THE UNIVERSITY OF NORTH CAROLINA WILMINGTON

EQUAL EMPLOYMENT OPPORTUNITY
AFFIRMATIVE ACTION PLAN

Part II: Annual Report

January 1, 2017

UNC Wilmington Human Resources
601 S. College Road
Wilmington, NC 28403-5960
EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION PLAN

(PART II)

ANNUAL REPORT
AS OF JANUARY 1, 2017

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REAFFIRMATION OF COMMITMENT TO
EQUAL EDUCATION AND EMPLOYMENT OPPORTUNITY

The University of North Carolina at Wilmington is committed to and will provide equality of educational and employment opportunity for all persons regardless of race, gender, gender identity, sex (such as marital status or pregnancy), age, color, national origin (including ethnicity), religion, disability, sexual orientation, genetic information, political affiliation, veteran status, or relationship to other university constituents -- except where a protected status represents a bona fide educational or occupational qualification or where marital status is a statutorily established eligibility criterion for State funded employee benefit programs.

This affirmation is published in accordance with 41 CFR Part 60 and is implemented in accordance with the following laws and their amendments: Title VII and Title IX of the Civil Rights Act of 1964; the Equal Pay Act of 1963; Executive Order 11246; the Age Discrimination in Employment Act of 1967; the Rehabilitation Act of 1973; the Americans with Disabilities Act of 1990; the Vietnam Era Veterans’ Readjustment Assistance Act of 1974; the Civil Rights Restoration Act of 1988; N.C. General Statutes Chapters 116 and 126; and Title II of the Genetic Information Non Discrimination Act of 2008.

To ensure that equal educational and employment opportunity exists throughout the university, a results-oriented equal opportunity/affirmative action program has been implemented to overcome the effects of past discrimination and to eliminate any artificial barriers to educational or employment opportunities for all qualified individuals that may exist in any of our programs. The University of North Carolina at Wilmington is committed to this program and is aware that with its implementation, positive benefits will be received from the greater representation and development of previously under-utilized human resources.

STATEMENT ON DIVERSITY IN THE UNIVERSITY COMMUNITY

In the pursuit of excellence, the University of North Carolina at Wilmington actively fosters, encourages, and promotes inclusiveness, mutual respect, acceptance, and open-mindedness among students, faculty, staff, and the broader community. Diversity is an educational benefit that enhances the academic experience and fosters free exchange of ideas from multiple perspectives. Diversity includes, but is not limited to race, gender, gender identity, sex (such as marital status or pregnancy), age, color, national origin (including ethnicity), religion, disability, sexual orientation, political affiliation, veteran status, educational disadvantage, socio-economic circumstances, language, and history of overcoming adversity.

UNLAWFUL HARASSMENT, DISCRIMINATION, AND RETALIATION

The University of North Carolina at Wilmington affirms that students and employees are entitled to an educational and employment environment free from unlawful harassment or discrimination based on that individual’s race, gender, gender identity, sex (such as marital status or pregnancy), age, color, national origin (including ethnicity), religion, disability, sexual orientation, genetic information, political affiliation, veteran status, or relationship to other university constituents, and expressly prohibits unlawful harassment or discrimination of any individual among the university community engaged in educational or employment pursuits. Further, no student or employee shall be subject to retaliation for bringing a good faith complaint pertaining to unlawful harassment or discrimination or for protesting such behavior directed against another member of the university community.

For more information concerning ways in which our multicultural learning community may be nurtured and protected or complaint resolution procedures, contact the Office of Institutional Diversity and Inclusion, the Office of the Dean of Students, the Office of Academic Affairs, or the Office of Human Resources.
2017 EEO/AA PLAN
EXECUTIVE SUMMARY
[41 CFR 60-2.31]

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

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

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

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

**Overall**

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

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

The representation of women and racial/ethnic minorities among UNCW job groups is summarized and graphically displayed in the following pages. The overall change from January 2016 to January 2017 shows an increase in the workforce of 50 employees and an increase in women (+43) and a decrease in racial/ethnic minorities (-8).
EXECUTIVE (100)

Executives at UNC Wilmington are divided into two groups, Tier I and Tier II Senior Academic and Administrative Officers. Tier I Senior Academic and Administrative Officers at UNC Wilmington include the provost, vice provost, vice chancellors, academic deans, general counsel, and university librarian as designated by the Board of Governors [UNC Policy 300.1.2]. Tier II Senior Academic and Administrative Officers at UNC Wilmington include associate and assistant vice chancellors; associate and assistant deans; dean of students; directors of educational, administrative and research areas; and other administrative positions designated by the president of the University of North Carolina [UNC Policy 300.1.2].

Tier I Senior Officer Job Group (H10)

In 2017, the Tier I Senior Officer Job Group consists of 13 employees, of which 5 are women and 2 are racial/ethnic minority.

- Within the Tier I Senior Officer Job Group, the availability of women in the labor market is 54.86%. Among this job group at UNC Wilmington, women comprised 28.57% in 2016 and 38.46% in 2017. **Current representation of women is 2 below market availability.**
- Within the Tier I Senior Officer Job Group, the availability of racial/ethnic minorities in the labor market is 21.84%. Among this job group at UNC Wilmington, minorities comprised 14.29% in 2016 and 15.38% in 2017. **Current representation of racial/ethnic minorities is 1 below market availability.**

Tier II Senior Officer Job Group (H11)

In 2017, the Tier II Senior Officer Job Group consists of 55 employees, of whom 26 are women and 8 are racial/ethnic minorities.

- Within the Tier II Senior Officer Job Group, the availability of women in the labor market is 57.2%. Among this job group at UNC Wilmington, women comprised 46.15% in 2016 and 47.27% in 2017. **Current representation of women is 5 below market availability.**
- Within the Tier II Senior Officer Job Group, the availability of racial/ethnic minorities in the labor market is 23.9%. Among this job group at UNC Wilmington, minorities comprised 21.15% in 2016 and 14.55% in 2017. **Current representation of racial/ethnic minorities is 5 below market availability.**

FACULTY (200)

UNCW analyzes representation by employee discipline rather than by administrative appointment or rank, since groupings by discipline better reflect similarity in content, wage rates, and opportunities than groupings by faculty rank.
Fine Arts Faculty Job Group (211)

In 2017, the Fine Arts Faculty Job Group consists of 62 employees, of whom 23 are women and 8 are racial/ethnic minorities.

- Within the Fine Arts Faculty Job Group, the availability of women in the labor market is 50.9%. Among this job group at UNC Wilmington, women comprised 33.9% in 2016 and 37.1% in 2017. **Current representation of women is 9 below market availability.**
- Within the Fine Arts Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 16.57%. Among this job group at UNC Wilmington, minorities comprised 13.56% in 2016 and 12.9% in 2017. **Current representation of racial/ethnic minorities is 2 below market availability.**

English and Literature Faculty Job Group (221)

In 2017, the English and Literature Faculty Job Group consists of 37 employees, of whom 20 are women and 5 are racial/ethnic minorities.

- Within the English and Literature Faculty Job Group, the availability of women in the labor market is 58.67%. Among this job group at UNC Wilmington, women comprised 57.5% in 2016 and 54.05% in 2017. **Current representation of women is 2 below market availability.**
- Within the English and Literature Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 16.11%. Among this job group at UNC Wilmington, minorities comprised 12.5% in 2016 and 13.51% in 2017. **Current representation of racial/ethnic minorities is 1 below market availability.**

Foreign Languages Faculty Job Group (222)

In 2017, the Foreign Languages Faculty Job Group consists of 39 employees, of whom 24 are women and 14 are racial/ethnic minorities.

