



UNIVERSITY OF
SOUTH FLORIDA

Office of the Provost and Vice President Academic Affairs
Diversity and Equal Opportunity Affairs

E

**2002-2003 EQUITY ACCOUNTABILITY PROGRESS
REPORT**

2003-2004 EQUITY ACCOUNTABILITY UPDATE

A

on
Senior Level Administrators
Academic Administrators
And Ranked Faculty

P

Tampa, Florida
April 1, 2004

University Of South Florida

2003-2004 Equity Accountability Plan

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EXECUTIVE SUMMARY

(I) Assessment of 2002-2003 Goal Achievement

In March 2003, the University of South Florida submitted an Update of its Equity Accountability Plan to the State Board of Education. In this Update, the University established numerical goals designed to “increase the representation of women and minorities in its Senior Level Administrative, Academic Administrative, and Ranked Faculty positions.”

The following 109 goals were established to correct under-utilization of females and/or minorities:

- 1) increase utilization of Other Minorities by two (2) Senior-Level Administrators;
- 2) increase utilization of Blacks by two (2) Senior-Level Administrators;
- 3) increase utilization of Hispanics by one (1) Senior-Level Administrator;
- 4) increase utilization of Females by two (2) Senior-Level Administrators;
- 5) increase utilization of Hispanics by one (1) Academic Administrator;
- 6) increase utilization of Females by one (1) Academic Administrator;
- 7) increase utilization of Other Minorities by twelve (12) Ranked Faculty members;
- 8) increase utilization of Blacks by fifteen (15) Ranked Faculty members;
- 9) increase utilization of Hispanics by eighteen (18) Ranked Faculty members; and
- 10) Increase utilization of Females by fifty-five (55) Ranked Faculty members.

The University, taken as a whole, met 102 or 94% of these goals. Further analyses of the data indicate that:

- (a) the College of Arts and Sciences met 32 or 82% of its 39 goals;
- (b) the College of Business met 4 or 50% of its 8 goals;
- (c) the College of Education met 9 or 75% of its 12 goals;
- (d) the College of Engineering met 4 or 44% of its 9 goals;
- (e) the College of Visual and Performing Arts (Fine Arts) met 1 or 25% of its 4 goals;

- (f) the FMHI (Louis de la Parte Institute) met 3 or 60% of its 5 goals;
- (g) the Health Sciences Center met 18 or 86% of its 21 goals;
- (h) the School of Architecture met 1 or 100% of its 1 goal;
- (i) the St. Petersburg Campus met 3 or 60% of its 5 goals;
- (j) the Lakeland Campus met 1 or 50% of its 2 goals;
- (k) the Provost/Academic Affairs did not meet its 2 goals; and
- (l) the Office of Research did not meet its 1 goal.

The Division of University Services, the Division of Student Affairs and the Division of University Advancement did not set any goals for 2002-2003.

(II) Utilization Analyses and 2003-2004 Equity Accountability Goals

Analyses of the October 2003 workforce of the University show that:

Women and/or Minorities were still under-utilized in one or more of the Equity Accountability categories of the following divisions/campuses: St. Petersburg, Lakeland, Sarasota, Marine Science, Architecture, Arts and Sciences, Education, Engineering, FMHI, Visual and Performing Arts, Library, Business, Health Sciences Center, President's Office, University Services, Student Affairs, Provost/Academic Affairs, University Advancement, and Office of Research.

Declaration of under-utilization does not amount to impermissible conduct; it is neither a finding of discrimination nor a finding of a lack of affirmative action efforts.

November 2003- October 2004 Equity Accountability Goals

The following 43 goals were established to correct under-utilization of females and/or minorities:

- 1) increase utilization of Other Minorities by one (1) Senior-Level Administrator;
- 2) increase utilization of Hispanics by one (1) Senior-Level Administrator;
- 3) increase utilization of Hispanics by one (1) Academic Administrator;
- 4) increase utilization of Females by one (1) Academic Administrator;

- 11) increase utilization of Other Minorities by six (6) Ranked Faculty members;
- 12) increase utilization of Blacks by ten (10) Ranked Faculty members;
- 13) increase utilization of Hispanics by ten (10) Ranked Faculty members; and
- 14) Increase utilization of females by thirteen (13) Ranked Faculty members.

To facilitate achievement of these 43 goals, the University will:

- (a) administer an Equity Accountability Budget Incentive Plan, as provided for in this Update (see Appendix I);
- (b) continue to implement the strategies described in the previous Updates; and
- (c) implement the additional strategies described in this Update.

INTRODUCTION

A) THE EQUITY ACCOUNTABILITY ACT OF 1992

The Equity Accountability Act was enacted in 1992 by the Florida Legislature. Section 27 of the Act mandates:

- (1) development, by each state university, of a plan for increasing the number of women and minorities in senior-level administrative positions, academic administrative positions, and ranked faculty positions.
- (2) submission to the Chancellor and the Board of Regents (State Board of Education) of an equity accountability report that shows the number of administrative positions in the faculty and in the administrative and professional pay plans filled the previous year.
- (3) utilization of achievement of Equity Accountability Goals as a factor in the evaluation of University presidents, vice presidents, deans, and chairpersons; furthermore, the Equity Accountability Act requires that positions, annual budget allocations, and funding be based on this evaluation.
- (4) submission by the Board of Regents (State Board of Education) of an equity progress report to the Legislature and the Board of Governors on or before December 1 of each year.

B) THE USF EQUITY ACCOUNTABILITY PLAN OF DECEMBER 1992

The University of South Florida submitted its Equity Accountability Plan in December 1992. The Plan established Equity Accountability Goals and described strategies for achieving these goals. Each year thereafter, the President of the University has submitted an Update of the Plan to the State Board of Education.

The Plan and its Updates analyze the University's workforce and evaluate its employment practices. The Plan and its Updates meet the strict scrutiny test of the Courts, in that:

- 1) they demonstrate the necessity for remedies and explain the advantages of the proposed remedy over other alternatives;
- 2) they propose remedies that are specific, flexible and limited in duration;

- 3) they establish reasonable relationships between numerical goals and the availability of qualified members of the protected classes;
- 4) they do not unnecessarily "trammel" the rights of non-minorities; that is, they do not constitute an absolute bar to the advancement of non-minorities;
- 5) they are carefully calibrated to remedy specific situations, they are narrowly tailored, foster fair and open competition, and do not provide for more corrective actions than needed.

C) METHODOLOGY AND DEFINITIONS

This 2003-2004 Update of the Plan was developed according to the Guidelines issued by the State Board of Education (see Appendix IV).

The key concepts and variables of the study were operationally defined as follows:

- 1) Availability of women or minorities for a particular position was defined as the number of women or minorities who have the qualifications required for the particular job.

Availability estimate of women or minorities for a Senior Level Administrative/Academic Administrative position is based on the percentage of the members of the relevant nation-wide U.S. labor market who are women or minorities (*Job Patterns for Minorities and Women*, U.S. Equal Opportunity Commission, 2001).

Availability estimates of women or minorities for a ranked faculty position were based on the percentage of the members of the relevant nation-wide U.S. labor market who are women or minorities (University of Chicago, NORC). The numbers of Doctorate degrees awarded to US Citizens and Permanent Residents, in the relevant Instructional Program, between 1992 and 1993, was used as the Raw Availability Statistic for full Professors. The numbers of Doctorate degrees awarded to US Citizens and Permanent Residents, in the relevant Instructional Program, between 1997 and 1998, was used as the Raw Availability Statistic for Associate Professors. The numbers of Doctorate degrees awarded to US Citizens and Permanent Residents, in the relevant Instructional Program, 2000, was used as the Raw Availability Statistic for Assistant Professors. The numbers of Master degrees Conferred by Institutions of Higher Education, in the relevant Instructional Program, between 1999 and 2000, was used as the Raw Availability Statistic for Instructors.

1992-1993 was used as the availability estimates of women and minorities for a ranked faculty position within the College of Visual and Performing Arts was based on HEADS (Higher Education Arts Data Services); National Office for Arts Accreditation was used as the Raw Availability Statistic for full Professors. 1997-1998 was used as the Raw Availability Statistic for Associate Professors. 1999-2000 was used as the Raw Availability Statistic for Assistant Professors. 2001 was used as the Raw Availability Statistic for Instructors.

Availability estimates of women and minorities for a ranked faculty position within the College of Medicine were calculated. The COM was divided in two categories: Clinical Faculty and Non-clinical Faculty. For Clinical Faculty, availability was extracted from a report generated by the AAMC (Association of American Medical Colleges) particularly for this purpose. It was based on academic faculty presently employed in medical colleges in the U.S., as of fall 2002, since that is where new hires, for the most part, come from. Information for MDs and MD/PHDs was used. Current faculty for Associate Professor was used as the availability for Professor, etc. From the same report, availability of Non-clinical faculty was used for full Professor and Associate Professor. Current faculty for Associate Professor was used for availability for Professor, etc. Information for Ph.D.s only was used. For Assistant Professor and Instructor, availability was extracted from Research Doctorates (Table 3, Doctor's degrees awarded to U.S. citizens and permanent residents by institutions of higher education NORC, University Chicago). For Assistant Professor, data for 1997 was used since eligibility for Assistant Professor is Ph.D. and 5 years of experience. For Instructor, data from the 2000 column was used since that is the most recent data available.

Dr. John Curran, USF Associate Dean for Academic Affairs, identified the appropriate degrees: Biochemistry, Biomedical Sciences, Biophysics, Biotechnology Research, Bacteriology, Anatomy, Biometrics and Biostatistics, Cell Biology, Development Bio/Embryology, Endocrinology, Biological Immunology, Molecular Biology, Microbiology, Neuroscience, Parasitology, Toxicology, Human and Animal Genetics, Human and Animal Pathology, Human and Animal Pharmacology, Human and Animal Physiology, Biological Sciences General, Biological Sciences Other, Environmental Health, Health Systems/Service Administration, Epidemiology, Exercises and Science Kinesiology, Rehab/Therapeutic Services, Health Science General, Health Science Other, Anthropology, [the following are all under PSYCHOLOGY] Clinical, Cognitive and Psycholinguistics, Comparative, Counseling, Developmental and Child, Human/Indiv and Family Development, Family and Marriage Counseling, Physiological/Psychobiology, Psychometrics, Social, Psychology General, Psychology other, [EDUCATION] Educ/Instruct Media Design, Educ Assess/Test Measurement, Educational Psychology, Special Education, Health Education, [BUSINESS AND MANAGEMENT] Business Management/Admin Services General, and Business Management/Admin Service Other.

- 2) Utilization Analysis. The Utilization Analyses involve comparisons of the percentages of women and minorities that the University had in its workforces to the percentages of women and minorities that were available in the relevant labor markets. Areas in which the University had less women or minorities than it should have, by their availability, were identified as potential problem areas. The 'any difference rule' was used to identify potential problem areas; under the any difference rule, under-utilization was declared whenever availability exceeds employment. Under-utilization will not be considered as indication of impermissible conduct or unlawful discrimination.
- 3) Equity Accountability Goals are operationally defined as targets of opportunities, opportunities to increase representation of women and minorities in job categories where they are under-utilized. They are ends toward which the University will direct its efforts to ensure equal opportunity for all. These goals are not quotas, set-asides or shares encumbered for any

particular group. Goals will be considered as markers or milestones designed to guide the University in its efforts to correct under-utilization of the members of the protected classes

Whenever appropriate, job groups, departments, fields of study or offices were combined to amount to units large enough for meaningful analysis, and setting of goals. For each potential problem area, an annual goal was established. As Copus and Bierman said in "The Complete Guide to Writing an Affirmative Action Plan" (1995) these "goals are the most crucial portion of the Plan, because they serve as guides for recruitment activities."

CHAPTER I**2002-2003 EQUITY ACCOUNTABILITY PROGRESS REPORT**

On April 1, 2003 the University submitted the 2002-2003 Update of its Equity Accountability Plan to the State Board of Education. This Update established the numerical goals designed to increase representation of women and minorities in Senior-Level Administrative positions, Academic Administrative, and Ranked Faculty positions; furthermore, the Update described the actions that would be taken to facilitate achievement of these goals. As shown on Form A on the next page, the 2002-2003 Equity Accountability goals were to:

- 1) increase utilization of Other Minorities by two (2) Senior-Level Administrators;
- 2) increase utilization of Blacks by two (2) Senior-Level Administrators;
- 3) increase utilization of Hispanics by one (1) Senior-Level Administrator;
- 4) increase utilization of Females by two (2) Senior-Level Administrators;
- 5) increase utilization of Hispanics by one (1) Academic Administrator;
- 6) increase utilization of Females by one (1) Academic Administrator;
- 7) increase utilization of Other Minorities by twelve (12) Ranked Faculty members;
- 8) increase utilization of Blacks by fifteen (15) Ranked Faculty members;
- 9) increase utilization of Hispanics by eighteen (18) Ranked Faculty members; and
- 10) increase utilization of Females by fifty-five (55) Ranked Faculty members.

FORM A



Prior Year Equity Accountability Goals (2002-2003)

1 EAP CATEGORIES	2 Numerical Goals				Total
	Other Minorities+	Blacks	Hispanics	Females	
SENIOR-LEVEL ADMINISTRATIVE:	2	2	1	2	7
ACADEMIC ADMINISTRATIVE:	0	0	1	1	2
Directors					
Deans					
Chairpersons					
Librarians					
Executives					
RANKED FACULTY:	12	15	18	55	100
Full Professor					
Associate Professor					
Assistant Professor					
Instructor					
TOTAL GOALS	14	17	20	58	109

+Other Minorities include Asian/Pacific Islander, American Indian and Alaskan Native.

Goals for Senior Level Administrators are set by the Vice Presidents.

Goals for Academic Administrators and Ranked Faculty are set by the Deans.

A) GOOD FAITH EFFORTS MADE TOWARD THESE GOALS

Between November 2002 and October 2003, the University:

- 1) announced vacancies on minority and female oriented computer networks;
- 2) subscribed to minority and female oriented computerized vita/talent banks;
- 3) requested assistance of Presidential advisory committees and other university advocacy groups in the recruitment of women and minorities;
- 4) offered incentives and rewards to colleges who facilitated or assisted in achievement of diversity, equity or affirmative action goals (Academic Enrichment Program);
- 5) identified "essential" functions of positions, and specified the skills, knowledge and abilities needed for the positions;
- 6) used job-related criteria in recruitment and selection; controlled for bias and/or prejudices in the employment process by training members of search committees, and encouraging deans to appoint females and minorities on search committees;
- 7) used a personal approach in recruitment; that is, contacted candidates to determine if their reasons for declining job offer could be addressed;
- 8) invited female and minority scholars from other institutions to participate in conferences, seminars and symposia sponsored by the University;
- 9) initiated joint appointments (staff to faculty) of women and minorities;
- 10) considered access, equity and diversity factors in strategic planning processes;
- 11) appointed women and minorities to noncompetitive visiting faculty positions;
- 12) appointed Equal Opportunity Liaisons to serve as liaisons with the Office of Diversity and Equal Opportunity;
- 13) conducted "Exit Interviews" of women and minority employees;
- 14) discussed and reinforced university's commitment to equity and diversity in staff meetings;
- 15) held meetings to explain the intent of the Diversity Equity and Affirmative Action Plans of the University;
- 16) organized seminars on equal employment opportunity and affirmative action for employees and students;

- 17) allocated funds for recruitment of women and minorities at national conferences;
- 18) allocated funds for aggressive recruitment of women and minorities for Job Groups in which they are under-utilized;
- 19) made reasonable accommodations in the recruitment process for individuals with disabilities;
- 20) conducted special orientation sessions for new employees;
- 21) established team awards to foster integration and collaboration;
- 22) allocated funds for the implementation of strategies designed to facilitate achievement of Equity Accountability Goals (see EAP Budget Incentive Plan, Appendix I);
- 23) established additional links with academic departments of other universities;
- 24) conducted "Exit Interviews" of female and minority finalists.

B) EAP 2002-2003 BUDGET INCENTIVE PLAN

Section 1012.95(2)(a), Florida Statutes, requires each university to develop a budget incentive plan to support the achievement of its equity accountability program goals. The funds allocated by the University in 2001-2002 toward achievement of its goals are reported in Appendix I of this report.

C) PERSONNEL TRANSACTIONS CARRIED OUT BY THE UNIVERSITY TO FACILITATE ACHIEVEMENT OF ITS 2002-2003 GOALS

Data on personnel transactions carried out between November 2002 and October 2003 are reported on Table 1, Appendix II. cursory analyses of the data indicates that:

- 1) fourteen or 51.9% of the 27 Senior-Level Administrative vacancies were filled with Females;
- 2) five or 27.8% of the 18 Academic Administrative vacancies were filled with Females;
- 3) eighty-eight or 44.7% of the 197 Ranked Faculty vacancies were filled with Females;
- 4) three or 11.1% of the 27 Senior-Level Administrative vacancies was filled with Blacks;

- 5) thirteen or 6.6% of the 197 Ranked Faculty vacancies were filled with Blacks;
- 6) one or 3.7% of the 27 Senior- Level Administrative vacancies was filled with a Hispanic;
- 7) three or 16.7% of the 18 Academic Administrative vacancies were filled with Hispanics;
- 8) fourteen or 7.1% of the 197 Ranked Faculty vacancies were filled with Hispanics;
- 9) one or 3.7% of the 27 Senior-Level Administrative vacancies was filled with Other Minority;
- 10) three or 16.7% of the 18 Academic Administrative vacancies were filled with Other Minorities;
- 11) fifteen or 7.6% of the 197 Ranked Faculty vacancies were filled with Other Minorities.

Further analysis of the data indicates that overall 44.2% of the 242 vacancies that occurred in the Equity Accountability Job Groups were filled with Females, 6.6% were filled with Blacks, 7.4% with Hispanics, and 7.9% with Other Minorities (Asians or American Indians).

D) ACHIEVEMENTS OF THE UNIVERSITY TAKEN AS A WHOLE

The ultimate results of the personnel transactions described above are reported on Form C-1 below. Inspections of the data, in light of the 2002-2003 equity accountability goals of the University, indicate that:

- a) the University exceeded by 12 its 2 goals of filling Senior-Level Administrative vacancies with Females;
- b) the University achieved its one goal of filling a Senior-Level Administrative vacancy with a Hispanic;
- c) the University exceeded by 1 its two goals of filling Senior-Level Administrative vacancies with Blacks;
- d) the University achieved 1 of its two goals of filling Senior-Level Administrative vacancies with Other Minorities;
- e) the University exceeded by 4 its goal of filling 1 Academic Administrative vacancy with a Female;
- f) the University exceeded by 2 its goal of filling 1 Academic Administrative vacancy with a Hispanic;
- g) the University exceeded by 33 its goals of filling 55 Ranked Faculty vacancies with Females;
- h) the University achieved 14 of its goals of filling 18 Ranked Faculty vacancies with Hispanics;
- i) the University achieved 13 of its goals of filling 15 Ranked Faculty vacancies with Blacks; and
- j) the University exceeded by 3 its goals of filling 12 Ranked Faculty vacancies with Other Minorities.

Overall, the data shows that the University achieved 102 or 94% of its Equity Accountability goals.



EQUITY ACCOUNTABILITY PROGRESS REPORT

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*2002-2003 Goal Achievement***TOTAL UNIVERSITY**

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE					
Other Minorities	2	1	50%	1	-1
Blacks	2	2	100%	3	1
Hispanics	1	1	100%	1	0
Females	2	2	100%	14	12
ACADEMIC ADMINISTRATIVE					
Females	1	1	100%	5	4
Hispanics	1	1	100%	3	2
RANKED FACULTY					
Other Minorities	12	12	100%	15	3
Blacks	15	13	87%	13	-2
Hispanics	18	14	78%	14	-4
Females	55	55	100%	88	33
TOTAL GOALS	109	102	94%	157	48

(!)Other Minorities include Asian/Pacific Islander and Native American.

E) ACHIEVEMENTS OF VICE PRESIDENTIAL AREAS AND COLLEGES

In September 2002, divisions and colleges were asked to establish 2002-2003 goals designed to increase representation of women and minorities in the job categories in which they were under-utilized.

