

# **EQUAL EMPLOYMENT OPPORTUNITY AND MINORITY HIRING PRACTICES REPORT**



**NEW HIRES AND WORKFORCE COMPOSITION FOR STATE  
AGENCIES AND INSTITUTIONS OF HIGHER EDUCATION**

**PREPARED BY**

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**JANUARY 2007**

January 5, 2007

The Honorable Rick Perry  
Governor of the State of Texas  
Office of the Governor  
P.O. Box 12428  
Austin TX 78711-2428

SUBJECT: 2007 Equal Employment Opportunity and Minority Hiring Practices Report

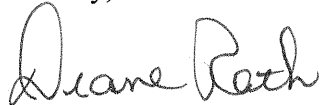
Dear Governor Perry:

Enclosed is the combined 2007 Equal Employment Opportunity and Minority Hiring Practices Report prepared by the Texas Workforce Commission's Civil Rights Division.

This report has been prepared to fulfill the reporting requirements of Texas Labor Code §§ 21.0035 (Statewide Civilian Workforce Composition), 21.504 (State Agencies Minority Hiring Practices Report) and 21.553 (Equal Employment Opportunity Report) and provides information by prescribed categories on, respectively, the composition of the statewide civilian workforce, new hires for state agencies and institutions of higher education, and the composition of state agencies and institutions of higher education.

We hope that you find the report valuable. Please do not hesitate to contact us should you have any questions.

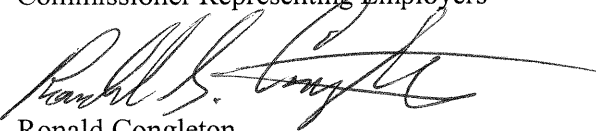
Sincerely,



Diane Rath  
Chair and Commissioner Representing the Public



Ron Lehman  
Commissioner Representing Employers



Ronald Congleton  
Commissioner Representing Labor

EQUAL EMPLOYMENT OPPORTUNITY AND MINORITY HIRING PRACTICES REPORT  
COVERING  
STATE AGENCIES AND INSTITUTIONS OF HIGHER EDUCATION

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\*NOTE: DETAILED REPORTS FOR ALL STATE AGENCIES AND INSTITUTIONS OF HIGHER EDUCATION CAN BE FOUND ON THE CIVIL RIGHTS DIVISION’S WEBSITE AT [WWW.TWC.STATE.TX.US](http://WWW.TWC.STATE.TX.US).

## **I. Purpose**

The purpose of the Equal Employment Opportunity and Minority Hiring Practices Report is to provide demographic information to the Governor, the Legislature, and the Legislative Budget Board in compliance with Texas Labor Code §§ 21.0035, 21.504, and 21.553. This Report combines the following statutory reporting requirements:

- Texas Labor Code § 21.0035 requires a biennial report to the Governor and Legislature regarding the percentage of the statewide civilian workforce composed of Caucasian Americans, African Americans, Hispanic Americans, females, and males in the job categories of state agency administration, professional, technical, protective services, paraprofessional, administrative support, skilled craft, and service and maintenance.
- Texas Labor Code § 21.504 requires an annual report to the Governor and Legislative Budget Board regarding the total number of African Americans, Hispanic Americans, females, and other persons hired for each job category listed above by state agencies during the preceding state fiscal year.
- Texas Labor Code § 21.553 requires a biennial report to the Legislature containing an analysis of EEO information for the preceding two fiscal years (obtained pursuant to § 21.552) regarding new hires and the workforce composition of state agencies and institutions of higher education.

## **II. Methodology**

Statewide Civilian Workforce Percentage Composition per Texas Labor Code § 21.0035:

The data used to report the percentage composition of the statewide civilian workforce was extrapolated from the Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment, 2004, Table 15, Percent of Distribution of Employed Persons by Sex, Race, Hispanic Origin, and Occupation for the state of Texas, which is the most recent BLS data. Prior to 2005, EEO-1 and EEO-4 reports were used to compile this data for all job categories but, pursuant to TWC Rule 819.21, this report shall be prepared using the best available data from all appropriate sources. However, the BLS does not collect data for the protective services and para-professional job categories, and data for these two categories is not a subset of any published groups and cannot be compiled from BLS data. Therefore, in this Report, to supply numbers for these two statutorily required categories, data from the EEO-1 and EEO-4 reports was utilized as a proxy for the BLS data. This is consistent with the methodology used since 2005.

New Hires and Workforce Composition for State Agencies and Institutions of Higher Education as per Texas Labor Code § 21.504:

The Civil Rights Division of the Texas Workforce Commission coordinated data collection for state agencies and institutions of higher education with the Comptroller of Public Accounts, Human Resources Information System (HRIS).

The information on the total number of African Americans, Hispanic Americans, females, and other persons for state agencies and institutions of higher education was extracted from data entered into the Uniform Statewide Payroll/Personnel System (USPS) or reported to the (HRIS) or the Standardized Payroll/Personnel Reporting System (SPRS).

This report contains new hires and workforce summaries for state agencies and institutions of higher education for fiscal years 2005 and 2006 (Attachments 1 through 8). The summaries show the combined total for new hires and the combined total workforce of state agencies and institutions of higher education. The summaries also show the percentages of African Americans, Hispanic Americans, and females in the job categories of state agency administration, professional, technical, administrative support, skilled craft, and service and maintenance (which include protective services and para-professional).

