

**EQUITY ACCOUNTABILITY PROGRAM (EAP) REPORT
1999-00 FEMALE AND MINORITY REPRESENTATION IN
PERSONNEL TRANSACTIONS AND EMPLOYMENT**

STATE UNIVERSITY SYSTEM (SUS) SUMMARY

Assessments of the female and minority representation for selected positions are provided herein. These selected positions are mandated by the EAP statutes and are categorized into: 1) Senior Level Administrative; 2) Academic Administrative; and 3) Ranked Faculty. This update provides analyses of personnel transactions submitted by the universities, and total employment comparisons between fall 1999 and fall 2000. The personnel transactions include only those positions filled by either new-hires or promotions into the EAP categories. The University of Florida did not provide 2001 goals for the Senior Level Administration category and Academic Administrative category in its 2000-2001 EAP Plan Update. Instead, the university provided 2001 goals for the combined administrative categories. Therefore, a systemwide goal analysis for the Senior Level Administration category and Academic Administrative category cannot be made in this report. However, the 2001 goal analysis for the SUS Ranked Faculty category is included in this report. The goal analysis for the remainder of the state's operating universities is included in each university's summary report. It should be noted that the goals are reported as received from the universities. A budgetary incentive plan developed by each university is also included in each university's summary report.

TOTAL SENIOR LEVEL ADMINISTRATIVE

Within the SUS, the Senior Level Administrative category includes Administrative and Professional (A&P) employees generally at the Vice President, Associate, and Assistant Vice President levels. There were a total of 690 senior level administrators in fall 2000. Of these, 305 (44.2%) were Females; 101 (14.6%) were Blacks; 46 (6.7%) were Hispanics; and six (0.9%) were Other Minorities*. (Table 3)

During 1999-00, there were a total of 149 positions filled by either new-hires or promotions in the Senior Level Administrative category. (Table 1)

Females represented 51.7 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (77 positions). The total female representation in the Senior Level Administrative category increased by 1.8 percentage points during 1999-00, to 44.2% in fall 2000. (Tables 1 and 2a)

Blacks represented 16.8 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (25 positions). The total black representation in the Senior Level Administrative category increased by 0.4 percentage point during 1999-00, to 14.6% in fall 2000. (Tables 1 and 2a)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Hispanics represented 8.7 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (13 positions). The total Hispanic representation in the Senior Level Administrative category increased by 0.5 percentage point during 1999-00, to 6.7% in fall 2000. (Tables 1 and 2a)

Other Minorities represented 1.3 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (two positions). The total Other Minorities* representation in the Senior Level Administrative category decreased by 0.3 percentage point during 1999-00, to 0.9% in fall 2000. (Tables 1 and 2a)

TOTAL ACADEMIC ADMINISTRATIVE

Within the SUS, the Academic Administrative category includes Directors, Deans, Chairpersons, Librarians, and Executives. These positions are usually held concurrently with faculty rank. There were a total of 1,135 academic administrators in fall 2000. Of these, 370 (32.6%) were Females; 128 (11.3%) were Blacks; 29 (2.6%) were Hispanics; and 41 (3.6%) were Other Minorities*. (Table 3)

During 1999-00, there were a total of 111 positions filled by either new-hires or promotions in the Academic Administrative category. (Table 1)

Females represented 37.8 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (42 positions). The total female representation in the Academic Administrative category decreased by 0.2 percentage point during 1999-00, to 32.6% in fall 2000. (Tables 1 and 2b)

Blacks represented 21.6 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (24 positions). The total Black representation in the Academic Administrative category remained constant during 1999-00, maintaining its fall 1999, 11.3% representation in fall 2000. (Tables 1 and 2b)

Hispanics represented 4.5 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (five positions). The total Hispanic representation in the Academic Administrative category increased by 0.5 percentage point during 1999-00, to 2.6% in fall 2000. (Tables 1 and 2b)

Other Minorities* represented 3.6 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (four positions). The total Other Minorities* representation in the Academic Administrative category remained constant during 1999-00, maintaining its fall 1999, 3.6% representation in fall 2000. (Tables 1 and 2b)

TOTAL RANKED FACULTY

Within the SUS, the Ranked Faculty category includes Full Professors, Associate Professors, Assistant Professors, and Instructors, irrespective of tenure status. There were a total of 8,121 faculty members in fall 2000. Of these, 2,507 (30.9%) were Females; 679 (8.4%) were Blacks; 340 (4.2%) were Hispanics; 633 (7.8%) were Other Minorities*. (Table 3)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

During 1999-00, a total of 991 positions were filled by either new-hires or promotions in the Ranked Faculty category. (Table 1)

Females represented 36.2 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (359 positions). The total female representation in the Ranked Faculty category increased by 0.7 percentage point during 1999-00, to 30.9% in fall 2000. Systemwide, the universities established a goal of increasing representation of Females by 234 in this group in 2001. (Tables 1 and 2c)

Blacks represented 8.4 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (83 positions). The total Black representation in the Ranked Faculty category increased by 0.4 percentage point during 1999-00, to 8.4% in fall 2000. Systemwide, the universities established a goal of increasing representation of Blacks by 75 in this group in 2001. (Tables 1 and 2c)

Hispanics represented 6.3 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (62 positions). The total Hispanic representation in the Ranked Faculty category increased by 0.3 percentage point during 1999-00, to 4.2% in fall 2000. Systemwide, the universities established a goal of increasing representation of Hispanics by 63 in this group in 2001. (Tables 1 and 2c)

