



Executive Committee Meeting Agenda

Austin Peay State University

417 College Street

Clarksville, TN 37040

September 14, 2017

Call to Order

Roll Call/Declaration of Quorum

Action Items

A. Presidential Evaluation and Compensation Plan

Information Items

A. Update on APSU's Affirmative Action Plan

Adjourn



**Agenda Item: A.**

**Date:** September 14, 2017

**Subject:** Approval of Presidential Base Compensation, Performance Evaluation and Incentive Plan

**Action Recommended:** Approval by Voice Vote

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**Background Information:**

The Tennessee Board of Regents maintained an Executive Performance Incentive Plan that included the methodology for calculating the President's performance incentive, which is a one-time payment that was based on performance targets included in the THEC funding formula. The Tennessee Board of Regents Plan also included the methodology for the President's base compensation. A Presidential Base Compensation, Performance Evaluation and Incentive Plan has been developed to be used to evaluate and set the base compensation for the President for fiscal year 2017 – 2018.

**Proposed Implementation Date:** Fiscal Year 2017 – 2018

**Item Details:**

See the attached plan.



**Austin Peay State University**

**Presidential Base Compensation, Performance Evaluation and Incentive Plan  
Effective for the Fiscal Year 2017-18 Performance Period**

## **Presidential Base Compensation, Performance Evaluation and Incentive Plan**

### **I. Objectives of the Plan**

1. The objective of the Presidential Base Compensation, Performance Evaluation and Incentive Plan is to:
  - a. Motivate and reward achievement of performance goals aligned with the *APSU 2015 – 2025 Leading through Excellence Strategic Plan*; and
  - b. Enhance the University's ability to attract and retain an outstanding chief executive officer by providing competitive compensation.

### **II. Background Information for Base Compensation**

1. It is the goal of the Austin Peay State University Board of Trustees to attract and retain an outstanding chief executive officer by providing competitive base compensation. An evaluation of the President's current salary has revealed that her compensation is significantly lower compared to other Presidents of peer institutions, identified as Tennessee State University, East Tennessee State University, Tennessee Technological University, Middle Tennessee State University, the University of Memphis, the University of Tennessee at Martin, and the University of Tennessee at Chattanooga.
2. An analysis of current benchmark peer presidential salaries reveals that the median salary of APSU's President is significantly lower. It is the intent of the Board of Trustees to raise the President's salary to the peer median within a reasonable period of time.

### **III. Methodology for Base Compensation**

1. The President will receive a salary adjustment each year that funds are available to provide salary increases to faculty and staff. The first component is to provide the same performance adjustment percentage to the base salary that is provided to faculty and staff. Performance adjustments are described in the APSU Compensation Plan. The second component is to provide a market gap adjustment to bring the President's salary to the market median within a reasonable period of time as funds are available. Market gap is defined as the difference between the peer market median and current salary.

### **IV. Performance Period**

1. The incentive period shall be a one-year period from July 1 to June 30. The Chair of the Board of Trustees may extend or shorten the incentive period.

V. Eligibility

1. To be eligible for payment of the incentive amount, the President must be in active status on the day the incentive payment is approved by the Board of Trustees.
2. If the President's employment with the University terminates, either voluntarily or involuntarily, prior to the end of the incentive period, he/she will not receive any portion of the incentive amount except as follows:
  - a. If the President voluntarily terminates employment for medical reasons duly documented by a medical provider, the President will receive a pro-rata portion of the incentive amount if the Executive Committee of the Board of Trustees determines that the performance of the President, with respect to the strategic performance goals, was more than satisfactory during the completed portion of the incentive period.
  - b. If the termination of employment is by reason of death of the President, a pro rata portion of the incentive amount will be paid to the executor or administrator of his/her estate if the Executive Committee determines that the performance of the President, with respect to the strategic performance goals, was more than satisfactory during the completed portion of the incentive period.
  - c. The pro rata portion to be paid will be calculated on a monthly basis.
  - d. To the extent possible, the pro rata portion will be paid to the employee or administrator of the estate within thirty (30) days of receipt of satisfactory documentation and availability of data upon which to calculate the incentive payment.
3. The incentive payment is a one-time payment and is not added to the employee's base salary.

VI. Methodology for Calculating the Incentive Payment

1. The performance incentive amount for the President will be based on six (6) criteria. Each criterion is weighted with the total points equaling one hundred (100). The six (6) criteria to be met for the performance incentive plan are detailed in Appendix A and are listed below:
  - a. Enrollment 15 points
  - b. Graduation Rate 15 points
  - c. Fundraising 15 points
  - d. Program Development 15 points
  - e. Athletics 15 points
  - f. Board of Trustees Discretion 25 points
    1. Leadership
    2. Culture of Excellence through Positive Relationships
    3. Employee Retention

VII. Maximum Incentive Payment

1. Based on the President's performance each year, the President shall be considered for a lump-sum incentive payment of up to ten percent (10%) of the President's base salary as of July 1 of the incentive period.

VIII. Amendment, Suspension and Termination of the Plan

1. The Board of Trustees reserves the right to amend, suspend, or terminate the Plan at any time.

IX. General Provisions

1. Neither the Plan nor any payment under the Plan shall be construed to confer any right to continued employment with Austin Peay State University. The President serves at the pleasure of the Board of Trustees, subject to the terms of any existing written contract of employment between the parties.
2. Neither the Plan nor any payment under the Plan shall be construed to create a trust or to create in any security interest, in his/her personal representative or beneficiary, or other interests in any assets of Austin Peay State University.
3. All payments under the Plan are subject to all reporting, deductions and withholdings required by applicable law or University policy, as amended, enacted or adopted from time to time, including but not limited to deduction for debts owed to the University.
4. To the extent any part of the Plan fails to comply with applicable state or federal law or regulation, that part of the Plan shall not be effective.
5. The Plan will be reviewed by the Executive Committee every year. Proposed revisions will be brought before the full Board for consideration.

## Appendix A:

### APSU's Presidential Performance Evaluation

Enrollment	15 points
Graduation Rate	15 points
Fundraising	15 points
Program Development	15 points
Athletics	15 points
Board of Trustees Discretion <ul style="list-style-type: none"><li>• Leadership</li><li>• Culture of Excellence through Positive Relationships</li><li>• Employee Retention</li></ul>	25 points

Enrollment: Enrollment includes activities that increase undergraduate and graduate full-time or part-time enrollment in the areas of traditional freshmen, dual-enrollment students, international students, online students, transfer students, military-related students, high-performing students and nontraditional students.

- Enrollment will be measured by a percentage for the following year's fall enrollment with a goal of a 4 percent increase in headcount enrollment with a proportionate increase in net tuition revenue in order to meet APSU's Strategic Plan for enrollment growth.
- If the President grows headcount enrollment by at least 4 percent with a proportionate increase in net tuition revenue, then he/she will be eligible to receive the full 15 points for the evaluation. If the President grows headcount enrollment by less than 4 percent headcount enrollment with a proportionate increase in net tuition revenue, then he/she will be eligible to receive a pro rata portion of the 15 points for the evaluation.

Graduation Rate: Graduation rate is measured every six years by the Tennessee Higher Education Commission. Graduation rate is defined as those students who are first-time, full-time freshmen who enrolled in summer of 2011 and returned that fall, or enrolled in fall 2011 and graduated by spring or summer of 2017.

- Graduation rate will be measured by a percentage of growth with an increase of 2.6 percent in order to meet APSU's Strategic Plan.
- If the President increases the graduation rate by at least 2.6 percent, he/she will be eligible for the full 15 points for the evaluation. If the President increases the graduation rate by less than 2.6 percent, then he/she will be eligible to receive a pro rata portion of the 15 points for the evaluation.

Fundraising: Fundraising is defined as all cash donations and contributions made annually to the University and Foundation by non-governmental agencies and organizations.

- a. Fundraising will be measured by a 5 percent increase in the average dollars raised, based on a three-year average. This is in line with the University's Strategic Plan.
- b. If the President increases annual dollars raised by 5 percent, then he/she will be eligible to receive the full 15 points for the evaluation. If the President has an increase in annual dollars that is less than 5 percent, then he/she will be eligible to receive a pro rata portion of the 15 points for the evaluation.

Program Development: Program development is defined as the faculty development of new academic majors, concentrations and certificates, which require more than 24 credit hours, in alignment with the University mission and THEC master plan and their subsequent approval by the appropriate entities.

- a. Program development will be measured by the President establishing new majors for undergraduate and graduate programs, new concentrations for undergraduate and graduate programs and new graduate certificates that exceed 24 credit hours in length.
- b. If the President is proactive in establishing new majors, concentrations and graduate certificates that exceed 24 credit hours in length, then he/she will be eligible to receive the full 15 points for the evaluation.

Athletics: Athletics is based on maintaining a successful Division I Athletics program, which includes conference championships and high academic progress rate (APR).

- a. Athletics will be measured by at least one conference championship annually and maintaining an Athletics program that meets the APR as required by the NCAA.
- b. If the University wins at least one conference championship annually and maintains an Athletic program that meets the APR as required by the NCAA, then the President will be eligible to receive the full 15 points for the evaluation. If the University does not win at least one conference championship annually but maintains an Athletic program that meets the APR as required by the NCAA, then the President will be eligible to receive half (7.5 points) of the 15 points for the evaluation.

Board of Trustees Discretion: Board of Trustees discretion is based on leadership; creating a culture of excellence by maintaining positive relationships with the Board of Trustees, the community and the state and local government; and employee retention.

- a. Board of Trustees discretion for leadership and culture of excellence will be measured by key stakeholder evaluations of the President that include evaluations conducted with his/her direct reports, members of the Board of Trustees and other community or government officials.



- b. Board of Trustees discretion for employee retention has two parts. The first part will be compensation of faculty and staff and will be measured by achieving an increase in the total median salaries at a percentage equal to or higher than inflation. The second part of employee retention is turnover rate.
- c. If the President receives at least a satisfactory evaluation in the Board of Trustees discretion criteria, then he/she will be eligible to receive the full 25 points for the evaluation. If the President receives less than a satisfactory evaluation, then he/she will be eligible to receive a pro rata portion of the 25 points for the evaluation.

Scoring of the Evaluation:

All points from the evaluation will be totaled. The points totaling a certain amount will receive a certain incentive percentage, which is based on a percentage of the President's base salary,

- a. Less than 75 points = 0% incentive
- b. 76 points to 84 points = 4% incentive
- c. 85 points to 94 points = 6% incentive
- d. 95 points to 100 points = 10% incentive


At the conclusion of the evaluation, a recommendation of the incentive amount and new base salary will be made by the Executive Committee to the full Board of Trustees. The Board of Trustees will approve the incentive amount and the President's new base salary.



Clarksville, Tennessee

AFFIRMATIVE ACTION PLAN  
November 1, 2016 - October 31, 2017

  
Alisa White, President

  
Prepared by:  
Sheila M. Bryant, Director,  
Equal Opportunity and Affirmative Action

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# AUSTIN PEAY STATE UNIVERSITY

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## AFFIRMATIVE ACTION PLAN NOVEMBER 1, 2016 - OCTOBER 31, 2017

### EXECUTIVE SUMMARY

The institution's affirmative action plan is a comprehensive document consisting of four parts and Appendices A-K. The four parts are Policy, Related Programs, Compliance/Grievance/Appeals and Availability Analysis respectively. The Appendices present the major statistical and analysis information concerning the institutions affirmative action posture.

Annual goals have been established to maintain and move all staffing toward parity. These summaries include highlights of information and documentation from the attached Goals Forms in Appendix K.

The following narrative briefly discusses the basis for the goals that have been established. The policies, procedures and programs detailed in the plan address the efforts utilized to realize those goals.

<b>MINORITY / FEMALE</b>
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#### **Executive (EE01): Goals (Minorities 7, current 3), (Females 17, current 13)**

APSU is making progress toward reaching parity with respect to the female representation in this category. We have increased our percentages from 15.15% to 38.24%. If a vacancy or vacancies occur in this category, efforts will be made to increase female and minority representation through additional recruitment efforts.

#### **Faculty (EE02): Goals (Minorities 85, current 76) (Females 196, current 190)**

APSU did not make progress toward reaching parity for this job group. Therefore, we will increase our good faith efforts in the category. We will consistently tag these positions for AA direct emails via HigherEdJobs.com. In addition, we will increase our efforts to encourage faculty to make direct contacts via conferences, professional networks, and list serves.

APSU will continue to ensure that applicant pools are enriched with candidates that are from diverse ethnic and racial groups in an effort to continue to increase the diversity of our faculty. We will continue to utilize the Affirmative Action E-mail list on HigherEdJobs.com and advertise in Latinos in HigherEd and Diverse Issues in HigherEd as resources allow. We will also continue to utilize national discipline specific organizations and publications to increase the number of minorities in the applicant pools.

Studies of retention followed by "best practices" strategic efforts for female faculty members should also ensure that the percentages are maintained and are increased, as possible. Utilization of national directories, national organizational contacts and Internet connections offer an ever-increasing range of sources that will continue to be employed. Faculty memberships in discipline specific organizations should be a valuable asset as a recruitment tool for future female faculty members. Special emphasis has been placed on hiring for all Colleges within the University to ensure female candidates are among those considered for each open position.

**Professional (EE03): Goals: (Minorities 71, current 68), (Females 107, current 125)**

Parity has been reached at all levels in this category. Efforts will be made to ensure that applicant pools are enriched with applicants from diverse ethnic and racial groups to maintain parity and enhance diversity. All professional advertisements are currently placed on the Affirmative Action email list in HigherEdJobs.com and as warranted in Diverse Issues in Higher Education.

**Clerical (EE04): Goals: (Minorities 32, current 32), (Females 127.36, current 151)**

Parity has been reached for at all levels in this category. Efforts will be made to keep applicant pools enriched with candidates from diverse ethnic and racial groups.

**Technical/Paraprofessional (EE05): Goals: (Minorities 4, current 6), (Females 10, current 6)**

Parity has been reached for Minorities in in this category. Efforts will be made to increase female representation in the applicant pools.

**Skill Crafts (EE06): Goals: (Minorities 7, current 12), (Females 2, current 1)**

Parity has been reached for Minorities in this category. Efforts will be made to increase female representation in the applicant pools.

**Service/Maintenance (EE07): Goals: (Minorities 11, current 18), (Females 11, current 18)**

Parity has been reached at all levels in this category. Efforts will be made to maintain parity in representation of female employees and employees from diverse ethnic groups.

## **APSU Mission and Vision**

### **Mission Statement**

Austin Peay State University is a comprehensive university committed to raising the educational attainment of the citizenry, developing programs and services that address regional needs, and providing collaborative opportunities that connect university expertise with private and public resources.

Collectively, these endeavors contribute significantly to the intellectual, economic, social, physical, and cultural development of the region. APSU prepares students to be engaged and productive citizens, while recognizing that society and the marketplace require global awareness and continuous learning.

This mission will be accomplished by:

- Offering undergraduate, graduate, and student support programs designed to promote critical thinking, communication skills, creativity, and leadership;
- Expanding access opportunities and services to traditional and nontraditional students, including the use of multiple delivery systems, flexible scheduling, and satellite locations;
- Promoting equal access, diversity, an appreciation of all cultures, and respect for all persons;
- Serving the military community at Fort Campbell through complete academic programs;
- Providing academic services that support student persistence to graduation;
- Fostering a positive campus environment that encourages active participation in university life;  
and
- Developing programs (credit and noncredit), conducting research, and providing services that contribute significantly to the quality of life, learning, and workforce development needs of the region.

### **Vision Statement**

APSU's vision is to create a collaborative, integrative learning community, instilling in students habits of critical inquiry as they gain knowledge, skills, and values for life and work in a global society.

# Equal Opportunity, Affirmative Action and Nondiscrimination 6:003

Austin Peay State  
University

## Equal Opportunity, Affirmative Action, and Nondiscrimination

**Issued:** March 25, 2017

### POLICIES

**Responsible Official:** Director of Equal Opportunity and Affirmative Action

**Responsible Office:** Office of Equal Opportunity and Affirmative Action

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### Policy Statement and Statement of Nondiscrimination

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It is the intent of Austin Peay State University (APSU) to fully comply with the applicable provisions of federal and state civil rights laws, including but not limited to, Executive Order 11246, as amended; Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972 as amended; the Rehabilitation Act of 1973, as amended, the Americans with Disabilities Act of 1990, as amended; the Vietnam Era Veterans Readjustment Act of 1974, as amended; 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 Pregnancy Discrimination Act; the Genetic Information Nondiscrimination Act of 2008; Section 485(f) of the HEA, as amended by Section 304 of the Violence Against Women Reauthorization Act of 2013, and regulations promulgated pursuant thereto. APSU will promote equal opportunity for all persons without regard to race, sex (including pregnancy), sexual orientation or gender identity, age (as applicable), color, religion, ethnic or national origin, disability status, status as a covered veteran, genetic information, and any other legally protected class.

In accordance with the statement of nondiscrimination, APSU shall not engage in practices which would discriminate against any individual or group because of race, color, religion, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age (as applicable), status as a covered veteran, or genetic information. The University 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.

APSU will take affirmative action to ensure that applicants for employment and employees are treated in a nondiscriminatory manner. Such action will include, but not be limited to:

- a. Recruit, hire, train, and promote persons in all job titles, without regard to any of the foregoing prohibited factors;
- b. Base decisions on employment so as to further the principles of affirmative action and equal employment opportunity;

- c. Ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities; and
- d. Ensure that all employment decisions are implemented without prohibited discrimination.

Similarly, in compliance with Title IX of the Educational Amendment of 1972, as amended, APSU shall not, on the basis of sex, subject any student to discrimination under any educational program. No student shall be discriminatorily excluded from participation in or denied the benefits of any educational program on the basis of a protected status.

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## Purpose

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The purpose of this policy is to affirm that APSU will not tolerate discrimination or harassment against any employee, applicant for employment, contractor, or vendor, and will not subject any student to discrimination or harassment under any educational program and no student shall be discriminatorily excluded from participation in nor denied the benefits of any educational program on the basis of the protected categories listed in this policy.

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### Procedures

[-Duties of the President](#)

[-Duties of the EEO/AA Officer](#)

### Links

[-APSU Policy 6:004](#)

[-APSU Policy 6:001](#)

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## Procedures

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### Duties of the President

The President shall be responsible for the development and implementation of the equal employment opportunity and affirmative action program as well as assuring that unlawful harassment is investigated and educational efforts regarding discrimination and harassment take place. In carrying out this responsibility, the President shall comply with the following:

1. Appoint an EEO/AA Officer who will be responsible for promoting and assuring compliance with this policy and with all applicable laws and regulations, receiving and investigating complaints and reviewing the effectiveness of the program and recommending improvements to the President. The Director of Equal Opportunity and Affirmative Action has been designated as the EEO/AA officer for the University.



2. Assure 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 situations contributing to the underutilization or inequitable treatment of minority or women employees in the University.
4. Provide positive leadership in the implementation of the affirmative action program on the campus and ensure that appropriate attention is devoted to the program in staff and faculty meetings.
5. Inform all management officials and supervisors that their performance evaluation will be partially determined by the effectiveness of their participation in the equal employment opportunity program and their commitment to the university's access and diversity initiatives.
6. Designate a person on the campus to be responsible for gathering and reporting data related to equal employment opportunity and diversity.
7. Ensure policies and procedures are instituted to deal with all forms of harassment, including a procedure for the EEO/AA Officer to receive and investigate complaints and recommend necessary action to the President.
8. Designate the EEO/AA Officer as the staff person responsible for the development and implementation of educational efforts regarding discrimination and harassment based on protected class statuses.

**Duties of the EEO/AA Officer**

1. Equal Employment Opportunity and Affirmative Action Program
  - a. The EEO/AA Officer will develop and maintain an EEO/AA program that will include but not be limited to the following responsibilities:
    - a. The EEO/AA Officer will receive, review and investigate equal employment opportunity complaints and appeals and make recommendations to the President regarding their disposition.
    - b. Equal employment opportunity or affirmative action complaints made to external agencies, i.e., EEOC or THRC, will be investigated by the EEO/AA Officer in conjunction with university legal counsel. All complaints will be forwarded to university legal counsel and any reports to the external agency will be prepared by the University and submitted to the university legal counsel for approval and forwarding to the agency. The

attorney/client relationship will apply to the investigation and preparation of those reports.

- c. The EEO/AA Officer will develop and maintain an EEO/AA program that will include:
    - a. developing or reaffirming the University's equal employment opportunity policy in all personnel actions;
    - b. formal internal and external dissemination of the policy;
    - c. establishing responsibilities for implementation of the program;
    - d. identifying problem areas by organizational units and job classifications;
    - e. establishing goals and objectives by organizational units and job classifications, with timetables for completion;
    - f. developing and executing action-oriented programs designed to attain established goals and objectives;
    - g. assuring compliance of personnel policies with the sex discrimination guidelines;
    - h. active support of local and national community action and community services programs designed to improve the employment opportunities of minorities and women;
    - i. internal audit and reporting system designed to ensure compliance and to permit monitoring of the program; and
    - j. internal complaint procedures designed to expeditiously process and resolve complaints and grievances by employees or applicants for employment.
  - d. Updating the EEO/AA plan annually, and reporting progress in meeting the established goals and objectives. The EEO/AA Officer will discuss the success of the EEO/AA program with the President and make recommendations regarding desirable changes.
2. Procedures to Address Claims of Discrimination or Harassment
- a. The EEO/AA Officer will ensure the development of an educational program alerting students and employees to the nondiscrimination policy.

- b. Because different legal requirements apply to claims of discrimination and harassment depending on the protected category claimed to have been violated, separate policies describe the different procedures applicable based on particular protected categories.
  - a. Allegations of sexual violence and/or stalking will be addressed pursuant to the procedures set forth in **APSU Policy 6:001 Sexual Violence and Stalking**: <http://www.apsu.edu/policy/sexual-violence-and-stalking-6001>
  - b. Allegations of discrimination and/or harassment based on categories other than sexual violence and/or stalking will be addressed pursuant to procedures set forth in **APSU Policy 6:004 Discrimination and Harassment Complaints (Other than Complaints of Sexual Violence and Stalking)**: <http://www.apsu.edu/policy/discrimination-and-harassment-complaints-6004>
  - c. Complaints may be filed by any current or former student, applicant for employment, or current or former employee, contractor, vendor, or third party who believes he or she has been subjected to prohibited discrimination or harassment or who believes he or she has observed such activities taking place. Complaints against students alleging discrimination or harassment under either of the aforementioned policies are usually addressed by the Office of Student Affairs pursuant to the procedures outlined in the applicable policy. Complaints against administrators, faculty, staff, or contractors alleging discrimination or harassment under either of the aforementioned policies are usually addressed by the Office of Equal Opportunity and Affirmative Action pursuant to the procedures outlined in the applicable policy.

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#### Links

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APSU Policy 6:004	<a href="http://www.apsu.edu/policy/discrimination-and-harassment-complaints-6004">http://www.apsu.edu/policy/discrimination-and-harassment-complaints-6004</a>
APSU Policy 6:001	<a href="http://www.apsu.edu/policy/sexual-violence-and-stalking">http://www.apsu.edu/policy/sexual-violence-and-stalking</a>

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#### Revision Dates

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APSU Policy 6:003 (previously 5:002) – Rev.: March 25, 2017

APSU Policy 6:003 – Rev.: December 8, 2009

APSU Policy 6:003 – Issued: April 4, 2007

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**Subject Areas:**

Academic	Finance	General	Human Resources	Information Technology	Student Affairs
		X	X		X

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**Approved**

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President: signature on file

## **SECTION B**

### **RESPONSIBILITY FOR IMPLEMENTATION**

Responsibility for implementing the policy rests with every member of management. The President of the University has appointed the University Counsel, the Director of Human Resources and the Director of Equal Opportunity and Affirmative Action in the execution of this responsibility. Specific responsibilities are detailed in the table shown below.

Each manager is responsible for the application of the policy within his or her area of responsibility. This includes initiating and/or supporting programs and practices designed to develop understanding, acceptance, commitment, and compliance within the framework of the policy.

The following table outlines responsibilities for implementing the policy. Line managers are defined as vice presidents, assistant vice presidents, executive directors, deans, directors, department chairs, and all other supervisory personnel.

<b>ACTION</b>	<b>MONITOR</b>	<b>FREQUENCY</b>
Assignment of Equal Opportunity and Affirmative Action responsibilities	President	As needed
Development/revision of policy statements, AA programs and external communications	University Counsel; Director of Equal Opportunity and Affirmative Action	Annual
Identification of program areas and solutions to problems	Director of Human Resources; University Counsel; Director of Equal Opportunity and Affirmative Action; Line Managers	Continuous
Review and revision of audit and reporting systems	Director of Equal Opportunity and Affirmative Action	As needed and as directed by TBR
Liaison between APSU, TBR general counsel, and enforcement agencies, minority, women and handicapped organizations and community action	University Counsel and the Director of Equal Opportunity and Affirmative Action	Continuous

ACTION	MONITOR	FREQUENCY
groups		
Updates to management on current developments in the entire EOE area	Director of Equal Opportunity and Affirmative Action	As needed
Audits of hiring and promotion patterns to remove impediments to reaching goals	University Counsel; Director of Equal Opportunity and Affirmative Action	Annual
Review of qualifications of employees to ensure that minorities and women are given full opportunities for transfers and promotions	Director of Equal Opportunity and Affirmative Action; Director of Human Resources	Continuous
Career counseling for all employees	Director of Human Resources	Continuous
Contact with managers, supervisors, and employees to ensure that policies are being followed	Director of Human Resources; University Counsel; Director of Equal Opportunity and Affirmative Action; Line Managers	Continuous
Evaluation of supervisors on their progress in achieving Affirmative Action goals	President and Line Managers	Annual
Enforcement of the harassment policy	University Counsel; Director of Equal Opportunity and Affirmative Action; Line Managers	Continuous
Coordination of grievance procedures	University Counsel; Director of Equal Opportunity and Affirmative Action; Director of Human Resources	Continuous

## **SECTION C**

### **POLICY DISSEMINATION**

#### **Internal Dissemination**

1. The University Policy Committee's charge is to make recommendations to the President concerning implementation, revision, or revocation of non-academic policies. The committee is composed of the Provost and Vice-President for Academic and Student Affairs, the Vice-President for Finance and Administration, the University Counsel, the Vice-President for Student Affairs, the Chair of the Faculty Senate, the president of the Staff Council, and the president of the Student Government Association. Approved policies are disseminated to the campus community by the Division of Finance and Administration. In addition, policies are available to all employees on the University's web site at [www.apsu.edu/policy/policy.htm](http://www.apsu.edu/policy/policy.htm). Hard copies of APSU Policies and Procedures are maintained in the office of the University Counsel and may be reviewed by employees. Employees are notified of any policy and procedure changes by announcements through e-mail in "InnerAction," a faculty and staff online newsletter. The following notation is included in the newsletter, "Please print a copy of 'InnerAction' for people in your department who do not have access to a computer terminal." A list of updates is also posted on the University web site.
2. A copy of the Equal Opportunity and Affirmative Action Plan is available for review in the Woodward Library.
3. The name, office, and telephone number of the Director of Equal Opportunity and Affirmative Action, to whom employees may report any instance in which they feel the policy was not implemented fairly, is posted throughout the university.
4. A statement concerning Equal Opportunity and Affirmative Action is posted in various areas on campus, to include but not to be limited to the following: Cashier's bulletin board in the Browning Building, Human Resources, the staff lounge located in the Browning Building, the Morgan University Center, the Fort Campbell Center, and other student centered locations.
5. New employees are made aware of the policy in orientation programs. This program may also be accessed via the web at <http://www.apsu.edu/hrhomepage/orientation/>
6. The policy statement is included in the Undergraduate, Graduate Bulletins and in the Student Handbook.
7. The university's Strategic Plan has Access as one of its' Key Priorities. APSU will develop an institutional plan that incorporates a system-wide methodology to

promote participation of underserved populations.

### **External Dissemination**

1. All recruiting sources are informed in writing (and also orally whenever appropriate) of the institution's non-discrimination policy.
2. As appropriated Notice for position openings state "Austin Peay State University does not discriminate on the basis of race, color, religion, creed, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs and activities sponsored by APSU."
3. The equal opportunity employment clause is attached to all purchase orders, leases and contracts covered by Executive Order 11246.
4. Vacancies for all faculty positions and for applicable administrative positions are advertised and filled in accordance with the procedures given in Tennessee Board of Regents Guideline P-010 and APSU Policy 5:011.
5. The University has allocated funding to the Office of Equal Opportunity and Affirmative Action to advertise in publications designated as a good source of recruitment for minority personnel as well as to purchase materials that will assist in the minority recruitment effort.
7. Vacancies in top-level administrative positions, academic administrative positions at the level of department chair or above, and faculty positions are advertised in publications with other-race constituencies.
8. In a written statement on all university applications, prospective employees are made aware of the University's non-discrimination/AA/EEO statement.
9. All positions are advertised on the APSU Home Page (<http://www.apsu.edu>) which can be accessed by the general public.



The following table outlines responsibilities for dissemination of the policy.

Action	Monitor	Frequency
Dissemination for EOE/AA policies through <u>Policies and Procedures Manual</u> and <u>Staff</u> and <u>Faculty Handbooks</u>	Writers of these publications	When revised
Ensuring that all publications contain an EOE/AA statement	Executive Director of Public Relations and Marketing	Continuous
Applications for employment contain EOE/AA statement	Director of Human Resources; and Director of Equal Opportunity and Affirmative Action	When revised
Discussion of EOE/AA policies with university faculty and staff	Director of Equal Opportunity and Affirmative Action ; Director of Human Resources; and University Counsel	Continuous
Minorities, women, protected veterans and disabled employees and students appear in local publications	Executive Director of Public Relations and Marketing	Continuous
Publications and media productions have a representative number of the above groups	Executive Director of Public Relations and Marketing	Continuous
EOE/AA policies posted on bulletin boards and kept current	Director of Equal Opportunity and Affirmative Action ; and University Counsel	Continuous
Recruiting sources informed in writing, and orally whenever possible	Director of Human Resources; and Director of Equal Opportunity and	Continuous

of policy of actively recruiting minorities and women	Affirmative Action	
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Action	Monitor	Frequency
Written notification of commitment to Equal Opportunity and Affirmative Action to all contractors, vendors and suppliers	Director of Purchasing	As appropriate
Use of minority and women employees in recruiting and interviewing	Director of Equal Opportunity and Affirmative Action ; and Line managers	Continuous

## Section A

### Action Oriented Programs

The Division of Student Affairs provides supportive and educational programs for minority students and assists the university community in becoming increasingly mindful of its diversity and its responsibility to promote equity, inclusion and appreciation among its various components. Staff strive to model and support diversity among all sections of the campus community. The Division of Student Affairs and Austin Peay State University does not discriminate on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs and activities sponsored by APSU.

The Wilbur N. Daniel African American Cultural Center is dedicated to providing knowledge and programming about the historic and contemporary contributions, achievements, and social perspectives of African Americans and other people of African descent. The Center's mission is intertwined with the University's goals relative to the creation of a collaborative, integrative learning community that fosters critical inquiry and self-reflection necessary in a global society. The primary purpose includes aiding in the retention of African American students as well as taking an intersectional approach to educating and motivating all students to be highly aware and appreciative of the diverse cultures that define the contemporary world.

The Hispanic Cultural Center provides knowledge and programming about the historic and contemporary contributions, achievements, and social perspective of Hispanic and Latino Americans and other people of Hispanic descent. The Center's mission is to develop, promote and increase awareness and understanding of Hispanic cultures; promote a dynamic and inclusive atmosphere through educational, cultural, and social programs and events; to create a sense of unity among Hispanic students and provide a support network for students to succeed. This mission is intertwined with the University's goals relative to the creation of a collaborative, integrative learning community that fosters critical inquiry and self-reflection necessary in a global society. The primary purpose includes aiding in the retention of Hispanic students, and educating and motivating all students to be highly aware and appreciative of the diverse cultures that define the contemporary world.

The Adult and Nontraditional Student Center provides encouragement, engagement, and a convenient respite space for degree seeking adult learners and students with children, and students who may not fit the stereotypical college student profile. The center's mission is to advocate for APSU nontraditional students relative to the university strategic goals of increased access, student success, and resourcefulness. Further, the center promotes self-efficacy for college completion by engaging the post-traditional learners through educational, meaningful and relevant programs.

The Little GOVS Child Learning Center provides childcare services for children of students, faculty, staff and persons in the community--as space allows. The Little GOVS Child Learning Center serves over 50 children, ages 2 to 5 years. The Center operates from 7:15 a.m. to 5:30 p.m., Monday through Friday, August 1-May 31. The Center operates from the Sexton Building at 637 North 8th Street to support efforts with student recruitment and retention at APSU. The Little GOVS Child Learning Center offers drop-in care for school aged children if space is available. Additional information may be obtained by visiting the Little GOVS CLC website at <http://www.apsu.edu/clc> or by contacting the Center at 931-221-6232.

Boyd Health Services provides holistic health care including acute and chronic illness care, health screenings and education, allergy injections and immunizations, medications, labs and family planning, for the diverse population of students, staff and faculty. Boyd Health Services is dedicated to removing barriers to care and increasing help-seeking behavior, particularly among students of minority status. Located in the Ard Building at 524 College Street, Boyd Health Services is a walk-in clinic and operates from **7:00 a.m. to 4:30 p.m., Monday through Friday during the Fall and Spring semesters and 7:00 a.m. until 3:30 p.m. during the summer.**

Student Counseling Services provides holistic mental health care for a diverse population of students. Licensed professional staff provide direct care, including individual, couples, and group counseling services for a wide range of issues and concerns. In addition, counseling services staff provide outreach and prevention services to faculty, staff, and students. Counseling Services is dedicated to removing barriers to care and increasing help-seeking behavior, particularly among students of minority status. Student Counseling Services is located in the Ard Building at 524 College Street. Students are seen by appointment from 8:00 a.m. to 4:30 p.m., Monday through Friday, with some evening appointments available as well. After-hours emergency call coverage provided in conjunction with Campus Police.

The Military Student Center assists veterans, active duty, reservist, national guardsmen, retirees, ROTC students, and family members at the university with their transition from the military to college life. The center provides access to computers, a lounge, and dining area to allow students to work on homework or to relax and unwind from the day surrounded by likeminded students. The center offers programs throughout the academic year to address the unique challenges of this student population. One such program is Texts for Vets which relies on donations to loan textbooks to students free of charge. The center also helps to resolve academic and personal issues for military-related students. In order to meet the needs of this diverse population, the center works closely with other campus offices – Disability Services, Financial Aid and Veterans Affairs, Registrar's Office, Career Services, Student Counseling Services, VetSuccess On Campus, etc. to ensure the students' needs are being met. The center is located in MUC Room 120 behind the Post Office and is open Mon. – Thur. from 8:00 a.m. – 6:00 p.m. and Fri. from 8:00 a.m. – 4:30 p.m. Arrangements can also be made for other availability to meet student's needs.

The Office of Student Life and Engagement (SLE) provides support for all minority students through targeted programs and services. The mission states, "The Office of Student Life and Engagement strives to connect academic and out-of-class experiences through programming and leadership development that establishes a diverse, interactive, and responsive learning community. The Office of Student Life and Engagement prepares students to be citizen leaders with an understanding of the global community and a commitment to service." All registered student organizations are required to adhere to and include an anti-discrimination clause in their constitution stating they will not base membership on the basis of any protected class.

