# Hiring Rates by Employee Class 2020-21 through 2022-23

							Group				
							Hires				
		Total	Total		Group	Best	Expected				
	Total	Group	Group	Group	Hire	Group	Based on	80%	Binomal	Short- A	Adverse
FT Faculty	Applicants	Applicants	Hired	App %	Rate	Hire %	App Rate	Rule	Exact	fall i	mpact
Hispanic/Latino	773	72	4	9.3%	5.6%	5.6%	4	1.00	0.63	1 0	N
White/Caucasian	773	398	17	51.5%	4.3%	5.6%	22	0.77	0.16	5 N	N
Black/African American	773	49	1	6.3%	2.0%	5.6%	3	0.37	0.24	2 N	N
Asian or Pacific Islander	773	118	1	15.3%	0.8%	5.6%	7	0.15	0.01	6 Y	1
American Indian/Alaskan Native	773	5	0	0.6%	0.0%	5.6%	0	0.00	0.75	0 Y	1
Two or More	773	43	2	5.6%	4.7%	5.6%	2	0.84	0.57	1 0	V
Declined to State	773	88	1	11.4%	1.1%	5.6%	5	0.20	0.04	4 Y	1
Persons w/Disabilities	773	53	2	6.9%	3.8%	3.8%	2	1.00	0.68	1 0	N
Non-disabled	773	720	24	93.1%	3.3%	3.8%	27	0.88	0.31	3 1	N
Female	773	313	15	40.5%	4.8%	4.8%	15	1.00	0.57	1 0	N
Male	773	419	10	54.2%	2.4%	4.8%	20	0.50	0.01	10 Y	1
Non-binary	773	3	0	0.4%	0.0%	4.8%	0	0.00	0.86	1 0	V
Declined to State	773	38	1	4.9%	2.6%	4.8%	2	0.55	0.45	1 N	N

							Group Hires			
		Total	Total		Group	Best	Expected			
	Total	Group	Group	Group	Hire	Group	Based on	80%	Binomal	Short- Adverse
PT Faculty	Applicants	<b>Applicants</b>	Hired	App %	Rate	Hire %	App Rate	Rule	Exact	fall impact
Hispanic/Latino	247	34	15	13.8%	44.1%	44.1%	15	1.00	0.57	0 N
White/Caucasian	247	135	41	54.7%	30.4%	44.1%	60	0.69	0.00	19 Y
Black/African American	247	17	3	6.9%	17.6%	44.1%	8	0.40	0.02	5 Y
Asian or Pacific Islander	247	22	7	8.9%	31.8%	44.1%	10	0.72	0.17	3 N
American Indian/Alaskan Native	247	1	0	0.4%	0.0%	44.1%	0	0.00	0.56	0 N
Two or More	247	23	4	9.3%	17.4%	44.1%	10	0.39	0.01	6 Y
<b>Declined to State</b>	247	15	3	6.1%	20.0%	44.1%	7	0.45	0.05	4 Y
Persons w/Disabilities	247	22	6	8.9%	27.3%	29.8%	7	0.92	0.50	1 N
Non-disabled	247	225	67	91.1%	29.8%	29.8%	67	1.00	0.53	0 N
Female	247	154	44	62.3%	28.6%	32.2%	50	0.89	0.19	6 N
Male	247	87	28	35.2%	32.2%	32.2%	28	1.00	0.55	0 N
Non-binary	247	1	1	0.4%	#####	32.2%	0	3.11	1.00	-1 N
Declined to State	247	5	0	2.0%	0.0%	32.2%	2	0.00	0.14	2 N

							Group				
							Hires				
		Total	Total		Group	Best	Expected				
	Total	Group	Group	Group	Hire	Group	Based on	80%	Binomal	Short-	Adverse
Classified Staff	<b>Applicants</b>	<b>Applicants</b>	Hired	App %	Rate	Hire %	App Rate	Rule	Exact	fall	impact
Hispanic/Latino	949	197	22	20.8%	11.2%	11.2%	22	1.00	0.56	0	N
White/Caucasian	949	366	23	38.6%	6.3%	11.2%	41	0.56	0.00	18	Υ
Black/African American	949	89	6	9.4%	6.7%	11.2%	10	0.60	0.12	4	N
Asian or Pacific Islander	949	136	4	14.3%	2.9%	11.2%	15	0.26	0.00	11	Υ
American Indian/Alaskan Native	949	10	1	1.1%	10.0%	11.2%	1	0.90	0.69	0	N
Two or More	949	85	3	9.0%	3.5%	11.2%	9	0.32	0.01	6	Υ
<b>Declined to State</b>	949	66	2	7.0%	3.0%	11.2%	7	0.27	0.02	5	Υ
Persons w/Disabilities	949	70	5	7.4%	7.1%	7.1%	5	1.00	0.62	0	N
Non-disabled	949	879	56	92.6%	6.4%	7.1%	63	0.89	0.21	7	N
Female	949	471	36	49.6%	7.6%	7.6%	36	1.00	0.55	0	N
Male	949	433	24	45.6%	5.5%	7.6%	33	0.73	0.06	9	Υ
Non-binary	949	13	0	1.4%	0.0%	7.6%	1	0.00	0.36	1	Υ
Declined to State	949	32	1	3.4%	3.1%	7.6%	2	0.41	0.29	1	N

