Affirmative Action Program
for
Rider University

2083 Lawrence Road
Lawrenceville, New Jersey   08648-3099

Period of Program:
November 1, 2023 through October 31, 2024

Program Administrator:
Robert A. Stoto
Vice President of Human Resources
Affirmative Action Officer
(609) 896-5683

PREFACE

This Affirmative Action Program (AAP) is reviewed and updated annually and is in effect from November 1, 2023 through October 31, 2024.

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.

AFFIRMATIVE ACTION PROGRAM for EXECUTIVE ORDER 11246 CONFIDENTIAL TRADE SECRET MATERIALS

The material set forth in the AAP is deemed to constitute trade secrets, operations information, confidential statistical data, and other confidential commercial and financial data, within the meaning of the Freedom of Information Act, U.S.C. 552, Title VII of the Civil Rights Act of 1964 (as amended), 42 U.S.C. 2000e et seq., the Trade Secrets Act, 18 U.S.C. 1905, and 44 U.S.C. 3508, the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.

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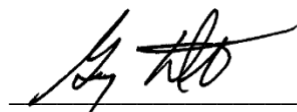
Rider University seeks to create an environment that understands, fosters and embraces the values of diversity among students, faculty, and staff. To that end, the University regularly sponsors various diversity-related programs in which employees and students are encouraged to participate.

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.

_____   March 25, 2024
Gregory G. Dell'Omo, Ph.D   Date
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 60-2.17(a))
Designation of Responsibilities of VP HR & Affirmative Action (41 CFR 60-2.17(a))
Robert Stoto, the VP HR & 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 HR & Affirmative Action's appointment and a description of the position's basic responsibilities have been communicated to all levels of personnel in the company. The responsibilities of the VP HR & Affirmative Action include, but are not necessarily limited to, the following:

- Developing EEO policy statements, Affirmative Action Programs, and internal and external communication procedures;
- Assisting in the identification of AAP/EEO problems;
- Assisting management in arriving at effective solutions to AAP/EEO problems;
- Designing and implementing an internal audit and reporting system that:
- Measures the effectiveness of the Affirmative Action Program;
- Determines the degree to which AAP goals and objectives are met; and
- Identifies the need for remedial action.
- Keeping company's management informed of equal opportunity progress and reporting potential problem areas within the company through reports;
- Reviewing the company'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;
- Auditing the contents of the company's bulletin board to ensure compliance information is posted and up-to-date; and
- Serving as liaison between Rider University and enforcement agencies.

Responsibilities of Rider University's Management to Ensure Implementation of the AAP (41 CFR 60-2.17(a))
In implementing this written Affirmative Action Program, the responsibilities of the company's supervisors and managers working with the VP HR & Affirmative Action include, but are not necessarily limited to, the following:

- Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when appropriate;
- 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
- 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:
- Measure the effectiveness of the AAP/EEO program;
- Document and analyze personnel activities;
- Identify problem areas and develop action plans where remedial action is needed; and
- 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:
- Recruitment, advertising, and job application procedures;
- Hiring, promotion, upgrading, layoff, recall from layoff;
- Rates of pay and any other forms of compensation including fringe benefits;
- Job assignments, job classifications, job descriptions, and seniority lists;
- Sick leave, leaves of absence, or any other leave;
- Training, attendance at professional meetings and conferences; and
- Any other term, condition, or privilege of employment.
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The following documents may be maintained as a component of Rider University's internal audit process:
- An applicant flow log;
- Summary data of external job offers and hires, promotions, terminations;
- Summary data of applicant flow;
- Employment applications; and
- Records pertaining to 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:

- The AAP Administrator will discuss any problems relating to substantial disparate impact, EEO charges, etc., with management; and
- 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, HERC, DiversityInc, HBCU Connect, and LinkedIn. The Higher Education Recruitment Consortium is a collection of 19 individual regional consortia composed of 700 colleges, universities and other institutions that share HERCs 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 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 to support employees when 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 setting goals be 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.

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, and online.

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, and continues to be updated. The Inclusive Excellence Plan presupposes the values of diversity, equity and inclusion are intentionally woven into the fabric of what we do and who we are as Rider University. The Rider University Inclusive Excellence Plan, therefore, takes elements from the University strategic plan that articulate these values and outlines a road map to implementation — defining key opportunities and priorities to exemplify inclusion in every aspect of what we do. 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 goals to date 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 students.
-   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 Affinity Groups
- President's Council Committee Diversity & Inclusion Tripartite Committee.

Academic Programs

The Norm Brodsky College of Business core curriculum requires students to complete two (2) courses that focus on international business. This coursework introduces students to the cross-cultural dynamics of conducting business in a global environment. There are not only traditional courses that satisfy this requirement (e.g., International Management, International Marketing), but the college also sponsors a number of short-term international study tours each year to provide opportunities for students to experience business and culture in other parts of the world. Furthermore, the Norm Brodsky College of Business sustains and initiates partnerships with universities across the world he Norm Brodsky College of Business curriculum includes attention to principles of justice, equity, and inclusion to develop responsible and fair-minded participants in the diverse, global, complex business environment for their students to complete BSBA and graduate degrees at Rider.

The Norm Brodsky College of Business partners with Sanda University in Shanghai, China; the program has expanded from its original undergraduate program in Global Business to include an MBA, the Masters of Accounting and a M.S. in Corporate Finance programs. The college also partners with CEFAM (Centre d'Etudes Franco Americain de Management in Lyon, France) helping students to complete their BSBA and/or MBA degrees.

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 and trained professional and peer tutors, graduate assistants, peer assistants, and student success coaches work collaboratively with students as they discover options for creating academic and personal success.

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 challenges 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 Inclusive Excellence Plan 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.

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, polices 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, marginalized, or under resourced. The Center for Diversity and Inclusion welcomes all forms of identity, such as age, country of origin, (dis)abilities, economic background, education level, ethnicity, gender identity and expression, immigration status, political views, race, religion, sex, sexual orientation and veteran status, among others.

