



University of North Carolina Wilmington
Equal Employment Opportunity/Affirmative Action
Plan Executive Summary
December 31, 2016 Data

EEO/AA Plan 2017

Pursuant to 41 CFR 60, the university undertakes an annual evaluation of the representation of women and racial/ethnic minorities among its employees in relation to their representation in the available labor market. While fluctuations in the representation of women and racial/ethnic minorities within our employee complement occur naturally from year to year, the crux of equal employment opportunity/affirmative action planning is the comparison of the university's workforce to the corresponding labor market on a job group by job group basis. In the simplest of terms, the goal of the university's EEO/AA plan, over time, is for our workforce to reflect the labor market -- that is, for the representation of women and racial/ethnic minorities at UNC Wilmington to match their labor market availability, job group by job group. The focus of our EEO/AA plan is to reflect the progress we may have made in the past year as well as to identify where continuing improvement is needed to achieve parity with labor market availability.

Methodology

Under-representation of women or racial/ethnic minorities exists in a job group when the actual number of employees is less than the number that would reasonably be expected by their availability. The Office of Federal Contract Compliance Programs' definition of under-representation relies on a standard of reasonableness. Institutions may select among three recognized standards: the Any Difference Test, an 80% test, and a standard deviations test. UNC Wilmington has adopted the most stringent of these standards -- the Any Difference Test -- to guide our affirmative action planning. The Any Difference Test documents whenever the representation of women or racial/ethnic minorities among the UNC Wilmington workforce is at least one whole person less than the expected representation of these groups in relation to their availability in the relevant labor market. This is done by comparing the UNC Wilmington workforce percentage to the availability percentage and calculating the number of persons UNC Wilmington would need to recruit in order to bring the representation of women or racial/ethnic minorities in the job group into parity with the labor market.

UNC Wilmington uses Factor I (the percentage of racial/ethnic minorities or women with requisite skills in the reasonable recruitment area) exclusively for determining availability for all job groups. It was determined that Factor II (the percentage of racial/ethnic minorities or women among those promotable, transferable, and trainable within the contractor's organization) was not relevant due to the lack of specific training programs that prepare employees for promotional opportunities. Furthermore, Factor II was not desirable because of our preference that our internal distribution of racial/ethnic minorities and women should not influence our goal for the UNC Wilmington workforce to reflect the diversity in the labor market.

For analysis and evaluation, UNC Wilmington's employee complement is divided into 29 job groups -- defined by similarity of opportunity, content, and salary or wage scale. The job groups are analyzed using either national, state, or Wilmington, North Carolina labor market information for the appropriate occupational categories from the 2010 United States Census.

The chancellor is excluded from the representation analysis because the selection of the chancellor is made by the president of the UNC System.

Overall

As of January 1, 2017, UNC Wilmington had 1,922 employees, of whom 1,106 (58%) were women and 370 (19%) were racial/ethnic minorities (Table 1). Although the number of employees remained relatively steady when compared to January 1, 2016, the representation of women increased by 2% and representation of racial/ethnic minorities decreased by 1%.

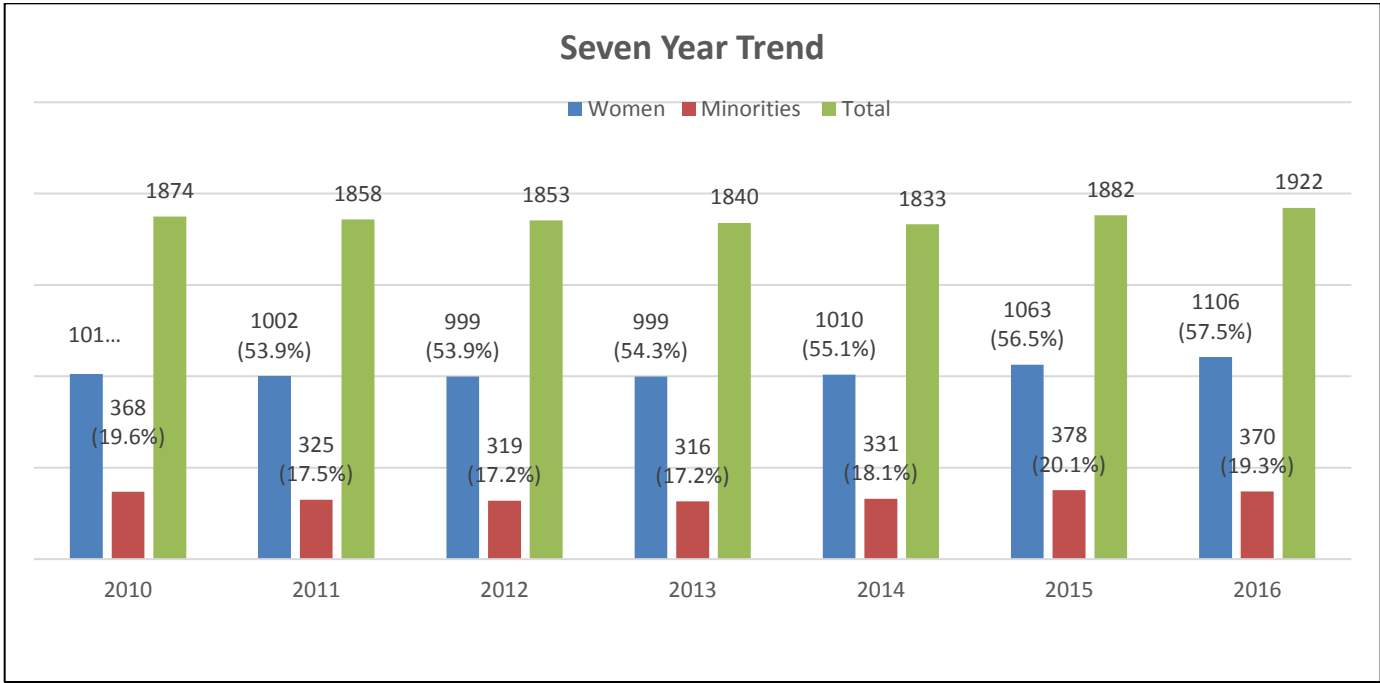
In January 2017, 10 faculty groups and 6 staff groups reflected an under-representation of women and 10 faculty groups and 10 staff groups reflected an under-representation of racial/ethnic minorities. By comparison, in January 2016, 10 faculty groups and 6 staff groups reflected an under-representation of women and 10 faculty groups and 12 staff groups reflected an under-representation of racial/ethnic minorities.

