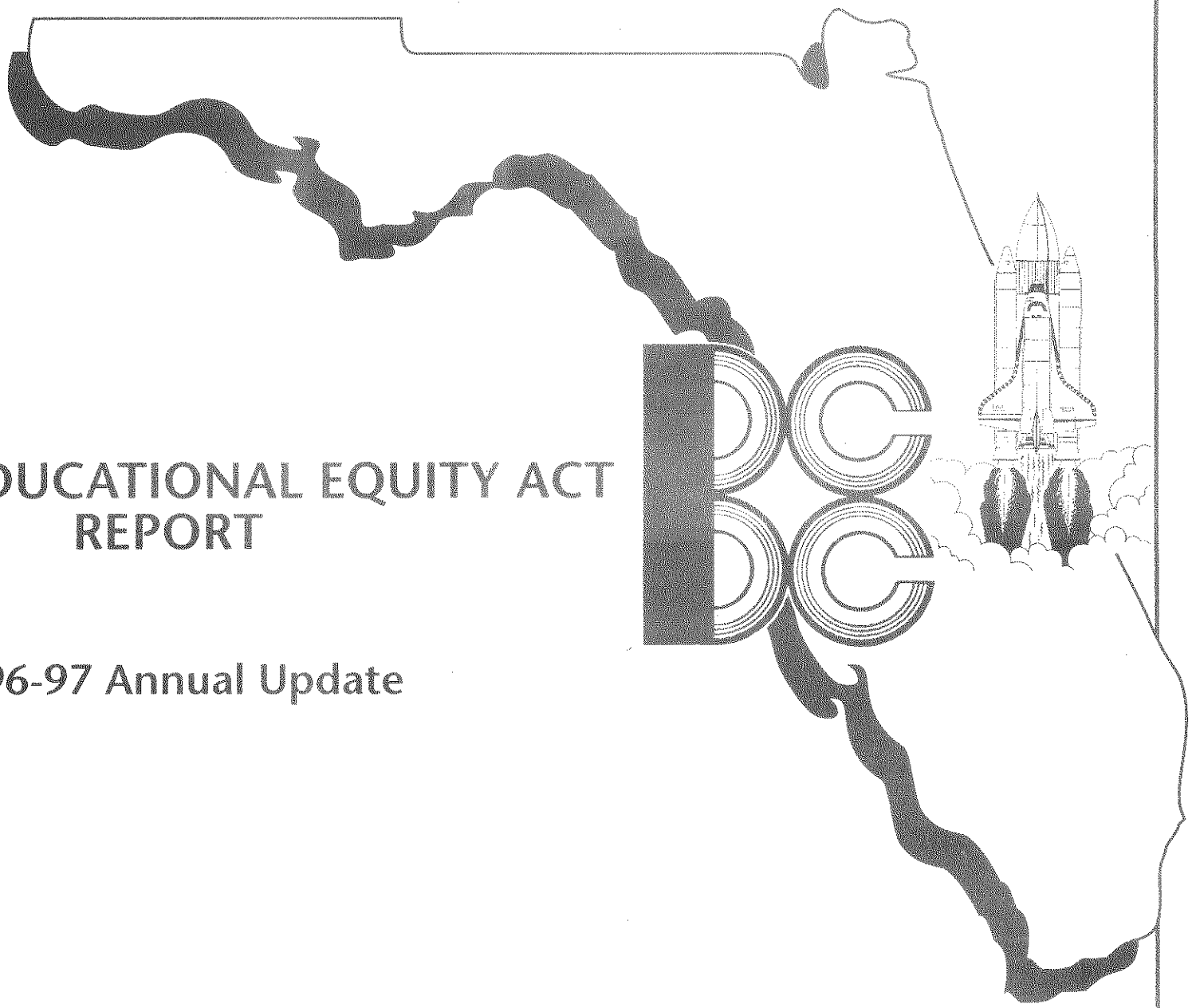

FLORIDA EDUCATIONAL EQUITY ACT REPORT

1996-97 Annual Update

BREVARD COMMUNITY COLLEGE

An Equal Opportunity/Equal Access Center for Higher Education

STATE BOARD OF COMMUNITY COLLEGES

EDUCATIONAL OPPORTUNITY PROGRAMS

FLORIDA EDUCATIONAL EQUITY ACT REPORT

1996-97 ANNUAL UPDATE

BREVARD COMMUNITY COLLEGE
(College)

Reviewed by: President: Maurice C. Kent Date 3-17-97
(Signature)

Chair, District Board of Trustees: Jayne M. Dyton Date: 3-17-97
(Signature)

Plan mailed to Division Office: 3-21-97
(Date)

Plan received by Division Office: _____
(Date)

Equity Coordinator: Rosemary G. Layne

Local Phone: (407) 632-1111 ext. 63660

Suncom: 361-3660 Fax: (407) 633-4565

PREFACE

Brevard Community College serves the geographic area of Brevard County which is Florida's Space Coast. While the population is growing and aging, there have been substantial reductions in employment throughout the space industry and at Brevard Community College, as well as a slight decline in student population. While this provides few opportunities for changes in minority employment or enrollment, the College has made progress toward educational equity.

The report shows the results of the College's strategy to commit the entire BCC community under leadership at the highest level. Dr. Maxwell C. King, District President of the College, has received awards from all three NAACP organizations in Brevard County and personally serves as the College's Equity Officer. Under his leadership, opportunities for women and for persons with disabilities continued to grow. The College's programs encouraged enrollment in non-traditional occupations and received national recognition. The Office for Students with Disabilities served 490 enrolled students with documented disabilities.

The 1990 Census Data show:

Class	Male	Female	Total
White	44.24%	44.53%	88.76%
Black	3.06	3.51	6.57
Hispanic	1.41	1.53	2.94
Other	.78	.94	1.72

In comparison, the Census Data for Brevard Community College show:

Class	Black	Hispanic	Other
First Time in College	8.81%	5.30%	3.59%
Overall Enrollment	6.99	4.70	3.39
Completions (through 12/96)	6.8	3.8	4.2
Full Time Employment	13.4	1.4	2.5

1996-97 ANNUAL EQUITY ACT REPORT
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Institution: **BREVARD COMMUNITY COLLEGE**

PART I

MODIFICATIONS TO PROCEDURAL REQUIREMENTS:

Changes in Policies and Procedures

N/A

PART II

INCOMPLETE ITEMS

1995-96 MONITORING WORK PLAN
FOR
COMPLIANCE WITH THE FLORIDA EDUCATIONAL EQUITY ACT

Brevard Community College has no incomplete items in the Monitoring Work Plan

PART III

EVALUATION OF METHODS AND STRATEGIES: STUDENT PARTICIPATION IN PRE-CALCULUS (1995-96)

Institution: Brevard Community College

The analysis of enrollments in Pre-Calculus Mathematics has been completed for each college by the Division of Community Colleges for race and gender minorities. Each college must complete the form below based upon the results of the Division's analysis for groups targeted in 1995-96. Be sure to address race minorities, gender minorities, students with disabilities, and students with limited English Proficiency. Use an additional copy of this page, if necessary.

