

EQUAL EMPLOYMENT OPPORTUNITY AND MINORITY HIRING PRACTICES REPORT



NEW HIRES AND WORKFORCE COMPOSITION FOR STATE AGENCIES
AND INSTITUTIONS OF HIGHER EDUCATION

PREPARED BY

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JANUARY 2009

Texas Workforce Commission

A Member of Texas Workforce Solutions

Tom Pauken, Chairman

Ronald G. Congleton
Commissioner Representing
Labor

Andres Alcantar
Commissioner Representing the
Public

Larry E. Temple
Executive Director

January 12, 2009

The Honorable Rick Perry
Governor of the State of Texas
Office of the Governor
P.O. Box 12428
Austin TX 78711-2428

SUBJECT: 2009 Equal Employment Opportunity and Minority Hiring Practices Report

Dear Governor Perry:

Enclosed is the combined 2009 Equal Employment Opportunity and Minority Hiring Practices Report prepared by the Texas Workforce Commission's Civil Rights Division.

This report has been prepared to fulfill the reporting requirements of Texas Labor Code §§ 21.0035 (Statewide Civilian Workforce Composition), 21.504 (State Agency Minority Hiring Practices Report) and 21.553 (Equal Employment Opportunity Report) and provides information by prescribed categories on, respectively, the composition of the statewide civilian workforce, new hires for state agencies and institutions of higher education, and the composition of state agencies and institutions of higher education.

We hope that you find the report valuable. Please do not hesitate to contact us should you have any questions.

Sincerely,

Tom Pauken
Chairman

Ronald Congleton
Commissioner Representing Labor

Andres Alcantar
Commissioner Representing Public

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EQUAL EMPLOYMENT OPPORTUNITY AND MINORITY HIRING PRACTICES REPORT
COVERING
STATE AGENCIES AND INSTITUTIONS OF HIGHER EDUCATION

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NOTE: DETAILED REPORTS FOR ALL STATE AGENCIES AND INSTITUTIONS OF HIGHER EDUCATION CAN BE FOUND ON THE CIVIL RIGHTS DIVISION'S WEB SITE AT WWW.TEXASWORKFORCE.ORG.

I. Purpose

The purpose of the Equal Employment Opportunity and Minority Hiring Practices Report is to provide demographic information to the Governor, the Legislature, and the Legislative Budget Board in compliance with Texas Labor Code §§ 21.0035, 21.504, and 21.553. This report combines the following statutory reporting requirements:

- Texas Labor Code § 21.0035 requires a biennial report to the Governor and Legislature regarding the percentage of the statewide civilian workforce composed of Caucasian-Americans, African-Americans, Hispanic-Americans, females, and males in the job categories of state agency administration, professional, technical, protective services, paraprofessional, administrative support, skilled craft, and service and maintenance.
- Texas Labor Code § 21.504 requires an annual report to the Governor and Legislative Budget Board regarding the total number of African-Americans, Hispanic-Americans, females, and other persons hired for each job category listed above by state agencies during the preceding state fiscal year.
- Texas Labor Code § 21.553 requires a biennial report to the Legislature containing an analysis of EEO information for the preceding two fiscal years (obtained pursuant to § 21.552) regarding new hires and the workforce composition of state agencies and institutions of higher education.

II. Methodology

Statewide Civilian Workforce Percentage Composition per Texas Labor Code § 21.0035:

The data used to report the percentage composition of the statewide civilian workforce was extrapolated from the U.S. Department of Labor Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment, 2007, Table 15, Percent of Distribution of Employed Persons by Sex, Race, Hispanic Origin, and Occupation for the state of Texas, which is the most recent BLS data, the U.S. Census Bureau, American Community Survey (ACS), and the Public Use Microdata Files (PUMs). Prior to 2005, EEO-1 and EEO-4 reports were used to compile this data for all job categories but, pursuant to TWC Rule 819.21, this report shall be prepared using the best available data from all appropriate sources. However, the BLS does not collect data for the protective services and paraprofessional job categories, and data for these two categories is not a subset of any published groups and cannot be compiled from BLS data. Therefore, in this Report, to supply numbers for these two statutorily required categories, data from the microdata sample of the American Community Survey (PUMS-ACS) reports was utilized as a proxy for the BLS data.

New Hires and Workforce Composition for State Agencies and Institutions of Higher Education as per Texas Labor Code § 21.504:

The Civil Rights Division of the Texas Workforce Commission (TWC) coordinated data collection for state agencies and institutions of higher education with the Comptroller of Public Accounts, Human Resources Information System (HRIS). The information on the total number of African-Americans, Hispanic-Americans, females, and other persons for state agencies and institutions of higher education was extracted from data entered into the Uniform Statewide Payroll/Personnel System (USPS) or reported to the (HRIS) or the Standardized Payroll/Personnel Reporting System (SPRS).

This report contains new hires and workforce summaries for state agencies and institutions of higher education for fiscal years 2007 and 2008 (Attachments 1 through 8). The summaries show the combined total for new hires and the combined total workforce of state agencies and institutions of higher education. The summaries also show the percentages of African-Americans, Hispanic-Americans, and females in the job categories of state agency administration, professional, technical, administrative support, skilled craft, and service and maintenance (which include protective services and paraprofessional).

Analysis of EEO Information for the Preceding Fiscal Year as per Texas Labor Code § 21.553:

The Civil Rights Division conducted a workforce analysis using the 80 percent benchmark of 29 C.F.R., Part 1607, EEOC's Uniform Guidelines on Employee Selection, to determine if African-Americans, Hispanic-Americans, and females are underutilized in state agencies. A selection rate for any race, sex, or ethnic group that is less than 80 percent of the rate for the group with the highest rate will generally be regarded by Federal enforcement agencies as evidence of adverse impact, while a greater than 80 percent rate will generally not be regarded by Federal enforcement agencies as evidence of adverse impact. The division has taken the 80 percent benchmark and applied it to the workforce of the state agencies.

The division compared the percentages of African-Americans, Hispanic-Americans, and females in the available workforce (using the statewide civilian workforce composition) to the workforce of the state agencies for fiscal year 2007. This methodology incorporates the workforce analysis methodology required by state agencies as per Texas Labor Code § 21.501. The analysis reports on how Texas is doing in the areas of recruitment and retention of African-Americans, Hispanic-Americans, and females in state government.

