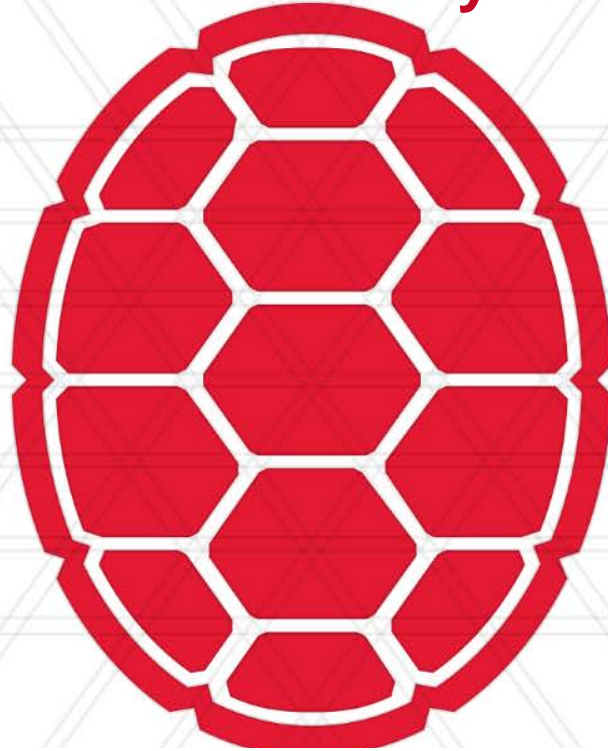


# Land-Grant Human Resources Management Electronic and Analytical Tools



*NEMO, October 22, 2018*  
*Norman Pruitt and Latoya Hick*  
*University of Maryland, College Park*

# Managing HR, Forecasting, and Decisions

Inputs, participants, goals, objectives, plans, \$\$\$\$

**Inclusion/Diversity  
Initiatives**



**Hiring/  
recruitment  
retention**

*...Data, data, data, data,  
and more data...*

Workforce

Qualified labor force pool

Potential

Recipients

- ✓ Employment historical perspective
- ✓ Skill-banks
- ✓ Compensation
- ✓ Future needs

*Plans of work  
Strategic plans*



# Organizational/HR Liabilities

*Title VI  
(Program-clientele)*

*Title IX  
(Sexual misconduct)*

**Employee/  
clientele safety**



*Title VII  
(Employment)*

**Contract and grant  
obligations**

**Teaching deliverables**



# US CENSUS RACIAL AND ETHNIC DEMOGRAPHICS

Race/Ethnicity	1610 /a	1770 /a	1850	1900 /b	1960	1980	1990	2000/c	2010/c
White /d	100.0%	78.6%	84.3%	87.9%	88.6%	83.1%	80.3%	75.1%	72.4%
Black /d	0.0%	21.4%	15.7%	11.6%	10.5%	11.7%	12.1%	12.3%	12.6%
American Indian, Eskimo, and Aleut				0.3%	0.3%	0.6%	0.8%	0.9%	0.9%
Asian/Pacific Islander				0.2%	0.5%	1.5%	2.9%	3.8%	4.9%
Other race					0.0%	3.0%	3.9%	5.5%	6.2%
Two or more races								2.4%	2.9%
Hispanic (of any race)			0.5%	0.7%	3.2%	6.4%	9.0%	12.5%	16.3%

