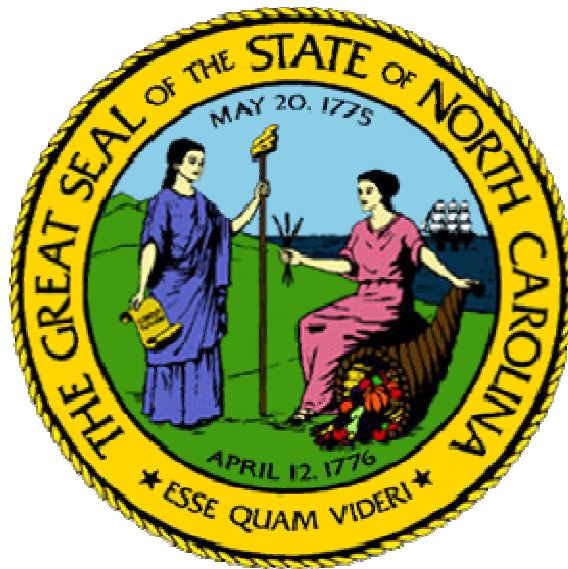


# State of North Carolina

## Equal Employment Opportunity Status Report

2007



### *Executive Summary*

Prepared by the Office of State Personnel  
August, 2008

## Executive Summary

### INTRODUCTION:

This summary includes an analysis of representation, promotion, and salary data, as well as an overview of the 2008 EEO Plans. The data is presented for both the agency and university system workforces. In addition, a new feature of the summary this year is an overview of the general characteristics of the state workforce. The table below illustrates some of the employment trends over the course of 27 years.

### General Characteristics of Total State Workforce

Characteristics of Workforce	1980 (12/31)	1990 (12/31)	2000 (12/31)	2007 (12/31)
<b>Total Number of Employees</b>				
<ul style="list-style-type: none"> <li>Permanent Full-Time</li> </ul>	63,865	73,403	85,511	91,108
<b>Age</b>				
<ul style="list-style-type: none"> <li>Average Age</li> <li>Over Age 40+</li> </ul>	34 43%	38 47%	41 57%	48 64%
<b>Education</b>				
<ul style="list-style-type: none"> <li>College or Higher Conferred</li> </ul>	30%	32%	35%	37%
<b>Appointment Type</b>				
<ul style="list-style-type: none"> <li>Permanent</li> </ul>	93%	89%	85%	84%
<b>Salary</b>				
<ul style="list-style-type: none"> <li>Average Salary</li> <li>Below \$30,000</li> </ul>	\$14,426 98%	\$25,190 77%	\$32,770 55%	\$40,367 31%
<b>Service</b>				
<ul style="list-style-type: none"> <li>20+ Years</li> <li>Average Mths. Of Service</li> </ul>	11% 76 months	16% 93 months	17% 107 months	16% 192 months
<b>Gender</b>				
<ul style="list-style-type: none"> <li>Male</li> <li>Female</li> </ul>	58% 42%	55% 45%	52% 48%	50% 50%
<b>Race</b>				
<ul style="list-style-type: none"> <li>White</li> <li>Black</li> <li>Hispanic</li> <li>Asian</li> <li>American Indian</li> </ul>	75% 23% 0% 0% 1%	73% 25% 0% 1% 1%	68% 29% 1% 1% 1%	66% 30% 1% 2% 1%

0% = Less than 0.5

Excludes AOC, UNC-Hospital and University EPA employees.

Source: PMIS reports, available on OSP website.

## AGENCY AND UNIVERSITY ANALYSIS

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:

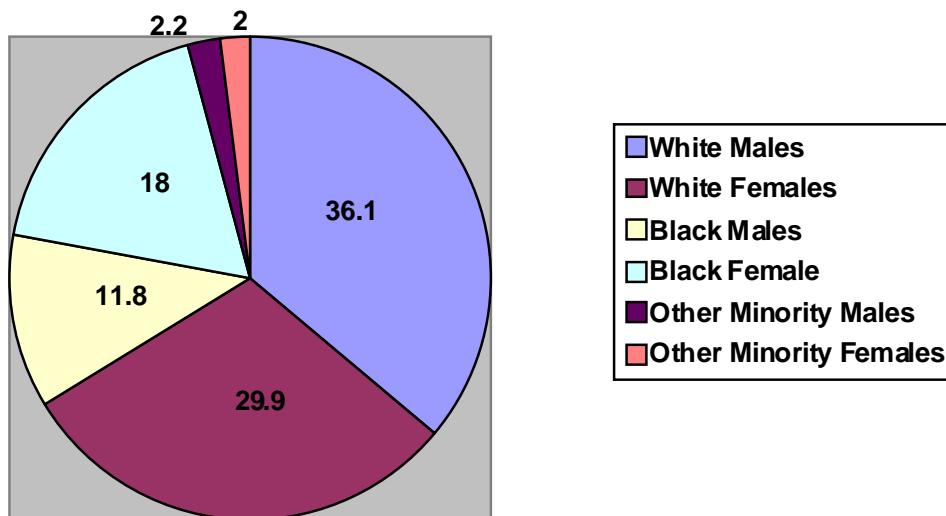
### REPRESENTATION ANALYSIS:

#### Total Workforce (subject to State Personnel Act)

The State of North Carolina is reporting 90,894 full-time, permanent SPA employees as of December 31, 2007. This represents an increase of 1,977 employees from 2006. Employee increases were experienced in both the agency and university systems.