This report does not include information on state agency employees with disabilities, as the division, in consultation with the Office of the Comptroller, believes that this data does not tend to be reported on a consistent or uniform basis due in part to its sensitivity.

III. Results and Observations

In the aggregate, state agencies are doing a good job in recruiting and retaining African-Americans (Chart 3) and females (Chart 5). Using the 80 percent Equal Employment Opportunity Commission (EEOC) benchmark, African-Americans are well represented as shown in this report in proportion to the available workforce as they were in 2007. However, Hispanic-Americans (Chart 4) are underutilized in the job categories of Officials, Administration (26 percent), Professionals (5 percent), Technical (3 percent), showed no improvement in the Skilled Craft (28 percent as compared to 5.2 percent in 2007), and are underutilized in the Service/Maintenance category (25 percent as compared to 13.06 percent in 2007). In the 2007 report; Females were not underutilized in any category (Chart 5).

Heads of state agencies and institutions of higher education should use the information in this report, in conjunction with their own analyses of their current workforce required by Texas Labor Code § 21.501, to develop a recruitment plan as required by Texas Labor Code § 21.502, that addresses any underutilization in identified job categories.

Acknowledgments

The TWC Civil Rights Division would like to thank the Office of the Comptroller, Human Resource Information System (HRIS) for their assistance and cooperation in the preparation of this report. The division would also like to thank the Texas Workforce Commission Labor Market and Career Information Section for its assistance preparing this report.

IV. Table/Charts

Table 1
Statewide Civilian Workforce Composition
Texas Labor Code § 21.0035

| Job Categories | Statewide Civilian Workforce | | | | | | | | | |
|-------------------------------|------------------------------|----------------------|--------------------|--------------------|---------------------|---------------------|------------------|---------------|------------------|---------------|
| | Caucasian American # | Caucasian American % | African American # | African American % | Hispanic American # | Hispanic American % | Female # | Female % | Male # | Male % |
| <i>Totals</i> | <i>6,178,497</i> | <i>51.21%</i> | <i>1,316,300</i> | <i>10.91%</i> | <i>4,055,854</i> | <i>33.62%</i> | <i>5,455,439</i> | <i>45.22%</i> | <i>6,608,572</i> | <i>54.78%</i> |
| Officials, Administration (A) | 1,021,614 | 67.3% | 136,065 | 9.0% | 359,348 | 23.7% | 692,404 | 38.8% | 1,090,956 | 61.2% |
| Professional (P) | 1,197,269 | 68.4% | 204,843 | 11.7% | 349,330 | 19.9% | 1,195,014 | 54.5% | 996,764 | 45.5% |
| Technical (T) | 151,805 | 55.9% | 46,248 | 17.0% | 73,329 | 27.0% | 167,536 | 55.6% | 133,916 | 44.4% |
| Administrative Support (C) | 1,470,976 | 54.9% | 352,526 | 13.2% | 855,907 | 31.9% | 1,890,200 | 66.2% | 962,981 | 33.8% |
| Skilled Craft Worker (S) | 667,277 | 48.0% | 70,644 | 5.1% | 652,911 | 46.9% | 66,720 | 5.1% | 1,229,855 | 94.9% |
| Service and Maintenance (M)* | 1,669,387 | 42.4% | 505,964 | 12.8% | 1,763,866 | 44.8% | 1,443,400 | 39.7% | 2,194,112 | 60.3% |

Source: The data in this chart was extrapolated from the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2007, for the state of Texas. The U.S. Bureau of the Census, American Community Survey (ACS) and the Public Use Microdata files (PUMS).

* Protective Services (R) and Para-Professionals (Q) categories are combined with the Service and Maintenance (M) category for this report. Prior to 2005, these categories were reported as separate groups; and once again these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2004.

Professional (P) category includes occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Skilled Craft Worker (S) category includes manual workers of relatively high skill having a thorough and comprehensive knowledge of the processes involved in their work. Officials and Administration (A) category includes occupations requiring administrative and managerial personnel who set policies and direct individual departments. Technical (T) category includes occupations requiring a combination of basic scientific knowledge and manual skill. Administrative Support (C) category includes all clerical-type work regardless of level of difficulty. Service and Maintenance (M) category includes occupations which workers perform duties which result in or contribute to comfort, convenience, hygiene or safety of the general public.

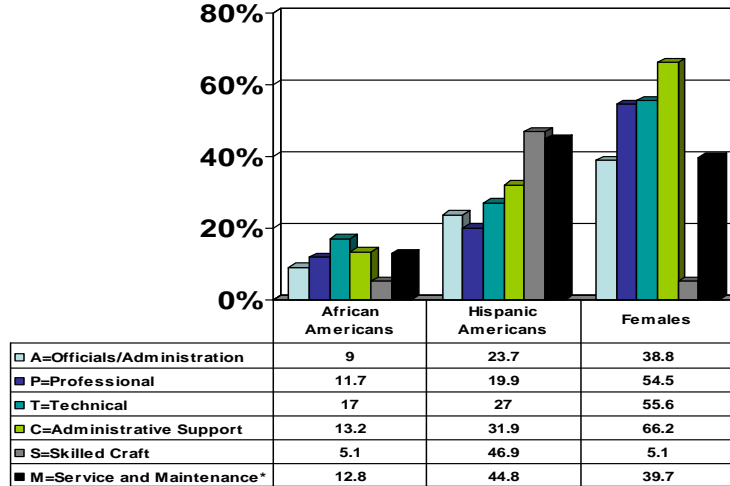
Note: Items may not add to totals or compute to displayed percentages due to rounding. Detail for Race and Hispanic-origin groups will not add to totals because data for the "other races" group are not presented and Hispanics are included in both the Caucasian and African American categories.

