

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 101 - Executives; Administrators; Head Coach

**Total Employees in Job Group:** 160

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	82.20	51.00	41.92	22.08	18.14
Internally available	17.80	37.84	6.73	25.59	4.55
<b>Total Weighted Availability</b>		48.65		22.70	
<b>Current Utilization</b>		60.62		16.25	
<b>Standard Deviations</b>		-3.02		1.94	
<b>Underutilized (1.96 Standard Deviation)</b>		No		No	

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 102 - School Administrators

**Total Employees in Job Group:** 25

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	92.86	63.76	59.20	25.09	23.29
Internally available	7.14	62.50	4.46	37.50	2.67
<b>Total Weighted Availability</b>			63.67		25.97
<b>Current Utilization</b>			48.00		36.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

1.62  
No \*

-1.14  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.1592

No

0.9112

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS  
**Job Group:** 103 - Research Administrators

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	0.00	29.20	0.00	19.00	0.00
Internally available	100.00	60.62	60.62	16.25	16.25
<b>Total Weighted Availability</b>			60.62		16.25
<b>Current Utilization</b>			100.00		0.00

**Standard Deviations** -0.82 0.45  
**Underutilized (1.96 Standard Deviation)** No \* No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability** 1.0000 0.8375  
**Less than or equal to 0.0500** No No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 104 - Managers (HOSPT House Managers/Practice Managers)

**Total Employees in Job Group:** 51

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	91.43	56.31	51.48	23.57	21.55
Internally available	8.57	74.81	6.41	31.11	2.66
<b>Total Weighted Availability</b>			57.89		24.21
<b>Current Utilization</b>			56.86		13.72
<b>Standard Deviations</b>			0.14		1.74
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 301 - Fiscal Managers, Administrative Support Staff; Consultant; L

**Total Employees in Job Group:** 91

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	91.10	60.86	55.44	18.49	16.84
Internally available	8.90	72.20	6.42	28.64	2.54
<b>Total Weighted Availability</b>			61.86		19.39
<b>Current Utilization</b>			67.03		30.76
<b>Standard Deviations</b>			-1.01		-2.74
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 302 - Archivists / Librarians & Museum Curators/Professionals

**Total Employees in Job Group:** 13

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	87.50	82.55	72.23	8.15	7.13
Internally available	12.50	67.03	8.37	30.76	3.84
<b>Total Weighted Availability</b>			80.61		10.97
<b>Current Utilization</b>			46.15		23.07

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

3.14	-1.40
Yes *	No *

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

<b>Binomial Probability</b>	0.0117	0.9540
<b>Less than or equal to 0.0500</b>	Yes	No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 303 - Computer Specialists / Systems Analysts / Telecom

**Total Employees in Job Group:** 51

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	25.57	25.57	17.07	17.07
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			25.57		17.07
<b>Current Utilization</b>			13.72		15.68
<b>Standard Deviations</b>			1.94		0.26
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 304 - Engineers / Architects / Interior Designers

**Total Employees in Job Group:** 4

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	20.52	20.52	8.12	8.12
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			20.52		8.12
<b>Current Utilization</b>			75.00		50.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-2.70

No \*

-3.11

No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

0.9982

0.9979

**Less than or equal to 0.0500**

No

No



**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 305 - Registered Nurses / Dieticians / Therapists / Pharmacists /

**Total Employees in Job Group:** 3

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	70.73	70.73	12.65	12.65
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			70.73		12.65
<b>Current Utilization</b>			66.66		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.15	0.66
No *	No *

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

<b>Binomial Probability</b>	0.6461	0.6664
<b>Less than or equal to 0.0500</b>	No	No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 306 - Personnel And Labor Relations Workers, Trainers (T&D)

**Total Employees in Job Group:** 4

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	69.48	69.48	19.78	19.78
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			69.48		19.78
<b>Current Utilization</b>			100.00		25.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.33  
No \*

-0.26  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000  
No

0.8225  
No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 307 - Physicians, Dentists And Related Practitioners, Veterinarian

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	66.82	66.82	27.49	27.49
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			66.82		27.49
<b>Current Utilization</b>			100.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.70      0.63  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      1.0000      0.7251  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 308 - Public Relations / Publicity Writers / Professional Sales /A

**Total Employees in Job Group:** 24

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	81.25	67.24	54.63	27.00	21.93
Internally available	18.75	39.39	7.38	22.41	4.20
<b>Total Weighted Availability</b>			62.01		26.13
<b>Current Utilization</b>			62.50		20.83

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.04                      0.59