Other Minorities* represented 10.9 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (108 positions). The total Other Minorities* representation in the Ranked Faculty category increased by 0.3 percentage point during 1999-00, to 7.8% in fall 2000. Systemwide, the universities established a goal of increasing representation of Other Minorities* by 48 in this group in 2001. (Tables 1 and 2c)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

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FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY SUMMARY

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were ten positions filled by either new-hires or promotions in the Senior Level Administrative category. (FAMU Table 1)

Females represented 30.0 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (three positions). The total female representation in this group increased by 4.2 percentage points during 1999-00, to 31.0% in fall 2000. The university established a goal of increasing representation of Females by one in 2001. (FAMU Tables 1, 3, 4 and 5)

Blacks represented 100 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (ten positions). The total Black representation in this group increased by 2.7 percentage points during 1999-00, to 90.5% in fall 2000. There were no goals established by the university for Blacks in 2001. (FAMU Tables 1, 3, 4 and 5)

There were no personnel transactions involving Hispanics in the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in this group remained constant during 1999-00, maintaining its fall 1999, 2.4% representation in fall 2000. There were no goals established by the university for Hispanics in 2001. (FAMU Tables 1, 3, 4 and 5)

There were no personnel transactions involving Other Minorities* in the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation in this group decreased by 0.1 percentage point during 1999-00, to 4.8% in fall 2000. There were no goals established by the university for Other Minorities* in 2001. (FAMU Tables 1, 3, 4 and 5)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were a total of 18 positions filled by either new-hires or promotions in the Academic Administrative category. (FAMU Table 1)

Females represented 38.9 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (seven positions). The total female representation in the Academic Administrative category increased by 2.8 percentage points during 1999-00, to 41.2% in fall 2000. The university established a goal of increasing representation of Females by one in 2001. (FAMU Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Blacks represented 94.4 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (17 positions). The total Black representation in the Academic Administrative category increased by 3.3 percentage points during 1999-00, to 85.9% in fall 2000. There were no goals established by the university for Blacks in 2001. (FAMU Tables 1, 3, 4 and 5)

There were no personnel transactions involving Hispanics in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in this group remained constant during 1999-00, maintaining its fall 1999, 0.0% representation in fall 2000. There were no goals established by the university for Hispanics in 2001. (FAMU Tables 1, 3, 4 and 5)

Other Minorities* represented 5.6 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Other Minorities* representation in this group decreased by 1.2% during 1999-00, to 3.5% in fall 2000. The university established a goal of increasing representation of Other Minorities* by one in 2001. (FAMU Tables 1, 3, 4 and 5)

TOTAL RANKED FACULTY

During 1999-00, a total of 57 positions were filled by either new-hires or promotions in the Ranked Faculty category. (FAMU Table 1)

Females represented 40.4 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (23 positions). The total female representation in the Ranked Faculty category increased by 0.9 percentage point during 1999-00, to 38.5% in fall 2000. The university established a goal of increasing representation of Females by 11 in this group in 2001. (FAMU Tables 1, 3, 4 and 5)

Blacks represented 68.4 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (39 positions). The total Black representation in the Ranked Faculty category increased by 1.8 percentage points during 1999-00, to 67.7% in fall 2000. There were no goals established by the university for Blacks in this group in 2001. (FAMU Tables 1, 3, 4 and 5)

Hispanics represented 1.8 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (1 position). The total Hispanic representation in this group increased by 0.5 percentage point during 1999-00, to 2.1% in fall 2000. There were no goals established by the university for Hispanics in this group in 2001. (FAMU Tables 1, 3, 4 and 5)

Other Minorities* represented 14 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (eight positions). The total Other Minorities* representation in the Ranked Faculty category decreased by 0.4 percentage point during 1999-00, to 6.8% in fall 2000. The university established a goal of increasing representation of Other Minorities* by four in 2001. (FAMU Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

The university specifies in its Budgetary Incentive Plan that \$25,000 awards will be provided to departments achieving EAP goals to a maximum of three awards per department or college/school per year.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

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FLORIDA ATLANTIC UNIVERSITY SUMMARY

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were 41 positions filled by either new-hires or promotions in the Senior Level Administrative category. There were no goals established by the university in this category in 2001. (FAU Tables 1 and 5)

Females represented 53.7 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (22 positions). The total female representation in the Senior Level Administrative category decreased by 0.6 percentage point during 1999-00, to 47.9% in fall 2000. (FAU Tables 1, 3 and 4)

Blacks represented 9.8 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (four positions). The total Black representation in the Senior Level Administrative category decreased by 1.1 percentage points during 1999-00, to 9.9% in fall 2000. (FAU Tables 1, 3 and 4)

Hispanics represented 7.3 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1998-99 (three positions). The total Hispanic representation in this group increased by 0.8 percentage point during 1999-00, to 7.0% in fall 2000. (FAU Tables 1, 3 and 4)

Other Minorities* represented 2.4 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Other Minorities* representation in this group decreased by 0.2 percentage point during 1999-00, to 1.4% in fall 2000. (FAU Tables 1, 3 and 4)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were a total of 7 positions filled by either new-hires or promotions in the Academic Administrative category. (FAU Table 1)

