United States
Environmental Protection
Agency

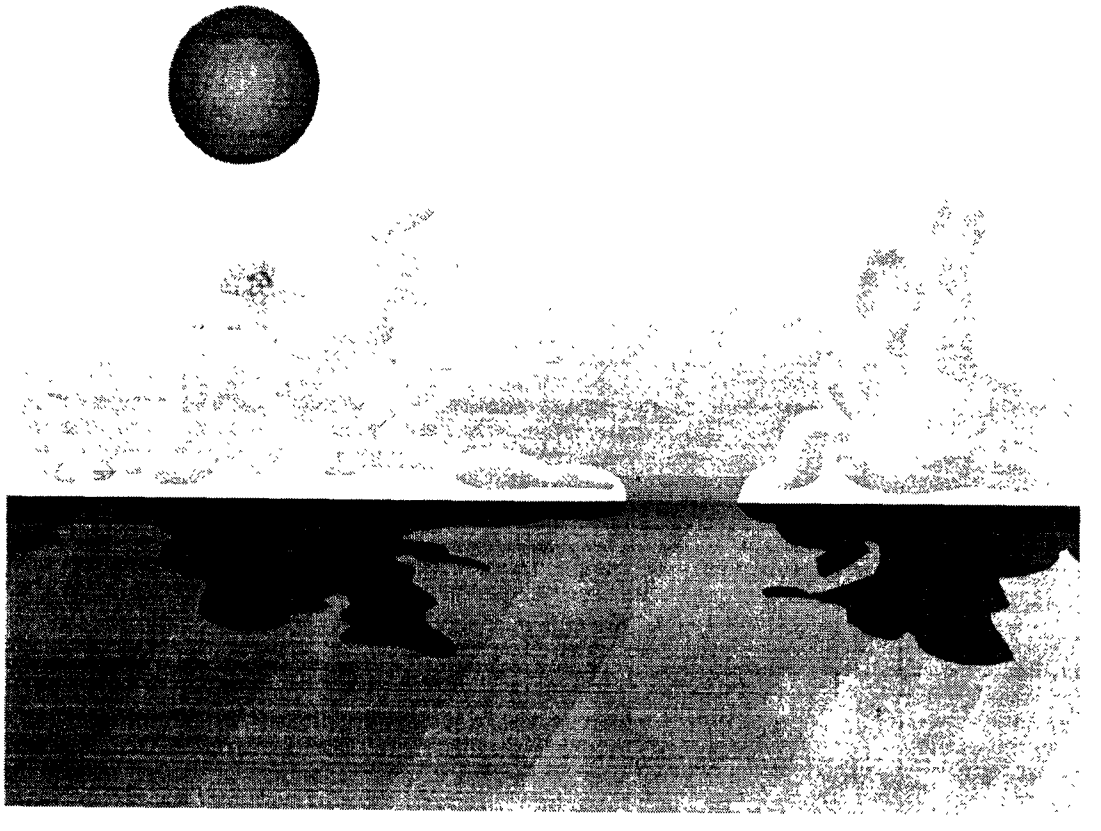
Administration And
Resources Management
(3610)

EPA 210-N-94-002
April 1994

EPA

Creating Diversity In Management

Reflections Of Change



2nd Quarter FY 1994

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UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

OFFICE OF
ADMINISTRATION
AND RESOURCES
MANAGEMENT

Dear Customer,

As we all know, a quality organization begins with the voice of the customer and your voice, along with the voices of those who participated in the National Performance Review, has been heard. One of the things we heard was that we needed to revise the current version of the quarterly report on the status of "Women, Minorities, and People with Disabilities." We have attempted to do this beginning with this issue.

This revised report includes several new features which we hope will aid you in analyzing the data and understanding how the report is to be used. We have done this by including an "Introduction" which is divided into six sections: (1) Purpose of Report; (2) How to Use the Report; (3) Criteria for Identifying Selection Opportunities; (4) Explanation of Charts and Graphs; (5) Point of Contact for the Report; and (6) Comments. To provide your comments, we invite you to complete the assessment form which appears at the end of this report.

Although this is not an affirmative action report, we encourage you to use the data to determine progress against the goals contained in the Affirmative Employment Plan that your organization submits to the Office of Civil Rights (OCR) each year. The Administrator will utilize an appropriate Assistant Administrator/Regional Administrator forum to review progress against available selection opportunities and the affirmative action plans set by each organization. Our goal is to have an EPA that looks like America and one that is free of discriminatory barriers which penalize people for their differences.

Finally, the quarterly reviews will be widely distributed to EPA managers and supervisors. We will also make copies available to all GS-12's and above, and all employee unions, including the Locals and National Councils. While we would like to make this available to all employees, regardless of grade level, printing costs will not permit us to do this. Therefore, we encourage all recipients of this report to share it with others. We recognize that we could also make this available electronically, but, at the present time, the format does not permit us to send it out that way. The tables, however, are available through VTX. Eventually, the entire report will be made available electronically and many more employees will have access to it.

If you have any questions or need additional information regarding this report, please contact Paulette Ellison on Area Code 202-260-3424.

Sincerely,

Kenneth F. Dawsey, Director
Office of Human Resources
Management

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INTRODUCTION

Purpose of Report

This report is intended to be used as a reporting device for the Administrator and senior management officials to focus on the progress that is being made with respect to the selection of women, minorities and people with disabilities. The report is produced quarterly and the emphasis is on selections to permanent positions in the managerial ranks.

How to Use Report

Based on feedback received from the National Performance Review and other forms of customer involvement, this report has been revised to address concerns arising from these groups. One change involves the way minorities and people with disabilities are now depicted in the report. Minorities are no longer lumped together in one group. Instead, each is reported on individually according to their appropriate Minority Group Designation. In addition, a column has been added for "People with Disabilities".

Another feature that has been added is a chart on "The Management Feeder Group". This is one of the most important charts in the report because it provides information on the number of employees (Professional and Administrative categories only) at the GS-5 through 12 grade levels who are in the pipeline for future selection to positions at the GS-13 level and above. Historically, approximately 82% of all selections Agency-wide are made from internal resources.

While this report is limited to the tracking of selections into senior level positions, it may also be used in conjunction with reports prepared by the Office of Civil Rights (OCR). For example, this report may be used to determine how well offices are doing with respect to meeting the goals outlined in their Affirmative Employment Plan (AEP) which is prepared annually for the Office of Civil Rights and the Equal Employment Opportunity Commission. The AEP establishes goals and timetables for two categories (Professional and Administrative) that the Agency has identified as underrepresented in terms of women, minorities, and people with disabilities. Therefore, this report may be used to determine whether the selections made have impacted on the Agency's underrepresentation of women, minorities and persons with disabilities. If more information about these reports or other affirmative action reports is needed, it may be obtained from OCR.

Criteria for Identifying Selection Opportunities

As previously stated, the report emphasizes selections made to permanent positions in management. Managerial positions are permanent in nature and include supervisory positions at the GS-13 through 15 grade levels and Senior Executive Service (SES) positions.

Selections to management positions at the GS-13 through SES grade levels include the following:

- permanent hires from outside EPA
- conversions to permanent appointments
- competitive promotions and reassignments

Not included are:

- career ladder promotions
- temporary promotions or details
- temporary hires

Explanation of Charts and Graphs

The charts and graphs that appear in this report are designed to give a pictorial view of how the Agency looks with respect to selections made to senior level positions. There is a single chart that gives an overall view of the Agency and there are charts for each AA-ship and region to show individual organizational progress. Appearing after the EPA totals are selections made by EPA labs. Please note, however, that the numbers shown for the labs are included in the totals of the applicable AA-ship and are not counted twice.

The number of selections for people with disabilities is included with an organization's overall hires for the quarter. This number is not shown in our Pie Charts because the number is too small to capture graphically. Where necessary, charts and graphs are footnoted to explain data that could not be pictorially displayed.

For comparison purposes, the report also provides data on selections to permanent positions which are non-management in nature. For similar reasons, the report also contains data on temporary promotions. Both types of selections (non-management and temporary promotions) are tracked separately in this report.

The charts and graphs also document selection opportunities that occurred during the quarter and based on those opportunities, they show the number who were Black (male and female); Hispanic (male and female); Asian/Pacific Islander (male and female); or Native American (male and female).

Point of Contact for Report

This report is prepared by the Office of Human Resources Management. Any questions pertaining to the report should be directed to Ms. Paulette Ellison, Field Operations, Evaluation, and Support Services Division. She may be reached on Area Code 202-260-3352. Backup data for any of the information in this report is also available upon request.

Comments

This report is intended to highlight success in providing opportunities for all employees for advancement to EPA's managerial ranks. To help us determine if this report meets the need for which it was intended, we would appreciate receiving any comments. At the back of the report is a survey form that may be completed and returned to Paulette if you wish to share thoughts and opinions.

SELECTIONS FOR SENIOR LEVEL POSITIONS
Second Quarter FY 1994

MANAGEMENT

PROG. OFC./ REGION	Asian/Pacific Islander		Native American		Hispanic		African-American		White		Total Selections		Total Disabilities	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
OPC/AD									1 100.0%		1 100.0%			
OPTE									1 100.0%		1 100.0%			
OE														
OGC									1 100.0%		1 100.0%			
OIG														
OIA														
OARM									1 100.0%		1 100.0%			
WATER														
OSWER								1 33.3%	1 33.3%	1 33.3%	1 33.3%	2 66.7%		
AIR									1 100.0%		1 100.0%			
OPPTS									2 100.0%		2 100.0%			
ORD					1 50.0%				1 50.0%		2 100.0%			
REG 1									1 100.0%		1 100.0%			
REG 2														
REG 3														
REG 4									1 50.0%	1 50.0%	1 50.0%	1 50.0%		
REG 5								1 100.0%				1 100.0%		
REG 6										1 100.0%		1 100.0%		
REG 7									1 100.0%		1 100.0%			
REG 8			1 100.0%								1 100.0%			
REG 9									1 100.0%		1 100.0%			
REG 10									1 100.0%		1 100.0%			
EPA			1 4.8%		1 4.8%			2 9.5%	14 66.6%	3 14.3%	16 76.2%	5 23.8%	0 0%	0 0%
CINCINNATI														
RTP														
LAS VEGAS														
NEIC														
ANN ARBOR									1 100.0%					

NOTE: Selections for Cincinnati, RTP, Las Vegas, NEIC and Ann Arbor are also included in the selections for their respecitive AAships.

2nd Quarter FY94 Selections

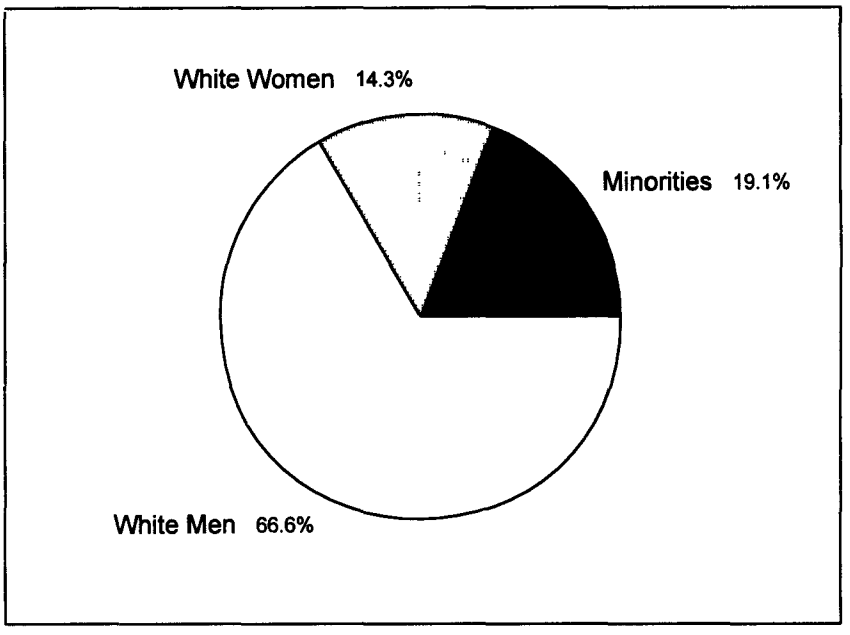
Total Selections

(Managers, permanent positions only))

21

Minority Selections

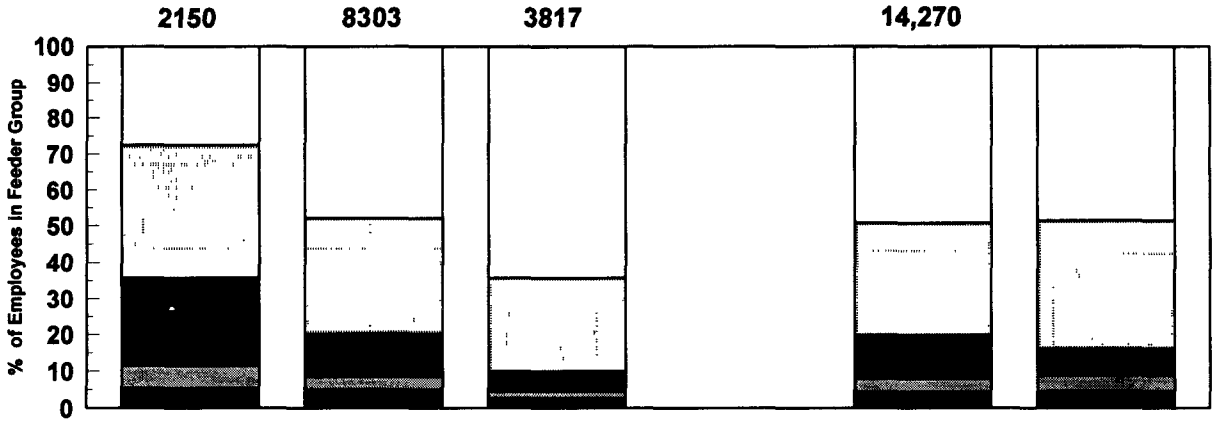
Natv. Amer.	4.8%	(1)
Hispanic	4.8%	(1)
Afr-Amer.	9.5%	(2)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		EPA	CLF
Native Amer.	0.74	0.35	0.08		0.34	0.45
Asian/PI	4.56	4.61	2.62		4.07	4.10
Hispanic	6.19	3.57	1.86		3.51	4.35
Afr-Amer	24.42	11.79	5.58		12.03	7.25
White Women	36.65	31.83	25.70		30.92	35.35
White Men	27.44	47.83	64.16		49.13	48.40

People with Disabilities : 69

Office of the Administrator

2nd Quarter FY94 Selections

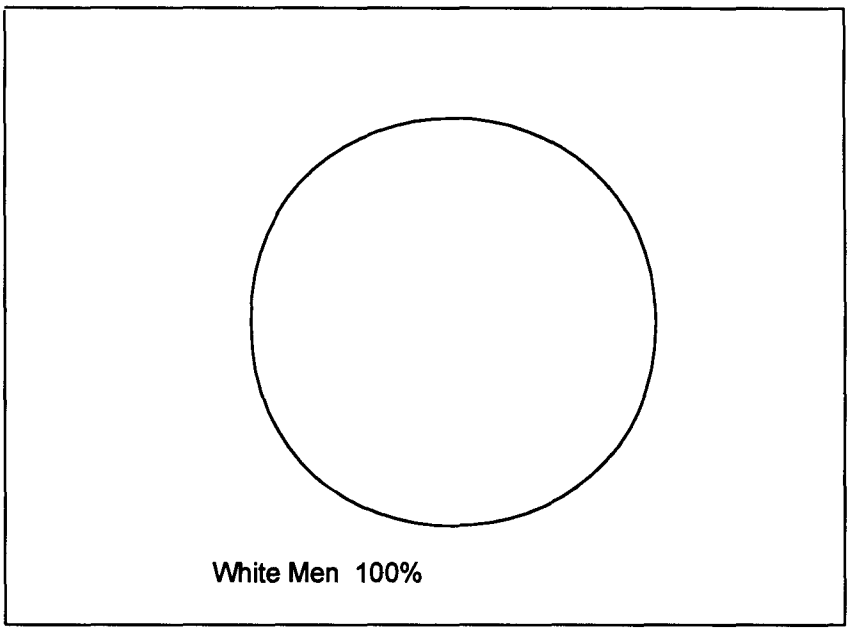
Total Selections

Managers, permanent positions only)