#### Analysis of EEO Information for the Preceding Fiscal Year as per Texas Labor Code § 21.553:

The Civil Rights Division conducted a workforce analysis using the 80% benchmark of 29 C.F.R., Part 1607, EEOC's Uniform Guidelines on Employee Selection, to determine if African Americans, Hispanic Americans, and females are underutilized in state agencies. A selection rate for any race, sex, or ethnic group that is less than 80% of the rate for the group with the highest rate will generally be regarded by Federal enforcement agencies as evidence of adverse impact, while a greater than 80% rate will generally not be regarded by Federal enforcement agencies as evidence of adverse impact. The Division has taken the 80% benchmark and applied it to the workforce of the state agencies.

The Division compared the percentages of African Americans, Hispanic Americans, and females in the available workforce (using the statewide civilian workforce composition) to the workforce of the state agencies for fiscal year 2006. This methodology incorporates the workforce analysis methodology required by state agencies as per Texas Labor Code § 21.501. The analysis reports on how Texas is doing in the areas of recruitment and retention of African Americans, Hispanic Americans, and females in state government.

This report does not include information on state agency employees with disabilities, as the Division, in consultation with the Office of the Comptroller, believes that this data does not tend to be reported on a consistent or uniform basis due in part to its sensitivity.

### **III. Results and Observations**

In the aggregate, state agencies are doing a good job in recruiting and retaining African Americans (Chart 3) and females (Chart 5). Using the 80% EEOC benchmark, African Americans are well represented as shown in the 2007 report in proportion to the available workforce as they were in 2005. However, Hispanics (Chart 4) are underutilized in the job categories of Administrative Support (3.48%), show improvement in the Skilled Craft (5.2% as compared to 13% in 2005) and are underutilized in the Service/Maintenance category (13.06% as compared to 13% in 2005). In 2005 Females were underutilized only in the Skilled Craft category only by (18%). In the 2007 report; Females were not underutilized in any category (Chart 5).

Heads of state agencies and institutions of higher education should use the information in this report, in conjunction with their own analyses of their current workforce required by Texas Labor Code § 21.501, to develop a recruitment plan as required by Texas Labor Code § 21.502, that addresses any underutilization in identified job categories.

#### **Acknowledgments**

The Texas Workforce Commission Civil Rights Division would like to thank the Office of the Comptroller, Human Resource Information System (HRIS) for their assistance and cooperation in the preparation of this report. The Division would also like to thank the Texas Workforce Commission Labor Market and Career Information Section for their assistance with preparing this report.

## **IV. Table/Charts**

**Table 1**  
**Statewide Civilian Workforce Composition**  
Texas Labor Code § 21.0035

Job Categories	Statewide Civilian Workforce									
	Caucasian American #	Caucasian American %	African American #	African American %	Hispanic American #	Hispanic American %	Female #	Female %	Male #	Male %
<i>Totals</i>	5,925,830	57.35%	1,086,672	10.52%	2,856,320	27.65%	4,718,153	45.67%	5,613,847	54.33%
Officials, Administration (A)	674,597.000	75.2%	59,207.000	6.6%	127,384.000	14.2%	334,607.000	37.3%	562,463.000	62.7%
Professional (P)	1,365,678.000	71.3%	158,978.000	8.3%	256,663.000	13.4%	1,018,991.000	53.2%	896,406.000	46.8%
Technical (T)	156,148.000	61.8%	31,331.000	12.4%	51,039.000	20.2%	135,935.000	53.8%	116,732.000	46.2%
Administrative Support (C)	1,833,125.000	60.6%	337,934.000	11.2%	729,068.000	24.1%	1,956,615.000	64.7%	1,067,144.000	35.3%
Skilled Craft Worker (S)	601,428.000	53.6%	67,324.000	6.0%	420,775.000	37.5%	53,859.000	4.8%	1,068,209.000	95.2%
Service and Maintenance (M)*	1,294,854.000	41.5%	431,898.000	13.8%	1,271,391.000	40.7%	1,218,146.000	39.0%	1,902,893.000	61.0%

**Source:** The data in this chart was extrapolated from the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2004, for the state of Texas.

\* Protective Services ( R ) and Para-Professionals ( Q ) categories are combined with the Service and Maintenance ( M ) category for this report. Prior to 2005, these categories were reported as separate groups; and once again these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2004.

Professional ( P ) category includes occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Skilled Craft Worker ( S ) category includes manual workers of relatively high skill having a thorough and comprehensive knowledge of the processes involved in their work. Officials and Administration (A) category includes occupations requiring administrative and managerial personnel who set policies and direct individual departments. Technical (T) category includes occupations requiring a combination of basic scientific knowledge and manual skill. Administrative Support (C) category includes all clerical-type work regardless of level of difficulty. Service and Maintenance (M) category includes occupations which workers perform duties which result in or contribute to comfort, convenience, hygiene or safety of the general public.

Note: Items may not add to totals or compute to displayed percentages due to rounding. Detail for Race and Hispanic-origin groups will not add to totals because data for the "other races" group are not presented and Hispanics are included in both the Caucasian and African American categories.

