

OK Panhandle State Univeristy
AFFIRMATIVE ACTION PLAN

July 1, 2019 through June 30, 2020

Prepared in accordance with 41 CFR Chapter 60 - 2

Dana Collins
EEO Officer

Timothy Faltyn
President



Prepared By RPL Management Resources, Inc.

OK Panhandle State Univeristy

President:	Timothy Faltyn
EEO Officer:	Dana Collins
Address:	P.O. Box 430 Goodwell, OK 73939
Telephone Number:	580-349-2611
EI#	91-1896905
EEO#	
D&B#	
Number of Employees:	144
Number of Departments:	54

INTRODUCTION

OK Panhandle State Univeristy has developed an Affirmative Action Plan meeting all requirements of Executive Order 11246, 41 CFR 60-1 and 2 (Affirmative Action Plans), 60-20 (Sex Discrimination Guidelines), and 60-50 (Guidelines on Discrimination Because of Religion or National Origin), 60-250 (Vietnam Era Veterans Readjustment Assistance Act of 1974), and 60-741 (Rehabilitation Act of 1973).

OK Panhandle State Univeristy is required to act affirmatively in all employment actions and to prepare an Affirmative Action Plan that will be administered without regard to race, color, religion, sex, age, national origin, veteran or handicap status. Overall administration and monitoring of the program has been delegated to Dana Collins, EEO Officer.

The Affirmative Action Plan describes the policies, practices and procedures implemented by OK Panhandle State Univeristy to employ and advance in employment, at all levels of management and non-management, qualified individuals without regard to race, color, religion, sex, age, national origin, veteran or handicap status.

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is my position, as well as that of all company management, that the success of OK Panhandle State Univeristy is largely dependent on the support and contribution of its employees. We consider them to be its most valuable resource. Because of this belief, I affirm personally and in behalf of our organization, OK Panhandle State Univeristy's commitment to the equitable treatment of all employees and applicants for employment without regard to race, color, sex, religion, age, national origin, Vietnam era veteran, disabled veteran or disabled status. This policy applies to all personnel actions and includes, but is not limited to, recruitment, hiring, classification, benefits, compensation, promotion, transfer, layoff and return from layoff, termination, training and education assistance, social and recreational programs.

To ensure OK Panhandle State Univeristy's policies, procedures and practices are effectively implemented, we have designated Dana Collins, our Equal Employment Opportunity Officer. The EEO Officer will be responsible for implementing and directing our affirmative action plan (AAP) and its internal and external reporting requirements. Our AAP is available for review by employees and applicants for employment. It can be reviewed at the Human Resources Dept. on workdays between 9:00 a.m. and 3:00 p.m.

Timothy Faltyn
President

RESPONSIBILITIES FOR IMPLEMENTATION 41 CFR 60-2.17(a)

A. Responsibilities of the EEO Officer:

Dana Collins is the EEO Officer of OK Panhandle State Univeristy. The support of top management and staff will be given to the Equal Employment Opportunity Officer to execute responsibilities effectively. The responsibilities include, but are not limited to:

1. Developing policy statements, affirmative action programs and internal communication techniques.
2. Assisting in the identification of problem areas.
3. Assisting line management in arriving at solutions to problems.
4. Designing and implementing audit and reporting systems that will:
 - a) Measure effectiveness of programs.
 - b) Indicate need for remedial action.
 - c) Determine the degree to which goals and objectives have been attained.
5. Serving as liaison between the organization and enforcement agencies.
6. Serving as liaison between the company and minority organizations, women's organizations, and community action groups concerned with employment opportunities of minorities and women.
7. Keeping management informed of the latest developments in the entire equal opportunity area to the best of our knowledge.

B. Line management's responsibilities include, but are not limited to:

1. Assisting in the identification of problem areas and the establishment of local unit goals and objectives.
2. Being actively involved with local minority organizations, women's organizations, community action groups, and community service programs.
3. Periodically auditing training programs, hiring and promotion patterns to remove impediments to the attainment of goals and objectives.
4. Having regular discussions with local managers, supervisors and employees to be certain the company's policies are being followed.
5. Reviewing the qualifications of all employees to ensure that minorities and women are given full opportunities for transfers and promotions.
6. Career counseling for all employees.
7. Periodically auditing each location to ensure that they are in compliance in areas such as:
 - a) Posters are properly displayed.
 - b) All facilities, including company housing, which the contractor maintains for the use and benefit of our employees, are in fact desegregated, both in policy and in use.
 - c) Minority and female employees are afforded full opportunity and are encouraged to participate in all OK Panhandle State University sponsored educational, training, recreational and social activities.
8. Understanding that their work performance is being evaluated on the basis of their equal employment opportunity efforts and results, as well as other criteria.
9. Taking action to prevent harassment of those employees placed through affirmative action efforts.

C. Employee's responsibilities include, but are not limited to:

1. Assisting in the identification of problem areas and the establishment of local unit goals and objectives.
2. Being actively involved with local minority organizations, women's organizations, community action groups, and community service programs.
3. Taking action to prevent harassment of those employees placed through affirmative action efforts.
4. Taking responsibility for personal behavior in interacting with other employees, being especially aware of the problems of harassment, discrimination, and other difficulties faced by females and minorities in the work place.

WORK FORCE ANALYSIS

Work Force Analysis 41 CFR 60-2.11

This chapter contains the Work Force Analysis. Each department in the company is included and all job titles are listed as required by the regulations from the highest to the lowest paid jobs. The format used in presenting this information is designed to demonstrate the work force participation as clearly as possible. The format displays the job title, the job group to which the job belongs, salary range, IPEDS Code, male and female participation in the job title and total of all employees working in that job title. Additionally, the form identifies the race and sex of incumbents with totals for each job title. This analysis becomes the base data source for several additional analyses found in subsequent chapters.

WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																	
Department: 7/9/2018																								
Date: July 1, 2019																								
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																
		Min	Max		Male	Female	Total	Male						Female						Total				
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2					
1B	Assessment Coordinator		\$30,000.00	1	0	1	1																	0
Totals						0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

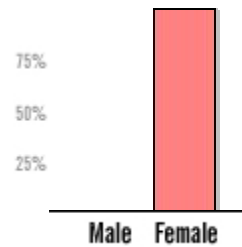
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

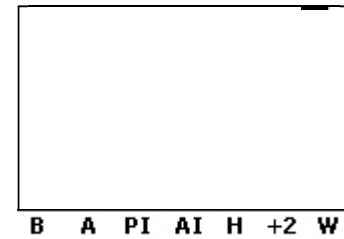
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy				B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																				
Department: Accounting																								
Date: July 1, 2019																								
Job Group	Job Title	WAGE / SALARY		I PEDS	EMPLOYEES			MINORITIES										Total						
		Min	Max		Male	Female	Total	Male					Female											
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2				
2D	Instructor of Accounting		\$42,635.00	2	0	1	1																	0
2D	Accounting Lecturer		\$17,639.00	2	1	0	1																	0
Totals					1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

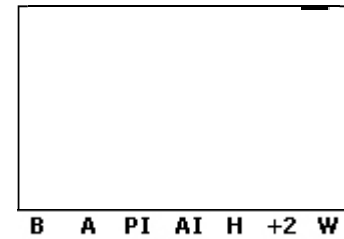
Female	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	50%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy		B - Black AI - American Indian																				
Department: Admissions		A - Asian H - Hispanic or Latino																				
Date: July 1, 2019		PI - Native Hawaiian / Pacific Islander																				
		+2 - Two or more races																				
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES										Total				
		Min	Max		Male	Female	Total	Male					Female									
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2		
3B	Assistant Direct of Admissions		\$42,000.00	3	0	1	1													1	1	
2B	Admissions Counselor		\$40,000.00	2	1	0	1				1											1
4B	Academic Records Clerk		\$30,000.00	4	0	1	1													1	1	
Totals					1	2	3	0	0	0	0	1	0	0	0	0	0	0	0	2	0	3

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

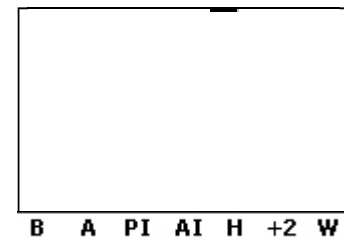
Female	
66.67%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	66.67%
+2	0%
Male	33.33%

Minority	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	100%
+2	0%
White	0%

Female Participation



Minority Participation



Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

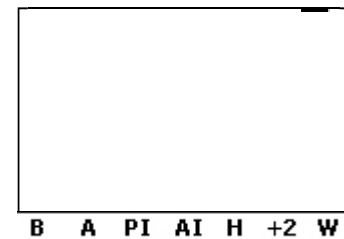
Female	
33.33%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	66.67%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian															
Department: Agronomy								A - Asian H - Hispanic or Latino															
Date: July 1, 2019								PI - Native Hawaiian / Pacific Islander															
								+2 - Two or more races															
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES															
		Min	Max		Male	Female	Total	Male					Female					Total					
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2			
2B	Professor/Assistant Dean Ag		\$50,706.00	2	1	0	1																0
Totals					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

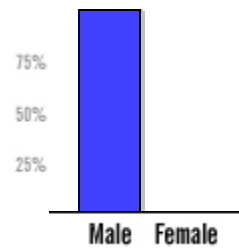
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

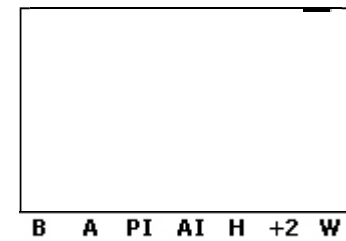
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																		
Department: Alumni																									
Date: July 1, 2019																									
Job Group	Job Title	WAGE / SALARY		I PEDS	EMPLOYEES			MINORITIES																	
		Min	Max		Male	Female	Total	Male					Female					Total							
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2					
1B	Director of Alumni Relations		\$35,000.00	1	0	1	1																	0	
Totals						0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

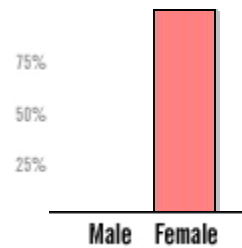
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

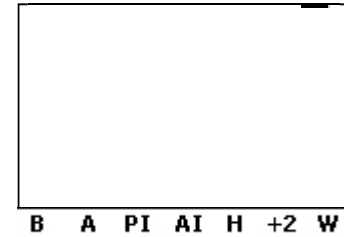
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy											B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races									
Department: Ani Sci																				
Date: July 1, 2019																				
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES												
		Min	Max		Male	Female	Total	Male					Female					Total		
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2
2D	Instructor/ Manager of Meat Lab		\$47,116.00	2	1	0	1													0
2A	Professor		\$32,961.00	2	1	0	1													0
Totals					2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0

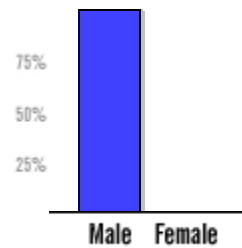
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

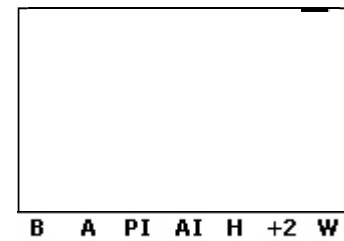
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian																		
Department: ARC							A - Asian H - Hispanic or Latino																		
Date: July 1, 2019							PI - Native Hawaiian / Pacific Islander																		
							+2 - Two or more races																		
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																	
		Min	Max		Male	Female	Total	Male						Female					Total						
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2					
1B	Dean Academic Research		\$65,000.00	1	0	1	1																		0
Totals					0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

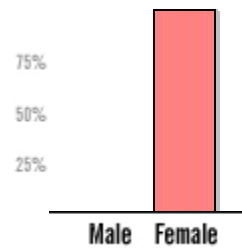
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

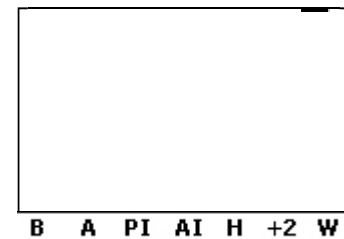
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races														
Department: Art																						
Date: July 1, 2019																						
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES														
		Min	Max		Male	Female	Total	Male					Female					Total				
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2		
2B	Associate Professor		\$47,755.00	2	1	0	1					1										1
2B	Associate Professor/Dept Chair		\$45,269.00	2	1	0	1															0
2D	Instructor of Art		\$37,000.00	2	0	1	1															0
2D	Visiting Instructor of Art		\$35,000.00	2	1	0	1															0
Totals					3	1	4	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

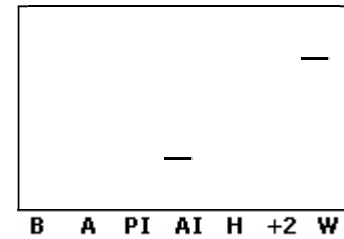
Female	
25%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	75%

Minority	
25%	
Black	0%
Asian	0%
PI / H	0%
Am In	25%
Hispanic	0%
+2	0%
White	75%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																			
Department: Assessment																											
Date: July 1, 2019																											
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																			
		Min	Max		Male	Female	Total	Male						Female						Total							
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2								
1B	Director of Assessment		\$45,000.00	1	1	0	1																			0	
Totals						1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

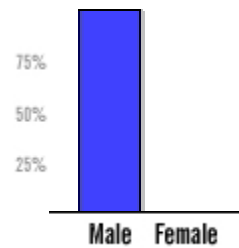
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

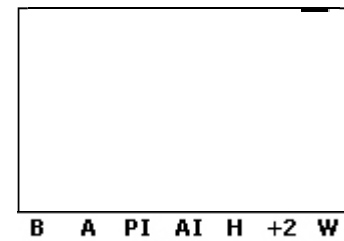
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy		B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																		
Department: Athletics																				
Date: July 1, 2019																				
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES										Total		
		Min	Max		Male	Female	Total	Male					Female							
							B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total	
3A	Head Rodeo Coach		\$92,000.00	3	1	0	1													0
1B	Softball Coach/Athletic Director		\$70,000.00	1	0	1	1													0
3A	Head Football Coach		\$65,000.00	3	1	0	1													0
3A	Head Wbb Coach		\$55,000.00	3	1	0	1				1									1
3A	Athletic Trainer		\$50,782.00	3	1	0	1													0
1B	Director of Sports Information		\$40,000.00	1	1	0	1													0
3A	Head Mbb Coach, Athletic Compliance		\$40,000.00	3	0	0	0													0
3A	Head Women's Soccer Coach		\$40,000.00	3	1	0	1													0
3A	Head Men's Soccer Coach		\$40,000.00	3	1	0	1													0
3A	Head Baseball Coach		\$37,000.00	3	1	0	1													0
3A	Head Volleyball Coach		\$36,000.00	3	0	1	1						1							1
3A	Head Cheer Coach		\$36,000.00	3	0	1	1													0
3B	Defensive Coordinator		\$35,000.00	3	1	0	1	1												1
4A	Rodeo Assistant		\$33,000.00	4	0	1	1													0
3B	Assistant Football Coach	\$17,000.00	\$32,000.00	3	5	0	5	2			1	1								4
3B	Associate Athletic Trainer		\$27,750.00	3	0	1	1													0
1D	Voice of The Aggies		\$27,000.00	1	1	0	1													0
3B	Assistant Football Special Teams		\$24,000.00	3	1	0	1													0
3B	Assistant Wbb Coach/Cross Country Coach		\$19,245.00	3	0	1	1											1		1

WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy		WAGE / SALARY		I PEDS	EMPLOYEES			MINORITIES															
Job Group	Job Title	Min	Max		Male	Female	Total	Male						Female						Total			
							B	A	PI	AI	H	+2	B	A	PI	AI	H	+2					
3B	Assistant Volley Ball Coach		\$15,000.00	3	0	1	1												0				
3B	Assistant Softball Coach		\$15,000.00	3	0	1	1												1	1			
3A	Head Golf Coach Mens/Womens		\$13,360.00	3	1	0	1													0			
3A	Recruiter		\$13,000.00	3	1	0	1													0			
3B	Assistant Baseball Coach		\$13,000.00	3	1	0	1													0			
3B	Assistant Football Def III		\$12,000.00	3	1	0	1	1												1			
3B	Assistant Football Off II		\$12,000.00	3	1	0	1	1												1			
3B	Assistant Football Def II		\$12,000.00	3	1	0	1	1												1			
3B	Men's Basketball Assistant Coach		\$9,000.00	3	1	0	1													0			
3B	Assistant Football Off. III		\$6,000.00	3	1	0	1													0			
Totals								24	8	32	6	0	0	1	2	0	1	0	0	0	2	0	12

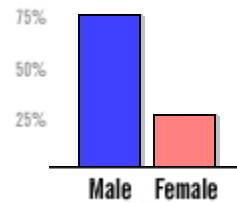
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

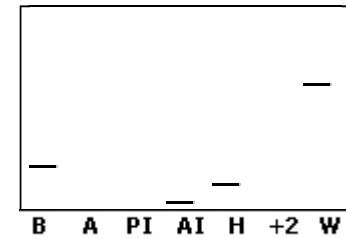
Female	
25%	
Black	3.12%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	6.25%
+2	0%
Male	75%

Minority	
37.5%	
Black	21.88%
Asian	0%
PI / H	0%
Am In	3.12%
Hispanic	12.5%
+2	0%
White	62.5%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian														
Department: Beh & Soc Sci								A - Asian H - Hispanic or Latino														
Date: July 1, 2019								PI - Native Hawaiian / Pacific Islander														
								+2 - Two or more races														
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES														
		Min	Max		Male	Female	Total	Male					Female					Total				
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2		
1B	Professor & Dean	\$65,000.00	\$74,121.00	1	1	1	2															0
2A	Professor	\$43,848.00	\$52,119.00	2	2	0	2															0
2C	Assistant Professor	\$39,110.00	\$50,000.00	2	2	0	2															0
2C	Assistant Professor of Psychology		\$40,000.00	2	1	0	1					1										1
Totals					6	1	7	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1

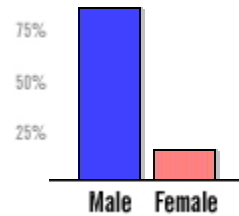
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

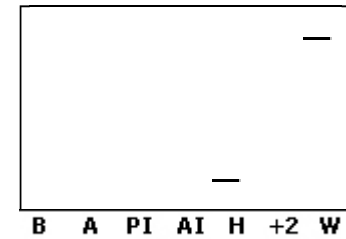
Female	
14.29%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	85.71%

Minority	
14.29%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	14.29%
+2	0%
White	85.71%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy				B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																		
Department: Biology																						
Date: July 1, 2019																						
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES														
		Min	Max		Male	Female	Total	Male					Female					Total				
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2		
2C	Assistant Professor		\$41,943.00	2	1	0	1					1										1
2C	Assistant Professor of Animal Science		\$40,000.00	2	0	1	1															0
2C	Assistant Professor of Math		\$40,000.00	2	0	1	1															0
2C	Assistant Professor/Instructor of Animal Science		\$40,000.00	2	1	0	1															0
2D	Instructor of Biology		\$37,000.00	2	1	0	1							1								1
Totals						3	2	5	0	0	0	1	0	1	0	0	0	0	0	0	0	2

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

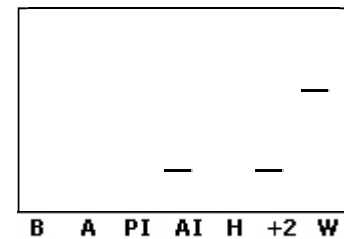
Female	
40%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	60%

Minority	
40%	
Black	0%
Asian	0%
PI / H	0%
Am In	20%
Hispanic	0%
+2	20%
White	60%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																	
Department: Bookstore																								
Date: July 1, 2019																								
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																
		Min	Max		Male	Female	Total	Male					Female					Total						
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2				
1B	Director of University Bookstore		\$36,000.00	1	0	1	1																1	1
Totals					0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1

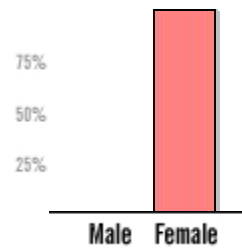
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

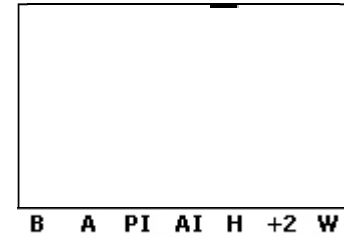
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	100%
+2	0%
Male	0%

Minority	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	100%
+2	0%
White	0%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy		WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES														
Department: Business Administration		Min	Max		Male	Female	Total	Male						Female					Total			
Job Group	Job Title																					
1C	Dean/Assistant Professor Business Administrations		\$68,000.00	1	1	0	1														0	
2B	Associate Professor		\$43,000.00	2	0	1	1														0	
2D	Instructor of Business Admin		\$40,000.00	2	0	2	2														0	
Totals					1	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

