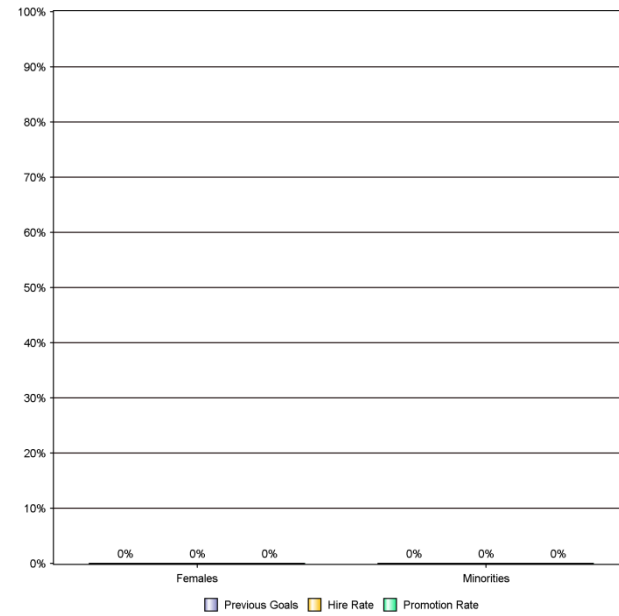
Goals Progress 05/01/2013 - 04/30/2014

Cleveland State University

204 : Assistant Professor



206 : Adjunct



Goals Progress 05/01/2013 - 04/30/2014