The Rider Allies SafeZone Program is a campus wide voluntary program that creates allies, support systems and resources for the LGBTQIA+ community. It is designed to create a network of allies so people can 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 offers a wide variety of non-perishable food choices, a limited selection of frozen foods, personal care items, and school supplies.

The University and Gourmet Dining collaborates with Meals on Wheels of Mercer County to prepare meals weekly for local residents in need. 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 Awards in Women's Leadership, funded through the generosity of Joan Mazzotti '72, chair of Rider University's Board of Trustees, and her husband, Michael Kelly, were established with the purpose of providing external leadership professional development opportunities to women faculty and staff of the Rider Community. Funds are awarded to distinguished women to support leadership training and mentoring which will assist them to progress to positions of leadership.

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

The University celebrates National Girls and Women in Sports Day each year. The day includes a free all-sports clinic, for girls ages 5-17, with Rider's women's sports teams.

Affinity Groups

The purpose of Affinity Groups is to allow faculty and staff with shared interests or identities to come together for open and respectful dialogue that will develop a supportive and learning space related to those shared interests, including support for groups that have been challenging historically and remain challenging today. Areas appropriate for this Program include race, gender, gender identity, sexual orientation, working/single parents, employees with disabilities or any other group with a shared interest impacted by the work environment.

Each group assist employees who want to enhance self-knowledge, develop an understanding of issues, develop as leaders in a diverse environment, and develop skills to serve as allies to support each other and promote diversity, equity and inclusion on Rider's campus and in the community. Individuals should be willing to engage in reflection and discussion in all areas respectfully.

Student Recruitment and Retention

Rider dedicates at least 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, Upward Bound, Trio, etc. staff through visits, e-communication, and social media to develop awareness of Rider's programs, financial aid offerings, and the EOP program.

Rider hosts on-campus visits from groups such as NJ Upward Bound, GEAR-UP, Trio programs, AVID programs, 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 and transfer 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.

Clubs

The Department of Languages, Literatures and Cultures sponsored several foreign language and culture clubs in an effort to bring the varying cultures on campus together and hosted Pragda Spanish Film Festival featuring movies from several Spanish-speaking countries. The department has chapters of the Chinese, French, and Spanish National Honor Societies and the International Honor Society and awards students with certificates of merit for outstanding work 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 Intervarsity Christian Fellowship (RICF)
■Unashamed Voices Gospel Choir

Other Affinity Groups
■Abled & Disabled Advocates Persisting Together (ADAPT)
■Active Minds
■American Sign Language Club
■Global Outlooks Club
■On Fire Literary Journal
■Rider University Veterans Association (RUVA)

Fraternities and Sororities
■National Pan-Hellenic Council (NPHC)
■Multicultural Greek Council (MGC)

Ethnicity-based clubs
■Asian American Student Association (AASA)
■Black & Hispanic Alliance (BHA)
■Black Men Unified (BMU)
■Black Student Union (BSU)
■Chinese Club
■Haitian Student Association (HSA)
■Indian Student Association (ISA)
■Japanese Pop Culture Society (JPCS)
■Latin American Student Organization (LASO)
■Rider African Student Association (RASA)
■Rider Organization of Caribbean Affiliated Students (ROCAS)
■Rider University Ukrainian Club (RUUC)

Gender-based clubs
■Rider Latinas United (RLU)
■Rider Women United (RWU)
■SPECTRUM Pride Alliance (SPA)

COMPLIANCE WITH RELIGION AND NATIONAL ORIGIN DISCRIMINATION GUIDELINES
41 C.F.R. 60 – 50

In accordance with the Religion and National Origin Guidelines of 41 C.F.R. 60-50, Rider University has pledged to ensure that applicants and employees are treated equally and without regard to their religion or national origin. Such employment actions include, but are not limited to, the following: employment, promotion, demotion or transfer, recruitment or advertising, layoff or termination, rate of pay or other forms of compensation, and selection for training.

The Vice President of Human Resources/Affirmative Action Officer reviews Rider University's employment practices to determine whether members of the various religious and/or ethnic groups are receiving fair consideration for job opportunities and coordinates the effort to correct any identified problems.

Identification of Problem Areas (41 CFR 60-2.17(b))
Rider University performs 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:

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;
- Offering mentorship programs for minority and/or female employees;
- Offering job training to minorities and/or females currently employed by the company 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.
- Continue management interviewing training inclusive of diversity and & inclusion coaching.

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. Monitor such decisions and continue to incorporate discussions with managers.

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 company 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. Implement revised guidelines for internal movement including promotions.

Review of Terminations: For terminations, if minorities and/or females are being involuntarily terminated or are voluntarily leaving at a higher rate than non-minorities and/or males, a review of the employee files will be made to ensure the company is applying its policies and procedures for termination equally for protected as well as non-protected classes. If non-minorities and/or males have a statistically significant higher rate of termination than minorities and/or females, an investigation will also be conducted to determine the cause. Continue to report out exit interview results/findings. Conduct an adverse impact analysis for any reduction in force activity.

Compensation: Compensation is reviewed to determine if there are significant discrepancies in pay when comparing female to male rates of pay and minority versus non-minority rates of pay. If discrepancies do exist, a thorough review is conducted to determine if the difference in pay is justified due to appropriate factors. If the difference in pay cannot be justified, Rider University will put a plan in place to bring pay into greater alignment.

There are two placement goals for Rider University as shown in the below table. Rider achieved its goal placement for Faculty – Arts & Science

Placement Goals

Analysis Data as of 10/31/2023

RIDER UNIVERSITY

Job Group	Class	Goal Placement Rate %
300 - SUPPORT	Minority	46.37
717 - ADJUNCTS	Minority	28.96

We will address these goals by enhancing our recruitment practices, sources and management training. Identifying additional minority recruitment sources for adjunct faculty. We revised the hiring manager training video and conversations for unconscious bias and diversity discussions prior to recruitment activity for all positions.

Accomplishment of Prior Year Placement Goals

Where goals were established for the prior year, the University developed action-oriented programs designed to accomplish the established goals and objectives, thereby enhancing employment and advancement opportunities in the University for minorities and/or females. The results of the prior year's Affirmative Action Program are identified on the Goal Attainment report.