Target Programs	Pre-Calculus (A.A. and A.S. Degree Programs)
Target Students	In 1995-96 no disproportionality was found based on population of students enrolled in A.A. and A.S. degree tracks (Asian, Black, Hispanic, Indian, White, Female, Male, Disabled, Limited English Proficiency)
Contact Person	Dr. Mike Kaliszeski, Vice President Academic Affairs & Student Development Phone Number: (407)632-1111 ext. 64701
Description of Methods, Strategies, and Target Dates	Although no disparity was found in Pre-Calculus Mathematics, (using A.A. & A.S. degree pool), the college has made the decision to continue successful strategies identified and implemented in 1994-95, 1995-96, and 1996-97 for the FTIC pool). Two examples of these methods and strategies are: - Encourage the use of CAI software for high risk Black math students (Campus Presidents will ensure continuation of this strategy each term) - Provide math tutors in all learning labs to assist students with higher level math courses (Deans of Student Development insure continuation each term)
Modifications or Changes to Methods and Strategies	The college will continue current successful strategies.
Comments	As positions become available, the college will recruit more math instructors from underrepresented minority groups. BCC participates in the annual community college Affirmative Action Job Fair.

Note: See results of calculations completed by the Division of Community Colleges.

PART IV

A. **PROGRAM ANALYSIS - Not Applicable in the 1996-97 Update** Institution: Brevard Community College

B. **METHODS AND STRATEGIES TO REMEDY DISPROPORTIONALITY IN PRE-CALCULUS MATHEMATICS (1995-96) - NA**

(1) PROTECTED CLASS REFLECTING DIS-PROPORTIONALITY	(2) DESCRIPTION OF METHODS AND STRATEGIES TO INCREASE PARTICIPATION	(3) STAFF RESPONSIBLE TITLE/FUNCTION	(4) TIMETABLE FOR IMPLEMENTATION
NO	NEW PROGRAM ANALYSIS	REQUIRED IN	1996-97

Part V
Gender Equity in Athletics

A. Community College 1996-97 Athletic Participation by Sport

COMPONENT 1:	NUMBER	OF	PARTICIPANTS
Varsity Teams	# Males	# Females	Total
Baseball	22		22
Basketball	13	12	25
Golf	9		9
Softball		11	11
Swimming			
Tennis			
Track and Field			
Volleyball		14	14
Soccer			
Total Participants	44	37	81
% of Participants	54.3%	45.7%	

Note: OCR defines a participant as anyone who (1) participated in competition, or (2) participated with the team and was eligible for competition but did not play in the game. Participation is determined as of the date of the first competitive event for the sport.

B. Summary of Progress in Equalizing Participation and Proposed Modifications to Corrective Action Plan:

The College has made progress this year in increasing the percentage of female athletes from 44% participation in 1995-96 to 45.7% participation in 1996-97. At the same time, our total full-time female student enrollment increased from 53.6% in 1995-96 to 54.6% in 1996-97. Thus, the percentage of women participants in athletics is still too low in comparison with the percent of full-time female students enrolled.

At the February 1997 District Board of Trustees meeting, it was the consensus of the Board that the College proceed with the establishment of a women's golf team. In addition, the College is studying the feasibility of establishing a women's tennis team and/or a women's soccer team. Other strategies to increase participation rates for female athletes include: publicize try-out dates in local and campus newspapers at least two weeks prior to try-outs, send letters to local high school coaches prior to try-outs, conduct clinics for high school coaches, and invite high school teams to practice and games.

PART V

GENDER EQUITY IN ATHLETICS

C. **Progress On Corrective Action Plan** - As outlined below, provide a description of progress on each action made by the college to implement the 1995 Corrective Action Plan as it relates to Components 2-13. Utilize as many copies of this page as are necessary to provide a complete response.

Component #	Corrective Action Listed in 1995 Plan (List Each Action Separately)	Description of Progress in Implementing Each Action	Modification Proposed for 1996-97
2. Equipment/Supplies	No corrective action required.	N/A	N/A
3. Scheduling	No corrective action required.	N/A	N/A
4. Travel	No corrective action required.	N/A	N/A
5. Coaching	Hire more women coaches when positions become available.	Women's basketball coach position became available and was filled in August 1996 with a female coach. No other changes have been made in coaching assignments.	N/A
6. Locker Rooms	No corrective action required.	N/A	N/A
7. Training Facilities	No corrective action required.	Construction began November 1996 on Women's Softball facilities on Palm Bay Campus.	N/A
8. Publicity	No corrective action required.	N/A	N/A
9. Support Services	No corrective action required.	N/A	N/A
10.Housing/Dining	No corrective action required.	N/A	N/A
11.Recruitment	No corrective action required.	N/A	N/A
12.Tutors	No corrective action required.	N/A	N/A
13.Scholarships	No corrective action required.	N/A	N/A