No \*                        No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.5958

No

0.7462

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 309 - Life & Physical Scientists / Science Professionals / Research

**Total Employees in Job Group:** 21

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	94.12	49.91	46.97	13.64	12.83
Internally available	5.88	60.33	3.54	20.66	1.21
<b>Total Weighted Availability</b>		50.52		14.05	
<b>Current Utilization</b>		52.38		19.04	

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.17  
No \*

-0.65  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.6505

No

0.8374

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 310 - Writers / Artists & Entertainers /Media / On Air Talent

**Total Employees in Job Group:** 11

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	83.34	43.91	36.59	17.15	14.29
Internally available	16.66	31.25	5.20	30.41	5.06
<b>Total Weighted Availability</b>		41.80		19.35	
<b>Current Utilization</b>		18.18		27.27	

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

1.59  
No \*

-0.66  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.1934

No

0.8529

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 311 - Vocational & Educational Counselors / Chaplains / Psychologi

**Total Employees in Job Group:** 126

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	90.00	66.78	60.10	19.08	17.17
Internally available	10.00	65.82	6.58	28.26	2.82
<b>Total Weighted Availability</b>		66.68		19.99	
<b>Current Utilization</b>		77.77		32.53	
<b>Standard Deviations</b>		-2.64		-3.51	
<b>Underutilized (1.96 Standard Deviation)</b>		No		No	

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 312 - Health Technologists & Technicians (Exempt) Mental Health P

**Total Employees in Job Group:** 11

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	75.00	72.73	54.54	23.33	17.49
Internally available	25.00	84.16	21.04	40.00	10.00
<b>Total Weighted Availability</b>			75.58		27.49
<b>Current Utilization</b>			81.81		54.54

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.48  
No \*

-2.01  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.7906

No

0.9868

No



**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 313 - Social Workers

**Total Employees in Job Group:** 3

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	80.85	80.85	29.37	29.37
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			80.85		29.37
<b>Current Utilization</b>			66.66		33.33

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.62      -0.15  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      0.9430      0.7918  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS  
**Job Group:** 401 - Clerical Supervisor  
**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	67.70	67.70	16.56	16.56
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			67.70		16.56
<b>Current Utilization</b>			100.00		0.00

**Standard Deviations** -0.70 0.45  
**Underutilized (1.96 Standard Deviation)** No \* No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability** 1.0000 0.8344  
**Less than or equal to 0.0500** No No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 402 - Clerical Miscellaneous

**Total Employees in Job Group:** 120

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	97.99	86.45	84.71	17.58	17.22
Internally available	2.01	67.03	1.34	30.76	0.61
<b>Total Weighted Availability</b>		86.05		17.84	
<b>Current Utilization</b>		84.16		40.00	
<b>Standard Deviations</b>		0.59		-6.34	
<b>Underutilized (1.96 Standard Deviation)</b>		No		No	

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 403 - Clerical - Secretaries / Stenographers / Typists

**Total Employees in Job Group:** 25

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	70.00	92.07	64.44	15.28	10.69
Internally available	30.00	84.16	25.24	40.00	12.00
<b>Total Weighted Availability</b>			89.69		22.69
<b>Current Utilization</b>			100.00		20.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.69      0.32  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      1.0000      0.9699  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 502 - Writers / Artists / Performers / Entertainers / Media Produc

**Total Employees in Job Group:** 5

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	38.34	38.34	9.23	9.23
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			38.34		9.23
<b>Current Utilization</b>			0.00		40.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

1.76  
No \*

-2.40  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.1782

No

0.9931

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 503 - Operators - Computer & Peripheral Equipment, Telecom

**Total Employees in Job Group:** 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	29.24	29.24	17.76	17.76
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			29.24		17.76
<b>Current Utilization</b>			25.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.26  
No \*

1.31  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.5711

No

0.4184

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 504 - Engineering & Science Technicians / Electronics And A/V Tech

**Total Employees in Job Group:** 4

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	41.97	41.97	14.14	14.14
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			41.97		14.14
<b>Current Utilization</b>			25.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.68

0.81

No \*

No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

0.8829

0.5434

**Less than or equal to 0.0500**

No

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 505 - Health Technologists & Technicians (Non-Exempt)

**Total Employees in Job Group:** 14

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	75.00	73.43	55.07	28.33	21.24
Internally available	25.00	84.16	21.04	40.00	10.00
<b>Total Weighted Availability</b>			76.11		31.24
<b>Current Utilization</b>			78.57		35.71

