

Annual Affirmative Employment Program Plan Accomplishment Report

Fiscal Year 2002

**Office of Equal Opportunity Programs
Langley Research Center**



**National Aeronautics and Space Administration
Langley Research Center
Hampton, VA 23681-2199**

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
LANGLEY RESEARCH CENTER
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT
REPORT FOR MINORITIES AND WOMEN
FY 2002

- =====
- * SUMMARY ANALYSIS OF WORKFORCE
 - * PLAN FOR THE PREVENTION OF SEXUAL HARASSMENT
 - * REPORT OF OBJECTIVES AND ACTION ITEMS
 - * NOTEWORTHY ACTIVITIES/INITIATIVES
- =====

National Aeronautics and Space Administration
Langley Research Center
Hampton, VA 23681-2199
NAME AND ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL: Center

NUMBER OF EMPLOYEES COVERED BY PLAN (Full-Time Permanent Employees as of 9-30-02):

PROFESSIONAL -----	1241
ADMINISTRATIVE-----	381
TECHNICAL SUPPORT -----	527
CLERICAL - NON-PROFESSIONAL ADMINISTRATIVE -----	150
TRADES AND LABOR (WAGE GRADE) -----	0
TOTAL (All occupations)-----	2299

Venita O. Robinson

Acting Manager, Affirmative Employment Program **757-864-2560**
NAME AND TITLE OF PERSON WHO PREPARED REPORT **TELEPHONE NUMBER**

Vivian B Merritt

2-12-03

Vivian B. Merritt

(DATE)

Head, Office of Equal Opportunity Programs

NAME AND TITLE OF PRINCIPAL EO OFFICIAL WHO CERTIFIES BY SIGNATURE THAT
THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714

Delma C Freeman

2-25-03

Delma C. Freeman, Acting Director

(DATE)

NAME AND TITLE OF HEAD OF AGENCY WHO CERTIFIES THAT
THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714

**NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
LANGLEY RESEARCH CENTER
FY 2002 ACCOMPLISHMENT REPORT FOR MINORITIES AND WOMEN**

SUMMARY ANALYSIS OF WORKFORCE

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Total Workforce: The Langley Research Center (LaRC) increased its total numbers of White females (WF), Black females (BF), Hispanic males (HM), and Asian Pacific Islander males (APIM). In the Professional category, the number of HM and APIM increased. In the Administrative category, the number of WF, BF, APIM and APIF increased. Although the number of women in the total workforce increased, both the Professional and Technical categories experienced losses in the numbers of WF, BM, and BF. There remains a conspicuous absence of Native American females in the Professional and Administrative categories. Hispanics females are also conspicuously absent from the Technical and Clerical categories.

LaRC also had 10 permanent part-time employees in FY 2002 (70 percent WF, 10 percent BF, 10 percent HF). Of the 10, 60 percent were in the Clerical category, 30 percent Professional and 10 percent Administrative.

Supervisory Workforce: LaRC's supervisory workforce comprised 9.1 percent of the total workforce. The non-minority female and minority representation among the supervisory workforce remained unchanged with a few exceptions (17.5 percent WF, 5.3 percent BM, 1.9 percent BF, 1.4 percent HM, .48 percent HF, 3.9 percent APIM, .96 percent APIF, and .48 percent NAM). In the Professional category, the number of APIM supervisors decreased. In the Technical category, there was a loss of 1 WF supervisor. There were considerable changes in the Administrative category with the addition of 1 HM, and 1 APIM, and the loss of 3 WF and 1 APIF.

Pay Level: There were no increases of minorities or females in GS 1-6 or GS 7-10. GS 11-13 increased in numbers of BM, BF, HM, APIM and NAM. GS 14-15 increased in numbers of WF, BF, and APIF. There were no gains of minorities or non-minority females in the SES category (11 percent WF, 5.6 percent BM, 2.7 percent BF, 11 percent APIM).

Comparison to CLF/RCLF: The areas where LaRC is under the CLF or RCLF are:

Professional: WF, BF, HF, APIF, and NAF

Administrative: BM, HM, HF, APIM, and NAF

Technical: WF, BF, HF, and APIF

Clerical: BM, HM, HF, APIM, and APIF

SUMMARY ANALYSIS OF WORKFORCE (continued)

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In applying the Standard Deviation Analysis (Adarand v. Pena Supreme Court case), there remains substantial underrepresentation of the following groups in the following occupational series:

- General Engineer, GS 801: APIM
- General Physical Science, GS 1301: WF
- General Facilities and Equipment, GS 1601: WF
- Accountant, GS 510: WF
- Support Services Specialist, GS 342: WF
- Quality Assurance, GS 1910: WF
- Engineering Technician, GS 802: WF and BF, HF
- Electronics Technician, GS 856: WF and BF
- Production Controller, GS 1152: WF
- Secretary, GS 318: BM

SUMMARY ANALYSIS OF WORKFORCE (continued)

HIRES

During FY 2002, LaRC continued normal employment activity by hiring 124 new employees of which 70 percent were full-time permanent (FTP) hires, .81 percent part-time permanents (PTP), 6.6 percent other than FTP (OTFTP), 4.8 percent term, and 17.7 percent Co-op hires. The hiring of FTPs was almost equally distributed between the professional positions (47 percent) and the administrative positions (41.4 percent) with clerical positions comprising 11.5 percent of the total hires.

Of the 87 FTP employees hired, 33 percent were WF, 1.5 percent BM, 10 percent BF, 1.2 percent HM, 8.1 percent APIM, 8.1 percent APIF. This does not compare favorably with the current representation of Black males (5 percent) at LaRC.

Professional:

Hired 41 professional employees (17 percent WF, 2.4 percent BM, 2.4 percent HM, and 12 percent APIM). No minority females were hired in the professional category.

Administrative:

Hired 36 administrative employees (36 percent WF, 22 percent BF, and 5.6 percent APIM). This percentage does not compare favorably to the non-minority female representation in the administrative workforce at Langley.

Technical:

No hires

Clerical:

Hired 10 clerical employees. Black females comprised 10 percent of these hires. There were no other minority hires in the clerical category. This does not compare favorably to the minority representation in the clerical workforce.

Co-ops:

The other significant category of hires was the Co-operative Education Program (Co-op) participants. There were 22 new co-op hires (27 percent WF, 13.6 percent BF, 4.5 percent HM, and 4.5 percent APIM). Of these hires 15 were professional (13 percent WF, 6.6 percent HM, and 6.6 percent APIM), and 7 were clerical (43 percent BF). In comparison with the current workforce, Black males were significantly underrepresented in the overall co-op hiring. The Co-operative Education Program is used as a feeder program for our entry-level positions. In FY 2002, there were 10 co-op conversions to permanent (30 percent WF, 30 percent BF). There were no non-minority females or minority females converted to the professional category (67 percent Clerical and 33 percent Administrative Professional).

SUMMARY ANALYSIS OF WORKFORCE (continued)

PROMOTIONS

LARC promoted 392 employees during FY 2002. Of those promotions 21 percent were WF, 4.6 percent BM, 6.9 percent BF, 2.3 percent HM, .26 percent HF, .76 percent NAM, 4.3 percent APIM, and .25 percent APIF.

Professional: 260 employees were promoted within the Professional category (12.6 percent WF, 4.2 percent BM, 1.1 percent BF, 2.3 percent HM, .39 percent HF, .77 percent NAM, 6.2 percent APIM, and .39 percent APIF). This compares favorably with the representation of the targeted groups in LaRC's professional workforce.