- Within the Foreign Languages Faculty Job Group, the availability of women in the labor market is 61.14%. Among this job group at UNC Wilmington, women comprised 63.16% in 2016 and 61.54% in 2017. **Current representation of women is on par with market availability.**
- Within the Foreign Languages Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 28.36%. Among this job group at UNC Wilmington, minorities comprised 39.47% in 2016 and 35.9% in 2017. **Current representation of racial/ethnic minorities is 3 above market availability.**

History Faculty Job Group (223)

In 2017, the History Faculty Job Group consists of 23 employees, of whom 6 are women and 5 are racial/ethnic minorities.
Within the History Faculty Job Group, the availability of women in the labor market is 40.47%. Among this job group at UNC Wilmington, women comprised 30.43% in 2016 and 26.09% in 2017. **Current representation of women is 3 below market availability.**

Within the History Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 17.8%. Among this job group at UNC Wilmington, minorities comprised 21.74% in 2016 and 2017. **Current representation of racial/ethnic minorities is 1 above market availability.**

**Philosophy Faculty Job Group (224)**

In 2017, the Philosophy Faculty Job Group consists of 15 employees, of whom 3 are women and 4 are racial/ethnic minorities.

Within the Philosophy Faculty Job Group, the availability of women in the labor market is 32.18%. Among this job group at UNC Wilmington, women comprised 23.53% in 2016 and 20% in 2017. **Current representation of women is 2 below market availability.**

Within the Philosophy Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 16.04%. Among this job group at UNC Wilmington, minorities comprised 23.53% in 2016 and 26.67% in 2017. **Current representation of racial/ethnic minorities is 2 above market availability.**

**Political Science Faculty Job Group (232)**

In 2017, the Political Science Faculty Job Group consists of 14 employees, of whom 5 are women and 1 is a racial/ethnic minority.

Within the Political Science Faculty Job Group, the availability of women in the labor market is 44.83%. Among this job group at UNC Wilmington, women comprised 33.33% in 2016 and 35.71% in 2017. **Current representation of women is 1 below market availability.**

Within the Political Science Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 24.25%. Among this job group at UNC Wilmington, minorities comprised 6.67% in 2016 and 7.14% in 2016. **Current representation of racial/ethnic minorities is 2 below market availability.**

**Psychology Faculty Job Group (233)**

In 2017, the Psychology Faculty Job Group consists of 33 employees, of whom 19 are women and 5 are racial/ethnic minorities.

Within the Psychology Faculty Job Group, the availability of women in the labor market is 70.88%. Among this job group at UNC Wilmington, women comprised 57.58% in 2016 and 2017. **Current representation of women is 4 below market availability.**

Within the Psychology Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 21.41%. Among this job group at UNC Wilmington, minorities comprised 15.15% in 2016 and 2017. **Current representation of racial/ethnic minorities is 2 below market availability.**
Sociology Faculty Job Group (234)

In 2017, the Sociology Faculty Job Group consists of 62 employees, of whom 35 are women and 8 are racial/ethnic minorities.

- Within the Sociology Faculty Job Group, the availability of women in the labor market is 59.66%. Among this job group at UNC Wilmington, women comprised 56.45% in 2016 and 2017. **Current representation of women is 2 below market availability.**

- Within the Sociology Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 21.29%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 6.67% in 2016 and 12.9% in 2017. **Current representation of racial/ethnic minorities is 5 below market availability.**

Biological Sciences Faculty Job Group (241)

In 2017, the Biological Sciences Faculty Job Group consists of 47 employees, of whom 18 are women and 5 are racial/ethnic minorities.

- Within the Biological Sciences Faculty Job Group, the availability of women in the labor market is 47.81%. Among this job group at UNC Wilmington, women comprised 39.58% in 2016 and 38.3% in 2017. **Current representation of women is 4 below market availability.**

- Within the Biological Sciences Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 24.14%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 10.42% in 2016 and 10.64% in 2017. **Current representation of racial/ethnic minorities is 6 below market availability.**

Physical Sciences Faculty Job Group (242)

In 2017, the Physical Sciences Faculty Job Group consists of 60 employees, of whom 18 are women and 7 are racial/ethnic minorities.

- Within the Physical Sciences Faculty Job Group, the availability of women in the labor market is 34.69%. Among this job group at UNC Wilmington, women comprised 30.16% in 2016 and 30% in 2017. **Current representation of women is 3 below market availability.**

- Within the Physical Sciences Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 19.05%. Among this job group at UNC Wilmington, minorities comprised 11.11% in 2016 and 11.67% in 2017. **Current representation of racial/ethnic minorities is 4 below market availability.**

Mathematics Faculty Job Group (243)

In 2017, the Mathematics Faculty Job Group consists of 29 employees, of whom 9 are women and 13 are racial/ethnic minorities.
Within the Mathematics Faculty Job Group, the availability of women in the labor market is 29.74%. Among this job group at UNC Wilmington, women comprised 36.67% in 2016 and 31.03% in 2017. **Current representation of women is on par with market availability.**

Within the Mathematics Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 20.6%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 40% in 2016 and 44.83% in 2017. **Current representation of racial/ethnic minorities is 7 above market availability.**

**Computer Sciences Faculty Job Group (244)**

In 2017, the Computer Sciences Faculty Job Group consists of 14 employees, of whom 4 are women and 7 are racial/ethnic minorities.

- Within the Computer Sciences Faculty Job Group, the availability of women in the labor market is 22.14%. Among this job group at UNC Wilmington, women comprised 26.67% in 2016 and 28.57% in 2017. **Current representation of women is 1 above market availability.**

- Within the Computer Sciences Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 28.26%. Among this job group at UNC Wilmington, minorities comprised 50% in 2016 and 2017. **Current representation of racial/ethnic minorities is 3 above market availability.**

**Business Faculty Job Group (251)**

In 2017, the Business Faculty Job Group consists of 60 employees, of whom 20 are women and 9 are racial/ethnic minorities.

- Within the Business Faculty Job Group, the availability of women in the labor market is 36.33%. Among this job group at UNC Wilmington, women comprised 33.9% in 2016 and 33.33% in 2017. **Current representation of women is 2 below market availability.**

- Within the Business Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 24.8%. Among this job group at UNC Wilmington, minorities comprised 13.56% in 2016 and 15% in 2017. **Current representation of racial/ethnic minorities is 6 below market availability.**

**Teacher Education Faculty Job Group (261)**

In 2017, the Teacher Education Faculty Job Group consists of 67 employees, of whom 45 are women and 13 are racial/ethnic minorities.

- Within the Teacher Education Faculty Job Group, the availability of women in the labor market is 66.48%. Among this job group at UNC Wilmington, women comprised 67.14% in 2016 and 67.16% in 2017. **Current representation of women is on par with market availability.**

- Within the Teacher Education Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 24.88%. Among this job group at UNC Wilmington, minorities comprised 21.43% for 2016 and 19.4% in 2017. **Current representation of racial/ethnic minorities is 4 below market availability.**
Nursing Faculty Job Group (272)
In 2017, the Nursing Faculty Job Group consists of 51 employees, of whom 49 are women and 6 are racial/ethnic minorities.

- Within the Nursing Faculty Job Group, the availability of women in the labor market is 94.02%. Among this job group at UNC Wilmington, women comprised 95.74% in 2016 and 96.08% in 2017. **Current representation of women is 1 above market availability.**

- Within the Nursing Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 15.78%. Among this job group at UNC Wilmington, minorities comprised 8.51% in 2016 and 11.76% in 2017. **Current representation of racial/ethnic minorities is 2 below market availability.**

Health Sciences Faculty Job Group (273)
In 2017, the Health Sciences Faculty Job Group consists of 31 employees, of whom 19 are women and 5 are racial/ethnic minorities.

- Within the Health Sciences Faculty Job Group, the availability of women in the labor market is 58.11%. Among this job group at UNC Wilmington, women comprised 58.06% in 2016 and 61.29% in 2017. **Current representation of women is 1 above with market availability.**

- Within the Health Sciences Faculty Job Group, the availability of racial/ethnic minorities in the labor market is 18.34%. Among this job group at UNC Wilmington, minorities comprised 16.13% in 2016 and 2017. **Current representation of racial/ethnic minorities is 1 below market availability.**

**PROFESSIONAL (300)**

Administrative and Professional Job Group (H30)
In 2017, the Administrative and Professional Job Group consists of 149 employees, of whom 108 are women and 11 are racial/ethnic minorities.