*Land-Grant  
Clientele/  
Stakeholders/  
Constituents*

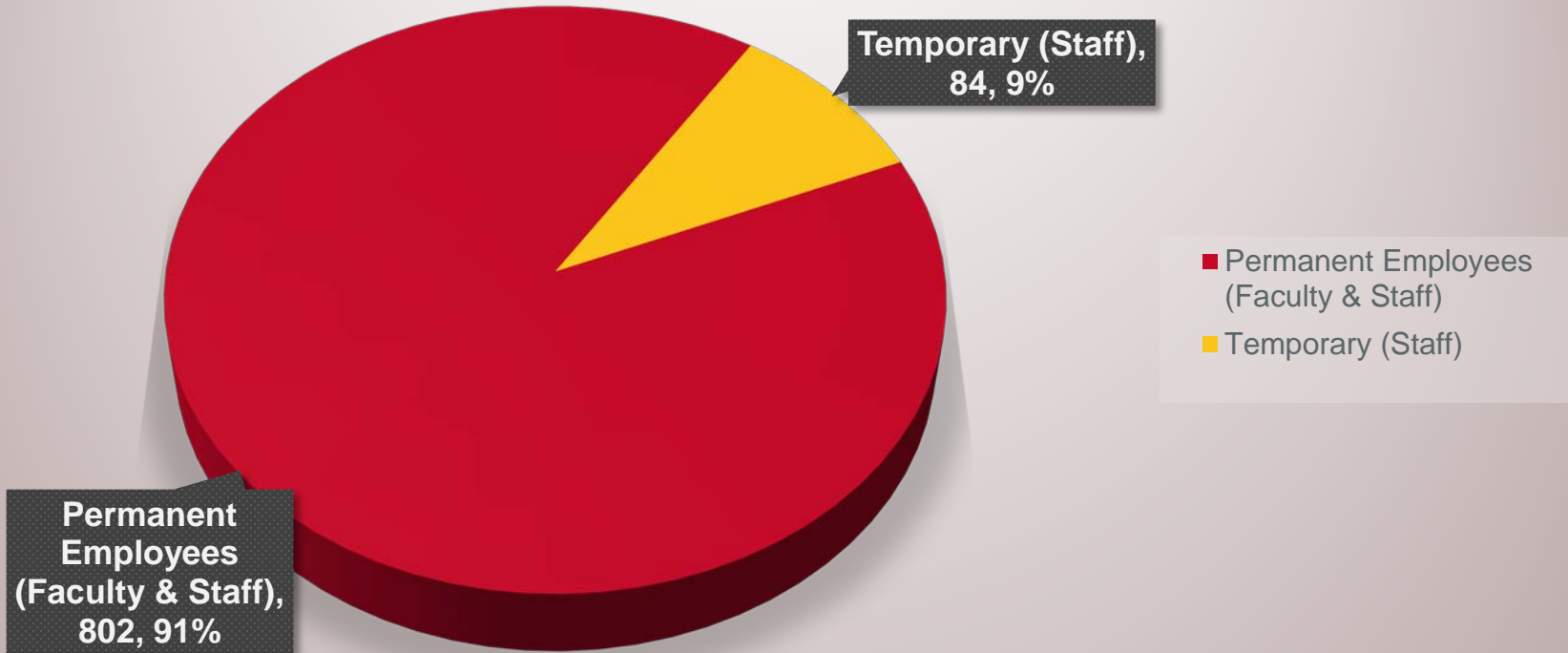


*HR Management,  
future resources,  
and liabilities*

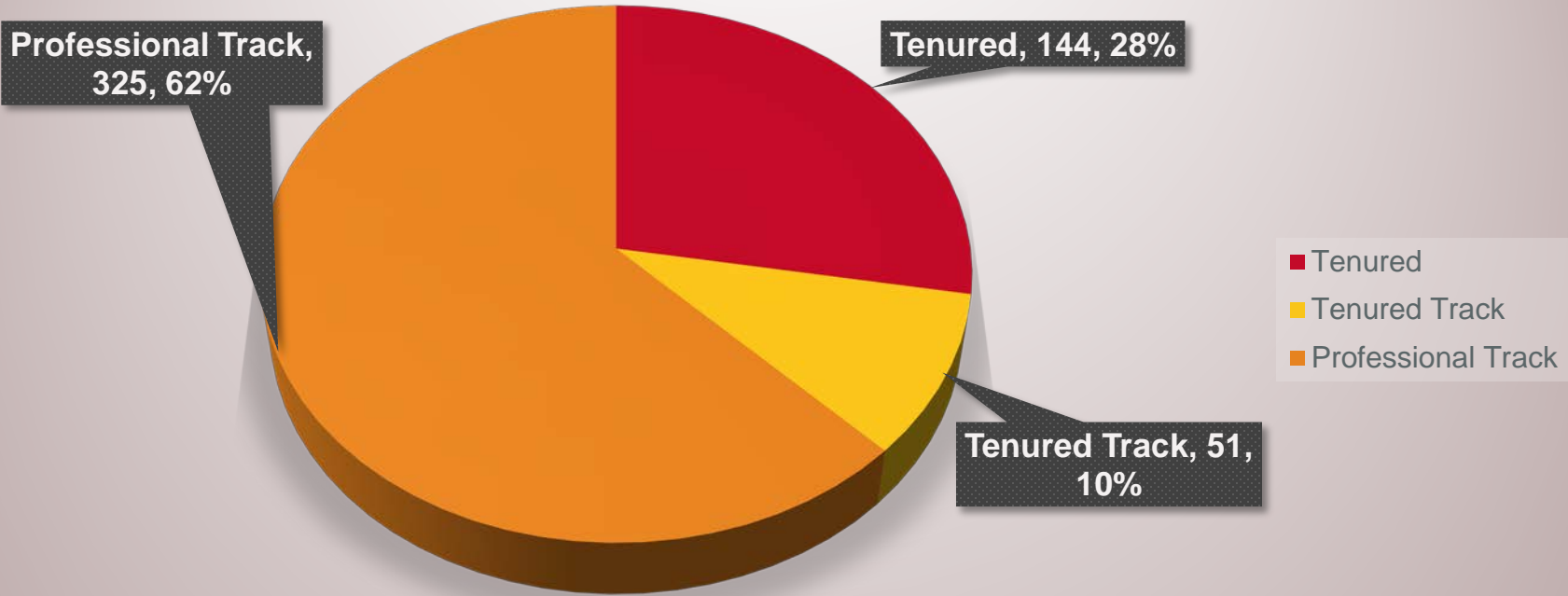
/a Included Native Americans/Indians as part of Black/Negro population (1610-1780); /b Native Americans were only counted as part of the total U.S. population since 1890; /c