DEVELOPMENT AND EXECUTION OF ACTION-ORIENTED PROGRAMS
41 C.F.R. 60 - 2.17 (c)

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 are guided by our Disability Policy.

No retirement age limit exists.

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 building. 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 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. -- Fair and Effective Interviewing for Diversity and Inclusion. When chairs 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.

WORKFORCE GAPS

Underutilization
The term "underutilization" is required by the Office of Federal Contract Compliance Programs (OFCCP) and does not constitute an admission of any past or present violations of any fair employment practice, law or order, nor does it constitute a finding of a lack of good faith affirmative action effort. Rather, it is a technical term used exclusively by affirmative action planners who seek to apply good faith efforts to increase the future percentage utilization of minorities and women in the workforce.

Adverse Impact
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.

ADDRESSING UNDERUTILIZATION, ADVERSE IMPACT & AVAILABILITY GAPS

UNDERUTILIZATION
Implemented job postings for all Adjunct positions
Training for all hiring managers

ADVERSE RECRUITMENT IMPACT (Support Job Group)
Implementation of the Guide to Rider University's Practices for Staff Recruitment & Selection provides touchpoints 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 University's Practices for Staff Recruitment & Selection provides touchpoints 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
- Increased the usage of diversity job boards for all open positions inclusive of job boards for veterans and those with disabilities
- Utilizing higher education job boards for a broader diverse pool of applicants
- Strengthened awareness of biases in the recruitment process
- Search committees are to include diverse representation

EXISTING & PLANNED ACTIVITIES FOR THE 2023 AFFIRMATIVE ACTION YEAR

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:
- Conducting analyses of job descriptions to ensure they accurately reflect job functions;
- Making job descriptions available to recruiting sources and available to all members of management involved in the recruiting, screening, selection and promotion processes;
- Evaluating the total selection process to ensure freedom from bias through:
- Reviewing job applications and other pre-employment forms to ensure information requested is job-related;
- Evaluating selection methods that may have a disparate impact to ensure that they are job-related and consistent with business necessity;
- Training personnel and management staff on proper interview and selection procedures; and
- Training on EEO and other related policies for management and supervisory staff.
- 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:
- Including the phrase "As an EEO/Affirmative Action Employer all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, veteran status" or other acceptable tagline in all printed employment advertisements;
- Placing employment advertisements in minority news media and women's interest media;
- Disseminating information on job opportunities to organizations representing minorities and women and to employment development agencies when job opportunities become available;
- Encouraging employees to refer qualified applicants;

- Actively recruiting at secondary schools, junior colleges, colleges and universities with predominantly minority and/or female enrollments; and
- Requesting employment agencies to refer qualified minorities and women.
- Reviewing university's compensation practices;
- Ensuring that all employees are given equal opportunity for promotions and/or transfers. This is achieved by:
- Posting opportunities internally;
- Offering guidance to employees in identifying opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer; and Evaluating job requirements to ensure that they are appropriate.

Job Group Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY

Job Group: 101 - ADMINISTRATIVE I

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	ASSOCIATE DEAN, CAMPUS LIFE	1	7.14	0	0
NJ - LAWRENCEVILLE, NJ	ATHLETIC DIRECTOR	1	7.14	0	0
NJ - LAWRENCEVILLE, NJ	CHIEF DIVERSITY OFFICER/DIRECTOR, TEACHING & LEARNING CENTER	1	7.14	1	1
NJ - LAWRENCEVILLE, NJ	DEAN	2	14.29	1	0
NJ - LAWRENCEVILLE, NJ	PRESIDENT	1	7.14	0	0
NJ - LAWRENCEVILLE, NJ	PROVOST & VP ACADEMIC AFFAIRS	1	7.14	1	0
NJ - LAWRENCEVILLE, NJ	VICE PRES FACILITIES & UNIV OP	1	7.14	0	0
NJ - LAWRENCEVILLE, NJ	VICE PRES FINANCE & TREASURER	1	7.14	0	0
NJ - LAWRENCEVILLE, NJ	VICE PRESIDENT	1	7.14	1	0
NJ - LAWRENCEVILLE, NJ	VP FOR HR & AFFIRM ACTION	1	7.14	0	0
NJ - LAWRENCEVILLE, NJ	VP, ENROLLMENT MANAGEMENT	1	7.14	0	0
NJ - LAWRENCEVILLE, NJ	VP, LEGAL AFFRS & GEN CSL	1	7.14	0	0
NJ - LAWRENCEVILLE, NJ	VP, STRATEGIC INIT & PLAN	1	7.14	1	0
	Totals:	**14**		**5**	**1**
				35.71 %	7.14 %

Job Group: 102 - ADMINISTRATIVE II

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	ACADEMIC AFFAIRS OPS MANAGER	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ACADEMIC COORDINATOR	2	0.86	2	0
NJ - LAWRENCEVILLE, NJ	ACCOMPANIST	9	3.88	4	3
NJ - LAWRENCEVILLE, NJ	ACCOUNTANT	1	0.43	1	0

Job Group: 102 - ADMINISTRATIVE II

Location	Job Title	Total Employees #	Total Employees %	Female	Minority
NJ - LAWRENCEVILLE, NJ	ACCOUNTANT - GENERAL ACCOUNTANT	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ADMISSIONS COUNSELOR	4	1.72	2	2
NJ - LAWRENCEVILLE, NJ	ASSISTANT BURSAR	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASSISTANT DEAN	2	0.86	2	0
NJ - LAWRENCEVILLE, NJ	ASSISTANT DIR, COMMUNICATIONS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSISTANT DIRECTOR	12	5.17	7	4
NJ - LAWRENCEVILLE, NJ	ASSISTANT DIRECTOR, BUSINESS OPERATIONS & PURCHASING	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ASSISTANT DIRECTOR, GRADUATE ADMISSIONS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSISTANT DIRECTOR/CAPTAIN	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASSISTANT PROVOST	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSISTANT REGISTRAR, WCA	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSISTANT VICE PRESIDENT	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSISTANT WOMEN'S BASKETBALL COACH	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ASSOC DIR COMPLNCE & ACAD SUPP	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASSOC DIR FOR EXT OPS/DEVEL	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSOC DIR, DONOR RELATIONS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSOC DIRECTOR GRANTS/SCIENCE	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSOC VP MRKTG & COMM	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSOC. DEAN/RESIDENTIAL PROG.	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ASSOC. VICE PRES/CONTROLLER	1	0.43	0	0