1

Minority Selections

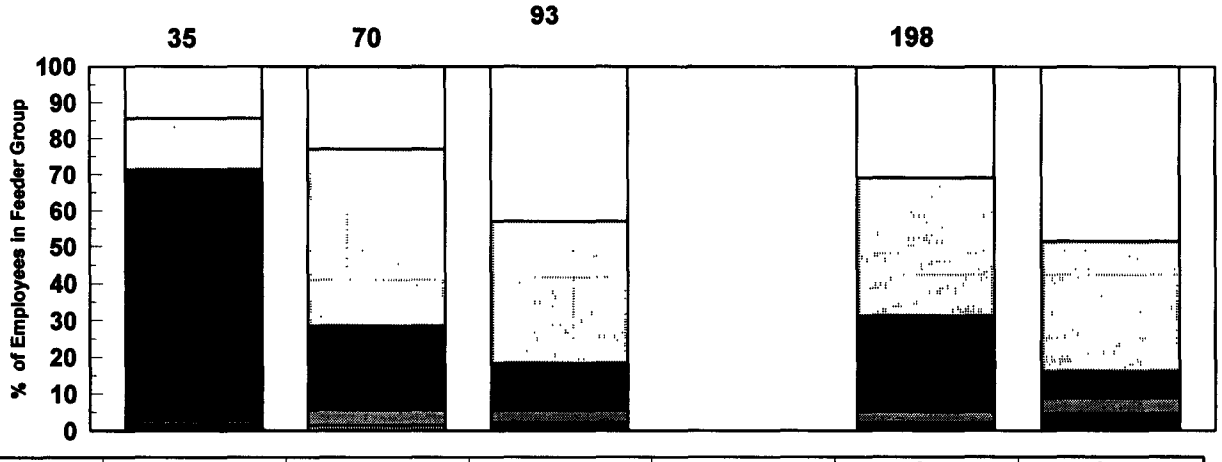
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		OA	CLF
Native Amer.	0.00	1.43	0.00		0.51	0.45
Asian/PI	2.86	0.00	2.15		1.52	4.10
Hispanic	0.00	4.29	3.32		3.03	4.35
Afr.-Amer.	68.57	22.86	12.90		26.26	7.25
White Women	14.28	48.57	38.71		37.88	35.35
White Men	14.28	22.86	43.01		30.81	48.40

People with Disabilities : 1

OPPE

2nd Quarter FY94 Selections

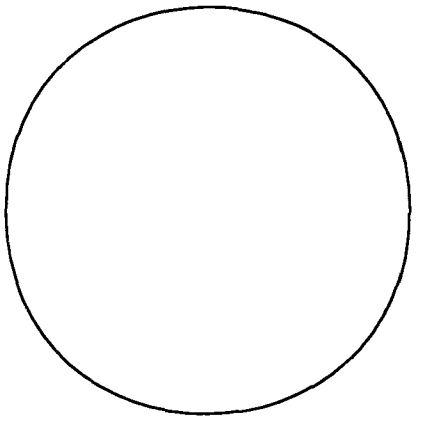
Total Selections

(Managers, permanent positions only)

1

Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

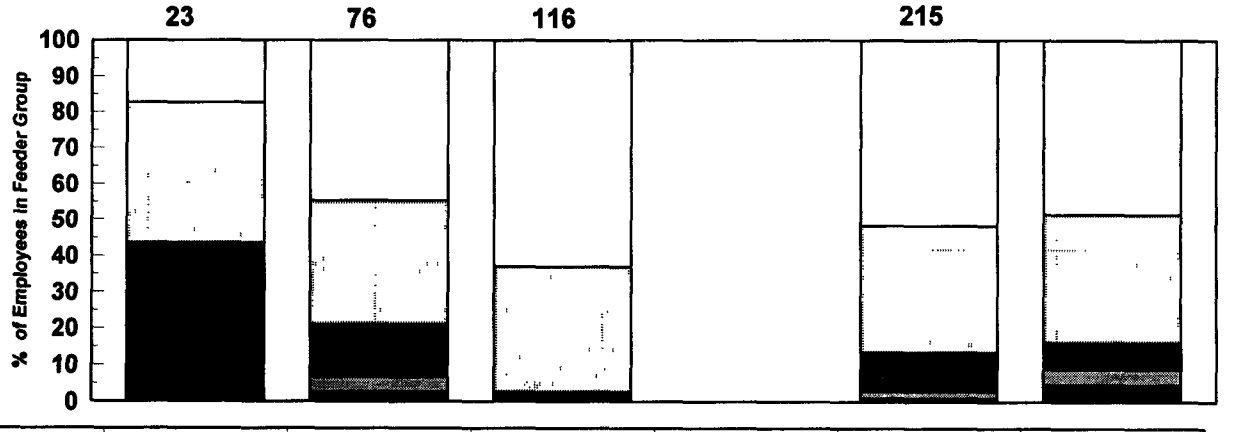


White Men 100%

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		OPPE	CLF
Native Amer.	0.00	0.00	0.00		0.00	0.45
Asian/PI	0.00	2.63	0.00		0.93	4.10
Hispanic	0.00	3.95	0.86		1.86	4.35
Afr.-Amer.	43.48	14.47	1.72		10.69	7.25
White Women	39.13	34.21	34.48		34.88	35.35
White Men	17.39	44.74	62.93		51.63	48.40

People with Disabilities : 0

OE

2nd Quarter FY94 Selections

Total Selections

(Managers, permanent positions only)

0

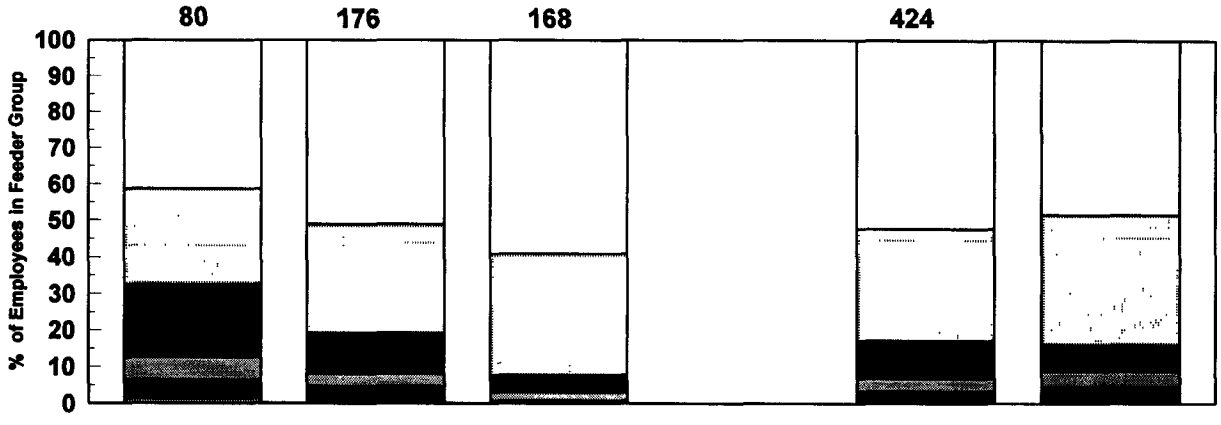
Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		OE	CLF
Native Amer.	1.25	0.00	0.00		0.24	0.45
Asian/PI	5.00	4.55	0.60		3.07	4.10
Hispanic	6.25	3.41	2.38		3.54	4.35
Afr.-Amer.	20.00	11.36	4.76		10.38	7.25
White Women	26.25	29.56	33.33		30.42	35.35
White Men	41.25	51.14	68.93		52.36	48.40

People with Disabilities : 0

2nd Quarter FY94 Selections

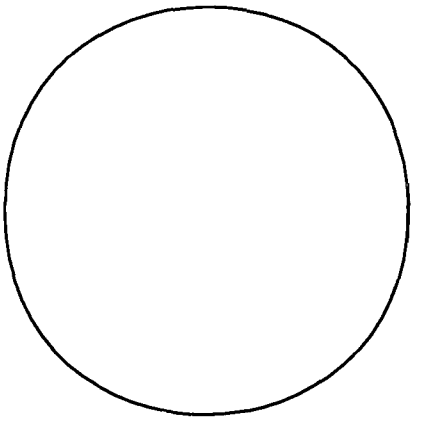
Total Selections

(Managers, permanent positions only)

1

Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

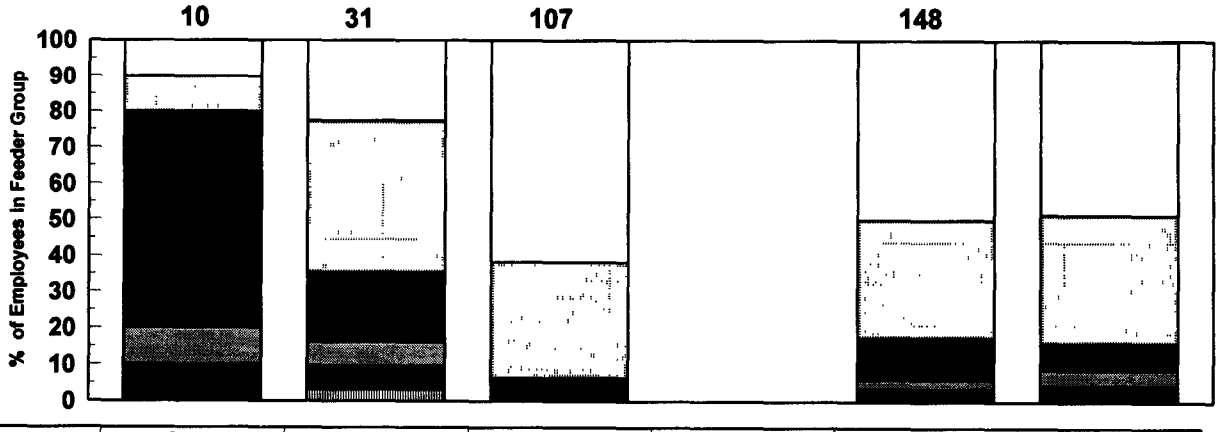


White Men 100%

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		OGC	CLF
Native Amer.	0.00	3.22	0.00		0.68	0.45
Asian/PI	10.00	6.45	0.93		2.70	4.10
Hispanic	10.00	6.45	0.93		2.70	4.35
Afr.-Amer.	60.00	19.36	4.67		11.49	7.25
White Women	10.00	41.94	31.77		32.43	35.35
White Men	10.00	22.58	61.68		50.00	48.40

People with Disabilities : 0

2nd Quarter FY94 Selections

Total Selections

(Managers, permanent positions only)

0

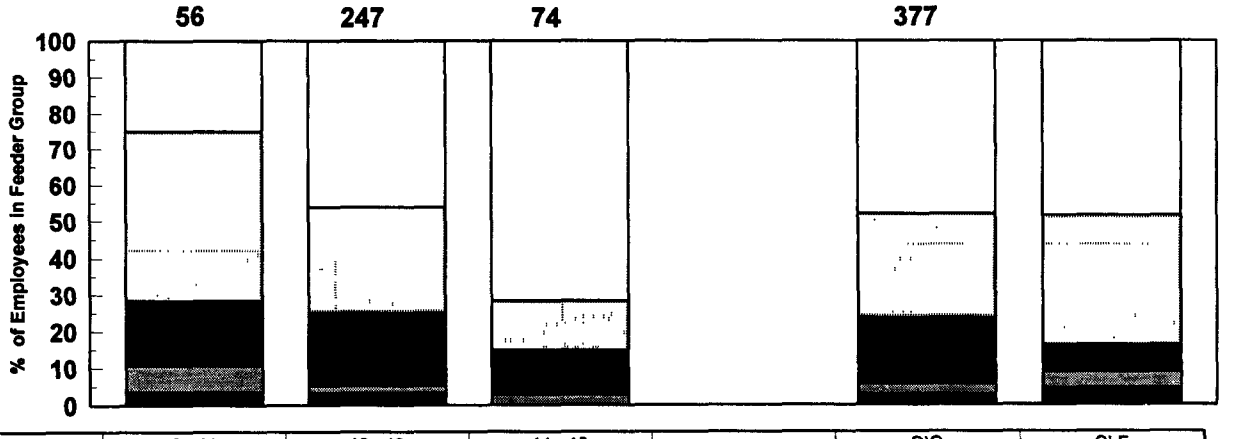
Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		OIG	CLF
Native Amer.	0.00	0.00	0.00		0.00	0.45
Asian/PI	3.57	3.24	0.00		2.65	4.10
Hispanic	7.14	2.02	2.70		2.92	4.35
Afr.-Amer.	17.86	19.84	12.16		18.04	7.25
White Women	46.43	28.74	13.51		28.38	35.35
White Men	25.00	46.15	71.62		48.01	48.40

People with Disabilities : 2

2nd Quarter FY94 Selections

Total Selections

(Managers, permanent positions only)

0

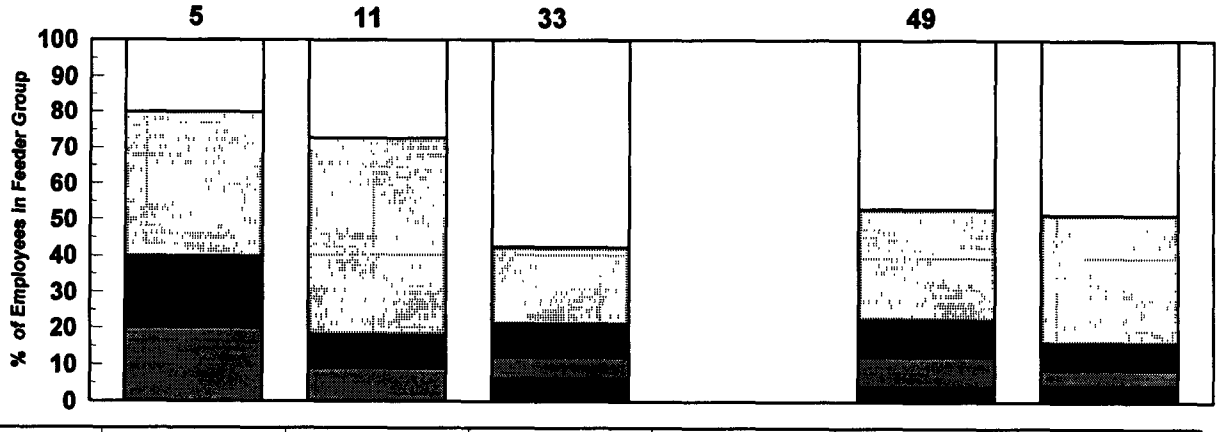
Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		OIA	CLF
Native Amer.	0.00	0.00	0.00		0.00	0.45
Asian/PI	0.00	0.00	6.06		4.08	4.10
Hispanic	20.00	9.01	6.06		8.16	4.35
Afr.-Amer.	20.00	9.09	9.09		10.20	7.25
White Women	40.00	54.56	21.21		30.61	35.35
White Men	20.00	27.27	57.58		46.94	48.40

