



# *Maryland*

*Statewide Equal Employment  
Opportunity Report  
Fiscal Year 2003*

**Robert L. Ehrlich, Jr., Governor  
Michael S. Steele, Lt. Governor  
James C. DiPaula, Jr., Secretary  
Department of Budget and Management**

“All public service is a trust  
Given in faith  
And accepted in honor”

*H. B. Alexander*

**In recognition and gratitude  
for your work on this report:**

**Paula Green-Holt      Tyrone Barnard      Gene Noble  
Mary Miller                              Michelle Booker**

**Ann Gordon**

***Statewide Equal Employment Opportunity Coordinator***

**Source of EEO Statistical Data:**

**\*Department of Budget and Management’s Master Files**

**\*Agencies’ Fiscal Year 2003 Annual Reports**

**\*1990 U.S. Census Data**



# *Maryland Department of Budget & Management*

*DBM – people and technology...  
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*Office of the Secretary*

*ROBERT L. EHRLICH, JR.  
Governor*

*MICHAEL S. STEELE  
Lieutenant Governor*

*JAMES C. DIPAULA, Jr.  
Secretary*

*CECILIA JANUSZKIEWICZ  
Deputy Secretary*

February 20, 2004

The Honorable Robert L. Ehrlich, Jr.  
Governor  
State of Maryland  
State House  
Annapolis, MD 21401

Dear Governor Ehrlich:

The Department of Budget and Management is pleased to submit the *Fiscal Year 2003 Annual Statewide Equal Employment Opportunity Report*. This report identifies the State work force by age, gender, race, salary and employment status; examines discrimination and Whistleblower complaints; and analyzes the State's equal employment opportunity performance.

In fiscal year 2004 we will continue to employ a four-tier strategy to increase the effectiveness of the Program. First, our commitment to equal employment opportunity will continue through the increased education of EEO personnel and outreach efforts to all employees. Second, our training efforts will focus on the areas of sexual harassment prevention, diversity, mediation and the Americans with Disabilities Act. Third, on-site agency audits will produce a closer monitoring of agency EEO activities. Finally, we



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will assist agencies with enforcement efforts needed to maintain State work places free of discrimination, harassment, and retaliation.

Our EEO Program has made positive changes in diversifying our work places, and we look forward to continued success.

Sincerely,

James C. DiPaula, Jr.  
Secretary

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## **EXECUTIVE SUMMARY**

Maryland is committed to promoting equal employment opportunity in State government and ensuring that the State's employment practices are nondiscriminatory in intent and effect. The State's Equal Employment Opportunity Program is located within the Department of Budget and Management under the leadership of Secretary James C. DiPaula, Jr.

This report covers fiscal year 2003. During this period, Ann Gordon served as the Statewide Equal Employment Opportunity Coordinator.

The report presents information and statistics from the 18 executive agencies under the State Personnel Management System, the independent agencies, the University System of Maryland, Baltimore City Community College, Morgan State University, and St. Mary's College. The statistical benchmark for this report is the 1990 United States Census data in reference to population and the Civilian Labor Force for the State of Maryland.

Governor Ehrlich has made complying with the Americans with Disabilities Act a cornerstone of his administration, ensuring that qualified individuals with disabilities are given the opportunity to participate in and benefit from State employment, programs, and benefits. Because of Maryland's leadership in this area, the Equal Employment Opportunity Commission has selected Maryland as one of three states invited to participate in a review of employment practices that affect individuals with disabilities who are State employees or are applicants for State employment. The results of the review will be highlighted and published in a public report of best practices.

Fiscal constraints, including the freeze on State positions that has been in effect since October 17, 2001, resulted in few demographic changes and minimal personnel transaction activity in FY 2003.

# **SECTION ONE**

## **STATEWIDE WORK FORCE STATISTICS**

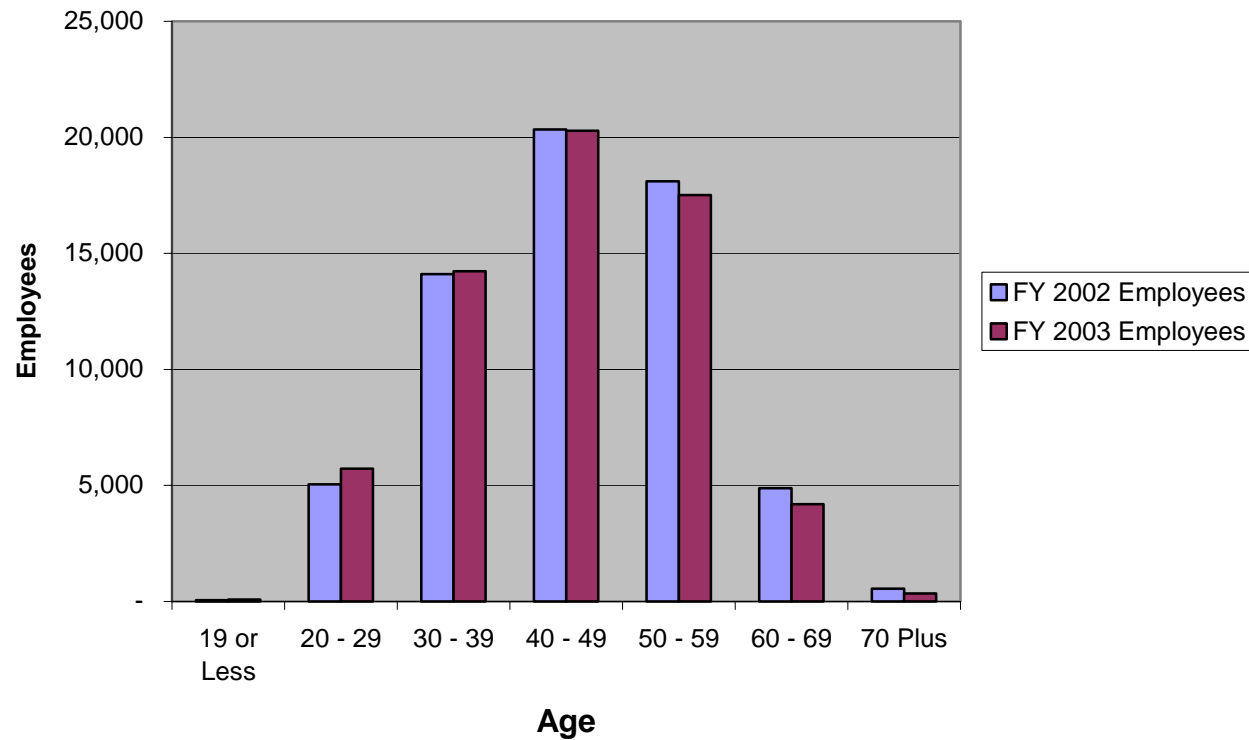


# STATEWIDE WORK FORCE STATISTICS

## FISCAL YEAR 2003

- The 1990 United States census data shows that the State of Maryland's Civilian Labor Force is comprised of 2,591,740 employees. Of these 70.5% were *White*, 23.6% were *African-American*, 2.8% were *Asian*, and 2.6% were of the *Hispanic or Latino* (no other race checked) ethnicity.
- 56,793 persons were employed by Executive Branch and Independent State agencies. (This total does not include the University System of Maryland, Independent State Colleges, or employees of the Judicial or Legislative branches.) Of these 54.96% were *White*, 39.80% were *African-American*, 0.83% were *Hispanic or Latino* (no other race checked), 0.38% were *Asian*, 0.20% were *American Indian and Alaska Native*, 0.03% were *Native Hawaiian and Other Pacific Islander*, 0.36% were *Multiracial*, and 3.44% did not identify a race.
- There were 25,150 (44.3%) males in the State's work force. Of these 62.8% were *White*, 31.7% were *African-American*, 0.2% were *American Indian and Alaska Native*, 0.5% were *Asian*, 0.04% were *Native Hawaiian and Other Pacific Islander*, 0.4% were *Hispanic or Latino*, 0.4% were *Multiracial* and 3.39% did not identify a race.
- There were 31,643 (55.7%) females in the State work force. Of these 48.7% were *White*, 46.2% were *African-American*, 0.2% were *American Indian and Alaska Native*, 0.3% were *Asian*, 0.02% were *Native Hawaiian and Other Pacific Islander*, 0.8% were *Hispanic or Latino* (no other race checked), 0.3% were *Multiracial* and 3.49% did not identify a race.
- In fiscal year 2003, 69.3% of the State work force was over 40 years of age, and the average age was 45 years old.

## State of Maryland Employees by Age Fiscal Year 2002 & Fiscal Year 2003



## TOTAL FULL-TIME AND PART-TIME WORK FORCE UTILIZATION

EEO Job Category	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators	3,868	2,153	1,715	1,774	1,214	263	398	3	1	14	6	0	1	88	73	6	5	5	17
		56%	44%	46%	31%	7%	10%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%
Professionals	21,844	8,101	13,743	5,472	7,675	2,051	5,286	16	22	77	52	3	2	363	559	33	36	86	111
		37%	63%	25%	35%	9%	24%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	0%	1%
Technicians	3,347	2,044	1,303	1,638	785	321	432	3	4	11	2	0	0	38	63	21	7	12	10
		61%	39%	49%	23%	10%	13%	0%	0%	0%	0%	0%	0%	1%	2%	1%	0%	0%	0%
Protective Service Workers	10,632	7,390	3,242	4,190	537	2,805	2,516	17	5	9	1	5	0	274	166	7	4	83	13
		70%	30%	39%	5%	26%	24%	0%	0%	0%	0%	0%	0%	3%	2%	0%	0%	1%	0%
Paraprofessionals	3,472	574	2,898	203	1,182	332	1,563	1	10	1	6	0	2	34	93	1	5	2	37
		17%	83%	6%	34%	10%	45%	0%	0%	0%	0%	0%	0%	1%	3%	0%	0%	0%	1%
Administrative Support	8,011	695	7,316	309	3,723	345	3,357	2	12	9	17	1	0	20	115	3	40	6	52
		9%	91%	4%	46%	4%	42%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	1%
Skilled Craft Workers	2,251	2,189	62	1,584	39	544	21	9	0	6	0	2	0	13	1	17	0	14	1
		97%	3%	70%	2%	24%	1%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%	0%
Service-Maintenance	3,368	2,004	1,364	623	267	1,311	1,046	8	3	5	2	0	0	22	34	19	3	16	9
		60%	40%	18%	8%	39%	31%	0%	0%	0%	0%	0%	0%	1%	1%	1%	0%	0%	0%
<b>TOTAL</b>	<b>56,793</b>	<b>25,150</b>	<b>31,643</b>	<b>15,793</b>	<b>15,422</b>	<b>7,972</b>	<b>14,619</b>	<b>59</b>	<b>57</b>	<b>132</b>	<b>86</b>	<b>11</b>	<b>5</b>	<b>852</b>	<b>1,104</b>	<b>107</b>	<b>100</b>	<b>224</b>	<b>250</b>
		44%	56%	28%	27%	14%	26%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%

NOTE: The data includes SPMS and MDOT full-time and part-time employees; contractals are not included.

# FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003

EEO Job Category			TOTAL			Race																Ethnicity	
						White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
			Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Officials and Administrators	FY 2003	TOTAL	3,868	2,153	1,715	1,774	1,214	263	398	3	1	14	6	-	1	88	73	6	5	5	17		
				56%	44%	46%	31%	7%	10%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%		
	FY 2002	TOTAL	3,864	2,137	1,727	1,791	1,255	271	404	3	1	12	-	-	-	42	44	9	4	9	19		
				55%	45%	46%	32%	7%	10%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	0%		
% of Change (+/-)				<+> 1%	<-> 1%	0%	<-> 1%	0%	0%	0%	0%	0%	0%	0%	0%	<+> 1%	<+> 1%	0%	0%	0%	0%		
Professionals	FY 2003	TOTAL	21,844	8,101	13,743	5,472	7,675	2,051	5,286	16	22	77	52	3	2	363	559	33	36	86	111		
				37%	63%	25%	35%	9%	24%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	0%	1%		
	FY 2002	TOTAL	21,879	8,204	13,675	5,654	7,754	2,055	5,347	15	21	50	21	-	-	294	364	36	35	100	133		
				37%	63%	26%	35%	9%	24%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	1%		
% of Change (+/-)				0%	0%	<-> 1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<+> 1%	<+> 1%	0%	0%	0%	0%		
Technicians	FY 2003	TOTAL	3,347	2,044	1,303	1,638	785	321	432	3	4	11	2	-	-	38	63	21	7	12	10		
				61%	39%	49%	23%	10%	13%	0%	0%	0%	0%	0%	0%	1%	2%	1%	0%	0%	0%		
	FY 2002	TOTAL	3,500	2,147	1,353	1,723	852	343	442	3	4	9	-	-	-	27	31	27	9	15	15		
				61%	39%	49%	24%	10%	13%	0%	0%	0%	0%	0%	0%	1%	1%	1%	0%	0%	0%		
% of Change (+/-)				0%	0%	0%	<-> 1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<+> 1%	0%	0%	0%	0%		
Protective Service Workers	FY 2003	TOTAL	10,632	7,390	3,242	4,190	537	2,805	2,516	17	5	9	1	5	-	274	166	7	4	83	13		
				70%	30%	39%	5%	26%	24%	0%	0%	0%	0%	0%	0%	3%	2%	0%	0%	1%	0%		
	FY 2002	TOTAL	10,626	7,374	3,252	4,181	566	2,938	2,590	14	9	5	3	2	1	129	65	12	2	93	16		
				69%	31%	39%	5%	28%	24%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	1%	0%		
% of Change (+/-)				<+> 1%	<-> 1%	0%	0%	<-> 2%	0%	0%	0%	0%	0%	0%	0%	<+> 2%	<+> 1%	0%	0%	0%	0%		

**FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003 (Continued)**

EEO Job Category			TOTAL			Race														Ethnicity	
						White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
Empl.	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Para- professionals	FY 2003	TOTAL	3,472	574	2,898	203	1,182	332	1,563	1	10	1	6	-	2	34	93	1	5	2	37
				17%	83%	6%	34%	10%	45%	0%	0%	0%	0%	0%	0%	1%	3%	0%	0%	0%	1%
	FY 2002	TOTAL	3,525	600	2,925	233	1,242	347	1,602	1	5	-	1	-	1	18	42	-	7	1	25
				17%	83%	7%	35%	10%	45%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	1%
% of Change (+/-)				0%	0%	<-> 1%	<-> 1%	0%	0%	0%	0%	0%	0%	0%	0%	<+> 2%	0%	0%	0%	0%	
Administrative Support	FY 2003	TOTAL	8,011	695	7,316	309	3,723	345	3,357	2	12	9	17	1	-	20	115	3	40	6	52
				9%	91%	4%	46%	4%	42%	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	1%
	FY 2002	TOTAL	8,382	706	7,676	317	3,949	348	3,480	1	10	9	14	-	-	17	101	6	55	8	67
				8%	92%	4%	47%	4%	42%	0%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%
% of Change (+/-)				<+> 1%	<-> 1%	0%	<-> 1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<-> 1%	0%	0%	
Skilled Craft Workers	FY 2003	TOTAL	2,251	2,189	62	1,584	39	544	21	9	-	6	-	2	-	13	1	17	-	14	1
				97%	3%	70%	2%	24%	1%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%	0%
	FY 2002	TOTAL	2,357	2,297	60	1,645	38	579	19	8	-	5	-	2	-	15	1	24	1	19	1
				97%	3%	70%	2%	25%	1%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	1%	0%
% of Change (+/-)				0%	0%	0%	0%	<-> 1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
Service- Maintenance	FY 2003	TOTAL	3,368	2,004	1,364	623	267	1,311	1,046	8	3	5	2	-	-	22	34	19	3	16	9
				60%	40%	18%	8%	39%	31%	0%	0%	0%	0%	0%	0%	1%	1%	1%	0%	0%	0%
	FY 2002	TOTAL	3,391	2,013	1,378	629	275	1,309	1,059	7	3	5	-	-	-	12	28	28	4	23	9
				59%	41%	19%	8%	39%	31%	0%	0%	0%	0%	0%	0%	0%	1%	1%	0%	1%	0%
% of Change (+/-)				<+> 1%	<-> 1%	<-> 1%	0%	0%	0%	0%	0%	0%	0%	0%	<+> 1%	0%	0%	0%	<-> 1%	0%	

# STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2003

AGENCY	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )	
	Employee	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Aging	295	57	238	31	122	20	105	0	0	0	1	0	1	6	8	0	0	0	1
Agriculture	428	248	180	213	137	20	30	1	2	1	0	0	0	10	9	0	0	3	2
Assessments and Taxation	668	238	430	211	220	22	193	0	0	0	0	0	0	4	10	1	4	0	3
Baltimore City Community College	488	184	304	63	76	106	210	0	0	0	1	0	0	15	14	0	0	0	3
Baltimore City Sheriff's Office	90	69	21	29	2	39	19	0	0	0	0	0	0	0	0	0	0	1	0
Board of Public Works	9	2	7	2	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Boards, Comm., & Office	63	17	46	10	27	5	17	0	0	0	0	0	0	2	2	0	0	0	0
Budget and Management	451	145	306	92	155	33	125	0	0	1	0	0	0	16	25	2	0	1	1
Business and Economic Development	302	114	188	80	115	23	58	0	0	0	2	1	0	9	10	0	0	1	3
Canal Place Preservation & Development Authority	4	1	3	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Commission for Public School Construction	15	8	7	4	4	3	3	0	0	0	0	0	0	0	0	0	0	1	0
Comptroller of Maryland	1,068	336	732	255	455	65	258	1	2	0	4	0	1	13	11	0	0	2	1
Education	1,340	407	933	286	548	108	351	1	3	3	2	0	0	6	23	0	0	3	6
Environment	936	530	406	412	282	62	93	2	1	50	22	0	0	0	1	0	0	4	7
Executive Department	81	31	50	27	36	3	7	0	0	1	0	0	0	0	7	0	0	0	0
Forum for Rural Maryland	3	2	1	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
General Services	697	457	240	250	99	179	133	2	0	2	0	1	0	18	5	0	1	5	2
Governor's Work Force Investment Board	8	3	5	3	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0

**STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2003 (Continued)**

AGENCY	TOTAL			Race																Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )			
	Employee	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Health and Mental Hygiene	10,445	2,711	7,734	1,602	4,623	880	2,526	6	9	13	24	0	2	170	474	2	4	38	72		
Higher Educ Commission	74	18	56	15	38	2	17	0	0	0	0	0	0	1	0	0	0	0	1		
Higher Educ Labor Board	3	1	2	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Historic St. Mary's City Comm.	37	20	17	18	14	2	2	0	0	0	0	0	0	0	1	0	0	0	0		
Housing and Community Development	388	144	244	107	161	21	64	1	1	0	1	0	0	15	16	0	0	0	1		
Human Resources	7,152	1,292	5,860	559	2,242	681	3,498	0	10	2	2	0	0	37	62	0	4	13	42		
Judiciary	3,112	737	2,375	527	1,403	178	835	1	4	5	12	1	1	18	88	0	0	7	32		
Juvenile Services	1,610	728	882	340	295	354	551	3	2	3	3	0	0	22	27	0	0	6	4		
Labor, Licensing and Regulations	1,559	625	934	416	381	189	513	1	1	12	18	0	0	0	0	0	0	7	21		
Maryland Automobile Insurance Fund	521	161	360	113	200	37	133	1	4	1	4	0	1	0	0	8	13	1	5		
Maryland Commission on Human Relations	47	15	32	4	7	8	21	0	0	0	0	0	0	3	3	0	0	0	1		
Maryland Energy Administration	17	8	9	6	4	2	4	0	0	0	0	0	0	0	0	0	0	0	1		
Maryland Food Center Authority	28	16	12	10	10	4	2	0	0	0	0	0	0	1	0	1	0	0	0		
Maryland Institute for Emergency Medical Services Systems	92	53	39	47	28	2	9	0	0	0	0	0	0	4	2	0	0	0	0		
Maryland Insurance Administration	263	107	156	76	91	21	59	0	0	1	1	0	0	6	3	3	1	0	1		
Maryland Prepaid College Trust	9	2	7	2	6	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
Maryland Public Television	187	86	101	72	78	13	20	0	0	1	3	0	0	0	0	0	0	0	0		
Maryland Schools for the Deaf	308	99	209	79	179	18	18	0	0	0	0	0	0	2	6	0	0	0	6		
Maryland Stadium Authority	80	54	26	35	14	19	12	0	0	0	0	0	0	0	0	0	0	0	0		
Maryland State Archives	46	19	27	12	21	5	5	0	0	0	0	0	0	2	1	0	0	0	0		

**STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2003 (Continued)**

AGENCY	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employee	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Maryland State Board of Contract Appeals	4	3	1	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Maryland State Lottery Agency	137	66	71	42	28	23	40	0	0	0	0	0	0	1	3	0	0	0	0
Maryland State Police	2,378	1,842	536	1,468	401	307	117	0	2	3	0	1	0	30	9	1	0	32	7
Maryland Tax Court	9	6	3	6	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Maryland Teacher and Employees Supplement Retirement Plan	18	7	11	7	7	0	3	0	0	0	0	0	0	0	1	0	0	0	0
Military	300	232	68	148	37	67	27	2	0	1	0	1	0	7	4	0	0	6	0
Morgan State University	941	476	465	61	36	370	413	1	0	40	13	0	0	0	0	0	0	4	3
Natural Resources	1,416	906	510	783	396	84	82	2	1	1	1	0	0	25	20	1	1	10	9
Office of Administrative Hearings	125	35	90	31	61	3	28	0	0	0	0	0	0	1	1	0	0	0	0
Office of Attorney General	218	62	156	53	117	9	34	0	0	0	0	0	0	0	3	0	0	0	2
Office of Children, Youth & Families	40	5	35	4	16	1	16	0	0	0	0	0	0	0	3	0	0	0	0
Office of People's Counsel	18	6	12	6	9	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Office of Smart Growth	5	2	3	1	2	0	1	0	0	0	0	0	0	1	0	0	0	0	0
Office of the Deaf & Hard of Hearing	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Office of the Public Defender	750	289	461	208	243	48	164	1	1		2	1	0	30	42	0	0	1	9
Office of the State Prosecutor	9	6	3	6	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Planning	116	64	52	45	30	7	14	0	0	1	0	0	0	11	8	0	0	0	0
Property Tax Assessments Appeal Board	105	70	35	56	28	8	6	0	0	0	0	0	0	6	1	0	0	0	0
Public Safety and Correctional Services	10,706	6,033	4,673	3,309	1,173	2,394	3,262	15	10	3	3	2	0	260	205	2	2	48	18



**STATEWIDE WORK FORCE BY AGENCY — FISCAL YEAR 2003 (Continued)**

AGENCY	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employee	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Public Service Commission	126	60	66	42	38	11	25	0	0	1	0	0	0	5	2	0	0	1	1
Saint Mary's College of Maryland	371	179	192	145	159	23	22	0	1	0	2	0	0	8	7	0	0	3	1
Secretary of State	31	9	22	6	14	1	6	0	0	1	0	0	0	1	2	0	0	0	0
State Administrative Board of Election	162	30	132	19	105	8	23	1	0	0	0	0	0	2	2	0	0	0	2
State Retirement and Pension	157	64	93	39	34	17	54	0	0	6	3	0	0	1	1	1	1	0	0
State Treasurer	47	17	30	11	18	4	6	0	0	0	0	0	0	2	5	0	0	0	1
Subsequent Injury Fund	20	7	13	6	10	1	3	0	0	0	0	0	0	0	0	0	0	0	0
Transportation	10,319	6,402	3,917	4,019	1,990	2,111	1,786	19	7	86	30	4	0	39	16	84	67	40	21
Uninsured Employers' Fund	15	8	7	7	3	1	2	0	0	0	0	0	0	0	2	0	0	0	0
University System of Maryland	32,118	15,657	16,461	9,862	9,937	2,459	3,813	40	48	2,218	1,572	0	0	659	604	0	0	419	487
Veterans Affairs	66	50	16	30	10	17	3	0	0	0	0	0	0	2	3	1	0	0	0
Worker's Compensation Commission	123	27	96	17	34	10	59	0	0	0	0	0	0	0	3	0	0	0	0
<b>TOTAL</b>	<b>93,776</b>	<b>42,365</b>	<b>51,411</b>	<b>26,452</b>	<b>27,033</b>	<b>11,108</b>	<b>19,907</b>	<b>101</b>	<b>109</b>	<b>2,457</b>	<b>1,726</b>	<b>12</b>	<b>6</b>	<b>1,471</b>	<b>1,755</b>	<b>107</b>	<b>98</b>	<b>657</b>	<b>777</b>

## **SECTION Two**

# **WORK FORCE UTILIZATION**

# UTILIZATION AND UNDER-UTILIZATION

## FISCAL YEAR 2003 HIGHLIGHTS

One of the important goals of the State of Maryland is to establish and maintain a work force that is representative of the State's Civilian Labor Force (CLF). Trends in this area for fiscal year 2003 are displayed in charts on the succeeding pages, and are highlighted as follows:

### Officials and Administrators

- In this job category *White* females, *African-American* males and females, and *Other Minority* females met or exceeded their representation in the CLF. *Other Minority* males were marginally under-represented.

### Professionals

- In this job category *African-American* males and females, and *Other Minority* females exceeded their representation in the CLF. *White* females and *Other Minority* males were marginally under-represented.

### Technicians

- In this job category *African-American* females and *Other Minority* females met or exceeded their representation in the CLF. *White* females, *African-American* males and *Other Minority* males were marginally under-represented.

### Protective Service Workers

- In this job category *African-American* females, *Other Minority* males and females exceeded their representation in the CLF. *White* females and *African-American* males were under-represented.

### Paraprofessionals

- In this job category *African-American* males and females, and *Other Minority* males exceeded their representation in the CLF. *White* females and *Other Minority* females were under-represented.

### Administrative Support

- In this job category *African-American* females exceeded their representation in the CLF. *White* females, *African-American* males, *Other Minority* males and females were under-represented.

### Skilled Crafts Workers

- In this job category *African-American* males exceeded their representation in the CLF. *White* females, *African-American* females, *Other Minority* males and females were under-represented.

### **Service-Maintenance**

- In this job category *African-American* males and females, and *Other Minority* males and females exceeded their representation in the CLF. *White* females were under-represented.