PART VI

REPORT OF SELECTED POSTSECONDARY EQUITY ISSUES: COMMUNITY COLLEGE EQUITY INDICATORS

A. STUDENT PARTICIPATION/ENROLLMENTS

Institution: **BREVARD COMMUNITY COLLEGE**

1. GROUP	A *CENSUS: DISTRICT		B	C	D	E	F GOAL	G MET	H GOAL
		ACTUAL a. FTIC:	FALL 93 (1,590)	FALL 94 (1,366)	FALL 95 (1,315)	FALL 96 (1,226)	FALL 96 (1,341)	(Y/N)	FALL 97 (1,330)
FEMALES	b. Total: xxx		790	700	664	580	684		663
	c. Percent: 50.51		49.69	51.24	50.49	47.31	51.0	N	51.0
MALES	b. Total: xxx		800	666	651	646	657		637
	c. Percent: 49.49		50.31	48.76	49.51	52.69	49.0	Y	49.0
BLACK	b. Total: xxx		166	143	121	108	123		117
	c. Percent: 6.57		10.44	10.47	9.20	8.81	9.20	N**	9.0
HISPANIC	b. Total: xxx		71	69	66	65	70		70
	c. Percent: 2.94		4.47	5.05	5.02	5.30	5.02	Y	5.4
OTHER MINORITIES	b. Total: xxx		68	39	33	44	34		39
	c. Percent: 1.72		4.28	2.86	2.51	3.59	2.51	Y	3.0
2. OVERALL ENROLLED:		**ACTUAL a. Total:**	**FALL 93** (14,310)	**FALL 94** (14,170)	**FALL 95** (14,054)	**FALL 96** (13,822)	**GOAL FALL 96** (14,335)	**MET (Y/N)**	**GOAL FALL 97** (14,200)
FEMALES	b. Total: xxx		7,972	8,082	8,150	8,023	7,311		7,242
	c. Percent: 50.51		55.71	57.04	57.99	58.05	51.0	Y	51.0
MALES	b. Total: xxx		6,338	6,088	5,904	5,799	7,024		6,958
	c. Percent: 49.49		44.29	42.96	42.01	41.95	49.0	N	49.0
BLACK	b. Total: xxx		956	966	1,004	966	1,024		994
	c. Percent: 6.57		6.68	6.82	7.14	6.99	7.14	N**	7.0
HISPANIC	b. Total: xxx		564	572	622	650	635		667
	c. Percent: 2.94		3.94	4.04	4.43	4.70	4.43	Y	4.7
OTHER MINORITIES	b. Total: xxx		410	466	442	469	452		483
	c. Percent: 1.72		2.87	3.29	3.15	3.39	3.15	Y	3.4

* Census data as provided by the Division of Community Colleges.

****While we did not meet our internal Fall '96 goal, BCC met or exceeded parity for the Census in our district.**

PART VI
B. STUDENT PARTICIPATION/COMPLETIONS

Institution: **BREVARD COMMUNITY COLLEGE**

1. AA DEGREES (ANNUAL)

	*CENSUS: DISTRICT		TIME PERIOD						
		ACTUAL a. Total:	1993-94 (1,150)	1994-95 (1,179)	1995-96 (1,419)	GOAL 1995-96 (1,185)	MET (Y/N)	1996-97	GOAL 1997-98 (1,300)
FEMALES	b. Total: xxx		701	691	819	722		Data Not	663
	c. Percent: 50.51		60.96	58.61	57.72	60.93	N**	Available	51.0
MALES	b. Total: xxx		449	488	600	463		Data Not	637
	c. Percent: 49.49		39.04	41.39	42.28	39.07	Y	Available	49.0
BLACK	b. Total: xxx		36	50	68	40		Data Not	68
	c. Percent: 6.57		3.13	4.24	4.79	3.38	Y	Available	4.85
HISPANIC	b. Total: xxx		55	31	53	61		Data Not	67
	c. Percent: 2.94		4.78	2.63	3.74	5.15	N**	Available	4.7
OTHER MINORITIES	b. Total: xxx		36	35	36	42		Data Not	44
	c. Percent: 1.72		3.13	2.97	2.54	3.54	N**	Available	3.4

2. AS DEGREES (ANNUAL):

		ACTUAL a. Total:	1993-94 (398)	1994-95 (357)	1995-96 (389)	GOAL 1995-96 (410)	MET (Y/N)	1996-97	GOAL 1997-98 (400)
FEMALES	b. Total: xxx		239	202	220	246		Data Not	204
	c. Percent: 50.51		60.05	56.58	56.56	60.00	N**	Available	51
MALES	b. Total: xxx		159	155	169	164		Data Not	196
	c. Percent: 49.49		39.95	43.42	43.44	40.00	Y	Available	49
BLACK	b. Total: xxx		22	18	12	24		Data Not	20
	c. Percent: 6.57		5.53	5.04	3.08	5.85	N	Available	5.0
HISPANIC	b. Total: xxx		10	15	17	12		Data Not	18
	c. Percent: 2.94		2.51	4.20	4.37	2.93	Y	Available	4.5
OTHER MINORITIES	b. Total: xxx		7	8	8	10		Data Not	10
	c. Percent: 1.72		1.76	2.24	2.06	2.44	N**	Available	2.5

* Census data as provided by the Division of Community Colleges.

****While we did not meet our 1995-96 goal, BCC met or exceeded parity for the Census in our district.**

PART VI

B. STUDENT PARTICIPATION/COMPLETIONS

Institution: **BREVARD COMMUNITY COLLEGE**

3. CERTIFICATES (ANNUAL)

	*CENSUS: DISTRICT		ACTUAL a. Total:	TIME PERIOD 1993-94 (282)	1994-95 (396)	1995-96 (579)	GOAL 1995-96 (290)	MET (Y/N)	1996-97	GOAL 1997-98 (590)
FEMALES	b. Total:	xxx		138	212	304	142		Data Not	301
	c. Percent:	50.51		48.94	53.54	52.50	48.97	Y	Available	51
MALES	b. Total:	xxx		144	184	275	148		Data Not	289
	c. Percent:	49.49		51.06	46.46	47.50	51.03	N	Available	49
BLACK	b. Total:	xxx		20	37	65	23		Data Not	65
	c. Percent:	6.57		7.09	9.34	11.23	7.93	Y	Available	11.0
HISPANIC	b. Total:	xxx		6	14	25	9		Data Not	28
	c. Percent:	2.94		2.13	3.54	4.32	3.1	Y	Available	4.7
OTHER MINORITIES	b. Total:	xxx		4	8	11	6		Data Not	12
	c. Percent:	1.72		1.42	2.02	1.90	2.07	N**	Available	2.0

* Census data will be provided by the Division of Community Colleges.

****While we did not meet our 1995-96 goal, BCC met or exceeded parity for the census in our district.**

PART VI

REPORT OF SELECTED POSTSECONDARY EQUITY ISSUES: COMMUNITY COLLEGE EQUITY INDICATORS
C. STRATEGIES TO INCREASE HISPANIC AND OTHER MINORITY STUDENT PARTICIPATION IN ENROLLMENTS AND COMPLETIONS (1996-97)