People with Disabilities : 0

OARM

2nd Quarter FY94 Selections

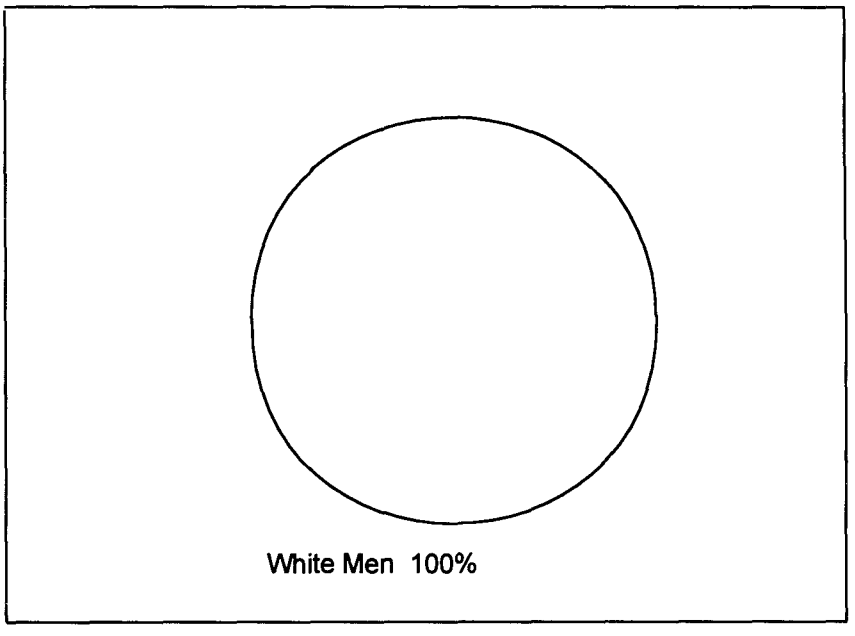
Total Selections

(Managers, permanent positions only)

1

Minority Selections

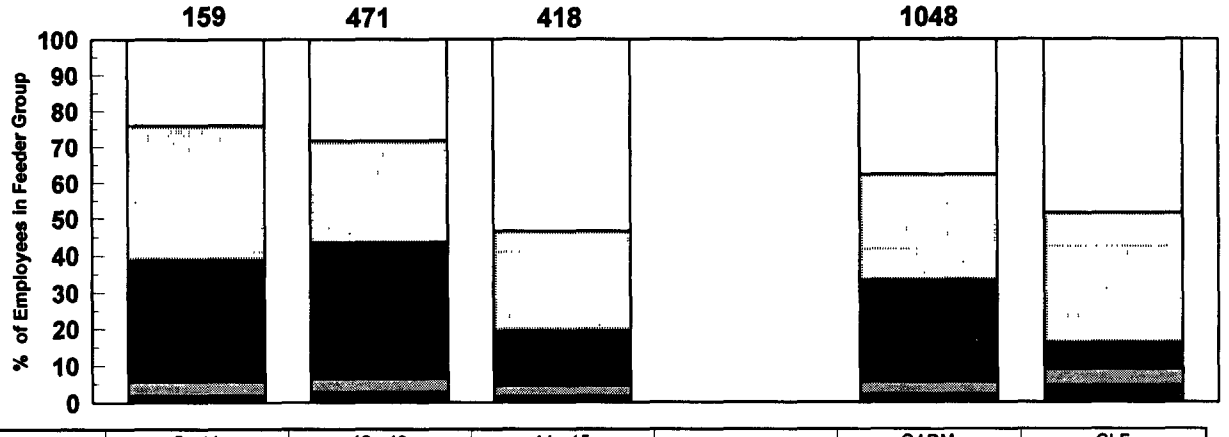
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		OARM	CLF
Native Amer.	0.00	0.00	0.00		0.00	0.45
Asian/PI	1.89	2.76	1.67		2.19	4.10
Hispanic	3.77	3.61	2.87		3.34	4.35
Afr.-Amer.	33.33	37.15	15.07		27.77	7.25
White Women	37.11	28.24	27.03		29.10	35.35
White Men	23.90	28.24	53.35		37.59	48.40

People with Disabilities : 4

2nd Quarter FY94 Selections

Total Selections

(Managers, permanent positions only)

0

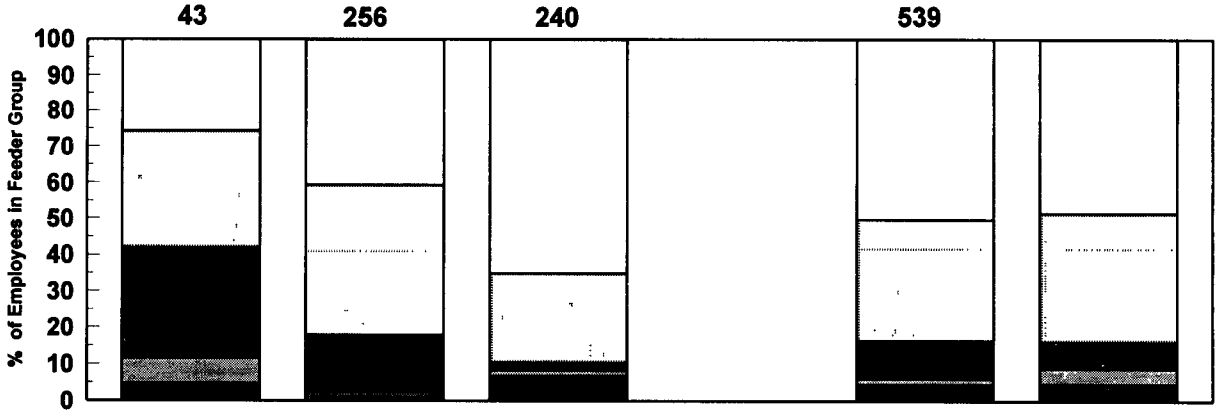
Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		WATER	CLF
Native Amer.	0.00	0.00	0.00		0.00	0.45
Asian/PI	4.65	2.34	6.66		4.45	4.10
Hispanic	6.98	0.78	1.66		1.67	4.35
Afr.-Amer.	30.23	14.84	2.08		10.39	7.25
White Women	32.56	41.41	24.58		33.21	35.35
White Men	25.58	40.63	65.00		50.28	48.40

People with Disabilities : 2

2nd Quarter FY94 Selections

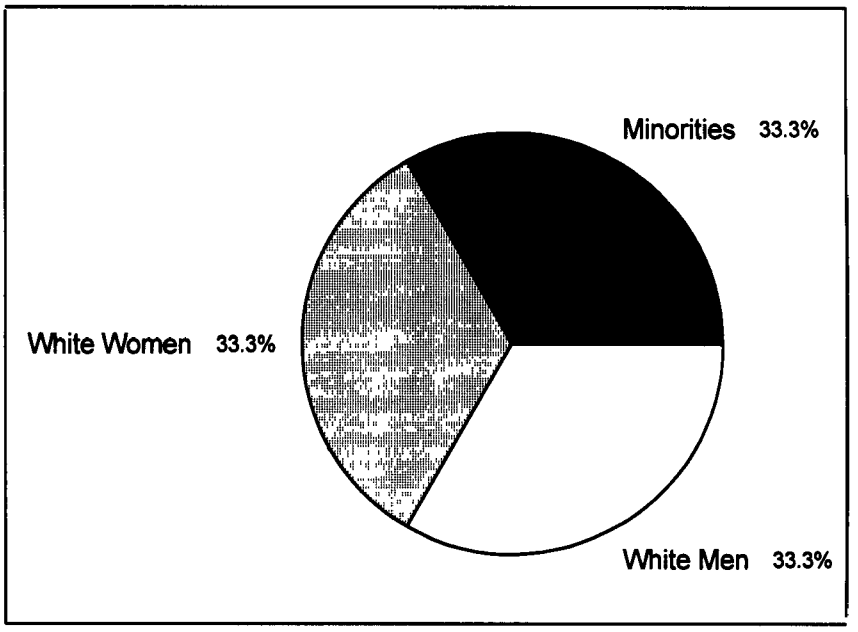
Total Selections

(Managers, permanent positions only)

3

Minority Selections

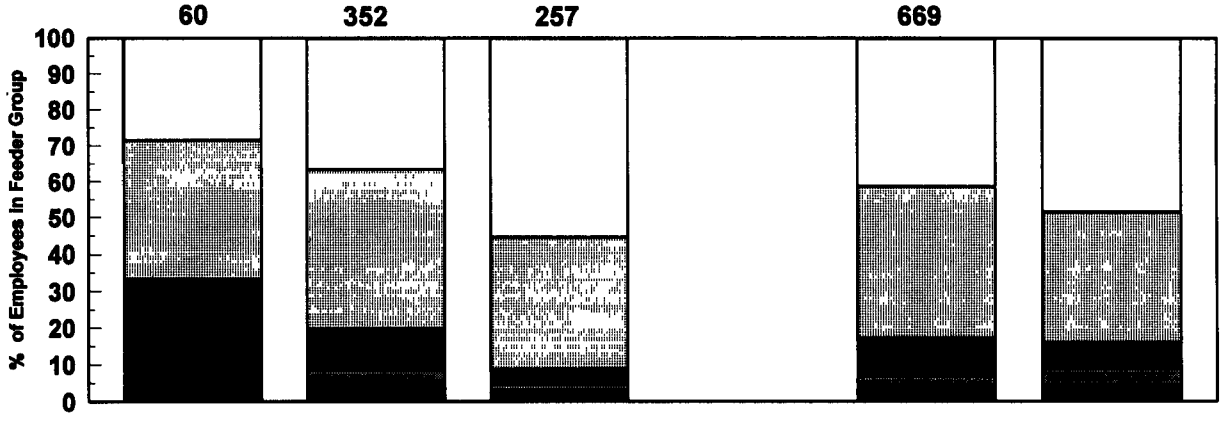
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	33.3%	(1)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		OSWER	CLF
Native Amer.	0.00	0.00	0.39		0.15	0.45
Asian/PI	3.33	5.68	2.72		4.47	4.10
Hispanic	0.00	2.84	1.56		2.16	4.35
Afr.-Amer.	30.00	11.36	4.28		10.63	7.25
White Women	38.33	43.47	35.80		41.29	35.35
White Men	28.33	36.64	55.25		41.29	48.40

People with Disabilities : 3

2nd Quarter FY94 Selections

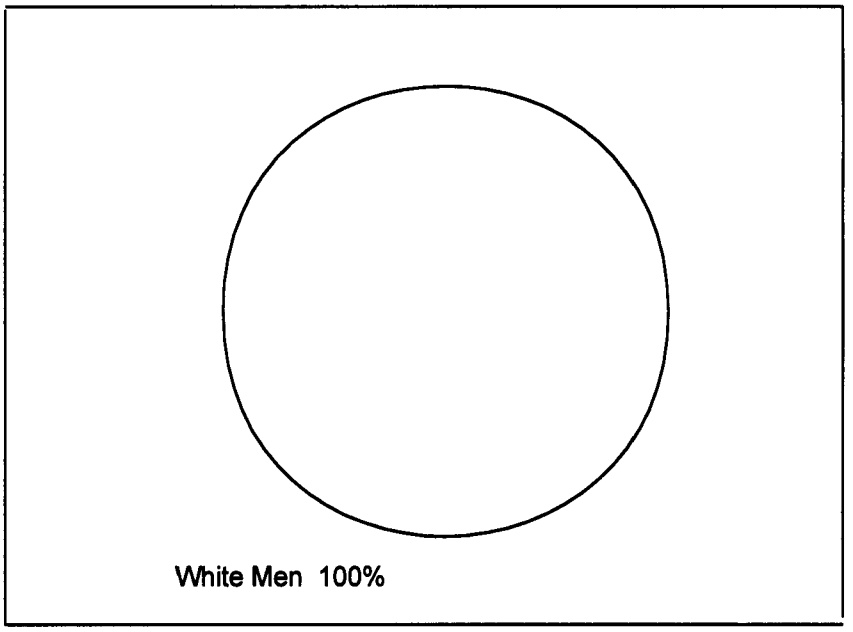
Total Selections

(Managers, permanent positions only)

1

Minority Selections

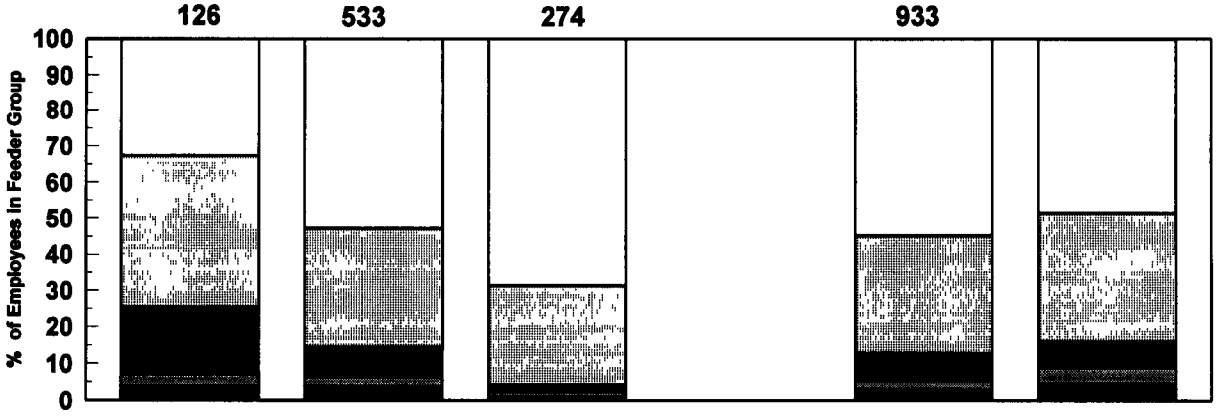
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		AIR	CLF
Native Amer.	0.79	0.19	0.00		0.21	0.45
Asian/PI	3.17	3.38	1.09		2.68	4.10
Hispanic	3.17	2.81	1.09		2.36	4.35
Afr.-Amer.	18.25	8.26	2.19		7.82	7.25
White Women	42.06	32.65	27.01		32.26	35.35
White Men	32.54	52.72	68.61		54.66	48.40

People with Disabilities : 3

2nd Quarter FY94 Selections

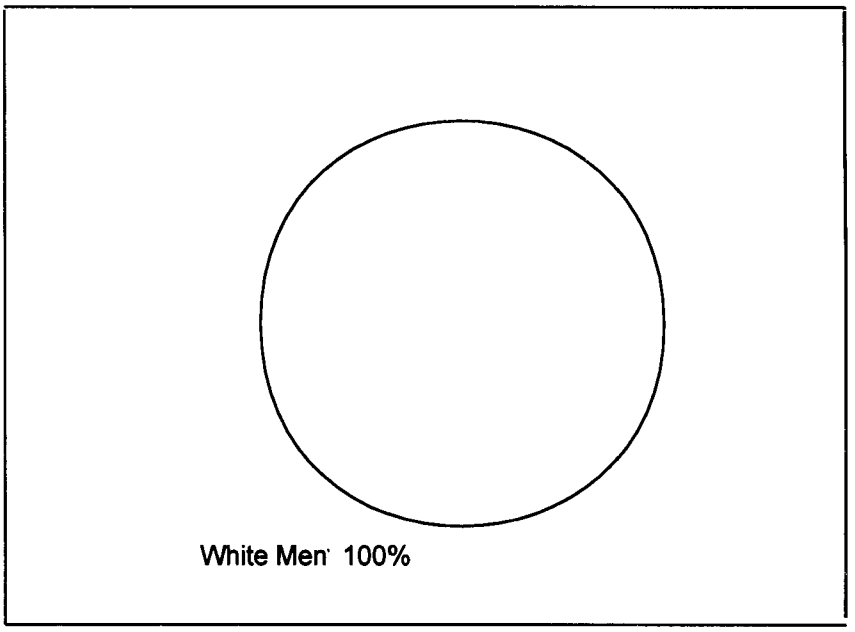
Total Selections

(Managers, permanent positions only)