## **SUMMARY**

### **African-American Males**

- *African-American* males exceeded their representation in the CLF in five job categories: **Officials and Administrators, Professionals, Paraprofessionals, Skilled Craft Workers, and Service-Maintenance**. In the other three job categories *African-American* males were under-represented.

### **African-American Females**

- *African-American* females were under-represented only in the **Skilled Craft Workers** job category. In the other seven job categories *African-American* females exceeded their representation in the CLF.

### **White Females**

- *White* females marginally exceeded their representation in the CLF in only one job category **Officials and Administrators**. In the other seven job categories *White* females were under-represented.

## STATEWIDE WORK FORCE UTILIZATION ANALYSIS

EEO JOB CATEGORY	WHITE			AFRICAN-AMERICAN						OTHER MINORITIES AND THOSE WITH NO RACE CHECKED						TOTAL PERMANENT POSITIONS
	FEMALE	STATE CLF	INDEX	MALE	STATE CLF	INDEX	FEMALE	STATE CLF	INDEX	MALE	STATE CLF	INDEX	FEMALE	STATE CLF	INDEX	
Officials and Administrators	1,214 31%	30.1		263 7%	7.0		398 10%	8.5		116 3%	2.8	X	103 3%	1.7		3,868
			(+) .9%			None			(+) 1.5%			(-) .2%			(+) 1.3%	
Professionals	7,675 35%	38.5	X	2,051 9%	5.8		5,286 24%	10.5		578 2.6%	1.9	X	782 3.6%	2.6		21,844
			(-) 3.5%			(+) 3.2%			(+) 13.5%			(-) .7%			(+) 1%	
Technicians	785 23%	26.0	X	321 10%	8.6		432 13%	9.9		85 3%	4.3	X	86 3%	3.0		3,347
			(-) 3%			(+) 1.4%			(+) 3.1%			(-) 1.3%			None	
Protective Service Workers	537 5%	10.0	X	2,805 26%	28.5	X	2,516 24%	9.2		395 4%	2.0		189 2%	0.5		10,632
			(-) 5%			(-) 2.5%			(+) 14.8%			(+) 2%			(+) 1.5%	
Para-professionals	1,182 34%	49.7	X	332 10%	4.8		1,563 45%	34.3		39 1%	0.9		153 4%	5.7	X	3,472
			(-) 15.7%			(+) 5.2%			(+) 10.7%			(+) .1%			(-) 1.7%	
Administrative Support	3,723 46%	50.4	X	345 4%	7.4	X	3,357 42%	20.8		41 0.5%	1.5	X	236 3%	3.5	X	8,011
			(-) 4.4%			(-) 3.4%			(+) 21.2%			(-) 1%			(-) .5%	
Skilled Craft Workers	39 2%	4.6	X	544 24%	15.6		21 1%	1.7	X	61 3%	4.9	X	2 0.1%	0.4	X	2,251
			(-) 2.6%			(+) 8.4%			(-) .7%			(-) 1.9%			(-) .3%	
Service-Maintenance	267 8%	21.1	X	1,311 39%	22.0		1,046 31%	11.4		70 2%	1.4		51 2%	0.7		3,368
			(-) 13.1%			(+) 17%			(+) 19.6%			(+) .6%			(+) 1.3%	
TOTALS	15,422 27%	29.8	X	7,972 14%	12.5		14,619 26%	13.3		1,385 2%	2.7	X	1,602 3%	2.3		56,793
			(-) 2.8%			(+) 1.5%			(+) 12.7%			(-) .7%			(+) .7%	

NOTE: Data includes SPMS and MDOT full-time and part-time employees, contractuels are not included. The "X" represents EEO job categories that are below the Maryland CLF.

# **SECTION THREE**

## **REASONABLE ACCOMMODATION IN MARYLAND STATE GOVERNMENT**

## **REASONABLE ACCOMMODATION**

Fiscal Year 2003 was the third year of assessing progress in the area of reasonable accommodation. State agencies are working to establish programs that will enable them to collect information and respond to requests for reasonable accommodations from State employees and from applicants for employment. In FY 03 there were 235 requests for reasonable accommodations from State employees and 215, or 91% of the requests were granted. There were 19 agencies which reported data on reasonable accommodation requests, with the Department of Health and Mental Hygiene, Transportation, Juvenile Services, Human Resources and the Maryland Automobile Insurance Fund accounting for 171 or 72% of all the employee reasonable accommodation requests.

The Disability Employment Workgroup, an interagency initiative co-chaired by the Department of Budget and Management and the Governor's Office for Individuals with Disabilities continued administering the Governor's Quality, Understanding, Excellence, Success and Training (QUEST) Internship Program. The QUEST Program provides opportunities in State government to qualified individuals with disabilities. In fiscal year 2003, 28 interns participated in the QUEST Program.

Effective fiscal year 2004, the Equal Employment Opportunity Commission (EEOC) has selected Maryland, as one of three states, to participate in a study of state's employment practices that affect individuals with disabilities. The study will be published in a public report highlighting best practices, which could be of benefit to other states. Governor Ehrlich and EEOC Chair Cari Dominguez met in Annapolis on December 15, 2003 to sign a resolution celebrating and confirming the partnership between Maryland and the EEOC.

### Statewide Requests for Reasonable Accommodation — Fiscal Year 2003

Agency	Employees				Applicants			
	Requested	Granted	Denied	Pending	Requested	Granted	Denied	Pending
Aging	2	2						
Agriculture	5	5						
Budget and Management	10	10						
Comptroller of Maryland	2	2						
Education	12	10	1	1				
Environment	3	3			1	1		
Health and Mental Hygiene	79	76	1	2	1	1		
Higher Education Commission	4	4						
Human Resources	19	19						
Juvenile Services	21	9	6	5	1	1		
Labor, Licensing and Regulation	4	4						
Maryland Automobile Insurance Fund	26	26						
Maryland State Police	1	1						
Natural Resources	2	2						
Office of Attorney General	1			1				
Office of the Public Defender	1		1					
Public Safety and Correctional Services	10	10						
Transportation	26	25		2	8	7		1
Worker's Compensation Commission	7	7						
<b>TOTAL</b>	<b>235</b>	<b>215</b>	<b>9</b>	<b>11</b>	<b>11</b>	<b>10</b>	<b>0</b>	<b>1</b>

NOTE: These are the agencies reporting reasonable accommodation requests



# **SECTION FOUR**

## **DISTRIBUTION OF STATEWIDE EMPLOYEE WORK FORCE BY SALARY, GRADE, RACE AND GENDER**

# WORK FORCE BY SALARY, RACE AND GENDER — FISCAL YEAR 2003

Salary	TOTAL			Race																Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )			
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
\$10,000 or less	18	15	3	15	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0		
		83%	17%	90%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
\$10,001 - \$20,000	494	197	297	63	103	113	159	1	2	1	3	1	1	17	26	1	0	0	3		
		40%	60%	10%	21%	23%	34%	0%	0%	0%	0%	0%	0%	4%	6%	0%	0%	0%	1%		
\$20,001 - \$30,000	11,821	3,724	8,097	1,751	3,116	1,754	4,528	12	13	21	21	2	1	132	307	10	16	42	95		
		32%	68%	13%	24%	15%	42%	0%	0%	0%	0%	0%	0%	1%	3%	0%	0%	0%	1%		
\$30,001 - \$40,000	21,093	7,914	13,179	4,769	6,336	2,803	6,326	18	31	22	30	5	2	202	324	22	29	73	101		
		38%	62%	21%	27%	14%	33%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	0%		
\$41,001 - \$50,000	13,125	5,817	7,308	3,818	4,119	1,616	2,778	13	13	36	22	3	1	243	316	17	13	71	46		
		44%	56%	27%	32%	12%	23%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	1%	0%		
\$50,001 - \$60,000	8,232	4,140	4,092	3,048	2,683	828	1173	10	10	30	13	0	1	185	170	11	13	28	29		
		50%	50%	35%	34%	9%	15%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%		
\$60,001 and more	7,151	4,462	2,689	3,520	1,865	625	618	16	7	23	12	0	1	250	162	6	4	22	20		
		62%	38%	49%	29%	7%	8%	0%	0%	0%	0%	0%	0%	3%	3%	0%	0%	0%	0%		
Hourly/ Daily	578	235	343	175	196	45	121	0	1	0	4	0	0	13	14	0	1	2	6		
		41%	59%	31%	32%	9%	23%	0%	0%	0%	0%	0%	0%	3%	2%	0%	0%	0%	0%		
TOTAL	62,512	26,504	36,008	17,159	18,420	7,784	15,704	70	77	133	105	11	7	1,042	1,319	67	76	238	300		
		42%	58%	27%	29%	12%	25%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%		

NOTE: Data includes Executive Branch, Independent agencies, MDOT, BCCC, BSU, CSC, FSU, MSU, SMCM, SU, TU, and UB employees. Contractuals are not included.

# WORK FORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2003

Grade	TOTAL			Race																Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance <i>(no race checked)</i>		Multiracial		Hispanic or Latino <i>(no other race checked)</i>			
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Flat/Slope	21	14	7	13	6	1	1	0	0	0	0	0	0	0	0	0	0	0	0		
		67%	33%	62%	29%	5%	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Grade 1 — (\$14,383-\$21,845)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Grade 2 — (\$15,293-\$23,274)	11	7	4	3	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0		
		64%	36%	27%	0%	36%	36%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Grade 3 — (\$16,267 - \$24,808)	5	1	4	1	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0		
		20%	80%	20%	0%	0%	80%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
Grade 4 — (\$17,309 - \$26,451)	104	42	62	8	22	32	34	0	0	0	1	0	0	2	3	0	0	0	2		
		40%	60%	8%	21%	31%	33%	0%	0%	0%	1%	0%	0%	2%	3%	0%	0%	0%	2%		
Grade 5 — (\$18,424 - \$28,203)	927	350	577	125	219	200	316	1	0	1	1	1	0	17	35	0	1	5	5		
		38%	62%	13%	24%	22%	34%	0%	0%	0%	0%	0%	0%	2%	4%	0%	0%	1%	1%		
Grade 6 — (\$19,617 - \$30,081)	717	305	412	136	166	158	208	1	2	1	0	0	1	6	29	1	0	2	6		
		43%	57%	19%	23%	22%	29%	0%	0%	0%	0%	0%	0%	1%	4%	0%	0%	0%	1%		
Grade 7 — (\$20,894-\$32,093)	2,274	516	1,758	209	562	286	1121	2	4	0	2	0	0	18	52	0	0	1	17		
		23%	77%	9%	25%	13%	49%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	1%		
Grade 8 — (\$22,260 - \$34,241)	1,940	510	1,430	275	606	207	777	2	1	5	4	1	1	11	20	5	6	4	15		
		26%	74%	14%	31%	11%	40%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	1%		
Grade 9 — (\$23,722 - \$36,541)	2,394	449	1,945	283	935	152	927	0	6	1	4	0	0	7	53	1	1	5	19		
		19%	81%	12%	39%	6%	39%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	1%		
Grade 10 — (\$25,286-\$39,002)	3,854	1,236	2,618	780	1,350	403	1,168	4	3	7	9	1	0	23	45	11	25	7	18		
		32%	68%	20%	35%	10%	30%	0%	0%	0%	0%	0%	0%	1%	1%	0%	1%	0%	0%		

**WORK FORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2003 (Continued)**

Grade	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian, Other Pac Is.		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade 11 — (\$26,958 - \$41,641)	4,148	1,193	2,955	604	1,186	529	1,668	2	2	1	5	0	0	44	70	6	4	7	20
		29%	71%	15%	29%	13%	40%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	0%
Grade 12 — (\$28,749 - \$44,453)	7,919	4,180	3,739	2,406	1,254	1,610	2,313	8	7	8	5	3	0	102	129	8	4	35	27
		53%	47%	30%	16%	20%	29%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	0%
Grade 13 — (\$30,664- \$47,468)	3,404	1,551	1,853	886	935	554	818	4	7	4	3	1	0	81	76	4	4	17	10
		46%	54%	26%	27%	16%	24%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%
Grade 14 — (\$32,715 - \$50,700)	3,481	1,191	2,290	763	1,160	367	1,037	4	3	2	2	1	0	31	61	3	7	20	20
		34%	66%	22%	33%	11%	30%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	1%	1%
Grade 15 — (\$34,908 - \$54,147)	3,771	1,758	2,013	1,176	1,029	479	873	3	6	6	4	0	1	71	79	4	5	19	16
		47%	53%	31%	27%	13%	23%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	1%	0%
Grade 16 — (\$37,255- \$57,844)	4,214	1,745	2,469	1,155	1,551	473	773	5	4	21	10	1	0	64	108	5	7	21	16
		41%	59%	27%	37%	11%	18%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	0%	0%
Grade 17 — (\$39,766 - \$61,794)	2,949	1,301	1,648	932	997	258	535	3	1	18	11	0	0	75	89	7	5	8	10
		44%	56%	32%	34%	9%	18%	0%	0%	1%	0%	0%	0%	3%	3%	0%	0%	0%	0%
Grade 18 — (\$42,453 - \$66,022)	2,032	959	1,073	725	744	143	244	2	2	14	7	1	0	63	64	6	4	5	8
		47%	53%	36%	37%	7%	12%	0%	0%	1%	0%	0%	0%	3%	3%	0%	0%	0%	0%
Grade 19 — (\$45,329- \$70,547)	1,549	821	728	670	515	102	162	2	0	7	2	0	0	36	39	0	0	4	10
		53%	47%	43%	33%	7%	10%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	0%	1%
Grade 20 — (\$48,405 - \$75,389)	942	535	407	448	271	59	103	0	0	1	0	0	0	24	26	0	2	3	5
		57%	43%	48%	29%	6%	11%	0%	0%	0%	0%	0%	0%	3%	3%	0%	0%	0%	1%
Grade 21 — (\$51,697 - \$80,570)	655	384	271	305	196	49	60	1	1	5	3	0	0	23	9	0	0	1	2
		59%	41%	47%	30%	7%	9%	0%	0%	1%	0%	0%	0%	4%	1%	0%	0%	0%	0%