- Within the Administrative and Professional Job Group, the availability of women in the labor market is 62.16%. Among this job group at UNC Wilmington, women comprised 72.34% in 2016 and 72.48% in 2017. **Current representation of women is 15 above market availability.**

- Within the Administrative and Professional Job Group, the availability of racial/ethnic minorities in the labor market is 26.43%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 8.51% in 2016 and 7.38% in 2017. **Current representation of racial/ethnic minorities is 28 below market availability.**

Student Services Job Group (H31)
In 2017, the Student Services Job Group consists of 143 employees, of whom 101 are women and 29 are racial/ethnic minorities.
Within the Student Services Job Group, the availability of women in the labor market is 81.99%. Among this job group at UNC Wilmington, women comprised 69.92% in 2016 and 70.63% in 2017. **Current representation of women is 16 below market availability.**

Within the Student Services Job Group, the availability of racial/ethnic minorities in the labor market is 24.6%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 21.14% in 2016 and 20.28% in 2017. **Current representation of racial/ethnic minorities is 6 below market availability.**

**Information Technology Professionals Job Group (H32)**

In 2017, the Information Technology Professionals Job Group consists of 108 employees, of whom 43 are women and 13 are racial/ethnic minorities.

- Within the Information Technology Professionals Job Group, the availability of women in the labor market is 27.66%. Among this job group at UNC Wilmington, women comprised 40% in 2016 and 39.81% in 2017. **Current representation of women is 13 above market availability.**

- Within the Information Technology Professionals Job Group, the availability of racial/ethnic minorities in the labor market is 28.44%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 16% in 2016 and 12.04% in 2017. **Current representation of racial/ethnic minorities is 18 below market availability.**

**Instructional Support Professionals Job Group (H33)**

In 2017, the Instructional Support Professionals Job Group consists of 131 employees, of whom 87 are women and 19 are racial/ethnic minorities.

- Within the Instructional Support Professionals Job Group, the availability of women in the labor market is 62.66%. Among this job group at UNC Wilmington, women comprised 65.44% in 2016 and 66.41% in 2017. **Current representation of women is 5 above market availability.**

- Within the Instructional Support Professionals Job Group, the availability of racial/ethnic minorities in the labor market is 23.84%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 16.91% in 2016 and 14.5% in 2017. **Current representation of racial/ethnic minorities is 12 below market availability.**

**Research Professional Staff Job Group (H34)**

In 2017, the Research Professional Staff Job Group consists of 36 employees, of whom 15 are women and 5 are racial/ethnic minorities.

- Within the Research Professional Staff Job Group, the availability of women in the labor market is 48.65%. Among this job group at UNC Wilmington, women comprised 32.35% in 2016 and 41.67% in 2017. **Current representation of women is 3 below market availability.**

- Within the Research Professional Staff Job Group, the availability of racial/ethnic minorities in the labor market is 25.35%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 11.76% in 2016 and 13.89% in 2017. **Current representation of racial/ethnic minorities is 4 below market availability.**
TECHNICAL AND PARAPROFESSIONAL (400)

Technical and Paraprofessional Job Group (H40)

In 2017, the Technical and Paraprofessional Job Group consists of 51 employees, of whom 26 are women and 2 are racial/ethnic minorities.

- Within the Technical and Paraprofessional Job Group, the availability of women in the labor market is 40.1%. Among this job group at UNC Wilmington, women comprised 50% in 2016 and 50.98% in 2017. Current representation of women is 6 above market availability.

- Within the Technical and Paraprofessional Job Group, the availability of racial/ethnic minorities in the labor market is 28.86%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 6.25% in 2016 and 3.92% in 2017. Current representation of racial/ethnic minorities is 13 below market availability.

Police and Safety Job Group (H41)

In 2017, the Police and Safety Job Group consists of 54 employees, of whom 20 are women and 6 are racial/ethnic minorities.

- Within the Police and Safety Job Group, the availability of women in the labor market is 26.89%. Among this job group at UNC Wilmington, women comprised 35.85% in 2016 and 37.04% in 2017. Current representation of women is 5 above market availability.

- Within the Police and Safety Job Group, the availability of racial/ethnic minorities in the labor market is 26.36%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 15.09% in 2016 and 11.11% in 2017. Current representation of racial/ethnic minorities is 8 below market availability.

Administrative Paraprofessional Job Group (H42)

In 2017, the Administrative Paraprofessional Job Group consists of 185 employees, of whom 167 are women and 35 are racial/ethnic minorities.

- Within the Administrative Paraprofessional Job Group, the availability of women in the labor market is 93.12%. Among this job group at UNC Wilmington, women comprised 87.74% in 2016 and 90.27% in 2017. Current representation of women is 5 below market availability.

- Within the Administrative Professional Job Group, the availability of racial/ethnic minorities in the labor market is 21.52%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 20% in 2016 and 18.92% in 2017. Current representation of racial/ethnic minorities is 5 below market availability.

SECRETARIAL / CLERICAL (500)

Office Support Job Group (H50)
In 2017, the Office Support Job Group consists of 139 employees, of whom 131 are women and 31 are racial/ethnic minorities.

- Within the Office Support Job Group, the availability of women in the labor market is 96.27%. Among this job group at UNC Wilmington, women comprised 93.08% in 2016 and 94.24% in 2017. **Current representation of women is 3 below market availability.**

- Within the Office Support Job Group, the availability of racial/ethnic minorities in the labor market is 20.9%. Among this job group at UNC Wilmington, racial/ethnic minorities comprised 19.5% in 2016 and 22.3% in 2017. **Current representation of racial/ethnic minorities is 2 above market availability.**

**SKILLED CRAFTS AND TRADES (600)**

Skilled Crafts and Trades Job Group (H60)

In 2017, the Skilled Crafts and Trades Job Group consists of 73 employees, of whom 4 are women and 8 are racial/ethnic minorities.

- Within the Skilled Crafts and Trades Job Group, the availability of women in the labor market is 4.55%. Among this job group at UNC Wilmington, women comprised 3.95% in 2016 and 5.48% in 2017. **Current representation of women is 1 above market availability.**

- Within the Skilled Crafts and Trades Job Group, the availability of racial/ethnic minorities in the labor market is 22.43%. Among this job group at UNC Wilmington, minorities comprised 10.53% in 2016 and 10.96% in 2017. **Current representation of racial/ethnic minorities is 8 below market availability.**

**SERVICE AND MAINTENANCE (700)**

In 2017, the Service and Maintenance Job Group consists of 141 employees, of whom 56 are women and 86 are racial/ethnic minorities.

Service Job Group (H70)

- Within the Service and Maintenance Job Group, the availability of women in the labor market is 29%. Among this job group at UNC Wilmington, women comprised 40.43% in 2016 and 39.72% in 2017. **Current representation of women is 15 above market availability.**

- Within the Service and Maintenance Job Group, the availability of racial/ethnic minorities in the labor market is 47.91%. Among this job group at UNC Wilmington, minorities comprised 63.12% in 2016 and 60.99% in 2017. **Current representation of racial/ethnic minorities is 18 above market availability.**
Table 3 compares changes in the percentage of women faculty by discipline in relation to labor market availability from January 2016 to January 2017 and Table 4 provides the same comparison for racial/ethnic minority faculty by discipline.

Representation of Faculty Women

- In January 2017, 6 of the 16 faculty groups had parity or better with regard to the representation of women in relation to labor market availability, showing a decrease by four faculty groups since January 2016.

- A comparison of the labor market availability for faculty women to the percentage of incumbents showed an increase in 3 of 16 faculty groups, a decrease in 7, and no change in 6 from January 2016 to January 2017.

Representation of Faculty Racial/Ethnic Minorities

- In January 2017, 6 of the 16 faculty groups had parity or better with regard to the representation of racial/ethnic minorities in relation to labor market availability. This is an increase from 5 in January 2016.

