

background material

ANALYSIS OF
CIVIL SERVICE EXAMINATION
RESULTS

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ANALYSIS OF
CIVIL SERVICE EXAMINATION RESULTS

On April 9 and 10, 1975, the University of Chicago Industrial Relations Center, under contract to the City of Miami, administered a Civil Service Examination, the results of which were used to create a register of potential recruits for the City of Miami Police Department. The following brief narrative and attached statistical tables constitute an attempt to conduct an initial analysis of the performance of candidates recruited and/or instructed by the Law Enforcement Community Outreach and Career Program (LECOCP), otherwise known as the Tricultural Program, funded by the Law Enforcement Assistance Administration and intended to increase minority (Blacks, Latins, and women) representation in the ranks of the City of Miami Police Department.

Assumptions and Givens:

- (A) All statistics about the overall composition of the candidates, both those who competed and those who did not appear, and the results of the examination were compiled and provided by the Civil Service Board and were, for the purposes of this analysis, assumed to be accurate and complete.
- (B) All statistics about the overall composition of LECOCP candidates and students were compiled and checked for accuracy by LECOCP staff.
- (C) All computations of percentages were made on an electronic calculator set to three-digit accuracy and were, thus, subject to a maximum error of 0.09% due to automatic truncation.

- (D) It was assumed, for the purposes of this analysis, that the areas and degrees of success or failure of LECOCP endeavors could, at least partially, be assessed by a systematic examination of the performance of LECOCP candidates and students on the examination and by a comparison of their performance to the performance of other candidates.
- (E) The LECOCP instructional phase, in which candidates were to be aided in preparing for the examination, was designed and implemented on the basis of incorrect information to the effect that the examination would be predominantly intended to measure cognitive skills, not affective skills. Consequently, the relationship between attendance in LECOCP classes and subsequent performance is tentative, at best.
- (F) The objectives of LECOCP were stated strictly in terms of increasing the number of minority persons actually hired as police officers. Therefore, this analysis can only serve as an interim evaluation and an indicator of the likelihood of eventual success.

Appendix I:

Appendix I consists of 24 separate tables which delineate by ethnicity and gender the comparative test performances of selected groups of candidates: specifically, those candidates whose applications were accepted by LECOCP (i.e., "LECOCP CANDIDATES") versus candidates whose applications were accepted by the Civil Service Board (i.e., "Non-LECOCP CANDIDATES").

Significant Figures: Appendix I:

- (A) 97.3% of LECOCP candidates were Black or Latin; 28.4% were female. 59.0% of Non-LECOCP candidates were Black or Latin; 22.6% were female.
- (B) 64.2% of all minority candidates were LECOCP candidates, although only 56.1% of all candidates were LECOCP candidates.
- (C) The proportion of LECOCP candidates who did not appear for the examination (32.3%) was essentially equal to the proportion of Non-LECOCP candidates who did not appear (32.5%).
- (D) 41.5% of Black LECOCP candidates were female. 25.0% of Black Non-LECOCP candidates were female.
- (E) 19.7% of Latin LECOCP candidates did not appear. 38.2% of Latin Non-LECOCP candidates did not appear.
- (F) 96.7% of LECOCP candidates who competed on the examination were Black or Latin; 21.6% were female. 54.8% of Non-LECOCP candidates who competed were Black or Latin; 18.8% were female.
- (G) 65.8% of all minority candidates who competed were LECOCP candidates.
- (H) 77.2% of all candidates who passed the examination were minority candidates.
- (I) 52.7% of all candidates who passed were minority LECOCP candidates.
- (J) 68.2% of all minority candidates who passed were minority LECOCP candidates.
- (K) 75.0% of Black candidates who passed were LECOCP candidates, although only 66.3% of Black candidates who competed were LECOCP candidates.

- (L) 75.0% of Latin candidates who passed were LECOCP candidates, 72.6% of Latin candidates who competed were LECOCP candidates.
- (M) 45.6% of all female candidates who competed passed.
- (N) 53.8% of female candidates who passed were LECOCP candidates; 59.6% of female candidates who competed were LECOCP candidates.

Appendix II:

Appendix II consists of 24 separate tables (parallel to those in Appendix I) which delineate by ethnicity and gender the comparative test performances of selected groups of candidates: specifically, those candidates who attended LECOCP instructional classes (i.e., "LECOCP STUDENTS") versus candidates who did not attend (i.e., "NON-LECOCP STUDENTS").