**WORK FORCE BY GRADE, RACE AND GENDER — FISCAL YEAR 2003 (Continued)**

Grade	TOTAL			Race																Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Grade 22 — (\$55,219-\$86,118)	674	374	300	317	227	37	47	0	0	5	1	0	0	12	21	2	2	1	2		
		55%	45%	47%	34%	5%	7%	0%	0%	1%	0%	0%	0%	2%	3%	0%	0%	0%	0%		
Grade 23 — (\$58,988 - \$92,049)	227	141	86	113	62	14	16	1	0	0	1	0	0	10	7	2	0	1	0		
		62%	38%	50%	27%	6%	7%	0%	0%	0%	0%	0%	0%	4%	3%	1%	0%	0%	0%		
Grade 24 — (\$63,020 - \$98,396)	226	140	86	121	68	11	13	0	0	4	0	0	0	4	4	0	0	0	1		
		62%	38%	54%	30%	5%	6%	0%	0%	2%	0%	0%	0%	2%	2%	0%	0%	0%	0%		
Grade 25 — (\$67,975-\$105,183)	64	40	24	39	16	1	6	0	0	0	1	0	0	0	1	0	0	0	0		
		63%	38%	61%	25%	2%	9%	0%	0%	0%	2%	0%	0%	0%	2%	0%	0%	0%	0%		
Grade 26 — (\$71,952-\$112,454)	53	35	18	29	15	3	3	0	0	0	0	0	0	3	0	0	0	0	0		
		66%	34%	55%	28%	6%	6%	0%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%		
Hourly/ Daily	2,967	1,827	1,140	593	161	1,174	958	7	3	6	1	0	0	18	10	19	5	10	2		
		62%	38%	20%	5%	40%	32%	0%	0%	0%	0%	0%	0%	1%	0%	1%	0%	0%	0%		
MRT*	5,271	3,545	1,726	2,678	1,169	666	430	7	5	15	9	1	2	107	74	23	18	48	19		
		67%	33%	51%	22%	13%	8%	0%	0%	0%	0%	0%	0%	2%	1%	0%	0%	1%	0%		
TOTAL	56,793	25,150	31,643	15,793	15,422	7,972	14,619	59	57	132	86	11	5	852	1,104	107	100	224	250		
		44%	56%	28%	27%	14%	26%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%		

\*MRT (Merit Rate Table) — Includes State Police, Physicians, Emergency Police, DNR Police and Executive Pay Plan. These employees are not compensated within the regular salary grades.

# EXECUTIVE PAY PLAN WORK FORCE BY SALARY GRADE, RACE AND GENDER — FISCAL YEAR 2003

EPP Scale	TOTAL			Race																Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )			
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
ES 4 — (\$68,518-\$92,069)	9	8	1	7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
		89%	11%	78%	11%	11%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
ES 5 — (\$73,777-\$99,136)	24	20	4	12	3	4	0	0	0	0	0	0	0	3	1	0	0	1	0		
		83%	17%	50%	13%	17%	0%	0%	0%	0%	0%	0%	13%	4%	0%	0%	4%	0%			
ES 6 — (\$79,458-\$106,769)	47	27	20	24	15	3	3	0	0	0	0	0	0	0	2	0	0	0	0		
		57%	43%	51%	32%	6%	6%	0%	0%	0%	0%	0%	0%	4%	0%	0%	0%	0%			
ES 7 — (\$85,594-\$115,014)	29	20	9	16	7	0	2	0	0	0	0	0	0	4	0	0	0	0	0		
		69%	31%	55%	24%	0%	7%	0%	0%	0%	0%	0%	14%	0%	0%	0%	0%	0%			
ES 8 — (\$92,220-\$123,919)	18	12	6	9	5	1	0	0	0	1	0	0	0	1	1	0	0	0	0		
		67%	33%	50%	28%	6%	0%	0%	0%	6%	0%	0%	0%	6%	6%	0%	0%	0%	0%		
ES 9 — (\$99,459-\$133,538)	19	11	8	8	4	1	3	0	0	0	0	0	1	2	0	0	0	0	0		
		58%	42%	42%	21%	5%	16%	0%	0%	0%	0%	0%	5%	11%	0%	0%	0%	0%	0%		
ES 10 — (\$107,106-\$143,922)	6	5	1	4	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0		
		83%	17%	67%	0%	17%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
ES 11 — (\$115,456-\$155,141)	6	5	1	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0		
		83%	17%	67%	17%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
TOTAL	158	108	50	84	36	12	9	0	0	1	0	0	1	10	4	0	0	1	0		
		68%	32%	53%	23%	8%	6%	0%	0%	1%	0%	0%	1%	6%	3%	0%	0%	1%	0%		

**SECTION FIVE**

**STATEWIDE  
PERSONNEL  
TRANSACTIONS**

## PERSONNEL TRANSACTIONS FISCAL YEAR 2003

A comparison of personnel transactions from fiscal year 2002 to fiscal year 2003 shows a significant reduction in appointments, promotions and reclassifications:

	FY 2002	FY 2003	Percent Decrease
Appointments	5,645	4,072	27.9%
Promotions	3,825	3,086	19.3%
Reclassifications	6,581	3,811	42.1%

Among other reasons, these significant decreases were the result of the hiring freeze which has been in effect since October 17, 2001 and the accompanying budget constraints.



### PERSONNEL TRANSACTIONS — FISCAL YEAR 2003

Type of Transactions	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pac Is		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	4,072	1,770	2,302	913	918	642	1,007	7	6	34	33	6	3	141	302	10	7	17	26
		43%	57%	22%	23%	16%	25%	0%	0%	1%	1%	0%	0%	3%	7%	0%	0%	0%	1%
Reinstatements	627	298	329	141	110	115	172	1	1	2	7	1	0	36	38	0	1	2	0
		48%	52%	22%	18%	18%	27%	0%	0%	0%	1%	0%	0%	6%	6%	0%	0%	0%	0%
Promotions	3,086	1,268	1,818	649	640	453	972	5	3	10	10	1	1	128	167	2	4	20	21
		41%	59%	21%	21%	15%	31%	0%	0%	0%	0%	0%	0%	4%	5%	0%	0%	1%	1%
Reclassifications	3,811	1,420	2,391	985	1319	373	966	0	5	10	4	0	0	26	57	9	19	17	21
		37%	63%	26%	35%	10%	25%	0%	0%	0%	0%	0%	0%	1%	1%	0%	0%	0%	1%
Demotions	226	95	131	53	59	24	48	0	0	2	2	0	1	14	20	1	0	1	1
		42%	58%	23%	26%	11%	21%	0%	0%	1%	1%	0%	0%	6%	9%	0%	0%	0%	0%
Suspensions	761	341	420	122	92	207	310	0	0	0	0	0	0	9	12	2	5	1	1
		45%	55%	16%	12%	27%	41%	0%	0%	0%	0%	0%	0%	1%	2%	0%	1%	0%	0%
TOTAL	12,583	5,192	7,391	2,863	3,138	1,814	3,475	13	15	58	56	8	5	354	596	24	36	58	70
		41%	59%	23%	25%	14%	28%	0%	0%	0%	0%	0%	0%	3%	5%	0%	0%	0%	1%

### SEPARATIONS AND TERMINATIONS — FISCAL YEAR 2003

Type of Transaction	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	2,611	997	1,614	564	775	352	684	1	2	4	4	2	1	53	112	2	5	19	31
		38%	62%	22%	30%	13%	26%	0%	0%	0%	0%	0%	0%	2%	4%	0%	0%	1%	1%
Rejections on Probation	287	219	68	110	17	23	39	71	0	3	1	0	0	0	8	12	0	0	3
		76%	24%	38%	6%	8%	14%	25%	0%	1%	0%	0%	0%	0%	3%	4%	0%	0%	1%
Terminations	580	322	258	162	112	146	128	0	0	1	1	0	0	11	15	1	1	1	1
		56%	44%	28%	19%	25%	22%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	0%	0%
TOTAL	3,478	1,538	1,940	836	904	521	851	72	2	8	6	2	1	64	135	15	6	20	35
		44%	56%	24%	26%	15%	24%	2%	0%	0%	0%	0%	0%	2%	4%	0%	0%	1%	1%

## Separations and Terminations by Age, Race and Gender — Fiscal Year 2002

AGE	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>RESIGNATIONS</b>																			
19 OR LESS	1	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 - 29	683	251	432	112	156	71	167	1	-	1	-	-	-	58	104	1	-	7	5
30 - 39	1,291	425	866	177	302	122	325	-	-	-	-	-	-	116	228	-	3	10	8
40 - 49	1,069	394	675	143	260	130	242	2	1	1	-	-	-	116	163	-	-	2	9
50 - 59	677	303	374	154	198	66	84	-	-	-	-	-	-	79	89	-	-	4	3
60 - 69	149	79	70	48	40	8	16	1	-	-	-	-	-	21	13	-	-	1	1
70 PLUS	27	20	7	13	4	2	2	-	-	-	-	-	-	5	1	-	-	-	-
<b>TOTAL</b>	<b>3,897</b>	<b>1,472</b>	<b>2,425</b>	<b>647</b>	<b>961</b>	<b>399</b>	<b>836</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>395</b>	<b>598</b>	<b>1</b>	<b>3</b>	<b>24</b>	<b>26</b>
<b>REJECTIONS ON PROBATION</b>																			
19 OR LESS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20 - 29	89	22	67	7	5	10	45	-	-	-	-	-	-	5	16	-	-	-	1
30 - 39	84	42	42	9	8	22	25	1	-	-	-	-	-	9	9	-	-	1	-
40 - 49	65	27	38	5	3	14	20	-	-	-	-	-	1	7	13	-	-	1	1
50 - 59	25	10	15	2	5	7	6	-	-	-	-	-	-	1	4	-	-	-	-
60 - 69	3	1	2	1	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-
<b>TOTAL</b>	<b>266</b>	<b>102</b>	<b>164</b>	<b>24</b>	<b>22</b>	<b>53</b>	<b>96</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>22</b>	<b>43</b>	<b>-</b>	<b>-</b>	<b>2</b>	<b>2</b>
<b>TERMINATIONS</b>																			
20 - 29	46	17	29	7	4	7	15	-	-	-	-	-	-	3	10	-	-	-	-
30 - 39	107	58	49	20	12	28	28	-	-	-	-	-	-	10	9	-	-	-	-
40 - 49	147	74	73	27	18	36	44	-	-	-	-	-	-	11	11	-	-	-	-
50 - 59	94	57	37	20	9	28	22	-	-	-	-	-	-	8	6	-	-	1	-
60 - 69	38	19	19	5	6	12	8	-	-	-	-	-	-	2	5	-	-	-	-
70 PLUS	4	1	3	-	2	-	1	-	-	-	-	-	-	1	-	-	-	-	-
<b>TOTAL</b>	<b>436</b>	<b>226</b>	<b>210</b>	<b>79</b>	<b>51</b>	<b>111</b>	<b>118</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>35</b>	<b>41</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>-</b>
	<b>4,599</b>	<b>1,800</b>	<b>2,799</b>	<b>750</b>	<b>1,034</b>	<b>563</b>	<b>1,050</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>452</b>	<b>682</b>	<b>1</b>	<b>3</b>	<b>27</b>	<b>28</b>