Females represented 42.9 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (three positions). The total female representation in the Academic Administrative category decreased by 2.1 percentage points during 1999-00, to 33.0% in fall 2000. The university established a goal of increasing representation of Females by five in this group in 2001. (FAU Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Blacks represented 14.3 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Black representation in the Academic Administrative category decreased by 3.3 percentage points during 1999-00, to 2.1% in fall 2000. The university established a goal of increasing representation of Blacks by nine in this group in 2001. (FAU Tables 1, 3, 4 and 5)

There were no personnel transactions involving Hispanics and Other Minorities* in Academic Administrative positions during 1999-00. However, comparisons of fall 1999 and fall 2000 employee headcounts showed the following changes in representation:

The total Hispanic representation in the Academic Administrative category increased by 2.0 percentage points during 1999-00, to 3.1% in fall 2000. The university established a goal of increasing representation of Hispanics by five in this group in 2001. (FAU Tables 1, 3, 4 and 5)

The total Other Minorities* representation in the Academic Administrative category decreased by 0.1 percentage point during 1999-00, to 2.1% in fall 2000. There were no goals established by the university for Other Minorities* in this group in 2001. (FAU Tables 1, 3, 4 and 5)

TOTAL RANKED FACULTY

During 1999-00, there were a total of 70 positions filled by either new-hires or promotions in the Ranked Faculty category. (FAU Table 1)

Females represented 41.4 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (29 positions). The total female representation in the Ranked Faculty category increased by 2.2 percentage points during 1999-00, to 37.4% in fall 2000. The university established a goal of increasing representation of Females by 18 in this group in 2001. (FAU Tables 1, 3, 4 and 5)

Blacks represented 1.4 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (one position). The total Black representation in the Ranked Faculty category increased by 0.6 percentage point during 1999-00, to 5.9% in fall 2000. The university established a goal of increasing representation of Blacks by 13 in this group in 2001. (FAU Tables 1, 3, 4 and 5)

Hispanics represented 7.1 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (five positions). The total Hispanic representation in the Ranked Faculty category increased by 0.5 percentage point during 1999-00, to 4.2% in fall 2000. The university established a goal of increasing representation of Hispanics by seven in this group in 2001. (FAU Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Other Minorities* represented 8.6 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (six positions). The total Other Minorities* representation in the Ranked Faculty category decreased by 0.3 percentage point during 1999-00, to 9.9% in fall 2000. There were no goals established by the university for Other Minorities* in this group in 2001. (FAU Tables 1, 3, 4 and 5)

The university has established a Budget Incentive Plan of approximately \$355,000 during 2001 for assisting hiring units with new hires of faculty, administrative and professional employees in underrepresented areas.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

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FLORIDA INTERNATIONAL UNIVERSITY SUMMARY

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were a total of 22 positions filled by either new-hires or promotions in the Senior Level Administrative category. There were no goals established by the university in this category in 2001. (FIU Tables 1 and 5)

Females represented 72.7 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (16 positions). The total female representation in the Senior Level Administrative category decreased by 2.8 percentage points during 1999-00, to 52.9% in fall 2000. (FIU Tables 1, 3 and 4)

Blacks represented 13.6 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (three positions). The total Black representation in the Senior Level Administrative category decreased by 0.4 percentage point during 1999-00, to 17.6% in fall 2000. (FIU Tables 1, 3 and 4)

Hispanics represented 27.3 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (six positions). The total Hispanic representation in this group decreased by 1.9 percentage points during 1999-00 to 30.9% in fall 2000. (FIU Tables 1, 3 and 4)

There were no personnel transactions involving Other Minorities* in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. Hence, the total Other Minorities* representation in this group did not change during 1999-00, maintaining the fall 1999, 0.0% representation in fall 2000. (FIU Tables 1, 3 and 4)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were a total of 14 positions filled by either new-hires or promotions in the Academic Administrative category. There were no goals established by the university in this category in 2001. (FIU Tables 1 and 5)

Females represented 35.7 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (five positions). The total female representation in the Academic Administrative category decreased by 4.7 percentage points during 1999-00, to 30.5 in fall 2000. (FIU Tables 1, 3, and 4)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Blacks represented 21.4 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (three positions). The total Black representation in the Academic Administrative category increased by 0.9 percentage point during 1999-00, to 9.5% in fall 2000. (FIU Tables 1, 3, and 4)

Hispanics represented 7.1 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Hispanic representation in the Academic Administrative category increased by 1.9 percentage points during 1999-00, to 10.5% in fall 2000. (FIU Tables 1, 3 and 4)

Other Minorities* represented 14.3 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (two positions). The total Other Minorities* representation in the Academic Administrative category increased by 1.0 percentage point during 1999-00, to 8.6% in fall 2000. (FIU Tables 1, 3 and 4)

TOTAL RANKED FACULTY

During 1999-00, there were a total of 64 positions filled by either new-hires or promotions in the Ranked Faculty category. (FIU Table 1)

Females represented 35.9 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (23 positions). The total female representation in the Ranked Faculty category increased by 1.5 percentage points during 1999-00, to 34.1% in fall 2000. There was a total of 39 goals established by the university for Females in this group in 2001. (FIU Tables 1, 3, 4 and 5)

Blacks represented 14.1 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (nine positions). The total Black representation in the Ranked Faculty category increased by 0.1 percentage point during 1999-00, to 7.0% in fall 2000. There was a total of 16 goals established by the university for Blacks in this group in 2001. (FIU Tables 1, 3, 4 and 5)

Hispanics represented 12.5 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (eight positions). The total Hispanic representation in the Ranked Faculty category increased by 0.6 percentage point during 1999-00, to 14.7% in fall 2000. There was a total of 16 goals established by the university for Hispanics in this group in 2001. (FIU Tables 1, 3, 4 and 5)

