

2005 Equal Employment Opportunity

Status Report

Executive Summary

2005 Equal Employment Opportunity (EEO)

Status Report

Executive Summary

INTRODUCTION:

The summary includes an analysis of representation, promotion, and salary data, as well as an overview of the 2006 EEO Plans. This report analyzes the N.C. State Government workforce within two sections: agency and university system. The agency section includes information on all Cabinet and Council of State agencies. The university system consists of the 16 universities in the N.C. University System as well as UNC General Administration and the School of Science and Math. References to other minority groups include Asian, American Indian, and Hispanic employees. Total number of employees, subject to the State Personnel Act (SPA), within each area includes:

REPRESENTATION ANALYSIS:

Total –

The State of North Carolina is reporting 86,504 full-time, permanent SPA employees as of December 31, 2005. This represents an increase of 394 employees from 2004.

Workforce	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL
Agency	25,782 39.4%	17,990 27.5%	8,215 12.5%	11,295 17.3%	1,329* 2.0%	864* 1.3%	65,475
University	5,764 27.4%	8,167 38.8%	2,064 9.8%	3,846 18.3%	438* 2.1%	750* 3.6%	21,029
TOTAL	31,546 36.5%	26,157 30.2%	10,279 11.9%	15,141 17.5%	1,767* 2.0%	1,614* 1.9%	86,504
<i>Previous Total- 2004</i>	<i>31,910 37.1%</i>	<i>25,960 30.1%</i>	<i>10,358 12.0%</i>	<i>14,718 17.1%</i>	<i>1,690* 2.0%</i>	<i>1,474* 1.7%</i>	<i>86,110</i>

Agency – 65,475 Represents 76% of the entire SPA workforce (as of 12/31/05)

University – 21,029 Represents 24% of the entire SPA workforce (as of 12/31/05)

TOTAL – 86,504 Increase of 394 full-time SPA employees (since 12/31/04).

Agencies - Representation data reveals that the agency workforce consisted of 45% female employees. Although women accounted for a sizable portion of the N.C. State Government workforce, they were not equally distributed among all occupational categories. Women consisted of approximately one-half (1/2) the workforce in every occupational area except Official and Administrator, Technical, Law Enforcement, and Craft and Production. Women were strongly clustered in the Administrative Support occupational area, comprising 87% of the workforce. Representation of female employees in the

Official and Administrator occupational area was at 37%, although white females accounted for 29% of this total. The lowest level of representation for black females was found in the Craft and Production and Official and Administrator occupational categories. Other minority males and females were consistently at 2% or below in each occupational category, with the exception of other minority males in the Craft and Production category.

Minority employees represented 33% of the agency workforce, and black employees accounted for 30% of this total. Although the minority workforce has continued to expand, minority employees were not adequately represented among various top-level positions. As the table indicates, minority employees had their lowest levels of representation in the Official and Administrator occupational category. Minority employees had the highest level of representation in the Service occupational category. Disabled employees represented 2.5% of the agency workforce, based on voluntary reporting by employees.

Employees by Demographic Group and Occupational Category (Agency) - 12/31/05

Occupational Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL Minority	TOTAL Female
Official & Administrator	53%	29%	8%	7%	2%	1%	18%	37%
Management Related	35%	38%	7%	17%	1%	2%	27%	57%
Professional	35%	37%	9%	15%	2%	2%	28%	54%
Technicians	50%	29%	7%	10%	2%	2%	21%	41%
Administrative Support	9%	58%	4%	27%	0%	2%	33%	87%
Law Enforcement	49%	11%	21%	16%	2%	1%	40%	28%
Service	13%	24%	19%	42%	1%	1%	63%	67%
Craft and Production	76%	3%	16%	1%	4%	0%	21%	4%
TOTAL	39%	27%	13%	17%	2%	1%	33%	45%