The Division of Student Affairs, the Provost/Academic Affairs and the Division of University Advancement although they had under-utilization, did not established goals because they did not forecast vacancies in the job groups in which women and minorities were underutilized. The goals that were established by the other units and the progress made toward these goals are reported in column 1 to column 5 of Forms C-2 to C-13. Analyses of the data indicate that:

- 1) the College of Arts and Sciences met 32 or 82% of its 39 goals;
- 2) the College of Business met 4 or 50% of its 8 goals;
- 3) the College of Education met 9 or 75% of its 12 go
- 4) the College of Engineering met 4 or 44% of its 9 goals;
- 5) the College of Visual and Performing Arts (Fine Arts) met 1 or 25% of its 4 goals;
- 6) the FMHI (Louis de la Parte Institute) met 3 or 60% of its 5 goals;
- 7) the Health Sciences Center met 18 or 86% of its 21 goals;
- 8) the School of Architecture met 1 or 100% of its 1 goal;
- 9) the St. Petersburg Campus met 3 or 60% of its 5 goals;
- 10)the Lakeland Campus met 1 or 50% of its 2 goals;
- 11)the Provost/Academic Affairs did not meet its 2 goals; and
- 12)the Office of Research did not meet its 1 goal.



EQUITY ACCOUNTABILITY PROGRESS REPORT

2002-2003 Goal Achievement

Division/College: Arts and Sciences

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE	0	0	0		0
ACADEMIC ADMINISTRATIVE	0		0%		0
RANKED FACULTY					
Females	27	27	100%	29	2
Hispanics	8	3	38%	3	-5
Blacks	4	2	50%	2	-2
Other Minorities	3	1	33%	1	-2
TOTAL GOALS	39	32	82%	34	-5



EQUITY ACCOUNTABILITY PROGRESS REPORT

2002-2003 Goal Achievement

Division/College: Business

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE	0	0	0%	0	0
ACADEMIC ADMINISTRATIVE					
Hispanic	1	0	0%	0	0
Female	1	0	0%	0	0
RANKED FACULTY					
Females	3	3	100%	5	2
Blacks	2	0	0%	0	-2
Hispanics	1	1	100%	1	0
TOTAL GOALS	8	4	50%	6	-2

EQUITY ACCOUNTABILITY PROGRESS REPORT



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2002-2003 Goal Achievement

Division/College: Education

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE	0		0		0
Females					
ACADEMIC ADMINISTRATIVE	0		0%		0
RANKED FACULTY					
Females	7	7	100%	7	0
Blacks	1	1	100%	1	0
Hispanics	2	1	50%	1	-1
Other Minorities	2	0	0%	0	-2
TOTAL GOALS	12	9	75%	9	-3

(!)Other Minorities include Asian/Pacific Islander and Native American.

FORM C-5

EQUITY ACCOUNTABILITY PROGRESS REPORT

*2002-2003 Goal Achievement*

Division/College: Engineering

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE	0		0		0
ACADEMIC ADMINISTRATIVE	0		0%		0
Females					
RANKED FACULTY					
Females	4	2	50%	2	-2
Other Minorities (1)	1	1	100%	1	0
Blacks	2	0	0%	0	-2
Hispanics	2	1	50%	1	-1
TOTAL GOALS	9	4	44%	4	-5

EQUITY ACCOUNTABILITY PROGRESS REPORT



2002-2003 Goal Achievement

Division/College: Visual and Performing Arts (Fine Arts)

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE	0		0		0
ACADEMIC ADMINISTRATIVE	0		0%		0
RANKED FACULTY					
Other Minorities	2	0	0%	0	-2
Hispanic	1	0	0%	0	-1
Females	1	1	100%	3	2
TOTAL GOALS	4	1	25%	3	-1

EQUITY ACCOUNTABILITY PROGRESS REPORT



2002-2003 Goal Achievement

Division/College: FMHI- Louis de la Parte Institute

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE	0		0		0
ACADEMIC ADMINISTRATIVE	0		0%		0
RANKED FACULTY					
Blacks	1	0	0%	0	-1
Hispanics	1	0	0%	0	-1
Females	3	3	100%	5	2
TOTAL GOALS	5	3	60%	5	0

EQUITY ACCOUNTABILITY PROGRESS REPORT

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2002-2003 Goal Achievement

Division/College: Health Sciences Center

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE	0		0		0
ACADEMIC ADMINISTRATIVE	0		0%		0
Females					0
RANKED FACULTY					
Other Minorities	4	4	100%	9	5
Blacks	5	2	40%	2	-3
Hispanics	2	2	100%	4	2
Females	10	10	100%	11	1
TOTAL GOALS	21	18	86%	26	5

EQUITY ACCOUNTABILITY PROGRESS REPORT



2002-2003 Goal Achievement

Division/College: Architecture

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE	0		0		0
ACADEMIC ADMINISTRATIVE	0		0%		0
RANKED FACULTY					
Hispanic	1	1	100%	1	0
TOTAL GOALS	1	1	100%	1	0

EQUITY ACCOUNTABILITY PROGRESS REPORT



2002-2003 Goal Achievement

Division/College: St Petersburg Campus

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE					
Other Minorities	2	1	50%	1	-1
Blacks	1	1	100%	2	1
Hispanics	1	0	0%	0	-1
Females	1	1	100%	1	0
ACADEMIC ADMINISTRATIVE	0	0	0%	0	0
RANKED FACULTY	0	0	0%	0	0
Hispanic					
TOTAL GOALS	5	3	60%	4	-1

EQUITY ACCOUNTABILITY PROGRESS REPORT



2002-2003 Goal Achievement

Division/College: Lakeland Campus

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE					
Blacks	1	0	0%	0	-1
Females	1	1	100%	1	0
ACADEMIC ADMINISTRATIVE	0	0	0%	0	0
RANKED FACULTY	0	0	0%	0	0
Hispanic					
TOTAL GOALS	2	1	50%	1	-1

EQUITY ACCOUNTABILITY PROGRESS REPORT

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2002-2003 Goal Achievement

Division/College: Provost/Academic Affairs

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE					
Blacks	1	0	0%	0	-1
Other Minorities	1	0	0%	0	-1
ACADEMIC ADMINISTRATIVE	0	0	0%	0	0
RANKED FACULTY					
Hispanic	0	0	0%	0	0
TOTAL GOALS	2	0	0%	0	-2

EQUITY ACCOUNTABILITY PROGRESS REPORT



2002-2003 Goal Achievement

Division/College: Office of Research

1 EAP Categories	2 EAP Goals	3 Goal Met (#) Goal Met (%)		4 Hiring/Promotion(#)	5 Diff. from Goals by (#)
SENIOR-LEVEL ADMINISTRATIVE					
	0	0	0%	0	0
ACADEMIC ADMINISTRATIVE					
Female	1	0	0%	0	0
RANKED FACULTY					
Hispanic	0	0	0%	0	0
TOTAL GOALS	1	0	0%	0	-1

F) TENURE GRANTED ANALYSES

According to F.S. 1012.95 (2) (d), "...the equity report shall also include the current rank, race, and gender of faculty eligible for tenure in a category. In addition, each university shall report representation of the pool of tenure-eligible faculty at each stage of the transaction process and provide certification that each eligible faculty member was apprised annually of progress toward tenure. Each university shall also report on the dissemination of standards for achieving tenure; racial and gender composition of committees reviewing recommendations at each transaction level; and dissemination of guidelines for equitable distribution of assignments."

Each university should therefore provide information on the tenure nomination and approval processes, including the

1. rank, race and gender of faculty eligible for tenure by category
2. race and gender composition of the tenure nomination committee, and
3. documentation showing that each eligible member was notified of such eligibility.

Tenure Granted information is reported in Appendix III of this report.

CHAPTER II

2003-2004 EQUITY ACCOUNTABILITY PLAN UPDATE

In March 2004 the University conducted a workforce and a utilization analysis of its October 2003 workforce to (1) assess utilization of Women and Minorities, (2) identify problem areas, and (3) establish Equity Accountability Goals to correct their under-utilization.

Summary data from the utilization analyses are reported on Tables 1.1 through 6.2 in Appendix II. For each job group listed in column #1 of these tables:

- a) headcount as of October 2003, is reported on columns #2 and #3. Headcount is the number of employees in the category. Headcounts were extracted from the University's Personnel Employee Records System (GEMS).
- b) availability of members of a group is reported in columns #4. Availability of members of a group is the proportion of qualified people of the relevant labor market who are members of that group.
- c) job groups in which women and/or minorities were under-utilized are marked with an asterisk (*) in column #5.
- d) the goals established to correct the under-utilizations indicated in column #5 are reported in column #6.

A) UNDER-UTILIZATION IN VICE PRESIDENTIAL AREAS AND COLLEGES

1) SENIOR LEVEL A&P ADMINISTRATORS

The profiles of USF Senior Level A&P Administrators in Vice Presidential Areas and Colleges are depicted in Appendix II. Analyses of the data indicate that:

- (a) Other minorities were under-utilized among the Senior-Level Administrators of the President's Office (Table 4.1);
- (b) Other minorities were under-utilized among the Senior-Level Administrators of the Division of University Services (Table 4.2);
- (c) Other minorities were under-utilized among the Senior-Level Administrators of the Division of Student Affairs (Table 4.3);

- (d) Other minorities, blacks, hispanics and females were under-utilized among the Senior-Level Administrators of the Health Sciences Center (Table 4.4);
- (e) Other minorities and blacks were under-utilized among the Senior-Level Administrators of the Provost/Academic Affairs (Table 4.5); and
- (f) Other minorities and blacks were under-utilized among the Senior-Level Administrators of the Division of University Advancement (Table 4.6).

2) ACADEMIC ADMINISTRATORS

The profiles of USF Academic Administrators by Division/College are depicted on Tables 5.1 to 5.32 in the Appendix. Inspections of these profiles indicate that:

- a) Blacks, hispanics and females were under-utilized among the Chairpersons of the College of Arts and Sciences (Table 5.1);
- b) Other minorities, blacks, Hispanics and females were under-utilized among the Chairpersons of the College of Business (Table 5.2);
- c) Other minorities and Hispanics were under-utilized among the Chairpersons of the College of Education (Table 5.3);
- d) Blacks, and females were under-utilized among the Chairpersons of the College of Engineering (Table 5.4);
- e) Other minorities, blacks, hispanics and females were under-utilized among the Chairpersons of the Louis de la Parte Institute- FMHI (Table 5.6);
- f) Blacks and females were under-utilized among the Chairpersons of the Health Sciences Center (Table 5.7);
- g) Other minorities, blacks and females were under-utilized among the Deans of the Provost/Health Sciences (Table 5.8);
- h) Other minorities, blacks and hispanics were under-utilized among the Librarians of USF Libraries (Table 5.9);
- i) Hispanics were under-utilized among the Executives of the Provost/Student Affairs (Table 5.10);
- j) Other minorities, blacks and hispanics were under-utilized among the Executives of the Health Sciences Center (Table 5.11);
- k) Other minorities and hispanics were under-utilized among the Directors of the College of Arts and Sciences (Table 5.12);
- l) Blacks and Hispanics were under-utilized among the Directors of the College of Business (Table 5.13);
- m) Other minorities and hispanics were under-utilized among the Directors of the College of Education (Table 5.14);

- n) Blacks and females were under-utilized among the Directors of the College of Engineering (Table 5.15);
- o) Other minorities, blacks and hispanics were under-utilized among the Directors of the College of Visual and Performing Arts (Table 5.16);
- p) Other minorities and hispanics were under-utilized among the Directors of the Louis de la Parte Institute- FMHI (Table 5.17);
- q) Other minorities and Hispanics were under-utilized among the Directors of the Division of Student Affairs (Table 5.18);
- r) Hispanics were under-utilized among the Directors of the Health Sciences Center (Table 5.19);
- s) Other minorities and blacks were under-utilized among the Directors of the Provost/Academic Affairs (Table 5.20);
- t) Other minorities, blacks, hispanics and females were under-utilized among the Directors of the College of Marine Science (Table 5.21);
- u) Other minorities, blacks and Hispanics were under-utilized among the Directors of the St. Petersburg Campus (Table 5.22);
- v) Other minorities, blacks, hispanics and females were under-utilized among the Directors of the Sarasota Campus (Table 5.23);
- w) Other minorities, blacks and Hispanics were under-utilized among the Directors of the Lakeland Campus (Table 5.24);
- x) Blacks, hispanics and females were under-utilized among the Office of Research (Table 5.32).

3) RANKED FACULTY

a) cursory inspections of the College of Arts and Sciences indicate that:

- (1) Other minorities, blacks, Hispanics, total minorities and females were under-utilized among the Associate and Assistant Professors of the Environmental Sciences program (Table 2.2).
- (2) Other Minorities, hispanics, blacks and total minorities were under-utilized among the Full Professors of the Area, Ethnic Studies program. Hispanics were under-utilized among the Associate Professors of the program. Other minorities, hispanics and total minorities were under-utilized among the Assistant Professors of the program. (Table 2.4).
- (3) Hispanics and females were under-utilized among the Associate Professors of the Mass Communication program. Other minorities, blacks, hispanics, and total minorities were under-utilized among the Assistant Professors and Instructors of the program (Table 2.5).
- (4) Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Full Professors of the Languages program. Other minorities, blacks and females were under-utilized among the Associate Professors of the program. Blacks and females were

under-utilized among the Assistant Professors and Instructors of the program (Table 2.8).

- (5) Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Full Professors of the Letters program. Other minorities and Hispanics were under-utilized among the Associate Professors of the program. Other minorities, blacks, Hispanics and total minorities were under-utilized among the Assistant Professors of the program. Other minorities, hispanics, females and total minorities were under-utilized among the Instructors of the program (Table 2.9).
- (6) Other minorities, blacks, hispanics and total minorities were under-utilized among the Full Professors and Associate Professors of the Liberal and General Studies program. Blacks were under-utilized among the Assistant Professors of the program (Table 2.10).
- (7) Other minorities and blacks were under-utilized among the Full Professors Library Sciences program. Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Associate Professors and Instructors of the program. Hispanics were under-utilized among the Assistant Professors of the program (Table 2.11).
- (8) Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Full Professors, Associate Professors, Assistant Professors, and Instructors of the Life Sciences program (Table 2.12).
- (9) Blacks, hispanics and females were under-utilized among the Full Professors and Instructors of the Mathematics program. Blacks, hispanics and females were under-utilized among the Associate Professors and Assistant Professors of the program (Table 2.13).
- (10) Other minorities, blacks, hispanics and total minorities were under-utilized among the Full Professors and Instructors of the Multi/Interdisciplinary program. Other minorities, hispanics and females were under-utilized among the Associate Professors of the program. Other minorities, blacks, hispanics and total minorities were under-utilized among the Assistant Professors of the program (Table 2.14).
- (11) Hispanics and females were under-utilized among the Full Professors of the Philosophy/Religion program. Other minorities, blacks, hispanics and total minorities were under-utilized among the Associate Professors of the program. Blacks, Hispanics and total minorities were under-utilized among the Assistant Professors of the program. Other minorities, blacks, Hispanics, females and total minorities were under-utilized among the Instructors of the program (Table 2.16).
- (12) Blacks, Hispanics and females were under-utilized among the Full Professors and Associate Professors of the Physical Sciences program. Blacks and females were under-utilized among the Assistant Professors of the program. Other minorities and blacks were under-utilized among the Instructors of the program (Table 2.17).
- (13) Blacks, hispanics, females and total minorities were under-utilized among the Full Professors of the Psychology program. Other minorities and blacks were under-utilized among the Associate Professors of the program. Other minorities, blacks, hispanics and total minorities were under-utilized among the Assistant Professors and Instructors of the

program (Table 2.18).

- (14) Other minorities, hispanics and females were under-utilized among the Full Professors of the Public Administration program. Other minorities, blacks, hispanics and total minorities were under-utilized among the Associate Professors and Assistant Professors of the program. Other minorities, blacks and total minorities were under-utilized among the Instructors of the program (Table 2.19).
- (15) Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Full Professors of the Social Sciences program. Other minorities, blacks, females and total minorities were under-utilized among the Associate Professors of the program. Females were under-utilized among the Assistant Professors of the program. Other minorities, blacks, hispanics and females were under-utilized among the Instructors of the program (Table 2.20).
- (16) Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Full Professors of the Health Professions program. Other minorities, hispanics and females were under-utilized among the Associate Professors of the program. Other minorities, blacks and total minorities were under-utilized among the Assistant Professors of the program. Other minorities and hispanics were under-utilized among the Instructors of the program (Table 2.22).
- (17) Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Full Professors of the History program. Blacks, Hispanics and total minorities were under-utilized among the Associate Professors of the program. Other minorities, blacks and females were under-utilized among the Assistant Professors of the program. Other minorities, blacks, Hispanics and total minorities were under-utilized among the Instructors of the program (Table 2.30).
- b) Cursory inspections of the College of Architecture indicate that: other minorities, hispanics and females were under-utilized among the Associate Professors of the College. Blacks, hispanics and females were under-utilized among the Assistant Professors of the College (Table 2.3).
- c) A cursory analysis of the College of Education indicate that: Other minorities, hispanics, females and total minorities were under-utilized among the Full Professors of the College. Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Associate Professors of the College. Other minorities, blacks and total minorities were under-utilized among the Assistant Professors and Instructors of the College (Table 2.6).
- d) Analyses of the data reported for the College of Engineering indicate that: blacks and females were under-utilized among the Full Professors of the College. Blacks, hispanics, females and total minorities were under-utilized among the Associate Professors of the College. Blacks and females were under-utilized among the Assistant Professors of the College. Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Instructors of the College (Table 2.7).
- e) A brief inspection of the Louis de la Parte Institute (FMHI) indicate that: other minorities, blacks, females and total minorities were under-utilized among the Full Professors of the Institute Other

minorities and females were under-utilized among the Associate Professors of the Institute. Other minorities, hispanics and total minorities were under-utilized among the Assistant Professors of the Institute (Table 2.15).

- f) Cursory inspections of the College of Visual and Performing Arts indicate that: other minorities, blacks, hispanics and total minorities were under-utilized among the Full Professors of the College. Other minorities, hispanics, females and total minorities were under-utilized among the Associate Professors and Assistant Professors of the College. Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Instructors of the College (Table 2.21).
- g) A cursory analysis of the Tampa Library indicate that: other minorities, blacks, females and total minorities were under-utilized among the Librarians of the Library. Other minorities, hispanics and total minorities were under-utilized among the Associate Librarians of the Library. Other minorities, blacks, hispanics, females and total minorities were under-utilized among the Assistant Librarians of the Library. Females were under-utilized among the Instructor Librarians of the Library (Table 2.23).
- h) Analyses of the data reported for the College of Business indicate that: other minorities, blacks, hispanics, females and total minorities were under-utilized among the Full Professors of the College. Females were under-utilized among the Associate Professors and Assistant Professors of the College. Other minorities, blacks and total minorities were under-utilized among the Instructors of the College (Table 2.24).
- i) Cursory inspections of the College of Medicine Non-Clinical Faculty indicate that: other minorities, blacks, hispanics, total minorities and females were under-utilized among the Full Professors, Associate Professors, Assistant Professors and Instructors of the College (Table 3.1).
- j) A cursory analysis of the College of Medicine Clinical Faculty indicate that: other minorities, blacks, total minorities and females were under-utilized among the Full Professors, Associate Professors and Assistant Professors of the College (Table 3.2).
- k) A brief inspection of the College of Nursing indicate that: other minorities, blacks, hispanics, females and total minorities were under-utilized among the Full Professors, Associate Professors, Assistant Professors, and Instructors of the College (Table 3.3).
- l) A cursory analysis of the College of Public Health indicate that: other minorities, blacks, hispanics, females and total minorities were under-utilized among the Full Professors, Associate Professors, Assistant Professors, and Instructors of the College (Table 3.4).

B) 2003-2004 EQUITY ACCOUNTABILITY GOALS

Equity Accountability Goals were established to correct the above mentioned under-utilizations. The goals are reported in column #6 of Tables 1 through 6 in Appendix II and summarized on Form B, below.

FORM B



2003-2004 Equity Accountability Goals

1	2				
EAP CATEGORIES	Numerical Goals				Total
	Other Minorities+	Blacks	Hispanics	Females	
SENIOR-LEVEL ADMINISTRATIVE:	1		1		2
ACADEMIC ADMINISTRATIVE:			1	1	2
Directors					
Deans					
Chairpersons					
Librarians					
Executives					
RANKED FACULTY:	6	10	10	13	39
Full Professor					
Associate Professor					
Assistant Professor					
Instructor					
TOTAL GOALS	7	10	12	14	43

These goals are not quotas, set-asides or shares encumbered for any particular group. They are targets of opportunities to increase representation of women and minorities in job categories where they are under-utilized. They are the ends toward which the University will direct its efforts to ensure genuine equal opportunity for all. The University expects to achieve them by (1) ensuring that women and minorities are represented at the rates of their availability in applicant pools, (2) dismantling artificial barriers, (3) fostering fair and open competition, (4) preventing favoritism and nepotism, (5) promoting diversity of perspectives and experiences, (6) eradicating attitudinal and organizational vestiges of past discrimination, (7) discarding obsolete selection criteria, (8) creating new standards of excellence, and (9) remedying the adverse impacts of invalid selection devices.