		Total	Total		Group	Best	Group Hires Expected				
	Total	Group	Group	Group	Hire	Group	Based on	80%	Binomal	Short-	Adverse
Administrators	Applicants	Applicants	Hired	App %	Rate	Hire %	App Rate	Rule	Exact	fall	impact
Hispanic/Latino	290	25	1	8.6%	4.0%	5.0%	1	0.80	0.64	0	N
White/Caucasian	290	155	4	53.4%	2.6%	5.0%	8	0.52	0.11	4	N
Black/African American	290	24	0	8.3%	0.0%	5.0%	1	0.00	0.29	1	N
Asian or Pacific Islander	290	40	2	13.8%	5.0%	5.0%	2	1.00	0.68	0	N
American Indian/Alaskan Native	290	4	0	1.4%	0.0%	5.0%	0	0.00	0.81	0	N
Two or More	290	21	1	7.2%	4.8%	5.0%	1	0.95	0.72	0	N
Declined to State	290	21	1	7.2%	4.8%	5.0%	1	0.95	0.72	0	N
Persons w/Disabilities	290	12	0	4.1%	0.0%	3.2%	0	0.00	0.67	0	N
Non-disabled	290	278	9	95.9%	3.2%	3.2%	9	1.00	0.59	0	N
Female	290	116	7	40.0%	6.0%	6.0%	7	1.00	0.60	0	N
Male	290	166	2	57.2%	1.2%	6.0%	10	0.20	0.00	8	Υ
Non-binary	290	0	0	-	-	6.0%	0	-	-	0	-
Declined to State	290	8	0	2.8%	0.0%	6.0%	0	0.00	0.61	0	N

#### Combined

							Group				
		Total	Total		Group	Best	Hires Expected				
	Total	Group		Group	Hire	Group	•	80%	Binomal	Shortf	Adverse
	Applicants	<b>Applicants</b>	Hired	App %	Rate	Hire %	App Rate	Rule	Exact	all	impact?
Hispanic/Latino	2256	327	42	14.5%	12.8%	12.8%	42	1.00	0.55	0	N
White/Caucasian	2256	1053	85	46.7%	8.1%	12.8%	135	0.63	0.00	50	Υ
Black/African American	2256	179	10	7.9%	5.6%	12.8%	23	0.44	0.00	13	Υ
Asian or Pacific Islander	2256	316	14	14.0%	4.4%	12.8%	40	0.35	0.00	26	Υ
American Indian/Alaskan Native	2256	20	1	0.9%	5.0%	12.8%	3	0.39	0.25	2	N
Two or More	2256	172	10	7.6%	5.8%	12.8%	22	0.45	0.00	12	Υ
<b>Declined to State</b>	2256	189	7	8.4%	3.7%	12.8%	24	0.29	0.00	17	Υ
Persons w/Disabilities	2256	154	13	6.8%	8.4%	8.4%	13	1.00	0.58	0	N
Non-disabled	2256	2102	156	93.2%	7.4%	8.4%	177	0.88	0.06	21	N
Female	2256	1051	102	46.6%	9.7%	9.7%	102	1.00	0.53	0	N
Male	2256	1105	64	49.0%	5.8%	9.7%	107	0.60	0.00	43	Υ
Non-binary	2256	17	1	0.8%	5.9%	9.7%	2	0.61	0.50	1	N
Declined to State	2256	83	2	3.7%	2.4%	9.7%	8	0.25	0.01	6	Υ