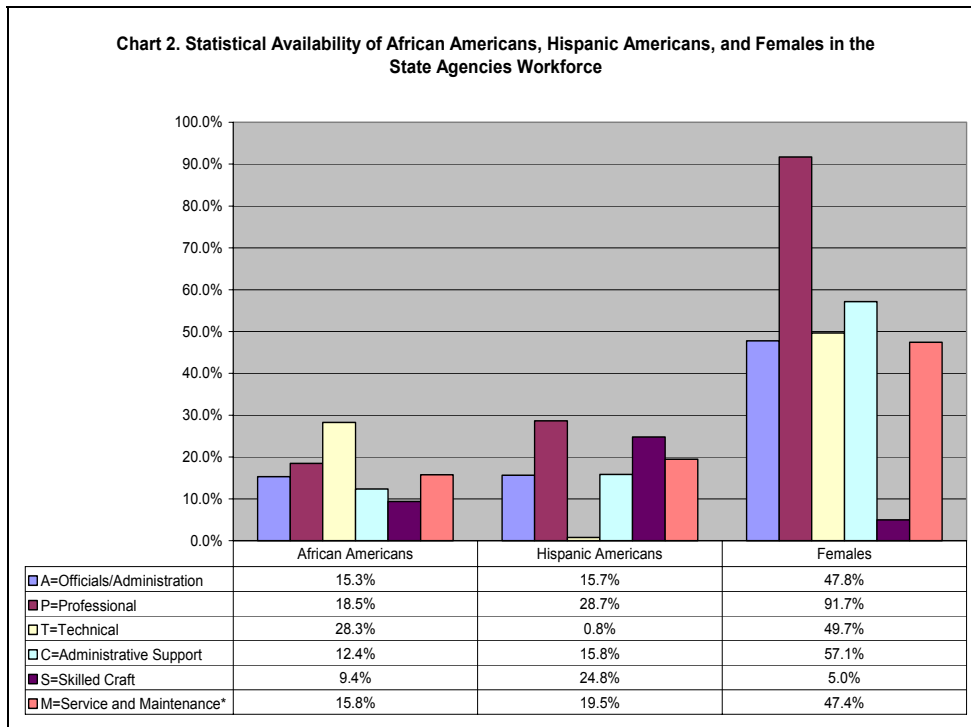
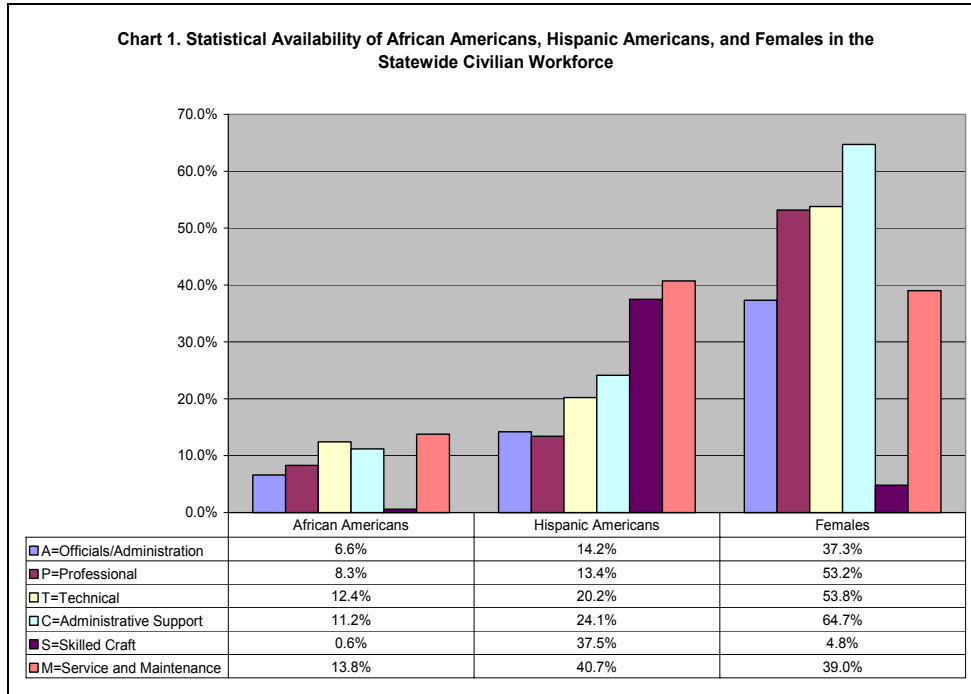
**Table 2**  
**State Agencies Workforce Composition**  
**Fiscal Year 2006**