Other Minorities* represented 15.6 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (ten positions). The total Other Minorities* representation in the Ranked Faculty category increased by 0.9 percentage point during 1999-00, to 8.3% in fall 2000. There was a total of 14 goals established by the university for Other Minorities* in this group in 2001. (FIU Tables 1, 3, 4 and 5)

The university has committed to providing \$310,000 financial support to achieve its EAP goals for 2001.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

**EQUITY ACCOUNTABILITY PROGRAM (EAP) REPORT
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FLORIDA STATE UNIVERSITY SUMMARY

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were a total of seven positions filled by either new-hires or promotions in the Senior Level Administrative category. There were no goals established by the university in this category in 2001. (FSU Tables 1 and 5)

Females represented 42.9 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (three positions). The total female representation in the Senior Level Administrative category increased by 0.8 percentage point during 1999-00, to 41.1% in fall 2000. (FSU Tables 1, 3 and 4)

Blacks represented 14.3 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Black representation in the Senior Level Administrative category increased by 2.0 percentage points during 1999-00, to 13.7% in fall 2000. (FSU Tables 1, 3 and 4)

There were no personnel transactions involving Hispanics in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in this group increased by 0.1 percentage point during 1999-00, to 1.4% in fall 2000. (FSU Tables 1, 3 and 4)

There were no personnel transactions involving Other Minorities* in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. Hence, the total Other Minorities* representation in this group did not change during 1999-00, maintaining the fall 1999, 0.0% representation in fall 2000. (FSU Tables 1, 3 and 4)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were a total of seven positions filled by either new-hires or promotions in the Academic Administrative category. (FSU Table 1)

Females represented 42.9 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (three positions). The total female representation in the Academic Administrative category decreased by 0.9 percentage point during 1999-00, to 27.7% in fall 2000. There were no goals established by the university for Females in this group in 2001. (FSU Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

There were no personnel transactions involving Blacks in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Black representation in this group increased by 0.8 percentage point during 1999-00, to 3.9% in fall 2000. The university established a goal of increasing representation of Blacks by two in this group in 2001. (FSU Tables 1, 3, 4 and 5)

Hispanics represented 14.3 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Hispanic representation in this group decreased by 0.6 percentage point during 1999-00, to 1.9% in fall 2000. The university established a goal of increasing representation of Hispanics by one in this group in 2001. (FSU Tables 1, 3, 4 and 5)

There were no personnel transactions involving Other Minorities* in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation in this group increased by 0.1 percentage point during 1999-00, to 3.2% in fall 2000. There were no goals established by the university for Other Minorities* in this group in 2001. (FSU Tables 1, 3, 4 and 5)

TOTAL RANKED FACULTY

During 1999-00, there were a total of 77 positions filled by either new-hires or promotions in the Ranked Faculty category. (FSU Table 1)

Females represented 32.5 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (25 positions). The total female representation in the Ranked Faculty category increased by 0.5 percentage point during 1999-00, to 30.6% in fall 2000. The university established a goal of increasing representation of Females by three in this group in 2001. (FSU Tables 1, 3, 4 and 5)

Blacks represented 6.5 percent of the positions filled by either new-hires or promotions during 1999-00 (five positions). The total Black representation in the Ranked Faculty category increased by 0.1 percentage point during 1999-00, to 5.2% in fall 2000. The university established a goal of increasing representation of Blacks by four in this group in 2001. (FSU Tables 1, 3, 4 and 5)

Hispanics represented 5.2 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (four positions). The total Hispanic representation in the Ranked Faculty category increased by 0.3 percentage point during 1999-00, to 2.9% representation in fall 2000. The university established a goal of increasing representation of Hispanics by five in this group in 2001. (FSU Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Other Minorities* represented 10.4 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (eight positions). The total Other Minorities* representation in the Ranked Faculty category decreased by 0.2 percentage point during 1999-00, to 5.5% in fall 2000. The university established a goal of increasing representation of Other Minorities* by four in this group in 2001. (FSU Tables 1, 3, 4 and 5)

The university indicates in its Budget Incentive Plan that resources have been utilized as needed to take advantage of recruiting underrepresented women, minority faculty and senior staff. In 2001, \$500,000 will be committed to the plan.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

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UNIVERSITY OF CENTRAL FLORIDA SUMMARY

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were a total of 12 positions filled by either new-hires or promotions in the Senior Level Administrative category. (UCF Table 1)

Females represented 41.7 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (five positions). The total female representation in the Senior Level Administrative category increased by 5.5 percentage points during 1999-00, to 49.3% in fall 2000. The university established a goal of increasing representation of Females by two in this group in 2001. (UCF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Blacks in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Black representation in the Senior Level Administrative category decreased by 2.2 percentage points during 1999-00, to 13.4% in fall 2000. There were no goals established by the university for Blacks in this group in 2001. (UCF Tables 1, 3, 4 and 5)

Hispanics* represented 8.3 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Hispanic representation in this group increased by 1.4 percentage points during 1999-00, to 4.5% in fall 2000. There were no goals established by the university for Hispanics in this group in 2001. (UCF Tables 1, 3, 4 and 5)

Other Minorities* represented 8.3 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Other Minorities* representation in this group decreased by 0.1 percentage point during 1999-00, to 1.5% in fall 2000. There were no goals established by the university for Other Minorities* in this group in 2001. (UCF Tables 1, 3, 4 and 5)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were a total of seven positions filled by either new-hires or promotions in the Academic Administrative category. (UCF Table 1)

