



Affirmative Action Program  
For Rider  
University  
2083 Lawrence Road  
Lawrenceville, New Jersey 08648-3099

Period of Program: November 1, 2021 through October 31, 2022

Program Administrator:  
Robert A. Stoto  
Vice President of Human Resources  
Affirmative Action Officer  
(609) 8195-5683

## **PREFACE**

This Affirmative Action Program (AAP) is reviewed and updated annually and is in effect from November 1, 2021 through October 31, 2022.

## **INTRODUCTION**

Rider University is committed to Affirmative Action and recognizes its responsibilities as an equal opportunity employer. The following Affirmative Action Program supports this commitment and is designed to address the employment of minorities, women, persons with disabilities and Vietnam-era veterans in all job groups, with special emphasis on those job groups that previously had underrepresented female and/or minority participation.

Terms used in the Affirmative Action Plan, such as “concentration,” “deficiency,” and “availability” are required by the Office of Federal Contract Compliance Programs (OFCCP) and do not constitute admissions by the institution of any past or present violations of any fair employment practice, law or order nor do they constitute a finding of a lack of good faith affirmative action effort. Rather, they are technical targeting terms used exclusively by affirmative action planners who seek to apply good faith efforts to increase in the future the percentage utilization of minorities and women in a workforce.

### **Confidentiality Statement**

Certain portions of this Affirmative Action Plan developed under Executive Order 11246 constitute trade secrets and commercial information and are privileged or confidential within the meaning of the Freedom of Information Act, 4 U.S.C. 552- et. seq. Likewise, certain information contained in this Program constitutes trade secrets or confidential statistical and business data within the meaning of the Trade Secrets Act, 18 U.S.C. 1905. As such, such identified sections of the Program should not be published, divulged or disclosed in any manner by an officer or employee of the Office of Federal Contract Compliance Programs (OFCCP). Specifically, the Workforce Analysis, the Job Group Analysis, the Utilization Analysis, and the Identification of Problem Areas sections of the Program constitute confidential and proprietary information.

It is our understanding that Rider University will be notified in the event that the Office of Federal Contract Compliance Programs (OFCCP) receives a request from any person or entity for access to, or copies of, any information furnished by Rider University pursuant to Executive Order 11246 and the rules and regulations promulgated there under, and will be afforded an opportunity to identify and demonstrate that all or part of such requested information should not be disclosed under the Freedom of Information Act (FOIA).

### **Affirmation of Policy**

Rider University is committed to maintaining an environment of nondiscrimination in compliance with the provisions of state and federal Equal Opportunity laws as they apply to employees and students. Specifically, the University administers activity without regard to race, color, religion, national origin, age, sex, sexual orientation, handicap/disability, Vietnam-era/disabled veteran status or gender identity or expression.

Rider University seeks to create an environment that understands, fosters and embraces the values of diversity among students, faculty, and staff. To that end, the University regularly sponsors various diversity-related programs in which employees and students are encouraged to participate.

Rider University is committed to both Equal Employment Opportunity (EEO) and Affirmative Action (AA). Equal Employment Opportunity refers to the right of individuals to be judged on relevant training, skills, experience, and previous performance, and not on criteria irrelevant to the performance of their jobs. Affirmative Action requires that special efforts be used to search for qualified female, minority, persons with disabilities, and Vietnam-era veteran candidates and to ensure that they are considered for available positions along with other qualified candidates. Affirmative Action does not require that “quotas” or “set asides” be established for minorities or women; however, where minorities or women are underutilized in a particular job group, hiring/promotional objectives will be established, per the requirements of Executive Order 11246.

In keeping with Rider University’s official EEO Policy, the University will continue to recruit, hire, train, and promote into all job levels the most qualified persons without regard to race, color, religion, national origin, age, sex, sexual orientation, handicap/disability, Vietnam-era/disabled veteran, or gender identity or expression status. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training.

As President of Rider University, I am committed to the principles of Equal Employment Opportunity and Affirmative Action. In order to ensure this policy’s dissemination and implementation throughout the University, I have appointed Robert A. Stoto, Vice President for Human Resources, as Affirmative Action Officer for Rider University.

In furtherance of its policy of Equal Employment Opportunity and Affirmative Action, Rider University has developed a written Affirmative Action Plan, which contains specific and results-oriented procedures to which Rider University has committed a good-faith effort. Procedures without concurrent effort are meaningless and effort without the guidance of specific and meaningful procedures is ineffective. Rider University’s Affirmative Action Plan is available for review by applicants and employees, upon request, during normal business hours. I invite all applicants for employment and all University employees to review Rider University’s Affirmative Action Plan.

Gregory G. Dell’Omo  
President  
Rider University

If you would like to review the Rider University Affirmative Action Plan, copies are available at various locations. For further details, please contact: Human Resources – (609) 895-5683

## **RIDER UNIVERSITY EQUAL EMPLOYMENT POLICY**

Rider University does not discriminate on the basis of race, color, religion, national origin, age, sex, sexual orientation, handicap/disability, Vietnam-era/disabled veteran status, or gender identity or expression in employment, or in the application, admission, participation, access and treatment of persons in instructional programs and activities. This policy statement covers all aspects of the employment relationship and admission to, access to, and treatment of employees and students in Rider University’s programs and activities. This policy also prohibits discrimination on the basis of sexual orientation in the admission and treatment of students and employees in Rider University’s programs and activities and in the hiring, treatment, promotion, evaluation, and termination of employees. Additionally, it is the policy of Rider University to provide an environment for each Rider University job applicant and employee that is free from

sexual harassment, as well as harassment and intimidation on account of an individual's race, color, religion, national origin, age, sex, sexual orientation, handicap/disability, Vietnam-era/disabled veteran status, or gender identity or expression. The designated coordinator for compliance is the Vice President for Human Resources/Affirmative Action Officer in the Office of Human Resources in Moore Library, Room 108.

### **Equal Employment Policy Statement**

*“Rider University is an equal opportunity/affirmative action employer dedicated to excellence through diversity and does not discriminate on the basis of race, color, religion, national origin, age, sex, sexual orientation, handicap/disability, Vietnam-era/disabled veteran status, gender identity or expression, or any other non-job-related criteria.”*

Where space does not permit the full text of the EEO Statement (e.g., in employment ads), the following may be used:

*“Rider University is an Equal Opportunity/Affirmative Action employer dedicated to excellence through diversity.”*

### **Use of Equal Opportunity Statement**

Federal regulations require that the Equal Opportunity Statement appear in all major publications distributed throughout the University. We ensure that this statement is included in the major publications distributed to employees, students, and applicants.

### **Affirmative Action Statement**

Rider University will employ the concepts of Affirmative Action in the recruitment, hiring, and promotion of employees.

## **PURPOSE OF THE AFFIRMATIVE ACTION PROGRAM**

This Affirmative Action Program is submitted as a set of specific and results-oriented procedures and activities, which Rider University is committed to accomplishing through good-faith efforts. It is through an equal-opportunity review procedure and study of minority and female utilization that hiring/promotional objectives can be established and implemented to correct any deficiencies. Through good-faith efforts in the execution of this program, we will seek, where deficiencies exist, to achieve the full utilization of minorities and women at all levels within the workforce.

In addition to the statistical analysis relative to the underutilization of minorities and women, Rider University endeavors to analyze the “climate” within the University and to implement programs that encourage and strengthen the concept of valuing diversity in employment. This analysis is ongoing and transcends specific affirmative action goals.

## **Establishment of Responsibilities for Implementation of the Written Affirmative Action Program (41 CFR 602.17(a))**

**A. Designation of Responsibilities of AAP Administrator (41 CFR 602.17(a))** Robert Stoto, the VP Human Resources & Affirmative Action, has the primary management responsibility, authority, and resources for ensuring full compliance with the provisions of E.O. 11246, as amended, and with implementing all applicable regulations. The VP Human Resources & Affirmative Action's appointment and a description of the position's basic responsibilities have been communicated to all levels of personnel in the university. The responsibilities of the VP Human Resources & Affirmative Action include, but are not necessarily limited to, the following:

1. Developing EEO policy statements, Affirmative Action Programs, and internal and external communication procedures;
2. Assisting in the identification of AAP/EEO problems;
3. Assisting management in arriving at effective solutions to AAP/EEO problems;
4. Designing and implementing an internal audit and reporting system that:
  - a. Measures the effectiveness of the Affirmative Action Program;
  - b. Determines the degree to which AAP goals and objectives are met; and
  - c. Identifies the need for remedial action.
5. Keeping university's management informed of equal opportunity progress and reporting potential problem areas within the university through reports;
6. Reviewing the university's AAP for qualified minorities and women with all levels of management to ensure that the policy is understood and is followed in all personnel activities;
7. Auditing the contents of the university's bulletin board to ensure compliance information is posted and up-to-date; and
8. Serving as liaison between Rider University and enforcement agencies.

### **B. The Responsibilities of the University's Management to Ensure Implementation of the AAP (41 CFR 602.17(a))**

In implementing this written Affirmative Action Program, the responsibilities of the university's supervisors and managers working with the VP Human Resources & Affirmative Action include, but are not necessarily limited to, the following:

1. Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when appropriate;
2. Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur; and
3. Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities.

### **Internal Audit and Reporting Systems (41 CFR 60-2.17(d))**

The university believes that one of the most important elements in effectively implementing a written Affirmative Action Program is an adequate internal audit and reporting system. Through this system, the total program can be monitored for effectiveness, and management can be kept informed. Rider University's audit and reporting system is designed to:

1. Measure the effectiveness of the AAP/EEO program;

2. Document and analyze personnel activities;
3. Identify problem areas and develop action plans where remedial action is needed; and
4. Determine the degree to which AAP goals and objectives have been attained.