The Office of Disability Services' (ODS) primary mission is to ensure access for students with disabilities to all curricular and co-curricular opportunities offered by Austin Peay State University. ODS is committed to providing leadership to promote a comprehensively accessible university experience where individuals with disabilities have the same access to programs, opportunities and activities as all others by improving usability for everyone. Our motto is "Moving Toward Independence" and we promote self-reliance through education and self-improvement. We believe that education and self-advocacy are the keys to success. **We are here to help students, help themselves.**

The Office of Career Services' mission is to assist students in making a successful transition from academia to the world of work by equipping them with the tools to take ownership of their professional and personal development for lifelong career satisfaction. We provide programming and services that supports student growth and development, both personal and professional. The Office of Career Services does not discriminate on the referral of candidates to employment opportunities based on any protected class. The Office of Career Services also complies with those EEO regulations affecting handicapped individuals, disabled veterans, and veterans of the Vietnam Era. In addition we support Austin Peay State University's policy of Affirmative Action. The Office of Career Services is located in Morgan University Center, Suite 210. Office hours are Monday-Friday from 8:00-4:30pm. Arrangements can be made for students or alumni that cannot meet during those times.

The Office of Housing/Residence Life and Dining Services is provides a quality living and learning environment for students housed in the University residence halls and apartments. In support of the University commitment to the diversity and enhancement of the quality of campus life, the Office of Housing/Residence Life and Dining Services is concerned with the effective management of residence services, facilities and educational activities. Living on campus provides many opportunities for the development and implementation of human relation skills, personal value systems and leadership skills. APSU Housing/Residence Life and Dining Services is committed to achieving full equal opportunity and affirmative action for all applicants, employees and students. Equal opportunity ensures all qualified applicants and employees are treated fairly and not discriminated against with regard to any protected class. Affirmative action is a part of the way APSU Housing regularly conducts its business and complements the philosophy and belief that diversity enriches the educational and employment experience for all faculty, staff and students at Austin Peay State University.

The Office of Fraternity & Sorority Affairs ensures all are treated equally and without discrimination of any protected class. The mission of the fraternity and sorority community at Austin Peay State University encourages students to uphold and support the values of their organization through a supportive educational environment that promotes an appreciation of diversity, while emphasizing intellectual and personal development. We achieve this through positive collaboration with alumni(ae), community and campus constituents, and (inter)national organizations. These opportunities enable students to become engaged and productive citizens in a global society.

The Center for Service-Learning & Community Engagement's strives to connect the needs of students with the community. The Center provides support for all students, especially students dealing with economic hardship and food insecurity through our campus food pantry and free thrift store. Many of the alternative break trips and volunteer opportunities have focuses on special populations, including those with physical limitations, non-traditional students and veterans. The Center for Service-Learning & Community Engagement exists to support and encourage the collaboration between APSU and the needs of the community through curricular and co-curricular programming. Our vision is to provide the space and opportunity for students to become active citizens from the classroom into their community by making their mark on the world.

## **SECTIONB**

### **COMMUNITY SUPPORT PROGRAMS**

With funding from the U.S. Department of Education, APSU houses three TRiO grants. The university conducts the Tri-County Upward Bound program that provides academic counseling, academic support, and academic enrichment to encourage and enable 50 low-income and first-generation high school students to pursue postsecondary education. The Educational Opportunity Center program provides information regarding opportunities for postsecondary enrollment for low-income and first-generation adults. This program assists participants in making informed choices among colleges and universities as well as applying for Pell grants and other forms of financial assistance. Admission, educational, financial, and career counseling are the primary services provided to participants of the program. This assistance is provided for any postsecondary institution an adult is interested in attending in the country. TRiO Student Support Services (SSS) is geared towards providing APSU students with an enriched support system in order to be successful and graduate from an institution of higher education. TRiO SSS provides tutoring, academic counseling, cultural activities, and technology/writing assistance to 180 first-generation, low income or disabled Austin Peay students.

APSU also houses an office of the Tennessee Small Business Development Center (TSBDC), which receives federal funding through the Small Business Administration. TSBDC provides services to seven counties in the middle Tennessee region (Cheatham, Dickson, Houston, Humphreys, Montgomery, Robertson, and Stewart). In addition, TSBDC provides services to Fort Campbell, Kentucky. The staff has an ongoing effort to work with veterans with disabilities, veteran-owned businesses, and military personnel transitioning into civilian life. Also, TSBDC has partnered with several organizations to provide additional community support, to share information related to small business development, to cooperate with others, and to create informal gatherings of minority business owners in the community. These partnerships include work with the Nashville Women's Business Resource Center-Montgomery County and the Clarksville Human Relations Commission, among others. TSBDC provides assistance in obtaining capital formation, which means providing technical help for various lending organizations. TSBDC assists by providing help for small businesses to obtain federal and state loan programs. One such program is the Business Enterprise Resource Office, or BERO. It helps expand economic opportunities for small, rural, minority and women-owned businesses in Tennessee, as well as providing technical, financial and management information for both start-ups and existing diversity businesses.

The Tennessee Early Childhood Training Alliance (TECTA) is a statewide training system based on the belief that all early childhood education personnel need to acquire the recognized professional knowledge and skills to provide appropriate care and education for young children. TECTA puts the current research into practice with a curriculum centered on professional core competencies. This project is funded through a contract with the Tennessee Department of Human Services and Tennessee State University, Center of Excellence for Learning Sciences. TECTA at APSU has operated for 21 years. Services are provided across Tennessee to multiple higher education institutions. The TECTA program provides free professional development training opportunities that may lead to early childhood academic degree options. Participation in

TECTA training is open to any staff employed in a licensed child care facility in Tennessee. Numerous initiatives are offered, and child care personnel may select them based on their needs and interest. TECTA orientations provide the core knowledge and best practices in a classroom setting with activities that are fun, interactive and full of practical ideas. Each orientation consists of 30 hours, free of charge, and specialized to the specific age group or job responsibilities. TECTA orientations are the first step in receiving 30 free hours of training. The training is available in five specializations: 1) Center-Based (preschool age), 2) Infant/ Toddler, 3) Family Child Care (multi-age groups), 4) School Age and 5) Administrator. Once child care providers complete their choice of 30 hours of TECTA orientation, they then may apply for financial support for continued learning through academic degree options. TECTA provides financial support for continued learning, from earning a Child Development Associate Credential (CDA), a Technical Teaching Certificate, A.A.S., B.S. or M.S. in Early Childhood to even earning a doctorate in Early Childhood Education. The child care provider designs a path of professional development while working full time, putting the skills learned to work immediately and ultimately improving the quality care provided to young children in Tennessee.

## **SECTION C**

### **NON-DISCRIMINATION FOR COVERED VETERANS**

In accordance with the provisions of the Vietnam Era Veterans Readjustment Assistance Act, the university has developed and agrees to comply with the following policy to prevent discrimination and provide equal opportunity for all persons employed or seeking employment without regard to their status as a covered veteran.

The University agrees to employ, advance in employment, and otherwise treat qualified covered veterans without discrimination based upon their disability or veteran status in all employment practices, such as, employment, upgrading, demotion or transfer, recruitment, advertising, layoff or termination, rates of pay, or other forms of compensation and selection for training.

These practices will be reviewed and updated as needed. Should changes in procedure, rights or benefits occur, they will be communicated to employees and applicants for employment.

As part of the employment process, the Director of Equal Opportunity and Affirmative Action continuously reviews physical and mental job qualifications listed in job descriptions to ensure that, to the extent qualification requirements tend to screen out qualified covered veterans, they are job related and are consistent with business necessity and the safe performance of the job.

The university will make reasonable accommodations to the physical and mental limitations of an employee or applicant except where such accommodations would impose an undue hardship on the conduct of the university's business. The following factors among others may be considered: 1) business necessity and 2) financial cost and expenses.

Information which the university receives concerning an applicant's or employee's mental or physical condition will be kept confidential except that: 1) supervisors and managers may be informed regarding restrictions on the work or duties of disabled veterans and regarding accommodations; 2) first aid and safety personnel may be informed, where and to the extent appropriate, if the condition might require emergency treatment; and 3) government officials investigating compliance with the Act will be informed.

In offering employment or promotions to Vietnam Era or disabled veterans, the university will not reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

The non-discrimination policy for covered veterans is internally disseminated by:



(a) Including a statement of the university's compliance with the Vietnam Era Veterans Readjustment Assistance Act in the APSU Policies and Procedures Manual, Staff Handbook, Undergraduate and Graduate Bulletins.

(b) Discussing the policy in employee orientation and management training programs.

(c) Posting the policy on bulletin boards and including a statement that employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under the Act.

(d) Including covered veteran employees when employees are featured in university publications.

The policy is externally disseminated by:

(a) Listing job vacancies with the Tennessee Department of Employment Security, and on the APSU World Wide Web Home Page at [www.apsu.edu/hrhomepage](http://www.apsu.edu/hrhomepage).

(b) Sending written notification of the policy to all subcontractors, vendors and suppliers requesting appropriate action on their part.

(c) Including covered veteran employees in pictures of any employees in promotional advertising.

The President of the University has given the Director of Equal Opportunity and Affirmative Action the responsibility of implementing this policy. The affirmative action plan may be reviewed in the Woodward Library during normal business hours.

The duties of the Director of Equal Opportunity and Affirmative Action include, but are not limited to:

(a) Ensuring that supervisory personnel are following the policy, that they understand that their work performance is being evaluated on the basis of their collaboration efforts in reasonable accommodation efforts and results, as well as other criteria and that the university is obligated to prevent discrimination and harassment of employees.

(b)\ In conjunction with covered veterans and managers and supervisors, identifying problem areas in the implementation of the non-discrimination policy and developing solutions.

(c) Designing and implementing audit and reporting systems that will measure the effectiveness of the policy, indicating the need for remedial action, determine the degree to which the university's objectives have been attained, determining whether known Vietnam Era and disabled veterans have had an opportunity to participate in all university sponsored educational, training, recreational and social activities.

- (d) Serving as liaison between the university and enforcement agencies.
- (e) Keeping management informed of the latest developments in the entire affirmative action field.

## **SECTION D**

### **NON-DISCRIMINATION FOR PERSONS WITH DISABILITIES**

In accordance with the provisions of section 503 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act as amended 2008, the University has developed and agrees to comply with the following policy to prevent discrimination and provide equal opportunity for all qualified persons employed or seeking employment without regard to their disability.

The program is reviewed annually and changes made as may be required. Should changes in procedure, rights or benefits occur, they will be communicated to employees and applicants for employment.

As part of the employment process, the Director of Equal Opportunity and Affirmative Action continuously reviews physical and mental job qualifications listed in job descriptions to ensure that, to the extent qualification requirements tend to screen un-qualified disabled persons, they are job related and are consistent with business necessity and the safe performance of the job. Additionally, during the pre-offer stage of the hiring process, applicants are invited to self-identify as an individual with a disability.

The university will make reasonable accommodations to the physical and mental limitations of an employee or applicant except where such accommodations would impose an undue hardship on the conduct of the university's business. The following factors among others may be considered: 1) business necessity and 2) financial cost and expenses.

Information which the university receives concerning an applicant's or employee's mental or physical condition will be kept confidential except that: 1) supervisors and managers may be informed regarding restrictions on the work or duties of disabled persons and regarding accommodations; 2) first aid and safety personnel may be informed, where and to the extent appropriate, if the condition might require emergency treatment; and 3) government officials investigating compliance with the Act will be informed.

In offering employment or promotions to disabled persons, the university will not reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source. Additionally, incumbent employees are invited to voluntarily self-identify on a regular basis.

The affirmative action policy for non-discrimination of disabled persons is internally disseminated by:

- (a) Including a statement of the university's compliance with section 503 of the Rehabilitation Act of 1973 and with the Americans with Disabilities Act as amended, 2008 in the APSU Policies and Procedures Manual, Staff Handbook, Undergraduate and Graduate Bulletins;
- (b) Discussing the policy in employee orientation and management training programs;

- (c) Posting the policy on bulletin boards and including a statement that employees and applicants are protected from coercion, intimidation, interference or discrimination for filing a complaint or assisting in any investigation under the Act;
- (d) Posting all position vacancies on the university website;
- (e) Including disabled employees when employees are featured in University publications.

The program is externally disseminated by:

- (a) Listing job vacancies with the Tennessee Department of Employment Security;
- (b) Sending written notification of the policy to all subcontractors, vendors and suppliers requesting appropriate action on their part; and
- (c) Including disabled employees in pictures of any employees in promotional advertising.

The President of the University has given the Director of Equal Opportunity and Affirmative Action the responsibility of implementing this policy. The Affirmative Action plan may be reviewed in the Woodward Library during normal business hours.

The duties of the Director of Equal Opportunity and Affirmative Action include, but are not limited to:

- (a) Ensuring that supervisory personnel are following policy, that they understand that their work performance is being evaluated on the basis of their collaborative efforts in reasonable accommodation and results, as well as other criteria, and that the university is obligated to prevent discrimination and harassment of employees.
- (b) In conjunction with disabled employees, managers and supervisors, identifying problem areas in the implementation of the affirmative action policy and developing solutions.
- (c) Designing and implementing audit and reporting systems that will measure the effectiveness of the policy, indicate the need for remedial action, determine the degree to which the university's objectives have been attained and determine whether known disabled employees have had an opportunity to participate in all university sponsored educational, training, recreational and social activities.
- (d) Serving as a liaison between the university and enforcement agencies.
- (e) Serving as a liaison between the university and organizations of and for the disabled; and

- (f) Keeping management informed of the latest developments in the entire affirmative action field.

**Social Service Agencies and Program  
with which the Office of Disability Services interacts  
2017**

Agency/Program	Phone Number	Contact Person
Austin Peay State University Accessibility Committee	Danielle White  E-mail: <a href="mailto:whited@apsu.edu">whited@apsu.edu</a>	<ul style="list-style-type: none"> <li>• Jamie McCrary, Director, Disability Services (Chair)</li> <li>• Sheila Bryant, Director, Equal Opportunity and Affirmative Action</li> <li>• Dannelle Whiteside, General Counsel</li> <li>• Tom Hutchins, Director, Physical Plant Operations</li> <li>• Marc Brunner, Director, University Design</li> <li>• Jeff Rutter, Director, Counseling and Health Services</li> <li>• Senior Associate VP for Finance</li> <li>• Judy Molnar, Asst. VP for Information Technology</li> <li>• Denise Robledo, Director, Distance Education</li> <li>• Lynne Crosby, Asst. Provost/Assistant VP for Academic Affairs</li> <li>• Daniell White, Faculty Senate Representative</li> <li>• Joe Weber, Director of Woodward Library</li> <li>• Louise Mitchell, Staff Senate Representative</li> <li>• Wesley Grubbs, SGA Representative</li> </ul>
Austin Peay State University Student Support Services P.O. Box 4594 Clarksville, TN 37044	(931) 221-6142 (V) (931) 221-7995 (Fax)	John Johnson, Director Sharita Goodrich, Academic Counselor Jennifer Placke, Tutor Coordinator
Austin Peay State University Office of Financial Aid & Veteran Affairs P.O. Box 4546 Clarksville, TN 37044	(931) 221-7907 (V) (931) 221-6305 (Fax)	Donna Price, Director, Financial Aid & Veteran Affairs
Austin Peay State University Office of the Registrar	931-221-7121	Telaina Wrigley
Austin Peay State University	931-221-7107	Kristie Reed

<b>Agency/Program</b>	<b>Phone Number</b>	<b>Contact Person</b>
Boyd Health Services/Student Counseling Services	931-221-6162	Laszlo Stojalowsky
Austin Peay State University Affirmative Action	931-221-7178	Shelia Bryant
Austin Peay State University Student Government Association	931-221-4262	Greg Singleton
Austin Peay State University Housing and Residence Life	931-221-7444	Joe Mills
Austin Peay State University University General Counsel	931-221-7572	Dannelle Whiteside
Austin Peay State University University Attorney	931-221-7572	Costin Shamble
Austin Peay State University Campus Police	931-221-7786	Michael Kasitz
Austin Peay State University Academic Support Center and Alert	931-221-6553	Martin Golson
Austin Peay State University Adult and Non-traditional Student Center	931-221-6854	Martha Harper
Austin Peay State University Military Student Center	931-221-1685	Jasmine Linares
Austin Peay State University Military Education Task Force	931-221-7570	Carol Clark
VA Vet Success on Campus, APSU	931-221-6194	Tim Schoonover
Clarksville-Montgomery County Schools High School Transition	931-648-5600	Individual high school teachers and counselors
Department of Human Services Tennessee Technology Access Program 14 <sup>th</sup> Floor, 400 Deadrick Street Citizen's Plaza Building Nashville, TN 37248-6000	(615) 313-5183 (V) (615) 532-4685 (FAX) (615) 313-5695 (TTY) 1-800-732-5059	Kevin Wright, Executive Director

Agency/Program	Phone Number	Contact Person
TN Council for the Deaf & Hard of Hearing Division of Rehabilitation Services 11 <sup>th</sup> Floor, 400 Deadrick Street Citizen's Plaza Building Nashville, TN 37248-6000	(615) 313-4918 (615) 741-6508 (FAX)	Thom Roberts, Executive Director
Bridges (Formerly the League for the Hearing Impaired) 415 4 <sup>th</sup> Ave. South Suite A Nashville, TN 37201	(615)248-8828 (615) 248-4797 (fax) (615) 244-0979 (24 Hr Service)	Sallie Hussey, President and CEO Eric Workman, Vice President of Interpreter Services
TN Department of Education Office of Commissioner Division Special Education 5 <sup>th</sup> Floor-Andrew Johnson Tower 710 James Robertson Pky. Nashville, TN 37243-0375	(615) 741-2851 (615) 532-2851(FAX)	Kevin S. Huffman, Commissioner Joey Hassell, Assistant Commissioner
TN Advisory Council for the Education of Students with Disabilities	(615) 741-2851 brownyard@lambuth.edu	Cynthia Cheshier, Chair Advisory Council



## **SECTION E**

### **SEX DISCRIMINATION**

The university expressly prohibits sex discrimination in all phases of employment. The prohibition is stated in the Equal Opportunity policy in Part 1, Section A of this plan.

The university recruits employees of both sexes for all jobs unless, in very rare instances, sex is a bona fide occupational qualification. Advertisements to fill vacant positions include the statement that the university is an Equal Opportunity and Affirmative Action Employer.

Employees of both sexes have an equal opportunity for any available job that they are qualified to perform, unless sex is a bona fide occupational qualification. The university does not make any distinction based upon sex in employment opportunities such as wages, hours, etc. The university administers its benefits plan without regard to sex. The university does not make a distinction between married and unmarried persons of either sex nor does it deny employment to women or men with young children. It also ensures age is not a factor when considering persons of either sex for employment or post-employment decisions.

Appropriate physical facilities are maintained for both men and women.

Women are not penalized because of time away from work required for the birth of a child. The university's commitment to comply with the Pregnancy Discrimination Act is stated in Part 1, Section A of the Equal Opportunity, Affirmative Action and Non-Discrimination Policy (APSU Policy 6:003) and in its Parental Leave Policy (APSU Policy 5:020). In addition, the university gives time off under its Parental Leave policy to male employees who have recently experienced the birth of a child in their immediate families. Procedures and eligibility for paternity leave are outlined in TBR Policy 5:01:01:08.

# Discrimination and Harassment Complaints (other than Complaints of Sexual Violence and Stalking) - Complaint and Investigation Procedure 6:004

Austin Peay State  
University

Discrimination and Harassment Complaints (other than Complaints of Sexual Violence and Stalking) - Complaint and Investigation Procedure

**Issued:** March 25, 2017

## **POLICIES**

**Responsible Official:** Director of Equal Opportunity and Affirmative Action

**Responsible Office:** Office of Equal Opportunity and Affirmative Action

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## **Policy Statement**

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Austin Peay State University (APSU) shall fully comply with the applicable provisions of federal and state civil rights laws, including but not limited to, Executive Order 11246, as amended; the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act of 1990, as amended; the Vietnam Era Veterans Readjustment Act of 1974, as amended; the Equal Pay Act of 1963, as amended; Titles VI and VII of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972, as amended; the Age Discrimination in Employment Act of 1967; the Age Discrimination Act of 1975; the Pregnancy Discrimination Act; the Genetic Information Nondiscrimination Act of 2008; Section 485(f) of the HEA, as amended by Section 304 of the Violence Against Women Reauthorization Act of 2013, and regulations promulgated pursuant thereto. APSU will promote equal opportunity for all persons without regard to race, sex (including pregnancy), sexual orientation or gender identity, age (as applicable), color, religion, ethnic or national origin, disability status, status as a covered veteran, genetic information, and any other legally protected class.

APSU affirms that it will not tolerate not tolerate discrimination against any employee or applicant for employment because of race, sex (including pregnancy), sexual orientation or gender identity, age (as applicable), color, religion, ethnic or national origin, disability status, status as a covered veteran, genetic information, and any other legally protected class.

Similarly, in compliance with Title IX of the Educational Amendment of 1972, as amended, APSU shall not, on the basis of sex, subject any student to discrimination under any educational program. No student shall be discriminatorily excluded from participation in or denied the benefits of any educational program on the basis of a protected status.

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## **Purpose**

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The purpose of this policy is to provide a procedure for the orderly resolution of complaints of discrimination or harassment on the basis of race, color, religion, creed, ethnic or national origin, sex (other than sexual violence and stalking), sexual orientation/gender identity/expression, disability, age as applicable, status as a covered veteran, genetic information, and any other category protected by federal or state civil rights law related to Austin Peay State University (APSU).

Complaints related to sexual violence, including sexual assault, domestic violence, dating violence, and stalking will be addressed under the procedure set forth in APSU Policy 6:001 (Sexual Violence and Stalking - <http://www.apsu.edu/policy/sexual-violence-and-stalking-6001>).

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## Definitions

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### Discrimination

Discrimination may occur by:

1. Treating individuals less favorably because of their race, color, religion, creed, ethnic or national origin, sex, sexual orientation/gender identity/expression, disability, age as applicable, status as a covered veteran genetic information or any other category protected by federal or state civil rights law; or,
2. Having a policy or practice that has a disproportionately adverse impact on protected class members.

### Harassment

1. Harassment based on a protected class:

- a. Harassment is conduct that is based on a person's race, color, religion, creed, ethnic or national origin, sex, sexual orientation, gender identity/expression, disability, age as applicable, status as a covered veteran, genetic information, or any other category protected by federal or state civil rights law, that
  - a. Adversely affects a term or condition of an individual's employment, education, participation in university activities or living environment.
  - b. Has the purpose or effect of unreasonably interfering with an individual's employment or academic performance or creating an intimidating, hostile, offensive or abusive environment for the individual; or
  - c. Is used as a basis for or a factor in decisions that tangibly affect that individual's employment, education, participation in the university's activities or living environment.
- b. Examples of such conduct include, but are not limited to verbal or physical conduct relating to an employee's national origin, race, surname, skin color or accent, offensive or derogatory jokes based on a protected category, racial or ethnic slurs, pressure for dates or sexual favors, unwelcome comments about a person's religion or religious garments, offensive graffiti, cartoons or pictures, or offensive remarks about a person's age.
- c. Not every act that might be offensive to an individual or group will be considered harassment. Whether the alleged conduct constitutes harassment depends upon the record as a whole and the totality of the circumstances, such as the nature of the conduct in the context within which the alleged incident occurs. Harassment does not include verbal expressions or written material that is relevant and appropriately related to course subject matter or curriculum.

## 2. Examples of Sexual Harassment

- a. Examples of sexual harassment include, but are not limited to, the following:

- a. Refusing to hire, promote, or grant or deny certain privileges because of acceptance or rejection of sexual advances.
- b. Promising a work-related benefit or a grade in return for sexual favors.
- c. Suggestive or inappropriate communications, e-mail, notes, letters, or other written materials displaying objects or pictures which are sexual in nature that would create hostile or offensive work or living environments
- d. Sexual innuendoes, comments, and remarks about a person's clothing, body or activities
- e. Suggestive or insulting sounds
- f. Whistling in a suggestive manner
- g. Humor and jokes about sex that denigrate men or women
- h. Sexual propositions, invitations, or pressure for sexual activity.
- i. Use in the classroom of sexual jokes, stories, remarks or images in no way germane to the subject matter of the class
- j. Implied or overt sexual threats
- k. Suggestive or obscene gestures
- l. Attempted or actual kissing or fondling, patting, pinching and other inappropriate touching - (Please see APSU Policy 6:001 – Sexual Violence and Stalking  
- <http://www.apsu.edu/policy/sexual-violence-and-stalking-6001>)
- m. Coerced sexual intercourse (Please see APSU Policy 6:001 – Sexual Violence and Stalking  
- <http://www.apsu.edu/policy/sexual-violence-and-stalking-6001>)
- n. Sexual assault - (Please see APSU Policy 6:001 – Sexual Violence and Stalking <http://www.apsu.edu/policy/sexual-violence-and-stalking-6001>)
- o. Suggestive or inappropriate acts, such as comments, innuendoes, based on one's actual or perceived sexual orientation and/or gender identity.

- b. The examples listed above are not exclusive, but simply represent types of conduct that may constitute sexual harassment.
- c. Please note that incidents of sexual violence may constitute criminal acts and as such, investigation and processing by the criminal justice system, local police, campus security, and crisis intervention centers may occur in addition to the process developed under this policy. Complainant must be notified of his/her right to file a criminal complaint.

### **Consensual Relationships**

Intimate relationships between supervisors and their subordinates and between faculty members and students are strongly discouraged due to the inherent inequality of power in such situations. These relationships could lead to undue favoritism or the perception of undue favoritism, abuse of power, compromised judgment, or impaired objectivity.

Engaging in a consensual relationship with a student over whom the faculty member has either grading, supervisory, or other evaluative authority (i.e., member of dissertation committee, thesis director, etc.) constitutes a conflict of interest. The faculty member must take steps to remove the conflict by assigning a different supervisor to the student; resigning from the student's academic committees; or by terminating the relationship at least while the student is in his/her class. Likewise, it is a conflict of interest for a supervisor to engage in a consensual relationship with a subordinate that he or she has evaluative or supervisory authority. The supervisor must take action to resolve the conflict of interest by, for example, assigning another individual to supervise and/or evaluate the subordinate.

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## **Procedures**

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### **Scope**

These procedures shall be utilized by:

1. Any employee or student who has been a victim of discrimination or harassment on the basis of race, color, religion, creed, ethnic or national origin, sex (other than sexual violence and stalking), sexual orientation/gender identity/expression, disability, age as applicable, status as a covered veteran, genetic information, and any other category

protected by federal or state civil rights law related to Austin Peay State University (APSU);

2. Any former employee or student who has been a victim of discrimination or harassment on the basis of race, color, religion, creed, ethnic or national origin, sex (other than sexual violence and stalking), sexual orientation/gender identity/expression, disability, age as applicable, status as a covered veteran, genetic information, and any other category protected by federal or state civil rights law related to Austin Peay State University (APSU) if the conduct took place during the time of employment or enrollment at APSU;
3. Any employee or student who has knowledge of discrimination or harassment on the basis of race, color, religion, creed, ethnic or national origin, sex (other than sexual violence and stalking), sexual orientation/gender identity/expression, disability, age as applicable, status as a covered veteran, genetic information, and any other category protected by federal or state civil rights law related to Austin Peay State University (APSU) against another employee or student in order to report such offenses; and,
4. All third parties with whom APSU has an educational or business relationship who have been a victim of discrimination or harassment on the basis of race, color, religion, creed, ethnic or national origin, sex (other than sexual violence and stalking), sexual orientation/gender identity/expression, disability, age as applicable, status as a covered veteran, genetic information, and any other category protected by federal or state civil rights law related to Austin Peay State University (APSU).

All employees, including faculty members, and students are to be knowledgeable of policies concerning discrimination and harassment. All faculty members, students, and staff are subject to this Policy. Any faculty member, student, or staff found to have violated this Policy by engaging in behavior constituting discrimination or harassment will be subject to disciplinary action that may include dismissal, expulsion or termination, or other appropriate sanction. In addition, contractors, vendors, and other third parties are subject to this policy and are expected to comply with the requirements set forth herein. Any contractor, vendor, or other third party who fails to

comply with this policy is subject to all remedies available under any applicable contract.

The procedures set forth in this policy do not only apply to conduct that occurs on campus and/or on property controlled by APSU. If a complaint is filed under this policy, it may be investigated regardless of whether the conduct occurred off school grounds in order to determine whether the continuing effects of the off-campus conduct are having adverse effects on APSU's educational environment.

### **Reporting, Cooperation and Training**

Using the procedures outlined below, all faculty and staff must promptly report to the appropriate University contact any complaint or conduct that might constitute discrimination or harassment as defined by this policy, whether the information concerning a complaint is received formally or informally. Failure to do so may result in disciplinary action up to and including termination.

All faculty and staff members are required to cooperate with investigations of alleged discrimination or harassment. Failure to cooperate may result in disciplinary action up to and including termination. Students are also required to cooperate with these investigations and failure to do so may result in disciplinary action up to and including expulsion.

Because the courts have imposed strict obligations on employers with regard to discrimination and harassment, APSU is required to take measures to periodically educate and train employees and students regarding conduct that could violate this Policy. All employees and students, are expected to participate in such education and training. Further, all faculty members, students and staff are responsible for taking reasonable and necessary action to prevent and discourage all types of discrimination and harassment.

### **Procedures**

#### **A. General**

1. The following procedures are intended to protect the rights of the aggrieved party (hereinafter, "the Complainant") as well as the party against whom a complaint of discrimination or harassment is lodged (hereinafter "the Respondent") as required by state and federal laws. Each complaint must be properly and promptly investigated and, when warranted, appropriate disciplinary action taken against the Respondent.



2. APSU'S Office of the Legal Affairs shall always be consulted prior to investigation. Hereinafter, references to "Legal Affairs" shall mean APSU'S Office of Legal Affairs.
  3. In situations that require immediate action, because of safety or other concerns, the University may take any disciplinary action that is appropriate, e.g., suspension with pay pending the outcome of the investigation. Students may be placed on interim suspension under the appropriate circumstances pending the outcome of the investigation. Legal Affairs shall be contacted before any immediate action is taken.
  4. Each employee, applicant for employment and student shall be notified of the name, office, and telephone number of the designated EEO/AA, Student Affairs, Title VI, or Title IX officer(s) responsible for assuring compliance with this policy, and federal law.
- B. Filing Complaints
1. Any current or former student, applicant for employment, current or former employee, contractor or third party who believes he or she has been subjected to discrimination or harassment covered by this policy or who believes that he/she has observed discrimination or harassment taking place shall present the complaint to one of the offices designated below, which shall conduct the investigation:
    - a. Complaints against students (except complaints filed under Title VI – discrimination on the basis of race, color, and national origin):

Office of Student Affairs/Dean of Students  
Morgan University Center, Room 206  
(931) 221-7341  
<http://www.apsu.edu/student-affairs/student-affairs-departments>
    - b. Complaints against faculty, staff, contractors, or third parties:

Office of Equal Opportunity and Affirmative Action  
Browning Building, Room 7A  
(931) 221-7160  
<http://www.apsu.edu/affirmative-action>
    - c. Complaints filed under Title VI (against faculty, staff, students, contractors or third parties):

Title VI Coordinator (or his/her designee)

Office of Equal Opportunity and Affirmative Action  
Browning Building  
<http://www.apsu.edu/affirmative-action/title-vi-civil-rights-act-1964>  
(931) 221-7178

2. Complaints under Title VI of the Civil Rights Act of 1964, as amended, (i.e., prohibits discrimination and harassment on the basis of race, color or national origin) must be brought within 180 days of the last incident of discrimination or harassment. All other Complaints must be brought within 365 days of the last incident of discrimination or harassment. Complaints brought after that time period will not be pursued absent extraordinary circumstances.

The determination of whether the complaint was timely or whether extraordinary circumstances exist to extend the complaint period must be made in conjunction with Legal Affairs.

3. The Investigator will make every attempt to get the Complainant to provide the complaint in writing. The complaint shall include the circumstances giving rise to the complaint, the dates of the alleged occurrences, and names of witnesses, if any. Appendix A is a sample complaint form. The Complainant shall sign the complaint. However, when the Complainant refuses to provide or sign a written complaint, the matter will still be investigated and appropriate action taken. Complaints made anonymously or by a third, party must also be investigated to the extent possible.
4. If the complaint does not rise to the level of discrimination or harassment, the complaint may be dismissed without further investigation after consultation with Legal Affairs. The Complainant should be informed of other available processes such as the employee grievance/complaint process, or a student non-academic complaint process.

#### C. Investigation

1. Legal Affairs shall be notified of the complaint; whether written or verbal, as soon as possible after it is brought to the attention of the Investigator and the investigation will be under the direction of Legal Affairs. All investigatory notes and documents shall be attorney work product. The

Investigator shall notify the President that an investigation is being initiated.

2. When the allegation of discrimination or harassment is against the EEO/AA/ Title VI or Title IX, or Student Affairs Officer, the President will identify an individual who has been trained in investigating such complaints to investigate the complaint and carry out the responsibilities assigned pursuant to this policy. When the allegation of discrimination or harassment is against the President, the EEO/AA officer shall notify the Board of Trustees who will assign an investigator who will make his/her report to the Board.
3. When the Respondent is a student, the Student Affairs Office will normally investigate the complaint in compliance with the procedures outlined in this policy. If a finding of violation is made, any resulting disciplinary action will be undertaken in compliance with APSU'S disciplinary procedures.
4. When a student is involved as the Complainant, the Respondent or an individual interviewed, all documentation referring to that student shall be subject to the provisions and protections of the Family Educational Records and Privacy Act (FERPA) and Tennessee Code Annotated Section 10-7-504(a) (4) which requires that certain student disciplinary records are subject to disclosure pursuant to a public records request.
5. In consultation with and under the direction of Legal Affairs, the Investigator shall conduct an investigation of the complaint. The investigation shall include interviews with both the Complainant and the Respondent, unless either declines an in-person interview. The investigation shall also include interviews with relevant witnesses named by the Complainant and Respondent. The purpose of the investigation is to establish whether there has been a violation of the policy. It is the responsibility of the Investigator to weigh the credibility of all individuals interviewed and to determine the weight to be given information received during the course of the investigation.
6. To the extent possible, the investigation will be conducted in such a manner to protect the confidentiality of both parties. However, the Complainant, the Respondent and all individuals shall be informed that APSU has an obligation to address discrimination and/or harassment and that, in order to conduct an effective investigation, complete confidentiality

cannot be guaranteed. Information may need to be revealed to the Respondent and to potential witnesses. However, information about the complaint should be shared only with those who have a need to know about it. The Complainant and Respondent shall also be informed that a request to inspect documents made pursuant to the Public Records Act may result in certain documents being released.

A Complainant may be informed that if he or she wants to speak privately and in confidence about discrimination or harassment, he or she may wish to consult with a social worker, counselor, therapist, or member of the clergy who is permitted, by law, to ensure greater confidentiality.

7. Additionally, the Complainant may be given assurances that measures will be taken against the Respondent should there be retaliation against him or her. Retaliation is prohibited and should be reported to the Investigator immediately. Allegations of retaliation must also be investigated pursuant to the procedure set out in this Policy
8. The Investigator shall notify in writing the Respondent within five (5) working days of receipt of the complaint. The Respondent shall respond in writing to the complaint within five (5) working days following the date of receipt of the investigator's notification.
9. If either the Complainant or the Respondent is a student, the Investigator should communicate the prohibition against disclosure of personally identifiable information with regard to the student, based on FERPA.
10. The Complainant, the Respondent and all individuals interviewed shall be notified that any retaliation engaged in connection with the complaint or its investigation is strictly prohibited regardless of the outcome of the investigation and may, in itself, be grounds for disciplinary action.
11. At any time during the course of the investigation, the Investigator may meet with both the Complainant and the Respondent individually for the purpose of resolving the complaint informally. Either party has the right to end informal processes at any time. If informal resolution is successful in resolving the complaint, a report of such, having first been reviewed and approved by Legal Counsel, shall be submitted to the President.