## Separations and Terminations by Age, Race and Gender — Fiscal Year 2003

AGE	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>RESIGNATIONS</b>																			
19 OR LESS	4	2	2	1	1	1	-	-	-	-	-	-	-	-	1	-	-	-	-
20 - 29	611	205	406	126	172	66	191	-	-	1	1	-	-	9	27	-	2	3	13
30 - 39	895	334	561	176	254	124	250	-	1	2	3	1	1	19	40	2	2	10	10
40 - 49	614	228	386	115	191	92	164	1	-	-	-	1	-	15	25	-	1	4	5
50 - 59	392	180	212	113	122	56	71	-	1	-	-	-	-	9	15	-	-	2	3
60 - 69	85	40	45	26	34	12	7	-	-	1	-	-	-	1	4	-	-	-	-
70 PLUS	10	8	2	7	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
<b>TOTAL</b>	<b>2,611</b>	<b>997</b>	<b>1,614</b>	<b>564</b>	<b>775</b>	<b>352</b>	<b>684</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>53</b>	<b>112</b>	<b>2</b>	<b>5</b>	<b>19</b>	<b>31</b>
<b>REJECTIONS ON PROBATION</b>																			
19 OR LESS	1	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
20 - 29	67	23	44	7	4	13	33	-	1	-	-	-	-	1	6	-	-	2	-
30 - 39	58	25	33	7	7	13	20	-	2	-	-	-	-	4	4	-	-	1	-
40 - 49	27	6	21	-	7	5	14	-	-	-	-	-	-	1	-	-	-	-	-
50 - 59	23	13	10	2	5	8	4	-	-	1	-	-	-	2	1	-	-	-	-
60 - 69	2	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
<b>TOTAL</b>	<b>287</b>	<b>219</b>	<b>68</b>	<b>110</b>	<b>17</b>	<b>23</b>	<b>39</b>	<b>71</b>	<b>-</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>12</b>	<b>-</b>	<b>-</b>	<b>3</b>
<b>TERMINATIONS</b>																			
20 - 29	52	25	27	13	8	11	18	-	-	-	-	-	-	1	1	-	-	-	-
30 - 39	151	73	78	25	29	45	41	-	-	1	1	-	-	2	6	-	1	-	-
40 - 49	173	85	88	45	40	34	44	-	-	-	-	-	-	5	4	-	-	1	-
50 - 59	143	91	52	48	27	40	21	-	-	-	-	-	-	2	3	1	-	-	1
60 - 69	56	43	13	29	8	14	4	-	-	-	-	-	-	-	1	-	-	-	-
70 PLUS	5	5	-	2	-	2	-	-	-	-	-	-	-	1	-	-	-	-	-
<b>TOTAL</b>	<b>580</b>	<b>322</b>	<b>258</b>	<b>162</b>	<b>112</b>	<b>146</b>	<b>128</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>	<b>11</b>	<b>15</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>
<b>TOTAL</b>	<b>3,478</b>	<b>1,538</b>	<b>1,940</b>	<b>836</b>	<b>904</b>	<b>521</b>	<b>851</b>	<b>72</b>	<b>2</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>64</b>	<b>135</b>	<b>15</b>	<b>6</b>	<b>20</b>	<b>35</b>

# **SECTION SIX**

## **THE OFFICE OF THE STATEWIDE EQUAL EMPLOYMENT OPPORTUNITY COORDINATOR COMPLAINTS/APPEALS**

## FISCAL YEAR 2003 STATEWIDE EEO COMPLAINTS

The total number of discrimination complaints received statewide in FY 2003 was 442. Of that total 340 (76.7%) were informal and 102 (23.0%) were formal.

The total number of discrimination complaints received statewide in FY 2002 was 448. Of that total 325 (72.5%) were informal, and 123 (27.5%) were formal.

- The primary basis for informal and formal complaints was sex, exceeding race-based complaints for the first time.

Type of Complaint	FY 2002	FY 2003	Percent Change
Disability	39	20	- 49%
National Origin	28	10	- 64%
Race	117	74	- 37%
Sex	105	96	- 8%
Sexual Harassment	45	49	+ 8%

Note: Informal complaints are those filed with a State agency's Fair Practices or Equal Employment Opportunity Officer.

Formal complaints are those filed with the Maryland Commission on Human Relations or Equal Employment Opportunity Commission.

**STATEWIDE DISCRIMINATION COMPLAINTS BY AGENCY, BASIS, ISSUE AND DISPOSITION — FISCAL YEAR 2003**

AGENCY	Employees	Informal (1)	Formal (2)	BASIS OF COMPLAINT											ISSUE			DISPOSITION							
				Age	Ancestry	Color	Creed	Marital Status	Mental or Physical Disability	National Origin	Race	Religion	Sex	Sexual Orientation	Other (3)	Retaliation	Sexual Harassment	Harassment	Probable Cause	No Probable Cause	Pending	Administrative Closure	Dismissed/ Withdraw	Mediated/ Settled	Inconclusive
Agriculture	428	0	1																						
Assessments and Taxation	668	2	0								1	1				1						2			
Baltimore City Sheriff	88	1	1											1		1						1			
Budget and Management	451	1	0					1										1							
Business and Economic Development	302	0	1	1											1			1							
Comptroller of Maryland	1,068	2								1		1				1				1		1			
Education	1,340	3	1									3				1			2		1				
Environment	936	11	2	1				2	1	2	1	1		4		1	2		2	1	3	3	1		
Health and Mental Hygiene	10,445	3	10							1		2				1				1		2			
Higher Education Commission	80	1	0							1							1				1				
Housing and Community Development	388	7	0					1		4		4					1	1	4		2				
Human Resources	7,152	23	10	2				2		5	1	12	1		1	2	17	3	13		7				
Juvenile Services	1,610	58	4					7	1	8	1	11		32	3	4	15	2	13	11	16	11	4	1	
Labor, Licensing and Regulation	1,559	5	7	1				2	1			1				1			3	2					
Maryland Automobile Insurance Fund	524	3	2							2		2				1			1		1		1		
Maryland Insurance Administration	260	1	0									1				1				1					
Maryland State Lottery Agency	165		1																						
Maryland State Retirement Agency	160	1	1												1		1		1						
Military	279	2	0							1		1					1					2			
Morgan State University	941	5	4			1						4				4			2	1	2				
Natural Resources	1416	4	2							2		2	1			1		2				2			
Office of Attorney General	218	0	1																						
Office of Public Defender	750	2	0				1			1		1					1		2						
Planning	1,435	23	4				1			13	1	7		1	2	5	7	9	14						
Public Safety and Correctional Services	10,706	161	32	9				2	6	23	2	35		121	17	24	58		107		36	2	35		
Public Service Commission	127	1	0							1									1						
Transportation	10,319	17	15	4		1		3	1	6		7		6	1	2	3		6	1	9		2		
Worker's Compensation Commission	123	3	3							3					1		1					1			
All Other Agencies	39838	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
TOTAL	93,776	340	102	18	0	2	0	2	20	10	74	7	96	2	165	27	49	110	17	173	16	81	18	52	1

NOTE: In order to avoid duplication, Bases, Issues, and Dispositions are only counted on Informal complaints.

## **OFFICE OF THE STATEWIDE EQUAL EMPLOYMENT OPPORTUNITY COORDINATOR FISCAL YEAR 2003 COMPLAINTS/APPEALS**

- The Office of the Statewide Equal Employment Opportunity Coordinator processed a total of 48 EEO complaints and related matters.
- There were 38 appeals of agency level EEO complaints; of that number 34 dispositions were “No Probable Cause.”
- The Office of the Statewide Equal Employment Opportunity Coordinator processed 3 initial complaints. Of that number, 1 disposition was “No Probable Cause,” 1 complaint was settled, and 1 was found “Probable Cause”.
- The Office also investigated 1 disability based complaint and 3 Whistleblower complaints. They all resulted in a “No Probable Cause” finding.
- In addition to processing appeals and complaints, the Office fielded 813 EEO related inquiries that were received through correspondence, telephone, walk-ins, TTY and fax.

**OFFICE OF THE STATEWIDE EEO COORDINATOR  
COMPLAINTS/APEALS RECEIVED**

			TOTAL COMPLAINTS 48	
Date Received	Case Number	Basis	Issue	Disposition
ADA — Total: 1				
1/31/2003	03-0032	No Basis	Reasonable Accommodations	No Probable Cause
APPEAL — Total: 38				
7/3/2002	03-0001	No Basis	Harassment	No Probable Cause
7/15/2002	03-0002	Race	Harassment	No Probable Cause
7/25/2002	03-0003	No Basis	Unfair Treatment	No Probable Cause
8/7/2002	03-0004	Race	Promotion/Upgrade	No Probable Cause
8/8/2002	03-0005	No Basis	Promotion	No Probable Cause
9/3/2002	03-0006	Sex	Sexual Harassment	No Probable Cause
9/18/2002	03-0008	No Basis	Job Assignment	No Probable Cause
9/20/2002	03-0009	No Basis	Job Assignment	No Probable Cause
9/26/2002	03-0010	No Basis	Wages	No Probable Cause
9/30/2002	03-0013	No Basis	Unfair Empl. Practices/Promotion	No Probable Cause
9/30/2002	03-0012	No Basis	Unfair Empl. Practices/Promotion	No Probable Cause
9/30/2002	03-0011	No Basis	Promotion	No Probable Cause
10/2/2002	03-0014	Sex	Sexual Harassment	No Probable Cause
10/8/2002	03-0016	No Basis	Harassment	No Probable Cause
10/18/2002	03-0017	Age	Promotion	No Probable Cause
10/28/2002	03-0018	No Basis	Harassment	No Probable Cause
10/31/2002	03-0020	Sex	Sexual Assault	No Probable Cause
11/6/2002	03-0021	No Basis	Job Assignment	No Probable Cause
11/7/2002	03-0023	Disclosure of Information	Promotion	Settlement
11/19/2002	03-0022	No Basis	Harassment Nepotism	No Probable Cause
12/12/2002	03-0026	No Basis	Harassment	No Probable Cause
1/24/2003	03-0030	No Basis	Job Assignment	No Probable Cause
1/27/2003	03-0027	No Basis	Sexual Harassment	No Probable Cause
1/31/2003	03-0028	No Basis	Non-Meritorious	No Probable Cause
1/31/2003	03-0029	Disability	Job Assignment	No Probable Cause
2/6/2003	03-0031	Race/Sex	Discrimination	No Probable Cause
2/11/2003	03-0033	No Basis	Harassment	No Probable Cause
2/24/2003	03-0034	Religion	Sexual Harassment/Discrimination	No Probable Cause
3/5/2003	03-0035	Misuse of State Property	Termination	No Probable Cause
3/24/2003	03-0036	Job Practices Related Reasons	Termination	No Probable Cause
3/26/2003	03-0037	Sex/Political Affiliation	Discrimination	No Probable Cause



**Continued From Previous Page**

4/3/2003	03-0038	No Basis	Race	Withdrawal
4/3/2003	03-0042	Sex/Marital Status	Discrimination	Settled
4/14/2003	03-0041	Race	Harassment	Withdrawal
4/23/2003	03-0043	No Basis	Unfair Treatment	No Probable Cause
4/30/2003	03-0045	No Basis	Job Assignment	No Probable Cause
5/1/2003	03-0044	No Basis	Defamation of Character	No Probable Cause
6/2/2003	03-0046	Sex	Hostility/Harassment	No Probable Cause
<b>CASE REVIEW — Total: 1</b>				
11/26/2002	03-0024	Sexual Orientation	Termination	No Probable Cause
<b>INITIAL COMPLAINT — Total: 3</b>				
10/3/2002	03-0015	Race	Promotion	Settlement
10/3/2002	03-0040	Color	Racial Discrimination	Probable Cause
5/15/2003	03-0047	Race	Discrimination/Hostile Work Environment	No Probable Cause
<b>REFERRAL — Total: 2</b>				
9/13/2002	03-0007	No Basis	Discrimination/Retaliation	Withdrawal
10/2/2002	03-0019	Race	Disparate Treatment	No Probable Cause
<b>WHISTLEBLOWER — Total: 3</b>				
12/6/2002	03-0025	Race	Unfair Practices	No Probable Cause
4/11/2003	03-0039	Divulging of Information	Retaliation	No Probable Cause
6/17/2003	03-0048	Religion	Retaliation	No Probable Cause

# **SECTION SEVEN**

## **UNIVERSITY SYSTEM OF MARYLAND**

## UNIVERSITY SYSTEM OF MARYLAND

### FISCAL YEAR 2003 EEO REPORT HIGHLIGHTS

The University System of Maryland (USM) includes the USM headquarters (USMO) and the following institutions: Bowie State University (BSU), Coppin State College (CSC), Frostburg State University (FSU), Salisbury University (SU), Towson University (TU), University of Baltimore (UB), University of Maryland at Baltimore (UMB), University of Maryland Baltimore County (UMBC), University of Maryland Biotechnology Institute (UMBI), University of Maryland Center for Environmental Science (UMCES), University of Maryland College Park (UMCP), University of Maryland Eastern Shore (UMES), and University of Maryland University College, (UMUC).

- There were a total of 32,118 employees in the University System of Maryland.
  - Of the total employees, 19,799 (62%) were *White*, 6,272 (20%) were *African-American*, 68 (.2%) were *American Indian and Alaska Native*, 3,790 (12%) were *Asian*, and 906 (3%) were *Hispanic or Latino (no other race checked)*.
  - Males comprised 15,657 (49%) of the work force.
  - Females comprised 16,461 (51%) of the work force.