Table 2
State Agencies Workforce Composition
Fiscal Year 2008

| Job Categories | State Agency Workforce Composition | | | | | | | | | | |
|-------------------------------|------------------------------------|----------------------|----------------------|--------------------|--------------------|---------------------|---------------------|----------|----------|---------|--------|
| | Total Employees | Caucasian American # | Caucasian American % | African American # | African American % | Hispanic American # | Hispanic American % | Female # | Female % | Male # | Male % |
| <i>Totals</i> | 340,467 | 187,346 | 55.03% | 59,469 | 17.47% | 67,450 | 19.81% | 192,169 | 56.44% | 148,298 | 43.56% |
| Officials, Administration (A) | 14,916 | 11,021 | 73.89% | 1,350 | 9.05% | 1,908 | 12.79% | 7,356 | 49.32% | 7,560 | 50.68% |
| Professional (P) | 150,097 | 92,431 | 61.58% | 16,899 | 11.26% | 22,302 | 14.86% | 82,797 | 55.16% | 67,300 | 44.84% |
| Technical (T) | 31,831 | 16,626 | 52.23% | 4,872 | 15.31% | 6,590 | 20.70% | 16,589 | 52.12% | 15,242 | 47.88% |
| Administrative Support (C) | 42,341 | 21,219 | 50.11% | 8,252 | 19.49% | 11,657 | 27.53% | 37,328 | 88.16% | 5,013 | 11.84% |
| Skilled Craft Worker (S) | 10,848 | 7,124 | 65.67% | 856 | 7.89% | 2,646 | 24.39% | 486 | 4.48% | 10,362 | 95.52% |
| Service and Maintenance (M)* | 90,434 | 38,925 | 43.04% | 27,240 | 30.12% | 22,347 | 24.71% | 47,613 | 52.65% | 42,821 | 47.35% |

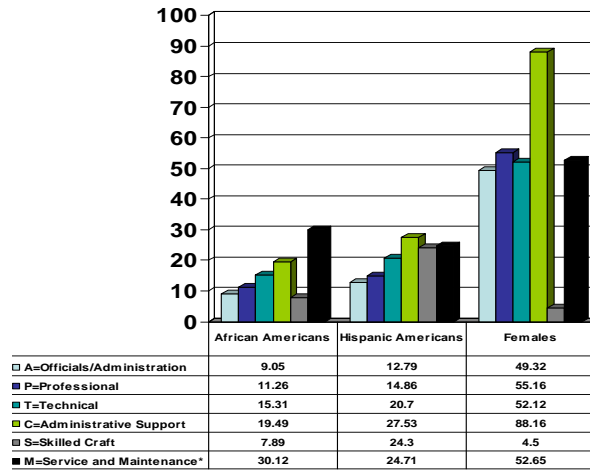
The following charts are derived from the data of Tables 1 and 2

Chart 1. Statistical Availability of African Americans, Hispanic Americans, and Females in the Statewide Civilian Workforce



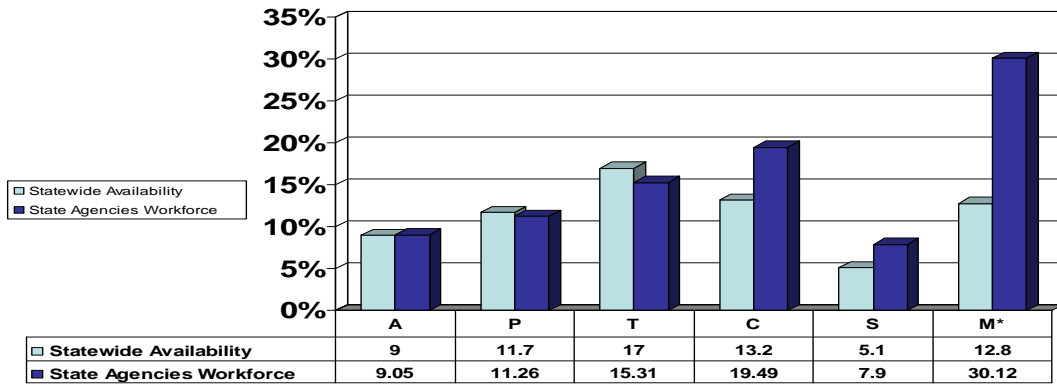
* In the past, the Protective Services (R) and Para-Professional (Q) categories were each reported as separate groups; however, these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2004. These job categories are combined with the Service/Maintenance (M) category.

Chart 2. Statistical Availability of African Americans, Hispanic Americans, and Females in the State Agencies Workforce



* In the past, the Protective Services (R) and Para-Professional (Q) categories were each reported as separate groups; however, these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2004. These job categories are combined with the Service/Maintenance (M) category.

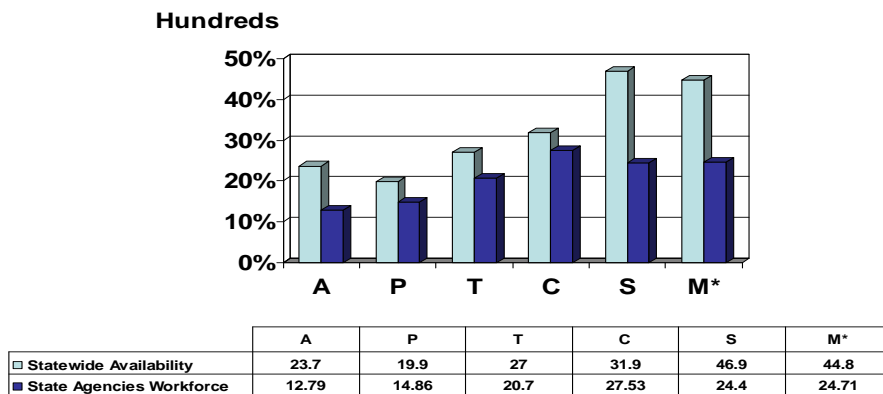
Chart 3. Statistical Comparison of the Availability of African Americans in the Statewide Civilian Workforce and Their Representation in State Agencies Workforce from the BLS, 2007, US Bureau of Census, American Community Survey, and the Public Use Micro Data Files



A=Officials/Administration; P=Professional; T=Technical; C=Administrative Support; S=Skilled Craft; M=Service/Maintenance*

African-Americans in state agencies are well-represented in proportion to their availability in the workforce. In applying the 80 percent benchmark of the EEOC Uniform Guidelines on Employee Selection, 29 C.F.R. 1607, no categories indicate underutilization.