Administrative: 66 employees in the Administrative category were promoted (52 percent WF, 3 percent BM, 21 percent BF, 1.5 percent NAM, 1.5 percent APIM, and 1.5 percent APIF). This favorably exceeds the WF and APIM representation in the administrative workforce but does not compare favorably with the representation of HM or HF.

Technical: 52 employees in the Technical category were promoted (17 percent WF, 9.6 percent BM, 1.9 percent BF, and 5.7 percent HM). This exceeds the representation of WF and HM in the technician workforce but does not compare favorably with the representation of BM and BF.

Clerical: 14 employees were promoted in the Clerical category (64 percent BF). This compares favorably to the minority representation in the clerical workforce.

Key Management Positions: There were 74 promotions to the GS-15 level in FY 2002 (93 percent Professional, 5.4 percent Administrative, and 1.4 percent Technical). Of these, 19 percent were WF, 8 percent BM, 1.4 percent BF, 1.4 percent HM, 1.4 percent APIM, 1.4 percent NAM. This compares favorably with targeted group representation in the workforce with the exception of BF and APIM. There were no promotions of minorities or non-minority females to the SES category.

SUMMARY ANALYSIS OF WORKFORCE (continued)

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SEPARATIONS

LaRC had 72 full-time permanent losses (21 percent WF, 12.5 percent BM, 5.6 percent BF, 1.4 percent HF, and 2.8 percent APIM and 1.4 percent APIF) in FY 2002. The majority of separations (64 percent) were retirements, followed by resignations (19 percent), termination-appointments in other agencies (11 percent), removals (4.2 percent) and death (1.4 percent). Representation was consistent with current workforce percentages in all categories except removals (100 percent BM).

Professional: Out of 42 FTP professional employees separating: 7.1 percent WF, 17 percent BM, and 5 percent APIF. This exceeds the representation of BM (5 percent) in the workforce.

Administrative: Out of 17 employees separating, 53 percent were WF, 12 percent BF, 6 percent APIF. This does not compare favorably with the representation of WF (48 percent) and APIF (1.6 percent) in the Administrative workforce.

Technical: Of 7 employees separating, 29 percent were BM. This exceeded their representation (11.5 percent) in the Technical workforce.

Clerical: Of the 6 employees separating from the Clerical workforce, 33 percent were BF and 17 percent were HF. This exceeded the representation of Hispanic females in the Clerical workforce.

TRAINING

Out of 131 employees attending executive/management training, 35 percent were WF, 6 percent BM, 4 percent BF, 3 percent APIM, 2 percent APIF and .8 percent HF. Out of 22 employees attending supervisory training, 13.6 percent were WF, 4.5 percent BM, 4.5 percent BF, and 4.5 percent APIM.

SUMMARY ANALYSIS OF WORKFORCE (continued)

AWARDS

Data for this analysis was not available by PATCO category, only by NASA Skill Code (Scientist and Engineer, Professional Administrative, Technician and Clerical).

The S&E category received 58 percent of the cash awards budget. This exceeded its representation in the workforce (54 percent).

The Professional Administrative category received 18 percent of the cash awards, which compares favorably to its representation in the workforce (17 percent).

The Technician category received 19 percent of all cash awards, which does not compare favorably to its representation in the workforce (23 percent).

The Clerical category received 4.6 percent of all cash awards, which does not compare favorably to its representation in the workforce (7 percent).

Of the total cash awards budget 20 percent was awarded to WF, 4.2 percent BM, 4.1 percent BF, 1.4 percent HM, .83 percent HF, 3.8 percent APIM, .9 percent APIF, .54 percent NAM, and .16 percent NAF. This compares with targeted group representation in the workforce with the exceptions of Black males (5 percent) and Black females (6.1 percent).

**PROGRAM ANALYSIS
REPORT OF OBJECTIVES AND ACTION ITEMS**

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PROGRAM ELEMENT I: ORGANIZATION AND RESOURCES

OBJECTIVE: Provide sufficient time to cover all the necessary information for supervisory EEO training.

AFFIRMATIVE ACTION:

OEOP will design a 2-hour block of EEO training for all supervisors and managers in FY 2002 and offer a similar training program for employees, with annual updates.

TARGET DATE: June 30, 2002

RESPONSIBLE OFFICIALS: OEOP-EEO Specialists and OHR Human Resources Specialists

MET (X)

PARTIALLY MET ()

NOT MET ()

FY 2002 ACCOMPLISHMENTS:

OEOP has a block of training in the Human Resource Management Overview provided to new supervisors. OEOP conducted inforatory visits to organizations throughout the year. Personal visits to organizations to conduct briefings have proven to be very effective. Information about EEO processes is also provided in the Langley Management System and on the OEOP website.

**PROGRAM ANALYSIS
REPORT OF OBJECTIVES AND ACTION ITEMS**

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**PROGRAM ELEMENT II: WORKFORCE
(Continued)**

Twenty-two newly selected supervisors, managers, team leaders and advisory personnel attended Management and Supervisory Training: 13.6 percent WF, 4.5 percent BM, 4.5 percent BF, and 4.5 percent APIM. Twelve employees attended the Brookings Institute: 16.6 percent WF, 8.3 percent BM, 8.3 percent BF, and 8.3 percent APIF. Sixty-four attended the Leadership and Management Development Program: 31 percent WF, 6.3 percent BM, 5 percent BF, 5 percent APIM and 1.6 percent APIF. In summary, of the 153 employees participating in developmental programs: 32 percent WF, 6.1 percent BM, 3.8 percent BF, 3.3 percent APIM, 2 percent APIF, .7 percent HF.

AFFIRMATIVE ACTION:

- d. Inform managers and supervisors about the affirmative action posture of their organizations and enlist their support in correcting underrepresentation.

TARGET DATE: MAY 15, 2002

RESPONSIBLE OFFICIAL: OEOP-Affirmative Employment Program (AEP) Manager

MET (X)

PARTIALLY MET ()

NOT MET ()

FY 2002 ACCOMPLISHMENTS:

The AEP Manager provided yearly EEO report cards to individual organizations highlighting hires, promotions and awards, and illustrating the impact of underrepresentation.

**PROGRAM ANALYSIS
REPORT OF OBJECTIVES AND ACTION ITEMS**

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PROGRAM ELEMENT IV: RECRUITMENT AND HIRING

OBJECTIVE:

1. Recruit and hire individuals representative of America's diversity, consistent with opportunities available in the Agency.

AFFIRMATIVE ACTION:

- a. Include Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSI), and Other Minority Universities (OMUs), in all recruitment and co-op activities.

TARGET DATE: September 30, 2002

RESPONSIBLE OFFICIALS: OHR-Cooperative Education Coordinator and Office of Education-Education and Outreach Specialists

MET (X)

PARTIALLY MET (

NOT MET ()

FY 2002 ACCOMPLISHMENTS:

Recruitment activities were conducted at Blackfeet Community College, Crownpoint Institute of Technology, Embry-Riddle Aeronautical University, Florida State University, Georgia Institute of Technology, Hampton University, Massachusetts Institute of Technology, Michigan State University, Morehouse College, New Mexico State University, Norfolk State University, North Carolina A&T University, North Carolina State University, Northwestern University, Old Dominion University, Pennsylvania State University, Prairie View A&M University, Rochester Institute for Technology, Salish Kootenai College, Southwestern Indian Polytechnic Institute, Spelman College, University of Arizona, University of Illinois, University of Michigan, University of Puerto Rico-Mayaguez, University of Tennessee, and University of Texas at El Paso.

The 2002 Langley Aerospace Research Summer Scholars (LARSS) program was highly diversified with participants representing 56 universities, including 5 HBCUs and 6 HSIs. During FY 2002, LaRC hosted students from Morehouse College, Spelman College, and Florida A&M University under the NASA Summer Scholars program. LaRC also participates in the Summer High School Apprenticeship Research Program (SHARP), providing summer employment and experience to many students from various high schools in our community. Of the 27-member FY 2002 class, 11 percent WF, 37 percent BM, 15 percent BF, and 4 percent HM.