Institution: **Brevard Community College**

1) MARKETING PLAN: All Groups Underrepresented: -Each campus Marketing Plan has minority student components including mailouts, community/high school visits, group orientations, and individual assistance (Implemented Summer 1997 by Campus President's Office, achievement measures as indicated on page 6 of Equity Report).
   -College commits Staff & Program Development funds to programs and services devoted to recruitment, enrollment, and retention of minority students (Implemented each July 1 by Campus Presidents Offices, achievement measures as indicated on page 6 of Equity Report).
2) STAFFING and LEADERSHIP: All Groups Underrepresented: -College's annual Spring Fests provide activities for students, faculty, and staff informal interaction. Many events focus on cultural awareness (Held each Spring Term, Student Development Offices)
   -Faculty/staff workshops on topics such as *International Perspectives in the Liberal Arts Curriculum* and *Constructing an American Identity* (S&PD Office, Faculty/staff attendance increase each year)
   -Leadership Challenge Program is a tuition reimbursement program to develop pool of diverse faculty/staff. (Repeated annually by S&PD Office, Faculty/Staff Project Completion Forms serve as achievement measures)
   -Leadership Enhancement Program provides leadership development to women and minorities, including monthly seminars, observation of senior levels of management, project leadership under guidance, and attendance at conferences and meetings (coordinated by S&PD Office, written evaluation by participants)
3) STUDENT MOTIVATION: Hispanic: Hispanic Heritage Week (established Fall 1996), Titusville Campus Student Development Office
   -International student organization (est. 1995) with Spanish-speaking advisor (Palm Bay & Titusville Student Development Office responsible; Anticipate 10% annual membership growth membership)
   -Maya Symposium hosted annually on Cocoa Campus with speakers from Mexico/Central America (some lectures in Spanish). Free to students (measured by attendance).
   -American Indian: Two-day Seminole Indian Festival hosted annually on Cocoa Campus (attendance estimated at 40,000)
4) FUNDING/FINANCIAL ASSISTANCE: All Groups Underrepresented: -Financial Aid workshops scheduled annually in high schools with emphasis on low income minority students including Hispanics and Other Minorities (Financial Aid Office responsible for conducting workshops on on-going basis; 100% of all interested students receive Financial Aid Information)
   Hispanic and Other Minorities: College has set up five scholarships for Hispanic, Native American and International students (Cooperative responsibility between Foundation Office and Financial Aid Office, scholarship availability announced in College catalog and student newspaper.
5) ACADEMIC SUPPORT SERVICES: All Groups Underrepresented: -College Success Skills Course (SLS 1101) provides orientation, Career Exploration, Study Skills (Offered each term, Coordinated by Communications Departments)
   -Campus Learning Labs provide individualized computer assisted instruction (Student Development Office coordinates, achievement measured by 10% increase in usage)
   -Student Support Services/University Transfer project offers study skills workshops, career seminars, peer tutoring, university tours (ongoing project coordinated by Student Support Services and measured by retention toward graduation and transfer to upper division universities)
   -College has recently instituted ESL credit courses and Palm Bay Campus has regularly scheduled ESL conversation group open to all students free of charge (Campus Communications Departments and Student Development Offices responsible, progress measured by enrollment and attendance).
6) MULTICULTURAL EDUCATION and TRAINING: Hispanic: Conduct Hispanic Day to increase cultural awareness and sensitivity to the Hispanic Culture (Initiated Spring 1997 by Cocoa Campus Student Development Office). Hispanic and Asian: Established Latin American Institute (1993) and Chinese Institute (1994) which offer academic courses and activities (Cocoa Campus President is responsible for insuring one major activity offering each year.)
   All groups underrepresented: Continue support and expansion of annual International Week festivities and continued support of minority cultural events sponsored by International Club (Events began Fall 1995, continue monthly under leadership of Student Development Office.

-The Moore Multi-Cultural Center (est. August 1996) will work at improving relationships and communications between all people within Brevard County and the State of Florida.

Specify above the groups to which strategies will apply. Where applicable to all groups underrepresented, please indicate. Provide a statement of commitment to continue strategies to increase black student representation, if applicable.

In addition to the aforementioned strategies to increase Hispanic and Other Minority participation, the College is committed to continuing strategies identified and implemented in the past to increase representation of Black students.

PART VI

D. ACCOUNTABILITY IN INSTITUTIONAL EMPLOYMENT: DIVISION ANALYSIS

FLORIDA COMMUNITY COLLEGE SYSTEM
Historical Track of College Executive/Administrative/Managerial Employees
1992, 1993, 1994, 1995, 1996 Fall Term

College: Brevard

	Black				Black Total		Hispanic				Hispanic Total		Other Minority				Other Total		College				Total
YEAR	Male	% of Total	Female	% of Total	M+F	% of Total	Male	% of Total	Female	% of Total	M+F	% of Total	Male	% of Total	Female	% of Total	M+F	% of Total	Male	% of Total	Female	% of Total	(M +F)
Fall 1992	1	6.25%	0	0.00%	1	6.25%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	14	87.50%	2	12.50%	16
Fall 1993	1	6.67%	0	0.00%	1	6.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	13	86.67%	2	13.33%	15
Fall 1994	1	16.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	6
Fall 1995	1	16.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	6
Fall 1996	1	16.67%	0	0.00%	1	16.67%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	83.33%	1	16.67%	6
Diff95-96	0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%

FLORIDA COMMUNITY COLLEGE SYSTEM
Historical Track of College Continuing Instructional Contract Employees
1992, 1993, 1994, 1995, 1996 Fall Term

College: Brevard

	Black				Black Total		Hispanic				Hispanic Total		Other Minority				Other Total		College				Total
YEAR	Male	% of Total	Female	% of Total	M+F	% of Total	Male	% of Total	Female	% of Total	M+F	% of Total	Male	% of Total	Female	% of Total	M+F	% of Total	Male	% of Total	Female	% of Total	(M +F)
Fall 1992	4	2.33%	4	2.33%	8	4.65%	1	0.58%	0	0.00%	1	0.58%	3	1.74%	2	1.16%	5	2.91%	106	61.63%	66	38.37%	172
Fall 1993	4	2.31%	4	2.31%	8	4.62%	1	0.58%	0	0.00%	1	0.58%	3	1.73%	2	1.16%	5	2.89%	101	58.38%	72	41.62%	173
Fall 1994	4	2.34%	5	2.92%	9	5.26%	1	0.58%	0	0.00%	1	0.58%	4	2.34%	2	1.17%	6	3.51%	98	57.31%	73	42.69%	171
Fall 1995	5	2.91%	6	3.49%	11	6.40%	2	1.16%	0	0.00%	2	1.16%	3	1.74%	2	1.16%	5	2.91%	97	56.40%	75	43.60%	172
Fall 1996	4	2.37%	5	2.96%	9	5.33%	2	1.18%	0	0.00%	2	1.18%	4	2.37%	2	1.18%	6	3.55%	96	56.80%	73	43.20%	169
Diff95-96	-20.00%		-16.67%		-18.18%		0.00%		0.00%		0.00%		33.33%		0.00%		20.00%		-1.03%		-2.67%		-1.74%