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.21  
No \*

-0.36  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.6856

No

0.7482

No



**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 506 - Research Workers Unspecified

**Total Employees in Job Group:** 10

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	52.21	52.21	15.33	15.33
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			52.21		15.33
<b>Current Utilization</b>			70.00		20.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.12      -0.41  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      0.9279      0.8115  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 507 - Technicians Unspecified

**Total Employees in Job Group:** 10

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	83.42	83.42	27.41	27.41
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			83.42		27.41
<b>Current Utilization</b>			90.00		10.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.56                      1.23  
No \*                         No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**                      0.8368                      0.3880  
**Less than or equal to 0.0500**                      No                      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 508 - Admissions Recruiters / Fin Aid Advisors / Student Support S

**Total Employees in Job Group:** 31

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	87.50	75.93	66.43	13.44	11.76
Internally available	12.50	78.45	9.80	36.91	4.61
<b>Total Weighted Availability</b>			76.24		16.37
<b>Current Utilization</b>			83.87		41.93
<b>Standard Deviations</b>			-0.99		-3.84
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 601 - Construction / Building Trades Specialists

**Total Employees in Job Group:** 41

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	1.79	1.79	16.33	16.33
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			1.79		16.33
<b>Current Utilization</b>			21.95		17.07
<b>Standard Deviations</b>			-9.74		-0.12
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 602 - Mechanical & Repair / Mechanical Trades Specialists

**Total Employees in Job Group:** 28

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	3.92	3.92	20.70	20.70
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			3.92		20.70
<b>Current Utilization</b>			0.00		17.85

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

1.07      0.37  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      0.6527      0.9270  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 602C - MECHANICAL/REPAIR POWER PLANT

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	3.77	3.77	11.32	11.32
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			3.77		11.32
<b>Current Utilization</b>			0.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.21	0.35
No *	No *

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

<b>Binomial Probability</b>	0.9623	0.8868
<b>Less than or equal to 0.0500</b>	No	No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 603 - Other

**Total Employees in Job Group:** 3

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	27.34	27.34	11.52	11.52
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			27.34		11.52
<b>Current Utilization</b>			33.33		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.23      0.63  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      0.8166      0.6926  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 604 - Supervisor

**Total Employees in Job Group:** 4

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	75.00	20.63	15.47	25.69	19.26
Internally available	25.00	21.95	5.48	17.07	4.26
<b>Total Weighted Availability</b>			20.96		23.53
<b>Current Utilization</b>			25.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.19      1.11  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      0.8042      0.6839  
**Less than or equal to 0.0500**      No      No



**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 701 - Labor (Non-Farm) / Material Handlers / Groundskeepers

**Total Employees in Job Group:** 14

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	88.89	32.57	28.95	24.21	21.52
Internally available	11.11	55.55	6.17	66.66	7.40
<b>Total Weighted Availability</b>			35.12		28.92
<b>Current Utilization</b>			57.14		14.28

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.72      1.20  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      0.9750      0.3657  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 702 - Personal / Health / Drivers / Mail Handlers & Other

**Total Employees in Job Group:** 9

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	61.39	61.39	29.47	29.47
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			61.39		29.47
<b>Current Utilization</b>			55.55		66.66

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.36  
No \*

-2.44  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.9647

No

0.9961

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 703 - Protective Service - Police / Fire

**Total Employees in Job Group:** 20

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	11.68	11.68	19.29	19.29
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			11.68		19.29
<b>Current Utilization</b>			20.00		25.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.15      -0.64  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      0.9246      0.8268  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 704 - Cleaning & Food Service / Equipment Attendants

**Total Employees in Job Group:** 55

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	26.30	26.30	37.07	37.07
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			26.30		37.07
<b>Current Utilization</b>			27.27		80.00
<b>Standard Deviations</b>			-0.16		-6.59
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** 706 - Supervisor (HOSPT Service Supervisors)

**Total Employees in Job Group:** 3

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	25.68	25.68	23.41	23.41
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			25.68		23.41
<b>Current Utilization</b>			66.66		100.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.62  
No \*

-3.15  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.9830

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SA&S - Other Academics College of Arts & Sciences

**Total Employees in Job Group:** 121

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	99.46	48.36	48.09	19.58	19.47
Internally available	0.54	67.03	0.36	30.76	0.16
<b>Total Weighted Availability</b>		48.46		19.64	
<b>Current Utilization</b>		60.33		20.66	
<b>Standard Deviations</b>		-2.61		-0.28	
<b>Underutilized (1.96 Standard Deviation)</b>		No		No	

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SACF - Other Academics VC Academic Affairs