Job Group: 102 - ADMINISTRATIVE II

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	ASSOCIATE CONTROLLER	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ASSOCIATE DEAN, COLLEGE OF ARTS & SCIENCES	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSOCIATE DEAN, NORM BRODSKY COLLEGE OF BUSINESS	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ASSOCIATE DEAN, WCA	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASSOCIATE DIR OF MARKETING	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASSOCIATE DIRECTOR	9	3.88	8	3
NJ - LAWRENCEVILLE, NJ	ASSOCIATE DIRECTOR MAJOR GIFTS	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASSOCIATE DIRECTOR, ONE STOP SERVICES	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ASSOCIATE REGISTRAR	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ASST ATHL DIR DIGITAL&NEWMEDIA	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASST DEAN OF STUDENTS AND DIRECTOR OF COMMUNITY STANDARDS	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASST DEAN PARTNERSHIPS & FIELD PLACEMENTS, COLLEGE OF EDUCATION & HUMAN SVCS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASST DIR BOX OFFICE MANAGER	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ASST DIR UNDERGRAD ADMISSION	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	ASST DIR, SPORTS COMMUNICATION	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASST DIR. OPERATNS/FACILITIES	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASST DIR., HOUSING OPERATIONS	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASST DIRECTOR/COUNSELOR SSS	1	0.43	1	0

Job Group: 102 - ADMINISTRATIVE II

Location	Job Title	Total Employees #	Total Employees %	Female	Minority
NJ - LAWRENCEVILLE, NJ	ASST DIRECTOR/NURSE PRACTITINR	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASST TO THE DEAN	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	ASST VP	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	ASST. AD FOR SPORTS COMM	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	AVP, AUXILIARY SERVICES	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	BURSAR	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	CAREER COACH	2	0.86	2	0
NJ - LAWRENCEVILLE, NJ	CDR EMERG MGT & SPEC OPS	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	CHAIRPERSON	23	9.91	13	5
NJ - LAWRENCEVILLE, NJ	COORD. ON-CAMPUS STUDENT EMP	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	COORDINATOR	4	1.72	3	0
NJ - LAWRENCEVILLE, NJ	COORDINATOR - PT	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	COORDINATOR OF PERFORMANCE MANAGEMENT	1	0.43	0	1
NJ - LAWRENCEVILLE, NJ	COORDINATOR, CERTIFICATIONS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	COORDINATOR, PT	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	COORDNTR EVENTS/EQUIPMT MGR.	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	COUNSELOR	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DEAN OF STUDENTS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DEVELOPMENT COMMUNICATIONS MGR	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DIGITAL CONTENT WRITER	1	0.43	1	1

Job Group: 102 - ADMINISTRATIVE II

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	DIR GRAD TRNSFR & CONT STUDIES	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	DIR, CONST & MECH SERVICES	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	DIR, FACILITIES SERVICES	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	DIR, FIN PLANNING & BUDGET	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DIR, OFFICE OF INT'L EXP.	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DIR. COMPENSATION & BENEFITS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DIR. OF CLINICAL INTERNSHIPS	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	DIR., TITLE IX & EOC	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR	15	6.47	9	6
NJ - LAWRENCEVILLE, NJ	DIRECTOR (PT)	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR DEVELOPMENT RESEARCH	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR EMPLOYMENT/EMPRELATNS	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	DIRECTOR ENROLLMENT RPT & PLNG	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR OF OPS, MENS BB, PT	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR OF OPS, WOMENS BB, PT	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR OF STUDENT INVOLVEMENT AND FIRST YEAR PROGRAMS	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	DIRECTOR OF SUSTAINABILITY & SPECIAL EVENTS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR, AUXILIARY PROGRAMS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR, COMMUNICATIONS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR, CREATIVE SERVICES	1	0.43	0	0

Job Group: 102 - ADMINISTRATIVE II

Location	Job Title	Total Employees #	Total Employees %	Female	Minority
NJ - LAWRENCEVILLE, NJ	DIRECTOR, PLANNED GIVING	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	DIRECTOR, STUDENT SUPPORT SVCS	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	EMPLOYEE RELATIONS COORDINATOR	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	EMPLOYER RELATIONS COORDINATOR	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	EXEC DIR FACIL, PLAN & CONST	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	EXEC DIR, MKTG & DIGITAL STRAT	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	EXEC DIR, UG & XFER ADMISSIONS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	EXECUTIVE SECRETARY	2	0.86	2	1
NJ - LAWRENCEVILLE, NJ	EXTENSION COORD. LAWRENCEVILLE	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	FUNCTIONAL DATA ANALYST	2	0.86	2	0
NJ - LAWRENCEVILLE, NJ	GENERAL MANAGER	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	GLOBAL PROGRAMS MANAGER	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	GRAPHIC DESIGNER	4	1.72	3	1
NJ - LAWRENCEVILLE, NJ	HR/FINANCE SYSTEMS ANALYST	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	INFORMATION ANALYST, EM	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	INTERNATIONAL ADMISSIONS COUNSELOR	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	LEAD ACCOUNTS PAYABLE COORDINATOR	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	LIBRARY MANAGER	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	LIEUTENANT	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	LIGHTING DIRECTOR	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	MANAGER	2	0.86	1	1