Significant Figures: Appendix II:

- (A) 93.6% of LECOCP students were Black or Latin; 24.7% were female. 71.0% of all other candidates were Black or Latin; 26.7% were female.
- (B) 14.9% of LECOCP students did not appear for the examination. 45.1% of all other candidates did not appear.
- (C) 21.9% of Black LECOCP students did not appear. 54.6% of all other Black candidates did not appear.
- (D) 8.6% of Latin LECOCP students did not appear. 48.6% of all other Latin candidates did not appear.
- (E) 25.5% of female LECOCP students did not appear. 60.9% of all other female candidates did not appear.
- (F) 93.2% of LECOCP students who competed on the

examination were Black or Latin; 21.6% were female. 61.8% of all other candidates who competed were Black or Latin; 19.0% were female.

(G) 60.2% of all minority candidates who competed were LECOCP students.

(H) 45.4% of all candidates who passed the examination were LECOCP students.

(I) 58.8% of all minority candidates who passed were LECOCP students.

(J) 56.2% of Black candidates who passed were LECOCP students; 56.6% of Black candidates who competed were LECOCP students.

(K) 68.1% of Latin candidates who passed were LECOCP students; 69.8% of Latin candidates who competed were LECOCP students.

(L) 57.6% of female candidates who passed were LECOCP students; 56.1% of female candidates who competed were LECOCP students.

Summary Conclusions:

As previously alluded, an objective analysis of LECOCP's efforts is seriously hampered by a lack of definite correlatives and/or cause-and-effect relationships between program activities and probable success on the Civil Service Examination. Nonetheless, certain, cautiously stated conclusions can legitimately be drawn:

(A) Although comparison data about previous examinations are not available, since statistics by ethnicity and gender were not generated by the Civil Service Board (in compliance with Federal guidelines then in effect),

it can be safely postulated that the extremely large proportion of minority candidates competing on the most recent examination marked a radical upswing. This supposition is supported in part by the fact that the City of Miami Police Department, like other local institutions, is involved in affirmative action to increase minority representation in its ranks.

- (B) It is probable that LECOCP's advertisement and recruitment activities were partially responsible for the fact that a substantial majority of the candidates whose applications were accepted by the Civil Service Board were minority persons.
- (C) 36.3% of all minority candidates who competed passed, while 55.5% of Anglo males who competed passed; and 34.7% of all Black or Latin candidates who competed passed, while 56.6% of Anglo candidates who competed passed. This very significant difference in success rates indicates a continuing need for revision of testing procedures and further efforts in providing support for minority candidates.
- (D) Despite numerous potential difficulties, three-fourths of those persons who passed the examination were minority candidates. This tends to lead to the conclusion that intensive recruiting of minority candidates can have an impact, in fact, a very significant impact.

It is important to remember that any evaluation of LECOCP's activities should not be based solely upon an inspection of numbers. LECOCP has directed itself not only to recruiting the maximum quantity of minority candidates, but also to providing supportive services to those candidates who have correctible deficiencies. That is, neither LECOCP nor any other conceivable program can hope to convert a candidate who lacks the requisite qualities and abilities to one who has those qualities and abilities.

APPENDIX I

CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>CANDIDATES</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NON-LECOCP</u> <u>CANDIDATES</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	232	56.1%	413	100.0%	181	43.8
Male	166	40.1%	306	74.0%	140	33.8%
Female	66	15.9%	107	25.9%	41	9.9%
Black	130	31.4%	190	46.0%	60	14.5%
Black Male	76	18.4%	121	29.2%	45	10.8%
Black Female	54	13.0%	69	16.7%	15	3.6%
Latin	96	23.2%	143	34.6%	47	11.3%
Latin Male	86	20.8%	127	30.7%	41	9.9%
Latin Female	10	2.4%	16	3.8%	6	1.4%
Anglo	6	1.4%	80	19.3%	74	17.9%
Anglo Male	4	0.9%	58	14.0%	54	13.0%
Anglo Female	2	0.4%	22	5.3%	20	4.8%
<u>DID NOT APPEAR</u>	75	18.1%	134	32.4%	59	14.2%
Male	43	10.4%	84	20.3%	41	9.9%
Female	32	7.7%	50	12.1%	18	4.3%
Black	55	13.3%	77	18.6%	22	5.3%
Black Male	26	6.2%	38	9.2%	12	2.9%
Black Female	29	7.0%	39	9.4%	10	2.4%
Latin	19	4.6%	37	8.9%	18	4.3%
Latin Male	16	3.8%	33	7.9%	17	4.1%
Latin Female	3	0.7%	4	0.9%	1	0.2%
Anglo	1	0.2%	20	4.8%	19	4.6%
Anglo Male	1	0.2%	13	3.1%	12	2.9%
Anglo Female	0	0.0%	7	1.6%	7	1.6%