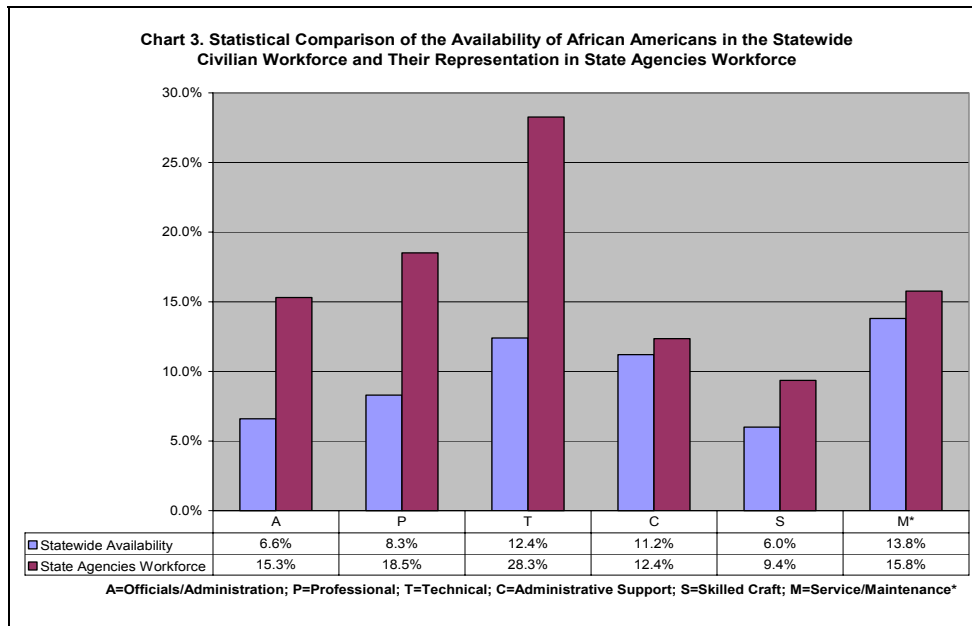
Job Categories	State Agency Workforce Composition									
	Caucasian American #	Caucasian American %	African American #	African American %	Hispanic American #	Hispanic American %	Female #	Female %	Male #	Male %
<i>Totals</i>	<i>153,510</i>	56.19%	<i>47,623</i>	17.43%	<i>54,941</i>	20.11%	<i>152,774</i>	55.92%	<i>125,265</i>	45.85%
Officials, Administration (A)	9,886	71.88%	2,105	15.30%	2,153	15.65%	6,571	47.78%	7,583	55.13%
Professional (P)	16,889	53.52%	5,840	18.51%	9,047	28.67%	28,934	91.70%	3,743	11.86%
Technical (T)	30,595	44.69%	19,357	28.27%	16,649	24.32%	33,992	49.65%	34,044	49.73%
Administrative Support (C)	77,114	63.06%	15,101	12.35%	19,333	15.81%	69,865	57.13%	58,530	47.86%
Skilled Craft Worker (S)	6,578	66.40%	926	9.35%	2,456	24.79%	493	4.98%	9,687	97.79%
Service and Maintenance (M)*	12,448	45.68%	4,294	15.76%	5,303	19.46%	12,919	47.41%	11,678	42.86%

**Source:** Comptroller of Public Accounts, Human Resources Information System (HRIS).

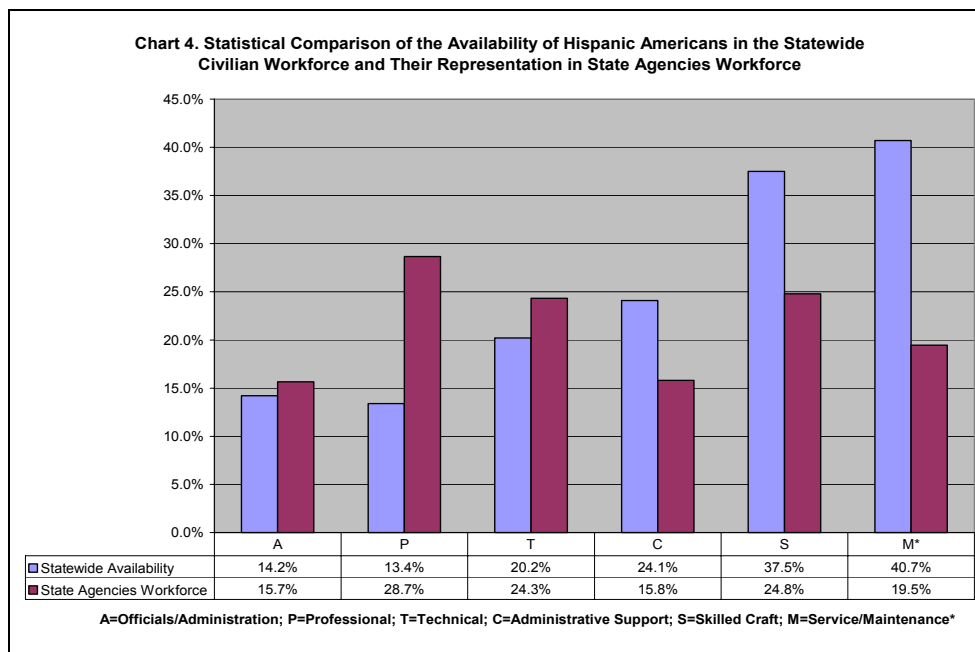
\* Prior to 2005, the Protective Services (R) and Para-Professional (Q) categories were each reported as separate groups; however, these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2004. For this report, these job categories are combined with the Service and Maintenance (M) category.

