



**Affirmative Action Plan  
01/01/2022 - 12/31/2022**

**Indiana Department of Health**

## **Table of Contents**

[Table of Contents](#)

[Agency Contacts](#)

[Designation of Responsibility](#)

[Governor's Policy Statement](#)

[Affirmative Action Outline](#)

### **Affirmative Action Data Overview**

[Job Group Narrative](#)

[All Agency Analysis](#)

[Department Analysis](#)

[Job Group Analysis](#)

[Veterans & People with Disabilities](#)

[Staff Monitoring](#)

[Graph Comparisons](#)

[Availability & Placement Goals](#)

### **Affirmative Action Executive Summary**

[Executive Summary](#)

[Self-Audit](#)

[Agency Goals](#)

## Agency Contacts

### Agency Contacts

<b>JOB TITLE</b>	<b>NAME</b>
Commissioner	Dr. Kristina Box
Human Resources Director	Heather Whitaker

### Indiana State Personnel Department Contacts

<b>JOB TITLE</b>	<b>NAME</b>
Agency Head	Matthew Brown
Chief of Staff	Jordan Bolden
Director of Equity, Inclusion, and Opportunity	Zachery Cramer

# Designation of Responsibility

## Designation of Responsibility

To ensure compliance with this policy statement, I, Matthew Brown, hereby designate the following duties related to affirmative action:

As the State Personnel Director, I acknowledge I have overall responsibility for Equal Employment Opportunity (“EEO”) and Affirmative Action Plan (“AAP”) implementation as defined under Indiana Code 4-15-12-6.


Each Supervisor within each Agency is individually responsible for:

1. Ensuring equal opportunity for employees with regard to work assignments, training, transfers, advancement, and other conditions or privileges of employment.
2. Including EEO as an operative objective.
3. Ensuring all employees under their direction are informed and periodically reminded to carry out personnel practices in a non-discriminatory manner and for undertaking such affirmative action measures as may be appropriate under this AAP.

The Affirmative Action Program Director serves as the main AAP/EEO contact. Their responsibilities, as defined under Indiana Code 4-15-12-4 include, but are not limited to:

1. Monitoring Agency employment actions for compliance with this EEO policy statement.
2. Accessing the necessary data to monitor the AAP, including but not limited to information about: Applicant Flow; Hires; Promotions; Transfers; Demotions; Layoffs; Recalls; & Terminations.
3. Preparing the annual AAP Statement for the Agency.
4. Identifying any areas of growth and recommending potential solutions.
5. Ensuring EEO policies are communicated to all levels within the Agency.

Complaint of discrimination or harassment of the basis of a protected class occur will be promptly and thoroughly investigated. If appropriate, remedial action will be taken including disciplinary action up to and including dismissal.

  
 \_\_\_\_\_  
 Matthew Brown, Agency Head  
 Indiana State Personnel Department  
4/18/22  
 \_\_\_\_\_  
 Date

# Governor's Policy Statement



STATE OF INDIANA  
OFFICE OF THE GOVERNOR  
State House, Second Floor  
Indianapolis, Indiana 46204

Eric J. Holcomb  
*Governor*

## GOVERNOR'S POLICY STATEMENT

The State of Indiana is committed to recruit, select, develop, and promote employees based on individual ability and job performance. Our policy is to provide equal employment opportunity to all people in all aspects of employer-employee relations without discrimination because of race, color, creed, religion, sex, national origin, ancestry, age, sexual orientation or gender identity, physical or mental disability, or veteran status. We will comply with the spirit as well as the letter of all applicable state and federal laws.

Accordingly, we commit ourselves, the member(s) of the executive staff, the agency heads, and the entire management team throughout state government, to move toward ever more progressive affirmative action in state employment. Employment decisions will be made in a manner that will advance the principles of equal employment opportunity and affirmative action.

It is also our policy that all state employees have the right to work in an environment free from all forms of discrimination and conduct which are harassing or coercive, and the working environment should be characterized by mutual respect, safety, and civility. We will strive, at all times, to maintain a working environment free of sexual harassment and intimidation, and, as part of our commitment, we will provide regular and robust training for all state employees in order to prevent and eliminate this offensive conduct. Workplace harassment is unacceptable and will not be tolerated.

In order to ensure that the foregoing expectations are carried out, I direct all appointing authorities to place affirmative action and workplace harassment prevention on their list of agency priorities. In addition, I charge the Director of the Indiana State Personnel Department to develop and maintain the necessary programs, record, and reports to comply with laws and regulations, the goals and objectives of equal employment opportunity and affirmative action programs, and workplace harassment prevention.

Eric J. Holcomb, Governor

8-3-18

Date

## Affirmative Action Outline

### Affirmative Action Program Data:

- Staffing Report: The staffing report reflects the staff of an agency at a single point in time.
  - Data is pulled on 12/31/2021
- Recruiting Report: The recruiting report reflects the applicants and hires within a year.
  - Data is pulled from 1/1/2021 to 12/31/2021
- Monitoring Report: The monitoring report reflects the promotions, demotions, and terminations within a year.
  - Data is pulled from 1/1/2021 to 12/31/2021

### Adverse Impact Women:

- Agency will establish a placement rate goal as objectives or for targets assumed to be reasonably attainable for external and internal hiring of women. Adverse impact analyses are performed to determine whether the agency's personnel selections results in statistically significant impacts to women. Unless otherwise noted, the agency will have a placement rate goal of 20.00% for women. 41 CFR: 60-300

### Adverse Impact People of Color:

- Agency will establish a placement rate goal as objectives or for targets assumed to be reasonably attainable for external and internal hiring of People of Color. Adverse impact analyses are performed to determine whether the agency's personnel selections results in statistically significant impacts to People of Color. Unless otherwise noted, the agency will have a placement rate goal of 20.00% for People of Color. 41 CFR: 60-300
  - A = Asian
  - B = Black
  - H = Hispanic or Latino
  - I = American Indian or Alaska Native
  - P = Native Hawaiian or Other Pacific Islander
  - W = White
  - T = Two or More Races

### Adverse Impact Veterans:

- Agency will establish a placement rate goal using the national percentage of veterans in the civilian labor force. The agency will use the percentage in its next assessment of the effectiveness of the agency's outreach and recruitment efforts towards protected veterans. Unless otherwise noted, the agency will have a placement rate goal of 5.50% for veterans. 41 CFR: 60-300.45

### Adverse Impact People with Disabilities:

- Agency will establish a placement rate goal using the utilization analysis under EO 11246 with the 7.00% rate. The agency will take steps to determine if there are impediments to equal employment opportunity when the percentage of individuals with disabilities of the job group is less than the 7.00% utilization goal. 41 CFR: 60-741.45

# Job Group Narrative

JOB GROUP NARRATIVE			
Indiana Department of Health			
Review Period	1/1/2021	to	12/31/2021
AAP Period	1/1/2022	to	12/31/2022
<p>The following job groups are formulated based on a group of jobs/titles having similar content, wage rates, and opportunities.</p> <ul style="list-style-type: none"> <li>• Similar Work content refers to the duties and responsibilities of the job titles which make up the job group.</li> <li>• Similar rates of pay are reviewed in conjunction with job content.</li> <li>• Similar opportunities within a job group refers to the ability to take advantage of training opportunities, transfers, promotions, mobility to desirable wage of salary situations and other employment benefits.</li> </ul>			
Job Group	Job Category	Job Titles	Job Code or Job Family
1	Administrators & Executives	Agency Head	ESM
		Broad Band Executive	ESM
		Chief Financial Officer	ESM
		Chief of Staff	ESM
		Communications Director	ESM
		Department Director	ESM
		Deputy Director/Commissioner	ESM
		Epidemiologist Dir	ESM
		General Counsel	ESM
		IT Director	ESM
		Laboratory Div Dir E6	ESM
		Legislative Director	ESM
		Med D E1-CI Sr	ESM
2	Professionals	Accountant 1	PAT
		Accountant 2	PAT
		Accountant 3	PAT
		Appl Syst Analyst/Prog Int	PAT
		Appl Syst Analyst/Prog Manager	ESM
		Appl Syst Analyst/Prog Senior	PAT
		Appl Syst Analyst/Prog Specilst	PAT
		Application Developer - Int	PAT
		Application Developer - Senior	PAT
		Attorney E5	ESM
		Attorney E7	ESM
		Business Administrator 2	PAT
		Business Administrator 3	PAT
		Business Systems Cnslt Int	PAT
		Business Systems Cnslt Senior	PAT
		Controller E5	ESM
		Data Architect	PAT
		Database Analyst Senior	PAT
		Grant Coordinator 1	PAT
		Health Educator 2	PAT
		Health Physicist 1	PAT
		Help Desk Manager	ESM
		IT Project Manager Int	ESM
		IT Project Manager Senior	ESM
		Legal Analyst 3	PAT
		Program Coordinator 3	PAT
		Program Coordinator 4	PAT
		Program Director 1	PAT
		Program Director 2	PAT
		Program Director E7	ESM
		Senior Quality Assurance Anlst	PAT
State Program Director E5	ESM		
State Program Director E6	ESM		
3	Medical & Health Services	Audiologist	PAT
		Chief Nurse Consultant	PAT
		Education Consultant E7	ESM
		Health Information Cnsit 2	PAT
		Industrial Hygienist 2	PAT
		Medical Surveyor 3	PAT
		Medical Surveyor Sup 5	SAMPAT
		Nurse Consultant	PAT
		Nutritionist 2	PAT
		Public Health Administrator 1	PAT
		Public Health Administrator 2	PAT
		Public Health Investigator 2	PAT
		Public Health Nurse Surveyor	PAT
		Public Hlth Nurse Surveyor S5	SAMPAT
		School Psychologist 1	PAT
Speech Pathologist 3	PAT		