Workforce	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL
Agency	26,793 38.9%	18,877 27.4%	8,469 12.3%	12,319 17.9%	1,459* 2.1%	1,034* 1.5%	68,951
University	6,089 27.7%	8,258 37.6%	2,229 10.2%	4,058 18.5%	504* 2.3%	805* 3.7%	21,943
<b>TOTAL</b>	<b>32,882</b> <b>36.1%</b>	<b>27,135</b> <b>29.9%</b>	<b>10,698</b> <b>11.8%</b>	<b>16,377</b> <b>18.0%</b>	<b>1,963*</b> <b>2.2%</b>	<b>1,839*</b> <b>2.0%</b>	<b>90,894</b>
<i>Previous Total-2006</i>	<i>32,294</i> <i>36.3%</i>	<i>26,553</i> <i>29.9%</i>	<i>10,542</i> <i>11.9%</i>	<i>15,931</i> <i>17.9%</i>	<i>1,895*</i> <i>2.1%</i>	<i>1,702*</i> <i>1.9%</i>	<i>88,917</i>

**Total State Representation by Demographic Group (2007)**



Representation data reveals that the agency workforce consisted of 46% 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) or more of 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 86% of the workforce. Representation of female employees in the Official and Administrator occupational area was at 40%, although white females accounted for 31% of this total.

The lowest level of representation for black females was found in the Craft and Production and Official and Administrator occupational categories. Black males, which accounted for 12.3% of the agency workforce, comprised less than this level of representation in the Officials and Administrators, Management Related, Professional, Technical and Administrative Support 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 Professional, Craft and Production and Technicians category.

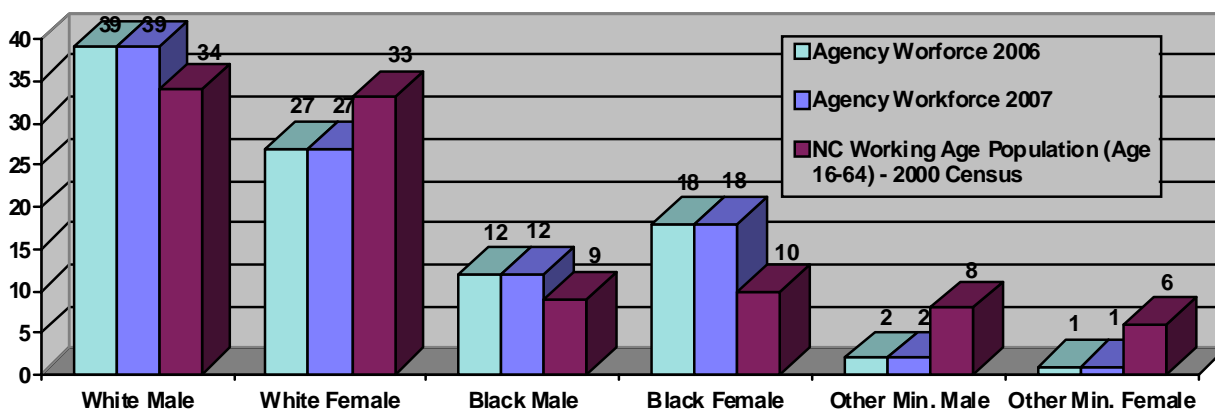
Minority employees represented 33% of the agency workforce, and black employees accounted for 30% of this total. Although the minority workforce has continued to expand, minority employees were not adequately represented among various top-level positions. As the table indicates, minority employees had 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) - 12/31/07**

<b>Occupational Category</b>	<b>White Males</b>	<b>White Females</b>	<b>Black Males</b>	<b>Black Females</b>	<b>Other Minority Males</b>	<b>Other Minority Females</b>	<b>TOTAL Minority</b>	<b>TOTAL Female</b>
Official & Administrator	50%	31%	8%	8%	2%	1%	19%	40%
Management Related	33%	39%	7%	18%	1%	2%	28%	59%
Professional	35%	36%	9%	15%	3%	2%	29%	53%
Technicians	48%	29%	7%	11%	3%	2%	23%	42%
Administrative Support	9%	56%	4%	28%	1%	2%	35%	86%
Law Enforcement	49%	11%	20%	17%	2%	1%	40%	29%
Service	13%	24%	18%	43%	1%	1%	63%	68%
Craft and Production	76%	3%	15%	1%	4%	0%	20%	4%
<b>TOTAL</b>	39%	27%	12%	18%	2%	1%	33%	46%

(Totals subject to +/- 1% due to rounding equivalencies)

### Agency Workforce (12/31/06 and 12/31/07) vs. NC Working Population (2000 Census)



### Other Minority Employees

Minority employees other than African-Americans combine for 3% of the overall agency workforce, although those figures can vary based on the occupational category. These minority groups are recognized as:

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.