LECOCP

CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	232	100.0%	75	32.3%
Male	166	71.5%	43	18.5%
Female	66	28.4%	32	13.7%
Black	130	56.0%	55	23.7%
Black Male	76	32.7%	26	11.2%
Black Female	54	23.2%	29	12.5%
Latin	96	41.3%	19	8.1%
Latin Male	86	37.0%	16	6.8%
Latin Female	10	4.3%	3	1.2%
Anglo	6	2.5%	1	0.4%
Anglo Male	4	1.7%	1	0.4%
Anglo Female	2	0.8%	0	0.0%

NON-LECOCP

CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	181	100.0%	59	32.5%
Male	140	77.3%	41	22.6%
Female	41	22.6%	18	9.9%
Black	60	33.1%	22	12.1%
Black Male	45	24.8%	12	6.6%
Black Female	15	8.2%	10	5.5%
Latin	47	25.9%	18	9.9%
Latin Male	41	22.6%	17	9.3%
Latin Female	6	3.3%	1	0.5%
Anglo	74	40.8%	19	10.4%
Anglo Male	54	29.8%	12	6.6%
Anglo Female	20	11.0%	7	3.8%

BLACK
CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>CANDIDATES</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NON-LECOCP</u> <u>CANDIDATES</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	130	68.4%	190	100.0%	60	31.5%
Male	76	40.0%	121	63.6%	45	23.6%
Female	54	28.4%	69	36.3%	15	7.8%
<u>DID NOT APPEAR</u>	55	28.9%	77	40.5%	22	11.5%
Male	26	13.6%	38	20.0%	12	6.3%
Female	29	15.2%	39	20.5%	10	5.2%

BLACK LECOC
CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	130	100.0%	55	42.3%
Male	76	58.4%	26	20.0%
Female	54	41.5%	29	22.3%

BLACK NON-LECOCP
CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	60	100.0%	22	36.6%
Male	45	75.0%	12	20.0%
Female	15	25.0%	10	16.6%

LATIN

CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>CANDIDATES</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NON-LECOCP</u> <u>CANDIDATES</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	96	67.1%	143	100.0%	47	32.8%
Male	86	60.1%	127	88.8%	41	28.6%
Female	10	6.9%	16	11.1%	6	4.1%
<u>DID NOT APPEAR</u>	19	13.2%	37	25.8%	18	12.5%
Male	16	11.1%	33	23.0%	17	11.8%
Female	3	2.0%	4	2.7%	1	0.6%

LATIN LECOCP
CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	96	100.0%	19	19.7%
Male	86	89.5%	16	16.6%
Female	10	10.4%	3	3.1%

LATIN NON-LECOCP CANDIDATES
SCHEDULED FOR THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	47	100.0%	18	38.2%
Male	41	87.2%	17	36.1%
Female	6	12.7%	1	2.1%

ANGLO CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>CANDIDATES</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NON-LECOCP</u> <u>CANDIDATES</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	6	7.5%	80	100.0%	74	92.5%
Male	4	5.0%	58	72.5%	54	67.5%
Female	2	2.5%	22	27.5%	20	25.0%
<u>DID NOT APPEAR</u>	1	1.2%	20	25.0%	19	23.7%
Male	1	1.2%	13	16.2%	12	15.0%
Female	0	0.0%	7	8.7%	7	8.7%

ANGLO LECOCP CANDIDATES

SCHEDULED FOR THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	6	100.0%	1	16.6%
Male	4	66.6%	1	16.6%
Female	2	33.3%	0	0.0%

ANGLO NON-LECOCP CANDIDATES

SCHEDULED FOR THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	74	100.0%	19	25.6%
Male	54	72.9%	12	16.2%
Female	20	27.0%	7	9.4%