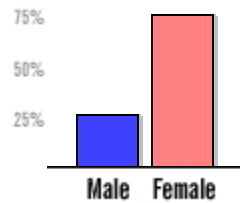
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

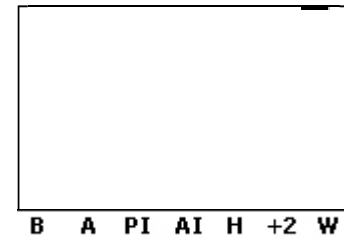
Female	
75%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	25%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian																
Department: Business Office							A - Asian H - Hispanic or Latino																
Date: July 1, 2019							PI - Native Hawaiian / Pacific Islander																
							+2 - Two or more races																
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES															
		Min	Max		Male	Female	Total	Male						Female					Total				
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2			
3A	Comptroller		\$72,000.00	3	0	1	1												1			1	
1B	Director of Human Resources		\$66,000.00	1	0	1	1															0	
3A	Purchasing Coordinator		\$50,000.00	3	0	1	1															0	
4A	Accounts Payable/Bursar		\$40,000.00	4	0	1	1															0	
4A	Head Cashier		\$37,621.00	4	0	1	1															0	
Totals					0	5	5	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1

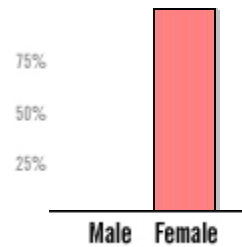
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

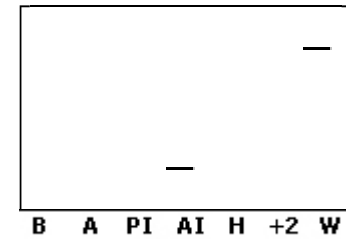
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	20%
Hispanic	0%
+2	0%
<hr/>	
Male	0%

Minority	
20%	
Black	0%
Asian	0%
PI / H	0%
Am In	20%
Hispanic	0%
+2	0%
<hr/>	
White	80%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy				B - Black AI - American Indian																											
Department: Campus Communications				A - Asian H - Hispanic or Latino																											
Date: July 1, 2019				PI - Native Hawaiian / Pacific Islander																											
				+2 - Two or more races																											
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																							
		Min	Max		Male	Female	Total	Male						Female					Total												
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2											
3C	Interim Campus Communications		\$45,000.00	3	0	1	1																							0	
Totals					0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

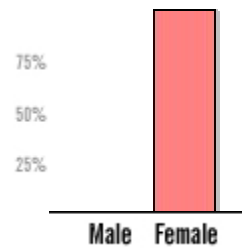
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

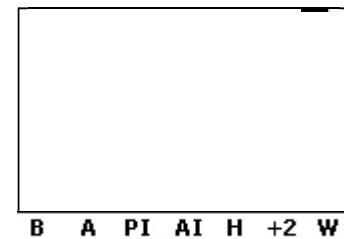
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																			
Department: Chemistry																								
Date: July 1, 2019																								
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES										Total						
		Min	Max		Male	Female	Total	Male					Female											
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2				
2A	Professor		\$59,500.00	2	1	0	1																	0
Totals					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

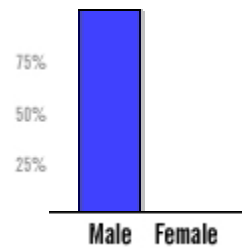
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

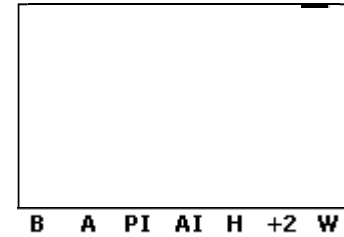
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian																
Department: CIS					A - Asian H - Hispanic or Latino																
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander																
					+2 - Two or more races																
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES													
		Min	Max		Male	Female	Total	Male					Female					Total			
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2	
2C	Assistant Professor	\$42,334.00	\$50,375.00	2	1	1	2														
2B	Associate Professor/Dept Chair		\$48,483.00	2	1	0	1														
2D	Instructor of Cis		\$40,000.00	2	0	1	1														
Totals					2	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

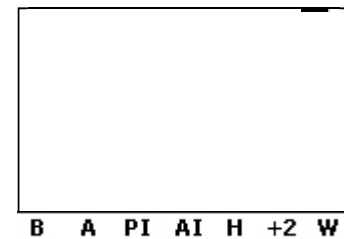
Female	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	50%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																		
Department: Communications																									
Date: July 1, 2019																									
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																	
		Min	Max		Male	Female	Total	Male						Female						Total					
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2						
2D	Visiting Instructor Communications		\$43,935.00	2	1	0	1							1											1
2C	Assistant Professor		\$37,000.00	2	0	1	1																		0
Totals					1	1	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

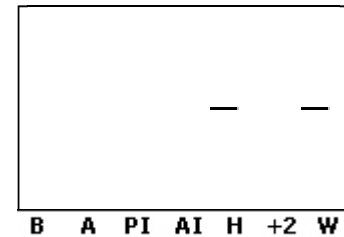
Female	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	50%

Minority	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	50%
+2	0%
White	50%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																				
Department: Counseling, Testing, Placement																											
Date: July 1, 2019																											
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																			
		Min	Max		Male	Female	Total	Male						Female					Total								
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2							
1B	Director of Counseling, Testing, Placement		\$40,000.00	1	0	1	1																			0	
Totals					0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

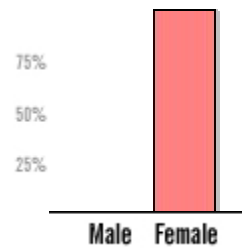
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

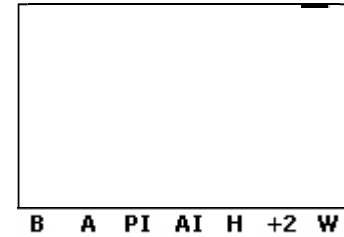
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy		B - Black AI - American Indian																								
Department: Earth Sci		A - Asian H - Hispanic or Latino																								
Date: July 1, 2019		PI - Native Hawaiian / Pacific Islander																								
		+2 - Two or more races																								
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																		
		Min	Max		Male	Female	Total	Male					Female					Total								
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2						
2A	Professor		\$45,000.00	2	0	1	1																		0	
Totals					0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

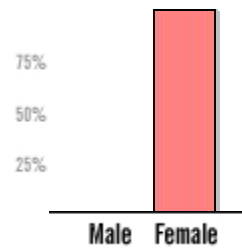
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

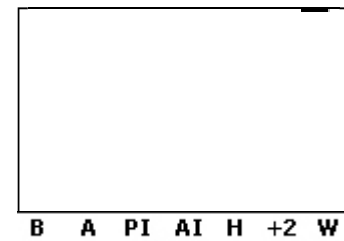
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races															
Department: Educ																						
Date: July 1, 2019																						
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES														
		Min	Max		Male	Female	Total	Male					Female					Total				
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2		
1C	Director/Assistant Professor Education		\$60,000.00	1	1	0	1														0	
2D	Hpe Instructor/Dept Chair		\$44,000.00	2	1	0	1														0	
2D	Instructor of Education		\$41,000.00	2	0	1	1														0	
4B	Administration Assistant To Athletics		\$30,000.00	4	0	1	1													1	1	
Totals								2	2	4	0	0	0	0	0	0	0	0	0	1	0	1

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

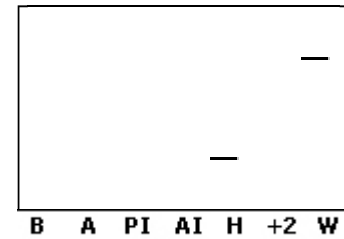
Female	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	25%
+2	0%
Male	50%

Minority	
25%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	25%
+2	0%
White	75%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy		B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																								
Department: Education																										
Date: July 1, 2019																										
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																		
		Min	Max		Male	Female	Total	Male					Female					Total								
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2						
2C	Assistant Professor of Educational Psychology		\$44,000.00	2	0	1	1										1							1		
1D	Field Placement Director		\$34,500.00	1	0	1	1																	1	1	
Totals					0	2	2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2		

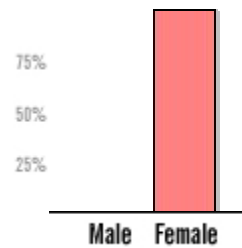
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

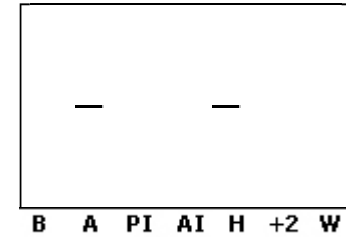
Female	
100%	
Black	0%
Asian	50%
PI / H	0%
Am In	0%
Hispanic	50%
+2	0%
Male	0%

Minority	
100%	
Black	0%
Asian	50%
PI / H	0%
Am In	0%
Hispanic	50%
+2	0%
White	0%

Female Participation



Minority Participation



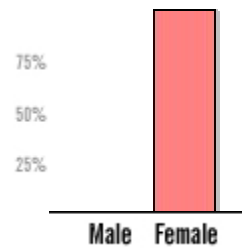
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

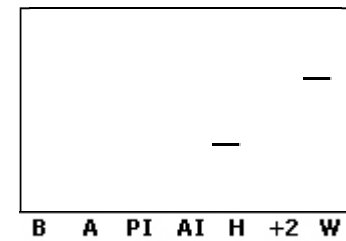
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	33.33%
+2	0%
Male	0%

Minority	
33.33%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	33.33%
+2	0%
White	66.67%

Female Participation



Minority Participation



Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

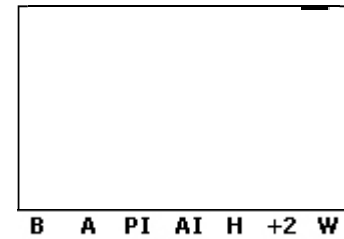
Female	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	50%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



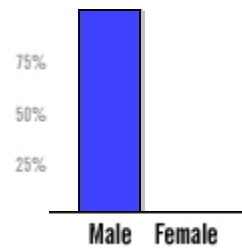
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

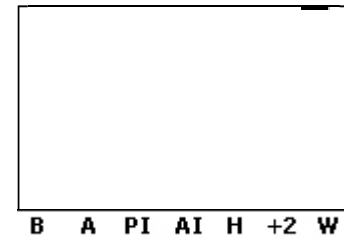
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races															
Department: Housing																							
Date: July 1, 2019																							
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES															
		Min	Max		Male	Female	Total	Male					Female					Total					
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2			
1B	Director of Student Affairs		\$65,000.00	1	1	0	1																0
Totals					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

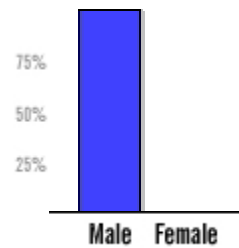
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

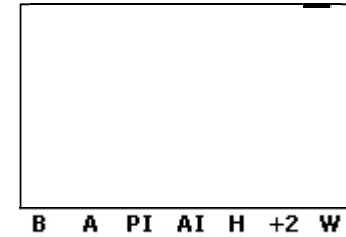
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian																
Department: HSCR							A - Asian H - Hispanic or Latino																
Date: July 1, 2019							PI - Native Hawaiian / Pacific Islander																
							+2 - Two or more races																
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES															
		Min	Max		Male	Female	Total	Male					Female					Total					
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2			
1B	Director of Hscs		\$51,000.00	1	0	1	1																0
3B	Assistant Baseball Coach (Hitting)		\$26,000.00	3	1	0	1																0
2B	Admissions Counselor		\$26,000.00	2	0	1	1																0
4B	Switchboard Operator/Mail Clerk		\$26,000.00	4	0	1	1																0
Totals							1	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0

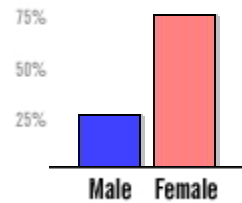
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

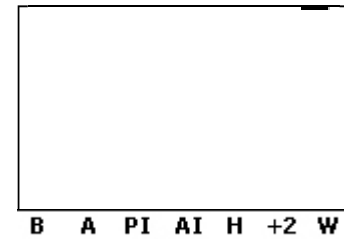
Female	
75%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	25%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																							
Department: Humanities																														
Date: July 1, 2019																														
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																						
		Min	Max		Male	Female	Total	Male					Female					Total												
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2										
1C	Director/Asst. Prof of Vocal Music		\$38,000.00	1	1	0	1																							0
2D	Piantist, Instructor of Music		\$21,000.00	2	0	1	1										1													1
Totals								1	1	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

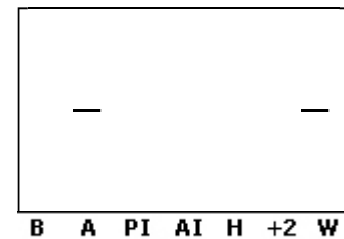
Female	
50%	
Black	0%
Asian	50%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	50%

Minority	
50%	
Black	0%
Asian	50%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	50%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian																		
Department: INDT							A - Asian H - Hispanic or Latino																		
Date: July 1, 2019							PI - Native Hawaiian / Pacific Islander																		
							+2 - Two or more races																		
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES										Total							
		Min	Max		Male	Female	Total	Male					Female												
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2					
2D	Visiting Instructor		\$35,000.00	2	1	0	1																		0
Totals						1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

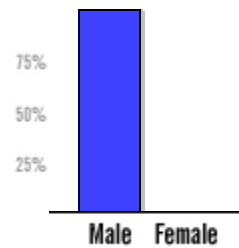
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

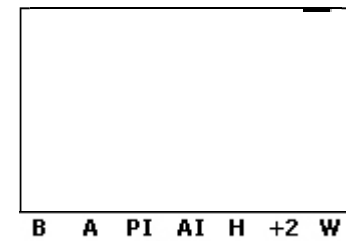
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian																
Department: Industrial Tech							A - Asian H - Hispanic or Latino																
Date: July 1, 2019							PI - Native Hawaiian / Pacific Islander																
							+2 - Two or more races																
Job Group	Job Title	WAGE / SALARY		IPEDES	EMPLOYEES			MINORITIES															
		Min	Max		Male	Female	Total	Male						Female						Total			
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2				
2D	Instructor of Indt		\$40,000.00	2	1	0	1															0	
Totals					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

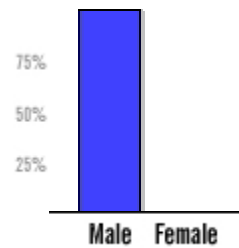
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

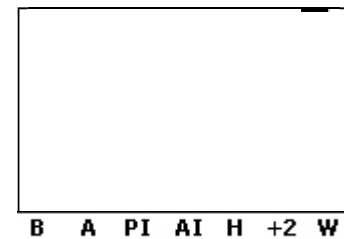
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																
Department: IT																							
Date: July 1, 2019																							
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES															
		Min	Max		Male	Female	Total	Male					Female					Total					
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2			
1B	Director It		\$95,347.00	1	1	0	1				1											1	
Totals						1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1

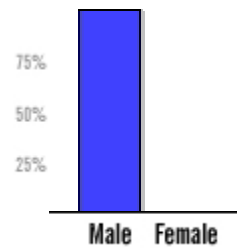
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

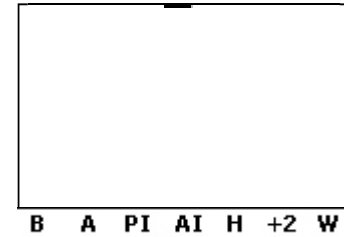
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	100%
Hispanic	0%
+2	0%
White	0%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																			
Department: IT																											
Date: July 1, 2019																											
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																			
		Min	Max		Male	Female	Total	Male					Female					Total									
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2							
5	Technician		\$31,875.00	5	1	0	1																			0	
Totals					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

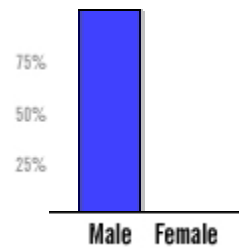
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

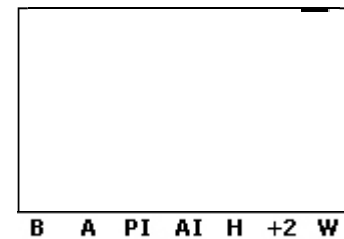
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy						B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																		
Department: ITV																								
Date: July 1, 2019																								
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																
		Min	Max		Male	Female	Total	Male					Female					Total						
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2				
3A	Asst Director Technology		\$32,569.00	3	1	0	1																	0
Totals						1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

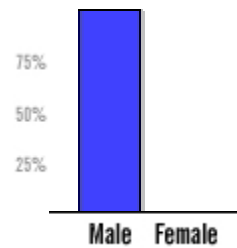
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

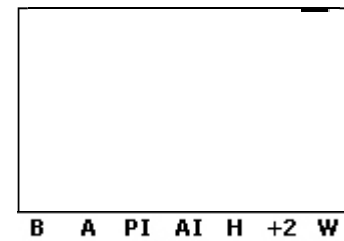
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



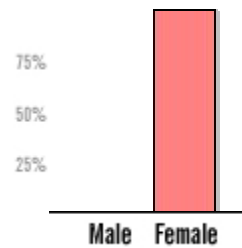
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

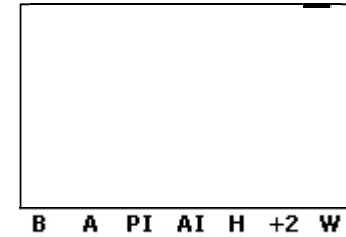
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy		B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																						
Department: Math & Physics																								
Date: July 1, 2019																								
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																
		Min	Max		Male	Female	Total	Male					Female					Total						
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2				
1B	Interim Dean of Ag/Asst Professor of Math		\$65,000.00	2	0	1	1																	0
2D	Instructor of Math	\$37,000.00	\$40,000.00	2	1	1	2									1								1
Totals					1	2	3	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1

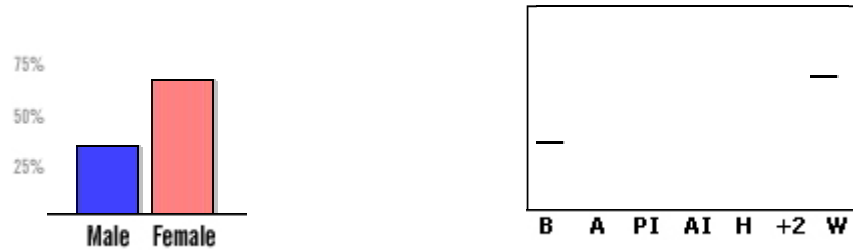
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

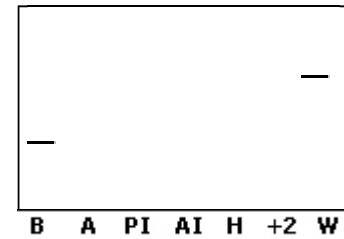
Female	
66.67%	
Black	33.33%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	33.33%

Minority	
33.33%	
Black	33.33%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	66.67%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																
Department: McKee Library																								
Date: July 1, 2019																								
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																
		Min	Max		Male	Female	Total	Male						Female					Total					
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2				
1B	Library Director/Assoc Prof		\$58,710.00	1	1	0	1																	0
Totals					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

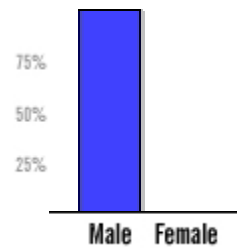
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

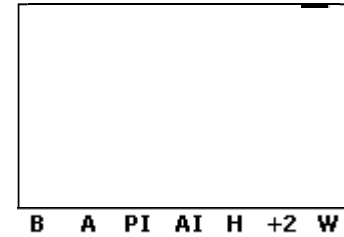
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy				B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																										
Department: Meat Lab																														
Date: July 1, 2019																														
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																						
		Min	Max		Male	Female	Total	Male						Female					Total											
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2										
3B	Assistant Manger Meat Lab		\$32,136.00	3	1	0	1																							0
Totals					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

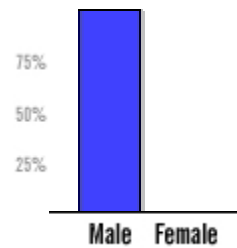
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

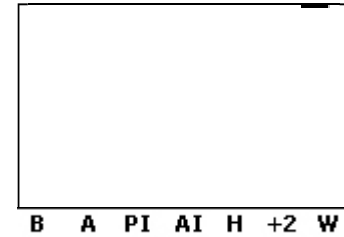
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																	
Department: Music																								
Date: July 1, 2019																								
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																
		Min	Max		Male	Female	Total	Male						Female					Total					
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2				
2D	Band/Music Instructor		\$40,140.00	2	0	1	1																	0
Totals					0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