### Hiring Phase Analysis Administrators 2020-21 through 2022-23

LOLO LI UIIC	Jugii Loll Lo										
				Highest							
				group							
			Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
	Highest group	Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
MIN Q/EQUIV		White/Caucasian	151		80.8%	122	•	8	93.7%	0.04	•
	Hispanic/Latino	Black/African American	24		58.3%				67.7%		
	Hispanic/Latino	Asian or Pacific Islander	40		85.0%				98.6%		
	Hispanic/Latino	American Indian/Alaskar			50.0%				58.0%		
	Hispanic/Latino	Two or More	21		85.7%				99.4%		
	Female	Male	166		80.1%				98.9%		
	Terriale	iviale	100	01.070	00.170	133	133	2	30.370	0.41	IN
				Highest							
				group							
			Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Δdverse
SELECTED EOD	Highest group	Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
INTERVIEW	Hispanic/Latino	White/Caucasian	122		40.2%	•	•		62.8%		•
Herenview	Hispanic/Latino	Black/African American	14		35.7%	5			55.8%		
	Hispanic/Latino	Asian or Pacific Islander	34		47.1%				73.5%		
	•										
	Hispanic/Latino	American Indian/Alaskar			50.0%	1			78.1%		
	Hispanic/Latino	Two or More	18		22.2%	4			34.7%		
	Male	Female	133	51.1%	36.1%	48	68	20	70.7%	0.02	Y
				Highest							
				group							
			Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Δdverse
	Highest group	Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
INTERVIEWED		Hispanic/Latino	16		93.8%	15	•		93.8%		-
	Two or More	White/Caucasian	49	100.0%	91.8%				91.8%		
	Male	Female	48						93.6%		
	Wide	Terriale		37.370	31.770		7,	9	33.070	0.02	
				Highest							
				group							
SELECTED FOR			Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
2ND	Highest group	Impacted Group	group #	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
INTERVIEW	Two or More	Hispanic/Latino	15	50.0%	33.3%	. 5	•	3	66.7%	0.15	Υ .
	Two or More	White/Caucasian	45	50.0%	31.1%	14	23	9	62.2%	0.01	Υ
	Two or More	Black/African American	5	50.0%	40.0%	2	3	1	80.0%	0.50	N
	Two or More	Asian or Pacific Islander	16		25.0%				50.0%		
	Two or More	American Indian/Alaskan	1		0.0%	0	_		0.0%		
	Female	Male	47						0.572		
	remare	Maic		401370	231170				0.572	0.01	•
RECOMMEND				Highest							
ED FOR				group							
HIRE/POOL-			Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
2ND	Highest group	Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
INTERVIEW	Asian or Pacific Isl	•	5			•	•		53.3%		
	Asian or Pacific Isl	•	14						38.1%		
		Black/African American	2						0.0%		
	Asian or Pacific Isla	•	2						66.7%		
	Female										
	i eiliale	Male	11	44.4%	27.3%	3	5	2	61.4%	0.20	IN