12. If informal resolution is unsuccessful, the Investigator shall draft a report summarizing the investigation that shall be sent to Legal Counsel for review. Each report shall outline the basis of the complaint, including the dates of the alleged occurrences, the response of the Respondent, the findings of the Investigator, whether there were any attempts made to resolve the complaint informally, a determination of whether there was a violation of the Policy, and recommendations regarding disposition of the complaint.

After review and approval by Legal Affairs, the report shall be submitted to the President within sixty (60) calendar days following receipt of the complaint absent cause for extending the investigation timeline. No working papers, statements, etc. generated in the investigation should be attached to the report to the President. In situations where more time is needed to complete the investigation, for reasons such as difficulty in locating a necessary witness, or complexity of the complaint, additional time may be taken, but only following notice to Legal Counsel and written notice to both the Complainant and the Respondent.

13. If, after investigation, there is insufficient evidence to corroborate the complaint or, in any situation in which the Complainant refuses to cooperate in the investigation, it may be appropriate to discuss the complaint with the Respondent, informing him or her that he or she is not being accused of a discrimination/harassment violation, but that the conduct alleged, had it been substantiated, could be found to violate this Policy. Any investigation and subsequent discussion should be documented and a report submitted as set forth in this procedure. It should also be noted that conduct that does not rise to the level of actionable discrimination or harassment may, nevertheless, provide a basis for disciplinary action against the Respondent.
14. The President shall review the Investigator's report; make a final written determination, within a reasonable time as to whether a violation has occurred and, what the appropriate resolution should be. After the President has made this determination, the Investigator shall, absent unusual circumstances and after consultation with Legal Counsel, provide both the Complainant and the Respondent with a copy

of the determination, along with a copy of the Investigator's report.

15. If the investigation reveals evidence that a violation of the policy has occurred, the President must take immediate and appropriate corrective action. Such action may include meeting with the Respondent and/or the Complainant and attempting to resolve the problem by agreement. Appropriate steps must be taken to ensure that the discrimination or harassment will not reoccur.
16. After completion of the investigation and any subsequent disciplinary proceedings, all documentation shall be forwarded to Legal Affairs. However, copies of the President's determination, the Investigator's report, the complaint (if it concerns an employee) and documentation of any disciplinary action taken against the Respondent should be placed in a file maintained on campus. This file shall be maintained in a location designated by the President. If such action was taken, copies of documentation establishing disciplinary action taken against the Respondent, whether employee or student, shall also be maintained in the Respondent's personnel or student record, as appropriate.

Some documents involved in a discrimination or harassment matter may be subject to the Public Records Act and thus open to public inspection. Other documents may be protected under FERPA, the attorney/client privilege, or attorney work product and would not be releasable. If a Public Records request is received, Legal Counsel must be consulted prior to the release of any documents.

17. A complaint found to have been intentionally dishonest or maliciously made will subject the Complainant to appropriate disciplinary action.

#### D. Appeal of Decision

1. Because APSU is committed to a high quality resolution of every case, APSU affords the Complainant and Respondent an opportunity to appeal the President's decision concerning the Respondent's responsibility for the alleged conduct. The appeal process shall consist of an opportunity for the parties to provide information to APSU's attention that would change the decision. The appeal process will not be a *de novo* review of the decision, and the parties will not be allowed to present

their appeals in person to the President unless the President determines, in his/her sole discretion, to allow an in-person appeal.

2. APSU shall provide written notice of the appeal process to the parties at the time that the parties are advised of the outcome of the investigation.
3. Either party may send a written appeal to the President within ten (10) working days, absent good cause, of receipt of the President's determination. The appealing party (ies) must explain why he or she believes the factual information was incomplete, the analysis of the facts was incorrect, and/or the appropriate legal standard was not applied, *and* how this would change the determination in the case. Failure to do so may result in a denial of the appeal.
4. The President will issue a written response to the appeal as promptly as possible. This decision will constitute APSU's final decision with respect to the President's determination.

If the President's decision includes disciplinary action, the procedures for implementing the decision shall be determined by the applicable policies relating to discipline (e.g., employee grievance/complaint procedure, student disciplinary policies, and/or academic affairs policies).

#### **Other Applicable Procedures**

An aggrieved individual may also have the ability to file complaints with external agencies such as the Equal Employment Opportunity Commission (EEOC), the Tennessee Human Rights Commission (THRC), the Office of Civil Rights (OCR), and the courts.

Please note that the deadline for filing with external agencies or courts may be shorter than the deadline established for filing a complaint under this Policy.

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#### **Related Forms**

**Discrimination/ Harassment  
Complaint Form**

[https://www.apsu.edu/sites/apsu.edu/files/affirmative-action/APSU\\_Complaint\\_FormMASTER3.pdf](https://www.apsu.edu/sites/apsu.edu/files/affirmative-action/APSU_Complaint_FormMASTER3.pdf)

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#### **Links**

**APSU Policy 6:001**

<http://www.apsu.edu/policy/sexual-violence-and-stalking-6001>

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**Revision Dates**

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APSU Policy 6:004 (previously 5:003) – Rev.: March 25, 2017

APSU Policy 6:004 – Rev.: September 11, 2012

APSU Policy 6:004 – Issued: November 13, 2009

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**Subject Areas:**

Academic	Finance	General	Human Resources	Information Technology	Student Affairs
		X	X		X

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**Approved**

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President: signature on file



## **SECTION G**

### **RELIGION AND NATIONAL ORIGIN GUIDELINES**

In accordance with the guidelines provided by the Office of Federal Contract Compliance Programs to achieve the aims of Executive Order 11246, the university is committed to a policy of nondiscrimination in employment without regard to an individual's religious preferences or national origin. Every responsible effort will be made to accommodate an individual based upon recognized religious practices, unless the accommodation would result in an undue hardship or interfere with the attainment of legitimate goals and purposes of the university. Factors which will be considered in seeking to make the necessary accommodations are: 1) business necessity, 2) financial costs and expenses, and 3) resulting personnel problems.

A review of the university employment procedures for faculty and staff has not indicated any procedures or practices that would discriminate against persons based on their religion or national origin. Persons who feel they may be experiencing discrimination based upon religious practices or national origin may contact the Director of Equal Opportunity and Affirmative Action, Room 6A of the Browning Building or call (931) 221-7178.

## **SECTION A**

### **INTERNAL AUDIT AND REPORTING SYSTEM**

The University's audit and reporting system is designed to 1) measure the effectiveness of the affirmative action policy, 2) isolate areas where remedial action is needed, and 3) determine the degree to which the institution's goals have been obtained.

The audit system provides for maintenance of the following records:

1. Summary information on all employees, to include name, race, sex, age, job title, job, group, department and salary grade.
2. Summary information on all promotions or transfers by name, race, sex, date of transaction, department, job title and group from which and to which employee moved and salary grade.
3. Summary information on all terminations (voluntary and involuntary) by name, race, sex, department and reason for termination (if known).

The data required by the audit system is maintained by the Office of Human Resources on Sungard's Banner Administrative System and can be used to look up data on-line or retrieve by means of a report writer.

In addition to the annual update of the affirmative action plan, the following list of reports are prepared and submitted upon request by the TBR:

<b>Title</b>	<b>Recipient</b>	<b>Frequency</b>
Affirmative Action Report	Tennessee Board of Regents	Annual
IPEDS Fall Staff/EEO-6 Report	EEOC via Tennessee Higher Education Commission	Biannual
VETS-100 Report	U.S. Department of Labor	Annual
Annual Report on Employment of Upper Level Administrators	Tennessee Board of Regents	Annual

In accordance with Tennessee Board of Regents Guideline P-010, Personnel Transactions and Recommended Forms, the Director of Equal Opportunity and Affirmative Action monitors all recruiting and hiring, reviews all applicant pools, inspects interview lists, interview notes, recommendations and certifies that affirmative action procedures have been followed. For upper-level hires, the Board reviews the applicant pool before in person interviews are conducted and Board staff approves the recommendation for appointment.

# Grievance and Complaint Procedures for Employees 1:017

Austin Peay State  
University

## Grievance and Complaint Procedures for Employees

**Issued:** March 30, 2017

### **POLICIES**

**Responsible Official:** Vice President for Finance and Administration

**Responsible Office:** Human Resources

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### **Policy Statement**

It is the policy of Austin Peay State University to provide an effective procedure for resolution of problems arising from the employment relationship or environment. To this end, a formal grievance and complaint procedure has been established for the use and benefit of all employees. When an employee believes a condition of employment affecting him/her is unjust, inequitable or a hindrance to effective performance of his/her employment responsibilities, the employee may seek resolution through this procedure without fear of coercion, discrimination or reprisal. It is the intent of the university to resolve a grievance/complaint at the lowest possible step in the grievance/complaint procedure. Formal procedures outlined in this policy will be used only when informal efforts to settle alleged wrongs have failed.

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### **Purpose**

The purpose of this procedure is to provide a clear, orderly and expedient procedure through which all employees of the university may process bona fide complaints or grievances.

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#### **Procedures**

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[-Employees](#)

[-Responsibility for Implementation](#)

[-Grievance/Complaint Process](#)

[-Grievance Committee](#)

[-General Rules of Implementation](#)

[-Steps for Filing a Grievance](#)

[-Steps for Filing a Complaint](#)

[-Maintenance of Records](#)

## Related Forms

[-APSU Employee Grievance/Complaint Form](#)

## Links

[-APSU Policy 5:033](#)

[-APSU Policy 6:004](#)

[-APSU Human Resources Webpage](#)

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## Procedures

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### Applicability

There are two issues addressed in this policy. They are 1) Grievances which are subject to committee review, and 2) complaints which must be resolved without committee review.

1. GRIEVANCES - (Committee review available) A grievance may result from any action the University has taken against the employee which:
  - a. Violates University policy, or involves an inconsistent application of these same policies;
  - b. Violates state or federal discrimination statutes in that the adverse action is based solely on race, gender, including claims under Title IX, national origin, age, disability, including claims under the ADA, the Rehabilitation Act, or Section 504, or veteran's status;
  - c. Violates any constitutional right. The most likely areas of concern are the First, Fourth or Fourteenth Amendment of the federal constitution when that action hampers free speech, freedom of religion, the right to association, provides for improper search and seizure, or denies constitutionally required notice or procedures.

This policy is not applicable to a grievance or complaint which is the subject of an action filed with an external body. The term "external body" includes a court, or federal or state administrative body such as the Equal Employment Opportunity Commission, Office of Civil Rights, or Tennessee Human Rights Commission. This policy is not applicable to a grievance or complaint which is the subject of a harassment complaint being pursued through procedures given in APSU Policy No. 6:004, Harassment – Sexual or Racial.

This policy is not applicable to a termination procedure initiated against a tenured faculty member under APSU Policy 2:043.

This policy is not to be used for non-exempt support staff employees who are demoted, suspended without pay, or terminated. Non-exempt support staff employees who are subject to these types of punitive actions must follow the grievance process in APSU Policy 5:033.

1. COMPLAINTS - (Committee review not available) A complaint is a concern which an employee wants to discuss with supervisory personnel in an effort to resolve the matter.
2. This policy does not apply to the following actions and, therefore, these actions will not be considered under either the grievance or complaint process:
  - a. Termination of personnel. An exception is allowed for this item for non-exempt staff support personnel who are eligible to pursue a grievance under APSU Policy 5:033
  - b. Performance reviews and normal supervisory counseling
  - c. Position reclassification
  - d. Elimination of a position due to a reduction in force, lack of funds or reorganization
  - e. Formal performance evaluations
  - f. Rates of pay including decisions on pay increases
  - g. Group life insurance, group health benefits or retirement benefits
  - h. Decisions regarding faculty tenure or promotion

### **Employees**

All references to the term “employee(s)” contained in this policy include only those individuals defined in this paragraph. Employees shall include administrators, faculty (including full-time faculty on term or temporary contracts), professionals, clerical and support personnel. Probationary employees are also included in this definition. Student workers, graduate assistants, adjunct faculty, and temporary workers are not included in the definition of employees.

### **Responsibility for Implementation**

1. The President has ultimate responsibility for the implementation of the grievance/complaint procedures and provides the final decision at the university level, where a grievance referred to the grievance committee is involved.
2. Supervisors should be knowledgeable in the grievance/complaint process and be able to provide their employees with information concerning their right to file a grievance or complaint. Additionally, supervisors must also be aware that

they are responsible for ensuring that an employee who files a grievance or complaint is free from fear of retaliation, coercion, and/or discrimination arising from the employee's filing of or intent to file a grievance or complaint. No employee shall retaliate or discriminate against another employee because of the latter employee's filing of a grievance or complaint. In addition, no employee shall coerce another employee or interfere with the action of another employee in the latter employee's attempt to file a grievance or complaint.

#### **Grievance/Complaint Process**

1. Grievances
  - a. Grievances which cannot be resolved informally shall, upon request of the grievant, be referred to a grievance committee as set out in this policy. The grievant has the option of choosing committee review when he/she has attempted to resolve the matter without success, or it is apparent that such attempt would be futile.
  - b. Once the President has made a final decision, a grievance is appealable to the Board of Trustees only when it falls within the parameters set out in APSU Policy 1:010. This generally includes all grievances defined in Applicability, Section A. above, except those where the complainant has filed a lawsuit or appeal with a state or federal administrative body.
2. Complaints
  - a. Resolution of complaints at a minimum requires the University to: 1) allow the employee to present facts and/or materials; 2) investigate the dispute; and 3) attempt to find a solution. The President shall be the final decision maker if agreement cannot be reached at a lower level. Complaints do not include a right to any type of hearing, adversarial proceeding, nor the right to appeal to the Board of Trustees.

#### **Grievance Committee**

The population from which the Grievance Committee shall be drawn consists of all full-time employees other than the President, those reporting directly to the President, and Deans.

From the group of eligible employees, the President will appoint a standing committee consisting of at least sixteen employees, half of whom must be faculty members. The term of each member of the committee will be three years. At the end of the three-year term, the

President will review the committee membership and make new appointments or reappointments as necessary. Should it be determined that a member is biased or prejudiced in his/her actions, the President may replace that individual at any time during his/her term on the committee. The appointments will allow for peer representation to include administrators, professionals, clerical and support employees, and both tenured and non-tenured faculty. Women and minorities will be included in the standing committee. In the event a grievance is submitted to the President, three members of the committee and an alternate will be appointed as a Grievance Panel to hear the grievance. The alternate will be used only if one of the appointed members cannot be present for the hearing. The President will appoint the panel chairperson. Members of the grievant's department and persons involved in the grievance may not be appointed to the Grievance Panel.

#### **General Rules of Implementation**

1. Employees using this procedure will be entitled to do so without fear of retaliation, interference, coercion or discrimination.
2. A grievance/complaint must be presented to an employee's immediate supervisor within thirty (30) working days after the occurrence of the incident claimed to have given rise to the grievance/complaint. Any claim not presented within the time frame provided shall be deemed to have been waived, except as described in this policy. (For repetitive or ongoing incidents or circumstances, the grievance/complaint must be filed within thirty (30) working days of the last occurrence of such incident or circumstance.)
3. The grievant is entitled to be accompanied by an advisor at each step of the grievance procedure; however, the advisor may not act as an advocate on behalf of the grievant. An advisor is not applicable for the complaint process.
4. The grievant and the University may present any pertinent evidence to the Grievance Panel and may have the Panel call witnesses with testimony pertinent to the case. As the hearing will be non-confrontational, only the panel members will be allowed to question witnesses.
5. Employees may be given the opportunity to pursue grievances/complaints during their assigned work time; however, efforts to pursue a grievance/complaint shall not



interfere with the normal work flow of the office. Time off to pursue a grievance shall be coordinated with the employee's immediate supervisor unless the grievance/complaint is against that supervisor. In that situation, time off to pursue the action will be coordinated with the next higher level supervisor.

6. The President may grant a reasonable extension of the applicable time limit at each stage of the procedure upon the timely showing of good cause. The request for an extension must be in writing. The approval or denial of the request must also be in writing.
7. Supervisors to whom a grievance/complaint is raised and the Grievance Panel may consult the human resources department for advice on resolving grievances/complaints (except for grievances involving an action taken against the grievant by the human resources department, in which case the Director of Human Resources will serve as advisor).
8. Grievances and complaints must be submitted in writing using the "APSU Grievance/Complaint Form." Copies of the form can be obtained from human resources or downloaded from the APSU human resources web page.
9. An employee may withdraw a grievance/complaint at any stage in the process. The withdrawal of a grievance must be submitted in writing.

## **Steps for Filing a Grievance**

### **Step 1: Discussion with Immediate Supervisor**

A grievance must be brought to the attention of the employee's immediate supervisor within thirty (30) working days after the employee becomes aware of the problem. If the action or incident on which the grievance is based was initiated at a higher level than the immediate supervisor, the employee may choose to present the grievance at step one to the higher level supervisor rather than the immediate supervisor. The employee should state the basis for the grievance and the corrective action desired in temperate and reasonable terms. Within fifteen (15) days after the grievance is filed, the employee and the supervisor will have a face-to-face meeting to discuss the grievance in an attempt to resolve the matter in a mutually satisfactory manner. The supervisor will conduct any necessary or appropriate investigation, talk with any material

witnesses, and inform the employee of a decision based upon full and fair consideration of all the facts within fifteen (15) working days of the initial discussion. The supervisor will assure that the decision is clearly communicated in writing to the employee. If the employee is satisfied with the decision, no additional action is required. If the employee is not satisfied, the employee may proceed to Step 2. (If no decision is communicated to the employee within fifteen (15) working days of the initial discussion, the employee may proceed directly to Step 2.)

#### **Step 2: Discussion with Higher-Level Supervisor**

If the employee does not receive a satisfactory resolution to the grievance at step one, the employee may proceed to discuss the matter with the next-higher-level supervisor within fifteen (15) working days of the date of the decision of the step one supervisor. Failure to comply with Step 2 in a timely manner will be deemed a waiver by the employee and the grievance may not be raised again. The next-higher-level supervisor and the employee will then follow the same procedure as required in Step 1.

If the employee is satisfied with the decision reached by the next-higher-level supervisor, no additional action is required. If the employee is not satisfied, the employee may proceed to Step 2a or 3. (If no decision is communicated to the employee within fifteen (15) working days of the initial discussion between the employee and the next-higher-level supervisor, the employee may proceed directly to Step 2a or 3. In this case, the employee must present the grievance to the Human Resources Department within twenty (20) working days after submission to the next-higher-level supervisor in Step 2.)

#### **Step 2a: Discussion with Division Head (president, vice presidents, director of athletics)**

If the supervisor in Step 2 is below the level of division head, the employee will present the matter to the division head; otherwise, the employee may proceed to Step 3. The same procedures and deadlines established in Steps 1 and 2 above will be followed at this level. In the event the situation is not resolved by the division head, the employee may proceed directly to Step 3.

#### **Step 3: Written Grievance Statement to be reviewed by the Grievance Panel**

If the employee and the division head are not able to reach a mutually satisfactory resolution to the grievance, the employee may file a

written grievance with the Human Resources Department on the designated form. The grievance must be filed within fifteen (15) working days of the date of the decisions of the higher-level supervisor. Failure to comply with Step 3 in a timely manner will be deemed a waiver by the grievant and the grievance may not be raised again. (The Human Resources Department may request the employee to restate the grievance for additional clarity if necessary, but such request will not prejudice the employee in regard to the applicable time limit.)

A copy of the grievance, along with any supporting documentation, will be given to the appropriate supervisors. The Human Resources Department may request the supervisors to respond in writing to the grievance statement. The Human Resources Department will then forward the grievance, the supporting documentation and the responses of the supervisors to the President.

Upon receipt of the written grievance, the President shall appoint a panel consisting of three members and an alternate from the Standing Grievance Committee to hear the grievance. Within ten (10) working days after appointment, the Grievance Panel will conduct an impartial hearing on the grievance, at which it will accept and review all pertinent information presented by the employee and the Human Resources Department as well as any other information it deems appropriate. The hearing will include a face to face meeting with the employee. The Grievance Panel will make a thorough and independent study. The Grievance Panel may call before it any personnel whom it feels may have information pertinent to the grievance. Within three (3) working days of the end of the hearing, the chairperson of the panel will prepare a written report of the panel's recommendation to the President. The recommendation will be based on full and fair consideration of all the facts and circumstances. The report will also contain a summary of the panel's investigation and findings.

Upon receipt of the recommendation, the President may accept the recommendation of the panel or select an appropriate alternate resolution. The President's decision along with a copy of the panel report will be directed to the employee, and copies will be provided to the chairperson of the panel, the Human Resources Department, and all other parties involved.

## Steps for Filing a Complaint

Steps 1, 2, and 2a of the complaint procedure are identical to the grievance procedure.

### Step 3: Written Complaint Statement to be reviewed by the President

If the employee and the higher-level supervisors/division head are not able to reach a mutually satisfactory resolution to the complaint, the employee may file a written complaint with the Human Resources Department on the designated form. The complaint must be filed within fifteen (15) working days of the date of the decision of the division head. Failure to comply with Step 3 in a timely manner will be deemed a waiver by the employee and the complaint may not be raised again (the human resources department may request the employee to restate the complaint for additional clarity if necessary, but such request will not prejudice the employee in regard to the applicable time limit).

A copy of the complaint, along with any supporting documentation, will be given to the immediate supervisor and the higher supervisors. The Human Resources Department may request the supervisors to respond in writing to the complaint. The Human Resources Department will then forward the complaint, the supporting documentation and the responses of the supervisors to the President. Upon receipt of the complaint, the President will review the documentation and make an appropriate decision. The President's decision will be documented in a memorandum and given to the employee. Copies will be provided to all other parties involved.

## Maintenance of Records

Copies of written grievances/complaints and accompanying responses and documentation shall be maintained in the Office of the Human Resources Department. Copies of grievances/complaints and accompanying responses shall be maintained for at least three years.

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## Related Forms

APSU Employee  
Grievances/Complaint Form

[https://www.apsu.edu/files/human-resources/griev\\_frm.pdf](https://www.apsu.edu/files/human-resources/griev_frm.pdf)

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## Links

APSU Policy 5:033

<https://www.apsu.edu/policy/support-staff-grievance-5033>

APSU Policy 6:004

<https://www.apsu.edu/policy/discrimination-and-harrassment-complaint-and-investigation-procedure-6004>

APSU Human Resources  
Webpage

<https://www.apsu.edu/human-resources/forms>

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#### Revision Dates

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APSU Policy 1:017 (previously 5:027) – Rev.: March 30, 2017

APSU Policy 1:017 – Rev.: May 2, 2006

APSU Policy 1:017 – Issued: February 4, 2003

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#### Subject Areas:

Academic	Finance	General	Human Resources	Information Technology	Student Affairs
			X		

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#### Approved

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President: signature on file

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Academic Supp Ctr

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	32,890	1	1	Male								
					Female	1							1
Coordinator	30	45,003	1		Male								
					Female	1	1						
Director 3	30	57,509	1		Male	1	1						
					Female								
<b>Department Total</b>			3	1	Male	1	1	0	0	0	0	0	0
% of Total				33.33	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	1	0	0	0	0	0	1
					% of Total	66.67	33.33	.00	.00	.00	.00	.00	33.33

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Academic Testing

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	29,103	1		Male								
					Female	1	1						
Coordinator	30	36,319	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Accounting Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Accountant	30	42,000 - 45,000	2		Male								
					Female	2	2						
Accountant 2	30	50,182 - 53,243	2	1	Male	1							
					Female	1	1						
Controller	30	102,000	1		Male								
					Female	1	1						
<b>Department Total</b>			5	1	Male	1	0	0	0	0	0	0	0
% of Total				20.00	% of Total	20.00	.00	.00	.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	80.00	80.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Accounting, Finance, Economics

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - ACCT, FIN, ECON	20	55,611 - 82,038	3		Male								
					Female	3	3						
Associate Professor - ACCT, FIN, ECON	20	82,322 - 106,539	3		Male	2	2						
					Female	1	1						
Assistant Professor - TCH & Learn	20	90,000 - 115,000	2		Male	1	1						
					Female	1	1						
Professor - ACCT, FIN, ECON	20	92,243 - 116,344	6	3	Male	5	2	1		1			1
					Female	1	1						
Assistant Professor -MGT, MKT, GBUS	20	105,777	1	1	Male								
					Female	1		1					
<b>Department Total</b>			15	4	Male	8	5	1	0	1	0	0	1
<i>% of Total</i>				26.67	<i>% of Total</i>	53.33	33.33	6.67	.00	6.67	.00	.00	6.67
					Female	7	6	1	0	0	0	0	0
					<i>% of Total</i>	46.67	40.00	6.67	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Accounts Payable

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Account Clerk 2	40	30,092 - 37,428	4		Male								
					Female	4	4						
Manager	30	55,968	1		Male								
					Female	1	1						
<b>Department Total</b>			5	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	5	5	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

## Department: Admissions

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admissions Records Clerk	40	16,565	1		Male								
					Female	1	1						
Administrative Assistant 2	40	29,000	1		Male								
					Female	1	1						
Admissions & Records Clerk	40	29,002	1		Male								
					Female	1	1						
Counselor	30	30,932 - 36,926	4	1	Male	3	2		1				
					Female	1	1						
Senior Admissions Clerk	40	31,250 - 35,770	6	3	Male								
					Female	6	3	2	1				
Technical Clerk	40	33,025 - 35,348	2		Male								
					Female	2	2						
Admissions & Records Lead Work	40	36,736	1		Male								
					Female	1	1						
Coordinator	30	39,074 - 40,447	2		Male	1	1						
					Female	1	1						
Office Supervisor	40	39,555 - 40,856	2	1	Male								
					Female	2	1			1			
Assistant Director	30	46,057	1	1	Male								
					Female	1		1					
Associate Director	30	49,822	1	1	Male								
					Female	1							1
Director	30	72,302	1		Male								
					Female	1	1						

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Admissions

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Department Total % of Total			23	7 30.43	Male % of Total Female % of Total	4 17.39 19 82.61	3 13.04 13 56.52	0 .00 3 13.04	1 4.35 1 4.35	0 .00 1 4.35	0 .00 0 .00	0 .00 0 .00	0 .00 1 4.35

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Adult Non-Trad Stu Ctr SAF

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	39,151	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Affirmative Action

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Investigator	30	51,000	1		Male	1	1						
					Female								
Director 1	10	82,797	1	1	Male								
					Female	1		1					
<b>Department Total</b>			2	1	Male	1	1	0	0	0	0	0	0
% of Total				50.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	0	1	0	0	0	0	0
					% of Total	50.00	.00	50.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: African American Cultural Ctr

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,500	1		Male								
					Female	1	1						
Director 3	30	50,000	1	1	Male	1		1					
					Female								
<b>Department Total</b>			2	1	Male	1	0	1	0	0	0	0	0
% of Total				50.00	% of Total	50.00	.00	50.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Agriculture

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Professor - AGRI	20	41,758 - 59,988	2		Male	1	1						
					Female	1	1						
Associate Professor - AGRI	20	64,889	1		Male	1	1						
					Female								
Professor - AGRI	20	78,101 - 83,866	2		Male	2	2						
					Female								
<b>Department Total</b>			5	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	80.00	80.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	20.00	20.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Allied Health

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	30,544	1		Male								
					Female	1	1						
Assistant Professor -ALLIED HLTH	20	55,137 - 56,000	2	1	Male								
					Female	2	1						
Associate Professor - ALLIED HLTH	20	65,738 - 65,794	2		Male								
					Female	2	2						
Professor - ALLIED HLTH	20	78,157 - 78,604	4	1	Male	2	2						
					Female	2	1	1					
<b>Department Total</b>			9	2	Male	2	2	0	0	0	0	0	0
<i>% of Total</i>				22.22	<i>% of Total</i>	22.22	22.22	.00	.00	.00	.00	.00	.00
					Female	7	5	1	0	0	0	0	0
					<i>% of Total</i>	77.78	55.56	11.11	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Alumni and Annual Giving

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technical Clerk	40	34,853	1		Male								
					Female	1	1						
University Events Coordinator	30	47,476	1		Male								
					Female	1	1						
Coordinator	30	47,500	1		Male	1	1						
					Female								
Director	30	70,145	1		Male								
					Female	1	1						
<b>Department Total</b>			4	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	25.00	25.00	.00	.00	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	75.00	75.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Art

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	32,259	1		Male								
					Female	1	1						
Assistant Professor - ART	20	48,000 - 55,074	6		Male	3	3						
					Female	3	3						
Art Gallery Director	30	49,387	1		Male	1	1						
					Female								
Associate Professor - ART	20	55,958 - 57,223	4		Male	2	2						
					Female	2	2						
Professor - ART	20	69,210 - 80,647	5		Male	4	4						
					Female	1	1						
<b>Department Total</b>			17	0	Male	10	10	0	0	0	0	0	0
% of Total				.00	% of Total	58.82	58.82	.00	.00	.00	.00	.00	.00
					Female	7	7	0	0	0	0	0	0
					% of Total	41.18	41.18	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Assistant VP Finance

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Associate Vice President	10	131,000	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Asst VP Acad Affairs

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Vice President	10	127,500	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Ath Marketing and Broadcasting

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Athletic Director	30	60,000	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Athletic Administration

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 3	40	32,949	1	1	Male								
					Female	1			1				
Advisor	30	37,740 - 38,000	2		Male	1	1						
					Female	1	1						
Coordinator	30	41,532 - 51,211	3	2	Male								
					Female	3	1	2					
Manager	30	63,178	1		Male								
					Female	1	1						
Associate Athletic Director	30	70,000	1		Male								
					Female	1	1						
Athletic Director	10	143,820	1		Male	1	1						
					Female								
<b>Department Total</b>			9	3	Male	2	2	0	0	0	0	0	0
% of Total				33.33	% of Total	22.22	22.22	.00	.00	.00	.00	.00	.00
					Female	7	4	2	1	0	0	0	0
					% of Total	77.78	44.44	22.22	11.11	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Athletic Facilities

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Facilities	70	30,581	1	1	Male	1		1					
					Female								
Coordinator	30	47,476	1		Male	1	1						
					Female								
<b>Department Total</b>			2	1	Male	2	1	1	0	0	0	0	0
% of Total				50.00	% of Total	100.00	50.00	50.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Athletic Health Service

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Physician	30	19,873	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Athletic Information

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	42,000	2		Male	2	2						
					Female								
Manager	30	42,000	1		Male	1	1						
					Female								
<b>Department Total</b>			3	0	Male	3	3	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Athletic Trainer

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Athletic Trainer	30	36,000 - 36,294	2		Male	1	1						
					Female	1	1						
Associate Athletic Trainer	30	41,243	1		Male	1	1						
					Female								
Athletic Trainer	30	49,541	1		Male								
					Female	1	1						
<b>Department Total</b>			4	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Auxiliary Administration

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Manager	30	56,354	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Baseball

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Coach 1	30	40,000 - 50,000	2		Male	2	2						
					Female								
Head Coach	30	85,000	1		Male	1	1						
					Female								
<b>Department Total</b>			3	0	Male	3	3	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Basketball Men

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Coach III	30	53,000	1	1	Male	1		1					
					Female								
Assistant Coach II	30	56,000	1	1	Male	1							
					Female								
Assistant Head Coach	30	70,000	1		Male	1	1						
					Female								
Head Coach	30	210,865	1		Male	1	1						
					Female								
<b>Department Total</b>			4	2	Male	4	2	1	0	0	0	0	0
% of Total				50.00	% of Total	100.00	50.00	25.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Basketball Women

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Coach 1	30	42,274 - 47,429	2	2	Male Female	2		2					
Associate Head Coach	30	48,499	1		Male Female	1	1						
Head Coach	30	113,417	1	1	Male Female	1							
<b>Department Total</b> <i>% of Total</i>			4	3 75.00	Male <i>% of Total</i> Female <i>% of Total</i>	1 25.00 3 75.00	0 .00 1 25.00	0 .00 2 50.00	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00	0 .00 0 .00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Biological Science

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	30,613	1		Male								
					Female	1	1						
Instructor - BIOL	20	41,405 - 51,155	2		Male								
					Female	2	2						
Manager	30	42,995 - 43,311	2	1	Male								
					Female	2	1		1				
Assistant Professor - BIOL	20	52,957 - 56,214	3	1	Male	2	2						
					Female	1							
Associate Professor - BIOL	20	61,062 - 63,322	2		Male	1	1						
					Female	1	1						
Professor - BIOL	20	73,710 - 82,866	11	1	Male	6	6						
					Female	5	4	1					
<b>Department Total</b>			21	3	Male	9	9	0	0	0	0	0	0
<i>% of Total</i>				14.29	<i>% of Total</i>	42.86	42.86	.00	.00	.00	.00	.00	.00
					Female	12	9	1	1	0	0	0	0
					<i>% of Total</i>	57.14	42.86	4.76	4.76	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Budgets

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Director 2	10	100,765	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Building Maintenance

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Maintenance Worker	60	30,540 - 38,221	4	2	Male Female	4	2	1					1
Painter	60	31,968 - 37,649	5	2	Male Female	5	3		1				
Plumber	60	33,450 - 34,312	2		Male Female	2	2						
Carpenter	60	33,924 - 37,129	3	1	Male Female	3	2		1				
Maintenance Mechanic	60	37,512 - 40,727	2		Male Female	2	2						
Electrician 2	60	37,667 - 40,727	2	2	Male Female	2					1		1
Maintenance Supervisor	60	47,466 - 48,141	3		Male Female	3	3						
<b>Department Total</b>			21	7	Male	21	14	1	2	0	1	0	2
% of Total				33.33	% of Total	100.00	66.67	4.76	9.52	.00	4.76	.00	9.52
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Bursar

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Bursar	30	67,457	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Business Academic Fee

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	27,000	1		Male								
					Female	1	1						
Academic Advisor	30	34,535	1		Male	1	1						
					Female								
Coordinator	30	48,004	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: CTL-Teaching and Learning Stra

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technical Clerk	40	36,016	1		Male								
					Female	1	1						
Coordinator	30	46,269 - 53,102	5	1	Male	2	2						
					Female	3	2	1					
Faculty Development Analyst	30	59,328	1		Male	1	1						
					Female								
Specialist	30	62,818 - 84,314	2		Male	1	1						
					Female	1	1						
Associate Provost	10	125,618	1		Male								
					Female	1	1						
<b>Department Total</b>			10	1	Male	4	4	0	0	0	0	0	0
% of Total				10.00	% of Total	40.00	40.00	.00	.00	.00	.00	.00	.00
					Female	6	5	1	0	0	0	0	0
					% of Total	60.00	50.00	10.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Campus Life Ast VPSA

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Associate VP / Dean	10	99,761	1		Male	1	1						
					Female								
Vice President Student Affairs	10	171,156	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Care of Grounds

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Utility Worker	70	22,896 - 26,382	5		Male Female	5	5						
Maintenance Utility Worker	70	30,828 - 32,133	2	1	Male Female	2	1						1
Hvy Eqpmnt Lead Operator	70	30,945	1	1	Male Female	1							
Grounds Supervisor	70	42,620	1		Male Female	1	1						
<b>Department Total</b>			9	2	Male	9	7	0	0	0	0	0	1
% of Total				22.22	% of Total	100.00	77.78	.00	.00	.00	.00	.00	11.11
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Career Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,553	1		Male								
					Female	1	1						
Coordinator	30	36,553	1	1	Male								
					Female	1		1					
Assistant Director	30	46,920	1	1	Male								
					Female	1		1					
Director	30	58,770	1		Male								
					Female	1	1						
<b>Department Total</b>			4	2	Male	0	0	0	0	0	0	0	0
% of Total				50.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	4	2	2	0	0	0	0	0
					% of Total	100.00	50.00	50.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Cashiers Window

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Account Clerk 2	40	38,350	1		Male								
					Female	1	1						
Head Cashier	40	44,545	1	1	Male								
					Female	1		1					
<b>Department Total</b>			2	1	Male	0	0	0	0	0	0	0	0
% of Total				50.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	1	1	0	0	0	0	0
					% of Total	100.00	50.00	50.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Center of Exc Creative Arts A