CANDIDATES WHO COMPETED
ON THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>CANDIDATES</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NON-LECOCP</u> <u>CANDIDATES</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	157	56.2%	279	100.0%	122	43.7%
Male	123	44.0%	222	79.5%	99	35.4%
Female	34	12.1%	57	20.4%	23	8.2%
Black	75	26.8%	113	40.5%	38	13.6%
Black Male	50	17.9%	83	29.7%	33	11.8%
Black Female	25	8.9%	30	10.7%	5	1.7%
Latin	77	27.5%	106	37.9%	29	10.3%
Latin Male	70	25.0%	94	33.6%	24	8.6%
Latin Female	7	2.5%	12	4.3%	5	1.7%
Anglo	5	1.7%	60	21.5%	55	19.7%
Anglo Male	3	1.0%	45	16.1%	42	15.0%
Anglo Female	2	0.7%	15	5.3%	13	4.6%
<u>PASSED</u>	60	21.5%	110	39.4%	50	17.9%
Male	46	16.4%	84	30.1%	38	13.6%
Female	14	5.0%	26	9.3%	12	4.3%
Black	24	8.6%	32	11.4%	8	2.8%
Black Male	15	5.3%	21	7.5%	6	2.1%
Black Female	9	3.2%	11	3.9%	2	0.7%
Latin	33	11.8%	44	15.7%	11	3.9%
Latin Male	29	10.3%	38	13.6%	9	3.2%
Latin Female	4	1.4%	6	2.1%	2	0.7%
Anglo	3	1.0%	34	12.1%	31	11.1%
Anglo Male	2	0.7%	25	8.9%	23	8.2%
Anglo Female	1	0.3%	9	3.2%	8	2.8%
<u>FAILED</u>	97	34.7%	169	60.5%	72	25.8%
Male	77	27.5%	138	49.4%	61	21.8%
Female	20	7.1%	31	11.1%	11	3.9%
Black	51	18.2%	81	29.0%	30	10.7%
Black Male	35	12.5%	62	22.2%	27	9.6%
Black Female	16	5.7%	19	6.8%	3	1.0%

	<u>LECOCP</u> <u>CANDIDATES</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NON-LECOCP</u> <u>CANDIDATES</u>	
Latin	44	15.7%	62	22.2%	18	6.4%
Latin Male	41	14.6%	56	20.0%	15	5.3%
Latin Female	3	1.0%	6	2.1%	3	1.0%
Anglo	2	0.7%	26	9.3%	24	8.6%
Anglo Male	1	0.3%	20	7.1%	19	6.8%
Anglo Female	1	0.3%	6	2.1%	5	1.7%

LECOCP CANDIDATES WHO COMPETED
ON THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	157	100.0%	60	38.2%	97	61.7%
Male	123	78.3%	46	29.2%	77	49.0%
Female	34	21.6%	14	8.9%	20	12.7%
Black	75	47.7%	24	15.2%	51	32.4%
Black Male	50	31.8%	15	9.5%	35	22.2%
Black Female	25	15.9%	9	5.7%	16	10.1%
Latin	77	49.0%	33	21.0%	44	28.0%
Latin Male	70	44.5%	29	18.4%	41	26.1%
Latin Female	7	4.4%	4	2.5%	3	1.9%
Anglo	5	3.1%	3	1.9%	2	1.2%
Anglo Male	3	1.9%	2	1.2%	1	0.6%
Anglo Female	2	1.2%	1	0.6%	1	0.6%

NON-LECOCP CANDIDATES WHO COMPETED

ON THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	122	100.0%	50	40.9%	72	59.0%
Male	99	81.1%	38	31.1%	61	50.0%
Female	23	18.8%	12	9.8%	11	9.0%
Black	38	31.1%	8	6.5%	30	24.5%
Black Male	33	27.0%	6	4.9%	27	22.1%
Black Female	5	4.0%	2	1.6%	3	2.4%
Latin	29	23.7%	11	9.0%	18	14.7%
Latin Male	24	19.6%	9	7.3%	15	12.2%
Latin Female	5	4.0%	2	1.6%	3	2.4%
Anglo	55	45.0%	31	25.4%	24	19.6%
Anglo Male	42	34.4%	23	18.8%	19	15.5%
Anglo Female	13	10.6%	8	6.5%	5	4.0%

