

Appendix F. Metropolitan State University
SEPARATION ANALYSIS

TOTAL SEPARATIONS										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification	13	2.88%		61.54%		61.54%		7.69%		7.69%
Resignations	109	24.17%	70	64.22%	32	29.36%		3.67%		3.67%
Enhanced Separation		0.89%		25.00%		25.00%		0.00%		0.00%
Retirement	27	5.99%	18	66.67%		18.52%		7.41%		0.00%
Deaths		1.11%		0.00%		0.00%		0.00%		0.00%
Lay-off		0.44%		50.00%		50.00%		50.00%		0.00%
Termination without Rights	291	64.52%	179	61.51%	74	25.43%		3.09%		3.09%
Total Separations	451	100.00%	277	61.42%	121	26.83%	17	3.77%	14	3.10%

OFFICIALS/ADMINISTRATORS										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification		16.67%		50.00%		0.00%	0	0.00%		50.00%
Resignations		50.00%		33.33%		33.33%	0	0.00%		0.00%
Enhanced Separation		0.00%		0.00%		0.00%	0	0.00%		0.00%
Retirement		8.33%		0.00%		0.00%	0	0.00%		0.00%
Deaths		16.67%		0.00%		0.00%	0	0.00%		0.00%
Lay-off		0.00%		0.00%		0.00%	0	0.00%		0.00%
Termination without Rights		8.33%		0.00%		0.00%	0	0.00%		0.00%
Total Separations	12	100.00%		25.00%		16.67%	0	0.00%		8.33%

EDUCATION ADMINISTRATORS										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Resignations		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Enhanced Separation		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Retirement		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%

Deaths		50.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Lay-off		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Termination without Rights		50.00%		100.00%	0	0.00%	0	0.00%	0	0.00%
Total Separations		100.00%		50.00%	0	0.00%	0	0.00%	0	0.00%

PROFESSIONALS										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification		5.15%		40.00%		80.00%		0.00%		0.00%
Resignations	47	48.45%	31	65.96%	19	40.43%		8.51%		4.26%
Enhanced Separation		4.12%		25.00%		25.00%		0.00%		0.00%
Retirement		8.25%		100.00%		12.50%		0.00%		0.00%
Deaths		1.03%		0.00%		0.00%		0.00%		0.00%
Lay-off		2.06%		50.00%		50.00%		50.00%		0.00%
Termination without Rights	30	30.93%	21	70.00%	14	46.67%		13.33%		0.00%
Total Separations	97	100.00%	64	65.98%	40	41.24%		9.28%		2.06%

RESIDENT FACULTY										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification		3.70%		100.00%		100.00%		0.00%	0	0.00%
Resignations	12	44.44%		58.33%		8.33%		0.00%	0	0.00%
Enhanced Separation		0.00%		0.00%		0.00%		0.00%	0	0.00%
Retirement		33.33%		44.44%		33.33%		11.11%	0	0.00%
Deaths		0.00%		0.00%		0.00%		0.00%	0	0.00%
Lay-off		0.00%		0.00%		0.00%		0.00%	0	0.00%
Termination without Rights		18.52%		40.00%		0.00%		0.00%	0	0.00%
Total Separations	27	100.00%	14	51.85%		18.52%		3.70%	0	0.00%

COMMUNITY FACULTY										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification		0.00%		0.00%		0.00%		0.00%		0.00%
Resignations	11	4.35%		54.55%		36.36%		0.00%		0.00%
Enhanced Separation		0.00%		0.00%		0.00%		0.00%		0.00%

Retirement		1.58%		25.00%		25.00%		0.00%		0.00%
Deaths		0.40%		0.00%		0.00%		0.00%		0.00%
Lay-off		0.00%		0.00%		0.00%		0.00%		0.00%
Termination without Rights	237	93.68%	144	60.76%	55	23.21%		1.69%		3.80%
Total Separations	253	100.00%	151	59.68%	60	23.72%		1.58%		3.56%

OFFICE/CLERICAL										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification		4.17%		100.00%		50.00%		0.00%		0.00%
Resignations	25	52.08%	18	72.00%		24.00%		0.00%		8.00%
Enhanced Separation		0.00%		0.00%		0.00%		0.00%		0.00%
Retirement		8.33%		100.00%		0.00%		25.00%		0.00%
Deaths		0.00%		0.00%		0.00%		0.00%		0.00%
Lay-off		0.00%		0.00%		0.00%		0.00%		0.00%
Termination without Rights	17	35.42%	11	64.71%		29.41%		5.88%		0.00%
Total Separations	48	100.00%	35	72.92%	12	25.00%		4.17%		4.17%

SKILLED CRAFT										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Resignations	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Enhanced Separation	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Retirement	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Deaths	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Lay-off	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Termination without Rights	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total Separations	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

TECHNICIANS										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Resignations		100.00%		100.00%	0	0.00%	0	0.00%	0	0.00%

Enhanced Separation		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Retirement		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Deaths		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Lay-off		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Termination without Rights		0.00%		0.00%	0	0.00%	0	0.00%	0	0.00%
Total Separations		100.00%		100.00%	0	0.00%	0	0.00%	0	0.00%

SERVICE MAINTENANCE										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Resignations	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Enhanced Separation	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Retirement	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Deaths	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Lay-off	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Termination without Rights	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total Separations	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%

PARAPROFESSIONALS										
Types of Separation	Total Number	Total Percentage	Total Number of Women	Percentage of Women	Total Number of Minorities	Percentage of Minorities	Total Number of Indiv w/Disabilities	Percentage of Indiv w/Disabilities	Total Number of Veterans	Percentage of Veterans
Dismissal or Non-Certification		27.27%		66.67%		66.67%		33.33%	0	0.00%
Resignations		63.64%		71.43%		0.00%		0.00%	0	0.00%
Enhanced Separation		0.00%		0.00%		0.00%		0.00%	0	0.00%
Retirement		9.09%		100.00%		0.00%		0.00%	0	0.00%
Deaths		0.00%		0.00%		0.00%		0.00%	0	0.00%
Lay-off		0.00%		0.00%		0.00%		0.00%	0	0.00%
Termination without Rights		0.00%		0.00%		0.00%		0.00%	0	0.00%
Total Separations	11	100.00%		72.73%		18.18%		9.09%	0	0.00%