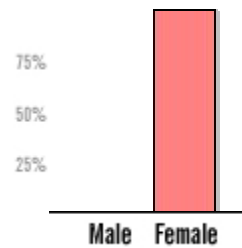
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

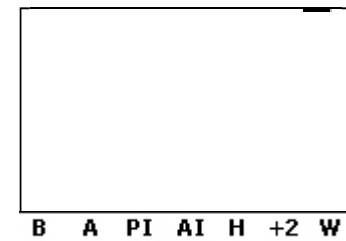
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy Department: Noble Center Date: July 1, 2019					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																						
					WAGE / SALARY			IPEDS	EMPLOYEES			MINORITIES															
Job Group	Job Title	Min	Max	Male	Female	Total	Male				Female				Total												
							B	A	PI	AI	H	+2	B	A		PI	AI	H	+2								
1B	Director of Noble Center		\$52,303.00	1	0	1	1																		1	1	
7	Custodian		\$17,117.00	7	0	1	1																		1	1	
Totals					0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2			

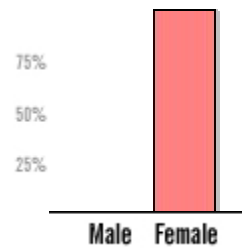
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

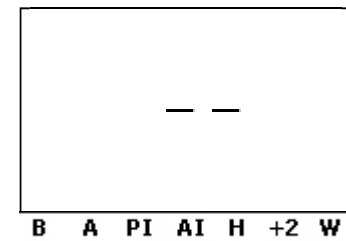
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	50%
Hispanic	50%
+2	0%
Male	0%

Minority	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	50%
Hispanic	50%
+2	0%
White	0%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian																			
Department: Nursing					A - Asian H - Hispanic or Latino																			
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander																			
					+2 - Two or more races																			
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																
		Min	Max		Male	Female	Total	Male						Female						Total				
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2					
1C	Director/Assistant Professor Nursing		\$75,000.00	1	0	1	1																	0
2D	Instructor of Nursing	\$40,000.00	\$50,471.00	2	0	3	3																	0
2C	Assistant Professor		\$37,000.00	2	0	1	1																	0
Totals								0	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0

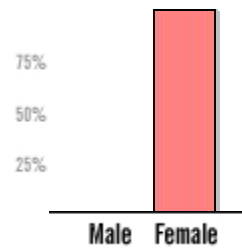
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

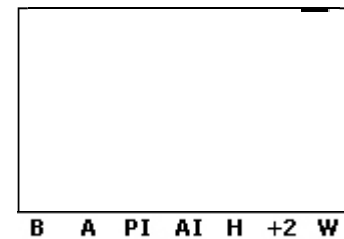
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy							B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																	
Department: Physical Plant																								
Date: July 1, 2019																								
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																
		Min	Max		Male	Female	Total	Male						Female					Total					
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2				
1B	Director Physical Plant		\$60,000.00	1	0	1	1															1	1	
3B	Assistant Director of Physical Plant		\$52,000.00	3	1	0	1																	0
6	Carpenter		\$33,305.00	6	1	0	1						1											1
1D	Custodial Supervisor		\$30,000.00	1	0	1	1															1	1	
7	Maintech		\$30,000.00	7	1	0	1																	0
Totals					3	2	5	0	0	0	0	1	0	0	0	0	0	0	0	2	0	3		

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

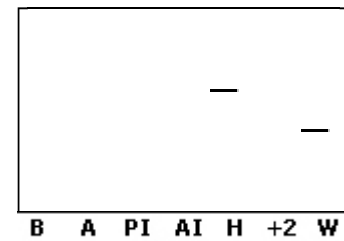
Female	
40%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	40%
+2	0%
Male	60%

Minority	
60%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	60%
+2	0%
White	40%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																																				
Department: President																																									
Date: July 1, 2019																																									
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES										Total																							
		Min	Max		Male	Female	Total	Male					Female																												
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2																					
1	President		\$230,000.00	1	1	0	1																																0		
Totals									1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

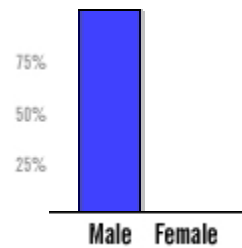
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

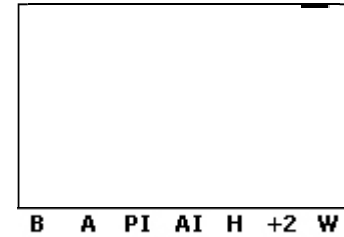
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy						B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																					
Department: Registrar																											
Date: July 1, 2019																											
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																			
		Min	Max		Male	Female	Total	Male					Female					Total									
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2							
3A	Registrar		\$68,000.00	3	0	1	1																	1	1		
4B	Academic Records Clerk		\$28,000.00	4	0	1	1																		0		
Totals					0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1

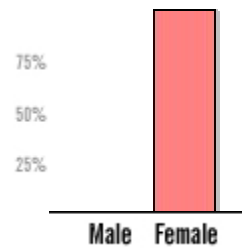
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

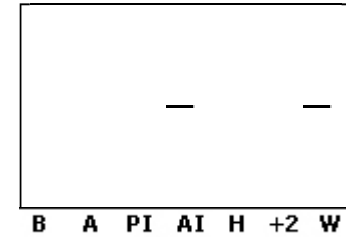
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	50%
Hispanic	0%
+2	0%
Male	0%

Minority	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	50%
Hispanic	0%
+2	0%
White	50%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy						B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																			
Department: Rodeo																									
Date: July 1, 2019																									
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																	
		Min	Max		Male	Female	Total	Male						Female					Total						
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2					
3B	Assistant Rodeo Coach		\$39,000.00	3	0	1	1																		0
Totals					0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

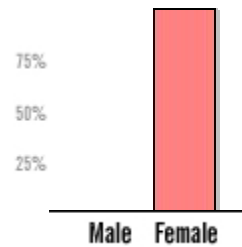
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

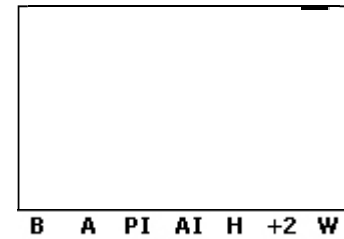
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian																		
Department: Science & Ag								A - Asian H - Hispanic or Latino																		
Date: July 1, 2019								PI - Native Hawaiian / Pacific Islander																		
								+2 - Two or more races																		
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																		
		Min	Max		Male	Female	Total	Male						Female						Total						
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2							
3A	Head Equestrian Coach		\$23,230.00	3	0	1	1																			0
Totals						0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

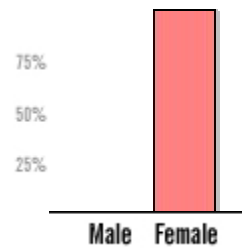
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

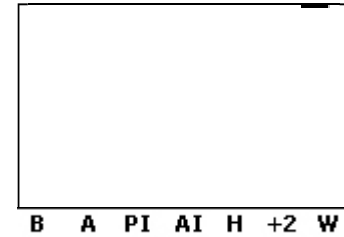
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian																	
Department: Student Services					A - Asian H - Hispanic or Latino																	
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander																	
					+2 - Two or more races																	
Job Group	Job Title	WAGE / SALARY		IPEDES	EMPLOYEES			MINORITIES														
		Min	Max		Male	Female	Total	Male						Female					Total			
								B	A	PI	AI	H	+2	B	A	PI	AI	H		+2		
1D	Student Life Coordinator	\$30,000.00	\$30,200.00	1	0	2	2													1	1	
Totals					0	2	2		0	0	0	0	0	0	0	0	0	0	0	1	0	1

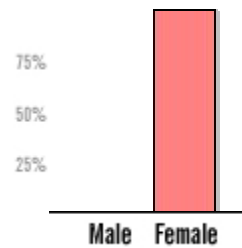
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

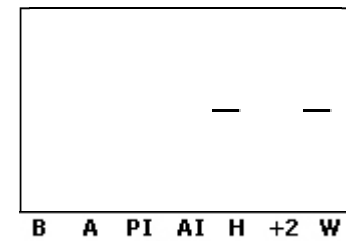
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	50%
+2	0%
Male	0%

Minority	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	50%
+2	0%
White	50%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian																							
Department: Univ Farm								A - Asian H - Hispanic or Latino																							
Date: July 1, 2019								PI - Native Hawaiian / Pacific Islander																							
								+2 - Two or more races																							
Job Group	Job Title	WAGE / SALARY		IPEDES	EMPLOYEES			MINORITIES																							
		Min	Max		Male	Female	Total	Male						Female						Total											
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2												
1C	Farm Manger		\$45,590.00	1	1	0	1																								0
Totals									1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

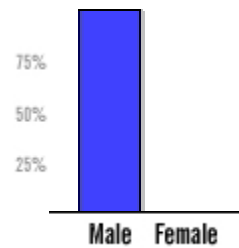
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

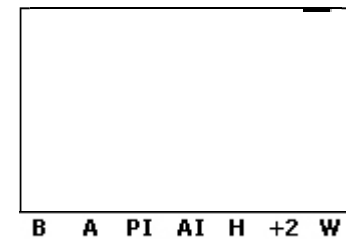
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																		
Department: Upward Bound																							
Date: July 1, 2019																							
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES									Total						
		Min	Max		Male	Female	Total	Male			Female												
							B	A	PI	AI	H	+2	B	A	PI	AI	H	+2					
1B	Director Upward Bound, Hispanic Coordinator		\$86,491.00	1	0	1	1													1	1		
2C	Facilitator of Upward Bound Program		\$38,500.00	2	0	1	1													1	1		
Totals					0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2

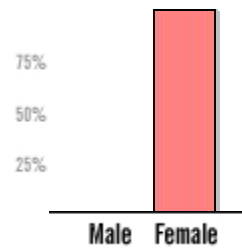
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

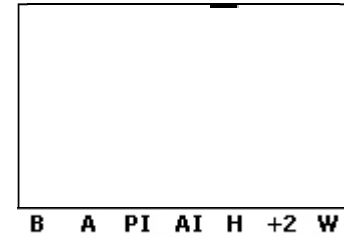
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	100%
+2	0%
Male	0%

Minority	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	100%
+2	0%
White	0%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian																	
Department: VPAAO								A - Asian H - Hispanic or Latino																	
Date: July 1, 2019								PI - Native Hawaiian / Pacific Islander																	
								+2 - Two or more races																	
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																	
		Min	Max		Male	Female	Total	Male						Female						Total					
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2						
5	Webmaster		\$48,000.00	5	1	0	1																		0
Totals					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

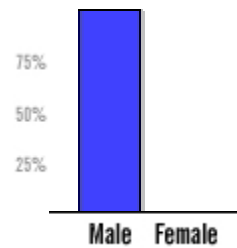
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

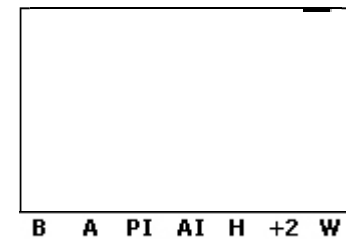
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian															
Department: VPASA								A - Asian H - Hispanic or Latino															
Date: July 1, 2019								PI - Native Hawaiian / Pacific Islander															
								+2 - Two or more races															
Job Group	Job Title	WAGE / SALARY		I PEDS	EMPLOYEES			MINORITIES															
		Min	Max		Male	Female	Total	Male					Female					Total					
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2			
1A	Vice President of Academic Student Affairs		\$110,000.00	1	0	1	1											1			1		
4A	Executive Assistant To Vpasa		\$41,166.00	4	0	1	1											1			1		
Totals					0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2

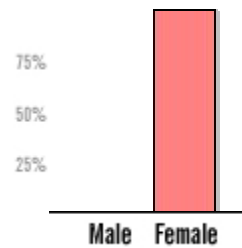
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

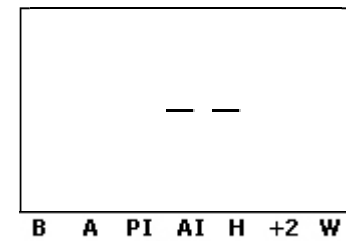
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	50%
Hispanic	50%
+2	0%
Male	0%

Minority	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	50%
Hispanic	50%
+2	0%
White	0%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy								B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																		
Department: VPO																										
Date: July 1, 2019																										
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																		
		Min	Max		Male	Female	Total	Male					Female					Total								
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2						
1A	Vice President of Outreach		\$100,000.00	1	1	0	1																		0	
4A	Administration Assistant To Vpo		\$34,000.00	4	0	1	1																	1	1	
Totals								1	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1

Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

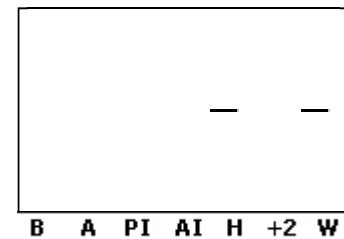
Female	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	50%
+2	0%
Male	50%

Minority	
50%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	50%
+2	0%
White	50%

Female Participation



Minority Participation



Company Name: OK Panhandle State Univeristy	B - Black	AI - American Indian
Department: Water Quality	A - Asian	H - Hispanic or Latino
Date: July 1, 2019	PI - Native Hawaiian / Pacific Islander	
	+2 - Two or more races	

Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES			MINORITIES																	
		Min	Max		Male	Female	Total	Male					Female					Total							
								B	A	PI	AI	H	+2	B	A	PI	AI		H	+2					
1D	Academic Resource Center Coordinator		\$34,000.00	1	0	1	1																		0
Totals					0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

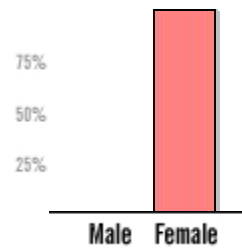
Company Name: OK Panhandle State Univeristy	B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races
Department:	
Date: July 1, 2019	

% Participation

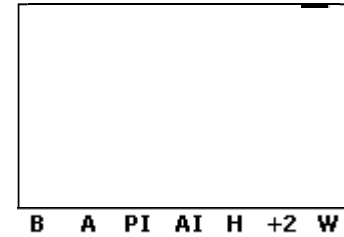
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

Minority	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
White	100%

Female Participation



Minority Participation



JOB GROUP ANALYSIS

Job Groups Analysis 41 CFR 60-2.12

The selection criteria used to determine the placement of job titles into specific job groups were made on the basis of jobs having similar content, wage rates and opportunities as required by 41 CFR 60-2.12. With reference to "Job Content", the determining characteristics were similar levels of skills and responsibilities known to characterize the jobs under consideration.

The similar wage rates criterion was applied to both salaried and wage grade jobs. Similar opportunities were understood to mean opportunities for growth and advancement available to employees in specific jobs.

We were able to establish job groups without crossing IPEDS categories. They are grouped with appropriate weight given to the characteristics of similar content, wage rates and opportunities. However, given the relatively small numbers of employees in some job groups, it was necessary to give attention to having enough people in a job group to establish goals when appropriate.

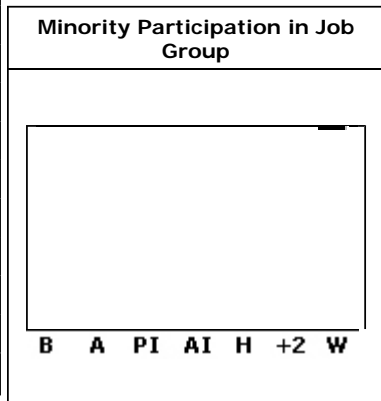
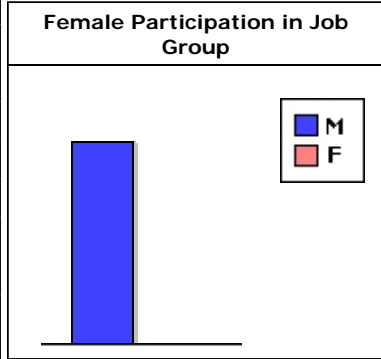
Responding to the intent of the regulations, the job groups and specific job titles assigned to them are listed as follows:

JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian																									
Job Group: 1					A - Asian H - Hispanic or Latino																									
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander																									
					+2 - Two or more races																									
Job Title	IPEDS	EMPLOYEES			MINORITIES																									
		Male	Female	Total	Male						Female						Total													
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2														
President	1	1	0	1																									0	
Totals		1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	0%	Hispanic	0%
+2	0%	+2	0%
Female	0%	Minority	0%
Male	100%	White	100%



JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																			
Job Group: 1A																								
Date: July 1, 2019																								
Job Title	IPEDS	EMPLOYEES			MINORITIES																			
		Male	Female	Total	Male						Female						Total							
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2								
Vice President of Academic Student Affairs	1	0	1	1													1						1	
Vice President of Fiscal Affairs	1	1	0	1																			0	
Vice President of Outreach	1	1	0	1																			0	
Totals		2	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	33.33%	Am In	33.33%
Hispanic	0%	Hispanic	0%
+2	0%	+2	0%
Female	33.33%	Minority	33.33%
Male	66.67%	White	66.67%

Female Participation in Job Group

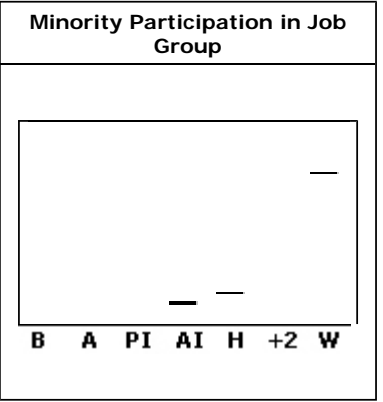
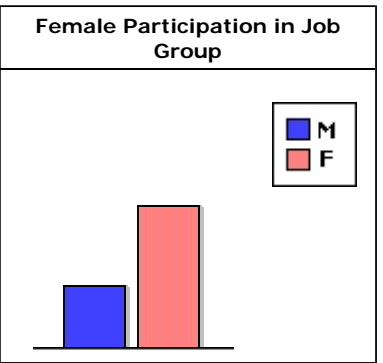
Minority Participation in Job Group

JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian																					
Job Group: 1B					A - Asian H - Hispanic or Latino																					
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander																					
					+2 - Two or more races																					
Job Title	IPEDS	EMPLOYEES			MINORITIES																					
		Male	Female	Total	Male						Female						Total									
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2										
Assessment Coordinator	1	0	1	1																				0		
Dean Academic Research	1	0	1	1																					0	
Director Financial Aid	1	0	1	1																					0	
Director It	1	1	0	1				1																	1	
Director of Alumni Relations	1	0	1	1																					0	
Director of Assessment	1	1	0	1																					0	
Director of Counseling, Testing, Placement	1	0	1	1																					0	
Director of Hscs	1	0	1	1																					0	
Director of Human Resources	1	0	1	1																					0	
Director of Noble Center	1	0	1	1																		1			1	
Director of Sports Information	1	1	0	1																					0	
Director of Student Affairs	1	1	0	1																					0	
Director of University Bookstore	1	0	1	1																			1		1	
Director Physical Plant	1	0	1	1																			1		1	
Director Upward Bound, Hispanic Coordinator	1	0	1	1																			1		1	
Interim Dean of Ag/Asst Professor of Math	2	0	1	1																					0	
Library Director/Assoc Prof	1	1	0	1																					0	
Professor & Dean	1	1	1	2																					0	
Softball Coach/Athletic Director	1	0	1	1																					0	
Totals		6	14	20	0	0	0	1	0	0	0	0	0	0	0	0	0	1	3	0	0	5			5	

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	5%	Am In	10%
Hispanic	15%	Hispanic	15%
+2	0%	+2	0%
Female	70%	Minority	25%
Male	30%	White	75%



JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian																								
Job Group: 1C					A - Asian H - Hispanic or Latino																								
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander																								
					+2 - Two or more races																								
Job Title	IPEDS	EMPLOYEES			MINORITIES																								
		Male	Female	Total	Male						Female						Total												
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2													
Dean/Assistant Professor Business Administrations	1	1	0	1																									
Director/Assistant Professor Education	1	1	0	1																									
Director/Assistant Professor Nursing	1	0	1	1																									
Director/Asst. Prof of Vocal Music	1	1	0	1																									
Farm Manger	1	1	0	1																									
Totals		4	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	0%	Hispanic	0%
+2	0%	+2	0%
Female	20%	Minority	0%
Male	80%	White	100%