**Total Employees in Job Group:** 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			37.50		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SBUSN - Other Academics College of Business Administra

**Total Employees in Job Group:** 42

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	35.20	35.20	29.83	29.83
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			35.20		29.83
<b>Current Utilization</b>			23.80		14.28
<b>Standard Deviations</b>			1.54		2.20
<b>Underutilized (1.96 Standard Deviation)</b>			No		Yes



**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SCHNL - Other Academics Chancellor

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			0.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SCIS - Other Academics Center for International Studi

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			100.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SEDUC - Other Academics College of Education

**Total Employees in Job Group:** 42

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			80.95		7.14

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00	0.00
No	No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SENRL - OTHER ACADEMICS ENROLLMENT

**Total Employees in Job Group:** 17

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	48.00	48.00	25.23	25.23
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			48.00		25.23
<b>Current Utilization</b>			82.35		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-2.83  
No \*

2.39  
Yes \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.9993

No

0.0142

Yes

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SNRSG - Other Academics College of Nursing

**Total Employees in Job Group:** 5

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			100.00		20.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SONLN - Other Academics Tching,Lrning,OnlEd

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			100.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      1.0000      1.0000  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SOPTO - Other Academics College of Optometry

**Total Employees in Job Group:** 4

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			25.00		25.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SPLHC - Other Academics Honors College

**Total Employees in Job Group:** 11

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			36.36		9.09

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      1.0000      1.0000  
**Less than or equal to 0.0500**      No      No



**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SRES - Other Academics VP Research

**Total Employees in Job Group:** 9

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			33.33		11.11

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SRTNS - OTHER ACADEMICS STUDENT SUCCESS

**Total Employees in Job Group:** 29

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			68.96		68.96

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SSSW - Other Academics School of Social Work

**Total Employees in Job Group:** 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	11.31	11.31	4.37	4.37
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			11.31		4.37
<b>Current Utilization</b>			87.50		37.50

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-6.81  
No \*

-4.61  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.9999

No

0.9997

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** OTHER ACADEMICS SSTAF - Other Academics Vice Provost Student Affairs

**Total Employees in Job Group:** 2

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			100.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SA&S - Ranked/NTT Faculty College of Arts & Sciences

**Total Employees in Job Group:** 99

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	47.02	47.02	19.89	19.89
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			47.02		19.89
<b>Current Utilization</b>			49.49		13.13
<b>Standard Deviations</b>			-0.49		1.68
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SACF - Ranked/NTT Faculty VC Academic Affairs

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	62.95	62.95	11.71	11.71
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			62.95		11.71
<b>Current Utilization</b>			100.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.77      0.37  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      1.0000      0.8829  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SBUSN - Ranked/NTT Faculty College of Business Administra

**Total Employees in Job Group:** 24

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	88.38	35.76	31.60	29.41	25.99
Internally available	11.62	23.80	2.76	14.28	1.65
<b>Total Weighted Availability</b>			34.37		27.65
<b>Current Utilization</b>			45.83		8.33

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.18	2.11
No *	Yes *

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

<b>Binomial Probability</b>	0.9165	0.0427
<b>Less than or equal to 0.0500</b>	No	Yes

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SEDUC - Ranked/NTT Faculty College of Education

**Total Employees in Job Group:** 74

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	98.86	70.76	69.95	24.29	24.01
Internally available	1.14	80.95	0.92	7.14	0.08
<b>Total Weighted Availability</b>			70.87		24.09
<b>Current Utilization</b>			75.67		20.27
<b>Standard Deviations</b>			-0.90		0.76
<b>Underutilized (1.96 Standard Deviation)</b>			No		No



**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SENRL - RANKED/NTT FACULTY ENROLLMENT MANAGEMENT

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	48.00	48.00	25.23	25.23
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			48.00		25.23
<b>Current Utilization</b>			100.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.06      0.59  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      1.0000      0.7477  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SNRSG - Ranked/NTT Faculty College of Nursing

**Total Employees in Job Group:** 78

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	99.09	93.22	92.37	17.31	17.15
Internally available	0.91	100.00	0.91	20.00	0.18
<b>Total Weighted Availability</b>			93.28		17.33
<b>Current Utilization</b>			89.74		17.94
<b>Standard Deviations</b>			1.24		-0.14
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SONLN - Ranked/NTT Faculty Tching,Lrning,OnlEd

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	74.75	74.75	24.82	24.82
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			74.75		24.82
<b>Current Utilization</b>			100.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-0.59      0.58  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      1.0000      0.7518  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SOPTO - Ranked/NTT Faculty College of Optometry