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	30,364	1	1	Male Female	1							1
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	0	0	0	0	1
					% of Total	100.00	.00	.00	.00	.00	.00	.00	100.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Center of Exc Field Biology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technical Clerk	40	35,533	1	1	Male								
					Female	1							1
Associate Professor - BIOL	20	62,410	1		Male								
					Female	1	1						
Professor - BIOL	20	82,091	1		Male	1	1						
					Female								
<b>Department Total</b>			3	1	Male	1	1	0	0	0	0	0	0
% of Total				33.33	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	1	0	0	0	0	0	1
					% of Total	66.67	33.33	.00	.00	.00	.00	.00	33.33

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Central Receiving

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Utility Worker - Driver	70	29,857	1		Male	1	1						
					Female								
Shipping And Receiving Clerk	40	32,113 - 33,330	2	1	Male	2	1	1					
					Female								
Locksmith 1	60	32,640	1		Male	1	1						
					Female								
<b>Department Total</b>			4	1	Male	4	3	1	0	0	0	0	0
% of Total				25.00	% of Total	100.00	75.00	25.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Chemical Engineering Technolog

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Associate Professor - CHEM ENG TECH	20	73,140	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Chemistry

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	33,945	1		Male								
					Female	1	1						
Manager	30	43,659	1		Male	1	1						
					Female								
Assistant Professor - CHEM	20	47,000 - 52,000	2	1	Male	1	1						
					Female	1							
Assistant Professor-CHEM	20	47,940	1		Male								
					Female	1	1						
Associate Professor - CHEM	20	58,958 - 63,398	3		Male								
					Female	3	3						
Professor - CHEM	20	71,931 - 91,630	5	1	Male	4	3			1			
					Female	1	1						
<b>Department Total</b>			13	2	Male	6	5	0	0	1	0	0	0
% of Total				15.38	% of Total	46.15	38.46	.00	.00	7.69	.00	.00	.00
					Female	7	6	0	0	0	0	0	0
					% of Total	53.85	46.15	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Child Learning Ctr

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Child Care Aide 2	70	18,371 - 25,475	2		Male								
					Female	2	2						
Director	30	52,000	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Collections

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Account Clerk 3	40	39,534	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Communication

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,742	1	1	Male								
					Female	1			1				
Assistant Professor - COMM	20	36,000 - 52,498	5		Male	3	3						
					Female	2	2						
Instructor - COMM	20	37,118 - 47,225	6	1	Male	2	2						
					Female	4	3	1					
Coordinator	30	41,572	1		Male	1	1						
					Female								
Associate Professor - COMM	20	57,816	2	2	Male								
					Female	2				1			1
Professor - COMM	20	60,140 - 101,544	5	2	Male	2	2						
					Female	3	1	1		1			
Executive Director	10	120,000	1		Male	1	1						
					Female								
<b>Department Total</b>			21	6	Male	9	9	0	0	0	0	0	0
% of Total				28.57	% of Total	42.86	42.86	.00	.00	.00	.00	.00	.00
					Female	12	6	2	1	2	0	0	1
					% of Total	57.14	28.57	9.52	4.76	9.52	.00	.00	4.76

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Computer Science and Inf Techn

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	33,334	1		Male								
					Female	1	1						
Instructor - CSCI & INFO TECH	20	40,800	1		Male	1	1						
					Female								
Assistant Professor -CSCI & INFO TECH	20	63,000 - 71,804	4	1	Male	3	3						
					Female	1		1					
Associate Professor - CSCI & INFO TECH	20	80,939 - 82,715	2	1	Male	2	1			1			
					Female								
Professor - CSCI & INFO TECH	20	90,330 - 109,646	3	2	Male	3	1			2			
					Female								
<b>Department Total</b>			11	4	Male	9	6	0	0	3	0	0	0
% of Total				36.36	% of Total	81.82	54.55	.00	.00	27.27	.00	.00	.00
					Female	2	1	1	0	0	0	0	0
					% of Total	18.18	9.09	9.09	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Contract Administration

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Specialist	30	50,909	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Counseling Program SAF

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Counselor	30	43,000	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Custodial Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Utility Worker - Driver	70	25,587 - 29,220	3	2	Male	3	1	2					
					Female								
Custodian	70	25,976 - 27,907	4	2	Male	1	1						
					Female	3	1	1					1
Housekeeper	70	26,192	1	1	Male								
					Female	1							
Utility Worker/Driver	70	30,042	1	1	Male	1		1					
					Female								
Custodian Lead Worker	70	30,180	1	1	Male								
					Female	1		1					
Maintenance Utility Worker	70	30,432	1		Male	1	1						
					Female								
<b>Department Total</b>			11	7	Male	6	3	3	0	0	0	0	0
% of Total				63.64	% of Total	54.55	27.27	27.27	.00	.00	.00	.00	.00
					Female	5	1	2	0	0	0	0	1
					% of Total	45.45	9.09	18.18	.00	.00	.00	.00	9.09

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Dean College of Arts and Lette

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 3	40	37,483	1		Male								
					Female	1	1						
Dean	10	136,620	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Dean College of Prof Programs

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 3	40	36,078	1		Male								
					Female	1	1						
Dean	10	155,173	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Dean College of Science and Ma

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 3	40	34,865	1		Male								
					Female	1	1						
Dean	10	149,333	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Dean Extended and Distance Edu

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technical Clerk	40	30,559	1		Male								
					Female	1	1						
Admin Asst 3	40	35,318	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Dean Grad Studies

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technical Clerk	40	34,102	1	1	Male								
					Female	1		1					
Office Supervisor	40	36,941	1		Male								
					Female	1	1						
Counselor	30	46,731	1	1	Male								
					Female	1		1					
Associate Provost	10	118,500	1		Male	1	1						
					Female								
<b>Department Total</b>			4	2	Male	1	1	0	0	0	0	0	0
% of Total				50.00	% of Total	25.00	25.00	.00	.00	.00	.00	.00	.00
					Female	3	1	2	0	0	0	0	0
					% of Total	75.00	25.00	50.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University

02/27/2017

Department: Dean of Students SAF

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Director 3	30	48,450	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Dean, College of Business

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 3	40	29,747	1	1	Male								
					Female	1		1					
Professor - MGT, MKT, GBUS	20	122,400	1		Male	1	1						
					Female								
Dean	10	180,000	1	1	Male	1		1					
					Female								
<b>Department Total</b>			3	2	Male	2	1	1	0	0	0	0	0
% of Total				66.67	% of Total	66.67	33.33	33.33	.00	.00	.00	.00	.00
					Female	1	0	1	0	0	0	0	0
					% of Total	33.33	.00	33.33	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Dean, College of Education

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 3	40	33,641	1	1	Male								
					Female	1			1				
Dean	10	148,175	1		Male								
					Female	1	1						
<b>Department Total</b>			2	1	Male	0	0	0	0	0	0	0	0
% of Total				50.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	1	0	1	0	0	0	0
					% of Total	100.00	50.00	.00	50.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Disabilities Support

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	27,463	1		Male								
					Female	1	1						
Coordinator	30	40,211	1	1	Male	1		1					
					Female								
Associate Director	30	49,980	1		Male								
					Female	1	1						
Director	30	51,000	1		Male	1	1						
					Female								
<b>Department Total</b>			4	1	Male	2	1	1	0	0	0	0	0
% of Total				25.00	% of Total	50.00	25.00	25.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Distance Education Online Fee

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	31,764	1		Male								
					Female	1	1						
Technical Clerk	40	32,596	1		Male								
					Female	1	1						
Analyst	30	36,697	1		Male								
					Female	1	1						
Lab Technician	50	37,156	1		Male	1	1						
					Female								
Coordinator	30	37,851 - 41,290	3	1	Male	1						1	
					Female	2	2						
Instructional Designer	30	48,450	1	1	Male								
					Female	1						1	
Designer	30	48,460	1		Male								
					Female	1	1						
Technician	30	53,877	1		Male	1	1						
					Female								
Director	30	75,000	1	1	Male								
					Female	1			1				
<b>Department Total</b>			11	3	Male	3	2	0	0	1	0	0	0
% of Total				27.27	% of Total	27.27	18.18	.00	.00	9.09	.00	.00	.00
					Female	8	6	0	1	1	0	0	0
					% of Total	72.73	54.55	.00	9.09	9.09	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Educ Opp Ctr

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,863	1		Male								
					Female	1	1						
Counselor	30	34,564 - 38,386	2	1	Male	1	1						
					Female	1		1					
Director	30	79,392	1	1	Male	1		1					
					Female								
<b>Department Total</b>			4	2	Male	2	1	1	0	0	0	0	0
% of Total				50.00	% of Total	50.00	25.00	25.00	.00	.00	.00	.00	.00
					Female	2	1	1	0	0	0	0	0
					% of Total	50.00	25.00	25.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

## Department: Educational Specialties

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,319 - 29,000	2		Male								
					Female	2	2						
Assistant Professor - EDUC SPEC	20	43,000 - 53,393	4	2	Male	1	1						
					Female	3	1						1
Coordinator	30	43,975	1		Male								
					Female	1	1						
Associate Professor - EDUC SPEC	20	56,895 - 67,738	4		Male	1	1						
					Female	3	3						
Specialist	30	65,914	1		Male								
					Female	1	1						
Professor - EDUC SPEC	20	68,506 - 86,098	3	2	Male	1							1
					Female	2	1	1					
<b>Department Total</b>			15	4	Male	3	2	0	0	0	0	0	1
<i>% of Total</i>				26.67	<i>% of Total</i>	20.00	13.33	.00	.00	.00	.00	.00	6.67
					Female	12	9	1	0	0	0	0	1
					<i>% of Total</i>	80.00	60.00	6.67	.00	.00	.00	.00	6.67

# Work Force Analysis

Austin Peay State University  
02/27/2017

## Department: Engineering Technology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	33,332	1		Male								
					Female	1	1						
Laboratory Technician	60	39,953	1		Male	1	1						
					Female								
Assistant Professor - ENG TECH	20	58,000 - 67,019	2		Male	1	1						
					Female	1	1						
Associate Professor - ENG TECH	20	69,867 - 71,917	2		Male	2	2						
					Female								
Professor - ENG TECH	20	88,319 - 96,913	4	2	Male	4	2			2			
					Female								
<b>Department Total</b>			10	2	Male	8	6	0	0	2	0	0	0
<i>% of Total</i>				<i>20.00</i>	<i>% of Total</i>	<i>80.00</i>	<i>60.00</i>	<i>.00</i>	<i>.00</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	2	2	0	0	0	0	0	0
					<i>% of Total</i>	<i>20.00</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: English as a Second Language

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	25,721	1	1	Male Female	1							1
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	0	0	0	0	1
					% of Total	100.00	.00	.00	.00	.00	.00	.00	100.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Enrollment Mgmt Academic Suppo

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 3	40	33,885	1		Male								
					Female	1	1						
Associate Provost	10	119,234	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Environmental Education Center

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Farm Lab Technician	70	46,509	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Extended Education

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	23,611	1		Male								
					Female	1	1						
Coordinator	30	40,800	1		Male	1	1						
					Female								
Director 3	30	48,816	1	1	Male								
					Female	1		1					
<b>Department Total</b>			3	1	Male	1	1	0	0	0	0	0	0
% of Total				33.33	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	1	1	0	0	0	0	0
					% of Total	66.67	33.33	33.33	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Facilities Planning and Projec

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	30,506	1		Male								
					Female	1	1						
Director 2	10	87,640	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Food Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Maintenance Mechanic	60	37,411	1	1	Male Female	1		1					
<b>Department Total</b>			1	1	Male	1	0	1	0	0	0	0	0
% of Total				100.00	% of Total	100.00	.00	100.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Football

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Coach 1	30	40,000 - 72,000	8	4	Male Female	8	4	4					
Director/Coordinator	30	45,000	1		Male Female	1	1						
Head Coach	30	145,000	1		Male Female	1	1						
Head Coach (Restricted)	30	148,771	1	1	Male Female	1							
<b>Department Total</b>			11	5	Male	11	6	4	0	0	0	0	0
% of Total				45.45	% of Total	100.00	54.55	36.36	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Fort Campbell Center Admin

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 3	40	32,130	1		Male								
					Female	1	1						
Information Center Supervisor	40	33,330	1		Male								
					Female	1	1						
Technical Clerk	40	36,321	1		Male								
					Female	1	1						
Advisor	30	40,379 - 40,507	2	1	Male								
					Female	2	1	1					
Shop Technician	60	40,864	1		Male	1	1						
					Female								
Executive Director	10	118,608	1		Male	1	1						
					Female								
<b>Department Total</b>			7	1	Male	2	2	0	0	0	0	0	0
% of Total				14.29	% of Total	28.57	28.57	.00	.00	.00	.00	.00	.00
					Female	5	4	1	0	0	0	0	0
					% of Total	71.43	57.14	14.29	.00	.00	.00	.00	.00

# Work Force Analysis

Department: Ft Campbell Ctr PO Box 4455

Austin Peay State University

02/27/2017

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Specialist	30	56,344	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: GIS Project

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	26,949	1	1	Male								
					Female	1				1			
Field Research Technician	30	29,000	1		Male								
					Female	1	1						
Manager	30	57,047	1		Male	1	1						
					Female								
Director 3	30	68,115	1		Male	1	1						
					Female								
<b>Department Total</b>			4	1	Male	2	2	0	0	0	0	0	0
% of Total				25.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	2	1	0	0	1	0	0	0
					% of Total	50.00	25.00	.00	.00	25.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Geology Geography

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	31,375	1		Male								
					Female	1	1						
Manager	30	45,965	1		Male	1	1						
					Female								
Assistant Professor - GEOL & GEOG	20	54,269	1		Male								
					Female	1	1						
Associate Professor - GEOL & GEOG	20	59,984 - 61,197	3	1	Male	1	1						
					Female	2	1	1					
Professor - GEOL & GEOG	20	79,954 - 82,396	5		Male	4	4						
					Female	1	1						
<b>Department Total</b>			11	1	Male	6	6	0	0	0	0	0	0
<i>% of Total</i>				9.09	<i>% of Total</i>	54.55	54.55	.00	.00	.00	.00	.00	.00
					Female	5	4	1	0	0	0	0	0
					<i>% of Total</i>	45.45	36.36	9.09	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Golf Men

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Head Coach	30	48,460	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Golf Women

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Head Coach	30	47,370	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Grants and Sponsored Prog

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 3	40	35,798	1		Male								
					Female	1	1						
Director	30	80,000	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Department: Greek Life SAF

Austin Peay State University  
02/27/2017

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	42,038	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Health Services SAF

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technician	30	18,076	1		Male								
					Female	1	1						
Physician	30	21,031 - 21,189	2		Male	2	2						
					Female								
Certified Medical Assistant	50	28,097 - 30,000	2	1	Male	2	1						1
					Female								
Technical Clerk	40	35,955	1	1	Male								
					Female	1		1					
Medical Program Facilitator	40	40,119	1		Male								
					Female	1	1						
Nurse Practitioner	30	52,000 - 57,899	2		Male								
					Female	2	2						
Assistant Director	30	75,143	1		Male								
					Female	1	1						
<b>Department Total</b>			10	2	Male	4	3	0	0	0	0	0	1
% of Total				20.00	% of Total	40.00	30.00	.00	.00	.00	.00	.00	10.00
					Female	6	5	1	0	0	0	0	0
					% of Total	60.00	50.00	10.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University

02/27/2017

Department: Health and Human Performance

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	31,470	1		Male								
					Female	1	1						
Instructor - HLTH/HUMAN PERF	20	40,000 - 44,382	2		Male								
					Female	2	2						
Assistant Professor - HLTH/HUMAN PERF	20	55,077	1		Male								
					Female	1	1						
Associate Professor - HLTH/HUMAN PERF	20	65,604 - 66,080	2		Male	1	1						
					Female	1	1						
Professor - HLTH/HUMAN PERF	20	81,554 - 106,900	7		Male	2	2						
					Female	5	5						
<b>Department Total</b>			13	0	Male	3	3	0	0	0	0	0	0
% of Total				.00	% of Total	23.08	23.08	.00	.00	.00	.00	.00	.00
					Female	10	10	0	0	0	0	0	0
					% of Total	76.92	76.92	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University

02/27/2017

Department: Hispanic Culture Ctr SAF

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technical Clerk	40	29,980	1	1	Male Female	1			1				
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: History and Philosophy

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructional Aide	40	24,318	1		Male								
					Female	1	1						
Administrative Assistant 2	40	29,029	1		Male								
					Female	1	1						
Instructor - HIST/PHIL	20	34,680 - 38,617	3		Male	2	2						
					Female	1	1						
Assistant Professor- HIST/PHIL	20	42,000	1		Male	1	1						
					Female								
Assistant Professor - HIST/PHIL	20	42,274 - 51,000	4		Male	3	3						
					Female	1	1						
Associate Professor - HIST/PHIL	20	56,557 - 60,057	5		Male	4	4						
					Female	1	1						
Professor - HIST/PHIL	20	65,843 - 99,715	11		Male	9	9						
					Female	2	2						
<b>Department Total</b>			26	0	Male	19	19	0	0	0	0	0	0
% of Total				.00	% of Total	73.08	73.08	.00	.00	.00	.00	.00	.00
					Female	7	7	0	0	0	0	0	0
					% of Total	26.92	26.92	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

## Department: Housing Administration

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,204	1		Male								
					Female	1	1						
Administrative Assistant 3	40	35,707	1		Male								
					Female	1	1						
Area Coordinator	30	36,088 - 40,377	2	2	Male	1							1
					Female	1		1					
Specialist	30	47,940	1		Male								
					Female	1	1						
Assistant Director	30	51,230 - 51,523	2	2	Male	1							1
					Female	1		1					
Associate Director	30	54,247	1	1	Male								
					Female	1		1					
Asst VP / Director	10	92,373	1		Male	1	1						
					Female								
<b>Department Total</b>			9	5	Male	3	1	0	0	0	0	0	2
% of Total				55.56	% of Total	33.33	11.11	.00	.00	.00	.00	.00	22.22
					Female	6	3	3	0	0	0	0	0
					% of Total	66.67	33.33	33.33	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Human Resources

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Personnel Assistant	40	35,116	1		Male								
					Female	1	1						
Payroll Operations Specialist	40	38,638 - 42,267	2		Male								
					Female	2	2						
Training Specialist	40	40,394	1		Male								
					Female	1	1						
Human Resources Assistant 1	40	40,926	1		Male	1	1						
					Female								
Manager	30	51,000	1		Male								
					Female	1	1						
Specialist	30	55,161	1		Male								
					Female	1	1						
Benefits Manager	30	59,810	1		Male								
					Female	1	1						
Director	30	77,845	1	1	Male								
					Female	1		1					
Assistant Vice President	10	100,163	1		Male	1	1						
					Female								
<b>Department Total</b>			10	1	Male	2	2	0	0	0	0	0	0
% of Total				10.00	% of Total	20.00	20.00	.00	.00	.00	.00	.00	.00
					Female	8	7	1	0	0	0	0	0
					% of Total	80.00	70.00	10.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: ID Cards

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Building Activities Supervisor	70	39,800	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

## Department: Information Technology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 3	40	38,012	1		Male								
					Female	1	1						
Computer Operations Specialist	50	38,704 - 45,129	2	1	Male	1		1					
					Female	1	1						
Computer Laboratory Technician	50	43,927 - 50,285	4	2	Male	3	1	2					
					Female	1	1						
Analyst 1	30	46,398	1	1	Male								
					Female	1							1
Computer Programmer Analyst	30	46,913	1	1	Male	1							
					Female								
A/V Services Coordinator	30	48,694	1		Male	1	1						
					Female								
Help Desk Manager	30	50,000	1	1	Male								
					Female	1		1					
Analyst 2	30	51,945 - 56,640	2	1	Male	2	1		1				
					Female								
Specialist	30	54,566 - 69,199	2		Male	2	2						
					Female								
Systems Analyst 2	30	58,338	1		Male	1	1						
					Female								
Senior Systems Analyst	30	63,659	1		Male	1	1						
					Female								
Systems Manager	30	64,784	1		Male								
					Female	1	1						

Continued...

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Information Technology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Senior Analyst	30	65,438	1		Male	1	1						
					Female								
Manager	30	65,813 - 69,838	3	1	Male	3	2						1
					Female								
Administrator	30	84,696	1		Male	1	1						
					Female								
Assistant Director	30	90,902	1		Male								
					Female	1	1						
Director 2	10	142,800	1		Male								
					Female	1	1						
<b>Department Total</b>			25	8	Male	17	11	3	1	0	0	0	1
<i>% of Total</i>				32.00	<i>% of Total</i>	68.00	44.00	12.00	4.00	.00	.00	.00	4.00
					Female	8	6	1	0	0	0	0	1
					<i>% of Total</i>	32.00	24.00	4.00	.00	.00	.00	.00	4.00

# Work Force Analysis

Austin Peay State University

02/27/2017

Department: Instl Research and Effectivene

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Information Research Technicia	40	36,227	1		Male								
					Female	1	1						
Research Analyst 1	30	45,390	1		Male								
					Female	1	1						
Director	30	89,783	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Internal Auditor

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Internal Auditor	30	51,139	1		Male								
					Female	1	1						
Director 1	10	89,760	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: International Education

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Director	30	57,360	1	1	Male Female	1			1				
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: International Fee

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	37,307	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Landscaping

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Utility Worker	70	21,421	1		Male	1	1						
					Female								
Horticulture Technician 1	70	30,792 - 35,798	2	1	Male	2	1	1					
					Female								
Assistant Director	30	55,820	1		Male	1	1						
					Female								
<b>Department Total</b>			4	1	Male	4	3	1	0	0	0	0	0
% of Total				25.00	% of Total	100.00	75.00	25.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

## Department: Languages and Literature

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,671 - 29,481	2		Male								
					Female	2	2						
Instructor - LANG/LIT	20	34,680 - 46,000	11	1	Male	3	2	1					
					Female	8	8						
Assistant Professor - LANG/LIT	20	41,820 - 54,743	9	4	Male	4	2			1			1
					Female	5	3		1	1			
Associate Professor - LANG/LIT	20	54,684 - 70,664	13	2	Male	4	2	1	1				
					Female	9	9						
Professor - LANG/LIT	20	68,524 - 87,260	11	3	Male	7	5		1	1			
					Female	4	3	1					
<b>Department Total</b>			46	10	Male	18	11	2	2	2	0	0	1
<i>% of Total</i>				21.74	<i>% of Total</i>	39.13	23.91	4.35	4.35	4.35	.00	.00	2.17
					Female	28	25	1	1	1	0	0	0
					<i>% of Total</i>	60.87	54.35	2.17	2.17	2.17	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Leadership Science

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Professor	20	99,228	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Learning Opportunities

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 3	40	33,150	1		Male								
					Female	1	1						
Coordinator	30	39,180	1		Male								
					Female	1	1						
Director	30	66,300	1	1	Male								
					Female	1		1					
<b>Department Total</b>			3	1	Male	0	0	0	0	0	0	0	0
% of Total				33.33	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	2	1	0	0	0	0	0
					% of Total	100.00	66.67	33.33	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Library

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Library Assistant 2	40	27,517 - 32,237	4	1	Male	1	1						
					Female	3	2						1
Admin Asst 3	40	34,422	1		Male								
					Female	1	1						
Coordinator	30	37,321	1		Male								
					Female	1	1						
Library Assistant 3	40	37,457 - 40,047	3	1	Male	1	1						
					Female	2	1	1					
Library Associate	30	42,432 - 44,554	2		Male	1	1						
					Female	1	1						
Computer Laboratory Technician	50	47,136	1		Male	1	1						
					Female								
Computer Technician (Evening)	50	49,283	1	1	Male	1		1					
					Female								
Assistant Professor - Library	20	66,109 - 67,046	2		Male	2	2						
					Female								
Assistant Professor-Library	20	69,000	1		Male								
					Female	1	1						
Associate Professor - Library	20	72,535 - 79,347	5		Male	2	2						
					Female	3	3						
Associate Professor-Library	20	75,328 - 76,025	2	1	Male	1		1					
					Female	1	1						
Professor - Library	20	97,830	1		Male								
					Female	1	1						

Continued...

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Library

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Director 2	10	105,012	1		Male Female	1	1						
<b>Department Total</b>			25	4	Male	11	9	2	0	0	0	0	0
% of Total				16.00	% of Total	44.00	36.00	8.00	.00	.00	.00	.00	.00
					Female	14	12	1	0	0	0	0	1
					% of Total	56.00	48.00	4.00	.00	.00	.00	.00	4.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Management, Marketing, Gen Bus

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - MGT, MKT, GBUS	20	57,739	1		Male								
					Female	1	1						
Assistant Professor -MGT, MKT, GBUS	20	89,199	1		Male								
					Female	1	1						
Associate Professor - MGT, MKT, GBUS	20	95,074 - 105,786	4	2	Male	2	1			1			
					Female	2	1			1			
Professor - MGT, MKT, GBUS	20	103,932 - 112,064	4		Male	3	3						
					Female	1	1						
<b>Department Total</b>			10	2	Male	5	4	0	0	1	0	0	0
<i>% of Total</i>				<i>20.00</i>	<i>% of Total</i>	<i>50.00</i>	<i>40.00</i>	<i>.00</i>	<i>.00</i>	<i>10.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	5	4	0	0	1	0	0	0
					<i>% of Total</i>	<i>50.00</i>	<i>40.00</i>	<i>.00</i>	<i>.00</i>	<i>10.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Mathematics

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	31,233	1		Male								
					Female	1	1						
Instructor - MATH	20	35,700 - 49,823	5	1	Male	3	2		1				
					Female	2	2						
Assistant Professor - MATH	20	43,000 - 70,213	6	1	Male	4	3						
					Female	2	2						
Professor - MATH	20	68,558 - 90,881	10	5	Male	6	3	2	1				
					Female	4	2			1			1
Associate Professor - MATH	20	70,441	1		Male								
					Female	1	1						
<b>Department Total</b>			23	7	Male	13	8	2	2	0	0	0	0
% of Total				30.43	% of Total	56.52	34.78	8.70	8.70	.00	.00	.00	.00
					Female	10	8	0	0	1	0	0	1
					% of Total	43.48	34.78	.00	.00	4.35	.00	.00	4.35

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Military Science

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	35,694	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Military Student Ctr SAF

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	38,789	1	1	Male Female	1			1				
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	100.00	.00	.00	100.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Music

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,672	1		Male								
					Female	1	1						
Manager	30	37,535	1		Male	1	1						
					Female								
Accompanist	30	39,000	1		Male								
					Female	1	1						
Assistant Professor-MUSIC	20	40,000	2	1	Male	1							
					Female	1	1						
Assistant Professor - MUSIC	20	48,957 - 50,000	4		Male	2	2						
					Female	2	2						
Associate Professor - MUSIC	20	54,533 - 56,677	4		Male	3	3						
					Female	1	1						
Professor - MUSIC	20	65,439 - 85,848	11	2	Male	5	4		1				
					Female	6	5	1					
<b>Department Total</b>			24	3	Male	12	10	0	1	0	0	0	0
% of Total				12.50	% of Total	50.00	41.67	.00	4.17	.00	.00	.00	.00
					Female	12	11	1	0	0	0	0	0
					% of Total	50.00	45.83	4.17	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: NCATE Accreditation

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Certification Analyst 1	40	35,602	1	1	Male Female	1					1		
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	0	0	1	0	0
					% of Total	100.00	.00	.00	.00	.00	100.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: New Student Orientation

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Specialist	30	66,762	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Nursing

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	32,234	1	1	Male								
					Female	1		1					
Records & Data Coordinator	40	36,619	1		Male	1	1						
					Female								
Specialist	30	47,614	1		Male								
					Female	1	1						
Assistant Professor-NURS	20	51,000	1		Male								
					Female	1	1						
Assistant Professor - NURS	20	58,000 - 72,886	7	1	Male								
					Female	7	6	1					
Associate Professor - NURS	20	65,220 - 74,583	8	1	Male								
					Female	8	7	1					
Professor - NURS	20	80,235 - 140,000	7	1	Male								
					Female	7	6		1				
<b>Department Total</b>			26	4	Male	1	1	0	0	0	0	0	0
% of Total				15.38	% of Total	3.85	3.85	.00	.00	.00	.00	.00	.00
					Female	25	21	3	1	0	0	0	0
					% of Total	96.15	80.77	11.54	3.85	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Off Campus Classes

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	39,780	1	1	Male	1		1					
					Female								
Director 3	30	71,816	1		Male								
					Female	1	1						
<b>Department Total</b>			2	1	Male	1	0	1	0	0	0	0	0
% of Total				50.00	% of Total	50.00	.00	50.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Office of Legal Affairs

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Senior Administrative Asst	40	42,140	1	1	Male								
					Female	1		1					
General Counsel	10	134,615	1	1	Male								
					Female	1		1					
<b>Department Total</b>			2	2	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	0	2	0	0	0	0	0
					% of Total	100.00	.00	100.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Other Budget Pool

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dispatcher	70	31,709	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Perkins Loans

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Account Clerk 2	40	34,687	1	1	Male								
					Female	1		1					
Account Clerk 3	40	37,425	1		Male								
					Female	1	1						
<b>Department Total</b>			2	1	Male	0	0	0	0	0	0	0	0
% of Total				50.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	1	1	0	0	0	0	0
					% of Total	100.00	50.00	50.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Physics

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	32,522	1		Male								
					Female	1	1						
Laboratory Manager	30	41,494	1		Male	1	1						
					Female								
Assistant Professor - PHYS	20	53,000	1		Male	1	1						
					Female								
Associate Professor - PHYS	20	62,940 - 75,650	4		Male	4	4						
					Female								
Professor - PHYS	20	72,005 - 85,137	5	1	Male	4	4						
					Female	1				1			
<b>Department Total</b>			12	1	Male	10	10	0	0	0	0	0	0
% of Total				8.33	% of Total	83.33	83.33	.00	.00	.00	.00	.00	.00
					Female	2	1	0	0	1	0	0	0
					% of Total	16.67	8.33	.00	.00	8.33	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Plant Administration

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technician	30	35,700	1		Male	1	1						
					Female								
Admin Asst 3	40	36,685	1	1	Male								
					Female	1			1				
Moveable Property Supervisor	40	46,623	1		Male	1	1						
					Female								
Assistant Director	30	66,578	1		Male	1	1						
					Female								
Director 2	10	109,130	1		Male	1	1						
					Female								
<b>Department Total</b>			5	1	Male	4	4	0	0	0	0	0	0
% of Total				20.00	% of Total	80.00	80.00	.00	.00	.00	.00	.00	.00
					Female	1	0	0	1	0	0	0	0
					% of Total	20.00	.00	.00	20.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Political Science

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	30,740	1		Male								
					Female	1	1						
Assistant Professor - POLS	20	51,000 - 53,000	3	2	Male	2		1					1
					Female	1	1						
Associate Professor - POLS	20	54,816 - 58,881	3	1	Male	1	1						
					Female	2	1	1					
Director	30	98,594	1		Male	1	1						
					Female								
<b>Department Total</b>			8	3	Male	4	2	1	0	0	0	0	1
<i>% of Total</i>				<i>37.50</i>	<i>% of Total</i>	<i>50.00</i>	<i>25.00</i>	<i>12.50</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>12.50</i>
					Female	4	3	1	0	0	0	0	0
					<i>% of Total</i>	<i>50.00</i>	<i>37.50</i>	<i>12.50</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Post Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Postal Clerk	40	25,389 - 26,439	2		Male	2	2						
					Female								
Lead Postal Clerk	40	28,354	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	2	2	0	0	0	0	0	0
% of Total				.00	% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Power Plant Maint

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Air Conditioning/Heating Mecha	60	33,078 - 40,727	7	3	Male Female	7	4	2	1				
Boiler Operator 2	70	33,972 - 36,088	4	1	Male Female	4	3						1
Air Conditioning/Heating Mech	60	34,874	1	1	Male Female	1							
Maint Mech Lead Worker	60	40,632	1		Male Female	1	1						
<b>Department Total</b>			13	5	Male	13	8	2	1	0	0	0	1
% of Total				38.46	% of Total	100.00	61.54	15.38	7.69	.00	.00	.00	7.69
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Presidents Office

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Senior Admin Asst	40	39,301	1		Male								
					Female	1	1						
Exec Office Assistant	40	45,064	1		Male								
					Female	1	1						
Assistant to Pres / Dir	10	116,712	1		Male								
					Female	1	1						
President	10	261,319	1		Male								
					Female	1	1						
<b>Department Total</b>			4	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

## Department: Printing Services

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Media Specialist	50	32,278	1	1	Male								
					Female	1		1					
Offset Press Operator 1	60	37,429	1		Male								
					Female	1	1						
Designer	30	38,935	1		Male	1	1						
					Female								
<b>Department Total</b>			3	1	Male	1	1	0	0	0	0	0	0
% of Total				33.33	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	1	1	0	0	0	0	0
					% of Total	66.67	33.33	33.33	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Professional Studies

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	32,008	1		Male								
					Female	1	1						
Assistant Professor - PROF ST	20	51,676	1		Male								
					Female	1	1						
Professor - PROF ST	20	77,390 - 81,685	2		Male								
					Female	2	2						
<b>Department Total</b>			4	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	4	4	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University

02/27/2017

Department: Provost VP of Academic Affairs

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 3	40	34,306	1		Male								
					Female	1	1						
Assistant to Provost	30	50,486	1		Male								
					Female	1	1						
Provost	10	212,399	1		Male	1	1						
					Female								
<b>Department Total</b>			3	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Psychology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	31,025	1		Male								
					Female	1	1						
Assistant Professor - PSY	20	52,000 - 55,592	4	2	Male	1		1					
					Female	3	2	1					
Associate Professor - PSY	20	55,800 - 73,145	5		Male	2	2						
					Female	3	3						
Professor - PSY	20	72,436 - 86,592	7	2	Male	5	4			1			
					Female	2	1			1			
<b>Department Total</b>			17	4	Male	8	6	1	0	1	0	0	0
% of Total				23.53	% of Total	47.06	35.29	5.88	.00	5.88	.00	.00	.00
					Female	9	7	1	0	1	0	0	0
					% of Total	52.94	41.18	5.88	.00	5.88	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Public Management

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,699	1		Male								
					Female	1	1						
Assistant Professor - PUBLIC MGT	20	56,586 - 63,781	3	1	Male	3	2			1			
					Female								
Associate Professor - PUBLIC MGT	20	72,629	1		Male	1	1						
					Female								
Professor - PUBLIC MGT	20	77,868 - 98,254	5	3	Male	3	1			2			
					Female	2	1	1					
<b>Department Total</b>			10	4	Male	7	4	0	0	3	0	0	0
% of Total				40.00	% of Total	70.00	40.00	.00	.00	30.00	.00	.00	.00
					Female	3	2	1	0	0	0	0	0
					% of Total	30.00	20.00	10.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Public Relations

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Communication Specialist	30	38,695	1		Male	1	1						
					Female								
Designer	30	41,243	1		Male								
					Female	1	1						
Office Supervisor	40	42,930	1		Male								
					Female	1	1						
Photographer	30	43,000	1		Male								
					Female	1	1						
Assistant Director	30	50,594 - 52,048	2		Male	2	2						
					Female								
Manager	30	51,000	1	1	Male								
					Female	1		1					
Manager, Printing Svcs & Proje	30	59,669	1	1	Male								
					Female	1							1
Executive Director	10	99,083	1		Male	1	1						
					Female								
<b>Department Total</b>			9	2	Male	4	4	0	0	0	0	0	0
<i>% of Total</i>				22.22	<i>% of Total</i>	44.44	44.44	.00	.00	.00	.00	.00	.00
					Female	5	3	1	0	0	0	0	1
					<i>% of Total</i>	55.56	33.33	11.11	.00	.00	.00	.00	11.11