Female Participation in Job Group

Gender	Count
M (Male)	4
F (Female)	1

Minority Participation in Job Group

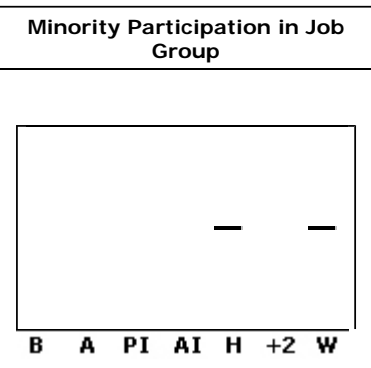
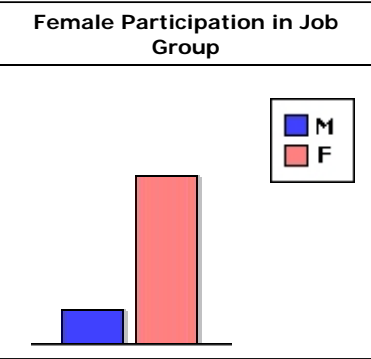
Category	Count
B	0
A	0
PI	0
AI	0
H	0
+2	0
W	0

JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																				
Job Group: 1D																									
Date: July 1, 2019																									
Job Title	IPEDS	EMPLOYEES			MINORITIES																				
		Male	Female	Total	Male						Female						Total								
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2									
Academic Resource Center Coordinator	1	0	1	1																					0
Custodial Supervisor	1	0	1	1																				1	1
Field Placement Director	1	0	1	1																			1	1	
Student Life Coordinator	1	0	2	2																			1	1	
Voice of The Aggies	1	1	0	1																					0
Totals		1	5	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	50%	Hispanic	50%
+2	0%	+2	0%
Female	83.33%	Minority	50%
Male	16.67%	White	50%



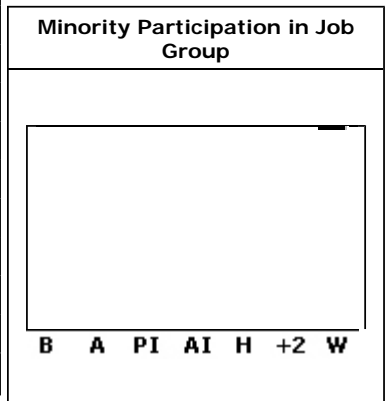
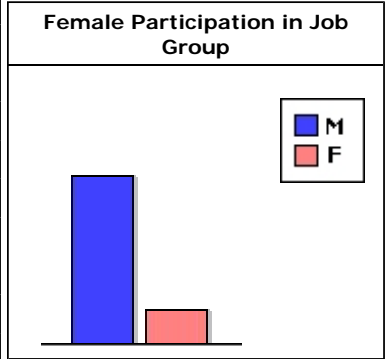
JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																						
Job Group: 2A																											
Date: July 1, 2019																											
Job Title	IPEDS	EMPLOYEES			MINORITIES																						
		Male	Female	Total	Male						Female						Total										
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2											
Professor	2	4	1	5																						0	
Professor of Agronomy/Biology	1	1	0	1																							0
Totals		5	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	0%	Hispanic	0%
+2	0%	+2	0%

Female	16.67%	Minority	0%
Male	83.33%	White	100%

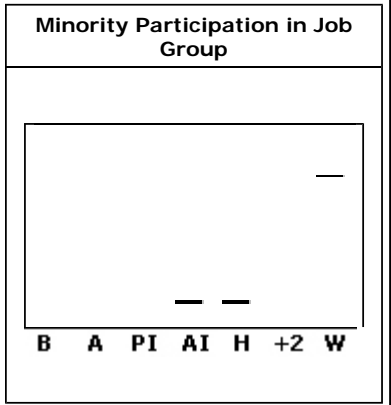
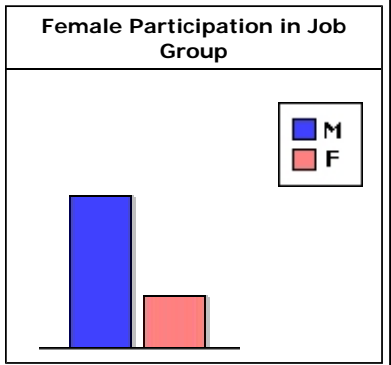


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																						
Job Group: 2B																											
Date: July 1, 2019																											
Job Title	IPEDS	EMPLOYEES			MINORITIES																						
		Male	Female	Total	Male						Female						Total										
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2											
Admissions Counselor	2	1	1	2					1																	1	
Associate Professor	2	1	1	2				1																			1
Associate Professor of Ag Business	2	1	0	1																							0
Associate Professor/Dept Chair	2	2	0	2																							0
Professor/Assistant Dean Ag	2	1	0	1																							0
Totals		6	2	8	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	12.5%
Hispanic	0%	Hispanic	12.5%
+2	0%	+2	0%
Female	25%	Minority	25%
Male	75%	White	75%

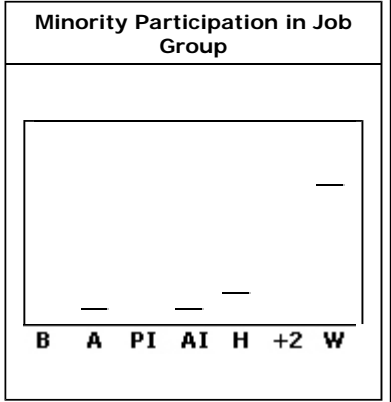
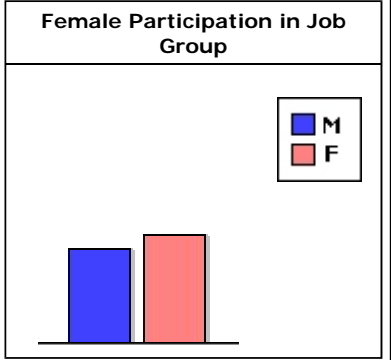


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian														
Job Group: 2C					A - Asian H - Hispanic or Latino														
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander														
					+2 - Two or more races														
Job Title	IPEDS	EMPLOYEES			MINORITIES														
		Male	Female	Total	Male						Female						Total		
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2			
Assistant Professor	2	4	3	7				1											1
Assistant Professor of Animal Science	2	0	1	1															0
Assistant Professor of Educational Psychology	2	0	1	1									1						1
Assistant Professor of Math	2	0	1	1															0
Assistant Professor of Psychology	2	1	0	1					1										1
Assistant Professor/Instructor of Animal Science	2	1	0	1															0
Facilitator of Upward Bound Program	2	0	1	1														1	1
Totals		6	7	13	0	0	0	1	1	0	0	1	0	0	1	0	1	0	4

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	7.69%	Asian	7.69%
PI / H	0%	PI / H	0%
Am In	0%	Am In	7.69%
Hispanic	7.69%	Hispanic	15.38%
+2	0%	+2	0%
Female	53.85%	Minority	30.77%
Male	46.15%	White	69.23%

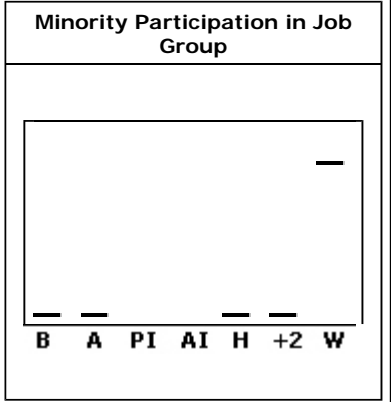
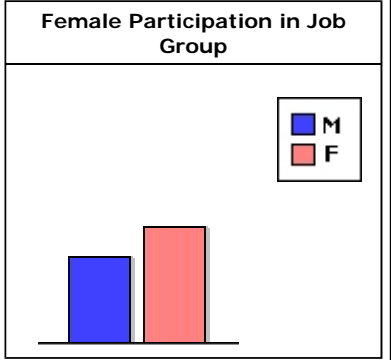


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian																					
Job Group: 2D					A - Asian H - Hispanic or Latino																					
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander																					
					+2 - Two or more races																					
Job Title	IPEDS	EMPLOYEES			MINORITIES												Total									
		Male	Female	Total	Male						Female															
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2										
Accounting Lecturer	2	1	0	1																					0	
Band/Music Instructor	2	0	1	1																						0
Hpe Instructor/Dept Chair	2	1	0	1																						0
Instructor of Accounting	2	0	1	1																						0
Instructor of Art	2	0	1	1																						0
Instructor of Biology	2	1	0	1							1															1
Instructor of Business Admin	2	0	2	2																						0
Instructor of Cis	2	0	1	1																						0
Instructor of Education	2	0	1	1																						0
Instructor of Indt	2	1	0	1																						0
Instructor of Math	2	1	1	2								1														1
Instructor of Nursing	2	0	3	3																						0
Instructor/ Manager of Meat Lab	2	1	0	1																						0
Piantist, Instructor of Music	2	0	1	1									1													1
Visiting Instructor	2	1	0	1																						0
Visiting Instructor Communications	2	1	0	1							1															1
Visiting Instructor of Art	2	1	0	1																						0
Totals		9	12	21	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4

% PARTICIPATION			
Female		Minority	
Black	4.76%	Black	4.76%
Asian	4.76%	Asian	4.76%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	0%	Hispanic	4.76%
+2	0%	+2	4.76%
Female	57.14%	Minority	19.05%
Male	42.86%	White	80.95%

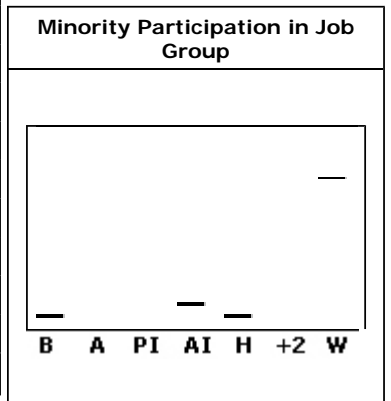
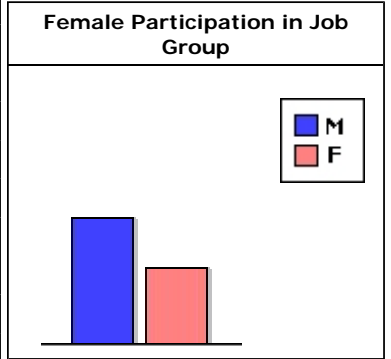


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian																					
Job Group: 3A					A - Asian H - Hispanic or Latino																					
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander																					
					+2 - Two or more races																					
Job Title	IPEDS	EMPLOYEES			MINORITIES																					
		Male	Female	Total	Male						Female						Total									
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2										
Asst Director Technology	3	1	0	1																					0	
Athletic Trainer	3	1	0	1																						0
Comptroller	3	0	1	1																				1		1
Head Baseball Coach	3	1	0	1																						0
Head Cheer Coach	3	0	1	1																						0
Head Equestrian Coach	3	0	1	1																						0
Head Football Coach	3	1	0	1																						0
Head Golf Coach Mens/Womens	3	1	0	1																						0
Head Mbb Coach, Athletic Compliance	3	0	0	0																						0
Head Men's Soccer Coach	3	1	0	1																						0
Head Rodeo Coach	3	1	0	1																						0
Head Volleyball Coach	3	0	1	1																				1		1
Head Wbb Coach	3	1	0	1																					1	1
Head Women's Soccer Coach	3	1	0	1																						0
Purchasing Coordinator	3	0	1	1																						0
Recruiter	3	1	0	1																						0
Registrar	3	0	1	1																				1		1
Totals		10	6	16	0	0	0	0	1	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	4

% PARTICIPATION			
Female		Minority	
Black	6.25%	Black	6.25%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	12.5%	Am In	12.5%
Hispanic	0%	Hispanic	6.25%
+2	0%	+2	0%
Female	37.5%	Minority	25%
Male	62.5%	White	75%

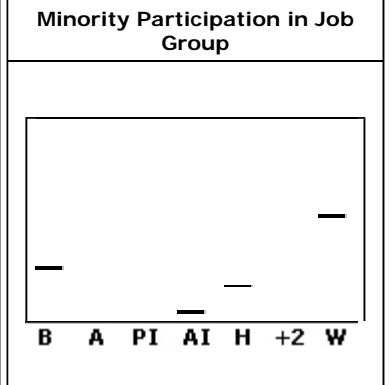
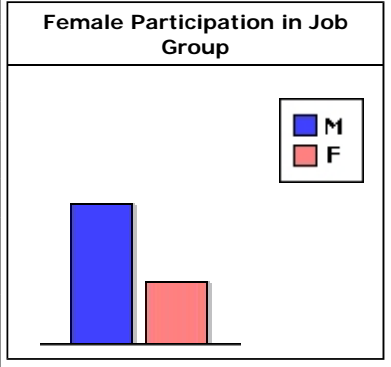


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																						
Job Group: 3B																											
Date: July 1, 2019																											
Job Title	IPEDS	EMPLOYEES			MINORITIES																						
		Male	Female	Total	Male						Female						Total										
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2											
Assistant Baseball Coach	3	1	0	1																					0		
Assistant Baseball Coach (Hitting)	3	1	0	1																						0	
Assistant Direct of Admissions	3	0	1	1																				1		1	
Assistant Director of Physical Plant	3	1	0	1																						0	
Assistant Football Coach	3	5	0	5	2				1	1																4	
Assistant Football Def II	3	1	0	1	1																					1	
Assistant Football Def III	3	1	0	1	1																					1	
Assistant Football Off II	3	1	0	1	1																					1	
Assistant Football Off. III	3	1	0	1																						0	
Assistant Football Special Teams	3	1	0	1																						0	
Assistant Librarian	3	0	1	1																						0	
Assistant Manger Meat Lab	3	1	0	1																						0	
Assistant Rodeo Coach	3	0	1	1																						0	
Assistant Softball Coach	3	0	1	1																				1		1	
Assistant Volley Ball Coach	3	0	1	1																						0	
Assistant Wbb Coach/Cross Country Coach	3	0	1	1																				1		1	
Associate Athletic Trainer	3	0	1	1																						0	
Defensive Coordinator	3	1	0	1	1																					1	
Men's Basketball Assistant Coach	3	1	0	1																						0	
Totals		16	7	23	6	0	0	1	1	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	11		

% PARTICIPATION			
Female		Minority	
Black	0%	Black	26.09%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	4.35%
Hispanic	13.04%	Hispanic	17.39%
+2	0%	+2	0%
Female	30.43%	Minority	47.83%
Male	69.57%	White	52.17%

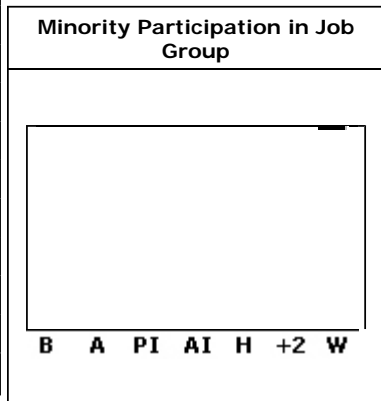
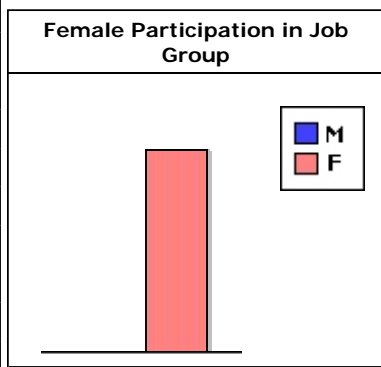


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy				B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																				
Job Group: 3C																								
Date: July 1, 2019																								
Job Title	IPEDS	EMPLOYEES			MINORITIES																			
		Male	Female	Total	Male						Female						Total							
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2								
Interim Campus Communications	3	0	1	1																			0	
Totals		0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	0%	Hispanic	0%
+2	0%	+2	0%
Female	100%	Minority	0%
Male	0%	White	100%

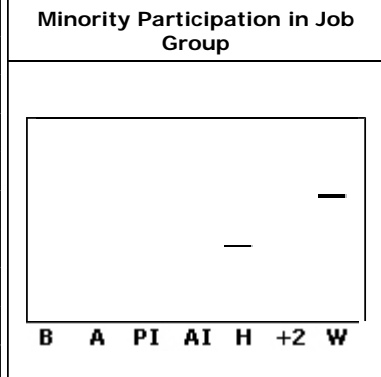
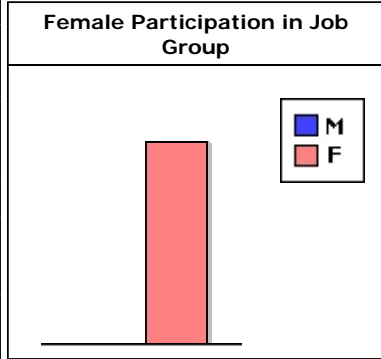


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																					
Job Group: 4A																										
Date: July 1, 2019																										
Job Title	IPEDS	EMPLOYEES			MINORITIES																					
		Male	Female	Total	Male						Female						Total									
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2										
Accounts Payable/Bursar	4	0	1	1																					0	
Administration Assistant Financial Aid	4	0	1	1																					1	
Administration Assistant To Vpo	4	0	1	1																					1	
Administration Assistant Vpfa	4	0	1	1																					0	
Executive Assistant To Vpasa	4	0	1	1																					1	
Financial Aid Counselor	4	0	1	1																					0	
Head Cashier	4	0	1	1																					0	
Rodeo Assistant	4	0	1	1																					0	
Totals		0	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	37.5%	Hispanic	37.5%
+2	0%	+2	0%
Female	100%	Minority	37.5%
Male	0%	White	62.5%

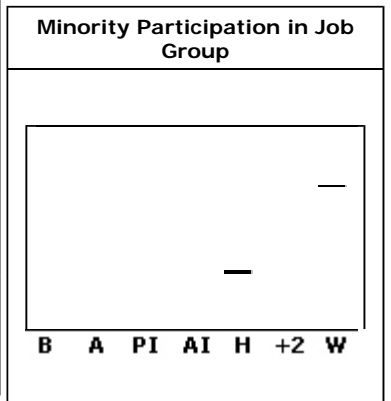
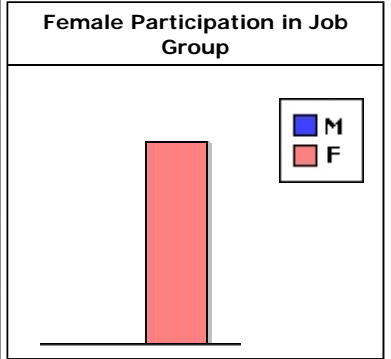


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																	
Job Group: 4B																						
Date: July 1, 2019																						
Job Title	IPEDS	EMPLOYEES			MINORITIES																	
		Male	Female	Total	Male						Female						Total					
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2						
Academic Records Clerk	4	0	2	2																1	1	
Administration Assistant To Athletics	4	0	1	1																1	1	
Library Tech Assistant	4	0	1	1																	0	
Secretary	4	0	1	1																	0	
Secretary of Ag	4	0	1	1																	0	
Switchboard Operator/Mail Clerk	4	0	1	1																	0	
Totals		0	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	28.57%	Hispanic	28.57%
+2	0%	+2	0%
Female	100%	Minority	28.57%
Male	0%	White	71.43%

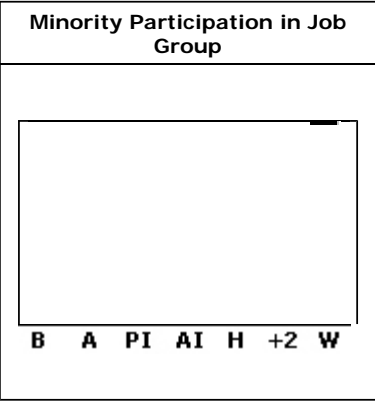
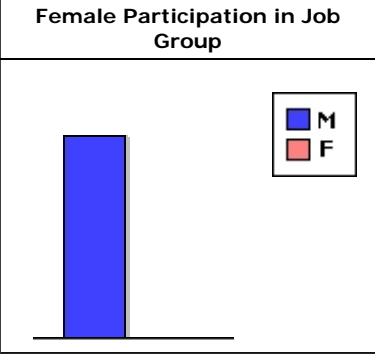


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian																						
Job Group: 5					A - Asian H - Hispanic or Latino																						
Date: July 1, 2019					PI - Native Hawaiian / Pacific Islander																						
					+2 - Two or more races																						
Job Title	IPEDS	EMPLOYEES			MINORITIES																						
		Male	Female	Total	Male						Female						Total										
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2											
Technician	5	1	0	1																						0	
Webmaster	5	1	0	1																							0
Totals		2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	0%	Hispanic	0%
+2	0%	+2	0%
Female	0%	Minority	0%
Male	100%	White	100%