**PROGRAM ANALYSIS
REPORT OF OBJECTIVES AND ACTION ITEMS**

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PROGRAM ELEMENT IV: RECRUITMENT AND HIRING (continued)

OBJECTIVE:

4. Increase the representation of minority applicants available for selection consideration for positions filled from within the Federal service.

AFFIRMATIVE ACTION:

- a. Locate agencies and suborganizations with large populations of minority employees in desired occupations and ensure there is adequate publicity of LaRC vacancies in these areas.

TARGET DATE: September 30, 2002

RESPONSIBLE OFFICIALS: OHR and OEOP

MET (X)

PARTIALLY MET ()

NOT MET)

FY 2002 ACCOMPLISHMENTS:

LaRC broadly advertised its positions using the Competitive Placement, DEA processes and the OPM job vacancy website. Colleges, universities, and local K-12 schools participate in various programs offered by the OEd and OEOP during the year, which provide them exposure to employment opportunities at LaRC. A few of these are: Cooperating Hampton Roads Organizations for Minorities in Engineering (CHROME); Florida International University Aeronautics Learning Laboratory for Science, Technology, and Research Network (ALLSTAR); Summer High School Apprenticeship Research Program (SHARP); Langley Aerospace Research Summer Scholars (LARSS); Graduate Student Researchers Program (GSRP). OEd distributed copies of Langley's 2002 Information Guide to Research and Education Programs to HBCUs and HSIs.

**PROGRAM ANALYSIS
REPORT OF OBJECTIVES AND ACTION ITEMS**

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PROGRAM ELEMENT VI: PROMOTIONS

OBJECTIVE:

1. Increase hires and promotions for women and minorities at GS-15 and SES-level positions in Science and Engineering and Administrative fields.

AFFIRMATIVE ACTIONS:

- a. Select women and minorities to participate in developmental assignments which prepare them for GS-15 positions.
- b. Select minorities and females for fellowships and details to ensure availability at the 15 level and laying the foundation for progress into SES.
- c. Encourage women and minorities to apply for and select them for the SES Career Development Program.

TARGET DATE: June 30, 2002

RESPONSIBLE OFFICIALS: Supervisors and LaRC Director

MET (X)

PARTIALLY MET ()

NOT MET ()

FY 2002 ACCOMPLISHMENTS:

Two WF and one HF were selected to participate in the fellowship programs. One BF was selected for Professional Development Program (PDP) assignments. Twenty WF, three BM, three BF, three APIM, and one APIF were selected for the Leadership and Management Development Program (LMDP). Two WF were selected for the SES Career Development Program.

**PROGRAM ANALYSIS
REPORT OF OBJECTIVES AND ACTION ITEMS**

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PROGRAM ELEMENT VII: SEPARATIONS

The review of separation actions conducted over the past year finds that 64 percent of the actions were the result of voluntary and disability retirements, 19 percent resignations, 11 percent appointments in other agencies, 4.2 percent removals (100 percent BM) and 1.4 percent deaths. Of the 72 full-time permanent employees that separated from the Center in FY 2002, 21 percent were WF, 12.5 percent BM, 5.6 percent BF, 1.4 percent HF, 2.8 percent APIM and 1.4 percent APIF. Of the 14 resignations, 28.6 percent were BM, and 21 percent WF, 7.1 percent APIM. The 8 appointments in other agencies included 25 percent BF, 25 percent WF, 12.5 percent HF and 12.5 percent APIM. This separation rate of BM does not compare favorably with the representation at LaRC.

There have been no reductions-in-force during this period of time.

**PROGRAM ANALYSIS
REPORT OF OBJECTIVES AND ACTION ITEMS**

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PROGRAM ELEMENT VIII: PROGRAM EVALUATION

The LaRC Equal Opportunity Programs Officer has the responsibility to provide leadership, guidance and direction in the development and implementation of the Center's Affirmative Employment Program (AEP) and the Manager, Affirmative Employment Program, has the responsibility for the development of the AEP Plan. Adequate funds are provided for EEO staff training and program development. This office employs an experienced full-time EEO Counselor/ADR Intake Manager and no longer uses collateral duty EEO counselors.

The Federal Women's Program Committee (FWPC) identifies and assists in resolving problems to meet program objectives and improve the status of women employed at the Center.

Copies of the AEP Plan are provided to management, the unions, and constituency groups. Posters picturing the EEO Discrimination Complaints Program staff and FWPC are placed on all official bulletin boards. The Office of Equal Opportunity Programs (OEOP) has a website and its constituency groups have links to that site.

Managers and supervisors are aware of their responsibilities in the Affirmative Employment Program. EEO is a critical element in the performance standards of key managers and supervisors. Managers and supervisors are evaluated annually on the EEO accomplishments of their particular organization.

LaRC's internal reporting system has been established to continually audit, monitor, and evaluate progress in the eight program elements of the AEP Plan. These reports are accessed through LaRC's personnel database and are computerized and maintained on a real-time basis within the OEOP (with the exception of training and employee development data, which is maintained in OHR).

There were no barriers identified.

NOTEWORTHY ACTIVITIES/INITIATIVES

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Discrimination Complaints & EO Counseling Program:

We began FY 2002 with 12 formal discrimination complaints in the system. Thirty-one employees were informally counseled (including contractors) during FY 2002. Four informal issues resolved via mediation and/or informal settlements. Twenty-three informal issues resolved through counseling. Four formal complaints filed (includes one contractor). Ten formal complaints closed by one of the following means: complainant withdrew, Agency and/or EEOC dismissed, or settled via written agreement). Predominant issues were termination, non-promotion, and non-selection. Predominant bases were age and race. Notable: 10 contractors sought counseling regarding termination as the issue and varying bases with one filing formally. Six individuals sought counseling where age was the basis, three white males and three white females.

Also provided overview of the EEO discrimination complaint and Alternative Dispute Resolution processes to staff assistants and administrative officers, co-op students, Federal Women's Program Committee (FWPC) and "Women in Fab".

Special Emphasis Programs:

Presented Diversity Awareness training to Senior Staff and Multicultural Leadership Team conducted by Byron Kunisawa. Provided overview of EEO discrimination complaint and Alternative Dispute Resolution processes to staff assistants and administrative officers. Also presented "Diversity for the 21st Century: People-Our Most Valuable Resource," to all employees.

FWPC sponsored several programs to promote advancement of women: Take Our Daughters and Sons to Work Day was a structured program of workshops and tours attended by over 250 children; and the FWPC Annual Training Retreat held in October 2001 featured the USDA course "Managing a Special Emphasis Program". Sponsored booth at Office of Education's Annual Career Day sharing information about careers at LaRC to local middle and high school students.

Martin Luther King, Jr's birthday, Black History Month, Women's History Month and Asian/Pacific Islander Heritage Month commemorative articles were featured in our Center newspaper. Disability Program Manager (DPM) created an exhibit in recognition of Veterans Day for display in LaRC's cafeteria depicting local disabled veterans. DPM prepared a Disability Awareness exhibit for elementary students at local elementary school and provided information on program. Hispanic Employment Program Coordinator developed Beginner Spanish Course for local children. LaRC Diversity Day held in August 2002 highlighting cultural diversity of Center workforce.

NOTEWORTHY ACTIVITIES/INITIATIVES (continued)

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OEd staff participated and/or exhibited at the following conferences: Hispanic Professional Engineers, Black Engineers, National Technical Association, Annual Society of Mexican American Engineers and Scientists, National Alliance of Black School Educators, and American Indian Science and Engineering Society.

