

Availability Analysis

kendall2003 12/11/2002

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Job Group: 104 Executives - FSU/GR

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	38.90	11.67	100.00	38.90	11.67	1990 Census of Population EEO File National - US / Michigan / Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				38.90	11.67	

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Job Group: 216 Faculty - KCAD/Full-time

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.02	11.01	100.00	46.02	11.01	1990 Census of Population, EEO File National - US / Michigan / Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				46.02	11.01	

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Job Group: 217 Faculty - KCAD/Adjunct

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	41.84	11.39	100.00	41.84	11.39	Census of Population EEO File Regional - Michigan / Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				41.84	11.39	

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Job Group: 218 Faculty - CPTS/Adjunct

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	38.22	15.83	100.00	38.22	15.83	Census of Population EEO File Regional - Michigan / Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				38.22	15.83	

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Job Group: 309 Professionals - KCAD/FSU-GR

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	50.68	13.57	100.00	50.68	13.57	1990 Census of Population, EEO File National - US / Michigan / Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				50.68	13.57	

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Job Group: 310 Support Para-Pros. KCAD/FSU-GR

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	71.86	5.57	100.00	71.86	5.57	1990 Census of Population, EEO File Local - Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	

100.00

Job Group Final Availabilities (%)

71.86	5.57
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Job Group: 802 Service - KCAD/FSU-GR

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.97	15.47	100.00	32.97	15.47	1990 Census of Population, EEO File Local - Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				32.97	15.47	

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Job Group: 902 Part-time Clerical

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	82.26	7.35	100.00	82.26	7.35	1990 Census of Population, EEO File Local - Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				82.26	7.35	

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Job Group: 903 Part-time Technicians

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	48.90	6.47	100.00	48.90	6.47	1990 Census of Population, EEO File Local - Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				48.90	6.47	

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Job Group: 904 Part-time Support Para-Prof.

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	32.87	4.42	100.00	32.87	4.42	1990 Census of Population, EEO File Local - Kent / Ottawa
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				32.87	4.42	

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Job Group: 905 Part-time Service

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	67.20	13.39	100.00	67.20	13.39	1990 Census of Population, EEO File Custom - Local - Mecosta - Osceola
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				67.20	13.39	

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Job Group: 906 Temp. Administrative

Factor	Raw Statistics		Value Weight	Weighted Factor		Source of Data Rationale for Selection of Recruitment
	Female	Total Min		Female	Total Min	
1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area	46.19	8.67	100.00	46.19	8.67	1990 Census of Population, EEO File Custom - Local - Mecosta - Osceola
2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization	-	-	-	-	-	
			100.00			
Job Group Final Availabilities (%)				46.19	8.67	