

OK Panhandle State University
AFFIRMATIVE ACTION PLAN

July 1, 2020 through June 30, 2021

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 University

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:	150
Number of Departments:	27

This Affirmative Action Plan contains confidential, commercial, trade secret information and is protected from disclosure by government agencies pursuant to the Trade Secrets Act (18 U.S.C. 1905). Exemptions 3, 4 and 6 of the Freedom of Information Act also protect this information from mandatory disclosure. (Cf. Chrysler v. Brown, 441 U.S. 281 - 1979; & National Parks and Conservation Assn. v. Morton, 498 F.2d 765 (D.C. Cir. 1974))

INTRODUCTION

OK Panhandle State University 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 University 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 University 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 University 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 University's commitment to the equitable treatment of all employees and applicants for employment without regard to race, color, sex, religion, age, national origin, LGBTQ status, Vietnam Era Veteran, disabled or disabled veteran 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 University'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 University. 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.

Company Name: OK Panhandle State University
Department: Academic Records Office
Date: July 1, 2020

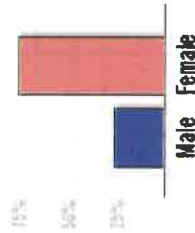
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races

% Participation

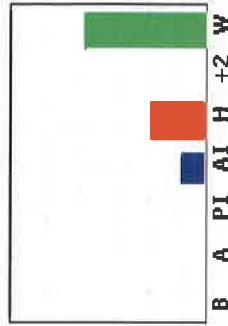
Female	
75%	
Black	0%
Asian	0%
PI / H	0%
Am In	12.5%
Hispanic	12.5%
+2	0%
Male	25%

Minority	
37.5%	
Black	0%
Asian	0%
PI / H	0%
Am In	12.5%
Hispanic	25%
+2	0%
White	62.5%

Female Participation



Minority Participation



Company Name: OK Panhandle State University
Department: Academic Resource Center
Date: July 1, 2020

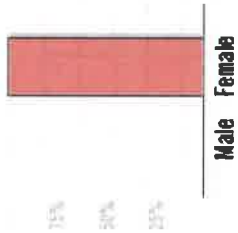
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races
AI - American Indian
H - Hispanic or Latino

% Participation

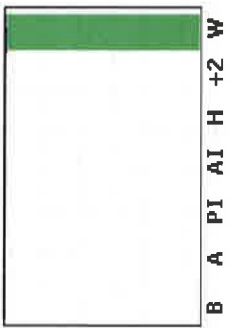
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: Assessment

Date: July 1, 2020

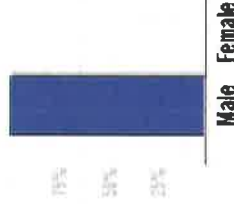
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races

% Participation

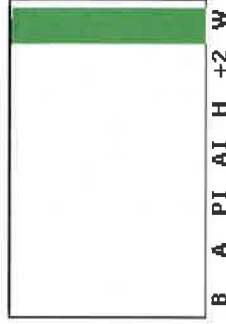
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University		WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES													
Job Group	Job Title	Min	Max		Male	Female	Total	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	Athletic Director/Softball Coach		\$70,000.00	1	0	1	1													0
3A	Head Football Coach		\$65,000.00	3	1	0	1													0
3A	Head Women's Basketball Coach		\$55,000.00	3	1	0	1					1								1
3A	Athletic Trainer		\$50,782.00	3	1	0	1													0
3A	Head Men's Basketball Coach		\$50,000.00	3	1	0	1													0
3A	Head Baseball Coach	\$37,000.00	\$40,500.00	3	2	0	2													0
1C	Director of Sports Infonation		\$40,000.00	1	1	0	1													0
3A	Head Volleyball Coach	\$36,000.00	\$40,000.00	3	0	2	2						1							1
3A	Head Men's Soccer Coach		\$40,000.00	3	1	0	1													0
3A	Head Women's Soccer Coach		\$40,000.00	3	1	0	1													0
3A	Head Softball Coach		\$37,000.00	3	1	0	1													0
3A	Head Cheer Coach		\$36,000.00	3	0	2	2													0
3B	Athletic Trainer Assistant		\$35,600.00	3	1	0	1													1
3B	Defensive Coordinator		\$35,000.00	3	1	0	1													1
4A	Rodeo Assistant		\$33,000.00	4	0	1	1													0
3B	Asstistant Football Coach	\$11,000.00	\$32,000.00	3	4	1	5											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

Company Name: OK Panhandle State University

Department: Athletics

Date: July 1, 2020

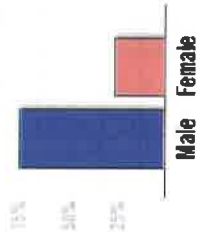
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races
AI - American Indian
H - Hispanic or Latino

% Participation

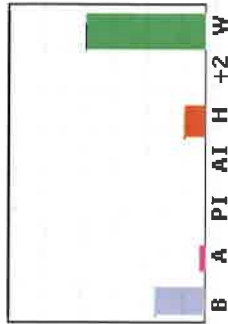
Female	
25.64%	
Black	2.56%
Asian	2.56%
PI / H	0%
Am In	0%
Hispanic	2.56%
+2	0%
Male	74.36%

Minority	
38.46%	
Black	25.64%
Asian	2.56%
PI / H	0%
Am In	0%
Hispanic	10.26%
+2	0%
White	61.54%

Female Participation



Minority Participation



Company Name: OK Panhandle State University

Department: Bookstore

Date: July 1, 2020

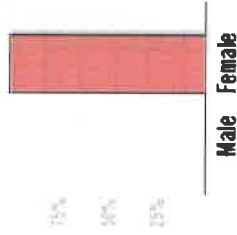
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races
AI - American Indian
H - Hispanic or Latino

% Participation

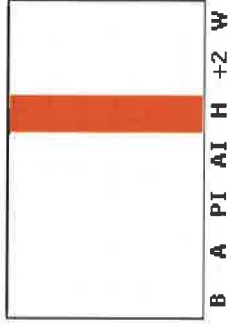
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	100%
+2	0%
Male	0%

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

Female Participation



Minority Participation



Company Name: OK Panhandle State University

Department: Business Office

Date: July 1, 2020

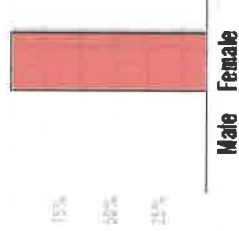
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races
AI - American Indian
H - Hispanic or Latino

% Participation

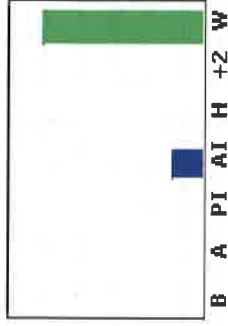
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	16.67%
Hispanic	0%
+2	0%
Male	0%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

		WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES												
Job Group	Job Title	Min	Max		Male	Female	Total	Male				Female							
							B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total
5	Webmaster	\$35,000.00	\$48,000.00	5	1	0	1												0
1C	Director of Alumni Relations	\$35,600.00	\$35,600.00	1	0	2	2												0
Totals					1	2	3	0	0	0	0	0	0	0	0	0	0	0	0

Company Name: OK Panhandle State University

Department: Campus Communications

Date: July 1, 2020

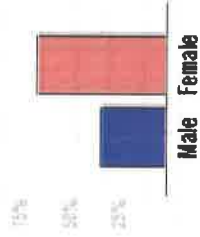
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races

% Participation

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

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

Female Participation



Minority Participation



B A PI AI H +2 W

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University Department: College Arts & Education Date: July 1, 2020																					
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES														
		Min	Max		Male	Female	Total	Male					Female								
					Male	Female	Total	B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total	
2D	Instructor Hpe/Dept Chair		\$46,435.00	2	1	0	1														0
2C	Assistant Professor of Educational Psychology		\$45,540.00	2	0	1	1							1							1
2D	Instructor Communications - Visiting		\$43,935.00	2	1	0	1					1									1
2C	Asstistant Professor of Education		\$42,435.00	2	0	1	1														0
2D	Instructor Band/Music		\$41,544.00	2	0	1	1														0
1C	Director/Asstiant Professor of Vocal Music		\$38,000.00	1	1	0	1														0
2C	Asstiant Professor of English	\$36,000.00	\$38,000.00	2	1	1	2														0
1D	Field Placement Director		\$34,500.00	1	0	1	1													1	1
2D	Assistant Professor of Music - Piantist		\$31,000.00	2	0	1	1									1					1
Totals					4	6	10	4	0	0	0	1	0	0	0	2	0	0	1	0	4

Company Name: OK Panhandle State University

Department: College Arts & Education

Date: July 1, 2020

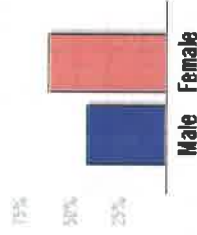
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races
AI - American Indian
H - Hispanic or Latino