**Total Employees in Job Group:** 26

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	51.21	51.21	24.11	24.11
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			51.21		24.11
<b>Current Utilization</b>			61.53		26.92

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.05  
No \*

-0.33  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.8948  
No

0.7226  
No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SPLHC - Ranked/NTT Faculty Honors College

**Total Employees in Job Group:** 7

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	0.00	63.90	0.00	19.22	0.00
Internally available	100.00	36.36	36.36	9.09	9.09
<b>Total Weighted Availability</b>			36.36		9.09
<b>Current Utilization</b>			85.71		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-2.72                      0.84

No \*                        No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.9991

No

0.5131

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SRES - Ranked/NTT Faculty VP Research

**Total Employees in Job Group:** 10

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			70.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00  
No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**      1.0000      1.0000  
**Less than or equal to 0.0500**      No      No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** RANKED/NTT FACULTY SSSW - Ranked/NTT Faculty School of Social Work

**Total Employees in Job Group:** 6

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	83.34	75.23	62.69	30.05	25.04
Internally available	16.66	87.50	14.57	37.50	6.24
<b>Total Weighted Availability</b>		77.27		31.29	
<b>Current Utilization</b>		100.00		33.33	

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

-1.33  
No \*

-0.10  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

0.7200

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** TENURED/OT FACULTY SA&S - Tenured/OT Faculty College of Arts & Sciences

**Total Employees in Job Group:** 148

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	87.50	44.67	39.08	19.35	16.93
Internally available	12.50	70.00	8.75	0.00	0.00
<b>Total Weighted Availability</b>			47.83		16.93
<b>Current Utilization</b>			39.18		22.29
<b>Standard Deviations</b>			2.10		-1.73
<b>Underutilized (1.96 Standard Deviation)</b>			Yes		No



**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** TENURED/OT FACULTY SBUSN - Tenured/OT Faculty College of Business Administra

**Total Employees in Job Group:** 38

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	36.88	36.88	29.35	29.35
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			36.88		29.35
<b>Current Utilization</b>			39.47		50.00
<b>Standard Deviations</b>			-0.33		-2.79
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** TENURED/OT FACULTY SEDUC - Tenured/OT Faculty College of Education

**Total Employees in Job Group:** 31

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	87.50	70.22	61.44	23.73	20.76
Internally available	12.50	75.67	9.45	20.27	2.53
<b>Total Weighted Availability</b>			70.90		23.29
<b>Current Utilization</b>			64.51		32.25
<b>Standard Deviations</b>			0.78		-1.18
<b>Underutilized (1.96 Standard Deviation)</b>			No		No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** TENURED/OT FACULTY SNRSG - Tenured/OT Faculty College of Nursing

**Total Employees in Job Group:** 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			100.00		37.50

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** TENURED/OT FACULTY SOPTO - Tenured/OT Faculty College of Optometry

**Total Employees in Job Group:** 2

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	0.00	0.00	0.00	0.00
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			0.00		0.00
<b>Current Utilization</b>			0.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.00      0.00

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

1.0000

No

1.0000

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** TENURED/OT FACULTY SRES - TENURED/OT FACULTY VP RESEARCH

**Total Employees in Job Group:** 1

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	70.54	70.54	24.84	24.84
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			70.54		24.84
<b>Current Utilization</b>			0.00		0.00

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

1.57  
No \*

0.58  
No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

**Less than or equal to 0.0500**

0.5892

No

0.7516

No

**Incumbency vs. Availability  
Analysis Data as of 11/01/2018**

**Plan:** 1,STLOU - ST. LOUIS

**Job Group:** TENURED/OT FACULTY SSSW - Tenured/OT Faculty School of Social Work

**Total Employees in Job Group:** 8

<i>Factor</i>	<i>Weight</i>	<i>Total Female</i>		<i>Total Minorities</i>	
		<i>Avail</i>	<i>Wtd</i>	<i>Avail</i>	<i>Wtd</i>
Requisite skills in recruitment area	100.00	75.23	75.23	30.05	30.05
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			75.23		30.05
<b>Current Utilization</b>			62.50		37.50

**Standard Deviations**

**Underutilized (1.96 Standard Deviation)**

0.83      -0.45

No \*      No \*

*\* Small group identified based on number 30; Alternate test selected is Exact Binomial Rule with a threshold of 0.0500*

**Alternate test(s) used for small groups:**

**Binomial Probability**

0.6314

0.8049

**Less than or equal to 0.0500**

No

No