EEO Officer attended the 17th Annual Federal Dispute Resolution Conference in Desert Palm, CA. DPM attended the annual Perspectives on Employment of Persons with Disabilities Conference in Bethesda, MD. DPM and Discrimination Complaints Program Manager attended the Human Resources Service Center East Regional EEO Conference in Portsmouth, VA. FWPM served as LaRC's Loaned Executive to the Peninsula Combined Federal Campaign. EEO Officer attended annual Agencywide EO Officer training and the Agencywide EO Board meetings. OEOP staff attended EEOC's 2002 Technical Assistance Program Seminar in Richmond, VA.

ATTACHED CHARTS

- Civilian Labor Force comparison, EEOC Form 569
- Change in Work Force EEO Profile by PATCO Employees, EEOC Form 505
- Change in Major Occupations, EEOC Form 571
- Distribution of EEO Groups in Grades 1-15, ST/AD and SES
- Comparison of Major Occupations to CLF with Standard Deviation Analysis

**NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
LANGLEY RESEARCH CENTER
FY 2002 AFFIRMATIVE EMPLOYMENT PROGRAM PLAN ACCOMPLISHMENT REPORT
DISTRIBUTION OF EEO GROUPS AND COMPARISON BY PATCOB
CIVILIAN LABOR FORCE COMPARISON**

COMPARISON OF CLF	TOTAL	WHITE		BLACK		HISPANIC		AA/PI		NAT.AM./A.N.	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
		# %	# %	# %	# %	# %	# %	# %	# %	# %	# %
NASA LaRC PROFESSIONAL	1241 100	891 71.80	162 13.05	46 3.71	17 1.37	30 2.42	6 0.48	78 6.29	7 0.56	8 0.64	0 0.00
1990 NATIONAL RCLF	100	58.60	27.60	2.40	2.50	2.10	1.40	3.40	1.70	0.20	0.10
NASA LaRC ADMINISTRATIVE	381 100	117 30.71	183 48.03	8 2.10	55 14.44	1 0.26	6 1.57	3 0.79	6 1.57	1 0.26	0 0.00
1990 NATIONAL NCLF	100	42.10	40.40	3.60	5.30	2.60	2.60	1.40	1.40	0.30	0.30
NASA LaRC TECHNICAL	527 100	385 73.06	35 6.64	61 11.57	16 3.04	4 0.76	0 0.00		4 0.76	7 1.33	2 0.38
1990 LOCAL LCLF	100	34.70	38.30	9.40	13.40	0.70	0.90	1.00	1.30	0.10	0.20
NASA LaRC CLERICAL	150 100	0 0.00	94 62.67	0 0.00	53 35.33	0 0.00		0 0.00	1 0.67	0 0.00	2 1.33
1990 LOCAL LCLF	100	11.50	60.30	4.80	19.00	0.30	1.60	0.60	1.60	0.10	0.30
LaRC TOTAL	2299	1393	474	115	141	35	12	91	18	16	4

[EEOC FORM 569 (MOD)]

SOURCE: 1990 CLF (National CLF differentiated to approximate Relevant Civilian Labor Force for Professional, National CLF for Administrative, NORFOLK/HAMPTON/NEWPORT NEWS Local Metro Area for Technical and Clerical)

LaRC workforce statistics obtained from the NASA Workforce website as of 30 Sep 2002.

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
 LANGLEY RESEARCH CENTER
 ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
 FY 2001 - FY 2002 CHANGE IN WORK FORCE EEO PROFILE BY NASA CODE BLOCK
 FULL-TIME PERMANENT EMPLOYEES

PATCO CATEGORY	YEAR/ % CHANGE	TOTAL		WHITE		BLACK		HISPANIC		ASIAN-P.I.		NAT.AM./A.N.	
		ALL	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
PROFESSIONAL	2001 #	1283	213	911	173	50	24	28	6	73	10	8	0
	%	100.0	16.6	71.0	13.5	3.9	1.9	2.2	0.5	4.5	0.8	0.6	0.0
	2002 #	1241	237	891	162	46	17	30	6	78	7	8	0
	%	100.0	19.1	71.8	13.1	3.7	1.4	2.4	0.5	4.3	0.7	0.6	0.0
	% CHANGE	0.00	(2.50)	(0.79)	0.43	0.19	0.50	(0.24)	(0.02)	0.20	0.05	(0.02)	0.00
ADMINISTRATIVE start here	2001 #	357	223	122	171	8	41	1	6	2	5	1	0
	%	100	62.5	34.2	47.9	2.2	11.5	0.3	1.7	0.7	1.0	0.3	0.0
	2002 #	381	209	117	183	8	55	1	6	3	6	1	0
	%	100.0	54.9	30.7	48.0	2.1	14.4	0.3	1.6	1.0	1.0	0.3	0.0
	% CHANGE	(0.10)	7.61	3.47	(0.13)	0.14	(2.95)	0.02	0.11	(0.30)	0.03	0.02	0.00
TECHNICAL	2001 #	514	75	356	44	62	25	4	0	10	4	7	2
	%	100.0	14.6	69.3	8.6	12.1	4.9	0.8	0.0	1.3	0.5	1.4	0.4
	2002 #	527	77	385	35	61	16	4	0	10	4	7	2
	%	100.0	14.6	73.1	6.6	11.6	3.0	0.8	0.0	1.5	0.4	1.3	0.4
	% CHANGE	0.00	(0.02)	(3.79)	1.92	0.49	1.83	0.02	0.00	(0.20)	0.04	0.03	0.01
CLERICAL	2001 #	132	131	1	80	0	46	0	1	0	2	0	2
	%	100.0	99.2	0.8	60.6	0.0	34.8	0.0	0.8	0.0	1.5	0.0	1.5
	2002 #	150	126	0	94	0	53	0	0	0	1	0	2
	%	100.0	84.0	0.0	62.7	0.0	35.3	0.0	0.0	0.0	1.3	0.0	1.3
	% CHANGE	0.00	15.24	0.76	(2.06)	0.00	(0.48)	0.00	0.76	0.00	0.21	0.00	0.18
TOTAL ALL CODES	2001 #	2286	642	1390	468	120	136	33	13	85	21	16	4
	%	100.0	28.1	60.8	20.5	5.2	5.9	1.4	0.6	2.8	0.8	0.7	0.2
	2002 #	2299	649	1393	474	115	141	35	12	91	18	16	4
	%	100.0	28.2	60.6	20.6	5.0	6.1	1.5	0.5	2.8	0.7	0.7	0.2
	% CHANGE	0.00	(0.15)	0.21	(0.15)	0.25	(0.18)	(0.08)	0.05	0.02	0.05	0.00	0.00

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION
 LANGLEY RESEARCH CENTER
 ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
 FY 2001 - FY 2002 CHANGE IN WORK FORCE EEO PROFILE BY PAY LEVEL
 MAJOR OCCUPATIONS (50+ EMPLOYEES)