The following personnel activities are reviewed, as necessary and desirable, to ensure nondiscrimination and EEO for all individuals without regard to their race, color, gender, religion, national origin, age, sex, sexual orientation, gender identity, pregnancy, genetic information, disability, veteran status, or any other legally protected status covered by applicable state or local law:

1. Recruitment, advertising, and job application procedures;
2. Hiring, promotion, upgrading, layoff, recall from layoff;
3. Rates of pay and any other forms of compensation including fringe benefits;
4. Job assignments, job classifications, job descriptions, and seniority lists;
5. Sick leave, leaves of absence, or any other leave;
6. Training, attendance at professional meetings and conferences; and
7. Any other term, condition, or privilege of employment.

The following documents may be maintained as a component of Rider University's internal audit process:

1. An applicant flow log;
2. Summary data of external job offers and hires, promotions, terminations;
3. Summary data of applicant flow;
4. Employment applications; and
5. Records pertaining to the university's compensation system and decisions.

Rider University's audit system includes periodic review of employment decisions. Managers and supervisors are asked to report any current or foreseeable EEO problem areas and are asked to outline their suggestions/recommendations for solutions. If problem areas arise, the manager or supervisor is to report problem areas immediately to the AAP Administrator. During the reporting cycle, the following occurs:

1. The AAP Administrator will discuss any problems relating to substantial disparate impact, EEO charges, etc., with management; and
2. The AAP Administrator will report the status of the university's AAP goals and objectives to management.

The AAP Administrator will recommend remedial actions for the effective implementation of the AAP.

## **Advertising**

- Every employment advertisement includes language indicating that Rider is an affirmative action and equal opportunity employer and directs applicants to RiderHires to apply for positions. Each job posting on the HR website includes the University's full affirmative action and equal employment opportunity statement.
- Human Resources continues to use a listing of key recruitment sources that are utilized consistently for most open positions and monitors the effectiveness of these sources such as HigherEdJobs.com, Inside Higher Ed, HERC, DiversityInc.
- The Higher Education Recruitment Consortium is a collection of 19 individual regional consortia composed of 700 colleges, universities and other institutions that share HERC's mission to promote excellence and diversity in higher education recruitment and retention. Rider, along with 45 other colleges/universities, is a member of the New Jersey/Eastern Pennsylvania/Delaware HERC and as such reaps the benefits of the national consortium that invests significantly in outreach through advertising, conference attendance, and partnerships with minority serving publications, societies, and organizations that reach diverse constituents.
- To increase the number of minorities and females in the applicant pools, the Human Resources Department works with individual University departments to help identify discipline specific sources to further expand minority and female membership in the applicant pools.

## **Employment**

- Rider University's employment procedures include the administration of hiring, promotion, salary placement, benefits, termination, and retirement and the interpretation of University bargaining and non-bargaining employee group policies and procedures. Affirmative Action, equal opportunity, and nondiscrimination principles are effectively integrated into the day-to-day functions of the employment process.
- In new hire orientation, the University's commitment to diversity and its determination to attract and retain employees of a variety of backgrounds is emphasized.
- Human Resources complies with the requirements of the Office of Federal Contracts Compliance Programs (OFCCP) pertaining to selection procedures. Human Resources also complies with federal and state employment posting requirements by prominently displaying guidelines on both the Lawrenceville and Princeton campuses.
- The Human Resources Department periodically reviews, develops, recommends, and implements programs that are designed to improve employment opportunities for protected class members.

## **Employee Development**

- Rider University supports the career and personal development of its employees. Funding for workshops is available for employees who wish to further their education. Additionally, Human Resources offers training sessions throughout the year.
- Employee development and training was advertised and recommended through LinkedIn Learning due to employees working remotely
- Rider is committed to delivering employee and management development programs in the areas of EEO and Affirmative Action awareness, harassment and discrimination, disability, multicultural

awareness, FERPA, Clery, and bias, to name a few. To that end, both internal and external training programs have been, and will continue to be presented.

- The University posts job opportunities on the applicant tracking system that is available to all employees.
- A formal annual employee evaluation is conducted. The Human Resources Department has taken many efforts over the past year to secure support for the evaluation process. There is agreement from the President and Division Heads that each non-faculty employee must receive a performance review each year. During the year of COVID, it was recommended that only setting goals are required.
- Seniority practices and seniority clauses in union contracts are reviewed to ensure that such practices or clauses are nondiscriminatory and do not have a discriminatory effect.
- The University's facilities, as well as social and recreational activities, are open to all employees, and all employees are encouraged to participate in University sponsored activities.

### **Committees and Organizations**

- Every effort is made to have University committees comprised of a cross-section of employees including all ethnic, gender, and responsibility levels. Committee representation ranges from program design and implementation and strategy development to employment.
- Participation of minorities and females on committees is encouraged to ensure that equal opportunity principles are applied in all areas throughout the University.
- Minority and female employees participate in Career Days, youth programs, and related activities in the community.
- A diversity book club was launched to bring development and knowledge of all groups
- Affinity Groups were introduced

### **Contractors**

- The University requires that all outside contractors return a signed Certificate of Compliance with Equal Opportunity and Affirmative Action. The Certificate must cover equal opportunity; equal opportunity for veterans; equal opportunity for individuals with disabilities; and written affirmative action program and Standard Form 100. In addition, the contractor agrees to require the same certifications, as appropriate, from each of its subcontractors.

### **Communication**

- Affirmative action, equal employment opportunity and nondiscrimination are an integral part of Rider University's policies, procedures, and programs affecting employees, students, and applicants for employment.
- In order to more broadly disseminate information about affirmative action, copies of the plan are placed in the Human Resources Department, the President's office, in each of the Dean's offices, in each Division Head's office and in both libraries. These locations are published annually when the updated AAP is distributed.



## SUPPORT OF ACTION PROGRAMS

### Inclusive Excellence Plan

In October 2019 the University launched its Inclusive Excellence Plan that extends our core values and commitments outlined in the strategic plan into actionable steps across the University. This plan serves as an active roadmap to reach established goals and centralizes our shared purpose and values of diversity, equity and inclusion, establishes priorities, focuses our energy and resources and helps us continuously evaluate our progress. The plan defines three levels necessary to achieve success: Goals, Objectives and Actions. The goals are overarching aspirations for the University related to diversity, equity and inclusion to which we are consistently committed to strategically aligning our work. Objectives outline more specifically defined actions supporting goals. These objectives may change over time to address current needs. The proposed action steps serve as examples of practical steps that may best support progress on these objectives. These actions will develop over time as the Plan is integrated into the work of units across campus. A few such programs and activities include, but are not limited to:

- Center for Diversity & Inclusion – The Center for Diversity & Inclusion supports the university’s efforts to reach and foster the understanding and appreciation of different cultures and ways of life that are shared by diverse groups of people.
- Educational Opportunity Program (EOP) – Created in 1968, the EOP helps make college accessible to New Jersey residents. It offers a wide range of opportunities for students with financial need who demonstrate solid academic potential and a genuine motivation to learn.
- Student Accessibility & Support Services – strives to support students in meeting their individual goals at Rider University through accommodations, coaching and consultation.
- Student Support Services the TRIO Program (SSO) is a comprehensive academic support program designed to increase the performance, retention and graduation rates of primarily first-generation college students.
- Ronald E. McNair Program – Post-Baccalaureate Achievement Program is a scholarly enrichment and graduate school preparation project, sponsored by the U.S. Department of Education.
- Veterans Affairs – A partnership with former members of the Armed Forces as they advance their education.
- Campus Cultural & Heritage Celebrations – Hispanic Heritage, National Coming Out Day, Native American Heritage Month, Black History Month, Women’s History Month, Asian Pacific American Heritage Month
- Creation of various Diversity Councils & Committees to further strategize and make recommendation regarding enhancing diversity initiatives at Rider University
  - Exploratory committee to identify need and requirements for a Chief Diversity Officer reporting to the President of Rider University
  - President’s Council Committee
  - Diversity & Inclusion Tripartite Committee
  - LBTQ+ Tripartite Committee
  - Rider’s History of Slavery Taskforce
- There are a number of additional faculty-engaged committees specific to each of the academic colleges (e.g. College of Liberal Arts and Sciences anti-racism in the academy)

## **Academic Programs**

The College of Education and Human Services ensures an understanding of cultural diversity, as all students are placed in schools with diverse, multicultural student bodies.

The Gender and Sexuality Studies program explores the complex interactions among race, class, ethnicity, gender and sexuality. Courses in gender and sexuality studies explore the current debates on key issues such as reproductive rights, domestic partnerships, health, communication and law. Students taking courses in gender and sexuality studies benefit from understanding how gender, race, class, ethnicity and sexuality affect the way that individuals think and act. The Gender and Sexuality Studies Colloquium provides a forum each year for Rider students to share their original academic and creative work on issues relating to gender and sexuality.

Rider University's Model UN program has provided students with valuable experience, leadership skills and learning opportunities for over 50 years. Team members must prepare a carefully written position paper on a current topic of interest at the United Nations. Rider has consistently achieved top honors in this competition.

## **Academic Support**

The Academic Success Center offers Rider University students programs and services designed intentionally to maximize student involvement in their own learning and development. Academic Success Center administrators, peer tutors, peer mentors, professional tutors, and professional success coaches work collaboratively with students as they discover options for creating academic and personal success. The professional and student staff of the Academic Success Center are committed to providing a SafeZone for individuals of all races, ethnicities, ages, abilities, sizes, religions, sexual orientations, gender identities and members of any underrepresented group.

TRIO Programs continue to ensure student access and retention by addressing the social, economic and cultural barriers to education in America. These programs provide direct support services for students who are primarily first-generation and income-eligible, leading them to enroll in college, achieve a bachelor's degree, and complete post-baccalaureate studies.