% Participation

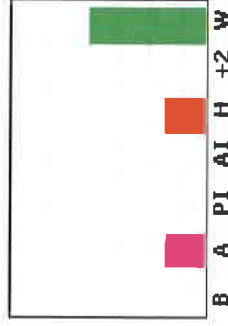
Female	
60%	
Black	0%
Asian	20%
PI / H	0%
Am In	0%
Hispanic	10%
+2	0%
Male	40%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University		Department: College Business Administration		Date: July 1, 2020		B - Black		AI - American Indian		A - Asian		H - Hispanic or Latino		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																								
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total																
1B	Dean/Assistant Professor Business Administrator		\$68,000.00	1	1	0	1																											0		
2C	Assistant Professor	\$43,816.00	\$50,375.00	2	1	1	2																											0		
2B	Associate Professor/Dept Chair		\$50,162.00	2	1	0	1																											0		
2B	Associate Professor		\$44,400.00	2	0	1	1																											0		
2D	Instructor of Accounting		\$44,127.00	2	0	1	1																											0		
2D	Adjunct Business Administrator Instructor		\$41,400.00	2	0	1	1																									1		1		
2D	Instructor Criminal Justice		\$41,400.00	2	0	1	1																											0		
2D	Adjunct Accounting Instructor		\$41,400.00	2	0	3	3																											1		
2D	Instructor of Business Administration		\$41,400.00	2	0	2	2																											0		
2D	Instructor of Cis		\$41,400.00	2	0	2	2																										1	1		
2D	Instructor of Indt		\$41,400.00	2	1	0	1																											0		
1B	Dean College of Online Programs		\$40,000.00	1	1	0	1							1																				1		
2D	Instructor - Visiting		\$35,000.00	2	1	0	1																											0		
2D	Accounting Lecturer		\$17,639.00	2	1	0	1																											0		
Totals					7	12	19	0	0	0	1	0	0	1	0	0	0	0	0	0	2	1	0	4												

Company Name: OK Panhandle State University

Department: College Business Administration

Date: July 1, 2020

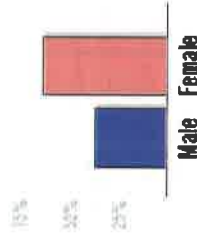
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races
AI - American Indian
H - Hispanic or Latino

% Participation

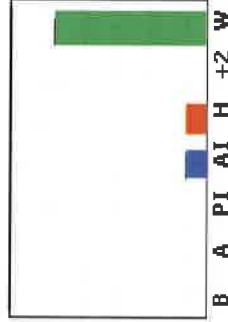
Female	
63.16%	
Black	0%
Asian	0%
PI / H	0%
Am In	10.53%
Hispanic	5.26%
+2	0%
Male	36.84%

Minority	
21.05%	
Black	0%
Asian	0%
PI / H	0%
Am In	10.53%
Hispanic	10.53%
+2	0%
White	78.95%

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University																					
Department: College of Ag, Science, Nursing & Math																					
Date: July 1, 2020																					
Job Group	Job Title	WAGE / SALARY		IPEDES	EMPLOYEES		MINORITIES														
		Min	Max		Male	Female	Total	Male				Female									
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total	
1B	Director/Asst Professor of Nursing		\$75,000.00	1	0	1	1														0
1B	Dean of Ag/Asst Professor of Math Intern		\$66,614.00	1	0	1	1														0
2A	Professor	\$32,961.00	\$61,512.00	2	2	1	3														0
2A	Professor of Agronomy/Biology		\$54,535.00	2	1	0	1														0
2D	Instructor of Nursing	\$46,575.00	\$52,238.00	2	0	3	3														0
2D	Adjunct Nursing Instructor		\$46,575.00	2	0	4	4														0
2C	Asst Professor of Animal Science		\$45,000.00	2	1	0	1														0
2C	Assistant Professor		\$43,411.00	2	1	0	1						1								1
2C	Asst Professor of Biology		\$43,000.00	2	1	0	1														0
2D	Instructor of Mathematics		\$40,000.00	2	0	2	2														0
2D	Instructor/ Manager of Meat Lab		\$37,015.00	2	1	0	1														0
2C	Asst Professor Mathematics		\$36,000.00	2	1	0	1													1	1
3B	Shooting Sports Team Coach		\$36,000.00	3	0	1	1														0
2D	Instructor of Math - Visting		\$33,000.00	2	1	0	1														0
3A	Head Equestrian Coach		\$23,230.00	3	0	1	1														0

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University Department: College of Ag, Science, Nursing & Math - continued Date: July 1, 2020																					
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES														
		Min	Max		Male	Female	Total	Male				Female									
					Male	Female	Total	B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total	
4B	Secretary of Ag		\$21,431.00	4	0	1	1														0
Totals																					
					9	15	24	0	1	0	1	0	1	0	0	0	0	0	0	0	2

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: College of Ag. Science, Nursing & Math

Date: July 1, 2020

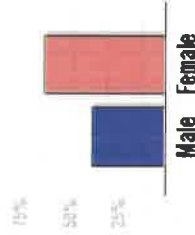
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

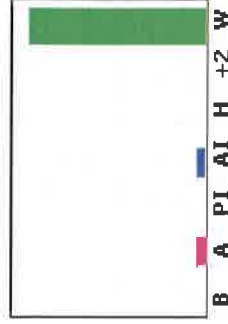
Female	
62.5%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	37.5%

Minority	
8.33%	
Black	0%
Asian	4.17%
PI / H	0%
Am In	4.17%
Hispanic	0%
+2	0%
White	91.67%

Female Participation



Minority Participation



Company Name: OK Panhandle State University

Department: College of Arts & Education

Date: July 1, 2020

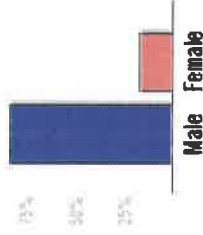
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races
AI - American Indian
H - Hispanic or Latino

% Participation

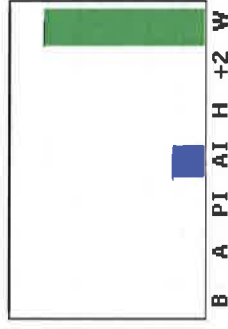
Female	
16.67%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	83.33%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University
Department: Counseling, Testing, Placement
Date: July 1, 2020

B - Black **AI - American Indian**
A - Asian **H - Hispanic or Latino**
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races

Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES																							
		Min	Max		Male	Female	Male				Female																			
							B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total											
1C	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	0	

Company Name: OK Panhandle State University

Department: Counselling, Testing, Placement

Date: July 1, 2020

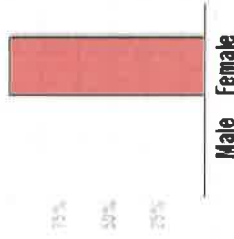
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races
AI - American Indian
H - Hispanic or Latino

% Participation

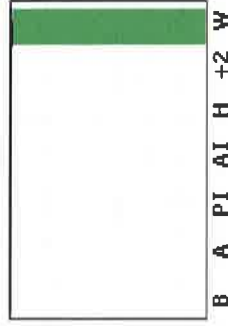
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

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

Female Participation



Minority Participation



Company Name: OK Panhandle State University Department: Financial Aid Date: July 1, 2020																	
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES										
		Min	Max		Male	Female	Male		Female		Total						
						A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total
1C	Director Financial Aid		\$52,500.00	1	0	1	1										0
4A	Financial Aid Coordinator		\$32,500.00	4	0	1	1										0
4A	Financial Aid Counselor		\$32,500.00	4	0	1	1										0
4A	Administration Assttiant Financial Aid		\$25,000.00	4	0	1	1							1			1
Totals					0	4	4	4	0	0	0	0	0	0	0	0	1

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: Financial Aid

Date: July 1, 2020

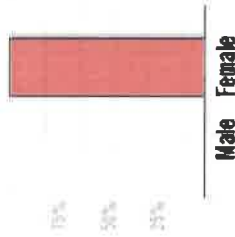
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

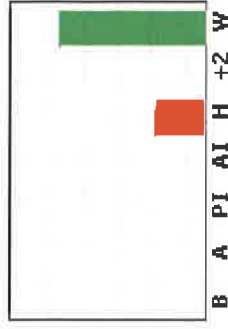
Female	
	100%
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	25%
+2	0%
Male	0%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University
 Department: Fiscal Affairs
 Date: July 1, 2020

B - Black AI - American Indian
 A - Asian H - Hispanic or Latino
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races

Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES																	
		Min	Max		Male	Female	Male					Female												
							B	A	PI	AI	H	+2	B	A	PI	AI	H	+2						
4A	Administration Asstistant Vpfa	\$29,780.00		4	0	1	1																0	
Totals					0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: Fiscal Affairs

Date: July 1, 2020

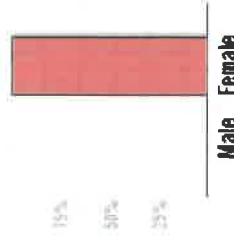
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

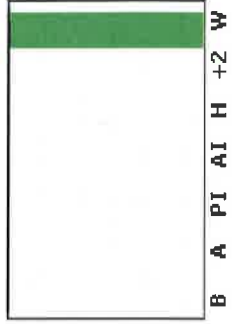
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: IT

Date: July 1, 2020

B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races

MINORITIES

EMPLOYEES

IPEDS

WAGE / SALARY

Job Title

Min Max

Male Female Total

B A PI AI H +2

Male Female Total

B A PI AI H +2

Total

1C Director It \$70,347.00 1 1 0 0 1 1

3A Assistant Director Technology \$32,569.00 3 1 0 0 1 1

Totals

2 0 0 1 0 0 0 0 0 0 1

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: IT

Date: July 1, 2020

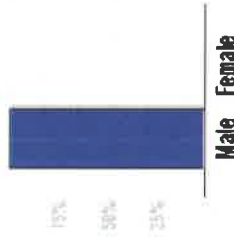
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