Goals were not established for categories where the University did not anticipate vacancies. However, should vacancies occur, the University will make every good faith effort to fill these vacancies with members of the under-utilized groups.

The goals established by Vice Presidential Areas and Academic Colleges are reported on their tables in Appendix II.

C) STRATEGIES DESIGNED TO FACILITATE ACHIEVEMENT OF THESE GOALS

In order to facilitate the achievement of these goals, the University, whenever appropriate, will:

- 1) announce vacancies on computer bulletin boards and computer networks;
- 2) subscribe to computerized vita/talent banks;
- 3) request assistance of Presidential Advisory Committees in the recruitment of women and minorities;
- 4) offer incentives and rewards for employees who facilitate or assist in achievement of Equity Accountability, and Affirmative Action goals by identifying and recruiting women and minorities for categories in which they are underutilized;
- 5) ensure that women and minorities participate in training programs (e.g., national conference), at least, at the level of their availability;
- 6) initiate joint appointments (faculty to administration or vice versa) of current female and minority employees to part-time and adjunct positions;
- 7) compensate departments, who have been successful in meeting their Equity Accountability Goals, for time and money spent in aggressive recruitment of women and minorities (Academic Enrichment Program);
- 8) extend deadlines for application whenever the representation of women and minorities in the pool of candidates is less than 80% of the availability;
- 9) institute additional outreach programs to recruit women and minorities for internships, assistantships and similar positions;
- 10) contact potential minority and female candidates and encourage them to apply;
- 11) recruit women and minorities who are on sabbatical leaves from other universities;
- 12) announce, post, advertise employment, promotion and transfer opportunities, including acting, interim, temporary, and part-time appointments;
- 13) make an inventory of current female and minority employees to determine their skills and experience level and encourage them to apply for positions for which they qualify;
- 14) expand search for minority and female candidates to include experts from non-academic areas like business, private practice, military, government, or industry;

- 15) identify "essential" functions of positions, and the skills and knowledge needed these positions, before interviewing for the positions;
- 16) use selection criteria that are quantifiable, reliable and job-related, including, but not limited to cooperativeness, open-mindedness, reliability, endurance, stamina or ability to relate to people of different socioeconomic backgrounds, cross-cultural skills/knowledge/abilities (when these attributes are known to be related to performance of a particular job);
- 17) control for bias in employment processes by carefully selecting members of search committees, and ensuring that females and minorities are represented on the committees;
- 18) discard selection procedures that are not objectively valid, if data suggest that these procedures exclude minorities and women;
- 19) develop new faculty exchange programs with colleges that have high percentages of women and minorities;
- 20) use achievement of equal opportunity objectives and Equity Accountability Goals as factors in evaluation of the performance of supervisors and managers;
- 21) create postdoctoral fellowships in the study of issues of interest to women and/or minorities;
- 22) increase the number of graduate assistantships for women and minorities.
- 23) use personal approaches in recruitment (i.e., if a candidate declines a nomination or an offer, contact the candidate to determine if his or her reasons for declining can be addressed);
- 24) invite female and minority scholars from other institutions to participate in conferences, seminars and symposia sponsored by the University;
- 25) create endowed chairs named after women and minorities or dedicated to the study of issues of interest to women and/or minorities;
- 26) award grants for research on recruitment, selection and retention of women and minorities;
- 27) grant release time for intensive recruitment of female and minority candidates;
- 28) provide for award of additional funds to departments who develop innovative faculty diversity systems;
- 29) initiate joint appointment (faculty to administration or vice versa) of female and minority employees;
- 30) appoint women and minorities to some of the noncompetitive visiting postdoctoral fellowships, and faculty positions, for which they qualify;
- 31) appoint women and minorities to some of the noncompetitive interim positions for which they qualify;
- 32) grant release time for mentoring and/or coaching of female and minority.
- 33) designate Equal Opportunity Liaisons for service as liaisons with the Office of Diversity

- and Equal Opportunity Affairs;
- 34) conduct "Exit Interview" of female and minority job applicants who rank among the finalists;
 - 35) allocate funds for aggressive recruitment of women and minorities for Job Groups in which they are under-utilized;
 - 36) provide reasonable accommodations to individuals with disabilities in recruitment and selection processes (e.g. interpreters, audiotapes, videotapes, assistive listening devices, videotext displays);
 - 37) announce, post, advertise all student worker-positions, including assistantships and fellowships;
 - 38) make formal arrangements for referral of applicants, and for follow-up with recruitment sources;
 - 39) ensure that the results of employment tests reflect the skills, aptitudes, or whatever such tests purport to measure, rather than the impaired sensory, manual, or speaking skills of an applicant (except when such skills are the factors that the test purports to measure);
 - 40) comply with the requirements of the Office of Federal Contract Compliance Program's Uniform Guidelines on Employee Selection Procedures;
 - 41) establish "Hospitality Committees" to assist new employees;
 - 42) establish team awards to foster cohesion, cooperation, integration and collaboration;
 - 43) make promotion to supervisory positions contingent upon demonstration of functional knowledge of equal opportunity and affirmative action regulations;
 - 44) designate someone as minority recruiter in units in which there is chronic under-utilization;
 - 45) consider access, equity and diversity factors in the strategic planning process;
 - 46) discuss in staff meetings the commitments of the University to equity and diversity;
 - 47) conduct meetings with supervisory employees to explain the intent of the Equity Accountability Plan of the University;
 - 48) organize seminars on equal employment opportunity and affirmative action for employees and students;
 - 49) review progress made toward Equity Accountability Goals in President's staff meetings, and in meetings of the Leadership Council;
 - 50) place, display and feature advertisements in female and in minority oriented media; and
 - 51) allocate funds for implementation strategies designed to facilitate achievement of the goals of the University (see EAP Budget Incentive Plan below).

D) THE 2003-2004 BUDGET INCENTIVE PLAN

Section 1012.95(2)(a), Florida Statutes, requires each university to develop a budget incentive plan to support the achievement of equity accountability program goals and the implementation of strategies in a timely manner. The 2003-2004 EAP Budget Incentive Plan is reported in Appendix I.

CHAPTER III

MONITORING, REVIEW AND EVALUATION PROCESSES

A) MONITORING AND ADJUSTMENT MECHANISMS

- 1) The President will continue to ensure the development, maintenance implementation of the Equity Accountability Plan.
- 2) The Provost and Vice President for Academic Affairs will continue to:
 - a) provide leadership and support for the Equity Accountability Program.
 - b) conduct meetings with the other Vice Presidents and Deans to discuss and reinforce the University's commitment to equity and diversity.
 - c) review the reports and recommendations submitted by the Associate Vice President for Diversity and Equal Opportunity Affairs.
 - d) inform the President of equity accountability challenges and opportunities.
- 3) The other Vice Presidents and Deans will continue to:
 - a) provide leadership and support for equity and diversity in their respective divisions.
 - b) conduct meetings with the supervisory employees of their divisions to explain the intent of the Equity Accountability Plan, and assign individual responsibility for its implementation.
 - c) establish the Equity Accountability Goals of their divisions in consultation with the Associate Vice President for Diversity and Equal Opportunity Affairs.
- 4) The Office of Diversity and Equal Opportunity Affairs will continue to:
 - a) monitor progress toward the Equity Accountability Goals through review of all Equal Opportunity/Affirmative Action Hiring Reports.
 - b) monitor all employment processes to ensure that they do not have adverse impacts on Women and Minorities.
 - c) monitor vacancies announcements and recommend adjustment of equity accountability goals whenever more vacancies than forecasted occurred.
 - d) brief search committees on the Equity Accountability Goals of the University.

- e) review requests for waiver of job advertisement, and ensure their compliance with equity, equal opportunity and affirmative action guidelines.
 - f) assist departments in documentation of good faith efforts made toward achievement of their Equity Accountability Goals.
 - g) conduct compliance reviews of departments that consistently failed to achieve their Equity Accountability Goals.
 - h) conciliate, mediate, arbitrate or otherwise investigate employment discrimination complaints.
 - i) review policies, procedures and employment practices for potential adverse impact on women and minorities.
 - j) monitor implementation of the Equity Accountability Plan.
 - k) develop strategies for retention of minorities, in collaboration with academic and administrative supervisors.
 - l) provide Vice Presidents, Deans and Unit Equal Opportunity Coordinators with a copy of the Equity Accountability Plan.
 - m) notify organizations of women and organizations of minorities of the existence of the Equity Accountability Plan of the University.
 - n) post an abstract of the Equity Accountability Plan on the computerized bulletin board of the University.
 - o) compute the availability for all Equity Accountability categories.
 - p) conduct workforce analyses by organizational unit.
 - q) identify potential problem areas for all Equity Accountability categories.
 - r) update strategies to achieve Equity Accountability goals.
 - s) post the Equity Accountability Plan on the World Wide Web.
 - t) present the Equity Accountability Plan to the University, particularly the Human Resources Workgroup, the Provost Office and Equal Opportunity Liaisons.
- 5) Whenever appropriate, the Divisions and Colleges of the University will:
- a) appoint College and department Equal Opportunity Coordinators, members of the Equal Opportunity Council, and members of the Affirmative Action Council as ex-officio members of search committees.
 - b) conduct Exit Interviews of women and minority employees.
- 6) Academic and Administrative Supervisors will continue to:
- a) promote and implement the Equity Accountability Plan in the exercise of their functions.
 - b) cooperate with the Office of Diversity and Equal Opportunity Affairs in the identification of

problem areas within their units.

- c) ensure that the members of their units are informed of equal employment opportunity and affirmative action laws, regulations, policies and guidelines.
- d) consult with minority and female employees in their search for applicants.

B) REVIEW AND EVALUATION PROCEDURES

Every year the Associate Vice President for Diversity and Equal Opportunity Affairs will submit to the Provost and Vice President for Academic Affairs an Update of the Equity Accountability Plan. This report will include information on progress made by each unit toward their Equity Accountability Goals, the EAP Budget Incentive Plan, and an Update of the Plan. The Provost will review the report and present recommendations to the President. The Provost will evaluate the Deans on their "good faith efforts" for achieving the EAP goals. The President will discuss the Equity Accountability Goals with the Councils of Deans and the President's Staff and the President's Executive staff. The President will note problem areas and will implement the Academic Enrichment Program. The Program provides funds for hiring faculty in under-utilized EAP categories. The President and Provost will require diversity and Equity Accountability to be integrated in the USF Strategic Plan. The President will start a series of Presidential Statements regarding diversity progress and areas to improve. This will assist USF with setting goals and objectives and assessing progress. The University's Board of Trustees will review and approve the Equity Accountability Plan before it is submitted to the State Board of Education.

CONCLUSION

The Plan is a reaffirmation of the University of South Florida's commitment to equity and diversity. It described the efforts that the University will make to achieve fair representation of women and minorities in Senior-Level Administrative, Academic Administrative and Ranked Faculty positions. It is predicated on the belief that equity accountability is not just a legal obligation but also a social obligation and an economic necessity.

The Plan is designed to open the door for groups that have, for too long, being denied access and opportunity to compete. It is a plan for inclusion, not exclusion; it is grounded on equity and utility principles of distributive justice. It should be seen as an intelligent investment in human resources. It is an effort to achieve optimal efficiency. It mandates utilization of the best human resources available. It is customer driven and designed to meet the needs of the University for a diverse workforce; a diverse workforce without which the University will not be able to be, as it should, a microcosm of the universe; a diverse workforce without which the University will not be able to prepare students for living in an increasingly multicultural and pluralistic society.

As most result-oriented plans based on management by objectives principles, it establishes realistic goals, assigns specific responsibilities, and provides for individual accountability. I ask every member of the University community to make every good faith effort toward its full implementation. It is expected that one day equity will be such an integral part of our daily operations that Equity Accountability Plans will no longer be necessary. Let us all work together toward that end.



REFERENCES

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2. Digest of Education Statistics 2000; Master's degrees conferred by institutions of higher education, by Discipline, Gender, Race/Ethnicity; 1999-2000.
3. Job Patterns of Minorities and Women; U.S. Equal Opportunity Commission; Officials and Managers; National; 2001.
4. Higher Education Arts Data Services (HEADS); National Office for Arts Accreditation; selected years: 1992-1993, 1997-1998, 1999-2000, 2001.
5. Association of American Medical Colleges (AAMC); Academic faculty presently employed in medical colleges in the USA; Fall 2002.
6. Equity Accountability Plan 2002-2003; University of South Florida; April 1, 2003.

APPENDIX I

University of South Florida
EQUITY ACCOUNTABILITY BUDGET INCENTIVE PLAN
4-May-04
FYE 2002-2003 and 2003-2004

PROGRAM	PROGRAM GOALS/STRATEGIES	2002-2003 ALLOCATION	2003-2004 ALLOCATION
I) Outreach Recruitment of Female and Minority Employees for EAP Positions	Posting of vacancy announcements, publication of display and feature advertisements in female and minority-oriented media	71,868.00	41,000.00
II) Salary Counter Offers and Preventive Offers	Retention of qualified under-represented faculty members and administrators through salary preventive offers and counter offers	124,747.00	130,529.00
III) Internal and External Market Equity Program	Adjust salaries of employees in light of salary compressions, and comparisons of salaries of similarly situated employees	61,200.00	30,000.00
IV) College Recruitment Plans	Allocate funds for discretionary expenses and salary adjustments by Deans to facilitate implementation of their female and minority recruitment plans.	26,000.00	25,350.00
V) McKnight Fellows to support long term recruitment	Participate in Annual Conference organized by Florida Education Fund; and provide funds to support studies of 19 McKnight Fellows at USF	150,248.00	204,000.00
VI) McNair Scholar Program to support long term recruitment	Increase the number of women and minorities among qualified applicants (graduate schools & employment)	273,462.00	331,819.00
VII) Urban League Equal Employment	Sponsor development of, and utilize female and minority recruitment sources	0.00	35.00

VIII)			
Hillsborough/Tampa Human Rights Council	Maintain membership in, and sponsor activities of human rights organizations	4,000.00	924.00
IX)			
Richard F. Pride Fellowships (IBL)	Increase number of minorities among qualified applicants	120,000.00	120,000.00
X)			
Employee Tuition Program (HR)	Facilitate professional development and upward mobility of USF employees through educational leave and tuition reimbursement (women and minorities)	50,000.00	50,000.00
XI)			
Faculty Academic Enrichment Program	Increase the number of minorities and women in underutilized disciplines	660,000.00	1,283,120.00
Total		1,541,525.00	2,216,777.00

APPENDIX II

TABLE 1
EQUITY ACCOUNTABILITY PROGRAM PROGRESS REPORT
PERSONNEL TRANSACTIONS*
BY RACE AND GENDER

University: University of South Florida

Position Category	Male		Female		White		African American		Hispanic		Other(1)		Grand Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Senior Level Admin.	13	48.1%	14	51.9%	22	81.5%	3	11.1%	1	3.7%	1	3.7%	27
Academic Admin.													
Chairperson	3	100.0%	0	0.0%	1	33.3%	0	0.0%	0	0.0%	2	66.7%	3
Dean	3	60.0%	2	40.0%	4	80.0%	0	0.0%	1	20.0%	0	0.0%	5
Director	5	83.3%	1	16.7%	5	83.3%	0	0.0%	1	16.7%	0	0.0%	6
Librarian	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Executive	2	50.0%	2	50.0%	2	50.0%	0	0.0%	1	25.0%	1	25.0%	4
Total	13	72.2%	5	27.8%	12	66.7%	0	0.0%	3	16.7%	3	16.7%	18
Ranked Faculty													
Full Professor	14	53.8%	12	46.2%	24	92.3%	1	3.8%	0	0.0%	1	3.8%	26
Associate Professor	28	60.9%	18	39.1%	36	78.3%	5	10.9%	3	6.5%	2	4.3%	46
Assistant Professor	58	57.4%	43	42.6%	77	76.2%	4	4.0%	11	10.9%	9	8.9%	101
Instructor	9	37.5%	15	62.5%	18	75.0%	3	12.5%	0	0.0%	3	12.5%	24
Total	109	55.3%	88	44.7%	155	78.7%	13	6.6%	14	7.1%	15	7.6%	197
Grand Total	135	55.8%	107	44.2%	189	78.1%	16	6.6%	18	7.4%	19	7.9%	242

* Personnel transactions should include new hires and promotions into one of the above position categories.

Note: The percentage representation by race and by gender should be calculated based on the total transactions in each EAP category.

(1) Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

SOURCE: Academic Year 2002-2003 Personnel Transactions. USF Personnel database.

TABLE 2a
FLORIDA DOE EQUITY ACCOUNTABILITY PROGRAM UPDATE, 2003-04
RACE GENDER REPRESENTATION IN SENIOR LEVEL ADMINISTRATIVE POSITIONS
COMPARISON OF FALL 2002 AND FALL 2003

University: University of South Florida

Senior Level Administrators	Male		Female		White		African American		Hispanic		*Other(1)		Grand Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Fall 2002	53	57.6%	39	42.4%	76	82.6%	8	8.7%	8	8.7%	0	0.0%	92
Fall 2003	52	52.5%	47	47.5%	79	79.8%	12	12.1%	7	7.1%	1	1.0%	99
Change from 2002-2003	(1)	-5.1%	8	5.1%	3	-2.8%	4	3.4%	(1)	-1.6%	1	1.0%	7

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

Note: Due to rounding, race and gender percentages may not sum to zero.

SOURCE: USF Personnel database.

TABLE 2b
FLORIDA DOE EQUITY ACCOUNTABILITY PROGRAM UPDATE, 2003-04
RACE GENDER REPRESENTATION IN ACADEMIC ADMINISTRATIVE POSITIONS ⁴⁹
COMPARISON OF FALL 2002 AND FALL 2003

University: University of South Florida

Academic Admin.	Male		Female		White		African American		Hispanic		*Other(1)		Grand Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Chairperson													
Fall 2002	52	83.9%	10	16.1%	54	87.1%	2	3.2%	2	3.2%	4	6.5%	62
Fall 2003	53	82.8%	11	17.2%	54	84.4%	2	3.1%	3	4.7%	5	7.8%	64
Change from 2002-2003	1	-1.1%	1	1.1%	0	-2.7%	0	-0.1%	1	1.5%	1	1.3%	2
Dean													
Fall 2002	9	69.2%	4	30.8%	11	84.6%	0	0.0%	1	7.7%	1	7.7%	13
Fall 2003	9	60.0%	6	40.0%	13	86.7%	0	0.0%	2	13.3%	0	0.0%	15
Change from 2002-2003	0	-9.2%	2	9.2%	2	2.1%	0	0.0%	1	5.6%	(1)	(0)	2
Director													
Fall 2002	68	52.7%	61	47.3%	107	82.9%	14	10.9%	3	2.3%	5	3.9%	129
Fall 2003	63	50.0%	63	50.0%	106	84.1%	13	10.3%	2	1.6%	5	4.0%	126
Change from 2002-2003	(5)	-2.7%	2	2.7%	(1)	1.2%	(1)	-0.6%	(1)	-0.7%	0	0.1%	(3)
Librarian													
Fall 2002	1	14.3%	6	85.7%	7	100.0%	0	0.0%	0	0.0%	0	0.0%	7
Fall 2003	1	12.5%	7	87.5%	8	100.0%	0	0.0%	0	0.0%	0	0.0%	8
Change from 2002-2003	0	-1.8%	1	1.8%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	1
Executive													
Fall 2002	9	47.4%	10	52.6%	13	68.4%	5	26.3%	1	5.3%	0	0.0%	19
Fall 2003	8	42.1%	11	57.9%	12	63.2%	4	21.1%	1	5.3%	2	10.5%	19
Change from 2002-2003	(1)	-5.3%	1	5.3%	(1)	-5.2%	(1)	-5.2%	0	0.0%	2	10.5%	0
Total													
Fall 2002	139	60.4%	91	39.6%	192	83.5%	21	9.1%	7	3.0%	10	4.3%	230
Fall 2003	134	57.8%	98	42.2%	193	83.2%	19	8.2%	8	3.4%	12	5.2%	232
Change from 2002-2003	(5)	-2.6%	7	2.6%	1	-0.3%	(2)	-0.9%	1	0.4%	2	0.9%	2

* Includes Asians, Pacific Islanders, American Indians and Alaskan Natives

SOURCE: USF Personnel database.