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Public Safety

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dispatcher 2	70	31,709 - 34,903	3	1	Male								
					Female	3	2	1					
Security Guard 2	70	33,491 - 41,895	5		Male	1	1						
					Female	4	4						
Parking Office Supervisor	70	37,116	1	1	Male								
					Female	1		1					
Technical Clerk	40	37,473	1		Male	1	1						
					Female								
Police Officer I	70	38,006	1	1	Male	1		1					
					Female								
Police Officer 1	70	38,915 - 44,544	9	2	Male	8	6	1			1		
					Female	1	1						
Police Officer 2	70	46,142 - 50,218	3	2	Male	3	1	2					
					Female								
PO2 - Patrol Sergeant	70	50,338	1		Male								
					Female	1	1						
Assistant Director	30	56,708	1		Male	1	1						
					Female								
Director 2	10	82,485	1		Male	1	1						
					Female								
<b>Department Total</b>			26	7	Male	16	11	4	0	0	1	0	0
<i>% of Total</i>				26.92	<i>% of Total</i>	61.54	42.31	15.38	.00	.00	3.85	.00	.00
					Female	10	8	2	0	0	0	0	0
					<i>% of Total</i>	38.46	30.77	7.69	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Publications Advisor SAF

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	39,270	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Purchasing

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Buyer 1	50	33,330	1		Male								
					Female	1	1						
Buyer 2	50	40,761	1		Male								
					Female	1	1						
Manager	30	46,501	1		Male								
					Female	1	1						
Director	30	77,037	1	1	Male								
					Female	1							1
<b>Department Total</b>			4	1	Male	0	0	0	0	0	0	0	0
% of Total				25.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	4	3	0	0	0	0	0	1
					% of Total	100.00	75.00	.00	.00	.00	.00	.00	25.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: RODP Instruction

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	40,489	1	1	Male Female	1		1					
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	1	0	0	0	0	0
					% of Total	100.00	.00	100.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Registrar

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technical Clerk	40	16,835 - 38,772	7		Male	1	1						
					Female	6	6						
Registration Clerk	40	28,599 - 28,823	2		Male								
					Female	2	2						
Certification Analyst 1	40	34,353 - 37,415	3	1	Male	1	1						
					Female	2	1		1				
Senior Graduation Analyst	40	36,492	1		Male								
					Female	1	1						
Graduation Coordinator	30	40,992	1		Male								
					Female	1	1						
Coordinator	30	41,519 - 55,375	2	1	Male								
					Female	2	1	1					
Assistant Registrar	30	46,347	1	1	Male								
					Female	1		1					
Associate Registrar	30	53,758	1		Male								
					Female	1	1						
Registrar	30	80,030	1		Male								
					Female	1	1						
<b>Department Total</b>			19	3	Male	2	2	0	0	0	0	0	0
<i>% of Total</i>				15.79	<i>% of Total</i>	10.53	10.53	.00	.00	.00	.00	.00	.00
					Female	17	14	2	1	0	0	0	0
					<i>% of Total</i>	89.47	73.68	10.53	5.26	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Safety Environ Comp

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Safety Inspector	50	40,758	1		Male								
					Female	1	1						
Assistant Director	30	68,020	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: School of Tech and Public Mgmt

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - PUBLIC MGT	20	45,000 - 45,828	2		Male	2	2						
					Female								
Associate Professor - PUBLIC MGT	20	77,146	1		Male	1	1						
					Female								
<b>Department Total</b>			3	0	Male	3	3	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Service Learning/Comm Engage S

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	27,221	1		Male								
					Female	1	1						
Coordinator	30	36,644	1		Male								
					Female	1	1						
Director 3	30	57,216	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	3	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Soccer Women

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Associate Head Coach	30	38,556	1		Male	1	1						
					Female								
Head Coach	30	54,049	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Social Activity SAF

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	30,220	1		Male								
					Female	1	1						
Coordinator	30	38,397	1		Male	1	1						
					Female								
<b>Department Total</b>			2	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Social Work

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,508	1		Male								
					Female	1	1						
Instructor - SWRK	20	45,231 - 50,915	2		Male								
					Female	2	2						
Assistant Professor - SWRK	20	53,262	1	1	Male	1							
					Female								
Associate Professor - SWRK	20	60,317 - 72,524	5	2	Male	2	1			1			
					Female	3	2	1					
<b>Department Total</b>			9	3	Male	3	1	0	0	1	0	0	0
% of Total				33.33	% of Total	33.33	11.11	.00	.00	11.11	.00	.00	.00
					Female	6	5	1	0	0	0	0	0
					% of Total	66.67	55.56	11.11	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Sociology

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	28,673	1		Male								
					Female	1	1						
Assistant Professor - SOC	20	48,209	1	1	Male								
					Female	1				1			
Associate Professor - SOC	20	54,936 - 58,799	4		Male	2	2						
					Female	2	2						
Professor-SOC	20	68,434	1		Male	1	1						
					Female								
<b>Department Total</b>			7	1	Male	3	3	0	0	0	0	0	0
% of Total				14.29	% of Total	42.86	42.86	.00	.00	.00	.00	.00	.00
					Female	4	3	0	0	1	0	0	0
					% of Total	57.14	42.86	.00	.00	14.29	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Softball

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Head Coach	30	49,664	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Structured Learning Assistance

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	39,984	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Stu Financial Aid

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Financial Aid Assistant	40	17,718 - 37,417	3		Male								
					Female	3	3						
Clerk	40	28,796	1		Male								
					Female	1	1						
Financial Aid Clerk	40	29,256	1		Male								
					Female	1	1						
Technical Clerk	40	31,114 - 33,487	2	1	Male								
					Female	2	1	1					
Admin Asst 2	40	33,331	1		Male								
					Female	1	1						
Counselor	30	34,240 - 40,962	4	1	Male	1	1						
					Female	3	2	1					
Account Clerk 3	40	40,856	1		Male								
					Female	1	1						
Manager	30	41,300	1		Male								
					Female	1	1						
Coordinator	30	44,297 - 47,600	3	1	Male	1	1						
					Female	2	1			1			
Assistant Director	30	49,160	1		Male	1	1						
					Female								
Specialist	30	51,312	1		Male	1	1						
					Female								
Associate Director	30	53,591	1		Male								
					Female	1	1						

Continued...

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Stu Financial Aid

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Director	30	81,747	1		Male Female	1	1						
<b>Department Total</b>			21	3	Male	4	4	0	0	0	0	0	0
% of Total				14.29	% of Total	19.05	19.05	.00	.00	.00	.00	.00	.00
					Female	17	14	2	0	1	0	0	0
					% of Total	80.95	66.67	9.52	.00	4.76	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Stu Supp Serv

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	31,206	1		Male								
					Female	1	1						
Counselor	30	36,088	1	1	Male								
					Female	1		1					
Coordinator/Assistant Dir	30	39,005	1	1	Male								
					Female	1							1
<b>Department Total</b>			3	2	Male	0	0	0	0	0	0	0	0
% of Total				66.67	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	1	1	0	0	0	0	1
					% of Total	100.00	33.33	33.33	.00	.00	.00	.00	33.33

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Student Accounts

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Account Clerk 2	40	33,790 - 37,416	4	1	Male								
					Female	4	3	1					
Supervisor	30	56,039	1		Male								
					Female	1	1						
<b>Department Total</b>			5	1	Male	0	0	0	0	0	0	0	0
% of Total				20.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	5	4	1	0	0	0	0	0
					% of Total	100.00	80.00	20.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Student Counseling Center

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	31,292	1		Male								
					Female	1	1						
Counselor	30	43,000 - 44,335	2		Male	2	2						
					Female								
Assistant Director	30	47,997	1		Male	1	1						
					Female								
Director	30	84,547	1		Male	1	1						
					Female								
<b>Department Total</b>			5	0	Male	4	4	0	0	0	0	0	0
% of Total				.00	% of Total	80.00	80.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	20.00	20.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University

02/27/2017

Department: Student Org and Leadership SAF

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Director	30	57,952	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Student Recreation Center

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	32,666	1	1	Male								
					Female	1		1					
Coordinator	30	34,876 - 36,088	2	1	Male	1	1						
					Female	1		1					
Assistant Director	30	38,905 - 42,157	2		Male								
					Female	2	2						
Associate Director	30	46,703	1		Male	1	1						
					Female								
Director	30	65,697	1	1	Male	1		1					
					Female								
<b>Department Total</b>			7	3	Male	3	2	1	0	0	0	0	0
% of Total				42.86	% of Total	42.86	28.57	14.29	.00	.00	.00	.00	.00
					Female	4	2	2	0	0	0	0	0
					% of Total	57.14	28.57	28.57	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Student Svcs Admin

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	27,497	1		Male								
					Female	1	1						
Admin Asst 3	40	37,416	1	1	Male								
					Female	1		1					
Director	30	59,396	1		Male								
					Female	1	1						
<b>Department Total</b>			3	1	Male	0	0	0	0	0	0	0	0
% of Total				33.33	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	3	2	1	0	0	0	0	0
					% of Total	100.00	66.67	33.33	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: TA CAT 1 Lab Maintenance

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Systems Administrator	30	62,321	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: TECTA

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	41,906	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

## Department: Teaching and Learning

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - TCH & LEARN	20	40,000 - 46,623	2	1	Male	1							1
					Female	1	1						
Assistant Professor - TCH & LEARN	20	52,072 - 57,995	6	2	Male	1	1						
					Female	5	3			2			
Associate Professor - TCH & LEARN	20	59,058 - 62,895	4	2	Male	2	1	1					
					Female	2	1	1					
Professor - TCH & LEARN	20	72,390 - 87,378	2		Male	1	1						
					Female	1	1						
<b>Department Total</b>			14	5	Male	5	3	1	0	0	0	0	1
% of Total				35.71	% of Total	35.71	21.43	7.14	.00	.00	.00	.00	7.14
					Female	9	6	1	0	2	0	0	0
					% of Total	64.29	42.86	7.14	.00	14.29	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Telephone Svc Admin

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Account Clerk 1	40	30,868	1		Male								
					Female	1	1						
Telecommunications Tech 3	50	47,736	1		Male	1	1						
					Female								
Manager	30	61,302	1		Male								
					Female	1	1						
<b>Department Total</b>			3	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	66.67	66.67	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Tennis Women

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Head Coach	30	49,186	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Theatre and Dance

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 2	40	21,473	1		Male								
					Female	1	1						
Coordinator	30	29,351	1		Male	1	1						
					Female								
Assistant Professor - THEA/DANCE	20	48,000	1		Male	1	1						
					Female								
Associate Professor - THEA/DANCE	20	52,998 - 59,706	5	3	Male	3	1	1					1
					Female	2	1				1		
Professor- THEA/DANCE	20	62,648	1		Male	1	1						
					Female								
<b>Department Total</b>			9	3	Male	6	4	1	0	0	0	0	1
% of Total				33.33	% of Total	66.67	44.44	11.11	.00	.00	.00	.00	11.11
					Female	3	2	0	0	0	1	0	0
					% of Total	33.33	22.22	.00	.00	.00	11.11	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Track Women

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Associate Head Coach	30	47,000	1	1	Male								
					Female	1		1					
Head Coach	30	58,000	1		Male	1	1						
					Female								
<b>Department Total</b>			2	1	Male	1	1	0	0	0	0	0	0
% of Total				50.00	% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00
					Female	1	0	1	0	0	0	0	0
					% of Total	50.00	.00	50.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Travel

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Account Clerk 3	40	40,856	1	1	Male Female	1		1					
<b>Department Total</b>			1	1	Male	0	0	0	0	0	0	0	0
% of Total				100.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	0	1	0	0	0	0	0
					% of Total	100.00	.00	100.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Tri Co Upward Bd

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admin Asst 2	40	30,728	1		Male								
					Female	1	1						
Director 3	30	48,975	1		Male								
					Female	1	1						
<b>Department Total</b>			2	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	2	2	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: University Advancement

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technical Clerk	40	31,203 - 32,640	2		Male								
					Female	2	2						
Office Supervisor	40	38,869	1		Male								
					Female	1	1						
Specialist	30	46,125 - 54,411	2		Male	1	1						
					Female	1	1						
Director	30	53,362 - 57,173	2	1	Male	1	1						
					Female	1		1					
Director 3	30	55,180	1		Male	1	1						
					Female								
Assistant Executive Director	30	65,135	1		Male								
					Female	1	1						
Executive Director	10	132,600	1		Male	1	1						
					Female								
<b>Department Total</b>			10	1	Male	4	4	0	0	0	0	0	0
<i>% of Total</i>				<i>10.00</i>	<i>% of Total</i>	<i>40.00</i>	<i>40.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	6	5	1	0	0	0	0	0
					<i>% of Total</i>	<i>60.00</i>	<i>50.00</i>	<i>10.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: University Center

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Director 2	10	75,828	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	1	1	0	0	0	0	0	0
% of Total				.00	% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00
					Female	0	0	0	0	0	0	0	0
					% of Total	.00	.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: VP Advance, Comm, and Strat In

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Senior Administrative Asst	40	37,740	1		Male								
					Female	1	1						
Research Analyst 1	30	48,999	1	1	Male								
					Female	1					1		
Vice President	10	177,342	1		Male	1	1						
					Female								
<b>Department Total</b>			3	1	Male	1	1	0	0	0	0	0	0
% of Total				33.33	% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00
					Female	2	1	0	0	0	1	0	0
					% of Total	66.67	33.33	.00	.00	.00	33.33	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Vice President Fin and Adm

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Senior Administrative Asst	40	35,056	1		Male								
					Female	1	1						
Counselor	30	36,088	1		Male								
					Female	1	1						
Advisor	30	40,000	29	6	Male	4	3	1					
					Female	25	20	5					
Vice President	10	189,777	1		Male	1	1						
					Female								
<b>Department Total</b>			32	6	Male	5	4	1	0	0	0	0	0
% of Total				18.75	% of Total	15.63	12.50	3.13	.00	.00	.00	.00	.00
					Female	27	22	5	0	0	0	0	0
					% of Total	84.38	68.75	15.63	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Vice President for Student Aff

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Senior Admin Assistant	40	39,229	1		Male Female	1	1						
<b>Department Total</b>			1	0	Male	0	0	0	0	0	0	0	0
% of Total				.00	% of Total	.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	100.00	100.00	.00	.00	.00	.00	.00	.00



# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Volleyball Women

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Coach 1	30	32,994	1	1	Male	1							
					Female								
Head Coach	30	54,707	1		Male								
					Female	1	1						
<b>Department Total</b>			2	1	Male	1	0	0	0	0	0	0	0
% of Total				50.00	% of Total	50.00	.00	.00	.00	.00	.00	.00	.00
					Female	1	1	0	0	0	0	0	0
					% of Total	50.00	50.00	.00	.00	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Warehouse

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Stores Clerk	40	26,465	1		Male	1	1						
					Female								
Account Clerk 1	40	27,952	1	1	Male								
					Female	1			1				
Data Management Clerk	40	32,994	1		Male								
					Female	1	1						
Account Clerk 2	40	36,476 - 37,419	2		Male								
					Female	2	2						
Operations Manager	30	52,949	1		Male								
					Female	1	1						
<b>Department Total</b>			6	1	Male	1	1	0	0	0	0	0	0
% of Total				16.67	% of Total	16.67	16.67	.00	.00	.00	.00	.00	.00
					Female	5	4	0	1	0	0	0	0
					% of Total	83.33	66.67	.00	16.67	.00	.00	.00	.00

# Work Force Analysis

Austin Peay State University  
02/27/2017

Department: Weight Room

Job Title	EEO	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Coordinator	30	31,814	1		Male Female	1	1						
<b>Department Total</b> <i>% of Total</i>			1	0 .00	Male <i>% of Total</i> Female <i>% of Total</i>	1 100.00	1 100.00	0 .00	0 .00	0 .00	0 .00	0 .00	0 .00
<b>Facility Total</b> <i>% of Total</i>			965	215 22.28	Male <i>% of Total</i> Female <i>% of Total</i>	427 44.25	333 34.51	40 4.15	10 1.04	16 1.66	2 .21	0 .00	14 1.45

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Academic Supp Ctr	3	1	33.33	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
Academic Testing	2	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Accounting Services	5	1	20.00	Male	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	80.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Accounting, Finance, Economics	15	4	26.67	Male	8	53.33	5	33.33	1	6.67	0	0.00	1	6.67	0	0.00	0	0.00	1	6.67
				Female	7	46.67	6	40.00	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Accounts Payable	5	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	100.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Admissions	23	7	30.43	Male	4	17.39	3	13.04	0	0.00	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00
				Female	19	82.61	13	56.52	3	13.04	1	4.35	1	4.35	0	0.00	0	0.00	1	4.35
Adult Non-Trad Stu Ctr SAF	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Affirmative Action	2	1	50.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
African American Cultural Ctr	2	1	50.00	Male	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Agriculture	5	0	0.00	Male	4	80.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Allied Health	9	2	22.22	Male	2	22.22	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	7	77.78	5	55.56	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Alumni and Annual Giving	4	0	0.00	Male	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	75.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Art	17	0	0.00	Male	10	58.82	10	58.82	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	7	41.18	7	41.18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Assistant VP Finance	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Asst VP Acad Affairs	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Ath Marketing and Broadcasting	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Administration	9	3	33.33	Male	2	22.22	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	7	77.78	4	44.44	2	22.22	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Facilities	2	1	50.00	Male	2	100.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Health Service	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Information	3	0	0.00	Male	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Athletic Trainer	4	0	0.00	Male	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Auxiliary Administration	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Baseball	3	0	0.00	Male	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Basketball Men	4	2	50.00	Male	4	100.00	2	50.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Basketball Women	4	3	75.00	Male	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	75.00	1	25.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Biological Science	21	3	14.29	Male	9	42.86	9	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	12	57.14	9	42.86	1	4.76	1	4.76	0	0.00	0	0.00	0	0.00	0	0.00
Budgets	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Building Maintenance	21	7	33.33	Male	21	100.00	14	66.67	1	4.76	2	9.52	0	0.00	1	4.76	0	0.00	2	9.52
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Bursar	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Business Academic Fee	3	0	0.00	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
CTL-Teaching and Learning Stra	10	1	10.00	Male	4	40.00	4	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	60.00	5	50.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Campus Life Ast VPSA	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Care of Grounds	9	2	22.22	Male	9	100.00	7	77.78	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	11.11
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Career Services	4	2	50.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	100.00	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Cashiers Window	2	1	50.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Center of Exc Creative Arts A	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Center of Exc Field Biology	3	1	33.33	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
Central Receiving	4	1	25.00	Male	4	100.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chemical Engineering Technolog	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Chemistry	13	2	15.38	Male	6	46.15	5	38.46	0	0.00	0	0.00	1	7.69	0	0.00	0	0.00	0	0.00
				Female	7	53.85	6	46.15	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Child Learning Ctr	3	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Collections	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Communication	21	6	28.57	Male	9	42.86	9	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	12	57.14	6	28.57	2	9.52	1	4.76	2	9.52	0	0.00	0	0.00	1	4.76
Computer Science and Inf Techn	11	4	36.36	Male	9	81.82	6	54.55	0	0.00	0	0.00	3	27.27	0	0.00	0	0.00	0	0.00
				Female	2	18.18	1	9.09	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Contract Administration	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Counseling Program SAF	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Custodial Services	11	7	63.64	Male	6	54.55	3	27.27	3	27.27	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	45.45	1	9.09	2	18.18	0	0.00	0	0.00	0	0.00	0	0.00	1	9.09
Dean College of Arts and Lette	2	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Dean College of Prof Programs	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dean College of Science and Ma	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dean Extended and Distance Edu	2	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dean Grad Studies	4	2	50.00	Male	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	75.00	1	25.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dean of Students SAF	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dean, College of Business	3	2	66.67	Male	2	66.67	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Dean, College of Education	2	1	50.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Disabilities Support	4	1	25.00	Male	2	50.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Distance Education Online Fee	11	3	27.27	Male	3	27.27	2	18.18	0	0.00	0	0.00	1	9.09	0	0.00	0	0.00	0	0.00
				Female	8	72.73	6	54.55	0	0.00	1	9.09	1	9.09	0	0.00	0	0.00	0	0.00
Educ Opp Ctr	4	2	50.00	Male	2	50.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	50.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Educational Specialties	15	4	26.67	Male	3	20.00	2	13.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	6.67
				Female	12	80.00	9	60.00	1	6.67	0	0.00	0	0.00	0	0.00	0	0.00	1	6.67
Engineering Technology	10	2	20.00	Male	8	80.00	6	60.00	0	0.00	0	0.00	2	20.00	0	0.00	0	0.00	0	0.00
				Female	2	20.00	2	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00



# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		Amlnd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
English as a Second Language	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Enrollment Mgmt Academic Suppo	2	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Environmental Education Center	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Extended Education	3	1	33.33	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Facilities Planning and Projec	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Food Services	1	1	100.00	Male	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Football	11	5	45.45	Male	11	100.00	6	54.55	4	36.36	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Fort Campbell Center Admin	7	1	14.29	Male	2	28.57	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	71.43	4	57.14	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Ft Campbell Ctr PO Box 4455	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
GIS Project	4	1	25.00	Male	2	50.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	50.00	1	25.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00
Geology Geography	11	1	9.09	Male	6	54.55	6	54.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	45.45	4	36.36	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Golf Men	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Golf Women	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Grants and Sponsored Prog	2	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Greek Life SAF	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Health Services SAF	10	2	20.00	Male	4	40.00	3	30.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	10.00
				Female	6	60.00	5	50.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Health and Human Performance	13	0	0.00	Male	3	23.08	3	23.08	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	10	76.92	10	76.92	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Hispanic Culture Ctr SAF	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
History and Philosophy	26	0	0.00	Male	19	73.08	19	73.08	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	7	26.92	7	26.92	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Housing Administration	9	5	55.56	Male	3	33.33	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	22.22
				Female	6	66.67	3	33.33	3	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Human Resources	10	1	10.00	Male	2	20.00	2	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	8	80.00	7	70.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
ID Cards	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Information Technology	25	8	32.00	Male	17	68.00	11	44.00	3	12.00	1	4.00	0	0.00	0	0.00	0	0.00	1	4.00
				Female	8	32.00	6	24.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.00
Instl Research and Effectivene	3	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Internal Auditor	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
International Education	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
International Fee	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Landscaping	4	1	25.00	Male	4	100.00	3	75.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Languages and Literature	46	10	21.74	Male	18	39.13	11	23.91	2	4.35	2	4.35	2	4.35	0	0.00	0	0.00	1	2.17
				Female	28	60.87	25	54.35	1	2.17	1	2.17	1	2.17	0	0.00	0	0.00	0	0.00
Leadership Science	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Learning Opportunities	3	1	33.33	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Library	25	4	16.00	Male	11	44.00	9	36.00	2	8.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	14	56.00	12	48.00	1	4.00	0	0.00	0	0.00	0	0.00	0	0.00	1	4.00
Management, Marketing, Gen Bus	10	2	20.00	Male	5	50.00	4	40.00	0	0.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00
				Female	5	50.00	4	40.00	0	0.00	0	0.00	1	10.00	0	0.00	0	0.00	0	0.00
Mathematics	23	7	30.43	Male	13	56.52	8	34.78	2	8.70	2	8.70	0	0.00	0	0.00	0	0.00	0	0.00
				Female	10	43.48	8	34.78	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00	1	4.35
Military Science	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Military Student Ctr SAF	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Music	24	3	12.50	Male	12	50.00	10	41.67	0	0.00	1	4.17	0	0.00	0	0.00	0	0.00	0	0.00
				Female	12	50.00	11	45.83	1	4.17	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
NCATE Accreditation	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
New Student Orientation	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Nursing	26	4	15.38	Male	1	3.85	1	3.85	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	25	96.15	21	80.77	3	11.54	1	3.85	0	0.00	0	0.00	0	0.00	0	0.00
Off Campus Classes	2	1	50.00	Male	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Office of Legal Affairs	2	2	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other Budget Pool	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Perkins Loans	2	1	50.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Physics	12	1	8.33	Male	10	83.33	10	83.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	16.67	1	8.33	0	0.00	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00
Plant Administration	5	1	20.00	Male	4	80.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	20.00	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Political Science	8	3	37.50	Male	4	50.00	2	25.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	1	12.50
				Female	4	50.00	3	37.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Post Office	3	0	0.00	Male	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

Austin Peay State University

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Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Power Plant Maint	13	5	38.46	Male	13	100.00	8	61.54	2	15.38	1	7.69	0	0.00	0	0.00	0	0.00	1	7.69
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Presidents Office	4	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	100.00	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Printing Services	3	1	33.33	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Professional Studies	4	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	100.00	4	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Provost VP of Academic Affairs	3	0	0.00	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Psychology	17	4	23.53	Male	8	47.06	6	35.29	1	5.88	0	0.00	1	5.88	0	0.00	0	0.00	0	0.00
				Female	9	52.94	7	41.18	1	5.88	0	0.00	1	5.88	0	0.00	0	0.00	0	0.00
Public Management	10	4	40.00	Male	7	70.00	4	40.00	0	0.00	0	0.00	3	30.00	0	0.00	0	0.00	0	0.00
				Female	3	30.00	2	20.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Public Relations	9	2	22.22	Male	4	44.44	4	44.44	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	55.56	3	33.33	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	1	11.11
Public Safety	26	7	26.92	Male	16	61.54	11	42.31	4	15.38	0	0.00	0	0.00	1	3.85	0	0.00	0	0.00
				Female	10	38.46	8	30.77	2	7.69	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Publications Advisor SAF	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Purchasing	4	1	25.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	100.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00
RODP Instruction	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

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Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		Amlnd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Registrar	19	3	15.79	Male	2	10.53	2	10.53	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	17	89.47	14	73.68	2	10.53	1	5.26	0	0.00	0	0.00	0	0.00	0	0.00
Safety Environ Comp	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
School of Tech and Public Mgmt	3	0	0.00	Male	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Service Learning/Comm Engage S	3	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Soccer Women	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Social Activity SAF	2	0	0.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Social Work	9	3	33.33	Male	3	33.33	1	11.11	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00	0	0.00
				Female	6	66.67	5	55.56	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sociology	7	1	14.29	Male	3	42.86	3	42.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	57.14	3	42.86	0	0.00	0	0.00	1	14.29	0	0.00	0	0.00	0	0.00
Softball	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Structured Learning Assistance	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Stu Financial Aid	21	3	14.29	Male	4	19.05	4	19.05	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	17	80.95	14	66.67	2	9.52	0	0.00	1	4.76	0	0.00	0	0.00	0	0.00
Stu Supp Serv	3	2	66.67	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Student Accounts	5	1	20.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	100.00	4	80.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student Counseling Center	5	0	0.00	Male	4	80.00	4	80.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student Org and Leadership SAF	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student Recreation Center	7	3	42.86	Male	3	42.86	2	28.57	1	14.29	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	4	57.14	2	28.57	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Student Svcs Admin	3	1	33.33	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	3	100.00	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TA CAT 1 Lab Maintenance	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
TECTA	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Teaching and Learning	14	5	35.71	Male	5	35.71	3	21.43	1	7.14	0	0.00	0	0.00	0	0.00	0	0.00	1	7.14
				Female	9	64.29	6	42.86	1	7.14	0	0.00	2	14.29	0	0.00	0	0.00	0	0.00
Telephone Svc Admin	3	0	0.00	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Tennis Women	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Theatre and Dance	9	3	33.33	Male	6	66.67	4	44.44	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00	1	11.11
				Female	3	33.33	2	22.22	0	0.00	0	0.00	0	0.00	1	11.11	0	0.00	0	0.00
Track Women	2	1	50.00	Male	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

# Work Force Analysis Summary

Austin Peay State University

02/27/2017

Department	Total	Total Min			Total		White		Black		Hisp		Asian		AmInd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Travel	1	1	100.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Tri Co Upward Bd	2	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	100.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
University Advancement	10	1	10.00	Male	4	40.00	4	40.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	60.00	5	50.00	1	10.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
University Center	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
VP Advance, Comm, and Strat In	3	1	33.33	Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	2	66.67	1	33.33	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00
Vice President Fin and Adm	32	6	18.75	Male	5	15.63	4	12.50	1	3.13	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	27	84.38	22	68.75	5	15.63	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Vice President for Student Aff	1	0	0.00	Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Volleyball Women	2	1	50.00	Male	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	1	50.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Warehouse	6	1	16.67	Male	1	16.67	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	83.33	4	66.67	0	0.00	1	16.67	0	0.00	0	0.00	0	0.00	0	0.00
Weight Room	1	0	0.00	Male	1	100.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Facility Total % of Total	965	215	22.28	Male	427	44.25	333	34.51	40	4.15	10	1.04	16	1.66	2	0.21	0	0.00	14	1.45
				Female	538	55.75	417	43.21	71	7.36	14	1.45	14	1.45	3	0.31	0	0.00	14	1.45



# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 01A Executives

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Director 1	Various	82,797 - 89,760	2	1	Male	1	1						
					Female	1		1					
Assistant to Pres / Dir	Presidents Office	116,712	1		Male								
					Female	1	1						
General Counsel	Office of Legal Affairs	134,615	1	1	Male								
					Female	1		1					
Athletic Director	Athletic Administration	143,820	1		Male	1	1						
					Female								
Vice President Student Affairs	Campus Life Ast VPSA	171,156	1		Male								
					Female	1	1						
Vice President	Various	177,342 - 189,777	2		Male	2	2						
					Female								
Provost	Provost VP of Academic Affairs	212,399	1		Male	1	1						
					Female								
President	Presidents Office	261,319	1		Male								
					Female	1	1						
<b>Job Group Total</b>			10	2	Male	5	5	0	0	0	0	0	0
<i>% of Total</i>				<i>20.00</i>	<i>% of Total</i>	<i>50.00</i>	<i>50.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	5	3	2	0	0	0	0	0
					<i>% of Total</i>	<i>50.00</i>	<i>30.00</i>	<i>20.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 01B Administrative/ Managerial

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Director 2	Various	75,828 - 142,800	7		Male	5	5						
					Female	2	2						
Asst VP / Director	Housing Administration	92,373	1		Male	1	1						
					Female								
Executive Director	Various	99,083 - 132,600	4		Male	4	4						
					Female								
Associate VP / Dean	Campus Life Ast VPSA	99,761	1		Male	1	1						
					Female								
Assistant Vice President	Various	100,163 - 127,500	2		Male	1	1						
					Female	1	1						
Associate Provost	Various	118,500 - 125,618	3		Male	1	1						
					Female	2	2						
Associate Vice President	Assistant VP Finance	131,000	1		Male								
					Female	1	1						
Dean	Various	136,620 - 180,000	5	1	Male	3	2	1					
					Female	2	2						
<b>Job Group Total</b>			24	1	Male	16	15	1	0	0	0	0	0
% of Total				4.17	% of Total	66.67	62.50	4.17	.00	.00	.00	.00	.00
					Female	8	8	0	0	0	0	0	0
					% of Total	33.33	33.33	.00	.00	.00	.00	.00	.00

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 02A Faculty-Arts & Letters

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - HIST/PHIL	History and Philosophy	34,680 - 38,617	3		Male	2	2						
					Female	1	1						
Instructor - LANG/LIT	Languages and Literature	34,680 - 46,000	11	1	Male	3	2	1					
					Female	8	8						
Assistant Professor - COMM	Communication	36,000 - 52,498	5		Male	3	3						
					Female	2	2						
Instructor - COMM	Communication	37,118 - 47,225	6	1	Male	2	2						
					Female	4	3	1					
Assistant Professor-MUSIC	Music	40,000	2	1	Male	1							
					Female	1	1						
Assistant Professor - LANG/LIT	Languages and Literature	41,820 - 54,743	9	4	Male	4	2			1			1
					Female	5	3		1	1			
Assistant Professor- HIST/PHIL	History and Philosophy	42,000	1		Male	1	1						
					Female								
Assistant Professor - HIST/PHIL	History and Philosophy	42,274 - 51,000	4		Male	3	3						
					Female	1	1						
Assistant Professor - THEA/DANCE	Theatre and Dance	48,000	1		Male	1	1						
					Female								
Assistant Professor - ART	Art	48,000 - 55,074	6		Male	3	3						
					Female	3	3						
Assistant Professor - MUSIC	Music	48,957 - 50,000	4		Male	2	2						
					Female	2	2						
Associate Professor - THEA/DANCE	Theatre and Dance	52,998 - 59,706	5	3	Male	3	1	1					1
					Female	2	1				1		

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 02A Faculty-Arts & Letters

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Associate Professor - MUSIC	Music	54,533 - 56,677	4		Male	3	3						
					Female	1	1						
Associate Professor - LANG/LIT	Languages and Literature	54,684 - 70,664	13	2	Male	4	2	1	1				
					Female	9	9						
Associate Professor - ART	Art	55,958 - 57,223	4		Male	2	2						
					Female	2	2						
Associate Professor - HIST/PHIL	History and Philosophy	56,557 - 60,057	5		Male	4	4						
					Female	1	1						
Associate Professor - COMM	Communication	57,816	2	2	Male								
					Female	2				1			1
Professor - COMM	Communication	60,140 - 101,544	5	2	Male	2	2						
					Female	3	1	1		1			
Professor- THEA/DANCE	Theatre and Dance	62,648	1		Male	1	1						
					Female								
Professor - MUSIC	Music	65,439 - 85,848	11	2	Male	5	4		1				
					Female	6	5	1					
Professor - HIST/PHIL	History and Philosophy	65,843 - 99,715	11		Male	9	9						
					Female	2	2						
Professor - LANG/LIT	Languages and Literature	68,524 - 87,260	11	3	Male	7	5		1	1			
					Female	4	3	1					
Professor - ART	Art	69,210 - 80,647	5		Male	4	4						
					Female	1	1						

# Job Group Analysis

Austin Peay State University  
02/27/2017

Job Group: 02A Faculty-Arts & Letters

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
<b>Job Group Total</b>			129	21	Male	69	58	3	3	2	0	0	2
% of Total				16.28	% of Total	53.49	44.96	2.33	2.33	1.55	.00	.00	1.55
					Female	60	50	4	1	3	1	0	1
					% of Total	46.51	38.76	3.10	.78	2.33	.78	.00	.78

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 02B Faculty-Behav & Hlth Sciences

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - HLTH/HUMAN PERF	Health and Human Performance	40,000 - 44,382	2		Male								
					Female	2	2						
Instructor - PUBLIC MGT	School of Tech and Public Mgmt	45,000 - 45,828	2		Male	2	2						
					Female								
Instructor - SWRK	Social Work	45,231 - 50,915	2		Male								
					Female	2	2						
Assistant Professor - SOC	Sociology	48,209	1	1	Male								
					Female	1				1			
Assistant Professor-NURS	Nursing	51,000	1		Male								
					Female	1	1						
Assistant Professor - POLS	Political Science	51,000 - 53,000	3	2	Male	2		1					1
					Female	1	1						
Assistant Professor - PROF ST	Professional Studies	51,676	1		Male								
					Female	1	1						
Assistant Professor - PSY	Psychology	52,000 - 55,592	4	2	Male	1		1					
					Female	3	2	1					
Assistant Professor - SWRK	Social Work	53,262	1	1	Male	1							
					Female								
Associate Professor - POLS	Political Science	54,816 - 58,881	3	1	Male	1	1						
					Female	2	1	1					
Associate Professor - SOC	Sociology	54,936 - 58,799	4		Male	2	2						
					Female	2	2						
Assistant Professor - HLTH/HUMAN PERF	Health and Human Performance	55,077	1		Male								
					Female	1	1						

Continued...