Job Group: 102 - ADMINISTRATIVE II

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	MANAGER OF BUSINESS OPERATIONS	2	0.86	2	1
NJ - LAWRENCEVILLE, NJ	MANAGER OF EMPLOYEE ADMINISTRATION	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	MANAGER, DISBURSEMENTS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	MANAGER, EMPLOYEE BENEFITS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	MANAGER, EVENT & PUB OPERATIONS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	MANAGER, HRIS	1	0.43	0	1
NJ - LAWRENCEVILLE, NJ	MANAGER, WRITING STUDIO	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	MGR, CAMPAIGN VOL & EXEC ASST.	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	MGR, CAMPUS SCHED & INFO DESK	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	NAVIGATION COACH	2	0.86	1	0
NJ - LAWRENCEVILLE, NJ	PHOTOGRAPHER	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	PROFESSIONAL TUTOR	7	3.02	6	0
NJ - LAWRENCEVILLE, NJ	PROGRAM COORDINATOR	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	PROJECT MANAGER	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	PSYCHOLOGIST	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	RECRUITER	3	1.29	1	0
NJ - LAWRENCEVILLE, NJ	RECRUITER, ADMISSIONS PT	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	REGISTRAR	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	RESEARCH ASSOCIATE, PART-TIME	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	RESEARCH COORDINATOR	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	SENIOR ACCOUNTANT	1	0.43	0	0

Job Group: 102 - ADMINISTRATIVE II

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	SENIOR BUDGET ANALYST	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	SENIOR DETECTIVE	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	SR. ACCOUNTANT	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	SR. ASSISTANT DIRECTOR	4	1.72	4	0
NJ - LAWRENCEVILLE, NJ	SR. ASSISTANT DIRECTOR, GRADUATE ADMISSIONS	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	SR. DIRECTOR, DEVELOPMENT	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	STEM SUCCESS COACH	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	STRENGTH & CONDITIONING COORD.	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	SUPV. BUSINESS OPERATIONS	1	0.43	1	1
NJ - LAWRENCEVILLE, NJ	TRANSFER ADMISSIONS COUNSELOR	1	0.43	0	1
NJ - LAWRENCEVILLE, NJ	TRANSFER COORDINATOR PT	1	0.43	1	0
NJ - LAWRENCEVILLE, NJ	UNIVERSITY INVESTIGATOR	4	1.72	3	1
NJ - LAWRENCEVILLE, NJ	VIDEO TECHNOLOGIES COORDINATOR	1	0.43	0	0
NJ - LAWRENCEVILLE, NJ	WEB DESIGNER FRONT END DEV	1	0.43	1	0
	Totals:	**232**		**153**	**54**
				65.95 %	**23.28 %**

Job Group: 300 - SUPPORT

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	ACCOUNTING SPECIALIST	2	2.90	2	2
NJ - LAWRENCEVILLE, NJ	ACCOUNTS PAYABLE COORDINATOR	1	1.45	1	0
NJ - LAWRENCEVILLE, NJ	ADMINISTRATIVE ASSOCIATE	15	21.74	15	4
NJ - LAWRENCEVILLE, NJ	ADMINISTRATIVE ASSOCIATE PT	1	1.45	1	0

Job Group: 300 - SUPPORT

Location	Job Title	Total Employees #	Total Employees %	Female	Minority
NJ - LAWRENCEVILLE, NJ	ADMINISTRATIVE SPECIALIST	21	30.43	20	4
NJ - LAWRENCEVILLE, NJ	CATALOGUING SPECIALIST	1	1.45	0	0
NJ - LAWRENCEVILLE, NJ	COSTUME SHOP SUPERVISOR	1	1.45	0	0
NJ - LAWRENCEVILLE, NJ	EXECUTIVE ASSISTANT	2	2.90	1	0
NJ - LAWRENCEVILLE, NJ	GRAD ADM CONT ED RECRUIT SPEC	1	1.45	1	1
NJ - LAWRENCEVILLE, NJ	GRADUATE ADMISSIONS RECRUITMENT SPECIALIST	2	2.90	2	0
NJ - LAWRENCEVILLE, NJ	HUMAN RESOURCES ANALYST	1	1.45	1	0
NJ - LAWRENCEVILLE, NJ	LEAD PIANO TECHNICIAN	1	1.45	0	0
NJ - LAWRENCEVILLE, NJ	MARKETING SPECIALIST	2	2.90	2	1
NJ - LAWRENCEVILLE, NJ	MEDICAL ASSISTANT	1	1.45	1	0
NJ - LAWRENCEVILLE, NJ	NETWORK TECHNICIAN	1	1.45	0	0
NJ - LAWRENCEVILLE, NJ	OFFICE ASSISTANT	1	1.45	0	0
NJ - LAWRENCEVILLE, NJ	OFFICE ASSOCIATE	3	4.35	3	1
NJ - LAWRENCEVILLE, NJ	OFFICE SPECIALIST	6	8.70	4	1
NJ - LAWRENCEVILLE, NJ	PIANO TECHNICIAN - PT	1	1.45	0	0
NJ - LAWRENCEVILLE, NJ	RESEARCH TECHNICIAN	1	1.45	1	0
NJ - LAWRENCEVILLE, NJ	SENIOR PAYROLL SPECIALIST	2	2.90	2	0
NJ - LAWRENCEVILLE, NJ	SUPERVISOR - PT	1	1.45	0	0
NJ - LAWRENCEVILLE, NJ	WEEKEND SUPERVISOR PT	1	1.45	1	0
	Totals:	**69**		**58**	**14**
				84.06 %	20.29 %

Job Group: 500 - SERVICE

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	AUTO MECHANIC	1	1.92	0	1
NJ - LAWRENCEVILLE, NJ	BLDG MAINT GROUP LEADER	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	BUILDING MAINTENANCE	4	7.69	1	0
NJ - LAWRENCEVILLE, NJ	CARPENTER	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	CATERING BARTENDER	5	9.62	4	2
NJ - LAWRENCEVILLE, NJ	COMMUNICATIONS OFFICER	3	5.77	0	1
NJ - LAWRENCEVILLE, NJ	CORPORAL	3	5.77	1	2
NJ - LAWRENCEVILLE, NJ	ELECTRICIAN	2	3.85	0	1
NJ - LAWRENCEVILLE, NJ	EVENTS OPERATIONS STAFF	1	1.92	0	1
NJ - LAWRENCEVILLE, NJ	GROUNDSKEEPER	7	13.46	1	3
NJ - LAWRENCEVILLE, NJ	HVAC MECHANIC	3	5.77	0	0
NJ - LAWRENCEVILLE, NJ	LEADPERSON	3	5.77	0	0
NJ - LAWRENCEVILLE, NJ	LOCKSMITH	1	1.92	0	1
NJ - LAWRENCEVILLE, NJ	OFFICER	8	15.38	2	3
NJ - LAWRENCEVILLE, NJ	OFFICER PT	2	3.85	0	1
NJ - LAWRENCEVILLE, NJ	PAINTER	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	PLUMBER	2	3.85	0	0
NJ - LAWRENCEVILLE, NJ	PUB OFFICER	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	SCENE SHOP SUPERVISOR	1	1.92	0	0