# Hiring Phase Analysis Full Time Faculty 2020-21 through 2022-23

				Highest							
				group							
			Impacted		Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
	Highest group	Impacted Group	group #	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
MIN Q/EQUIV	Two or More	Hispanic/Latino	71	95.3%	78.9%	56	68	12	82.7%	0.00	N
	Two or More	White/Caucasian	397	95.3%	83.6%	332	379	47	87.7%	0.00	N
	Two or More	Black/African American	49	95.3%	73.5%	36	47	11	77.1%	0.00	Υ
	Two or More	Asian or Pacific Islander	118	95.3%	76.3%	90	113	23	80.0%	0.00	N
	Two or More	American Indian/Alaskan	5	95.3%	80.0%	4	5	1	83.9%	0.21	N
	Male	Female	310	82.8%	78.4%	243	257	14	94.7%	0.03	N
				Highest							
				group							
			Impacted	pass		Impacted	Expected	Short-	80%	Binomial	Adverse
SELECTED FOR	Highest group	Impacted Group	group #	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
INTERVIEW	Hispanic/Latino	White/Caucasian	332	55.4%	30.1%	100	184	84	54.4%	0.00	Υ
	Hispanic/Latino	Black/African American	36	55.4%	36.1%	13	20	7	65.2%	0.02	Υ
	Hispanic/Latino	Asian or Pacific Islander	90	55.4%	20.0%	18	50	32	36.1%	0.00	Υ
	Hispanic/Latino	American Indian/Alaskan	4	55.4%	75.0%	3	2	-1	135.5%	0.91	N
	Hispanic/Latino	Two or More	41	55.4%	22.0%	9	23	14	39.7%	0.00	Υ
	Female	Male	347	35.4%	27.7%	96	123	27	78.2%	0.00	Υ
				Highest							
			Impacted	group	Impacted	Impacted	Evnected	Short-	80%	Binomial	Adverse
	Highest group	Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
INTERVIEWED	Asian or Pacific Is	•	• •	100.0%	67.7%	21	•		67.7%		
	Asian or Pacific Isl	•		100.0%	95.0%	95	100				
	7 101011 01 1 001110 101										
	Asian or Pacific Is	Black/African American									
		Black/African American American Indian/Alaskan	13	100.0%	76.9%	10	13	3	76.9%	0.00	Υ
	Asian or Pacific Is	American Indian/Alaskar	13 1 3	100.0% 100.0%	76.9% 66.7%	10 2	13 3	3 1	76.9% 66.7%	0.00 0.00	Y Y
	Asian or Pacific Isl	American Indian/Alaskar Two or More	<b>13</b> 1 <b>3</b> 9	<b>100.0% 100.0%</b> 100.0%	<b>76.9% 66.7%</b> 88.9%	10 2 8	<b>13</b> <b>3</b> 9	3 1 1	<b>76.9% 66.7%</b> 88.9%	<b>0.00</b> <b>0.00</b> 0.00	Y Y N
	Asian or Pacific Is	American Indian/Alaskar	13 1 3	100.0% 100.0%	76.9% 66.7%	10 2	13 3	3 1 1	<b>76.9% 66.7%</b> 88.9%	<b>0.00</b> <b>0.00</b> 0.00	Y Y N
	Asian or Pacific Isl	American Indian/Alaskar Two or More	<b>13</b> 1 <b>3</b> 9	<b>100.0% 100.0%</b> 100.0%	<b>76.9% 66.7%</b> 88.9%	10 2 8	<b>13</b> <b>3</b> 9	3 1 1	<b>76.9% 66.7%</b> 88.9%	<b>0.00</b> <b>0.00</b> 0.00	Y Y N
	Asian or Pacific Isl	American Indian/Alaskar Two or More	<b>13</b> 1 <b>3</b> 9	100.0% 100.0% 100.0% 91.9%	<b>76.9% 66.7%</b> 88.9%	10 2 8	<b>13</b> <b>3</b> 9	3 1 1	<b>76.9% 66.7%</b> 88.9%	<b>0.00</b> <b>0.00</b> 0.00	Y Y N
SELECTED FOR	Asian or Pacific Isl	American Indian/Alaskar Two or More	<b>13</b> 1 <b>3</b> 9	100.0% 100.0% 100.0% 91.9% Highest	<b>76.9% 66.7%</b> 88.9% 87.5%	10 2 8	13 3 9 88	3 1 1 4	<b>76.9% 66.7%</b> 88.9% 95.3%	<b>0.00</b> <b>0.00</b> 0.00	Y Y N
2ND	Asian or Pacific Isl	American Indian/Alaskar Two or More	13 3 9 96	100.0% 100.0% 100.0% 91.9% Highest group	<b>76.9% 66.7%</b> 88.9% 87.5%	10 2 8 84 Impacted pass #	13 3 9 88 Expected pass #	3 1 1 4 Short-fall	<b>76.9% 66.7%</b> 88.9% 95.3%	<b>0.00 0.00</b> 0.00 0.00	Y Y N
	Asian or Pacific Isl Asian or Pacific Isl Female  Highest group All others	American Indian/Alaskar Two or More Male Impacted Group Hispanic/Latino	13 3 9 96 Impacted group #	100.0% 100.0% 91.9% Highest group pass rate 50.0%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3%	10 2 8 84 Impacted pass #	13 3 9 88 Expected pass #	3 1 1 4 Short-fall	76.9% 66.7% 88.9% 95.3% 80% rule 66.7%	0.00 0.00 0.09 0.09 Binomial Exact 0.09	Y Y N N N Adverse impact N
2ND	Asian or Pacific Isl Asian or Pacific Isl Female Highest group	American Indian/Alaskan Two or More Male  Impacted Group Hispanic/Latino White/Caucasian	13 3 9 96 Impacted group #	100.0% 100.0% 91.9% Highest group pass rate 50.0%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 46.3%	10 2 8 84 Impacted pass #	13 3 9 88 Expected pass # 11 48	3 1 1 4 Short-fall 4	76.9% 66.7% 88.9% 95.3% 80% rule	0.00 0.00 0.09 0.09 Binomial Exact 0.09	Y Y N N N Adverse impact N
2ND	Asian or Pacific Is Asian or Pacific Isl Female  Highest group All others All others All others	American Indian/Alaskar Two or More Male Impacted Group Hispanic/Latino White/Caucasian Black/African American	13 3 9 96 Impacted group # 21 95 10	100.0% 100.0% 91.9% Highest group pass rate 50.0% 50.0%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 46.3% 40.0%	10 2 8 84 Impacted pass # 7 44 4	13 3 9 88 Expected pass # 11 48 5	3 1 1 4 Short- fall 4 4	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0%	0.00 0.00 0.09 Binomial Exact 0.09 0.27 0.38	Y Y N N N Adverse impact N N N
