

OSHR REPORTS

CATEGORY

EEO (SHRA Only)

OWNER

System Office IT (hrdm@northcarolina.edu)

DESCRIPTION

There are 4 OSHR reports in HRDM - OSHR Staffing Activity Report, OSHR B0170 Report, OSHR B0029 Report, OSHR PM883 Report. These are based on OSHR specifications and a custom occupational category and subcategory created by OSHR to group employees by EEO race and gender. The reports map the employee's SOC Category to the OSHR custom occupational categories and also include the number of minorities, VETs and employees with disability. They cover different EEO aspects and can be used by campuses in their annual State EEO Reports. Since these are for the State reports, they include only permanent SHRA employees. Descriptions of the individual are below.

[Link to the OSHR SOC Category and SOC Subcategory mapping](#)

OSHR STAFFING ACTIVITY REPORT

The Staffing Activity Report shows the number of employees who were hired or promoted in the selected periods, and the comparison with the current number of employees. The report uses the current hire date to determine new hires. Promotions are currently derived, but will later change to using the new Promotion field that was added with the 2021 HRDM enhancements.

Campus	SOC State Category	SOC State Sub Category		WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	NHOPI	NHOPIF	TWOM	TWOF	ETHN UNKM	ETHN UNKF	TOT	TOT MNRT	TOT FEM	TOT DISB
UNCW	OFFICIALS AND ADMINISTRATORS	OFFICIALS AND ADMINISTRATORS	EMPLOYEES	11	3		1													15	1	4	0
			EMPLOYEES %	73.3	20.0		6.7													100.0	6.7	26.7	.0
			NEW HIRES																	0	0	0	0
			NEW HIRES %																	100.0			
			PROMOTIONS		1															1	0	1	0
			PROMOTIONS %		100.0															100.0	.0	100.0	.0
	OFFICIALS AND ADMINISTRATORS TOTAL		EMPLOYEES	11	3		1													15	1	4	0
			EMPLOYEES %	73.3	20.0		6.7													100.0	6.7	26.7	.0
			NEW HIRES																	0	0	0	0
			NEW HIRES %																	100.0			
			PROMOTIONS		1															1	0	1	0
			PROMOTIONS %		100.0															100.0	.0	100.0	.0

OSHR B0170 REPORT

The B0170 report compares the employees in the selected period to the North Carolina occupational census. It calculates the expected workforce participation and difference for the occupational categories for each race and gender group. This shows where a campus might have underrepresentation in their employee categories.

Campus	SOC State Category	SOC State Sub Category		WM	WF	BM	BF	HM	HF	ASM	ASF	AIM	AIF	ETHN UNKM	ETHN UNKF	TOT	TOT MNRT	TOT FEM	TOT DISB	VETS
UNCW	OFFICIALS AND ADMINISTRATORS	OFFICIALS AND ADMINISTRATORS	Agency # Employed	11	3		1									15	1	4	0	2
			Agency % Employed	73.3	20.0		6.7									100	6.7	26.7	.0	13
			Labor Force # Expected	8	5	1	1	0	0	0	0	0	0			3	6	2		
			Labor Force % Expected	52.5	30.0	5.4	6.3	2.0	1.1	1.3	.8	.4	.3			17.6	38.5	11.6		
			Labor Force # Difference	3	-2	-1	0	0	0	0	0	0	0			-2	-2	-2		
			Labor Force % Difference	20.0	-13.3	-6.7	.0	.0	.0	.0	.0	.0	.0			-2	-2	-2		
			N.C. Population %	32.7	34.3	9.9	11.3	4.5	3.9	1.0	1.1	.6	.6			32.9	51.2	11.6		
	OFFICIALS AND ADMINISTRATORS TOTAL		Agency # Employed	11	3	0	1	0	0	0	0	0	0	0	0	15	1	4	0	2
			Agency % Employed	73.3	20.0	.0	6.7	.0	.0	.0	.0	.0	.0	.0	.0	100	6.7	26.7	.0	13
			Labor Force # Expected	8	5	1	1	0	0	0	0	0	0			3	6	2		
			Labor Force % Expected	52.5	30.0	5.4	6.3	2.0	1.1	1.3	.8	.4	.3			17.6	38.5	11.6		
			Labor Force # Difference	3	-2	-1	0	0	0	0	0	0	0			-2	-2	-2		
			Labor Force % Difference	20.0	-13.3	-6.7	.0	.0	.0	.0	.0	.0	.0			-2	-2	-2		
			N.C. Population %	32.7	34.3	9.9	11.3	4.5	3.9	1.0	1.1	.6	.6			32.9	51.2	11.6		