- A comparison of the labor market availability for faculty racial/ethnic minorities to the percentage of incumbents showed an increase in 3 of 16 faculty groups, a decrease in 2, and no change in 11 from January 2016 to January 2017.
2017 EEO/AA PLAN

PLACEMENT GOALS

[41 CFR 60-2.16]

The goal of the university's Affirmative Action planning is for women and racial/ethnic minorities to be represented on our campus to the same extent as they are represented in the appropriate labor market groups -- or for the work force percentage to equal the availability percentage. By comparing the current year’s UNC Wilmington work force percentage and the labor market availability for both women and racial/ethnic minorities by job group, the university establishes a placement goal for job groups in which the work force (incumbency) percent is less than the labor market (availability) percent and the difference is at least one whole person (Table 1).

Two 2016 placement goals were met: Skilled Trades – women and Office Support – racial/ethnic minorities. In addition, progress was made toward goals in 5 occupational groups for women and in 9 for racial/ethnic minorities.

Placement goals for women:

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Jan 2017 Labor Market Availability (GOAL)</th>
<th>Jan 2017 Percentage of Women Incumbents</th>
<th>Difference (#) Expected minus Incumbents</th>
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<tbody>
<tr>
<td>211 Fine Arts Faculty</td>
<td>50.9%</td>
<td>37.1%</td>
<td>9</td>
</tr>
<tr>
<td>223 History Faculty</td>
<td>40.47%</td>
<td>26.09%</td>
<td>3</td>
</tr>
<tr>
<td>224 Philosophy Faculty</td>
<td>32.18%</td>
<td>23.53%</td>
<td>2</td>
</tr>
<tr>
<td>232 Political Science Faculty</td>
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<td>Jan 2017 Percentage of Women Incumbents</td>
<td>Difference (#) Expected minus Incumbents</td>
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**Key:**
- *New in 2017*
- =No Change from 2016
- ↑ Progress towards 2016 goal
- ↓ Decrease from 2016
## Placement Goals for Racial/Ethnic Minorities:

<table>
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<tr>
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<th>Jan 2017 Percentage of Minority Incumbents</th>
<th>Difference (#) Expected minus Incumbents</th>
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<td>273 Health Sciences Faculty</td>
<td>18.34%</td>
<td>16.13%*</td>
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<td>21.84%</td>
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<td>H30 Administrative &amp; Professional</td>
<td>26.43%</td>
<td>7.38%</td>
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<td>H31 Student Services</td>
<td>24.6%</td>
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<td>H41 Police and Safety</td>
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<tr>
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<td>------------------------------------------</td>
<td>-------------------------------------------</td>
<td>-----------------------------------------</td>
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<tr>
<td></td>
<td>22.43%</td>
<td>10.96%↑</td>
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</tr>
</tbody>
</table>
This section of UNC Wilmington’s annual EEO/AA Plan consists of an overview of good faith efforts toward promoting the university as an open, inclusive, and affirming workplace.

- The university continues to focus on ways to be a place that would attract diverse candidates. In addition to the EEO/AA overview at every faculty and EHRA instructional and research search committee “charge” meeting, the strategies are discussed during consultations with search committees and hiring officials. The Center for Faculty Leadership offers support to search committees regarding outreach strategies; HR provides a template announcement so that search committees can use consistent language regarding our commitment to diversity; and Academic Affairs administration provides budgetary support with the goal of improving the pools. Detailed recruitment strategies are shared with search committees to improve recruitment efforts and create a more inclusive campus climate.

- Human Resources consults with all departments on their advertising plans for their vacancies and Academic Affairs underwrites advertisements for faculty and leadership positions in print media to increase the diversity of applicant pools. Media outlets included: *Diverse Issues in Higher Education*, *Hispanic Outlook*, *Women in Higher Education*; and *Inside Higher Education.com*, in addition to discipline specific advertising by units and departments. Department representatives also attend national conferences and use professional associations to solicit applications from diverse applicants.

- All searches undergo an EEO/AA review in which the race/ethnicity and gender demographics of the entire applicant pool are compared to the race/ethnicity and gender demographics of the pool from which it is anticipated the final interview pool will be selected (i.e. quarter-final or semi-final pool). Where the representation of women or racial/ethnic minority candidates in the quarter-final or semi-final pool is less than in the entire applicant pool using the Whole Person Rule, the EEO/AA representative identifies the women and minority applicants to the search committee. The committee then reviews each identified minority and woman applicant to determine if any of them are substantially equally qualified to the weakest applicant still under consideration. If any minority or woman applicant is substantially equally qualified, then that candidate must be added to the pool still under consideration.

- UNC Wilmington Human Resources surveys separated employees with regard to their reasons for leaving the university. Former employees who left voluntarily are contacted and asked a series of questions that are designed to help determine their motivation for leaving the university.

- Human Resources provides assessment and intervention for the organizational development needs of departments. If necessary, outside consultants can be hired to assist with specific needs or requests.
• Many learning opportunities are intentionally designed and offered to support diversity and inclusiveness. They are conducted through Human Resources annual Dare to Learn Academy training calendar for faculty and staff and promoted through various marketing channels across campus. Included in these learning opportunities are Unlawful Workplace Harassment mini conferences for supervisors (2-3/semester); Unlawful Workplace Harassment online training; EEOI Training (2/semester); New Employee Orientation: Valuing Our Diversity; and the UNCW LEAD Series: Understanding Our Differences (held annually for supervisors).

• Many programmatic offerings to support diversity and inclusiveness are conducted throughout the campus including offerings from Human Resources and the divisions of Academic Affairs, Student Affairs, Business Affairs, and University Advancement. Human Resources annual training schedule for faculty and staff includes programs such as: Harassment Awareness mini conferences; “Reasons Why Diversity Matters”; “Getting Past Clashes”, “Valuing Team Diversity and Cross Generational Workers in the 21st Century”. New employee orientation and supervisory training classes incorporate equal opportunity, affirmative action and diversity components.

• Academic Affairs sponsors programs including:
  o Diversity, a Community; and Global Citizenship workshops and book circles, featuring “Can You Say That in Class?” focused on handling micro aggressions and other problems that crop up in class and cultivating an inclusive classroom environment;
  o A faculty learning community on inclusive classrooms and a summer institute with the same theme;
  o Campus Conversations-monthly gatherings that provide opportunities for students to discuss a range of diverse perspectives and learn through the experiences of others;
  o College Opportunity Program High School Fall Conference- encourage high school students from socioeconomically challenged backgrounds to attend college;
  o Scheduled workshops, events, support sessions for students and parents re: admission, financial aid and college life;
  o College Opportunity Program Middle School Fall Conference (same as above, but targets middle school students and their parents);
  o College Exploration Day Campus Visits (throughout the year)- 3-4 hour campus visits, including lunch for the students with UNC Wilmington student interaction (“Seahawk Specialists”); encourages students from socioeconomically challenged backgrounds to plan early in preparation to attend college; exposes them to the college campus and college life;
  o Pre-College Residential Program for High School Juniors and Seniors- outreach to public school students; encourages and assists students to plan and prepare for a university education and campus life. “Seahawk Saturday” Visit Day; in collaboration with UNC Wilmington Admissions Office.

• Admissions sponsors programs including:
- Camino a la Universidad (on-campus program). Outreach program to disseminate information about planning and applying to college and what services we offer on campus (developed in conjunction with UNCW Centro Hispano).
- Camino a la Universidad (off-campus program – St. Mary Catholic Church). Outreach program to disseminate information about planning and applying to college and what services we offer on campus (developed in conjunction with UNCW Centro Hispano).
- Seahawk Saturday Diversity Social. Showcase of our diversity offices to prospective students and parents visiting during the Fall Open house.
- Dare to Soar Diversity Social. Showcase of our diversity offices to admitted students and parents visiting during the Spring Open house.
- First Generation website and brochure. Encourages students from socioeconomically challenged backgrounds to plan early in preparation to attend college.
- CACRAO Tour, College fairs and private visits (250+ during Fall 2015) to High Schools all over North Carolina, distributing college information to senior and juniors all around the state.