TABLE 2c
FLORIDA DOE EQUITY ACCOUNTABILITY PROGRAM UPDATE, 2003-04
RACE GENDER REPRESENTATION IN RANKED FACULTY POSITIONS
COMPARISON OF FALL 2002 AND FALL 2003

University: University of South Florida

Ranked Faculty	Male		Female		White		African American		Hispanic		*Other(1)		Grand Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Full Professor													
Fall 2002	367	84.4%	68	15.6%	379	87.1%	10	2.3%	12	2.8%	34	7.8%	435
Fall 2003	302	81.0%	71	19.0%	324	86.9%	11	2.9%	10	2.7%	28	7.5%	373
Change from 2002-2003	(65)	-3.4%	3	3.4%	(55)	-0.2%	1	0.6%	(2)	-0.1%	(6)	-0.3%	(62)
Associate Professor													
Fall 2002	262	64.5%	144	35.5%	330	81.3%	19	4.7%	16	3.9%	41	10.1%	406
Fall 2003	240	63.8%	136	36.2%	305	81.1%	21	5.6%	17	4.5%	33	8.8%	376
Change from 2002-2003	(22)	-0.7%	(8)	0.7%	(25)	-0.2%	2	0.9%	1	0.6%	(8)	-1.3%	(30)
Assistant Professor													
Fall 2002	219	53.5%	190	46.5%	306	74.8%	22	5.4%	24	5.9%	57	13.9%	409
Fall 2003	236	54.1%	200	45.9%	337	77.3%	19	4.4%	28	6.4%	52	11.9%	436
Change from 2002-2003	17	0.6%	10	-0.6%	31	2.5%	(3)	-1.0%	4	0.5%	(5)	-2.0%	27
Instructor													
Fall 2002	40	35.1%	74	64.9%	101	88.6%	3	2.6%	6	5.3%	4	3.5%	114
Fall 2003	42	31.3%	92	68.7%	114	85.1%	6	4.5%	7	5.2%	7	5.2%	134
Change from 2002-2003	2	-3.8%	18	3.8%	13	-3.5%	3	1.9%	1	-0.1%	3	1.7%	20
Total													
Fall 2002	888	65.1%	476	34.9%	1,116	81.8%	54	4.0%	58	4.3%	136	10.0%	1,364
Fall 2003	820	62.2%	499	37.8%	1,080	81.9%	57	4.3%	62	4.7%	120	9.1%	1,319
Change from 2002-2003	(68)	-2.9%	23	2.9%	(36)	0.1%	3	0.3%	4	0.4%	(16)	-0.9%	(45)

* Includes Asians, Pacific Islanders, American Indians and Alaskan Natives

TABLE 3a
FDOE EQUITY ACCOUNTABILITY PROGRAM 2003-04
FALL 2003 HEADCOUNT OF EMPLOYEES
BY RACE AND GENDER

University: University of South Florida

Position Category	Male		Female		White		African American		Hispanic		*Other(1)		Grand Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Senior Level Admin.	52	52.5%	47	47.5%	79	79.8%	12	12.1%	7	7.1%	1	1.0%	99
Academic Admin.													
Chairperson	53	82.8%	11	17.2%	54	84.4%	2	3.1%	3	4.7%	5	7.8%	64
Dean	9	60.0%	6	40.0%	13	86.7%	0	0.0%	2	13.3%	0	0.0%	15
Director	63	50.0%	63	50.0%	106	84.1%	13	10.3%	2	1.6%	5	4.0%	126
Librarian	1	12.5%	7	87.5%	8	100.0%	0	0.0%	0	0.0%	0	0.0%	8
Executive	8	42.1%	11	57.9%	12	63.2%	4	21.1%	1	5.3%	2	10.5%	19
Total	134	57.8%	98	42.2%	193	83.2%	19	8.2%	8	3.4%	12	5.2%	232
Ranked Faculty													
Full Professor	302	81.0%	71	19.0%	324	86.9%	11	2.9%	10	2.7%	28	7.5%	373
Associate Prof.	240	63.8%	136	36.2%	305	81.1%	21	5.6%	17	4.5%	33	8.8%	376
Assistant Prof.	236	54.1%	200	45.9%	337	77.3%	19	4.4%	28	6.4%	52	11.9%	436
Instructor	42	31.3%	92	68.7%	114	85.1%	6	4.5%	7	5.2%	7	5.2%	134
Total	820	62.2%	499	37.8%	1,080	81.9%	57	4.3%	62	4.7%	120	9.1%	1,319
Grand Total	1,006	61.0%	644	39.0%	1,352	81.9%	88	5.3%	77	4.7%	133	8.1%	1,650

(1) Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

SOURCE: USF PERSONNEL DATABASE (GEMS).

TABLE 3b
FDOE EQUITY ACCOUNTABILITY PROGRAM
FALL 2002 HEADCOUNT OF EMPLOYEES
BY RACE AND GENDER

UNIVERSITY: UNIVERSITY OF SOUTH FLORIDA

Position Category	Male		Female		White		African American		Hispanic		Other*		Grand Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Senior Level Admin.	53	57.6%	39	42.4%	76	82.6%	8	8.7%	8	8.7%	0	0.0%	92
Academic Admin.													
Chairperson	52	56.5%	10	10.9%	54	58.7%	2	2.2%	2	2.2%	4	4.3%	62
Dean	9	0.0%	4	0.0%	11	0.0%	0	0.0%	1	0.0%	1	0.0%	13
Director	68	0.0%	61	0.0%	107	0.0%	14	0.0%	3	0.0%	5	0.0%	129
Librarian	1	14.3%	6	85.7%	7	100.0%	0	0.0%	0	0.0%	0	0.0%	7
Executive	9	47.4%	10	52.6%	13	68.4%	5	26.3%	1	5.3%	0	0.0%	19
Total	139	60.4%	91	39.6%	192	83.5%	21	9.1%	7	3.0%	10	4.3%	230
Ranked Faculty													
Full Professor	367	84.4%	68	15.6%	379	87.1%	10	2.3%	12	2.8%	34	7.8%	435
Associate Professor	262	64.5%	144	35.5%	330	81.3%	19	4.7%	16	3.9%	41	10.1%	406
Assistant Professor	219	53.5%	190	46.5%	306	74.8%	22	5.4%	24	5.9%	57	13.9%	409
Instructor	40	35.1%	74	64.9%	101	88.6%	3	2.6%	6	5.3%	4	3.5%	114
Total	888	65.1%	476	34.9%	1116	81.8%	54	4.0%	58	4.3%	136	10.0%	1364
Grand Total	1080	64.1%	606	35.9%	1384	82.1%	83	4.9%	73	4.3%	146	8.7%	1686

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

NOTE: Due to rounding, race and gender percentages may not sum to zero.

SOURCE: SUPERS, FALL 2002.

TABLE 4
FDOE EQUITY ACCOUNTABILITY PROGRAM UPDATE
HEADCOUNT OF EMPLOYEES
IN EAP DEFINED POSITION CATEGORIES BY RACE AND GENDER
PERCENTAGE POINT DIFFERENCE FROM FALL 2002 TO FALL 2003

University: University of South Florida

Position Category	Male		Female		White		African American		Hispanic		*Other(1)		Grand Total
	#	%	#	%	#	%	#	%	#	%	#	%	
Senior Level Admin.	(1)	-5.1%	8	5.1%	3	-2.8%	4	3.4%	(1)	-1.6%	1	1.0%	7
Academic Admin.													
Chairperson	1	-1.1%	1	1.1%	0	-2.7%	0	-0.1%	1	1.5%	1	1.3%	2
Dean	0	-9.2%	2	9.2%	2	2.1%	0	0.0%	1	5.6%	(1)	0.0%	2
Director	(5)	-2.7%	2	2.7%	(1)	1.2%	(1)	-0.6%	(1)	-0.7%	0	0.1%	(3)
Librarian	0	-1.8%	1	1.8%	1	0.0%	0	0.0%	0	0.0%	0	0.0%	1
Executive	(1)	-5.3%	1	5.3%	(1)	-5.2%	(1)	-5.2%	0	0.0%	2	10.5%	0
Total	(5)	-2.6%	7	2.6%	1	-0.3%	(2)	-0.9%	1	0.4%	2	0.9%	2
Ranked Faculty													
Full Professor	(65)	-3.4%	3	3.4%	(55)	-0.2%	1	0.6%	(2)	-0.1%	(6)	-0.3%	(62)
Associate Prof.	(22)	-0.7%	(8)	0.7%	(25)	-0.2%	2	0.9%	1	0.6%	(8)	-1.3%	(30)
Assistant Prof.	17	0.6%	10	-0.6%	31	2.5%	(3)	-1.0%	4	0.5%	(5)	-2.0%	27
Instructor	2	-3.8%	18	3.8%	13	-3.5%	3	1.9%	1	-0.1%	3	1.7%	20
Total	(68)	-2.9%	23	2.9%	(36)	0.1%	3	0.3%	4	0.4%	(16)	-0.9%	(45)
Grand Total	(74)	-10.6%	38	10.6%	(32)	-3.0%	5	2.8%	4	-0.8%	(13)	1.0%	(36)

(1) Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

SOURCE: FALL 2002 AND FALL 2003 DATA.

TABLE 5
FDOE EQUITY ACCOUNTABILITY PROGRAM UPDATE
2003-2004 FALL HEADCOUNT OF EMPLOYEES
AND 2004 GOALS ESTABLISHED BY RACE AND GENDER

EAP Position Category	Female		African American		Hispanic		Other*		Grand Total
	Fall 2003 Headcount	2004 Goals	Fall 2003 Headcount	2004 Goals	Fall 2003 Headcount	2004 Goals	Fall 2003 Headcount	2004 Goals	Fall 2003 Headcount
Senior Level Admin.	47		12		7	1	1	1	99
Academic Admin.									
Chairperson	11	1	2		3		5		64
Dean	6		0		2		0		15
Director	63		13		2	1	5		126
Librarian	7		0		0		0		8
Executive	11		4		1		2		19
Total	98	1	19		8	1	12		232
Ranked Faculty									
Full Professor	71	3	11	2	10	2	28	1	373
Associate Professor	136	4	21	4	17	3	33	1	376
Assistant Professor	200	6	19	4	28	4	52	4	436
Instructor	92		6		7	1	7		134
Total	499	13	57	10	62	10	120	6	1319
Grand Total	644	14	88	10	77	12	133	7	1650

* Includes Asians, Pacific Islanders, American Indians, and Alaskan Natives.

SOURCE: USF Personnel database.

Table 1.1
University of South Florida
2004 Equity Accountability Plan

Senior Level Administrator (A&P)

Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors
Summary- Total University

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	1.0	3.8	*	1
Blacks	12	12.1	6.5		
Hispanics	7	7.1	4.7		1
Whites	79	79.8	N/A		
Males	52	52.5	N/A		
Females	47	47.5	34.2		
Total Minorities	20	20.2	15.0		
TOTAL	99	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.2
University of South Florida
2004 Equity Accountability Plan

Other Administrators (A&P)
Associate Director, Assistant Director, Executive Assistant
Summary- Total University

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	4	2.3	3.8	*	
Blacks	13	7.4	6.5		
Hispanics	10	5.7	4.7		
Whites	149	84.7	N/A		
Males	93	52.8	N/A		
Females	83	47.2	34.2		
Total Minorities	27	15.3	15.0		
TOTAL	176	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.3
University of South Florida
2004 Equity Accountability Plan

Academic Administrator:
Chairperson
Summary- Total University

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	5	7.8	3.8		
Blacks	2	3.1	6.5	*	
Hispanics	3	4.7	4.7		
Whites	54	84.4	N/A		
Males	53	82.8	N/A		
Females	11	17.2	34.2	*	1
Total Minorities	10	15.6	15.0		
TOTAL	64	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.4
University of South Florida
2004 Equity Accountability Plan

Academic Administrator:

Dean

Summary- Total University

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	6.5	*	
Hispanics	2	13.3	4.7		
Whites	13	86.7	N/A		
Males	9	60.0	N/A		
Females	6	40.0	34.2		
Total Minorities	2	13.3	15.0	*	
TOTAL	15	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.5
University of South Florida
2004 Equity Accountability Plan

Academic Administrator:
Director
Summary- Total University

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (+)	5	4.0	3.8		
Blacks	13	10.3	6.5		
Hispanics	2	1.6	4.7	*	1
Whites	106	84.1	N/A		
Males	63	50.0	N/A		
Females	63	50.0	34.2		
Total Minorities	20	15.9	15.0		
TOTAL	126	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.6
University of South Florida
2004 Equity Accountability Plan

Academic Administrator:
Head Librarians
Summary- Total University

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	6.5	*	
Hispanics	0	0.0	4.7	*	
Whites	8	100.0	N/A		
Males	1	12.5	N/A		
Females	7	87.5	34.2		
Total Minorities	0	0.0	15.0	*	
TOTAL	8	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

This table includes faculty administrative codes of H1=Department Head, and L1=Director, University Libraries.

Table 1.7
University of South Florida
2004 Equity Accountability Plan

Academic Administrator:
Executives
Summary- Total University

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	2	10.5	3.8		
Blacks	4	21.1	6.5		
Hispanics	1	5.3	4.7		
Whites	12	63.2	N/A		
Males	8	42.1	N/A		
Females	11	57.9	34.2		
Total Minorities	7	36.8	15.0		
TOTAL	19	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.8
University of South Florida
2004 Equity Accountability Plan

Senior Level Administrator (A&P)

Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors
St. Petersburg Campus

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	12.5	3.8		
Blacks	1	12.5	6.5		
Hispanics	0	0.0	4.7	*	
Whites	6	75.0	N/A		
Males	5	62.5	N/A		
Females	3	37.5	34.2		
Total Minorities	2	25.0	15.0		
TOTAL	8	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.9
University of South Florida
2004 Equity Accountability Plan

Senior Level Administrator (A&P)

Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors
Sarasota Campus

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	6.5	*	
Hispanics	0	0.0	4.7	*	
Whites	5	100.0	N/A		
Males	2	40.0	N/A		
Females	3	60.0	34.2		
Total Minorities	0	0.0	15.0	*	
TOTAL	5	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.10
University of South Florida
2004 Equity Accountability Plan

Senior Level Administrator (A&P)

Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors
Lakeland Campus

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	1	20.0	6.5		
Hispanics	0	0.0	4.7	*	1
Whites	4	80.0	N/A		
Males	2	40.0	N/A		
Females	3	60.0	34.2		
Total Minorities	1	20.0	15.0		
TOTAL	5	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.11
University of South Florida
2004 Equity Accountability Plan

Other Administrators (A&P)
Associate Director, Assistant Director, Executive Assistant
St. Petersburg Campus

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	6.5	*	
Hispanics	0	0.0	4.7	*	
Whites	3	100.0	N/A		
Males	2	66.7	N/A		
Females	1	33.3	34.2	*	
Total Minorities	0	0.0	15.0	*	
TOTAL	3	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.12
University of South Florida
2004 Equity Accountability Plan

Other Administrators (A&P)
Associate Director, Assistant Director, Executive Assistant
Sarasota Campus

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	6.5	*	
Hispanics	0	0.0	4.7	*	
Whites	1	100.0	N/A		
Males	0	0.0	N/A		
Females	1	100.0	34.2		
Total Minorities	0	0.0	15.0	*	
TOTAL	1	100.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 1.13
University of South Florida
2004 Equity Accountability Plan

Other Administrators (A&P)
Associate Director, Assistant Director, Executive Assistant
Lakeland Campus

TARGET GROUP	HEADCOUNT 103103		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8		
Blacks	0	0.0	6.5		
Hispanics	0	0.0	4.7		
Whites	0	0.0	N/A		
Males	0	0.0	N/A		
Females	0	0.0	34.2		
Total Minorities	0	0.0	15.0		
TOTAL	0	0.0			

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001. This data groups all management positions.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.1
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

No Discipline (CIP 00)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	1	7.1	7.1		
Blacks	1	7.1	4.2		
Hispanics	0	0.0	3.3	*	
Whites	12	85.7			
Males	13	92.9			
Females	1	7.1	43.9	*	
Total Minorities	2	14.3	14.6	*	
TOTAL	14				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	9.9	*	
Blacks	2	10.5	4.9		
Hispanics	0	0.0	4.0	*	
Whites	17	89.5			
Males	14	73.7			
Females	5	26.3	46.2	*	
Total Minorities	2	10.5	18.8	*	
TOTAL	19				
ASSISTANT PROFESSOR:					
Other Minorities (1)	8	11.8	8.0		
Blacks	3	4.4	5.9	*	
Hispanics	1	1.5	4.3	*	
Whites	56	82.4			
Males	35	51.5			
Females	33	48.5	48.9	*	
Total Minorities	12	17.6	18.2	*	
TOTAL	68				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	5.4	*	
Blacks	2	13.3	7.8		
Hispanics	0	0.0	4.2	*	
Whites	13	86.7			
Males	8	53.3			
Females	7	46.7	58.0	*	
Total Minorities	2	13.3	17.4	*	
TOTAL	15				

Other Minorities (1) Includes Asians and American Indians.

This table includes faculty in the system without CIP codes.

Table 2.2
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Environmental Sciences (CIP 03)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	6.2		
Blacks	0	0.0	1.0		
Hispanics	0	0.0	5.2		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	40.6		
Total Minorities	0	0.0	12.4		
TOTAL	0				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	14.5	*	
Blacks	0	0.0	4.2	*	
Hispanics	0	0.0	0.1	*	
Whites	1	100.0			
Males	1	100.0			
Females	0	0.0	46.7	*	
Total Minorities	0	0.0	18.8	*	
TOTAL	1				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	12.2	*	
Blacks	0	0.0	7.0	*	
Hispanics	0	0.0	5.2	*	
Whites	2	100.0			
Males	1	50.0			
Females	1	50.0	49.1		
Total Minorities	0	0.0	24.4	*	
TOTAL	2				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	3.1		
Blacks	0	0.0	2.4		
Hispanics	0	0.0	2.4		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	46.0		
Total Minorities	0	0.0	7.9		
TOTAL	0				

Other Minorities (1) Includes Asians and American Indians.