The representation of women and racial/ethnic minorities among UNCW job groups is summarized and graphically displayed in the following pages. The overall change from January 2016 to January 2017 shows an increase in the workforce of 50 employees and an increase in women (+43) and racial/ethnic minorities (-8).

Seven Year Trend – All Employees

For the past seven years, the overall percentage of women in relationship to the total number of employees has remained relatively stable. However, the percentage of racial/ethnic minorities which had been declining since 2009 saw a slight increase from 17.2% to 18% during 2015, however decreased in 2016.

The total number of women and racial/ethnic minorities and the corresponding percentage of the total number of employees at UNC Wilmington are illustrated in the following chart.



Current Status of Women and Minorities

Following is a current look at the areas where the percentages of women and racial/ethnic minorities represented on our campus compared to the same extent as represented in the appropriate labor market groups.

By comparing the current year’s UNC Wilmington work force percentage and the labor market availability for both women and racial/ethnic minorities by job group, the university can identify areas in which the work force (incumbency) percent is less than the labor market (availability) percent and the difference is at least one whole person. When recruitment opportunities are available for positions in these job groups, recruitment efforts should be considered for increasing our diversity of women and minorities in the candidate pool in an effort to reflect the availability of these groups in the labor market.

	Jan 2017 Labor Market Availability for Women	Jan 2017 Percentage of Women Incumbents Key: *New in 2017 =No Change from 2016 ↑ Progress towards 2016 goal ↓ Decrease from 2016	Jan 2017 Labor Market Availability for Minorities	Jan 2017 Percentage of Minority Incumbents Key: *New in 2017 =No Change from 2016 ↑ Progress towards 2016 goal ↓ Decrease from 2016
211 Fine Arts Faculty	50.9%	37.1%↑	16.57%	12.9%↓

	Jan 2017 Labor Market Availability for Women	Jan 2017 Percentage of Women Incumbents Key: *New in 2017 =No Change from 2016 ↑ Progress towards 2016 goal ↓ Decrease from 2016	Jan 2017 Labor Market Availability for Minorities	Jan 2017 Percentage of Minority Incumbents Key: *New in 2017 =No Change from 2016 ↑ Progress towards 2016 goal ↓ Decrease from 2016
223 History Faculty	40.47%	26.09%↓	N/A	N/A
224 Philosophy Faculty	32.18%	23.53%=	N/A	N/A
232 Political Science Faculty	44.83%	33.33%↑	24.25%	7.14%=
233 Psychology Faculty	70.88%	57.58%=	21.41%	15.15%=
234 Sociology Faculty	59.66%	56.45%↓	21.29%	12.9%↓
241 Biological Sciences Faculty	47.81%	38.3%=	24.14%	10.64%↑
242 Physical Sciences Faculty	34.69%	30%=	19.05%	11.67%=
251 Business Faculty	37.46%	33.90%=	24.80%	15%↓
261 Teaching Education Faculty	N/A	N/A	24.88%	19.4%↓
272 Nursing Faculty	N/A	N/A	15.78%	11.76%↑
273 Health Sciences Faculty	61.24%	58.06%=	18.34%	16.13%*
H10 Senior Officers Tier I	54.86%	38.46%↑	21.84%	15.38%=
H11 Senior Officers Tier II	57.2%	47.27%↑	23.9%	14.55%↓
H30 Administrative & Professional	N/A	N/A	26.43%	7.38%↓
H31 Student Services	N/A	N/A	24.6%	20.28%=
H32 Information Technology – Professional	N/A	N/A	28.44%	12.04%↓
H33 Instructional Support	N/A	N/A	23.84%	14.5%↓
H34 Research Professional	48.65%	41.67%↓	25.35%	13.89%↑
H40 Technical Paraprofessional	N/A	N/A	28.86%	3.92%↓
H41 Police and Safety	N/A	N/A	26.36%	11.11%↓

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H42 Admin Paraprofessional	92.53%	87.74%↑	21.52%	18.92%↓
H50 Office Support	N/A	N/A	20.90%	22.3%↑
H60 Skilled Crafts and Trades	N/A	N/A	22.43%	10.96%↑