Within the Chancellor’s Division, the Office of Institutional Diversity and Inclusion (OIDI) has a cabinet level Chief Diversity Officer. Its three units—Upperman African American Cultural Center, Centro Hispano (Hispanic Multicultural Center), and the LGBTQIA Resource Office-- are uniquely involved in institutional efforts that create partnerships and collaborations with many other units to promote diversity and inclusion. OIDI compiles an annual summary of the preceding year’s diversity programs and outreach activities as a tangible indicator of the university’s “Good Faith Efforts” to promote a truly inclusive community (Table 5)

- Student Affairs sponsors programs including “Diversity Matters” workshop; providing students with an opportunity to increase their awareness of why diversity should matter and the value of inclusion; Minority Student Social/Reception; International Festival (open to public); Involvement Carnival (in collaboration with Student Affairs and open to the public); coordination meeting with Campus Activities & Involvement Center, Campus Life, and Hispanic Organizations Meeting; Isaac Bear Early College Social Justice training; Sustained Dialogue/Seahawks Speak Programming (3 sessions in the fall semester); Teal Talks (monthly); Tunnel of Awareness; Speak Your Truth (About Charlotte); Career Center collaborations with OIDI offices for programming opportunities; and Annual Minority Enterprise Development Week.
Enclosed Tables:

- **Table 1: Incumbency v. Estimated Availability Detail (Sorted By Job Group)**
  [41 CFR 60-2.15]

- **Table 2: Work Force Analysis Summary (Sorted By Department)**
  [41 CFR 60-2.11(c)]

- **Table 3: Change in Availability and Incumbency for Women and Racial/Ethnic Minorities by Faculty by Job Group, 2016-17**

- **Table 4: UNCW Office of Institutional Diversity & Inclusion Program Offerings 2016**

Note: Other tables required by 41 CFR 60-2 are compiled as Part III of this plan. They are maintained and available for inspection in the UNCW Office of Human Resources, 601 South College Road, Wilmington, NC for a period of three years from the date of this publication.
## Incumbency v. Estimated Availability Summary

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<thead>
<tr>
<th>Job Group</th>
<th>Total Incumbents (#)</th>
<th>Category</th>
<th>Incumbents (#)</th>
<th>Incumbency (%)</th>
<th>Availability (%)</th>
<th>Disparity?</th>
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Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule

Yes indicates Difference <= -1.0
## Incumbency v. Estimated Availability Summary

<table>
<thead>
<tr>
<th>Job Group</th>
<th>Total Incumbents (#)</th>
<th>Category</th>
<th>Incumbents (#)</th>
<th>Incumbency (%)</th>
<th>Availability (%)</th>
<th>Disparity?</th>
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Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule

*Yes* indicates Difference <= -1.0
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Comparison of Incumbency to Availability is performed using the Any Difference with Whole Person Rule

Yes indicates Difference <= -1.0
## Work Force Analysis Summary

University of North Carolina- Wilmington
01/01/2017

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(*) indicates this Department contains employees who are included from another facility.
## Work Force Analysis Summary

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(+) indicates this Department contains employees who are included from another facility.
# Work Force Analysis Summary

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(+) indicates this Department contains employees who are included from another facility. 
(-) indicates this Department contains employees included in the Work Force Analysis but who are excluded from the rest of this facility's AAP.
## Work Force Analysis Summary

| Department                        | Total | Total Min | # | % | Total | White | Black | Hisp | Asian | Aind | NHOP | Two+ |
|----------------------------------|-------|-----------|---|---|-------|-------|-------|-----|-------|------|------|------|------|
|                                 |       |           |   |   |       |       |       |     |       |      |      |      |      |
| Counseling Center (+)            | 13    | 7         | 53.85 | | Male | 3 | 23.08 | 0 | 0.00 | 1 | 7.69 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 2 | 15.38 |
|                                  |       |           |     |   | Female | 10 | 76.92 | 6 | 46.15 | 3 | 23.08 | 1 | 7.69 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Creative Writing (+)             | 18    | 1         | 5.56 | | Male | 8 | 44.44 | 8 | 44.44 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 10 | 55.56 | 9 | 50.00 | 0 | 0.00 | 0 | 0.00 | 1 | 5.56 | 0 | 0.00 | 0 | 0.00 |
| Crossroads SAPEP (+)             | 4     | 1         | 25.00 | | Male | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 4 100.00 | 3 | 75.00 | 0 | 0.00 | 0 | 0.00 | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 |
| Ctr for Ed in STEM (+)           | 2     | 0         | 0.00 | | Male | 1 | 50.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 1 | 50.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Ctr for Teaching Excell (+)      | 2     | 0         | 0.00 | | Male | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 2 | 100.00 | 2 | 100.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Cultural Arts (+)                | 6     | 2         | 33.33 | | Male | 1 | 16.67 | 1 | 16.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 5 | 83.33 | 3 | 50.00 | 1 | 16.67 | 1 | 16.67 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Dean of Students (+)             | 8     | 3         | 37.50 | | Male | 2 | 25.00 | 1 | 12.50 | 1 | 12.50 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 6 | 75.00 | 4 | 50.00 | 1 | 12.50 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 1 | 12.50 |
| Department of Management (+)     | 11    | 1         | 9.09 | | Male | 6 | 54.55 | 5 | 45.45 | 0 | 0.00 | 1 | 9.09 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 5 | 45.45 | 5 | 45.45 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Department of Marketing (+)      | 9     | 1         | 11.11 | | Male | 5 | 55.56 | 4 | 44.44 | 0 | 0.00 | 0 | 0.00 | 1 | 11.11 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 4 | 44.44 | 4 | 44.44 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Disability Resource Center (+)   | 4     | 1         | 25.00 | | Male | 2 | 50.00 | 1 | 25.00 | 1 | 25.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 2 | 50.00 | 2 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| Distance Education (+)           | 2     | 1         | 50.00 | | Male | 1 | 50.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 1 | 50.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
| E Learning (+)                   | 5     | 2         | 40.00 | | Male | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 |
|                                  |       |           |     |   | Female | 5 | 100.00 | 3 | 60.00 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 | 1 | 20.00 | 0 | 0.00 |

(+) indicates this Department contains employees who are included from another facility.
## Work Force Analysis Summary

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(+) indicates this Department contains employees who are included from another facility.
## Work Force Analysis Summary

**University of North Carolina- Wilmington**

01/01/2017

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(+) indicates this Department contains employees who are included from another facility.
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(+) indicates this Department contains employees who are included from another facility.
## Work Force Analysis Summary

### University of North Carolina - Wilmington

01/01/2017

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(+ ) indicates this Department contains employees who are included from another facility.
## Work Force Analysis Summary

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(+) indicates this Department contains employees who are included from another facility.
## Work Force Analysis Summary

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(+) indicates this Department contains employees who are included from another facility.
## Availability Analysis

**Job Group: 211  Fine Arts Faculty**

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**Job Group Final Availabilities (%)**

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<td>100.00</td>
<td>50.90</td>
<td>16.57</td>
</tr>
</tbody>
</table>
## Availability Analysis

### Job Group: 221  English & Literature Faculty

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong> Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>58.67 16.11</td>
<td>100.00</td>
<td>Census 2010 Special EEO File Custom -</td>
</tr>
<tr>
<td><strong>2</strong> Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>- -</td>
<td>-</td>
</tr>
</tbody>
</table>

| Job Group Final Availabilities (%) | 58.67 16.11 |
Availability Analysis

Job Group: 222  Foreign Language Faculty

<table>
<thead>
<tr>
<th>Factor</th>
<th>Value Weight</th>
<th>Source of Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills</td>
<td>100.00</td>
<td>Census 2010 Special EEO File</td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>-</td>
<td>Custom -</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>Total Min</td>
</tr>
<tr>
<td>-------------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>61.14</td>
<td>28.36</td>
</tr>
</tbody>
</table>