Table 2.3
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Architecture: Architecture & Design (CIP 04)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	13.6		
Blacks	0	0.0	20.5		
Hispanics	0	0.0	3.0		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	36.4		
Total Minorities	0	0.0	37.1		
TOTAL	0				
ASSOCIATE PROFESSOR:					
Other Minorities (1)	0	0.0	13.8	*	
Blacks	1	33.3	3.0		
Hispanics	0	0.0	3.0	*	
Whites	2	66.7			
Males	3	100.0			
Females	0	0.0	43.0	*	
Total Minorities	1	33.3	19.8		
TOTAL	3				
ASSISTANT PROFESSOR:					
Other Minorities (1)	1	33.3	8.6		
Blacks	0	0.0	8.6	*	
Hispanics	0	0.0	8.6	*	
Whites	2	66.7			
Males	3	100.0			
Females	0	0.0	34.3	*	
Total Minorities	1	33.3	25.8		
TOTAL	3				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	6.9		
Blacks	0	0.0	3.5		
Hispanics	0	0.0	4.5		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	41.2		
Total Minorities	0	0.0	14.9		
TOTAL	0				

Table 2.4
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Area, Ethnic Studies (CIP 05)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	11.6		
Blacks	0	0.0	34.8		
Hispanics	0	0.0	4.3		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	36.9		
Total Minorities	0	0.0	50.7		
TOTAL	0				
ASSOCIATE PROFESSOR					
Other Minorities (1)	1	11.1	5.6		
Blacks	4	44.4	19.7		
Hispanics	0	0.0	11.1	*	
Whites	4	44.4			
Males	1	11.1			
Females	8	88.9	77.2		
Total Minorities	5	55.6	36.4		
TOTAL	9				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	0.0	*	
Blacks	2	100.0	11.1		
Hispanics	0	0.0	0.0	*	
Whites	0	0.0			
Males	2	100.0			
Females	0	0.0	44.4	*	
Total Minorities	2	100.0	11.1		
TOTAL	2				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	6.4		
Blacks	0	0.0	6.2		
Hispanics	0	0.0	6.7		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	59.5		
Total Minorities	0	0.0	19.3		
TOTAL	0				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.5
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Mass Communication (CIP 09)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	9.1		
Blacks	0	0.0	11.9		
Hispanics	0	0.0	3.8		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	27.8		
Total Minorities	0	0.0	24.8		
TOTAL	0				
ASSOCIATE PROFESSOR					
Other Minorities (1)	1	14.3	6.4		
Blacks	1	14.3	7.9		
Hispanics	0	0.0	2.5	*	
Whites	5	71.4			
Males	5	71.4			
Females	2	28.6	46.7	*	
Total Minorities	2	28.6	16.8		
TOTAL	7				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	5.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	3.7	*	
Whites	6	100.0			
Males	3	50.0			
Females	3	50.0	50.4		
Total Minorities	0	0.0	15.6	*	
TOTAL	6				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	4.3	*	
Blacks	0	0.0	8.4	*	
Hispanics	0	0.0	3.6	*	
Whites	1	100.0			
Males	0	0.0			
Females	1	100.0	64.6		
Total Minorities	0	0.0	16.3	*	
TOTAL	1				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.6
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Education (CIP 13)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	1	3.1	3.2	*	
Blacks	3	9.4	8.8		
Hispanics	0	0.0	3.6	*	
Whites	28	87.5			
Males	18	56.3			
Females	14	43.8	60.5	*	
Total Minorities	4	12.5	15.6	*	
TOTAL	32				
ASSOCIATE PROFESSOR					
Other Minorities (1)	1	3.3	4.3	*	
Blacks	0	0.0	10.6	*	
Hispanics	1	3.3	4.7	*	
Whites	28	93.3			
Males	12	40.0			
Females	18	60.0	65.1	*	
Total Minorities	2	6.7	19.6	*	
TOTAL	30				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	3.6	*	
Blacks	2	10.0	12.4	*	
Hispanics	2	10.0	5.0		
Whites	16	80.0			
Males	5	25.0			
Females	15	75.0	66.1		
Total Minorities	4	20.0	21.0	*	
TOTAL	20				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	2.6	*	
Blacks	0	0.0	9.7	*	
Hispanics	1	6.7	5.1		
Whites	14	93.3			
Males	3	20.0			
Females	12	80.0	76.3		
Total Minorities	1	6.7	17.4	*	
TOTAL	15				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.7
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Engineering (CIP 14)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	8	27.6	22.0		
Blacks	0	0.0	1.9	*	
Hispanics	4	13.8	2.6		
Whites	17	58.6			
Males	28	96.6			
Females	1	3.4	12.9	*	
Total Minorities	12	41.4	26.5		
TOTAL	29				
ASSOCIATE PROFESSOR					
Other Minorities (1)	6	21.4	20.2		
Blacks	0	0.0	2.9	*	
Hispanics	1	3.6	5.2	*	
Whites	21	75.0			
Males	25	89.3			
Females	3	10.7	15.1	*	
Total Minorities	7	25.0	28.3	*	
TOTAL	28				
ASSISTANT PROFESSOR:					
Other Minorities (1)	6	33.3	17.8		
Blacks	0	0.0	3.2	*	
Hispanics	1	5.6	3.1		
Whites	11	61.1			
Males	15	83.3			
Females	3	16.7	18.9	*	
Total Minorities	7	38.9	24.1		
TOTAL	18				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	9.9	*	
Blacks	0	0.0	2.7	*	
Hispanics	0	0.0	2.9	*	
Whites	2	100.0			
Males	2	100.0			
Females	0	0.0	20.7	*	
Total Minorities	0	0.0	15.5	*	
TOTAL	2				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.8
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Languages (CIP 16)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	2.9	*	
Blacks	0	0.0	2.1	*	
Hispanics	0	0.0	13.1	*	
Whites	3	100.0			
Males	3	100.0			
Females	0	0.0	25.9	*	
Total Minorities	0	0.0	18.1	*	
TOTAL	3				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	9.1	*	
Blacks	0	0.0	2.5	*	
Hispanics	2	28.6	7.4		
Whites	5	71.4			
Males	3	42.9			
Females	4	57.1	60.3	*	
Total Minorities	2	28.6	19.0		
TOTAL	7				
ASSISTANT PROFESSOR:					
Other Minorities (1)	1	14.3	4.4		
Blacks	0	0.0	3.5	*	
Hispanics	2	28.6	7.0		
Whites	4	57.1			
Males	4	57.1			
Females	3	42.9	59.9	*	
Total Minorities	3	42.9	14.9		
TOTAL	7				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	4.6	*	
Hispanics	2	66.7	3.7		
Whites	1	33.3			
Males	1	33.3			
Females	2	66.7	66.9	*	
Total Minorities	2	66.7	12.1		
TOTAL	3				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.9
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Letters (CIP 23)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	4.0	*	
Blacks	0	0.0	10.4	*	
Hispanics	0	0.0	2.8	*	
Whites	15	100.0			
Males	10	66.7			
Females	5	33.3	53.3	*	
Total Minorities	0	0.0	17.2	*	
TOTAL	15				
ASSOCIATE PROFESSOR					
Other Minorities (1)	1	5.9	6.1	*	
Blacks	3	17.6	5.0		
Hispanics	0	0.0	3.2	*	1
Whites	13	76.5			
Males	6	35.3			
Females	11	64.7	45.2		
Total Minorities	4	23.5	14.3		
TOTAL	17				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	4.9	*	
Blacks	0	0.0	3.8	*	1
Hispanics	0	0.0	3.6	*	
Whites	9	100.0			
Males	4	44.4			
Females	5	55.6	45.5		
Total Minorities	0	0.0	12.3	*	
TOTAL	9				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	3.8	*	
Blacks	1	16.7	4.6		
Hispanics	0	0.0	3.7	*	
Whites	5	83.3			
Males	2	33.3			
Females	4	66.7	66.9	*	
Total Minorities	0	0.0	12.1	*	
TOTAL	6				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.10
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Liberal and General Studies (CIP 24)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	0.0	*	
Blacks	0	0.0	8.1	*	
Hispanics	0	0.0	1.9	*	
Whites	1	100.0			
Males	0	0.0			
Females	1	100.0	81.7		
Total Minorities	0	0.0	10.0	*	
TOTAL	1				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	10.3	*	
Blacks	0	0.0	13.2	*	
Hispanics	0	0.0	7.4	*	
Whites	4	100.0			
Males	2	50.0			
Females	2	50.0	56.8	*	
Total Minorities	0	0.0	30.9	*	
TOTAL	4				
ASSISTANT PROFESSOR:					
Other Minorities (1)	1	33.3	5.5		
Blacks	0	0.0	9.2	*	
Hispanics	2	66.7	4.6		
Whites	0	0.0			
Males	1	33.3			
Females	2	66.7	55.0		
Total Minorities	3	100.0	19.3		
TOTAL	3				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	2.7		
Blacks	0	0.0	6.6		
Hispanics	0	0.0	3.3		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	64.9		
Total Minorities	0	0.0	12.6		
TOTAL	0				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.11
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Library Sciences (CIP 25)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	4.0	*	
Blacks	0	0.0	12.2	*	
Hispanics	1	50.0	4.0		
Whites	1	50.0			
Males	0	0.0			
Females	2	100.0	83.2		
Total Minorities	1	50.0	20.2		
TOTAL	2				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	7.2	*	
Blacks	0	0.0	10.9	*	
Hispanics	0	0.0	1.8	*	
Whites	1	100.0			
Males	1	100.0			
Females	0	0.0	72.3	*	
Total Minorities	0	0.0	19.9	*	
TOTAL	1				
ASSISTANT PROFESSOR:					
Other Minorities (1)	1	12.5	3.6		
Blacks	1	12.5	10.7		
Hispanics	0	0.0	10.7	*	1
Whites	6	75.0			
Males	1	12.5			
Females	7	87.5	78.6		
Total Minorities	2	25.0	25.0		
TOTAL	8				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	2.6	*	
Blacks	0	0.0	5.1	*	
Hispanics	0	0.0	2.6	*	
Whites	2	100.0			
Males	1	50.0			
Females	1	50.0	79.3	*	
Total Minorities	0	0.0	10.3	*	
TOTAL	2				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.12
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Life Sciences (CIP 26)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	1	9.1	9.1		
Blacks	0	0.0	2.6	*	
Hispanics	0	0.0	2.9	*	
Whites	10	90.9			
Males	9	81.8			
Females	2	18.2	45.0	*	
Total Minorities	1	9.1	14.6	*	
TOTAL	11				
ASSOCIATE PROFESSOR					
Other Minorities (1)	1	14.3	14.4	*	
Blacks	0	0.0	3.3	*	
Hispanics	0	0.0	3.7	*	
Whites	6	85.7			
Males	5	71.4			
Females	2	28.6	48.4	*	
Total Minorities	1	14.3	21.4	*	
TOTAL	7				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	11.8	*	1
Blacks	0	0.0	3.7	*	
Hispanics	0	0.0	3.9	*	
Whites	7	100.0			
Males	5	71.4			
Females	2	28.6	50.2	*	1
Total Minorities	0	0.0	19.4	*	1
TOTAL	7				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	10.3	*	
Blacks	0	0.0	3.7	*	
Hispanics	0	0.0	4.0	*	
Whites	2	100.0			
Males	1	50.0			
Females	1	50.0	55.3	*	
Total Minorities	0	0.0	18.0	*	
TOTAL	2				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.13
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Mathematics (CIP 27)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	6	42.9	12.2		
Blacks	0	0.0	1.1	*	
Hispanics	0	0.0	2.6	*	
Whites	8	57.1			
Males	13	92.9			
Females	1	7.1	25.6	*	
Total Minorities	6	42.9	15.9		
TOTAL	14				
ASSOCIATE PROFESSOR					
Other Minorities (1)	2	40.0	13.3		
Blacks	0	0.0	1.8	*	
Hispanics	0	0.0	3.6	*	
Whites	3	60.0			
Males	4	80.0			
Females	1	20.0	28.9	*	
Total Minorities	2	40.0	18.7		
TOTAL	5				
ASSISTANT PROFESSOR:					
Other Minorities (1)	3	60.0	12.7		
Blacks	0	0.0	2.5	*	
Hispanics	0	0.0	2.5	*	
Whites	2	40.0			
Males	5	100.0			
Females	0	0.0	28.7	*	1
Total Minorities	3	60.0	17.7		
TOTAL	5				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	6.5	*	
Blacks	0	0.0	3.1	*	
Hispanics	1	20.0	2.7		
Whites	4	80.0			
Males	5	100.0			
Females	0	0.0	44.9	*	
Total Minorities	1	20.0	12.3		
TOTAL	5				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.14
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Multi/Interdisciplinary Studies (CIP 30)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	6.5	*	
Blacks	0	0.0	26.3	*	
Hispanics	0	0.0	2.6	*	
Whites	1	100.0			
Males	0	0.0			
Females	1	100.0	48.1		
Total Minorities	0	0.0	35.4	*	
TOTAL	1				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	9.6	*	
Blacks	1	33.3	4.0		
Hispanics	0	0.0	3.6	*	
Whites	2	66.7			
Males	2	66.7			
Females	1	33.3	69.2	*	
Total Minorities	1	33.3	17.2		
TOTAL	3				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	20.0	*	
Blacks	0	0.0	5.6	*	
Hispanics	0	0.0	1.1	*	
Whites	3	100.0			
Males	1	33.3			
Females	2	66.7	55.6		
Total Minorities	0	0.0	26.7	*	
TOTAL	3				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	4.7	*	
Blacks	0	0.0	7.5	*	
Hispanics	0	0.0	4.3	*	
Whites	1	100.0			
Males	0	0.0			
Females	1	100.0	61.7		
Total Minorities	0	0.0	16.5	*	
TOTAL	1				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.15
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

FMHI: Health Related Activities (CIP 34)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	2.6	*	
Blacks	0	0.0	8.6	*	
Hispanics	1	12.5	5.6		
Whites	7	87.5			
Males	8	100.0			
Females	0	0.0	60.5	*	
Total Minorities	1	12.5	16.8	*	
TOTAL	8				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	4.5	*	
Blacks	1	5.6	4.9		
Hispanics	2	11.1	6.6		
Whites	15	83.3			
Males	12	66.7			
Females	6	33.3	67.9	*	
Total Minorities	3	16.7	16.0		
TOTAL	18				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	5.3	*	
Blacks	1	6.7	5.9		
Hispanics	0	0.0	6.0	*	1
Whites	14	93.3			
Males	3	20.0			
Females	12	80.0	67.5		
Total Minorities	1	6.7	17.2	*	
TOTAL	15				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	4.1		
Blacks	0	0.0	5.4		
Hispanics	0	0.0	3.6		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	75.4		
Total Minorities	0	0.0	13.1		
TOTAL	0				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.16
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Philosophy/Religion (CIP 38)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	1	10.0	3.2		
Blacks	3	30.0	2.5		
Hispanics	0	0.0	3.0	*	
Whites	6	60.0			
Males	8	80.0			
Females	2	20.0	38.3	*	
Total Minorities	4	40.0	8.7		
TOTAL	10				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	5.0	*	
Blacks	0	0.0	3.2	*	1
Hispanics	0	0.0	3.1	*	
Whites	3	100.0			
Males	2	66.7			
Females	1	33.3	32.9		
Total Minorities	0	0.0	11.3	*	
TOTAL	3				
ASSISTANT PROFESSOR:					
Other Minorities (1)	1	20.0	5.1		
Blacks	0	0.0	2.7	*	
Hispanics	0	0.0	3.0	*	
Whites	4	80.0			
Males	2	40.0			
Females	3	60.0	33.8		
Total Minorities	0	0.0	10.8	*	
TOTAL	5				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	4.6	*	
Blacks	0	0.0	3.8	*	
Hispanics	0	0.0	4.1	*	
Whites	2	100.0			
Males	2	100.0			
Females	0	0.0	37.8	*	
Total Minorities	0	0.0	12.5	*	
TOTAL	2				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.17
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Physical Sciences (CIP 40)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	4	25.0	15.0		
Blacks	0	0.0	1.3	*	
Hispanics	0	0.0	3.8	*	
Whites	12	75.0			
Males	15	93.8			
Females	1	6.3	22.7	*	
Total Minorities	4	25.0	20.1		
TOTAL	16				
ASSOCIATE PROFESSOR					
Other Minorities (1)	5	35.7	15.5		
Blacks	0	0.0	1.9	*	
Hispanics	0	0.0	2.7	*	
Whites	9	64.3			
Males	12	85.7			
Females	2	14.3	26.1	*	
Total Minorities	5	35.7	20.1		
TOTAL	14				
ASSISTANT PROFESSOR:					
Other Minorities (1)	4	28.6	10.9		
Blacks	0	0.0	2.7	*	
Hispanics	1	7.1	3.4		
Whites	9	64.3			
Males	12	85.7			
Females	2	14.3	26.6	*	2
Total Minorities	5	35.7	17.0		
TOTAL	14				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	6.0	*	
Blacks	0	0.0	2.7	*	
Hispanics	1	20.0	1.9		
Whites	4	80.0			
Males	1	20.0			
Females	4	80.0	35.4		
Total Minorities	1	20.0	10.6		
TOTAL	5				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.18
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Psychology (CIP 42)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	1	6.3	7.5		
Blacks	0	0.0	7.1	*	
Hispanics	0	0.0	8.5	*	
Whites	15	93.8			
Males	14	87.5			
Females	2	12.5	60.5	*	
Total Minorities	1	6.3	23.1	*	
TOTAL	16				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	4.5	*	
Blacks	0	0.0	1.8	*	
Hispanics	1	20.0	2.6		
Whites	4	80.0			
Males	1	20.0			
Females	4	80.0	67.4		
Total Minorities	1	20.0	8.9		
TOTAL	5				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	5.3	*	
Blacks	0	0.0	2.0	*	
Hispanics	0	0.0	6.0	*	
Whites	5	100.0			
Males	4	80.0			
Females	1	20.0	67.5		
Total Minorities	0	0.0	13.3	*	
TOTAL	5				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	4.1	*	
Blacks	0	0.0	10.3	*	
Hispanics	0	0.0	5.4	*	
Whites	1	100.0			
Males	0	0.0			
Females	1	100.0	75.4		
Total Minorities	0	0.0	19.8	*	
TOTAL	1				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.19
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Public Administration (CIP 44)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	3.3	*	
Blacks	1	33.3	8.8		
Hispanics	0	0.0	3.3	*	
Whites	2	66.7			
Males	3	100.0			
Females	0	0.0	41.5	*	
Total Minorities	1	33.3	15.4		
TOTAL	3				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	8.9	*	
Hispanics	0	0.0	5.0	*	
Whites	3	100.0			
Males	1	33.3			
Females	2	66.7	45.2		
Total Minorities	0	0.0	17.7	*	
TOTAL	3				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	0.0		1
Blacks	1	33.3	19.8		1
Hispanics	0	0.0	3.3	*	
Whites	2	66.7			
Males	0	0.0			
Females	3	100.0	41.8		
Total Minorities	1	33.3	23.1		
TOTAL	3				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	4.1	*	
Blacks	0	0.0	15.9	*	
Hispanics	1	14.3	6.4		
Whites	6	85.7			
Males	1	14.3			
Females	6	85.7	73.4		
Total Minorities	1	14.3	26.4	*	
TOTAL	7				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.20
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Social Sciences (CIP 45)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	6.6	*	
Blacks	2	8.0	11.4	*	
Hispanics	0	0.0	4.5	*	
Whites	23	92.0			
Males	16	64.0			
Females	9	36.0	42.4	*	
Total Minorities	2	8.0	22.5	*	
TOTAL	25				
ASSOCIATE PROFESSOR					
Other Minorities (1)	1	4.0	8.5	*	
Blacks	1	4.0	6.0	*	
Hispanics	2	8.0	4.1		
Whites	21	84.0			
Males	16	64.0			
Females	9	36.0	44.1	*	
Total Minorities	4	16.0	18.6	*	
TOTAL	25				
ASSISTANT PROFESSOR:					
Other Minorities (1)	1	7.1	7.1		
Blacks	3	21.4	7.0		
Hispanics	1	7.1	3.6		
Whites	9	64.3			
Males	9	64.3			
Females	5	35.7	45.3	*	
Total Minorities	5	35.7	17.7		
TOTAL	14				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	4.8	*	
Blacks	0	0.0	4.1	*	
Hispanics	1	33.3	4.2	*	
Whites	2	66.7			
Males	2	66.7			
Females	1	33.3	50.1	*	
Total Minorities	1	33.3	13.1		
TOTAL	3				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.21
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Fine Arts: Visual and Performing Arts (CIP 50)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	5.7	*	
Blacks	0	0.0	3.2	*	
Hispanics	0	0.0	2.8	*	1
Whites	12	100.0			
Males	9	75.0			
Females	3	25.0	52.6		1
Total Minorities	0	0.0	11.7	*	1
TOTAL	12				
ASSOCIATE PROFESSOR					
Other Minorities (1)	1	4.2	12.4	*	
Blacks	3	12.5	3.9		
Hispanics	0	0.0	4.3	*	
Whites	20	83.3			
Males	16	66.7			
Females	8	33.3	52.4	*	1
Total Minorities	4	16.7	20.6	*	
TOTAL	24				
ASSISTANT PROFESSOR:					
Other Minorities (1)	1	4.8	13.1	*	1
Blacks	1	4.8	4.1		
Hispanics	0	0.0	4.1	*	2
Whites	19	90.5			
Males	11	52.4			
Females	10	47.6	52.6	*	
Total Minorities	2	9.5	21.3	*	3
TOTAL	21				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	16.0	*	
Blacks	0	0.0	3.8	*	
Hispanics	0	0.0	4.0	*	
Whites	1	100.0			
Males	1	100.0			
Females	0	0.0	52.7	*	
Total Minorities	0	0.0	23.8	*	
TOTAL	1				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.22
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Arts & Sciences: Health Professions (CIP 51)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	3.3	*	
Blacks	0	0.0	15.3	*	
Hispanics	0	0.0	2.4	*	
Whites	3	100.0			
Males	1	33.3			
Females	2	66.7	76.9	*	
Total Minorities	0	0.0	21.0	*	
TOTAL	3				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	6.3	*	
Blacks	1	25.0	10.6		
Hispanics	0	0.0	1.9	*	
Whites	3	75.0			
Males	1	25.0			
Females	3	75.0	78.6	*	
Total Minorities	1	25.0	18.8		
TOTAL	4				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	4.2	*	
Blacks	0	0.0	3.3	*	
Hispanics	0	0.0	2.5	*	
Whites	8	100.0			
Males	2	25.0			
Females	6	75.0	73.3		
Total Minorities	0	0.0	10.0	*	
TOTAL	8				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	7.0	*	
Blacks	3	20.0	6.3		
Hispanics	0	0.0	3.3	*	
Whites	12	80.0			
Males	3	20.0			
Females	12	80.0	77.3		
Total Minorities	3	20.0	16.6		
TOTAL	15				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.23
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Librarians

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
LIBRARIANS					
Other Minorities (1)	0	0.0	4.0	*	
Blacks	0	0.0	12.2	*	
Hispanics	1	7.7	4.0		
Whites	12	92.3			
Males	4	30.8			
Females	9	69.2	83.2	*	
Total Minorities	1	7.7	20.2	*	
TOTAL	13				
ASSOC LIBRARIANS					
Other Minorities (1)	0	0.0	7.2	*	
Blacks	1	10.0	10.9		
Hispanics	0	0.0	1.8	*	
Whites	9	90.0			
Males	2	20.0			
Females	8	80.0	72.3		
Total Minorities	1	10.0	19.9	*	
TOTAL	10				
ASSISTANT LIBRARIANS					
Other Minorities (1)	0	0.0	3.6	*	
Blacks	0	0.0	10.7	*	
Hispanics	0	0.0	10.7	*	
Whites	13	100.0			
Males	6	46.2			
Females	7	53.8	78.6	*	
Total Minorities	0	0.0	25.0	*	
TOTAL	13				
INSTRUCTOR/LIBRARIANS					
Other Minorities (1)	1	12.5	2.6		
Blacks	1	12.5	5.1		
Hispanics	1	12.5	2.6		
Whites	5	62.5			
Males	3	37.5			
Females	5	62.5	79.3	*	
Total Minorities	3	37.5	10.3		
TOTAL	8				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

This table is not required by the EAP.