2

Minority Selections

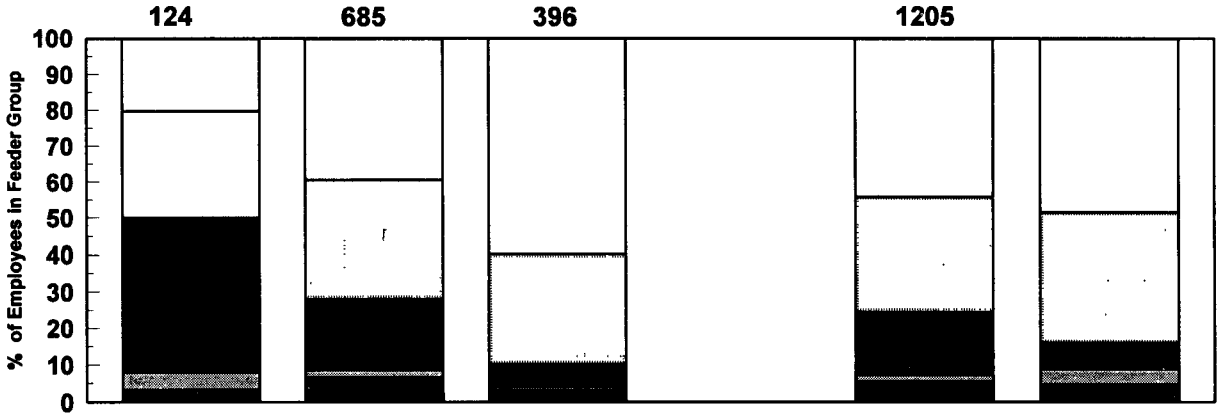
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		OPPTS	CLF
Native Amer.	0.81	0.29	0.25		0.33	0.45
Asian/PI	2.42	6.28	4.04		5.15	4.10
Hispanic	4.84	2.04	0.76		1.91	4.35
Afr.-Amer.	41.94	19.56	5.30		17.18	7.25
White Women	29.84	32.41	30.05		31.37	35.35
White Men	20.16	39.42	59.60		44.07	48.40

People with Disabilities : 9

ORD

2nd Quarter FY94 Selections

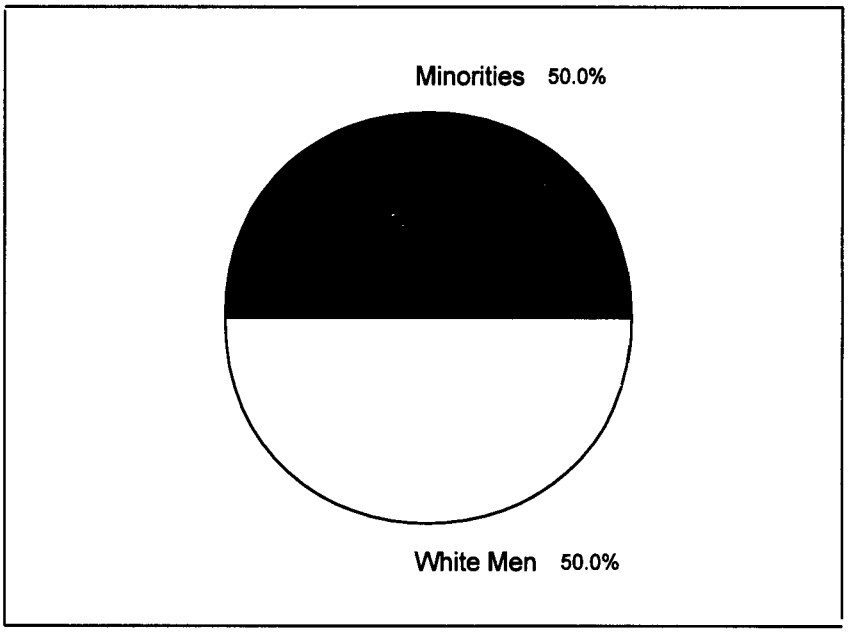
Total Selections

(Managers, permanent positions only)

2

Minority Selections

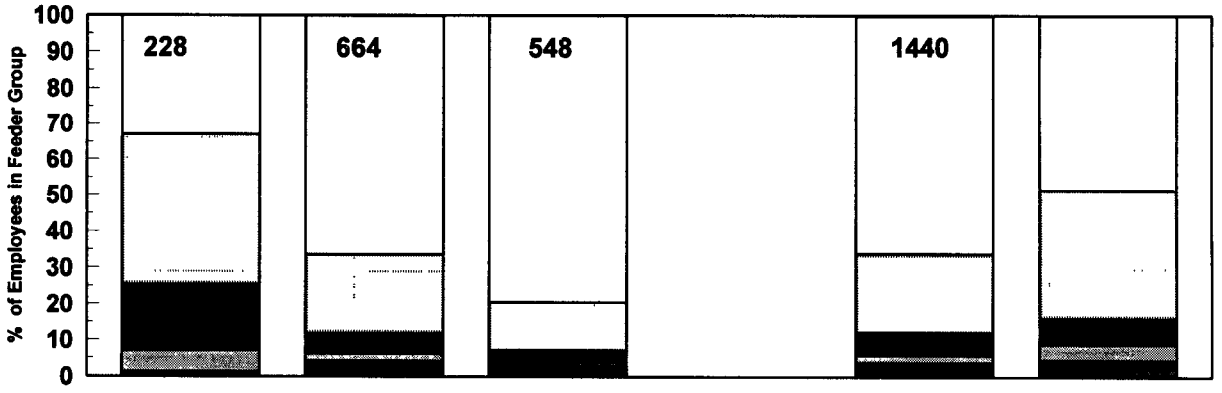
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	50%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		ORD	CLF
Native Amer.	0.00	0.30	0.18		0.21	0.45
Asian/PI	1.32	3.92	4.01		3.54	4.10
Hispanic	5.70	1.96	0.73		2.08	4.35
Afr.-Amer.	18.42	5.72	2.37		6.46	7.25
White Women	41.67	21.83	13.32		21.74	35.35
White Men	32.89	66.27	79.38		65.97	48.40

People with Disabilities : 7

REGION 1

2nd Quarter FY94 Selections

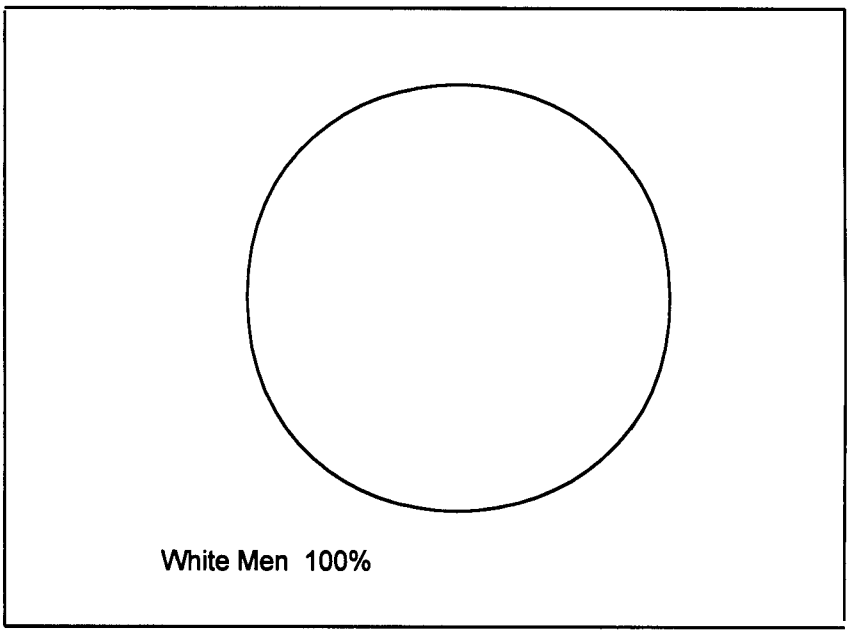
Total Selections

(Managers, permanent positions only)

1

Minority Selections

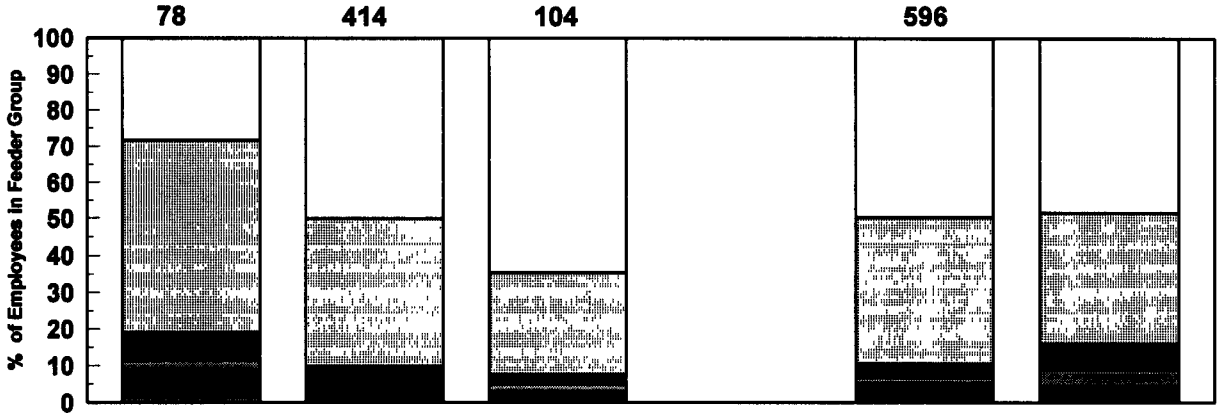
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 1	CLF
Native Amer.	1.28	0.48	0.00		0.50	0.45
Asian/PI	7.69	4.59	2.88		4.69	4.10
Hispanic	2.56	0.97	1.92		1.34	4.35
Afr.-Amer.	7.69	3.86	2.88		4.19	7.25
White Women	52.56	40.10	27.88		39.59	35.35
White Men	28.21	50.00	64.42		49.66	48.40

People with Disabilities : 7

REGION 2

2nd Quarter FY94 Selections

Total Selections

(Managers, permanent positions only)

0

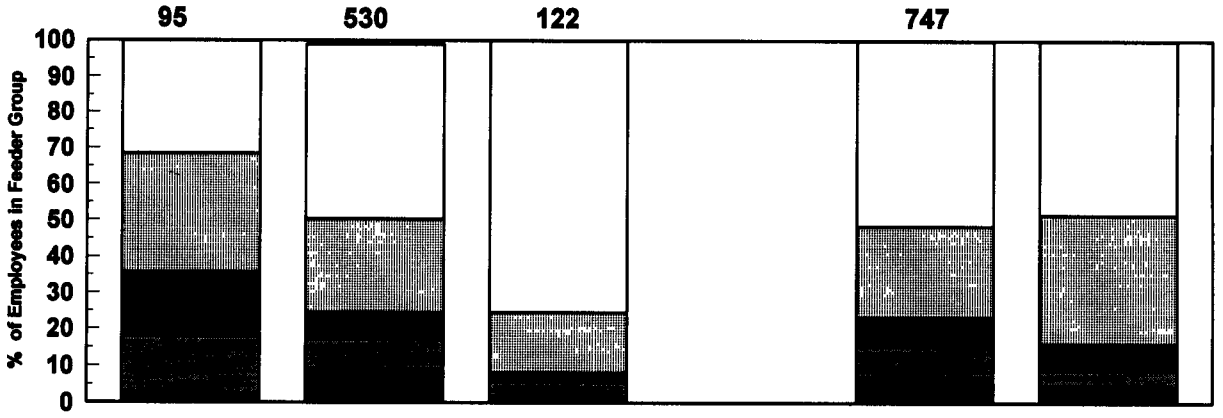
Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 2	CLF
Native Amer.	0.00	0.19	0.00		0.13	0.45
Asian/PI	2.11	8.87	1.64		6.83	4.10
Hispanic	15.79	7.92	4.10		8.29	4.35
Afr.-Amer.	17.89	7.55	2.46		8.03	7.25
White Women	32.63	25.85	16.39		25.17	35.35
White Men	31.58	48.62	75.41		51.54	48.40

People with Disabilities : 4

REGION 3

2nd Quarter FY94 Selections

Total Selections

(Managers, permanent positions only)

0

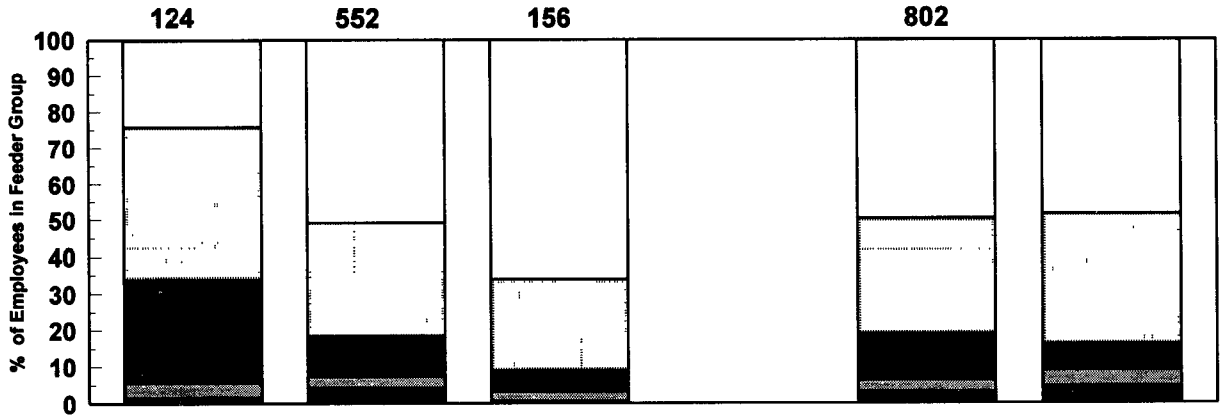
Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 3	CLF
Native Amer.	0.00	0.00	0.00		0.00	0.45
Asian/PI	1.61	4.21	0.64		3.12	4.10
Hispanic	4.03	3.07	2.56		3.12	4.35
Afr.-Amer.	28.23	11.30	5.77		12.84	7.25
White Women	41.94	30.65	25.00		31.29	35.35
White Men	24.00	60.77	68.03		49.63	48.40

People with Disabilities : 2

REGION 4

2nd Quarter FY94 Selections

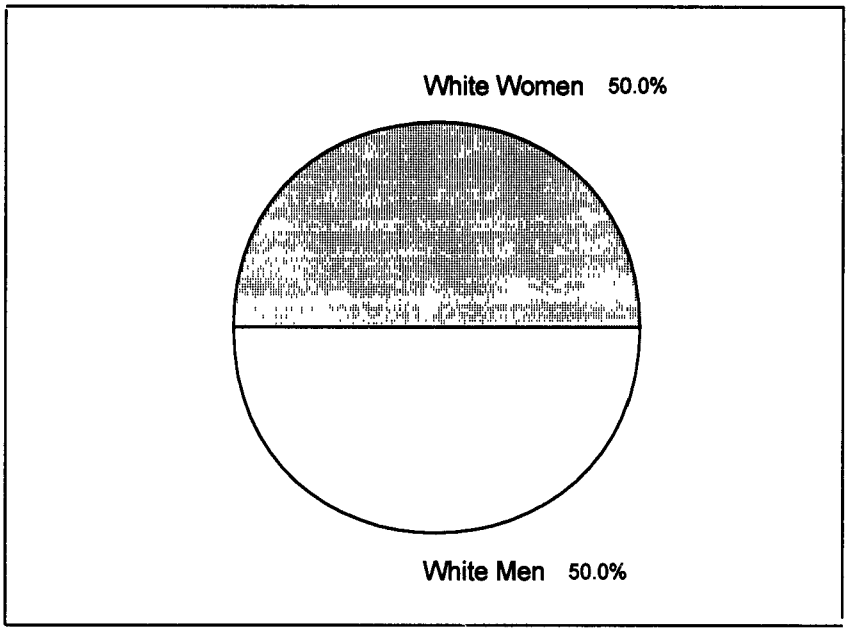
Total Selections

(Managers, permanent positions only)