FLORIDA COMMUNITY COLLEGE SYSTEM
Historical Track of College Instructional Faculty
1992, 1993, 1994, 1995, 1996 Fall Term

College: Brevard

	Black				Black Total		Hispanic				Hispanic Total		Other Minority				Other Total		College				Total
YEAR	Male	% of Total	Female	% of Total	M+F	% of Total	Male	% of Total	Female	% of Total	M+F	% of Total	Male	% of Total	Female	% of Total	M+F	% of Total	Male	% of Total	Female	% of Total	(M +F)
Fall 1992	7	3.06%	7	3.06%	14	6.11%	1	0.44%	0	0.00%	1	0.44%	4	1.75%	2	0.87%	6	2.62%	134	58.52%	95	41.48%	229
Fall 1993	7	3.02%	5	2.16%	12	5.17%	1	0.43%	0	0.00%	1	0.43%	5	2.16%	2	0.86%	7	3.02%	135	58.19%	97	41.81%	232
Fall 1994	8	3.42%	6	2.56%	14	5.98%	1	0.43%	0	0.00%	1	0.43%	7	2.99%	3	1.28%	10	4.27%	131	55.98%	103	44.02%	234
Fall 1995	10	4.26%	8	3.40%	18	7.66%	2	0.85%	0	0.00%	2	0.85%	7	2.98%	4	1.70%	11	4.68%	131	55.74%	104	44.26%	235
Fall 1996	8	3.52%	5	2.20%	13	5.73%	2	0.88%	0	0.00%	2	0.88%	8	3.52%	4	1.76%	12	5.29%	127	55.95%	100	44.05%	227
Diff95-96	-20.00%		-37.50%		-27.78%		0.00%		0.00%		0.00%		14.29%		0.00%		9.09%		-3.05%		-3.85%		-3.40%

NOTES: 1) **The above charts are based on information provided to the Division of Community Colleges by Brevard Community College in the Annual Personnel Reports from Fall 1992 through Fall 1996. The Fall 1996 data was used for comparison (pages 11 and 11a) to determine if the BCC internal goal has been met for each of the three categories specified.**

2) **Calculations for Fall 1997 and Fall 1998 (page 11 and 11a) are based on the assumption of 235 total faculty, 170 of whom would be continuing contract instructional faculty.**

PART VI

College: BREVARD COMMUNITY COLLEGE

D. ACCOUNTABILITY IN INSTITUTIONAL EMPLOYMENT

Exec/Adm Managerial:	*CENSUS: NATIONAL	Goal Fall 96	Met (Y/N)	Goal Fall 97	Goal Fall 98	Strategies to Ensure College Will Meet Short Term Goals for Underrepresented Groups Only
FEMALES	b. Total: xxx c. Percent: 42.80	1 16.67	Y	1 16.67	1 16.67	- Retain existing female administrator. - Review succession planning for middle level managerial positions. - Encourage retirements where appropriate.
BLACK	b. Total: xxx c. Percent: 6.07	1 16.67	Y	1 16.67	1 16.67	- Retain existing black administrator. - Review succession planning for middle level managerial positions in preparation for future openings. - Encourage retirements where appropriate.
HISPANIC	b. Total: xxx c. Percent 3..37	0 0.00	Y	0 0.00	0 0.00	-Support Hispanic employees in preparation through released time training & managerial experiences. -Review succession planning for middle level managerial positions in preparation for future openings. -Encourage retirements where appropriate.
OTHER MINORITIES	b. Total: xxx c. Percent: 5.20	0 0.00	Y	0 0.00	0 0.00	- Support minorities in preparation through released time training & managerial experiences. - Review succession planning for middle level managerial positions in preparation for future openings. - Encourage retirements where appropriate.
Faculty: FEMALES	b. Total: xxx c. Percent 42.80	104 44.26	N**	102 43.40	102 43.40	- Include females on search committees. - Recruit at Affirmative Action Job Fair - District President is Equity Office for review & approval of candidates.
BLACK	b. Total: xxx c. Percent: 6.07	18 7.66	N	15 6.38	15 6.38	- Include females on search committees. - Recruit blacks at Affirmative Action Job Fair - Advertise in black publications. - District President is Equity Officer for review & approval of candidates.
HISPANIC	b. Total: xxx c. Percent: 3.37	3 1.28	N	3 1.28	3 1.28	- Include Hispanics on search committees. - Recruit Hispanics at Affirmative Action Job Fair - Advertise in Hispanic publications. - District President is Equity Officer for review & approval of candidates.
OTHER MINORITIES	b. Total: xxx c. Percent: 5.20	11 4.68	Y	12 5.11	12 5.11	- Include other minorities on search committees. - Monitor any loss of other minorities currently employed & replace as appropriate. - Recruit by advertising in minority publications. - District President is Equity Officer for review & approval of candidates.

PART VI (Continued)

College: BREVARD COMMUNITY COLLEGE

D. ACCOUNTABILITY IN INSTITUTIONAL EMPLOYMENT

	*CENSUS: NATIONAL	Goal Fall 96	Met (Y/N)	Goal Fall 97	Goal Fall 98	Strategies to Ensure College Will Meet Short Term Goals for Underrepresented Groups Only
Continuing Contracts:						
FEMALES	b. Total: xxx c. Percent: 42.80	68 39.77	Y	71 41.76	71 41.76	-Staff & Program Development activities targeted to successful performance (tuition reimbursement, on-campus workshops, Faculty Return to Industry, Extended Professional Leave, Leadership Enhancement Program) - All eligible females will be granted continuing contract for 97-98.
BLACK	b. Total: xxx c. Percent: 6.07	11 6.43	N	8 4.71	8 4.71	- All black faculty on Continuing Contract will remain employed in 97-98. - All eligible blacks will be granted Continuing Contract in 97-98.
HISPANIC	b. Total: xxx c. Percent: 3.37	3 1.75	N	2 1.17	2 1.17	-Hispanic faculty on Continuing Contract will remain employed during 97-98 (No change projected)
OTHER MINORITIES	b. Total: xxx c. Percent: 5.20	6 3.50	Y	4.12	4.12	-All eligible other minorities will be granted Continuing Contract for 97-98.

*Use Census data provided by the Division of Community Colleges

**While we did not meet our internal Fall '96 goal, BCC met or exceeded parity according to the national census.

PART VI

F. MINORITY BUSINESS CONTRACTS

1996-97 Report of Progress Toward Expanding
Minority Business Participation

BREVARD COMMUNITY COLLEGE
Institution

1. **Describe below any progress the local board of trustees has made, since August 1, 1996, to meet the EA/EO Committee goal "to adopt race and gender neutral policies and procedures to allow small businesses to compete for contracts with the colleges, particularly businesses owned by ethnic/racial minorities and women." (Goal #8 1996)**

   The College continues to adhere to race and gender neutral policies, procedures, and practices with respect to vendor contracting.