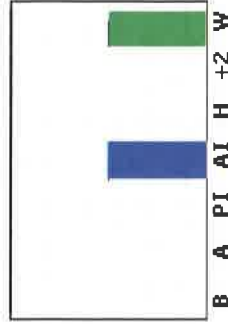
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University		AI - American Indian																						
Department: IT		H - Hispanic or Latino																						
Date: July 1, 2020		PI - Native Hawaiian / Pacific Islander																						
		+2 - Two or more races																						
Job Group	Job Title	WAGE / SALARY		IPEDES	EMPLOYEES		MINORITIES																	
		Min	Max		Male	Female	Total	B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total				
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	

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: IT

Date: July 1, 2020

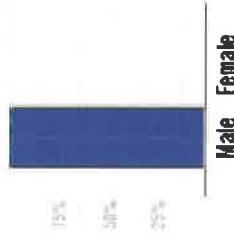
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% 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

2020 AAP Year

Company Name: OK Panhandle State University Department: McKee Library Date: July 1, 2020																				
B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																				
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES													
		Min	Max		Male	Female	Male			Female			Total							
					Male	Female	Total	B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total
1B	Library Director/Assoc Prof	\$58,710.00		1	1	0	1													0
3B	Assttiant Librarian	\$34,960.00		3	0	1	1													0
4B	Library Tech Assttiant	\$25,750.00		4	0	1	1													0
4B	Secretary	\$23,492.00		4	0	1	1													0
Totals					1	3	4	0	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: McKeel Library

Date: July 1, 2020

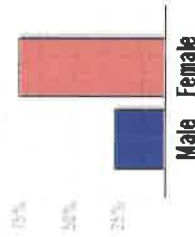
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races

% Participation

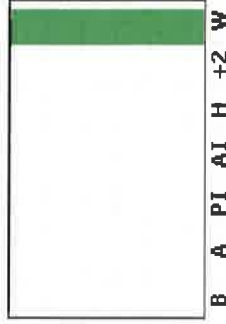
Female	
75%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	25%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University Department: Meat Lab Date: July 1, 2020																					
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES						Total								
		Min	Max		Male	Female	Male			Female											
								B	A	PI	AI	H	+2	B	A	PI	AI	H	+2		
1C	Director of Meat Lab		\$32,136.00	1	1	0	1													0	
Totals					1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: Meat Lab

Date: July 1, 2020

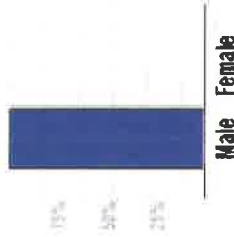
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

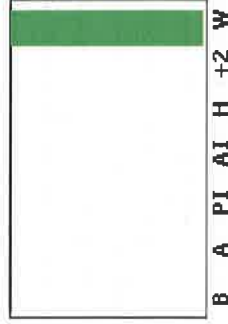
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

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 University

Department: Noble Center

Date: July 1, 2020

B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races

AI - American Indian

H - Hispanic or Latino

PI - Native Hawaiian / Pacific Islander

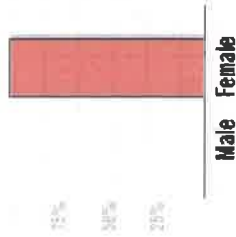
+2 - Two or more races

% 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

2020 AAP Year

Company Name: OK Panhandle State University

Department: Physical Plant

Date: July 1, 2020

B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races

MINORITIES

EMPLOYEES

IPEDS

WAGE / SALARY

Job Title

Male

Female

Total

B A PI AI H +2

B A PI AI H +2

Total

3B Assistant Director of Physical Plant

6 Carpenter

1D Custodian Supervisor

7 Maintenance

3 1 0 1
 6 1 0 1
 1 0 1 1
 7 1 0 1

\$52,000.00
 \$33,305.00
 \$30,000.00
 \$30,000.00

3 1 4

3 1 4

0 1 0 2

0 1 0 1

0 1 0 1

0 1 0 1

0 1 0 1

0 1 0 1

0 1 0 1

Totals

3 1 4 0 0 0 1 0 0 0 0 1 0 2

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: Physical Plant

Date: July 1, 2020

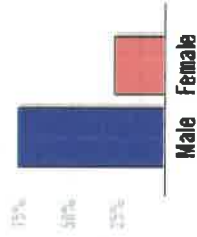
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races

% Participation

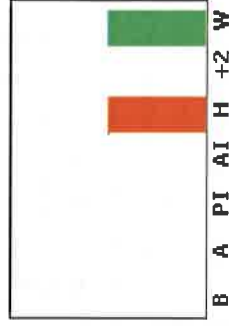
Female	
	25%
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	25%
+2	0%
Male	75%

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 University

Department: President

Date: July 1, 2020

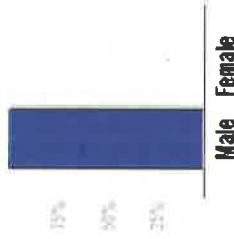
B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races
AI - American Indian
H - Hispanic or Latino

% Participation

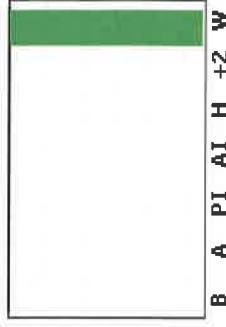
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: Rodeo

Date: July 1, 2020

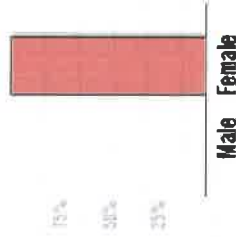
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

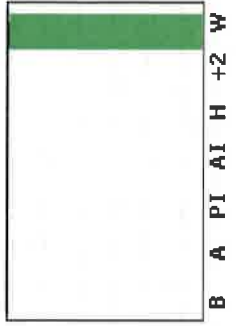
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	0%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES																										
		Min	Max		Male	Female	Total	B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total													
1C	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	0	0	0	0	0	0	0	0		

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: Student Services

Date: July 1, 2020

B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races

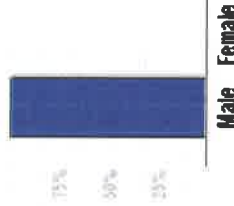
AI - American Indian
 H - Hispanic or Latino

% Participation

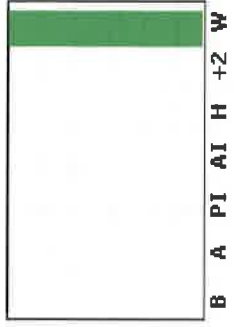
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

		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						
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	

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: Univ Farm

Date: July 1, 2020

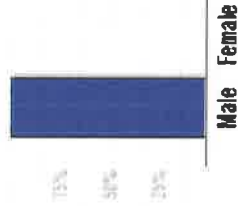
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

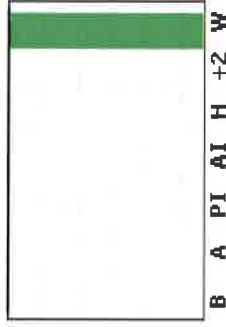
Female	
0%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	0%
+2	0%
Male	100%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: Upward Bound

Date: July 1, 2020

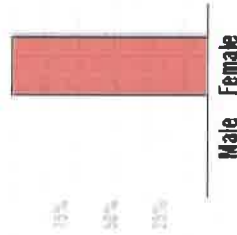
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

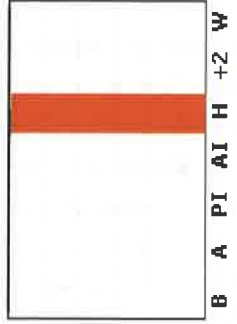
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	100%
+2	0%
Male	0%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University Department: VPASA Date: July 1, 2020																					
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES														
		Min	Max		Male	Female	Total	Male				Female									
							B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total		
1A	Vice President of Acedmic 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	1	0	2

Company Name: OK Panhandle State University

Department: VPASA

Date: July 1, 2020

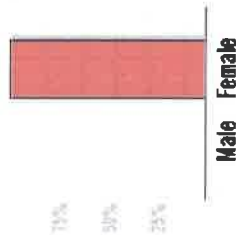
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

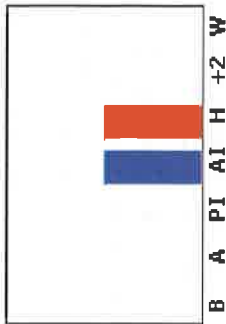
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	50%
Hispanic	50%
+2	0%
Male	0%

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

Female Participation



Minority Participation



WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University Department: VPO Date: July 1, 2020 B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																				
Job Group	Job Title	WAGE / SALARY		IPEDS	EMPLOYEES		MINORITIES													
		Min	Max		Male	Female	Male			Female										
							B	A	PI	H	A	PI	H	Total						
4A	Administration Assitant To Vpo		\$34,000.00	4	0	1	1												1	
Totals					0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1

WORKFORCE ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Department: VPO

Date: July 1, 2020

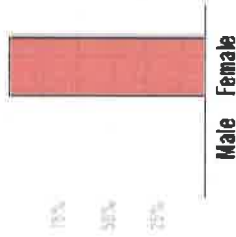
B - Black
 A - Asian
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races
 AI - American Indian
 H - Hispanic or Latino

% Participation

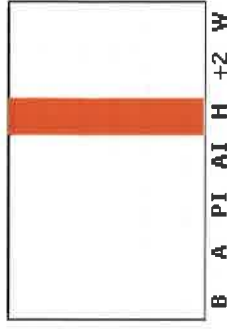
Female	
100%	
Black	0%
Asian	0%
PI / H	0%
Am In	0%
Hispanic	100%
+2	0%
Male	0%

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

Female Participation



Minority Participation



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.