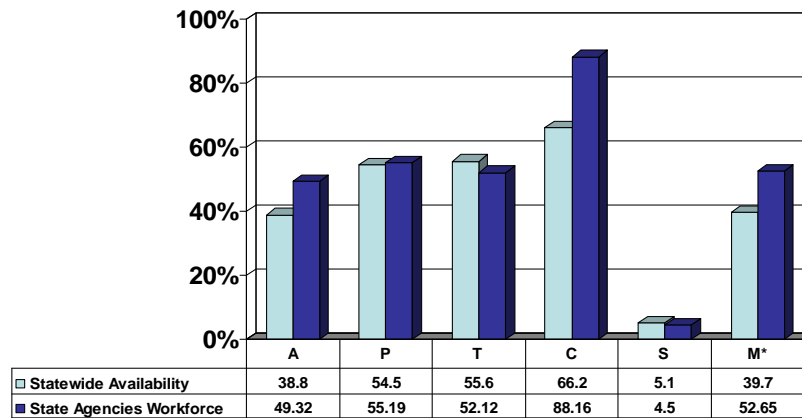
Chart 4. Statistical Comparison of the Availability of Hispanic Americans in the Statewide Civilian Workforce and Their Representation in State Agencies Workforce from the BLS, 2007, US Bureau of Census, American Community Survey, and the Public Use Micro data Files



A=Officials/Administration; P=Professional; T=Technical; C=Administrative Support; S=Skilled Craft; M=Service/Maintenance*; R=Protective Services; Q=Para-Professionals

Hispanic-Americans in state agencies are well represented in proportion to their availability in the workforce in the Officials/Administration, Professional, Technical, and Administrative Support job categories. However, in applying the 80 percent benchmark of the EEOC Uniform Guidelines on Employee Selection, 29 C.F.R. 1607, Hispanics are underutilized in the job categories of Officials/Administration (26 percent), Professional (5 percent), Technical (3 percent), Skilled Craft (28 percent) and Service/Maintenance (25 percent).

Chart 5. Statistical Comparison of the Availability of Female in the Statewide Civilian Workforce and Their Representation in State Agencies Workforce from the BLS, 2007, US Bureau of Census, American Community Survey, and the Public Use Micro data Files



A=Officials/Administration; P=Professional; T=Technical; C=Administrative Support; S=Skilled Craft; M=Service/Maintenance*

Females in state agencies are well-represented in proportion to their availability in the workforce. In applying the 80 percent benchmark of the EEOC Uniform Guidelines on Employee Selection, 29 C.F.R. 1607, no categories indicate underutilization.

*** Prior to 2005, the Protective Services (R) and Paraprofessional (Q) categories were each reported as separate groups; however, these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2007, the American Community Survey or the Public Use Microdata Files. These job categories are combined with the Service/Maintenance (M) category.**

Attachments

State of Texas
 Statewide Reporting Group
 Equal Employment Opportunity Report – Statewide Workforce Summary

Statewide Agencies Workforce
 (September 1, 2006 – August 31, 2007)
 Fiscal Year 2007

| Code | Job Category | Total Employees | Caucasian- American | | 55.87% | African-American | | 17.14% | Hispanic American | | 19.39% | Other American | | 7.57% | Total | Total |
|---------------|--------------------------|--------------------|------------------------|---------------|----------------|------------------|---------------|---------------|----------------------|---------------|---------------|----------------|---------------|---------------|----------------|----------------|
| | | | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| A | Officials/Administrators | 14,351 | 5,642 | 5,096 | 10,738 | 539 | 726 | 1265 | 900 | 899 | 1,799 | 300 | 249 | 549 | 7,381 | 6,970 |
| C | Administrative Support | 41,469 | 2,436 | 18,786 | 21,222 | 803 | 7,068 | 7871 | 1,423 | 9,712 | 11,135 | 281 | 960 | 1,241 | 4,943 | 36,526 |
| M* | Service and Maintenance | 86,520 | 20,517 | 17,105 | 37,662 | 9,702 | 16,183 | 25,885 | 10,586 | 10,539 | 21,125 | 1,014 | 874 | 1,888 | 41,819 | 44,701 |
| P | Professionals | 144,486 | 42,903 | 47,326 | 90,229 | 4,909 | 10,861 | 15,770 | 8,597 | 12,396 | 20,993 | 9,352 | 8,142 | 17,494 | 65,761 | 78,725 |
| S | Skilled Craft Workers | 11,249 | 7,082 | 289 | 7,371 | 872 | 94 | 966 | 2,558 | 108 | 2,666 | 224 | 22 | 246 | 10,736 | 513 |
| T | Technical | 31,305 | 8,831 | 8,033 | 16,864 | 1,433 | 3,284 | 4,717 | 3,039 | 3,137 | 6,176 | 1,944 | 1,604 | 3,548 | 15,247 | 16,058 |
| TOTALS | | 329,380 | 87,411 | 96,635 | 184,046 | 18,258 | 38,216 | 56,474 | 27,103 | 36,791 | 63,894 | 13,115 | 11,851 | 24,966 | 145,887 | 183,493 |

THE INFORMATION CONTAINED IN THIS STATEWIDE SUMMARY REPORT REFLECTS DATA REPORTED BY USER AGENCIES ON THE HUMAN RESOURCE INFORMATION SYSTEM, THE STANDARDIZED PAYROLL/PERSONNEL REPORTING SYSTEM AND THE UNIFORM STATEWIDE PAYROLL/PERSONNEL SYSTEM. THE ACCURACY OF THE INFORMATION SUBMITTED BY THE USER AGENCIES IS SOLELY WITHIN EACH AGENCY'S CONTROL.

*PRIOR TO 2005, THE PROTECTIVE SERVICES (R) AND PARAPROFESSIONAL (Q) CATEGORIES WERE EACH REPORTED AS SEPARATE GROUPS; HOWEVER, THESE JOB CATEGORIES ARE NOT CONTAINED IN THE BUREAU OF LABOR STATISTICS, GEOGRAPHIC PROFILE OF EMPLOYMENT AND UNEMPLOYMENT, 2007, AS SEPARATE JOB CATEGORIES. FOR THIS STATEWIDE SUMMARY, THESE JOB CATEGORIES ARE COMBINED WITH THE SERVICE/MAINTENANCE (M) CATEGORY.