Data on race from 2000 and 2010 censuses are not directly comparable from the 1990 census previous censuses due to respondents having the option to report more than one race; and /d White and Black were the only racial and ethnic categories with data from 1610 to 1840 from this source.



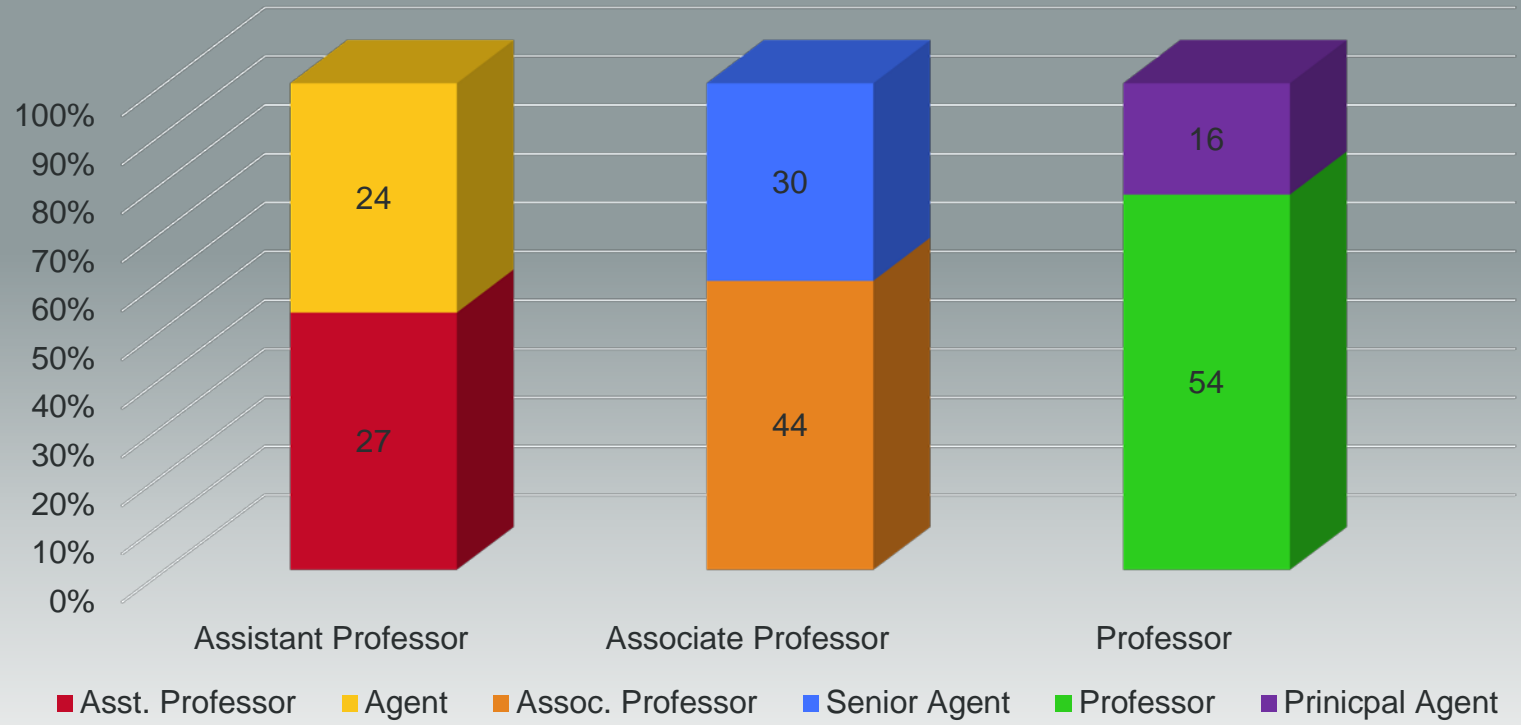
# AGNR Permanent and Temporary Employees