SERIES NAME AND CATEGORY	YEAR/ % CHANGE	TOTAL		WHITE		BLACK		HISPANIC		AA/PI		NAT.AM/AN	
		ALL	FEMALE	MEN	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
GS-801 General Engineer	2001 #	224	36	170	29	4	4	4	2	6	1	4	0
	%		16.1	75.9	12.9	1.8	1.8	1.8	0.9	2.7	0.4	1.8	0.0
Professional	2002 #	217	31	168	26	3	3	5	2	7	0	3	0
	%		14.3	77.4	12.0	1.4	1.4	2.3	0.9	3.2	0.0	1.4	0.0
	% CHANGE		(1.79)	1.53	(0.96)	(0.40)	(0.40)	0.52	0.03	0.55	(0.45)	(0.40)	0.00
GS-854 Computer Engineer	2001 #	95	22	61	18	5	2	4	1	3	1	0	0
	%		23.2	64.2	18.9	5.3	2.1	4.2	1.1	3.2	1.1	0.0	0.0
Professional	2002 #	99	23	62	18	5	3	5	1	3	1	1	0
	%		23.2	62.6	18.2	5.1	3.0	5.1	1.0	3.0	1.0	1.0	0.0
	% CHANGE		0.07	(1.58)	(0.77)	(0.21)	0.93	0.84	(0.04)	(0.13)	(0.04)	1.01	0.00
GS-855 Electrical Engineer	2001 #	185	24	126	20	15	4	6	0	12	0	2	0
	%		13.0	68.1	10.8	8.1	2.2	3.2	0.0	6.5	0.0	1.1	0.0
Professional	2002 #	187	24	129	20	14	4	4	0	14	0	2	0
	%		12.8	69.0	10.7	7.5	2.1	2.1	0.0	7.5	0.0	1.1	0.0
	% CHANGE		(0.14)	0.88	(0.12)	(0.62)	(0.02)	(1.10)	0.00	1.00	0.00	(0.01)	0.00
GS-861 Aerospace Engineer	2001 #	527	77	384	68	21	6	11	1	32	2	2	0
	%		14.6	72.9	12.9	4.0	1.1	2.1	0.2	6.1	0.4	0.4	0.0
Professional	2002 #	530	79	385	68	19	7	12	1	33	3	2	0
	%		14.9	72.6	12.8	3.6	1.3	2.3	0.2	6.2	0.6	0.4	0.0
	% CHANGE		0.29	(0.22)	(0.07)	(0.40)	0.18	0.18	(0.00)	0.15	0.19	(0.00)	0.00
GS-1301 General Physical Science	2001 #	84	12	59	9	2	0	0	2	11	1	0	0
	%		14.3	70.2	10.7	2.4	0.0	0.0	2.4	13.1	1.2	0.0	0.0
Professional	2002 #	86	12	58	9	3	0	1	2	12	1	0	0
	%		14.0	67.4	10.5	3.5	0.0	1.2	2.3	14.0	1.2	0.0	0.0
	% CHANGE	2.38	(0.33)	(2.80)	(0.25)	1.11	0.00	1.16	(0.06)	0.86	(0.03)	0.00	0.00

LANGLEY RESEARCH CENTER
ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
FY 2000 - FY 2001 CHANGE IN WORK FORCE EEO PROFILE BY PAY LEVEL
CHANGE IN MAJOR OCCUPATIONS (50+ EMPLOYEES) (Continued)

SERIES NAME AND CATEGORY	YEAR/ % CHANGE	TOTAL		WHITE		BLACK		HISPANIC		AA/PI		NAT.AM./A.N.	
		ALL	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
GS-343 Prog andMgt Analyst	2001 #	91	63	26	50	1	11	0	2	1	0	0	0
	%		69.2	28.6	54.9	1.1	12.1	0.0	2.2	1.1	0.0	0.0	0.0
	2002 #	91	64	24	51	1	11	0	2	2	0	0	0
Administrative	%		70.3	26.4	56.0	1.1	12.1	0.0	2.2	2.2	0.0	0.0	0.0
	% CHANGE	0.00	1.10	(2.20)	1.10	0.00	0.00	0.00	0.00	1.10	0.00	0.00	0.00
	2001 #	53	40	12	30	1	9	0	1	0	0	0	0
GS-1102 Contract Procurement	%		75.5	22.6	56.6	1.9	17.0	0.0	1.9	0.0	0.0	0.0	0.0
	2002 #	55	40	14	31	1	8	0	1	0	0	0	0
	%		72.7	25.5	56.4	1.8	14.5	0.0	1.8	0.0	0.0	0.0	0.0
Administrative	% CHANGE	3.77	(2.74)	2.81	(0.24)	(0.07)	(2.44)	0.00	(0.07)	0.00	0.00	0.00	0.00
	2001 #	376	36	280	22	46	8	4	0	7	4	3	2
	GS-802 Engineering Technician	%		9.6	74.5	5.9	12.2	2.1	1.1	0.0	1.9	1.1	0.8
2002 #		372	37	276	22	45	9	4	0	7	4	3	2
%			9.9	74.2	5.9	12.1	2.4	1.1	0.0	1.9	1.1	0.8	0.5
Technical	% CHANGE	(1.06)	0.37	(0.27)	0.06	(0.14)	0.29	0.01	0.00	0.02	0.01	0.01	0.01
	2001 #	91	8	61	5	15	3	0	0	3	0	4	0
	GS-856 Electronics Technician	%		8.8	67.0	5.5	16.5	3.3	0.0	0.0	3.3	0.0	4.4
2002 #		91	8	61	5	15	3	0	0	3	0	4	0
%			8.8	67.0	5.5	16.5	3.3	0.0	0.0	3.3	0.0	4.4	0.0
Technical	% CHANGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	2001 #	120	117	0	77	0	38	0	0	1	0	2	2
	GS-318 Secretary	%		97.5	0.0	64.2	0.0	31.7	0.0	0.0	0.8	0.0	1.7
2002 #		118	115	0	78	0	35	0	0	1	0	2	2
%			97.5	0.0	66.1	0.0	29.7	0.0	0.0	0.8	0.0	1.7	1.7
Clerical	% CHANGE	(1.67)	(0.04)	0.00	1.94	0.00	(2.01)	0.00	0.00	0.01	0.00	0.03	0.03

National Aeronautics and Space Administration
 Langley Research Center
 FY 2002 Affirmative Employment Program Plan Accomplishment Report
 Distribution of EEO Groups in Grades 1-15, ST/AD, and SES
 Full-time Permanent Employees

Grade Level	Total	White		Black		Hispanic		Asian American / Pacific Islander		American Indian Alaskan Native	
		M	W	M	W	M	W	M	W	M	W
1 - 4	4 0.17%	0 0.0%	3 75.0%	0 0.0%	1 25.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0	0
5 - 8											
9 - 12											
13 - 15											
Other (ST / AD)	9 0.4%	6 66.7%	2 22.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 11.1%			
SES	36 1.6%	25 69.4%	4 11.1%	2 5.6%	1 2.8%	0 0.0%	0 0.0%	4 11.1%			
Total	% of Total	60.6%	20.6%	5.0%	6.1%	1.5%	0.5%	4.0%			
LaRC workforce statistics obtained from the NASA Workforce website as of 30 Sep 2002.											