Females represented 42.9 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (three positions). The total female representation in the Academic Administrative category increased by 1.2 percentage points during 1999-00, to 34.5% in fall 2000. The university established a goal of increasing representation of Females by four in this group in 2001. (UCF Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

There were no personnel transactions involving Blacks in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Black representation in this group increased by 0.8 percentage point during 1999-00, to 5.3% in fall 2000. There were no goals established by the university for Blacks in this group in 2001. (UCF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Hispanics in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in this group increased by 0.9 percentage point during 1999-00, to 2.7% in fall 2000. The university established a goal of increasing representation of Hispanics by one in this group in 2001. (UCF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Other Minorities* in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation in this group increased by 0.8 percentage point during 1999-00, to 3.5% in fall 2000. There were no goals established by the university for Other Minorities* in this group in 2001. (UCF Tables 1, 3, 4 and 5)

TOTAL RANKED FACULTY

During 1999-00, there were a total of 83 positions filled by either new-hires or promotions in the Ranked Faculty category. (UCF Table 1)

Females represented 41.0 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (34 positions). The total female representation in the Ranked Faculty category increased by 0.6 percentage point during 1999-00, to 33.3 in fall 2000. The university established a goal of increasing representation of Females by 26 in this group in 2001. (UCF Tables 1, 3, 4 and 5)

Blacks represented 7.2 percent of the positions filled by either new-hires or promotions during 1999-00 (six positions). The total Black representation in this group did not change during 1999-00, maintaining the fall 1999, 4.8% representation in fall 2000. The university established a goal of increasing representation of Blacks by three in this group in 2001. (UCF Tables 1, 3, 4 and 5)

Hispanics represented 8.4 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (seven positions). The total Hispanic representation in the Ranked Faculty category increased by 0.2 percentage point during 1999-00, to 4.6% in fall 2000. The university established a goal of increasing representation of Hispanics by one in this group in 2001. (UCF Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Other Minorities* represented 8.4 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (seven positions). The total Other Minorities* representation in this group decreased by 0.1 percentage point during 1999-00, to 8.7% in fall 2000. There were no goals established by the university for Other Minorities* in this group in 2001. (UCF Tables 1, 3, 4 and 5)

The university has set up its Budget Incentive Plan to allocate over \$1.5 million annually for faculty positions to increase the women and minority representation in those disciplines with documented underrepresentation of protected classes. In addition, the university commits to provide salary supplements or competitive compensative packages, when appropriate, to any unit that seeks to fill senior level administrative positions with candidates from underrepresented groups.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

**EQUITY ACCOUNTABILITY PROGRAM (EAP) REPORT
1999-00 FEMALE AND MINORITY REPRESENTATION IN
PERSONNEL TRANSACTIONS, EMPLOYMENT AND 2001 GOAL ANALYSIS**

UNIVERSITY OF FLORIDA SUMMARY

University of Florida conducted its 2001 goal analysis for the EAP Ranked Faculty category and the Administrative category, combining the Senior Level Administrative category and Academic Administrative category.

In the combined Administrative category, the university established goals of increasing representation of Females by two and Blacks by three in 2001. No goals in the administrative category were established by the university for Hispanics and Other Minorities* in 2001. In the Ranked Faculty category, the university established a goal of increasing representation of Females by 89, Blacks by 35, Hispanics by 21 and Other Minorities* by 20 in 2001. (UF Table 5)

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were a total of 29 positions filled by either new-hires or promotions in the Senior Level Administrative category. (UF Table 1)

Females represented 41.4 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (12 positions). The total female representation in the Senior Level Administrative category increased by 0.2 percentage point during 1999-00, to 38.9% in fall 2000. (UF Tables 1, 3 and 4)

Blacks represented 17.2 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (5 positions). The total Black representation in this group increased by 3.1 percentage points during 1999-00 to 3.8% in fall 2000. (UF Tables 1, 3 and 4)

Hispanics represented 3.4 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Hispanic representation in this group increased by 0.6 percentage point during 1999-00, to 1.9% in fall 2000. (UF Tables 1, 3 and 4)

There were no personnel transactions involving Other Minorities* in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. Hence, the total Other Minorities* representation in the Senior Level Administrative category decreased by 0.7 percentage point during 1999-00, to 0.0% in fall 2000. (UF Tables 1, 3 and 4)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were a total of 22 positions filled by either new-hires or promotions in the Academic Administrative category. (UF Table 1)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Females represented 9.1 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (two positions). The total female representation in the Academic Administrative category decreased by 1.0 percentage point during 1999-00, to 17.8% in fall 2000. (UF Tables 1, 3 and 4)

There were no personnel transactions involving Blacks in the Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Black representation in the Academic Administrative category did not change during 1999-00, maintaining the fall 1999, 2.5% representation in fall 2000. (UF Tables 1, 3 and 4)

There were no personnel transactions involving Hispanics in the Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in the Academic Administrative category decreased by 0.5 percentage point during 1999-00, to 0.5% in fall 2000. (UF Tables 1, 3 and 4)

Other Minorities* represented 4.5 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Other Minorities* representation in this group increased by 0.5 percentage point during 1999-00, to 2.0% in fall 2000. (UF Tables 1, 3 and 4)