# All AGNR Faculty



## AGNR Tenure/Tenure Track Faculty



AGNR Job Postings and Searches

Job Postings and Searches

Department **AGNR-Agricultural & Resource** Sub Department **AGNR-AES-Agricultur** Create Date From: 2014-10-10 Create Date To: 2018-10-20 Current Postings Only? **Open Positions, Fill** **Update**

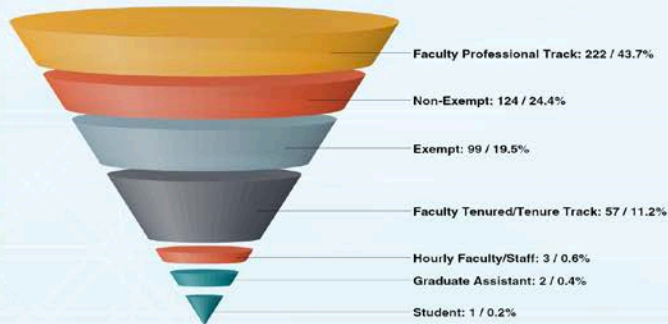
# of Open Positions  
**58**

# of Filled Positions  
**456**

Count of Job Postings by Workflow State



Count & Percent of Job Postings by Position Type



Job Posting Details

Position Number	Department	Job Title	Position Type	Created At	Posted At	Filled At	Close Date	Current Workflow State	Job Category
122709	AGNR-College of Agriculture & Natural Resources	Professor & Director	Faculty Tenured/Tenure Track	2/14/17	4/13/17		4/20/17	Equity Finalists Reviewed Send to Hiring Official	01-Faculty Tenured
103032	AGNR-AES-Agriculture Experiment Station-Associate Dir.	Research Coordinator	Exempt	10/30/15	11/30/15	5/18/16	1/8/16	Filled	33-Exempt Regular
103180	AGNR-Animal & Avian Sciences	Coordinator	Exempt	6/14/16	6/15/16	10/17/16		Filled	33-Exempt Regular
120693	AGNR-UME-Family and Consumer Sciences	Associate Agent (FSNE Nutrition Educator and Project Leader - Dorchester and Talbot)	Faculty Professional Track	12/16/14	1/5/15	4/22/15	2/5/15	Filled	15-Fac Non-Tenured, Continuing Con
122873	AGNR-UME-4-H Youth Development	Coordinator - (Animal Sciences/Envir)	Exempt	3/23/17	3/31/17	10/10/17	4/26/17	Filled	35-Exempt Contingent Category 2
103231	AGNR-UME-4-H Youth Development	Director of Development	Exempt	10/9/18			12/2/18	Equity Admin	33-Exempt Regular
103235	AGNR-UME-4-H Youth Development	State Faculty - 4 - H Youth Development	Faculty Tenured/Tenure Track	12/9/15	12/22/15	7/15/16		Filled	02-Faculty Non-Tenured, On Track
121884	AGNR-Environmental Science & Technology	Hourly/GA/Pool	Faculty Professional Track	3/17/16	3/17/16	3/21/16		Filled	15-Fac Non-Tenured, Continuing Con
	AGNR-Environmental Science & Technology	Lecturer and Academic Advisor	Faculty Professional Track	8/31/15	9/18/15	11/2/15	9/21/15	Filled	03-Faculty Non-Tenured, Term Contr
122987	AGNR-Environmental Science & Technology	Nutrient Management Advisor (UME St. Mary's County)	Exempt	5/3/17	6/6/17	10/17/17	7/17/17	Filled	35-Exempt Contingent Category 2
Summary									