4	<b>Health Science Professionals</b>	Chemist 1	PAT
		Chemist 2	PAT
		Chemist 3	PAT
		Chemist Supv 3	SAMPAT
		Environmental Engineer 2	PAT
		Environmental Engineer 3	PAT
		Environmental Engineer Sup 3	SAMPAT
		Environmental Engineer 1	PAT
		Environmental Scientist 3	PAT
		Environmental Manager 2	PAT
		Epidemiologist 1	PAT
		Epidemiologist E6	ESM
		Epidemiologist E7	ESM
		Fluoridation Consultant	PAT
		Food Scientist 2	PAT
		Food Scientist Sup 4	SAMPAT
		General Sanitarian Sup 4	SAMPAT
		Metrologist 1	PAT
		Micro-Biologist 2	PAT
		Micro-Biologist Sup 3	SAMPAT
		Senior Environment Manager	PAT
Weights & Measures Inspector 3	PAT		
Weights & Measures Manager E7	ESM		
5	<b>Technicians</b>	Electronics Tech 1	LTC
		Laboratory Tech 1	COMOT
		Laboratory Tech 2	COMOT
		Warehouse Foreman 1	LTC
6	<b>Adminstrative Support</b>	Administrative Assistant 1	PAT
		Administrative Assistant 2	PAT
		Administrative Assistant 3	PAT
		Administrative Assistant 4	PAT
		Administrative Assistant 5	PAT
		Clerical Assistant 1	COMOT
		Clerical Assistant 2	COMOT









# Department Analysis

DEPARTMENT ANALYSIS																				
LOCATION / DEPARTMENT	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total	LOCATION / DEPARTMENT	
	I	A	B	H	P	W	T		I	A	B	H	P	W	T					
DOH - AC - Clerical Support	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	2	0	DOH - AC - Clerical Support
DOH - AC Survey - ICF/IID	0	0	0	0	0	8	0	8	0	0	0	0	0	6	0	6	14	0	DOH - AC Survey - ICF/IID	
DOH - Administrative Services	0	0	0	0	0	3	0	3	0	0	0	0	0	2	0	2	5	0	DOH - Administrative Services	
DOH - BT/Clin Micro & Env Vir	0	0	0	0	0	5	0	5	0	0	0	0	0	5	0	5	10	0	DOH - BT/Clin Micro & Env Vir	
DOH - Chemistry Laboratories	0	3	0	0	0	8	0	11	0	5	0	0	0	8	0	13	24	8	DOH - Chemistry Laboratories	
DOH - Child Fatality Rev/Prev	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	DOH - Child Fatality Rev/Prev	
DOH - Children's Spec Hlth Car	0	0	11	1	0	10	0	22	0	0	1	0	0	0	0	1	23	13	DOH - Children's Spec Hlth Car	
DOH - Chronic Disease/PC/RH	0	0	1	0	0	11	0	12	0	1	0	0	0	2	0	3	15	2	DOH - Chronic Disease/PC/RH	
DOH - Clinical Microbiology	0	2	0	0	0	4	1	7	0	0	0	0	0	1	0	1	8	3	DOH - Clinical Microbiology	
DOH - Cntr for Deaf & HH Educ	0	0	1	3	0	14	0	18	0	0	0	0	0	0	0	0	18	4	DOH - Cntr for Deaf & HH Educ	
DOH - Complaint & Incident Prg	0	0	1	0	0	3	0	4	0	0	0	0	0	0	0	0	4	1	DOH - Complaint & Incident Prg	
DOH - Cons Svc & HC Reg Comm	0	0	0	1	0	1	0	2	0	0	0	0	0	1	0	1	3	1	DOH - Cons Svc & HC Reg Comm	
DOH - Emergency Preparedness	1	0	0	0	0	18	0	19	1	0	0	0	0	11	0	12	31	2	DOH - Emergency Preparedness	
DOH - Environmental Microbiolo	0	1	2	0	0	8	0	11	0	0	0	0	0	7	0	7	18	3	DOH - Environmental Microbiolo	
DOH - Environmental Public Hlt	0	0	0	0	0	7	0	7	0	0	0	0	0	18	0	18	25	0	DOH - Environmental Public Hlt	
DOH - Epidemiology Res (ERC)	0	1	2	0	0	32	0	35	0	0	0	0	0	4	0	4	39	3	DOH - Epidemiology Res (ERC)	
DOH - Finance	0	0	4	0	0	17	1	22	0	0	2	2	0	9	0	13	35	9	DOH - Finance	
DOH - Food Protection	0	1	0	0	0	7	0	8	0	0	0	0	0	3	0	3	11	1	DOH - Food Protection	
DOH - Health & Human Services	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	DOH - Health & Human Services	
DOH - Health Care Eng & Meas	0	0	0	0	0	0	0	0	0	0	1	0	0	5	0	6	6	1	DOH - Health Care Eng & Meas	
DOH - HIV/STD	0	0	7	1	0	24	1	33	0	2	2	2	0	21	1	28	61	16	DOH - HIV/STD	
DOH - Home & Comm-Based Care	0	0	3	1	0	26	0	30	0	0	0	0	0	0	0	0	30	4	DOH - Home & Comm-Based Care	
DOH - Immunization	1	0	2	0	0	20	0	23	0	0	0	0	0	2	0	2	25	3	DOH - Immunization	
DOH - IN Lead & Healthy Homes	1	0	1	0	0	4	0	6	0	0	0	0	0	2	0	2	8	2	DOH - IN Lead & Healthy Homes	
DOH - IN Tobacco Prevention	0	0	1	0	0	8	0	9	0	0	0	0	0	2	0	2	11	1	DOH - IN Tobacco Prevention	
DOH - Laboratory Admin	0	1	1	0	0	2	0	4	0	0	0	0	0	2	0	2	6	2	DOH - Laboratory Admin	
DOH - Legal Affairs	0	0	0	0	0	8	0	8	0	0	0	0	0	3	0	3	11	0	DOH - Legal Affairs	
DOH - Local Hlth Dept Outreach	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	DOH - Local Hlth Dept Outreach	
DOH - Long-Term Care (LTC)	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	DOH - Long-Term Care (LTC)	
DOH - LTC Enforcement	0	1	3	0	0	8	0	12	0	0	0	0	0	0	0	0	12	4	DOH - LTC Enforcement	
DOH - LTC Nursing Home Survey	0	0	2	3	0	88	1	94	0	0	0	0	0	6	0	6	100	6	DOH - LTC Nursing Home Survey	
DOH - LTC Survey - Admin	0	0	1	0	0	3	0	4	0	0	0	0	0	1	0	1	5	1	DOH - LTC Survey - Admin	
DOH - LTC Survey - Life Safety	0	0	0	0	0	1	0	1	0	0	0	0	0	7	0	7	8	0	DOH - LTC Survey - Life Safety	
DOH - Maternal & Child Health	0	2	7	1	0	12	0	22	0	0	0	0	0	0	0	0	22	10	DOH - Maternal & Child Health	
DOH - Minority Health	0	0	2	0	0	0	0	2	0	0	1	0	0	0	0	1	3	3	DOH - Minority Health	
DOH - Nutrition & Physical Act	0	0	0	0	0	5	0	5	0	0	0	0	0	1	0	1	6	0	DOH - Nutrition & Physical Act	
DOH - Office Of Public Affairs	0	0	0	0	0	4	0	4	0	0	0	0	0	1	0	1	5	0	DOH - Office Of Public Affairs	
DOH - Office of Tech & Complia	0	1	3	0	0	4	0	8	0	6	3	1	0	8	0	18	26	14	DOH - Office of Tech & Complia	
DOH - Office Of The Comm	0	0	1	0	0	5	0	6	0	0	0	0	0	1	0	1	7	1	DOH - Office Of The Comm	
DOH - Program Performance & De	0	0	5	0	0	11	0	16	0	0	0	0	0	0	0	0	16	5	DOH - Program Performance & De	
DOH - Public Health Performanc	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	DOH - Public Health Performanc	
DOH - Survey Support/Guidance	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	3	0	DOH - Survey Support/Guidance	
DOH - Trauma & Injury Preventi	0	1	0	0	0	2	0	3	0	0	0	0	0	3	0	3	6	1	DOH - Trauma & Injury Preventi	
DOH - Virology	0	2	0	0	0	3	0	5	0	0	0	0	0	3	0	3	8	2	DOH - Virology	
DOH - Vital Records	0	3	10	0	0	10	0	23	0	0	1	0	0	0	0	1	24	14	DOH - Vital Records	
DOH - Women Infants & Children	1	0	1	1	0	14	0	17	0	0	0	0	0	2	0	2	19	3	DOH - Women Infants & Children	
DOH - Women's Health	0	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	2	2	DOH - Women's Health	
DOH -Acute & Continuing Care	0	0	0	0	0	13	0	13	0	1	0	0	0	6	0	7	20	1	DOH -Acute & Continuing Care	
DOH-Office of Data & Analytics	0	0	0	0	0	3	0	3	0	0	0	0	0	3	1	4	7	1	DOH-Office of Data & Analytics	
DOH-Radiology and Weights&Meas	0	0	0	0	0	5	0	5	0	0	0	0	0	8	0	8	13	0	DOH-Radiology and Weights&Meas	
<b>DEPARTMENT TOTAL</b>	<b>4</b>	<b>20</b>	<b>73</b>	<b>12</b>	<b>0</b>	<b>450</b>	<b>4</b>	<b>563</b>	<b>1</b>	<b>15</b>	<b>11</b>	<b>5</b>	<b>0</b>	<b>166</b>	<b>2</b>	<b>200</b>	<b>763</b>	<b>147</b>		
<b>% TOTAL</b>	<b>0.52%</b>	<b>2.62%</b>	<b>9.57%</b>	<b>1.57%</b>	<b>0.00%</b>	<b>58.98%</b>	<b>0.52%</b>	<b>73.79%</b>	<b>0.13%</b>	<b>1.97%</b>	<b>1.44%</b>	<b>0.66%</b>	<b>0.00%</b>	<b>21.76%</b>	<b>0.26%</b>	<b>26.21%</b>	<b>100.00%</b>	<b>19.27%</b>		
	I	A	B	H	P	W	T	Female Total	I	A	B	H	P	W	T	Male Total	Grand Total	People of Color Total		