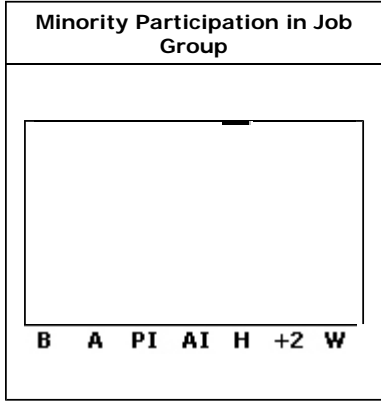
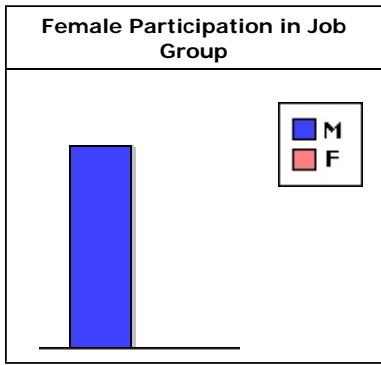


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																					
Job Group: 6																										
Date: July 1, 2019																										
Job Title	IPEDS	EMPLOYEES			MINORITIES												Total									
		Male	Female	Total	Male						Female															
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2										
Carpenter	6	1	0	1					1																1	
Totals		1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	0%	Hispanic	100%
+2	0%	+2	0%
Female	0%	Minority	100%
Male	100%	White	0%

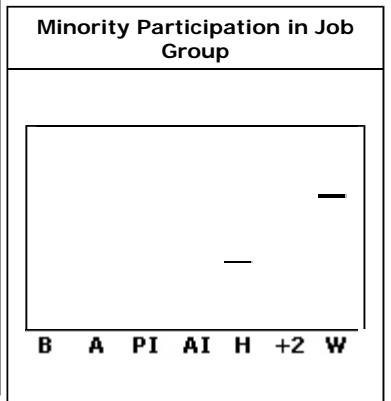
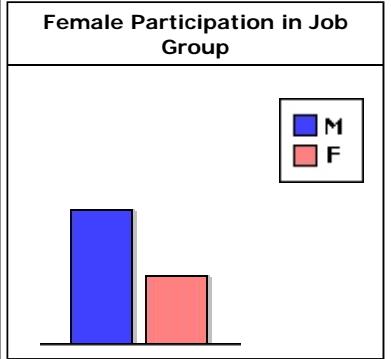


JOB GROUP ANALYSIS

2019 AAP Year

Company Name: OK Panhandle State Univeristy					B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																			
Job Group: 7																								
Date: July 1, 2019																								
Job Title	IPEDS	EMPLOYEES			MINORITIES																			
		Male	Female	Total	Male						Female						Total							
					B	A	PI	AI	H	+2	B	A	PI	AI	H	+2								
Custodian	7	0	1	1																			1	1
Groundskeeper	7	1	0	1																				0
Maintech	7	1	0	1																				0
Totals		2	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1

% PARTICIPATION			
Female		Minority	
Black	0%	Black	0%
Asian	0%	Asian	0%
PI / H	0%	PI / H	0%
Am In	0%	Am In	0%
Hispanic	33.33%	Hispanic	33.33%
+2	0%	+2	0%
Female	33.33%	Minority	33.33%
Male	66.67%	White	66.67%



AVAILABILITY & UTILIZATION DETERMINATION 41 CFR 60-2.14
COMPARING INCUMBENCY TO AVAILABILITY 41 CFR 60-2.15
PLACEMENT GOALS 60-2.16

DETERMINING AVAILABILITY

Our availability is an estimate of the number of qualified females and minorities available for employment in a given job group. This availability is expressed as a percentage of all qualified persons available for employment in a job group. The purpose is to establish a benchmark against which an employer can compare its incumbent workforce with the availability of females and minorities available for employment in our relevant labor market. We make this determination separately for each job group.

To arrive at this percentage we have considered at least the two following factors:

The percentage of females and minorities with requisite skills in our reasonable recruitment area. The reasonable recruitment area is that geographical area in which we usually seek or reasonably could seek workers to fill positions in our workforce. Our statistical data is taken from the U. S. Census Bureau and reflects our labor relevant labor market. In job groups having job titles with different availability figures, availability is determined separately and weighted separately for each job title and a composite availability is calculated.

The percentage of females and minorities in our workforce who are promotable, transferable and trainable to fill the vacancies in question. (Trainable are those employees in our workforce who, with appropriate training we can reasonably provide, could become promotable or transferable during this AAP year.)

COMPARING INCUMBENCY

When the availability of females and minorities has been determined for each job group, we compare this data against the percentages of female and minority incumbents in our workforce. When this comparison shows that there are fewer females or minorities in our workforce than availability indicates there should be, we set a goal in accordance with the directive at 41 CFR 60-2.15.

PLACEMENT GOALS

Placement goals serve as objectives or targets reasonably attainable by applying every good faith to make all aspects of our entire affirmative action program work. Our goals are used to measure our progress toward achieving equal employment opportunity. Several characteristics of our placement goals include:

- Our placement goals are set at availability for the specific job group.
- When substantial disparity of a specific female or minority group exists, we set separate goals for those job groups.
- Our placement goals are not quotas.
- In setting placement goals we do not extend preferences to any individual on the basis of that person's protected status, nor do we create set asides for specific groups. An exception to this principle is that we can give preference to American Indians living on or near an Indian reservation.
- Our use of goals does not supersede merit selection principles.

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 1

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	4.4%	100%	4.4%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			4.4%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	2.38%	100%	2.38%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			2.38%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	0%	Yes ⚠	4.4%
MINORITY	0%	Yes ⚠	2.38%
MALE	100%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 1A

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	4.46%	100%	4.46%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			4.46%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	4.8%	100%	4.8%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			4.8%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	33.33%	No	0%
MINORITY	0%	Yes ⚠	4.8%
MALE	66.67%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 1B

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	39.86%	100%	39.86%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			39.86%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	25.37%	100%	25.37%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			25.37%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	70%	No	0%
MINORITY	15%	Yes ⚠	25.37%
MALE	30%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 1C

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	52.57%	100%	52.57%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			52.57%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	29.96%	100%	29.96%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			29.96%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	20%	Yes ⚠	52.57%
MINORITY	0%	Yes ⚠	29.96%
MALE	80%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 1D

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	83.23%	100%	83.23%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			83.23%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	34.97%	100%	34.97%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			34.97%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	83.33%	No	0%
MINORITY	50%	No	0%
MALE	16.67%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 2A

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	9.71%	100%	9.71%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			9.71%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	3.82%	100%	3.82%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			3.82%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	16.67%	No	0%
MINORITY	0%	Yes ⚠	3.82%
MALE	83.33%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 2B

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	30.27%	100%	30.27%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			30.27%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	10.58%	100%	10.58%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			10.58%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	25%	Yes ⚠	30.27%
MINORITY	0%	Yes ⚠	10.58%
MALE	75%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 2C

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	22.26%	100%	22.26%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			22.26%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	8.72%	100%	8.72%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			8.72%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	53.85%	No	0%
MINORITY	7.69%	Yes ⚠	8.72%
MALE	46.15%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 2D

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	31.92%	100%	31.92%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			31.92%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	25.21%	100%	25.21%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			25.21%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	57.14%	No	0%
MINORITY	0%	Yes ⚠	25.21%
MALE	42.86%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 3A

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	18.68%	100%	18.68%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			18.68%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	16.85%	100%	16.85%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			16.85%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	37.5%	No	0%
MINORITY	0%	Yes ⚠	16.85%
MALE	62.5%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 3B

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	94.22%	100%	94.22%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			94.22%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	32.69%	100%	32.69%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			32.69%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	30.43%	Yes ⚠	94.22%
MINORITY	13.04%	Yes ⚠	32.69%
MALE	69.57%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 3C

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	19.44%	100%	19.44%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			19.44%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	3.26%	100%	3.26%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			3.26%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	100%	No	0%
MINORITY	0%	Yes ⚠	3.26%
MALE	0%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 4A

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	126.25%	100%	126.25%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			126.25%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	53.24%	100%	53.24%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			53.24%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	100%	Yes	126.25%
MINORITY	37.5%	Yes	53.24%
MALE	0%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 4B

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	70.27%	100%	70.27%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			70.27%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	35.57%	100%	35.57%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			35.57%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	100%	No	0%
MINORITY	28.57%	Yes ⚠	35.57%
MALE	0%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 5

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	17.35%	100%	17.35%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			17.35%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	35.3%	100%	35.3%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			35.3%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	0%	Yes ⚠	17.35%
MINORITY	0%	Yes ⚠	35.3%
MALE	100%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 6

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	16.05%	100%	16.05%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			16.05%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	16.65%	100%	16.65%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			16.65%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	0%	Yes ⚠	16.05%
MINORITY	0%	Yes ⚠	16.65%
MALE	100%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State Univeristy
Job Group: 7

FEMALE			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of women having requisite skills in an area in which the contractor can reasonably recruit.	15.83%	100%	15.83%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			15.83%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	33.76%	100%	33.76%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			33.76%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	33.33%	No	0%
MINORITY	33.33%	Yes ⚠	33.76%
MALE	66.67%		
TOTAL	100%		

UTILIZATION AND GOALS ANALYSIS

OK Panhandle State Univeristy
July 1, 2019

Job Group	Current Workforce															Availability						Percentage Goals													
	IPEDS	Male	Female	Total	Minorities											Total Minority	Females			Minorities															
					Males						Females						% in Job Group	% Availability	Under-Utilized	% in Job Group	% Availability	Under-Utilized													
					B	A	PI	AI	H	2+	B	A	PI	AI	H								2+												
1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1A	1	2	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	33.33%	4.46%	No	33.33%	4.8%	No	0%	0%	0%	0%	0%		
1B	1	6	14	20	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	3	0	5	70%	39.86%	No	25%	25.37%	No	0%	0%	0%	0%	0%		
1C	1	4	1	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	20%	52.57%	Yes ⚠	0%	29.96%	Yes ⚠	52.57%	29.96%	0%	0%	0%		
1D	1	1	5	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	83.33%	83.23%	No	50%	34.97%	No	0%	0%	0%	0%	0%		
2A	1	5	1	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16.67%	9.71%	No	0%	3.82%	Yes ⚠	0%	3.82%	0%	0%	0%		
2B	2	6	2	8	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2	25%	30.27%	Yes ⚠	25%	10.58%	No	30.27%	0%	0%	0%	0%		
2C	2	6	7	13	0	0	0	1	1	0	0	0	0	0	1	0	0	0	1	0	4	53.85%	22.26%	No	30.77%	8.72%	No	0%	0%	0%	0%	0%			
2D	2	9	12	21	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	4	57.14%	31.92%	No	19.05%	25.21%	Yes ⚠	0%	25.21%	0%	0%	25.21%			
3A	3	10	6	16	0	0	0	0	1	0	1	0	0	2	0	0	0	0	0	0	4	37.5%	18.68%	No	25%	16.85%	No	0%	0%	0%	0%	0%			
3B	3	16	7	23	6	0	0	1	1	0	0	0	0	3	0	0	0	0	3	0	11	30.43%	94.22%	Yes ⚠	47.83%	32.69%	No	94.22%	0%	0%	0%	0%			
3C	3	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100%	19.44%	No	0%	3.26%	Yes ⚠	0%	3.26%	0%	0%	3.26%		
4A	4	0	8	8	0	0	0	0	0	0	0	0	0	3	0	0	0	0	3	0	3	100%	126.25%	Yes ⚠	37.5%	53.24%	Yes ⚠	126.25%	53.24%	0%	0%	53.24%			
4B	4	0	7	7	0	0	0	0	0	0	0	0	0	2	0	0	0	0	2	0	2	100%	70.27%	No	28.57%	35.57%	Yes ⚠	0%	35.57%	0%	0%	35.57%			
5	5	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0%	17.35%	Yes ⚠	0%	35.3%	Yes ⚠	17.35%	35.3%	0%	0%	35.3%		
6	6	1	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0%	16.05%	Yes ⚠	100%	16.65%	No	16.05%	0%	0%	0%	0%			

UTILIZATION AND GOALS ANALYSIS

OK Panhandle State Univeristy
July 1, 2019

Job Group	IPEDS	Male	Female	Total	Current Workforce												Availability						Percentage Goals		
					Minorities												Females			Minorities					
					Males						Females						% in Job Group	% Availability	Under-Utilized	% in Job Group	% Availability	Under-Utilized			
					B	A	PI	AI	H	2+	B	A	PI	AI	H	2+									
7	7	2	1	3	0	0	0	0	0	0	0	0	0	0	0	1	0	33.33%	15.83%	No	33.33%	33.76%	No	0%	0%
Totals		71	73	144	6	0	0	4	6	1	2	2	0	4	16	0									

UTILIZATION AND GOALS ANALYSIS

Goals Equaling More Than A Whole Persons

OK Panhandle State Univeristy
July 1, 2019

Number of People						
Job Group	Female			Minority		
	Head Count	Yes / No	Add Whole #	Head Count	Yes / No	Add Whole #
1	0.04	No	0	0.02	No	0
1A	0.13	No	0	0.14	No	0
1B	7.97	No	0	5.07	No	0
1C	2.63	Yes	1	1.5	Yes	1
1D	4.99	No	0	2.1	No	0
2A	0.58	No	0	0.23	No	0
2B	2.42	No	0	0.85	No	0
2C	2.89	No	0	1.13	No	0
2D	6.7	No	0	5.29	Yes	1
3A	2.99	No	0	2.7	No	0
3B	21.67	Yes	14	7.52	No	0
3C	0.19	No	0	0.03	No	0
4A	10.1	Yes	2	4.26	Yes	1
4B	4.92	No	0	2.49	No	0
5	0.35	No	0	0.71	No	0
6	0.16	No	0	0.17	No	0

UTILIZATION AND GOALS ANALYSIS

Goals Equaling More Than A Whole Persons

OK Panhandle State Univeristy

July 1, 2019

Number of People						
Job Group	Female			Minority		
	Head Count	Yes / No	Add Whole #	Head Count	Yes / No	Add Whole #
7	0.47	No	0	1.01	No	0

IDENTIFICATION OF PROBLEM AREAS 41 CFR 60-2.17(b)

A. OVERVIEW OF THE WORKFORCE

OK Panhandle State University has a total of 144 employees in 54 departments. An overview of our departments and the participation ratio of minorities and females in each of them indicate the following:

B. INDEPTH WORK FORCE ANALYSIS

1. Composition of the Work Force; the Job Area Acceptance Range - A study of the distribution of minorities and females in the workforce.

An analysis of the work force was made beginning with the application of the "JAAR" formula to all departments. Generally, the results of analyzing departments with 15 or less employees are not included in this analysis because work units of this size are not considered to be of a size significant enough to give meaningful data. However, we find it beneficial for managers to be aware of the specific EEO situation in their departments, even if the information does not have great statistical significance. Therefore, we have completed the "JAAR" analysis for each department.

Females:




















An analysis of the distribution of females in our workforce shows that females make up 50.69% of our workforce and are found in all but 16 of our departments. Further, this analysis also reveals that females are underrepresented in 22 departments, overrepresented in 25 departments, and within range in 7 departments. This distribution pattern does not indicate that gender is a consideration in our placement policies. Employees are hired to fill vacancies that exist at the time of their hire. Once they are onboard, they are free to seek any position for which they are qualified and in which they are interested.

Minorities:

















Minorities make up 28.47% of our workforce and are found in all but 33 of our departments. This analysis also reveals that minorities are underrepresented in 35 departments, overrepresented in 15 departments, and within range in 4 departments. An employee's minority status is not an adverse consideration in any of our employment activities. Employees are hired to fill vacancies that exist at the time of their hire. Once they are onboard, they are free to seek any position for which they are qualified and in which they are interested.

We have presented both overrepresentation and under representation as are shown in the various departments. We are aware of the results of this analysis and have developed programs to ensure greater female and minority representation where required.

OK Panhandle State Univeristy
July 1, 2019

Department	Total	Female	Minority	Female Participation		Minority Participation	
7/9/2018	1	1	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Accounting	2	1	0	50%	WITHIN RANGE	0%	UNDERREPRESENTATION 
Admissions	3	2	3	66.67%	OVERREPRESENTATION	100%	OVERREPRESENTATION
Ag	3	1	0	33.33%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Agronomy	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Alumni	1	1	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Ani Sci	2	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
ARC	1	1	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Art	4	1	1	25%	UNDERREPRESENTATION 	25%	WITHIN RANGE
Assessment	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Athletics	32	8	12	25%	UNDERREPRESENTATION 	37.5%	OVERREPRESENTATION
Beh & Soc Sci	7	1	1	14.29%	UNDERREPRESENTATION 	14.29%	UNDERREPRESENTATION 
Biology	5	2	2	40%	UNDERREPRESENTATION 	40%	OVERREPRESENTATION
Bookstore	1	1	1	100%	OVERREPRESENTATION	100%	OVERREPRESENTATION
Business Administration	4	3	0	75%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Business Office	5	5	1	100%	OVERREPRESENTATION	20%	UNDERREPRESENTATION 






OK Panhandle State Univeristy
July 1, 2019

Department	Total	Female	Minority	Female Participation		Minority Participation	
Campus Communications	1	1	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Chemistry	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
CIS	4	2	0	50%	WITHIN RANGE	0%	UNDERREPRESENTATION 
Communications	2	1	1	50%	WITHIN RANGE	50%	OVERREPRESENTATION
Counseling, Testing, Placement	1	1	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Earth Sci	1	1	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Educ	4	2	1	50%	WITHIN RANGE	25%	WITHIN RANGE
Education	2	2	2	100%	OVERREPRESENTATION	100%	OVERREPRESENTATION
Financial Aid	3	3	1	100%	OVERREPRESENTATION	33.33%	WITHIN RANGE
Fiscal Affairs	2	1	0	50%	WITHIN RANGE	0%	UNDERREPRESENTATION 
Grounds	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Housing	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
HSCR	4	3	0	75%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Humanities	2	1	1	50%	WITHIN RANGE	50%	OVERREPRESENTATION
INDT	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Industrial Tech	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 

OK Panhandle State Univeristy
July 1, 2019

Department	Total	Female	Minority	Female Participation			Minority Participation	
IT	1	0	1	0%	UNDERREPRESENTATION	⚠	100%	OVERREPRESENTATION
IT	1	0	0	0%	UNDERREPRESENTATION	⚠	0%	UNDERREPRESENTATION
ITV	1	0	0	0%	UNDERREPRESENTATION	⚠	0%	UNDERREPRESENTATION
Library	3	3	0	100%	OVERREPRESENTATION		0%	UNDERREPRESENTATION
Math & Physics	3	2	1	66.67%	OVERREPRESENTATION		33.33%	WITHIN RANGE
McKee Library	1	0	0	0%	UNDERREPRESENTATION	⚠	0%	UNDERREPRESENTATION
Meat Lab	1	0	0	0%	UNDERREPRESENTATION	⚠	0%	UNDERREPRESENTATION
Music	1	1	0	100%	OVERREPRESENTATION		0%	UNDERREPRESENTATION
Noble Center	2	2	2	100%	OVERREPRESENTATION		100%	OVERREPRESENTATION
Nursing	5	5	0	100%	OVERREPRESENTATION		0%	UNDERREPRESENTATION
Physical Plant	5	2	3	40%	UNDERREPRESENTATION	⚠	60%	OVERREPRESENTATION
President	1	0	0	0%	UNDERREPRESENTATION	⚠	0%	UNDERREPRESENTATION
Registrar	2	2	1	100%	OVERREPRESENTATION		50%	OVERREPRESENTATION
Rodeo	1	1	0	100%	OVERREPRESENTATION		0%	UNDERREPRESENTATION
Science & Ag	1	1	0	100%	OVERREPRESENTATION		0%	UNDERREPRESENTATION
Student Services	2	2	1	100%	OVERREPRESENTATION		50%	OVERREPRESENTATION

OK Panhandle State Univeristy
July 1, 2019

Department	Total	Female	Minority	Female Participation		Minority Participation	
Univ Farm	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Upward Bound	2	2	2	100%	OVERREPRESENTATION	100%	OVERREPRESENTATION
VPAAO	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
VPASA	2	2	2	100%	OVERREPRESENTATION	100%	OVERREPRESENTATION
VPO	2	1	1	50%	WITHIN RANGE	50%	OVERREPRESENTATION
Water Quality	1	1	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
TOTAL	144	73	41				
PERCENT PARTICIPATION		50.69%	28.47%				
		LOWEST	HIGHEST				
FEMALE RANGE		40.56%	60.83%				
MINORITY RANGE		22.78%	34.17%				

Explanation of Adverse Impact Analysis of Employment Action:

The Adverse Impact Analysis is a statistical measure used to determine whether discrimination is taking place in employment actions. The Adverse Impact Analysis is also known as the four-fifths rule. An adverse impact in an employment action does not prove that discrimination has taken place. It is an indicator that discrimination may have taken place and the employer must analyze the procedure to determine the cause of the adverse impact. The Adverse Impact Analysis formula and its appropriate use are found at 41 CFR 60-3.4(D).