Analysis Data as of 10/31/2023

RIDER UNIVERSITY

Job Group: 500 - SERVICE

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	SERGEANT	2	3.85	0	0
	Totals:	52		9	16
				17.31 %	30.77 %

Job Group: 700 - FACULTY - ARTS & SCIENCE

Location	Job Title	Total Employees #	%	Female	Minority
NJ_SED - LAWRENCEVILLE, NJ	FACULTY	94	86.24	42	23
NJ_SED - LAWRENCEVILLE, NJ	LECTURER	13	11.93	8	2
NJ_SED - LAWRENCEVILLE, NJ	VISITING FACULTY	2	1.83	1	0
	Totals:	109		51	25
				46.79 %	22.94 %

Job Group: 702 - FACULTY - BUSINESS

Location	Job Title	Total Employees #	%	Female	Minority
NJ_SED - LAWRENCEVILLE, NJ	FACULTY	35	89.74	20	15
NJ_SED - LAWRENCEVILLE, NJ	LECTURER	3	7.69	1	1
NJ_SED - LAWRENCEVILLE, NJ	VISITING ASSISTANT PROFESSOR	1	2.56	0	0
	Totals:	39		21	16
				53.85 %	41.03 %

Job Group: 704 - FACULTY - EDUCATION

Location	Job Title	Total Employees #	%	Female	Minority
NJ_SED - LAWRENCEVILLE, NJ	FACULTY	17	100.00	11	4
	Totals:	17		11	4
				64.71 %	23.53 %

Job Group: 706 - FACULTY - MUSIC

Location	Job Title	Total Employees #	%	Female	Minority
NJ_SED - LAWRENCEVILLE, NJ	FACULTY	14	100.00	3	0
	Totals:	14		3	0
				21.43 %	0.00 %

Job Group: 714 - WESTMINSTER CONSERVATORY

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	CONSERVATORY TEACHER	74	100.00	54	16
	Totals:	74		54	16
				72.97 %	21.62 %

Job Group: 715 - AAUP LIBRARIANS/ATHLETICS

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	ASSISTANT ATHLETIC TRAINER	3	5.77	3	2
NJ - LAWRENCEVILLE, NJ	ASSISTANT ATHLETIC TRAINER- PT	1	1.92	1	0
NJ - LAWRENCEVILLE, NJ	ASSISTANT COACH	5	9.62	1	5
NJ - LAWRENCEVILLE, NJ	ASSOCIATE HEAD COACH	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	ATHLETIC PART-TIME	15	28.85	7	3
NJ - LAWRENCEVILLE, NJ	BASEBALL COACH	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	COACH SOCCER	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	COACH SWIMMING & DIVING	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	COACH VOLLEYBALL	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	COACH WOMEN'S BASKETBALL	1	1.92	1	0
NJ - LAWRENCEVILLE, NJ	COACH WRESTLING	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	COACH, MENS BASKETBALL	1	1.92	0	1

Job Group: 715 - AAUP LIBRARIANS/ATHLETICS

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	HEAD ATHLETIC TRAINER	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	HEAD COACH	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	HEAD COACH FIELD HOCKEY	1	1.92	1	0
NJ - LAWRENCEVILLE, NJ	HEAD COACH PT	2	3.85	0	0
NJ - LAWRENCEVILLE, NJ	HEAD COACH SOFTBALL	1	1.92	1	1
NJ - LAWRENCEVILLE, NJ	HEAD COACH, TRACK/XC	1	1.92	0	0
NJ - LAWRENCEVILLE, NJ	LIBRARIAN	6	11.54	5	1
NJ - LAWRENCEVILLE, NJ	LIBRARIAN PART-TIME	3	5.77	3	1
NJ - LAWRENCEVILLE, NJ	LIBRARIAN PT	1	1.92	1	0
NJ - LAWRENCEVILLE, NJ	SEASONAL ATHLETIC TRAINER	2	3.85	1	1
NJ - LAWRENCEVILLE, NJ	SOCCER COACH	1	1.92	0	0
	Totals:	**52**		**25**	**15**
				48.08 %	**28.85 %**

Job Group: 717 - ADJUNCTS

Location	Job Title	Total Employees #	%	Female	Minority
NJ - LAWRENCEVILLE, NJ	ADJUNCT FACULTY	224	87.16	117	35
NJ - LAWRENCEVILLE, NJ	ADJUNCT FACULTY - FIRST YEAR SEMINAR	1	0.39	1	0
NJ - LAWRENCEVILLE, NJ	FACULTY - PART-TIME	32	12.45	21	3
	Totals:	**257**		**139**	**38**
				54.09 %	**14.79 %**
	Total Employees in the Plan:	**929**		**529**	**199**
				56.94 %	**21.42 %**

RECRUITMENT AVAILABILITY ANALYSIS

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 101 - ADMINISTRATIVE I

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	58.64	58.64	24.35	24.35	10.13	10.13	3.55	3.55	0.29	0.29	8.80	8.80	0.06	0.06	1.51	1.51
Census Areas: 7.00% Allentown-Bethlehem-Easton, PA-NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
7.00% Atlantic City-Hammonton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
8.00% New York-Newark-Jersey City, NY-NJ-PA Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
7.00% Ocean City, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
8.00% Philadelphia-Camden-Wilmington, PA-NJ-DE-MD Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
7.00% Trenton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
50.00% United States (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
6.00% Vineland-Bridgeton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			58.64		24.35		10.13		3.55		0.29		8.80		0.06		1.51