Table 2.24
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

College of Business: Business and Management (CIP 52)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4		
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	9.3	*	
Blacks	1	4.3	7.5	*	
Hispanics	0	0.0	5.9	*	
Whites	22	95.7			
Males	22	95.7			
Females	1	4.3	33.6	*	
Total Minorities	1	4.3	22.7	*	
TOTAL	23				
ASSOCIATE PROFESSOR					
Other Minorities (1)	3	10.7	9.8		
Blacks	3	10.7	6.2		
Hispanics	1	3.6	2.4		
Whites	21	75.0			
Males	22	78.6			
Females	6	21.4	38.1	*	
Total Minorities	7	25.0	18.4		
TOTAL	28				
ASSISTANT PROFESSOR:					
Other Minorities (1)	2	11.8	10.1		
Blacks	1	5.9	5.9		
Hispanics	1	5.9	2.9		
Whites	13	76.5			
Males	13	76.5			
Females	4	23.5	37.6	*	
Total Minorities	4	23.5	18.9		
TOTAL	17				
INSTRUCTOR:					
Other Minorities (1)	1	6.7	6.9	*	
Blacks	0	0.0	7.7	*	
Hispanics	1	6.7	3.8		
Whites	13	86.7			
Males	6	40.0			
Females	9	60.0	37.6		
Total Minorities	2	13.3	18.4	*	
TOTAL	15				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 2.25
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY
Academic Affairs

Other Faculty

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	25	8.7	10.5	*	
Blacks	30	10.4	7.8		
Hispanics	22	7.6	4.2		
Whites	212	73.4			
Males	149	51.6			
Females	140	48.4	58.0	*	1
Total Minorities	77	26.6	22.5		
TOTAL	289				

Class Codes: 9005=Lecturers, 9120= Associate In, 9121= Assistant In, 9178= Instructional Specialist, etc.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

This table includes faculty below Instructor. It is not required by the EAP.

Table 2.26
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY

Academic Affairs

St Petersburg Campus

No Discipline (CIP 00)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	1	11.1	7.1		
Blacks	0	0.0	4.2	*	
Hispanics	0	0.0	3.3	*	
Whites	8	88.9			
Males	7	77.8			
Females	2	22.2	43.9	*	
Total Minorities	1	11.1	14.6	*	
TOTAL	9				
ASSOCIATE PROFESSOR					
Other Minorities (1)	1	5.6	9.9	*	
Blacks	1	5.6	4.9		
Hispanics	0	0.0	4.0	*	
Whites	16	88.9			
Males	11	61.1			
Females	7	38.9	46.2	*	
Total Minorities	2	11.1	18.8	*	
TOTAL	18				
ASSISTANT PROFESSOR:					
Other Minorities (1)	7	10.6	8.0		
Blacks	4	6.1	5.9		
Hispanics	2	3.0	4.3	*	
Whites	53	80.3			
Males	31	47.0			
Females	35	53.0	48.9		
Total Minorities	13	19.7	18.2		
TOTAL	66				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	5.4	*	
Blacks	2	12.5	7.8		
Hispanics	0	0.0	4.2	*	
Whites	14	87.5			
Males	9	56.3			
Females	7	43.8	58.0	*	
Total Minorities	2	12.5	17.4	*	
TOTAL	16				

Other Minorities (1) Includes Asians and American Indians.

Table 2.27
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY

Academic Affairs

Lakeland Campus
No Discipline (CIP 00)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	7.1		
Blacks	0	0.0	4.2		
Hispanics	0	0.0	3.3		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	43.9		
Total Minorities	0	0.0	14.6		
TOTAL	0				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	9.9	*	
Blacks	1	33.3	4.9		
Hispanics	0	0.0	4.0	*	1
Whites	2	66.7			
Males	1	33.3			
Females	2	66.7	46.2		
Total Minorities	1	33.3	18.8		
TOTAL	3				
ASSISTANT PROFESSOR:					
Other Minorities (1)	3	25.0	8.0		
Blacks	0	0.0	5.9	*	
Hispanics	0	0.0	4.3	*	
Whites	9	75.0			
Males	7	58.3			
Females	5	41.7	48.9	*	
Total Minorities	3	25.0	18.2		
TOTAL	12				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	5.4	*	
Blacks	0	0.0	7.8	*	
Hispanics	0	0.0	4.2	*	
Whites	2	100.0			
Males	0	0.0			
Females	2	100.0	58.0		
Total Minorities	0	0.0	17.4	*	
TOTAL	2				

Other Minorities (1) Includes Asians and American Indians.

Table 2.28
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY

Academic Affairs

Sarasota/Manatee
No Discipline (CIP 00)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	7.1	*	
Blacks	0	0.0	4.2	*	
Hispanics	0	0.0	3.3	*	
Whites	2	100.0			
Males	2	100.0			
Females	0	0.0	43.9	*	
Total Minorities	0	0.0	14.6	*	
TOTAL	2				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	9.9	*	
Blacks	0	0.0	4.9	*	
Hispanics	1	14.3	4.0		
Whites	6	85.7			
Males	3	42.9			
Females	4	57.1	46.2		
Total Minorities	1	14.3	18.8	*	
TOTAL	7				
ASSISTANT PROFESSOR:					
Other Minorities (1)	2	18.2	8.0		
Blacks	0	0.0	5.9	*	
Hispanics	0	0.0	4.3	*	
Whites	9	81.8			
Males	5	45.5			
Females	6	54.5	48.9		
Total Minorities	2	18.2	18.2		
TOTAL	11				
INSTRUCTOR:					
Other Minorities (1)	1	14.3	5.4		
Blacks	0	0.0	7.8	*	
Hispanics	0	0.0	4.2	*	
Whites	6	85.7			
Males	1	14.3			
Females	6	85.7	58.0		
Total Minorities	1	14.3	17.4	*	
TOTAL	7				

Other Minorities (1) Includes Asians and American Indians.

Table 2.29
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY

Academic Affairs

Marine Science
Physical Sciences (CIP 40)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	1	10.0	15.0	*	
Blacks	0	0.0	1.3	*	
Hispanics	2	20.0	3.8		
Whites	7	70.0			
Males	9	90.0			
Females	1	10.0	22.7	*	
Total Minorities	3	30.0	20.1		
TOTAL	10				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	15.5	*	
Blacks	1	11.1	1.9		
Hispanics	1	11.1	2.7		
Whites	7	77.8			
Males	7	77.8			
Females	2	22.2	26.1	*	
Total Minorities	2	22.2	20.1		
TOTAL	9				
ASSISTANT PROFESSOR:					
Other Minorities (1)	1	16.7	10.9		
Blacks	1	16.7	2.7		
Hispanics	0	0.0	3.4	*	
Whites	4	66.7			
Males	4	66.7			
Females	2	33.3	26.6		
Total Minorities	2	33.3	17.0		
TOTAL	6				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	6.0		
Blacks	0	0.0	2.7		
Hispanics	0	0.0	1.9		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	35.4		
Total Minorities	0	0.0	10.6		
TOTAL	0				

Other Minorities (1) Includes Asians and American Indians.

Table 2.30
University of South Florida
EQUITY ACCOUNTABILITY PLAN- FACULTY

Academic Affairs

Arts and Sciences
History (CIP 54)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	6.6	*	
Blacks	0	0.0	11.4	*	
Hispanics	1	33.3	4.5	*	
Whites	2	66.7			
Males	3	100.0			
Females	0	0.0	42.4	*	
Total Minorities	1	33.3	22.5	*	
TOTAL	3				
ASSOCIATE PROFESSOR					
Other Minorities (1)	2	33.3	8.5		
Blacks	0	0.0	6.0	*	
Hispanics	0	0.0	4.1	*	
Whites	4	66.7			
Males	3	50.0			
Females	3	50.0	44.1		
Total Minorities	0	0.0	18.6	*	
TOTAL	6				
ASSISTANT PROFESSOR:					
Other Minorities (1)	0	0.0	7.1	*	
Blacks	0	0.0	7.0	*	1
Hispanics	1	25.0	3.6		
Whites	3	75.0			
Males	3	75.0			
Females	1	25.0	45.3	*	1
Total Minorities	1	25.0	17.7		1
TOTAL	4				
INSTRUCTOR:					
Other Minorities (1)	0	0.0	4.8	*	
Blacks	0	0.0	4.1	*	
Hispanics	0	0.0	4.2	*	
Whites	1	100.0			
Males	0	0.0			
Females	1	100.0	50.1		
Total Minorities	0	0.0	13.1	*	
TOTAL	1				

Other Minorities (1) Includes Asians and American Indians.

Table 3.1
University of South Florida
2004 Equity Accountability Plan

Health Sciences Center

College of Medicine: Health Professions (CIP 51)
Non-Clinical Faculty

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS(#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR					
Other Minorities (1)	5	11.4	10.4%		
Blacks	0	0.0	1.6%	*	1
Hispanics	0	0.0	2.0%	*	1
Whites	39	88.6			
Males	39	88.6			
Females	5	11.4	29.7%	*	1
Total Minorities	5	11.4	14.0%	*	2
TOTAL	44				
ASSOCIATE PROFESSOR					
Other Minorities (1)	8	22.2	16.5%		
Blacks	0	0.0	2.1%	*	1
Hispanics	0	0.0	2.5%	*	1
Whites	28	77.8			
Males	27	75.0			
Females	9	25.0	39.3%	*	1
Total Minorities	8	22.2	21.1%		
TOTAL	36				
ASSISTANT PROFESSOR					
Other Minorities (1)	15	32.6	11.5%		
Blacks	2	4.3	4.1%		
Hispanics	2	4.3	4.0%		
Whites	27	58.7			
Males	28	60.9			
Females	18	39.1	56.5%	*	1
Total Minorities	19	41.3	19.7%		
TOTAL	46				
INSTRUCTOR					
Other Minorities (1)	4	28.6	9.7%	*	
Blacks	0	0.0	4.9%	*	
Hispanics	1	7.1	4.8%		
Whites	9	64.3			
Males	5	35.7			
Females	9	64.3	57.7%		
Total Minorities	5	35.7	19.4%	*	
TOTAL	14				

Availability for Prof and Assoc Prof based on data provided by the Association of American Medical Colleges.
Availability for Asst Prof and Instr based on NORC, U. of Chicago Table 3, provided by DEO.

(1) Other Minorities include Asians/Pacific Islanders, and Native American/Alaskan.

Table 3.2
University of South Florida
2004 Equity Accountability Plan

Health Sciences Center

College of Medicine: Health Professions (CIP 51)
Clinical Faculty

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS(#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR					
Other Minorities (1)	2	2.8	8.5%	*	1
Blacks	0	0.0	2.6%	*	1
Hispanics	3	4.2	3.3%		
Whites	66	93.0			
Males	62	87.3			
Females	9	12.7	22.3%	*	1
Total Minorities	5	7.0	14.5%	*	2
TOTAL	71				
ASSOCIATE PROFESSOR					
Other Minorities (1)	6	8.7	14.9%	*	1
Blacks	3	4.3	4.6%	*	1
Hispanics	5	7.2	4.5%		
Whites	55	79.7			
Males	48	69.6			
Females	21	30.4	34.0%	*	2
Total Minorities	14	20.3	24.0%	*	2
TOTAL	69				
ASSISTANT PROFESSOR					
Other Minorities (1)	8	7.8	17.2%	*	1
Blacks	5	4.9	5.8%		
Hispanics	11	10.7	4.1%		
Whites	79	76.7			
Males	56	54.4			
Females	47	45.6	41.5%		
Total Minorities	24	23.3	27.1%	*	1
TOTAL	103				
INSTRUCTOR					
Other Minorities (1)	0	0.0	0.0		
Blacks	0	0.0	0.0		
Hispanics	0	0.0	0.0		
Whites	0	0.0	0.0		
Males	0	0.0	0.0		
Females	0	0.0	0.0		
Total Minorities	0	0.0	0.0		
TOTAL	0				

(1) Other Minorities include Asians/Pacific Islanders, and Native American/Alaskan.

Availability was based on data provided by the Association of American Medical Colleges

Table 3.3

2004 Equity Accountability Plan

Health Sciences Center

College of Nursing: Health Professions (CIP 51)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS(#)
	(#)	(%)			
1	2	3	4	5	6
FULL PROFESSOR:					
Other Minorities (1)	0	0.0	3.0	*	
Blacks	0	0.0	4.2	*	
Hispanics	0	0.0	1.8	*	
Whites	3	100.0			
Males	0	0.0			
Females	3	100.0	98.1		
Total Minorities	0	0.0	9.0	*	
TOTAL	3				
ASSOCIATE PROFESSOR					
Other Minorities (1)	0	0.0	7.1	*	
Blacks	0	0.0	7.8	*	1
Hispanics	0	0.0	2.4	*	
Whites	6	100.0			
Males	0	0.0			
Females	6	100.0	97.5		
Total Minorities	0	0.0	16.7	*	1
TOTAL	6				
ASSISTANT PROFESSOR					
Other Minorities (1)	0	0.0	4.6	*	1
Blacks	0	0.0	5.4	*	
Hispanics	0	0.0	1.4	*	
Whites	5	100.0			
Males	1	20.0			
Females	4	80.0	96.3	*	
Total Minorities	0	0.0	11.4	*	1
TOTAL	5				
INSTRUCTOR					
Other Minorities (1)	1	7.1	7.0		
Blacks	1	7.1	6.3		
Hispanics	0	0.0	3.3	*	1
Whites	12	85.7			
Males	0	0.0			
Females	14	100.0	77.3		
Total Minorities	2	14.3	16.6	*	1
TOTAL	14				

(1) Other Minorities include Asians/Pacific Islanders, and Native American/Alaskan.

Table 3.4
University of South Florida
2004 Equity Accountability Plan

Health Sciences Center

College of Public Health: Health Professions (CIP 51)

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS(#)
	(#)	(%)			
1		3	4	5	6
FULL PROFESSOR					
Other Minorities (1)	0	0.0	4.8	*	
Blacks	0	0.0	8.3	*	
Hispanics	0	0.0	1.7	*	
Whites	13	100.0			
Males	10	76.9			
Females	3	23.1	72.5	*	
Total Minorities	0	0.0	14.9	*	
TOTAL	13				
ASSOCIATE PROFESSOR					
Other Minorities (1)	3	37.5	10.9		
Blacks	0	0.0	7.0	*	
Hispanics	0	0.0	5.2	*	
Whites	5	62.5			
Males	6	75.0			
Females	2	25.0	72.3	*	
Total Minorities	3	37.5	23.1		
TOTAL	8				
ASSISTANT PROFESSOR					
Other Minorities (1)	1	5.9	12.4	*	
Blacks	2	11.8	8.9		
Hispanics	0	0.0	8.3	*	
Whites	14	82.4			
Males	7	41.2			
Females	10	58.8	68.0	*	
Total Minorities	3	17.6	29.6	*	
TOTAL	17				
INSTRUCTOR:					
Other Minorities (1)	1	50.0	7.0		
Blacks	0	0.0	6.3	*	
Hispanics	0	0.0	3.3	*	
Whites	1	50.0			
Males	0	0.0			
Females	2	100.0	77.3		
Total Minorities	1	50.0	16.6		
TOTAL	2				

(1) Other Minorities include Asians/Pacific Islanders, and Native American/Alaskan.

Table 3.5
 University of South Florida
2004 Equity Accountability Plan

Health Sciences Center
 Other Faculty

FACULTY RANK/ TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS(#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	10	20.4	7.0		
Blacks	4	8.2	6.3		
Hispanics	1	2.0	3.3	*	1
Whites	32	65.3			
Males	14	28.6			
Females	35	71.4	77.3	*	1
Total Minorities	15	30.6	16.6		1
TOTAL	49				

(1) Other Minorities include Asians/Pacific Islanders, and Native American/Alaskan.

Table 4.1
University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Senior Level Administrator (A&P)

Division/College: President's Office
(Includes Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors)

TARGET GROUP	HEADCOUNTS		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	10/31/03 (#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	1	14.3	6.5		
Hispanics	1	14.3	4.7		
Whites	5	71.4	N/A		
Males	4	57.1	N/A		
Females	3	42.9	34.2		
Total Minorities	2	28.6	15.0		
TOTAL	7				

Includes President's Office, General Counsel, Government Relations, Inspector General, BOT and Intercollegiate Athletics. Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.2
University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Senior Level Administrator (A&P)

Division/College: University Services
(Includes Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	2	12.5	6.5		
Hispanics	1	6.3	4.7		
Whites	13	81.3	N/A		
Males	9	56.3	N/A		
Females	7	43.8	34.2		
Total Minorities	3	18.8	15.0		
TOTAL	16				

Includes Administrative Services and Budgets, Human Resources and Information Technology.

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.3
University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Senior Level Administrator (A&P)

Division/College: Student Affairs
(Includes Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	1
Blacks	5	29.4	6.5		
Hispanics	2	11.8	4.7		
Whites	10	58.8	N/A		
Males	9	52.9	N/A		
Females	8	47.1	34.2		
Total Minorities	7	41.2	15.0		
TOTAL	17				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.4
 University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Senior Level Administrator (A&P)

Division/College: Health Sciences Center
 (Includes Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (+)	0	0.0	3.8	*	
Blacks	0	0.0	6.5	*	
Hispanics	0	0.0	4.7	*	
Whites	6	100.0	N/A		
Males	4	66.7	N/A		
Females	2	33.3	34.2	*	
Total Minorities	0	0.0	15.0	*	
TOTAL	6				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.5
University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

|
Senior Level Administrator (A&P)

Division/College: Provost/Academic Affairs
(Includes Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	6.5	*	
Hispanics	1	16.7	4.7		
Whites	5	83.3	N/A		
Males	2	33.3	N/A		
Females	4	66.7	34.2		
Total Minorities	1	16.7	15.0		
TOTAL	6				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.6
 University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Senior Level Administrator (A&P)

Division/College: University Advancement
 (Includes Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	6.5	*	
Hispanics	1	7.1	4.7		
Whites	13	92.9	N/A		
Males	7	50.0	N/A		
Females	7	50.0	34.2		
Total Minorities	1	7.1	15.0	*	
TOTAL	14				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.7
University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Other Staff Administrator (A&P)

Division/College: President's Office
(Includes Associate Directors, Assistant Directors and Executive Assistants)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	6	11.3	6.5		
Hispanics	2	3.8	4.7	*	
Whites	45	84.9	N/A		
Males	36	67.9	N/A		
Females	17	32.1	34.2	*	
Total Minorities	8	15.1	15.0		
TOTAL	53				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Includes: Offices of General Counsel, Inspector General, Intercollegiate Athletics and the President.

Table 4.8
University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Other Staff Administrator (A&P)

Division/College: University Services
(Includes Associate Directors, Assistant Directors and Executive Assistants)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	3.7	3.8	*	
Blacks	1	3.7	6.5	*	
Hispanics	2	7.4	4.7		
Whites	23	85.2	N/A		
Males	18	66.7	N/A		
Females	9	33.3	34.2	*	
Total Minorities	4	14.8	15.0	*	
TOTAL	27				

Includes Administrative Services and Budgets, Human Resources and Information Technology.