OSHR B0029 REPORT

The B0029 report groups employees by the SOC categories and the SHRA Banded Class. It calculates the average salary of employees in these categories by the race, gender and other EEO groups. Campuses can use this to compare average salary across different employment categories and SHRA classes.

Campus	SOC State Category	SOC State Sub Category	SHRA Banded Class		WM	WF	BM	BF	HM	HF	ASM	ASF	AIM	AIF	NHOPI	NHOPIF	TWOM	TWOF	ETHN	UNKM	ETHN	UNKF	TOT	TOT MNRT	TOT MALE	TOT FEM	TOT DISB	AVERAGE SALARY	AVERAGE AGE	AVERAGE LOS
UNCW	OFFICIALS AND ADMINISTRATOR	OFFICIALS AND ADMINISTRATOR	Accounting Manager	NUMBER		1																	1	0	0	1	0	95,000	43	188
				PERCENTAGE		100.0																	100.0	0	0	100.0	0			
				AVERAGE SALARY		95,000																	0	0	95,000	0				
			Building Environmental Manage	NUMBER		1																	1	0	1	0	0	59,960	41	45
				PERCENTAGE		100.0																	100.0	0	100.0	0	0			
				AVERAGE SALARY		59,960																	0	0	59,960	0	0			
			Engineer	NUMBER		2																	2	0	2	0	0	85,710	57	169
				PERCENTAGE		100.0																	100.0	0	100.0	0	0			
				AVERAGE SALARY		85,710																	0	0	85,710	0	0			
			Facilities Superintendent	NUMBER		1																	1	0	1	0	0	68,000	44	147
				PERCENTAGE		100.0																	100.0	0	100.0	0	0			
				AVERAGE SALARY		68,000																	0	0	68,000	0	0			

OSHR PM883 REPORT

The B0029 report groups employees by the SOC categories and the SHRA Market/Competency Level. It shows the number of employees in each Market Level by the SOC categories and EEO groups.

Campus	SOC State Category	SOC State Sub Category	Market Level		WM+	WF+	BM	BF	HM	HF	ASM+	ASF+	AIM	AIF	NHOPI	NHOPIF	TWOM	TWOF	ETHN	UNKM	ETHN	UNKF	DISABLED	TOT MNRT	TOT FEM	TOT 40+	TOTAL	
ECSU	OFFICIALS AND ADMINISTRATORS	OFFICIALS AND ADMINISTRATORS	Advanced	NUMBER	2		1															0	3	1	3	3		
				PERCENTAGE	66.7		33.3															0	100.0	33.3	100.0	100.0		
				MKT INDEX			75	84																78	84	78	78.0	
			Journey	NUMBER	1		1															0	1	1	1	2		
				PERCENTAGE	50.0		50.0															0	50.0	50.0	50.0	100.0		
				MKT INDEX	70		92																	92	92	46	81.1	
		OFFICIALS AND ADMINISTRATORS SHRA Banded Class(es) TOTAL		NUMBER	1	2	2															0	4	2	4	5		
				PERCENTAGE	20.0	40.0	40.0															0	80.0	40.0	80.0	100.0		
				MKT INDEX	70	75	88																	82	88	65	79.2	
	OFFICIALS AND ADMINISTRATORS TOTAL			NUMBER	1	2	2															0	4	2	4	5		
				PERCENTAGE	20.0	40.0	40.0															0	80.0	40.0	80.0	100.0		
				MKT INDEX	70	75	88																	82	88	65	79.2	
	MANAGEMENT RELATED	Business Specialists, including Purchasing	Advanced	NUMBER	1																	0	0	0	1	1		
				PERCENTAGE	100.0																	0	0	0	100.0	100.0		
				MKT INDEX	87																			0	0	0	87	86.8