

Incumbency v. Estimated Availability

Lane Community College -- 04/15/2009

Comparison Rule

80% with Whole Person Rule

Incumbency v. Estimated Availability

Lane Community College --
04/15/2009

	Less than 80% ?	
Job Group	Female	Minority
10 Senior Executives		
11 Non-Instructional Managers		Yes
12 Instruc & Studnt Srv Managers	Yes	Yes
13 Arts & Letters Faculty		
14 Science & Math Faculty		
15 Trade & Tech Skills Faculty		Yes
16 Basic Skills Faculty		Yes
17 Health & Physical Ed		Yes
18 Non-Instructional Faculty	Yes	
19 Professional, Coordinators		Yes
20 Professional, Media Relations		Yes
21 Professional, HR & Finance		Yes
22 Professional, Spec/Misc		Yes
23 Technicians, Computer		Yes
24 Student Srv & Instructional Su		
25 Office & Clerical Support		
26 Craft (Skilled)		Yes

*Comparison of Incumbency to Availability is performed using the 80% with Whole Person Rule
Yes indicates 80% Ratio < 80.0 and Difference <= -1.0*

Incumbency v. Estimated Availability

	Less than 80% ?	
Job Group	Female	Minority
27 Operatives (Semi-skilled)	Yes	
28 Service Worker		Yes
29 Laborers (Unskilled)		
30 PT Arts & Letters Faculty		
31 PT Science & Math Faculty		Yes
32 PT Trade & Tech Skills Faculty	Yes	Yes
33 PT Basic Skills Faculty		Yes
34 PT Health, Physical Ed		Yes
35 PT Non-Instructional faculty		
38 PT Pro, HR & Finance		
39 PT Professional, Spec/Misc		Yes
40 PT Technicians, Computer	Yes	
41 PT Student Srv & Instruct Supp		
42 PT Office & Clerical Support		Yes
43 PT Craft (skilled)		
44 PT Operatives (Semi-skilled)		Yes
45 PT Service Worker		

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Incumbency v. Estimated Availability

	Less than 80% ?	
Job Group	Female	Minority
46 PT Laborers (unskilled)		Yes

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