2

Minority Selections

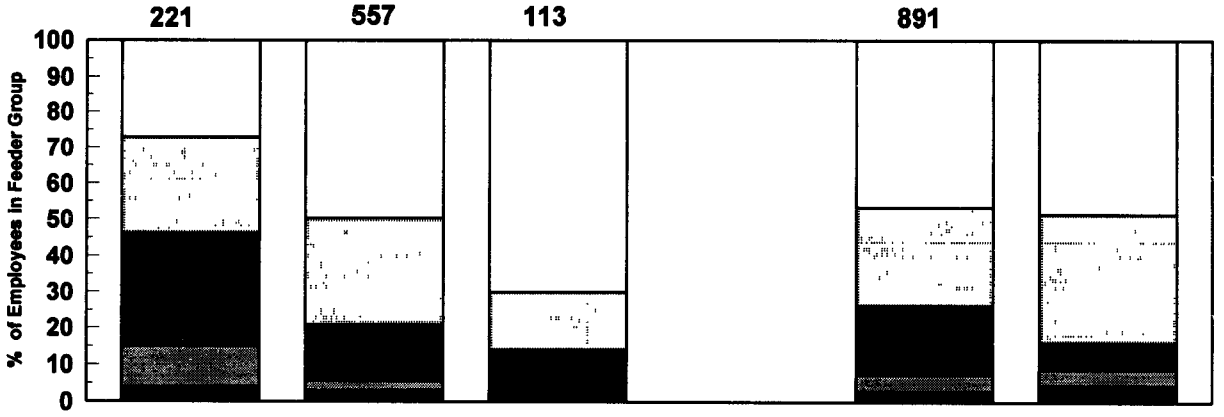
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 4	CLF
Native Amer.	0.45	0.72	0.00		0.56	0.45
Asian/PI	3.62	2.33	0.88		2.47	4.10
Hispanic	10.86	2.69	0.88		4.49	4.35
Afr.-Amer.	31.22	15.26	12.39		18.86	7.25
White Women	26.70	29.44	15.92		27.05	35.35
White Men	27.15	49.55	69.91		46.58	48.40

People with Disabilities : 7

2nd Quarter FY94 Selections

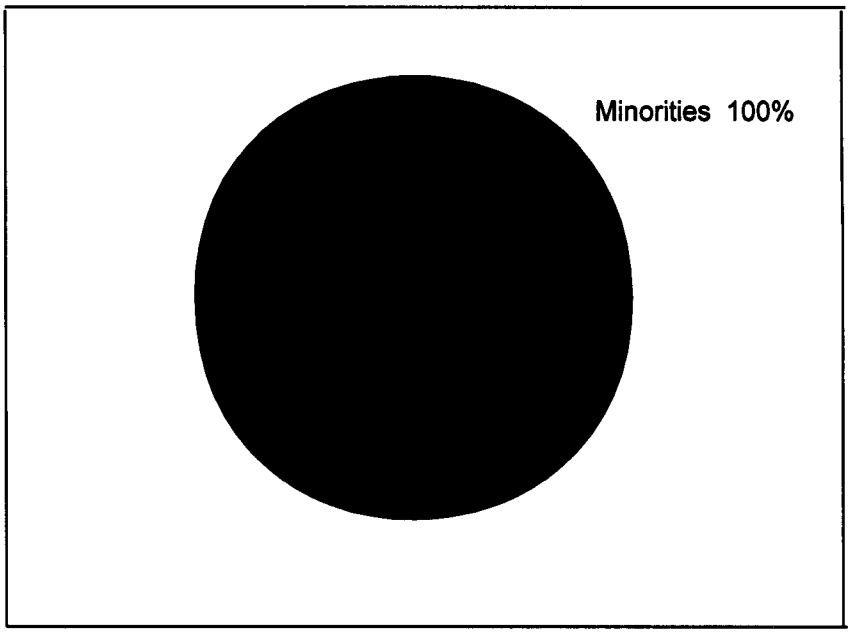
Total Selections

(Managers, permanent positions only)

1

Minority Selections

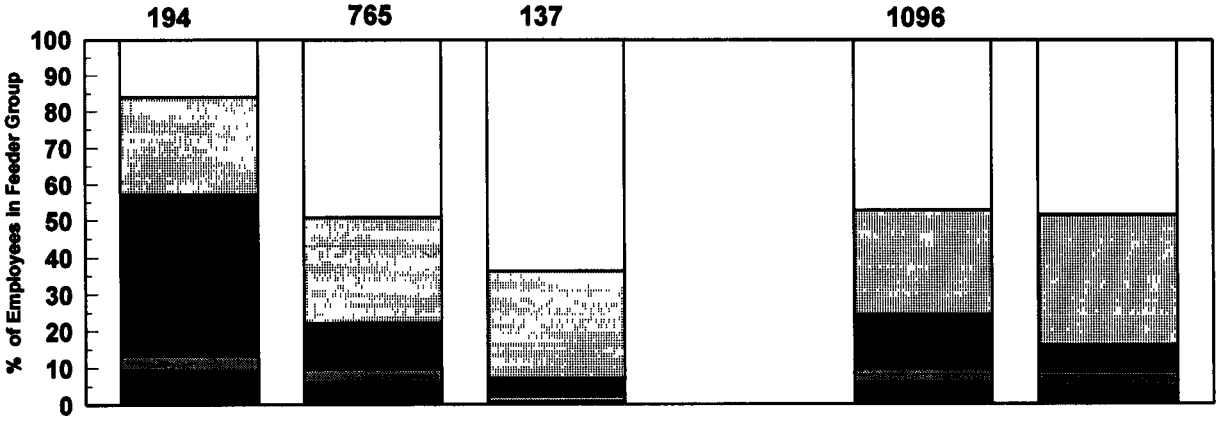
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	100%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 5	CLF
Native Amer.	0.52	0.39	0.00		0.37	0.46
Asian/PI	8.76	5.62	0.73		5.57	4.10
Hispanic	4.12	3.66	1.46		3.47	4.35
Afr.-Amer.	44.00	12.68	5.11		15.05	7.25
White Women	26.80	28.63	29.19		28.38	35.35
White Men	28.35	49.00	63.50		47.17	48.40

People with Disabilities : 9

REGION 6

2nd Quarter FY94 Selections

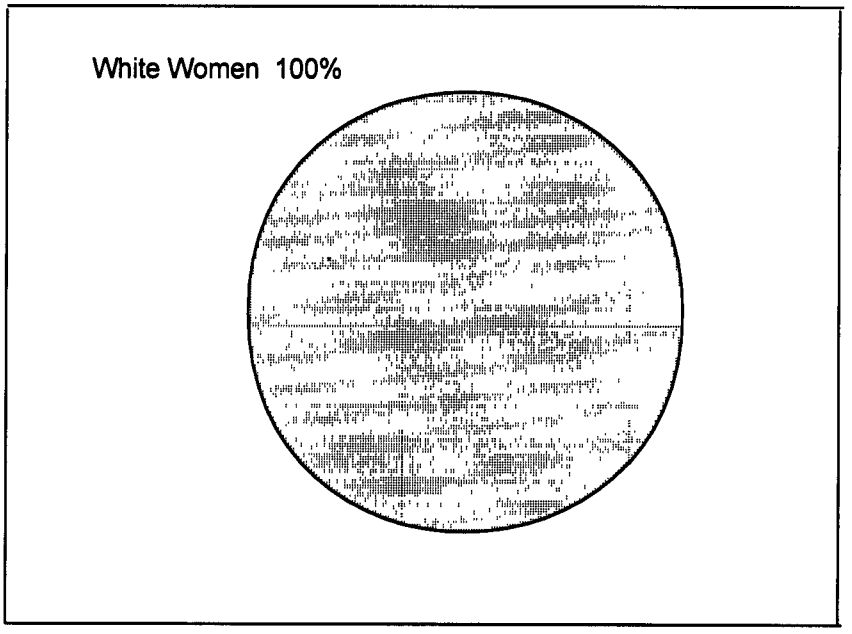
Total Selections

(Managers, permanent positions only)

1

Minority Selections

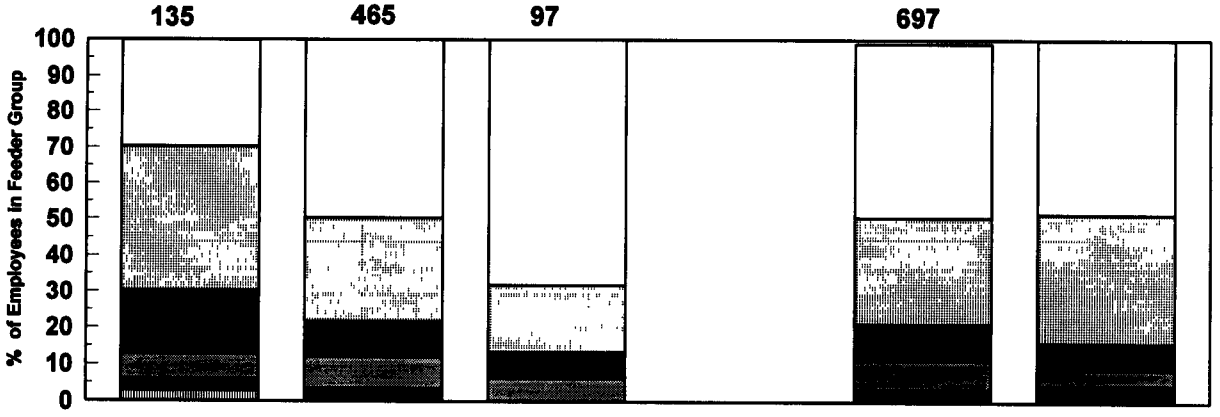
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 6	CLF
Native Amer.	2.96	0.22	0.00		0.72	0.45
Asian/PI	2.96	3.26	0.00		2.73	4.10
Hispanic	6.67	8.39	6.19		7.75	4.35
Afr.-Amer.	17.78	9.89	7.22		10.05	7.25
White Women	40.00	28.60	18.56		29.41	35.35
White Men	29.63	49.68	68.04		48.35	48.40

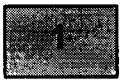
People with Disabilities : 3

REGION 7

2nd Quarter FY94 Selections

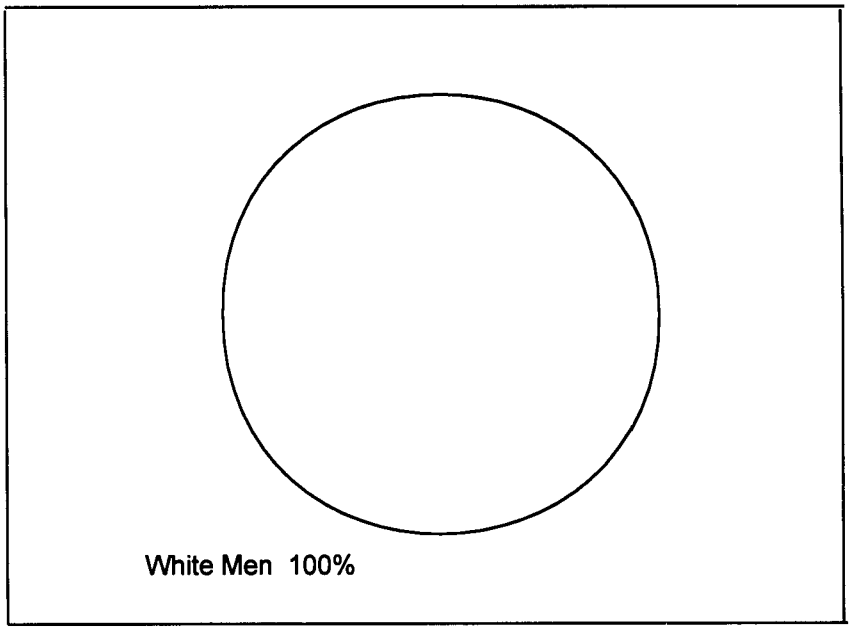
Total Selections

(Managers, permanent positions only)



Minority Selections

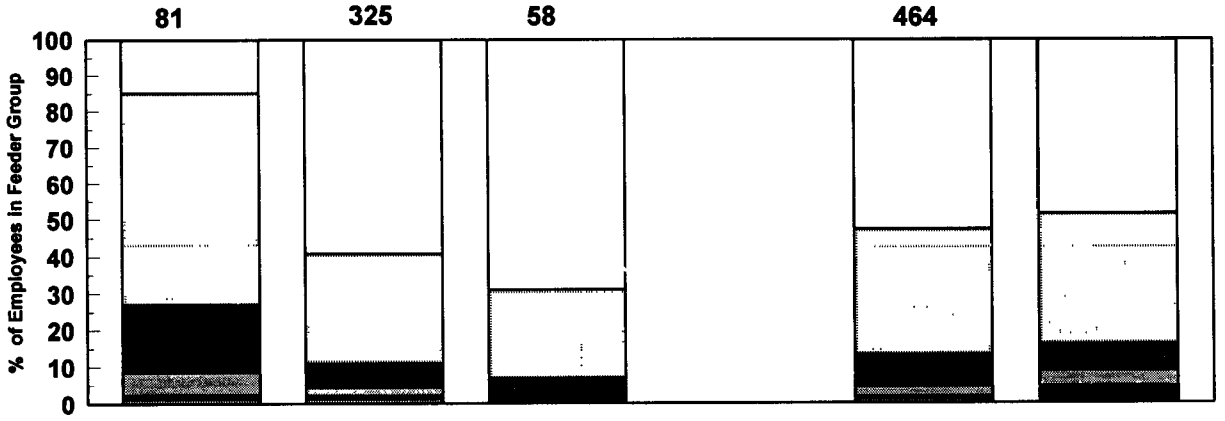
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 7	CLF
Native Amer.	1.23	1.23	0.00		1.08	0.45
Asian/PI	1.23	0.92	0.00		0.86	4.10
Hispanic	6.17	2.16	0.00		2.58	4.35
Afr.-Amer.	18.52	6.77	6.90		8.84	7.26
White Women	58.02	29.85	24.14		34.05	35.35
White Men	14.81	59.08	68.96		52.59	48.40

People with Disabilities : 2

REGION 8

2nd Quarter FY94 Selections

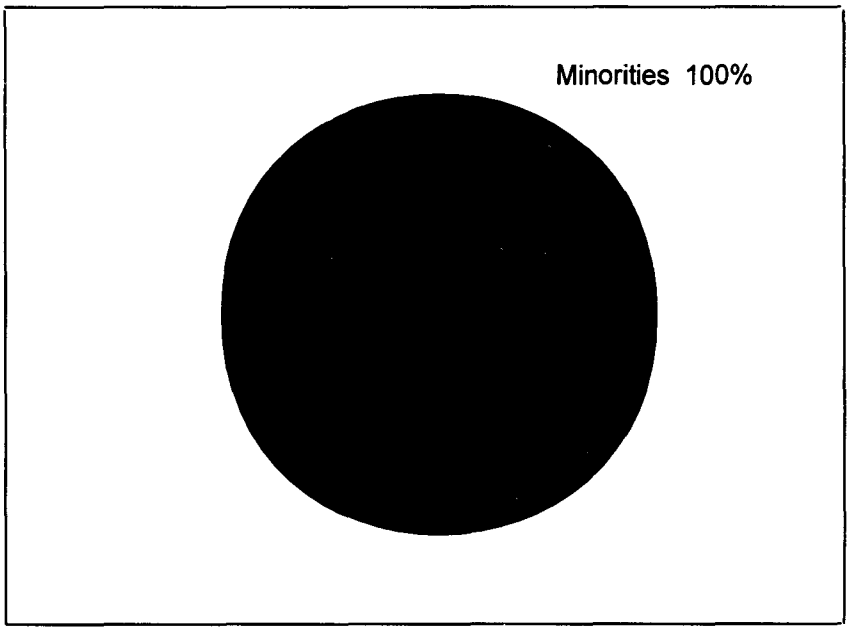
Total Selections

(Managers, permanent positions only)