State of Texas
 Statewide Reporting Group
 Equal Employment Opportunity Report – Statewide Workforce Summary

Statewide Agencies Workforce
 (September 1, 2007 – August 31, 2008)
 Fiscal Year 2008

| Code | Job Category | Total Employees | Caucasian- American | | 55.03% | African-American | | 17.47% | Hispanic American | | 19.81% | Other American | | 7.70% | Total | Total |
|---------------|--------------------------|--------------------|------------------------|---------------|----------------|------------------|---------------|---------------|----------------------|---------------|---------------|----------------|---------------|---------------|----------------|----------------|
| | | | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| A | Officials/Administrators | 14,916 | 5,700 | 5,321 | 11,021 | 562 | 788 | 1,350 | 936 | 972 | 1,908 | 362 | 275 | 637 | 7,560 | 7,356 |
| C | Administrative Support | 42,341 | 2,391 | 18,828 | 21,219 | 861 | 7,391 | 8,222 | 1,507 | 10,150 | 11,657 | 284 | 959 | 1,243 | 5,013 | 37,328 |
| M* | Service and Maintenance | 90,434 | 20,965 | 17,960 | 38,925 | 9,981 | 17,259 | 27,240 | 10,841 | 11,506 | 22,347 | 1,034 | 888 | 1,922 | 42,821 | 47,613 |
| P | Professionals | 150,097 | 43,649 | 48,782 | 92,431 | 5,076 | 11,823 | 16,899 | 8,903 | 13,399 | 22,302 | 9,672 | 8,793 | 18,465 | 67,300 | 82,797 |
| S | Skilled Craft Workers | 10,848 | 6,828 | 296 | 7,124 | 787 | 69 | 856 | 2,542 | 104 | 2,646 | 205 | 17 | 222 | 10,362 | 486 |
| T | Technical | 31,831 | 8,623 | 8,003 | 16,626 | 1,454 | 3,418 | 4,872 | 3,103 | 3,487 | 6,590 | 2,062 | 1,681 | 3,743 | 15,242 | 16,589 |
| TOTALS | | 340,467 | 88,156 | 99,190 | 187,346 | 18,721 | 40,748 | 59,439 | 27,832 | 39,618 | 67,450 | 13,619 | 12,613 | 26,232 | 148,298 | 192,169 |

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*PRIOR TO 2005, THE PROTECTIVE SERVICES (R) AND PARAPROFESSIONAL (Q) CATEGORIES WERE EACH REPORTED AS SEPARATE GROUPS; HOWEVER, THESE JOB CATEGORIES ARE NOT CONTAINED IN THE BUREAU OF LABOR STATISTICS, GEOGRAPHIC PROFILE OF EMPLOYMENT AND UNEMPLOYMENT, 2007, AS SEPARATE JOB CATEGORIES. FOR THIS STATEWIDE SUMMARY, THESE JOB CATEGORIES ARE COMBINED WITH THE SERVICE/MAINTENANCE (M) CATEGORY.

State of Texas
 Statewide Reporting Group
 Equal Employment Opportunity Report – Statewide New Hires Summary

Statewide Agency New Hires
 (September 1, 2006 – August 31, 2007)
 Fiscal Year 2007

| Code | Job Category | Total Employees | Caucasian- American | | 50.41% | | African- American | | 19.21% | | Hispanic American | | 18.99% | | Other American | | 11.37% | | Total Males | Total Females |
|---------------|--------------------------|--------------------|------------------------|---------------|---------------|--------------|----------------------|---------------|--------------|--------------|----------------------|--------------|--------------|--------------|----------------|---------------|--------|-------|----------------|------------------|
| | | | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | | |
| A | Officials/Administrators | 1,086 | 380 | 379 | 759 | 31 | 58 | 89 | 70 | 71 | 141 | 53 | 44 | 97 | 534 | 552 | | | | |
| P | Professionals | 23,424 | 6,049 | 7,436 | 13,485 | 779 | 1,587 | 2,366 | 1,302 | 1,814 | 3,116 | 2,413 | 2,044 | 4,457 | 10,543 | 12,881 | | | | |
| T | Technical | 5,778 | 1,279 | 1,545 | 2,824 | 235 | 558 | 793 | 446 | 571 | 1,017 | 665 | 479 | 1,144 | 2,625 | 3,153 | | | | |
| C | Administrative Support | 7,676 | 509 | 3,240 | 3,749 | 185 | 1,319 | 1,504 | 325 | 1,706 | 2,031 | 101 | 291 | 392 | 1,120 | 6556 | | | | |
| S | Skilled Craft Workers | 1,112 | 704 | 32 | 736 | 87 | 8 | 95 | 234 | 8 | 242 | 31 | 8 | 39 | 1,056 | 56 | | | | |
| M* | Service and Maintenance | 19,083 | 3,796 | 3,969 | 7,765 | 2,183 | 4,143 | 6,326 | 1,995 | 2,508 | 4,503 | 257 | 2,32 | 489 | 8,231 | 10,852 | | | | |
| TOTALS | | 58,159 | 12,717 | 16,601 | 29,318 | 3,500 | 7673 | 11,173 | 4,372 | 6,678 | 11,050 | 3,520 | 3,098 | 6,618 | 24,109 | 34,050 | | | | |

THE INFORMATION CONTAINED IN THIS STATEWIDE SUMMARY REPORT REFLECTS DATA REPORTED BY USER AGENCIES ON THE HUMAN RESOURCE INFORMATION SYSTEM, THE STANDARDIZED PAYROLL/PERSONNEL REPORTING SYSTEM AND THE UNIFORM STATEWIDE PAYROLL/PERSONNEL SYSTEM. THE ACCURACY OF THE INFORMATION SUBMITTED BY THE USER AGENCIES IS SOLELY WITHIN EACH AGENCY'S CONTROL.

*PRIOR TO 2005, THE PROTECTIVE SERVICES (R) AND PARAPROFESSIONAL (Q) CATEGORIES WERE EACH REPORTED AS SEPARATE GROUPS; HOWEVER, THESE JOB CATEGORIES ARE NOT CONTAINED IN THE BUREAU OF LABOR STATISTICS, GEOGRAPHIC PROFILE OF EMPLOYMENT AND UNEMPLOYMENT, 2007, AS SEPARATE JOB CATEGORIES. FOR THIS STATEWIDE SUMMARY, THESE JOB CATEGORIES ARE COMBINED WITH THE SERVICE/MAINTENANCE (M) CATEGORY.