The TRIO Ronald E. McNair Post-Baccalaureate Achievement Program is a scholarly enrichment and graduate school preparation project, sponsored by the United States Department of Education. The McNair Scholars Program was established at Rider University in 2007 and today is among 151 projects funded at institutions across the U.S. and Puerto Rico. McNair Scholars are academically talented students in STEM and other disciplines at Rider who wish to pursue graduate studies with the intent to earn a doctoral degree. The comprehensive program fosters participant preparation for graduate school enrollment through research training, mentoring, instruction and other scholarly activity. Overall, the McNair Scholars Programs aims to increase the attainment of Ph.D. degrees by primarily first-generation students and individuals from underrepresented segments of society.

The Educational Opportunity Program (EOP) is a state sponsored program that helps low-income New Jersey residents attend college. The program was created in 1968 to make higher education more accessible to students who might not otherwise be able to continue their education due to academic disadvantage or a

lack of financial resources. Students are admitted into the program when they have demonstrated academic readiness, academic potential, determination, a genuine desire to learn and a need for financial assistance. Students receiving an EOP grant may be eligible for other state and federal grants. Rider's EOP financial aid packages cover nearly 100% of the required cost for students of greatest need.

Student Accessibility and Support Services (SASS) ensures equal access to all students with qualifying documented disabilities as defined by federal legislation. SASS offers a range of services to assist students with documented learning disabilities, attention deficit disorder, cognitive impairments, physical disabilities, psychological disabilities, hearing and visual disabilities, and other health impairments.

Counseling Services provides services of a developmental, remedial, and preventive nature that focus on enhancing skills that students already possess while encouraging the development of new ones that will help students achieve success at Rider University and beyond. Their outreach programs seek to improve self-awareness and the emotional well-being of Rider students through mental health and wellness programming. Typical outreach events include but are not limited to: suicide prevention; wellness check-up; pet therapy; massage therapy; eating behaviors screening; Stomp Out Stigma; and Denim Day (to raise awareness related to sexual assault).

### **Campus Diversity**

The Center for Diversity and Inclusion supports the university's efforts to reach and foster the understanding and appreciation of different cultures and ways of life that are shared by diverse groups of people through programming, policies and best practices. The Center promotes understanding of complex social issues across multiple social identities for all students while additionally supporting students who have been traditionally underrepresented or marginalized. The Center welcomes all forms of identity, such as race, ethnicity, gender identity and expression, national origin, religious beliefs, sexual orientation, ability, age, marital status and socioeconomic status.

The Rider Allies Program is a campus wide voluntary program that creates allies, supports and resources for the LGBTQIA+ community. It is designed to create a network of allies and visibly identify faculty, staff and students who support the LGBTQIA+ population and can provide a safe and nondiscriminatory environment on campus for members of the LGBTQIA+ community. They provide support, information and resources available both locally and nationally.

The University recognizes that members of the university community may not use the name they were assigned at birth, as it does not reflect their identity. Students may request that a preferred first name be printed on their ID card and displayed as their email name.

### **Career Development**

Career Development and Success provides resume assistance, interview preparation, job search/postings, networking, graduate school preparation, alumni services, employer partnerships and more.

Employees and their dependents are eligible to attend, at no cost or for a reduced cost, University undergraduate and graduate classes.

## **Community Support**

The University opened its doors to its first pantry in February 2018 and continues to provide for the campus community. The University joined hundreds of colleges and universities in an effort to conquer hunger on college campuses. The Rider Pantry serves as a support system for students and provides access to food, beverages, toiletries, personal care items, laundry supplies, bedding and clothing.

The University and Gourmet Dining collaborates with Meals on Wheels of Mercer County to prepare meals weekly for local residents in need. Every morning from Monday through Friday, Meals on Wheels volunteers, Rider students and staff, and staff members from Gourmet Dining prepare meals and deliver them to participants in the program.

## **Programs for Women**

Established in 2006, The Mazzotti Award in Women's Leadership, sponsored through a renewable grant from Joan Mazzotti '72, former chair of Rider University's Board of Trustees, and her husband, Michael Kelly, encourages women faculty and staff to lead, innovate, collaborate, and actively participate in Rider's ongoing efforts to advance its mission.

The Gail Bierenbaum Women's Leadership Council (GBWLC) is a Rider community of diverse, accomplished women who champion advancing women's leadership, mentoring and philanthropy.

Clinical services specific to women's health are offered by Student Health Services.

## **Clubs**

The Department of Languages, Literatures and Cultures sponsors several foreign language and culture clubs in an effort to bring the varying cultures on campus together. The department has chapters of the French, Chinese, and Spanish National Honor Societies and the International Honor Society and awards students with certificates of merit for outstanding essays written in foreign languages during the spring Colloquium.

### **Faith-based/spiritual clubs**

- Catholic Campus Ministry (CCM)
- "Greater Within" Campus Ministry
- Hillel (Jewish Student Organization)
- Muslim Student Association (MSA)
- Rider Intersarsity Christian Fellowship (RICF)
- Unashamed gospel choir
- Active Minds
- American Sign Language Club
- Front Row Step Team
- Global Outlooks Club
- LOCKS (Loving Our Curly, Kinky, Straight) Hair Club
- On Fire Literary Journal
- Rider University Veterans Association (RUVA)

Abled & Disabled Advocates Persisting Together (ADAPT)

### **Fraternities and Sororities**

National Pan-Hellenic Council (NPHC)

- Multicultural Greek Council (MGC)

### **Ethnicity-based clubs**

- Asian Students at Rider (ASAR)
- Black & Hispanic Alliance (BHA)
- Black Men Unified (BMU)
- Black Student Union (BSU)
- Japanese Pop Culture Society (JPCS)
- Latin American Student Organization (LASO)
- Rider African Student Association (RASA)
- Rider Organization of Caribbean Affiliated Students (ROCAS)  
Rider's Latinas Unidas (RLU)

### **Gender-based clubs**

- Rider Women United (RWU)
- SPECTRUM Pride Alliance (SPA)

## **Student Recruitment and Retention**

Rider dedicates one of its Admission Counselors to diversity recruitment initiatives. This counselor reaches out to high school counselors and students in high distress school districts, as well as local GEAR-UP and Upward Bound staff through visits, e-communication, and social media to develop awareness of Rider's programs, financial aid offerings, and the EOP program.

The Office of Admissions has developed a plan for outreach to Community Based Organizations (CBOs) and has an admissions counselor who is the point person to assist the CBOs in learning more about what Rider can offer as well as the EOP program.

Rider hosts on-campus visits from NJ Upward Bound and Abbott School districts to introduce prospective students and counselors to Rider. Students and counselors receive information about the University and its EOP program.

The Multicultural Student Leadership Institute (MSLI) supports and nurtures first-year students from diverse backgrounds in transitioning into a private, suburban educational environment. The goal is to empower them to be able to successfully navigate the pathway of their college experience through self-reliance, persistence, retention and attainment by early engagement (co-curricular and curricular) with faculty, staff, alumni and service to other students in internal and external communities. These students are encouraged to stay engaged in MSLI through the MSLI PALS (Partners Assisting Learning for Students) and MSLI Ambassadors programs, as well as becoming MSLI Peer Leaders.

### **Identification of Problem Areas (41 CFR 60-2.17(b))**

Rider University performs an in-depth analysis of its total employment process to determine if there are areas where minority and/or female groups may face impediments to equal opportunity. The following analyses are conducted to reveal any potential problem areas:

1. **Placement Goals:** An analysis of incumbency versus availability is performed to determine whether there are problems of minority and/or female utilization. Whenever a problem exists, as defined by a statistical methodology, Placement Goals are set (see the Placement Goals report which follows this section). Whether there are Placement Goals or not, steps will be taken to encourage and increase the percentage of qualified minorities and/or females applying for positions both externally and internally. These steps may include, but are not limited to the following:
  - Working with hiring managers and recruiters to determine appropriate outreach to attract qualified applicant pools;
  - Recruiting at colleges and universities with a significant percentage of minority and/or female students;
  - Publishing job advertisements in newspapers and/or magazines that target minorities and/or females;
  - Offering mentorship programs for minority and/or female employees;
  - Offering job training to minorities and/or females currently employed by the university to increase their chances of advancement;
  - Offering tuition reimbursement to employees to obtain training that will increase their chances of advancement;
  - Using recruitment companies that specifically target minorities and/or females; and ● Continuing to use the services of the respective Employment Service Delivery System.
  
2. **Review of Employment Decisions:** A review of employment decisions is made to determine whether minorities and/or females are selected at a less favorable rate than non-minorities and/or males. A review of non-minorities and/or males is also conducted to determine if either group is being selected at a statistically significant lessor rate than minorities and/or females.
  
3. **Review of Hires/Promotions:** Whenever minorities and/or females are selected at a lower rate than non-minorities and/or males, a review of the applicant flow is conducted to determine possible reasons why minorities and/or females were not selected at a more favorable rate. If the university is attracting fewer

than expected minorities and/or females that fit the qualifications for the job groups, good faith efforts will be put into place to attempt to improve the applicant flow of qualified minorities and/or females. If non-minorities and/or males are selected at a statistically significantly lessor rate than minorities and/or females, a review of the applicant flow and selection decisions is also made to ensure that there is no evidence of discrimination.

4. **Review of Terminations:** For terminations, if minorities and/or females are being involuntarily terminated.

#### Minority Underutilization

According to the analysis contained herein as of November 1, 2021, out of the 11 job groups, there is one, Adjunct faculty, where minorities are underutilized. A closer look reveals the fact that, during the past twelve months, significant progress has been attained in this category as a result of a number of steps described in this report. This information is described in more detail in the following “Placement Goals” section of this report. This category will continue to be a focus of these efforts during this Plan year.

### **Rider University Placement Goals Analysis Date as of 10/31/2021**

#### **Accomplishment of Placement Goals**

Based upon the number of adjuncts as of 10/31/2020 (299) the placement goal was attained. The total number of adjuncts as of 10/31/2021 was 281. Based upon the analysis for adjuncts, there is an underrepresentation of minorities.