The following table details their representation by occupational category.

### Specifics of Other Minority Employees (Agency) – 12/31/07

Occupational Category	Hispanic Males	Hispanic Females	Asian Males	Asian Females	American Indian Males	American Indian Females	TOTAL Other Minority
Official & Administrator	0.4	0.4	0.7	0.3	0.3	0.3	3%
Management Related	0.5	0.6	0.3	0.8	0.3	0.4	3%
Professional	0.6	0.4	1.5	1.1	0.4	0.4	5%
Technicians	0.6	0.3	1.1	0.9	1.0	0.4	5%
Administrative Support	0.1	0.9	0.2	0.6	0.1	0.8	3%
Law Enforcement	0.7	0.3	0.2	0.1	1.5	0.6	3%
Service	0.2	0.2	0.2	0.3	0.1	0.3	2%
Craft and Production	0.6	0.0	0.3	0.1	2.7	0.2	4%
<b>TOTAL</b>	0.5	0.4	0.6	0.5	0.9	0.4	3%

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

## University System Overview

The university system SPA workforce was comprised of considerable more female employees than the agency workforce. Women accounted for 60% of the entire university workforce, 14% greater than the agency workforce. Women represented 50% of more of the workforce in each occupational category except Professional, Law Enforcement and Craft and Production. The Professional occupation category has experienced a reduction of female representation from 52% in 2005 to 49% in 2007. White female employees have experienced this reduction in female representation in the Professional occupational category.

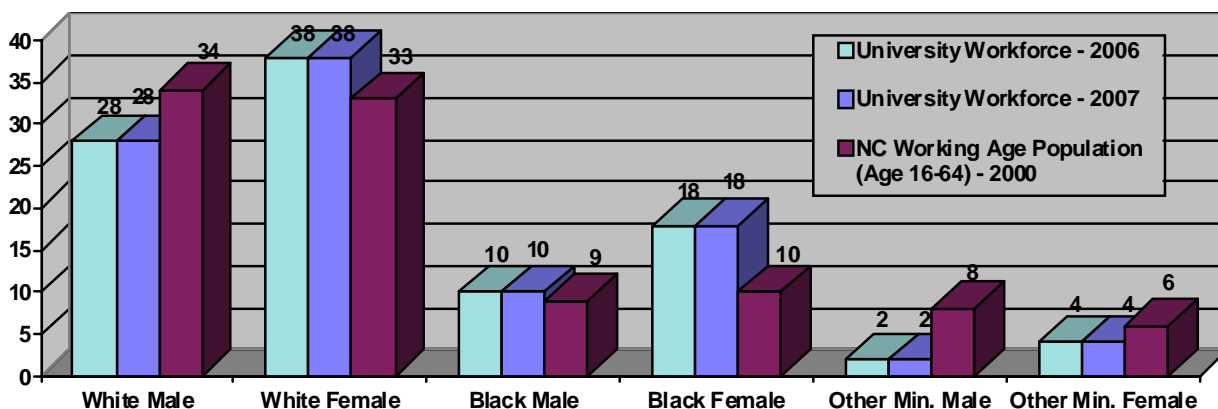
Minorities accounted for 34% of the university system workforce. Minority employees were most strongly clustered in the Service occupational category, accounting for 69% of all these jobs, of which 57% were black employees. Minority employees had the lowest level of representation in the Official and Administrator occupational category, representing only 7% of that occupational group. Minority employees also accounted for 42% of the Law Enforcement occupational category and 34% of the Administrative Support occupational category. Disabled employees represented 0.9% of the university workforce, based on voluntary reporting by employees.