BLACK
CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>CANDIDATES</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NON-LECOCP</u> <u>CANDIDATES</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	75	66.3%	113	100.0%	38	33.6%
Male	50	44.2%	83	73.4%	33	29.2%
Female	25	22.1%	30	26.5%	5	4.4%
<u>PASSED</u>	24	21.2%	32	28.3%	8	7.0%
Male	15	13.2%	21	18.5%	6	5.3%
Female	9	7.9%	11	9.7%	2	1.7%
<u>FAILED</u>	51	45.1%	81	71.6%	30	26.5%
Male	35	30.9%	62	54.8%	27	23.8%
Female	16	14.1%	19	16.8%	3	2.6%

BLACK LECOCP

CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	75	100.0%	24	32.0%	51	68.0%
Male	50	66.6%	15	20.0%	35	46.6%
Female	25	33.3%	9	12.0%	16	21.3%

BLACK NON-LECOCP

CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	38	100.0%	8	21.0%	30	78.9%
Male	33	86.8%	6	15.7%	27	71.0%
Female	5	13.1%	2	5.2%	3	7.8%

LATIN
CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>CANDIDATES</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NON-LECOCP</u> <u>CANDIDATES</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	77	72.6%	106	100.0%	29	27.3%
Male	70	66.0%	94	88.6%	24	22.6%
Female	7	6.6%	12	11.3%	5	4.7%
<u>PASSED</u>	33	31.1%	44	41.5%	11	10.3%
Male	29	27.3%	38	35.8%	9	8.4%
Female	4	3.7%	6	5.6%	2	1.8%
<u>FAILED</u>	44	41.5%	62	58.4%	18	16.9%
Male	41	38.6%	56	52.8%	15	14.1%
Female	3	2.8%	6	5.6%	3	2.8%

LATIN LECOCP
CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	77	100.0%	33	42.8%	44	57.1%
Male	70	90.9%	29	37.6%	41	53.2%
Female	7	9.0%	4	5.1%	3	3.8%

LATIN NON-LECOCP
CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	29	100.0%	11	37.9%	18	62.0%
Male	24	82.7%	9	31.0%	15	51.7%
Female	5	17.2%	2	6.8%	3	10.3%

ANGLO
CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>CANDIDATES</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NON-LECOCP</u> <u>CANDIDATES</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	5	8.3%	60	100.0%	55	91.6%
Male	3	5.0%	45	75.0%	42	70.0%
Female	2	3.3%	15	25.0%	13	21.6%
<u>PASSED</u>	3	5.0%	34	56.6%	31	51.6%
Male	2	3.3%	25	41.6%	23	38.3%
Female	1	1.6%	9	15.0%	8	13.3%
<u>FAILED</u>	2	3.3%	26	43.3%	24	40.0%
Male	1	1.6%	20	33.3%	19	31.6%
Female	1	1.6%	6	10.0%	5	8.3%

ANGLO LECOCP
CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	5	100.0%	3	60.0%	2	40.0%
Male	3	60.0%	2	40.0%	1	20.0%
Female	2	40.0%	1	20.0%	1	20.0%

ANGLO NON-LECOCP
CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	55	100.0%	31	56.3%	24	43.6%
Male	42	76.3%	23	41.8%	19	34.5%
Female	13	23.6%	8	14.5%	5	9.0%

APPENDIX II

CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP STUDENTS</u>		<u>ALL CANDIDATES</u>		<u>NOT LECOCP STUDENTS</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	174	42.1%	413	100.0%	239	57.8%
Male	131	31.7%	306	74.0%	175	42.3%
Female	43	10.4%	107	25.9%	64	14.4%
Black	82	19.8%	190	46.0%	108	26.1%
Black Male	52	12.5%	121	29.2%	69	16.7%
Black Female	30	7.2%	69	16.7%	39	9.4%
Latin	81	19.6%	143	34.6%	62	15.0%
Latin Male	71	17.1%	127	30.7%	56	13.5%
Latin Female	10	2.4%	16	3.8%	6	1.4%
Anglo	11	2.6%	80	19.3%	69	16.7%
Anglo Male	8	1.9%	58	14.0%	50	12.1%
Anglo Female	3	0.7%	22	5.3%	19	4.6%
<u>DID NOT APPEAR</u>	26	6.2%	134	32.4%	108	26.1%
Male	15	3.6%	84	20.3%	69	16.7%
Female	11	2.6%	50	12.1%	39	9.4%
Black	18	4.3%	77	18.6%	59	14.2%
Black Male	9	2.1%	38	9.2%	29	7.0%
Black Female	9	2.1%	39	9.4%	30	7.2%
Latin	7	1.6%	37	8.9%	30	7.2%
Latin Male	5	1.2%	33	7.9%	28	6.7%
Latin Female	2	0.4%	4	0.9%	2	0.4%
Anglo	1	0.2%	20	4.8%	19	4.6%
Anglo Male	1	0.2%	13	3.1%	12	2.9%
Anglo Female	0	0.0%	7	1.6%	7	1.6%