   All vendors are asked to complete a vendor application, indicating if they qualify as any of the following: African American Male, Hispanic American, Asian American, Native American, Native Hawaiian, Small Business, Disabled, American Female, African American Female, Non-Minority. Non-respondents are counted as Non-Minority for purposes of these calculations.

   Through the period ending January 31, 1997, of the Fiscal Year, the College had placed 27.6% of its purchase orders with the vendor types African American Male, Hispanic American, Asian American, Native American, Native Hawaiian, Small Business, Disabled, American Female, and African American Female. These purchase orders totaled $1,280,000.00.

   Through its Brevard Regional Small Business Development Center, the College continues to offer training programs and other strategies to assist businesses owned by minorities and women to become certified and to obtain bids. In addition, the Center has been active in the start-up and/or support of the following organizations emphasizing women-owned and minority businesses: National Association of Women Business Owners (Hosted initial meeting and Steering Committee meetings), Brevard Small Business Assistance Council, National Minority Suppliers Development Council (attend meetings and serve as volunteers for regional/state meetings and expos to promote Center programs), Melbourne/Palm Bay Chamber of Commerce (serve on newly-formed committees to support women-owned and minority business), Cocoa Beach Area Chamber and Melbourne/Palm Bay Area Chamber (conduct roundtables on core business topics and doing business with the government).

2. Attach a copy of the college's formal policy, if developed or significantly modified since August 1, 1996. (Optional for DBCC, FCCJ, HCC, MDCC, SANT, and VCC.)

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY 001470
A. FULL-TIME FACULTY

NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	TOTAL (SUM OF COLS B - H) (A)	MALE						FEMALE					
		TOTAL (SUM OF COLS C-G) (B)	NON-HISPANIC ORIGIN WHITE (C)	NON-HISPANIC ORIGIN BLACK (D)	HIS-PANIC (E)	ASIAN OR PACIFIC ISLANDER (F)	AMER. INDIAN OR ALASKAN NATIVE (G)	TOTAL (SUM OF COLS I-M) (H)	NON-HISPANIC ORIGIN WHITE (I)	NON-HISPANIC ORIGIN BLACK (J)	HIS-PANIC (K)	ASIAN OR PACIFIC ISLANDER (L)	AMER. INDIAN OR ALASKAN NATIVE (M)
1. 9-10 MONTH CONTRACT SALARIES													
1 BELOW $20,000	0	0	0	0	0	0	0	0	0	0	0	0	0
2 $20,000 - 24,999	1	1	1	0	0	0	0	0	0	0	0	0	0
3 25,000 - 29,999	8	5	5	0	0	0	0	3	2	1	0	0	0
4 30,000 - 34,999	75	38	33	3	0	1	1	37	34	1	0	2	0
5 35,000 - 39,999	61	37	29	3	0	5	0	24	22	1	0	1	0
6 40,000 - 44,999	20	10	9	0	1	0	0	10	8	1	0	0	1
7 45,000 - 54,999	28	22	19	1	1	1	0	6	6	0	0	0	0
8 55,000 AND ABOVE	2	1	1	0	0	0	0	1	1	0	0	0	0
9. TOTAL	195	114	97	7	2	7	1	81	73	4	0	3	1
2. LESS THAN 9-10 MONTH CONTRACTS													
10	0	0	0	0	0	0	0	0	0	0	0	0	0

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY 001470
A. FULL-TIME FACULTY

NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	MALE							FEMALE					
	TOTAL (SUM OF COLS B - H)	TOTAL (SUM OF COLS C-G)	NON-HISPANIC ORIGIN		HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (SUM OF COLS I-M)	NON-HISPANIC ORIGIN		HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)
3. 11-12 MONTH CONTRACT SALARIES													
11 BELOW $20,000	0	0	0	0	0	0	0	0	0	0	0	0	0
12 $20,000 - 24,999	0	0	0	0	0	0	0	0	0	0	0	0	0
13 25,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0
14 30,000 - 34,999	2	1	1	0	0	0	0	1	1	0	0	0	0
15 35,000 - 39,999	19	7	6	1	0	0	0	12	12	0	0	0	0
16 40,000 - 44,999	5	1	1	0	0	0	0	4	4	0	0	0	0
17 45,000 - 54,999	6	4	4	0	0	0	0	2	1	1	0	0	0
18 55,000 AND ABOVE	0	0	0	0	0	0	0	0	0	0	0	0	0
19. TOTAL	32	13	12	1	0	0	0	19	18	1	0	0	0
4. SECTION A TOTAL 20	227	127	109	8	2	7	1	100	91	5	0	3	1

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY 001470

B. ALL OTHER FULL-TIME EMPLOYEES

NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	TOTAL (SUM OF COLS B - H) (A)	MALE						FEMALE					
		TOTAL (SUM OF COLS C-G) (B)	NON-HISPANIC ORIGIN		HIS-PANIC (E)	ASIAN OR PACIFIC ISLANDER (F)	AMER. INDIAN OR ALASKAN NATIVE (G)	TOTAL (SUM OF COLS I-M) (H)	NON-HISPANIC ORIGIN		HIS-PANIC (K)	ASIAN OR PACIFIC ISLANDER (L)	AMER. INDIAN OR ALASKAN NATIVE (M)
			WHITE (C)	BLACK (D)					WHITE (I)	BLACK (J)			
1. EXECUTIVE/ ADMINISTRATIVE/ MANAGERIAL													
21 BELOW $20,000	0	0	0	0	0	0	0	0	0	0	0	0	0
22 $20,000 - 24,999	0	0	0	0	0	0	0	0	0	0	0	0	0
23 25,000 - 29,999	0	0	0	0	0	0	0	0	0	0	0	0	0
24 30,000 - 34,999	0	0	0	0	0	0	0	0	0	0	0	0	0
25 35,000 - 39,999	0	0	0	0	0	0	0	0	0	0	0	0	0
26 40,000 - 44,999	0	0	0	0	0	0	0	0	0	0	0	0	0
27 45,000 - 54,999	0	0	0	0	0	0	0	0	0	0	0	0	0
28 55,000 AND ABOVE	6	5	4	1	0	0	0	1	1	0	0	0	0
29. TOTAL	6	5	4	1	0	0	0	1	1	0	0	0	0

