

GADSDEN STATE COMMUNITY COLLEGE

2006-2007 UNIFORM GUIDELINES ANNUAL REPORT

NARRATIVE

The black population percentage for the College's service area has been averaged at 16.6%. Uniform Guidelines Goal for the appointment of blacks is 75% of the percentage of black persons in the general population of the primary service area of each College (goal for Gadsden State is 12.5%). Goal for the appointment of black women is 37.5% of the percentage of black persons in the general population of the primary service area of each College (goal for Gadsden State is 6.23%). Goal for the appointment of women is 50% of the total number of college employees on each salary schedule.

EMPLOYMENT STATUS REPORT REGARDING UNIFORM GUIDELINES GOALS

Goal for Black Employees = 12.5%. Current Status: Salary Schedules B and C1, 24% (6 of 25). Salary Schedules C2 and C3, 26.19% (11 of 42). Salary Schedule D, 7.23% (12 of 166).

Goal for Black Women Employees = 6.25%. Current Status: Salary Schedules B and C1, 20% (5 of 25). Salary Schedules C2 and C3, 23.81% (10 of 42). Salary Schedule D, 4.82% (8 of 166).

Goal for Women Employees = 50%. Current Status: Salary Schedule B, 42.86% (3 of 7). Salary Schedule C1, 61.11% (11 of 18). Salary Schedule C2, 55.56% (5 of 9). Salary Schedule C3, 72.73% (24 of 33). Salary Schedule D, 59.64% (99 of 166).

2007 Uniform Guidelines Annual Report

College:

Gadsden State Community College

PERSONNEL BY SALARY SCHEDULE (A, B, C1, C2, C3, D, E, H, L)

September 15, 2006 - September 15, 2007

Salary Schedule*	White (non-Hispanic)					Black (non-Hispanic)					Other Minorities					Total				
	Men	%	Women	%	Total	Men	%	Women	%	Total	Men	%	Women	%	Total	Men	%	Women	%	Total
A	0	0%	1	100%	1	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	1	100%	1
B	4	57%	2	29%	6	0	0%	1	14%	1	0	0%	0	0%	0	4	57%	3	43%	7
C1	6	33%	7	39%	13	1	6%	4	22%	5	0	0%	0	0%	0	7	39%	11	61%	18
C2	4	44%	3	33%	7	0	0%	2	22%	2	0	0%	0	0%	0	4	44%	5	56%	9
C3	8	24%	16	48%	24	1	3%	8	24%	9	0	0%	0	0%	0	9	27%	24	73%	33
D	62	37%	88	53%	150	4	2%	8	5%	12	1	1%	3	2%	4	67	40%	99	60%	166
E	40	28%	76	54%	116	6	4%	20	14%	26	0	0%	0	0%	0	46	32%	96	68%	142
H	0	0%	6	100%	6	0	0%	0	0%	0	0	0%	0	0%	0	0	0%	6	100%	6
L	2	40%	3	60%	5	0	0%	0	0%	0	0	0%	0	0%	0	2	40%	3	60%	5

* Only presidential appointments are listed on Salary Schedule A. Those appointments such as Vice President and Provost, on neither Salary Schedule A nor B, are shown with a #.