LaRC MAJOR OCCUPATIONS VS. U.S. CIVILIAN LABOR FORCE (CLF)

STANDARD DEVIATION ANALYSIS

DATA AS OF 30 SEP 2002

PROFESSIONAL

	TOTAL		WHITE		BLACK		HISPANIC		AA/PI		AI/AN	
	ALL	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN

AEROSPACE ENGINEER (861)

LaRC #	530	79	385	68	19	7	12	1	33	3	2	0
LaRC %	NA	14.9%	72.6%	12.8%	3.6%	1.3%	2.3%	0.2%	6.2%	0.6%	0.4%	0.0%
RCLF %	NA	8.1%	78.3%	6.4%	2.5%	0.7%	3.6%	0.3%	7.1%	0.7%	0.3%	0.1%
EXPECTE	NA	43	415	34	13	4	19	2	38	4	2	1
S.D. UREF	NA	NA	-3.2	NA	NA	NA	-1.7	-0.5	-0.8	-0.4	NA	-0.7

GENERAL ENGINEER (801)

LaRC #	217	31	168	26	3	3	5	2	7	0	3	0
LaRC %	NA	14.3%	77.4%	12.0%	1.4%	1.4%	2.3%	0.9%	3.2%	0.0%	1.4%	0.0%
RCLF %	NA	9.8%	77.8%	7.9%	2.8%	0.6%	2.6%	0.4%	6.7%	0.8%	0.2%	0.1%
EXPECTE	NA	21	169	17	6	1	6	1	15	2	0	0
S.D. UREF	NA	NA	-0.1	NA	-1	NA	0	NA	-2.0	-1.3	NA	-0.5

COMPUTER ENGINEER (854)

LaRC #	99	23	62	18	5	3	5	1	3	1	1	0
LaRC %	NA	23.2%	62.6%	18.2%	5.1%	3.0%	5.1%	1.0%	3.0%	1.0%	1.0%	0.0%
RCLF %	NA	30.7%	59.1%	25.5%	2.9%	2.4%	1.9%	0.9%	5.1%	2.1%	0.2%	0.1%
EXPECTE	NA	30	59	25	3	2	2	1	5	2	0	0
S.D. UREF	NA	-1.6	NA	-1.7	NA	NA	NA	NA	-0.9	-0.8	NA	-0.3

MECHANICAL ENGINEER (830)

LaRC #	10	1	9	1	0	0	0	0	0	0	0	0
LaRC %	NA	10.0%	90.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RCLF %	NA	5.3%	84.3%	4.5%	2.4%	0.3%	2.2%	0.1%	5.5%	0.4%	0.2%	0.0%
EXPECTE	NA	1	8	0	0	0	0	0	1	0	0	0
S.D. UREF	NA	NA	NA	NA	0	-0.2	0	-0.1	-0.8	0	0	NA

ELECTRICAL ENGINEER (850)

LaRC #	13	1	10	1	0	0	2	0	0	0	0	0
LaRC %	NA	7.7%	76.9%	7.7%	0.0%	0.0%	15.4%	0.0%	0.0%	0.0%	0.0%	0.0%
RCLF %	NA	10.0%	76.8%	7.6%	3.2%	0.9%	2.8%	0.4%	6.9%	1.0%	0.2%	0.0%
EXPECTE	NA	1	10	1	0	0	0	0	1	0	0	0
S.D. UREF	NA	0	NA	NA	-1	0	NA	0	-1	0	-0.2	NA

	TOTAL		WHITE		BLACK		HISPANIC		AA/PI		AI/AN	
	ALL	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN

ELECTRONICS ENGINEER (855)

LaRC #	187	24	129	20	14	4	4	0	14	0	2	0
LaRC %	NA	12.8%	69.0%	10.7%	7.5%	2.1%	2.1%	0.0%	7.5%	0.0%	1.1%	0.0%
RCLF %	NA	10.0%	76.8%	7.6%	3.2%	0.9%	2.8%	0.4%	6.9%	1.0%	0.2%	0.0%
EXPECTED	NA	19	144	14	6	2	5	1	13	2	0	0
S.D. UREF	NA	NA	-2.5	NA	NA	NA	-1	-1	NA	-1	NA	NA

MATERIALS ENGINEER (806)

LaRC #	28	4	22	4	0	0	1	0	1	0	0	0
LaRC %	NA	14.3%	78.6%	14.3%	0.0%	0.0%	3.6%	0.0%	3.6%	0.0%	0.0%	0.0%
RCLF %	NA	11.5%	78.8%	9.4%	2.2%	1.3%	2.2%	0.4%	5.2%	0.4%	0.2%	0.0%
EXPECTED	NA	3	22	3	1	0	1	0	1	0	0	0
S.D. UREF	NA	NA	0.0	NA	-1	-1	NA	-0.3	-0.4	0	0	NA

CHEMICAL ENGINEER (893)

LaRC #	11	4	5	3	1	0	0	0	1	1	0	0
LaRC %	NA	36.4%	45.5%	27.3%	9.1%	0.0%	0.0%	0.0%	9.1%	9.1%	0.0%	0.0%
RCLF %	NA	11.5%	77.7%	9.0%	2.7%	0.8%	2.3%	0.5%	6.0%	0.9%	0.1%	0.0%
EXPECTED	NA	1	9	1	0	0	0	0	1	0	0	0
S.D. UREF	NA	NA	-2.6	NA	NA	0	-1	-0.2	NA	NA	0	0

GENERAL PHYSICAL SCIENCE (1301)

LaRC #	87	13	61	10	2	0	0	2	11	1	0	0
LaRC %	NA	14.9%	70.1%	11.5%	2.3%	0.0%	0.0%	2.3%	12.6%	1.1%	0.0%	0.0%
RCLF %	NA	29.0%	64.4%	25.3%	2.3%	2.3%	1.6%	0.4%	2.4%	0.8%	0.2%	0.2%
EXPECTED	NA	25	56	22	2	2	1	0	2	1	0	0
S.D. UREF	NA	-2.9	NA	-3.0	0.0	-1.4	-1.2	NA	NA	NA	0	0

PHYSICIST (1310)

LaRC #	28	2	21	2	0	0	0	0	5	1	0	0
LaRC %	NA	7.1%	75.0%	7.1%	0.0%	0.0%	0.0%	0.0%	17.9%	3.6%	0.0%	0.0%
RCLF %	NA	12.9%	77.9%	11.0%	1.7%	0.7%	1.9%	0.4%	5.3%	0.8%	0.3%	0.0%
EXPECTED	NA	4	22	3	0	0	1	0	1	0	0	0
S.D. UREF	NA	-0.9	-0.4	-0.7	-0.7	-0.4	-0.7	-0.3	NA	NA	-0.3	NA

	TOTAL		WHITE		BLACK		HISPANIC		AA/PI		AI/AN	
	ALL	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN

MATHEMATICIAN (1520)

LaRC #	11	4	6	4	0	0	0	0	1	0	0	0
LaRC %	NA	36.4%	54.5%	36.4%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%
RCLF %	NA	25.5%	65.2%	20.4%	2.6%	3.6%	1.6%	0.4%	5.1%	1.0%	0.0%	0.2%
EXPECTED	NA	3	7	2	0	0	0	0	1	0	0	0
S.D. UREF	NA	NA	-0.7	NA	-0.5	-0.6	-0.4	-0.2	NA	-0.3	NA	-0.1

COMPUTER SCIENTIST (1550)

LaRC #	9	4	4	3	1	0	0	0	0	1	0	0
LaRC %	NA	44.4%	44.4%	33.3%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%
RCLF %	NA	30.7%	59.1%	25.2%	2.9%	2.4%	1.9%	0.9%	5.1%	2.1%	0.2%	0.1%
EXPECTED	NA	3	5	2	0	0	0	0	0	0	0	0
S.D. UREF	NA	NA	-0.9	NA	NA	-0.5	-0.4	-0.3	-0.7	NA	-0.1	-0.1

ACCOUNTANT (510)

LaRC #	24	15	7	4	0	10	1	0	1	1	0	0
LaRC %	NA	62.5%	29.2%	16.7%	0.0%	41.7%	4.2%	0.0%	4.2%	4.2%	0.0%	0.0%
RCLF %	NA	52.7%	40.7%	42.7%	2.4%	4.3%	1.8%	2.4%	2.3%	3.1%	0.1%	0.2%
EXPECTED	NA	13	10	10	1	1	0	1	1	1	0	0
S.D. UREF	NA	NA	-1.2	-2.6	-0.8	NA	NA	-0.8	NA	NA	-0.2	-0.2

GENERAL ATTORNEY (905)