2ND	Asian or Pacific Is Asian or Pacific Isl Female Highest group All others	American Indian/Alaskan Two or More Male  Impacted Group Hispanic/Latino White/Caucasian	13 3 9 96 Impacted group # 21 95	100.0% 100.0% 91.9% Highest group pass rate 50.0% 50.0%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 46.3%	10 2 8 84 Impacted pass #	13 3 9 88 Expected pass # 11 48	3 1 1 4 Short- fall 4 4	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6%	0.00 0.00 0.09 Binomial Exact 0.09 0.27 0.38	Y Y N N N Adverse impact N N N
2ND INTERVIEW	Asian or Pacific Is Asian or Pacific Isl Female  Highest group All others All others All others	American Indian/Alaskar Two or More Male Impacted Group Hispanic/Latino White/Caucasian Black/African American	13 3 9 96 Impacted group # 21 95 10	100.0% 100.0% 91.9% Highest group pass rate 50.0% 50.0% 48.1%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 46.3% 40.0%	10 2 8 84 Impacted pass # 7 44 4	13 3 9 88 Expected pass # 11 48 5	3 1 1 4 Short- fall 4 4	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0%	0.00 0.00 0.09 Binomial Exact 0.09 0.27 0.38	Y Y N N N Adverse impact N N N
2ND INTERVIEW RECOMMEND	Asian or Pacific Is Asian or Pacific Isl Female  Highest group All others All others All others	American Indian/Alaskar Two or More Male Impacted Group Hispanic/Latino White/Caucasian Black/African American	13 3 9 96 Impacted group # 21 95 10	100.0% 100.0% 91.9% Highest group pass rate 50.0% 50.0% 48.1%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 46.3% 40.0%	10 2 8 84 Impacted pass # 7 44 4	13 3 9 88 Expected pass # 11 48 5	3 1 1 4 Short- fall 4 4	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0%	0.00 0.00 0.09 Binomial Exact 0.09 0.27 0.38	Y Y N N N Adverse impact N N N
2ND INTERVIEW RECOMMEND ED FOR	Asian or Pacific Is Asian or Pacific Isl Female  Highest group All others All others All others	American Indian/Alaskar Two or More Male Impacted Group Hispanic/Latino White/Caucasian Black/African American	13 3 9 96 Impacted group # 21 95 10 84	100.0% 100.0% 91.9% Highest group pass rate 50.0% 50.0% 48.1% Highest group	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 46.3% 40.0% 39.3%	10 2 8 84 Impacted pass # 7 44 4 33	13 3 9 88 Expected pass # 11 48 5 40	3 1 1 4 Short- fall 4 4 7	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0% 81.7%	0.00 0.00 0.09 Binomial Exact 0.09 0.27 0.38 0.07	Y Y N N N Adverse impact N N N
2ND INTERVIEW  RECOMMEND ED FOR HIRE/POOL-	Asian or Pacific Isl Asian or Pacific Isl Female  Highest group All others All others Female	American Indian/Alaskar Two or More Male  Impacted Group  Hispanic/Latino  White/Caucasian  Black/African American  Male	13 3 9 96 Impacted group # 21 95 10 84	100.0% 100.0% 91.9% Highest group pass rate 50.0% 50.0% 48.1% Highest group pass	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 46.3% 40.0% 39.3%	10 2 8 84 Impacted pass # 7 44 4 33	13 3 9 88 Expected pass # 11 48 5 40	3 1 1 4 Short- fall 4 4 1 7	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0% 81.7%	0.00 0.00 0.09 Binomial Exact 0.09 0.27 0.38 0.07	Y Y N N N Adverse impact N N N N Adverse
2ND INTERVIEW  RECOMMEND ED FOR HIRE/POOL- 2ND	Asian or Pacific Isl Asian or Pacific Isl Female  Highest group All others All others Female  Highest group	American Indian/Alaskar Two or More Male  Impacted Group  Hispanic/Latino White/Caucasian Black/African American Male  Impacted Group	13 3 9 96 Impacted group # 21 95 10 84 Impacted group #	100.0% 100.0% 91.9% Highest group pass rate 50.0% 50.0% 48.1% Highest group pass rate	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 46.3% 40.0% 39.3% Impacted pass rate	10 2 8 84 Impacted pass # 7 44 4 33 Impacted pass #	13 3 9 88 Expected pass # 11 48 5 40 Expected pass #	3 1 1 4 Short- fall 4 4 1 7	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0% 81.7%	0.00 0.00 0.09 Binomial Exact 0.09 0.27 0.38 0.07	Y Y N N Adverse impact N N N Adverse impact
2ND INTERVIEW  RECOMMEND ED FOR HIRE/POOL-	Asian or Pacific Isl Asian or Pacific Isl Female  Highest group All others All others Female  Highest group Hispanic/Latino	American Indian/Alaskar Two or More Male  Impacted Group Hispanic/Latino White/Caucasian Black/African American Male  Impacted Group White/Caucasian	13 3 9 96 Impacted group # 21 95 10 84 Impacted group #	100.0% 100.0% 91.9% Highest group pass rate 50.0% 50.0% 48.1% Highest group pass rate	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 40.0% 39.3% Impacted pass rate 47.7%	10 2 8 84 Impacted pass # 7 44 4 33 Impacted pass #	13 3 9 88 Expected pass # 11 48 5 40 Expected pass #	3 1 1 4 Short- fall 4 5 Short- fall 7	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0% 81.7%	0.00 0.00 0.09  Binomial Exact 0.09 0.27 0.38 0.07  Binomial Exact 0.13	Y Y N N N Adverse impact N N N Adverse impact N N N N N N N N N N N N N N N N N N N