# Job Group Analysis

Austin Peay State University

02/27/2017

## Job Group: 02B Faculty-Behav & Hlth Sciences

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Associate Professor - PSY	Psychology	55,800 - 73,145	5		Male	2	2						
					Female	3	3						
Assistant Professor - PUBLIC MGT	Public Management	56,586 - 63,781	3	1	Male	3	2			1			
					Female								
Assistant Professor - NURS	Nursing	58,000 - 72,886	7	1	Male								
					Female	7	6	1					
Associate Professor - SWRK	Social Work	60,317 - 72,524	5	2	Male	2	1			1			
					Female	3	2	1					
Associate Professor - NURS	Nursing	65,220 - 74,583	8	1	Male								
					Female	8	7	1					
Associate Professor - HLTH/HUMAN PERF	Health and Human Performance	65,604 - 66,080	2		Male	1	1						
					Female	1	1						
Professor-SOC	Sociology	68,434	1		Male	1	1						
					Female								
Professor - PSY	Psychology	72,436 - 86,592	7	2	Male	5	4			1			
					Female	2	1			1			
Associate Professor - PUBLIC MGT	Various	72,629 - 77,146	2		Male	2	2						
					Female								
Professor - PROF ST	Professional Studies	77,390 - 81,685	2		Male								
					Female	2	2						
Professor - PUBLIC MGT	Public Management	77,868 - 98,254	5	3	Male	3	1			2			
					Female	2	1	1					
Professor - NURS	Nursing	80,235 - 140,000	7	1	Male								
					Female	7	6		1				

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

Job Group: 02B Faculty-Behav & Hlth Sciences

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Professor - HLTH/HUMAN PERF	Health and Human Performance	81,554 - 106,900	7		Male Female	2 5	2 5						
<b>Job Group Total</b>			86	18	Male	30	21	2	0	5	0	0	1
% of Total				20.93	% of Total	34.88	24.42	2.33	.00	5.81	.00	.00	1.16
					Female	56	47	6	1	2	0	0	0
					% of Total	65.12	54.65	6.98	1.16	2.33	.00	.00	.00



# Job Group Analysis

Austin Peay State University

02/27/2017

## Job Group: 02C Faculty-Business

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - ACCT, FIN, ECON	Accounting, Finance, Economics	55,611 - 82,038	3		Male								
					Female	3	3						
Instructor - MGT, MKT, GBUS	Management, Marketing, Gen Bus	57,739	1		Male								
					Female	1	1						
Associate Professor - ACCT, FIN, ECON	Accounting, Finance, Economics	82,322 - 106,539	3		Male	2	2						
					Female	1	1						
Assistant Professor -MGT, MKT, GBUS	Various	89,199 - 105,777	2	1	Male								
					Female	2	1	1					
Professor - ACCT, FIN, ECON	Accounting, Finance, Economics	92,243 - 116,344	6	3	Male	5	2	1		1			1
					Female	1	1						
Associate Professor - MGT, MKT, GBUS	Management, Marketing, Gen Bus	95,074 - 105,786	4	2	Male	2	1			1			
					Female	2	1			1			
Professor	Leadership Science	99,228	1		Male	1	1						
					Female								
Professor - MGT, MKT, GBUS	Various	103,932 - 122,400	5		Male	4	4						
					Female	1	1						
<b>Job Group Total</b>			25	6	Male	14	10	1	0	2	0	0	1
<i>% of Total</i>				<i>24.00</i>	<i>% of Total</i>	<i>56.00</i>	<i>40.00</i>	<i>4.00</i>	<i>.00</i>	<i>8.00</i>	<i>.00</i>	<i>.00</i>	<i>4.00</i>
					Female	11	9	1	0	1	0	0	0
					<i>% of Total</i>	<i>44.00</i>	<i>36.00</i>	<i>4.00</i>	<i>.00</i>	<i>4.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 02D Faculty-Education

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - TCH & LEARN	Teaching and Learning	40,000 - 46,623	2	1	Male	1							1
					Female	1	1						
Assistant Professor - EDUC SPEC	Educational Specialties	43,000 - 53,393	4	2	Male	1	1						
					Female	3	1						1
Assistant Professor - TCH & LEARN	Teaching and Learning	52,072 - 57,995	6	2	Male	1	1						
					Female	5	3			2			
Associate Professor - EDUC SPEC	Educational Specialties	56,895 - 67,738	4		Male	1	1						
					Female	3	3						
Associate Professor - TCH & LEARN	Teaching and Learning	59,058 - 62,895	4	2	Male	2	1	1					
					Female	2	1	1					
Professor - EDUC SPEC	Educational Specialties	68,506 - 86,098	3	2	Male	1							1
					Female	2	1	1					
Professor - TCH & LEARN	Teaching and Learning	72,390 - 87,378	2		Male	1	1						
					Female	1	1						
Assistant Professor - TCH & Learn	Accounting, Finance, Economics	90,000 - 115,000	2		Male	1	1						
					Female	1	1						
<b>Job Group Total</b>			27	9	Male	9	6	1	0	0	0	0	2
<i>% of Total</i>				33.33	<i>% of Total</i>	33.33	22.22	3.70	.00	.00	.00	.00	7.41
					Female	18	12	2	0	2	0	0	1
					<i>% of Total</i>	66.67	44.44	7.41	.00	7.41	.00	.00	3.70

# Job Group Analysis

Austin Peay State University

02/27/2017

## Job Group: 02E Faculty-Science & Mathematics

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Instructor - MATH	Mathematics	35,700 - 49,823	5	1	Male	3	2		1				
					Female	2	2						
Instructor - CSCI & INFO TECH	Computer Science and Inf Techn	40,800	1		Male	1	1						
					Female								
Instructor - BIOL	Biological Science	41,405 - 51,155	2		Male								
					Female	2	2						
Assistant Professor - AGRI	Agriculture	41,758 - 59,988	2		Male	1	1						
					Female	1	1						
Assistant Professor - MATH	Mathematics	43,000 - 70,213	6	1	Male	4	3						
					Female	2	2						
Assistant Professor - CHEM	Chemistry	47,000 - 52,000	2	1	Male	1	1						
					Female	1							
Assistant Professor-CHEM	Chemistry	47,940	1		Male								
					Female	1	1						
Assistant Professor - BIOL	Biological Science	52,957 - 56,214	3	1	Male	2	2						
					Female	1							
Assistant Professor - PHYS	Physics	53,000	1		Male	1	1						
					Female								
Assistant Professor - GEOL & GEOG	Geology Geography	54,269	1		Male								
					Female	1	1						
Assistant Professor -ALLIED HLTH	Allied Health	55,137 - 56,000	2	1	Male								
					Female	2	1						
Assistant Professor - ENG TECH	Engineering Technology	58,000 - 67,019	2		Male	1	1						
					Female	1	1						

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 02E Faculty-Science & Mathematics

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Associate Professor - CHEM	Chemistry	58,958 - 63,398	3		Male								
					Female	3	3						
Associate Professor - GEOL & GEOG	Geology Geography	59,984 - 61,197	3	1	Male	1	1						
					Female	2	1	1					
Associate Professor - BIOL	Various	61,062 - 63,322	3		Male	1	1						
					Female	2	2						
Associate Professor - PHYS	Physics	62,940 - 75,650	4		Male	4	4						
					Female								
Assistant Professor -CSCI & INFO TECH	Computer Science and Inf Techn	63,000 - 71,804	4	1	Male	3	3						
					Female	1		1					
Associate Professor - AGRI	Agriculture	64,889	1		Male	1	1						
					Female								
Associate Professor - ALLIED HLTH	Allied Health	65,738 - 65,794	2		Male								
					Female	2	2						
Professor - MATH	Mathematics	68,558 - 90,881	10	5	Male	6	3	2	1				
					Female	4	2			1			1
Associate Professor - ENG TECH	Engineering Technology	69,867 - 71,917	2		Male	2	2						
					Female								
Associate Professor - MATH	Mathematics	70,441	1		Male								
					Female	1	1						
Professor - CHEM	Chemistry	71,931 - 91,630	5	1	Male	4	3			1			
					Female	1	1						
Professor - PHYS	Physics	72,005 - 85,137	5	1	Male	4	4						
					Female	1				1			

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 02E Faculty-Science & Mathematics

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Associate Professor - CHEM ENG TECH	Chemical Engineering Technolog	73,140	1		Male	1	1						
					Female								
Professor - BIOL	Various	73,710 - 82,866	12	1	Male	7	7						
					Female	5	4	1					
Professor - AGRI	Agriculture	78,101 - 83,866	2		Male	2	2						
					Female								
Professor - ALLIED HLTH	Allied Health	78,157 - 78,604	4	1	Male	2	2						
					Female	2	1	1					
Professor - GEOL & GEOG	Geology Geography	79,954 - 82,396	5		Male	4	4						
					Female	1	1						
Associate Professor - CSCI & INFO TECH	Computer Science and Inf Techn	80,939 - 82,715	2	1	Male	2	1				1		
					Female								
Professor - ENG TECH	Engineering Technology	88,319 - 96,913	4	2	Male	4	2				2		
					Female								
Professor - CSCI & INFO TECH	Computer Science and Inf Techn	90,330 - 109,646	3	2	Male	3	1				2		
					Female								
<b>Job Group Total</b>			104	21	Male	65	54	2	2	6	0	0	0
<i>% of Total</i>				<i>20.19</i>	<i>% of Total</i>	<i>62.50</i>	<i>51.92</i>	<i>1.92</i>	<i>1.92</i>	<i>5.77</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>
					Female	39	29	4	0	2	0	0	1
					<i>% of Total</i>	<i>37.50</i>	<i>27.88</i>	<i>3.85</i>	<i>.00</i>	<i>1.92</i>	<i>.00</i>	<i>.00</i>	<i>.96</i>

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 02G Faculty-Library

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Assistant Professor - Library	Library	66,109 - 67,046	2		Male	2	2						
					Female								
Assistant Professor-Library	Library	69,000	1		Male								
					Female	1	1						
Associate Professor - Library	Library	72,535 - 79,347	5		Male	2	2						
					Female	3	3						
Associate Professor-Library	Library	75,328 - 76,025	2	1	Male	1		1					
					Female	1	1						
Professor - Library	Library	97,830	1		Male								
					Female	1	1						
<b>Job Group Total</b>			11	1	Male	5	4	1	0	0	0	0	0
<i>% of Total</i>				9.09	<i>% of Total</i>	45.45	36.36	9.09	.00	.00	.00	.00	.00
					Female	6	6	0	0	0	0	0	0
					<i>% of Total</i>	54.55	54.55	.00	.00	.00	.00	.00	.00

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 03A Professional-Level I

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Physician	Various	19,873 - 21,189	3		Male	3	3						
					Female								
Assistant Director	Various	38,905 - 90,902	16	4	Male	9	8						1
					Female	7	4	3					
Director/Coordinator	Football	45,000	1		Male	1	1						
					Female								
Assistant Registrar	Registrar	46,347	1	1	Male								
					Female	1		1					
Head Coach	Various	47,370 - 210,865	11	1	Male	8	7						
					Female	3	3						
Art Gallery Director	Art	49,387	1		Male	1	1						
					Female								
Athletic Trainer	Athletic Trainer	49,541	1		Male								
					Female	1	1						
Director	Various	51,000 - 98,594	21	8	Male	7	5	2					
					Female	14	8	3	2				1
Nurse Practitioner	Health Services SAF	52,000 - 57,899	2		Male								
					Female	2	2						
Systems Analyst 2	Information Technology	58,338	1		Male	1	1						
					Female								
Assistant Athletic Director	Ath Marketing and Broadcasting	60,000	1		Male	1	1						
					Female								
Systems Administrator	TA CAT 1 Lab Maintenance	62,321	1		Male	1	1						
					Female								

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 03A Professional-Level I

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Bursar	Bursar	67,457	1		Male								
					Female	1	1						
Associate Athletic Director	Athletic Administration	70,000	1		Male								
					Female	1	1						
Registrar	Registrar	80,030	1		Male								
					Female	1	1						
Administrator	Information Technology	84,696	1		Male	1	1						
					Female								
Controller	Accounting Services	102,000	1		Male								
					Female	1	1						
Head Coach (Restricted	Football	148,771	1	1	Male	1							
					Female								
<b>Job Group Total</b>			66	15	Male	34	29	2	0	0	0	0	1
% of Total				22.73	% of Total	51.52	43.94	3.03	.00	.00	.00	.00	1.52
					Female	32	22	7	2	0	0	0	1
					% of Total	48.48	33.33	10.61	3.03	.00	.00	.00	1.52



# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 03B Professional-Level II

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Manager	Various	37,535 - 69,838	18	3	Male	8	7						1
					Female	10	8	1	1				
Associate Head Coach	Various	38,556 - 48,499	3	1	Male	1	1						
					Female	2	1	1					
Designer	Various	38,935 - 48,460	3		Male	1	1						
					Female	2	2						
Coordinator/Assistant Dir	Stu Supp Serv	39,005	1	1	Male								
					Female	1							1
Associate Athletic Trainer	Athletic Trainer	41,243	1		Male	1	1						
					Female								
Laboratory Manager	Physics	41,494	1		Male	1	1						
					Female								
Accountant	Accounting Services	42,000 - 45,000	2		Male								
					Female	2	2						
Specialist	Various	46,125 - 84,314	14		Male	6	6						
					Female	8	8						
Associate Director	Various	46,703 - 54,247	5	2	Male	1	1						
					Female	4	2	1					1
Instructional Designer	Distance Education Online Fee	48,450	1	1	Male								
					Female	1				1			
Director 3	Various	48,450 - 71,816	9	2	Male	4	3	1					
					Female	5	4	1					
Assistant to Provost	Provost VP of Academic Affairs	50,486	1		Male								
					Female	1	1						

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 03B Professional-Level II

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Investigator	Affirmative Action	51,000	1		Male	1	1						
					Female								
Internal Auditor	Internal Auditor	51,139	1		Male								
					Female	1	1						
Analyst 2	Information Technology	51,945 - 56,640	2	1	Male	2	1		1				
					Female								
Operations Manager	Warehouse	52,949	1		Male								
					Female	1	1						
Associate Registrar	Registrar	53,758	1		Male								
					Female	1	1						
Assistant Coach II	Basketball Men	56,000	1	1	Male	1							
					Female								
Faculty Development Analyst	CTL-Teaching and Learning Stra	59,328	1		Male	1	1						
					Female								
Manager, Printing Svcs & Proje	Public Relations	59,669	1	1	Male								
					Female	1							1
Benefits Manager	Human Resources	59,810	1		Male								
					Female	1	1						
Senior Systems Analyst	Information Technology	63,659	1		Male	1	1						
					Female								
Systems Manager	Information Technology	64,784	1		Male								
					Female	1	1						
Assistant Executive Director	University Advancement	65,135	1		Male								
					Female	1	1						

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 03B Professional-Level II

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Senior Analyst	Information Technology	65,438	1		Male	1	1						
					Female								
Assistant Head Coach	Basketball Men	70,000	1		Male	1	1						
					Female								
<b>Job Group Total</b>			74	13	Male	31	27	1	1	0	0	0	1
<i>% of Total</i>				17.57	<i>% of Total</i>	41.89	36.49	1.35	1.35	.00	.00	.00	1.35
					Female	43	34	4	1	1	0	0	3
					<i>% of Total</i>	58.11	45.95	5.41	1.35	1.35	.00	.00	4.05

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 03C Professional-Level III

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technician	Various	18,076 - 53,877	3		Male	2	2						
					Female	1	1						
Coordinator	Various	25,721 - 55,375	49	13	Male	20	17	2		1			
					Female	29	19	7	1	1			1
Field Research Technician	GIS Project	29,000	1		Male								
					Female	1	1						
Counselor	Various	30,932 - 46,731	16	5	Male	7	6		1				
					Female	9	5	4					
Assistant Coach 1	Various	32,994 - 72,000	13	7	Male	11	6	4					
					Female	2		2					
Academic Advisor	Business Academic Fee	34,535	1		Male	1	1						
					Female								
Assistant Athletic Trainer	Athletic Trainer	36,000 - 36,294	2		Male	1	1						
					Female	1	1						
Area Coordinator	Housing Administration	36,088 - 40,377	2	2	Male	1							1
					Female	1		1					
Analyst	Distance Education Online Fee	36,697	1		Male								
					Female	1	1						
Advisor	Various	37,740 - 40,507	33	7	Male	5	4	1					
					Female	28	22	6					
Communication Specialist	Public Relations	38,695	1		Male	1	1						
					Female								
Accompanist	Music	39,000	1		Male								
					Female	1	1						

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 03C Professional-Level III

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Graduation Coordinator	Registrar	40,992	1		Male								
					Female	1	1						
Library Associate	Library	42,432 - 44,554	2		Male	1	1						
					Female	1	1						
Photographer	Public Relations	43,000	1		Male								
					Female	1	1						
Research Analyst 1	Various	45,390 - 48,999	2	1	Male								
					Female	2	1				1		
Analyst 1	Information Technology	46,398	1	1	Male								
					Female	1							1
Computer Programmer Analyst	Information Technology	46,913	1	1	Male	1							
					Female								
University Events Coordinator	Alumni and Annual Giving	47,476	1		Male								
					Female	1	1						
A/V Services Coordinator	Information Technology	48,694	1		Male	1	1						
					Female								
Help Desk Manager	Information Technology	50,000	1	1	Male								
					Female	1		1					
Accountant 2	Accounting Services	50,182 - 53,243	2	1	Male	1							
					Female	1	1						
Assistant Coach III	Basketball Men	53,000	1	1	Male	1		1					
					Female								
Supervisor	Student Accounts	56,039	1		Male								
					Female	1	1						

# Job Group Analysis

Austin Peay State University

02/27/2017

Job Group: 03C Professional-Level III

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
<b>Job Group Total</b>			138	40	Male	54	40	8	1	1	0	0	1
% of Total				28.99	% of Total	39.13	28.99	5.80	.72	.72	.00	.00	.72
					Female	84	58	21	1	1	1	0	2
					% of Total	60.87	42.03	15.22	.72	.72	.72	.00	1.45

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 04A Clerical-Level I

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Administrative Assistant 3	Various	29,747 - 35,707	7	2	Male								
					Female	7	5	1	1				
Admin Asst 3	Various	32,949 - 38,012	10	3	Male								
					Female	10	7	1	2				
Data Management Clerk	Warehouse	32,994	1		Male								
					Female	1	1						
Senior Administrative Asst	Various	35,056 - 42,140	3	1	Male								
					Female	3	2	1					
Information Research Technicia	Instl Research and Effectivene	36,227	1		Male								
					Female	1	1						
Office Supervisor	Various	36,941 - 42,930	5	1	Male								
					Female	5	4			1			
Account Clerk 3	Various	37,425 - 40,856	4	1	Male								
					Female	4	3	1					
Senior Admin Assistant	Vice President for Student Aff	39,229	1		Male								
					Female	1	1						
Senior Admin Asst	Presidents Office	39,301	1		Male								
					Female	1	1						
Medical Program Facilitator	Health Services SAF	40,119	1		Male								
					Female	1	1						
Human Resources Assistant 1	Human Resources	40,926	1		Male	1	1						
					Female								
Head Cashier	Cashiers Window	44,545	1	1	Male								
					Female	1		1					

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

Job Group: 04A Clerical-Level I

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Exec Office Assistant	Presidents Office	45,064	1		Male								
					Female	1	1						
Moveable Property Supervisor	Plant Administration	46,623	1		Male	1	1						
					Female								
<b>Job Group Total</b>			38	9	Male	2	2	0	0	0	0	0	0
% of Total				23.68	% of Total	5.26	5.26	.00	.00	.00	.00	.00	.00
					Female	36	27	5	3	1	0	0	0
					% of Total	94.74	71.05	13.16	7.89	2.63	.00	.00	.00



# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 04B Clerical-Level II

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Technical Clerk	Various	16,835 - 38,772	23	5	Male	2	2						
					Female	21	16	3	1				1
Financial Aid Assistant	Stu Financial Aid	17,718 - 37,417	3		Male								
					Female	3	3						
Account Clerk 2	Various	30,092 - 38,350	12	2	Male								
					Female	12	10	2					
Senior Admissions Clerk	Admissions	31,250 - 35,770	6	3	Male								
					Female	6	3	2	1				
Information Center Supervisor	Fort Campbell Center Admin	33,330	1		Male								
					Female	1	1						
Certification Analyst 1	Various	34,353 - 37,415	4	2	Male	1	1						
					Female	3	1		1		1		
Personnel Assistant	Human Resources	35,116	1		Male								
					Female	1	1						
Senior Graduation Analyst	Registrar	36,492	1		Male								
					Female	1	1						
Records & Data Coordinator	Nursing	36,619	1		Male	1	1						
					Female								
Admissions & Records Lead Work	Admissions	36,736	1		Male								
					Female	1	1						
Parking Office Supervisor	Public Safety	37,116	1	1	Male								
					Female	1		1					
Library Assistant 3	Library	37,457 - 40,047	3	1	Male	1	1						
					Female	2	1	1					

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 04B Clerical-Level II

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Payroll Operations Specialist	Human Resources	38,638 - 42,267	2		Male								
					Female	2	2						
Training Specialist	Human Resources	40,394	1		Male								
					Female	1	1						
<b>Job Group Total</b>			60	14	Male	5	5	0	0	0	0	0	0
<i>% of Total</i>				23.33	<i>% of Total</i>	8.33	8.33	.00	.00	.00	.00	.00	.00
					Female	55	41	9	3	0	1	0	1
					<i>% of Total</i>	91.67	68.33	15.00	5.00	.00	1.67	.00	1.67

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 04C Clerical-Level III

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Admissions Records Clerk	Admissions	16,565	1		Male								
					Female	1	1						
Administrative Assistant 2	Various	21,473 - 33,332	33	2	Male								
					Female	33	31		1				1
Admin Asst 2	Various	23,611 - 33,945	14	4	Male								
					Female	14	10	2		1			1
Instructional Aide	History and Philosophy	24,318	1		Male								
					Female	1	1						
Postal Clerk	Post Office	25,389 - 26,439	2		Male	2	2						
					Female								
Stores Clerk	Warehouse	26,465	1		Male	1	1						
					Female								
Library Assistant 2	Library	27,517 - 32,237	4	1	Male	1	1						
					Female	3	2						1
Account Clerk 1	Various	27,952 - 30,868	2	1	Male								
					Female	2	1		1				
Lead Postal Clerk	Post Office	28,354	1		Male								
					Female	1	1						
Registration Clerk	Registrar	28,599 - 28,823	2		Male								
					Female	2	2						
Clerk	Stu Financial Aid	28,796	1		Male								
					Female	1	1						
Admissions & Records Clerk	Admissions	29,002	1		Male								
					Female	1	1						

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

Job Group: 04C Clerical-Level III

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Financial Aid Clerk	Stu Financial Aid	29,256	1		Male								
					Female	1	1						
Shipping And Receiving Clerk	Central Receiving	32,113 - 33,330	2	1	Male	2	1	1					
					Female								
<b>Job Group Total</b>			66	9	Male	6	5	1	0	0	0	0	0
% of Total				13.64	% of Total	9.09	7.58	1.52	.00	.00	.00	.00	.00
					Female	60	52	2	2	1	0	0	3
					% of Total	90.91	78.79	3.03	3.03	1.52	.00	.00	4.55

# Job Group Analysis

Austin Peay State University

02/27/2017

## Job Group: 05A Technical & Paraprofessional

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Certified Medical Assistant	Health Services SAF	28,097 - 30,000	2	1	Male	2	1						1
					Female								
Media Specialist	Printing Services	32,278	1	1	Male								
					Female	1		1					
Buyer 1	Purchasing	33,330	1		Male								
					Female	1	1						
Lab Technician	Distance Education Online Fee	37,156	1		Male	1	1						
					Female								
Computer Operations Specialist	Information Technology	38,704 - 45,129	2	1	Male	1		1					
					Female	1	1						
Safety Inspector	Safety Environ Comp	40,758	1		Male								
					Female	1	1						
Buyer 2	Purchasing	40,761	1		Male								
					Female	1	1						
Computer Laboratory Technician	Various	43,927 - 50,285	5	2	Male	4	2	2					
					Female	1	1						
Telecommunications Tech 3	Telephone Svc Admin	47,736	1		Male	1	1						
					Female								
Computer Technician (Evening)	Library	49,283	1	1	Male	1		1					
					Female								
<b>Job Group Total</b>			16	6	Male	10	5	4	0	0	0	0	1
<i>% of Total</i>				<i>37.50</i>	<i>% of Total</i>	<i>62.50</i>	<i>31.25</i>	<i>25.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>6.25</i>
					Female	6	5	1	0	0	0	0	0
					<i>% of Total</i>	<i>37.50</i>	<i>31.25</i>	<i>6.25</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>	<i>.00</i>

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 06A Skilled Craft

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Maintenance Worker	Building Maintenance	30,540 - 38,221	4	2	Male Female	4	2	1					1
Painter	Building Maintenance	31,968 - 37,649	5	2	Male Female	5	3		1				
Locksmith 1	Central Receiving	32,640	1		Male Female	1	1						
Air Conditioning/Heating Mecha	Power Plant Maint	33,078 - 40,727	7	3	Male Female	7	4	2	1				
Plumber	Building Maintenance	33,450 - 34,312	2		Male Female	2	2						
Carpenter	Building Maintenance	33,924 - 37,129	3	1	Male Female	3	2		1				
Air Conditioning/Heating Mech	Power Plant Maint	34,874	1	1	Male Female	1							
Maintenance Mechanic	Various	37,411 - 40,727	3	1	Male Female	3	2	1					
Offset Press Operator 1	Printing Services	37,429	1		Male Female	1	1						
Electrician 2	Building Maintenance	37,667 - 40,727	2	2	Male Female	2					1		1
Laboratory Technician	Engineering Technology	39,953	1		Male Female	1	1						
Maint Mech Lead Worker	Power Plant Maint	40,632	1		Male Female	1	1						

Continued...

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 06A Skilled Craft

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Shop Technician	Fort Campbell Center Admin	40,864	1		Male	1	1						
					Female								
Maintenance Supervisor	Building Maintenance	47,466 - 48,141	3		Male	3	3						
					Female								
<b>Job Group Total</b>			35	12	Male	34	22	4	3	0	1	0	2
% of Total				34.29	% of Total	97.14	62.86	11.43	8.57	.00	2.86	.00	5.71
					Female	1	1	0	0	0	0	0	0
					% of Total	2.86	2.86	.00	.00	.00	.00	.00	.00

# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 07A Services-Protective

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Dispatcher	Other Budget Pool	31,709	1		Male								
					Female	1	1						
Dispatcher 2	Public Safety	31,709 - 34,903	3	1	Male								
					Female	3	2	1					
Security Guard 2	Public Safety	33,491 - 41,895	5		Male	1	1						
					Female	4	4						
Police Officer I	Public Safety	38,006	1	1	Male	1		1					
					Female								
Police Officer 1	Public Safety	38,915 - 44,544	9	2	Male	8	6	1			1		
					Female	1	1						
Police Officer 2	Public Safety	46,142 - 50,218	3	2	Male	3	1	2					
					Female								
PO2 - Patrol Sergeant	Public Safety	50,338	1		Male								
					Female	1	1						
<b>Job Group Total</b>			23	6	Male	13	8	4	0	0	1	0	0
<i>% of Total</i>				26.09	<i>% of Total</i>	56.52	34.78	17.39	.00	.00	4.35	.00	.00
					Female	10	9	1	0	0	0	0	0
					<i>% of Total</i>	43.48	39.13	4.35	.00	.00	.00	.00	.00



# Job Group Analysis

Austin Peay State University  
02/27/2017

## Job Group: 07B Services-Operators

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Child Care Aide 2	Child Learning Ctr	18,371 - 25,475	2		Male								
					Female	2	2						
Assistant Facilities	Athletic Facilities	30,581	1	1	Male	1		1					
					Female								
Horticulture Technician 1	Landscaping	30,792 - 35,798	2	1	Male	2	1	1					
					Female								
Boiler Operator 2	Power Plant Maint	33,972 - 36,088	4	1	Male	4	3						1
					Female								
<b>Job Group Total</b>			9	3	Male	7	4	2	0	0	0	0	1
<i>% of Total</i>				33.33	<i>% of Total</i>	77.78	44.44	22.22	.00	.00	.00	.00	11.11
					Female	2	2	0	0	0	0	0	0
					<i>% of Total</i>	22.22	22.22	.00	.00	.00	.00	.00	.00

# Job Group Analysis

Austin Peay State University

02/27/2017

## Job Group: 07C Services-Except Protective

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
Utility Worker	Various	21,421 - 26,382	6		Male	6	6						
					Female								
Utility Worker - Driver	Various	25,587 - 29,857	4	2	Male	4	2	2					
					Female								
Custodian	Custodial Services	25,976 - 27,907	4	2	Male	1	1						
					Female	3	1	1					1
Housekeeper	Custodial Services	26,192	1	1	Male								
					Female	1							
Utility Worker/Driver	Custodial Services	30,042	1	1	Male	1		1					
					Female								
Custodian Lead Worker	Custodial Services	30,180	1	1	Male								
					Female	1		1					
Maintenance Utility Worker	Various	30,432 - 32,133	3	1	Male	3	2						1
					Female								
Hvy Eqpmnt Lead Operator	Care of Grounds	30,945	1	1	Male	1							
					Female								
Building Activities Supervisor	ID Cards	39,800	1		Male								
					Female	1	1						
Grounds Supervisor	Care of Grounds	42,620	1		Male	1	1						
					Female								
Farm Lab Technician	Environmental Education Center	46,509	1		Male	1	1						
					Female								

# Job Group Analysis

Austin Peay State University

02/27/2017

Job Group: 07C Services-Except Protective

Job Title	Department	Wage Range	Total Emps	Total Min		Total	White	Black	Hisp	Asian	AmInd	NHOPI	Two+
<b>Job Group Total</b>			24	9	Male	18	13	3	0	0	0	0	1
% of Total				37.50	% of Total	75.00	54.17	12.50	.00	.00	.00	.00	4.17
					Female	6	2	2	0	0	0	0	1
					% of Total	25.00	8.33	8.33	.00	.00	.00	.00	4.17
<b>Facility Total</b>			965	215	Male	427	333	40	10	16	2	0	14
% of Total				22.28	% of Total	44.25	34.51	4.15	1.04	1.66	.21	.00	1.45
					Female	538	417	71	14	14	3	0	14
					% of Total	55.75	43.21	7.36	1.45	1.45	.31	.00	1.45

# Job Group Analysis Summary

Austin Peay State University

02/27/2017

Job Group	Total	Total Min			Total		White		Black		Hisp		Asian		Amlnd		NHOPI		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
01A Executives	10	2	20.00	Male	5	50.00	5	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	5	50.00	3	30.00	2	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
01B Adminstrative/ Managerial	24	1	4.17	Male	16	66.67	15	62.50	1	4.17	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	8	33.33	8	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
02A Faculty-Arts & Letters	129	21	16.28	Male	69	53.49	58	44.96	3	2.33	3	2.33	2	1.55	0	0.00	0	0.00	2	1.55
				Female	60	46.51	50	38.76	4	3.10	1	0.78	3	2.33	1	0.78	0	0.00	1	0.78
02B Faculty-Behav & Hlth Sciences	86	18	20.93	Male	30	34.88	21	24.42	2	2.33	0	0.00	5	5.81	0	0.00	0	0.00	1	1.16
				Female	56	65.12	47	54.65	6	6.98	1	1.16	2	2.33	0	0.00	0	0.00	0	0.00
02C Faculty-Business	25	6	24.00	Male	14	56.00	10	40.00	1	4.00	0	0.00	2	8.00	0	0.00	0	0.00	1	4.00
				Female	11	44.00	9	36.00	1	4.00	0	0.00	1	4.00	0	0.00	0	0.00	0	0.00
02D Faculty-Education	27	9	33.33	Male	9	33.33	6	22.22	1	3.70	0	0.00	0	0.00	0	0.00	0	0.00	2	7.41
				Female	18	66.67	12	44.44	2	7.41	0	0.00	2	7.41	0	0.00	0	0.00	1	3.70
02E Faculty-Science & Mathematics	104	21	20.19	Male	65	62.50	54	51.92	2	1.92	2	1.92	6	5.77	0	0.00	0	0.00	0	0.00
				Female	39	37.50	29	27.88	4	3.85	0	0.00	2	1.92	0	0.00	0	0.00	1	0.96
02G Faculty-Library	11	1	9.09	Male	5	45.45	4	36.36	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	6	54.55	6	54.55	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
03A Professional-Level I	66	15	22.73	Male	34	51.52	29	43.94	2	3.03	0	0.00	0	0.00	0	0.00	0	0.00	1	1.52
				Female	32	48.48	22	33.33	7	10.61	2	3.03	0	0.00	0	0.00	0	0.00	1	1.52
03B Professional-Level II	74	13	17.57	Male	31	41.89	27	36.49	1	1.35	1	1.35	0	0.00	0	0.00	0	0.00	1	1.35
				Female	43	58.11	34	45.95	4	5.41	1	1.35	1	1.35	0	0.00	0	0.00	3	4.05
03C Professional-Level III	138	40	28.99	Male	54	39.13	40	28.99	8	5.80	1	0.72	1	0.72	0	0.00	0	0.00	1	0.72
				Female	84	60.87	58	42.03	21	15.22	1	0.72	1	0.72	1	0.72	0	0.00	2	1.45
04A Clerical-Level I	38	9	23.68	Male	2	5.26	2	5.26	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	36	94.74	27	71.05	5	13.16	3	7.89	1	2.63	0	0.00	0	0.00	0	0.00

# Job Group Analysis Summary

Austin Peay State University

02/27/2017

Job Group	Total	Total Min			Total		White		Black		Hisp		Asian		Amlnd		NHOPi		Two+	
		#	%		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
04B Clerical-Level II	60	14	23.33	Male	5	8.33	5	8.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	55	91.67	41	68.33	9	15.00	3	5.00	0	0.00	1	1.67	0	0.00	1	1.67
04C Clerical-Level III	66	9	13.64	Male	6	9.09	5	7.58	1	1.52	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
				Female	60	90.91	52	78.79	2	3.03	2	3.03	1	1.52	0	0.00	0	0.00	3	4.55
05A Technical & Paraprofessional	16	6	37.50	Male	10	62.50	5	31.25	4	25.00	0	0.00	0	0.00	0	0.00	0	0.00	1	6.25
				Female	6	37.50	5	31.25	1	6.25	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
06A Skilled Craft	35	12	34.29	Male	34	97.14	22	62.86	4	11.43	3	8.57	0	0.00	1	2.86	0	0.00	2	5.71
				Female	1	2.86	1	2.86	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
07A Services-Protective	23	6	26.09	Male	13	56.52	8	34.78	4	17.39	0	0.00	0	0.00	1	4.35	0	0.00	0	0.00
				Female	10	43.48	9	39.13	1	4.35	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
07B Services-Operators	9	3	33.33	Male	7	77.78	4	44.44	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	1	11.11
				Female	2	22.22	2	22.22	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
07C Services-Except Protective	24	9	37.50	Male	18	75.00	13	54.17	3	12.50	0	0.00	0	0.00	0	0.00	0	0.00	1	4.17
				Female	6	25.00	2	8.33	2	8.33	0	0.00	0	0.00	0	0.00	0	0.00	1	4.17
Facility Total % of Total	965	215	22.28	Male	427	44.25	333	34.51	40	4.15	10	1.04	16	1.66	2	0.21	0	0.00	14	1.45
				Female	538	55.75	417	43.21	71	7.36	14	1.45	14	1.45	3	0.31	0	0.00	14	1.45

# Availability Analysis

Austin Peay State University  
02/27/2017

## Job Group: 01A Executives

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	34.66	17.05	6.45	5.37	4.02	0.78	0.05	0.38	95.00	32.93	16.20	6.13	5.10	3.82	0.74	0.05	0.36
	Source of Data: Census 2010 Special EEO File United States																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.77	18.97	6.90	1.72	6.16	0.25	0.00	2.22	5.00	2.44	0.95	0.34	0.09	0.31	0.01	0.00	0.11
	Source of Data: Feeder Job Groups: Adminstrative/ Managerial (01B), Faculty-Arts & Letters (02A), Faculty-Behav & Hlth Sciences (02B), Faculty-Business (02C), Faculty-Education (02D), Faculty-Science & Mathematics (02E), Faculty-Library (02G)																
									100.00								
Job Group Final Availabilities (%)										35.37	17.15	6.48	5.19	4.12	0.75	0.05	0.47