Job Group Final Availabilities (%)

<table>
<thead>
<tr>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>Total Min</td>
</tr>
<tr>
<td>-------------------</td>
<td>---------------------</td>
</tr>
<tr>
<td>61.14</td>
<td>28.36</td>
</tr>
</tbody>
</table>
### Availability Analysis

**Job Group: 223  History Faculty**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>40.47, 17.80</td>
<td>100.00</td>
<td>40.47, 17.80</td>
<td>Census 2010 Special EEO File Custom -</td>
</tr>
<tr>
<td>2. Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Job Group Final Availabilities (%) 40.47, 17.80
## Availability Analysis

### Job Group: 224 Philosophy Faculty

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>32.18 16.04 100.00</td>
<td>Census 2010 Special EEO File Custom</td>
<td>-</td>
</tr>
<tr>
<td>2</td>
<td>Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- - -</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### Job Group Final Availabilities (%)

<table>
<thead>
<tr>
<th>Value</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>32.18</td>
<td>16.04</td>
</tr>
</tbody>
</table>
## Availability Analysis

**Job Group: 232 Political Science Faculty**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>44.83 24.25</td>
<td>100.00</td>
<td>Census 2010 Special EEO File Custom -</td>
<td></td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>100.00</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>

**Job Group Final Availabilities (%)**

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Total Min</th>
</tr>
</thead>
<tbody>
<tr>
<td>44.83</td>
<td>24.25</td>
<td>100.00</td>
</tr>
</tbody>
</table>
# Availability Analysis

**Job Group: 233  Psychology Faculty**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>70.88 21.41</td>
<td>100.00</td>
<td>Census 2010 Special EEO File</td>
<td>Custom -</td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>100.00</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Job Group Final Availabilities (%)**

<table>
<thead>
<tr>
<th>Female</th>
<th>Total Min</th>
</tr>
</thead>
<tbody>
<tr>
<td>70.88</td>
<td>21.41</td>
</tr>
</tbody>
</table>
## Availability Analysis

### Job Group: 234 Sociology Faculty

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>59.66 21.29</td>
<td>100.00</td>
<td>Census 2010 Special EEO File</td>
<td>Custom -</td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>- -</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Job Group Final Availabilities (%)**

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Total Min</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>59.66</td>
<td>21.29</td>
</tr>
</tbody>
</table>
## Availability Analysis

**Job Group: 241 Biological Sciences Faculty**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>47.81 24.14</td>
<td>100.00</td>
<td>Census 2010 Special EEO File Custom -</td>
</tr>
<tr>
<td>2</td>
<td>Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>100.00</td>
<td></td>
</tr>
</tbody>
</table>

**Job Group Final Availabilities (%)**

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Total Min</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>47.81</td>
<td>24.14</td>
</tr>
</tbody>
</table>
## Availability Analysis

**Job Group: 242  Physical Sciences Faculty**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value Weight</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>34.69 19.05</td>
<td>100.00</td>
<td>Census 2010 Special EEO File Custom -</td>
<td></td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>- -</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Job Group Final Availabilities (%)**

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>34.69</td>
</tr>
<tr>
<td>Total Min</td>
<td>19.05</td>
</tr>
</tbody>
</table>

### Notes
- The table above presents the availability analysis for the Physical Sciences Faculty job group.
- The first factor considers the percentage of minorities and women among those having requisite skills in the reasonable recruitment area.
- The second factor is related to the percentage of minorities and women among promotable, transferable, and trainable within the contractor's organization.
- The weighted factors are based on the rationale for selection of recruitment areas/pools, as specified by the source of data.
## Availability Analysis

### Job Group: 243  Mathematics Faculty

<table>
<thead>
<tr>
<th>Factor</th>
<th>Value Weight</th>
<th>Source of Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>29.74  20.60</td>
<td>Census 2010 Special EEO File Custom -</td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Source of Data Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>Census 2010 Special EEO File Custom -</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job Group Final Availabilities (%)</th>
<th>29.74</th>
<th>20.60</th>
</tr>
</thead>
</table>

47
# Availability Analysis

**Job Group: 244 Computer Science Faculty**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>22.14 28.26</td>
<td>100.00</td>
<td>22.14 28.26</td>
<td>Census 2010 Special EEO File Custom -</td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>100.00</td>
<td>- -</td>
<td></td>
</tr>
</tbody>
</table>

**Job Group Final Availabilities (%)**

<table>
<thead>
<tr>
<th>Female</th>
<th>Total Min</th>
</tr>
</thead>
<tbody>
<tr>
<td>22.14</td>
<td>28.26</td>
</tr>
</tbody>
</table>
## Availability Analysis

**Job Group: 251 Business Faculty**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>36.33 24.80</td>
<td>100.00</td>
<td>Census 2010 Special EEO File Custom -</td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- - -</td>
<td>100.00</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job Group Final Availabilities (%)</th>
<th>36.33 24.80</th>
</tr>
</thead>
</table>
## Availability Analysis

### Job Group: 261 Teaching Education Faculty

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>66.48 24.88</td>
<td>100.00</td>
<td>Census 2010 Special EEO File Custom -</td>
</tr>
<tr>
<td>Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>- -</td>
<td></td>
</tr>
</tbody>
</table>

**Job Group Final Availabilities (%)**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Value</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>66.48</td>
<td>24.88</td>
</tr>
</tbody>
</table>
### Availability Analysis

**Job Group: 272  Nursing Faculty**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>Total Min</td>
<td>Value</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Female</td>
</tr>
<tr>
<td>1</td>
<td>Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>94.02</td>
</tr>
<tr>
<td>2</td>
<td>Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>-</td>
</tr>
</tbody>
</table>

**Job Group Final Availability (%)**

| 94.02 | 15.78 |

---

University of North Carolina- Wilmington
01/01/2017
## Availability Analysis

**Job Group: 273 Health Sciences Faculty**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>58.11 18.34</td>
<td>100.00 18.34</td>
<td>Census 2010 Special EEO File</td>
<td>Custom -</td>
</tr>
<tr>
<td>2. Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>- -</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### Job Group Final Availabilities (%)

<table>
<thead>
<tr>
<th>Value</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>58.11</td>
<td>18.34</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>Census 2010 Special EEO File</td>
<td>Custom -</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Value</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>58.11</td>
<td>18.34</td>
</tr>
</tbody>
</table>
## Availability Analysis

Job Group: H10  Tier I SAAO

<table>
<thead>
<tr>
<th>Factor</th>
<th>Female</th>
<th>Total Min</th>
<th>Value</th>
<th>Weight Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>54.86</td>
<td>21.84</td>
<td>100.00</td>
<td>54.86 21.84</td>
<td>Census 2010 Special EEO File</td>
<td>United States</td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>100.00</strong></td>
<td></td>
</tr>
<tr>
<td>Job Group Final Availabilities (%)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>54.86 21.84</td>
<td></td>
</tr>
</tbody>
</table>
## Availability Analysis

### Job Group: H11  Tier II SAAO

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong> Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>57.20 23.90 100.00</td>
<td>57.20 23.90</td>
<td>Census 2010 Special EEO File United States</td>
<td></td>
</tr>
<tr>
<td><strong>2</strong> Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>-  -</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

Job Group Final Availabilities (%)  

<table>
<thead>
<tr>
<th>Factor</th>
<th>Value Weight</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>100.00</td>
<td></td>
<td>Census 2010 Special EEO File United States</td>
<td></td>
</tr>
</tbody>
</table>

Job Group Final Availabilities (%)  

<table>
<thead>
<tr>
<th>Value Weight</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>57.20 23.90</td>
<td>Census 2010 Special EEO File United States</td>
<td></td>
</tr>
</tbody>
</table>
## Availability Analysis