1

Minority Selections

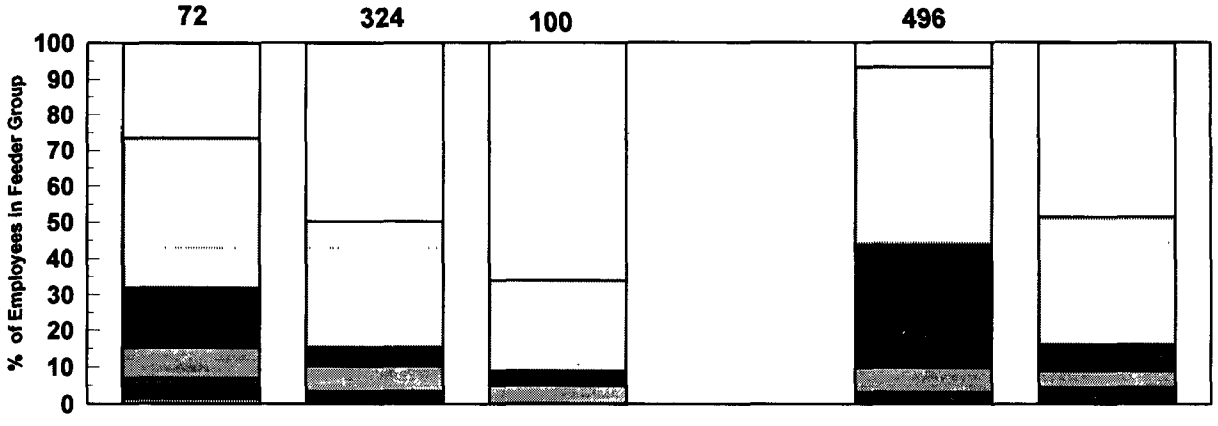
Asian P/I	0%	(0)
Natv. Amer.	1 00%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 6	CLF
Native Amer.	1.38	0.93	0.00		0.81	0.45
Asian/PI	5.55	2.47	0.00		2.42	4.10
Hispanic	8.33	6.79	5.00		6.65	4.35
Afr.-Amer.	16.67	5.25	4.00		33.87	7.25
White Women	41.66	34.87	25.00		49.59	35.35
White Men	26.38	49.69	66.00		48.35	48.40

People with Disabilities : 3

2nd Quarter FY94 Selections

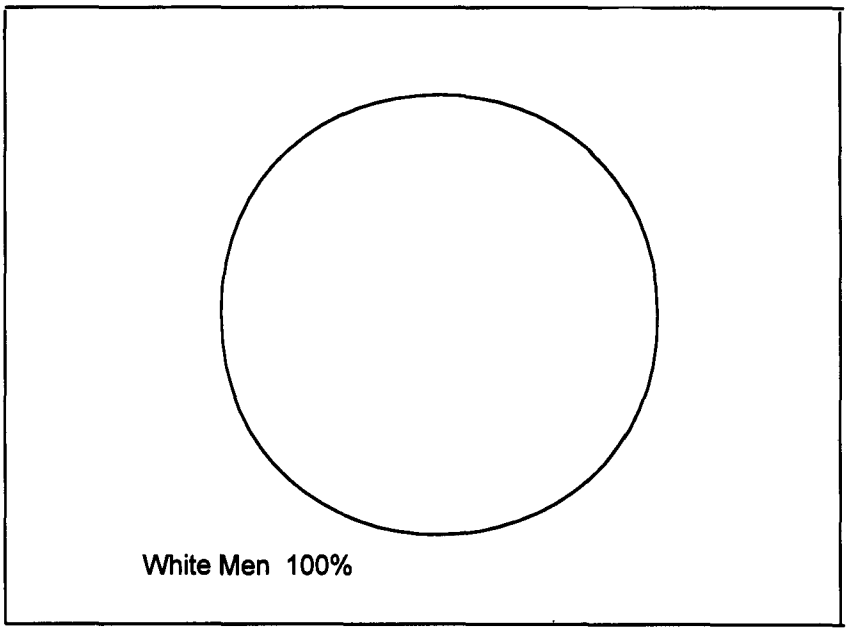
Total Selections

(Managers, permanent positions only)

1

Minority Selections

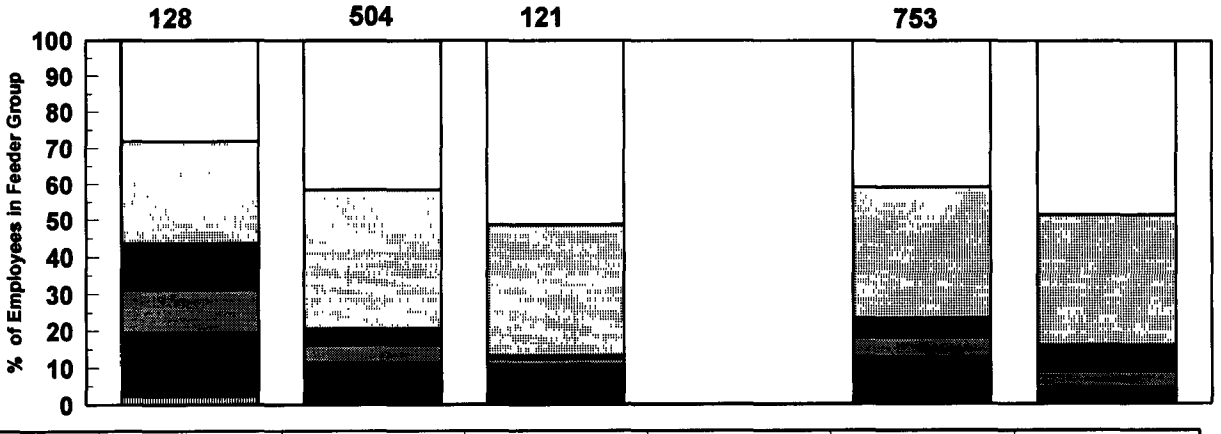
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 9	CLF
Native Amer.	2.34	0.59	0.00		0.79	0.45
Asian/PI	17.19	10.91	10.74		11.95	4.10
Hispanic	11.72	4.76	1.65		5.45	4.35
Afr.-Amer.	12.50	4.56	0.83		5.31	7.25
White Women	28.13	37.69	35.54		35.72	35.35
White Men	28.13	41.47	51.24		40.77	48.40

People with Disabilities : 4

REGION 10

2nd Quarter FY94 Selections

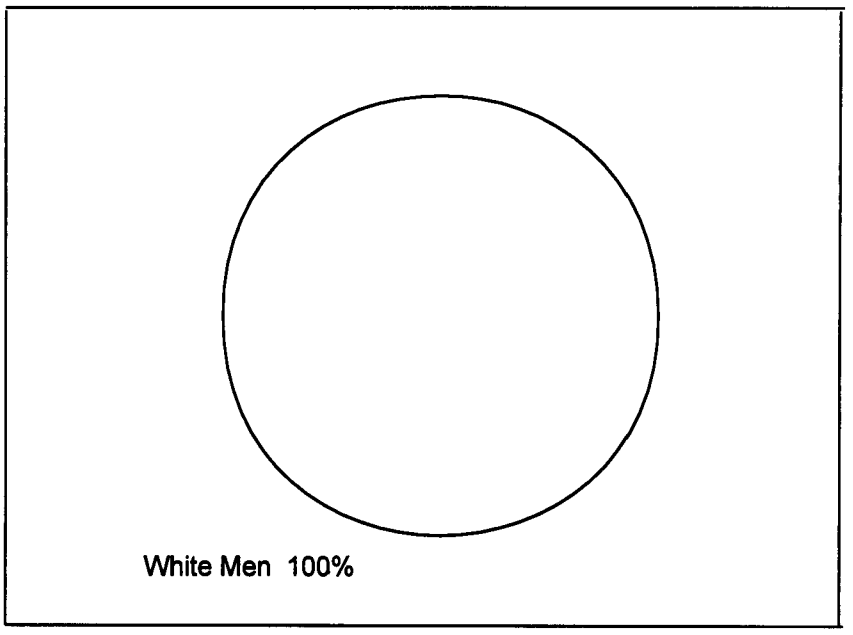
Total Selections

(Managers, permanent positions only)

1

Minority Selections

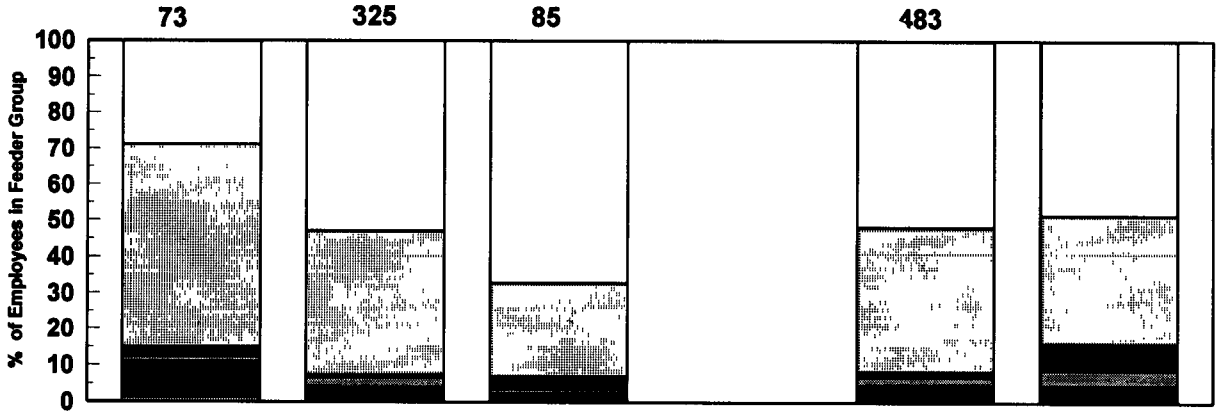
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		REG 10	CLF
Native Amer.	1.37	0.31	0.00		0.41	0.45
Asian/PI	9.59	3.69	2.35		4.35	4.10
Hispanic	1.37	2.77	1.18		2.28	4.35
Afr.-Amer.	2.74	0.62	3.53		1.45	7.25
White Women	56.16	39.69	25.88		39.75	35.35
White Men	28.77	52.92	67.06		51.76	48.40

People with Disabilities : 1

2nd Quarter FY94 Selections

Total Selections

(Managers, permanent positions only)

0

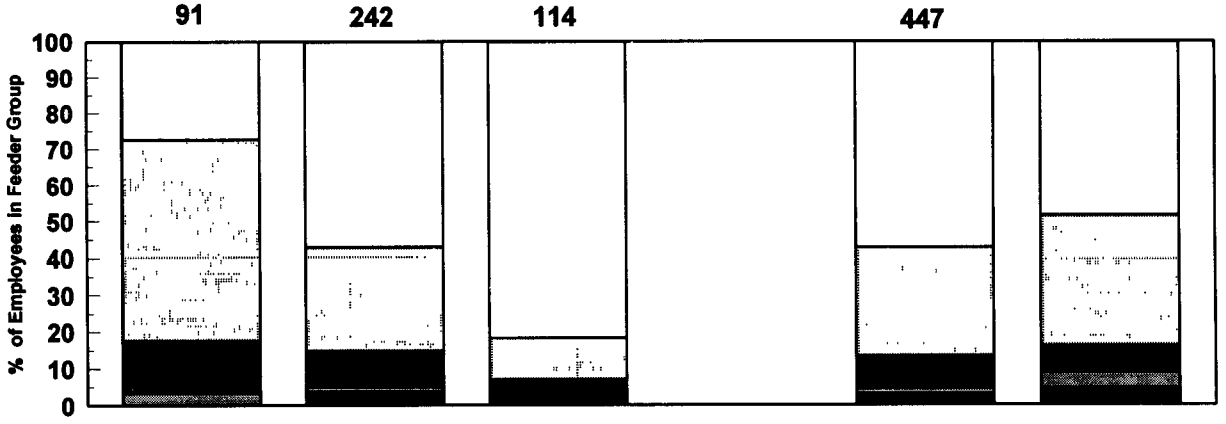
Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		CINCI	CLF
Native Amer.	0.00	0.00	0.00		0.00	0.45
Asian/PI	0.00	3.72	3.51		2.91	4.10
Hispanic	3.30	1.24	0.88		1.57	4.35
Afr.-Amer.	14.29	9.92	2.63		8.96	7.25
White Women	54.95	28.10	11.40		29.31	35.35
White Men	27.47	57.02	81.58		57.27	48.40

People with Disabilities : 1

RTP

2nd Quarter FY94 Selections

Total Selections

(Managers, permanent positions only)

0

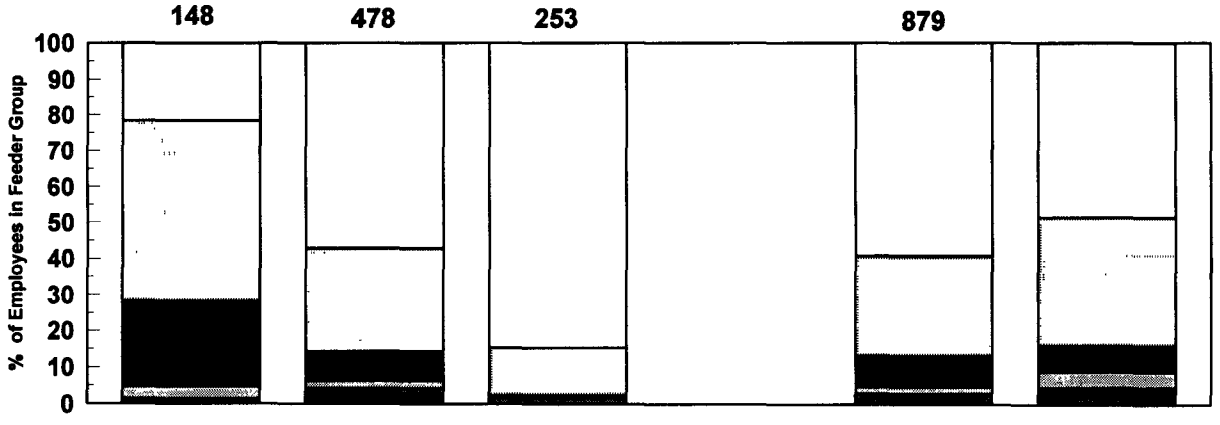
Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		RTP	CLF
Native Amer.	0.68	0.63	0.00		0.46	0.45
Asian/PI	0.68	3.56	1.58		2.50	4.10
Hispanic	3.38	2.09	0.40		1.82	4.35
Afr.-Amer.	23.65	8.16	0.40		8.53	7.25
White Women	50.00	28.45	13.04		27.65	35.35
White Men	21.62	57.11	84.58		69.04	48.40

People with Disabilities : 4

LAS VEGAS

2nd Quarter FY94 Selections

Total Selections

(Managers, permanent positions only)