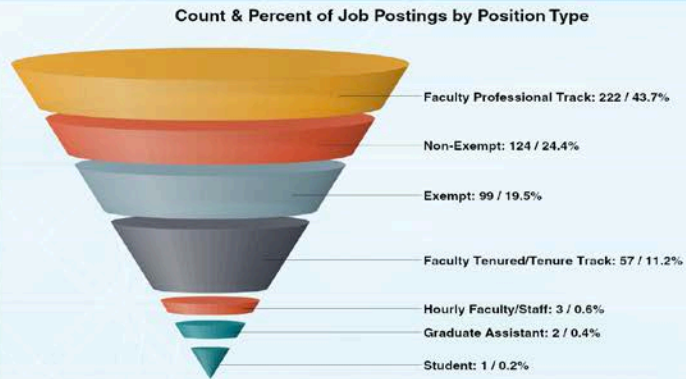
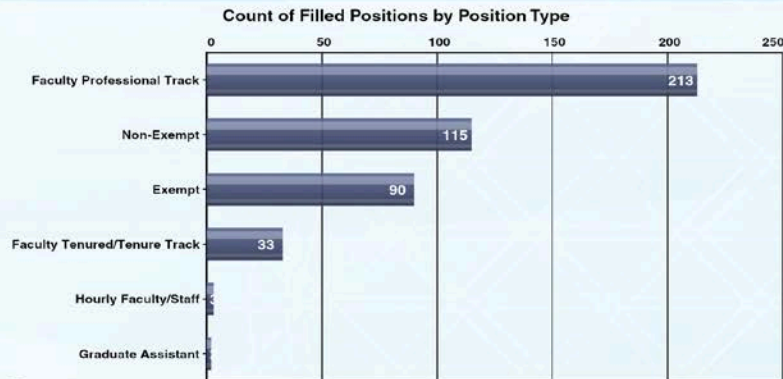


### Job Postings and Searches

Department **AGNR-Agricultural & Resource** Sub Department **AGNR-AES-Agricultur** Create Date From: 2014-10-10 Create Date To: 2018-10-20 Current Postings Only **Open Positions, Fill** **Update**

# of Open Positions  
**58**

# of Filled Positions  
**456**



#### Job Posting Details

Position Number	Department	Job Title	Position Type	Created At	Posted At	Filled At	Close Date	Current Workflow State	Job Category
122789	AGNR-College of Agriculture & Natural Resources	Professor & Director	Faculty Tenured/Tenure Track	2/14/17	4/13/17		4/20/17	Equity Finalists Reviewed Send to Hiring Official	01-Faculty Tenured
103032	AGNR-AES-Agriculture Experiment Station-Associate Dir.	Research Coordinator	Exempt	10/30/15	11/30/15	5/18/16	1/8/16	Filed	33-Exempt Regular
103180	AGNR-Animal & Avian Sciences	Coordinator	Exempt	6/14/16	6/15/16	10/17/16		Filed	33-Exempt Regular
120693	AGNR-UME-Family and Consumer Sciences	Associate Agent (FSNE Nutrition Educator and Project Leader - Dorchester and Talbot)	Faculty Professional Track	12/16/14	1/5/15	4/22/15	2/5/15	Filed	15-Fac-Non-Tenured,Continuing Con
122873	AGNR-UME-4-H Youth Development	Coordinator - (Animal Sciences/Envir)	Exempt	3/23/17	3/31/17	10/10/17	4/26/17	Filed	35-Exempt Contingent Category 2
103231	AGNR-UME-4-H Youth Development	Director of Development	Exempt	10/9/18			12/2/18	Equity Admin	33-Exempt Regular
103235	AGNR-UME-4-H Youth Development	State Faculty - 4 - H Youth Development	Faculty Tenured/Tenure Track	12/9/15	12/22/15	7/15/16		Filed	02-Faculty Non-Tenured, On Track
121884	AGNR-Environmental Science & Technology	Hourly/GA/Pool	Faculty Professional Track	3/17/16	3/17/16	3/21/16		Filed	15-Fac-Non-Tenured,Continuing Con
	AGNR-Environmental Science & Technology	Lecturer and Academic Advisor	Faculty Professional Track	8/31/15	9/18/15	11/20/15	9/21/15	Filed	03-Faculty-Non-Tenured,Term Contr
122987	AGNR-Environmental Science & Technology	Nutrient Management Advisor (UME St. Mary's County)	Exempt	5/3/17	6/6/17	10/17/17	7/17/17	Filed	35-Exempt Contingent Category 2
<b>Summary</b>									