The following charts are derived from the data of Tables 1 and 2

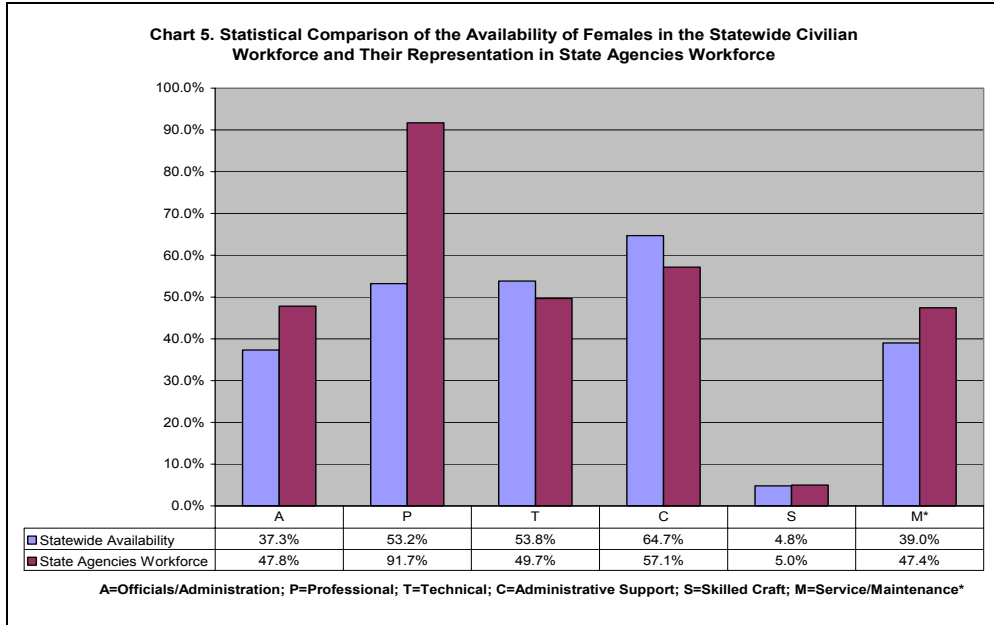




African Americans in state agencies are well represented in proportion to their availability in the workforce. In applying the 80% benchmark of the EEOC Uniform Guidelines on Employee Selection, 29 C.F.R. 1607, no categories indicate underutilization.



Hispanic Americans in state agencies are well represented in proportion to their availability in the workforce in the Officials/Administration, Professional, Technical, and Administrative Support job categories. However, in applying the 80% benchmark of the EEOC Uniform Guidelines on Employee Selection, 29 C.F.R. 1607, Hispanics are underutilized in the job categories of Administrative Support (3.48%), Skilled Craft (5.2%) and Service/Maintenance (13.06%).



Females in state agencies are well represented in proportion to their availability in the workforce. In applying the 80% benchmark of the EEOC Uniform Guidelines on Employee Selection, 29 C.F.R. 1607, no categories indicate underutilization.

**\* Prior to 2005, the Protective Services (R) and Para-Professional (Q) categories were each reported as separate groups; however, these job categories are not contained in the Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 2004. These job categories are combined with the Service/Maintenance (M) category.**

## **Attachments**

State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide Workforce Summary

Statewide Agencies Workforce  
 (September 1, 2004 - August 31, 2005)  
 Fiscal Year 2005

Code	Job Category	Total Employees	Caucasian American		61.73%	African American		16.64%	Hispanic American		19.05%	Other American		7.56%	Total	Total
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
A	Officials/Administrators	13,754	5,576	4,195	9,771	809	1,115	1,924	998	1,006	2,004	272	234	506	7,445	6,309
C	Administrative Support	122,282	1,899	14,518	16,417	504	5,129	5,633	1,076	7,594	8,670	200	633	833	56,114	66,168
M*	Service and Maintenance	27,249	17,567	28,484	46,051	7,541	11,669	19,210	8,790	7,372	16,162	683	605	1,288	12,829	14,420
P	Professionals	31,554	35,787	38,648	74,435	4,355	9,848	14,203	7,438	10,230	17,668	8,312	6,833	15,145	3,680	27,874
S	Skilled Craft Workers	9,906	6,286	281	6,567	500	91	591	2,154	103	2,257	178	16	194	9,415	491
T	Technical	68,460	7,736	7,660	15,396	1,092	2,809	3,901	2,563	2,710	5,273	1,438	1,241	2,679	34,581	33,879
<b>TOTALS</b>		<b>273,205</b>	<b>74,851</b>	<b>93,786</b>	<b>168,637</b>	<b>14,801</b>	<b>30,661</b>	<b>45,462</b>	<b>23,019</b>	<b>29,015</b>	<b>52,034</b>	<b>11,083</b>	<b>9,562</b>	<b>20,645</b>	<b>124,064</b>	<b>149,141</b>

THE INFORMATION CONTAINED IN THIS STATEWIDE SUMMARY REPORT REFLECTS DATA REPORTED BY USER AGENCIES ON THE HUMAN RESOURCE INFORMATION SYSTEM, THE STANDARDIZED PAYROLL/PERSONNEL REPORTING SYSTEM AND THE UNIFORM STATEWIDE PAYROLL/PERSONNEL SYSTEM. THE ACCURACY OF THE INFORMATION SUBMITTED BY THE USER AGENCIES IS SOLELY WITHIN EACH AGENCY'S CONTROL.

\*PRIOR TO 2005, THE PROTECTIVE SERVICES (R) AND PARA-PROFESSIONAL (Q) CATEGORIES WERE EACH REPORTED AS SEPARATE GROUPS; HOWEVER, THESE JOB CATEGORIES ARE NOT CONTAINED IN THE BUREAU OF LABOR STATISTICS, GEOGRAPHIC PROFILE OF EMPLOYMENT AND UNEMPLOYMENT, 2004, AS SEPARATE JOB CATEGORIES. FOR THIS STATEWIDE SUMMARY, THESE JOB CATEGORIES ARE COMBINED WITH THE SERVICE/MAINTENANCE (M) CATEGORY.