TOTAL RANKED FACULTY

During 1999-00, there were a total of 448 positions filled by either new-hires or promotions in the Ranked Faculty category. (UF Table 1)

Females represented 31.7 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (142 positions). The total female representation in the Ranked Faculty category increased by 0.7 percentage point during 1999-00, to 24.0% in fall 2000. (UF Tables 1, 3 and 4)

Blacks represented 3.6 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (16 positions). The total Black representation in the Academic Administrative category increased by 0.1 percentage point during 1999-00, to 3.3% in fall 2000. (UF Tables 1, 3 and 4)

Hispanics represented 5.6 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (25 positions). The total Hispanic representation in the Ranked Faculty category increased by 0.6 percentage point during 1999-00, to 3.4% in fall 2000. (UF Tables 1, 3 and 4)

Other Minorities* represented 11.6 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (52 positions). The total Other Minorities* representation in the Ranked Faculty category increased by 0.3 percentage point during 1999-00, to 8.4% in fall 2000. (UF Tables 1, 3 and 4)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

The university indicates in its Budgetary Incentive Plan that it is committed to actively recruiting women and minorities in underrepresented areas. The university has a pool of funds totaling \$600,000 budgeted for Year 2000 to hire women or minority candidates.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

**EQUITY ACCOUNTABILITY PROGRAM (EAP) REPORT
1999-00 FEMALE AND MINORITY REPRESENTATION IN
PERSONNEL TRANSACTIONS, EMPLOYMENT AND 2001 GOAL ANALYSIS**

UNIVERSITY OF NORTH FLORIDA SUMMARY

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were a total of two position filled by either new-hires or promotions in the Senior Level Administrative category. There were no goals established by the university in this category in 2001. (UNF Tables 1 and 5)

Females represented 50.0 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total female representation in the Senior Level Administrative category increased by 7.5 percentage points during 1999-00, to 55.4% in fall 2000. (UNF Tables 1, 3 and 4)

There were no personnel transactions involving Blacks in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Black representation in the Senior Level Administrative category decreased by 3.6 percentage points during 1999-00, to 8.9% in fall 2000. (UNF Tables 1, 3 and 4)

There were no personnel transactions involving Hispanics in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in the Senior Level Administrative category increased by 1.5 percentage points during 1999-00, to 3.6% in fall 2000. (UNF Tables 1, 3 and 4)

There were no personnel transactions involving Other Minorities* in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation in the Senior Level Administrative category decreased by 2.4 percentage point during 1999-00, to 1.8% in fall 2000. (UNF Tables 1, 3 and 4)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were six positions filled by either new-hires or promotions in the Academic Administrative category. (UNF Table 1)

Females represented 33.3 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (two positions). The total female representation in the Academic Administrative category increased by 1.4 percentage points during 1999-00, to 41.4% in fall 2000. The university established a goal of increasing representation of Females by one in this group in 2001. (UNF Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Blacks represented 33.3 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (two positions). The total Black representation in the Academic Administrative category decreased by 0.5 percentage point during 1999-00, to 8.6% in fall 2000. The university established a goal of increasing representation of Blacks by one in this group in 2001. (UNF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Hispanics in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in the Academic Administrative category decreased by 0.1 percentage point during 1999-00, to 1.7% in fall 2000. There were no goals established by the university for Hispanics in this group in 2001. (UNF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Other Minorities* in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation in the Academic Administrative category decreased by 0.2 percentage point during 1999-00, to 3.4% in fall 2000. There were no goals established by the university for Other Minorities* in this group in 2001. (UNF Tables 1, 3, 4 and 5)

TOTAL RANKED FACULTY

During 1999-00, there were a total of 32 positions filled by either new-hires or promotions in the Ranked Faculty category. (UNF Table 1)

Females represented 43.8 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (14 positions). The total female representation in the Ranked Faculty category increased by 2.0 percentage points during 1999-00, to 38.0% in fall 2000. The university established a goal of increasing representation of Females by three in this group in 2001. (UNF Tables 1, 3, 4 and 5)

Blacks represented 12.5 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (four positions). The total Black representation in the Ranked Faculty category increased by 0.7 percentage point during 1999-00, to 8.4% in fall 2000. There were no goals established by the university for Blacks in this group in 2001. (UNF Tables 1, 3, 4 and 5)

Hispanics represented 3.1 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (one position). The total Hispanic representation in the Ranked Faculty category decreased by 0.3 percentage point during 1999-00, to 2.4% in fall 2000. There were no goals established by the university for Hispanics in this group in 2001. (UNF Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Other Minorities* represented 6.3 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (two positions). The total Other Minorities* representation in the Ranked Faculty category increased by 0.3 percentage point during 1999-00, to 4.7% in fall 2000. The university established a goal of increasing representation of Other Minorities* by one in this group in 2001. (UNF Tables 1, 3, 4 and 5)

The university has budgeted \$456,500 specifically for 2001 for female and minority faculty promotion and recruiting in underrepresented faculty positions.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

**EQUITY ACCOUNTABILITY PROGRAM (EAP) REPORT
1999-00 FEMALE AND MINORITY REPRESENTATION IN
PERSONNEL TRANSACTIONS, EMPLOYMENT AND 2001 GOAL ANALYSIS**

UNIVERSITY OF SOUTH FLORIDA SUMMARY

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were a total of 15 positions filled by either new-hires or promotions in the Senior Level Administrative category. There were no goals established by the university in this category in 2001. (USF Tables 1 and 5)