#### **Plan: RU,1 - Rider University Rider University**

<b>Job Group</b>	<b>Class</b>	<b>Placement Goal %</b>
717 - Adjuncts	Minority	28.01

**Plan: RU,1 - Rider University Rider University (2019/2020)**

Job Group	Employees as of Class	Goal Placement as of Plan Date	Total Job Group Rate %	Actual Placements	Actual Placements #	Placement Rate %	Goal Attainment
717 Adjuncts		299		49			
	Minority	41	20.66		16	32.65	YES

**Adjunct Underrepresentation Analysis By Race**

Plan: RU,1 - Rider University Rider University

Job Group	Total Female		Total Minority		Black		Asian		Native American		Hispanic		Pacific Islander		Two or More Races	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
717 Adjuncts Employees – 281																
Current Utilization	183	4.44	43	15.30	23	8.18	11	3.91	0	0.00	0	2.49	0	0.00	2	0.71
Class Goal	111.47	49.67	78.70	28.01	25.23	8.98	31.13	11.08	1.54	0.55	16.24	5.78	0.00	0.00	4.41	1.57
Underutilized	0.00	NO	35.70	YES	2.23	NO	20.13	YES	1.54	NO	9.24	YES	0.00	NO	2.41	NO



**DEVELOPMENT AND EXECUTION OF  
ACTION-ORIENTED PROGRAMS  
41 C.F.R. 60 - 2.17 ©**

**Affirmative Action and Equal Opportunity Policies**

- Rider's Anti-Harassment and Non-Discrimination Policy provides a framework for our commitment to fostering an environment dedicated to learning and mutual respect as reflected in the University's vision, mission and statement of community values. The policy includes written procedures to guide employees, students and employment applicants who feel they have been mistreated under this policy.
- Due process procedures to appeal discrimination and employee relations grievance procedure findings are in place
- Benefit policies are equitable and nondiscriminatory.
- Provision of reasonable accommodations to individual employees who are disabled, either permanently or temporarily our guided by our Disability Policy
- No retirement age limit.

**Recruitment and Selection**

- Human Resources validates position requirements by department and job category using job performance criteria. Special attention is given to academic preparation, job-related experience, and skill requirements to ensure that the requirements, in and of themselves, do not constitute inadvertent discrimination. Specifications are evaluated to ensure consistency for the same job classification and freedom from discrimination. Where requirements appear to screen out a disproportionate number of protected class members, such requirements are examined for validation to job performance.
- Job openings are posted on RiderHires, the University's online position description database and applicant tracking system, to ensure that anyone—regardless of race, color, religion, national origin, age, sex, sexual orientation, handicap/disability, Vietnam-era/disabled veteran status or gender identity or expression—has an opportunity to apply. RiderHires also allows hiring managers to review applications as they are submitted and provides Human Resources demographic information as the applicant pool is built. This allows Human Resources to determine whether or not additional recruitment efforts need to occur in an attempt to further diversify an applicant pool for an opening in which the job group is underutilized.

- Approved position descriptions and specifications are made available to all members of the search committee involved in the recruiting, screening, selection, and promotion process. An appointment form for all such hires, promotions, and salary changes must be completed by the supervisor and approved by Employment. This system assists with the recommended hire that is best qualified for the open position, that promotions do not disfavor minority group members, and that there are valid reasons for salary changes.
- In an effort to ensure the best candidates are interviewed and selected for positions, Human Resources trains hiring managers and selection committee members in candidate selection and assists them in developing behaviorally anchored interview questionnaires for support and administrative positions.
- Faculty recruitment follows the Guide to Rider University's Practices for Faculty Recruitment and Selection. This comprehensive guide addresses the process, along with the need for diversity and the dangers of unconscious bias throughout the entire recruitment process. This Guide also calls for the Provost, respective Dean, and Human Resources to monitor and review the planned faculty recruitment strategies at key points in the recruitment process. An online training is required for all members of faculty search committees. A follow up discussion with Human Resources to discuss the training, objective interviewing and unconscious bias is required. -- Diversity: Diversity, Inclusion & Belonging When chairs and faculty attend discipline specific conferences, they use such opportunities to recruit for the University.
- Staff recruitment follows the Guide to Rider University's Practices for Non-Faculty Recruitment and Selection. This comprehensive guide addresses the process, along with the need for diversity and the dangers of unconscious bias throughout the entire recruitment process. This Guide also calls for Human Resources to monitor and review recruitment strategies.
- Selection techniques are evaluated to ensure that their use does not discriminate against protected class members. Human Resources utilizes selection procedures that do not have an adverse impact on minorities or females.
- Human Resources continues to utilize the process for documenting hiring decisions by standardizing the collection and maintenance of interviewer feedback into a Candidate Interview Summary that is completed by the Search Committee Chair/Hiring Manager and reviewed by Employment, to ensure sound hiring decisions are being made.

**Monitoring Adverse Impact Analysis  
as of 10/31/2021**

Adverse impact studies are statistical reviews that assess whether women and minorities persist through each step in the hiring process proportionate to their representation in the applicant pool. Applicant tracking information regarding the ethnicity and gender status of applicants and hires and adverse impact studies allow the University to further examine the opportunities and efforts of the past year regarding underutilization and to check that a "level playing field" was present at all stages of the interview process.

The 2021 Plan analysis for adverse impact, which looks at the searches Rider conducted during the Plans year, indicates that there is a finding of adverse impact in one area – Faculty Arts and Sciences, and that the adverse impact was for non-minorities. In this particular case a majority of the faculty hired were minority candidates resulting in an adverse impact situation. Looked at through the lens of the University’s broader goals to diversify certain category, including the faculty ranks, particularly in light of our growingly diverse student population, this result is not considered an indication that our recruitment processes are flawed.

<u>Job Group</u>	<u>Class (favored vs unfavored)</u>	<u>Area</u>
700 - Faculty - Arts & Science	Minority vs. White	3.30

### **ADDRESSING UNDERUTILIZATION, ADVERSE IMPACT & AVAILABILITY GAPS**

#### **UNDERUTILIZATION**

- Implemented job postings for all Adjunct positions
- Implemented review of applicant pool

#### **ADVERSE RECRUITMENT IMPACT**

- Implementation of the Guide to Rider University’s Practices for Staff Recruitment & Selection provides touch points throughout the recruitment process to evaluate progression of the recruitment cycle
- Review of job postings prior to posting
- Discussions outlining objective recruitment and interviewing
- Review of applicant pool prior to interviews
- Review of applicant pool prior to final selection

#### **AVAILABILITY GAPS**

- Implementation of the Guide to Rider’s Practices for Staff Recruitment & Selection
- Provides touch points throughout the recruitment process to evaluate progression of the recruitment cycle
- Review of job postings prior to posting
- Discussions outlining objective recruitment and interviewing
- Review of applicant pool prior to interviews
- Review of applicant pool prior to final selection

- Review assessment tools and questions prior to interviews
- Increased the usage of higher education diversity job boards for all open positions inclusive of job boards for veterans and those with disabilities
- Strengthened awareness of biases in the recruitment process
- Search committees are to include diverse representation

**EXISTING & PLANNED ACTIVITIES FOR THE 2021 AFFIRMATIVE ACTION YEAR**

In concert with the multi-faceted approach that the University utilizes for the recruitment of minority and females as well as the newly developed strategic plan, Human Resources will:

**The Development and Execution of Action-Oriented Programs (41 CFR 60-2.17(c))**

Programs have been instituted to ensure no barriers to employment exist. These programs may include, but are not limited to, the following:

1. Conducting annual analyses of job descriptions to ensure they accurately reflect job functions;
2. Making job descriptions available to recruiting sources and available to all members of management involved in the recruiting, screening, selection and promotion processes;
3. Evaluating the total selection process to ensure freedom from bias through:
  - a. Reviewing job applications and other pre-employment forms to ensure information requested is job-related;
  - b. Evaluating selection methods that may have a disparate impact to ensure that they are job related and consistent with business necessity;
  - c. Training personnel and management staff on proper interview and selection procedures; and
  - d. Training on EEO and other related policies for management and supervisory staff.
4. Using techniques to improve recruitment and retention and to increase the flow of qualified applicants, including minority and/or female applicants, Rider University undertakes the following actions:
  - a. Including the phrase “Rider University is an Equal Opportunity/Affirmative Action employer dedicated to excellence through diversity” or other acceptable tagline in all printed employment advertisements;

- b. Placing employment advertisements in local minority news media and women's interest media;
  - c. Disseminating information on job opportunities to organizations representing minorities and women and to employment development agencies when job opportunities become available;
  - d. Encouraging all employees to refer qualified applicants;
  - e. Actively recruiting at secondary schools, junior colleges, colleges and universities with predominantly minority and/or female enrollments; and
  - f. Requesting employment agencies to refer qualified minorities and women.
5. Reviewing university's compensation practices;
6. Ensuring that all employees are given equal opportunity for promotions and/or transfers. This is achieved by:
- a. Posting opportunities internally;
  - b. Offering guidance to employees in identifying opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer; and
  - c. Evaluating job requirements to ensure that they are appropriate.