# Availability Analysis

Austin Peay State University  
02/27/2017

**Job Group: 01B Adminstrative/ Managerial**

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	56.84	23.18	11.84	6.90	3.07	0.85	0.07	0.45	95.00	54.00	22.02	11.24	6.55	2.91	0.81	0.07	0.43
	Source of Data: Census 2010 Special EEO File United States																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	49.55	20.31	8.04	2.01	5.58	0.22	0.00	2.46	5.00	2.48	1.02	0.40	0.10	0.28	0.01	0.00	0.12
	Source of Data: Feeder Job Groups: Faculty-Arts & Letters (02A), Faculty-Behav & Hlth Sciences (02B), Faculty-Business (02C), Faculty-Education (02D), Faculty-Science & Mathematics (02E), Faculty-Library (02G), Professional-Level I (03A)																
									100.00								
Job Group Final Availabilities (%)										56.47	23.03	11.65	6.65	3.19	0.82	0.07	0.55

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 02A Faculty-Arts & Letters

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	55.83	21.15	3.78	8.75	4.63	0.34	0.00	3.65	97.00	54.15	20.52	3.67	8.49	4.49	0.33	0.00	3.54
	Source of Data: Census 2010 Special EEO File SED (1998-2008)																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.48	22.73	13.64	3.03	0.00	0.00	0.00	3.03	3.00	1.45	0.68	0.41	0.09	0.00	0.00	0.00	0.09
	Source of Data: Feeder Job Groups: Professional-Level I (03A)																
									100.00								
Job Group Final Availabilities (%)										55.61	21.20	4.08	8.58	4.49	0.33	0.00	3.63



# Availability Analysis

Austin Peay State University  
02/27/2017

**Job Group: 02B Faculty-Behav & Hlth Sciences**

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	65.82	21.82	8.89	4.21	5.26	0.57	0.00	2.89	97.00	63.85	21.17	8.62	4.08	5.10	0.56	0.00	2.81
	Source of Data: Census 2010 Special EEO File SED (1998-2008)																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.48	22.73	13.64	3.03	0.00	0.00	0.00	3.03	3.00	1.45	0.68	0.41	0.09	0.00	0.00	0.00	0.09
	Source of Data: Feeder Job Groups: Professional-Level I (03A)																
									100.00								
Job Group Final Availabilities (%)										65.30	21.85	9.03	4.17	5.10	0.56	0.00	2.90

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 02C Faculty-Business

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	39.64	24.21	8.09	3.59	8.80	0.57	0.00	3.16	97.00	38.46	23.48	7.84	3.48	8.54	0.55	0.00	3.07
	Source of Data: Census 2010 Special EEO File SED (1998-2008)																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.48	22.73	13.64	3.03	0.00	0.00	0.00	3.03	3.00	1.45	0.68	0.41	0.09	0.00	0.00	0.00	0.09
	Source of Data: Feeder Job Groups: Professional-Level I (03A)																
									100.00								
Job Group Final Availabilities (%)										39.91	24.16	8.25	3.57	8.54	0.55	0.00	3.16

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 02D Faculty-Education

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	66.38	24.73	12.83	5.54	3.02	0.81	0.00	2.52	97.00	64.39	23.99	12.45	5.38	2.93	0.78	0.00	2.45
	Source of Data: Census 2010 Special EEO File SED (1998-2008)																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.48	22.73	13.64	3.03	0.00	0.00	0.00	3.03	3.00	1.45	0.68	0.41	0.09	0.00	0.00	0.00	0.09
	Source of Data: Feeder Job Groups: Professional-Level I (03A)																
									100.00								
Job Group Final Availabilities (%)										65.84	24.67	12.86	5.47	2.93	0.78	0.00	2.54

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 02E Faculty-Science & Mathematics

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.44	22.18	3.06	3.78	11.55	0.35	0.00	3.44	97.00	31.47	21.51	2.96	3.66	11.20	0.34	0.00	3.34
	Source of Data: Census 2010 Special EEO File SED (1998-2008)																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.48	22.73	13.64	3.03	0.00	0.00	0.00	3.03	3.00	1.45	0.68	0.41	0.09	0.00	0.00	0.00	0.09
	Source of Data: Feeder Job Groups: Professional-Level I (03A)																
									100.00								
Job Group Final Availabilities (%)										32.93	22.20	3.37	3.75	11.20	0.34	0.00	3.43

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 02G Faculty-Library

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	63.06	26.37	9.27	5.06	6.59	1.38	0.00	4.06	95.00	59.91	25.05	8.81	4.81	6.26	1.31	0.00	3.86
	Source of Data: Census 2010 Special EEO File SED (1998-2008)																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	48.48	22.73	13.64	3.03	0.00	0.00	0.00	3.03	5.00	2.42	1.14	0.68	0.15	0.00	0.00	0.00	0.15
	Source of Data: Feeder Job Groups: Professional-Level I (03A)																
									100.00								
Job Group Final Availabilities (%)										62.33	26.19	9.49	4.96	6.26	1.31	0.00	4.01

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 03A Professional-Level I

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	47.28	24.10	10.56	7.27	4.64	0.86	0.13	0.66	95.00	44.92	22.90	10.03	6.90	4.40	0.81	0.12	0.62
	Source of Data: Census 2010 Special EEO File United States																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	59.91	25.00	16.04	1.89	1.42	0.47	0.00	3.30	5.00	3.00	1.25	0.80	0.09	0.07	0.02	0.00	0.17
	Source of Data: Feeder Job Groups: Professional-Level II (03B), Professional-Level III (03C)																
									100.00								
Job Group Final Availabilities (%)										47.92	24.15	10.84	7.00	4.47	0.84	0.12	0.79

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 03B Professional-Level II

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	AmInd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	47.52	24.25	9.87	7.80	4.91	0.88	0.14	0.66	90.00	42.77	21.83	8.88	7.02	4.42	0.79	0.13	0.59
	Source of Data: Census 2010 Special EEO File United States																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	65.63	28.65	20.31	2.60	1.56	0.52	0.00	2.08	10.00	6.56	2.86	2.03	0.26	0.16	0.05	0.00	0.21
	Source of Data: Feeder Job Groups: Professional-Level III (03C), Clerical-Level I (04A), Technical & Paraprofessional (05A)																
									100.00								
Job Group Final Availabilities (%)										49.33	24.69	10.91	7.28	4.57	0.84	0.13	0.80

# Availability Analysis

Austin Peay State University  
02/27/2017

**Job Group: 03C Professional-Level III**

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	49.90	27.77	12.89	8.43	4.66	1.01	0.14	0.64	90.00	44.91	24.99	11.60	7.59	4.20	0.91	0.13	0.58
	Source of Data: Census 2010 Special EEO File United States																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	85.00	20.00	10.83	4.17	1.67	0.00	0.00	3.33	10.00	8.50	2.00	1.08	0.42	0.17	0.00	0.00	0.33
	Source of Data: Feeder Job Groups: Clerical-Level I (04A), Clerical-Level III (04C), Technical & Paraprofessional (05A)																
									100.00								
Job Group Final Availabilities (%)										53.41	26.99	12.68	8.00	4.36	0.91	0.13	0.91



# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 04A Clerical-Level I

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	79.78	18.13	14.63	1.91	0.79	0.45	0.02	0.32	90.00	71.81	16.31	13.17	1.72	0.71	0.41	0.02	0.29
	Source of Data: Census 2010 Special EEO File Tennessee																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	91.27	18.25	9.52	3.97	0.79	0.79	0.00	3.17	10.00	9.13	1.83	0.95	0.40	0.08	0.08	0.00	0.32
	Source of Data: Feeder Job Groups: Clerical-Level II (04B), Clerical-Level III (04C)																
									100.00								
Job Group Final Availabilities (%)										80.93	18.14	14.12	2.12	0.79	0.49	0.02	0.61

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 04B Clerical-Level II

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	79.16	19.02	15.36	1.96	0.76	0.52	0.06	0.36	90.00	71.24	17.12	13.83	1.76	0.69	0.46	0.05	0.32
	Source of Data: Census 2010 Special EEO File Tennessee																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	22.22	33.33	22.22	0.00	0.00	0.00	0.00	11.11	10.00	2.22	3.33	2.22	0.00	0.00	0.00	0.00	1.11
	Source of Data: Feeder Job Groups: Services-Operators (07B)																
									100.00								
Job Group Final Availabilities (%)										73.47	20.45	16.05	1.76	0.69	0.46	0.05	1.43

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 04C Clerical-Level III

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	85.95	18.53	15.31	1.72	0.80	0.41	0.02	0.27	90.00	77.35	16.68	13.78	1.55	0.72	0.37	0.02	0.25
	Source of Data: Census 2010 Special EEO File Tennessee																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	22.22	33.33	22.22	0.00	0.00	0.00	0.00	11.11	10.00	2.22	3.33	2.22	0.00	0.00	0.00	0.00	1.11
	Source of Data: Feeder Job Groups: Services-Operators (07B)																
									100.00								
Job Group Final Availabilities (%)										79.58	20.01	16.00	1.55	0.72	0.37	0.02	1.36

# Availability Analysis

Austin Peay State University  
02/27/2017

**Job Group: 05A Technical & Paraprofessional**

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	58.89	24.20	19.96	1.42	1.47	0.34	0.00	1.02	95.00	55.95	22.99	18.96	1.34	1.40	0.32	0.00	0.97
	Source of Data: Census 2010 Special EEO File Tennessee																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	69.78	21.58	8.63	5.76	1.44	0.72	0.00	3.60	5.00	3.49	1.08	0.43	0.29	0.07	0.04	0.00	0.18
	Source of Data: Feeder Job Groups: Clerical-Level I (04A), Clerical-Level III (04C), Skilled Craft (06A)																
									100.00								
Job Group Final Availabilities (%)										59.44	24.07	19.39	1.63	1.47	0.36	0.00	1.14

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 06A Skilled Craft

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	5.95	17.83	9.82	6.45	0.50	0.72	0.14	0.20	95.00	5.66	16.94	9.33	6.12	0.48	0.69	0.13	0.19
	Source of Data: Census 2010 Special EEO File Tennessee																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	24.24	36.36	21.21	0.00	0.00	0.00	0.00	9.09	5.00	1.21	1.82	1.06	0.00	0.00	0.00	0.00	0.45
	Source of Data: Feeder Job Groups: Services-Operators (07B), Services-Except Protective (07C)																
									100.00								
Job Group Final Availabilities (%)										6.87	18.76	10.39	6.12	0.48	0.69	0.13	0.64

# Availability Analysis

Austin Peay State University  
02/27/2017

**Job Group: 07A Services-Protective**

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	22.79	24.39	21.58	1.40	0.28	0.77	0.12	0.24	95.00	21.65	23.17	20.50	1.33	0.26	0.73	0.11	0.23
	Source of Data: Census 2010 Special EEO File Tennessee																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	24.24	36.36	21.21	0.00	0.00	0.00	0.00	9.09	5.00	1.21	1.82	1.06	0.00	0.00	0.00	0.00	0.45
	Source of Data: Feeder Job Groups: Services-Operators (07B), Services-Except Protective (07C)																
									100.00								
Job Group Final Availabilities (%)										22.87	24.99	21.56	1.33	0.26	0.73	0.11	0.69

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 07B Services-Operators

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	31.75	23.88	15.85	5.63	1.08	0.42	0.01	0.90	100.00	31.75	23.88	15.85	5.63	1.08	0.42	0.01	0.90
	Source of Data: Census 2010 Special EEO File Tennessee																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
									100.00								
Job Group Final Availabilities (%)										31.75	23.88	15.85	5.63	1.08	0.42	0.01	0.90

# Availability Analysis

Austin Peay State University  
02/27/2017

Job Group: 07C Services-Except Protective

	Raw Statistics (%)									Weighted Factor (%)							
Factor	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+	Value Weight	Female	Total Min	Black	Hisp	Asian	Amlnd	NHOPI	Two+
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	12.71	13.87	9.14	3.94	0.37	0.23	0.01	0.18	100.00	12.71	13.87	9.14	3.94	0.37	0.23	0.01	0.18
	Source of Data: Census 2010 Special EEO File Tennessee																
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
									100.00								
Job Group Final Availabilities (%)										12.71	13.87	9.14	3.94	0.37	0.23	0.01	0.18



# Incumbency v. Estimated Availability Detail

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
01A Executives	10	Female	5	50.00	35.37	3.5	1.5	0.97	
		Minority	2	20.00	17.15	1.7	0.3	0.24	
		Black	2	20.00	6.48	0.6	1.4	1.74	
		Hispanic	0	0.00	5.19	0.5	-0.5	-0.74	
		Asian	0	0.00	4.12	0.4	-0.4	-0.66	
		AmIndian	0	0.00	0.75	0.1	-0.1	-0.28	
		NHOPI	0	0.00	0.05	0.0	0.0	-0.07	
		Two+	0	0.00	0.47	0.0	0.0	-0.22	
01B Adminstrative/ Managerial	24	Female	8	33.33	56.47	13.6	-5.6	-2.29	Yes Yes
		Minority	1	4.17	23.03	5.5	-4.5	-2.20	
		Black	1	4.17	11.65	2.8	-1.8	-1.14	
		Hispanic	0	0.00	6.65	1.6	-1.6	-1.31	
		Asian	0	0.00	3.19	0.8	-0.8	-0.89	
		AmIndian	0	0.00	0.82	0.2	-0.2	-0.45	
		NHOPI	0	0.00	0.07	0.0	0.0	-0.13	
		Two+	0	0.00	0.55	0.1	-0.1	-0.37	
02A Faculty-Arts & Letters	129	Female	60	46.51	55.61	71.7	-11.7	-2.08	Yes  Yes
		Minority	21	16.28	21.20	27.4	-6.4	-1.37	
		Black	7	5.43	4.08	5.3	1.7	0.77	
		Hispanic	4	3.10	8.58	11.1	-7.1	-2.22	
		Asian	5	3.88	4.49	5.8	-0.8	-0.34	
		AmIndian	1	0.78	0.33	0.4	0.6	0.89	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	3	2.33	3.63	4.7	-1.7	-0.79	
02B Faculty-Behav & Hlth Sciences	86	Female	56	65.12	65.30	56.2	-0.2	-0.04	
		Minority	18	20.93	21.85	18.8	-0.8	-0.21	
		Black	8	9.30	9.03	7.8	0.2	0.09	
		Hispanic	1	1.16	4.17	3.6	-2.6	-1.40	
		Asian	7	8.14	5.10	4.4	2.6	1.28	
		AmIndian	0	0.00	0.56	0.5	-0.5	-0.69	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	1	1.16	2.90	2.5	-1.5	-0.96	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Detail

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
02C Faculty-Business	25	Female	11	44.00	39.91	10.0	1.0	0.42	
		Minority	6	24.00	24.16	6.0	0.0	-0.02	
		Black	2	8.00	8.25	2.1	-0.1	-0.05	
		Hispanic	0	0.00	3.57	0.9	-0.9	-0.96	
		Asian	3	12.00	8.54	2.1	0.9	0.62	
		AmIndian	0	0.00	0.55	0.1	-0.1	-0.37	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	1	4.00	3.16	0.8	0.2	0.24	
02D Faculty-Education	27	Female	18	66.67	65.84	17.8	0.2	0.09	
		Minority	9	33.33	24.67	6.7	2.3	1.04	
		Black	3	11.11	12.86	3.5	-0.5	-0.27	
		Hispanic	0	0.00	5.47	1.5	-1.5	-1.25	
		Asian	2	7.41	2.93	0.8	1.2	1.38	
		AmIndian	0	0.00	0.78	0.2	-0.2	-0.46	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	3	11.11	2.54	0.7	2.3	2.83	
02E Faculty-Science & Mathematics	104	Female	39	37.50	32.93	34.2	4.8	0.99	
		Minority	21	20.19	22.20	23.1	-2.1	-0.49	
		Black	6	5.77	3.37	3.5	2.5	1.35	
		Hispanic	2	1.92	3.75	3.9	-1.9	-0.98	
		Asian	8	7.69	11.20	11.7	-3.7	-1.14	
		AmIndian	0	0.00	0.34	0.4	-0.4	-0.60	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	1	0.96	3.43	3.6	-2.6	-1.38	
02G Faculty-Library	11	Female	6	54.55	62.33	6.9	-0.9	-0.53	
		Minority	1	9.09	26.19	2.9	-1.9	-1.29	
		Black	1	9.09	9.49	1.0	0.0	-0.04	
		Hispanic	0	0.00	4.96	0.5	-0.5	-0.76	
		Asian	0	0.00	6.26	0.7	-0.7	-0.86	
		AmIndian	0	0.00	1.31	0.1	-0.1	-0.38	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	0	0.00	4.01	0.4	-0.4	-0.68	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Detail

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
03A Professional-Level I	66	Female	32	48.48	47.92	31.6	0.4	0.09	
		Minority	15	22.73	24.15	15.9	-0.9	-0.27	
		Black	9	13.64	10.84	7.2	1.8	0.73	
		Hispanic	2	3.03	7.00	4.6	-2.6	-1.26	
		Asian	0	0.00	4.47	3.0	-3.0	-1.76	
		AmIndian	0	0.00	0.84	0.6	-0.6	-0.75	
		NHOPI	0	0.00	0.12	0.1	-0.1	-0.28	
		Two+	2	3.03	0.79	0.5	1.5	2.06	
03B Professional-Level II	74	Female	43	58.11	49.33	36.5	6.5	1.51	
		Minority	13	17.57	24.69	18.3	-5.3	-1.42	
		Black	5	6.76	10.91	8.1	-3.1	-1.15	
		Hispanic	2	2.70	7.28	5.4	-3.4	-1.52	
		Asian	1	1.35	4.57	3.4	-2.4	-1.33	
		AmIndian	0	0.00	0.84	0.6	-0.6	-0.79	
		NHOPI	0	0.00	0.13	0.1	-0.1	-0.31	
		Two+	4	5.41	0.80	0.6	3.4	4.44	
03C Professional-Level III	138	Female	84	60.87	53.41	73.7	10.3	1.76	Yes
		Minority	40	28.99	26.99	37.2	2.8	0.53	
		Black	29	21.01	12.68	17.5	11.5	2.94	
		Hispanic	2	1.45	8.00	11.0	-9.0	-2.84	
		Asian	2	1.45	4.36	6.0	-4.0	-1.68	
		AmIndian	1	0.72	0.91	1.2	-0.2	-0.22	
		NHOPI	0	0.00	0.13	0.2	-0.2	-0.42	
		Two+	3	2.17	0.91	1.3	1.7	1.56	
04A Clerical-Level I	38	Female	36	94.74	80.93	30.8	5.2	2.17	
		Minority	9	23.68	18.14	6.9	2.1	0.89	
		Black	5	13.16	14.12	5.4	-0.4	-0.17	
		Hispanic	3	7.89	2.12	0.8	2.2	2.47	
		Asian	1	2.63	0.79	0.3	0.7	1.28	
		AmIndian	0	0.00	0.49	0.2	-0.2	-0.43	
		NHOPI	0	0.00	0.02	0.0	0.0	-0.08	
		Two+	0	0.00	0.61	0.2	-0.2	-0.48	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Detail

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
04B Clerical-Level II	60	Female	55	91.67	73.47	44.1	10.9	3.19	
		Minority	14	23.33	20.45	12.3	1.7	0.55	
		Black	9	15.00	16.05	9.6	-0.6	-0.22	
		Hispanic	3	5.00	1.76	1.1	1.9	1.90	
		Asian	0	0.00	0.69	0.4	-0.4	-0.64	
		AmIndian	1	1.67	0.46	0.3	0.7	1.37	
		NHOPI	0	0.00	0.05	0.0	0.0	-0.18	
		Two+	1	1.67	1.43	0.9	0.1	0.15	
04C Clerical-Level III	66	Female	60	90.91	79.58	52.5	7.5	2.28	Yes
		Minority	9	13.64	20.01	13.2	-4.2	-1.30	
		Black	3	4.55	16.00	10.6	-7.6	-2.54	
		Hispanic	2	3.03	1.55	1.0	1.0	0.97	
		Asian	1	1.52	0.72	0.5	0.5	0.76	
		AmIndian	0	0.00	0.37	0.2	-0.2	-0.49	
		NHOPI	0	0.00	0.02	0.0	0.0	-0.10	
		Two+	3	4.55	1.36	0.9	2.1	2.24	
05A Technical & Paraprofessional	16	Female	6	37.50	59.44	9.5	-3.5	-1.79	
		Minority	6	37.50	24.07	3.9	2.1	1.26	
		Black	5	31.25	19.39	3.1	1.9	1.20	
		Hispanic	0	0.00	1.63	0.3	-0.3	-0.52	
		Asian	0	0.00	1.47	0.2	-0.2	-0.49	
		AmIndian	0	0.00	0.36	0.1	-0.1	-0.24	
		NHOPI	0	0.00	0.00	0.0	0.0	0.00	
		Two+	1	6.25	1.14	0.2	0.8	1.92	
06A Skilled Craft	35	Female	1	2.86	6.87	2.4	-1.4	-0.94	
		Minority	12	34.29	18.76	6.6	5.4	2.35	
		Black	4	11.43	10.39	3.6	0.4	0.20	
		Hispanic	3	8.57	6.12	2.1	0.9	0.60	
		Asian	0	0.00	0.48	0.2	-0.2	-0.41	
		AmIndian	1	2.86	0.69	0.2	0.8	1.56	
		NHOPI	0	0.00	0.13	0.0	0.0	-0.22	
		Two+	2	5.71	0.64	0.2	1.8	3.76	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Detail

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Expected Incumbents (#)	Difference (#) Exp. minus Inc.	Number of Standard Deviations	Less than Reasonably Expected?
07A Services-Protective	23	Female	10	43.48	22.87	5.3	4.7	2.35	
		Minority	6	26.09	24.99	5.7	0.3	0.12	
		Black	5	21.74	21.56	5.0	0.0	0.02	
		Hispanic	0	0.00	1.33	0.3	-0.3	-0.56	
		Asian	0	0.00	0.26	0.1	-0.1	-0.25	
		AmIndian	1	4.35	0.73	0.2	0.8	2.03	
		NHOPI	0	0.00	0.11	0.0	0.0	-0.16	
		Two+	0	0.00	0.69	0.2	-0.2	-0.40	
07B Services-Operators	9	Female	2	22.22	31.75	2.9	-0.9	-0.61	
		Minority	3	33.33	23.88	2.1	0.9	0.67	
		Black	2	22.22	15.85	1.4	0.6	0.52	
		Hispanic	0	0.00	5.63	0.5	-0.5	-0.73	
		Asian	0	0.00	1.08	0.1	-0.1	-0.31	
		AmIndian	0	0.00	0.42	0.0	0.0	-0.19	
		NHOPI	0	0.00	0.01	0.0	0.0	-0.03	
		Two+	1	11.11	0.90	0.1	0.9	3.24	
07C Services-Except Protective	24	Female	6	25.00	12.71	3.0	3.0	1.81	
		Minority	9	37.50	13.87	3.3	5.7	3.35	
		Black	5	20.83	9.14	2.2	2.8	1.99	
		Hispanic	0	0.00	3.94	0.9	-0.9	-0.99	
		Asian	0	0.00	0.37	0.1	-0.1	-0.30	
		AmIndian	0	0.00	0.23	0.1	-0.1	-0.24	
		NHOPI	0	0.00	0.01	0.0	0.0	-0.05	
		Two+	2	8.33	0.18	0.0	2.0	9.39	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Summary

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
01A Executives	10	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	5 2 2 0 0 0 0 0	50.00 20.00 20.00 0.00 0.00 0.00 0.00 0.00	35.37 17.15 6.48 5.19 4.12 0.75 0.05 0.47	
01B Adminstrative/ Managerial	24	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	8 1 1 0 0 0 0 0	33.33 4.17 4.17 0.00 0.00 0.00 0.00 0.00	56.47 23.03 11.65 6.65 3.19 0.82 0.07 0.55	Yes Yes
02A Faculty-Arts & Letters	129	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	60 21 7 4 5 1 0 3	46.51 16.28 5.43 3.10 3.88 0.78 0.00 2.33	55.61 21.20 4.08 8.58 4.49 0.33 0.00 3.63	Yes  Yes
02B Faculty-Behav & Hlth Sciences	86	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	56 18 8 1 7 0 0 1	65.12 20.93 9.30 1.16 8.14 0.00 0.00 1.16	65.30 21.85 9.03 4.17 5.10 0.56 0.00 2.90	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Summary

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
02C Faculty-Business	25	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	11 6 2 0 3 0 0 1	44.00 24.00 8.00 0.00 12.00 0.00 0.00 4.00	39.91 24.16 8.25 3.57 8.54 0.55 0.00 3.16	
02D Faculty-Education	27	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	18 9 3 0 2 0 0 3	66.67 33.33 11.11 0.00 7.41 0.00 0.00 11.11	65.84 24.67 12.86 5.47 2.93 0.78 0.00 2.54	
02E Faculty-Science & Mathematics	104	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	39 21 6 2 8 0 0 1	37.50 20.19 5.77 1.92 7.69 0.00 0.00 0.96	32.93 22.20 3.37 3.75 11.20 0.34 0.00 3.43	
02G Faculty-Library	11	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	6 1 1 0 0 0 0 0	54.55 9.09 9.09 0.00 0.00 0.00 0.00 0.00	62.33 26.19 9.49 4.96 6.26 1.31 0.00 4.01	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Summary

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
03A Professional-Level I	66	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	32 15 9 2 0 0 0 2	48.48 22.73 13.64 3.03 0.00 0.00 0.00 3.03	47.92 24.15 10.84 7.00 4.47 0.84 0.12 0.79	
03B Professional-Level II	74	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	43 13 5 2 1 0 0 4	58.11 17.57 6.76 2.70 1.35 0.00 0.00 5.41	49.33 24.69 10.91 7.28 4.57 0.84 0.13 0.80	
03C Professional-Level III	138	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	84 40 29 2 2 1 0 3	60.87 28.99 21.01 1.45 1.45 0.72 0.00 2.17	53.41 26.99 12.68 8.00 4.36 0.91 0.13 0.91	Yes
04A Clerical-Level I	38	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	36 9 5 3 1 0 0 0	94.74 23.68 13.16 7.89 2.63 0.00 0.00 0.00	80.93 18.14 14.12 2.12 0.79 0.49 0.02 0.61	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00



# Incumbency v. Estimated Availability Summary

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
04B Clerical-Level II	60	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	55 14 9 3 0 1 0 1	91.67 23.33 15.00 5.00 0.00 1.67 0.00 1.67	73.47 20.45 16.05 1.76 0.69 0.46 0.05 1.43	
04C Clerical-Level III	66	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	60 9 3 2 1 0 0 3	90.91 13.64 4.55 3.03 1.52 0.00 0.00 4.55	79.58 20.01 16.00 1.55 0.72 0.37 0.02 1.36	Yes
05A Technical & Paraprofessional	16	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	6 6 5 0 0 0 0 1	37.50 37.50 31.25 0.00 0.00 0.00 0.00 6.25	59.44 24.07 19.39 1.63 1.47 0.36 0.00 1.14	
06A Skilled Craft	35	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	1 12 4 3 0 1 0 2	2.86 34.29 11.43 8.57 0.00 2.86 0.00 5.71	6.87 18.76 10.39 6.12 0.48 0.69 0.13 0.64	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Summary

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
07A Services-Protective	23	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	10 6 5 0 0 1 0 0	43.48 26.09 21.74 0.00 0.00 4.35 0.00 0.00	22.87 24.99 21.56 1.33 0.26 0.73 0.11 0.69	
07B Services-Operators	9	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	2 3 2 0 0 0 0 1	22.22 33.33 22.22 0.00 0.00 0.00 0.00 11.11	31.75 23.88 15.85 5.63 1.08 0.42 0.01 0.90	
07C Services-Except Protective	24	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	6 9 5 0 0 0 0 2	25.00 37.50 20.83 0.00 0.00 0.00 0.00 8.33	12.71 13.87 9.14 3.94 0.37 0.23 0.01 0.18	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Goal - Benchmark (Disability - Veteran)

Austin Peay State University  
02/27/2017

Job Group	Disparity?	
	Disability	Veteran
01A Executives		Yes
01B Adminstrative/ Managerial		Yes
02A Faculty-Arts & Letters	Yes	Yes
02B Faculty-Behav & Hlth Sciences	Yes	Yes
02C Faculty-Business	Yes	Yes
02D Faculty-Education		Yes
02E Faculty-Science & Mathematics	Yes	Yes
02G Faculty-Library	Yes	Yes
03A Professional-Level I		Yes
03B Professional-Level II		
03C Professional-Level III	Yes	Yes
04A Clerical-Level I		Yes
04B Clerical-Level II		Yes
04C Clerical-Level III		Yes
05A Technical & Paraprofessional	Yes	
06A Skilled Craft	Yes	
07A Services-Protective		

Comparison of Incumbency to Goal-Benchmark is performed using the Any Difference Rule  
Yes indicates Difference <= 0.0

The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.

### Incumbency v. Goal - Benchmark (Disability - Veteran)

Austin Peay State University

02/27/2017

	Disparity?	
Job Group	Disability	Veteran
07B Services-Operators	Yes	Yes
07C Services-Except Protective	Yes	Yes
Facility Total	Yes	Yes

Comparison of Incumbency to Goal-Benchmark is performed using the Any Difference Rule  
Yes indicates Difference  $\leq 0.0$

*The Veteran Utilization Analysis is only for internal workforce analysis and should not be submitted for OFCCP purposes.*

# Incumbency v. Goal - Benchmark (Disability - Veteran) Summary

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Goal - Benchmark (%)	Disparity?
01A Executives	10	Disability Veteran	1 0	10.00 0.00	7.00 6.90	Yes
01B Administrative/ Managerial	24	Disability Veteran	4 0	16.67 0.00	7.00 6.90	Yes
02A Faculty-Arts & Letters	129	Disability Veteran	8 2	6.20 1.55	7.00 6.90	Yes Yes
02B Faculty-Behav & Hlth Sciences	86	Disability Veteran	5 0	5.81 0.00	7.00 6.90	Yes Yes
02C Faculty-Business	25	Disability Veteran	1 0	4.00 0.00	7.00 6.90	Yes Yes
02D Faculty-Education	27	Disability Veteran	2 1	7.41 3.70	7.00 6.90	Yes
02E Faculty-Science & Mathematics	104	Disability Veteran	3 1	2.88 0.96	7.00 6.90	Yes Yes
02G Faculty-Library	11	Disability Veteran	0 0	0.00 0.00	7.00 6.90	Yes Yes
03A Professional-Level I	66	Disability Veteran	5 0	7.58 0.00	7.00 6.90	Yes
03B Professional-Level II	74	Disability Veteran	6 6	8.11 8.11	7.00 6.90	
03C Professional-Level III	138	Disability Veteran	5 8	3.62 5.80	7.00 6.90	Yes Yes
04A Clerical-Level I	38	Disability Veteran	5 1	13.16 2.63	7.00 6.90	Yes
04B Clerical-Level II	60	Disability Veteran	7 4	11.67 6.67	7.00 6.90	Yes

Comparison of Incumbency to Goal-Benchmark is performed using the Any Difference Rule  
Yes indicates Difference <= 0.0

# Incumbency v. Goal - Benchmark (Disability - Veteran) Summary

Austin Peay State University  
02/27/2017

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Goal - Benchmark (%)	Disparity?
04C Clerical-Level III	66	Disability Veteran	5 4	7.58 6.06	7.00 6.90	Yes
05A Technical & Paraprofessional	16	Disability Veteran	0 2	0.00 12.50	7.00 6.90	Yes
06A Skilled Craft	35	Disability Veteran	0 4	0.00 11.43	7.00 6.90	Yes
07A Services-Protective	23	Disability Veteran	2 4	8.70 17.39	7.00 6.90	
07B Services-Operators	9	Disability Veteran	0 0	0.00 0.00	7.00 6.90	Yes Yes
07C Services-Except Protective	24	Disability Veteran	0 1	0.00 4.17	7.00 6.90	Yes Yes
Facility Total	965	Disability Veteran	59 38	6.11 3.94	7.00 6.90	Yes Yes

Comparison of Incumbency to Goal-Benchmark is performed using the Any Difference Rule  
Yes indicates Difference <= 0.0

# Annual Placement Goals

Austin Peay State University  
02/27/2017

Job Group	Placement Goals (%)							
	Female	Minority	Black	Hisp	Asian	AmInd	NHOPI	Two+
01A Executives	-	-	-	-	-	-	-	-
01B Adminstrative/ Managerial	56.47	23.03	-	-	-	-	-	-
02A Faculty-Arts & Letters	55.61	-	-	8.58	-	-	-	-
02B Faculty-Behav & Hlth Sciences	-	-	-	-	-	-	-	-
02C Faculty-Business	-	-	-	-	-	-	-	-
02D Faculty-Education	-	-	-	-	-	-	-	-
02E Faculty-Science & Mathematics	-	-	-	-	-	-	-	-
02G Faculty-Library	-	-	-	-	-	-	-	-
03A Professional-Level I	-	-	-	-	-	-	-	-
03B Professional-Level II	-	-	-	-	-	-	-	-
03C Professional-Level III	-	-	-	8.00	-	-	-	-
04A Clerical-Level I	-	-	-	-	-	-	-	-
04B Clerical-Level II	-	-	-	-	-	-	-	-
04C Clerical-Level III	-	-	16.00	-	-	-	-	-
05A Technical & Paraprofessional	-	-	-	-	-	-	-	-
06A Skilled Craft	-	-	-	-	-	-	-	-
07A Services-Protective	-	-	-	-	-	-	-	-
07B Services-Operators	-	-	-	-	-	-	-	-

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test

## Annual Placement Goals

Austin Peay State University  
02/27/2017

	Placement Goals (%)							
Job Group	Female	Minority	Black	Hisp	Asian	Amlnd	NHOPI	Two+
07C Services-Except Protective	-	-	-	-	-	-	-	-