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 102 - ADMINISTRATIVE II

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	83.78	59.53	49.87	25.45	21.33	10.77	9.02	3.62	3.03	0.20	0.17	9.23	7.73	0.04	0.03	1.59	1.34
Census Areas: 11.00% Allentown-Bethlehem-Easton, PA-NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
10.00% Atlantic City-Hammonton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
12.00% New York-Newark-Jersey City, NY-NJ-PA Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
10.00% Ocean City, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
12.00% Philadelphia-Camden-Wilmington, PA-NJ-DE-MD Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
10.00% Trenton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
25.00% United States (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
10.00% Vineland-Bridgeton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
Internally available	16.22	72.93	11.83	22.04	3.57	9.49	1.54	2.74	0.44	0.64	0.10	7.64	1.24	0.00	0.00	1.53	0.25
Feeders: 83.33% 300 - SUPPORT																	
16.67% 500 - SERVICE																	
Total Weighted Availability			61.70		24.90		10.56		3.48		0.27		8.97		0.03		1.58

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 300 - SUPPORT

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	75.31	75.31	46.37	46.37	24.69	24.69	9.85	9.85	0.00	0.00	10.89	10.89	0.00	0.00	0.94	0.94
Census Areas: 100.00% Trenton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			75.31		46.37		24.69		9.85		0.00		10.89		0.00		0.94

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 500 - SERVICE

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	17.61	17.61	36.62	36.62	9.09	9.09	1.22	1.22	0.09	0.09	23.15	23.15	0.00	0.00	3.07	3.07
Census Areas: 100.00% Trenton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			17.61		36.62		9.09		1.22		0.09		23.15		0.00		3.07

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 700 - FACULTY - ARTS & SCIENCE

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	54.28	54.28	24.02	24.02	6.50	6.50	7.33	7.33	0.38	0.38	6.86	6.86	0.00	0.00	2.94	2.94
Census Areas: 100.00% Survey of Earned Doctorates (SED) 2015-2019 (Employees report in from NJ_SED - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			54.28		24.02		6.50		7.33		0.38		6.86		0.00		2.94

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 702 - FACULTY - BUSINESS

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	43.29	43.29	34.65	34.65	11.90	11.90	14.89	14.89	0.25	0.25	5.69	5.69	0.00	0.00	1.91	1.91
Census Areas: 100.00% Survey of Earned Doctorates (SED) 2015-2019 (Employees report in from NJ_SED - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			43.29		34.65		11.90		14.89		0.25		5.69		0.00		1.91

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 704 - FACULTY - EDUCATION

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	73.61	73.61	30.18	30.18	15.18	15.18	4.87	4.87	0.67	0.67	6.71	6.71	0.00	0.00	2.74	2.74
Census Areas: 100.00% Survey of Earned Doctorates (SED) 2015-2019 (Employees report in from NJ_SED - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			73.61		30.18		15.18		4.87		0.67		6.71		0.00		2.74

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 706 - FACULTY - MUSIC

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	44.89	44.89	19.41	19.41	4.63	4.63	5.53	5.53	0.48	0.48	5.83	5.83	0.00	0.00	2.94	2.94
Census Areas: 100.00% Survey of Earned Doctorates (SED) 2015-2019 (Employees report in from NJ_SED - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			44.89		19.41		4.63		5.53		0.48		5.83		0.00		2.94

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 714 - WESTMINSTER CONSERVATORY

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	52.66	52.66	23.64	23.64	4.21	4.21	11.75	11.75	0.04	0.04	6.17	6.17	0.32	0.32	1.16	1.16
Census Areas: 14.00% Allentown-Bethlehem-Easton, PA-NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
14.00% Atlantic City-Hammonton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
15.00% New York-Newark-Jersey City, NY-NJ-PA Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
14.00% Ocean City, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
15.00% Philadelphia-Camden-Wilmington, PA-NJ-DE-MD Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
14.00% Trenton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
14.00% Vineland-Bridgeton, NJ Metro Area (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			52.66		23.64		4.21		11.75		0.04		6.17		0.32		1.16

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 715 - AAUP LIBRARIANS/ATHLETICS

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	49.00	49.00	25.99	25.99	9.14	9.14	4.02	4.02	0.33	0.33	9.40	9.40	0.19	0.19	2.90	2.90
Census Areas: 100.00% United States (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			**49.00**		**25.99**		**9.14**		**4.02**		**0.33**		**9.40**		**0.19**		**2.90**

Availability Analysis

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 717 - ADJUNCTS

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	49.68	49.68	28.96	28.96	6.44	6.44	12.78	12.78	0.26	0.26	7.09	7.09	0.06	0.06	2.33	2.33
Census Areas: 100.00% United States (Employees report in from NJ - LAWRENCEVILLE, NJ)																	
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			**49.68**		**28.96**		**6.44**		**12.78**		**0.26**		**7.09**		**0.06**		**2.33**

INCUMBENCY VS. AVAILABILITY

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 101 - ADMINISTRATIVE I

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	58.64	58.64	24.35	24.35	10.13	10.13	3.55	3.55	0.29	0.29	8.80	8.80	0.06	0.06	1.51	1.51
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			**58.64**		**24.35**		**10.13**		**3.55**		**0.29**		**8.80**		**0.06**		**1.51**
Current Utilization			**35.71**		**7.14**		**0.00**		**7.14**		**0.00**		**0.00**		**0.00**		**0.00**
Incumbents Total: 14			5		1		0		1		0		0		0		0
Binomial Probability			0.1437		0.2216		0.4481		0.9136		0.9601		0.5505		0.9917		0.8082
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 102 - ADMINISTRATIVE II