State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide Workforce Summary

Statewide Agencies Workforce  
 (September 1, 2005 - August 31, 2006)  
 Fiscal Year 2006

Code	Job Category	Total Employees	Caucasian American		55.21%		African American		17.13%		Hispanic American		19.76%		Other American		7.90%		Total Males	Total Females
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females				
A	Officials/Administrators	14,154	5,534	4,352	9,886	848	1,257	2,105	1,066	1,087	2,153	337	272	609	7,583	6,571				
C	Administrative Support	128,395	36,943	40,171	77,114	4,696	10,405	15,101	7,897	11,436	19,333	8,792	7,456	16,248	58,530	69,865				
M*	Service and Maintenance	24,597	6,824	5,624	12,448	1,196	3,098	4,294	2,354	2,949	5,303	1,304	1,248	2,552	11,678	12,919				
P	Professionals	32,677	1,912	14,977	16,889	536	5,304	5,840	1,097	7,950	9,047	198	703	901	3,743	28,934				
S	Skilled Craft Workers	10,180	6,306	272	6,578	830	96	926	2,348	108	2,456	203	17	220	9,687	493				
T	Technical	68,036	17,136	13,459	30,595	7,494	11,863	19,357	8,634	8,015	16,649	780	655	1,435	34,044	33,992				
<b>TOTALS</b>		<b>278,039</b>	<b>74,655</b>	<b>78,855</b>	<b>153,510</b>	<b>15,600</b>	<b>32,023</b>	<b>47,623</b>	<b>23,396</b>	<b>31,545</b>	<b>54,941</b>	<b>11,614</b>	<b>10,351</b>	<b>21,965</b>	<b>125,265</b>	<b>152,774</b>				

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State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide New Hires Summary

Statewide Agency New Hires  
 (September 1, 2004 - August 31, 2005)  
 Fiscal Year 2005

Code	Job Category	Total Employees	Caucasian American		African American		Hispanic American		Other American		Total	Total	Total	Total	Total	Total
			Males	Females	Males	Females	Males	Females	Males	Females						
A	Officials/Administrators	3,450	666	461	1,127	156	276	432	142	190	332	53	48	101	2,219	1,231
P	Professionals	7,113	439	2,900	3,339	669	1,217	1,886	280	1,877	2,157	71	201	272	918	6,195
T	Technical	8,832	1,597	1,916	3,513	963	1,816	2,779	976	1,322	2,298	115	127	242	3,651	5,181
C	Administrative Support	27,424	6,361	8,794	15,155	896	1,829	2,725	1,682	2,956	4,638	2,307	1,952	4,259	11,246	16,178
S	Skilled Craft Workers	1,203	729	38	767	110	25	135	251	15	266	32	3	35	1,122	81
M*	Service and Maintenance	5,380	1,200	1,498	2,698	205	621	826	427	624	1,051	407	398	805	2,239	3,141
<b>TOTALS</b>		<b>53,402</b>	<b>10,992</b>	<b>15,607</b>	<b>26,599</b>	<b>2,999</b>	<b>5,784</b>	<b>8,783</b>	<b>3,758</b>	<b>6,984</b>	<b>10,742</b>	<b>2,985</b>	<b>2,729</b>	<b>5,714</b>	<b>21,395</b>	<b>32,007</b>

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State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide New Hires Summary

Statewide Agency New Hires  
 (September 1, 2005 - August 31, 2006)  
 Fiscal Year 2006

Code	Job Category	Total Employees	Caucasian American		45.08%			African American		14.98%			Hispanic American		18.61%			Other American		10.25%			Total Males	Total Females
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females					
A	Officials/Administrators	2,125	597	606	1,203	181	273	454	159	182	341	77	50	127	1,014	1,111								
C	Administrative Support	6,911	449	2,896	3,345	115	1,050	1,165	164	1,868	2,032	69	202	271	895	6,016								
M*	Service and Maintenance	8,837	1,634	1,878	3,512	904	1,752	2,656	1,010	1,354	2,364	166	139	305	3,714	5,123								
P	Professionals	33,349	6,279	8,285	14,564	937	2,433	3,370	1,661	2,993	4,654	2,447	2,035	4,482	17,603	15,746								
S	Skilled Craft Workers	1,097	632	27	659	79	13	92	279	16	295	45	6	51	1,035	62								
T	Technical	5,200	1,209	1,436	2,645	212	667	879	421	596	1,017	318	341	659	2,160	3,040								
<b>TOTALS</b>		<b>57,519</b>	<b>10,800</b>	<b>15,128</b>	<b>25,928</b>	<b>2,428</b>	<b>6,188</b>	<b>8,616</b>	<b>3,694</b>	<b>7,009</b>	<b>10,703</b>	<b>3,122</b>	<b>2,773</b>	<b>5,895</b>	<b>26,421</b>	<b>31,098</b>								

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State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide Workforce Summary

Institutions of Higher Education Workforce Summary  
 (September 1, 2004 - August 31, 2005)  
 Fiscal Year 2005

Code	Job Category	Total Employees	Caucasian American		57.25%		African American		12.79%		Hispanic American		16.08%		Other American		13.88%		Total	Total
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
1	Executive/Administrative & Managerial	7,823	2,536	2,245	4,781	534	875	1,409	540	662	1,202	237	194	431	3,847	3,976				
2	Faculty/Professional Non-Faculty	76,589	23,470	24,055	47,525	2,218	4,580	6,798	3,749	4,803	8,552	7,668	6,046	13,714	37,105	39,484				
3	Secretarial/Clerical	15,689	915	7,480	8,395	246	2,529	2,775	492	3,424	3,916	156	447	603	1,809	13,880				
4	Technical	15,952	3,494	4,320	7,814	667	2,233	2,900	1,048	1,822	2,870	1,277	1,091	2,368	6,486	9,466				
5	Skilled Craft Workers	3,228	1,796	113	1,909	329	64	393	739	58	797	116	13	129	2,980	248				
6	Service / Maintenance	7,864	1,607	761	2,368	1,035	949	1,984	1,616	1,490	3,106	246	160	406	4,504	3,360				
<b>TOTALS</b>		<b>127,145</b>	<b>33,818</b>	<b>38,974</b>	<b>72,792</b>	<b>5,029</b>	<b>11,230</b>	<b>16,259</b>	<b>8,184</b>	<b>12,259</b>	<b>20,443</b>	<b>9,700</b>	<b>7,951</b>	<b>17,651</b>	<b>56,731</b>	<b>70,414</b>				