Specifics of Other Minority Employees (Agency) – 12/31/05

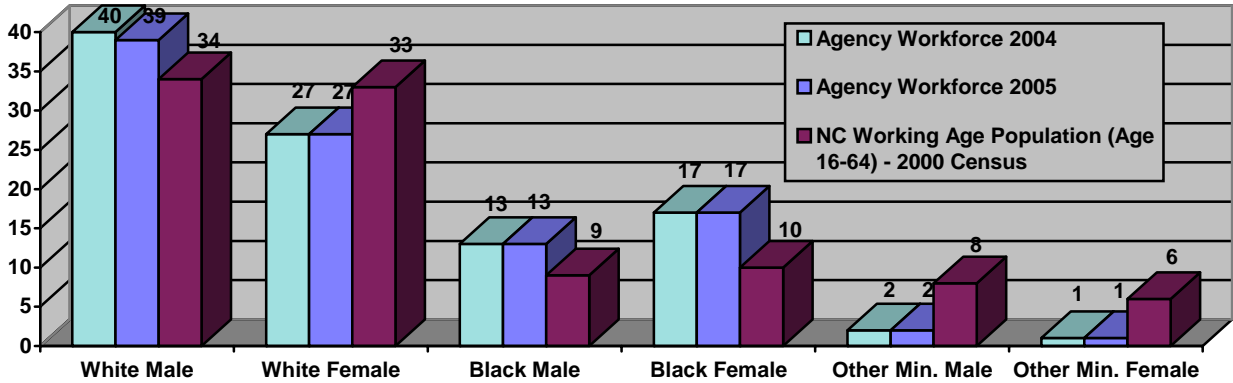
Occupational Category	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL Other Minority
Official & Administrator	0.6	0.3	0.8	0.3	0.6	0.4	3%
Management Related	0.5	0.6	0.3	0.6	0.3	0.3	3%
Professional	0.5	0.4	1.1	0.8	0.5	0.5	4%
Technicians	0.6	0.3	0.9	0.8	1.1	0.2	4%
Administrative Support	0.1	0.5	0.1	0.6	0.1	0.8	2%
Law Enforcement	0.5	0.2	0.2	0.0	1.5	0.6	3%
Service	0.2	0.4	0.2	0.3	0.1	0.3	2%
Craft and Production	0.5	0.0	0.2	0.0	3.2	0.2	4%
TOTAL	0.4	0.3	0.5	0.4	1.0	0.4	3%

(Totals subject to +/- .01% due to rounding equivalencies)

NOTES:

- 1) **Hispanic** – employees of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin.
- 2) **Asian** – employees having origins in any of the original peoples of the Far East, Southeast, Asia, or the Indian subcontinent, including Native Hawaiians and other Pacific Islanders.
- 3) **American Indian** – employees having origins in any of the original peoples of North and South America, and who maintains tribal affiliation or community attachment.

Agency Workforce (12/31/04 and 12/31/05) vs. NC Working Population (2000 Census)



University System - The university system SPA workforce was comprised of considerable more female employees than the agency workforce. Women accounted for 61% of the entire university workforce, 16% greater than the agency workforce. However, as with agencies, women were most strongly clustered in the Administrative Support occupational category. Women represented 50% of more of the workforce in each occupational category except Law Enforcement and Craft and Production.

Minorities accounted for 34% of the university system workforce. Minority employees were most strongly clustered in the Service occupational category, accounting for 66% of all these jobs, of which 58% were black employees. Minority employees had the lowest level of representation in the Official and Administrator occupational category. Minority employees also accounted for 43% of the Law Enforcement occupational category and 34% of the Administrative Support occupational category. Disabled employees represented 1.7% of the university workforce, based on voluntary reporting by employees.

Employees by Demographic Group and Occupational Category (University) – 12/31/05

Occupational Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL Minority	TOTAL Female
Official & Administrator	39%	44%	8%	6%	2%	1%	17%	51%
Management Related	25%	48%	5%	18%	1%	3%	27%	69%
Professional	39%	39%	6%	9%	3%	4%	22%	52%
Technicians	33%	43%	6%	7%	3%	8%	24%	58%
Administrative Support	10%	56%	4%	26%	1%	3%	34%	85%
Law Enforcement	47%	10%	28%	9%	4%	2%	43%	21%
Service	15%	17%	25%	33%	4%	6%	66%	56%
Craft and Production	70%	3%	22%	1%	4%	0%	27%	4%
TOTAL	27%	39%	10%	18%	2%	4%	34%	61%