JOB GROUP ANALYSIS																								
Medical & Health Services																								
Job Group #: 3																								
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total			
				I	A	B	H	P	W	T		I	A	B	H	P	W	T						
Audiologist	DOH- Cntr for Deaf & HH Educ	002FK3	PAT	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	0	0	2	2	1
Chief Nurse Consultant	DOH- Maternal & Child Health	001QE2	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	3	3	0
Chief Nurse Consultant	DOH- Immunization	001QE2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	1	0
Chief Nurse Consultant	DOH- Epidemiology Res (ERC)	001QE2	PAT	0	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	3	3	0
Chief Nurse Consultant	DOH- Chronic Disease/PC/RH	001QE2	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	2	2	0
Education Consultant E7	DOH- Cntr for Deaf & HH Educ	00EH7	ESM	0	0	0	0	0	6	0	6	0	0	0	0	0	0	0	0	0	0	6	6	0
Health Information Cnslt 2	DOH- Chronic Disease/PC/RH	001QV2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	0	1	2	0	
Industrial Hygienist 2	DOH- Environmental Public Hlt	001NA2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	2	2	0	
Medical Surveyor 3	DOH- Home & Comm-Based Care	001TB3	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	2	0	
Medical Surveyor 3	DOH- LTC Nursing Home Survey	001TB3	PAT	0	0	0	0	0	5	1	6	0	0	0	0	0	0	0	0	0	6	6	1	
Medical Surveyor 3	DOH- LTC Survey - Life Safety	001TB3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	7	0	7	0	7	7	0		
Medical Surveyor 3	DOH- Acute & Continuing Care	001TB3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	0	3	3	0		
Medical Surveyor 3	DOH- Survey Support/Guidance	001TB3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	1	0	
Medical Surveyor 3	DOH- Complaint & Incident Prg	001TB3	PAT	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	0	2	2	1	
Medical Surveyor 3	DOH- AC Survey - ICF/IID	001TB3	PAT	0	0	0	0	0	7	0	7	0	0	0	0	5	0	5	0	5	12	0		
Medical Surveyor Sup 5	DOH- LTC Survey - Life Safety	006TB5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	
Medical Surveyor Sup 5	DOH- Acute & Continuing Care	006TB5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	
Medical Surveyor Sup 5	DOH- AC Survey - ICF/IID	006TB5	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	1	0	0	0	
Nurse Consultant	DOH- Children's Spec Hlth Car	001Q03	PAT	0	0	1	0	0	5	0	6	0	0	0	0	0	0	0	0	0	6	6	1	
Nutritionist 2	DOH- Women Infants & Children	001QK2	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	0	0	0	0	4	4	0	
Public Health Administrator 1	DOH- Food Protection	001QT1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	2	2	0	
Public Health Administrator 1	DOH- Minority Health	001QT1	PAT	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	1	0	
Public Health Administrator 1	DOH- Epidemiology Res (ERC)	001QT1	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	
Public Health Administrator 1	DOH- Nutrition & Physical Act	001QT1	PAT	0	0	0	0	0	3	0	3	0	0	0	0	1	0	1	0	1	4	0	0	
Public Health Administrator 1	DOH- IN Tobacco Prevention	001QT1	PAT	0	0	0	0	0	3	0	3	0	0	0	0	1	0	1	0	1	4	0	0	
Public Health Administrator 1	DOH- Environmental Public Hlt	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	1	0	
Public Health Administrator 1	DOH- Chronic Disease/PC/RH	001QT1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1	1	0	
Public Health Administrator 1	DOH- Maternal & Child Health	001QT1	PAT	0	0	1	0	0	1	0	2	0	0	0	0	0	0	0	0	0	2	1	0	
Public Health Administrator 1	DOH- Immunization	001QT1	PAT	0	0	0	0	0	8	0	8	0	0	0	0	0	0	0	0	0	8	8	0	
Public Health Administrator 1	DOH- HIV/STD	001QT1	PAT	0	0	2	0	0	7	1	10	0	0	0	0	3	2	5	15	5	15	5	0	
Public Health Administrator 1	DOH- Women Infants & Children	001QT1	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	2	2	0	
Public Health Administrator 1	DOH- Trauma & Injury Preventi	001QT1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	1	0	0	
Public Health Administrator 2	DOH- Maternal & Child Health	001QT2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	
Public Health Administrator 2	DOH- LTC Enforcement	001QT2	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	0	
Public Health Administrator 2	DOH- HIV/STD	001QT2	PAT	0	0	1	0	0	3	0	4	0	0	1	0	3	0	4	8	8	2	2	0	
Public Health Administrator 2	DOH- Immunization	001QT2	PAT	0	0	1	0	0	4	0	5	0	0	0	0	1	0	1	6	1	6	1	0	
Public Health Investigator 2	DOH- HIV/STD	001TA2	PAT	0	0	1	0	0	2	0	3	0	0	0	0	2	0	2	5	1	5	1	0	
Public Health Nurse Surveyor	DOH- Acute & Continuing Care	001TC3	PAT	0	0	0	0	0	10	0	10	0	0	0	1	0	1	0	2	12	1	1	0	
Public Health Nurse Surveyor	DOH- Survey Support/Guidance	001TC3	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	2	0	0	
Public Health Nurse Surveyor	DOH- LTC Nursing Home Survey	001TC3	PAT	0	0	2	3	0	73	0	78	0	0	0	0	6	0	6	84	5	84	5	0	
Public Health Nurse Surveyor	DOH- Program Performance & De	001TC3	PAT	0	0	0	0	0	5	0	5	0	0	0	0	0	0	0	0	5	5	0	0	
Public Health Nurse Surveyor	DOH- Home & Comm-Based Care	001TC3	PAT	0	0	0	1	0	15	0	16	0	0	0	0	0	0	0	0	16	1	1	0	
Public Health Nurse Surveyor	DOH- AC Survey - ICF/IID	001TC3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0	0	
Public Health Nurse Surveyor	DOH- LTC Survey - Admin	001TC3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0	0	
Public Hlth Nurse Surveyor S5	DOH- Home & Comm-Based Care	006TC5	SAMPAT	0	0	0	0	0	5	0	5	0	0	0	0	0	0	0	0	5	0	5	0	
Public Hlth Nurse Surveyor S5	DOH- LTC Nursing Home Survey	006TC5	SAMPAT	0	0	0	0	0	10	0	10	0	0	0	0	0	0	0	0	10	0	10	0	
Public Hlth Nurse Surveyor S5	DOH- Complaint & Incident Prg	006TC5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0	
Public Hlth Nurse Surveyor S5	DOH- Program Performance & De	006TC5	SAMPAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	2	0	2	0	
Public Hlth Nurse Surveyor S5	DOH- Acute & Continuing Care	006TC5	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0	
School Psychologist 1	DOH- Cntr for Deaf & HH Educ	002AB1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0	0	
Speech Pathologist 3	DOH- Cntr for Deaf & HH Educ	002FG3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0	0	
DEPARTMENT TOTAL				0	0	14	4	0	209	2	229	0	1	0	2	0	38	2	43	272	25			
% TOTAL				0.00%	0.00%	5.15%	1.47%	0.00%	76.84%	0.74%	84.19%	0.00%	0.37%	0.00%	0.74%	0.00%	13.97%	0.74%	15.81%	100.00%				9.19%
				I	A	B	H	P	W	T	Female Total	I	A	B	H	P	W	T	Male Total	Grand Total	People of Color Total			