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY 001470
B. ALL OTHER FULL-TIME EMPLOYEES

NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	TOTAL (SUM OF COLS B - H) (A)	MALE						FEMALE					
		TOTAL (SUM OF COLS C-G) (B)	NON-HISPANIC ORIGIN WHITE (C)	NON-HISPANIC ORIGIN BLACK (D)	HIS-PANIC (E)	ASIAN OR PACIFIC ISLANDER (F)	AMER. INDIAN OR ALASKAN NATIVE (G)	TOTAL (SUM OF COLS I-M) (H)	NON-HISPANIC ORIGIN WHITE (I)	NON-HISPANIC ORIGIN BLACK (J)	HIS-PANIC (K)	ASIAN OR PACIFIC ISLANDER (L)	AMER. INDIAN OR ALASKAN NATIVE (M)
2. OTHER PROFESSIONAL (SRV/SUP) SALARIES													
30 BELOW $20,000	63	13	11	2	0	0	0	50	34	15	1	0	0
31 $20,000 - 24,999	38	8	7	1	0	0	0	30	27	1	1	1	0
32 25,000 - 29,999	23	2	1	1	0	0	0	21	18	2	1	0	0
33 30,000 - 34,999	24	7	6	1	0	0	0	17	16	1	0	0	0
34 35,000 - 39,999	13	7	7	0	0	0	0	6	5	1	0	0	0
35 40,000 - 44,999	5	3	3	0	0	0	0	2	2	0	0	0	0
36 45,000 - 54,999	16	12	10	2	0	0	0	4	4	0	0	0	0
37 55,000 AND ABOVE	15	14	14	0	0	0	0	1	1	0	0	0	0
38. TOTAL	197	66	59	7	0	0	0	131	107	20	3	1	0
3. SECRETARIAL/ CLERICAL													
39 BELOW $12,000	0	0	0	0	0	0	0	0	0	0	0	0	0
40 $12,000 - 15,999	21	0	0	0	0	0	0	21	16	3	1	1	0
41 16,000 - 19,999	25	2	1	0	0	1	0	23	21	1	1	0	0
42 20,000 - 24,999	11	0	0	0	0	0	0	11	10	1	0	0	0
43 25,000 - 29,999	5	0	0	0	0	0	0	5	4	1	0	0	0
44 30,000 AND ABOVE	0	0	0	0	0	0	0	0	0	0	0	0	0
45. TOTAL	62	2	1	0	0	1	0	60	51	6	2	1	0

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY 001470
B. ALL OTHER FULL-TIME EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY BY SALARY CLASS INTERVALS	NUMBER OF EMPLOYEES												
		MALE						FEMALE					
	TOTAL (SUM OF COLS B - H) (A)	TOTAL (SUM OF COLS C-G) (B)	NON-HISPANIC ORIGIN WHITE (C)	NON-HISPANIC ORIGIN BLACK (D)	HISPANIC (E)	ASIAN OR PACIFIC ISLANDER (F)	AMER. INDIAN OR ALASKAN NATIVE (G)	TOTAL (SUM OF COLS I-M) (H)	NON-HISPANIC ORIGIN WHITE (I)	NON-HISPANIC ORIGIN BLACK (J)	HISPANIC (K)	ASIAN OR PACIFIC ISLANDER (L)	AMER. INDIAN OR ALASKAN NATIVE (M)
4. TECHNICAL/ PARAPROFESSIONAL													
46 BELOW $12,000	0	0	0	0	0	0	0	0	0	0	0	0	0
47 $12,000 - 15,999	8	4	2	1	0	1	0	4	4	0	0	0	0
48 16,000 - 19,999	13	7	7	0	0	0	0	6	6	0	0	0	0
49 20,000 - 24,999	17	7	5	1	1	0	0	10	10	0	0	0	0
50 25,000 - 29,999	12	5	5	0	0	0	0	7	7	0	0	0	0
51 30,000 AND ABOVE	24	22	20	2	0	0	0	2	2	0	0	0	0
52. TOTAL	74	45	39	4	1	1	0	29	29	0	0	0	0
5. SKILLED CRAFT													
53 BELOW $12,000	0	0	0	0	0	0	0	0	0	0	0	0	0
54 $12,000 - 15,999	1	1	1	0	0	0	0	0	0	0	0	0	0
55 16,000 - 19,999	3	3	3	0	0	0	0	0	0	0	0	0	0
56 20,000 - 24,999	9	9	8	1	0	0	0	0	0	0	0	0	0
57 25,000 - 29,999	2	2	2	0	0	0	0	0	0	0	0	0	0
58 30,000 AND ABOVE	2	2	2	0	0	0	0	0	0	0	0	0	0
59. TOTAL	17	17	16	1	0	0	0	0	0	0	0	0	0
6. SERVICE/ MAINTENANCE													
60 BELOW $12,000	0	0	0	0	0	0	0	0	0	0	0	0	0
61 $12,000 - 14,999	34	18	11	6	1	0	0	16	1	15	0	0	0
62 15,000 - 17,999	13	9	6	3	0	0	0	4	0	4	0	0	0
63 18,000 - 24,999	14	10	8	2	0	0	0	4	0	4	0	0	0
64 25,000 AND ABOVE	4	4	3	1	0	0	0	0	0	0	0	0	0
65. TOTAL	65	41	28	12	1	0	0	24	1	23	0	0	0
7. SECTION B TOTAL 66	421	176	147	25	2	2	0	245	189	49	5	2	0

II. FULL-TIME STAFF STATISTICS - OCCUPATIONAL ACTIVITY 001470

C. ALL OTHER FULL-TIME EMPLOYEES

NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY		MALE						FEMALE					
	TOTAL (SUM OF COLS B - H)	TOTAL (SUM OF COLS C-G)	NON-HISPANIC ORIGIN		HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (SUM OF COLS I-M)	NON-HISPANIC ORIGIN		HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)
C. ADDITIONAL INFORMATION													
1. EXEC./ADM./MGR. PERSONNEL WITH ACADEMIC 67 RANK AND/OR TENURE	0	0	0	0	0	0	0	0	0	0	0	0	0
2. FULL TIME STAFF PAID IN FULL FROM SOFT MONEY 68 SOURCES	48	12	11	1	0	0	0	36	30	6	0	0	0
3. FOREIGN NATIONALS 69 FACULTY	4	3	1	0	0	2	0	1	1	0	0	0	0
4. FOREIGN NATIONALS 70 NON-FACULTY	4	3	2	1	0	0	0	1	1	0	0	0	0