State of Texas
 Statewide Reporting Group
 Equal Employment Opportunity Report – Statewide New Hires Summary

Statewide Agency New Hires
 (September 1, 2007 – August 31, 2008)
 Fiscal Year 2008

| Code | Job Category | Total Employees | Caucasian- American | | 45.08% | | African- American | | 14.98% | | Hispanic American | | 18.61% | | Other American | | 10.25% | | Total | Total |
|---------------|--------------------------|--------------------|------------------------|---------------|---------------|--------------|----------------------|---------------|--------------|--------------|----------------------|--------------|--------------|--------------|----------------|--------------|--------|-------|---------|-------|
| | | | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Males |
| A | Officials/Administrators | 1,200 | 368 | 410 | 778 | 51 | 73 | 124 | 79 | 107 | 186 | 63 | 49 | 112 | 561 | 639 | | | | |
| C | Administrative Support | 8,640 | 578 | 3,544 | 4,122 | 193 | 1,514 | 1,707 | 372 | 2,072 | 2,444 | 79 | 288 | 367 | 1 222 | 7 418 | | | | |
| M* | Service and Maintenance | 22,908 | 4,607 | 4,697 | 9,304 | 2,748 | 4,927 | 7,675 | 2,356 | 3,057 | 5,413 | 267 | 249 | 516 | 9978 | 12 930 | | | | |
| P | Professionals | 26,617 | 6,518 | 8,045 | 14,563 | 937 | 2,330 | 3,267 | 1,606 | 2,331 | 3,937 | 2,572 | 2,278 | 4 850 | 11 633 | 14 984 | | | | |
| S | Skilled Craft Workers | 970 | 581 | 38 | 619 | 71 | 7 | 78 | 233 | 7 | 240 | 31 | 2 | 33 | 916 | 54 | | | | |
| T | Technical | 6,365 | 1,379 | 1,601 | 2,980 | 272 | 644 | 916 | 522 | 719 | 1,241 | 693 | 535 | 1 228 | 2 866 | 3 499 | | | | |
| TOTALS | | 66,700 | 14,031 | 18,335 | 32,366 | 4,272 | 9,495 | 13,767 | 5,168 | 8,293 | 13,461 | 3,705 | 3 401 | 7 106 | 27 176 | 3 524 | | | | |

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State of Texas
 Statewide Reporting Group
 Equal Employment Opportunity Report – Statewide Workforce Summary

Institutions of Higher Education Workforce Summary
 (September 1, 2006 – August 31, 2007)
 Fiscal Year 2007

| Code | Job Category | Total Employees | Caucasian- American | | 57.51% | African- American | | 12.13% | Hispanic American | | 15.82% | Other American | | 13.18% | Total | Total |
|---------------|---|--------------------|------------------------|---------------|---------------|----------------------|---------------|---------------|----------------------|---------------|---------------|----------------|--------------|---------------|---------------|---------------|
| | | | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| 1 | Executive/Administrative and Managerial | 9,468 | 3,514 | 3,546 | 7,060 | 295 | 491 | 786 | 540 | 619 | 1,159 | 255 | 208 | 463 | 4,604 | 4,864 |
| 2 | Faculty/Professional Nonfaculty | 94,434 | 28,720 | 30,444 | 59,164 | 2,387 | 4,968 | 7,355 | 4,365 | 5,721 | 10,086 | 8,603 | 7,226 | 15,829 | 44,075 | 48,359 |
| 3 | Secretarial/Clerical | 23,500 | 1,275 | 10,789 | 12,064 | 484 | 4,099 | 4,583 | 756 | 5,128 | 5,884 | 225 | 744 | 969 | 2,740 | 20,760 |
| 4 | Technical | 19,970 | 4,639 | 5,169 | 9,808 | 868 | 2,462 | 3,330 | 1,496 | 1,943 | 3,439 | 1,777 | 1,436 | 3,213 | 8,780 | 11,010 |
| 5 | Skilled Craft Workers | 3,708 | 2,080 | 116 | 2,196 | 323 | 65 | 388 | 890 | 63 | 953 | 151 | 29 | 171 | 3,444 | 264 |
| 6 | Service and Maintenance | 11,350 | 2,058 | 1,071 | 3,129 | 1,529 | 1,735 | 3,264 | 2,071 | 2,118 | 4,189 | 446 | 322 | 768 | 6,104 | 5,246 |
| TOTALS | | 162,430 | 42,286 | 51,135 | 93,421 | 5,886 | 13,820 | 19,706 | 10,118 | 15,592 | 25,710 | 11,457 | 9,965 | 21,413 | 69,747 | 90,503 |

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State of Texas
 Statewide Reporting Group
 Equal Employment Opportunity Report – Statewide Workforce Summary

Institutions of Higher Education Workforce Summary
 (September 1, 2007 – August 31, 2007)
 Fiscal Year 2008

| Code | Job Category | Total Employees | Caucasian- American | | 57.77% | | African- American | | 12.32% | | Hispanic American | | 16.27% | | Other American | | 13.62% | | Total Males | Total Females |
|---------------|---|--------------------|------------------------|---------------|---------------|--------------|----------------------|---------------|---------------|---------------|----------------------|---------------|---------------|---------------|----------------|---------------|--------|--|----------------|------------------|
| | | | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | | | | |
| 1 | Executive/Administrative and Managerial | 10,076 | 3,647 | 3,795 | 7,442 | 332 | 528 | 860 | 572 | 657 | 1,229 | 313 | 232 | 545 | 4,864 | 5,212 | | | | |
| 2 | Faculty/Professional Nonfaculty | 95,824 | 29,461 | 31,283 | 60,744 | 2,525 | 5,302 | 7,827 | 4,525 | 6,024 | 10,549 | 8,919 | 7,785 | 16,704 | 45,430 | 50,394 | | | | |
| 3 | Secretarial/Clerical | 23,554 | 1,251 | 10,676 | 11,927 | 510 | 4,117 | 4,627 | 785 | 5,250 | 6,035 | 233 | 732 | 965 | 2,779 | 20,775 | | | | |
| 4 | Technical | 20,107 | 4,586 | 5,055 | 9,641 | 887 | 2,494 | 3,381 | 1,580 | 2,119 | 3,699 | 1,895 | 1,491 | 3,386 | 8,948 | 11,159 | | | | |
| 5 | Skilled Craft Workers | 3,790 | 2,141 | 136 | 2,277 | 312 | 44 | 356 | 945 | 64 | 1,009 | 133 | 15 | 148 | 3,531 | 259 | | | | |
| 6 | Service and Maintenance | 11,427 | 2,111 | 1,056 | 3,167 | 1,492 | 1,761 | 3,253 | 2,108 | 2,191 | 4,299 | 402 | 306 | 708 | 6,113 | 5,314 | | | | |
| TOTALS | | 164,778 | 43,197 | 52,001 | 95,198 | 6,058 | 14,246 | 20,304 | 10,515 | 16,305 | 26,820 | 11,895 | 10,561 | 22,456 | 71,665 | 93,113 | | | | |