# USM WORK FORCE UTILIZATION -- FISCAL YEAR 2003

USM	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
BSU	743	371	372	69	59	262	288	1	1	1	1			25	15			14	8
		50%	50%	9%	8%	35%	39%	0%	0%	0%	0%	0%	0%	3%	2%	0%	0%	2%	1%
CSC	596	242	354	33	22	186	315	1	1	13	3			5	11			4	2
		41%	59%	6%	4%	31%	53%	0%	0%	2%	1%	0%	0%	1%	2%	0%	0%	1%	0%
FSU	962	457	505	399	443	19	16			15	6			16	37			8	3
		48%	52%	41%	46%	2%	2%	0%	0%	2%	1%	0%	0%	2%	4%	0%	0%	1%	0%
SU	1,368	610	758	467	566	123	162	1	1	9	9			5	12			6	8
		45%	55%	34%	41%	9%	12%	0%	0%	1%	1%	0%	0%	0%	1%	0%	0%	0%	1%
TU	2,938	1,341	1,597	1,093	1,261	128	186	4	2	69	61			16	55			31	32
		46%	54%	37%	43%	4%	6%	0%	0%	2%	2%	0%	0%	1%	2%	0%	0%	1%	1%
UB	845	419	426	291	262	99	151	1	1	24	7							4	5
		50%	50%	34%	31%	12%	18%	0%	0%	3%	1%	0%	0%	0%	0%	0%	0%	0%	1%
UMCP	12,478	6,551	5,927	3,998	3,528	729	999	18	17	1,245	795			310	259			251	329
		53%	47%	32%	28%	6%	8%	0%	0%	10%	6%	0%	0%	2%	2%	0%	0%	2%	3%
UMB	5,596	2,362	3,234	1,541	1,916	429	896	3	6	330	347			12	22			47	47
		42%	58%	28%	34%	8%	16%	0%	0%	6%	6%	0%	0%	0%	0%	0%	0%	1%	1%
UMBC	3,199	1,563	1,636	1,053	1,057	145	316	8	9	329	227			1				27	27
		49%	51%	33%	33%	5%	10%	0%	0%	10%	7%	0%	0%	0%	0%	0%	0%	1%	1%
UMES	799	392	407	129	90	228	289		3	30	20			1	1			4	4
		49%	51%	16%	11%	29%	36%	0%	0%	4%	3%	0%	0%	0%	0%	0%	0%	1%	1%
USMO	95	42	53	27	35	10	9			2	5			1	2			2	2
		44%	56%	28%	37%	11%	9%	0%	0%	2%	5%	0%	0%	1%	2%	0%	0%	2%	2%
UMUC	1,701	877	824	439	427	78	145	3	5	79	42			264	188			14	17
		52%	48%	26%	25%	5%	9%	0%	0%	5%	2%	0%	0%	16%	11%	0%	0%	1%	1%
UMCES	358	191	167	171	153	3	4	2		14	7			1	1				2
		53%	47%	48%	43%	1%	1%	1%	0%	4%	2%	0%	0%	0%	0%	0%	0%	0%	1%
UMBI	440	239	201	152	118	20	37		2	58	42			2	1			7	1
		54%	46%	35%	27%	5%	8%	0%	0%	13%	10%	0%	0%	0%	0%	0%	0%	2%	0%
<b>TOTAL</b>	<b>32,118</b>	<b>15,657</b>	<b>16,461</b>	<b>9,862</b>	<b>9,937</b>	<b>2,459</b>	<b>3,813</b>	<b>40</b>	<b>48</b>	<b>2,218</b>	<b>1,572</b>	<b>0</b>	<b>0</b>	<b>659</b>	<b>604</b>	<b>0</b>	<b>0</b>	<b>419</b>	<b>487</b>
		49%	51%	31%	31%	8%	12%	0%	0%	7%	5%	0%	0%	2%	2%	0%	0%	1%	2%

**USM FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003**

EEO Job Category		TOTAL			Race														Ethnicity		
					White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
		Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Officials and Administrators	FY 2003	Full-time	965	520	445	410	322	86	112			12	5			3	1			9	5
		Part-time	41	18	23	15	17	1	3			2	3								
		TOTAL	1,006	538	468	425	339	87	115	0	0	14	8	0	0	3	1	0	0	9	5
				53%	47%	42%	34%	9%	11%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	1%	0%
	FY 2002	Full-time	972	539	433	420	320	90	105			7	5			9				13	3
		Part-time	35	15	20	13	17	2	1							1				1	
		TOTAL	1,007	554	453	433	337	92	106	0	0	7	5	0	0	9	1	0	0	13	4
				55%	45%	43%	33%	9%	11%	0%	0%	1%	0%	0%	0%	1%	0%	0%	0%	1%	0%
% of Change (+/-)		<-> 2% <+> 2%		<-> 1% <+> 1%	none	none	none	none	none	<+> 1%	none	none	<-> 1%	none	none	none	none	none	none		
Faculty and Instructors	FY 2003	Full-time	7,019	4,414	2,605	3,337	1,933	303	311	8	5	596	241			79	54			91	61
		Part-time	3,889	2,188	1,701	1,519	1,210	222	215	6	5	123	53			282	191			36	27
		TOTAL	10,908	6,602	4,306	4,856	3,143	525	526	14	10	719	294	0	0	361	245	0	0	127	88
				61%	39%	45%	29%	5%	5%	0%	0%	7%	3%	0%	0%	3%	2%	0%	0%	1%	1%
	FY 2002	Full-time	6,641	4,197	2,444	3,236	1,821	284	302	7	3	502	205			85	56			83	57
		Part-time	3,463	2,034	1,429	1,602	1,101	192	203	5	6	130	46			75	43			30	30
		TOTAL	10,104	6,231	3,873	4,838	2,922	476	505	12	9	632	251	0	0	160	99	0	0	113	87
				62%	38%	48%	29%	5%	5%	0%	0%	6%	2%	0%	0%	2%	1%	0%	0%	1%	1%
% of Change (+/-)		<-> 1% <+> 1%		<-> 3% none	none	none	none	none	<+> 1% <+> 1%	none	none	<+> 1% <+> 1%	none	none	none	none	none	none			
TA	FY 2003	Full-time	295	142	153	48	63	8	10			81	71			2	2			3	7
		Part-time	5,697	2,960	2,737	1,330	1,375	154	261	7	8	1,130	772			207	222			132	99
		TOTAL	5,992	3,102	2,890	1,378	1,438	162	271	7	8	1,211	843	0	0	209	224	0	0	135	106
				52%	48%	23%	24%	3%	5%	0%	0%	20%	14%	0%	0%	3%	4%	0%	0%	2%	2%
	FY 2002	Full-time	2	1	1	1						1									
		Part-time	5,292	2,799	2,493	1,305	1,367	158	247	12	6	1,050	657			163	107			111	109
		TOTAL	5,294	2,800	2,494	1,306	1,367	158	247	12	6	1,050	658	0	0	163	107	0	0	111	109
				53%	47%	25%	26%	3%	5%	0%	0%	20%	12%	0%	0%	3%	2%	0%	0%	2%	2%
% of Change (+/-)		<-> 1% <+> 1%		<-> 2% <-> 2%	none	none	none	none	none	<+> 2%	none	none	none	<+> 2%	none	none	none	none			

**USM FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003 (Continued)**

EEO Job Category		TOTAL			Race														Ethnicity	
					White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
		Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professionals	FY 2003	Full-time	5,284	2,252	3,032	1,608	2,040	395	684	7	6	161	210		40	39			41	53
		Part-time	702	241	461	152	360	68	66	1		11	27		4	3			5	5
		TOTAL	5,986	2,493	3,493	1,760	2,400	463	750	8	6	172	237	0	44	42	0	0	46	58
				42%	58%	29%	40%	8%	13%	0%	0%	3%	4%	0%	0%	1%	1%	0%	0%	1%
	FY 2002	Full-time	5,102	2,186	2,916	1,579	1,980	378	662	10	6	149	186		39	35			31	47
		Part-time	515	159	356	105	293	37	42	1		7	14		5	3			4	4
TOTAL		5,617	2,345	3,272	1,684	2,273	415	704	11	6	156	200	0	44	38	0	0	35	51	
			42%	58%	30%	40%	7%	13%	0%	0%	3%	4%	0%	0%	1%	1%	0%	0%	1%	1%
% of Change (+/-)			none	none		-1%	none	<+> 1%	none	none		none	none	none	none	none	none	none	none	none
Administrative Support	FY 2003	Full-time	3,084	320	2,764	139	1,458	156	1,139	1	13	10	76		3	32			11	46
		Part-time	705	151	554	86	336	47	151	2	3	9	27		6	33			1	4
		TOTAL	3,789	471	3,318	225	1,794	203	1,290	3	16	19	103	0	9	65	0	0	12	50
				12%	88%	6%	47%	5%	34%	0%	0%	1%	3%	0%	0%	0%	2%	0%	0%	0%
	FY 2002	Full-time	3,128	312	2,816	140	1,507	141	1,139	1	16	12	85		5	25			13	44
		Part-time	496	79	417	50	301	21	82	4	1	1	22		2	10			1	1
TOTAL		3,624	391	3,233	190	1,808	162	1,221	5	17	13	107	0	7	35	0	0	14	45	
			11%	89%	5%	50%	4%	34%	0%	0%	0%	3%	0%	0%	0%	1%	0%	0%	0%	1%
% of Change (+/-)			<+> 1%	<-> 1%	<+> 1%	<-> 3%	<+> 1%	<-> 8%	none	none	<+> 1%	none	none	none	<+> 1%	none	none	none	none	
Technical and Paraprofessionals	FY 2003	Full-time	1,573	693	880	430	515	186	297	1	6	43	38		12	10			21	14
		Part-time	271	86	185	43	117	29	34			3	16		10	15			1	3
		TOTAL	1,844	779	1,065	473	632	215	331	1	6	46	54	0	22	25	0	0	22	17
				42%	58%	26%	34%	12%	18%	0%	0%	2%	3%	0%	0%	1%	1%	0%	0%	1%
	FY 2002	Full-time	1,544	698	846	439	490	181	287	1	4	39	39		21	12			17	14
		Part-time	178	66	112	31	66	23	26			1	2		10	16			1	2
TOTAL		1,722	764	958	470	556	204	313	1	4	40	41	0	31	28	0	0	18	16	
			44%	56%	27%	32%	12%	18%	0%	0%	2%	2%	0%	0%	2%	2%	0%	0%	1%	1%
% of Change (+/-)			<-> 2%	<+> 2%	<-> 1%	<+> 2%	none	none	none	none	none	<+> 1%	none	none	<-> 1%	<-> 1%	none	none	none	none

**USM FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003 (Continued)**

EEO Job Category			TOTAL			Race														Ethnicity	
						White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Is		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
			Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Skilled Craft Workers	FY 2003	Full-time	709	676	33	443	12	182	20	6		16			7			22	1		
		Part-time	14	11	3	6	1	4	1			1					1				
		TOTAL	723	687	36	449	13	186	21	6	0	16	1	0	0	7	0	0	0	23	1
			95%	5%	62%	2%	26%	3%	1%	0%	2%	0%	0%	0%	1%	0%	0%	0%	3%	0%	
	FY 2002	Full-time	723	688	35	448	17	185	17	5	1	21			7			22			
		Part-time	15	8	7	5	6	2	1									1			
TOTAL		738	696	42	453	23	187	18	5	1	21	0	0	0	7	0	0	0	23	0	
		94%	6%	61%	3%	25%	2%	1%	0%	3%	0%	0%	0%	1%	0%	0%	0%	3%	0%		
% of Change (+/-)			<+> 1%	<-> 1%	<+> 1%	<-> 1%	<+> 1%	<+> 1%	none	none	<-> 1%	none	none	none	<-> 1%	none	none	none	none	none	none
Service-Maintenance	FY 2003	Full-time	1,566	853	713	236	103	555	435	1	2	18	27		2	2		41	144		
		Part-time	304	131	173	60	75	63	74			2	6		3			3	18		
		TOTAL	1,870	984	886	296	178	618	509	1	2	20	33	0	0	5	2	0	0	44	162
			53%	47%	16%	10%	33%	27%	0%	0%	1%	2%	0%	0%	0%	0%	0%	0%	2%	9%	
	FY 2002	Full-time	1,601	867	734	239	116	563	468	4	2	17	22		8	1		36	125		
		Part-time	221	89	132	44	47	39	50			1			1	2		4	33		
TOTAL		1,822	956	866	283	163	602	518	4	2	18	22	0	0	9	3	0	0	40	158	
		52%	48%	16%	9%	33%	28%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	2%	9%	
% of Change (+/-)			<+> 1%	<-> 1%	none	<+> 1%	none	<-> 1%	none	none	none	<+> 1%	none	none	none	none	none	none	none	none	none
TOTAL	FY 2003	Full-time	20,495	9,870	10,625	6,651	6,446	1,871	3,008	24	32	937	668	-	-	###	140	-	-	239	331
		Part-time	11,623	5,786	5,837	3,211	3,491	588	805	16	16	1,280	905	-	-	###	464	-	-	179	156
		TOTAL	32,118	15,656	16,462	9,862	9,937	2,459	3,813	40	48	2,217	1,573	0	0	660	604	0	0	418	487
				49%	51%	31%	31%	8%	12%	0%	0%	7%	5%	0%	0%	2%	2%	0%	0%	1%	2%
	FY 2002	Full-time	19,713	9,488	10,225	6,502	6,251	1,822	2,980	28	32	747	543	-	-	###	129	-	-	215	290
		Part-time	10,215	5,249	4,966	3,155	3,198	474	652	22	13	1,190	741	-	-	###	182	-	-	152	180
		TOTAL	29,928	14,737	15,191	9,657	9,449	2,296	3,632	50	45	1,937	1,284	0	0	430	311	0	0	367	470
				49%	51%	32%	32%	8%	12%	0%	0%	6%	4%	0%	0%	1%	1%	0%	0%	1%	2%
% of Change (+/-)			none	none	<-> 1%	<-> 1%	none	none	none	none	<+> 1%	<+> 1%	none	none	<+> 1%	<+> 1%	none	none	none	none	