JOB GROUP ANALYSIS																							
Health Science Professionals																							
Job Group #: 4																							
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total		
				I	A	B	H	P	W	T		I	A	B	H	P	W	T					
Chemist 1	DOH - Laboratory Admin	001IB1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	1	0
Chemist 1	DOH - Chemistry Laboratories	001IB1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Chemist 2	DOH - Chemistry Laboratories	001IB2	PAT	0	3	0	0	0	4	0	7	0	0	0	2	0	6	0	8	15	5	15	5
Chemist 3	DOH - Chemistry Laboratories	001IB3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	2	0
Chemist Supv 3	DOH - Chemistry Laboratories	006IB3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	3	0	1	0	4	5	3	5	3
Environmental Engineer 2	DOH - Environmental Public Hlt	001DO2	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	1	0	1	2	0	2	0
Environmental Engineer 3	DOH - Health Care Eng & Meas	001DO3	PAT	0	0	0	0	0	0	0	0	0	1	0	0	0	3	0	4	4	1	4	1
Environmental Engineer 3	DOH - Environmental Public Hlt	001DO3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0
Environmental Engineer Sup 3	DOH - Health Care Eng & Meas	006DO3	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	0
Environmental Engineer 1	DOH - Health Care Eng & Meas	001DO1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	0
Environmental Engineer 1	DOH - Environmental Public Hlt	001DO1	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	0
Environmental Scientist 3	DOH - IN Lead & Healthy Homes	001LS3	PAT	0	0	1	0	0	2	0	3	0	0	0	0	0	0	0	0	3	1	3	1
Environmental Scientist 3	DOH - Environmental Public Hlt	001LS3	PAT	0	0	0	0	0	4	0	4	0	0	0	0	0	8	0	8	12	0	12	0
Environmental Scientist 3	DOH-Radiology and Weights&Meas	001LS3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	1	1	0
Environmental Manager 2	DOH - Environmental Public Hlt	001LS2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	0
Environmental Manager 2	DOH - IN Lead & Healthy Homes	001LS2	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	0
Epidemiologist 1	DOH - Immunization	001FR1	PAT	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1	1
Epidemiologist 1	DOH - Epidemiology Res (ERC)	001FR1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0
Epidemiologist E6	DOH - HIV/STD	00EFR6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0
Epidemiologist E6	DOH - Epidemiology Res (ERC)	00EFR6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	1	0	1	2	0	2	0	
Epidemiologist E6	DOH - Vital Records	00EFR6	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1	0
Epidemiologist E6	DOH - Maternal & Child Health	00EFR6	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0
Epidemiologist E7	DOH - Epidemiology Res (ERC)	00EFR7	ESM	0	1	1	0	0	13	0	15	0	0	0	0	0	2	0	2	17	2	17	2
Epidemiologist E7	DOH - Vital Records	00EFR7	ESM	0	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	2	2	2	0
Epidemiologist E7	DOH - Chronic Disease/PC/RH	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0
Epidemiologist E7	DOH - Minority Health	00EFR7	ESM	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1	0
Epidemiologist E7	DOH - Trauma & Injury Preventi	00EFR7	ESM	0	1	0	0	0	1	0	2	0	0	0	0	0	0	0	0	2	1	2	0
Epidemiologist E7	DOH - HIV/STD	00EFR7	ESM	0	0	1	0	0	4	0	5	0	0	0	0	1	0	1	6	1	6	1	
Epidemiologist E7	DOH-Office of Data & Analytics	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	2	0	2	3	0	3	0
Epidemiologist E7	DOH - Maternal & Child Health	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0
Epidemiologist E7	DOH - IN Tobacco Prevention	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0
Epidemiologist E7	DOH - Women Infants & Children	00EFR7	ESM	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	0
Fluoridation Consultant	DOH - Environmental Public Hlt	001LK3	PAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	0
Food Scientist 2	DOH - Food Protection	001NE2	PAT	0	0	0	0	0	4	0	4	0	0	0	0	3	0	3	7	0	7	0	0
Food Scientist Sup 4	DOH - Food Protection	006NE4	SAMPAT	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	1	1	0
General Sanitarian Sup 4	DOH - Environmental Public Hlt	006NF4	SAMPAT	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	0
Metrologist 1	DOH-Radiology and Weights&Meas	001IH1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	1	0	1	2	0	2	0	0
Micro-Biologist 2	DOH - Virology	001LB2	PAT	0	1	0	0	0	3	0	4	0	0	0	0	1	0	1	5	1	5	1	1
Micro-Biologist 2	DOH - BT/Clin Micro & Env Vir	001LB2	PAT	0	0	0	0	0	2	0	2	0	0	0	0	2	0	2	4	0	4	0	0
Micro-Biologist 2	DOH - Environmental Microbiolo	001LB2	PAT	0	1	0	0	0	5	0	6	0	0	0	0	4	0	4	10	1	10	1	0
Micro-Biologist 2	DOH - Clinical Microbiology	001LB2	PAT	0	2	0	0	0	4	0	6	0	0	0	0	1	0	1	7	2	7	2	0
Micro-Biologist Sup 3	DOH - Virology	006LB3	SAMPAT	0	1	0	0	0	0	0	1	0	0	0	0	1	0	1	2	1	2	1	0
Micro-Biologist Sup 3	DOH - Environmental Microbiolo	006LB3	SAMPAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	2	0	2	0	0
Micro-Biologist Sup 3	DOH - BT/Clin Micro & Env Vir	006LB3	SAMPAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1	0	1	0	0
Senior Environment Manager	DOH - Environmental Public Hlt	001LS1	PAT	0	0	0	0	0	1	0	1	0	0	0	0	1	0	1	2	0	2	0	0
Weights & Measures Inspector 3	DOH-Radiology and Weights&Meas	001IL3	PAT	0	0	0	0	0	1	0	1	0	0	0	0	5	0	5	6	0	6	0	0
Weights & Measures Manager E7	DOH-Radiology and Weights&Meas	00EIL7	ESM	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	1	0
DEPARTMENT TOTAL				1	12	6	0	0	66	0	85	0	1	0	5	0	55	0	61	146		25	
% TOTAL				0.68%	8.22%	4.11%	0.00%	0.00%	45.21%	0.00%	58.22%	0.00%	0.68%	0.00%	3.42%	0.00%	37.67%	0.00%	41.78%	100.00%		17.12%	
				I	A	B	H	P	W	T	Female Total	I	A	B	H	P	W	T	Male Total	Grand Total	People of Color Total		



JOB GROUP ANALYSIS																									
Technicians Job Group #: 5																									
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total				
				I	A	B	H	P	W	T		I	A	B	H	P	W	T							
Electronics Tech 1	DOH - BT/Clin Micro & Env Vir	004GA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1	0	
Laboratory Tech 1	DOH - Clinical Microbiology	003BD1	COMOT	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Laboratory Tech 1	DOH - Chemistry Laboratories	003BD1	COMOT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laboratory Tech 1	DOH - BT/Clin Micro & Env Vir	003BD1	COMOT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
Laboratory Tech 1	DOH - Environmental Microbiolo	003BD1	COMOT	0	0	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	1	0	1	3	2
Laboratory Tech 2	DOH - Environmental Microbiolo	003BD2	COMOT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	0	1	2	0
Warehouse Foreman 1	DOH - Administrative Services	004NA1	LTC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
DEPARTMENT TOTAL				0	0	2	0	0	1	1	4	0	0	0	0	0	0	5	0	5	9	9	3		
% TOTAL				0.00%	0.00%	22.22%	0.00%	0.00%	11.11%	11.11%	44.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	55.56%	0.00%	55.56%	100.00%	100.00%	33.33%		
				I	A	B	H	P	W	T	Female Total	I	A	B	H	P	W	T	Male Total	Grand Total	People of Color Total				