### Employees by Demographic Group and Occupational Category (University) – 12/31/07

Occupational Category	White Males	White Females	Black Males	Black Females	Other Minority Males	Other Minority Females	TOTAL Minority	TOTAL Female
Official & Administrator	39%	54%	1%	4%	1%	1%	7%	59%
Management Related	23%	49%	6%	19%	1%	2%	28%	70%
Professional	41%	36%	7%	9%	3%	4%	23%	49%
Technicians	22%	55%	6%	13%	1%	3%	23%	71%
Administrative Support	10%	56%	4%	26%	1%	3%	34%	85%
Law Enforcement	50%	8%	28%	9%	4%	1%	42%	18%
Service	16%	15%	26%	31%	5%	7%	69%	53%
Craft and Production	64%	10%	19%	2%	4%	1%	26%	13%
TOTAL	28%	38%	10%	18%	2%	4%	34%	60%

(Totals subject to +/- 1% due to rounding equivalencies)

**University Workforce (12/31/06 and 12/31/07) vs. NC Working Population (2000 Census)**



**Other Minority Employees**

Minority employees other than African-Americans combine for 6% of the overall agency workforce, although those figures can vary based on the occupational category. Most specifically, other minority employees comprise 10% of the Technicians and Service occupational categories. These minority groups are recognized as:

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.

The following table details their representation by occupational category.

**Specifics of Other Minority Employees (University) – 12/31/07**

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	0.7	0.0	0.0	0.7	2%
Management Related	0.1	0.4	0.1	1.4	0.2	0.3	3%
Professional	0.6	0.7	2.1	3.0	0.3	0.5	7%
Technicians	0.0	0.7	0.7	1.5	0.1	0.5	4%
Administrative Support	0.1	0.7	0.1	1.1	0.1	1.4	4%
Law Enforcement	1.2	0.8	0.4	0.0	2.0	0.4	5%
Service	2.3	3.1	2.1	1.9	0.7	1.4	12%
Craft and Production	1.6	0.2	0.7	1.0	1.4	0.0	5%
<b>TOTAL</b>	<b>0.8</b>	<b>1.0</b>	<b>1.0</b>	<b>1.7</b>	<b>0.5</b>	<b>0.9</b>	<b>6%</b>

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

**PROMOTION ANALYSIS:**

In 2007, the State of North Carolina awarded 4,381 promotions (this represents a decrease of 820 from calendar year 2006 – perhaps impacted by the changing definition of promotion as contained in the Career-Banded classification system). N.C. State Government agencies awarded 3,614 (83%) and the university system awarded 767 (17%). Analysis of the promotional data reveals that promotions are received at nearly the same rate as demographic representational levels.

**Promotional Levels - 1/1/07 - 12/31/07**

	Agency Representation	Agency Promotion	Pro. Vs. Rep.	University Representation	University Promotion	Pro. Vs. Rep.
White Males	38.9%	36.4%	-2.5	27.7%	27.4%	-0.3
White Females	27.4%	29.2%	1.8	37.6%	41.0%	3.4
Black Males	12.3%	11.7%	-0.6	10.2%	8.5%	-1.7
Black Females	17.9%	18.8%	0.9	18.5%	17.2%	-1.3
Hispanic Males*	0.5%	0.6%	0.1	0.8%	0.6%	-0.2
Hispanic Females*	0.4%	0.6%	0.2	1.0%	0.8%	-0.2
Asian Males*	0.6%	0.8%	0.2	1.0%	0.6%	-0.4
Asian Females*	0.5%	0.6%	0.1	1.7%	1.7%	0.0
American Indian Males*	0.9%	0.6%	-0.3	0.5%	0.5%	0.0
American Indian Females*	0.4%	0.4%	0.0	0.9%	1.7%	0.8

\* Based on less than 2% of the workforce.  
(Totals subject to +/- .01% due to rounding equivalencies)

**SALARY ANALYSIS:**

Salary is an aspect of Equal Employment Opportunity that must be evaluated to fully understand an employment picture. 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 – 12/31/07:**

	Agencies	Universities	Overall
White Males	\$44,070	\$43,710	\$43,890
White Females	\$42,149	\$39,169	\$40,659
Black Males	\$35,614	\$32,706	\$34,160
Black Females	\$34,480	\$33,239	\$33,859
Hispanic Males*	\$39,714	\$33,247	\$36,480
Hispanic Females*	\$37,155	\$31,547	\$34,351
Asian Males*	\$61,467	\$41,949	\$51,708
Asian Females*	\$52,473	\$39,470	\$45,971
American Indian Males*	\$37,902	\$34,299	\$36,100
American Indian Females*	\$36,260	\$30,652	\$33,456

\* Based on less than 2% of the workforce.



**2008 EEO PLANS:**

All departments in the Executive Branch submitted Equal Employment Opportunity (EEO) plans for 2008. 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
<b>Agencies - data as of 12/31/07</b>		<b>Agencies, continued</b>		<b>Universities, continued</b>	
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	<b>Universities - data as of 9/30/07</b>			
Insurance	Yes				
ITS (Info. Tech. Services)	Yes	Appalachian State University	Yes	<b>Boards and Commissions</b>	
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	Banking Commission	Yes
Public Instruction	Yes	North Carolina Central University	Yes		
Revenue	Yes	North Carolina School of the Arts	Yes		