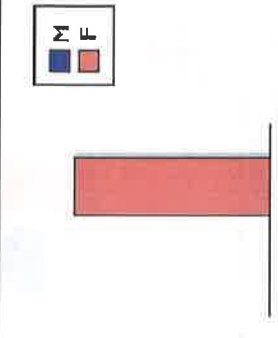
Responding to the intent of the regulations, the job groups and specific job titles assigned to them are listed as follows:

JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University		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, 2020																			
Job Title	IPEDS	EMPLOYEES					MINORITIES												
		Male	Female	Total	Male					Female									
						B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total	
Vice President of Acedmic Student Affairs	1	0	1	1															1
Totals		0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1

Female Participation in Job Group



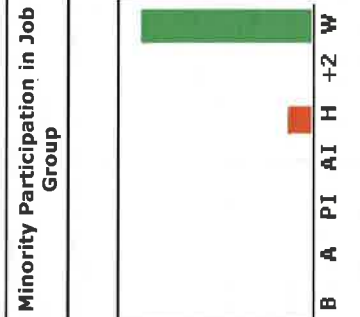
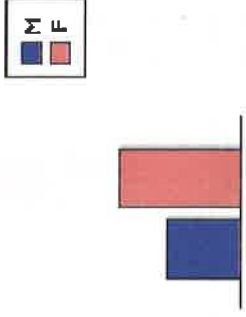
Minority Participation in Job Group



JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University		B - Black AI - American Indian										% PARTICIPATION											
Job Group: 1B		A - Asian H - Hispanic or Latino										Female		Minority									
Date: July 1, 2020		PI - Native Hawaiian / Pacific Islander										Black	0%	Black	0%								
		+2 - Two or more races										Asian	0%	Asian	0%								
Job Title	IPEDS	EMPLOYEES					MINORITIES					Female				Minority							
		Male	Female	Total	Male		Female			Total				Minority									
		B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	W	+2	W	
Athletic Director/Softball Coach	1	0	1	1																			
Dean Academic Research	1	0	1	1																			
Dean College of Online Programs	1	1	0	1		1																	
Dean of Ag/Assistant Professor of Math Intern	1	0	1	1																			
Dean/Assistant Professor Business Administrator	1	1	0	1																			
Director of Alumni Relations	1	0	1	1																			
Director/Asst Professor of Nursing	1	0	1	1																			
Library Director/Assoc Prof	1	1	0	1																			
Totals		3	5	8		1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1



JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University		B - Black AI - American Indian																	
Job Group: 1C		A - Asian H - Hispanic or Latino					PI - Native Hawaiian / Pacific Islander												
Date: July 1, 2020		+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	B	A	PI	AI	H	+2	Total
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	2	2															0
Director of Human Resources	1	0	1	1															0
Director of Meat Lab	1	1	0	1															0
Director of Noble Center	1	0	1	1							1								1
Director of Sports Infornion	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 Upward Bound, Hispanic Coordinator	1	0	1	1								1							1
Director/Assistant Professor of Vocal Music	1	1	0	1															0
Farm Manger	1	1	0	1															0
Totals		7	9	16			0	0	0	1	0	0	0	0	0	1	2	0	4



JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University												<p style="text-align: center;">% PARTICIPATION</p> <table border="1" style="width: 100%; font-size: 8px;"> <tr> <th colspan="2">Female</th> <th colspan="2">Minority</th> </tr> <tr> <td>Black</td> <td>0%</td> <td>Black</td> <td>0%</td> </tr> <tr> <td>Asian</td> <td>0%</td> <td>Asian</td> <td>0%</td> </tr> <tr> <td>PI / H</td> <td>0%</td> <td>PI / H</td> <td>0%</td> </tr> <tr> <td>Am In</td> <td>0%</td> <td>Am In</td> <td>0%</td> </tr> <tr> <td>Hispanic</td> <td>50%</td> <td>Hispanic</td> <td>50%</td> </tr> <tr> <td>+2</td> <td>0%</td> <td>+2</td> <td>0%</td> </tr> <tr> <td>Female</td> <td>75%</td> <td>Minority</td> <td>50%</td> </tr> <tr> <td>Male</td> <td>25%</td> <td>White</td> <td>50%</td> </tr> </table>	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	75%	Minority	50%	Male	25%	White	50%
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	75%	Minority	50%																																													
Male	25%	White	50%																																													
<p>Job Group: 1D</p> <p>Date: July 1, 2020</p>												<p style="text-align: center;">Female Participation in Job Group</p>																																				
Job Title	IPEDS	EMPLOYEES				MINORITIES																																										
		Male	Female	Total	Male			Female				Total																																				
		B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total																																		
Academic Resource Center Coordinator	1	0		1										0																																		
Custodian Supervisor	1	0		1									1	1																																		
Field Placement Director	1	0		1									1	1																																		
Voice of The Aggies	1	1		0										0																																		
Totals		1	3	4	0	0	0	0	0	0	0	0	2	2																																		

JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University

Job Group: 2A

Date: July 1, 2020

B - Black
A - Asian
PI - Native Hawaiian / Pacific Islander
+2 - Two or more races

AI - American Indian

H - Hispanic or Latino

A I H - American Indian / Hispanic or Latino

A I H +2 - American Indian / Hispanic or Latino / Two or more races

% 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%

MINORITIES

Male

Female

Total

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

B A PI AI H +2

IPEDS

Male

Female

Total

2 4 1 5

2 1 0 1

EMPLOYEES

Male

Female

Total

5 1 0 6

1 0 0 1

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%

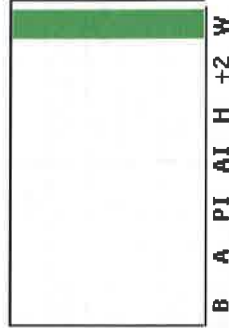
Female 16.67% Minority 0%

Male 83.33% White 100%

Female Participation in Job Group



Minority Participation in Job Group



Totals

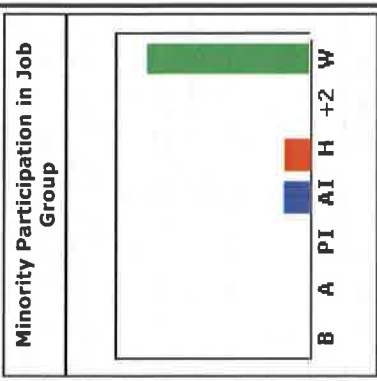
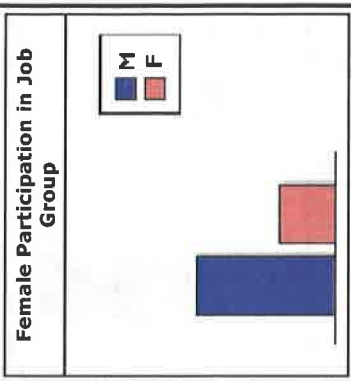
IPEDS	Male	Female	Total	MINORITIES									
	Male							Female		Total			
	B	A	PI	AI	H	+2	B	A	PI		AI	H	+2
Professor	4	1	5										0
Professor of Agronomy/Biology	2	1	0										0
Totals	5	1	6	0	0	0	0	0	0	0	0	0	0

JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University			B - Black AI - American Indian													
Job Group: 2B			A - Asian H - Hispanic or Latino													
Date: July 1, 2020			PI - Native Hawaiian / Pacific Islander +2 - Two or more races													
Job Title	EMPLOYEES		MINORITIES													
	IPEDS	Male	Female	Total	Male			Female				Total				
		B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total		
Admissions Counselor	2	2	1	3			1								1	
Associate Professor	2	1	1	2			1								1	
Associate Professor/Dept Chair	2	2	0	2											0	
Totals		5	2	7	0	0	0	1	0	0	1	1	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 14.29%
Hispanic 0%	Hispanic 14.29%
+2 0%	+2 0%
Female 28.57%	Minority 28.57%
Male 71.43%	White 71.43%



JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University		B - Black		AI - American Indian		% PARTICIPATION													
Job Group: 2C		A - Asian		H - Hispanic or Latino		Female		Minority											
Date: July 1, 2020		PI - Native Hawaiian / Pacific Islander		+2 - Two or more races		Black	0%	Asian	18.18%	PI / H	0%	Am In	9.09%	Hispanic	9.09%	+2	0%		
Job Title		EMPLOYEES		MINORITIES		Female Participation in Job Group													
		IPEDS	Male	Female	Total	B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total	
Assistant Professor	2	2	1	3															
Assistant Professor of Educational Psychology	2	0	1	1															
Assistant Professor Mathematics	2	1	0	1															
Assistant Professor of Animal Science	2	1	0	1															
Assistant Professor of Biology	2	1	0	1															
Assistant Professor of Education	2	0	1	1															
Assistant Professor of English	2	1	1	2															
Facilitator of Upward Bound Program	2	0	1	1															
Totals		6	5	11	0	1	0	1	0	0	0	1	0	0	1	0	0	1	0

