

Appendix A

Agency Name: Northland (
Progress Toward Goals Report
 Data Range: 7/1/2018 - 6/30/2020

FEMALES (Promotion includes both promoted into and within the job category.)						
Job Category	Prior AAP Total Females %	Prior AAP Year Goals Females %	Females Hired %	Female Promoted %	Actual Females Placement (%)	Females Goal Met?
Faculty	45.88%	46.20%	46.97%		46.97%	Yes
Office/Clerical	96.43%	63.40%	100.00%		100.00%	Yes
Officials and Administrators	36.36%	40.20%	100.00%	60.00%	66.67%	No
Professionals	47.62%	55.70%	60.00%	100.00%	77.78%	Yes
Service Maintenance	18.18%	44.40%	60.00%		60.00%	Yes
Skilled Craft	0.00%	6.30%		0.00%	0.00%	No
Technicians	77.78%	57.20%	55.56%		55.56%	No
0						
0						

Racial/Ethnic Minorities (Minorities) (Promotion includes both promoted into and within the job category.)						
Job Category	Prior AAP Total Minorities %	Prior AAP Year Goals Minorities %	Minorities Hired %	Minorities Promoted %	Actual Minorities Placement (%)	Minorities Goal Met?
Faculty	4.12%	24.90%	16.67%		16.67%	No
Office/Clerical	3.57%	10.50%	0.00%		0.00%	No
Officials and Administrators	9.09%	7.60%	0.00%	20.00%	16.67%	Yes
Professionals	2.38%	10.60%	20.00%	0.00%	11.11%	Yes
Service Maintenance	18.18%	19.50%	26.67%		26.67%	Yes
Skilled Craft	0.00%	8.80%		0.00%	0.00%	No
Technicians	11.11%	10.60%	0.00%		0.00%	No
0						
0						

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Progress Toward Goals Report
 Data Range: 7/1/2018 - 6/30/2020

Individuals with Disabilities (Promotion includes both promoted into and within the job category.)						
Job Category	Prior AAP Total Individuals with Disabilities %	Prior AAP Year Goals Individuals with Disabilities %	Individuals with Disabilities Hired %	Individuals with Disabilities Promoted %	Actual Individuals with Disabilities Placement (%)	Individuals with Disabilities Goal Met?
Faculty	0.00%	7.00%	0.00%		0.00%	No
Office/Clerical	11.11%	7.00%	0.00%		0.00%	No
Officials and Administrators	9.09%	7.00%	0.00%	0.00%	0.00%	No
Professionals	0.00%	7.00%	0.00%	0.00%	0.00%	No
Service Maintenance	9.09%	7.00%	0.00%		0.00%	No
Skilled Craft	0.00%	7.00%		0.00%	0.00%	No
Technicians	3.57%	7.00%	0.00%		0.00%	No
0						
0						

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

Total Separations				
*(Minority = Racial/Ethnic Minorities)				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Death	0.00%	0.00%	0.00%	0.00%
Dismissal	0.00%	0.00%	0.00%	0.00%
Early/Enhanced Retirement	2.78%	50.00%	0.00%	0.00%
Layoff	5.56%	25.00%	50.00%	0.00%
Non-Renewal/Non-Cert	4.17%	33.33%	0.00%	33.33%
Reduction in Workforce	1.39%	0.00%	0.00%	0.00%
Resignation	9.72%	42.86%	14.29%	14.29%
Retirement	11.11%	37.50%	0.00%	0.00%
Termination	62.50%	40.00%	24.44%	2.22%
Transfer	2.78%	50.00%	0.00%	0.00%
Total Separations	100.00%	38.89%	19.44%	4.17%

Faculty				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement	5.13%	50.00%	0.00%	0.00%
Layoff				
Non-Renewal/Non-Cert	5.13%	50.00%	0.00%	0.00%
Reduction in Workforce				
Resignation				
Retirement	12.82%	20.00%	0.00%	0.00%
Termination	76.92%	30.00%	20.00%	3.33%
Transfer				
Total Separations	100.00%	30.77%	15.38%	2.56%

Office/Clerical				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type ¹	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation	25.00%	100.00%	0.00%	0.00%
Retirement	25.00%	100.00%	0.00%	0.00%
Termination	50.00%	100.00%	0.00%	0.00%

Appendix B

Agency Name: Northland CTC

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

Transfer				
Total Separations	100.00%	100.00%	0.00%	0.00%

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

Officials and Administrators				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation				
Retirement				
Termination				
Transfer	100.00%	100.00%	0.00%	0.00%
Total Separations	100.00%	100.00%	0.00%	0.00%

Professionals				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff	33.33%	0.00%	66.67%	0.00%
Non-Renewal/Non-Cert				
Reduction in Workforce	11.11%	0.00%	0.00%	0.00%
Resignation	33.33%	66.67%	0.00%	33.33%
Retirement	11.11%	100.00%	0.00%	0.00%
Termination				
Transfer	11.11%	0.00%	0.00%	0.00%
Total Separations	100.00%	33.33%	22.22%	11.11%

Service Maintenance				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff	9.09%	100.00%	0.00%	0.00%
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation	9.09%	0.00%	100.00%	0.00%
Retirement	9.09%	0.00%	0.00%	0.00%
Termination	72.73%	50.00%	62.50%	0.00%

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Agency Name: Northland CTC

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

Transfer				
Total Separations	100.00%	45.45%	54.55%	0.00%

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

Skilled Craft				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation				
Retirement				
Termination				
Transfer				
Total Separations				

Technicians				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert	12.50%	0.00%	0.00%	100.00%
Reduction in Workforce				
Resignation	25.00%	0.00%	0.00%	0.00%
Retirement				
Termination	62.50%	60.00%	0.00%	0.00%
Transfer				
Total Separations	100.00%	37.50%	0.00%	12.50%

0				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation				
Retirement				
Termination				

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Agency Name: Northland CTC

Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

Transfer				
Total Separations				

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Separation Analysis

Data Range Dates: 7/1/2018 - 6/30/2020

Note: ¹The percentages by protected group within a separation type

0				
Separation Type	Total %	Female % within Each Sep Type ¹	*Minority % within Each Sep Type1	Individuals with Disabilities % within Each Sep Type ¹
Death				
Dismissal				
Early/Enhanced Retirement				
Layoff				
Non-Renewal/Non-Cert				
Reduction in Workforce				
Resignation				
Retirement				
Termination				
Transfer				
Total Separations				