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*



# GOAL SUMMARY FORM

Asian

Austin Peay State University

2016-2017

Fiscal Year

EEO Category	Job Group	TOTAL Regular Filled Restricted/ Unrestricted Positions	Availability Standard %	No. Individuals In Protected Group At Parity			No. Individuals In Protected Group Category		Placement/ Utilization		Total Goal For Fiscal Year		Ultimate Goal (whole person #)	
				#	whole #	%	#	%	+	-	#	%	#	%
1A	Executive	10	4.12	0.41	0	4.12	0	0.00	+				0	4.12
1B	Admin/Mgr	24	3.19	0.77	1	3.19	0	0.00		-	1		1	3.19
<b>1 - Total</b>	<b>Executive</b>	<b>34</b>	<b>3.46</b>	<b>1.18</b>	<b>1</b>	<b>3.46</b>	<b>0</b>	<b>0.00</b>		-	<b>1</b>		<b>1</b>	<b>3.46</b>
2A	Faculty A&L	129	4.49	5.79	6	4.49	5	3.88		-	1		6	4.49
2B	Faculty B&H	86	5.10	4.39	4	5.10	7	8.14	+				4	5.10
2C	Faculty BUS	25	8.54	2.14	2	8.54	3	12.00	+				2	8.54
2D	Faculty EDUC	27	2.93	0.79	1	2.93	2	7.41	+				1	2.93
2E	Faculty M&S	104	11.20	11.65	12	11.20	8	7.69		-	4		12	11.20
2G	Faculty Library	11	6.26	0.69	1	6.26	0	0.00		-	1		1	6.26
<b>2 - Total</b>	<b>Faculty</b>	<b>382</b>	<b>6.66</b>	<b>25.44</b>	<b>25</b>	<b>6.66</b>	<b>25</b>	<b>6.54</b>	<b>+</b>				<b>25</b>	<b>6.66</b>
3A	Professional 1	66	4.47	2.95	3	4.47	0	0.00		-	3		3	4.47
3B	Professional 2	74	4.57	3.38	3	4.57	1	1.35		-	2		3	4.57
3C	Professional 3	138	4.36	6.02	6	4.36	2	1.45		-	4		6	4.36
<b>3 - Total</b>	<b>Professional</b>	<b>278</b>	<b>4.44</b>	<b>12.35</b>	<b>12</b>	<b>4.44</b>	<b>3</b>	<b>1.08</b>		-	<b>9</b>		<b>12</b>	<b>4.44</b>
4A	Clerical 1	38	0.79	0.30	0	0.79	1	2.63	+				0	0.79
4B	Clerical 2	60	0.69	0.41	0	0.69	0	0.00	+				0	0.69
4C	Clerical 3	66	0.72	0.48	0	0.72	1	1.52	+				0	0.72
<b>4 - Total</b>	<b>Clerical</b>	<b>164</b>	<b>0.73</b>	<b>1.19</b>	<b>1</b>	<b>0.73</b>	<b>2</b>	<b>1.22</b>	<b>+</b>				<b>1</b>	<b>0.73</b>
<b>5 - Total</b>	<b>Technical</b>	<b>16</b>	<b>1.47</b>	<b>0.24</b>	<b>0</b>	<b>1.47</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>1.47</b>
<b>6 - Total</b>	<b>Skilled Crafts</b>	<b>35</b>	<b>0.48</b>	<b>0.17</b>	<b>0</b>	<b>0.48</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.48</b>
7A	Svcs Protect	23	0.26	0.06	0	0.26	0	0.00	+				0	0.26
7B	Svcs Opertrs	9	1.08	0.10	0	1.08	0	0.00	+				0	1.08
7C	Svcs non Protect	24	0.37	0.09	0	0.37	0	0.00	+				0	0.37
<b>7 - Total</b>	<b>Services</b>	<b>56</b>	<b>0.44</b>	<b>0.25</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.44</b>

# GOAL SUMMARY FORM

Hispanic

Austin Peay State University

2016-2017  
Fiscal Year

EEO Category	Job Group	TOTAL Regular Filled Restricted/ Unrestricted Positions	Availability Standard %	No. Individuals In Protected Group At Parity			No. Individuals In Protected Group Category		Placement/ Utilization		Total Goal For Fiscal Year		Ultimate Goal (whole person #)	
				#	whole #	%	#	%	+	-	#	%	#	%
1A	Executive	10	5.19	0.52	1	5.19	0	0.00		-	1		1	5.19
1B	Admin/Mgr	24	6.65	1.60	2	6.65	0	0.00		-	2		2	6.65
<b>1 - Total</b>	<b>Executive</b>	<b>34</b>	<b>6.22</b>	<b>2.12</b>	<b>2</b>	<b>6.22</b>	<b>0</b>	<b>0.00</b>		-	<b>2</b>		<b>2</b>	<b>6.22</b>
2A	Faculty A&L	129	8.58	11.07	11	8.58	4	3.10		-	7		11	8.58
2B	Faculty B&H	86	4.17	3.59	4	4.17	1	1.16		-	3		4	4.17
2C	Faculty BUS	25	3.57	0.89	1	3.57	0	0.00		-	1		1	3.57
2D	Faculty EDUC	27	5.47	1.48	1	5.47	0	0.00		-	1		1	5.47
2E	Faculty M&S	104	3.75	3.90	4	3.75	2	1.92		-	2		4	3.75
2G	Faculty Library	11	4.96	0.55	1	4.96	0	0.00		-	1		1	4.96
<b>2 - Total</b>	<b>Faculty</b>	<b>382</b>	<b>5.62</b>	<b>21.47</b>	<b>21</b>	<b>5.62</b>	<b>7</b>	<b>1.83</b>		-	<b>14</b>		<b>21</b>	<b>5.62</b>
3A	Professional 1	66	7.00	4.62	5	7.00	2	3.03		-	3		5	7.00
3B	Professional 2	74	7.28	5.39	5	7.28	2	2.70		-	3		5	7.28
3C	Professional 3	138	8.00	11.04	11	8.00	2	1.45		-	9		11	8.00
<b>3 - Total</b>	<b>Professional</b>	<b>278</b>	<b>7.57</b>	<b>21.05</b>	<b>21</b>	<b>7.57</b>	<b>6</b>	<b>2.16</b>		-	<b>15</b>		<b>21</b>	<b>7.57</b>
4A	Clerical 1	38	2.12	0.81	1	2.12	3	7.89	+				1	2.12
4B	Clerical 2	60	1.76	1.06	1	1.76	3	5.00	+				1	1.76
4C	Clerical 3	66	1.55	1.02	1	1.55	2	3.03	+				1	1.55
<b>4 - Total</b>	<b>Clerical</b>	<b>164</b>	<b>1.76</b>	<b>2.88</b>	<b>3</b>	<b>1.76</b>	<b>8</b>	<b>4.88</b>	<b>+</b>				<b>3</b>	<b>1.76</b>
<b>5 - Total</b>	<b>Technical</b>	<b>16</b>	<b>1.63</b>	<b>0.26</b>	<b>0</b>	<b>1.63</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>1.63</b>
<b>6 - Total</b>	<b>Skilled Crafts</b>	<b>35</b>	<b>6.12</b>	<b>2.14</b>	<b>2</b>	<b>6.12</b>	<b>3</b>	<b>8.57</b>	<b>+</b>				<b>2</b>	<b>6.12</b>
7A	Svcs Protect	23	1.33	0.31	0	1.33	1	4.35	+				0	1.33
7B	Svcs Opertrs	9	5.63	0.51	1	5.63	0	0.00		-	1		1	5.63
7C	Svcs non Protect	24	3.94	0.95	1	3.94	0	0.00		-	1		1	3.94
<b>7 - Total</b>	<b>Services</b>	<b>56</b>	<b>3.14</b>	<b>1.76</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1.79</b>		-	<b>1</b>		<b>2</b>	<b>3.14</b>

**Compatibility Report for GOLSUMBHISPANICS2015.xls**  
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**Version**

Excel 97-2003

# GOAL SUMMARY FORM

**Black**

Austin Peay State University

**2016-2017**

Fiscal Year

EEO Category	Job Group	TOTAL Regular Filled Restricted/ Unrestricted Positions	Availability Standard %	No. Individuals In Protected Group At Parity			No. Individuals In Protected Group Category		Placement/ Utilization		Total Goal For Fiscal Year		Ultimate Goal (whole person #)	
				#	whole #	%	#	%	+	-	#	%	#	%
1A	Executive	10	6.48	0.65	1	6.48	2	20.00	+				1	6.48
1B	Admin/Mgr	24	11.65	2.80	3	11.65	1	4.17		-			3	11.65
<b>1 - Total</b>	<b>Executive</b>	<b>34</b>	<b>10.13</b>	<b>3.44</b>	<b>3</b>	<b>10.13</b>	<b>3</b>	<b>8.82</b>	<b>+</b>				<b>3</b>	<b>10.13</b>
2A	Faculty A&L	129	4.08	5.26	5	4.08	7	5.43	+				5	4.08
2B	Faculty B&H	86	9.03	7.77	8	9.03	8	9.30	+				8	9.03
2C	Faculty BUS	25	8.25	2.06	2	8.25	2	8.00	+				2	8.25
2D	Faculty EDUC	27	12.86	3.47	3	12.86	3	11.11	+				3	12.86
2E	Faculty M&S	104	3.37	3.50	4	3.37	6	5.77	+				4	3.37
2G	Faculty Library	11	9.09	1.00	1	9.09	1	9.09	+				1	9.09
<b>2 - Total</b>	<b>Faculty</b>	<b>382</b>	<b>6.04</b>	<b>23.07</b>	<b>23</b>	<b>6.04</b>	<b>27</b>	<b>7.07</b>	<b>+</b>				<b>23</b>	<b>6.04</b>
3A	Professional 1	66	10.84	7.15	7	10.84	9	13.64	+				7	10.84
3B	Professional 2	74	10.91	8.07	8	10.91	5	6.76		-	3		8	10.91
3C	Professional 3	138	12.68	17.50	17	12.68	29	21.01	+				17	12.68
<b>3 - Total</b>	<b>Professional</b>	<b>278</b>	<b>11.77</b>	<b>32.73</b>	<b>33</b>	<b>11.77</b>	<b>43</b>	<b>15.47</b>	<b>+</b>				<b>33</b>	<b>11.77</b>
4A	Clerical 1	38	14.12	5.37	5	14.12	5	13.16	+				5	14.12
4B	Clerical 2	60	16.05	9.63	10	16.05	9	15.00		-	1		10	16.05
4C	Clerical 3	66	16.00	10.56	11	16.00	3	4.55		-	8		11	16.00
<b>4 - Total</b>	<b>Clerical</b>	<b>164</b>	<b>15.58</b>	<b>25.56</b>	<b>26</b>	<b>15.58</b>	<b>17</b>	<b>10.37</b>		<b>-</b>	<b>9</b>		<b>26</b>	<b>15.58</b>
<b>5 - Total</b>	<b>Technical</b>	<b>16</b>	<b>19.39</b>	<b>3.10</b>	<b>3</b>	<b>19.39</b>	<b>5</b>	<b>31.25</b>	<b>+</b>				<b>3</b>	<b>19.39</b>
<b>6 - Total</b>	<b>Skilled Crafts</b>	<b>35</b>	<b>10.39</b>	<b>3.64</b>	<b>4</b>	<b>10.39</b>	<b>4</b>	<b>11.43</b>	<b>+</b>				<b>4</b>	<b>10.39</b>
7A	Svcs Protect	23	21.56	4.96	5	21.56	5	21.74	+				5	21.56
7B	Svcs Opertrs	9	15.85	1.43	1	15.85	2	22.22	+				1	15.85
7C	Svcs non Protect	24	9.14	2.19	2	9.14	5	20.83	+				2	9.14
<b>7 - Total</b>	<b>Services</b>	<b>56</b>	<b>15.32</b>	<b>8.58</b>	<b>9</b>	<b>15</b>	<b>12</b>	<b>21.43</b>	<b>+</b>				<b>9</b>	<b>15.32</b>

# GOAL SUMMARY FORM

## Minorities

Austin Peay State University

## 2016-2017

Fiscal Year

EEO Category	Job Group	TOTAL Regular Filled Restricted/ Unrestricted Positions	Availability Standard %	No. Individuals In Protected Group At Parity			No. Individuals In Protected Group Category		Placement/ Utilization		Total Goal For Fiscal Year		Ultimate Goal (whole person #)	
				#	whole #	%	#	%	+				#	%
1A	Executive	10	17.15	1.72	2	17.15	2	20.00	+				2	17.15
1B	Admin/Mgr	24	23.03	5.53	6	23.03	1	4.17		-	5		6	23.03
<b>1 - Total</b>	<b>Executive</b>	<b>34</b>	<b>21.30</b>	<b>7.24</b>	<b>7</b>	<b>21.30</b>	<b>3</b>	<b>8.82</b>		-	<b>4</b>		<b>7</b>	<b>21.30</b>
2A	Faculty A&L	129	21.20	27.35	27	21.20	21	16.28		-	6		27	21.20
2B	Faculty B&H	86	21.85	18.79	19	21.85	18	20.93		-	1		19	21.85
2C	Faculty BUS	25	24.16	6.04	6	24.16	6	24.00	+				6	24.16
2D	Faculty EDUC	27	24.67	6.66	7	24.67	9	33.33	+				7	24.67
2E	Faculty M&S	104	22.20	23.09	23	22.20	21	20.19		-	2		23	22.20
2G	Faculty Library	11	26.19	2.88	3	26.19	1	9.09		-	2		3	26.19
<b>2 - Total</b>	<b>Faculty</b>	<b>382</b>	<b>22.20</b>	<b>84.81</b>	<b>85</b>	<b>22.20</b>	<b>76</b>	<b>19.90</b>		-	<b>7</b>		<b>85</b>	<b>22.20</b>
3A	Professional 1	66	24.15	15.94	16	24.15	15	22.73		-	1		16	24.15
3B	Professional 2	74	24.69	18.27	18	24.69	13	17.57		-	5		18	24.69
3C	Professional 3	138	26.90	37.12	37	26.90	40	28.99	+				37	26.90
<b>3 - Total</b>	<b>Professional</b>	<b>278</b>	<b>25.66</b>	<b>71.33</b>	<b>71</b>	<b>25.66</b>	<b>68</b>	<b>24.46</b>	<b>+</b>				<b>71</b>	<b>25.66</b>
4A	Clerical 1	38	18.14	6.89	7	18.14	9	23.68	+				7	18.14
4B	Clerical 2	60	20.45	12.27	12	20.45	14	23.33	+				12	20.45
4C	Clerical 3	66	20.01	13.21	13	20.01	9	13.64		-	4		13	20.01
<b>4 - Total</b>	<b>Clerical</b>	<b>164</b>	<b>19.74</b>	<b>32.37</b>	<b>32</b>	<b>19.74</b>	<b>32</b>	<b>19.51</b>	<b>+</b>				<b>32</b>	<b>19.74</b>
<b>5 - Total</b>	<b>Technical</b>	<b>16</b>	<b>24.07</b>	<b>3.85</b>	<b>4</b>	<b>24.07</b>	<b>6</b>	<b>37.50</b>	<b>+</b>				<b>4</b>	<b>24.07</b>
<b>6 - Total</b>	<b>Skilled Crafts</b>	<b>35</b>	<b>18.76</b>	<b>6.57</b>	<b>7</b>	<b>18.76</b>	<b>12</b>	<b>34.29</b>	<b>+</b>				<b>7</b>	<b>18.76</b>
7A	Svcs Protect	23	24.99	5.75	6	24.99	6	26.09	+				6	24.99
7B	Svcs Opertrs	9	23.88	2.15	2	23.88	3	33.33	+				2	23.88
7C	Svcs non Protect	24	13.87	3.33	3	13.87	9	37.50	+				3	13.87
<b>7 - Total</b>	<b>Services</b>	<b>56</b>	<b>20.05</b>	<b>11.23</b>	<b>11</b>	<b>20.05</b>	<b>18</b>	<b>32.14</b>	<b>+</b>				<b>11</b>	<b>20.05</b>

# GOAL SUMMARY FORM

Native American

Protected Group

Austin Peay State University

2016-2017

Fiscal Year

EEO Category	Job Group	TOTAL Regular Filled Restricted/ Unrestricted Positions	Availability Standard %	No. Individuals In Protected Group At Parity			No. Individuals In Protected Group Category		Placement/ Utilization		Total Goal For Fiscal Year		Ultimate Goal (whole person #)	
				#	whole #	%	#	%	+	-	#	%	#	%
1A	Executive	10	0.74	0.07	0	0.74	0	0.00	+				0	0.74
1B	Admin/Mgr	24	0.86	0.21	0	0.86	0	0.00	+				0	0.86
<b>1 - Total</b>	<b>Executive</b>	<b>34</b>	<b>0.82</b>	<b>0.28</b>	<b>0</b>	<b>0.82</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.82</b>
2A	Faculty A&L	129	0.31	0.40	0	0.31	1	0.78	+				0	0.31
2B	Faculty B&H	86	0.62	0.53	1	0.62	0	0.00		-	1		1	0.62
2C	Faculty BUS	25	0.55	0.14	0	0.55	0	0.00	+				0	0.55
2D	Faculty EDUC	27	0.78	0.21	0	0.78	0	0.00	+				0	0.78
2E	Faculty M&S	104	0.34	0.35	0	0.34	0	0.00	+				0	0.34
2G	Faculty Library	11	1.31	0.14	0	1.31	0	0.00	+				0	1.31
<b>2 - Total</b>	<b>Faculty</b>	<b>382</b>	<b>0.47</b>	<b>1.78</b>	<b>0</b>	<b>0.47</b>	<b>1</b>	<b>0.26</b>	<b>+</b>				<b>0</b>	<b>0.47</b>
3A	Professional 1	66	0.84	0.55	1	0.84	0	0.00	+				1	0.84
3B	Professional 2	74	0.90	0.67	1	0.90	0	0.00		-	1		1	0.90
3C	Professional 3	138	0.91	1.26	1	0.91	1	0.72	+				1	0.91
<b>3 - Total</b>	<b>Professional</b>	<b>278</b>	<b>0.89</b>	<b>2.48</b>	<b>2</b>	<b>0.89</b>	<b>1</b>	<b>0.36</b>		<b>-</b>	<b>1</b>		<b>2</b>	<b>0.89</b>
4A	Clerical 1	38	0.49	0.19	0	0.49	0	0.00	+				0	0.49
4B	Clerical 2	60	0.46	0.28	0	0.46	1	1.67	+				0	0.46
4C	Clerical 3	66	0.37	0.24	0	0.37	0	0.00	+				0	0.37
<b>4 - Total</b>	<b>Clerical</b>	<b>164</b>	<b>0.43</b>	<b>0.71</b>	<b>1</b>	<b>0.43</b>	<b>1</b>	<b>0.61</b>	<b>+</b>				<b>1</b>	<b>0.43</b>
<b>5 - Total</b>	<b>Technical</b>	<b>16</b>	<b>0.36</b>	<b>0.06</b>	<b>0</b>	<b>0.36</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.36</b>
<b>6 - Total</b>	<b>Skilled Crafts</b>	<b>35</b>	<b>0.69</b>	<b>0.24</b>	<b>0</b>	<b>0.69</b>	<b>1</b>	<b>2.86</b>	<b>+</b>				<b>0</b>	<b>0.69</b>
7A	Svcs Protect	23	0.73	0.17	0	0.73	1	4.35	+				0	0.73
7B	Svcs Opertrs	9	0.42	0.04	0	0.42	0	0.00	+				0	0.42
7C	Svcs non Protect	24	0.23	0.06	0	0.23	0	0.00	+				0	0.23
<b>7 - Total</b>	<b>Services</b>	<b>56</b>	<b>0.47</b>	<b>0.26</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1.79</b>	<b>+</b>				<b>0</b>	<b>0.47</b>

# GOAL SUMMARY FORM

NHOPI (Native Hawaiian and Other Pacific Islanders)

Austin Peay State University

2016-2017

Fiscal Year

EEO Category	Job Group	TOTAL Regular Filled Restricted/ Unrestricted Positions	Availability Standard %	No. Individuals In Protected Group At Parity			No. Individuals In Protected Group Category		Placement/ Utilization		Total Goal For Fiscal Year		Ultimate Goal (whole person #)	
				#	whole #	%	#	%	+	-	#	%	#	%
1A	Executive	10	0.05	0.01	0	0.05	0	0.00	+				0	0.05
1B	Admin/Mgr	24	0.07	0.02	0	0.07	0	0.00	+				0	0.07
<b>1 - Total</b>	<b>Executive</b>	<b>34</b>	<b>0.06</b>	<b>0.02</b>	<b>0</b>	<b>0.06</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.06</b>
2A	Faculty A&L	129	0.00	0.00	0	0.00	0	0.00	+				0	0.00
2B	Faculty B&H	86	0.00	0.00	0	0.00	0	0.00	+				0	0.00
2C	Faculty BUS	25	0.00	0.00	0	0.00	0	0.00	+				0	0.00
2D	Faculty EDUC	27	0.00	0.00	0	0.00	0	0.00	+				0	0.00
2E	Faculty M&S	104	0.00	0.00	0	0.00	0	0.00	+				0	0.00
2G	Faculty Library	11	0.00	0.00	0	0.00	0	0.00	+				0	0.00
<b>2 - Total</b>	<b>Faculty</b>	<b>382</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.00</b>
3A	Professional 1	66	0.12	0.08	0	0.12	0	0.00	+				0	0.12
3B	Professional 2	74	0.13	0.10	0	0.13	0	0.00	+				0	0.13
3C	Professional 3	138	0.13	0.18	0	0.13	0	0.00	+				0	0.13
<b>3 - Total</b>	<b>Professional</b>	<b>278</b>	<b>0.13</b>	<b>0.35</b>	<b>0</b>	<b>0.13</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.13</b>
4A	Clerical 1	38	0.02	0.01	0	0.02	0	0.00	+				0	0.02
4B	Clerical 2	60	0.05	0.03	0	0.05	0	0.00	+				0	0.05
4C	Clerical 3	66	0.02	0.01	0	0.02	0	0.00	+				0	0.02
<b>4 - Total</b>	<b>Clerical</b>	<b>164</b>	<b>0.03</b>	<b>0.05</b>	<b>0</b>	<b>0.03</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.03</b>
<b>5 - Total</b>	<b>Technical</b>	<b>16</b>	<b>0.00</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.00</b>
<b>6 - Total</b>	<b>Skilled Crafts</b>	<b>35</b>	<b>0.13</b>	<b>0.05</b>	<b>0</b>	<b>0.13</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.13</b>
7A	Svcs Protect	23	0.11	0.03	0	0.11	0	0.00	+				0	0.11
7B	Svcs Opertrs	9	0.01	0.00	0	0.01	0	0.00	+				0	0.01
7C	Except Protec	24	0.01	0.00	0	0.01	0	0.00	+				0	0.01
<b>7 - Total</b>	<b>Services</b>	<b>56</b>	<b>0.05</b>	<b>0.03</b>	<b>0</b>	<b>0.05</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.05</b>



# GOAL SUMMARY FORM

Two+

Austin Peay State University

2016-2017

Fiscal Year

EEO Category	Job Group	TOTAL Regular Filled Restricted/ Unrestricted Positions	Availability Standard %	No. Individuals In Protected Group At Parity			No. Individuals In Protected Group Category		Placement/ Utilization		Total Goal For Fiscal Year		Ultimate Goal (whole person #)	
				#	whole #	%	#	%	+	-	#	%	#	%
1A	Executive	10	0.47	0.05	0	0.47	0	0.00	+				0	0.47
1B	Admin/Mgr	24	0.55	0.13	0	0.55	0	0.00	+				0	0.55
<b>1 - Total</b>	<b>Executive</b>	<b>34</b>	<b>0.53</b>	<b>0.18</b>	<b>0</b>	<b>0.53</b>	<b>0</b>	<b>0.00</b>	<b>+</b>				<b>0</b>	<b>0.53</b>
2A	Faculty A&L	129	3.63	4.68	5	3.63	3	2.33		-	2		5	3.63
2B	Faculty B&H	86	2.90	2.49	2	2.90	1	1.16		-	1		2	2.90
2C	Faculty BUS	25	3.16	0.79	1	3.16	1	4.00	+				1	3.16
2D	Faculty EDUC	27	2.54	0.69	1	2.54	3	11.11	+				1	2.54
2E	Faculty M&S	104	3.43	3.57	4	3.43	1	0.96		-	3		4	3.43
2G	Faculty Library	11	4.01	0.44	0	4.01	0	0.00	+				0	4.01
<b>2 - Total</b>	<b>Faculty</b>	<b>382</b>	<b>3.31</b>	<b>12.66</b>	<b>13</b>	<b>3.31</b>	<b>9</b>	<b>2.36</b>		-	<b>4</b>		<b>13</b>	<b>3.31</b>
3A	Professional 1	66	0.72	0.48	0	0.72	2	3.03	+				0	0.72
3B	Professional 2	74	0.80	0.59	1	0.80	4	5.41	+				1	0.80
3C	Professional 3	138	0.91	1.26	1	0.91	3	2.17	+				1	0.91
<b>3 - Total</b>	<b>Professional</b>	<b>278</b>	<b>0.84</b>	<b>2.32</b>	<b>2</b>	<b>0.84</b>	<b>9</b>	<b>3.24</b>	<b>+</b>				<b>2</b>	<b>0.84</b>
4A	Clerical 1	38	0.61	0.23	0	0.61	0	0.00	+				0	0.61
4B	Clerical 2	60	1.43	0.86	1	1.43	1	1.67	+				1	1.43
4C	Clerical 3	66	1.36	0.90	1	1.36	3	4.55	+				1	1.36
<b>4 - Total</b>	<b>Clerical</b>	<b>164</b>	<b>1.21</b>	<b>1.99</b>	<b>2</b>	<b>1.21</b>	<b>4</b>	<b>2.44</b>	<b>+</b>				<b>2</b>	<b>1.21</b>
<b>5 - Total</b>	<b>Technical</b>	<b>16</b>	<b>1.14</b>	<b>0.18</b>	<b>0</b>	<b>1.14</b>	<b>1</b>	<b>6.25</b>	<b>+</b>				<b>0</b>	<b>1.14</b>
<b>6 - Total</b>	<b>Skilled Crafts</b>	<b>35</b>	<b>0.64</b>	<b>0.22</b>	<b>0</b>	<b>0.64</b>	<b>2</b>	<b>5.71</b>	<b>+</b>				<b>0</b>	<b>0.64</b>
7A	Svcs Protect	23	0.69	0.16	0	0.69	0	0.00	+				0	0.69
7B	Svcs Opertrs	9	0.90	0.08	0	0.90	1	11.11	+				0	0.90
7C	Except Protec	24	0.18	0.04	0	0.18	2	8.33	+				0	0.18
<b>7 - Total</b>	<b>Services</b>	<b>56</b>	<b>0.51</b>	<b>0.28</b>	<b>0</b>	<b>0.51</b>	<b>3</b>	<b>5.36</b>	<b>+</b>				<b>0</b>	<b>0.51</b>

# GOAL SUMMARY FORM

Women

Austin Peay State University

2016-2017

Fiscal Year

EEO Category	Job Group	TOTAL Regular Filled Restricted/ Unrestricted Positions	Availability Standard %	No. Individuals In Protected Group At Parity			No. Individuals In Protected Group Category		Placement/ Utilization		Total Goal For Fiscal Year		Ultimate Goal (whole person #)	
				#	whole #	%	#	%	+	-	#	%	#	%
1A	Executive	10	35.37	3.54	4	35.37	5	50.00	+				4	35.37
1B	Admin/Mgr	24	56.47	13.55	14	56.47	8	33.33		-	6		14	56.47
<b>1 - Total</b>	<b>Executive</b>	<b>34</b>	<b>50.26</b>	<b>17.09</b>	<b>17</b>	<b>50.26</b>	<b>13</b>	<b>38.24</b>		-	<b>4</b>		<b>17</b>	<b>50.26</b>
2A	Faculty A&L	129	55.61	71.74	72	55.61	60	46.51		-	12		72	55.61
2B	Faculty B&H	86	65.12	56.00	56	65.12	56	65.12	+				56	65.12
2C	Faculty BUS	25	39.91	9.98	10	39.91	11	44.00	+				10	39.91
2D	Faculty EDUC	27	65.67	17.73	18	65.67	18	66.67	+				18	65.67
2E	Faculty M&S	104	32.93	34.25	34	32.93	39	37.50	+				34	32.93
2G	Faculty Library	11	54.55	6.00	6	54.55	6	54.55	+				6	54.55
<b>2 - Total</b>	<b>Faculty</b>	<b>382</b>	<b>51.23</b>	<b>195.70</b>	<b>196</b>	<b>51.23</b>	<b>190</b>	<b>49.74</b>		-	<b>6</b>		<b>196</b>	<b>51.23</b>
3A	Professional 1	66	47.92	31.63	32	47.92	32	48.48	+				32	47.92
3B	Professional 2	74	49.33	36.50	37	49.33	43	58.11	+				37	49.33
3C	Professional 3	138	53.87	74.34	74	53.87	84	60.87	+				74	53.87
<b>3 - Total</b>	<b>Professional</b>	<b>278</b>	<b>51.25</b>	<b>142.47</b>	<b>142</b>	<b>51.25</b>	<b>159</b>	<b>57.19</b>	<b>+</b>				<b>142</b>	<b>51.25</b>
4A	Clerical 1	38	80.93	30.75	31	80.93	36	94.74	+				31	80.93
4B	Clerical 2	60	73.47	44.08	44	73.47	55	91.67	+				44	73.47
4C	Clerical 3	66	79.58	52.52	53	79.58	60	90.91	+				53	79.58
<b>4 - Total</b>	<b>Clerical</b>	<b>164</b>	<b>77.66</b>	<b>127.36</b>	<b>127</b>	<b>77.66</b>	<b>151</b>	<b>92.07</b>	<b>+</b>				<b>127</b>	<b>77.66</b>
<b>5 - Total</b>	<b>Technical</b>	<b>16</b>	<b>59.44</b>	<b>9.51</b>	<b>10</b>	<b>59.44</b>	<b>6</b>	<b>37.50</b>		-	<b>4</b>		<b>10</b>	<b>59.44</b>
<b>6 - Total</b>	<b>Skilled Crafts</b>	<b>35</b>	<b>6.87</b>	<b>2.40</b>	<b>2</b>	<b>6.87</b>	<b>1</b>	<b>2.86</b>		-	<b>1</b>		<b>2</b>	<b>6.87</b>
7A	Svcs Protect	23	22.87	5.26	5	22.87	10	43.48	+				5	22.87
7B	Svcs Opertrs	9	31.75	2.86	3	31.75	2	22.22		-	1		3	31.75
7C	Except Protec	24	12.71	3.05	3	12.71	6	25.00	+				3	12.71
<b>7 - Total</b>	<b>Services</b>	<b>56</b>	<b>19.94</b>	<b>11.17</b>	<b>11</b>	<b>19.94</b>	<b>18</b>	<b>32.14</b>	<b>+</b>				<b>11</b>	<b>19.94</b>

# Compliance Review Form- Affirmative Action and Equal Employment Practices Compliance in Accordance with Guideline P-010

TENNESSEE BOARD OF REGENTS		
Institution:	Austin Peay State University	
Reporting Period Dates:	From: 11/1/2015	To: 10/31/2016
Report Effective Date:	11/1/2016	

Section I : Job Group Analysis Summary																	
Job Group	Employment Reported in Previous AAP			Promotions since Previous AAP			Terminations since Previous AAP			New Hires			Employment Reported in Current AAP			Placement Goals (%)	
	Total	Minorities	%	Total	Minorities	%	Total	Minorities	%	Total	Minorities	%	Total	Minorities	%	Minorities	Women
10 Executive/ Administrative & Managerial	33	5	15.15	3	0	0.00	3	0	0.00	6	1	16.67	34	3	8.82	21.30	
20 Faculty	377	12	36.36	38	1	33.33	17	0	0.00	24	3	50.00	382	13	38.24	50.26	
30 Other Professionals	226	76	20.15	38	9	23.68	10	6	35.29	36	4	16.67	76	76	19.90	22.20	
40 Clerical/ Secretarial	161	190	50.39	4	17	44.73	13	10	58.83	58.00	10	41.67	278	190	49.74	51.23	
50 Technical and Paraprofessional	20	57	25.22	0	1	25.00	30	13	43.33	12	15	25.86	164	68	24.46		
60 Skilled Crafts	36	125	55.30	0	1	25.00	13	15	50.00	3	36	62.07	6	159	57.19		
70 Service/ Maintenance	58	33	20.49	0	0.00	0.00	7	7	53.85	12	0	0.00	16	32	19.51		
Total	911	148	91.92	41	0.00	0.00	79	12	92.31	2	12	100.00	6	151	92.07		
50 Technical and Paraprofessional	20	7	35.00	0	0.00	0.00	2	0	0.00	2	1	50.00	16	6	37.50	59.44	
60 Skilled Crafts	36	8	40.00	0	0.00	0.00	4	2	100.00	3	0	0.00	35	6	37.50		
70 Service/ Maintenance	58	12	33.33	0	0.00	0.00	10	1	25.00	8	1	33.00	56	12	34.29		
Total	911	1	2.77	41	0.00	0.00	79	0	0.00	113	0	0.00	965	1	2.86	6.87	
50 Technical and Paraprofessional	20	20	34.48	0	0.00	0.00	10	3	30.00	8	1	12.50	56	18	32.14		
60 Skilled Crafts	36	18	31.03	0	0.00	0.00	7	7	70.00	3	5	62.50	18	18	32.14		
Total	911			41			79			113			965				

**Section II: Placement Goals and Underutilization**

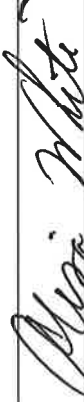
Were there any placement goals for <b>women</b> identified in last AAP?		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
If yes, provide the goal amount, whether you met the goal, and describe all Good Faith Efforts or concerted recruitment to address goal attainment. Attach additional documentation if necessary.	In the last AAP, placement goals for women were identified in the executive and faculty job groups. The goals were the percentages needed to reach parity in each of the job group categories (51.16% and 51.96% respectively). Although we did not reach the parity goals identified, we made progress toward reaching parity with respect to the representation of women in both of these job groups. We will continue to advertise in publications that target women in higher education and we will continue to tag these positions for AA direct emails via HigherEdJobs.com. We will continue to place emphasis on hiring for faculty and executive level positions to ensure that female candidates are among those considered for each open position. In addition, we increase our efforts to encourage faculty to make direct contacts via conferences and list serves.		
Were there any placement goals for <b>minorities</b> identified in last AAP?		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
If yes, provide the goal amount, whether you met the goal, and describe all Good Faith Efforts or concerted recruitment to address goal attainment. Attach additional documentation if necessary.	In the last AAP, placement goals for minorities were identified in the executive and faculty job groups. The goals were the percentages needed to reach parity in each of the job group categories (21.53% and 22.00% respectively). Although we did not reach the parity goals identified, we will increase our good faith efforts in the category. We will continue to advertise in diverse publications such as Diverse Issues in HE and Latinos in HE as two examples. We will consistently to tag these positions for AA direct emails via HigherEdJobs.com. In addition, we will increase our efforts to encourage faculty to make direct contacts via conferences, professional networks, and list serves.		

<b>Section III: Hiring Practices - For responses within this table, include <u>all</u> reclassifications, promotions, transfers, reassignments and appointments that occurred within these categories (both permanent and interim). If any positions were filled without a search and/or search committee please complete a supplemental Recruitment Report that lists the positions and an explanation for deviation from required search procedures. For positions filled by promotion, please provide a one to two sentence description of the recruitment plan used to fill the position vacated following the promotion, if any.</b>			
EEO-1 Positions			
Total EEO-1 positions filled:	9	Filled without search (internal or external):	3
EEO-2 Positions			
Total EEO-2 positions filled:	62	Filled without search (internal or external):	6

**My signature below certifies that I have completed the data in this form and to the best of my knowledge and belief, it is true, correct and complete.**

Campus Equity Officer	Print Name: Sheila M. Bryant	Date: 4/27/2017
	Signature: 	

My signature below certifies that I have reviewed and approved the information provided in this form and to the best my knowledge and belief, it is true, correct and complete.

President	Print Name: Alisa White	Date: April 27, 2017
	Signature: 	

**Austin Peay State University**  
**Supplemental Recruitment Report**  
**AA Plan 2017**

**Positions filled without a search and/or search committee:**

- 1. One of the EEO-1 positions filled without a search and/or a search committee was a promotion: Director for Student Success to Associate Provost for Student Success. This promotion did not create a vacant position.**

**The other two (2) EEO-1 positions filled without a search and/or a search committee are interim appointments: Interim Associate Provost of Research and Dean of the College of Graduate Studies and Interim Executive Director, APSU Center at Fort Campbell. The Executive Director, APSU Center at Fort Campbell position has been advertised and filled within the provisions of TBR Policy 5:01:00:00 (General Personnel Policy) and APSU Policy 5:022 (Personnel Policy). The Associate Provost of Research and Dean of the College of Graduate Studies position will also be advertised and filled within the provisions of TBR Policy 5:01:00:00 (General Personnel Policy) and APSU Policy 5:022 (Personnel Policy).**

- 2. The six (6) EEO-2 positions filled without a search and/or a search committee were temporary faculty appointments.**