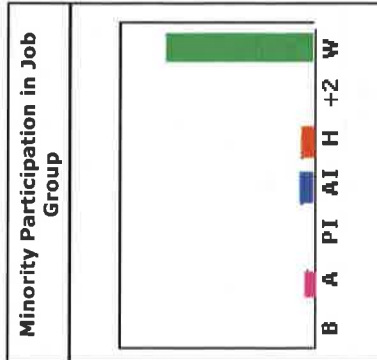
Female Participation in Job Group	
Group	Percentage
Female	45.45%
Minority	36.36%
Male	54.55%
White	63.64%

Minority Participation in Job Group	
Group	Percentage
Black	0%
Asian	9.09%
PI / H	0%
Am In	0%
Hispanic	9.09%
+2	0%

JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University		B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races																	
Job Group: 2D																			
Date: July 1, 2020																			
Job Title	IPEDS	EMPLOYEES					MINORITIES					Total							
		Male	Female	Total	Male					Female									
		B	A	PI	AI	H +2	B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	
Accounting Lecturer	2	1	0	1															0
Adjunct Accounting Instructor	2	0	3	3							1								1
Adjunct Business Adminstrator Instructor	2	0	1	1															1
Adjunct Nursing Instructor	2	0	4	4															0
Assistant Professor of Music - Pianist	2	0	1	1															1
Instructor - Visiting	2	1	0	1															0
Instructor Band/Music	2	0	1	1															0
Instructor Communications - Visiting	2	1	0	1															1
Instructor Criminal Justice	2	0	1	1															0
Instructor Hpe/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 Art - Visiting	2	1	0	1															0
Instructor of Business Administration	2	0	2	2															0
Instructor of Cis	2	0	2	2															1
Instructor of Indt	2	1	0	1															0
Instructor of Math - Visting	2	1	0	1															0
Instructor of Mathematics	2	0	2	2															0
Instructor of Nursing	2	0	3	3															0
Instructor/ Manager of Meat Lab	2	1	0	1															0
Totals		8	22	30															5



JOB GROUP ANALYSIS

2020 AAP Year

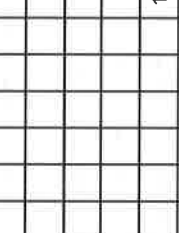
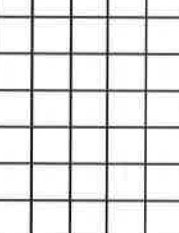
Company Name: OK Panhandle State University

Job Group: 3A

Date: July 1, 2020

B - Black AI - American Indian
 A - Asian H - Hispanic or Latino
 PI - Native Hawaiian / Pacific Islander
 +2 - Two or more races

Job Title	IPEDS	EMPLOYEES			MINORITIES										% PARTICIPATION				
		Male	Female	Total	Male					Female					Female	Minority			
					B	A	PI	AI	H +2	B	A	PI	AI	H +2			Total		
Assistant Director Technology	3	1	0	1													4.76%	Black	4.76%
Athletic Trainer	3	1	0	1													0%	Asian	0%
Comptroller	3	0	1	1													0%	PI / H	0%
Head Baseball Coach	3	2	0	2													9.52%	Am In	9.52%
Head Cashier	3	0	1	1													0%	Hispanic	4.76%
Head Cheer Coach	3	0	2	2													0%	+2	0%
Head Equestrian Coach	3	0	1	1													42.86%	Minority	19.05%
Head Football Coach	3	1	0	1													57.14%	White	80.95%
Head Golf Coach Mens/Womens	3	1	0	1															
Head Men's Basketball Coach	3	1	0	1															
Head Men's Soccer Coach	3	1	0	1															
Head Rodeo Coach	3	1	0	1															
Head Softball Coach	3	1	0	1															
Head Volleyball Coach	3	0	2	2															
Head Women's Basketball Coach	3	1	0	1															
Head Women's Soccer Coach	3	1	0	1															
Purchasing Coordinator	3	0	1	1															
Registrar	3	0	1	1															
Totals		12	9	21	0	0	0	0	1	0	1	0	1	0	2	0	0	0	4



JOB GROUP ANALYSIS

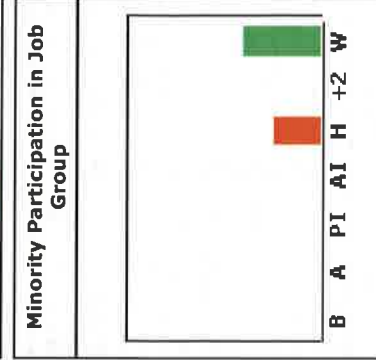
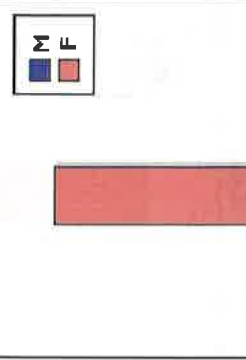
2020 AAP Year

Company Name: OK Panhandle State University		B - Black A - Asian PI - Native Hawaiian / Pacific Islander +2 - Two or more races															
Job Group: 3B		MINORITIES															
Date: July 1, 2020		EMPLOYEES		MINORITIES										Total			
Job Title	IPEDS	Male	Female	Male					Female					Total			
				B	A	PI	H +2	B	A	PI	AI	H	+2				
Assistant Baseball Coach	3	1	0														1
Assistant Football Coach	3	2	0	1													2
Assistant Football Def II	3	1	0	1													1
Assistant Football Def III	3	1	0	1													1
Assistant Football Off II	3	1	0	1													1
Assistant Football Off. III	3	1	0	1													1
Assistant Football Special Teams	3	1	0	1													1
Assistant Rodeo Coach	3	0	1														0
Assistant Softball Coach	3	0	1													1	1
Associate Athletic Trainer	3	0	1														0
Assistant Librarian	3	0	1														0
Assistant Director of Physical Plant	3	1	0														0
Assistant Football Coach	3	4	1	3											1		4
Assistant Rodeo Coach	3	0	1														0
Athletic Trainer Assistant	3	1	0	1													1
Baseball Coach Student Assistant	3	1	0										1				1
Basketball Men's Coach Assistant	3	1	0	1													0
Basketball Women's Coach Assistant	3	0	1														0
Defensive Coordinator	3	1	0	1													1
Shooting Sports Team Coach	3	0	1														0
Totals		17	8	25	9	0	0	0	2	0	0	1	0	0	1	0	13

JOB GROUP ANALYSIS

2020 AAP Year

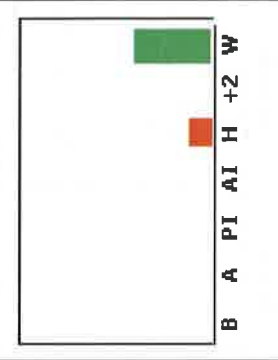
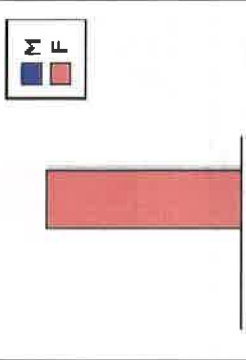
Company Name: CK Panhandle State University		B - Black AI - American Indian A - Asian H - Hispanic or Latino PI - Native Hawaiian / Pacific Islander +2 - Two or more races												
Job Group: 4A														
Date: July 1, 2020														
Job Title	IPEDS	EMPLOYEES					MINORITIES							
		Male	Female	Total	Male					Female				
		B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total
Accounts Payable/Bursar	4	0	0	1	1									0
Administration Assttistant Financial Aid	4	0	0	1	1								1	1
Administration Assttistant To Vpo	4	0	0	1	1								1	1
Administration Assttistant Vpfa	4	0	0	1	1									0
Executive Assttistant To Vpasa	4	0	0	1	1								1	1
Financial Aid Coordinator	4	0	0	1	1									0
Financial Aid Counselor	4	0	0	1	1									0
Rodeo Assistant	4	0	0	1	1									0
Totals		0	8	8	8	0	0	0	0	0	0	0	3	3



JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University		MINORITIES										EMPLOYEES		% PARTICIPATION									
Job Group: 4B		B - Black					AI - American Indian					IPEDS		Male		Female		Black		Minority			
Date: July 1, 2020		A - Asian					H - Hispanic or Latino					Male	Female	Hispanic		Asian		0%					
		PI - Native Hawaiian / Pacific Islander					A		PI		AI			H		+2		0%					
Job Title		Male		Female		Total		B		A		PI		AI		H		+2		Total			
Academic Records Clerk	4	0	2	2																	28.57%		
Bookstore Clerk	4	0	1	1																		0%	
Business Office Clerk	4	0	1	1																		0%	
Library Tech Assitant	4	0	1	1																		0%	
Secretary	4	0	1	1																		0%	
Secretary of Ag	4	0	1	1																		0%	
Totals	0	7	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	