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	83.78	59.53	49.87	25.45	21.33	10.77	9.02	3.62	3.03	0.20	0.17	9.23	7.73	0.04	0.03	1.59	1.34
Internally available	16.22	72.93	11.83	22.04	3.57	9.49	1.54	2.74	0.44	0.64	0.10	7.64	1.24	0.00	0.00	1.53	0.25
Total Weighted Availability			61.70		24.90		10.56		3.48		0.27		8.97		0.03		1.58
Current Utilization			65.95		23.28		9.05		7.33		0.86		5.17		0.00		0.86
Incumbents Total: 232			153		54		21		17		2		12		0		2
Binomial Probability			0.9198		0.6268		0.5324		0.9986		0.9734		0.0438		0.9290		0.5755
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		Yes		No		No

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 300 - SUPPORT

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	75.31	75.31	46.37	46.37	24.69	24.69	9.85	9.85	0.00	0.00	10.89	10.89	0.00	0.00	0.94	0.94
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			75.31		46.37		24.69		9.85		0.00		10.89		0.00		0.94
Current Utilization			84.06		20.29		8.70		2.90		0.00		7.25		0.00		1.45
Incumbents Total: 69			58		14		6		2		0		5		0		1
Binomial Probability			0.9710		0.0000		0.0013		0.0571		1.0000		0.4482		1.0000		0.8632
Exact Binomial less than or equal to 0.0500			No		Yes		Yes		No		No		No		No		No

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 500 - SERVICE

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	17.61	17.61	36.62	36.62	9.09	9.09	1.22	1.22	0.09	0.09	23.15	23.15	0.00	0.00	3.07	3.07
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			17.61		36.62		9.09		1.22		0.09		23.15		0.00		3.07
Current Utilization			17.31		30.77		13.46		1.92		3.85		9.62		0.00		1.92
Incumbents Total: 52			9		16		7		1		2		5		0		1
Binomial Probability			0.5652		0.4686		0.9036		0.8675		1.0000		0.0213		1.0000		0.5222
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		Yes		No		No

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 700 - FACULTY - ARTS & SCIENCE

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	54.28	54.28	24.02	24.02	6.50	6.50	7.33	7.33	0.38	0.38	6.86	6.86	0.00	0.00	2.94	2.94
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			54.28		24.02		6.50		7.33		0.38		6.86		0.00		2.94
Current Utilization			46.79		22.94		8.26		11.01		0.00		3.67		0.00		0.00
Incumbents Total: 109			51		25		9		12		0		4		0		0
Binomial Probability			0.1413		0.8940		0.8286		0.9437		0.6609		0.2492		1.0000		0.0771
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 702 - FACULTY - BUSINESS

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	43.29	43.29	34.65	34.65	11.90	11.90	14.89	14.89	0.25	0.25	5.69	5.69	0.00	0.00	1.91	1.91
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			43.29		34.65		11.90		14.89		0.25		5.69		0.00		1.91
Current Utilization			53.85		41.03		2.56		33.33		0.00		5.13		0.00		0.00
Incumbents Total: 39			21		16		1		13		0		2		0		0
Binomial Probability			0.9314		0.8425		0.0894		0.9990		0.9053		0.6158		1.0000		0.9427
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 704 - FACULTY - EDUCATION

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	73.61	73.61	30.18	30.18	15.18	15.18	4.87	4.87	0.67	0.67	6.71	6.71	0.00	0.00	2.74	2.74
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			73.61		30.18		15.18		4.87		0.67		6.71		0.00		2.74
Current Utilization			64.71		23.53		11.76		11.76		0.00		0.00		0.00		0.00
Incumbents Total: 17			11		4		2		2		0		0		0		0
Binomial Probability			0.5575		0.7651		0.5111		0.9529		0.8923		0.6135		1.0000		0.6238
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 706 - FACULTY - MUSIC

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	44.89	44.89	19.41	19.41	4.63	4.63	5.53	5.53	0.48	0.48	5.83	5.83	0.00	0.00	2.94	2.94
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			44.89		19.41		4.63		5.53		0.48		5.83		0.00		2.94
Current Utilization			21.43		0.00		0.00		0.00		0.00		0.00		0.00		0.00
Incumbents Total: 14			3		0		0		0		0		0		0		0
Binomial Probability			0.1284		0.0975		0.5151		0.9020		0.9348		0.8627		1.0000		0.6581
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 714 - WESTMINSTER CONSERVATORY

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	52.66	52.66	23.64	23.64	4.21	4.21	11.75	11.75	0.04	0.04	6.17	6.17	0.32	0.32	1.16	1.16
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			52.66		23.64		4.21		11.75		0.04		6.17		0.32		1.16
Current Utilization			72.97		21.62		4.05		16.22		0.00		1.35		0.00		0.00
Incumbents Total: 74			54		16		3		12		0		1		0		0
Binomial Probability			0.9999		0.8032		0.6213		0.9105		0.9738		0.1050		0.7903		0.8438
Exact Binomial less than or equal to 0.0500			No		No		No		No		No		No		No		No

Job Group: 715 - AAUP LIBRARIANS/ATHLETICS

Factor	Weight	Total Female		Total Minorities	
		Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	49.00	49.00	25.99	25.99
Internally available	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			**49.00**		**25.99**
Current Utilization			**48.08**		**28.85**
Incumbents Total: 52			25		15
Binomial Probability			0.5027		0.7399
Exact Binomial less than or equal to 0.0500			**No**		**No**

Analysis Data as of 10/31/2023

RIDER UNIVERSITY
Job Group: 717 - ADJUNCTS

Factor	Weight	Total Female		Total Minorities		Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
		Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd	Avail	Wtd
Requisite skills in recruitment area	100.00	49.68	49.68	28.96	28.96	6.44	6.44	12.78	12.78	0.26	0.26	7.09	7.09	0.06	0.06	2.33	2.33
Internally available	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Weighted Availability			49.68		28.96		6.44		12.78		0.26		7.09		0.06		2.33
Current Utilization			54.09		14.79		6.61		4.67		0.00		2.72		0.00		0.78
Incumbents Total: 257			139		38		17		12		0		7		0		2
Binomial Probability			0.9302		0.0000		0.6076		0.0000		0.5099		0.0039		0.8477		0.1214
Exact Binomial less than or equal to 0.0500			No		Yes		No		Yes		No		Yes		No		No