LaRC #	10	3	7	3	0	0	0	0	0	0	0	0
LaRC %	NA	30.0%	70.0%	30.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RCLF %	NA	24.5%	71.0%	21.6%	1.9%	1.5%	1.7%	0.8%	0.9%	0.5%	0.1%	0.1%
EXPECTED	NA	2	7	2	0	0	0	0	0	0	0	0
S.D. UREF	NA	NA	-0.1	NA	-0.4	-0.4	-0.4	-0.3	-0.3	-0.2	0	0

PATENT ATTORNEY (1222)

LaRC #	5	3	2	3	0	0	0	0	0	0	0	0
LaRC %	NA	60.0%	40.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
RCLF %	NA	24.5%	71.0%	21.6%	1.9%	1.5%	1.7%	0.8%	0.9%	0.5%	0.1%	0.1%
EXPECTED	NA	1	4	1	0	0	0	0	0	0	0	0
S.D. UREF	NA	NA	-1.5	NA	-0.3	-0.3	-0.3	-0.2	-0.2	-0.2	0	0

	TOTAL		WHITE		BLACK		HISPANIC		AA/PI		AI/AN	
	ALL	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN

ADMINISTRATIVE

ADMINISTRATIVE OFFICER (341)

LaRC #	17	17	0	14	0	3	0	0	0	0	0	0
LaRC %	NA	100.0%	0.0%	82.4%	0.0%	17.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	9	7	7	1	1	0	0	0	0	0	0
S.D. UREF	NA	NA	-3.5	NA	-0.8	NA	-0.7	-0.7	-0.5	-0.5	-0.2	0

HUMAN RESOURCES SPECIALIST (201)

LaRC #	23	17	6	13	0	4	0	0	0	0	0	0
LaRC %	NA	73.9%	26.1%	56.5%	0.0%	17.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	12	10	9	1	1	1	1	0	0	0	0
S.D. UREF	NA	NA	-1.6	NA	-0.9	NA	-0.8	-0.8	-0.6	-0.6	-0.3	0

FINANCIAL SYSTEMS/CONTROLS (501)

LaRC #	10	7	3	4	0	2	0	0	0	1	0	0
LaRC %	NA	70.0%	30.0%	40.0%	0.0%	20.0%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	5	4	4	0	1	0	0	0	0	0	0
S.D. UREF	NA	NA	-0.8	0	-0.6	NA	-0.5	-0.5	-0.4	NA	-0.2	0

PUBLIC AFFAIRS (1035)

LaRC #	9	7	2	6	0	0	0	1	0	0	0	0
LaRC %	NA	77.8%	22.2%	66.7%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	5	4	4	0	0	0	0	0	0	0	0
S.D. UREF	NA	NA	-1.2	NA	-0.6	-0.7	-0.5	NA	-0.4	-0.4	-0.2	-0.2

CONTRACT AND PROCUREMENT (1102)

LaRC #	55	40	14	31	1	8	0	1	0	0	0	0
LaRC %	NA	72.7%	25.5%	56.4%	1.8%	14.5%	0.0%	1.8%	0.0%	0.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.0%	0.3%
EXPECTED	NA	28	23	22	2	3	1	1	1	1	0	0
S.D. UREF	NA	NA	-2.5	NA	-1	NA	-1.2	0	-1	-1	NA	0

GENERAL FACILITIES AND EQUIPMENT (1601)

LaRC #	18	1	16	1	1	0	0	0	0	0	0	0
LaRC %	NA	5.6%	88.9%	5.6%	5.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	9	8	7	1	1	0	0	0	0	0	0
S.D. UREF	NA	-3.8	NA	-3.0	NA	-1.0	-0.7	-0.7	-0.5	-0.5	-0.2	-0.2

TOTAL		WHITE		BLACK		HISPANIC		AA/PI		AI/AN	
ALL	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN

SUPPORT SERVICES SPECIALIST (342)

LaRC #	6	2	2	0	2	2	0	0	0	0	0	0
LaRC %	NA	33.3%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	3	3	2	0	0	0	0	0	0	0	0
S.D. UREF	NA	-0.8	-0.4	-2.0	NA	NA	-0.4	-0.4	-0.3	-0.3	-0.1	-0.1

PROGRAM AND MANAGEMENT ANALYST (343)

LaRC #	91	64	24	51	1	11	0	2	2	0	0	0
LaRC %	NA	70.3%	26.4%	56.0%	1.1%	12.1%	0.0%	2.2%	2.2%	0.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	46	38	37	3	5	2	2	1	1	0	0
S.D. UREF	NA	NA	-3.0	NA	-1.3	NA	-1.6	-0.2	NA	-1.1	-0.5	-0.5

MISCELLANEOUS ADMIN (301)

LaRC #	41	21	17	17	2	1	1	1	0	2	0	0
LaRC %	NA	51.2%	41.5%	41.5%	4.9%	2.4%	2.4%	2.4%	0.0%	4.9%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	21	17	17	1	2	1	1	1	1	0	0
S.D. UREF	NA	NA	-0.1	NA	NA	-0.8	-0.1	-0.1	-0.8	NA	-0.4	-0.4

QUALITY ASSURANCE (1910)

LaRC #	24	3	19	2	1	1	0	0	0	0	1	0
LaRC %	NA	12.5%	79.2%	8.3%	4.2%	4.2%	0.0%	0.0%	0.0%	0.0%	4.2%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	12	10	10	1	1	1	1	0	0	0	0
S.D. UREF	NA	-3.7	NA	-3.2	NA	-0.2	-0.8	-0.8	-0.6	-0.6	NA	-0.3

INFORMATION TECHNOLOGY SPECIALIST (2210)

LaRC #	28	21	6	17	0	2	0	1	1	1	0	0
LaRC %	NA	75.0%	21.4%	60.7%	0.0%	7.1%	0.0%	3.6%	3.6%	3.6%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	14	12	11	1	1	1	1	0	0	0	0
S.D. UREF	NA	NA	-2.2	NA	-1.0	NA	-0.9	NA	NA	NA	-0.3	0

TECHNICAL INFORMATION SERVICES (1412)

LaRC #	9	6	2	4	0	2	0	0	0	0	1	0
LaRC %	NA	66.7%	22.2%	44.4%	0.0%	22.2%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	5	4	4	0	0	0	0	0	0	0	0
S.D. UREF	NA	NA	-1.2	NA	-0.6	NA	-0.5	-0.5	-0.4	-0.4	NA	0

TOTAL		WHITE		BLACK		HISPANIC		AA/PI		AI/AN	
ALL	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN

PHYSICAL SECURITY SPECIALIST (080)

LaRC #	9	2	7	2	0	0	0	0	0	0	0	0
LaRC %	NA	22.2%	77.8%	22.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	5	4	4	0	0	0	0	0	0	0	0
S.D. UREF	NA	-2	NA	-1	-0.6	-0.7	-0.5	-0.5	-0.4	-0.4	-0.2	0

EQUAL EMPLOYMENT SPECIALIST (260)

LaRC #	5	5	0	1	0	4	0	0	0	0	0	0
LaRC %	NA	100.0%	0.0%	20.0%	0.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
NCLF %	NA	50.0%	42.1%	40.4%	3.6%	5.3%	2.6%	2.6%	1.4%	1.4%	0.3%	0.3%
EXPECTED	NA	3	2	2	0	0	0	0	0	0	0	0
S.D. UREF	NA	NA	-1.9	-1	-0.4	NA	-0.4	-0.4	-0.3	-0.3	-0.1	0

TOTAL		WHITE		BLACK		HISPANIC		AA/PI		AI/AN	
ALL	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN

TECHNICIANS

ENGINEERING TECHNICIAN (802)