LECOCP

STUDENTS SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	174	100.0%	26	14.9%
Male	131	75.2%	15	8.6%
Female	43	24.7%	11	6.3%
Black	82	47.1%	18	10.3%
Black Male	52	29.8%	9	5.1%
Black Female	30	17.2%	9	5.1%
Latin	81	46.5%	7	4.0%
Latin Male	71	40.8%	5	2.8%
Latin Female	10	5.7%	2	1.1%
Anglo	11	6.3%	1	0.5%
Anglo Male	8	4.5%	1	0.5%
Anglo Female	3	1.7%	0	0.0%

NOT LECOCP
STUDENTS SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	239	100.0%	108	45.1%
Male	175	73.2%	69	28.8%
Female	64	26.7%	39	16.3%
Black	108	45.1%	59	24.6%
Black Male	69	28.8%	29	12.1%
Black Female	39	16.3%	30	12.5%
Latin	62	25.9%	30	12.5%
Latin Male	56	23.4%	28	11.7%
Latin Female	6	2.5%	2	0.8%
Anglo	69	28.8%	19	7.9%
Anglo Male	50	20.9%	12	5.0%
Anglo Female	19	7.9%	7	2.9%

BLACK

CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>STUDENTS</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NOT LECOCP</u> <u>STUDENTS</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	82	43.1%	190	100.0%	108	56.8%
Male	52	27.3%	121	63.6%	69	36.3%
Female	30	15.7%	69	36.3%	39	20.5%
<u>DID NOT APPEAR</u>	18	9.4%	77	40.5%	59	31.0%
Male	9	4.7%	38	20.0%	29	15.2%
Female	9	4.7%	39	20.5%	30	15.7%

BLACK LECOCP
STUDENTS SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	82	100.0%	18	21.9%
Male	52	63.4%	9	10.9%
Female	30	36.5%	9	10.9%

BLACK NOT LECOCP
STUDENTS SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	108	100.0%	59	54.6%
Male	69	63.8%	29	26.8%
Female	39	36.1%	30	27.7%

LATIN

CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>STUDENTS</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NOT LECOCP</u> <u>STUDENTS</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	81	56.6%	143	100.0%	62	43.3%
Male	71	49.6%	127	88.8%	56	39.1%
Female	10	6.9%	16	11.1%	6	4.1%
<u>DID NOT</u> <u>APPEAR</u>	7	4.8%	37	25.8%	30	20.9%
Male	5	3.4%	33	23.0%	28	19.5%
Female	2	1.3%	4	2.7%	2	1.3%

LATIN LECOCP
STUDENTS SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	81	100.0%	7	8.6%
Male	71	87.6%	5	6.1%
Female	10	12.3%	2	2.4%

LATIN NOT LECOCP
STUDENTS SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	62	100.0%	30	48.3%
Male	56	90.3%	28	45.1%
Female	6	9.6%	2	3.2%

ANGLO
CANDIDATES SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP STUDENTS</u>		<u>ALL CANDIDATES</u>		<u>NOT LECOCP STUDENTS</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	11	13.7%	80	100.0%	69	86.2%
Male	8	10.0%	58	72.5%	50	62.5%
Female	3	3.7%	22	27.5%	19	23.7%
<u>DID NOT APPEAR</u>	1	1.2%	20	25.0%	19	23.7%
Male	1	1.2%	13	16.2%	12	15.0%
Female	0	0.0%	7	8.7%	7	8.7%

ANGLO LECOCP
STUDENTS SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	11	100.0%	1	9.0%
Male	8	72.7%	1	9.0%
Female	3	27.2%	0	0.0%