Females represented 66.7 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (ten positions). The total female representation in the Senior Level Administrative category increased by 0.6 percentage point during 1999-00, to 41.9% in fall 2000. (USF Tables 1, 3 and 4)

Blacks represented 6.7 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Black representation in the Senior Level Administrative category decreased by 0.2 percentage point during 1999-00, to 10.5% in fall 2000. (USF Tables 1, 3 and 4)

Hispanics represented 13.3 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (two positions). The total Hispanic representation in the Senior Level Administrative category increased by 1.3 percentage points during 1999-00, to 9.3% in fall 2000. (USF Tables 1, 3 and 4)

There were no personnel transactions involving Other Minorities* in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. Hence, the total Other Minorities* representation did not change during 1999-00, maintaining the fall 1999, 0.0% representation in fall 2000. (USF Tables 1, 3 and 4)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were a total of 17 positions filled by either new-hires or promotions in the Academic Administrative category. (USF Table 1)

Females represented 64.7 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (11 positions). The total female representation in the Academic Administrative category increased by 1.2 percentage points during 1999-00, to 41.5% in fall 2000. The university established a goal of increasing representation of Females by three in this group in 2001. (USF Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Blacks represented 5.9 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Black representation in the Academic Administrative category decreased by 0.3 percentage point during 1999-00, to 6.0% in fall 2000. The university established a goal of increasing representation of Blacks by one in this group in 2001. (USF Tables 1, 3, 4 and 5)

Hispanics represented 11.8 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (two positions). The total Hispanic representation in this group decreased by 0.7 percentage point during 1999-00, to 2.1% in fall 2000. The university established a goal of increasing representation of Hispanics by one in this group in 2001. (USF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Other Minorities* in the Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation in the Academic Administrative category decreased by 0.7 percentage point during 1999-00, to 3.4% in fall 2000. There were no goals established by the university in this group in 2001. (USF Tables 1, 3, 4 and 5)

TOTAL RANKED FACULTY

During 1999-00, there were a total of 101 positions filled by either new-hires or promotions in the Ranked Faculty category. (USF Table 1)

Females represented 38.6 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (39 positions). The total female representation in this group decreased by 0.6 percentage point during 1999-00, to 34.7% in fall 2000. The university established a goal of increasing representation of Females by 32 in this group in 2001. (USF Tables 1, 3, 4 and 5)

Blacks represented 2.0 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (two positions). The total Black representation in this group decreased by 1.4 percentage points during 1999-00, to 4.4% in fall 2000. The university established a goal of increasing representation of Blacks by one in this group in 2001. (USF Tables 1, 3, 4 and 5)

Hispanics represented 5.9 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (six positions). The total Hispanic representation in this group decreased by 0.3 percentage point during 1999-00, to 3.2% in fall 2000. The university established a goal of increasing representation of Hispanics by 13 in this group in 2001. (USF Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Other Minorities* represented 10.9 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (11 positions). The total Other Minorities* representation in this group increased by 0.8 percentage point during 1999-00, to 7.4% in fall 2000. The university established a goal of increasing representation of Other Minorities* by two in this group in 2001. (USF Tables 1, 3, 4 and 5)

The university has an estimated \$898,177 budgeted for various incentive programs that target underrepresented faculty and non-faculty positions.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

**EQUITY ACCOUNTABILITY PROGRAM (EAP) REPORT
1999-00 FEMALE AND MINORITY REPRESENTATION IN
PERSONNEL TRANSACTIONS, EMPLOYMENT AND 2001 GOAL ANALYSIS**

UNIVERSITY OF WEST FLORIDA SUMMARY

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were a total of seven positions filled by either new-hires or promotions in the Senior Level Administrative category. (UWF Table 1)

Females represented 57.1 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (four positions). The total female representation in the Senior Level Administrative category increased by 8.7 percentage points during 1999-00, to 51.2% in fall 2000. The university established a goal of increasing representation of Females by two in this group in 2001. (UWF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Blacks in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total black representation in the Senior Level Administrative category decreased by 0.1 percentage point during 1999-00, to 4.9% in fall 2000. The university established a goal of increasing representation of Blacks by one in this group in 2001. (UWF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Hispanics in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in the Senior Level Administrative category decreased by 0.1 percentage point during 1999-00, to 2.4% in fall 2000. The university established a goal of increasing representation of Hispanics by one in this group in 2001. (UWF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Other Minorities* in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation decreased by 0.1 percentage point during 1999-00, to 2.4% in fall 2000. There were no goals established by the university in this category in 2001. (UWF Tables 1, 3, 4 and 5)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were a total of three positions filled by either new-hires or promotions in the Academic Administrative category. There were no goals established by the university in this category in 2001. (UWF Tables 1 and 5)

Females represented 33.3 percent of the positions filled by either new-hires or promotions during 1999-00 (one position). The total female representation in the Academic Administrative category increased by 0.2 percentage point during 1999-00, to 30.2% in fall 2000. (UWF Tables 1, 3 and 4)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

There were no personnel transactions involving Blacks in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Black representation in the Academic Administrative category increased by 0.8 percentage point during 1999-00, to 7.5% in fall 2000. (UWF Tables 1, 3 and 4)

There were no personnel transactions involving Hispanics in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in the Academic Administrative category remained constant during 1999-00, maintaining its fall 1999, 0.0% representation in fall 2000. (UWF Tables 1, 3 and 4)