JOB GROUP ANALYSIS																								
Administrative Support Job Group #: 6																								
JOB TITLE	LOCATION / DEPARTMENT	JOB CODE	JOB FAM	FEMALE*							Female Total	MALE*							Male Total	Grand Total	People of Color Total			
				I	A	B	H	P	W	T		I	A	B	H	P	W	T						
Administrative Assistant 1	DOH - Office Of The Comm	002WN1	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 2	DOH - IN Tobacco Prevention	002WN2	PAT	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 3	DOH - Cons Svc & HC Reg Comm	002WN3	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 3	DOH - Cntr for Deaf & HH Educ	002WN3	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 3	DOH - Health & Human Services	002WN3	PAT	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 3	DOH - Women Infants & Children	002WN3	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 3	DOH - Laboratory Admin	002WN3	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 4	DOH - Emergency Preparedness	002WN4	PAT	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 4	DOH - Cntr for Deaf & HH Educ	002WN4	PAT	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 4	DOH - Program Performance & De	002WN4	PAT	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - Epidemiology Res (ERC)	002WN5	PAT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0
Administrative Assistant 5	DOH - Children's Spec Hlth Car	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 5	DOH - Chronic Disease/PC/RH	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - LTC Survey - Admin	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 5	DOH-Radiology and Weights&Meas	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - HIV/STD	002WN5	PAT	0	0	0	1	0	1	0	2	0	0	0	0	0	2	0	2	4	4	1	1	
Administrative Assistant 5	DOH - Maternal & Child Health	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 5	DOH - Program Performance & De	002WN5	PAT	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Administrative Assistant 5	DOH - LTC Enforcement	002WN5	PAT	0	1	0	0	0	3	0	4	0	0	0	0	0	0	0	0	0	0	0	4	1
Administrative Assistant 5	DOH - Vital Records	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - Immunization	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Administrative Assistant 5	DOH - Cntr for Deaf & HH Educ	002WN5	PAT	0	0	0	1	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0	2	1
Administrative Assistant 5	DOH - Acute & Continuing Care	002WN5	PAT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Clerical Assistant 1	DOH - Children's Spec Hlth Car	003LD1	COMOT	0	0	7	1	0	2	0	10	0	1	0	0	0	0	0	0	0	0	1	11	9
Clerical Assistant 2	DOH - Administrative Services	003LD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Clerical Assistant 2	DOH - Program Performance & De	003LD2	COMOT	0	0	3	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	3
Clerical Assistant 2	DOH - LTC Survey - Admin	003LD2	COMOT	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Clerical Assistant 2	DOH - Vital Records	003LD2	COMOT	0	1	3	0	0	9	0	13	0	1	0	0	0	0	0	0	0	0	1	14	5
Clerical Assistant 2	DOH - LTC Enforcement	003LD2	COMOT	0	0	2	0	0	2	0	4	0	0	0	0	0	0	0	0	0	0	0	4	2
Clerical Assistant 2	DOH - Home & Comm-Based Care	003LD2	COMOT	0	0	2	0	0	1	0	3	0	0	0	0	0	0	0	0	0	0	0	3	2
Clerical Assistant 2	DOH - AC - Clerical Support	003LD2	COMOT	0	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0
DEPARTMENT TOTAL				0	2	22	7	0	35	0	66	0	2	0	0	0	2	0	4	70	70	33		
% TOTAL				0.00%	2.86%	31.43%	10.00%	0.00%	50.00%	0.00%	94.29%	0.00%	2.86%	0.00%	0.00%	0.00%	2.86%	0.00%	5.71%	100.00%	100.00%	47.14%		
				I	A	B	H	P	W	T	Female Total	I	A	B	H	P	W	T	Male Total	Grand Total	People of Color Total			

# Veterans & People with Disabilities

Self-Identified: Protected Veterans and People with Disabilities													
VEVRA		APPLICANTS			HIRED			NUMBER OF EMPLOYEES			UTILIZATION & BENCHMARK		
Job Group	Description	Total Number of Applicants	Applicants Who Self-identified as Protected Veterans	Other Applicants	Total Number Hired	Number of Protected Veterans Hired	Other Applicants Hired	Total Number of Employees	Number of Protected Veteran in Workforce	Total Number of Protected Veteran (Workforce + Hired)	Protected Veteran Utilization Rate*	Hiring Benchmark*	Meeting Benchmark?
1	Administrators & Executives	301	24	277	18	1	17	91	3	4	4.40%	5.50%	NO
2	Professionals	1175	79	1096	60	3	57	182	2	5	2.75%	5.50%	NO
3	Medical & Health Services	1633	39	1594	74	0	74	283	2	2	0.71%	5.50%	NO
4	Health Science Professionals	718	17	701	38	0	38	149	1	1	0.67%	5.50%	NO
5	Technicians	135	1	134	1	0	1	10	1	1	10.00%	5.50%	YES
6	Administrative Support	543	8	535	15	0	15	71	3	3	4.23%	5.50%	NO
<b>Total</b>		<b>4505</b>	<b>168</b>	<b>4337</b>	<b>206</b>	<b>4</b>	<b>202</b>	<b>786</b>	<b>12</b>	<b>16</b>	<b>2.04%</b>		
<p>* <b>VEVRA:</b> The Agency has adopted the national percentage of veterans in the civilian labor force provided by the Office of Federal Contract Compliance Programs (OFCCP), currently at 5.50%, as its hiring benchmark for 2022. In its AAP update for APP period, the Agency will analyze its success in hiring protected veterans during the course of this AAP year based on this benchmark and use that analysis as one of the criteria in its assessment of the effectiveness of its outreach and recruitment efforts.</p>													
People with Disabilities		APPLICANTS			HIRED			NUMBER OF EMPLOYEES			UTILIZATION & UTILIZATION GOAL		
Job Group	Description	Total Number of Applicants	Applicants Who Self-identified as People with Disabilities	Other Applicants	Total Number Hired	Number of People with Disabilities Hired	Other Applicants Hired	Total Number of Employees	Number of People with Disabilities in Workforce	Total Number of People with Disabilities (Workforce + Hired)	People with Disabilities Workforce Utilization Percent	People with Disabilities Utilization Goal**	Meeting Utilization Goal? ***
1	Administrators & Executives	301	28	273	18	1	17	91	N/A	N/A	N/A	N/A	N/A
2	Professionals	1175	102	1073	60	6	54	182	N/A	N/A	N/A	N/A	N/A
3	Medical & Health Services	1633	138	1495	74	7	67	283	N/A	N/A	N/A	N/A	N/A
4	Health Science Professionals	718	54	664	38	0	38	149	N/A	N/A	N/A	N/A	N/A
5	Technicians	135	9	126	1	0	1	10	N/A	N/A	N/A	N/A	N/A
6	Administrative Support	543	49	494	15	1	14	71	N/A	N/A	N/A	N/A	N/A
<b>Total</b>		<b>4505</b>	<b>380</b>	<b>4125</b>	<b>206</b>	<b>15</b>	<b>191</b>	<b>786</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>
<p>* <b>People with Disabilities:</b> The Agency has adopted the national percentage of veterans in the civilian labor force provided by the Office of Federal Contract Compliance Programs (OFCCP), currently at 7.00%, as its hiring benchmark for 2022. In its AAP update for APP period, the Agency will analyze its success in hiring people with disabilities during the course of this AAP year based on this benchmark and use that analysis as one of the criteria in its assessment of the effectiveness of its outreach and recruitment efforts.</p>													

# Staff Monitoring

STAFF MONITORING																				
Job Group		FEMALE*						MALE*						GENDER TOTAL		RACE TOTAL		Grand Total		
APPLICANTS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	1	12	27	1	0	126	11	2	10	16	6	0	77	3	178	114	89	203	292
2	Professionals	3	33	154	25	0	394	19	1	43	74	23	0	333	13	628	487	388	727	1115
3	Medical & Health Services	1	42	281	52	1	811	47	1	24	51	12	0	180	13	1235	281	525	991	1516
4	Health Science Professionals	3	42	58	30	0	239	12	2	63	35	12	0	168	7	384	287	264	407	671
5	Technicians	0	10	26	2	0	39	8	0	8	8	0	0	25	2	85	43	64	64	128
6	Administrative Support	2	12	161	22	0	199	14	1	13	20	3	1	63	3	410	104	252	262	514
<b>Number of Applicants</b>		10	151	707	132	1	1808	111	7	161	204	56	1	846	41	2920	1316	1582	2654	4236
<b>% of Applicants</b>		0.24%	3.56%	16.69%	3.12%	0.02%	42.68%	2.62%	0.17%	3.80%	4.82%	1.32%	0.02%	19.97%	0.97%	68.93%	31.07%	37.35%	62.65%	100.00%
HIRES		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	0	1	0	0	0	8	0	0	0	0	2	0	6	1	9	9	4	14	18
2	Professionals	1	2	7	1	0	26	1	0	1	2	1	0	14	0	38	18	16	40	56
3	Medical & Health Services	0	1	6	3	0	44	0	0	1	1	1	0	10	0	54	13	13	54	67
4	Health Science Professionals	2	3	2	0	0	16	0	0	3	0	0	0	8	0	23	11	10	24	34
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	1	1
6	Administrative Support	0	0	4	3	0	7	0	0	0	0	0	0	1	0	14	1	7	8	15
<b>Number of Hires</b>		3	7	19	7	0	101	1	0	5	3	4	0	40	1	138	53	50	141	191
<b>% of Hires</b>		1.57%	3.66%	9.95%	3.66%	0.00%	52.88%	0.52%	0.00%	2.62%	1.57%	2.09%	0.00%	20.94%	0.52%	72.25%	27.75%	26.18%	73.82%	100.00%
<b>Hire Yields (Hires/Applicants)</b>		30.00%	4.64%	2.69%	5.30%	0.00%	5.59%	0.90%	0.00%	3.11%	1.47%	7.14%	0.00%	4.73%	2.44%	4.73%	4.03%	3.16%	5.31%	4.51%
PROMOTIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	0	1	0	0	0	6	0	0	0	0	1	0	5	0	7	6	2	11	13
2	Professionals	0	1	2	0	0	9	0	0	1	0	0	0	3	0	12	4	4	12	16
3	Medical & Health Services	0	0	0	0	0	3	1	0	0	0	0	0	1	0	4	1	1	4	5
4	Health Science Professionals	0	0	0	0	0	4	0	0	2	0	0	0	4	0	4	6	2	8	10
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Administrative Support	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	0	1	1	2
<b>Number of Promotions</b>		0	2	2	1	0	23	1	0	3	0	1	0	13	0	29	17	10	36	46
<b>% of Promotions</b>		0.00%	4.35%	4.35%	2.17%	0.00%	50.00%	2.17%	0.00%	6.52%	0.00%	2.17%	0.00%	28.26%	0.00%	63.04%	36.96%	21.74%	78.26%	100.00%
RETIREMENTS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Grand Total
1	Administrators & Executives	0	0	1	0	0	0	0	0	0	0	0	0	2	0	1	2	1	2	3
2	Professionals	0	0	1	0	0	4	0	0	1	0	0	0	3	0	5	4	2	7	9
3	Medical & Health Services	0	0	0	0	0	7	0	0	0	0	0	0	1	0	7	1	0	8	8
4	Health Science Professionals	0	0	0	0	0	0	0	0	1	0	0	0	3	0	0	4	1	3	4
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Administrative Support	0	0	2	0	0	8	0	0	0	0	0	0	0	0	10	0	2	8	10
<b>Number of Retirements</b>		0	0	4	0	0	19	0	0	2	0	0	0	9	0	23	11	6	28	34
<b>% of Retirements</b>		0.00%	0.00%	11.76%	0.00%	0.00%	55.88%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	26.47%	0.00%	67.65%	32.35%	17.65%	82.35%	100.00%

