

EEOP Utilization Report



Thu Nov 12 12:39:25 EST 2015

Step 1: Introductory Information

Grant Title:	FY15 Harold Rogers Prescription Drug Monitoring Program	Grant Number:	2015-PM-BX-0011
Grantee Name:	Texas State Board of Pharmacy	Award Amount:	\$500,000.00
Grantee Type:	State Government Agency		
Address:	333 Guadalupe St Ste 3-600 Austin, Texas 78701		
Contact Person:	Cathy Stella	Telephone #:	512-305-8013
Contact Address:	333 Guadalupe St Ste 3-600 Austin, Texas 78701		
DOJ Grant Manager:	Wendy Williams	DOJ Telephone #:	202-514-7842

Policy Statement:

The Texas State Board of Pharmacy (TSBP) is committed to the spirit and reality of Equal Employment Opportunity. This plan is designed to assure the implementation of human resource policies and practices to promote equal employment opportunities. TSBP recognizes that full and equal participation of minorities, women and disabled persons in all employment opportunities is a necessary component of an effective Recruitment Plan. The TSBP may give a veteran's preference in employment to those who may be eligible under applicable state statutes.

It is the policy of the Texas State Board of Pharmacy (TSBP) to not discriminate against any employee or applicant for employment because of race, color, religion, national origin, sex, age or disability status. Further, the TSBP takes all necessary affirmative steps to ensure the employment and promotion of otherwise qualified minorities, women and disabled persons who may be under represented in the agency's workforce.

Step 4b: Narrative Underutilization Analysis

Service/Maintenance: Although there is significant underutilization of Hispanic males, there is significant representation in Hispanic females.

Step 5 & 6: Objectives and Steps

1. To encourage Hispanic Males to apply for vacancies in the Service/Maintenance Job Category.

- a. Identify any barriers in recruitment that might deter Hispanic males from applying for positions in the Service/Maintenance category.
- b. Develop additional recruitment strategies including a list of community resources and contacts, to help expand outreach and recruitment efforts towards establishing more diverse applicant pools.
- c. The agency has recently amended its employment practices to give veterans preference in employment to those who may be eligible under applicable state statutes, which may contribute to increasing the representation in all job categories, of both males and females, for Hispanic, Blacks or African Americans and Asians.

Step 7a: Internal Dissemination

1. Post the EEOP Utilization Report in the agency's annual report. The agency annual report is widely distributed (internal and external) and posted on the agency's public website.
2. Distribute an electronic copy of the EEOP Utilization Report to all employees in the agency.
3. Post the EEOP Report on the agency's public website, under Public Reports at this link:
<http://www.pharmacy.texas.gov/reports.asp>

Step 7b: External Dissemination

1. Post the EEOP Utilization Report in the agency's annual report. The agency annual report is widely distributed (internal and external) and posted on the agency's public website.
2. Post the EEOP Report on the agency's public website, under Public Reports at this link:
<http://www.pharmacy.texas.gov/reports.asp>
3. Notify vendors and contractors that a copy of the EEOP Report is available on our website.
4. Include on all job announcements for TSBP positions that applicants may obtain a copy of the TSBP EEOP Utilization Report on request.

Utilization Analysis Chart
Relevant Labor Market: Travis County, Texas

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	1/17%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/83%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	42,570/43%	8,435/9%	2,430/2%	245/0%	2,220/2%	35/0%	645/1%	280/0%	29,210/30%	7,405/8%	3,100/3%	60/0%	1,255/1%	10/0%	460/0%	140/0%
Utilization #/%	-27%	-9%	-2%	-0%	-2%	-0%	-1%	-0%	54%	-8%	-3%	-0%	-1%	-0%	-0%	-0%
Professionals																
Workforce #/%	6/23%	2/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	14/54%	1/4%	3/12%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	56,555/38%	8,600/6%	3,140/2%	135/0%	7,870/5%	0/0%	660/0%	390/0%	49,075/33%	9,835/7%	4,225/3%	190/0%	5,225/4%	65/0%	695/0%	285/0%
Utilization #/%	-15%	2%	-2%	-0%	-5%	0%	-0%	-0%	20%	-3%	9%	-0%	-4%	-0%	-0%	-0%
Technicians																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	7,900/40%	1,975/10%	480/2%	0/0%	1,080/5%	0/0%	200/1%	40/0%	4,450/23%	1,580/8%	920/5%	4/0%	895/5%	15/0%	115/1%	20/0%
Utilization #/%																
Protective Services: Sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	4,885/49%	2,120/21%	1,060/11%	30/0%	65/1%	15/0%	70/1%	0/0%	795/8%	520/5%	345/3%	0/0%	0/0%	15/0%	35/0%	30/0%
Utilization #/%																
Protective Services: Non-sworn																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
Civilian Labor Force #/%	245/30%	135/16%	25/3%	0/0%	0/0%	0/0%	0/0%	0/0%	205/25%	100/12%	105/13%	0/0%	0/0%	0/0%	0/0%	10/1%
Utilization #/%																
Administrative Support																
Workforce #/%	1/8%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	6/46%	4/31%	2/15%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	40,635/26%	15,120/10%	5,180/3%	185/0%	2,525/2%	125/0%	570/0%	290/0%	53,690/34%	27,230/17%	8,300/5%	230/0%	2,355/1%	20/0%	955/1%	310/0%

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
	%	%							%	%						
Utilization #/%	-18%	-10%	-3%	-0%	-2%	-0%	-0%	-0%	12%	14%	10%	-0%	-1%	-0%	-1%	-0%
Skilled Craft																
Workforce #/%	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/	0/
CLS #/%	19,935/38%	26,650/50%	1,810/3%	60/0%	775/1%	55/0%	210/0%	230/0%	1,190/2%	1,270/2%	390/1%	0/0%	395/1%	0/0%	0/0%	0/0%
Utilization #/%																
Service/Maintenance																
Workforce #/%	11/24%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	20/43%	12/26%	1/2%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	26,245/20%	40,385/31%	7,355/6%	205/0%	2,065/2%	20/0%	585/0%	445/0%	21,040/16%	24,115/18%	5,015/4%	145/0%	2,185/2%	0/0%	495/0%	120/0%
Utilization #/%	4%	-27%	-6%	-0%	-2%	-0%	-0%	-0%	27%	8%	-2%	-0%	-2%	0%	-0%	-0%

Significant Underutilization Chart

Job Categories	Male								Female							
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Service/Maintenance		✓														

I understand the regulatory obligation under 28 C.F.R. § 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEOP Utilization Report.

I have reviewed the foregoing EEOP Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.



Director of Administrative Services & Licensing 11/19/2015

[signature]

[title]

[date]