2ND INTERVIEW  RECOMMEND ED FOR HIRE/POOL- 2ND	Asian or Pacific Is Asian or Pacific Isl Female  Highest group All others All others Female  Highest group Hispanic/Latino Hispanic/Latino	American Indian/Alaskar Two or More Male  Impacted Group  Hispanic/Latino  White/Caucasian  Black/African American  Male  Impacted Group  White/Caucasian  Black/African American	13 3 9 96 Impacted group # 21 95 10 84 Impacted group #	100.0% 100.0% 91.9% Highest group pass rate 50.0% 50.0% 48.1% Highest group pass rate 57.1%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 40.0% 39.3% Impacted pass rate 47.7% 25.0%	10 2 8 84 Impacted pass # 7 44 4 33 Impacted pass #	13 3 9 88 Expected pass # 11 48 5 40 Expected pass #	3 1 1 4 Short- fall 7 Short- fall 4 1 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0% 81.7% 80% rule 83.5% 43.8%	0.00 0.00 0.09  Binomial Exact 0.09 0.27 0.38 0.07  Binomial Exact 0.13 0.21	Y Y N N N Adverse impact N N N N N N N N N N N N N N N N N N N
2ND INTERVIEW RECOMMEND ED FOR HIRE/POOL- 2ND	Asian or Pacific Isl Asian or Pacific Isl Female  Highest group All others All others Female  Highest group Hispanic/Latino Hispanic/Latino Hispanic/Latino	American Indian/Alaskar Two or More Male  Impacted Group  Hispanic/Latino  White/Caucasian  Black/African American  Male  Impacted Group  White/Caucasian  Black/African American  Asian or Pacific Islander	13 3 9 96 Impacted group # 21 95 10 84 Impacted group # 44 4 9	100.0% 100.0% 91.9% Highest group pass rate 50.0% 48.1% Highest group pass rate 57.1% 57.1%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 40.0% 39.3% Impacted pass rate 47.7% 25.0% 22.2%	10 2 8 84 Impacted pass # 7 44 4 33 Impacted pass # 21 1	13 3 9 88 Expected pass # 11 48 5 40 Expected pass # 25 2	3 1 1 4 Short- fall 7 Short- fall 4 1 3	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0% 81.7% 80% rule 83.5% 43.8%	0.00 0.00 0.09 Binomial Exact 0.09 0.27 0.38 0.07 Binomial Exact 0.13 0.21 0.04	Y Y N N N Adverse impact N N N N N N N Y
2ND INTERVIEW  RECOMMEND ED FOR HIRE/POOL- 2ND	Asian or Pacific Isl Asian or Pacific Isl Female  Highest group All others All others Female  Highest group Hispanic/Latino Hispanic/Latino Hispanic/Latino	Impacted Group Hispanic/Latino White/Caucasian Black/African American Male  Impacted Group Hispanic/Latino White/Caucasian Black/African American Male	13 3 9 96 Impacted group # 21 95 10 84 Impacted group # 44 4 9	100.0% 100.0% 91.9% Highest group pass rate 50.0% 48.1% Highest group pass rate 57.1% 57.1% 57.1%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 40.0% 39.3% Impacted pass rate 47.7% 25.0% 22.2% 0.0%	10 2 8 84 Impacted pass # 7 44 4 33 Impacted pass # 21 1 2	Expected pass # 11 48 5 40 Expected pass # 25 2 5 1	\$\frac{3}{1}\$ \$1 4  \$Short-fall 4  \$4 5  \$Short-fall 4  \$1 7  \$1 1  \$3 1	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0% 81.7% 80% rule 83.5% 43.8% 38.9%	0.00 0.00 0.09  Binomial Exact 0.09 0.27 0.38 0.07  Binomial Exact 0.13 0.21 0.04 0.43	Y Y N N N Adverse impact N N N N N N N T Adverse impact N N N N N N N N N N N N N N N N N N N
2ND INTERVIEW RECOMMEND ED FOR HIRE/POOL- 2ND	Asian or Pacific Isl Asian or Pacific Isl Female  Highest group All others All others Female  Highest group Hispanic/Latino Hispanic/Latino Hispanic/Latino	American Indian/Alaskar Two or More Male  Impacted Group  Hispanic/Latino  White/Caucasian  Black/African American  Male  Impacted Group  White/Caucasian  Black/African American  Asian or Pacific Islander	13 3 9 96 Impacted group # 21 95 10 84 Impacted group # 44 4 9	100.0% 100.0% 91.9% Highest group pass rate 50.0% 48.1% Highest group pass rate 57.1% 57.1%	76.9% 66.7% 88.9% 87.5% Impacted pass rate 33.3% 40.0% 39.3% Impacted pass rate 47.7% 25.0% 22.2%	10 2 8 84 Impacted pass # 7 44 4 33 Impacted pass # 21 1	Expected pass # 11 48 5 40 Expected pass # 25 2 5 1 2	\$\frac{3}{1} \\ 4 \\ \\ 5 \text{Nort-fall} \\ \\ 4 \\ 1 \\ 7 \\ \\ 5 \text{Nort-fall} \\ 4 \\ 1 \\ 3 \\ 1 \\ 0 \\ \\ 1 \\ 0 \\ \\ 1 \\ 1	76.9% 66.7% 88.9% 95.3% 80% rule 66.7% 92.6% 80.0% 81.7% 80% rule 83.5% 43.8% 38.9%	0.00 0.00 0.09  Binomial Exact 0.09 0.27 0.38 0.07  Binomial Exact 0.13 0.21 0.04 0.43 0.57	Y Y N N N Adverse impact N N N N N Y N N N N N N N N N N N N N