ALL TERMINATIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	0	0	0	6	0	0	0	0	1	0	5	0	6	6	1	11	12
2	Professionals	0	0	3	0	0	12	1	0	1	1	1	0	7	0	16	10	7	19	26
3	Medical & Health Services	0	1	8	2	0	37	1	0	0	2	0	0	7	0	49	9	14	44	58
4	Health Science Professionals	0	3	2	2	0	15	0	0	0	0	1	0	13	0	22	14	8	28	36
5	Technicians	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1
6	Administrative Support	0	0	0	0	0	5	1	0	0	0	0	0	0	0	6	0	1	5	6
<b>Number of All Terminations</b>		0	4	13	4	0	76	3	0	1	3	3	0	32	0	100	39	31	108	139
<b>% of All Terminations</b>		0.00%	2.88%	9.35%	2.88%	0.00%	54.68%	2.16%	0.00%	0.72%	2.16%	2.16%	0.00%	23.02%	0.00%	71.94%	28.06%	22.30%	77.70%	100.00%

INVOLUNTARY TERMINATIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Professionals	0	0	0	1	0	1	0	0	0	1	0	0	0	0	2	1	2	1	3
3	Medical & Health Services	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	1	1
4	Health Science Professionals	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Number of Invol. Terminations</b>		0	0	0	1	0	2	0	0	0	1	0	0	1	0	3	2	2	3	5
<b>% of Invol. Terminations</b>		0.00%	0.00%	0.00%	20.00%	0.00%	40.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	20.00%	0.00%	60.00%	40.00%	40.00%	60.00%	100.00%

INVOLUNTARY DEMOTIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3	Medical & Health Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Health Science Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Administrative Support	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Number of Invol. Demotions</b>		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>% of Invol. Demotions</b>		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%	0.00%	0.00%

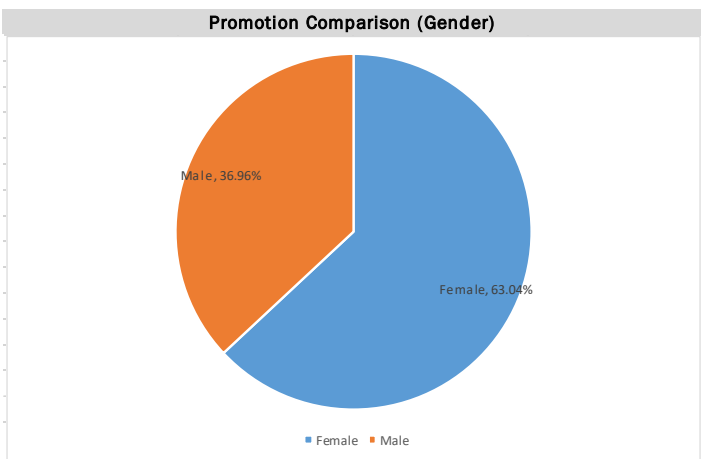
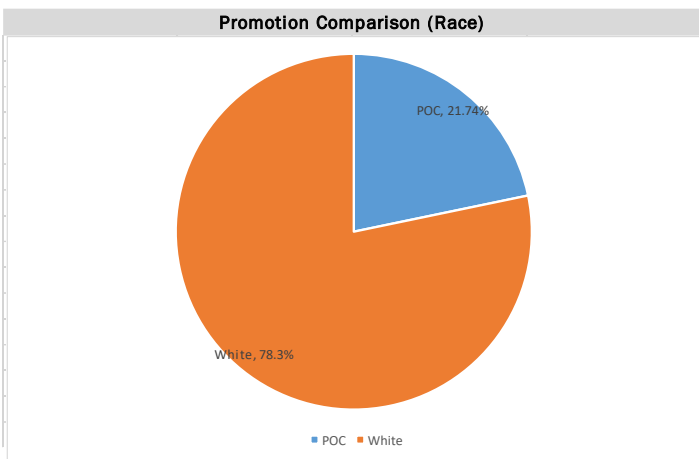
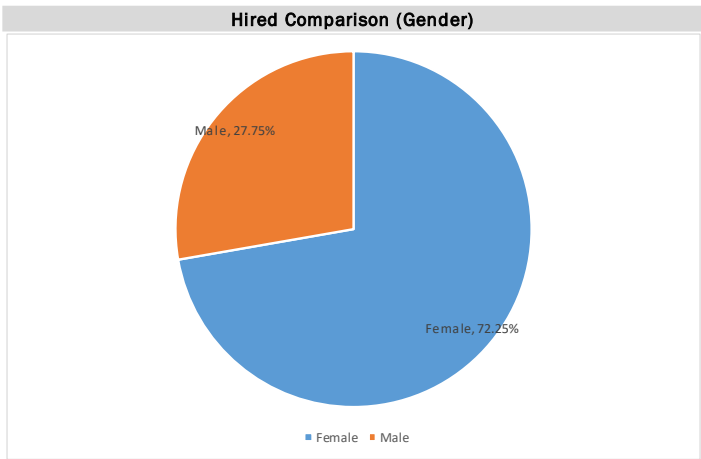
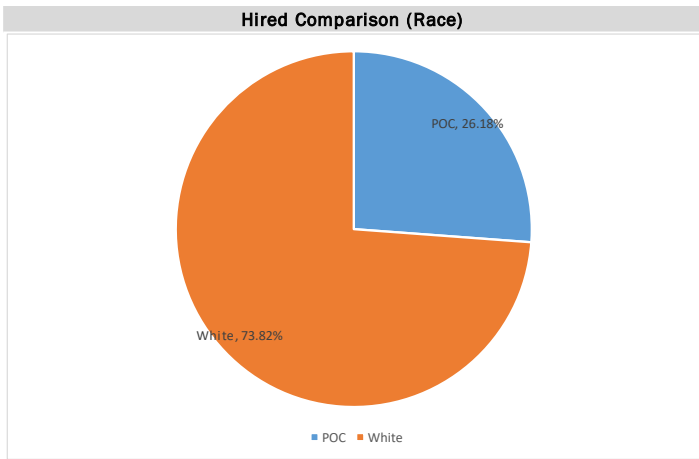
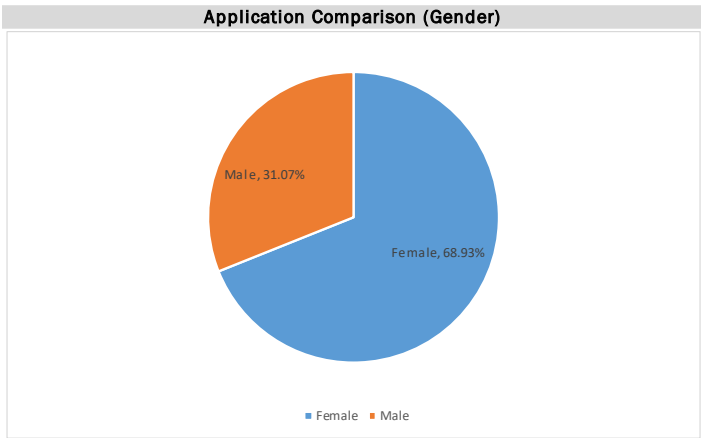
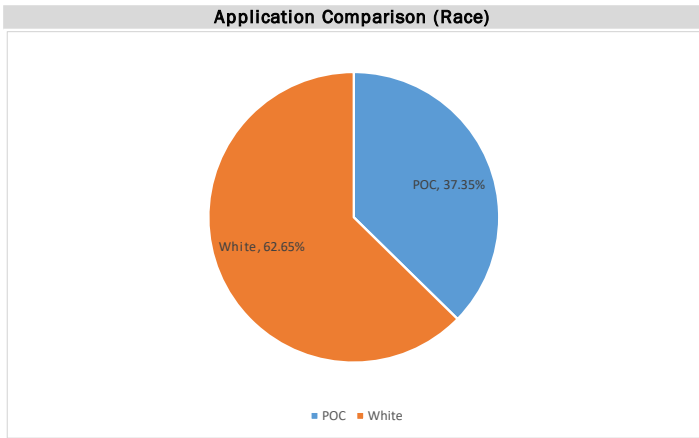
  

DEMOTIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	1	1
2	Professionals	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	1	0	2	2
3	Medical & Health Services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4	Health Science Professionals	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1
5	Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	Administrative Support	0	0	1	0	0	1	0	0	0	0	0	0	0	0	2	0	1	1	2
<b>Number of Demotions</b>		0	0	1	0	0	3	0	0	0	0	0	0	2	0	4	2	1	5	6
<b>% of Demotions</b>		0.00%	0.00%	16.67%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	66.67%	33.33%	16.67%	83.33%	100.00%

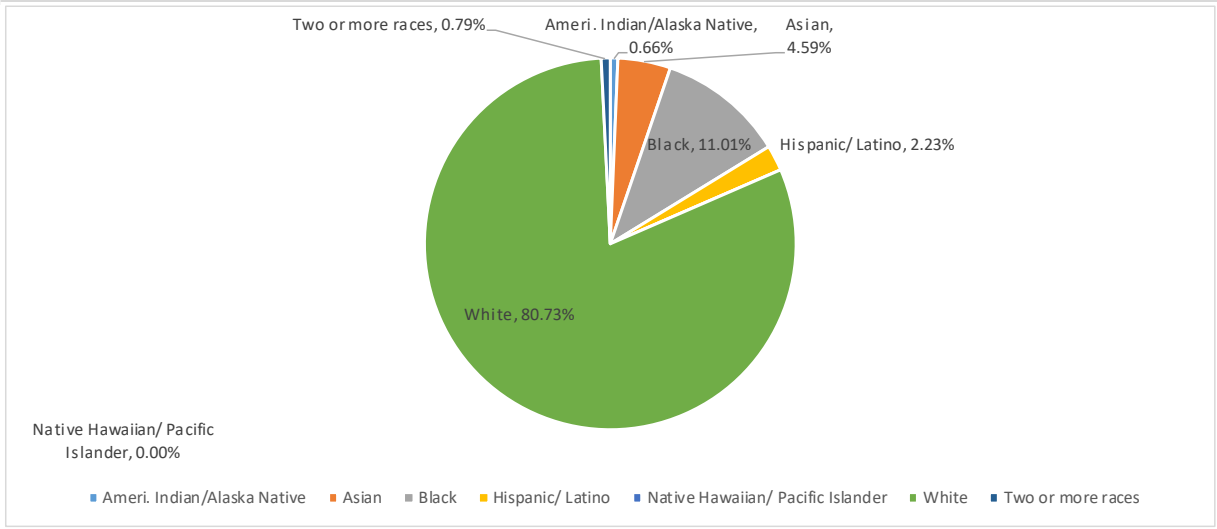
  

RESIGNATIONS		I	A	B	H	P	W	T	I	A	B	H	P	W	T	Female	Male	People of Color	Non-POC	Total
1	Administrators & Executives	0	0	0	0	0	6	0	0	0	0	1	0	5	0	6	6	1	11	12
2	Professionals	0	0	3	0	0	12	1	0	1	1	1	0	7	0	16	10	7	19	26
3	Medical & Health Services	0	1	8	2	0	37	1	0	0	2	0	0	7	0	49	9	14	44	58
4	Health Science Professionals	0	3	2	2	0	15	0	0	0	0	1	0	13	0	22	14	8	28	36
5	Technicians	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1
6	Administrative Support	0	0	0	0	0	5	1	0	0	0	0	0	0	0	6	0	1	5	6
<b>Number of Resignations</b>		0	4	13	4	0	76	3	0	1	3	3	0	32	0	100	39	31	108	139
<b>% of Resignations</b>		0.00%	2.88%	9.35%	2.88%	0.00%	54.68%	2.16%	0.00%	0.72%	2.16%	2.16%	0.00%	23.02%	0.00%	71.94%	28.06%	22.30%	77.70%	100.00%

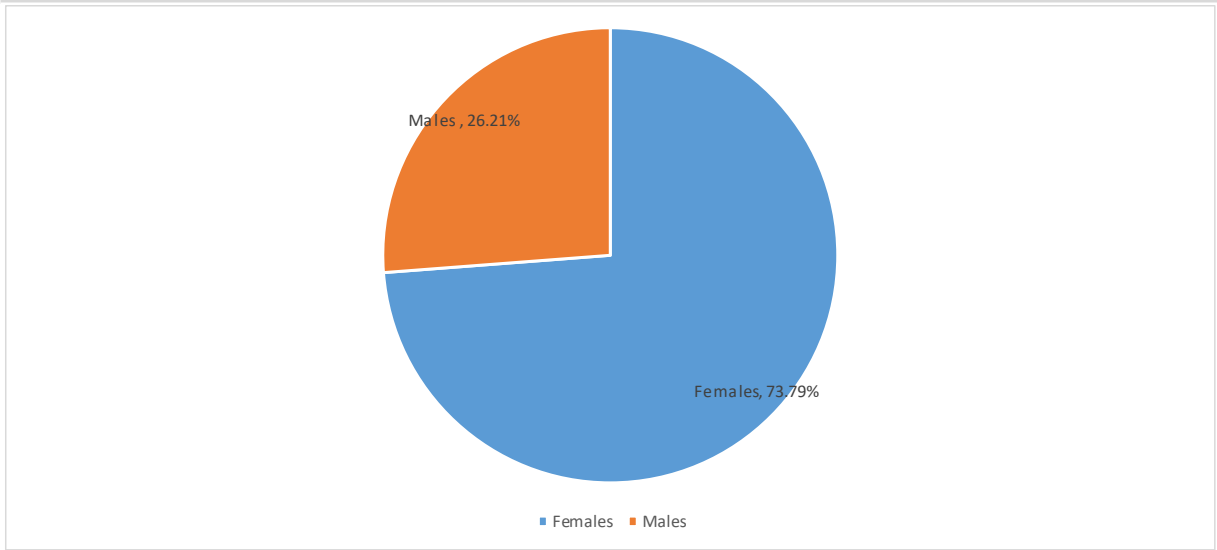
# Graph Comparisons



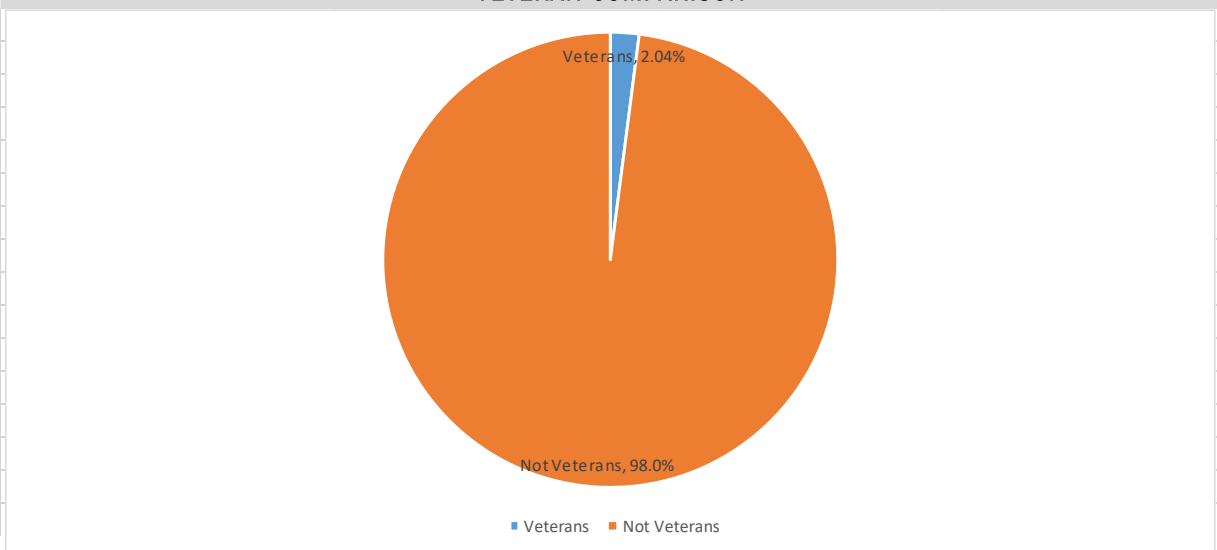
### RACE COMPARISON



### GENDER COMPARISON



### VETERAN COMPARISON









# Executive Summary

## Affirmative Action Plan Executive Summary

Each agency, unless otherwise noted, will utilize the federal placement rate goals as targets for hiring, promoting, retaining, etc. staff of certain identities. The chart to the right outlines federal placement rate goals for Areas of Success; Opportunity; and Adverse Impact.

- Areas of Success are where the agency has met or exceeded the federal placement goal.
- Areas of Opportunity are where the agency is close to meeting the federal placement goal - some work is needed.
- Areas of Adverse Impact are where the agency is not close to meeting the federal placement goal - significant work is needed.