ANGLO NOT LECOCP
STUDENTS SCHEDULED FOR
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>DID NOT APPEAR</u>	
	#	%	#	%
<u>TOTALS</u>	69	100.0%	19	27.5%
Male	50	72.4	12	17.3%
Female	19	27.5%	7	10.1%

CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP STUDENTS</u>		<u>ALL CANDIDATES</u>		<u>NOT LECOCP STUDENTS</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	148	53.0%	279	100.0%	131	46.9%
Male	116	41.5%	222	79.5%	106	37.9%
Female	32	11.4%	57	20.4%	25	8.9%
Black	64	22.9%	113	40.5%	49	17.5%
Black Male	43	15.4%	83	29.7%	40	14.3%
Black Female	21	7.5%	30	10.7%	9	3.2%
Latin	74	26.5%	106	37.9%	32	11.4%
Latin Male	66	23.6%	94	33.6%	28	10.0%
Latin Female	8	2.8%	12	4.3%	4	1.4%
Anglo	10	3.5%	60	21.5%	50	17.9%
Anglo Male	7	2.5%	45	16.1%	38	13.6%
Anglo Female	3	1.0%	15	5.3%	12	4.3%
<u>PASSED</u>	54	19.3%	110	39.4%	56	20.0%
Male	39	13.9%	84	30.1%	45	16.1%
Female	15	5.3%	26	9.3%	11	3.9%
Black	18	6.4%	32	11.4%	14	5.0%
Black Male	10	3.5%	21	7.5%	11	3.9%
Black Female	8	2.8%	11	3.9%	3	1.0%
Latin	30	10.7%	44	15.7%	14	5.0%
Latin Male	25	8.9%	38	13.6%	13	4.6%
Latin Female	5	1.7%	6	2.1%	1	0.3%
Anglo	6	2.1%	34	12.1%	28	10.0%
Anglo Male	4	1.4%	25	8.9%	21	7.5%
Anglo Female	2	0.7%	9	3.2%	7	2.5%
<u>FAILED</u>	94	33.6%	169	60.5%	75	26.8%
Male	77	27.5%	138	49.4%	61	21.8%
Female	17	6.0%	31	11.1%	14	5.0%

	<u>LECOCP STUDENTS</u>		<u>ALL CANDIDATES</u>		<u>NOT LECOCP STUDENTS</u>	
	#	%	#	%	#	%
Black	46	16.4%	81	29.0%	35	12.5%
Black Male	33	11.8%	62	22.2%	29	10.3%
Black Female	13	4.6%	19	6.8%	6	2.1%
Latin	44	15.7%	62	22.2%	18	6.4%
Latin Male	41	14.6%	56	20.0%	15	5.3%
Latin Female	3	1.0%	6	2.1%	3	1.0%
Anglo	4	1.4%	26	9.3%	22	7.8%
Anglo Male	3	1.0%	20	7.1%	17	6.0%
Anglo Female	1	0.3%	6	2.1%	5	1.7%

LECOCP

STUDENTS WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	148	100.0%	54	36.4%	94	63.5%
Male	116	78.3%	39	26.3%	77	52.0%
Female	32	21.6%	15	10.1%	17	11.4%
Black	64	43.2%	18	12.1%	46	31.0%
Black Male	43	29.0%	10	6.7%	33	22.2%
Black Female	21	14.1%	8	5.4%	13	8.7%
Latin	74	50.0%	30	20.2%	44	29.7%
Latin Male	66	44.5%	25	16.8%	41	27.7%
Latin Female	8	5.4%	5	3.3%	3	2.0%
Anglo	10	6.7%	6	4.0%	4	2.7%
Anglo Male	7	4.7%	4	2.7%	3	2.0%
Anglo Female	3	2.0%	2	1.3%	1	0.6%

NOT LECOCP

STUDENTS WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	131	100.0%	56	42.7%	75	57.2%
Male	106	80.9%	45	34.2%	61	46.5%
Female	25	19.0%	11	8.3%	14	10.6%
Black	49	37.4%	14	10.6%	35	26.7%
Black Male	40	30.5%	11	8.3%	29	22.1%
Black Female	9	6.8%	3	2.2%	6	4.5%
Latin	32	24.4%	14	10.6%	18	13.7%
Latin Male	28	21.3%	13	9.9%	15	11.4%
Latin Female	4	3.0%	1	0.7%	3	2.2%
Anglo	50	38.1%	28	21.3%	22	16.7%
Anglo Male	38	29.0%	21	16.0%	17	12.9%
Anglo Female	12	9.1%	7	5.3%	5	3.8%