JOB GROUP ANALYSIS

2020 AAP Year

Company Name: CK Panhandle State University		B - Black AI - American Indian												
Job Group: 5		A - Asian H - Hispanic or Latino												
Date: July 1, 2020		PI - Native Hawaiian / Pacific Islander +2 - Two or more races												
Job Title	IPEDS	EMPLOYEES		MINORITIES										
		Male	Female	Male			Female					Total		
		B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total
Technician	5	1	0	0	1									0
Webmaster	5	1	0	0	1									0
Totals		2	0	0	2	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%

Female Participation in Job Group

Minority Participation in Job Group

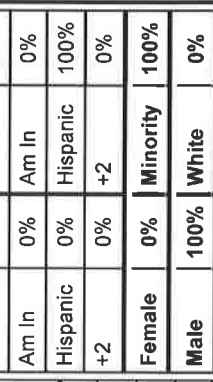
B A PI AI H +2 W

JOB GROUP ANALYSIS

2020 AAP Year

Company Name: OK Panhandle State University Job Group: 6 Date: July 1, 2020		B - Black A - Asian PI - Native Hawaiian / Pacific Islander +2 - Two or more races	AI - American Indian H - Hispanic or Latino											
Job Title	EMPLOYEES		MINORITIES											
	IPEDS	Male	Female	Total	Male					Female				
		B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total
Carpenter	6	1	0	1				1						1
Totals		1	0	1	0	0	0	1	0	0	0	0	0	1

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



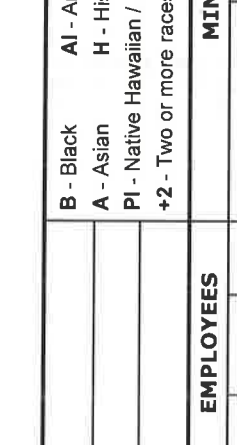
B	A	PI	AI	H	+2	W
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JOB GROUP ANALYSIS

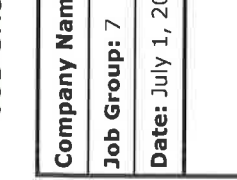
2020 AAP Year

Company Name: CK Panhandle State University		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, 2020														
Job Title	IPEDS	EMPLOYEES						MINORITIES						
		Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
		B	A	PI	AI	H	+2	B	A	PI	AI	H	+2	Total
Custodian	7	0	1	1									1	1
Maintenance	7	1	0	1									0	0
Totals		1	1	2	0	0	0	0	0	0	0	0	1	1

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



Minority Participation in Job Group	
B	0%
A	0%
PI	0%
AI	0%
H	50%
+2	0%
W	0%



**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 University
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.	17.6%	100%	17.6%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			17.6%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	9.8%	100%	9.8%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			9.8%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	0%	Yes	17.6%
MINORITY	0%	Yes	9.8%
MALE	100%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	17.6%	75%	13.2%
2. Availability of promotable, transferable, and trainable female employees within the organization.	63%	25%	15.75%
FINAL AVAILABILITY			28.95%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	9.8%	75%	7.35%
2. Availability of promotable, transferable, and trainable female employees within the organization.	13%	25%	3.25%
FINAL AVAILABILITY			10.6%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	100%	No	0%
MINORITY	0%	Yes	10.6%
MALE	0%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	23.7%	75%	17.77%
2. Availability of promotable, transferable, and trainable female employees within the organization.	56%	25%	14%
FINAL AVAILABILITY			31.77%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	14.4%	75%	10.8%
2. Availability of promotable, transferable, and trainable female employees within the organization.	25%	25%	6.25%
FINAL AVAILABILITY			17.05%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	62.5%	No	0%
MINORITY	0%	Yes	17.05%
MALE	37.5%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	23%	75%	17.25%
2. Availability of promotable, transferable, and trainable female employees within the organization.	61%	25%	15.25%
FINAL AVAILABILITY			32.5%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	14.28%	75%	10.7%
2. Availability of promotable, transferable, and trainable female employees within the organization.	28%	25%	7%
FINAL AVAILABILITY			17.7%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	56.25%	No	0%
MINORITY	12.5%	Yes	17.7%
MALE	43.75%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	33.13%	75%	24.85%
2. Availability of promotable, transferable, and trainable female employees within the organization.	64%	25%	16%
FINAL AVAILABILITY			40.85%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	17.9%	75%	13.42%
2. Availability of promotable, transferable, and trainable female employees within the organization.	21%	25%	5.25%
FINAL AVAILABILITY			18.67%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	75%	No	0%
MINORITY	50%	No	0%
MALE	25%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	43.7%	75%	32.78%
2. Availability of promotable, transferable, and trainable female employees within the organization.	29%	25%	7.25%
FINAL AVAILABILITY			40.03%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	17.2%	75%	12.9%
2. Availability of promotable, transferable, and trainable female employees within the organization.	29%	25%	7.25%
FINAL AVAILABILITY			20.15%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	16.67%	Yes	40.03%
MINORITY	0%	Yes	20.15%
MALE	83.33%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	56.77%	75%	42.58%
2. Availability of promotable, transferable, and trainable female employees within the organization.	29%	25%	7.25%
FINAL AVAILABILITY			49.83%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	22%	75%	16.5%
2. Availability of promotable, transferable, and trainable female employees within the organization.	29%	25%	7.25%
FINAL AVAILABILITY			23.75%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	28.57%	Yes	49.83%
MINORITY	0%	Yes	23.75%
MALE	71.43%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	41.88%	75%	31.41%
2. Availability of promotable, transferable, and trainable female employees within the organization.	73%	25%	18.25%
FINAL AVAILABILITY			49.66%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	16.94%	75%	12.7%
2. Availability of promotable, transferable, and trainable female employees within the organization.	17%	25%	4.25%
FINAL AVAILABILITY			16.95%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	45.45%	Yes	49.66%
MINORITY	9.09%	Yes	16.95%
MALE	54.55%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	43.68%	100%	43.68%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			43.68%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	17.19%	100%	17.19%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			17.19%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	73.33%	No	0%
MINORITY	3.33%	Yes	17.19%
MALE	26.67%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	28.61%	75%	21.46%
2. Availability of promotable, transferable, and trainable female employees within the organization.	47%	25%	11.75%
FINAL AVAILABILITY			33.21%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	22.36%	75%	16.77%
2. Availability of promotable, transferable, and trainable female employees within the organization.	47%	25%	11.75%
FINAL AVAILABILITY			28.52%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	42.86%	No	0%
MINORITY	0%	Yes	28.52%
MALE	57.14%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	23.5%	100%	23.5%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			23.5%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	23%	100%	23%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			23%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	32%	No	0%
MINORITY	4%	Yes	23%
MALE	68%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	81.46%	100%	81.46%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			81.46%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	19.94%	100%	19.94%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			19.94%

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

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	70.42%	100%	70.42%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			70.42%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	26.6%	100%	26.6%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			26.6%

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

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	26.9%	100%	26.9%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			26.9%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	23.15%	100%	23.15%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			23.15%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	0%	Yes	26.9%
MINORITY	0%	Yes	23.15%
MALE	100%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	3.1%	100%	3.1%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			3.1%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	23.8%	100%	23.8%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			23.8%

UTILIZATION AND GOALS ANALYSIS			
GROUP	% IN JG	UNDER Y/N	% GOALS
FEMALE	0%	Yes	3.1%
MINORITY	0%	Yes	23.8%
MALE	100%		
TOTAL	100%		

AVAILABILITY ANALYSIS

Company Name: OK Panhandle State University
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.	19.9%	100%	19.9%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			19.9%

MINORITY			
FACTORS	AVAILABILITY	% WEIGHT	WEIGHTED %
1. Availability of minorities having requisite skills in an area in which the contractor can reasonably recruit.	33.65%	100%	33.65%
2. Availability of promotable, transferable, and trainable female employees within the organization.	0%	0%	0%
FINAL AVAILABILITY			33.65%

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

UTILIZATION AND GOALS ANALYSIS

Goals Equaling More Than A Whole Persons

OK Panhandle State University

July 1, 2020

Job Group	Number of People					
	Head Count	Female		Head Count	Minority	
		Yes / No	Add Whole #		Yes / No	Add Whole #
1	0.18	No	0	0.1	No	0
1A	0.29	No	0	0.11	No	0
1B	2.54	No	0	1.36	No	0
1C	5.2	No	0	2.83	No	0
1D	1.63	No	0	0.75	No	0
2A	2.4	Yes	1	1.21	Yes	1
2B	3.49	Yes	1	1.66	No	0
2C	5.46	No	0	1.86	No	0
2D	13.1	No	0	5.16	No	0
3A	6.97	No	0	5.99	Yes	1
3B	5.88	No	0	5.75	No	0
4A	6.52	No	0	1.6	No	0
4B	4.93	No	0	1.86	No	0
5	0.54	No	0	0.46	No	0
6	0.03	No	0	0.24	No	0
7	0.4	No	0	0.67	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 150 employees in 27 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 54% of our workforce and are found in all but 7 of our departments. Further, this analysis also reveals that females are underrepresented in 10 departments, overrepresented in 14 departments, and within range in 3 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 28.67% of our workforce and are found in all but 12 of our departments. This analysis also reveals that minorities are underrepresented in 16 departments, overrepresented in 10 departments, and within range in 1 department. 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 University
July 1, 2020