Specifics of Other Minority Employees (University) – 12/31/05

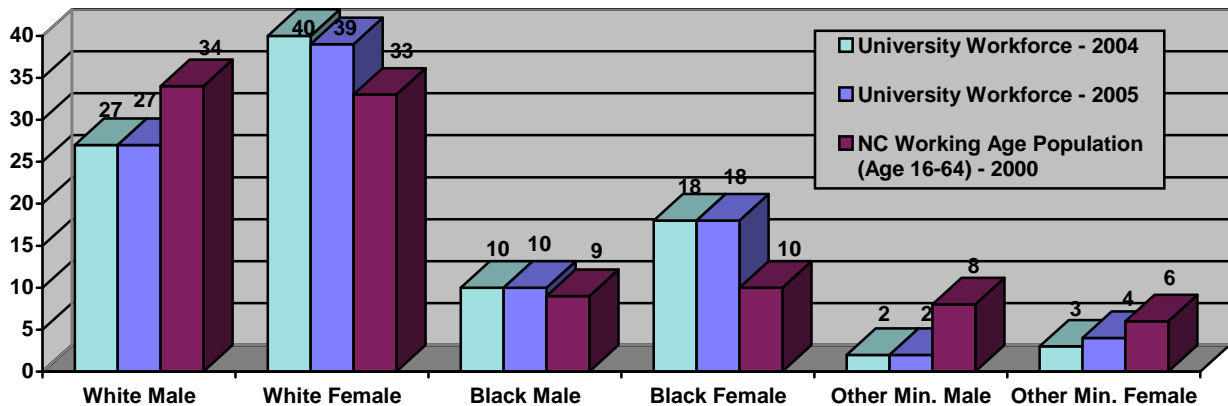
Occupational Category	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL Other Minority
Official & Administrator	0.0	0.0	1.2	0.0	1.2	0.6	3%
Management Related	0.3	0.5	0.3	1.4	0.0	0.7	4%
Professional	0.6	0.6	1.7	2.6	0.3	0.4	7%
Technicians	0.4	1.0	2.4	6.0	0.0	0.5	11%
Administrative Support	0.1	0.7	0.1	1.0	0.0	1.5	4%
Law Enforcement	0.4	1.0	0.8	0.0	2.7	0.6	6%
Service	2.0	3.0	1.0	1.2	0.5	1.4	10%
Craft and Production	1.9	0.0	0.5	0.0	1.9	0.0	4%
TOTAL	0.7	0.9	0.8	1.6	0.4	0.9	6%

(Totals subject to +/- .01% due to rounding equivalencies)

NOTES:

- 4) **Hispanic** – employees of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin.
- 5) **Asian** – employees having origins in any of the original peoples of the Far East, Southeast, Asia, or the Indian subcontinent, including Native Hawaiians and other Pacific Islanders.
- 6) **American Indian** – employees having origins in any of the original peoples of North and South America, and who maintains tribal affiliation or community attachment.

University Workforce (12/31/04 and 12/31/05) vs. NC Working Population (2000 Census)



PROMOTION ANALYSIS:

In 2005, the State of North Carolina awarded 5,124 promotions (this represents an increase of 212 from calendar year 2004). N.C. State Government agencies awarded 4,009 (78%) and the university system awarded 1,115 (22%). Analysis of the promotional data reveals that promotions are received at nearly the same rate as demographic representational levels.

**Promotional Levels -
Agency and University 1/1/05 - 12/31/05**

	Agency Representation	Agency Promotion		University Representation	University Promotion
White Males	39%	36%		27%	27%
White Females	27%	29%		39%	44%
Black Males	13%	12%		10%	6%
Black Females	17%	19%		18%	17%
Hispanic Males*	0.4%	0.5%		0.7%	1.0%
Hispanic Females*	0.3%	0.6%		0.9%	0.8%
Asian Males*	0.5%	0.8%		0.8%	0.7%
Asian Females*	0.4%	0.7%		1.6%	1.8%
American Indian Males*	1.0%	0.7%		0.4%	0.8%
American Indian Females*	0.4%	0.4%		0.9%	0.5%