LaRC #	372	37	276	22	45	9	4	0	7	4	3	2
LaRC %	NA	9.9%	74.2%	5.9%	12.1%	2.4%	1.1%	0.0%	1.9%	1.1%	0.8%	0.5%
LCLF %	NA	54.1%	34.7%	38.3%	9.4%	13.4%	0.7%	0.9%	1.0%	1.3%	0.1%	0.2%
EXPECTED	NA	201	129	142	35	50	3	3	4	5	0	1
S.D. UREF	NA	-17.1	NA	-12.8	NA	-6.2	NA	-1.8	NA	-0.4	NA	NA

ELECTRONIC TECHNICIAN (856)

LaRC #	91	8	61	5	15	3	0	0	3	0	4	0
LaRC %	NA	8.8%	67.0%	5.5%	16.5%	3.3%	0.0%	0.0%	3.3%	0.0%	4.4%	0.0%
LCLF %	NA	54.1%	34.7%	38.3%	9.4%	13.4%	0.7%	0.9%	1.0%	1.3%	0.1%	0.2%
EXPECTED	NA	49	32	35	9	12	1	1	1	1	0	0
S.D. UREF	NA	-8.7	NA	-6.4	NA	-2.8	-0.8	-0.9	NA	-1.1	NA	-0.4

PURCHASING (1105)

LaRC #	4	4	0	2	0	2	0	0	0	0	0	0
LaRC %	NA	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LCLF %	NA	54.1%	34.7%	38.3%	9.4%	13.4%	0.7%	0.9%	1.0%	1.3%	0.1%	0.2%
EXPECTED	NA	2	1	2	0	1	0	0	0	0	0	0
S.D. UREF	NA	NA	-1.5	NA	-0.6	NA	-0.2	-0.2	-0.2	-0.2	-0.1	-0.1

PRODUCTION CONTROL (1152)

LaRC #	15	5	9	3	1	2	0	0	0	0	0	0
LaRC %	NA	33.3%	60.0%	20.0%	6.7%	13.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LCLF %	NA	54.1%	34.7%	38.3%	9.4%	13.4%	0.7%	0.9%	1.0%	1.3%	0.1%	0.2%
EXPECTED	NA	8	5	6	1	2	0	0	0	0	0	0
S.D. UREF	NA	-2	NA	-1.5	-0.4	0.0	-0.3	-0.4	-0.4	-0.4	-0.1	-0.2

HUMAN RESOURCES CLER & ASST (203)

LaRC #	8	8	0	4	0	4	0	0	0	0	0	0
LaRC %	NA	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LCLF %	NA	54.1%	34.7%	38.3%	9.4%	13.4%	0.7%	0.9%	1.0%	1.3%	0.1%	0.2%
EXPECTED	NA	4	3	3	1	1	0	0	0	0	0	0
S.D. UREF	NA	NA	-2.1	NA	-0.9	NA	-0.2	-0.3	-0.3	-0.3	-0.1	-0.1

PHOTOGRAPHER (1060)

LaRC #	6	3	3	2	0	1	0	0	0	0	0	0
LaRC %	NA	50.0%	50.0%	33.3%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LCLF %	NA	54.1%	34.7%	38.3%	9.4%	13.4%	0.7%	0.9%	1.0%	1.3%	0.1%	0.2%
EXPECTED	NA	3	2	2	1	1	0	0	0	0	0	0
S.D. UREF	NA	0	NA	-0.3	-0.8	NA	-0.2	-0.2	-0.2	-0.3	-0.1	-0.1

CLERICAL

TOTAL		WHITE		BLACK		HISPANIC		AA/PI		AI/AN	
ALL	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN

SECRETARY (318)

LaRC #	116	116	0	78	0	35	0	0	0	1	0	2
LaRC %	NA	100.0%	0.0%	67.2%	0.0%	30.2%	0.0%	0.0%	0.0%	0.9%	0.0%	1.7%
LCLF %	NA	82.8%	11.5%	60.3%	4.8%	19.0%	0.3%	1.6%	0.6%	1.6%	0.1%	0.3%
EXPECTED	NA	96	13	70	6	22	0	2	1	2	0	0
S.D. UREF	NA	NA	-3.9	NA	-2.4	NA	-0.6	-1.4	-0.8	-0.6	0	NA

VOUCHER EXAMINING (540)

LaRC #	6	6	0	1	0	5	0	0	0	0	0	0
LaRC %	NA	100.0%	0.0%	16.7%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
LCLF %	NA	82.8%	11.5%	60.3%	4.8%	19.0%	0.3%	1.6%	0.6%	1.6%	0.1%	0.3%
EXPECTED	NA	5	1	4	0	1	0	0	0	0	0	0
S.D. UREF	NA	NA	-0.9	-2.2	-0.6	NA	-0.1	-0.3	-0.2	-0.3	0	0

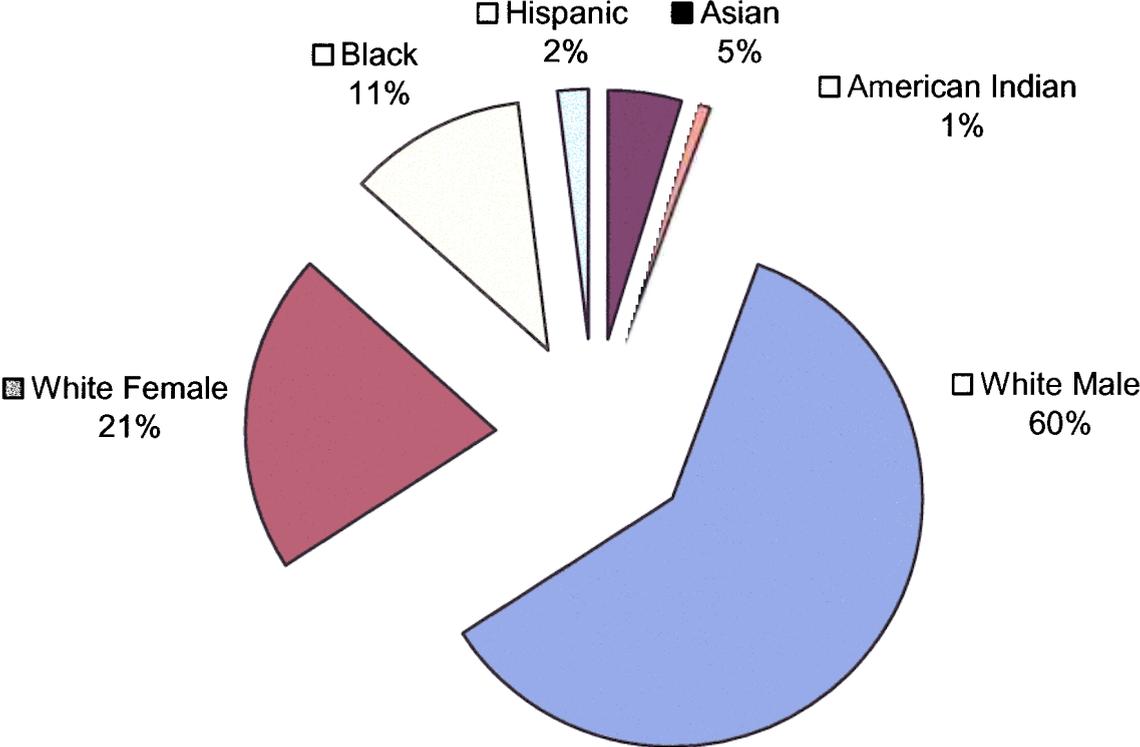
Total 2232 (Used jobs >4)

Workforce 2299

% applied 97%

LARC Workforce Diversity Profile

March 2003



White Male White Female Black Hispanic Asian American Indian