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State of Texas
 Statewide Reporting Group
 Equal Employment Opportunity Report – Statewide New Hires Summary

Institutions of Higher Education New Hires Summary
 (September 1, 2006 – August 31, 2007)
 Fiscal Year 2007

| Code | Job Category | Total Employees | Caucasian- American | | 52.55% | African- American | | 12.10% | Hispanic American | | 15.80% | Other American | | 19.54% | Total | Total |
|---------------|---|--------------------|------------------------|--------------|---------------|----------------------|--------------|--------------|----------------------|--------------|--------------|----------------|--------------|--------------|---------------|---------------|
| | | | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females |
| 1 | Executive/Administrative and Managerial | 807 | 261 | 282 | 543 | 20 | 43 | 63 | 48 | 59 | 107 | 51 | 43 | 94 | 380 | 427 |
| 2 | Faculty/Professional Nonfaculty | 18,228 | 4,774 | 5,619 | 10,393 | 516 | 936 | 1,452 | 932 | 1,195 | 2,127 | 2,341 | 1,915 | 4,256 | 8,563 | 9,665 |
| 3 | Secretarial/Clerical | 4,530 | 283 | 1,945 | 2,228 | 109 | 731 | 840 | 179 | 950 | 1,129 | 85 | 248 | 333 | 656 | 3,874 |
| 4 | Technical | 4,639 | 925 | 1,237 | 2,162 | 186 | 468 | 654 | 304 | 419 | 723 | 640 | 460 | 1,100 | 2,055 | 2,584 |
| 5 | Skilled Craft Workers | 405 | 218 | 12 | 230 | 25 | 5 | 30 | 105 | 6 | 111 | 27 | 7 | 34 | 375 | 30 |
| 6 | Service and/ Maintenance | 2,403 | 447 | 295 | 742 | 345 | 370 | 715 | 355 | 348 | 703 | 136 | 107 | 243 | 1,283 | 1,120 |
| TOTALS | | 31,012 | 6,908 | 9,390 | 16,298 | 1,201 | 2,553 | 3,754 | 1,923 | 2,977 | 4,900 | 3,280 | 2,780 | 6,060 | 13,312 | 17,700 |

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State of Texas
 Statewide Reporting Group
 Equal Employment Opportunity Report – Statewide New Hires Summary
 Institutions of Higher Education New Hires Summary
 (September 1, 2007 – August 31, 2008)
 Fiscal Year 2008

| Code | Job Category | Total Employees | Caucasian- American | | 51.41% | | African- American | | 12.60% | | Hispanic American | | 16.52% | | Other American | | 19.45% | | Total | Total |
|---------------|---|--------------------|------------------------|--------------|---------------|--------------|----------------------|--------------|--------------|--------------|----------------------|--------------|--------------|--------------|----------------|---------------|--------|-------|---------|-------|
| | | | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | Total | Males | Females | |
| 1 | Executive/Administrative and Managerial | 883 | 266 | 313 | 579 | 37 | 42 | 79 | 53 | 64 | 117 | 61 | 47 | 108 | 417 | 466 | | | | |
| 2 | Faculty/Professional Nonfaculty | 19,098 | 5,005 | 5,592 | 10,597 | 565 | 1,077 | 1,642 | 1,058 | 1,259 | 2,317 | 2,474 | 2,068 | 4,542 | 9,102 | 9,996 | | | | |
| 3 | Secretarial/Clerical | 4,572 | 299 | 1,937 | 2,236 | 104 | 722 | 826 | 190 | 1,014 | 1,204 | 74 | 232 | 306 | 667 | 3,905 | | | | |
| 4 | Technical | 4,965 | 1,086 | 1,214 | 2,300 | 210 | 474 | 684 | 349 | 472 | 821 | 664 | 496 | 1,160 | 2,309 | 2,656 | | | | |
| 5 | Skilled Craft Workers | 470 | 242 | 26 | 268 | 45 | 5 | 50 | 121 | 7 | 128 | 22 | 2 | 24 | 430 | 40 | | | | |
| 6 | Service and Maintenance | 2,545 | 459 | 289 | 748 | 377 | 442 | 819 | 392 | 396 | 788 | 106 | 74 | 190 | 1,334 | 1,211 | | | | |
| TOTALS | | 32,533 | 7,357 | 9,371 | 16,728 | 1,338 | 2,762 | 4,100 | 2,163 | 3,212 | 5,375 | 3,401 | 2,919 | 6,330 | 14,259 | 18,274 | | | | |

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STATE OF TEXAS
 STATEWIDE REPORTING GROUP
 FINAL STATISTICAL SUMMARY REPORT
 CLASSIFIED STATE AGENCIES
 STATEWIDE SUMMARY