Department	Total	Female	Minority	Female Participation		Minority Participation	
Academic Records Office	8	6	3	75%	OVERREPRESENTATION	37.5%	OVERREPRESENTATION
Academic Resource Center	2	2	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Assessment	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Athletics	39	10	15	25.64%	UNDERREPRESENTATION 	38.46%	OVERREPRESENTATION
Bookstore	2	2	2	100%	OVERREPRESENTATION	100%	OVERREPRESENTATION
Business Office	6	6	1	100%	OVERREPRESENTATION	16.67%	UNDERREPRESENTATION 
Campus Communications	3	2	0	66.67%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
College Arts & Education	10	6	4	60%	WITHIN RANGE	40%	OVERREPRESENTATION
College Business Administration	19	12	4	63.16%	WITHIN RANGE	21.05%	UNDERREPRESENTATION 
College of Ag, Science, Nursing & Math	24	15	2	62.5%	WITHIN RANGE	8.33%	UNDERREPRESENTATION 
College of Arts & Education	6	1	1	16.67%	UNDERREPRESENTATION 	16.67%	UNDERREPRESENTATION 
Counseling, Testing, Placement	1	1	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Financial Aid	4	4	1	100%	OVERREPRESENTATION	25%	WITHIN RANGE
Fiscal Affairs	1	1	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
IT	2	0	1	0%	UNDERREPRESENTATION 	50%	OVERREPRESENTATION
IT	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 

OK Panhandle State University
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Department	Total	Female	Minority	Female Participation		Minority Participation	
McKee Library	4	3	0	75%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Meat Lab	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Noble Center	2	2	2	100%	OVERREPRESENTATION	100%	OVERREPRESENTATION
Physical Plant	4	1	2	25%	UNDERREPRESENTATION 	50%	OVERREPRESENTATION
President	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Rodeo	2	2	0	100%	OVERREPRESENTATION	0%	UNDERREPRESENTATION 
Student Services	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Unlv Farm	1	0	0	0%	UNDERREPRESENTATION 	0%	UNDERREPRESENTATION 
Upward Bound	2	2	2	100%	OVERREPRESENTATION	100%	OVERREPRESENTATION
VPASA	2	2	2	100%	OVERREPRESENTATION	100%	OVERREPRESENTATION
VPO	1	1	1	100%	OVERREPRESENTATION	100%	OVERREPRESENTATION
TOTAL	150	81	43				
PERCENT PARTICIPATION		54%	28.87%				
		LOWEST	HIGHEST				
FEMALE RANGE		43.2%	64.8%				
MINORITY RANGE		22.93%	34.4%				

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 Groups 2B and 4A. Our review of the Applicant Flow Log shows that the reasons for non-selection were: Better Qualified Candidate Hired.

Minorities:

Minorities experienced adverse impact in the Hires that took place in Job Groups 1C, 2C, 3A and 4A. Our review of the Applicant Flow Log shows that the reasons for non-selection were: Better Qualified Candidate Hired.

Hires to Applicants														
OK Panhandle State University														
July 1, 2019 through June 30, 2020														
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	1	1	0	2	0	0%	0	0%	NO	0	0%	0	0%	NO
1C	7	36	2	41	0	0%	3	8.33%	NO	0	0%	3	7.32%	YES ⚠
1D	0	1	0	1	0	0%	0	0%	NO	0	0%	0	0%	NO
2A									NO					NO
2B	2	2	0	4	1	50%	0	0%	YES ⚠	0	0%	1	25%	NO
2C	35	4	22	17	4	11.43%	1	25%	NO	1	4.55%	4	23.53%	YES ⚠
2D	289	306	63	532	1	0.35%	12	3.92%	NO	3	4.78%	10	1.88%	NO
3A	29	10	3	36	2	6.9%	2	20%	NO	0	0%	4	11.11%	YES ⚠
3B	33	9	10	32	10	30.3%	4	44.44%	NO	8	80%	6	18.75%	NO
4A	1	14	5	10	1	100%	1	7.14%	YES ⚠	0	0%	2	20%	YES ⚠
4B	1	3	1	3	0	0%	3	100%	NO	1	100%	2	66.67%	NO
5									NO					NO
6									NO					NO
7	0	4	3	1	0	0%	0	0%	NO	0	0%	0	0%	NO
Totals	398	390	109	679	19		26			13		32		

Total Applicants	788
Total Hires	45

Standard Deviation Analysis of Hires vs. Applicants.

Females:

A standard deviation of 2 or greater when comparing males vs. females was found in job group 4A.

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 1B, 1D and 2B.

Standard Deviation - Hires to Applicants

OK Panhandle State University
July 1, 2020

Job Group	# of Standard Deviations Represented									
	Male vs. Female					Non-Minority vs. Minority				
	Male		Female		Standard Deviation	Non-Minority		Minority		Standard Deviation
	Selected	Total	Selected	Total		Selected	Total	Selected	Total	
1										
1A										
1B	0	1	0	1	0	0	2	0	0	N/A ⚠
1C	0	7	3	36	N/A	3	41	0	2	N/A
1D	0	0	0	1	N/A	0	1	0	0	N/A ⚠
2A										
2B	1	2	0	2	1.15	1	4	0	0	N/A ⚠
2C	4	35	1	4	N/A	4	17	1	22	N/A
2D	1	289	12	306	N/A	10	532	3	63	N/A
3A	2	29	2	10	N/A	4	36	0	3	N/A
3B	10	33	4	9	N/A	6	32	8	10	N/A
4A	1	1	1	14	2.84 ⚠	2	10	0	5	N/A
4B	0	1	3	3	-2	2	3	1	1	-0.67
5										
6										
7	0	0	0	4	N/A	0	1	0	3	0

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:

Females experienced adverse impact in the Promotions that took place in Job Group 2C. A review of each of the promotions shows that the employees were promoted within their lines of progression and were the best qualified candidates. Other factors influencing the promotions were Job Title Change.

Minorities:

Minorities experienced adverse impact in the Promotions that took place in Job Group 2D. The promotions were a result of Job Title Change.

Promotions														
OK Panhandle State University July 1, 2019 through June 30, 2020														
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	1	0	0	1					NO					NO
1A	2	1	1	2					NO					NO
1B	6	14	5	15					NO					NO
1C	4	4	0	8					NO					NO
1D	1	5	3	3					NO					NO
2A	5	1	0	6					NO					NO
2B	7	2	2	7					NO					NO
2C	10	8	5	13	1	10%	0	0%	YES ⚠	1	20%	0	0%	NO
2D	10	23	7	26	0	0%	1	4.35%	NO	0	0%	1	3.85%	YES ⚠
3A	10	10	4	16					NO					NO
3B	26	11	19	18					NO					NO
3C	0	1	0	1					NO					NO
4A	1	9	3	7					NO					NO
4B	0	10	3	7					NO					NO
5	2	0	0	2					NO					NO
6	1	0	1	0					NO					NO
7	2	1	1	2					NO					NO
Total	88	100	54	134	1		1			1		1		

Total Incumbents	188
Total Promotions	2

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.

Standard Deviation - Promotions

OK Panhandle State University
July 1, 2020

Job Group	# of Standard Deviations Represented									
	Male vs. Female					Non-Minority vs. Minority				
	Male		Female		Standard Deviation	Non-Minority		Minority		Standard Deviation
	Selected	Total	Selected	Total		Selected	Total	Selected	Total	
1										
1A										
1B										
1C										
1D										
2A										
2B										
2C	1	1	0	2	1.73	0	3	1	1	-2
2D	0	1	1	1	-1.41	1	2	0	1	0.87
3A										
3B										
3C										
4A										
4B										
5										
6										
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. Employee Separations

Females:

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

Minorities:

There was no adverse impact against minorities in the Employee Separations for Cause that took place during this reporting period.

Employee Separations - All														
OK Panhandle State University July 1, 2019 through June 30, 2020														
Incumbents					Employee Separations - 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	1	0	0	1					NO					NO
1A	2	1	1	2	1	50%	0	0%	NO	0	0%	1	50%	NO
1B	6	14	5	15	0	0%	2	14.29%	YES	1	20%	1	6.67%	YES
1C	4	4	0	8					NO					NO
1D	1	5	3	3	0	0%	2	40%	YES	0	0%	2	66.67%	NO
2A	5	1	0	6	1	20%	1	100%	YES	0	0%	2	33.33%	NO
2B	7	2	2	7					NO					NO
2C	10	8	5	13	3	30%	2	25%	NO	0	0%	5	38.46%	NO
2D	10	23	7	26	2	20%	2	8.7%	NO	1	14.29%	3	11.54%	NO
3A	10	10	4	16					NO					NO
3B	26	11	19	18	10	38.46%	3	27.27%	NO	7	36.84%	6	33.33%	NO
3C	0	1	0	1					NO					NO
4A	1	9	3	7					NO					NO
4B	0	10	3	7	0	0%	3	30%	NO	1	33.33%	2	28.57%	NO
5	2	0	0	2					NO					NO
6	1	0	1	0					NO					NO
7	2	1	1	2	1	50%	1	100%	YES	1	100%	1	50%	YES
Total	88	100	54	134	18		16			11		23		

Total Incumbents	188
Total Terminations	34

Employee Separations - For Cause														
OK Panhandle State University														
July 1, 2019 through June 30, 2020														
Incumbents					Employee Separations - 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	1	0	0	1					NO					NO
1A	2	1	1	2					NO					NO
1B	6	14	5	15					NO					NO
1C	4	4	0	8					NO					NO
1D	1	5	3	3					NO					NO
2A	5	1	0	6					NO					NO
2B	7	2	2	7					NO					NO
2C	10	8	5	13					NO					NO
2D	10	23	7	26					NO					NO
3A	10	10	4	16					NO					NO
3B	26	11	19	18	1	3.85%	0	0%	NO	0	0%	1	5.56%	NO
3C	0	1	0	1					NO					NO
4A	1	9	3	7					NO					NO
4B	0	10	3	7					NO					NO
5	2	0	0	2					NO					NO
6	1	0	1	0					NO					NO
7	2	1	1	2					NO					NO
Total	98	100	54	134	1		0			0		1		

Total Incumbents	188
Total Terminations	1

Standard Deviation Analysis of Employee Separations.