# Hiring Phase Analysis Part Time Faculty 2020-21 through 2022-23

				Highest group							
			Impacted	•	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
	Highest group	Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
MIN Q/EQUIV	Hispanic/Latino	White/Caucasian	135	73.5%	63.7%	86	99	13	86.6%	0.01	N
	Hispanic/Latino	Black/African American	17	73.5%	35.3%	6	13	7	48.0%	0.00	Υ
	Hispanic/Latino	Asian or Pacific Islander	22	73.5%	68.2%	15	16	1	92.7%	0.36	N
	Hispanic/Latino	American Indian/Alaskar	1	73.5%	0.0%	0	1	1	0.0%	0.26	N
	Hispanic/Latino	Two or More	23	73.5%	47.8%	11	17	6	65.0%	0.01	Υ
	Male	Female	154	69.0%	57.1%	88	106	18	82.9%	0.00	N
				Highest							
				group	_	_					_
			•	pass	•	Impacted 	•			Binomial	
SELECTED FOR	Highest group	Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
INTERVIEW	Hispanic/Latino	White/Caucasian	86	76.0%			65			0.51	
	Hispanic/Latino	Black/African American	6	76.0%					109.6%		
	Hispanic/Latino	Asian or Pacific Islander	15	76.0%		9	11	2	78.9%	0.13	N
	Hispanic/Latino	American Indian/Alaskar		76.0%							
	Hispanic/Latino	Two or More	11	76.0%	72.7%	8	8	0	95.7%	0.51	N
	Female	Male	60	76.1%	71.7%	43	46	3	94.1%	0.25	N
				Highest							
				group							
			Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
	Highest group	Impacted Group	group #	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
INTERVIEWED	White/Caucasian	Hispanic/Latino	19	84.6%	84.2%	16	16	0	99.5%	0.58	N
	White/Caucasian	Black/African American	5	84.6%	60.0%	3	4	1	70.9%	0.17	N
	White/Caucasian	Asian or Pacific Islander	9	84.6%	100.0%	9	8	-1	118.2%	1.00	N
	White/Caucasian	Two or More	8	84.6%	75.0%	6	7	1	88.6%	0.35	N
	Male	Female	67	83.7%	83.6%	56	56	0	99.8%	0.54	N
				Highest							
RECOMMENDE				group							
D FOR			•	pass	•	Impacted	•			Binomial	
HIRE/POOL-1st		Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
INTERVIEW	Hispanic/Latino	White/Caucasian	55	93.8%	74.5%		~=		79.5%	0.00	
	Hispanic/Latino	Black/African American	3						106.7%	1.00	N
	Hispanic/Latino	Asian or Pacific Islander	9	93.8%	77.8%				83.0%	0.10	
	Hispanic/Latino	Two or More	6	93.8%			-	_	71.1%	0.05	
	Male	Female	56	77.8%	73.2%	41	44	3	94.1%	0.25	N