BLACK CANDIDATES WHO COMPETED
ON THE CIVIL SERVICE EXAMINATION

	<u>LECOCP STUDENTS</u>		<u>ALL CANDIDATES</u>		<u>NON-LECOCP STUDENTS</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	64	56.6%	113	100.0%	49	43.3%
Male	43	38.0%	83	73.4%	40	35.3%
Female	21	18.5%	30	26.5%	9	7.9%
<u>PASSED</u>	18	15.9%	32	28.3%	14	12.3%
Male	10	8.8%	21	18.5%	11	9.7%
Female	8	7.0%	11	9.7%	3	2.6%
<u>FAILED</u>	46	40.7%	81	71.6%	35	30.9%
Male	33	29.2%	62	54.8%	29	25.6%
Female	13	11.5%	19	16.8%	6	5.3%

BLACK LECÓCP STUDENTS WHO
COMPETED ON THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	64	100.0%	18	28.1%	46	71.8%
Male	43	67.1%	10	15.6%	33	51.5%
Female	21	32.8%	8	12.5%	13	20.3%

BLACK NON-LECOCP STUDENTS WHO
COMPETED ON THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	49	100.0%	14	28.5%	35	71.4%
Male	40	81.6%	11	22.4%	29	59.1%
Female	9	18.3%	3	6.1%	6	12.2%

LATIN

CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP</u> <u>STUDENTS</u>		<u>ALL</u> <u>CANDIDATES</u>		<u>NOT LECOCP</u> <u>STUDENTS</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	74	69.8%	106	100.0%	32	30.1%
Male	66	62.2%	94	88.6%	28	26.4%
Female	8	7.5%	12	11.3%	4	3.7%
<u>PASSED</u>	30	28.3%	44	41.5%	14	13.2%
Male	25	23.5%	38	35.8%	13	12.2%
Female	5	4.7%	6	5.6%	1	0.9%
<u>FAILED</u>	44	41.5%	62	58.4%	18	16.9%
Male	41	38.6%	56	52.8%	15	14.1%
Female	3	2.8%	6	5.6%	3	2.8%

LATIN LECOCP

STUDENTS WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
<u>TOTALS</u>	74	100.0%	30	40.5%	44	59.4%
Male	66	89.1%	25	33.7%	41	55.4%
Female	8	10.8%	5	6.7%	3	4.0%

LATIN NOT LECOCP
STUDENTS WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	32	100.0%	14	43.7%	18	56.2%
Male	28	87.5%	13	40.6%	15	46.8%
Female	4	12.5%	1	3.1%	3	9.3%

ANGLO
CANDIDATES WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>LECOCP STUDENTS</u>		<u>ALL CANDIDATES</u>		<u>NOT LECOCP STUDENTS</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	10	16.6%	60	100.0%	50	83.3%
Male	7	11.6%	45	75.0%	38	63.3%
Female	3	5.0%	15	25.0%	12	20.0%
<u>PASSED</u>	6	10.0%	34	56.6%	28	46.6%
Male	4	6.6%	25	41.6%	21	35.0%
Female	2	3.3%	9	15.0%	7	11.6%
<u>FAILED</u>	4	6.6%	26	43.3%	22	36.6%
Male	3	5.0%	20	33.3%	17	28.3%
Female	1	1.6%	6	10.0%	5	8.3%

ANGLO LECOCP
STUDENTS WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	10	100.0%	6	60.0%	4	40.0%
Male	7	70.0%	4	40.0%	3	30.0%
Female	3	30.0%	2	20.0%	1	10.0%

ANGLO NOT LECOC?
STUDENTS WHO COMPETED ON
THE CIVIL SERVICE EXAMINATION

	<u>TOTALS</u>		<u>PASSED</u>		<u>FAILED</u>	
	#	%	#	%	#	%
<u>TOTALS</u>	50	100.0%	28	56.0%	22	44.0%
Male	38	76.0%	21	42.0%	17	34.0%
Female	12	24.0%	7	14.0%	5	10.0%

END