* Based on less than 2% of the workforce

SALARY ANALYSIS:

Salary is an aspect of Equal Employment Opportunity that must be evaluated to fully understand an employment picture. Pay equity is a crucial component to non-discriminatory employment behavior. A comparison of average salary data for the N.C. State Government workforce reveals that, on average, Asian Males and Asian Females received the highest paid salaries. Note however that total other minority employees comprise less than 2% of the workforce, thereby lessening the sensitivity of the statistical average measure. When other minority employees are excluded from the analysis, white males and white females have the highest average salaries. Black females and American Indian females received the lowest average salaries.

**Average Salary:
Agency and University - 12/31/05**

	Agencies	Universities	Overall
White Males	\$39,091	\$39,932	\$39,512
White Females	\$37,216	\$35,590	\$36,403
Black Males	\$31,635	\$29,716	\$30,676
Black Females	\$30,532	\$30,029	\$30,281
Hispanic Males*	\$36,473	\$30,697	\$33,585
Hispanic Females*	\$34,282	\$29,501	\$31,892
Asian Males*	\$56,295	\$40,379	\$48,337
Asian Females*	\$45,714	\$37,586	\$41,650
American Indian Males*	\$34,192	\$31,638	\$32,915
American Indian Females*	\$32,426	\$28,052	\$30,239

* Based on less than 2% of the workforce.

2006 EEO PLANS:

All departments in the Executive Branch submitted Equal Employment Opportunity (EEO) plans for 2006. These plans met the EEO Plan and Program Policy approved by the State Personnel Commission (effective in December, 1995).

In 1990, all educational institutions that are a part of the N.C. university system were required to maintain EEO plans for periodic review by the Office of Federal Contract Compliance (OFCCP). With the enactment of GS 126-19 in 1992, the educational institutions of the university system were further required to maintain EEO plans for annual review by the Office of State Personnel. In order to minimize, to the extent possible, duplication of efforts for the universities, the Office of State Personnel agreed that university workforce analysis and objective setting procedures used for OFCCP compliance would be acceptable as long as data was formatted by demographic groups.

Agency, University, or Board and Commission	Approved EEO Plan	Agency, University, or Board and Commission	Approved EEO Plan	Agency, University, or Board and Commission	Approved EEO Plan
Agencies - data as of 12/31/05		Agencies, continued		Universities, continued	
Administration	Yes	Secretary of State	Yes	North Carolina State University	Yes
Administrative Hearings	Yes	State Auditor	Yes	UNC-Asheville	Yes
Agriculture & Consumer Service	Yes	State Budget, Planning, and Management	Yes	UNC-Chapel Hill	Yes
Commerce	Yes	State Controller	Yes	UNC-Charlotte	Yes
Community Colleges	Yes	State Personnel	Yes	UNC-General Administration	Yes
Correction	Yes	State Treasurer	Yes	UNC-Greensboro	Yes
Crime Control and Public Safety	Yes	Transportation	Yes	UNC-Pembroke	Yes
Cultural Resources	Yes	UNC Hospitals	Yes	UNC-Wilmington	Yes
Employment Security Comm.	Yes	Wildlife Resource Commission	Yes	Western Carolina University	Yes
Environment & Nat. Resources	Yes			Winston-Salem State University	Yes
Health and Human Services	Yes	Universities - data as of 9/30/05			
Insurance	Yes				
ITS (Info. Tech. Services)	Yes	Appalachian State University	Yes	Boards and Commissions	
Justice	Yes	East Carolina University	Yes		
Juvenile Justice & Delinquency Prevention	Yes	Elizabeth City State University	Yes	Board of Cosmetic Arts	Yes
Labor	Yes	Fayetteville State University	Yes	Board of Elections	Yes
Lt. Governor, Office of the	Policy	N.C. School of Science & Math	Yes	NC Education Lottery Commission	Yes
N.C. Housing Finance	Yes	North Carolina A&T University	Yes		
Public Instruction	Yes	North Carolina Central University	Yes		
Revenue	Yes	North Carolina School of the Arts	Yes		