There were no personnel transactions involving Other Minorities* in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation in the Academic Administrative category increased by 0.8 percentage point during 1999-00, to 7.5% in fall 2000. (UWF Tables 1, 3 and 4)

TOTAL RANKED FACULTY

During 1999-00, there were a total of 21 positions filled by either new-hires or promotions in the Ranked Faculty category. (UWF Table 1)

Females represented 38.1 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (eight positions). The total female representation in this group decreased by 1.7 percentage points during 1999-00, to 31.3% in fall 2000. The university established a goal of increasing representation of Females by four in this group in 2001. (UWF Tables 1, 3, 4 and 5)

Blacks represented 4.8 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (one position). The total black representation in this group decreased by 0.4 percentage point during 1999-00, to 4.3% in fall 2000. There were no goals established by the university in this group in 2001. (UWF Tables 1, 3, 4 and 5)

There were no personnel transactions involving Hispanics in Ranked Faculty positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in the Rank Faculty category remained constant during 1999-00, maintaining its fall 1999, 0.0% representation in fall 2000. There were no goals established by the university in this group in 2001. (UWF Tables 1, 3, 4 and 5)

Other Minorities* represented 9.5 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (two positions). The total Other Minorities* representation in this group decreased by 0.4 percentage point during 1999-00, to 8.1% in fall 2000. The university established a goal of increasing representation of Other Minorities* by two in this group in 2001. (UWF Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

The university indicates in its Budgetary Incentive Plan that it has a fund of \$28,500 available to encourage and fund the recruitment, hiring, and promotion of minority and female employees in areas of underrepresentation.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

**EQUITY ACCOUNTABILITY PROGRAM (EAP) REPORT
1999-00 FEMALE AND MINORITY REPRESENTATION IN
PERSONNEL TRANSACTIONS, EMPLOYMENT AND 2001 GOAL ANALYSIS**

FLORIDA GULF COAST UNIVERSITY SUMMARY

TOTAL SENIOR LEVEL ADMINISTRATIVE

During 1999-00, there were a total of four positions filled by either new-hires or promotions in the Senior Level Administrative category. (FGCU Table 1)

Females represented 25.0 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total female representation in the Senior Level Administrative category decreased by 3.4 percentage points during 1999-00, to 34.5% in fall 2000. The university established a goal of increasing representation of Females by one in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

Blacks represented 25.0 percent of the Senior Level Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Black representation in the Senior Level Administrative category increased by 3.4 percentage points during 1999-00, to 10.3% in fall 2000. There were no goals established by the university in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

There were no personnel transactions involving Hispanics in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Hispanic representation in the Senior Level Administrative category decreased by 3.5 percentage points during 1999-00, to 3.4% in fall 2000. There were no goals established by the university in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

There were no personnel transactions involving Other Minorities* in Senior Level Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation remained constant during 1999-00, maintaining its fall 1999, 0.0% representation in fall 2000. The university established a goal of increasing representation of Other Minorities* by one in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

TOTAL ACADEMIC ADMINISTRATIVE

During 1999-00, there were a total of ten positions filled by either new-hires or promotions in the Academic Administrative category. (FGCU Table 1)

Females represented 50.0 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (five positions). The total female representation in the Academic Administrative category decreased by 11.3 percentage points during 1999-00, to 44.7% in fall 2000. The university established a goal of increasing representation of Females by one in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

There were no personnel transactions involving Blacks in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Black representation in the Academic Administrative category decreased by 4.1 percentage points during 1999-00, to 7.9% in fall 2000. There were no goals established by the university in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

Hispanics represented 10.0 percent of the Academic Administrative positions filled by either new-hires or promotions during 1999-00 (one position). The total Hispanic representation in the Academic Administrative category increased by 1.3 percentage points during 1999-00, to 5.3% in fall 2000. There were no goals established by the university in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

There were no personnel transactions involving Other Minorities* in Academic Administrative positions filled by either new-hires or promotions during 1999-00. The total Other Minorities* representation in the Academic Administrative category remained constant during 1999-00, maintaining its fall 1999, 0.0% representation in fall 2000. There were no goals established by the university in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

TOTAL RANKED FACULTY

During 1999-00, there were a total of 38 positions filled by either new-hires or promotions in the Ranked Faculty category. (FGCU Table 1)

Females represented 57.9 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (22 positions). The total female representation in this group increased by 4.2 percentage points during 1999-00, to 47.3% in fall 2000. The university established a goal of increasing representation of Females by nine in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

There were no personnel transactions involving Blacks in the Ranked Faculty positions filled by either new-hires or promotions during 1999-00. The total Black representation in this group decreased by 0.4 percentage point during 1999-00, to 5.4% in fall 2000. The university established a goal of increasing representation of Blacks by three in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

Hispanics represented 13.2 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (five positions). The total Hispanic representation in this group decreased by 0.4 percentage point during 1999-00, to 4.7% in fall 2000. There were no goals established by the university in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

Other Minorities* represented 5.3 percent of the Ranked Faculty positions filled by either new-hires or promotions during 1999-00 (two positions). The total Other Minorities* representation in this group decreased by 1.2 percentage points during 1999-00, to 6.8% in fall 2000. The university established a goal of increasing representation of Other Minorities* by one in this group in 2001. (FGCU Tables 1, 3, 4 and 5)

The university indicates in its Budgetary Incentive Plan that it will offer competitive salary offers to candidates from underrepresented groups and provide up to \$30,000 during 2001 to support relocation expenses of new hires when such hires contribute to meeting unit and university goals.

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.