# USM CONTINGENT WORK FORCE UTILIZATION -- FISCAL YEAR 2003

EEO JOB CATEGORY	TOTAL			Race																Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
	Empl	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Officials and Administrators	25	13	12	11	9	1	1			1				1				1			
		52%	48%	44%	36%	4%	4%	0%	0%	0%	4%	0%	0%	0%	4%	0%	0%	4%	0%		
Professionals	1,729	728	1,001	492	696	128	195	3		58	67			25	23			22	20		
		42%	58%	28%	40%	7%	11%	0%	0%	3%	4%	0%	0%	1%	1%	0%	0%	1%	1%		
Skilled Craft Workers	49	40	9	19	6	15	3			2				1				3			
		82%	18%	39%	12%	31%	6%	0%	0%	4%	0%	0%	0%	2%	0%	0%	0%	6%	0%		
Paraprofessional & Technical	622	240	382	135	241	60	98	1		26	22			9	13			9	8		
		39%	61%	22%	39%	10%	16%	0%	0%	4%	4%	0%	0%	1%	2%	0%	0%	1%	1%		
Administrative Support	1,765	455	1,310	229	576	158	578	2	4	36	54			21	84			9	14		
		26%	74%	13%	33%	9%	33%	0%	0%	2%	3%	0%	0%	1%	5%	0%	0%	1%	1%		
Service-Maintenance	1,047	487	560	140	92	287	271	1	2	12	22			13	24			34	149		
		47%	53%	13%	9%	27%	26%	0%	0%	1%	2%	0%	0%	1%	2%	0%	0%	3%	14%		
Assistantships	4	2	2	2	1					1											
		50%	50%	50%	25%	0%	0%	0%	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%		
TOTAL		5,241	1,965	3,276	1,028	1,621	649	1,146	7	6	134	167	0	0	69	145	0	0	78	191	
			37%	63%	20%	31%	12%	22%	0%	0%	3%	3%	0%	0%	1%	3%	0%	0%	1%	4%	



# **SECTION EIGHT**

## **INDEPENDENT HIGHER EDUCATION INSTITUTIONS**

- **BALTIMORE CITY COMMUNITY  
COLLEGE**
- **MORGAN STATE UNIVERSITY**
- **ST. MARY'S COLLEGE OF  
MARYLAND**

# **INDEPENDENT HIGHER EDUCATION INSTITUTIONS**

## **FISCAL YEAR 2003 EEO REPORT HIGHLIGHTS**

### **BALTIMORE CITY COMMUNITY COLLEGE**

- There are 488 employees in the Baltimore City Community College work force.
- There are 315 (64%) *African-American* employees in that total work force.
- There are 310 (64%) female employees in that total work force.

### **MORGAN STATE UNIVERSITY**

- There are 941 employees in the Morgan State University work force.
- There are 783 (83%) *African-American* employees in the total work force.
- There are 465 (49%) female employees in the total work force.
- There are 53 (5%) *Asian* employees in the total work force.

### **SAINT MARY'S COLLEGE OF MARYLAND**

- There are 371 employees in the St. Mary's College of Maryland work force.
- There are 45 (12%) *African-American* employees in the total work force.
- There are 192 (52%) female employees in the total work force.
- There are 4 (1%) *Hispanic or Latino (no other race checked)* employees in the total work force.

**BCCC FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003**

EEO Job Category			TOTAL			Race																Ethnicity	
						White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
			Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Officials and Administrators	Full-time	0	0	0																			
	FY 2003 Part-time	0	0	0																			
	2003 TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
			0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
	Full-time	0	0	0																			
	FY 2002 Part-time	0	0	0																			
	2002 TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
			0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
% of Change (+/-)			none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none				
Professionals	Full-time	372	151	221	57	64	80	141			1				14	12			3				
	FY 2003 Part-time	4	0	4		1		2							1								
	2003 TOTAL	376	151	225	57	65	80	143	0	0	0	1	0	0	14	13	0	0	0	3			
			40%	60%	15%	17%	21%	38%	0%	0%	0%	0%	0%	0%	4%	3%	0%	0%	0%	1%			
	Full-time	378	151	227	63	66	79	150							9	8			3				
	FY 2002 Part-time	5	0	5		1		2			1				1								
	2002 TOTAL	383	151	232	63	67	79	152	0	0	0	1	0	0	9	9	0	0	0	3			
			39%	61%	16%	17%	21%	40%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	1%			
% of Change (+/-)			<+> 1%	<-> 1%	<+> 1%	none	none	<-> 2%	none	none	none	none	none	none	<+> 2%	<+> 1%	none	none	none	none			
Technicians	Full-time	5	2	3	2	1		2															
	FY 2003 Part-time	0	0	0																			
	2003 TOTAL	5	2	3	2	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0			
			40%	60%	40%	20%	0%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
	Full-time	5	2	3	2	1		2															
	FY 2002 Part-time	0	0	0																			
	2002 TOTAL	5	2	3	2	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0			
			40%	60%	40%	20%	0%	40%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
% of Change (+/-)			none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none				

**BCCC FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003 (Continued)**

EEO Job Category			TOTAL			Race																Ethnicity	
						White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
Protective Service Workers	FY 2003	Full-time	14	8	6	3		5	6														
		Part-time	0	0	0																		
		TOTAL	14	8	6	3	0	5	6	0	0	0	0	0	0	0	0	0	0	0			
			57%	43%	21%	0%	36%	43%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
	FY 2002	Full-time	14	8	6	3		5	6														
Part-time		0	0	0																			
TOTAL		14	8	6	3	0	5	6	0	0	0	0	0	0	0	0	0	0	0				
		57%	43%	21%	0%	36%	43%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				
% of Change (+/-)			none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none				
Paraprofessionals	FY 2003	Full-time	3	0	3		1	2															
		Part-time	0	0	0																		
		TOTAL	3	0	3	0	1	0	2	0	0	0	0	0	0	0	0	0	0				
			0%	100%	0%	33%	0%	67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%				
	FY 2002	Full-time	4	0	4		1	3															
Part-time		0	0	0																			
TOTAL		4	0	4	0	1	0	3	0	0	0	0	0	0	0	0	0	0					
		0%	100%	0%	25%	0%	75%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%					
% of Change (+/-)			none	none	none	<+> 8%	none	<-> 8%	none	none	none	none	none	none	none	none	none	none					
Administrative Support	FY 2003	Full-time	59	2	57		9	2	47					1									
		Part-time	0	0	0																		
		TOTAL	59	2	57	0	9	2	47	0	0	0	0	0	1	0	0	0	0				
			3%	97%	0%	15%	3%	80%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%					
	FY 2002	Full-time	58	2	56		9	2	46					1									
Part-time		0	0	0																			
TOTAL		58	2	56	0	9	2	46	0	0	0	0	0	1	0	0	0	0					
		3%	97%	0%	16%	3%	79%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%						
% of Change (+/-)			none	none	none	<-> 1%	none	<+> 1%	none	none	none	none	none	none	none	none	none						

**BCCC FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003 (Continued)**

EEO Job Category		TOTAL			Race														Ethnicity		
					White		African-American		American Indian & Alaska Native		Asian		Native Haw. & Other Pac. Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)		
		Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Skilled Craft Workers	FY 2003	Full-time	10	3	7	1		7	1						1						
		Part-time	0	0	0																
		TOTAL	10	3	7	1	0	7	1	0	0	0	0	0	1	0	0	0	0	0	
			30%	70%	10%	0%	0%	70%	10%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%	
	FY 2002	Full-time	9	8	1	1		6	1						1						
		Part-time	0	0	0																
TOTAL		9	8	1	1	0	6	1	0	0	0	0	0	0	1	0	0	0	0		
		89%	11%	11%	0%	67%	11%	0%	0%	0%	0%	0%	0%	11%	0%	0%	0%	0%	0%		
% of Change (+/-)			<-> 39%	<+> 59%	<-> 1%	none	<-> 67%	<+> 59%	<+> 10%	none	none	none	none	<-> 1%	none	none	none	none	none		
Service-Maintenance	FY 2003	Full-time	21	12	9			12	9												
		Part-time	0	0	0																
		TOTAL	21	12	9	0	0	12	9	0	0	0	0	0	0	0	0	0	0	0	
			57%	43%	0%	0%	57%	43%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
	FY 2002	Full-time	21	12	9			12	9												
		Part-time	0	0	0																
TOTAL		21	12	9	0	0	12	9	0	0	0	0	0	0	0	0	0	0	0		
		57%	43%	0%	0%	57%	43%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
% of Change (+/-)			none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none		
TOTAL	FY 2003	Full-time	484	178	306	63	75	99	214	1	0	0	1	0	0	15	13	0	0	0	3
		Part-time	4	0	4	0	1	0	2	0	0	0	0	0	0	1	0	0	0	0	
		TOTAL	488	178	310	63	76	99	216	1	0	0	1	0	0	15	14	0	0	0	3
			36%	64%	13%	16%	20%	44%	0%	0%	0%	0%	0%	0%	3%	3%	0%	0%	0%	1%	
	FY 2002	Full-time	489	183	306	69	77	104	217	0	0	0	0	0	0	10	9	0	0	0	3
		Part-time	5	0	5	0	1	0	2	0	0	0	1	0	0	0	1	0	0	0	0
TOTAL		494	183	311	69	78	104	219	0	0	0	1	0	0	10	10	0	0	0	3	
		37%	63%	14%	16%	21%	44%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	1%		
% of Change (+/-)			<-> 1%	<+> 1%	<-> 1%	none	<-> 1%	none	none	none	none	none	none	<+> 1%	<+> 1%	none	none	none	none		

# BCCC CONTRACTUAL WORK FORCE UTILIZATION -- FISCAL YEAR 2003

EEO JOB CATEGORY	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Empl	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators																			
Professionals	1,247	494	753	152	241	313	472	3	4	8	3	2		16	29				4
		40%	60%	12%	19%	25%	38%	0%	0%	1%	0%	0%	0%	1%	2%	0%	0%	0%	0%
Technicians																			
Protective Service Workers																			
Paraprofessionals																			
Administrative Support																			
Skilled Craft Workers																			
Service-Maintenance																			
<b>TOTAL</b>	<b>1,247</b>	<b>494</b>	<b>753</b>	<b>152</b>	<b>241</b>	<b>313</b>	<b>472</b>	<b>3</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>16</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>
		40%	60%	12%	19%	25%	38%	0%	0%	1%	0%	0%	0%	1%	2%	0%	0%	0%	0%

### BCCC PERSONNEL TRANSACTIONS -- FISCAL YEAR 2003

TYPE OF TRANSACTION	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	25	11	14	2	6	6								5	6				
		44%	56%	0%	8%	24%	24%	0%	0%	0%	0%	0%	0%	20%	24%	0%	0%	0%	0%
Reinstatements	1	1	0											1					
		100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%
Promotions	10	5	5	1	4	4								1					
		50%	50%	10%	0%	40%	40%	0%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%
Reclassifications	5	2	3	1	1	3													
		40%	60%	20%	0%	20%	60%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>41</b>	<b>19</b>	<b>22</b>	<b>2</b>	<b>2</b>	<b>11</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		46%	54%	5%	5%	27%	32%	0%	0%	0%	0%	0%	0%	15%	17%	0%	0%	0%	0%

### BCCC SEPARATIONS AND TERMINATIONS -- FISCAL YEAR 2003

TYPE OF SEPARATION AND TERMINATION	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	17	6	11	3	2	3	7							2					
		35%	65%	18%	12%	18%	41%	0%	0%	0%	0%	0%	0%	0%	12%	0%	0%	0%	0%
Layoffs from Allocated	2	0	2			1								1					
		0%	100%	0%	0%	0%	50%	0%	0%	0%	0%	0%	0%	0%	50%	0%	0%	0%	0%
Terminations	1	1	0			1													
		100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>20</b>	<b>7</b>	<b>13</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		35%	65%	15%	10%	20%	40%	0%	0%	0%	0%	0%	0%	0%	15%	0%	0%	0%	0%

**MORGAN STATE UNIVERSITY FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003**

EEO Job Category		TOTAL			Race														Ethnicity	
					White		African-American		American Indian & Alaska Native		Asian		Nat Haw & Other Pac Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
					Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators	FY 2003	Full-time	56	35	21	5		29	21		1									
		Part-time	0	0	0															
		TOTAL	56	35	21	5	0	29	21	0	0	1	0	0	0	0	0	0	0	0
	FY 2002	Full-time	58	40	18	5		34	18		1									
		Part-time	1	1	0			1												
		TOTAL	59	41	18	5	0	35	18	0	0	1	0	0	0	0	0	0	0	0
	% of Change (+/-)		<-> 6%	<+> 7%	<-> 1%	none	<-> 7%	<+> 7%	none	none	none	none	none	none	none	none	none	none	none	none
Professionals	FY 2003	Full-time	569	315	254	46	32	226	207	1		38	12					4	3	
		Part-time	2	0	2		1		1											
		TOTAL	571	315	256	46	33	226	208	1	0	38	12	0	0	0	0	4	3	
	FY 2002	Full-time	555	303	252	48	31	212	204	1		38	10					4	7	
		Part-time	5	0	5		1		2			1			1					
		TOTAL	560	303	257	48	32	212	206	1	0	38	11	0	0	0	1	0	7	
	% of Change (+/-)		<+> 1%	<-> 1%	<-> 1%	none	<+> 2%	<-> 1%	none	none	none	none	none	none	none	none	none	none	none	none
Technicians	FY 2003	Full-time	4	2	2	1		1	2											
		Part-time	0	0	0															
		TOTAL	4	2	2	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0
	FY 2002	Full-time	6	0	6				6											
		Part-time	0	0	0															
		TOTAL	6	0	6	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0
	% of Change (+/-)		<+> 50%	<-> 50%	<+> 25%	none	<+> 25%	<-> 50%	none	none	none	none	none	none	none	none	none	none	none	none