0

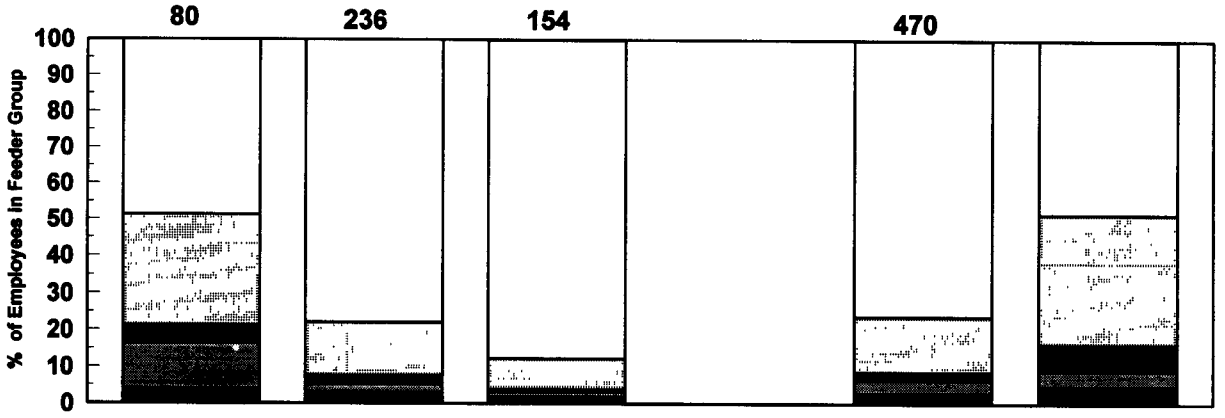
Minority Selections

Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)

People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		LAS VEGAS	CLF
Native Amer.	0.00	0.00	0.65		0.21	0.45
Asian/PI	3.75	2.97	1.30		2.55	4.10
Hispanic	12.50	2.12	1.30		3.62	4.35
Afr.-Amer.	5.00	2.54	0.65		2.34	7.25
White Women	30.00	14.41	8.44		15.11	35.35
White Men	48.75	77.97	87.66		76.17	48.40

People with Disabilities : 4

NEIC

2nd Quarter FY94 Selections

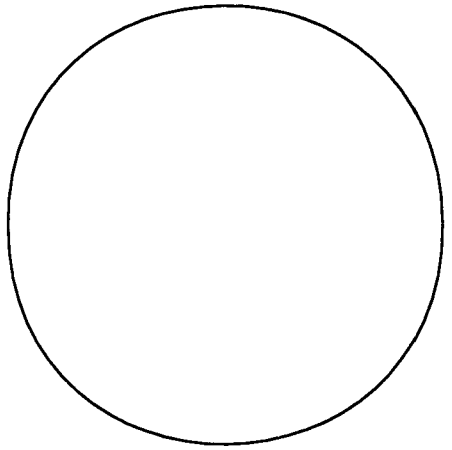
Total Selections

(Managers, permanent positions only)

0

Minority Selections

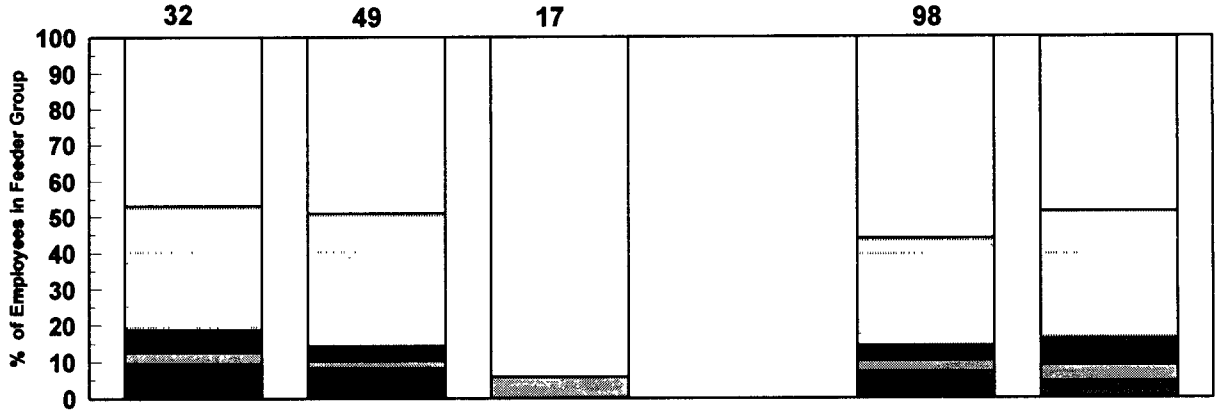
Asian P/I	**0%**	**(0)**
Natv. Amer.	**0%**	**(0)**
Hispanic	**0%**	**(0)**
Afr-Amer.	**0%**	**(0)**



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		NEIC	CLF
Native Amer.	0.00	0.00	0.00		0.00	0.45
Asian/PI	9.38	8.16	0.00		7.14	4.10
Hispanic	3.13	2.04	5.88		3.06	4.35
Afr.-Amer.	6.25	4.08	0.00		4.08	7.25
White Women	34.38	36.73	0.00		29.59	35.35
White Men	46.88	48.98	94.12		66.12	48.40

People with Disabilities : 0

2nd Quarter FY94 Selections

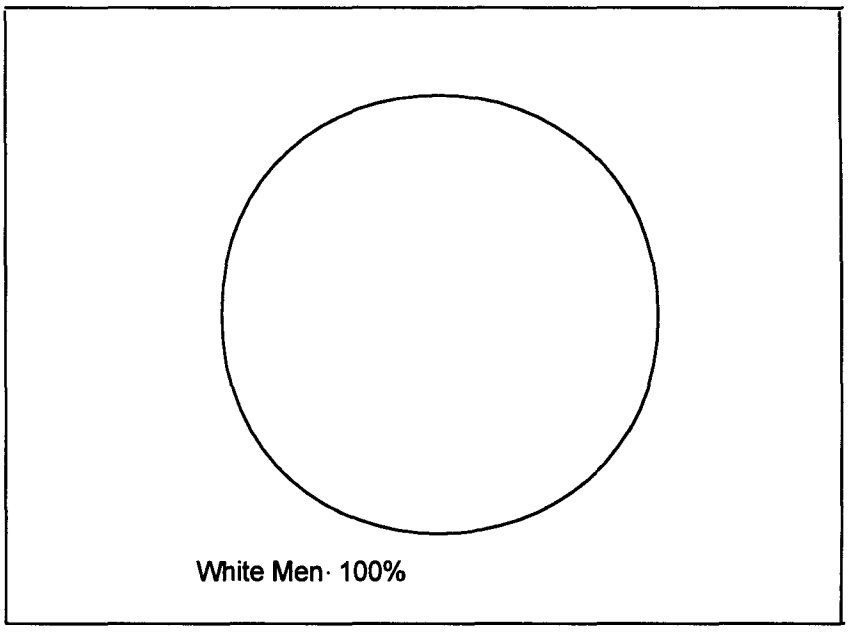
Total Selections

(Managers, permanent positions only)

1

Minority Selections

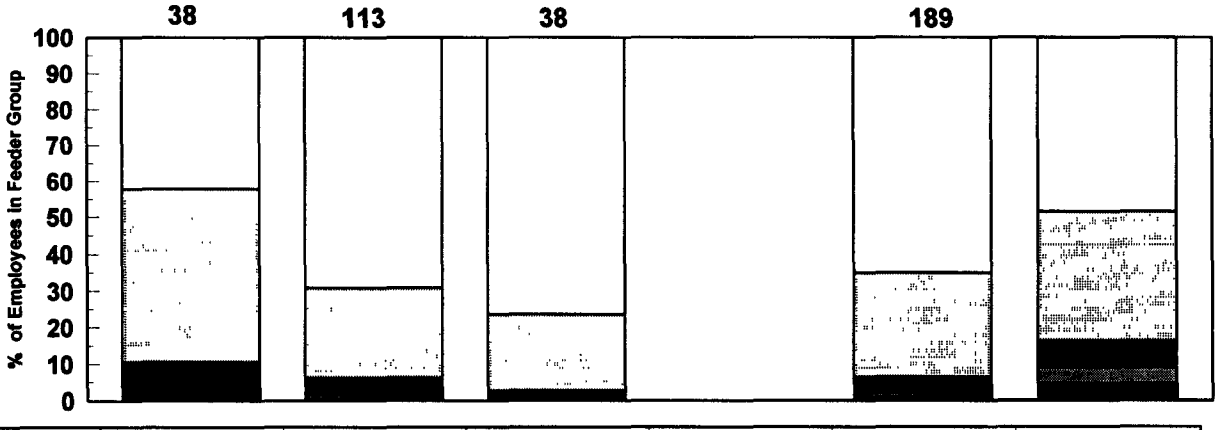
Asian P/I	0%	(0)
Natv. Amer.	0%	(0)
Hispanic	0%	(0)
Afr-Amer.	0%	(0)



People with Disabilities : 0%

The Management Feeder Group

(Current Population of Prof. & Admin. Employees, Grades 5 to 15)



	5 - 11	12 - 13	14 - 15		Ann Arbor	CLF
Native Amer.	0.00	0.00	0.00		0.00	0.46
Asian/PI	5.26	1.77	0.00		2.12	4.10
Hispanic	0.00	0.88	0.00		0.53	4.36
Afr.-Amer.	5.26	3.54	2.63		3.70	7.26
White Women	47.37	24.78	21.05		28.57	35.35
White Men	42.11	69.03	76.32		65.08	48.40

People with Disabilities : 1

SELECTIONS FOR SENIOR LEVEL POSITIONS
Second Quarter FY 1994

NON-MANAGEMENT

PROG. OFC./ REGION	Asian/Pacific Islander		Native American		Hispanic		African-American		White		Total Selections		Total Disabilities	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
OPC/AD									1 100%		1 100.0%			
OPPE														
OE									2 100%		2 100.0%			
OGC														
OIG					1 11.1%		1 11.1%	2 22.2%	1 11.1%	4 44.4%	3 33.3%	6 66.7%		
OIA									1 100%		1 100.0%			
OARM								1 20.0%	1 20.0%	3 60.0%	1 20.0%	4 80.0%		
WATER									2 66.7%	1 33.3%	2 66.7%	1 33.3%		
OSWER									1 25.0%	3 75.0%	1 25.0%	3 75.0%		
AIR									3 75.0%	1 25.0%	3 75.0%	1 25.0%		
OPPTS		1 33.3%						2 66.3%				3 100.0%		
ORD									4 80.0%	1 20.0%	4 80.0%	1 20.0%		
REG 1														
REG 2										1 100.0%		1 100.0%		
REG 3							1 14.28%		2 28.57%	4 57.1%	3 42.8%	4 57.1%		
REG 4									1 33.3%	2 66.7%	1 33.3%	2 66.7%		
REG 5						1 10.0%		1 10.0%	6 60.0%	2 20.0%	6 60.0%	4 40.0%		
REG 6					1 50.0%				1 50.0%		2 100.0%			
REG 7														
REG 8							1 33.3%	1 33.3%	1 33.3%		2 66.7%	1 33.3%		
REG 9									2 40.0%	3 60.0%	2 40.0%	3 60.0%		
REG 10										1 100.0%		1 100.0%		
EPA		1 1.5%			2 3.0%	1 1.5%	3 4.4%	7 10.2%	29 43.5%	26 57.7%	34 49.3%	35 50.7%	0 0%	0 0%
CINCINNATI								1 25.0%		3 75.0%	1 25.0%	3 75.0%		
RTP									1 50.0%	1 50.0%	1 50.0%	1 50.0%		
LAS VEGAS									2 100.0%		2 100.0%			
NEIC														
ANN ARBOR														

NOTE: Selections for Cincinnati, RTP, Las Vegas, NEIC and Ann Arbor are also included in the selections for their respecitive AAships.

SELECTIONS FOR SENIOR LEVEL POSITIONS GS/GM–13
Second Quarter FY 1994

AASHIPS/ REGIONS	MANAGERS										NON–MANAGERS										TOTAL	
	Navtive American		Asian/PI		African–American		Hispanic		White		Navtive American		Asian/PI		African–American		Hispanic		White			
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
OFC/AD																			1		1	0
OPPE																					0	0
OE																			2		2	0
OGC																					0	0
OIG															1	2	1		1	4	3	6
OIA																					0	0
OARM																1			1	3	1	4
WATER																				1	0	1
OSWER																			1	2	1	2
AIR																			1	1	1	1
OPPTS														1		2					0	3
ORD									1										3	1	4	1
REG 1																					0	0
REG 2																				1	0	1
REG 3															1				1	4	2	4
REG 4										1										2	0	3
REG 5																1		1	6	2	6	4
REG 6																	1		1		2	0
REG 7																					0	0
REG 8															1	1			1		2	1
REG 9									1										2	3	3	3
REG 10																					0	0
EPA	0	0	0	0	0	0	0	0	2	1	0	0	0	1	3	7	2	1	21	24	28	34
CINCINNATI																		1		3	0	4
RTP																				1	0	1
LAS VEGAS																			2		2	0
NEIC																					0	0
ANN ARBOR									1												1	0

NOTE: Selections for Cincinnati, RTP, Las Vegas, NEIC and Ann Arbor are also included in the selections for their respective AAships.

TEMPORARY PROMOTIONS FOR SENIOR LEVEL POSITIONS GS/GM–13
Second Quarter FY 1994

AASHIPS/ REGIONS	MANAGERS										NON–MANAGERS										TOTAL	
	Navtive American		Asian/PI		African–American		Hispanic		White		Navtive American		Asian/PI		African–American		Hispanic		White			
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
OFC/AD																					0	0
OPPE																					0	0
OE									1												1	0
OGC																					0	0
OIG																					0	0
OIA																					0	0
OARM																					0	0
WATER																			1		1	0
OSWER																			1		1	0
AIR									1												1	0
OPPTS																					0	0
ORD																					0	0
REG 1																					0	0
REG 2																					0	0
REG 3										1											0	1
REG 4					1				2												3	0
REG 5																					0	0
REG 6																			2	1	2	1
REG 7						1				1											0	2
REG 8																					0	0
REG 9										1											0	1
REG 10																					0	0
EPA	0	0	0	0	1	1	0	0	4	3	0	0	0	0	0	0	0	0	4	1	9	5
CINCINNATI									1												1	0
RTP																					0	0
LAS VEGAS																					0	0
NEIC																					0	0
ANN ARBOR									1												1	0

NOTE: Selections for Cincinnati, RTP, Las Vegas, NEIC and Ann Arbor are also included in the selections for their respective AAships.

SELECTIONS FOR SENIOR LEVEL POSITIONS GS/GM–14
Second Quarter FY 1994

AASHIPS/ REGIONS	MANAGERS										NON–MANAGERS										TOTAL	
	Navtive American		Asian/PI		African–American		Hispanic		White		Navtive American		Asian/PI		African–American		Hispanic		White			
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
OFC/AD																					0	0
OPPE																					0	0
OE																					0	0
OGC																					0	0
OIG																					0	0
OIA																			1		1	0
OARM																					0	0
WATER																					0	0
OSWER						1				1										1	0	3
AIR																					0	0
OPPTS																					0	0
ORD																			1		1	0
REG 1																					0	0
REG 2																					0	0
REG 3																			1		1	0
REG 4																					0	0
REG 5																					0	0
REG 6																					0	0
REG 7																					0	0
REG 8																					0	0
REG 9																					0	0
REG 10																				1	0	1
EPA	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	3	2	3	4
CINCINNATI																					0	0
RTP																			1		1	0
LAS VEGAS																					0	0
NEIC																					0	0
ANN ARBOR																					0	0

NOTE: Selections for Cincinnati, RTP, Las Vegas, NEIC and Ann Arbor are also included in the selections for their respective AAships.