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State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide Workforce Summary

Institutions of Higher Education Workforce Summary  
 (September 1, 2005 - August 31, 2006)  
 Fiscal Year 2006

Code	Job Category	Total Employees	Caucasian American		56.05%			African American			13.16%			Hispanic American			16.58%			Other American			14.21%			Total	
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females		
1	Executive/Administrative & Managerial	8,197	2,506	2,301	4,807	576	999	1,575	591	716	1,307	281	227	508	3,954	4,243											
2	Faculty/Professional Non-Faculty	80,113	23,879	24,990	48,869	2,395	4,939	7,334	3,991	5,173	9,164	8,110	6,636	14,746	38,375	41,738											
3	Secretarial/Clerical	16,520	916	7,710	8,626	266	2,680	2,946	528	3,755	4,283	154	511	665	1,864	14,656											
4	Technical	16,292	3,525	4,271	7,796	693	2,383	3,076	1,181	1,957	3,138	1,166	1,116	2,282	6,565	9,727											
5	Skilled Craft Workers	3,332	1,783	116	1,899	338	71	409	809	63	872	137	15	152	3,067	265											
6	Service / Maintenance	8,537	1,723	822	2,545	1,098	1,067	2,165	1,705	1,577	3,282	327	218	545	4,853	3,684											
<b>TOTALS</b>		<b>132,991</b>	<b>34,332</b>	<b>40,210</b>	<b>74,542</b>	<b>5,366</b>	<b>12,139</b>	<b>17,505</b>	<b>8,805</b>	<b>13,241</b>	<b>22,046</b>	<b>10,175</b>	<b>8,723</b>	<b>18,898</b>	<b>58,678</b>	<b>74,313</b>											

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State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide New Hires Summary

Institutions of Higher Education New Hires Summary  
 (September 1, 2004 - August 31, 2005)  
 Fiscal Year 2005

Code	Job Category	Total Employees	Caucasian American		52.75%		African American		13.24%		Hispanic American		15.78%		Other American		18.24%		Total Males	Total Females
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females				
1	Executive/Administrative & Managerial	1,292	288	378	666	122	217	339	75	118	193	47	47	94	532	760				
2	Faculty/Professional Non-Faculty	3,492	4,462	5,423	9,885	495	1,038	1,533	947	1,132	2,079	2,186	1,748	3,934	483	3,009				
3	Secretarial/Clerical	1,779	223	1,481	1,704	72	613	685	128	748	876	60	167	227	986	793				
4	Technical	17,431	763	1,084	1,847	152	467	619	244	421	665	379	373	752	8,090	9,341				
5	Skilled Craft Workers	436	228	18	246	41	22	63	93	9	102	23	2	25	385	51				
6	Service / Maintenance	3,883	370	216	586	236	273	509	307	246	553	73	58	131	1,538	2,345				
<b>TOTALS</b>		<b>28,313</b>	<b>6,334</b>	<b>8,600</b>	<b>14,934</b>	<b>1,118</b>	<b>2,630</b>	<b>3,748</b>	<b>1,794</b>	<b>2,674</b>	<b>4,468</b>	<b>2,768</b>	<b>2,395</b>	<b>5,163</b>	<b>12,014</b>	<b>16,299</b>				

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State of Texas  
 Statewide Reporting Group  
 Equal Employment Opportunity Report - Statewide New Hires Summary

Institutions of Higher Education New Hires Summary  
 (September 1, 2005 - August 31, 2006)  
 Fiscal Year 2006

Code	Job Category	Total Employees	Caucasian American		51.10%		African American		12.53%		Hispanic American		16.27%		Other American		20.10%		Total Males	Total Females
			Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females				
1	Executive/Administrative & Managerial	1,165	236	249	485	145	212	357	96	108	204	70	49	119	547	618				
2	Faculty/Professional Non-Faculty	16,406	4,194	4,734	8,928	484	905	1,389	885	1,072	1,957	2,306	1,826	4,132	7,869	8,537				
3	Secretarial/Clerical	3,149	192	1,411	1,603	54	427	481	123	723	846	57	162	219	426	2,723				
4	Technical	3,572	771	946	1,717	130	469	599	249	381	630	306	320	626	1,456	2,116				
5	Skilled Craft Workers	407	193	10	203	35	11	46	108	10	118	35	5	40	371	36				
6	Service / Maintenance	1,756	382	200	582	221	221	442	307	243	550	108	74	182	1,018	738				
<b>TOTALS</b>		<b>26,455</b>	<b>5,968</b>	<b>7,550</b>	<b>13,518</b>	<b>1,069</b>	<b>2,245</b>	<b>3,314</b>	<b>1,768</b>	<b>2,537</b>	<b>4,305</b>	<b>2,882</b>	<b>2,436</b>	<b>5,318</b>	<b>11,687</b>	<b>14,768</b>				

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State of Texas  
Statewide Reporting Group  
Final Statistical Summary Report - Classified State Agencies