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.9
University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Other Staff Administrator (A&P)

Division/College: Student Affairs
(Includes Associate Directors, Assistant Directors and Executive Assistants)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	3	10.7	6.5		
Hispanics	2	7.1	4.7		1
Whites	23	82.1	N/A		
Males	15	53.6	N/A		
Females	13	46.4	34.2		
Total Minorities	5	17.9	15.0		
TOTAL	28				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.10
University of South Florida

EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Other Staff Administrator (A&P)

Division/College: Health Sciences Center
(Includes Associate Directors, Assistant Directors and Executive Assistants)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (+)	1	6.7	3.8		
Blacks	1	6.7	6.5		
Hispanics	0	0.0	4.7	*	
Whites	13	86.7	N/A		
Males	6	40.0	N/A		
Females	9	60.0	34.2		
Total Minorities	2	13.3	15.0	*	
TOTAL	15				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.11
University of South Florida

EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Other Staff Administrator (A&P)

Division/College: Provost/Academic Affairs
(Includes Associate Directors, Assistant Directors and Executive Assistants)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	4.0	3.8		
Blacks	1	4.0	6.5	*	
Hispanics	4	16.0	4.7		
Whites	19	76.0	N/A		
Males	10	40.0	N/A		
Females	15	60.0	34.2		
Total Minorities	6	24.0	15.0		
TOTAL	25				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.12
University of South Florida

EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Other Staff Administrator (A&P)

Division/College: University Advancement
(Includes Associate Directors, Assistant Directors and Executive Assistants)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	1	5.0	6.5	*	
Hispanics	0	0.0	4.7	*	
Whites	19	95.0	N/A		
Males	6	30.0	N/A		
Females	14	70.0	34.2		
Total Minorities	1	5.0	15.0	*	
TOTAL	20				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.13
University of South Florida
EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Senior Level Administrator

Division/College: Office of Research
(Includes Vice Presidents, Associate Vice Presidents, Assistant Vice Presidents and Directors)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.8	*	
Blacks	0	0.0	6.5	*	
Hispanics	1	16.7	4.7		
Whites	5	83.3	N/A		
Males	3	50.0	N/A		
Females	3	50.0	34.2		
Total Minorities	1	16.7	15.0		
TOTAL	6				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 4.14
University of South Florida

EQUITY ACCOUNTABILITY PLAN
A&P ADMINISTRATORS BY DIVISION/COLLEGE

Other Staff Administrator (A&P)

Division/College: Office of Research
(Includes Associate Directors, Assistant Directors and Executive Assistants)

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	12.5	3.8		
Blacks	0	0.0	6.5	*	
Hispanics	0	0.0	4.7	*	
Whites	7	87.5	N/A		
Males	2	25.0	N/A		
Females	6	75.0	34.2		
Total Minorities	1	12.5	15.0	*	
TOTAL	8				

Headcount data was extracted from the GEMS database.

Availability Estimates are based on *Job Patterns for Minorities and Women in the Private Industry*, U.S. Equal Opportunity Commission, Officials and Managers, National, 2001.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 5.1

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Arts and Sciences			CHAIRPERSON		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	4.3	3.5		
Blacks	1	4.3	6.4	*	
Hispanics	1	4.3	4.5	*	
Whites	20	87.0			
Males	19	82.6			
Females	4	17.4	33.8	*	
Total Minorities	3	13.0	14.4	*	
TOTAL	23				

Table 5.2

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Business			CHAIRPERSON		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	5	100.0			
Males	5	100.0			
Females	0	0.0	33.8	*	
Total Minorities	0	0.0	14.4	*	
TOTAL	5				

Table 5.3

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Education			CHAIRPERSON		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	(#)	(%)	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	1	16.7	6.4		
Hispanics	0	0.0	4.5	*	
Whites	5	83.3			
Males	2	33.3			
Females	4	66.7	33.8		
Total Minorities	1	16.7	14.4		
TOTAL	6				

Table 5.4

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Engineering			CHAIRPERSON		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	(#)	(%)	4	5	6
Other Minorities (1)	2	40.0	3.5		
Blacks	0	0.0	6.4	*	
Hispanics	1	20.0	4.5		
Whites	2	40.0			
Males	5	100.0			
Females	0	0.0	33.8	*	
Total Minorities	3	60.0	14.4		
TOTAL	5				

Table 5.5
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Visual and Performing Arts (Fine Arts)			CHAIRPERSON		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	(#)	(%)	4	5	6
Other Minorities (1)	0	0.0	3.5		
Blacks	0	0.0	6.4		
Hispanics	0	0.0	4.5		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	33.8		
Total Minorities	0	0.0	14.4		
TOTAL	0				

Table 5.6
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: FMHI- Louis de la Parte Institute			CHAIRPERSON		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	(#)	(%)	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	3	100.0			
Males	3	100.0			
Females	0	0.0	33.8	*	
Total Minorities	0	0.0	14.4	*	
TOTAL	3				

Table 5.7
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Health Sciences Center			CHAIRPERSON		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	2 (#)	3 (%)	4	5	6
Other Minorities (1)	1	5.0	3.5		
Blacks	0	0.0	6.4	*	
Hispanics	1	5.0	4.5		
Whites	18	90.0			
Males	15	75.0			
Females	5	25.0	33.8	*	1
Total Minorities	2	10.0	14.4	*	
TOTAL	20				

Table 5.8
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Provost/Health Sciences			DEAN		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	2 (#)	3 (%)	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	2	12.5	4.5		
Whites	14	87.5			
Males	11	68.8			
Females	5	31.3	33.8	*	
Total Minorities	2	12.5	14.4	*	
TOTAL	16				

Table 5.9
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

DIVISION: Provost/Academic Affairs			LIBRARIAN (All USF Libraries)		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	8	100.0			
Males	1	12.5			
Females	7	87.5	33.8		
Total Minorities	0	0.0	14.4	*	
TOTAL	8				

Table 5.10
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

DIVISION: Provost/Academic Affairs			EXECUTIVES		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	2	20.0	3.5		
Blacks	3	30.0	6.4		
Hispanics	0	0.0	4.5	*	
Whites	5	50.0			
Males	4	40.0			
Females	6	60.0	33.8		
Total Minorities	5	50.0	14.4		
TOTAL	10				

Includes University President, Provost, Vice Provosts, Assistant Provost, and Branch Campuses.

Table 5.11
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

DIVISION: Health Sciences Center			EXECUTIVES		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	2 (#)	3 (%)	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	3	100.0			
Males	0	0.0			
Females	3	100.0	33.8		
Total Minorities	0	0.0	14.4	*	
TOTAL	3				

Table 5.12
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Arts and Sciences			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	2 (#)	3 (%)	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	1	7.1	6.4		
Hispanics	0	0.0	4.5	*	1
Whites	13	92.9			
Males	5	35.7			
Females	9	64.3	33.8		
Total Minorities	1	7.1	14.4	*	
TOTAL	14				

Table 5.13

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Business			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	20.0	3.5		
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	4	80.0			
Males	3	60.0			
Females	2	40.0	33.8		
Total Minorities	1	20.0	14.4		
TOTAL	5				

Table 5.14

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Education			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	4	25.0	6.4		
Hispanics	0	0.0	4.5	*	
Whites	12	75.0			
Males	6	37.5			
Females	10	62.5	33.8		
Total Minorities	4	25.0	14.4		
TOTAL	16				

Table 5.15
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Engineering			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	14.3	3.5		
Blacks	0	0.0	6.4	*	
Hispanics	1	14.3	4.5		
Whites	5	71.4			
Males	5	71.4			
Females	2	28.6	33.8	*	
Total Minorities	2	28.6	14.4		
TOTAL	7				

Table 5.16
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Visual and Performing Arts (Fine Arts)			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	3	100.0			
Males	2	66.7			
Females	1	33.3	33.8		
Total Minorities	0	0.0	14.4	*	
TOTAL	3				

Table 5.17

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: FMHI- Louis de la Parte Institute			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	1	11.1	6.4		
Hispanics	0	0.0	4.5	*	
Whites	8	88.9			
Males	3	33.3			
Females	6	66.7	33.8		
Total Minorities	1	11.1	14.4	*	
TOTAL	9				

Table 5.18

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

DIVISION: Student Affairs			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	3	60.0	6.4		
Hispanics	0	0.0	4.5	*	
Whites	2	40.0			
Males	2	40.0			
Females	3	60.0	33.8		
Total Minorities	3	60.0	14.4		
TOTAL	5				

Table 5.19

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

DIVISION: Health Sciences Center			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	2 (#)	3 (%)	4	5	6
Other Minorities (1)	2	8.7	3.5		
Blacks	2	8.7	6.4		
Hispanics	0	0.0	4.5	*	
Whites	19	82.6			
Males	9	39.1			
Females	14	60.9	33.8		
Total Minorities	4	17.4	14.4		
TOTAL	23				

Table 5.20

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

DIVISION: Provost/Academic Affairs			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
1	2 (#)	3 (%)	4	5	6
Other Minorities (1)	0	0.0	3.5	*	1
Blacks	1	5.0	6.4	*	
Hispanics	1	5.0	4.5		
Whites	18	90.0			
Males	12	60.0			
Females	8	40.0	33.8		
Total Minorities	2	10.0	14.4	*	
TOTAL	20				

Table 5.21
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Marine Science			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	2	100.0			
Males	2	100.0			
Females	0	0.0	33.8	*	
Total Minorities	0	0.0	14.4	*	
TOTAL	2				

Table 5.22
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

CAMPUS: St. Petersburg			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	3	100.0			
Males	1	33.3			
Females	2	66.7	33.8		
Total Minorities	0	0.0	14.4	*	
TOTAL	3				

Table 5.23
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

CAMPUS: Sarasota			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	2	100.0			
Males	2	100.0			
Females	0	0.0	33.8	*	
Total Minorities	0	0.0	14.4	*	
TOTAL	2				

Table 5.24
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

CAMPUS: Lakeland			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	1	100.0			
Males	0	0.0			
Females	1	100.0	33.8		
Total Minorities	0	0.0	14.4	*	
TOTAL	1				

Table 5.25

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

DIVISION: Student Affairs			OTHER ACADEMIC ADMIN.		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	14	56.0	6.4		
Hispanics	1	4.0	4.5	*	
Whites	10	40.0			
Males	9	36.0			
Females	16	64.0	33.8		
Total Minorities	15	60.0	14.4		
TOTAL	25				

Includes Counselors, Coordinators, Associate Deans, Assistant Deans, Associate Chairs, etc.

Table 5.26

University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

DIVISION: Health Sciences			OTHER ACADEMIC ADMIN.		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	4	11.4	6.4		
Hispanics	1	2.9	4.5	*	
Whites	30	85.7			
Males	17	48.6			
Females	18	51.4	33.8		
Total Minorities	5	14.3	14.4	*	
TOTAL	35				

Includes Coordinators, Associate Deans, Assistant Deans, Associate Chairs, if applicable.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 5.27
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

DIVISION: Provost/Academic Affairs			OTHER ACADEMIC ADMIN.		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	2	2.9	3.5	*	
Blacks	3	4.3	6.4	*	1
Hispanics	7	10.0	4.5		
Whites	58	82.9			
Males	38	54.3			
Females	32	45.7	33.8		
Total Minorities	12	17.1	14.4		
TOTAL	70				

Includes Coordinators, Associate Deans, Assistant Deans, Associate Chairs, if applicable.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 5.28
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

COLLEGE: Marine Science			OTHER ACADEMIC ADMIN.		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5		
Blacks	0	0.0	6.4		
Hispanics	0	0.0	4.5		
Whites	0	0.0			
Males	0	0.0			
Females	0	0.0	33.8		
Total Minorities	0	0.0	14.4		
TOTAL	0				

Includes Coordinators, Associate Deans, Assistant Deans, Associate Chairs, if applicable.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 5.29
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

CAMPUS: St. Petersburg			OTHER ACADEMIC ADMIN.		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	8.3	3.5		
Blacks	1	8.3	6.4		
Hispanics	0	0.0	4.5	*	
Whites	10	83.3			
Males	7	58.3			
Females	5	41.7	33.8		
Total Minorities	2	16.7	14.4		
TOTAL	12				

Table 5.30
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

CAMPUS: Sarasota			OTHER ACADEMIC ADMIN.		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	1	25.0	6.4		
Hispanics	1	25.0	4.5		
Whites	2	50.0			
Males	0	0.0			
Females	4	100.0	33.8		
Total Minorities	2	50.0	14.4		
TOTAL	4				

Includes Coordinators, Associate Deans, Assistant Deans, Associate Chairs, if applicable.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 5.31
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

CAMPUS: Lakeland			OTHER ACADEMIC ADMIN.		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	0	0.0	3.5	*	
Blacks	2	22.2	6.4		
Hispanics	0	0.0	4.5	*	
Whites	7	77.8			
Males	5	55.6			
Females	4	44.4	33.8		
Total Minorities	2	22.2	14.4		
TOTAL	9				

Includes Coordinators, Associate Deans, Assistant Deans, Associate Chairs, if applicable.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 5.32
University of South Florida

EQUITY ACCOUNTABILITY PLAN
ACADEMIC ADMINISTRATORS BY DIVISION/COLLEGE

CAMPUS: Office of Research			DIRECTOR		
TARGET GROUP	HEADCOUNTS 10/31/2003		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS (#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	16.7	3.5		
Blacks	0	0.0	6.4	*	
Hispanics	0	0.0	4.5	*	
Whites	5	83.3			
Males	6	100.0			
Females	0	0.0	33.8	*	
Total Minorities	1	16.7	14.4		
TOTAL	6				

Includes Coordinators, Associate Deans, Assistant Deans, Associate Chairs, if applicable.

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 6.1
University of South Florida
2004 Equity Accountability Plan

Student Affairs
Faculty

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2003-2004 GOALS(#)
	(#)	(%)			
1	2	3	4	5	6
INSTRUCTORS					
Other Minorities (1)	0	0.0	10.5	*	
Blacks	0	0.0	7.8	*	
Hispanics	0	0.0	4.2	*	
Whites	1	100.0			
Males	1	100.0			
Females	0	0.0	58.0	*	
Total Minorities	0	0.0	22.5	*	
TOTAL	1				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

Table 6.2
University of South Florida
Equity Accountability Plan Preliminary Report

Student Affairs
Other Faculty

TARGET GROUP	HEADCOUNTS 10/31/03		AVAILABILITY ESTIMATES (%)	PROBLEM AREAS (*)	2002-2003 GOALS(#)
	(#)	(%)			
1	2	3	4	5	6
Other Minorities (1)	1	50.0	10.5		
Blacks	0	0.0	7.8	*	
Hispanics	1	50.0	4.2		
Whites	0	0.0			
Males	0	0.0			
Females	2	100.0	58.0		
Total Minorities	2	100.0	22.5		
TOTAL	2				

(1) Other Minorities include Asians, Pacific Islanders, and Native American/Alaskan.

APPENDIX III

University of South Florida
FACULTY NOMINATIONS FOR TENURE

Prepared by:	Judy Arnett
Title:	Sr. Admin. Asst.
Phone Number:	813/974-2267
Date:	9/22/03

Department: University Summary, Effective 2003/04
(Revised for November 20, 2003 USF Board of Trustees Meeting)

Sex, Race/Ethnicity	To be completed by Department or College		To be completed by Provost's Office		
	Eligible	Applied	Withdrawn	Denied	Nominated
MALES					
American Indian or Alaskan Native					
Asian or Pacific Islander	10	4			4
Black, Not Hispanic	2				
Hispanic	2	2			2
White, not Hispanic	37	15			15
Total Male	51	21			21
FEMALES					
American Indian or Alaskan Native					
Asian or Pacific Islander	3				
Black, not Hispanic	4	2			2
Hispanic	1	1			1
White, not Hispanic	36	16*			15
Total Female	44	19*			18
GRAND TOTAL	95	40*			39

ELIGIBLE FOR RECOMMENDATION= Faculty who currently have no more than six years of credit toward tenure.

APPLIED= Faculty whose names have been submitted for tenure review.

WITHDRAWN= Faculty who withdrew from tenure consideration after applying for review.

DENIED= Faculty for whom tenure was denied during the review process.

NOMINATED= Faculty for whom tenure is being recommended by the University.

* 1 Defer

For out-of-unit faculty, pursuant to Rule 6C-5.940(1)(e), the decision to recommend an employee for tenure shall be made no later than the sixth year of continuous full-time service or equivalent part-time service in a tenure-earning position.

All faculty who apply should be eligible. Therefore, the number in the Applied column may be equal to or less than the number in the Eligible column. Please explain any discrepancies.

For in-unit faculty, pursuant to Article 15 of the BOR-UFF Agreement, an employee shall normally be considered for tenure during the sixth year of continuous service in a tenure-earning position including any prior service credit granted at the time of initial employment. An employee's written request for early tenure consideration is subject to the university written agreement.

Notes: The numbers provided should not include tenure nominations as a condition of employment.

Once having applied for tenure review, faculty may generally only be withdrawn from, denied, or nominated for tenure.

The sums of those withdrawn, denied, or nominated for tenure should equal the number of those who applied for tenure review. (Please explain any discrepancies.)

The numbers provided in the nominated column must match the sum of those numbers provided to the Board of Regents Office of Human Resources for submission to the Board.

Tenure Review Committees University of South Florida														136
Type of Committee		American Indian or Alaskan Native		Asian or Pacific Islander		Black, not Hispanic		Hispanic		White, not Hispanic		Total		
		Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	
College of Arts & Sciences	E	3		21	3	10	9	4	4	177	75	215	91	
	S			1						5	3	6	3	
Dept of Communication Sciences & Disorders	E										4		4	
	S										4		4	
Dept of Criminology	E									9	3	9	3	
	S									8	2	8	2	
Dept of English	E						2			16	11	16	13	
	S						2			16	11	16	13	
Dept of Geography	E									2	1	2	1	
	S									2	1	2	1	
Dept of Geology	E									4	1	4	1	
	S									4	1	4	1	
Dept of Government & International Affairs	E			1		3				13	5	17	5	
	S			1		2				10	5	13	5	
School of Library & Information Sciences	E								1		1		2	
	S								1		1		2	
Dept of Mass Communications	E					1				4	1	5	1	
	S					1				4	1	5	1	
Dept of Psychology	E			1		1			1	18	5	20	6	
	S			1		1			1	18	5	20	6	
Dept of Sociology	E									2	4	2	4	
	S									2	1	2	1	
Dept of Women's Studies	E				1		1				2		4	
	S				1		1				2		4	
College of Business	E									33	1	33	1	
	S									6		6		
School of Accountancy	E			1		1				14		16		
	S									5		5		
Dept of Finance	E			1		1				6		8		
	S			1		1				6		8		
Dept of Information Systems/ Decision Sciences	E			1						7	1	8	1	
	S			1						7	1	8	1	
College of Education	E									2	3	2	3	
	S									2	3	2	3	
Dept of Adult, Career, & Higher Education	E									4	2	4	2	
	S									4	2	4	2	
Dept of Educational Leadership & Policy Studies	E									5	2	5	2	
	S									5	2	5	2	
College of Engineering	E			3				1		3		7		
	S			3				1		3		7		
Dept of Civil & Environmental Engineering	E			2		1				4		7		
	S			1		1				4		6		
Dept of Electrical Engineering	E			3				1		10		14		
	S			3				1		10		14		
Louis de la parte Florida Mental Health Institute	E							1		4		5		
	S							1		4		5		
Dept of Mental Health Law & Policy	E						1	1		19	5	20	6	
	S						1	1		19	5	20	6	
College of Marine Science	E		1					4		15	2	19	3	
	S		1					4		15	2	19	3	
College of Medicine	E			9	5	2	1	9		150	23	170	29	
	S					1		2		6		9		
Interdisciplinary Oncology Program	E			4	1	1		2		24		32		
	S			2		1		2		14		19		

**Tenure Review Committees
University of South Florida**

Type of Committee		American Indian or Alaskan Native		Asian or Pacific Islander		Black, not Hispanic		Hispanic		White, not Hispanic		Total	
		Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
University of South Florida	E					2		1		1	3	4	3
	S					2				1	3	3	3
College of Arts & Sciences	E	3		21	3	10	9	4	4	177	75	215	91
	S			1						5	3	6	3
Dept of Psychology	E			1		1			1	18	5	20	6
	S			1		1			1	18	5	20	6

The following guidelines are sent to Tenure eligible candidates upon hiring.

UNIVERSITY OF SOUTH FLORIDA
GUIDELINES FOR TENURE AND PROMOTION

August 7, 1998

This document presents guidelines for the tenure and promotion process in a manner consistent with the Board of Regents regulations and the Collective Bargaining Agreement. Specific criteria for tenure and promotion must be developed by individual colleges and departments.