TEMPORARY PROMOTIONS FOR SENIOR LEVEL POSITIONS GS/GM–14
Second Quarter FY 1994

AASHIPS/ REGIONS	MANAGERS										NON–MANAGERS										TOTAL	
	Navtive American		Asian/PI		African–American		Hispanic		White		Navtive American		Asian/PI		African–American		Hispanic		White			
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
OFC/AD																	1				1	0
OPPE																					0	0
OE										1										1	0	2
OGC																					0	0
OIG																					0	0
OIA																					0	0
OARM									3	1									3		6	1
WATER									1												1	0
OSWER						2				1									1		1	3
AIR					1	1			4	1				1		1				3	5	7
OPPTS									1						1						2	0
ORD					1				1	1											2	1
REG 1									1	1											1	1
REG 2																					0	0
REG 3									1											1	1	1
REG 4							1		1												2	0
REG 5										1											0	1
REG 6					1				2	1											3	1
REG 7									3	1											3	1
REG 8									1	1							1		1		3	1
REG 9																					0	0
REG 10									1												1	0
EPA	0	0	0	0	3	3	1	0	20	10	0	0	0	1	1	1	2	0	5	5	32	20
CINCINNATI					1																1	0
RTP									4	1											4	1
LAS VEGAS									1												1	0
NEIC																					0	0
ANN ARBOR									1												1	0

NOTE: Selections for Cincinnati, RTP, Las Vegas, NEIC and Ann Arbor are also included in the selections for their respective AAships.

SELECTIONS FOR SENIOR LEVEL POSITIONS GS/GM–15
Second Quarter FY 1994

AASHIPS/ REGIONS	MANAGERS										NON–MANAGERS										TOTAL	
	Navtive American		Asian/PI		African–American		Hispanic		White		Navtive American		Asian/PI		African–American		Hispanic		White			
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
OFC/AD										1											0	1
OPPE																					0	0
OE																					0	0
OGC										1											0	1
OIG																					0	0
OIA																					0	0
OARM																					0	0
WATER																			2		2	0
OSWER										1											0	1
AIR																			2		2	0
OPPTS										1											0	1
ORD																					0	0
REG 1																					0	0
REG 2																					0	0
REG 3																					0	0
REG 4																			1		1	0
REG 5																					0	0
REG 6																					0	0
REG 7																					0	0
REG 8																					0	0
REG 9																					0	0
REG 10																					0	0
EPA	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	5	0	5	4
CINCINNATI																						
RTP																						
LAS VEGAS																						
NEIC																						
ANN ARBOR																						

NOTE: Selections for Cincinnati, RTP, Las Vegas, NEIC and Ann Arbor are also included in the selections for their respective AAships.

TEMPORARY PROMOTIONS FOR SENIOR LEVEL POSITIONS GS/GM–15
Second Quarter FY 1994

AASHIPS/ REGIONS	MANAGERS										NON–MANAGERS										TOTAL	
	Navtive American		Asian/PI		African–American		Hispanic		White		Navtive American		Asian/PI		African–American		Hispanic		White			
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
OFC/AD																					0	0
OPPE										1											0	1
OE								1		1											0	2
OGC																					0	0
OIG																					0	0
OIA																					0	0
OARM										2											0	2
WATER			1							1											1	1
OSWER				1						3											0	4
AIR									1	1											1	1
OPPTS										1											0	1
ORD										1									1		1	1
REG 1																					0	0
REG 2						1															0	1
REG 3																					0	0
REG 4									1	1											1	1
REG 5																					0	0
REG 6																					0	0
REG 7																					0	0
REG 8										1											0	1
REG 9																					0	0
REG 10																					0	0
EPA	0	0	1	1	0	1	0	1	2	13	0	0	0	0	0	0	0	0	1	0	4	16
CINCINNATI										1											0	1
RTP									1												1	0
LAS VEGAS									1												1	0
NEIC																					0	0
ANN ARBOR																					0	0

NOTE: Selections for Cincinnati, RTP, Las Vegas, NEIC and Ann Arbor are also included in the selections for their respective AAships.

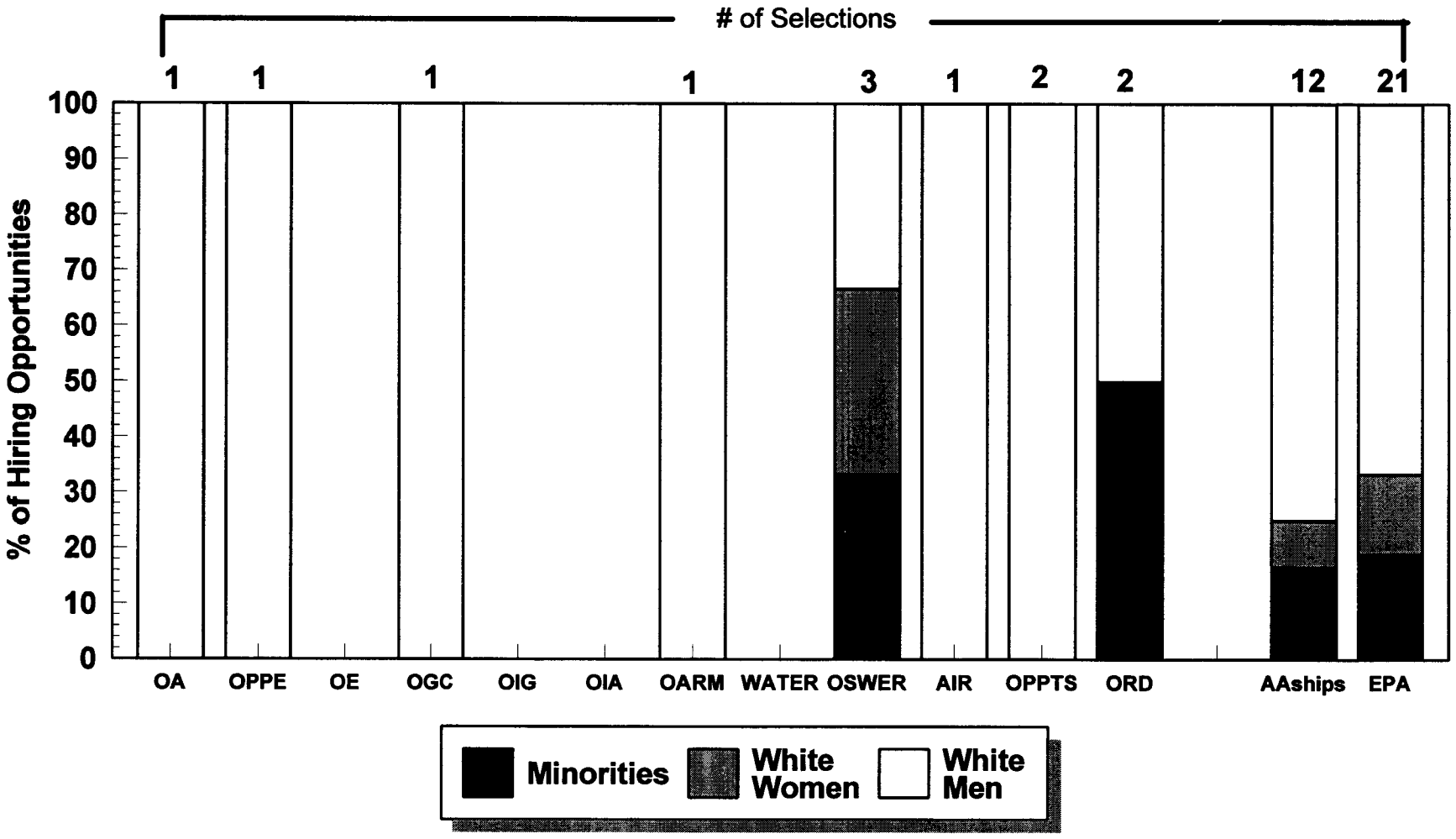
SELECTIONS FOR SENIOR LEVEL POSITIONS – SES *
Second Quarter FY 1994

AASHIPS/ REGIONS	MANAGERS										NON–MANAGERS										TOTAL	
	Navtive American		Asian/PI		African–American		Hispanic		White		Navtive American		Asian/PI		African–American		Hispanic		White			
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
OFC/AD																					0	0
OPPE									1												1	0
OE																					0	0
OGC																					0	0
OIG																					0	0
OIA																					0	0
OARM									1												1	0
WATER																					0	0
OSWER																					0	0
AIR																					0	0
OPPTS									1												1	0
ORD							1		1												2	0
REG 1									1												1	0
REG 2																					0	0
REG 3																					0	0
REG 4									1												1	0
REG 5						1															0	1
REG 6										1											0	1
REG 7									1												1	0
REG 8	1																				1	0
REG 9																					0	0
REG 10									1												1	0
EPA	1	0	0	0	0	1	1	0	8	1	0	0	0	0	0	0	0	0	0	0	10	2
CINCINNATI																						
RTP																						
LAS VEGAS																						
NEIC																						
ANN ARBOR																						

NOTE: Selections for Cincinnati, RTP, Las Vegas, NEIC and Ann Arbor are also included in the selections for their respective AAships.

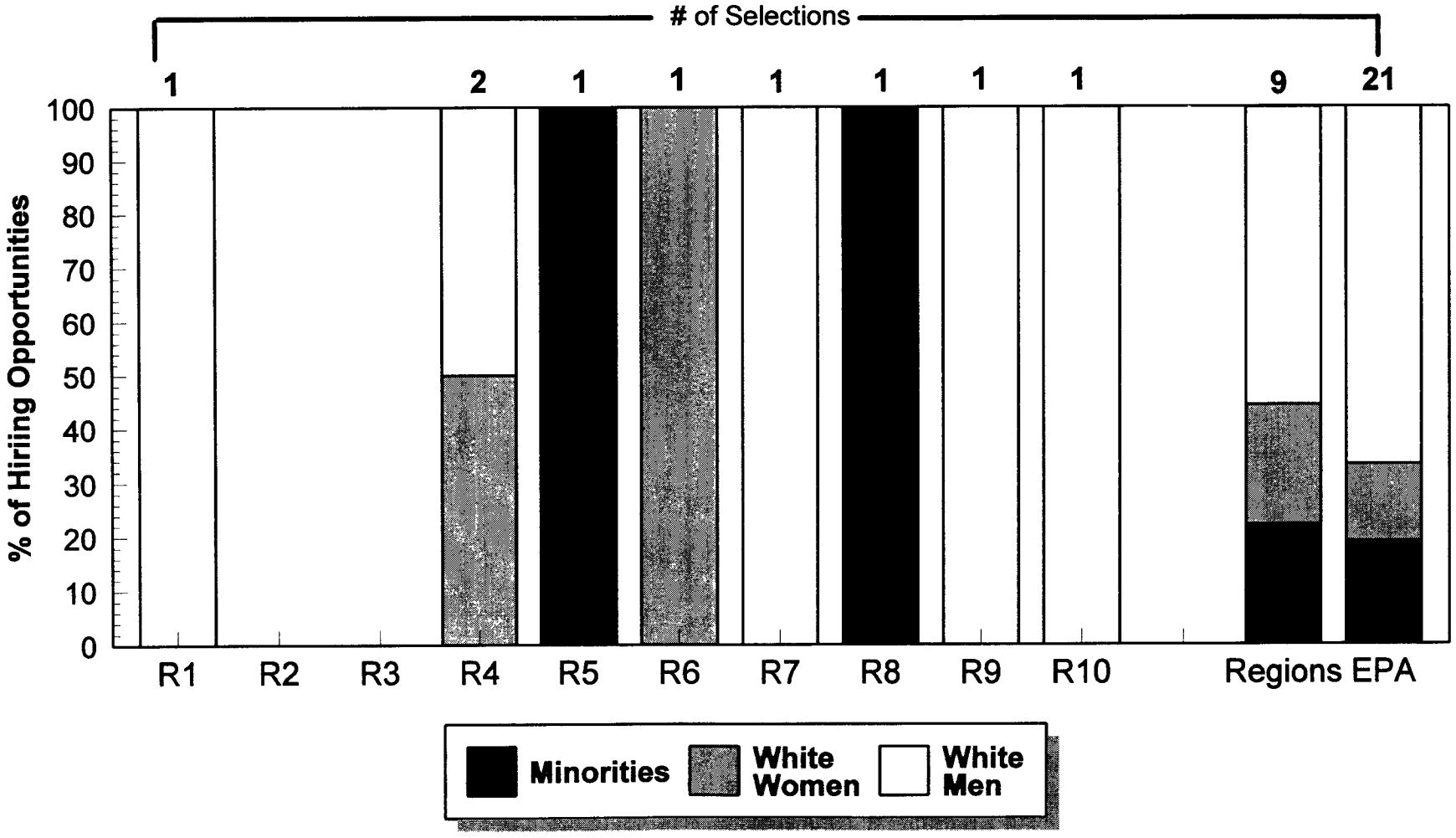
* There are no temporary promotions for Senior Executive Service (SES) employees

Selections for Senior Level Positions * by AAships



** Permanent Management Positions Only*

Selections for Senior Level Positions * by Regions



** Permanent Management Positions Only*

*U.S. Government Printing Office: 1994 — 515-003/01021

QUALITY ASSESSMENT FORM

The Office of Human Resources Management, through publications such as the quarterly status report "Creating Diversity in Management, Reflections of Change", is working to meet your needs. We would like to know whether our management information efforts are helping you with your human resources (HR) management responsibilities.

SECTION I. COMMENTS ON THE STATUS REPORT

(1) **The report gives me a useful overview of the selections made for senior level positions:**
|_| Strongly Agree |_| Agree |_| Disagree |_| Strongly Disagree

(2) **If you agree that the report is useful, how will you use it? (Please explain):**_____

(3) **If you feel the report is not useful, what would make it useful? (Please explain):**_____

(4) **The information is presented at the right level of detail:**
|_| Strongly Agree |_| Agree |_| Disagree |_| Strongly Disagree

(5) **If you do not agree that the report is presented at the right level of detail, what level would be more useful to you? (Please explain):** _____

(6) **The information is presented in a clear, understandable manner:**
|_| Strongly Agree |_| Agree |_| Disagree |_| Strongly Disagree

(7) **If you feel that the information is not presented clearly, how might we improve the presentation? (Please explain):**

(8) **Are there any areas you would like us to expand?** |_| Yes |_| No

(9) **If yes, which ones? In what way? (Please explain):**_____

(10) **Are there any statistics you would like included in the report? (Please Explain):**_____

(11) **Are there any statistics you would like eliminated from the report? (Please explain):**_____

(12) **Other comments or suggestions:**_____

SECTION II. RESPONDENT DATA

(13) **I am a:** |_| **First level Supervisor** |_| **Second level supervisor** |_| **Third or higher level supervisor**
|_| **Program Manager** |_| **Program Advisor** |_| **Special Assistant** |_| **Not a supervisor**
|_| **Other** _____

(14) **My occupational specialty is:** |_| **Scientist** |_| **Engineer** |_| **Attorney** |_| **Environmental Protection Specialist**
|_| **Human Resources** |_| **Administrative Management**
|_| **Other:** _____

(15) **My location is:** |_| **Headquarters** |_| **Regional Office** |_| **Laboratory**
|_| **Other:** _____

We appreciate your taking the time to complete this survey. The information you provide will help us develop more responsive products and services. Our focus is on supporting you in carrying out your human resources management responsibilities.

After completing the questionnaire, please send it to the address listed below.

Thank you for your input!

U.S. Environmental Protection Agency
Office of Human Resources Management
Field Operations, Evaluation, and Support
Services Division (3624)
401 M. St. S.W., Washington, D.C. 20460
ATTN: ISS Telephone: 202 260-3424