AGNR Job Postings and Searches

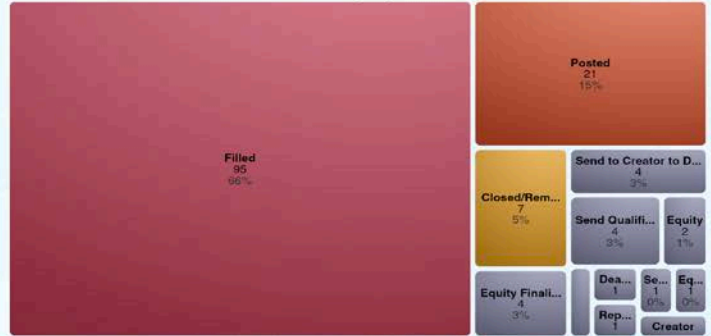
Job Postings and Searches

Department: **AGNR-Agricultural & Resource** | Sub Department: **AGNR-AES-Agricultur** | Create Date From: 2017-10-20 | Create Date To: 2018-10-20 | Current Postings Only? | Open Positions, Fill | Update

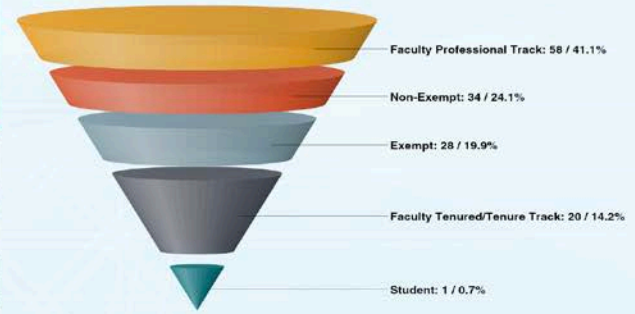
# of Open Positions  
**48**

# of Filled Positions  
**95**

Count of Job Postings by Workflow State



Count & Percent of Job Postings by Position Type



Job Posting Details

Position Number	Department	Job Title	Position Type	Created At	Posted At	Filled At	Close Date	Current Workflow State	Job Category
103231	AGNR-UME-4-H Youth Development	Director of Development	Exempt	10/9/18				Equity Admin	33-Exempt Regular
123747	AGNR-Environmental Science & Technology	Nutrient Management Specialist	Faculty Professional Track	2/28/18	3/16/18	6/20/18		Filled	15-Fac Non-Tenured, Continuing Con
103445	AGNR-UME-Prince George's	Admin Asst I	Non-Exempt	4/11/18	4/13/18	8/7/18	4/27/18	Filled	20-Nonexempt Regular
103623	AGNR-UME-Harford	Agent Associate (4-H Youth Development)	Faculty Professional Track	9/25/18				Dean/VP Approver	15-Fac Non-Tenured, Continuing Con
123461	AGNR-UME-Family and Consumer Sciences	Senior Graphic Designer	Exempt	10/31/17	11/11/17	7/25/18	11/15/17		35-Exempt Contingent Category 2
123553	AGNR-UME-Family and Consumer Sciences	Business Manager FSNE	Exempt	11/17/17	11/20/17	2/28/18		Filled	35-Exempt Contingent Category 2
123812	AGNR-UME-Family and Consumer Sciences	Business Services Specialist	Non-Exempt	4/5/18	6/19/18	8/28/18	7/8/18	Filled	22-Nonexempt, Contingent 2
121198	AGNR-UME-Family and Consumer Sciences	Faculty Specialist (Healthy Food Systems Evaluation Associate)	Faculty Professional Track	6/19/18	6/28/18			Equity Finalists Reviewed Send to Hiring Official	15-Fac Non-Tenured, Continuing Con
109260	AGNR-UME-Sea Grant Extension	Administrative Assistant II	Non-Exempt	2/12/18	2/13/18	5/2/18	2/27/18	Filled	20-Nonexempt Regular
113399	AGNR-UME-Sea Grant Extension	Agent Associate(Maryland Sea Grant Coastal Climate Specialist)	Faculty Professional Track	1/12/18	1/31/18	6/12/18		Filled	15-Fac Non-Tenured, Continuing Con
103244	AGNR-UME-Sea Grant Extension	Business Manager (Sea Grant Extension)	Exempt	1/30/18	2/1/18	3/27/18		Filled	33-Exempt Regular
Summary									