| ----- FISCAL YEAR 2007 ----- | | | | | | | | | | ----- FISCAL YEAR 2008 ----- | | | | | | AVAILABILITY IN | | | |
|------------------------------|-----------|---------|------------|----------|------------------|---------|------------|----------|-----------|------------------------------|------------|----------|------------------|---------|------------|----------------------|---------|------------|----------|
| JOB CODE | NEW HIRES | | | | AGENCY WORKFORCE | | | | NEW HIRES | | | | AGENCY WORKFORCE | | | CIVILIAN LABOR FORCE | | | |
| | TOTAL | BLACK % | HISPANIC % | FEMALE % | TOTAL | BLACK % | HISPANIC % | FEMALE % | TOTAL | BLACK % | HISPANIC % | FEMALE % | TOTAL | BLACK % | HISPANIC % | FEMALE % | BLACK % | HISPANIC % | FEMALE % |
| A | 279 | 9.31 | 12.18 | 44.80 | 4883 | 9.80 | 13.10 | 43.12 | 317 | 14.19 | 21.76 | 54.57 | 4840 | 10.12 | 14.02 | 44.29 | 9.00 | 23.70 | 38.80 |
| C | 3146 | 21.10 | 28.67 | 85.25 | 17969 | 18.29 | 29.22 | 87.73 | 4068 | 21.65 | 30.48 | 86.35 | 18787 | 19.13 | 29.92 | 88.10 | 13.20 | 31.90 | 66.20 |
| M | 5309 | 39.44 | 25.42 | 61.44 | 17840 | 37.65 | 25.36 | 59.65 | 6419 | 39.67 | 25.58 | 64.88 | 19491 | 37.80 | 25.47 | 61.08 | 5.10 | 46.90 | 5.10 |
| P | 5196 | 17.59 | 19.03 | 61.89 | 52052 | 16.16 | 20.95 | 58.33 | 7519 | 21.61 | 21.55 | 66.33 | 54273 | 16.71 | 21.65 | 59.70 | 11.70 | 19.90 | 54.50 |
| Q | 1870 | 18.93 | 33.47 | 66.63 | 11111 | 19.69 | 28.74 | 77.64 | 2386 | 19.40 | 32.73 | 67.89 | 11671 | 19.96 | 29.65 | 77.86 | 0.00 | 0.00 | 0.00 |
| R | 9501 | 33.28 | 19.19 | 54.98 | 46219 | 29.67 | 19.93 | 43.67 | 11558 | 33.27 | 19.05 | 51.34 | 47845 | 29.86 | 20.10 | 44.52 | 0.00 | 0.00 | 0.00 |
| S | 707 | 9.19 | 18.52 | 3.67 | 7541 | 7.66 | 22.71 | 3.30 | 500 | 5.60 | 22.40 | 2.80 | 7058 | 7.08 | 23.19 | 3.21 | 12.80 | 44.80 | 39.70 |
| T | 1139 | 12.20 | 25.81 | 49.95 | 11515 | 12.04 | 23.76 | 43.83 | 1400 | 16.57 | 30.00 | 60.21 | 11724 | 12.71 | 24.65 | 46.31 | 17.00 | 27.00 | 55.60 |
| | 27147 | 27.32 | 22.65 | 60.22 | 169130 | 21.73 | 22.57 | 54.98 | 34167 | 28.29 | 23.66 | 62.19 | 175689 | 22.27 | 23.12 | 56.38 | | | |

EEO JOB CATEGORIES

| JOB CATEGORY CODE | DESCRIPTION |
|-------------------|--------------------------|
| A | OFFICIALS/ADMINISTRATION |
| C | ADMINISTRATIVE SUPPORT |
| M | SERVICE/MAINTENANCE |
| P | PROFESSIONAL |
| Q | PARAPROFESSIONALS |
| R | PROTECTIVE SERVICES |
| S | SKILLED CRAFT |
| T | TECHNICAL |

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| ----- FISCAL YEAR 2007 ----- | | | | | | | | | | ----- FISCAL YEAR 2008 ----- | | | | | | AVAILABILITY IN CIVILIAN LABOR FORCE | | | | | |
|------------------------------|-----------|------------|---------------|-------------|------------------|------------|---------------|-------------|-------|------------------------------|------------|---------------|-------------|------------------|------------|---|-------------|-------|-------|---|---|
| JOB CODE | NEW HIRES | | | | AGENCY WORKFORCE | | | | TOTAL | NEW HIRES | | | | AGENCY WORKFORCE | | | | TOTAL | % | % | % |
| | TOTAL | BLACK % | HISPANIC % | FEMALE % | TOTAL | BLACK % | HISPANIC % | FEMALE % | | TOTAL | BLACK % | HISPANIC % | FEMALE % | TOTAL | BLACK % | HISPANIC % | FEMALE % | | | | |
| A | 807 | 7.80 | 13.25 | 52.91 | 9469 | 8.30 | 12.23 | 51.37 | 884 | 8.93 | 13.23 | 52.82 | 10077 | 8.53 | 12.19 | 51.73 | 9.00 | 23.70 | 38.80 | | |
| C | 4530 | 18.54 | 24.92 | 85.51 | 23500 | 19.50 | 25.03 | 88.34 | 4571 | 18.07 | 26.33 | 85.40 | 23552 | 19.64 | 25.61 | 88.20 | 13.20 | 31.90 | 66.20 | | |
| M | 1883 | 20.92 | 32.39 | 42.59 | 9412 | 23.41 | 39.08 | 43.31 | 2025 | 26.41 | 33.23 | 44.00 | 9478 | 23.29 | 39.79 | 43.40 | 5.10 | 46.90 | 5.10 | | |
| P | 18232 | 7.96 | 11.66 | 53.02 | 92439 | 7.95 | 10.91 | 52.31 | 19101 | 8.58 | 12.12 | 52.33 | 95833 | 8.16 | 11.00 | 52.59 | 11.70 | 19.90 | 54.50 | | |
| R | 520 | 61.73 | 17.88 | 61.15 | 1938 | 54.69 | 26.31 | 60.31 | 516 | 54.65 | 22.09 | 61.43 | 1946 | 53.59 | 27.08 | 61.51 | 0.00 | 0.00 | 0.00 | | |
| S | 405 | 7.40 | 27.40 | 7.40 | 3708 | 10.46 | 25.70 | 7.11 | 470 | 10.63 | 27.23 | 8.51 | 3790 | 9.39 | 26.62 | 6.83 | 12.80 | 44.80 | 39.70 | | |
| T | 4638 | 14.10 | 15.58 | 55.69 | 19789 | 16.82 | 17.37 | 55.63 | 4962 | 13.74 | 16.54 | 53.48 | 20105 | 16.80 | 18.39 | 55.49 | 17.00 | 27.00 | 55.60 | | |
| | 31015 | 12.10 | 15.79 | 57.07 | 160255 | 12.29 | 16.04 | 56.47 | 32529 | 12.58 | 16.51 | 56.16 | 164781 | 12.31 | 16.27 | 56.50 | | | | | |

EEO JOB CATEGORIES

| JOB CATEGORY CODE | DESCRIPTION |
|-------------------|---------------------------------------|
| 1 | EXECUTIVE/ADMINISTRATIVE & MANAGERIAL |
| 2 * | FACULTY/PROFESSIONAL NONFACULTY |
| 3 | SECRETARIAL/CLERICAL |
| 4 ** | TECHNICAL/PARAPROFESSIONAL |
| 5 | SKILLED CRAFT WORKERS |
| 6 | SERVICE/MAINTENANCE |

* PERCENTAGES REFLECT THE COMBINED UNWEIGHTED AVERAGES FOR THE FACULTY AND PROFESSIONAL NON-FACULTY JOB CODE EMPLOYEES.

** PERCENTAGES REFLECT THE COMBINED UNWEIGHTED AVERAGES FOR THE TECHNICAL AND PARAPROFESSIONAL JOB CODE EMPLOYEES.

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