### Job Group: H30 Administrative Department Head

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Poll</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>62.16 26.43</td>
<td>100.00</td>
<td>Census 2010 Special EEO File United States</td>
<td></td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>- -</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Job Group Final Availability (%)

<table>
<thead>
<tr>
<th>Value Weight</th>
<th>Female</th>
<th>Total Min</th>
<th>100.00</th>
<th>Female</th>
<th>Total Min</th>
<th>100.00</th>
</tr>
</thead>
</table>

62.16 26.43
## Availability Analysis

**Job Group: H31  Student Services**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Female</th>
<th>Total Min</th>
<th>Value</th>
<th>Weight</th>
<th>Female</th>
<th>Total Min</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>81.99</td>
<td>24.60</td>
<td>100.00</td>
<td>81.99</td>
<td>24.60</td>
<td>Census 2010 Special EEO File</td>
<td>United States</td>
<td></td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>-</td>
<td>-</td>
<td></td>
<td>-</td>
<td>-</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Job Group Final Availability (%)

<table>
<thead>
<tr>
<th>Female</th>
<th>Total Min</th>
</tr>
</thead>
<tbody>
<tr>
<td>81.99</td>
<td>24.60</td>
</tr>
</tbody>
</table>

---
## Availability Analysis

**Job Group: H32 Informational Tech Professiona**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>27.66 28.44</td>
<td>100.00</td>
<td>Census 2010 Special EEO File United States</td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>- -</td>
<td>-</td>
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</tbody>
</table>

**Job Group Final Availability (%)**

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Total Min</th>
</tr>
</thead>
<tbody>
<tr>
<td>Value</td>
<td>27.66</td>
<td>28.44</td>
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</table>

57
### Availability Analysis

**Job Group: H33 Instructional Support**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Poll</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>62.66, 23.84</td>
<td>100.00</td>
<td>62.66, 23.84</td>
</tr>
<tr>
<td>2</td>
<td>Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

**Job Group Final Availabilities (%)**

62.66, 23.84
## Availability Analysis

**Job Group: H34  Research Professional**

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>48.65 25.35</td>
<td><strong>100.00</strong></td>
<td>48.65 25.35</td>
</tr>
<tr>
<td>2</td>
<td>Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td><strong>100.00</strong></td>
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</tbody>
</table>

**Job Group Final Availabilities (%)**

<table>
<thead>
<tr>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>48.65 25.35</td>
<td>48.65 25.35</td>
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</table>
## Availability Analysis

**Job Group:** H40  Technical Professional

<table>
<thead>
<tr>
<th>Factor</th>
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</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>40.10 28.86</td>
<td>100.00</td>
<td>Census 2010 Special EEO File North Carolina</td>
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<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>-</td>
<td>-</td>
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</table>

**Job Group Final Availabilities (%):**

| 40.10 | 28.86 | 100.00 |
# Availability Analysis

**Job Group:** H41  Police & Safety

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
<th>Weighted Factor (%)</th>
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<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>26.89 26.36</td>
<td>100.00</td>
<td>Census 2010 Special EEO File North Carolina</td>
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</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- - -</td>
<td>100.00</td>
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**Job Group Final Availabilities (%)** 26.89 26.36
## Availability Analysis

### Job Group: H42 Admin Professionals

<table>
<thead>
<tr>
<th>Factor</th>
<th>Raw Statistics (%)</th>
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<th>Source of Data Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>93.12, 21.52</td>
<td>100.00</td>
<td>Census 2010 Special EEO File North Carolina</td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>-, -</td>
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### Job Group Final Availabilities (%)

<table>
<thead>
<tr>
<th>Female</th>
<th>Total Min</th>
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<tbody>
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<td>93.12</td>
<td>21.52</td>
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## Availability Analysis

**Job Group: H50  Office Support**

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<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>96.27 20.90</td>
<td>100.00</td>
<td>Census 2010 Special EEO File North Carolina</td>
<td></td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
<td>- -</td>
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Job Group Final Availability (%) 96.27 20.90
## Availability Analysis

### Job Group: H60  Skill Crafts & Trades

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</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>4.55 22.43</td>
<td>100.00</td>
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<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
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</table>

### Job Group Final Availabilities (%)

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<th>Weight</th>
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<tbody>
<tr>
<td>4.55</td>
<td>22.43</td>
<td>100.00</td>
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### Availability Analysis

**Job Group: H70  Services**

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<th>Weighted Factor (%)</th>
<th>Source of Data</th>
<th>Rationale for Selection of Recruitment Area/Pool</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Percentage of Minorities and Women Among Those Having Requisite Skills in the Reasonable Recruitment Area</td>
<td>29.00 47.91</td>
<td>100.00</td>
<td>Census 2010 Special EEO File North Carolina</td>
<td></td>
</tr>
<tr>
<td>2 Percentage of Minorities and Women Among Those Promotable, Transferable and Trainable within the Contractor's Organization</td>
<td>- -</td>
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</tbody>
</table>