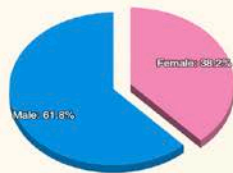
Rank **Assist Prof/Asst**

College, unit, or department level

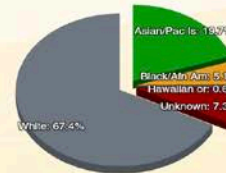
Years Since PhD Group **0 - 5, 6 - 10, 1**

**Update**

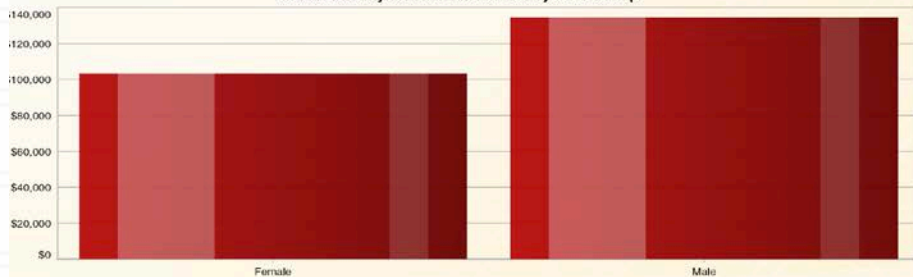
**AGNR Faculty Gender Distribution**



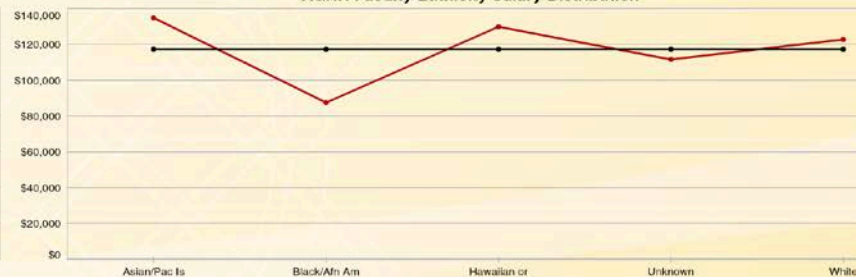
**AGNR Faculty Ethnicity Distribution**



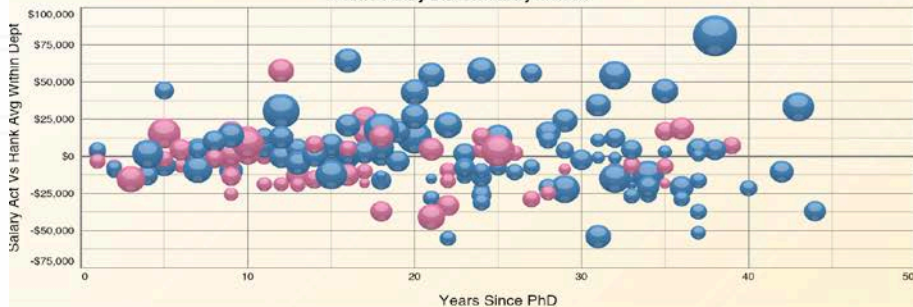
**AGNR Faculty Gender Differential by Peer Group**