A. TENURE

In order for the University to perform its functions effectively, it is essential that faculty members feel free to express new ideas and divergent viewpoints in their teaching and research. In the process of teaching and research, there must be freedom to question and challenge accepted "truths." A university must create an atmosphere that encourages faculty members to develop and share different ideas and divergent views and to make inquiries unbounded by present norms. Tenure contributes significantly to the creation of such an atmosphere.

BOARD RULE

The State University System guideline on tenure is contained in Regent's Rule 6C-5.940 Tenure and Permanent Status, which reads as follows:

Faculty tenure shall be administered consistent with the following provisions:

- (a) The award of tenure shall provide annual reappointment until voluntary resignation, retirement, removal for just cause, or layoff.
- (b) Tenure is awarded upon demonstration of highly competent performance. Tenure criteria shall address the areas of teaching; research and other scholarly activities; and service to the public, the discipline, and the university including those professional responsibilities consistent with faculty status. These criteria shall take into account the mission and needs of the institution and shall place appropriate emphasis upon teaching and teaching-related scholarship. In this regard, the institution shall ensure that teaching is evaluated broadly, including assessments by peers and students, and that teaching performance is prominently considered in the award of tenure.
- (c) Tenure shall be held as ranked faculty in an academic department/unit and shall not extend to administrative appointments.

UNIVERSITY CRITERIA

Proceeding from the framework of Rule 6C-5.940, the University of South Florida's University-wide guidelines on tenure and promotion states:

The University has established minimum criteria for tenure and promotion as follows. Tenure and promotion in the professorial ranks will be granted only to persons of significant achievement, especially in teaching, research/creative activity and service. As a minimum standard for tenure and/or promotion, there must be evidence of strong performance in both teaching and scholarship and outstanding achievement in at least one of these areas. Academic units in which public/professional service receives significant prominence may so recognize service contributions within unit guidelines.

The academic units of the University may further refine these criteria according to the standards of the respective disciplines.

Evaluation for Tenure

Evaluation for tenure involves three components: teaching (including advising) or comparable activity appropriate to the unit; research/creative work; and service to the University, profession, and the community. In addition, collegiality and participation as a citizen of the University are an integral part of faculty performance. Because the decision projects lifetime performance from the first few years of a faculty member's career, tenure must be awarded only as a result of careful assessment over a period of time sufficient to judge the faculty member's documented accomplishments, ability, and probable future productivity. A judgement must be made that the faculty member's record represents a pattern indicative of a lifetime of continued accomplishment and productivity. The probationary period stipulated by the BOR-UFF Collective Bargaining Agreement will be utilized.

Teaching. The first step in the tenure decision process is an evaluation of effectiveness in teaching (or comparable activity appropriate for the unit). A record of effectiveness in teaching consistent with the University guidelines must be established. Unless a determination is made that the candidate is an effective teacher, whether at the departmental or discipline level, tenure will not be granted. Thus, it is vital that substantial and diverse information concerning teaching effectiveness be available as part of the tenure application.

Effective teaching requires a thorough knowledge of the subject, the ability to present material in a clear fashion, and the ability to work with, motivate, and serve as a positive role model for students. Like research/creative work, it is best judged by a peer review process, although it is essential that appropriate evaluative review by the chair and dean also be included. The peer review process may take many forms, for example: consideration of student evaluations of teaching; class visitations; examination of syllabi, course handouts, examinations and other course materials; examination of samples of student work, including abstracts of directed theses and dissertations; critiques of public lectures; and reviews of teaching-related books and articles. The teaching evaluation record must speak to the manner in which sought data have been examined.

Research/Creative Work. The purpose of research and creative activity at a university such as USF is to make a substantive contribution to the body of knowledge and understanding in one's discipline. For tenure to be granted, a faculty member must have established an original, coherent and meaningful program of research/creative activity, which is adding substantively to the body of knowledge within the discipline, and through which the faculty member is expected to make a continuing contribution throughout his or her career. A short period of intensive research/creative activity in the years immediately preceding tenure consideration is not an acceptable substitute for a continuous and progressive record.

The peer review process is the best means of judging significance and contribution of the candidate's research/creative work. Evaluation at the department level should take into account such information as reviews of books and articles, criticism of creative work, reviews of grant applications, citations of the candidate's work, and the quality of refereed journals and presses by which the candidate's work is published. Objective peer review of the candidate's work by scholars external to the University is required. In addition, evaluative review by the candidate's

department chair or director and dean is required. The contribution of a candidate for tenure must be judged against the national standards in the discipline, focusing on the significance of the work and the quality of the contribution made, rather than on the quantity of publications. (See following sections regarding process for securing input from external reviewers.)

Service. The third component to be evaluated includes service to both the University and the external community. In addition to listing administrative and other professional services to the University, an evaluation of the extent and quality of the services rendered should be included. External community service may include work for professional organizations and community, state and federal agencies. It must relate to the basic mission of the University and capitalize on the faculty member's special professional expertise; the normal service activities associated with good citizenship are not usually evaluated as part of the tenure and promotion process. Because of the diverse missions of different units and variations in the extent and character of their interaction with external groups, general standards of "external service" are difficult to formulate. However, colleagues and administrators in the field should be able to make and support a judgment about the appropriateness and value of the services rendered.

Each recommendation for tenure should be accompanied by a statement of the mission, goals and educational needs of the department, college, and/or regional campus, and the importance of the contributions the candidate has made and is expected to make in the future toward achieving the goals and meeting the needs. Consideration should be given to the candidate's ability and willingness to work cooperatively within the department, college, and/or campus.

REVIEW OF PROGRESS TOWARD TENURE

It is the responsibility of the department peer committee and department chair or other appropriate administrator to include a progress toward tenure review as part of the annual evaluation for all faculty in the probationary period for tenure. For those faculty appointed with the full probationary term a more extensive pre-tenure review will be conducted during the third year. If an individual is credited with tenure-earning service at the time of initial appointment, the review will be conducted at the approximate mid-point of the probationary period. The mid-point review will be conducted by the department's tenure and promotion committee, the department chairperson or other appropriate administrator, the college or college/campus tenure and promotion committee, and the college/campus dean. Upon the request of the faculty member the review of progress toward tenure will include the Provost.

All mid-point reviews shall address the performance of annual assignments including teaching, research/creative activity, and service occurring during the preceding tenure-earning years of employment. In addition, all reviews should critically assess overall performance and contributions in light of mid-point expectations. The mid-point review will not be as extensive as the formal tenure review that occurs later but should be based on a set of documents which would include: a current vita; annual evaluations; student/peer evaluation of teaching; selected examples of teaching materials and scholarship; and a brief self-evaluation by the faculty member.

The mid-point review is intended to be informative, and to be encouraging to faculty who are making solid progress toward tenure, instructional to faculty who may need to improve in selected areas of performance, and cautionary to faculty where progress is significantly lacking.

EXCEPTIONS TO THE STANDARD PROBATIONARY PERIOD

Ordinarily, a faculty member in a tenure-earning position will either be awarded tenure at the end of the probationary period or be given notice that further employment will not be offered. However, exceptions to the tenure clock may be considered in some circumstances. A faculty member in a tenure earning position may request in writing to be appointed to a non-tenure earning position without loss of salary rate. Such circumstances might include medical exigencies or parental situations covered by FMLA or ADA legislation or other extenuating circumstances approved by the University. The request must be made in writing and approved by the chair of the department, dean, and Provost. Following the period of appointment to a non-tenure earning position, the faculty member will return to the tenure earning position without qualification and the tenure clock will resume.

TENURE UPON INITIAL APPOINTMENT

In determining the award of tenure upon initial appointment, the guiding principle will be to follow departmental and college, or campus procedures in an expedited process that will not inordinately delay hiring decisions. Specifically, there must be review of tenure eligibility at all levels. Approval must be obtained from the Office of the Provost prior to making an offer that includes tenure without a probationary period. The Provost should receive the following information:

- written statement(s) of review of tenure eligibility at all levels (dean, chair, department/campus faculty) -- these reviews should occur prior to a request to the Provost to make such an offer, although written statements may follow approval
- candidate's vita
- official starting date for the position
- a draft of the letter of offer, which has explicit mention of the tenure offer, pending BOR approval
- brief statement on the unique achievements of the faculty member which support the basis for tenure.

Upon approval the University will submit the tenure recommendation to the Board for approval at the earliest meeting at which tenure upon appointment is considered.

Persons being considered for administrative appointments accompanied by academic appointments with tenure will interview with the academic unit in which tenure would be considered and the appropriate dean; the appropriate faculty bodies and administrators will make recommendations on tenure to the Provost.

1. Assistant Professor (or Assistant University Librarian)
 - a. Promise of continued growth as a teacher, or in comparable activity appropriate for the unit.
 - b. Promise of independent and collaborative research/creative work, supported by publications or other appropriate evidence.
 - c. Promise of substantive contributions in the area of service.
 - d. The doctorate or the highest degree appropriate to the field (or, where appropriate, the equivalent based on professional experience).

2. Associate Professor (or Associate University Librarian)
 - a. Acknowledged record of success in teaching, or other comparable activity appropriate for the unit, including a record of such activities as participation on thesis and/or dissertation committees, and successful direction of the work of master's and doctoral candidates, where applicable.
 - b. Focused program of independent and collaborative research/creative work, supported by substantial publications or their equivalent. Original or creative work of a professional nature may be considered an equivalent. The record should be sufficient to predict, with a high degree of confidence, continuing productivity in research/creative work throughout the individual's career.
 - c. Substantive contributions in the area of service.
 - d. Ordinarily, the rank of Associate Professor is not granted in advance of the tenure judgement.
3. Professor (or University Librarian)

B. PROMOTION IN ACADEMIC RANK

UNIVERSITY CRITERIA

As in the case of tenure, the judgement of readiness for promotion to higher academic rank is based upon a careful evaluation of a candidate's contributions in teaching (or comparable activity appropriate to the unit), research/creative work, and service: and the sections pertinent to evaluation of these factors for the tenure decision apply as well to promotion. Promotion will not be granted unless a determination of the candidate's effectiveness in teaching (or in comparable activity appropriate to the unit) has been made. Promotion also requires collegiality and participation as a citizen of the University, as this is an integral part of faculty performance.

Standards for the ranks of Assistant Professor, Associate Professor, and Professor (or their equivalents) are as follows:

1. Assistant Professor (or Assistant University Librarian)
 - a. Promise of continued growth as a teacher, or in comparable activity appropriate for the unit.
 - b. Promise of independent and collaborative research/creative work, supported by publications or other appropriate evidence.
 - c. Promise of substantive contributions in the area of service.
 - d. The doctorate or the highest degree appropriate to the field (or, where appropriate, the equivalent based on professional experience).

- a. Acknowledged record of success in teaching, or other comparable activity appropriate for the unit, such as a record of participation on thesis and/or dissertation committees, and successful direction of the work of master's and doctoral candidates, where applicable.
- b. Established record of productive research/creative work of at least national visibility, supported by a record of substantial publications or their equivalent. Original or creative work may be considered an equivalent. The record should predict continuing high productivity in research/creative work throughout the individual's career.
- c. Substantive contributions in the area of service.
- d. Unmistakable evidence of significant achievement among peers in one's discipline at the national or international level. True distinction is expected in at least one of the areas of teaching (or comparable activity appropriate to the unit); research/creative work; or service. Any recommendation for promotion to the rank of Professor (or University Librarian) must contain evidence that such distinction has been identified.
- e. As a general guideline a faculty member normally would not apply for promotion to rank of Professor without five years of service at the rank of Associate Professor.

C. TENURE AND PROMOTION

TENURE AND PROMOTION COMMITTEE MEMBERSHIP

- When establishing Tenure and Promotion Committees, departments, schools, and colleges, whenever possible and practical, should adhere to the following criteria:
- a. Membership on committees should be (s)lected from faculty who have received tenure at the University of South Florida and have been appointed at the University for at least two years;
 - b. Those eligible to elect committees should be department, school, college, or campus members who hold tenure-track appointments;
 - c. Terms of committee members should be staggered and ordinarily should not exceed three years;
 - d. Turnover of committee membership should be encouraged through restrictions on consecutive terms, if feasible;

- e. Individuals serving on more than one advisory committee (e.g., department, school, college, or campus) should vote at the department/school level on candidates from their home unit but not on these candidates at other committee levels. Chairs who serve on college committees should refrain from voting on candidates from their own units;
- f. Committees considering candidates for promotion to Professor should be comprised of individuals holding the rank of Professor, unless the faculty in the department/college determine otherwise and so describe another procedure in the appropriate governance document of the unit.

EXTERNAL LETTERS FOR TENURE AND PROMOTION

APPLICATIONS

The department chair ordinarily will include in the tenure and promotion packet a minimum of three letters (but not exceeding six) from external reviewers who are expert in the individual's field or a related scholarly field. The candidate and the department chair will suggest external reviewers. The department Tenure and Promotion Committee may also suggest external reviewers. These reviewers should have no significant relationship to the candidate (e.g., major professor, co-author), unless there are mitigating circumstances that would indicate otherwise (e.g., to review scholarship so specialized that few expert reviewers exist). The chair and the candidate will jointly select the reviewers. In the event of disagreement each party will select one-half the number of qualified reviewers to be utilized. Letters from external reviewers should be in the candidate's file prior to the final recommendations by the Tenure and Promotion Committee. All solicited letters which are received must be included in the candidate's file.

EARLY TENURE AND PROMOTION CONSIDERATION

Decisions on tenure and promotion prior to the time recognized as normal should be considered "early decisions." Early decisions should be identified and justified as such at every review level. Truly exceptional performance should be required for a favorable early decision. Further, external reviewers should be advised of the University's expectations for a favorable early decision. As a general guideline a faculty member normally would not apply for promotion to rank of Professor without five years of service at the rank of Associate Professor.

APPENDIX IV

THE UNIVERSITY EMPLOYMENT ACCOUNTABILITY PROGRAM 2003-04 (EAP) REPORTING

GUIDING STATUTE: Florida Statutes 1012.95

“Each state university shall maintain an annual equity plan for appropriate representation of women and minorities in senior level administrative positions within tenure track faculty and within faculty-granted tenure.”

INTRODUCTION

Enclosed are detailed instructions to assist your university in preparing the EAP 2002-2003 Progress Report, the EAP 2003-2004 Update, and a Budgetary Incentive Plan as required by Section 1012.95 (2)(a), Florida Statutes. You are required to report the progress made in improving diversity during 2002-2003 and the goals for 2003-2004, in a combined EAP Report. In addition, each university must develop a Budgetary Incentive Plan to support the achievement of EAP goals and the implementation of strategies in a timely manner. The Incentive Plan is to be submitted as part of the 2003-04 Annual Equity Update to the Florida Board of Education (FBOE) through the K-20 Office of Equity and Access. If you have questions about this submission, please call Dr. Adeola Fayemi at (850) 245-9555.

Special attention should be given to ensure an adequately descriptive completion of a narrative response to Section C of the attached instructions.

Florida Statutes require that these reports should be submitted by April 1, 2004. Also, the FBOE clearly indicated that the reports should be approved by university local board of trustees before the information is submitted to the FBOE. Given the need for university local board approval, each university should submit a draft report by April 1, 2003 and have a locally approved report submitted with the 2004 Annual Equity Update on or before June 30, 1, 2004.

Please note that the Program Report, the Update, and the Budgetary Incentive Plan are SUS Data Request List items. This year, we will not generate reports from the SUPERS data. We are requesting that campus equal opportunity officers work with their institutional data administrators to provide information to complete the tables.

TABLES

Table 1:	Personnel Transactions by Race and Gender
Table 2a:	Race and Gender Representation in Senior Level Administrative Positions
Table 2b:	Race and Gender Representation in Academic Administrative Positions
Table 2c:	Race and Gender Representation in Ranked Faculty Positions
Table 3a:	Fall Headcount of Employees by Race and Gender 2003-2004
Table 3b:	Fall Headcount of Employees by Race and Gender 2002-2003
Table 4:	Headcount of Employees in EAP Defined Categories- Percentage Point Difference from Fall 2002-2003
Table 5:	Fall 2003 Headcount of Employees and 2004 goals established.

The Report consists of three components: 1) the 2002-2003 EAP Progress Report 2) the 2003-2004 EAP Update, and 3) the Budgetary Incentive Plan.

1. 2002-2003 EAP Progress Report

A. Analyses of Personnel Transactions

The university should extract the **personnel transaction headcount data** for the 2002-2003 academic year from its internal personnel system and enter the data directly to **Table 1** by EAP category as follows: Senior-

level (A&P) Administrative; Academic Administrative-(Chairperson, Dean, Director, Librarian, and Executive) and Ranked Faculty- (Professor, Associate, Assistant, and Instructor positions).

Each university may utilize the relevant components of their most recent Affirmative Action Plan to generate a summarized table with the same format as Table 1. However, the categories of the summarized table shall match the corresponding categories in the EAP Progress Report.

B. Tenure Granted Analyses

According to F.S. 1012.95 (2) (d),

“...the equity report shall also include the current rank, race, and gender of faculty eligible for tenure in a category. In addition, each university shall report representation of the pool of tenure-eligible faculty at each stage of the transaction process and provide certification that each eligible faculty member was appraised annually of progress toward tenure. Each university shall also report on the dissemination of standards for achieving tenure; racial and gender composition of committees reviewing recommendations at each transaction level; and dissemination of guidelines for equitable distribution of assignments.

Each university should therefore provide information on the tenure nomination and approval processes, including the

1. rank race and gender of faculty eligible for tenure by category
2. race and gender composition of the tenure nomination committee, and
3. documentation showing that each eligible member was notified of such eligibility.

C. 2003-2004 EAP Update

Please note that the SUPERS database will not be used for 2003-04 EAP reporting.

The following steps should be followed to produce the appropriate statistic for the analyses of fall 2003 staff and 2004 goal setting.

Analyses of Current Staff

Each university should generate information based on institutional staff records. However, each university should check these counts before conducting any analyses and make necessary adjustments if there are any discrepancies.

Use current availability data to determine representation for each EAP category. The sources of the availability data (comparative standards) should be indicated in the 2003-2004 EAP Update narrative for each EAP category. The university's most recent Affirmative Action Plan may be used to complete this form.

B. Goals for the 2003-2004 EAP Update

1. Each university should establish specific, measurable goals to increase the number of women and/or minorities in the positions which have been identified as under represented in the above staffing analyses
2. These goals (2004) should be completed only where under representation of minorities and/or females exists, by each EAP category (Senior-Level Administrative {A&P}; Academic Administrative – Chairperson, Dean, Director, Librarian, and Executive; and Ranked Faculty – Professor, Associate, Assistant, and Instructor positions), by Male, Female, White, African-American, Hispanic, and Other Minorities (includes Asian, Pacific Islanders, American Indians, and Alaskan Natives), based on the race and gender

Each university may utilize goal setting and analyses of the EEO categories 1 to 3 in their most recent Affirmative Action Plan to generate a summarized table which indicates the specific measurable goals and the gender. (See Table 5). However, the category and classification of the summarized table using relevant Affirmative Action Plan components shall match the corresponding EAP category and classification in the EAP Update.

C. Components of the 2003-2004 Plan Update Narrative

1. Each university shall include the analysis and assessment of 2003-2004 goal achievement by EAP job groups, race, and females.
2. For those categories in which prior year goals were not achieved, a narrative explanation and description of specific strategies designed to assist in achieving the diversity goals for females and minorities shall be included.
3. Monitoring mechanisms to be utilized during the EAP Plan year by the university to help ensure that the institution is making progress toward achieving its diversity goals as articulated in the EAP Update shall be included.
4. Description of the progress utilized by the university regarding its annual assessment of the EAP Plan is to be included. That description should include the specific measure employed by the president to review and evaluate the EAP Plan for effectiveness in achieving its stated annual equity goals and objectives. Further, the statement should include the procedure utilized by the institution to modify its EAP Plan and strategies, as necessary.

D. The Budgetary Incentive Plan

The Budgetary Incentive Plan should be developed to support and ensure the achievement of the stated annual equity goals as indicated in the Section 1012.95(5), Florida Statutes. The plan should include how resources will be allocated, for what they will be used, and the amount to be allocated, along with a comparison of the amount allocated last year.

The Budgetary Incentive Plan, 2003-2004 EAP Update, narrative report, Fall 2002-2003 to staff headcount changes and 2003-2004 goal setting should be included in the Annual Equity Update and submitted to the FBOE through the Office of Equity and Access.