**Job Group Final Availabilities (%)**

| 29.00 | 47.91 |

---

65
<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Organizers</th>
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</thead>
<tbody>
<tr>
<td>01.05.16</td>
<td>Peer Mentoring Refresher Training</td>
<td>C,L,E,A,R</td>
</tr>
<tr>
<td>01.09.16</td>
<td>MI CASA Parent Meeting</td>
<td>A,C</td>
</tr>
<tr>
<td>01.18.16</td>
<td>MLK Parade</td>
<td>C,E,A,R</td>
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<td>01.20.16</td>
<td>OIDI Student Round Table Discussion</td>
<td>C,L,E,A,R</td>
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<td>01.20.16</td>
<td>MLK 2016 - Bernice King</td>
<td>C,L,E,A,R</td>
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<tr>
<td>01.20.16</td>
<td>Latino Alliance</td>
<td>R</td>
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<tr>
<td>01.20.16</td>
<td>Student Roundtable with the Chief Diversity Officer</td>
<td>C</td>
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<td>01.27.16</td>
<td>Bladen County High Schools College Exploration Day</td>
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<td>01.27.16</td>
<td>Latino Medical Student Association Pre-Med Conference</td>
<td>E,A,R</td>
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<td>01.29.16</td>
<td>Homecoming Step Show</td>
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<tr>
<td>01.29.16</td>
<td>Homecoming Mixer</td>
<td>C,E,A,R</td>
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<tr>
<td>01.30.16</td>
<td>Homecoming Luncheon</td>
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<td>01.30.16</td>
<td>Hispanic/Latino Alumni Mixer</td>
<td>C</td>
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<tr>
<td>02.02.16</td>
<td>An Evening with Roxane Gay</td>
<td>C,L,E,A,R</td>
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<tr>
<td>02.01.16</td>
<td>MI CASA Academic Activity</td>
<td>A,L,C</td>
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<tr>
<td>02.03.16</td>
<td>Narrative Journalism: A talk by David Fonseca</td>
<td>L,E</td>
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<tr>
<td>02.08.16</td>
<td>Network &amp; Etiquette Night</td>
<td>C</td>
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<td>02.10.16</td>
<td>African Studies Lecture: Sue Richardson</td>
<td>C,L,E,A,R</td>
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<td>02.11.16</td>
<td>Ghana Study Abroad Lecture</td>
<td>C,L,E,A,R</td>
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<tr>
<td>02.11.16</td>
<td>Lost Boys of Sudan (ACE)</td>
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<td>02.12.16</td>
<td>Daniel Beaty: Emergency</td>
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<td>02.12.16</td>
<td>Big Phone Jamming Night</td>
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<td>02.15.16</td>
<td>Maya Youth Documentary</td>
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<td>02.16.16</td>
<td>Rick Landry</td>
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<tr>
<td>02.17.16</td>
<td>Financial Planning Workshop</td>
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<tr>
<td>02.18.16</td>
<td>Kim Potowski’s Lecture: “No child Left Monolingual”</td>
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<tr>
<td>02.18.16</td>
<td>Do the Right Thing</td>
<td>C,E,A,R</td>
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<tr>
<td>02.19.16</td>
<td>Local School Programming (Rachael Freeman)</td>
<td>C,E,A</td>
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<tr>
<td>02.20.16</td>
<td>FAFSA DAY- Interpreter Services</td>
<td>A</td>
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<td>02.20.16</td>
<td>MI CASA FAFSA day</td>
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<td>02.23.16</td>
<td>Graham Hewlett - Student Film Dialogue</td>
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<td>02.25.16</td>
<td>Lyrical Lounge</td>
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<td>02.25.16</td>
<td>Latino Alliance</td>
<td>R</td>
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<tr>
<td>02.26.16</td>
<td>Just Juniors</td>
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<td>02.27.16</td>
<td>Black History Quiz Bowl</td>
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<td>03.01.16</td>
<td>Marine Corps Information Session</td>
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<td>03.01.16</td>
<td>Crispin D’Olot, Don Quixote festival</td>
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<td>03.02.16</td>
<td>First Year Students: Engage, Learn, Serve</td>
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<td>03.15.16</td>
<td>Black Women Speak</td>
<td>C,L,E,A,R</td>
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<td>03.17.16</td>
<td>Centro Collect, supporting Pender County Farmworkers</td>
<td>L,E,A</td>
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<td>03.19.16</td>
<td>MI CASA Community Service</td>
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<tr>
<td>03.31.16</td>
<td>Career Prep;Mock Resume and Interviews with US Cellular Team.</td>
<td>L,R,A</td>
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<td>04.01.16</td>
<td>Phone Jamming</td>
<td>R</td>
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<tr>
<td>04.02.16</td>
<td>Seahawk Preview Day</td>
<td>C,E,A,R</td>
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<tr>
<td>04.04.16</td>
<td>Southern Chile’s Great Transformation”</td>
<td>L,E</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Date</td>
<td>Event Description</td>
<td>Location(s)</td>
</tr>
<tr>
<td>------------</td>
<td>--------------------------------------------------------</td>
<td>--------------</td>
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<tr>
<td>04.04.16</td>
<td>The Afro-Peruvian Genesis of Malambo</td>
<td>C, E, R</td>
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<tr>
<td>04.07.16</td>
<td>How Sports Prepares Women of Color for Leadership</td>
<td>C, L, E, A, R</td>
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<td>04.08.16</td>
<td>African Religious Existentialism and Black Resistance</td>
<td>C, L, E, A, R</td>
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<td>04.08.16</td>
<td>Juan Martinez Talk</td>
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<tr>
<td>04.11.16</td>
<td>Career Prep for the Global Professional</td>
<td>C, L, E, A, R</td>
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<tr>
<td>04.14.16</td>
<td>Professional Exploration with Cedrick Barrett</td>
<td>C, L, E, A, R</td>
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<td>04.15.16</td>
<td>VISIONS Film Festival</td>
<td>C, E, A, R</td>
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<td>04.18.16</td>
<td>Centro’s 24hr. Fundraiser</td>
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<td>04.25.16</td>
<td>Latino Alliance</td>
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<td>04.28.16</td>
<td>Reading Day: Alimenta tu Mente</td>
<td>C, A</td>
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<tr>
<td>05.05.16</td>
<td>10th Anniversary and Successful Latinos Celebration</td>
<td>C, E, A</td>
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<tr>
<td>05.06.16</td>
<td>Spring Senior Sankofa</td>
<td>C, L, E, A, R</td>
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<tr>
<td>05.14.16</td>
<td>MI CASA Academic Activity</td>
<td>A, L, C</td>
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<td>05.29.16</td>
<td>15th Annual Black Film Festival</td>
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<td>06.08.16</td>
<td>Latino Alliance</td>
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<td>06.18.16</td>
<td>MI CASA End-of-Year Celebration</td>
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<tr>
<td>06.25.16</td>
<td>MI CASA Parent Meeting</td>
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</tr>
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<td>06.26.16</td>
<td>Spanish Interpretation Service- Community Service</td>
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<tr>
<td>08.14.16</td>
<td>Road to Sankofa</td>
<td>C, L, E, A, R</td>
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<tr>
<td>08.17.16</td>
<td>Student Success Fair</td>
<td>C, A</td>
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<tr>
<td>08.17.16</td>
<td>LGBTQIA/PRIDE social</td>
<td>C, L, A</td>
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<tr>
<td>08.19.16</td>
<td>Black Friday: Mix It UPP</td>
<td>C, E, R</td>
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<tr>
<td>08.23.16</td>
<td>LGBTQIA Center Meet and Greet</td>
<td>C, L, A, R</td>
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<td>08.24.16</td>
<td>Involvement Carnival</td>
<td>C, L, A, R</td>
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<td>08.25.16</td>
<td>Raise Your Flag” Centro Welcome</td>
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<td>08.26.16</td>
<td>Black Friday: Franco Gallery Opening</td>
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<td>Excellence Project Social</td>
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<td>09.02.16</td>
<td>Black Friday: Black Girl Magic</td>
<td>C, E, R</td>
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<td>09.08.16</td>
<td>Successful Freshman/Transfers- Camino al Éxito</td>
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<td>09.09.16</td>
<td>Black Friday: Blues &amp; BBQ</td>
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<td>09.12.16</td>
<td>MI CASA Retreat</td>
<td>L, R</td>
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<td>09.13.16</td>
<td>Upperman Open House</td>
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<tr>
<td>09.15.16</td>
<td>Lyrical Lounge: Say It Loud!</td>
<td>C, E, R</td>
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<tr>
<td>09.15.16</td>
<td>UNCW en Español goes live</td>
<td>C, L, E, A, R</td>
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<td>09.16.16</td>
<td>Black Friday: Neo-Soul</td>
<td>C, E, R</td>
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<td>09.17.16</td>
<td>Beach Photo and Cookout with the UNCW PD</td>
<td>C</td>
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<tr>
<td>09.20.16</td>
<td>Building Q*mmunity</td>
<td>C, L, A</td>
</tr>
<tr>
<td>09.21.16</td>
<td>Empire Watch Party</td>
<td>C, E, R</td>
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<tr>
<td>09.21.16</td>
<td>Latino Alliance</td>
<td>R</td>
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<tr>
<td>09.22.16</td>
<td>Scandal &amp; Voter Registration</td>
<td>C, L, E, A, R</td>
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<tr>
<td>09.22.16</td>
<td>Ballet Folclórico Quetzalli de Veracruz</td>
<td>E</td>
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<tr>
<td>09.23.16</td>
<td>Black Friday: Alumni Networking Mixer</td>
<td>C, L, E, A, R</td>
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<tr>
<td>09.24.16</td>
<td>Upperman Cookout</td>
<td>C, E, R</td>
</tr>
<tr>
<td>09.24.16</td>
<td>UNCW Hispanic Alumni &amp; Family Celebration</td>
<td>C, R</td>
</tr>
<tr>
<td>09.26.16</td>
<td>Presidential Debate Watch Party</td>
<td>C, L, E, A, R</td>
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<tr>
<td>09.27.16</td>
<td>Building Q*mmunity</td>
<td>C, L, A</td>
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<tr>
<td>09.29.16</td>
<td>Education Class Presentation</td>
<td>L, E</td>
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<tr>
<td>09.30.16</td>
<td>Black Friday: Viva La Cuba</td>
<td>C, E, R</td>
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<td>Event Description</td>
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<tr>
<td>96</td>
<td>10.01.16</td>
<td>Seahawk Saturday</td>
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<td>97</td>
<td>10.01.16</td>
<td>Seahawk Open House</td>
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<td>98</td>
<td>10.04.16</td>
<td>Building Q*mmunity</td>
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<td>99</td>
<td>10.11.16</td>
<td>Building Q*mmunity</td>
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<tr>
<td>100</td>
<td>10.12.16</td>
<td>Issues Forum</td>
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<td>10.13.16</td>
<td>Seahawk Link Presentation</td>
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