"A selection rate for any race, sex, or ethnic group which is less than four-fifths (4/5) (or 80%) of the rate for the group with the highest rate will generally be regarded by the Federal enforcement agencies as evidence of adverse impact while a greater than four-fifths rate will generally not be regarded by Federal enforcement agencies as evidence of adverse impact. ... Where the user has not maintained data on adverse impact as required by the documentation section of applicable guidelines, the Federal enforcement agencies may draw an inference of adverse impact of the selection process from the failure of the user to maintain such data..." 41 CFR 60-3.4(D)

Explanation of Standard Deviation (z-square) Analysis:

Like the Adverse Impact Analysis, the Standard Deviation Analysis measures the difference in the rate at which males and non-minorities are selected as compared to the rate at which females and minorities are selected. In positive actions like hires and promotions, whenever male and non-minority rates of selection are 2 or more standards than are the rate at which females and minorities are selected, there will be a presumption of discrimination. The employer must review the employment actions involved to determine if the actions taken were job related and consistent with business necessity. If not, corrective actions are required to correct the disparity.

In terminations, a negative employment action, the interpretation is reversed. Whenever the rate at which females and minorities are terminated is -2 or less standards than the rate at which males and non-minorities are terminated, there will be a presumption that discrimination is involved unless the employer can show that the reasons for the terminations are job related and consistent with business necessity. If not, corrective actions are required to correct the deficiency.

Job groups with 2 or more standards requiring attention will be identified with a flag.

2. Composition of Applicant Flow & Its Relationship to the company's Hiring Experience.

Females:

Females experienced adverse impact in the Hires that took place in Job Group 3A. Our review of the Applicant Flow Log shows that the reasons for non-selection were: Better Qualified Applicant Selected, Did Not Meet Job Requirements, Internal Candidate Selected, and Salary Offer Refused.

Minorities:

Minorities experienced adverse impact in the Hires that took place in Job Groups 1B, 1C, 2B, 2C and 3A. Our review of the Applicant Flow Log shows that the reasons for non-selection were: Better Qualified Applicant Selected, Did Not Meet Job Requirements, Insufficient Experience, Internal Candidate Selected, Position Closed, and Salary Offer Refused.

Hires to Applicants														
OK Panhandle State Univeristy														
July 1, 2018 through June 30, 2019														
Applicants					Hires									
Job Group	Male	Female	Minority	Non-Minority	Male	% Male	Female	% Female	Females Adversely Affected?	Minority	% Minority	Non-Minority	% Non-Minority	Minorities Adversely Affected?
1									NO					NO
1A									NO					NO
1B	6	8	1	13	3	50%	5	62.5%	NO	0	0%	8	61.54%	YES ⚠
1C	5	0	3	2	0	0%	1	0%	NO	0	0%	1	50%	YES ⚠
1D	0	1	0	1	0	0%	1	100%	NO	0	0%	1	100%	NO
2A									NO					NO
2B	7	1	5	3	0	0%	1	100%	NO	0	0%	1	33.33%	YES ⚠
2C	30	12	14	28	8	26.67%	4	33.33%	NO	2	14.29%	10	35.71%	YES ⚠
2D	12	4	8	8	0	0%	3	75%	NO	2	25%	1	12.5%	NO
3A	113	1	46	68	6	5.31%	0	0%	YES ⚠	0	0%	6	8.82%	YES ⚠
3B	8	2	4	6	4	50%	1	50%	NO	2	50%	3	50%	NO
3C									NO					NO
4A	1	8	3	6	0	0%	2	25%	NO	2	66.67%	0	0%	NO
4B	0	1	1	0	0	0%	1	100%	NO	1	100%	0	0%	NO
7	1	0	0	1	1	100%	0	0%	NO	0	0%	1	100%	NO
Totals	183	38	85	136	22		19			9		32		

Total Applicants	221
Total Hires	41

Standard Deviation Analysis of Hires vs. Applicants.

Females:

There was no standard deviation greater than 2 found in the hires analysis of females. Our analysis has indicated that there is zero participation by females in the job group 1C and 7.

Minorities:

There was no standard deviation greater than 2 found in the hires analysis of minorities. Our analysis has indicated that there is zero participation by minorities in the job group 1D and 7.

Standard Deviation - Hires to Applicants

OK Panhandle State University
July 1, 2019

Job Group	# of Standard Deviations Represented									
	Male vs. Female					Non-Minortiy vs. Minority				
	Male		Female		Standard Deviation	Non-Minortiy		Minority		Standard Deviation
	Selected	Total	Selected	Total		Selected	Total	Selected	Total	
1										
1A										
1B	3	6	5	8	N/A	8	13	0	1	1.2
1C	0	5	1	0	N/A ⚠	1	2	0	3	1.37
1D	0	0	1	1	N/A	1	1	0	0	N/A ⚠
2A										
2B	0	7	1	1	-2.83	1	3	0	5	N/A
2C	8	30	4	12	N/A	10	28	2	14	1.45
2D	0	12	3	4	-3.33	1	8	2	8	-0.64
3A	6	113	0	1	N/A	6	68	0	46	N/A
3B	4	8	1	2	0	3	6	2	4	0
3C										
4A	0	1	2	8	-0.57	0	6	2	3	N/A
4B	0	0	1	1	N/A	0	0	1	1	N/A
7	1	1	0	0	N/A ⚠	1	1	0	0	N/A ⚠

N/A = Insufficient numbers to complete the analysis.

⚠ = 0 Female Employees, 0 Minority Employees, or a Standard Deviation of 2 or greater in the respective job group.

3. Promotions

Females:

There was no adverse impact against females in the Promotions that took place during this reporting period.

Minorities:

There was no adverse impact against minorities in the Promotions that took place during this reporting period.

Promotions															
OK Panhandle State Univeristy July 1, 2018 through June 30, 2019															
Incumbents					Promotions										
Job Group	Male	Female	Minority	Non-Minority	Male	% Male	Female	% Female	Females Adversely Affected?	Minority	% Minority	Non-Minority	% Non-Minority	Minorities Adversely Affected?	
1	0	0	0	0					NO					NO	
1A	3	1	1	3					NO					NO	
1B	6	11	4	13					NO					NO	
1C	2	3	0	5	0	0%	1	33.33%	NO	0	0%	1	20%	NO	
1D	1	2	1	2					NO					NO	
2A	2	1	1	2	0	0%	0	0%	NO	1	100%	0	0%	NO	
2B	5	5	0	10	0	0%	0	0%	NO	4	0%	0	0%	NO	
2C	14	14	6	22	0	0%	0	0%	NO	3	50%	0	0%	NO	
2D	11	13	5	19					NO					NO	
3A	14	7	3	18					NO					NO	
3B	21	7	11	17					NO					NO	
3C	0	0	0	0					NO					NO	
4A	0	7	1	6					NO					NO	
4B	1	4	1	4					NO					NO	
4D	0	1	0	1					NO					NO	
5	2	0	0	2					NO					NO	
6	1	0	1	0					NO					NO	
7	2	1	1	2					NO					NO	
Total	85	77	36	126	0		1			8		1			

Total Incumbents	162
Total Promotions	1

Standard Deviation Analysis of Promotions.

Females:

There was no standard deviation greater than 2 found in the promotions analysis of females.

Minorities:

There was no standard deviation greater than 2 found in the promotions analysis of minorities. Our analysis has indicated that there is zero participation by minorities in the job group 2A.

Standard Deviation - Promotions

OK Panhandle State Univeristy
July 1, 2019

Job Group	# of Standard Deviations Represented									
	Male vs. Female					Non-Minortiy vs. Minority				
	Male		Female		Standard Deviation	Non-Minortiy		Minority		Standard Deviation
	Selected	Total	Selected	Total		Selected	Total	Selected	Total	
1										
1A										
1B										
1C	0	1	1	1	-1.41	1	1	0	1	1.41
1D										
2A	0	1	0	1	0	0	1	1	0	N/A ⚠
2B	0	1	0	1	0	0	2	4	1	N/A
2C	0	1	0	1	0	0	2	3	1	0
2D										
3A										
3B										
3C										
4A										
4B										
4D										
5										
6										

N/A = Insufficient numbers to complete the analysis.


⚠ = 0 Female Employees, 0 Minority Employees, or a Standard Deviation of 2 or greater in the respective job group.

Standard Deviation - Promotions

OK Panhandle State Univeristy
July 1, 2019

Job Group	# of Standard Deviations Represented									
	Male vs. Female					Non-Minortiy vs. Minority				
	Male		Female		Standard Deviation	Non-Minortiy		Minority		Standard Deviation
	Selected	Total	Selected	Total		Selected	Total	Selected	Total	
7										

N/A = Insufficient numbers to complete the analysis.

 = 0 Female Employees, 0 Minority Employees, or a Standard Deviation of 2 or greater in the respective job group.

4. Terminations

Females:

There was no adverse impact against females in the Terminations for Cause that took place during this reporting period.

Minorities:

Minorities experienced adverse impact in the Terminations for Cause that took place in Job Group 3B. The terminations were a result of Employment not renewed.

Terminations - All															
OK Panhandle State Univeristy															
July 1, 2018 through June 30, 2019															
Incumbents					Terminations - All										
Job Group	Male	Female	Minority	Non-Minority	Male	% Male	Female	% Female	Females Adversely Affected?	Minority	% Minority	Non-Minority	% Non-Minority	Minorities Adversely Affected?	
1	0	0	0	0					NO					NO	
1A	3	1	1	3					NO					NO	
1B	6	11	4	13	1	16.67%	4	36.36%	YES	1	25%	4	30.77%	NO	
1C	2	3	0	5	0	0%	1	33.33%	YES	0	0%	1	20%	NO	
1D	1	2	1	2	1	100%	0	0%	NO	0	0%	1	50%	NO	
2A	2	1	1	2					NO					NO	
2B	5	5	0	10	1	20%	1	20%	NO	0	0%	2	20%	NO	
2C	14	14	6	22					NO					NO	
2D	11	13	5	19					NO					NO	
3A	14	7	3	18	2	14.29%	6	85.71%	YES	1	33.33%	7	38.89%	NO	
3B	21	7	11	17	10	47.62%	0	0%	NO	7	63.64%	3	17.65%	YES	
3C	0	0	0	0					NO					NO	
4A	0	9	3	6	0	0%	5	55.56%	NO	0	0%	5	83.33%	NO	
4B	1	5	2	4					NO					NO	
4D	0	1	0	1					NO					NO	
5	2	0	0	2					NO					NO	
6	1	0	1	0					NO					NO	
7	2	1	1	2					NO					NO	
Total	85	80	39	126	15		17			9		23			

Total Incumbents	165
Total Terminations	32

Terminations - For Cause														
OK Panhandle State Univeristy July 1, 2018 through June 30, 2019														
Incumbents					Terminations - For Cause									
Job Group	Male	Female	Minority	Non-Minority	Male	% Male	Female	% Female	Females Adversely Affected?	Minority	% Minority	Non-Minority	% Non-Minority	Minorities Adversely Affected?
1	0	0	0	0					NO					NO
1A	3	1	1	3					NO					NO
1B	6	11	4	13					NO					NO
1C	2	3	0	5					NO					NO
1D	1	2	1	2					NO					NO
2A	2	1	1	2					NO					NO
2B	5	5	0	10	1	20%	0	0%	NO	0	0%	1	10%	NO
2C	14	14	6	22					NO					NO
2D	11	13	5	19					NO					NO
3A	14	7	3	18					NO					NO
3B	21	7	11	17	1	4.76%	0	0%	NO	1	9.09%	0	0%	YES ⚠
3C	0	0	0	0					NO					NO
4A	0	9	3	6					NO					NO
4B	1	5	2	4					NO					NO
4D	0	1	0	1					NO					NO
5	2	0	0	2					NO					NO
6	1	0	1	0					NO					NO
7	2	1	1	2					NO					NO
Total	85	80	39	126	2		0			1		1		

Total Incumbents	165
Total Terminations	2

Standard Deviation Analysis of Terminations.

Females:

There was no standard deviation greater than 2 found in the terminations analysis of females.

Minorities:

There was no standard deviation greater than 2 found in the terminations analysis of minorities. Our analysis has indicated that there is zero participation by minorities in the job group 2B.

Standard Deviation - Terminations

OK Panhandle State Univeristy
July 1, 2019

Job Group	# of Standard Deviations Represented									
	Male vs. Female					Non-Minortiy vs. Minority				
	Male		Female		Standard Deviation	Non-Minortiy		Minority		Standard Deviation
	Selected	Total	Selected	Total		Selected	Total	Selected	Total	
1										
1A										
1B										
1C										
1D										
2A										
2B	1	5	0	5	1.05	1	10	0	0	N/A ⚠
2C										
2D										
3A										
3B	1	21	0	7	0.59	0	17	1	11	-1.27
3C										
4A										
4B										
4D										
5										
6										

N/A = Insufficient numbers to complete the analysis.


⚠ = 0 Female Employees, 0 Minority Employees, or a Standard Deviation of -2 or less in the respective job group.

Standard Deviation - Terminations

OK Panhandle State Univeristy
July 1, 2019

Job Group	# of Standard Deviations Represented									
	Male vs. Female					Non-Minortiy vs. Minority				
	Male		Female		Standard Deviation	Non-Minortiy		Minority		Standard Deviation
	Selected	Total	Selected	Total		Selected	Total	Selected	Total	
7										

N/A = Insufficient numbers to complete the analysis.

 = 0 Female Employees, 0 Minority Employees, or a Standard Deviation of 2 or greater in the respective job group.

5. Compensation Analysis

In the following display, we have completed an annual analysis of the compensation of all employees listed as full time. The formula used in the compensation analysis is found in the EO Survey utilized by the OFCCP. The report is designed to show the relationships between male and female and minority and non-minority salaries as they are found in the various job groups. Salaries displayed compare total minority and non-minority male and female salaries and then displays the salaries of both groups showing the low, high, and average minority male and non-minority males and female salaries.

COMPENSATION ANALYSIS - FEMALES

2019 AAP Year

OK Panhandle State Univeristy
July 1, 2019

Job Group	Minority Females					TOT EMP	Non-Minority Females				
	#	Total \$	Low	High	Average		#	Total \$	Low	High	Average
1											
1A	1	\$110,000.00	\$110,000.00	\$110,000.00	\$110,000.00						
1B	4	\$234,794.00	\$36,000.00	\$86,491.00	\$58,698.50	10	\$548,621.00	\$30,000.00	\$74,121.00	\$54,862.10	
1C						1	\$75,000.00	\$75,000.00	\$75,000.00	\$75,000.00	
1D	3	\$94,500.00	\$30,000.00	\$34,500.00	\$31,500.00	2	\$64,200.00	\$30,200.00	\$34,000.00	\$32,100.00	
2A						1	\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00	
2B						2	\$69,000.00	\$26,000.00	\$43,000.00	\$34,500.00	
2C	2	\$82,500.00	\$38,500.00	\$44,000.00	\$41,250.00	5	\$196,334.00	\$37,000.00	\$42,334.00	\$39,266.80	
2D	2	\$61,000.00	\$21,000.00	\$40,000.00	\$30,500.00	10	\$416,246.00	\$37,000.00	\$50,471.00	\$41,624.60	
3A	3	\$176,000.00	\$36,000.00	\$72,000.00	\$58,666.67	3	\$109,230.00	\$23,230.00	\$50,000.00	\$36,410.00	
3B	3	\$76,245.00	\$15,000.00	\$42,000.00	\$25,415.00	4	\$116,710.00	\$15,000.00	\$39,000.00	\$29,177.50	
3C						1	\$45,000.00	\$45,000.00	\$45,000.00	\$45,000.00	
4A	3	\$100,166.00	\$25,000.00	\$41,166.00	\$33,388.67	5	\$172,901.00	\$29,780.00	\$40,000.00	\$34,580.20	
4B	2	\$60,000.00	\$30,000.00	\$30,000.00	\$30,000.00	5	\$124,673.00	\$21,431.00	\$28,000.00	\$24,934.60	
5											
6											
7	1	\$17,117.00	\$17,117.00	\$17,117.00	\$17,117.00						

COMPENSATION ANALYSIS - MALES

2019 AAP Year

OK Panhandle State Univeristy
July 1, 2019

Job Group	TOT EMP	Minority Males				TOT EMP	Non-Minority Males			
	#	Total \$	Low	High	Average	#	Total \$	Low	High	Average
1						1	\$230,000.00	\$230,000.00	\$230,000.00	\$230,000.00
1A						2	\$219,000.00	\$100,000.00	\$119,000.00	\$109,500.00
1B	1	\$95,347.00	\$95,347.00	\$95,347.00	\$95,347.00	5	\$273,710.00	\$40,000.00	\$65,000.00	\$54,742.00
1C						4	\$211,590.00	\$38,000.00	\$68,000.00	\$52,897.50
1D						1	\$27,000.00	\$27,000.00	\$27,000.00	\$27,000.00
2A						5	\$252,828.00	\$32,961.00	\$64,400.00	\$50,565.60
2B	2	\$87,755.00	\$40,000.00	\$47,755.00	\$43,877.50	4	\$184,458.00	\$40,000.00	\$50,706.00	\$46,114.50
2C	2	\$81,943.00	\$40,000.00	\$41,943.00	\$40,971.50	4	\$179,485.00	\$39,110.00	\$50,375.00	\$44,871.25
2D	2	\$80,935.00	\$37,000.00	\$43,935.00	\$40,467.50	7	\$255,755.00	\$17,639.00	\$47,116.00	\$36,536.43
3A	1	\$55,000.00	\$55,000.00	\$55,000.00	\$55,000.00	9	\$383,711.00	\$13,000.00	\$92,000.00	\$42,634.56
3B	8	\$160,000.00	\$12,000.00	\$35,000.00	\$20,000.00	8	\$179,136.00	\$6,000.00	\$52,000.00	\$22,392.00
3C										
4A										
4B										
5						2	\$79,875.00	\$31,875.00	\$48,000.00	\$39,937.50
6	1	\$33,305.00	\$33,305.00	\$33,305.00	\$33,305.00					
7						2	\$62,000.00	\$30,000.00	\$32,000.00	\$31,000.00

Standard Deviation Analysis of Salaries.

Females:

A standard deviation of 2 or greater when comparing males vs. females was found in the job group 2B. Our analysis has indicated that there is zero participation by females in job groups 1, 5 and 6.

Minorities:

There was no standard deviation greater than 2 found in the salary analysis of minorities. Our analysis has indicated that there is zero participation by minorities in the job groups 1, 1C, 2A, 3C and 5.

Standard Deviation Analysis of Salaries

OK Panhandle State University
July 1, 2019

Job Group	# of Standard Deviations Represented					
	Male vs. Female			Non-Minority vs. Minority		
	Total Male	Total Female	Standard Deviation	Total Non-Minority	Total Minority	Standard Deviation
1	1	0	N/A ⚠	1	0	N/A ⚠
1A	2	1	N/A	2	1	N/A
1B	6	14	0.69	15	5	-1.38
1C	4	1	N/A	5	0	N/A ⚠
1D	1	5	N/A	3	3	-0.53
2A	5	1	N/A	6	0	N/A ⚠
2B	6	2	2.6 ⚠	6	2	-0.27
2C	6	7	1.83	9	4	0.26
2D	9	12	-0.74	17	4	1.03
3A	10	6	-0.34	12	4	-1.46
3B	16	7	-1.24	12	11	0.66
3C	0	1	N/A	1	0	N/A ⚠
4A	0	8	N/A	5	3	0.34
4B	0	7	N/A	5	2	-2.99
5	2	0	N/A ⚠	2	0	N/A ⚠
6	1	0	N/A ⚠	0	1	N/A
7	2	1	N/A	2	1	N/A

N/A = Insufficient numbers to complete the analysis.

⚠ = 0 Female Employees, 0 Minority Employees, or a Standard Deviation of 2 or greater in the respective job group.

- = Analysis could not be completed due to Exempt, Commissioned, and/or 'N/A' Salaries

Standard Deviation Analysis of Salaries

OK Panhandle State University
July 1, 2019

Job Group	# of Standard Deviations Represented					
	Male vs. Female			Non-Minority vs. Minority		
	Total Male	Total Female	Standard Deviation	Total Non-Minority	Total Minority	Standard Deviation
1	1	0	N/A ⚠	1	0	N/A ⚠
1A	2	1	N/A	2	1	N/A
1B	6	14	0.69	15	5	-1.38
1C	4	1	N/A	5	0	N/A ⚠
1D	1	5	N/A	3	3	-0.53
2A	5	1	N/A	6	0	N/A ⚠
2B	6	2	2.6 ⚠	6	2	-0.27
2C	6	7	1.83	9	4	0.26
2D	9	12	-0.74	17	4	1.03
3A	10	6	-0.34	12	4	-1.46
3B	16	7	-1.24	12	11	0.66
3C	0	1	N/A	1	0	N/A ⚠
4A	0	8	N/A	5	3	0.34
4B	0	7	N/A	5	2	-2.99
5	2	0	N/A ⚠	2	0	N/A ⚠
6	1	0	N/A ⚠	0	1	N/A
7	2	1	N/A	2	1	N/A

N/A = Insufficient numbers to complete the analysis.