Plan: RU,1 - Rider University Rider University

Job Group Analysis Summary  
Analysis Data as of 10/31/2021

Job Group	Total	Female		Minority	
	Employees	#	%	#	%
101 - Administrative I	66	35	53.03	10	15.15
102 - Administrative II	238	154	64.70	49	20.58
300 - Support	99	83	83.83	20	20.20
500 - Service	60	8	13.33	16	26.66
700 - Faculty - Arts & Science	114	56	49.12	27	23.68
702 - Faculty - Business	33	18	54.54	15	45.45
704 - Faculty - Education	18	12	66.66	4	22.22
706 - Faculty - Music	18	5	27.77	1	5.55
714 - Westminster Conservatory	95	70	73.68	23	24.21
715 - AAUP Librarians/Athletics	58	28	48.27	15	25.86
717 - Adjuncts	281	153	54.44	43	15.30
<b>Totals</b>	<b>1,080</b>	<b>622</b>	<b>57.59</b>	<b>223</b>	<b>20.65</b>

101 - Administrative I

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ	ASSIST VP - FINANCIAL PLAN & B	1	1.51	0	0
NJ	ASSISTANT PROVOST	1	1.51	0	0

Rider University

Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

NJ	ASSOC DEAN GRAD PROGRAMS,CBA	1	1.51	0	0
NJ	ASSOC DEAN,UNDERGRAD PROGRAMS	1	1.51	1	1
NJ	ASSOC PROV/ASSOC CNSL ACAD AFF	1	1.51	0	0
NJ	ASSOC VP CAMPAIGN OPERATIONS	1	1.51	1	0
NJ	ASSOC VP MRKTG & COMM	1	1.51	1	0
NJ	ASSOC VP STUAFF/DEAN STUDNTS	1	1.51	1	1
NJ	ASSOC. VICE PRES/CONTROLLER	1	1.51	1	0
NJ	ASSOCIATE CONTROLLER	1	1.51	1	0
NJ	ASSOCIATE DEAN	1	1.51	1	0
NJ	ASSOCIATE DEAN OF STUDENTS WCC	1	1.51	0	0
NJ	ASST. VP	1	1.51	1	0
NJ	CHAIRPERSON	28	42.42	13	5
NJ	CHIEF DIVERSITY OFFICER	1	1.51	1	1
NJ	CIO & AVP FOR INFO TECH	1	1.51	0	0
NJ	DEAN	3	4.54	1	0
NJ	DEAN AND DIRECTOR	1	1.51	0	0
NJ	DIR GRAD TRNSFR & CONT STUDIES	1	1.51	1	0
NJ	DIR, BUS & TECH INNOVATION	1	1.51	1	0
NJ	DIR, PROCUREMENT & PROJECT MGT	1	1.51	1	0
NJ	DIRECTOR EMPLOYMENT/EMPRELATNS	1	1.51	1	1

Rider University

Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

NJ	DIRECTOR OF FACULTY DEVELOPMNT	1	1.51	1	1
NJ	DIRECTOR, COMMUNICATIONS	1	1.51	0	0
NJ	DIRECTOR, ENTERPRISE APPS	1	1.51	1	0
101 - Administrative I					

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ	PRESIDENT	1	1.51	0	0
NJ	PROVOST & VP ACADEMIC AFFAIRS	1	1.51	1	0
NJ	SR. DIRECTOR OF DEVELOPMENT	1	1.51	1	0
NJ	SR. DIRECTOR, DEVELOPMENT	1	1.51	1	0
NJ	VICE PRES FACILITIES & UNIV OP	1	1.51	0	0
NJ	VICE PRES FINANCE & TREASURER	1	1.51	0	0
NJ	VICE PRESIDENT	2	3.03	1	0
NJ	VICE PRESIDENT STUDENT AFFAIRS	1	1.51	1	0
NJ	VP FOR HR & AFFIRM ACTION	1	1.51	0	0
NJ	VP, LEGAL AFFRS & GEN CSL	1	1.51	0	0
NJ	VP, STRATEGIC INIT & PLAN	1	1.51	1	0
<b>Totals</b>					
		Total #	66	35	10
		Total %		53.03	15.15



Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 102 - Administrative II

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ	ACADEMIC AFFAIRS OPS MANAGER	1	0.42	1	0
NJ	ACADEMIC AFFAIRS,TECH PROJ MGR	1	0.42	0	0
NJ	ACADEMIC COORDINATOR	5	2.10	5	1
NJ	ACADEMIC COUNSELOR	1	0.42	1	1
NJ	ACCESS SUPPORT SERVICES MGR	1	0.42	1	0
NJ	ACCOMPANIST	6	2.52	3	3
NJ	ACCOUNTANT	1	0.42	1	0
NJ	AD, MARKETING & FAN DEV	1	0.42	0	0
NJ	ADMINISTRATOR	1	0.42	0	0
NJ	ADMISSIONS COUNSELOR	3	1.26	2	2
NJ	ADMNSTR/EMAIL/ENTERPRISE APPS	1	0.42	0	0
NJ	APPLICATIONS DEVELOPER	1	0.42	0	0
NJ	ASSISTANT BUDGET DIRECTOR	1	0.42	1	0
NJ	ASSISTANT BURSAR	2	0.84	1	0
NJ	ASSISTANT DEAN	2	0.84	2	0
NJ	ASSISTANT DEAN OF STUDENTS	1	0.42	1	0
NJ	ASSISTANT DIR, COMMUNICATIONS	1	0.42	1	0
NJ	ASSISTANT DIRECTOR	17	7.14	13	5
NJ	ASSISTANT DIRECTOR/CAPTAIN	1	0.42	0	0

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 102 - Administrative II

Location	Job Title	Total Employees Persons	Percent	Female	Minority
NJ	ASSISTANT REGISTRAR	1	0.42	1	0
NJ	ASSISTANT REGISTRAR, WCA	1	0.42	1	0
NJ	ASSOC DIR COMPLNCE & ACAD SUPP	1	0.42	0	0
NJ	ASSOC DIR FOR EXT OPS/DEVEL	1	0.42	1	0
NJ	ASSOC DIR LDRSHP GIV&SCHLARSHP	1	0.42	1	0
NJ	ASSOC DIR NETWORKS & TELECOMMS	1	0.42	0	1
NJ	ASSOC DIR, DONOR RELATIONS	1	0.42	1	0
NJ	ASSOC DIR, MAJOR GIFTS ATHS	1	0.42	0	0
NJ	ASSOC DIRECTOR GRANTS/SCIENCE	1	0.42	1	0
NJ	ASSOC. DEAN/RESIDENTIAL PROG.	1	0.42	1	1
NJ	ASSOC. DIR INSTRUCTIONAL TECH	1	0.42	0	1
NJ	ASSOC. DIR, STUDENT NAVIGATION	1	0.42	1	1
NJ	ASSOC. DIRECTOR, ADMISSIONS	1	0.42	1	0
NJ	ASSOCIATE COUNSEL	1	0.42	1	0
NJ	ASSOCIATE DEAN, CAMPUS LIFE	1	0.42	0	0
NJ	ASSOCIATE DIR OF MARKETING	1	0.42	1	0
NJ	ASSOCIATE DIRECTOR	9	3.78	8	2
NJ	ASSOCIATE REGISTRAR	1	0.42	1	1
NJ	ASST ATHL DIR DIGITAL&NEWMEDIA	1	0.42	0	0

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 102 - Administrative II

NJ	ASST DIR, AUX PROGRAMS	1	0.42	0	0
NJ	ASST DIR, RES & ACADEMIC OPS	1	0.42	0	0
NJ	ASST DIR, SPORTS COMMUNICATION	1	0.42	0	0
NJ	ASST DIR., HOUSING OPERATIONS	1	0.42	1	1
NJ	ASST DIRECTOR/COUNSELOR SSS	1	0.42	1	0
NJ	ASST DIRECTOR/NURSE PRACTITINR	1	0.42	1	0
NJ	ASST TO THE DEAN	2	0.84	2	0
NJ	ASST. AD FOR SPORTS COMM	1	0.42	0	0
NJ	ASST. DIR BOX OFFICE MANAGER	1	0.42	1	0
NJ	ASST. DIR. OPERATNS/FACILITIES	1	0.42	0	0
NJ	ASST. DIR., GRAD/CCS ADMISSION	1	0.42	1	0
NJ	AVP, AUXILIARY SERVICES	1	0.42	0	0

Location	Job Title	Total Employees	Persons Percent	Female	Minority
NJ	BURSAR	1	0.42	1	1
NJ	BUSINESS COORDINATOR	1	0.42	0	0
NJ	CAREER COACH	3	1.26	3	0
NJ	CDR EMERG MGT & SPEC OPS	1	0.42	0	0
NJ	COMM DIR COORD GREEK LIFE	1	0.42	1	1
NJ	COMM DIR COORD STUDENT PROG	1	0.42	1	1
NJ	COMM DIR/COORD COMM STANDARDS	1	0.42	1	0

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 102 - Administrative II

NJ	COORD. ON-CAMPUS STUDENT EMP	1	0.42	1	0
NJ	COORDINATOR	5	2.10	3	0
NJ	COORDINATOR VETERANS AFFAIRS	1	0.42	0	0
NJ	COORDINATOR, CERTIFICATIONS	1	0.42	1	0
NJ	COORDNTR EVENTS/EQUIPMT MGR.	1	0.42	0	0
NJ	COUNSELOR	1	0.42	1	0
NJ	DEVELOPMENT COMMUNICATIONS MGR	1	0.42	1	0
NJ	DIGITAL CONTENT WRITER	1	0.42	1	1
NJ	DIR OF STUDENT INVOLVEMENT	1	0.42	1	0
NJ	DIR, BUSINESS OPS & PURCH	1	0.42	1	0
NJ	DIR, OFFICE OF INT'L EXP.	1	0.42	1	0
NJ	DIR. COMPENSATION & BENEFITS	1	0.42	1	0
NJ	DIR. OF CLINICAL INTERNSHIPS	1	0.42	0	0
NJ	DIR., TITLE IX & EOC	1	0.42	0	0
NJ	DIRECTOR	19	7.98	9	2
NJ	DIRECTOR DEVELOPMENT RESEARCH	1	0.42	1	0
NJ	DIRECTOR ENROLLMENT RPT & PLNG	1	0.42	1	0
NJ	DIRECTOR OF FIELD PLACEMENT	1	0.42	1	0
		Total Employees			
<u>Location</u>	<u>Job Title</u>	<u>Persons</u>	<u>Percent</u>	<u>Female</u>	<u>Minority</u>
NJ	DIRECTOR, AUXILIARY PROGRAMS	1	0.42	1	0