Females:

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

Minorities:

There was no standard deviation greater than 2 found in the separations analysis of minorities.

Standard Deviation - Employee Separations

OK Panhandle State University
July 1, 2020

Job Group	# of Standard Deviations Represented									
	Male vs. Female					Non-Minority vs. Minority				
	Male		Female		Standard Deviation	Non-Minortly		Minority		Standard Deviation
	Selected	Total	Selected	Total		Selected	Total	Selected	Total	
1										
1A										
1B										
1C										
1D										
2A										
2B										
2C										
2D										
3A										
3B	1	26	0	11	0.66	1	18	0	19	1.04
3C										
4A										
4B										
5										
6										
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

2020 AAP Year

OK Panhandle State University
July 1, 2020

Job Group	TOT EMP	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						5	\$312,214.00	\$35,600.00	\$75,000.00	\$62,442.80
1C	3	\$174,794.00	\$36,000.00	\$86,491.00	\$58,264.67	6	\$295,500.00	\$35,000.00	\$66,000.00	\$49,250.00
1D	2	\$64,500.00	\$30,000.00	\$34,500.00	\$32,250.00	1	\$34,000.00	\$34,000.00	\$34,000.00	\$34,000.00
2A						1	\$46,575.00	\$46,575.00	\$46,575.00	\$46,575.00
2B						2	\$70,400.00	\$26,000.00	\$44,400.00	\$35,200.00
2C	2	\$84,040.00	\$36,500.00	\$45,540.00	\$42,020.00	3	\$122,251.00	\$36,000.00	\$43,816.00	\$40,750.33
2D	4	\$155,200.00	\$31,000.00	\$41,400.00	\$38,800.00	18	\$782,654.00	\$38,295.00	\$52,238.00	\$43,480.78
3A	3	\$176,000.00	\$36,000.00	\$72,000.00	\$58,666.67	6	\$222,851.00	\$23,230.00	\$50,000.00	\$37,141.83
3B	2	\$31,000.00	\$15,000.00	\$16,000.00	\$15,500.00	6	\$186,710.00	\$10,000.00	\$39,000.00	\$31,118.33
4A	3	\$100,166.00	\$25,000.00	\$41,166.00	\$33,388.67	5	\$167,780.00	\$29,780.00	\$40,000.00	\$33,556.00
4B	2	\$56,000.00	\$26,000.00	\$30,000.00	\$28,000.00	5	\$125,873.00	\$21,431.00	\$29,200.00	\$25,174.60
5										
6										
7	1	\$17,117.00	\$17,117.00	\$17,117.00	\$17,117.00					

COMPENSATION ANALYSIS - MALES

2020 AAP Year

OK Panhandle State University
July 1, 2020

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										
1B	1	\$40,000.00	\$40,000.00	\$40,000.00	\$40,000.00	2	\$126,710.00	\$58,710.00	\$68,000.00	\$63,355.00
1C	1	\$70,347.00	\$70,347.00	\$70,347.00	\$70,347.00	6	\$265,726.00	\$32,136.00	\$65,000.00	\$44,287.67
1D						1	\$27,000.00	\$27,000.00	\$27,000.00	\$27,000.00
2A						5	\$250,245.00	\$32,961.00	\$61,512.00	\$50,049.00
2B	2	\$89,425.00	\$40,000.00	\$49,425.00	\$44,712.50	3	\$122,945.00	\$26,000.00	\$50,162.00	\$40,981.67
2C	2	\$79,411.00	\$36,000.00	\$43,411.00	\$39,705.50	4	\$176,375.00	\$38,000.00	\$50,375.00	\$44,093.75
2D	1	\$43,935.00	\$43,935.00	\$43,935.00	\$43,935.00	7	\$245,489.00	\$17,639.00	\$46,435.00	\$35,069.86
3A	1	\$55,000.00	\$55,000.00	\$55,000.00	\$55,000.00	11	\$498,211.00	\$13,360.00	\$92,000.00	\$45,291.91
3B	11	\$210,600.00	\$10,000.00	\$35,600.00	\$19,145.45	6	\$116,000.00	\$6,000.00	\$52,000.00	\$19,333.33
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						1	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00

Standard Deviation Analysis of Salaries.

Females:

There was no standard deviation greater than 2 found in the salary analysis of females. 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, 2A and 5.

Standard Deviation Analysis of Salaries

OK Panhandle State University
July 1, 2020

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	0	1	N/A	0	1	N/A
1B	3	5	-0.72	7	1	N/A
1C	7	9	-0.59	12	4	-1.98
1D	1	3	N/A	2	2	-0.59
2A	5	1	N/A	6	0	N/A ⚠
2B	5	2	0.96	5	2	-0.75
2C	6	5	0.54	7	4	0.89
2D	8	22	-2.85	25	5	0.42
3A	12	9	0.24	17	4	-1.71
3B	17	8	-1.57	12	13	1.39
4A	0	8	N/A	5	3	0.05
4B	0	7	N/A	5	2	-1.35
5	2	0	N/A ⚠	2	0	N/A ⚠
6	1	0	N/A ⚠	0	1	N/A
7	1	1	N/A	1	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 University 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 University 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 University 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 University 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 University.
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 University.
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 University.

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 University. 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 University 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 University 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, 2019 through June 30, 2020

Job Group	Applicants			Hires			Promotions			Transfers			Separations		
	TOT	FEM	MIN	TOT	FEM	MIN	TOT	FEM	MIN	TOT	FEM	MIN	TOT	FEM	MIN
1															
1A													1	0	0
1B	2	1	0										2	2	1
1C	43	36	2	3	3	0									
1D	1	1	0										2	2	0
2A													2	1	0
2B	4	2	0	1	0	0									
2C	39	4	22	5	1	1	1	0	1				5	2	0
2D	595	306	63	13	12	3	1	1	0				4	2	1
3A	39	10	3	4	2	0									
3B	42	9	10	14	4	8							13	3	7
3C															
4A	15	14	5	2	1	0									
4B	4	3	1	3	3	1							3	3	1
5															
6															
7	4	4	3										2	1	1

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 University
July 1, 2020

Job Group	% Goals		Placements							Female Goals Met	Minority Goals Met
	Date: July 1, 2019		For the period July 1, 2019 through June 30, 2020							Yes / No	Yes / No
	Female	Minority	Total Placements	Expected		Actual		Difference			
				Female	Minority	Female	Minority	Female	Minority		
1	4.4%	2.38%	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%	1	0	0	0	1	0	1	Yes	Yes
1C	52.57%	29.96%	3	1	0	3	0	2	0	Yes	Yes
1D	0%	0%	0	0	0	0	0	0	0	N/A	N/A
2A	0%	3.82%	0	0	0	0	0	0	0	N/A	N/A
2B	30.27%	0%	1	0	0	0	0	0	0	Yes	Yes
2C	0%	0%	6	0	0	2	1	2	1	Yes	Yes
2D	0%	25.21%	13	0	3	12	3	12	0	Yes	Yes
3A	0%	0%	4	0	0	2	0	2	0	Yes	Yes
3B	94.22%	0%	14	13	0	4	8	-9	8	No ⚠	Yes
3C	0%	3.26%	0	0	0	0	0	0	0	N/A	N/A
4A	126.25%	53.24%	2	2	1	1	0	-1	-1	No ⚠	No ⚠
4B	0%	35.57%	3	0	1	3	1	3	0	Yes	Yes
5	17.35%	35.3%	0	0	0	0	0	0	0	N/A	N/A
6	16.05%	0%	0	0	0	0	0	0	0	N/A	N/A
7	0%	0%	0	0	0	0	0	0	0	N/A	N/A

COMPLIANCE WITH SEX DISCRIMINATION GUIDELINES 41 CFR 60-20

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

- OK Panhandle State University'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 University's policy manual states that there will be no discrimination on account of sex.
- OK Panhandle State University recruits employees of both sexes for all positions.
- OK Panhandle State University 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 University offers employees of both sexes an equal employment opportunity for any jobs they are qualified to perform.
- OK Panhandle State University 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 University does not deny employment to women with young children.
- OK Panhandle State University provides appropriate physical facilities to both sexes.
- OK Panhandle State University 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 University 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 University's wage schedules are not related to or based upon sex.
- OK Panhandle State University does not restrict one sex to certain job groups.

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

- Encourage women to apply for all positions in OK Panhandle State University for which they are qualified.
- Encourage women to participate in management training programs if and when used by OK Panhandle State University.
- 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 University.

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 University 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