	Areas of Success	Women	People of Color	Veterans
1	Administrators & Executives	Area of Success		
2	Professionals	Area of Success	Area of Success	
3	Medical & Health Services	Area of Success		
4	Health Science Professionals	Area of Success		
5	Technicians	Area of Success	Area of Success	Area of Success
6	Administrative Support	Area of Success	Area of Success	

	Areas of Opportunity	Women	People of Color	Veterans
1	Administrators & Executives		Area of Opportunity	Area of Opportunity
2	Professionals			Area of Opportunity
3	Medical & Health Services		Area of Opportunity	Area of Opportunity
4	Health Science Professionals		Area of Opportunity	Area of Opportunity
5	Technicians			
6	Administrative Support			Area of Opportunity

	Adverse Impact - Recruitment	Women	People of Color	Veterans
1	Administrators & Executives	Adverse Impact	Adverse Impact	Adverse Impact
2	Professionals		Adverse Impact	Adverse Impact
3	Medical & Health Services		Adverse Impact	Adverse Impact
4	Health Science Professionals		Adverse Impact	Adverse Impact
5	Technicians	Adverse Impact	Adverse Impact	Adverse Impact
6	Administrative Support			Adverse Impact

	Adverse Impact - Promotions	Women	People of Color	Veterans
1	Administrators & Executives		Adverse Impact	
2	Professionals		Adverse Impact	
3	Medical & Health Services		Adverse Impact	
4	Health Science Professionals	Adverse Impact	Adverse Impact	
5	Technicians			
6	Administrative Support			

	Adverse Impact - Terminations	Women	People of Color	Veterans
1	Administrators & Executives			
2	Professionals	Adverse Impact	Adverse Impact	
3	Medical & Health Services			
4	Health Science Professionals	Adverse Impact		
5	Technicians			
6	Administrative Support			

	Adverse Impact - Demotions	Women	People of Color	Veterans
1	Administrators & Executives			
2	Professionals			
3	Medical & Health Services			
4	Health Science Professionals	Adverse Impact		
5	Technicians			
6	Administrative Support	Adverse Impact		

Hiring Benchmarks			
Identity	Success	Opportunity	Adverse
Women	Above 20.00%	Below 20.00%	Varies per 4/5 Rule
People of Color	Above 20.00%	Below 20.00%	Varies per 4/5 Rule
Veterans	Above 5.50%	Below 5.50%	Varies per 4/5 Rule

## Self-Audit

Invitation to Self-Identify				
AAP Component	Women AAP	POC AAP	Veterans AAP	Disabilities AAP
<b>Pre-Offer:</b> Applicants are invited to voluntarily self-identify during the employment application process. 41 CFR: 60-300.42 (a)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Post-Offer:</b> New hires are invited to voluntarily self-identify during the employment enrollment process. 41 CFR: 60-741.42 (b)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Periodic Invitation:</b> Current employees are invited to voluntarily self-identify on an annual cycle.	Compliant – Action Needed in Summer of 2022	Compliant – Action Needed in Summer of 2022	Compliant – Action Needed in Summer of 2022	Compliant – Action Needed in Summer of 2022
Review of Relevant Policies				
AAP Component	Women AAP	POC AAP	Veterans AAP	Disabilities AAP
<b>Governor's Policy Statement:</b> Affirmative Action Program Director will review and update on an annual basis. IC 4-15-12	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>EEO Policy Statement and Assignment of Responsibility:</b> Affirmative Action Program Director will review and update on an annual basis. 41 CFR: 60-741.44, 60-300.44 (a)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Review of Personnel Processes:</b> Agency will review and update on an annual basis. 41 CFR: 60.741.44 (b)				
Reasonable Qualifications and Accommodations				
AAP Component	Women AAP	POC AAP	Veterans AAP	Disabilities AAP
<b>Physical and Mental Qualifications:</b> Agency will review and update physical and mental qualifications on an annual basis. Qualifications must be proven to be job-related and consistent with business needs. 41CFR: 60-741.44(c), 60-300.44(c)	N/A	N/A		
<b>Reasonable Accommodations:</b> Agency will provide reasonable accommodations for employees to complete job functions unless the accommodation would impose an undue hardship on the business operation. 41 CFR: 60-300.44 (d)	N/A	N/A		

Availability of Policies				
AAP Component	Women AAP	POC AAP	Veterans AAP	Disabilities AAP
<b>Harassment:</b> Agency will provide workplace harassment prevention statement. Statement must be easy to access for all employees. EO 112467; 41 CFR: 60-741.44 (e)				
<b>Internal Dissemination of Policy:</b> Agency will provide affirmative action plan information. Plan information must be accessible for all employees, upon request. 41 CFR: 60-741.44 (g)				
<b>External Outreach &amp; Recruitment:</b> Agency will both undertake and review appropriate outreach and recruitment activities that are reasonably designed to effectively recruit people with marginalized identities. 41 CFR: 60-741.44 (f)				
Validating & Analyzing Data				
AAP Component	Women AAP	POC AAP	Veterans AAP	Disabilities AAP
<b>Auditing &amp; Reporting:</b> The Affirmative Action Program Director will measure the effectiveness, indicate remedial actions, determine areas of success, measure the compliance, and document actions taken by agencies. 41 CFR: 60-741.44, 300.44 (h)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Responsibility for Implementation:</b> The Affirmative Action Program Director will be responsible for managing all aspects of the program. Supervisors and executive leaders will be responsible for upholding the expectations of the program. 41 CFR: 60-741.44 (i)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Training:</b> The affirmative action program director will train all relevant personnel on all aspects of the program, from implementation to analysis. EO 11246; 41 CFR: 60-300.44 (j)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed
<b>Data Collection Analysis:</b> Indiana State Personnel Department will maintain all computation and comparisons related to the program for a minimum of three years. 41 CFR: 60-300.44 (k)	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed	Compliant – No Action Needed

<b>Establishing Benchmarks for Hiring</b>				
<b>AAP Component</b>	<b>Women AAP</b>	<b>POC AAP</b>	<b>Veterans AAP</b>	<b>Disabilities AAP</b>
<p><b>Adverse Impact Women:</b> Agency will establish a placement rate goal as objectives or for targets assumed to be reasonably attainable for external and internal hiring of women. Adverse impact analyses are performed to determine whether the agency's personnel selections results in statistically significant impacts to women. Unless otherwise noted, the agency will have a placement rate goal of 20.00% for women.</p>		N/A	N/A	N/A
<p><b>Adverse Impact People of Color:</b> Agency will establish a placement rate goal as objectives or for targets assumed to be reasonably attainable for external and internal hiring of People of Color. Adverse impact analyses are performed to determine whether the agency's personnel selections results in statistically significant impacts to women. Unless otherwise noted, the agency will have a placement rate goal of 20.00% for People of Color.</p>	N/A		N/A	N/A
<p><b>Adverse Impact Veterans:</b> Agency will establish a placement rate goal using the national percentage of veterans in the civilian labor force. The agency will use the percentage in its next assessment of the effectiveness of the agency's outreach and recruitment efforts towards protected veterans. Unless otherwise noted, the agency will have a placement rate goal of 5.50% for veterans.</p>	N/A	N/A		N/A
<p><b>Adverse Impact Disabilities:</b> Agency will establish a placement rate goal using the utilization analysis under EO 11246 with the 7.00% rate. The agency will take steps to determine if there are impediments to equal employment opportunity when the percentage of individuals with disabilities I the job group is less than the 7.00% utilization goal.</p>	N/A	N/A	N/A	

## Agency Goals

The agency goals are a collaboration between the agency's executive leadership, human resources team, equity liaison (if applicable), and the affirmative action program director. Agency goals may take into consideration the following aspects of talent management: Compensation, Employee Relations, Equity & Inclusion, Learning & Development, Performance Management, Talent Acquisition, and more, along with the affirmative action data provided.

Each agency will set a minimum of two goals to target areas of growth.

INITIATIVE	DESCRIPTION	IMPACT & OUTCOME	AGENCY'S RESPONSIBLE PARTY	SPD'S COLLABORATIVE DIVISION	EVALUATION FREQUENCY
IDOH Presentations & Transparency	SPD to present AAP to IDOH Health Equity Council (HEC), supervisors, and via Town Hall.	a. HEC/Supv presentation will include education details such as: What is an AAP? Why is it important? What is the responsibility of a supervisor? b. HEC/Supv presentation will include a discussion about the importance of proper candidate dispositioning during the hiring process. IDOH HR will send follow up email with disposition codes and definitions. TA Consultant and/or IDOH HR will monitor and remind supervisors of this requirement for all requisitions. c. HEC/Supv presentation will include encouragement for supervisors to create their own goals.	IDOH HR	EIO Division	Revisit goal on 11/1/2022
IDOH Further Development	IDOH HR Team will work to provide more resources and information for further development.	a. identify and provide Interview/Selection training via LinkedIn Learning to all supervisors by November 1, 2022 and will strongly encourage E-Staff to make this mandatory. b. post the AAP, reference documents, and the recorded presentation link to The Nerve Center by December 1, 2022. c. include this topic in the November or December editions of The Pulse and HR newsletter.	IDOH HR	EIO Division	12/1/2022
IDOH Goal Incorporation	IDOH HR Team and E-Staff will align goals into Strategic Plan	a. Goals from AAP will be reflected in the future strategic plans	IDOH E-Staff	IDOH HR	12/1/2022

By signing below, we are agreeing to the agency goals and the implied responsibilities.

Kristina M. Box  
Agency Head – Print

Kristina M. Box  
Sign

9/28/2022  
Date

D. Shane Statchett

Additional Agency Contact - Print

Heather Whitaker

Human Resource Director - Print

Zachery Cramer

Affirmative Action Program Director - Print

D. Shane Statchett

Sign

Heather Whitaker

Sign

Zachery Cramer

Sign

18 Sept. 2022

Date

9/27/2022

Date

9/29/2022

Date