MORGAN STATE UNIVERSITY FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003 (Continued)

EEO Job Category		TOTAL			Race														Ethnicity	
					White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )	
		Employee	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Protective Service Workers	FY 2003	Full-time	38	29	9	7		21	9		1									
		Part-time	0	0	0															
		TOTAL	38	29	9	7	0	21	9	0	0	1	0	0	0	0	0	0	0	0
				76%	24%	18%	0%	55%	24%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%
	FY 2002	Full-time	39	33	6	8		23	6		1								1	
		Part-time	0	0	0															
		TOTAL	39	33	6	8	0	23	6	0	0	1	0	0	0	0	0	0	1	0
				85%	15%	21%	0%	59%	15%	0%	0%	3%	0%	0%	0%	0%	0%	0%	3%	0%
% of Change (+/-)		<-> 9% <+> 9%			<-> 3% none		<-> 4% <+> 9%		none none		none none		none none		none none		none none			
Paraprofessionals	FY 2003	Full-time	7	0	7			6		1										
		Part-time	0	0	0															
		TOTAL	7	0	7	0	0	0	6	0	0	0	1	0	0	0	0	0	0	0
				0%	100%	0%	0%	0%	86%	0%	0%	0%	14%	0%	0%	0%	0%	0%	0%	0%
	FY 2002	Full-time	4	0	4			3		1										
		Part-time	0	0	0															
		TOTAL	4	0	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0	0
				0%	100%	0%	0%	0%	75%	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	0%
% of Change (+/-)		none none			none none		none <+> 11%		none <-> 25%		none <+> 14%		none none		none none		none none			
Administrative Support	FY 2003	Full-time	160	9	151		3	9	148											
		Part-time	3	0	3				3											
		TOTAL	163	9	154	0	3	9	151	0	0	0	0	0	0	0	0	0	0	0
				6%	94%	0%	2%	6%	93%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
	FY 2002	Full-time	163	11	152		3	10	144		1	1	2						2	
		Part-time	6	0	6				6											
		TOTAL	169	11	158	0	3	10	150	0	1	1	2	0	0	0	0	0	0	2
				7%	93%	0%	2%	6%	89%	0%	1%	1%	1%	0%	0%	0%	0%	0%	0%	1%
% of Change (+/-)		<-> 1% <+> 1%			none none		none <+> 4%		none <-> 1%		<-> 1% <-> 1%		none none		none none		none <-> 1%			

**MORGAN STATE UNIVERSITY FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003 (Continued)**

EEO Job Category			TOTAL			Race																Ethnicity	
						White		African-American		American Indian & Alaska Native		Asian		Nat Haw & Other Pac Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)			
																				Male	Female		
			Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Skilled Craft Workers	FY 2003	Full-time	29	28	1	2		26	1														
		Part-time	0	0	0																		
		TOTAL	29	28	1	2	0	26	1	0	0	0	0	0	0	0	0	0	0	0			
				97%	3%	7%	0%	90%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
	FY 2002	Full-time	31	29	2	3		26	2														
		Part-time	0	0	0																		
		TOTAL	31	29	2	3	0	26	2	0	0	0	0	0	0	0	0	0	0	0			
				94%	6%	10%	0%	84%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
% of Change (+/-)			<+> 3%	<-> 3%	<-> 3%	none	<+> 6%	<-> 3%	none	none	none	none	none	none	none	none	none	none	none	none			
Service-Maintenance	FY 2003	Full-time	73	58	15			58	15														
		Part-time	0	0	0																		
		TOTAL	73	58	15	0	0	58	15	0	0	0	0	0	0	0	0	0	0	0			
				79%	21%	0%	0%	79%	21%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
	FY 2002	Full-time	74	58	16			58	16														
		Part-time	0	0	0																		
		TOTAL	74	58	16	0	0	58	16	0	0	0	0	0	0	0	0	0	0	0			
				78%	22%	0%	0%	78%	22%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			
% of Change (+/-)			<+> 1%	<-> 1%	none	none	<+> 1%	<-> 1%	none	none	none	none	none	none	none	none	none	none	none	none			
TOTAL	FY 2003	Full-time	936	476	460	61	35	370	409	1	0	40	13	0	0	0	0	0	0	4	3		
		Part-time	5	0	5	0	1	0	4	0	0	0	0	0	0	0	0	0	0	0			
		TOTAL	941	476	465	61	36	370	413	1	0	40	13	0	0	0	0	0	0	4	3		
				51%	49%	6%	4%	39%	44%	0%	0%	4%	1%	0%	0%	0%	0%	0%	0%	0%	0%		
	FY 2002	Full-time	930	474	456	64	34	363	399	1	2	41	12	0	0	0	0	0	0	5	9		
		Part-time	12	1	11	0	1	1	8	0	0	0	1	0	0	0	1	0	0	0	0		
		TOTAL	942	475	467	64	35	364	407	1	2	41	13	0	0	0	1	0	0	5	9		
				50%	50%	7%	4%	39%	43%	0%	0%	4%	1%	0%	0%	0%	0%	0%	0%	1%	1%		
% of Change (+/-)			<+> 1%	<-> 1%	<-> 1%	none	n	<+> 1%	none	none	none	none	none	none	none	none	none	<-> 1%	<-> 1%				

# MORGAN STATE UNIVERSITY CONTRACTUAL WORK FORCE UTILIZATION -- FISCAL YEAR 2003

EEO JOB CATEGORY	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials and Administrators																			
Professionals	738	405	333	53	25	319	295			26	8							7	5
		55%	45%	7%	3%	43%	40%	0%	0%	4%	1%	0%	0%	0%	0%	0%	0%	1%	1%
Technicians	21	18	3	2		16	2												1
		86%	14%	10%	0%	76%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%
Protective Service Workers	9	3	6			3	6												
		33%	67%	0%	0%	33%	67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Paraprofessionals	59	32	27	2	5	30	22												
		54%	46%	3%	8%	51%	37%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Administrative Support	137	28	109	1	2	27	107												
		20%	80%	1%	1%	20%	78%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Skilled Craft Workers	18	18	0			17		1											
		100%	0%	0%	0%	94%	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Service-Maintenance	137	94	43	2		92	42		1										
		69%	31%	1%	0%	67%	31%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	1,119	598	521	60	32	504	474	1	1	26	8	0	0	0	0	0	0	7	6
		53%	47%	5%	3%	45%	42%	0%	0%	2%	1%	0%	0%	0%	0%	0%	0%	1%	1%

**MORGAN STATE UNIVERSITY PERSONNEL TRANSACTIONS -- FISCAL YEAR 2003**

TYPE OF TRANSACTION	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Haw & Other Pac Is		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	51	17	34	2	3	15	31												
		33%	67%	4%	6%	29%	61%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reinstatements	1	0	1				1												
		0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	2	2	0	1		1													
		100%	0%	50%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reclassification s	1	1	0			1													
		100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Suspensions	6	5	1			5	1												
		83%	17%	0%	0%	83%	17%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Extensions on Probation	5	0	5				4				1								
		0%	100%	0%	0%	0%	80%	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>66</b>	<b>25</b>	<b>41</b>	<b>3</b>	<b>3</b>	<b>22</b>	<b>37</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		38%	62%	5%	5%	33%	56%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%

**MORGAN STATE UNIVERSITY SEPARATIONS AND TERMINATIONS -- FISCAL YEAR 2003**

TYPE OF SEPARATION AND TERMINATION	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Employees	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	46	20	26	3	2	16	22	1			2								
		43%	57%	7%	4%	35%	48%	2%	0%	0%	4%	0%	0%	0%	0%	0%	0%	0%	0%
Rejection on Probation	1	0	1				1												
		0%	100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Terminations	11	7	4		2	6	2			1									
		64%	36%	0%	18%	55%	18%	0%	0%	9%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>58</b>	<b>27</b>	<b>31</b>	<b>3</b>	<b>4</b>	<b>22</b>	<b>25</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
		47%	53%	5%	7%	38%	43%	2%	0%	2%	3%	0%	0%	0%	0%	0%	0%	0%	0%

**SAINT MARY'S COLLEGE OF MARYLAND FULL-TIME AND PART-TIME EMPLOYEES PERCENTAGE CHANGE — FY 2002 & FY 2003**

EEO Job Category			TOTAL			Race																Ethnicity	
						White		African-American		American Indian & Alaska Native		Asian		Native Haw & Other Pac Is		Balance ( <i>no race checked</i> )		Multiracial		Hispanic or Latino ( <i>no other race checked</i> )			
			Employee:	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Professionals	FY 2003	Full-time	266	135	131	117	118	10	6	1	1			6	5			2					
		Part-time	12	7	5	6	5							1									
		TOTAL	278	142	136	123	123	10	6	0	1	0	1	0	0	7	5	0	0	2	0		
				51%	49%	44%	44%	4%	2%	0%	0%	0%	0%	0%	0%	3%	2%	0%	0%	1%	0%		
	FY 2002	Full-time	262	135	127	115	115	10	6	1				8	4			2	1				
		Part-time	11	5	6	5	5							1									
		TOTAL	273	140	133	120	120	10	6	0	1	0	0	0	0	8	5	0	0	2	1		
				51%	49%	44%	44%	4%	2%	0%	0%	0%	0%	0%	0%	3%	2%	0%	0%	1%	0%		
% of Change (+/-)			none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none			
Skilled Craft Workers	FY 2003	Full-time	92	37	55	22	35	13	16		1			1	2			1	1				
		Part-time	1	0	1		1																
		TOTAL	93	37	56	22	36	13	16	0	0	0	1	0	0	1	2	0	0	1	1		
				40%	60%	24%	39%	14%	17%	0%	0%	0%	1%	0%	0%	1%	2%	0%	0%	1%	1%		
	FY 2002	Full-time	90	36	54	21	37	13	14					1	2			1	1				
		Part-time	1	0	1		1																
		TOTAL	91	36	55	21	38	13	14	0	0	0	0	0	0	1	2	0	0	1	1		
				40%	60%	23%	42%	14%	15%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	1%	1%		
% of Change (+/-)			none	none	<+> 1%	<-> 3%	none	<+> 2%	none	none	none	none	none	none	none	none	none	none	none	none			
TOTAL	FY 2003	Full-time	358	172	186	139	153	23	22	0	1	0	2	0	0	7	7	0	0	3	1		
		Part-time	13	7	6	6	6	0	0	0	0	0	0	0	0	1	0	0	0	0			
		TOTAL	371	179	192	145	159	23	22	0	1	0	2	0	0	8	7	0	0	3	1		
				48%	52%	39%	43%	6%	6%	0%	0%	0%	1%	0%	0%	2%	2%	0%	0%	1%	0%		
	FY 2002	Full-time	352	171	181	136	152	23	20	0	1	0	0	0	0	9	6	0	0	3	2		
		Part-time	12	5	7	5	6	0	0	0	0	0	0	0	0	1	0	0	0	0			
		TOTAL	364	176	188	141	158	23	20	0	1	0	0	0	0	9	7	0	0	3	2		
				48%	52%	39%	43%	6%	5%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	1%	1%		
% of Change (+/-)			none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none	none			

### SMCM PERSONNEL TRANSACTIONS -- FISCAL YEAR 2003

TYPE OF TRANSACTION	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	Emp	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Appointments	63	34	29	22	18	8	7			2				3	2			1	
		54%	46%	35%	29%	13%	11%	0%	0%	0%	3%	0%	0%	5%	3%	0%	0%	2%	0%
Reinstatements	5	3	2	3	1					1									
		60%	40%	60%	20%	0%	0%	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	0%
Promotions	1	0	1		1														
		0%	100%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Reclassifications	6	2	4	2	4														
		33%	67%	33%	67%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Demotions	1	1	0			1													
		100%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>76</b>	<b>40</b>	<b>36</b>	<b>27</b>	<b>24</b>	<b>9</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
		53%	47%	36%	32%	12%	9%	0%	0%	0%	4%	0%	0%	4%	3%	0%	0%	1%	0%

### SMCM SEPARATIONS AND TERMINATIONS -- FISCAL YEAR 2003

TYPE OF SEPARATION AND TERMINATION	TOTAL			Race														Ethnicity	
				White		African-American		American Indian & Alaska Native		Asian		Native Hawaiian & Other Pacific Islander		Balance (no race checked)		Multiracial		Hispanic or Latino (no other race checked)	
	employee	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Resignations	48	27	21	18	17	6				2				2	1			1	1
		56%	44%	38%	35%	13%	0%	0%	0%	0%	4%	0%	0%	4%	2%	0%	0%	2%	2%
Terminations	9	4	5	2		2	5												
		44%	56%	22%	0%	22%	56%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>TOTAL</b>	<b>57</b>	<b>31</b>	<b>26</b>	<b>20</b>	<b>17</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>
		54%	46%	35%	30%	14%	9%	0%	0%	0%	4%	0%	0%	4%	2%	0%	0%	2%	2%

**Fiscal Year 2003  
Annual Statewide Equal  
Employment Opportunity Report**

**Statistics and Analysis**  
*Covering*  
**State Government Employment**

*For more information contact:*

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Office of the Secretary**

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