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 102 - Administrative II

NJ	DIRECTOR, CREATIVE SERVICES	1	0.42	0	0
NJ	DIRECTOR, PLANNED GIVING	1	0.42	0	0
NJ	DIRECTOR, STUDENT ACAD. SVCS.	1	0.42	1	0
NJ	DIRECTOR, STUDENT SUPPORT SVCS	1	0.42	1	1
NJ	EMPLOYEE RELATIONS COORDINATOR	1	0.42	1	0
NJ	ENTERPRISE APPLICATION MANAGER	1	0.42	1	0
NJ	EVENING SUPERVISOR	1	0.42	1	0
NJ	EXE DIR, DIVERSITY & INCLUSION	1	0.42	1	1
NJ	EXEC DIR FACIL, PLAN & CONST	1	0.42	0	0
NJ	EXEC DIR, MKTG & DIGITAL STRAT	1	0.42	1	1
NJ	EXECUTIVE DIRECTOR	3	1.26	1	0
NJ	EXTENSION COORD. LAWRENCEVILLE	1	0.42	1	0
NJ	FUNCTIONAL DATA ANALYST	4	1.68	4	2
NJ	GENERAL MANAGER	1	0.42	0	0
NJ	GRAD ADMISSIONS RECRUIT SPEC.	1	0.42	1	0
NJ	GRANTS MANAGER	1	0.42	1	0
NJ	GRAPHIC DESIGNER	4	1.68	3	1
NJ	HELP DESK SUPPORT ANALYST	1	0.42	0	0
NJ	HR/FINANCE SYSTEMS ANALYST	1	0.42	1	0
NJ	INFORMATION ANALYST, EM	1	0.42	0	0
NJ	INSTRUCTIONAL DESIGNER	1	0.42	0	1

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 102 - Administrative II

NJ	LABORATORY COORDINATOR	1	0.42	1	0
NJ	LAN ADMINISTRATOR	1	0.42	0	1
NJ	LEARNING SPECIALIST	1	0.42	1	0

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ	LIGHTING DIRECTOR	1	0.42	0	0
NJ	MANAGER	3	1.26	2	1
NJ	MANAGER ITT & FINANCE	1	0.42	1	0
NJ	MANAGER OF BUSINESS OPERATIONS	1	0.42	1	0
NJ	MANAGER OF GROUNDS	1	0.42	0	0
NJ	MANAGER OF SUSTAINABILITY	1	0.42	1	0
NJ	MANAGER, ACCRED & ASSESSMENT	1	0.42	1	0
NJ	MANAGER, ADMISSIONS OPERATIONS	1	0.42	1	1
NJ	MANAGER, APPLICATIONS	1	0.42	1	0
NJ	MANAGER, DISBURSEMENTS	1	0.42	1	0
NJ	MANAGER, HELP DESK	1	0.42	1	0
NJ	MANAGER, HRIS	1	0.42	0	1
NJ	MANAGER, USER SERVICES	1	0.42	0	1
NJ	MANAGER, WRITING STUDIO	1	0.42	1	0
NJ	MGR DATABASES & APPLICATIONS	1	0.42	0	1
NJ	MGR, CAMPAIGN VOL & EXEC ASST.	1	0.42	1	1

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 102 - Administrative II

NJ	MUSICTHEATRE CLASS ACCOMPANIST	2	0.84	1	0
NJ	NAVIGATION COACH	3	1.26	2	2
NJ	NAVIGATION COACH 2	1	0.42	1	0
NJ	PHOTOGRAPHER	1	0.42	0	0
NJ	PROFESSIONAL TUTOR	7	2.94	4	0
NJ	PROFESSIONAL TUTOR,MCNAIR PRGS	1	0.42	1	0
NJ	PROGRAM COORDINATOR	1	0.42	1	0
NJ	PROJECT COORDINATOR	1	0.42	1	0
NJ	PROJECT MANAGER	1	0.42	1	0
		Total Employees			
Location	Job Title	Persons	Percent	Female	Minority
NJ	PSYCHOLOGIST	1	0.42	1	1
NJ	RECRUITER	1	0.42	0	0
NJ	RECRUITMENT&EMPL ADMINISTRATOR	1	0.42	1	0
NJ	REGISTRAR	1	0.42	1	0
NJ	RESEARCH ASSOCIATE, PART-TIME	1	0.42	0	0
NJ	RESEARCH COORDINATOR	1	0.42	1	1
NJ	SENIOR ACCOUNTANT	1	0.42	0	0
NJ	SENIOR BENEFITS ADMINISTRATOR	1	0.42	1	0
NJ	SENIOR DETECTIVE	1	0.42	0	0
NJ	SR. ACCOUNTANT	1	0.42	1	0

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 102 - Administrative II

Location	Job Title	Total #	Total %	Female	Minority
NJ	SR. ASSISTANT DIRECTOR	2	0.84	2	0
NJ	SR. BUSINESS SYSTEMS ANALYST	7	2.94	4	3
NJ	SR.INSTRUCTIONAL DESIGNER	1	0.42	1	1
NJ	STRENGTH & CONDITIONING COORD.	1	0.42	0	0
NJ	STUDENT AFFAIRS SYS ANALYST	1	0.42	1	0
NJ	SUCCESS COACH	1	0.42	1	0
NJ	SUPPORT SERVICES MANAGER	1	0.42	1	1
NJ	SYMPHONIC CHOIR ACCOMPANIST	1	0.42	0	0
NJ	SYSTEMS MANAGER	2	0.84	0	0
NJ	TECHNICAL DIRECTOR, THEATERS	1	0.42	0	0
NJ	TECHNICAL LEAD	1	0.42	0	0
NJ	TELECOMMUNICATIONS SYSTEMS MGR	1	0.42	0	0
NJ	VIDEO TECHNOLOGIES COORDINATOR	1	0.42	0	0
NJ	WEB DESIGNER FRONT END DEV	1	0.42	1	0
		Total Employees			
		Persons Percent			
		Female			
		Minority			
Totals		238		154	49
				64.70	20.58



Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 300 - Support

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ	ACCOUNTING SPECIALIST	2	2.02	2	0
NJ	ACCOUNTS PAYABLE COORDINATOR	2	2.02	1	0
NJ	ADMINISTRATIVE ASSOCIATE	21	21.21	21	5
NJ	ADMINISTRATIVE ASSOCIATE PT	2	2.02	1	0
NJ	ADMINISTRATIVE SPECIALIST	25	25.25	24	5
NJ	ADMISSION COORDINATOR	1	1.01	1	0
NJ	BUDGET COORDINATOR	1	1.01	1	0
NJ	CATALOGUING SPECIALIST	1	1.01	0	0
NJ	COORDINATOR, PT	1	1.01	1	0
NJ	COORDINATOR, SCHEDULING	1	1.01	1	1
NJ	COSTUME SHOP SUPERVISOR	1	1.01	0	0
NJ	DIRECTOR OF OPS, MENS BB, PT	1	1.01	0	0
NJ	EXECUTIVE ASSISTANT	6	6.06	6	2
NJ	EXECUTIVE SECRETARY	4	4.04	4	1
NJ	HUMAN RESOURCES ASSOCIATE	1	1.01	1	0
NJ	LIBRARY TECHNICAL ASSISTANT	1	1.01	1	0
NJ	LIBRARY TECHNICAL ASSISTANT PT	2	2.02	1	0
NJ	MARKETING SPECIALIST	2	2.02	2	1
NJ	MEDIA SUPPORT SPECIALIST I	1	1.01	0	1

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

NJ	MEDIA SUPPORT SPECIALIST II	1	1.01	0	1
NJ	MEDICAL ASSISTANT	1	1.01	1	0
NJ	MULTIMEDIA VIDEO & DESIGN SPEC	1	1.01	0	0
NJ	NETWORK TECHNICIAN	1	1.01	0	0
NJ	NURSE	1	1.01	1	0
NJ	NURSE PRACTITIONER	1	1.01	1	0

300 - Support

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ	OFFICE ASSISTANT	3	3.03	2	0
NJ	OFFICE ASSOCIATE	3	3.03	3	1
NJ	OFFICE SPECIALIST	7	7.07	5	1
NJ	PIANO TECHNICIAN	1	1.01	0	0
NJ	TECHNICAL SUPPORT SPECIALST II	1	1.01	0	1
NJ	TRANSFER COORDINATOR PT	1	1.01	1	0
NJ	WEEKEND SUPERVISOR PT	1	1.01	1	0
<b>Totals</b>		<b>99</b>		<b>83</b>	<b>20</b>
		<b>Total #</b>		<b>83.83</b>	<b>20.20</b>
		<b>Total %</b>			

500 - Service

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ	AUTO MECHANIC	1	1.66	0	1
NJ	BLDG MAINT GROUP LEADER	1	1.66	0	0
NJ	BUILDING MAINTENANCE	6	10.00	1	1
NJ	CARPENTER	1	1.66	0	0
NJ	CATERING BARTENDER	5	8.33	3	0

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

NJ	COMMUNICATIONS OFFICER	3	5.00	1	2
NJ	CORPORAL	3	5.00	0	1
NJ	ELECTRICIAN	2	3.33	0	1
NJ	EVENTS OPERATIONS STAFF	1	1.66	0	1
NJ	GENERAL MECHANIC	2	3.33	0	1
NJ	GROUNDSKEEPER	7	11.66	1	2
NJ	HVAC MECHANIC	3	5.00	0	0
NJ	LEADPERSON	2	3.33	0	0
NJ	LOCKSMITH	1	1.66	0	0
NJ	OFFICER	12	20.00	2	4
NJ	OFFICER PT	2	3.33	0	1
NJ	PLUMBER	2	3.33	0	0
NJ	PUB OFFICER	1	1.66	0	0
NJ	SCENE SHOP SUPERVISOR - PT	1	1.66	0	1
NJ	SERGEANT	2	3.33	0	0
NJ	UTILITY CRAFTSPERSON	1	1.66	0	0
NJ	WAREHOUSE CLERK	1	1.66	0	0
<b>Totals</b>					
		Total #	60	8	16
		Total %		13.33	26.66

