

EEO Plan 2024

Utilization Analysis for Females and Minorities - Findings Summary

For the purposes of this Equal Employment Opportunity Plan, the positions with similar wages, content, and promotional opportunity are arranged in groups. In this way, utilization can be calculated and, when underutilization is found to exist, goals can be set.

The following EEO job groups are those in which we found statistically significant underutilization of females or minorities in the area demarcated by “Yes”. (Some examples of job titles included in the job group are provided below.)

EEO Job Groups – SHRA/CSS/DMSS Staff Employees	Females	Total Minority
PRO; Business, et al; UPPER MKT <i>(Accounting Manager, Auditor, Business Officer, Clinical Administrative Manager, Financial Analyst, University Program Manager)</i>		YES
PRO; Business, et al; LOWER MKT <i>(Accountant, Business Services Coordinator, Human Resources Consultant, Human Resources Specialist, Student Services Specialist, University Program Associate, University Program Specialist)</i>		YES
PRO; Medical/Health Other, UPPER MKT <i>(Advanced Practice Providers I and II, Pharmacy Director)</i>	YES	
PRO; Information Technology, UPPER MKT <i>(Business Technology Application Specialist, Info Technology Manager, IT Project Analyst/Manager, Systems Programmer/Specialist)</i>		YES
PRO; Information Technology, LOWER MKT <i>(Business Technology Application Analyst, Business Technology Application Technician, Networking Analyst, System Programmer/Analyst, Technology Support Analyst, Technology Support Specialist)</i>		YES
CLERICAL; Administrative Support <i>(Administrative Support Associate, Public Safety Telecommunicator, Support Services Associate)</i>	YES	
TECH; Medical Health, UPPER MKT <i>(Dental Hygienist, Medical Diagnostic Specialist)</i>		YES

EEO Job Groups – EHRA Non-faculty Employees	Females	Total Minority
EXEC/ADMIN; EHRA SAAO ⁵ <i>(SAAO positions from all Divisions, except those with faculty rank and an administrative appointment in an academic unit)</i>		YES
ADMIN/MGRL; EHRA NT <i>(Assistant Athletic Director Game Operations/Events, Associate Director Dining Services, Chief Administrative Officer, Director of Internal Operations/Facilities, Director of Student Centers, Director Office of Clinical Simulation, Director of Technology Transfer, ECU Community School Principal, Manager of Diving and Water Safety)</i>		YES
PRO/E Business and Financial Operations EHRA, UPPER MKT <i>(Accountant III, Assistant Chair for Administration, Assistant Director of Research Integrity and Compliance, Associate Director of Marketing, Business Officer III, Director of Academic Planning and Accreditation, Director of Faculty Development/BSOM, Director of Pre-Award Services, Division Financial Manager, Senior Research Associate)</i>		YES
PRO/E Coaches and Scouts EHRA <i>(Assistant Coaches in Baseball, Basketball, Football, Lacrosse, Soccer, Softball, etc.; Assistant Director of Compliance; Director of Compliance; Director of Operations; Director Strength and Conditioning; Head Coaches for Baseball, Basketball, Football, Lacrosse, Soccer, Softball, etc.)</i>	YES	
PRO/E Community and Social Services EHRA, UPPER MKT <i>(Assistant Director Advising Center, Coordinator Athletic Student Development, Director of Counseling and Student Development, Learning Specialist, Military Liaison, Student Success Advocate)</i>		YES
PRO/E Computer, Engineering, and Science EHRA, UPPER MKT <i>(Assistant Research Director, Associate Director of Data Compliance, IT Analyst/Programmer III, IT Business Intel/Data Analyst III, IT Network Administrator III, IT System Administrator III, Medical Research Scientist, Networking Analyst, Pathology Assistant, Pharmacy Skills Lab Director, Research Facility Manager)</i>		YES
PRO/E Library, Instruction, and Instructional Support EHRA, UPPER MKT <i>(Assistant Director for Testing, Associate Director of Career Development, Associate Director for Global Affairs, Associate Director Leadership and Civic Engagement, Director Curriculum Instruction, Director Financial Wellness Hub,</i>		YES

<i>Director of Admissions, Director of the Pirate Academic Success Center, Director of Transit, Director of Student Services, Instructional Consultant, Program Coordinator, Student Success Coach</i>		
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EEO Job Groups – EHRA Faculty	Females	Total Minority
FAC (Health); Allied Health, SENIOR ¹	YES	
FAC (Health); Medicine-Clinical, Cardiology/Surgery, SENIOR ¹	YES	
FAC (Academic); Fine Arts & Comm, JUNIOR ²		YES
FAC (Academic); Education, JUNIOR ²		YES
FAC (Academic); Engineering & Tech, JUNIOR ²		YES
FAC (Academic); Arts and Sciences - Natural, SENIOR ^{1, 3}	YES	
FAC (Academic); Arts and Sciences – Natural, JUNIOR ^{2, 3}		YES
FAC (Academic); Arts and Sciences – Social Sciences, JUNIOR ^{2, 3}		YES
FAC (Academic); Health & Human Perf, SENIOR ¹	YES	
FAC (Library Services); Academic, Health ⁴ <i>(includes faculty employees from the Laupus Health Sciences Library and Academic Library Services with both junior and senior ranks and titles)</i>	YES	YES

Areas Reflecting Improvement

The following EEO job groups were found to have statistically significant underutilization of females or minorities in the 2023 EEO Plan, demarcated by “No”, but did not have underutilization in that area in the 2024 EEO Plan.

EEO Job Groups – EHRA Faculty	Females	Total Minority
FAC (Academic); Education, SENIOR ¹	NO	
FAC (Academic); Arts and Sciences – Social Sciences, JUNIOR ^{2, 3}	NO	

¹ Examples of faculty ranks and titles in job groups for the senior level include: Associate Professor, Professor, Chair, Dean, Associate Dean, Vice Dean, Director, etc. Positions filled with employees designated as senior academic or administrative officers who also have a faculty rank and an administrative role in a specific college/school (e.g., Deans) or academic division are grouped with the position’s associated faculty job group.

² Faculty ranks and titles in job groups for the junior level include: Instructor, Assistant Professor, Teaching Instructor, Research Assistant Professor, Clinical Assistant Professor, Visiting Assistant Professor, etc.

³ Based on the size and diversity of the faculty in the College of Arts and Sciences, EEO Job Groups for that College were previously grouped by broad disciplinary area, specifically the natural sciences and a separate group for the liberal arts and social sciences. However, the College of Arts and Sciences faculty EEO Job Groups were realigned for 2016 into three broad groups: (1) natural sciences, (2) social sciences, and (3) humanities. These groups are then further grouped by rank and title.

⁴ The library services faculty job group, encompassing faculty from both the health sciences and academic library services, was previously split into two job groups – a junior ranks/titles job group and a senior ranks/titles job group. However, due to small numbers, these groups were combined for the 2022 EEO Plan update to make for more meaningful analysis.

⁵ Examples of positions in this SAAO job group include: Vice Chancellors, Associate Vice Chancellor for Health and Well-Being, Chief Communications Officer, Chief Information Security Officer, Chief of Police, Development Officer, Director of Facilities Services, Director of Residence Life, Director of the University Budget Office, and General Counsel and Vice Chancellor for Legal Affairs. This job group includes positions filled with employees designated as senior academic or administrative officers, including those with faculty rank whose administrative appointment is not in an academic unit.