⚠ = 0 Female Employees, 0 Minority Employees, or a Standard Deviation of 2 or greater in the respective job group.

- = Analysis could not be completed due to Exempt, Commissioned, and/or 'N/A' Salaries

6. Facilities and Company-Sponsored Programs

Facility and company-sponsored programs are available to all employees in accordance with our Equal Opportunity Policy. No problems have been identified in this area.

7. Seniority Practices

An employee's experience with OK Panhandle State Univeristy is of great importance to us as it gives us the surety of a correct and expeditious performance of work assignments. We monitor this element of an employee's work history and are certain that no discrimination is found in our seniority policy or practice.

8. OJT is available.

9. Workforce attitude

Our experience supports the conclusion that there is no serious lack of support and commitment by managers to implement the Company's EEO policy. Lack of support of EEO/AA by any manager will not be tolerated.

10. Technical Compliance Phase

All technical phases of compliance are being met. All required posters are exhibited where applicants and employees may review them. The required certifications to recruitment sources are sent out at least annually. Applications and related employment data are maintained as required by federal legislation and guidelines.

C. ANALYSIS CONCLUSIONS:

OK Panhandle State Univeristy has conducted these analyses in order to ensure that our commitment to EEO and Affirmative Action is being fully implemented. Having completed such analyses, we have concluded the following:

1. Where underutilization in any job group exists, as that term is defined in the regulation [see 41 CFR 60-2.15], goals and timetables have been established.
2. The lateral and vertical movement of minority and women employees is occurring at a generally satisfactory rate, given their availability. Significant problems do not exist concerning promotions and improved job opportunities for minorities and women.

3. The minority and female participation in our work force overall indicate that their presence is at a rate that is generally characteristic of similar industries in our area. OK Panhandle State Univeristy has recruited extensively for qualified minorities and females. We will continue to seek minorities and females to fill all openings in our work force.
4. Application forms and related pre-employment inquiry forms comply with applicable federal, state and local EEO laws.
5. The mental and physical job requirements for all positions in the company are reviewed for accuracy on an ongoing basis with special attention given to new positions as they are added to the work force.
6. Where OK Panhandle State Univeristy uses specific selection procedures for its jobs, they are job-related. Further, in compliance with the Uniform Guidelines on Employee Selection Procedures, job groups will continue to be studied for the purpose of ensuring that our selection process does not have any adverse impact on minorities and women.
7. The referral ratio of qualified minorities and women to the hiring supervisor or manager does not indicate that a higher percentage of minorities or women are being unreasonably rejected as compared to the percentage of non-minorities or men. Personnel fully cognizant of our EEO policy perform employment interviewing and screening.
8. Minorities and women are not excluded from any company-sponsored activities or programs and such programs are fully integrated.
9. No de facto segregation exists at OK Panhandle State Univeristy.
10. No artificial barriers or restrictive seniority provisions that result in overt or inadvertent discrimination exist. The rate of upward mobility of women and minorities is reasonable, given their availability.
11. Support for our Equal Employment Opportunity policy on the part of managers, supervisors and employees is strong. The written Affirmative Action Plan is fully communicated to all levels of management.

12. The techniques that have been established for evaluating the effectiveness of our AAP includes periodic review of the employment data. Further, the EEO Officer will continue to make periodic reports to management regarding the status of the AAP and the progress being made.
13. There is no lack of access to suitable housing, which might impede the employment of minorities and women by OK Panhandle State Univeristy.
14. Transportation, both public and private, is not a significant problem with respect to minority and female employment.
15. Subcontractors and suppliers utilized by us are advised of their EEO responsibilities. Further, purchase orders contain the required Equal Opportunity Clause. (See Appendix)
16. EEO posters provided by the federal government are prominently displayed in appropriate places at OK Panhandle State Univeristy.

DEVELOPMENT AND EXECUTION OF ACTION ORIENTED PROGRAMS 41 CFR 60-2.17(c)

A. The company will continue to take the following actions:

1. Conduct a detailed analysis of position descriptions to ensure that they actually reflect position functions and are consistent for the same position from one location to another. This analysis is conducted each time a vacant position is filled by a promotion or hiring action. Additionally, we have established a schedule for the review of the mental and physical qualifications of all positions at OK Panhandle State Univeristy. This analysis involves the identification of the essential job functions and is a positive response to the demands of the ADA of 1990. (See schedule in the Veterans and Disabled AAPs)

Responsible Official: Dana Collins, EEO Officer
Completion Date: Ongoing project

2. On a continuous basis, OK Panhandle State Univeristy reviews worker specification throughout the organization giving special attention to academic, experience, and skill requirements to ensure such requirements do not constitute inadvertent discrimination.

Responsible Official: Dana Collins, EEO Officer
Completion Date: Ongoing project

3. Evaluate the total selection process to ensure freedom from bias and aid in the attainment of goals and objectives.

Responsible Official: Dana Collins, EEO Officer
Completion Date: Ongoing project

4. Aggressively recruit minority and female applicants seeking out those qualified to perform our jobs. This activity bolsters our commitment to increase the minority and female participation in our work force. We will continue to seek out women in skilled areas by working closely with the Vo-Tech centers, the State Employment Service, and other sources made available to us.

Responsible Official: Dana Collins, EEO Officer
Completion Date: Ongoing project

5. Minority and female employees are given equal opportunity for promotion. We actively encourage minorities and females to seek out job advancement.

Responsible Official: Dana Collins, EEO Officer
Completion Date: Ongoing project

6. Facilities and company-sponsored social and recreational activities are desegregated and we will actively encourage all employees to participate.

Responsible Official: Dana Collins, EEO Officer
Completion Date: Ongoing project

7. Training programs are readily available to minorities and females within the company in many areas of the company's work force. All programs are equally available to both females and minorities.

Responsible Official: Dana Collins, EEO Officer
Completion Date: Ongoing project

INTERNAL AUDIT REPORTING SYSTEMS 41 CFR 60-2.17(d)

OK Panhandle State Univeristy believes that one of the most important elements for effective implementation of a written Affirmative Action Plan is an adequate internal audit and reporting system. Through this system, progress can be monitored and management kept continuously informed. For this purpose, we have established the following internal audit and reporting system.

1. Records of applicants, hires, promotions, and terminations will continue to be monitored at all levels to ensure that our EEO policy is carried out. Records of hires, promotions, transfers and separations will continue to be maintained by job groups.
2. Progress toward meeting goals and timetables will continue to be measured periodically.
3. The EEO Officer is responsible for reviewing report results periodically with appropriate levels of management.
4. Where necessary, the EEO Officer communicates regularly, at least on an annual basis, with senior management concerning recommendations to improve EEO performance.
5. Diagram(s) of employment actions have been added to our audit and reporting system. It clearly shows employment activity by job group allowing a clear grasp of actions taken.
6. Promotions are defined as a move upward in job groups. Transfers are defined as a move within a job group.

INTERNAL AUDIT OF EMPLOYMENT ACTIONS

OK Panhandle State University
 For the period July 1, 2018 through June 30, 2019

Job Group	Applicants			Hires			Promotions			Transfers			Terminations		
	TOT	FEM	MIN	TOT	FEM	MIN	TOT	FEM	MIN	TOT	FEM	MIN	TOT	FEM	MIN
1															
1A															
1B	14	8	1	8	5	0							5	4	1
1C	5	0	3	1	1	0	1	1	0				1	1	0
1D	1	1	0	1	1	0							1	0	0
2A							0	0	1						
2B	8	1	5	1	1	0	0	0	4				2	1	0
2C	42	12	14	12	4	2	0	0	3						
2D	16	4	8	3	3	2									
3A	114	1	46	6	0	0							8	6	1
3B	10	2	4	5	1	2							10	0	7
3C															
4A	9	8	3	2	2	2							5	5	0
4B	1	1	1	1	1	1									
4D															
5															
6															
7	1	0	0	1	0	0									

A discussion of these actions can be found in Chapter 7 of this AAP.

ANALYSIS OF PRIOR YEAR GOALS

In the following display, in those job groups in which a female or minority goal amounts to less than a full person, and no placement of females or minorities took place in that job group during this reporting period, we state that the goal has been met. Since there is no obligation to meet a goal of less than a person, this statement represents our positive, but unsuccessful efforts, to meet our goals. To say that we did not meet a goal when that goal is less than a full person makes no more sense than to say we met a partial person goal since in either case, the obligation to meet the goal has ceased to bind.

ANALYSIS OF ANNUAL GOALS FOR THE PRIOR YEAR

OK Panhandle State Univeristy
July 1, 2019

Job Group	% Goals Date: July 1, 2018		Placements For the period July 1, 2018 through June 30, 2019							Female Goals Met	Minority Goals Met
	Female	Minority	Total Placements	Expected		Actual		Difference		Yes / No	Yes / No
				Female	Minority	Female	Minority	Female	Minority		
1	0%	0%	0	0	0	0	0	0	0	N/A	N/A
1A	0%	0%	0	0	0	0	0	0	0	N/A	N/A
1B	0%	0%	15	0	0	6	6	6	6	Yes	Yes
1C	0%	10.39%	2	0	0	1	1	1	1	Yes	Yes
1D	0%	0%	1	0	0	1	0	1	0	Yes	Yes
2A	46.26%	0%	0	0	0	0	0	0	0	N/A	N/A
2B	49.28%	20.32%	2	0	0	1	1	1	1	Yes	Yes
2C	0%	0%	12	0	0	4	2	4	2	Yes	Yes
2D	0%	17.73%	3	0	0	3	2	3	2	Yes	Yes
3A	0%	28.06%	6	0	1	0	0	0	-1	Yes	No ⚠
3B	0%	0%	5	0	0	1	2	1	2	Yes	Yes
3C	0%	0%	0	0	0	0	0	0	0	N/A	N/A
4A	0%	20.21%	2	0	0	2	2	2	2	Yes	Yes
4B	88.44%	0%	1	0	0	1	1	1	1	Yes	Yes
4D	0%	35%	0	0	0	0	0	0	0	N/A	N/A
5	26.9%	23.15%	0	0	0	0	0	0	0	N/A	N/A

ANALYSIS OF ANNUAL GOALS FOR THE PRIOR YEAR

OK Panhandle State Univeristy
July 1, 2019

Job Group	% Goals Date: July 1, 2018		Placements For the period July 1, 2018 through June 30, 2019							Female Goals Met	Minority Goals Met
	Female	Minority	Total Placements	Expected		Actual		Difference		Yes / No	Yes / No
				Female	Minority	Female	Minority	Female	Minority		
6	3.1%	0%	0	0	0	0	0	0	0	N/A	N/A
7	0%	0%	1	0	0	0	0	0	0	Yes	Yes

COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES 41 CFR 60-20

OK Panhandle State Univeristy complies with the sex discrimination guidelines issued by OFCCP and set forth in 41 CFR 60-20, as follows:

- OK Panhandle State Univeristy's employment advertising does not express a sex preference and, if printed, does not appear in sex segregated columns. Individuals of both sexes are recruited for all jobs.
- OK Panhandle State Univeristy's policy manual states that there will be no discrimination on account of sex.
- OK Panhandle State Univeristy recruits employees of both sexes for all positions.
- OK Panhandle State Univeristy does not rely upon a state "protective" laws to deny women employees the right to any job they are qualified to perform.
- OK Panhandle State Univeristy offers employees of both sexes an equal employment opportunity for any jobs they are qualified to perform.
- OK Panhandle State Univeristy does not make any distinction between married and unmarried persons of one sex that is not made between married and unmarried persons of the other sex.
- OK Panhandle State Univeristy does not deny employment to women with young children.
- OK Panhandle State Univeristy provides appropriate physical facilities to both sexes.
- OK Panhandle State Univeristy does not penalize, in conditions of employment, employees who require time away from work for childbearing. Employees returning to work following childbirth shall be reinstated to their original job or to a position of like status and pay, without loss of service credits.

- Disabilities caused by or contributed to by pregnancy, childbearing, or related medical conditions are treated the same as disabilities caused by or contributed to by other medical conditions under the Company's insurance plan.
- OK Panhandle State Univeristy does not, on the basis of sex, specify any differences between men and women employees in either mandatory or optional retirement age.
- OK Panhandle State Univeristy's wage schedules are not related to or based upon sex.
- OK Panhandle State Univeristy does not restrict one sex to certain job groups.

In addition to the above, OK Panhandle State Univeristy will continue to take affirmative action as follows:

- Encourage women to apply for all positions in OK Panhandle State Univeristy for which they are qualified.
- Encourage women to participate in management training programs if and when used by OK Panhandle State Univeristy.
- Encourage women to apply for all training programs that can facilitate their ability to advance.

Company management has been made aware of the requirements set forth above. Further, the principles contained in these guidelines have been incorporated into the EEO policy of OK Panhandle State Univeristy.

GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION OR NATIONAL ORIGIN 41 CFR 60-50

COMPANY POLICY ON RELIGION AND NATIONAL ORIGIN

It is the policy of OK Panhandle State Univeristy to ensure equal employment opportunity to all employees without regard to religion or national origin. We have and will continue to hire applicants and to employ, promote, transfer, recruit, layoff or terminate employees for employment, as well as ensure that compensation and selection for training are accomplished without regard to religion or national origin. We ensure through the review of our policies and procedures that various religious and ethnic groups receive fair consideration for all job opportunities. Should deficiencies be identified, appropriate outreach and recruitment activities will be undertaken to correct them. Some of our affirmative actions are:

1. Through internal communications and appropriate procedures we try to foster understanding, acceptance and support to ensure equal employment opportunity for all persons regardless of religion or national origin.
2. Periodically, we inform all employees verbally or in writing of our commitment to equal employment opportunity for all persons regardless of religion or national origin.
3. We enlist the assistance and support of recruitment sources to refer prospective employees without regard to religion or national origin. As appropriate, we seek out applicants from educational institutions with a substantial enrollment of students from various religious and ethnic groups.
4. We review employment records to determine the availability of promotable and transferable employees without regard to their religious or ethnic affiliation.
5. We use religious and ethnic media for institutional and employment advertising when appropriate.

6. We make reasonable accommodations to the religious observances and practices of employees and prospective employees, especially to those who regularly observe Friday evening and Saturday or some other day of the week as their Sabbath. Further, we accommodate those who observe certain religious holidays during the year unless undue hardship is involved. To determine what constitutes undue hardship, the following factors are considered:
 - a. Business necessity
 - b. Financial costs and expenses
 - c. Resulting personnel problems

OK Panhandle State Univeristy
AFFIRMATIVE ACTION PLAN
FOR INDIVIDUALS WITH DISABILITIES
AND PROTECTED VETERANS

Prepared in accordance with
41 CFR Chapter 60-250 and 60-741

Dana Collins
EEO Officer

Timothy Faltyn
President

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POLICY

OK Panhandle State Univeristy is committed to the principles of Equal Employment Opportunity and Affirmative Action. It is our policy to carry out our employment actions in a positive manner to ensure equal employment opportunity for all employees and applicants without regard to disability, Vietnam, disabled, or other veteran status. We do not discriminate against any employee or applicant including disabled people, Vietnam, disabled, or other veterans in regard to any position for which they are qualified. This policy applies to all employment practices, including, but not limited to: Hiring, upgrading, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training. Further, we are committed to make reasonable accommodations to the mental and physical limitations of individuals with disabilities, except in instances in which it would cause an undue hardship on the operation of the company.

This position is reaffirmed annually by the President to all employees and applicants. This commitment is incorporated in our company's EEO/AA policy statement and communicated to all employees, applicants, and appropriate organizations. All employees, especially managers and supervisors, are enjoined to carry out this commitment in their areas of work and responsibility.

IMPLEMENTATION

The President's Office is responsible for the administration of the Equal Employment Opportunity (EEO) and Affirmative Action (AA) policies. The President's reaffirmation of the company's commitment to the principles of EEO/AA, posted annually, clearly states that implementation of the EEO policy is everyone's responsibility. All managers and other designated EEO/Affirmative Action Representatives (AARs) have specific EEO/AA responsibilities.

OK Panhandle State Univeristy implements the Affirmative Action Plan for the Disabled, Disabled Veterans, Vietnam Era Veterans, and Other Veterans by the following actions:

- Consider qualified individuals with disabilities and covered veterans without discrimination in the administration of its personnel procedures.
- Provide information, training, and counseling to all employees, supervisors, and managers in order to gain positive support and understanding of the Affirmative Action Plan for individuals with disabilities and for covered veterans.
- Publicize and monitor the Affirmative Action Plan for individuals with disabilities and for covered veterans.
- Inform employees of OK Panhandle State Univeristy's policy on the employment of individuals with disabilities and of covered veterans.
- Work closely with the state employment service and other organizations and institutions servicing individuals with disabilities and covered veterans.
- Make reasonable accommodations (by removing architectural barriers, restructuring the work sites and job duties, obtaining passive devices, etc.) to the physical and mental limitations of employees or applicants.

- Include individuals with disabilities and covered veterans when OK Panhandle State Univeristy employees are identified in advertisements for jobs.
- Provide information to all employees regarding changes in OK Panhandle State Univeristy's policies and procedures.
- Include appropriate clauses in non-exempt contracts and subcontracts, including those with vendors, suppliers, and unions, as appropriate.
- Post in conspicuous places, available to employees and applicants, notices that state our obligations under the law and affirm that OK Panhandle State Univeristy takes affirmative action to employ and advance in employment qualified individuals with disabilities and covered veterans.
- Continue to implement a program for the placement of individuals with disabilities and covered veterans for the purpose of utilizing the skills and talents that they can and do bring to the work force.

DISSEMINATION

A. INTERNAL DISSEMINATION

OK Panhandle State Univeristy's Affirmative Action Policy is available to all employees in the following ways:

1. Annual Statement of Commitment: Each year the President will post a reaffirmation the EEO/AA Policy Statement to all employees.
2. Affirmative Action Plan: OK Panhandle State Univeristy's affirmative action plan will continue to be revised annually and distributed by the EEO Officer to all management offices. The Equal Employment Opportunity Policy and federally required Equal Employment Opportunity Posters affirming our nondiscrimination policy are posted on official bulletin boards in public locations and work areas.
3. Training: OK Panhandle State Univeristy's EEO/AA Policy regarding individuals with disabilities and covered veterans is communicated to all managers, supervisors and employees. All managers and supervisors are required to become familiar with the contents of the Affirmative Action Plan. Manager's/supervisor's performance is evaluated, in part, based on his or her Equal Employment Opportunity and Affirmative Action efforts.

B. EXTERNAL DISSEMINATION

OK Panhandle State Univeristy will continue to disseminate information externally to various community and state organizations about Equal Employment Opportunity and Affirmative Action. OK Panhandle State Univeristy has and will maintain liaison with local organizations and institutions that service individuals with disabilities and covered veterans to recruit qualified individuals. All job advertisements published externally state the company is an "Equal Opportunity Employer."

PERSONNEL PROCEDURES

OK Panhandle State Univeristy is committed to the principles of Equal Employment Opportunity and Affirmative Action. It is the company's policy to comply with all Federal and State regulations pertaining to Equal Employment Opportunity.

A. GENERAL PROCEDURES

State employment agencies, vocational rehabilitation agencies, state education agencies, and various community agencies will be used as recruiting sources. When necessary, Veteran Employment Representatives, local Veteran Administration Offices, and local Vietnam Era Veterans' organizations will continue to be contacted for guidance and/or technical assistance on the possible development of on-the-job training opportunities for covered veterans.

Meetings are available for interested rehabilitation agencies to acquaint their counselors with the physical aspects of company work areas and typical job requirements.

Physical and mental job qualification requirements are reviewed on an on-going basis to ensure that, to the extent qualification requirements tend to screen out qualified individuals with disabilities and covered veterans, they are job related, consistent with business necessity, and the safe performance of the job.

Personnel procedures are reviewed annually to determine that present procedures assure careful, thorough, and systematic consideration of the job qualifications of known individuals with disabilities, disabled and Vietnam Era veteran applicants.

In offering employment or promotion to individuals with disabilities, disabled veterans, veterans of the Vietnam era, and other veterans OK Panhandle State Univeristy does not reduce the amount of compensation offered because of any disability income, pension or other benefit the applicant or employee receives from another source.