700 - Faculty - Arts & Science

Location	Job Title	Total Employees			
		Persons	Percent	Female	Minority
NJ_SED	FACULTY	98	85.96	46	23
NJ_SED	LECTURER	15	13.15	10	4
NJ_SED	VISITING ASSISTANT PROFESSOR	1	0.87	0	0
<b>Totals</b>					
		Total #	114	56	27
		Total %		49.12	23.68

Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

Rider University  
 Job Group Analysis  
 Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 702 - Faculty - Business

Location	Job Title	Total Employees			
		Persons	Percent	Female	Minority
NJ_SED	FACULTY	33	100.00	18	15
Totals		Total # 33	Total % Total %	18 54.54	15 45.45

Rider University  
 Job Group Analysis  
 Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 704 - Faculty - Education

Location	Job Title	Total Employees			
		Persons	Percent	Female	Minority
NJ_SED	FACULTY	18	100.00	12	4
Totals		Total # 18	Total % 66.66	12 66.66	4 22.22

Rider University  
 Job Group Analysis  
 Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 706 - Faculty - Music

Location	Job Title	Total Employees			
		Persons	Percent	Female	Minority
NJ_SED	FACULTY	18	100.00	5	1
Totals		Total # 18	Total % 100.00	5 27.77	1 5.55

Rider University  
 Job Group Analysis  
 Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 714 - Westminster Conservatory

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ	CONSERVATORY DEPT. HEAD	2	2.10	2	0
NJ	CONSERVATORY TEACHER	93	97.89	68	23
Totals			Total # Total %	95 70 73.68	23 24.21



Rider University  
Job Group Analysis  
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 715 - AAUP Librarians/Athletics

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ	ASSISTANT ATHLETIC TRAINER	3	5.17	3	2
NJ	ASSISTANT ATHLETIC TRAINER- PT	1	1.72	1	1
NJ	ASSISTANT COACH	4	6.89	0	2
NJ	ASSOCIATE HEAD COACH	2	3.44	1	0
NJ	ATHLETIC PART-TIME	16	27.58	6	5
NJ	BASEBALL COACH	1	1.72	0	0
NJ	COACH SOCCER	1	1.72	0	0
NJ	COACH SWIMMING & DIVING	1	1.72	0	0
NJ	COACH VOLLEYBALL	1	1.72	0	0
NJ	COACH WOMEN'S BASKETBALL	1	1.72	1	0
NJ	COACH WRESTLING	1	1.72	0	0
NJ	COACH, MENS BASKETBALL	1	1.72	0	1
NJ	HEAD ATHLETIC TRAINER	1	1.72	0	0
NJ	HEAD COACH PT	3	5.17	1	1
NJ	HEAD COACH SOFTBALL	1	1.72	1	1
NJ	HEAD COACH, TRACK/XC	1	1.72	0	0
NJ	LIBRARIAN	9	15.51	6	0
NJ	LIBRARIAN PART-TIME	6	10.34	5	2
NJ	LIBRARIAN PT	1	1.72	1	0
NJ	SEASONAL ATHLETIC TRAINER	2	3.44	2	0
NJ	SOCCER COACH	1	1.72	0	0
<b>Totals</b>					
		Total #	58	28	15
		Total %		48.27	25.86

717 - Adjuncts

Rider University  
 Job Group Analysis  
 Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

Location	Job Title	Total Employees		Female	Minority
		Persons	Percent		
NJ_SED	ADJUNCT FACULTY	237	84.34	124	39
NJ_SED	FACULTY - PART-TIME	44	15.65	29	4
Totals					
		Total #			
		Total %			
			281	153	43
				54.44	15.30

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 101 - Administrative I

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ	0010 - Chief executives and legislators	1	1.51	21.12	0.31	13.10	0.19
NJ	0050 - Marketing and sales managers	1	1.51	45.20	0.68	17.36	0.26
NJ	0110 - Computer and information systems managers	2	3.03	29.01	0.87	20.01	0.60
NJ	0120 - Financial managers	4	6.06	51.77	3.13	21.56	1.30
NJ	0136 - Human resources managers	2	3.03	60.86	1.84	24.69	0.74
NJ	0150 - Purchasing managers	1	1.51	46.60	0.70	18.26	0.27
NJ	0230 - Education administrators	53	80.30	60.57	48.64	24.46	19.64
NJ	2000 - Counselors	1	1.51	66.17	0.99	36.50	0.55
NJ	2100 - Lawyers, and judges, magistrates, and other judicial workers	1	1.51	31.11	0.46	12.54	0.18
<b>Total Reasonable Recruitment Area Availability:</b>		66			57.61		23.73

102 - Administrative II

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ	0050 - Marketing and sales managers	3	1.26	46.01	0.57	17.04	0.21
NJ	0060 - Public relations and fundraising managers	2	0.84	46.91	0.39	12.24	0.10
NJ	0110 - Computer and information systems managers	1	0.42	28.80	0.12	18.26	0.07
NJ	0120 - Financial managers	2	0.84	50.86	0.42	20.56	0.17
NJ	0150 - Purchasing managers	1	0.42	47.12	0.19	16.71	0.07
NJ	0220 - Construction managers	1	0.42	5.71	0.02	13.52	0.05
NJ	0230 - Education administrators	109	45.79	59.11	27.06	24.47	11.20
NJ	0425 - Emergency management directors	1	0.42	13.79	0.05	7.79	0.03
NJ	0630 - Human resources workers	6	2.52	66.59	1.67	27.94	0.70

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

NJ	0735 - Market research analysts and marketing specialists	1	0.42	64.16	0.26	27.74	0.11
NJ	0800 - Accountants and auditors	3	1.26	56.43	0.71	24.92	0.31
NJ	0820 - Budget analysts	1	0.42	58.60	0.24	18.47	0.07
NJ	0950 - Financial specialists, all other	17	7.14	50.41	3.59	26.86	1.91
NJ	1007 - Information security analysts	1	0.42	30.97	0.13	20.14	0.08
NJ	1020 - Software developers, applications and systems software	3	1.26	22.62	0.28	33.70	0.42
NJ	1030 - Web developers	1	0.42	34.00	0.14	21.86	0.09
NJ	1050 - Computer support specialists	3	1.26	30.33	0.38	30.17	0.38
NJ	1060 - Database administrators	1	0.42	33.33	0.14	26.16	0.10
NJ	1105 - Network and computer systems administrators	7	2.94	26.35	0.77	28.82	0.84
NJ	1820 - Psychologists	1	0.42	60.24	0.25	12.25	0.05
NJ	1860 - Miscellaneous social scientists, including survey researchers and	2	0.84	52.85	0.44	25.85	0.21
NJ	2000 - Counselors	10	4.20	64.74	2.71	37.55	1.57
NJ	2100 - Lawyers, and judges, magistrates, and other judicial workers	1	0.42	29.99	0.12	11.81	0.04
NJ	2340 - Other teachers and instructors	8	3.36	62.49	2.09	27.18	0.91
NJ	2550 - Other education, training, and library workers	16	6.72	78.16	5.25	18.49	1.24
NJ	2630 - Designers	5	2.10	54.66	1.14	19.93	0.41
NJ	2720 - Athletes, coaches, umpires, and related workers	10	4.20	34.48	1.44	22.00	0.92
NJ	2740 - Dancers and choreographers	2	0.84	53.64	0.45	21.01	0.17

102 - Administrative II

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ	2750 - Musicians, singers, and related workers	8	3.36	38.31	1.28	18.92	0.63
NJ	2825 - Public relations specialists	2	0.84	52.19	0.43	14.03	0.11
NJ	2840 - Technical writers	1	0.42	42.35	0.17	11.57	0.04
NJ	2910 - Photographers	1	0.42	47.30	0.19	20.83	0.08

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

NJ	2920 - Television, video, and motion picture camera operators and editors	1	0.42	27.13	0.11	26.83	0.11
NJ	3258 - Nurse practitioners and nurse midwives	1	0.42	93.10	0.39	10.42	0.04
NJ	3300 - Clinical laboratory technologists and technicians	1	0.42	80.14	0.33	36.81	0.15
NJ	3820 - Detectives and criminal investigators	1	0.42	22.10	0.09	23.56	0.09
NJ	4210 - First-line supervisors of landscaping, lawn service, and	1	0.42	5.65	0.02	25.38	0.10
NJ	4640 - Residential advisors	1	0.42	66.80	0.28	54.61	0.22
NJ	6355 - Electricians	1	0.42	1.32	0.00	18.25	0.07
<b>Total Reasonable Recruitment Area Availability:</b>		<b>238</b>		<b>54.30</b>		<b>24.07</b>	

300 - Support

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ	0230 - Education administrators	1	1.01	60.20	0.60	24.79	0.25
NJ	0820 - Budget analysts	1	1.01	50.16	0.50	14.55	0.14
NJ	1050 - Computer support specialists	1	1.01	26.96	0.27	32.93	0.33
NJ	1105 - Network and computer systems administrators	1	1.01	25.15	0.25	34.49	0.34
NJ	2400 - Archivists, curators, and museum technicians	1	1.01	29.17	0.29	4.54	0.04
NJ	2440 - Library technicians	3	3.03	59.28	1.79	31.30	0.94
NJ	2550 - Other education, training, and library workers	3	3.03	79.47	2.40	27.13	0.82
NJ	2630 - Designers	1	1.01	59.26	0.59	20.85	0.21
NJ	2720 - Athletes, coaches, umpires, and related workers	1	1.01	31.73	0.32	21.83	0.22
NJ	2750 - Musicians, singers, and related workers	1	1.01	33.33	0.33	17.39	0.17
NJ	2825 - Public relations specialists	2	2.02	70.83	1.43	13.97	0.28