### Hiring Phase Analysis Classified Staff 2020-21 through 2022-23

Male

Female

				Highest							
				group							
	III-bastanana	Lorenza et al Consum	Impacted	•	•	Impacted	•			Binomial	
MAIN O /FOLUN	Highest group	Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
MIN Q/EQUIV	Hispanic/Latino	White/Caucasian	366	78.2%	68.6%	251	286	35		0.00	
	Hispanic/Latino	Black/African American	89	78.2%	75.3%	67	70	3 14		0.29	
	Hispanic/Latino	Asian or Pacific Islander	136	78.2%	67.6%	92 <b>3</b>				0.00	
	Hispanic/Latino	American Indian/Alaska		78.2%	30.0%		-				
	Hispanic/Latino	Two or More	85	78.2%	65.9%	56					
	Female	Male	433	73.7%	67.7%	293	319	26	91.8%	0.00	N
				Highest							
				group							
			Impacted	pass	Impacted	Impacted	Expected	Short-	80%	Binomial	Adverse
SELECTED FOR	Highest group	Impacted Group	group#	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
INTERVIEW	Hispanic/Latino	White/Caucasian	251	70.1%	61.8%	155	176	21	88.1%	0.00	N
	Hispanic/Latino	Black/African American	67	70.1%	59.7%	40	47	7	85.1%	0.04	N
	Hispanic/Latino	Asian or Pacific Islander	92	70.1%	59.8%	55	65	10	85.2%	0.02	N
	Hispanic/Latino	American Indian/Alaskan	3	70.1%	66.7%	2	2	0	95.1%	0.66	N
	Hispanic/Latino	Two or More	56	70.1%	53.6%	30	39	9	76.4%	0.01	Υ
	Female	Male	293	67.1%	56.3%	165	197	32	83.9%	0.00	N
				Lighort.							
				Highest group							
			Impacted	• .	Impacted	Impacted	Expected	Short-	80%	Binomial	Δdverse
	Highest group	Impacted Group	group #	rate	pass rate	•	pass #	fall	rule	Exact	impact
INTERVIEWED	Asian or Pacific Isla		108	80.0%	78.7%	85	86	1		0.41	•
	Asian or Pacific Isla	•	155	80.0%	73.5%	114				0.03	
		Black/African American	40	80.0%		29				0.16	
		American Indian/Alaskan	2	80.0%	100.0%	2	2	0	######	1.00	N
	Asian or Pacific Is	Two or More	30	80.0%	60.0%	18	24	6	75.0%	0.01	Υ
	Male	Female	233	75.8%	74.7%	174	177	3	98.6%	0.37	N
				Highest							
				group							
			-	pass	•	Impacted	•			Binomial	Adverse
RECOMMEND	Highest group	Impacted Group	group #	rate	pass rate	pass #	pass #	fall	rule	Exact	impact
ED FOR HIRE	Hispanic/Latino	White/Caucasian	114	25.9%	24.6%	28			94.9%	0.42	
	Hispanic/Latino	Black/African American	29	25.9%	24.1%	7	_				
	Hispanic/Latino	Asian or Pacific Islander	44	25.9%	11.4%	5			43.9%	0.02	N
	Hispanic/Latino	American Indian/Alaskan		25.9%	50.0%	1					
	Hispanic/Latino	Two or More	18	25.9%	33.3%	6	5	-1	######	0.84	N

174 0.248 0.224138

39

43.152 4.152 0.904

0.26 N