III. FULL-TIME FACULTY BY RANK AND TENURE 001470

(ONLY INCLUDE EMPLOYEES REPORTED IN FACULTY SECTIONS OF REPORT - PART IIA)

PRIMARY OCCUPATIONAL ACTIVITY	NUMBER OF EMPLOYEES												
		MALE						FEMALE					
	TOTAL (SUM OF COLS B - H) (A)	TOTAL (SUM OF COLS C-G) (B)	NON-HISPANIC ORIGIN WHITE (C)	NON-HISPANIC ORIGIN BLACK (D)	HIS-PANIC (E)	ASIAN OR PACIFIC ISLANDER (F)	AMER. INDIAN OR ALASKAN NATIVE (G)	TOTAL (SUM OF COLS I-M) (H)	NON-HISPANIC ORIGIN WHITE (I)	NON-HISPANIC ORIGIN BLACK (J)	HIS-PANIC (K)	ASIAN OR PACIFIC ISLANDER (L)	AMER. INDIAN OR ALASKAN NATIVE (M)
A. TENURED													
71 1. PROFESSORS	45	33	29	2	2	0	0	12	10	1	0	1	0
72 2.ASSO.PROFS.	24	12	10	1	0	1	0	12	11	0	0	0	1
73 3.ASST. PROFS	80	37	33	1	0	3	0	43	39	4	0	0	0
74 4.INSTRUCTORS	20	14	14	0	0	0	0	6	6	0	0	0	0
75 5.LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	0
76 6.OTHER FACULTY	0	0	0	0	0	0	0	0	0	0	0	0	0
77 7. TOTAL	169	96	86	4	2	4	0	73	66	5	0	1	1
B. NON-TENURED ON TRACK													
78 8. PROFESSORS	2	2	2	0	0	0	0	0	0	0	0	0	0
79 9.ASSO.PROFS.	0	0	0	0	0	0	0	0	0	0	0	0	0
80 10.ASST. PROFS	33	19	13	2	0	3	1	14	13	0	0	1	0
81 11.INSTRUCTORS	21	9	7	2	0	0	0	12	11	0	0	1	0
82 12.LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	0
83 13.OTHER FACULTY	0	0	0	0	0	0	0	0	0	0	0	0	0
84 14. TOTAL	56	30	22	4	0	3	1	26	24	0	0	2	0
C. OTHER													
85 15.PROFESSORS	0	0	0	0	0	0	0	0	0	0	0	0	0
86 16.ASSO.PROFS.	0	0	0	0	0	0	0	0	0	0	0	0	0
87 17.ASST. PROFS	1	1	1	0	0	0	0	0	0	0	0	0	0
88 18.INSTRUCTORS	1	0	0	0	0	0	0	1	1	0	0	0	0
89 19.LECTURERS	0	0	0	0	0	0	0	0	0	0	0	0	0
90 20.OTHER FACULTY	0	0	0	0	0	0	0	0	0	0	0	0	0
91 21. TOTAL	2	1	1	0	0	0	0	1	1	0	0	0	0
22. SECTION 3 TOTAL 92 (SAME AS LINE 20)	227	127	109	8	2	7	1	100	91	5	0	3	1

IV. OTHER EMPLOYMENT DATA - PART TIME OR TEMPORARY AND NEW HIRES 001470

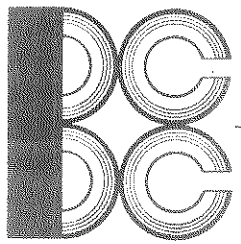
NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY	MALE							FEMALE					
	TOTAL (SUM OF COLS B - H)	TOTAL (SUM OF COLS C-G)	NON-HISPANIC ORIGIN		HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (SUM OF COLS I-M)	NON-HISPANIC ORIGIN		HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)
PART TIME &TEMPORARY													
1. EXEC/ADMIN/ 93 MANAGERIAL	0	0	0	0	0	0	0	0	0	0	0	0	0
94 2. FACULTY	1,029	529	507	11	8	3	0	500	466	16	13	3	2
3. INSTRUCTIONAL/ RESEARCH 96 ASSISTANT	77	22	20	1	1	0	0	55	45	3	3	2	2
4. PROFESSIONAL 96 NON-FACULTY	69	21	15	6	0	0	0	48	38	8	2	0	0
5. SECRETARIAL/ 97 CLERICAL	113	16	16	0	0	0	0	97	86	8	2	1	0
6. TECHN/PARA- 98 PROFESSIONAL	16	5	4	1	0	0	0	11	10	1	0	0	0
99 7.SKILLED CRAFT	78	72	65	2	3	0	2	6	5	1	0	0	0
8. SERVICE/ 100 MAINTENANCE	119	41	32	8	1	0	0	78	60	16	1	1	0
101 9. TOTAL	1,501	706	659	29	13	3	2	795	710	53	21	7	4

IV. OTHER EMPLOYMENT DATA - PART TIME OR TEMPORARY AND NEW HIRES 001470

NUMBER OF EMPLOYEES

PRIMARY OCCUPATIONAL ACTIVITY		MALE						FEMALE					
	TOTAL (SUM OF COLS B - H)	TOTAL (SUM OF COLS C-G)	NON-HISPANIC ORIGIN		HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE	TOTAL (SUM OF COLS I-M)	NON-HISPANIC ORIGIN		HIS-PANIC	ASIAN OR PACIFIC ISLANDER	AMER. INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)
NEW HIRES (FULLTIME)													
102 10. EXEC/ADMIN/ MANAGERIAL	0	0	0	0	0	0	0	0	0	0	0	0	0
FACULTY													
103 11. TENURED	0	0	0	0	0	0	0	0	0	0	0	0	0
104 12. NON-TENURED ON TRACK	14	7	6	0	0	0	1	7	7	0	0	0	0
105 13. OTHER	1	1	1	0	0	0	0	0	0	0	0	0	0
106 14. PROFESSIONAL NON-FACULTY	15	6	5	1	0	0	0	9	7	2	0	0	0
107 15. SECRETARIAL/ CLERICAL	7	0	0	0	0	0	0	7	5	2	0	0	0
108 16. TECHN/PARA-PROFESSIONAL	8	6	5	1	0	0	0	2	2	0	0	0	0
109 17 SKILLED CRAFT	1	1	1	0	0	0	0	0	0	0	0	0	0
110 18. SERVICE/ MAINTENANCE	4	2	1	1	0	0	0	2	0	2	0	0	0
111 19. TOTAL	50	23	19	3	0	0	1	27	21	6	0	0	0



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