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

NJ	2860 - Miscellaneous media and communication workers	2	2.02	82.10	1.65	50.00	1.01
NJ	2920 - Television, video, and motion picture camera operators and editors	1	1.01	18.05	0.18	12.88	0.13
NJ	3255 - Registered nurses	1	1.01	93.93	0.94	30.20	0.30
NJ	3258 - Nurse practitioners and nurse midwives	1	1.01	93.73	0.94	12.34	0.12
NJ	3645 - Medical assistants	1	1.01	92.12	0.93	32.34	0.32
NJ	5120 - Bookkeeping, accounting, and auditing clerks	2	2.02	85.18	1.72	25.87	0.52
NJ	5165 - Financial clerks, all other	2	2.02	66.76	1.34	25.31	0.51
NJ	5360 - Human resources assistants, except payroll and timekeeping	1	1.01	86.33	0.87	33.58	0.33
NJ	5700 - Secretaries and administrative assistants	10	10.10	96.63	9.76	21.99	2.22
NJ	5940 - Miscellaneous office and administrative support workers,	62	62.62	76.34	47.80	27.36	17.13
<b>Total Reasonable Recruitment Area Availability:</b>		99		74.89		26.33	
<span style="color: red;">500 - Service</span>							

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ	0725 - Meeting, convention, and event planners	1	1.66	90.37	1.50	19.54	0.32
NJ	2750 - Musicians, singers, and related workers	1	1.66	33.33	0.55	17.39	0.28
NJ	2825 - Public relations specialists	3	5.00	70.83	3.54	13.97	0.69
NJ	3710 - First-line supervisors of police and detectives	3	5.00	11.13	0.55	24.01	1.20
NJ	3730 - First-line supervisors of protective service workers, all other	2	3.33	9.82	0.32	33.18	1.10
NJ	3850 - Police officers	15	25.00	8.47	2.11	19.21	4.80
NJ	4040 - Bartenders	5	8.33	64.83	5.40	18.37	1.53
NJ	4250 - Grounds maintenance workers	7	11.66	2.95	0.34	50.99	5.94

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

NJ	6230 - Carpenters	1	1.66	1.83	0.03	18.79	0.31
NJ	6355 - Electricians	2	3.33	0.72	0.02	15.75	0.52
NJ	6440 - Pipelayers, plumbers, pipefitters, and steamfitters	2	3.33	0.06	0.00	10.40	0.34
NJ	7200 - Automotive service technicians and mechanics	1	1.66	1.89	0.03	26.70	0.44
NJ	7315 - Heating, air conditioning, and refrigeration mechanics and installers	3	5.00	0.20	0.01	15.58	0.77
NJ	7340 - Maintenance and repair workers, general	9	15.00	1.98	0.29	28.60	4.29
NJ	7540 - Locksmiths and safe repairers	1	1.66	2.83	0.04	11.86	0.19
NJ	7610 - Helpers--installation, maintenance, and repair workers	3	5.00	0.00	0.00	21.42	1.07
NJ	9750 - Misc material moving workers, incl mine shuttle car operators, & tank	1	1.66	14.86	0.24	32.02	0.53
<b>Total Reasonable Recruitment Area Availability:</b>		60			14.97		24.32

700 - Faculty - Arts & Science

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ_SED	SED_K02 - PSYCHOLOGY	15	13.15	70.32	9.24	21.86	2.87
NJ_SED	SED_K42 - Criminology	98	85.96	55.22	47.46	14.84	12.75
NJ_SED	SED_N13 - Business management/admin serv., oth	1	0.87	35.67	0.31	29.47	0.25
<b>Total Reasonable Recruitment Area Availability:</b>		114			57.01		15.87

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 702 - Faculty - Business

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ_SED	SED_N03 - Banking/financial support services	33	100.00	26.82	26.82	33.19	33.19
Total Reasonable Recruitment Area Availability:		33			26.82		33.19



Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 704 - Faculty - Education

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ_SED	SED_M15 - TEACHER EDUCATION	18	100.00	75.75	75.75	23.00	23.00
Total Reasonable Recruitment Area Availability:		18			75.75		23.00

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 706 - Faculty - Music

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ_SED	SED_L49 - Music theory and composition	18	100.00	20.00	20.00	11.95	11.95
Total Reasonable Recruitment Area Availability:		18			20.00		11.95

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 714 - Westminster Conservatory

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ	0230 - Education administrators	2	2.10	57.19	1.20	24.33	0.51
NJ	2340 - Other teachers and instructors	93	97.89	62.32	61.00	26.79	26.23
<b>Total Reasonable Recruitment Area Availability:</b>		95			62.20		26.73

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 715 - AAUP Librarians/Athletics

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ	2430 - Librarians	16	27.58	83.59	23.05	15.74	4.34
NJ	2720 - Athletes, coaches, umpires, and related workers	35	60.34	34.79	20.99	22.05	13.30
NJ	3540 - Other healthcare practitioners and technical occupations	7	12.06	41.84	5.04	24.79	2.98
<b>Total Reasonable Recruitment Area Availability:</b>		58			49.08		20.62

Rider University
Reasonable Recruitment Area Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 717 - Adjuncts

Location	Census Code and Description	Employees		Total Female		Total Minority	
		#	Weight	Avail	Wtd	Avail	Wtd
NJ_SED	SED_N13 - Business management/admin serv., oth	237	84.34	35.67	30.08	29.47	24.85
NJ_SED	SED_N14 - COMMUNICATIONS	44	15.65	61.33	9.59	20.25	3.17
Total Reasonable Recruitment Area Availability:		281			39.67		28.01

Rider University
Incumbency vs. Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group: 101 - Administrative I

Total Employees in Job Group: 66

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	57.61	57.61	23.73	23.73
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>		57.61		23.73	
<b>Current Utilization</b>		53.03		15.15	
Binomial Probability		0.5275		0.1253	
Exact Binomial less than or equal to 0.0500		No		No	
102 - Administrative II					

Total Employees in Job Group: 238

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	54.30	54.30	24.07	24.07
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>		54.30		24.07	
<b>Current Utilization</b>		64.70		20.58	
Binomial Probability		0.9995		0.2354	
Exact Binomial less than or equal to 0.0500		No		No	
300 - Support					

Rider University
Incumbency vs. Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

Total Employees in Job Group: 99

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	74.89	74.89	26.33	26.33
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			74.89		26.33
<b>Current Utilization</b>			83.83		20.20
Binomial Probability		0.9880		0.1993	
Exact Binomial less than or equal to 0.0500		No		No	
500 - Service					

Total Employees in Job Group: 60

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	14.97	14.97	24.32	24.32
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>			14.97		24.32
<b>Current Utilization</b>			13.33		26.66
Binomial Probability		0.8947		0.7227	
Exact Binomial less than or equal to 0.0500		No		No	
700 - Faculty - Arts & Science					

Total Employees in Job Group: 114

Rider University
Incumbency vs. Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	57.01	57.01	15.87	15.87
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>		57.01		15.87	
Current Utilization		49.12		23.68	
Binomial Probability		0.1092		0.9892	
Exact Binomial less than or equal to 0.0500		No		No	
702 - Faculty - Business					

Total Employees in Job Group: 33

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	26.82	26.82	33.19	33.19
Internally available	0.00	0.00	0.00	0.00	0.00
<b>Total Weighted Availability</b>		26.82		33.19	
Current Utilization		54.54		45.45	
Binomial Probability		0.9998		0.9508	
Exact Binomial less than or equal to 0.0500		No		No	
704 - Faculty - Education					

Total Employees in Job Group: 18

Total                      Total



Rider University
Incumbency vs. Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

Factor	Weight	Female		Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	75.75	75.75	23.00	
Internally available	0.00	0.00	0.00	0.00	23.00
<b>Total Weighted Availability</b>			75.75		23.00
<b>Current Utilization</b>			66.66		22.22
Binomial Probability		0.5142		0.5987	
Exact Binomial less than or equal to 0.0500		No		No	
706 - Faculty - Music					

Total Employees in Job Group: 18

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	20.00	20.00	11.95	
Internally available	0.00	0.00	0.00	0.00	11.95
<b>Total Weighted Availability</b>			20.00		11.95
<b>Current Utilization</b>			27.77		5.55
Binomial Probability		0.8670		0.6967	
Exact Binomial less than or equal to 0.0500		No		No	
714 - Westminster Conservatory					

Total Employees in Job Group: 95

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd

Rider University
Incumbency vs. Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

Requisite skills in recruitment area	100.00	62.20	62.20	26.73	
Internally available	0.00	0.00	0.00	0.00	26.73
					0.00
Total Weighted Availability			62.20		26.73
Current Utilization			73.68		24.21
Binomial Probability		0.9932		0.6716	
Exact Binomial less than or equal to 0.0500		No		No	

715 - AAUP Librarians/Athletics

Total Employees in Job Group: 58

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	49.08	49.08	20.62	20.62
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			49.08		20.62
Current Utilization			48.27		25.86
Binomial Probability		0.5038		0.8732	
Exact Binomial less than or equal to 0.0500		No		No	

717 - Adjuncts

Total Employees in Job Group: 281

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd

Rider University
Incumbency vs. Availability
Analysis Data as of 10/31/2021

Plan: RU,1 - Rider University Rider University

Job Group:

Requisite skills in recruitment area	100.00	39.67	39.67	28.01	28.01
Internally available	0.00	0.00	0.00	0.00	0.00
<hr/>					
Total Weighted Availability		39.67		28.01	
Current Utilization		54.44		15.30	
Binomial Probability		0.9999		0.0000	
Exact Binomial less than or equal to 0.0500		No		Yes	