All job openings are listed with the State Employment Service with the exception of top-level management, jobs filled internally, and those jobs lasting 3 days or less.

Employment records are reviewed to determine the availability of promotable/transferable qualified known individuals with disabilities and covered veterans.

Recruiting and employment personnel and the EEO Officer are primarily responsible for observing the Affirmative Action obligations in the employment and placement of qualified individuals with disabilities and covered veterans. Any individual with disabilities or covered veteran applicant can request a job accommodation. Company management reviews the request and an appropriate decision is made. Information obtained from medical examinations is used only to establish work restrictions and to provide safeguards for individuals who might require emergency medical treatment. The information is not used to exclude or otherwise limit employment opportunities of qualified individuals.

Every applicant has the opportunity to identify himself or herself as disabled and/or as a covered veteran. All medical information concerning individuals with disabilities or covered veterans will be used only to meet safety requirements and to make reasonable accommodations for any disability. Information regarding disability and veteran status is both voluntary and confidential.

B. RESPONSIBILITIES OF THE EEO OFFICER WITH REGARD TO INDIVIDUALS WITH DISABILITIES AND COVERED VETERANS

OK Panhandle State University, in keeping with its commitment to the principles of Affirmative Action and Equal Employment Opportunity, appointed the EEO Officer who is responsible for the Disabled, Disabled Veterans, Vietnam Era Veterans, and Other Veterans Programs. The duties of this position are as follows:

- Receive all requests for assistance in accommodating the disabilities of an employee.
- Assist individuals with disabilities and covered veterans with job development.
- Develop contacts with interested referral agencies to assess and promote interest in disabled/covered veteran placement.

- Develop and implement programs for the recruiting and placement of qualified individuals with disabilities and covered veterans.
- Review applicants who are disabled/covered veterans concerning work skills, education, and training.
- Review the regulations and keep informed of all new or updated legislation to ensure that the company is in compliance with Federal and State laws.
- Assist company authorities in drawing up specifications for modification of existing structures for accessibility by individuals with disabilities as appropriate.
- Serve as a resource to supervisors, employees, and applicants in all matters concerning individuals with disabilities and covered veterans.
- Train company supervisors and managers concerning the responsibilities of a Federal contractor under Section 503 of the Rehabilitation Act of 1973 and 38 USC 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974.

C. TRAINING AND EDUCATIONAL OPPORTUNITIES

OK Panhandle State Univeristy encourages the pursuit of opportunities for educational and professional development beneficial to the company and to the employee.

Reasonable accommodations are made for employees with disabilities to enable them to participate in job-related training and career development.

COMPLAINTS

It is company policy to encourage and facilitate the resolution of employee complaints and problems in a prompt and equitable manner. Employees with disabilities or covered veterans are encouraged to discuss their problems and/or complaints informally with their supervisor, other line manager, or the company EEO Officer.

No disclosure of employee contacts and informal counseling sessions is made without the employee's consent except where necessary in the treatment of the employee or when required by law.

If the complaint cannot be resolved through informal discussions, the employee may request formal review and complaint resolution.

An applicant for employment or any employee of OK Panhandle State Univeristy who feels he or she has been discriminated against, and who is an individual with disabilities or is a covered veteran, is encouraged to contact the Personnel Office or any member of management to seek assistance and direction. Every effort will be made to resolve the problem in a fair and concerned manner.

ACCOMMODATIONS

A. GENERAL ACCOMMODATIONS

OK Panhandle State Univeristy attempts to make accommodations to the physical and mental impairments of employees or applicants with disabilities when such accommodations are reasonable in terms of the conduct of business.

In determining the extent of OK Panhandle State Univeristy's accommodation obligations, the following factors, among others, are considered: (1) business necessity and (2) financial cost and expenses. "Business necessity" includes reasonable consideration of production, safety, and efficiency in the operation of company business.

When an employee is unable to perform the essential duties of a specific position because of a mental or physical disability, efforts are made to allow the employee to continue to work through reasonable accommodation.

Accommodations for disabled employees may involve a change in work schedule, work place, or job structure to assist in the performance of their essential job duties. Accommodations may include, but are not limited to, the removal of architecture barriers, the purchase of assisting devices, and the acquisition of interpreter services for hearing impaired employees

The Accommodations Review Committee provides a forum for resolving accommodation-related problems when an agreement between supervisor and employee or applicant cannot be reached. The EEO Officer chairs this committee. The Accommodations Review Committee is convened by the EEO Officer at the request of line management or at the request of the individual with disabilities. The Accommodations Review Committee provides consistency on what constitutes reasonable accommodation in contested cases.

The company conducts a medical evaluation and recommends appropriate accommodations to permit an employee to continue to work when an employee becomes or is believed to have become disabled. Management determines work restrictions made necessary by the employee's or prospective employee's disability. Supervisors should be sufficiently aware of their employee's work habits to be able to identify behavior or job performance that has been adversely affected by physical, mental, or emotional problems. When those circumstances exist, supervisors may require an employee to be examined by a proper medical authority. A supervisor who regards an employee as having a physical or mental impairment will refer that employee for medical evaluation and recommendation of any needed accommodation. The supervisor will discuss needed accommodation with the disabled individual and the EEO Officer.

B. SPECIFIC ACCOMMODATIONS

OK Panhandle State Univeristy continues to work with employees and supervisors who are in need of accommodations and guidelines in order to complete their responsibilities.

C. WAIVERS OF ADVERTISING

All requests to waive advertising for specific positions are submitted and forwarded to the EEO Officer for screening and for recommendation. Such exceptions must have the President's approval after review. A memorandum, from the department head through the EEO Officer, justifying the waiver requirements, must accompany the request.

INTERNAL COMPLIANCE REVIEW

Internal compliance reviews are internal audits developed to review and evaluate those specific requirements pertaining to the development of the company's policy on Affirmative Action and Equal Employment Opportunity and on the employment and advancement of qualified individuals with disabilities and covered veterans.

Periodic internal compliance reviews ensure implementation of the Affirmative Action Plan for individuals with disabilities and covered veterans.

AUDIT OF THE IMPLEMENTATION OF THE DISABLED AND VETERANS AAP

At least quarterly, the EEO Officer will review company personnel actions specifically to monitor how our employment actions are being carried out with reference to the employment, advancement and general employment welfare of the Disabled and Covered Veterans applicants and employees.

If and when discrepancies are found, the EEO Officer will analyze the problem and formulate appropriate corrective actions and ensure they are implemented.

HARASSMENT POLICY

To ensure that harassment of the Disabled and of Covered Veterans does not take place in our workforce, we have issued a Harassment Policy that is applicable to all employees and non-employees having associations with our company. We insist that all incidents of harassment be reported to the Human Resources Department or other members of management so that an investigation of the allegations can be initiated immediately and, as deemed appropriate from the results of the investigation, appropriate corrective actions taken. All forms of harassment are strictly prohibited and violations of this policy will be dealt with appropriately.

LIST OF RECORDS THAT MUST BE MAINTAINED TO SUPPORT
COMPANY EMPLOYMENT DECISIONS. SEPARATE FILES SHOULD BE
MAINTAINED FOR EACH SUBJECT.

- EEO-1 Report
- Current Vets-100 Report
- Purchase Order Example
- Certificate of Compliance
- Minority Status Identifications Request
- Corporate Minutes Concerning EEO/AA
- Samples of Employment Advertisements
- Employment Application
- EEO Voluntary Information Questionnaire
- Anti Harassment Policy
- Applicant Flow / Employment Action Forms
- Company Brochure / Handbook / Publications
- Training
- Verification of AAP Notification
- Recruitment Sources
- Position Posting Information
- Accommodations

EEO-1 REPORT

CURRENT VETS-100 REPORT

PURCHASE ORDER COPY ONLY

OK Panhandle State Univeristy
P.O. Box 430
Goodwell, OK 73939

Certification of Compliance

It is hereby agreed that the seller, contractor or subcontractor executing this certificate will comply with the requirements herein regarding each agreement and purchase order presently existing or which may be entered into hereafter between the seller, contractor or subcontractor and OK Panhandle State Univeristy. Incorporated by reference in this agreement are all the requirements imposed by Executive Order 11246, as amended, Section 202, Paragraph 1 through 7; Section 503 of the Rehabilitation Act of 1973; 38 USC 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, Executive Order 11625 (Utilization of Minority Business Enterprises), and all implementing regulations including the obligation to submit the EEO-100 and Vets-100 reports. Participants further agree that they do not and will not maintain any facilities provided for employees in a segregated manner or permit employees to perform their services at any location where segregated facilities are maintained.

DATED: _____

AGREED TO AND CERTIFIED BY: Contractor _____
(Company Name)

By _____
(Signature)

(Title)

OK Panhandle State Univeristy
P.O. Box 430
Goodwell, OK 73939

MINORITY STATUS IDENTIFICATION REQUEST

In keeping with our obligations under Executive Order 11625, as well in response to our corporate determination to foster the development of minority businesses, it is necessary to request the following information:

1. Are you a minority business enterprise, i.e., a business at least 50 percent of which is owned by a minority group member, or in the case of a publicly owned business, at least 51 percent of the stock of which is owned by a minority group member? For purposes of this inquiry, minority group members are Black (not of Hispanic origin), Asian or Pacific Islander, Hispanic and American Indian.
2. If you are a minority business, of what minority group are you a member?
3. Has your minority business status been certified?
4. If you are certified as a minority business, who or what agency granted the certification? Please submit a copy of your certification to our Purchasing Manager.
5. Are you a female owned business enterprise, i.e., a business at least 50 percent of which is owned by a woman, or in the case of a publicly owned business, at least 51 percent of the stock is owned by a female?

Your cooperation is appreciated.

Sincerely,

CORPORATE MINUTES CONCERNING EEO/AA MATTERS

CURRENT EMPLOYMENT ADVERTISEMENTS WITH EEO TAGLINE

EMPLOYMENT APPLICATION

MEMORANDUM FOR: Applicants for Employment
FROM: Human Resources Dept.
SUBJECT: Voluntary Request for EEO Information

This company is a government contractor. As a result of this coverage, we must comply with Federal and State Equal Employment Opportunity record keeping and reporting requirements. To respond to these obligations, we must request the following information. **PLEASE NOTE:** Submission of this information is **VOLUNTARY** and refusal to provide it will not subject you to any adverse action. The information you give us will be kept **CONFIDENTIAL** and away from your employment application. The information may only be used in accordance with the provisions of applicable laws, executive orders and regulations, including those that require the information to be summarized and reported to the federal government for civil rights enforcement. When reported, data will not identify any specific individual. If you are a Vietnam Era, Recently Separated or Other Eligible Veteran, we would like to include you under our Affirmative Action Plan. You may inform us of your desire to benefit under the program at this time and/or at any time in the future.

Name: _____ Job Applied for: _____

I decline this opportunity to respond to the questions listed below:

Male Female

Military service:

Vietnam Era Veteran: Served on active duty for more than 180 days between August 5, 1964 and May 7, 1975.

Armed Forces Service Medal

Other Veteran - See attached list.

Recently Separated

Race/Ethnicity - Please choose one of the following:

American Indian or Alaskan Native: A person having origins in any of the original peoples of North, Central and South America and who maintains tribal affiliation or community attachment.

Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American: A person having origins in any of the black racial groups of Africa.

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Native Hawaiian or Other Pacific Islander: A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White: (Not of Hispanic or Latino origin) A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or More Races: A person having origins in two or more of the above classifications.

Signature: _____ Date: _____

MEMORANDUM FOR: Employees
FROM: Human Resources Dept.
SUBJECT: Request for EEO Information

This company is a government contractor. As a result of this coverage, we must comply with Federal and State Equal Employment Opportunity record keeping and reporting requirements. To respond to these obligations, we must request the following information. **PLEASE NOTE:** Submission of this information is **VOLUNTARY** and refusal to provide it will not subject you to any adverse action. The information you give us will be kept **CONFIDENTIAL** and away from all employment records and application. Exceptions to the confidentiality issue are the following established by the regulations: (1) supervisors and managers may be informed of restrictions on the work or duties of disabled individuals, and regarding necessary accommodations. (2) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment, (3) government officials investigating compliance with the Acts shall be informed.

If you are a Vietnam Era, Recently Separated or Other Eligible Veteran or disabled (including special disabled veterans), we would like to include you under our Affirmative Action Plan. You may inform us of your desire to benefit under the program at this time or at any time in the future. It would also assist us if you tell us about any special methods, skills and procedures which you may have.

Name: _____ Job Applied for: _____

I decline this opportunity to respond to the questions listed below:

Male Female

Military service:

Vietnam Era Veteran: Served on active duty for more than 180 days between August 5, 1964 and May 7, 1975.

Armed Forces Service Medal

Other Veteran - See attached list.

Recently Separated

Race/Ethnicity - Please choose one of the following:

American Indian or Alaskan Native: A person having origins in any of the original peoples of North, Central and South America and who maintains tribal affiliation or community attachment.

Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American: A person having origins in any of the black racial groups of Africa.

Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Native Hawaiian or Other Pacific Islander: A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

White: (Not of Hispanic or Latino origin) A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Two or More Races: A person having origins in two or more of the above classifications.

Signature: _____ Date: _____

ANTI-HARASSMENT POLICY

It is the policy of OK Panhandle State Univeristy to conduct its operations in an environment free from sexual harassment. Specific acts prohibited include, but are not limited to, offensive sexual advances, verbal abuse of a sexual nature, graphic verbal comments about an individual's body, and display in the work place of sexually suggestive graffiti, objects, or pictures. The policy extends to non-employees, such as vendors, personnel, sales representatives, and job applicants.

OK Panhandle State Univeristy encourages and urges all employees to promptly report any incident of sexual harassment to the Employee Relations Department. The Employee Relations Department should also be contacted in the event any employee has questions concerning the Anti-Harassment Policy or wishes further explanation of specific conduct, which may be in violation of this policy. If, for any reason, an employee is uncomfortable making a report to the Employee Relations Department, the employee should feel free, at all times, to make a report directly to the General Manager of the facility or any member of management.

OK Panhandle State Univeristy's policy prohibits any employee from taking any adverse action against another employee based upon the employee's reporting of an incident of sexual harassment.

Violation of OK Panhandle State Univeristy's Sexual Harassment Policy will not be tolerated and will result in disciplinary action up to and including termination of employment.

APPLICANT FLOW LOG FORMS / EMPLOYMENT ACTION FORMS

TRAINING

VERIFICATION OF AAP NOTIFICATION

(Read and Sign & Then Return to Your Supervisor)

This is to verify that I have been informed that OK Panhandle State Univeristy has an Affirmative Action Plan and that a copy is available for me to review at the company personnel office. I understand that the principles promulgated by the program are designed to ensure equal employment opportunity to all applicants and employees. The company president, managers and supervisors are committed to carry out the terms of this program to avoid acts of discrimination against applicants and employees because of their race, color, gender, national origin, religion, disability or veterans status and to foster a positive atmosphere of fairness in the administration of all employment actions.

Signed: _____

Position: _____

Date: _____

Supervisor's Signature & Date: _____

RECRUITMENT SOURCES

Note: Remember to recruit with state employment service in each state the company recruits for open positions.

POSITION POSTING INFORMATION

GLOSSARY OF TERMS
41 CFR 60-1.3, 60-250.2, AND 60-742.8 DEFINITIONS

"Act": the Rehabilitation Act of 1973, Pub. L. 93-112, as amended by the Rehabilitation Act Amendments of 1974, Pub. L. 93-516, and Vietnam Era Veterans Readjustment Assistance Act, Pub. L. 92-540 of 1974, as amended.

"Administering Agency": any department, agency and establishment in the executive branch of the Government, including any wholly-owned Government corporation, which administers a program involving federally assisted construction contracts.

"Affirmative Action Clause": the contract provisions set forth in 60-741.4 and 60-250.4.

"Agency": any contracting or any administering agency of the Government.

"Assistant Secretary": the Assistant Secretary of Labor for Employment Standards or his/her designee.

"Construction Work": the construction, rehabilitation, alteration, conversion, extension, demolition or repair of buildings, highways, or other changes or improvements to real property, including facilities providing utility services. The term also includes the supervision, inspection, and other on-site functions incidental to the actual construction.

"Contract": any Government contract.

"Contracting Agency": any department, agency, establishment, or instrumentality in the executive branch of the Government, including any wholly-owned Government corporation, which enters into contracts.

"Contractor": unless otherwise indicated, a prime contractor or subcontractor.

"Director": the Director, Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor or any person to whom he delegates authority under the regulation of this chapter.

"Equal Opportunity Clause": the contract provisions set forth in 60-1.4(a) or (b), as appropriate.

"Government": the government of the United States of America.

"Government Contract": any agreement or modification thereof between any contracting agency and any person for the furnishing of supplies or services or for the use of real or personal property, including lease arrangements. The term "services", as used in this section, includes, but is not limited to the following services: utility, construction, transportation, research, insurance, and fund depository. The term "Government Contract" does not include (1) agreements in which the parties stand in the relationship of employer and employee, and (2) federally assisted construction contracts.

"Disabled Individual": any person who (1) has a physical or mental impairment which substantially limits one or more of such person's major life activities, (2) has a record of such impairment or (3) is regarded as having such an impairment.

"Substantially Limits" means the degree to which the disability affects employability. An individual with disabilities who is likely to experience difficulty in securing, retaining, or advancing in employment because of a disability would be considered "substantially limited."

"Major Life Activities" may be considered to include communication, ambulation, self-care, socialization, education, vocational training, transportation, adapting to housing, and, of course, employment. Primary attention, however, is given to those life activities that affect employment.

"Has a Record of Such an Impairment" means that an individual may be completely recovered from a previous physical or mental impairment.

"Is Regarded as Having an Impairment" refers to persons who are perceived as having a disability, whether the impairment exists or not.

"Minority Group": as used here shall include Black (not of Hispanic Origin), Asian or Pacific Islander, Hispanic, American Indian, and where appropriate, female employees and prospective employees.

"Modification": any alteration in the terms and conditions of a contract, including supplemental agreements, amendments, and extensions.

"Order", "Executive Order", or "Executive Order 11246": parts II, III, and IV of the Executive Order 11246 dated September 24, 1965, and any Executive Order amending such order and any other Executive Order superseding such order.

"Person": any natural person, corporation, partnership, unincorporated association, state or local government, and any agency, instrumentality, or subdivision of such a government.

"Prime Contractor": any person holding a contract and, for the purposes of Subpart B of this part, any person who held a contract subject to the order.

"Promotion": any personnel action resulting in movement to a position affording higher pay, or greater rank and/or provides for greater skill or responsibility or the opportunity to attain such skill or responsibility. The company reserves the right to determine what is or is not a promotion.

"Qualified Disabled Individual": a disabled individual as defined in 60-741.2 who, with or without reasonable accommodation, can perform the essential functions of the employment position that such individual holds or desires.

"Recruiting and Training Agency": any person who refers workers to any contractor or subcontractor or who provides or supervises apprenticeship or training for employment by any contractor or subcontractor.

"Rules, Regulations, and Relevant Orders of the Secretary of Labor" used in paragraph (4) of the equal opportunity clause and paragraph (b) of the affirmative action clause means rules, regulations, and relevant orders of the Secretary of Labor or his or her designee issued pursuant to the Order or Act.

"Secretary": the Secretary of Labor, U.S. Department of Labor.

"Subcontract": any agreement or arrangement between a contractor and any person (in which the parties do not stand in the relationship of an employer and an employee):

(1) For the furnishing of supplies or services or for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or

(2) Under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed.

"Subcontractor": any person holding a subcontract and, for the purposes of Subpart B of this part, any person who has held a subcontract subject to the order. The term "First-tier subcontractor" refers to a subcontractor holding a subcontract with a prime contractor.

"United States": as used herein shall include the several states, the District of Columbia, the Commonwealth of Puerto Rico, the Panama Canal Zone, and the Possessions of the United States of America.

"Veteran of the Vietnam Era": a person (1) who served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released there from with other than a dishonorable discharge, or (2) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964 and May 7, 1975.

A **"Disabled Veteran"** means a person who is entitled to disability compensation under laws administered by the Veterans Administration for disability rated at 30 percent or more, or a person whose discharge or release from active duty was for a disability incurred or aggravated in the line of duty.

"Qualified Disabled Veteran" means a disabled person as defined in 41 CFR 60-250.2 that is capable of performing a particular job, with reasonable accommodation to his or her disability.

Accommodations

This form lists all accommodations made for company employees. Accommodations include any effort on the part of the company to assist the employee in successfully performing their job. This may include flexible work schedules, computer keyboard aides, larger computer monitors, special chairs, telephone devices, etc.

Date of Accommodation	Employee Name	Employee Job Title	Department	Accommodation Made