STATEWIDE SUMMARY

Job Code	----- Fiscal Year 2005 -----								----- Fiscal Year 2006 -----								Availability in Civilian		
	Total	New Hire			Total	Agency Workforce			Total	New Hire			Total	Agency Workforce			Labor Force		
		Blac k	Hispa nic	Fema le		Blac k	Hispa nic	Fema le		Blac k	Hispa nic	Fema le		Blac k	Hispa nic	Fema le	Blac k	Hispa nic	Fema le
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	
<b>A</b>	<b>124</b>	11.4			<b>5306</b>	10.3			<b>303</b>	9.57	13.86	49.5	4714	9.69	12.98	44.56	6.6	14.2	37.3
<b>C</b>	<b>661</b>	18.0	14.1	52.64	<b>1753</b>	17.1	13.68	46.26	<b>338</b>	18.6	28.54	86.01	1804	17.5	29	87.8	11.2	24.11	64.71
<b>M</b>	<b>6</b>	9	33.53	88.28	<b>5</b>	4	29.26	87.67	<b>1</b>	3	28.54	86.01	1	7	29	87.8	11.2	24.11	64.71
<b>P</b>	<b>215</b>	29.6			<b>7057</b>	44.8			<b>162</b>	30.1			7267	28.1					
<b>S</b>	<b>58</b>	7	24.12	61.41	<b>7</b>	4	23.56	57.08	<b>96</b>	4	25.47	60.62	2	5	24.27	59.16	13.8	40.74	39.03
<b>T</b>	<b>261</b>	23.6			<b>5445</b>	17.0			<b>643</b>	17.7			5281						
	<b>54</b>	4	24.64	69.79	<b>9</b>	4	21.45	59.28	<b>5</b>	9	19.16	58.88	5	16.3	20.93	57.87	8.3	13.4	53.2
	<b>153</b>																		
	<b>3</b>	8.67	20.28	5.63	<b>7496</b>	7.72	21.38	3.52	<b>735</b>	7.48	24.08	2.99	7680	7.76	22.63	3.35	6	37.5	4.8
	<b>567</b>	21.9			<b>1195</b>	12.7			<b>125</b>	12.7			1151	12.2					
	<b>5</b>	9	23.34	62.88	<b>2</b>	8	22.89	44.71	<b>5</b>	4	21.27	47.41	3	2	23.03	43.48	12.4	20.2	53.8
	<b>627</b>	24.4			<b>1673</b>	20.6			<b>284</b>	26.1			<b>1674</b>	21.1					
	<b>84</b>	9	24.67	65.41	<b>25</b>	2	22.17	53.85	<b>05</b>	9	21.95	57.79	<b>35</b>	7	22.25	54.06			

EEO JOB CATEGORIES

JOB CATEGORY CODE	DESCRIPTION
A	OFFICIALS/ADMINISTRATION
C	ADMINISTRATIVE SUPPORT
M	SERVICE AND MAINTENANCE
P	PROFESSIONAL
S	SKILLED CRAFT
T	TECHNICAL

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State of Texas  
Statewide Reporting Group  
Final Statistical Summary Report - Institutions of Higher Education

STATEWIDE SUMMARY

Job Code	----- Fiscal Year 2005 -----								----- Fiscal Year 2006 -----								Availability in Civilian		
	New Hire				Agency Workforce				New Hire				Agency Workforce				Labor Force		
	Total	Black %	Hispanic %	Female %	Total	Black %	Hispanic %	Female %	Total	Black %	Hispanic %	Female %	Total	Black %	Hispanic %	Female %	Black %	Hispanic %	Female %
<b>A</b>	<b>961</b>	11.96	10.82	57.33	<b>8962</b>	8.35	11.87	50.49	<b>752</b>	8.77	15.95	50.66	9154	8.6	12.04	51.15	6.6	14.2	37.3
<b>C</b>	<b>4294</b>	20.68	25.68	85.56	<b>21898</b>	19.87	26.22	88.77	<b>4014</b>	17.96	27.03	85.12	21710	20.41	26.38	88.57	11.18	24.11	64.71
<b>M</b>	<b>2332</b>	41.47	27.28	52.21	<b>10788</b>	37.79	34.49	50.96	<b>2348</b>	42.7	26.19	49.86	10848	39.34	33.59	51.69	13.84	40.74	39.03
<b>P*</b>	<b>17898</b>	8.2	11.9	53.84	<b>87439</b>	7.7	11.26	51.81	<b>17218</b>	7.55	12.37	51.91	89767	7.83	11.72	52.2	8.3	13.4	53.2
<b>S</b>	<b>443</b>	13.99	11.73	11.73	<b>3648</b>	10.99	25.49	7.04	<b>419</b>	11.45	29.83	9.06	3674	11.4	26.83	7.72	6	37.5	4.8
<b>T</b>	<b>4770</b>	15.13	15.66	57.12	<b>19876</b>	16.4	17.7	56.38	<b>4336</b>	14.73	16.16	54.75	19033	17.36	18.23	56.3	12.4	20.2	53.8
	<b>30698</b>	13.05	15.88	57.83	<b>152611</b>	12.2	16.53	56.11	<b>29087</b>	12.08	16.69	55.77	<b>154186</b>	12.49	16.77	56.3			

**EEO JOB CATEGORIES**

JOB CATEGORY CODE	DESCRIPTION
A	EXECUTIVE/ADMINISTRATIVE & MANAGERIAL
C	SECRETARIAL / CLERICAL
M	SERVICE / MAINTENANCE
P*	FACULTY / PROFESSIONAL NON-FACULTY
S	SKILLED CRAFT
T	TECHNICAL

\* PERCENTAGES REFLECT THE COMBINED UNWEIGHTED AVERAGES FOR THE FACULTY AND PROFESSIONAL NON-FACULTY JOB CODE EMPLOYEES.

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