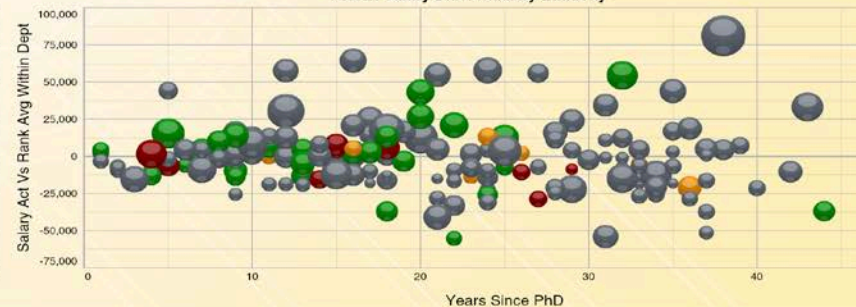
**AGNR Faculty Ethnicity Salary Distribution**



**AGNR Salary Differential by Gender**



**AGNR Salary Differential by Ethnicity**



<b>Report Generated:</b>	Saturday October 20, 2018 11:16:46 AM
<b>Job Title</b>	Assistant/Associate Professor
<b>Working Title</b>	
<b>Posting Number</b>	F0004876
<b>Open Date</b>	02/05/2018
<b>Close Date</b>	
<b>Internal Review Start Date</b>	03/31/2018

# Applicant flow: Steps 1-11

### Under Review By Search Committee Applicants

Gender	Hispanic / Latino	Am In/Ak Ntv	Asian	Black/Afn Am	Hawaiian Or Pacific Islan	Hispanic	Two Or More	White	Unknown	Two Or More Races	Not Disclosed	Total
Not Disclosed	0	0	0	0	0	0	0	1	0	0	1	2
Male	8	0	33	4	0	0	1	17	1	2	4	70
Female	2	0	4	1	0	0	0	10	0	0	1	18
No Answer	0	0	1	0	0	0	0	1	1	0	0	3
<b>Total</b>	<b>10</b>	<b>0</b>	<b>38</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>29</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>93</b>

### Meets Min Quals Not Advanced Further Applicants

Gender	Hispanic / Latino	Am In/Ak Ntv	Asian	Black/Afn Am	Hawaiian Or Pacific Islan	Hispanic	Two Or More	White	Unknown	Two Or More Races	Not Disclosed	Total
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0
Male	3	0	13	1	0	0	1	3	1	1	0	23
Female	1	0	0	1	0	0	0	4	0	0	0	6
No Answer	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>0</b>	<b>13</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>29</b>

### Selected for Screening Interview (Phone, Airport, etc.) - Not Advanced Further Applicants

Gender	Hispanic / Latino	Am In/Ak Ntv	Asian	Black/Afn Am	Hawaiian Or Pacific Islan	Hispanic	Two Or More	White	Unknown	Two Or More Races	Not Disclosed	Total
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0	0
No Answer	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Selected for Formal Interview - Not Advanced Further Applicants

Gender	Hispanic / Latino	Am In/Ak Ntv	Asian	Black/Afn Am	Hawaiian Or Pacific Islan	Hispanic	Two Or More	White	Unknown	Two Or More Races	Not Disclosed	Total
Not Disclosed	0	0	0	0	0	0	0	0	0	0	0	0
Male	0	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0	0
No Answer	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Recommended as Finalist for Equity Review Applicants



## **Unlimited Resources**

- ✓ *Diversity –Inclusion symposiums*
- ✓ *Dedicated individual reporting to the Dean/Director*  
*CR/Compliance/Diversity/ Inclusion*
- ✓ *Support to leverage funding for minorities, underserved, underrepresented and socially disadvantaged groups*
- ✓ *Institutional and Dean/Director commitment*
- ✓ *Accountability*
- ✓ *Competitive packages*
- ✓ *Support at the institutional level*
- ✓ *NSF Advance grant*
- ✓ *Data!!!, Data!!!,Data!!!*

## **Barriers/Unconscious Bias**

- ✓ *Targeted hiring of less qualified minority faculty*
- ✓ *Students from rural and urban areas regardless of race and color are not prepared*
- ✓ *“I” do not need any of that diversity training.*
- ✓ *I can speak for minorities*
- ✓ *1890 Land-Grants students are not of the same quality as 1862*
- ✓ *Diversity means one of each group*
- ✓ *Lack of data*
- ✓ *No accountability*





COLLEGE OF  
AGRICULTURE &  
NATURAL RESOURCES



Thank you!!!

Norman Pruitt and Latoya Hicks  
College Of Agriculture and Natural Resources